



MARICOPA
COMMUNITY COLLEGES

Maricopa County Environmental Scan Summary Results

August 2025



MARICOPA
COMMUNITY COLLEGES

Enterprise Performance Office
Workforce Analytics



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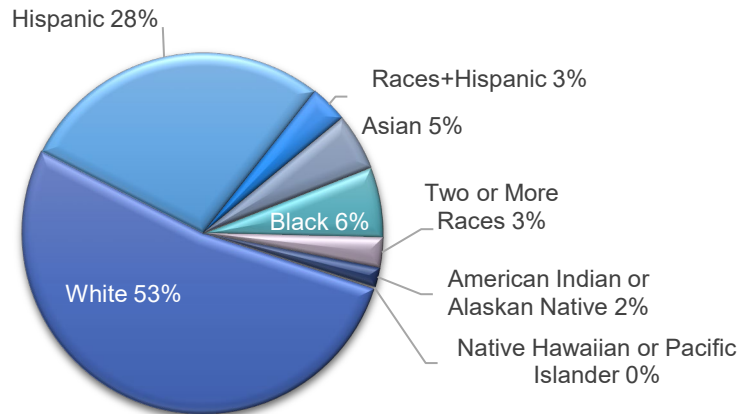
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Socio Demographic Information

Area	2025 Population (Millions)	2035 Population (Millions)	Change	Percent Change
Maricopa County	4,633,277	4,844,156	210,879	4.6%
Arizona	7,516,433	7,874,200	357,767	4.8%
U.S.	338,069,885	351,646,240	13,576,355	4.0%

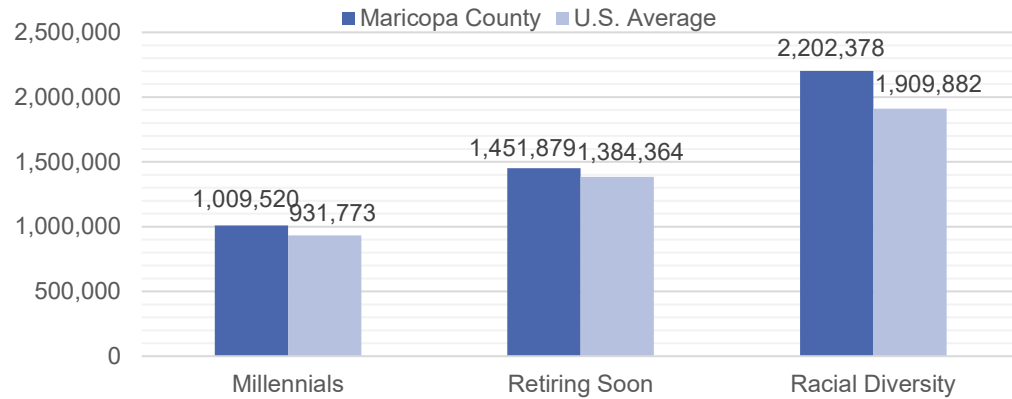
Ethnicity/Race	Population 2025	Change 2035	Growth Rate
White	2,430,899	-108,788	-4%
Hispanic	1,305,925	105,808	8%
Races + Hispanics	156,455	28,535	18%
Asian	234,932	72,678	31%
Black	290,632	56,722	20%
2 + Races	123,487	43,521	35%
American Indian	80,900	10,087	12%
Native Hawaiian/PI	10,047	2,317	23%



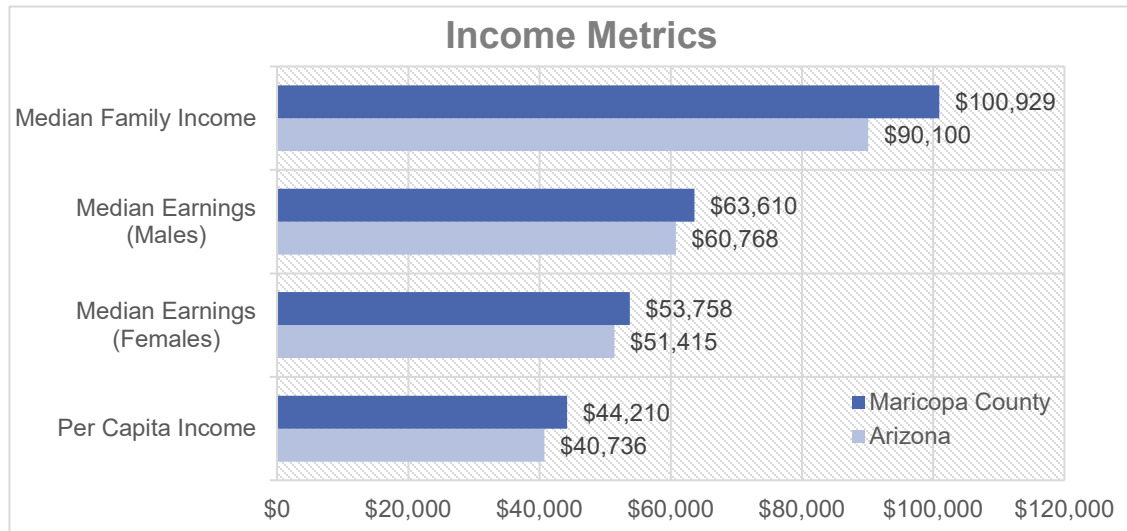
- Maricopa County represents 62% of the population of the state of Arizona
- Expected to grow at 4.6% between 2025 and 2035
- Numerically, Hispanics and Asians will grow the most
- As a percentage, Two or More Races and Asians will have the greatest growth
- White and Hispanics represent 81% of the service area
- Blacks and Asians represent 11%



