

Workforce Development is  
the Key to Economic Growth



# GPCF Mission

The Greater Phoenix Chamber Foundation (GPCF) leads the charitable and education objectives of the Greater Phoenix Chamber of Commerce (GPCC) and promotes economic prosperity and quality of life for the Greater Phoenix region. The Foundation's charitable activities focus on **community development, improving health and prosperity** for the region.



# GPCF Activities

**Workforce Development:** Serving as an intermediary, GPCF hosts five workforce collaboratives to address the growing skills gap facing our community.

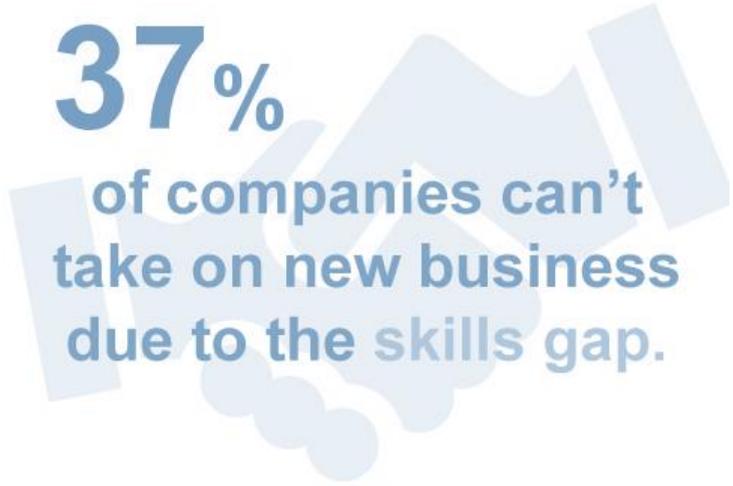
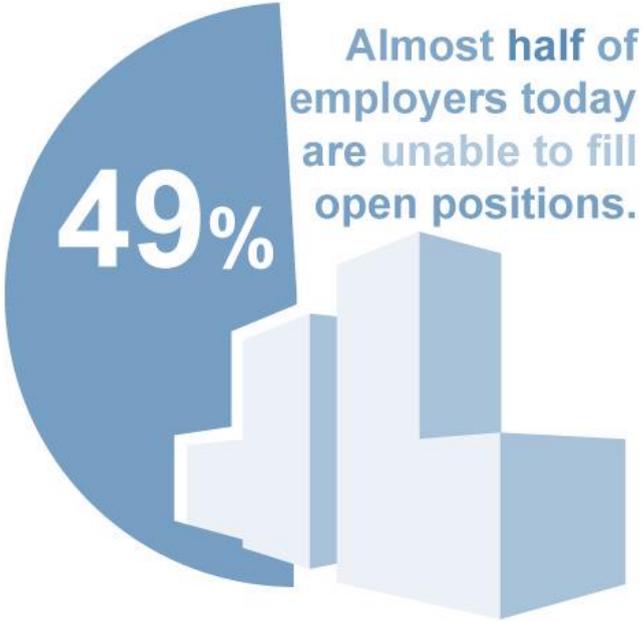
**Wellness AtoZ:** An initiative that is making the Greater Phoenix region known as a destination for healthy talent and a healthy community.

**Education:** GPCF believes education is for everyone and supports initiatives that improve learning outcomes for Arizona's students.

**Research:** In partnership with education and research organizations, GPCF publishes bi-partisan white papers focused on economic and community development.



# Workforce – Top concern for businesses



# Workforce Development Collaboratives

**CYBERSECURITY**



**COMPLIANCE/RISK**



**CONSTRUCTION**



**FINANCIAL SERVICES**



**HEALTHCARE**



**200+ Participating Employers**



# Employer Led Collaboratives

## Goals:

- Increase the number of **qualified** candidates applying
- Decrease **time to fill** positions
- Increase employee **retention**



# Employer Led Collaboratives

## Strategies:

- Career Awareness
- Educational Alignment
- Workplace Experiences



# Compliance & Risk Management

This employer-led collaborative consists of professionals in health care, banking, finance, insurance and other industries who are working with education providers to enhance the talent pipeline for compliance and risk management careers.

## Strategic Objectives:

- Develop local education programs at the two-year, four-year and graduate levels to better prepare a pipeline of talent;
- Create a standardized internship program that can be replicated across employers;
- Launch a marketing and branding campaign to highlight [AZComplianceRiskTalent.com](http://AZComplianceRiskTalent.com).



**AZ Compliance  
and Risk Talent**

Unexpected Careers.  
Boundless Opportunities.



# Cybersecurity



## AZ Cyber Talent

Powering innovation and talent

This employer-led collaborative consists of industry professionals, educators and training partners working to address talent shortages for security analysts at the junior, mid and senior levels.

