



**Pinal County, Arizona  
Labor Market Analysis  
2022 WIOA Local Plan**



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## **Introduction**

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### **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: 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.

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## Demographics

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### 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.”

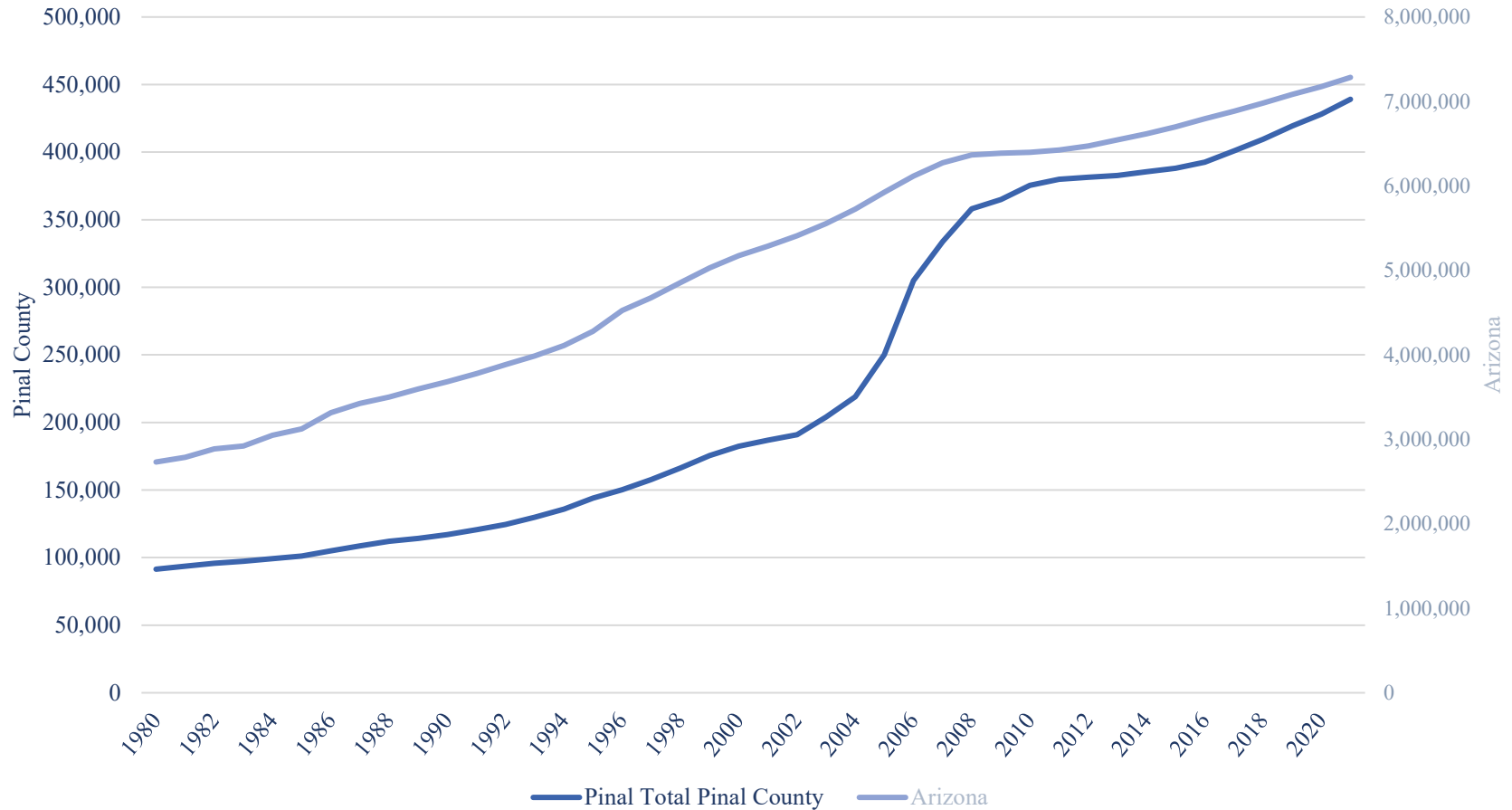
**Disability** – Fifteen percent of the county’s population reports a disability. The most commonly reported disability (8.1%) is ambulatory difficulty.

**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.

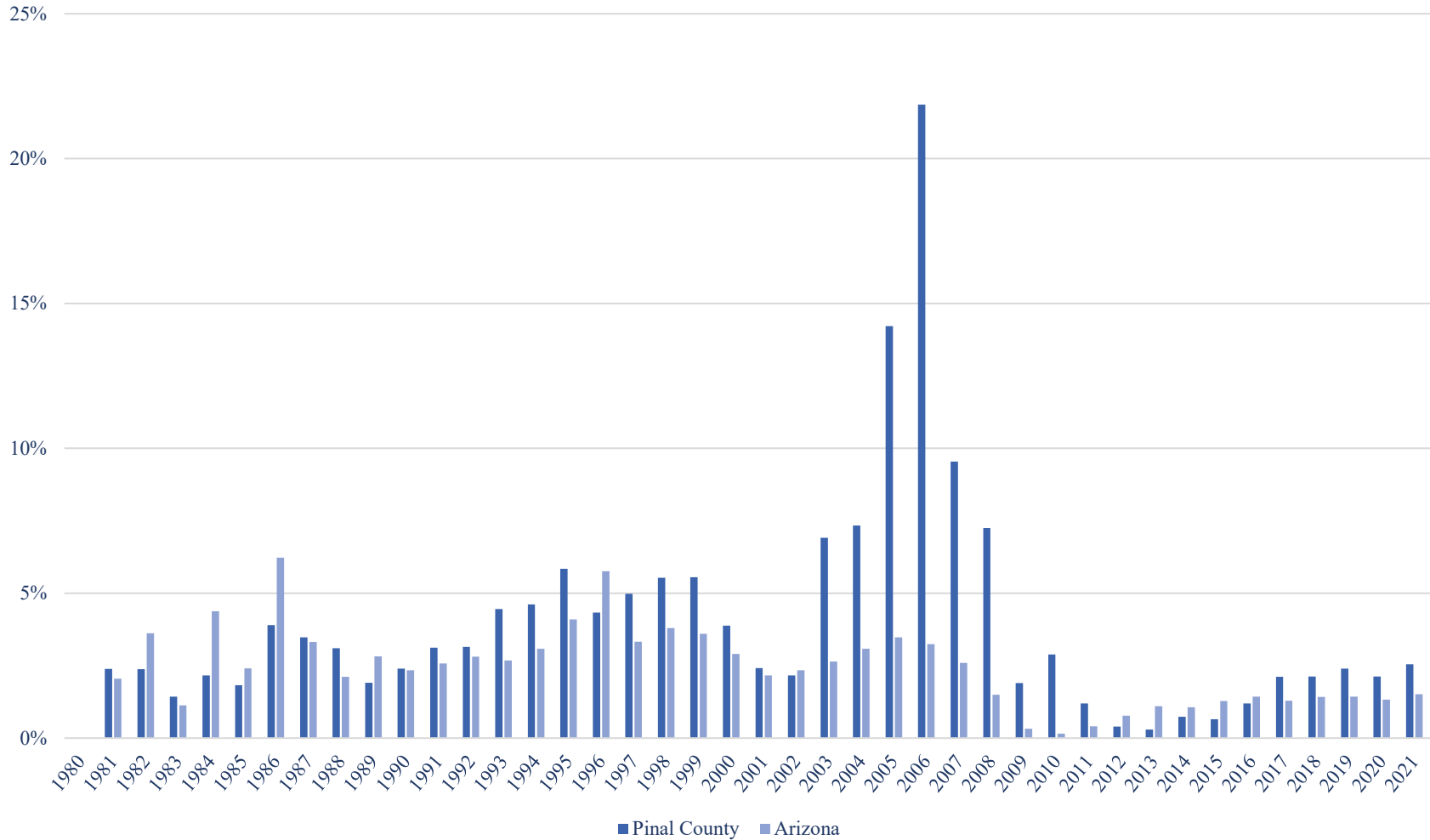
### Total Population, Pinal County vs Arizona, 1980-2021



*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

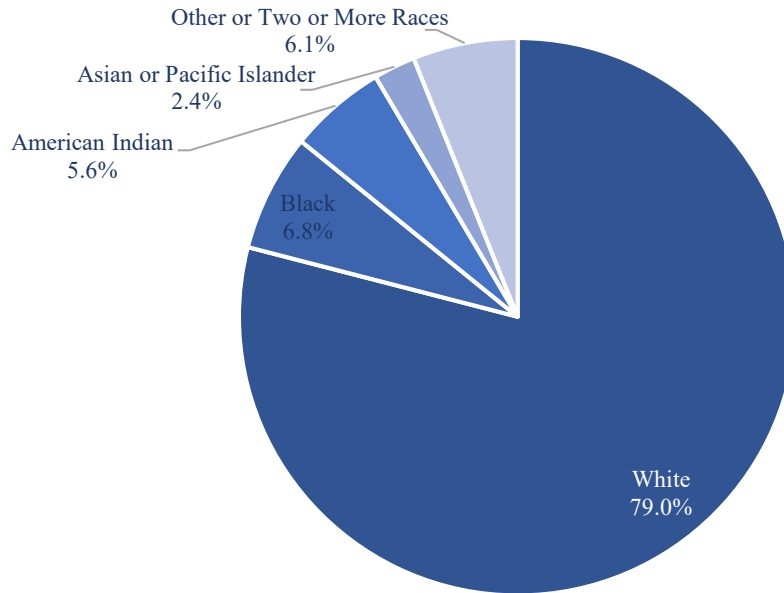
**Table 1: Pinal County Communities by Population**

Pinal County Place	Pinal County Population	Total Population (including additional county)
<b>Pinal County</b>	<b>439,128</b>	<b>439,128</b>
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**

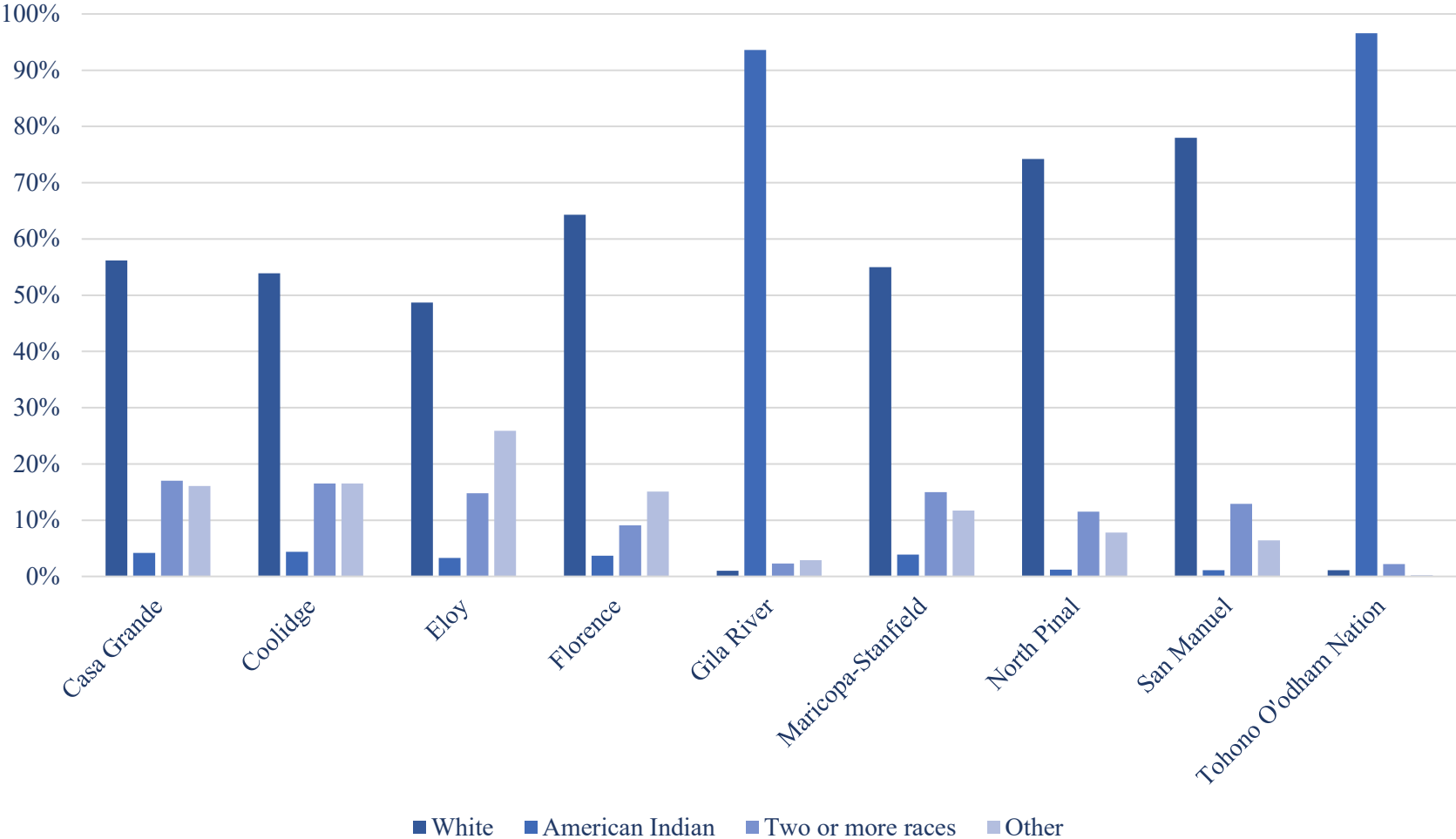


**Table 2: Pinal County Communities by Race**

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



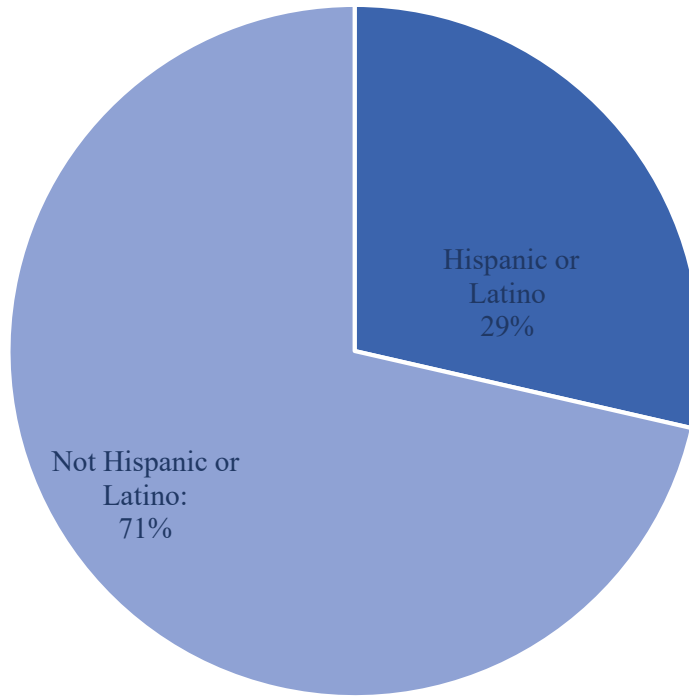
United States Census Bureau, American Community Survey



**Ethnicity**

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

**Pinal County Population by Ethnicity**

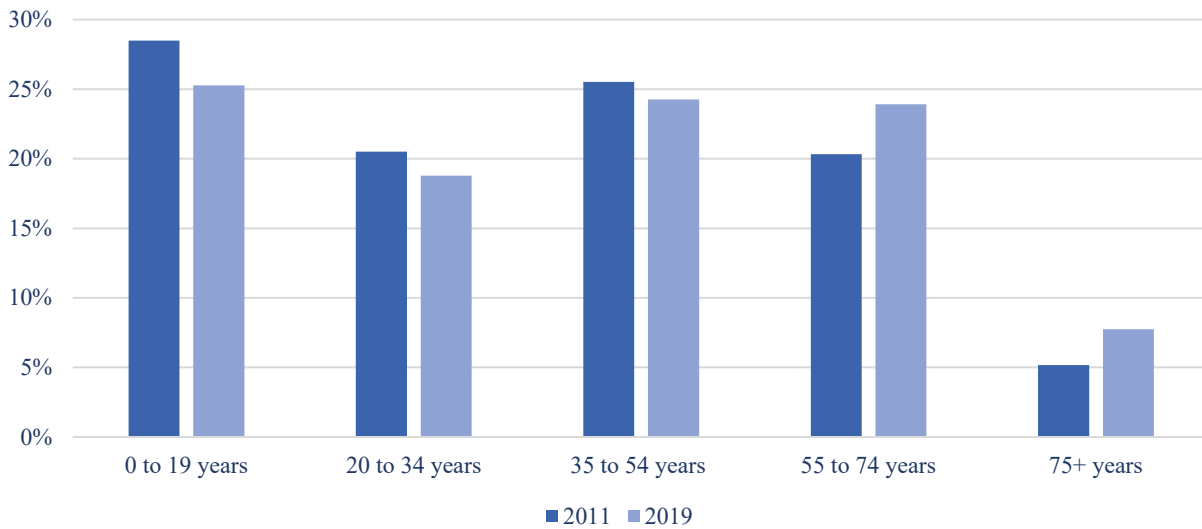


*United States Census Bureau, American Community Survey*

**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**

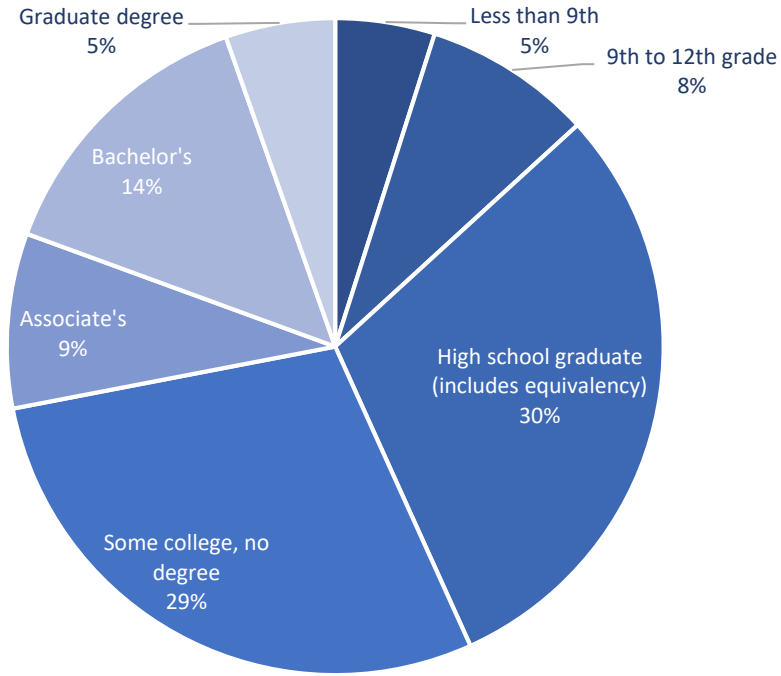


*United States Census Bureau, American Community Survey*

**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.

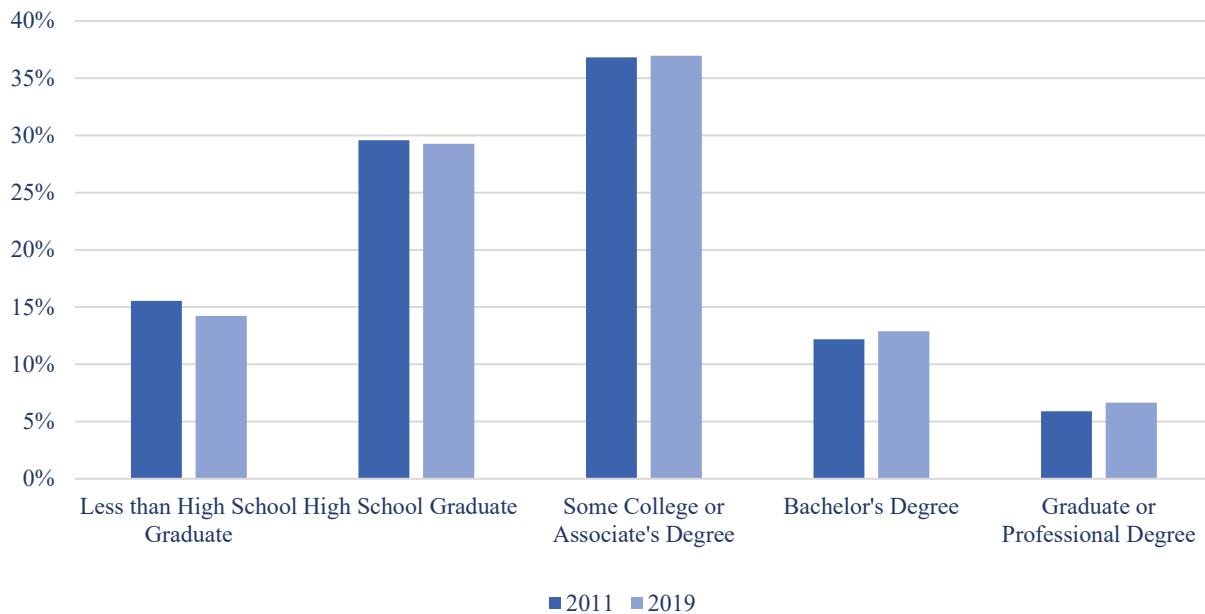
**Pinal County Population by Educational Attainment**



