

Pinal County Workforce Development Board



**PARTNERSHIP FOR
WORKFORCE INNOVATION**

Making The World of Work Understandable

Talent, Technology and Transformation

Labor market trends that will define Pinal County's future



**PARTNERSHIP FOR
WORKFORCE INNOVATION**

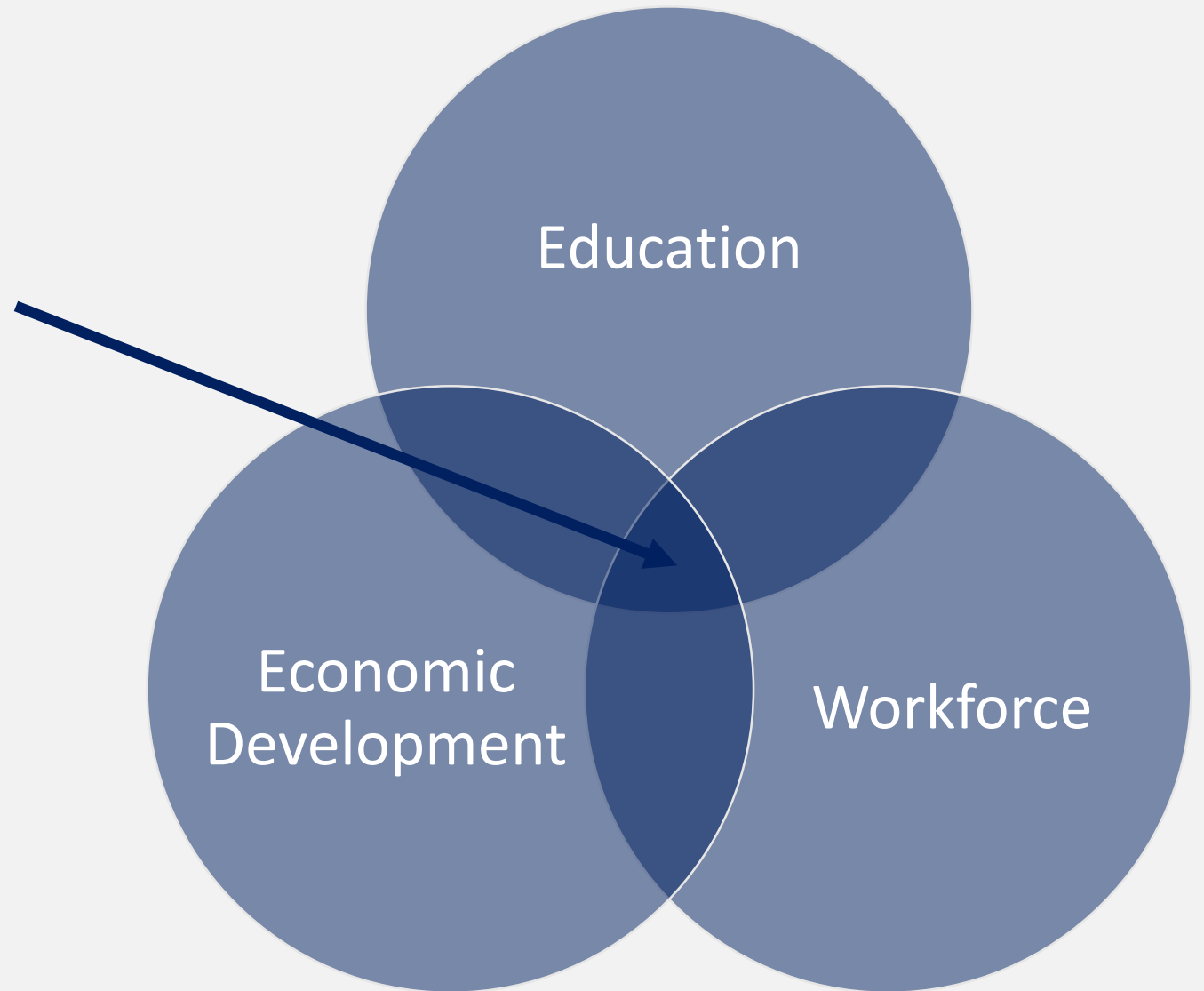
Making The World of Work Understandable

Trevor Stokes

*Chief Executive Officer,
The Partnership for Workforce Innovation*

The Educonomy

The sweet spot where education is an engine of economic success, not a byproduct of it



Talent, Technology and Transformation

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- 01 Introduction and Expectations
- 02 Labor Market Trends
- 03 The Role of Workforce in Economic Development
- 04 The Post-COVID Worker and the Post-COVID Student
- 06 The Voice of Business in the Talent Development Ecosystem
- 07 Closing and Next Steps

Talent, Technology and Transformation

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01 Introduction and Expectations