Socio Demographic Information (2)



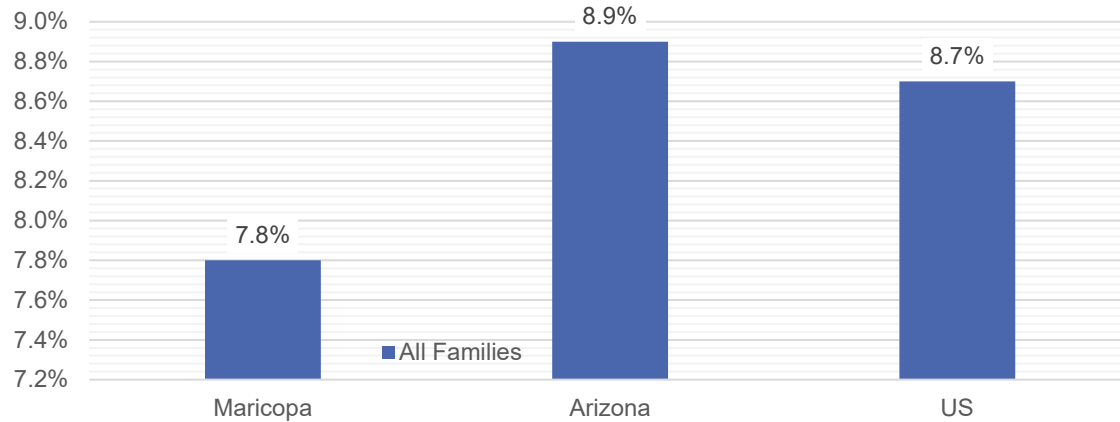
- There are 442,359 more people in Maricopa County that are Retiring Soon when compared to incoming Millennials
- Racial diversity in Maricopa County is greater than the national average by 292,496 people



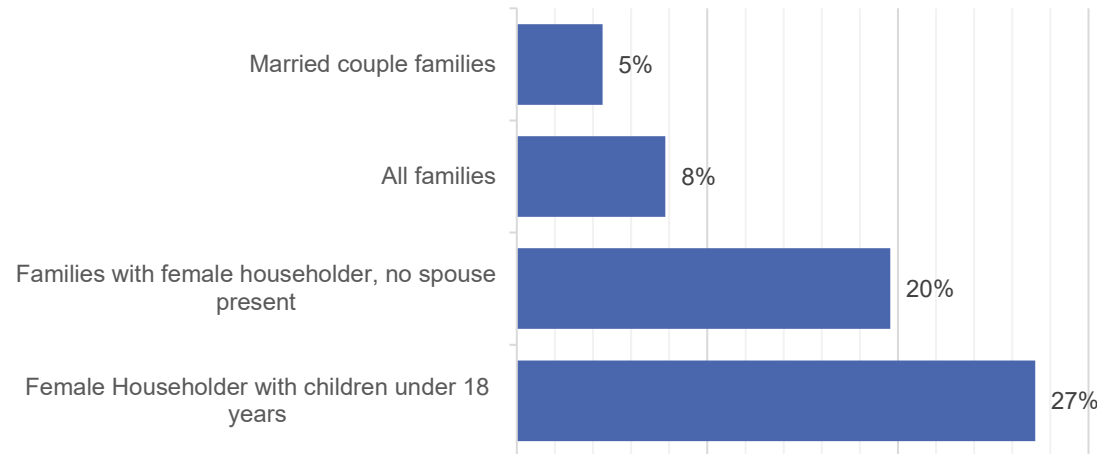
- Maricopa County is higher in income metrics when compared to the state of Arizona
- The male/female income gap is \$9,852 in Maricopa County



Socio Demographic Information (3)



- Maricopa County's poverty level is 1.1% below the state of Arizona and 0.9% above the U.S.



