

ARIZONA GREEN OCCUPATIONAL PROFILES

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Occupational Profiles: Growth Jobs Requiring Green Skills

The following profile is one of several profiles created to provide background on emerging employment opportunities for key green occupations. Occupations were defined based on Standard Occupational Classification (SOC) code used to define occupations within the Occupational Employment Statistics program of the Bureau of Labor Statistics (<http://www.bls.gov/soc/home.htm>). The profiles can be useful to a variety of user groups, including job seekers, new graduates, new-to-career adults, career counselors and others as they seek to understand growing occupations that frequently support green activities or require green skills. For each occupation, wherever data are available, these profiles describe:

I. **What is the job?**

This section provides a description of the job, background on the activities involved, what types of green activities might be performed, and a list of comparable jobs.

II. **Where are the jobs currently?**

This section shows how many people were employed in this occupation (including those green and non-green jobs), how many green positions were available recently, and what industries typically employ workers in this occupation.

III. **What could workers earn in this occupation?**

This section shows the historical average wages associated with all jobs (green and non-green) in these occupations in different parts of the state, as well as the median green wage as advertised in recent online job postings.

IV. **What is the outlook for jobs in this occupation?**

This section shows the extent to which there is projected long-term demand for workers in these occupations. Recognizing that long-term projections data about jobs requiring green skills are not available, the projections include information about all jobs in the occupation.

V. **How do workers prepare for jobs in this occupation?**

This section provides details on the training, certifications, education and work experience required for these occupations. Whenever possible, certifications tied to green-related activities are highlighted.

Occupations profiled were selected using quantitative and qualitative data obtained through research efforts under the Arizona State Labor Market Information Improvement Grant Initiative. Various data sources were used in creating the occupational profiles as outlined below.

- Occupational Information Network (O*NET) data were used as a measure of the skills, knowledge, and abilities required for the occupations. Certification, training, and education related information was also obtained from O*NET (<http://www.onetonline.org/>)
- The Arizona Green Jobs Survey was used to identify and classify the components of the job that are green and common certifications held by green workers within an occupation (<http://azstats.gov/>)
- Employment and wage estimates are from the Occupational Employment Statistics (OES) program. These are estimates of the number of people employed in certain occupations, and estimates of the wages paid to them. Self-employed persons are not included in the estimates. These estimates are for the state, and for metropolitan and nonmetropolitan areas (<http://www.bls.gov/oes/>)
- Postings and wage estimates from advertised online jobs were provided by Burning Glass, a private company. It is to be noted that these are advertised positions and wages that reflect the vacancies

within the occupations and are not necessarily realized employment or earnings (<http://www.burning-glass.com/>)

- Data on the industries employing the workers within respective occupations were obtained from Economic Modeling Specialists Inc. (EMSI) (<http://www.emsinet.com/>)
- Long term employment projections were from the Office of Employment and Population Statistics (<http://azstats.gov/>)
- Focus groups with industry leaders and stakeholders
- Input from the Arizona Project Steering Committee and Green Economy Advisory Committee

Occupations included in these profiles were selected based on anticipated positive job growth. Efforts were made to include a diversity of job types to meet the needs of a variety of job seekers, employers, and trainers. Whenever unique information is available for green occupations, disaggregated data for both green and non-green occupations are provided. Where green data are not available, information provided is an aggregate of both green and non-green (with this data gap noted in the profile). The goal is to provide job seekers, employers, and trainers with the most complete picture available of the status of the occupation and related career opportunities.

General Table Note: Cases where fields are marked N/A indicate that no data were available for the occupation.

I. What is the job?

The focus of this section is to provide a description of the job; background on the activities involved; types of green activities that might be performed within this job; and a list of comparable jobs.

Job description:

Plan, direct, or coordinate the operations of companies or public and private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Includes owners and managers who head small business establishments whose duties are primarily managerial.

Source: O*Net OnLine occupational database, <http://www.onetonline.org/>

What do these workers do?

Determine staffing requirements, and interview, hire and train new employees, or oversee those personnel processes.

Direct and coordinate activities of businesses or departments concerned with the production, pricing, sales, or distribution of products.

Direct and coordinate organization's financial and budget activities to fund operations, maximize investments, and increase efficiency.

