



Workforce Development, Pressing Issues

Daniel Barajas, Chief Officer for Workforce & Economic Development



MARICOPA
COMMUNITY COLLEGES



1

TRADITIONAL TALENT PIPELINE IS SHRINKING

2

FISCAL RESOURCING, SUSTAINABILITY

3

**NATURAL & INFRASTRUCTURE
RESOURCE CHALLENGES**

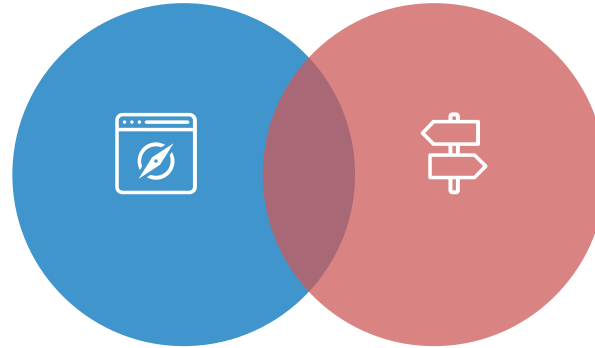
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**ECONOMIC MOBILITY -
DIVERSITY, EQUITY, INCLUSION, ACCESS**





**WORKFORCE
DEVELOPMENT**



**ECONOMIC
DEVELOPMENT**

The *economic development* system is designed to encourage business and job growth, while the *workforce development* system works to ensure individuals have the education, skills, and training needed to obtain jobs.





1

Business Industry Employers

Intel, TSMC, Banner, Boeing, KORE Power

2

Government

Maricopa County, City of Phoenix, State Office of Economic Opportunity, Arizona Governor's Office, Mayors

4

Economic Development

Greater Phoenix Economic Development Council, Arizona Chamber, Arizona Manufacturing Council

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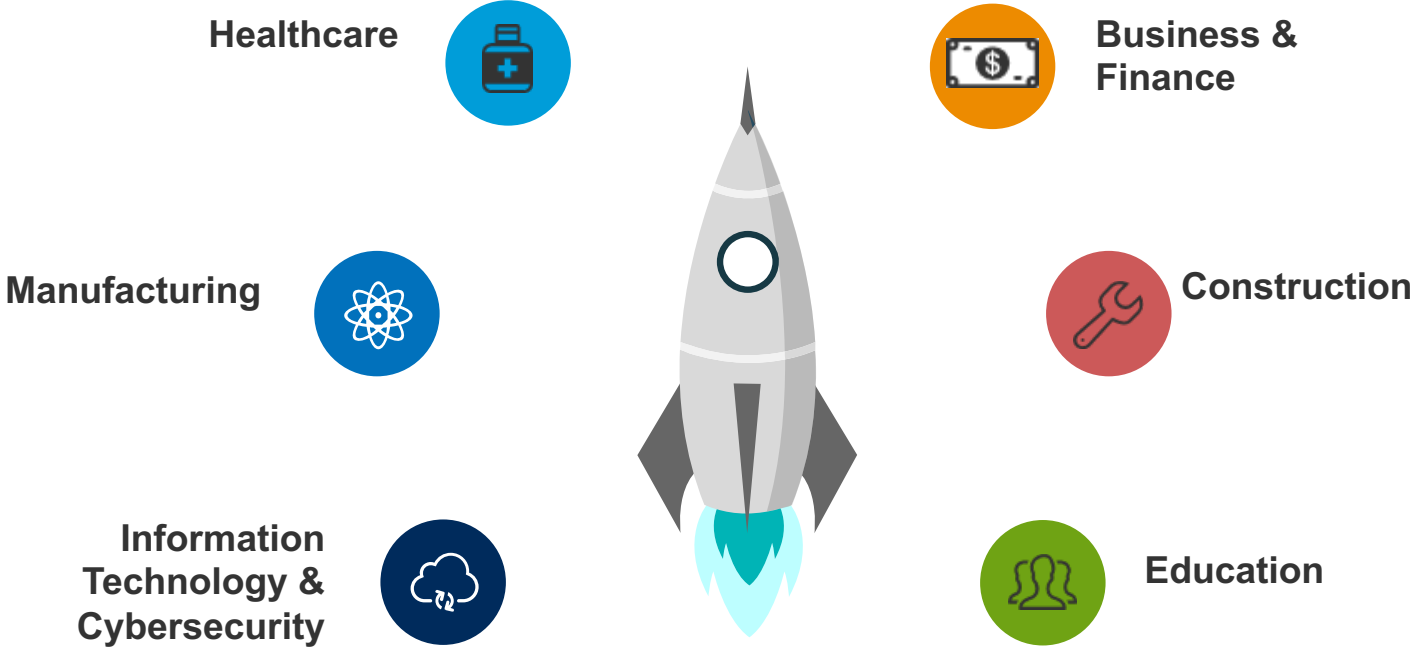
Community Based Organizations

