

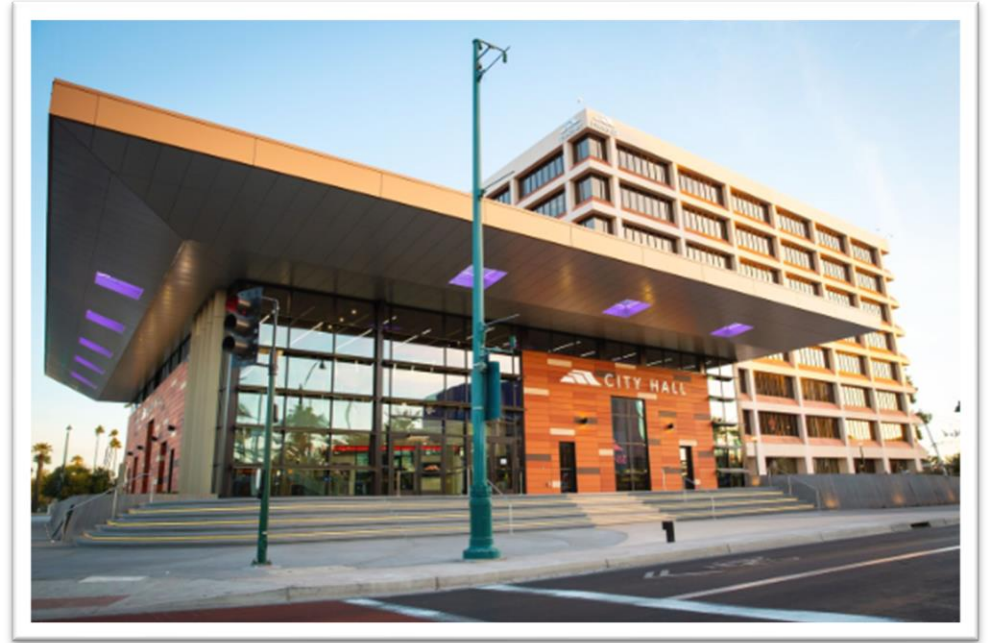
City of Mesa Workforce Development Strategic Plan

Mesa City Council Study Session

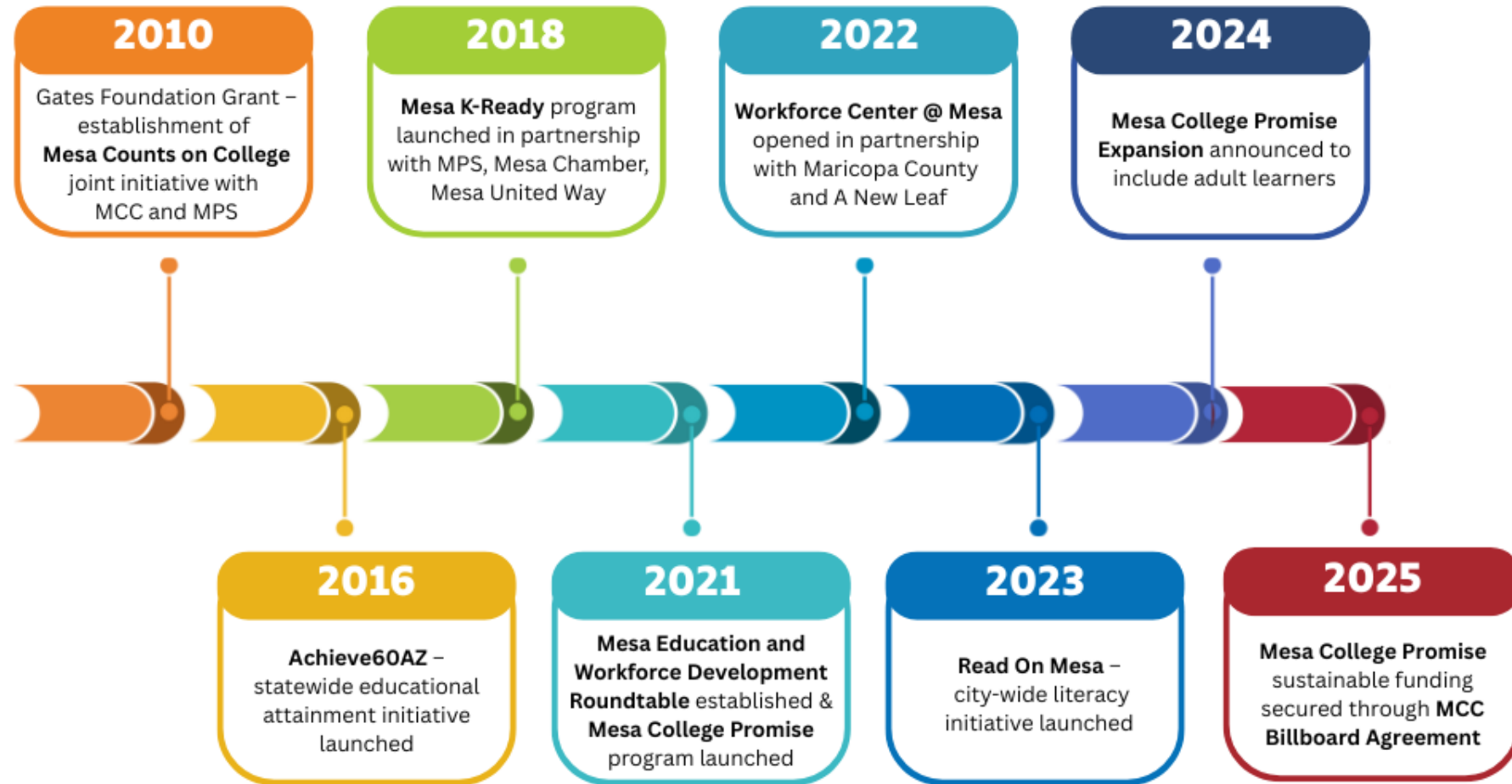
Jaye O'Donnell, Economic Development Director

