

Addressing Education & Skills Gap

Collaborative Learning Presentation

How might we align and strengthen educational systems to address skills gaps?



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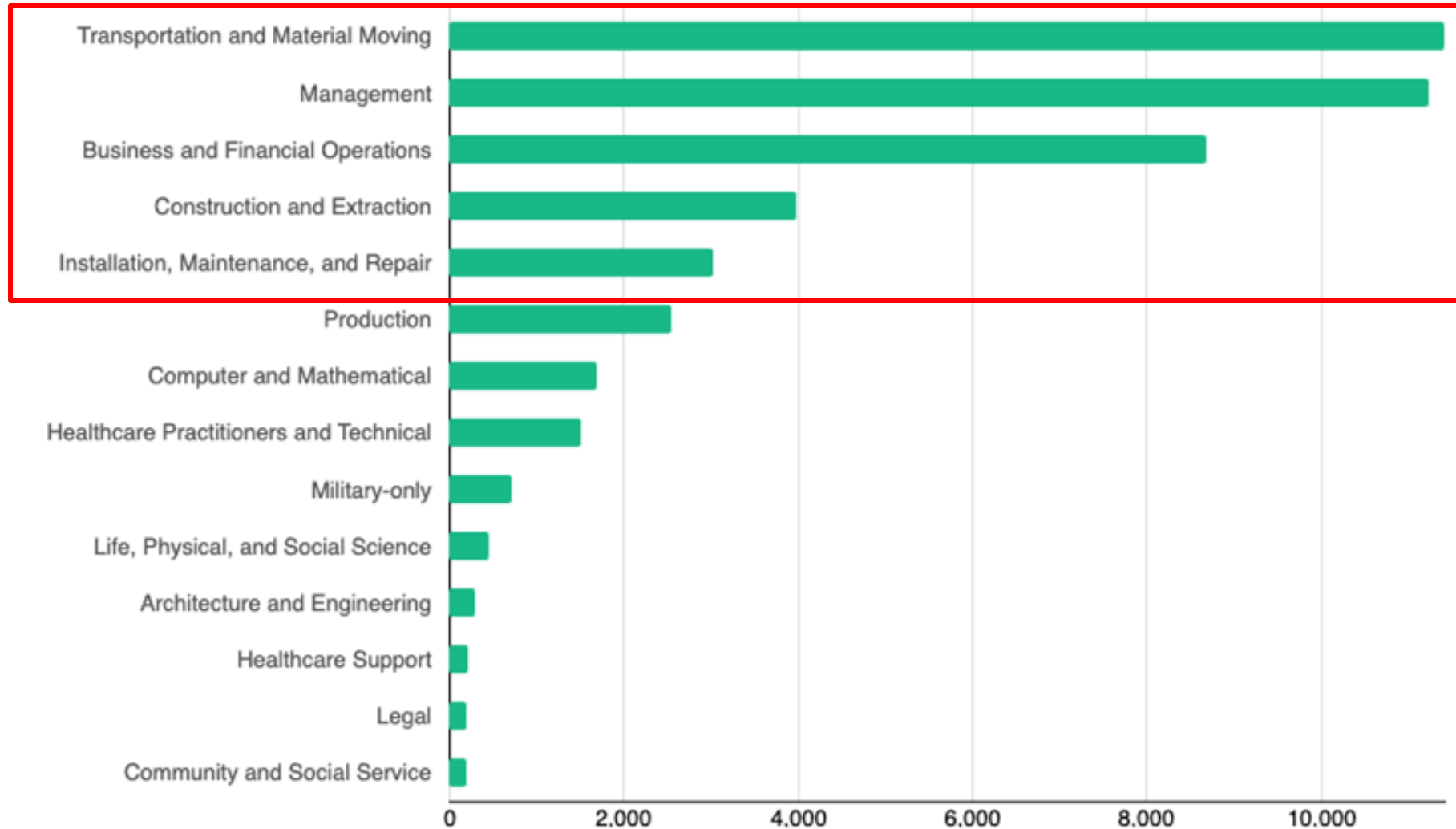

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Where we began...

- Examining the issue
 - Top growth areas in Southern Arizona
 - In-demand skills
 - Educational offerings
- Validation of the plan with industry experts

Top Growing Occupations:

