



January 8, 2020

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# Economic Conditions Report

## Pima County

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**FOR FURTHER INFORMATION:**

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[www.laborstats.az.gov](http://www.laborstats.az.gov)

## **ABOUT THIS REPORT**

This report was created to assist Arizona Local Workforce Development Areas in completing their 2020-2024 Local Workforce Development Plans. The report summarizes key demographic, labor market, and workforce trends occurring within the state and local economy. The information provided in this report is intended to be a resource for local workforce information board members and workforce practitioners during the local workforce planning process.

## **ABOUT THE ARIZONA OFFICE OF ECONOMIC OPPORTUNITY**

The Office of Economic Opportunity (OEO) was created to strengthen the analytical capabilities of the state's workforce and economic development initiatives. OEO serves as Arizona's workforce planning coordinator, and in this role, provides operational, strategic and research support to the Workforce Arizona Council and other key workforce partners. OEO produces official statewide data for population, employment, and wage estimates including the official Arizona employment and population projections. OEO also functions in an advisory capacity by providing economic expertise to state and local government agencies and officials.

## OVERVIEW

Pima County's economy consists of a wide range of industries offering opportunities for individuals seeking employment of all types.

Several positive economic and workforce trends were recorded in Pima County including:

- Population continues to increase, growing 0.8 percent annually from 2013 to 2018.
- Population is projected to grow by 0.8 percent in 2019 and 0.8 percent in 2020.
- Incomes are on the rise in Pima County. Median family income improved from \$51,425 in 2017 to \$53,463 in 2018.
- Labor force participation levels increased in 2018, increasing by 9,424 people from 2017.
- In 2018, seven of the eleven major industry sectors recorded positive year-over-year employment growth.
- Employment gains in 2018 were led by Construction, which grew by 900 jobs or 5.7%, and Manufacturing, which grew by 900 jobs or 3.7%.
- Total employment is projected to increase by 1.5% annually from 2018 Quarter 3 through 2020 Quarter 2.

Other less-favorable economic and workforce trends were recorded in Pima County including:

- Pima County has a slightly higher uninsured population (9.6 percent) when compared to the United States (8.9 percent).
- Since 2009, Pima County's unemployment rate has trended closely with Arizona's unemployment rate, though it has trended above the United State rate during a majority of this time period.
- In 2018, one of the eleven major industry sectors (Trade Transportation and Utilities) reported a year-over-year employment decline.

## POPULATION

### Population Growth by County, 2013-2018

Area	Population Estimate (2013)	Population Estimate (2018)	Numeric Change (2013-2018)	Annualized Percent Change (2013-2018)
Arizona	6,634,999	7,171,646	536,647	1.6%
Apache County	72,341	71,818	-523	-0.1%
Cochise County	129,608	126,770	-2,838	-0.4%
Coconino County	136,713	142,854	6,141	0.9%
Gila County	53,022	53,889	867	0.3%
Graham County	37,454	38,072	618	0.3%
Greenlee County	8,908	9,483	575	1.3%
La Paz County	20,532	21,098	566	0.5%
Maricopa County	4,019,019	4,410,824	391,805	1.9%
Mohave County	203,158	209,550	6,392	0.6%
Navajo County	107,145	110,445	3,300	0.6%
<b>Pima County</b>	997,437	1,039,073	41,636	0.8%
Pinal County	385,656	447,138	61,482	3.0%
Santa Cruz County	46,991	46,511	-480	-0.2%
Yavapai County	214,426	231,993	17,567	1.6%
Yuma County	202,589	212,128	9,539	0.9%
United States	316,057,727	327,167,434	11,109,707	0.7%

Source: U.S. Census Bureau, Population Estimates Program, 2013-2018 Estimates  
Office of Economic Opportunity

Changes in population can have a large impact on a local economy. An area experiencing population growth, particularly growth in working-age populations, may experience an increase in economic activity<sup>1</sup> and workforce diversity.

- Arizona had one of the fastest growing populations in the United States from 2013-2017, ranking 9<sup>th</sup> among all U.S. states.
- Maricopa, Pima, and Pinal counties represented 92 percent of Arizona's total population growth from 2013 to 2018.
- Pima County represented 8 percent of Arizona's total population growth from 2013 to 2018.
- From 2013 to 2017, 35 percent of individuals who moved to Pima County from another state were prime-working age adults (25 to 54 years old).<sup>2</sup>
- In 2018, Pima County represented 14 percent of Arizona's total population, decreasing from 15 percent in 2013.

<sup>1</sup> Headey, D., & Hodge, A. (2009). The Effect of Population Growth on Economic Growth: A Meta-Regression Analysis of the Macroeconomic Literature. *Population and Development Review*, 35(2), 221-248. Retrieved from [www.jstor.org/stable/25487661](http://www.jstor.org/stable/25487661)

<sup>2</sup> U.S. Census Bureau, American Community Survey, 5 Year estimates. (2013-2017). Geographic Mobility by Selected Characters, Table S0701. Available from [data.census.gov](http://data.census.gov).

## Pima County Population Projections, 2018

Year	Population Estimate (2018)	Projected Numeric Change	Projected Percentage Change	Projected Natural Change <sup>1</sup>	Projected Total Net Migration <sup>2</sup>
2018	1,034,201	-----	-----	1,295	6,807
2019	1,042,475	8,274	0.8%	1,270	6,930
2020	1,050,906	8,431	0.8%	1,234	7,054
2021	1,059,218	8,311	0.8%	1,182	6,984
2022	1,067,441	8,224	0.8%	1,122	6,954

<sup>1</sup> Natural Change = Births – Deaths

<sup>2</sup> Net Migration = (Domestic In Migration – Domestic Out Migration) + (Foreign In Migration – Out Migration)

Source: Office of Economic Opportunity, Population Projections Medium Series

Population projections provide useful insight into an area’s future demand for resources and services.<sup>3</sup> An area experiencing population declines may choose to focus efforts on filling current job positions, while an area experiencing population growth may choose to focus on job creation. Further analysis into the composition of growing or declining populations can be a useful next step.

- Arizona is projected to add over 406,032 people to its overall population levels from 2019-2022, growing by an annualized rate of 1.0 percent.
- Pima County population is projected to add 40,832 people to its overall population from 2019-2022, representing 8% of total projected population growth for the state.
- A majority of Pima County’s population growth, roughly 85%, is projected to come from people migrating into the county from other Arizona counties, other states or foreign countries.

## Population Characteristics, 2018

Indicator	Pima County	Arizona	United States
Population 16 and Over	847,376	5,714,007	262,185,951
Civilian Labor Force Participation Rate 16 and Over	57%	59%	63%
Median Household Income	\$53,464	\$59,246	\$61,937
Families in Poverty	11%	10%	9%
Median Age	39.0	38.0	38.2
Individuals 16 and Over with a Disability	15%	13%	13%
Veterans	10%	9%	7%
Uninsured	10%	11%	9%

Source: U.S. Census Bureau, American Community Survey, 2018 1-Year Estimates  
Office of Economic Opportunity

It is important to understand the employment barriers faced by those served when developing workforce strategies. Population characteristics can help illuminate vulnerable segments of an area’s population. An

<sup>3</sup> Kaneda, T. & Bremer, J. (2014). “Understanding Population Projection: Behind the Numbers. Population Reference Bureau”. Retrieved from <https://www.prb.org/united-nations-population-projections/>

area with population characteristics that are significantly different from state or national averages, may need to consider how best to meet the needs of their unique population.

- Median household income has historically been lower in Pima County than in Arizona or the United States, though Pima County median household income increased from \$51,425 in 2017 to \$53,464 in 2018.
- Median age was significantly higher in Pima County than in Arizona or the United States.
- Individuals with disabilities represented a larger share of total population in Pima County than in Arizona or the United States.
- The labor force participation rate was modestly lower in Pima County than in Arizona and much lower when compared to the United States.
- Pima County's households in poverty rate was higher than poverty rates in Arizona and the United States

### Pima County Public Assistance Households, 2018

Indicator	Pima County	Arizona	United States
TANF (Temporary Assistance for Needy Families)	2%	2%	2%
Food Stamps/SNAP	13%	11%	12%
SSI (Supplemental Security Income)	5%	5%	5%
Medicaid/AHCCCS Individuals	18%	17%	15%

*NOTE: TANF, SSI, and SNAP proportions are based on households, Medicaid/AHCCCS proportions are based on individuals. Source: U.S. Census Bureau, American Community Survey, 2018 1-Year Estimates Office of Economic Opportunity*

- Pima County utilized public assistance programs at rates similar to Arizona and the United States.
- When compared with Arizona and the United States, Pima County utilized SNAP services at a higher rate.

### Highest Education Level Achieved, 2018, 25 years and Over

Indicator	Pima County	Arizona	United States
Less than High School	12%	13%	12%
High School Graduate (includes equivalency)	23%	24%	27%
Some College, no degree	25%	25%	20%
Associate's Degree	9%	9%	9%
Bachelor's Degree	19%	19%	20%
Graduate or Professional Degree	13%	11%	13%

*Source: U.S. Census Bureau, American Community Survey, 2018 1-Year Estimates Office of Economic Opportunity*

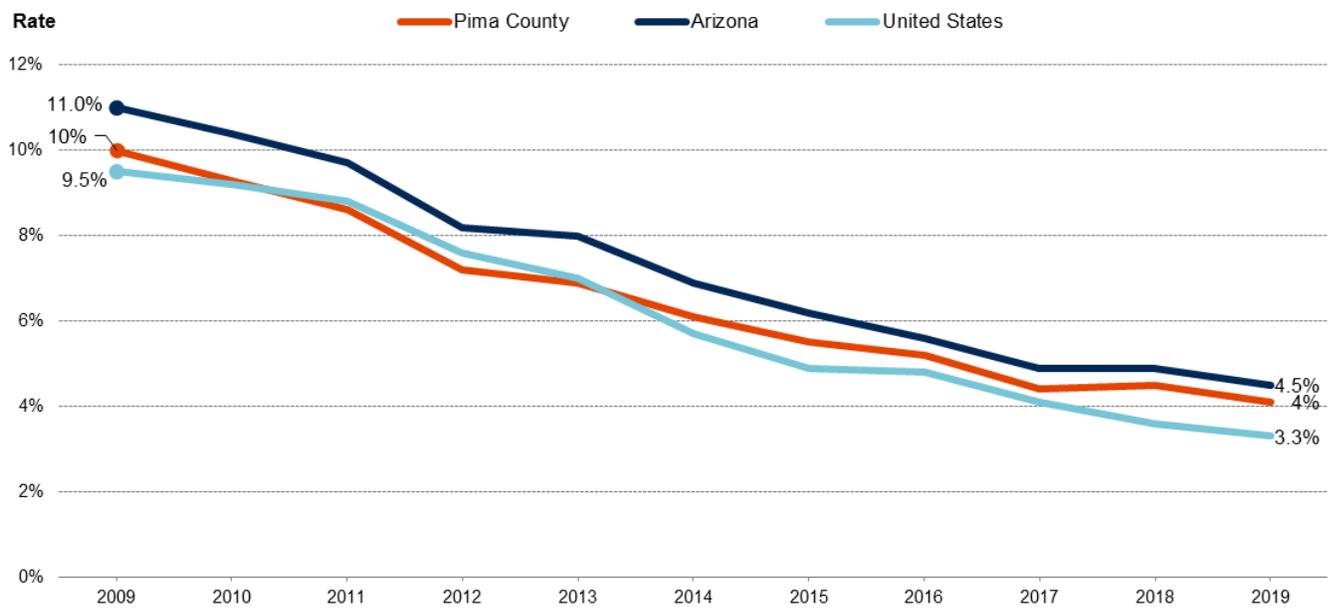
Understanding the current educational attainment of your local area's available workforce is a crucial step in identifying job seeker and business needs. Education is an important element in determining job

success, and, oftentimes, can lead to higher-paying jobs and lower rates of unemployment.<sup>4</sup>

- Nearly a third (31.6 percent) of Pima County residents had a bachelor's degree or graduate or professional degree, similar to the national level.
- The percentage of Pima County residents with a bachelor's degree or higher remained at 31.6 percent from 2017 to 2018.
- 88.4 percent of all Pima County residents 25 and over have graduated high school, similar to the statewide rate of 87.7 percent.

## WORKFORCE

### Unemployment Rate Comparisons, Sept. 2009-Sept. 2019, Not-Seasonally Adjusted

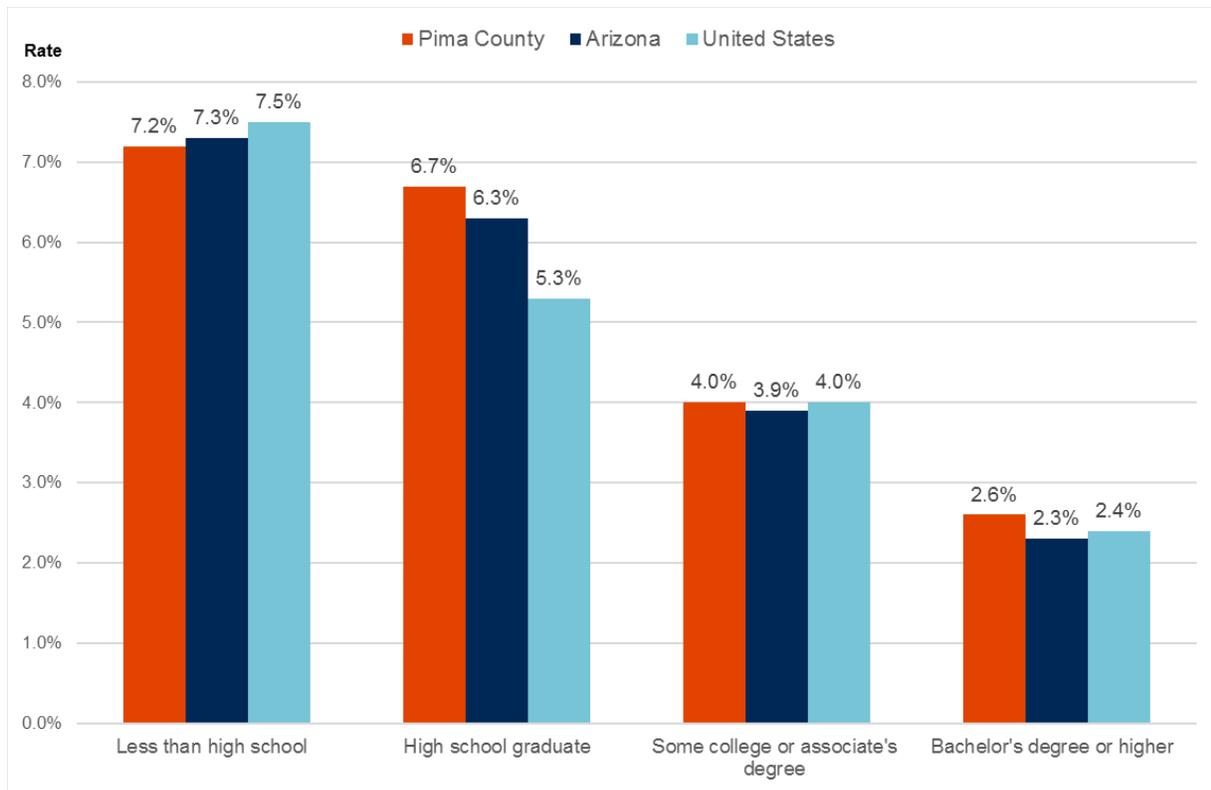


Source: U.S. Bureau of Labor Statistics  
Office of Economic Opportunity

- Over the past ten years, Pima County's unemployment rate has trended closely with the U.S.'s unemployment rate and has consistently remained below Arizona's unemployment rate.
- County unemployment rates around the state have begun to flatten, primarily due to large increases in labor force participation. This trend is also occurring within Pima County as labor force levels increased from an average of 476,837 people in 2017 to 486,621 people in 2018, an increase of 9,424 people.
- In 2018, there was an average of 21,828 unemployed individuals in Pima County.

<sup>4</sup> "Unemployment Rates and Earnings by Educational Attainment." U.S. Bureau of Labor Statistics. U.S. Bureau of Labor Statistics, September 4, 2019. <https://www.bls.gov/emp/chart-unemployment-earnings-education.htm>.

## Unemployment Rate by Educational Attainment, 2018, Ages 25-64



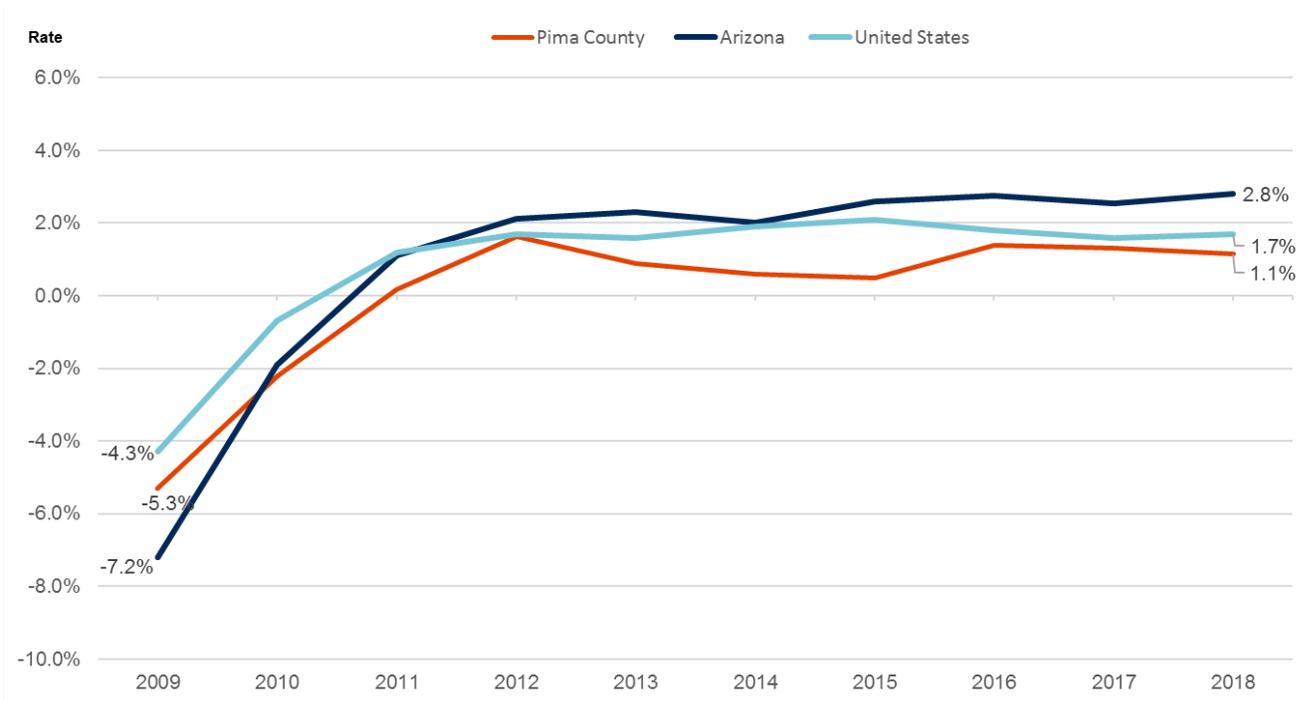
Source: U.S. Census American Community Survey, 2018 1-Year Estimates  
Office of Economic Opportunity

Historically, higher educational attainment levels lead to lower levels of unemployment.<sup>5</sup> Understanding the relationship between unemployment and education can help determine which education levels are most in need of targeted workforce efforts.

- When compared to the state, unemployment rates across all educational attainment levels, with the exception of less than high school, were higher for Pima County.
- The unemployment rate for individuals with a high school diploma was significantly higher in Pima County (6.7 percent) when compared to the United States (5.3 percent).
- The unemployment rate in Pima County for someone with a bachelor's degree or higher is 2.6 percent, slightly higher than national and statewide rate.

<sup>5</sup> National Center for Educational Statistics. (2019). "Employment and Unemployment Rates by Educational Attainment." Retrieved from [https://nces.ed.gov/programs/coe/indicator\\_cbc.asp](https://nces.ed.gov/programs/coe/indicator_cbc.asp)

## Nonfarm Employment Year-Over-Year Percentage Change, 2009-2018, Not Seasonally Adjusted



Source: U.S. Bureau of Labor Statistics, Current Employment Statistics  
Office of Economic Opportunity

- Total nonfarm employment increased by 20,200 jobs from 2009 to 2018 in Pima County, an annualized increase of 0.6 percent over this nine-year period. Over this same period, Arizona average total nonfarm employment increased by 1.8 percent annually.
- During this period, Pima County nonfarm job growth has generally trended lower than statewide and national job growth.

## Pima County Private Sector Industry Employment, Annual Averages

Industry	Employment (2013)	Employment (2018)	Numeric Growth (2013-2018)	Annualized Percentage Growth (2013-2018)
Construction	15,027	17,456	2,429	3.0%
Education and Health Services	61,504	66,372	4,868	1.5%
Financial Activities	15,872	17,227	1,355	1.7%
Information	4,331	5,438	1,107	4.7%
Leisure and Hospitality	40,075	44,463	4,388	2.1%
Manufacturing	23,039	25,727	2,688	2.2%
Natural Resources and Mining	2,944	2,514	430	-3.1%
Other Services	11,057	11,599	542	1.0%
Professional and Business Services	49,238	52,056	2,818	1.1%
Trade Transportation and Utilities	60,033	61,008	975	0.3%

NOTE: Includes private employment only.

Source: Quarterly Census of Employment and Wages  
Office of Economic Opportunity

- Nine out of ten private-sector industries recorded positive numeric growth from 2013 to 2018, gaining a total of 21,170 jobs over this time period.
- Employment growth during this time period was led by Information (4.7 percent) and Construction (3.0 percent).
- Of the ten private sector industries, Education and Health Services made up the largest share of employment in 2018, while Trade, Transportation, and Utilities made up the second largest share.

## Projected Industry Employment 2018-2020

Area	Projected Employment (2018)	Projected Employment (2020)	Projected Numeric Growth (2018-2020)	Annualized Percentage Growth (2018-2020)
Arizona	3,015,242	3,180,933	165,691	2.7%
City of Phoenix	984,294	1,025,152	40,858	2.1%
Maricopa Workforce Area*	1,149,559	1,247,158	97,599	4.2%
Coconino County	70,609	72,920	2,311	1.6%
Mohave and La Paz	62,236	65,596	2,311	2.7%
Northeastern Arizona	65,904	67,190	1,286	1.0%
Pima County	398,986	410,891	11,905	1.5%
Pinal County	67,567	69,560	1,993	1.5%
Santa Cruz County	15,145	15,246	101	0.3%
Southeastern Arizona	61,057	61,638	581	0.5%
Yavapai County	71,809	75,770	3,961	2.7%
Yuma County	67,951	69,817	1,866	1.4%

NOTE: Maricopa Workforce Area includes Maricopa County excluding the City of Phoenix.

Source: Office of Economic Opportunity, Quarterly Census of Employment and Wages

- All Arizona local workforce areas are projected to record positive employment growth from 2018 to 2020.
- Pima County is projected to grow at a rate of 1.5 percent annually, which is the sixth fastest projected growth rate among Arizona's local workforce areas.

### **Pima County Projected Industry Employment; 2018-2020**

<b>Industry</b>	<b>Projected Employment (2018)</b>	<b>Projected Employment (2020)</b>	<b>Projected Numeric Growth (2018-2020)</b>	<b>Annualized Percentage Growth (2018-2020)</b>
Construction	16,816	18,164	1,348	3.9%
Education and Health Services	101,701	104,153	2,452	1.2%
Financial Activities	17,591	18,156	565	1.6%
Government	27,956	28,409	453	0.8%
Information	5,611	5,745	134	1.2%
Leisure and Hospitality	48,754	50,095	1,341	1.4%
Manufacturing	25,038	27,887	2,849	5.5%
Natural Resources and Mining	3272	3267	-5	-0.1%
Other Services	16,442	17,062	620	1.9%
Professional and Business Services	51,779	52,981	1,202	1.2%
Trade Transportation and Utilities	61,815	61,524	-291	-0.2%

*Source: Office of Economic Opportunity, Quarterly Census of Employment and Wages*

Job skills are constantly evolving with the emergence of new technologies and changing consumer habits. Job seekers can better prepare themselves by gaining skills within industries projected to have large employment needs.

- In Pima County, Manufacturing is projected to record the largest growth rate, increasing by 5.5 percent annually through 2020.
- Construction is projected to record the second fastest growth rate in Pima County.
- Through 2020, Education and Health Services is projected to remain the largest industry within Pima County, projected to employ 104,153 people.

