

Skills Trade Labor Force & Training Needs



For more information, contact the Business Services Team at business.services@phoenix.gov

INDUSTRY OVERVIEW

AVERAGE SALARY



\$54,208

% CHANGE OF WORKFORCE SINCE 2016



32%

EMPLOYED



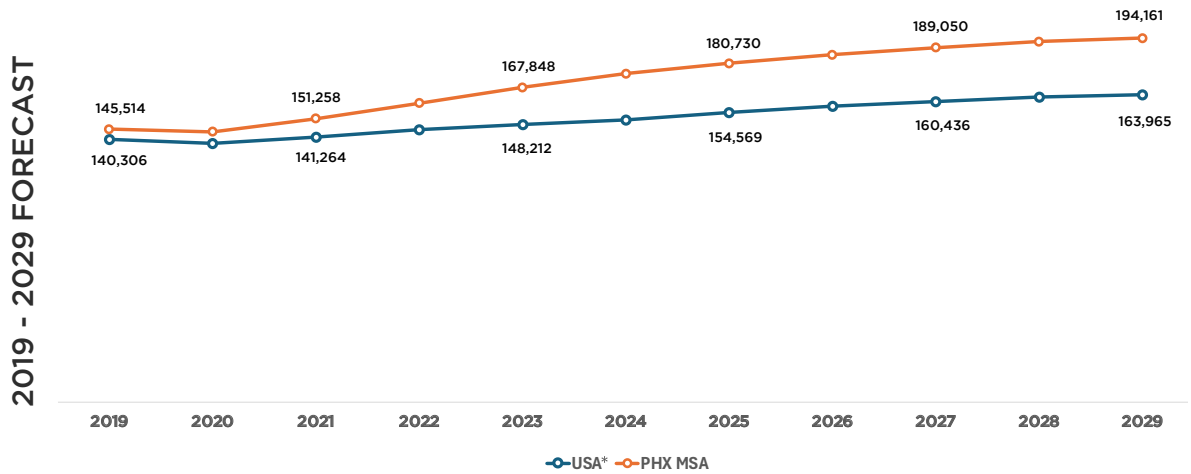
180,730

COMPANIES



7,959

Source: Lightcast, Jan. 2026; Maricopa Association of Governments, 2024



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

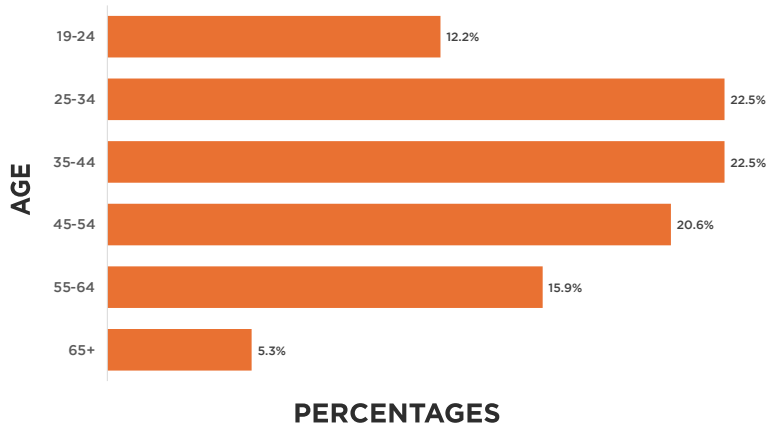
Source: Lightcast, Phoenix MSA, 2025

STAFFING PROJECTIONS

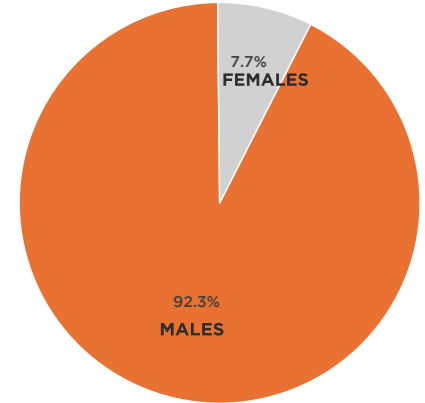
HIGHEST DEMAND	TRAINING	OPENINGS (2028)	2025-2028 % CHANGE	EARNINGS (2025)
Plumbers, Pipefitters, and Steamfitters	Apprenticeship	2,746	30%	\$62,827.31
Carpenters	Apprenticeship	3,499	27%	\$59,049.50
Construction Laborers	Short-term on-the-job training	4,432	20%	\$46,961.44
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Long-term on-the-job training	1,329	16%	\$58,843.62
Maintenance and Repair Workers, General	Moderate-term on-the-job training	4,062	16%	\$48,502.04
Automotive Service Technicians and Mechanics	Short-term on-the-job training	1,157	9%	\$50,631.63

