

ARIZONA

OFFICE OF ECONOMIC OPPORTUNITY

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ECONOMIC CONDITIONS REPORT

Cochise, Greenlee, and Graham Counties

FOR FURTHER INFORMATION:

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ABOUT THIS REPORT

This report was created to assist Arizona Local Workforce Development Areas in completing their 2025-2028 Local Workforce Development Plans; the information provided in this report is intended to be used as a resource in the planning process. The report summarizes key demographic, labor market, and workforce trends occurring within the state and local economy.

ABOUT THE ARIZONA OFFICE OF ECONOMIC OPPORTUNITY (OEO)

The Office of Economic Opportunity (OEO) is the State of Arizona's statistics agency. Arizona's economic potential is revealed through evidence-based statistics compiled by OEO. The OEO improves analytic capacity and tracks Arizona's key economic indicators, such as the state's labor market, population, and regulatory and taxation.

Workforce

OEO serves as Arizona's workforce planning coordinator, and provides operational, strategic, and research support to the Workforce Arizona Council and other key workforce partners in this role.

Labor Market Information

OEO conducts labor market analysis, including but not limited to employment forecasting and trend reporting. In addition, OEO compiles workforce analysis, such as this report, and provides custom employment and WIOA research to the Arizona workforce system.

Population

OEO produces the official population estimates and projections for the State of Arizona including demographics.

Regulatory and Tax

OEO monitors Arizona's tax and regulatory competitiveness by collecting and quantifying tax and regulatory activities. This work provides baseline information that can be used to make informed decisions about the state of regulation and taxation in Arizona.

WIOA TRAINING

Southeastern AZ Title 1B WIOA Negotiated Training Outcomes, PY2020-2023

Program	Program Year	Q2 Employment after Exit	Q4 Employment after Exit	Median Earnings	Credential Rate	Measurable Skill Gains
Adult	2020	72.0%	73.8%	\$6,500	68.0%	59.2%
	2021	72.0%	73.8%	\$6,500	68.0%	61.0%
	2022	70.0%	68.0%	\$7,000	77.0%	63.0%
	2023	70.0%	68.0%	\$7,000	77.0%	63.0%
Dislocated Worker	2020	78.0%	75.0%	\$8,646	75.0%	50.0%
	2021	78.0%	75.0%	\$8,646	75.0%	63.0%
	2022	78.0%	75.0%	\$9,000	75.0%	69.0%
	2023	78.0%	75.0%	\$9,000	75.0%	69.0%
Youth	2020	75.0%	72.0%	\$4,500	45.0%	52.8%
	2021	75.0%	72.0%	\$4,500	45.0%	73.0%
	2022	74.0%	70.0%	\$5,044	61.0%	62.0%
	2023	74.0%	70.0%	\$5,044	61.0%	62.0%

Source: Department of Economic Security

Southeastern AZ Title 1B WIOA Recorded Training Outcomes, PY2020-2022

Program	Program Year	Q2 Employment after Exit	Q4 Employment after Exit	Median Earnings	Credential Rate	Measurable Skill Gains
Adult	2020	80.4%	80.2%	\$11,990	90.3%	65.6%
	2021	83.5%	66.3%	\$13,651	71.9%	64.1%
	2022	88.4%	83.7%	\$14,269	89.5%	81.2%
Dislocated Worker	2020	100.0%	76.9%	\$8,583	88.9%	72.7%
	2021	88.9%	77.8%	\$9,868	85.7%	87.5%
	2022	80.0%	66.7%	\$13,702	100.0%	85.7%
Youth	2020	87.5%	83.3%	\$5,703	64.4%	78.1%
	2021	92.0%	96.3%	\$9,891	74.1%	85.7%
	2022	80.0%	92.9%	\$8,292	72.0%	61.8%

Source: Department of Economic Security

The tables above display negotiated and achieved performance for Southeastern AZ Title 1B WIOA trainings during the last programmatic four-year plan. The data may be used with the subsequent labor market information to help shift into focus what to improve in the next four-year plan.