# ARIZONA

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February 20, 2020

## 2019-2021 Employment Projections

Doug Walls, Labor Market Information Director



### Industry Projections Methodology: Estimation Process

- Projections are estimated using historical industry employment trends
- Estimates are refined by a review of current United States and Arizona economic developments
- Short-term projections estimate employment from Q3 2019 to Q2 2021
  - Historic data are used for base-year Q2 2019 employment levels
  - Employment estimates for Q2 2019 are the latest available data published by the BLS QCEW program
  - Projected data are modeled for forecast-year Q2 2021 employment levels

## Industry Projections Methodology: Estimation Process

- The principle data source was the Quarterly Census of Employment and Wages (QCEW) data analyzed at the individual employer level
  - Near census of all employment subject to unemployment insurance tax law (92%-95% of total Arizona Employment)
- The industry classification structure differs slightly from CES industry classification
  - Notably: State and local government education employment is categorized in NAICS 611: Educational Services

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## Industry Projections Methodology: Data Source

- Industry Projections Estimates **Include**:
  - Nonfarm employment by subsector group (3-digit NAICS)
  - Self-employed workers who work for profit or fees in their own business, profession, trade, or farm
  - Private household workers employed as domestic workers
  - Railway workers
  - Religious organization employees
  - Farm workers
- Industry Projections Estimates **Exclude**:
  - Unpaid family workers
  - Active duty military service men and woman

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## Industry Projections Methodology: Economic Assumptions

- No major economic or political disruptions will occur
- Government agencies will operate within their budgets
- Population distribution will not differ significantly
- The U.S. economic framework will not differ significantly
- Long-term employment patterns will continue in most industries

The projections methodology in its entirety can be found at <https://laborstats.az.gov/employment-forecasts>

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## Substate Regions

Projected employment was estimated for 12 substate regions including:

### Seven Arizona Counties

- Coconino, Maricopa, Pima, Pinal, Santa Cruz, Yavapai, and Yuma Counties

### Three Multi-County Areas

- Northeast Arizona: Apache, Navajo, and Gila Counties
- Southeast Arizona: Greenlee, Graham, and Cochise Counties
- Mohave and La Paz Counties

### Two Sub-County Areas

- City of Phoenix and Balance of Maricopa County

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## Arizona Industry Highlights

- Total Arizona employment is projected to grow by 159,473 jobs over the two-year period, reaching 3,246,996 jobs in Q2 2021
- Total Arizona employment is projected to grow 2.6% annually from Q2 2019 – Q2 2021, in line with the 2.5% growth rate recorded from Q2 2017 – Q2 2019
- All eleven industry sectors are projected to add jobs
- Educational and Health Services is projected to add the largest number of jobs (37,911 jobs or 2.9% annualized growth)
- Construction is projected to record the largest percentage gain, growing 6.7% annually (23,881 jobs)
- Construction is projected to be the fastest growing industry in 8 of 11 substate regions

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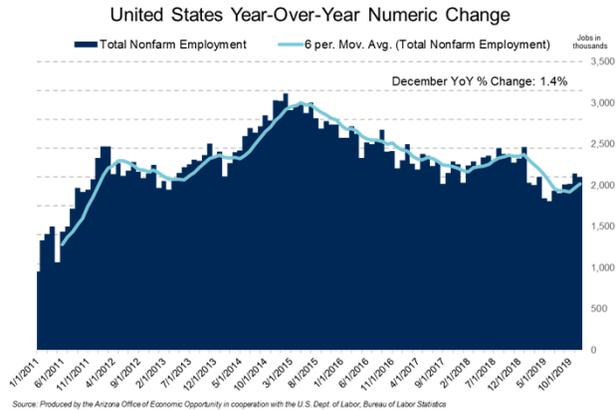
## National Economic Trends

- U.S. employment continues to grow, though at a declining rate
- The Consumer Sentiment Index remains at post-recession highs
- The U.S. quits rate remains at post-recession highs
- The Federal Reserve has increased the effective federal funds rate over the past several years
- U.S. population continues to grow, but at a decelerating pace
- U.S. manufacturing growth slows

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## U.S. Nonfarm Employment



December marked 112 consecutive months of year-over-year nonfarm growth

- '03 – '07 expansion: 53 consecutive months
- '92 – '01 expansion: 111 consecutive months

U.S. employment growth is slowing

- U.S. employment grew 1.4% year-over-year in 2019 down from 1.6% in 2018 and 2017



## U.S. Consumer Sentiment



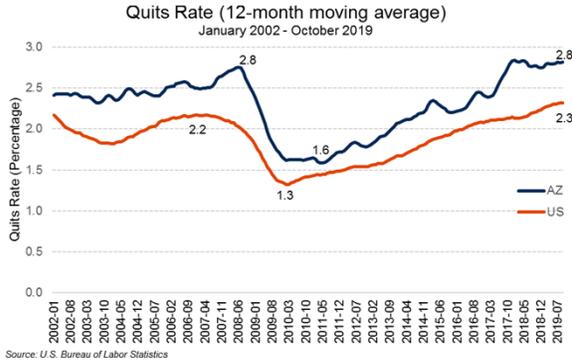
Consumer sentiment gauges consumers' outlook on short- to long-term economic trends and personal finance

Consumer sentiment has remained at historic highs over the past three years

- Sentiment was at 99.3 in December 2019, up slightly from 98.3 last December



## Voluntary Turnover



**Quits Rate:** the share of those employed who *voluntarily* leave their jobs

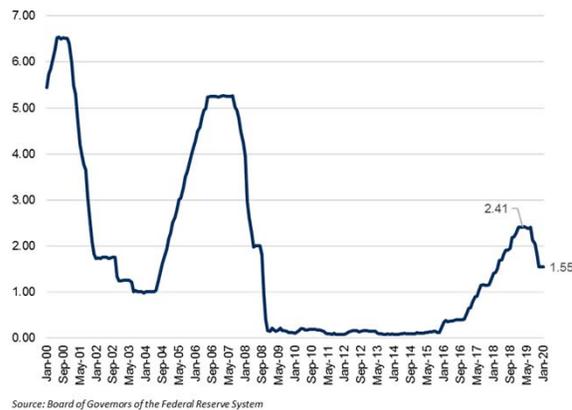
- U.S. and Arizona quits rates have increased to historic highs
- A high quits rate is an indication of people's confidence in their ability to find a better job

Arizona has a high quits rate compared with other states

- Currently, Arizona has the 8<sup>th</sup> highest quits rate among U.S. states



## Effective Federal Funds Rate

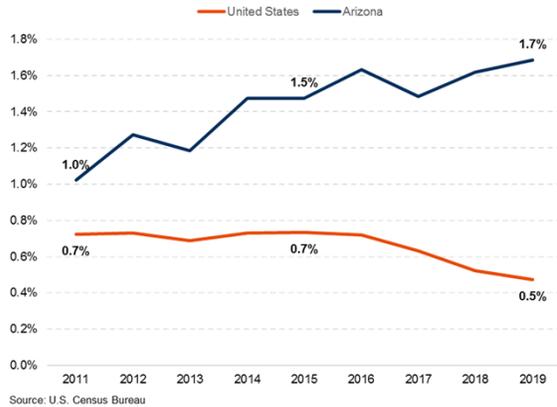


The Federal Reserve Open Market Committee recently signaled that there would be no change to current rate objectives<sup>2</sup> in the near future

- Construction and Financial Activities employment will likely benefit from continued low rates



## Population Growth



U.S. population growth has slowed over the past 4 years

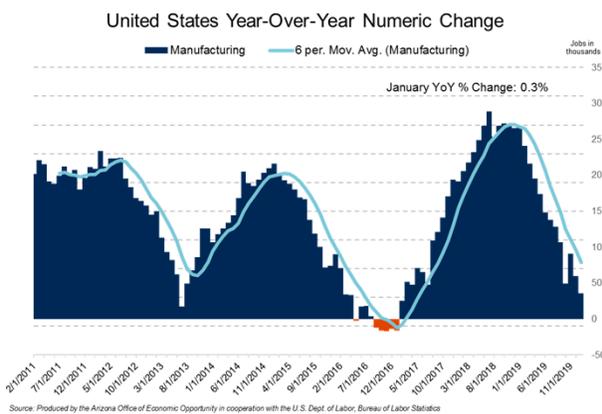
The slowdown is due, in part, to falling birth rates and declining international migration

- 2019 international migration levels were the lowest in nine years

Arizona's population growth rate has increased over the past nine years, outpacing overall U.S. population growth



## Historical Manufacturing Employment



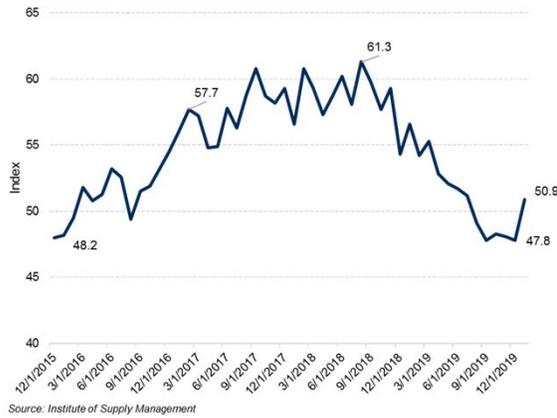
U.S. Manufacturing growth has slowed to multi-year lows, which may be related to the 2018-2019 protective tariffs

Researchers at the U.S. Federal Reserve found that:

- The 2018 tariffs were associated with reductions in manufacturing employment and increases in producer prices<sup>2</sup>
- Benefits of tariff protections were more than offset by rising input costs and retaliatory tariffs<sup>2</sup>



## U.S. Manufacturing Purchasing Managers Index (PMI)



Sentiment among manufacturers has been low according to the PMI

- A PMI above 50 designates an overall expansion of the manufacturing economy
- A PMI below 50 signifies a shrinking of the manufacturing economy

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## Arizona Economic Trends

- Arizona is currently experiencing one of the longest periods of employment expansion in recent history
- Arizona's population growth has been among the fastest of all 50 states
- Tens of thousands of individuals are entering into the labor force, bolstering Arizona's workforce capacity
- Arizona Manufacturing essentially unaffected by national trade policy

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## Arizona Nonfarm Employment



December marked 110 consecutive months of year-over-year total nonfarm growth

- '02 – '08 expansion: 66 consecutive months
- '91 – '01 expansion: 124 consecutive months

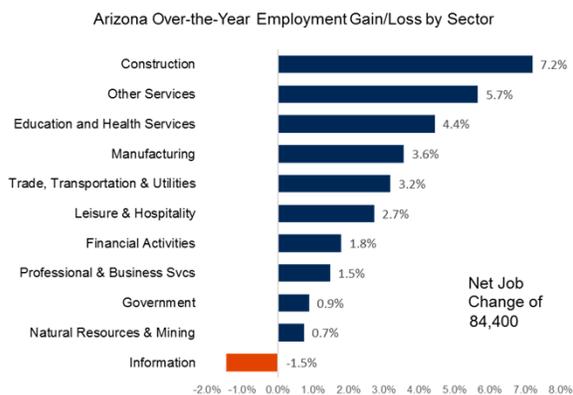
Arizona employment increased by 595,900 jobs from Dec. 2010 to Dec. 2019, growing 2.4% annually

Employment gains have increased as the expansion grows older

- Arizona recorded its largest job gains in 2018 and 2019
- The United States recorded its largest job gains in 2014 and 2015



## Arizona Monthly CES Employment: December 2019



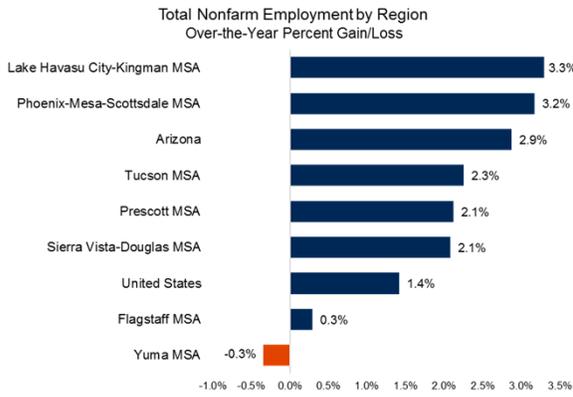
Employment growth has been wide-ranging across most industry sectors within Arizona

Compared with other U.S. states, Arizona YoY job growth is among the strongest in the nation

- Private Sector ranked 2<sup>nd</sup> in the nation
- Manufacturing ranked 2<sup>nd</sup> in the nation
- Construction ranked 5<sup>th</sup> in the nation
- Trade, Trans. & Utilities ranked 1<sup>st</sup> in the nation
- Ed. & Health Services ranked 2<sup>nd</sup> in the nation



## Arizona Monthly CES Employment: December 2019



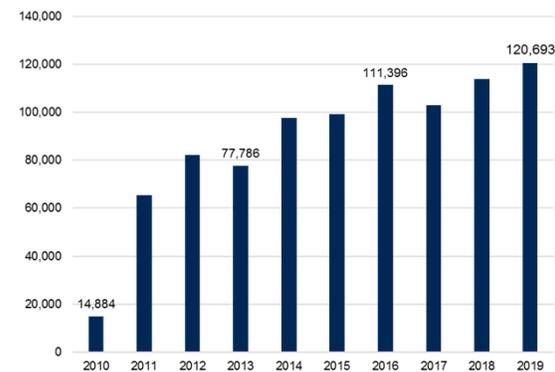
Source: Produced by the Arizona Office of Economic Opportunity in cooperation with the U.S. Dept. of Labor, BLS

Employment growth has been wide-ranging across most of Arizona's seven metro areas

- In December 2019, five of seven Arizona metro areas recorded stronger YoY growth than the United States



## Arizona Annual Population Change



Source: U.S. Census Bureau

Arizona has recorded strong population growth in recent years

- Arizona population growth ranked 3<sup>rd</sup> in the nation in 2019 and 4<sup>th</sup> in 2018

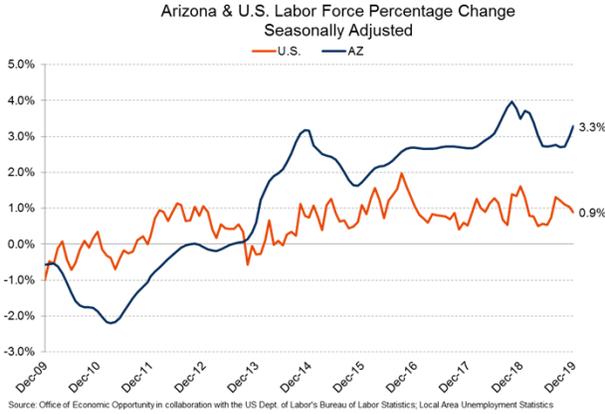
Arizona's strong population growth is due, in part, to migration into the state

- Arizona migration growth ranked 3<sup>rd</sup> in the nation in 2019

It is anticipated that Arizona's strong population growth will continue through the projected period



## Labor Force Growth



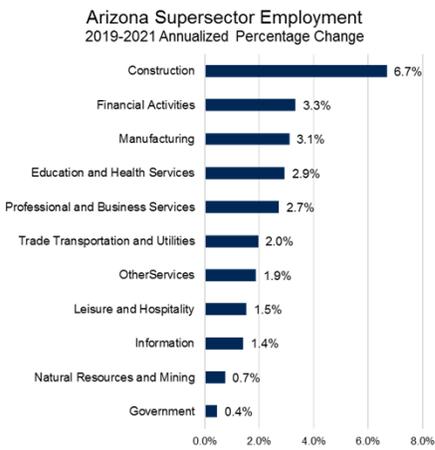
The Arizona labor force has been growing for nearly 6.5 years

The Arizona labor force is currently growing three times as fast as the U.S. labor force

Arizona's labor force growth rate ranked 4<sup>th</sup> among U.S. states in Dec. 2019



## Projected Industry Employment Change



## Projected Total Employment by Arizona Region

Region	Historic Change <sup>1</sup> (2017-2019)		Projected Change <sup>2</sup> (2019-2021)	
	Numeric Change	% Change (Annual)	Numeric Change	% Change (Annual)
Arizona	151,284	2.5%	159,473	2.6%
City of Phoenix	39,979	2.1%	34,095	1.7%
Coconino County	1,352	1.0%	1,225	0.9%
Maricopa County	126,515	3.0%	132,648	3.0%
Balance of Maricopa Cnty	86,536	3.8%	98,553	4.1%
Mohave and La Paz	2,915	2.4%	2,484	2.0%
Northeastern Arizona	-405	-0.3%	212	0.2%
Pima County	11,944	1.5%	14,102	1.7%
Pinal County	2,412	1.8%	2,302	1.7%
Santa Cruz County	241	0.8%	382	1.2%
Southeastern Arizona	1,066	0.9%	1,147	0.9%
Yavapai County	2,292	1.6%	3,037	2.1%
Yuma County	2,627	2.0%	1,911	1.4%

<sup>1</sup>Employment change from Q2 2017 - Q2 2019  
<sup>2</sup>Employment change from Q2 2019 - Q2 2021  
 Source: Arizona Office of Economic Opportunity



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## Industry Highlight: Construction

Sector	Historic Change <sup>1</sup> (2017-2019)		Projected Change <sup>2</sup> (2019-2021)	
	Numeric Change	% Change (Annual)	Numeric Change	% Change (Annual)
Construction	24,930	8.1%	23,881	6.7%
Construction of Buildings	6,676	11.2%	6,925	9.5%
Heavy and Civil Engineering Construction	2,944	7.3%	2,898	6.3%
Specialty Trade Contractors	15,310	7.4%	14,058	5.9%

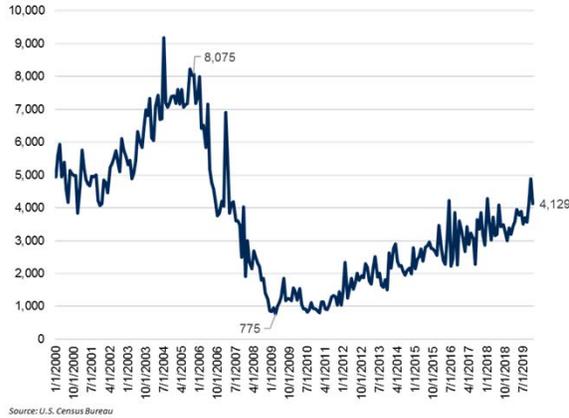
<sup>1</sup>Employment change from Q2 2017 - Q2 2019  
<sup>2</sup>Employment change from Q2 2019 - Q2 2021  
 Source: Arizona Office of Economic Opportunity

Strong growth in Construction employment is projected to continue into 2021 as demand to purchase and rent residential housing remains high



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### Arizona New Private Housing Units Authorized by Building Permits

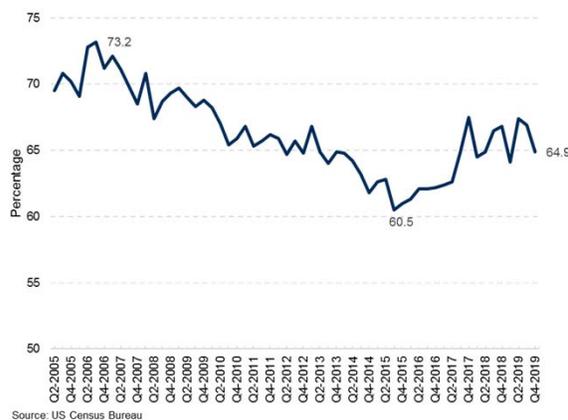


Supply of new residential housing has steadily increased over the past nine years, though demand continues to be high

Source: U.S. Census Bureau



### Arizona Homeownership Rate



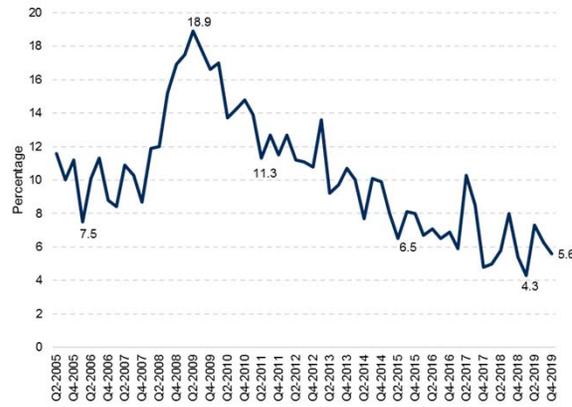
Demand for residential housing continues

- Homeownership rates have continued to increase over the past four years
- Homeownership rates rebounded from historic lows of 60.5% in 2015 to 64.9% in 2019

Source: US Census Bureau



## Arizona Rental Vacancy Rate



Source: US Census Bureau

Demand for rental housing continues to outpace supply

- Rental vacancy rates have declined to historic lows over the past decade

Construction employment is projected to increase as new residential housing is needed to meet demand

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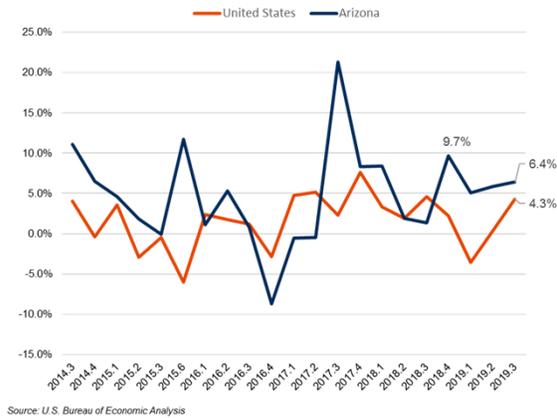
## Arizona Economic Trends

- Arizona is currently experiencing one of the longest periods of employment expansion in recent history
- Arizona's population growth has been among the fastest of all 50 states
- Tens of thousands of individuals are entering into the labor force, bolstering Arizona's workforce capacity
- Arizona Manufacturing essentially unaffected by national trade policy

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### Real Manufacturing GDP Seasonally Adjusted Annual Rate



Arizona manufacturing GDP has recorded positive growth for the past two years

Arizona manufacturing GDP has outpaced U.S. manufacturing GDP over the past year



### Industry Highlight: Durable Goods Manufacturing

Sector	Historic Change <sup>1</sup>		Projected Change <sup>2</sup>
	2015-2017	2017-2019	2019-2021
Manufacturing	3,736	11,868	11,107
Durable Goods	-386	8,933	7,879
Non-Durable Goods	4,122	2,935	3,228

<sup>1</sup>Employment change from Q2 2017 - Q2 2019

<sup>2</sup>Employment change from Q2 2019 - Q2 2021

Source: Arizona Office of Economic Opportunity

Arizona Manufacturing recorded a dramatic shift over the past two years

- From 2015-2017, Durable Goods Mfg. accounted for 0% of the job gains within Manufacturing
- From 2017-2019, Durable Goods Mfg. accounted for 75% of Manufacturing job gains



## Industry Highlight: Durable Goods Manufacturing

Sector	Historic Change <sup>1</sup> (2017-2019)		Projected Change <sup>2</sup> (2019-2021)	
	Numeric Change	% Change (Annual)	Numeric Change	% Change (Annual)
Manufacturing	11,868	3.5%	11,107	3.1%
Transportation Equipment Manufacturing	4,825	7.8%	3,554	5.0%
Computer and Electronic Product Manufacturing	231	0.4%	588	0.9%
Fabricated Metal Product Manufacturing	1,327	3.4%	1,344	3.2%
Miscellaneous Manufacturing	1,089	4.6%	1,030	4.0%
Machinery Manufacturing	776	5.5%	659	4.2%
Furniture and Related Product Manufacturing	88	0.7%	49	0.4%
Primary Metal Manufacturing	335	4.5%	367	4.5%
Electrical Equipment, Appliance, and Component Manufacturing	262	4.3%	288	4.4%

<sup>1</sup>Employment change from Q2 2017 - Q2 2019

<sup>2</sup>Employment change from Q2 2019 - Q2 2021

Source: Arizona Office of Economic Opportunity

It is projected that both Durable and Non-Durable Manufacturing will continue to record strong job gains over the two year period



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## Industry Highlight: Health Care and Social Assistance

Sector	Historic Change <sup>1</sup> (2017-2019)		Projected Change <sup>2</sup> (2019-2021)	
	Numeric Change	% Change (Annual)	Numeric Change	% Change (Annual)
Health Care and Social Assistance	24,060	3.1%	30,092	3.6%
Ambulatory Health Care Services	11,223	3.4%	13,016	3.7%
Hospitals	5,151	2.3%	7,402	3.2%
Nursing and Residential Care Facilities	3,727	3.4%	4,963	4.2%
Social Assistance	3,959	3.1%	4,711	3.5%

<sup>1</sup>Employment change from Q2 2017 - Q2 2019

<sup>2</sup>Employment change from Q2 2019 - Q2 2021

Source: Arizona Office of Economic Opportunity

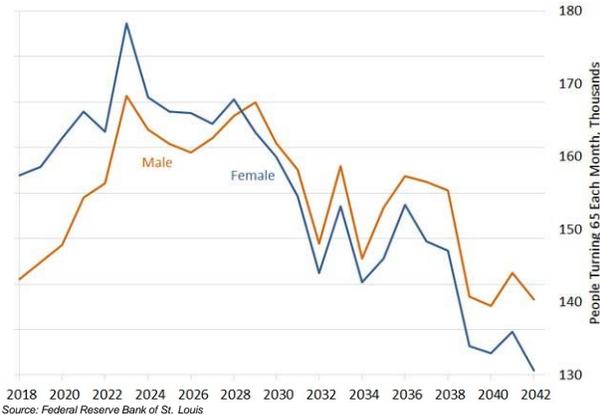
Health Care employment is projected to increase by 3.6% from 2019-2021

- Projected growth is slightly higher than 2017-2019 growth rate of 3.1%
- Growth will be driven, in part, by increasing population growth and an aging demographic profile



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### The Aging U.S. Population



The number of people reaching retirement age will begin to increase dramatically in 2020 and 2021<sup>3</sup>

Research has shown that nearly half of lifetime medical expenditures is incurred during the senior years (age 65+)<sup>4</sup>

Source: Federal Reserve Bank of St. Louis



### Industry Highlight: Healthcare and Social Assistance

Region	Historic Change <sup>1</sup> (2017-2019)		Projected Change <sup>2</sup> (2019-2021)	
	Numeric Change	% Change (Annual)	Numeric Change	% Change (Annual)
Arizona	24,060	3.1%	30,092	3.6%
City of Phoenix	5,662	2.3%	6,586	2.6%
Coconino County	-178	-0.9%	223	1.1%
Maricopa County	20,106	3.7%	23,555	4.1%
Maricopa Workforce Area	14,444	4.9%	16,969	5.3%
Mohave and La Paz	485	2.7%	362	2.0%
Northeastern Arizona	467	2.8%	361	2.0%
Pima County	1,727	1.4%	3,410	2.6%
Pinal County	245	1.8%	466	3.3%
Santa Cruz County	36	2.7%	47	3.3%
Southeastern Arizona	232	2.1%	231	2.0%
Yavapai County	294	1.3%	750	3.1%
Yuma County	647	4.4%	688	4.3%

<sup>1</sup>Employment change from Q2 2017 - Q2 2019  
<sup>2</sup>Employment change from Q2 2019 - Q2 2021  
 Source: Arizona Office of Economic Opportunity

Growth in Healthcare employment is projected to occur statewide

- Shifts in population characteristics are likely to increase Healthcare employment throughout the state



## Industry Highlight: Transportation and Warehousing

Sector	Historic Change <sup>1</sup> (2017-2019)		Projected Change <sup>2</sup> (2019-2021)	
	Numeric Change	% Change (Annual)	Numeric Change	% Change (Annual)
Transportation and Warehousing	13,955	7.4%	12,158	5.6%
Warehousing and Storage	7,035	17.8%	6,306	11.8%
Truck Transportation	2,515	5.8%	1,288	2.7%
Support Activities for Transportation	1,506	5.4%	1,261	4.1%
Couriers and Messengers	2,311	10.7%	2,614	9.9%
Transit and Ground Passenger Transportation	622	3.1%	505	2.4%
Scenic and Sightseeing Transportation	56	4.0%	33	2.2%

<sup>1</sup>Employment change from Q2 2017 - Q2 2019

<sup>2</sup>Employment change from Q2 2019 - Q2 2021

Source: Arizona Office of Economic Opportunity

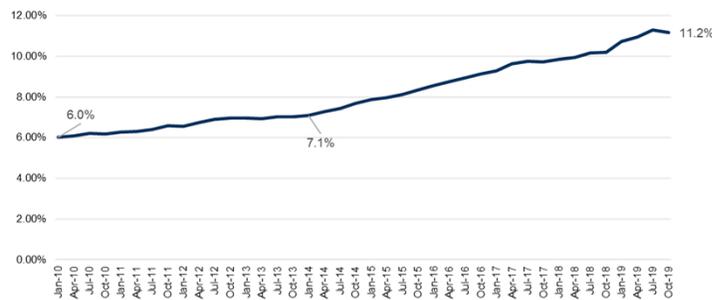
Job growth in Warehousing and Storage is projected to account for the majority of job gains in Transportation and Warehousing

- Warehousing and Storage employment nearly doubled over the past five years (2014-2019) and nearly tripled over the past ten years (2009-2019)
- The emergence of online retail has increased the demand for warehousing and storage jobs

## Industry Highlight: Transportation and Warehousing

Estimated Quarterly U.S. Retail E-commerce Sales as a Percent of Total Quarterly Retail Sales:

1st Quarter 2010 - 4th Quarter 2019



Source: U.S. Census Bureau

## Industry Highlight: Retail Sales

### Declining Retail Sectors

	Historic Change <sup>1</sup> (2017-2019)	Projected Change <sup>2</sup> (2019-2021)
Sector	% Change (Annual)	% Change (Annual)
Furniture and Home Furnishings Stores	-2.0%	-2.9%
Electronics and Appliance Stores	-1.6%	-1.8%
Food and Beverage Stores	-0.1%	0.4%
Health and Personal Care Stores	0.6%	0.3%
Gasoline Stations	-1.3%	-1.1%
Clothing and Clothing Accessories Stores	-4.3%	-3.9%
Sporting Goods, Hobby, Book, and Music Stores	-2.3%	-2.9%
General Merchandise Stores	-0.9%	-1.2%

<sup>1</sup> Employment change from Q2 2017 - Q2 2019

<sup>2</sup> Employment change from Q2 2019 - Q2 2021

Source: Arizona Office of Economic Opportunity

### Growing Retail Sectors

	Historic Change <sup>1</sup> (2017-2019)	Projected Change <sup>2</sup> (2019-2021)
Sector	% Change (Annual)	% Change (Annual)
Miscellaneous Store Retailers	2.5%	2.0%
Motor Vehicle and Parts Dealers	2.8%	2.2%
Building Material and Garden Equipment and Supplies Dealers	2.8%	3.2%
Nonstore Retailers	8.3%	11.1%

Overall, Retail Trade is projected to grow 0.4% annually

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## Report Summary

- Total employment is projected to continue gaining jobs, growing by 2.6% annually from Q2 2019 – Q2 2021
- All industry sectors and substate regions are projected to add jobs
- Growth is projected to be led by Construction (6.7% annually), Financial Activities (3.3% annually), Manufacturing (3.1% annually) and Education and Health Services (2.9% annually)
- Construction is projected to be the fastest growing industry in 8 of 11 substate regions
- Healthcare jobs will continue to grow across the state as demand for healthcare services is anticipated to increase

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3. Vadenbroucke, Guillaume. (2020 January 13). *How many people will be retiring in the years to come?* Federal Reserve Bank of St. Louis. <https://www.stlouisfed.org/on-the-economy/2020/january/staff-pick-people-retiring-years-come>
4. Alemayehu, Berhanu, and Kenneth E Warner. "The lifetime distribution of health care costs." *Health services research* vol. 39,3 (2004): 627-42. doi:10.1111/j.1475-6773.2004.00248.x



## Questions?

### Upcoming Release Schedule:

January Employment Report on March 12<sup>th</sup>

February Employment Report on March 26<sup>th</sup>

### Contact

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February 20, 2020

### Arizona 2019-2021 Projected Employment Report; Total Employment Projected to Grow 2.6% Annually

The Arizona Office of Economic Opportunity has published short-term industry employment projections which estimate employment changes from the 3<sup>rd</sup> Quarter of 2019 through the 2<sup>nd</sup> Quarter of 2021.

