

PINAL COUNTY LOCAL WORKFORCE DEVELOPMENT BOARD



**PARTNERSHIP FOR
WORKFORCE INNOVATION**

Making The World of Work Understandable

Pinal County Workforce Development Board Labor Market Analysis



**PARTNERSHIP FOR
WORKFORCE INNOVATION**

Making The World of Work Understandable



Trevor Stokes

*CEO, The Partnership for Workforce
Innovation*

Pinal County Workforce Board

– *Labor Market Analysis*



- 01 Process Review
- 02 Key Findings-Demographics
- 03 Key Findings-Economic Conditions
- 04 Key Findings-Pipeline
- 06 Key Findings-Skills
- 07 Closing and Next Steps



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01

Process Review



DES Policy Excerpt

1005 LOCAL PLAN MODIFICATION

A. At the end of the first 2-year period of the local plan, each LWDB in partnership with the CEO, must review prepare and submit local plans modifications that reflect changes to:

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1. Labor market and economic conditions; and
2. Other factors affecting the implementation of the local plan including:
 - a. Significant changes in the local economic conditions;
 - b. Changes in available financing to support WIOA Title I-B and partner-provided WIOA services;
 - c. Changes to LWDB structure;
 - d. The need to revise strategies to meet local performance goals;

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 - c. Changes to LWDB structure;
 - d. The need to revise strategies to meet local performance goals; or
3. Any significant changes to service delivery in the LWDA.

Area Development 35th Annual Corporate Survey Site Selection Priorities

Area Development

35th Annual Corporate Survey

Site Selection Priorities

Rank	Factor	2020 Score
1	Availability of Skilled Labor	91.4
2	Highway Accessibility	88.7
3	Energy Availability and Costs	85.3
4	Quality of Life	84.8
5	Labor Costs	84.2
6	Occupancy or Construction Costs	80.6
7	Corporate Tax Rate	80.0
8	Tax Exemptions	78.6
9	State and Local Incentives	77.2
10	Inbound/Outbound Shipping Costs	76.8

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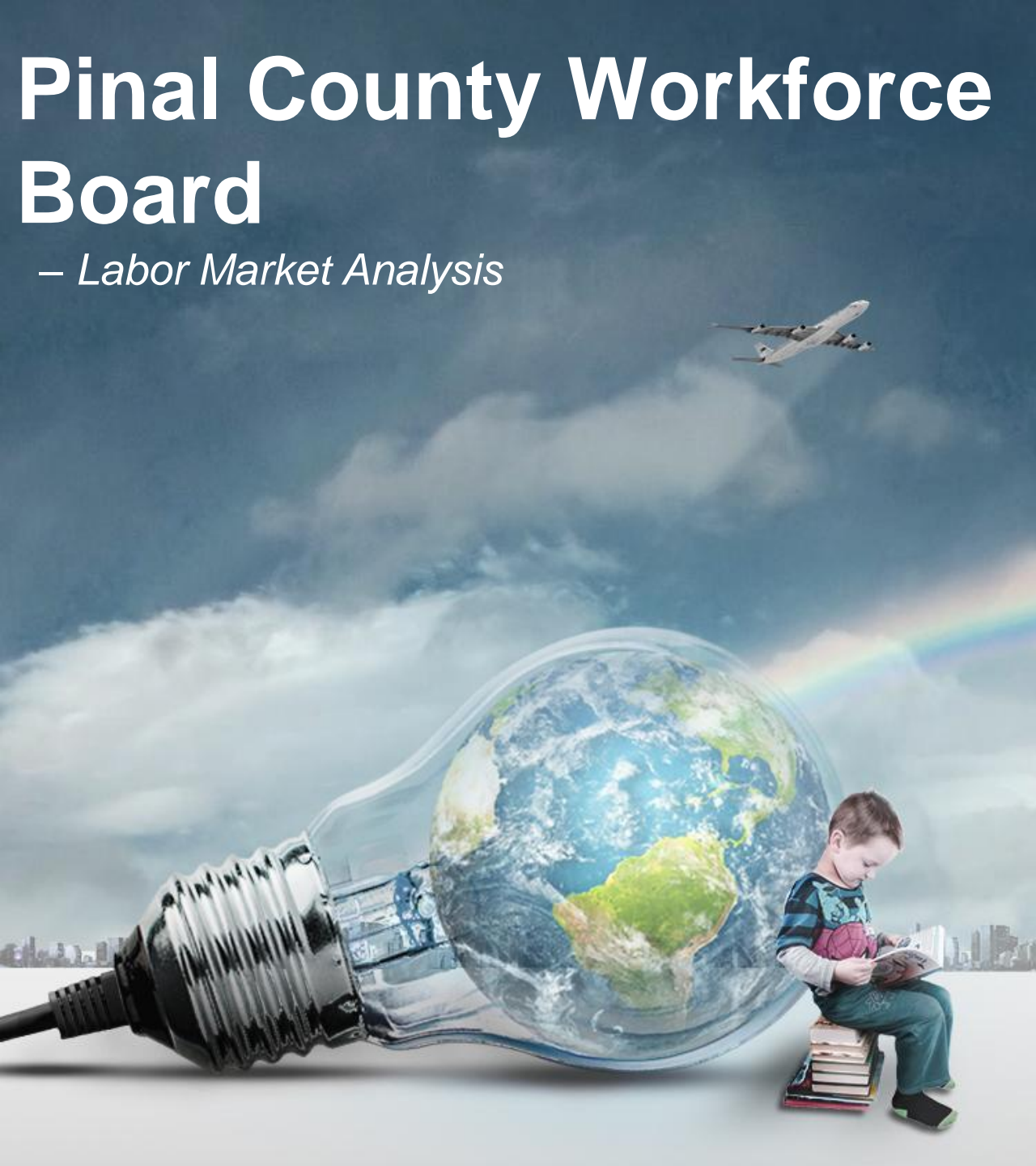


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02 Key Findings-Demographics

