

# Labor Market Information

## City of Phoenix LWIA

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Office of Employment and Population Statistics  
Arizona Department of Administration

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## AGENDA

- LMI in WIOA Local Plans
- Economic Overview
  - Local Demographics
    - Individuals with Barriers to Entry
  - Unemployment
  - Industry Growth
- Existing and Emerging In-Demand Industries and Occupations
- LMI Data Sources

## Local Plans [Sec. 108 (b)]

### – The local plan should include:

- An analysis of the regional economic conditions, including:
  - **Existing and emerging in-demand industry sectors and occupations**
  - The employment needs of employers in those industry sectors and occupations
- An analysis of the knowledge and skills needed to meet the employment needs of the employers in the region
- An analysis of the workforce in the region, including **current labor force employment data**, labor market trends, and **the education and skill levels of the workforce in the region**

## LMI should also be included in:

### **Youth Workforce Investment [Sec. 129 (c)(2)(M)]**

- Program elements including **services that provide labor market information about in-demand industry sectors or occupations**

### **Training Services [Sec. 134 (C)(3)(G)(iii)]**

- Training Services should be **directly linked to an in-demand industry sector or occupation in the local area**

### **Career Services [Sec. 134 (e)(3)(A)(1)]**

- (iv) Labor exchange services including:
  - (I). job search and placement assistance and career counseling including
    - (aa). **information on in-demand industry sectors and occupations**

# Economic Overview

## CITY OF PHOENIX

## How to use data:

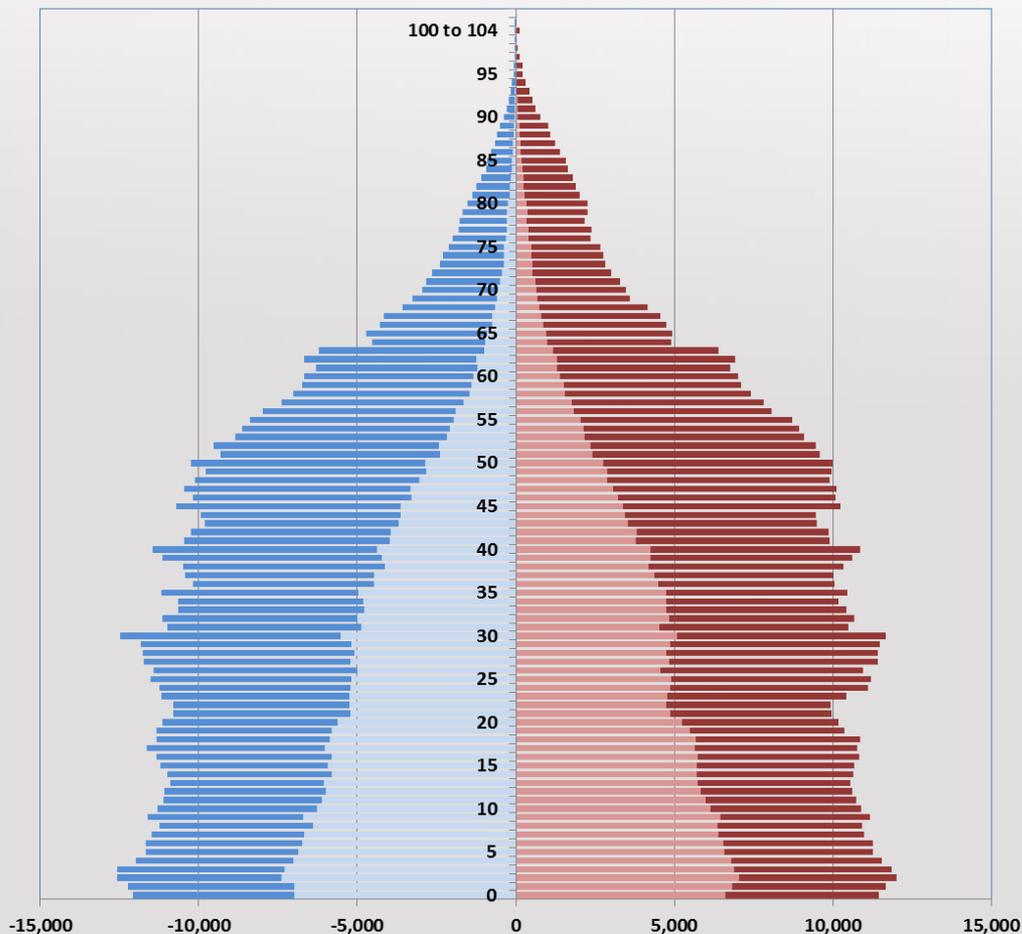
- Use data to drive decision, not validate decisions
- **Use more than one source of data** – don't lock yourself into a single estimate, consider all of the available data to get the most accurate picture
- **Know the limitations of your data set** – it's easy to accidentally misuse data and draw erroneous conclusions
- **Become familiar with different data sets (or someone who is)** – there is no one place to find all the data you need

Immerse yourself in the data

Be prepared to accept surprising surprises

## Phoenix Population

Hispanic Male Hispanic Female Non-Hispanic Male Non-Hispanic Female



## Phoenix

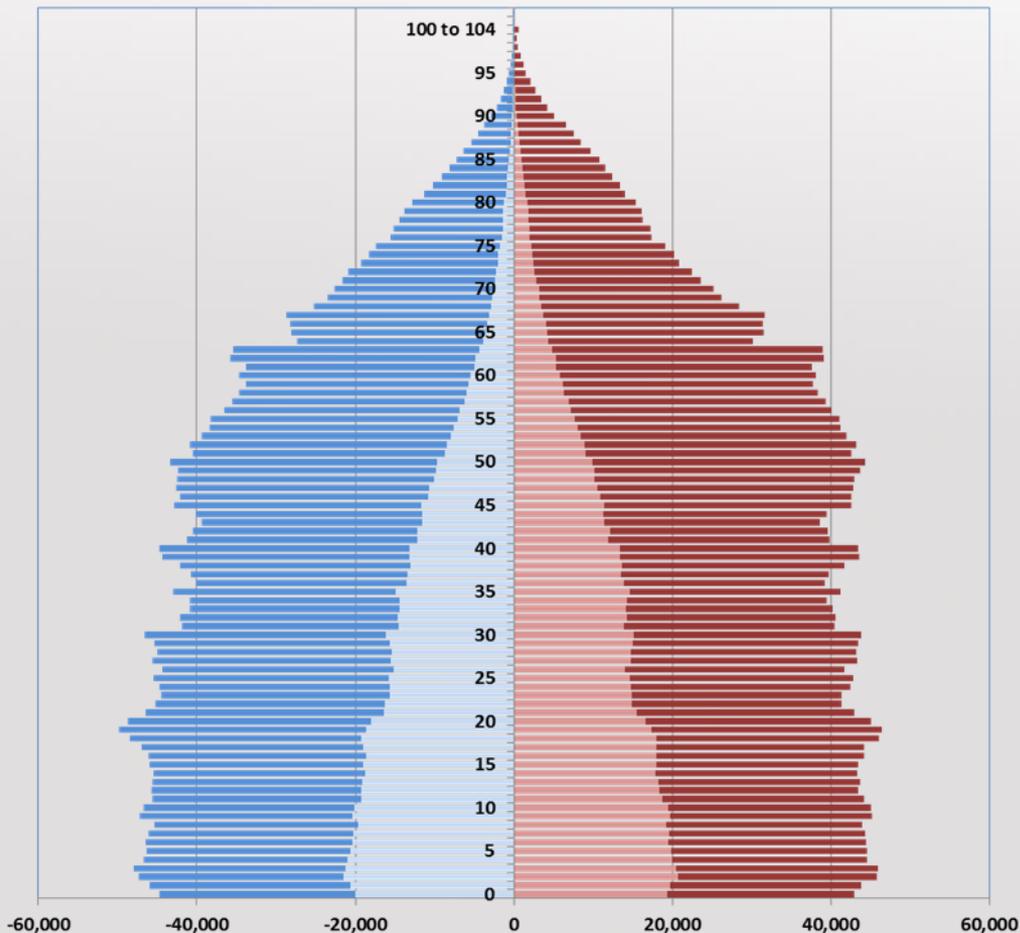
Census 2010

**Total Population:** 1,445,632

|                     |         |       |
|---------------------|---------|-------|
| <b>Hispanic</b>     | 589,877 | 40.8% |
| <b>Male</b>         | 298,982 | 20.7% |
| <b>Female</b>       | 290,895 | 20.1% |
| <b>Non-Hispanic</b> | 855,755 | 59.2% |
| <b>Male</b>         | 426,038 | 29.5% |
| <b>Female</b>       | 429,717 | 29.7% |
| <b>Under 17</b>     | 385,922 | 26.7% |
| <b>Age 17 - 24</b>  | 173,090 | 12.0% |
| <b>Age 25 - 34</b>  | 224,128 | 15.5% |
| <b>Age 35 - 44</b>  | 206,387 | 14.3% |
| <b>Age 45 - 54</b>  | 195,144 | 13.5% |
| <b>Age 55 - 64</b>  | 139,018 | 9.6%  |
| <b>Over 64</b>      | 121,943 | 8.4%  |

