
Arizona's Hidden Workforce

Workforce

Challenges & Solutions

Hidden Challenges in Our Workforce

- Data
- Employers
- Youth

Identifying Solutions

- Developing a Workforce Plan
 - Community + Workforce Solutions
 - The Future of Work
-

ROAD MAP TO THE



LOCAL FIRST
ARIZONA
RURAL DEVELOPMENT

BUSINESS
DEVELOPMENT



COMMUNITY
DEVELOPMENT



RURAL ECONOMIC
DEVELOPMENT



HEALTH &
WELL-BEING



METRO SPIN

165,691 JOBS

Projected to be added in the next 2 years

84.7%

Of job growth accounts from the Greater Phoenix area



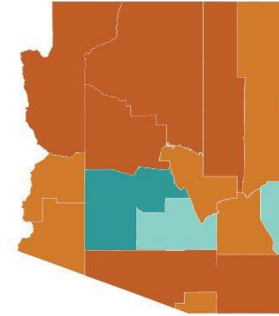
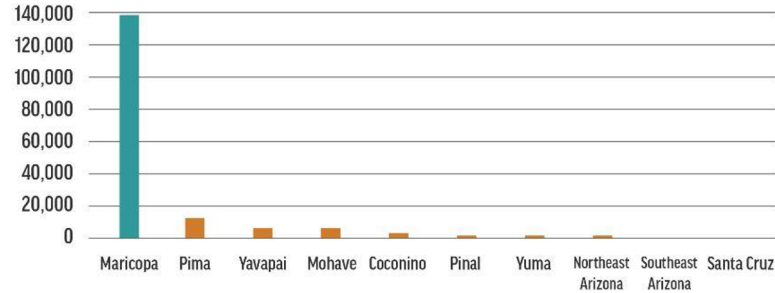
#2 in the U.S. for job growth
(Bureau of Labor Statistics)

#4 fastest growing state in the U.S.
(U.S. Census Bureau)

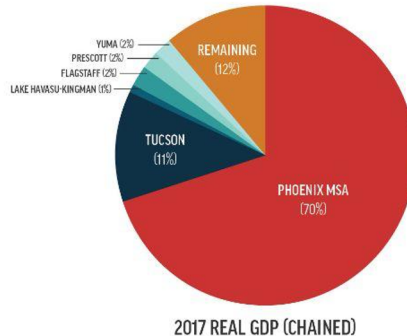
#3 in GDP growth in the U.S.
(Bureau of Labor Statistics)

RURAL REALITY

JOBS ADDED BY REGION



Loss of 250 Businesses or More
Increase of 250 Businesses or More
Loss of 1 to 249 Businesses
Stable or Increase of 1 to 249 Businesses



78 JOBS / PER MONTH
Yuma job growth through 2020

190 JOBS / PER DAY
Maricopa job growth through 2020

LOCAL FIRST ARIZONA
FOUNDATION
Rural Development Council

<30%
Rural Real GDP

70.2%
Greater Phoenix Real GDP

Greater Yuma
ECONOMIC DEVELOPMENT CORP

LABOR FORCE

Arizona



LABOR FORCE SIZE

June 2021 - Seasonally Adjusted

3,623,481

Labor Force Level

+1.7%

Year-over-Year Change

LABOR FORCE PARTICIPATION

2019

59.7%

Total (16 years and above)

39.6%

16-19 Years

76.1%

20-24 Years

79.9%

25-34 Years

79.2%

35-54 Years

60.6%

55-64 Years

15.0%

65 Years+

LABOR FORCE PARTICIPATION RATE BY EDUCATIONAL ATTAINMENT(2019)*

75.9%

Total (population 25-64
years old)

Educational Category	Rate
Less than a high school diploma	61.2%
High school graduates	71.3%
Some college or associate degree	76.6%
Bachelor's degree or higher	84.8%

* Minimum education as defined by BLS

LABOR FORCE

Maricopa County

Yavapai County

Mohave County

Gila County

LABOR FORCE PARTICIPATION 2019

64.2%

Total (16 years and above)

41.2%	78.4%	82.6%
16-19 Years	20-24 Years	25-34 Years
81.8%	64.9%	16.9%
35-54 Years	55-64 Years	65 Years+

