

Mesa Education and Workforce Development Roundtable

JUNE 7, 2023

2023 Meeting Dates

September 6, 2023 (Location: The Studios @ Mesa City Center)

December 6, 2023

Governor's Educator Retention Task Force

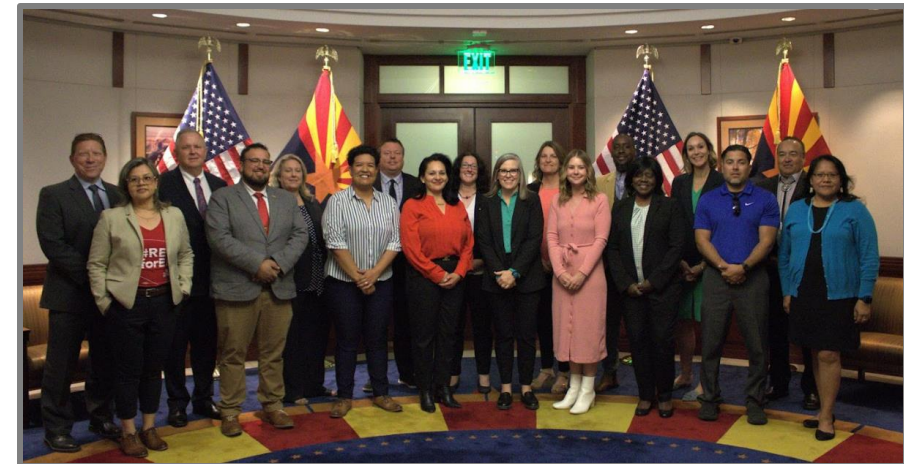
In February 2023, Governor Hobbs announced an executive order to establish an Education Retention Task Force in an effort to rebuild and reinvest in our public schools.

The task force will make recommendations regarding the education retention crisis in a report due in December 2023. By holding ongoing stakeholder meetings and conducting surveys the group hopes to better understand the wide variety of issues affecting retention including pay and benefits, working conditions and teacher preparation programs.

East Valley Representatives:

Justin Wing – Mesa Public Schools, Asst. Supt. of Human Resources

Sarah Tolar – City of Mesa, Education and Workforce Administrator



Working Groups

- Retention Innovations and Solutions
- Teacher Preparation and Certification
- Compensation and Benefits
- Working Conditions

Discussion, collaboration & next steps

- **Retention Innovations and Solutions**

- Presentation from ADE on current teacher support and retention programs
- Presentation from Tolleson Union HS District on high starting pay range and retention rate
 - Evaluation of teacher pay rate correlated with student performance

- **Teacher Preparation and Certification**

- Presentation from ADE on certification pathway programs
- Presentation from SBE on classroom-based teacher and leadership prep programs
 - Evaluating pathway programs correlated with teacher retention

- **Compensation and Benefits**

- Review AZ compensation in comparison to US
- Review health care, retirement, leave benefits and data

- **Working Conditions**

- Presentation from ASU Morrison Institute for Public Policy

Discussion, collaboration & next steps

Full Task Force

- **ASU Morrison Institute for Public Policy** to partner with Task Force on survey creation, distribution and focus groups.
- **The Hunt Institute:**
 - **Promising practices for other states**
 - Educator Retention: North Carolina spotlight
 - Dept of Ed staff collect, analyze report of data (teacher retention, student performance, certification challenges, etc.)
 - Increasing pay, National Board Certification, student loan forgiveness, career ladders
 - **Non-policy impact:**
 - Grow your own programs, residencies and apprenticeships, school leaders, One Million Teachers of Color campaign, Innovative teaching models (collaborative teaching models. Aim to redesign the school day without adding additional cost to state, district and school budgets.)
 - Next Education Workforce (ASU/Mesa)

Educator Survey & Timeline

Statewide Survey Distribution: online, 8-10 mins

- Current & former educators
- 6-8 virtual focus groups w/ educators
- ~15 interviews w/ former educators

May → survey discussion, development and planning

June → regional focus groups, data collection and analysis

Mid-July → Surveys out in the field

July – August → data collection and quantitative data analysis

September – October → Final interviews, discuss analysis and group findings

October – December → In-depth coding, final reporting

Roundtable ask...