Chicanos Por La Causa, Good Will, Fresh Start, Boys & Girls Clubs

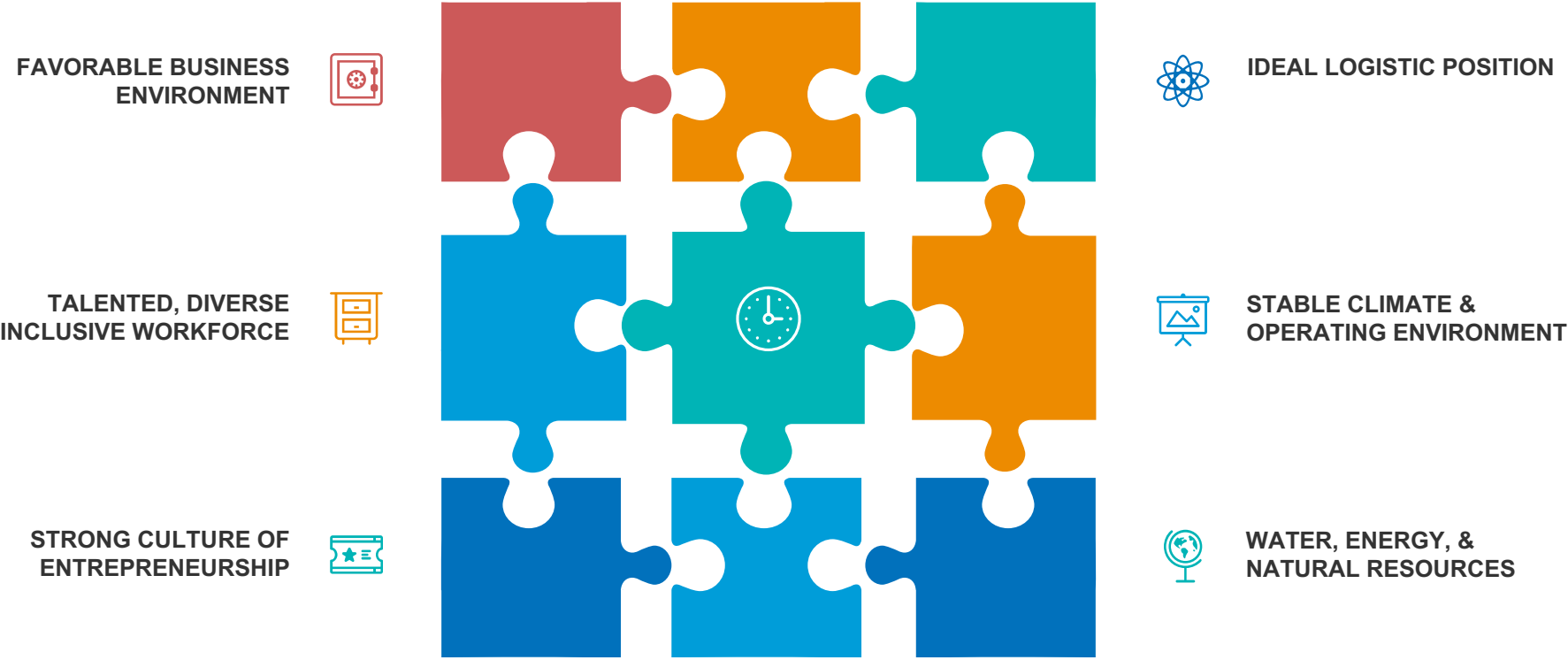
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Education