Pima, Santa Cruz, Yuma, Cochise, Graham, Greenlee, and Pinal

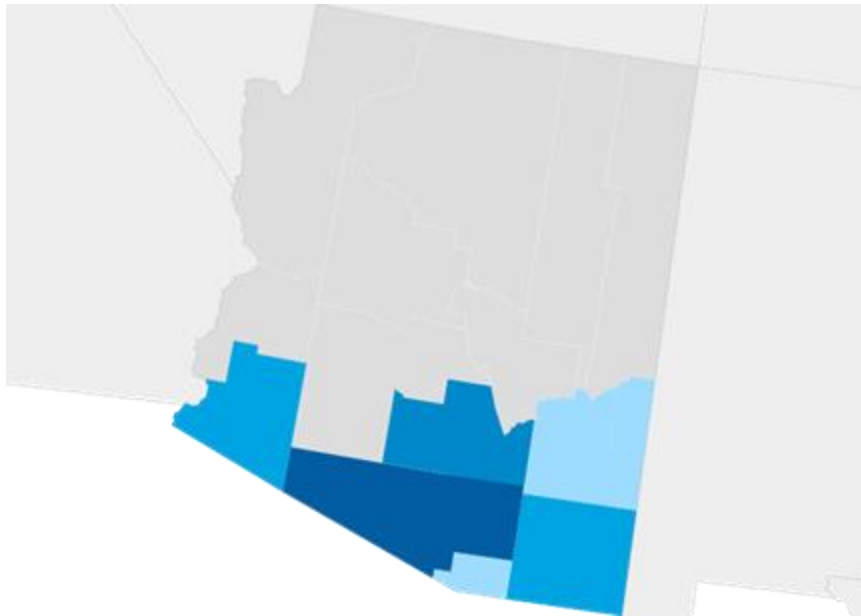


Legend:

- Occupation
- Jobs Growth

Workforce in the Southern Arizona Counties:

Pima, Santa Cruz, Yuma, Cochise, Graham, Greenlee, and Pinal



In 2021, top 5 job postings:

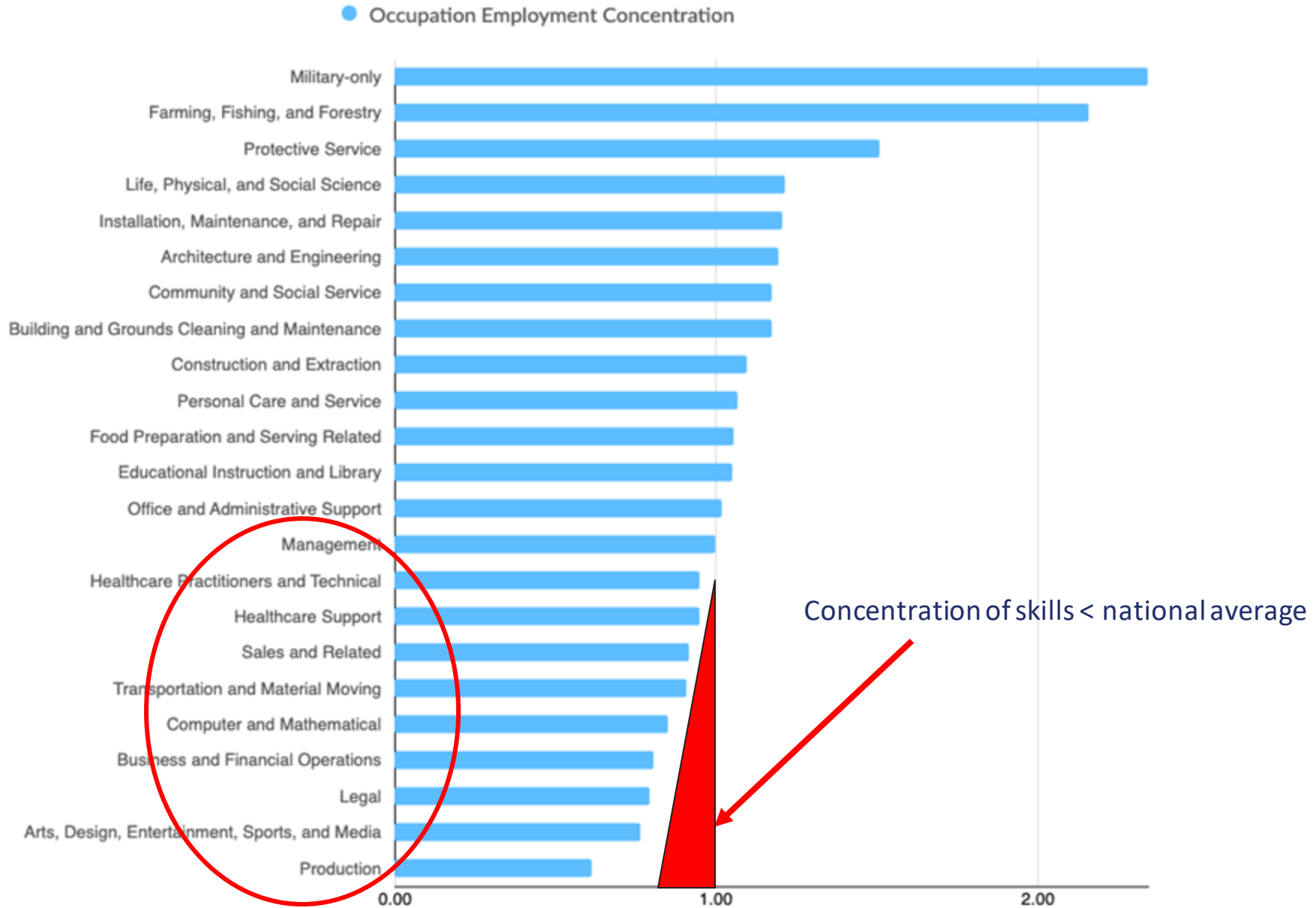
1. Registered Nurses
2. Heavy/Tractor Trailer Truck Driver
3. Customer Service Reps
4. Retail Salespersons
5. First Line Supervisors of Retail Sales Workers

