

August 28, 2024

TRENDING WORKFORCE GAPS: NAVIGATING WORKFORCE DATA

ARIZONA
COMMERCE AUTHORITY



ACA APPROACH

VISION

Arizona is the premier global destination for business and innovation, with an economy that delivers opportunity for all Arizonans.

MISSION

To continually grow and strengthen Arizona's economy by helping businesses in targeted, high-growth industries create quality jobs statewide for Arizona citizens.



FOCUSED ON HIGH-VALUE INDUSTRIES



AEROSPACE & DEFENSE

AIRCRAFT
SPACECRAFT
MAINTENANCE, REPAIR &
OVERHAUL



BIOSCIENCE & HEALTH CARE

MEDICAL DEVICES
THERAPEUTICS
PHARMACEUTICALS



BUSINESS & FINANCIAL SERVICES

BANKING
INSURANCE
CENTERS OF EXCELLENCE



FILM & DIGITAL MEDIA

FILM & VIDEO PRODUCTION
COMMERCIAL PHOTOGRAPHY
CONTENT STUDIOS



MANUFACTURING

AUTOMOTIVE
BATTERY
CONSUMER PRODUCTS



TECHNOLOGY & INNOVATION

SEMICONDUCTOR
SOFTWARE
DATACENTER

TECHNOLOGIES SHAPING THE FUTURE



ADVANCED
SEMICONDUCTOR



WATERTECH
& AGTECH



FINTECH



CYBERSECURITY



AI & MACHINE
LEARNING



NEXT-GEN
MOBILITY



SPACETECH



PROPTech



ADDITIVE
MANUFACTURING



ADVANCED
MATERIALS



CLEAN ENERGY
& SUSTAINABILITY



BIOTECH



INTERNET OF THINGS



QUANTUM COMPUTING



WEB3

FISCAL YEAR 2024 RESULTS

PROJECTED JOBS



PROJECTED CAPEX



PROJECTED WAGES



ACA WINS SINCE INCEPTION



LABOR FORCE STRENGTH

IN ARIZONA

250K+

LABOR FORCE GROWTH
IN ABOUT 3.5 YEARS

(SINCE DEC. 2020)

OVERALL LABOR FORCE
OF **3.758+ MILLION** PEOPLE

INCREASE OF **59K+** OVER
THE LAST YEAR

3.4%

UNEMPLOYMENT RATE

(JULY 2024)

