



# Arizona Long-Term Occupation Employment Projections: 2014-2024

The Arizona Office of Economic Opportunity has published occupational employment projections for the 2014-2024 period. Arizona’s occupational employment projections are produced in conjunction with the U.S. Department of Labor (US DOL), Bureau of Labor Statistics (BLS). Occupational employment projections are designed to assist students, job seekers, educators, employers, and public and private groups for planning and reporting purposes. Projections data is available for Arizona and three substate areas: the Phoenix Metro Area (Maricopa and Pinal Counties), the Tucson Metro Area (Pima County), and the Balance of State Region (All counties minus Maricopa, Pinal, and Pima Counties). Long-term employment projections are available for 22 major occupational groups and 677 minor occupational groups for the state and substate regions.

Occupational groups differ from industry sectors because they capture what the worker is doing in the job. Industry sectors capture the firm’s activities. Occupational groups tend to span multiple industries, and in the case of Office and Administrative Support Occupations, some can be found across all industry sectors.

## Projected State and Substate Employment

Employment in Arizona is projected to increase from roughly 2,728,012 to 3,305,314 from 2014 through 2024. This represents growth of 577,304 jobs or 21.2%. Arizona’s growth over the decade is projected to outperform the 6.5% employment growth rate that is projected for the entire United States.

Highlighting regional differences, the Phoenix Metro Area (Phoenix MSA) is projected to increase by 467,919 jobs at a growth rate of 24.1%. The Phoenix MSA is the only substate region projected to outpace the employment growth rate for the state as a whole. Roughly 81% of the state employment growth is projected to occur within the Phoenix MSA.

The Tucson Metro Area (Tucson MSA) is projected to add 54,460 jobs at a growth rate of 14.4%. While the Tucson MSA’s rate of growth is slower than that projected for the Phoenix MSA during the same period, it represents strong growth for the region which only averaged annual growth of 0.6% from 2010 to 2014. Employment growth in the Tucson MSA has increased in the latter half of 2014 and has continued through 2016, which was a significant factor when creating projections through 2024. Projected employment increases in the Tucson MSA represents roughly 9% of Arizona’s projected employment growth.

Finally, the Balance of State is projected to add 54,923 jobs at a growth rate of 13.6%. Projected employment increases in the Balance of State Region represents roughly 9% of Arizona’s projected employment growth.

Figure 1

2014-2024 Projected Job Growth by Region				
Area Name	2014 Estimated Total Employment Level	2024 Projected Total Employment Level	Numeric Growth	Percentage Growth
Arizona	2,728,012	3,305,314	577,302	21.2%
Phoenix MSA <sup>1</sup>	1,944,933	2,412,852	467,919	24.1%
Tucson MSA <sup>2</sup>	378,762	433,222	54,460	14.4%
Balance Of State <sup>3</sup>	404,317	459,240	54,923	13.6%
1) Maricopa and Pinal Counties				
2) Pima County				
3) All other areas in Arizona less Maricopa, Pinal, and Pima Counties				

## Projected Occupational Employment

Figure 2 shows the numeric and percentage growth across each major occupational group. Over half of Arizona’s numeric occupational job growth is projected to occur in six major occupational groups: Office and Administrative Support (88,981 jobs); Sales and Related Occupations (53,518 jobs); Food Preparation and Serving Related Occupations (51,299 jobs); Construction and Extraction (48,329 jobs); Healthcare Practitioners and Technical Occupations (42,042 jobs); and Business and Financial Operations (34,773 jobs). With the exception of Construction and Extraction, these major occupational groups are within the seven largest occupational groups in Arizona in 2015. Due to their size, these occupational groups will continue to provide a large quantity of jobs. Construction and Extraction’s large projected job gain is notable since it is relatively small compared to the other large occupational groups.