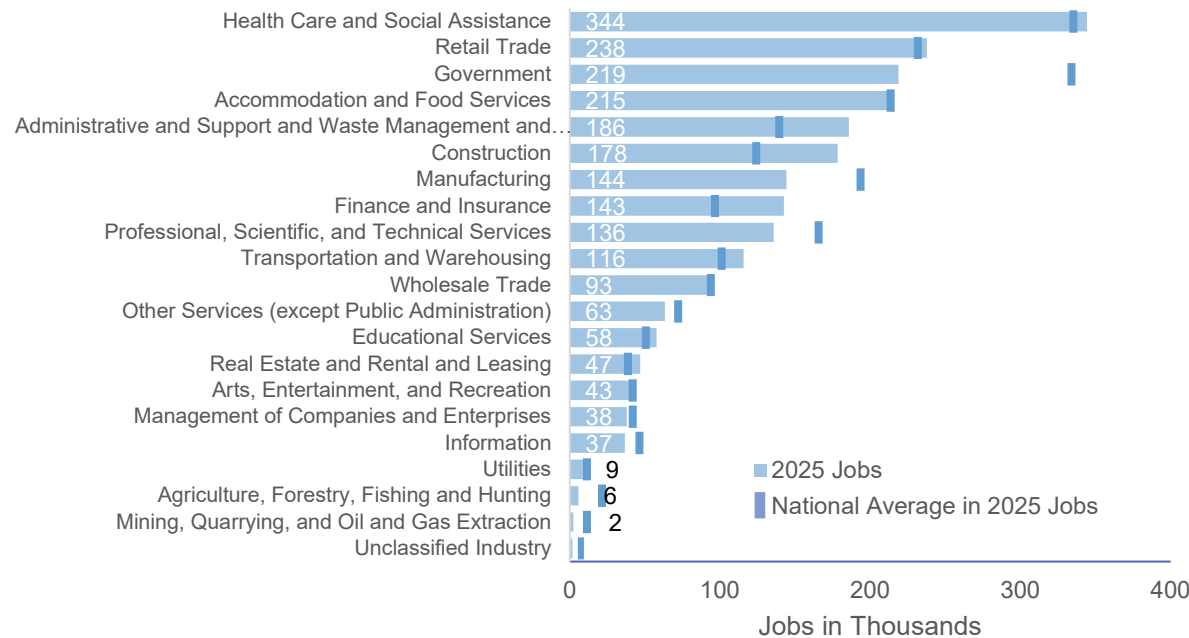
- Poverty levels are as high as 27% for female head of households with children under 18 years of age
- Poverty is lowest for married couple families

Industry



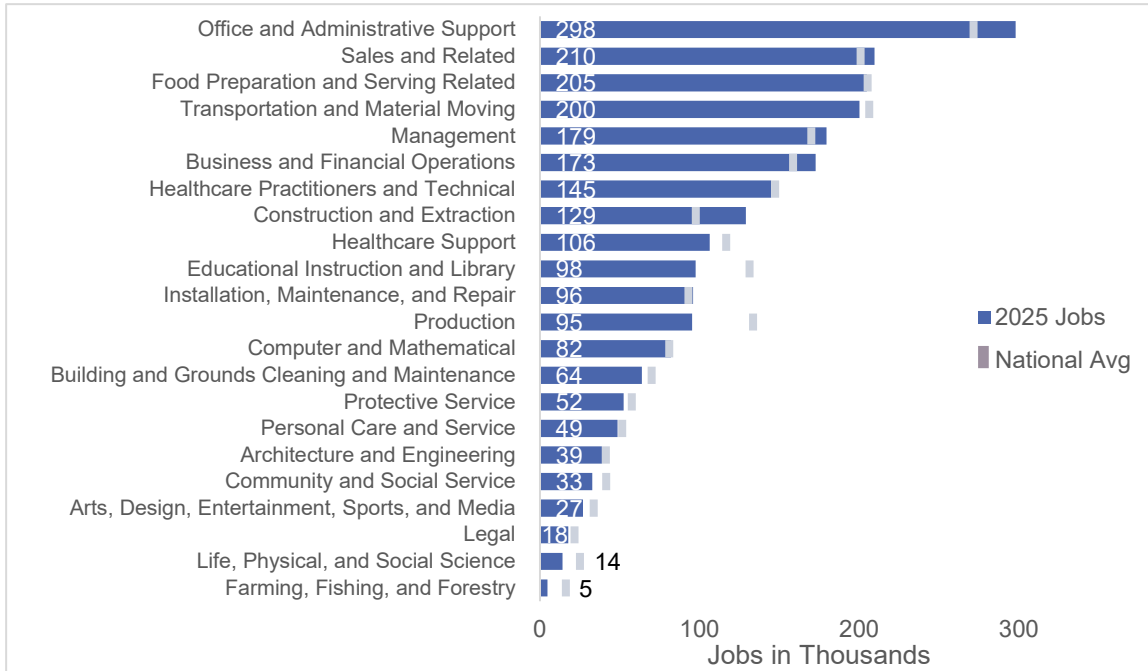
Area	Jobs (2025) Millions	Cost of Living	Gross Regional Product	Imports	Exports
Maricopa County	2,509,917	17.4% Higher	\$400.2B	\$217.3B	\$272.9B
Arizona	3,770,290	2.8% Higher	\$538.3B	\$363.9B	\$426.7B
U.S.	170,622,459	Reference	\$28.7T	NA	12.5T