LABOR FORCE PARTICIPATION 2019

48.0%

Total (16 years and above)

43.0%	73.7%	76.2%
16-19 Years	20-24 Years	25-34 Years
78.1%	54.7%	13.4%
35-54 Years	55-64 Years	65 Years+

LABOR FORCE PARTICIPATION 2019

45.1%

Total (16 years and above)

49.4%	78.9%	78.0%
16-19 Years	20-24 Years	25-34 Years
69.7%	47.3%	10.1%
35-54 Years	55-64 Years	65 Years+

LABOR FORCE PARTICIPATION 2019

46.8%

Total (16 years and above)

28.6%	73.4%	75.2%
16-19 Years	20-24 Years	25-34 Years
73.6%	52.8%	12.6%
35-54 Years	55-64 Years	65 Years+

Workforce Housing

MARICOPA COUNTY

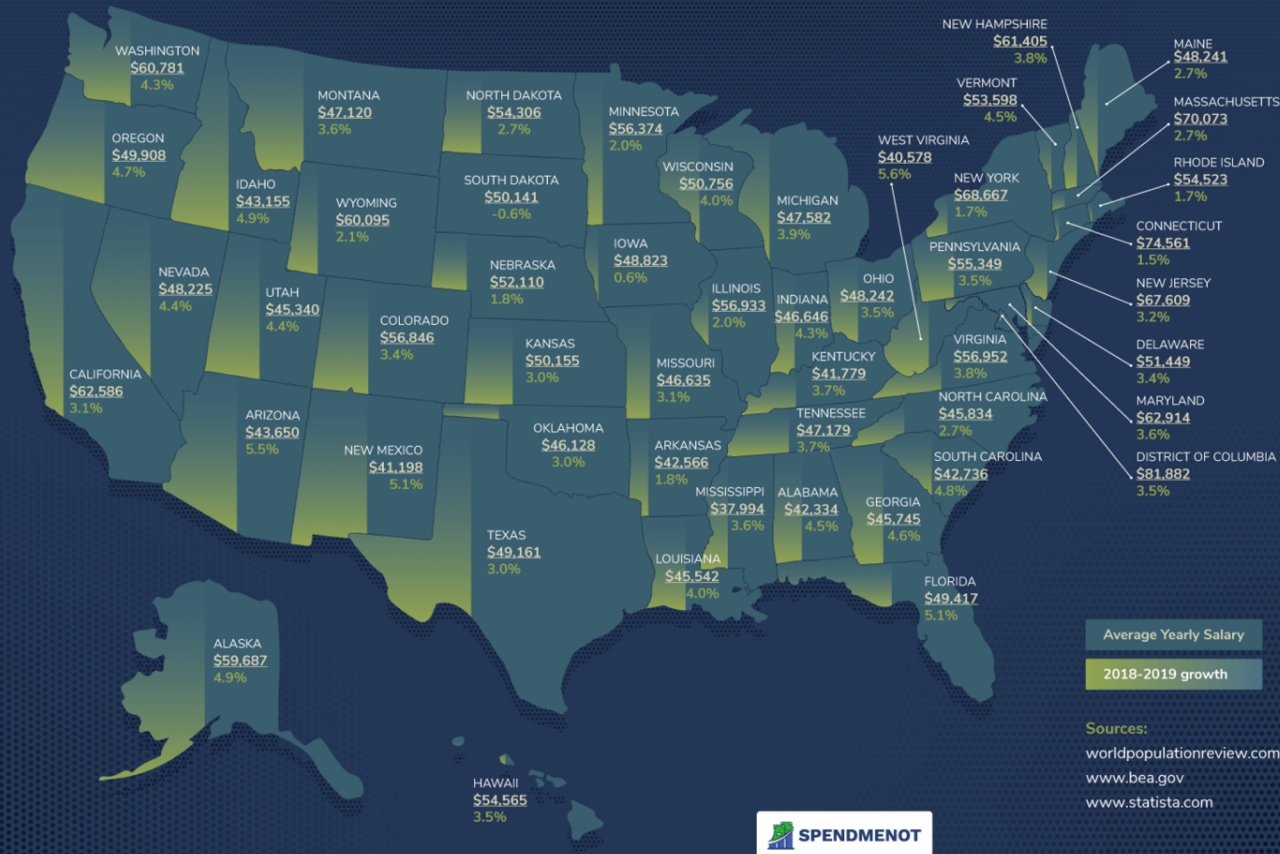
Phoenix	\$399,000
Chandler	\$460,000
Gilbert	\$525,000
Peoria	\$489,900
Buckeye	\$409,000

