



West Valley Pipeline 2.0

2024 Annual Report



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President's Letter



As I reflect on the incredible progress we've made in West Valley workforce development, I am filled with pride and excitement. Our region, which encompasses 15 communities and spans 3,000 square miles west of Interstate 17, continues to thrive as one of the fastest-growing areas in the country. With a population of 1.8 million residents, including a vibrant mix of seasoned corporate executives and a dynamic millennial workforce, we are truly a micro-cosm of innovation and opportunity.

At a median age of 36.2 years, and with 64% of our residents in the workforce age, the West Valley stands as one of Arizona's most culturally diverse regions, proudly representing a minority-majority population. Over the past two decades, we have become an attractive destination for young families, experienced professionals, Fortune 500 companies, luxury housing developments, and world-class sports and entertainment amenities. This growth enhances our quality of life and establishes the West Valley as a sought-after location for both residents and visitors alike.

The key to our success lies in our engaged and supportive community. Our local elected leaders set a collaborative tone that fosters respect and partnership among all stakeholders, driving economic growth and ensuring our region remains competitive. At the heart of these efforts is WESTMARC, a coalition of public, private, and educational leaders dedicated to advancing the economic vitality and quality of life in our region.

In 2023, we completed an updated version of our West Valley Pipeline Workforce Development Strategy, a crucial initiative that connects our business community with educational partners to align workforce training with the needs of our dynamic economy. By utilizing the principles of the Talent Pipeline Management model, we have developed a demand-driven, employer-led approach that ensures our talent supply chain meets the evolving needs of our businesses.

I am thrilled to report that this year, we received contributions from over 40 workforce partners, including seven of our for-profit business partners who are engaged in workforce development projects. This surge of collaboration demonstrates the tremendous momentum building in our region, reflecting the commitment of our partners to address workforce challenges head-on.

As President and CEO, I am grateful for your continued support and partnership. I invite you to review this report, engage with the insights shared, and consider how you can contribute to shaping the future workforce of the West Valley. Together, we can ensure that our region not only meets the demands of today but thrives in the years to come.

Thank you for being an integral part of this journey. I look forward to what we can achieve together in the coming year.

Warm regards,

Sintra Hoffman
President & CEO
WESTMARC

West Valley Pipeline Background

The West Valley Pipeline Regional Workforce Development strategy, launched in 2018, has played a pivotal role in shaping the workforce landscape of the region through 2023. This program was designed to qualify and quantify the existing workforce, collaborating closely with local industries to develop robust workforce pipelines aimed at attracting high-quality, high-paying career opportunities for residents.

In response to the evolving West Valley economic landscape and the needs of the communities, the Workforce Development Strategy has been updated for the period 2024-2028, now known as West Valley Pipeline (WVP) 2.0. This updated strategy emphasizes ongoing engagement with regional businesses and focuses on creating connections between these businesses work-based learning opportunities such as Career Exploration starting as early as elementary school, Career and Technical Education (CTE), and Apprenticeship opportunities. Recognizing the critical workforce development challenges facing the region, such as transportation access, childcare availability, and housing affordability, WVP 2.0 sets a comprehensive agenda to address these issues.

The goals of WVP 2.0 are multi-faceted and geared towards fostering a thriving economic environment:

West Valley Pipeline 2.0 adds three Intended Outcomes, as follows:

- A. Increase high wage employment in the West Valley.
- B. Support current and future industry workforce needs.
- C. Promote West Valley's skilled, educated workforce.
- D. Improve the quality of life for West Valley residents.
- E. Reduce resident commute times for employment.
- F. Reduce workforce barriers specifically around access to adequate transportation modes, availability of childcare options for working families, and affordability of housing options across a range of income levels.
- G. Create pathways for businesses to engage with talent development at the grade-school, middle-school, high-school, and post-secondary levels.
- H. Ensure that viable talent pipelines exist for business expansion in high wage / high growth industries.

By addressing these critical workforce issues and fostering collaboration between educational institutions and businesses, West Valley Pipeline 2.0 aims not only to bolster economic growth but also to enhance the overall quality of life for its residents, making the region a desirable place to live, work, and thrive.



West Valley Pipeline 2.0: Targeted Industries

Aerospace, Aviation, and Defense

Includes

- Aircraft Manufacturing
- Airport Operations

Business Services

Includes

- Finance
- Insurance
- Professional Services
- Real Estate

Construction

Includes

- Residential Building Construction
- Non-Residential Building Construction
- Heavy and Civil Engineering Construction
- Utility System Construction

Education

Includes

- Elementary and Secondary Schools
- Junior Colleges
- Colleges, Universities, and Professional Schools
- Trade and Technical Schools

Healthcare and Social Assistance

Includes

- Ambulatory Health Care Services
- Hospitals
- Nursing and Residential Care Facilities
- Social Assistance

Manufacturing

Includes

- Aerospace and Aviation Manufacturing
- Battery Manufacturing
- Medical Device Manufacturing
- Semiconductor Manufacturing

Retail, Hospitality, Tourism

Includes

- Accommodation
- Arts and Recreation
- Food Service
- Retail

Technology

Includes

- Network and Computer Systems
- Information Security
- Motion Picture and Video Production

Transportation and Warehousing

Includes

- Automation and Robotics
- Freight Transportation
- Supply Chain Management
- Warehousing and Storage

West Valley Pipeline 2.0 Strategies & Goals

PILLAR

1

Industry & Education Partnerships

- a. Address skills gaps through industry, education, and workforce partnerships
- b. Identify career pathways for in-demand occupations
- c. Integrate professional skills in K-12 curriculum
- d. Promote and support Career and Technical Education (CTE) and Science / Technology / Engineering / Math (STEM) education

PILLAR

2

Communication Strategies

- e. Convey consistent, regular, and valued message to employers

PILLAR

3

Community Outreach

- f. Operate a regional collaborative business outreach program
- g. Find public / private partnership opportunities to advance workforce development priorities

PILLAR I: INDUSTRY AND EDUCATION PARTNERSHIPS

Strategy A: Address workforce gaps through industry, education, and workforce partnerships



WESTMARC

WESTMARC held industry employer collaborative discussions in each of the nine West Valley targeted industry sectors. Using the Talent Pipeline Management model, businesses discussed issues such as:

- The lack of Professional Skills exhibited by job candidates;
- Challenges that many staff face when promoted into supervisory roles;
- Issues with and best-practices to impact Retention;
- The need for career awareness in K-12;
- Challenges that employees and job candidates experience around housing options, transportation modes, and access to childcare.

Businesses helped to identify potential solutions to many of these issues and more. WESTMARC compiled the learnings into a report that was shared with West Valley education partners.





WESTMARC / Economic Recovery Corps

WESTMARC received national recognition by winning one of only 65 Economic Recovery Corps (ERC) investments by the International Economic Development Council (IEDC) and funded by the Economic Development Administration (EDA). As the only ERC investment focusing on leveraging emerging technologies/AI for learning & workforce development, activities include identifying opportunities for industry to adopt technologies to increase capacity, productivity, and innovation; identifying the required skills needed for talent development to be successful; mitigating the negative impacts of technology adoption; serve as a model and best practices for national scalability.



ARIZONA@WORK City of Phoenix Business and Workforce Development Board

Mobile Career Unit

Under the direction of the Board, the Business Services team in the City of Phoenix Community and Economic Development Department's (CEDD) Business and Workforce Division (BWD Team) manages the Mobile Career Unit (MCU). The MCU utilizes a data-driven approach to deliver workforce services and career and training resources to individuals city-wide. The MCU focuses on bridging employment gaps by assisting individuals with barriers to employment and supporting employers with hiring needs. In 2024, the MCU successfully hosted three events in the West Valley, attracting 118 attendees and resulting in 29 conditional job offers, highlighting the impact of mobile outreach in underserved areas.

Business Services

The BWD Team collaborates with local businesses to enhance workforce competitiveness through targeted workforce development programs. In 2024, the team worked with 201 employers, coordinating 43 hiring events that attracted 1,030 attendees and resulted in 184 job placements. By emphasizing "Good Jobs Principles," the team ensures that job opportunities are equitable and offer an average wage of \$20.00 per hour, fostering a fair and sustainable job market.

Apprenticeship Development

Through a partnership with TSMC and under the direction of the Board, the BWD Team sponsored the first semi-conducting Registered Apprenticeship program in Arizona. This initial cohort involves eight participants who will complete 2,000 hours of on-the-job learning and 144 hours of related training instruction, earning a nationally recognized Journeyman's Card and several community college credit hours. This is the first of many cohorts. The goal is to have over 200 apprentices in the coming year. This apprenticeship program is a significant step in aligning education with industry needs and addressing critical skills gaps.

Public/Private Partnerships

In collaboration with the Workforce Board, the BWD Team actively seeks public and private partnerships to advance workforce development priorities. These efforts include collaborations with industry leaders, educational institutions, and non-profit organizations to leverage resources and expertise effectively. Notable successes include a partnership with a local real estate company that contributed \$100K to support training and services for youth-focused providers and community colleges, addressing the educational and support needs essential for participant success in these programs. These partnerships significantly enhance the capacity and reach of workforce services, drive innovation, and address critical industry needs.

ARIZONA@WORK Maricopa County

As part of the Maricopa County Human Services Department, the Workforce Development Division (also known as ARIZONA@WORK Maricopa County) provides comprehensive workforce services for adult and youth job seekers and employers in Maricopa County. Services are available through two comprehensive career centers, nine partner sites with cities and towns across the valley, and partnered locations within the Maricopa County Library District.

Maricopa County connects people with barriers to employment to opportunities for economic mobility through hiring events, training workshops (in-person, virtual, and Spanish offerings), career advising, and wrap-around services. Learn more at Maricopa.gov/WDD and arizonaatwork.com/maricopa.

Hiring Events: Maricopa County hosted 50 hiring events/job fairs open to the community. These events, and all Maricopa County ARIZONA@WORK services are always offered at no cost to participants.

Occupational Skills Training: 2,769 Maricopa County residents participating in Workforce Development programs earned an occupational certification or license.

Employer Engagement: Throughout the year, Maricopa County engaged with 539 new employers, facilitated 1,447 existing employer check-ins, and connected with more than 20,882 residents. Services provided to employers include candidate referrals, promotion of open positions and employment opportunities to candidates, hosting hiring fairs to bring career seekers together with employers, and layoff assistance. There were 36 WARN and Non-WARN Employer Layoff Rapid Response events in Maricopa County affecting 6,301 workers.



TSMC Text Campaign (September 2024): TSMC engaged ARIZONA@WORK Maricopa County for recruiting support for technician positions at the North Phoenix facility. We connected the TSMC team with a Business Services Representative and utilized a new platform to send a mass text to over 2,000 clients living within a 45-minute drive from the location, alerting them of the open position and how to apply. Additionally, career advisors can now communicate with clients via text message.



Arizona Career Pathways

Arizona Career Pathways' mission is to demonstrate the substantial social and economic benefits that are achieved through investments in job training for credential and degree attainment. Over the past year, we have experienced remarkable growth and expansion in many areas. We have expanded our career navigation team to accommodate the increasing number of students enrolling in our programs. Additionally, we have strengthened our partnerships within the community by building relationships with businesses, educational institutions, and statewide workforce development collaborations. ACP is in the second year of expanding its evidence-based career navigation model with significant investment from the American Rescue Plan Act (ARPA).

The JumpStart program, which launched in February 2023, recruited and served a total of 267 new students this past year. The JumpStart program is a partnership with the City of Phoenix and Maricopa Corporate College (MCOR) to enroll adults impacted by Covid-19 into short-term certification programs in high demand career fields at the Maricopa Community Colleges.

ACP also received ARPA funding from the State of Arizona to support our traditional associate degree attainment program. This program enrolled a total of 121 new low-income students while continuing to support 132 existing students progressing from the previous year. Just like our JumpStart students, these students developed a detailed career education plan with their navigator. As students advance through their courses, they are provided counseling, peer support, mentoring, resource referrals, and financial assistance to remove any barriers on their career pathway. As students approach graduation, they are then connected with local employers where their associate degree is highly desired. Healthcare continues to be the most sought-after industry for students with many on pace to complete their Nursing degree, pass their board exams, and go on to earn a starting salary of \$85,000 annually.



Graduation celebration in June 2024.



Arizona State University West Valley Campus

ASU West Valley Forward initiative:

- October 2023, renamed the former ASU West campus as West Valley campus to better reflect connection to the community.
- August 2024, opened a new 507-bed residence hall, increasing capacity for on-campus students.
- Spring 2025, anticipated opening date for a new 55,000 sq-foot academic building.
 - ◇ Offering flexible learning spaces and office spaces for an increasing number of teaching faculty on campus
- Established three new schools on West Valley campus:
 - Established Ira A. Fulton Schools of Engineering, School of Integrated Engineering (SIE)
 - New and expanded courses, along with research labs and related facilities on the campus to help make the area a thriving center of technological innovation, educational quality, job creation, economic development, and community cohesion.
 - Three new engineering degree programs offered exclusively on ASU's West Valley campus aim to propel students' career prospects and boost local community.
 - The new programs include:
 - ◇ Bachelor of Science in engineering science with a focus on microelectronics
 - The microelectronics-focused program prepares students to engage in the rapidly expanding domestic semiconductor design and manufacturing sectors.
 - ◇ Bachelor of Science in engineering science with a focus on business
 - The business-focused program involves real-world engineering design projects, opportunities for internships and a mix of engineering and business courses to prepare future managers, entrepreneurs, and leaders of technology-based businesses.
 - ◇ Bachelor of Arts in computer science offering increased flexibility for students who are on a less technical career path and providing additional options for those who live in the West Valley
- Established W. P. Carey School of Technology, Innovation, and Entrepreneurship (TIE)
 - ◇ Launched as part of a university-wide focus and expansion on ASU's West Valley campus, the School of Technology, Innovation, and Entrepreneurship (TIE) is a new academic unit within the W. P. Carey School of Business at Arizona State University
 - ◇ With a strong focus on innovation and entrepreneurship — especially as it relates to technology and technology-oriented contexts — TIE features several research centers with interdisciplinary faculty with a range of expertise.
 - ◇ TIE currently offers innovative undergraduate degrees that emphasize data analytics skills and supports experiential learning for all students pursuing W. P. Carey degrees at the West Valley campus.
 - ◇ W. P. Carey has launched two Bachelor of Arts (BA) undergraduate programs through the School of Technology, Innovation, and Entrepreneurship.
 - ◇ These offerings help students develop an entrepreneurial mindset, integrating opportunities for project-based coursework and service in the West Valley.
 - ◇ Both programs emphasize data analytics skills and their real-world application

- Applied Business and Technology Solutions, BA
 - ◇ The BA program in applied business and technology solutions is designed to meet the needs of workforce learners who wish to complete an undergraduate degree in business.
 - ◇ In this degree program, students can quickly access accounting, business analytics, computer information systems, economics, finance, management, marketing, process management and business ethics courses, and directly connect what is taught in the classroom to their working environment.
- Entrepreneurial Leadership, BA
 - ◇ The BA program in entrepreneurial leadership prepares students to start, lead and manage entrepreneurial organizations for long-term success.
 - ◇ This program develops entrepreneurial-minded leaders who can effectively manage the value-creation process of existing small and medium-sized businesses, as well as manage new ventures.
 - ◇ Students, through their coursework and internship opportunities, become leaders by developing a broad entrepreneurial mindset and leadership style that enables them to seize entrepreneurial opportunities.
- Established Master of Science in Supply Chain Management
 - ◇ Offered exclusively on ASU's West Valley campus.
 - ◇ No. 3 ranked graduate supply chain management programs, ahead of Pennsylvania State University, Ohio State University, and Carnegie Mellon University
 - ◇ Reached two cohorts (~80 students) in first year.
 - ◇ The Knight-Swift Logistics Lab provides additional research and professional opportunities to students and logistics professionals.
- Established the School of Interdisciplinary Forensics (SIF)
 - ◇ With a focus on real-world applications and ethical considerations, SIF prepares students for careers that require both scientific expertise and a deep commitment to justice and truth.
 - ◇ SIF students have opportunities to intern in Valley crime labs and often accept employment opportunities after graduation.
 - ◇ Current crime lab staff members pursue additional education with SIF through the Forensic Science, Professional Science Masters (PSM).
 - ◇ The newly established School of Interdisciplinary Forensics (SIF) offers eight degrees from bachelor's to Ph.D.
 - » Death Investigations, BS
 - » Digital Forensics, BS
 - » Forensic Psychology, BA
 - » Forensic Psychology, BS
 - » Forensic Science, BS
 - » Forensic Psychology, MS
 - » Forensic Science, PSM
 - » Law and Psychology, PhD
- West Valley campus enrollment increases
 - ◇ Fall 2024 first year student enrollment increased by 27% over fall 2023.
 - ◇ Six of the eight colleges on West Valley campus experienced first year enrollment increases.
 - ◇ Fall 2024 new graduate enrollment (master's and Ph.D. degree programs) increased by 48% over fall 2023.
- First West Valley nursing students graduate
 - ◇ May 2024 marked a significant milestone for ASU's Edson College of Nursing and Health Innovation as it celebrated the first Bachelor of Science in Nursing graduates at the West Valley campus.
 - ◇ The 52 graduates joined hundreds of other students from ASU nursing programs in earning degrees that will take them into the health care field, where they are critically needed.

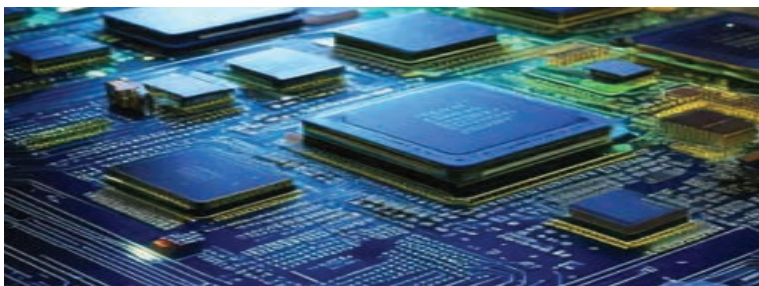
- Hosted Machine Learning Day
 - ◇ ASU Machine Learning Day is a tangible opportunity for scholars across the West Valley and beyond to come together around this year's core thematic focus on: Research in Generative AI, Health and Machine Learning, and The Future of Education and Machine Learning across disciplinary boundaries.
 - ◇ Researcher insights into these topics help identify and develop solutions to the critical social, technical, cultural, and environmental issues facing 21st-century Arizona, ensuring sustainability.

- Hosted Positive Outcome Arizona
 - ◇ Partnership with a local nonprofit in energy justice that co-sponsored a recent community partners workshop.
 - ◇ Attended by industry (solar installation, water), local, state, and federal government agencies, non-profits, and ASU students.

- Hosted The Leadership Council
 - ◇ Partnership to develop and implement the Student Leadership Initiative which provides professional development and nonpartisan experiential engagement in civic responsibility and policymaking from the state to federal levels.

- TRAIN scholarship program for STEM degrees
 - ◇ The TRAIN (TRANSfer to Interdisciplinary Natural sciences) Scholarship program is a \$5,000/semester scholarship program that provides funding for transfer students from Glendale Community College to ASU West Valley in STEM fields.
 - ◇ It offers valuable training and mentoring throughout their undergraduate career.
 - ◇ Program participation makes them more competitive for outside internships, provides more in-depth training in their STEM field of interest, and increases their laboratory or numerical modeling research skills.
 - ◇ This program is available for all School of Mathematical and Natural Science majors within ASU's New College who transferred from GCC.
 - ◇ The scholarship includes \$5000 a semester (renewable if progressing appropriately), mentoring, and research/internship opportunities.

- ASU West Valley strengthens its relationship with TSMC.
 - ◇ West Valley campus celebrates Taiwan National Day, Double Ten, with a cross-cultural festival of food, music, and entertainment.
 - ◇ Thousands of TSMC staff and West Valley community members attend the annual celebration culminating with a fabulous fireworks display.
 - ◇ ASU West Valley hosted the first cohort of summer 2024 Taiwan Semiconductor Manufacturing Company (TSMC) interns for 10 weeks on the campus.
 - ◇ The group of 130 interns represented 40 different universities, spanning 22 majors — with the majority studying engineering or material science.
 - ◇ One quarter are from Arizona universities, and most hail from ASU's Ira A. Fulton Schools of Engineering.
 - ◇ The program is another part of ASU's strong partnership with TSMC.



AZNext Workforce Development Partnership – Arizona State University

AZNext is a U. S. Department of Labor-sponsored program offering no cost, high skills training focused on underserved communities. Our goal is to get people into good paying jobs or upskill/reskill current employees in the high-tech industries of IT, Cybersecurity & Advanced Manufacturing. To date we have signed up over 3000 participants for these programs, most of which can be done online with convenient schedules designed for working people. We currently offer 15+ programs ranging from 2-day training bootcamps to 2-year apprenticeships. All offered at no charge to our participants.

- Some of our most popular programs are:
 - ◇ Quality control for manufacturing technicians
 - ◇ Introduction to battery technologies for EV's
 - ◇ ServiceNow System Administrator certification

For a full list of programs, please visit our website www.AZNext.pipelineaz.com or contact us at AZNext@asu.edu.



Center for the Future of Arizona

Center for the Future of Arizona partnered with another non-profit organization, Work-Based Learning Alliance, to deliver virtual student internships. We have had over 200 students participate in virtual student internships over the course of this past year. Students have gained valuable professional experience and improved their communication, teamwork, and other durable skills through their experience. Employers had the opportunity to have students work on their low priority projects and receive a finished project at the end of each internship experience.

Center for the Future of Arizona and Peoria Unified School District (PUSD) CTE Construction participated in a US Department of Education Work-Based Learning / Career Z Challenge. PUSD created a construction capstone course for students to gain real-world hands-on experience in the construction trades. Students completed various construction projects for the school district with industry partners visiting the classes to provide mentorship and feedback on the projects.



Through a partnership with WESTMARC, Center for the Future of Arizona is co-developing a series of metrics designed to measure the Quality of Life of West Valley communities and measure progress over time. Using the Quality-of-Life Wheel that has been adopted by the organization and integrates well with CFA's Arizona Progress Meters, the measures will be a public awareness-building tool designed to attract talent and businesses to the region.

Center for the Future of Arizona's RetailWorks AZ supports the important role the retail sector plays in Arizona's economy and in the lives of many Arizonans, whose first job experience and skills are often acquired in retail and help develop professional skills that are applicable to other sectors. Through this initiative, CFA brings education and employee development together in support of front-line, entry level retail workers to make it easier and faster for retail workers to move up the career ladder within retail across Arizona and build a pipeline of skilled talent for adjacent sectors such as hospitality, healthcare, and business services.

