

Phoenix-Mesa-Scottsdale MSA

# Labor Market Analysis

# Construction Labor Force & Training Needs

# INDUSTRY OVERVIEW

Demand for construction labor has a strong outlook with strong demand for new jobs which is expected to grow over the next five years. Individuals looking for a career in the construction industry will find several positions available with long term advancement opportunities as 43.2 percent of those employed are over the age of 45. The industry is known for an education process that allows individuals to earn wages while learning about the job.

## ESSENTIALS

### AVERAGE SALARY



**\$86,599**

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



**12%**

### EMPLOYED



**185,986**

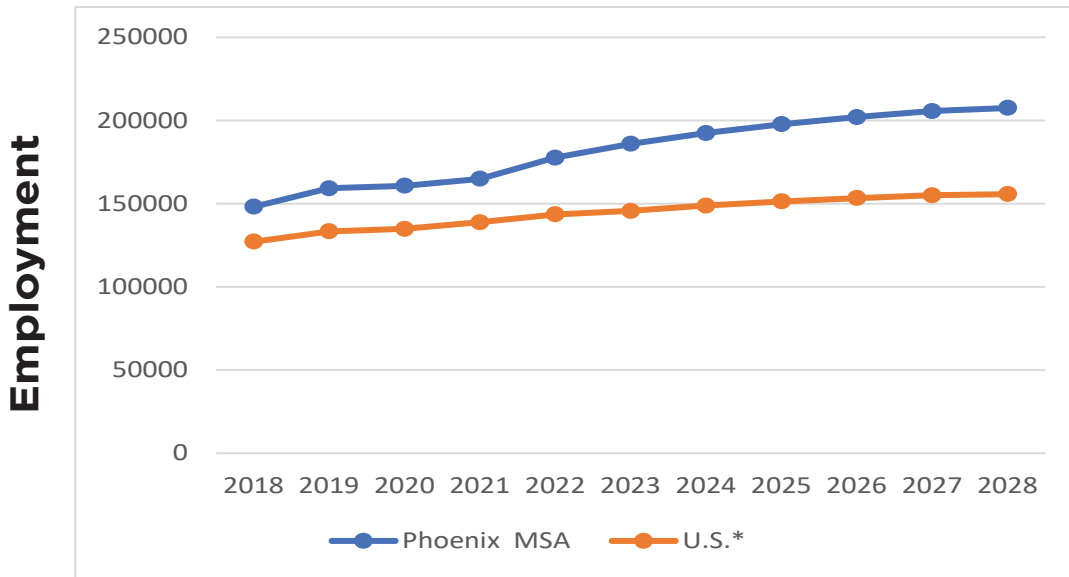
### COMPANIES



**7,350**

SOURCE: Lightcast, Mar. 2024;  
2021 AZ COG/MPO Employer Database

## EMPLOYMENT TRENDS



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

SOURCE: Lightcast, Mar. 2024

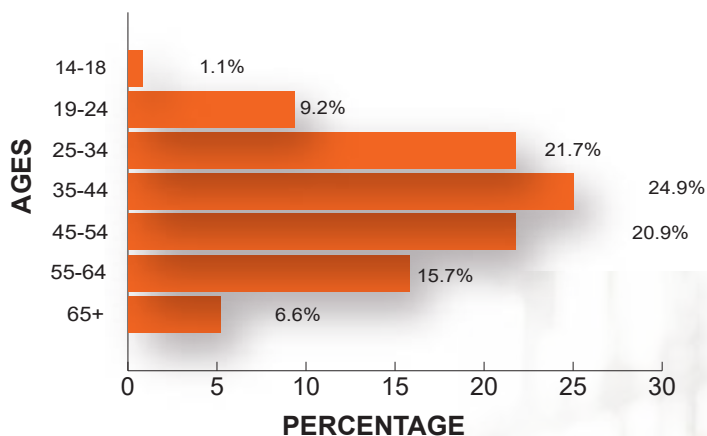
## STAFFING PROJECTIONS

HIGHEST DEMAND	CERTIFICATIONS	OPENINGS (2025)	2015-2025 % CHANGE	EARNINGS (2023)
Construction Laborers	Short-term on-the-job training	19,435	105%	\$41,995
Electricians	Apprenticeship	13,683	109%	\$49,171
First-Line Supervisors of Construction Trades	None	12,978	51%	\$74,172
Carpenters	Apprenticeship	9,930	28%	\$49,233
Plumbers, Pipefitters, & Steamfitters	Apprenticeship	9,305	103%	\$50,722
General and Operations Managers	Moderate-term on-the-job training	7,206	198%	\$86,715
Heating, Air Conditioning, & Refrigeration Mechanics and Installers	Long-term on-the-job training	6,063	48%	\$49,108
Logisticians & Project Management Spec.	None	5,887	1,629%	\$80,974
Construction Equipment Operators	Moderate-term on-the-job training	5,881	66%	\$54,808
Cement Masons, Concrete Finishers and Terrazzo Workers	Moderate-term on-the-job training	5,253	36%	\$50,128