Lightcast™.(2023). Retrieved from URL

https://analyst.lightcast.io/tmp/ark/Economy_Overview_7_Arizona_Counties_3082.pdf

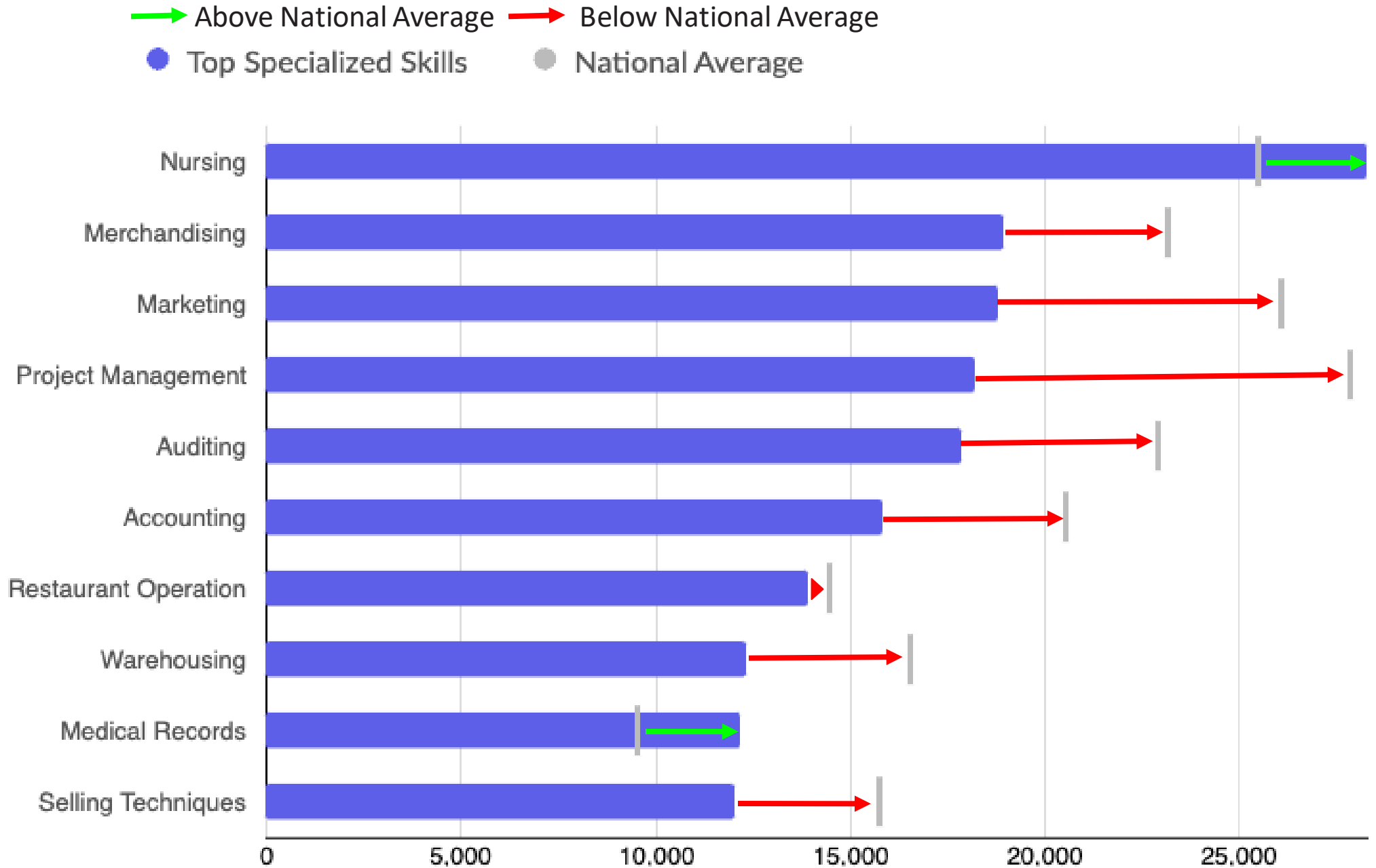
Top Occupation Concentration

(Across Pima, Santa Cruz, Yuma, Cochise, Graham, Greenlee, and Pinal Counties)



Top Specialized Skills

(Across 7 Southern AZ Counties)