VERY LOW
UNEMPLOYMENT RATE

U.S. UNEMPLOYMENT: 4.3%

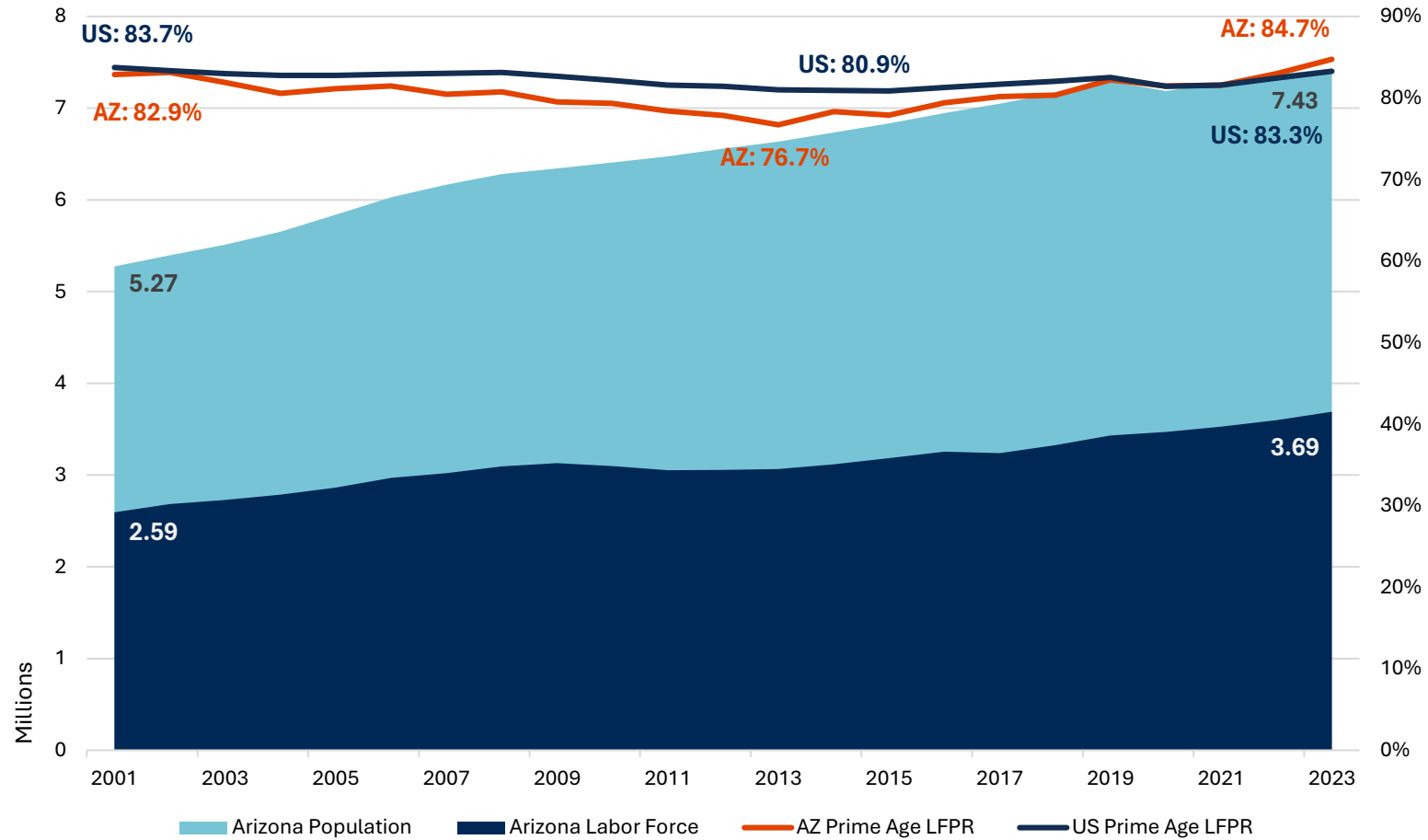
87.2%

PRIME-AGE
LABOR FORCE
PARTICIPATION

(Ages 25-54, July 2024)