- ◇ 10+ big box retailers across Maricopa County engaged in a Retail Employers Network to catalyze changes in upskilling, long-term career pathways and progressive talent management practices at retailers including Albertsons/Safeway, Bashas/Raley's Super Markets, CVS Health, Fry's Food Stores, PetSmart, Gap Inc., Goodwill, Karsten's ACE Hardware, Smart and Final, Walgreens, Walmart and WinCo Foods. The Retail Employer Network members employ approximately 75,000 retail workers or 32% of the retail workforce in Maricopa County.
- ◇ Continued supporting the National Retail Federation Foundation RISE-Up curriculum and credentials for Career & Technical Education programs across Arizona High Schools, Community based organizations, and Rio Salado College. CFA and NRFF lead virtual quarterly Learning Circles for sharing of best practices across school districts and adult education programs. The use of the NRF Foundation RISE-Up curriculum and credentials in the West Valley includes Arizona Virtual Academy, Stride K12 Inc., Buckeye Union High School District, Deer Valley Unified School District, Dysart Unified School District, Glendale Union High School District, Peoria Unified School District, Phoenix Union High School District and Tolleson Union High School.
- ◇ Continued to attend and participate in WESTMARC Retail & Hospitality focus group with employers and West Valley Workforce Workgroup.
- ◇ Learning and Employment Records (LER): Over the last year, CFA has been working with the ASU Enterprise Technology on phase 1 of skills LER project, which focused on improving technology, testing tools, and building awareness with retail employers. Phase 2 will expand the talent marketplace platform pilot into a full demonstration, with a continued focus on retail. The project includes a new partner, Pipeline AZ, who will support in driving value from skills and credentials by reading the digital credentials of workers and opening the possibility to matching talent to opportunities using the skills data embedded in the digital credentials. Phase 2 also includes expanding the Retail Career Hub in Pipeline AZ.





City of Buckeye

The Ready 2 Work program is a collaborative initiative between the City of Buckeye Economic Development, Buckeye Library System, and Maricopa County Work Force Development. Aligned with Pillar 1 Strategy A: Address skills gaps through industry, education, and workforce partnerships, this program offers a series of free workshops and labs designed to equip individuals with essential job readiness skills. Participants receive hands-on assistance in areas such as resume writing, basic computer skills, job search strategies, interview preparation, and financial management. By leveraging the strengths of industry, educational institutions, and workforce organizations, the Ready 2 Work program effectively addresses skills gaps and empowers community members to successfully find and apply for their next job or career.



City of Peoria

The city recently partnered with Estrella Mountain Community College's AI Lab to match students with Peoria job opportunities.

The City of Peoria has a collaboration with Grand Canyon University on several programs designed to strengthen the workforce in Peoria. We have access to the GCU Employer Network, Career Connections, Companies on Campus opportunities, Company Spotlights, and specialized networking events.

The City of Peoria has a new relationship, unique to Peoria with the University of California Irvine. Through a collaborative workforce development partnership and licensing agreement for curriculum, the city gains access to the university's 12Twenty employment tools that is designed to attract customized workforce to an employer with connecting jobs to ICS top talent. It is an impressive tool and resource that can meet a company's recruiting needs.





Dircks Moving and Logistics

We also participated in the WESTMARC open forum for transportation where we were able to share insights into what skills future students need. This forum also allowed us to connect with another company in the logistics industry where we could partner with them on projects that may be outside of our scope or abilities.



DPR Construction

DPR Construction hosted job shadowing opportunities for Peoria Unified School District's capstone construction students, giving them a safe, firsthand experience on an active project site. During the visit, students interacted with DPR's site leaders and trade partners in electrical and plumbing, gaining valuable industry insights. These immersive experiences not only ignite enthusiasm for careers in construction but also bridge the gap between classroom learning and real-world application.





Dysart Schools

Dysart has a strong relationship with SunHealth, Banner, City of Surprise to name a few. We have found that working with businesses such as these has allowed us to identify gaps and identify areas of growth to meet industry demands.



Embry-Riddle Aeronautical University

ERAU is a top engineering school, and their students enter a variety of industries outside of aerospace. Many students have worked for Intel and other semiconductor-related companies. Embry-Riddle has a dedicated team that assists students and employers with job seeking and hiring.



Estrella Mountain Community College

Work Ready Wednesday: Estrella Mountain Community College launched a new program, Work Ready Wednesdays, in Fall 2024 to address skills gaps identified by industry and to connect industry professionals to students. This is an empowering workshop series that takes place every Wednesday and is designed to help students prepare for the workforce by building a toolkit of essential professional skills, exploring hot topics in the workforce, and connect with industry leaders. Data is being collected on the effectiveness and impact of this programming on EMCC students, however qualitative feedback from students, staff and employers has been positive. Session topics have included: Professional Communication, AI for Your Next Big Opportunity, Professional Presence, Engineering Career Panel, Internship Preparation and more.

Blackstone LaunchPad: Arizona State University in partnership with Maricopa County Community College District was awarded a three-year grant through the Blackstone Charitable Foundation to create a LaunchPad. LaunchPad is the signature program of Blackstone Charitable Foundation and seeks to close the opportunity gap by equipping college students with entrepreneurial skills and internship opportunities to help build lasting careers. This partnership allows MCCCDC and ASU J. Orin Edson Entrepreneurship + Innovation Institute to co-create new opportunities for all MCCCDC and ASU students, and to align resources to support high-impact programming. Programming includes entrepreneurial skill building, career readiness, innovation skills (growth mindset, critical thinking, creativity), and internship opportunities. In summer 2024, Blackstone Charitable Foundation's investment provided 30 ASU and MCCCDC students with hands-on, paid internship and professional development opportunities with 15 Phoenix-area companies. Of the participating companies, 80% reported growth in student interns' entrepreneurial skills, such as creativity, critical thinking, and leadership; 100% would recommend that their peers hire ASU and MCCCDC student interns; and 62% are considering return offers for interns to work full- or part-time.

Registered Apprenticeship Program: EMCC worked with the City of Phoenix and TSMC to launch an apprenticeship program for eight participants, aligning training with industry needs. TSMC is looking to bring in up to 25 more registered apprentices into the Automated Industrial Technology Program in the next year.

Data Center Industry Partnership: EMCC and MCC worked with iMasons to expand Automated Industrial Technology (AIT) curriculum, developing technicians for the growing data center sector. Arizona will be 2nd in the nation with data center locations. The new AIT curriculum includes an introductory data center class along with power distributions. EMCC has also hosted multiple events, including the iMason quarterly meeting, to help educate students, employees, and our community about the world of data centers.

Up-skilling/Reskilling: EMCC works closely with local industry to better understand current and future workforce needs. Advisory Councils, including but not limited to Business, Cybersecurity, and Semiconductor, allow industry to better understand the curriculum at EMCC and advise on additional skills needed in the market.

Scholarships to address the skills gap: In collaboration with Estrella Mountain Community College, the City of Avondale continues to support students pursuing or are interested in a healthcare career. The program is also available to current healthcare professionals looking to advance their education and career. The scholarship covers tuition, books, supplies, equipment, and PN certifications.

Community Education: Spanish Language Acquisition course in partnership with Rauch, covers basic conversational Spanish, common phrases, nouns, and gender terms to upskill current workforce.

Kids College: EMCC's Kids & Teens college offers a variety of fun, educational opportunities for children within the community. These in person classes will teach children skills and hobbies to prepare them for the future, and beyond, by introducing them to potential careers, supporting learned classroom behaviors, and ensuring the following of guidelines to maintain safety within our laboratories, kitchens, gardens, and busy workspaces. During the summer of 2024, we hosted 10 programs on campus and hosted 107 participants in programs ranging from Culinary to Biology.

English for Speakers of Other Languages: Our face-to-face course offers community members training to improve their speaking, writing, and listening skills in English. To date, we have had more than 70 enrollments.

Business Program Advisory Board: The yearly Advisory Board invites managers, business owners, local officials, and university transfer specialists to share their thoughts on the qualities and competencies they are seeking in our recent graduates as they get ready to enter the workforce or transfer to university. EMCC has worked with Ball Corporation, Rauch, and Red Bull to develop an apprenticeship program. The work included designing an Apprenticeship Toolkit, aligning Automated Industry Technology (AIT) courses with related training hours, and identifying competencies and skills for OJT (On the job training).

Western Association of Food Chains (WAFC): EMCC is partnering with the Western Association of Food Chains (WAFC) to increase participation, retention, and completion of the Retail Management Certificate (RMC). Most WAFC students are employed at Fry's, or Albertson/Safeway. The program provides participants with the skills to get started and/or advance their careers in the retail industry.

Wells Fargo: The Maricopa Community Colleges Foundation (MCCF) has received a \$1M grant from Wells Fargo in support of Advancing Entrepreneurship at the Maricopa County Community College District (MCCCD). The Advancing Entrepreneurship grant is focused on uplifting economically disadvantaged and diverse-owned small businesses, as well as students of color pursuing business and entrepreneurial studies at the Maricopa Community Colleges. EMCC faculty provided information on the application process, and disbursement information. Students taking three or more credit hours are eligible. Eligible students may be selected to receive \$2,500 for the launch and expansion of a small business! In addition to start-up money student entrepreneurs receive ongoing mentoring and advising from Local First Arizona business counselors, and campus faculty and staff. Application and funding disbursements cycles were scheduled for April 2024 and October 2024.



FIRST THINGS FIRST

First Things First

First Things First partners with Arizona PBS at Arizona State University and the Arizona Early Childhood Workforce Registry to outreach in local high schools, community colleges, universities, and early childhood centers to recruit early childhood professionals.



Glendale Community College

- GCC collaborates with local businesses to gain insight into their current and future workforce needs. Our industry partners participate on Advisory Councils to guide curriculum and new program development to meet those needs.
- GCC's Career Services department hosts hiring events/job fairs open to the community, and CTE programs such as Nursing, Business, IT, Cybersecurity, CAD Technology, EMT and other workforce programs host industry specific job fairs to connect skilled students with employers.
- Gaucho Security Operations Center (GSOC):
 - ◇ There are more than 9,000 unfilled jobs in cybersecurity in Arizona. The GSOC is supported and endorsed by the Deputy Director for the Arizona Department of Homeland Security and the National Cyber Director from the Office of the National Cyber Director (ONCD) for the White House to help fill the unmet need for cybersecurity professionals across the state and nation.
 - ◇ The GSOC provides cybersecurity students with an opportunity to earn while they learn through paid internships and real-world experience in monitoring, detecting, and informing against potential security threats and breaches.
 - ◇ The GSOC interns help rural municipalities to protect their networks against cyber attacks with real-time, free cyber services.
- Bachelor's Degree in Education:
 - ◇ There is a shortage of teachers in Arizona. GCC now has a Bachelor of Arts in Elementary and Special Education (BAEE/SPED) and in Fall 2024, a third cohort entered the program. Currently, there are over 500 students in the Associate of Arts in Elementary Education pipeline. The first graduating class is expected in May 2025.
- Glendale Community College has partnered with more than nine West Valley cities and the Arizona Peace Officer Standards and Training Board (AZPOST) to train peace officers (police officers) in the State of Arizona. This is a full-time law enforcement training academy serving the needs of the West Valley. The collaborative nature of the academy demonstrates fiscal responsibility and strengthens interagency responses by enhancing the use of consistent protocols and communication for incidents requiring a multi-agency response.
- GCC values its industry partners and collaborates with them to develop industry relevant curriculum. Our partners also engage in advisory councils and professional speaker panels. We are committed to addressing the workforce needs of our industry collaborators.



Glendale Union High School District

Twice a year, our teachers meet with industry partners to discuss current trends in industry and evaluate CTE programs. Through ongoing dialogue with these members of industry, we stay informed about evolving job market trends and the specific skills employers are seeking. This ensures that our curriculum is relevant and up-to-date.

Through hands-on learning experiences, we continue to train students to be work ready. Students' experiences in internships and work-based learning help develop practical skills and gain real-world experience, giving them a competitive edge upon graduation.

Finally, our programs offer students the opportunity to earn industry-recognized certifications before they graduate.

Glendale Union recognizes the importance of clear and ongoing communication with employers to build strong partnerships and ensure alignment between education and workforce needs. We continue to search for employers who are willing to meet annually and provide recommendations to our programs.

Each year, the Glendale Union CTE Department hosts an Industry Advisory Breakfast, bringing together teachers, counselors, industry partners, and district office staff to evaluate our CTE programs. This collaborative event allows us to assess program effectiveness, gather industry feedback, and set actionable goals for continuous improvement.

We collaborate with businesses across various industries to provide students with internships and work-based learning opportunities. These partnerships not only give students valuable hands-on experience but also help businesses cultivate a skilled workforce tailored to their specific needs. However, to better serve our students and align with workforce demands, we seek to expand our network of business partners. Engaging more local companies will enable us to create additional opportunities for students and ensure they are well-prepared for future careers.



Grand Canyon University

The Center for Workforce Development at GCU aims to contribute to a skilled labor workforce by providing learning opportunities for those who are passionate about their trade. By offering Grand Canyon University trade courses, we strive to help meet the needs of workers in various industries. We partner with numerous companies to be able to offer our students quality learning that can directly translate into their field.

Computer Numerical Control (CNC) Machinist Courses

GCU has collaborated with various manufacturing partners to offer learners the chance to complete CNC machinist courses while partaking in a traditional college experience. These CNC machinist courses can help prepare students for careers in many industries, such as aerospace, defense, medical devices, semiconductors, and other various manufacturing operations. Students will have the opportunity to gain hands-on experience while completing courses within a 15-week period.

- CNC students at GCU may have the opportunity to work with our proud industry partners, including:
 - ◊ Benchmark Precision Technologies
 - ◊ Lux Precision Manufacturing

Pre-Apprenticeship for Electricians Courses

- GCU is pleased to offer students the opportunity to complete pre-apprenticeship courses in Phoenix, Arizona or Austin, Texas. These courses can help prepare learners to join an apprenticeship program after completion, so they can be ready to enter this field as knowledgeable and skilled electrician professionals. GCU's pre-apprenticeship program works with several industry partners to provide you with a diversified experience. Our partners include:
 - ◊ Rosendin Electric Inc.
 - ◊ Maricopa County
 - ◊ AEC Electric
 - ◊ Corbins
 - ◊ Hawkeye Electric Inc.
 - ◊ Salt River Project
 - ◊ Cannon and Wendt

Grand Canyon University has 22 Industry Advisory boards with over 700 members.

- Canyon Creative is an award-winning student-run design agency, operating within the College of Arts & Media at Grand Canyon University. They offer a wide variety of creative services, including:
 - ◊ Advertising and graphic design
 - ◊ Copywriting and screenwriting
 - ◊ UX/UI and web design
 - ◊ Animation and motion graphics
 - ◊ Photography and video production

To address the teacher shortage in America, GCU has created the National Center for Teacher Preparation. This center is part of our pledge to make higher education more accessible so you can transform your experience as a working paraprofessional into a bachelor's or master's degree. Our generous initial teacher licensure scholarship is available to help make a bachelor's or master's tuition affordable so students can become a full-time, licensed, salaried teacher with paid benefits.

- Located on the Opportunity Zone of West Phoenix, Arizona, GCU's Canyon Ventures is a startup business accelerator. This unique program educates, mentors, and connects startup ventures with the right relationships and resources to flourish. Resources include:
 - ◊ Proprietary business accelerator program
 - ◊ Onsite outsourced sales organization
 - ◊ Onsite media production
 - ◊ Onsite cyber-security services
 - ◊ Onsite sales training program
 - ◊ Onsite equity funding group
 - ◊ Onsite app, web, and software development

<https://www.irs.gov/credits-deductions/opportunity-zones-frequently-asked-questions>

Invenergy

Invenergy

- Working with Estrella College on partnership opportunities within the technology aspect of their programing. We have not found that complete answer, but we are meeting and talking.
- Work-Based Learning Alliance – July 2024 Virtual Internship.
- Working with Pinal County 4-H on STEM programing. We have not found that complete answer but continue to push forward on the right partnership.
- Met with officials at Central Arizona College (Pinal County) looking for ways to partner.
- Met with Western Arizona College (Yuma County) looking for ways to partner.
- In Navajo County our General Contractor for our Hashknife project is assessing the opportunity to work with Arizona -Works for construction personnel.
- In Navajo County we are looking at ways to partner with Grow Arizona. We are hoping to participate in their October 22 job event in Holbrook.

We have had lots of good discussions on enhancing the exposure of the “renewable energy generation” work opportunities but nothing super concrete yet. BUT lots of open doors and wonderful folks willing to sit down and chat.



Maricopa Community Colleges

Maricopa Community Colleges partnered with major employers like Intel to develop an accelerated Semiconductor Technician Quick Start program where students learn the skills they need.



Pipeline AZ

Industry Partnerships -

- AZ Healthcare Careers, Pipeline AZ’s “Healthcare Hub” in partnership with AHCCCS (Arizona Health Care Cost Containment System), which launched in 2023:
<https://azhealthcarecareers.org>
- AZ Hospitality Careers, Pipeline AZ’s “Hospitality Hub,” in partnership with Arizona Lodging & Tourism Association, which launched in 2023:
<https://pipelineaz.com/hubs/lodging-and-tourism>
- IT/Cyber Career Network, Pipeline AZ’s “IT/Cyber Hub,” in partnership with AZ Tech Council:
<https://pipelineaz.com/hubs/cyber>
- West Valley Pipeline:
<https://westmarc.pipelineaz.com>

Education Partnerships –

- Arizona Coalition for Career Readiness:
<https://arizonaccr.org/>
Founding members of Arizona coalition of educators, industry, and intermediaries advocating for increased resources and awareness of career readiness systems, partnerships, and opportunities.
- AZNext, a Department of Labor-funded grant through Arizona State University:
<https://aznext.pipelineaz.com>
- My Future AZ, in partnership with the Arizona Department of Education, Center for the Future of Arizona, and Arizona Business and Education Coalition:
<https://myfutureaz.pipelineaz.com>
- Maricopa Pipeline, Maricopa County Community College District’s version of Pipeline AZ (for Glendale Community College and Estrella Mountain Community College):
<https://mcccd.pipelineaz.com>
- SciTech Institute’s Chief Science Officers Initiative:
<https://cso.pipelineaz.com>

Workforce Partnerships –

Subawardee in Department of Labor Workforce Pathways for Youth, Round 3. Awarded in October 2023, Pipeline AZ is working in partnership with SciTech and Center for the Future of Arizona to increase STEM career awareness in Rural Arizona communities.

Subawardee in Department of Labor AZNext Workforce Accelerator.

Estrella Mountain Community College and Glendale Community College students and alumni use Maricopa Pipeline during their academic journeys. Maricopa Pipeline is unique to other versions of the Pipeline AZ platform in that Maricopa students and alumni can match to work-based experiences that employers can only post on Maricopa Pipeline. Work-based experiences are offerings that provide hands-on learning for students while enrolled in classes, like internships and apprenticeships. Upon completion of their degree, students and alumni may utilize Pipeline AZ as they see fit with their same login credentials that were created while they attended EMCC or GCC, continue using Maricopa Pipeline, or alternate between the two.

Job Connect Mesa and Chandler Career Center were launched in 2024. Although these city solutions are specific to the East Valley, they have set the stage for other Arizona cities who might want to follow suit with their own city solutions. City solutions are unique in that they are created by the city, for the city, so they can emphasize why their city wants to acquire and retain talent from within. Employers located in a city solution zip code can create a Pipeline AZ account and be matched to job seekers and students who reside or attend a school within the same city for a more localized approach to workforce development!



Sonoran Technology

Sonoran Technology's primary customer is the U.S. Department of Defense (DoD). We have met or exceeded our 2024 workforce development and retention goals:

- 95% or higher employee retention rate.
- 30 days or less vacancy fill with non-aviation positions.
- 90 days or less vacancy fill with aviation related positions.
- Successful and timely employee on-boarding experience.
- Security clearance verification within 48 hours of the first interview.
- Track unsuccessful interviews due to remote /telework demands.
- Conduct a minimum of two annual site visits.

Our PEO (Professional Employer Organization), QUESTCO, has met 100% of our employee on-boarding requirements. Of special note is our employees' satisfaction with QUESTCO's responsiveness to benefits questions and concerns.

Our top-notch recruiting team, in concert with our program / site managers in the field, have worked very well identifying vacancies before they occur. As of September 1, 2024, we received only one "two-week notice" from an employee. Our employees value their relationship with our company, and as such, most provide at least a 30-day notice that they intend on leaving our company. The Sonoran motto "**People Before Profit**" and having a professional work culture is key.



Sundt Construction

According to the Associated Builders and Contractors (ABC) association, the construction industry will need to attract an estimated 501,000 additional workers on top of the normal pace of hiring in 2024 to meet the demand in the United States. In 2025, the industry will need to bring in nearly 454,000 new workers on top of normal hiring to meet industry demand, and that is presuming that construction spending growth slows significantly next year. In addition, the National Center for Construction, Education, and Research reported in 2022, a projected shortage of 1.9 million craft professionals through 2025. This number will inevitably increase with the hurricanes and national disasters experienced since the time of that report.

The Construction Labor Market Analyzer (CLMA) addresses the uncertainty of craft professionals through a confidential, anti-trust regulated platform containing trillions of dollars of industrial and nonindustrial construction project activity. Here is a report for Arizona, showing the crafts with the greatest shortage.

CRAFT LABOR MAP

By State | By Craft

CHOOSE YOUR STATE:

Crafts With the Most Demand
Craft Professional Demand through December 2020. Data updated quarterly.

Crafts in AZ	Demand
Craft Laborer	37,853
Carpenter	34,872
Mason	19,420
Ironworker	14,616
Electrician	13,529
Heavy Equipment Operator	10,679
Roofer	9,072
Pipefitter	8,657

In response to this national craft shortage, Sundt has made significant progress in construction workforce development. Starting in 2017 when the Sundt/CAC Workforce Development Partnership was established. This partnership led to the development and support of multiple skilled trades programs, like Welding, Pipefitting, Heavy Equipment Operator, Commercial Carpentry, and Diesel Technology. This partnership has continued to grow every year and produces high level craft professionals. Since this successful partnership, Sundt has created multiple pre-apprenticeship partnerships with high schools and community colleges across the country. With over a dozen pre-apprenticeship partners and eight apprenticeships programs, Sundt is making the investment in future craft professionals.

<https://www.sundt.com/sundt-and-central-arizona-college-win-bellwether-award/>

Sundt Construction realizes the importance of strong pre-apprenticeship programs at the secondary and post-secondary level. Our pre-apprenticeship partners include:

- Central AZ College
- Austin Community College
- South Mountain Community College
- Mesa Community College
- NW College of Construction
- Tennessee College of Applied Tech
- Williams H.S.
- Casa Grande Union H.S.
- Mesa H.S.
- Barry Goldwater H.S.

These programs provide highly trained entry-level craft professionals, who are prepared to enter one of the many apprenticeship programs offered at Sundt. Our Department of Labor (DOL) approved apprenticeship programs include the following craft areas:

- Heavy Equipment Technician
- Pipefitting/Welding
- Concrete Construction
- Heavy Equipment Operator
- Ironworker
- Electrical (IEC VA)
- Construction Craft Laborer (OCC OR)
- Construction Craft Laborer (TCAT TN)



To conclude, pre-apprenticeship training plays a crucial role in preparing individuals for successful careers in the construction workforce. By equipping participants with essential skills, safety knowledge, and industry insights, pre-apprenticeship programs serve as a foundational step that enhances the effectiveness of subsequent apprenticeship training. This structured approach not only fosters a skilled labor force but also addresses the growing demand for qualified workers in the construction industry. As the sector continues to evolve, investing in robust pre-apprenticeship and apprenticeship training programs will ensure a sustainable pipeline of talent, promote workforce diversity, and ultimately contribute to the successful execution of vital Sundt Construction projects.