VERDE VALLEY (Q22021)

Sedona	\$850,000
Cottonwood	\$377,750
Camp Verde	\$385,000
Rimrock	\$315,000

Average Salaries

AVERAGE SALARY IN THE US BY STATE

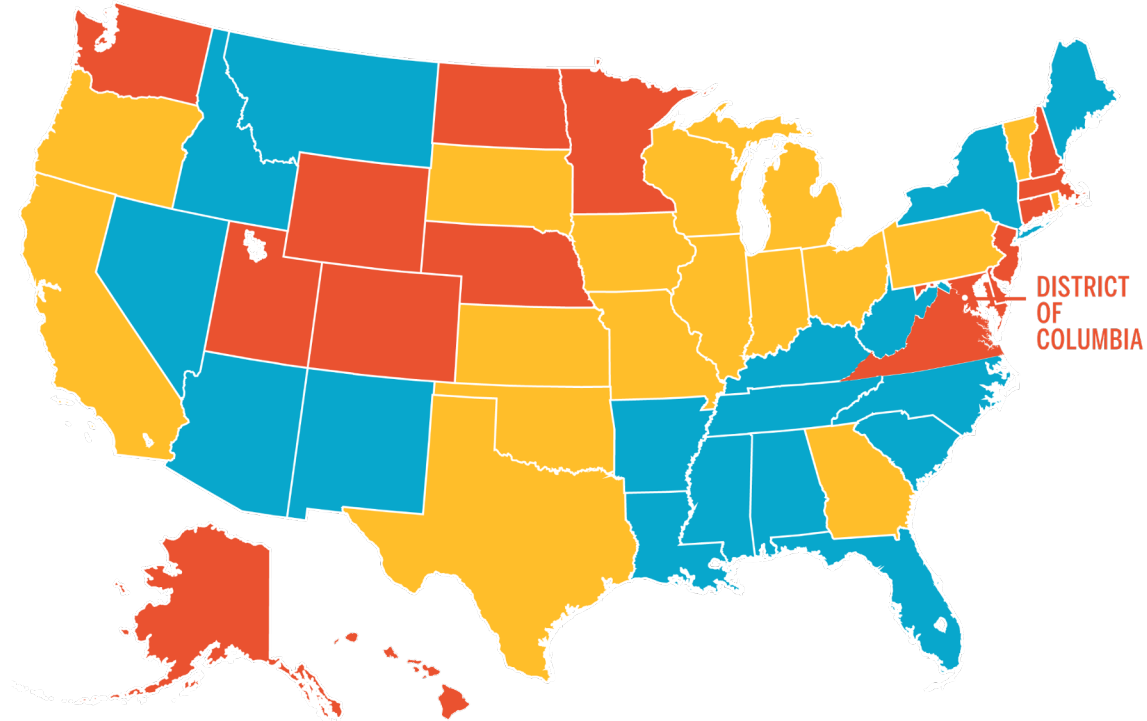


Purchasing Power

The Highest and Lowest 'Real' Pay, by State

For each state, MONEY took the average pay and adjusted it by purchasing power. See where your state falls.

■ Highest pay ■ Midrange pay ■ Lowest pay



Wages

MARICOPA COUNTY

ANNUAL AVERAGE WEEKLY
WAGES IN ARIZONA (2020)

\$1,178 Total,
All Industries

Industry Category	Weekly Wage
Goods-producing	\$1,424
Natural resources and mining	\$1,246
Construction	\$1,276
Manufacturing	\$1,587
Service-providing	\$1,140
Trade, transportation, and utilities	\$1,070

APACHE COUNTY

ANNUAL AVERAGE WEEKLY
WAGES IN ARIZONA (2020)

\$958 Total,
All Industries

Industry Category	Weekly Wage
Goods-producing	\$897
Natural resources and mining	\$935
Construction	\$939
Manufacturing	\$701
Service-providing	\$961
Trade, transportation, and utilities	\$1,087