Arizona Community Colleges (20 of them), High School Districts and Career & Technical Education Districts (CTEDS), universities, Arizona Department of Education

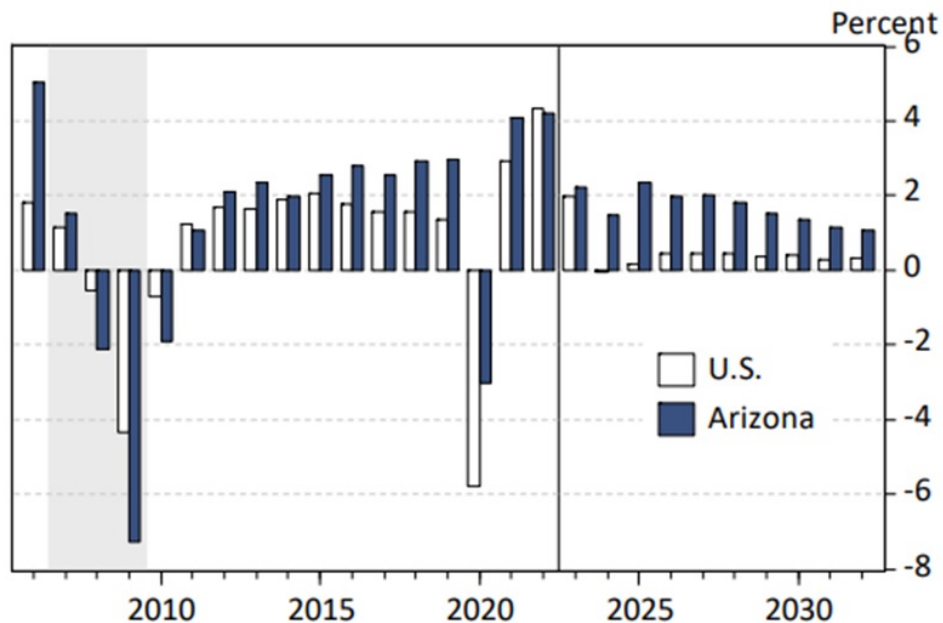


Arizona is the place to be: Strengths and Advantages – Arizona leading the Nation!



