



GREATER PHOENIX CHAMBER
FOUNDATION

FY25 COMMUNITY IMPACT REPORT



Updated 8/20/2025

A letter from the Chief Innovation Officer

As we reflect on Fiscal Year 2025, I'm proud to share the progress we've made to expand opportunity, strengthen the talent pipeline, and build a more inclusive, future-ready economy across Arizona.

This year, we saw meaningful momentum in helping more students access college-level coursework while still in high school through dual enrollment. It's more than just a strategy—it's a game-changer for students and families. Whether they're pursuing a degree or going straight into the workforce, dual enrollment gives students a head start, reduces college costs, and builds confidence for post-secondary success. This year, we saw a 15% year-over-year increase in student participation, demonstrating that more students are seeing the value of early exposure to post-secondary education and career pathways. That's thousands of young people accelerating their futures and making smarter decisions about what's next.

We also continued to scale the real-world experience students need to succeed beyond the classroom. Through ElevateEdAZ, we facilitated 434 student internships—a 45% increase over last year and 111% of our annual goal. Each internship is more than a number—it's a student stepping into a professional environment, building skills, gaining mentors, and discovering possibilities they hadn't imagined. For many, it's their first experience navigating the workplace. For our employer partners, it's a direct investment in the workforce of tomorrow.

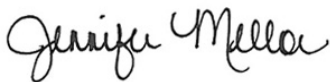
Through Connect to Work AZ, we welcomed two new employer partners—Salt River Project and BMO Harris—and expanded our team with an additional recruiter. With more targeted hiring events and employer engagement, we connected more job seekers to careers with upward mobility in demand industries.

Our collective efforts were recognized across the state and nationally. The Greater Phoenix Chamber Foundation earned the 2025 Gold Seal of Transparency from GuideStar/Candid, was named a Nonprofit of the Year Finalist by AZ Business Magazine's Champions of Change Awards, and received a Catalyze Challenge Round Four grant to advance our work at the intersection of education and workforce. In FY25, the Foundation also became a Qualified Charitable Organization for the Arizona Charitable Tax Credit, providing new ways for donors to support this impactful work.

ElevateEdAZ was honored with the North Star Award by Education Forward Arizona, a recognition of our leadership in ensuring more students graduate prepared for both college and careers.

All of this progress is a testament to the power of collaboration. Together—with educators, employers, policymakers, and community leaders—we are creating systems that put learners and workers first. I'm energized by what we've accomplished and even more inspired by what lies ahead.

Thank you for being part of this movement.



Jennifer Mellor,
Chief Innovation Officer, Greater Phoenix Chamber Foundation

Foundation

The Greater Phoenix Chamber Foundation convenes and catalyzes business, education, and community to enhance college and career readiness, develop a stronger workforce, and build healthier communities throughout Arizona. The Foundation, a 501c3 nonprofit organization, leads the charitable and education initiatives of the Greater Phoenix Chamber under the four pillars of education, workforce development, wellness, and research.

Foundation Chair: Jay Kaprosy, Director, Veridus

Workforce Trip to D.C.

The Foundation led a delegation of business, education, and community leaders to Washington D.C. to discuss workforce and education issues in Arizona. The delegation met with several agencies, including the Department of Education and US Chamber of Commerce Foundation to discuss the changing landscape in the new administration. The delegation also met with Senator Kelly, Congressman Biggs, and Congressman Ciscomani's office to discuss funding for education & workforce, federal grant opportunities, and realignment of the Workforce Investment Opportunity Act (WIOA).



Workforce Summit

The Foundation hosted the annual Workforce Summit on August 28th, which brought together employers and workforce and education leaders across Arizona to discuss workforce trends affecting business.



This Year's Impact

In its pilot year, Connect to Work AZ placed **72 individuals** into high-demand jobs in healthcare and financial services and this year is on track to place **85 individuals**.

The average placement wage to date is **\$20.03 PER HOUR** which is roughly 35% higher than the state minimum wage.

Of those individuals placed, **66%** identified as persons of color and **80%** were female.