SANTA CRUZ COUNTY

ANNUAL AVERAGE WEEKLY
WAGES IN ARIZONA (2020)

\$1,011 Total,
All Industries

Industry Category	Weekly Wage
Goods-producing	\$804
Natural resources and mining	\$731
Construction	\$796
Manufacturing	\$909
Service-providing	\$1,049
Trade, transportation, and utilities	\$910

PINAL COUNTY

ANNUAL AVERAGE WEEKLY
WAGES IN ARIZONA (2020)

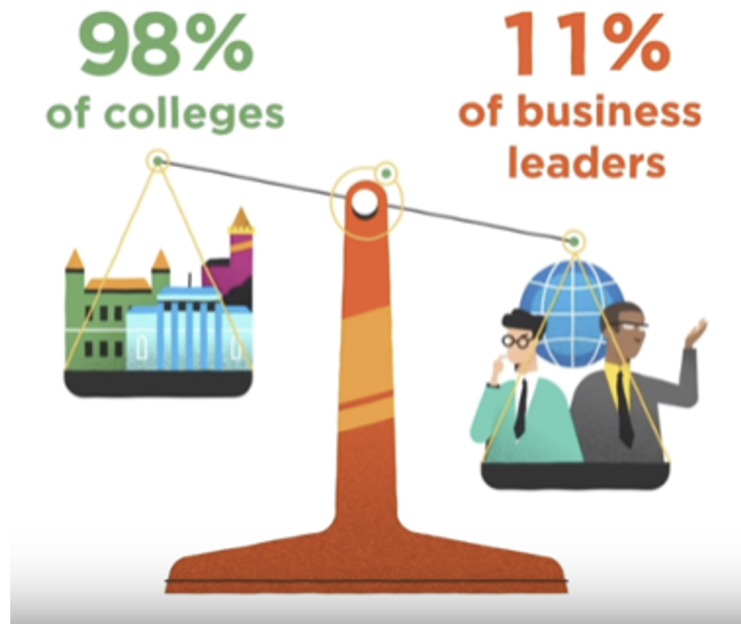
\$918 Total,
All Industries

Industry Category	Weekly Wage
Goods-producing	\$1,089
Natural resources and mining	\$1,031
Construction	\$1,057
Manufacturing	\$1,161
Service-providing	\$886
Trade, transportation, and utilities	\$793

The Voice of the Employers

Talent Pipeline Management

- Demand-driven, **Employer-led**
- **Structured process** for collective **action** and decision making
- Addresses **workforce + community** pain points
- Diversifies **partnerships** to create **innovative solutions**