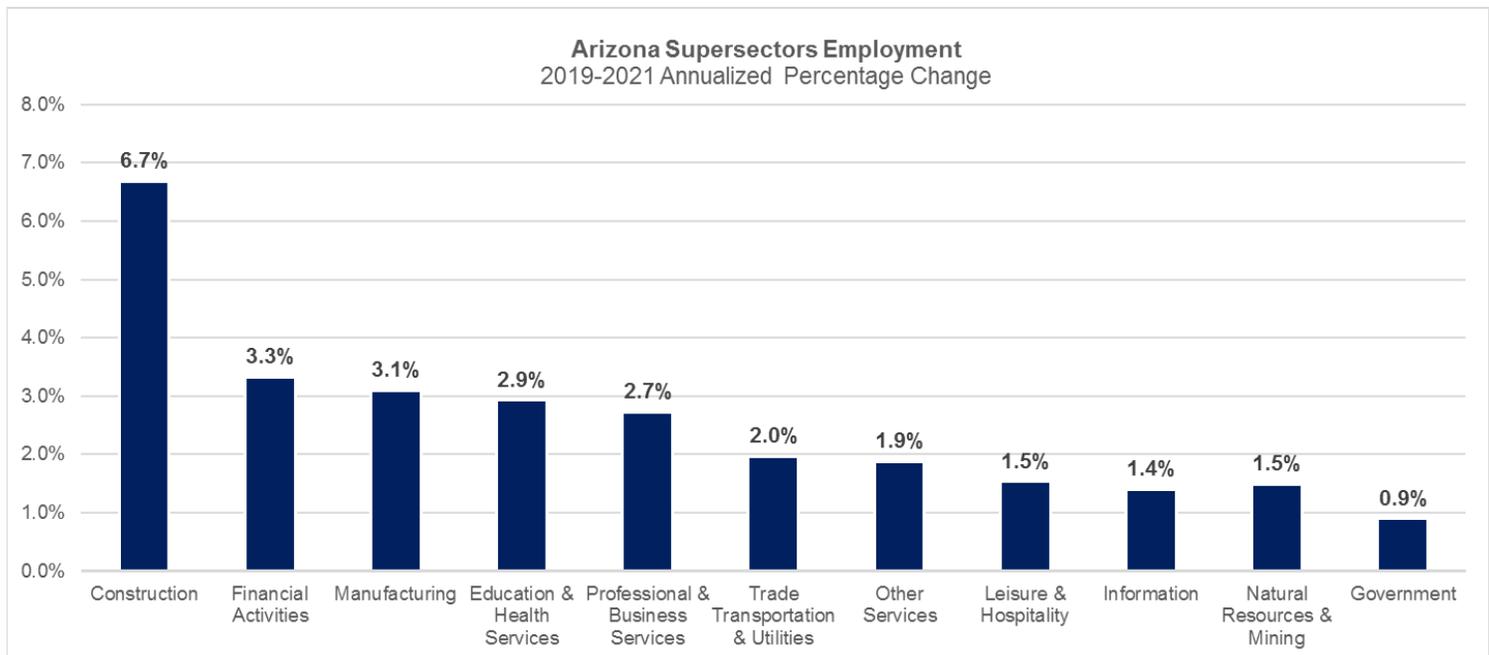
Employment in Arizona is projected to increase from 3,087,523 to 3,246,996 over the two-year period. This represents growth of 159,473 jobs or 2.6% annualized growth.

#### Industry Employment Growth

Gains are projected across all 11 Arizona supersectors with Construction (6.7% annualized growth) and Financial Activities (3.3% annualized growth) projected to record the fastest job growth rates. Education and Health Services (18,956 jobs) and Professional and Business Services (12,139 jobs) are projected to record the largest job gains.

Supersectors projected to record the slowest rates of growth include Government (0.4% annualized growth) and Natural Resources and Mining (0.7% annualized growth). Natural Resources and Mining (378 jobs) and Information (710 jobs annually) are projected to record the fewest job gains over the two-year period.

Figure 1



Source: Produced by the Arizona Office of Economic Opportunity in cooperation with the U.S. Dept of Labor, Employment and Training Administration (ETA)

## Arizona Projected Industry Employment Changes

Sector	Annualized Growth (%)	Annual Job Growth
Construction	6.7%	11,941
Manufacturing	3.1%	5,554
Trade Transportation and Utilities	2.0%	10,881
Information	1.4%	710
Financial Activities	3.3%	7,513
Professional and Business Services	2.7%	12,139
Education and Health Services	2.9%	18,956
Leisure and Hospitality	1.5%	5,481
Other Services	1.9%	1,906
Natural Resources and Mining	0.7%	378
Government	0.4%	717

## Substate Employment Growth

Gains are projected within each of the 10 substate areas with Maricopa County (3.0% annualized growth) and Yavapai County (2.1% annualized growth) projected to record the fastest job growth rates. Maricopa County (66,324 jobs) and Pima County (7,051 jobs) are projected to record the largest job gains.

Substate areas projected to record the slowest rates of growth include Northeastern Arizona (0.2% annualized growth) and Coconino County (0.9% annualized growth), respectively. Northeastern Arizona (106 jobs) and Santa Cruz County (191 jobs) are also projected to record the fewest job gains over the two-year period.

## Substate Projected Employment Changes

Substate Area	Annualized Growth (%)	Annual Job Growth
Coconino County	0.9%	613
Maricopa County	3.0%	66,324
City of Phoenix <sup>1</sup>	1.7%	17,048
Balance of Maricopa <sup>2</sup>	4.1%	49,277
Pima County	1.7%	7,051
Pinal County	1.7%	1,151
Santa Cruz County	1.2%	191
Yavapai County	2.1%	1,519
Yuma County	1.4%	956
Northeastern Arizona <sup>4</sup>	0.2%	106
Mohave and La Paz <sup>3</sup>	2.0%	1,242
Southeastern Arizona <sup>5</sup>	0.9%	574

<sup>1</sup> Calculated using geocoded data from Maricopa County within City of Phoenix boundaries

<sup>2</sup> Includes Maricopa County less City of Phoenix

<sup>3</sup> Includes Mohave and La Paz Counties

<sup>4</sup> Includes Apache, Gila, and Navajo Counties

<sup>5</sup> Includes Cochise, Graham and Greenlee Counties

**Table 1 Employment by Industry Sector, 2017, 2019 and Projected 2021**

				<u>Numeric Change</u>		<u>Percentage Change</u>	
	<u>2017</u>	<u>2019</u>	<u>2021</u>	<u>2017-2019</u>	<u>2019-2021</u>	<u>2017-2019</u>	<u>2019-2021</u>
<b>Total</b>	2,936,239	3,087,523	3,246,996	151,284	159,473	2.5%	2.6%
<b>Goods Producing</b>	362,255	399,789	435,533	37,534	35,744	5.1%	4.4%
<b>Natural Resources and Mining</b>	49,943	50,679	51,435	736	756	0.7%	0.7%
Agriculture, Forestry, Fishing and Hunting	38,244	37,085	36,867	-1,159	-218	-1.5%	-0.3%
Crop Production	12,975	11,645	11,352	-1,330	-293	-5.3%	-1.3%
Animal Production	17,891	17,838	17,868	-53	30	-0.1%	0.1%
Support Activities for Agriculture and Forestry	7,257	7,492	7,547	235	55	1.6%	0.4%
Management of Companies and Enterprises	11,699	13,594	14,568	1,895	974	7.8%	3.5%
Mining (except Oil and Gas)	11,172	12,833	13,641	1,661	808	7.2%	3.1%
Support Activities for Mining	445	685	861	240	176	24.1%	12.1%
<b>Construction</b>	147,878	172,808	196,689	24,930	23,881	8.1%	6.7%
Construction of Buildings	28,117	34,793	41,718	6,676	6,925	11.2%	9.5%
Heavy and Civil Engineering Construction	19,350	22,294	25,192	2,944	2,898	7.3%	6.3%
Specialty Trade Contractors	100,411	115,721	129,779	15,310	14,058	7.4%	5.9%
<b>Manufacturing</b>	164,434	176,302	187,409	11,868	11,107	3.5%	3.1%
Food Manufacturing	14,456	15,255	16,102	799	847	2.7%	2.7%
Beverage and Tobacco Product Manufacturing	4,287	4,028	4,245	-259	217	-3.1%	2.7%
Textile Mills	245	175	147	-70	-28	-15.5%	-8.3%
Textile Product Mills	672	718	720	46	2	3.4%	0.1%
Apparel Manufacturing	384	461	464	77	3	9.6%	0.3%
Leather and Allied Product Manufacturing	304	251	232	-53	-19	-9.1%	-3.9%
Wood Product Manufacturing	4,582	4,645	4,820	63	175	0.7%	1.9%
Paper Manufacturing	2,098	2,223	2,183	125	-40	2.9%	-0.9%
Printing and Related Support Activities	6,182	6,089	5,955	-93	-134	-0.8%	-1.1%
Petroleum and Coal Products Manufacturing	193	198	196	5	-2	1.3%	-0.5%
Chemical Manufacturing	6,766	7,850	8,971	1,084	1,121	7.7%	6.9%
Plastics and Rubber Products Manufacturing	5,054	5,521	6,052	467	531	4.5%	4.7%
Nonmetallic Mineral Product Manufacturing	6,623	7,367	7,922	744	555	5.5%	3.7%
Primary Metal Manufacturing	3,653	3,988	4,355	335	367	4.5%	4.5%
Fabricated Metal Product Manufacturing	19,337	20,664	22,008	1,327	1,344	3.4%	3.2%
Machinery Manufacturing	6,905	7,681	8,340	776	659	5.5%	4.2%
Computer and Electronic Product Manufacturing	32,313	32,544	33,132	231	588	0.4%	0.9%
Electrical Equipment, Appliance, and Component Manufacturing	2,960	3,222	3,510	262	288	4.3%	4.4%
Transportation Equipment Manufacturing	29,848	34,673	38,227	4,825	3,554	7.8%	5.0%
Furniture and Related Product Manufacturing	6,035	6,123	6,172	88	49	0.7%	0.4%
Miscellaneous Manufacturing	11,537	12,626	13,656	1,089	1,030	4.6%	4.0%
<b>Service Providing</b>	2,573,984	2,687,734	2,811,463	113,750	123,729	2.2%	2.3%
<b>Trade Transportation and Utilities</b>	527,796	549,968	571,729	22,172	21,761	2.1%	2.0%
Utilities	22,789	22,721	22,743	-68	22	-0.1%	0.0%
Wholesale Trade	93,577	99,048	104,438	5,471	5,390	2.9%	2.7%
Merchant Wholesalers, Durable Goods	53,964	57,537	61,297	3,573	3,760	3.3%	3.2%
Merchant Wholesalers, Nondurable Goods	32,452	34,794	36,756	2,342	1,962	3.5%	2.8%
Wholesale Electronic Markets and Agents and Brokers	7,161	6,717	6,385	-444	-332	-3.1%	-2.5%
Retail Trade	320,113	322,927	327,118	2,814	4,191	0.4%	0.6%
Motor Vehicle and Parts Dealers	45,368	47,898	50,029	2,530	2,131	2.8%	2.2%
Furniture and Home Furnishings Stores	10,258	9,843	9,280	-415	-563	-2.0%	-2.9%
Electronics and Appliance Stores	10,194	9,863	9,511	-331	-352	-1.6%	-1.8%
Building Material and Garden Equipment and Supplies Dealers	25,485	26,928	28,679	1,443	1,751	2.8%	3.2%
Food and Beverage Stores	59,644	59,555	60,032	-89	477	-0.1%	0.4%
Health and Personal Care Stores	19,174	19,418	19,554	244	136	0.6%	0.3%
Gasoline Stations	18,145	17,662	17,263	-483	-399	-1.3%	-1.1%
Clothing and Clothing Accessories Stores	21,972	20,135	18,595	-1,837	-1,540	-4.3%	-3.9%
Sporting Goods, Hobby, Book, and Music Stores	11,166	10,669	10,059	-497	-610	-2.3%	-2.9%
General Merchandise Stores	64,519	63,357	61,846	-1,162	-1,511	-0.9%	-1.2%
Miscellaneous Store Retailers	20,329	21,344	22,206	1,015	862	2.5%	2.0%
Nonstore Retailers	13,859	16,255	20,064	2,396	3,809	8.3%	11.1%

				<u>Numeric Change</u>		<u>Percentage Change</u>	
	<u>2017</u>	<u>2019</u>	<u>2021</u>	<u>2017-2019</u>	<u>2019-2021</u>	<u>2017-2019</u>	<u>2019-2021</u>
Transportation and Warehousing	91,317	105,272	117,430	13,955	12,158	7.4%	5.6%
Air Transportation	14,039	14,227	14,542	188	315	0.7%	1.1%
Truck Transportation	21,014	23,529	24,817	2,515	1,288	5.8%	2.7%
Transit and Ground Passenger Transportation	9,881	10,503	11,008	622	505	3.1%	2.4%
Pipeline Transportation	402	501	508	99	7	11.6%	0.7%
Scenic and Sightseeing Transportation	680	736	769	56	33	4.0%	2.2%
Support Activities for Transportation	13,568	15,074	16,335	1,506	1,261	5.4%	4.1%
Couriers and Messengers	10,268	12,579	15,193	2,311	2,614	10.7%	9.9%
Warehousing and Storage	18,195	25,230	31,536	7,035	6,306	17.8%	11.8%
<b>Information</b>	49,527	50,162	51,581	635	1,419	0.6%	1.4%
Publishing Industries (except Internet)	8,190	8,770	9,314	580	544	3.5%	3.1%
Motion Picture and Sound Recording Industries	6,277	6,702	7,012	425	310	3.3%	2.3%
Broadcasting (except Internet)	3,965	3,729	3,564	-236	-165	-3.0%	-2.2%
Telecommunications	16,556	15,627	15,162	-929	-465	-2.8%	-1.5%
Data Processing, Hosting and Related Services	10,081	10,335	11,028	254	693	1.3%	3.3%
Other Information Services	4,458	4,999	5,501	541	502	5.9%	4.9%
<b>Financial Activities</b>	209,166	222,282	237,307	13,116	15,025	3.1%	3.3%
Finance and Insurance	156,418	165,818	177,766	9,400	11,948	3.0%	3.5%
Credit Intermediation and Related Activities	86,549	88,490	93,151	1,941	4,661	1.1%	2.6%
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	19,996	21,442	23,014	1,446	1,572	3.6%	3.6%
Insurance Carriers and Related Activities	49,613	55,621	61,322	6,008	5,701	5.9%	5.0%
Real Estate and Rental and Leasing	52,748	56,464	59,541	3,716	3,077	3.5%	2.7%
Real Estate	36,030	39,394	42,127	3,364	2,733	4.6%	3.4%
Rental and Leasing Services	15,938	16,261	16,607	323	346	1.0%	1.1%
Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	780	809	807	29	-2	1.8%	-0.1%
<b>Professional and Business Services</b>	416,783	439,346	463,624	22,563	24,278	2.7%	2.7%
Professional, Scientific, and Technical Services	144,594	157,814	171,349	13,220	13,535	4.5%	4.2%
Management of Companies and Enterprises	28,947	29,927	31,193	980	1,266	1.7%	2.1%
Admin. & Support & Waste Mgmt. & Remediation Services	243,242	251,605	261,082	8,363	9,477	1.7%	1.9%
Administrative and Support Services	236,009	243,127	251,958	7,118	8,831	1.5%	1.8%
Waste Management and Remediation Service	7,233	8,478	9,124	1,245	646	8.3%	3.7%
<b>Education and Health Services</b>	606,401	638,031	675,942	31,630	37,911	2.6%	2.9%
Educational Services	220,747	228,317	236,136	7,570	7,819	1.7%	1.7%
Health Care and Social Assistance	385,654	409,714	439,806	24,060	30,092	3.1%	3.6%
Ambulatory Health Care Services	160,644	171,867	184,883	11,223	13,016	3.4%	3.7%
Hospitals	108,683	113,834	121,236	5,151	7,402	2.3%	3.2%
Nursing and Residential Care Facilities	54,138	57,865	62,828	3,727	4,963	3.4%	4.2%
Social Assistance	62,189	66,148	70,859	3,959	4,711	3.1%	3.5%
<b>Leisure and Hospitality</b>	342,755	355,104	366,065	12,349	10,961	1.8%	1.5%
Arts, Entertainment, and Recreation	59,113	62,651	66,472	3,538	3,821	2.9%	3.0%
Performing Arts, Spectator Sports, and Related Industries	9,954	10,195	10,823	241	628	1.2%	3.0%
Museums, Historical Sites, and Similar Institution	4,067	4,207	4,376	140	169	1.7%	2.0%
Amusement, Gambling, and Recreation Industries	45,092	48,249	51,273	3,157	3,024	3.4%	3.1%
Accommodation and Food Services	283,642	292,453	299,593	8,811	7,140	1.5%	1.2%
Accommodation, including Hotels and Motels	52,550	52,097	51,745	-453	-352	-0.4%	-0.3%
Food Services and Drinking Places	231,092	240,356	247,848	9,264	7,492	2.0%	1.5%
<b>Other Services</b>	96,876	100,397	104,208	3,521	3,811	1.8%	1.9%
Repair and Maintenance	25,554	26,815	28,559	1,261	1,744	2.4%	3.2%
Personal and Laundry Services	25,562	26,583	27,495	1,021	912	2.0%	1.7%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	43,573	44,839	46,012	1,266	1,173	1.4%	1.3%
Private Households	2,187	2,160	2,142	-27	-18	-0.6%	-0.4%
<b>Government</b>	159,074	160,047	161,480	973	1,433	0.3%	0.4%
Federal Government, Excluding Post Office	32,195	32,414	33,177	219	763	0.3%	1.2%
Postal Service	9,800	9,791	9,809	-9	18	0.0%	0.1%
State Government, Excluding Education and Hospitals	34,636	34,175	33,527	-461	-648	-0.7%	-1.0%
Local Government, Excluding Education and Hospitals	82,443	83,667	84,967	1,224	1,300	0.7%	0.8%
<b>Self-Employed and Unpaid Family Workers, All Jobs</b>	165,606	172,397	179,527	6,791	7,130	2.0%	2.0%

**Table 1 Employment by Industry Sector, 2017, 2019 and Projected 2021**

**Coconino County**

				<b>Amount Change</b>		<b>Percentage Change</b>	
	<b>2017</b>	<b>2019</b>	<b>2021</b>	<b>2017-2019</b>	<b>2019-2021</b>	<b>2017-2019</b>	<b>2019-2021</b>
<b>Total</b>	69,941	71,293	72,518	1,352	1,225	1.0%	0.9%
<b>Goods Producing</b>	9,005	8,758	8,724	-247	-34	-1.4%	-0.2%
<b>Natural Resources and Mining</b>	2,255	2,255	2,236	0	-19	0.0%	-0.4%
Agriculture, Forestry, Fishing and Hunting	2,222	2,231	2,221	9	-10	0.2%	-0.2%
Animal Production	2,185	2,182	2,176	-3	-6	-0.1%	-0.1%
<b>Construction</b>	2,492	2,780	3,072	288	292	5.6%	5.1%
Specialty Trade Contractors	1,565	1,719	1,831	154	112	4.8%	3.2%
<b>Manufacturing</b>	4,258	3,723	3,416	-535	-307	-6.5%	-4.2%
Food Manufacturing	494	525	556	31	31	3.1%	2.9%
Beverage and Tobacco Product Manufacturing	130	158	174	28	16	10.2%	4.9%
Machinery Manufacturing	106	109	110	3	1	1.4%	0.5%
<b>Service Providing</b>	60,936	62,535	63,794	1,599	1,259	1.3%	1.0%
<b>Trade Transportation and Utilities</b>	10,150	10,606	10,458	456	-148	2.2%	-0.7%
Utilities	766	547	445	-219	-102	-15.5%	-9.8%
Wholesale Trade	952	1,838	2,096	886	258	38.9%	6.8%
Merchant Wholesalers, Durable Goods	372	358	357	-14	-1	-1.9%	-0.1%
Merchant Wholesalers, Nondurable Goods	517	1,414	1,674	897	260	65.4%	8.8%
Retail Trade	6,911	6,728	6,419	-183	-309	-1.3%	-2.3%
Motor Vehicle and Parts Dealers	926	935	945	9	10	0.5%	0.5%
Furniture and Home Furnishings Stores	183	152	127	-31	-25	-8.9%	-8.6%
Electronics and Appliance Stores	125	125	109	0	-16	0.0%	-6.6%
Building Material and Garden Equipment and Supplies Dealers	534	579	602	45	23	4.1%	2.0%
Food and Beverage Stores	1,346	1,235	1,160	-111	-75	-4.2%	-3.1%
Health and Personal Care Stores	152	129	117	-23	-12	-7.9%	-4.8%
Gasoline Stations	673	652	619	-21	-33	-1.6%	-2.6%
Clothing and Clothing Accessories Stores	507	499	458	-8	-41	-0.8%	-4.2%
Sporting Goods, Hobby, Book, and Music Stores	367	325	287	-42	-38	-5.9%	-6.0%
General Merchandise Stores	1,480	1,443	1,327	-37	-116	-1.3%	-4.1%
Miscellaneous Store Retailers	519	522	521	3	-1	0.3%	-0.1%
Nonstore Retailers	0	132	147	33	15	15.5%	5.5%
Transportation and Warehousing	1,521	1,493	1,498	-28	5	-0.9%	0.2%
Rail Transportation	289	260	260	-29	0	-5.1%	0.0%
Truck Transportation	265	304	304	39	0	7.1%	0.0%
Transit and Ground Passenger Transportation	147	206	198	59	-8	18.4%	-2.0%
Scenic and Sightseeing Transportation	298	231	226	-67	-5	-12.0%	-1.1%
Support Activities for Transportation	143	116	109	-27	-7	-9.9%	-3.1%
Couriers and Messengers	143	166	181	23	15	7.7%	4.4%
<b>Information</b>	632	603	610	-29	7	-2.3%	0.6%
Motion Picture and Sound Recording Industries	197	194	194	-3	0	-0.8%	0.0%
Telecommunications	207	174	172	-33	-2	-8.3%	-0.6%
<b>Financial Activities</b>	1,414	1,530	1,529	116	-1	4.0%	0.0%
Finance and Insurance	687	713	704	26	-9	1.9%	-0.6%
Credit Intermediation and Related Activities	423	424	420	1	-4	0.1%	-0.5%
Insurance Carriers and Related Activities	215	195	185	-20	-10	-4.8%	-2.6%
Real Estate and Rental and Leasing	727	817	825	90	8	6.0%	0.5%
Real Estate	473	511	524	38	13	3.9%	1.3%
<b>Professional and Business Services</b>	3,494	3,852	4,082	358	230	5.0%	2.9%
Professional, Scientific, and Technical Services	1,595	1,712	1,740	117	28	3.6%	0.8%
Management of Companies and Enterprises	168	206	248	38	42	10.7%	9.7%
Admin. & Support & Waste Mgmt. & Remediation Services	1,731	1,934	2,094	203	160	5.7%	4.1%
Administrative and Support Services	1,620	1,830	1,982	210	152	6.3%	4.1%
Waste Management and Remediation Service	111	104	112	-7	8	-3.2%	3.8%
<b>Education and Health Services</b>	17,805	17,594	17,927	-211	333	-0.6%	0.9%
Educational Services	7,666	7,633	7,743	-33	110	-0.2%	0.7%
Health Care and Social Assistance	10,139	9,961	10,184	-178	223	-0.9%	1.1%
Ambulatory Health Care Services	3,921	3,867	3,826	-54	-41	-0.7%	-0.5%
Social Assistance	1,691	1,253	1,202	-438	-51	-13.9%	-2.1%

