BACKGROUND: The 2016-2020 Local Workforce Development Plan (Plan) for Pima County sets a strategic vision focused on: “Higher skills equal increased competitiveness, more jobs and increased earning power,” and focuses on marginalized populations and sustainable earnings. The Plan identifies career pathway development as a key strategy to move lower-skilled workers through progressively higher-skilled demand occupations and training.

The Pima County WIB has adopted a Career Pathways Framework for individualized career services and training provided under the Workforce Innovation and Opportunity Act (WIOA) to promote career advancement to sustainable earning levels. To the extent possible, services will support at least four levels of skill development:

1. **Basic employment skills are the foundation** for all career pathways. Industry leaders across different sectors and parts of the country have identified these as interpersonal skills, integrity, professionalism, initiative, dependability, adaptability, and teamwork.

2. **Core academic skills** include math, reading, technology and problem-solving skills that are valued by local employers across diverse industries.

3. **Entry-level competencies** include occupation-specific technical requirements for entry-level jobs that generally pay less than the median level but require general skills for that industry, such as safety protocols or medical terminology. Training for entry-level competencies can usually be completed in one or two semesters by a person with core academic skills.

4. **Advanced competencies** equate to completion of an associate’s degree or journeyman level in a skilled trade. A majority of jobs at or above the median earning level require this level of education and training or higher. The median earning level in Pima County is $33,000 per year.

The Plan includes an analysis of 10-year occupational projections for the Tucson Metro Area that defines demand occupations within five broad groupings:

1. Healthcare, Health Sciences
2. Business Support, Management, Operations
3. Production, Aerospace-Defense, Security
4. Infrastructure, Construction, Building/Grounds Maintenance, Installation, Repair
5. Transportation, Material Handling, Logistics

The WIB has identified target occupations within these groups that meet these criteria:

- Educational Requirements at Associate’s level and below
- Median Wage at $33,000 and above
- At least 10 projected openings per year and/or significant rate of growth.
- Additional target occupations identified based on overriding labor-market conditions.

**Healthcare, Health Sciences**
- Registered Nurses
- Licensed Practical and Licensed Vocational Nurses
- Medical Records and Health Information Technicians
- Pharmacy Technicians
- Dental Hygienists
- Medical and Clinical Laboratory Technicians
- Emergency Medical Technicians and Paramedics
- Radiologic Technologists
- Respiratory Therapists
- Surgical Technologists
- Dental Assistants
- Medical Assistants
- Medical Secretaries
- Home Health Aides
- Nursing Assistants
- Physical Therapist Assistants
- Medical Equipment Preparers

**Business Support, Management, Operations**
- Managers, All
- Property, Real Estate, and Community Association Managers
- Business Operations Specialists, All
- Computer User Support Specialists
- Computer Network Support Specialists
- Computer Systems Analysts
- Information Security Analysts
- Network & Computer Systems Administrators
- Computer Programmers
- Web Developers
- Claims Adjusters, Examiners, and Investigators
- Customer Service Representatives
First-Line Supervisors of Office and Administrative Support Workers
Bill and Account Collectors
Billing and Posting Clerks
Accountants
Bookkeeping, Accounting, and Auditing Clerks
Secretaries and Administrative Assistants
Insurance Claims and Policy Processing Clerks
Payroll and Timekeeping Clerks
Paralegals and Legal Assistants

Production, Aerospace-Defense, Security
Team Assemblers
Machinists
First-Line Supervisors of Production and Operating Workers
Welders, Cutters, Solderers, and Brazers
Inspectors, Testers, Sorters, Samplers, and Weighers
Structural Metal Fabricators and Fitters
Computer-Controlled Machine Tool Operators, Metal and Plastic
CNC Machine Tool Programmers, Metal and Plastic
Aircraft Mechanics and Service Technicians
Avionics Technicians
Electrical and Electronics Engineering Technicians
Electro-Mechanical Technicians
Industrial Engineering Technicians
Law Enforcement Workers

Infrastructure, Construction, Building/Grounds Maintenance, Installation, Repair
First-Line Supervisors of Construction Trades and Extraction Workers
Carpenters
Cement Masons and Concrete Finishers
Operating Engineers and Other Construction Equipment Operators
Drywall and Ceiling Tile Installers
Electricians
Painters, Construction and Maintenance
 Plumbers, Pipefitters, and Steamfitters
First-Line Supervisors of Mechanics, Installers, and Repairers
Automotive Service Technicians and Mechanics
Mobile Heavy Equipment Mechanics, Except Engines
Heating, Air Conditioning, and Refrigeration Mechanics and Installers
Industrial Machinery Mechanics
Maintenance and Repair Workers, General
Helpers-Installation, Maintenance, and Repair Workers
Water and Wastewater Treatment Plant and System Operators
Construction Laborers

**Transportation, Material Handling, Logistics**
Dispatchers, Except Police, Fire, and Ambulance
Purchasing Agents, Except Wholesale, Retail, and Farm Products
Shipping, Receiving, and Traffic Clerks
Production, Planning, and Expediting Clerks
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand
Laborers and Freight, Stock and Material Movers, Hand
Stock Clerks and Order Fillers
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators
Commercial Pilots
Bus Drivers, Transit and Intercity
Heavy and Tractor-Trailer Truck Drivers
Light Truck or Delivery Services Drivers
Bus and Truck Mechanics and Diesel Engine Specialists

Under WIOA Title I, Pima County will continue approve training programs for non-targeted occupations, but will limit the number of training plans funded outside of the targets to two training plans per month. In order to receive WIOA Title I training services, participants will need to show that their entry-level training and employment goals fit into a career pathway leading to a sustainable-wage career at a skilled technician level or above.

Training opportunities available to Dislocated Workers in these areas will include Bachelor’s degrees for those participants who, at time of layoff and enrollment in WIOA were within one year of degree completion.

This framework is subject to review and amendment by the WIB Planning Committee.