

# 2011 WORKFORCE & ECONOMIC DEVELOPMENT SYMPOSIUM

ARIZONA ASSOCIATION FOR ECONOMIC  
DEVELOPMENT



March 8, 2011

# Challenges in Building a Skilled Workforce

- Many workforce systems do not reflect market needs
- Public education is falling short in preparing individuals for the new economy
- Workers must navigate a more uncertain path
- Many low-wage workers need work support to advance



Source: NGA

# What Employers Are Saying about the Arizona Workforce

- Employability is a skill that many Arizona students and workers lack.
- Career planning should start earlier and include employers.
- Employers want to be central to improving the workforce.



# What Survey Results are Revealing

- Market churn requires survey's of employers to be conducted more frequently.
- Continual demand for teachers in the STEM field.
- Green jobs are pervasive across industries.
- 68% of Green Jobs require a Bachelors Degree or higher (Burning Glass Report).



Source: AZ Tech Council Survey 2009 and Arizona Green Jobs Survey 2010 (DOC)



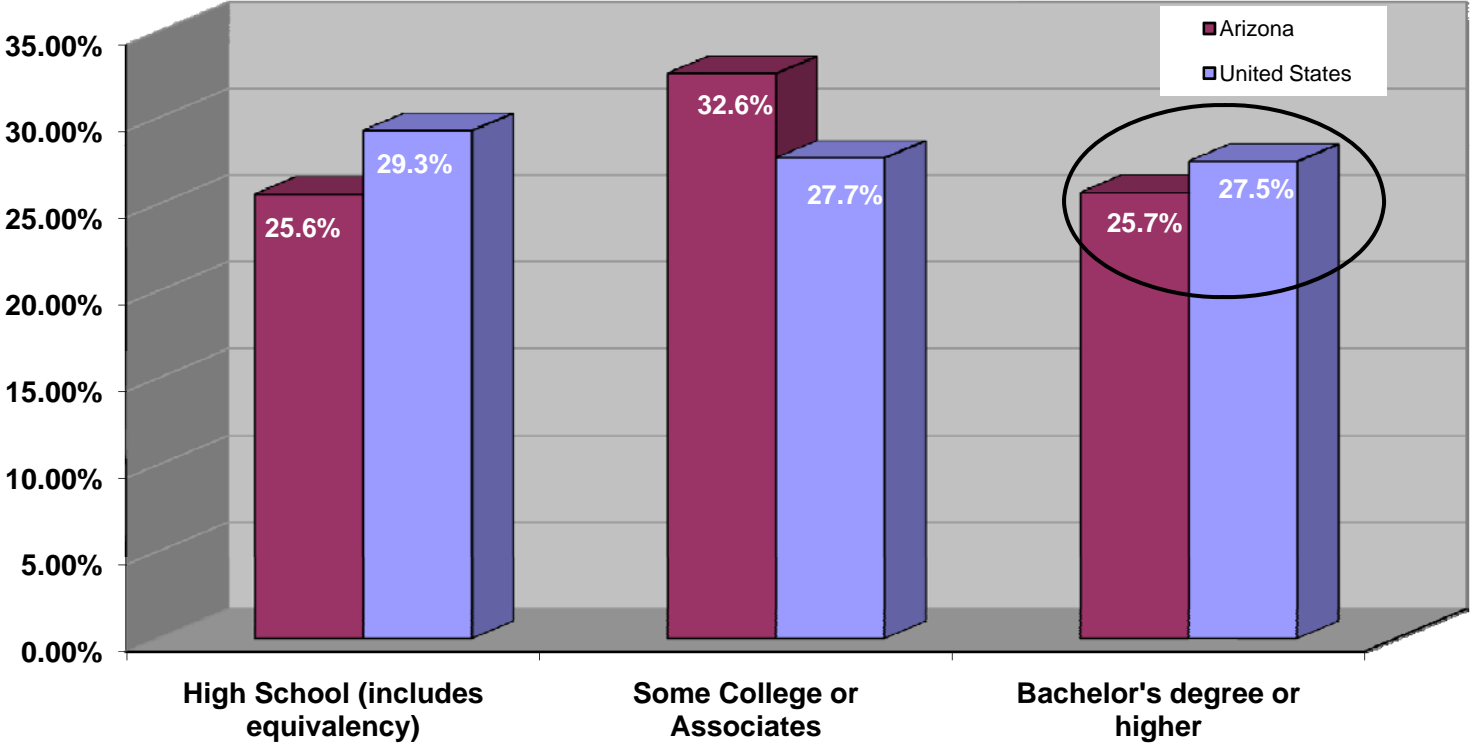
# **Key Indicators**

## **Where Are We Today?**



# How Educational Attainment Stacks Up

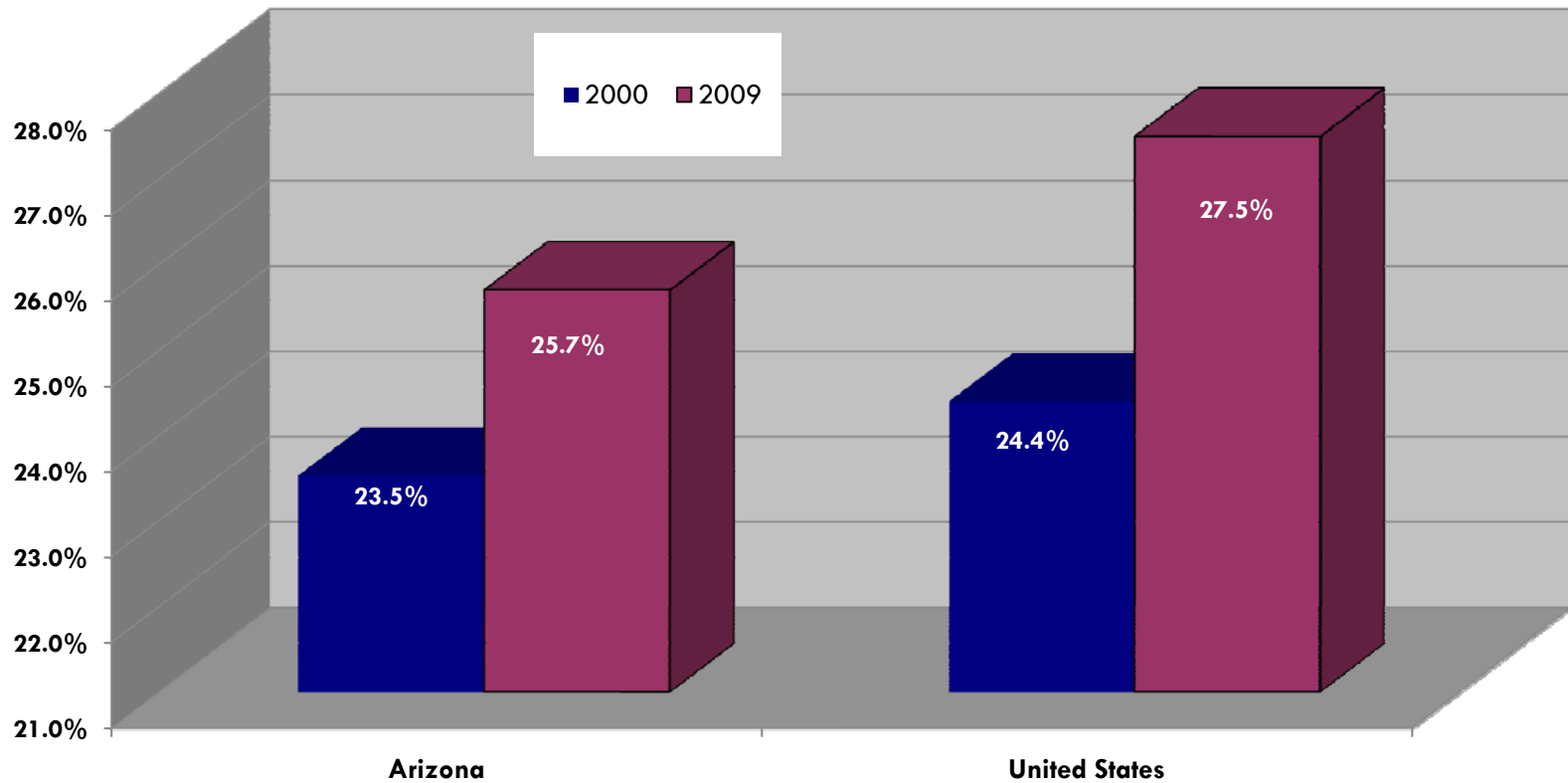
Educational Attainment Population 25 and Older (2009)