<b>Leisure and Hospitality</b>	16,851	17,484	17,993	633	509	1.9%	1.4%
Arts, Entertainment, and Recreation	3,241	3,195	3,210	-46	15	-0.7%	0.2%
Performing Arts, Spectator Sports, and Related Industries	166	192	198	26	6	7.5%	1.6%
Museums, Historical Sites, and Similar Institution	1,019	1,065	1,049	46	-16	2.2%	-0.8%
Amusement, Gambling, and Recreation Industries	2,056	1,938	1,963	-118	25	-2.9%	0.6%
Accommodation and Food Services	13,610	14,289	14,783	679	494	2.5%	1.7%
Accommodation, including Hotels and Motels	5,639	5,773	5,957	134	184	1.2%	1.6%
Food Services and Drinking Places	7,971	8,516	8,826	545	310	3.4%	1.8%
<b>Other Services</b>	2,380	2,420	2,454	40	34	0.8%	0.7%
Repair and Maintenance	507	528	560	21	32	2.0%	3.0%
Personal and Laundry Services	372	397	410	25	13	3.3%	1.6%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	1,466	1,458	1,445	-8	-13	-0.3%	-0.4%
<b>Government</b>	4,351	4,443	4,586	92	143	1.1%	1.6%
Federal Government, Excluding Post Office	1,561	1,494	1,519	-67	25	-2.2%	0.8%
Postal Service	163	162	157	-1	-5	-0.3%	-1.6%
State Government, Excluding Education and Hospitals	711	681	672	-30	-9	-2.1%	-0.7%
Local Government, Excluding Education and Hospitals	1,916	2,106	2,238	190	132	4.8%	3.1%
<b>Self-Employed and Unpaid Family Workers, All Jobs</b>	3,859	4,003	4,155	144	152	1.8%	1.9%

**Table 1 Employment by Industry Sector, 2017, 2019 and Projected 2021**

**Maricopa County**

				<b>Amount Change</b>		<b>Percentage Change</b>	
	<b>2017</b>	<b>2019</b>	<b>2021</b>	<b>2017-2019</b>	<b>2019-2021</b>	<b>2017-2019</b>	<b>2019-2021</b>
<b>Total</b>	2,068,106	2,194,621	2,327,269	126,515	132,648	3.0%	3.0%
<b>Goods Producing</b>	241,831	270,642	299,682	28,811	29,040	5.8%	5.2%
<b>Natural Resources and Mining</b>	10,322	9,667	9,618	-655	-49	-3.2%	-0.3%
Agriculture, Forestry, Fishing and Hunting	8,356	7,464	7,242	-892	-222	-5.5%	-1.5%
Crop Production	4,037	3,567	3,503	-470	-64	-6.0%	-0.9%
Animal Production	2,905	2,660	2,528	-245	-132	-4.3%	-2.5%
Support Activities for Agriculture and Forestry	1,407	1,229	1,204	-178	-25	-6.5%	-1.0%
Mining	1,966	2,203	2,376	237	173	5.9%	3.9%
Mining (except Oil and Gas)	1,771	1,932	2,005	161	73	4.4%	1.9%
Support Activities for Mining	175	257	358	82	101	21.2%	18.0%
<b>Construction</b>	112,459	132,953	153,008	20,494	20,055	8.7%	7.3%
Construction of Buildings	21,438	26,870	32,657	5,432	5,787	12.0%	10.2%
Heavy and Civil Engineering Construction	14,152	16,551	18,776	2,399	2,225	8.1%	6.5%
Specialty Trade Contractors	76,869	89,532	101,575	12,663	12,043	7.9%	6.5%
<b>Manufacturing</b>	119,050	128,022	137,056	8,972	9,034	3.7%	3.5%
Food Manufacturing	11,823	12,393	13,131	570	738	2.4%	2.9%
Beverage and Tobacco Product Manufacturing	2,911	2,798	2,932	-113	134	-2.0%	2.4%
Textile Mills	226	156	129	-70	-27	-16.9%	-9.1%
Textile Product Mills	544	598	620	54	22	4.8%	1.8%
Apparel Manufacturing	309	385	395	76	10	11.6%	1.3%
Leather and Allied Product Manufacturing	235	199	189	-36	-10	-8.0%	-2.5%
Wood Product Manufacturing	3,559	3,549	3,737	-10	188	-0.1%	2.6%
Paper Manufacturing	1,547	1,854	1,861	307	7	9.5%	0.2%
Printing and Related Support Activities	4,926	4,864	4,786	-62	-78	-0.6%	-0.8%
Petroleum and Coal Products Manufacturing	123	127	118	4	-9	1.6%	-3.6%
Chemical Manufacturing	5,079	6,038	7,032	959	994	9.0%	7.9%
Plastics and Rubber Products Manufacturing	3,245	3,573	3,875	328	302	4.9%	4.1%
Nonmetallic Mineral Product Manufacturing	4,192	4,609	4,930	417	321	4.9%	3.4%
Primary Metal Manufacturing	1,915	2,029	2,251	114	222	2.9%	5.3%
Fabricated Metal Product Manufacturing	14,762	15,923	16,931	1,161	1,008	3.9%	3.1%
Machinery Manufacturing	5,547	5,815	6,116	268	301	2.4%	2.6%
Computer and Electronic Product Manufacturing	27,432	27,723	28,413	291	690	0.5%	1.2%
Electrical Equipment, Appliance, and Component Manufacturing	2,363	2,621	2,904	258	283	5.3%	5.3%
Transportation Equipment Manufacturing	17,048	19,988	22,548	2,940	2,560	8.3%	6.2%
Furniture and Related Product Manufacturing	4,795	4,764	4,796	-31	32	-0.3%	0.3%
Miscellaneous Manufacturing	6,469	8,016	9,362	1,547	1,346	11.3%	8.1%
<b>Service Providing</b>	1,826,275	1,923,979	2,027,587	97,704	103,608	2.6%	2.7%
<b>Trade Transportation and Utilities</b>	382,040	399,284	416,764	17,244	17,480	2.2%	2.2%
Utilities	15,740	15,793	15,833	53	40	0.2%	0.1%
Wholesale Trade	75,595	80,256	84,686	4,661	4,430	3.0%	2.7%
Merchant Wholesalers, Durable Goods	45,206	48,599	52,264	3,393	3,665	3.7%	3.7%
Merchant Wholesalers, Nondurable Goods	24,242	25,872	26,900	1,630	1,028	3.3%	2.0%
Wholesale Electronic Markets and Agents and Brokers	6,147	5,785	5,522	-362	-263	-3.0%	-2.3%
Retail Trade	219,451	221,926	225,900	2,475	3,974	0.6%	0.9%
Motor Vehicle and Parts Dealers	31,387	33,867	35,703	2,480	1,836	3.9%	2.7%
Furniture and Home Furnishings Stores	7,482	7,135	6,798	-347	-337	-2.3%	-2.4%
Electronics and Appliance Stores	7,921	7,853	7,778	-68	-75	-0.4%	-0.5%
Building Material and Garden Equipment and Supplies Dealers	16,733	17,663	18,698	930	1,035	2.7%	2.9%
Food and Beverage Stores	39,410	39,343	39,873	-67	530	-0.1%	0.7%
Health and Personal Care Stores	14,138	14,379	14,519	241	140	0.8%	0.5%
Gasoline Stations	10,014	9,602	9,442	-412	-160	-2.1%	-0.8%
Clothing and Clothing Accessories Stores	16,531	15,198	14,133	-1,333	-1,065	-4.1%	-3.6%
Sporting Goods, Hobby, Book, and Music Stores	8,030	8,062	7,742	32	-320	0.2%	-2.0%
General Merchandise Stores	40,481	38,570	36,908	-1,911	-1,662	-2.4%	-2.2%
Miscellaneous Store Retailers	14,684	15,530	16,249	846	719	2.8%	2.3%
Nonstore Retailers	12,640	14,724	18,057	2,084	3,333	7.9%	10.7%
Transportation and Warehousing	71,254	81,309	90,345	10,055	9,036	6.8%	5.4%

Air Transportation	13,429	13,662	13,999	233	337	0.9%	1.2%
Rail Transportation	549	487	465	-62	-22	-5.8%	-2.3%
Truck Transportation	16,106	17,327	18,401	1,221	1,074	3.7%	3.1%
Transit and Ground Passenger Transportation	7,236	7,898	8,591	662	693	4.5%	4.3%
Pipeline Transportation	152	232	236	80	4	23.5%	0.9%
Scenic and Sightseeing Transportation	179	196	192	17	-4	4.6%	-1.0%
Support Activities for Transportation	9,403	10,818	11,731	1,415	913	7.3%	4.1%
Couriers and Messengers	8,264	10,184	12,469	1,920	2,285	11.0%	10.7%
Warehousing and Storage	15,936	20,505	24,261	4,569	3,756	13.4%	8.8%
<b>Information</b>	<b>38,675</b>	<b>40,113</b>	<b>41,474</b>	<b>1,438</b>	<b>1,361</b>	<b>1.8%</b>	<b>1.7%</b>
Publishing Industries (except Internet)	5,080	5,583	6,022	503	439	4.8%	3.9%
Motion Picture and Sound Recording Industries	4,248	4,615	4,836	367	221	4.2%	2.4%
Broadcasting (except Internet)	2,330	2,899	2,883	569	-16	11.5%	-0.3%
Telecommunications	13,423	12,603	12,196	-820	-407	-3.1%	-1.6%
Data Processing, Hosting and Related Services	9,734	10,036	10,727	302	691	1.5%	3.4%
Other Information Services	3,860	4,377	4,810	517	433	6.5%	4.8%
<b>Financial Activities</b>	<b>180,419</b>	<b>193,319</b>	<b>207,548</b>	<b>12,900</b>	<b>14,229</b>	<b>3.5%</b>	<b>3.6%</b>
Finance and Insurance	138,578	148,629	160,022	10,051	11,393	3.6%	3.8%
Credit Intermediation and Related Activities	77,013	80,240	85,047	3,227	4,807	2.1%	3.0%
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	17,972	19,279	20,581	1,307	1,302	3.6%	3.3%
Insurance Carriers and Related Activities	43,357	48,882	54,143	5,525	5,261	6.2%	5.2%
Real Estate and Rental and Leasing	41,841	44,690	47,526	2,849	2,836	3.3%	3.1%
Real Estate	27,163	29,832	32,340	2,669	2,508	4.8%	4.1%
Rental and Leasing Services	13,943	14,099	14,415	156	316	0.6%	1.1%
Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	735	759	771	24	12	1.6%	0.8%
<b>Professional and Business Services</b>	<b>333,433</b>	<b>354,864</b>	<b>377,323</b>	<b>21,431</b>	<b>22,459</b>	<b>3.2%</b>	<b>3.1%</b>
Professional, Scientific, and Technical Services	114,041	126,441	139,183	12,400	12,742	5.3%	4.9%
Management of Companies and Enterprises	26,252	27,152	28,535	900	1,383	1.7%	2.5%
Admin. & Support & Waste Mgmt. & Remediation Services	193,140	201,271	209,605	8,131	8,334	2.1%	2.0%
Administrative and Support Services	188,129	195,360	203,228	7,231	7,868	1.9%	2.0%
Waste Management and Remediation Service	5,011	5,911	6,377	900	466	8.6%	3.9%
<b>Education and Health Services</b>	<b>402,587</b>	<b>428,665</b>	<b>458,885</b>	<b>26,078</b>	<b>30,220</b>	<b>3.2%</b>	<b>3.5%</b>
Educational Services	139,206	145,178	151,843	5,972	6,665	2.1%	2.3%
Health Care and Social Assistance	263,381	283,487	307,042	20,106	23,555	3.7%	4.1%
Ambulatory Health Care Services	117,174	126,362	136,987	9,188	10,625	3.8%	4.1%
Hospitals	68,815	71,969	75,846	3,154	3,877	2.3%	2.7%
Nursing and Residential Care Facilities	35,240	38,904	43,511	3,664	4,607	5.1%	5.8%
Social Assistance	42,152	46,252	50,698	4,100	4,446	4.8%	4.7%
<b>Leisure and Hospitality</b>	<b>228,363</b>	<b>238,719</b>	<b>248,099</b>	<b>10,356</b>	<b>9,380</b>	<b>2.2%</b>	<b>1.9%</b>
Arts, Entertainment, and Recreation	40,206	43,948	47,613	3,742	3,665	4.6%	4.1%
Performing Arts, Spectator Sports, and Related Industries	8,616	8,583	9,143	-33	560	-0.2%	3.2%
Museums, Historical Sites, and Similar Institution	1,952	2,057	2,222	105	165	2.7%	3.9%
Amusement, Gambling, and Recreation Industries	29,638	33,308	36,248	3,670	2,940	6.0%	4.3%
Accommodation and Food Services	188,157	194,771	200,486	6,614	5,715	1.7%	1.5%
Accommodation, including Hotels and Motels	28,958	28,837	28,584	-121	-253	-0.2%	-0.4%
Food Services and Drinking Places	159,199	165,934	171,902	6,735	5,968	2.1%	1.8%
<b>Other Services</b>	<b>66,755</b>	<b>69,179</b>	<b>71,959</b>	<b>2,424</b>	<b>2,780</b>	<b>1.8%</b>	<b>2.0%</b>
Repair and Maintenance	17,171	18,248	19,566	1,077	1,318	3.1%	3.5%
Personal and Laundry Services	19,736	20,581	21,404	845	823	2.1%	2.0%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	28,525	29,060	29,713	535	653	0.9%	1.1%
Private Households	1,323	1,290	1,276	-33	-14	-1.3%	-0.5%
<b>Government</b>	<b>75,642</b>	<b>76,627</b>	<b>77,201</b>	<b>985</b>	<b>574</b>	<b>0.6%</b>	<b>0.4%</b>
Federal Government, Excluding Post Office	9,020	9,271	9,682	251	411	1.4%	2.2%
Postal Service	6,732	6,714	6,721	-18	7	-0.1%	0.1%
State Government, Excluding Education and Hospitals	21,972	21,865	21,560	-107	-305	-0.2%	-0.7%
Local Government, Excluding Education and Hospitals	37,918	38,777	39,238	859	461	1.1%	0.6%
<b>Self-Employed and Unpaid Family Workers, All Jobs</b>	<b>118,361</b>	<b>123,209</b>	<b>128,334</b>	<b>4,848</b>	<b>5,125</b>	<b>2.0%</b>	<b>2.1%</b>

**Table 1 Employment by Industry Sector, 2017, 2019 and Projected 2021**

**Pima County**

				<b>Amount Change</b>		<b>Percentage Change</b>	
	<b>2017</b>	<b>2019</b>	<b>2021</b>	<b>2017-2019</b>	<b>2019-2021</b>	<b>2017-2019</b>	<b>2019-2021</b>
<b>Total</b>	394,350	406,294	420,396	11,944	14,102	1.5%	1.7%
<b>Goods Producing</b>	44,083	49,030	52,550	4,947	3,520	5.5%	3.5%
<b>Natural Resources and Mining</b>	3,034	3,262	3,388	228	126	3.7%	1.9%
Agriculture, Forestry, Fishing and Hunting	1,384	1,282	1,235	-102	-47	-3.8%	-1.9%
Crop Production	1,141	1,045	1,016	-96	-29	-4.3%	-1.4%
Animal Production	185	196	186	11	-10	2.9%	-2.6%
Mining	1,650	1,980	2,153	330	173	9.5%	4.3%
Mining (except Oil and Gas)	1,538	1,848	1,966	310	118	9.6%	3.1%
Support Activities for Mining	112	132	187	20	55	8.6%	19.0%
<b>Construction</b>	15,890	18,078	19,896	2,188	1,818	6.7%	4.9%
Construction of Buildings	2,541	3,159	3,710	618	551	11.5%	8.4%
Heavy and Civil Engineering Construction	1,713	1,601	1,612	-112	11	-3.3%	0.3%
Specialty Trade Contractors	11,636	13,318	14,574	1,682	1,256	7.0%	4.6%
<b>Manufacturing</b>	25,159	27,690	29,266	2,531	1,576	4.9%	2.8%
Food Manufacturing	675	683	691	8	8	0.6%	0.6%
Beverage and Tobacco Product Manufacturing	740	540	550	-200	10	-14.6%	0.9%
Wood Product Manufacturing	439	403	384	-36	-19	-4.2%	-2.4%
Printing and Related Support Activities	748	732	689	-16	-43	-1.1%	-3.0%
Chemical Manufacturing	449	533	643	84	110	9.0%	9.8%
Plastics and Rubber Products Manufacturing	178	184	185	6	1	1.7%	0.3%
Nonmetallic Mineral Product Manufacturing	656	731	768	75	37	5.6%	2.5%
Primary Metal Manufacturing	0	149	159	56	10	26.6%	3.3%
Fabricated Metal Product Manufacturing	2,952	3,301	3,626	349	325	5.7%	4.8%
Machinery Manufacturing	645	1,082	1,393	437	311	29.5%	13.5%
Computer and Electronic Product Manufacturing	3,572	3,405	3,254	-167	-151	-2.4%	-2.2%
Electrical Equipment, Appliance, and Component Manufacturing	332	366	381	34	15	5.0%	2.0%
Furniture and Related Product Manufacturing	210	238	240	28	2	6.5%	0.4%
Miscellaneous Manufacturing	1,413	1,365	1,358	-48	-7	-1.7%	-0.3%
<b>Service Providing</b>	350,267	357,264	367,846	6,997	10,582	1.0%	1.5%
<b>Trade Transportation and Utilities</b>	61,800	63,893	66,627	2,093	2,734	1.7%	2.1%
Utilities	2,313	2,432	2,523	119	91	2.5%	1.9%
Wholesale Trade	7,996	7,712	7,637	-284	-75	-1.8%	-0.5%
Merchant Wholesalers, Durable Goods	5,101	4,734	4,470	-367	-264	-3.7%	-2.8%
Merchant Wholesalers, Nondurable Goods	2,444	2,600	2,819	156	219	3.1%	4.1%
Wholesale Electronic Markets and Agents and Brokers	451	378	348	-73	-30	-8.5%	-4.1%
Retail Trade	42,310	41,952	41,927	-358	-25	-0.4%	0.0%
Motor Vehicle and Parts Dealers	5,944	5,892	6,017	-52	125	-0.4%	1.1%
Furniture and Home Furnishings Stores	1,813	1,763	1,624	-50	-139	-1.4%	-4.0%
Electronics and Appliance Stores	1,229	1,096	973	-133	-123	-5.6%	-5.8%
Building Material and Garden Equipment and Supplies Dealers	2,928	3,012	3,230	84	218	1.4%	3.6%
Food and Beverage Stores	8,982	8,963	9,054	-19	91	-0.1%	0.5%
Health and Personal Care Stores	2,650	2,900	2,943	250	43	4.6%	0.7%
Gasoline Stations	2,042	1,860	1,696	-182	-164	-4.6%	-4.5%
Clothing and Clothing Accessories Stores	3,015	2,720	2,497	-295	-223	-5.0%	-4.2%
Sporting Goods, Hobby, Book, and Music Stores	1,949	1,565	1,365	-384	-200	-10.4%	-6.6%
General Merchandise Stores	8,418	8,690	8,805	272	115	1.6%	0.7%
Miscellaneous Store Retailers	2,752	2,865	2,915	113	50	2.0%	0.9%
Nonstore Retailers	588	626	808	38	182	3.2%	13.6%
Transportation and Warehousing	9,181	11,797	14,540	2,616	2,743	13.4%	11.0%
Air Transportation	292	290	265	-2	-25	-0.3%	-4.4%
Rail Transportation	699	603	565	-96	-38	-7.1%	-3.2%
Truck Transportation	2,105	2,074	2,070	-31	-4	-0.7%	-0.1%
Transit and Ground Passenger Transportation	1,638	1,569	1,401	-69	-168	-2.1%	-5.5%
Support Activities for Transportation	2,227	2,302	2,537	75	235	1.7%	5.0%
Couriers and Messengers	916	1,153	1,348	237	195	12.2%	8.1%
Warehousing and Storage	1,186	3,700	6,249	2,514	2,549	76.6%	30.0%
<b>Information</b>	5,463	5,714	5,827	251	113	2.3%	1.0%

Publishing Industries (except Internet)	2,134	2,233	2,339	99	106	2.3%	2.3%
Motion Picture and Sound Recording Industries	873	1,021	1,108	148	87	8.1%	4.2%
Broadcasting (except Internet)	499	486	420	-13	-66	-1.3%	-7.0%
Telecommunications	1,626	1,662	1,627	36	-35	1.1%	-1.1%
Data Processing, Hosting and Related Services	232	211	221	-21	10	-4.6%	2.3%
Other Information Services	0	101	112	2	11	1.0%	5.3%
<b>Financial Activities</b>	<b>16,789</b>	<b>16,730</b>	<b>17,277</b>	<b>-59</b>	<b>547</b>	<b>-0.2%</b>	<b>1.6%</b>
Finance and Insurance	11,029	10,436	10,802	-593	366	-2.7%	1.7%
Credit Intermediation and Related Activities	5,568	4,394	4,194	-1,174	-200	-11.2%	-2.3%
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	1,155	1,402	1,621	247	219	10.2%	7.5%
Insurance Carriers and Related Activities	4,294	4,615	4,966	321	351	3.7%	3.7%
Real Estate and Rental and Leasing	5,760	6,294	6,475	534	181	4.5%	1.4%
Real Estate	4,839	5,211	5,340	372	129	3.8%	1.2%
Rental and Leasing Services	907	1,067	1,127	160	60	8.5%	2.8%
<b>Professional and Business Services</b>	<b>51,416</b>	<b>50,739</b>	<b>51,337</b>	<b>-677</b>	<b>598</b>	<b>-0.7%</b>	<b>0.6%</b>
Professional, Scientific, and Technical Services	18,495	18,416	18,646	-79	230	-0.2%	0.6%
Management of Companies and Enterprises	1,794	1,602	1,384	-192	-218	-5.5%	-7.1%
Admin. & Support & Waste Mgmt. & Remediation Services	31,127	30,721	31,307	-406	586	-0.7%	0.9%
Administrative and Support Services	30,375	29,984	30,581	-391	597	-0.6%	1.0%
Waste Management and Remediation Service	752	737	726	-15	-11	-1.0%	-0.7%
<b>Education and Health Services</b>	<b>100,740</b>	<b>104,868</b>	<b>109,730</b>	<b>4,128</b>	<b>4,862</b>	<b>2.0%</b>	<b>2.3%</b>
Educational Services	37,408	39,809	41,261	2,401	1,452	3.2%	1.8%
Health Care and Social Assistance	63,332	65,059	68,469	1,727	3,410	1.4%	2.6%
Ambulatory Health Care Services	21,941	22,976	24,529	1,035	1,553	2.3%	3.3%
Hospitals	19,013	19,755	21,527	742	1,772	1.9%	4.4%
Nursing and Residential Care Facilities	10,622	10,442	10,441	-180	-1	-0.9%	0.0%
Social Assistance	11,756	11,886	11,972	130	86	0.6%	0.4%
<b>Leisure and Hospitality</b>	<b>48,475</b>	<b>48,361</b>	<b>48,273</b>	<b>-114</b>	<b>-88</b>	<b>-0.1%</b>	<b>-0.1%</b>
Arts, Entertainment, and Recreation	8,523	8,338	8,415	-185	77	-1.1%	0.5%
Performing Arts, Spectator Sports, and Related Industries	895	1,139	1,208	244	69	12.8%	3.0%
Museums, Historical Sites, and Similar Institution	518	523	529	5	6	0.5%	0.6%
Amusement, Gambling, and Recreation Industries	7,110	6,676	6,678	-434	2	-3.1%	0.0%
Accommodation and Food Services	39,952	40,023	39,858	71	-165	0.1%	-0.2%
Accommodation, including Hotels and Motels	7,883	7,266	6,889	-617	-377	-4.0%	-2.6%
Food Services and Drinking Places	32,069	32,757	32,969	688	212	1.1%	0.3%
<b>Other Services</b>	<b>16,156</b>	<b>16,638</b>	<b>17,117</b>	<b>482</b>	<b>479</b>	<b>1.5%</b>	<b>1.4%</b>
Repair and Maintenance	4,136	4,062	4,189	-74	127	-0.9%	1.6%
Personal and Laundry Services	3,609	3,734	3,827	125	93	1.7%	1.2%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	7,856	8,296	8,559	440	263	2.8%	1.6%
Private Households	555	546	542	-9	-4	-0.8%	-0.4%
<b>Government</b>	<b>27,960</b>	<b>27,997</b>	<b>28,434</b>	<b>37</b>	<b>437</b>	<b>0.1%</b>	<b>0.8%</b>
Federal Government, Excluding Post Office	7,907	7,907	8,168	0	261	0.0%	1.6%
Postal Service	1,456	1,479	1,499	23	20	0.8%	0.7%
State Government, Excluding Education and Hospitals	4,050	4,034	4,015	-16	-19	-0.2%	-0.2%
Local Government, Excluding Education and Hospitals	14,547	14,577	14,752	30	175	0.1%	0.6%
<b>Self-Employed and Unpaid Family Workers, All Jobs</b>	<b>21,468</b>	<b>22,324</b>	<b>23,224</b>	<b>856</b>	<b>900</b>	<b>2.0%</b>	<b>2.0%</b>

