

Arizona Developmental Disabilities Planning Council

Untapped Arizona

Full Council Meeting: January 24, 2014



Your Resource for an Inclusive Workforce



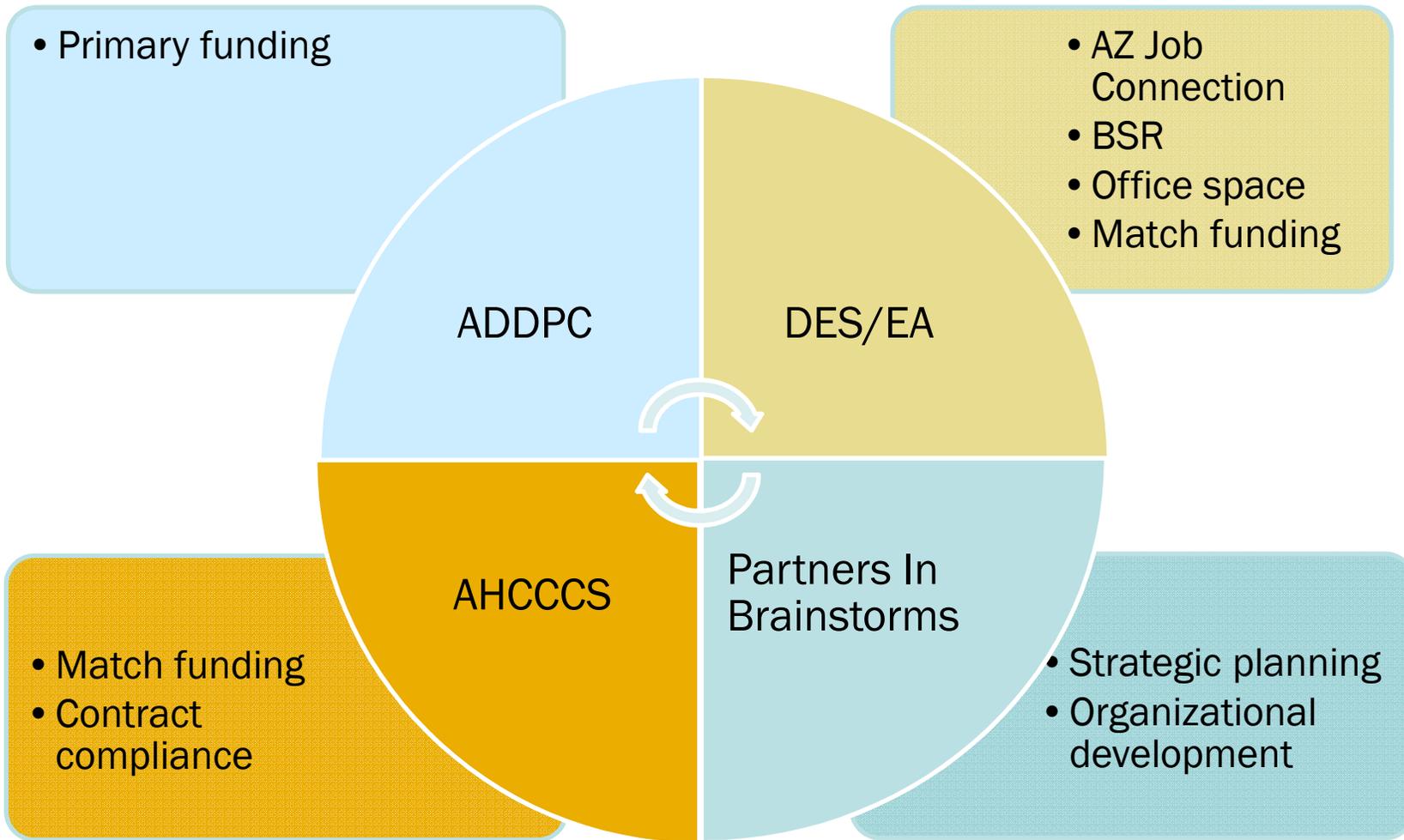
Introductions

- Dara Johnson Program Development Officer
AZ Health Care Cost Containment System
(AHCCCS)
- Bob Neckes Executive Director
Untapped Arizona (UAZ)
- Debra Pryor President & CEO
Partners In Brainstorms, Inc. (PIB)

