

EDUCATION AND WORKFORCE DEVELOPMENT ROUNDTABLE MINUTES

June 7, 2023

The Education and Workforce Development Roundtable of the City of Mesa met in the Mesa Fire and Medical Coyote Conference Room, 708 W. Baseline Rd., Bldg. 1., on March 1, 2023, at 1:36 p.m.

BOARDMEMBERS PRESENT

Councilmember Spilsbury, Chair
Dr. Perry Berry
Candice Copple
John Corsaro (Designee for Dr. Chad Wilson)
Sally Harrison
Dr. Shane McCord
Rich Nickel
Dr. Joe O'Reilly
Renee Parker (Designee for Dr. Andi Furlis)
Dr. Tammy Robinson *
David Williams
Jo Wilson
Vince Yanez

BOARDMEMBERS ABSENT

Councilmember Heredia, Vice Chair
Dr. Dawn Foley
Jenny Jackson Robinson

STAFF PRESENT

Lisa Cartwright-Harris
Holly Moseley
Lauren Lowe
Sarah Tolar

COUNCIL PRESENT

None

(*Participated in the meeting through the use of video conference equipment.)

Chairperson Spilsbury excused Vice Chairperson Heredia and Boardmembers Foley and Jackson Robinson from the entire meeting. She excused Boardmember O'Reilly from the beginning of the meeting; he arrived at 2:00 p.m.

1. Call meeting to order, welcome announcements and reminders from the Chair.

Chairperson Spilsbury called the meeting to order and welcomed Renee Parker and John Corsaro as designees.

Chairperson Spilsbury noted the schedule of future meetings as follows:

September 6, 2023 - The Studios @ Mesa City Center

December 6, 2023 – Mesa Fire and Medical Coyote Conference Room

2. Take action to approve the Roundtable Meeting Minutes from March 1, 2023.

It was moved by Boardmember David Williams, seconded by Boardmember Jo Wilson that the March 1, 2023, Education and Workforce Development Roundtable meeting minutes be approved.

Upon tabulation of votes, it showed:

AYES – Spilsbury–Berry–Copples–Cosaro–Harrison–McCord–Nickel–Parker–Robinson–
Williams–Wilson–Yanez

NAYS – None

ABSENT – Heredia–Foley–Jackson Robinson–O’Reilly

Chairperson Spilsbury declared the motion carried unanimously by those present.

3. Presentation from City Staff on Governor’s Educator Retention Task Force.

Chairperson Spilsbury stated the Governor’s Education Retention Task Force has been convened by Governor Hobbs to examine and make recommendations regarding the statewide educator retention crisis. She noted that the East Valley is represented on the task force by City of Mesa Education and Workforce Administrator Sarah Tolar and Mesa Public Schools Assistant Superintendent of Human Resources Justin Wing.

Ms. Tolar displayed a PowerPoint presentation on the Governor’s Educator Retention Task Force. **(See Attachment 1)**

Ms. Tolar explained the task force will make recommendations regarding the education retention crisis in a report due in December 2023. She elaborated that the group would hold ongoing stakeholder meetings and conduct surveys to gain a better understanding of the wide variety of issues affecting retention including pay and benefits, working conditions, and teacher preparation programs. (See Page 3 of Attachment 1)

Ms. Tolar stated the goal of the first Governor’s Educator Retention Task Force meeting was to identify the following working groups: Retention Innovations and Solutions, Teacher Preparation and Certification, Compensation and Benefits, and Working Conditions. She noted that Mr. Wing is part of the Compensation and Benefits working group and she is part of the Working Conditions group. She provided highlights from each group. (See Pages 4 and 5 Attachment 1)

In response to a question from Boardmember McCord, Ms. Tolar stated that Grand Canyon University (GCU) was not a part of these committees; however, they will be included in the future.

Ms. Tolar continued by saying that the committee is working with Arizona State University (ASU) Morrison Institute for Public Policy to help with survey creation, distribution, and focus groups. She added the Hunt Institute is working with the task force to obtain facts about promising practices for other states. She explained the information obtained in these discussions. (See Page 6 Attachment 1)

Boardmember Nickel reported on new data regarding teacher pay that reflects an average of three year’s data, which he said is the only way to compare nationally. He noted the data does not include recent bonuses. He stated Arizona’s starting teacher salaries are competitive nationally but not for experienced teachers. He clarified that Arizona lacks many experienced teachers due to turnover. (See Page 7 of Attachment 1)

In response to a question from Boardmember Berry, Ms. Tolar stated she would research how many districts are starting without certified teachers and share her findings at the next meeting.

Boardmember McCord commented that high school and special education teachers are much harder to find than elementary school teachers.

Discussion ensued related to the current layers of requirements, certifications and endorsements required for teachers, noting that the cost and burden is often too much for teachers.