**Table 1 Employment by Industry Sector, 2017, 2019 and Projected 2021**

**Pinal County**

				<b>Amount Change</b>		<b>Percentage Change</b>	
	<b>2017</b>	<b>2019</b>	<b>2021</b>	<b>2017-2019</b>	<b>2019-2021</b>	<b>2017-2019</b>	<b>2019-2021</b>
<b>Total</b>	65,990	68,402	70,704	2,412	2,302	1.8%	1.7%
<b>Goods Producing</b>	9,899	10,700	11,316	801	616	4.0%	2.8%
<b>Natural Resources and Mining</b>	4,461	4,472	4,505	11	33	0.1%	0.4%
Agriculture, Forestry, Fishing and Hunting	3,053	2,895	2,859	-158	-36	-2.6%	-0.6%
Crop Production	1,052	977	973	-75	-4	-3.6%	-0.2%
Animal Production	1,614	1,596	1,630	-18	34	-0.6%	1.1%
Support Activities for Agriculture and Forestry	387	322	256	-65	-66	-8.8%	-10.8%
Mining	1,408	1,577	1,646	169	69	5.8%	2.2%
Mining (except Oil and Gas)	1,344	1,430	1,513	86	83	3.1%	2.9%
Support Activities for Mining	0	147	133	83	-14	51.6%	-4.9%
<b>Construction</b>	1,897	2,276	2,625	379	349	9.5%	7.4%
Construction of Buildings	277	282	313	5	31	0.9%	5.4%
Heavy and Civil Engineering Construction	434	502	611	68	109	7.5%	10.3%
Specialty Trade Contractors	1,186	1,492	1,701	306	209	12.2%	6.8%
<b>Manufacturing</b>	3,541	3,952	4,186	411	234	5.6%	2.9%
Food Manufacturing	1,009	1,143	1,236	134	93	6.4%	4.0%
Chemical Manufacturing	419	436	428	17	-8	2.0%	-0.9%
Plastics and Rubber Products Manufacturing	281	293	335	12	42	2.1%	6.9%
Nonmetallic Mineral Product Manufacturing	436	589	652	153	63	16.2%	5.2%
Primary Metal Manufacturing	141	131	136	-10	5	-3.6%	1.9%
Fabricated Metal Product Manufacturing	256	272	267	16	-5	3.1%	-0.9%
<b>Service Providing</b>	56,091	57,702	59,388	1,611	1,686	1.4%	1.5%
<b>Trade Transportation and Utilities</b>	10,861	11,473	11,741	612	268	2.8%	1.2%
Utilities	604	622	639	18	17	1.5%	1.4%
Wholesale Trade	1,153	1,266	1,276	113	10	4.8%	0.4%
Merchant Wholesalers, Durable Goods	528	616	611	88	-5	8.0%	-0.4%
Merchant Wholesalers, Nondurable Goods	565	591	616	26	25	2.3%	2.1%
Retail Trade	8,334	8,803	9,017	469	214	2.8%	1.2%
Motor Vehicle and Parts Dealers	801	881	923	80	42	4.9%	2.4%
Building Material and Garden Equipment and Supplies Dealers	722	876	1,004	154	128	10.1%	7.1%
Food and Beverage Stores	1,613	1,710	1,709	97	-1	3.0%	0.0%
Health and Personal Care Stores	447	367	340	-80	-27	-9.4%	-3.7%
Gasoline Stations	1,036	1,011	972	-25	-39	-1.2%	-1.9%
Clothing and Clothing Accessories Stores	365	296	244	-69	-52	-9.9%	-9.2%
General Merchandise Stores	2,840	3,128	3,285	288	157	4.9%	2.5%
Miscellaneous Store Retailers	280	298	288	18	-10	3.2%	-1.7%
Transportation and Warehousing	770	782	809	12	27	0.8%	1.7%
Rail Transportation	132	109	100	-23	-9	-9.1%	-4.2%
Truck Transportation	288	351	380	63	29	10.4%	4.0%
Information	736	717	733	-19	16	-1.3%	1.1%
Publishing Industries (except Internet)	142	138	139	-4	1	-1.4%	0.4%
Telecommunications	164	175	187	11	12	3.3%	3.4%
<b>Financial Activities</b>	1,350	1,459	1,511	109	52	4.0%	1.8%
Finance and Insurance	812	818	835	6	17	0.4%	1.0%
Credit Intermediation and Related Activities	604	566	574	-38	8	-3.2%	0.7%
Insurance Carriers and Related Activities	192	222	228	30	6	7.5%	1.3%
Real Estate and Rental and Leasing	538	641	676	103	35	9.2%	2.7%
Real Estate	442	552	588	110	36	11.8%	3.2%
<b>Professional and Business Services</b>	6,331	6,968	7,208	637	240	4.9%	1.7%
Professional, Scientific, and Technical Services	1,236	1,446	1,524	210	78	8.2%	2.7%
Management of Companies and Enterprises	0	278	310	195	32	83.0%	5.6%
Admin. & Support & Waste Mgmt. & Remediation Services	5,012	5,244	5,374	232	130	2.3%	1.2%
Administrative and Support Services	4,799	4,790	4,843	-9	53	-0.1%	0.6%
Waste Management and Remediation Service	213	454	531	241	77	46.0%	8.1%
<b>Education and Health Services</b>	13,984	14,409	15,222	425	813	1.5%	2.8%
Educational Services	7,191	7,371	7,718	180	347	1.2%	2.3%
Health Care and Social Assistance	6,793	7,038	7,504	245	466	1.8%	3.3%

Ambulatory Health Care Services	1,930	1,897	1,897	-33	0	-0.9%	0.0%
Social Assistance	1,525	1,536	1,539	11	3	0.4%	0.1%
<b>Leisure and Hospitality</b>	<b>7,243</b>	<b>7,267</b>	<b>7,542</b>	<b>24</b>	<b>275</b>	<b>0.2%</b>	<b>1.9%</b>
Arts, Entertainment, and Recreation	801	746	734	-55	-12	-3.5%	-0.8%
Amusement, Gambling, and Recreation Industries	695	636	624	-59	-12	-4.3%	-0.9%
Accommodation and Food Services	6,442	6,521	6,808	79	287	0.6%	2.2%
Accommodation, including Hotels and Motels	1,534	1,517	1,496	-17	-21	-0.6%	-0.7%
Food Services and Drinking Places	4,908	5,004	5,312	96	308	1.0%	3.0%
<b>Other Services</b>	<b>1,844</b>	<b>1,819</b>	<b>1,906</b>	<b>-25</b>	<b>87</b>	<b>-0.7%</b>	<b>2.4%</b>
Repair and Maintenance	539	595	677	56	82	5.1%	6.7%
Personal and Laundry Services	365	279	248	-86	-31	-12.6%	-5.7%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	889	903	944	14	41	0.8%	2.2%
<b>Government</b>	<b>10,054</b>	<b>9,759</b>	<b>9,543</b>	<b>-295</b>	<b>-216</b>	<b>-1.5%</b>	<b>-1.1%</b>
Federal Government, Excluding Post Office	1,208	1,089	1,006	-119	-83	-5.1%	-3.9%
Postal Service	275	256	250	-19	-6	-3.5%	-1.2%
State Government, Excluding Education and Hospitals	2,659	2,512	2,258	-147	-254	-2.8%	-5.2%
Local Government, Excluding Education and Hospitals	5,912	5,902	6,029	-10	127	-0.1%	1.1%
<b>Self-Employed and Unpaid Family Workers, All Jobs</b>	<b>3,688</b>	<b>3,831</b>	<b>3,982</b>	<b>143</b>	<b>151</b>	<b>1.9%</b>	<b>2.0%</b>

**Table 1 Employment by Industry Sector, 2017, 2019 and Projected 2021**

**Santa Cruz County**

				<b>Amount Change</b>		<b>Percentage Change</b>	
	<b>2017</b>	<b>2019</b>	<b>2021</b>	<b>2017-2019</b>	<b>2019-2021</b>	<b>2017-2019</b>	<b>2019-2021</b>
<b>Total</b>	15,081	15,322	15,704	241	382	0.8%	1.2%
<b>Goods Producing</b>	1,414	1,480	1,571	66	91	2.3%	3.0%
<b>Natural Resources and Mining</b>	699	811	877	112	66	7.7%	4.0%
Agriculture, Forestry, Fishing and Hunting	653	737	804	84	67	6.2%	4.4%
Support Activities for Agriculture and Forestry	221	237	267	16	30	3.6%	6.1%
<b>Construction</b>	240	212	220	-28	8	-6.0%	1.9%
Specialty Trade Contractors	160	114	105	-46	-9	-15.6%	-4.0%
<b>Manufacturing</b>	475	457	474	-18	17	-1.9%	1.8%
<b>Service Providing</b>	13,667	13,842	14,133	175	291	0.6%	1.0%
<b>Trade Transportation and Utilities</b>	5,847	5,767	5,890	-80	123	-0.7%	1.1%
Wholesale Trade	2,003	2,080	2,262	77	182	1.9%	4.3%
Merchant Wholesalers, Durable Goods	182	164	165	-18	1	-5.1%	0.3%
Merchant Wholesalers, Nondurable Goods	1,717	1,819	2,007	102	188	2.9%	5.0%
Retail Trade	2,040	1,943	1,835	-97	-108	-2.4%	-2.8%
Motor Vehicle and Parts Dealers	187	163	152	-24	-11	-6.6%	-3.4%
Building Material and Garden Equipment and Supplies Dealers	187	188	187	1	-1	0.3%	-0.3%
Food and Beverage Stores	366	355	340	-11	-15	-1.5%	-2.1%
Gasoline Stations	163	138	124	-25	-14	-8.0%	-5.2%
General Merchandise Stores	681	743	743	62	0	4.5%	0.0%
Transportation and Warehousing	1,738	1,684	1,736	-54	52	-1.6%	1.5%
Truck Transportation	424	414	406	-10	-8	-1.2%	-1.0%
Support Activities for Transportation	598	607	679	9	72	0.7%	5.8%
Warehousing and Storage	642	574	559	-68	-15	-5.4%	-1.3%
<b>Information</b>	0	102	105	4	3	2.0%	1.5%
<b>Financial Activities</b>	361	365	370	4	5	0.6%	0.7%
Finance and Insurance	229	235	242	6	7	1.3%	1.5%
Credit Intermediation and Related Activities	129	124	121	-5	-3	-2.0%	-1.2%
Insurance Carriers and Related Activities	0	100	109	11	9	6.0%	4.4%
Real Estate and Rental and Leasing	132	130	128	-2	-2	-0.8%	-0.8%
Real Estate	111	112	111	1	-1	0.4%	-0.4%
<b>Professional and Business Services</b>	454	513	528	59	15	6.3%	1.5%
Professional, Scientific, and Technical Services	217	245	245	28	0	6.3%	0.0%
Admin. & Support & Waste Mgmt. & Remediation Services	232	260	274	28	14	5.9%	2.7%
Administrative and Support Services	196	219	230	23	11	5.7%	2.5%
<b>Education and Health Services</b>	1,919	1,906	1,931	-13	25	-0.3%	0.7%
Educational Services	1,256	1,207	1,185	-49	-22	-2.0%	-0.9%
Health Care and Social Assistance	663	699	746	36	47	2.7%	3.3%
Ambulatory Health Care Services	445	493	541	48	48	5.3%	4.8%
Social Assistance	203	192	192	-11	0	-2.7%	0.0%
<b>Leisure and Hospitality</b>	1,366	1,437	1,447	71	10	2.6%	0.3%
Accommodation and Food Services	1,263	1,357	1,373	94	16	3.7%	0.6%
Accommodation, including Hotels and Motels	361	370	374	9	4	1.2%	0.5%
Food Services and Drinking Places	902	987	999	85	12	4.6%	0.6%
<b>Other Services</b>	304	316	329	12	13	2.0%	2.0%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	157	162	168	5	6	1.6%	1.8%
<b>Government</b>	2,436	2,531	2,600	95	69	1.9%	1.4%
Federal Government, Excluding Post Office	1,517	1,629	1,704	112	75	3.6%	2.3%
State Government, Excluding Education and Hospitals	147	151	156	4	5	1.4%	1.6%
Local Government, Excluding Education and Hospitals	726	702	690	-24	-12	-1.7%	-0.9%
<b>Self-Employed and Unpaid Family Workers, All Jobs</b>	882	905	933	23	28	1.3%	1.5%

**Table 1 Employment by Industry Sector, 2017, 2019 and Projected 2021**

**Yavapai County**

				<b>Amount Change</b>		<b>Percentage Change</b>	
	<b>2017</b>	<b>2019</b>	<b>2021</b>	<b>2017-2019</b>	<b>2019-2021</b>	<b>2017-2019</b>	<b>2019-2021</b>
<b>Total</b>	69,666	71,958	74,995	2,292	3,037	1.6%	2.1%
<b>Goods Producing</b>	10,840	11,751	12,647	911	896	4.1%	3.7%
<b>Natural Resources and Mining</b>	2,114	2,361	2,506	247	145	5.7%	3.0%
Agriculture, Forestry, Fishing and Hunting	1,191	1,253	1,340	62	87	2.6%	3.4%
Crop Production	636	717	813	81	96	6.2%	6.5%
Animal Production	531	508	497	-23	-11	-2.2%	-1.1%
Mining	923	1,108	1,166	185	58	9.6%	2.6%
<b>Construction</b>	4,587	5,276	5,799	689	523	7.2%	4.8%
Construction of Buildings	841	1,049	1,189	208	140	11.7%	6.5%
Heavy and Civil Engineering Construction	901	1,038	1,170	137	132	7.3%	6.2%
Specialty Trade Contractors	2,845	3,189	3,440	344	251	5.9%	3.9%
<b>Manufacturing</b>	4,139	4,114	4,342	-25	228	-0.3%	2.7%
Beverage and Tobacco Product Manufacturing	207	281	313	74	32	16.5%	5.5%
Printing and Related Support Activities	153	144	139	-9	-5	-3.0%	-1.8%
Chemical Manufacturing	0	104	118	10	14	5.2%	6.5%
Plastics and Rubber Products Manufacturing	386	409	449	23	40	2.9%	4.8%
Nonmetallic Mineral Product Manufacturing	580	576	620	-4	44	-0.3%	3.7%
Primary Metal Manufacturing	425	502	560	77	58	8.7%	5.6%
Fabricated Metal Product Manufacturing	676	435	432	-241	-3	-19.8%	-0.3%
Machinery Manufacturing	382	446	494	64	48	8.1%	5.2%
Computer and Electronic Product Manufacturing	255	264	269	9	5	1.7%	0.9%
Transportation Equipment Manufacturing	211	166	161	-45	-5	-11.3%	-1.5%
Furniture and Related Product Manufacturing	188	229	240	41	11	10.4%	2.4%
Miscellaneous Manufacturing	362	358	356	-4	-2	-0.6%	-0.3%
<b>Service Providing</b>	58,826	60,207	62,348	1,381	2,141	1.2%	1.8%
<b>Trade Transportation and Utilities</b>	12,711	12,678	13,194	-33	516	-0.1%	2.0%
Utilities	249	258	258	9	0	1.8%	0.0%
Wholesale Trade	2,085	1,566	1,721	-519	155	-13.3%	4.8%
Merchant Wholesalers, Durable Goods	862	1,016	1,157	154	141	8.6%	6.7%
Merchant Wholesalers, Nondurable Goods	1,151	489	513	-662	24	-34.8%	2.4%
Retail Trade	9,365	9,617	9,866	252	249	1.3%	1.3%
Motor Vehicle and Parts Dealers	1,163	1,290	1,405	127	115	5.3%	4.4%
Furniture and Home Furnishings Stores	205	241	239	36	-2	8.4%	-0.4%
Electronics and Appliance Stores	228	181	138	-47	-43	-10.9%	-12.7%
Building Material and Garden Equipment and Supplies Dealers	1,084	1,165	1,270	81	105	3.7%	4.4%
Food and Beverage Stores	2,048	1,991	1,945	-57	-46	-1.4%	-1.2%
Health and Personal Care Stores	459	541	590	82	49	8.6%	4.4%
Gasoline Stations	531	595	598	64	3	5.9%	0.3%
Clothing and Clothing Accessories Stores	378	361	337	-17	-24	-2.3%	-3.4%
Sporting Goods, Hobby, Book, and Music Stores	269	220	210	-49	-10	-9.6%	-2.3%
General Merchandise Stores	2,151	2,049	2,032	-102	-17	-2.4%	-0.4%
Miscellaneous Store Retailers	700	692	732	-8	40	-0.6%	2.8%
Nonstore Retailers	149	291	370	142	79	39.8%	12.8%
Transportation and Warehousing	1,012	1,237	1,349	225	112	10.6%	4.4%
Truck Transportation	331	428	488	97	60	13.7%	6.8%
Scenic and Sightseeing Transportation	138	251	295	113	44	34.9%	8.4%
Support Activities for Transportation	165	167	176	2	9	0.6%	2.7%
Couriers and Messengers	202	217	229	15	12	3.6%	2.7%
<b>Information</b>	683	652	652	-31	0	-2.3%	0.0%
Publishing Industries (except Internet)	207	217	216	10	-1	2.4%	-0.2%
Telecommunications	117	107	102	-10	-5	-4.4%	-2.4%
Other Information Services	144	150	170	6	20	2.1%	6.5%
<b>Financial Activities</b>	2,015	2,107	2,164	92	57	2.3%	1.3%
Finance and Insurance	1,004	1,038	1,079	34	41	1.7%	2.0%
Credit Intermediation and Related Activities	537	530	528	-7	-2	-0.7%	-0.2%
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	155	187	207	32	20	9.8%	5.2%
Insurance Carriers and Related Activities	311	318	342	7	24	1.1%	3.7%

Real Estate and Rental and Leasing	1,011	1,069	1,085	58	16	2.8%	0.7%
Real Estate	789	874	902	85	28	5.2%	1.6%
<b>Professional and Business Services</b>	<b>4,090</b>	<b>4,619</b>	<b>5,015</b>	<b>529</b>	<b>396</b>	<b>6.3%</b>	<b>4.2%</b>
Professional, Scientific, and Technical Services	1,838	1,957	2,094	119	137	3.2%	3.4%
Management of Companies and Enterprises	106	143	194	37	51	16.1%	16.5%
Admin. & Support & Waste Mgmt. & Remediation Services	2,146	2,519	2,727	373	208	8.3%	4.0%
Administrative and Support Services	1,832	2,201	2,391	369	190	9.6%	4.2%
Waste Management and Remediation Service	314	318	336	4	18	0.6%	2.8%
<b>Education and Health Services</b>	<b>17,297</b>	<b>17,245</b>	<b>17,766</b>	<b>-52</b>	<b>521</b>	<b>-0.2%</b>	<b>1.5%</b>
Educational Services	5,620	5,274	5,045	-346	-229	-3.1%	-2.2%
Health Care and Social Assistance	11,677	11,971	12,721	294	750	1.3%	3.1%
Ambulatory Health Care Services	4,263	4,317	4,451	54	134	0.6%	1.5%
Nursing and Residential Care Facilities	2,512	2,580	2,733	68	153	1.3%	2.9%
<b>Leisure and Hospitality</b>	<b>10,766</b>	<b>11,182</b>	<b>11,453</b>	<b>416</b>	<b>271</b>	<b>1.9%</b>	<b>1.2%</b>
Arts, Entertainment, and Recreation	1,574	1,694	1,751	120	57	3.7%	1.7%
Museums, Historical Sites, and Similar Institution	125	129	134	4	5	1.6%	1.9%
Amusement, Gambling, and Recreation Industries	1,321	1,460	1,519	139	59	5.1%	2.0%
Accommodation and Food Services	9,192	9,488	9,702	296	214	1.6%	1.1%
Accommodation, including Hotels and Motels	2,254	2,399	2,499	145	100	3.2%	2.1%
Food Services and Drinking Places	6,938	7,089	7,203	151	114	1.1%	0.8%
<b>Other Services</b>	<b>2,594</b>	<b>2,863</b>	<b>3,021</b>	<b>269</b>	<b>158</b>	<b>5.1%</b>	<b>2.7%</b>
Repair and Maintenance	814	836	904	22	68	1.3%	4.0%
Personal and Laundry Services	478	534	528	56	-6	5.7%	-0.6%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	1,235	1,420	1,514	185	94	7.2%	3.3%
<b>Government</b>	<b>4,620</b>	<b>4,644</b>	<b>4,688</b>	<b>24</b>	<b>44</b>	<b>0.3%</b>	<b>0.5%</b>
Federal Government, Excluding Post Office	227	222	219	-5	-3	-1.1%	-0.7%
Postal Service	250	244	244	-6	0	-1.2%	0.0%
State Government, Excluding Education and Hospitals	538	524	521	-14	-3	-1.3%	-0.3%
Local Government, Excluding Education and Hospitals	3,605	3,654	3,704	49	50	0.7%	0.7%
<b>Self-Employed and Unpaid Family Workers, All Jobs</b>	<b>4,050</b>	<b>4,217</b>	<b>4,395</b>	<b>167</b>	<b>178</b>	<b>2.0%</b>	<b>2.1%</b>

**Table 1 Employment by Industry Sector, 2017, 2019 and Projected 2021**

**Yuma County**

				<b>Amount Change</b>		<b>Percentage Change</b>	
	<b>2017</b>	<b>2019</b>	<b>2021</b>	<b>2017-2019</b>	<b>2019-2021</b>	<b>2017-2019</b>	<b>2019-2021</b>
<b>Total</b>	66,241	68,868	70,779	2,627	1,911	2.0%	1.4%
<b>Goods Producing</b>	12,998	13,236	13,559	238	323	0.9%	1.2%
<b>Natural Resources and Mining</b>	8,045	7,785	7,666	-260	-119	-1.6%	-0.8%
Agriculture, Forestry, Fishing and Hunting	8,023	7,762	7,642	-261	-120	-1.6%	-0.8%
Crop Production	3,462	2,766	2,493	-696	-273	-10.6%	-5.1%
Animal Production	212	208	201	-4	-7	-0.9%	-1.7%
Support Activities for Agriculture and Forestry	4,349	4,788	4,948	439	160	4.9%	1.7%
<b>Construction</b>	2,751	3,053	3,368	302	315	5.3%	5.0%
Construction of Buildings	633	716	781	83	65	6.4%	4.4%
Heavy and Civil Engineering Construction	355	601	816	246	215	30.1%	16.5%
Specialty Trade Contractors	1,763	1,736	1,771	-27	35	-0.8%	1.0%
<b>Manufacturing</b>	2,202	2,398	2,525	196	127	4.4%	2.6%
Food Manufacturing	202	270	248	68	-22	15.6%	-4.2%
Wood Product Manufacturing	0	103	105	9	2	4.7%	1.0%
Chemical Manufacturing	562	565	589	3	24	0.3%	2.1%
Nonmetallic Mineral Product Manufacturing	250	324	372	74	48	13.8%	7.2%
Fabricated Metal Product Manufacturing	228	188	192	-40	4	-9.2%	1.1%
Transportation Equipment Manufacturing	149	172	183	23	11	7.4%	3.1%
<b>Service Providing</b>	53,243	55,632	57,220	2,389	1,588	2.2%	1.4%
<b>Trade Transportation and Utilities</b>	11,717	12,819	13,081	1,102	262	4.6%	1.0%
Utilities	465	465	467	0	2	0.0%	0.2%
Wholesale Trade	1,298	1,500	1,625	202	125	7.5%	4.1%
Merchant Wholesalers, Durable Goods	514	531	582	17	51	1.6%	4.7%
Merchant Wholesalers, Nondurable Goods	671	861	942	190	81	13.3%	4.6%
Wholesale Electronic Markets and Agents and Brokers	113	108	101	-5	-7	-2.2%	-3.3%
Retail Trade	8,537	8,400	8,407	-137	7	-0.8%	0.0%
Motor Vehicle and Parts Dealers	1,692	1,788	1,863	96	75	2.8%	2.1%
Furniture and Home Furnishings Stores	167	163	152	-4	-11	-1.2%	-3.4%
Electronics and Appliance Stores	278	199	136	-79	-63	-15.4%	-17.3%
Building Material and Garden Equipment and Supplies Dealers	604	638	714	34	76	2.8%	5.8%
Food and Beverage Stores	1,567	1,404	1,322	-163	-82	-5.3%	-3.0%
Health and Personal Care Stores	429	288	271	-141	-17	-18.1%	-3.0%
Gasoline Stations	447	488	481	41	-7	4.5%	-0.7%
Clothing and Clothing Accessories Stores	331	337	333	6	-4	0.9%	-0.6%
Sporting Goods, Hobby, Book, and Music Stores	147	134	125	-13	-9	-4.5%	-3.4%
General Merchandise Stores	2,623	2,718	2,751	95	33	1.8%	0.6%
Miscellaneous Store Retailers	222	206	201	-16	-5	-3.7%	-1.2%
Transportation and Warehousing	1,417	2,454	2,582	1,037	128	31.6%	2.6%
Truck Transportation	401	1,417	1,510	1,016	93	88.0%	3.2%
Transit and Ground Passenger Transportation	307	278	275	-29	-3	-4.8%	-0.5%
Support Activities for Transportation	315	316	327	1	11	0.2%	1.7%
Couriers and Messengers	191	207	220	16	13	4.1%	3.1%
Warehousing and Storage	0	118	137	22	19	10.9%	7.8%
<b>Information</b>	521	507	476	-14	-31	-1.4%	-3.1%
Telecommunications	200	197	193	-3	-4	-0.8%	-1.0%
<b>Financial Activities</b>	1,943	2,072	2,128	129	56	3.3%	1.3%
Finance and Insurance	1,333	1,363	1,388	30	25	1.1%	0.9%
Credit Intermediation and Related Activities	708	655	650	-53	-5	-3.8%	-0.4%
Insurance Carriers and Related Activities	585	643	668	58	25	4.8%	1.9%
Real Estate and Rental and Leasing	610	709	740	99	31	7.8%	2.2%
Real Estate	456	550	583	94	33	9.8%	3.0%
<b>Professional and Business Services</b>	6,638	6,425	6,318	-213	-107	-1.6%	-0.8%
Professional, Scientific, and Technical Services	2,671	2,726	2,787	55	61	1.0%	1.1%
Management of Companies and Enterprises	238	210	177	-28	-33	-6.1%	-8.2%
Admin. & Support & Waste Mgmt. & Remediation Services	3,729	3,489	3,354	-240	-135	-3.3%	-2.0%
Administrative and Support Services	3,541	3,212	3,018	-329	-194	-4.8%	-3.1%
Waste Management and Remediation Service	188	277	336	89	59	21.4%	10.1%

<b>Education and Health Services</b>	12,218	12,883	13,507	665	624	2.7%	2.4%
Educational Services	5,055	5,073	5,009	18	-64	0.2%	-0.6%
Health Care and Social Assistance	7,163	7,810	8,498	647	688	4.4%	4.3%
Ambulatory Health Care Services	2,801	3,036	3,192	235	156	4.1%	2.5%
Nursing and Residential Care Facilities	844	999	1,073	155	74	8.8%	3.6%
<b>Leisure and Hospitality</b>	7,187	7,639	8,083	452	444	3.1%	2.9%
Arts, Entertainment, and Recreation	1,328	1,383	1,380	55	-3	2.0%	-0.1%
Accommodation and Food Services	5,859	6,256	6,703	397	447	3.3%	3.5%
Accommodation, including Hotels and Motels	940	1,076	1,197	136	121	7.0%	5.5%
Food Services and Drinking Places	4,919	5,180	5,506	261	326	2.6%	3.1%
<b>Other Services</b>	1,628	1,613	1,623	-15	10	-0.5%	0.3%
Repair and Maintenance	696	716	739	20	23	1.4%	1.6%
Personal and Laundry Services	330	300	288	-30	-12	-4.7%	-2.0%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	564	563	563	-1	0	-0.1%	0.0%
<b>Government</b>	6,873	6,964	7,093	91	129	0.7%	0.9%
Federal Government, Excluding Post Office	2,697	2,797	2,881	100	84	1.8%	1.5%
Postal Service	190	192	197	2	5	0.5%	1.3%
State Government, Excluding Education and Hospitals	1,513	1,454	1,468	-59	14	-2.0%	0.5%
Local Government, Excluding Education and Hospitals	2,473	2,521	2,547	48	26	1.0%	0.5%
<b>Self-Employed and Unpaid Family Workers, All Jobs</b>	4,518	4,710	4,911	192	201	2.1%	2.1%