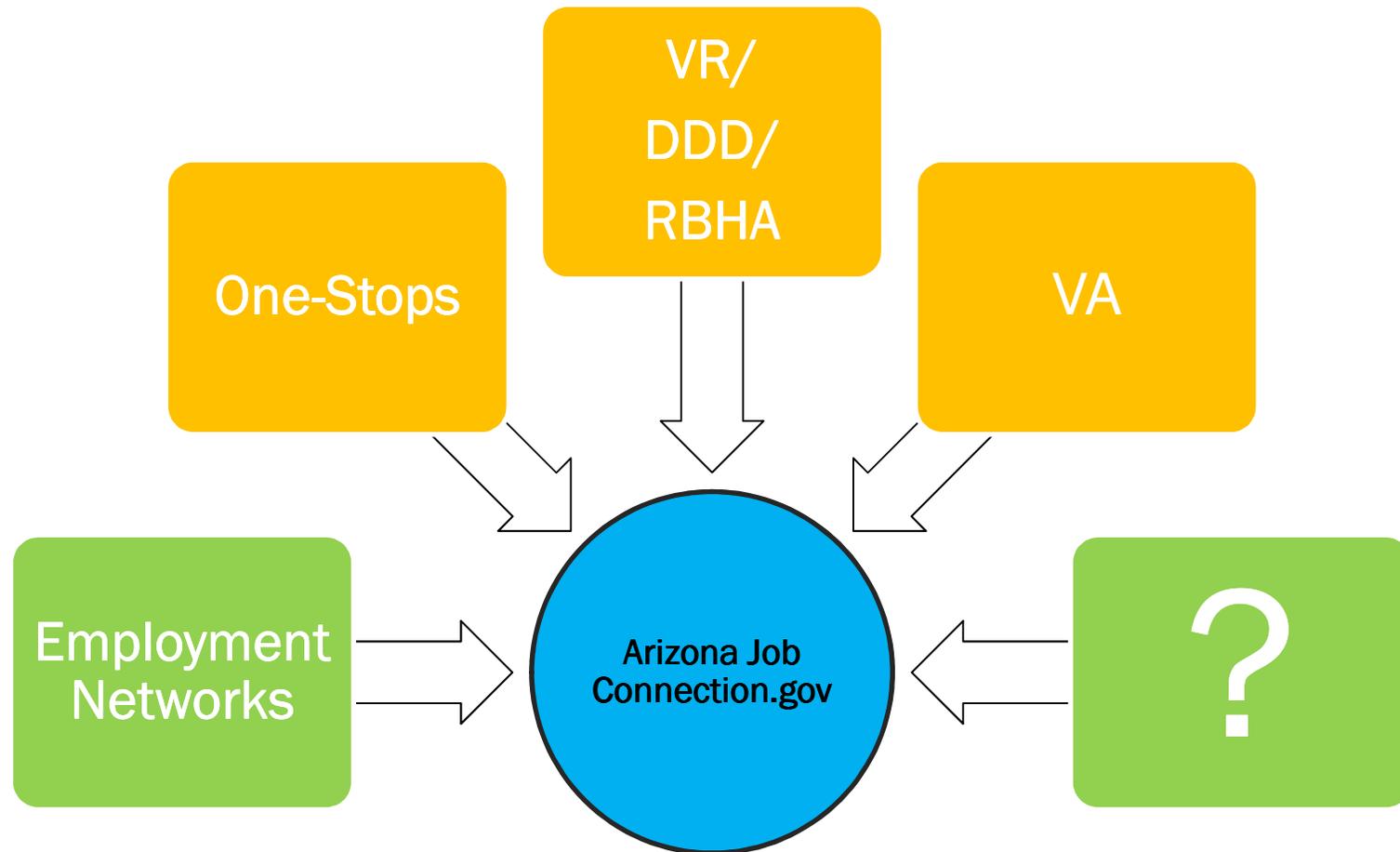
Overview of Untapped Arizona

- An organization led by business leaders who are diversifying their workforce by recruiting, hiring, and retaining workers with disabilities.
- Supports businesses to meet their workforce needs.
 - Connecting them to qualified job candidates with disabilities.
 - Providing technical assistance to support them in hiring and retaining workers with disabilities.
 - Preparing individuals with disabilities to meet future workforce needs.

Partners



Talent Pool Outlets



- AZ Job Connection.gov is a free, job-matching website and service for job seekers and employers
- The talent pool comes from diverse outlets
- Job candidates register in AZ Job Connection when ready to seek employment

Business

Register on UAZ
Website

Input job postings
on UAZ website

Job posted on AJC
by UAZ Executive
Director

Provided pre-
screened candidate
listing by UAZ
Executive Director

Talent Pool Outlets

Register on UAZ
Website

Prepare Job
Candidates for
Employment

Notify candidates of
job postings

Qualified
candidates apply
for positions

Strategic Planning Process



Here are the Facts...