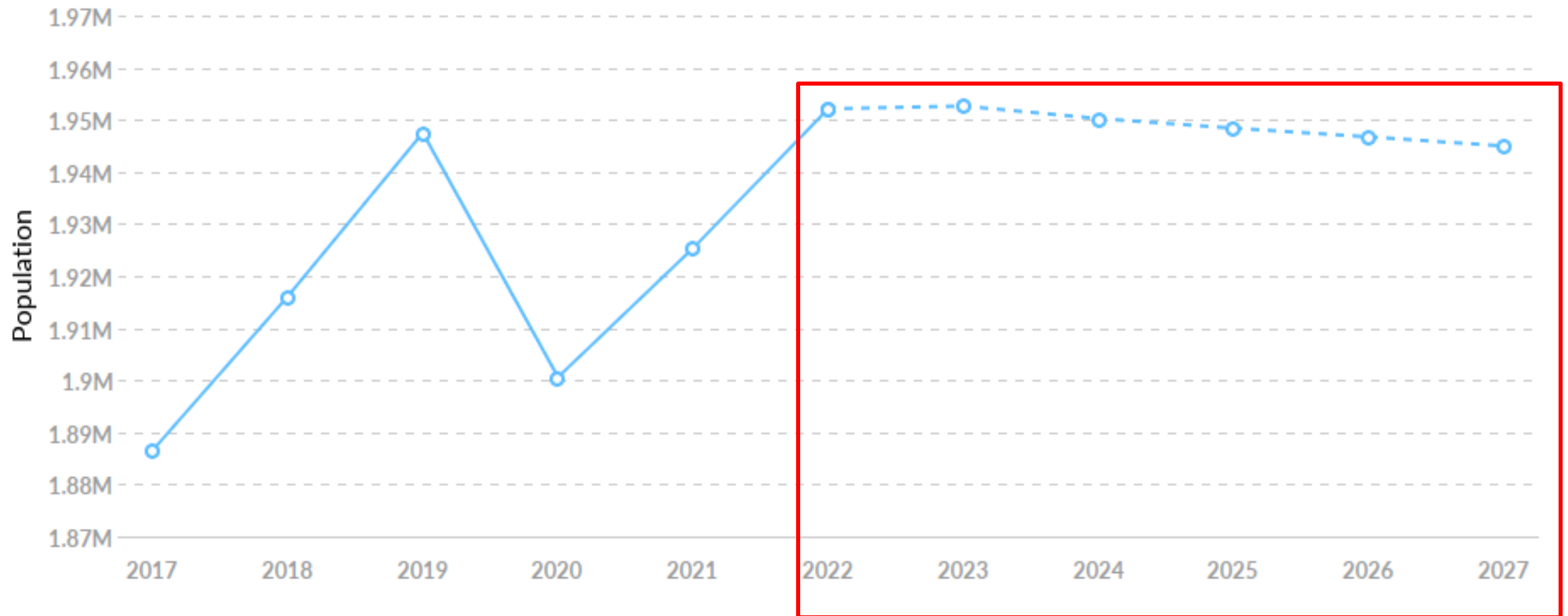
The *job-eligible* workforce

Pima, Santa Cruz, Yuma, Cochise, Graham, Greenlee, and Pinal Counties



Population Trends

As of 2022 the region's population increased by 3.5% since 2017, growing by 65,640. Population is expected to decrease by 0.4% between 2022 and 2027, losing 7,139.



Workforce Demographics

(Across Pima, Santa Cruz, Yuma, Cochise, Graham, Greenlee, and Pinal Counties)



376,771

Millennials

Your area has 376,771 millennials (ages 25-39). The national average for an area this size is 396,931.



634,335

Retiring Soon

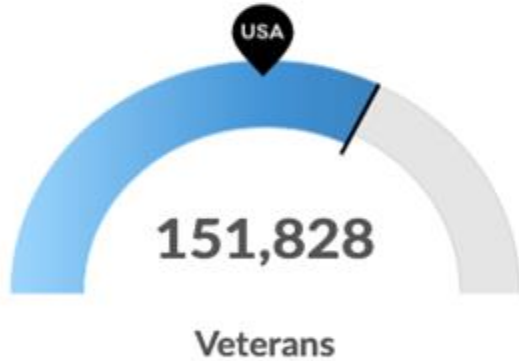
Retirement risk is about average in your area. The national average for an area this size is 585,008 people 55 or older, while there are 634,335 here.



1.01M

Racial Diversity

Racial diversity is high in your area. The national average for an area this size is 802,782 racially diverse people, while there are 1,008,832 here.



151,828

Veterans

Your area has 151,828 veterans. The national average for an area this size is 101,078.



3.68/1,000

Violent Crime

Your area has 3.68 violent crimes per 1,000 people. The national rate is 3.59 per 1,000 people.