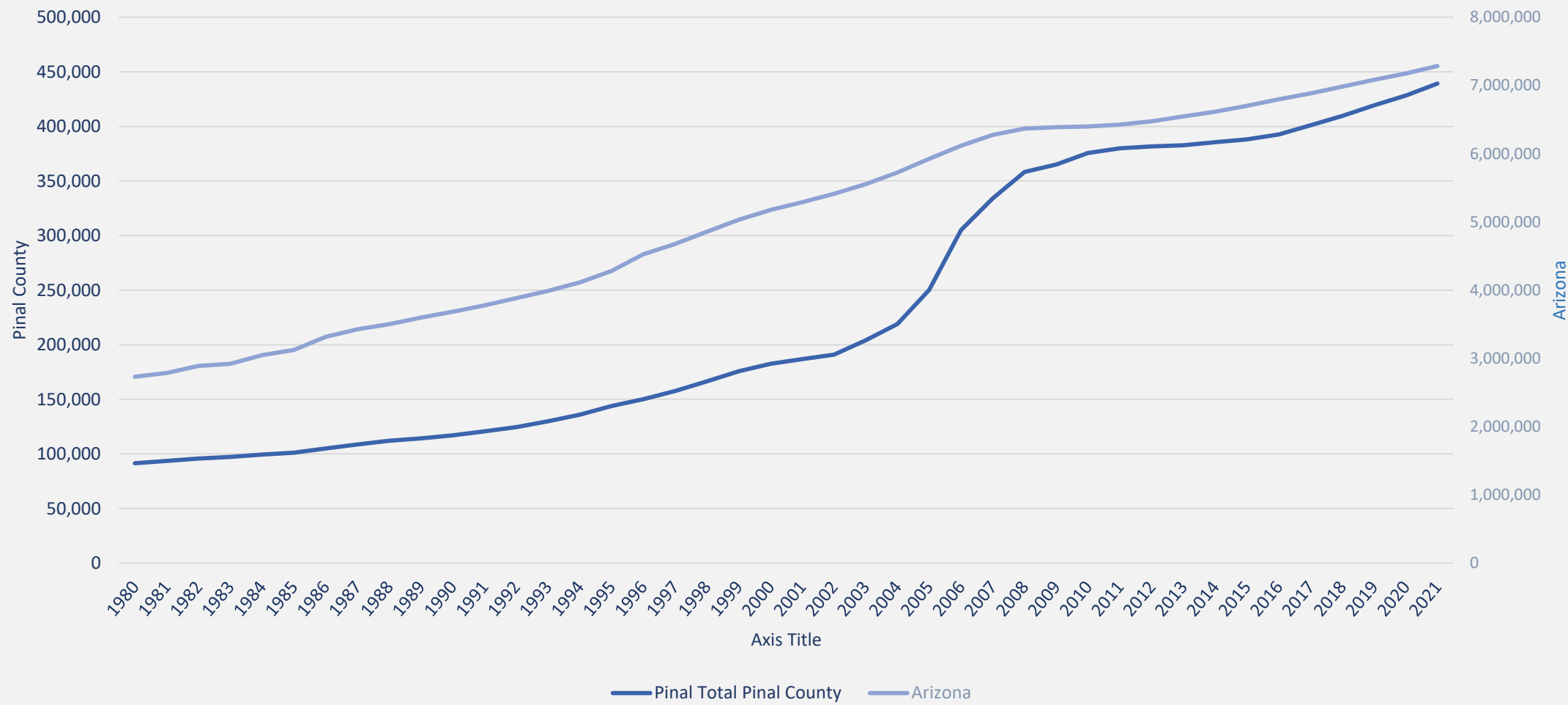


Demographics

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

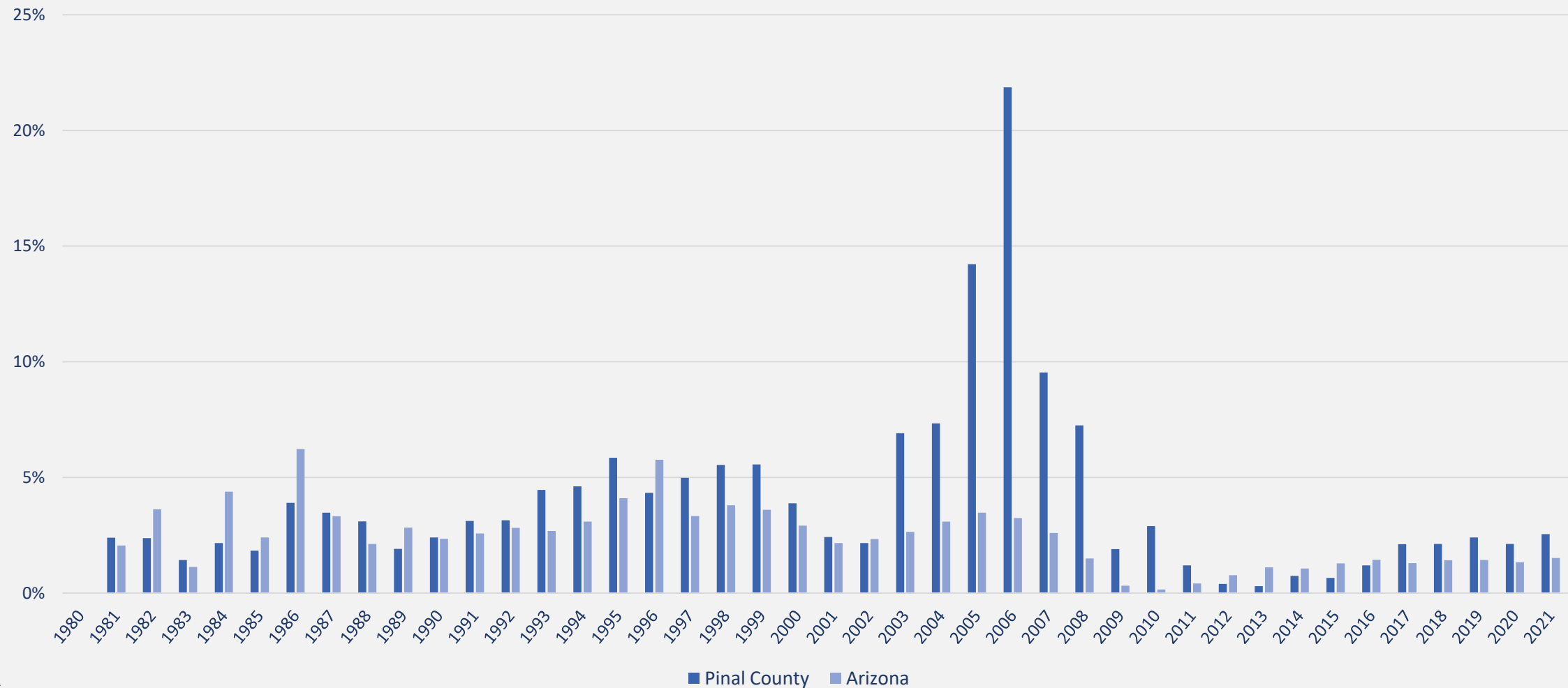
Demographics

Total Population, Pinal County vs Arizona, 1980-2021

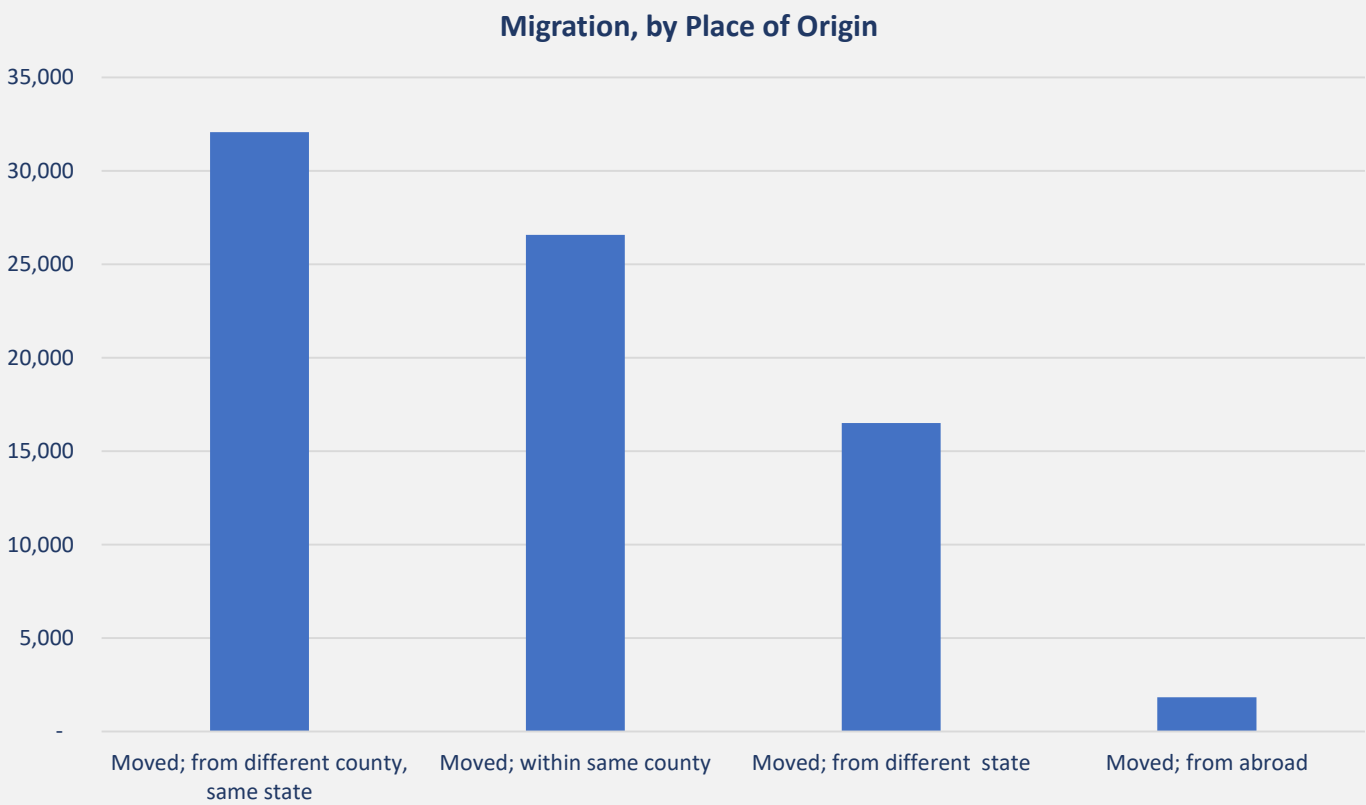


Demographics

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



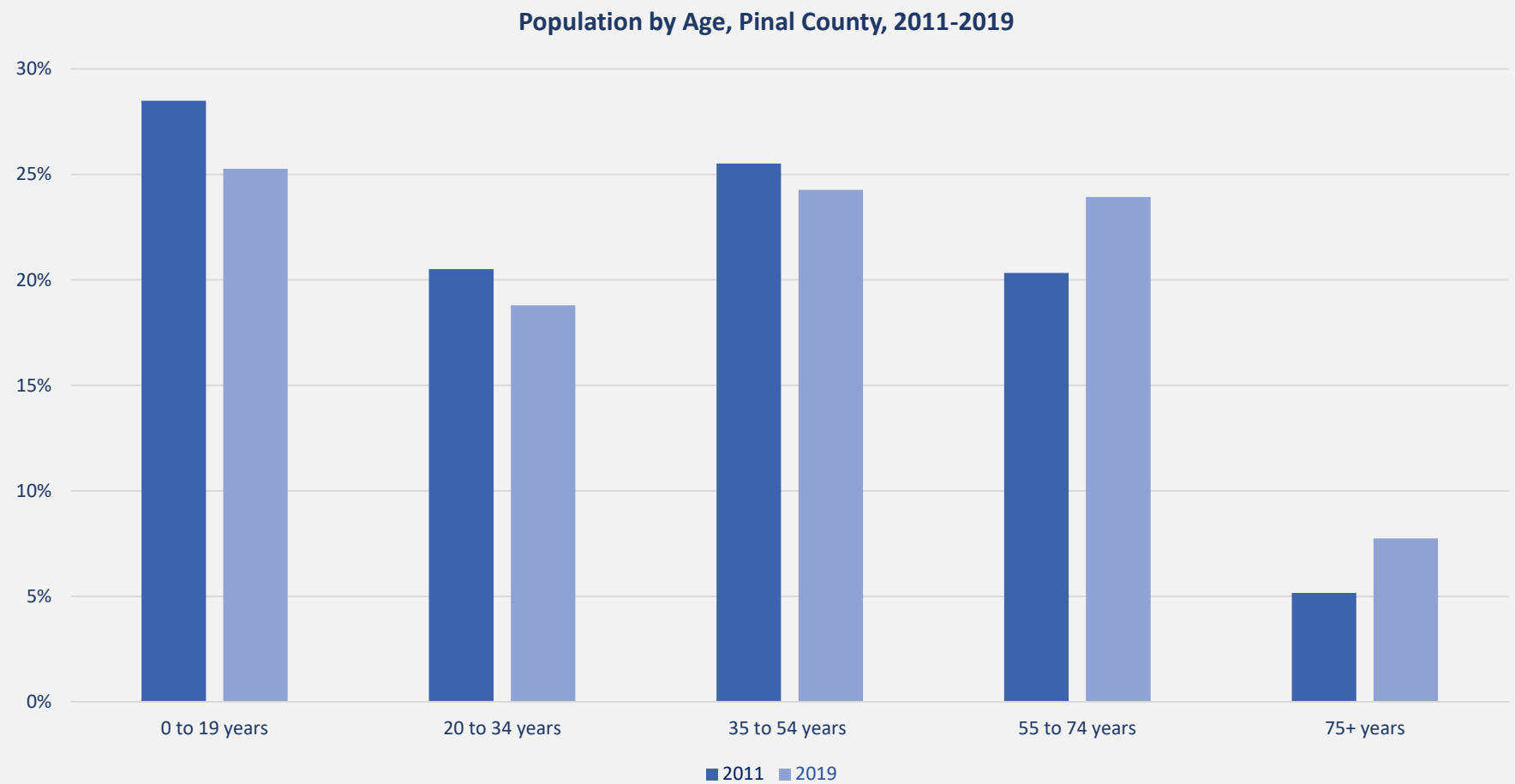
Demographics