- In 2012, **17.8% of working-age individuals with a disability were employed**, according to the U.S. Bureau of Labor Statistics. In contrast, the employment-population ratio for working-age individuals without a disability was 63.9%.
- A recent policy brief prepared by the Morrison Institute of Public Policy reported the **employment rate of working-age individuals with developmental disabilities was 20.3%**, compared to the employment rate of working-age individuals without disabilities, reported at 59.9%.
- For every 100 workers:

	Individuals with a Disability	Individuals with no Disability
Total employed	100	100
Employed by Private Industries / Sectors	73	79
Government	17	16
Self-employed	10	5
Employed part time	33	19

Source: U.S. Bureau of Labor Statistics

Sector Strategy – Business Benefits

- Research conducted by Partners In Brainstorm – which was the basis of Arizona’s Sector Strategy – identified a need at the state and regional market levels to bring together **employers**, grouped by industry sector, with **government, education, training, economic development, labor,** and **community organizations** to focus on the workforce needs of each industry.



In 2009 in Pennsylvania, 84 percent of surveyed employers participating in industry partnerships reported significant increases in productivity.

- Employers that participate in industry partnerships, and **include individuals with disabilities in their workforce**, report increases in productivity, customer satisfaction, and declines in staff turnover, all of which reduce costs and improve the competitiveness of their companies.

Sector Strategy – Worker Benefits

- Sector strategies are among the few workforce interventions shown by statistical evidence to improve employment opportunities for workers, including those with disabilities, and to increase their wages once on the job.