- Encourage survey response
- Share out Task Force information and awareness
- Recommend educators for focus groups
- Provide feedback

Project Status and Updates



Business Engagement Toolkit

Functional literacy skills start at an early age and have a lifelong impact. Data shows that students who are not reading proficiently by the end of third grade typically struggle throughout their elementary years, are less likely to graduate high school and, ultimately, do not meet the expectations of the 21st-century workforce.

Preparing our future generations to enter the competitive workforce and become collaborative, productive members of the Mesa community is imperative to support our dynamic and rapidly growing economy. However, the effort to recover learning loss from the pandemic, support and improve early literacy in Mesa is not an issue that can be tackled by schools alone.

The engagement and support of community businesses/organizations is important in this effort. The purpose of this toolkit is to provide clear options and opportunities for our business community to engage in and support these efforts.

**Engaging your business with
Read On Mesa: *Your Why***



Resources for staff:

- Literacy and early learning resources for employees and their families.

- Dedicating resource page to link information
- Hosting lunch and learn with Read On Mesa presenter
- Identifying literacy ambassador



**Support the work of Read On Mesa
as a business/community partner.**

In-kind Support

- Read On Mesa info sharing & promotion:**
- Post hard copy fliers in business
 - Share event and resource information on social media channels
 - Link to Read On Mesa webpage

**Support through
Resources**

- **Sponsorship opportunities:** schools, little libraries, events
- **Donations:** books, supplies, prizes, incentives, money

**Staff
Engagement/Volunteer
Support**

- Volunteering opportunities:**
- In-person
 - Virtual
- Identifying literacy ambassador**

Higher Ed/Economic Development Convening

- **Participants:** Mesa Economic Development, ASU, Mesa Community College, Ben U
 - To include for future meetings: NAU Workforce Center, EVIT
- **Purpose:** To bring together leaders from higher education, economic development and workforce development in Mesa to strengthen partnerships and provide an opportunity for sharing, resulting in increased collaboration to benefit our community.
- **Discussion topics:**
 - City of Mesa Economic Development landscape and data
 - WFD programs/initiatives
 - Opportunities, needs, feedback

Higher Ed/Economic Development Convening

- **Strategic Goals Alignment:**

- Provide equitable access to resources and support for mesa jobseekers and employers.
 - Strengthening relationships and improving coordination with workforce development partners.
- Identify and mitigate the skills gap in hiring.
 - Conducting outreach for career pathways development.



Higher Ed/Econ Dev Convening

GREATER PHOENIX MARKET ACTIVITY

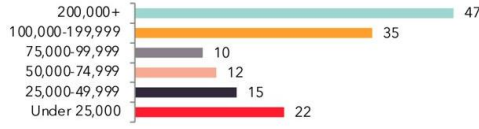
Office Prospects

- 25 office prospects in FY23, down from 57 in FY22
- 0 prospects over 200,000 SF in FY23, down from 1 in FY22
- 16 prospects under 25,000 SF in FY23, down from 42 in FY22
- 21 looking for existing space, 1 build to suit, 3 no preference



Industrial Prospects

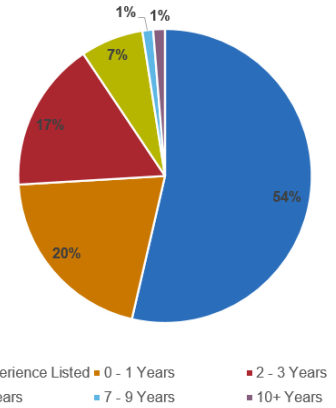
- 151 industrial prospects in FY23, down from 155 in FY22
- 47 prospects over 200,000 SF in FY23, down from 56 in FY22
- 22 prospects under 25,000 SF in FY23, down from 29 in FY22
- 61 are looking for existing space, 36 build to suit, 54 no preference



