

# 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.

<b>Job description:</b>
Install, service, and repair heating and air conditioning systems in residences and commercial establishments.

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

<b>What do these workers do?</b>
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Adjust system controls to setting recommended by manufacturer to balance system, using hand tools.
Assemble, position and mount heating or cooling equipment, following blueprints.
Assist with other work in coordination with repair and maintenance teams.
Comply with all applicable standards, policies, and procedures, including safety procedures and the maintenance of a clean work area.
Cut and drill holes in floors, walls, and roof to install equipment, using power saws and drills.
Discuss heating-cooling system malfunctions with users to isolate problems or to verify that malfunctions have been corrected.
Fabricate, assemble and install duct work and chassis parts, using portable metal-working tools and welding equipment.
Generate work orders that address deficiencies in need of correction.
Inspect and test system to verify system compliance with plans and specifications and to detect and locate malfunctions.
Install auxiliary components to heating-cooling equipment, such as expansion and discharge valves, air ducts, pipes, blowers, dampers, flues and stokers, following blueprints.
Install, connect, and adjust thermostats, humidistats and timers, using hand tools.
Join pipes or tubing to equipment and to fuel, water, or refrigerant source, to form complete circuit.
Lay out and connect electrical wiring between controls and equipment according to wiring diagram, using electrician's hand tools.
Measure, cut, thread, and bend pipe or tubing, using pipe fitter's tools.
Obtain and maintain required certifications.
Reassemble and test equipment following repairs.
Recommend, develop, and perform preventive and general maintenance procedures such as cleaning, power-washing and vacuuming equipment, oiling parts, and changing filters.
Record and report all faults, deficiencies, and other unusual occurrences, as well as the time and materials expended on work orders.
Repair or replace defective equipment, components, or wiring.
Study blueprints, design specifications, and manufacturers' recommendations to ascertain the configuration of heating or cooling equipment components and to ensure the proper installation of components.
Test electrical circuits and components for continuity, using electrical test equipment.
Test pipe or tubing joints and connections for leaks, using pressure gauge or soap-and-water solution.
Wrap pipes in insulation, securing it in place with cement or wire bands.

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

<b>How might this job be green?</b>
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Install and recover Freon
Install energy efficient plumbing and heating and cooling systems
Work on duct designs and duct seals for more efficient systems
Install or upgrade insulation
Install geothermal units
Educate consumers on energy efficient products

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

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

Electric Motor, Power Tool, and Related Repairers
Motorboat Mechanics
Motorcycle Mechanics
Outdoor Power Equipment and Other Small Engine Mechanics
Control and Valve Installers and Repairers, Except Mechanical Door
Refrigeration Mechanics and Installers
Home Appliance Repairers
Locksmiths and Safe Repairers

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	N/A
Lake Havasu City-Kingman, AZ	160
Phoenix-Mesa-Scottsdale, AZ	3,330
Prescott, AZ	70
Tucson, AZ	660
Yuma, AZ	140
Rest of Arizona	170

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	2	0
Lake Havasu City-Kingman, AZ	2	0
Phoenix-Mesa-Scottsdale, AZ	234	16
Prescott, AZ	6	0
Tucson, AZ	24	1
Yuma, AZ	0	0
Rest of Arizona	2	0

\*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?
Nonresidential plumbing and HVAC contractors
Residential plumbing and HVAC contractors
Local government
Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance
Other Direct Selling Establishments
State government
Nonresidential electrical contractors
Hardware Merchant Wholesalers
Federal government, civilian, except postal service
General Medical and Surgical Hospitals
Liquefied Petroleum Gas (Bottled Gas) Dealers
Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesalers
Postal Service
Warm Air Heating and Air-Conditioning Equipment and Supplies Merchant Wholesalers
Facilities Support Services
Residential electrical contractors
Residential Property Managers
Professional Employer Organizations
Janitorial Services
Radio, Television, and Other Electronics Stores

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	N/A					
Lake Havasu City-Kingman, AZ	\$20,520	\$24,390	\$35,570	\$38,630	\$46,630	\$62,290
Phoenix-Mesa-Scottsdale, AZ	\$29,780	\$37,310	\$44,840	\$45,640	\$52,720	\$62,040
Prescott, AZ	\$24,770	\$30,610	\$34,540	\$37,490	\$44,110	\$58,100
Tucson, AZ	\$28,130	\$32,610	\$39,880	\$41,420	\$49,950	\$57,490
Yuma, AZ	\$18,100	\$26,970	\$35,730	\$35,720	\$45,430	\$53,550
Rest of Arizona	\$20,780	\$23,465	\$34,410	\$35,115	\$46,070	\$52,890

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
\$ 49,500	\$ 44,283

\*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)**
6,288	6,189	-99	+ 1,012	= 913

\*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
1.3%	16.0%	72.0%	6.1%	3.5%	0.0%	0.0%	0.0%	0.0%	1.3%	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)**

Automotive Service Excellence Certification
Building Performance Institute Certification
Certification
Contractor License - Electrical
Entry Level Geothermal Certification
HVACR Certification
Training - HVAC Technician

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
0.0%	1.9%	5.2%	15.5%	34.0%	41.7%	1.7%

% 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)**

<b>None</b>	<b>&lt;1 Month</b>	<b>1 - 3</b>	<b>3 - 6</b>	<b>6 Months - 1 Year</b>	<b>1 - 2 Years</b>	<b>3 - 4 Years</b>	<b>5 - 10 Years</b>	<b>&gt; 10 Years</b>
12.5%	13.0%	1.4%	17.8%	20.4%	3.3%	20.5%	9.5%	1.7%

*% 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/>*