Demographics

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

Demographics

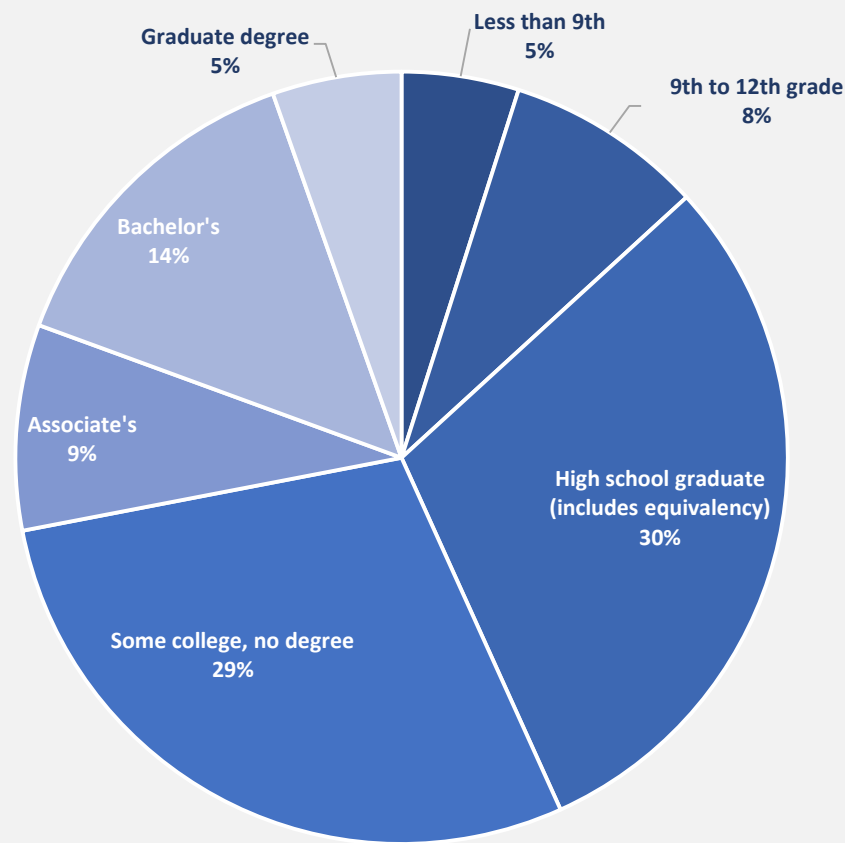


Demographics

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

Demographics

Pinal County Population by Educational Attainment



Demographics

94.5% claim to speak English only or to speak English “very well.” Another 5.5%, more than 23,000 people, speak English “less than very well.”