- Maricopa County accounts for 74% of the state of Arizona’s Gross State Product (GSP)



- Health Care and Social Assistance, and Retail Trade are the top two industries by employment
- Other important industries in the county include Finance and Insurance, Construction, and Manufacturing

Occupations

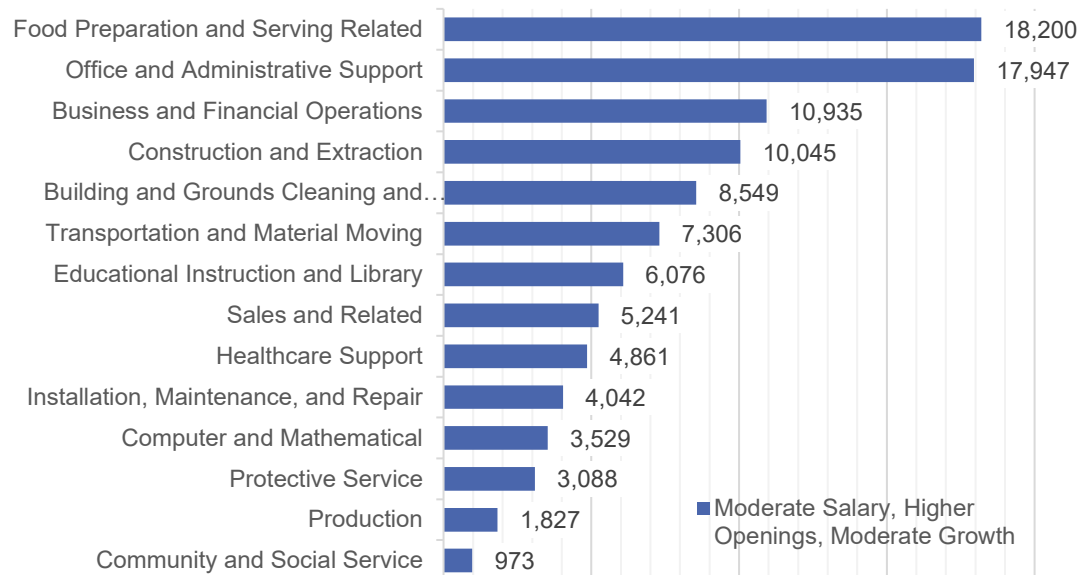
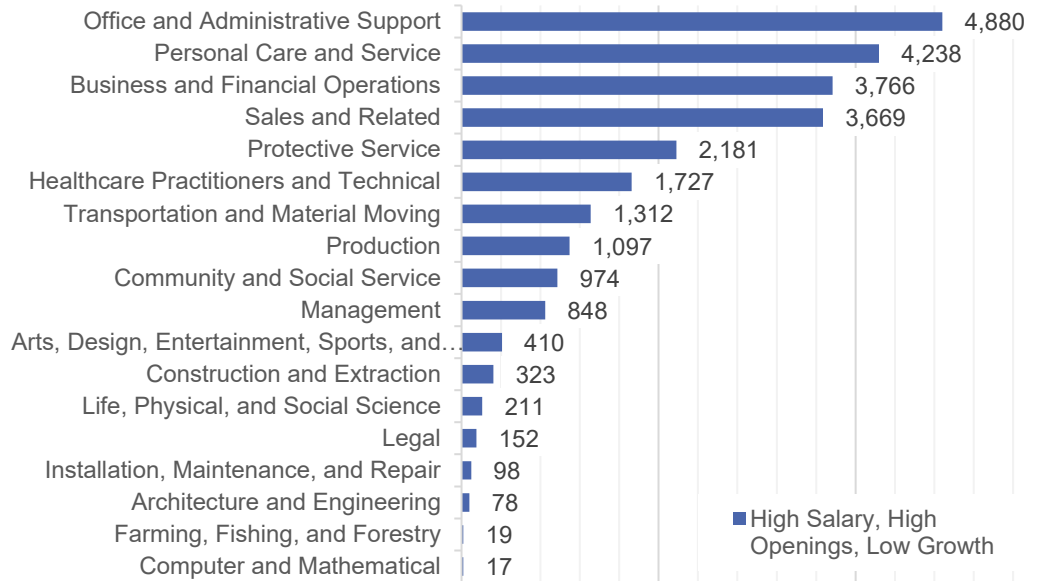


