

ARIZONA GREEN OCCUPATIONAL PROFILES

Prepared for the Office of Employment and Population Statistics,
Arizona Department of Administration

August

2011

Credits and Disclaimer:

This report was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The report does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. State of Arizona has the copyright to this report. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner.

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:

Supervise and coordinate the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators.

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

What do these workers do?

Confer with management or subordinates to resolve worker problems, complaints, or grievances.

Confer with other supervisors to coordinate operations and activities within or between departments.

Demonstrate equipment operations and work and safety procedures to new employees, or assign employees to experienced workers for training.

Determine standards, budgets, production goals, and rates, based on company policies, equipment and labor availability, and workloads.

Direct and coordinate the activities of employees engaged in the production or processing of goods, such as inspectors, machine setters, and fabricators.

Enforce safety and sanitation regulations.

Inspect materials, products, or equipment to detect defects or malfunctions.

Interpret specifications, blueprints, job orders, and company policies and procedures for workers.

Maintain operations data, such as time, production, and cost records, and prepare management reports of production results.

Observe work and monitor gauges, dials, and other indicators to ensure that operators conform to production or processing standards.

Plan and establish work schedules, assignments, and production sequences to meet production goals.

Read and analyze charts, work orders, production schedules, and other records and reports to determine production requirements and to evaluate current production estimates and outputs.

Recommend or implement measures to motivate employees and to improve production methods, equipment performance, product quality, or efficiency.

Recommend personnel actions such as hirings and promotions.

Requisition materials, supplies, equipment parts, or repair services.

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

How might this job be green?

Reduce and recycle production waste

Build and repair energy efficient blinds

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

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

Industrial Production Managers

Purchasing Managers

Natural Sciences Managers

Purchasing Agents and Buyers, Farm Products

Industrial Engineering Technicians

First-Line Supervisors/Managers of Logging Workers

First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand

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	120
Lake Havasu City-Kingman, AZ	120
Phoenix-Mesa-Scottsdale, AZ	6,030
Prescott, AZ	190
Tucson, AZ	920
Yuma, AZ	130
Rest of Arizona	370

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	1	0
Lake Havasu City-Kingman, AZ	4	1
Phoenix-Mesa-Scottsdale, AZ	292	28
Prescott, AZ	5	0
Tucson, AZ	45	1
Yuma, AZ	6	3
Rest of Arizona	20	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?
Semiconductor and Related Device Manufacturing
Local government
Guided Missile and Space Vehicle Manufacturing
Supermarkets and Other Grocery (except Convenience) Stores
Machine Shops
Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing
Aircraft Engine and Engine Parts Manufacturing
Copper Ore and Nickel Ore Mining
Electric Power Distribution
Aircraft Manufacturing
Drycleaning and Laundry Services (except Coin-Operated)
Sheet Metal Work Manufacturing
All Other Plastics Product Manufacturing
Professional Employer Organizations
Water Supply and Irrigation Systems
Other Aircraft Parts and Auxiliary Equipment Manufacturing
Surgical Appliance and Supplies Manufacturing
Commercial Lithographic Printing
Federal government, civilian, except postal service
Soft Drink Manufacturing

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	\$28,980	\$42,280	\$49,580	\$51,340	\$60,620	\$74,020
Lake Havasu City-Kingman, AZ	\$29,750	\$37,510	\$49,500	\$50,720	\$63,570	\$77,110
Phoenix-Mesa-Scottsdale, AZ	\$32,380	\$38,360	\$49,240	\$54,920	\$68,860	\$88,300
Prescott, AZ	\$30,810	\$38,420	\$48,180	\$50,690	\$59,340	\$72,290
Tucson, AZ	\$28,780	\$37,550	\$51,980	\$54,960	\$67,640	\$89,750
Yuma, AZ	\$25,380	\$33,290	\$47,780	\$47,270	\$60,110	\$70,000
Rest of Arizona	\$35,935	\$45,095	\$54,655	\$58,155	\$68,810	\$89,325

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
\$ 48,022	\$ 66,000

*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)**
9,985	9,434	-551	+ 1,347	= 796

*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
3.2%	26.1%	20.6%	17.1%	18.0%	13.7%	1.3%	0.1%	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)

Water Distribution System Operator Certification

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
4.2%	5.2%	3.7%	21.9%	33.2%	29.4%	2.4%

% 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
7.8%	15.9%	18.3%	16.6%	16.6%	12.7%	5.2%	6.8%	0.2%

% 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/>