## Arizona Population

Hispanic Male Hispanic Female Non-Hispanic Male Non-Hispanic Female



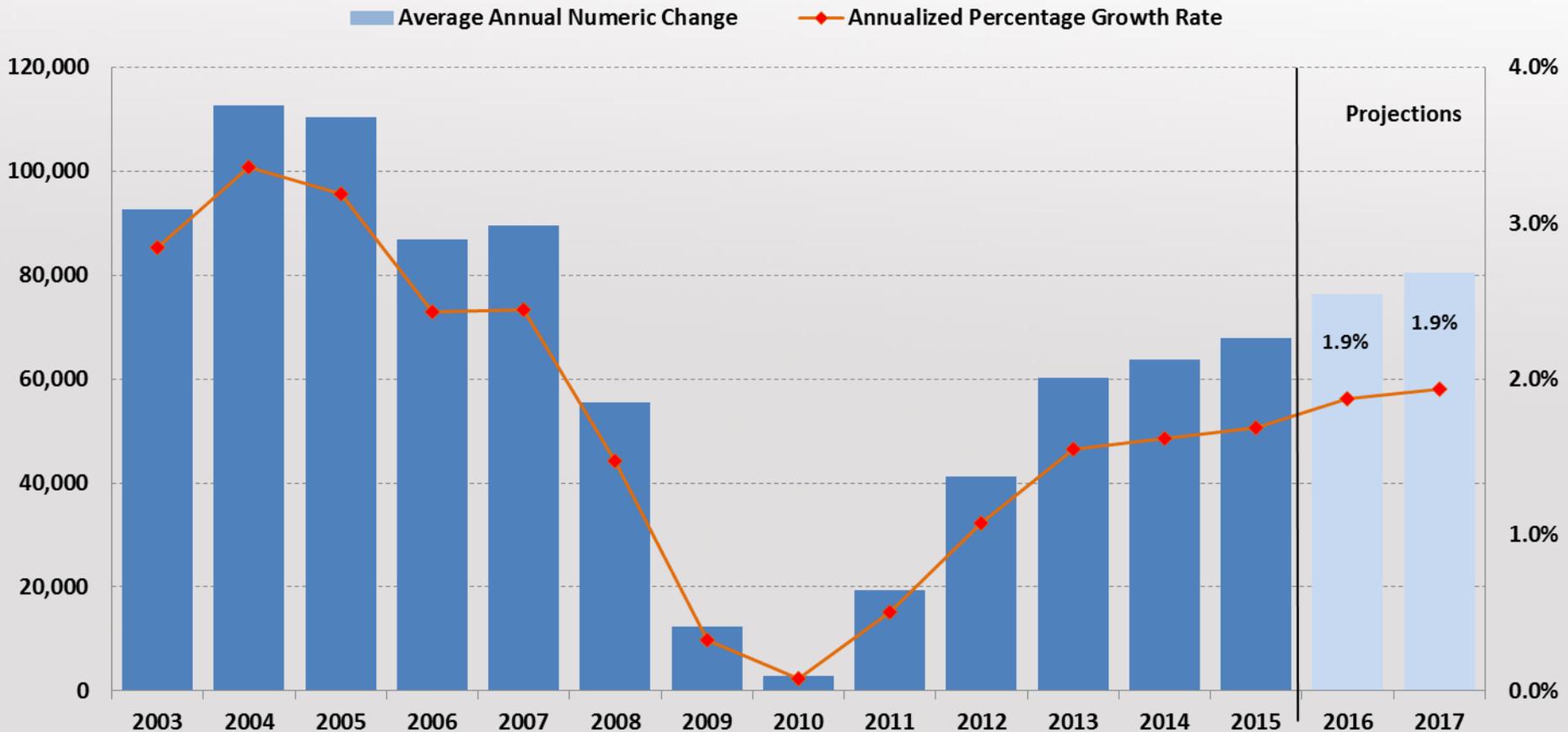
## Arizona

Census 2010

Total Population: 6,392,017

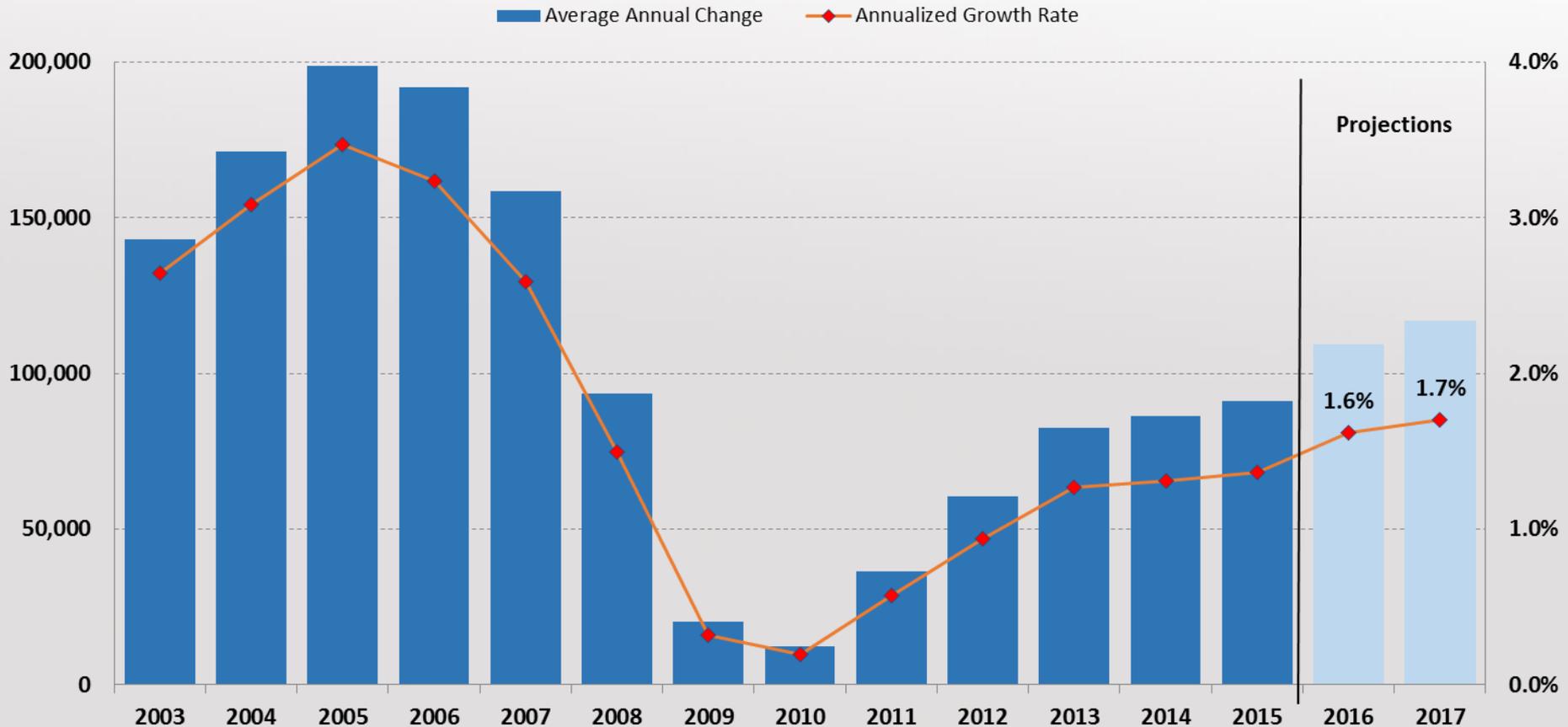
|                     |           |       |
|---------------------|-----------|-------|
| <b>Hispanic</b>     | 1,895,149 | 29.6% |
| <b>Male</b>         | 951,790   | 14.9% |
| <b>Female</b>       | 943,359   | 14.8% |
| <b>Non-Hispanic</b> | 4,496,868 | 70.4% |
| <b>Male</b>         | 2,224,033 | 34.8% |
| <b>Female</b>       | 2,272,835 | 35.6% |
| <b>Under 17</b>     | 1,537,878 | 24.1% |
| <b>Age 17 - 24</b>  | 724,347   | 11.3% |
| <b>Age 25 - 34</b>  | 856,693   | 13.4% |
| <b>Age 35 - 44</b>  | 822,494   | 12.9% |
| <b>Age 45 - 54</b>  | 842,546   | 13.2% |
| <b>Age 55 - 64</b>  | 726,228   | 11.4% |
| <b>Over 64</b>      | 881,831   | 13.8% |

## Maricopa County's Population Growth and Growth Rates, 2003-2017



Source: Produced by the Arizona Office of Employment and Population Statistics using 2010 Census data in cooperation with the U.S. Census Bureau

## Arizona's Population Growth and Growth Rates, 2003-2017



Source: Produced by the Arizona Office of Employment and Population Statistics using 2010 Census data in cooperation with the U.S. Census Bureau

## City of Phoenix Quick Facts (2014)

|   | Phoenix   | Arizona   | United States |
|---|-----------|-----------|---------------|
| Median Household Income                     | \$46,881  | \$49,928  | \$53,482      |
| Median Age                                  | 32.9      | 36.5      | 37.4          |
| Individuals with a Disability Between 18-64 | 8.5%      | 9.9%      | 10.2%         |
| Veterans                                    | 6.8%      | 10.0%     | 8.3%          |
| Poverty Status                              | 23.2%     | 18.2%     | 15.6%         |
| Mean Travel Time to Work                    | 24:30     | 24:42     | 25:42         |
| Civilian Labor Force Participation Rate     | 65.7%     | 59.7%     | 63.5%         |
| Population over 16                          | 1,126,981 | 5,121,781 | 248,775,628   |

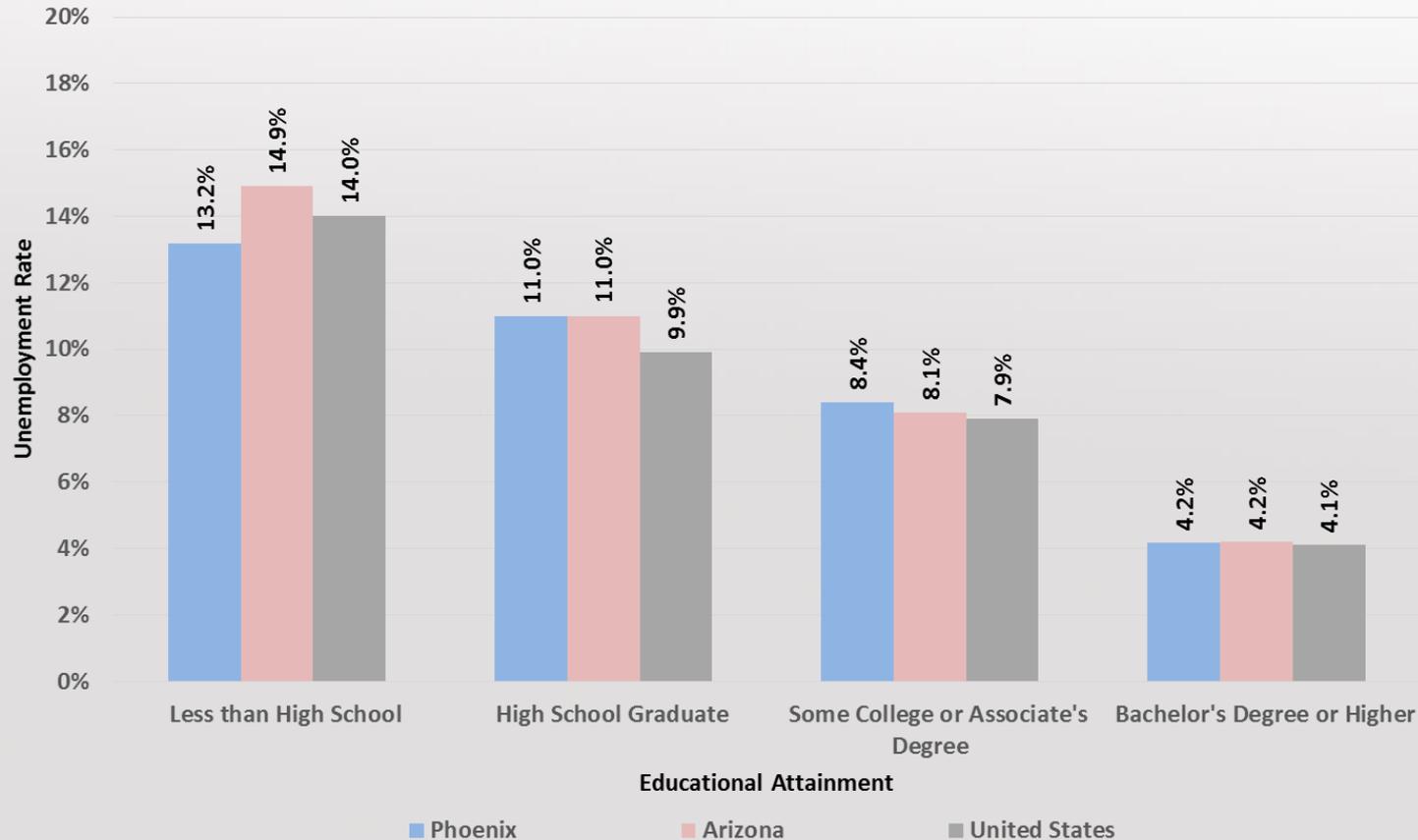
Source: Produced by the Arizona Office of Employment and Population Statistics using 2014 ACS 5-Year Estimates (DP03, S0501, S1810, S2101) in cooperation with the U.S. Census Bureau