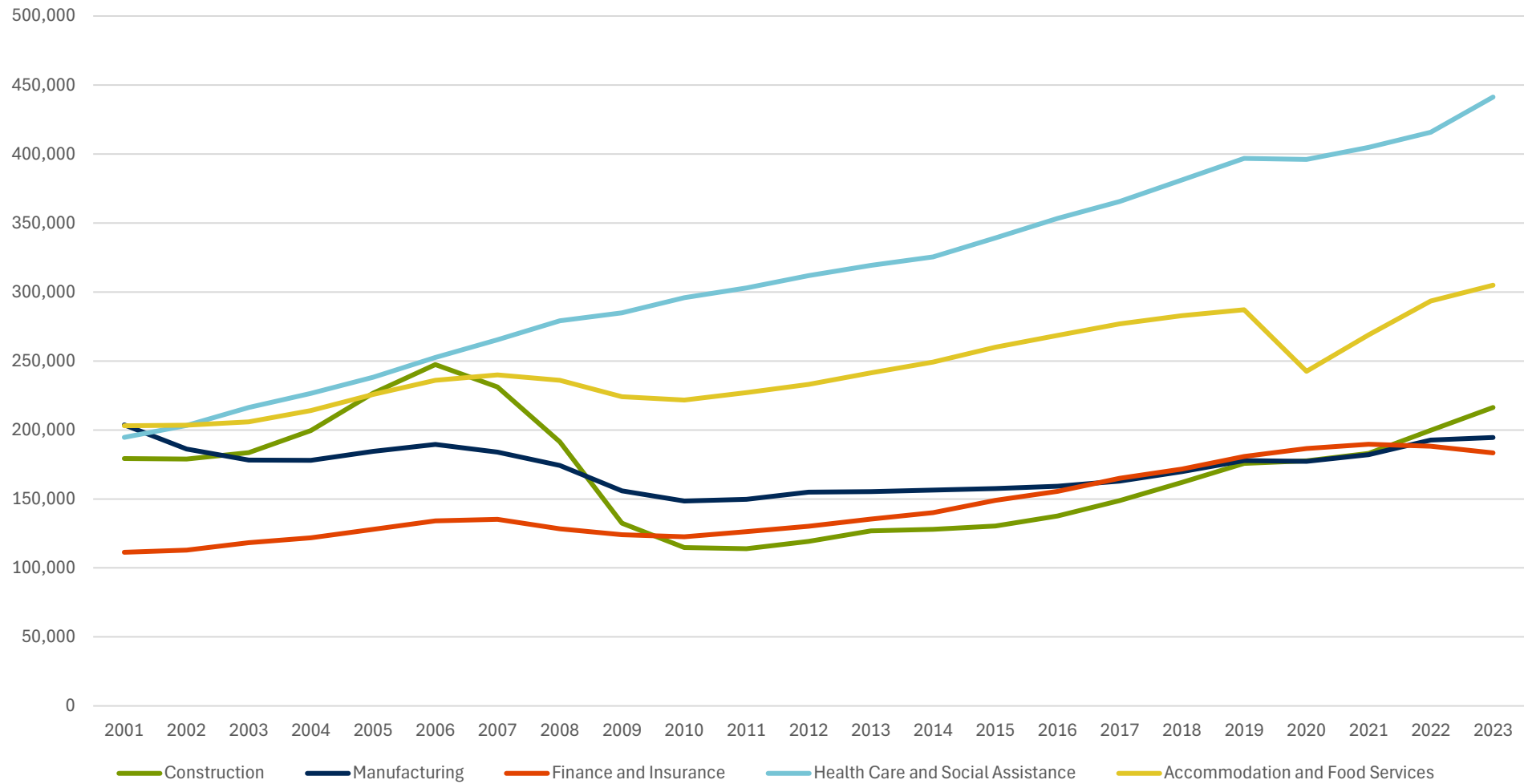
U.S. rate: 83.7%

Arizona Population, Labor Force, and Prime Age Labor Participation Rate (LFPR) 2001 - 2023