It should be noted that the number of people who speak a language other than English (97,000) is much larger than the number who speak English less than very well (24,000). Among the county’s Spanish-speaking population, school-age people tend to report also being fluent in English.

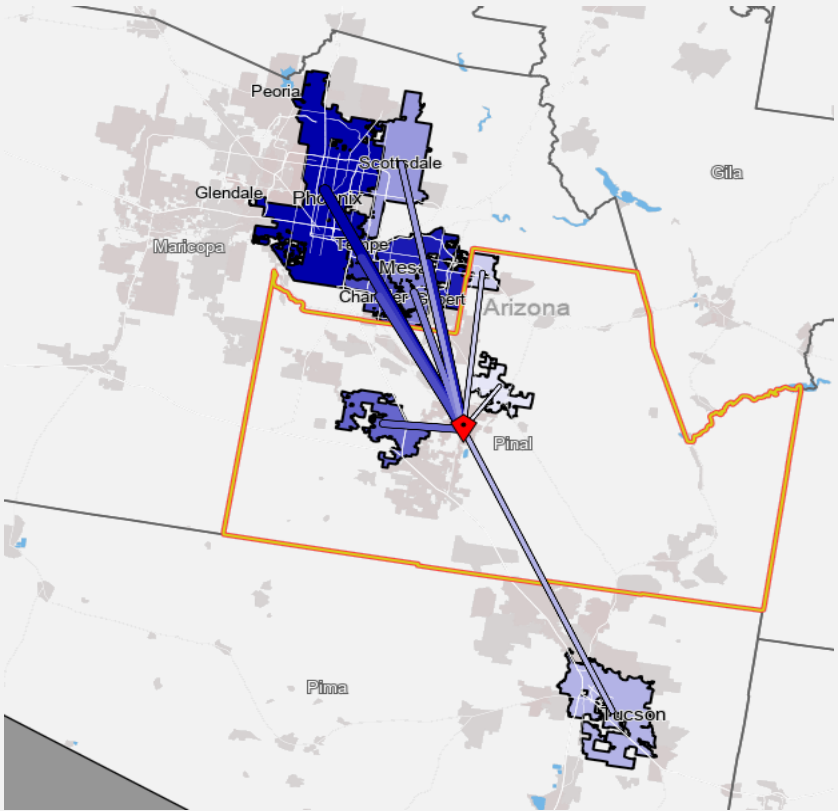
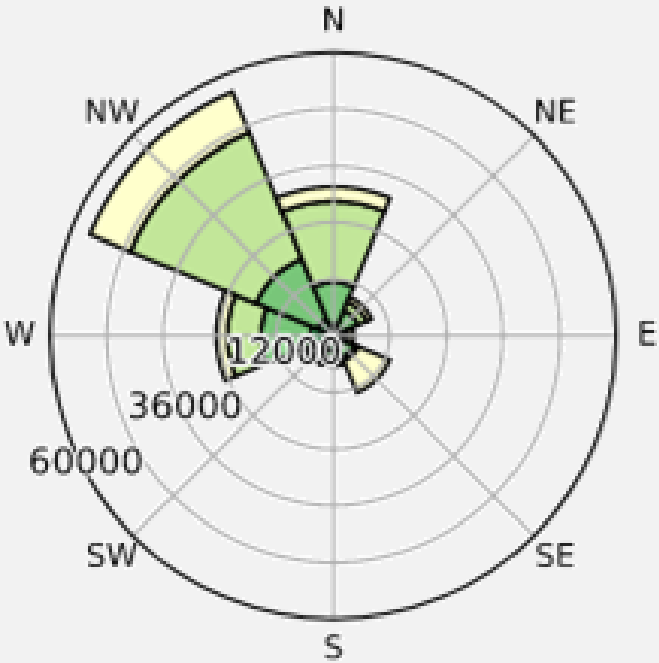
Demographics

