



ARIZONA@WORK Pinal County
Labor Market Analysis
March 2022



Table of Contents

Introduction.....	3
Purpose.....	3
Methodology.....	3
Demographics.....	4
Key Findings.....	4
Population.....	5
Population Change.....	7
Communities.....	7
Race.....	8
Ethnicity.....	10
Education.....	11
Poverty.....	12
Language spoken at home.....	13
Disability.....	13
Community Profiles.....	14
Economic Conditions.....	21
Key Findings.....	21
Labor Force.....	22
Labor Force vs Jobs.....	23
Employment by Industry.....	26
Employment Trends.....	26
Economic Activity.....	31
GDP Trends.....	32
Educational Pipeline.....	36
Strategic Priorities.....	38
Introduction.....	38
Priority Industry Profiles.....	38
Postsecondary Education.....	41
Manufacturing.....	42
Health Services.....	45
Transportation and Distribution.....	48
Natural and Renewable Resources (Mining, Agriculture, Solar).....	52
Priority Skills.....	67

Table of Tables

Table 1: Pinal County Communities by Population.....	7
Table 2: Pinal County Communities by Race.....	8
Table 3: Educational Attainment by Race	12
Table 4: Spanish Speaking Populations by English Proficiency, Pinal County.....	13
Table 5: Population with Disability, by Disability Type, Pinal County	13
Table 6: Population and Individual Characteristics by Region.....	15
Table 7: Commuting Distances, Pinal County.....	16
Table 8: Commuting Destinations, Pinal County.....	16
Table 9: Commuting Destinations, East Region, Pinal County	17
Table 10: Commuting Destinations, Central Region, Pinal County	17
Table 11: Commuting Destinations, West Region, Pinal County.....	18
Table 12: Commuting Destinations, North Region, Pinal County.....	18
Table 13: Commuting Modalities, Pinal Communities.....	19
Table 14: Household Characteristics, Pinal Communities.....	19
Table 15: Income and Poverty, Pinal Communities.....	20
Table 16: Worker:Job Ratio, by Month, Pinal County. Threshold: 2.6	24
Table 17: Employment by Industry, by Month, 2021, Pinal County.....	30
Table 18: Staffing Patterns, Aerospace and Defense, Pinal County.....	40
Table 19: Awards, Precision Production, Engineering and Mechanic/Repair Programs, by Institution	41
Table 20: Employment by Manufacturing Industry, Pinal County.....	42
Table 21: Occupations Employed by the Manufacturing Industry, Pinal County	43
Table 22: Awards, Precision Production and Mechanic/Repair Programs, by Institution, 2019.....	44
Table 23: Employment by Health Care Industry, Pinal County	45
Table 24: Select Healthcare and Healthcare Support Occupations, by Employment, Pinal County	47
Table 25: Transportation and Warehousing Industries, Pinal County	48
Table 26: Occupations Employed by the Transportation and Warehousing Industry, Pinal County	49
Table 27: Awards, Transportation and Material Handling, by Institution, 2019	50
Table 28: Completions, Relevant Programs of Study, Eastern Arizona College.....	50
Table 29: Completions, Relevant Programs of Study, Chandler-Gilbert Community College	51
Table 30: Completions, Relevant Programs of Study, Mesa Community College.....	51
Table 31: Completions, Relevant Programs of Study, Pima Community College	51
Table 32: Occupational Employment Projections, Occupation Families	53
Table 33: Occupational Employment Projections, Top 25 Detailed Occupations.....	56
Table 34: Occupational Employment Projections, Pinal County, 2020-2030	57
Table 35: Most Requested Skill, Job Postings, Pinal County	67
Table 36: Most Requested Hard Skills, Job Postings, Pinal County	67

Introduction

Purpose

This analysis of Pinal County’s labor market and economic conditions was conducted by the Partnership for Workforce Innovation, a leading policy and economics firm headquartered in Arizona. It is the intent of ARIZONA@WORK Pinal County to conduct the most relevant, actionable and defensible analysis possible to provide context and impetus to the strategies laid out in the WIOA Local Plan modification. Rather than simply “checking a box,” it is hoped that this analysis will be considered by workforce partners and providers as they seek to best align the services they offer with the realistic career pathways available in the regional economy.

All jobs are not created equal. Nor are all employers or all markets. Labor market information, when properly interpreted and applied can benefit the providers who design training and education programs as well as the jobseekers who are making decisions that will affect their career trajectories. This information can also be valuable to the policy makers who are tasked with designing and managing educational and workforce development programs that will equip communities to compete from a position of strength for high-value economic development projects.

Pinal County’s WIOA Local Plan Modification is a required activity, and this analysis satisfies the demands of the law, but by going well beyond the minimum standards of the law, Pinal County is demonstrating a commitment to data-driven policy and real-world relevance that will continue to set its workforce development programs apart.

Methodology

The analysis relies on public data sets for employment, economic and educational statistics, and considers the source data to be most authoritative. Derived data from third party providers are referenced, but are always considered secondary sources. Primary sources for employment data include four series from the United States Bureau of Labor Statistics: the Local Area Unemployment Statistics, the Occupational Employment Statistics, the Quarterly Census of Employment and Wages, and the Current Employment Survey. The state labor market information office, the Arizona Office of Economic Opportunity, creates many of these statistics for the BLS, and their employment projections are also used. Population and demographics data generally rely on the United States Census Bureau’s American Community Survey and Annual Population Estimates. Educational data comes from the National Center for Education Statistics, particularly the Integrated Postsecondary Educational Data System, and finally economic data, including the Gross Regional Product are based on the United States Bureau of Economic Activity. Values are not imputed by the author in any of the report’s tables. Analysis of trend data often requires manual assembly of multiple years of data, and all time series are presented in the values of current dollars.

Demographics

Key Findings

Population – The population of the county continues to increase, though not at the rate seen in recent years. The county’s growth rate has exceeded that of the state each of the last five years, building on a trend that was solidified in the years 2003-2008, when the county’s growth rate skyrocketed to levels well above the state average.

The largest component of the county’s in-migration in recent years has been people moving from other Arizona counties to Pinal. In-migration from other states and other countries are also significant, though smaller, components.

Race and Ethnicity – Almost 80% of the county’s population is white, and three quarters are of Hispanic or Latino ethnicity. Two communities, Gila River and the Tohono O’Odham Nation communities are overwhelmingly American Indian. All the other communities are predominantly white.

Age – Pinal County’s population is trending older. The share of the population that is 55 years and older has increased significantly over the last decade, while the share of those younger than 55 has decreased. The East Region of the county (median age of 53) is markedly older than the others, particularly the West (33 years).

Education – Thirteen percent of the county-s adult population has less than a high school diploma, and 23% have an Associate’s Degree or higher. Interestingly, more than a quarter have some college experience, but no degree. In the last decade, the share of the population with a Bachelor’s Degree or an advanced degree has increased slightly, while the share with less than a high school diploma has slightly decreased.

Language – More than 90% of the county’s population younger than 18 years reports speaking English “very well.” Among the working-age population (18-64), 28% report speaking English “less than very well.”

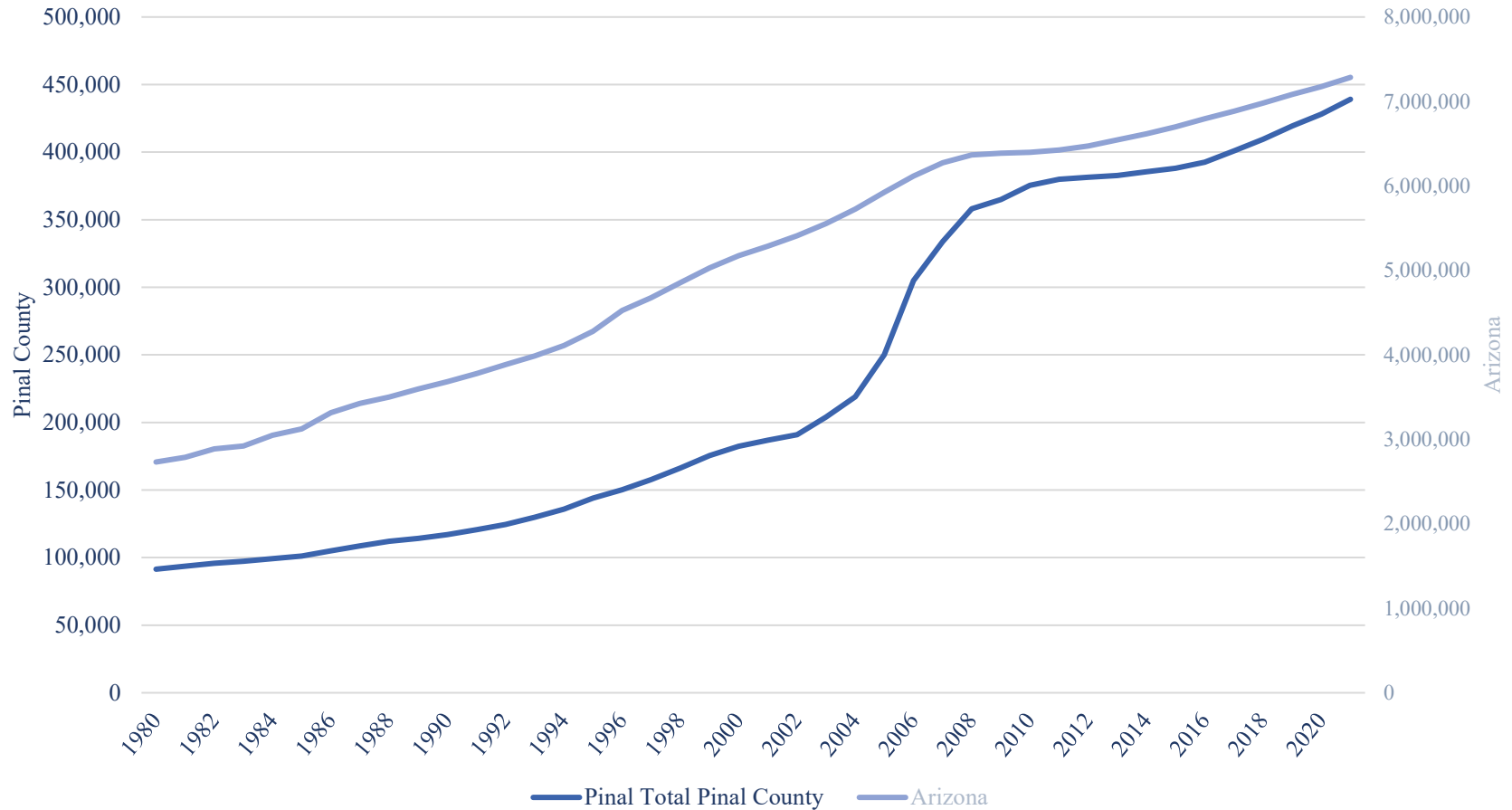
Disability – Fifteen percent of the county’s population reports a disability. The most commonly reported disability (8.1%) is ambulatory difficulty.

Commuting – More than 53% of commuters in the county travel more than 25 miles per day for to a place of employment, including 17% who travel more than 50 miles. Those travelling the long distances tend to be commuting in a north or northwest direction toward Phoenix, Mesa and Gilbert, or in a southeast direction toward Tucson. Among the eleven communities profiled in this analysis, Phoenix is the most common destination for commuters in nine of them. In Oracle, 13.9% of commuters are working in Tucson, and in Casa Grande, a plurality (27.0%) work in the city itself. A very large majority (83%) of commuters drive alone to work, and another 13% carpool.

Population

Pinal County's total population is 439,128. The county's population has not simply state-level trends, as indicated by the 2003-2008 period in which the county's growth exceeded that of the state by wide margins each year.

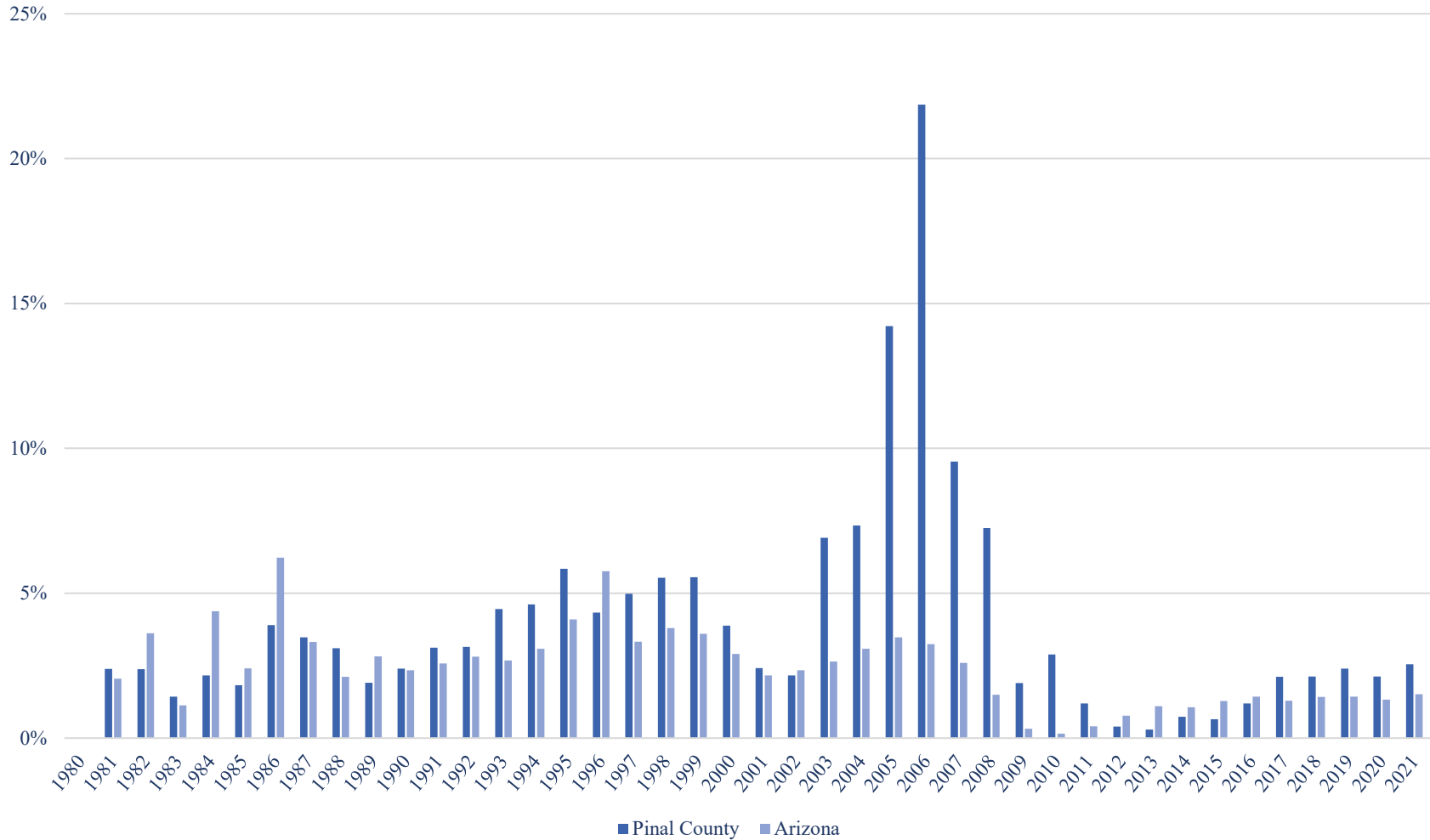
Total Population, Pinal County vs Arizona, 1980-2021



United States Census Bureau, Annual Population Estimates

The county's population has not simply mirrored state-level trends, as indicated by the 2003-2008 period in which the county's growth exceeded that of the state by wide margins each year.

Population by Percentage Change, Pinal County vs Arizona, 1980-2021



United States Census Bureau, Annual Population Estimates



Population Change

According to 2019 estimates from the United States Census Bureau, more than one of every six Pinal County residents had moved within the last year, including more than 24% of those 18 to 24 years old.

Migration, by Place of Origin



United States Census Bureau, Annual Population Estimates

Communities

Table 1: Pinal County Communities by Population

Pinal County Place	Pinal County Population	Total Population (including additional county)
Pinal County	439,128	439,128
Unincorporated	211,952	211,952
Queen Creek	9,954	66,275 (Maricopa and Pinal)
Maricopa	61,109	61,109
Casa Grande	56,242	56,242
Marana	0	55,174 (Pima and Pinal)
Apache Junction	38,610	39,009 (Maricopa and Pinal)
Florence	25,250	25,250
Eloy	16,485	16,485
Coolidge	14,291	14,291
Superior	2,415	2,415
Kearney	1,741	1,741
Mammoth	1,079	1,079
Hayden	0	512 (Gila and Pinal)
Winkelman	0	294 (Gila and Pinal)

United States Census Bureau, Annual Population Estimates

Race

Pinal County Population by Race

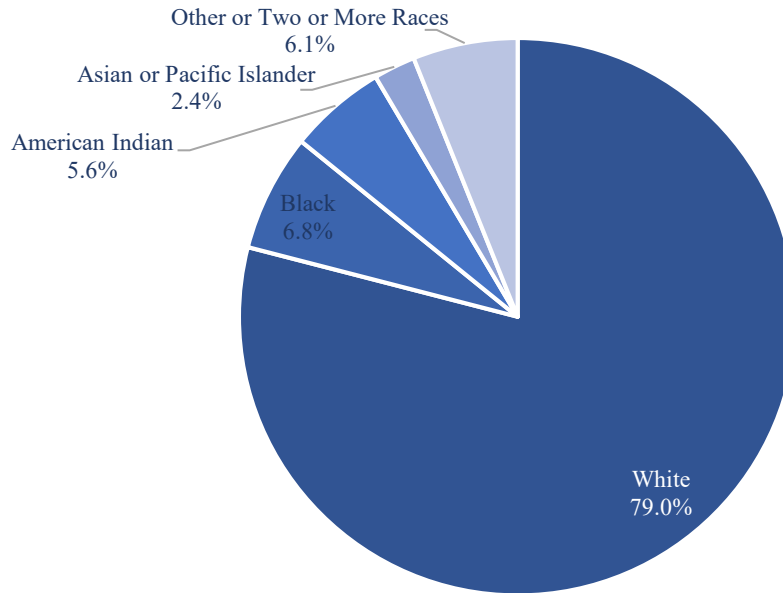
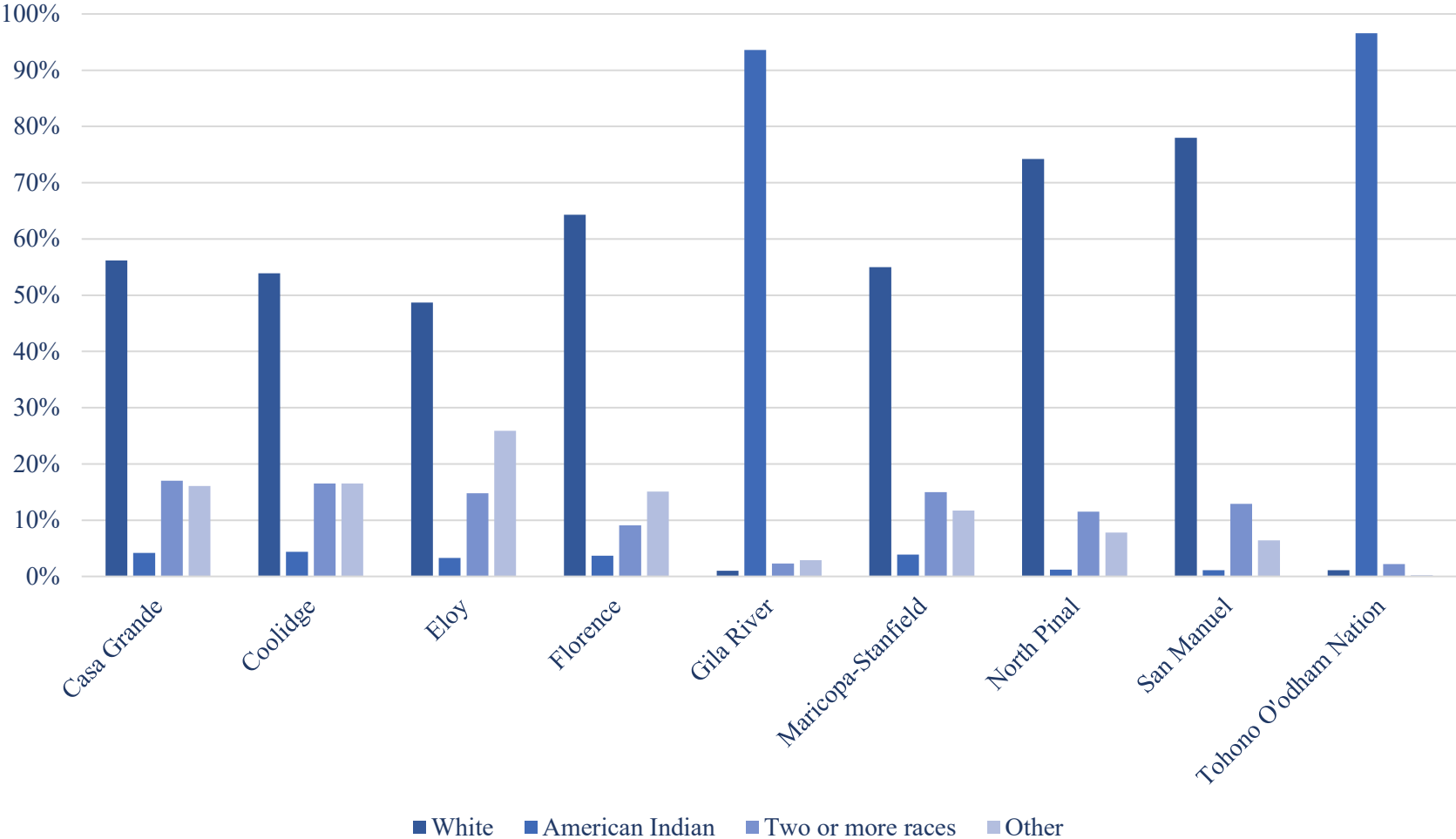


Table 2: Pinal County Communities by Race

Category	Casa Grande	Coolidge	Eloy	Florence	Gila River	Maricopa -Stanfield	North Pinal	San Manuel	Tohono O'odham Nation
White	56.2%	53.9%	48.7%	64.3%	1.0%	55.0%	74.2 %	78.0%	1.1%
Black	4.4%	7.7%	5.6%	6.6%	0.1%	11.2%	3.4%	0.6%	0.0%
American Indian	4.2%	4.4%	3.3%	3.7%	93.6%	3.9%	1.2%	1.1%	96.6%
Asian	1.8%	0.8%	1.2%	1.0%	0.0%	2.6%	1.6%	0.9%	0.0%
Pacific Islander	0.3%	0.1%	0.5%	0.1%	0.0%	0.5%	0.3%	0.1%	0.0%
Other	16.1%	16.5%	25.9%	15.1%	2.9%	11.7%	7.8%	6.4%	0.2%
Two or more races	17.0%	16.5%	14.8%	9.1%	2.3%	15.0%	11.5 %	12.9%	2.2%

United States Census Bureau, American Community Survey

Pinal County Communities by Race



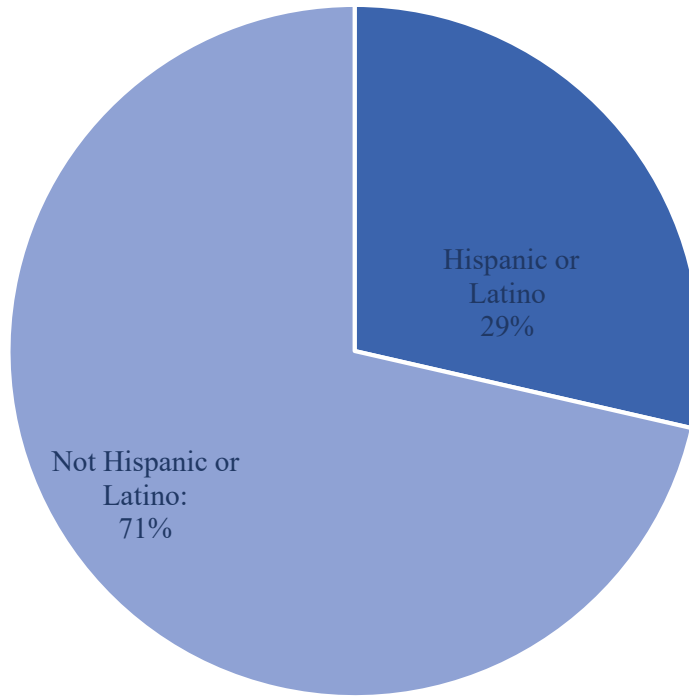
United States Census Bureau, American Community Survey



Ethnicity

More than 70% of the county’s population is not Hispanic or Latino.

