

Phoenix-Mesa-Scottsdale MSA

# Labor Market Analysis

# Manufacturing Labor Force & Training Needs



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# INDUSTRY OVERVIEW

The manufacturing industry, with its diverse activities from raw material acquisition to product completion, is a dynamic sector. It constantly evolves, propelled by technological advancements, shifts in consumer preferences, and global market dynamics. However, despite its growth potential, there's a notable disparity in the workforce. While an average area of comparable size would employ 191,411 individuals, our region only has 149,415 workers. This shortfall could pose challenges in finding suitable candidates. Moreover, projections indicate that this gap between expected and actual employment levels is likely to persist over the next five years.

## ESSENTIALS

### AVERAGE SALARY



\$109,769

### % PROJECTED GROWTH IN WORKFORCE FROM 2023-2028



8%

### EMPLOYED



149,415

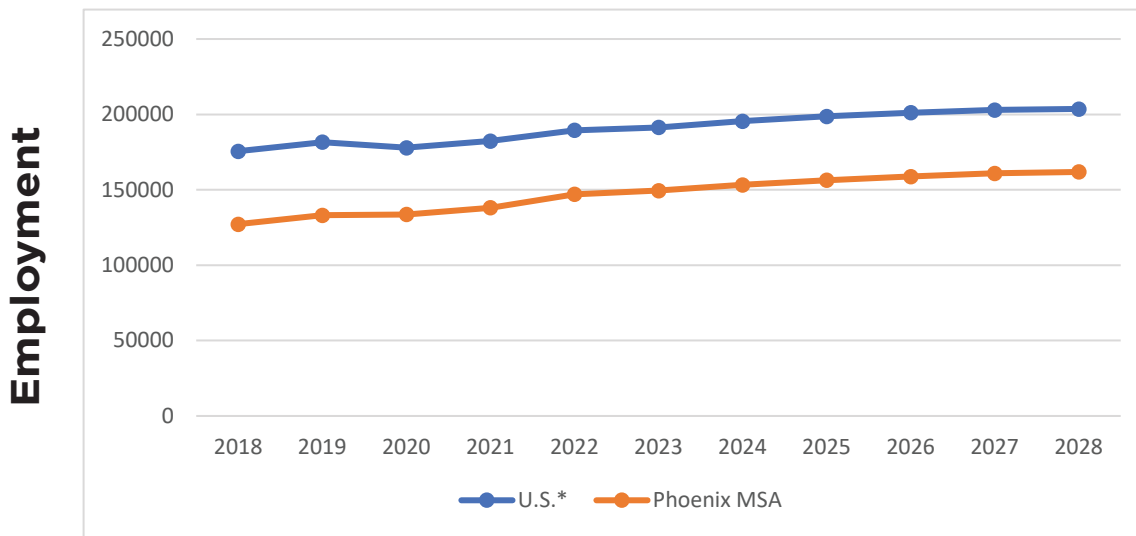
### COMPANIES



4,383

SOURCE: Lightcast, Mar. 2024; Arizona COG/MPO Employer Database, Businesses with 5 or more employees.

## EMPLOYMENT TRENDS



\*the values represent the national average adjusted for region size.