Sarah Tolar, Education and Workforce Administrator

October 30, 2025



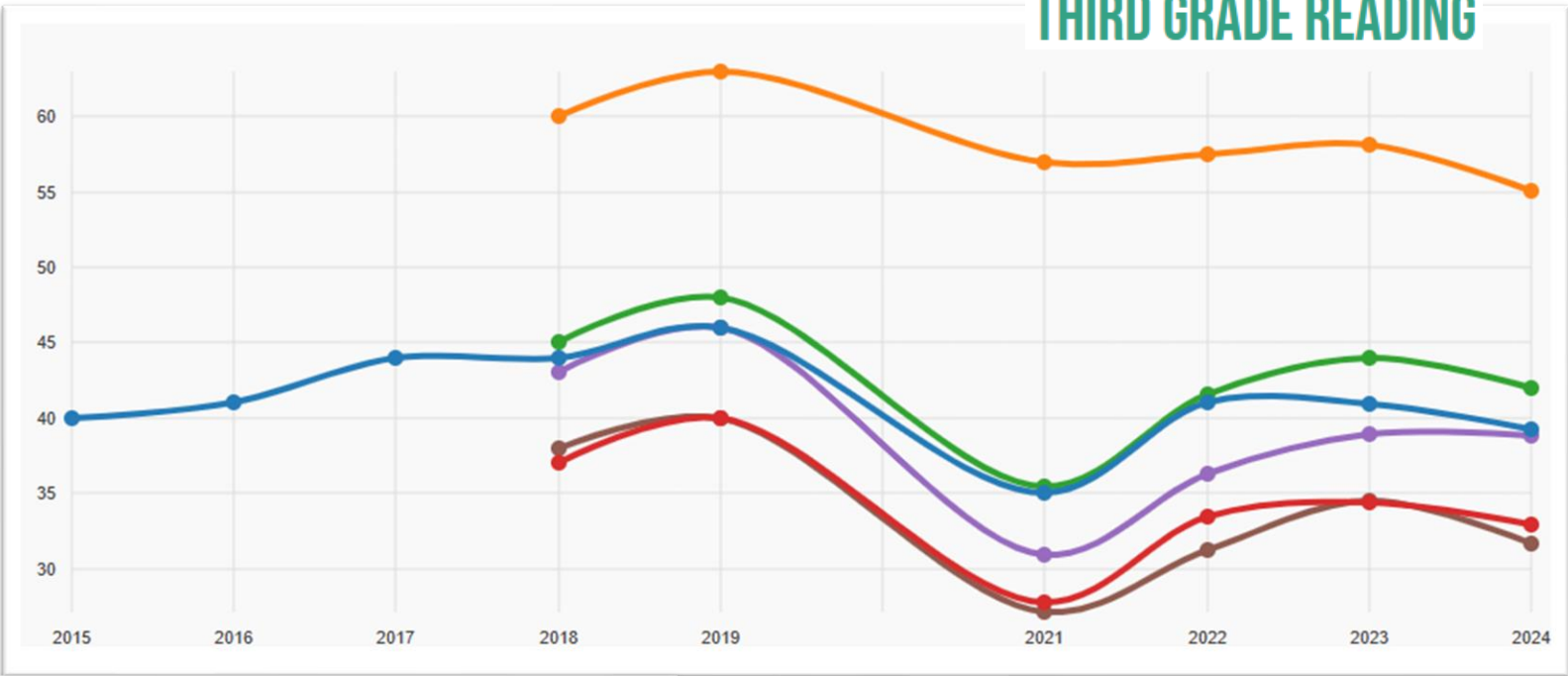
City of Mesa Workforce Development and Education Milestones