Pinal County Population by Ethnicity

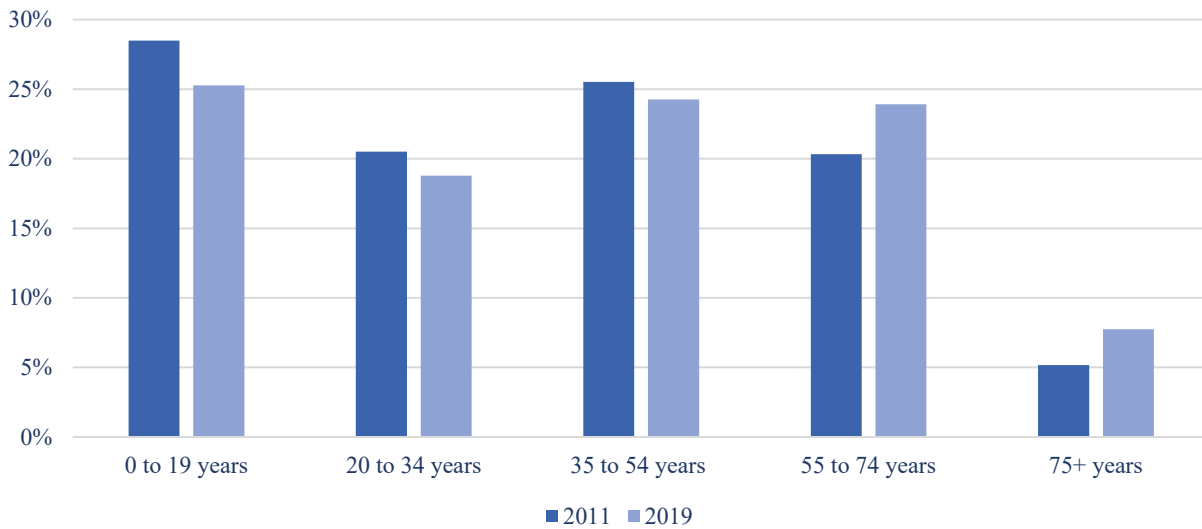


United States Census Bureau, American Community Survey

Age

The share of Pinal County’s population that is 55 years or older has increased over the last decade.

Population by Age, Pinal County, 2011-2019

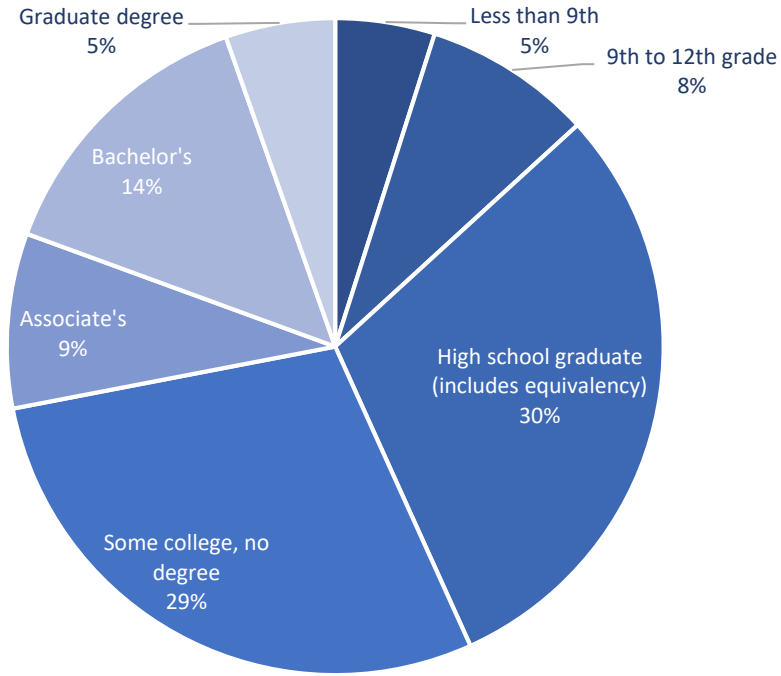


United States Census Bureau, American Community Survey

Education

More than half (57%) of the county’s 25+ population has some college education, including 19.4% with a bachelor’s degree or higher.

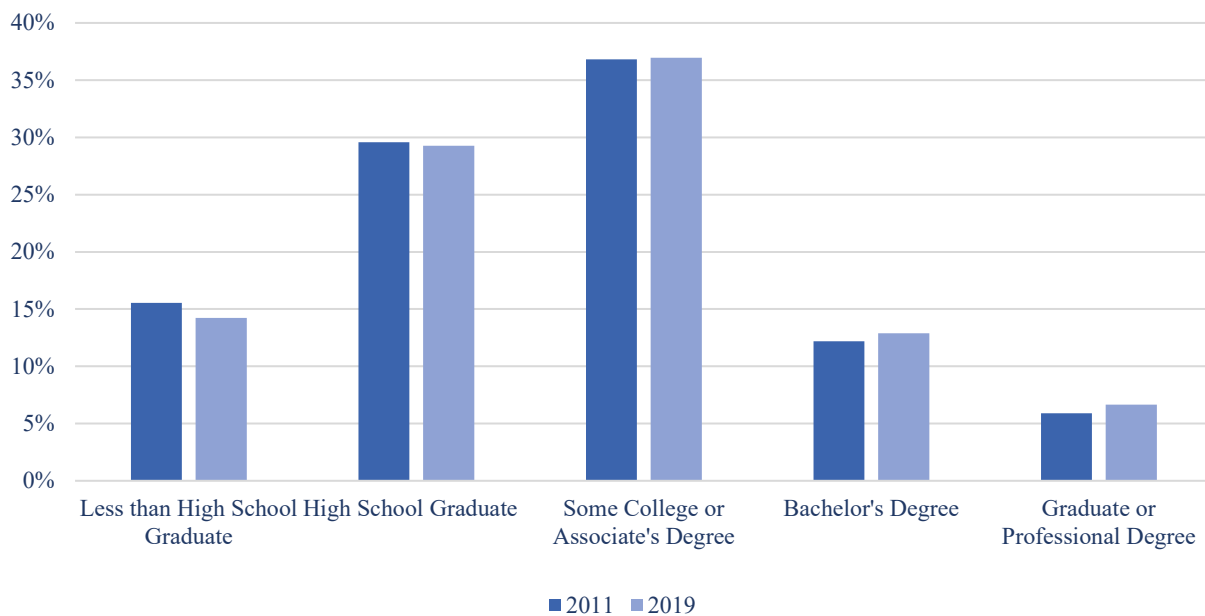
Pinal County Population by Educational Attainment



United States Census Bureau, American Community Survey

The share of the county’s population with a bachelor’s degree or higher increased slightly during the 2010’s.

Population by Educational Attainment, Pinal County, 2010-2019

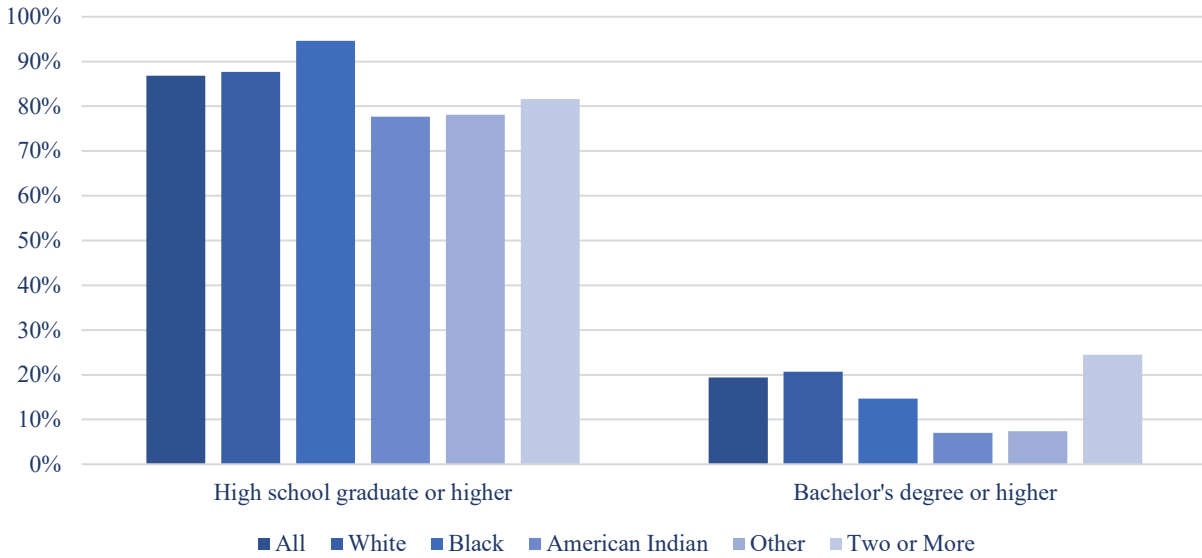


United States Census Bureau, American Community Survey

Table 3: Educational Attainment by Race

Educational Attainment	All	White	Black	American Indian	Other	Two or More
High school graduate or higher	86.8%	87.7%	94.6%	77.7%	78.1%	81.6%
Bachelor's degree or higher	19.4%	20.7%	14.7%	7.0%	7.4%	24.5%

Pinal County, Educational Attainment by Race

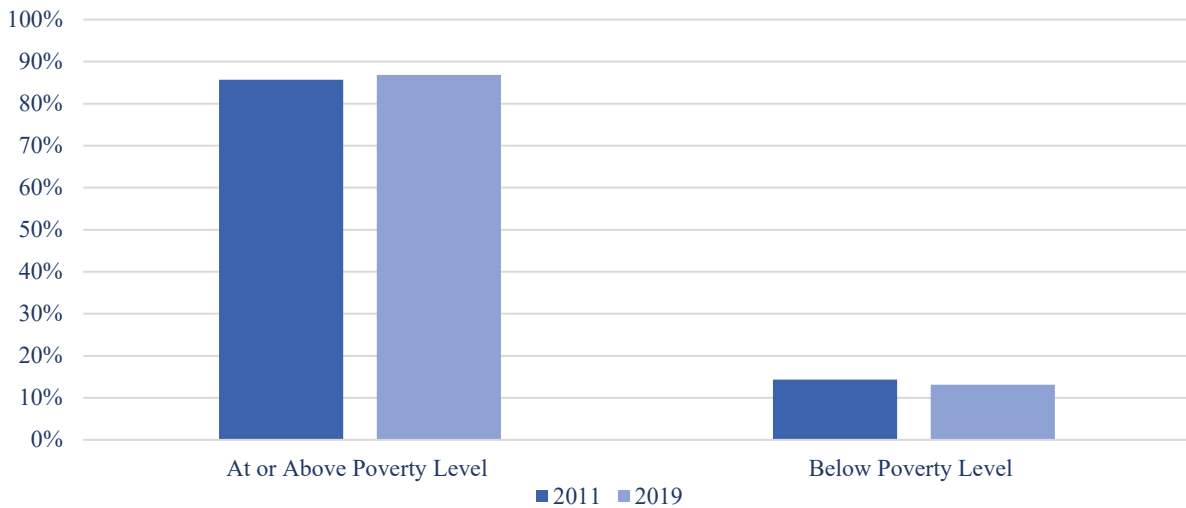


United States Census Bureau, American Community Survey

Poverty

The share of the county’s population at or above the poverty line shifted roughly a percentage point from 2011 to 2019.

Population by Poverty Status, Pinal County, 2011-2019



United States Census Bureau, American Community Survey

Language spoken at home

Among the county’s population 5 years and older, 94.5% claim to speak English only or to speak English “very well.” Another 5.5%, more than 23,000 people, speak English “less than very well.”

It should be noted that the number of people who speak a language other than English (97,000) is much larger than the number who speak English less than very well (24,000). Among the county’s Spanish-speaking population, school-age people tend to report also being fluent in English. The percentages of the Spanish-speaking population that are fluent in English are larger in the younger age bands. This seems to indicate a large number of multilingual residents in the county, a valuable asset in business attraction efforts.

Table 4: Spanish Speaking Populations by English Proficiency, Pinal County

Spanish-Speaking Age Band	Speak English “Very Well”	Speak English Less Than “Very Well”
5-17 Years	90.1%	9.9%
18-64 Years	72.0%	28.0%
65 Years and Older	63.0%	37.0%
All Ages	74.2%	25.8%

United States Census Bureau, American Community Survey

Disability

Across Pinal County, approximately 15% of the population has a recognized disability. The rate is highest among the American Indian population (19.5%) and White, non-Hispanics (17.8%)

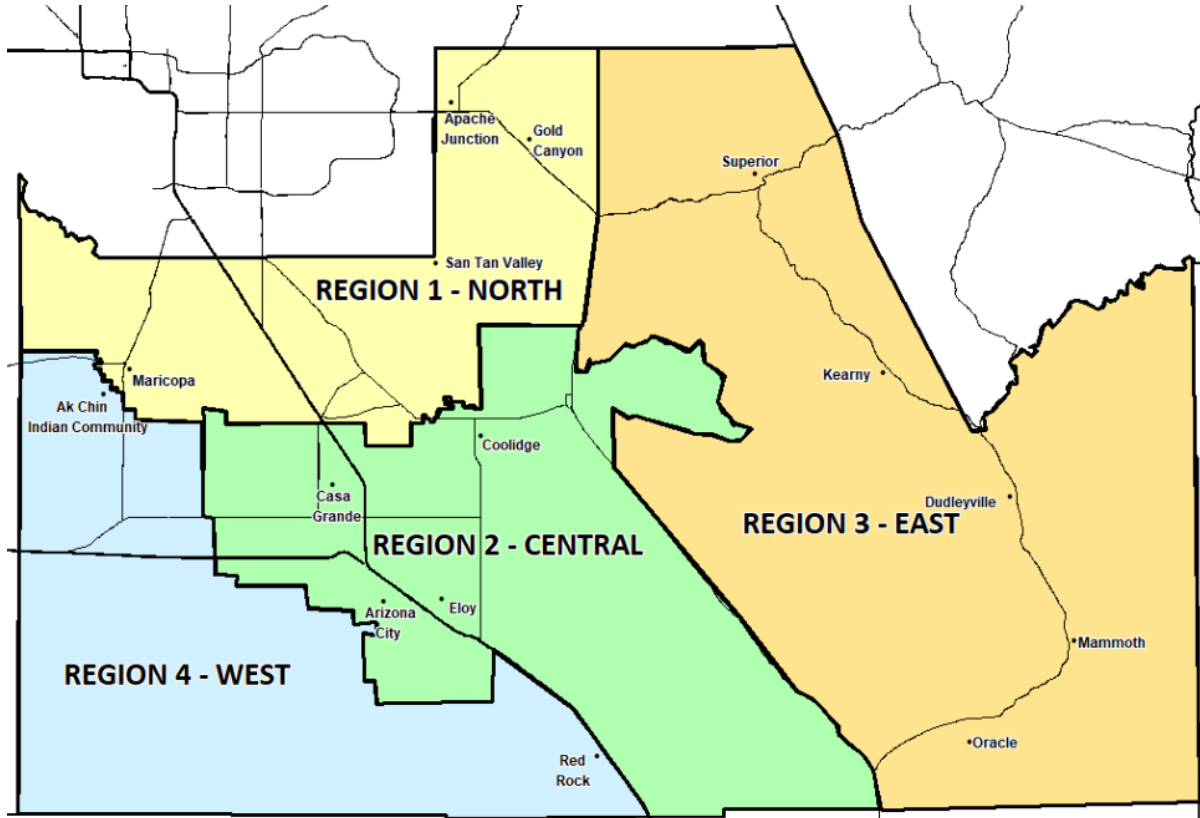
Table 5: Population with Disability, by Disability Type, Pinal County

Disability Type	Percentage
Hearing Difficulty	5.2%
Vision Difficulty	2.4%
Cognitive Difficulty	6.0%
Ambulatory Difficulty	8.1%
Self-Care Difficulty	2.9%
Independent Living Difficulty	6.9%

United States Census Bureau, American Community Survey

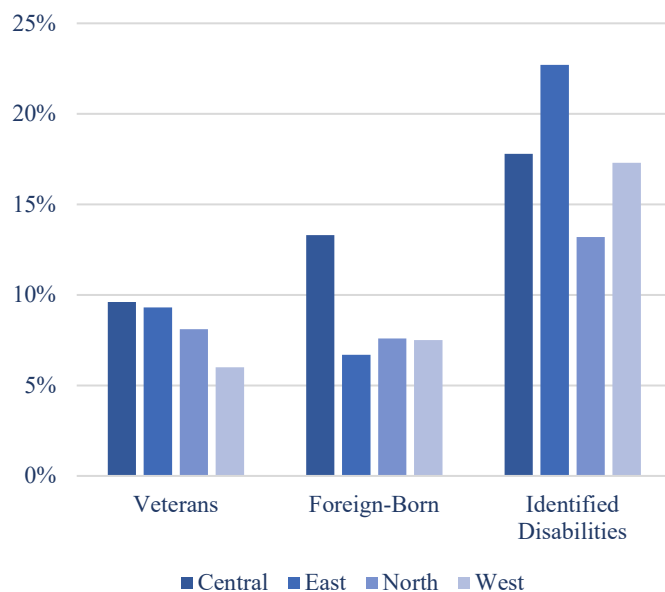
Community Profiles

This analysis divides Pinal County into four regions in alignment with the 2020-2023 WIOA Local Plan. Census tract data from the United States Census Bureau is then aggregated to create these custom regional profiles of the county's four unique subdivisions.



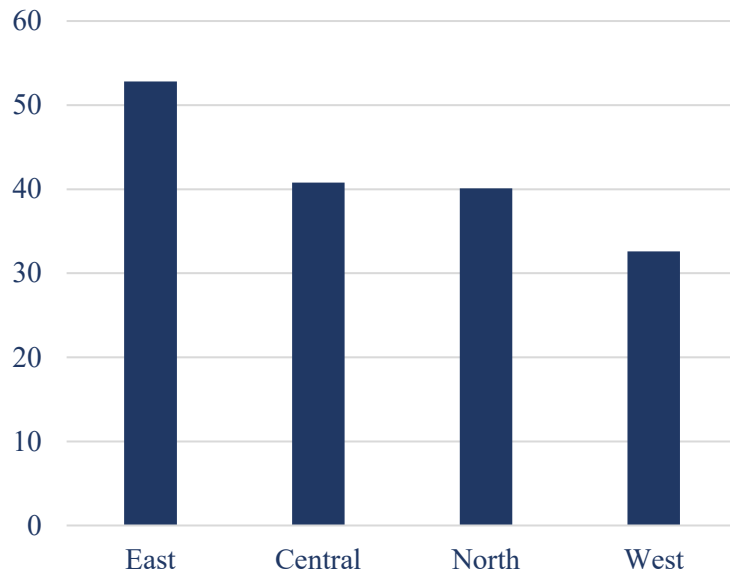
Population and Individual Characteristics

Among the four regions of the county, there are significant differences in a number of individual characteristics, speaking clearly to the unique characteristics of each. The share of the population with veteran status, for example, in the Central Region is more than 50% higher than the West Region. The Central Region is home to more foreign-born residents, while the East Region has a significantly higher share of disabled population.



