

Aligning Southern AZ

Collaborative Learning Presentation



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BREAKING NEWS

World • Finance • Lifestyle • Business • Sport • Weather • Travel

10 Million RFP Just Released for DEI Workforce Funding opportunity

RFP has just been released to any region to provide diversity, equity and inclusion training in a regions to provide diverse hiring practices across multiple counties and usage of multiple providers.

RESPONES MUST BE COMPLETED IN 2 WEEKS.



How might we align partnerships, resources, and funding across ecosystems?

Our Vision

Create an inclusive, accessible, user-friendly central repository on a website that empowers workforce stakeholders with accessible information, promotes collaboration, and enhances the overall experience in managing and developing impactful and sustainable funded workforce projects.

Ecosystem and Stakeholders



Southern Arizona Workforce Ecosystem

Stakeholders

- Education Partners
- In-demand Industry Employers
- Community & Non-Profit agencies
- Workforce Populations we serve
- Funding Sources
- Commerce Boards
- Local Government
- Workforce Innovation and Opportunity Act (WIAO) Partners
- Students
- Incumbent workers, Unemployed, Veterans, Ex-Offenders, English Language Learners, People with Disabilities, learners in need of basic skills

Methodology

Identified questions to guide our interviews



Conducted 2- 3 interviews each



Identified themes, challenges, and possible solutions in place already



Researched national and local models



Drafted recommendations

Stakeholders Interviewed

- Dr. Lilian Upton Smith- Dean, College of Health and Human Services, Northern Arizona University
- Dr. Ian Roarke Vice Chancellor Pima Community College Workforce Development & Continued Education
- Dr. George Hammond - UA Eller School of Management
- Liane Hernandez, Senior Program Manager, The OpEd Project
- April Park, Director Human Resource, Trico Electric
- Janet Rico Urigh, Director Human Resources-PCC
- Kerry Barrette-Vice President of Human Resources at CTI, Inc
- Cassie Lundin Pima County WIB Administrator
- Meghan McGilvra, Director of Partnerships Year UP
- Daphanie Conner, Youth Development Division Manager Pima County Community Workforce Development



Research Examples



SKILLS IN THE STATES



SECTOR STRATEGIES: A CRITICAL TOOL TO DRIVE WORKFORCE AND ECONOMIC DEVELOPMENT

[PIMA COUNTY](#) [Home](#) [Response Categories](#) [Success Story Board](#) [Reports](#) [Transparency Dashboard](#) [About Federal Funds](#)



Interview Findings

- Workforce Development is strong in Arizona!
- RFPs happen quickly
- Excellent partnerships need to be intentional
- Volume of funded projects is large
- Hard to know who is doing what and how to connect
- No central point to find information on funded projects
- Different data points/reporting for various ecosystem participants
- Need support to build partnerships that are visible and sustainable
- Not every organization has awareness or access to WFD resources
- Best practices are already being developed

National Exemplars

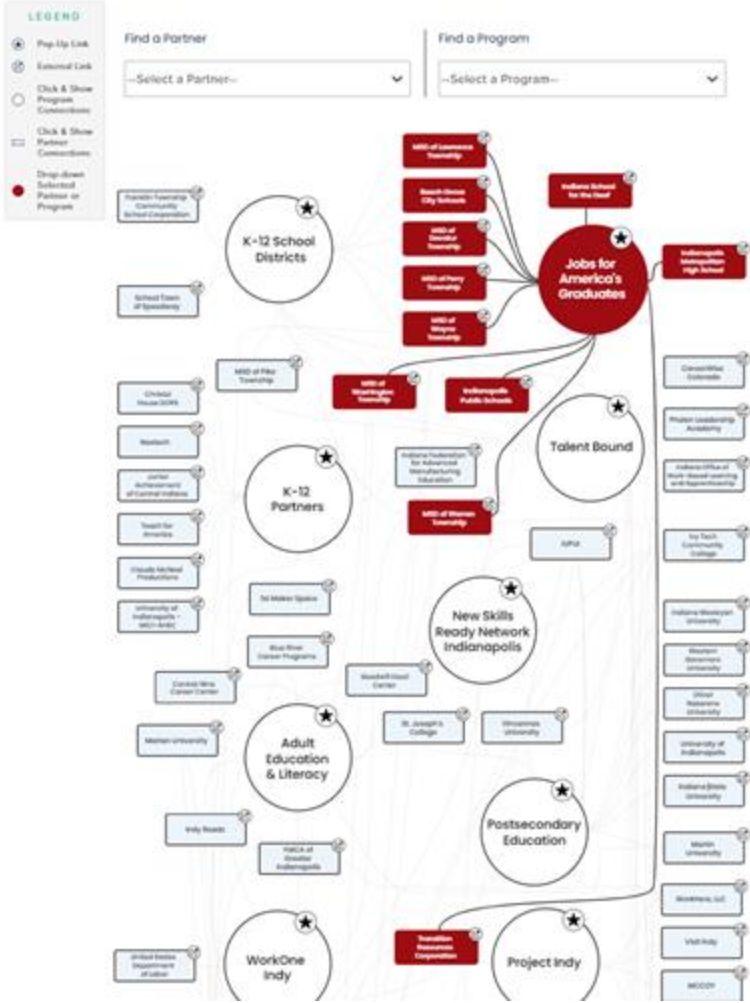
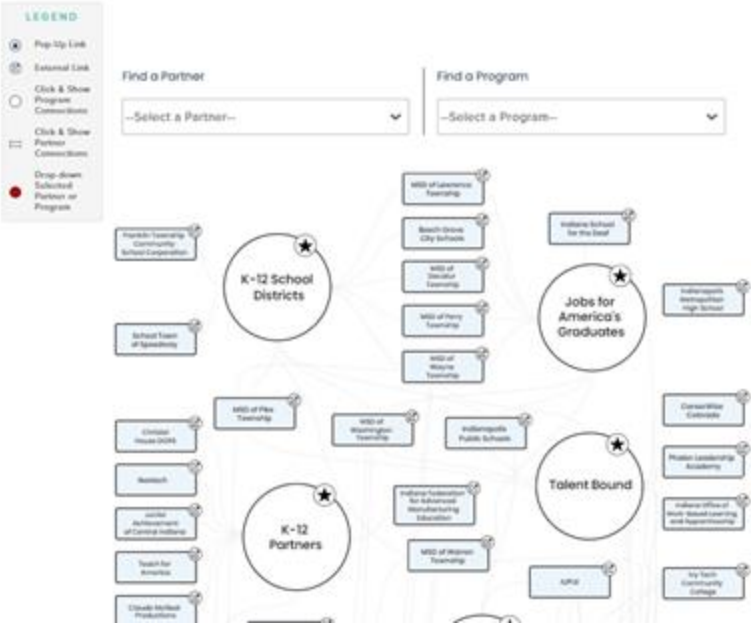
Employ Indy