*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**

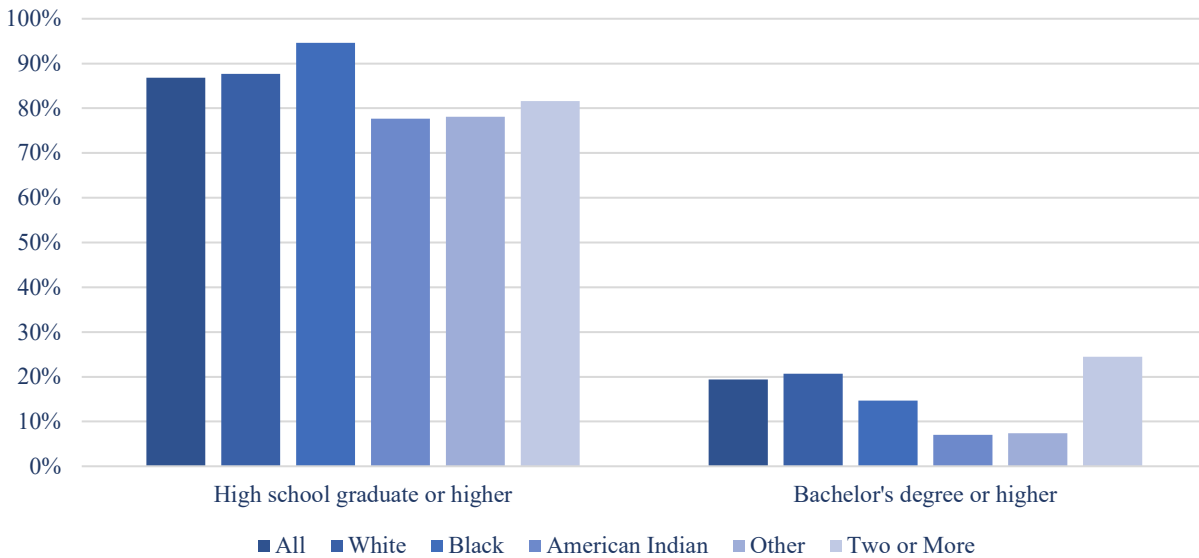


*United States Census Bureau, American Community Survey*

**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**

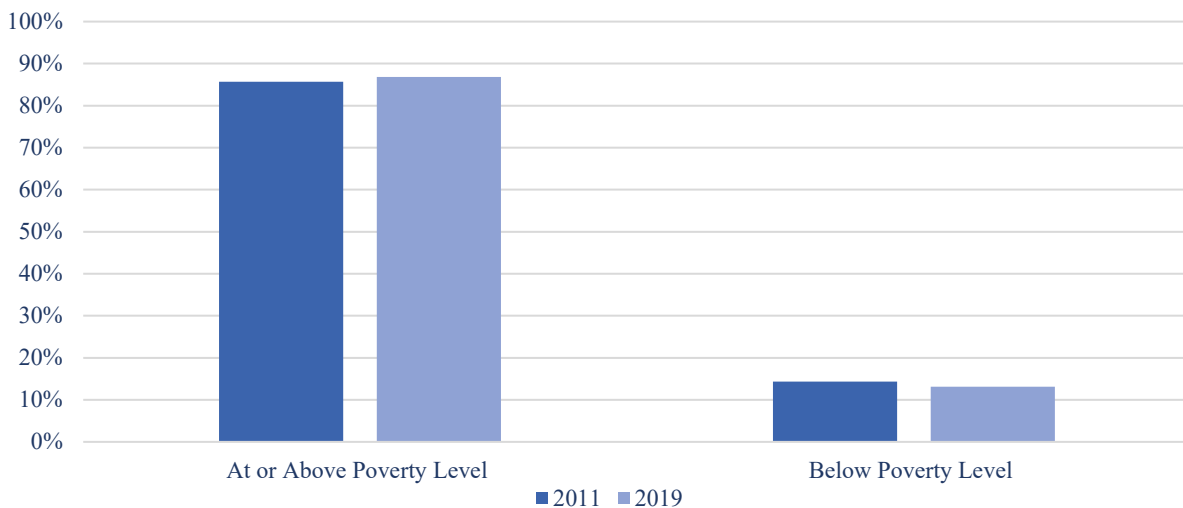


*United States Census Bureau, American Community Survey*

**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%)

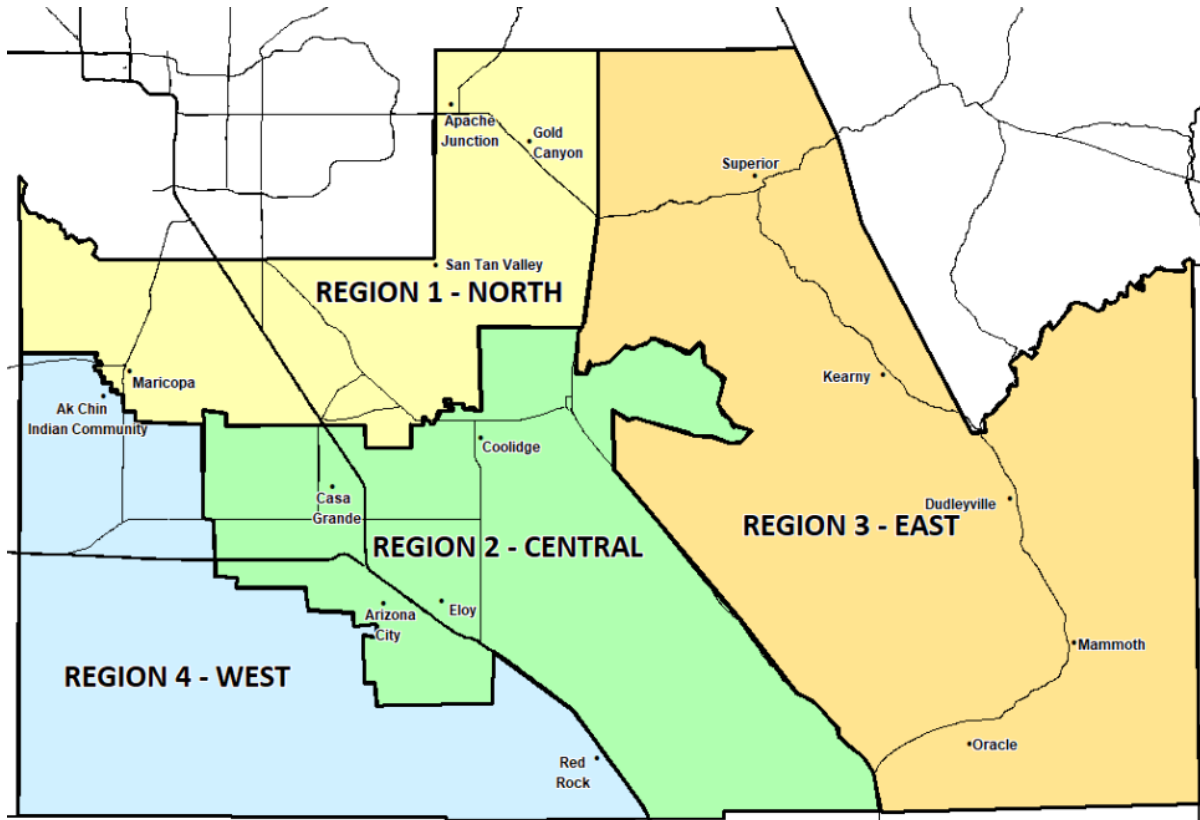
**Table 5: Population with Disability, by Disability Type, Pinal County**

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*

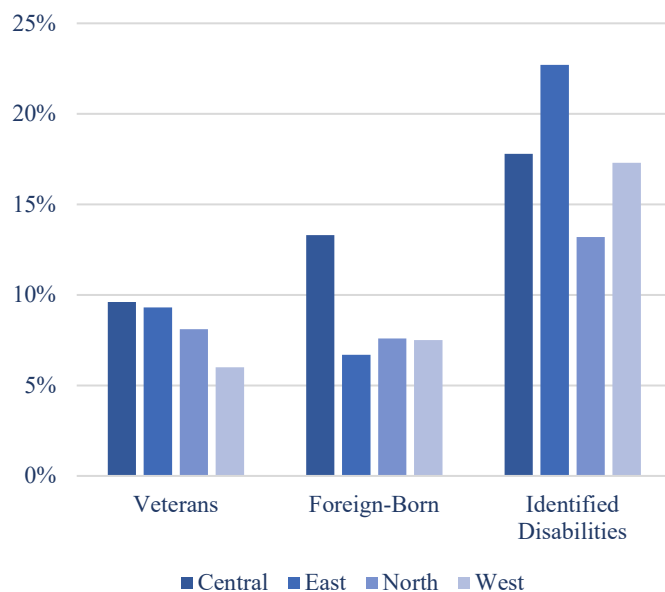
## Community Profiles

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.



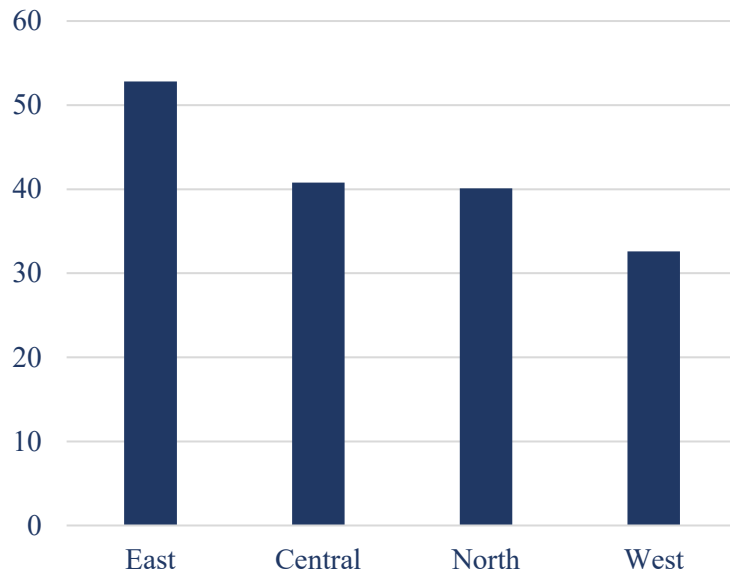
### Population and Individual Characteristics

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*

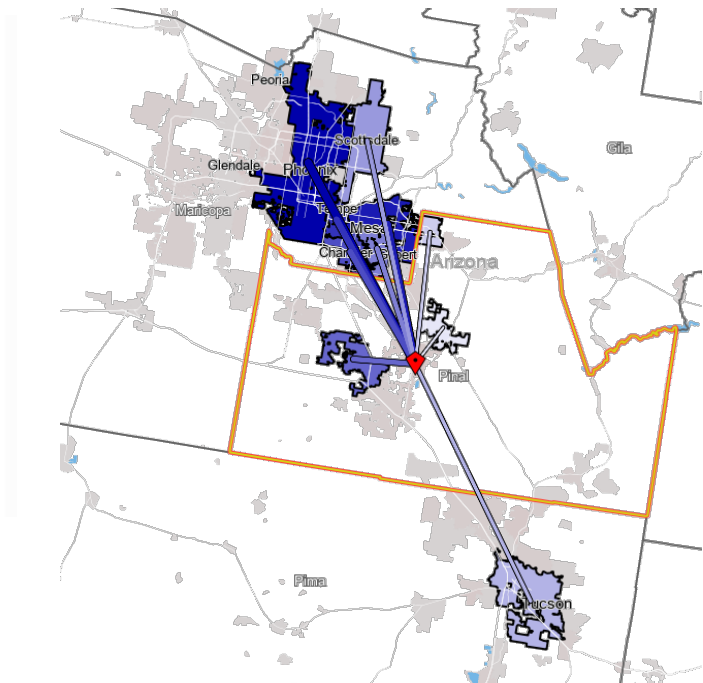
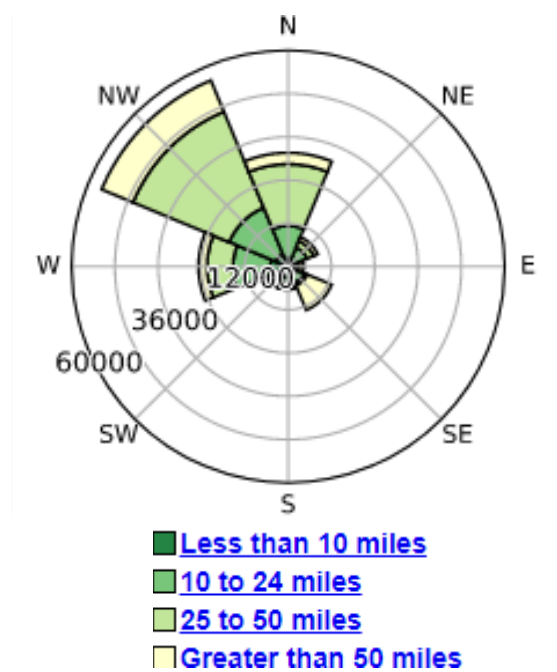
**Table 6: Population and Individual Characteristics by Region**

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**

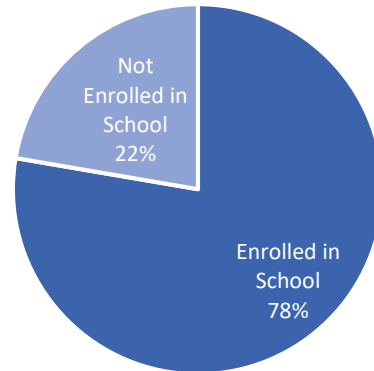
Region	Households	Average Household Size	Cohabiting Couple Household	Single Female Household	Single Male Household	Married Couple Household
Central	50,180	3.4	7.8%	25.8%	14.4%	52.0%
North	77,922	2.9	6.6%	21.5%	15.7%	56.2%
East	7,735	2.4	5.0%	21.1%	20.3%	53.6%
West	5,463	3.3	6.3%	25.9%	18.3%	49.5%

*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.

**Age 16-19, by Enrollment Status, Pinal County, 2020**



**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*

### Opportunity Youth

The civilian, noninstitutionalized population that is 16-24 years old, not in school, not in work, and not looking for work is of particular concern to the workforce development system. These disconnected, or “opportunity” youth are a target population under the Workforce Innovation and Opportunity Act.

Across Pinal County, the dynamics impacting the labor market for youth differ significantly from those influencing the rest of the regional workforce.

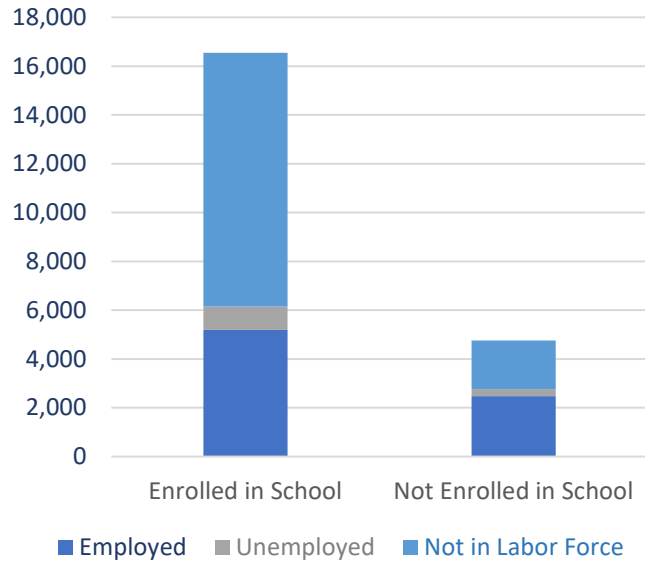
**Table 16: Enrollment in School, 16-19 Years Old, Pinal County**

Status	Employed	Unemployed	Not in Labor Force	% Not in Labor Force
Enrolled in School	5,187	967	10,398	62.8%
Not Enrolled in School	2,477	282	1,993	41.9%

*United States Census Bureau, American Community Survey*

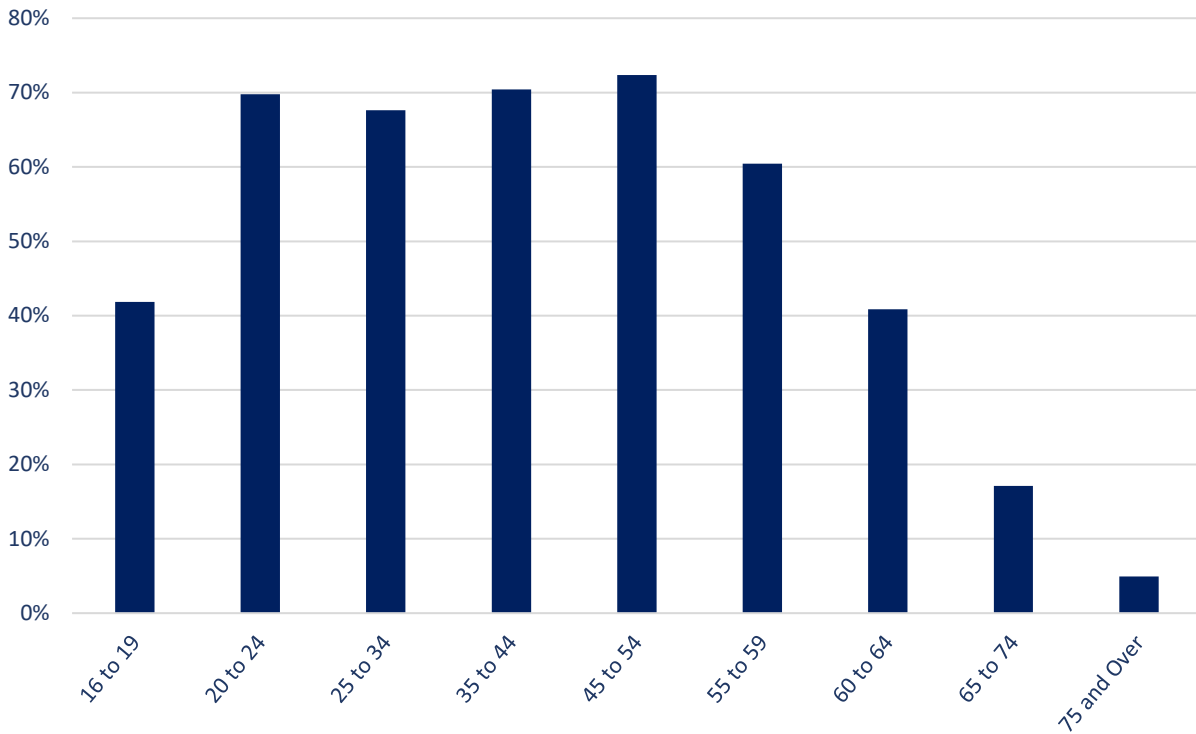
Unemployment is not the primary challenge facing Pinal County’s youngest workforce segment; rather, the majority of the population 16-19 years of age are not participating in the labor force. The labor force participation rate among those 16-19 years who are enrolled in school is 31.2%, while for those not enrolled in school, the rate is 58.1%. This seems to indicate that a number of youths in Pinal County are opting to participate in the labor force as an alternative to education.

**Age 16-19, by Employment Status, Pinal County, 2020**



According to the United States Census Bureau’s American Community Survey, the labor force participation rate for Pinal County residents 20-24 is actually slightly higher than that for the 25-34 age band.

**Labor Force Participation**



Almost 2,000 youth aged 16-24 who are not in school or in the labor market present an opportunity for the educational and workforce systems in Pinal County to facilitate career pathways and development opportunities that will inspire this population to re-engage in the labor market and to invest in themselves in ways that will empower them to improve the economic well-being of themselves and their families.

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## Economic Conditions

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### 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.

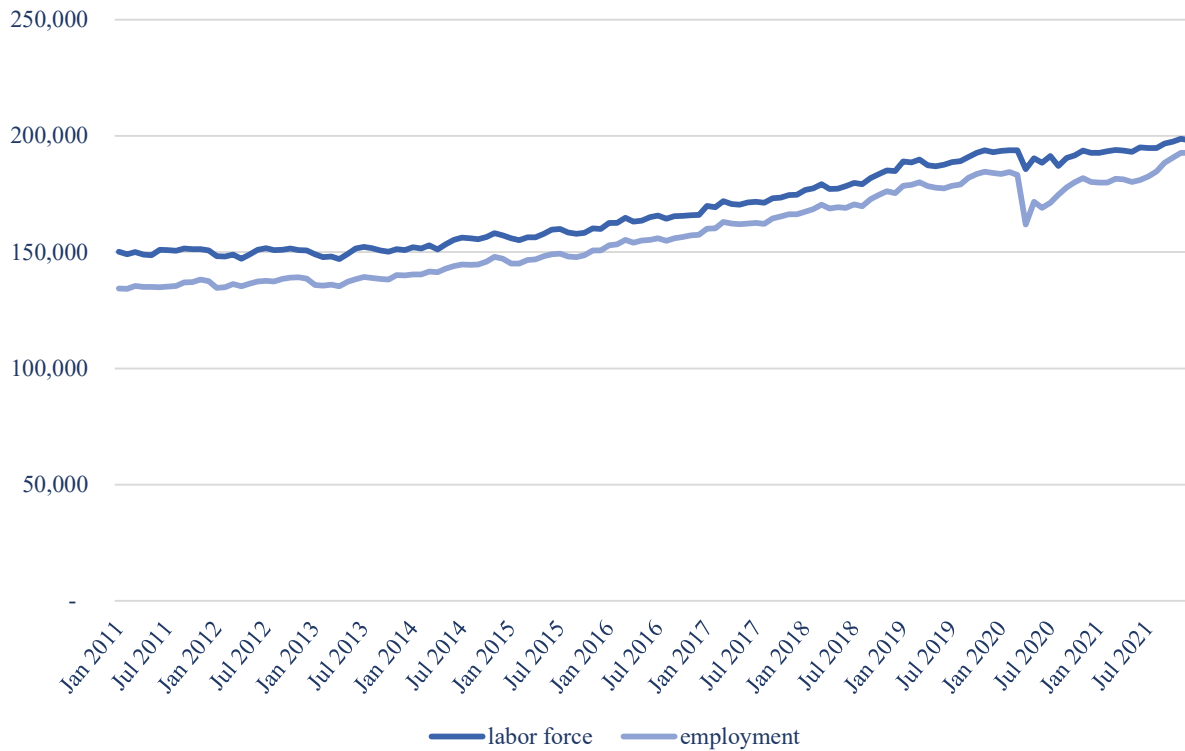
**Talent Pipeline** – Seven postsecondary educational institutions were identified as primary components of the region’s talent pipeline. Among those institutions, the largest share of degrees and certificates were awarded in Liberal Arts and Sciences/General Studies/Humanities programs, suggesting that 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%.