University of Arizona

One effective strategy is curriculum development, where the Eller Partnerships Office collaborates with industry leaders to advise on course design that reflects current market needs and includes real-world case studies. Experiential learning opportunities through our Immersion Learning Program provide students with hands-on experience while addressing actual business challenges. These interdisciplinary teams often simulate workplace dynamics, helping students develop essential soft skills such as communication, teamwork, and leadership. Overall, interdisciplinary collaboration enriches the educational experience, making it more applicable to the evolving workforce landscape.

The Eller Partnerships Office operates regional partnerships with companies, government agencies, and community organizations to address regional economic needs. This includes networking, events, and programs that connect students and faculty with industry professionals.

By facilitating collaborative projects, EPO helps students gain practical experience while providing companies with fresh perspective and innovative solutions. Regular communication and feedback loops ensure that the program remains aligned with industry demands, ultimately fostering a stronger regional economy, and enhancing Eller's role as a vital community resource.

The Eller Partnerships Office facilitates dialogue on workforce needs by engaging with local governments, industry associations, and businesses to identify mutual goals. These conversations can align academic programs with skills required in the labor market and develop tailored programs and projects in collaboration with these partners to ensure that students acquire relevant experience while addressing specific regional workforce gaps. This proactive approach not only enhances student employability but also strengthens community ties and supports local economic growth.



Western Electrical Contractors Association (WECA)

Since 1929, the Western Electrical Contractors Association, Inc. (WECA) has been the premier electrical contractors trade association in the American West, serving electrical and low voltage contractors, their employees, and the industry suppliers that support them. WECA promotes workforce development for the electrical and low voltage fields across the Western United States and dedicates a team to those efforts specifically for the state of Arizona. WECA offers a federally approved Commercial Electrical Apprenticeship program to the state of Arizona at its training facility and headquarters in Phoenix, as well as online continuing education for Arizona journeyman electricians. In addition to world-class apprenticeship and training programs, WECA also provides the business services that help our Member Contractors in Arizona succeed and grow.



Western Maricopa Education Center (West-MEC)

West-MEC is actively involved in healthcare-focused committees and initiatives:

- We are participating in various healthcare forums, demonstrating our commitment to addressing industry needs.
- West-MEC has established partnerships with major healthcare providers:
 - ◊ Collaborating with Banner Health, Mayo Clinic, and Phoenix Children's Hospital
 - ◊ Partnering with the Office of Economic Opportunity, and the Center for the Future of Arizona

Semiconductor Industry Collaboration

- West-MEC is actively engaging with the rapidly growing semiconductor industry in Arizona:
 - ◊ We have developed partnerships with TSMC Arizona, aligning their programs with the needs of this major semiconductor manufacturer.
 - ◊ This collaboration prepares students for the many jobs TSMC creates in the Phoenix area.

Advanced Manufacturing Partnerships

- In the advanced manufacturing sector, West-MEC has expanded its industry connections:
 - ◊ We are partnering with Nestlé, a global food and beverage company.
 - ◊ Collaboration with Gatorade (part of PepsiCo) is also underway, focusing on advanced manufacturing skills.
 - » Curriculum Development and Program Alignment (Focusing on adding food and beverage handling into the curriculum)
 - ◊ Across all these sectors, West-MEC is:
 - » Conducting SWOT analysis to identify skills gaps in healthcare, semiconductor manufacturing, and advanced manufacturing.
 - » Working directly with industry partners to develop curricula that align with current workforce needs and future industry trends.
 - » Creating programs tailored to meet the specific workforce requirements of their industry partners.

Collaborative Approach

- West-MEC's strategy involves:
 - ◇ Participating in industry advisory councils to gain insights into classroom and workplace applications.
 - ◇ Ensuring their educational programs directly address the skills gaps in high-demand sectors.
 - ◇ Fostering relationships with major employers in the region to create pathways for students into these growing industries.

By actively engaging with healthcare providers, semiconductor manufacturers, and advanced manufacturing companies, West-MEC is positioning itself as a key player in workforce development for the West Valley region. These partnerships are crucial for ensuring that their educational programs remain relevant and that students are well-prepared for the evolving job market in these critical sectors.

PILLAR I: INDUSTRY AND EDUCATION PARTNERSHIPS

Strategy B: Identify career pathways for in-demand occupations



WESTMARC

WESTMARC participated in a roll-out of a new service, Career Bridge, sponsored by the Arizona Defense & Industry Coalition and West Valley Defense Alliance. Career Bridge identifies appropriate level (e.g., director, executive, c-suite) jobs for veterans and transitioning military who have obtained an officer rank of E-5 or above.

WESTMARC participated in a series of discussion groups, sponsored by the Center for the Future of Arizona, with healthcare businesses, educators, and workforce partners to address the critical shortage in Medical Imaging / Radiologic Technician roles in healthcare.

WESTMARC helped facilitate discussions between several related West Valley manufacturing companies and education institutions to create an apprenticeship program to develop skilled Maintenance Technicians, where there is a critical shortage.

WESTMARC hosted a panel discussion webinar with representatives from the Arizona Office of Economic Opportunity, Grand Canyon University, and the Arizona Registered Apprenticeship Office, on the topic of Apprenticeships. The discussion was recorded and is posted on the WESTMARC YouTube page: <https://www.youtube.com/@westmarc9778>



ARIZONA@WORK City of Phoenix Business and Workforce Development Board

Career Pathways Initiative

To support in-demand occupations, the BWD Team works with the Board to develop career pathways aligned with the local labor market needs. Efforts include mapping career trajectories in high-growth sectors such as healthcare, technology, and advanced manufacturing. By collaborating with educational institutions and industry partners, the Workforce Team is creating clear, accessible pathways that connect job seekers with necessary training and education, enhancing long-term employment prospects.

ARIZONA@WORK Maricopa County

- **Apprenticeships:** As a national leader in registered apprenticeship programs (RAP), Maricopa County grew RAP partnerships from 8 to 15 with the addition of new programs in advanced manufacturing, construction, and healthcare.
- **Workforce 2 You Pilot Program:** Maricopa County was awarded a grant from the Governor’s Office to Pilot a program to provide occupational skills training programs to the rural communities of Gila Bend, Wickenburg, and Queen Creek. After researching in-demand occupations for the three rural communities, Maricopa Corporate College provided 46 participants with no-cost training for positions in healthcare, including medical administrative assistant and medical billing and coding. Due to the success of the program, Workforce 2 You was selected to receive an additional round of funding.





Arizona SciTech Institute

West Valley WOW Event Socialization: The Worlds of Work (WOW) event is actively socialized in the West Valley, aiming to raise awareness and participation among local stakeholders. This event focuses on connecting students, educators, and industry leaders to explore career pathways in high-demand fields. SciTech is actively working with West Alabama Works on bringing this event to Arizona.

<https://westalabamaworks.com/education>





MANUFACTURING + AUTOMOTIVE

CAREERS IN MANUFACTURING + AUTOMOTIVE

Job Title	Education	Skills	Salary
Machine Operator	High School	Attention to detail, Teamwork	\$15,000 - \$25,000
Quality Control	High School	Attention to detail, Problem-solving	\$18,000 - \$28,000
Assembly Line Worker	High School	Teamwork, Communication	\$16,000 - \$26,000
Production Worker	High School	Teamwork, Communication	\$17,000 - \$27,000
Warehouse Worker	High School	Teamwork, Communication	\$16,000 - \$26,000
Inventory Control	High School	Attention to detail, Organization	\$18,000 - \$28,000
Logistics Coordinator	High School	Communication, Problem-solving	\$20,000 - \$30,000
Production Supervisor	High School	Leadership, Communication	\$25,000 - \$35,000
Quality Control Supervisor	High School	Leadership, Communication	\$28,000 - \$38,000
Production Manager	High School	Leadership, Communication	\$35,000 - \$45,000
Quality Control Manager	High School	Leadership, Communication	\$38,000 - \$48,000
Production Director	High School	Leadership, Communication	\$45,000 - \$55,000
Quality Control Director	High School	Leadership, Communication	\$48,000 - \$58,000

CAREER SPOTLIGHT MACHINE OPERATOR

Machine operators are responsible for operating machinery in a factory or industrial setting. They must have a high level of attention to detail and be able to work in a fast-paced environment.

Skills: Attention to detail, Teamwork, Communication, Problem-solving, Organization

Education: High School

Salary: \$15,000 - \$25,000

Employers: General Motors, Ford, Chrysler, Honda, Toyota, Nissan, Volkswagen, Mercedes-Benz, BMW, Audi, Volvo, Jaguar, Land Rover, Lotus, Maserati, Ferrari, Lamborghini, Bentley, Rolls-Royce, Aston Martin, McLaren, Bugatti, Koenigsegg, Pagani, Rimac, Lotus, Maserati, Ferrari, Lamborghini, Bentley, Rolls-Royce, Aston Martin, McLaren, Bugatti, Koenigsegg, Pagani, Rimac.

ENGINEERING

Engineers are responsible for designing, developing, and testing products and systems. They must have a high level of technical skill and be able to work in a fast-paced environment.

Skills: Attention to detail, Teamwork, Communication, Problem-solving, Organization

Education: Bachelor's Degree

Salary: \$50,000 - \$100,000

Employers: General Motors, Ford, Chrysler, Honda, Toyota, Nissan, Volkswagen, Mercedes-Benz, BMW, Audi, Volvo, Jaguar, Land Rover, Lotus, Maserati, Ferrari, Lamborghini, Bentley, Rolls-Royce, Aston Martin, McLaren, Bugatti, Koenigsegg, Pagani, Rimac.

CAREER SPOTLIGHT MECHANICAL ENGINEER

Mechanical engineers are responsible for designing, developing, and testing mechanical systems. They must have a high level of technical skill and be able to work in a fast-paced environment.

Skills: Attention to detail, Teamwork, Communication, Problem-solving, Organization

Education: Bachelor's Degree

Salary: \$50,000 - \$100,000

Employers: General Motors, Ford, Chrysler, Honda, Toyota, Nissan, Volkswagen, Mercedes-Benz, BMW, Audi, Volvo, Jaguar, Land Rover, Lotus, Maserati, Ferrari, Lamborghini, Bentley, Rolls-Royce, Aston Martin, McLaren, Bugatti, Koenigsegg, Pagani, Rimac.

Upcoming Spring WOW in Pinal: Invitations for the Spring WOW event in Pinal are being prepared, with the goal of expanding the reach and impact of this initiative. The event will serve as a platform to introduce students to various career opportunities, particularly in STEM and other critical sectors.

Pipeline AZ CS Asset Mapping: Pipeline AZ is now housing a comprehensive Computer Science (CS) asset mapping for Maricopa County. This mapping includes detailed information on programs offered, career pathways, and the skills needed for success in the CS field. This resource is essential for guiding students and educators toward in-demand occupations within the region.

<https://pipelineaz.com/hubs/cyber>

ADE Alignment Conversations: Ongoing conversations with the Arizona Department of Education (ADE) have focused on aligning workforce STEM initiatives with K-12 STEM education. These discussions aim to create a seamless pathway from education to employment, ensuring that students are well-prepared for STEM careers in the modern workforce.



Arizona State University West Valley Campus

Veteran's Imagination Project

- VIP is an 8-week program that welcomes a cohort of Veterans outside of ASU to explore the transition process from the military to civilian life.
- Includes discussions on possible exciting futures, and a culmination of ideas through a final presentation and visual inspired by the ideas and dreams of the individuals in the cohort.
- The program included the study of narrative foresight, futures thinking, and collaborative imagination, which involved work with a concept artist to visually imagine what their future in their chosen profession could look like.

Hacking Sustainability Summer Incubator

- A six-week professional development and experiential training program incubator program designed to introduce Tier 1 scholarly experiences for non-traditional students unable to travel for extended research opportunities (e.g., primary caregivers, online students, first-generation, working families)
- Introduces concepts of sustainability and approaches to complex environmental problems.

AZNext: Workforce Training Accelerator Partnership for Next Generation Jobs

- The ASU AZNext Program is a public-private partnership to create a bold, innovative, and sustaining workforce development ecosystem that addresses the need for more skilled workers in IT, cybersecurity, and advanced manufacturing roles.
- Through bridging collaboration between West Valley campus, employers, workforce development networks, economic development organizations, and industry partnerships, AZNext creates job-training, upskilling, and reskilling models designed to connect technically skilled and certified workforce to next generation jobs.

Banner Health

Banner Health is one of the largest, nonprofit health care systems in the country and the leading nonprofit provider of hospital services in all the communities we serve in the states of Arizona, Colorado, Wyoming, Nebraska, Nevada, and California. Banner Health is the largest employer in the state of Arizona.

Banner Health partners with K-12 schools and post-secondary partners in West Valley to provide career pathway opportunities to students and Banner team members.

K-12 Focus:

- Specific to the West Valley, Banner Health partners with Dysart Unified School District, Aqua Fria Union High School District, Peoria Unified School District and West-MEC.
 - ◇ In the West Valley, Banner has hosted 61 high school students for their Career Technical Education (CTE) clinical experiences in the following programs: Medical Assistant, Certified Nursing Assistant, and Pharmacy Technician.
 - ◇ The students are connected to a Human Resources recruiter for potential job opportunities in their field of study.

Strategic Planning:

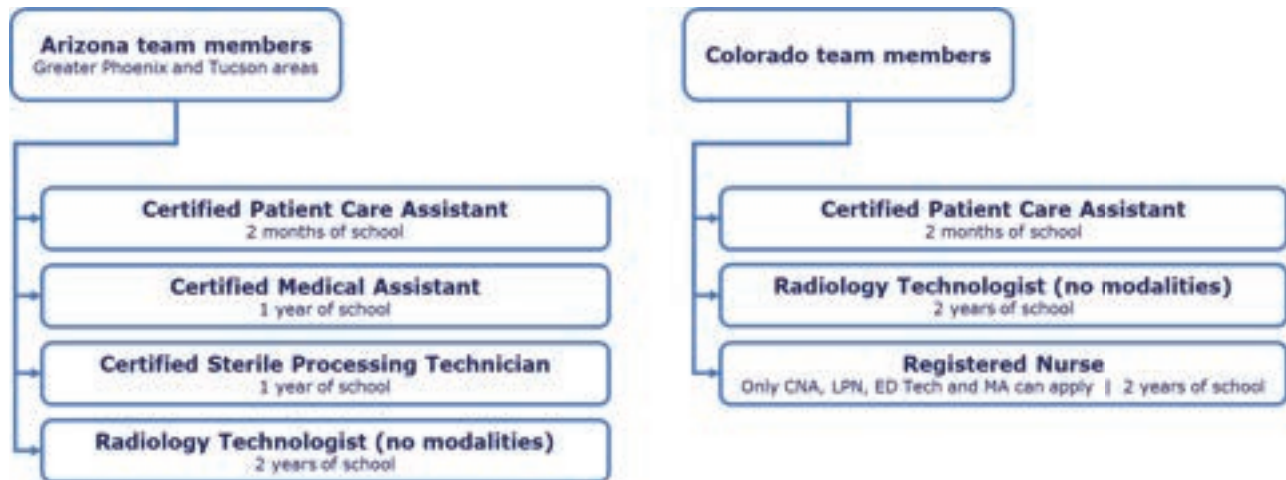
- Banner Health is working on the following:
 - ◇ West-MEC to develop a Medical Imaging Assistant program to serve as a career path into the in-demand roles in Medical Imaging.
 - ◇ Pima Medical Institute, Glendale Community College, Estrella Mountain Community College, and Gateway Community College (satellite in the west valley) to expand Career Pathways in the roles of C.N.A, Medical Assistant, Certified Sterile Processing Technician, Radiology Technician, and Surgical Technician.
 - ◇ Project Search and Arizona Autism Charter Schools for internships for neurodivergent students
 - ◇ Arizona State University and Grand Canyon University for longitudinal pre-licensure nursing cohort models for a strategic pipeline of New Graduate Nurses to the west valley hospitals of Banner Estrella, Banner Thunderbird, Banner Boswell, and Banner Del Webb Medical Centers.

January 1 to August 21, 2024, the west valley Banner hospitals have hosted 823 pre-licensure Nursing students in clinical experiences.

The Career Pathways program is currently available within Arizona (greater-Phoenix and Tucson areas) and Colorado at Banner Health. The program will continue to expand over time.

- Career Pathways help Banner fill the most in-demand clinical roles while also helping team members discover new ways to build their career.
- This exciting program provides the specific steps, tools and financial support needed to complete education and transfer into the next role.

Here are the current Career Path options to choose from:



Please note – the Career Pathways program will expand in Radiologic Technologist soon. The Career Pathways Team at Banner ensures the program meets the industry’s needs for the in-demand roles. The program consists of shadowing, coaching, and mentorship.

Clinical rotations: Banner provides clinical rotations for health science programs in the state.



Boys and Girls Clubs of the Valley / AZYouthforce Program

AZYouthforce partner with Gateway Community College to provide teens ages 16-21 a one-week Boot camp in the areas of trades, healthcare and beauty and wellness. Teens will have the opportunity to explore and plan their career/employment pathway by participating in a one week exploratory/hands on session. These sessions will provide a better understating of their careers choice prior to committing to a full-time program.



Buckeye Union High School District

The Buckeye Union High School District offers 20 diverse Career and Technical Education (CTE) programs, providing students with hands-on learning experiences that prepare them for high-demand careers in today’s competitive workforce. These programs cover a wide range of fields, from healthcare, agriculture, automotive, engineering, culinary arts, and digital media and more to cover the 16 different career clusters. Participating in these CTE programs, students not only gain valuable technical skills but also develop critical thinking, leadership, and problem-solving abilities. By integrating academic and technical training, the CTE programs at Buckeye Union High School District empower students to pursue post-secondary education or enter the workforce directly, equipped with the knowledge and experience needed for success in their chosen career paths.

The Arizona College and Career Readiness Indicators are a set of measures used to evaluate how well students are prepared for post-secondary education and careers. These indicators are part of the Arizona Department of Education's framework for assessing school performance and student readiness. At Buckeye Union High School District, 86.7% of senior students in the 2023-2024 school year achieved a significant milestone by earning one point or more on the College and Career Readiness Indicators, demonstrating their readiness for post-secondary education or entering the workforce, per the State of Arizona. This achievement is exceptional, as it surpasses the readiness levels seen in other districts within the state and surrounding areas, highlighting the the district's strong emphasis on preparing students to be Future Ready.



to learn more about Career Connected Learning with
Career and Technical Education!





16 Buckeye Union High School Career Clusters by Program

Career and Technical Education

<p>AGRISCIENCE AUTOMOTIVE CULINARY</p>  <p>Agriculture, Food and Natural Resources</p>	<p>AGRISCIENCE AEROSPACE/JROTC TECH THEATRE WELDING</p>  <p>Architecture and Construction</p>	<p>JROTC GRAPHIC DESIGN TECH THEATRE WELDING</p>  <p>Arts, Audio/Video and Communications</p>	<p>AGRISCIENCE AEROSPACE/JROTC GRAPHIC DESIGN BUSINESS TECH THEATRE</p>  <p>Business Management and Administration</p>
<p>AGRISCIENCE AEROSPACE/JROTC ED PROFESSIONS</p>  <p>Education and Training</p>	<p>AGRISCIENCE AEROSPACE/JROTC BUSINESS</p>  <p>Finance</p>	<p>AEROSPACE/JROTC LAW & PUBLIC</p>  <p>Government and Administration</p>	<p>AGRISCIENCE AEROSPACE/JROTC MEDICAL ASSISTING SPORTS MEDICINE</p>  <p>Health Science</p>
<p>CULINARY BUSINESS</p>  <p>Hospitality and Tourism</p>	<p>AEROSPACE/JROTC ED PROFESSIONS</p>  <p>Human Services</p>	<p>JROTC CODING COMPUTER MAINTENANCE TECH BUSINESS TECH THEATRE</p>  <p>Information Technology</p>	<p>LAW & PUBLIC FIRE SERVICE</p>  <p>Law, Public Safety, Corrections & Security</p>
<p>AGRISCIENCE AUTOMOTIVE AEROSPACE/JROTC TECH THEATRE WELDING</p>  <p>Manufacturing</p>	<p>AGRISCIENCE AEROSPACE/JROTC CULINARY GRAPHIC DESIGN BUSINESS</p>  <p>Marketing</p>	<p>AEROSPACE/JROTC AGRISCIENCE CODING COMPUTER MAINTENANCE TECH</p>  <p>Science, Technology, Engineering, & Math</p>	<p>AUTOMOTIVE AEROSPACE/JROTC</p>  <p>Transportation, Distribution, & Logistics</p>