Median Age, Pinal Communities

The East Region is the oldest by a difference of more than twenty years in the median age between it and the West Region.



United States Census Bureau, American Community Survey

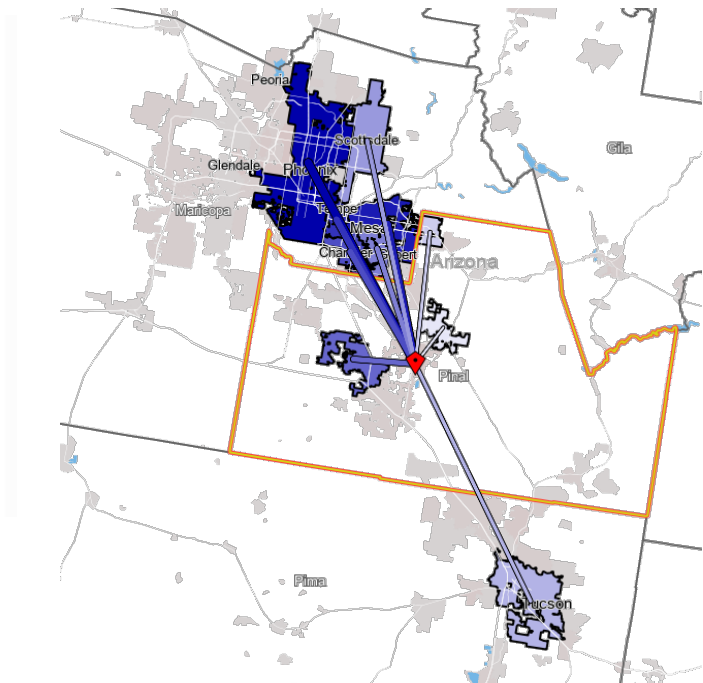
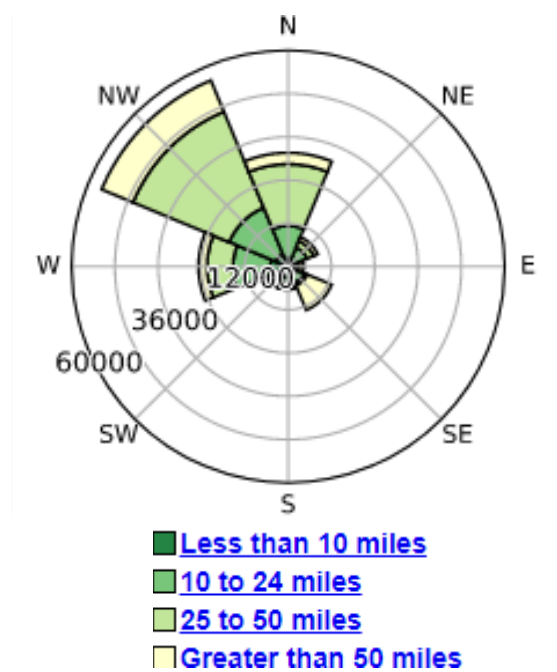
Table 6: Population and Individual Characteristics by Region

Region	Total Population	Civilian Noninstitutionalized Population	Veterans	Foreign-Born	Median Age	Identified Disabilities	People Living in Non-English Speaking Household
Central	170,508	145,042	9.6%	13.3%	40.8	17.8%	26.5%
North	225,659	225,056	8.1%	7.6%	40.1	13.2%	14.1%
East	18,829	18,829	9.3%	6.7%	52.8	22.7%	27.7%
West	17,797	17,750	6.0%	7.5%	32.6	17.3%	24.0%

United States Census Bureau, American Community Survey, Five-Year Estimates, 2019

Commuting Patterns

More than a third of workers in Pinal County commute between 25 and 50 miles for work, with the large majority of those travelling in a northeasterly direction toward Phoenix.



United States Census Bureau, Longitudinal Origin-Destination Employment Data Series

Table 7: Commuting Distances, Pinal County

Commuting Distance	Share
Less than 10 miles	15.7%
10 to 24 miles	29.2%
25 to 50 miles	38.4%
Greater than 50 miles	16.8%

United States Census Bureau, Longitudinal Origin-Destination Employment Data Series

Table 8: Commuting Destinations, Pinal County

Destination	Share
Phoenix	22.2%
Mesa	9.7%
Tempe	8.4%
Casa Grande	6.4%
Gilbert	4.5%
Scottsdale	4.3%
Tucson	4.1%
Apache Junction	2.3%
Florence	1.9%

United States Census Bureau, Longitudinal Origin-Destination Employment Data Series

Commuting Patterns by Community

Table 9: Commuting Destinations, East Region, Pinal County

Oracle		Kearny		Superior	
Destination	Share	Destination	Share	Destination	Share
Tucson	13.9%	Phoenix	14.8%	Phoenix	16.3%
Phoenix	12.6%	Kearny	8.7%	Superior	13.2%
Oracle	9.8%	Hayden	5.9%	Mesa	7.8%
Oro Valley	4.4%	Mesa	5.4%	Tempe	5.9%
Mesa	3.5%	Tucson	4.3%	Apache Junction	4.7%
Tempe	3.5%	Scottsdale	3.9%	Tucson	4.7%
Mammoth	3.0%	Tempe	3.7%	Scottsdale	3.4%
Scottsdale	3.0%	Chandler	3.3%	Globe	2.7%
Hayden	2.8%	Winkelman	2.6%	Chandler	2.6%
Marana	2.4%	Apache Junction	2.4%	Gilbert	2.6%

United States Census Bureau, American Community Survey. Longitudinal Origin-Destination Employment Statistics

Table 10: Commuting Destinations, Central Region, Pinal County

Casa Grande		Eloy		Coolidge	
Destination	Share	Destination	Share	Destination	Share
Casa Grande	27.0%	Phoenix	16.3%	Phoenix	17.4%
Phoenix	18.7%	Casa Grande	14.2%	Coolidge	14.1%
Tempe	5.7%	Eloy	13.7%	Casa Grande	7.4%
Chandler	4.8%	Tempe	4.4%	Florence	5.3%
Mesa	4.7%	Tucson	4.4%	Tempe	5.3%
Tucson	4.4%	Chandler	4.1%	Chandler	5.2%
Eloy	3.1%	Mesa	3.8%	Apache Junction	4.3%
Sacaton	2.7%	Scottsdale	2.8%	Mesa	4.0%
Scottsdale	2.7%	Coolidge	2.6%	Sacaton	4.0%
Gilbert	2.2%	Florence	2.3%	Eloy	3.3%

United States Census Bureau, American Community Survey. Longitudinal Origin-Destination Employment Statistics

Table 11: Commuting Destinations, West Region, Pinal County

Ak-Chin Indian Community		Red Rock	
Destination	Share	Destination	Share
Phoenix	16.2%	Phoenix	18.0%
Ak-Chin Village	12.1%	Tucson	17.2%
Tucson	5.6%	Marana	6.9%
Chandler	4.0%	Casa Grande	5.5%
Maricopa	4.0%	Mesa	5.0%
Scottsdale	3.5%	Tempe	4.7%
Sacaton	3.0%	Casas Adobas	4.4%
Tempe	3.0%	Eloy	3.6%
Casa Grande	1.5%	Chandler	3.2%
Mesa	1.5%	Oro Valley	2.6%

United States Census Bureau, American Community Survey. Longitudinal Origin-Destination Employment Statistics

Table 12: Commuting Destinations, North Region, Pinal County

Apache Junction		San Tan Valley		Maricopa	
Destination	Share	Destination	Share	Destination	Share
Phoenix	21.4%	Phoenix	23.0%	Phoenix	29.8%
Mesa	19.8%	Mesa	14.0%	Tempe	12.8%
Tempe	9.0%	Tempe	9.8%	Chandler	12.3%
Apache Junction	7.7%	Chandler	9.6%	Maricopa	7.2%
Chandler	6.3%	Gilbert	7.6%	Mesa	5.6%
Gilbert	6.1%	Scottsdale	5.5%	Scottsdale	4.7%
Scottsdale	5.3%	Queen Creek	4.2%	Tucson	3.0%
Tucson	3.1%	Tucson	2.8%	Gilbert	2.8%
Glendale	1.7%	San Tan Valley	2.7%	Casa Grande	2.1%
Queen Creek	1.1%	Florence	2.1%	Ak-Chin Village	1.9%

United States Census Bureau, American Community Survey. Longitudinal Origin-Destination Employment Statistics

Commuting Means of Transportation

The large majority of commuters in Pinal County drive alone to their places of employment. A significant number use carpools, and very small percentages walk or take public transportation.

Table 13: Commuting Modalities, Pinal Communities

Region	% Commuters Driving Alone	% Commuters Carpooling to Work	% Commuters Walking to Work	% Commuters Other Means	% Commuters Taking Public Transportation	Remote Workers
Central	83.3%	13.0%	1.8%	1.8%	0.2%	1.8%
North	83.4%	12.3%	1.8%	2.7%	0.2%	3.0%
East	85.0%	12.1%	1.2%	1.5%	0.2%	2.0%
West	78.3%	13.9%	5.1%	2.0%	0.6%	1.7%

United States Census Bureau, American Community Survey, Five-Year Estimates, 2019

Household Characteristics

Approximately half of the households in the county are headed by a married couple. Single-female householders account for around a quarter of the county's homes, although the share is larger in the West and Central Regions.

Table 14: Household Characteristics, Pinal Communities

Region	Households	Average Household Size	Cohabiting Couple Household	Single Female Household	Single Male Household	Married Couple Household
Central	50,180	3.4	7.8%	25.8%	14.4%	52.0%
North	77,922	2.9	6.6%	21.5%	15.7%	56.2%
East	7,735	2.4	5.0%	21.1%	20.3%	53.6%
West	5,463	3.3	6.3%	25.9%	18.3%	49.5%

United States Census Bureau, American Community Survey, Five-Year Estimates, 2019

Income and Poverty, Pinal Communities

The median household income is highest in the North Region by a significant margin and lowest in the West. The percentage of the population living in poverty is highest in the Central Region, as are the percentages of children and seniors living in poverty.

Table 15: Income and Poverty, Pinal Communities

Region	Median Household Income	% In Poverty	% Children in Poverty	% Seniors 65+ in Poverty
Central	\$54,606	13.3%	25.8%	11.2%
North	\$62,992	7.5%	12.0%	9.2%
East	\$54,365	7.2%	25.4%	6.2%
West	\$48,756	13.0%	21.9%	9.5%

United States Census Bureau, American Community Survey

Economic Conditions

Key Findings

Labor Force – In December 2021, Pinal County’s labor force numbered a record 198,000, and the unemployment rate stood at a record low 2.7%. As the county’s labor force grew from 2011 through 2020, the number of unemployed persons consistently declined. The COVID-19 pandemic, however, gave rise to a dramatic increase in the unemployed population, which briefly outnumbered the employed population.

This analysis uses a custom indicator to compare the monthly number of workers in the county to the number of jobs. In June 2021, there were 2.9 workers for every job in Pinal County, suggesting that approximately two-thirds of the county’s workforce were commuting outside the county. From 2011 to 2016, that ratio value only exceeded 2.5 twelve times, but it has not dipped below 2.6 since that time.

Industry – The public sector continues to be the largest employer in the county, accounting across the federal, state and local levels, for 30.8% of all jobs. Trade, Transportation and Utilities is the largest private sector, followed by Education and Health Services.

Government; Trade, Transportation and Utilities; and Manufacturing have led the growth in employment since the onset of the COVID-19 pandemic.

The Real Estate sector accounts for more than a quarter of economic activity in the county. Manufacturing contributes another 12.9%. Over the last five years, the largest growth in economic activity has been seen in the Construction sector.

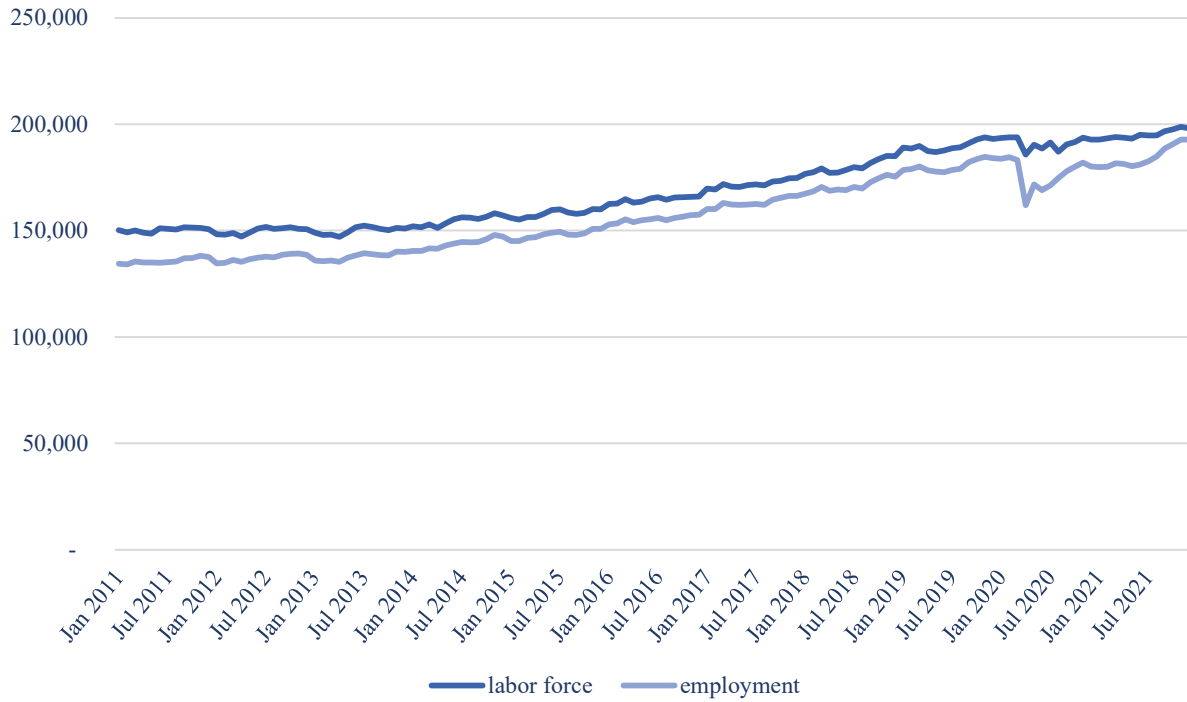
Talent Pipeline – Seven postsecondary educational institutions were identified as primary components of the region’s talent pipeline. Among those institutions, the largest share of degrees and certificates were awarded in Liberal Arts and Sciences/General Studies/Humanities programs, suggesting that many area students use the community college system as a first step toward a university experience. Three of the top five programs, however, are career-focused programs: Health Professions, Business Management and Machine and Repair Technologies.

Employment Projections – The Arizona Office of Economic Opportunity projects that by 2030, the number of jobs in Pinal County will swell by more than 16,600, or 24%, from its 2020 level. This dramatic growth will create pressures on the talent pipeline, the workforce development system and regional employers to invest in the talent it will take to support this level of growth.

Labor Force

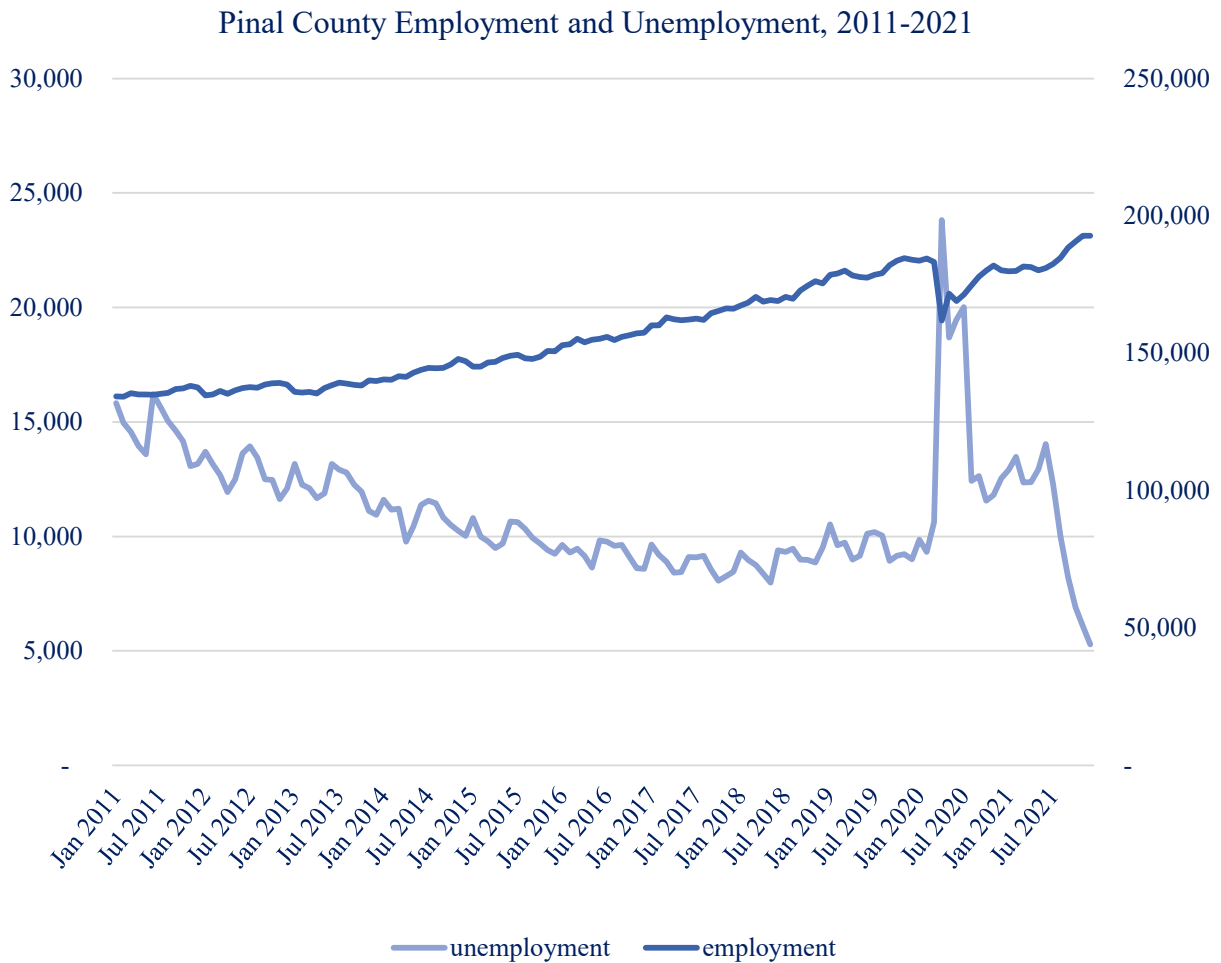
As of December 2021, Pinal County's labor force numbered 198,059, of which 192,768 were employed and 5,291 were unemployed. The county's unemployment rate stood at a record low 2.7%.

Number Employed and Total Labor Force, Pinal County, 2011-2021



Arizona Office of Economic Opportunity, Local Area Unemployment Statistics

As the county’s labor force grew from 2011 through 2020, the number of unemployed persons consistently declined. The COVID-19 pandemic, however, gave rise to a dramatic increase in the unemployed population, which briefly outnumbered the employed population.



Arizona Office of Economic Opportunity, Local Area Unemployment Statistics

Labor Force vs Jobs

A valuable perspective on the nature of the Pinal County labor market can be gained by comparing the size of the labor force to the number of jobs in the county. In other words, how many of the county’s workers are commuting to locations outside the county, primarily Maricopa and Pima Counties, for work?

This analysis creates a custom value by comparing the two values to produce a monthly worker to job ratio. In June 2021, there were 2.9 workers for every job in Pinal County, suggesting that approximately two-thirds of the county’s workforce were commuting outside the county.

From 2011 to 2016, that value only exceeded 2.5 twelve times. It has not dipped below 2.6 since that time.

