



Meeting Workforce Needs

Transition Conference
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Outline

- Labor pool of individuals with disabilities
- Business needs assessment
- Industry sector growth
- Arizona@Work, Arizona Job Connection
- Strategic Discussion



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Vision and Mission

Vision: Untapped Arizona (UAZ) is a widely accepted model for workforce planning and development, strategically bringing together key leaders from business and government to create a sign go-to-resource to help businesses connect with qualified job candidates with disabilities.

Mission: Untapped Arizona utilizes a sector-based approach to support businesses to support businesses in recruiting, hiring, retaining and promoting workers with disabilities to meet their workforce needs.



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It's time to change the equation!

- That's 48.4 % versus 3.8% for the same degree, age, gender, race, and ethnicity – the only difference is one has a disability!
- So collectively, we have the power to bring about change and recruit, hire, retain, and promote qualified workers with disabilities, and invite other businesses to do the same!



Source: US Census Bureau, American Community Survey, 2012.



Prioritization of Competitive and Integrated Employment

- Prioritization
 - Employment First
 - PROMISE (ASPIRE)
 - National Governor's Association
 - Department of Labor, Office of Disability Employment Policy
 - Federal contractor (Section 503): 7% utilization goal of individuals with disabilities, 8% utilization goal for veterans
- Requirements
 - Workforce Innovation and Opportunity Act of 2014
 - Centers for Medicare and Medicaid Services, Home and Community Based Setting (HCBS) Rules
 - Department of Justice (ADA)





STATEWIDE BUSINESS NEEDS ASSESSMENT SURVEY RESULTS



Objectives & Methodology

- The objective of the survey of employers throughout the state of Arizona is to:
 - Inform the development of the Untapped Arizona Strategic Plan
 - Identify current attitudes and practices of employers in Arizona in 12 key industry sectors, including high growth industries.
 - Fill the gap in knowledge about the practices, challenges, and strategies employers face in recruiting and hiring individuals with disabilities.
- An online survey was distributed to a representative sample of senior executives across Arizona, representing 12 industry sectors from PIB's database.
- An invitation to participate in the survey was also included in the DES quarterly newsletter to employers in Arizona.



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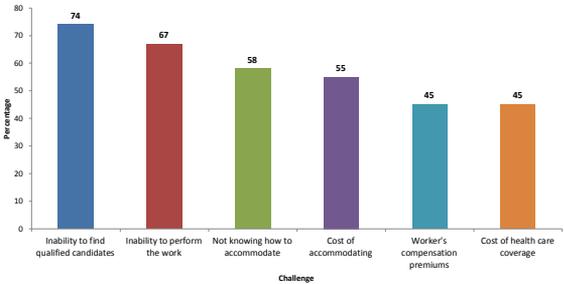
Methodology

- As of August 10, 2016 a total of **792 online surveys** were completed, representative of the total population of the businesses by sector, geographical location (by county), and by company size:
 - Small (5 - 14 employees) = 272 companies
 - Medium (15 - 249 employees) = 266 companies
 - Large (250 or more employees) = 254 companies
- Results include responses from 10 Business Advisory Committee members.



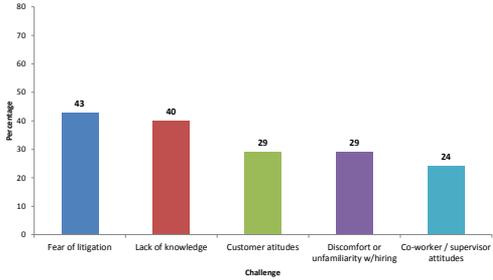
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Challenges cited in hiring individuals with disabilities (ranking 1st to 6th)



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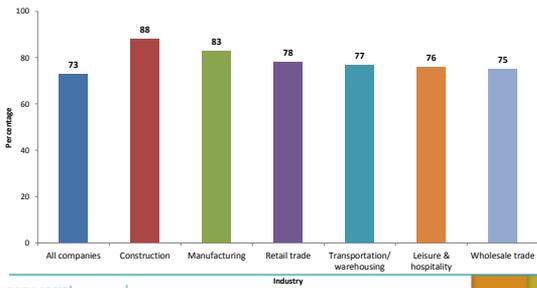
Challenges cited in hiring individuals with disabilities (ranking 7th to 11th)



