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*ENVIRONMENTAL SCAN —  
MARICOPA COUNTY*

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**MARICOPA**  
COMMUNITY COLLEGES

JULY 31, 2025



**MARICOPA**  
COMMUNITY COLLEGES

Enterprise Performance Office  
Workforce Analytics

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# Environmental Scan

## Maricopa County

The purpose of this analysis is to provide socio demographic, economic, and institutional information for Maricopa County in efforts to assess and create new educational options for people in the region. It is not the intent of the Enterprise Performance Office to dictate program creation, but rather show workforce economic and social drivers in the area surrounding the campus. For this purpose, data from the [Census Bureau Dashboard](#) (Census Bureau) was employed and includes income related metrics in the area, labor force characteristics, industry employment, household income brackets, and poverty levels. In addition, [The Integrated Post-Secondary Education Data System \(IPEDS\)](#) was consulted to determine programs that historically have been successful at MCCC. Finally, [a data dashboard was created](#) to consult occupations in Maricopa County.

## Socio Demographic Information

### Population Characteristics

The Maricopa County service area has a current population of 4,633,277 and is projected to grow 4.6% between 2025 and 2035 to 4,844,156. This growth is 0.2 percentage points lower than the projected rate for the state of Arizona. The Maricopa County service area accounts for 61.6% of the total population of the state of Arizona in 2025 and will account for 61.5% in 2035.

Area	2025 Population	2035 Population	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%

Figure 1: Current and Projected Population for Selected Areas  
 Source: Lightcast Demographic Overview

***Comment: The population of Maricopa County is projected to grow 4.6% by 2035, at a rate 0.2% slower than the state of Arizona as a whole.***

### Population by Age

With regards to population by age groups, all cohorts in Maricopa County are expected to grow by 2035 except those under the age of 24. In percentage terms, the 65 and older cohort is expected to grow by the largest count and percent (14.0%), followed by 40-54-year-olds at 11.3%, and 25-39-year-olds at 6.7%. Additionally, the 0-14-year-old population is expected to account for 16.1% of the total population of Maricopa County by 2035, down from 17.3% when compared to 2025.

Currently, the highest count by age bracket are people between 25-39 with 1,009,520, followed by the 40-54 cohort with 866,509. Incoming labor force (ages 15-24) is numerically and proportionally larger than retiring labor force (ages 55-64) signaling an adequate incoming labor force.

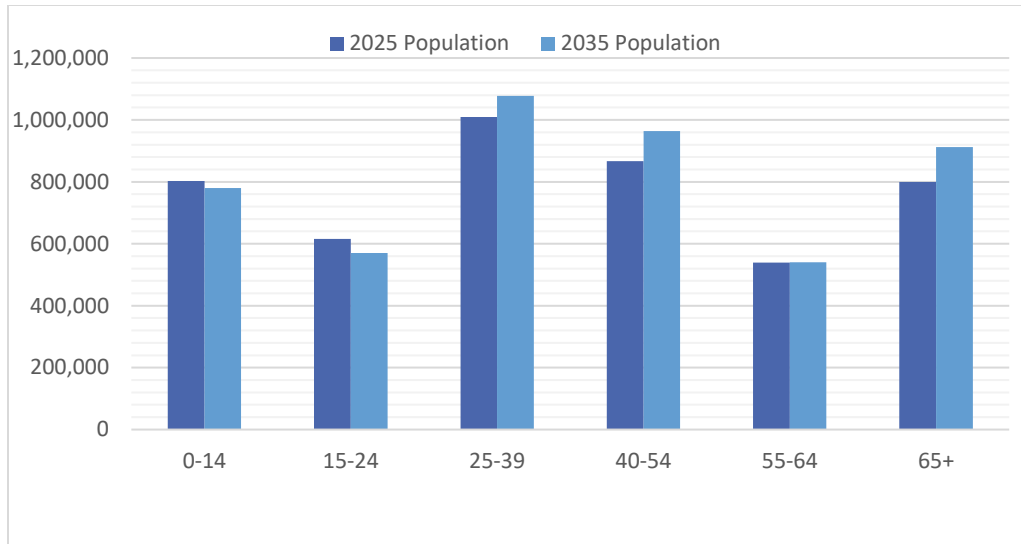


Figure 2: Population by Age Cohort Maricopa County,  
Source: Lightcast Demographic Overview

**Comment:** People 39 and younger represent 52% of Maricopa County’s population in 2025. Incoming labor force outweighs soon-to- retire cohorts which guarantees labor force succession.