POPULATION

Population Growth by County, 2017-2022

Area	Population Estimate (2017)	Population Estimate (2022)	Numeric Change (2017-2022)	Annualized Percent Change (2017-2022)
United States	321,004,407	331,097,593	10,093,186	0.6%
Arizona	6,809,946	7,172,282	362,336	1.0%
Apache County	71,602	66,054	-5,548	-1.6%
Cochise County	126,516	125,504	-1,012	-0.2%
Coconino County	138,639	144,705	6,066	0.9%
Gila County	53,145	53,419	274	0.1%
Graham County	37,700	38,453	753	0.4%
Greenlee County	9,368	9,483	115	0.2%
La Paz County	20,477	16,681	-3,796	-4.0%
Maricopa County	4,155,501	4,430,871	275,370	1.3%
Mohave County	204,691	214,229	9,538	0.9%
Navajo County	107,902	107,110	-792	-0.1%
Pima County	1,007,257	1,042,393	35,136	0.7%
Pinal County	405,537	433,338	27,801	1.3%
Santa Cruz County	46,358	47,838	1,480	0.6%
Yavapai County	220,972	237,830	16,858	1.5%
Yuma County	204,281	204,374	93	0.0%

Source: U.S. Census Bureau, American Community Survey, 2022, 5-Year Estimates, Table B01003
Office of Economic Opportunity

Changes in population can have a large impact on a local economy. An area experiencing population growth, particularly growth in working-age populations, may experience an increase in economic activity¹ and workforce diversity.

- Arizona had one of the fastest growing populations in the United States from 2021-2022, ranking 5th among all U.S. states in numeric growth and 6th in percent growth.²
- Southeastern Arizona's population experienced a net decrease of -144 individuals from 2017-2022.
- In 2022, Southeastern Arizona accounted for 2.4 percent of the state's total population.

¹ Headey, D., & Hodge, A. (2009). The Effect of Population Growth on Economic Growth: A Meta-Regression Analysis of the Macroeconomic Literature. *Population and Development Review*, 35(2), 221-248. Retrieved from www.jstor.org/stable/25487661

² U.S. Census Bureau, American Community Survey, 5 Year estimates. (2017-2022). Total Population, Table B01003. Available from data.census.gov

POPULATION

Population projections provide useful insight into an area's future demand for resources and services.³ An area experiencing population declines may choose to focus efforts on filling current job positions, while an area experiencing population growth may choose to focus on job creation. Further analysis into the composition of growing or declining populations can be a useful next step.

- Arizona is projected to add more than 487,155 people to its population from 2022-2026, growing by an annualized rate of 1.6 percent.

Cochise County Population Projections, 2022-2026

Year	Population Estimate	Projected Numeric Change	Projected Percentage Change	Projected Natural Change ¹	Projected Total Net Migration ²
2022	126,648	-----	-----	-617.0	802.0
2023	127,241	593.0	0.5%	-346.0	755.0
2024	127,845	604.0	0.5%	-286.0	707.0
2025	128,464	619.0	0.5%	-224.0	660.0
2,026	128,846	381.0	0.3%	-232.0	613.0

¹ Natural Change = Births – Deaths

² Net Migration = (Domestic In Migration – Domestic Out Migration) + (Foreign In Migration – Out Migration)

Source: Office of Economic Opportunity, Population Projections Medium Series

- Cochise County is projected to add 2,198 people to its population from 2022-2026.

Greenlee County Population Projections, 2022-2026

Year	Population Estimate	Projected Numeric Change	Projected Percentage Change	Projected Natural Change ¹	Projected Total Net Migration ²
2022	9,652	-----	-----	0.0%	59.0
2023	9,670	18.0	0.2%	20.0	-6.0
2024	9,702	32.0	0.3%	41.0	-12.0
2025	9,748	46.0	0.5%	60.0	-18.0
2,026	9,784	37.0	0.4%	61.0	-24.0

¹ Natural Change = Births – Deaths

² Net Migration = (Domestic In Migration – Domestic Out Migration) + (Foreign In Migration – Out Migration)

Source: Office of Economic Opportunity, Population Projections Medium Series

- Greenlee County is projected to add 132 people to its population from 2022-2026.