Boardmember O'Reilly joined the meeting at 2:00 pm.

Ms. Tolar stated that she and Mr. Wing will represent the East Valley with the goal of sharing helpful information. She said questions and constructive feedback are welcomed.

4. Update from City Staff on Read On Mesa Initiative and Economic Development/Higher Education Convening. Discussion and questions about progress.

Ms. Tolar provided an update about the Read On Mesa initiative. She said the summit was held in March to create awareness of the resources provided by the participants. She noted that in the last meeting, Boardmember David Williams expressed concern that businesses were not sure how to support the initiative. She said, in response, the work group created a Business Engagement Toolkit and explained the ways that citizens, businesses, and City staff can participate. (See Pages 9 and 10 of Attachment 1)

Economic Development Project Manager Bryan Smith provided an update on the first meeting of the Higher Ed/Economic Development group which included participants from ASU, the Community College District and Benedictine University. He added that future meetings will include additional schools such as Northern Arizona University (NAU), the Workforce Center, and East Valley Institute of Technology (EVIT). He explained the purpose was to bring together leaders from higher education, economic development, and workforce development in Mesa to strengthen partnerships that will benefit the community. He added the hope is to build better relationships and coordination with workforce development partners by identifying the skills gap in hiring and career paths. (See Pages 11 and 12 of Attachment 1)

Mr. Smith illustrated the business development data provided by partners at the Greater Phoenix Economic Council. He highlighted the companies that have a substantial effect on hiring for entry level positions. He reviewed the job postings in the City of Mesa over the last 12 months, noting that Banner Health currently has over 15,000 postings. (See Page 13 of Attachment 1)

Mr. Smith stated that the group will continue to conduct quarterly meetings and obtain data and information to share with this group.

In response to a question from Boardmember Berry, Mr. Smith stated that the highest jobs in demand are Aerospace, Education, and Healthcare. He added at the occupational level, retail and customer service jobs are also needed.

Boardmember Cople stated that the Board of Education is interested in opening a Medical School at the Downtown Phoenix campus which should help fill some of the needs at the healthcare level.

5. Presentation by Education Forward Arizona Staff on Billions to Gain: The Economic Benefits of Investing in a More Educated Arizona.

Chairperson Spilsbury gave a brief overview of the presentation, Everything to Gain: A Shared Framework to Communicate the Value of Education After High School. She introduced Rich Nickel, Education Forward President and CEO, and Dr. Teresa Leyba Ruiz, Senior Vice President and Chief Advocacy and Programs Manager.

Mr. Nickel stated that Education Forward Arizona has been adding capacity to their company at senior leadership levels. He said Dr. Leyba Ruiz will be running their programs around the state and overseeing the Ask Benji Tool, FAFSA Tool, and many others.

Dr. Leyba Ruiz explained that the mission of Education Forward Arizona is to advocate for and act on education improvements that advance the quality of life for all Arizonans. She said that is achieved in three ways: voice, policy, and programs.

Dr. Leyba Ruiz explained that Arizona's goal for education beyond high school to have 60% of adults holding credentials or degrees by the year 2030. She said that currently the state's rate is 48%, which is a 2% increase from last year. She declared pathways to education beyond high school are not only college degrees; pathways could also be a certification, license, or educational credentials. (See Pages 19 and 20 of Attachment 1)

Mr. Nickel added that there are a lot of options for education after high school, noting that it is more about the benefits to the community than it is about the money. He stated that the prevailing message of "college isn't for everyone" is being replaced with education after high school. He clarified that the term college creates a messaging barrier, and the challenge is to teach students to focus on their options after high school because the message that college isn't for everyone is not always true. (See Pages 21 through 23 of Attachment 1)

Boardmember Berry agreed with the suggested messaging. He advised that educators should give all students an opportunity to choose for themselves and believes that focusing more on careers than how to get there might achieve more buy-in from students.

In response to a question from Boardmember McCord, Mr. Nickel stated that the earning potential for a person with a bachelor's degree is higher than a person with a high school diploma and that has not differed over time.

