



# Respond. Support . Adapt.

**Building a Skilled & Talented Workforce**

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# Listening to the community

Conducted an in-depth labor market analysis

Surveyed Mesa employers to learn more about their hiring needs

- Met 175 Mesa companies in person
- 71 businesses responded electronically to a survey
- 56 individuals participated in stakeholder focus groups

Launched a speaker series designed to help employers with hiring needs

Collaboration with Education and Workforce Development Office



# EDUCATION AND WORKFORCE DEVELOPMENT

## A CITY-WIDE EFFORT: BUILDING A THRIVING WORKFORCE



**RESPONSIVE**



**SUPPORTIVE**



**ADAPTIVE**

**Services to Business -**  
*Office of Economic Development*

Hiring &  
Placement

Technical  
Assistance

Convening  
Employers &  
Market  
Intelligence

**Services to Community -**  
*Education & Workforce Office /  
Workforce Center @ Mesa*

Stabilizing &  
Upskilling

Mesa K-Ready &  
College-Ready,  
Career Navigation

Improving Access  
to Education and  
Employment

# RESPONSIVE

Responding to immediate needs (*less than six months*):

## SERVICES TO BUSINESSES:

### Hiring and Placement

- **Strengthen Relationships and Improve Coordination** – OED will work with all workforce partners to develop a better system to connect employers to potential labor.
- **OED will develop and deploy an online Workforce Resources Directory** – This will help facilitate connection and communication between employers and workforce or human service providers.



## SERVICES TO COMMUNITY:

### Stabilizing and Upskilling

- **Mesa Public Library** –Mesa Public Library offers a variety of services including free computer classes and refers residents to regional workforce resources and non-profit partners.
- **The Workforce Center @ Mesa** - In partnership with A New Leaf and Maricopa County's ARIZONA@WORK, the Workforce Center @ Mesa provides career assistance and tailored support services to our adult community. Services offered in English and Spanish.







# Workforce Center @ Mesa

Grand Opening – December 8, 2022

# RESPONSIVE POINTS OF COLLABORATION



**REPORT & REFER** – Establish seamless communication between OED & Education & Workforce Office

**JOB TRAINING** - Staff promotes and connects people and companies to outstanding community partners who offer programs to train future workers and upskill incumbent workers.

# SUPPORTIVE

Creating foundations for success *(six months to multiple years):*

## SERVICES TO BUSINESSES:

### Best Practices to Attract, Develop and Retain Talent

- **Technical Assistance:** OED will continue the Speaker Series to deliver important resources in group settings.
- **Employer Outreach:** OED will convene business leaders to discuss career pathways development in high growth industries.



## SERVICES TO COMMUNITY:

### Early Learning and Post-Secondary Success

- **Mesa K-Ready** – Partnership with City of Mesa, Mesa Public Schools, and Mesa United Way, this free program helps families and their 3- and 4-year-olds prepare for kindergarten.
- **Mesa College Promise** - Mesa College Promise is a public-private partnership that provides two years of tuition-free education at MCC for qualified Mesa residents who graduate from an accredited high school or GED program.



# SUPPORTIVE POINTS OF COLLABORATION



**Career And Technical Education (CTE)** – CTE and work-based learning (WBL) brings employers together with school districts to provide relevant learning experiences that are aligned to essential workplace skills and attitudes.

**Apprenticeships** - A tremendous opportunity exists to promote the adoption of apprenticeships programs and filling the pipeline of interested, future apprentices.



# ADAPTIVE

Adapting to become a resilient community through a strong workforce

## SERVICES TO BUSINESSES :

### Talent Attraction and Sharing Market Intelligence

- **Talent Attraction** – Explore methods to promote Mesa as a destination for out-of-market talent to relocate to – expanding our labor pool to meet employers' needs.
- **Market Intelligence** – Collecting and providing timely data to improve hiring and decision-making for Mesa businesses and educators.