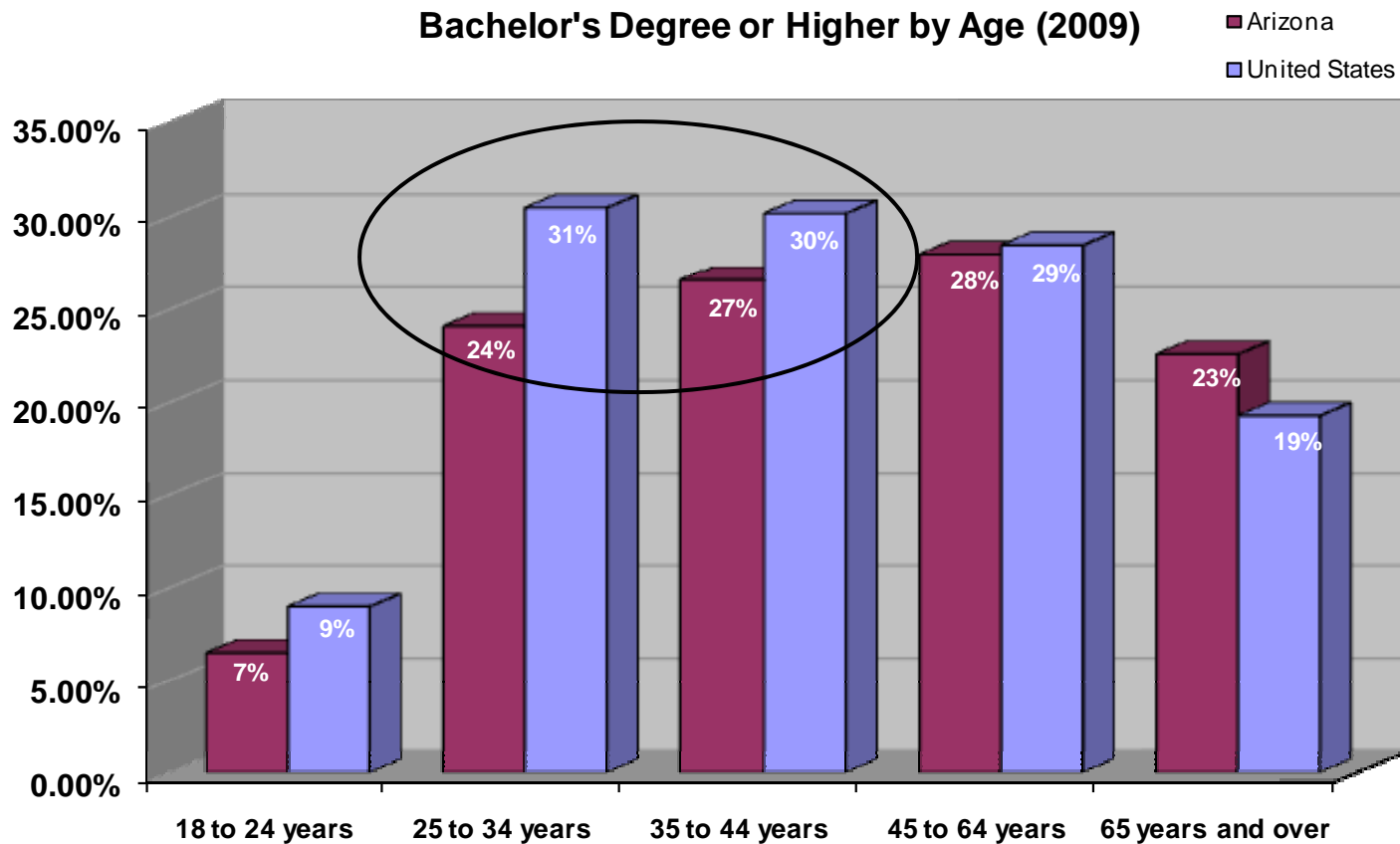
Source: 2009 American Community Survey

# Higher Education Trend, AZ vs. US

Educational Attainment, Bachelors Degree or Higher, 2000-2009 (25 years and older)