### Population by Race/Ethnicity

In 2025 the race/ethnicity of Maricopa County was comprised of 52% Whites, 28% Hispanics, 6% Blacks, 5% Asians, 3% a combination of all races plus Hispanics, 3% two or more races, and 2% Native American/Pacific Islanders. Between 2025 and 2035, the population of Two or More Races will experience the highest growth rate (35%) reaching over 167,000 people. This is followed by Asians at 31%, Native Hawaiian/Pacific Islanders at 23%, and Blacks at 20%. Hispanics are projected to grow 8%, while White communities are expected to decline 4%.

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%

Table 1: Ethnic/Race Growth  
Source: Lightcast Demographic Overview

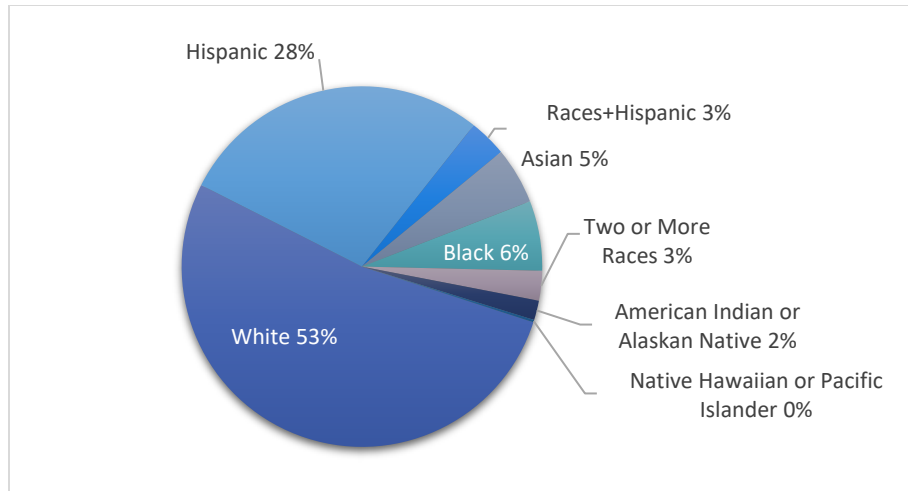


Figure 3: Population Share by Race/Ethnicity (2025) - Source: Lightcast Demographic Overview

**Comment:** By 2035 Maricopa County will be somewhat more diverse than today, with the fastest growth in population of two or more races. Hispanics account for the largest share with regards to ethnicity, while White communities are expected to lose more than 108,000 people in the coming decade.

### Population Characteristics

The population of Maricopa County includes 1,009,520 millennials (ages 25-39), which is more than the national average of 931,773 for an area of similar size. Retirement levels in Maricopa County are slightly higher than the U.S. average. The national average for an area of similar size is 1,384,364 people 55 or older, while Maricopa County 1,451,879. Note that the millennial population is lower than retiring soon by 442,359 people. Racial diversity is higher than average for Maricopa County. The national average for an area of similar size is 1,909,882 racially diverse people, while Maricopa County is 2,202,378, a difference of 292,496 people if compared to the national level.

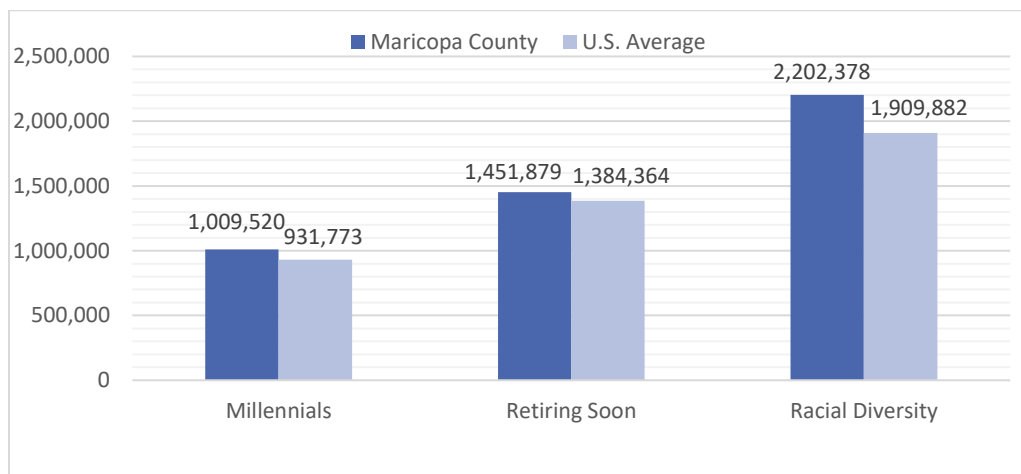


Figure 4: Population Characteristics – Source: Lightcast Economy Overview

**Comment:** In 2025, when compared to the national average for an area of similar size, Maricopa County was higher than the national average for millennials and slightly higher for people retiring

soon (55 and older). Maricopa County is 15% more diverse if compared to areas of similar size in the U.S.

