

The Workforce Employers Want



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System Partners & Programs

5
State Agencies



17
Programs



12
Local Workforce
Development Areas



47
Job Centers

ONE-STOP DELIVERY SYSTEM

The **One-Stop Delivery System** brings together workforce development, educational and other human services providers. The seamless customer-focused service delivery network enhances access to program services and improves long-term employment outcomes for individuals receiving assistance. One-Stop partners administer separately funded programs as a set of integrated streamlined services to job-seeker and employer customers.

Statewide Employment and Training Activities

The State supports and leads a series of talent development initiatives including:
Statewide Re-entry Initiative (Second Chance Centers) | Arizona Career Readiness Program
Arizona Advanced Technology Network | Maryvale Workforce Initiative | Insurance Talent Pipeline
Transformational Innovation in the Hospitality Industry | Build Your Future Arizona - Construction Rebrand Initiative



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ARIZONA'S LOCAL WORKFORCE DEVELOPMENT AREAS AND CENTERS

● ARIZONA@WORK One-Stop Centers - Comprehensive

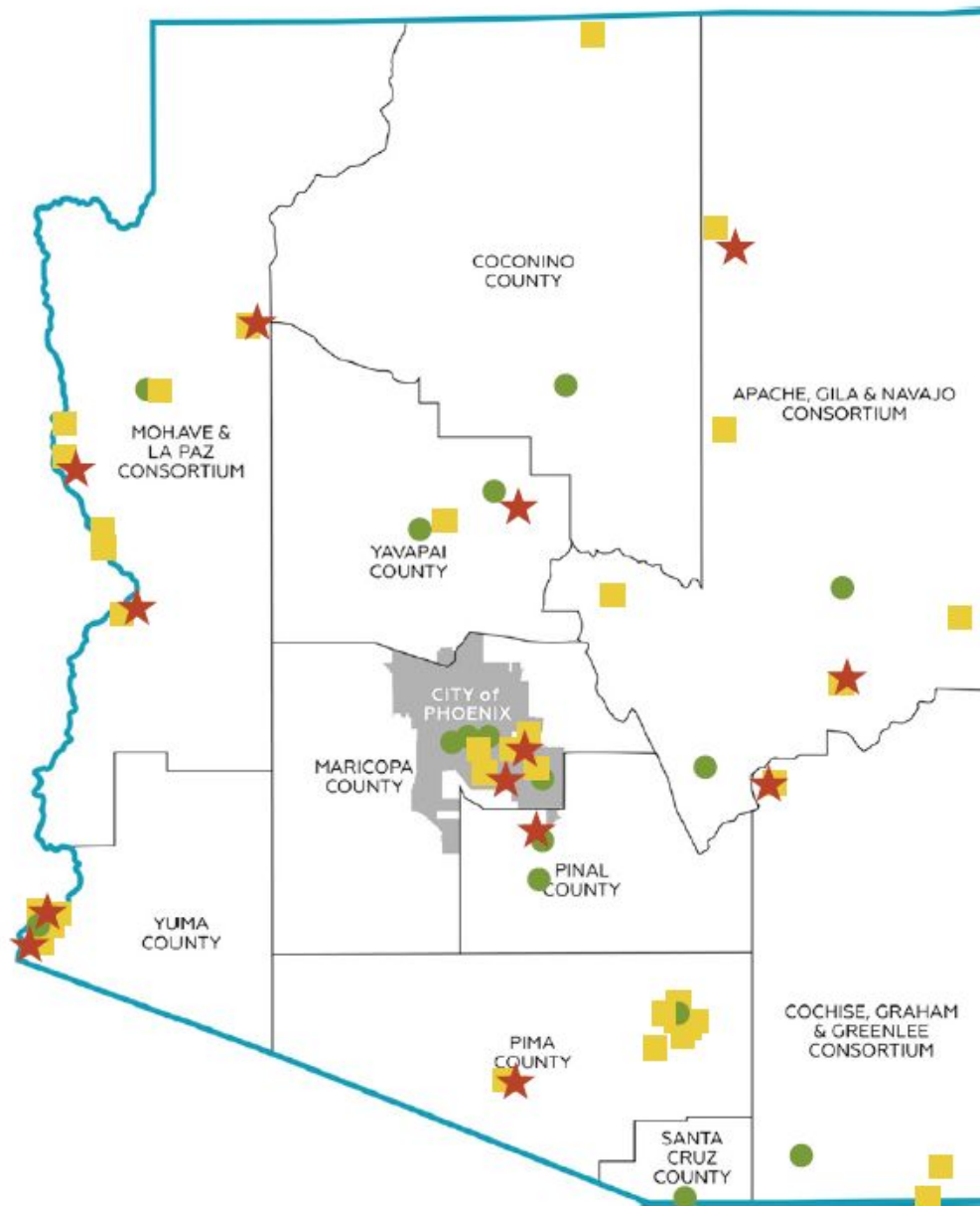
■ ARIZONA@WORK One-Stop Centers - Affiliate