### **Strategic Objectives:**

- Increase the number of workplace and work-like experiences in Arizona through intensive bootcamps, internships and apprenticeships;
- Drive career awareness at AZCyberTalent.com and execute a collaborative marketing strategy;
- Align and expand education and training to meet industry needs.



# Construction

Commercial and residential contractors and sub-contractors working collaboratively to attract talent into the construction trades.

## **Strategic Objectives:**

- Launch a multi-million dollar, multi-year, unified career awareness campaign to highlight skilled trades and grow the talent pool in Arizona;
- Utilize the U.S. Chamber of Commerce Foundation's Talent Pipeline Management framework to better align educational outcomes with employer demands.



# Financial Services

Financial services employers are reinventing the hiring and training model for careers in financial services. In partnership with Arizona@Work, City of Phoenix, the collaborative launched a successful cohort training model to prepare underrepresented individuals to sit for the Series 7 exam.

## **Strategic Objectives:**

- Scale the Series 7 license pilot program to grow the financial services talent pool in Arizona;
- Expand WIOA funded training to additional licenses
- Explore opportunities to improve exam pass rates to through training program with existing providers.



# Hospitals

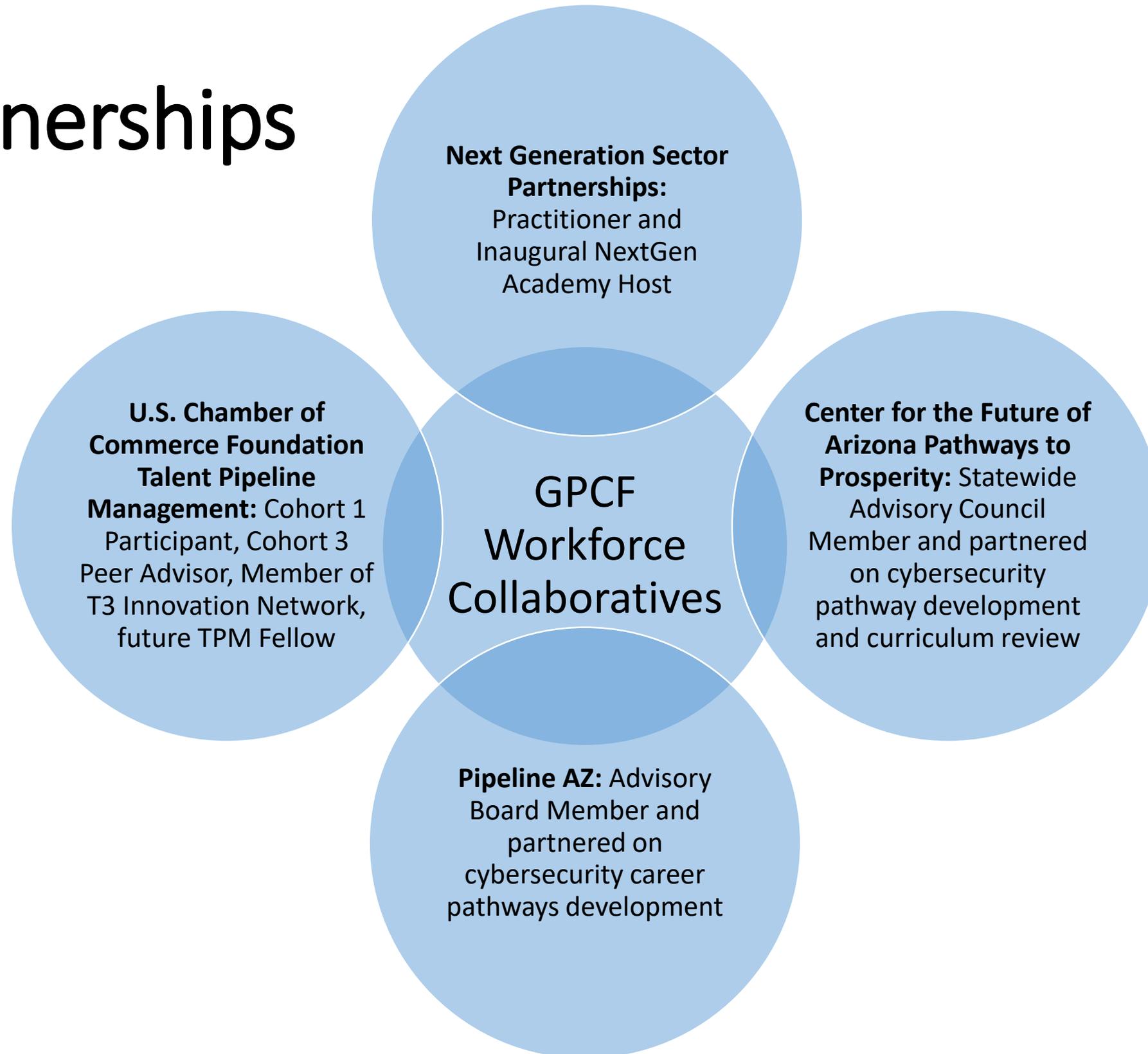
HR representatives and talent acquisition managers from the region's largest hospital systems working to address the growing shortage of specialty nurses and specialty surgical technicians.