## SERVICES TO COMMUNITY:

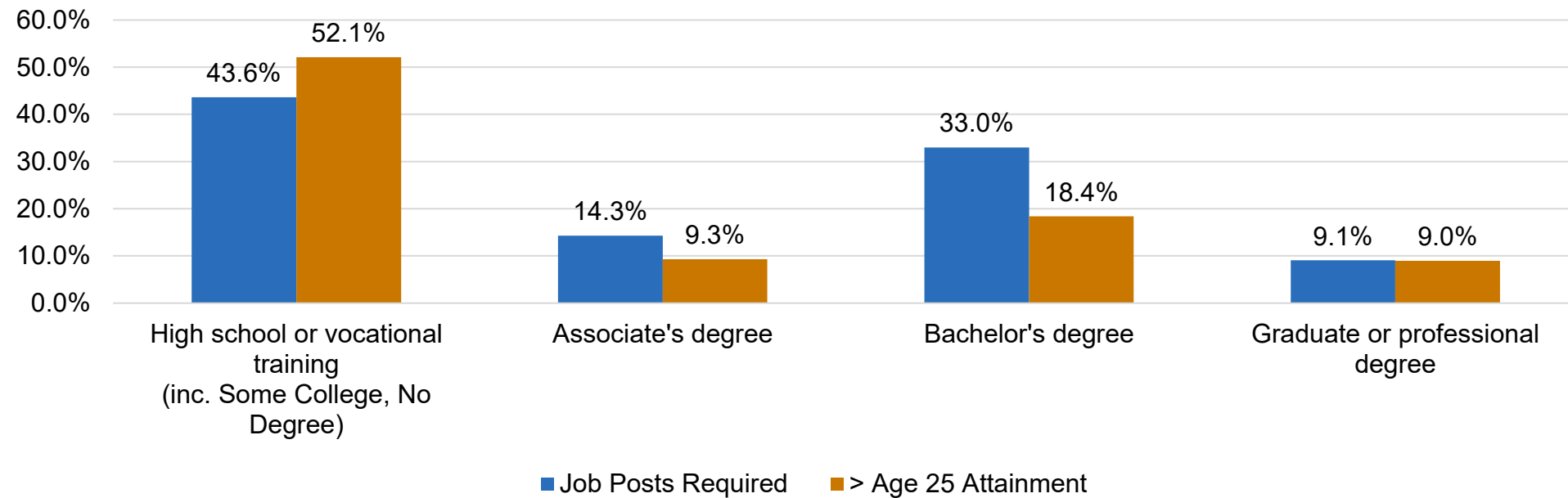
### Improving Access To Education and Employment

- **Education Opportunities** – Track and monitor goals for enrollment and attainment to provide and expand equitable access to learning, work, learning and job opportunities throughout Mesa's educational spectrum.

# ADAPTIVE

Adapting to become a resilient community through a strong workforce

2021 Mesa Job Postings Required Educational Attainment  
vs Mesa Population's Educational Attainment



# ADAPTIVE

## POINTS OF COLLABORATION



**Closing the Education Gap** - In partnership with a Mesa Education and Workforce Roundtable Project Team, OED will convene Mesa employers and education partners to develop and promote career paths in high growth industries.

The long-term goal is closing this gap – moving those with “some college” to earning a relevant degree or certificate in their chosen field.

# Achieve60AZ Goal

**60%**

Post-secondary  
educational  
attainment goal

**36.7%**

Mesa Post-secondary  
educational attainment  
today



*“ Simply by reaching the U.S. average for educational attainment, Arizona would benefit by nearly \$5 billion in additional state and local tax revenues over ten years. Furthermore, fully resolving the bachelor’s degree shortage would result in a 10-year cumulative state and local fiscal impact of \$8 billion. ”*

- Rounds Consulting Group.

- ✓ Improve the quality of City services.
- ✓ Enhances the ability for employers to attract and retain talent within Mesa.
- ✓ Raise the overall standard of living.



# Next Steps

- **NOV. 2022**      **Launch of Online Workforce Resource Directory**
- **DEC. 2022**      **Workforce Center @ Mesa Grand Opening**
- **JAN. 2023**      **Continue the Workforce Speaker Series**
- **ONGOING**      **Connecting employers to education partners**
- **ONGOING**      **Strengthening and improving coordination with workforce partners**



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