SOURCE: Lightcast, Mar. 2024

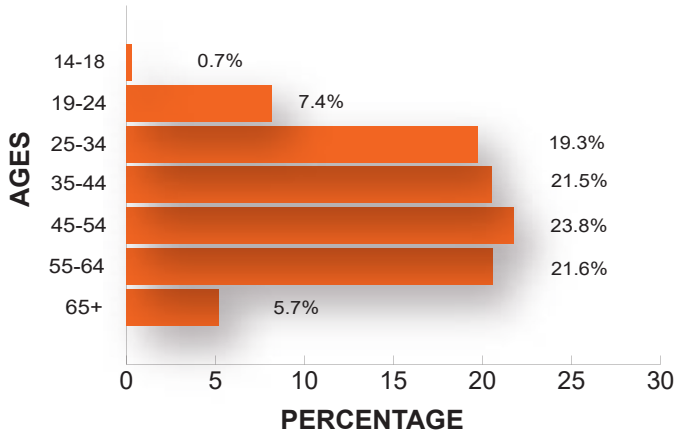
## STAFFING PROJECTIONS

HIGHEST DEMAND	CERTIFICATIONS	OPENINGS (2025)	2015-2025 % CHANGE	EARNINGS (2024)
Assemblers and Fabricators	Moderate-term on-the-job training	12,192	88%	\$37,527
Laborers & Freight, Stock, Material Movers	Short-term on-the-job	4,973	151%	\$37,050
Inspectors, Testers, Sorters	Moderate-term on-the-job	4,914	47%	\$47,408
First Line Supv of Production	None	4,419	14%	\$63,038
Industrial Engineers	None	4,250	84%	\$101,992
Electrical Assemblers	Moderate-term on-the-job training	3,977	29%	\$40,025
Shipping, Receiving, and Inventory Clerks	Short-term on-the-job training	3,503	127%	\$36,571
Machinists	Long-term on-the-job training	3,441	17%	\$51,258
Software Developers	None	3,252	40%	\$111,87
Sales Representatives, Wholesale and Manufacturing	Moderate-term on-the-job training	3,052	40%	\$63,339

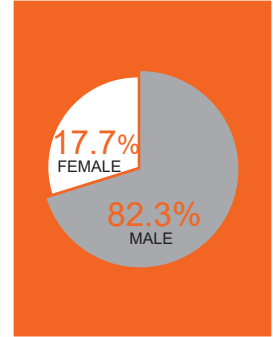
SOURCE: Lightcast, Mar. 2024

# TALENT ACQUISITION

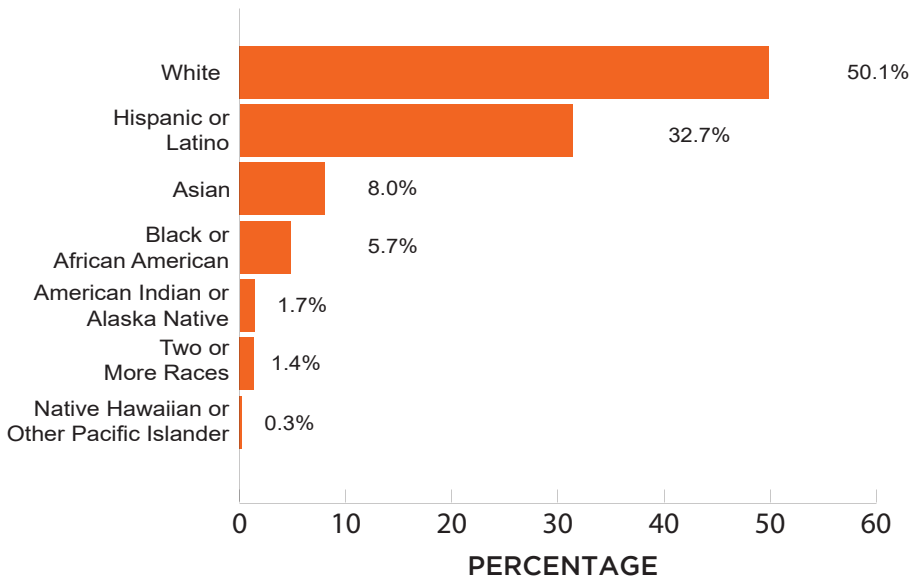
## AGE BREAKDOWN



## GENDER BREAKDOWN



## RACE/ETHNICITY BREAKDOWN



## STAFFING DEMOGRAPHICS

AGES	HIRES	SEPERATIONS
Age 14-18	808	743
Age 19-21	3600	3,113
Age 22-24	4208	3,923
Age 25-34	18,013	17,197
Age 35-44	19,253	19,256
Age 45-54	20,394	21,646
Age 55-64	17,800	18,883
Age 65+	4,961	5,086

## EXPERIENCE BREAKDOWN

MIN EXPERIENCE	% OF TOTAL
No Experience	44%
0 - 1 Years	11%
2 - 3 Years	18%
4 - 6 Years	17%
7 - 9 Years	6%
10+ Years	5%

# CAREER PATHING

Top five occupations by educational attainment and median hourly wages.

