ARIZONA DEPARTMENT OF ECONOMIC SECURITY

ARIZONA@WORK™

Innovative Workforce Solutions

A proud partner of the americanjobcenter network

A Coordinated Approach: Aligning Job Seeker Needs with Employer Demand

Background

Guided by the principles of the Workforce Innovation and Opportunity Act (WIOA), state and local partners are to create a cohesive, responsive, and all inclusive workforce system that empowers individual job seekers and strengthens business (employers).

As economic conditions evolve, employer and employee expectations shift, and collaboration among workforce programs is more critical than ever.

Shared Vision

Develop and implement a **coordinated regional strategy** to effectively match job seekers with employer vacancies.

Goal 1: Optimize how real-time workforce data is collected, shared, and used in each area.

Goal 2: Increase the employment rate for job seekers and fill rate for employers.

Goal 3: Increase co-enrollment.

Current Landscape

1. Job seekers may not be aware of all opportunities or may lack targeted skill sets
2. Employers may be frustrated by lack of qualified job seekers
3. Workforce staff often operate with siloed information
4. Reliance on anecdotal information rather than using existing data

Looking Forward

1. Data informs activities - use available job seeker and employer vacancy data
2. Joint business outreach - designated staff from different workforce programs conduct unified outreach
3. Resource sharing - create portfolio of materials to share with employers

Putting Plans into Action

1. Use job seeker data to outreach to employers
    a. What data is available, who can access the data, who can share the data, where will data be stored
2. Use employer vacancy information to inform job seekers of opportunities to fill vacancies (pursue training to fill pipeline needs)
    a. What data is available, who can access the data, who can share the data, where will data be stored
3. Schedule regular meetings to review job seeker and employer data
    a. Develop a plan who will connect with which employers during a designated time frame; who will inform staff what job seeker skills are needed
4. Develop Shared Resources Portfolio for all teams to use

Measuring Impact

Key Performance Indicators

As a result of the coordinated activities -

- Rate that Individuals Gained Employment - How many job seekers obtained a job?
- Vacancy Fill Rate - How many employer vacancies were filled?
- Co-enrollment in Programs - How many job seekers were co-enrolled?

- May have to manually track to ensure outcomes were a result of direct engagement with employer and job seeker

A coordinated effort fueled by data
is the most powerful resource
we can offer our job seekers and employers.

Let’s build this together!