## **Strategic Objectives:**

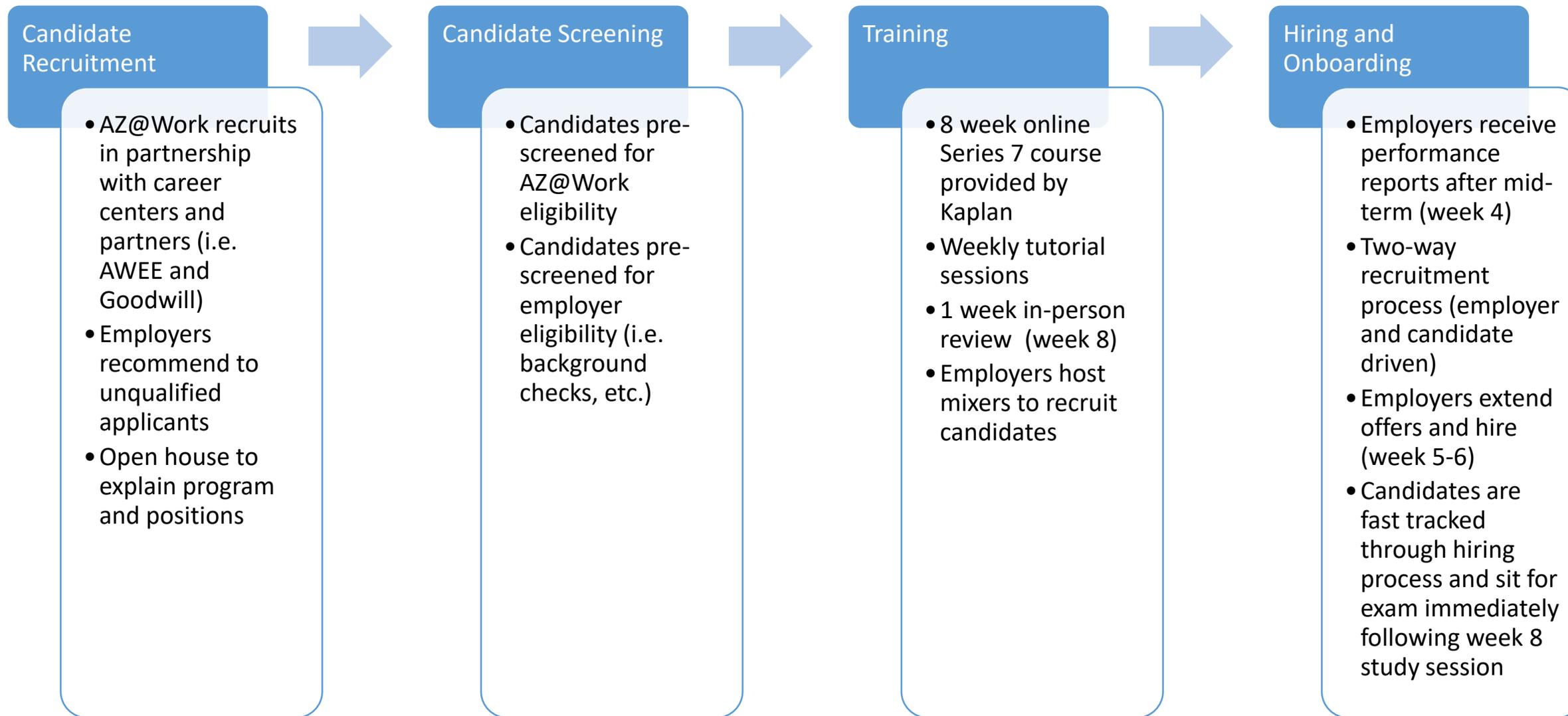
- Launch a marketing and branding campaign to promote Arizona's collective health care assets and aid in the recruitment of specialty nurses to the region;
- Develop and reinvent a transition to practice simulation center model to increase the number of nurses and surgical technicians with specialty training experience;
- Identify new opportunities to expand workplace experiences, including development of an apprenticeship for specialty nurses.



# Partnerships



# Financial Services – Series 7 Training Program



Vanguard



# Financial Services



## Series 7 Pilot Cohort – Cohort 1 Results

**Training:** November 1, 2017 – January 19, 2018

**Participating Employers:** Charles Schwab, Merrill Edge, North Star Resource Group,  
USAA, Vanguard

### Results:

13 Cohort participants

8 Graduated mid-term exam & advanced to job matching

5 Offered positions within the participating firms

3 received job offers with an outside firm

? Passed exam

? Avg. years of employment

### Participants:

46.1% were unemployed

25% possess a bachelor's degree

41.7% possess a master's degree

**Cohort 2 Launched March 2018**



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