FIND YOUR PATHWAY



15 Youngker High School Career Clusters by Program

Career and Technical Education

CULINARY



Agriculture, Food
and Natural Resources

CARPENTRY



Architecture and
Construction

GRAPHIC DESIGN
FILM & TV
PHOTOGRAPHY



Arts, Audio/Video and
Communications

GRAPHIC DESIGN
BUSINESS
FILM & TV
PHOTOGRAPHY



Business Management
and Administration

EARLY CHILDHOOD
ED PROFESSIONS



Education
and Training

BUSINESS



Finance

LAW & PUBLIC



Government
and Administration

MEDICAL ASSISTING
SPORTS MEDICINE



Health Science

CULINARY
BUSINESS



Hospitality and
Tourism

EARLY CHILDHOOD
ED PROFESSIONS



Human Services

CODING
COMPUTER
MAINTENANCE TECH
BUSINESS



Information
Technology

LAW & PUBLIC



Law, Public Safety,
Corrections & Security

CARPENTRY



Manufacturing

CULINARY
GRAPHIC DESIGN
BUSINESS
FILM & TV
PHOTOGRAPHY



Marketing

CODING
COMPUTER
MAINTENANCE TECH



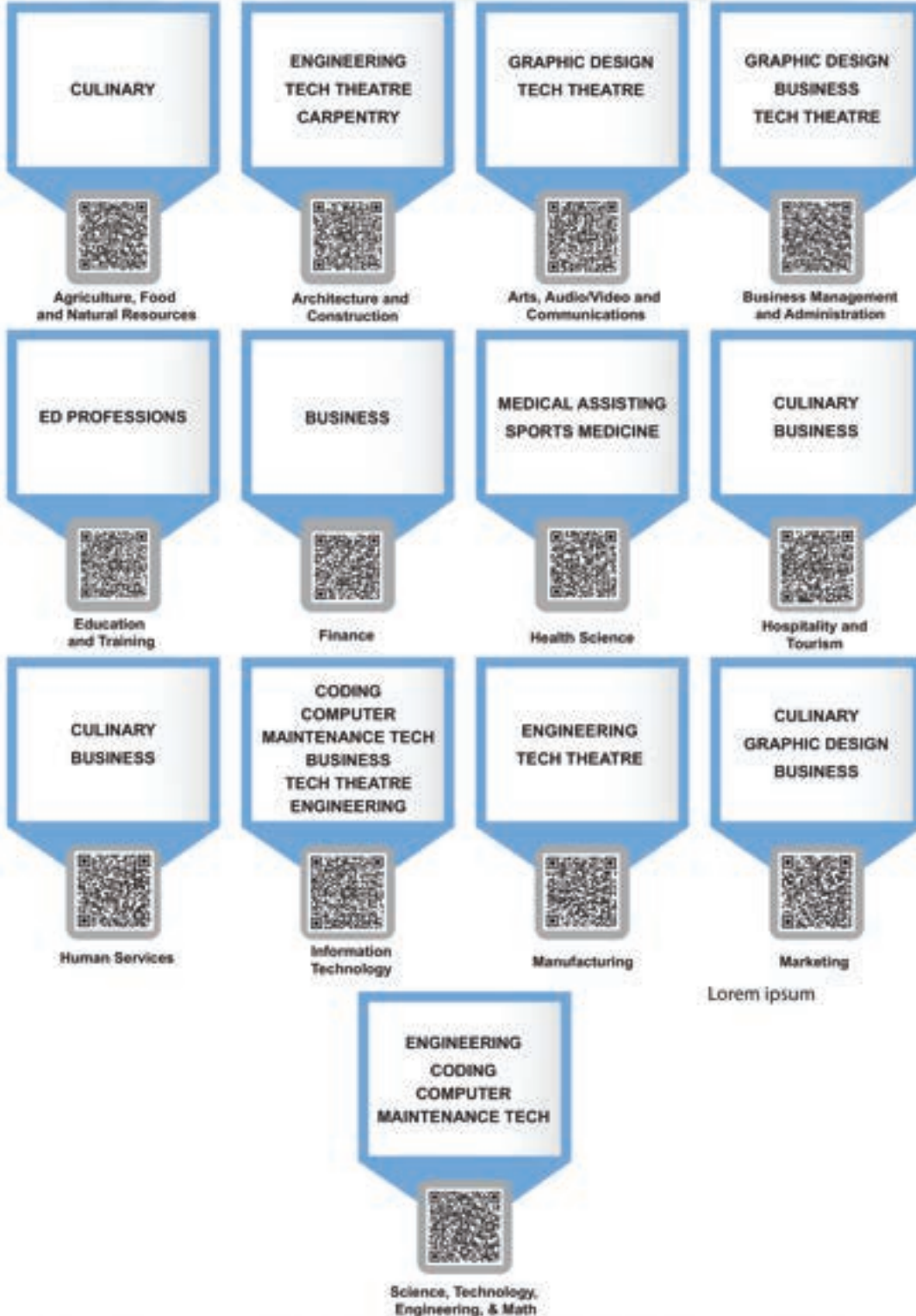
Science, Technology,
Engineering, & Math

FIND YOUR PATHWAY



13 Estrella Foothills High School Career Clusters by Program

Career and Technical Education



FIND YOUR PATHWAY

Over the past three years, our school district's secondary state-determined levels have shown significant improvement, surpassing the state average in key academic indicators such as graduation rates, reading, and math. This upward trajectory reflects the district's commitment to academic excellence and targeted interventions aimed at enhancing student outcomes. Our graduation rates have consistently climbed, demonstrating our dedication to ensuring students not only complete their education but do so with the skills needed for success. Similarly, our students' performance in reading and math has steadily improved, outpacing state averages and showcasing the effectiveness of our instructional strategies and support systems. This achievement is a testament to the hard work of our educators, students, and the broader community in striving for and maintaining high academic standards.

At Buckeye Union High School District, 48.5% of our graduates from 2023-2024 earned an industry credential as well as 944 of our CTE students from grades 9-12 earned an industry credential during that school year. This high percentage reflects the effectiveness of the district's Career and Technical Education (CTE) programs, which provide students with the opportunity to gain hands-on experience and earn certifications in various industries before even leaving high school. These credentials not only enhance students' resumes but also give them a competitive edge in the job market, ensuring they are well-prepared to enter the workforce or pursue further specialized training in their chosen fields.

Career and Technical Student Organizations (CTSOs) play a crucial role in preparing students for the workforce by providing hands-on experiences and opportunities to develop essential skills beyond the classroom. Through participation in CTOSs, students engage in real-world projects, leadership activities, and competitive events that mirror workplace challenges, fostering both technical competencies and soft skills like communication, teamwork, and problem-solving. These organizations help us to bridge the gap between education and industry. CTOSs at Buckeye Union High School District consistently excel, earning multiple chapter awards and numerous individual student accolades, demonstrating their commitment to excellence. Our students not only achieve high recognition at the state level but also serve as State and National Officers, showcasing their leadership and dedication. This year we are proud to have a total of 4 State Officers that serve in either SkillsUSA FCCLA or FBLA, as well as 1 FBLA National Officer. These achievements reflect the strength of our programs and the exceptional talent and hard work of our students and advisors.

Buckeye Union High School District's Career and Technical Education (CTE) programs are at the forefront of providing excellence in education and workforce development. By offering a diverse array of programs and fostering strong partnerships with industry leaders, our CTE initiatives equip students with the skills, knowledge, and experience necessary to thrive in today's competitive job market. We are committed to preparing students not just for academic success but for meaningful and prosperous careers. Through our dedication to high-quality education and real-world training, we are shaping the future of our community, one student at a time.



Career Connectors

- Avondale Career Exploration & Hiring Events: 2/22 & 4/18
 - ◇ 41- # of employers showcased
 - ◇ 1,336- # of registered candidates
 - ◇ 2,384- # of job openings showcased
- City of Phoenix ARIZONA@WORK participation in our monthly Career Readiness Workshop (A.I. Assisted Job Search) to share their service offerings:
 - ◇ 556- # of job seekers who received ARIZONA@WORK info and links to their services
 - ◇ 263- # of event attendees who could interact with speakers, resume, LinkedIn, career & financial coaches
- Maricopa County ARIZONA@WORK participation in our monthly Career Readiness Workshop (Red Hot Resumes Panel) to share their service offerings:
 - ◇ 550- # of participants who received ARIZONA@WORK info and links to their services
 - ◇ 219- # of event attendees who could interact with speakers, resume, LinkedIn, career & financial coaches
- USAA Hiring Event:
 - ◇ 408 registered, 240 on-site interviews
 - ◇ 124 Job offers that day.
 - ◇ 94% rated high or very high event satisfaction.
 - ◇ 3.9M impressions, and 3,904 paid media link clicks



Center for the Future of Arizona

Center for the Future of Arizona has been leading facilitated discussions with education, workforce development and industry around the Radiology Technologist workforce shortages and helping to identify the gaps in training program availability in the West Valley. Organizations who have been involved in the discussion include: Abrazo, Banner, HonorHealth, Valleywise, Phoenix Children's Hospital, Dignity Health, Mayo Clinic, WESTMARC, ARIZONA@WORK, OEO, Phoenix Chamber, West-MEC, Dysart Unified School District, Peoria Unified School District, Maricopa Community Colleges, Pima Medical Institute, Smith-Chason College, Central Arizona College, and Yavapai College.

Center for the Future of Arizona partnered with Phoenix Biomedical Core Campus, GateWay Community College, Maricopa County Superintendent's office, Estrella Mountain Community College, and Palo Verde Generating Station to provide teacher externships in the biosciences and energy sectors over the summer break. Educators learned about the career pathways available to their students. Between the three externships offered in the summer we had over 100 teachers participate, which will have an impact on over 29,000 students this year. Educators will share what they learned about career pathways in these industries with their students.



City of Buckeye

The Reduce the Commute Job Fair is an evolving workforce strategy that prioritizes Buckeye and West Valley residents for local employment, benefiting both the community and businesses eager to hire skilled workers closer to home. The Reduce the Commute Job Fair has benefited workforce development in the West Valley by directly connecting local and regional employers with skilled laborers. This program not only supports local businesses in finding qualified candidates, but also enhances workforce readiness and contributes to educational and training opportunities for residents, ultimately strengthening the region's overall economic growth and stability. Offering in-person and virtual positions in various sectors, including advanced manufacturing, healthcare, distribution and logistics, retail and hospitality, energy, and education, the program helps reduce unemployment across the West Valley and fosters a healthy economy. Looking specifically at the benefits gained in education, the job fair has become a new conduit connecting the two. This job fair fosters a vital partnership between business and education to address current and future workforce development needs in the West Valley. At the job fair, business and education partners are positioned side by side, working together to educate, enroll, and hire job seekers. This collaboration helps individuals understand and acquire the necessary skills, licensure, and certification, thereby directly enhancing workforce readiness and supporting educational alignment with job market demands in the West Valley.







City of Surprise

The City of Surprise hosted 30+ business events that included networking, education, and job seeker engagement. The four job fairs encompassed 90 employers and 575 job seekers. The other events brought together 600 business leaders in both small and large group settings.



Day & Zimmermann

Based on our engagement with WEST-MEC over the last five years, Day & Zimmermann had the following success hiring: Out of the 126 West-MEC graduates who applied to work at Day & Zimmermann. We have been able to hire 55% - 30% were hired by D&Z at Palo Verde, and 70% were employed at other Day & Zimmermann locations across the country.

Day & Zimmermann is Supporting and Leading Workforce and Apprenticeship Development Efforts. We collaborate with high schools, community colleges, and vocational schools as well as union Building Trades to encourage students to pursue careers in the trades.



Dircks Moving and Logistics

We have established pathways for students starting in the summer of their junior year of high school. By the time they graduate, they will have obtained skills that are applicable in the industry and will be able to hit the ground running. Within the forklift operator pathway, the student can earn various forklift certifications very quickly. Within our customer service pathway, students will learn various office skills from how to interact with customers on the phone.



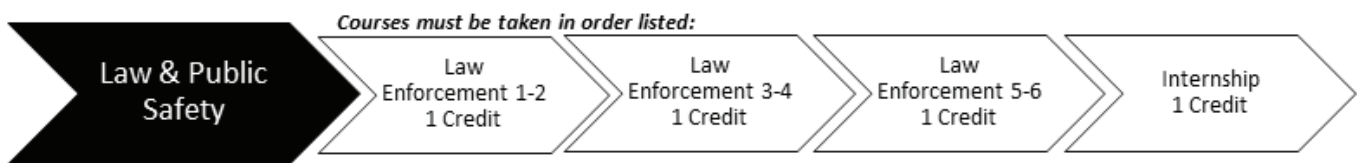
Dysart Schools

Emergency Medical Services

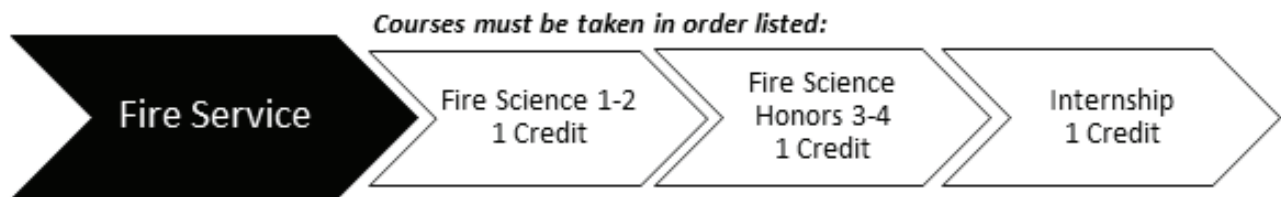
Location: VVHS (3 Hour class open to all DUSD Schools)

The Emergency Medical Technician program prepares students to properly manage various medical emergencies, while preparing students to take the National Registry of Emergency Medical Technician Certification along with CPR and AED Certifications. This program is provided with the partnership of the City of Surprise Fire/Medical.

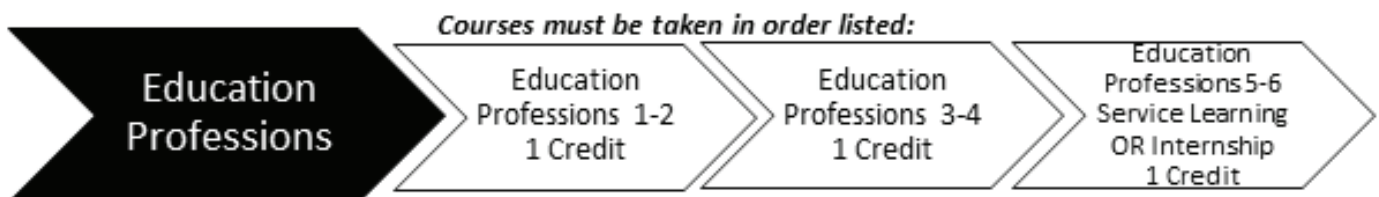
The Law, Public Safety and Security instructional program prepares students to perform technical services involved in planning, organizing, researching, directing, and controlling functions and process related to the provision of Law, Public Safety and Security Services. (Each course is yearlong, divided into two semesters.)



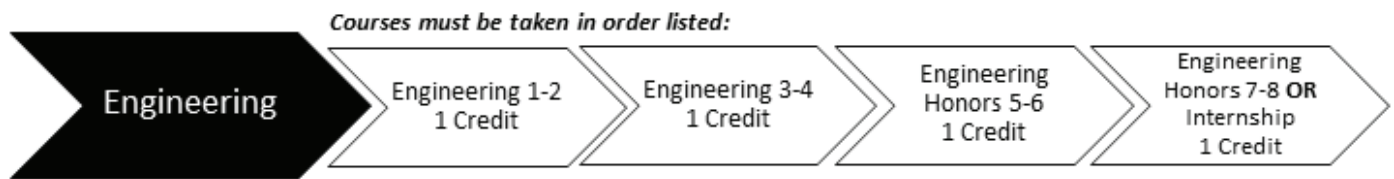
The Fire Science program prepares students to perform technical services involved with planning, organizing, researching, directing, and controlling functions and processes related to the provision of Fire Science services. (Each course is yearlong, divided into two semesters.)



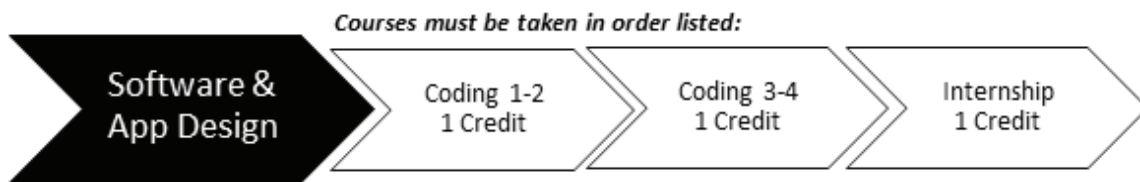
The Education Professions program is designed to prepare students for employment or post-secondary opportunities in the education field. The program provides instruction in education career choices, education structure and systems, theory, pedagogy, developmental stages, learning styles and methodology. The program also provides interactive experiences with students at different age levels, in a variety of content areas in educational environments. (Each course is yearlong, divided into two semesters.)



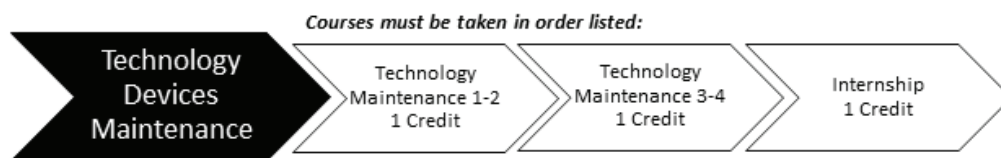
The Engineering program is designed for students to explore careers in technology, industry, and engineering. Students will explore entry, semi-professional, and professional levels of careers through hands-on projects in the area of engineering (transportation, electrical, mechanical, civil power, and construction). They will also participate in class activities and projects and hear speakers in the areas of engineering technology and industrial careers. (Each course is yearlong, divided into two semesters.) Students in year 2 will earn a Solid works industry certification.



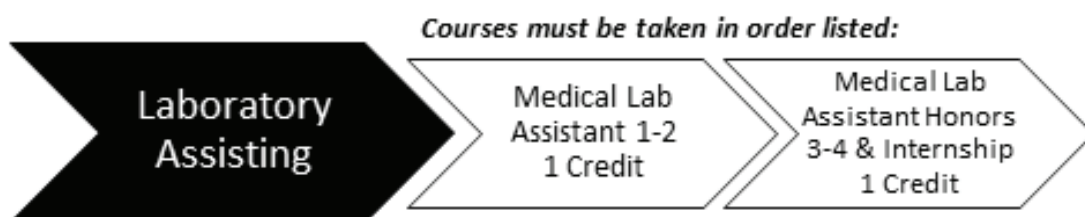
The Software Development program is designed to prepare students for employment/postsecondary education related to the design, development, installation, implementation, use and management of computers with an emphasis on writing code. An integrated approach of teaching and learning is provided as students enhance their technical knowledge and skills that are associated with functions within Software Development occupations. In addition to the occupation related skills, students completing this program will also develop advanced critical thinking, applied academic, interpersonal relations, life management, business, economic, and leadership skills. (Each course is yearlong, divided into two semesters.) In year 2 students will earn Python certification.



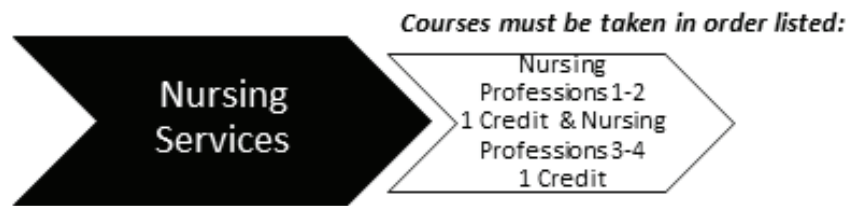
This program prepares students to apply technical knowledge and skill in PC hardware and software systems with an emphasis on PC repair and maintenance. This option will offer skills necessary to competently perform in the industry, as well as pass the necessary exams to obtain certification. (Each course is yearlong, divided into two semesters.)



The Laboratory Assisting program prepares students to perform technical services involved with planning, organizing, researching, directing, and controlling functions and processes related to the provision of select healthcare services. (Each course is yearlong, divided into two semesters.) In year 2 students will earn the National Phlebotomy certification.



The Nursing Professions program prepares students to work in various healthcare industries such as in-home healthcare, hospitals, hospice, etc., while preparing students to take the National Certified Nursing Assistant Exam to receive their Certified Nursing Assistant (CNA) License.



The Automotive Technologies program is designed to prepare individuals for jobs as technicians in the automotive or aerospace fields. (Each course is yearlong, divided into two semesters.) Students will earn 8 ASE student certifications throughout the 4 years.



The Profession Sales & Marketing program is designed to prepare students for employment in various sales, customer service, advertising and promotion, and first-line supervisory positions in wholesale, retail, and service establishments. The program enables students to explore, understand, and apply marketing, management, and entrepreneurial principles. (Each course is yearlong, divided into two semesters.) Students will earn the Rise up certifications throughout the 1st 3 years of the program.



Estrella Mountain Community College

Data Center Industry Partnership: EMCC and MCC worked with iMasons to expand AIT curriculum, developing technicians for the growing data center sector. Arizona will be 2nd in the nation with data center locations. The new AIT curriculum includes an introductory data center class along with power distributions. EMCC has also hosted multiple events, including the iMason quarterly meeting, to help educate students, employees, and our community about the world of data centers.

Semiconductor Quick Start Program: EMCC was recently awarded a grant to enhance the Quick Start program, allowing us to develop non-credit training in semiconductor manufacturing. The goal is to design and implement multi-college training to address the evolving needs of the Regional Semiconductor Manufacturing Industry, resulting in a more qualified and diverse technician workforce and filling industry-identified gaps in the pipeline. This grant, part of the National Semiconductor Technology Center (NSTC) Workforce Partner Alliance (WFPA) Program, was applied for in partnership with the State Office of Economic Opportunity. EMCC was one of only seven institutions awarded nationally out of 155 applicants.

Microsoft Data Center Academy: A scholarship program in partnership with Estrella Mountain and Glendale Community College will continue to be supported by Microsoft to help under-represented diverse students build digital skills and provide career pathways in the growing information technology sector. The scholarship covers tuition, books, registration fees, and testing vouchers. Microsoft Data Center Academy Scholars are then eligible for mentorship and internship opportunities through Microsoft, with the goal of leading to full time employment.

Work Based Experiences: EMCC understands that students need to research and test out career fields in order to commit to an educational pathway. Work Based experiences such as career interviews, job shadows, internships, service learning, apprenticeships, field experience and practicums are offered and also embedded in the syllabus in order to give all students these types of experiences outside of the classroom.

Advisory Boards: EMCC has an advisory board for all Occupational programs. These advisory boards bring industry professionals and education together to discuss current and future workforce needs. Pipelines are created from the classroom by offering field trips, professional panels and work-based experiences to the industry partners participating in hiring fairs for EMCC students.



Glendale Community College

Internship programs are integrated into our CTE offerings to give students valuable hands-on experience and assist them in networking and finding career opportunities while they complete their education. These industry internships significantly enhance students' chances of securing employment.

Concurrent Enrollment Programs (CEP). AAS Nursing students have the option to enroll concurrently in RN-BSN programs with our 4-year partner Universities. This enables GCC students to graduate with their AAS and BSN in a two-year time period.



Glendale Union High School District

Glendale Union High School district has recently implemented several career pathways designed to align with in-demand occupations in our region. These pathways provide students with targeted skills and opportunities for real-world learning, preparing them to succeed in today's dynamic job market.

1. **Arts and Communications:** This pathway caters to the growing demand for creative professionals in fields like graphic design, digital media, and communications.
2. **STEM (Science, Technology, Engineering, and Mathematics):** With the rapid advancement of technology, the need for professionals in STEM fields continues to grow. Our STEM pathway equips students with critical skills in areas such as computer programming, engineering, robotics, and environmental science, preparing them for careers in technology, research, and engineering industries.
3. **Skilled Technology:** Recognizing the importance of skilled trades, this pathway focuses on areas like electrical systems, welding, and construction. Students gain hands-on experience and certifications that prepare them for immediate entry into the workforce in high-demand fields like manufacturing, maintenance, and industrial technology.
4. **Government and Public Relations:** This pathway prepares students for careers in public service, law, and communications. Students explore roles in government, community advocacy, and legal professions, developing skills in leadership, policy analysis, and communication that are essential for careers in the public sector.
5. **Business Management and Hospitality:** As the business and hospitality sectors continue to thrive, our pathway offers training in business operations, entrepreneurship, marketing, and hospitality management. Students learn the foundational skills needed for careers in management, customer service, and restaurant management.
6. **Health Services:** The healthcare industry remains one of the most in-demand sectors. Our health services pathway prepares students for roles such as nursing assistants, medical technicians, and home health aides. Through partnerships with local healthcare providers, students gain hands-on experience and can earn certifications that prepare them for further study or immediate employment.
7. **Human Services:** This pathway focuses on careers that involve helping others, such as social work, counseling, and education. Students develop critical interpersonal skills, learn about human development, and engage in community service, making them well-equipped for roles in education, counseling, and social services.