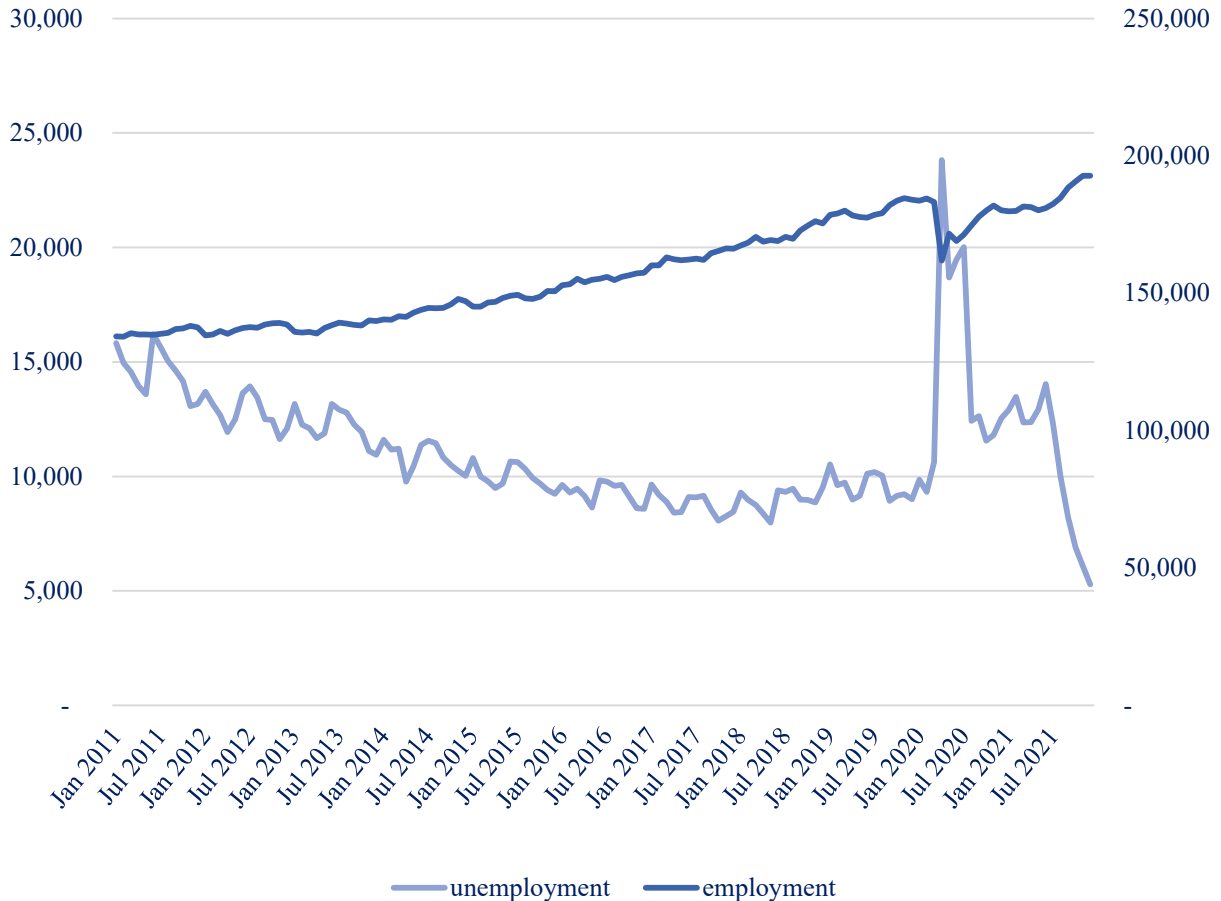
**Number Employed and Total Labor Force, Pinal County, 2011-2021**



*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.

### Pinal County Employment and Unemployment, 2011-2021



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



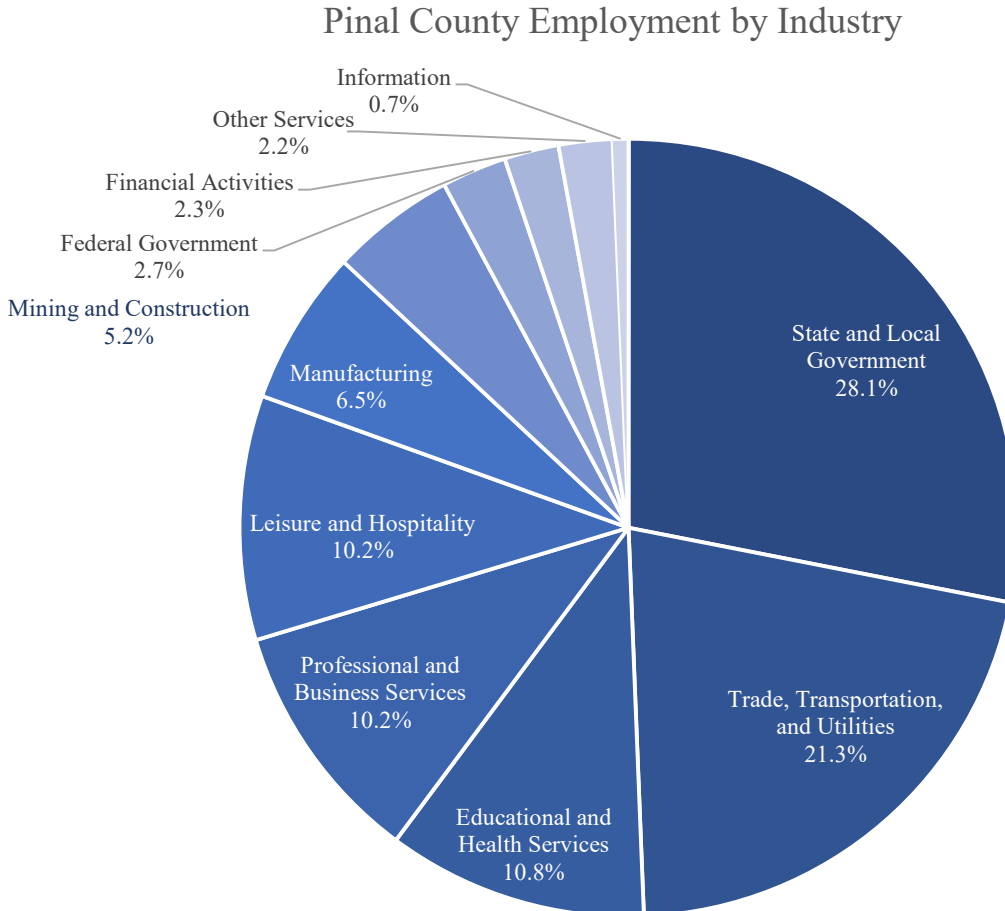
2017	QCEW	Labor Force	Ratio	2019	QCEW	Labor Force	Ratio	2021	QCEW	Labor Force	Ratio
Jan	60,480	160,177	2.6	Jan	63,180	178,539	2.8	Jan	63,401	179,893	2.8
Feb	61,460	160,192	2.6	Feb	63,918	179,000	2.8	Feb	63,965	179,972	2.8
Mar	61,742	163,043	2.6	Mar	64,085	180,107	2.8	Mar	64,258	181,642	2.8
Apr	61,334	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 add another 2.7%.



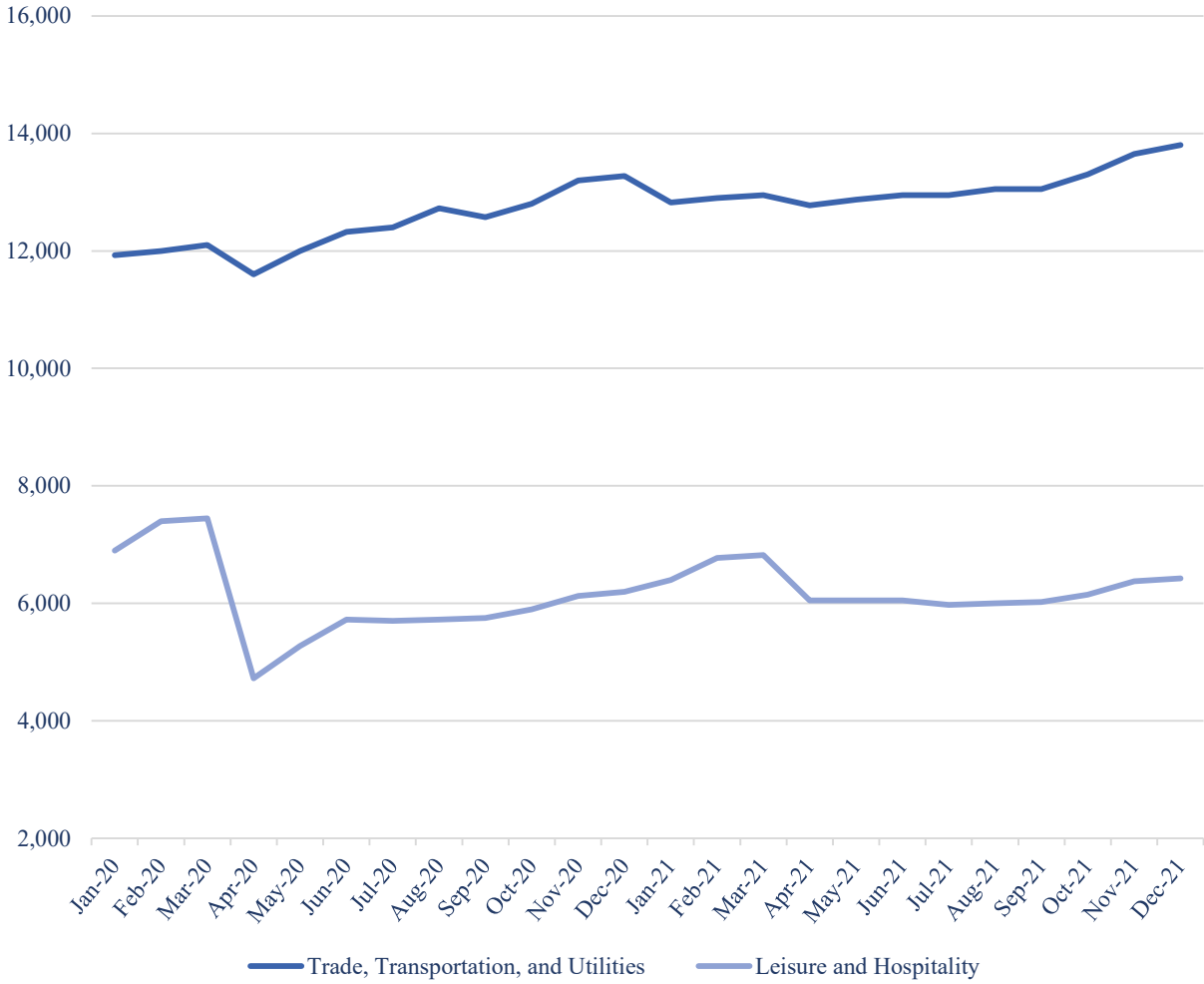
*Arizona Office of Economic Opportunity, Quarterly Census of Employment and Wages*

## Employment Trends

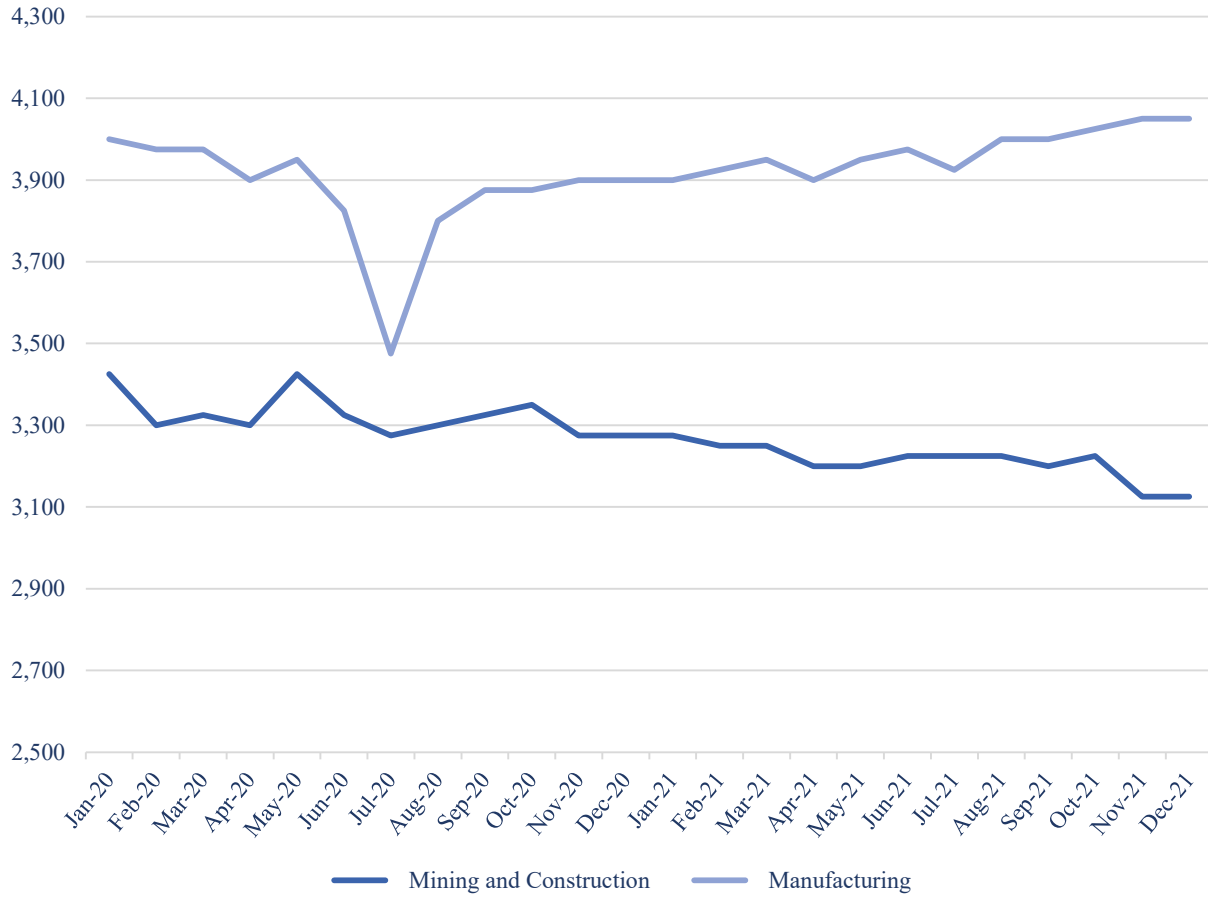
The level of total nonfarm employment in Pinal County reached a new high in March of 2020 at 64,150. As of the most recent data from the Arizona Office of Economic Opportunity, the county has yet to recover the losses that dropped the employment level from that high-water mark to a low of 56,675 in July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

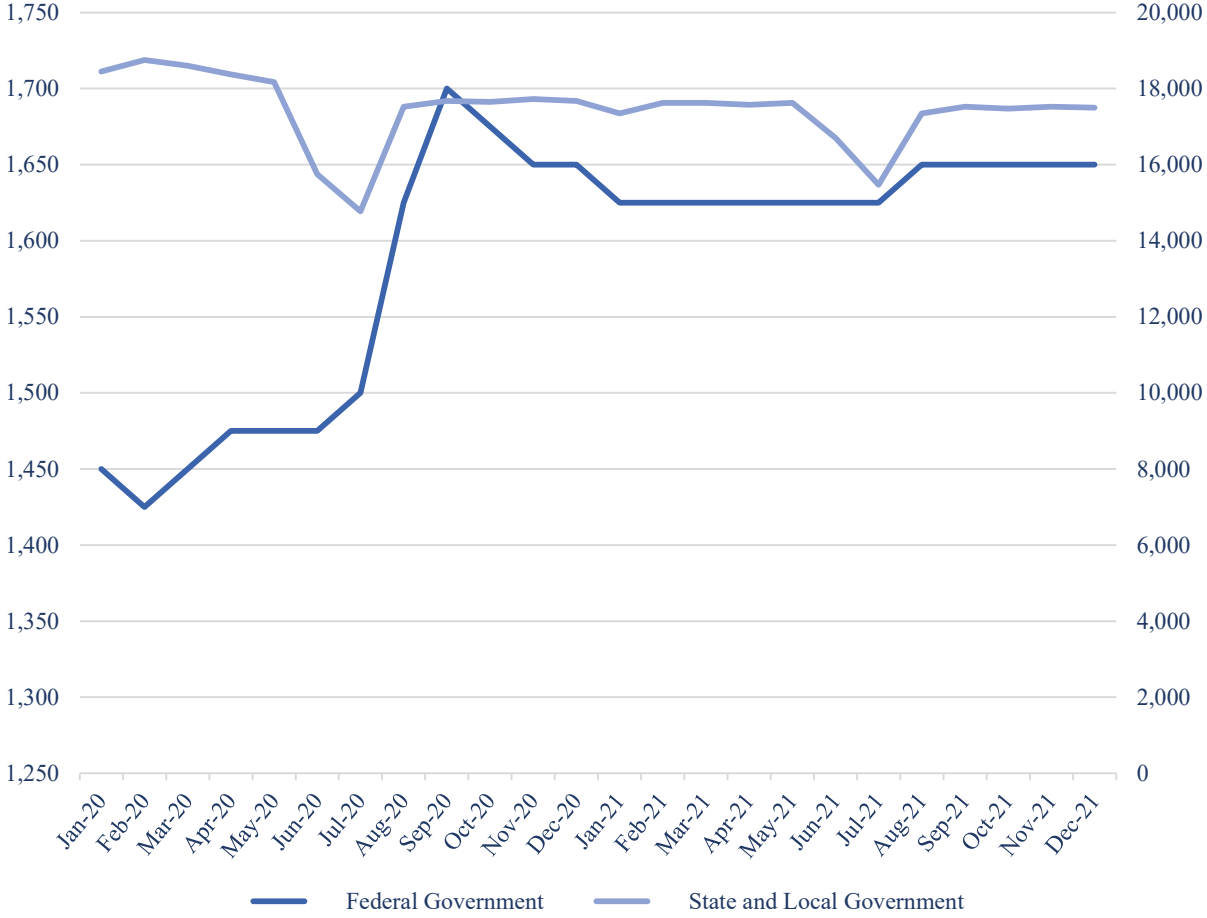
**Trade, Transportation, Utilities and Leisure & Hospitality Industries,  
Pinal County**



## 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 %
<b>Total Nonfarm</b>	<b>61,625</b>	<b>62,375</b>	<b>62,525</b>	<b>61,150</b>	<b>61,325</b>	<b>60,200</b>	<b>58,700</b>	<b>61,325</b>	<b>61,500</b>	<b>61,975</b>	<b>62,725</b>	<b>62,875</b>	<b>1,250</b>	<b>2.0%</b>
<b>Total Private</b>	<b>42,650</b>	<b>43,125</b>	<b>43,275</b>	<b>41,950</b>	<b>42,075</b>	<b>41,875</b>	<b>41,600</b>	<b>42,325</b>	<b>42,325</b>	<b>42,850</b>	<b>43,550</b>	<b>43,725</b>	<b>1,075</b>	<b>2.5%</b>
<b>Goods Producing</b>	<b>7,175</b>	<b>7,175</b>	<b>7,200</b>	<b>7,100</b>	<b>7,150</b>	<b>7,200</b>	<b>7,150</b>	<b>7,225</b>	<b>7,200</b>	<b>7,250</b>	<b>7,175</b>	<b>7,175</b>	<b>0</b>	<b>0.0%</b>
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%
<b>Service-Providing</b>	<b>54,450</b>	<b>55,200</b>	<b>55,325</b>	<b>54,050</b>	<b>54,175</b>	<b>53,000</b>	<b>51,550</b>	<b>54,100</b>	<b>54,300</b>	<b>54,725</b>	<b>55,550</b>	<b>55,700</b>	<b>1,250</b>	<b>2.3%</b>
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%
<b>Government</b>	<b>18,975</b>	<b>19,250</b>	<b>19,250</b>	<b>19,200</b>	<b>19,250</b>	<b>18,325</b>	<b>17,100</b>	<b>19,000</b>	<b>19,175</b>	<b>19,125</b>	<b>19,175</b>	<b>19,150</b>	<b>175</b>	<b>0.9%</b>
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%

