



Innovative Workforce Solutions

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2023-2027

STRATEGIC PLAN

Workforce Arizona Council



WORKFORCE ARIZONA COUNCIL

The Workforce Arizona Council is responsible for implementing the Governor's strategic vision for a robust and effective workforce system in the State of Arizona. Consisting of industry leaders in private business, community and labor organizations, local and state government agencies, and members of the State's legislature, the Council serves as a guiding force towards a stronger Arizona workforce and labor market. The Council is established by the Governor under the authority of the Workforce Innovation and Opportunity Act (WIOA) and A.R.S. § 41-5401 which was passed by Congress in 2014 by a large bipartisan majority. This act signaled a nationwide push to "put Americans back to work" and Arizona aims to be at the forefront of this enormous effort. By guiding and supporting the Arizona Workforce System in the implementation of the Governor's vision for Arizona, the Workforce Arizona Council is helping to make a stronger Arizona.

EXECUTIVE SUMMARY

The Workforce Arizona Council Strategic Plan is a comprehensive roadmap that outlines our vision and mission, and provides a clear direction for achieving our long-term goals. The plan was developed through extensive collaboration between government, industry, education, and community stakeholders to ensure that it addresses the most pressing workforce challenges.

To achieve this, we have identified five major goals that we will focus on over the next four years. These goals include digital equity and inclusion, work-based learning, youth programs, advanced manufacturing, and enhancing the workforce development system. These goals will be achieved through specific strategies that we have developed in collaboration with workforce, educational, and additional partners. Additionally, the Workforce Arizona Council is committed to continuing its focus on surface transportation construction, electric vehicle charging infrastructure, apprenticeships with a focus in healthcare, integrated service delivery, continuous improvement, rural and tribal workforce development, WIOA reauthorization, and research and evaluation.

Overall, the Workforce Arizona Council Strategic Plan is a critical tool that will guide our organization's future success. It provides a clear roadmap for achieving our goals and ensures that we remain focused on our vision and mission. We are committed to implementing this plan and working collaboratively with all stakeholders to achieve our desired outcomes.

MISSION

The mission of the Workforce Arizona Council is to develop and support an inclusive and equitable workforce system that connects business, education, and job seekers that results in a healthy economy in Arizona.

VISION

The Workforce Arizona Council's vision is to create a future where every Arizonan has the opportunity to reach their full potential through access to meaningful employment while meeting employer needs, by driving the economic growth and prosperity of our communities.

GUIDING PRINCIPLES

To achieve the best possible result for Arizonans, the Council and our workforce system partners need to:

- Foster a business-oriented and customer-centric mindset.
- Cultivate a flexible and responsive organizational culture that values continuous improvement.
- Promote collaboration and engage a network of partners to effectively achieve our goals.
- Demonstrate innovation in our approach, incorporating cutting-edge technologies and industry best practices.
- Embrace a culture of collaboration and innovation, moving beyond compliance.
- Leverage data to inform our policy and decision-making processes.

IN-DEMAND INDUSTRIES AND OCCUPATIONS

The Workforce Arizona Council selection of in-demand industries and occupations was driven by the objective of maximizing economic growth and addressing labor market needs. Comprehensive research and analysis was used to identify industries and occupations that demonstrate strong growth potential, high job creation, and sustainable employment opportunities. Additionally, considerations such as emerging technologies, market trends, and regional economic conditions were taken into account. The chosen in-demand industries and occupations serve as the foundation for targeted investment in training programs, education, and skill development initiatives, empowering individuals to meet the evolving demands of the job market while fostering economic prosperity within the state.

IN-DEMAND INDUSTRIES

The Workforce Arizona Council selected the following in-demand industries:

- Construction
- Finance and Insurance
- Healthcare and Social Assistance
- Transportation and Warehousing
- Manufacturing
- Information Technology
- Retail

OCCUPATIONS

The Workforce Arizona Council selected all four and five star rated occupations within the selected in-demand industries. This includes the top 40% of jobs by education level within the chosen in-demand industries and include some lower rated occupations if there are not significant amounts of job options by education level.



GOALS AND STRATEGIES

DIGITAL EQUITY AND INCLUSION

Goal:

Promote digital equity and inclusion by providing equal access and opportunities to all Arizonans, regardless of their socioeconomic status, race, ethnicity, or gender.

Strategies:

- Develop and implement digital literacy education and training programs that provide individuals with the necessary digital skills for the workforce.
- Ensure digital training and resources are accessible to people with disabilities and other underserved populations.
- Align state policies and procedures to encourage the development of digital skills in training and employment.

WORK-BASED LEARNING

Goal:

Enhance work-based learning opportunities and achieve favorable outcomes for participants, equipping them with the skills and knowledge necessary for in-demand industries and occupations.

Strategies:

- Work with apprenticeship programs to assess minimal requirements for entry into apprenticeships in order to ensure inclusivity, diversity, and meet employer needs.
- Increase the number of non-traditional Registered Apprenticeship programs to broaden the talent pool, reaching underrepresented groups, while improving diversity and inclusion.
- Ensure training providers on the Eligible Training Provider List (ETPL) are aligned with industry standards and meet the needs of local employers, preparing students with the skills and knowledge necessary for success.

YOUTH

Goal:

Prepare Arizona's youth for success in the workforce by providing high-quality training programs in partnership with the ARIZONA@WORK system.

Strategies:

- Create a robust system for career exploration intended to build upon professional skills, workplace foundational academic skills, and career interests.
- Identify out of school youth and develop opportunities to attract them to the workforce system through training programs in high growth industries.
- Develop partnerships with employers to create work-based learning opportunities for youth.

ADVANCED MANUFACTURING

Goal:

Develop a skilled workforce to meet the demand for jobs in advanced manufacturing industries in Arizona.

Strategies:

- Build partnerships with industry leaders in advanced manufacturing industries to create work-based learning opportunities.
- Develop and implement outreach and awareness campaigns to increase interest in advanced manufacturing industries.
- Identify common knowledge, skills, and abilities required for all positions in advanced manufacturing.

WORKFORCE SYSTEM

Goal:

Enhance the workforce development system in Arizona by creating a skilled and adaptable workforce pipeline that meets the current and future needs of employers and the state's economy.

Strategies:

- Strengthen partnerships between businesses, education and training providers, and workforce development organizations to identify the specific skills and competencies needed by employers and develop training programs that meet those needs.
- Increase the availability and accessibility of training programs and services to individuals, especially those from underserved populations, including rural and low-income communities.
- Enhance the use of data and labor market information to identify emerging industry trends and skills gaps and adjust training programs accordingly to meet the needs of the workforce and the economy.

CONCLUSION

The Workforce Arizona Council Strategic Plan serves as a comprehensive guide to addressing the workforce challenges faced by the state. The plan outlines a clear direction and identifies the major goals and strategies necessary for achieving our long-term objectives.

By working in collaboration with stakeholders from government, industry, education, and the community, we aim to develop an inclusive and equitable workforce system that connects business, education, and job seekers, resulting in a healthy economy in Arizona.

We remain committed to focusing our efforts on digital equity and inclusion, work-based learning, youth programs, advanced manufacturing, and enhancing the workforce development system. Through the implementation of this plan, we will continue to foster a culture of innovation, collaboration, and continuous improvement, while leveraging data to inform our policy and decision-making processes.



THANK YOU

Thank you to statewide partners, colleagues, and stakeholders focused on solutions to bring work opportunities to all Arizonans and support the needs of our job creators. This work is possible thanks to the dedication, passion and collaboration of all involved.

CONTACT US



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