

Manufacturing Labor Force & Training Needs



City of Phoenix



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

INDUSTRY OVERVIEW

AVERAGE SALARY



\$61,218

% CHANGE OF WORKFORCE SINCE 2016



21%

EMPLOYED



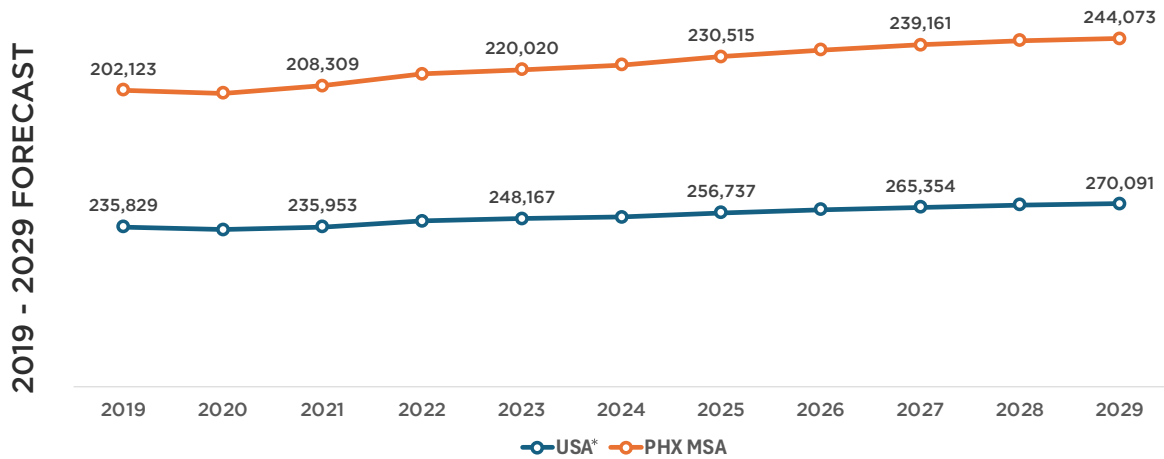
230,515

COMPANIES



4,423

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



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

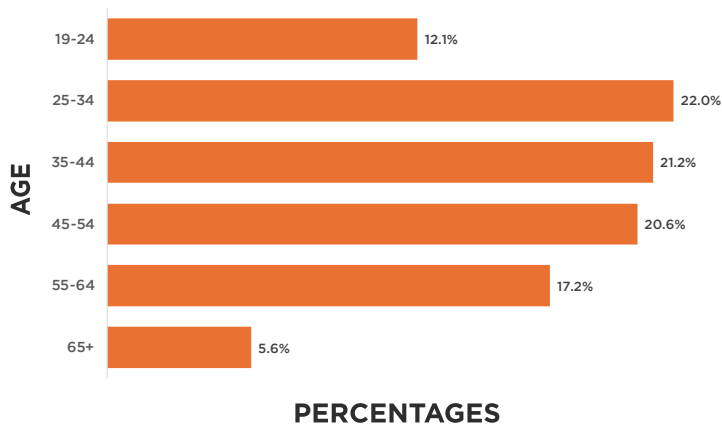
Source: Lightcast, Phoenix MSA, 2025

STAFFING PROJECTIONS

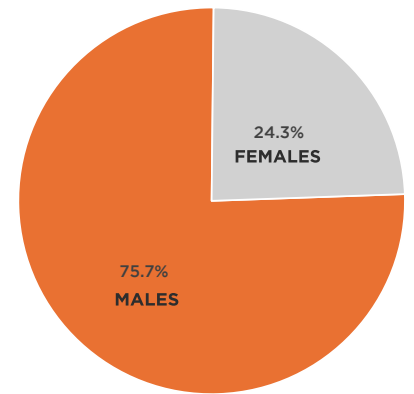
HIGHEST DEMAND	TRAINING	JOBS (2028)	2025-2028 % CHANGE	EARNINGS (2025)
Industrial Truck and Tractor Operators	Short-term on-the-job training	13,458	7%	\$47,319.26
First-Line Supervisors of Mechanics, Installers, and Repairers	None	9,376	6%	\$75,190.28
Laborers and Freight, Stock, and Material Movers, Hand	Short-term on-the-job training	61,305	5%	\$39,630.98
Production, Planning, and Expediting Clerks	Moderate-term on-the-job training	9,114	5%	\$56,049.16
First-Line Supervisors of Production and Operating Workers	None	7,174	5%	\$74,119.57
Inspectors, Testers, Sorters, Samplers, and Weighers	Moderate-term on-the-job training	7,299	4%	\$50,155.32