# Higher Education Attainment by Age

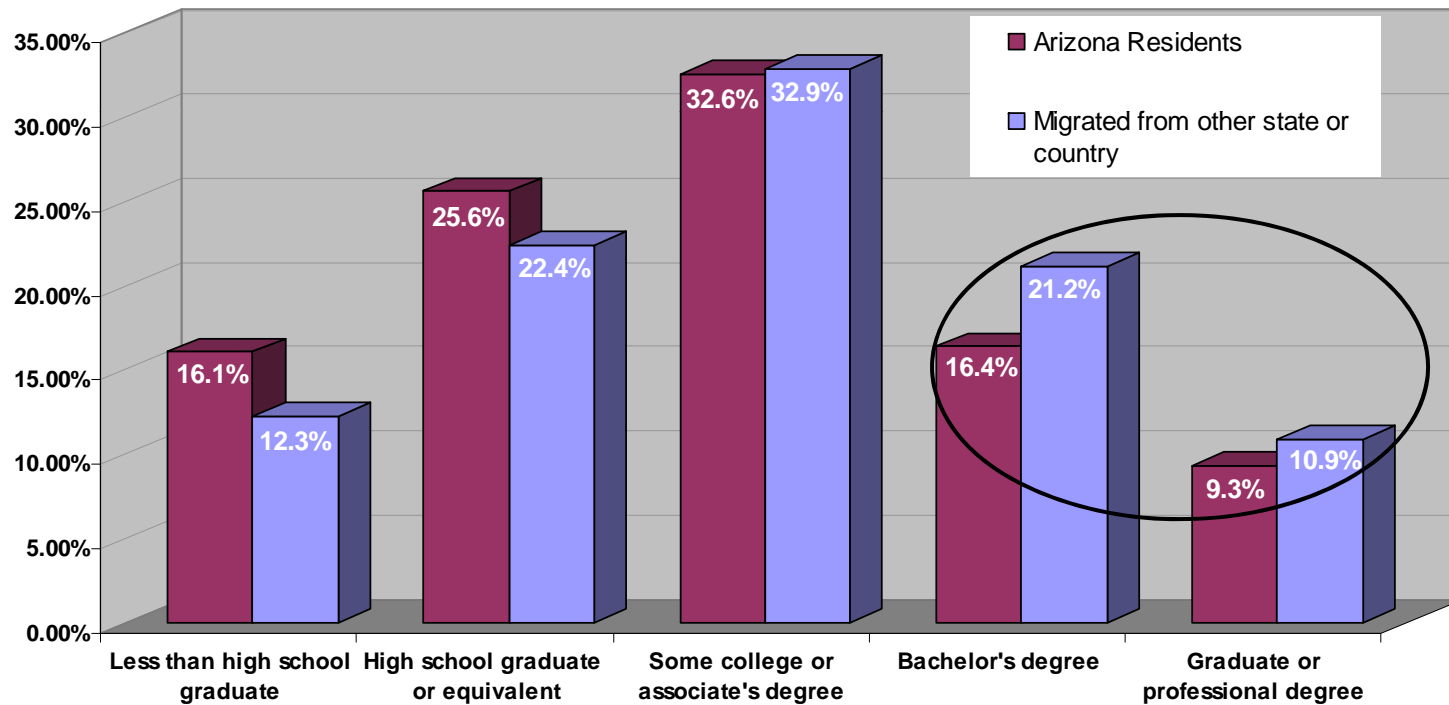


Source: 2009 American Community Survey



# Educational Attainment Levels of Migrants versus Arizona Residents

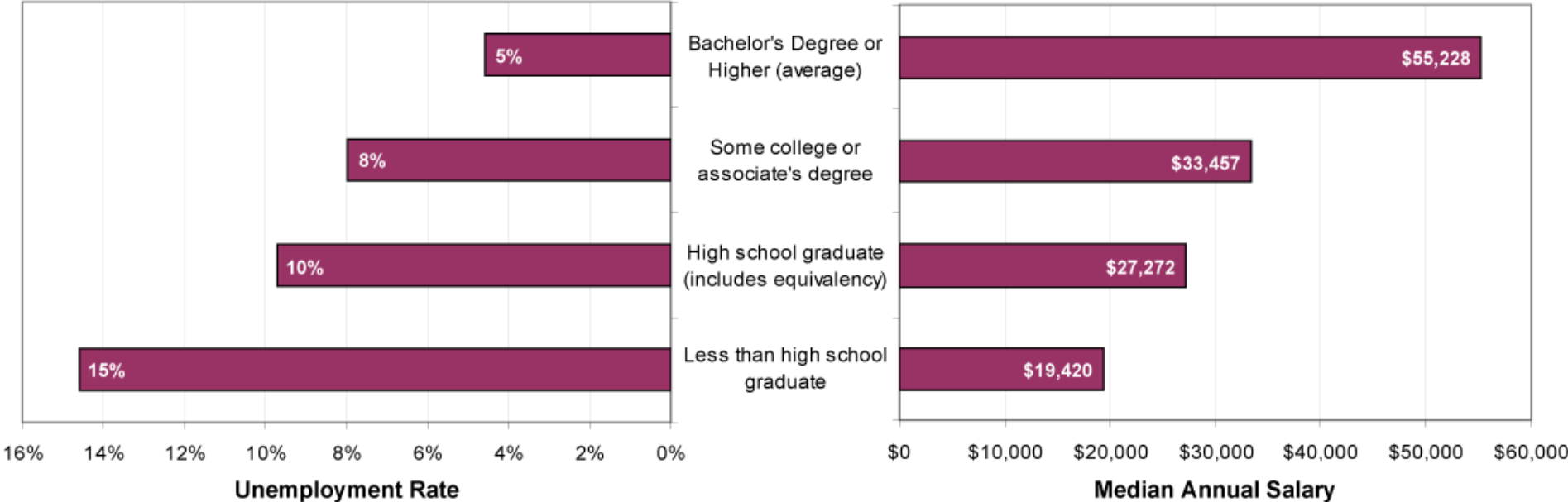
Educational Attainment of Migrants and Arizona Residents Population 25 and Older (2009)



Source: 2009 American Community Survey

# The Benefits of Education

Arizona Unemployment Rate and Median Annual Salary by Educational Attainment for Persons 25 Years and Over