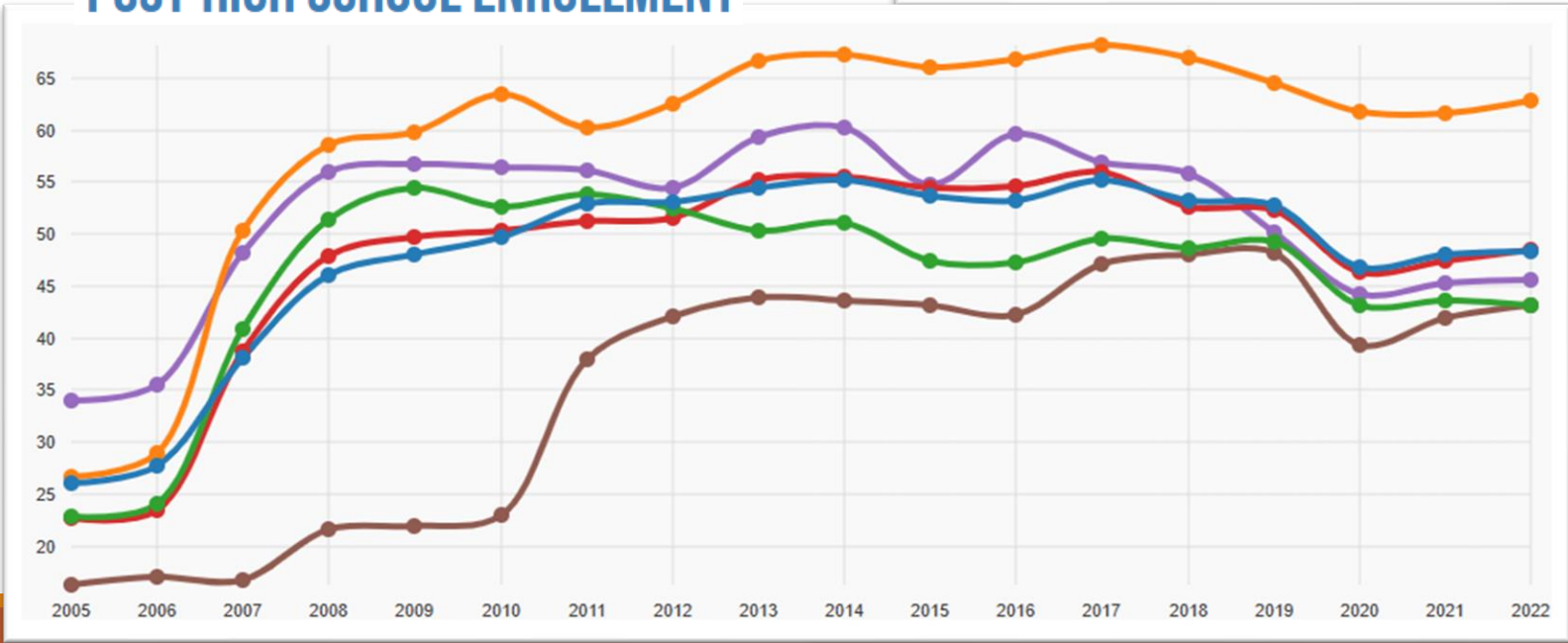
Arizona Education Progress Meter

- Quality Early Learning
- 3rd Grade Reading Prof.
- 8th Grade Math Prof.
- High School Graduation Rates
- Opportunity Youth
- Post-High School Enrollment
- Attainment
- Teacher Pay