JOB POSTING DATA

Company	Total Postings (April 1, 2022 - March 31, 2023)	Unique Postings (April 1, 2022 - March 31, 2023)	Median Posting Duration	Job Posting Intensity
Banner Health	15,323	2,707	35 days	5.7
Boeing	8,061	883	24 days	9.1
Community Bridges	2,150	733	34 days	2.9
Mesa Public Schools	2,882	710	28 days	4.1
ATSU	1,849	740	31 days	2.5
Aston Carter	1,265	461	24 days	2.7
Dexcom	1,199	449	33 days	2.7
City of Mesa	2,004	442	31 days	4.5
ShiftMed	1,145	420	22 days	2.7
Amazon	5,189	390	25 days	13.3
Aerotek	1,154	353	20 days	3.3
Fujifilm	995	346	40 days	2.9
MD Helicopters	1,119	323	31 days	3.5
Card Health Care System	551	314	27 days	1.8
e Cat	1,228	292	35 days	4.2
icare Employment	1,053	270	24 days	3.9
rk	1,053	270	24 days	3.9
Universal	1,713	264	35 days	6.5
v Leaf	1,291	257	35 days	5.0
mercial Metals	1,012	251	41 days	4.0
ia State University	351	204	30 days	1.7

Job Postings by Experience

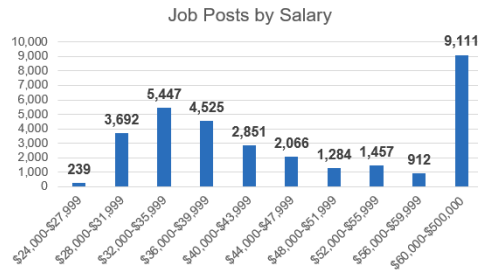


JOB POSTING DATA

78,550 Unique Postings
465,875 Total Postings

6 : 1 Posting Intensity
Regional Average: 6 : 1

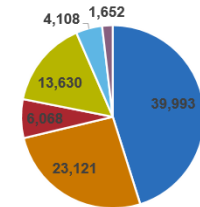
29 days Median Posting Duration
Regional Average: 29 days



There are 31,584 advertised salary observations (40% of the 78,550 matching postings).
Median Advertised Salary: \$42,368



Job Postings by Education Level



- No Education Listed
- Associate degree
- Master's degree
- High school or GED
- Bachelor's degree
- Ph.D. or professional degree

Source: *Lightcast Job Posting Analytics, All Postings, City of Mesa, Last 12 months as of 4/20/2023*



Source: *Lightcast Job Posting Analytics, All Postings, City of Mesa, Last 12 months as of 4/20/2023*

Next steps:

- Quarterly meetings
- Data/information sharing
 - Focus on recent company locates' hiring needs in Mesa
 - Determining how to use job posting data to inform broader strategies
 - Identifying potential collaborations and escalating advocacy for long-term labor shortages

Billions to Gain: The Economic Benefits of Investing in a More Educated Arizona

Education Forward Arizona

Rich Nickel, President and CEO

Dr. Teresa Leyba Ruiz, Senior Vice President and Chief Advocacy and Programs Officer

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Everything to Gain: A Shared Framework to Communicate the Value of Education After High School

Mesa Education and Workforce Roundtable Quarterly Meeting
Rich Nickel and Dr. Terry Leyba Ruiz
June 7, 2023

Our Mission

To advocate for **and** act on education improvements that advance the quality of life for **all** Arizonans.

We Work in Three Main Areas



Voice



Policy



Programs

Arizona Goal for Education Beyond High School



60% of adults (24-65) will hold a credential or degree by 2030

Today, the state's rate is 48%

★ This is a 2% increase from last year

★ 77,000 degrees or certificates

Pathways to Education Beyond High School



Certification, License,
Educational Credential



Associate Degree
Community College



Bachelor Degree
College, University

Is Education After High School Worth It?