- 12.9% of workers in Maricopa County are employed in Office and Administrative Support occupations. This is followed by 9.1% in Sales and Related occupations, and 8.8% in Food Preparation and Serving Related
- Healthcare Practitioners and Technical, and Transportation and Material Moving occupations are expected to have the strongest job growth in the coming decade
- Construction and Extraction, and Office and Administrative Support occupations have high concentrations of employment in Maricopa County when compared to the nation as a whole
- Among the highest median salaries for occupations are Management, Computer and Mathematical, and Legal occupations with \$109.8K, \$102.8K and \$99.8K respectively





Cluster Analysis

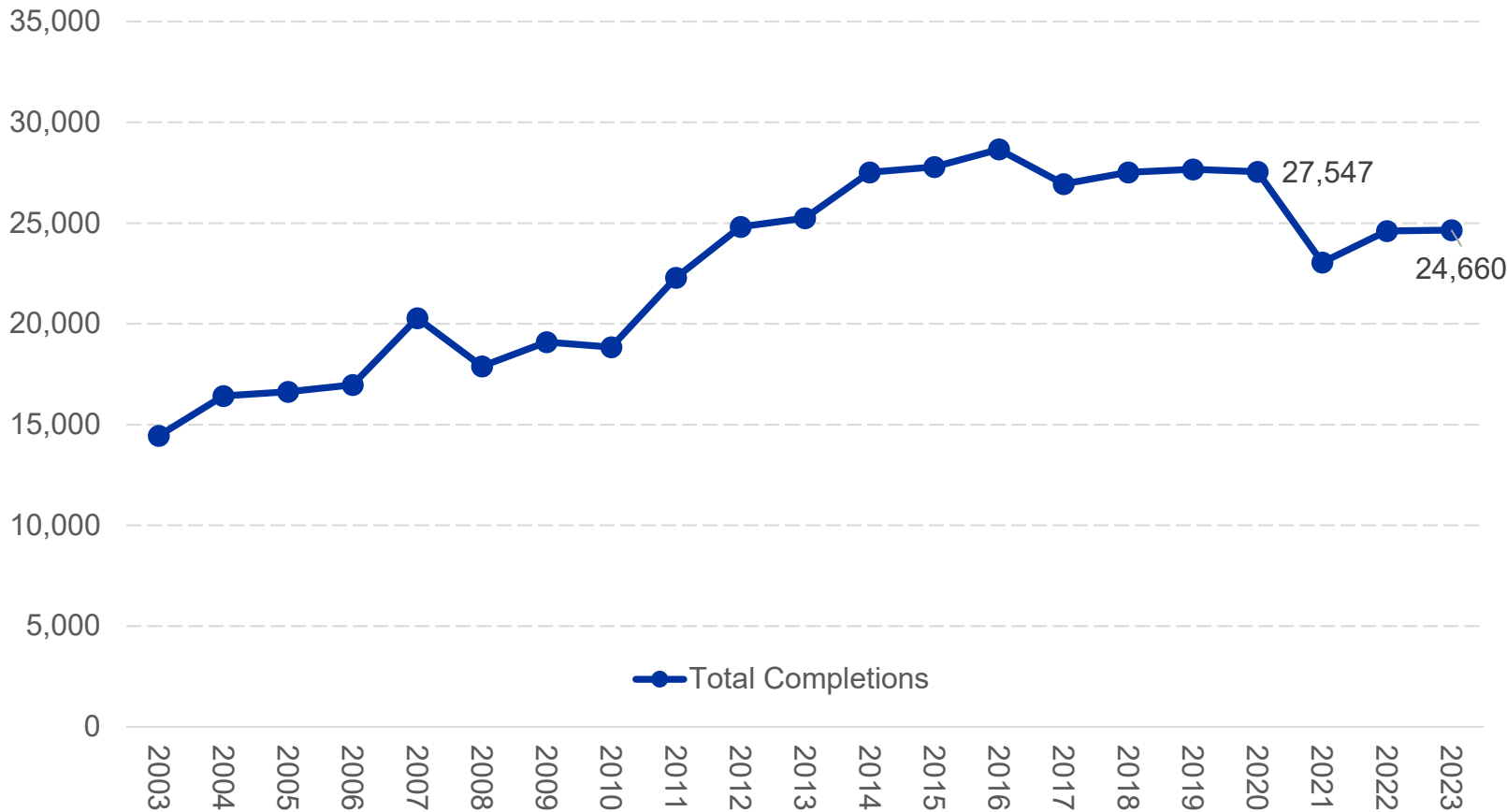


- Cluster analysis help us choose occupations with similar characteristics
- Created “in-house” statistical algorithms based on machine learning and AI
- The adjacent graphs include the two clusters with the best attributes, and job openings by 2-digit SOC code
- For a full list of all the jobs please refer to the following excel file