# Highest Educational Level Achieved (Population over 25, 2014)

|   | Phoenix | Arizona | United States |
|---|---------|---------|---------------|
| Less than High School                       | 19.1%   | 14.1%   | 13.6%         |
| High School Graduate (includes equivalency) | 46.8%   | 50.4%   | 49.2%         |
| Associate's Degree                          | 7.6%    | 8.4%    | 7.9%          |
| Bachelor's Degree                           | 17.2%   | 17.1%   | 18.3%         |
| Graduate or Professional Degree             | 9.3%    | 10.0%   | 11.0%         |

Source: Produced by the Arizona Office of Employment and Population Statistics using 2014 ACS 5-Year Estimates (S1501) in cooperation with the U.S. Census Bureau

## Unemployment Rates by Educational Attainment (Ages 25-64) Phoenix 2014



Source: Produced by the Arizona Office of Employment and Population Statistics using 2014 ACS 5-Year Estimates (B23006) in cooperation with the U.S. Census Bureau

- **Unemployment decreases with higher levels of education**

# City of Phoenix Public Assistance Households (2014)

|   | Phoenix | Arizona | United States |
|---|---------|---------|---------------|
| TANF (Temporary Assistance for Needy Families)                              | 2.6%    | 2.5%    | 2.8%          |
| SSI (Supplemental Security Income)  | 4.1%    | 4.2%    | 5.3%          |
| SNAP (Supplemental Nutrition Assistance Program)                            | 16.9%   | 13.6%   | 13.0%         |
| Medicaid/AHCCCS (Arizona Health Care Cost Containment System) (Individuals) | 23.4%   | 20.0%   | 17.8%         |

Source: Produced by the Arizona Office of Employment and Population Statistics using 2014 ACS 5-Year Estimates (DP03, S2701) in cooperation with the U.S. Census Bureau

## City of Phoenix Health Insurance (2014)

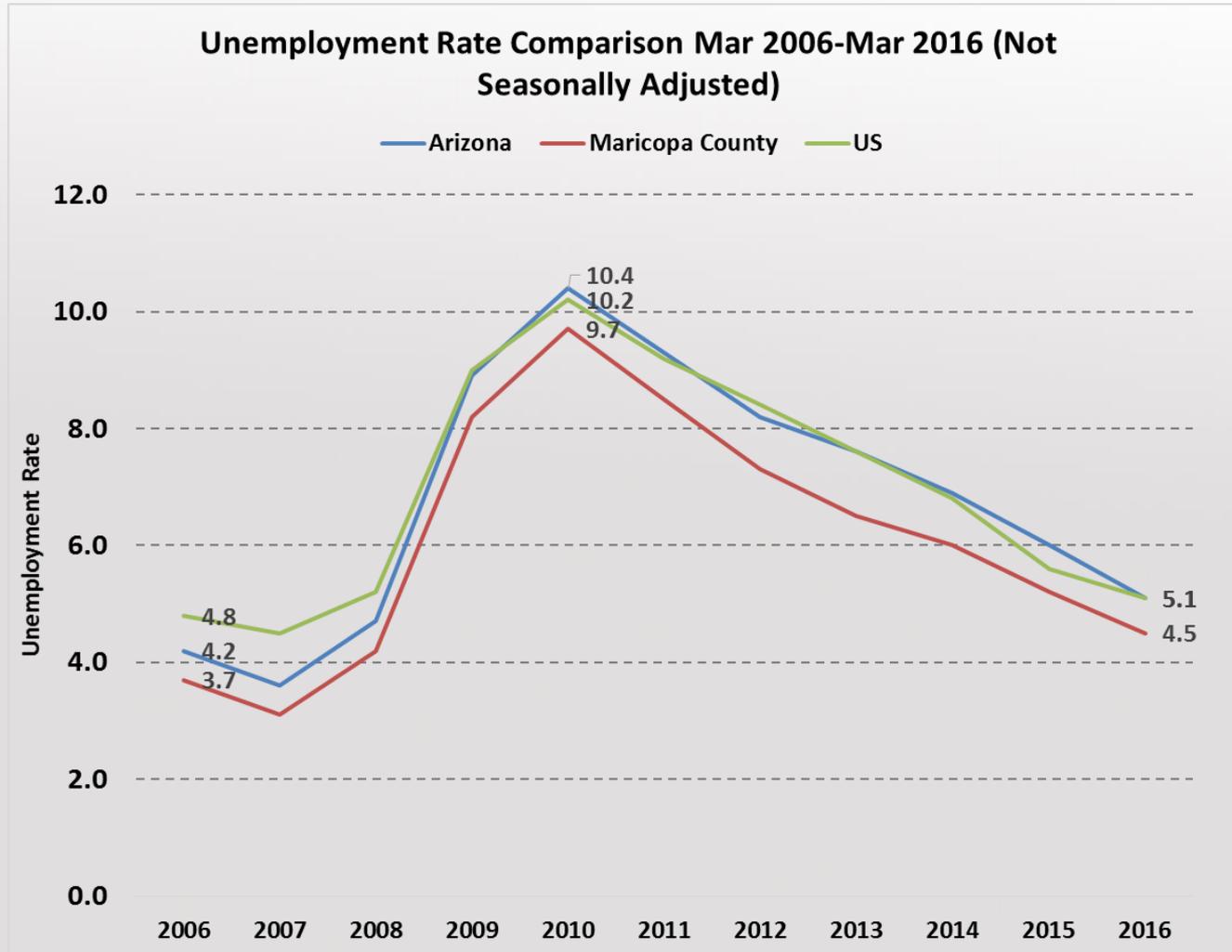
|  | Phoenix      | Arizona      | United States |
|--|--------------|--------------|---------------|
| <b>Private Coverage Only<br/>(Employer, Direct-Purchase, TRICARE)</b>  | <b>44.8%</b> | <b>47.0%</b> | <b>52.7%</b>  |
| <b>Public Coverage Only<br/>(Medicare, AHCCCS, Veteran's Admin.)</b>   | <b>23.8%</b> | <b>21.1%</b> | <b>17.6%</b>  |
| <b>Both Private and Public Coverage<br/>(Some combination of the above, ex.<br/>Tricare for Life and Medicare)</b> | <b>9.7%</b>  | <b>15.6%</b> | <b>15.5%</b>  |
| <b>Uninsured</b>   | <b>21.7%</b> | <b>16.3%</b> | <b>14.2%</b>  |

Source: Produced by the Arizona Office of Employment and Population Statistics using 2014 ACS 5-Year Estimates (S2701) in cooperation with the U.S. Census Bureau

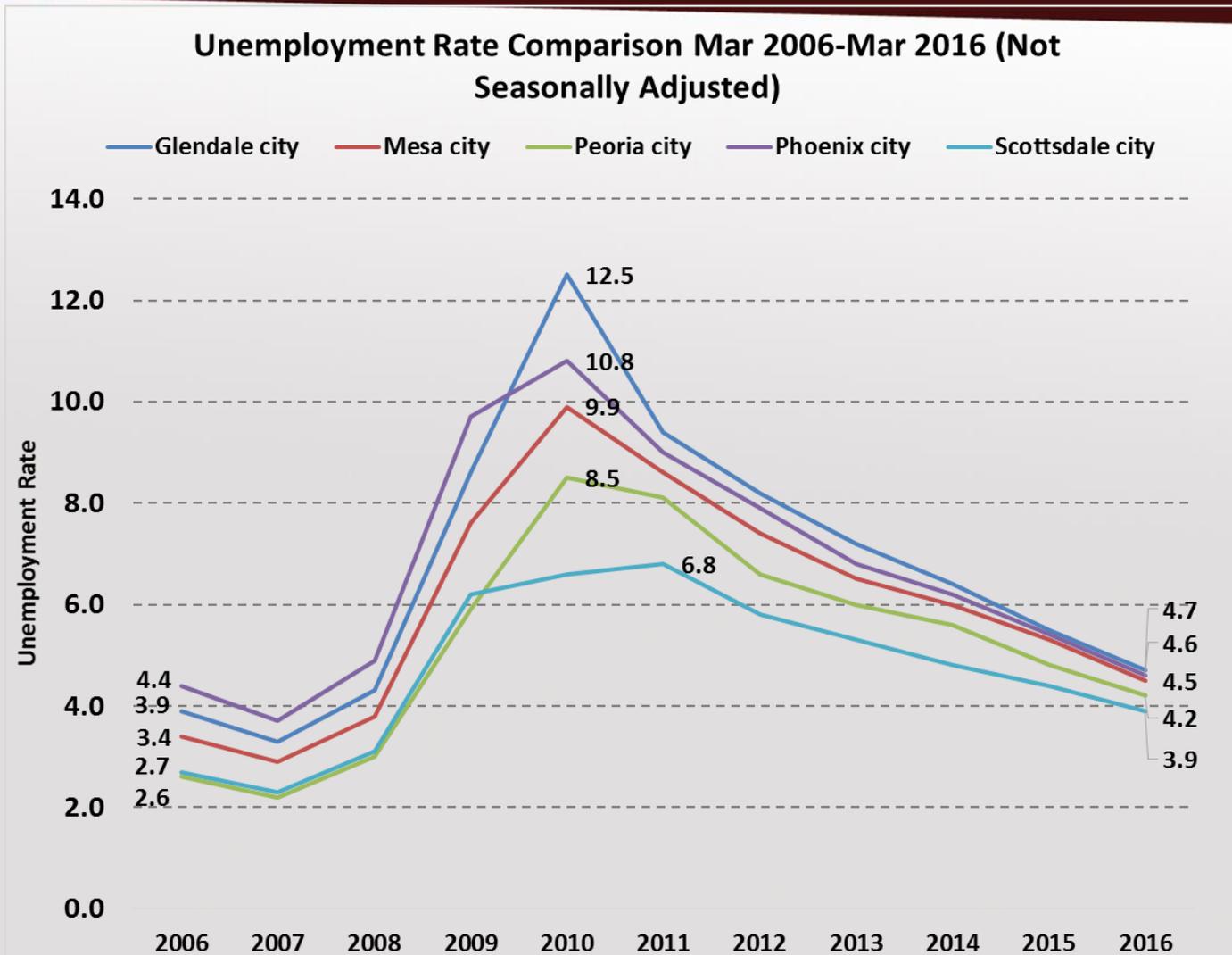
## Phoenix Detailed Health Insurance (2014)

|                            | Phoenix | Arizona | United States |
|----------------------------|---------|---------|---------------|
| Employment-based (private) | 44.8%   | 48.7%   | 54.7%         |
| Direct-purchase (private)  | 8.5%    | 12.5%   | 12.4%         |
| TRICARE (private)          | 1.4%    | 3.2%    | 2.7%          |
| Medicare (public)          | 10.4%   | 16.5%   | 15.5%         |
| AHCCCS/Medicaid (public)   | 23.4%   | 20.0%   | 17.8%         |
| VA (public)                | 1.6%    | 2.7%    | 2.1%          |
| Uninsured                  | 21.7%   | 16.3%   | 14.2%         |

Source: Produced by the Arizona Office of Employment and Population Statistics using 2014 ACS 5-Year Estimates (S2701) in cooperation with the U.S. Census Bureau