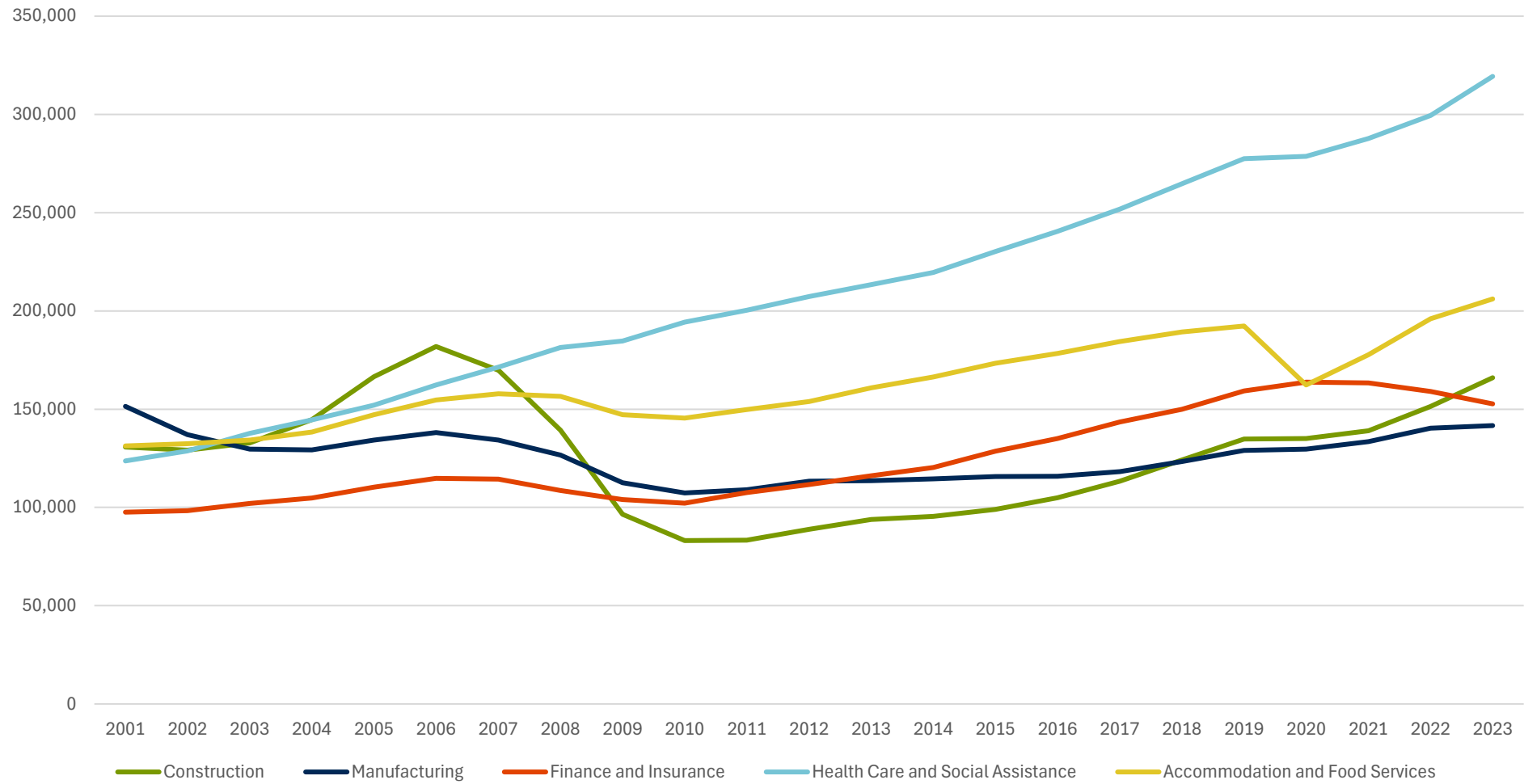
Source: BLS

Arizona Employment in Select Industries 2001 - 2023



Source: Lightcast

Maricopa County Employment in Select Industries 2001 - 2023



Source: Lightcast

Pandemic Effects on Arizona Employment by Industry

Industry	Feb-20	Apr-20	Nov-21	Month Recovered	Employment level	Jul-24	Feb-20 to Jul-24 Change	Feb-20 to Nov-21 change
Accommodations and Food Services	292,700	169,800	281,400	Jul-22	293,200	299,400	2.3%	-3.9%
Administrative and Waste Services	254,400	226,900	246,300	N/A	N/A	245,700	-3.4%	-3.2%
Arts, Entertainment and Recreation	47,600	23,100	42,500	Feb-23	48,100	46,000	-3.4%	-10.7%
Federal Government	57,600	58,400	57,300	No Drop	N/A	60,100	4.3%	-0.5%
Finance and Insurance	176,200	177,300	191,200	No Drop	N/A	186,000	5.6%	8.5%
Health Care and Social Assistance	406,600	373,300	405,000	Jan-22	408,100	472,600	16.2%	-0.4%
Local Government	278,300	266,400	262,400	Jun-24	279,400	279,200	0.3%	-5.7%
Management of Companies & Enterprises	33,800	31,500	38,200	Feb-21	34,300	49,800	47.3%	13.0%
Manufacturing	180,800	174,800	185,700	Mar-21	181,300	192,500	6.5%	2.7%
Private Educational Services	72,300	57,900	66,400	July-23	73,000	77,700	7.5%	-8.2%
Professional, Scientific and Technical Services	161,700	155,200	172,600	Dec-20	162,300	180,300	11.5%	6.7%
Real Estate and Rental and Leasing	56,400	51,800	57,400	Oct-21	56,800	60,100	6.6%	1.8%
Retail Trade	328,000	291,300	347,100	Oct-20	328,400	347,200	5.9%	5.8%
State Government	92,300	91,000	88,300	Feb-23	92,800	96,200	4.2%	-4.3%
Transportation, Warehousing & Utilities	124,800	121,900	144,700	May-20	125,100	157,000	25.8%	15.9%
Wholesale Trade	99,900	95,400	102,400	Mar-21	100,100	122,900	23.0%	2.5%
TOTAL	2,996,800	2,654,600	3,028,800	*	*	3,261,200	8.8%	1.1%

Source: BLS, Seasonally adjusted.

Note: November 2021 was the month Arizona total jobs exceeded February 2020 levels. April is the lowest month of employment in 2020.

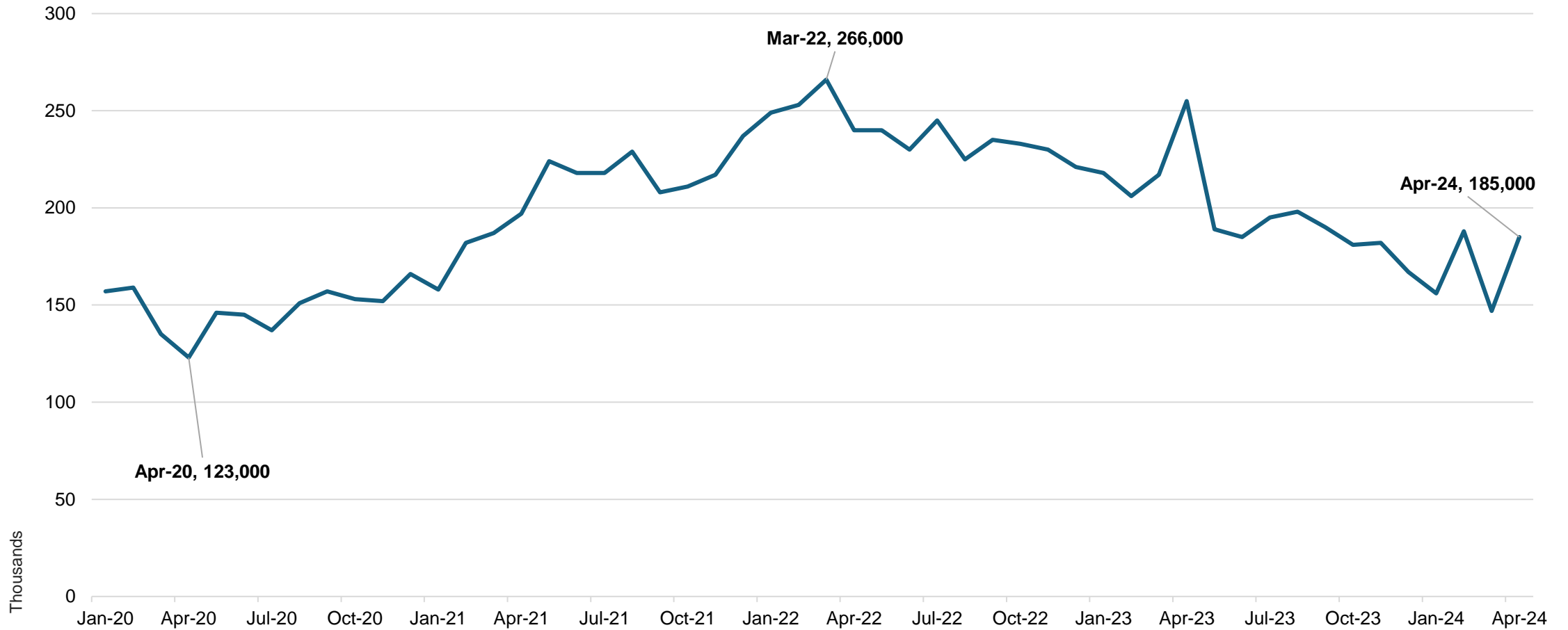
Maricopa County Pre- and Post-Pandemic Jobs and Average Wages Select Industries