02 Labor Market Trends

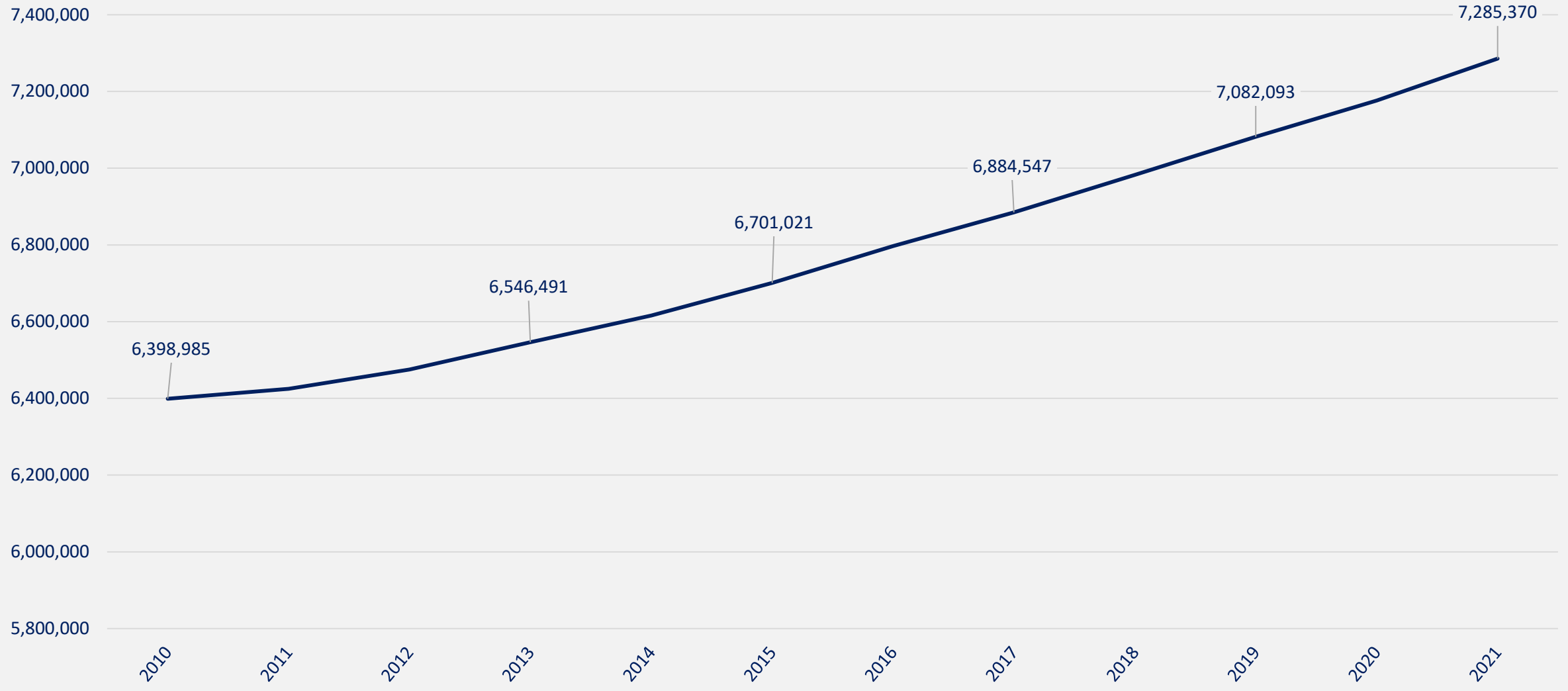


Labor Market Analysis

Population

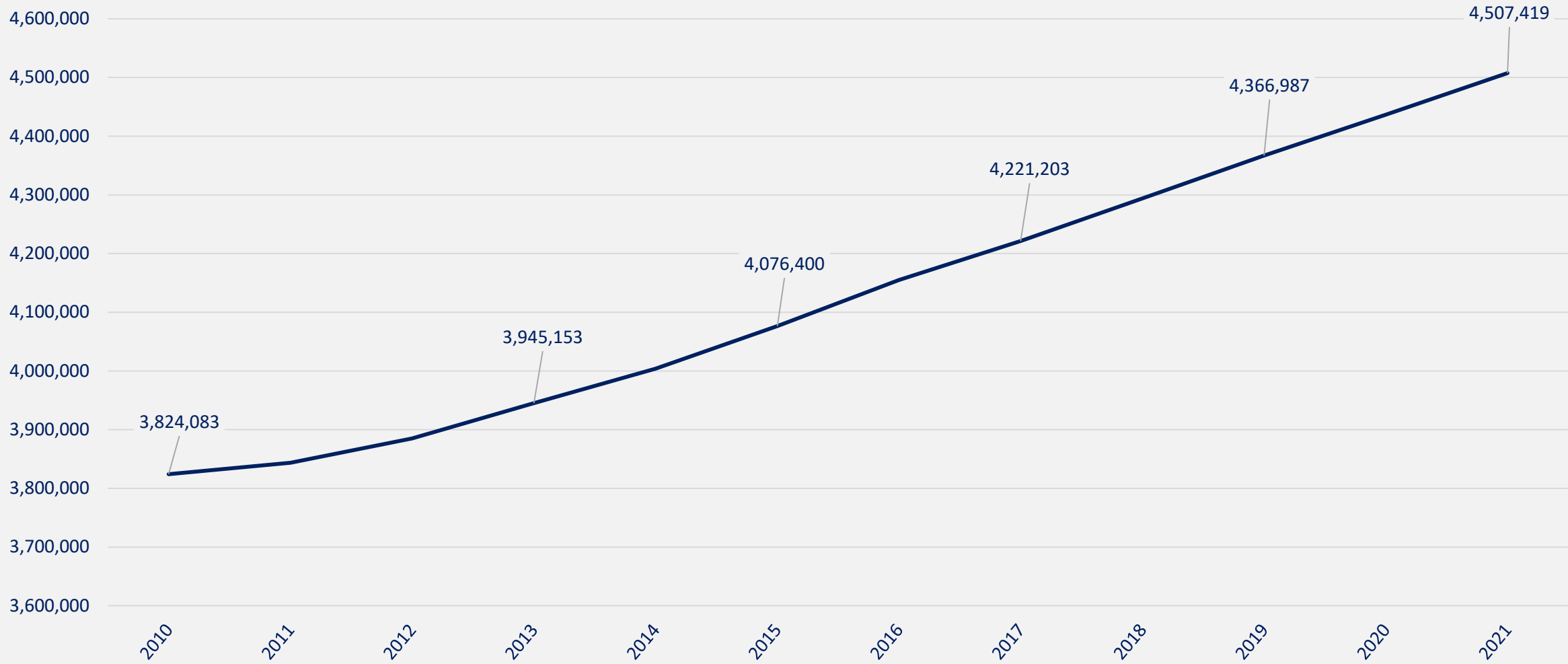
Labor Market Analysis

Population, Arizona, 2010-2021



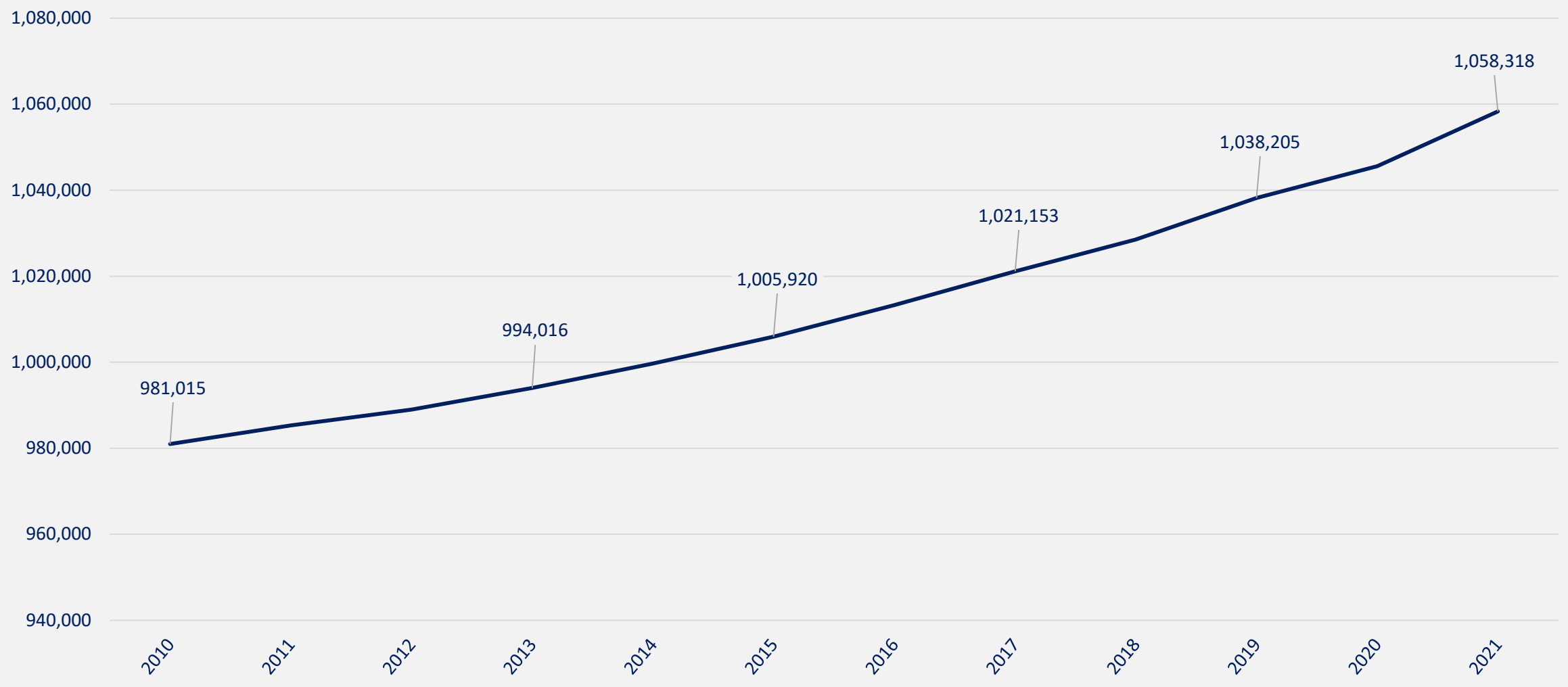
Labor Market Analysis

Population, Maricopa County, 2010-2021



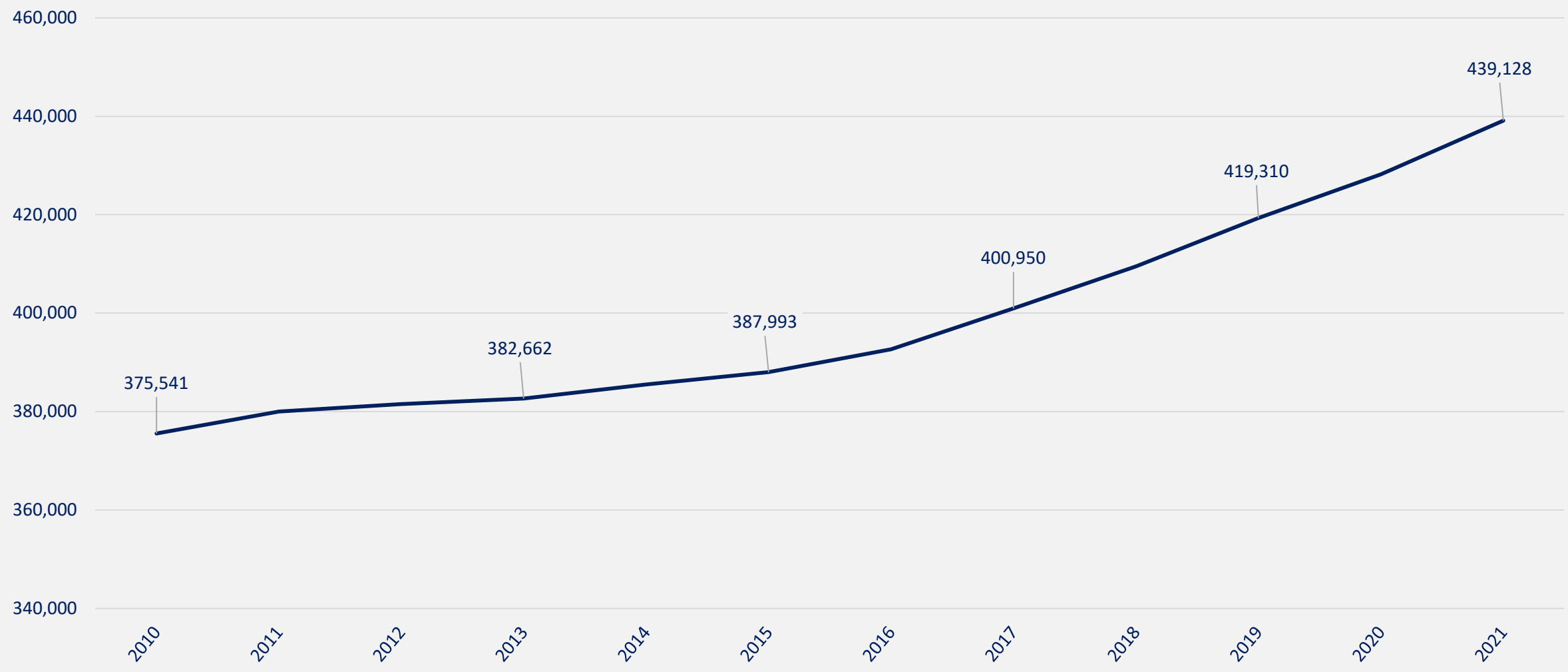
Labor Market Analysis

Population, Pima County, 2010-2021



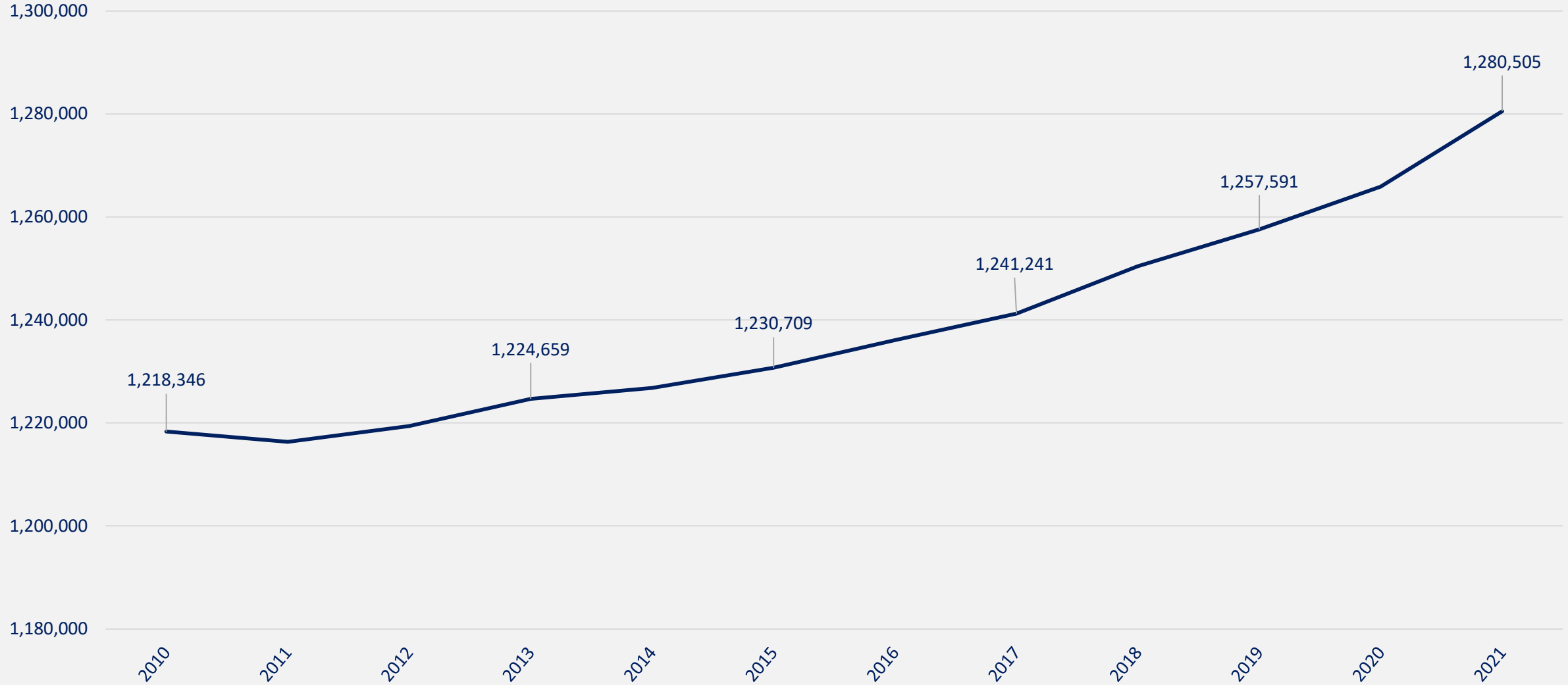
Labor Market Analysis

Population, Pinal County, 2010-2021



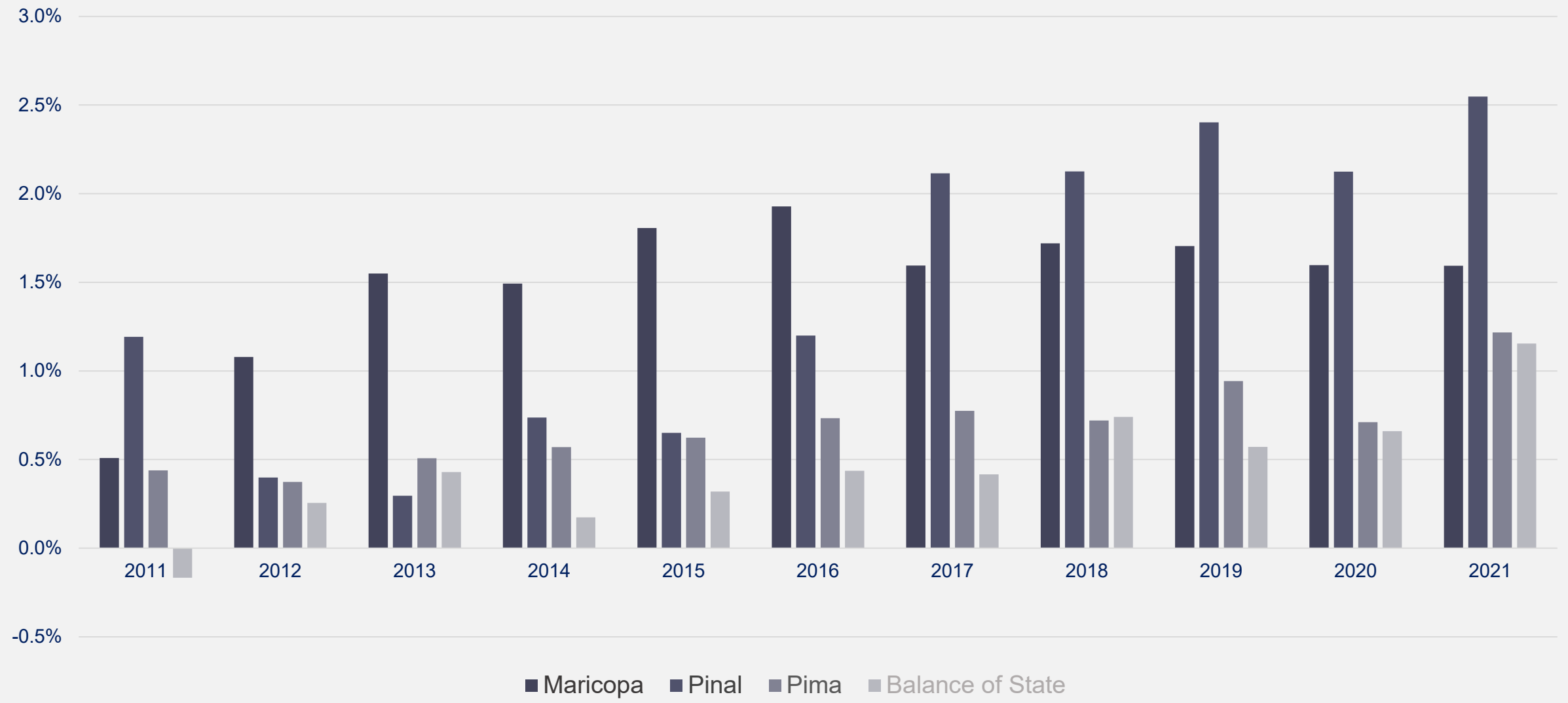
Labor Market Analysis

Population, Balance of State, 2010-2021



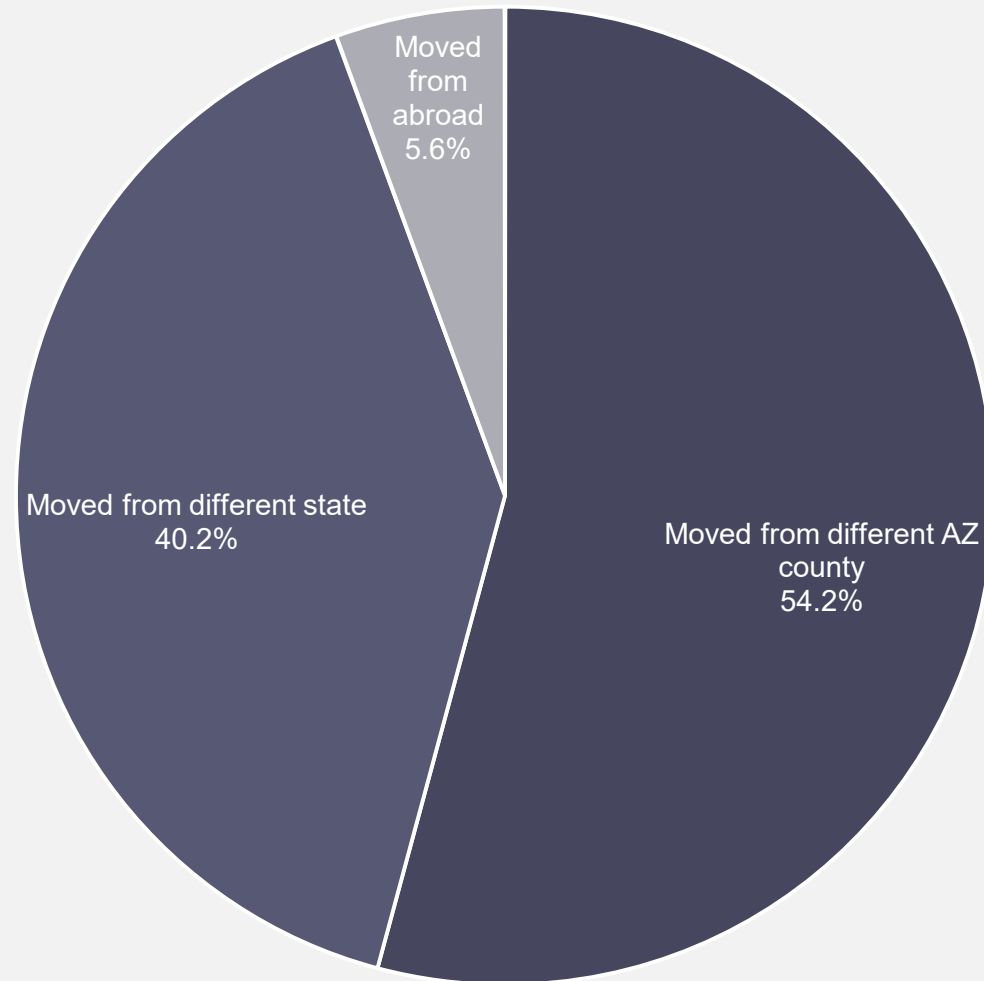
Labor Market Analysis

Population Rate of Change, Maricopa, Pinal, Pima and Balance of Arizona



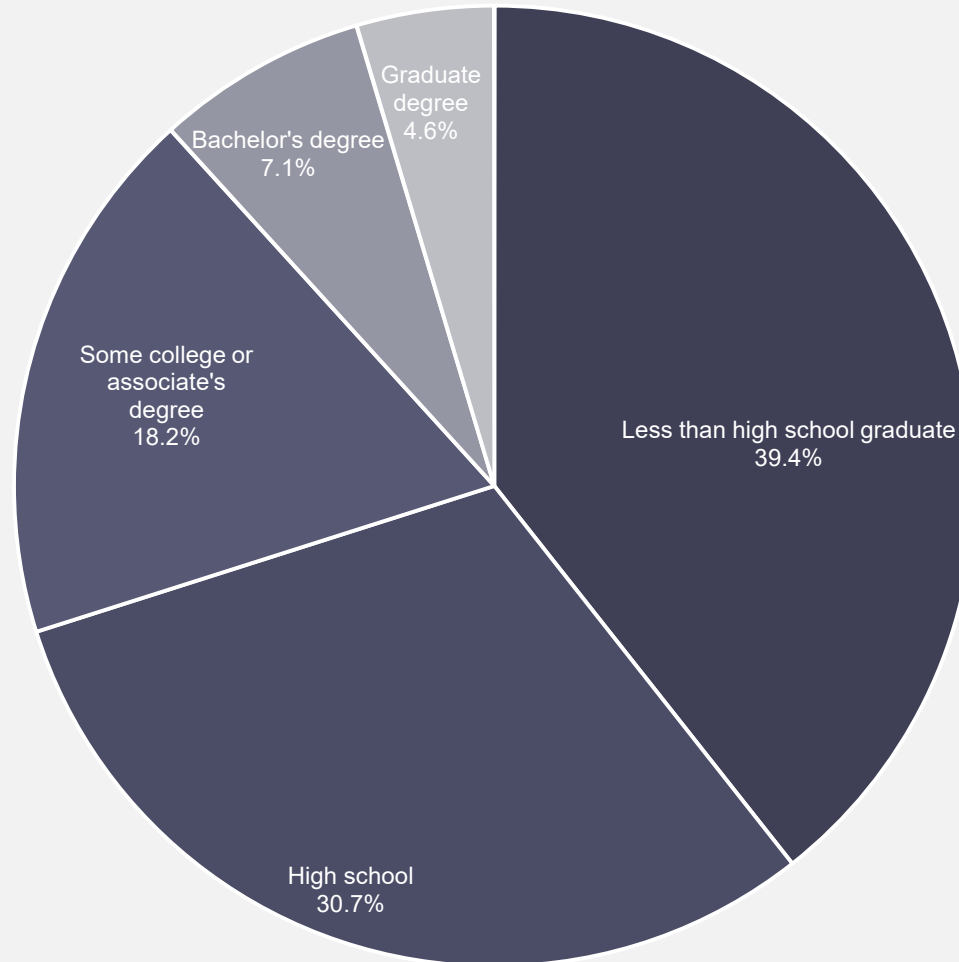
Labor Market Analysis

Pinal County, Inbound Migration by Place of Origin



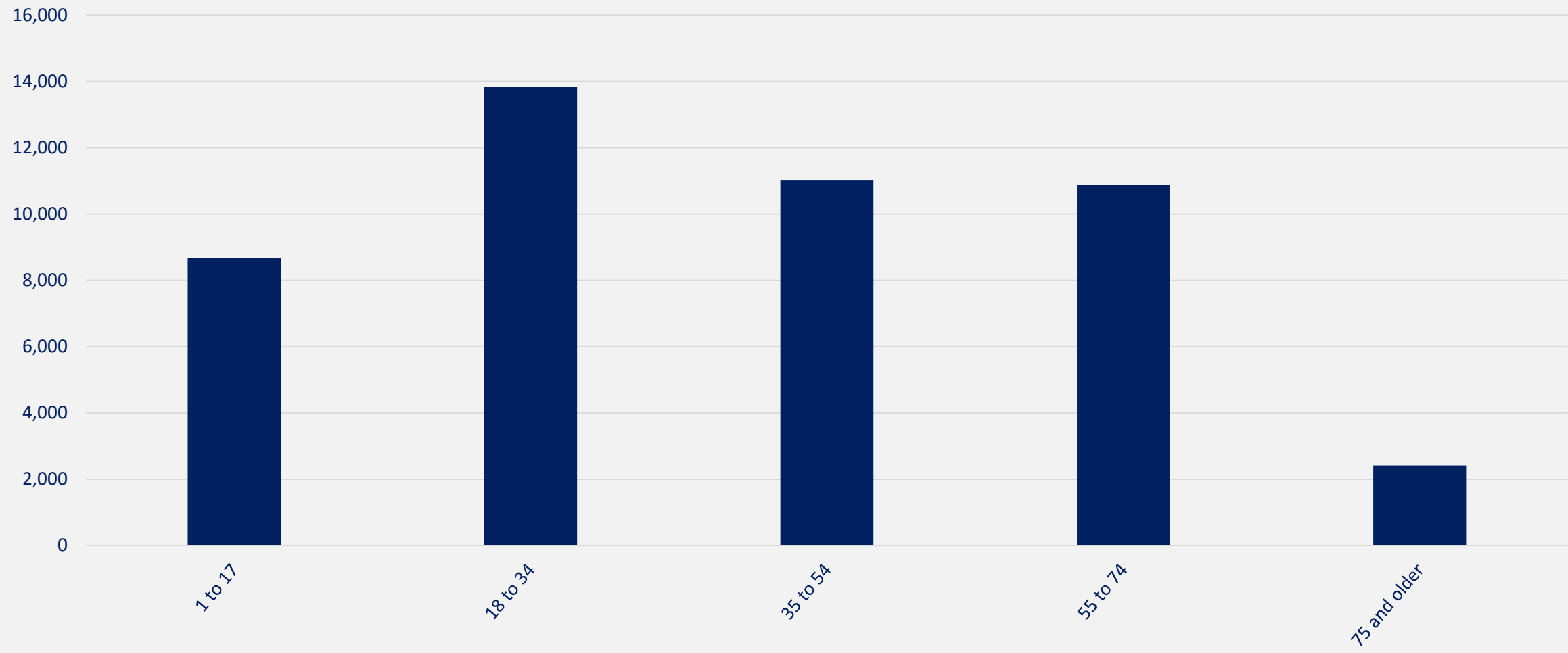
Labor Market Analysis

Pinal County, Inbound Migration by Educational Attainment