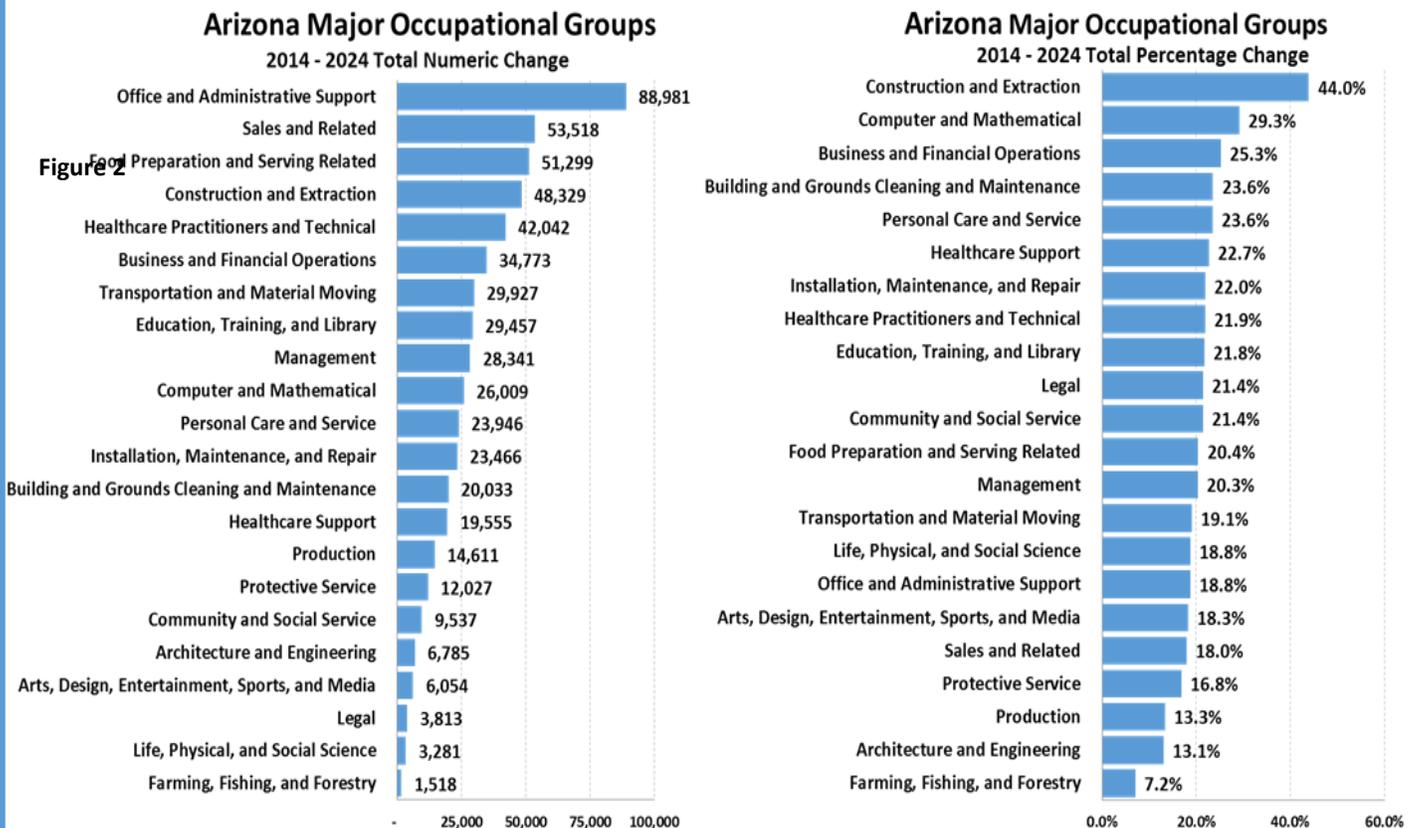
Phoenix’s six largest occupational groups mirror Arizona’s six largest groups exactly. Tucson’s six largest occupational groups are also the same with the exception of exchanging Business and Financial Operations with Personal Care and Service Occupations. The Balance of State’s six largest occupational groups are also the same with the exception of exchanging Business and Financial Operations with Computer and Mathematical Occupations.

Total numeric growth is only one aspect of occupational job projections. The percentage growth of each major occupational group gives the relative amount of growth compared to the starting size of the occupational group. For example, Construction and Extraction Occupations are projected to grow by 44.0%, and this means that this occupational group will add 48,329 jobs. Conversely, Sales and Related Occupations are projected to grow by 18.0%, which means 53,518 jobs.

Arizona and Phoenix are all projected to see the largest percentage gains in Construction and Extraction; Computer and Mathematical Occupations; and Business and Financial Operations. Tucson differs by projecting the largest percentage growth in Construction and Extraction; Personal Care and Service Occupations; and Healthcare Support Occupations. Balance of State will see the largest percentage growth in Computer and Mathematical Occupations; Construction and Extraction; and Healthcare Support Occupations. All of these occupational groups will be substantially larger in ten years than they are currently.