"Postsecondary education opened many doors for me. It allowed me to discover my passions, build my career and inspired me to give back to my community."

-Carmen de Alba Cardenas, ASU
Class of 2021



Combating the Negative Rhetoric

March 13, 2023 Facebook Post:

Does education after high school really matter? The data says ABSOLUTELY YES for individuals, businesses, our communities and our entire state.



“Sure, run by democrats to push lies and racist reads.”

“Unfortunately, many bachelor’s degrees now amount to little more than a high school diploma.”

“We have plenty of ‘studies’ majors. We need plumbers, welders, machinists, electricians and carpenters.”

Is *Education After High School (College)* For Everyone?

YES

Awesome! Let's help more people from more backgrounds gain access and succeed!

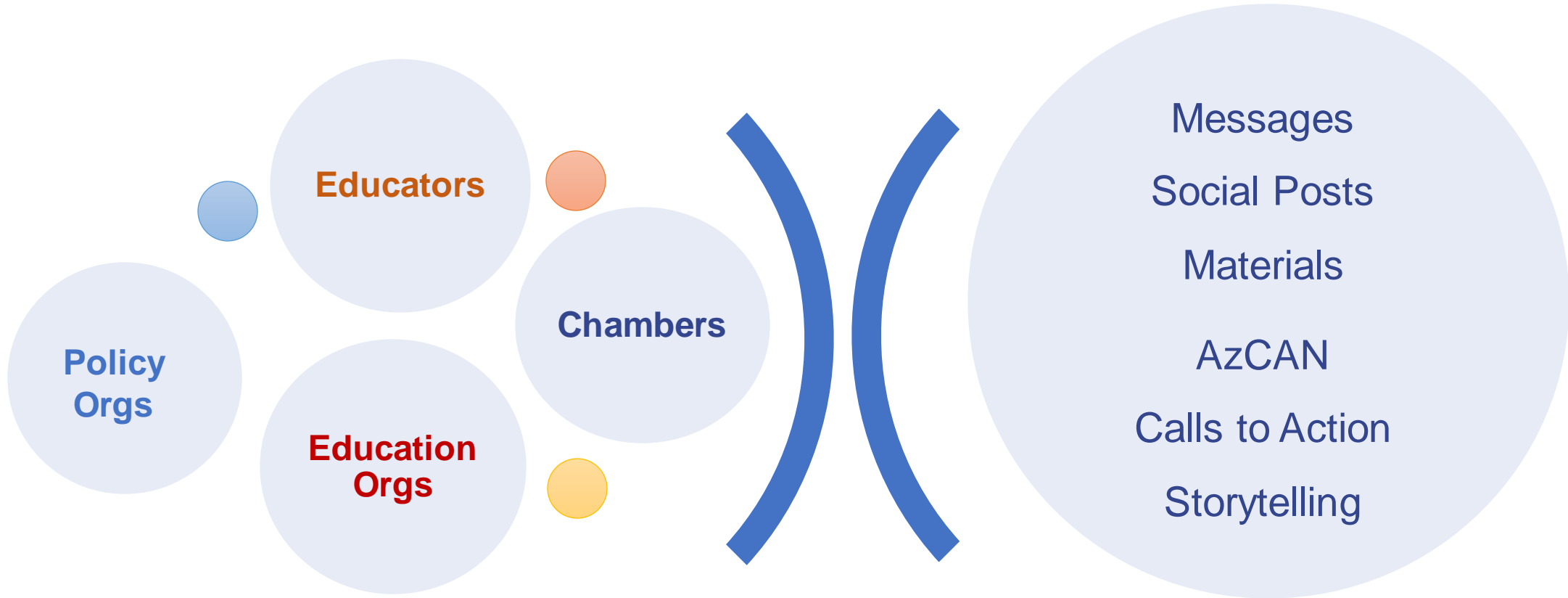
NO

- Who is it for?
- Who decides who gets the opportunity?
- Who is excluded?