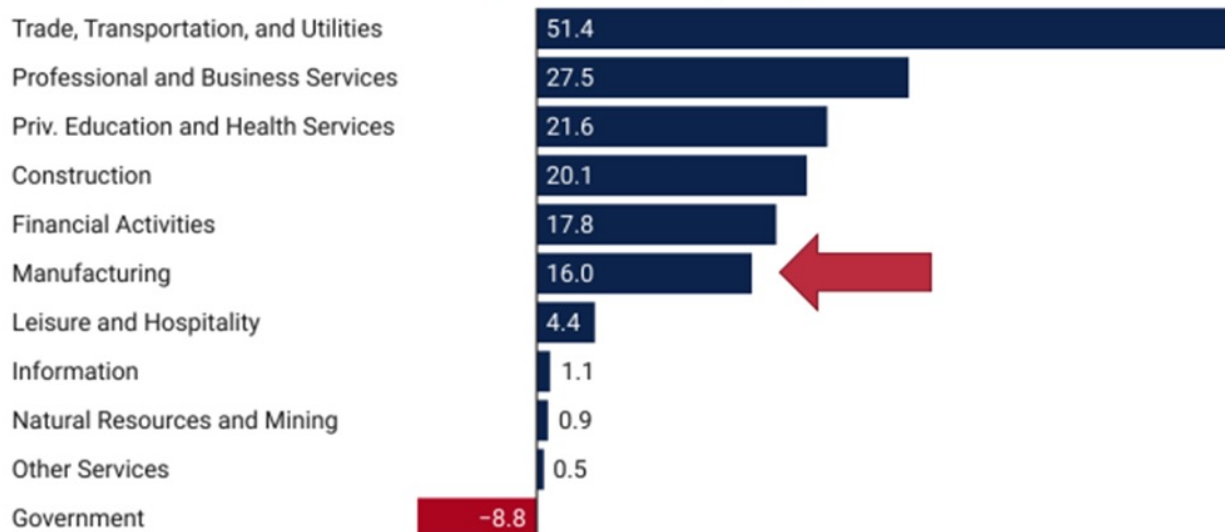
Arizona and U.S. Job Growth

Annual Growth Rates



Arizona Jobs by Industry

Change from February 2020 to April 2023
Thousands, Seasonally Adjusted



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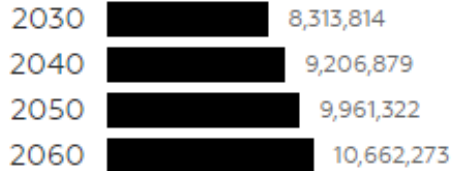


Pipeline Shrinking – Pandemic, Increased Tuition Costs, Declining Birth Rates



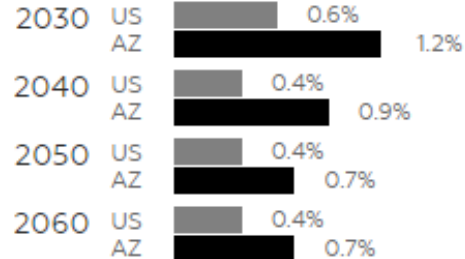
PROJECTED TOTAL POPULATION

Projected total population by year



PROJECTED POPULATION GROWTH

Projected annual population growth rate



- 2029 – 17% of HS Students will pursue a 4 year degree
- 2020 - 46% HS Graduates pursued education beyond HS, 28% pursued a 4 year degree

Noble Predictive Insights



2

FISCAL RESOURCING

New workforce, and existing, development training to employment products and services – i.e. new emerging industry locating here – community and State resourcing plans needed