Labor Market Analysis

Pinal County, Inbound Migration by Age

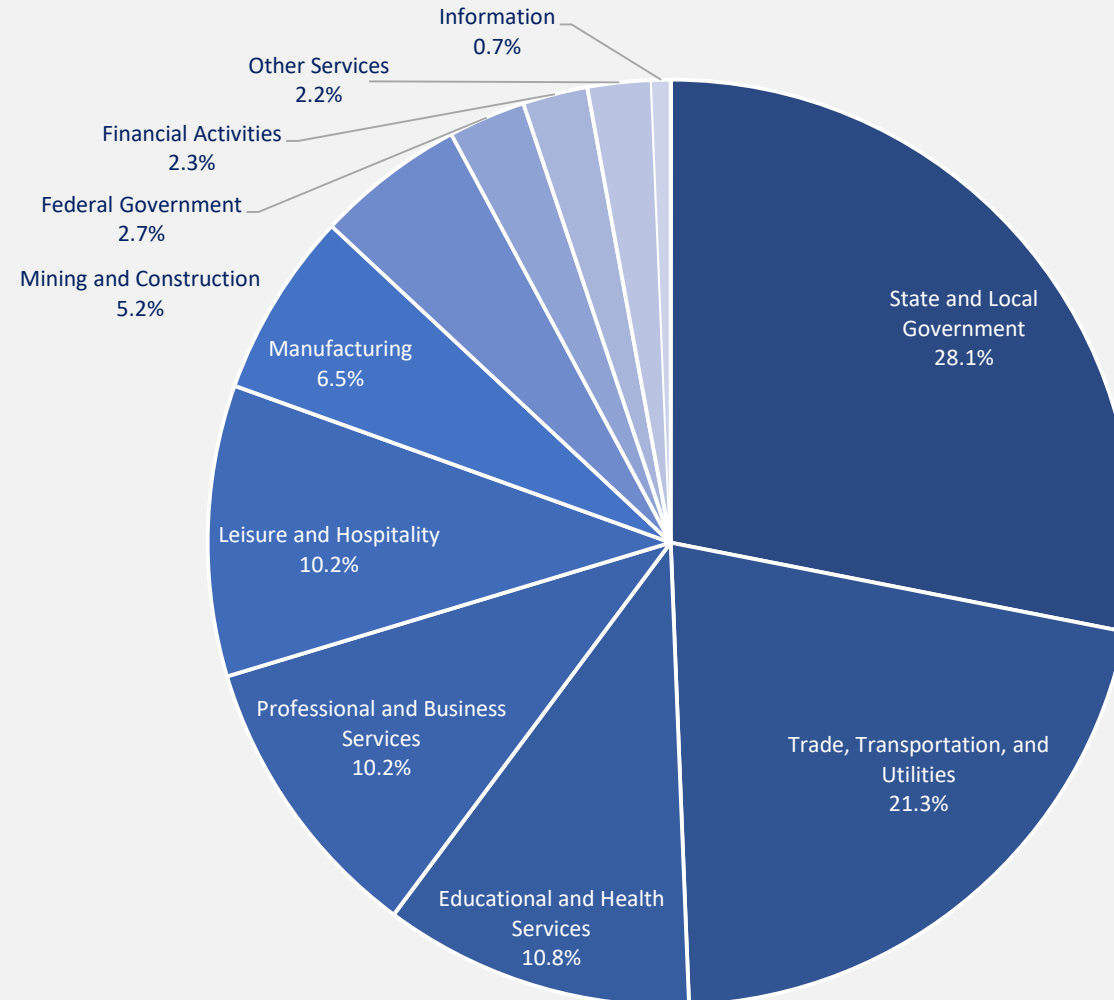


Labor Market Analysis

Industry and Occupations

Labor Market Analysis

Pinal County Employment by Industry



Labor Market Analysis

Jobs, by Occupation Group, Pinal County

Occupation Type	2021 Jobs	Median Annual Earnings
Office and Administrative Support	6,934	\$35,340
Sales and Related	6,237	\$26,313
Food Preparation and Serving Related	6,084	\$25,779
Transportation and Material Moving	5,753	\$31,922
Educational Instruction and Library	4,933	\$40,164
Protective Service	3,831	\$47,530
Healthcare Practitioners and Technical	3,407	\$69,651
Management	3,405	\$83,656
Construction and Extraction	2,951	\$43,335
Business and Financial Operations	2,867	\$61,194
Production	2,705	\$35,372
Installation, Maintenance, and Repair	2,677	\$42,700



Labor Market Analysis

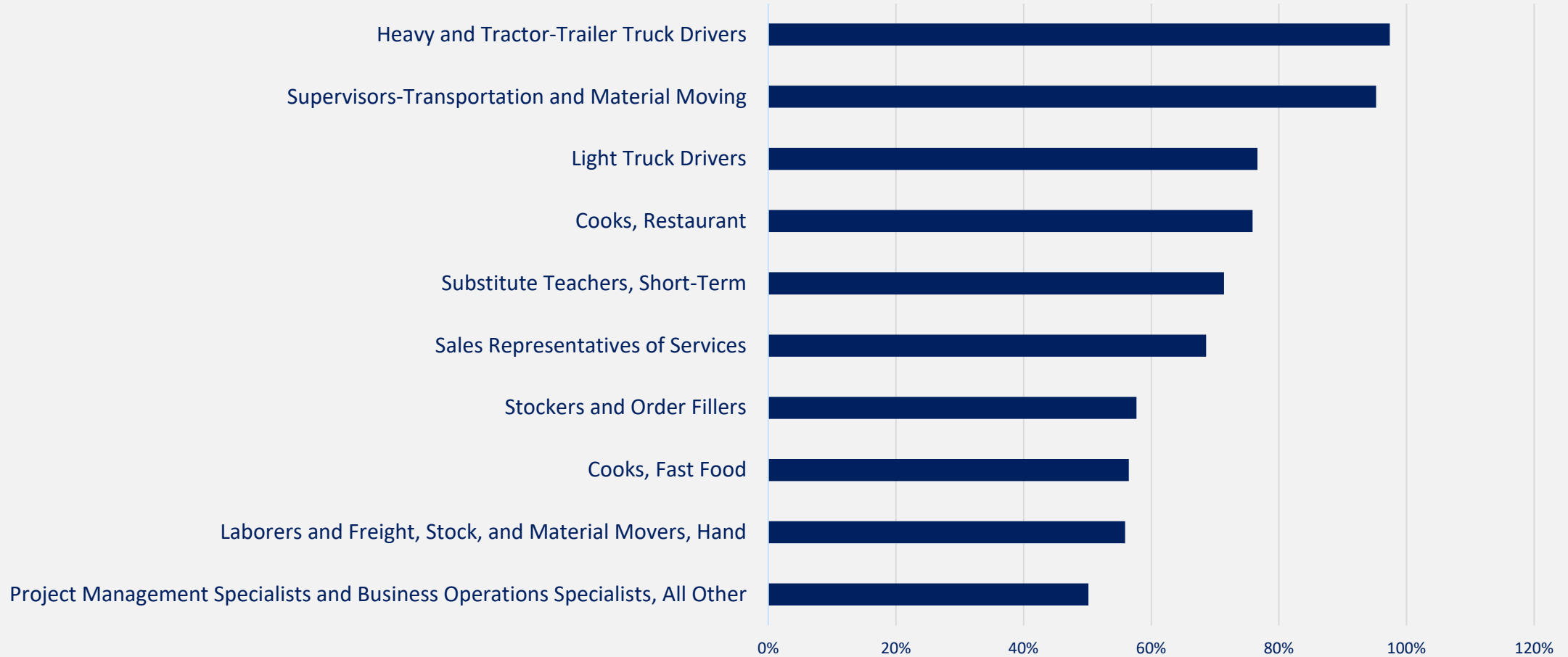
Jobs, by Detailed Occupation, Pinal County