For complete ARIZONA@WORK One-Stop Centers listings/locations: <https://arizonaatwork.com/locations>

★ Tribal Nation Locations



ARIZONA@WORK™
Innovative Workforce Solutions



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WORKFORCE DEVELOPMENT ACTIVITIES (TITLE IB)

Workforce Development Activities provision authorizes job training and related services to unemployed or underemployed individuals. Training is provided through **227 Eligible Training Providers** that offer approximately 1,260 of training programs.

Arizona Community Colleges

Arizona's 10 Community College Districts serve as a key partner in delivering training services.



Veteran Services

Arizona's veteran support services connect veterans, service-members and their family members to resources and employment opportunities.



Be Connected Program | Arizona Roadmap to Veteran Employment | Jobs for Veterans Program



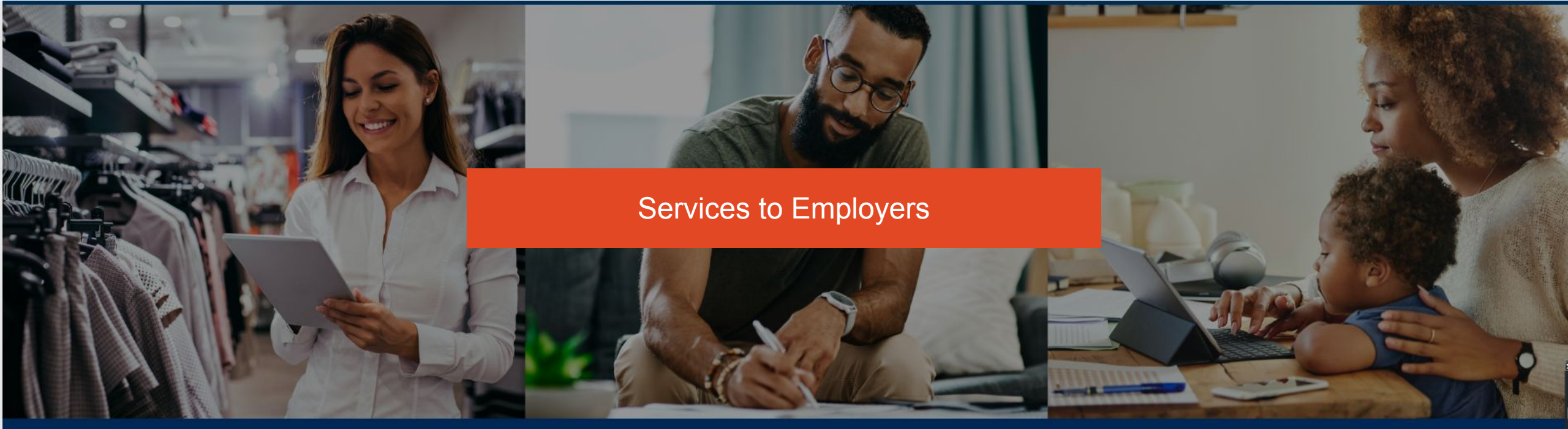
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Services to Employers



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SERVICES TO EMPLOYERS

ARIZONA@WORK's holistic business services approach serves Arizona employers and connects them with job-seekers. More than 30 business service representatives across the state provide a wide range of services to support job creators.

BUSINESS SERVICES PROVIDED TO EMPLOYERS INCLUDE:

Employer Information and Support Services	Training Services
Workforce Recruitment Assistance	Incumbent Worker Training Services
Strategic Planning/Economic Development Activities	Rapid Response/Business Downsizing Assistance
Untapped Labor Pools Activities	Planning Layoff Response

WORK-BASED TRAINING

ARIZONA@WORK provides work-based training grants to meet business needs and reduce training costs, employee turnover, and averting layoffs. Work-based training opportunities provide individuals with credentials, work experience, opportunities to learn new transferable skills, and job placement. For Work-based Training needs reference: Appendix, page 34, "Work-based Training Opportunities | Training Grants" table.



Apprenticeship Programs

Arizona supports apprenticeship programs that provide employers with a larger talent pool that are trained from entry-level to management positions with recognized credentials that meet the employer's needs. Individuals have the opportunity to obtain knowledge and advance skills specific to the workplace resulting in increased wages and job retention.