**Table 1 Employment by Industry Sector, 2017, 2019 and Projected 2021**

**Northeastern Arizona**

				<b>Amount Change</b>		<b>Percentage Change</b>	
	<b>2017</b>	<b>2019</b>	<b>2021</b>	<b>2017-2019</b>	<b>2019-2021</b>	<b>2017-2019</b>	<b>2019-2021</b>
<b>Total</b>	65,411	65,006	65,218	-405	212	-0.3%	0.2%
<b>Goods Producing</b>	6,437	6,628	6,426	191	-202	1.5%	-1.5%
<b>Natural Resources and Mining</b>	2,298	2,418	2,325	120	-93	2.6%	-1.9%
Agriculture, Forestry, Fishing and Hunting	712	842	838	130	-4	8.7%	-0.2%
Mining	1,586	1,576	1,487	-10	-89	-0.3%	-2.9%
<b>Construction</b>	2,653	2,504	2,328	-149	-176	-2.8%	-3.6%
Specialty Trade Contractors	1,455	1,275	1,099	-180	-176	-6.4%	-7.2%
<b>Manufacturing</b>	1,486	1,706	1,773	220	67	7.1%	1.9%
<b>Service Providing</b>	58,974	58,378	58,792	-596	414	-0.5%	0.4%
<b>Trade Transportation and Utilities</b>	10,806	10,211	9,937	-595	-274	-2.8%	-1.4%
Utilities	1,521	1,495	1,483	-26	-12	-0.9%	-0.4%
Wholesale Trade	657	594	598	-63	4	-4.9%	0.3%
Retail Trade	6,945	6,675	6,422	-270	-253	-2.0%	-1.9%
Building Material and Garden Equipment and Supplies Dealers	926	959	990	33	31	1.8%	1.6%
Gasoline Stations	1,006	833	707	-173	-126	-9.0%	-7.9%
Clothing and Clothing Accessories Stores	172	192	179	20	-13	5.7%	-3.4%
General Merchandise Stores	1,628	1,614	1,573	-14	-41	-0.4%	-1.3%
Miscellaneous Store Retailers	384	399	396	15	-3	1.9%	-0.4%
Transportation and Warehousing	1,683	1,447	1,434	-236	-13	-7.3%	-0.5%
Rail Transportation	803	474	432	-329	-42	-23.2%	-4.5%
Truck Transportation	367	369	355	2	-14	0.3%	-1.9%
<b>Information</b>	1,387	585	569	-802	-16	-35.1%	-1.4%
<b>Financial Activities</b>	1,567	1,753	1,804	186	51	5.8%	1.4%
Finance and Insurance	556	692	733	136	41	11.6%	2.9%
Insurance Carriers and Related Activities	183	224	238	41	14	10.6%	3.1%
Real Estate and Rental and Leasing	1,011	1,061	1,071	50	10	2.4%	0.5%
Rental and Leasing Services	122	124	125	2	1	0.8%	0.4%
<b>Professional and Business Services</b>	2,373	2,296	2,262	-77	-34	-1.6%	-0.7%
Professional, Scientific, and Technical Services	803	893	930	90	37	5.5%	2.1%
Management of Companies and Enterprises	148	152	144	4	-8	1.3%	-2.7%
Admin. & Support & Waste Mgmt. & Remediation Services	1,422	1,251	1,188	-171	-63	-6.2%	-2.6%
Administrative and Support Services	1,188	1,005	937	-183	-68	-8.0%	-3.4%
Waste Management and Remediation Service	234	246	251	12	5	2.5%	1.0%
<b>Education and Health Services</b>	15,705	16,235	16,475	530	240	1.7%	0.7%
Educational Services	7,443	7,506	7,385	63	-121	0.4%	-0.8%
Health Care and Social Assistance	8,262	8,729	9,090	467	361	2.8%	2.0%
Ambulatory Health Care Services	2,636	2,901	3,055	265	154	4.9%	2.6%
Nursing and Residential Care Facilities	1,532	1,277	1,100	-255	-177	-8.7%	-7.2%
<b>Leisure and Hospitality</b>	8,226	8,255	8,288	29	33	0.2%	0.2%
Arts, Entertainment, and Recreation	1,437	1,349	1,316	-88	-33	-3.1%	-1.2%
Amusement, Gambling, and Recreation Industries	1,262	1,170	1,134	-92	-36	-3.7%	-1.6%
Accommodation and Food Services	6,789	6,906	6,972	117	66	0.9%	0.5%
Accommodation, including Hotels and Motels	1,907	1,869	1,800	-38	-69	-1.0%	-1.9%
Food Services and Drinking Places	4,882	5,037	5,172	155	135	1.6%	1.3%
<b>Other Services</b>	2,004	1,995	2,002	-9	7	-0.2%	0.2%
Repair and Maintenance	387	339	320	-48	-19	-6.4%	-2.8%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	1,465	1,481	1,494	16	13	0.5%	0.4%
<b>Government</b>	13,984	14,007	14,291	23	284	0.1%	1.0%
Federal Government, Excluding Post Office	3,604	3,612	3,643	8	31	0.1%	0.4%
Postal Service	236	229	222	-7	-7	-1.5%	-1.5%
State Government, Excluding Education and Hospitals	1,159	1,168	1,185	9	17	0.4%	0.7%
Local Government, Excluding Education and Hospitals	8,985	8,998	9,241	13	243	0.1%	1.3%
<b>Self-Employed and Unpaid Family Workers, All Jobs</b>	2,922	3,041	3,164	119	123	2.0%	2.0%

**Table 1 Employment by Industry Sector, 2017, 2019 and Projected 2021**

**Mohave and La Paz**

				<b>Amount Change</b>		<b>Percentage Change</b>	
	<b>2017</b>	<b>2019</b>	<b>2021</b>	<b>2017-2019</b>	<b>2019-2021</b>	<b>2017-2019</b>	<b>2019-2021</b>
<b>Total</b>	59,997	62,912	65,396	2,915	2,484	2.4%	2.0%
<b>Goods Producing</b>	8,488	9,200	9,892	712	692	4.1%	3.7%
<b>Natural Resources and Mining</b>	2,242	2,385	2,401	143	16	3.1%	0.3%
Agriculture, Forestry, Fishing and Hunting	2,157	2,206	2,217	49	11	1.1%	0.2%
Crop Production	1,411	1,342	1,301	-69	-41	-2.5%	-1.5%
Mining	0	179	184	94	5	45.1%	1.4%
<b>Construction</b>	2,995	3,401	3,947	406	546	6.6%	7.7%
Construction of Buildings	547	730	921	183	191	15.5%	12.3%
Heavy and Civil Engineering Construction	415	353	418	-62	65	-7.8%	8.8%
Specialty Trade Contractors	2,033	2,318	2,608	285	290	6.8%	6.1%
<b>Manufacturing</b>	3,251	3,414	3,544	163	130	2.5%	1.9%
Wood Product Manufacturing	0	134	151	63	17	37.4%	6.2%
Plastics and Rubber Products Manufacturing	578	593	657	15	64	1.3%	5.3%
Primary Metal Manufacturing	109	132	143	23	11	10.0%	4.1%
Miscellaneous Manufacturing	239	241	240	2	-1	0.4%	-0.2%
<b>Service Providing</b>	51,509	53,712	55,504	2,203	1,792	2.1%	1.7%
<b>Trade Transportation and Utilities</b>	13,126	14,054	14,777	928	723	3.5%	2.5%
Utilities	573	558	549	-15	-9	-1.3%	-0.8%
Wholesale Trade	1,037	1,418	1,673	381	255	16.9%	8.6%
Merchant Wholesalers, Durable Goods	461	678	786	217	108	21.3%	7.7%
Retail Trade	9,985	10,512	10,933	527	421	2.6%	2.0%
Motor Vehicle and Parts Dealers	1,636	1,665	1,704	29	39	0.9%	1.2%
Furniture and Home Furnishings Stores	213	194	170	-19	-24	-4.6%	-6.4%
Building Material and Garden Equipment and Supplies Dealers	1,087	1,156	1,282	69	126	3.1%	5.3%
Food and Beverage Stores	1,571	1,696	1,726	125	30	3.9%	0.9%
Health and Personal Care Stores	373	345	328	-28	-17	-3.8%	-2.5%
Gasoline Stations	1,750	1,967	2,101	217	134	6.0%	3.4%
General Merchandise Stores	2,363	2,443	2,483	80	40	1.7%	0.8%
Miscellaneous Store Retailers	409	485	561	76	76	8.9%	7.6%
Transportation and Warehousing	1,531	1,566	1,622	35	56	1.1%	1.8%
Support Activities for Transportation	292	279	269	-13	-10	-2.3%	-1.8%
Couriers and Messengers	176	221	265	45	44	12.1%	9.5%
<b>Information</b>	691	603	564	-88	-39	-6.6%	-3.3%
Publishing Industries (except Internet)	180	170	169	-10	-1	-2.8%	-0.3%
<b>Financial Activities</b>	1,952	1,940	1,967	-12	27	-0.3%	0.7%
Finance and Insurance	1,154	1,211	1,254	57	43	2.4%	1.8%
Credit Intermediation and Related Activities	852	801	825	-51	24	-3.0%	1.5%
Real Estate and Rental and Leasing	798	729	713	-69	-16	-4.4%	-1.1%
<b>Professional and Business Services</b>	3,917	4,144	4,360	227	216	2.9%	2.6%
Professional, Scientific, and Technical Services	1,247	1,337	1,415	90	78	3.5%	2.9%
Management of Companies and Enterprises	0	114	130	26	16	13.8%	6.8%
Admin. & Support & Waste Mgmt. & Remediation Services	2,582	2,693	2,815	111	122	2.1%	2.2%
<b>Education and Health Services</b>	12,610	13,001	13,272	391	271	1.5%	1.0%
Educational Services	3,904	3,810	3,719	-94	-91	-1.2%	-1.2%
Health Care and Social Assistance	8,706	9,191	9,553	485	362	2.7%	2.0%
Ambulatory Health Care Services	3,269	3,590	3,821	321	231	4.8%	3.2%
Social Assistance	558	542	544	-16	2	-1.4%	0.2%
<b>Leisure and Hospitality</b>	9,252	9,586	9,772	334	186	1.8%	1.0%
Arts, Entertainment, and Recreation	1,164	1,164	1,192	0	28	0.0%	1.2%
Accommodation and Food Services	8,088	8,422	8,580	334	158	2.0%	0.9%
Food Services and Drinking Places	5,782	6,203	6,409	421	206	3.6%	1.6%
<b>Other Services</b>	1,876	2,119	2,239	243	120	6.3%	2.8%
Repair and Maintenance	830	1,013	1,113	183	100	10.5%	4.8%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	752	759	767	7	8	0.5%	0.5%
<b>Government</b>	5,362	5,423	5,587	61	164	0.6%	1.5%
Federal Government, Excluding Post Office	261	237	239	-24	2	-4.7%	0.4%
Postal Service	229	240	247	11	7	2.4%	1.4%

State Government, Excluding Education and Hospitals	514	504	503	-10	-1	-1.0%	-0.1%
Local Government, Excluding Education and Hospitals	4,358	4,442	4,598	84	156	1.0%	1.7%
<b>Self-Employed and Unpaid Family Workers, All Jobs</b>	<b>2,723</b>	<b>2,842</b>	<b>2,966</b>	<b>119</b>	<b>124</b>	<b>2.2%</b>	<b>2.2%</b>

**Table 1 Employment by Industry Sector, 2017, 2019 and Projected 2021**

**Southeastern Arizona**

				<b>Amount Change</b>		<b>Percentage Change</b>	
	<b><u>2017</u></b>	<b><u>2019</u></b>	<b><u>2021</u></b>	<b><u>2017-2019</u></b>	<b><u>2019-2021</u></b>	<b><u>2017-2019</u></b>	<b><u>2019-2021</u></b>
<b>Total</b>	61,741	62,807	63,954	1,066	1,147	0.9%	0.9%
<b>Goods Producing</b>	17,245	18,364	19,173	1,119	809	3.2%	2.2%
<b>Natural Resources and Mining</b>	14,465	15,265	15,914	800	649	2.7%	2.1%
Agriculture, Forestry, Fishing and Hunting	10,483	10,413	10,468	-70	55	-0.3%	0.3%
Mining	3,982	4,852	5,446	870	594	10.4%	5.9%
<b>Construction</b>	1,916	2,277	2,428	361	151	9.0%	3.3%
Heavy and Civil Engineering Construction	546	657	704	111	47	9.7%	3.5%
<b>Manufacturing</b>	864	822	831	-42	9	-2.5%	0.5%
<b>Service Providing</b>	44,496	44,443	44,781	-53	338	-0.1%	0.4%
<b>Trade Transportation and Utilities</b>	9,039	9,190	9,263	151	73	0.8%	0.4%
Utilities	492	491	488	-1	-3	-0.1%	-0.3%
Wholesale Trade	798	820	863	22	43	1.4%	2.6%
Retail Trade	6,245	6,375	6,395	130	20	1.0%	0.2%
Food and Beverage Stores	1,235	1,256	1,290	21	34	0.8%	1.3%
Clothing and Clothing Accessories Stores	224	194	168	-30	-26	-6.9%	-6.9%
Miscellaneous Store Retailers	285	257	252	-28	-5	-5.0%	-1.0%
Transportation and Warehousing	1,504	1,504	1,517	0	13	0.0%	0.4%
Rail Transportation	788	693	648	-95	-45	-6.2%	-3.3%
<b>Information</b>	643	569	576	-74	7	-5.9%	0.6%
<b>Financial Activities</b>	1,354	1,005	1,011	-349	6	-13.8%	0.3%
Finance and Insurance	1,034	680	706	-354	26	-18.9%	1.9%
Real Estate and Rental and Leasing	320	325	305	5	-20	0.8%	-3.1%
<b>Professional and Business Services</b>	4,636	4,924	5,185	288	261	3.1%	2.6%
Professional, Scientific, and Technical Services	2,452	2,640	2,783	188	143	3.8%	2.7%
Admin. & Support & Waste Mgmt. & Remediation Services	2,120	2,223	2,341	103	118	2.4%	2.6%
<b>Education and Health Services</b>	11,536	11,227	11,230	-309	3	-1.3%	0.0%
Educational Services	5,997	5,456	5,228	-541	-228	-4.6%	-2.1%
Health Care and Social Assistance	5,539	5,771	6,002	232	231	2.1%	2.0%
<b>Leisure and Hospitality</b>	5,029	5,172	5,116	143	-56	1.4%	-0.5%
Arts, Entertainment, and Recreation	735	753	788	18	35	1.2%	2.3%
Museums, Historical Sites, and Similar Institution	136	143	152	7	9	2.5%	3.1%
Accommodation and Food Services	4,294	4,419	4,328	125	-91	1.4%	-1.0%
Food Services and Drinking Places	3,526	3,649	3,551	123	-98	1.7%	-1.4%
<b>Other Services</b>	1,338	1,453	1,561	115	108	4.2%	3.6%
Personal and Laundry Services	219	217	219	-2	2	-0.5%	0.5%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	668	759	847	91	88	6.6%	5.6%
<b>Government</b>	7,784	7,646	7,456	-138	-190	-0.9%	-1.3%
Federal Government, Excluding Post Office	4,191	4,155	4,117	-36	-38	-0.4%	-0.5%
Postal Service	222	223	221	1	-2	0.2%	-0.4%
State Government, Excluding Education and Hospitals	1,369	1,281	1,189	-88	-92	-3.3%	-3.7%
Local Government, Excluding Education and Hospitals	2,002	1,987	1,929	-15	-58	-0.4%	-1.5%
<b>Self-Employed and Unpaid Family Workers, All Jobs</b>	3,137	3,257	3,383	120	126	1.9%	1.9%

**Table 1 Employment by Industry Sector, 2017, 2019 and Projected 2021**

**City of Phoenix**

				<b>Amount Change</b>		<b>Percentage Change</b>	
	<b>2017</b>	<b>2019</b>	<b>2021</b>	<b>2017-2019</b>	<b>2019-2021</b>	<b>2017-2019</b>	<b>2019-2021</b>
<b>Total</b>	964,188	1,004,167	1,038,262	39,979	34,095	2.1%	1.7%
<b>Goods Producing</b>	99,192	112,544	123,206	13,352	10,662	6.5%	4.6%
<b>Natural Resources and Mining</b>	2,447	2,756	2,939	309	183	6.1%	3.3%
Agriculture, Forestry, Fishing and Hunting	1,171	1,031	981	-140	-50	-6.2%	-2.5%
Crop Production	752	672	652	-80	-20	-5.5%	-1.5%
Animal Production	241	207	187	-34	-20	-7.3%	-5.0%
Support Activities for Agriculture and Forestry	171	144	135	-27	-9	-8.2%	-3.2%
Mining	1,276	1,725	1,958	449	233	16.3%	6.5%
Mining (except Oil and Gas)	1,222	1,531	1,665	309	134	11.9%	4.3%
Support Activities for Mining	0	192	291	139	99	90.3%	23.1%
<b>Construction</b>	49,657	57,046	63,432	7,389	6,386	7.2%	5.4%
Construction of Buildings	8,439	9,386	10,908	947	1,522	5.5%	7.8%
Heavy and Civil Engineering Construction	6,080	7,454	8,573	1,374	1,119	10.7%	7.2%
Specialty Trade Contractors	35,138	40,206	43,951	5,068	3,745	7.0%	4.6%
<b>Manufacturing</b>	47,088	52,742	56,835	5,654	4,093	5.8%	3.8%
Food Manufacturing	6,111	6,580	7,066	469	486	3.8%	3.6%
Beverage and Tobacco Product Manufacturing	808	1,045	1,171	237	126	13.7%	5.9%
Textile Product Mills	173	291	316	118	25	29.7%	4.2%
Apparel Manufacturing	228	116	115	-112	-1	-28.7%	-0.4%
Wood Product Manufacturing	1,957	2,266	2,557	309	291	7.6%	6.2%
Paper Manufacturing	758	1,146	1,263	388	117	23.0%	5.0%
Printing and Related Support Activities	3,167	2,503	2,245	-664	-258	-11.1%	-5.3%
Chemical Manufacturing	2,071	2,199	2,278	128	79	3.0%	1.8%
Plastics and Rubber Products Manufacturing	1,241	1,397	1,438	156	41	6.1%	1.5%
Nonmetallic Mineral Product Manufacturing	2,615	2,821	2,979	206	158	3.9%	2.8%
Primary Metal Manufacturing	864	796	841	-68	45	-4.0%	2.8%
Fabricated Metal Product Manufacturing	7,112	7,912	8,397	800	485	5.5%	3.0%
Machinery Manufacturing	1,781	1,715	1,723	-66	8	-1.9%	0.2%
Computer and Electronic Product Manufacturing	4,935	7,676	9,322	2,741	1,646	24.7%	10.2%
Electrical Equipment, Appliance, and Component Manufacturing	761	1,129	1,372	368	243	21.8%	10.2%
Transportation Equipment Manufacturing	6,696	6,124	5,721	-572	-403	-4.4%	-3.3%
Furniture and Related Product Manufacturing	2,705	2,629	2,625	-76	-4	-1.4%	-0.1%
Miscellaneous Manufacturing	2,794	4,183	5,231	1,389	1,048	22.4%	11.8%
<b>Service Providing</b>	864,996	891,623	915,056	26,627	23,433	1.5%	1.3%
<b>Trade Transportation and Utilities</b>	172,536	178,380	182,471	5,844	4,091	1.7%	1.1%
Utilities	8,658	8,565	8,443	-93	-122	-0.5%	-0.7%
Wholesale Trade	40,662	44,153	46,706	3,491	2,553	4.2%	2.9%
Merchant Wholesalers, Durable Goods	25,504	27,681	29,806	2,177	2,125	4.2%	3.8%
Merchant Wholesalers, Nondurable Goods	12,648	13,519	13,844	871	325	3.4%	1.2%
Wholesale Electronic Markets and Agents and Brokers	2,510	2,953	3,056	443	103	8.5%	1.7%
Retail Trade	79,211	75,553	73,280	-3,658	-2,273	-2.3%	-1.5%
Motor Vehicle and Parts Dealers	9,042	8,600	8,163	-442	-437	-2.5%	-2.6%
Furniture and Home Furnishings Stores	2,411	2,578	2,557	167	-21	3.4%	-0.4%
Electronics and Appliance Stores	3,869	3,012	2,552	-857	-460	-11.8%	-8.0%
Building Material and Garden Equipment and Supplies Dealers	6,039	5,941	6,224	-98	283	-0.8%	2.4%
Food and Beverage Stores	14,034	13,783	13,827	-251	44	-0.9%	0.2%
Health and Personal Care Stores	4,864	4,878	4,709	14	-169	0.1%	-1.7%
Gasoline Stations	3,499	3,382	3,357	-117	-25	-1.7%	-0.4%
Clothing and Clothing Accessories Stores	5,388	4,943	4,576	-445	-367	-4.2%	-3.8%
Sporting Goods, Hobby, Book, and Music Stores	1,589	1,365	1,259	-224	-106	-7.3%	-4.0%
General Merchandise Stores	15,370	13,726	12,312	-1,644	-1,414	-5.5%	-5.3%
Miscellaneous Store Retailers	6,078	8,811	9,495	2,733	684	20.4%	3.8%
Nonstore Retailers	7,028	4,534	4,249	-2,494	-285	-19.7%	-3.2%
Transportation and Warehousing	44,005	50,109	54,042	6,104	3,933	6.7%	3.9%
Air Transportation	12,123	12,149	12,207	26	58	0.1%	0.2%
Truck Transportation	9,772	10,704	11,605	932	901	4.7%	4.1%
Transit and Ground Passenger Transportation	3,808	4,769	5,098	961	329	11.9%	3.4%

Pipeline Transportation	0	155	157	131	2	154.1%	0.6%
Scenic and Sightseeing Transportation	112	123	126	11	3	4.8%	1.2%
Support Activities for Transportation	6,383	6,702	6,939	319	237	2.5%	1.8%
Couriers and Messengers	5,164	6,295	7,506	1,131	1,211	10.4%	9.2%
Warehousing and Storage	6,522	9,129	10,322	2,607	1,193	18.3%	6.3%
<b>Information</b>	14,100	15,691	15,848	1,591	157	5.5%	0.5%
Publishing Industries (except Internet)	2,087	2,266	2,339	179	73	4.2%	1.6%
Motion Picture and Sound Recording Industries	1,278	1,309	1,352	31	43	1.2%	1.6%
Broadcasting (except Internet)	2,227	2,757	2,773	530	16	11.3%	0.3%
Telecommunications	6,050	5,787	5,376	-263	-411	-2.2%	-3.6%
Data Processing, Hosting and Related Services	1,428	2,528	2,978	1,100	450	33.1%	8.5%
Other Information Services	1,030	1,044	1,030	14	-14	0.7%	-0.7%
<b>Financial Activities</b>	93,126	100,133	105,981	7,007	5,848	3.7%	2.9%
Finance and Insurance	70,858	76,442	80,518	5,584	4,076	3.9%	2.6%
Credit Intermediation and Related Activities	37,627	38,854	40,388	1,227	1,534	1.6%	2.0%
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	11,471	11,670	11,429	199	-241	0.9%	-1.0%
Insurance Carriers and Related Activities	21,620	25,715	28,471	4,095	2,756	9.1%	5.2%
Real Estate and Rental and Leasing	22,268	23,691	25,463	1,423	1,772	3.1%	3.7%
Real Estate	13,593	15,379	17,099	1,786	1,720	6.4%	5.4%
Rental and Leasing Services	8,253	8,193	8,288	-60	95	-0.4%	0.6%
<b>Professional and Business Services</b>	179,649	183,036	186,531	3,387	3,495	0.9%	1.0%
Professional, Scientific, and Technical Services	58,598	62,423	65,581	3,825	3,158	3.2%	2.5%
Management of Companies and Enterprises	15,976	15,765	16,045	-211	280	-0.7%	0.9%
Admin. & Support & Waste Mgmt. & Remediation Services	105,075	104,848	104,905	-227	57	-0.1%	0.0%
Administrative and Support Services	102,694	101,989	101,815	-705	-174	-0.3%	-0.1%
Waste Management and Remediation Service	2,381	2,859	3,090	478	231	9.6%	4.0%
<b>Education and Health Services</b>	173,507	177,912	184,281	4,405	6,369	1.3%	1.8%
Educational Services	52,601	51,344	51,127	-1,257	-217	-1.2%	-0.2%
Health Care and Social Assistance	120,906	126,568	133,154	5,662	6,586	2.3%	2.6%
Ambulatory Health Care Services	48,285	52,206	56,018	3,921	3,812	4.0%	3.6%
Hospitals	38,921	37,553	36,749	-1,368	-804	-1.8%	-1.1%
Nursing and Residential Care Facilities	11,103	11,546	12,333	443	787	2.0%	3.4%
Social Assistance	22,597	25,263	28,054	2,666	2,791	5.7%	5.4%
<b>Leisure and Hospitality</b>	89,072	89,776	90,502	704	726	0.4%	0.4%
Arts, Entertainment, and Recreation	12,845	15,327	16,668	2,482	1,341	9.2%	4.3%
Performing Arts, Spectator Sports, and Related Industries	4,143	4,621	4,887	478	266	5.6%	2.8%
Museums, Historical Sites, and Similar Institution	1,196	1,445	1,595	249	150	9.9%	5.1%
Amusement, Gambling, and Recreation Industries	7,506	9,261	10,186	1,755	925	11.1%	4.9%
Accommodation and Food Services	76,227	74,449	73,834	-1,778	-615	-1.2%	-0.4%
Accommodation, including Hotels and Motels	15,725	13,279	12,152	-2,446	-1,127	-8.1%	-4.3%
Food Services and Drinking Places	60,502	61,170	61,682	668	512	0.6%	0.4%
<b>Other Services</b>	34,266	33,729	33,747	-537	18	-0.8%	0.0%
Repair and Maintenance	6,623	6,805	7,183	182	378	1.4%	2.7%
Personal and Laundry Services	9,316	9,579	9,832	263	253	1.4%	1.3%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	17,848	16,888	16,279	-960	-609	-2.7%	-1.8%
Private Households	479	457	453	-22	-4	-2.3%	-0.4%
<b>Government</b>	54,425	56,422	56,797	1,997	375	1.8%	0.3%
Federal Government, Excluding Post Office	8,515	8,749	9,127	234	378	1.4%	2.1%
Postal Service	2,707	4,150	4,454	1,443	304	23.8%	3.6%
State Government, Excluding Education and Hospitals	21,906	21,799	21,497	-107	-302	-0.2%	-0.7%
Local Government, Excluding Education and Hospitals	21,297	21,724	21,719	427	-5	1.0%	0.0%
<b>Self-Employed and Unpaid Family Workers, All Jobs</b>	54,315	56,544	58,898	2,229	2,354	2.0%	2.1%