	2019 Jobs	2023 Jobs	2019 Average Wages	2023 Average Wages
Health Care and Social Assistance	277,520	319,342	\$56,650	\$68,522
Government	239,736	241,501	\$53,689	\$67,215
Accommodation and Food Services	192,389	206,101	\$24,095	\$31,390
Construction	134,816	166,008	\$62,963	\$80,594
Finance and Insurance	159,243	152,678	\$82,937	\$101,413
Manufacturing	129,053	141,699	\$79,770	\$94,204
Professional, Scientific, and Technical Services	124,412	132,273	\$83,737	\$103,187
Transportation and Warehousing	83,662	110,573	\$54,347	\$60,028
Educational Services	58,556	64,864	\$42,477	\$48,463
Information	38,626	38,659	\$79,000	\$114,716
Utilities	7,932	8,100	\$122,088	\$134,935

Average wage levels not adjusted for inflation.

Source: Lightcast

Arizona Job Openings



Source: U.S. Bureau of Labor Statistics, JOLTS state.

2022-2032 Projected Employment Change

	2022 Employment Estimate	2032 Employment Projections	% Change
Arizona	3,319,516	3,797,484	14.4%
Maricopa County	2,388,683	2,783,094	16.5%
Pima County	417,799	449,965	7.7%
Pinal County	77,991	88,082	12.9%

Select Industry	Arizona			Maricopa County		
	2022 Employment Estimate	2032 Projected Employment	% Change	2022 Employment Estimate	2032 Projected Employment	% Change
Accommodation and Food Services	297,224	337,030	13.4%	198,085	227,386	14.8%
Construction	197,497	222,002	12.4%	150,633	169,099	12.3%
Financial Activities	236,884	261,980	10.6%	202,838	224,906	10.9%
Government	160,352	161,720	0.9%	78,943	82,095	4.0%
Information	48,664	56,557	16.2%	39,737	46,621	17.3%
Manufacturing	193,062	225,460	16.8%	140,943	167,013	18.5%
Other Services	105,292	113,326	7.6%	73,221	79,403	8.4%
Professional, Scientific, and Technical Services	471,794	553,687	17.4%	383,918	456,357	18.9%
Trade Transportation & Utilities	615,228	711,653	15.7%	451,843	529,895	17.3%

Source: Arizona Office of Economic Opportunity, Long-term Projections.

Annual Openings and Projections by Occupation Phoenix MSA

Occupation	Avg. Annual Openings	2023 Jobs	2030 Jobs	2023 - 2030 % Change	2023 Turnover Rate	Median Annual Earnings
Fast Food and Counter Workers	18,552	73,995	80,237	8%	149%	\$31,133
Home Health and Personal Care Aides	10,742	54,589	67,187	23%	82%	\$33,716
Retail Salespersons	9,427	58,135	62,775	8%	98%	\$34,781
Laborers and Freight, Stock, and Material Movers, Hand	8,210	52,630	59,349	13%	125%	\$39,198
Waiters and Waitresses	8,144	35,431	38,547	9%	147%	\$46,690
Stockers and Order Fillers	7,508	39,641	44,789	13%	105%	\$36,931
General and Operations Managers	6,588	69,359	75,365	9%	56%	\$94,280
Office Clerks, General	4,707	36,162	38,016	5%	87%	\$45,840
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4,348	28,105	30,166	7%	97%	\$34,510
Cooks, Restaurant	4,200	20,635	25,742	25%	103%	\$38,126
Registered Nurses	3,643	47,867	54,093	13%	31%	\$89,399
Heavy and Tractor-Trailer Truck Drivers	3,501	27,891	30,920	11%	84%	\$50,296
Maids and Housekeeping Cleaners	3,314	20,663	22,388	8%	95%	\$35,067
First-Line Supervisors of Food Preparation and Serving Workers	3,222	18,511	20,876	13%	95%	\$43,133
Receptionists and Information Clerks	2,968	19,095	21,096	10%	91%	\$37,253
Security Guards	2,942	20,237	21,479	6%	96%	\$36,215
Postsecondary Teachers	2,893	26,797	30,866	15%	36%	\$73,044
Maintenance and Repair Workers, General	2,716	24,251	27,064	12%	57%	\$47,234
Medical Assistants	2,713	16,212	19,385	20%	76%	\$45,281
Construction Laborers	2,593	22,206	25,976	17%	83%	\$46,804
Software Developers	2,548	29,332	35,220	20%	34%	\$126,022
Bookkeeping, Accounting, and Auditing Clerks	2,548	20,040	21,073	5%	80%	\$48,521