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NATURAL & INFRASTRUCTURE RESOURCE CHALLENGES

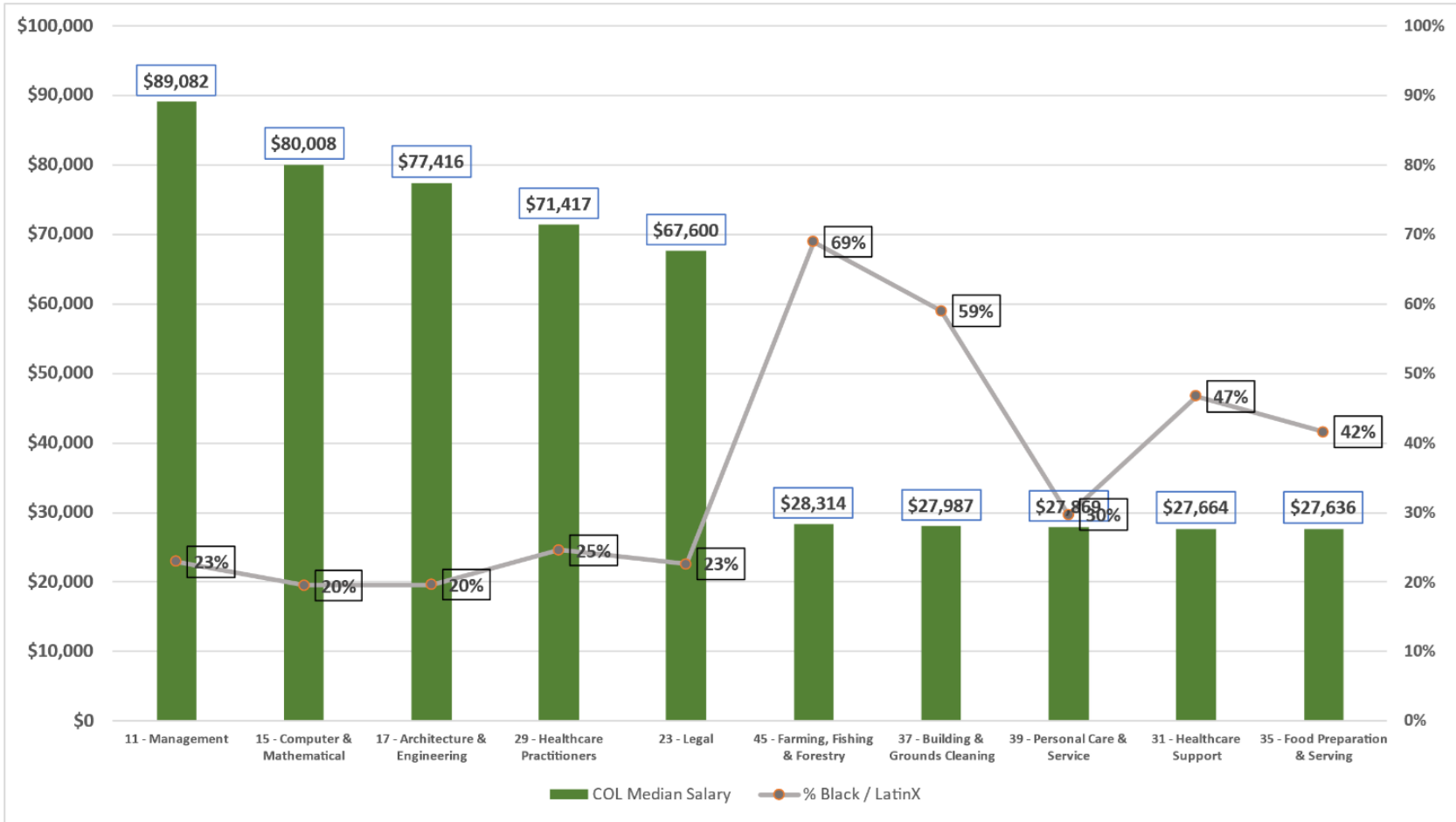
WATER - HOUSING - AIR QUALITY - TRANSPORTATION





ECONOMIC MOBILITY - DIVERSITY, EQUITY, INCLUSION, ACCESS

What are the Percentage of Black & LatinX Workers in the Highest vs. Lowest Paying Jobs in the Phoenix MSA?





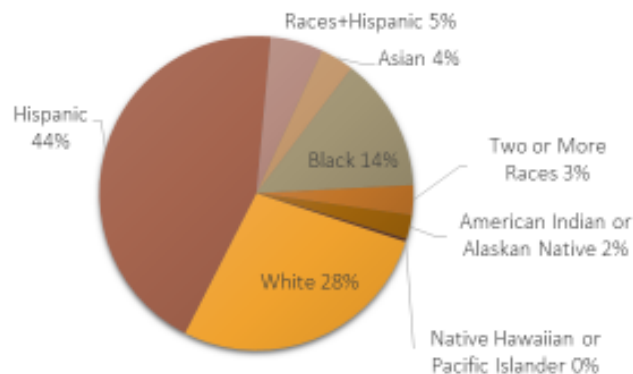
Socio Demographic Information

Area	2022 Population	2032 Population	Change	Percent Change
Service area	239,779	261,903	22,124	9.2%
Maricopa County	4,531,381	4,661,371	129,994	2.9%
Arizona	7,318,957	7,476,370	157,413	2.20%
U.S.	335,839,277	352,569,519	16,730,242	5.0%

- The area analyzed for this Project represent 5.3% of Maricopa County Population
- Expected to grow at 9.2% in 10 years