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

Demographics

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

Demographics



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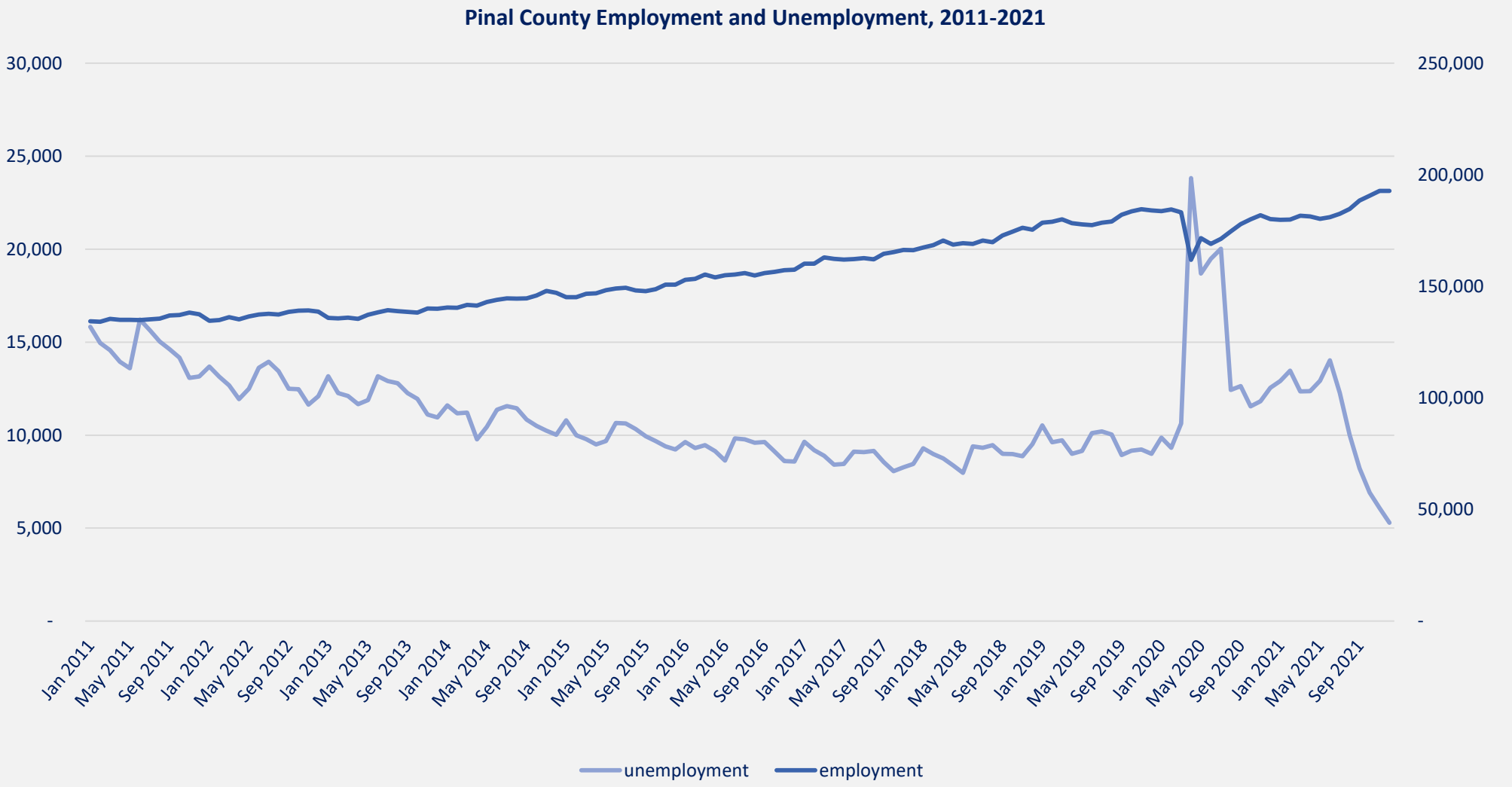
03 Key Findings-Economic Conditions



Economic Conditions

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

Economic Conditions



Economic Conditions

This analysis creates a custom value by comparing the two values to produce a monthly worker to job ratio.