Occupation Type	2021 Jobs	Median Annual Earnings
Cashiers	2,229	\$25,487
Retail Salespersons	2,067	\$25,364
Stockers and Order Fillers	1,593	\$29,308
Fast Food and Counter Workers	1,432	\$25,246
Customer Service Representatives	1,266	\$32,460
Correctional Officers and Jailers	1,206	\$44,873
Registered Nurses	1,128	\$76,541
Home Health and Personal Care Aides	1,055	\$24,964
Laborers and Freight, Stock, and Material Movers, Hand	986	\$28,864
Elementary School Teachers, Except Special Education	983	\$44,082
Teaching Assistants, Except Postsecondary	964	\$25,287
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	917	\$27,079



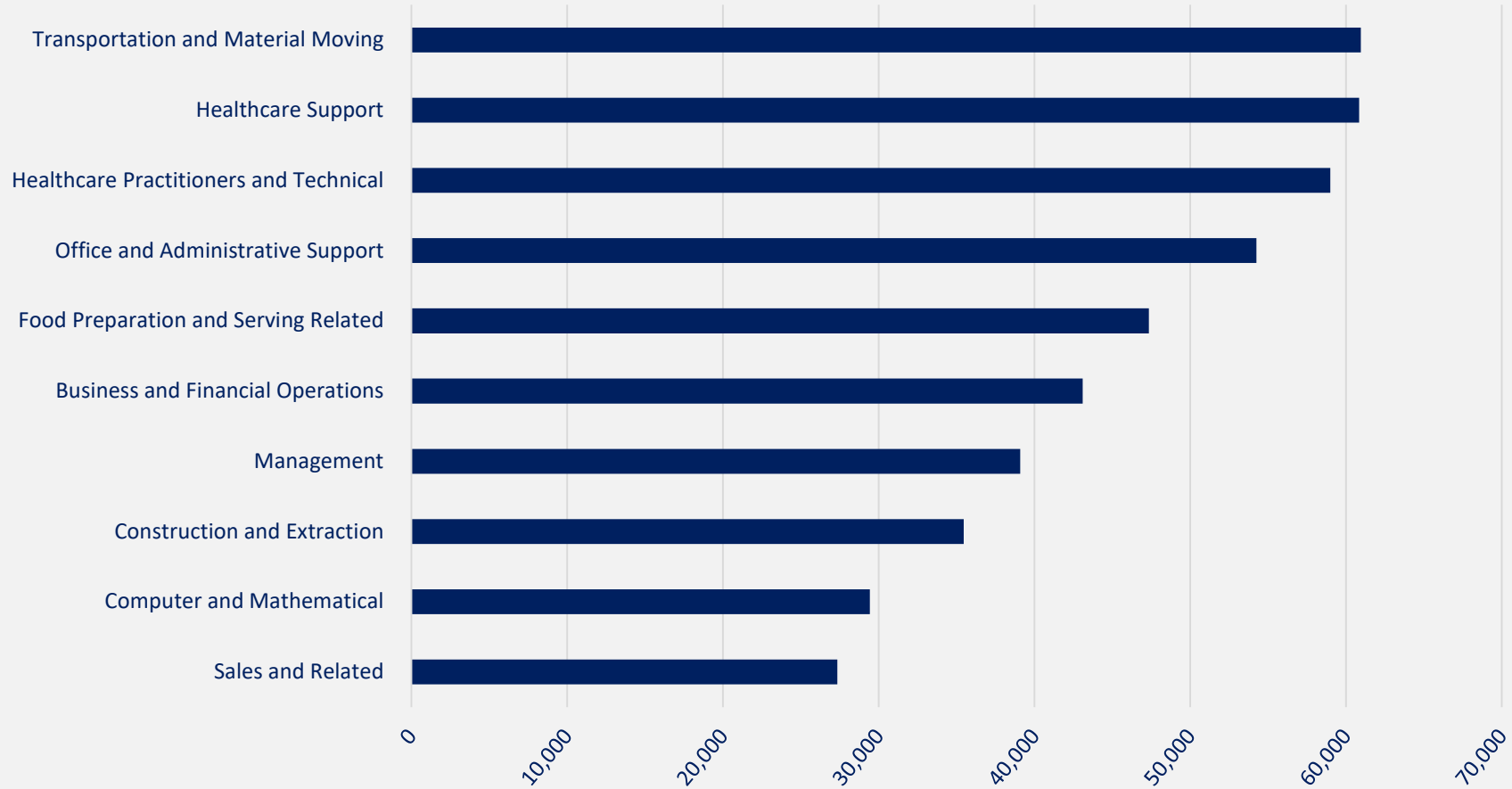
Labor Market Analysis

Top Ten Detailed Occupations, by Five-Year Rate of Change, Pinal County



Labor Market Analysis

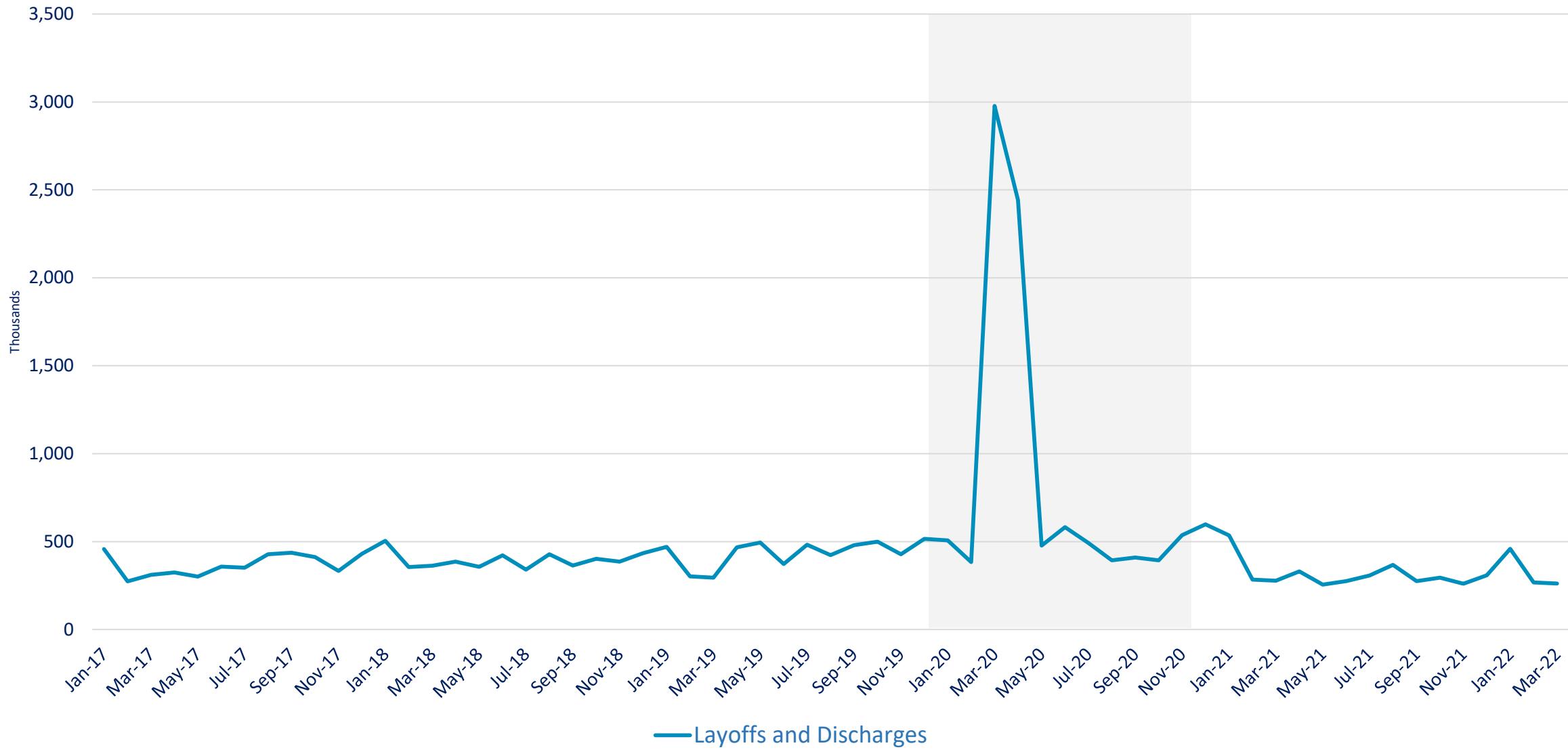
Projections, Top Ten Occupation Families, 2020-2030, Maricopa County