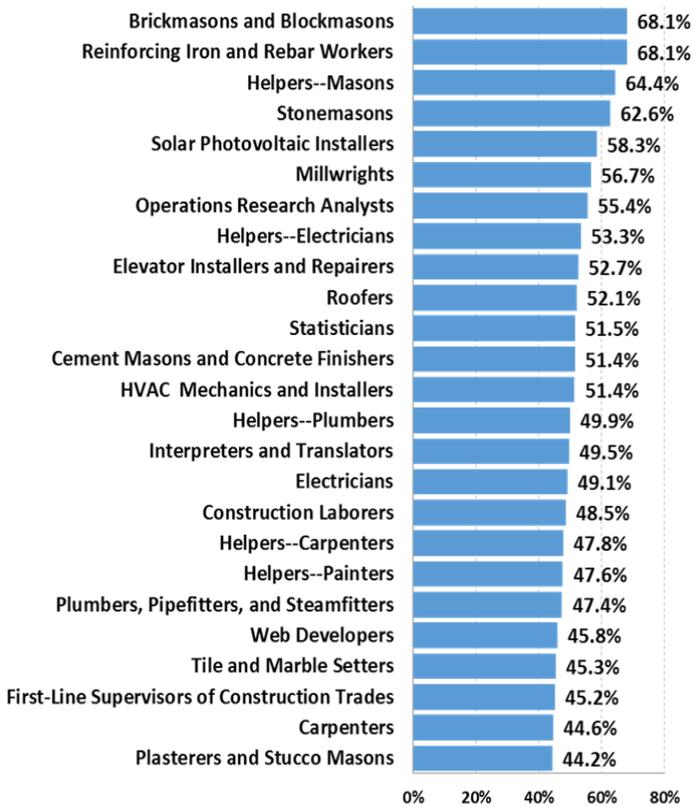
Figure 3 shows the top 25 detailed occupational groups ranked by projected percentage growth. All of these occupations are projected to grow faster than the average rate for all employment over the next decade. Half of these occupational groups are projected to have a growth rate that exceeds 50.0%. 19 of these occupations are classified under the Construction and Extraction major occupational group.

Figure 2



**Figure 3 Top 25 Arizona Detailed Occupations**

2014 - 2024 Highest Growth Rates



Reinforcing Iron and Rebar Workers are predominantly employed in the Construction industry; however, there are also opportunities for this occupation in the Manufacturing industry. This occupation is critical in the creation of reinforced concrete. Reinforcing Iron and Rebar Workers are specialized workers who fabricate steel bars and mesh in order to transform concrete into reinforced concrete.

Brickmasons and Blockmasons share many characteristics with Stonemasons. Both occupations are predominantly employed in the Construction industry. The primary difference is the material used by each occupation. Brickmasons and Blockmasons tend to work with bricks, which are fabricated, and Stonemasons tend to work with stones, which are quarried. Ranking these minor occupations by percentage growth shows which occupational groups will have the greatest magnitude of change. This provides a window into which smaller occupations will still have tremendous growth in the next ten years.

Figure 4 shows the top 25 detailed occupational groups that are projected to record the largest numeric growth over the ten-year period. These detailed occupational groups are projected to have robust growth regardless of the relative size of each occupational group. Occupations with high numeric projected growth will need to fill new opportunities created by this growth.

Customer Service Representatives are projected to have the largest numeric growth over the next ten years (26,423 jobs). These occupations can be found throughout many different industries, but the largest industries that employ Customer Service Representatives are Finance and Insurance; Administrative and Support Services; and Retail Trade. Registered Nurses will see the second largest gain over the next decade (16,941 jobs). Registered Nurses tend to work predominantly in the Health Care and Social Assistance industry.

All of these detailed occupational groups comprise the major occupational groups listed in Figure 2. 17 of the 25 detailed occupational groups can be found within 5 major occupational groups: Office and Administrative Support (5 occupations); Food Preparation and Serving Related Occupations (4 occupations); Sales and Related Occupations (3 occupations); Construction and Extraction (3 occupations); and Building and Grounds Cleaning and Maintenance (2 occupations).

### Technical Notes

It should be noted that the employment projections produced assume the continuation of recent historical trends. OEO does not attempt to predict expansion or contraction resulting from cyclical changes in the Arizona economy. The projections are meant to provide guidance on relative magnitudes and directional changes between the different industries rather than the exact outcomes of employment developments. For more information on employment projections methodology, definitions, assumptions, and limitations, visit [www.laborstats.az.gov/employment-forecasts](http://www.laborstats.az.gov/employment-forecasts).

**Figure 4**

### Top 25 Arizona Detailed Occupations

2014 - 2024 Highest Employment Change