Arizona has everything to gain –
in our economy, in our workforce, in
our communities and as individuals
- when students continue their
education after high school.



EVERY THING TO GAIN



Where We Stand Today

Quality Early Learning



Percent of 3- and 4-year-old children that are in quality early learning settings.

3rd Grade Reading



Percent of 3rd grade students who scored proficient or highly proficient on the AASA English language arts assessment.

8th Grade Math



Percent of 8th grade students who are prepared to be successful in high school math.

High School Graduation



Percent of high school students who graduate in four years.

Opportunity Youth



Percent of 16-24 year olds NOT going to school or working.

Post High School Enrollment



Percent of high school graduates enrolled in postsecondary education the semester after graduating high school.

Attainment



Percent of Arizona residents 25-64 years of age who have completed a 2- or 4-year degree or who have an active professional certificate or license.



Prioritizing What Matters Most

An Education Action Plan for Arizona to Meet the Achieve60AZ Goal

January 2023

EducationForwardArizona.org



What do we need to do as a state to reach the **Achieve60AZ** goal and the goals in the **Arizona Education Progress Meter**?

1. Convened hundreds of education / community leaders and students to find an answer, that's owned by the community.
2. Created a shared action plan with concrete steps and clear direction — regarding how **we can improve student outcomes in Arizona**.
3. The Achieve60AZ Action Plan serves as a guide for policymakers, funders, educators, business and community leaders to jointly prioritize and advocate for changes to move education forward.



How do we make gains across Arizona?

Early Childhood

- Offer state-supported full-day Kindergarten and inclusive pre-K
- Recruit and retain a highly-qualified early childhood workforce
- Strengthen free and reduced lunch and after school programs
- Increase educator pay and retain great teachers

High School

- Increase and sustain professional development and coaching for educators
- Create a math equivalent to Read On Arizona
- Start the Education Career Action Plan (ECAP) in 8th grade
- Increase equitable access to dual and concurrent enrollment
- Expand access to school counselors

After High School

- Make college more affordable and expansion scholarship programs
- Strengthen linkages between the PK-12 and postsecondary education systems
- Implement a long-term P20 funding system

BILLIONS TO GAIN

The Economic
Benefits of a More
Educated Arizona



Benefits for all of Arizona



Individuals benefit from college attainment primarily in terms of higher lifetime earnings; additional benefits include increased labor force participation and job security.








Social impact shows how college enrollment and completion are good for communities and the state of Arizona as a whole; they lead to increases in gross earnings and health status, as well as reductions in crime and other social consequences influenced by increased attainment.



Fiscal impact reflects the beneficial tax consequences at the federal and state/local levels related to increased enrollment and completion (e.g., higher revenues and lower public expenditures, such as on health and crime).