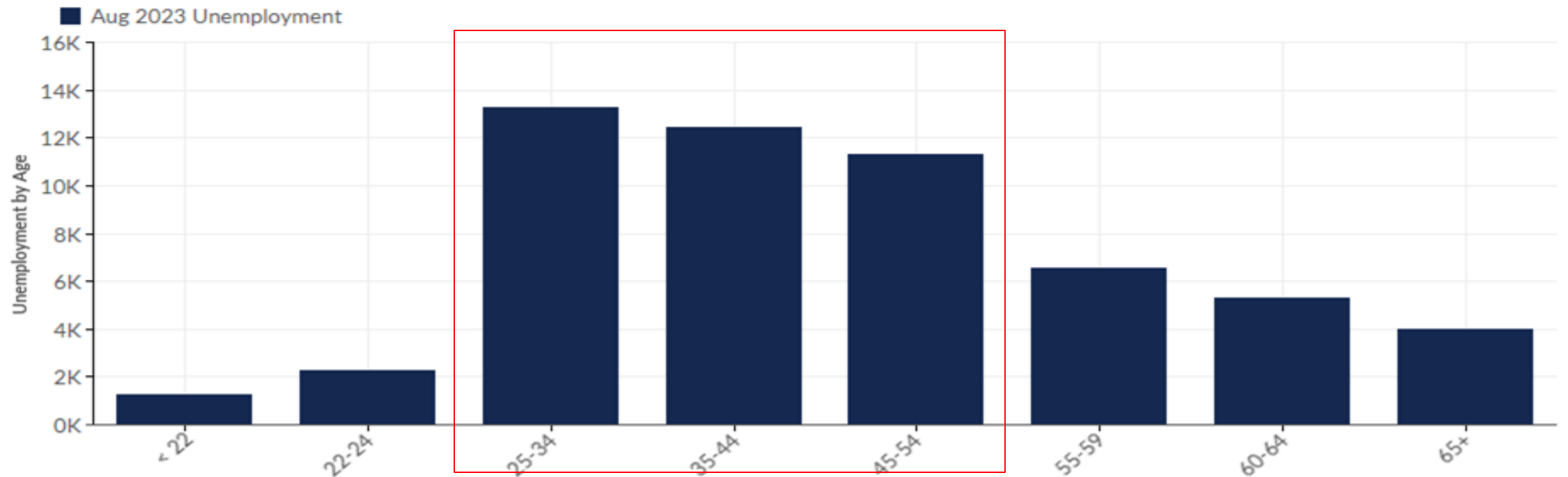
21.6/1,000

Property Crime

Your area has 21.6 property crimes per 1,000 people. The national rate is 17.8 per 1,000 people.

Workforce Demographics

Unemployment by Age



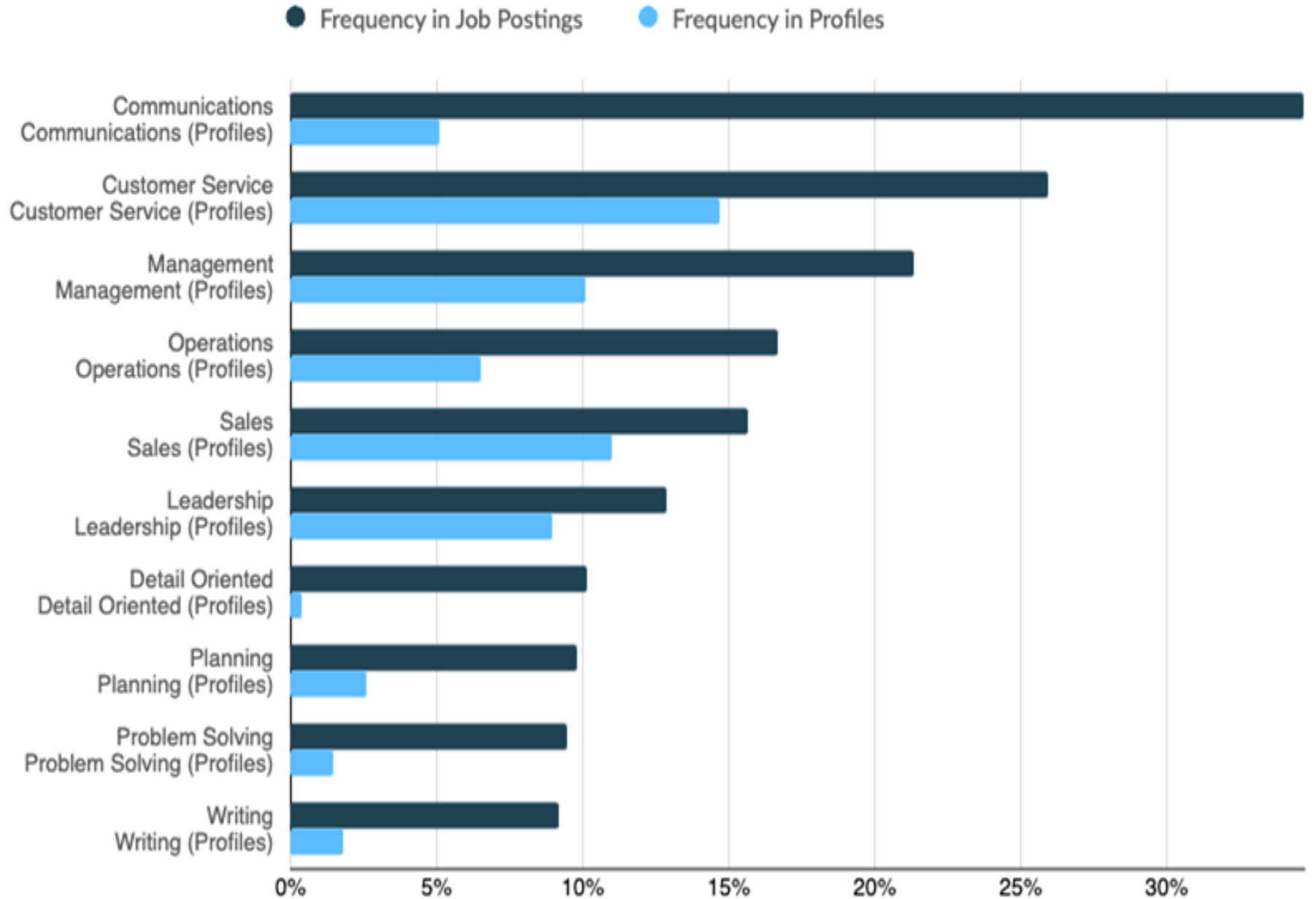
Examining Alignment of Education & Workforce