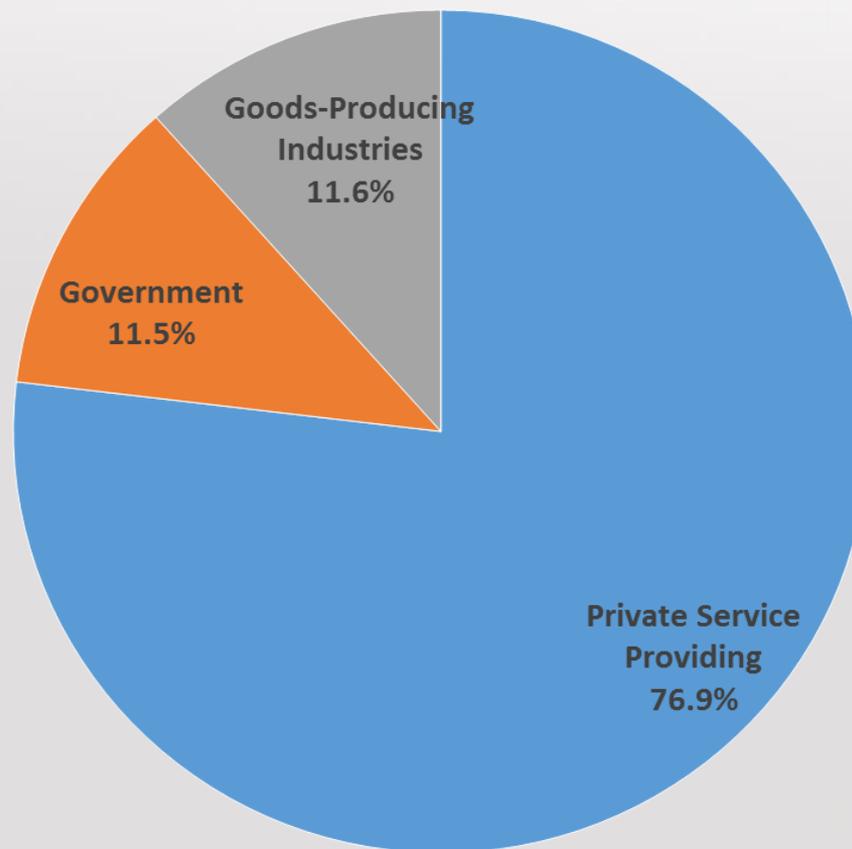
Source: Produced by the Arizona Office of Employment and Population Statistics using LAUS data in cooperation with the U.S. Dept. of Labor, Bureau of Labor Statistics



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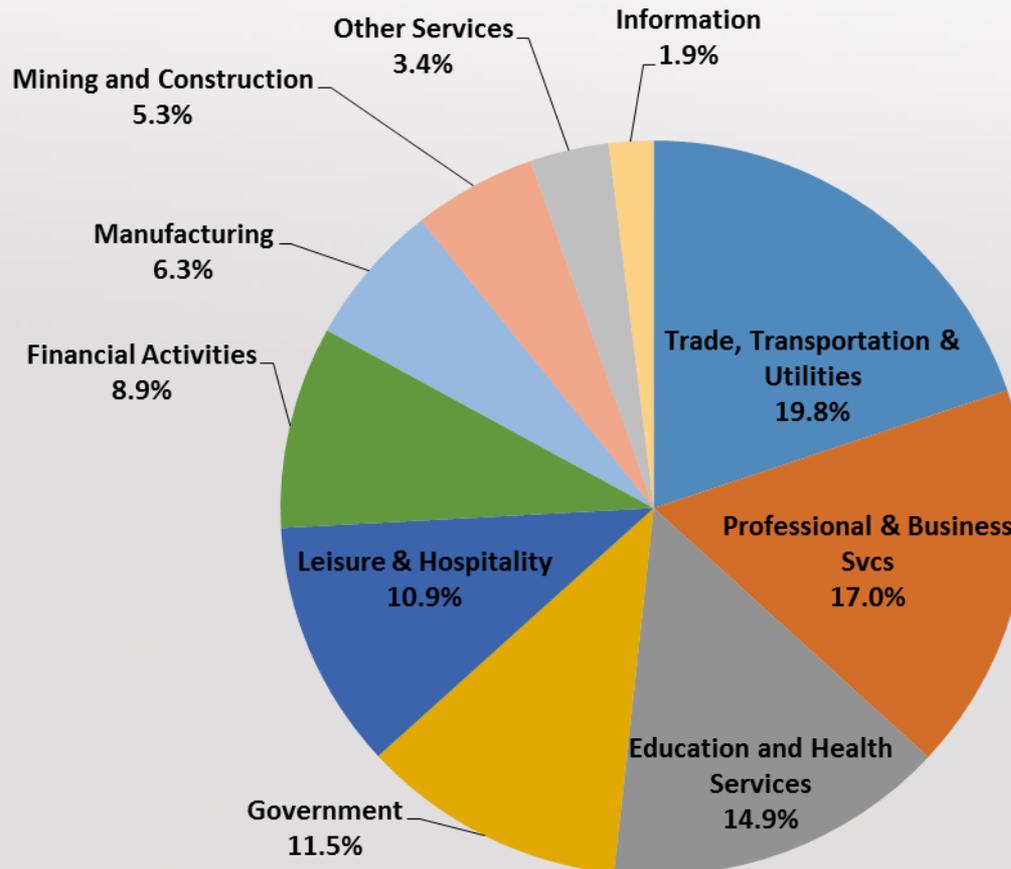
## Maricopa County Broad Industry Total Nonfarm Employment Share

2015 Annual Average, Not Seasonally Adjusted



Source: Produced by the Arizona Office of Employment and Population Statistics using CES data in cooperation with the U.S. Dept. of Labor, Bureau of Labor Statistics

## Maricopa County Industry Nonfarm Employment Share 2015 Annual Average, Not Seasonally Adjusted



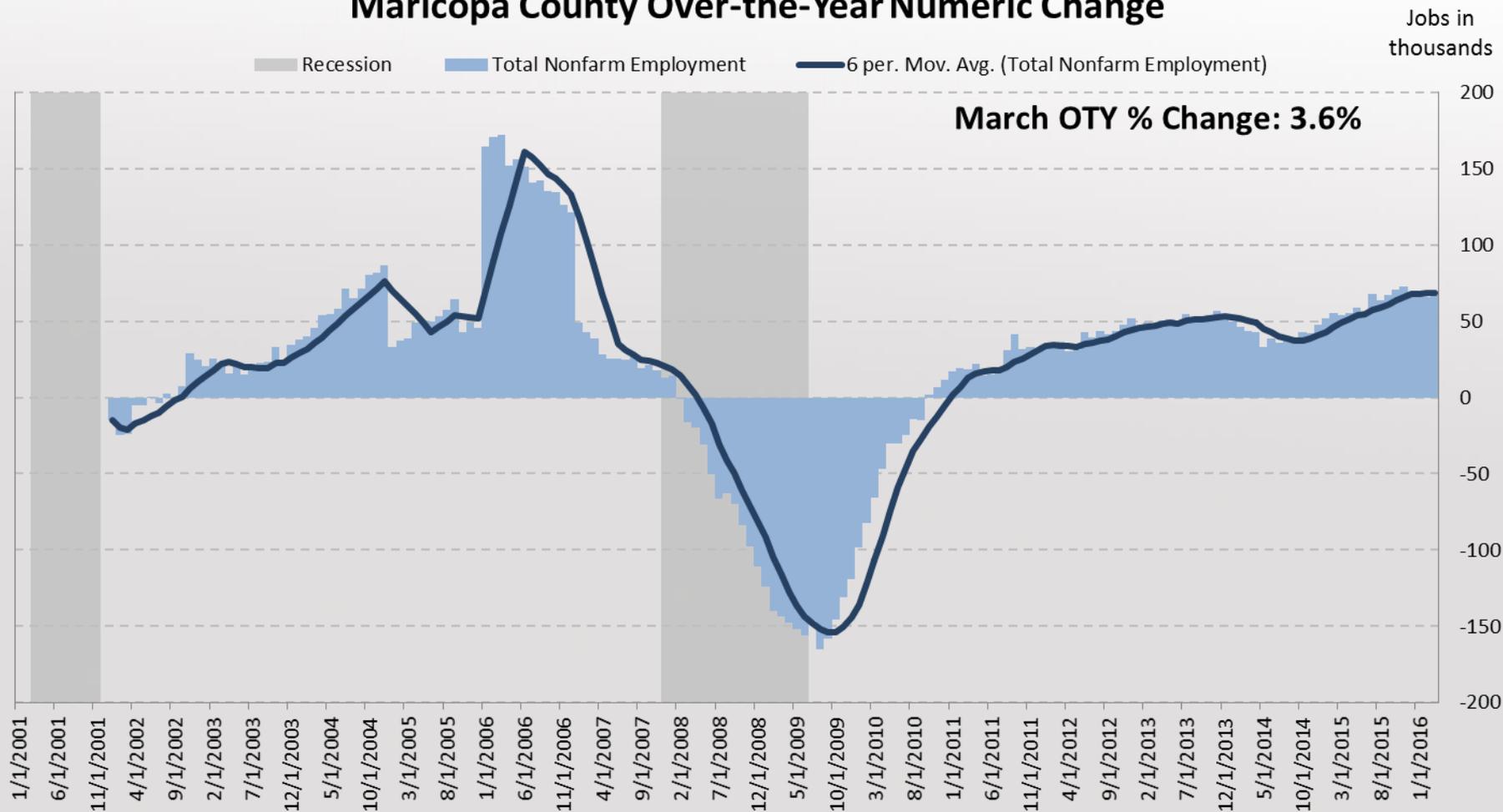
Source: Produced by the Arizona Office of Employment and Population Statistics in cooperation with the U.S. Dept. of Labor, Bureau of Labor Statistics

## Maricopa County Industry Nonfarm Employment Share 2001 & 2015 Annual Averages

| Industry                          | Employment Share |        |        |
|-----------------------------------|------------------|--------|--------|
|                                   | 2001             | 2015   | Change |
| Trade, Transportation & Utilities | 20.4%            | 19.8%  | -0.6%  |
| Professional & Business Svcs      | 16.4%            | 17.0%  | 0.6%   |
| Education and Health Services     | 9.1%             | 14.9%  | 5.8%   |
| Government                        | 12.1%            | 11.5%  | -0.6%  |
| Leisure & Hospitality             | 9.6%             | 10.9%  | 1.3%   |
| Financial Activities              | 8.3%             | 8.9%   | 0.6%   |
| Manufacturing                     | 9.6%             | 6.3%   | -3.4%  |
| Mining and Construction           | 8.2%             | 5.3%   | -2.8%  |
| Other Services                    | 3.7%             | 3.4%   | -0.3%  |
| Information                       | 2.6%             | 1.9%   | -0.7%  |
| Total Nonfarm                     | 100.0%           | 100.0% | na     |