Note: Most annual openings with at least 5% growth rate

Source: Lightcast

Annual Openings and Projections by Fast-Growing Occupation Phoenix MSA

Occupation	Avg. Annual Openings	2023 Jobs	2030 Jobs	2023 - 2030 % Change	2023 Turnover Rate	Median Annual Earnings
Home Health and Personal Care Aides	10,742	54,589	67,187	23%	82%	\$33,716
Cooks, Restaurant	4,200	20,635	25,742	25%	103%	\$38,126
Postsecondary Teachers	2,893	26,797	30,866	15%	36%	\$73,044
Medical Assistants	2,713	16,212	19,385	20%	76%	\$45,281
Construction Laborers	2,593	22,206	25,976	17%	83%	\$46,804
Software Developers	2,548	29,332	35,220	20%	34%	\$126,022
Electricians	2,077	14,739	18,980	29%	76%	\$60,722
Nursing Assistants	2,021	11,101	13,191	19%	94%	\$40,614
Light Truck Drivers	1,999	14,857	17,176	16%	90%	\$46,169
First-Line Supervisors of Construction Trades & Extraction Workers	1,789	16,238	18,981	17%	72%	\$76,167
Medical Secretaries and Administrative Assistants	1,778	13,251	15,291	15%	62%	\$44,435
Insurance Sales Agents	1,368	12,512	14,589	17%	31%	\$61,603
Carpenters	1,223	10,736	12,572	17%	77%	\$52,010
Financial Managers	1,134	11,805	13,760	17%	37%	\$138,417
Exercise Trainers and Group Fitness Instructors	1,105	4,738	5,749	21%	105%	\$49,813
Heating, Air Conditioning, and Refrigeration Mechanics & Installers	1,069	8,425	10,418	24%	70%	\$49,934
Plumbers, Pipefitters, and Steamfitters	1,014	8,038	9,801	22%	75%	\$57,432

Note: Occupations with at least 15% projected growth rate and at least 1,000 average annual openings.

Source: Lightcast

Arizona Industries with the Highest Share of Older Workers, 2023

NAICS	Description	Employment in Industry	55+ Share
8131	Religious Organizations	19,678	41.4%
8139	Business, Professional, Labor, Political, and Similar Organizations	7,820	38.3%
5311	Lessors of Real Estate	11,587	37.4%
4811	Scheduled Air Transportation	13,044	36.7%
3345	Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	7,584	35.4%
4251	Wholesale Electronic Markets and Agents and Brokers	5,969	35.2%
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	5,085	34.9%
8141	Private Households	25,772	33.8%
6216	Home Health Care Services	27,425	32.5%
5615	Travel Arrangement and Reservation Services	6,295	31.9%
1110	Crop Production	7,600	31.8%
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	23,940	31.6%
6241	Individual and Family Services	46,983	31.5%
4441	Building Material and Supplies Dealers	27,567	31.2%
3273	Cement and Concrete Product Manufacturing	5,064	31.0%
3364	Aerospace Product and Parts Manufacturing	30,906	30.6%
5411	Legal Services	18,442	30.6%
1151	Support Activities for Crop Production	9,068	30.4%
3231	Printing and Related Support Activities	5,234	30.0%