### Earnings

Per capita income for Maricopa County is \$44,210 and median family income (income of a household in which the individuals are related, mother, father, sons, etc..) is \$100,929. The median earnings for fulltime male workers are higher than for fulltime female workers, with male earnings of \$63,610 and females \$53,758. This represents a difference of \$9,852. In terms of public assistance income, social security income and supplemental security income averages \$16,363.

City	College Area	Per Capita Income Avg.	Difference from County
<b>Chandler- Gilbert</b>	10 - Mile Radius	\$47,338	\$3,128
<b>Estrella Mountain</b>	10 - Mile Radius	\$33,160	-\$11,050
<b>Gateway</b>	10 - Mile Radius	\$42,908	-\$1,302
<b>Glendale</b>	10 - Mile Radius	\$35,281	-\$8,929
<b>Mesa</b>	10 - Mile Radius	\$45,542	\$1,332
<b>Paradise Valley</b>	10 - Mile Radius	\$55,100	\$10,890
<b>Phoenix College</b>	10 - Mile Radius	\$40,934	-\$3,276
<b>Rio Salado</b>	10 - Mile Radius	\$47,303	\$3,093
<b>Scottsdale</b>	10 - Mile Radius	\$55,426	\$11,216
<b>South Mountain</b>	10 - Mile Radius	\$45,295	\$1,058
<b>County Wide</b>	All Zip Codes	\$44,210	\$0

Table 2: Per Capita Income for Zip Codes in the Maricopa County  
Source: American Community Survey 5-Year Avg 2023– Table DP03

Earnings in Maricopa County are slightly higher than the average for the state. There is a difference of \$3,474 in per capita income when comparing the \$44,210 per capita income of the county to the \$40,736 state average. By comparison, the median family income for Maricopa County is \$100,929, which is greater than the state by a difference of \$10,829.

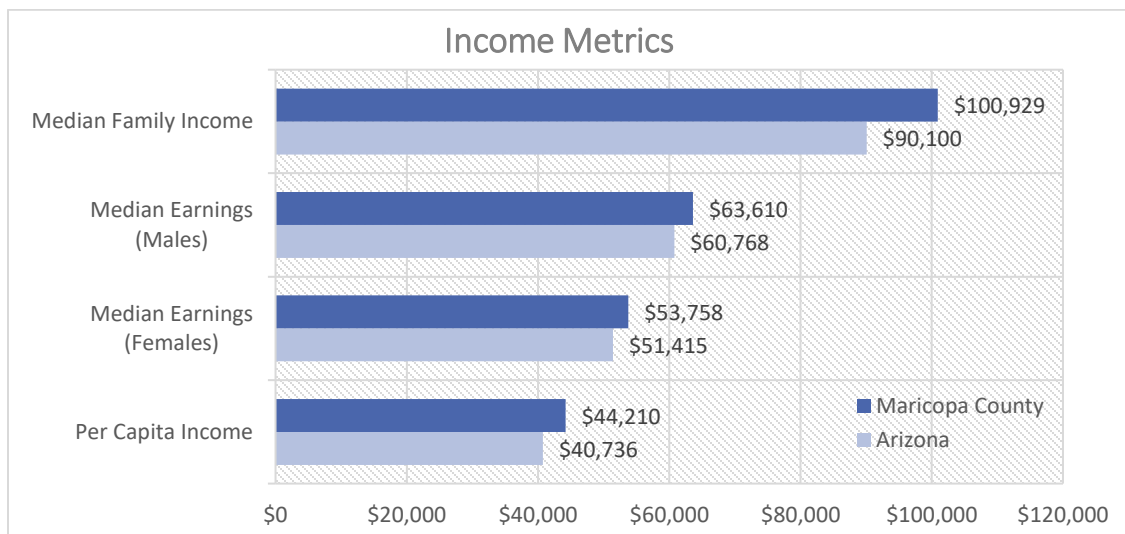


Figure 5: Income Figures for Maricopa County.  
Source: American Community Survey 5-Year Avg 2023– Table DP03

*Comment: Earnings in Maricopa County are higher than the State average. Median Family Income in the county is close to \$11,000 more than the state of Arizona.*

### Household Distribution by Income

There is a total of 1,676,377 households in Maricopa County which represents 60% with respect to Arizona with an average household income of \$114,775 This compares to \$104,138 for Arizona.