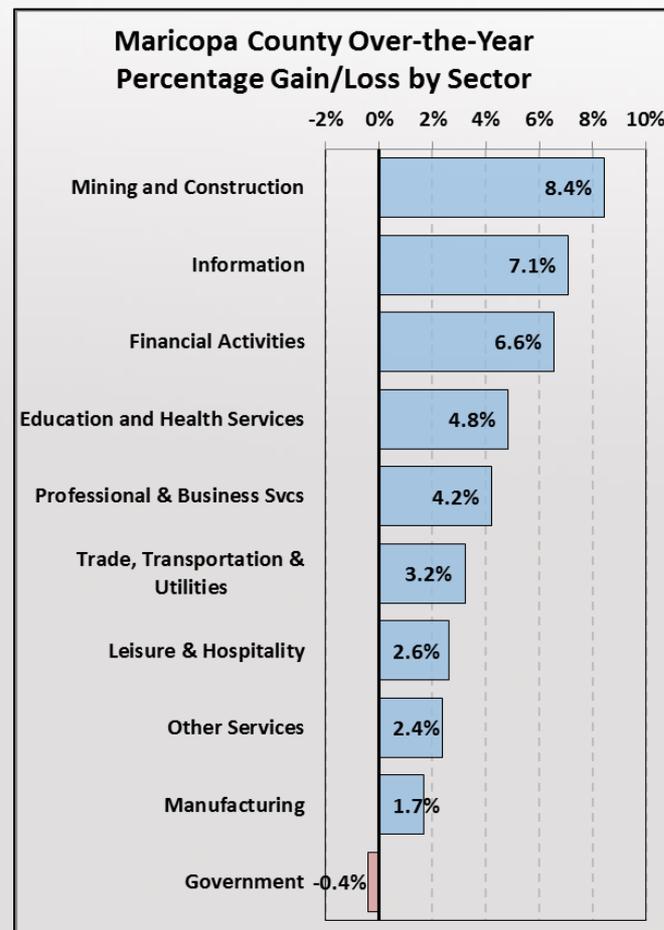
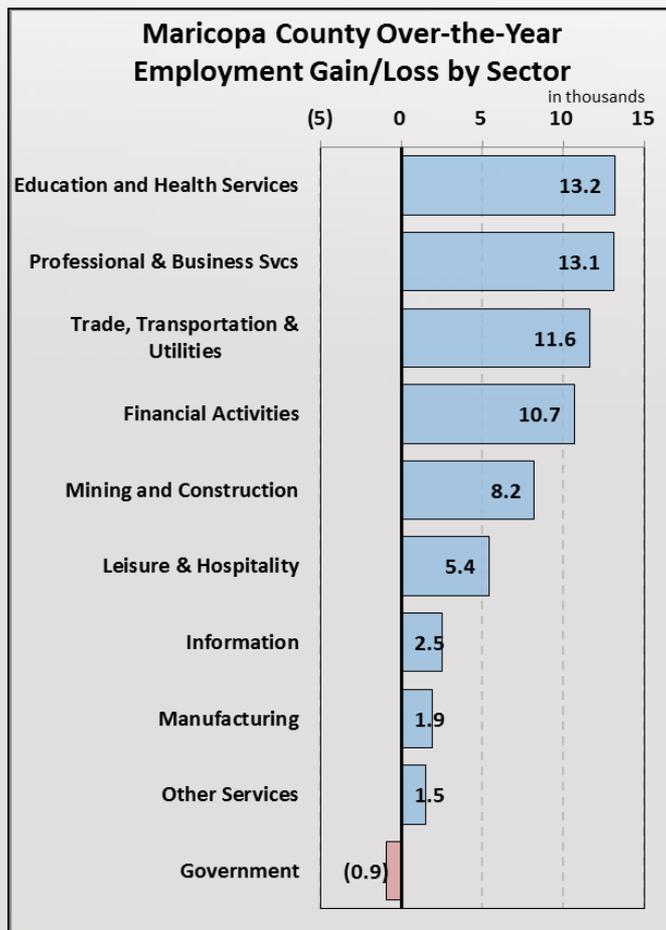
Source: Produced by the Arizona Office of Employment and Population Statistics using CES data in cooperation with the U.S. Dept. of Labor, Bureau of Labor Statistics

## Maricopa County Over-the-Year Numeric Change



Source: Produced by the Arizona Office of Employment and Population Statistics in cooperation with the U.S. Dept. of Labor, Bureau of Labor Statistics

## March 2016 Nonfarm Employment Report



Source: Produced by the Arizona Office of Employment and Population Statistics using CES data in cooperation with the U.S. Dept. of Labor, Bureau of Labor Statistics

## Phoenix-Mesa-Glendale Short Term Industry Employment Projections 2015-2017

| Industry Code | Industry Title                       | Base Employment 2015 Q2 | Projected Employment 2017 Q2 | Numeric Change | Percent Change |
|---------------|--------------------------------------|-------------------------|------------------------------|----------------|----------------|
| 101100        | Natural Resources and Mining         | 12,708                  | 12,206                       | -502           | -2.0%          |
| 101200        | Construction                         | 98,371                  | 114,381                      | 16,010         | 7.8%           |
| 101300        | Manufacturing                        | 118,377                 | 119,631                      | 1,254          | 0.5%           |
| 102100        | Trade, Transportation, and Utilities | 381,063                 | 400,538                      | 19,475         | 2.5%           |
| 102200        | Information                          | 36,959                  | 39,614                       | 2,655          | 3.5%           |
| 102300        | Financial Activities                 | 160,226                 | 172,930                      | 12,704         | 3.9%           |
| 102400        | Professional and Business Services   | 311,711                 | 340,905                      | 29,194         | 4.6%           |
| 102500        | Education and Health Services        | 381,456                 | 403,800                      | 22,344         | 2.9%           |
| 102600        | Leisure and Hospitality              | 219,081                 | 235,150                      | 16,069         | 3.6%           |
| 102700        | Other Services (Except Government)   | 51,249                  | 52,737                       | 1,488          | 1.4%           |
| 102800        | Government                           | 79,807                  | 79,863                       | 56             | 0.0%           |
| 102900        | Unclassified                         | 101,022                 | 105,277                      | 4,255          | 2.1%           |

Entire dataset available at: <https://laborstats.az.gov/employment-forecasts>

Source: Produced by the Arizona Office of Employment and Population Statistics in cooperation with the U.S. Dept. of Labor, Bureau of Labor Statistics

## Total Employment by Substate Area Employment Change

|                               | 2015 Q2(a) | 2017Q2(b) | Employment<br>Change |
|-------------------------------|------------|-----------|----------------------|
| Arizona                       | 2,718,515  | 2,875,050 | 156,535              |
| Phoenix MSA <sup>1</sup>      | 1,952,031  | 2,077,030 | 124,999              |
| Tucson MSA <sup>2</sup>       | 370,866    | 385,259   | 14,393               |
| Balance of State <sup>3</sup> | 395,848    | 412,781   | 16,933               |

1) Maricopa and Pinal Counties

2) Pima County

3) Arizona less Maricopa, Pinal and Pima counties

a) Historical

b) Forecast

Source: Produced by the Arizona Office of Employment and Population Statistics in cooperation with the U.S. Dept. of Labor, Bureau of Labor Statistics

## Total Employment by Substate Area

Annual Growth Rate (Compound)

|                               | 2013 Q3-2015<br>Q2(a) | 2015 Q3-<br>2017Q2(b) |
|-------------------------------|-----------------------|-----------------------|
| Arizona                       | 2.41%                 | 2.84%                 |
| Phoenix MSA <sup>1</sup>      | 2.90%                 | 3.15%                 |
| Tucson MSA <sup>2</sup>       | 0.56%                 | 1.92%                 |
| Balance of State <sup>3</sup> | 1.84%                 | 2.12%                 |

1) Maricopa and Pinal Counties

2) Pima County

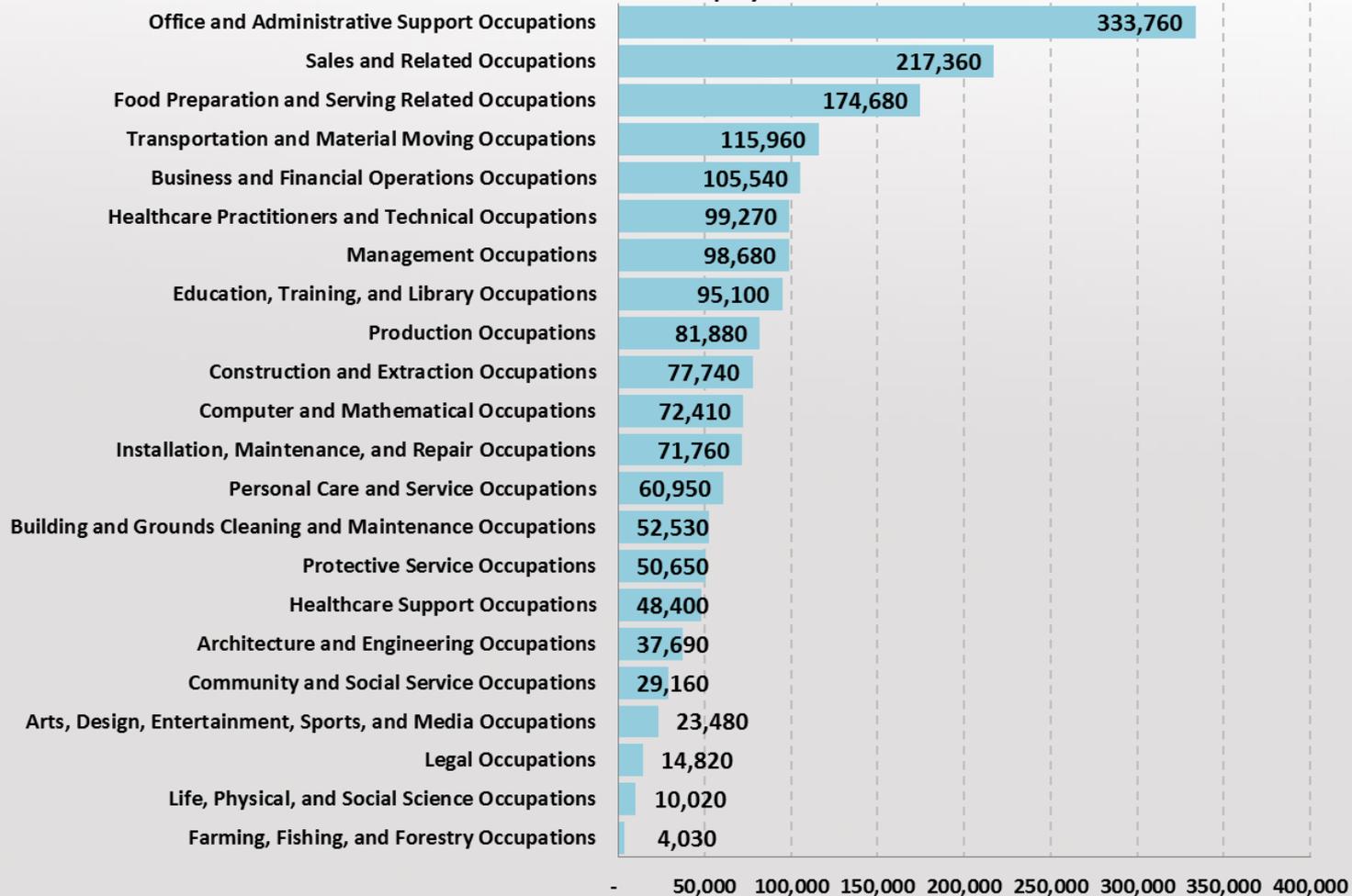
3) Arizona less Maricopa, Pinal and Pima counties