By establishing these pathways, we ensure that students receive an education that is directly aligned with the needs of the workforce, providing them with the skills, credentials, and experiences necessary for success.



Grand Canyon University

The National Center for Nursing Preparation at GCU has a goal of helping make tuition affordable and education accessible for aspiring nurses. By taking advantage of all the resources that GCU offers, students have the opportunity to sit for your NCLEX and then have the chance to become a full-time, registered nurse. There is a critical need for nurses in America, with a significant shortage of nurses forecasted in 30 states across the U.S. through 2030.

To help meet the demand for qualified nurses, we must make an effort to contribute knowledgeable, skilled nursing professionals into the workforce. The National Center for Nursing Preparation at GCU works to help combat this shortage by offering helpful resources, support, and guidance for those looking to pursue their BSN degree. By providing access to quality nursing programs, GCU seeks to add more qualified nurses into the workforce in a shorter amount of time. We also offer multiple locations for our accelerated BSN (ABSBN) students to complete their hands-on requirements, further widening the opportunity for aspiring nurses around the country to join the workforce.

American Association of Colleges of Nursing

- Nursing shortage fact sheet. Retrieved May 1, 2024. <https://www.aacnnursing.org/news-data/fact-sheets/nursingshortage>

Concurrent Enrollment Program with Maricopa Community Colleges

- GCU partners with Maricopa Community Colleges to offer their enrolled AAS Nursing students an option to enroll in GCU's RN-BSN concurrently, or an option for their AAS nursing students who have a prior bachelor's degree in another field the option to obtain an RN-MSN degree.

Transition To Practice (TTP) Clinical Placements

- Senior Nursing students apply to healthcare organizations seeking a 1:1 residency clinical experience with a preceptor employed by the healthcare organization.

Canyon L.E.A.P (Local Education Agency Pathway) to Teach program

- The pathway assists candidates as they work as a teacher of record in an elementary or secondary classroom and pursue a non-traditional route to teacher licensure with the support of their school district.
- First cohort makes L.E.A.P. to teacher certification - GCU Today

Graduate Certificate of Completion in Distance Learning

- Develop foundational knowledge and skills which can be applied specifically to remote and distance learning contexts, while earning a graduate certificate of completion
- <https://www.gcu.edu/degree-programs/graduate-certificate-distance-learning>

Test prep opportunities in the Cyber Center of Excellence (CCE) for industry cybersecurity certifications

- The CCE has resources and practice exams for individuals seeking cybersecurity certifications.

GenCyber Teacher Camp was hosted by GCU in our CCE on June 10-14th 2024. GenCyber Teacher programs provide a comprehensive learning experience based on the GenCyber Cybersecurity Concepts, ethics, cybersecurity careers, and online safety. These programs should include helping teachers with the preparation of cybersecurity lesson plans designed for implementation in their classrooms. Teachers get the chance to develop lesson plans for their students, and they receive 30 Continuing Education credits as a result. See below for the Gallery of photos. Our next camp will be a Student Camp in 2025. Details will be coming soon!

Midwestern University

Midwestern University Outreach Programs Assist AZ High School and Undergraduate Students with Healthcare Career Pathways

In 2024, Midwestern University introduced two enhanced programs to help local and state-wide high school and undergraduate students learn about the many career pathways in healthcare, including how to navigate the often-daunting process of preparing for and applying to healthcare degree programs. The programs are free of charge and open to all Arizona students, with additional assistance for underserved, low-income, rural, and first-generation college-bound students.

The Midwestern University Health Careers Institute (HCI) Rural Scholarship is a new partnership sponsored through a grant from the HS Lopez Family Foundation. Up to six students from low-income or underserved areas in Arizona can apply to receive funds to support them to attend the eight-day HCI, a long-running interactive training camp for AZ high school sophomores through seniors who wish to explore health career options in-depth. In 2024, 64 students from AZ high schools (including 15 West Valley schools) participate in daily activities for eight full days from more than 30 careers through hands-on labs and small group interactions with MWU faculty and students.

Career workshop topics included everything from pharmacy to optometry, surgery, dentistry, veterinary medicine, clinical psychology, occupational therapy, osteopathic medicine, and more.

Two high school students, from Wellton and South Tucson, were accepted into the HCI Rural Scholarship Program through the new grant and were provided financial support for hotel, food, and transportation to attend the program from June 20-29, 2024 (with an adult guardian if under 18). Their families and teachers were also invited to a special pre-event campus tour and a post-event open house to help integrate them into the process for the two students, both of whom were the first in their family to plan to attend college.

Cristal Reyes, now a high school graduate from rural Wellton, AZ, was one of this year's scholarship recipients:

"I truly believe the HCI has been one of the best experiences I've had the chance to experience. I got to learn about so many careers. Before this experience, I was worried I might at some point regret my choice of wanting to pursue a career in the medical field. But once I saw the opportunities available to me, I instantly knew that life was for me. I loved all of the hands-on experiences!"



The Midwestern University Mentors in Medicine and Science Program kicked off on October 10, 2024, with 96 undergraduate college students from around Maricopa County and beyond, and 120 Midwestern University student mentors from all of its 24 programs. Mentors and mentees came together for an evening on the MWU campus so undergraduates could tour the University, meet their mentors and Admissions representatives, and hear from faculty from six different MWU programs about their own career choices, struggles, and journeys to become professionals in healthcare.



Thank you for representing MWU to help future healthcare professionals find their career passions and achieve their goals!

Kick-off Event:

Thursday, October 10
4:30 to 6:00 PM | Barrel 2 Cafeteria

Mentor Program Guidelines

1. Attend Kick-off event on October 10 to meet your mentee!
2. Meet with your mentee at least once per month for at least 20 minutes – via phone, MS Teams/Zoom, or in-person
3. Keep a quick log on CANVAS of each interaction, including topics you covered, questions, concerns
4. Attend at least one follow-up check-in meeting in February 2025
5. Attend on-campus spring hands-on lab event with your mentee in April 2025

If your mentee has another MWU mentor, feel free to coordinate with that student or maintain separate interactions. The more the college students have feedback from graduate students, the better!

For questions or more info, email:

jhighh@midwestern.edu

 **Midwestern University**
Tomorrow's Healthcare Team

midwestern.edu

Mentors and mentees will meet once a month throughout the coming school year to explore topics such as admissions test preparation, writing a personal statement, interviewing skills, finding clinical shadowing opportunities, efficient study skills, positive mental health processes, and more. MWU faculty advisors for the program teach an online forum for the mentors to provide resources on how to create successful mentoring relationships. Mentees are offered opportunities to shadow MWU students in class or at the University's five Clinics throughout the year, as well as an additional on-campus spring event at the MWU Clinical Skills and Simulation Center to learn skills such as vital signs, suturing, intubation, physical exams, and responding to emergencies in the University's state-of-the-art training center.

Undergraduate mentees from this program include students from ASU and U of A, as well as many West Valley students from GCC, GCU, ASU-West, Estrella Mountain CC, Arizona Christian University, and others.

Nicole Erjavic, a second-year medical student at MWU's Arizona College of Osteopathic Medicine, is one of this year's student mentors for the MIMS program:

"I grew up with zero connections to the medical field. No family, no friends, nothing. I went into this journey blind and alone, and just because I was able to stumble my way through doesn't mean everyone else can. So, I'm proud to be a beacon for the next generation! I'll gladly hold the hands that reach out to me and guide them through the dark. Giving others what I wish I'd gotten is healing in a way I didn't expect."



Peoria Unified School District

Partnership with Baltu Technologies to provide training to get our Automation & Robotics teachers certified to provide training and proctor SACA exams so our students can get SACA certified to prepare them for a career in Advanced Manufacturing.

Partnership with TechSmart to train students in Python to prepare them for careers in Cybersecurity.

Partnership with Arizona Masonry providing our construction students with masonry workshops and assisting students to earn their NCCER certifications at Peoria HS.

Partnership with NAU for – Engineering and Semiconductor Industry to provide students with opportunities to explore careers in the semiconductor industry and identify post-secondary pathways.



Pipeline AZ

In 2024, Pipeline AZ incorporated program data from three West Valley private training providers. These organizations have aligned their program offerings and their options, with links to each institution's designated website location are now live on Pipeline AZ. These providers are: Universal Technical Institute, Commercial Drivers International, and Phoenix Masonry School.

AZ Healthcare Careers, Pipeline AZ's "Healthcare Hub" in partnership with AHCCCS (Arizona Health Care Cost Containment System), which launched in 2023:

<https://azhealthcarecareers.org>

AZ Healthcare Careers is a centralized solution for connecting students & job seekers to career planning resources and employers to career-ready talent. As of October 1, 2024, AZ Healthcare Careers has had 5,908 job seeker/student registrations. When job seekers and students alike create an AZ Healthcare Careers account, it enables them to create a Job Match Profile, which will then match them to employers who post their current openings to Pipeline AZ. Additionally, job seekers and students can watch "Day in the Life" videos, view local education pathways that are needed for healthcare occupations, and take a healthcare-specific Interests Assessment that recommends top careers based on their answers.

AZ Hospitality Careers, Pipeline AZ's "Hospitality Hub," in partnership with Arizona Lodging & Tourism Association, which launched in 2023:

<https://pipelineaz.com/hubs/lodging-and-tourism>

AZ Hospitality Careers was established in 2023 with the goal of being the one-stop-shop for Arizona students and job seekers to access information such as jobs to consider, as well as education and certifications. Similarly, hospitality employers can post their current job opportunities on Pipeline AZ, which will then match to students and job seekers who are deemed as a "match" by our skills-matching algorithm.

IT/Cyber Career Network, Pipeline AZ's "IT/Cyber Hub," in partnership with AZ Tech Council: <https://pipelineaz.com/hubs/cyber>

Pipeline AZ's IT/Cyber Career Network is Arizona's go-to career-planning resource. High-demand careers, education and training, and scholarships pertaining to Technology and Cybersecurity careers are all at a job seeker and student's fingertips. They can also watch a Computer Science video on the landing page that delves into what the field entails and why it is a valuable field in our rapidly evolving society that has become more reliant on technology.

Healthcare, Hospitality, and IT/Cybersecurity are a few of the top Arizona industries. Pipeline AZ's three sponsored hubs are the centralized resources for their respective industries in that there are no other comparable solutions such as these. Pipeline AZ hopes to launch more sponsored hubs in the future that will function similarly and attract new users to our platform.

My Future AZ, in partnership with the Arizona Department of Education, Center for the Future of Arizona, and Arizona Business and Education Coalition:

<https://myfutureaz.pipelineaz.com>

My Future AZ is the K12 version of Pipeline AZ that was established by Arizona Department of Education and is their only K12 approved platform. Arizona schools can register on My Future AZ so their students can complete their Education and Career Action Plan (ECAP), take the Interests Quiz that recommend their top careers and industries, rank and favorite careers and industries, build their high school course plan, declare their post-graduation goals, and build their student profiles. School counselors are given access to their school on My Future AZ with counselor accounts so that they can oversee their students' activity on the platform, download reports, and post/view events on the events calendar. Site resources are also available by user type on the platform, which include scholarship information, FAFSA forms, and more. When students graduate from high school, their account transfers with them and transitions into a job seeker account. Their account information from high school stays with them, too! The ECAP feature was launched in 2024, which was a monumental feature enhancement, and many West Valley K12 schools use My Future AZ as their school platform.



University of Arizona

Eller College of Management and the Eller Partnerships Office identifies career pathways for in-demand occupations through a variety of strategies. One effective approach is labor market research, including skill gap assessments, pinpoint trends, high-demand roles, and emerging industries. Collaborating with employers is also essential; engaging with them helps Eller understand their hiring needs and workforce requirements. We have established advisory boards composed of professionals who provide valuable insights into in-demand roles and necessary skills.

Based on labor market research, the Eller HS Lopez School of Business Analytics launched the STEM-designated Master of Science in Business Analytics program in Maricopa County in August. The MSBA program teaches students to use data to uncover business insights and inform business decisions. Students learn how to collect, clean, organize and analyze data and to present their data-driven, business-informed insights and solutions to managers, executives, and clients. Graduates are prepared for roles involving advanced analytics, programming, predictive modeling, and strategic decision-making. The curriculum emphasizes analytical techniques paired with business foundations to address business management challenges across industries. This MSBA program welcomed 14 first-year students in 2024 and expects to expand to 40+ students by fall 2025.

Eller has a robust career services team that is vital for guiding our students through the career exploration process. Developing career mapping tools, offering hands-on workshops on topics including business communications, personal branding, and networking, and organizing career fairs helps students identify potential professional pathways.

Finally, tracking graduates' outcomes and analyzing internship collaborations can offer insights into which roles lead to successful employment opportunities. Through these comprehensive methods, Eller identify and promote career opportunities that align with labor market needs and growing industries, ensuring graduates are well-prepared for successful careers.

Western Maricopa Education Center (West-MEC)

Career Pathway Strategies

West-MEC is implementing several strategies to identify and develop career pathways for in-demand occupations:

1. Career Literacy 2.0
 - This initiative focuses on developing comprehensive career plans with students.
 - It involves family engagement in the career planning process, recognizing the importance of support systems.
 - The program aims to ensure all West-MEC students exit with a purposeful career plan.
2. Developing Stackable Credentials
 - Creating programs that allow students to earn certifications or degrees in stages, particularly in healthcare and technology fields.
3. Expanding Apprenticeship Programs
 - Collaborating with industry partners to develop apprenticeship opportunities in construction, trades, and advanced manufacturing sectors.
4. Aligning Curriculum with Industry Needs
 - Working closely with industry advisory councils to ensure programs teach relevant skills for in-demand occupations like nursing, software development, and industrial engineering.
5. Creating Specialized Tracks
 - Developing focused pathways for emerging roles in Cybersecurity and data analysis to meet growing IT demands, i.e., Cloud Technology
6. Emphasizing Professional Skills
 - Incorporating training in critical thinking, problem-solving, and adaptability across all programs to prepare students for evolving job markets in all sectors.
7. Offering Continuing Education
 - Providing upskilling and reskilling opportunities for working professionals to address ongoing changes in industries like healthcare, technology, and manufacturing.
8. Post-Secondary Pathways and Partnerships
 - Establishing connections with higher education institutions to create seamless transitions for students pursuing further education in fields like medical and health services management.

By implementing these strategies, West-MEC is creating clear, accessible pathways for students to enter and advance in high-demand occupations across various sectors. The focus on career literacy, family involvement, and professional skills development ensures that students are well-prepared for the challenges of the modern workforce in the West Valley region.

PILLAR I: INDUSTRY AND EDUCATION PARTNERSHIPS

Strategy C: Integrate professional skills in K-12 curriculum



WESTMARC

WESTMARC participated in a discussion group sponsored by the Arizona Department of Education and the SciTech Institute, including representatives from business, education, and workforce development, on the topic of “Power Skills.” The first item discussed: to identify a common label for Power / Professional / Soft / Employability Skills, that all parties can agree. Then, to address a common pedagogy to develop and assess these skills among learners. More discussion to come.

In partnership with WESTMARC, the Economic Recovery Corps Fellowship conducted a pilot project with Agua Fria High to use technology to assess increase in Critical Thinking skills among students in a summer program. The results are promising, and the goal is to implement the assessment across the Agua Fria High School District, and across the other West Valley high school districts.

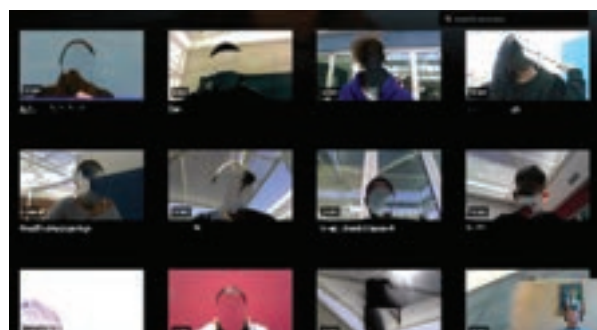
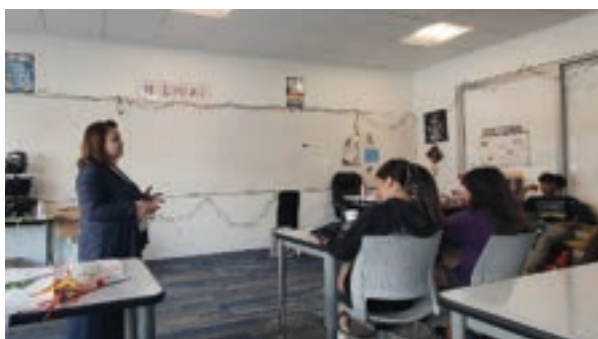
WESTMARC hosted a panel discussion with experts from industry and education on the topic of Professional Skills – what are they, why they are important, and how to measure them. The panel was recorded and is posted on the WESTMARC YouTube channel: <https://www.youtube.com/@westmarc9778>

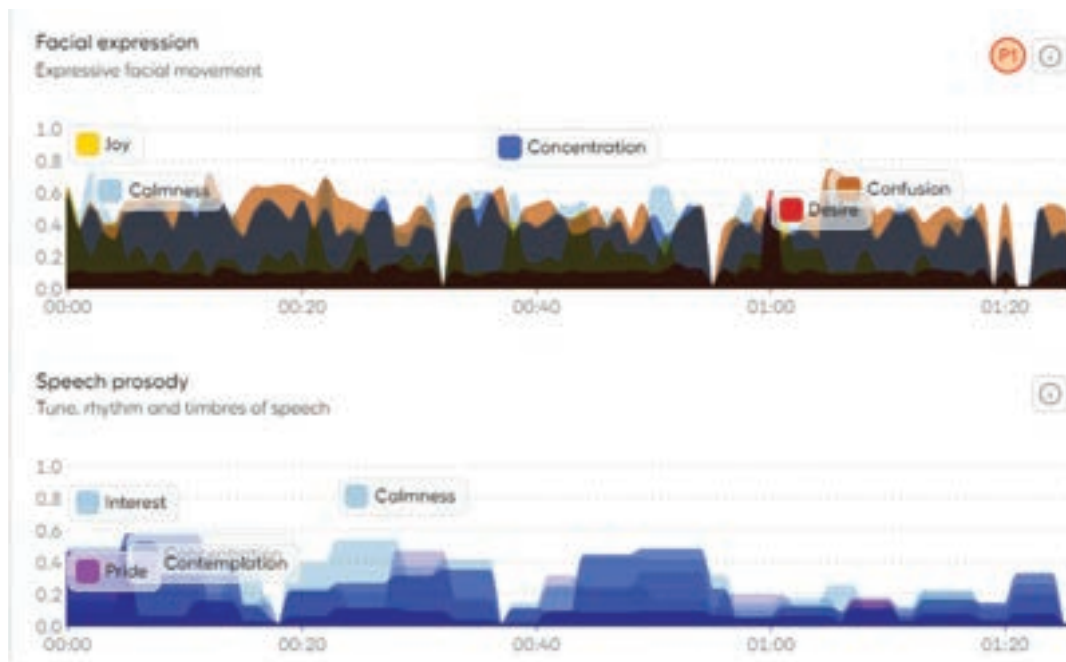


WESTMARC / Economic Recovery Corps

Agua Fria High School District – Summer School Classes

- Collaborated with Gifted & Talented & Computer Science summer classes to promote STEM career explorations, communications and critical reasoning skills





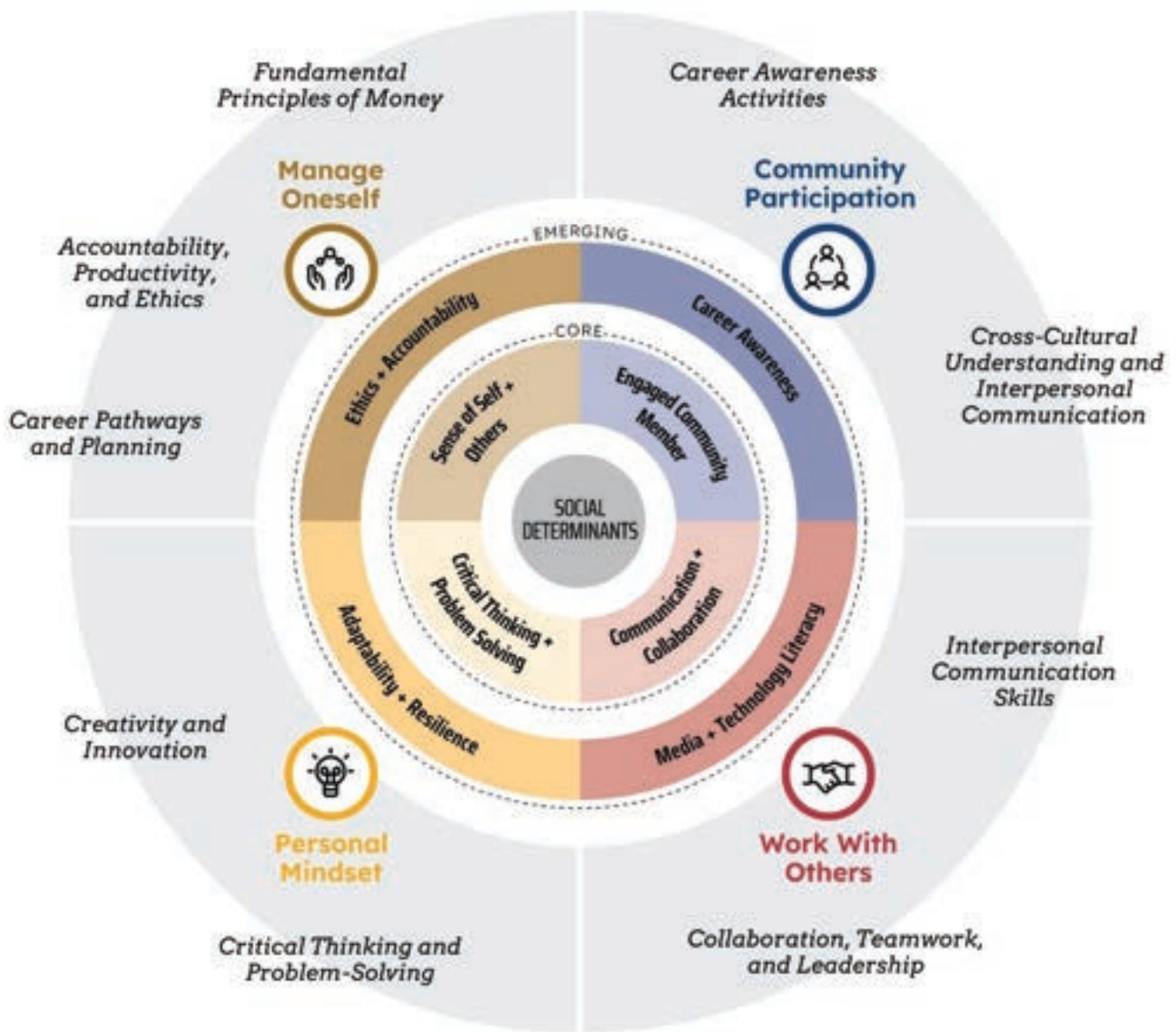
ARIZONA@WORK City of Phoenix Business and Workforce Development Board

Professional Skills Integration

The BWD Team partnered with ElevateED AZ to expand collaborations with K-12 educators, integrating essential professional skills into the curriculum to ensure students are prepared for the future workforce. This initiative includes developing programs that teach soft skills, such as communication, teamwork, and problem-solving, which are vital across all industries. By focusing on these foundational skills, the program aims to equip students for success in post-secondary education and their future careers, laying a strong groundwork for long-term professional achievement.