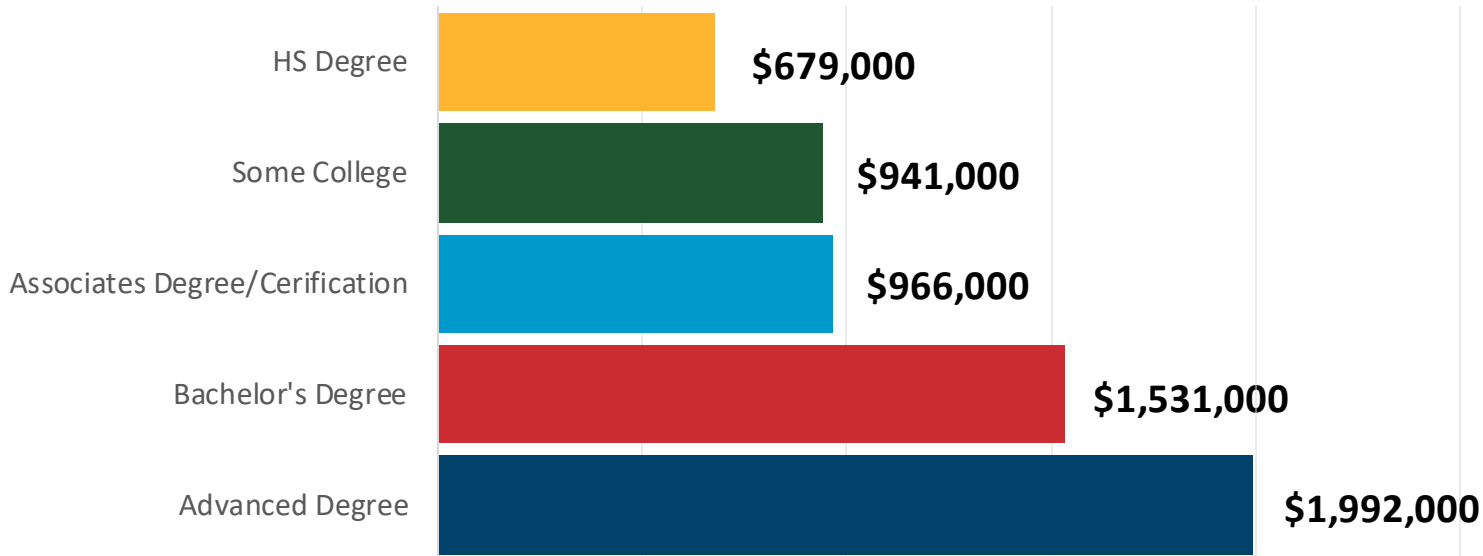
College is an investment: Pay for college now; reap benefits later



-  **Lifetime Earnings:** College-going is associated with enhanced outcomes relative to a high school diploma alone. Earning a degree leads to even better outcomes.
-  **Taxes:** Differences in lifetime tax payments per education level are substantial, and individuals with college degrees contribute significantly more.
-  **Health:** Individuals with more college education are significantly healthier than high school graduates.
-  **Crime:** College-educated individuals are less likely to engage in criminal activity. Less than five percent of the U.S. prison population has ever enrolled in college.
-  **Arizona economy:** College-educated workforce boosts productivity, investment and business growth.