Twenty seven percent of households in Maricopa County earn less than \$50,000 annually which is 5 percentage points less than the share for Arizona; the concentration of households with incomes higher than \$100,000 is 42% of the total in the area and is 4.3% points above the state average of 38%.



Figure 6: Population Distribution by Income. Source ACS 5-Year Average, Table DP03

*Comment: The average household income in Maricopa County is greater than the state. The largest bracket of income observed is between \$100,000 and \$149,900 (19%).*

### Poverty levels

Overall, 7.8% of families in the Maricopa County fall below the poverty level. This rate is less than Arizona (8.9%) and the US (8.7%).

Out of the 19-poverty metrics reported in the American Community Survey it is found that households with females as the head with no spouse present have higher poverty levels (20%). The poverty level rises to 27% if the householder is female with children under the age of 18 years, this is lower than the state rate of 30%. In contrast, married families exhibit the lowest poverty rates. For example, the percent of married couple families below poverty level in the county is only 5%, the lowest rate on average found in the data set.

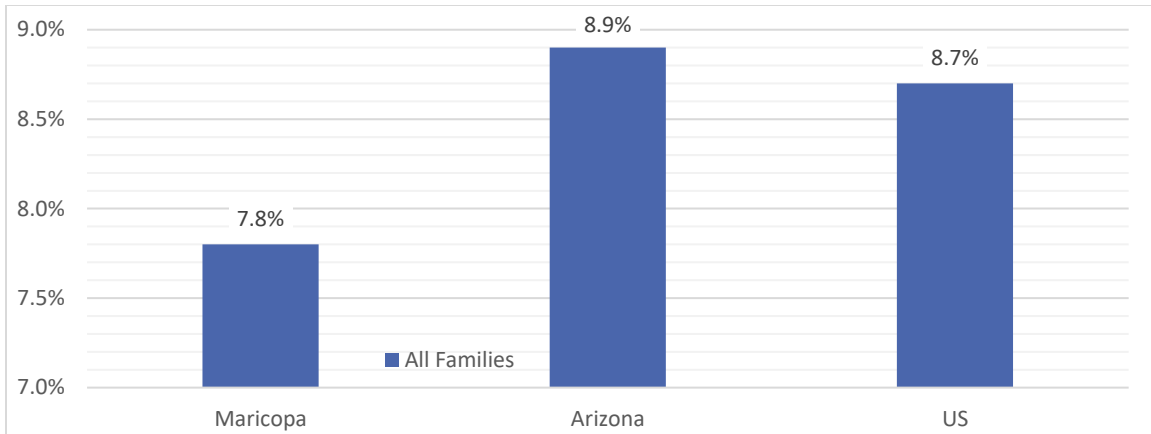


Figure 7: Percent of Families Whose Income is Below Poverty Levels

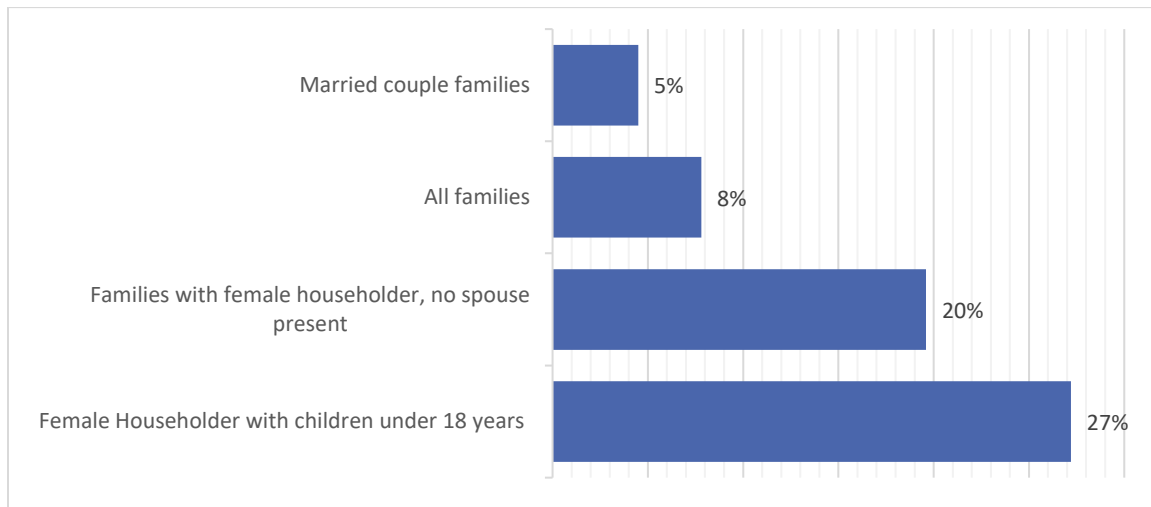


Figure 8: Poverty Levels under different Characteristics, Maricopa County  
Source: ACS 5-Year Average Table D03

*Comment: Maricopa County has lower poverty rates than the state and the US. In general, female leading households have higher poverty rates than households with married couples by, in instances, at disproportionate rates.*