Arizona SciTech Institute

Skills Rubric Implementation: The Skills Rubric developed under this strategy has been successfully integrated into K-12 education, ensuring that professional skills are consistently taught and assessed across all grade levels. This rubric aligns with the ADE Career Literacy Standards and CTE Professional Skills, providing a unified framework for skill development.



Alignment of Success Criteria: The success criteria for K-8 adopted curriculum have been carefully aligned with both the ADE Career Literacy Standards and CTE Professional Skills. This alignment has enhanced the ability of educators to effectively teach and measure professional skills, preparing students for future careers.

Statewide POG Adoption: The Profile of a Graduate (POG) framework has seen significant adoption statewide. Socialization efforts have been successful in promoting the integration of POG into curriculum planning and workforce development, ensuring that students are equipped with the necessary professional skills for post-secondary success.



Arizona State University West Valley Campus

ASU Prep Digital+ hybrid program

- Created for high school students in grades 9–12, this hybrid learning experience offers at-home learning combined with in-person collaboration, discussions, and project-based learning in a small group setting at ASU West Valley campus.
- Students choose from one of three pathways with the flexibility to enroll in in-person programming 1, 2, 3, or 4 days per week.
- Pathways: College exploratory, Learning lab, and Experience.
- ASU Prep Digital+ programs enhance every student’s learning experience and potential, preparing them for college and careers.

Hosted National Geographic Slingshot Challenge

- The Slingshot Challenge is a free, immersive summer camp at ASU West Valley for students ages 13-18.
- Campers develop skills in design thinking, storytelling, video production, and AI literacy while collaborating on impactful environmental projects.
- They create compelling video entries for the National Geographic Slingshot Challenge and make a difference.

Sponsored KidLabs ASU

- KidsLabs ASU makes science accessible and enjoyable, creating a hands-on learning environment where young minds can grow.
- For West Valley parents, sign up for fun, interactive research games for you and your child on campus or at home.
- For West Valley educators, KidsLabs ASU will bring research games to your school or community.
- For students, learn by doing. Undergraduate and high school students can volunteer to help host programs.



Banner Health

Banner is proud to offer a variety of programs to help high school students begin their healthcare careers. Our goal is to grow and attract new talent to serve in critically important roles.

- Facility Tours/Guest Speakers Teachers (There are no age requirements for these experiences.)
 - ◇ Support of career exposure for school counselors
 - ◇ Tours for students interested in health careers.
 - ◇ Speakers attend classes virtually or in person to share career journey and exposure to the professional experience.
- Career Exploration: programs to provide additional skills to students interested in healthcare careers.
 - ◇ Click on this link to learn more about the importance of these events: K12 Education Outreach Video <https://vimeo.com/995479005/ee567f16f5>

ACTEAZ Business Professional of the Year award

Click on link: <https://www.acteaz.org/news/acteaz-news/2024-acteaz-award-winners-announced/>



Boys and Girls Clubs of the Valley/AZYouthforce Program

- Boys and Girls Clubs of the Valley launch their Emerging Leaders program this past summer 2024. This program focuses on preparing and providing work readiness and hands on experience for members ages 14-17 at any of our 32 clubs. Participating teens apply for the program, go through 12 hours of essential skills training. The training consists of resume preparation, interview skills, communication, teamwork, conflict resolution and many other topics. Teens can learn, prepare for their future, and earn a stipend while enjoying the club environment. This program will be available year-round for current members and any new members of our clubs.
- This year we also partnered with Tempe middle school to provide essential skills workshops to their 6th, 7th and 8th grade students who participate in their AVID

AZYouthforce program partner with Bandfield Pet Hospital, Swire Coca-Cola, AAA Landscaping to provide paid internships for teens ages 16-21 during the summer. These internships allow teens to learn about an industry that they might be interested in and earn money at the same time. This summer we placed 135 teens in paid internships with various employers such as Avondale Toyota, Footprint Center, Jiffy Lube, Haskins Electric, Bank of America and many more.

136 members/interns enrolled in post-secondary education for fall 2024.
18 members/interns graduated from university or community college.



Center for the Future of Arizona

Center for the Future of Arizona has developed the Possible Futures Curriculum to expand to grades K-5. The curriculum incorporates professional skills in the Skills for Success and Lenses on the Future lessons which now span grades K-10.

Center for the Future of Arizona will provide schools with implementation support and training at no cost to the school.



City of Buckeye

In partnership with the City of Buckeye Library System, the Economic Development team collaborated on the Youth Entrepreneurship Outreach Network (YEON) to offer mentorship aligned with future workforce needs. YEON is dedicated to equipping high school students with the skills to launch businesses or develop products through teamwork and idea pitching. The program fosters essential skills such as public speaking, interpersonal communication, and confidence, building a strong foundation for their future success. This year, Buckeye staff provided an overview of ongoing economic development efforts across the city, offering insights into the field and highlighting the growing demand for a skilled future workforce. The team also introduced students to emerging industries, including tech, manufacturing, healthcare, and distribution and logistics, helping them prepare for the jobs of tomorrow.





City of Surprise

City of Surprise and Ottawa University hosted the Future Business Leaders of America regional competition for 650 West Valley students. The City of Surprise and Ottawa University hosted two teen summits (Spring 2024 / Fall 2025) for 200 local high school students through the Parks and Recreation Department's Youth Council Program. The summit convened students for college and workforce ready sessions.







Began testing a professional development program through Ottawa University's leadership club and engineering school. The program was designed by university and graduate student summer interns. The program addresses soft skills including research, writing, presenting, networking, and meeting coordination. The program also provides for a virtual internship allowing the student to work their way through a facilitated project, concluding with a completion letter to be added to the student's resume. The program goal is to be expanded to the high schools, increasing access for student professional development and internship availability.





Dircks Moving and Logistics

Recently we participated in the Agua Fria Freshmen career expo. We hope to continue working within this district to help show young students that there are multiple paths to success in the logistics and transportation industry. We specifically highlighted roles like CDL Truck Drivers, Billing & Rating Analysts, Customer Service Representatives, and Forklift Operators.



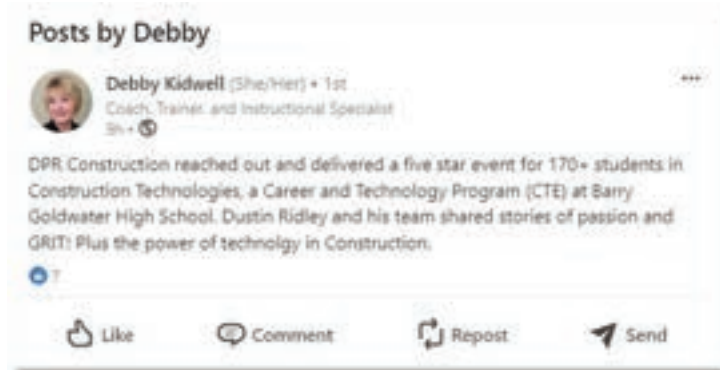
DPR Construction

DPR Construction has been on the move to support many construction programs in the West Valley. The following outreach activities below highlight the work that this builder contributed to the community:

Providing effective feedback to the advisory committees of Deer Valley Unified School District, Agua Fria School District and Peoria Unified School District as well as bringing in guest speakers to discuss industry perspective to the students and teachers.



DPR's Virtual Design Construction (VDC) Team spent time with Peoria High School, Barry Goldwater High School, and other Construction Teachers across the state for Professional Development training with these updated trends. To continue these efforts, the VDC team spent a day educating the Barry Goldwater students on the latest technology and the various career paths the industry has to offer.





Dysart Schools

The Arizona Professional Skills are taught as an integral part of all CTE programs. They are recognized by business and industry leaders as being the most critical knowledge and skills necessary to obtain the job, be successful in the job, and advance in any career pathway. They are the result of 11 focus groups conducted around the state by the Arizona Department of Education, Career and Technical Education, working in cooperation with the Arizona CTE Quality Commission, advocates for accountability and excellence in Career and Technical Education.



Estrella Mountain Community College

EMCC Nursing: The EMCC nursing faculty and staff conduct outreach with K-12 partners, including but limited to, a recent visit to Scott Libby Elementary school, Palm Valley Elementary, Rio Vista, Littleton Elementary, and Odyssey Preparatory Academy. Visits include but are not limited to healthy habits discussions, vision screenings, diabetic training, career fairs, career days, mock interview days, and information on the EMCC Nursing Program. In addition to this outreach, high schools are invited to campus for program tours and additional information.

ACE and Hoop of Learning: EMCC's Achieving a College Education (ACE) and Hoop of Learning (HOL) programs host a Career Exploration Series for over 200 early college high school students. Students were asked in the summer of 2024 about future programmatic areas and the most requested programs included: career exploration workshops, career panels, interviews, and workforce professionalism tips (resume/cover letter, mock interview, etc.). As a result, the Career and Transfer Center and Workforce Development offices are currently working to integrate future workshops for the ACE and HOL programs at EMCC.



**GLENDALE
COMMUNITY COLLEGE**

A MARICOPA COMMUNITY COLLEGE

Glendale Community College

- Hosted the first annual west valley Girls Get IT event at GCC. The day's activities included a keynote address, workshops, and a lunch and learn session for high school juniors and seniors to explore the many opportunities within IT.
- Annually host the Regional SkillsUSA competitions for Region 5. The two-day event features technical career skills and leadership competitions.
- Co-sponsored four one-week Cyber Bootcamps to develop cybersecurity skills and professional development through hands-on and project-based learning experiences for high school students and high school educators in partnership with AZ Cyber Initiative to help build the future cybersecurity pipeline.
- Host the West Valley High School Fire Muster competition. This event simulates essential firefighting skills, including donning gear, securing a water source, advancing a fire attack hose line, and performing a rescue drag.
- ACE (Achieving a College Education) program supports underrepresented students to help them complete high school and continue on to complete a college degree.
- Hoop of Learning (HOL) is a scholarship-based, high school-to-college bridge program for American Indian students in high school. Students earn college credits while in high school and receive support services to ensure academic success.



Glendale Union High School District

Our school district takes a comprehensive approach to integrating essential professional skills into all aspects of 9-12 education. By embedding the Arizona Professional Skills framework into our curriculum, we ensure that students not only acquire academic knowledge but also develop the soft skills necessary for success in any career. Additionally, students have the opportunity to earn an employability skills micro credential from the Major Clarity platforms.

The **Arizona Professional Skills** focus on key areas such as:

- **Complex Communication:** We ensure students can engage in clear, effective, and nuanced communication. Whether presenting ideas, writing reports, or collaborating in teams, students learn to convey information in a professional and impactful manner.
- **Collaboration:** Teamwork is central to many career fields, and our curriculum emphasizes collaborative learning through group projects, peer interactions, and shared problem-solving activities. Students practice working in teams to achieve common goals, preparing them for future workplace dynamics.
- **Thinking and Innovation:** Critical thinking, creativity, and problem-solving are integrated throughout our instruction. Students engage with challenging content that requires innovative solutions, fostering their ability to think outside the box and apply their learning to real-world problems.
- **Professionalism:** From punctuality to responsibility, we teach students the behaviors and attitudes that define professionalism. This includes respecting deadlines, maintaining a strong work ethic, and cultivating an understanding of how to present oneself in professional settings.
- **Initiative and Self-Direction:** Students are encouraged to take ownership of their learning and demonstrate self-motivation. By developing initiative, they learn to set personal goals, pursue learning opportunities independently, and adapt to new challenges.
- **Intergenerational and Cross-Cultural Competence:** In a diverse and interconnected world, understanding different perspectives is critical. We teach students to work respectfully and effectively with people of varying ages, backgrounds, and cultures, ensuring they can navigate diverse work environments.
- **Organizational Culture:** Students gain an understanding of how organizations operate, from the structure of teams to the culture of workplaces. They learn to adapt to various organizational environments and understand the role culture plays in professional success.
- **Legal and Ethical Practices:** Ethics and legality are at the core of professional behavior. We emphasize the importance of ethical decision-making, understanding legal frameworks, and applying these principles in both academic and career settings.
- **Financial Practices:** Financial literacy is essential for both personal and professional success. Our curriculum introduces students to financial principles such as budgeting, cost analysis, and financial decision-making, ensuring they are prepared to manage resources responsibly.



Goodwill of Central and Northern Arizona

Create impact through our high school initiative helping students build the mindset and confidence to speak about who they are, where they are going, and why they have chosen a particular path. Thus far we have impacted 10,556 students with our My Career Advisor series of workshops that have led to students using the website to complete 44,355 activities.



Grand Canyon University

• Canyon Teacher Residency Pathways | GCU

◆ Emergency Substitute Cohort

Grand Canyon University College of Education's Emergency Substitute Cohort is offered to eligible students who have completed the necessary courses to effectively enter the classroom as a substitute teacher. Students are paired with a faculty advisor and assigned to a school district where they will serve as a substitute. Students receive their emergency substitute certification through the Arizona Department of Education. Students participating in this residency serve schools as paid substitute teachers while also completing field experience hours required for coursework. Students are supported by regular check-ins and coaching from their faculty advisor and school administrators.

<https://news.gcu.edu/gcu-news/gcu-superheroes-answer-call-for-teachers/>

◆ Teaching Associate Residency

Grand Canyon University College of Education's Teaching Associates Residency is offered to eligible students who have completed the necessary courses to effectively enter the classroom as a teaching associate, also called a teacher's aide, paraprofessional, or instructional aide. Students are required to research the requirements of the school or district in which they hope to be employed and take the necessary steps to receive the required certification before entering the classroom. Students participating in this residency serve schools as paid support staff in classrooms while also completing field experience hours required for coursework and receiving support from college faculty and staff.

<https://news.gcu.edu/gcu-news/gcu-empower-union-has-students-coming-going/>



Peoria Unified School District

Peoria Unified School District is offering one of the first semiconductor-focused career technical programs for high school students. The program is an expansion of the microelectronics curriculum. The Curriculum Director integrated the Semiconductor technician skill set and skills taught in both automation and robotics and engineering. In collaboration with SEMI Association, core competency skills will be introduced to students, starting in the 7th grade. There are 700 kids enrolled in the STEM/Engineering CTE program and 100 in the semiconductor/microelectronics program. Industry partners have been connected with the curriculum director to provide skillsets necessary to integrate into the program. In addition, there are internships and apprenticeships being offered through this CT program in alignment with the companies' job profiles.

The **MET Professional Academy** in the Peoria Unified School District provides students with the opportunity to gain real-world, hands-on experience in professional work environments that relate to academic and career interests in preparation for future careers.



Pipeline AZ

Junior Achievement of Arizona (JAAZ):

<https://myfutureaz.pipelineaz.com/page/jaaz>

Junior Achievement of Arizona (JAAZ) has a My Future AZ landing page called JA Inspire, which provides tools that give K12 students successful pathways by teaching them financial literacy, work readiness, and entrepreneurship. Students who are affiliated with JA create an account, take an interests assessment, learn more about JA's resources, and JA's programs. Clicking on a JA resource and/or JA program will send students to JA's website. JA staff oversee the students' accounts and their activity within JA Inspire.



University of Arizona

Eller College of Management engages with K-12 institutions through the McGuire Center for Youth Education. This program is primarily in Southern Arizona but can be duplicated in the Phoenix/West Valley. The mission of this program is to create Arizona's future critical thinkers and problem solvers through science and engineering.



Western Maricopa Education Center (West-MEC)

West-MEC is committed to preparing students for tomorrow's careers. In addition to ensuring students have industry-relevant technical knowledge and skills, equally important is preparing students with the professional skills essential for success. West-MEC worked with internal team members, an external consultant, and input from our business partners to develop our Professional Skills Rubric. Our rubric focuses on professional skills in the areas of Communication, Teamwork, Leadership, and Problem Solving. West-MEC students are exposed to Professional skills throughout their program with multiple touchpoints and feedback in these areas.

PILLAR I: INDUSTRY AND EDUCATION PARTNERSHIPS

Strategy D: Promote and support Career and Technical Education (CTE) and Science/Technology/Engineering/Math (STEM) education



WESTMARC

Agua Fria Union High School District designated WESTMARC as the Lead Convener to support the district as it implements the Academies of the Southwest Valley with the Freshmen class enrolling Fall 2024. In the role of Lead Convener, WESTMARC will assist in connecting businesses across multiple industries with the district to provide career exploration, job shadowing, project-based, and work-based learning opportunities as these Freshmen continue through their high school years.

WESTMARC was part of a Southwest Valley delegation to visit and learn from the Academies of Nashville, a school district that successfully implemented the academies model 20 years ago.

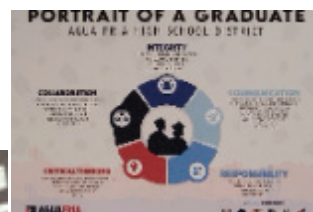


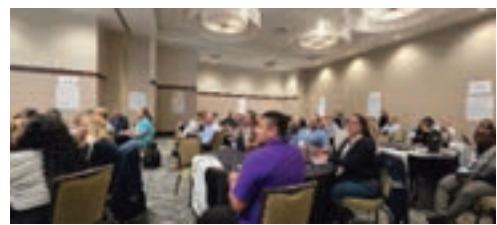
WESTMARC / Economic Recovery Corps

Agua Fria High School District - Freshman Experience (FX)

- Collaborating with the incoming class of 2028 participating in the “Freshman Experience” at Agua Fria, Canyon View, Desert Edge, Millennium, and Verrado high schools (pathway for students to identify their career aspirations and post-high school goals) to promote impact-driven AI-for-education and critical reasoning skills as part of FX classes

AFHSD - The School Teams AI Collaborative





- Collaborating with the Leading Educators and The Learning Accelerator for a year-long pilot initiative focused on equipping 19 school-based teams across 9 cities to be at the forefront of developing AI-enabled instructional best practices that expand possibilities for teaching and learning amid society's next era of digital transformation.
- Supporting Open AI partnership, AI champions and Innovation competition promoting education/training of AI tools for high school teachers



Agua Fria High School District

The Agua Fria High School District is undergoing an Academy Model transformation with the support of WESTMARC and over 100+ business and community leaders. As part of the development of the District's 10-year strategic plan, the community created a roadmap to shape the future of the Agua Fria High School District. Over 300 community members, parents, students, and staff members participated in a series of planning meetings to develop this plan. Two specific goals within the plan ensure the District is committed to providing a robust, tailored academic experience to prepare students for their chosen future, whether it's college, trade school, starting a business, working for a company, joining the military, or serving others: Strengthen employability standards in all courses to build student workforce skills & Establish a career academy or career pathway model Districtwide.

With the vast growth within the Southwest Valley, Agua Fria High School District feels it is our civic duty to bridge the gap between the business community and academics within the region. The Academies of the Southwest Valley is an opportunity to create an impactful shift in how we approach academics, to meet the ever-growing needs of students, families, and the larger business community. By aligning academic programs with the needs of the region's growing industries, the transformation seeks to foster symbiotic relationships between the district, each high school, and local business partners, ensuring students are equipped to navigate their post-graduation pathways, answering the question of "What's Next?"

Through this transformation, The Academies of the Southwest Valley, we are being responsive to the strategic plan goals and connecting students with the business community to prepare them for success after high school graduation.

The Academies offer pathways for students to explore high-wage, in-demand careers and understand the education, training and credentials needed to meet their career goals. By aligning core classes like Algebra, English, Arts, and US History, with workforce-focused experiences, students can apply classroom lessons to the business community. Students will have the opportunity to:

- Earn industry-recognized credentials and college credits.
- Complete a capstone project and participate in an internship opportunity to compile a portfolio that showcases their talents.
- Learn essential skills, including communication, collaboration, integrity, responsibility, and critical thinking.

As a district, we are establishing intentional alignment of core courses and career pathways, as well as meaningful partnerships and collaborations with local businesses and colleges, to ensure that the Academies are relevant and meet the workforce needs of the Southwest Valley. Our committed Academies partners share responsibility for educating and preparing our students, which includes providing internships, mentoring, guest speakers, job shadowing, workplace tours, etc.

Starting in 2024, the learning model at Agua Fria, Canyon View, Desert Edge, Millennium and Verrado High Schools will begin the transition to an academy model. Goodyear High School will join The Academies of the Southwest Valley when it opens in the fall of 2025.

Freshman Academy will begin on all campuses across the AFHSD during 2024 and Career Academies will begin in 2025. The Freshman class of 2028 will participate in the Academies throughout all four years of high school with curated professional development and academic goals each year to prepare them for college and careers.

Students graduating in 2025, 2026, and 2027 will continue to receive support from teachers and counselors under the existing academic model, participating in our current Career & Technical Education courses.

Below is a timeline for implementation within AFHSD. AFHSD is targeting the 27-28 school year to be a “wall-to-wall” with Academies in every comprehensive high school.