Economic Conditions

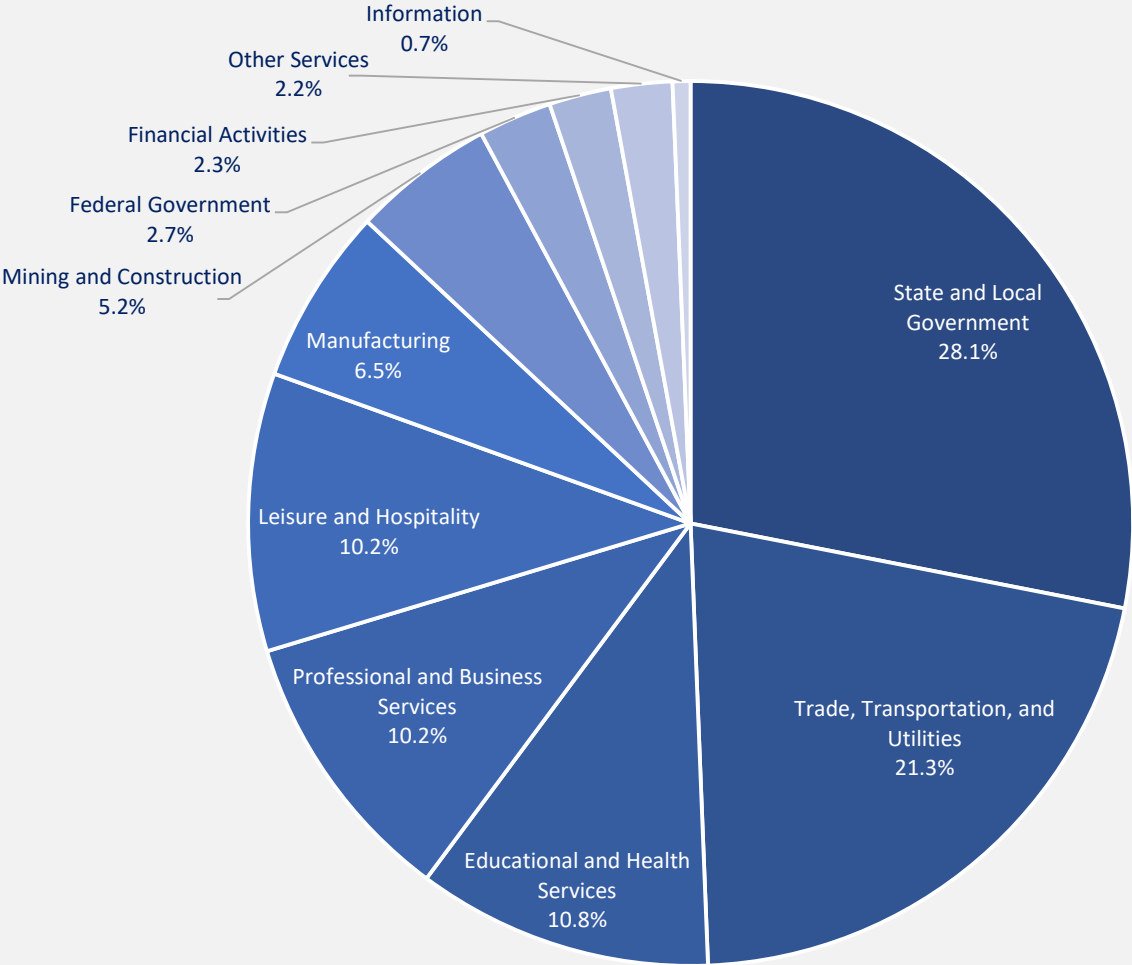
	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Jan	2.6	2.5	2.4	2.5	2.5	2.5	2.6	2.7	2.8	2.8	2.8
Feb	2.5	2.4	2.3	2.4	2.5	2.5	2.6	2.7	2.8	2.8	2.8
Mar	2.5	2.4	2.3	2.5	2.5	2.5	2.6	2.7	2.8	2.8	2.8
Apr	2.5	2.4	2.3	2.5	2.5	2.5	2.6	2.7	2.8	2.7	2.8
May	2.5	2.4	2.4	2.5	2.5	2.5	2.7	2.7	2.8	2.8	2.8
Jun	2.6	2.5	2.5	2.6	2.6	2.6	2.7	2.8	2.9	2.8	2.9
Jul	2.7	2.7	2.7	2.7	2.7	2.7	2.9	2.9	3.0	2.9	
Aug	2.6	2.5	2.5	2.5	2.6	2.6	2.7	2.7	2.9	2.8	
Sep	2.6	2.5	2.5	2.5	2.6	2.6	2.7	2.8	2.9	2.8	
Oct	2.6	2.5	2.5	2.5	2.6	2.5	2.7	2.8	2.9	2.8	
Nov	2.6	2.4	2.4	2.5	2.6	2.5	2.7	2.8	2.9	2.8	
Dec	2.6	2.4	2.4	2.5	2.6	2.5	2.7	2.8	2.9	2.8	

Economic Conditions

Government is the largest employer in Pinal County, accounting for 30.8% of all jobs.