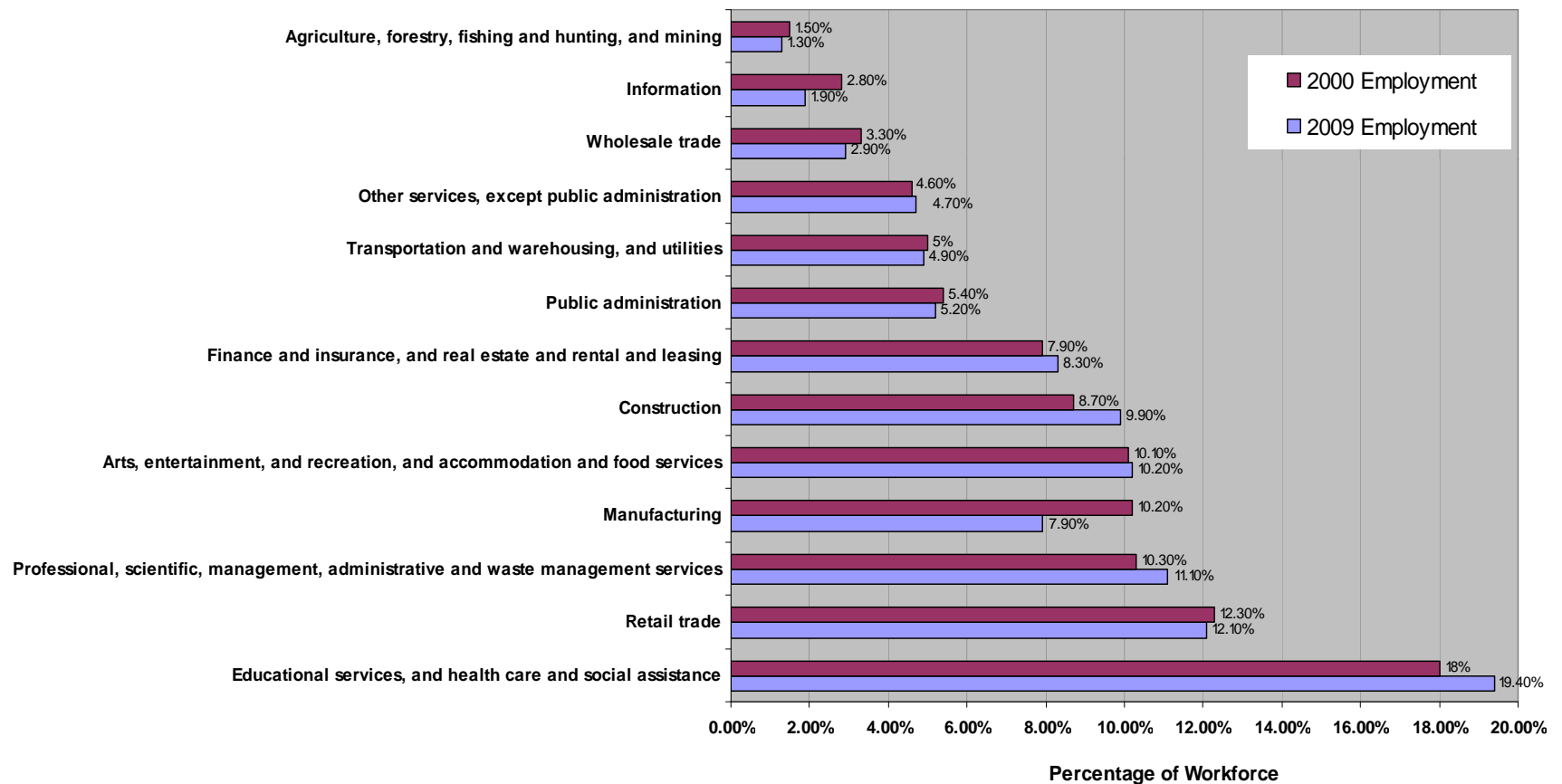


Source: American Community Survey, 2005-2009; Bureau of Labor Statistics, 2009



# Arizona Industry Employment

## Employment by Industry, 2000 and 2009