Establish and implement departmental policies, goals, objectives, and procedures, conferring with board members, organization officials, and staff members as necessary.

Manage staff, preparing work schedules and assigning specific duties.

Oversee activities directly related to making products or providing services.

Plan and direct activities such as sales promotions, coordinating with other department heads as required.

Review financial statements, sales and activity reports, and other performance data to measure productivity and goal achievement and to determine areas needing cost reduction and program improvement.

Source: O*Net OnLine occupational database, <http://www.onetonline.org/>

How might this job be green?

Manage public work projects

Manage solid waste and recycling operations

Manage water conservation and habitat restoration projects

Manage, design, and vet green programs

Buy and sell environmentally sustainable wood floors, organic food, energy efficient appliances, etc.

Oversee technical specialists and collect science samples out in the field

Oversee environmental efficiency and impact, ensure the environmental health of a company

Conduct energy audits, and update equipment

Manage real property acquisition, construction, renovation, building repairs

Manage building projects, including the installation of solar systems and the construction of green buildings

Manage green energy systems

Source: Arizona LMI Green Jobs Survey, <http://azstats.gov/>

What are the related occupations that offer jobs for these workers?

N/A

Source: O*Net OnLine occupational database, <http://www.onetonline.org/>

II. Where are these jobs currently?

This section shows how many people were employed in this occupation (including both green and non-green jobs); how many green positions were available recently; and what industries typically employ workers in this occupation.

How many people do this job? (Data are not available for green jobs within the occupation so this total is based on data that include both green and non-green jobs. Employment numbers do not include self-employed and unpaid family members.)	
Area	Employment Total (May 2010)
Flagstaff, AZ	1,030
Lake Havasu City-Kingman, AZ	750
Phoenix-Mesa-Scottsdale, AZ	30,400
Prescott, AZ	860
Tucson, AZ	6,100
Yuma, AZ	650
Rest of Arizona	2,060

Source: OES Employment Estimates, Bureau of Labor Statistics, (May 2010), <http://www.bls.gov/oes/>

How many green jobs were advertised as available recently? (Based on online job advertisements, April 1 - June 30, 2011)		
MSA	All Job Postings	Green* Job Postings
Flagstaff, AZ	32	2
Lake Havasu City-Kingman, AZ	20	0
Phoenix-Mesa-Scottsdale, AZ	2355	82
Prescott, AZ	34	1
Tucson, AZ	270	6
Yuma, AZ	23	1
Rest of Arizona	56	5

*Green jobs identified using green definitions from O*Net and refined using a combination of green skills, certifications, and keywords from the advertised job descriptions.

Source: Burning Glass, <http://www.burning-glass.com/>

Which industries employ workers in this job?
Local government
State government
Corporate, Subsidiary, and Regional Managing Offices
Federal government, civilian, except postal service
Supermarkets and Other Grocery (except Convenience) Stores
Office Administrative Services
Full-Service Restaurants
Commercial Banking
New Car Dealers
Professional Employer Organizations
Wholesale Trade Agents and Brokers
Engineering Services
Offices of Physicians (except Mental Health Specialists)
General Medical and Surgical Hospitals
Warehouse Clubs and Supercenters
Administrative Management and General Management Consulting Services
Limited-Service Restaurants
Hotels (except Casino Hotels) and Motels
Home Centers
Computer Systems Design Services

Source: EMSI (Economic Modeling Specialists Inc.), <http://www.emsinet.com/>

III. What could workers earn in this occupation?

This section shows the average wages associated with this occupation in different areas of the state, as well as the median green wage as advertised in online job postings.

What are the wages paid to workers in this field? (Data are not available for green jobs within the occupation so this section is based on data that include both green and non-green jobs. Wage estimates do not include self-employed and unpaid family members .)						
MSA	10th Percentile	25th Percentile	Median	Mean	75th Percentile	90th Percentile
Flagstaff, AZ	\$46,160	\$59,290	\$76,090	\$96,440	\$113,210	N/A
Lake Havasu City-Kingman, AZ	\$29,160	\$45,560	\$65,660	\$84,320	\$100,100	\$157,690
Phoenix-Mesa-Scottsdale, AZ	\$46,480	\$63,390	\$89,470	\$106,880	\$132,510	N/A
Prescott, AZ	\$36,660	\$48,280	\$64,200	\$76,870	\$93,500	\$125,460
Tucson, AZ	\$39,590	\$55,580	\$81,980	\$97,410	\$122,390	N/A
Yuma, AZ	\$39,400	\$51,010	\$72,240	\$96,920	\$111,590	N/A
Rest of Arizona	\$34,385	\$49,960	\$72,430	\$78,000	\$94,940	\$128,385