TALENT ACQUISITION

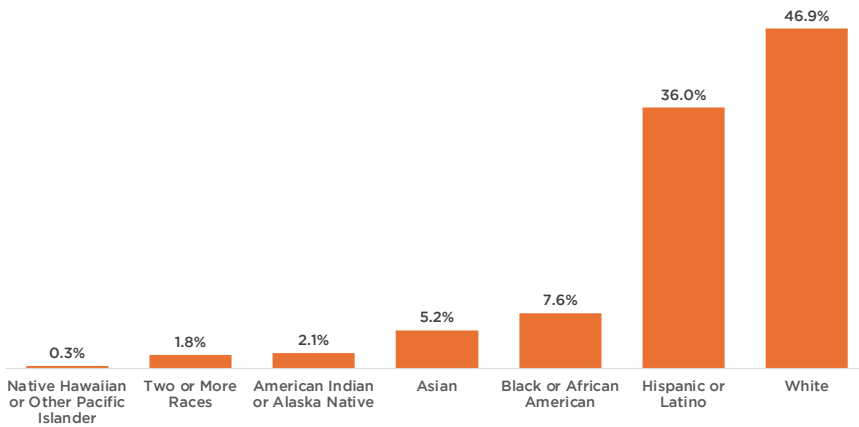
AGE BREAKDOWN



GENDER BREAKDOWN



RACE/ETHNICITY BREAKDOWN



STAFFING DEMOGRAPHICS

AGES	HIRE	SEPERATIONS
14-18	2,093	2,132
19-24	14,788	15,009
25-54	12,679	12,791
55-64	24,812	25,033
65+	3,866	3,910

EXPERIENCE BREAKDOWN

MIN EXPERIENCE	% OF TOTAL
No Experience	46%
0 - 1 Years	12%
2 - 6 Years	34%
7 - 9 Years	4%
10+ Years	3%

CAREER PATHING

Top five occupations by educational attainment and median hourly wages.

HIGH SCHOOL DIPLOMA

Transportation, Storage, and Distribution Managers	\$45.98
Stationary Engineers and Boiler Operators	\$38.12
Semiconductor Processing Technicians	\$37.53
Boilermakers	\$37.11
Medical Appliance Technicians	\$36.56

ASSOCIATE'S DEGREE

Avionics Technicians	\$41.32
Electrical and Electronic Engineering Technologists and Technicians	\$38.46
Aircraft Mechanics and Service Technicians	\$38.40
Calibration Technologists and Technicians	\$38.09
Electro-Mechanical and Mechatronics Technologists and Technicians	\$37.71

BACHELOR'S DEGREE

Architectural and Engineering Managers	\$89.66
Aerospace Engineers	\$67.02
Electronics Engineers	\$65.72
Industrial Production Managers	\$62.18
Natural Sciences Managers	\$62.15

Source: Lightcast, Phoenix MSA, 2025

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

TOP EMPLOYERS

EMPLOYER WITH MOST JOB OPENINGS

Aerotek

Honeywell International

Northrop Grumman

Kelly Services

Randstad

TOP QUALIFICATIONS

MOST POSTED QUALIFICATIONS

Forklift Certification

Security Clearance

Professional Engineer (PE) License

Airframe & Powerplant (A&P) Certificate

Certified Safety Professional