Source: 2009 American Community Survey

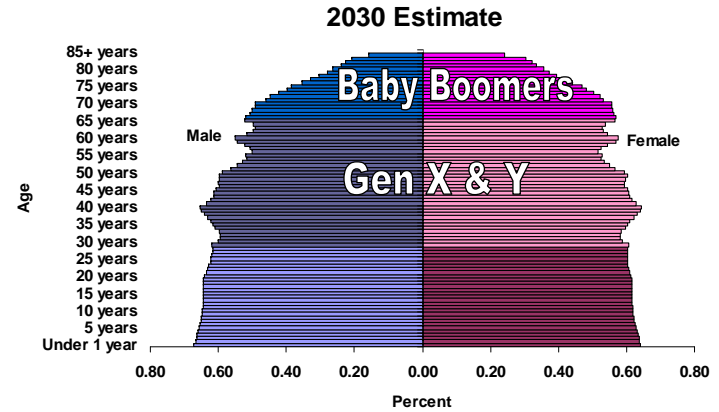
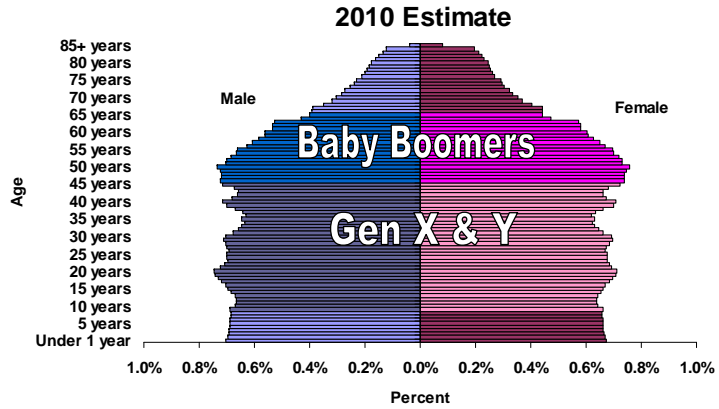
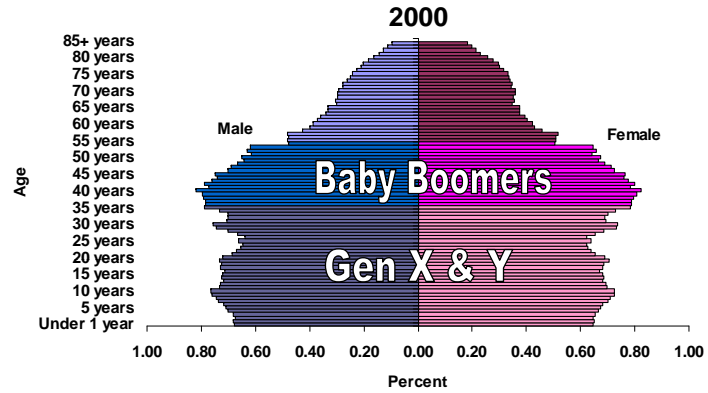
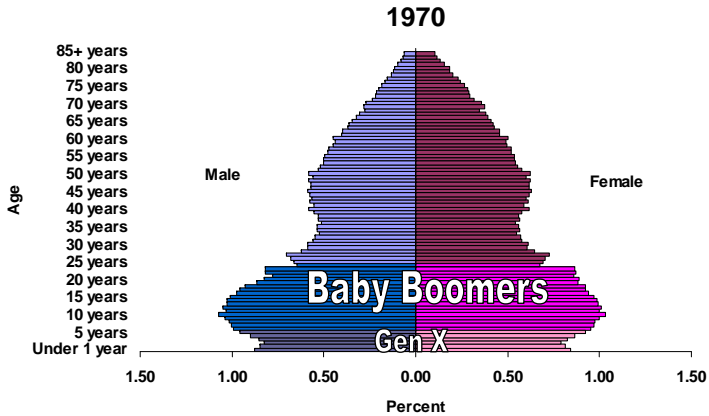