[Access the List](#)



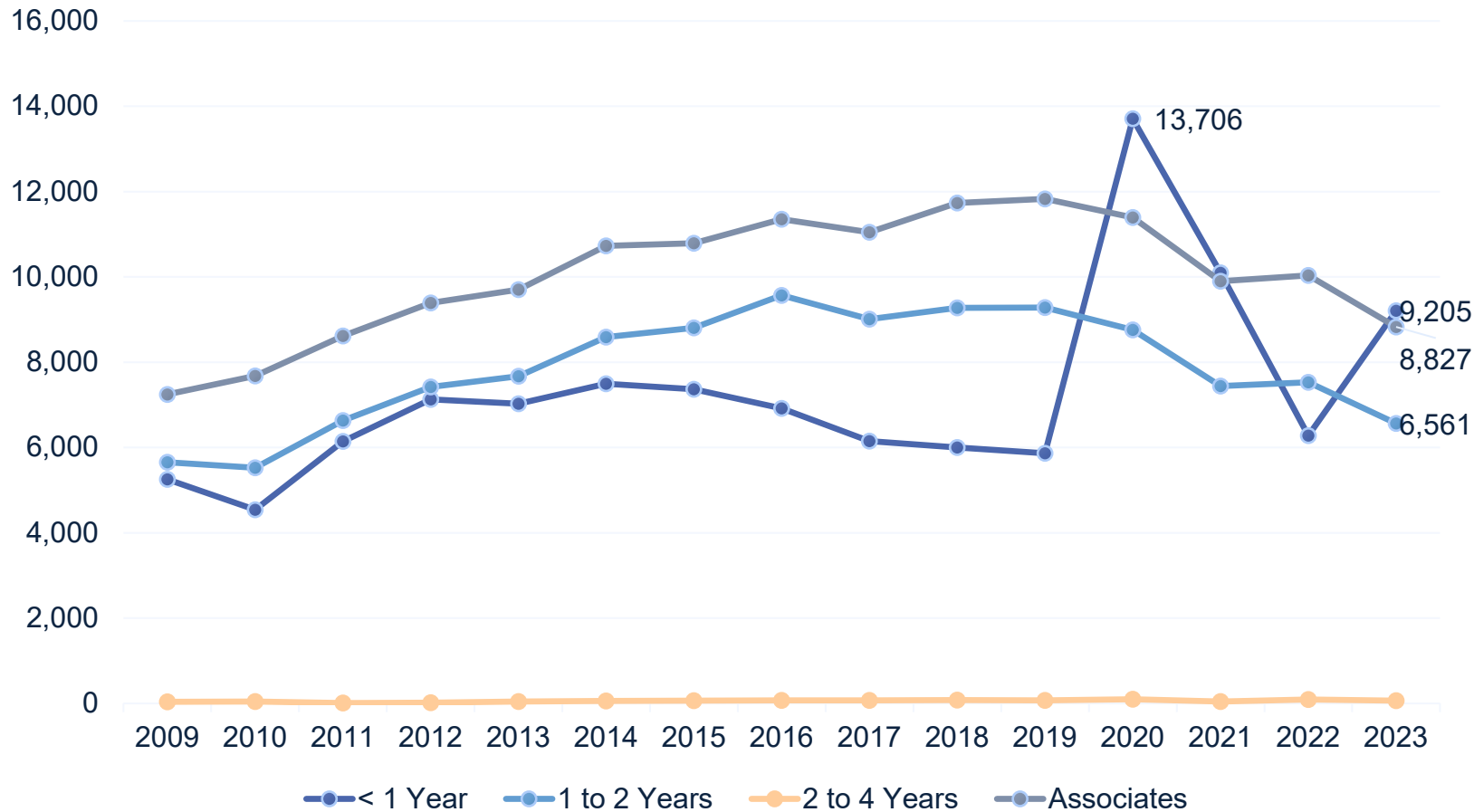
Completion Trends



- Completions were steady until 2020
- A 16% decline is observed in 2021
- There were 24,660 completions in 2023