AN INTERACTIVE EXPERIENCE

Marion County Workforce Ecosystem

This interactive experience is intended to be a visual representation of organizations involved in the Marion County Workforce Ecosystem during program year 2020-2021 to demonstrate the breadth and complexity of the local workforce system.



Local Exemplars



Arizona Healthcare Workforce Summit

Creating Connections and Pathways to Collaboration

March 31, 2023 | 9 a.m. - 3:30 p.m.

Creighton University
3100 N Central Ave, Phoenix, AZ 85012
Phoenix Health Sciences Campus

To register scan the QR Code
Registration \$75




For inquires, email
careimprovement@azhha.org



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Current Healthcare Workforce Initiatives

Current healthcare workforce initiatives are ongoing programs and strategies that address healthcare workforce challenges by improving training, promoting diversity, and aligning with emerging healthcare trends to ensure the delivery of high-quality healthcare services.

— **Arizona Nurse Education Investment Pilot Program**

The Arizona Nurse Education Investment Pilot Program, managed by ADHS, aims to boost nursing education program capacity in the state, covering NA, LPN, RN, and APRN levels. The funds are directed to universities and community colleges for faculty expenses and capital investments.

[Read More](#)

+ **Nurse Clinical Rotation and Licensed Nurse Training Program**

Guiding Principles That Impacted Our Recommendation

- Accessibility
- Human Centered
- Intentional Partnerships
- Showcase Scale Exemplars
- Meaningful Data Collection

Focus on developing collaborations and relationships in pursuit of better coordination and alignment across all sectors/industries. The effects are long term and sustainable. Although measuring success is challenging, providing meaningful data that is increasingly in demand.

Recommendations For How We Might Align Partnerships, Resources, and Funding Across Ecosystems

- **Replicate, enhance, and scale exemplar models for Southern Arizona Workforce Ecosystem to align partnerships and funding, and increase collaboration**
- **Utilize Principles of Practice**
 - Human centered strategy -sharing resources (RFP responses and best practices)
 - Intentional partnerships in funding collaborations
 - Equity in access to information
- **Central Repository of Content for Stakeholders**
 - Workforce Ecosystem Map with Partners, in-demand Industries, providing a way to connect communities (message board) and include success stories

Funded Project Information to Be Collected

- Program description
- Program goals and impact
- Industry
- Website
- Population serving
- County serving
- How is this project aligned with human centered practices?
- Current workforce initiative
- Funding information
- Program sustainability
- Sustainability challenges
- Key Contacts
- Partners
- Data being collected
- Programmatic needs



Additional Site Features:

- Terminology
- Upcoming Funding Projects
- Feedback form

Expected Outcomes

Increased Visibility and Collaboration

- Showcase funded workforce projects, making them easily accessible to stakeholders
- Encourage collaboration by providing a central platform for sharing project information

Improved Partnering with Stakeholders

- Foster intentional partnerships with easy access to project data for potential collaborators
- Provide tools and resources for stakeholders to engage and contribute to projects.

Efficient RFP Responses

- Streamline information retrieval to assist stakeholders in preparing timely and comprehensive responses to RFPs

Sustainable Programming

- Encourage the development of projects that have lasting impact and contribute to long-term workforce development goals

DEI Impact

- Intentional partnerships to support equitable access to services through human centred design

Increased Opportunities for Impact

- Create avenues for stakeholders to identify and participate in projects
- Promote projects that align with strategic workforce development priorities and have a meaningful and measurable impact

Call to Action-First 90 Day

- **Identify Scalable Framework**
- **Identify Project Owner**
 - Host, Update
 - Authority and resources
- **Identify Next Industry Focus**
 - Assess workforce needs and trends
- **Define Stakeholder Needs**
 - Key user groups and their specific needs
 - Gather input on desired features and functionalities
- **Collect Funded Projects**
 - Collect information on existing fund workforce projects
- **Promote The Model**
 - Drive users to the platform
- **Feedback Mechanism**
 - Focus on user experience
 - Monitor usage analytics