Graham County Population Projections, 2022-2026

Year	Population Estimate	Projected Numeric Change	Projected Percentage Change	Projected Natural Change ¹	Projected Total Net Migration ²
2022	39,010	-----	-----	23.0	-38.0
2023	39,168	158.0	0.4%	101.0	-16.0
2024	39,386	218.0	0.6%	139.0	6.0

³ Kaneda, T. & Bremer, J. (2014). "Understanding Population Projection: Behind the Numbers. Population Reference Bureau". Retrieved from <https://www.prb.org/united-nations-population-projections/>

2025	39,665	279.0	0.7%	178.0	29.0
2,026	39,894	229.0	0.6%	178.0	51.0

¹ Natural Change = Births – Deaths

² Net Migration = (Domestic In Migration – Domestic Out Migration) + (Foreign In Migration – Out Migration)

Source: Office of Economic Opportunity, Population Projections Medium Series

- Graham County is projected to add 884 people to its population from 2022-2026.

Population Characteristics, 2022

Indicator	Cochise County	Greenlee County	Graham County	Arizona	United States
Population 16 Years and Over	101,985	7,232	29,531	5,764,417	266,411,973
Civilian Labor Force Participation Rate 16 and Over	46.5%	59.1%	50.6%	60.1%	63.0%
Median Household Income	\$58,421	\$73,756	\$64,089	\$72,581	\$75,149
Families in Poverty	10.0%	7.3%	14.3%	9.2%	8.8%
Median Age	41.4	35.5	34.1	38.4	38.5
Individuals with a Disability	17.9%	12.5%	12.9%	13.4%	12.9%
Veterans	18.4%	6.8%	6.0%	8.4%	6.6%
Uninsured	7.7%	2.3%	8.5%	10.8%	8.7%

Source: U.S. Census Bureau, American Community Survey, 2022, 5-Year Estimates, Table DP03
Office of Economic Opportunity

It is important to understand the employment barriers faced by those served when developing workforce strategies. Population characteristics can help illuminate vulnerable segments of an area's population. An area with population characteristics that differ significantly from state or national averages may need to consider what best meets the needs of their unique population.

- As a whole, Arizona had a lower labor force participation rate and a lower median household income than the nation.
- Arizona had a higher rate of families in poverty, rate of veterans, and rate of uninsured individuals than the nation.

Highest Education Achieved, 2022, Population Over 25 Years of Age

Indicator	Cochise County	Greenlee County	Graham County	Arizona	United States
Less than High School	4.6%	4.8%	4.3%	4.8%	4.7%
High School Graduate (includes equivalency)	25.1%	32.4%	30.4%	23.6%	26.4%
Some College, no degree	25.6%	29.9%	29.1%	24.2%	19.7%
Associate's Degree	11.4%	7.0%	11.1%	9.1%	8.7%
Bachelor's Degree	16.6%	13.2%	9.0%	19.6%	20.9%
Graduate or Professional Degree	10.0%	3.5%	5.0%	12.2%	13.4%

Source: U.S. Census Bureau, American Community Survey, 2022 5-Year Estimates, Table S1501
Office of Economic Opportunity