Table 16: Worker:Job Ratio, by Month, Pinal County. Threshold: 2.6

2011	QCEW	Labor Force	Ratio	2013	QCEW	Labor Force	Ratio	2015	QCEW	Labor Force	Ratio
Jan	52,438	134,362	2.6	Jan	7,534	135,919	2.4	Jan	57,449	145,161	2.5
Feb	53,957	134,179	2.5	Feb	58,828	135,656	2.3	Feb	58,386	145,176	2.5
Mar	54,242	135,472	2.5	Mar	59,002	135,960	2.3	Mar	58,282	146,650	2.5
Apr	53,829	135,009	2.5	Apr	58,452	135,400	2.3	Apr	58,392	146,861	2.5
May	53,534	135,025	2.5	May	58,128	137,319	2.4	May	58,367	148,253	2.5
Jun	51,553	134,870	2.6	Jun	56,049	138,394	2.5	Jun	56,687	149,083	2.6
Jul	49,318	135,191	2.7	Jul	51,841	139,350	2.7	Jul	54,779	149,404	2.7
Aug	51,859	135,531	2.6	Aug	55,337	138,929	2.5	Aug	56,718	148,160	2.6
Sep	52,845	136,969	2.6	Sep	55,755	138,553	2.5	Sep	56,826	147,900	2.6
Oct	52,929	137,187	2.6	Oct	56,122	138,280	2.5	Oct	57,489	148,706	2.6
Nov	53,883	138,205	2.6	Nov	57,368	140,135	2.4	Nov	58,362	150,812	2.6
Dec	53,865	137,540	2.6	Dec	57,779	139,948	2.4	Dec	58,887	150,779	2.6
2012				2014				2016			
Jan	54,546	134,637	2.5	Jan	56,324	140,479	2.5	Jan	60,674	152,963	2.5
Feb	56,418	134,953	2.4	Feb	57,477	140,370	2.4	Feb	61,444	153,330	2.5
Mar	57,002	136,238	2.4	Mar	57,646	141,694	2.5	Mar	61,832	155,323	2.5
Apr	56,706	135,272	2.4	Apr	57,687	141,443	2.5	Apr	61,608	154,044	2.5
May	56,323	136,496	2.4	May	57,657	142,957	2.5	May	62,875	154,955	2.5
Jun	55,650	137,342	2.5	Jun	56,014	143,970	2.6	Jun	59,730	155,315	2.6
Jul	51,439	137,737	2.7	Jul	52,623	144,656	2.7	Jul	57,713	155,967	2.7
Aug	55,716	137,399	2.5	Aug	57,111	144,564	2.5	Aug	60,568	154,862	2.6
Sep	56,183	138,566	2.5	Sep	58,029	144,679	2.5	Sep	61,036	155,923	2.6
Oct	56,351	139,116	2.5	Oct	58,933	145,980	2.5	Oct	61,506	156,526	2.5
Nov	57,573	139,239	2.4	Nov	59,722	147,991	2.5	Nov	62,057	157,292	2.5
Dec	57,853	138,638	2.4	Dec	59,824	147,159	2.5	Dec	62,291	157,454	2.5



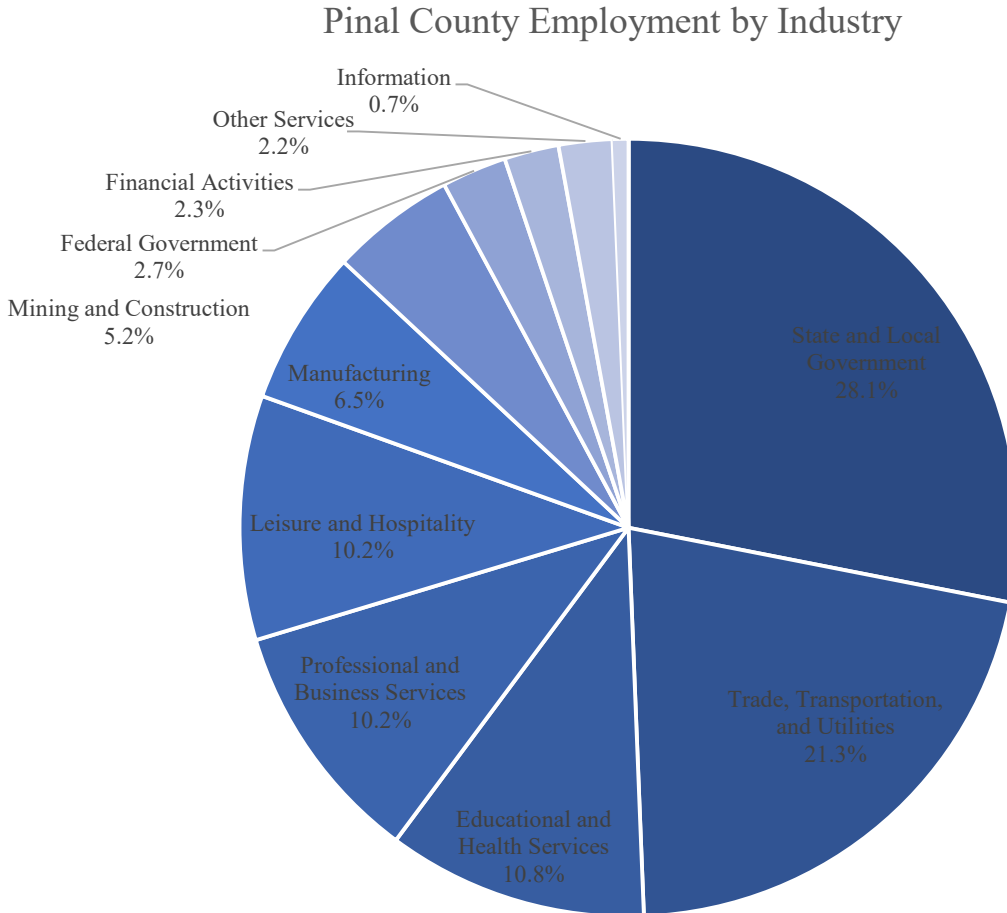
2017	QCEW	Labor Force	Ratio	2019	QCEW	Labor Force	Ratio	2021	QCEW	Labor Force	Ratio
Jan	60,480	160,177	2.6	Jan	63,180	178,539	2.8	Jan	63,401	179,893	2.8
Feb	61,460	160,192	2.6	Feb	63,918	179,000	2.8	Feb	63,965	179,972	2.8
Mar	61,742	163,043	2.6	Mar	64,085	180,107	2.8	Mar	64,258	181,642	2.8
Apr	61,334	162,320	2.6	Apr	63,434	178,376	2.8	Apr	64,469	181,362	2.8
May	60,978	162,055	2.7	May	63,460	177,760	2.8	May	64,588	180,243	2.8
Jun	59,840	162,274	2.7	Jun	61,990	177,494	2.9	Jun	62,866	181,045	2.9
Jul	56,569	162,626	2.9	Jul	60,439	178,554	3.0				
Aug	59,870	162,142	2.7	Aug	62,672	179,136	2.9				
Sep	60,123	164,582	2.7	Sep	62,708	182,059	2.9				
Oct	60,617	165,362	2.7	Oct	63,300	183,647	2.9				
Nov	61,754	166,373	2.7	Nov	63,903	184,595	2.9				
Dec	62,073	166,263	2.7	Dec	64,119	184,054	2.9				
2018				2020							
Jan	61,844	167,433	2.7	Jan	65,001	183,696	2.8				
Feb	62,592	168,484	2.7	Feb	65,631	184,511	2.8				
Mar	62,997	170,508	2.7	Mar	65,342	183,226	2.8				
Apr	62,383	168,770	2.7	Apr	60,865	161,902	2.7				
May	62,263	169,363	2.7	May	62,092	171,674	2.8				
Jun	61,412	169,068	2.8	Jun	59,758	169,039	2.8				
Jul	59,456	170,541	2.9	Jul	58,194	171,335	2.9				
Aug	61,902	169,815	2.7	Aug	61,914	174,683	2.8				
Sep	62,056	172,818	2.8	Sep	62,473	177,879	2.8				
Oct	62,206	174,579	2.8	Oct	63,370	180,024	2.8				
Nov	63,211	176,268	2.8	Nov	64,278	181,932	2.8				
Dec	63,318	175,407	2.8	Dec	63,955	180,188	2.8				

United States Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Arizona Office of Economic Opportunity, Local Area Unemployment Statistics



Employment by Industry

Government is the largest employer in Pinal County, accounting for 30.8% of all jobs. State and local government entities account for more than 28% of the county’s jobs, while federal governments adds another 2.7%.



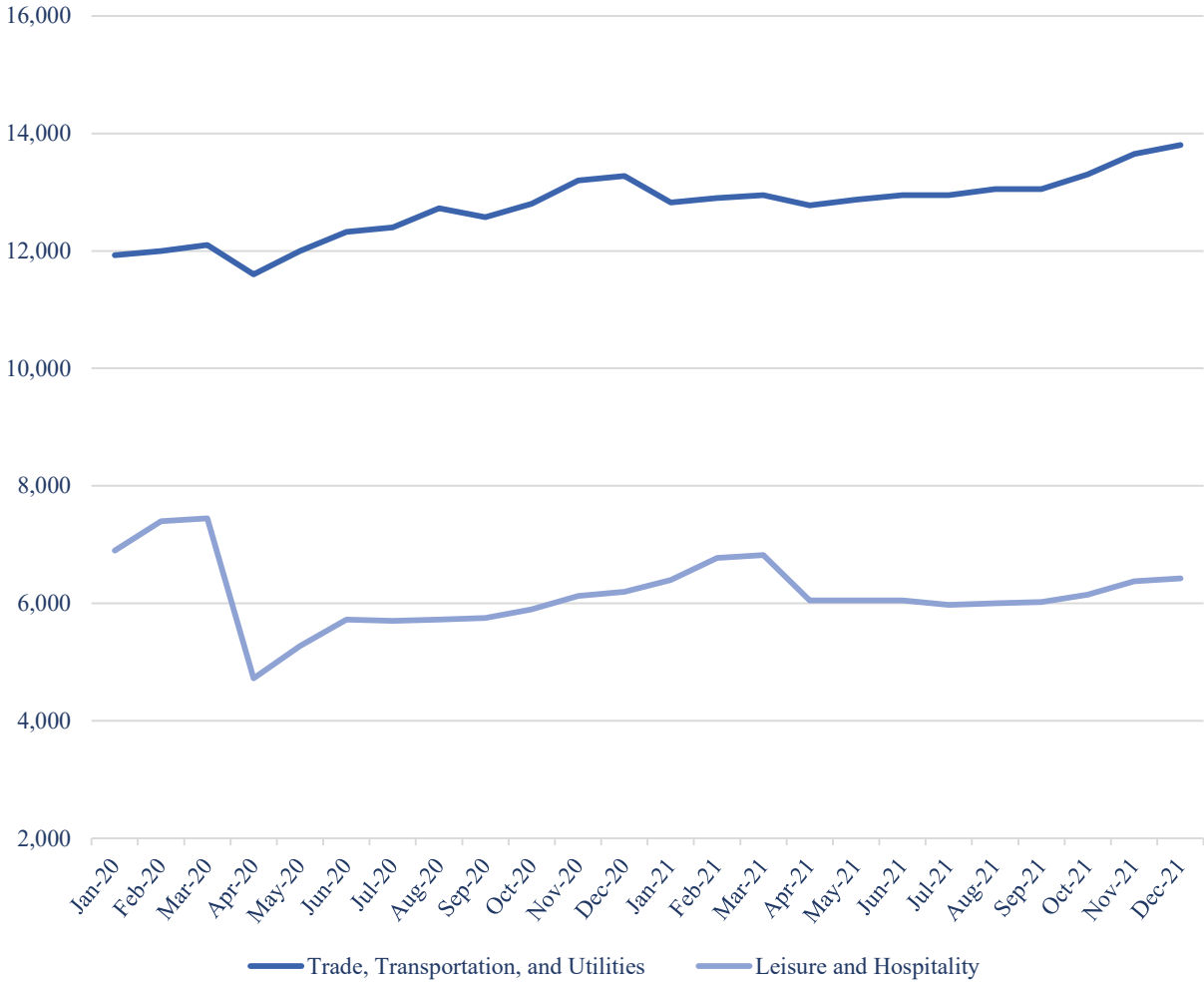
Arizona Office of Economic Opportunity, Quarterly Census of Employment and Wages

Employment Trends

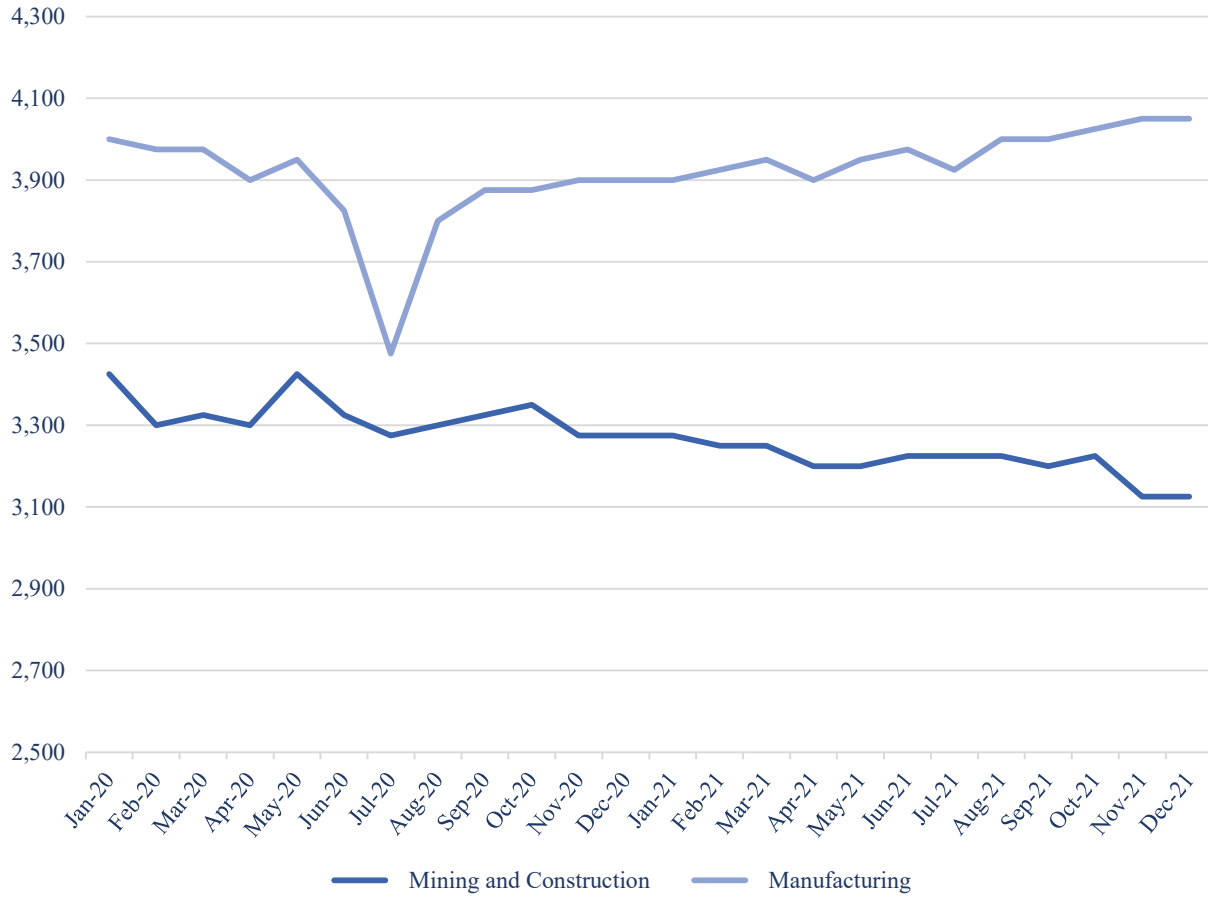
The level of total nonfarm employment in Pinal County reached a new high in March of 2020 at 64,150. As of the most recent data from the Arizona Office of Economic Opportunity, the county has yet to recover the losses that dropped the employment level from that high-water mark to a low of 56,675 in July 2020. As of December 2021, total nonfarm employment stands at 62,875, lagging the high-water mark by 1,275 jobs.

Since January 2020, the sector with the largest increase in employment in Pinal County is the Trade, Transportation and Utilities sector. Manufacturing has also experienced growth, as has the federal government sector.

**Trade, Transportation, Utilities and Leisure & Hospitality Industries,
Pinal County**



Goods-Producing Industries, Pinal County



Government Sectors, Pinal County

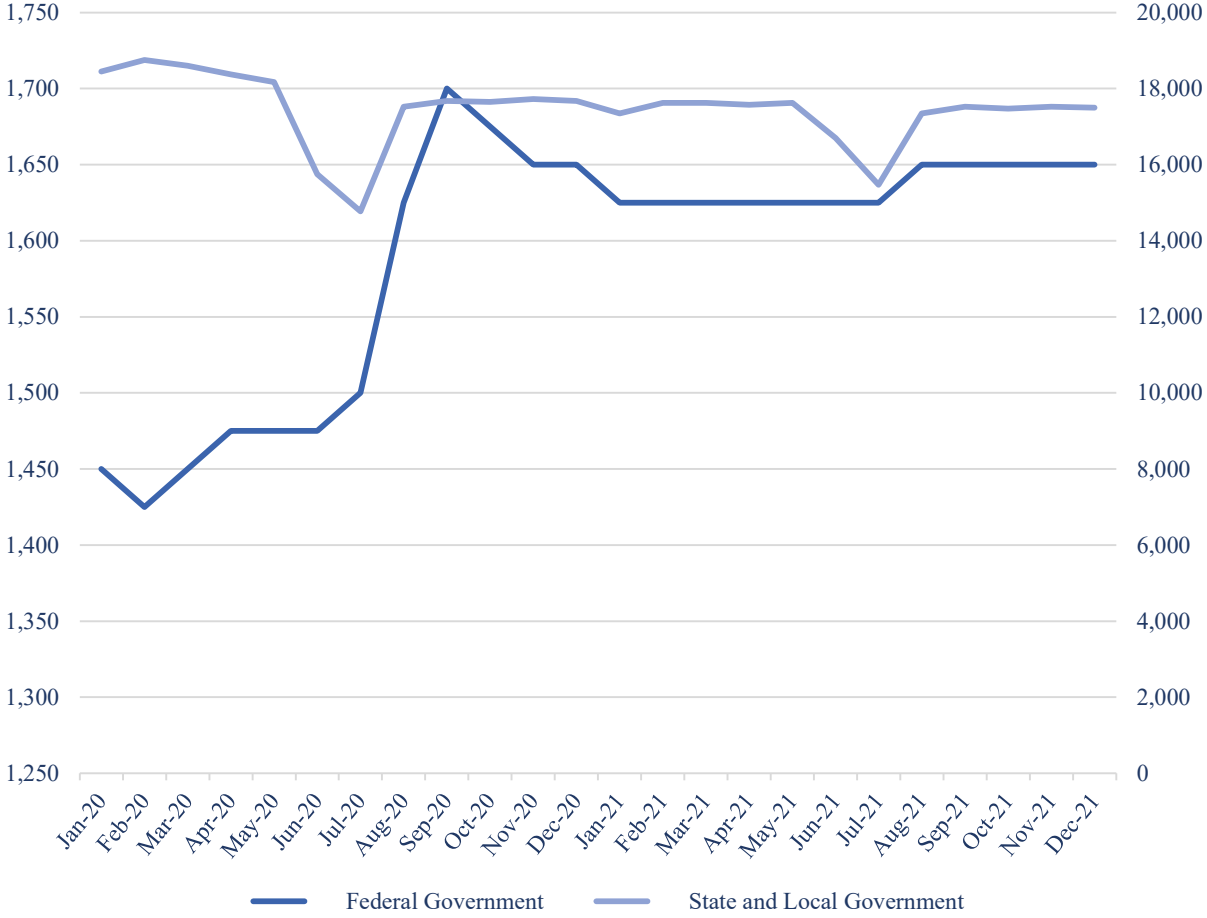


Table 17: Employment by Industry, by Month, 2021, Pinal County

Sector	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Change	Change %
Total Nonfarm	61,625	62,375	62,525	61,150	61,325	60,200	58,700	61,325	61,500	61,975	62,725	62,875	1,250	2.0%
Total Private	42,650	43,125	43,275	41,950	42,075	41,875	41,600	42,325	42,325	42,850	43,550	43,725	1,075	2.5%
Goods Producing	7,175	7,175	7,200	7,100	7,150	7,200	7,150	7,225	7,200	7,250	7,175	7,175	0	0.0%
Manufacturing	3,900	3,925	3,950	3,900	3,950	3,975	3,925	4,000	4,000	4,025	4,050	4,050	150	3.8%
Mining and Construction	3,275	3,250	3,250	3,200	3,200	3,225	3,225	3,225	3,200	3,225	3,125	3,125	-150	-4.6%
Service-Providing	54,450	55,200	55,325	54,050	54,175	53,000	51,550	54,100	54,300	54,725	55,550	55,700	1,250	2.3%
Trade, Transportation Utilities	12,825	12,900	12,950	12,775	12,875	12,950	12,950	13,050	13,050	13,300	13,650	13,800	975	7.6%
Educational & Health Services	6,625	6,675	6,700	6,625	6,675	6,325	6,225	6,750	6,775	6,750	6,875	6,900	275	4.2%
Leisure and Hospitality	6,400	6,775	6,825	6,050	6,050	6,050	5,975	6,000	6,025	6,150	6,375	6,425	25	0.4%
Professional & Business Services	6,325	6,275	6,300	6,300	6,225	6,200	6,175	6,200	6,175	6,275	6,300	6,225	-100	-1.6%
Financial Activities	1,475	1,500	1,500	1,400	1,375	1,375	1,375	1,375	1,350	1,375	1,425	1,400	-75	-5.1%
Other Services	1,400	1,400	1,375	1,300	1,325	1,375	1,375	1,350	1,375	1,375	1,375	1,400	0	0.0%
Information	425	425	425	400	400	400	375	375	375	375	375	400	-25	-5.9%
Government	18,975	19,250	19,250	19,200	19,250	18,325	17,100	19,000	19,175	19,125	19,175	19,150	175	0.9%
State & Local Government	17,350	17,625	17,625	17,575	17,625	16,700	15,475	17,350	17,525	17,475	17,525	17,500	150	0.9%
Federal Government	1,625	1,625	1,625	1,625	1,625	1,625	1,625	1,650	1,650	1,650	1,650	1,650	25	1.5%

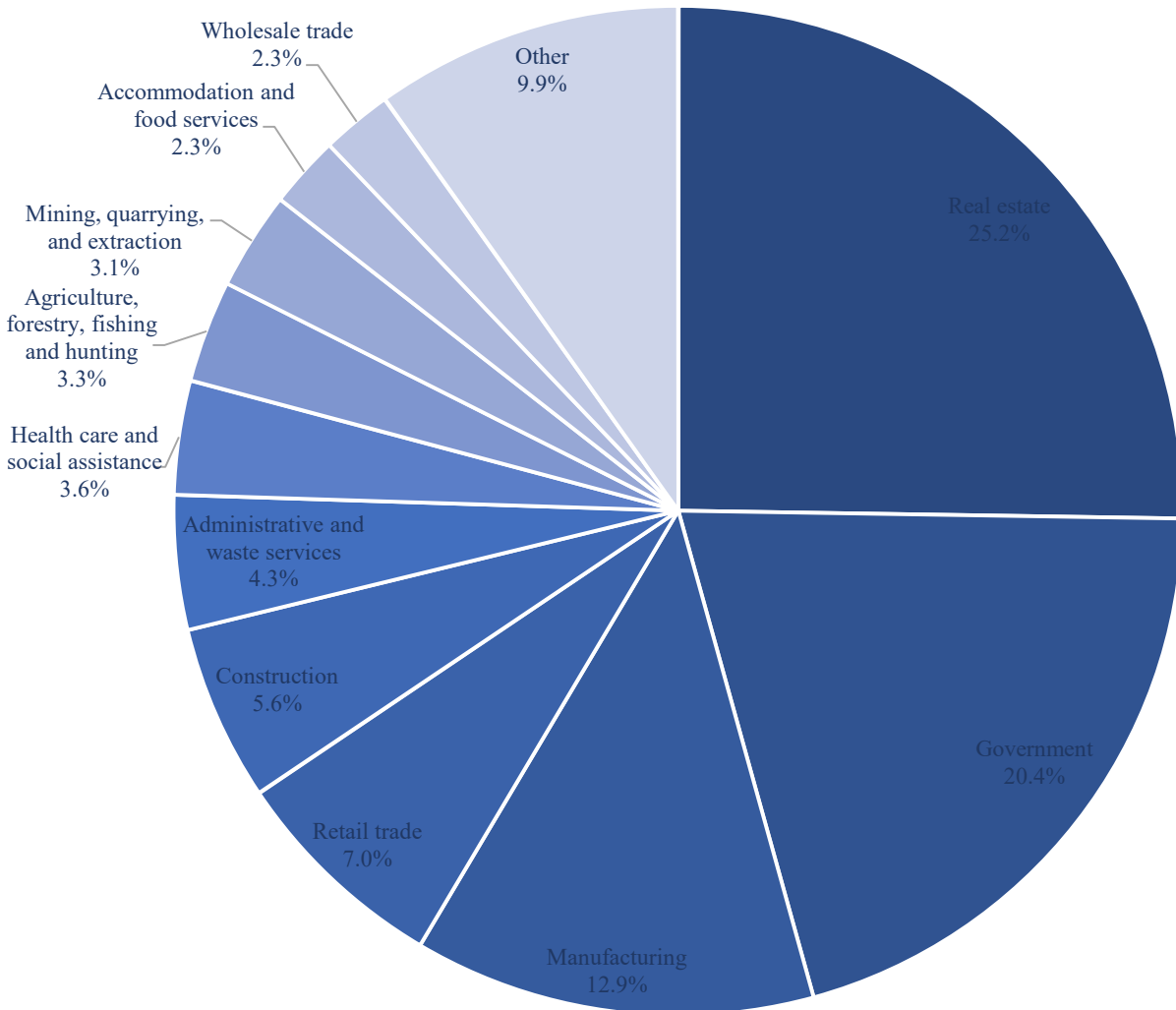
Arizona Office of Economic Opportunity, Quarterly Census of Employment and Wages

Economic Activity

GDP by Industry

The real estate sector accounted for more than a quarter of Pinal County's economic activity in 2020, and Government accounted for another 21%.