In-demand Skills from Top 5 Growth Occupations:

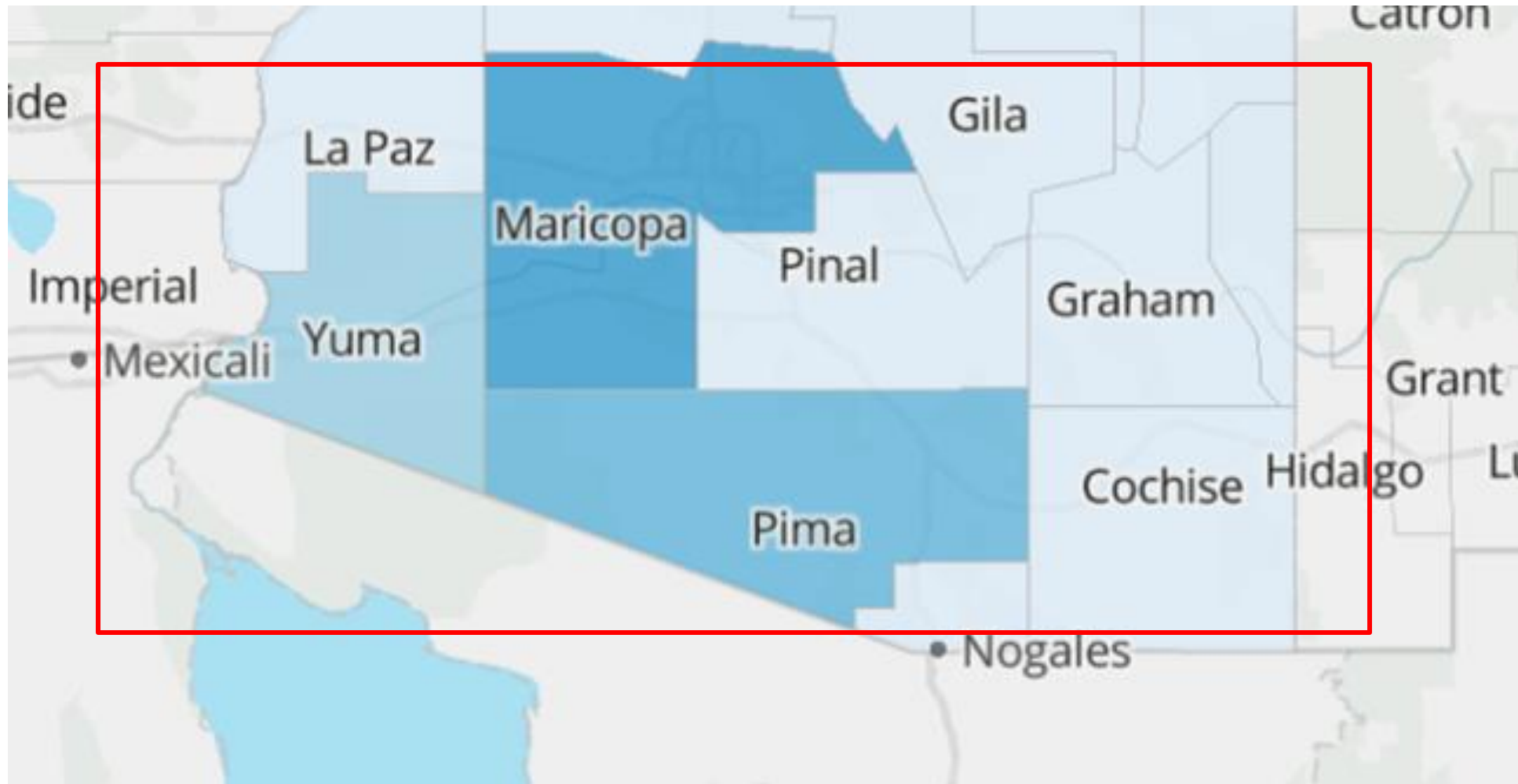
1. Transportation & Material Moving
2. Management
3. Business & Financial Operations
4. Construction & Extraction
5. Installation, Maintenance & Repair