TPM®

The Model

COMMUNICATING DEMAND



STEP 1

Organize Employer Collaboratives



STEP 2

Engage in Demand Planning



STEP 3

Communicate Competency and
Credential Requirements

MANAGING THE TALENT SUPPLY CHAIN



STEP 4

Analyze Talent Flows



STEP 5

Implement Performance
Measures and Align Incentives



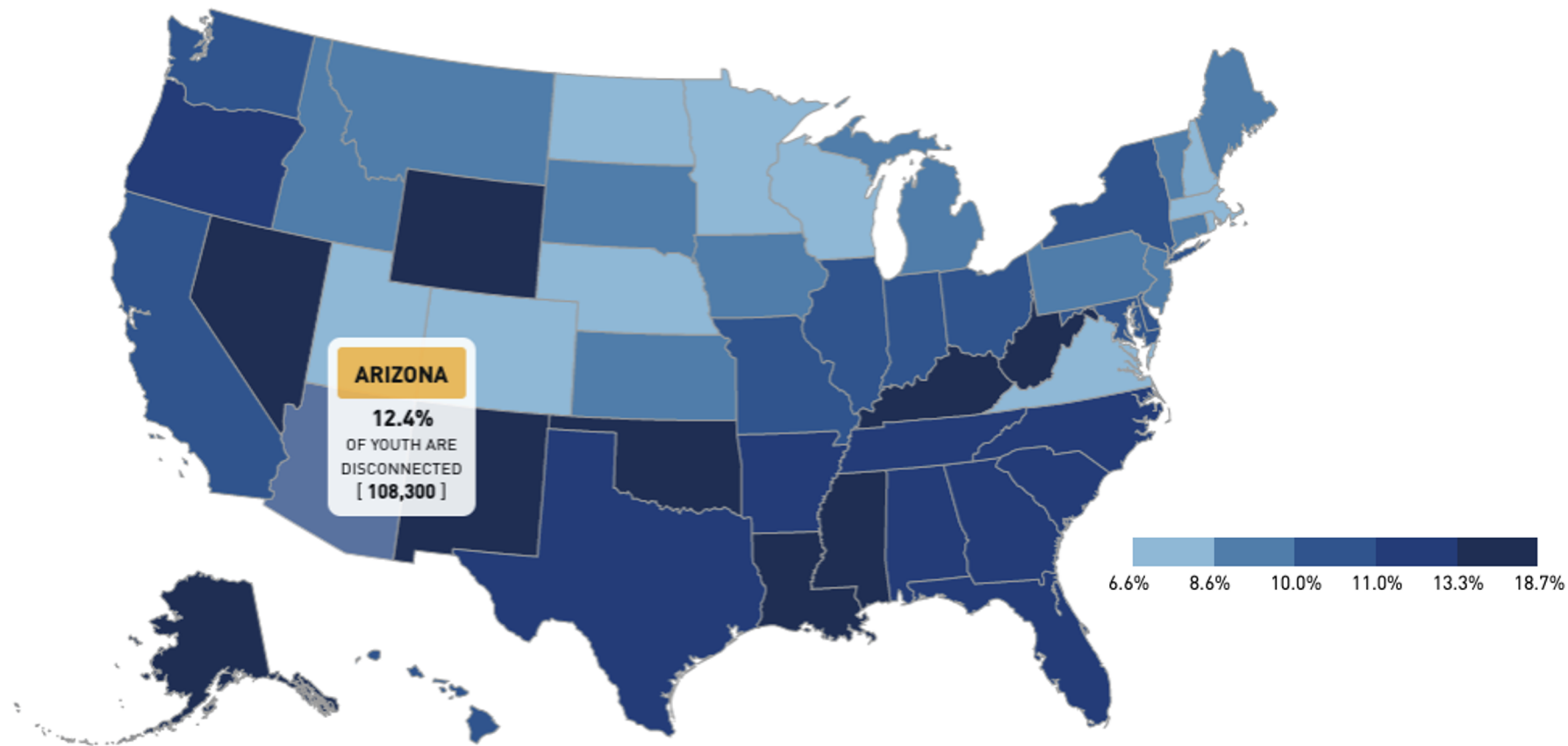
STEP 6

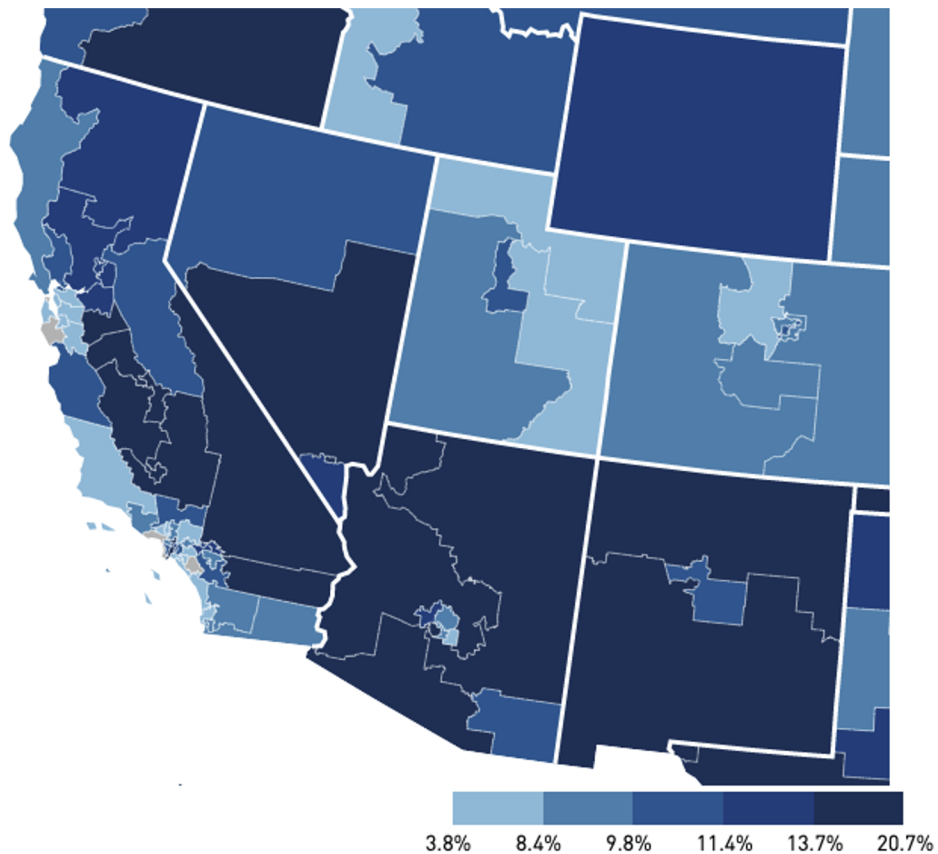
Continuous Improvement

What Are the Top 3 Weaknesses in Today's Workforce

The Voice of Youth

Disengaged Youth



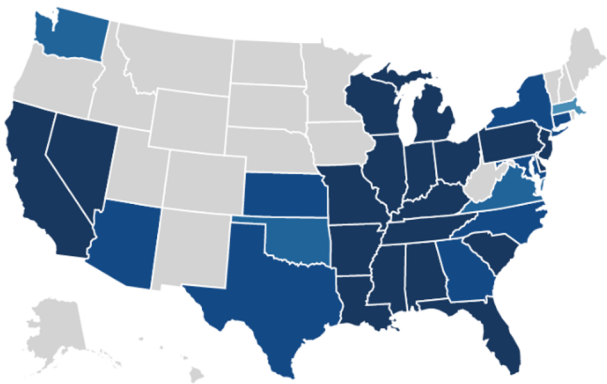


By Congressional
District

BLACK YOUTH

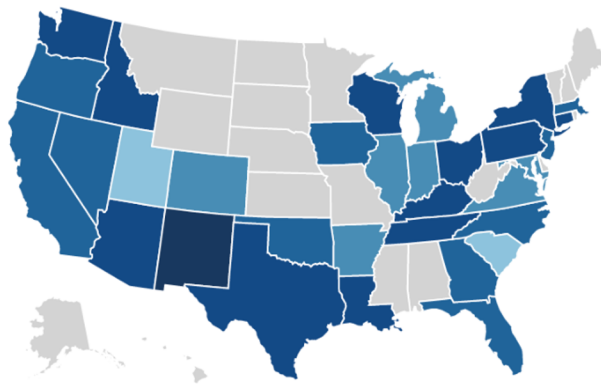