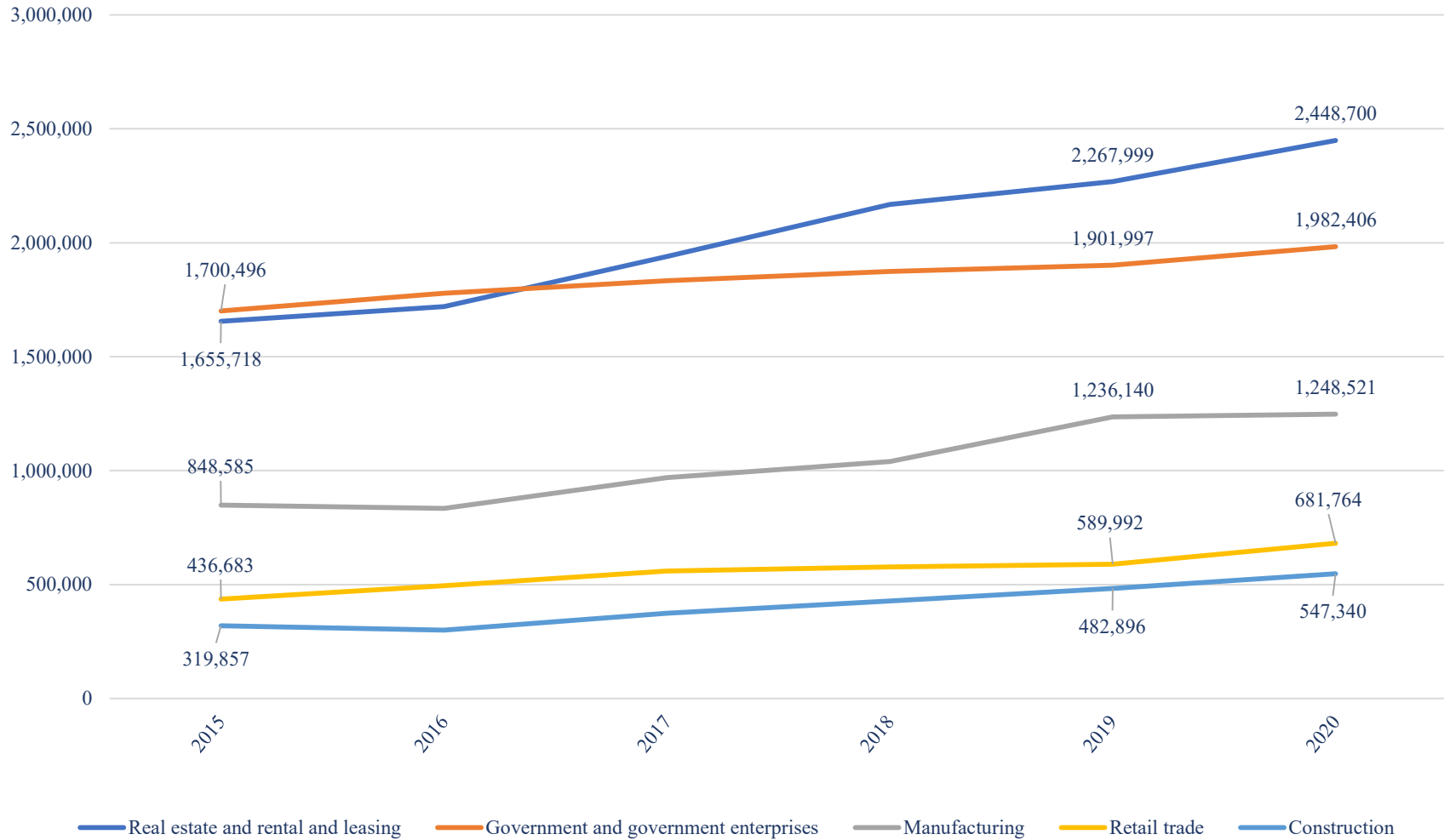
GDP by Industry, Pinal County, 2020



United States Bureau of Economic Analysis

GDP Trends

GDP by Industry, Top Five Industries, Pinal County, 2015-2020, Annual Averages

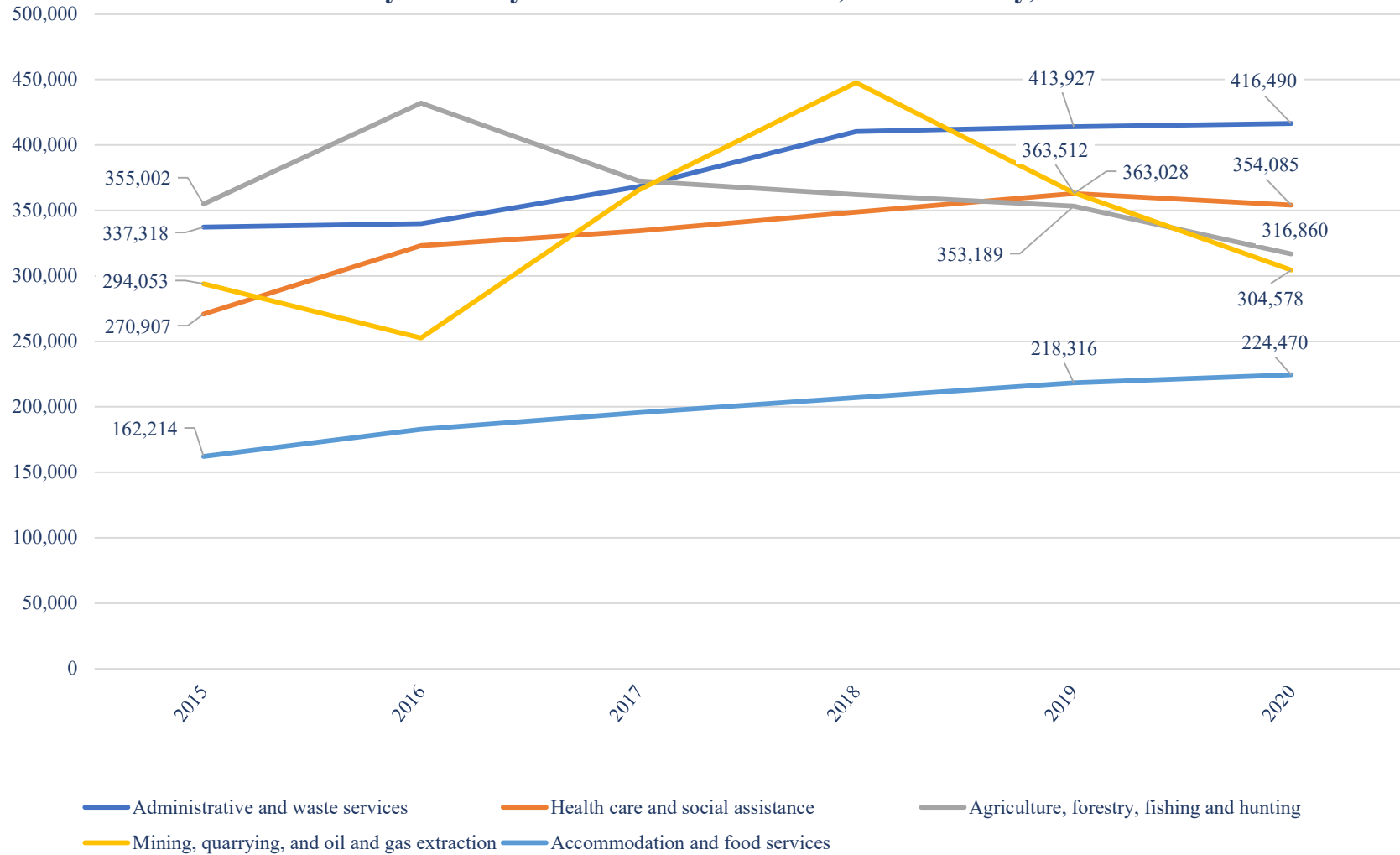


United States Bureau of Economic Analysis



Two sectors, Mining and Agriculture declined from 2019 to 2020, and each was maintaining a trend from previous years. Most others actually showed an increase in their contributions to the Gross Regional Product in spite of the ravages of the COVID-19 pandemic.

GDP by Industry Second Five Industries, Pinal County, 2015-2020



United States Bureau of Economic Analysis



Over the last five years, growth in the region has been led by the construction sector, with a 71% increase in levels of economic activity. Retail Trade and Utilities have also posted increases of more than 50%.

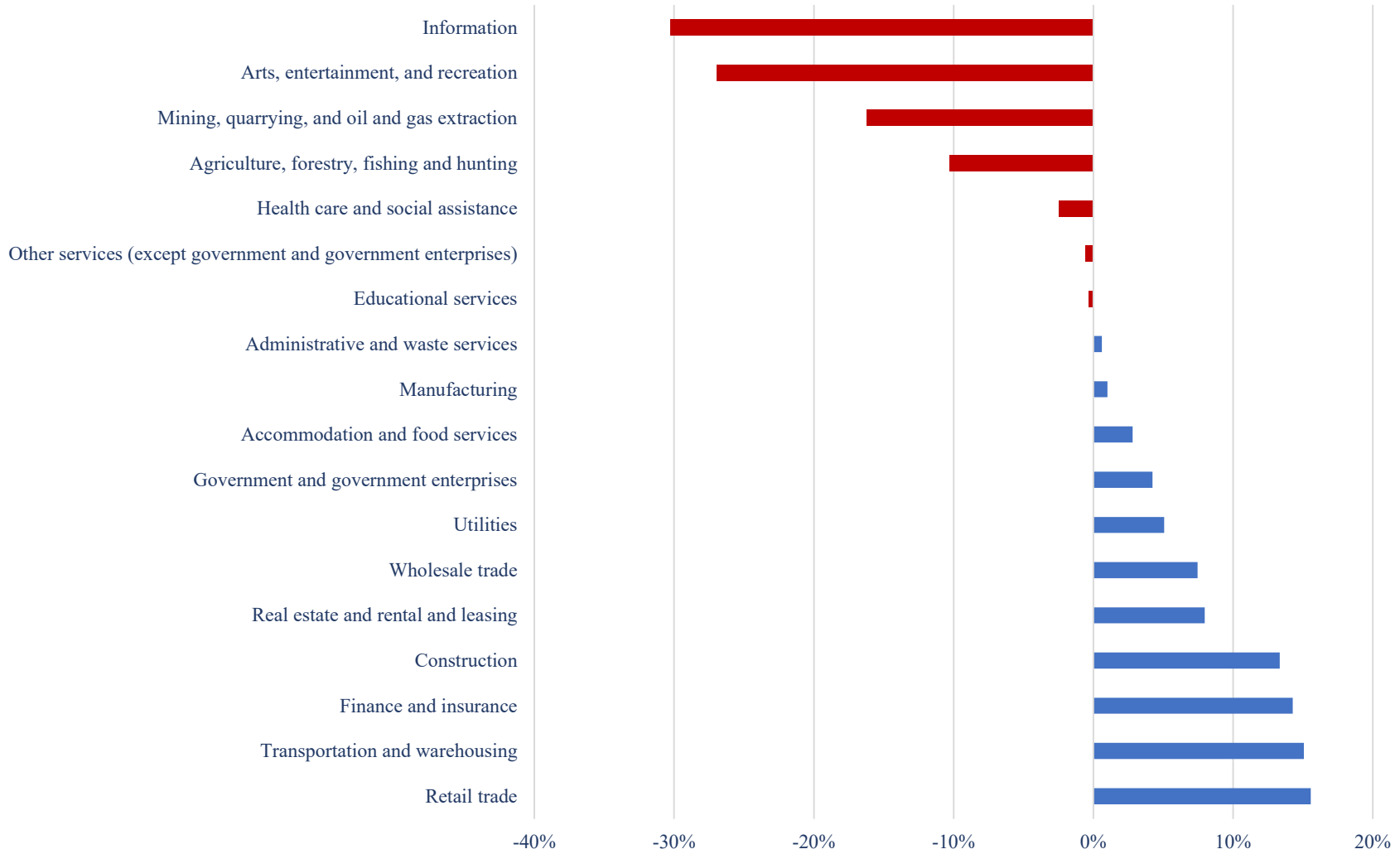
GDP by Industry, Pinal County, 5-Year Percentage Change



United States Bureau of Economic Analysis

The year 2020 was catastrophic for many areas of the country. Remarkably, many industry sectors in Pinal County posted year-over-year growth.

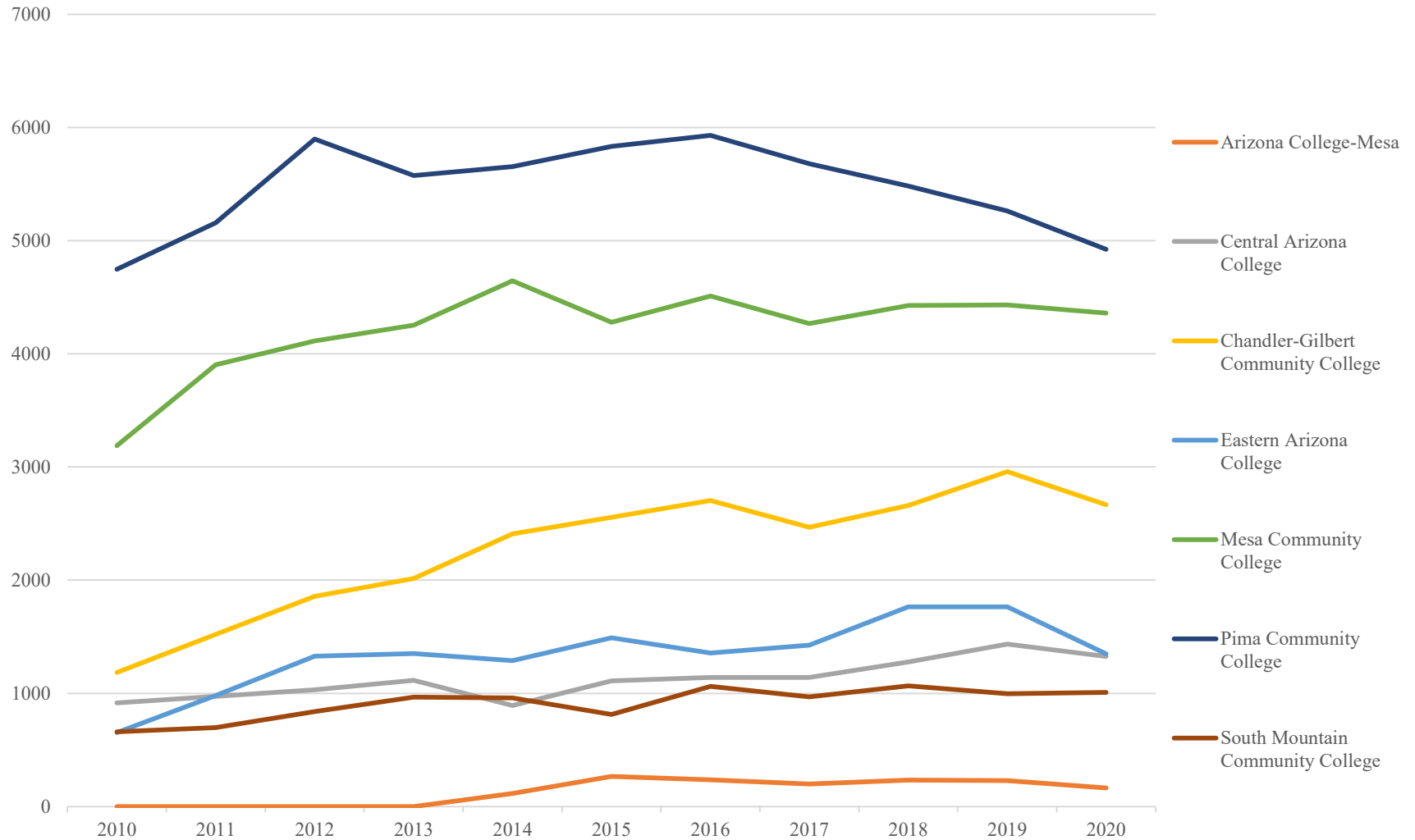
GDP by Industry, Pinal County, 2019-2020 Percentage Change



United States Bureau of Economic Analysis

Educational Pipeline

A number of postsecondary institutions comprise the educational pipeline for employers in Pinal County.

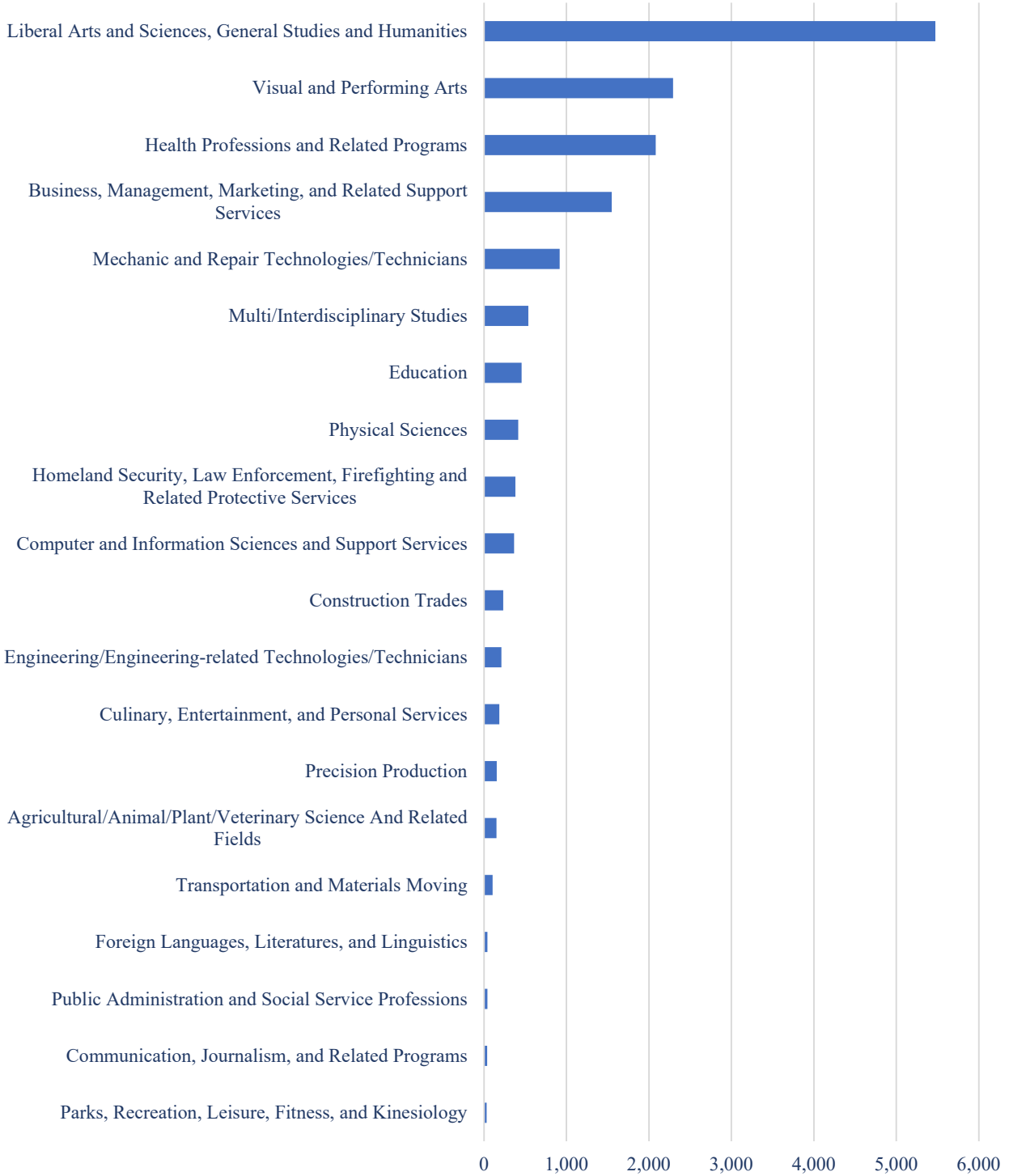


National Center for Education Statistics, Integrated Postsecondary Educational Data System



Among the seven institutions identified as the primary components of Pinal County’s talent pipeline, more than a third of awards in the last academic year came from Liberal Arts and Sciences and General Studies programs.