Ethnicity/Race	Population 2022	Change 2032	Growth Rate
White	65,977	(1,212)	-2%
Hispanic	105,344	9,308	9%
Races + Hispanics	13,027	3,074	24%
Asian	8,331	1,490	18%
Black	33,115	5,602	17%
2 + Races	7,334	2,419	33%
American Indian	5,927	1,317	22%
Native Hawaiian/PI	724	126	17%

- Numerically speaking, Hispanics and Black populations will grow the most in 10 years in the area
- The percentage of people classified as Two or More Races and American Indians will follow closely



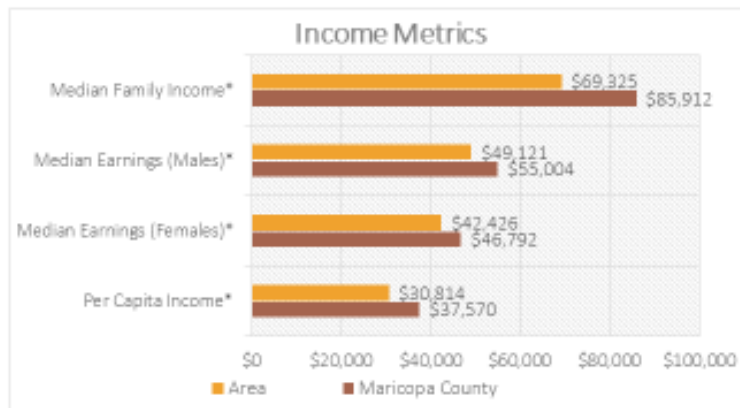
- Hispanics, Blacks and Whites represent 86% of the service area
- Asians and Hispanics+other Races represent 9%



Labor force Equilibrium and Income



- There is a difference of 5000 more Millennials than those retiring soon
- The incoming labor force is greater than the Retiring Labor force
- Racial Diversity in the area is significantly different than the national average



- People in the area is statistically lower in income metrics if compared to the County's Overall average
- Male to Female income gap is \$6,700 in the area



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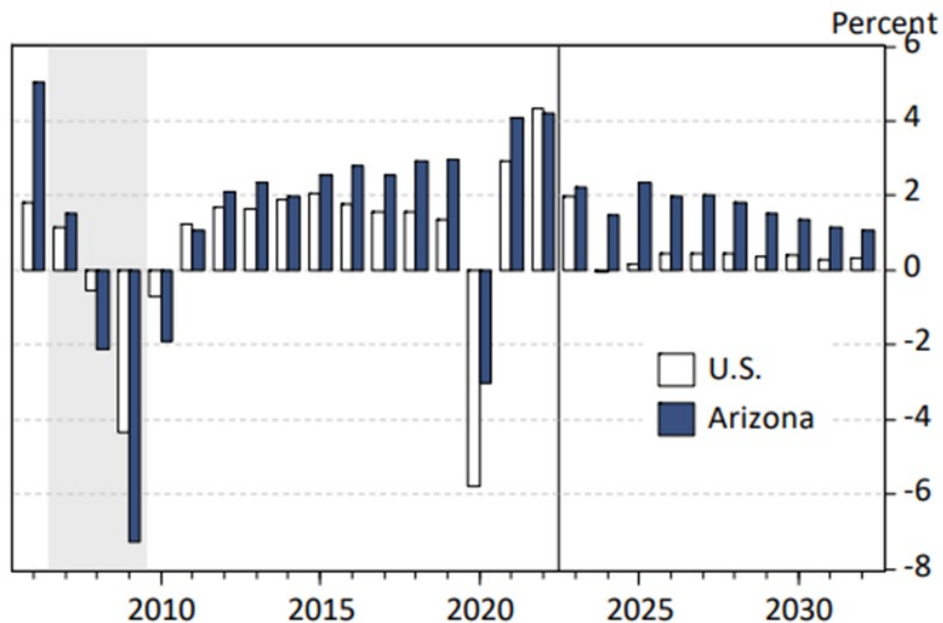
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QUESTIONS

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