Top Common Skills

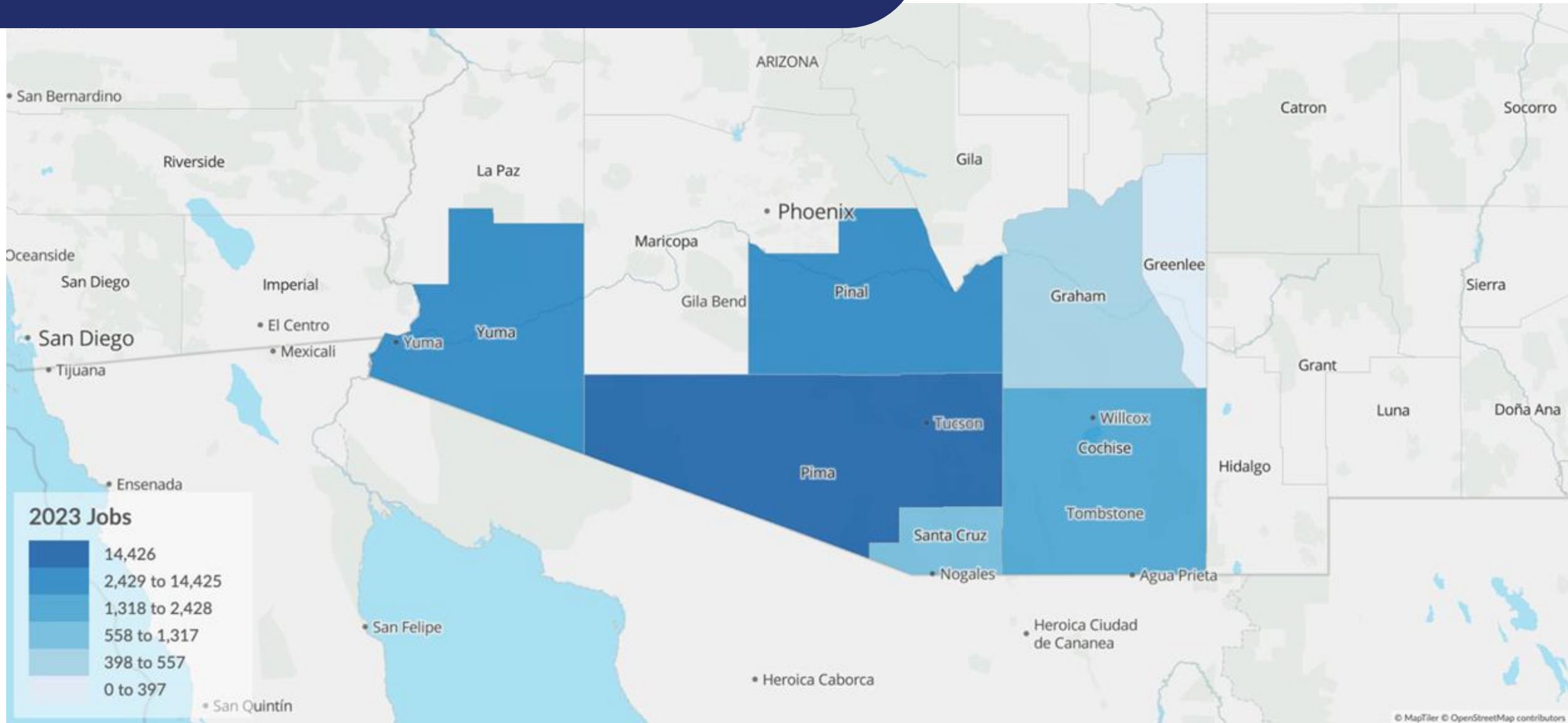
(across top 5 growth occupations)