# Demographic Trends

- In 2011 the first wave of boomers turning 65 will be retiring.
- Generation Y (born in the mid-1980's and later) is the fastest growing segment of the workforce at 70 million.
- First time in American history we have **four** different generations working side-by-side in the workplace.



# Baby Boomers and Generation X&Y



Source: US Census



# Strategies



# Strategies to Address Workforce Issues

1. Align workforce and education with economic development
2. Build a stronger pipeline of skilled workers
3. Develop career pathways



# Align Workforce and Education with Economic Development

Forge stronger connections to the business community to identify the jobs and skills needed for the regional economy.

## Examples:

- Idaho – combined data of multiple agencies by integrating labor market supply and demand data sources.
- Missouri – formed Missouri Economic Research and Information Center and conducts supply/demand analyses for each of the 14 WIB regions. Findings are shared with educational institutions.
- Montana – Two industry cluster leadership councils were formed to serve as a liaison between government, education and business.





# Align Workforce and Education with Economic Development

Improve Collaboration between economic and workforce development professionals.

## Examples:

- City of Phoenix – workforce development staff serve on a team with economic development staff and collaborate on business recruitment activities and prospects.
- New Jersey – Executive staff from several different agencies have formed a core group that meet on a regular basis with private sector companies to facilitate economic development activities such as business expansion, employee retention, relocation, etc.
- California – Surveyed EDC's and WIB's to identify opportunities for collaboration.



# Strengthening the Education Pipeline

Bridge the gaps between secondary and post-secondary education.

Examples:

- Create seamless connections between education programs and workforce programs.
  - Arizona - Partnership for the 21st Century (P21 Partnership)
- Strengthen connections to business and industry.
  - North Carolina - “Future Ready Core” graduation requirements



# Building Career Pathways

Develop bridges between levels of education and  
between education and the workplace

Examples:

- New York and IBM “9-14” school.
- Montana developed career pathways for 16 of their identified career clusters.
- New Jersey created Career Academies at 7 high schools, a partnership between private sector and schools.





# Looking Ahead



# Economic Development Trends

- Renewable Energy – sector grew by 43% from 1998-2007.
- Re-Shoring – small to medium sized companies are considering or starting to re-shore to the U.S.
- Medical devices and life science sectors remain strong.
- Industry and Academia working together to create curriculum to better prepare workforce with technological and entrepreneurship skills



# Arizona's Top Growing and Declining Occupations

## Top Growing Occupations in Arizona

1. Biomedical Engineers
2. Credit Authorizers, Checkers, and clerks
3. Athletic Trainers
4. Network Systems & Data Communications
5. Home Health Aides
6. Medical Scientists
7. Electrical & Electronics Repairers
8. Radiation Therapists
9. Physician Assistants
10. Dental Hygienists

## Top Declining Occupations in Arizona

1. Drilling & Boring Machine Tool Setters
2. Roofers
3. Order Clerks
4. Computer Operators
5. Photographic Processing Machine Operators
6. Painters, Paperhangers, Plasterers, and Stucco Masons
7. Elevator Installers and Repairers
8. Extruding and Forming Machine Setters
9. Lathe and Turning Machine Tool Setters
10. Rolling Machine Setters



Source: Arizona Workforce Informer

# Where Will the Jobs Come From?

- Healthcare IT
- Green Jobs (across all industry spectrums)
- Electronics and technology
- Health and biomedicine
- Business services
- Aviation and aerospace



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