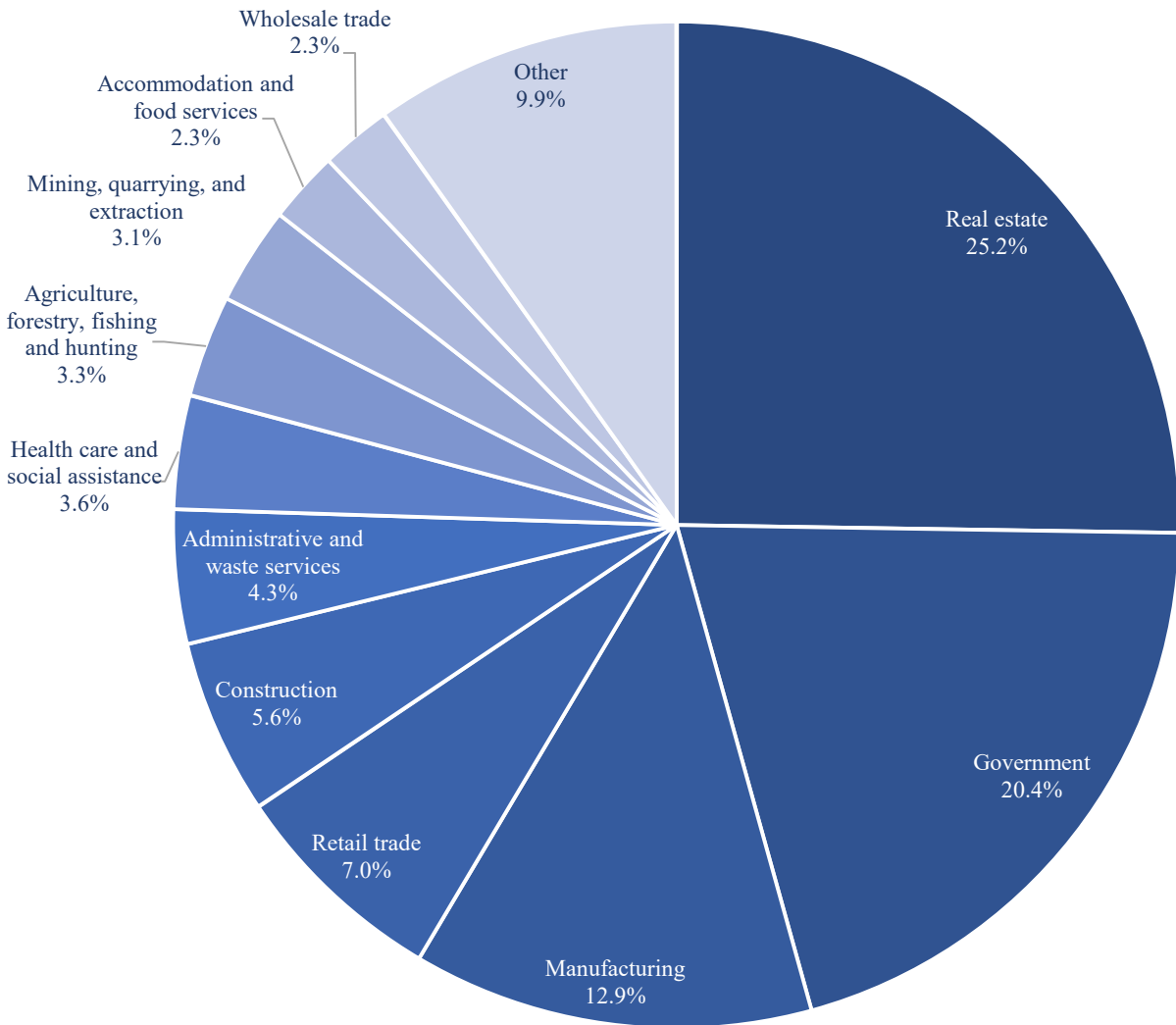
Arizona Office of Economic Opportunity, Quarterly Census of Employment and Wages

**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%.

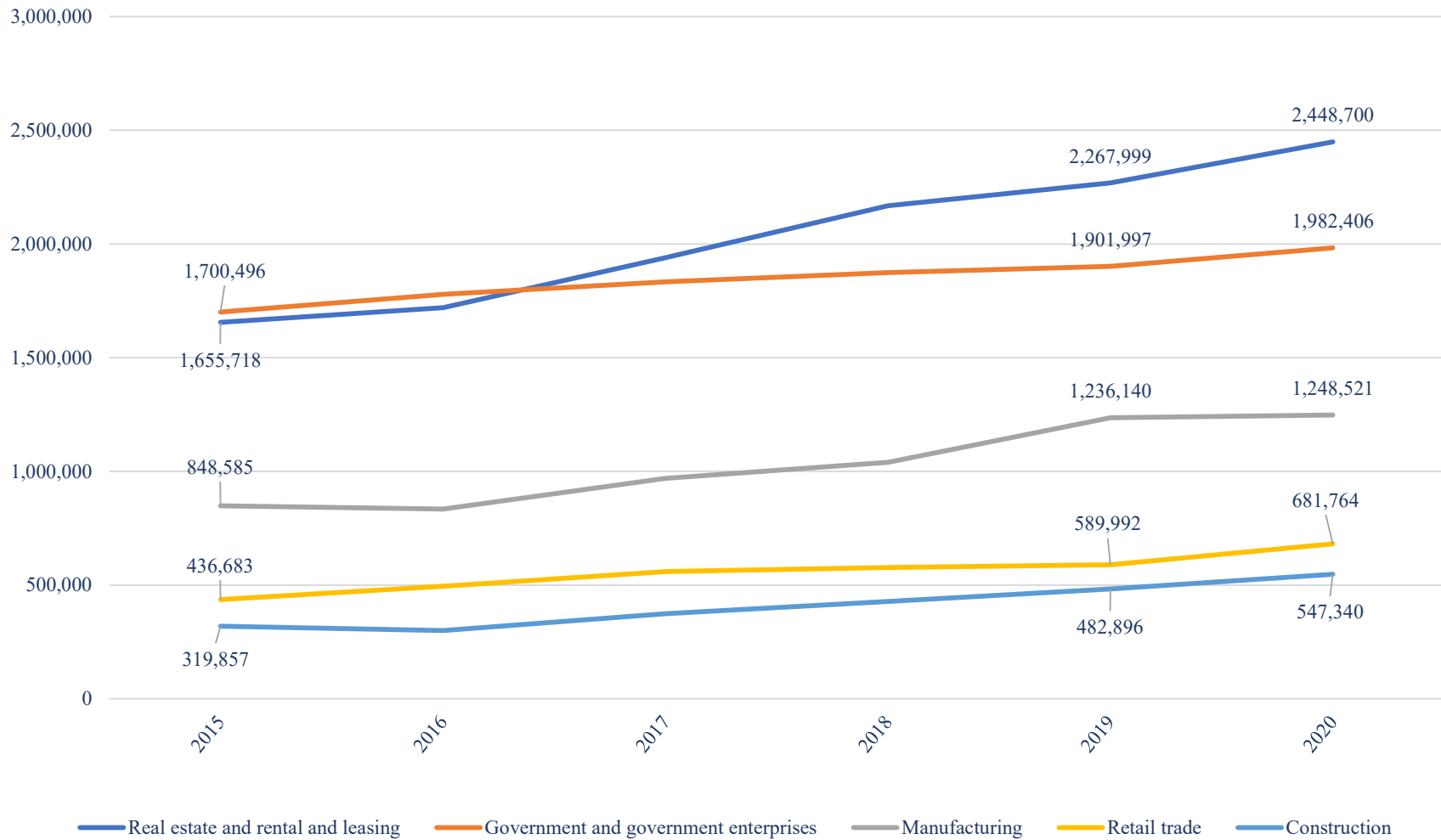
**GDP by Industry, Pinal County, 2020**



*United States Bureau of Economic Analysis*

**GDP Trends**

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

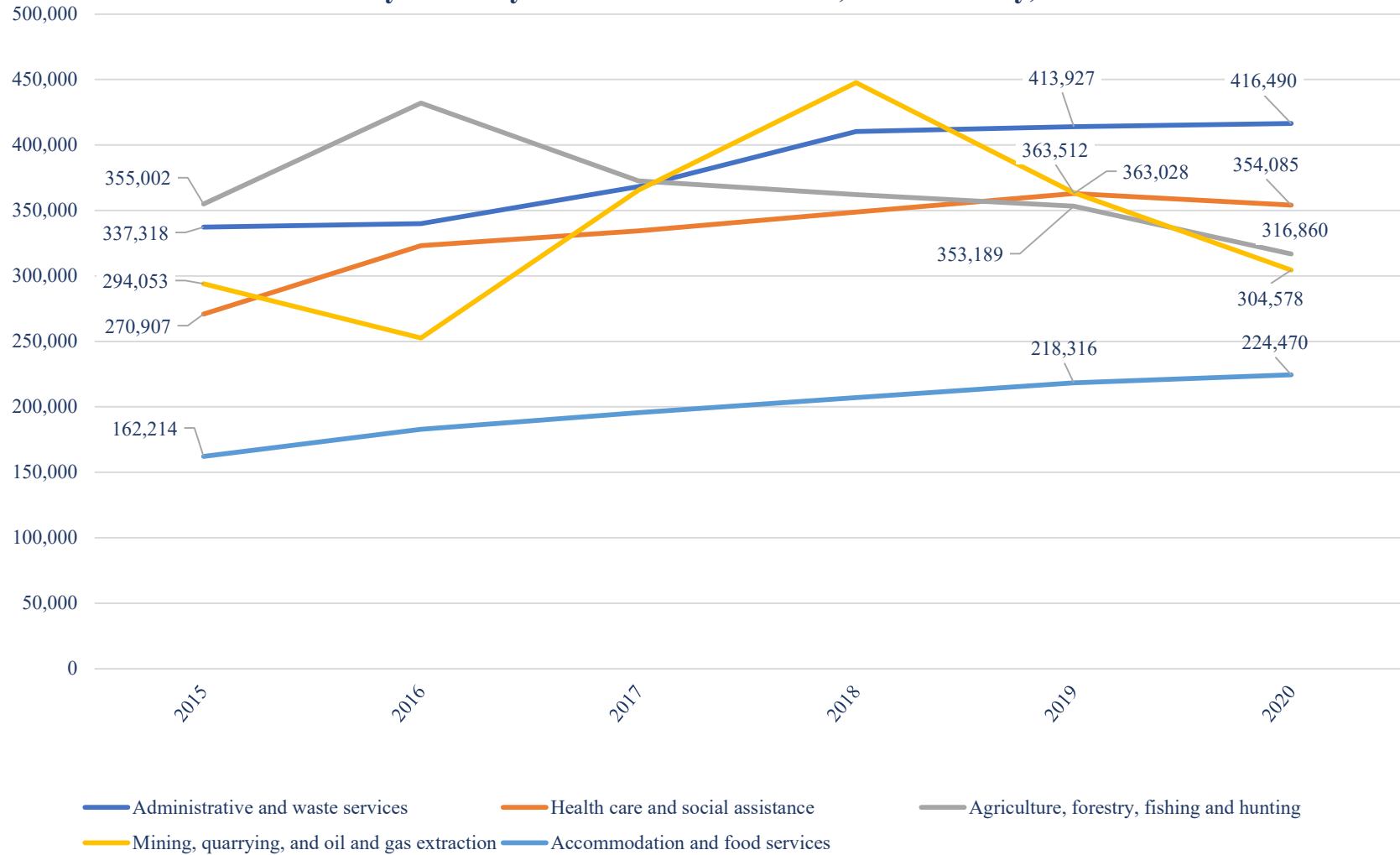


*United States Bureau of Economic Analysis*



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%.

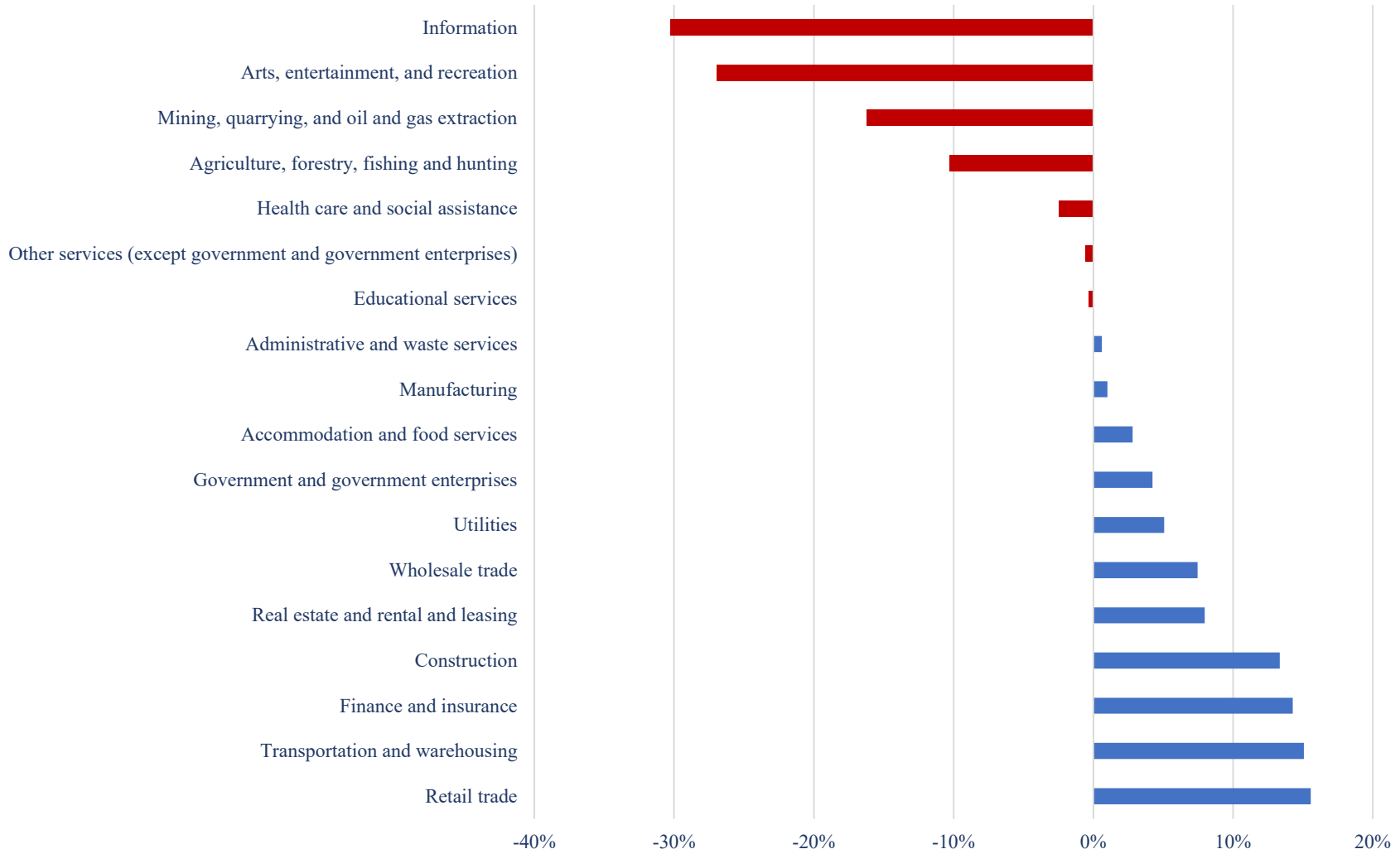
### GDP by Industry, Pinal County, 5-Year Percentage Change



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.

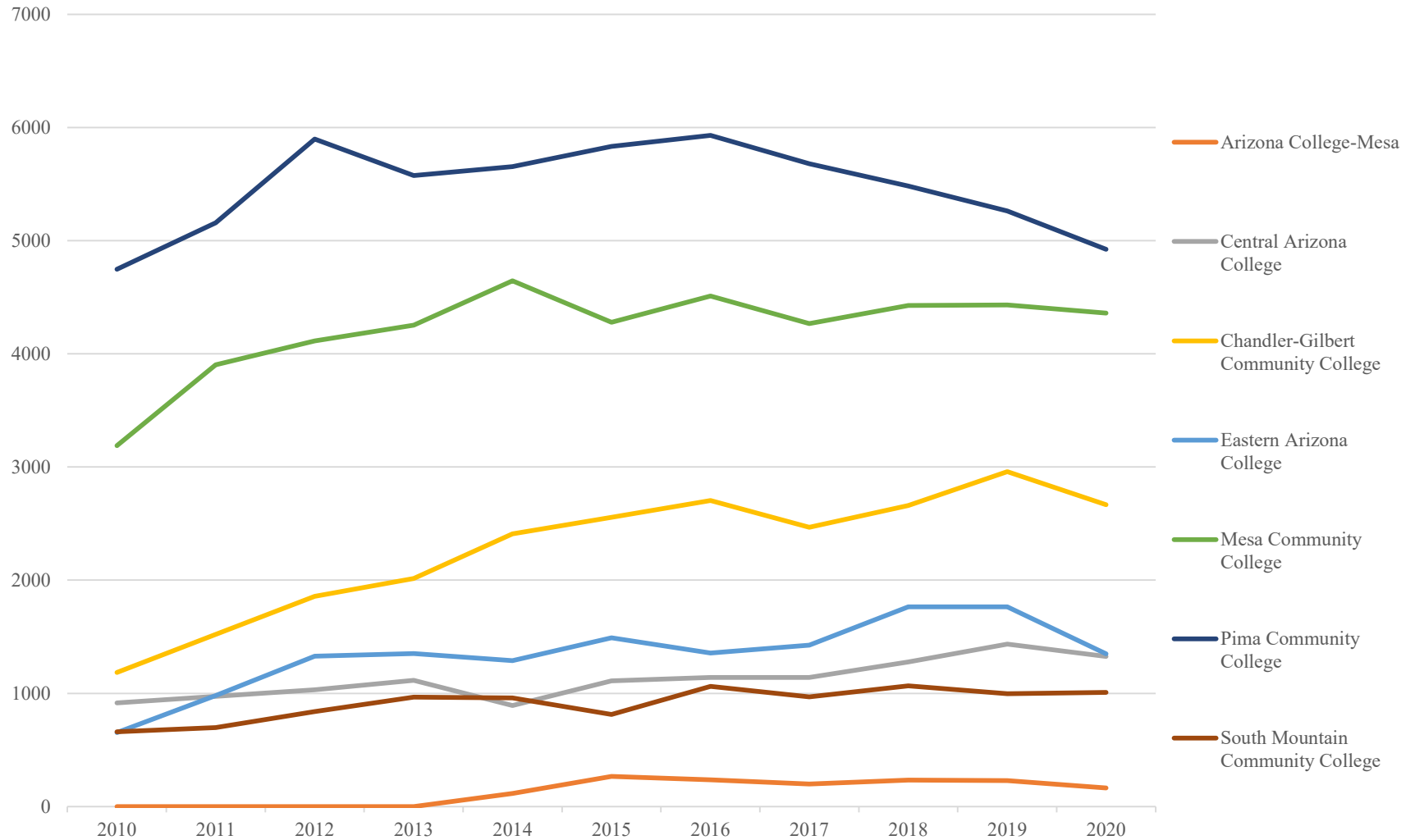
### GDP by Industry, Pinal County, 2019-2020 Percentage Change



United States Bureau of Economic Analysis

**Educational Pipeline**

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

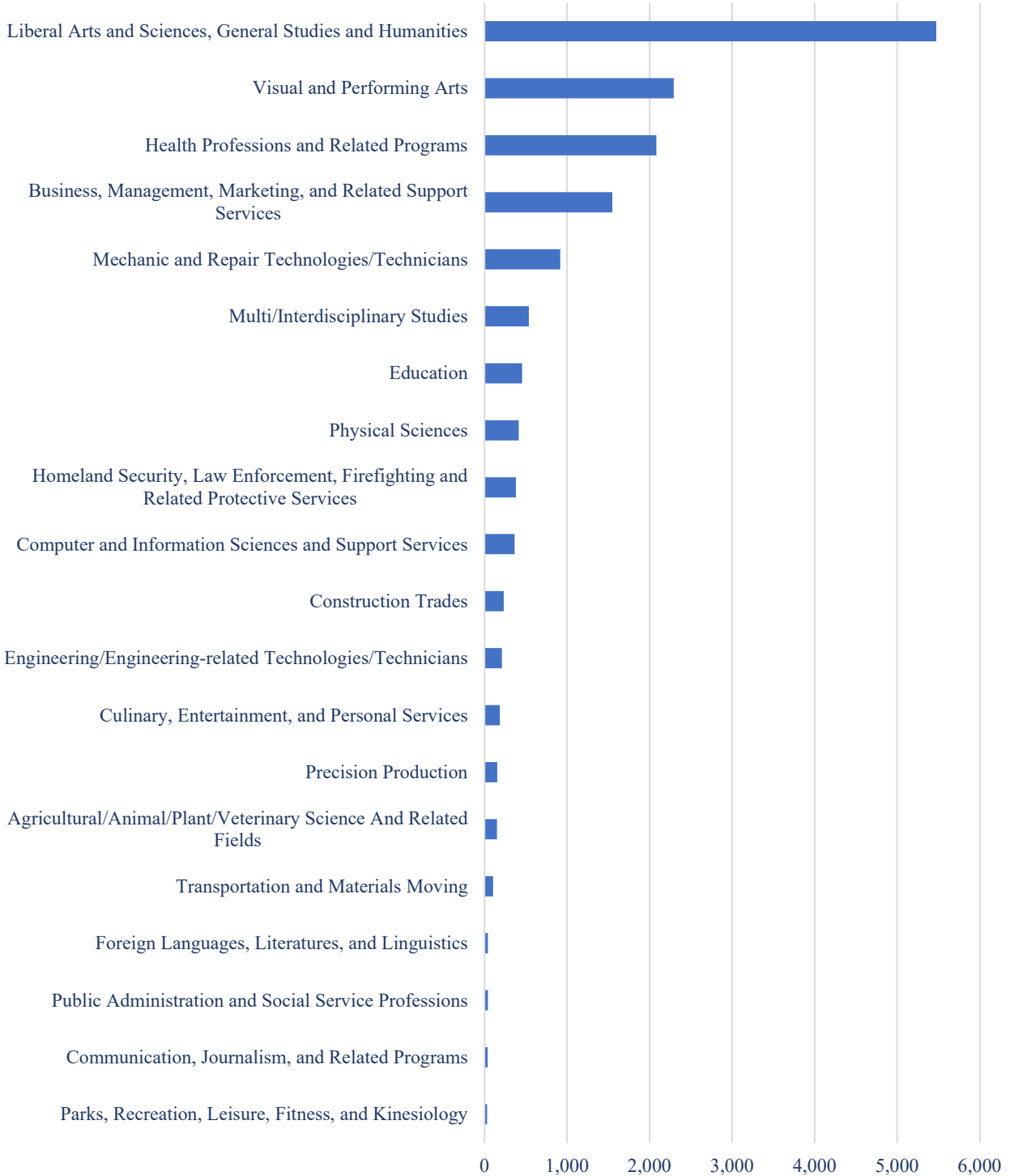


*National Center for Education Statistics, Integrated Postsecondary Educational Data System*