Mr. Nickel explained that Arizona has everything to gain in our economy, in our workforce, in our community, and as individuals. He said the Everything to Gain campaign has a wide range of partners sharing the same messages. (See Page 25 of Attachment 1)

Dr. Leyba Ruiz explained the journey to the education progress meters and presented new data that includes Quality Early Learning, 3rd Grade Reading, 8th Grade Math, High School Graduation, Opportunity Youth, Post High School Enrollment and Attainment. (See Page 26 of Attachment 1)

Dr. Leyba Ruiz detailed what is needed to reach the Achieve60AZ goal and the goals in the Arizona Education Progress Meter. She said that Achieve60AZ serves as a guide for policymakers, funders, educators, business, and community leaders to jointly prioritize and advocate for changes to move education forward. She provided examples of how Arizona can make gains in education in Early Childhood, High School, and After High School. (See Pages 27 and 28 of Attachment 1)

Mr. Nickel explained the economic benefits of having a higher educated population including more taxes paid, less crime, and a better economy. He commented that college is an investment in

lifetime earnings and that those with a bachelor's degree will earn three times more than high school graduates. He noted that bachelor's degrees remain to be the number one driver of vibrant economies across the country. He added that there is also a social value of increased college enrollment and completion. (See Pages 30 through 33 of Attachment 1)

Boardmember Perry commented that studies show there is higher civic engagement from those with a bachelor's degree.

Mr. Nickel explained that increasing education after high school for underrepresented groups could lead to an \$8.69 billion economic gain in Arizona. He added that increasing higher education enrollment by 20% could lead to more than \$5 billion in economic gains for Arizona.

Mr. Nickel continued by listing four areas where the state and municipalities can consider investing in college access and attainment, adding that Mesa is already accomplished in each area. (See Page 36 of Attachment 1)

Chairperson Spilsbury stated that civic engagement is important, and Mesa is seeing the results of uneducated communities.

6. Discuss and provide feedback on Billions to Gain presentation. Discuss opportunities for Roundtable engagement and action steps to collectively impact educational attainment and workforce development.

Chairperson Spilsbury stated that this item would be continued to a future date.

7. Roundtable members share information regarding their involvement in recent and upcoming education or workforce-related events or programs.

Mesa Public School Principal Renee Parker provided an overview of an Education Summit held at Mountain View with 120 business representatives. She explained that today's presentation summed up the purpose of the Summit, to expose students to the available pipelines and for the businesses to provide internships to the students. She said that the students shared their experiences of paid internships and how they benefited from the program. She emphasized the importance of recognizing that these students are our next workforce.

Ms. Tolar added that the students on the panel talked about how the internship changed the trajectory in their lives which has impacted their pathway.

Boardmember Copple stated that most of the students did not know what an internship was until a teacher introduced them to it and the experience expanded their minds.

Ms. Tolar announced that all boardmembers received an invitation to the Bezos Academy Stakeholder Meeting a week from tomorrow. She noted the non-profit arm of the Bezos Association Montessori School needs more cities to partner with and is interested in Arizona.

Boardmember O'Reilly said that he hosted staff at the Elios Decision Center about education and workforce and was also a host for the Arizona's Mayor Roundtable.

Ms. Tolar shared that the Workforce Center is doing resume workshops on Tuesdays in June and there is also a Resource & Hiring event being held on June 27 at the Mesa Arts Center.

8. Call to the public.

There were no public comments.


9. Call for future agenda items.

There were no future agenda items discussed.

10. Adjourn.

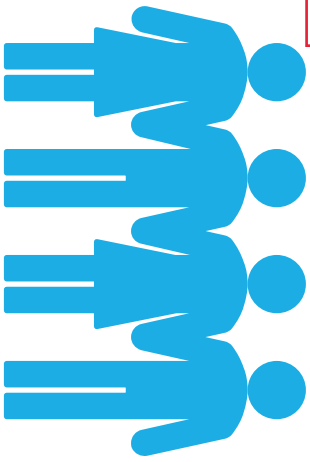
Without objection, the Education and Workforce Development Roundtable meeting adjourned at 3:04 p.m.

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Education and Workforce Development Roundtable meeting of the City of Mesa, Arizona, held on the 7th day of June 2023. I further certify that the meeting was duly called and held and that a quorum was present.



HOLLY MOSELEY, CITY CLERK

sr
(Attachments-1)



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

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

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

Nationwide 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

undtable 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**

Senior Ed/Economic Development Convening

Participants: Mesa Economic Development, ASU, Mesa Community College, NAU

To include for future meetings: NAU Workforce Center, EVIT

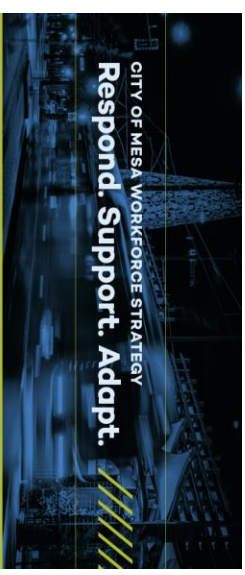
- **Purpose:** To bring together leaders from higher education, economic development and workforce development in Mesa to strengthen partnerships and provide an opportunity for sharing, resulting in increased collaboration to benefit our community.
- **Discussion topics:**
 - City of Mesa Economic Development landscape and data
 - WFD programs/initiatives
 - Opportunities, needs, feedback

er 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.