THIRD GRADE READING



POST-HIGH SCHOOL ENROLLMENT



Building Mesa's Workforce of Tomorrow



The City of Mesa is committed to aligning education, business, and workforce development strategies to create a strong, inclusive, and future-ready talent pipeline. This strategy outlines our coordinated approach to:

- Understand both Mesa and regional workforce trends
- Align city and regional resources
- Eliminate barriers to education and employment
- Build meaningful, intentional partnerships across sectors



City of Mesa Stakeholders

All have different needs and priorities.

- Job Seekers
- Employers
- Business and Industry
- Educators
- Students
- Non-profits



Mesa's Collaborative Response



Strategic Priorities

1. Support Workforce Alignment & Growth

Mesa continuously assesses workforce needs to ensure job seekers and employers are equipped with the right tools and information.

2. Build Intentional Connections

In its role as a convener, the City serves as the liaison and connector for Mesa job seekers, employers and educators for available resources and support.

3. Enhance Internal Workforce Development Opportunities

The City, in a unique position as one of Mesa's top employers, develops and models best practices by leveraging local resources to enhance workforce retention and establish talent pipelines for City jobs.

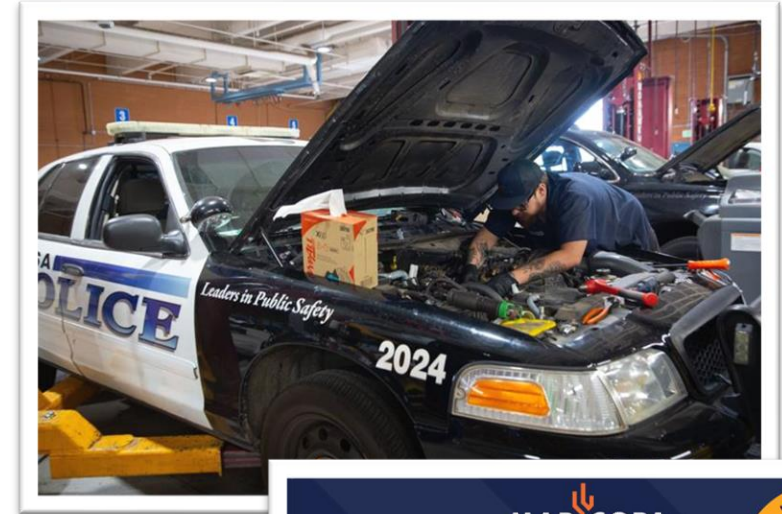
4. Improve Post-Secondary Attainment

The City will remove barriers and leverage partnerships, align with local, state and national efforts and amplify career path opportunities to create a more equitable and accessible education-to-career pipeline for all community members.

1. Support Workforce Alignment & Growth

Key Strategies

- **Identify Barriers and Gaps:** Understand workforce demands, align resources to fill gaps
- **Share and Distribute Information:** Disseminate labor market trends/forecasts
- **Data-Driven Decisions:** Use real-time analytics from data.mesaaz.gov to guide action
- **Inform Stakeholders:** Leverage data to support measurable, data-informed outcomes



Economic Development/Higher Ed Partners Convening

Purpose: To bring the City of Mesa, workforce development, and higher education partners together to promote collaboration among partners and allow a consistent opportunity for communication.



Education Partners

ASU

Benedictine U

Mesa Community College

EVIT

Mesa Public Schools – CTE Dept.

Gilbert Public Schools – CTE Dept.

Queen Creek Unified School District – CTE Dept.