## Employment

### Economic Characteristics

There are 2,509,917 people currently employed in Maricopa County, or 66.6% of total employment in the state of Arizona. Cost of Living in the county is 17.4% higher than that of the nation as a whole. Gross Regional Product (GRP) which measures the final market value of all goods and services produced in the region is valued at \$400.2 billion, or 74.3% of Gross State Product (GSP) in Arizona. The county's imports (the amount of money leaving the region to foreign and external domestic sources) and exports (money received in the region through foreign and external domestic sources) account for 59.7% and 64.0%, respectively, if compared to the state of Arizona.

Area	Jobs (2025)	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

Table 3: Selected Economic Indicators for Maricopa County  
Source: Lightcast Economy Overview

**Comment:** Maricopa County accounts for 67% of Arizona’s jobs and 74% of Gross State Product, as well as \$217 billion in imports and \$273 billion in exports.

### Industry Composition

With regards to industry composition, the largest employment sector in Maricopa County is Health Care and Social Assistance with 344,269 jobs, followed by Retail Trade with 237,829, and Government with 218,728. Between 2025 and 2035, Health Care and Social Assistance is projected to see the largest numeric growth in employment, adding 72,252 new jobs or 21%. This is followed by Construction and Accommodation and Food Services with 31,831 and 25,114 new jobs respectively. With regards to percentage growth, Management of Companies and Enterprises is projected to increase 24%, adding 9,107 new jobs by 2035. In terms of industry concentration, Finance and Insurance is 1.52 times more concentrated in Maricopa County when compared to the nation as a whole, while Construction is 1.47 times, and Administrative and Support and Waste Management and Remediation Services is 1.36 times more concentrated than the rest of the nation on average. Maricopa County benefits from a number of high wage industries. For example, in 2025 wages, salaries, and proprietor earnings per worker for Mining averaged \$144,862, while Utilities stood at \$137,188. Accommodation and Food Services and Retail Trade observed the lowest earnings with \$31,940 and \$48,602 respectively.