AFHSD Portrait of a Graduate	August, 2023
Freshman Academy	August, 2024
Academy Teaming	August, 2025 (9th & 10th grades) August, 2026 (9-11th grades)
Academy Based Learning (Projects through the Lens)	Spring, 2025 (9th grade) Spring, 2026 (9th & 10th grades) Spring, 2027 (9-11th grades) Spring, 2028 (all grades)
Guaranteed Academy Experiences	September, 2024 (9th grade) August, 2025 (9th & 10th grades) August, 2026 (9-11th grades) August, 2027 (all grades)
Student Ambassador Program	August 2024 (DEHS & VHS) August, 2025 (All Campuses)
Wall-to-Wall Academies	August, 2027

Below is the list of partners who have committed their time and talent to connect with our students and campuses:

OUR BUSINESS PARTNERS

- ADM Group
- ADUT - JST/10th Program
- AIG/Work Maricopa County
- AIZPO
- AIZYouthForce
- Advanced Technologies Consultants (ATC)
- Azavea Financial Solutions, LLC
- Arizona Commission for the Deaf and the Hard of Hearing
- Arizona Corporation Commission-Securities Division
- Arizona DDCB
- Arizona Dance Education Organization
- Arizona Department of Education
- Arizona Department of Transportation
- Arizona Farm and Ranch Museum and Hall of Fame
- Arizona Multihousing Association
- Arizona Registrar of Contractors
- Arizona Society of Fire Protective Engineers
- Arizona State Public Health Laboratory
- Aveda Institute Avondale
- Avondale Fire & Medical
- Babbo Italian Eatery
- Blue Cross Blue Shield of AZ
- Bixby Solution LLC
- Bravo Dance Family
- Briarwood Country Club
- Center for the of Future AZ
- Circle the City
- City of Avondale
- City of Buckeye
- City of Goodyear
- Combs Performing Arts Center
- Conservatory of Recording Arts & Sciences
- Credit Union West
- Dave & Buster's Avondale
- DEJ-Division of Developmental Disabilities
- Desert Hair Health and Wellbeing
- Dirks Moving & Logistics
- ENE Structural Engineering
- Estrella Mountain Comm College
- Faith Law, PLLC
- Fixed Central District of Maricopa County
- Footfalls Sports Medicine and Rehabilitation
- FYC Financial Coaching
- Freecycle Production Studios, LLC
- Goodwill of Central and Northern Arizona
- Grand Canyon University (Pace Secondary)
- Help my MI Repair's Mobile Service
- Holiday Inn Glendale- Stadium & convention district
- Northern Arizona University
- Influence Media LLC
- Jen Chapman Creative
- Jostens
- Junior Achievement Inspire
- Lincoln & Wink, PLLC
- Livical Media
- Maricopa Career Institute
- Maricopa County Air Quality Department
- Maricopa County Environmental Services Vector Control
- Maricopa County Sheriff's Office
- Maricopa County Stormwater Quality Program
- MES Event Group
- Midwestern University
- Modern Grill
- Moneta De Sine LLC
- NRG of the Mesa Workforce
- NY Pizza Dept
- on The Move Physical Therapy
- Phoenix Children's Hospital
- Photography by Noonan, LLC
- Phoenix College
- Providence Training Institute
- Making Youth Thrive
- RMO Communications
- Smokin' Joe Designs
- Senora Quest Laboratories
- South Valley Studios
- Southwest Valley Chamber
- Spherion Staffing and Recruiting
- Sundt Construction
- Swan
- The Refrigeration School
- The Student Lab
- Total Image Wigs & Hair Restoration Center
- U.S. Fish and Wildlife Service, Arizona Ecological Services Office
- USGS Natural Resources Conservation Service
- United States Merchant Marine Academy
- University of Arizona
- University of Maryland Global Campus
- Veranda Golf Club
- W.P. Carey School of Business
- Wolf Bank
- Way Out West Coalition and Youth4Youth
- Wee Care Corporation
- WESTMARC
- West-ASC
- Willis Engineering, Inc.
- Women Tech Makers Phoenix
- Young Rembrandts - West Valley Phoenix Metro

**THANK YOU TO NEARLY
100 COMPANIES
WHO HAVE STEPPED FORWARD
TO SUPPORT THE ACADEMIES IN
THE 24/2025 SCHOOL YEAR!**

With the support and guidance of WESTMARC and our committed partners, we will work to provide the following signature events—Guaranteed Academy Experiences—for ALL of our students in AFHSD:



Below are the Academies and Pathways that we are currently offering to our students. As we continue to grow, AFHSD will bring on new pathways that are aligned with regional workforce needs in the West Valley.



Aqua Fria

FRESHMAN EXPERIENCE

Academy of Media, Arts & Design

FILM & TV PRODUCTION
 GRAPHIC DESIGN
 VISUAL ARTS
 PERFORMING ARTS
 LIVE ENTERTAINMENT PRODUCTION

Academy of Entrepreneurship, Business & Technology

SOFTWARE & APP DESIGN
 MARKETING & ENTREPRENEURSHIP
 CONSTRUCTION TECHNOLOGIES

Academy of Medicine & Leadership

SPORTS MEDICINE
 AIR FORCE JROTC

Skilled Trades Academy

@ West-Mec/AFHSD
 HVAC
 WELDING
 ELECTRICAL
 DIESEL MECHANIC



Canyon View

FRESHMAN EXPERIENCE

Academy of Business

GRAPHIC DESIGN
 MARKETING

Academy of Media, Arts & Design

LIVE ENTERTAINMENT PRODUCTION
 PERFORMING ARTS
 FILM & TV PRODUCTION
 SOFTWARE & APP DESIGN
 VISUAL ARTS

Academy of Agriculture & Medicine

SPORTS MEDICINE
 MEDICAL ASSISTING
 AGRISCIENCE
 VET ASSISTING



Desert Edge

FRESHMAN EXPERIENCE

Academy of Media, Arts & Design

GRAPHIC DESIGN
 FILM & TV PRODUCTION
 DENS ARTS CONSERVATORY
 LIVE ENTERTAINMENT PRODUCTION

Academy of Medicine & Public Service

LAW & PUBLIC SAFETY
 EDUCATION PROFESSIONS
 SPORTS MEDICINE

Academy of Business & Agriculture

MARKETING
 AGRISCIENCE



Goodyear

FRESHMAN EXPERIENCE

Academy of Technology & Production

NETWORK/CYBER SECURITY
 SOFTWARE & APP DESIGN: CODING & E-SPORTS
 AUTOMATION & ROBOTICS

Academy of Medicine & Public Services

SPORTS MEDICINE
 MEDICAL ASSISTING
 MENTAL HEALTH TECHNICIAN

Academy of Business & Entertainment

HOSPITALITY MANAGEMENT
 GRAPHIC DESIGN
 FILM & TV PRODUCTION
 PERFORMING ARTS
 VISUAL ARTS

Coming Fall 2025!



Millennium

FRESHMAN EXPERIENCE

Academy of Business & Hospitality

CULINARY ARTS
 MARKETING
 HOSPITALITY MANAGEMENT

Academy of the Arts & Medicine

SPORTS MEDICINE
 PERFORMING ARTS
 VISUAL ARTS
 LIVE ENTERTAINMENT PRODUCTION

Academy of Media & Design

GRAPHIC DESIGN
 DIGITAL PHOTOGRAPHY
 FILM & TV PRODUCTION

*IB PROGRAM OPTIONS



Verrado

FRESHMAN EXPERIENCE

Academy of Business, Media & Design

GRAPHIC DESIGN
 MARKETING
 DIGITAL PHOTOGRAPHY
 DIGITAL MEDIA & COMMUNICATIONS

Academy of Arts, Film & Production

LIVE ENTERTAINMENT PRODUCTION
 PERFORMING ARTS
 FILM & TV PRODUCTION
 VISUAL ARTS

Academy of Science & Technology

SPORTS MEDICINE
 ENGINEERING
 SOFTWARE & APP DESIGN



Arizona Head Start Association

Arizona Head Start Association (AZHSA)

We had an opportunity to present about Head Start at the CTE conference in July in the education subgroup. We have developed a new partnership with CTE, and we are hoping to make more connections between schools that offer CTE and HS programs for opportunities.



Arizona Registrar of Contractors

The Arizona Registrar of Contractors (AZ ROC) participates in regular outreach to promote Construction Science Technology Professions career opportunities. In 2024, the AZ ROC participated in and supported the Arizona Construction Career Days, Southern Arizona Construction Careers Day, and the Yuma Southwest Contractors Association Career & Trades Experience.

The AZ ROC also exhibited at the Rincon/University High School Career Fair, Buckeye Union High School District Construction & Distribution Fair, Agua Fria High School District Freshman Career Expo, and Millennium High School. The team shared information about apprenticeship programs and career opportunities in construction.

Additionally, the AZ ROC visited and spoke to students at Highland High School, Wickenburg High School, San Luis High School, West-MEC and Cochise College.



ARIZONA@WORK City of Phoenix Business and Workforce Development Board

CTE and STEM Support

The City of Phoenix has increased its focus on promoting Career and Technical Education (CTE) and STEM programs by partnering with local schools and organizations. Efforts include expanding access to CTE courses and STEM activities that provide hands-on experience and exposure to in-demand fields. By supporting these programs, the Workforce team is working to cultivate the next generation of skilled workers equipped with the technical knowledge and experience needed in today's job market. In partnership with TSMC and WEST-MEC we are proud to be connected to West-MEC Semi-Conducting pre apprenticeship program.

ARIZONA@WORK Maricopa County

- **Youth Apprenticeship:** In support of the first National Youth Apprenticeship Week, Maricopa County, City of Phoenix, Pinal County, and Center for the Future of Arizona hosted the Regional Youth Apprenticeship Accelerator on May 8, 2024. The event included speakers from the Arizona Apprenticeship Office, Center for the Future of Arizona, WEST-MEC, Grand Canyon University, Apprentice Now, Kudelski Security, Arizona Construction & Building Trades Council, and Central Arizona College.



Arizona SciTech Institute

West Valley STEM Hub Development: SciTech Institute and WESTMARC have been collaboratively developing the West Valley STEM Hub Steering Committee with a cohort of STEM leaders in the region. This hub is designed as a central mechanism for distributing critical information to core partners in the STEM field. By fostering collaboration and information sharing among educators, industry leaders, and community stakeholders, the West Valley STEM Hub is poised to become a vital resource for promoting and enhancing STEM education in the region.

Since November of 2022, the West Valley STEM Hub Steering Committee has been pulling together STEM leaders in the West Valley for strategic discussions surrounding STEM education and industry in the region. As a collaborative effort between K12, postsecondary education, OST providers, industry, and workforce development, the Hub serves as a means of bridging the conversation together among sectors that are often functioning in silos. In July of 2024, the group reconnected to assess group goals and will be participating in featured events in the region as a cohort.

Community and School Festival Events: A series of successful community and school events were organized, contributing significantly to regional business outreach and community engagement. These events included:

- Surprise SciTech Festival
- ASU West Open Door
- Desert Harbor STEAM Night
- Public Safety Day (City of El Mirage)
- Buckeye Air Fair
- Canyon Springs Family STEM Night
- Luke Days
- Canyon Ridge STEM Festival
- City of Surprise Kids Jamboree
- Sierra Verde STEAM Night 2024

These events provided platforms for businesses, schools, and community members to collaborate, share resources, and engage in STEM and community-related activities. Each event contributed to strengthening the regional network and promoting STEM education and awareness among diverse audiences.

Collaboration with Agua Fria High School District: SciTech has established a significant partnership with the Agua Fria High School District as part of their initiative to reimagine the high school experience. This collaboration includes:

- 9th Grade Academy Teaming Training: Mark Paulsen attended this training, which was designed to help 9th grade teachers dive deep into planning their academies. The training focused on developing innovative approaches to curriculum and instruction, aligning with workforce development priorities.
- Portrait of a Graduate Portfolio Planning: Mark Paulsen also participated in the Portrait of a Graduate Portfolio Planning session at Agua Fria High School District. This session focused on how students will present their findings and learning experiences throughout their freshman year, aligning with the district's vision for student success and workforce readiness.
- Academy of the Southwest Valley Master Plan Reveal: Claire Conway attended this session at Agua Fria High School District. This session introduced the district's plan for implementing the academies in their schools and with industry partners. Attendees were able to ask questions and share feedback about each part of the plan.



Arizona State University West Valley Campus

Hosted AZNext Cybersecurity Hands-on Problem-Solving Course (CHOPS).

- Engaged with CHOPS students on the basics of public speaking and coping with public speaking anxiety in the context of interviews.
- Students experienced three different models of mock interviews: individual, group, and online; and received feedback on all of them.

Hosted Microchip and Supplyframe DesignLab Workshop

- Brought leaders and experts from tech companies Microchip Technology and Supplyframe DesignLab to ASU's West Valley campus to talk to students about microtechnology careers.
- More than 30 West Valley high school, community college, and ASU students attended the "Introduction to Electronics Design" workshop.
- The workshop also featured Microchip Technology President and CEO Ganesh Moorthy, who led a session with other company leaders on giving students guidance for piloting their course into and through the microelectronics industry's corporate and technical environments.
- The workshop offered students valuable hands-on lessons to prepare them for further education to pursue roles in the semiconductor field and the broader microelectronics industry.

ASU showcased STEM innovation at Luke Days 2024

- Arizona State University presented an array of STEM displays and activities to enlighten the public as the Luke Days Airshow returned to Luke Air Force Base in Glendale, Arizona, March 22–24, 2024.
- As part of the Luke Days STEM City, ASU showcased 18 exhibits featuring a range of interactive activities and displays, including demonstrations of technology in sports, aviation, virtual molecular simulations, robotics showcases, forensics activities and a STEM trivia wheel, providing engaging experiences for visitors of all ages.
- 250 ASU students, staff and faculty worked in the exhibit area, while an additional 100 students volunteered to assist air show organizers with other duties.
- The Luke Days engagement is part of the University’s West Valley Forward initiative to contribute to the educational and flourishing economic growth of the West Valley, while expanding programs and facilities at ASU’s West Valley campus.



Banner Health

- Banner Health received a grant from the Taco Bell Foundation supporting the Career Explorers program for high school students. The students who participated in the events were in the Sports Medicine or C.N.A. CTE programs.
- The Career Explorers program consisted of:
 - ◇ Career Events
 - ◇ Speaker/Mentors for CTE students
 - ◇ Immersion events at Banner facilities (Sports Medicine location in Scottsdale and Banner Del Webb in Sun City) to support skill development.
- At the immersion events, the students met with industry experts and practiced skills related to their CTE program.
- Banner Health is a member of the Arizona Department of Education-Economic Commission (AEEC) as well as a member of the following superintendent and CTE advisory boards: Dysart Unified School District, Aqua Fria High School District, Peoria Unified School District and West-MEC.



Center for the Future of Arizona

CFA has developed a new unit in our STEMploration career exploration curriculum to include semi-conductor career exploration. CFA continues to support the expansion of the Possible Futures Curriculum within our current district and school partners, providing just-in-time training and support to assist school partners in expanding the use of Possible Futures resources and expanding their capacity to provide quality career exploration experiences for students. These training sessions provide the opportunity for CFA to hear from implementing partners in order to continue to refine and improve the curriculum and resources. CFA supports school efforts to increase exploration of STEM careers, including with schools in the West Valley.



City of Buckeye

The City of Buckeye and Western Maricopa Education Center (West-MEC), a career and technical education (CTE) school, have formed a strategic partnership to develop a robust workforce pipeline. This partnership aims to provide students with opportunities for skill development, real-world experience, and job placement. The collaboration encompasses guest lectures, externships, internships, and job opportunities, enhancing the educational and career prospects for students while meeting the workforce needs of the community.

The program includes guest lectures, externships, paid internships, and job opportunities with the city in the water/wastewater departments. In the first year of the program there were 13 students enrolled in the Water program at West-MEC. City staff from water and wastewater attended and participated in a variety of activities including an open house, advisory committee, and mock interviews. In addition, the entire class participated in an externship program where the students spent time in the field shadowing city staff. From the externship four students were selected initially for a paid internship and to date one offer has been extended and another is under consideration.

The partnership between the City of Buckeye and West-MEC exemplifies a successful model for workforce pipeline development. By integrating education with practical experience and job opportunities, the initiative not only benefits students and local businesses but also promotes the economic growth and prosperity of the community. The continuous collaboration and commitment from all stakeholders are key to the sustained success of this partnership.





Day & Zimmermann

Day & Zimmermann

D&Z works closely with its utility partners to develop solutions for attracting, developing, and retaining the next generation of nuclear workers in our customers' communities. We have had the most success when our utility partners have opened their doors for field trips.



DPR Construction

The Arizona Department of Education invited DPR to design a project, donate building materials, and judge the SkillsUSA State Construction Technology competition. This event gathered 58 students from across the state, including West Valley schools, who teamed up to build mini greenhouse planters. After the competition, West-MEC collected the projects for their construction students to complete before donating to elementary schools through their STEM partnership. In total, over 20 mini greenhouses were provided to under-served schools, enhancing their gardens and enabling students to continue learning STEM concepts through sustainable practices.





Dysart Schools

Students who complete the CTE course sequence are prepared with the knowledge and the skills for the workforce. CTE provides students with the professional skills that give them a leg up on their competitors.

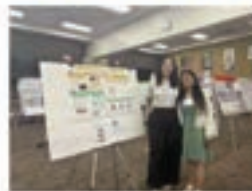


Estrella Mountain Community College

High School Counselor meet with EMCC Program Managers: EMCC hosts high school CTE Directors to present CTE specific scholarship opportunities, college programs and the job outlook for these in demand fields. This program has started a dialogue between the high schools and the college so that we can better understand how to market programs to the high school students and the high school counselors can stay current on the college programs being offered.

Partnerships and Research Opportunities: EMCC's STEM Center of Excellence developed undergraduate research opportunities with the Mayo Clinic, hosted 15 scientists from the Department of Energy to discuss internships, and welcomed a NASA astronaut to meet with students. Engineers from Siemens and Honeywell advised students to improve their resumes and networking skills. In Spring 2024, five faculty members from EMCC conducted undergraduate research experiences with nine students with financial support from the STEM Center of Excellence. Five additional students were funded through the Western Alliance to Expand Student Opportunities (WAESO) program. The UREs were from areas such as Biology, Anthropology, Psychology, Mathematics, Data Science, and Medical Physics. In April 2024, three URE groups participated in the Arizona Nevada Academy of Science, ANAS student conference, to present poster presentations, one group earned Best Poster in Conference.

Three students presented at the Western Psychological Association conference in San Francisco, CA. In the summer of 2024, four students participated in geology research at the University of Arizona Summer Geology Program. Two students presented their research at the AZ HSI Summit in Flagstaff. They were also student panelists who shared their experiences and advice with over 200 faculty and administrators across Arizona.



Teacher Externship: EMCC partnered with Palo Verde Nuclear and The Center for the Future of AZ to host a teacher externship. Over 40 participants spent the day touring Palo Verde Generating Station, speaking with employees about energy careers and learning about clean energy. The educators then took the information and shared it with students in an effort to promote STEM education and highlight energy careers.



Data

Total educators who attended: 40

Total students educators serve: 16,023

Total high school educators: 16

Total elementary: 19

EMCC Advisor: 4

Total schools: 29

Kids STEM Summer Camps: EMCC in partnership with Palo Verde Nuclear and The Center for the Future of AZ offered a free Middle School Robotics camp for students interested in STEM careers. The participants built a robot and learned about Universal robots and how they are integrated into business.



Students in a second camp for girls interested in STEM and Energy careers participated in a free Girl's Camp, which offered hands-on activities and lessons in hydropower, solar and wind energy. The girls, ages 9-12, conducted a hands-on activity each day focused on renewable energy. Palo Verde Women in Nuclear volunteered and shared information on their careers.



Glendale Community College

- Awarded scholarships and internship opportunities through the Microsoft Datacenter Academy to students studying IT career fields.
- Awarded +\$500K through the AHCCCS Behavioral Health Scholarship program to GCC students from Fall 2023 - Fall 2024.
- STEM Connect Center coordinates academic and student support services to increase access, persistence, graduation, and transfer rates of STEM students.



Peoria Unified School District

Heritage STEAM (Science, Technology, Engineering, Art & Math)

STEAM is an educational approach to learning implemented at Heritage Elementary in Peoria that integrates Science, Technology, Engineering, the Arts and Mathematics to solve real world problems by utilizing critical thinking.

Peoria Unified School District CTE Works – Career Technical Education

In this program students learn and apply the engineering process by designing, drawing, and problem solving, testing, and presenting original design projects. These Dual Enrollment hours may apply toward an Associate or Bachelor of Science in Engineering and a Bachelor of Science in Civil Engineering or Systems Engineering.



Pipeline AZ

Pipeline AZ has completed core product updates which will enable all users across My Future AZ and Pipeline AZ to search and filter to find CTE and Adult Education program options from career pathways. The previous career pathway program data surfaced training, associate degree, and bachelor's degree options within career pathways; Pipeline AZ will audit CTE and Adult Education program options on an annual basis to now include this program data within all standard occupation program data.

SciTech Institute’s Chief Science Officers initiative:

<https://cso.pipelineaz.com/>

SciTech Institute is a non-profit organization that connects people interested in the world of STEM with equitable access to attain their desired education and employment in a STEM field. SciTech Institute promotes STEM statewide by hosting events to increase engagement and awareness of all STEM fields and opportunities within them, academically and professionally.

AZNext, a Department of Labor-funded grant through Arizona State University:

<https://aznext.pipelineaz.com>

AZNext has their own Pipeline AZ subsite called AZNext Pipeline. AZNext enables Arizona residents to upskill or reskill for career advancement by offering no-cost or low-cost programs in high-demand industries. Program participants must be at least 17 years old and have a high school diploma or GED to be deemed eligible for a program. They must also either be interested in advanced manufacturing and/or information systems career pathways, have a bachelor’s or master’s degree (in any field), or be currently employed but looking to upskill or reskill into a technology role. Program offering categories are Advanced Manufacturing, Business/Data Analytics, and Information Technology.

West-MEC (Western Maricopa Education Center), which is a Career and Technical Education school that serves West Valley high school students:

<https://www.west-mec.edu/>

My Future AZ, in partnership with the Arizona Department of Education, Center for the Future of Arizona, and Arizona Business and Education Coalition:

<https://myfutureaz.pipelineaz.com>



University of Arizona

By implementing the Immersion Learning Program, we offer hands-on learning opportunities allowing students to gain real-world experiences in technical fields. Interdisciplinary student teams also promote CTE and STEM education by fostering collaboration among students with diverse skill sets and perspectives. This collaborative environment enhances students’ understanding of how different disciplines intersect, providing them with a broader context for their studies.

These experiences also prepare them for future careers in STEM fields, where cross-disciplinary collaboration is increasingly vital. By engaging in mixed-major projects, it is reinforcing the relevance of their education and enhancing their employability in technical and specialized roles. Eller’s MSBA program in Maricopa County is STEM-designated and expects to graduate dozens of students annually.



Western Electrical Contractors Association (WECA)

WECA's Outreach team has sought to be involved in as many education sectors as possible in both the primary and underrepresented communities. We serve on both the academic advisory Boards for West-MEC and Grand Canyon University. We have had the pleasure of working also with the Peoria Unified School District and EVIT. Additionally, WECA attends both the Arizona Construction Career Days and the Southern Arizona Construction Career Days where we are able to connect with High School and Junior High School students and teachers of more than 80 schools annually.



Western Maricopa Education Center (West-MEC)

4,654 Dual enrollment credits earned by West-MEC students during the 2023-24 school year.

- 7,061 credentials earned by students during the 2023-24 school year.
 - ◇ "Thanks to West-MEC, I have the opportunity to pursue multiple pathways within my field or build my own path," said Aayden Culp, Drone Technology program completer.
 - ◇ "West-MEC has given my daughter a huge advantage, not only with job opportunities but with applying to the Nursing Program at UofA," said Jennifer Anderson, mother of a Medical Assisting completer.
 - ◇ "I'm a 17-year-old who can program a computer that moves a robotic arm on an assembly line. I've recommended West-MEC to all my friends," said Energy & Manufacturing Systems program completer Jacob Allen.
- We currently have work based learning agreements with 45 partners who offer formal externships and job shadow opportunities. Our total number of employer partners interacting with and offering opportunities to our students is well over 1,600. These partners include Banner Health, Phoenix Children's Hospital, Pacific Dental Services, Palo Verde/APS, Canyon State Electric, Rummel Construction, Ford, Toyota, The Arizona Department of Public Safety, and AZ Pet Vet to name a few.
- Southwest Campus partnership with APS/Palo and Emerson (Flow Loop)
When West-MEC's Southwest Campus opened the Energy program, APS Palo Verde and Emerson donated a flow loop from a decommissioned powerplant. This sizable donation allowed students from West-MEC's high school, EMCC's Associate Degree program, and APS Palo Verde's apprentice program to practice hands-on skills with a true liquid distribution system involving pumps, pipes, and instrumentation. The original donation, though a great training aid, was limited as it was not operational. With the new leadership at APS Palo Verde and West-MEC the decision was reached to modernize the equipment and get it in working order. To this end, APS Palo Verde and Emerson have donated massively through provided work hours and equipment to overhaul the mechanical and control systems on the asset so that future West-MEC high school students, EMCC college students, and Palo Verde apprentices can not only work on the subsystems of the equipment but also operate it.