a) Historical

b) Forecast

## Phoenix-Mesa-Scottsdale Metro Major Occupational Groups

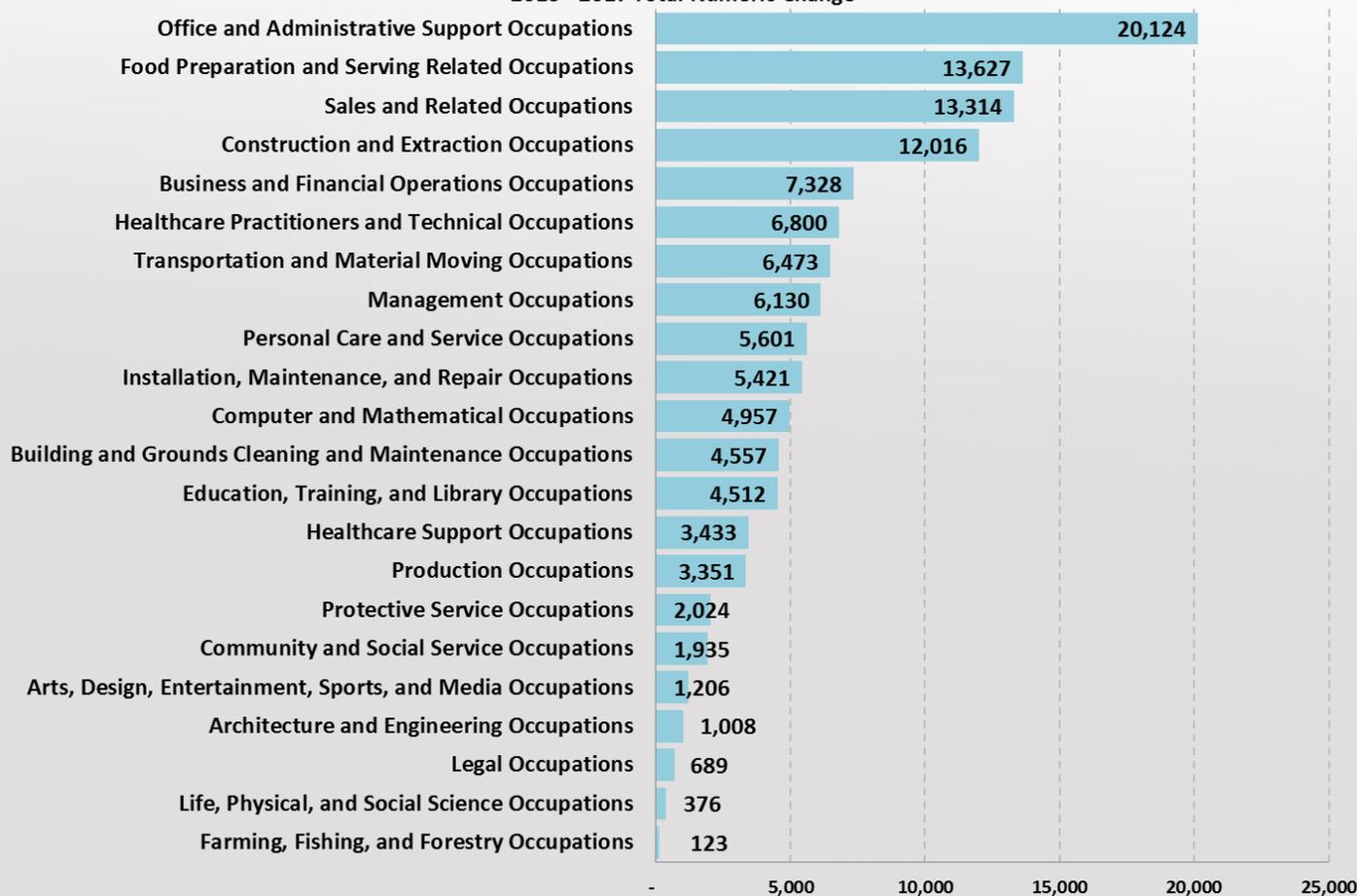
2015 Total Employment



Source: Produced by the Arizona Office of Employment and Population Statistics using OES data in cooperation with the U.S. Dept. of Labor, Bureau of Labor Statistics

## Phoenix Metro Major Occupational Groups

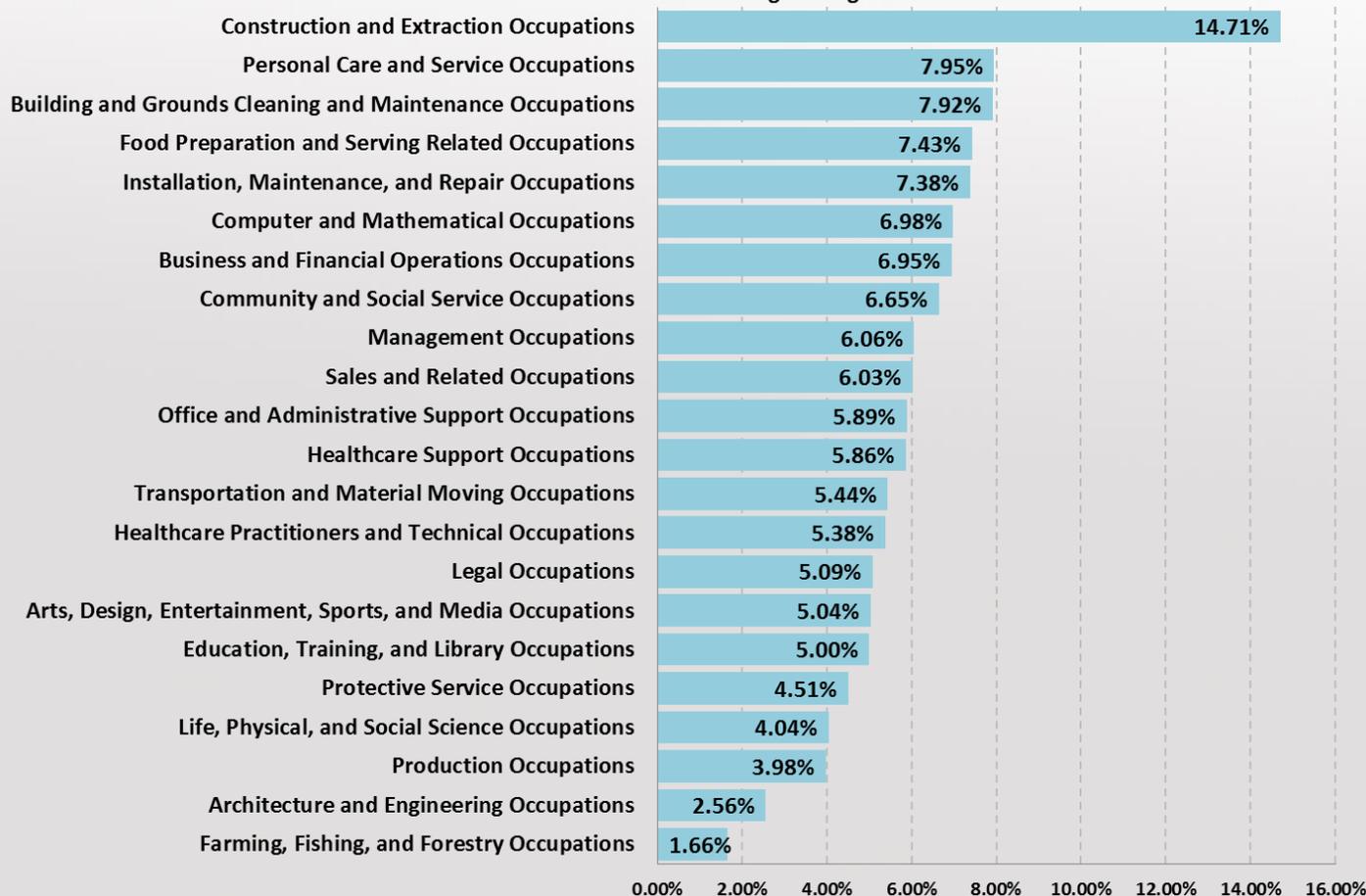
2015 - 2017 Total Numeric Change



Source: Produced by the Arizona Office of Employment and Population Statistics using OES data in cooperation with the U.S. Dept. of Labor, Bureau of Labor Statistics

## Phoenix Metro Major Occupational Groups

2015 - 2017 Total Percentage Change

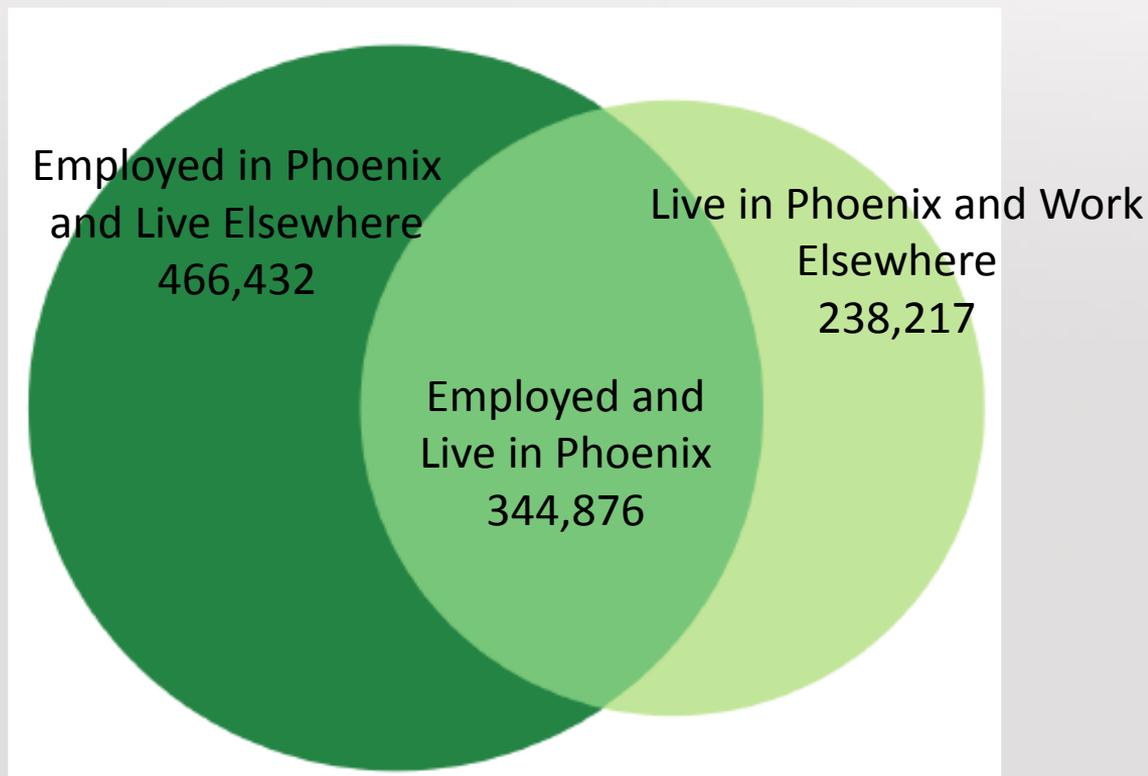


Entire dataset available at: <https://laborstats.az.gov/employment-forecasts>

Source: Produced by the Arizona Office of Employment and Population Statistics using OES data in cooperation with the U.S. Dept. of Labor, Bureau of Labor Statistics