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Business Service Resources



After enrolling in a workforce training through a grant from ARIZONA@WORK had “everything fall right into place. I contacted Arizona State University and went to work on a program developing a central, unified help desk for all of ASU campuses ”

*Martin D.
IT Analyst,
Arizona State University*

- Assist local businesses to increase organizational success with relevant workforce development programs that increase competitiveness.
- Work with industry to identify training needed to proactively developing individuals who are work ready.
- Empower individuals with skills needed to improve employment opportunities.



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Four-Pronged Approach

- Talent Acquisition
- Pre-Vocational Training
- Work Based Learning
- Labor Market Information



“The timing was perfect. One individual had just finished a training program there, and both fit my criteria. They were ready, I was ready. It worked out great.”

*Patrick R.
President,
Assured Engineering Concepts*

– ARIZONA@WORK Website



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Talent Acquisition

Job Postings and Outreach

Arizona Job Connections Includes promotion to local agencies.

Job Search and Screening

Customized search for candidates and pre-screening based on company guidance.

Business Center Space

Meeting, training, and interview rooms.

Recruiting Events

Individual or multi-company events are hosted regularly at job center locations or client specified location.

Job Description Feedback

Assistance with developing job descriptions and job postings that increase connections.



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Pre-Vocational Training

Career Counseling

Providing job seeker advisement and assistance with career planning and job search.

Talent Development

Professional skills with a five-day employability workshop. Soft skills, communication, working in teams, and interview skills.

Funded Training

Provide funding for pre-hire customized training and industry credential training.

Employment Assistance

Connecting qualified and trained talent to companies.



Work Based Learning

Incumbent Worker Grant

Provides 50-90% reimbursement for layoff aversion and increased pay.

On-The-Job Training Grant

Provides 50% reimbursement of hourly wage, up to \$4,000 for on the job learning / mentorship

Customized Training Grant

Provides up to 50% reimbursement for pre-hire training.

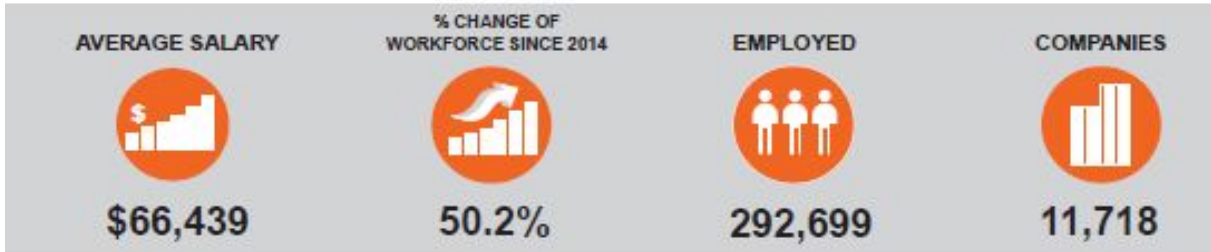
Apprenticeships

Job seekers can receive funding to enter into a federally recognized apprentice program.