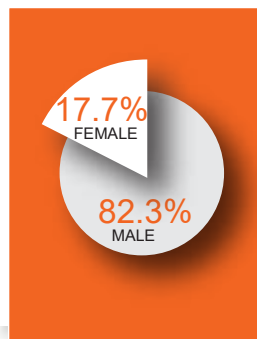
SOURCE: Lightcast, Mar. 2024

# TALENT ACQUISITION

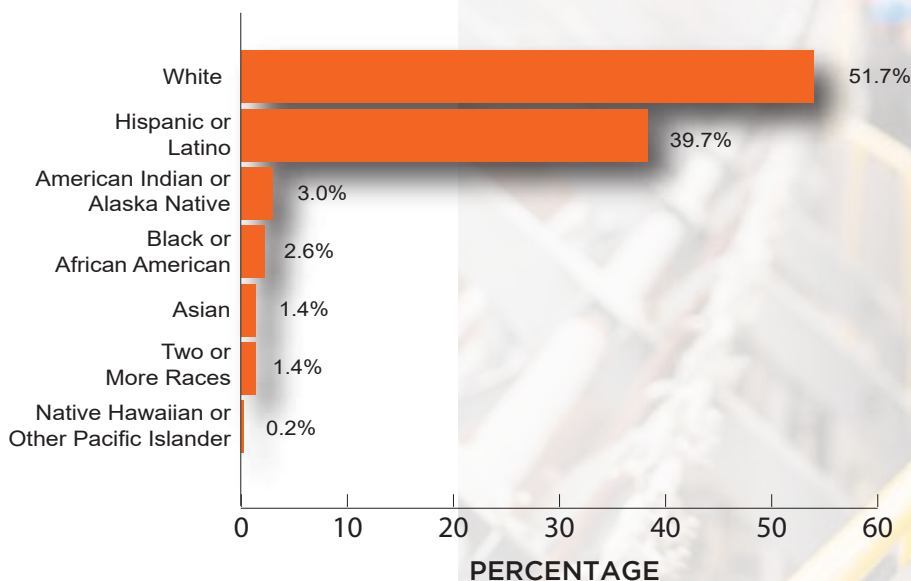
## AGE BREAKDOWN



## GENDER BREAKDOWN



## RACE/ETHNICITY BREAKDOWN



## STAFFING DEMOGRAPHICS

AGES	HIRES	SEPERATIONS
Age 14-18	1,534	1,380
Age 19-21	6,943	6,260
Age 22-24	8,191	7,364
Age 25-34	32,127	28,864
Age 35-44	35,277	31,669
Age 45-54	31,035	27,823
Age 55-64	22,641	20,317
Age 65+	8,570	7,680

## EXPERIENCE BREAKDOWN

MIN EXPERIENCE	% OF TOTAL
No Experience	46%
0 - 1 Years	16%
2 - 3 Years	20%
4 - 6 Years	15%
7 - 9 Years	2%
10+ Years	2%

# CAREER PATHING

## Top five occupations by educational attainment and median hourly wages.

### HIGH SCHOOL DIPLOMA

Carpenters	\$22.40
Electricians	\$23.53
Plumbers, Pipefitters, & Steamfitters	\$24.16
Operating Engineers & Equipment Operators	\$26.64
Supervisors of Construction Trades	\$35.23

### ASSOCIATES DEGREE

Radio, Cellular, & Tower Equipment Installers & Repairs	\$22.12
Drafters	\$25.25
Architectural and Civil Drafters	\$28.31
Electrical and Electronics Drafters	\$29.11
Mechanical Drafters	\$30.84

### BACHELORS DEGREE

Cost Estimators	\$35.83
Accountants and Auditors	\$37.46
Civil Engineers	\$39.41
Construction Managers	\$41.46
General & Operations Managers	\$41.62