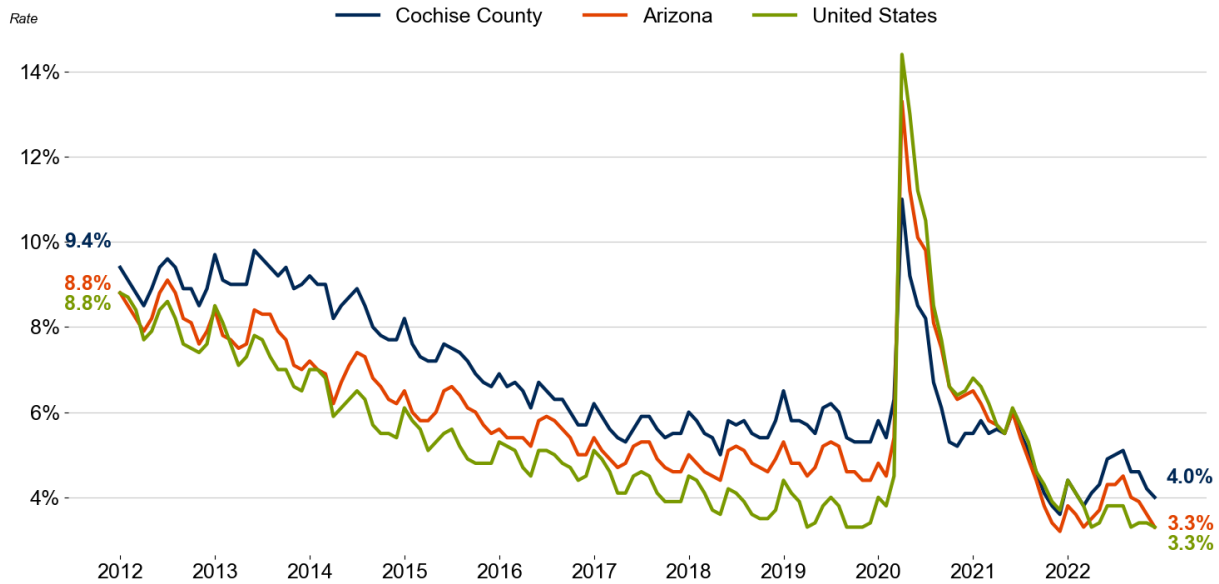
Understanding the current educational attainment of your local area's available workforce is a crucial step in identifying job seeker and business needs. Education is an important element in determining job success, and, oftentimes, can lead directly to higher-paying jobs and lower rates of unemployment.⁴

- When compared with the United States, Arizona has a higher rate of individuals with less than a high school diploma; with some college, no degree; and with an associate's degree.
- In Arizona, 88.3 percent of individuals have a high school diploma (or equivalent) or higher and 31.2 percent of individuals have a bachelor's degree or higher; in the United States, 88.9 percent of individuals have a high school diploma (or equivalent) or higher and 33.7 percent of individuals have a bachelor's degree or higher.

⁴ U.S. Bureau of Labor Statistics. (2019) "Unemployment Rates and Earnings by Educational Attainment." Retrieved from <https://www.bls.gov/emp/chart-unemployment-earnings-education.htm>.

WORKFORCE

Unemployment Rate Comparisons, Jan 2012-Dec 2022, Not-Seasonally Adjusted



Source: U.S. Bureau of Labor Statistics
Office of Economic Opportunity

Cochise County:

- Cochise County's labor force level decreased from an annual average of 49,009 in 2021 to an annual average of 48,819 in 2022.
- In 2021, there was an annual average of 2,476 unemployed individuals in Cochise County. This decreased to 2,153 in 2022.
- Prior to the pandemic (2017-2019), Cochise County had an average labor force level of 48,125 and an average unemployment level of 2,719 people.
- Throughout 2022, the average unemployment rate in Cochise County was 4.4 percent, lower than the average unemployment rate of 5.0 in 2021.