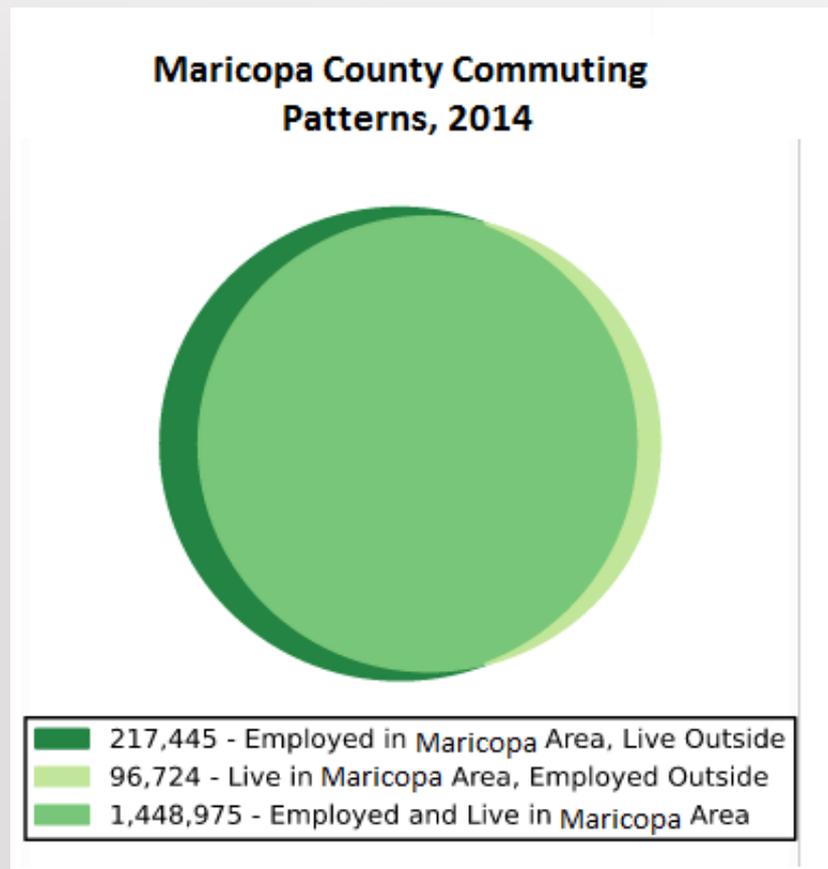
# City of Phoenix Commuting Patterns

## Phoenix 2014

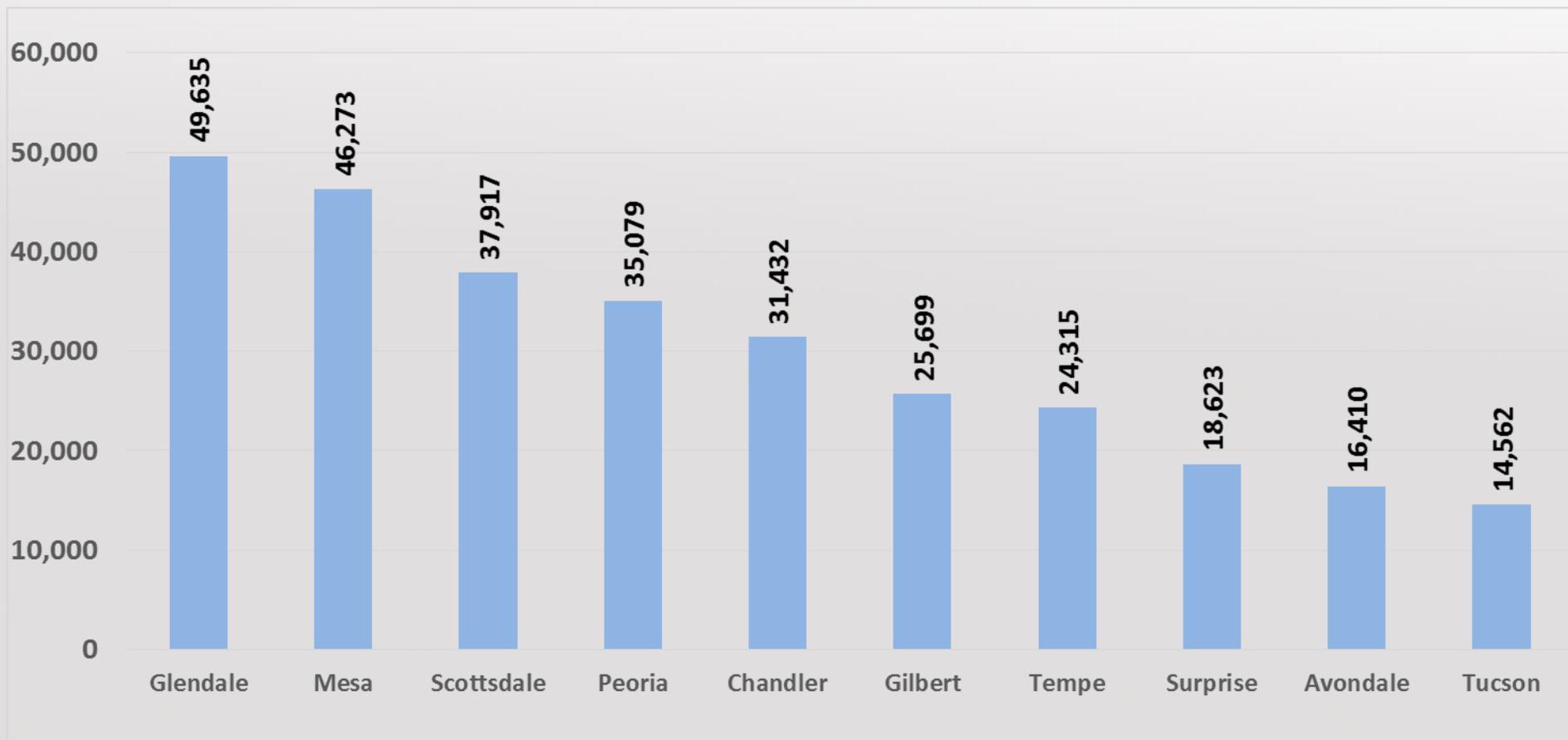


Source: Produced by the Arizona Office of Employment and Population Statistics using On The Map in cooperation with the U.S. Census Bureau

## Compared with Maricopa County Commuting Patterns

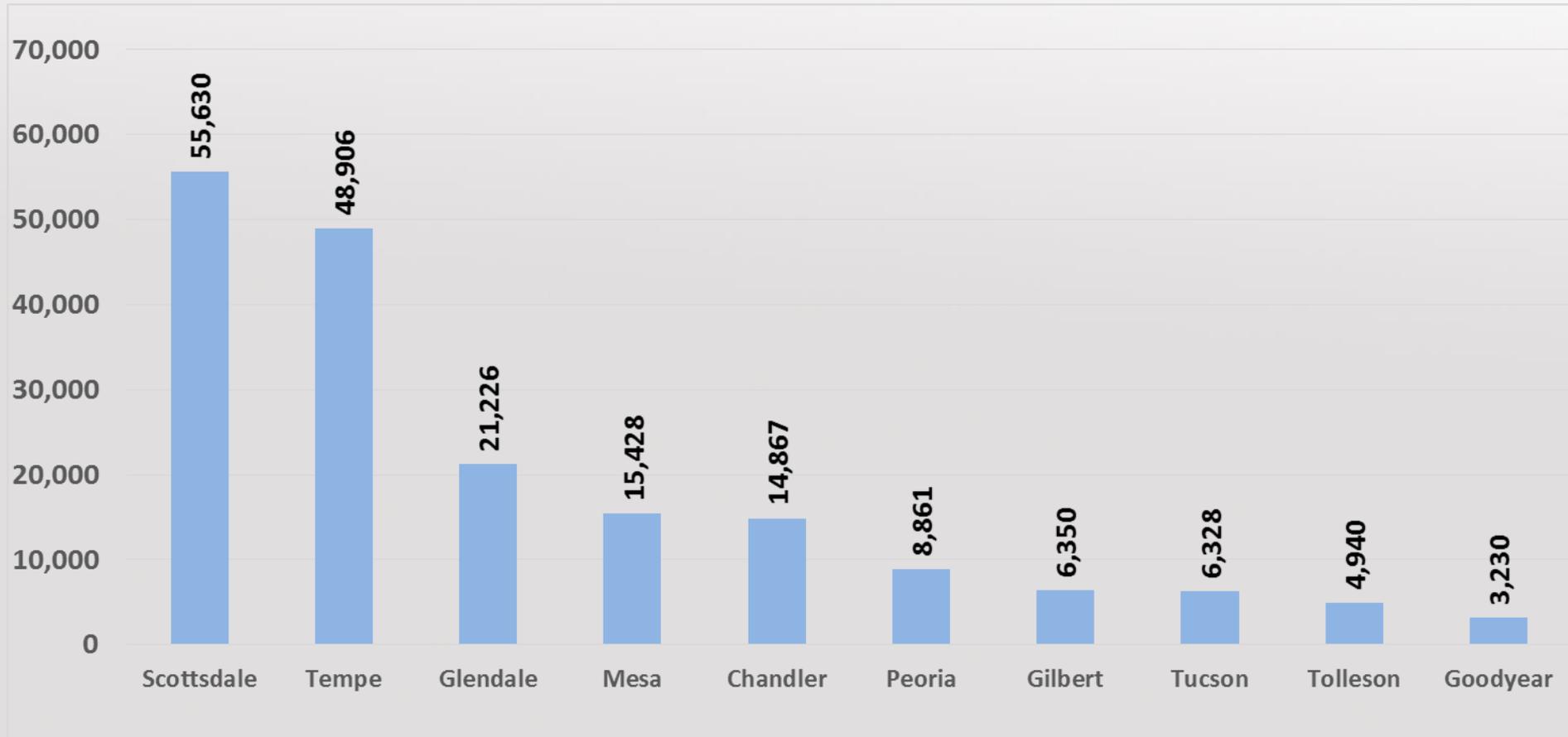


# City of Phoenix Commuting Patterns: Inflow Phoenix 2014



Source: Produced by the Arizona Office of Employment and Population Statistics using On The Map in cooperation with the U.S. Census Bureau

# City of Phoenix Commuting Patterns: Outflow Phoenix 2014



Source: Produced by the Arizona Office of Employment and Population Statistics using On The Map in cooperation with the U.S. Census Bureau

# Existing and Emerging Demand Industries and Occupations

## Methodology

- Objective:
  - To identify industries and occupations with favorable labor market traits that support long-term economic and workforce strategies
- Labor market traits include:
  - Above-average employment and wage growth
  - Projected long-term employment growth
  - Competitive advantages in employment and wages

Existing and emerging demand industries were selected based on their overall performance in each labor market indicator category, and an overall ranking score was calculated

Source: Produced by the Arizona Office of Employment and Population Statistics using On The Map in cooperation with the U.S. Census Bureau

## Methodology cont.

Labor market variables were given different weights depending on the importance of each variable when defining existing and emerging demand industry requirements

- **Existing demand industries** were identified as industries with large employment bases, above-average wages and high employment and wage location quotients
- **Emerging demand industries** were identified as industries with small employment levels and large short-term historic employment and wage growth

Source: Produced by the Arizona Office of Employment and Population Statistics using On The Map in cooperation with the U.S. Census Bureau

## Location Quotient (LQ)

- A location quotient (LQ) is measurement of a region's industrial specialization relative to a larger geographic unit (usually the nation)
- It allows a subject area's distribution of employment by industry to be compared to a base area's distribution
  - Subject Area: Arizona, Maricopa County, Pima County, Etc.
  - Base Area: United States
- Allows comparison of relative employment and wage levels in the United States, states, counties, & MSAs

Source: Produced by the Arizona Office of Employment and Population Statistics using On The Map in cooperation with the U.S. Census Bureau