Awards, All Levels, 2019-2020, Select Regional Institutions



National Center for Education Statistics, Integrated Postsecondary Educational Data System

Strategic Priorities

Introduction

The Workforce Innovation and Opportunity Act requires local areas to identify priority industries and occupations. This analysis relies on data from public sources, including the Arizona Office of Economic Opportunity and the United States Bureau of Labor Statistics, but also considers data from regional job postings to identify priority skills. It is hoped that this analysis will enable data-driven policies and initiatives that will connect jobseekers and priority populations to high-quality career pathways which in turn meet the needs of regional employers and drive economic success at the community level.

Priority Industry Profiles

- Aerospace and Defense
- Manufacturing
- Electric Vehicle Technology and Manufacturing
- Transportation and Distribution
- Natural and Renewable Resources (Mining, Agriculture, Solar)

Aerospace and Defense

Aerospace and Defense is one of the primary pillars on which Arizona's economy has traditionally been built. Manufacturers of airplanes, helicopters, engines, turbines, aircraft parts and interiors, missiles, satellites, navigation systems, firearms and explosives all call Arizona home. Employment in the *Guided Missile and Space Vehicle Manufacturing* industry is more concentrated in this state than any other, and Arizona ranks #2 among the states for economic activity in the *Aviation Maintenance* sector. Price Waterhouse Cooper recently ranked Arizona a top-10 state for Aerospace and Defense manufacturing attractiveness.

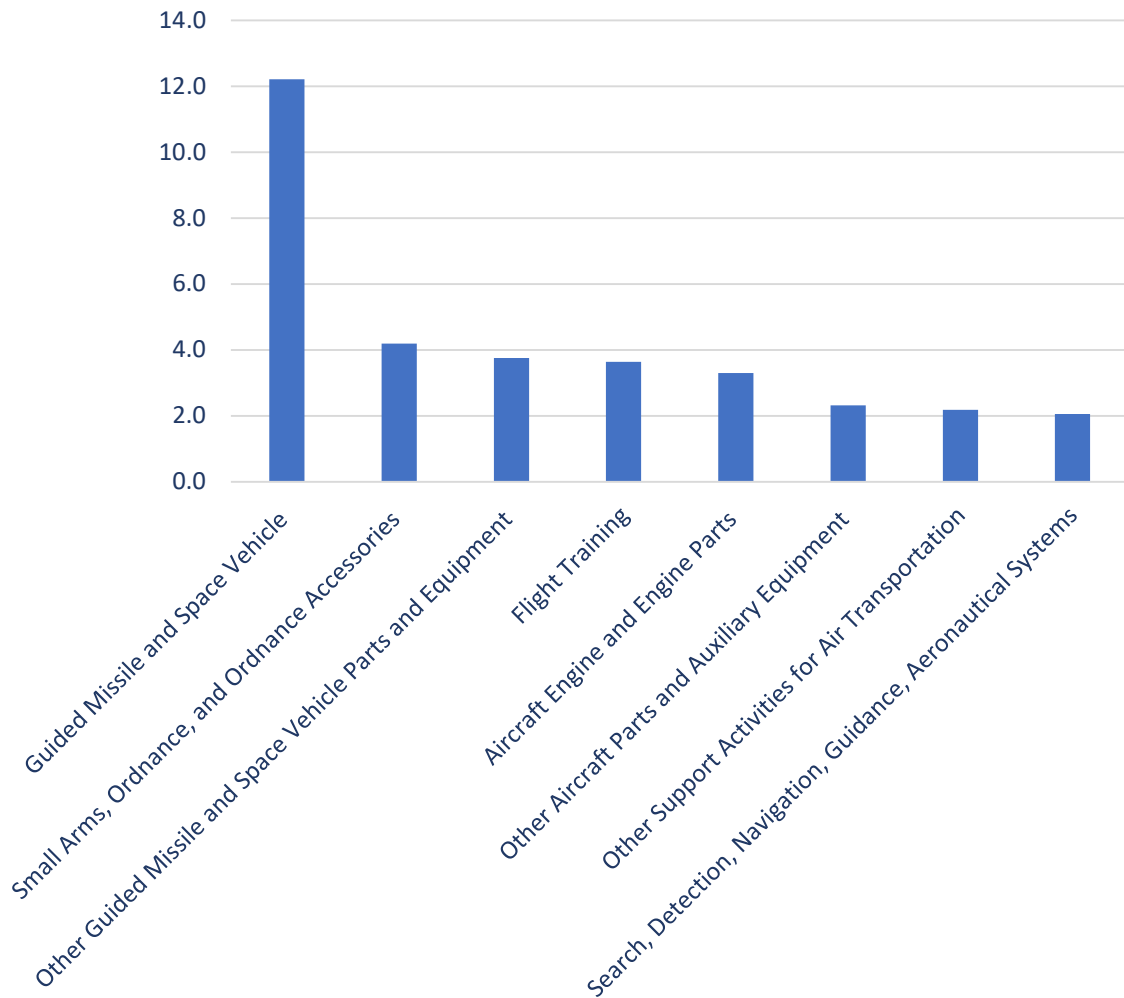
Aerospace and Defense maintains a significant presence both in and around Pinal County. According to the United States Bureau of Labor Statistics, three firms dedicated to aerospace manufacturing call Pinal County home. Four airports serve the county (the Casa Grande, Ak-Chin, Eloy and Florence Municipal Airports) and the center of Casa Grande is only 42 minutes from Phoenix Sky Harbor, one of the ten busiest airports in the United States, and 75 miles from the Tucson International Airport. Just south of Pinal County is the community of Marana, where Marana Aerospace is internationally recognized as one of the world's most reliable Maintenance, Repair, and Overhaul (MRO) service facilities. These experts in comprehensive full-aircraft care provide heavy maintenance, storage and parking, component repair and overhaul, painting and exterior details, interiors, engineering, FAR 145, and end-of-life solutions at its 2,080-acre facility.

More than 30,000 workers in Maricopa, Pinal and Pima counties are directly employed in the narrowly defined *Aerospace Products and Parts Manufacturing* industry, more than triple the number one would expect in a region this size. Average earnings per job in this sector are \$132,815 per year, roughly equivalent to the national average.

One method by which the scope of an industry is evaluated is an employment location quotient. This is a scaled value that measures the rate at which the population is employed in a certain industry relative to the national average. If the percentage of the population of the region that works in the target industry is exactly equal to the national average, the location quotient would be 1.0. If it were double the national rate, it would be 2.0.

In Pinal County, a few industries from within the Aerospace and Defense sector are unusually concentrated, employing significantly more than would be expected in a community of this size.

A&D Industries by Location Quotient



The United States Bureau of Labor Statistics, Employment and Training Administration estimates the rates at which occupations are typically employed by each industry. This report aggregates data from the industries that make up the A&D sector to gain perspective on the typical needs of an employer in the sector and estimates the total number of people doing those jobs across all industries. This pool of talent is available to support employers in the A&D sector in Pinal County.

Table 18: Staffing Patterns, Aerospace and Defense, Pinal County

Occupation	% of Jobs in Industry	Regional Jobs	Pinal County Jobs	Regional Median Earnings
Aerospace and Defense Manufacturing				
Software Developers & Quality Assurance Analysts/Testers	6.3%	33,235	317	\$101,144
Industrial Engineers	5.7%	5,879	99	\$94,894
Miscellaneous Assemblers and Fabricators	3.7%	16,526	493	\$31,236
Inspectors, Testers, Sorters, Samplers, and Weighers	3.7%	7,922	202	\$41,778
Mechanical Engineers	3.6%	5,489	93	\$96,923
Aerospace Engineers	3.2%	1,837	33	\$121,433
Electrical Engineers	3.1%	5,284	78	\$92,948
Aircraft Mechanics and Service Technicians	3.1%	4,127	56	\$67,708
Machinists	2.5%	4,104	70	\$48,091
Buyers and Purchasing Agents	2.4%	8,944	251	\$65,763
Other Project Management & Operations Specialists	2.2%	26,568	673	\$77,890
Aircraft Structure, Surfaces, Rigging, & Systems Assemblers	2.1%	782	N/A	\$45,000
Aerospace and Defense Services				
Flight Attendants	18.3%	3,673	N/A	\$62,513
Aircraft Mechanics and Service Technicians	10.9%	4,127	56	\$67,708
Reservation/Transportation Ticket Agents and Travel Clerks	9.8%	2,932	23	\$39,584
Laborers and Freight, Stock, and Material Movers, Hand	8.8%	57,032	1,165	\$30,591
Airline Pilots, Copilots, and Flight Engineers	8.5%	2,028	31	\$128,339
Customer Service Representatives	4.7%	97,527	1,350	\$35,562
Cargo and Freight Agents	2.1%	1,491	18	\$41,046
Commercial Pilots	1.8%	1,064	37	\$80,203

Economic Modelling Specialists International

Postsecondary Education

Five institutions of higher learning in the proximity of Pinal County offer *Precision Production* or *Mechanic and Repair Technologies* or *Engineering and Engineering Technologies* programs.

Table 19: Awards, Precision Production, Engineering and Mechanic/Repair Programs, by Institution, 2019

Institution	All Programs		Precision Production Programs		Mechanic and Repair Technologies		Engineering and Engineering Technologies	
	Certificates Below a Bachelor's Degree	Associate's Degree	Certificates Below a Bachelor's Degree	Associate's Degree	Certificates Below a Bachelor's Degree	Associate's Degree	Certificates Below a Bachelor's Degree	Associate's Degree
Central Arizona College	804	520	36	5	1	6	31	2
Chandler-Gilbert Community College	1,395	1,271	N/A	N/A	186	9	N/A	20
Mesa Community College	2,230	2,131	40	8	73	29	17	19
Pima Community College	2,874	2,050	21	25	337	41	68	17
Eastern Arizona College	799	551	14	4	216	20	16	14

*National Center for Education Statistics
Integrated Postsecondary Educational Data System*

Central Arizona College Industrial Technology and Skilled Trades Program

Central Arizona College offers eleven certificates in its ITST program:

- Advanced Structural Welding and Fabrication
- Automated Industrial Technology I
- Automated Industrial Technology II
- Commercial Electrician-Installer
- Diesel Technology I
- Diesel Technology II
- Fundamentals of Pipe Welding
- Fundamentals of Structural Welding
- Heavy Equipment Operator Level I
- Heavy Equipment Operator Level II
- Pipefitting/Pipe Welding

Manufacturing

Employers in the Manufacturing industry employ approximately 4,600 workers in Pinal County. Navigational, Electromedical and Control Instruments is the largest component of the industry with 430 jobs in the region's five establishments. Dairy Product Manufacturing (764 jobs) and Cement and Concrete Products Manufacturing (420) are also significant components of the industry.

Table 20: Employment by Manufacturing Industry, Pinal County

Description	2020 Establishments	2020 Jobs	Average Wages
Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing	1	430	\$68,896
Fluid Milk Manufacturing	4	417	\$61,778
Automobile Manufacturing	1	417	\$84,905
Other Snack Food Manufacturing	1	388	\$54,214
Dry, Condensed, and Evaporated Dairy Product Manufacturing	1	327	\$82,208
Ready-Mix Concrete Manufacturing	10	250	\$68,808
Toilet Preparation Manufacturing	1	209	\$36,960
Fabricated Structural Metal Manufacturing	6	183	\$70,751
Pharmaceutical Preparation Manufacturing	1	167	\$43,346
Automatic Environmental Control Manufacturing for Residential, Commercial, and Appliance Use	1	147	\$19,421
All Other Plastics Product Manufacturing	2	122	\$53,176
Concrete Block and Brick Manufacturing	1	73	\$60,407
Ornamental and Architectural Metal Work Manufacturing	2	71	\$40,117
Plastics Bottle Manufacturing	1	57	\$53,640
Machine Shops	7	57	\$24,910
Total	119	4,748	\$56,639

Economic Modelling Specialists International

Employment by Occupation

Table 21: Occupations Employed by the Manufacturing Industry, Pinal County

Occupation	% Jobs in Industry	Median Wages	Jobs
Production Occupations	N/A	\$35,497	2,616
First-Line Supervisors of Production and Operating Workers	3.0%	\$56,678	205
Electrical, Electronic, and Electromechanical Assemblers	2.1%	\$34,016	97
Miscellaneous Assemblers and Fabricators	4.7%	\$29,968	287
Food Batchmakers	1.8%	\$34,332	83
Metal & Plastic Molding/Coremaking/Casting Machine Operators	1.2%	\$32,223	55
Welders, Cutters, Solderers, and Brazers	1.2%	\$41,123	150
Mixing and Blending Machine Setters, Operators, and Tenders	1.9%	\$32,259	89
Inspectors, Testers, Sorters, Samplers, and Weighers	2.5%	\$39,907	178
Packaging and Filling Machine Operators and Tenders	4.1%	\$30,470	194
Structural Metal Fabricators and Fitters	0.4%	\$38,275	23
Bakers	0.5%	\$29,884	77
Machinists	0.8%	\$43,687	52
Metal-Refining Furnace Operators and Tenders	0.6%	\$38,750	42
Management Occupations	N/A	\$77,706	4,638
General and Operations Managers	2.0%	\$89,127	926
Industrial Production Managers	1.3%	\$99,465	74
Transportation and Material Moving Occupations	N/A	\$32,373	6,368
Heavy and Tractor-Trailer Truck Drivers	2.8%	\$44,937	1,605
Industrial Truck and Tractor Operators	2.1%	\$35,607	204
Laborers and Freight, Stock, and Material Movers, Hand	3.8%	\$29,939	995
Packers and Packagers, Hand	1.6%	\$26,365	225
Installation, Maintenance and Repair Occupations	N/A	\$48,563	3,105
Industrial Machinery Mechanics	1.5%	\$48,563	176

Postsecondary Education

Thirteen institutions of higher learning are in the proximity of Pinal County, and seven of them offer Precision Production or Mechanic and Repair programs.

Table 22: Awards, Precision Production and Mechanic/Repair Programs, by Institution, 2019

Institution	All Programs		Precision Production Programs		Mechanic and Repair Technologies	
	Certificates Below a Bachelor's Degree	Associate's Degree	Certificates Below a Bachelor's Degree	Associate's Degree	Certificates Below a Bachelor's Degree	Associate's Degree
Central Arizona College	804	523	36	5	1	6
Chandler-Gilbert Community College	1,395	1,271	-	-	186	9
Mesa Community College	2,230	2,131	40	8	73	29
Pima Community College	3,005	2,257	21	25	337	41
Eastern Arizona College	799	551	14	4	216	20

*National Center for Education Statistics
Integrated Postsecondary Educational Data System*

Health Services

To provide the most targeted and most relevant labor market data possible, an amalgamation of three NAICS codes was created:

- 621: Ambulatory Health Care Services
- 622: Hospitals
- 623: Nursing and Residential Care Facilities

It should be noted that labor market analyses often use NAICS 62: Health Care and Social Assistance as the industry definition. This document excludes the subset NAICS 624: Social Assistance, one of the four subsectors that make up the larger Health Care and Social Assistance industry.

The Incumbent Workforce

Employers in the Health Care industry employ approximately 4,200 workers in Pinal County. Medical/Surgical Hospitals is the largest component of the industry with 955 jobs in the region's three hospitals. Offices of Physicians (608 jobs) and Nursing Care Facilities (383) are also top employers.

More than 4,000 people are employed at one of Pinal County's 244 health care establishments.

Table 23: Employment by Health Care Industry, Pinal County

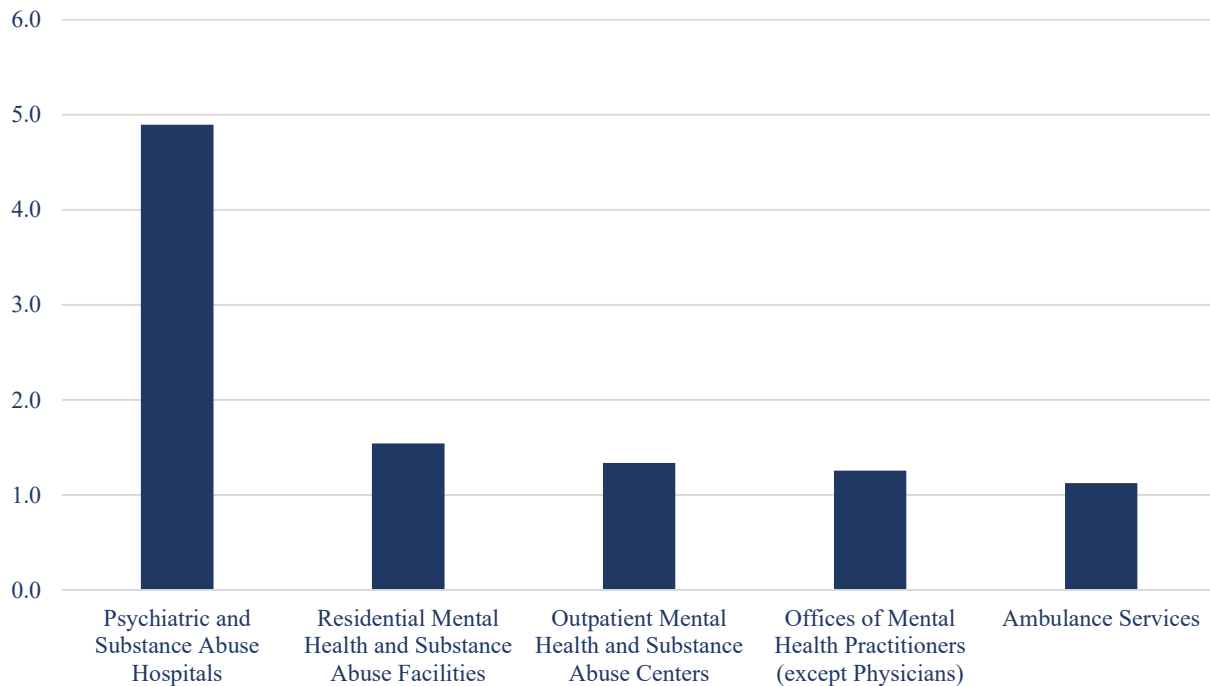
Description	2020 Establishments	2020 Jobs	Average Wages
General Medical and Surgical Hospitals	3	941	\$66,379
Offices of Physicians	61	651	\$67,438
Offices of Other Health Practitioners	65	435	\$40,599
Offices of Dentists	44	406	\$47,870
Nursing Care Facilities (Skilled Nursing Facilities)	6	401	\$38,414
Psychiatric and Substance Abuse Hospitals	1	286	\$55,332
Outpatient Care Centers	15	252	\$54,266
Residential Developmental Disability, Mental Health, Substance Abuse Facilities	11	248	\$35,940
Home Health Care Services	10	218	\$44,401
Continuing Care Retirement Communities/Assisted Living Facilities for Elderly	13	189	\$27,806
Other Ambulatory Health Care Services	4	108	\$66,467
Medical and Diagnostic Laboratories	4	40	\$57,651
Specialty (except Psychiatric and Substance Abuse) Hospitals	1	25	\$44,591
Other Residential Care Facilities	6	11	\$22,883
Total	244	4,211	\$52,970

Economic Modelling Specialists International

One method by which the scope of an industry is evaluated is an employment location quotient. This is a scaled value that measures the rate at which the population is employed in a certain industry to the national average. If the rate at which the population of the region works in the target industry is exactly equal to the national average, the location quotient would be 1.0. If it were double the national rate, it would be 2.0.

In Pinal County, a few industries from within the health care sector are unusually concentrated, employing significantly more than would be expected in a community of this size.