Water Systems with EPCOR and City of Buckeye

Several years ago, West-MEC was approached by the Arizona Water Association regarding the severe need for trained water/wastewater treatment personnel, citing that the average age in the industry was roughly 50 years old. West-MEC launched the program and recently has begun to work hand in glove with the City of Buckeye water services group. One day each week, the high school students attend class at a water treatment facility working with an experienced water operator, these same operators frequent the high school classroom and instruct students on the skills related to the industry. The City of Buckeye has also navigated how to create an apprenticeship program so that the West-MEC students can transition directly from the high school program to the City of Buckeye water services. EPCOR recently started to help fill the need for the West-MEC program by working with the instructor to make the water chemistry/biology test more robust and is talking with the instructor about donating some laboratory test equipment. Both organizations have given up many work hours to pour into the West-MEC students, and it is paying dividends as they flow directly from the high school classroom into their organizations.

PILLAR II: COMMUNICATION STRATEGIES

Strategy E: Convey consistent, regular, and valued messages to employers



WESTMARC

WESTMARC produces a weekly West Valley Workforce Wednesday newsletter for 6,100 subscribers, providing information on small business support, staffing, job fairs, scholarships, and other West Valley workforce development interests.

WESTMARC provides a West Valley Business Resource Guide on the WESTMARC website. This Resource Guide provides information for businesses on Employer Resources, Job Boards and Postings, Job Fairs, and Small Business Support. Additional resources will be added in 2025.



WESTMARC held a series of Workforce Success panels through 2024, on the topics of:

- Workforce Housing, Transportation, and Child Care
- Technology as a Workforce and Education Enhancement
- Apprenticeships
- Professional Skills

These panel discussions were recorded and are available to view on the WESTMARC YouTube page: <https://www.youtube.com/@westmarc9778>.



ARIZONA@WORK City of Phoenix Business and Workforce Development Board

Employer Communication:

The BWD team has implemented a streamlined communication strategy to ensure that employers receive consistent, timely, and relevant information about workforce services and opportunities. The team informs employers about available resources, funding opportunities, and best practices in workforce development. This approach has strengthened relationships with local businesses and increased engagement in workforce initiatives.



ARIZONA@WORK Maricopa County

- **Social media strategy:** ARIZONA@WORK Maricopa County authored its first social media strategic plan to build an engaged audience across LinkedIn, Instagram, and Facebook. The strategic plan supports key objectives in the Maricopa County Workforce Development Local Plan including employer engagement, job seeker outreach, and strengthening regional collaboration. Since implementing the plan in June, the ARIZONA@WORK Maricopa County LinkedIn page achieved a 600% growth in followers.





Arizona Registrar of Contractors

The Arizona Registrar of Contractors regularly shares information regarding the Construction Career Days events, Career Fairs, Expos, and apprenticeship programs in our monthly newsletter and on social media. We share this same information with our licensed contractors and with trade associations and other industry partners.



Arizona State University West Valley Campus

West Valley Forward newsletter

- ASU West Valley campus initiated a free quarterly newsletter to more than 45,000 West Valley subscribers.
- Newsletter content includes resources for businesses and individuals to join activities and opportunities on the campus.



City of Buckeye

Our Economic Development team consistently delivers valuable updates to local employers through the Biz 2 Biz Luncheon series and two highly subscribed newsletters. The Economic Development team hosted two Business 2 Business Collaborative events, where local employers, including KORE Power, Christian Brothers Automotive, Walmart Distribution, ServPro, Cardinal Glass, Canam Steel, Duncan and Sons, and Clayton Homes, gathered to hear workforce industry updates. Special guest speakers from Arizona State University, WEST-MEC, and statewide workforce advocates shared insights. Additionally, our Business Connects Monthly Workforce Development Newsletter provides articles on workforce trends, tips, and resources to help retain and expand local businesses. With over 3,450 subscribers, the newsletter has grown by 10% from last year's 3,175. Meanwhile, our Reduce the Commute Jobs Newsletter, which is a bi-weekly initiative aimed at improving Buckeye residents' quality of life by reducing commute times, features job listings from Buckeye employers and has grown its subscriber base by 43%, now reaching over 3,800. These efforts ensure we continuously provide our business community with valuable information and support.



Estrella Mountain Community College

EMCC holds regular meetings with contacts at iMasons to collaborate on various initiatives. These efforts include developing relevant curriculum, organizing events for students, and facilitating meetings between colleges, community members, and industry experts. We also work together to identify industry professionals to teach specialized courses, create externship opportunities, and build relationships aimed at developing a scholarship program similar to the Microsoft Scholars Program.



University of Arizona

The Eller Partnerships Office provides regular communication such as newsletters highlighting achievements and personalized outreach to industry contacts. EPO hosts networking events engaging students, faculty and industry and works with the National Advisory Board with employers' representatives fostering direct interaction and collaboration.

Leveraging platforms like LinkedIn to share updates, success stories, and connect with industry professionals enhances visibility and engagement.



Western Electrical Contractors Association (WECA)

WECA is not only a Federally approved apprenticeship program but also an Apprenticeship Ambassador. The U.S. Department of Labor (DOL) is committed to expanding, diversifying, and modernizing Registered Apprenticeship to support the success of workers, employers, and communities across the country. In both the community and with our Member Contractors, WECA:

- Promote and expand awareness of the benefits of Registered Apprenticeship in the U.S. for industry, employers, career seekers, educators, and communities as a whole.
- Identify and scale innovative practices and partnerships to modernize, strengthen, and accelerate the adoption of Registered Apprenticeship.

- Increase access and support for underrepresented and underserved populations in Registered Apprenticeship including women, youth, people of color, rural communities, justice-involved individuals, and people with disabilities.
- Communicate the business case for Registered Apprenticeship as a mainstream workforce strategy for high-demand industries and creating opportunities for good jobs for all Americans across the economy.



Western Maricopa Education Center (West-MEC)

Why I Hire video series

https://www.youtube.com/playlist?list=PLkQKM4aYd5KJ9thBgJLq_Cq_vGWte0Swx

- Main page of West-MEC website highlights industry partners: <https://www.west-mec.edu/>
- Employer Feedback Survey - Highlights from the 2024 survey:
 - ◇ 100% of employers surveyed stated that West-MEC students met entry-level new hire expectations with 45% stating that students exceeded expectations.
 - ◇ 92% of employers surveyed stated that West-MEC students met or exceeded entry-level new hire expectations for job performance.
 - ◇ 87% of employers surveyed stated that West-MEC students met or exceeded professional expectations for communication, teamwork, and attendance.
 - ◇ 100% of employers surveyed are likely to continue to hire West-MEC students.

PILLAR III: COMMUNITY OUTREACH

Strategy F: Operate a regional collaborative business outreach program



WESTMARC

WESTMARC hosts a monthly West Valley Workforce Workgroup consisting of members from West Valley businesses, government, education, and workforce development. Participating members discuss current and future projects, make connections, and solicit assistance as necessary.



ARIZONA@WORK City of Phoenix Business and Workforce Development Board

Collaborative Outreach Efforts

Operating under a regional collaboration model with Maricopa County Workforce Development Board and Pinal County Workforce Development Board's Business Services teams, the BWD Team coordinates with neighboring cities and counties to streamline outreach efforts to employers. This approach fosters a unified message and broader reach, enhancing the overall impact of workforce initiatives. The collaborative program includes joint hiring events, shared labor market information, and regional strategy meetings that align workforce development goals across jurisdictions, creating a cohesive and effective regional workforce strategy.



Arizona State University West Valley Campus

The Center for Small- and Medium-sized Business

- The Center is a resource hub at the W.P. Carey School of Business on the West Valley campus that offers programs, research, and networking opportunities for West Valley businesses to help solve their real, pressing business problems.
- Hosted inaugural Small Business Summit in West Valley in April 2024; 75+ attendees.
 - ◇ More than 99% of Arizona businesses fall into this category and employ about 1.1 million Arizonans (U.S Small Business Association, 2023).
 - ◇ The SMB Lab serves local business owners by connecting them to the nation's most innovative university while connecting students with real-world application of business concepts; 15 student capstone projects featuring SMB Lab
 - ◇ Hosted 10 SMB Lab sessions, serving 14 local businesses since 2022.
 - ◇ The SMB Lab has delivered more than \$5 million in creation value and touched 40+ businesses.

- J. Orin Edson Entrepreneurship + Innovation Institute
 - ◇ Edson E+I programs include incubator initiatives, pitch competitions, university and community-embedded programs, support and more to support West Valley entrepreneurs – wherever they are in their journey.
 - ◇ Peoria Forward is a high-impact partnership between the Edson Entrepreneurship + Innovation Institute at ASU and the City of Peoria.
 - ◇ Peoria Forward provides the tools, innovations and support to leaders, entrepreneurs and innovators to build a thriving, self-sustaining entrepreneurial ecosystem in the West Valley.
 - ◇ The Edson E+I team provides a broad array of additional services to the community:
 - ◇ Community workshops and events provide everything from intimate hands-on sessions and seminars to large-scale collaborative public events throughout the Phoenix area on a variety of entrepreneurial topics.
 - ◇ Entrepreneurship training includes Lean Startup and Business Model Canvas methodology, as well as online workshops and lessons offered through the Edson E+I Training and Development Resources.
 - ◇ The Edson E+I Mentors Network assists hundreds of students, faculty, and community entrepreneurs from early stage to ideation to more advanced ventures.

- Hosted AI Ethics
 - ◇ This presentation was given to the National Coalition of Broadway Marketers.
 - ◇ It was an applied research talk given to a group of working West Valley professionals about the legal and ethical issues associated with the use of AI.



Western Electrical Contractors Association (WECA)

Since WECA added operation in Arizona four years ago, they have sought to partner with amazing organizations such as WESTMAR and others to actively work to support quality workforce development. Some of our other partners in this space would include:

- The Arizona Association for Economic Development
- American Subcontractors Association of Arizona
- Arizona Minority Contractors Association
- Arizona Registrar of Contractors
- Arizona Construction Career Days
- Southern Arizona Construction Career Days



Western Maricopa Education Center (West-MEC)

West-MEC Leadership regularly engages with West Valley Chambers of Commerce economic and workforce development teams to stay connected with the overall workforce development ecosystem. The Superintendent Institutional Advisory Commission meets twice a year and is an excellent example of collaborative business and community outreach. The group brings together business, civic, education, and community leaders to provide updates on the latest trends and opportunities to prepare students for success. We have also established the West-MEC Partnership Principles, which creates a framework for collaborative work with business partners to support CTE and quality student learning experiences.

PILLAR III: COMMUNITY OUTREACH

Strategy G: Find public/private partnership opportunities to advance workforce development priorities



WESTMARC

WESTMARC is one of 65 regions nationally (out of over 500 applications) to have been awarded an Economic Recovery Corps Fellow through the International Economic Development Council and the US Economic Development Administration. This Fellow, Luicano Oviedo, is partnered with WESTMARC for 30 months starting February 2024 to address a specific project, in our case, to identify opportunities to leverage AI and other technologies as workforce and education enhancements. More information about the ERC Fellowship can be found on the WESTMARC website: <https://www.westmarc.org/erc-fellowship/>

One of the first projects the ERC Fellow has introduced is to conduct an ongoing Technology Survey to assess current and anticipated usage of technology for work and personal use.

In order to get an as comprehensive and holistic assessment as possible, we invite all West Valley workers, regardless of position, to take the 10-minute survey: <https://www.westmarc.org/tech-insight/>.

WESTMARC has been engaged with regional economic developers, public affairs staff, commercial real estate developers & brokers as well as NAIOP to discuss the needs, challenges, and path forward to developing a diverse stock of housing options to meet the needs of all residents. Development of a wide range of housing stock and range of price points is critical for business and workforce attraction and retention. Identifying opportunities to create additional onramps for home ownership is a priority so residents can begin earning equity and feel more rooted in their communities.

WESTMARC has been a big proponent of Prop 479, a continuation of the half cent gas tax. Revenue generated from this funding mechanism is critical to the ongoing development of key transportation infrastructure that is vital for the continued growth of the region. Ongoing development is necessary to minimize traffic congestion and commute times, increase safety and support future business & workforce attraction and economic development. Collaboration with the Maricopa Association of Governments, the Prop 479 campaign and messaging to key stakeholders has been a key priority.

WESTMARC has created a 501 c3 Foundation to continue to implement the goals and strategies of West Valley Pipeline. A Board of Directors has been established and initial goals and projects are being set. The WESTMARC Foundation will go "live" at the beginning of 2025.

ARIZONA@WORK Maricopa County

- Smart Justice: The Smart Justice team collaborates with the Maricopa County Adult Probation Frank X Gordon Adult Education Center, Maricopa County Sheriff’s Office, Arizona Department of Economic Security, and Arizona Department of Corrections, Rehabilitation, and Reentry to deliver additional career services, including in-custody workforce readiness. Approximately \$1,104,022.00 in career training funding was provided to support 230 justice-involved individuals as they learned new occupational skills to re-enter the workforce. The training and support services provided to these individuals enabled them to gain the skills, tools, uniforms, training, and connections to reclaim self-sufficiency through meaningful employment.
- Recognition:
 - ◇ Gyno Rodriguez, Smart Justice Program Supervisor, was recognized by the National Association of Workforce Development Professionals as a Workforce Hero during Workforce Development Month (September 2024)



- Janet Yellen, U.S. Secretary of the Treasury, visited the East Valley Career Center in Mesa, Arizona in May 2024.





Arizona Head Start Association (AZHSA)

AZHSA Continues to host quarterly member meetings that prioritize in state, regional and national updates on HS and early childhood as well as we bring community leaders that could provide support to staff and or the children/families that HS serve.

AZHSA will provide a “Addressing Behavior’s that challenge in the classroom workshop” in collaboration with Brazelton Touchpoint to support workforce development.



Arizona Registrar of Contractors

The Arizona Registrar of Contractors hosts a Construction Science Technology Apprenticeship Fair and VIP Summit at Chase Field. This annual event is hosted annually with the Arizona Diamondbacks in the spring and the focus of the Fair is to connect students, members of the United States Armed Forces and veterans desiring careers in the construction science technology industry with construction companies from across Arizona that are actively recruiting for available apprenticeship positions and job openings.

The VIP Summit, designed to bring industry leaders, policy makers and educators together for in-depth discussion regarding workforce development in the construction science professions and to propose possible solutions to challenges faced by the industry in recruiting talent.

This year’s event held on April 17, 2024, welcomed thirty-six (36) exhibitors and over 1,100 attendees from over 70 different schools and groups.



Arizona State University West Valley Campus

Arizona Supreme Court

- To expand the pool of certified individuals capable of assessing trial competency, the Arizona Supreme Court and ASU West Valley collaborated on developing an asynchronous, virtual training program for mental health professionals.
- This program aims to equip these professionals with the necessary knowledge and skills to evaluate competency for trial under Rule 11 of the Arizona Rules of Criminal Procedure.

Planet Labs Learning and Development Lunchtime Series

- ASU and Planet Labs are exploring a collaboration opportunity in which ASU will help support and augment Planet's 2024 Learning and Development Lunchtime Series.
- The series is part of a broader initiative, Planet's 'Work Well, Live Better' campaign and aims to significantly contribute to the well-being of Planet employees.
- ASU West Valley facilitated sessions focused on the topics of positive thinking and thriving in the workplace.



Banner Health

Banner Health partners with the following groups regarding workforce development efforts:

- Maricopa County Workforce Development Board (with ARIZONA@WORK)
- AZ Department of Education-Economic Commission (AEEC) and K-12 career technical education (CTE) programs
- Great Phoenix Chamber Foundation Healthcare Convening Group (GPCF)
- AZ State Board of Nursing and Grant 1803
- Center for the Future of Arizona (CFA)
- SkillBridge – Connecting Veterans to the Workforce
- WESTMARC
- Philanthropic partnerships
- Post-secondary academic partners
- Arizona Clinical Education Consortium
- Project Search
- Arizona Autism Charter School



City of Surprise

Sponsored West Valley Mavericks special events with targeted outreach to veterans for job opportunities in the City of Surprise.



Day & Zimmermann

Day & Zimmermann

Advocating for legislative action to build awareness for skilled nuclear careers and fund nuclear skills training.

- D&Z contributed to the North Carolina Nuclear Energy Industry Workforce Development Paper published by the North Carolina Nuclear Energy Industry Advisory Council, a critical tool in the Council's work advocating for state resources to ensure training and education opportunities in nuclear energy related skill sets exist at the young adult level in North Carolina. D&Z's contributions to the paper are quoted in the American Nuclear Workforce Development Act, a bill introduced by Florida Congressman Byron Donalds.



Dircks Moving and Logistics

We have invested in AI through a platform called MyKargo. This has allowed our employees the opportunity to add technological skills to their toolbox. Employees who traditionally were labor based, are now actively interacting with our inventory control systems and have been able to catch issues and correct them before they become larger issues and leave our warehouse. The system helps us have increased accuracy and gives our operators confidence in the work they are contributing to. This has also allowed us to participate in the AI conversation with some of our partners in the industry. We hope to continue to upgrade our technology so that we can continue to offer new and unique opportunities to our customers and to our employees.



Estrella Mountain Community College

Volunteer Income Tax Assistance (VITA)

EMCC has partnered with the IRS and non-profit organizations United Way and now A New Leaf, to offer students the ACC 121 Income Tax Preparation course. At the end of the class, students who successfully pass the IRS certification exam can volunteer to file income taxes for low-to-moderate-income individuals and families. Each Spring, students, employees, and the public, who qualify, are invited to visit the EMCC VITA (Volunteer Income Tax Assistance) Site for free tax preparation help. For the past 14 years, VITA services have been provided at EMCC.



FIRST THINGS FIRST

First Things First

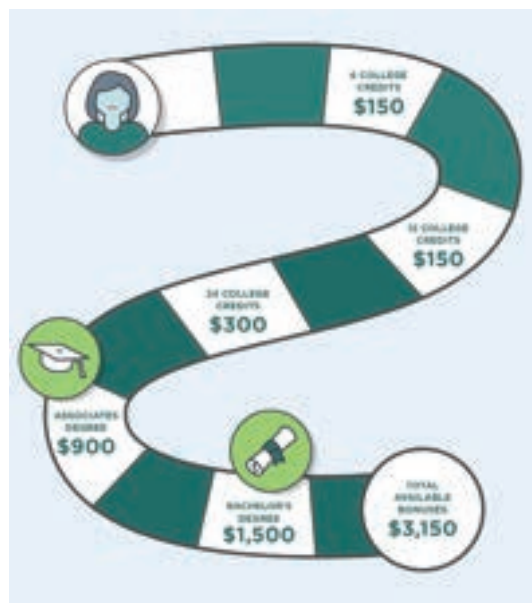
First Things First, Arizona’s Early Childhood agency, works to support those interested in joining the field of early childhood education through the Arizona Early Childhood Career and Professional Development Network. The intent of the Network is to connect early childhood educators and others interested in the field of early childhood with resources to advance their careers.

A component of the Network is the Arizona Early Childhood Registry, a database that tracks important information about the early childhood workforce. This Registry works to help raise the status and compensation for early childhood educators, while showcasing early childhood care as a viable and unique profession in our society. The Registry also provides individuals and educators with opportunities to take self-paced training to help add to their resumes and credentials, building on their qualifications and enhancing the quality of early care and education providers.

Together, the Network and the Registry serve as a resource to build Arizona’s early education workforce and promote the early childhood professional development system.

Additionally, First Things First offers college scholarships for those interested in pursuing a higher education degree in the field of early childhood education. Members of the Registry are eligible to apply for scholarships once they have been accepted into a program, completed their education plan with an advisor, and have filed their FAFSA. Students have the opportunity to also receive incentives as they complete their degree, through the First Things First Bonus program.

- Number of First Things First Registry Participants statewide: 4,739
- Number of awarded First Things First full time Associate’s degree scholarships in the West Valley: 81
- Number of awarded First Things First full time Bachelor’s degree scholarships in the West Valley: 22
- Number of First Things First college scholarships awarded statewide: 464.





Grand Canyon University

The mission of Changing Lives Outreach is to transform lives through Grand Canyon University's student outreach and collaboration with local behavioral health industry connections in the community to foster human flourishing through innovative support programming. Volunteers help co-facilitate a variety of activities identified by community organizations. The three key areas are:

- K-12 Social-Emotional Outreach
- Community Outreach
- Campus Peer-to-Peer Outreach

Volunteers have opportunities to provide transformative support to K-12 students in partnering schools, members of the local community and on campus with their Lope peers.

- Partnerships with Deer Valley USD, Glendale Elementary SD, Phoenix Union SD, Washington ED, Victory Collegiate Academy, Victory Autism Academy, Boys and Girls Club, Catholic Charities, Glencroft Center, Saint Vincent de Paul, Rise Up Glendale, Future for Kids, Ohana, and Lutheran Social Services.

College of Humanities & Social Sciences has over 50 west valley social work and counseling intern sites for the program.

- GCU students volunteer within community organizations based on the needs of the organization's client population served.



Pipeline AZ

The Pipeline AZ team hosted dedicated employer office hours sessions for AHCCCS providers on July 10, 2024, August 14, 2024, and September 11, 2024. The office hours sessions gave AHCCCS providers a deep dive into AZ Healthcare Careers from the employer and job seeker/student perspective, with an emphasis on how employers can join the platform and post their job opportunities to match with qualified, local candidates. Pipeline AZ created the copy that AHCCCS then emailed to their providers, which gave them a synopsis of the AZ Healthcare Careers platform, how to register for an office hours session, and what the sessions entailed.



Western Electrical Contractors Association (WECA)

WECA's outreach team makes concerted efforts to bring individuals from underrepresented and underserved communities into our programs in addition to the mainstream. WECA's enrollment of women in our apprenticeship programs has increased substantially over the last decade. We are pleased to be working with groups such as Fresh Start Foundation for Women of Arizona. Working with The Center for the Future of Arizona we have connected also connected several female apprentices with additional tools for success. We have been developing relationships with four of the twelve ARIZONA@WORK Boards, with grant funded apprentices from two of those four. The Commercial Electrical Contracting industry is frequently capable of providing quality employment for those that have been Justice Involved. Not only are we proud that our Arizona Member Contractors all support this, but we have also enjoyed developing and supporting the work of Arouet and New Freedom.

In partnership with

