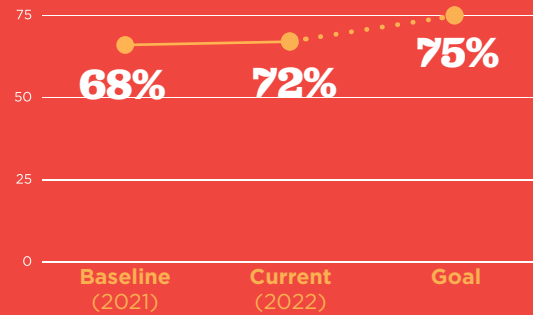


Workforce Development

33% of individuals in Maricopa County are employed in low-wage jobs, earning wages too low to meet their basic needs. As a result, they may rely on public assistance programs and lack access to affordable health care.

GOAL: Increase achievement of higher paying employment by **20%**

Informed by data from the Bureau of Labor Statistics, Occupational Employment and Wage Estimates



Measured: Rate of Higher Paid Employment



United Way in Action

STRATEGY: Increase resources to help individuals obtain job opportunities that will raise their income and create sustainable careers.



3,210 individuals completed certification/licensing requirements for employment

6,698 individuals completed a job training/workshop program

10,844 individuals/families increased income



SPOTLIGHT Pathways to Economic Opportunity

Early work experiences help youth gain skills and build networks that lead to prosperous careers. Unfortunately, many young Black and Latina women often don't have access to these same opportunities, creating a significant wealth gap and making it nearly impossible to be on an equal footing when entering the workforce.

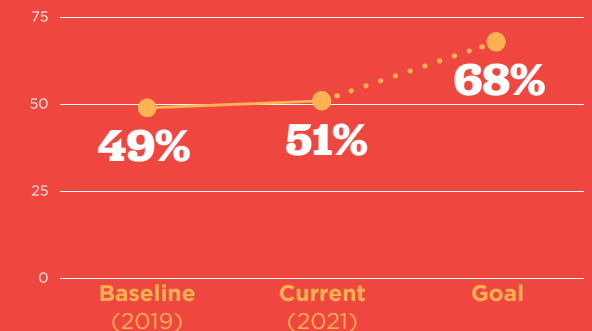
To advance the economic progress of Black and Latina young women in Maricopa County, Valley of the Sun United Way brought together several nonprofit partners to launch a new workforce development program called Pathways to Economic Opportunity to support young Black and Latina women in the Phoenix area with resources to close the wealth gap by providing mentorship, internships/apprenticeships, job-skills training, financial literacy workshops and more.

In its debut year, Pathways to Economic Opportunity supported 28 women in the program. In addition to matching participants with relevant mentors, speaker series workshops were held on topics that included networking, empowerment and establishing a personal brand, and two financial literacy workshops were provided. Six corporate partnerships were also secured to assist with career placement opportunities, and participants were supported with tuition/class/exam fees for job-skills training, textbooks and supplies, professional attire, transportation, technology and more.

51% of Maricopa County residents lack the skills and training necessary to secure living-wage jobs. Postsecondary education is a required first step for many in-demand and growing jobs, such as teachers, nurses, doctors and engineers. A postsecondary degree provides access to better-paying jobs with more opportunities for advancement.

GOAL: Increase preparation for a living wage job by **33%**

Informed by data from Expect More Arizona, U.S. Census Bureau, 1-year Public Use Microdata Series Person File for Arizona



Measured: Rate of Attainment



United Way in Action

STRATEGY: Connect business and education to increase opportunities to work-based learning, apprenticeship and mentoring experiences.



549 individuals completed internships and apprenticeships

1,314 individuals received one-on-one mentoring

2,443 individuals completed a two-year or four-year degree program



United Way's Future Focus on Workforce Development

We will continue to focus on our education partnerships that support opportunity youth and the needed resources for their path to post-secondary attainment.

We also know people need jobs now, so we are working with certification and licensing programs to ensure people are gainfully employed today.

Finally, we will help to clear barriers to employment, especially fair chance hiring services for those re-entering the workforce following incarceration.