Per Ed/Econ Dev Convening

PHOENIX MARKET ACTIVITY

Education and Workforce Development Roundtable
June 7, 2023
Attachment 1
Page 13 of 39

down from 57 in FY22
in FY23, down from 1 in FY22
SF in FY23, down from 42 in FY22
1 build to suit, 3 no preference



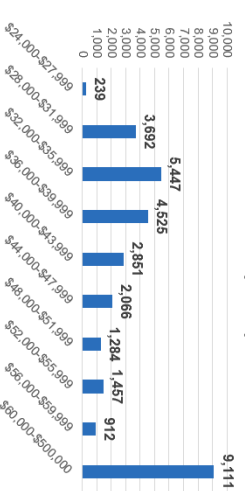
- Industrial Prospects**
- 151 Industrial prospects in FY23, down from 155 in FY22
 - 47 prospects over 200,000 SF in FY23, down from 56 in FY22
 - 22 prospects under 25,000 SF in FY23, down from 29 in FY22
 - 61 are looking for existing space, 36 build to suit, 54 no preference



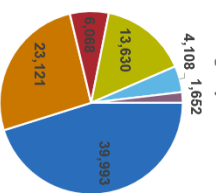
JOB POSTING DATA

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

Job Posts by Salary



Job Postings by Education Level



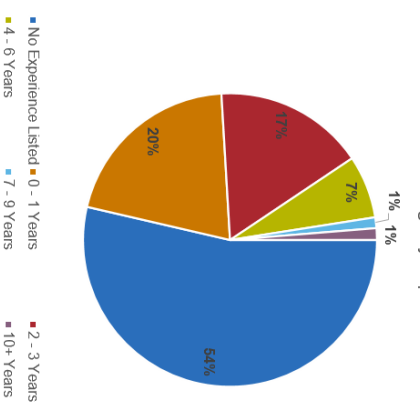
There are 31,584 advertised salary observations (40% of the 78,550 matching postings).
Median Advertised Salary: \$42,388



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
Community Bridges	8,061	883	24 days	9.1
Mesa Public Schools	2,150	733	34 days	2.9
ATSU	2,882	710	28 days	4.1
Aston Carter	1,849	740	31 days	2.5
Dexcom	1,265	461	24 days	2.7
City of Mesa	1,199	449	33 days	2.7
Shifthead	2,004	442	31 days	4.5
Amazon	1,145	420	22 days	2.7
Aerolek	5,189	390	25 days	13.3
Fujifilm	1,154	353	20 days	3.3
MD Helicopters	995	346	40 days	2.9
Mid Health Care System	1,119	323	31 days	3.5
Health Employment	551	314	27 days	1.8
Universal	1,228	292	35 days	4.2
Leaf	1,053	270	24 days	3.9
Merical Metals	1,713	264	35 days	6.5
Arizona State University	1,291	257	35 days	5.0
State University	1,012	251	41 days	4.0
UK	251	204	30 days	1.7

Job Postings by Experience



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

ions to Gain: The Economic Benefits of asting in a More Educated Arizona

ducation Forward Arizona

Rich Nickel, President and CEO

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



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

Zona 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!