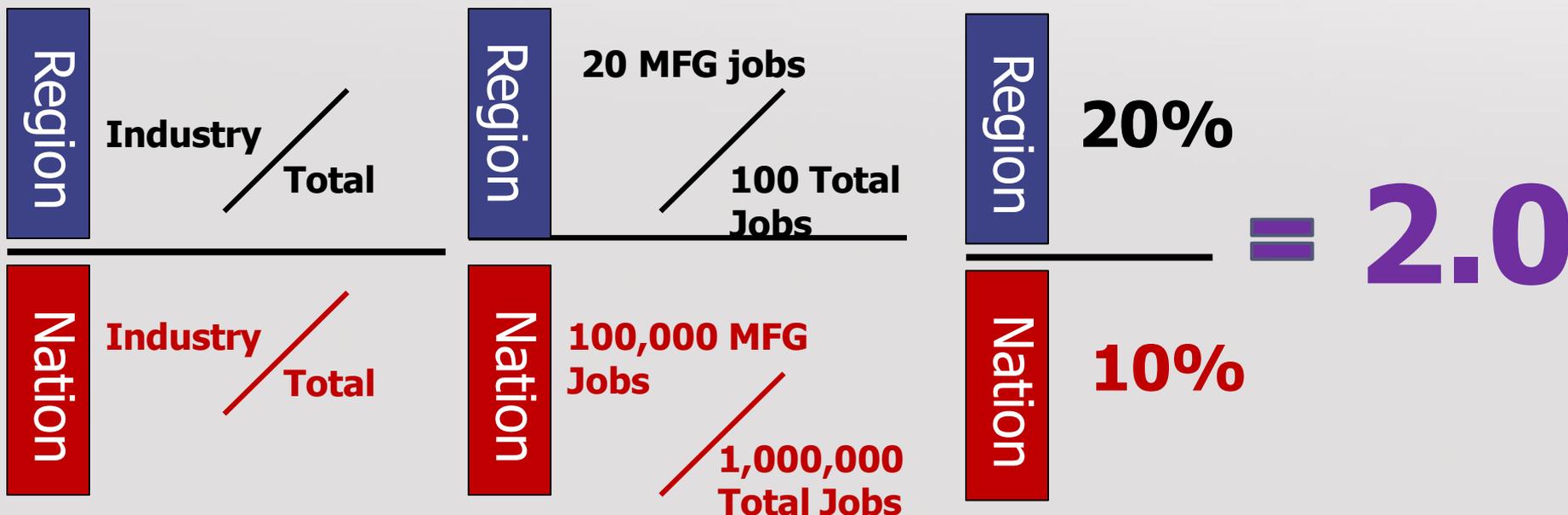
# Location Quotient (LQ) Formula

Formula

Job Example

Percent

LQ



Source: Produced by the Arizona Office of Employment and Population Statistics using On The Map in cooperation with the U.S. Census Bureau

## Location Quotient Calculated

### How to interpret:

- $LQ = 1$ : The industry has the same share of employment/wages as the reference area
- $LQ > 1$ : The industry has a higher share of employment/wages as the reference area
- $LQ < 1$ : The industry has a lower share of employment/wages as the reference area

Example: an LQ of 1.0 in mining means that the region and the nation are equally specialized in mining; while an LQ of 1.8 means that the region has a higher concentration in mining than the nation.

Source: Produced by the Arizona Office of Employment and Population Statistics using On The Map in cooperation with the U.S. Census Bureau

## Model Weighting Structure

### Maricopa County

#### Existing Demand Industry Detail

| Variables                              | Weight | Constraints | Detail               | Period    |
|--|--------|-------------|----------------------|-----------|
| Average Employment Level               | 2      | Top 33%     | 3-Digit Industry     | 2014-2015 |
| Average Weekly Wage Level              | 3      | Top 50%     | 3-Digit Industry     | 2014-2015 |
| Employment Growth Numeric              | 1      | na          | 3-Digit Industry     | 2014-2015 |
| Employment Growth Percentage           | 1      | na          | 3-Digit Industry     | 2014-2015 |
| Average Wage Growth Numeric            | 1      | na          | 3-Digit Industry     | 2014-2015 |
| Average Wage Growth Percentage         | 1      | na          | 3-Digit Industry     | 2014-2015 |
| Employment Location Quotient           | 2      | na          | 3-Digit Industry     | 2014-2015 |
| Wage Location Quotient                 | 2      | na          | 3-Digit Industry     | 2014-2015 |
| Employment Growth Numeric              | 1      | na          | 2-Digit Super Sector | 2011-2015 |
| Employment Growth Percentage           | 1      | na          | 2-Digit Super Sector | 2011-2015 |
| Employment Share Change                | 1      | na          | 2-Digit Super Sector | 2011-2015 |
| Projected Employment Growth Numeric    | 1      | na          | 2-Digit Super Sector | 2012-2022 |
| Projected Employment Growth Percentage | 1      | na          | 2-Digit Super Sector | 2012-2022 |

Existing and Emerging Demand Industries were selected based on thirteen employment characteristics

Industries were ranked by each economic variable individually and then averaged together to calculate an overall industry ranking

## Maricopa County

### Existing Demand Industry Detail

#### VARIABLE RANKINGS

| Overall Rank | 3-Digit NAICS Industry                      | Average Employment Level | Average Weekly Wage Level | Employment Growth | Average Wage Growth | Employment Location Quotient | Wage Location Quotient |
|--------------|---|--------------------------|---------------------------|-------------------|---------------------|------------------------------|------------------------|
| 1            | NAICS 621 Ambulatory health care services   | 1                        | 7                         | 6                 | 5                   | 4                            | 3                      |
| 2            | NAICS 622 Hospitals                         | 4                        | 8                         | 5                 | 6                   | 9                            | 5                      |
| 3            | NAICS 524 Insurance carriers and related    | 6                        | 6                         | 1                 | 9                   | 3                            | 8                      |
| 4            | NAICS 522 Credit intermediation and related | 3                        | 5                         | 7                 | 7                   | 2                            | 6                      |

Economic estimates are available to reference for each existing and emerging demand industry identified

## Maricopa County

### Existing Demand Industry Detail

#### NAICS 621 Ambulatory health care services

|  |                |
|--|----------------|
| <b>Average Employment Level</b><br><i>(3-Digit Industry; 2014-2015)</i>        | <b>104,508</b> |
| <b>Average Weekly Wage Level</b><br><i>(3-Digit Industry; 2014-2015)</i>       | <b>\$1,174</b> |
| <b>Employment Growth</b><br><i>(3-Digit Industry; 2014-2015)</i>               | <b>1.8%</b>    |
| <b>Average Wage Growth</b><br><i>(3-Digit Industry; 2014-2015)</i>             | <b>1.9%</b>    |
| <b>Employment Location Quotient</b><br><i>(3-Digit Industry; 2014-2015)</i>    | <b>1.2</b>     |
| <b>Wage Location Quotient</b><br><i>(3-Digit Industry; 2014-2015)</i>          | <b>1.1</b>     |
| <b>Employment Growth</b><br><i>(2-Digit Super Sector; 2011-2015)</i>           | <b>3.6%</b>    |
| <b>Employment Share Change</b><br><i>(2-Digit Super Sector; 2011-2015)</i>     | <b>1.1%</b>    |
| <b>Projected Employment Growth</b><br><i>(2-Digit Super Sector; 2012-2022)</i> | <b>3.6%</b>    |

## Existing Demand Occupations

### Maricopa County

#### Existing Demand Industry Detail

NAICS 621 Ambulatory health care services

| Rank | Occupation Title                     | Industry Employment Share |
|------|--------------------------------------|---------------------------|
| 1    | Physician assistants                 | 0.8%                      |
| 2    | Dental hygienists                    | 2.2%                      |
| 3    | Physical Therapists                  | 2.2%                      |
| 4    | Nurse practitioners                  | 0.7%                      |
| 5    | Medical and Health Services Managers | 1.7%                      |

Top occupations within each industry were identified by wage, employment growth and employment share characteristics

## Maricopa County

### Existing Demand Occupation Detail

#### Physician assistants

|  |                        |
|--|------------------------|
| <b>SOC Code</b>                          | 29-1071                |
| <b>Education Requirement</b>             | Master's degree        |
| <b>Work Experience Requirement</b>       | None                   |
| <b>On-the-Job Training Requirement</b>   | None                   |
| <b>Knowledge Requirement</b>             | Medicine and Dentistry |
| <b>Skill Requirement</b>                 | Reading Comprehension  |
| <b>Ability Requirement</b>               | Oral Comprehension     |
| <b>Employment Level</b>                  | 1590                   |
| <i>(6-Digit SOC Code; 2014)</i>          |                        |
| <b>Average Hourly Wage</b>               | \$47.7                 |
| <i>(6-Digit SOC Code; 2014)</i>          |                        |
| <b>Projected Employment Growth</b>       | 6.3%                   |
| <i>(2-Digit Super Sector; 2012-2022)</i> |                        |
| <b>Industry Employment Share</b>         | 0.78                   |
| <i>(6-Digit SOC Code; 2014)</i>          |                        |

Occupation requirements are provided to identify the needs of employers

## Maricopa County

### Existing Demand Occupation Detail

| Variables                                | Weight | Constraints | Detail    | Period |
|--|--------|-------------|-----------|--------|
| Average hourly wage                      | 1      | 6-digit SOC | 2014      | na     |
| Projected employment change (percentage) | 1      | 6-digit SOC | 2012-2022 | na     |
| Percentage share of industry employment  | 1      | 6-digit SOC | 2014      | na     |

Existing and Emerging Demand Occupations were selected based on three employment characteristics

- Average hourly wages
- Projected employment change
- Industry employment share

## Considerations:

- The analysis provided identifies industries with favorable labor market trends
- Ultimately, local areas are responsible for selecting their own existing and emerging demand industries and occupations to highlight within their local plans
- The process utilized to identify existing and emerging demand industries and occupations does not factor in:
  - existing government initiatives
  - industry support
  - on-the-ground community involvement
- However, this analysis can be extremely useful when coupled with local insight to identify well-rounded existing and emerging industries and occupations within the local areas

# Data Sources

## **LaborStats.az.gov**

Employment Data:

[laborstats.az.gov/employment](https://laborstats.az.gov/employment)

Unemployment Data:

[laborstats.az.gov/unemployment](https://laborstats.az.gov/unemployment)

Wage & Income Data:

[laborstats.az.gov/wages-income](https://laborstats.az.gov/wages-income)

Employment Projections Data:

[laborstats.az.gov/employment-forecasts](https://laborstats.az.gov/employment-forecasts)

Population Data:

[laborstats.az.gov/population](https://laborstats.az.gov/population)

## Other Labor Market Sources

### Commuting Patterns Data:

On the Map: [onthemap.ces.census.gov/](http://onthemap.ces.census.gov/)

### Demographics Data:

American Community Survey: [census.gov/programs-surveys/acs/](http://census.gov/programs-surveys/acs/)

### Personal Income & State GDP Data:

US Bureau of Economic Analysis: [bea.gov/regional/index.htm](http://bea.gov/regional/index.htm)

### Interactive Employment Mapping:

Maricopa Association of Governments: <http://geo.azmag.gov/maps/azdemographics/>

### Skills and Training Requirement Data:

O\*NET: [onetonline.org/find/descriptor/browse](http://onetonline.org/find/descriptor/browse)

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