**Table 1 Employment by Industry Sector, 2017, 2019 and Projected 2021**

**Balance of Maricopa**

				<b>Amount Change</b>		<b>Percentage Change</b>	
	<b>2017</b>	<b>2019</b>	<b>2021</b>	<b>2017-2019</b>	<b>2019-2021</b>	<b>2017-2019</b>	<b>2019-2021</b>
<b>Total</b>	1,103,918	1,190,454	1,289,007	86,536	98,553	3.8%	4.1%
<b>Goods Producing</b>	142,639	158,098	176,476	15,459	18,378	5.3%	5.7%
<b>Natural Resources and Mining</b>	7,875	6,911	6,679	-964	-232	-6.3%	-1.7%
Agriculture, Forestry, Fishing and Hunting	7,185	6,433	6,261	-752	-172	-5.4%	-1.3%
Crop Production	3,285	2,895	2,851	-390	-44	-6.1%	-0.8%
Animal Production	2,664	2,453	2,341	-211	-112	-4.0%	-2.3%
Support Activities for Agriculture and Forestry	1,236	1,085	1,069	-151	-16	-6.3%	-0.7%
Mining	690	478	418	-212	-60	-16.8%	-6.5%
Mining (except Oil and Gas)	549	401	340	-148	-61	-14.5%	-7.9%
<b>Construction</b>	62,802	75,907	89,576	13,105	13,669	9.9%	8.6%
Construction of Buildings	12,999	17,484	21,749	4,485	4,265	16.0%	11.5%
Heavy and Civil Engineering Construction	8,072	9,097	10,203	1,025	1,106	6.2%	5.9%
Specialty Trade Contractors	41,731	49,326	57,624	7,595	8,298	8.7%	8.1%
<b>Manufacturing</b>	71,962	75,280	80,221	3,318	4,941	2.3%	3.2%
Food Manufacturing	5,712	5,813	6,065	101	252	0.9%	2.1%
Beverage and Tobacco Product Manufacturing	2,103	1,753	1,761	-350	8	-8.7%	0.2%
Textile Product Mills	371	307	304	-64	-3	-9.0%	-0.5%
Apparel Manufacturing	0	269	280	188	11	82.2%	2.0%
Wood Product Manufacturing	1,602	1,283	1,180	-319	-103	-10.5%	-4.1%
Paper Manufacturing	789	708	598	-81	-110	-5.3%	-8.1%
Printing and Related Support Activities	1,759	2,361	2,541	602	180	15.9%	3.7%
Petroleum and Coal Products Manufacturing	0	100	104	21	4	12.5%	2.0%
Chemical Manufacturing	3,008	3,839	4,754	831	915	13.0%	11.3%
Plastics and Rubber Products Manufacturing	2,004	2,176	2,437	172	261	4.2%	5.8%
Nonmetallic Mineral Product Manufacturing	1,577	1,788	1,951	211	163	6.5%	4.5%
Primary Metal Manufacturing	1,051	1,233	1,410	182	177	8.3%	6.9%
Fabricated Metal Product Manufacturing	7,650	8,011	8,534	361	523	2.3%	3.2%
Machinery Manufacturing	3,766	4,100	4,393	334	293	4.3%	3.5%
Computer and Electronic Product Manufacturing	22,497	20,047	19,091	-2,450	-956	-5.6%	-2.4%
Electrical Equipment, Appliance, and Component Manufacturing	1,602	1,492	1,532	-110	40	-3.5%	1.3%
Transportation Equipment Manufacturing	10,352	13,864	16,827	3,512	2,963	15.7%	10.2%
Furniture and Related Product Manufacturing	2,090	2,135	2,171	45	36	1.1%	0.8%
Miscellaneous Manufacturing	3,675	3,833	4,131	158	298	2.1%	3.8%
<b>Service Providing</b>	961,279	1,032,356	1,112,531	71,077	80,175	3.6%	3.8%
<b>Trade Transportation and Utilities</b>	209,504	220,904	234,293	11,400	13,389	2.7%	3.0%
Utilities	7,082	7,228	7,390	146	162	1.0%	1.1%
Wholesale Trade	34,933	36,103	37,980	1,170	1,877	1.7%	2.6%
Merchant Wholesalers, Durable Goods	19,702	20,918	22,458	1,216	1,540	3.0%	3.6%
Merchant Wholesalers, Nondurable Goods	11,594	12,353	13,056	759	703	3.2%	2.8%
Wholesale Electronic Markets and Agents and Brokers	3,637	2,832	2,466	-805	-366	-11.8%	-6.7%
Retail Trade	140,240	146,373	152,620	6,133	6,247	2.2%	2.1%
Motor Vehicle and Parts Dealers	22,345	25,267	27,540	2,922	2,273	6.3%	4.4%
Furniture and Home Furnishings Stores	5,071	4,557	4,241	-514	-316	-5.2%	-3.5%
Electronics and Appliance Stores	4,052	4,841	5,226	789	385	9.3%	3.9%
Building Material and Garden Equipment and Supplies Dealers	10,694	11,722	12,474	1,028	752	4.7%	3.2%
Food and Beverage Stores	25,376	25,560	26,046	184	486	0.4%	0.9%
Health and Personal Care Stores	9,274	9,501	9,810	227	309	1.2%	1.6%
Gasoline Stations	6,515	6,220	6,085	-295	-135	-2.3%	-1.1%
Clothing and Clothing Accessories Stores	11,143	10,255	9,557	-888	-698	-4.1%	-3.5%
Sporting Goods, Hobby, Book, and Music Stores	6,441	6,697	6,483	256	-214	2.0%	-1.6%
General Merchandise Stores	25,111	24,844	24,596	-267	-248	-0.5%	-0.5%
Miscellaneous Store Retailers	8,606	6,719	6,754	-1,887	35	-11.6%	0.3%
Nonstore Retailers	5,612	10,190	13,808	4,578	3,618	34.7%	16.4%
Transportation and Warehousing	27,249	31,200	36,303	3,951	5,103	7.0%	7.9%
Air Transportation	1,306	1,513	1,792	207	279	7.6%	8.8%
Rail Transportation	452	404	383	-48	-21	-5.5%	-2.6%
Truck Transportation	6,334	6,623	6,796	289	173	2.3%	1.3%

Transit and Ground Passenger Transportation	3,428	3,129	3,493	-299	364	-4.5%	5.7%
Support Activities for Transportation	3,020	4,116	4,792	1,096	676	16.7%	7.9%
Couriers and Messengers	3,100	3,889	4,963	789	1,074	12.0%	13.0%
Warehousing and Storage	9,414	11,376	13,939	1,962	2,563	9.9%	10.7%
<b>Information</b>	<b>24,575</b>	<b>24,422</b>	<b>25,626</b>	<b>-153</b>	<b>1,204</b>	<b>-0.3%</b>	<b>2.4%</b>
Publishing Industries (except Internet)	2,993	3,317	3,683	324	366	5.3%	5.4%
Motion Picture and Sound Recording Industries	2,970	3,306	3,484	336	178	5.5%	2.7%
Broadcasting (except Internet)	103	142	110	39	-32	17.4%	-12.0%
Telecommunications	7,373	6,816	6,820	-557	4	-3.9%	0.0%
Data Processing, Hosting and Related Services	8,306	7,508	7,749	-798	241	-4.9%	1.6%
Other Information Services	2,830	3,333	3,780	503	447	8.5%	6.5%
<b>Financial Activities</b>	<b>87,293</b>	<b>93,186</b>	<b>101,567</b>	<b>5,893</b>	<b>8,381</b>	<b>3.3%</b>	<b>4.4%</b>
Finance and Insurance	67,720	72,187	79,504	4,467	7,317	3.2%	4.9%
Credit Intermediation and Related Activities	39,386	41,386	44,659	2,000	3,273	2.5%	3.9%
Securities, Commodity Contracts, and Other Financial Investments and Related Activities	6,501	7,609	9,152	1,108	1,543	0	0
Insurance Carriers and Related Activities	21,737	23,167	25,672	1,430	2,505	3.2%	5.3%
Real Estate and Rental and Leasing	19,573	20,999	22,063	1,426	1,064	3.6%	2.5%
Real Estate	13,570	14,453	15,241	883	788	3.2%	2.7%
Rental and Leasing Services	5,690	5,906	6,127	216	221	1.9%	1.9%
Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)	313	640	695	327	55	43.0%	4.2%
<b>Professional and Business Services</b>	<b>153,784</b>	<b>171,828</b>	<b>190,792</b>	<b>18,044</b>	<b>18,964</b>	<b>5.7%</b>	<b>5.4%</b>
Professional, Scientific, and Technical Services	55,443	64,018	73,602	8,575	9,584	7.5%	7.2%
Management of Companies and Enterprises	10,276	11,387	12,490	1,111	1,103	5.3%	4.7%
Admin. & Support & Waste Mgmt. & Remediation Services	88,065	96,423	104,700	8,358	8,277	4.6%	4.2%
Administrative and Support Services	85,435	93,371	101,413	7,936	8,042	4.5%	4.2%
Waste Management and Remediation Service	2,630	3,052	3,287	422	235	7.7%	3.8%
<b>Education and Health Services</b>	<b>229,080</b>	<b>250,753</b>	<b>274,604</b>	<b>21,673</b>	<b>23,851</b>	<b>4.6%</b>	<b>4.6%</b>
Educational Services	86,605	93,834	100,716	7,229	6,882	4.1%	3.6%
Health Care and Social Assistance	142,475	156,919	173,888	14,444	16,969	4.9%	5.3%
Ambulatory Health Care Services	68,889	74,156	80,969	5,267	6,813	3.8%	4.5%
Hospitals	29,894	34,416	39,097	4,522	4,681	7.3%	6.6%
Nursing and Residential Care Facilities	24,137	27,358	31,178	3,221	3,820	6.5%	6.8%
Social Assistance	19,555	20,989	22,644	1,434	1,655	3.6%	3.9%
<b>Leisure and Hospitality</b>	<b>139,291</b>	<b>148,943</b>	<b>157,597</b>	<b>9,652</b>	<b>8,654</b>	<b>3.4%</b>	<b>2.9%</b>
Arts, Entertainment, and Recreation	27,361	28,621	30,945	1,260	2,324	2.3%	4.0%
Performing Arts, Spectator Sports, and Related Industries	4,473	3,962	4,256	-511	294	-5.9%	3.6%
Museums, Historical Sites, and Similar Institution	756	612	627	-144	15	-10.0%	1.2%
Amusement, Gambling, and Recreation Industries	22,132	24,047	26,062	1,915	2,015	4.2%	4.1%
Accommodation and Food Services	111,930	120,322	126,652	8,392	6,330	3.7%	2.6%
Accommodation, including Hotels and Motels	13,233	15,558	16,432	2,325	874	8.4%	2.8%
Food Services and Drinking Places	98,697	104,764	110,220	6,067	5,456	3.0%	2.6%
<b>Other Services</b>	<b>32,489</b>	<b>35,450</b>	<b>38,212</b>	<b>2,961</b>	<b>2,762</b>	<b>4.5%</b>	<b>3.8%</b>
Repair and Maintenance	10,548	11,443	12,383	895	940	4.2%	4.0%
Personal and Laundry Services	10,420	11,002	11,572	582	570	2.8%	2.6%
Religious, Grantmaking, Civic, Professional, and Similar Organizations	10,677	12,172	13,434	1,495	1,262	6.8%	5.1%
Private Households	844	833	823	-11	-10	-0.7%	-0.6%
<b>Government</b>	<b>21,217</b>	<b>20,205</b>	<b>20,404</b>	<b>-1,012</b>	<b>199</b>	<b>-2.4%</b>	<b>0.5%</b>
Federal Government, Excluding Post Office	505	522	555	17	33	1.7%	3.1%
Postal Service	4,025	2,564	2,267	-1,461	-297	-20.2%	-6.0%
Local Government, Excluding Education and Hospitals	16,621	17,053	17,519	432	466	1.3%	1.4%
<b>Self-Employed and Unpaid Family Workers, All Jobs</b>	<b>64,046</b>	<b>66,665</b>	<b>69,436</b>	<b>2,619</b>	<b>2,771</b>	<b>2.0%</b>	<b>2.1%</b>

Table 2 Employment by Local Area, 2017, 2019 and Projected 2021

Total All Industries				Numeric Change		Percentage Change	
	2017	2019	2021	2017-2019	2019-2021	2017-2019	2019-2021
Arizona	2,936,239	3,087,523	3,246,996	151,284	159,473	2.5%	2.6%
City of Phoenix	964,188	1,004,167	1,038,262	39,979	34,095	2.1%	1.7%
Coconino County	69,941	71,293	72,518	1,352	1,225	1.0%	0.9%
Balance of Maricopa	1,103,918	1,190,454	1,289,007	86,536	98,553	3.8%	4.1%
Mohave and La Paz	59,997	62,912	65,396	2,915	2,484	2.4%	2.0%
Northeastern Arizona	65,411	65,006	65,218	-405	212	-0.3%	0.2%
Pima County	394,350	406,294	420,396	11,944	14,102	1.5%	1.7%
Pinal County	65,990	68,402	70,704	2,412	2,302	1.8%	1.7%
Santa Cruz County	15,081	15,322	15,704	241	382	0.8%	1.2%
Southeastern Arizona	61,741	62,807	63,954	1,066	1,147	0.9%	0.9%
Yavapai County	69,666	71,958	74,995	2,292	3,037	1.6%	2.1%
Yuma County	66,241	68,868	70,779	2,627	1,911	2.0%	1.4%
Maricopa County	2,068,106	2,194,621	2,327,269	126,515	132,648	3.0%	3.0%
<b>Goods-Producing Industries</b>							
	2017	2019	2021	2017-2019	2019-2021	2017-2019	2019-2021
Arizona	362,255	399,789	435,533	37,534	35,744	5.1%	4.4%
City of Phoenix	99,192	112,544	123,206	13,352	10,662	6.5%	4.6%
Coconino County	9,005	8,758	8,724	-247	-34	-1.4%	-0.2%
Balance of Maricopa	142,639	158,098	176,476	15,459	18,378	5.3%	5.7%
Mohave and La Paz	8,488	9,200	9,892	712	692	4.1%	3.7%
Northeastern Arizona	6,437	6,628	6,426	191	-202	1.5%	-1.5%
Pima County	44,083	49,030	52,550	4,947	3,520	5.5%	3.5%
Pinal County	9,899	10,700	11,316	801	616	4.0%	2.8%
Santa Cruz County	1,414	1,480	1,571	66	91	2.3%	3.0%
Southeastern Arizona	17,245	18,364	19,173	1,119	809	3.2%	2.2%
Yavapai County	10,840	11,751	12,647	911	896	4.1%	3.7%
Yuma County	12,998	13,236	13,559	238	323	0.9%	1.2%
Maricopa County	241,831	270,642	299,682	28,811	29,040	5.8%	5.2%
<b>Service-Providing Industries</b>							
	2017	2019	2021	2017-2019	2019-2021	2017-2019	2019-2021
Arizona	2,573,984	2,687,734	2,811,463	113,750	123,729	2.2%	2.3%
City of Phoenix	864,996	891,623	915,056	26,627	23,433	1.5%	1.3%
Coconino County	60,936	62,535	63,794	1,599	1,259	1.3%	1.0%
Balance of Maricopa	961,279	1,032,356	1,112,531	71,077	80,175	3.6%	3.8%
Mohave and La Paz	51,509	53,712	55,504	2,203	1,792	2.1%	1.7%
Northeastern Arizona	58,974	58,378	58,792	-596	414	-0.5%	0.4%
Pima County	350,267	357,264	367,846	6,997	10,582	1.0%	1.5%
Pinal County	56,091	57,702	59,388	1,611	1,686	1.4%	1.5%
Santa Cruz County	13,667	13,842	14,133	175	291	0.6%	1.0%
Southeastern Arizona	44,496	44,443	44,781	-53	338	-0.1%	0.4%
Yavapai County	58,826	60,207	62,348	1,381	2,141	1.2%	1.8%
Yuma County	53,243	55,632	57,220	2,389	1,588	2.2%	1.4%
Maricopa County	1,826,275	1,923,979	2,027,587	97,704	103,608	2.6%	2.7%
<b>Natural Resources and Mining</b>							
	2017	2019	2021	2017-2019	2019-2021	2017-2019	2019-2021
Arizona	49,943	50,679	51,435	736	756	0.7%	0.7%
City of Phoenix	2,447	2,756	2,939	309	183	6.1%	3.3%
Coconino County	2,255	2,255	2,236	0	-19	0.0%	-0.4%
Balance of Maricopa	7,875	6,911	6,679	-964	-232	-6.3%	-1.7%
Mohave and La Paz	2,242	2,385	2,401	143	16	3.1%	0.3%
Northeastern Arizona	2,298	2,418	2,325	120	-93	2.6%	-1.9%
Pima County	3,034	3,262	3,388	228	126	3.7%	1.9%
Pinal County	4,461	4,472	4,505	11	33	0.1%	0.4%
Santa Cruz County	699	811	877	112	66	7.7%	4.0%
Southeastern Arizona	14,465	15,265	15,914	800	649	2.7%	2.1%
Yavapai County	2,114	2,361	2,506	247	145	5.7%	3.0%
Yuma County	8,045	7,785	7,666	-260	-119	-1.6%	-0.8%
Maricopa County	10,322	9,667	9,618	-655	-49	-3.2%	-0.3%
<b>Construction</b>							
	2017	2019	2021	2017-2019	2019-2021	2017-2019	2019-2021
Arizona	147,878	172,808	196,689	24,930	23,881	8.1%	6.7%
City of Phoenix	49,657	57,046	63,432	7,389	6,386	7.2%	5.4%
Coconino County	2,492	2,780	3,072	288	292	5.6%	5.1%
Balance of Maricopa	62,802	75,907	89,576	13,105	13,669	9.9%	8.6%
Mohave and La Paz	2,995	3,401	3,947	406	546	6.6%	7.7%
Northeastern Arizona	2,653	2,504	2,328	-149	-176	-2.8%	-3.6%
Pima County	15,890	18,078	19,896	2,188	1,818	6.7%	4.9%
Pinal County	1,897	2,276	2,625	379	349	9.5%	7.4%
Santa Cruz County	240	212	220	-28	8	-6.0%	1.9%
Southeastern Arizona	1,916	2,277	2,428	361	151	9.0%	3.3%
Yavapai County	4,587	5,276	5,799	689	523	7.2%	4.8%
Yuma County	2,751	3,053	3,368	302	315	5.3%	5.0%
Maricopa County	112,459	132,953	153,008	20,494	20,055	8.7%	7.3%

**Table 2 Employment by Local Area, 2017, 2019 and Projected 2021**

				Numeric Change		Percentage Change	
	2017	2019	2021	2017-2019	2019-2021	2017-2019	2019-2021
<b>Manufacturing</b>							
Arizona	164,434	176,302	187,409	11,868	11,107	3.5%	3.1%
City of Phoenix	47,088	52,742	56,835	5,654	4,093	5.8%	3.8%
Coconino County	4,258	3,723	3,416	-535	-307	-6.5%	-4.2%
Balance of Maricopa	71,962	75,280	80,221	3,318	4,941	2.3%	3.2%
Mohave and La Paz	3,251	3,414	3,544	163	130	2.5%	1.9%
Northeastern Arizona	1,486	1,706	1,773	220	67	7.1%	1.9%
Pima County	25,159	27,690	29,266	2,531	1,576	4.9%	2.8%
Pinal County	3,541	3,952	4,186	411	234	5.6%	2.9%
Santa Cruz County	475	457	474	-18	17	-1.9%	1.8%
Southeastern Arizona	864	822	831	-42	9	-2.5%	0.5%
Yavapai County	4,139	4,114	4,342	-25	228	-0.3%	2.7%
Yuma County	2,202	2,398	2,525	196	127	4.4%	2.6%
Maricopa County	119,050	128,022	137,056	8,972	9,034	3.7%	3.5%

**Trade, Transportation and Utilities**

	2017	2019	2021	2017-2019	2019-2021	2017-2019	2019-2021
Arizona	527,796	549,968	571,729	22,172	21,761	2.1%	2.0%
City of Phoenix	172,536	178,380	182,471	5,844	4,091	1.7%	1.1%
Coconino County	10,150	10,606	10,458	456	-148	2.2%	-0.7%
Balance of Maricopa	209,504	220,904	234,293	11,400	13,389	2.7%	3.0%
Mohave and La Paz	13,126	14,054	14,777	928	723	3.5%	2.5%
Northeastern Arizona	10,806	10,211	9,937	-595	-274	-2.8%	-1.4%
Pima County	61,800	63,893	66,627	2,093	2,734	1.7%	2.1%
Pinal County	10,861	11,473	11,741	612	268	2.8%	1.2%
Santa Cruz County	5,847	5,767	5,890	-80	123	-0.7%	1.1%
Southeastern Arizona	9,039	9,190	9,263	151	73	0.8%	0.4%
Yavapai County	12,711	12,678	13,194	-33	516	-0.1%	2.0%
Yuma County	11,717	12,819	13,081	1,102	262	4.6%	1.0%
Maricopa County	382,040	399,284	416,764	17,244	17,480	2.2%	2.2%

**Information**

	2017	2019	2021	2017-2019	2019-2021	2017-2019	2019-2021
Arizona	49,527	50,162	51,581	635	1,419	0.6%	1.4%
City of Phoenix	14,100	15,691	15,848	1,591	157	5.5%	0.5%
Coconino County	632	603	610	-29	7	-2.3%	0.6%
Balance of Maricopa	24,575	24,422	25,626	-153	1,204	-0.3%	2.4%
Mohave and La Paz	691	603	564	-88	-39	-6.6%	-3.3%
Northeastern Arizona	1,387	585	569	-802	-16	-35.1%	-1.4%
Pima County	5,463	5,714	5,827	251	113	2.3%	1.0%
Pinal County	736	717	733	-19	16	-1.3%	1.1%
Southeastern Arizona	643	569	576	-74	7	-5.9%	0.6%
Yavapai County	683	652	652	-31	0	-2.3%	0.0%
Yuma County	521	507	476	-14	-31	-1.4%	-3.1%
Maricopa County	38,675	40,113	41,474	1,438	1,361	1.8%	1.7%

**Financial Activities**

	2017	2019	2021	2017-2019	2019-2021	2017-2019	2019-2021
Arizona	209,166	222,282	237,307	13,116	15,025	3.1%	3.3%
City of Phoenix	93,126	100,133	105,981	7,007	5,848	3.7%	2.9%
Coconino County	1,414	1,530	1,529	116	-1	4.0%	0.0%
Balance of Maricopa	87,293	93,186	101,567	5,893	8,381	3.3%	4.4%
Mohave and La Paz	1,952	1,940	1,967	-12	27	-0.3%	0.7%
Northeastern Arizona	1,567	1,753	1,804	186	51	5.8%	1.4%
Pima County	16,789	16,730	17,277	-59	547	-0.2%	1.6%
Pinal County	1,350	1,459	1,511	109	52	4.0%	1.8%
Santa Cruz County	361	365	370	4	5	0.6%	0.7%
Southeastern Arizona	1,354	1,005	1,011	-349	6	-13.8%	0.3%
Yavapai County	2,015	2,107	2,164	92	57	2.3%	1.3%
Yuma County	1,943	2,072	2,128	129	56	3.3%	1.3%
Maricopa County	180,419	193,319	207,548	12,900	14,229	3.5%	3.6%

**Professional and Business Services**

	2017	2019	2021	2017-2019	2019-2021	2017-2019	2019-2021
Arizona	416,783	439,346	463,624	22,563	24,278	2.7%	2.7%
City of Phoenix	179,649	183,036	186,531	3,387	3,495	0.9%	1.0%
Coconino County	3,494	3,852	4,082	358	230	5.0%	2.9%
Balance of Maricopa	153,784	171,828	190,792	18,044	18,964	5.7%	5.4%
Mohave and La Paz	3,917	4,144	4,360	227	216	2.9%	2.6%
Northeastern Arizona	2,373	2,296	2,262	-77	-34	-1.6%	-0.7%
Pima County	51,416	50,739	51,337	-677	598	-0.7%	0.6%
Pinal County	6,331	6,968	7,208	637	240	4.9%	1.7%
Santa Cruz County	454	513	528	59	15	6.3%	1.5%
Southeastern Arizona	4,636	4,924	5,185	288	261	3.1%	2.6%
Yavapai County	4,090	4,619	5,015	529	396	6.3%	4.2%
Yuma County	6,638	6,425	6,318	-213	-107	-1.6%	-0.8%
Maricopa County	333,433	354,864	377,323	21,431	22,459	3.2%	3.1%

Table 2 Employment by Local Area, 2017, 2019 and Projected 2021

			Numeric Change		Percentage Change		
	2017	2019	2021	2017-2019	2019-2021	2017-2019	2019-2021
<b>Education and Health Services</b>							
Arizona	606,401	638,031	675,942	31,630	37,911	2.6%	2.9%
City of Phoenix	173,507	177,912	184,281	4,405	6,369	1.3%	1.8%
Coconino County	17,805	17,594	17,927	-211	333	-0.6%	0.9%
Balance of Maricopa	229,080	250,753	274,604	21,673	23,851	4.6%	4.6%
Mohave and La Paz	12,610	13,001	13,272	391	271	1.5%	1.0%
Northeastern Arizona	15,705	16,235	16,475	530	240	1.7%	0.7%
Pima County	100,740	104,868	109,730	4,128	4,862	2.0%	2.3%
Pinal County	13,984	14,409	15,222	425	813	1.5%	2.8%
Santa Cruz County	1,919	1,906	1,931	-13	25	-0.3%	0.7%
Southeastern Arizona	11,536	11,227	11,230	-309	3	-1.3%	0.0%
Yavapai County	17,297	17,245	17,766	-52	521	-0.2%	1.5%
Yuma County	12,218	12,883	13,507	665	624	2.7%	2.4%
Maricopa County	402,587	428,665	458,885	26,078	30,220	3.2%	3.5%
<b>Leisure and Hospitality</b>							
Arizona	342,755	355,104	366,065	12,349	10,961	1.8%	1.5%
City of Phoenix	89,072	89,776	90,502	704	726	0.4%	0.4%
Coconino County	16,851	17,484	17,993	633	509	1.9%	1.4%
Balance of Maricopa	139,291	148,943	157,597	9,652	8,654	3.4%	2.9%
Mohave and La Paz	9,252	9,586	9,772	334	186	1.8%	1.0%
Northeastern Arizona	8,226	8,255	8,288	29	33	0.2%	0.2%
Pima County	48,475	48,361	48,273	-114	-88	-0.1%	-0.1%
Pinal County	7,243	7,267	7,542	24	275	0.2%	1.9%
Santa Cruz County	1,366	1,437	1,447	71	10	2.6%	0.3%
Southeastern Arizona	5,029	5,172	5,116	143	-56	1.4%	-0.5%
Yavapai County	10,766	11,182	11,453	416	271	1.9%	1.2%
Yuma County	7,187	7,639	8,083	452	444	3.1%	2.9%
Maricopa County	228,363	238,719	248,099	10,356	9,380	2.2%	1.9%
<b>Other Services</b>							
Arizona	96,876	100,397	104,208	3,521	3,811	1.8%	1.9%
City of Phoenix	34,266	33,729	33,747	-537	18	-0.8%	0.0%
Coconino County	2,380	2,420	2,454	40	34	0.8%	0.7%
Balance of Maricopa	32,489	35,450	38,212	2,961	2,762	4.5%	3.8%
Mohave and La Paz	1,876	2,119	2,239	243	120	6.3%	2.8%
Northeastern Arizona	2,004	1,995	2,002	-9	7	-0.2%	0.2%
Pima County	16,156	16,638	17,117	482	479	1.5%	1.4%
Pinal County	1,844	1,819	1,906	-25	87	-0.7%	2.4%
Santa Cruz County	304	316	329	12	13	2.0%	2.0%
Southeastern Arizona	1,338	1,453	1,561	115	108	4.2%	3.6%
Yavapai County	2,594	2,863	3,021	269	158	5.1%	2.7%
Yuma County	1,628	1,613	1,623	-15	10	-0.5%	0.3%
Maricopa County	66,755	69,179	71,959	2,424	2,780	1.8%	2.0%
<b>Government</b>							
Arizona	159,074	160,047	161,480	973	1,433	0.3%	0.4%
City of Phoenix	54,425	56,422	56,797	1,997	375	1.8%	0.3%
Coconino County	4,351	4,443	4,586	92	143	1.1%	1.6%
Balance of Maricopa	21,217	20,205	20,404	-1,012	199	-2.4%	0.5%
Mohave and La Paz	5,362	5,423	5,587	61	164	0.6%	1.5%
Northeastern Arizona	13,984	14,007	14,291	23	284	0.1%	1.0%
Pima County	27,960	27,997	28,434	37	437	0.1%	0.8%
Pinal County	10,054	9,759	9,543	-295	-216	-1.5%	-1.1%
Santa Cruz County	2,436	2,531	2,600	95	69	1.9%	1.4%
Southeastern Arizona	7,784	7,646	7,456	-138	-190	-0.9%	-1.3%
Yavapai County	4,620	4,644	4,688	24	44	0.3%	0.5%
Yuma County	6,873	6,964	7,093	91	129	0.7%	0.9%
Maricopa County	75,642	76,627	77,201	985	574	0.6%	0.4%

### About This Publication

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<p>IN DEMAND INDUSTRIES &amp; OCCUPATIONS IN PIMA COUNTY</p>	<p>Samantha Briggs Economist 10/17/19</p> <p><b>ARIZONA</b> OFFICE OF ECONOMIC OPPORTUNITY</p>
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<p>OFFICE OF ECONOMIC OPPORTUNITY (OEO) METHODOLOGY</p>	<p><b>ARIZONA</b> OFFICE OF ECONOMIC OPPORTUNITY</p>
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## IN-DEMAND INDUSTRIES AND OCCUPATIONS

- What is an “In-Demand” Industry?
  - An industry that has a substantial current or potential impact on the state, regional, or local economy, and contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors.
  