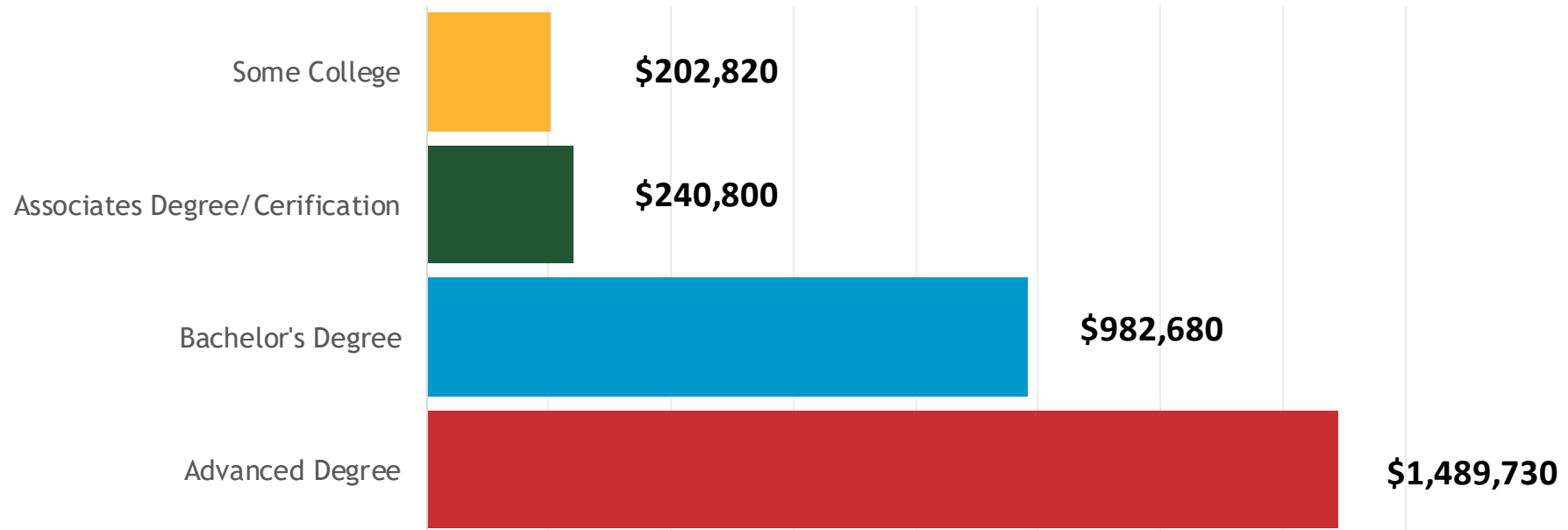
Benefits of Attainment for Individuals



Individuals with bachelor's degrees are projected to earn nearly **three times more** than high school graduates over their lifetimes.

Social Value of Increased College Enrollment and Completion

**Lifetime Social Gains by Education,
Relative to High School Graduate**



Social Value of Increased College Enrollment and Completion

**EVERY
THING**  **TO GAIN**

Increasing higher education enrollment by 20% could lead to more than \$5 billion in economic gains for Arizona

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Opportunities for Economic Growth

**EVERY
THING**  **TO GAIN**

Increasing education
after high school for
underrepresented
groups could lead
to **\$8.69 billion**
in economic
gains in Arizona.



Investing in College Access and Attainment



Areas where the state and municipalities can consider investing include:

- 1 Enhancing college readiness and strengthening the linkages between the K-12 and postsecondary education systems.
- 2 Reducing non-academic barriers to college-going and college completion.
- 3 Making college more affordable for all students.
- 4 Programs and initiatives, including public-private partnerships, that incentivize more students to pursue college degrees in high-value sectors.

Thank You!



Rich Nickel

President and CEO

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Dr. Terry Leyba Ruiz

SVP and Chief of Advocacy & Programs

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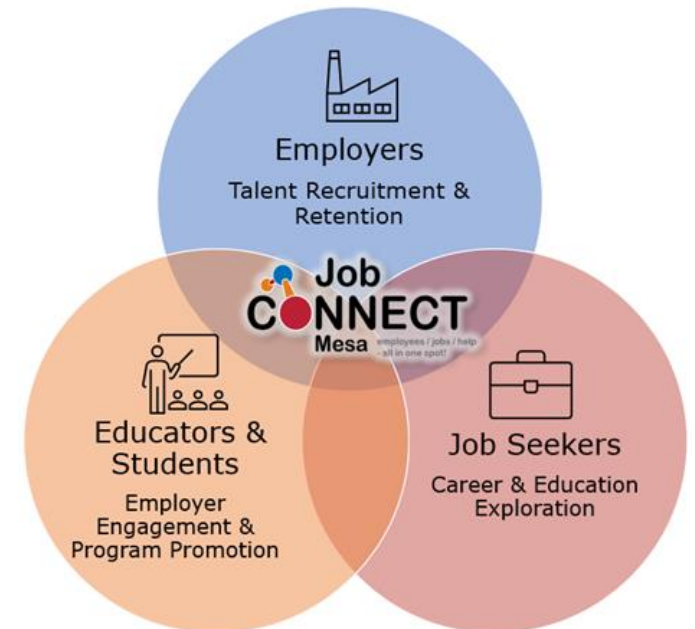


EdForwardAZ



Roundtable Engagement/Action Steps

- Strengthening infrastructure/communication: **Mesa Job Connect Platform**
- Development of common messaging/awareness



Roundtable Share-outs:

- Bezos Academy: Stakeholder Meeting
 - June 15th: 10:00 AM – 12:30 PM @ The Studios
- MPS Business & Education Summit – June 6th
- Workforce Center @ Mesa Events
 - Resume Workshops – Tuesdays, 10 – 12 PM
 - Resource & Hiring Event
 - June 27th @ Mesa Arts Center