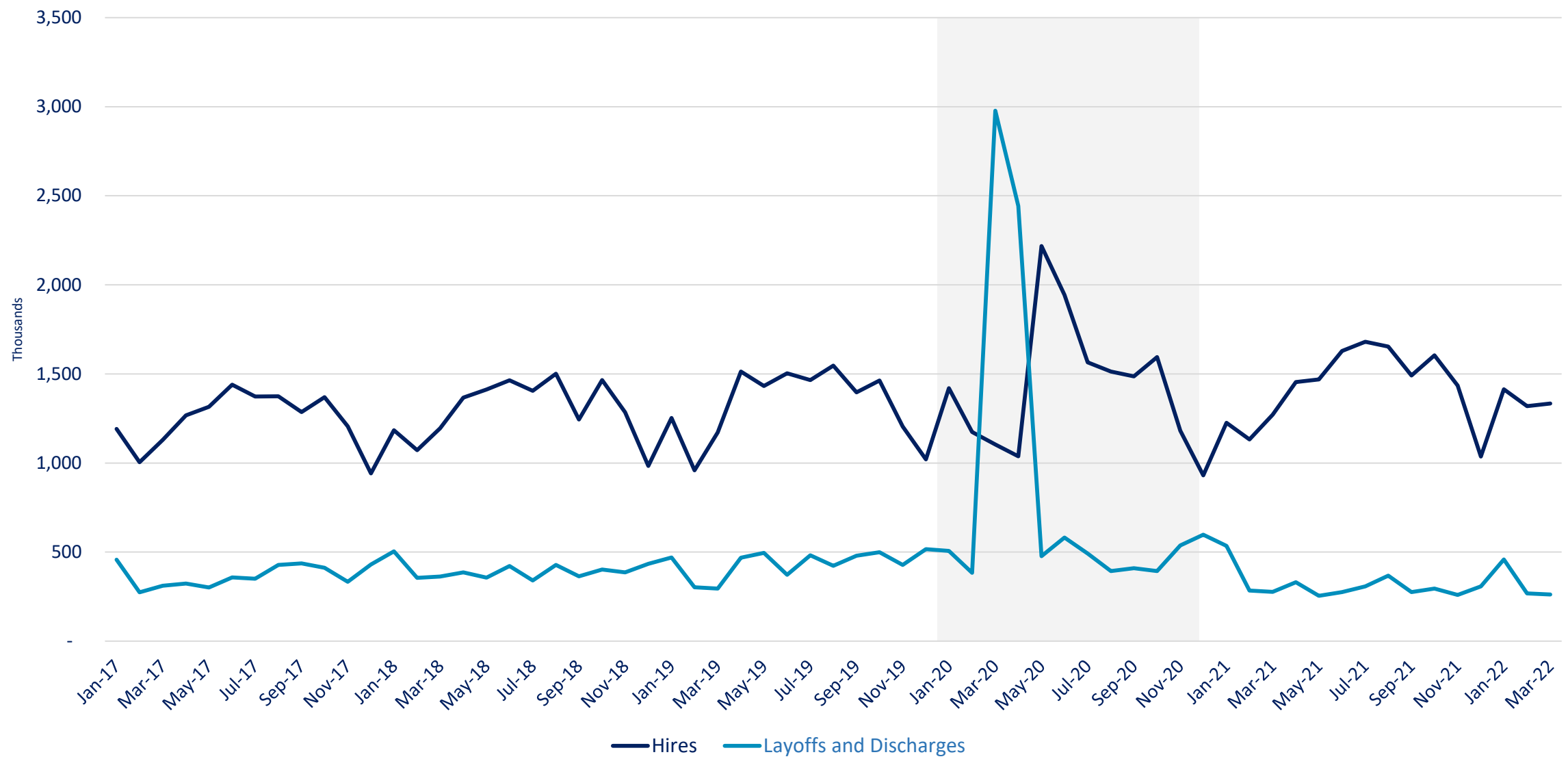
Labor Market Analysis

Labor Force

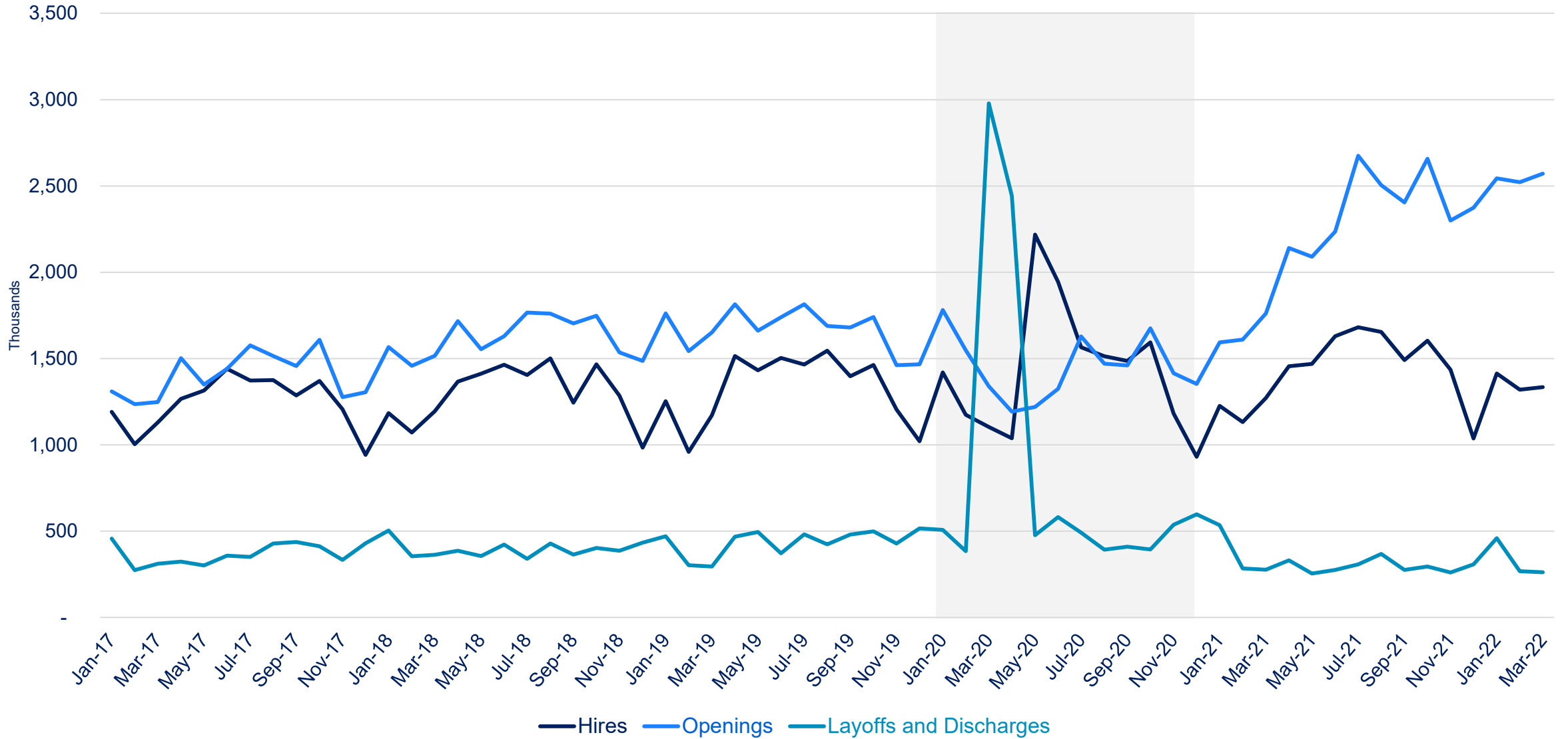
Layoffs and Discharges, West Region



Hires and Layoffs and Discharges, West Region

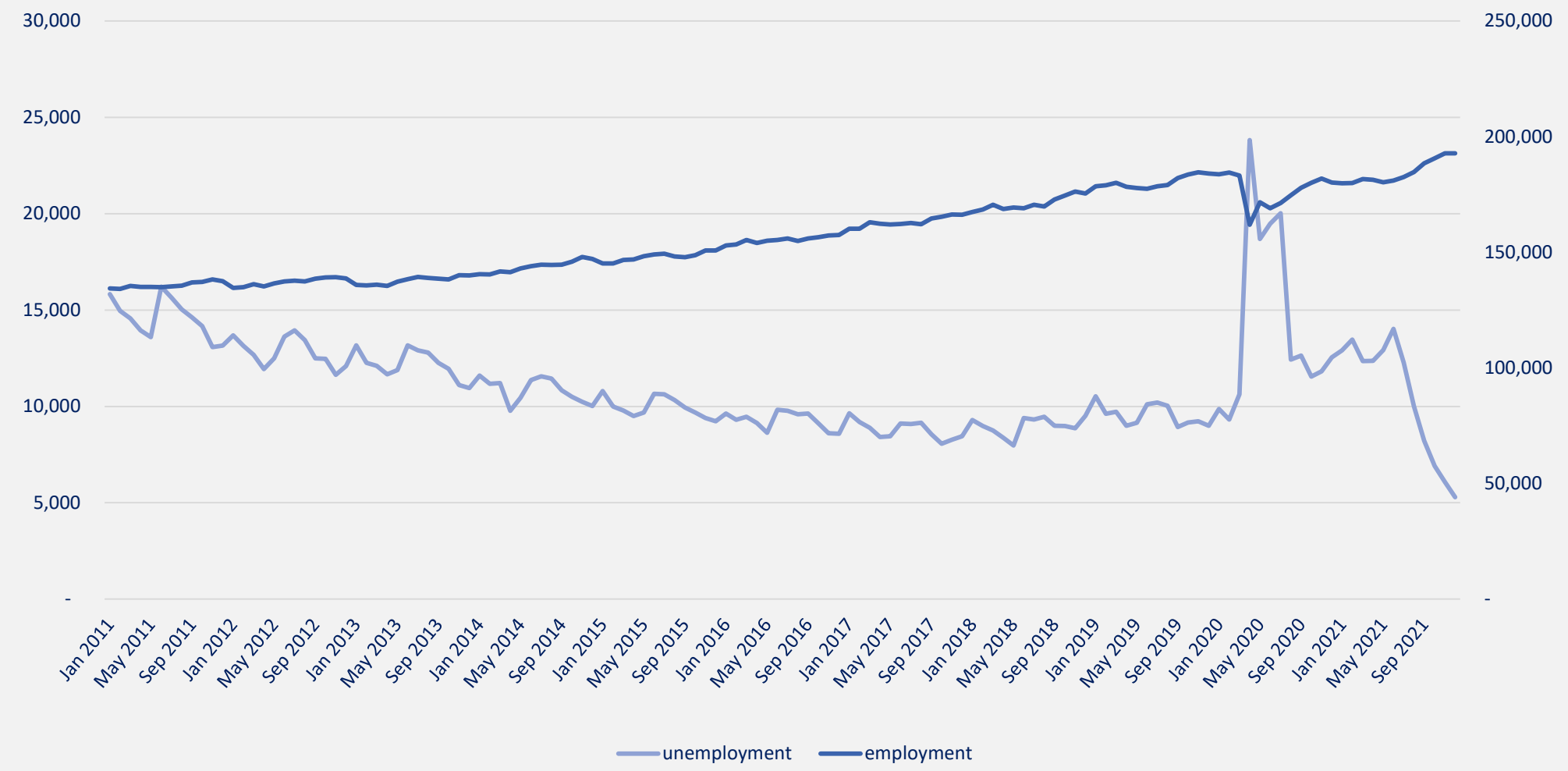


Hires, Layoffs and Discharges, and Openings, West Region



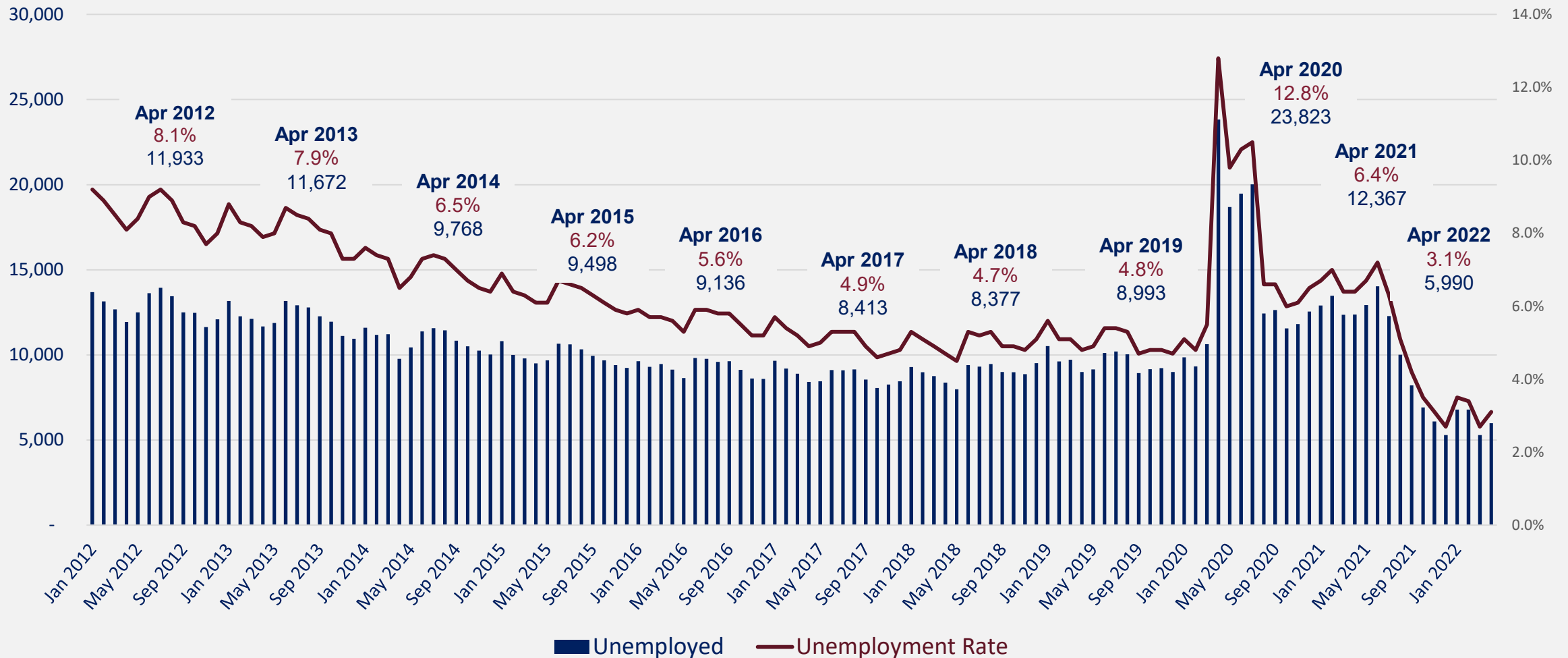
Labor Market Analysis

Pinal County Employment and Unemployment, 2011-2021



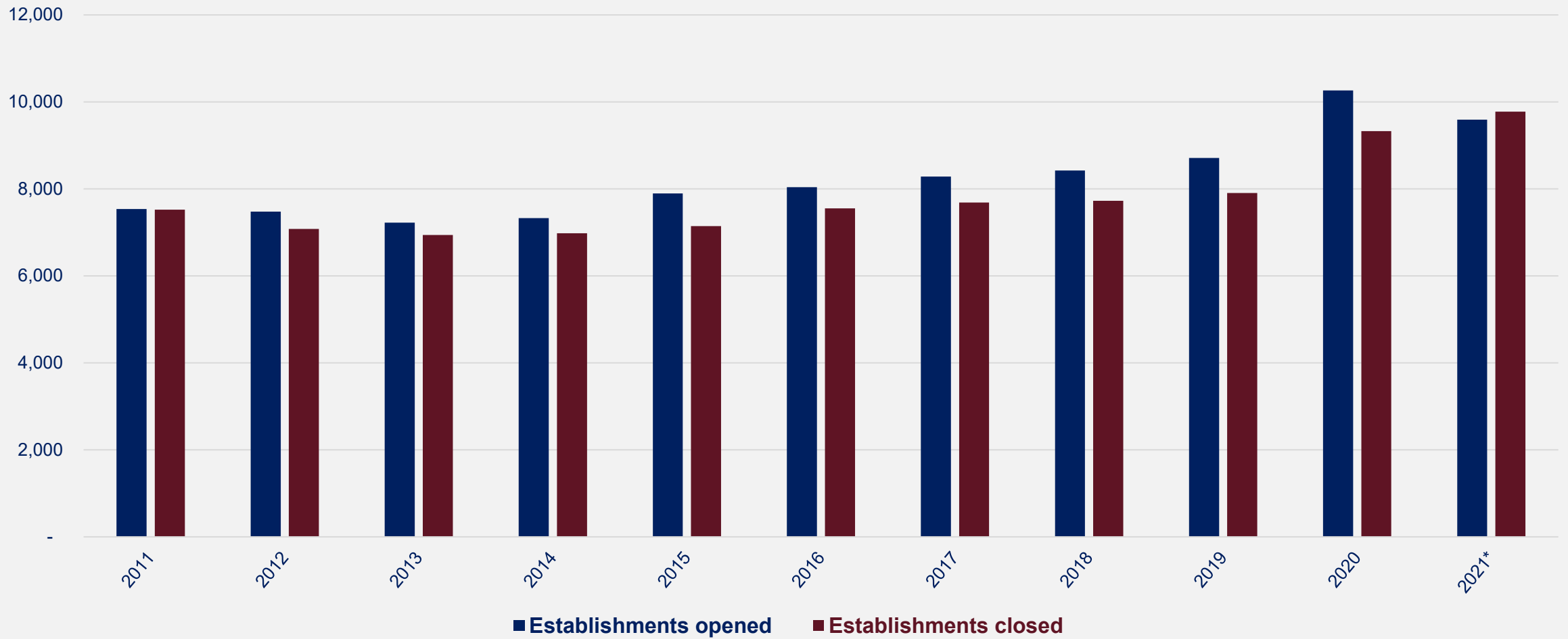
Labor Market Analysis

Pinal County Unemployed and Unemployment Rate, 2012-2022



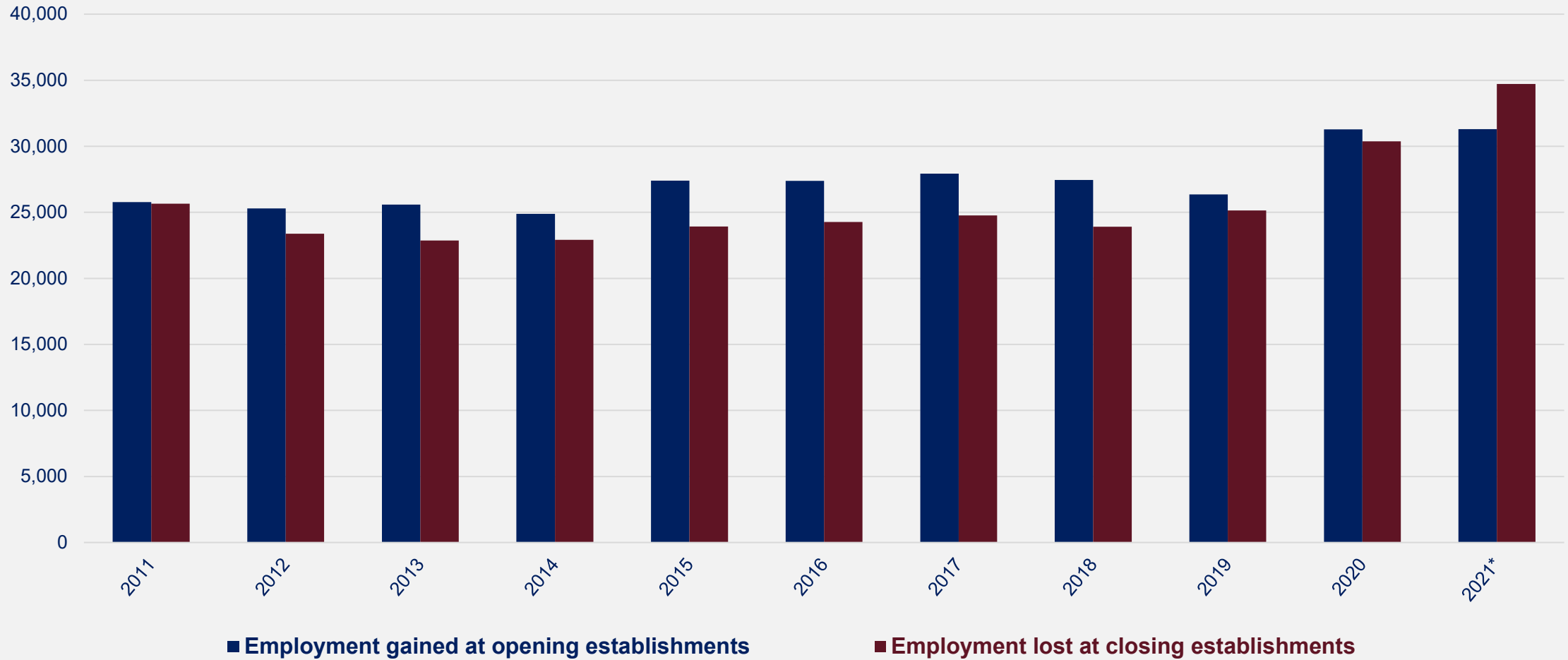
Labor Market Analysis

Establishments Opened and Closed, Quarterly Average, Arizona, 2011-2021



Labor Market Analysis

Employment Change Due to Opening and Closing Establishments, Quarterly Average, Arizona 2011-2021



