

Demographics

Valid
Responses

242

Direct Employment Service Professionals

Understanding the Workforce Supporting
Competitive Integrated Employment

Years of
Experience

86%

have 1-3 years of
employment
experience



Education
Level

48%

hold a Bachelor's
Degree



Gender Identity

79%

identify as female

Age Range

25-34

year olds were nearly half
of the respondents

Race & Ethnicity

80%

White/Caucasian w/

19% Hispanic
or Latine

Geographic
Distribution

84%

outside of
Phoenix &
Tucson Metro
areas



Certifications



Key Findings



What Arizona DESPs Told Us: Insights & Priorities for Employment Services



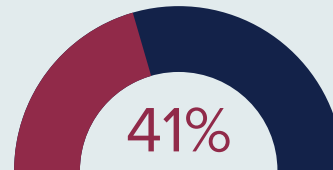
On average, **40%** of caseloads resulted in CIE placements in the past year

Training Needs Identified



Confidence Gaps

19% feel confident navigating VR & DDD systems



41% feel strongly confident in Employment First principles

one-third feel strongly confident in Customized Employment strategies

Barriers to Certification



Minimal representation from tribal DESPs highlights potential gaps in access to employment service providers and training opportunities within tribal communities.

Service Delivery Models

