

3. Analysis

a. Analysis of regional economic conditions

iii. The employment needs of employers in those industry sectors and occupations.

In Pima County, over the next five years, the in-demand industry sectors are bracing themselves for a workforce shortage as the Baby Boomer generation retires. This will create a critical shortfall of experienced workers, with a particular gap in skilled technicians with 10 to 20 years of experience.

Local industry will need to partner with the local workforce system, the [Pima County Joint Technical Education District](#) (JTED), local high school Career Technical Education programs, and [Pima Community College](#) to develop industry recognized stackable career pathway training programs that will meet their needs and at the same time get the available workforce to work.

Local industry has not only expressed the need for skilled workforce, time and time again, they also continue to emphasize the need for a motivated workforce that possesses “soft skills.” Soft skills training development and implementation will need to be a major component of all training programs.