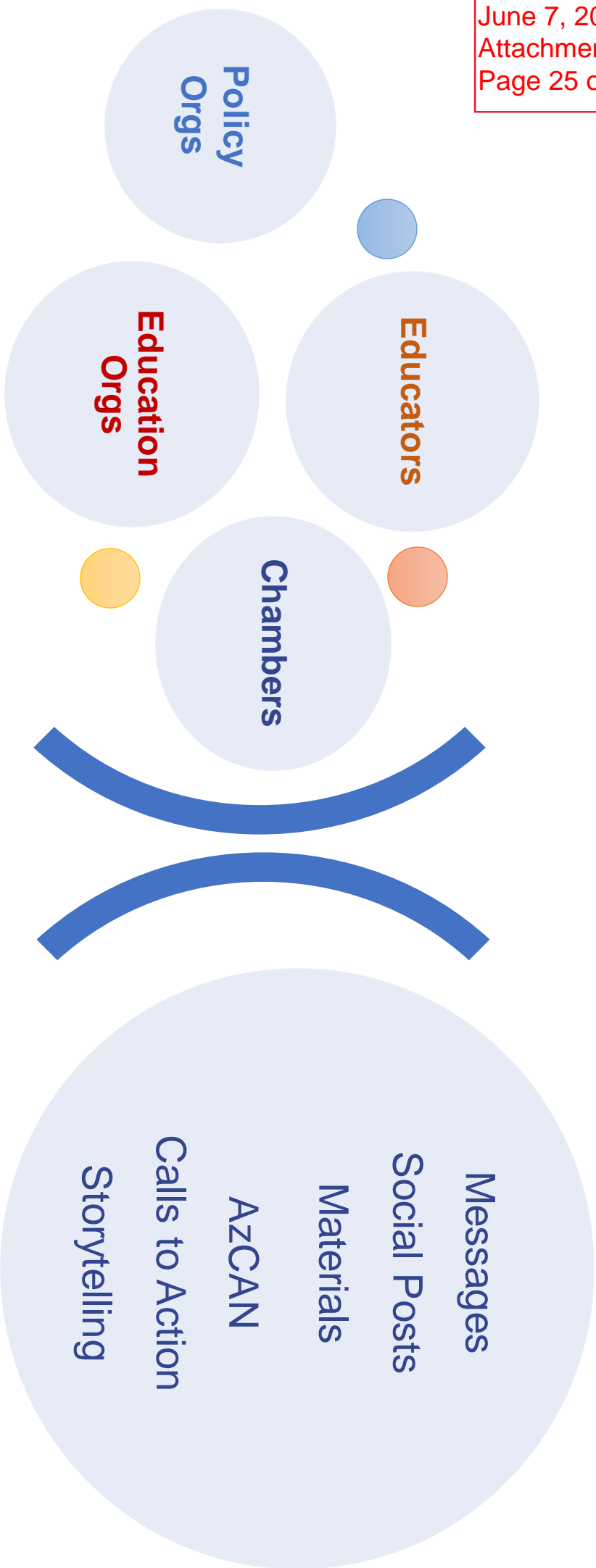
NO

- 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.



EVERYTHING TO AZCAN



Wide range of partners

Shared messages

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

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



MILLIONS TO GAIN

The Economic Benefits of a More Educated Arizona



NO GAIN

Benefits for all of Arizona



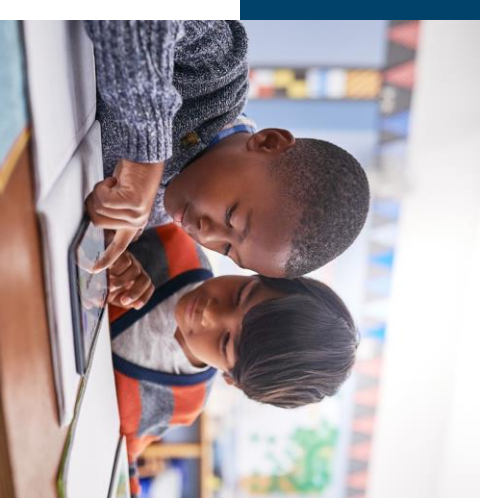
Individuals benefit from college attainment primarily in terms of higher lifetime earnings; additional benefits include increased labor force participation and job security.



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.

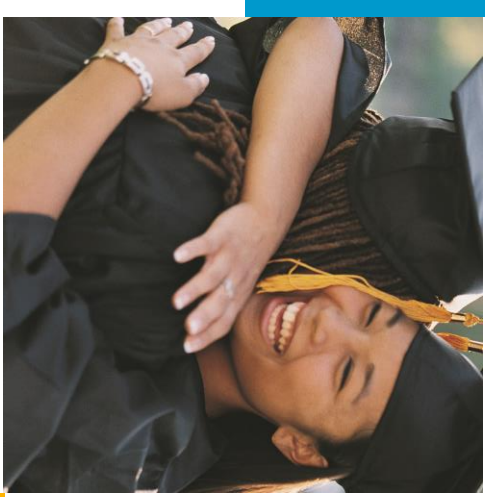


Fiscal impact reflects the beneficial tax consequences at the federal and state/local levels related to increased enrollment and completion (e.g., higher revenues and lower public expenditures, such as on health and crime).



GAIN

College is an investment: Invest 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.