Industries by Location Quotient, Top Five, Pinal County



Economic Modelling Specialists International

Table 24: Select Healthcare and Healthcare Support Occupations, by Employment, Pinal County

Occupation	Median Wages	Jobs
Healthcare Practitioners and Technical Occupations	\$66,965	3,694
Registered Nurses	\$72,348	1,240
Pharmacy Technicians	\$31,344	211
Pharmacists	\$114,814	204
Psychiatric Technicians	\$33,226	180
Licensed Practical and Licensed Vocational Nurses	\$51,051	178
Physicians, All Other; and Ophthalmologists, Except Pediatric	\$187,172	144
Clinical Laboratory Technologists and Technicians	\$40,651	129
Medical Dosimetrists, Records Specialists, Health Technologists/Technicians, Other	\$38,404	119
Speech-Language Pathologists	\$69,732	90
Emergency Medical Technicians and Paramedics	\$32,730	81
Physical Therapists	\$83,478	74
Respiratory Therapists	\$54,018	69
Healthcare Support Occupations	\$27,069	2,324
Home Health and Personal Care Aides	\$24,690	1,233
Nursing Assistants	\$30,021	315
Medical Assistants	\$31,082	224
Dental Assistants	\$39,596	155
Massage Therapists	\$35,926	96
Healthcare Support Workers, All Other	\$39,566	52

Arizona Office of Economic Opportunity

Transportation and Distribution

The Employers

The analysis of the incumbent workforce relies on public labor market data, specifically the United States Bureau of Labor Statistics' Quarterly Census of Employment and Wages. To provide the most relevant labor market data possible, this report looks at all the Pinal County businesses classified under the codes 48-49 Transportation and Warehousing, which includes the following component industries:

- 481: Air Transportation
- 482: Rail Transportation
- 483: Water Transportation
- 484: Truck Transportation
- 485: Transit and Ground Passenger Transportation
- 486: Pipeline Transportation
- 487: Scenic and Sightseeing Transportation
- 488: Support Activities for Transportation

The Incumbent Workforce

Employers in the Transportation and Warehousing industry employ approximately 1,700 workers in Pinal County. Truck Transportation is the largest component of the industry with 788 jobs. Transit and Ground Passenger Transportation (290 jobs) and Couriers and Messengers (253) are also top employers.

Employment by Industry

Approximately 1,700 people are employed in Transportation and Warehousing sector in Pinal County's 105 establishments. Looking at the detailed industries that make up the sector, we find Local Trucking companies, Long Distance Trucking Companies and Couriers/Express Delivery Services making up the bulk of the region's industry.

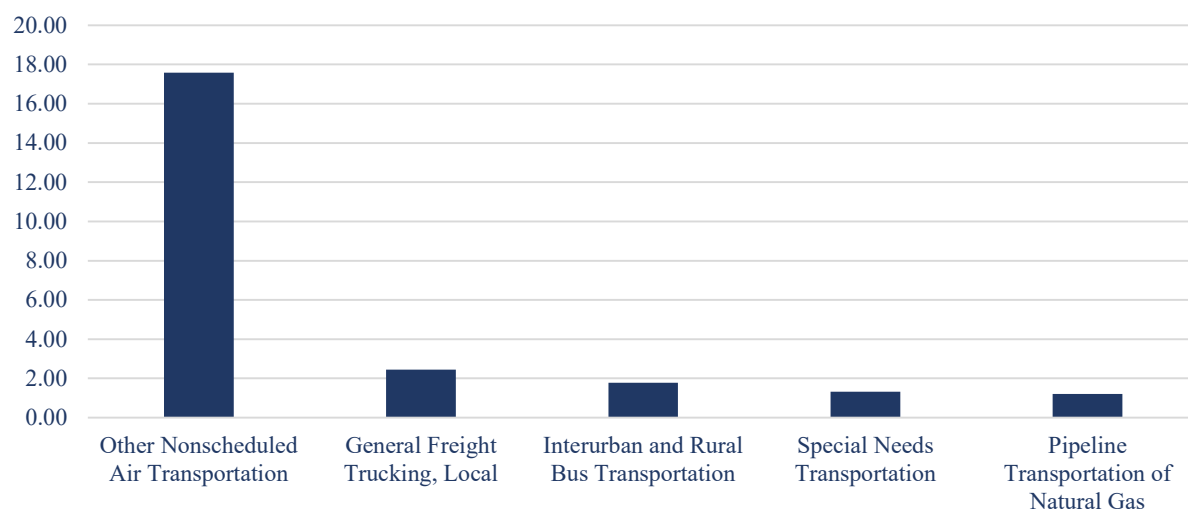
Table 25: Transportation and Warehousing Industries, Pinal County

Description	2020 Establishments	2021 Jobs	Average Wages
General Freight Trucking, Long-Distance, Truckload	19	212	\$57,866
General Freight Trucking, Local	17	418	\$53,807
Specialized Freight (except Used Goods) Trucking, Local	14	110	\$49,840
Motor Vehicle Towing	12	50	\$35,644
Other Support Activities for Air Transportation	5	38	\$53,083

One method by which the scope of an industry is evaluated is an employment location quotient. This is a scaled value that measures the rate at which the population is employed in a certain industry to the national average. If the rate at which the population of the region works in the target industry is exactly equal to the national average, the location quotient would be 1.0. If it were double the national rate, it would be 2.0.

In Pinal County, a few industries from within the Transportation and Warehousing sector are unusually concentrated, employing significantly more than would be expected in a community of this size.

Industries by Location Quotient, Top Five, Pinal County



Employment by Occupation

Table 26: Occupations Employed by the Transportation and Warehousing Industry, Pinal County

Occupation	% of Industry Jobs	Regional Jobs	Median Wages
Heavy and Tractor-Trailer Truck Drivers	31.8%	1,020	\$44,937
Passenger Vehicle Drivers	15.3%	535	\$27,626
Laborers and Freight, Stock, and Material Movers, Hand	9.4%	995	\$29,939
Light Truck Drivers	6.9%	379	\$35,045
Couriers and Messengers	3.1%	67	\$28,983
Supervisors-Transportation and Material Moving Workers	2.4%	256	\$51,425
Dispatchers, Except Police, Fire, and Ambulance	1.7%	86	\$34,093
General and Operations Managers	1.3%	926	\$89,127
Industrial Truck and Tractor Operators	1.3%	204	\$35,607
Bus and Truck Mechanics and Diesel Engine Specialists	1.2%	117	\$43,603
Sales Representatives of Services	1.2%	328	\$51,177
Aircraft Mechanics and Service Technicians	1.0%	46	\$68,953
Cargo and Freight Agents	0.8%	17	\$38,382
Postal Service Mail Carriers	0.8%	142	\$47,701
Bus Drivers, Transit and Intercity	0.7%	103	\$41,227
Shipping, Receiving, and Inventory Clerks	0.7%	205	\$33,721
Stockers and Order Fillers	0.7%	1,605	\$29,661
Transportation, Storage, and Distribution Managers	0.7%	59	\$84,689

Postsecondary Education

Thirteen institutions of higher learning are in the proximity of Pinal County, and two of them offer Transportation and Material Handling Programs.

Table 27: Awards, Transportation and Material Handling, by Institution, 2019

Institution	All Programs		Transportation and Material Moving Programs		Mechanic and Repair Technologies	
	Certificates Below a Bachelor's Degree	Associate's Degree	Certificates Below a Bachelor's Degree	Associate's Degree	Certificates Below a Bachelor's Degree	Associate's Degree
Central Arizona College	804	523	29	7	1	6
Chandler-Gilbert Community College	1,395	1,271	-	-	186	9
Mesa Community College	2,230	2,131	-	-	73	29
Pima Community College	3,005	2,257	54	-	337	41
Eastern Arizona College	791	551	-	-	216	20

*National Center for Education Statistics
Integrated Postsecondary Educational Data System*

Table 28: Completions, Relevant Programs of Study, Eastern Arizona College

Program	Certificates Below a Bachelor's Degree	Associate's Degree	Total
Heating, Air Conditioning Ventilation & Refrigeration Maintenance Technology	161	12	173
Appliance Installation and Repair Technology	43	0	43
Vehicle Maintenance and Repair Technology	6	0	6
Automobile/Automotive Mechanics Technology	3	5	8
Industrial Electronics Technology	3	2	5

*National Center for Education Statistics
Integrated Postsecondary Education Data System*

Table 29: Completions, Relevant Programs of Study, Chandler-Gilbert Community College

Program	Certificates Below a Bachelor's Degree	Associate's Degree	Total
Mechanic and Repair Technologies/Technicians, Other	69	9	78
Aircraft Powerplant Technology/Technician	69	0	69
Airframe Mechanics and Maintenance Technology/Technician	42	0	42
Airline/Commercial/Professional Pilot and Flight Crew	1	12	13

National Center for Education Statistics
Integrated Postsecondary Education Data System

Table 30: Completions, Relevant Programs of Study, Mesa Community College

Program	Certificates Below a Bachelor's Degree	Associate's Degree	Total
Automobile/Automotive Mechanics Technology	73	15	88
Heavy Equipment Maintenance Technology	0	14	14

National Center for Education Statistics
Integrated Postsecondary Education Data System

Table 31: Completions, Relevant Programs of Study, Pima Community College

Program	Certificates Below a Bachelor's Degree	Associate's Degree	Total
Industrial Electronics Technology/Technician	187	1	188
Airframe Mechanics and Maintenance Technology/Technician	33	34	67
Ground Transportation, Other	52	0	52
Aircraft Powerplant Technology/Technician	40	0	40
Mechanic and Repair Technologies/Technicians, Other	40	0	40
Automobile/Automotive Mechanics Technology/Technician	13	6	19
Industrial Mechanics and Maintenance Technology/Technician	14	0	14
HVAC and Refrigeration Maintenance Technology	7	0	7
Avionics Maintenance Technology/Technician	3	0	3
Truck and Bus Driver/Commercial Vehicle Operator/Instructor	2	0	2

National Center for Education Statistics
Integrated Postsecondary Education Data System

Natural and Renewable Resources (Mining, Agriculture, Solar)

Two industry categories are particularly relevant to this industry profile: NAICS 21: Agriculture, Forestry, Fishing and Hunting, and NAICS 11: Mining, Quarrying and Oil and Gas Extraction. These two categories combined are referred to as the Natural Resources and Mining supersector.

Employers in the Natural Resources and Mining supersector employ approximately 3,400 workers in Pinal County. Dairy Production and Copper, Nickel, Zinc and Lead Mining are the largest subsectors, combining to employ 1,850 people.

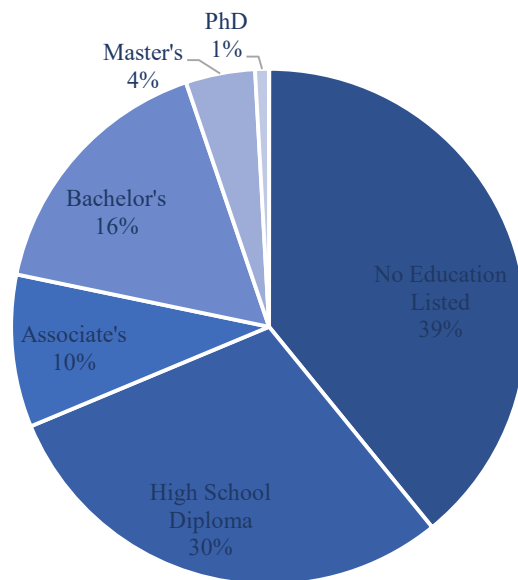
However, these sources are limited in the perspective they can provide because the sectors that are generally understood to be components of the renewable energy sector employ too few people in Pinal County to be published. To gain actionable perspective, then, this analysis looked at job postings data via a system that aggregates all online job advertisements from Pinal County over the last three years and disaggregates the content of those ads to identify skills, credentials, employers and more associated with them.

From February 2019 to February 2022, 3,621 postings mentioned the phrase “renewable energy.”

Postings included Solar Analysts, Solar Technicians, Environmental Specialists, Field Operations Technicians and Renewable Energy Interns for NextEra Energy in Coolidge, Lead Installers for HCS Renewable Energy in Coolidge, Wastewater Operators in Apache Junction, Solar Sales Managers for Sunder Energy in Maricopa, Energy Data Analysts for Pinnacle West

Capital in Coolidge, Monitoring Managers for Groundwork Renewables in Eloy, Solar Technicians for AES in Eloy, Energy Center Operators for Abbott Laboratories and other roles for BHI Energy in Casa Grande and Global Water Resources in Maricopa.

Educational Requirements, Renewable Energy Job Postings, Pinal County



Priority Occupations

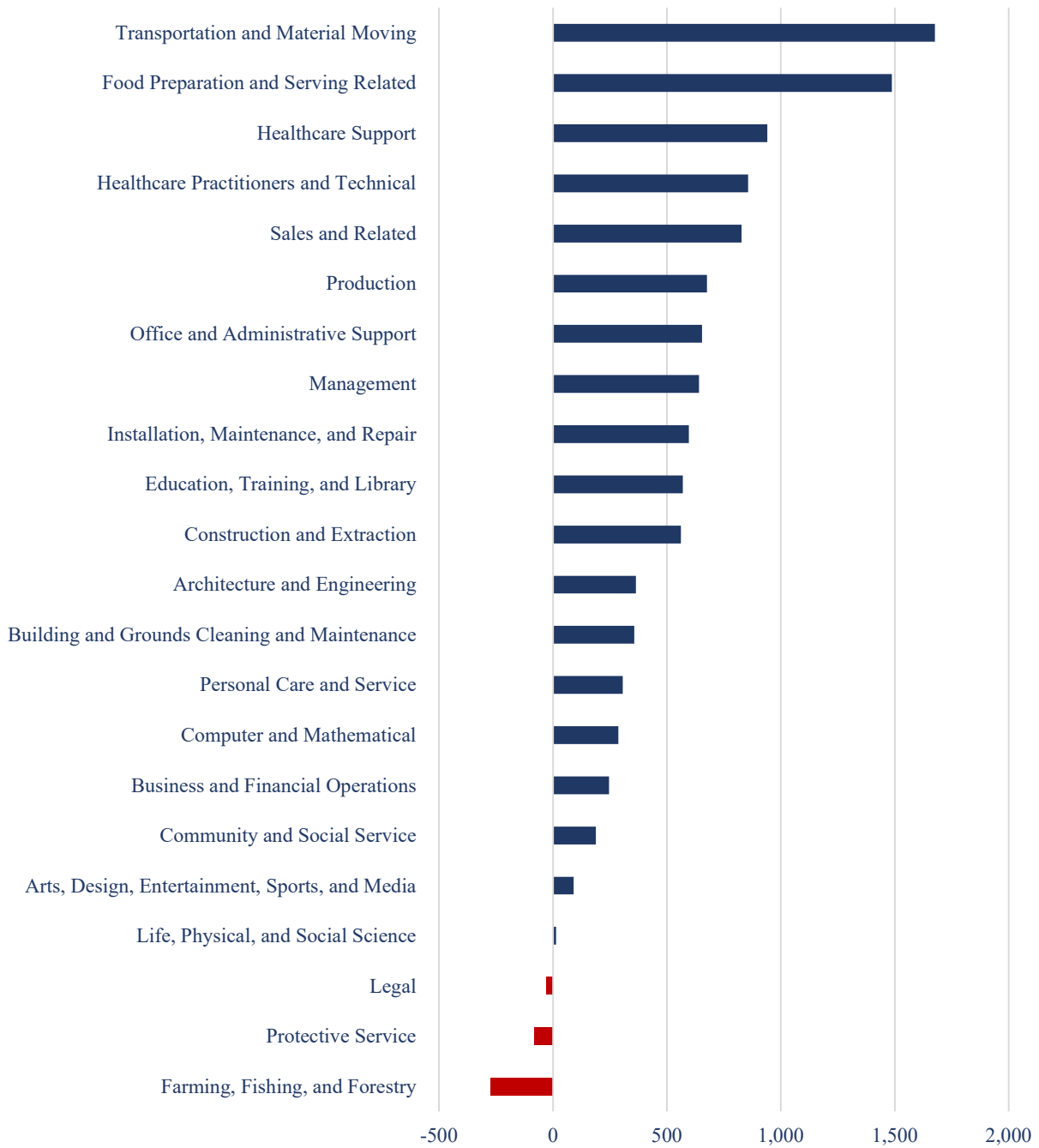
The Arizona Office of Economic Opportunity, in partnership with the United States Census Bureau, produces employment projections for more than 800 occupations every two years.

Table 32: Occupational Employment Projections, Occupation Families

SOC Code	Occupation Title	2020 Estimate	2030 Projection	Numeric Change	Percent Change
00-0000	Total, All	69,998	86,686	16,688	24%
53-0000	Transportation and Material Moving	5,370	7,046	1,676	31%
35-0000	Food Preparation and Serving Related	4,525	6,012	1,487	33%
31-0000	Healthcare Support	2,213	3,154	941	43%
29-0000	Healthcare Practitioners and Technical	2,264	3,121	857	38%
41-0000	Sales and Related	4,734	5,561	827	17%
51-0000	Production	1,917	2,593	676	35%
43-0000	Office and Administrative Support	5,672	6,326	654	12%
11-0000	Management	3,645	4,286	641	18%
49-0000	Installation, Maintenance, and Repair	2,171	2,767	596	27%
25-0000	Education, Training, and Library	2,997	3,567	570	19%
47-0000	Construction and Extraction	2,082	2,644	562	27%
17-0000	Architecture and Engineering	799	1,163	364	46%
37-0000	Building and Grounds Cleaning and Maintenance	1,671	2,028	357	21%
39-0000	Personal Care and Service	1,388	1,694	306	22%
15-0000	Computer and Mathematical	813	1,100	287	35%
13-0000	Business and Financial Operations	2,035	2,281	246	12%
21-0000	Community and Social Service	1,239	1,427	188	15%
27-0000	Arts, Design, Entertainment, Sports, and Media	461	552	91	20%
19-0000	Life, Physical, and Social Science	454	468	14	3%
23-0000	Legal	334	305	-29	-9%
33-0000	Protective Service	3,813	3,731	-82	-2%
45-0000	Farming, Fishing, and Forestry	2,721	2,448	-273	-10%

The projected growth is led by Transportation and Material Moving Occupations and Food Service Occupations. Healthcare Support and Healthcare Practitioners are third and fourth in the list, and Sales Occupations round out the top five. Considered together, Healthcare Support and Healthcare Practitioner Occupations would be slated for the largest growth in Pinal County by 2030.

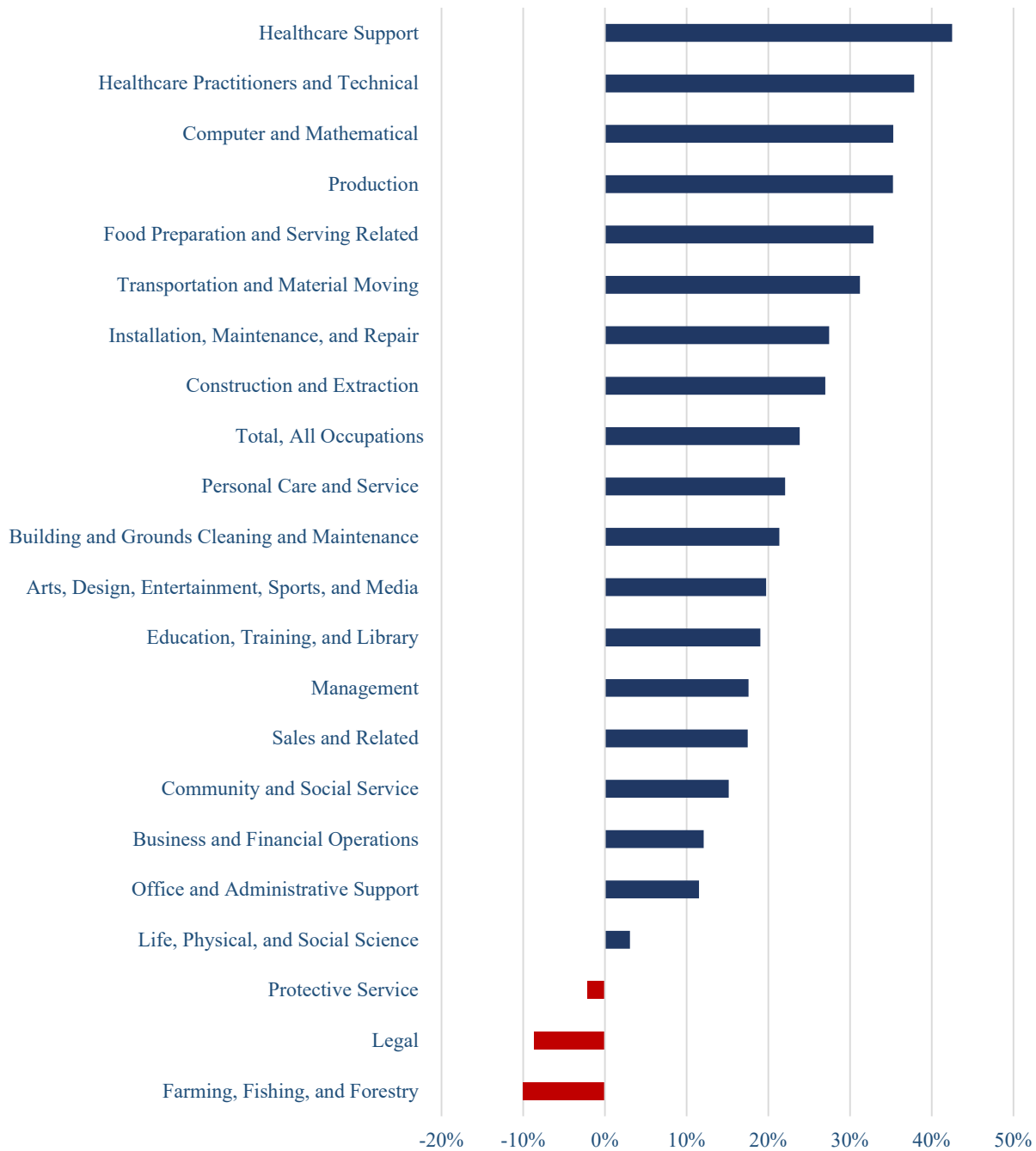
Projected Employment Change, 2020-2030, by Occupation Family



Arizona Office of Economic Opportunity, Occupational Employment Projections, 2020-2030

A different perspective can be gained by considering the projected change as a percentage rather than only as a level value. This allows us to identify growing occupations and career pathways that may not currently employ a large number of people, but that are trending upward and may offer high-value opportunities to the jobseekers served by the workforce development system.