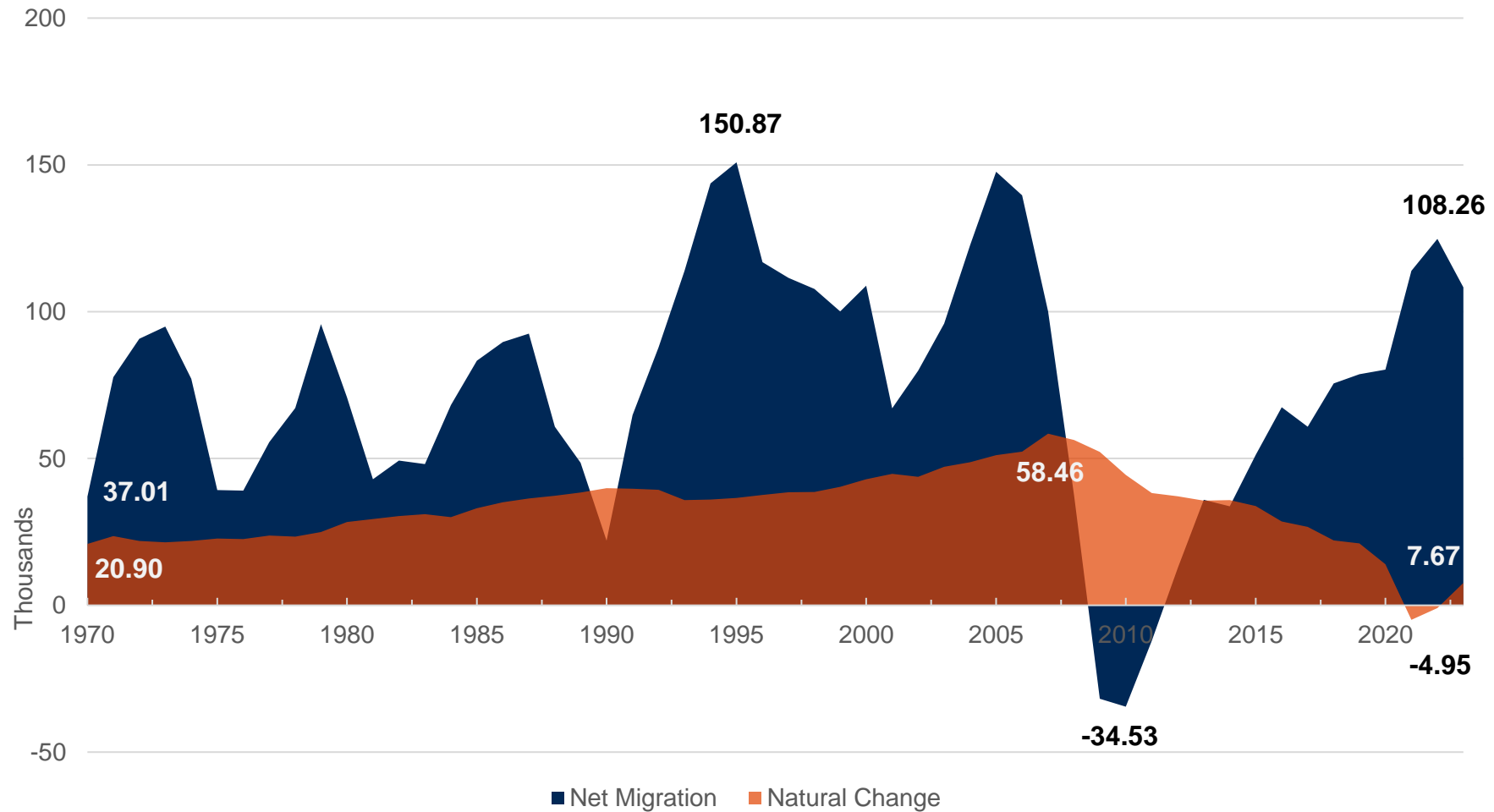
Source: U.S. Census Longitudinal Employer-Household Dynamics via Lightcast.

Arizona Industries with the Lowest Share of Older Workers, 2023

NAICS	Description	Employment in Industry	55+ Share
6212	Offices of Dentists	21,514	17.5%
5419	Other Professional, Scientific, and Technical Services	16,137	17.3%
6244	Child Day Care Services	13,438	17.3%
4599	Other Miscellaneous Retailers	12,257	17.2%
6117	Educational Support Services	6,927	17.1%
5132	Software Publishers	11,019	16.8%
8121	Personal Care Services	16,226	16.5%
3121	Beverage Manufacturing	6,012	16.3%
5222	Nondepository Credit Intermediation	21,171	16.3%
6116	Other Schools and Instruction	8,037	15.9%
4581	Clothing and Clothing Accessories Retailers	15,568	15.5%
4492	Electronics and Appliance Retailers	8,991	15.2%
5182	Data Processing, Hosting, and Related Services	12,207	14.9%
4921	Couriers and Express Delivery Services	17,333	14.4%
4931	Warehousing and Storage	49,858	14.2%
3361	Motor Vehicle Manufacturing	5,156	13.3%
7224	Drinking Places (Alcoholic Beverages)	7,534	12.7%
7225	Restaurants and Other Eating Places	235,376	10.6%
9012	Federal Government, Military	33,592	0.0%