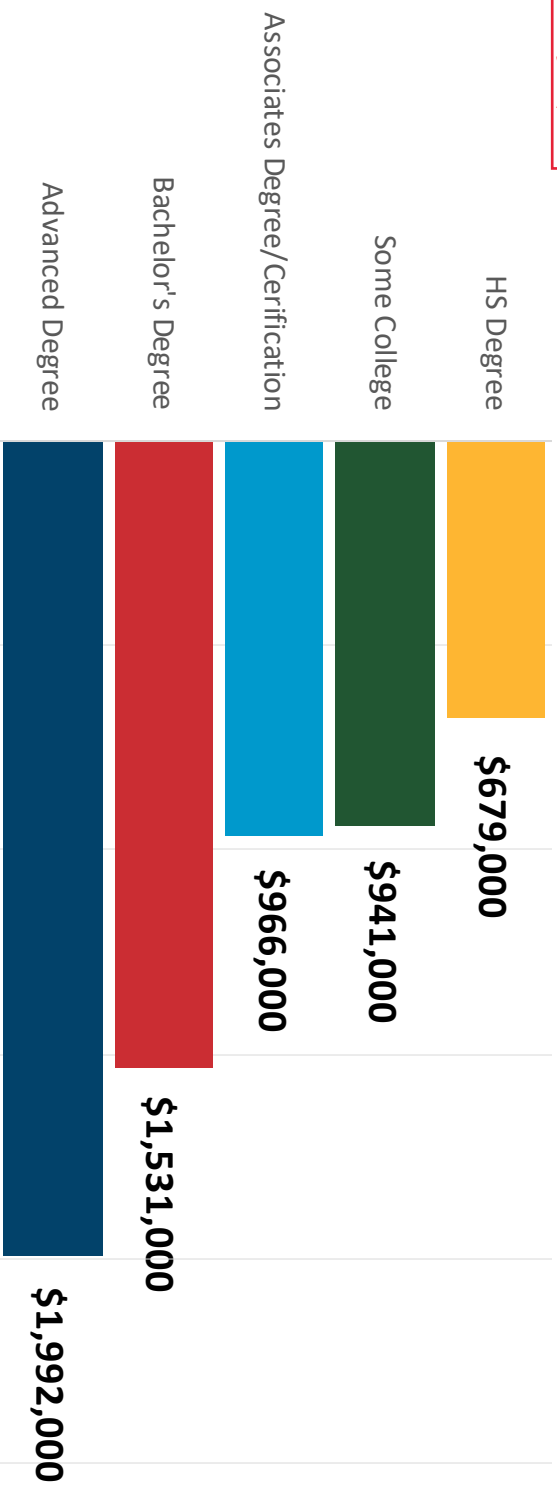


Arizona economy: College-educated workforce boosts productivity, investment and business growth.

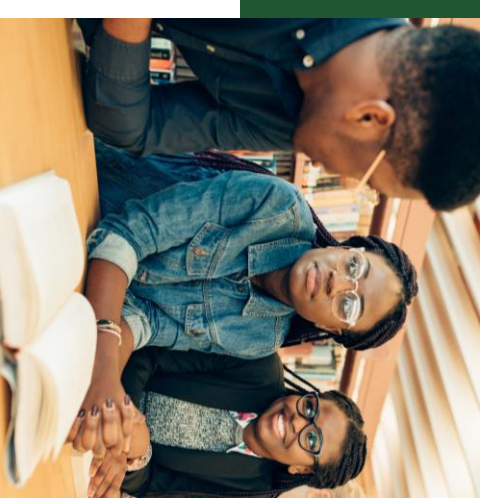


GAIN

Benefits of Attainment for Individuals



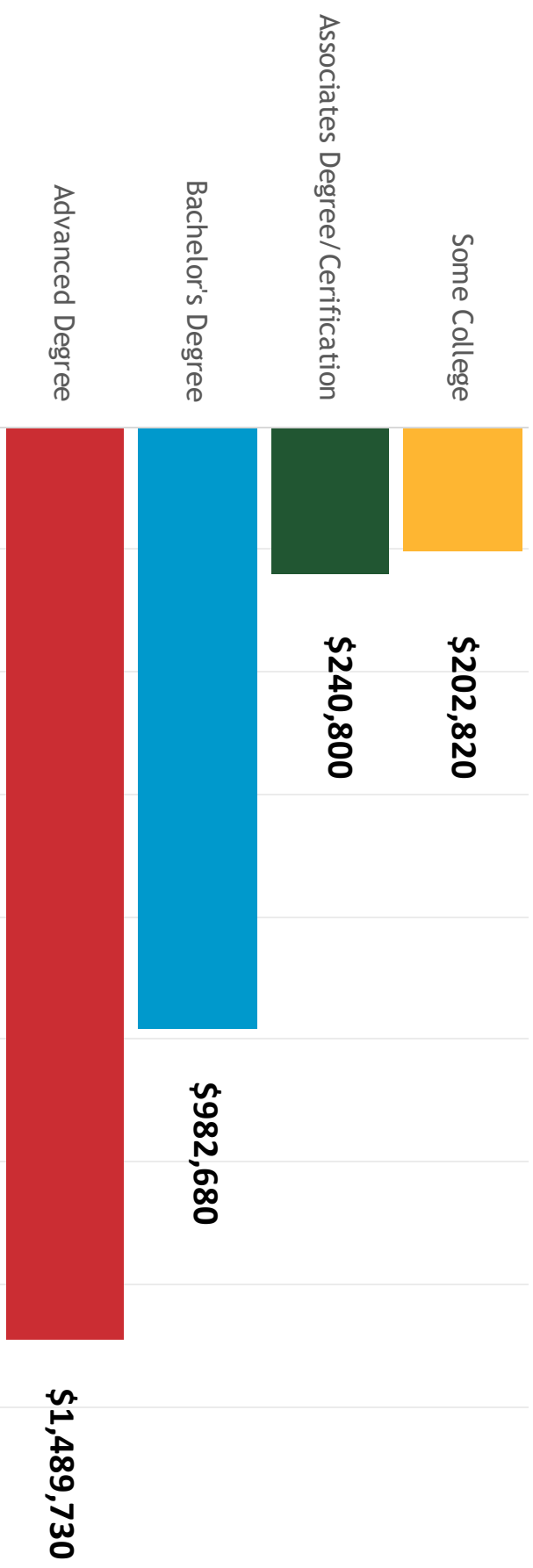
Individuals with bachelor's degrees are projected to earn nearly **three times more** than high school graduates over their lifetimes.