Dispersion of Educational Opportunities

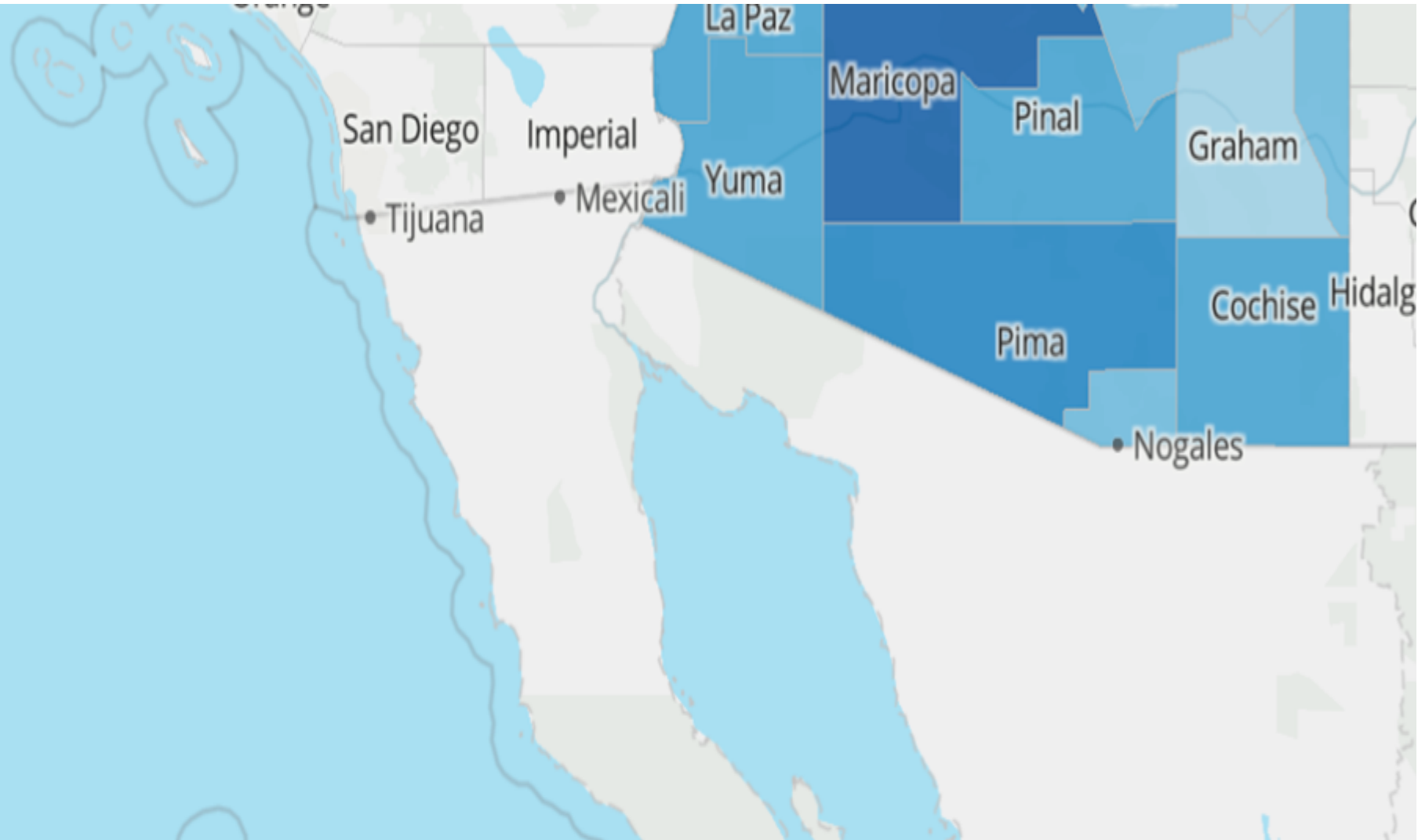


Dispersion of Jobs (Growth)



Dispersion of Earnings

Avg. Hourly Earnings





**Identified Gaps,
Recommendations,
& the Call to Action**

Identified Gaps

1. Microcredentials/Short-term Credentials that meet needs of (growth) jobs
2. Scarcity of Education-Employer OJT Partnerships
3. Need for increased apprenticeship and earn-and-learn routes in areas of job growth & county region
4. Education model that focuses on transferable, cross-industry core competencies/skills
5. Access to education is not equitable
6. Untapped talent pools (large unemployed and soon-to-retire)

***Challenge:** These growth occupations may not **require** formal education in a certificate or degree form; will employers meet the need with OJT? How will they bring educational providers into the fold and when?*

***Challenge:** Employer awareness & literacy around the apprenticeship process; what supports exist for employers to form apprenticeships and seek funding?*

Recommendations

Recommendation 1: Partner Education-Employers in Top 5 to identify and develop micro and short-term credentials that build foundational cross-industry skills and improve diverse **local** workforce access to these **opportunities**.

Recommendation 2: Collaborate to expand Top 5 education-employer partnerships to **shape OJT, work-based learning, and professional development opportunities** that span age groups entering/re-entering the workforce.

Recommendation 3: Collaborate to build statewide and national partnerships in the Top 5 to **establish registered apprenticeship/traineeship (earn-to-learn)** programs across industries and engage soon-to-retire populations.

Recommendation 4: Partner Education-Employers in the Top 5 to build short-term programs to train on **specialized skills** and competencies needed for in-demand occupations.

Recommendation 5: Collaborate with local agencies to target outreach and awareness campaigns on the Top 5 to the **un/underemployed, disabled, veterans, and soon-to-retire populations** to integrate into high-need industries.

Call to Action

- Support to implement intermediaries/project managers to ensure successful employer-education-employee partnerships.
- Commitments of support for employers expanding registered apprenticeship opportunities, earn-to-learn, and other on-the-job training in the *Top 5 Growth Occupations*.
- Increase awareness and use of incentives for employers who train employees (apprenticeships, earn-to-learn, internships, etc.)
- Identify State and local funding sources committed to bolstering education-employer partnerships, actively contributing to the development of stackable microcredentials finely tuned to align with the Top 5 growth occupations as priority