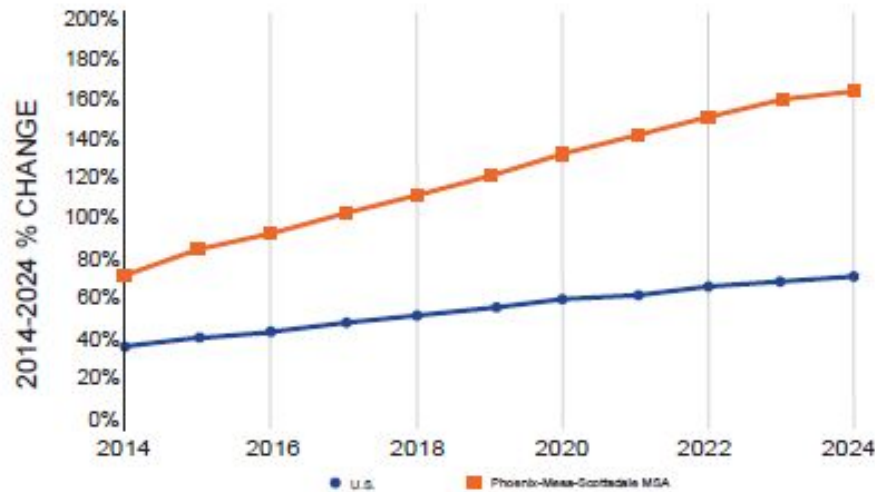
Labor Market Information

ESSENTIALS



SOURCE: EMSI Q3 2023

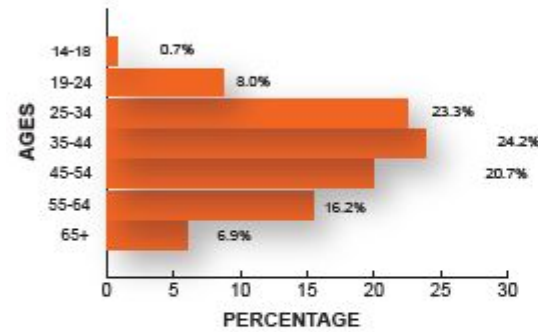
EMPLOYMENT TRENDS



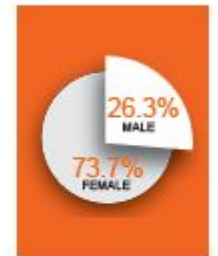
SOURCE: EMSI Q3 2023

TALENT ACQUISITION

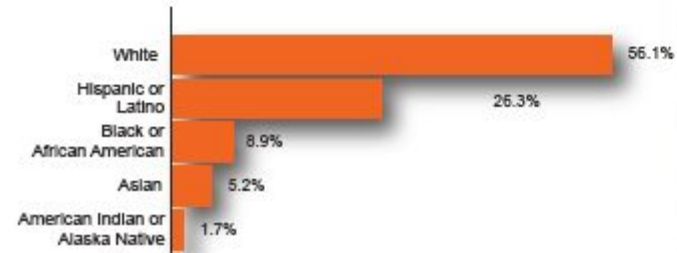
AGE BREAKDOWN



GENDER BREAKDOWN



RACE/ETHNICITY BREAKDOWN



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Workforce Preparation Resources



Arizona Career Readiness Program



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Arizona Career Readiness Program

Job Ready Skills Put Into Action

ARIZONA CAREER READINESS PROGRAM

Developed in collaboration with employers, the Arizona Career Readiness Program (ACRP) enhances the labor pool by equipping and certifying job seekers with the foundational academic, professional and technical skills employers value. Thanks to this program, Arizona employers experience streamlined hiring with thousands of high-quality candidates to choose from.



Applied Mathematics



Reading for Information



Locating Information



Professional Skills



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Arizona Career Readiness Program

Skills & Development



Worker Resources

- Initial Skills Review
- E-learning Modules
- Evaluation
- Badge Award
- Final Assessment

Employer Benefits

- Certification Tool
- Professional Development Tool
- New Hire Tool



Employer Use (New Hire Example)

Cabinet Manufacturing – Prescott, Arizona

2018: 71% Retention Rate – declining quickly

One Year Self Study

- All new hires
- Incumbent workers

Results:

2019: 92% Retention Rate



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Career Readiness Program Outcomes

Current Activity

- 9,250+ workers enrolled
- 65,000+ e-learning hours logged
- 9,000+ skill-specific assessments completed
- 2,600+ workers earning Arizona Career Readiness Credential

Passing Rates

- Reading for Information 94%
- Locating Information 95%
- Applied Mathematics 92%
- Professional Skills 80%





Partnerships



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INNOVATIVE PARTNERSHIPS



ARIZONA ADVANCED TECHNOLOGY NETWORK



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POWERING HIGH-TECH TALENT

DRIVE 48

Arizona's new state-of-the-art, advanced manufacturing training facility in Pinal County.

The facility features cutting-edge robotics and hands-on training rooms where students will prepare for careers in advanced manufacturing.



Arizona Careers in the Cloud

CLOUD COMPUTING AT A GLANCE

Top 10

highest paying certifications (AWS Certifications)

Global Knowledge, 2019

95,100+

unique job postings in AZ requiring cloud computing skills

EMSI, 2020

12%

of unique job postings in AZ requiring cloud computing skills request AWS skills

EMSI, 2020



Learn More: AZCommerce.com/AWS



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RESOURCE LIST



ARIZONA@WORK Website - <https://arizonaatwork.com/>

Workforce Arizona Council Annual Report - https://arizonaatwork.com/sites/default/files/media/WorkforceArizonaCouncilPY2019AnnualReportFinal12.2.20_2.pdf

Arizona Workforce Performance Dashboard - <https://arizonaatwork.com/job-market-trends/workforce-performance>

Arizona Labor Market Information - <https://www.azcommerce.com/oeo>

Adult Education Data Management System (AAEDMS) - <https://www.azed.gov/data/>

Arizona Job Connection - <https://www.azjobconnection.gov/ada/r/>

Eligible Training Providers List - <https://www.azjobconnection.gov/ada/r/training>

Arizona's One-Stop Delivery System Chart (updated) - <https://arizonaatwork.com/about/local-boards>

List of Acronyms - <https://drive.google.com/file/d/18TR4bqgaKktpXustO28cjFOdN1cOkKLB/view?usp=sharing>



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