AIN

Value of Increased College Enrollment and Completion

Lifetime Social Gains by Education,
Relative to High School Graduate

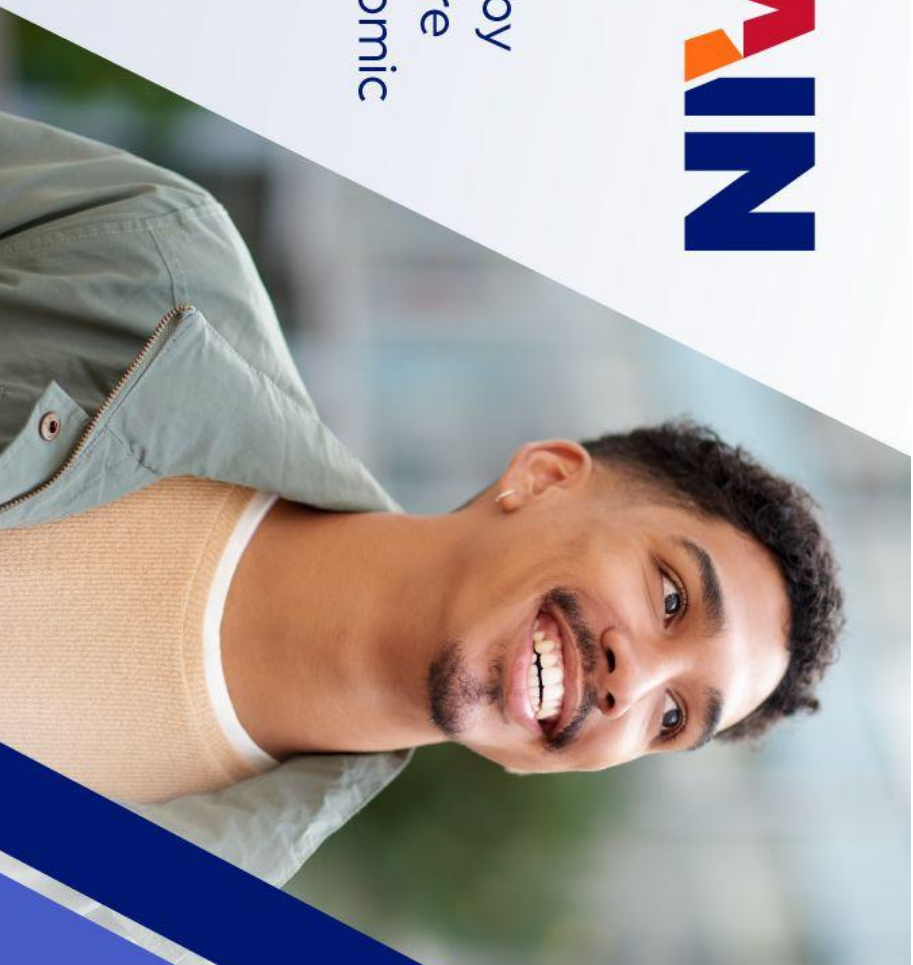


Value of Increased College Enrollment and Completion

**EVERY
THING TO
GAIN**

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

education
FORWARD
arizona



AIN

Opportunities for Economic Growth



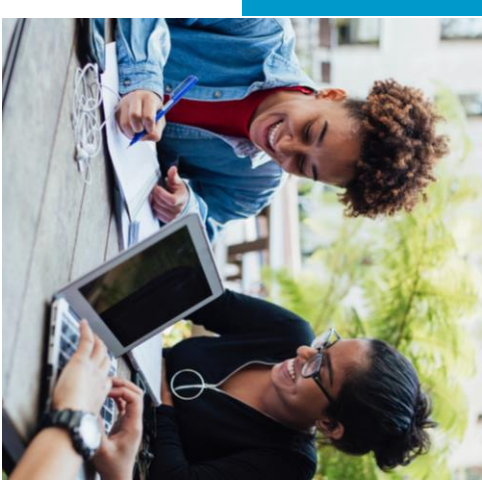
Increasing education
after high school for
underrepresented
groups could lead
to **\$8.69 billion**
in economic
gains in Arizona.