Economic Conditions

Pinal County Employment by Industry

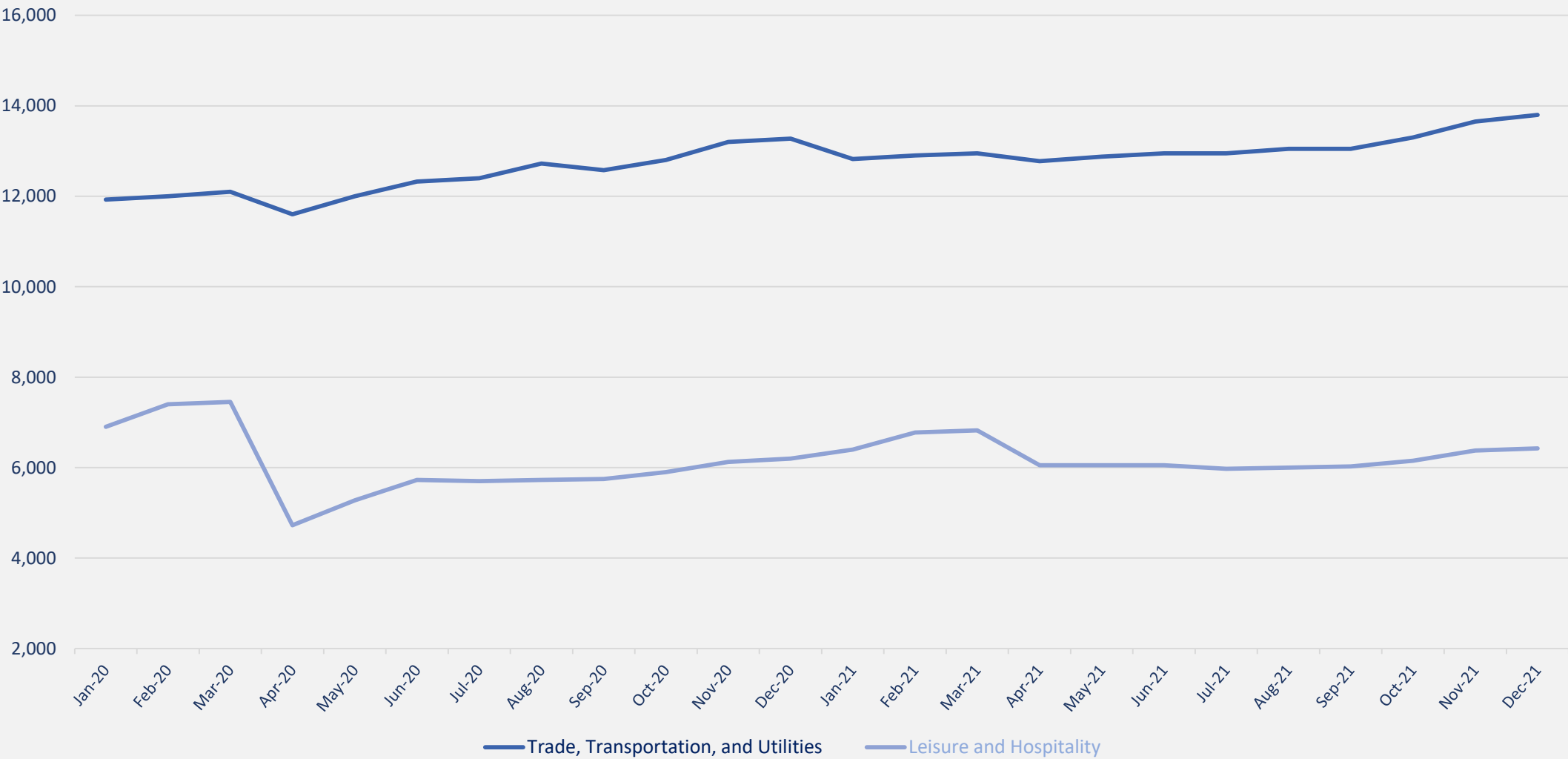


Economic Conditions

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

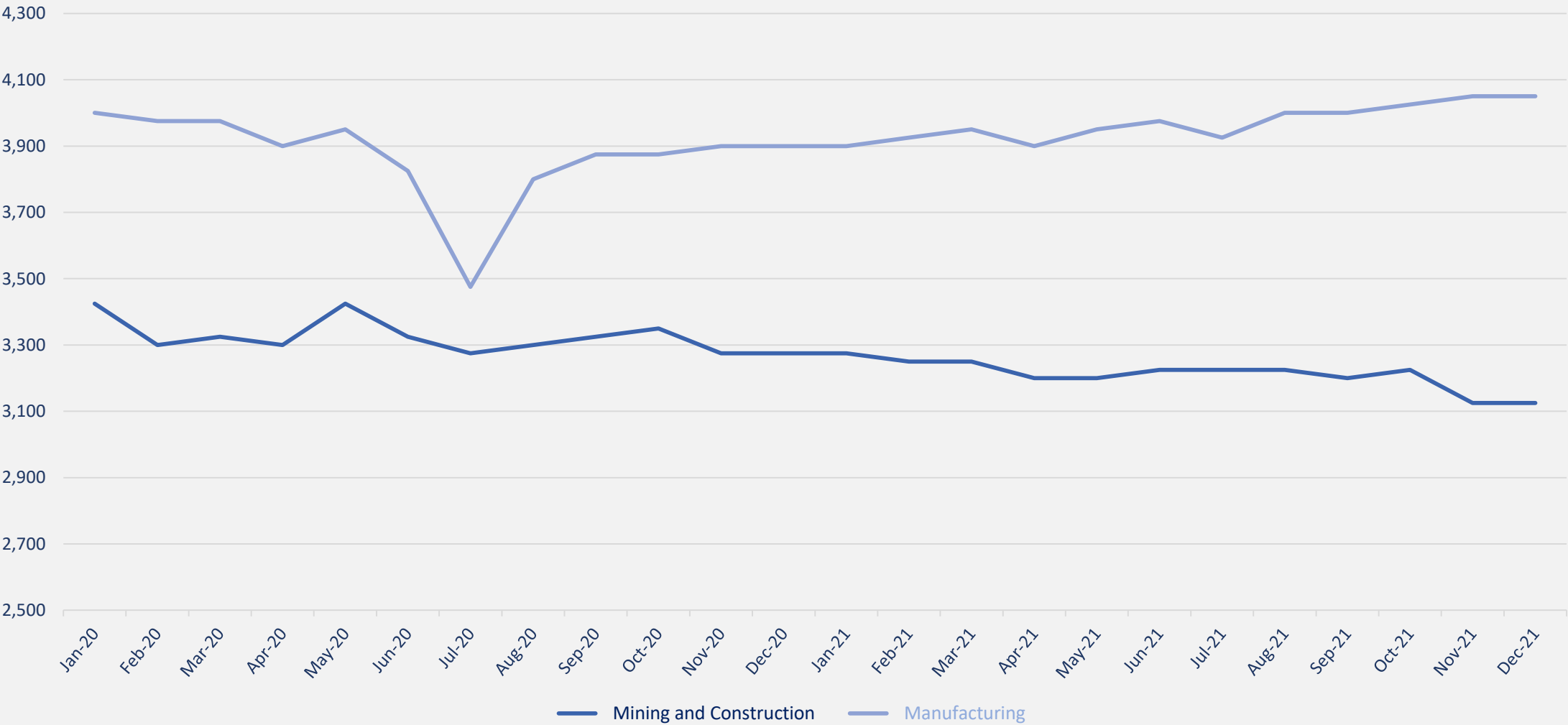
Economic Conditions

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



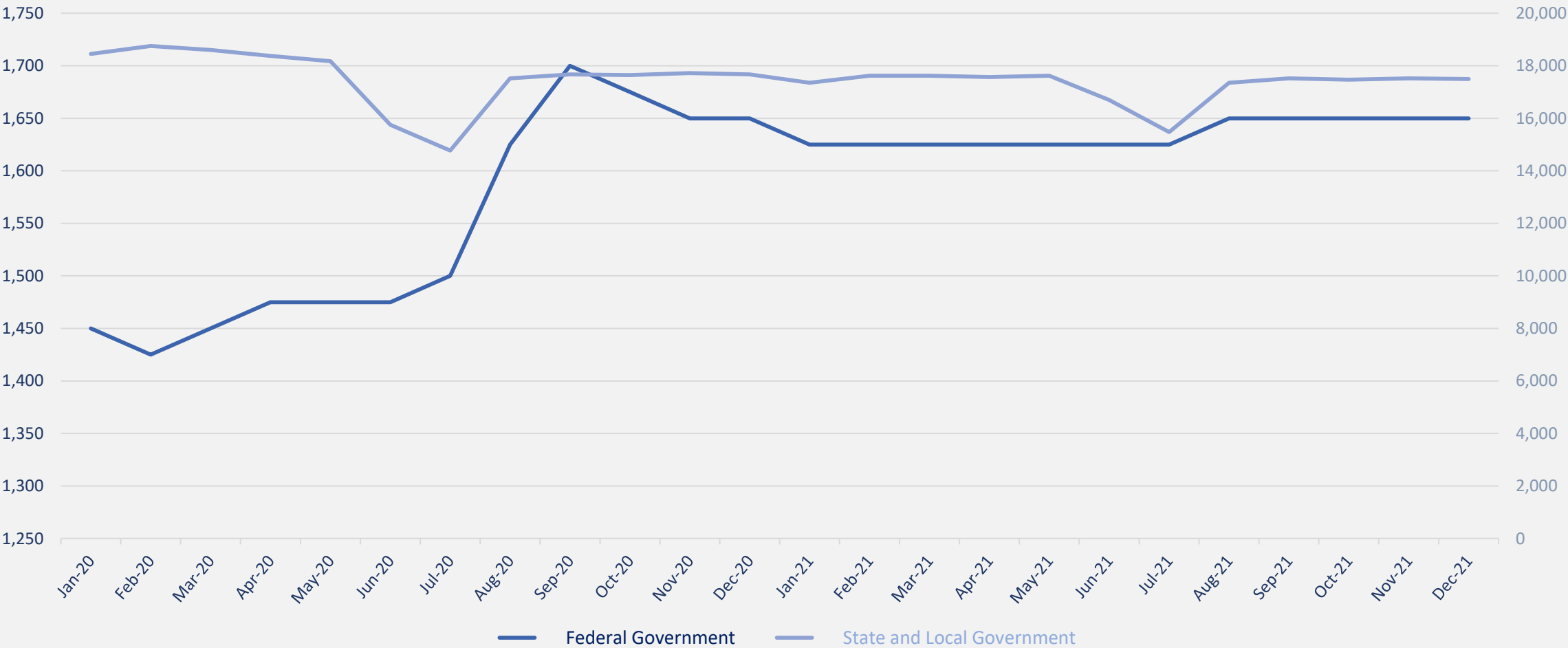
Economic Conditions

Goods-Producing Industries, Pinal County



Economic Conditions

Government Sectors, Pinal County



