



Your Resource for an Inclusive Workforce

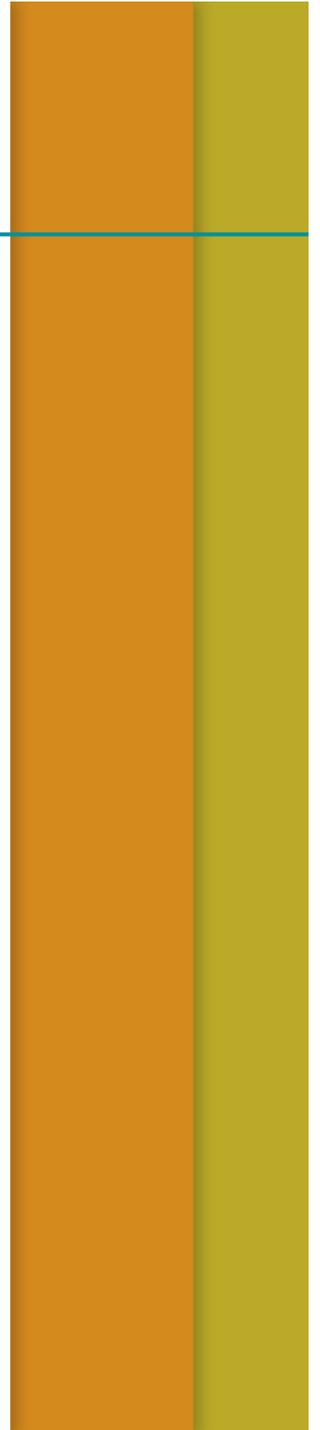
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# Untapped Arizona Update

Presented to: Arizona Developmental Disabilities  
Planning Council (ADDPC)

December 2, 2016

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# Priorities

1

- ▶ Support Board of Directors to create sustainable vision and organization

2

- ▶ Update strategic plan to further develop implementation plans and models

3

- ▶ Utilize independent contractors to maximize targeted goals and milestone accomplishments

4

- ▶ Utilize business assessment survey results and the state's sector strategies to inform business outreach, services, and supports

5

- ▶ Pilot and finalize business and job seeker outreach strategies, tools, resources, and services

# 1

## Board of Directors

- Two new board members\*
  - Todd Jones, Chairperson, Snell and Wilmer
  - Kyle Thornton, Secretary, Cisco Systems
  - Jerel Campbell, Treasurer, California Angels
  - Rob Crawford, Life Development Institute
  - Veronica Crawford, Life Development Institute
  - Bob Enderle, Medtronic\*
  - Becky Pearson, Wells Fargo\*
- Board meeting on November 21<sup>st</sup> – key actions
  - Approved moving forward with U.S. Business Leadership Network (USBLN)
  - Approved recommendation for strategic planning and board governance training utilizing ASU Lodestar Center

# USBLN Overview



- The U.S. Business Leadership Network (USBLN) is a national nonprofit that helps business drive performance by leveraging disability inclusion in the workplace, supply chain, and marketplace.
- The USBLN serves as the collective voice of state affiliates.
- According to USBLN, the organization collectively serves 5,000 businesses through its state affiliates.
- Untapped Arizona is proceeding with the Letter of Intent to become Arizona's Business Leadership Network affiliate for the entire state.

# 2

## Strategic Plan

- Strategic planning contractor
- Strategic plan timeline
- Board governance training

# 2

## Strategic Planning



### Lodestar Center for Philanthropy & Nonprofit Innovation

#### Business Approach for Nonprofits

- Strategic planning provides the opportunity for Untapped Arizona to determine its future through careful examination of the internal and external factors at play.
- The Lodestar Center team will:
  - Work with Untapped Arizona to customize the strategic planning session.
  - Develop pre-facilitation digital survey of board members.
  - Facilitate the strategic planning session.
  - Provide recommendations and the framework for the strategic plan.

# 2

## Strategic Planning Timeline

- **December 2016:** Customize the facilitation session to meet Untapped Arizona's specific needs and desired outcomes. Develop questionnaire.
- **January 2017:** Implement questionnaire. Allow 2 weeks between receiving questionnaire and strategic planning facilitation.
- **January 2017:** Schedule facilitation, preferably two 3-hour sessions over 2 days. Summarize key insights.
- **February 2017:** Provide framework for strategic plan.