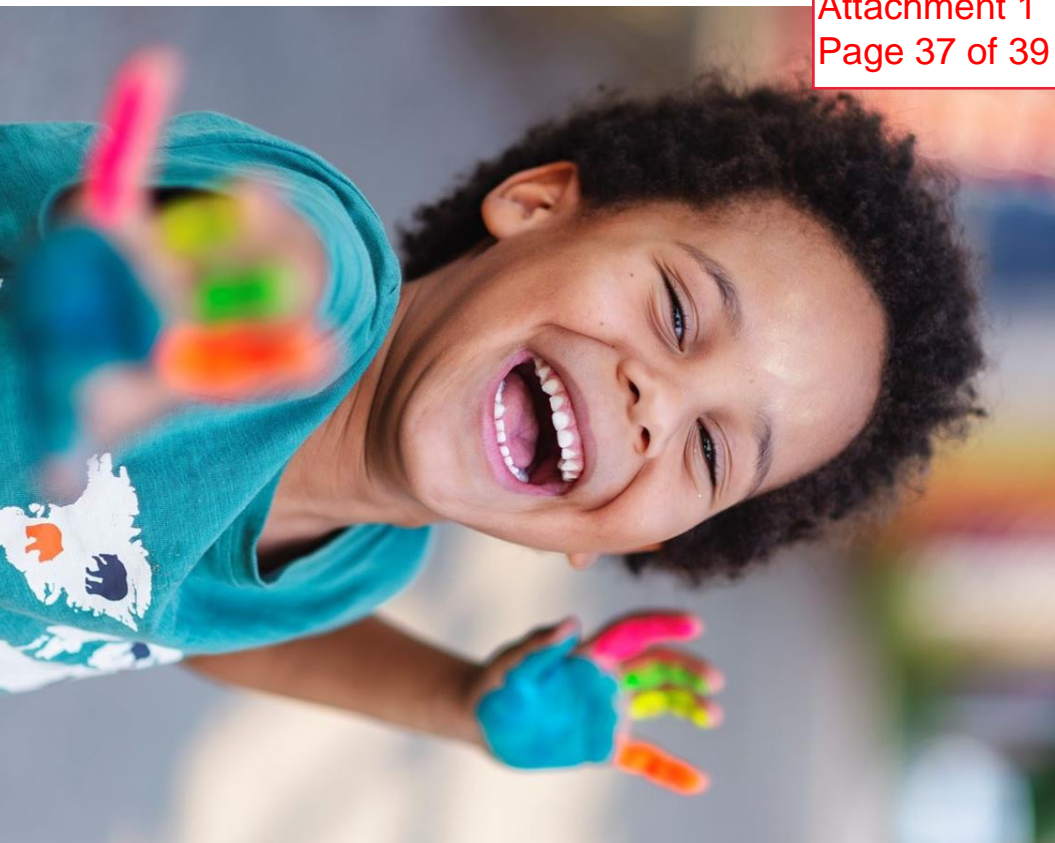
Improving in College Access Attainment

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!



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 **EducationForwardArizona**

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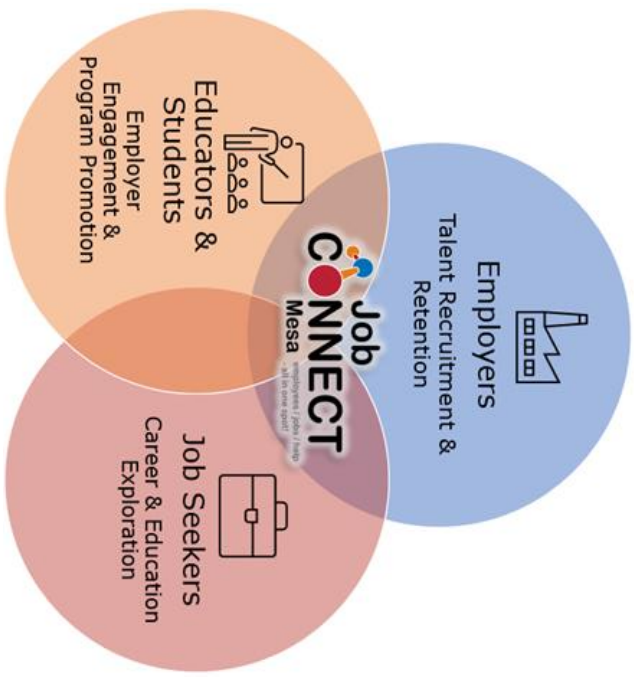
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Roundtable Engagement/Action Steps

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