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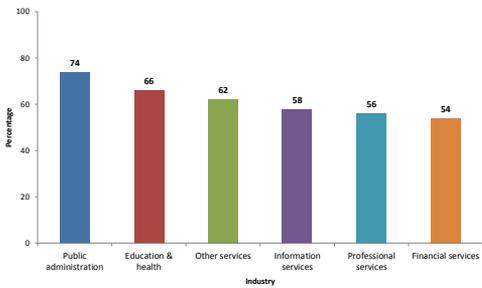
Percentage of companies citing the inability to perform the work as a challenge to hiring individuals with disabilities, by business sector (ranking 1st to 6th)



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Percentage of companies citing the inability to perform the work as a challenge to hiring individuals with disabilities, by business sector (ranking 7th to 12th)



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Untapped Arizona (UAZ) and the AZ Job Connection

- The Arizona Job Connection serves as the centralized place for businesses to go and find qualified job candidates with disabilities to meet their workforce needs
 - UAZ will work with businesses
 - Create demand for qualified job candidates with disabilities
 - Post job openings on the AZ Job Connection
 - UAZ will work with the service provider community
 - Prepare the labor pool to meet current and future workforce needs
 - Direct and support job candidates to utilize the AZ Job Connection to look for work



Q & A

- How do we work together to connect businesses to qualified candidates with disabilities?
- Where do we find the untapped labor pool?
- What are some strategies for engage the youth population?



Arizona's Key Sectors - 2016

Aerospace & Defense
 Arizona is home to more than 1,300 small- and large-scale aerospace and defense companies (100,000+ jobs) led by Boeing, Raytheon, Honeywell, Lockheed Martin & General Dynamics.



Technology & Innovation
 58 of every 1,000 private sector workers in Arizona are employed by high-tech firms including Intel, GoDaddy, Microchip Technologies, Intuit, and more.



Renewable Energy
 Arizona accounts for approximately 8.2% of the nation's total employment in the solar industry. APS is recognized among the top 5 solar utilities in the nation.



Arizona's Key Sectors - 2016

Health Care & Bioscience
Healthcare industry employs close to 300,000 including Banner MD Anderson, Mayo Clinic, Barrow, and U of A Cancer Center. Over 900 bioscience firms employ over 100,000 individuals.



Advanced Manufacturing
Total manufacturing employment exceeded 156,000 jobs in February 2015, led by such employers as Medtronic. Average manufacturing wage in Arizona is \$68,964.



Professional & Business Services
A 4% increase in jobs within the last year, total of over 400,000 jobs, including business services (245,000 jobs) such as Cisco, and data centers (American Express, eBay/PayPal).



Arizona's Key Sectors - 2016

Financial Activities
Sector includes finance and insurance employs approximately 200,000 – an increase of 2% over the last year, and includes such companies as Wells Fargo, Chase, Scottsdale Insurance.



Education
Growth in employment in two key categories – education services with 65,000 jobs and over 50,000 for upper secondary state education (ASU, U of A, and Northern Arizona University).



Leisure & Hospitality
Strengthening U.S. and state economies have increased employment by 4% to over 300,000 jobs which 44,000 is for accommodations including Marriott, and 212,000 for food services.



Arizona's Key Sectors - 2016

Retail Trade
Total retail trade employment is over 325,000 jobs, with general merchandise accounting for 65,000 jobs, food 55,700 jobs, and includes Walmart.



Government
Employs approximately 425,000 throughout the state, with 54,000 in federal, 90,000 in state, and 281,000 in local government, of which over half (154,000) are associated with local education.



Untapped Arizona Priorities

- Organization
 - Support the Board of Directors to create a sustainability vision and organization
 - Acquire Independent Contractors to maximize targeted goals and milestone accomplishments
- Labor Pool
 - Partner with DES to finalize the Arizona Job Connection enhancements.
 - Create toolkit for schools and providers to use when directly the talent pool to the Arizona Job Connection.
- Business
 - Pilot and finalize business self-assessment
 - Finalize services and supports



THANK YOU

Questions or Comments?