# 2

## Board Governance Training

- The ASU Lodestar Center's Board Governance program will assist Untapped Arizona in augmenting the knowledge of those who are experienced board members, as well as those who are new to board service.
- Every attendee and board member receives a training manual with resources, descriptions, examples, and exercises that help to build the capacity of the organization even after the training is completed.
- Timing: June 2017, to allow inclusion of new board members to be recruited over the next few months.

# 3

## Independent Contractors

- Partners In Brainstorms contractor assisting with finalizing:
  - Toolkit for employment service providers
  - UAZ website update
  - ARIZONA@WORK – UAZ-specific page
- Strategic planning consultant (ASU Lodestar Center)
- Board development training (ASU Lodestar Center)
- Think Beyond the Label
  - Finalize business needs self-assessment
  - Identify existing business services and supports
  - Develop revenue model for business partners

# 4

## Business Outreach

- Developing collaborative protocols with DES for Business Service Representatives. DES is adding 8 new BSRs, bringing the total to 15.
- Developing tools, based upon the statewide business needs assessment, to support service providers in employer engagement.
- Phoenix Chamber of Commerce presentation
  - Workforce Readiness Committee (Monday, November 28)
  - Small Business Committee (interest voiced based on Workforce Readiness presentation)
- Business Advisory Committee meeting – January 2017

## 4

## Business Advisory Committee

Industry Sector	Company
Aerospace	Boeing
Consumer services (retail)	Walmart
Construction	Sundt Construction
Education services	Arizona State University
Financial services	Wells Fargo
Government	City of Scottsdale
Health care	Arizona Alliance for Community Health Centers
Hospitality	Marriott
<b>Insurance Services*</b>	<b>United Healthcare</b>
Manufacturing	Medtronic
Technology	Cisco Systems GoDaddy
<b>Telecommunications*</b>	<b>Cox</b>
<b>Utilities*</b>	<b>Trico Electric</b>



# 5

## Business Support

- Finalizing business needs self-assessment
- Identifying existing business services and supports
- Exploring opportunities to modify existing tools (e.g., [TBTL Hire Gauge](#))
- Partnering with WIIN project to develop DB101 toolkit for employers
- USBLN state affiliation
- ARIZONA@WORK website enhancements

# 5

## DES Arizona@Work Partnership

- Arizona Job Connection “ARIZONA@WORK”
  - Job seeker enhancements
    - Modify disability status demographic question
    - Add number of registered applicants with a disability to the homepage
    - Create resource page for job seekers with disabilities
  - Employer enhancements
    - Untapped Arizona identifier for businesses and job postings
- ARIZONA@WORK Partnership Branding (Untapped AZ Official Partner)
  - Banner and webpage to outreach to businesses on the site



Innovative Workforce Solutions

# Arizona Job Connection – Arizona’s Job Site

[www.azjobconnection.gov](http://www.azjobconnection.gov)

The screenshot shows the homepage of the ARIZONA@WORK website. At the top left is the logo for ARIZONA@WORK with the tagline "Innovative Workforce Solutions". A navigation bar includes links for "FAQS", "CONTACT", and "NEWSROOM". Below this is a secondary menu with "ABOUT", "EMPLOYERS", "JOB SEEKERS", "SUCCESS STORIES", and "LOCATIONS". The main content area features a "Get to Know Us! And what we can do for you." section with two video thumbnails. The first is titled "Introducing ARIZONA@WORK" and the second is "ARIZONA@WORK Business Services". Below these are two columns of text: "Introducing ARIZONA@WORK" and "ARIZONA@WORK Business Services". At the bottom, there are two sections for "EMPLOYER SUCCESS STORIES" and "JOB SEEKER SUCCESS STORIES", each with a carousel of four portrait photos of individuals.

**ARIZONA@WORK**  
Innovative Workforce Solutions

FAQS | CONTACT | NEWSROOM

ABOUT | EMPLOYERS | JOB SEEKERS | SUCCESS STORIES | LOCATIONS

## Get to Know Us! And what we can do for you.

### Introducing ARIZONA@WORK

Introducing ARIZONA@WORK  
Find out more about ARIZONA@WORK, our mission and how our innovative workforce solutions serve employers and job seekers throughout our state.

### ARIZONA@WORK Business Services

ARIZONA@WORK Business Services  
Discover how we partner with employers across Arizona to find, train and keep the right people through comprehensive workforce development services.

EMPLOYER SUCCESS STORIES | JOB SEEKER SUCCESS STORIES

# THANK YOU

## Questions or Comments?

