City of Phoenix
COMMUNITY AND ECONOMIC
DEVELOPMENT DEPARTMENT

ARIZONA@WORK
CITY OF PHOENIX
Innovative Workforce Solutions

About Talent Recruitment

Traditional Talent Recruitment

Attracting the correct talent can be a costly initiative. National estimates state this can be from 15-20% of the average employee's salary.

Costs of traditional recruiting include:
- Marketing efforts such as job posting and advertising
- Job Fairs
- Pre-Assessments such as resume review
- Interviewing unqualified candidates
- Hiring process (offer letters, paperwork, onboarding)
- Training of team

In addition, your internal human resources team may need to contact numerous recruiting agencies in order to "successfully" accomplish a large hiring with costs of over 25% of the candidates first year salary.

Through the support of federal funding, ARIZONA@WORK, City of Phoenix is able to provide our services no charge. We are integrated in our local communities with The Workforce Collaborative to meet the employment needs of all different organizations and job seekers.

About Our Team

ARIZONA@WORK

ARIZONA@WORK is the statewide workforce development network that helps employers recruit, develop and retain the best employees for their needs. For job seekers throughout the state, the network provides services and resources to pursue employment opportunities.

Through the support of federal funding, ARIZONA@WORK, the City of Phoenix is able to provide our services at no charge. The City of Phoenix provides the following talent recruiting options:

- Scalable talent recruiting process
- Assessments and job readiness workshops
- Cohort training program
- On-the-job training program

The Workforce Collaborative (TWC)

ARIZONA@WORK works in tandem with The Workforce Collaborative (TWC), a team of over 50 strategic partners, training and education providers, and business and industry associations and other partners. The mission of TWC is to focus on business and industry needs and to leverage the combined strengths of regional partnerships to equip qualified diverse talent with the skills needed to foster economic development.

City of Phoenix Scalable Recruiting Process

Step 1   Assessment
Our team will work with your subject matter experts to perform a prospective employee assessment in order for our team to understand the position requirements, typical skill gaps and barriers to employment.

Step 2   Marketing
Our team will promote the open positions to the Workforce Collaborative, a network of over 50 workforce development organizations along with other resources we have available. This is your company's opportunity to utilize one organization to distribute the message about your open positions in a more timely and efficient manner.

Step 3   Job Posting
Our team will advertise the open positions in our state-wide job posting website, Arizona Job Connections, which has over 18,000 active job candidates.

Step 4   Job Fairs, Hiring Events and Forums
Our team can coordinate customized job fairs, hiring events and forms to assist your company in finding the most qualified candidates. These events can be held at your facility or our Business and Workforce Development Center meeting space located in downtown Phoenix.

Step 5   Pre Screening Services
Our team can provide your recruiting team a one stop recruiting experience that includes promoting the open positions, resume and phone screening and scheduling interviews with your recruiting team.

Additional Recruiting Options

Cohort Training Program
Cohort training is a process that develops an academic partnership between your organization and an educator that delivers a customized certification to potential employees that are consistent with the organizational needs and is funded by Federal grant dollars.

On-the-job Training (OJT) Program
OJT is an "earn-as-you learn" training that can offer local employers and job seekers access to Federally funded grant dollars.

OJT is the program that helps you develop the working knowledge of a candidate, providing critical work life experience that may be preventing them from gaining employment.