- What is an “In-Demand” Occupation?
  - An occupation that currently has or is projected to have a number of positions in an industry sector to have a significant impact on the state, regional, or local economy.



## WHY ARE IN-DEMAND INDUSTRIES IMPORTANT?

- Determine workforce board membership
- Focus employer engagement efforts
- Support development of targeted career pathways for all WIOA program participants
- Help determine educational programs included on the eligible training provider list

## SELECTING IN-DEMAND INDUSTRIES AND OCCUPATIONS

- Ultimately, each local workforce development board is responsible for identifying which industries and occupations are defined as “in-demand”
- Your selections may differ from the industries and occupations identified by OEO

PIMA COUNTY  
IN DEMAND INDUSTRIES

## OEO METHODOLOGY – IN DEMAND INDUSTRIES

- **Variables used to rank In-Demand Industries**
  - Current employment and wage levels
  - Historic employment and wage changes
  - Projected employment growth
  - Employment and wage advantages (location quotient)

## PIMA COUNTY IN DEMAND INDUSTRIES

### Top 10 Industries in Pima County – OEO Model

Industry Title	Overall Rank
Manufacturing	1
Construction	2
Health care and social assistance	3
Administrative and waste services	4
Other services	5
Real estate and rental and leasing	6
Information technology	7
Professional and technical services	8
Transportation and warehousing	9
Finance and insurance	10

## SUBSECTOR DETAILS

- **Administrative and Waste Services**
  - Business Management Services
  - Office Admin. Services
  - Waste Collection
  - Employment Services (temp workers)
  
- **Professional and Technical Services**
  - Accounting Services
  - Architectural and Engineering Services
  - Scientific Research
  - Legal Services

## SUBSECTOR DETAILS

- **Other Services**
  - Auto repair
  - Commercial machinery repair
  - Personal care services
  
- **Transportation and Warehousing**
  - Truck and air transportation
  - Couriers and messengers
  - Distribution centers

## NOTABLE INDUSTRY RANKINGS

- Manufacturing - #1 in Pima
  - #1 in projected growth
  - #3 in wages
- Construction - #2 in Pima
  - #3 in projected growth
  - #6 in wage growth
- Health Care - #3 in Pima
  - #1 in employment level
  - #2 in projected growth
- Administrative & Waste - #4 in Pima
  - #4 in projected growth
  - #7 in wage growth

## SELECTION CONSIDERATIONS

- OEO suggests local areas focus on a selected number of in demand industries.
  - Selecting too many industries may limit the effectiveness of available workforce resources
  - Selecting too few industries may limit the opportunities of job seekers when exploring training resources
- Defining industry selections
  - If Pima County decides to create their own industry category, define it using NAICS
    - Helps with consistency and is easier to measure

## STRATEGY – PIMA IN DEMAND INDUSTRIES

In Demand Group	Share of Total Area Employment	Employment Level (2018)	Historical Employment Growth (2015 to 2018)	Projected Growth (2018 to 2020)	Average Annual Wage (2018)	Historical Wage Growth (2015 to 2018)
Top 4	45%	136,005	3.7%	3.1%	\$44,702	1.4%
Top 6	51%	154,126	3.7%	3.0%	\$43,341	1.4%
Top 8	57%	174,524	3.3%	2.5%	\$49,298	1.7%
Top 10	64%	194,522	3.2%	2.2%	\$47,685	1.5%

## PIMA COUNTY IN-DEMAND OCCUPATIONS

## OEO METHODOLOGY – IN-DEMAND OCCUPATIONS

Variables used to rank in-demand occupations

- Employment and wage levels
- Projected employment growth
- Projected employment openings
- Level of knowledge, skill and ability required

## OEO METHODOLOGY – IN-DEMAND OCCUPATIONS

- *Only occupations that were within in-demand industries were considered for in-demand occupation status*
- *Occupations were given a “star” rating between 1-5 (5 star being best) based on their overall ranking*

*Occupations are ranked against other occupations with similar educational requirements*

- *Strength: Targeted approach that improves quality of comparison*

## PIMA COUNTY BOARD SELECTION OF IN-DEMAND OCCUPATIONS

The Workforce Arizona Council selected from the following options:

Option 1: 5 Star Occupations Only

Option 2: 4-5 Star Occupations

Option 3: 3-5 Stars Occupations

Option 4: 2-5 Stars Occupations

Option 5: All Occupations (1-5 Stars)

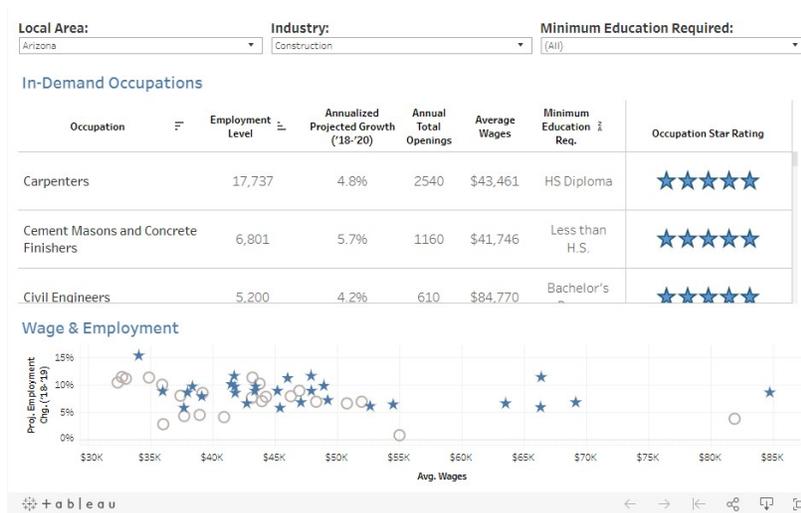
## STRATEGY - IN-DEMAND OCCUPATIONS

Star Rating	# of Occupations	Employment Level	Projected Employment Growth (2018-2020)	Share of Total Area Employment	Average Annual Wage (2018)
5	46	73,184	2.9%	24%	\$56,553
4 to 5	86	122,245	2.5%	40%	\$52,213
3 to 5	127	157,584	2.3%	52%	\$52,323
2 to 5	162	181,647	2.0%	60%	\$50,432
1 to 5	189	216,510	1.6%	71%	\$47,760

# TRAINING OUTCOMES AND OTHER CONSIDERATIONS

## PIMA COUNTY TRAINING OUTCOMES BY INDUSTRY

Industry	OEO Industry Rank	Number of Participants who Completed Training	Number Employed in the Second Quarter After Training	Average Wage in 2nd Quarter after Training
Health care and social assistance	3	877	774	\$6,476
Administrative and waste services	4	492	632	\$5,553
Accommodation and food services	N/A*	117	312	\$3,900
Construction	2	474	297	\$6,936
Retail trade	17	216	293	\$4,333
Transportation and warehousing	9	386	217	\$7,562
Manufacturing	1	165	120	\$8,300
Educational services	14	89	119	\$5,898
Other services, except public administration	5	94	110	\$5,244
Professional and technical services	8	166	98	\$8,221
<i>*Accommodation and food services did not meet the wage threshold to qualify for selection as an in-demand industry</i>				



<https://public.tableau.com/profile/arizona.office.of.economic.opportunity#!/>

## CONCLUSION

- OEO suggests Pima County's in demand industry choices link industries and occupations.
- While we do have data behind these recommendations, it's up to the board to decide what industries and occupations to focus on.

QUESTIONS?

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February 7, 2020

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# In-Demand Industries and Occupations Report

Pima County

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## **ABOUT THIS REPORT**

The In-Demand Industry and Occupation Report was created to assist Arizona Local Workforce Development Areas (local areas) in completing their 2020-2024 Local Workforce Development Plans. The information provided in this report is meant to act as a guide for local areas and does not necessarily include an exhaustive list of all considerations or labor market information that could be used in the in-demand industry and occupation selection process. The report is not meant to impede the local workforce board's to selection of their own in-demand industries and occupations, only to assist in the selection process.

The report identifies key industries and occupations within the local economy using labor market information. The report also includes several recommendations for consideration during the in-demand industry and occupation identification process. The methodology used to identify potential industries and occupations is consistent with the methodology used by the Workforce Arizona Council and is included in the appendix of this report.

## **ABOUT THE ARIZONA OFFICE OF ECONOMIC OPPORTUNITY**

The Office of Economic Opportunity (OEO) was created to strengthen the analytical capabilities of the state's workforce and economic development initiatives. OEO serves as Arizona's workforce planning coordinator, and in this role, provides operational, strategic and research support to the Workforce Arizona Council and other key workforce partners. OEO produces official statewide data for population, employment, and wage estimates including the official Arizona employment and population projections. OEO also functions in an advisory capacity by providing economic expertise to state and local government agencies and officials.

## Why In-Demand Selection Matters

Selecting in-demand industries and occupations will (in part) determine:

- The allocation of training resources for WIOA program participants
- Local workforce board membership
- Business service engagement efforts
- The targeted career pathways for WIOA program participants
- The educational program approval for the eligible workforce training providers

## Selection Considerations

The methodology used to produce the in-demand industry and occupation rankings provides flexibility that allows local areas to customize and ultimately take ownership of the selection process. Local areas should consider several key decision points when identifying in-demand industries and occupations.

### 1. **Alignment between local and state in-demand industries (How much overlap with the state in-demand industries should your local area have?)**

Alignment with state-selected in-demand industries will help align strategies and pool resources. Given the unique nature of each local area economy and workforce, it is unlikely that all local area in-demand industries would align with state-selected in-demand industries. However, when feasible, local areas should consider whether an industry aligns with those selected as a state in-demand industry.

*OEO recommends that at least 2-3 local area in-demand industries overlap with state local area in-demand industries.*

### 2. **Selecting the best number of in-demand industries (How many industries should be selected for “in-demand” status)**

Every industry within a local area is important to the success of its local economy, which can make it difficult to limit the number of in-demand industries selected. However, if a local workforce board selects too many industries, it could stretch workforce resources too thin, and limit their effectiveness. Local areas should consider the effectiveness of available workforce resources during the in-demand industry selection process.

*OEO recommends that in-demand industry employment make up less than 50% of total employment within your local area.*

### 3. **Alignment between in-demand industries and in-demand occupations (Will your in-demand occupations align with in-demand industries?)**

Alignment between job seeker and business services objectives can help streamline processes and leverage existing resources. Ensuring that in-demand occupations align with in-demand industries is one way to help improve alignment strategies. This can be done by only considering occupations that appear within in-demand industries for in-demand occupation status. During the state-selection process, this was the approach to identifying in-demand occupations that was adopted.

*OEO recommends that in-demand occupations directly support in-demand industries.*

#### **4. Defining in-demand industries using standard industry codes**

It is recommended that local areas use the NAICS (North American Industry Classification System) and SOC (Standard Occupational Classification) systems when defining in-demand industries and occupations. Using a defined classification system will allow local areas to track employment outcome metrics easily and compare outcomes with the state and other local areas. The Dept. of Labor uses SOC and NAICS codes to define occupation and industry outcomes and trainings. In addition, many of the federal agencies who produce key labor market information produce estimates by NAICS and SOC codes. By defining in-demand industries and occupations according to these two systems, local workforce areas will ensure that they can measure and communicate workforce results effectively.

#### **5. Employer and workforce partner insights**

There are numerous factors to consider during the in-demand industry and occupation selection process. While labor market information can help identify key trends, it cannot capture the complexity of a local area's economy in its entirety. Local businesses and other workforce partners are invaluable resources who can help strengthen the decision-making process.

*OEO encourages local workforce areas to use labor market information alongside business and partner insights.*

## Pima County Workforce Area Industry Rankings

Industry	Overall	Employment Level (2018)		Historical Employment Annual Percent Change (2015-2018)		Projected Employment Numeric Change (2018-2020)		Projected Employment Annual Percent Change (2018-2020)		Average Annual Wage (2018)		Historical Wage Annual Percent Change (2015-2018)		Employment and Wage LQ <sup>1</sup>
		Rank	Estimate	Rank	Estimate	Rank	Estimate	Rank	Estimate	Rank	Estimate	Rank	Estimate	Rank
Manufacturing	1	25,727	4	4.4%	5	2,849	1	5.5%	1	\$81,640	3	-0.8%	16	3
Construction	2	17,456	6	6.1%	1	1,349	3	3.9%	2	\$50,752	11	3.5%	6	11
Health care and social assistance	3	60,978	1	2.0%	10	2,250	2	1.7%	5	\$49,088	12	-0.1%	15	1
Administrative and waste services	4	31,844	3	2.2%	8	786	4	1.3%	9	\$33,436	17	2.7%	7	3
Other services, except public administration	5	11,599	7	2.9%	7	620	5	1.9%	4	\$34,996	16	2.0%	10	5
Real estate and rental and leasing	6	6,522	11	4.6%	4	449	6	3.4%	3	\$46,436	13	0.9%	12	8
Information technology <sup>2</sup>	7	1,914	15	4.2%	6	63	13	1.5%	6	\$104,728	1	4.5%	3	16
Professional and technical services	8	18,484	5	-0.4%	13	370	7	1.0%	12	\$78,728	5	0.7%	14	13
Transportation and warehousing	9	9,293	9	5.8%	2	268	8	1.4%	7	\$43,576	14	-1.8%	18	12
Finance and insurance	10	10,705	8	0.5%	11	116	12	0.5%	14	\$69,212	7	3.7%	4	15
Wholesale trade	11	6,995	10	-2.6%	15	171	10	1.1%	11	\$66,196	8	2.0%	9	14
Utilities	12	2,083	14	2.0%	9	35	15	0.7%	13	\$81,900	2	-0.9%	17	5
Educational services	13	5,394	13	-0.9%	14	202	9	0.3%	16	\$42,380	15	3.6%	5	8
Management of companies and enterprises	14	1,728	17	-8.6%	18	47	14	1.3%	8	\$72,124	6	8.5%	2	17
Mining, quarrying, and oil and gas extraction	15	1,903	16	-3.4%	16	16	16	0.4%	15	\$79,404	4	2.5%	8	7
Retail trade	16	42,637	2	0.1%	12	-764	18	-0.9%	18	\$30,576	18	1.3%	11	2
Agriculture, forestry, fishing and hunting	17	611	18	-3.9%	17	-19	17	-0.7%	17	\$55,068	10	9.7%	1	10
Arts, entertainment, and recreation	*	5,450	*	5.0%	*	550	*	3.0%	*	\$21,164	*	0.7%	*	18
Accommodation and food services	*	39,013	*	1.4%	*	789	*	1.0%	*	\$21,164	*	3.6%	*	*

NOTE: Industry sectors with an asterisk (\*) were excluded from the rankings because of low wages

<sup>1</sup> Employment Location Quotient and Wage Location Quotient were combined into one variable.

<sup>2</sup> The Information Technology industry combines the following NAICS industry codes: 51121 Software publishers; 51741 Satellite telecommunications; 51791 Other telecommunications; 51821 Data processing, hosting, and related services; and 51913 Internet publishing and broadcasting and web search portals.

Source: Office of Economic Opportunity

The table above ranks local area industries by several employment and wage estimates. OEO developed industry rankings for state and local workforce area selection. Industry rankings were developed accordingly:

- Industries were assigned an overall rank based on each of the employment and wage estimates listed in the table.
- Rankings for each of the employment and wage estimates are also provided in the table for comparison purposes.
- An industry with an asterisk (\*) in the rank column was removed from consideration due to low annual wage levels.
- The ranking methodology and variable descriptions are provided in the methodology section of this report.

### Summary Statistics for Pima Workforce Area In-Demand Selection

In Demand Group	Share of Total Area Employment	Employment Level (2018)	Historical Employment Growth (2015 to 2018)	Projected Industry Growth (2018 to 2020)	Industry Average Annual Wage (2018)	Historical Annualized Wage Growth (2015 to 2018)
Top 4	45%	136,005	3.0%	2.6%	\$52,943	0.9%
Top 6	51%	154,126	3.1%	2.6%	\$51,877	1.0%
Top 8	57%	183,817	2.7%	2.4%	\$53,600	1.0%

Source: Office of Economic Opportunity

It can be a useful exercise to review employment and wage estimates for various combinations of industry selections. The table above lists the combined employment and wage estimates for three scenarios:

1. If the top 4 ranked industries were selected :  
Manufacturing; Construction; Health Care and Social Assistance; and Administrative and Waste Services
2. If the top 6 ranked industries were selected:  
Manufacturing; Construction; Health Care and Social Assistance; Administrative and Waste Services; Other Services; and Real Estate
3. If the top 8 ranked industries were selected:  
Manufacturing; Construction; Health Care and Social Assistance; Administrative and Waste Services; Other Services; Real Estate; Information Technology; and Professional and Technical Services.

Note: It is not necessary to select industries in the order in which they were ranked (Ex. selecting 1<sup>st</sup> through 4<sup>th</sup> ranked industries before selecting the 5<sup>th</sup> ranked industry). If a local area can provide justification, a local area may select a low-ranked industry, while excluding a high-ranked industry. (Ex. Selecting the 1<sup>st</sup> through 3<sup>rd</sup> ranked industries and 5<sup>th</sup> ranked industry, while excluding the 4<sup>th</sup> ranked industry).

## Pima Workforce Area Employment Level and Share of Total Area Employment

Industry	Rank	Employment Level (2018)	Employment Share (2018)
Manufacturing	1	25,727	8.6%
Construction	2	17,456	5.8%
Health care and social assistance	3	60,978	20.3%
Administrative and waste services	4	31,844	10.6%
Other services, except public administration	5	11,599	3.9%
Real estate and rental and leasing	6	6,522	2.2%
Information technology <sup>1</sup>	7	1,914	0.6%
Professional and technical services	8	18,484	6.2%
Transportation and warehousing	9	9,293	3.1%
Finance and insurance	10	10,705	3.6%
Wholesale trade	11	6,995	2.3%
Utilities	12	2,083	0.7%
Educational services	13	5,394	1.8%
Management of companies and enterprises	14	1,728	0.6%
Mining, quarrying, and oil and gas extraction	15	1,903	0.6%
Retail trade	16	42,637	14.2%
Agriculture, forestry, fishing and hunting	17	611	0.2%
Arts, entertainment, and recreation	18	5,450	1.8%
Accommodation and food services	*	39,013	13.0%

NOTE: Industry sectors with an asterisk (\*) were excluded from the rankings because of low wages

<sup>1</sup>The Information Technology industry combines the following NAICS industry codes: 51121 Software publishers; 51741 Satellite telecommunications; 51791 Other telecommunications; 51821 Data processing, hosting, and related services; and 51913 Internet publishing and broadcasting and web search portals

Source: Office of Economic Opportunity

The table above lists employment levels and each industries share of total area employment. The table is provided to help identify the number of jobs and share of total employment that would be effected by including or excluding each industry.

## Top-Ranked Industries - Arizona and Pima Workforce Area

Arizona		Pima County	
Rank	Industry Title	Rank	Industry Title
1	Construction	1	Manufacturing
2	Health care and social assistance	2	Construction
3	Professional and technical services	3	Health care and social assistance
4	Information technology <sup>1</sup>	4	Administrative and waste services
5	Finance and insurance	5	Other services, except public administration
6	Manufacturing	6	Real estate and rental and leasing
7	Administrative and waste services	7	Information technology <sup>1</sup>
8	Transportation and warehousing	8	Professional and technical services
9	Real estate and rental and leasing	9	Transportation and warehousing
10	Wholesale trade	10	Finance and insurance
11	Retail trade	11	Wholesale trade
12	Other services, except public administration	12	Utilities
13	Educational services	13	Educational services
14	Arts, entertainment, and recreation	14	Management of companies and enterprises
15	Mining, quarrying, and oil and gas extraction	15	Mining, quarrying, and oil and gas extraction
16	Management of companies and enterprises	16	Retail trade
17	Agriculture, forestry, fishing and hunting	17	Agriculture, forestry, fishing and hunting
18	Utilities	N/A	Accommodation and food services
N/A	Accommodation and food services	N/A	Arts, entertainment, and recreation

<sup>1</sup>The Information Technology industry combines the following NAICS industry codes: 51121 Software publishers; 51741 Satellite telecommunications; 51791 Other telecommunications; 51821 Data processing, hosting, and related services; and 51913 Internet publishing and broadcasting and web search portals.

Source: Office of Economic Opportunity

The table above lists industry rankings for the state and your local area, respectively. Here are a few things to consider when reviewing this table:

- During the in-demand industry selection process, the Workforce Arizona Council selected seven industries for in-demand designation. These industries are the top seven ranked industries in the table above (Construction; Healthcare and social assistance; Professional and technical services; Information Technology; Finance and insurance; Manufacturing and Transportation and warehousing
- In total, the seven in-demand industries selected at the state level represent 52% of total state employment.

## Pima Workforce Area Occupation Rankings

In addition to providing local area industry rankings, OEO has also provided occupational ratings. A list of the occupation ratings is available on page 10 of this report. The occupations provided in this report were limited to occupations that are key to the top six ranked industries within the local area. This was done for brevity, as there are nearly 800 unique occupations. If a local area selects an industry category not included in the top six ranked industries, OEO is happy to provide the list of occupations key to that industry as well.

Occupation ratings were developed accordingly:

1. Occupations were assigned a star ranking value ranging from one to five, with five being the highest rating.
2. Star ratings were based on employment level, projected employment growth and average wage level.
3. Occupations were rated by educational requirement, which means occupations were only compared against other occupations with the same education requirement.
4. The top occupations within each education requirement category received a star rating of five, while the bottom occupations received a star rating of one.
5. Only occupations associated with an in-demand industry were considered for “in-demand” status.

The occupations in the ratings table were not limited by star ranking, although OEO recommends that local areas select their own cutoff for occupations. The cutoff can be determined based on the star rating of each occupation or other labor market factors. As an example, the in-demand task force led by the Workforce Arizona Council decided to limit the in-demand occupations list to those occupations with a ranking of 5 to 3 stars.

### Summary Statistics for Pima Workforce Area In-Demand Selection

Star Rating	Number of Occupations	Employment Level (2018)	Projected Employment Growth (2018 to 2020)	Share of Total Area Employment (2018)	Average Annual Wage (2018)
5	46	73,184	2.9%	24%	\$60,290
4 to 5	86	122,245	2.5%	40%	\$60,011
3 to 5	127	147,584	2.3%	49%	\$59,309
2 to 5	162	181,647	2.0%	60%	\$58,159
1 to 5	189	216,510	1.6%	71%	\$55,660

Source: Office of Economic Opportunity

It can be a useful exercise to review employment and wage estimates by star rating categories. This allows local areas to review the number of occupations and total employees being considered for in-demand status. It also allows local areas to understand employment growth and wage level differences between occupations within star rating categories. The table above lists the combined employment and wage estimates for five different selections ranging from selecting only five-star occupations to selecting all one- through five-star occupations.