Greenlee County:

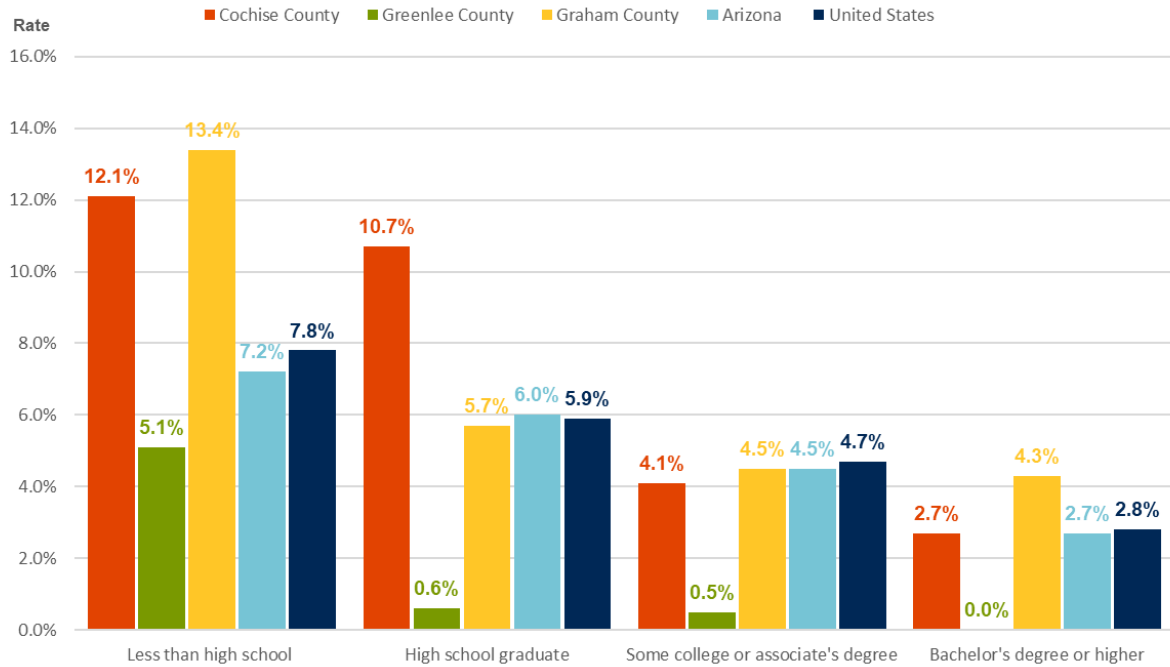
- Greenlee County's labor force level increased from an annual average of 4,364 in 2021 to an annual average of 4,766 in 2022.
- In 2021, there was an annual average of 181.0 unemployed individuals in Greenlee County. This decreased to 136.0 in 2022.
- Prior to the pandemic (2017-2019), Greenlee County had an average labor force level of 3,885 and an average unemployment level of 198.0 people.
- Throughout 2022, the average unemployment rate in Greenlee County was 2.9 percent, lower than the average unemployment rate of 4.1 in 2021.

Graham County:

- Graham County's labor force level increased from an annual average of 15,730 in 2021 to an annual average of 16,113 in 2022.
- In 2021, there was an annual average of 677.0 unemployed individuals in Graham County. This decreased to 579.0 in 2022.

- Prior to the pandemic (2017-2019), Graham County had an average labor force level of 14,008 and an average unemployment level of 773.0 people.
- Throughout 2022, the average unemployment rate in Graham County was 3.6 percent, lower than the average unemployment rate of 4.3 in 2021.