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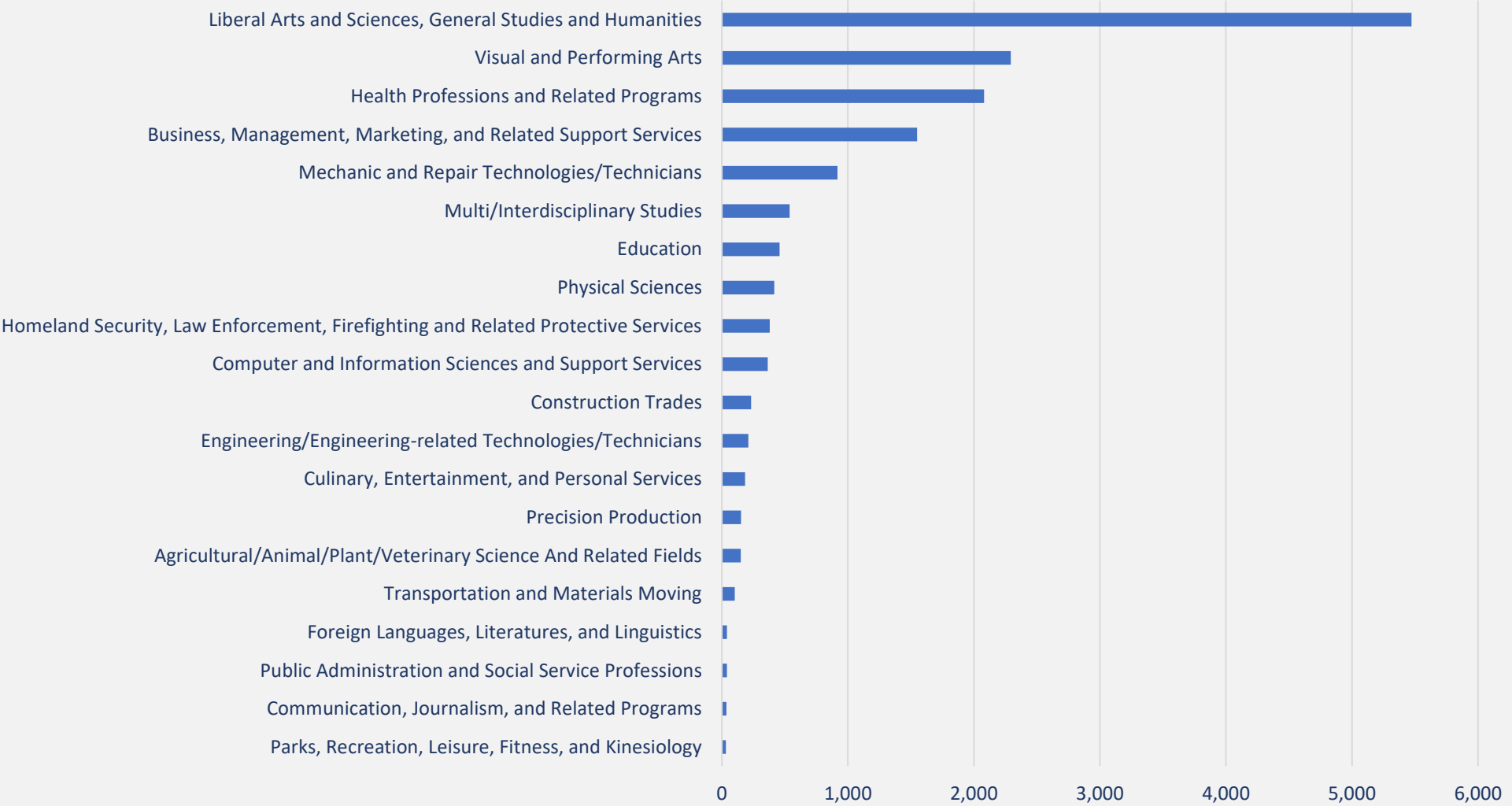


04 Key Findings-Pipeline



Pipeline

Awards, All Levels, 2019-2020, Select Institutions



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Key Findings-Skills



Skills

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

Skills

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

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Closing and Next Steps





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