## HIGH SCHOOL DIPLOMA

Shipping, Receiving, and Inventory Clerks	\$17.58
Assemblers and Fabricators	\$18.04
Electrical, Electronic, and Electromechanical Assemblers	\$19.24
Semiconductor Processing Technicians	\$19.79
Industrial Machinery Mechanics	\$29.47

## ASSOCIATES DEGREE

Aerospace Engineering & Operations Technicians	\$23.45
Engineering Technologists & Technicians	\$23.56
Drafters	\$25.28
Avionics Technicians	\$30.43
Electrical and Electronic Engineering Technicians	\$36.86

## BACHELORS DEGREE

Buyers and Purchasing Agents	\$31.52
Industrial Engineers	\$49.03
Software Developers	\$53.79
Electronics Engineers	\$61.33
Architectural and Engineering Managers	\$76.40

SOURCE: Lightcast, Mar. 2024

# PROFESSIONAL SKILLS

The manufacturing professionals must possess a diverse set of skills to be successful within this industry.

## KNOWLEDGE

- Mechanical
- Mathematics
- Design
- Operations Monitoring
- Production and Processing
- Reading Comprehension
- Engineering and Technology

## SKILLS

- Troubleshooting
- Repairing
- Critical Thinking
- Production and Processing
- Operation and Control
- Quality Control Analysis
- Equipment Maintenance

## QUALIFICATIONS

- Quality Control Analysis
- Monitoring
- Control Precision
- Operation and Control
- Arm-Hand Steadiness
- Manual Dexterity
- Information Ordering

SOURCE: ONET, MYNEXTMOVE.ORG

# TOP EMPLOYERS

## EMPLOYER WITH MOST JOB OPENINGS

- Honeywell International
- Northrop Grumman
- Intel
- Boeing
- The Coca-Cola Company
- General Dynamics
- Abbott Laboratories
- Applied Materials
- L3Harris Technologies
- Darcor & Associates

SOURCE: Lightcast, Feb. 23 - Jan. 24

# TOP CERTIFICATIONS

## MOST POSTED CERTIFICATIONS

- Security Clearance
- Masters of Business Administration
- Top Secret- Sensitive Compartmented Information DO-178B/C
- Forklift Certification
- Commercial Driver's License
- Project Management Professional Certification
- Airframe & Powerplant (A&P) Certification
- Six Sigma Green Belt
- Enterprise Desktop Administrator

SOURCE: Lightcast, Mar. 2024



# GETTING STARTED

- **Learn about certification programs** — Arizona Job Connection (<https://www.azjobconnection.gov/ada/r/training>)
- **Explore a career** — ONet Online ([www.onetonline.org](http://www.onetonline.org))
- **Plan for a career in Manufacturing**— Career One Stop (<https://www.careeronestop.org/ExploreCareers/Plan/plan-your-career.aspx>)
- **Enroll in a paid apprenticeship program** — State of Arizona DES ([des.az.gov/services/employment/registered-apprenticeship/apprenticeship-employers](http://des.az.gov/services/employment/registered-apprenticeship/apprenticeship-employers))

# EDUCATIONAL PROVIDERS

ARIZONA@WORK has many training programs listed in our eligible training provider list. The certifications help increase your craft and are connected to jobs in the construction industry. We encourage job seekers to make an informed choice regarding the next steps in their career. Go to [azjobconnection.gov](http://azjobconnection.gov) to review more details regarding the training programs listed below. You can also go to [ARIZONATWORK.com](http://ARIZONATWORK.com) to discover resources such as career assessment, workshops, job search assistance, and resume review services.