Participants

48% **EXIT** POVERTY

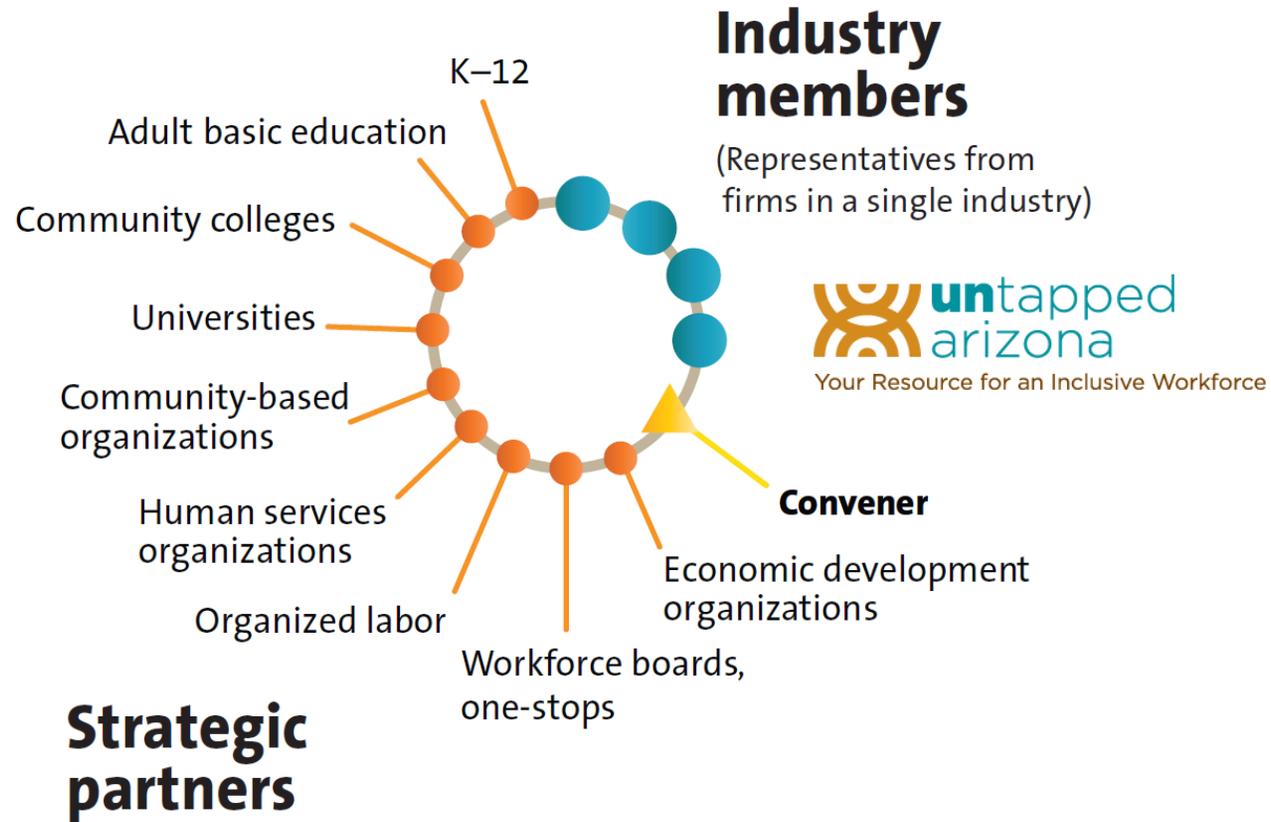


The Aspen Institute found that 48 percent of participants in sector-based programs exited poverty, based on earnings alone.

- On average, **workers earned 18 percent more** and were more likely to be hired and to work more consistently (retained) in higher-quality jobs when sector strategies were utilized.

Sector Partnership

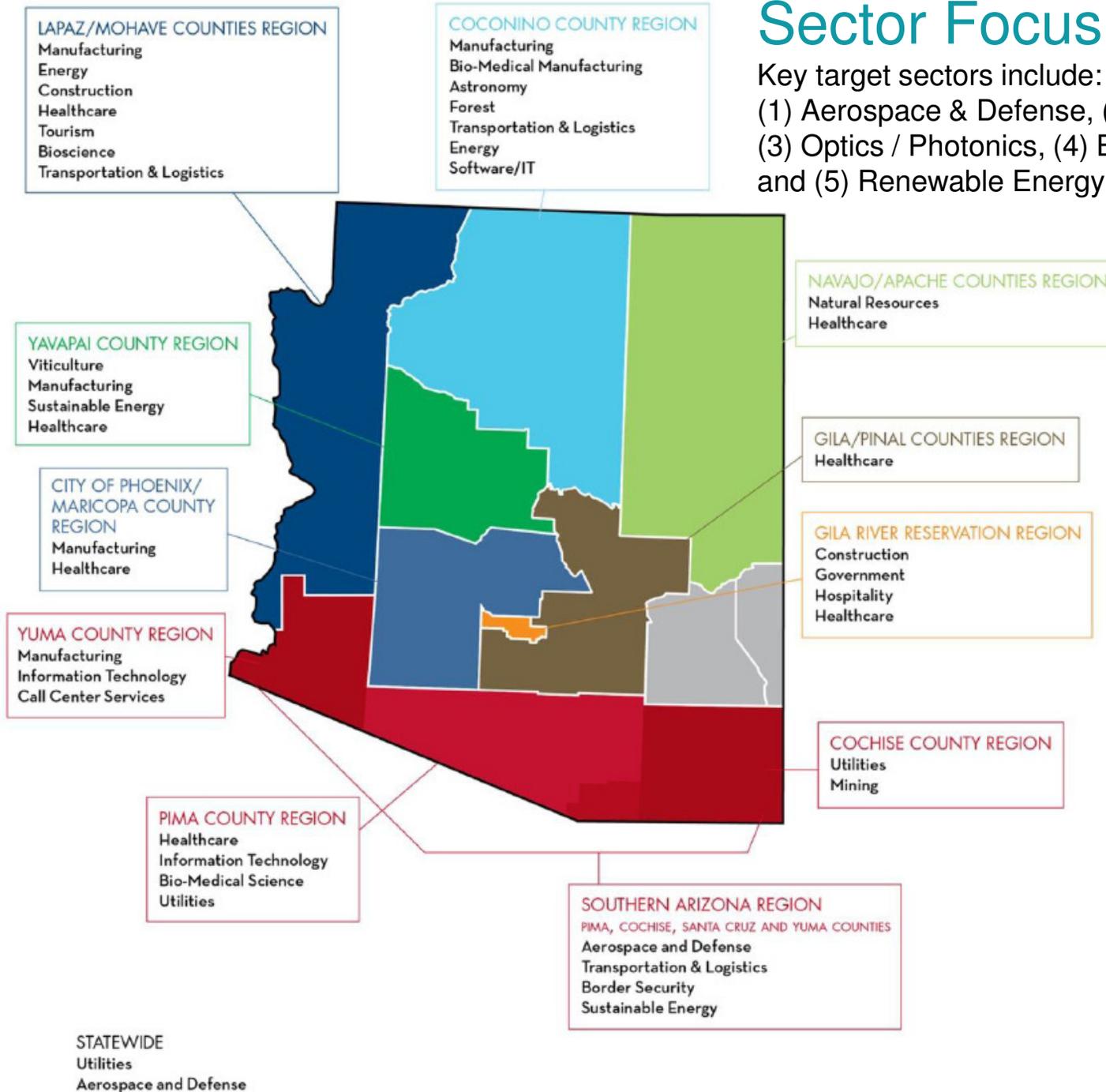
The partnership addresses common needs of businesses (employers) and generates coordinated solutions.