Projected Employment % Change, by Occupation Family, 2020-2030



Arizona Office of Economic Opportunity, Occupational Employment Projections, 2020-2030

Table 33: Occupational Employment Projections, Top 25 Detailed Occupations

Occupation Category	2020	2030	Change	% Change
Construction Trades Workers	949	1214	265	27.9%
Heavy and Tractor-Trailer Truck Drivers	612	876	264	43.1%
Registered Nurses	396	527	131	33.1%
Health Technologists and Technicians	481	608	127	26.4%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	164	285	121	73.8%
General and Operations Managers	452	570	118	26.1%
Software Developers and Quality Assurance Analysts and Testers	235	328	93	39.6%
Assemblers and Fabricators	152	240	88	57.9%
Medical Assistants	145	223	78	53.8%
First-Line Supervisors of Food Preparation and Serving Workers	214	289	75	35.1%
Elementary School Teachers	344	414	70	20.4%
Inspectors, Testers, Sorters, Samplers, and Weighers	94	160	66	70.2%
Light Truck or Delivery Services Drivers	244	306	62	25.4%
Nurse Practitioners	62	116	54	87.1%
Electricians	120	173	53	44.2%
Construction Managers	130	180	50	38.5%
Supervisors of Sales Workers	450	497	47	10.4%
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	110	156	46	41.8%
Pharmacy Technicians	124	169	45	36.3%
Real Estate Sales Agents	214	258	44	20.6%
Medical and Health Services Managers	82	123	41	50.0%
Secondary School Teachers	196	236	40	20.4%
Operating Engineers and Other Construction Equipment Operators	164	201	37	22.6%
Market Research Analysts and Marketing Specialists	63	99	36	57.1%
Supervisors of Construction and Extraction Workers	160	196	36	22.5%

Table 34: Occupational Employment Projections, Pinal County, 2020-2030

SOC Code	Occupation Title	2020	2030	Change	% Change
Management					
11-0000	Management Occupations	3,645	4,286	641	18%
11-1000	Top Executives	607	713	106	17%
11-1011	Chief Executives	102	93	-9	-9%
11-1021	General and Operations Managers	452	570	118	26%
11-1031	Legislators	53	50	-3	-6%
11-2000	Advertising, Marketing, , PR, Sales Managers	83	111	28	34%
11-3000	Operations Specialties Managers	339	427	88	26%
11-3010	Administrative Services and Facilities Managers	72	80	8	11%
11-3031	Financial Managers	99	116	17	17%
11-9000	Other Management Occupations	1,927	2,024	97	5%
11-9013	Farmers, Ranchers, and Other Agricultural Managers	1,204	1,151	-53	-4%
11-9021	Construction Managers	130	180	50	38%
11-9032	Education Admins-Elementary/Secondary School	55	66	11	20%
11-9051	Food Service Managers	70	87	17	24%
11-9111	Medical and Health Services Managers	82	123	41	50%
11-9141	Property, Real Estate, Association Managers	67	75	8	12%
11-9151	Social and Community Service Managers	58	63	5	9%
11-9198	Other Personal Service, Entertainment, Recreation Mgrs.	156	165	9	6%
Business and Financial Operations					
13-0000	Business and Financial Operations Occupations	2,035	2,281	246	12%
13-1000	Business Operations Specialists	1,259	1,346	87	7%
13-1020	Buyers and Purchasing Agents	88	98	10	11%
13-1031	Claims Adjusters, Examiners, and Investigators	92	67	-25	-27%
13-1041	Compliance Officers	145	141	-4	-3%
13-1071	Human Resources Specialists	112	127	15	13%
13-1111	Management Analysts	202	216	14	7%
13-1151	Training and Development Specialists	60	80	20	33%
13-1161	Market Research Analysts and Marketing Specialists	63	99	36	57%
13-1198	Other Project Management & Operations Specialists	385	372	-13	-3%
13-2000	Financial Specialists	464	469	5	1%
13-2011	Accountants and Auditors	220	229	9	4%
13-2098	Other Investment Analysts, Risk/Financial Specialists	50	53	3	6%

SOC Code	Occupation Title	2020	2030	Change	% Change
Computer and Mathematical					
15-1200	Computer Occupations	661	823	162	25%
15-1211	Computer Systems Analysts	68	73	5	7%
15-1232	Computer User Support Specialists`	100	119	19	19%
15-1256	Software Developers and QA Analysts and Testers	235	328	93	40%
15-1299	Computer Occupations, All Other	103	129	26	25%
Architecture and Engineering					
17-0000	Architecture and Engineering Occupations	799	1,163	364	46%
17-2000	Engineers	342	447	105	31%
17-2051	Civil Engineers	101	98	-3	-3%
17-2141	Mechanical Engineers	60	87	27	45%
17-3000	Drafters, Engineering, Mapping Technicians	207	286	79	38%
17-3022	Civil Engineering Technicians	54	50	-4	-7%
Life, Physical, and Social Science					
19-0000	Life, Physical, and Social Science Occupations	454	468	14	3%
19-1000	Life Scientists	75	70	-5	-7%
19-2000	Physical Scientists	71	61	-10	-14%
19-3000	Social Scientists and Related Workers	115	117	2	2%
19-4000	Life, Physical, and Social Science Technicians	90	92	2	2%
Community and Social Service					
21-0000	Community and Social Service Occupations	1,239	1,427	188	15%
21-1000	Counselors, Social Workers, Other Community Service Spes	891	955	64	7%
21-1012	Educational, Guidance, School, Vocational Counselors	68	79	11	16%
21-1018	Substance, Behavioral Disorder, Mental Health Counselors	110	156	46	42%
21-1021	Child, Family, and School Social Workers	163	147	-16	-10%
21-1092	Probation Officers and Correctional Treatment Specialists	142	133	-9	-6%
21-1093	Social and Human Service Assistants	160	180	20	13%
Legal					
23-0000	Legal Occupations	334	305	-29	-9%
23-1000	Lawyers, Judges, and Related Workers	261	240	-21	-8%
23-1011	Lawyers	197	186	-11	-6%
23-2000	Legal Support Workers	69	60	-9	-13%

SOC Code	Occupation Title	2020	2030	Change	% Change
Education, Training, and Library					
25-0000	Education, Training, and Library Occupations	2,997	3,567	570	19%
25-1000	Postsecondary Teachers	135	163	28	21%
25-2000	Preschool, Primary, Secondary, and Special Ed Teachers	919	1,102	183	20%
25-2012	Kindergarten Teachers, Except Special Education	52	63	11	21%
25-2021	Elementary School Teachers, Except Special Education	344	414	70	20%
25-2022	Middle School Teachers	159	191	32	20%
25-2031	Secondary School Teachers	196	236	40	20%
25-2057	Special Education Teachers, Middle School	53	64	11	21%
25-3000	Other Teachers and Instructors	160	188	28	18%
25-3021	Self-Enrichment Education Teachers	55	68	13	24%
25-3097	Teachers and Instructors, All Other	61	70	9	15%
25-4000	Librarians, Curators, and Archivists	116	109	-7	-6%
25-4022	Librarians and Media Collections Specialists	57	56	-1	-2%
25-9000	Other Education, Training, and Library Occupations	315	366	51	16%
25-9045	Teaching Assistants, Except Postsecondary	263	312	49	19%
Arts, Design, Entertainment, Sports, and Media					
27-0000	Arts, Design, Entertainment, Sports, & Media Occupations	461	552	91	20%
27-1000	Art and Design Workers	125	150	25	20%
27-2000	Entertainers and Performers, Sports and Related Workers	91	119	28	31%
27-3000	Media and Communication Workers	138	145	7	5%
27-4000	Media and Communication Equipment Workers	51	71	20	39%
Healthcare Practitioners and Technical					
29-0000	Healthcare Practitioners and Technical Occupations	2,264	3,121	857	38%
29-1000	Health Diagnosing and Treating Practitioners	866	1,171	305	35%
29-1051	Pharmacists	84	113	29	35%
29-1141	Registered Nurses	396	527	131	33%
29-1171	Nurse Practitioners	62	116	54	87%
29-2000	Health Technologists and Technicians	481	608	127	26%
29-2040	Emergency Medical Technicians and Paramedics	86	92	6	7%
29-2052	Pharmacy Technicians	124	169	45	36%
29-2061	Licensed Practical and Licensed Vocational Nurses	75	80	5	7%

SOC Code	Occupation Title	2020	2030	Change	% Change
Healthcare Support					
31-0000	Healthcare Support Occupations	2,213	3,154	941	43%
31-1100	Home Health & Psychiatric Aides, Assistants, Orderlies	752	1,097	345	46%
31-1120	Home Health and Personal Care Aides	629	950	321	51%
31-1131	Nursing Assistants	106	134	28	26%
31-9000	Other Healthcare Support Occupations	447	611	164	37%
31-9092	Medical Assistants	145	223	78	54%
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	150	180	30	20%
Protective Service					
33-0000	Protective Service Occupations	3,813	3,731	-82	-2%
33-1000	Supervisors of Protective Service Workers	309	292	-17	-6%
33-1011	First-Line Supervisors of Correctional Officers	98	87	-11	-11%
33-1012	First-Line Supervisors of Police and Detectives	121	114	-7	-6%
33-1021	Supervisors of Fire Fighting and Prevention Workers	68	66	-2	-3%
33-2000	Fire Fighting and Prevention Workers	314	299	-15	-5%
33-2011	Firefighters	300	285	-15	-5%
33-3000	Law Enforcement Workers	1,909	1,674	-235	-12%
33-3012	Correctional Officers and Jailers	1,129	957	-172	-15%
33-3021	Detectives and Criminal Investigators	91	79	-12	-13%
33-3051	Police and Sheriff's Patrol Officers	651	610	-41	-6%
33-9000	Other Protective Service Workers	364	391	27	7%
33-9032	Security Guards	140	164	24	17%
33-9091	Crossing Guards	57	58	1	2%
33-9098	Other School Bus Monitors and Protective Service Workers	70	80	10	14%
Food Preparation and Serving					
35-0000	Food Preparation and Serving Related Occupations	4,525	6,012	1,487	33%
35-1000	Supervisors of Food Preparation and Serving Workers	235	320	85	36%
35-1012	Supervisors of Food Preparation and Serving Workers	214	289	75	35%
35-2000	Cooks and Food Preparation Workers	816	971	155	19%
35-2011	Cooks, Fast Food	471	523	52	11%
35-2012	Cooks, Institution and Cafeteria	75	94	19	25%
35-2021	Food Preparation Workers	216	276	60	28%
35-3000	Food and Beverage Serving Workers	1,213	1,636	423	35%
35-3023	Fast Food and Counter Workers	891	1,171	280	31%
35-3031	Waiters and Waitresses	229	317	88	38%
35-9000	Other Food Preparation and Serving Related Workers	72	105	33	46%

SOC Code	Occupation Title	2020	2030	Change	% Change
Building and Grounds Cleaning and Maintenance					
37-0000	Building and Grounds Cleaning and Maintenance Occupations	1,671	2,028	357	21%
37-1000	Supervisors-Building, Grounds Cleaning and Maintenance	109	128	19	17%
37-1012	Supervisors-Landscaping, Lawn Service, & Groundskeeping	60	71	11	18%
37-2000	Building Cleaning and Pest Control Workers	606	727	121	20%
37-2011	Janitors and Cleaners	456	549	93	20%
37-2012	Maids and Housekeeping Cleaners	145	172	27	19%
37-3000	Grounds Maintenance Workers	406	456	50	12%
37-3011	Landscaping and Groundskeeping Workers	377	426	49	13%
Personal Care and Service					
39-0000	Personal Care and Service Occupations	1,388	1,694	306	22%
39-1000	Supervisors of Personal Care and Service Workers	78	94	16	21%
39-2000	Animal Care and Service Workers	225	284	59	26%
39-2021	Nonfarm Animal Caretakers	177	232	55	31%
39-3000	Entertainment Attendants and Related Workers	157	194	37	24%
39-3011	Gaming Dealers	67	88	21	31%
39-3091	Amusement and Recreation Attendants	64	72	8	13%
39-5000	Personal Appearance Workers	146	191	45	31%
39-5012	Hairdressers, Hairstylists, and Cosmetologists	105	137	32	30%
39-9000	Other Personal Care and Service Workers	406	462	56	14%
39-9011	Childcare Workers	142	153	11	8%
39-9031	Fitness Trainers and Aerobics Instructors	51	72	21	41%
39-9032	Recreation Workers	202	223	21	10%

SOC Code	Occupation Title	2020	2030	Change	% Change
Sales					
41-0000	Sales and Related Occupations	4,734	5,561	827	17%
41-1000	Supervisors of Sales Workers	450	497	47	10%
41-1011	First-Line Supervisors of Retail Sales Workers	386	439	53	14%
41-1012	First-Line Supervisors of Non-Retail Sales Workers	64	58	-6	-9%
41-2000	Retail Sales Workers	1,574	1,848	274	17%
41-2011	Cashiers	770	877	107	14%
41-2021	Counter and Rental Clerks	91	106	15	16%
41-2031	Retail Salespersons	658	800	142	22%
41-3000	Sales Representatives, Services	252	249	-3	-1%
41-3021	Insurance Sales Agents	59	50	-9	-15%
41-3031	Securities, Commodities, Financial Services Sales Agents	87	84	-3	-3%
41-3091	Sales Representatives of Services	75	93	18	24%
41-4000	Sales Representatives, Wholesale and Manufacturing	140	158	18	13%
41-4012	Sales Representatives, Wholesale and Manufacturing	125	132	7	6%
41-9000	Other Sales and Related Workers	317	381	64	20%
41-9022	Real Estate Sales Agents	214	258	44	21%
41-9099	Sales and Related Workers, All Other	52	66	14	27%

SOC Code	Occupation Title	2020	2030	Change	% Change
Office and Administrative Support					
43-0000	Office and Administrative Support Occupations	5,672	6,326	654	12%
43-1000	Supervisors of Office and Administrative Support Workers	326	343	17	5%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	326	343	17	5%
43-3000	Financial Clerks	554	579	25	5%
43-3021	Billing and Posting Clerks	52	61	9	17%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	343	367	24	7%
43-3071	Tellers	71	52	-19	-27%
43-4000	Information and Record Clerks	1,125	1,155	30	3%
43-4031	Court, Municipal, and License Clerks	167	150	-17	-10%
43-4051	Customer Service Representatives	368	404	36	10%
43-4061	Eligibility Interviewers, Government Programs	137	122	-15	-11%
43-4111	Interviewers, Except Eligibility and Loan	85	89	4	5%
43-4121	Library Assistants, Clerical	69	62	-7	-10%
43-4171	Receptionists and Information Clerks	133	156	23	17%
43-4199	Information and Record Clerks, All Other	79	74	-5	-6%
43-5000	Material Recording, Scheduling, Dispatching, and Distributing Workers	535	604	69	13%
43-5031	Police, Fire, and Ambulance Dispatchers	83	78	-5	-6%
43-5052	Postal Service Mail Carriers	140	150	10	7%
43-5061	Production, Planning, and Expediting Clerks	54	84	30	56%
43-5071	Shipping, Receiving, and Traffic Clerks	78	102	24	31%
43-6000	Secretaries and Administrative Assistants	744	700	-44	-6%
43-6011	Executive Secretaries and Executive Administrative Assistants	99	72	-27	-27%
43-6013	Medical Secretaries	60	84	24	40%
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	565	531	-34	-6%
43-9000	Other Office and Administrative Support Workers	770	765	-5	-1%
43-9061	Office Clerks, General	599	619	20	3%
43-9199	Office and Administrative Support Workers, All Other	69	66	-3	-4%

SOC Code	Occupation Title	2020	2030	Change	% Change
Farming, Fishing, and Forestry					
45-0000	Farming, Fishing, and Forestry Occupations	2,721	2,448	-273	-10%
45-1000	Supervisors of Farming, Fishing, and Forestry Workers	82	74	-8	-10%
45-1011	Supervisors of Farming, Fishing, and Forestry Workers	82	74	-8	-10%
45-2000	Agricultural Workers	2,424	2,138	-286	-12%
45-2091	Agricultural Equipment Operators	121	113	-8	-7%
45-2092	Farmworkers/Laborers, Crop, Nursery, and Greenhouse	990	844	-146	-15%
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	1,212	1,091	-121	-10%
Construction and Extraction					
47-0000	Construction and Extraction Occupations	2,082	2,644	562	27%
47-1000	Supervisors of Construction and Extraction Workers	160	196	36	23%
47-1011	Supervisors of Construction-Trades and Extraction	160	196	36	23%
47-2000	Construction Trades Workers	949	1,214	265	28%
47-2031	Carpenters	139	166	27	19%
47-2061	Construction Laborers	267	351	84	31%
47-2073	Operating Engineers, Other Equipment Operators	164	201	37	23%
47-2111	Electricians	120	173	53	44%
47-2141	Painters, Construction and Maintenance	66	79	13	20%
47-4000	Other Construction and Related Workers	236	210	-26	-11%
47-4011	Construction and Building Inspectors	60	50	-10	-17%
47-4051	Highway Maintenance Workers	151	137	-14	-9%
47-5000	Extraction Workers	143	177	34	24%
47-5041	Continuous Mining Machine Operators	74	88	14	19%

SOC Code	Occupation Title	2020	2030	Change	% Change
Installation, Maintenance, and Repair					
49-0000	Installation, Maintenance, and Repair Occupations	2,171	2,767	596	27%
49-1000	Supervisors of Installation, Maintenance, and Repair	130	161	31	24%
49-1011	Supervisors of Mechanics, Installers, and Repairers	130	161	31	24%
49-2000	Electronic Equipment Mechanics, Installers, Repairers	86	111	25	29%
49-3000	Vehicle/Mobile Equipment Mechanic, Installer, Repairer	421	463	42	10%
49-3023	Automotive Service Technicians and Mechanics	105	96	-9	-9%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	75	85	10	13%
49-3041	Farm Equipment Mechanics and Service Technicians	55	64	9	16%
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	85	112	27	32%
49-9000	Other Installation, Maintenance, and Repair Occupations	781	991	210	27%
49-9021	HVAC and Refrigeration Mechanics and Installers	164	285	121	74%
49-9071	Maintenance and Repair Workers, General	467	531	64	14%
SOC Code	Occupation Title	2020	2030	Change	% Change
Production					
51-0000	Production Occupations	1,917	2,593	676	35%
51-1000	Supervisors of Production Workers	122	139	17	14%
51-1011	Supervisors of Production and Operating Workers	122	139	17	14%
51-2000	Assemblers and Fabricators	152	240	88	58%
51-2090	Miscellaneous Assemblers and Fabricators	107	122	15	14%
51-3000	Food Processing Workers	112	154	42	38%
51-4000	Metal Workers and Plastic Workers	182	206	24	13%
51-4121	Welders, Cutters, Solderers, and Brazers	58	67	9	16%
51-8000	Plant and System Operators	161	157	-4	-2%
51-8031	Water/Wastewater Treatment Plant & System Operators	132	131	-1	-1%
51-9000	Other Production Occupations	463	626	163	35%
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	54	64	10	19%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	94	160	66	70%

SOC Code	Occupation Title	2020	2030	Change	% Change
Transportation and Material Moving					
53-0000	Transportation and Material Moving Occupations	5,370	7,046	1,676	31%
53-1000	Supervisors of Transportation and Material Moving	133	160	27	20%
53-1047	Supervisors of Transportation & Material Moving Workers	130	157	27	21%
53-3000	Motor Vehicle Operators	1,400	1,845	445	32%
53-3031	Driver/Sales Workers	129	175	46	36%
53-3032	Heavy and Tractor-Trailer Truck Drivers	612	876	264	43%
53-3033	Light Truck or Delivery Services Drivers	244	306	62	25%
53-3052	Bus Drivers, Transit and Intercity	113	114	1	1%
53-3058	Passenger Vehicle Drivers	243	309	66	27%
53-3099	Motor Vehicle Operators, All Other	57	63	6	11%
53-4000	Rail Transportation Workers	67	53	-14	-21%
53-6000	Other Transportation Workers	135	160	25	19%
53-6021	Parking Lot Attendants	67	81	14	21%
53-7000	Material Moving Workers	1,734	2,356	622	36%
53-7061	Cleaners of Vehicles and Equipment	159	193	34	21%
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	641	876	235	37%
53-7064	Packers and Packagers, Hand	181	219	38	21%
53-7065	Stockers and Order Fillers	516	730	214	41%
53-7081	Refuse and Recyclable Material Collectors	169	248	79	47%

Priority Skills

Across all industries, the most requested skill of any kind across all job postings from February 2021 to February 2022 was Communication. Teamwork, Customer Service, Organization and Adaptability rounded out the top five.

Table 35: Most Requested Skill, Job Postings, Pinal County

Top Skill	Job Postings, Feb 2021- Feb 2022
Communication (Verbal and written skills)	18,852
Cooperative/Team Player	10,163
Customer Service	9,504
Organization	5,338
Adaptability/Flexibility/Tolerance of Change and Uncertainty	5,277
Problem Solving	3,987
Self-Motivated/Ability to Work Independently/Self Leadership	3,825
Ability to Work in a Fast-Paced Environment	3,820
Interpersonal Relationships/Maintain Relationships	3,680
Supervision/Management	3,660

Table 36: Most Requested Hard Skills, Job Postings, Pinal County

Top Skill	Job Postings, Feb 2021- Feb 2022
Microsoft Office	2,988
Microsoft Excel	2,753
Ability to Lift 41-50 lbs.	1,979
Teaching/Training, School	1,722
Ability to Lift 51-100 lbs.	1,636
Retail Sales	1,556
English	1,196
Cash Handling (Cashier)	1,184
Microsoft Outlook	1,111
Spanish	1,097



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