This year, the program has averaged a 90-day retention rate of **81%** and a 180-day retention rate of **77%.**

Connect to Work AZ

Connect to Work AZ, powered by Skills for America (Skills), is a jobs-first program. This initiative helps place qualified unemployed and underemployed individuals in high demand jobs with competitive pay, benefits, and opportunities for growth. Connect to Work AZ, established in Arizona in 2023, helps source, coach, and refer candidates who are often otherwise overlooked, to jobs at high quality employers in healthcare and financial services. The program is an expansion site for Skills for America, which has placed over 12,000 people from Chicago's underserved areas since 2012.



Connect to Work AZ Team, November 2024

Workforce Collaboratives

Serving as a catalyst for partnership, the Foundation convenes employer-led workforce collaboratives to address the growing skills gap and workforce shortages. Each collaborative focuses on engaging key stakeholders to champion holistic and scalable workforce solutions for the Greater Phoenix region.

The Foundation subscribes to the employer-driven U.S. Chamber of Commerce Foundation's Talent Pipeline Management™ (TPM) model, which uses supply chain principles to align educational outcomes with employer talent demands.



CYBERSECURITY & INFORMATION TECHNOLOGY



In 2025, the Foundation held its 4th annual IT & Cybersecurity Externship Program.

- Over 120 applications were received, and 20 externs were selected via an industry selection panel.
- Thanks to a federal NIST RAMPS Grant, 10 high school students participated along with another 10 individuals ranging from community college and university students to re-careering moms and veterans.
- Externs participated in career pathway exploration, received coaching and mentoring from industry professionals, heard presentations on current IT and cybersecurity topics, and completed small group projects which culminated in presentations at the final session. Industry professionals from 18 different companies shared their expertise.





HEALTHCARE

The Foundation's Healthcare Workforce Collaborative includes employers representing over 60,000 healthcare employees in Arizona that focus on the following priorities:

1

Attract healthcare talent to Arizona

Six major healthcare employers are building a collaborative marketing campaign to encourage healthcare professionals from other states to relocate to Arizona. The site will be launched in early Fall 2025.

2

Address the nursing shortage

Representatives shared ideas for increasing clinical sites for nursing students and promising practices to improve the retention of experienced nurses.

3

Increase healthcare career pathways

Developed a new high school Career Technical Education (CTE) program for central sterile processing technicians. It will launch in August 2025 at East Valley Institute of Technology (EVIT).

4

Published Statewide Healthcare Workforce Plan

(link: [Arizona Statewide Healthcare Workforce Plan – Greater Phoenix Chamber Foundation](#))



ElevateEdAZ is preparing Arizona students for college and career through stronger alignment between business, education, and the community. Over the past year, ElevateEdAZ has expanded and is now present in 21 schools across five districts and one charter network, providing an estimated 46k student engagements. This strategic education initiative is working to:

- Increase the number of students completing high-wage, high-demand career pathways
- Increase attainment of industry-recognized credentials and early postsecondary credit
- Provide more students with opportunities to apply academics through work-based learning experiences
- Empower educators with industry knowledge to align classroom learning with workforce needs

434

Students participating in internships

(45% year-over-year increase)

2,059

Students participating in job shadows

(11% year-over-year increase)

Business Advisory Council meeting supporting 14 Career and Technical Education programs with employer support and guidance

Participants included:

5,200

YouScience Career Interest and Aptitude Assessments completed by students

58

Industry partners

1,300+

Career Awareness and Development engagements impacting nearly 40,000 students

55

Educators participating in Virtual Educator Externships* experiences to provide 8,200+ students with career-connected learning

62

Teachers & administrators

15%

increase in Dual Enrollment registration across all partner schools

188

Businesses engaged

*Virtual Educator Externships and High School Career Connect programming is provided in partnership with the Center for the Future of Arizona and Arizona Business & Education Coalition.



Education Partners

We are welcoming Chandler Unified School District and Sahuarita Unified School District to the ElevateEdAZ portfolio in the 2025–2026 school year!