Economic Conditions

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Jan	2.6	2.5	2.4	2.5	2.5	2.5	2.6	2.7	2.8	2.8	2.8
Feb	2.5	2.4	2.3	2.4	2.5	2.5	2.6	2.7	2.8	2.8	2.8
Mar	2.5	2.4	2.3	2.5	2.5	2.5	2.6	2.7	2.8	2.8	2.8
Apr	2.5	2.4	2.3	2.5	2.5	2.5	2.6	2.7	2.8	2.7	2.8
May	2.5	2.4	2.4	2.5	2.5	2.5	2.7	2.7	2.8	2.8	2.8
Jun	2.6	2.5	2.5	2.6	2.6	2.6	2.7	2.8	2.9	2.8	2.9
Jul	2.7	2.7	2.7	2.7	2.7	2.7	2.9	2.9	3.0	2.9	
Aug	2.6	2.5	2.5	2.5	2.6	2.6	2.7	2.7	2.9	2.8	
Sep	2.6	2.5	2.5	2.5	2.6	2.6	2.7	2.8	2.9	2.8	
Oct	2.6	2.5	2.5	2.5	2.6	2.5	2.7	2.8	2.9	2.8	
Nov	2.6	2.4	2.4	2.5	2.6	2.5	2.7	2.8	2.9	2.8	
Dec	2.6	2.4	2.4	2.5	2.6	2.5	2.7	2.8	2.9	2.8	

Labor Market Analysis

Job Postings Analysis

- 12 Months
- 669,875 Postings
- 40,100 Employers
- 289 Job Titles

Labor Market Analysis

Job Postings Analysis

Employability Skill	Postings
Verbal and Written Communication Skills	346,257
Cooperative/Team Player	203,747
Customer Service	155,093
Organization	97,382
Problem Solving	94,772

Labor Market Analysis

Job Postings Analysis

Technical Skill	Postings
Microsoft Excel	72,581
Microsoft Office	67,070
Ability to Lift 41-50 lbs.	30,529
Microsoft Outlook	29,793
Microsoft PowerPoint	26,207
Microsoft Word	24,608
Agile Project Management	22,714
Ability to Lift 51-100 lbs.	22,087
Sales	21,084
Structured Query Language (SQL)	19,640

Labor Market Analysis

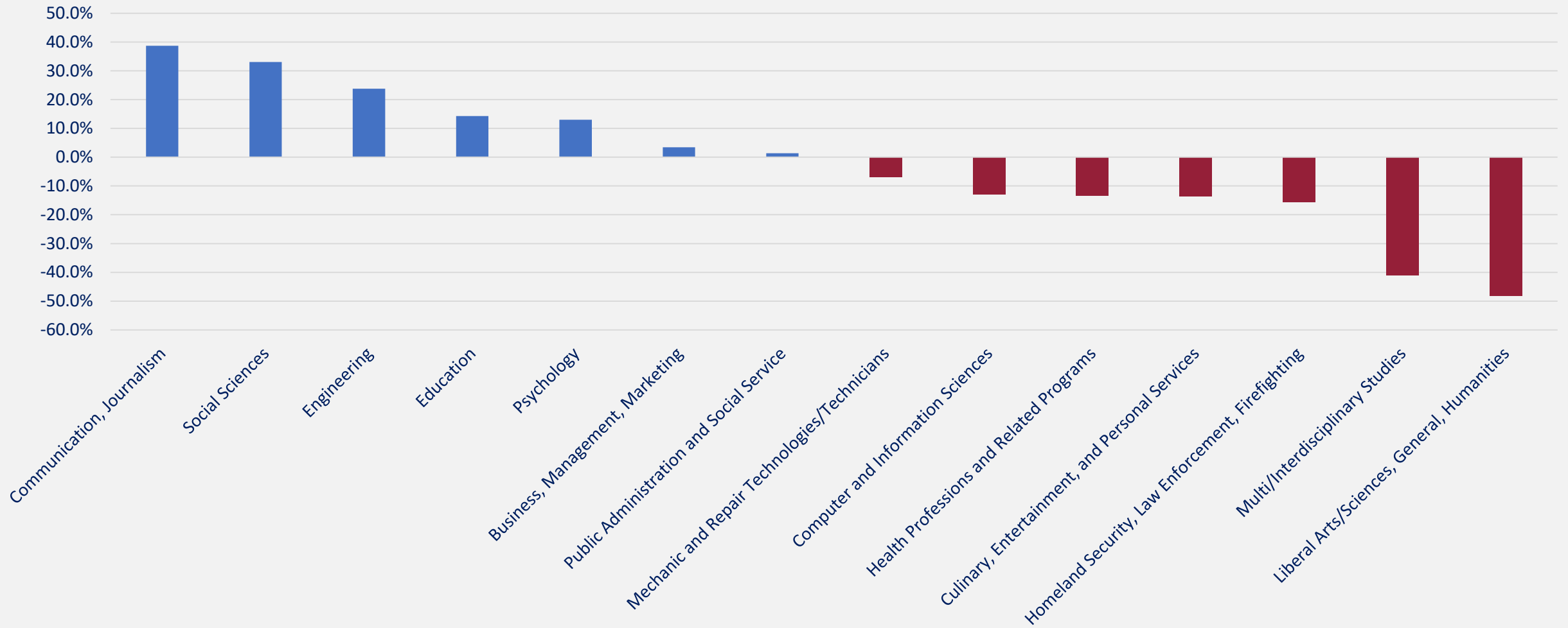
The Talent Pipeline

Labor Market Analysis

Program	2020 Awards
Business, Management, Marketing	128,868
Health Professions	31,298
Education	23,949
Visual and Performing Arts	11,776
Liberal Arts and Sciences, General Studies, Humanities	7,317

Labor Market Analysis

Change in Number of Completions by Program, Phoenix MSA, 2016-2020



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AN INTRODUCTION TO BUSINESS ATTRACTION

AN INTRODUCTION TO BUSINESS ATTRACTION

Strategies

- Business Attraction
- Business Retention
- Entrepreneurship and Small Business Growth

AN INTRODUCTION TO BUSINESS ATTRACTION

What do we tell them about Arizona?

- Thriving Culture of Innovation
- Low Cost of Doing Business
- Top Talent
- Streamlined Regulation
- Access to Major World Markets
- Simplified Tax System
- Exceptional Quality of Life

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Talent, Technology and Transformation

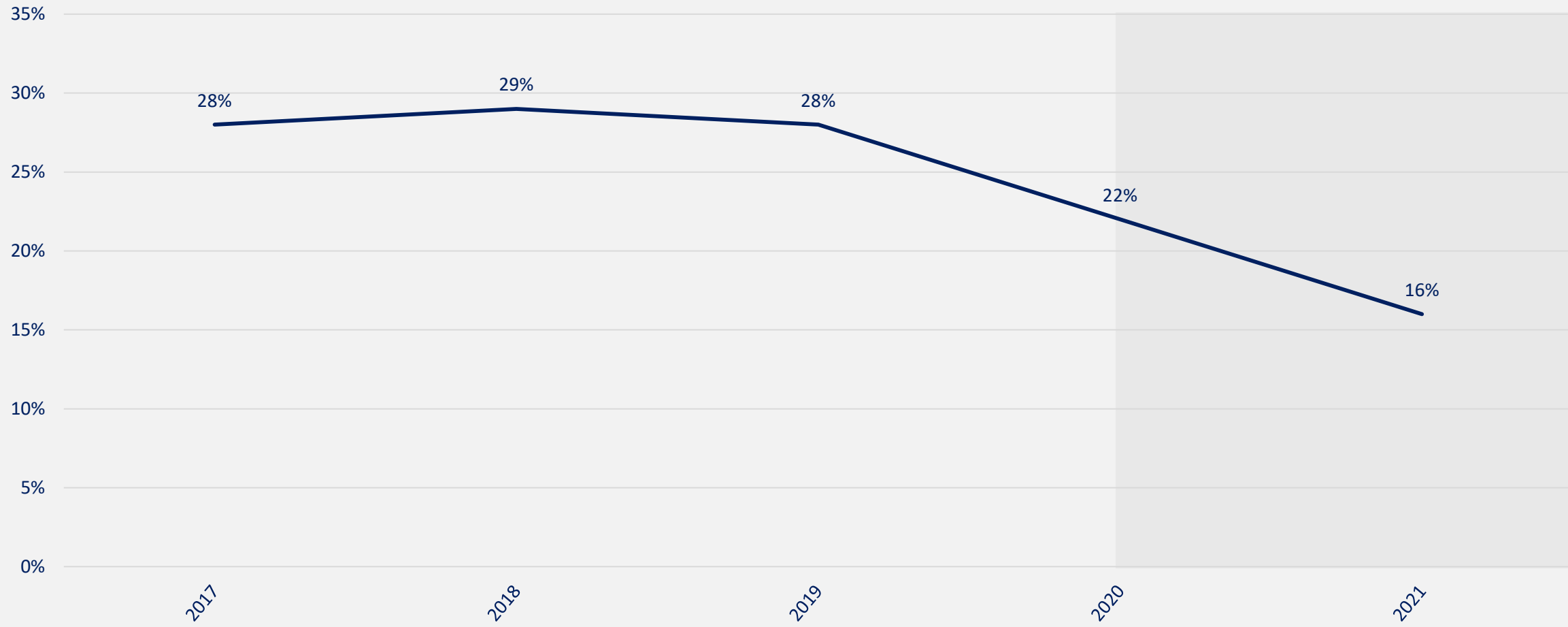
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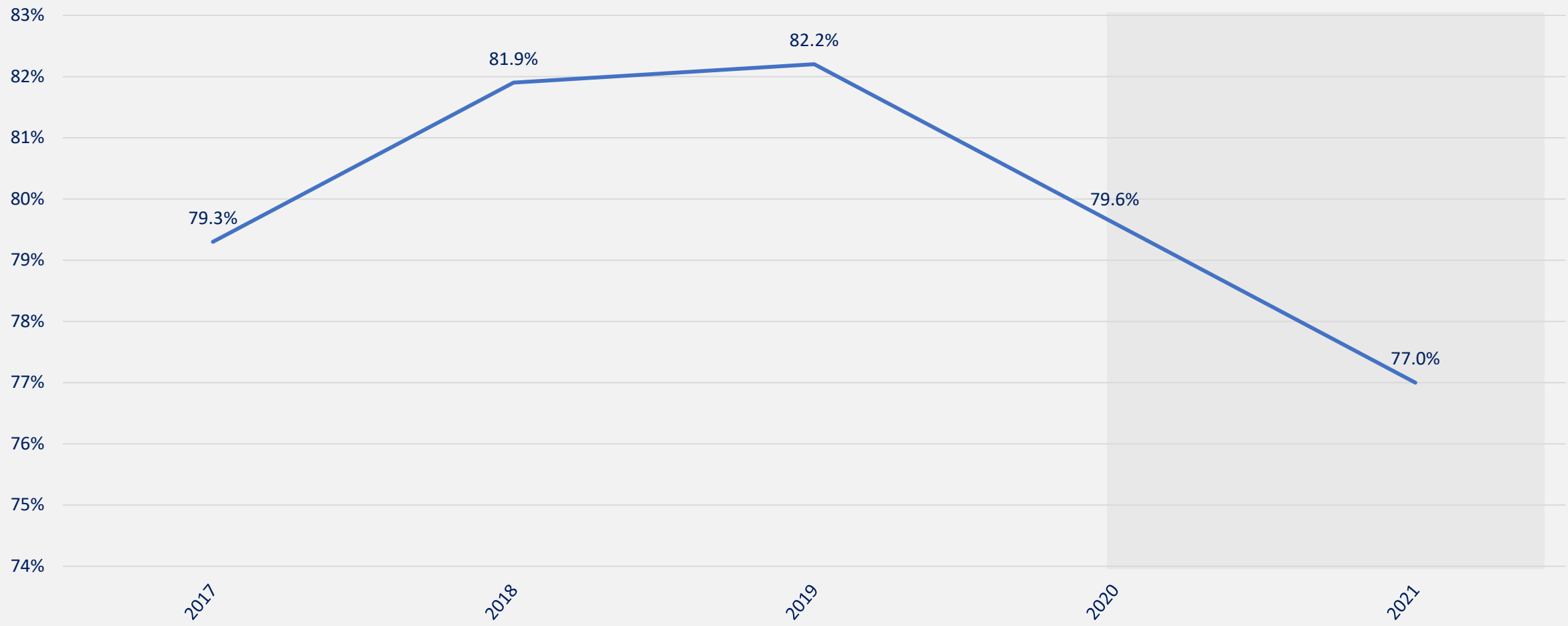
Labor Market Analysis

