
Workforce Development: Beginning and Building Your Program

Brad Gates & David Key



What is the greatest challenge facing your city or region as it relates to workforce?

Identify the Challenge

Is your focus business growth or retention?

What is the key challenge for employers?

What work is already being done by your city government and/or education partners?

How can your Chamber add momentum to the work already being done or do you need to create a new solution?

Tempe Chamber of Commerce

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- Tempe, Arizona
- 560 members
- Manufacturing, Healthcare, Hospitality



TEMPE CHAMBER
— of COMMERCE —

1. Focus: Retention

2. Key challenge for employers:
Hiring & retaining great talent

3. Partners: City is attracting new businesses; education partners are expanding their degree offerings.

4. New or enhanced solution?
New solution to upskilling & building pipelines - microcredentials



RIO SALADO COLLEGE
A MARICOPA COMMUNITY COLLEGE



TEMPE CHAMBER
— of COMMERCE —



**RIO SALADO, TEMPE
CHAMBER PARTNER
TO PROVIDE
WORKFORCE SKILLS**



Tempe Workforce Skills Accelerator

- Based on employer need
- Addresses hard and soft skills
- Credits can be rolled into degree programs
- Accessibility
 - Online classes with rolling enrollment
 - Scholarships

1. Small Business Management (10-12 credits, 6 months)

2. Data Analytics (18-24 credits, 12 months)

3. Quality Customer Services (17 credits, <1 Year)

Local Resources

- **Community Colleges, Trade Schools & Universities**
- **Workforce Development Boards**
- **Local Government, EDCs, Other Chambers**
- **Local & National Data – Ex. Lightcast**

Areas of Opportunity

- Internship, apprenticeship & shadowing programs
 - Skills training (Ex. credential programs)
 - Coalition building (local & regional)
 - Grant programs & financial assistance

***“A strong economy begins with a strong,
well-educated workforce.***

-Bill Owens