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

## **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.

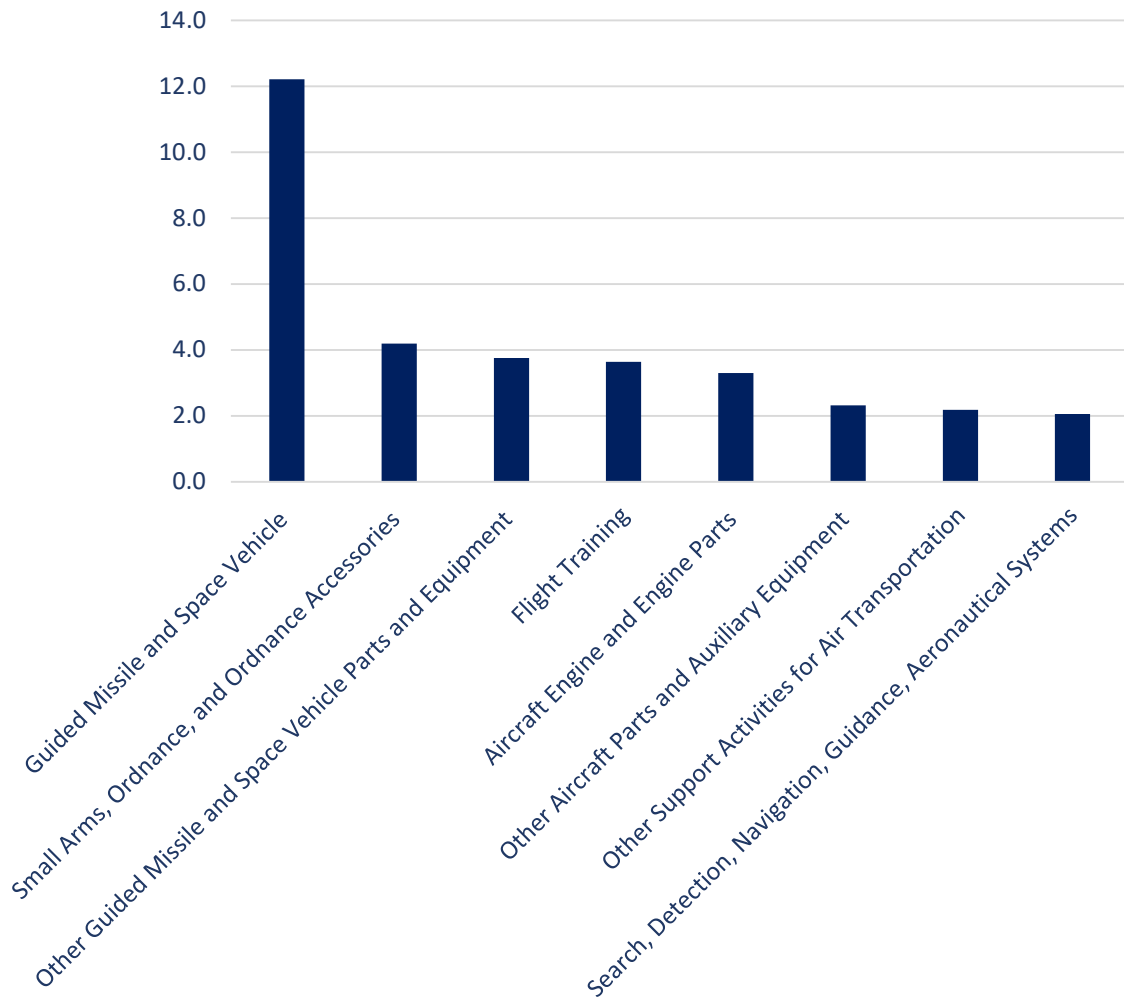
Aerospace and Defense maintains a significant presence both in and around Pinal County. According to the United States Bureau of Labor Statistics, three firms dedicated to aerospace manufacturing call Pinal County home. Four airports serve the county (the Casa Grande, Ak-Chin, Eloy and Florence Municipal 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
<b>Aerospace and Defense Manufacturing</b>				
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
<b>Aerospace and Defense Services</b>				
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

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## 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*

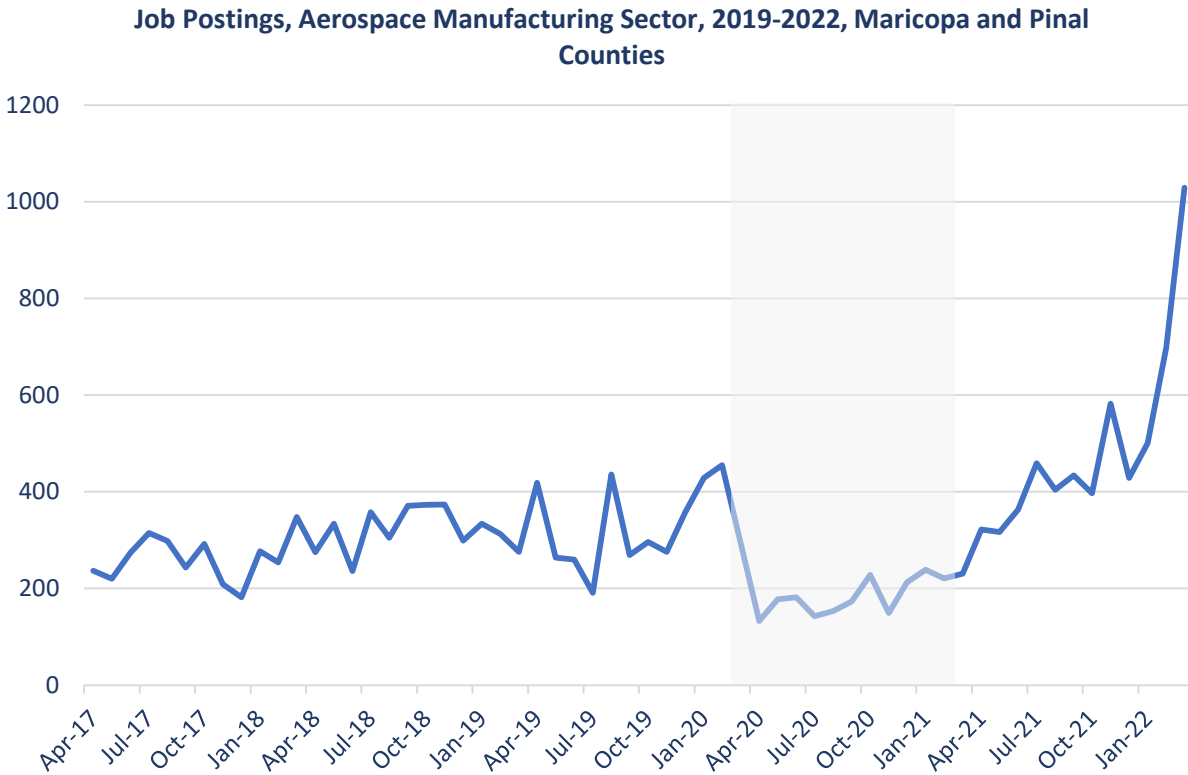
### Central Arizona College Industrial Technology and Skilled Trades Program

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

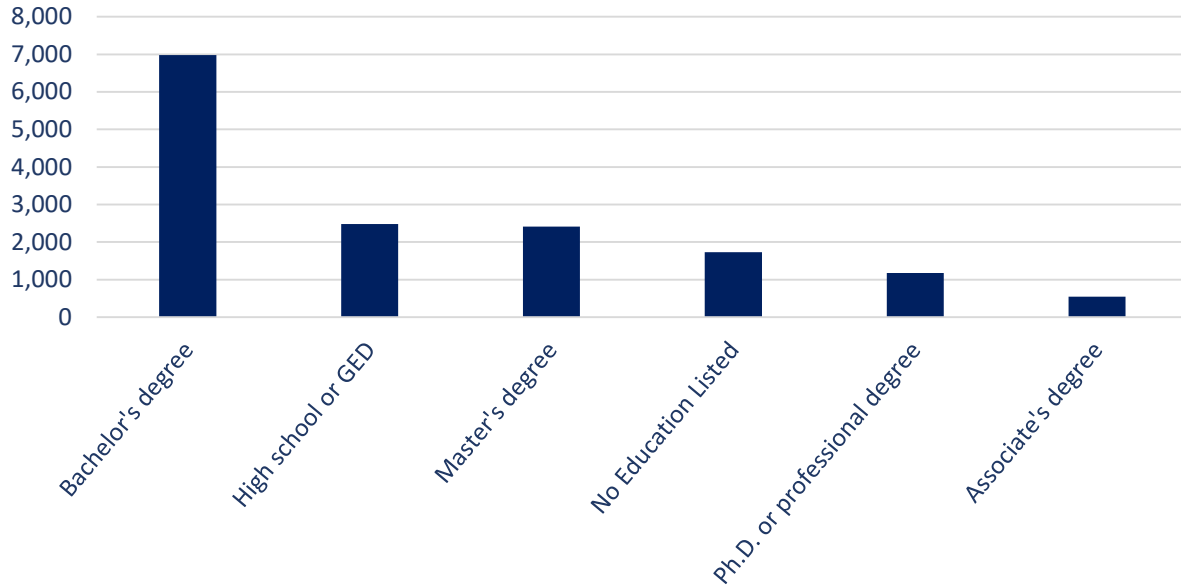
## Job Postings

Between February 2019 and February 2022, more than 11,600 job openings that included the term “aerospace” were posted by employers across Maricopa and Pinal Counties. As with most industries, the COVID-19 pandemic wreaked havoc on the industry’s employment levels. Interestingly, however, the number of advertised job openings from these employers rose dramatically in recent months.



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Among these postings, the most frequently requested level of education is a bachelor's degree. Only 15% of the postings did not specify a preferred level of formal education.



The specific companies that posted these job openings between February 2019 and February 2022 are led by Honeywell International and Boeing. Alliant Techsystems, Raytheon, Aersale and Textron also posted more 1,000 openings.

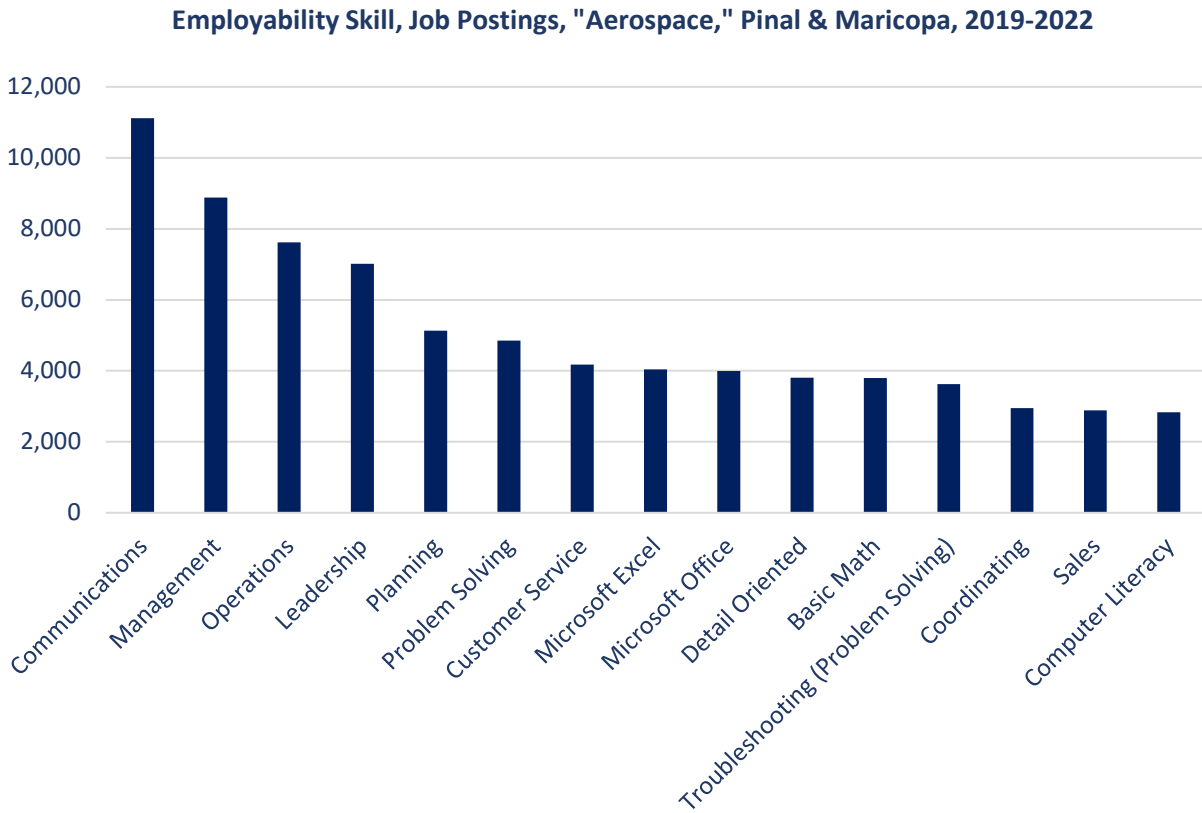
**Table 20: Job Postings, Aerospace Manufacturing**

Employer	Postings
Honeywell International	5,968
Boeing	2,557
Alliant Techsystems	424
Raytheon Technologies	337
Aersale	256
Textron	240
Collins Aerospace	200
HEICO	189
BAE Systems	183
Moog	173
Paradigm Precision Holdings	126
Radius Aerospace	79
Genuine Machine Products	61
Armorworks Enterprises	60
Chromalloy Gas Turbine Corporation	57
Cirrus Aircraft	49
Blue Origin	48
Paradigm Precision	43
GKN Aerospace	42
Nmg Aerospace	40

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## Employability Skills

Employability Skills, or “soft” or “common” skills that were mentioned in these job postings included communications skills, which were mentioned in 36% of the postings, management (28%) and leadership (22%).

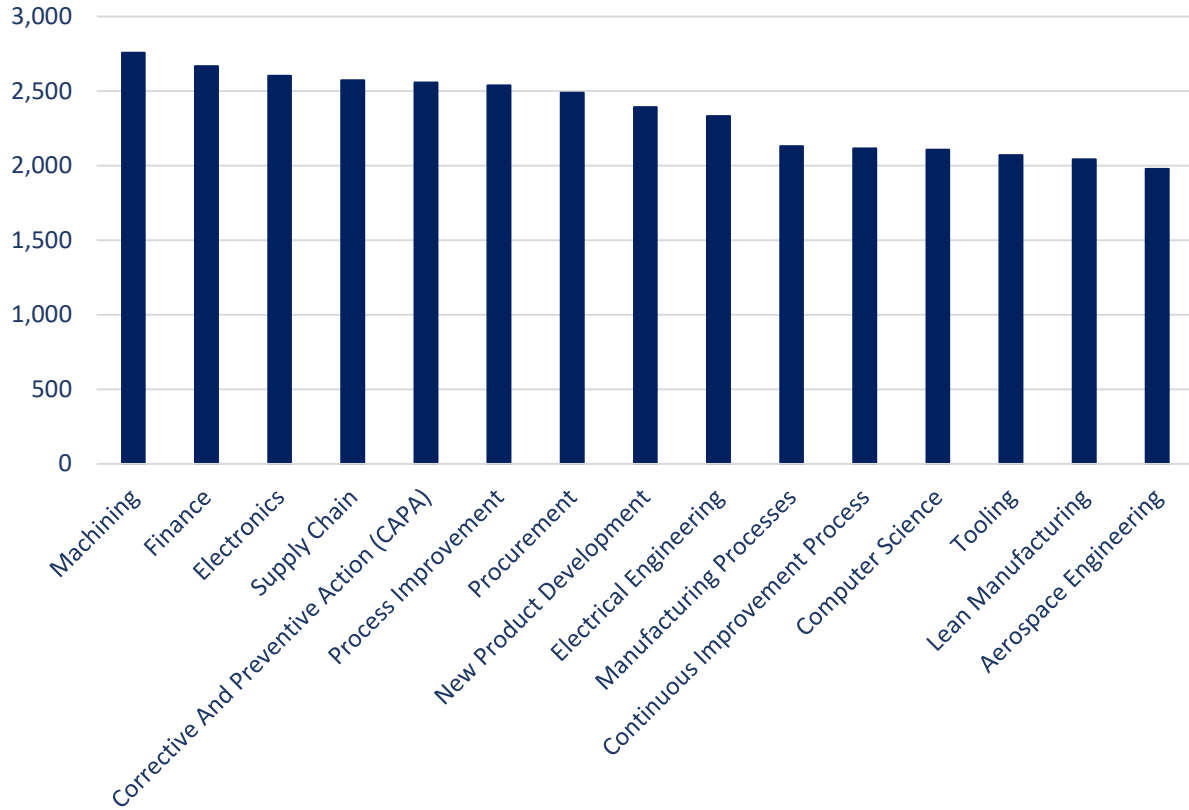


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## Technical Skills

Machining, electronics and supply chain skills were among the most-requested technical competencies among these job postings. Process improvement, tooling and engineering were also among the top results.

Technical Skills, Job Postings, "Aerospace," Pinal & Maricopa, 2019-2022



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## Top Qualifications

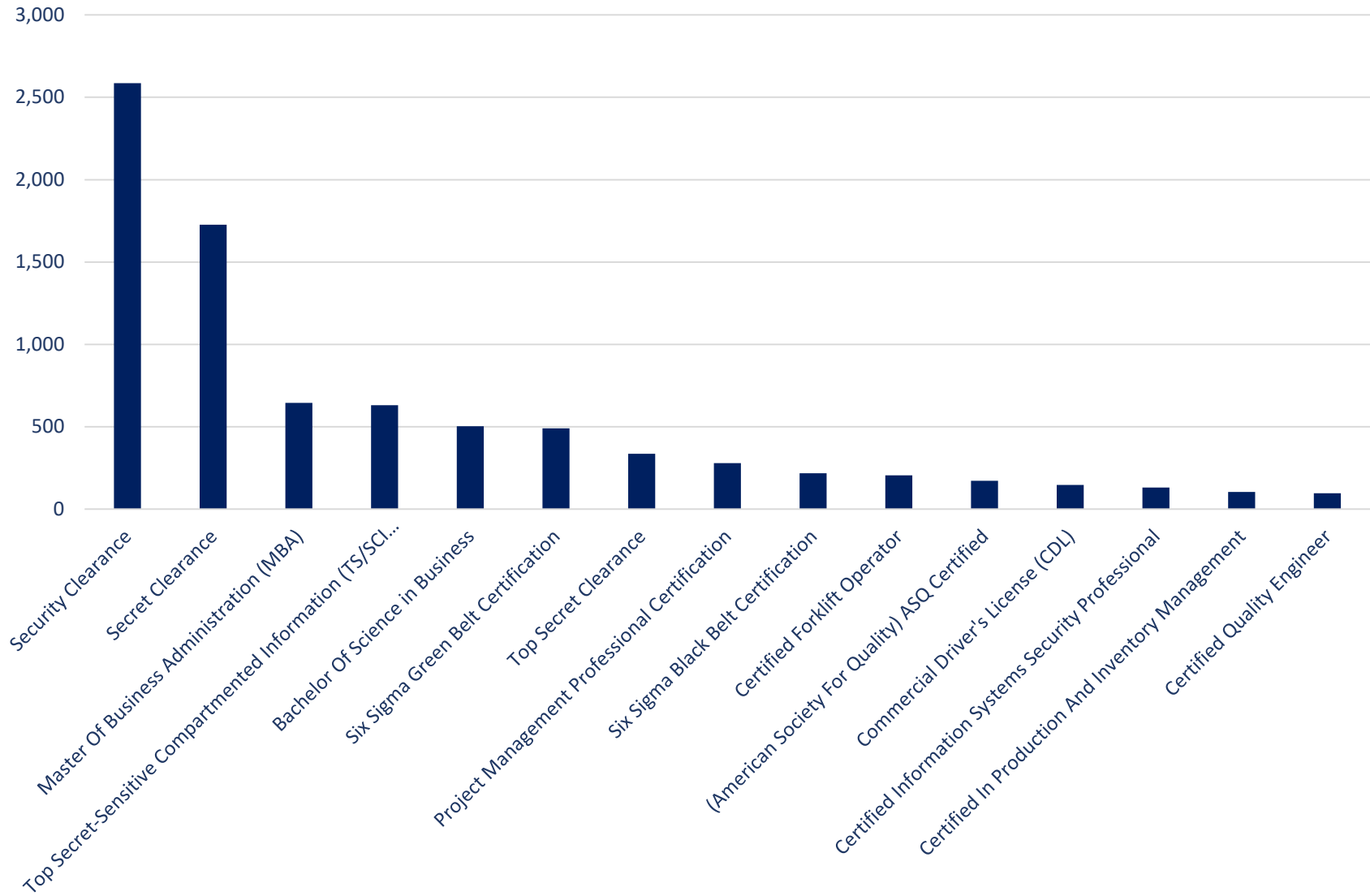
These job postings specify a range of qualifications for the advertised positions, ranging from degrees in specific fields to industry certifications. The most requested qualification is a security clearance. An MBA, Six Sigma certifications and business degrees are also frequently mentioned.