SOURCE: Lightcast, Mar. 2024

# PROFESSIONAL SKILLS

The construction 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 Listing
- Management of Personnel Resources

SOURCE: ONET, MYNEXTMOVE.ORG

# TOP EMPLOYERS

### EMPLOYER WITH MOST JOB OPENINGS

- Advanced Ag
- J.F. Shea
- ABM Industries
- EMCOR Group
- Johnson Controls
- Coolsys
- Brightview
- Integrated Electrical Systems Communications
- RPM Living
- Sundt Construction

SOURCE: Lightcast, Feb. 23 - Jan. 24

# TOP CERTIFICATIONS

### MOST POSTED CERTIFICATIONS

- OSHA 30
- EPA 608 Technician Certification
- Commercial Driver's License (CDL)
- OSHA 10
- First Aid Certification
- Certified Safety Professional
- EPA Universal Certification
- Professional Engineer (PE) License
- Project Management Professional Certification
- Forklift Certification

SOURCE: Lightcast, Mar. 2024



# GETTING STARTED

- **Learn about certification programs** — Arizona Job Connection (<https://www.azjobconnection.gov/ada/r/training>)
- **Explore a career** — ADOT Program (<https://azdot.gov/business/business-engagement-and-compliance/job-trainingsupportive-services/construction-academy-pre>)
- **Plan for a career in Construction** — Build Your Future (<https://arizona.byf.org/>)
- **Participate in pre-apprenticeship programs**— EVIT (<https://www.evit.com>), West-MEC (<https://www.west-mec.org>), Metro Tech (<https://www.phx-hs.k12.az.us/metrotech>)
- **Enroll in a paid apprenticeship program** — State of Arizona DES ([des.az.gov/services/employment/registered-apprenticeship/apprenticeship-employers](https://des.az.gov/services/employment/registered-apprenticeship/apprenticeship-employers))
- **Volunteer and help low-income families**— Habitat for Humanity (<https://habitatcaz.org>)

# 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](https://azjobconnection.gov) to review more details regarding the training programs listed below. You can also go to [ARIZONATWORK.com](https://arizonatwork.com) to discover resources such as career assessment, workshops, job search assistance, and resume review services.

TRAINING PROVIDER	PROGRAM NAME	CATEGORY
GateWay Community College	Construction Trades: Electrical	Electrical
Arizona Roofing Industry Joint Apprenticeship	Arizona Roofing Industry Joint Apprenticeship Committee	General Construction
Habitat for Humanity Central Arizona	Construction In Training	General Construction
Inspection Training of Arizona	Full Residential Home Inspection	Inspection
National Technical Institute	HVAC/R Technician, HVAC/I Technician	Energy Management
South Mountain Community College	CCL Construction Trades: Carpentry 1, Carpentry 2	General Construction
South Mountain Community College	CCL Construction Trades: Electrical 1, Electrical 2	Energy Management
South Mountain Community College	CCL Construction Trades: Plumbing 1, Plumbing 2	General Construction
The Refrigeration School (RSI)	Apartment Maintenance Pathway	General Construction
The Refrigeration School (RSI)	Electro-Mechanical Technologies - HVAC	Energy Management
The Refrigeration School (RSI)	Welding Specialist	Equipment Operating
UEI College	Electrician Technician	Energy Management
UEI College	Heating, Ventilation & Air Conditioning	Energy Management
Vocational Training Institute	Advanced Welding Training Program	Equipment Operating
Vocational Training Institute	HVAC/R Basic Refrigeration Training	Energy Management
Vocational Training Institute	HVAC/R Entry Level Technician Training	Energy Management
Vocational Training Institute	Process Piping Welding Training Program 80 Hours	Equipment Operating
Vocational Training Institute	Welding 287	Equipment Operating
Vocational Training Institute	Welding: Plate and Pipe	Equipment Operating