Pinal County, Percentage of Eight Graders Proficient in Math



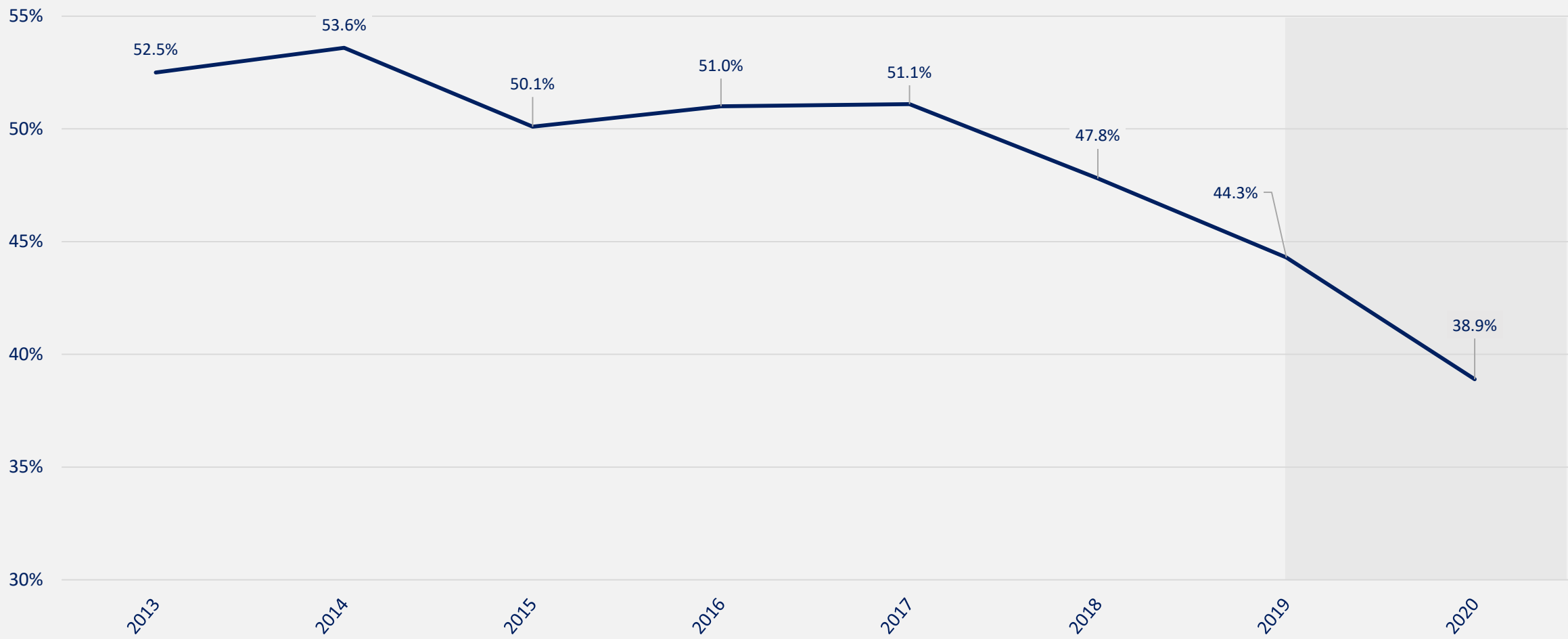
Labor Market Analysis

Pinal County High School Graduation Rate, 2017-2020

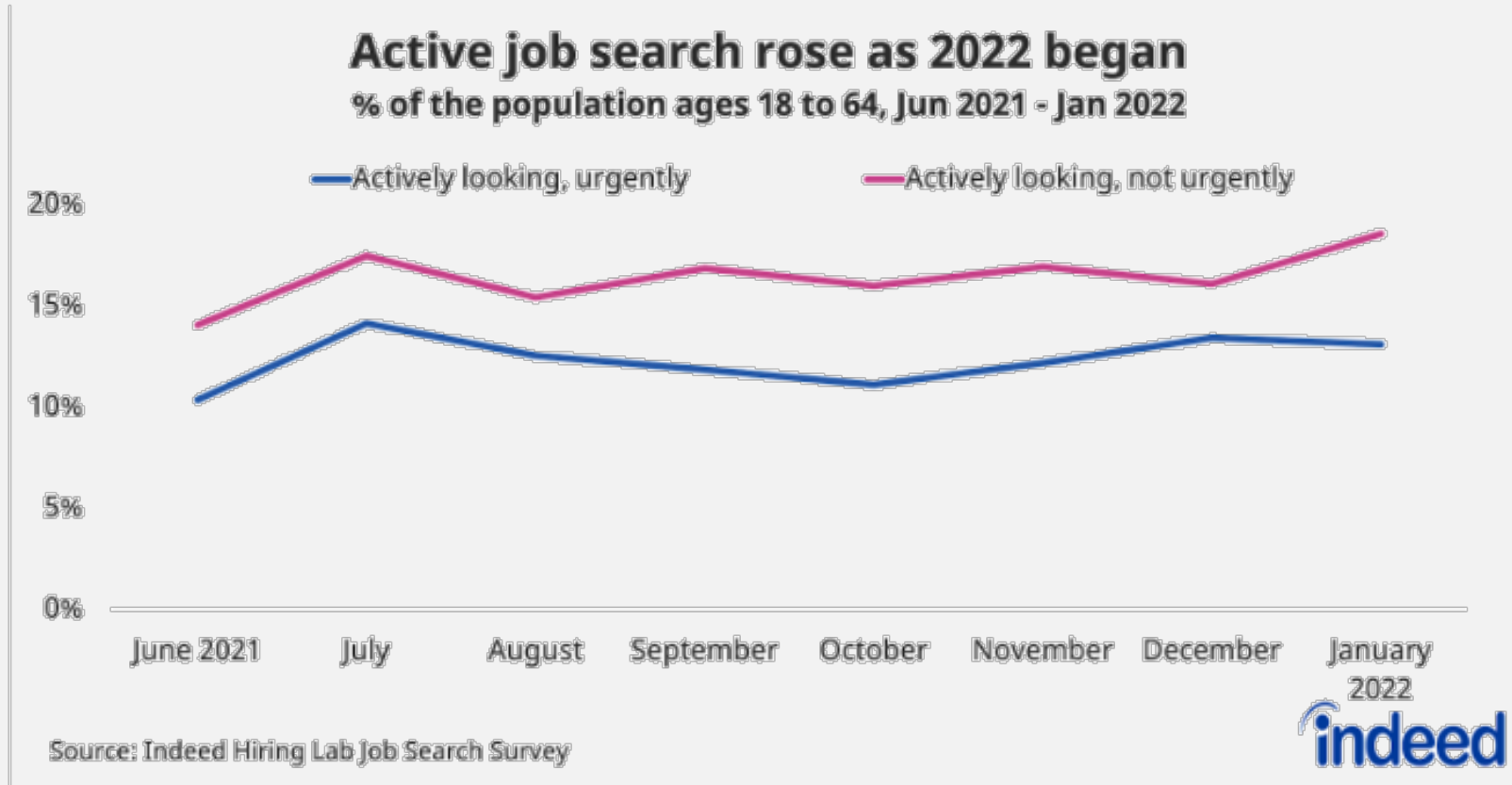


Labor Market Analysis

Pinal County Postsecondary Enrollment Rate, 2013-2020

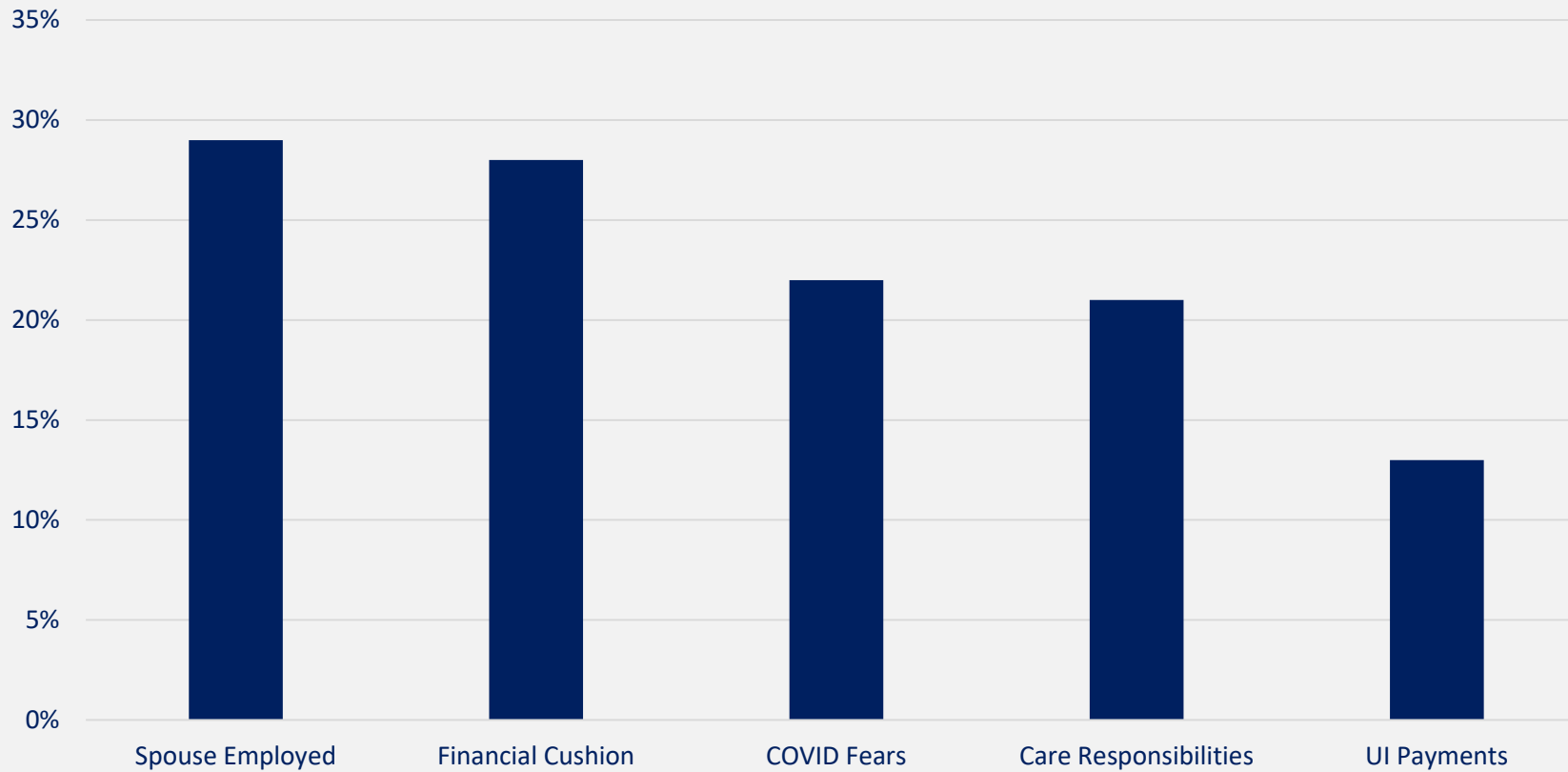


The Indeed Hiring Lab Job Search Survey



The Indeed Hiring Lab Job Search Survey

Reasons For Lack of Urgency in Job Search, United States



New Realities

“The biggest difference in today’s labor market is that we are no longer trying to convince talent to work for us instead of the other guy. We’re trying to talk them into working for us instead of doing nothing.”



Pandemic Hangover

- Post-traumatic stress for workers
- Labor force participation drop
- Demand for better conditions and compensation



Shifting Expectations

- The War for Talent
- Skills as Currency
- A Tilt in Work-Life Balance Consideration





Emerging Technologies

- Automation and Robots
- Artificial Intelligence
- Sensors and Autonomous Transportation



A New Economy

- The Gig Economy
- The Global Economy
- The Digital Economy



Employer Solutions

- Work Culture
- Flexible Schedules
- Flexible Work Locations
- Pay Scales and Bonuses
- Pipeline Strategies
- Career Development Programs
- Community Engagement
- Big Data and Artificial Intelligence



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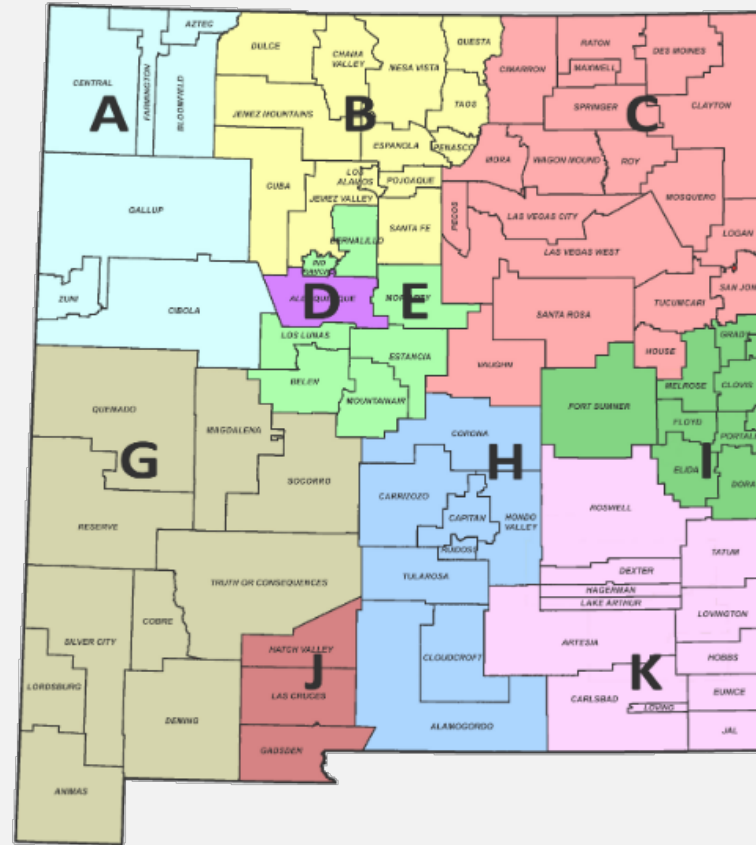
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Community Solutions

- Career Literacy
- Industry-Education Partnerships
- Pipeline Strategies
- Career-infused Educational Experiences
- Data-driven Workforce Policy