2. Build Intentional Connections

Key Strategies

- **Business Connection:** Facilitate strong ties between industry leaders and educators
- **Education Connection:** Support alignment between Career & Technical Education pathways with high-demand sectors
- **Job Seeker Connection:** Promote awareness of workforce, career-readiness programs



Employer Assistance and Resources



Immediate hiring needs



Internship/apprenticeships



Building future workforce



Investing in community



City of Mesa Job Seeker Resources



FY25 Outcomes: Hiring Events

85

Business Participation

531

Job Seeker Participation

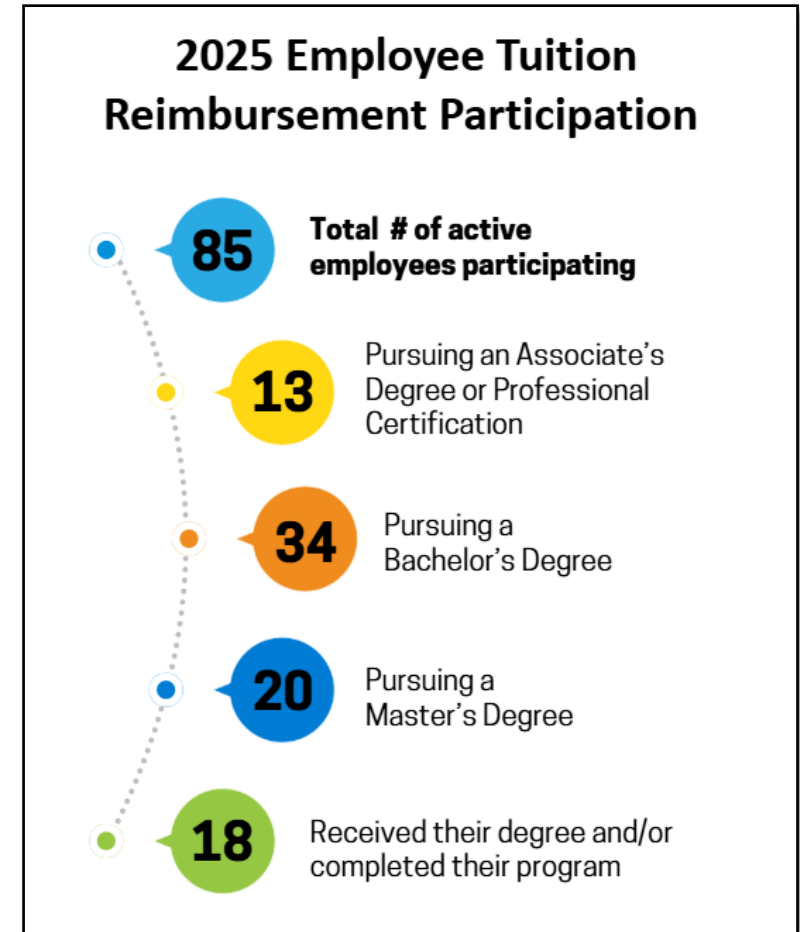
386

Resulting Interviews with
over 25 On-Site Hires

3. Enhance Internal Workforce Development Opportunities

Key Strategies

- **Employee Development:** Tuition reimbursement, training, certifications
- **Internal Advancement:** Clear promotion pathways within departments
- **Educational Partnerships:** Internships and apprenticeships aligned with city jobs
- **Community Outreach:** Inform residents of career opportunities with the City



4. Improve Post-Secondary Attainment

Key Strategies

- Address Systematic Barriers
- Enhance Promotion of Community Early Literacy Programs and Resources
- Support for Regional and Statewide Initiatives
- Enhance Community Career Path Opportunities



High Growth Occupational Trends and Educational Requirements

Occupation Title	2023 Estimates	2033 Projections	Percentage Change
Nurse Practitioners	4,971	8,881	78.7%
Physician Assistants	2,987	4,668	56.3%
Medical and Health Services Managers	7,031	10,820	53.9%
Solar Photovoltaic Installers	672	1,019	51.6%
Physical Therapist Assistants	1,008	1,508	49.6%
Occupational Therapy Assistants	939	1,396	48.7%
Data Scientists	2,389	3,540	48.2%
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	7,043	10,190	44.7%
Home Health and Personal Care Aides	55,725	79,537	42.7%

Educational Requirements

High School Diploma/GED

Associate's Degree and/or Industry Certification

Bachelor's Degree

Bachelor's Degree + Master's/Doctorate



Every Mesa resident has access to exceptional education and the opportunity for employment success. We are forging a future-ready workforce through business and education partnerships and robust workforce training and development.



Questions?