**Table 21: Qualifications, Aerospace Job Postings, Maricopa and Pinal, 2019-2022**

Qualification	Postings
Security Clearance	2,585
Secret Clearance	1,727
Master of Business Administration (MBA)	645
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	631
Bachelor of Science in Business	503
Six Sigma Green Belt Certification	491
Top Secret Clearance	336
Project Management Professional Certification	280
Six Sigma Black Belt Certification	218
Certified Forklift Operator	205
(American Society for Quality) ASQ Certified	173
Commercial Driver's License (CDL)	148
Certified Information Systems Security Professional	131
Certified In Production and Inventory Management	104
Certified Quality Engineer	97

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Qualifications, Job Postings, "Aerospace," Pinal & Maricopa, 2019-2022



## **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 22: Employment by Manufacturing Industry, Pinal County**

<b>Description</b>	<b>2020 Establishments</b>	<b>2020 Jobs</b>	<b>Average Wages</b>
Search, Detection, Navigation, Aeronautical/Nautical System 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 Controls for Residential, Commercial, 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
<b>Total</b>	<b>119</b>	<b>4,748</b>	<b>\$56,639</b>

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## Employment by Occupation

**Table 23: 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 24: Awards, Precision Production and Mechanic/Repair Programs, by Institution, 2019**

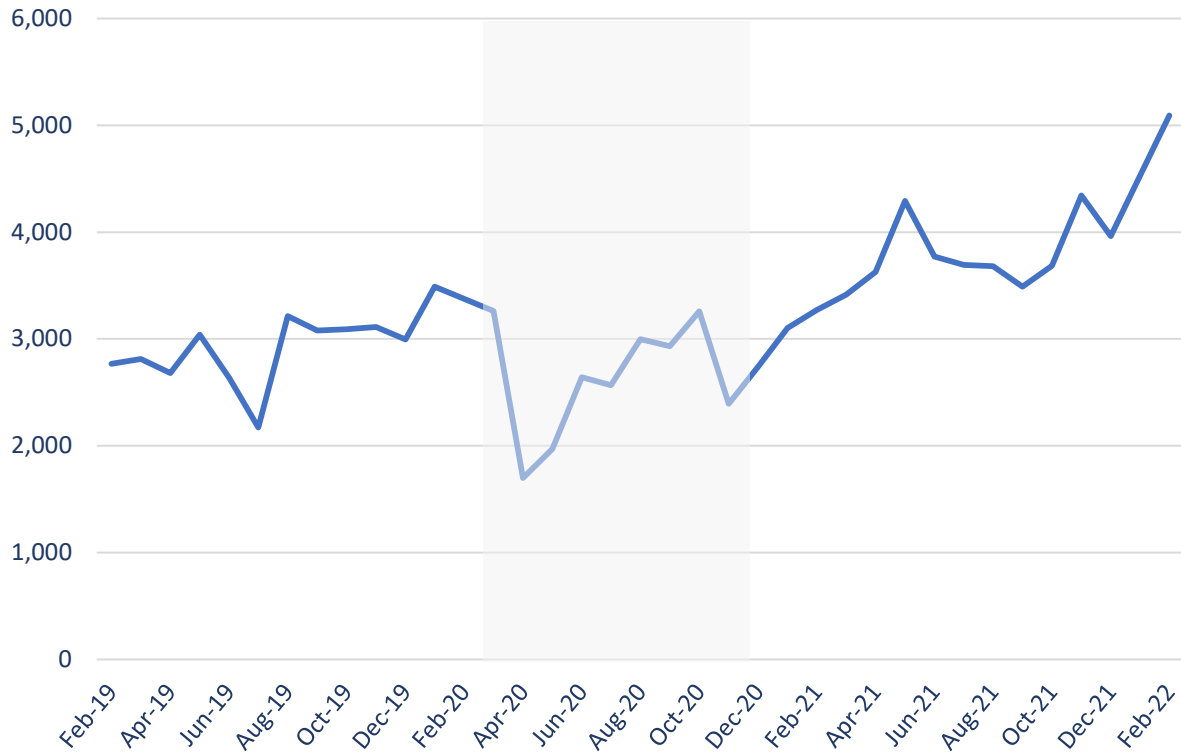
Institution	All Programs		Precision Production Programs		Mechanic and Repair Technologies	
	Certificates Below a Bachelor's Degree	Associate's Degree	Certificates Below a Bachelor's Degree	Associate's Degree	Certificates Below a Bachelor's Degree	Associate's Degree
Central Arizona College	804	523	36	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*

## Job Postings

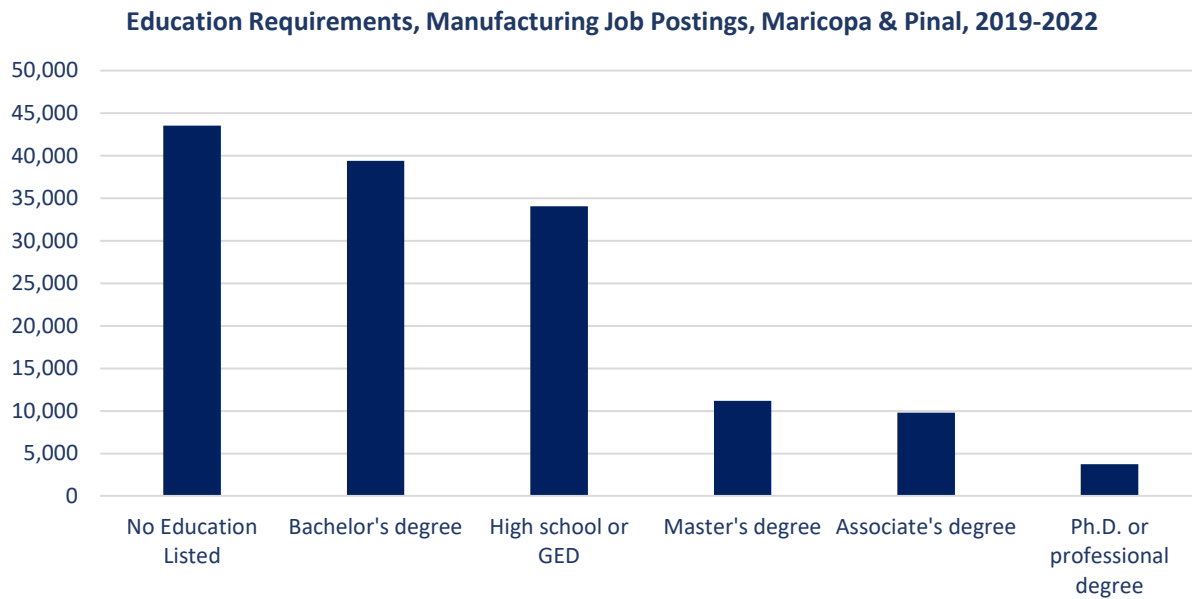
Between February 2019 and February 2022, more than 118,000 job openings were posted by employers from the manufacturing sector across Maricopa and Pinal Counties. As with most industries, the COVID-19 pandemic wreaked short-term havoc on the industry's employment levels. Interestingly, however, the number of advertised job openings from these employers rose dramatically in recent months.

**Total Job Postings, Manufacturing Industry, Maricopa & Pinal, 2019-2022**



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Among these postings, a plurality (37% did not specify a minimum level of education. A third required a bachelor’s degree and 29% a high school diploma.



The specific companies that posted these job openings between February 2019 and February 2022 are led by Honeywell International and IBM. Intel, Boeing and General Motors also posted more 10,000 openings.

**Table 25: Job Postings, Aerospace Manufacturing**

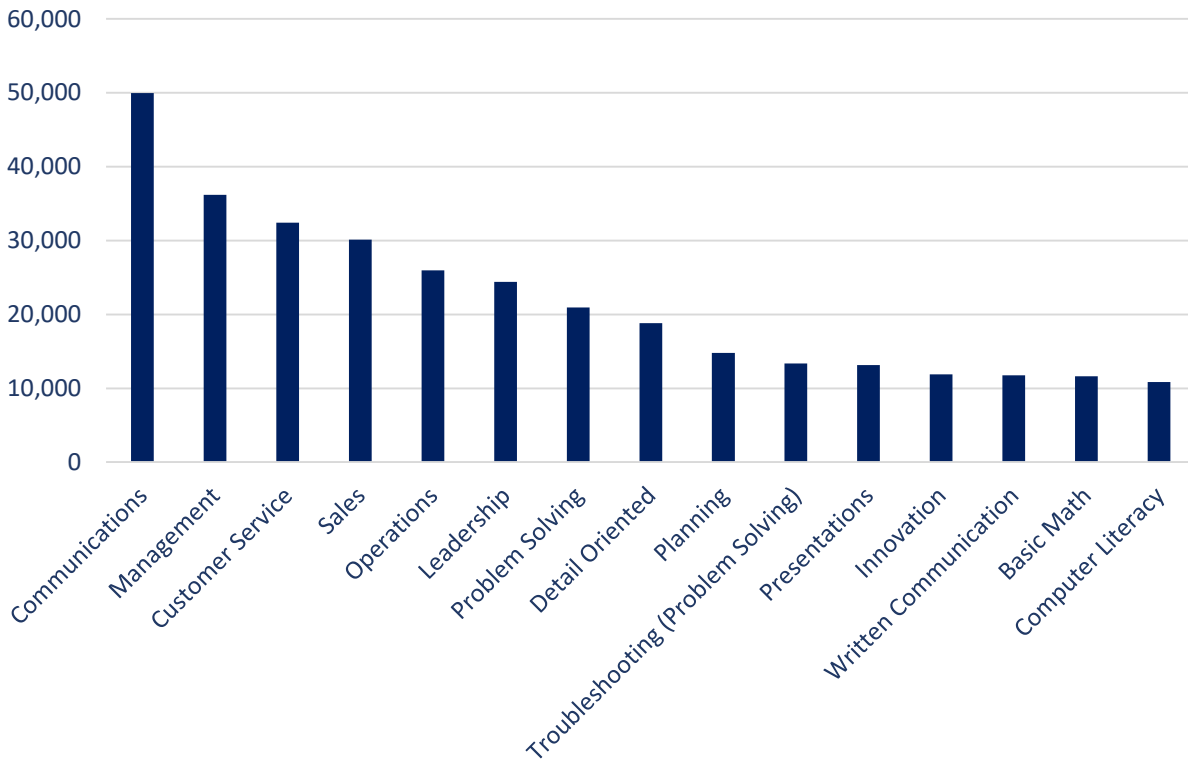
Employer	Postings
Honeywell International	30,719
IBM	12,362
Mitsubishi	22,998
Intel	13,190
Boeing	17,578
General Motors	10,087
Goodyear	7,004
Chrysler	8,919
Applied Materials	2,814
Viasat	9,035
Microchip Technology	3,922
Sherwin-Williams	5,223
PepsiCo	3,610
Bridgestone Corporation	5,638
Abbott Laboratories	3,422
CRH	8,379
BD	3,270
Chevrolet	3,663
L3Harris Technologies	2,855
Apple	2,618

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## Employability Skills

Employability Skills, or “soft” or “common” skills that were mentioned in these job postings included communications skills, which were mentioned in 42% of the postings, management (30%) and customer service (27%).

**Employability Skill, Manufacturing Job Postings, Maricopa & Pinal, 2019-2022**

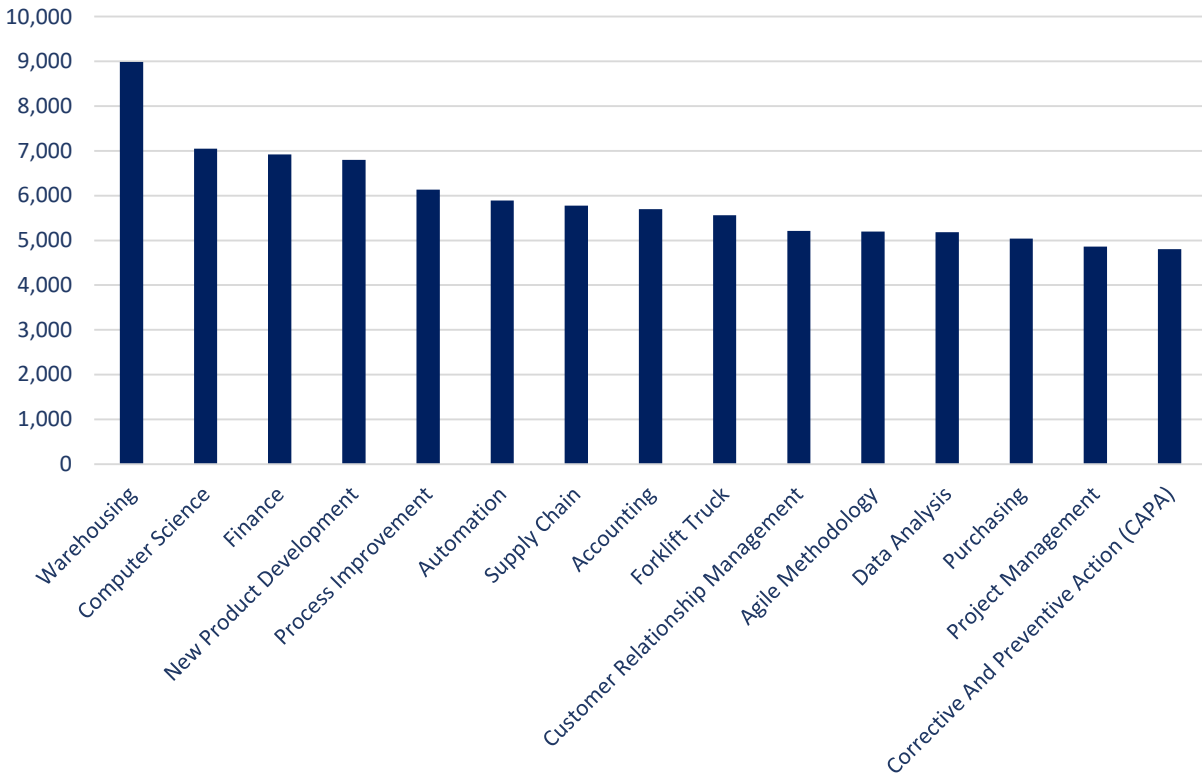


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## Technical Skills

Warehousing, computer science and automation skills were among the most-requested technical competencies among these job postings. Forklifts, Agile methodology and data management were also among the top results.

**Technical Skills, Manufacturing Job Postings, Maricopa & Pinal, 2019-2022**



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## Top Qualifications

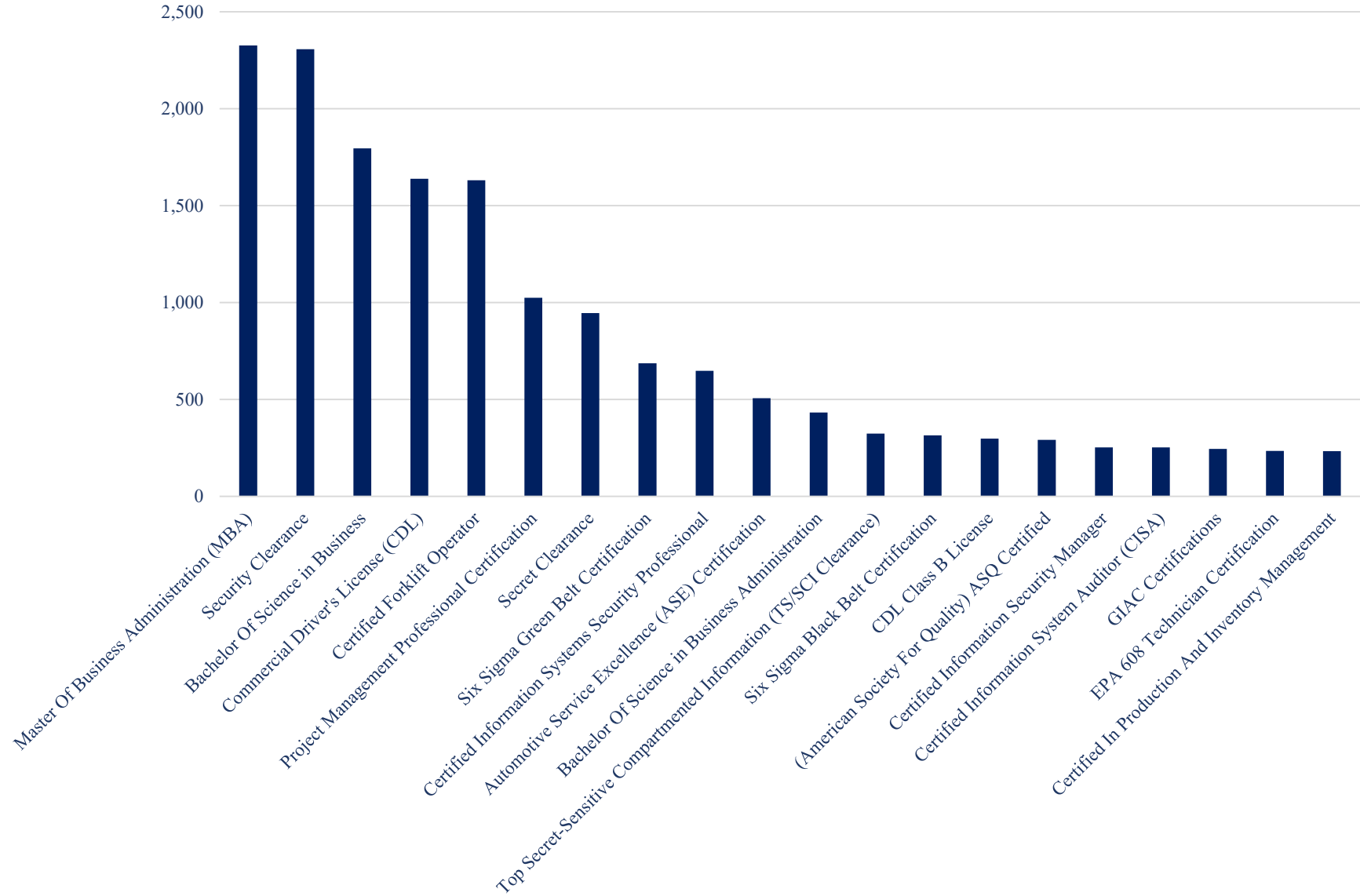
These job postings specify a range of qualifications for the advertised positions, ranging from degrees in specific fields to industry certifications. The most requested qualifications include a security clearance, an MBA, Six Sigma certifications and business degrees.