Unemployment Rate by Educational Attainment, 2022, Ages 25-64



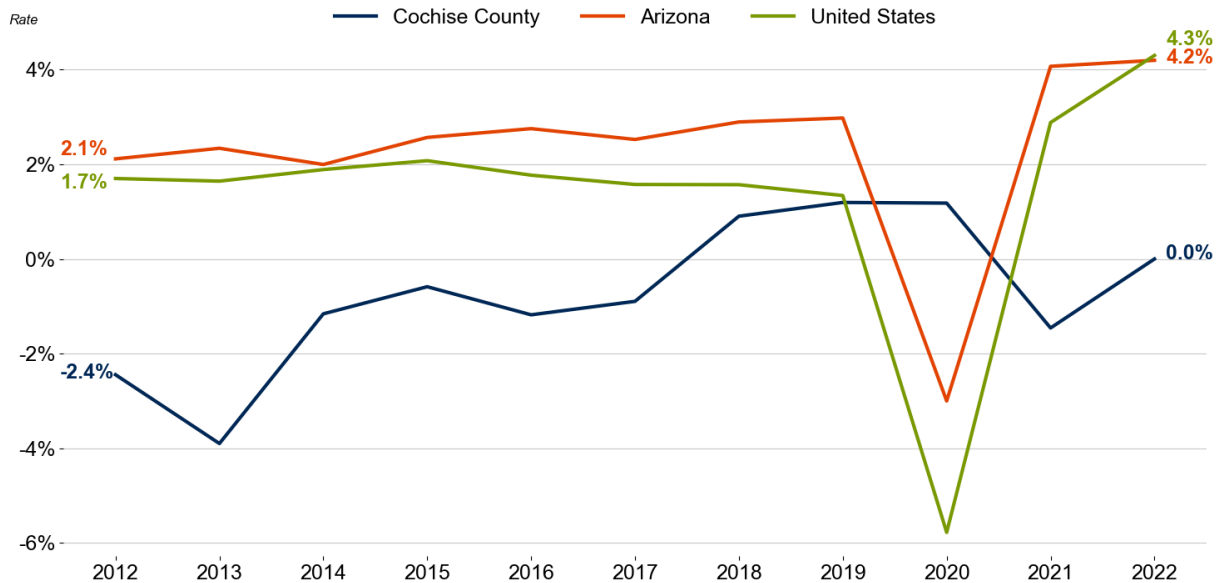
Source: U.S. Census American Community Survey, 2021 5-Year Estimates, Table S2301
Office of Economic Opportunity

Historically, higher educational attainment levels have been associated with lower levels of unemployment.⁵ Understanding the relationship between unemployment and education can help determine which education levels are most in need of targeted workforce efforts.

- Except for individuals with a high school diploma (or equivalent), unemployment rates were lower in Arizona than in the United States across all educational levels.

⁵ National Center for Educational Statistics. (2019). "Employment and Unemployment Rates by Educational Attainment." Retrieved from https://nces.ed.gov/programs/coe/indicator_cbc.asp

Average Nonfarm Employment Year-Over-Year Percentage Change, 2012-2022, Not-Seasonally Adjusted



Source: U.S. Bureau of Labor Statistics, Current Employment Statistics
Office of Economic Opportunity

Cochise County:

- In general, Cochise County's annualized job growth has trended below the state's growth rate.
- Cochise County's annual average total nonfarm employment decreased by -2,100 jobs from 2012-2022, an annualized decrease of 0.6 percent over this ten-year period. Over this same period, Arizona average total nonfarm employment increased by 2.3 percent annually.

Greenlee County:

- In general, Greenlee County's annualized job growth has trended above the state's growth rate.
- Greenlee County's annual average total nonfarm employment increased by 1,700 jobs from 2012-2022, an annualized increase of 3.6 percent over this ten-year period. Over this same period, Arizona average total nonfarm employment increased by 2.3 percent annually.

Graham County:

- In general, Graham County's annualized job growth has trended below the state's growth rate.
- Graham County's annual average total nonfarm employment increased by 1,400 jobs from 2012-2022, an annualized increase of 1.5 percent over this ten-year period. Over this same period, Arizona average total nonfarm employment increased by 2.3 percent annually.