TRAINING PROVIDER	PROGRAM NAME	CATEGORY
Estrella Mountain C.C.	Semiconductor Manufacturing Technology/Technician	Semiconductor
The Refrigeration School, Inc.	Welding Specialist	Welding
Vocational Training Institute	Process Piping Welding Program	Welding
Vocational Training Institute	Welding Training	Welding

# APPRENTICESHIPS

Want to grow your skills, earn while you are learning, and while not creating large student debt? Apprenticeships provide job-driven training with a nationally recognized completion certificate pending completion. Grow your craft while participating in combined classroom instruction and on the job learning. Most apprenticeships last from one to six years, however the average is three to four years.

The following is a list of apprenticeship programs in the ARIZONA@WORK Phoenix MSA area.

TRAINING PROVIDER	PROGRAM NAME
AZ Chapter, Associated General Contractors of America	Structural Metal Fabricator And Fitter
Arizona Public Service	Maintenance Machinist, Machinist
Central Arizona Project	Machinist
ChemResearch Co. Inc.	Plater
City of Phoenix Business & Workforce Dev. Board	Semiconductor Technician
Eclipse Automation Southwest LLC	Machinist, Welder-Fitter, Machine Setter
Flextronics	Machinist, Mold Maker, Die-Cast & Plastic, Tool & Die Maker, Grinder Op Tool Precision
Palo Verde Nuclear Generating Station	Maintenance Machinist, Maint Mechanic, Powerhouse Mechanic, Machinist, Industrial Maint. Repairer, Instrument Tech., Welder-Fitter, Inst. Mechanic Extruder Operator (Plastics), Injection-Molding-Machnist Operator, Printer Plastic, Press Setup Operator - Stamping, Quality Control Inspector
Phoenix Packaging Operations LLC	Machine Set-Up Operator
Plastic Design Corporation	Mold Maker, Die-Cast & Plastic
Revolution Industrial LLC	Structural Metal Fabricator And Fitter
Salt River Project JACC	Machinist, Industrial Maint. Repairer, Electronics Tech., Instrument Tech. Electronics Mechanic, Maintenance Machinist Maintenance Mechanic, Maintenance Repairer, Metal Fabricator, Relay Tester
Shamrock Foods Company	Instrumentation & Controls Technician
Skill Up Arizona Apprenticeship and Award Foundation	Machine Operator I, Machinist, Model Making-Metal, Tool And Die Maker CNC Set-Up Prog - Milling And Turning
Tooling Molds West, Inc.	Mold Maker, Die-Cast & Plastic, Tool Maker
West Contract Manufacturing	Plastic Process Technician
Westwind School of Aeronautics	Airframe & Powerplant Mechanic



CITY OF PHOENIX

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ARIZONA@WORK is the statewide workforce development network that helps employers of all sizes and types recruit, develop and retain the best employees for their needs. We are a public and private partnership with 12 regional areas and 48 local offices, providing innovative workforce solutions to employers and job seekers at no charge.

We strengthen Arizona's economy by developing the workforce and matching employers with job seekers.

Visit <http://www.arizonaatwork.com/> for center locations and additional online resources to assist you.

## LOCATIONS:

City of Phoenix – North Job Center  
9801 North 7th Street  
Phoenix, Arizona 85020  
Phone (602) 495-6907

City of Phoenix - West Job Center  
3406 North 51st Avenue  
Phoenix, Arizona 85031  
Phone (602) 495-6906

City of Phoenix - South Job Center  
4732 South Central Avenue  
Phoenix, Arizona 85040  
Phone (602) 495-6905

Phoenix Business & Workforce Development Center  
302 N. 1st Avenue  
Phoenix, Arizona 85003  
Phone (602) 256-3147