TALENT ACQUISITION

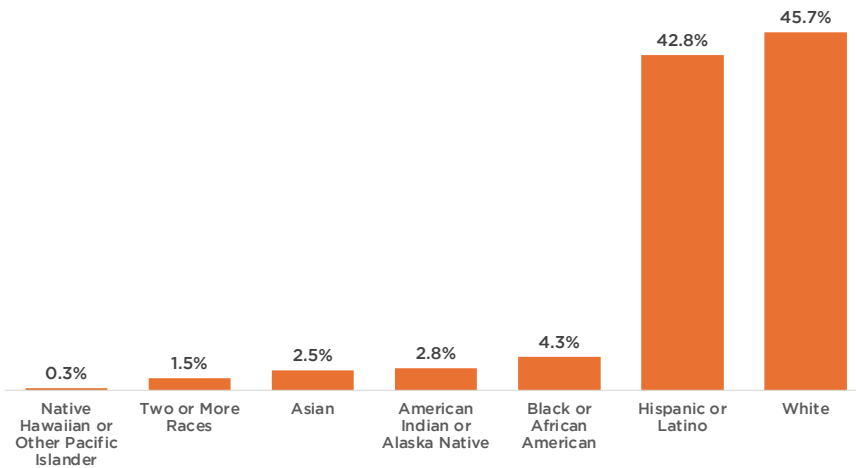
AGE BREAKDOWN



GENDER BREAKDOWN



RACE/ETHNICITY BREAKDOWN



STAFFING DEMOGRAPHICS

AGES	HIRE	SEPERATIONS
14-18	1,646	1,582
19-24	18,063	17,346
25-54	102,676	98,427
55-64	22,807	21,862
65+	9,429	9,054

EXPERIENCE BREAKDOWN

MIN EXPERIENCE	% OF TOTAL
No Experience	51%
0 - 1 Years	14%
2 - 6 Years	33%
7 - 9 Years	1%
10+ Years	1%

CAREER PATHING

Top five occupations by educational attainment and median hourly wages.

HIGH SCHOOL DIPLOMA

Electrical Power-Line Installers and Repairers	\$56.79
Elevator and Escalator Installers and Repairers	\$53.14
Gas Plant Operators	\$46.79
Stationary Engineers and Boiler Operators	\$38.12
Control and Valve Installers and Repairers, Except Mechanical Door	\$37.90

ASSOCIATE'S DEGREE

Ship Engineers	\$50.89
Aircraft Mechanics and Service Technicians	\$38.40
Commercial Divers	\$30.96
Medical Equipment Repairers	\$30.82
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$28.29

Source: Lightcast, Phoenix MSA, 2025

PROFESSIONAL SKILLS

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

KNOWLEDGE

- Engineering & Technology
- Math and Science
- Financial Statements
- Customer Service
- Transportation
- Subcontracting
- Construction Management

SKILLS

- Management
- Operations
- Communications
- Leadership
- Sales
- Problem Solving
- Customer Service

QUALIFICATIONS

- Quality Control Analysis
- Monitoring
- Critical Thinking
- Operation and Control
- Coordination
- Active Listening
- Management of Personnel Resources

Source: ONET, MYNEXTMOVE.ORG

TOP EMPLOYERS

EMPLOYER WITH MOST JOB OPENINGS

ABM Industries

Sundt Construction

Integrated Electrical Systems

Advanced Ag

EMCOR Group

TOP QUALIFICATIONS

MOST POSTED QUALIFICATIONS

Automotive Service Excellence (ASE) Certification

Commercial Driver's License (CDL)

EPA 608 Technician Certification

Airframe & Powerplant (A&P) Certificate

HVAC Certification

10-Hour OSHA General Industry Card