LATINO YOUTH

WHITE YOUTH



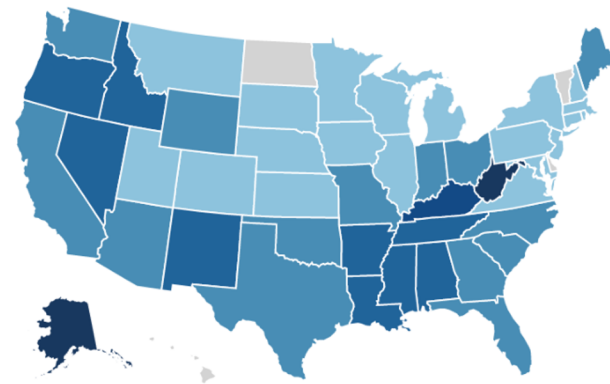
ARIZONA

16.3% OF **BLACK** YOUTH
ARE DISCONNECTED



ARIZONA

13.7% OF **LATINO** YOUTH
ARE DISCONNECTED



ARIZONA

10.5% OF **WHITE** YOUTH
ARE DISCONNECTED

Connection to Place

“People stay in a community when they have a purpose and are a part of the story being told.”

Pride

“Every Job is Important”

Culture

Where Do Youth See
Themselves

Talent Retention

Engaging the Youth

Mentorship

Internships

Apprenticeships

Civic Engagement

Youth Sports

#RuralByChoice

Thank You

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