TRAINING PROVIDER	PROGRAM NAME
Regional District Council Training Trust (Ironworkers #847)	Reinforcing Metal Worker
Rummel Construction, Inc.	Operating Engineer, Construction Craft Laborer
S&H Steel	Structural Steel Worker
Salt River Pima-Maricopa Indian Community	Dry-Wall Applicator, Electrician, Maintenance, Heating & Air-Conditioner,
	Operating Engineer, Plumber, Bricklayer, Carpenter, Cement Mason,
	Electrician, Building Maintenance Repairer, Painter, Roofer, Plumber
Salt River Project JACC	Electrician, Heating & Air-Conditioner Install/Ser, Line Installer-Repairer,
	Maintenance Repairer, Industrial, Cable Splicer, Electric Meter Repairer,
	Instrument Technician, Line Repairer, Painter
Silent-Aire/ Johnson Controls	Pipe Fitter, Plumber, Electrician
Southwest Carpenter and Affiliated Trades Joint App.	Dry-Wall Applicator, Cabinetmaker, Carpenter, Dry-Wall Applicator, Millwright,
	Plasterer, Acoustical Specialist
Southwest Line Constructors Area-Wide Joint App.	Electrician, Substation
Sun Valley Masonry Inc	Cement Mason, Cement Mason Concrete Finisher
Sundt Construction Inc	Pipe Fitter, Form Builder Carpenter, Operating Engineer
Western Electrical Contractors Association, Inc.	Electrician
Wilson Electric Services Corp	Electrician



# 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
ABA Education Trust Fund	Heating & Air-Conditioner, Operating Engineer, Pipe Fitter, Plumber Carpenter, Electrician, Form Builder, Construction Equipment Mechanic Operating Engineer Sheet Metal Worker, Sheet Metal Worker, Sign Erector
ADT Commercial	Protective-Signal Installer
Aero Automatic Sprinkler Company	Fire Sprinkler Fitter Apprenticeship
AZ Chapter, Associated General Contractors of America	Electrician, Maintenance, Operating Engineer, Truck Crane Operator, Cement Mason, Diesel Mechanic, Structural Metal Fabricator & Fitter Equipment Mechanic, Operating Engineer, Construction Craft Laborer Asphalt Paving Mach. Operator, Constr Manager
Arizona Heat & Frost Insulators & Allied Workers JATC	Composite Plastic Fabricator
Arizona Laborers Training and Apprenticeship	Construction Craft Laborer
Arizona Masonry Council Central	Bricklayers & Mason
Arizona Pipe Trades Joint Apprenticeship Committee	Pipefitter, Plumbing, Refrigeration Mechanic
Arizona Public Service Company	Electrician, Line Maintainer, Electric Meter Repairer, Line Repairer, Maintenance Machinist, Power-Plant Operator Instrument Mechanic
Arizona Roofing Industry JATC	Roofer
Arizona Sheet Metal Joint Apprenticeship and Training	Heating & Air-Conditioner, Sheet Metal Worker, Air & Hydronic Balancing Tech.
Association of the Wall and Ceiling Industry of Arizona	Drywall Applicator Specialist, Painter-Decorator, Drywall Finisher
Central Arizona Project	Electrician, Maintenance, Heating & Air-Conditioner Install/Ser Operating Engineer, Truck Crane Operator, Painter, Stationary Engineer
Cintas Fire Protection	Special Hazards Fire Suppression System Tech
City Of Mesa	Electrician, Substation, Line Installer-Repairer, Electric Meter Installer I
City of Phoenix	Heating & Air Conditioning Mechanic & Installer, Landscape Technician, Electrician, Maintenance, Truck Driver- Heavy, Construction Craft Laborer Instrumentation & Controls Technician
Comfort Systems USA Southwest	Heating & Air-Cond. Install/Ser, Pipe Fitter, Plumber, Sheet Metal Worker
DP Electric, Inc.	Electrician
Eclipse Automation Southwest LLC	Electrician, Maintenance
Elevator Constructors Local 140	Elevator Constructor
Empire Southwest LLC	Operating Engineer
Finishing Trades Institute of Arizona -JATC	Taper, Drywall Finisher, Painter, Painter-Decorator, Indust Coating & Lining App
Hylan West Inc	Construction Craft Laborer, Construction Driver
Independent Electrical Contractors Association	Line Repairer, Electrician
Ironworkers JAT	Reinforcing Metal Worker, Structural Steel Worker
Maricopa Community College District	Carpenter, Maintenance, Electrician, Heating & Air-Conditioner Install/Ser Plumber, Painter
McCarthy Building Companies Inc.	Craft Laborer, Electrician, Operating Engineer, Residential Wireman
Okland Construction	Form Builder Carpenter
Palo Verde Nuclear Generating Station	Electrician, Welder-Fitter
Phoenix Bricklaying & Tile Setting A&TC	Bricklayer, Firebrick & Refractory
Phoenix Electrical JATC	Electrician
Plasterers And Cement Masons Jac, Local 394	Cement Mason, Plasterer



CITY OF PHOENIX

A proud partner of the [americanjobcenter](http://www.americanjobcenter.com) network

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

