Pinal County Digital Transformation of Community Supervision (DTCS)

Workforce Development Workgroup

A survey was administered to diversion program participants to identify system gaps related to career development/training, employment and financial stability.
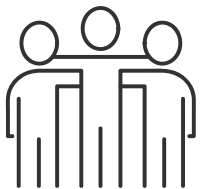
RESULTS

76%
EMPLOYED

85%
JOB SATISFIED

Top reasons to change jobs:
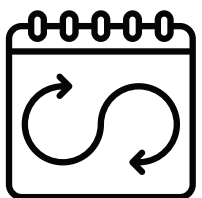
- Better pay, benefits, and hours
- Closer to home
- Career advancement
- Opportunity to help others
- Less physical demand

IDEAL JOB CONDITIONS:

68% of respondents **prefer working in a team.** 53% would prefer a leadership position.
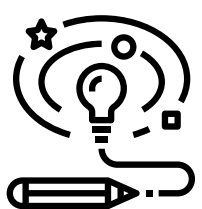
73.7% of respondents **prefer a flexible work schedule.**

73% of respondents **prefer a job with important decision-making responsibility.**

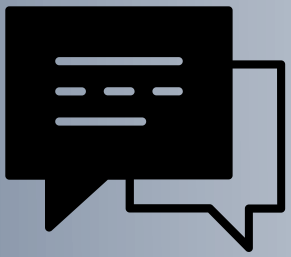**73%** of respondents **prefer a job that utilizes their creativity.**

57.9% of respondents **prefer a job that does <u>not</u> require talking or writing skills,** such as production or working on an assembly line.
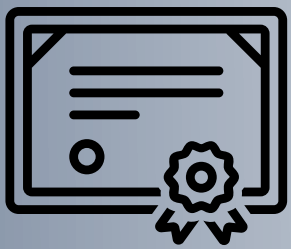
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73.7% of respondents prefer a job in which they can communicate to customers or coworkers.

63.2% of respondents prefer a job that requires a skilled trade, certification, or license.

	Most Preferred	Least Preferred
WORKFORCE DEVELOPMENT TOOLS	Assistance with College Education Services for Skill/Trade Development Certfications/Experience	Resume Building Interview Coaching GED Classes Correspondence
JOB SEARCHING METHODS	Networking/Word of Mouth Social Media/Internet	Job Fairs Workforce Development Programs Employment Staffing Agencies Radio/Television

LONG-TERM CAREERS

Most sought-after paths include:

- Professional
- Paraprofessional
- Technical

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Workforce Development Workgroup

EMPLOYMENT BARRIERS

- Lack of experience and skills
- Lack of dependable transportation
- Limited or no access to affordable childcare
- Lack of needed education/certificate
- Lack of mentors, career coaches, and/or supportive services
- Lack of high-paying jobs
- Justice involvement history

Recommendations

Develop content for iTether Platform specific to recognizing and managing stress and anxiety

Build employment resources into iTether

Create policy to identify employment needs and referring defendants to services