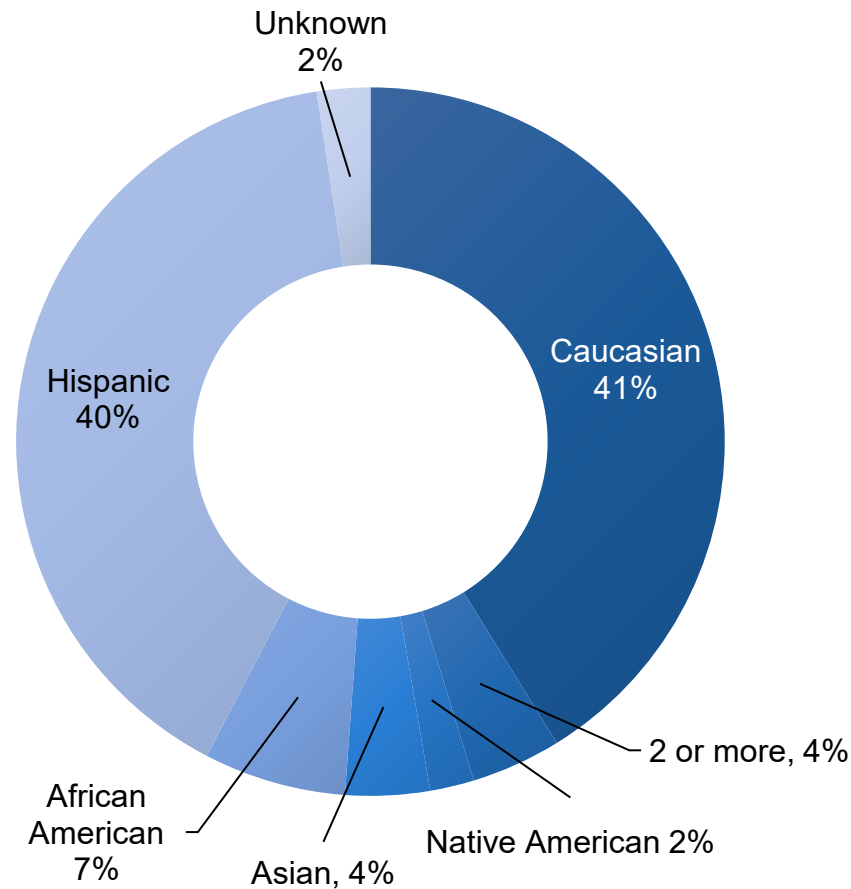
Completion Trends (2)



- Heavily dependent on Associates (45%) and <1 Year awards (36%).
- 17% of completions are awards 1-2 year in length



Completion Trends (3)



- Caucasians and Hispanics account for 80% of the awardees.

Completion Trends (4)



Categories	Significantly Growing	Stagnantly Growing	Stagnantly Declining	Significantly Declining	Grand Total
Visual and Performing Arts	Associate	<1 Year, 1-2 Yrs.			4,221
Health Professions	Associate			<1 Year, 1-2 Yrs.	4,074
Business	Associate, 1-2 Yrs.	<1 Year			3,945
Liberal Arts and Sciences	Associate				2,976
Homeland Security, Law Enforcement, Firefighting		Associate, <1 Year	1-2 Yrs.		1,913
Mechanic and Repair	Associate, 1-2 Yrs., <1 Year				1,564
Computer and Information	Associate, 1-2 Yrs., <1 Year				1,551
Multi/Interdisciplinary Studies	Associate, 1-2 Yrs., <1 Year				964
Construction Trades	Associate, <1 Year				627
Education	Associate, <1 Year	1-2 Yrs.			418

*Only top 10 shown

- The Workforce Analytics Team developed an “in house” trend analysis that indicates if the awards are growing, stagnant or declining.
- Results show that 55% of graduates are in programs significantly growing
- 32% are stagnant but growing
- 13% are stagnantly declining or Significantly Declining



Remarks

- The Maricopa County population is 4.63 million and will grow 4.6% in the next decade
- All ethnic Backgrounds are expected to grow except for whites
- There are fewer Millennials when compared to people Retiring Soon by 442,000
 - *Labor Shortages?*
- Per Capita Income is \$44,210
- Family Income is \$100,929
- Male to female income gap is \$9,852



Remarks (2)

- 7.8% of Maricopa County residents are below the poverty level
- 8.9% of Arizona state residents are below the poverty level
- The poverty rate for female householders with children under 18 is 27%
- Maricopa County accounts for 67% of Arizona's employment, and 74% of Gross State Product (GSP)



Remarks (3)

- Health Care and Social Assistance, and Retail Trade are the largest industry employers in Maricopa County
- Office and Administrative Support, and Sales and Related are the two largest occupational categories in Maricopa County
- Construction and Extraction, and Office and Administrative Support occupations have high concentrations of employment in Maricopa County when compared to the U.S.
- Management, Computer and Mathematical, and Legal occupations are the best paying



Remarks (4)

- 24,660 Completions
 - Lower levels post pandemic are observed*
 - 45% Associates*
 - 17% on 1-2 Year Awards*
 - 36% <1Year*