Source: OES Employment Estimates, Bureau of Labor Statistics, (May 2010), <http://www.bls.gov/oes/>

What is the median wage advertised for green workers in this occupation? (Statewide median wages based on advertised salaries in online job postings between March 2010 and March 2011.)	
Median Advertised Wage for All Jobs	Median Advertised Wage for Green* Jobs
\$ 76,525	\$ 71,965

*Green jobs identified using green definitions from O*Net and refined using a combination of green skills, certifications, and keywords from the advertised job descriptions.

Source: Burning Glass, <http://www.burning-glass.com/>

IV. What is the outlook for jobs in this occupation?

This section shows the long-term projected outlook for this occupation.

What is the long term outlook for jobs in this occupation? (Data are not available for green jobs within the occupation so this section is based on data that include both green and non-green jobs. Employment numbers include self-employed and unpaid family members as well as wage and salary workers.)					
2008 Employment (Estimated)	2018 Employment (Projected)	Change (2008-2018)	Estimated Replacement Needs (2008-2018)*	Estimated Total Openings (2008-2018)**	
42,897	40,729	-2,168	+ 12,432	=	10,264

*Replacement jobs are estimated by applying a ratio of total national job changes anticipated over the next decade (derived by BLS) to the estimated Arizona 2008 employment

**Openings represent the sum of growth (change) and replacement

Source: Arizona Office of Employment and Population Statistics, <http://azstats.gov/>

V. How do workers prepare for jobs in this occupation?

Training, certification, education, and required work experience information for the occupation, based primarily upon survey results provided by the national O*Net OnLine occupational database.

What are the minimum education levels that employers expect for workers in this occupation? (Required level of education reported by current workers, including green and non-green, in this occupation)										
Less than HS	HS Diploma/GED	Post-Secondary Certificate	Some College Courses	Associate's Degree	Bachelor's Degree	Post-Baccalaureate Certificate	Master's Degree	Post-Master's Certificate	Professional Degree	Doctoral Degree
0.3%	8.5%	10.4%	11.0%	31.9%	26.7%	6.1%	5.1%	0.0%	0.0%	0.0%

% represents the proportion of all workers in the occupation who have attained that education level

Source: O*Net OnLine occupational database, <http://www.onetonline.org/>

What green or other credentials might be expected? (Common certifications held by green workers in this occupation)
Association of Boards of Certification - Water Treatment Operator
Certified AHERA (Asbestos Hazard Emergency Response Act) Building Inspector
Certified Industrial Hygienist
Council-certified Microbial Investigator/Consultant - American Council for Accredited Certification
DOT HAZMAT Certification
ISO 9000 Auditor Certification
OSHA - HAZWOPER Certification
Registered Environmental Professional - National Registry of Environmental Professionals

Source: Arizona LMI Green Jobs Survey, <http://azstats.gov/>

What experience levels are employers expecting? (Experience reported by current workers, including green and non-green, in this occupation)						
None	<6 Months	6 Months - 1 Year	1 - 2 Years	3 - 4 Years	5 - 10 Years	> 10 Years
0.7%	0.7%	6.4%	7.4%	34.8%	23.3%	26.8%

% represents the proportion of all workers in the occupation who have attained that experience level

Source: O*Net OnLine occupational database, <http://www.onetonline.org/>

How much training will employers likely provide? (Training reported by current workers, including green and non-green, in this occupation)

None	<1 Month	1 - 3	3 - 6	6 Months - 1 Year	1 - 2 Years	3 - 4 Years	5 - 10 Years	> 10 Years
15.7%	12.7%	11.3%	16.0%	2.1%	22.6%	3.1%	5.6%	11.0%

% represents the proportion of all workers in the occupation who have attained that training level

*Source: O*Net OnLine occupational database, <http://www.onetonline.org/>*