Sector Focus by Region

Key target sectors include:

- (1) Aerospace & Defense,
- (2) Semiconductors,
- (3) Optics / Photonics,
- (4) Bioscience,
- and (5) Renewable Energy



Sector	Employed Persons by Disability Status (US 2013 est)		Percent of Total Employment (2013)		Average Salary (2013)	
	With Disability	No Disability	AZ	US	AZ	US
	Government	17.0%	16.0%	16.7%	16.4%	\$ 65,678
Education & health services	14.6%	15.4%	14.9%	15.2%	\$ 53,122	\$ 50,771
Professional & business svc	12.7%	13.7%	14.4%	13.4%	\$ 48,138	\$ 61,371
Retail trade	12.8%	10.5%	12.1%	11.1%	\$ 34,510	\$ 32,088
Leisure & hospitality svcs	9.9%	10.5%	10.9%	10.3%	\$ 24,310	\$ 24,149
Financial activities	5.2%	6.2%	7.2%	5.8%	\$ 34,297	\$ 50,553
Manufacturing	8.9%	8.9%	6.3%	8.9%	\$ 80,549	\$ 76,451
Construction	4.1%	4.2%	4.7%	4.2%	\$ 51,832	\$ 57,059
Wholesale trade	3.8%	4.4%	4.0%	4.2%	\$ 74,703	\$ 78,458
Transportation & utilities	4.1%	3.6%	3.4%	3.7%	\$ 62,401	\$ 63,289
Information	1.9%	2.1%	1.6%	2.0%	\$ 61,658	\$ 93,099
Mining	0.7%	0.7%	0.5%	0.7%	\$ 59,839	\$ 80,442
Other services	4.3%	3.7%	3.5%	4.1%	\$ 33,074	\$ 34,601

 AZ High Growth Sector

Source: Bureau of Labor Statistics, Moody's Analytics

Arizona's Top Employers (2013)	# Employees	Sector
1. Wal-Mart Stores Inc.	31,837	Retail trade
2. Banner Health System	25,126	Health services
3. Wells Fargo	13,679	Financial
4. US Army Intelligence Ctr. (Ft. Huachuca)	13,600	Government
5. Freeport-McMoRan Copper & Gold	13,563	Mining
6. Bank of America	12,500	Financial
7. Arizona State University	12,222	Education services
8. JPMorgan Chase & Co.	11,407	Financial
9. Intel Corp.	11,000	Manufacturing
10. University of Arizona	10,846	Education Services
11. Fry's Food Stores	10,767	Retail trade
12. Raytheon Missile Systems	10,300	Manufacturing
13. Apollo Group Inc.	10,000	Education services
14. Honeywell Aerospace	10,000	Manufacturing

Arizona's Top Employers (2013)	# Employees	Sector
15. US Airways Group	9,237	Transportation
16. Davis-Monthan Air Force Base	9,100	Government
17. Bashas' Family of Stores	8,561	Retail trade
18. Mesa Public Schools	8,400	Education services
19. U.S. Postal Service	8,150	Government
20. Dignity Health	7,814	Health services
21. American Express Co.	7,740	Financial
22. Safeway Inc.	7,000	Retail trade
23. U.S. Border Patrol	6,996	Government
24. Scottsdale Healthcare	6,500	Health services
25. Arizona Public Service Co.	6,200	Utilities
26. Luke Air Force Base - 56th Fighter Wing	5,582	Government
27. Mayo Clinic Hospital	5,524	Health services



Government Employees in Arizona (2013)



- Federal: 56,317
- State: 84,358
- Local: 270,117



Current Priorities: Programmatic Infrastructure

- Arizona Job Connection protocols with DES
- Finalize revisions to the UAZ website to support interaction with the Arizona Job Connection
- Identify outreach and marketing opportunities to recruit the talent pool to register in the Arizona Job Connection

Current Priorities: Organizational Infrastructure

- Research best practice and sustainability models
- Outreach to partners to leverage sector strategy partnerships
- Develop and implement needs assessment
- Solicit Business Advisory Group to develop the strategic plan
- Solicit Stakeholder Advisory Committee to provide input on the strategic plan