Southeastern Arizona Private Sector Industry Employment, 2016-2022

Industry	Average Employment (2017)	Average Employment (2022)	Numeric Growth (2017-2022)	Annualized Percentage Growth (2017-2022)
Construction	1,918	2,699	781.0	7.1%
Manufacturing	837.0	929.5	93.0	2.1%
Leisure and Hospitality	2,371	2,577	206.0	1.7%
Natural Resources and Mining	494.0	531.6	38.0	1.5%
Trade Transportation and Utilities	2,036	2,045	8.0	0.1%
Information	544.0	528.5	-15.0	-0.6%
Financial Activities	620.0	564.0	-55.0	-1.9%
Other Services	886.0	785.5	-101.0	-2.4%
Professional and Business Services	1,862	1,411	-452.0	-5.4%
Education and Health Services	4,682	3,071	-1,610	-8.1%

Source: Quarterly Census of Employment and Wages
Office of Economic Opportunity

- Five of the private-sector industries in Southeastern recorded employment growth from 2017 to 2022; but, largely due to losses in Education and Health Services, Southeastern Arizona saw a net decrease of 1,107 jobs over this period.
- Of the 10 private-sector industries, Education and Health Services made up the largest share of Southeastern Arizona's employment in 2022, and Construction made up the second largest.
- Construction experienced the largest numeric growth from 2017 to 2022.

Projected Industry Employment, 2022-2024

Area	Employment (2022)	Projected Employment (2024)	Projected Numeric Growth (2022-2024)	Annualized Percentage Growth (2022-2024)
Arizona	3,241,387	3,332,012	90,625	1.4%
Balance of Maricopa	1,319,941	1,364,125	44,184	1.7%
City of Phoenix	1,008,713	1,037,199	28,486	1.4%
Coconino County	67,976	69,567	1,591	1.2%
Mohave and La Paz Counties	66,918	68,786	1,868	1.4%
Northeastern Arizona	65,296	66,062	766	0.6%
Pima County	411,874	417,883	6,009	0.7%
Pinal County	76,110	78,804	2,694	1.8%
Santa Cruz County	15,351	15,577	226	0.7%
Southeastern Arizona	54,950	56,290	1,340	1.2%
Yavapai County	78,176	79,962	1,786	1.1%
Yuma County	76,034	77,766	1,732	1.1%

NOTE: Maricopa Workforce Area includes Maricopa County excluding the City of Phoenix.
Source: Office of Economic Opportunity, Quarterly Census of Employment and Wages

- All Arizona local workforce areas are expected to record employment growth from 2022 to 2024.
- Total employment in Southeastern Arizona is projected to grow by 1.2 percent annually, below the statewide growth rate of 1.4 percent.

Southeastern Arizona Workforce Area Projected Industry Employment, 2022-2024

Industry	Employment (2022)	Projected Employment (2024)	Projected Numeric Growth (2022-2024)	Annualized Percentage Growth (2022-2024)
Information	630	685	55	4.3%
Manufacturing	964	1,037	73	3.7%
Natural Resources and Mining	7,125	7,616	491	3.4%
Leisure and Hospitality	5,438	5,738	300	2.7%
Construction	2,862	3,017	155	2.7%
Professional and Business Services	4,823	4,974	151	1.6%
Other Services	1,242	1,254	12	0.5%
Trade Transportation and Utilities	8,907	8,945	38	0.2%
Education and Health Services	10,965	11,005	40	0.2%
Government	7,572	7,583	11	0.1%
Financial Activities	1,342	1,343	100%	0.0%

Source: Office of Economic Opportunity, Quarterly Census of Employment and Wages

Job skills are constantly evolving with the emergence of new technologies and changing consumer habits. Job seekers can better prepare themselves by gaining skills within industries projected to have large employment needs.

- In Southeastern Arizona, Information is projected to record the fastest growth rate, increasing by 4.3 percent annually through 2024.
- Manufacturing is projected to record the second fastest growth rate in Southeastern Arizona.
- In 2024, the industry that employs the most people within Southeastern Arizona is projected to remain Education and Health Services.

In addition to the above industry-level labor market information, the Office of Economic Opportunity provides a ranking of in-demand industries within each workforce area by weighing the following variables: current employment level, historic annualized employment percent change, projected employment numeric and percent change, average weekly wages, historic weekly wages percent change, employment location quotient, and wage location quotient. These data are available for download [here](#).

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