**Table 26: Qualifications, Aerospace Job Postings, Maricopa and Pinal, 2019-2022**

Qualification	Postings
Master of Business Administration (MBA)	2,327
Security Clearance	2,307
Bachelor of Science in Business	1,796
Commercial Driver's License (CDL)	1,638
Certified Forklift Operator	1,631
Project Management Professional Certification	1,024
Secret Clearance	945
Six Sigma Green Belt Certification	686
Certified Information Systems Security Professional	648
Automotive Service Excellence (ASE) Certification	507
Bachelor of Science in Business Administration	432
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	324
Six Sigma Black Belt Certification	315
CDL Class B License	298
(American Society for Quality) ASQ Certified	292
Certified Information Security Manager	253
Certified Information System Auditor (CISA)	253
GIAC Certifications	245
EPA 608 Technician Certification	234
Certified In Production and Inventory Management	233

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### Qualifications, Manufacturing Job Postings, Maricopa & Pinal, 2019-2022



## 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 27: Employment by Health Care Industry, Pinal County**

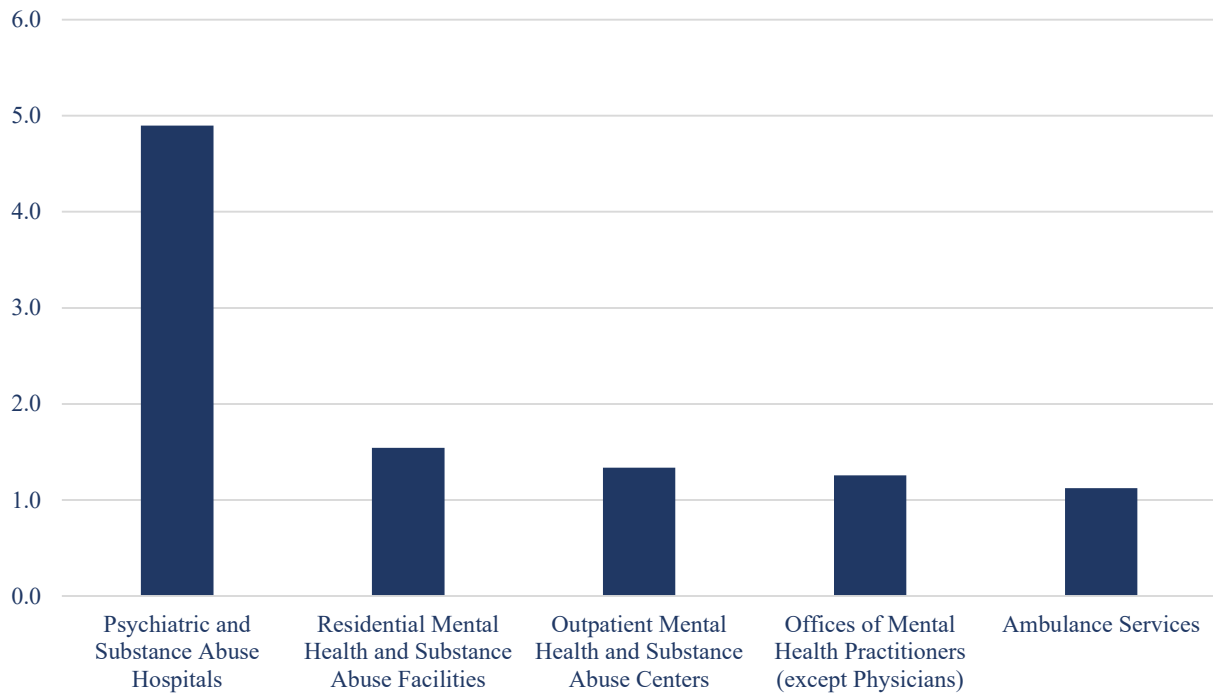
Description	2020 Establishments	2020 Jobs	Average Wages
General Medical and Surgical Hospitals	3	941	\$66,379
Offices of Physicians	61	651	\$67,438
Offices of Other Health Practitioners	65	435	\$40,599
Offices of Dentists	44	406	\$47,870
Nursing Care Facilities (Skilled Nursing Facilities)	6	401	\$38,414
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



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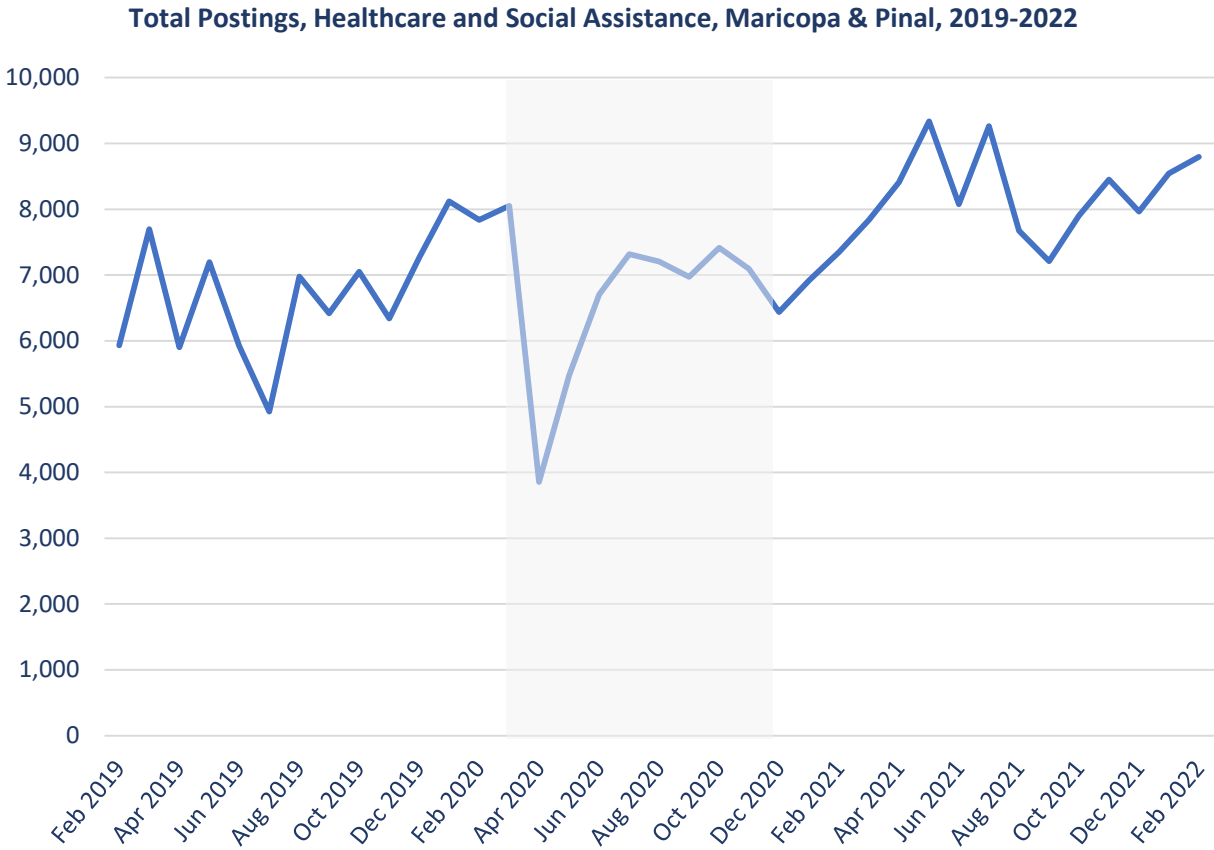
**Table 28: Select Healthcare and Healthcare Support Occupations, by Employment, Pinal County**

Occupation	Median Wages	Jobs
<b>Healthcare Practitioners and Technical Occupations</b>	<b>\$66,965</b>	<b>3,694</b>
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
<b>Healthcare Support Occupations</b>	<b>\$27,069</b>	<b>2,324</b>
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*

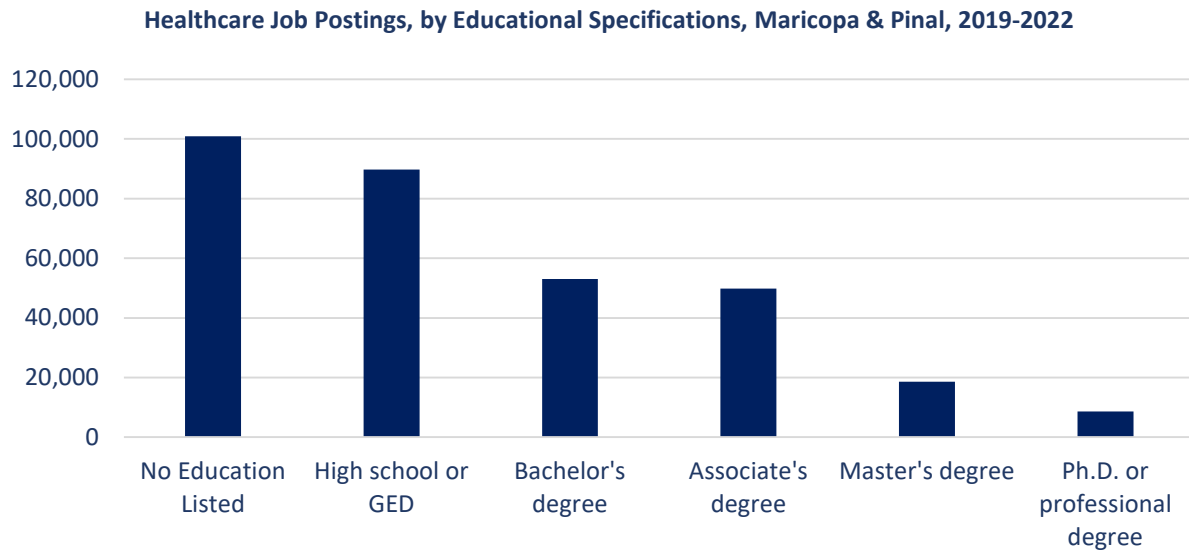
## Job Postings

Between February 2019 and February 2022, more than 267,000 job openings were posted by employers across Maricopa and Pinal Counties looking for healthcare practitioners, technicians and support workers. As with most industries, the COVID-19 pandemic wreaked short-term havoc on the healthcare industry's employment levels. The average number of monthly postings has since recovered and is again approaching all-time highs.



*Economic Modelling Specialists International*

Among these postings, a plurality (38% did not specify a minimum level of education. A third required a high school diploma and 20% a bachelor’s degree.



The specific companies that posted these job openings between February 2019 and February 2022 are led by Banner Health. HonorHealth, Dignity Health, the Phoenix Children’s Hospital and the Mayo Clinic also posted more 10,000 openings.

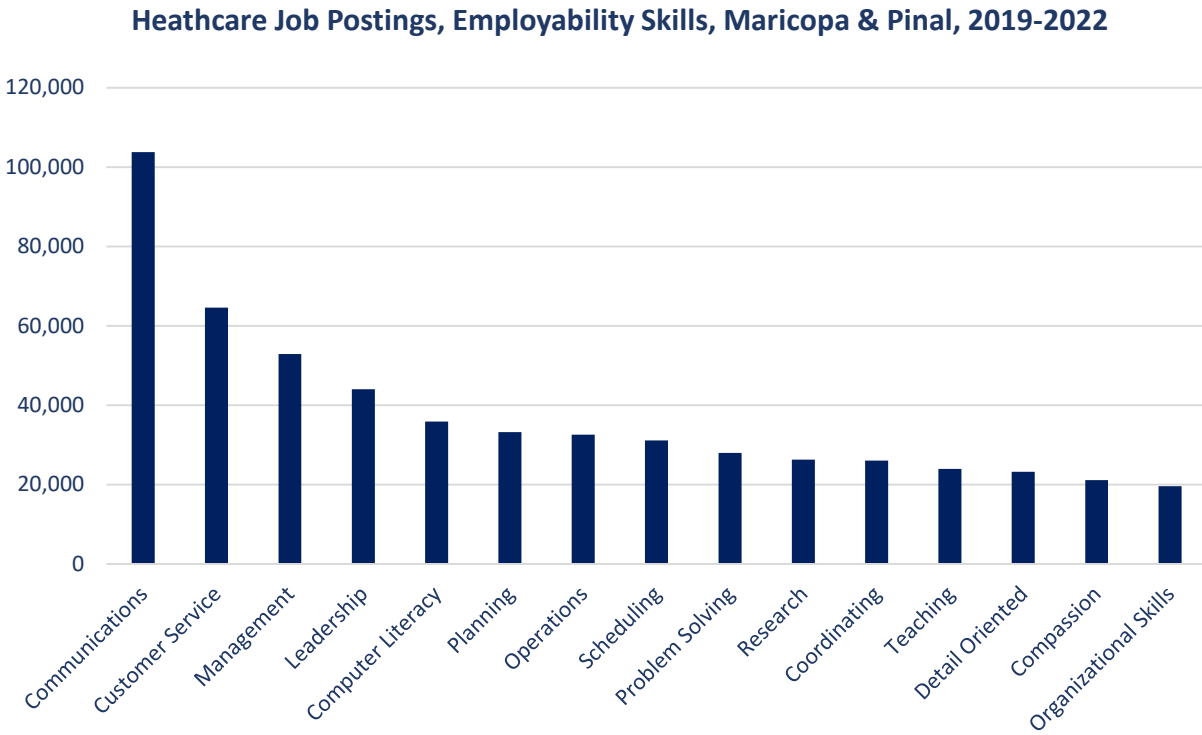
**Table 29: Job Postings, Healthcare**

Employer	Postings
Banner Health	40,425
HonorHealth	17,153
Dignity Health	9,513
Phoenix Children's Hospital	6,374
Mayo Clinic	5,355
Tenet Healthcare	4,288
Brookdale Senior Living	3,565
St. Joseph's Hospital and Medical Center	2,690
Steward Health Care System	2,678
Select Medical	2,603
Terros Health	2,248
Home Instead	2,190
Community Bridges	1,895
CareInHomes	1,707
The Mentor Network	1,659
Centene	1,581
United States Department of Veterans Affairs	1,581
United Surgical Partners International	1,564
Arizona Department of Economic Security	1,541
Fresenius Medical Care	1,523

*Economic Modelling Specialists International*

## Employability Skills

Employability Skills, or “soft” or “common” skills that were mentioned in these job postings included communications skills, which were mentioned in 39% of the postings, customer service (24%) and management (20%).

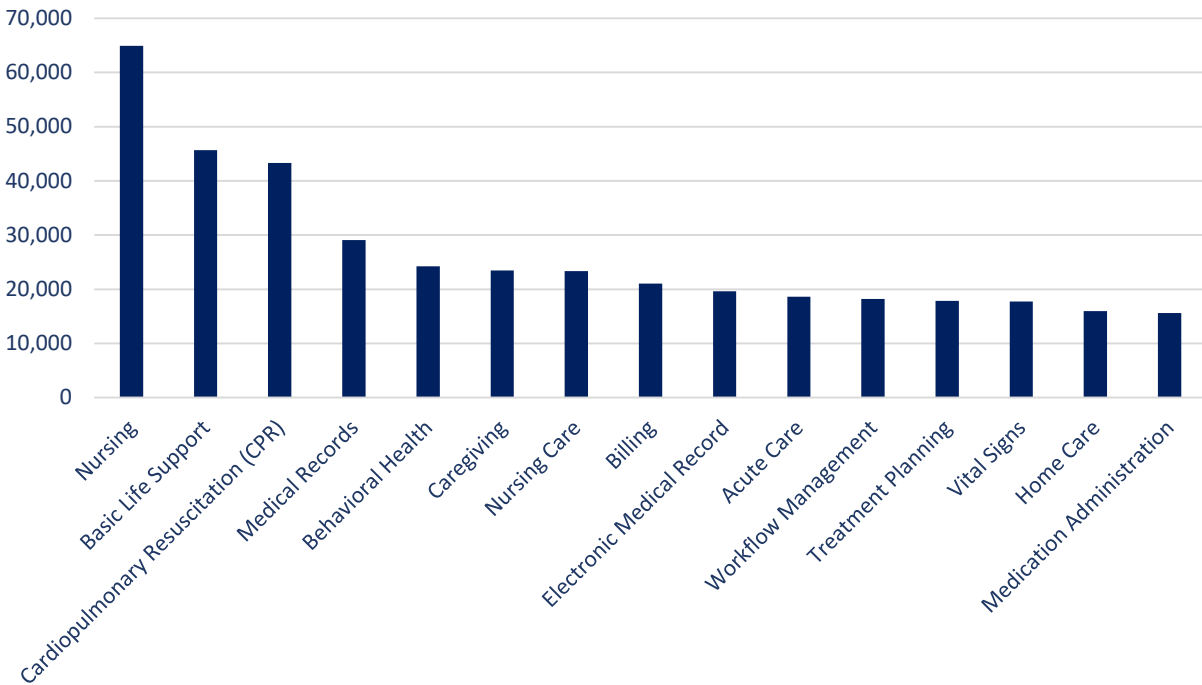


*Economic Modelling Specialists International*

## Technical Skills

Nursing, life support and CPR skills were among the most-requested technical competencies among these job postings. Medical records, billing and electronic medical records were also among the top results.

**Healthcare Job Postings, Technical Skills, Maricopa & Pinal, 2019-2022**



*Economic Modelling Specialists International*

## Top Qualifications

These job postings specify a range of qualifications for the advertised positions, ranging from degrees in specific fields to industry certifications. The most requested qualifications include Nursing Assistant and American Registry of Radiologic Technologist certifications and nursing and business degrees.

**Table 30: Qualifications, Healthcare Job Postings, Maricopa and Pinal, 2019-2022**

Qualification	Postings
Certified Nursing Assistant	13,971
Bachelor of Science in Nursing (BSN)	13,189
Licensed Practical Nurse	9,126
Associate Degree in Nursing	6,476
Certified Medical Assistant	4,751
NIH Stroke Scale (NIHSS)	3,754
Nurse Practitioner	3,525
Licensed Vocational Nurses	3,515
Licensed Clinical Social Worker (LCSW)	3,236
American Registry of Radiologic Technologists (ARRT) Certified	3,093
Diploma in Nursing	3,067
American Medical Technologists	2,829
Patient Care Technician	2,773
Licensed Professional Counselor (LPC)	2,332
Security Clearance	2,271
Licensed Master Social Worker	2,252
Board Certified Behavior Analyst	2,020
Master of Science in Nursing (MSN)	1,970
Certified Clinical Medical Assistant	1,847
Certified Pharmacy Technician	1,779

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## 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.

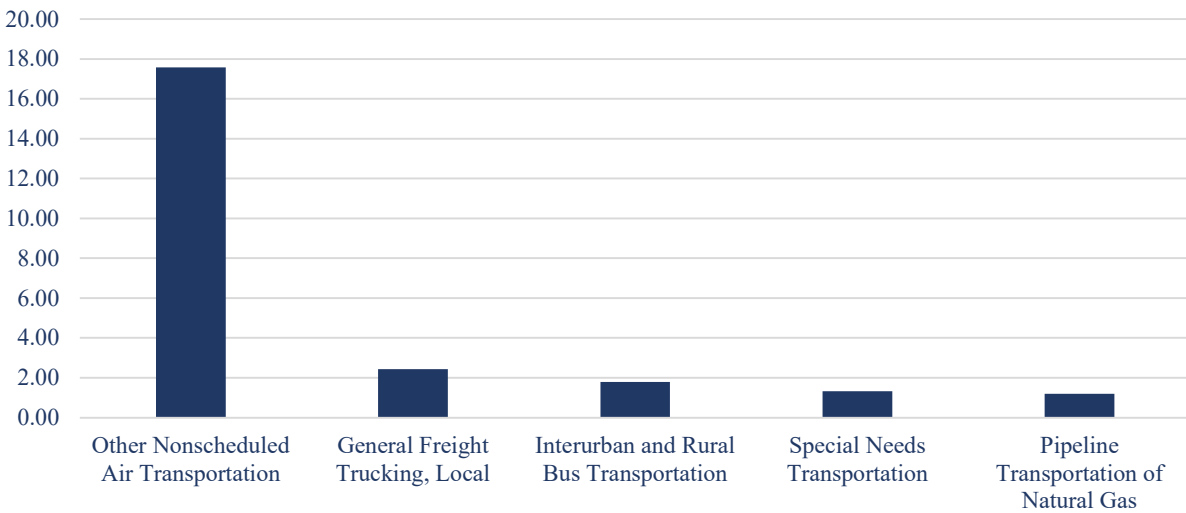
**Table 31: Transportation and Warehousing Industries, Pinal County**

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 32: 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 33: 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 34: 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 35: 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 36: 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 37: 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

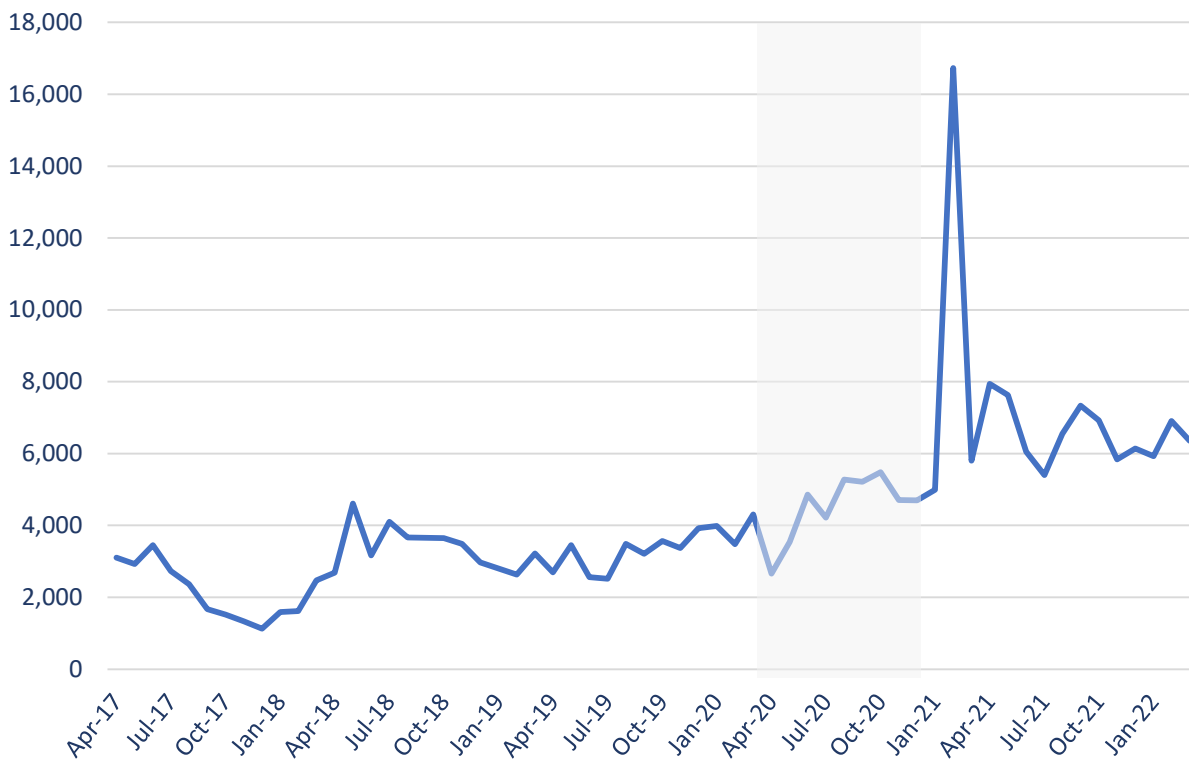
National Center for Education Statistics  
Integrated Postsecondary Education Data System

## Job Postings

Between February 2019 and February 2022, more than 58,000 job openings were posted by employers from the Transportation & Warehousing sector across Maricopa and Pinal Counties. It is interesting to note, however, that the number of postings that recruited transportation and material moving occupations (SOC 53-0000) was significantly higher (187,000). This dramatically illustrates the broad demand for occupations like truck drivers and warehouse operators, who are often employed by organizations whose primary line of business is not transportation, but activities like retail sales, hospitality and manufacturing.