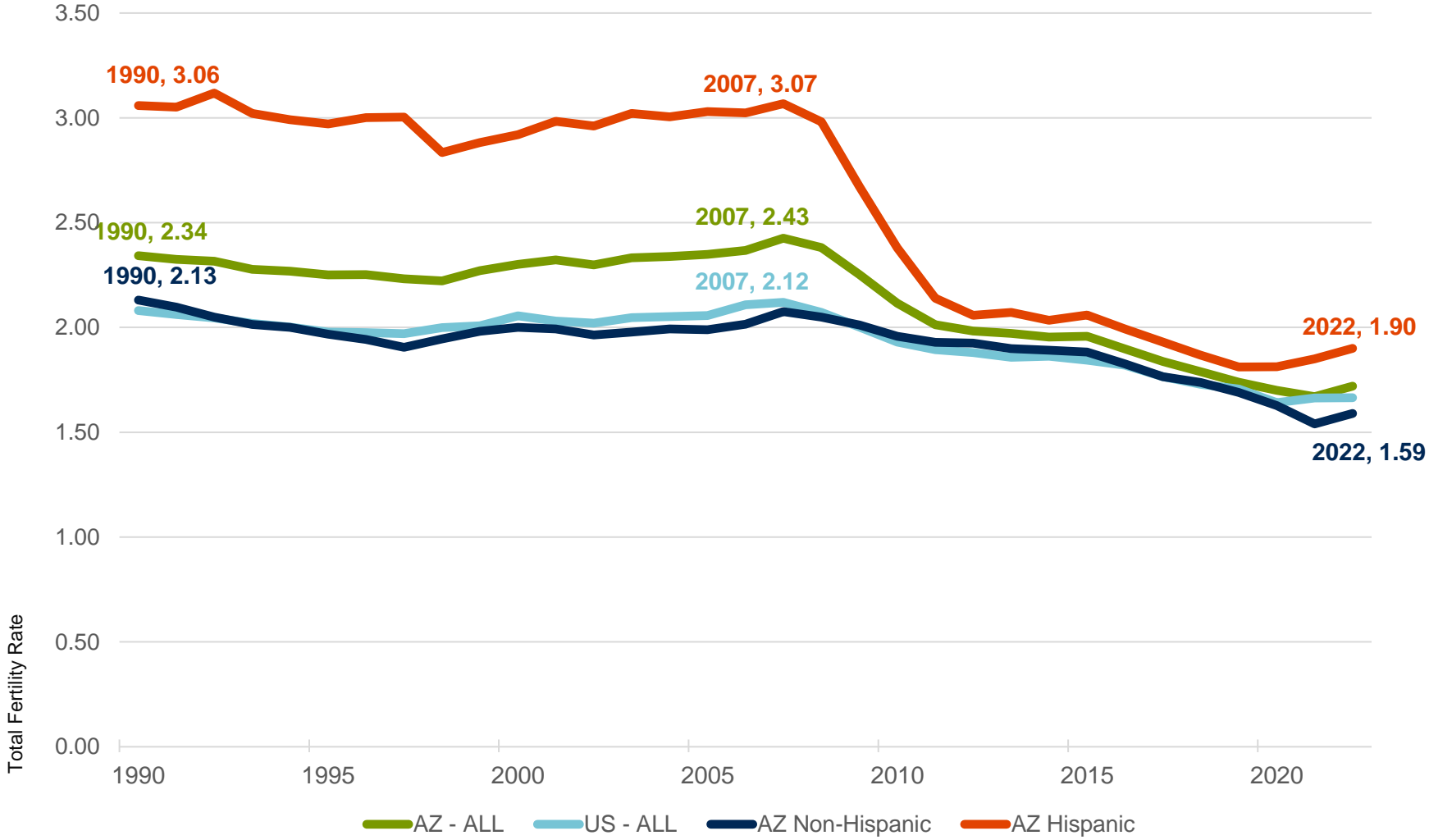
Source: U.S. Census Longitudinal Employer-Household Dynamics via Lightcast.

Components of Arizona Population Change 1970-2023



Source: USCB
Note: Natural Change is defined as births minus deaths.

Total Fertility Rates



Source: AZ DHS

Top States for In-Migration to Arizona 2022

State	In-Migration Estimate
California	74,157
Washington	21,242
Texas	17,404
Colorado	12,232
Oregon	12,093
Illinois	10,623
Utah	10,597
Nevada	8,890
Michigan	7,449
Missouri	7,362

Top States for Out-Migration from Arizona 2022

State	Out-Migration Estimate
California	27,412
Texas	22,634
Florida	11,901
Colorado	7,386
Washington	7,237
Nevada	6,888
New Mexico	6,862
Oregon	6,108
North Carolina	5,619
Pennsylvania	5,561

Top States for Net Migration to Arizona 2022

State	Net Migration Estimate
California	46,745
Washington	14,005
Oregon	5,985
Illinois	5,246
Utah	5,240
Colorado	4,846
Missouri	3,786
Michigan	3,677
Wisconsin	3,095
New Jersey	2,549

Source: U.S. Census Bureau State-to-State Migration Flows. 2022 ACS 1-year estimates.

Data Sources

- Arizona Office of Economic Opportunity: oeo.az.gov
 - Population estimates and projections
 - Labor Market data and analysis
- U.S. Bureau of Labor Statistics
 - O*NET: powerful resource for information about individual occupations, including training providers, demand forecast, pay levels, skill requirements
 - Occupational Employment and Wage Statistics (occupational data, annual)
 - Quarterly Census of Employment and Wages (industry data, quarterly)

Discussion Q&A



THANK YOU

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