Three Best Practices

The New Mexico Comprehensive Local Needs Assessment



Three Best Practices

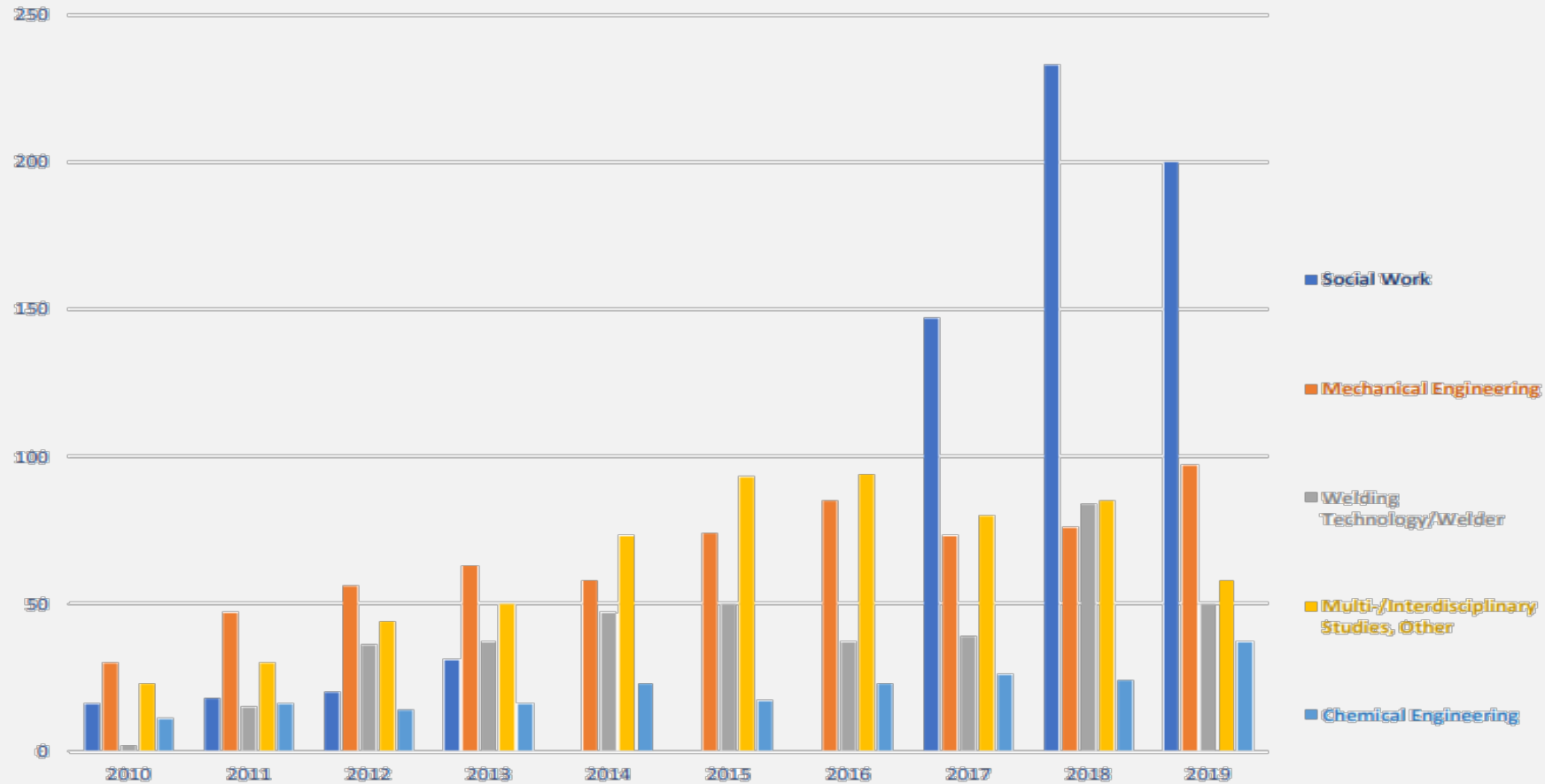
The New Mexico Comprehensive Local Needs Assessment



Three Best Practices

The New Mexico Comprehensive Local Needs Assessment

Top Five Programs, By Completions, 2010-2019



Three Best Practices

The New Mexico Comprehensive Local Needs Assessment

Career Cluster

Health Science All School Districts - State

Pathways

All Pathways Perkins V Report Include Associated Workforce Regions



Career Cluster : Health Science

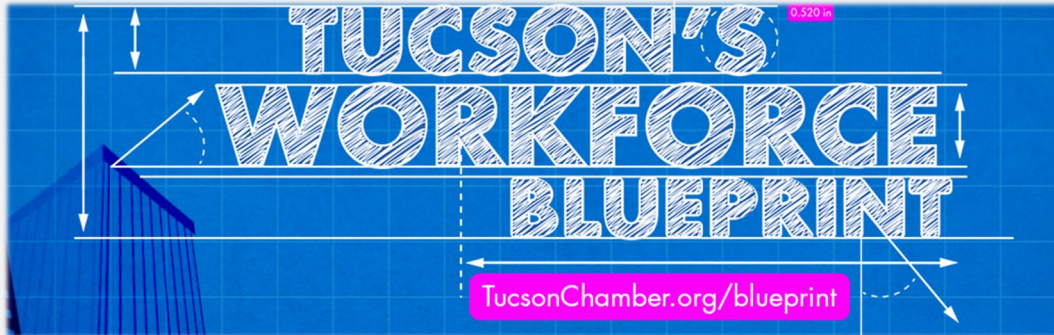
Planning, managing, and providing therapeutic services, diagnostic services, health informatics, support services, and biotechnology research and development.

Workforce Region(s): Statewide Data - All Districts

Cluster	Pathway	Occupation	↓ Annual Ope...	Median Wa...	Projected New Jo...	Growth ...	Job Zon...
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Health Science	Therapeutic ...	Registered Nurses	1,243	\$75,350	2,078	11%	3
Health Science	Therapeutic ...	Home Health Aides	889	***	1,512	26%	2
Health Science	Therapeutic ...	Medical Assistants	884	\$31,320	1,138	18%	3
Health Science	Therapeutic ...	Nursing Assistants	830	\$29,510	625	10%	2

Three Best Practices

The Tucson Metro Chamber Workforce Blueprint



Five Strategic Recommendations

- Labor Market Analysis
- Employer Survey
- Steering Committee

Three Best Practices

The Tucson Metro Chamber Workforce Blueprint

STRATEGY TWO

A collaborative of regional employers and stakeholders should fund and launch the Tucson Move IT Up Initiative.

WHAT WE LEARNED

The labor market analysis identified a surprisingly large percentage of the region's populace that has some college experience, but no degree. While it is possible that many of these people went to college with no intention of earning a degree, but rather of earning an industry certification or participating in a short-term training program, it is also possible that for many residents of the Pima region, the educational experience was interrupted. Life gets in the way, and for many of these people, a college degree likely remains an unrealized goal.

The input of the project leadership team was clear from the onset: a workforce strategy that does not include

CUTTING EDGE SKILLS

The Tucson Move IT Up initiative will leverage the marketing and public relations capacity of the Tucson Metro Chamber and its partners for an outreach/public relations campaign that encourages underemployed and unemployed adults to develop and validate cybersecurity, networking and software development skills

Three Best Practices

The Tucson Metro Chamber Workforce Blueprint

STRATEGY TWO

A collaborative of regional employers and stakeholders should fund and launch the Tucson Move IT Up Initiative.

WHAT WE ARE GOING TO DO

The new **Tucson Move IT Up** initiative will leverage the marketing and public relations capacity of the Tucson Metro Chamber and its partners for an outreach/public relations campaign that encourages underemployed and unemployed adults to develop and validate cybersecurity, networking and software development skills in relevant college programs of study and industry training programs. It will also seek to create a scholarship fund that enables adult learners with some college experience to return to school to

CUTTING EDGE SKILLS

The Tucson Move IT Up initiative will leverage the marketing and public relations capacity of the Tucson Metro Chamber and its partners for an outreach/public relations campaign that encourages underemployed and unemployed adults to develop and validate cybersecurity, networking and software development skills

Three Best Practices

The Pathways Language and Math Curricula



Three Best Practices

The Pathways Language and Math Curricula

Build Your Skills: Classifying Real Numbers

Determine whether the real number is rational or irrational. Explain your answer.

1. $-\sqrt{3}$

2. $0.\bar{6}$

3. $-\sqrt{\frac{25}{9}}$

4. 3.2

5. Show why $\sqrt{5}$ is not a rational number.

Did you know?

Mechanical drafters make designs that involve calculations with irrational numbers such π and $\sqrt{2}$.



Three Best Practices

The Pathways Language and Math Curricula

Use It On the Job

23. Renata is a video game designer making an avatar move diagonally across a square room. The length of the diagonal d of a square of side s is $d = s\sqrt{2}$.



Determine a value of s for which d is a rational number. Explain your answer.

24. A police officer is using the formula $s = 2\sqrt{5\ell}$ to estimate the speed s of a car in miles per hour determined by the length ℓ in feet of the skid marks the car makes.



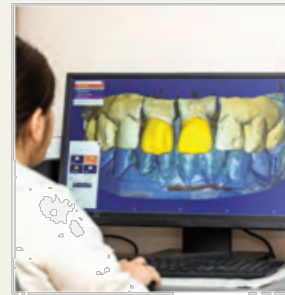
Determine a value of ℓ for which s is a rational number. Explain your answer.

Three Best Practices

The Pathways Language and Math Curricula

1 Step Into the Career: Converting Units

A dental laboratory technician uses CAD (computer-aided design) to create a virtual model of a tooth. The actual width of the tooth is 9.15 millimeters. The image on the screen measures exactly six times the measurements made by the dentist. The technician will use the model to create a mold for a crown made from a polymer. Accounting for a 15% shrink in each dimension of the crown during the baking process, what should the width of the tooth mold be on the computer screen in inches? Use 1 in. = 2.54 cm.



Devise a Plan

Step 1: Convert the actual width in millimeters to the width on screen in millimeters.

Step 2: Convert the width on screen in millimeters to a width in inches.

Step 3: Find the width on screen of the tooth mold in inches.

Walk Through the Solution

Step 1: Convert the actual width in millimeters to the width on screen in millimeters. Since the width of the image on screen is six times the actual width, multiply by 6.

$$6 \cdot 9.15 \text{ mm} = 54.9 \text{ mm}$$

Step 2: Convert the measurement on screen in millimeters to a measurement in inches. Use the conversion factors 1 cm = 10 mm and 1 in. = 2.54 cm.

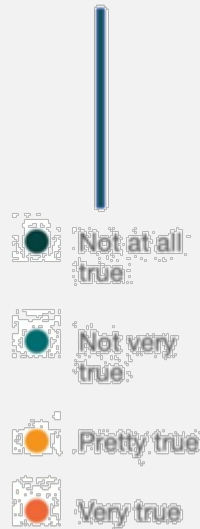
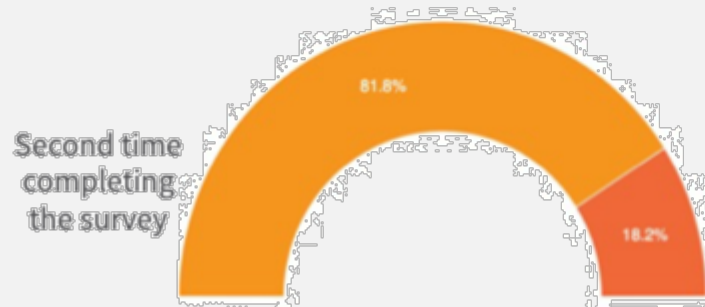
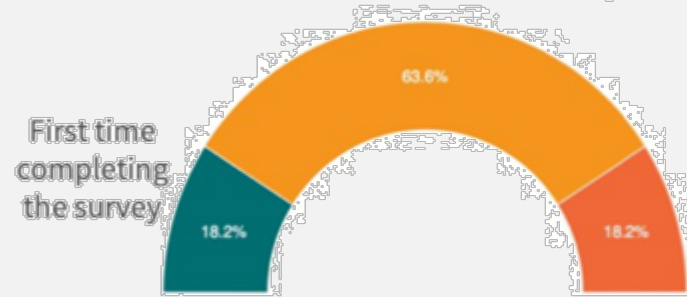
$$(54.9 \text{ mm}) \left(\frac{1 \text{ cm}}{10 \text{ mm}} \right) \left(\frac{1 \text{ in.}}{2.54 \text{ cm}} \right) \approx 2.161 \text{ in.}$$

Three Best Practices

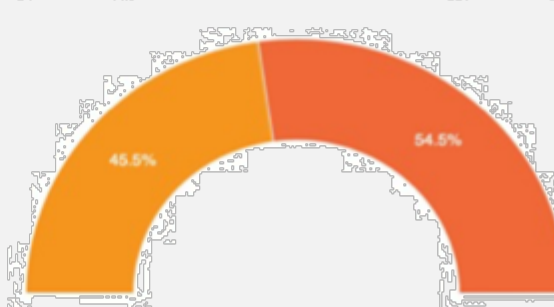
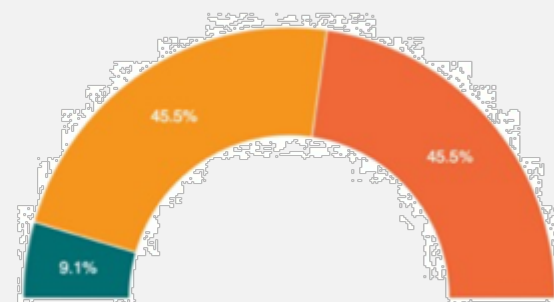
The Pathways Language and Math Curricula

With extended use of the P2C curriculum, it was observed that ratings of interest in math and career exploration increased.

Increased interest in learning math



Increased interest in exploring careers



Southwest Business Credit Services

— Annual Business & Construction Credit Conference



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02 Labor Market Trends

Hiring Dynamics

Labor Market Dynamics

Employment Dynamics

03 The Post-COVID Worker

**04 The Voice of Business in the Talent
Development Ecosystem**

05 Closing and Next Steps



- Explain the “why” to our students and jobseekers
- Commit to the educonomy
- Partnerships and Collaborations



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