Reference - Industry



MARICOPA
COMMUNITY COLLEGES

Industry	2025 Jobs	2035 Jobs	Change	Percent Change	Employment Concentration	Current Wages, Salaries, & Proprietor Earnings	2024 GRP
Health Care and Social Assistance	344,269	416,522	72,252	21%	Average	\$68,697	\$34.6 B
Retail Trade	237,829	250,073	12,244	5%	Average	\$48,602	\$29.1 B
Government	218,728	230,886	12,158	6%	Low	\$74,637	\$27.0 B
Accommodation and Food Services	214,780	239,894	25,114	12%	Average	\$31,940	\$13.3 B
Administrative, Waste and Remediation	185,746	187,726	1,980	1%	High	\$55,464	\$18.5 B
Construction	178,392	210,224	31,831	18%	High	\$82,324	\$25.7 B
Manufacturing	144,298	156,320	12,022	8%	Low	\$97,561	\$31.3 B
Finance and Insurance	142,541	148,429	5,888	4%	High	\$104,492	\$44.3 B
Professional, Scientific, and Technical	135,719	149,279	13,560	10%	Low	\$106,453	\$26.9 B
Transportation and Warehousing	115,753	134,849	19,096	16%	High	\$62,312	\$14.1 B
Wholesale Trade	92,663	99,324	6,661	7%	Average	\$106,680	\$27.8 B
Other Services	63,332	71,359	8,027	13%	Average	\$53,312	\$7.7 B
Educational Services	57,862	64,567	6,705	12%	High	\$53,143	\$5.0 B
Real Estate and Rental and Leasing	46,895	50,951	4,056	9%	High	\$78,560	\$21.2 B
Arts, Entertainment, and Recreation	43,030	50,529	7,499	17%	Average	\$60,988	\$4.7 B
Management of Companies and Enterprises	37,969	47,076	9,107	24%	Average	\$123,587	\$6.7 B
Information	36,724	38,247	1,523	4%	Low	\$128,628	\$17.5 B
Utilities	8,722	9,474	752	9%	Average	\$137,188	\$7.2 B
Agriculture, Forestry, Fishing and Hunting	5,783	5,619	(164)	(3%)	Low	\$51,792	\$1.0 B
Mining, Oil and Gas Extraction	2,416	2,877	461	19%	Low	\$144,862	\$2.8 B



Reference - Occupations

Occupations	2025 Jobs	2035 Jobs	Percent Change	2025 Openings	Employment Concentration	Median Earnings	Automation Risk
Management	179,401	201,599	12%	17,551	Average	\$109,795.84	Low Risk
Business and Financial Operations	172,630	187,416	9%	16,302	High	\$75,994.54	Low Risk
Computer and Mathematical	82,124	94,159	15%	6,776	Average	\$102,812.83	Low Risk
Architecture and Engineering	38,844	43,789	13%	3,477	Average	\$97,669.01	Low Risk
Life, Physical, and Social Science	14,006	16,329	17%	1,606	Low	\$76,530.18	Low Risk
Community and Social Service	32,695	39,508	21%	3,938	Low	\$53,613.65	Low Risk
Legal	17,677	20,175	14%	1,533	Average	\$99,833.74	Low Risk
Educational Instruction and Library	97,570	105,035	8%	9,889	Low	\$53,958.36	Low Risk
Arts, Design, Entertainment, Sports, and Media	26,969	29,591	10%	3,166	Low	\$52,486.48	Low Risk
Healthcare Practitioners and Technical	144,719	170,870	18%	12,540	Average	\$93,121.39	Low Risk
Healthcare Support	106,257	131,534	24%	19,074	Average	\$38,102.40	Low Risk
Protective Service	52,392	56,471	8%	7,020	Average	\$48,834.48	Low Risk
Food Preparation and Serving Related	204,648	228,818	12%	43,843	Average	\$35,864.41	High Risk
Building and Grounds Cleaning	63,850	68,855	8%	9,558	Average	\$37,457.71	High Risk
Personal Care and Service	48,601	56,282	16%	10,279	Average	\$36,237.43	Low Risk
Sales and Related	209,615	221,463	6%	29,710	Average	\$38,879.43	Low Risk
Office and Administrative Support	297,969	302,520	2%	37,130	High	\$47,157.59	Low Risk
Farming, Fishing, and Forestry	4,741	4,710	(1%)	708	Low	\$35,511.03	High Risk
Construction and Extraction	129,050	150,750	17%	15,261	High	\$57,251.12	High Risk
Installation, Maintenance, and Repair	95,972	107,650	12%	10,681	Average	\$55,223.38	High Risk
Production	95,285	102,117	7%	11,837	Low	\$47,394.54	High Risk
Transportation and Material Moving	200,151	225,736	13%	30,012	Average	\$42,869.89	High Risk