As with most industries, the COVID-19 pandemic caused a short-term decline in the frequency of these postings. However, there was a dramatic increase in early 2021, and the average number of monthly postings has since surpassed pre-pandemic levels.

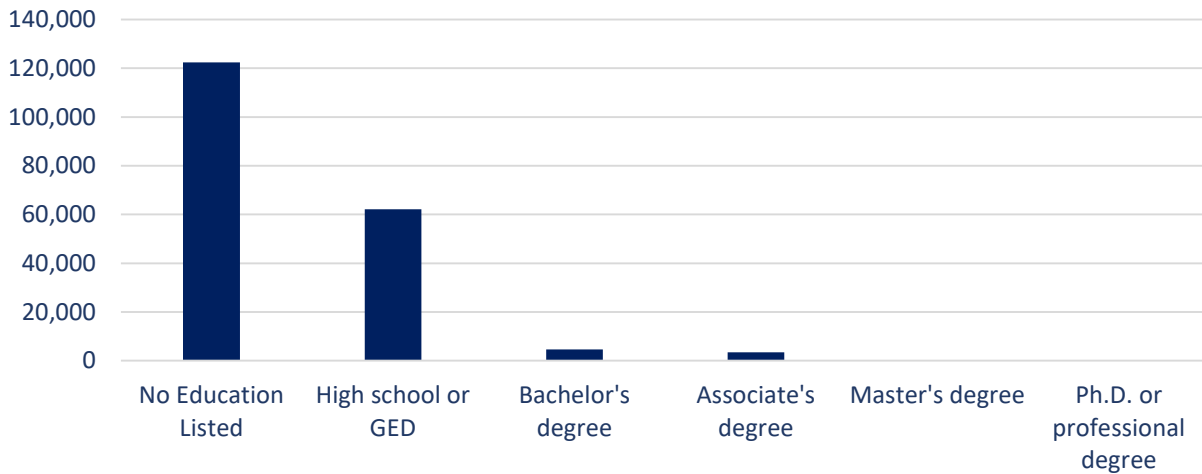
**Transportation and Material Moving Job Postings, Maricopa & Pinal, 2019-2022**



*Economic Modelling Specialists International*

Among these postings, a large majority (65%) did not specify a minimum level of education. A third required a high school diploma and very few required college degrees.

**Transportation and Material Moving Job Postings, Maricopa & Pinal, 2019-2022**



The list of specific companies that posted these job openings between February 2019 and February 2022 is dominated by Amazon with more than 34,000 unique postings. Fedex, UPS, Randstad also posted more 1,500 openings.

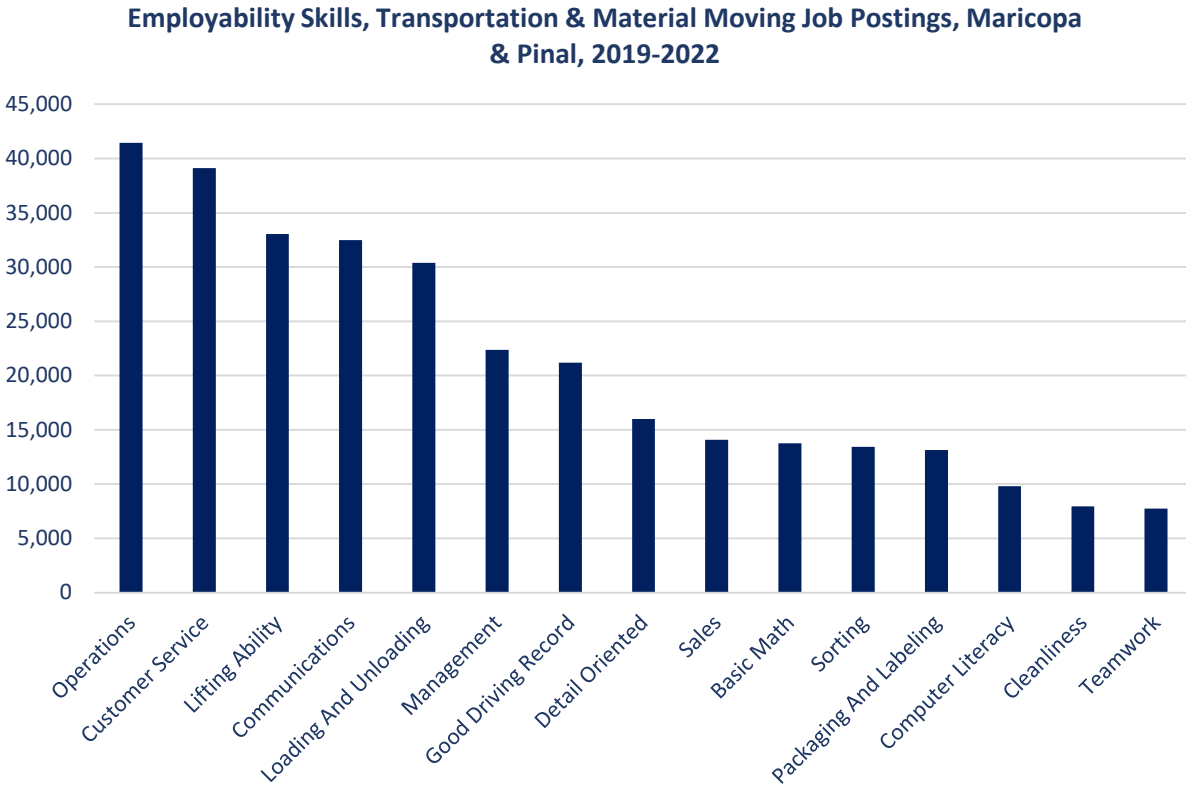
**Table 38: Job Postings, Healthcare**

Employer	Postings
Amazon	34,446
FedEx	2,045
UPS	1,819
Randstad	1,687
Domino's Pizza	1,486
Lowe's	1,318
ProLogistix	1,285
Sprouts Farmers Market	1,265
The Home Depot	1,241
Aerotek	1,104
Stewart Transport	1,023
Corporate Job Bank	930
Schneider National	870
Adecco	830
Walmart	791
Carvana	734
TERRA Staffing Group	654
Penske Automotive Group	612
ResourceMFG	598
O'Reilly Auto Parts	592

*Economic Modelling Specialists International*

## Employability Skills

Employability Skills, or “soft” or “common” skills that were mentioned in these job postings included operations skills, which were mentioned in 22% of the postings, customer service (21%) and communications (17%).

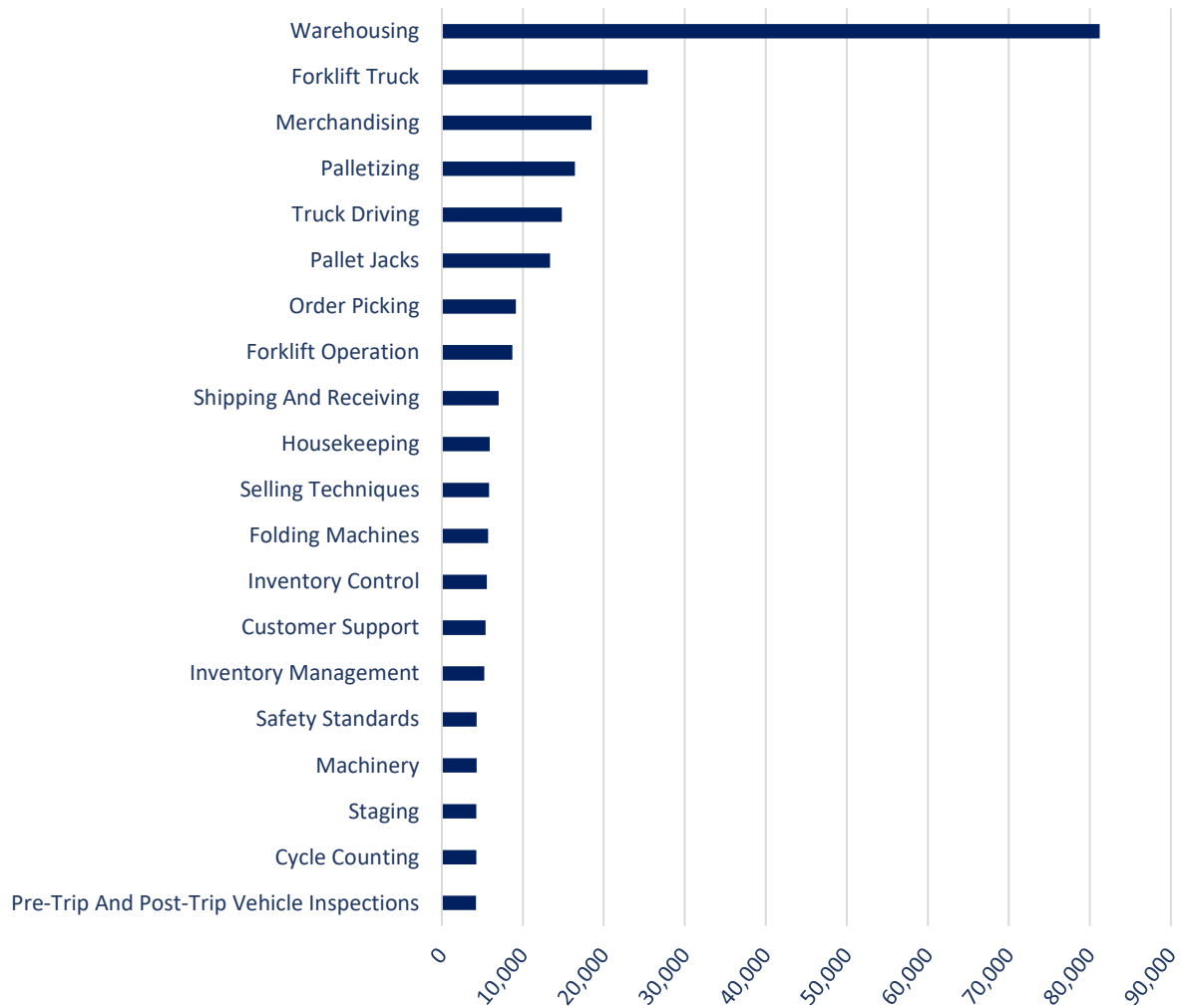


*Economic Modelling Specialists International*

## Technical Skills

Warehousing skills, forklift operation and merchandising were among the most-requested technical competencies among these job postings. Palletizing, truck driving, folding machines, cycle counting and vehicle inspection were also among the top results.

**Technical Skills, Transportation & Material Moving Job Postings, Maricopa & Pinal, 2019-2022**



*Economic Modelling Specialists International*

## Top Qualifications

These job postings specify a range of qualifications for the advertised positions, ranging from degrees in specific fields to industry certifications. The most requested qualifications include Nursing Assistant and American Registry of Radiologic Technologist certifications and nursing and business degrees.

**Table 39: Qualifications, Healthcare Job Postings, Maricopa and Pinal, 2019-2022**

Qualification	Postings
Commercial Driver's License (CDL)	27,941
Certified Forklift Operator	5,177
CDL Class B License	3,138
Tanker Endorsement	3,033
Hazmat Endorsement	2,677
Doubles Endorsement	1,113
Triples Endorsement	717
CDL Class C License	432
Airline Transport Pilot License	382
Transportation Worker Identification Credential (TWIC) Card	382
Security Clearance	368
FAA First Class Medical Certificate	290
Pallet Jack Certification	128
Six Sigma Green Belt Certification	121
Certified Crane Operator	111
FAA Second Class Medical Certificate	106
Certified Nursing Assistant	100
Associate Degree in Nursing	79
Security Identification Display Area (SIDA) Badge	78
Bachelor Of Science in Business	71

*Economic Modelling Specialists International*

## 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.

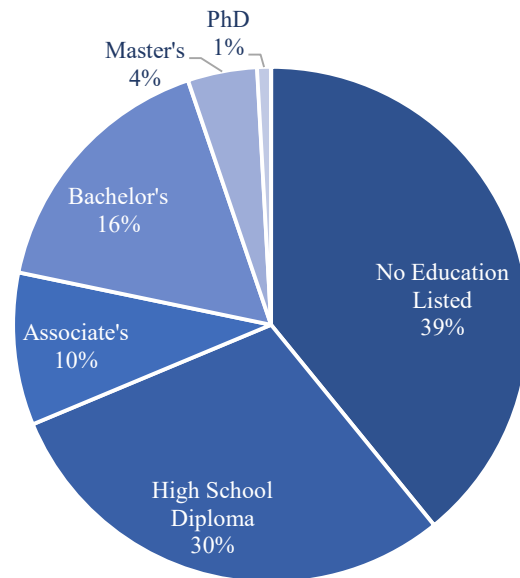
However, these sources are limited in the perspective they can provide because the sectors that are generally understood to be components of the renewable energy sector employ too few people in Pinal County to be published. To gain actionable perspective, then, this analysis looked at job postings data 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

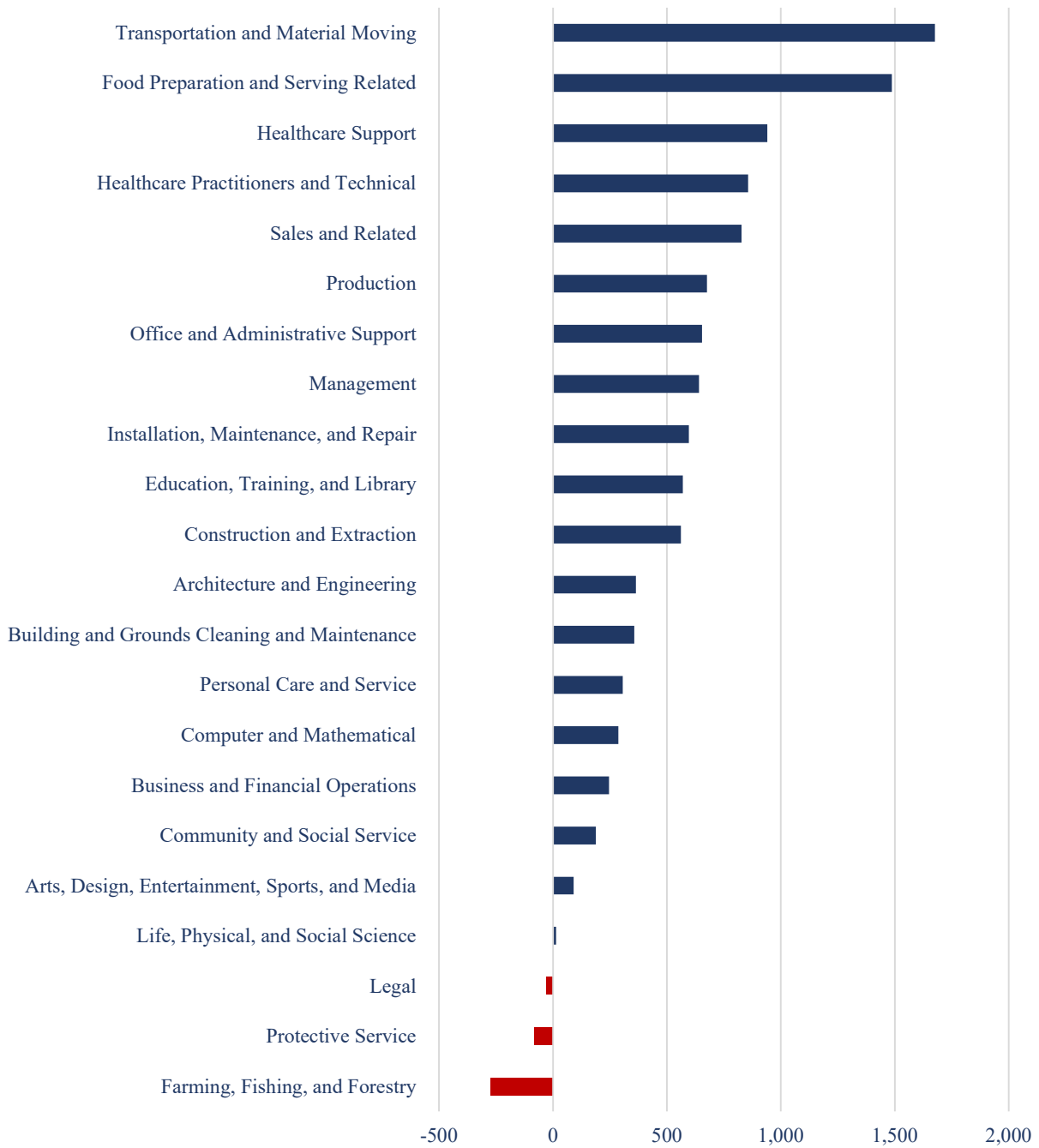
The Arizona Office of Economic Opportunity, in partnership with the United States Census Bureau, produces employment projections for more than 800 occupations every two years.

**Table 40: 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.

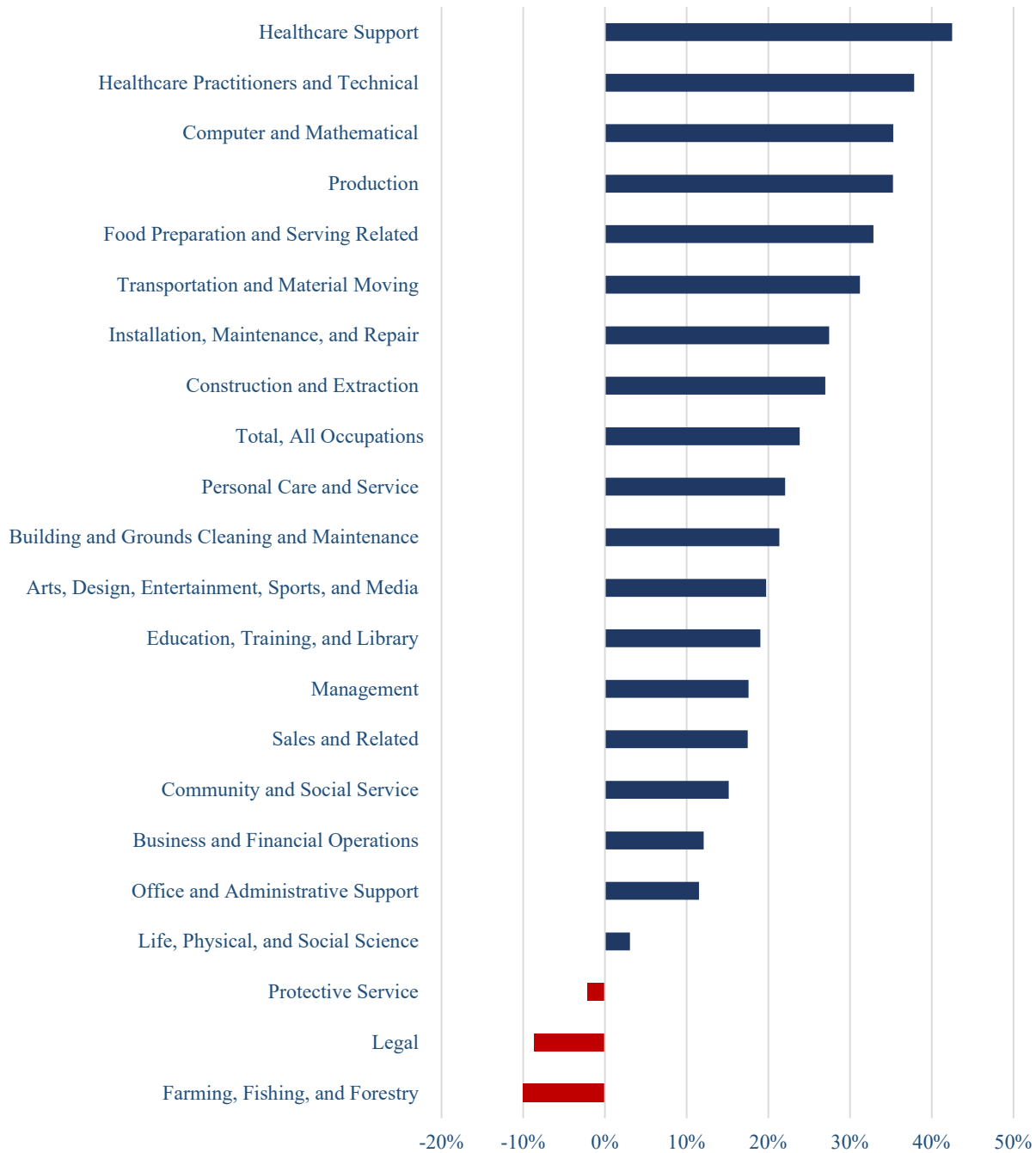
### Projected Employment Change, 2020-2030, by Occupation Family



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 41: 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 42: Occupational Employment Projections, Pinal County, 2020-2030**

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

<b>Top Skill</b>	<b>Job Postings, Feb 2021- Feb 2022</b>
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 44: Most Requested Hard Skills, Job Postings, Pinal County**

<b>Top Skill</b>	<b>Job Postings, Feb 2021- Feb 2022</b>
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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