2025–2026 School Year



ASU Prep Downtown Phoenix
ASU Prep South Phoenix



In partnership with the Green Valley Sahuarita Chamber of Commerce

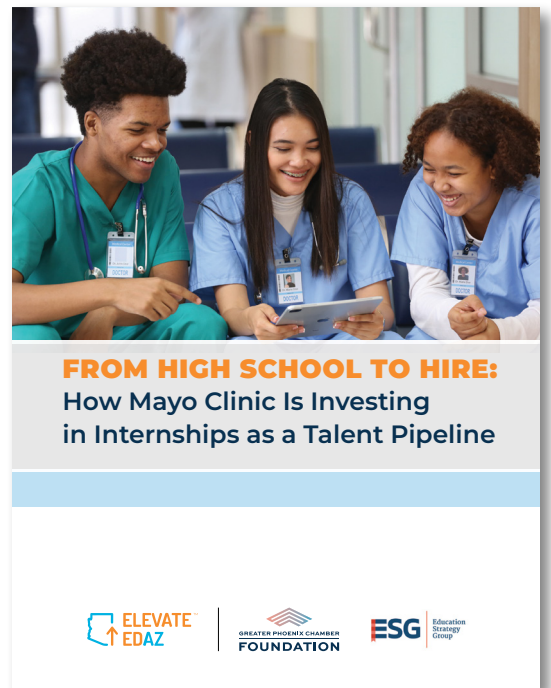
Research

ElevateEdAZ is committed to creating an education system that prepares Arizona's youth for success in an evolving economy. Through innovative research and empowering guides, ElevateEdAZ continues to provide relevant data and resources needed to best position educators and employers to propel students into meaningful career pathways.

Fall 2024 Dual Enrollment Follow-up Report



From High School to Hire: How Mayo Clinic Is Investing in Internships as a Talent Pipeline



High Quality 2024 Career Pathways Analysis published

- Addresses Skill Gaps
- Increasing Earning Potential
- Reducing Under-employment
- Workforce Alignment
- Occupation Wage & Demand Threshold

Demonstrating Impact: Internship Alumni Outcomes

With the support of Delivery Associates and Bloomberg Philanthropies, ElevateEdAZ conducted its first internship alumni survey to assess program effectiveness and identify pathway trends. This inaugural effort yielded a strong response rate of 49% from students who completed an ElevateEdAZ-supported internship between 2022 and 2024, providing valuable insight into long-term program outcomes.

The results are compelling. Internship alumni significantly outperform state benchmarks in both postsecondary enrollment (81% compared to the statewide benchmark of 55%) and employment rates (46% versus 26%). Notably, 100% of respondents reported positive post-program outcomes, including employment, enrollment in postsecondary education, or a combination of both.

There is also strong evidence of alignment between students' high school program pathways and their future choices: 73% of respondents pursued a related degree, while 74% entered a job aligned with their high school studies. **These findings underscore the success of ElevateEdAZ's collaboration with education and business partners in preparing students for meaningful and rewarding careers.**

Importantly, alumni continue to thrive beyond high school completion, with data showing ongoing educational advancement and exceptionally low rates of unemployment.

The takeaway is clear: ElevateEdAZ is making a measurable difference. When strong Career and Technical Education (CTE) instruction is paired with high-quality internships, the result is real, lasting outcomes for students. As the initiative grows, these results provide a powerful case for continued investment in internships and other work-based learning experiences that build Arizona's future workforce.



Arizona Charitable Tax Credit

The Greater Phoenix Chamber Foundation became a certified Qualified Charitable Organization (QCO) under the Arizona Charitable Tax Credit program this year. This designation allows donors to contribute to the Foundation and receive a dollar-for-dollar state tax credit, effectively reducing their Arizona tax liability.

Why Donate?

Support Local Initiatives: Your contribution funds programs that enhance college and career readiness and workforce development across Arizona.

Maximize Your Tax Benefits: Donations up to \$495 (individual) or \$987 (married filing jointly) qualify for a dollar-for-dollar state tax credit. This means you can get your donation amount back in your state taxes.

Easy and Impactful: Donating is simple, and your support drives meaningful change in our community.

Ready to Make a Difference?

Donate today at phoenixchamberfoundation.com and be a part of building a stronger Arizona.



PHOENIXCHAMBERFOUNDATION.COM/DONATIONS

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