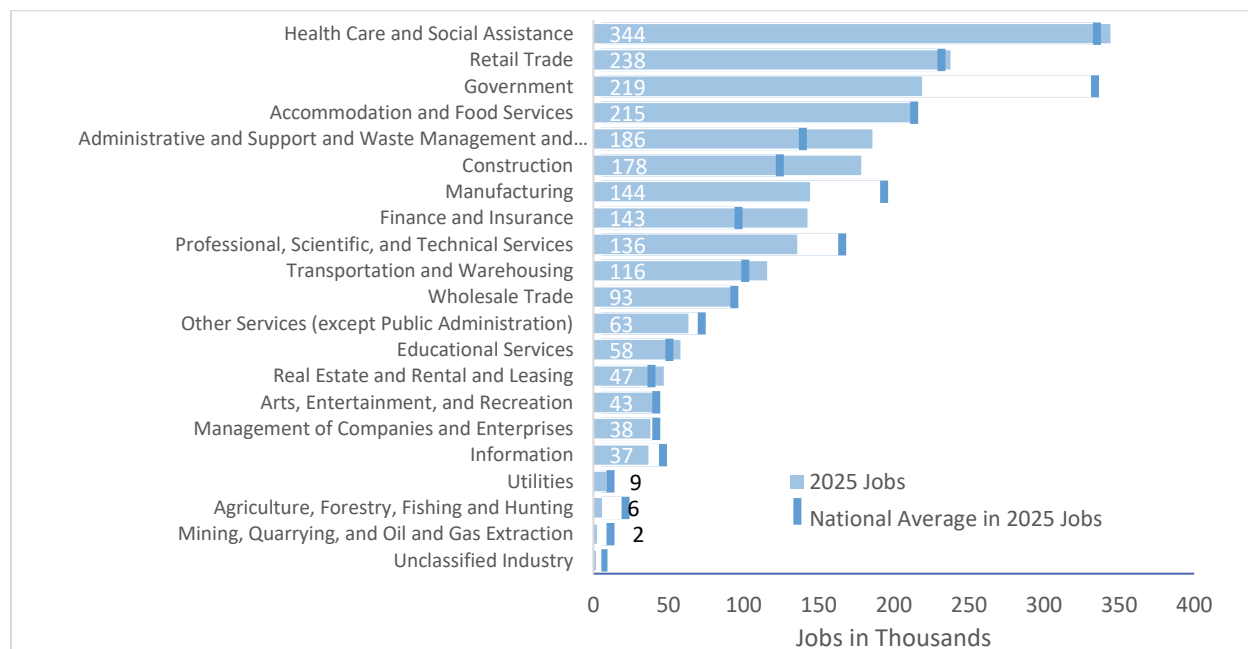


Figure 9: Largest Industries by Employment – Maricopa County, 2025  
Source: Lightcast Economy Overview

*Comment: Health Care and Social Assistance, Retail Trade, and Government are the top three highest job generator industries in Maricopa County. Healthcare and Social Assistance is projected to add the most jobs in the coming decade. Other Important Industries in the area include Finance and Insurance, Construction, and Manufacturing.*

### Occupational Composition

Over 2.5 million individuals work in Maricopa County. Of those, the largest number are employed in Office and Administrative Support occupations (12.9%), followed by Sales and Related Occupations (9.1%), Food Preparation and Serving Related occupations (8.8%), Transportation and Material Moving, (8.6%), Management (7.7%), and Business and Financial Operations (7.5%). Between 2025 and 2035 Healthcare Practitioners and Technical occupations are projected to see the strongest job growth (adding 26,150 jobs), followed by Transportation and Material Moving (+25,585), Healthcare Support occupations (+25,277 jobs), Food Preparation and Serving Related (+24,170 jobs), and Management occupations (+22,199). In percent terms, Healthcare Support occupations are projected to see the largest growth in employment between 2025 and 2035 growing 24%, followed by Community and Social Service occupations increasing 21%. 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 with rates of 36% and 11% above the nation respectively. Among the highest median salaries for occupations include Management, Computer and Mathematical, and Legal occupations with \$109.8K, \$102.8K and \$99.8K respectively. The lowest paid occupations include Farming, Fishing, and Forestry occupations; Food Preparation and Serving Related; and Personal Care and Service with salaries ranging in the mid \$35Ks to the low 36Ks.



Figure 10: Occupational Categories by Employment – Maricopa County 2025

Source: Lightcast Economy Overview

*Comment: Office and Administrative Support, Sales and Related, and Food Preparation and Serving Related occupations represent the largest occupations in Maricopa County. Construction and Extraction, and Office and Administrative Support occupations are highly concentrated. Finally, Management, Computer and Mathematical, and Legal occupations offer the best paying jobs in Maricopa County.*

## Occupational Cluster Analysis

In order to identify occupations in the region that best fit college programs, the Enterprise Performance Office developed an occupational clustering methodology considering eight main factors influencing workforce. In this way decision makers are able to choose prevalent characteristics such as clusters with high paying jobs or high job openings. All the occupational data was compiled in a [Dashboard](#) for general consumption. The occupational clusters were composed of eight main attributes listed below:

1. **Risk of Automation:** An index that displays the probability of an occupation to be replaced by a process.
2. **Typical Education Entry:** The education level most often needed to enter an occupation. Typical entry-level education is reported at the national level, so alternate paths to employment may exist in a region of study.
3. **Job Experience:** Number of years in a job.
4. **10-Year Job Growth:** Percent employment change from 2025 to 2035.
5. **Number of Jobs:** Established jobs in the region.
6. **Number of Job Openings:** Jobs available for hire.
7. **Entry and Median Salary:** 50<sup>th</sup> percentile of salaries for a specific occupation.
8. **On the Job Training Required:** Short-, medium- or long-term categories, it also includes internships or no training required

The average of each characteristic is compared across eight calculated clusters (as given by an algorithm) and classified from highest to moderate to lowest. A percent of the characteristics that are moderate to high (example: high jobs, high earnings, etc...) is calculated for each cluster, the higher the percent, the better the occupational cluster is. For simplicity only entry salary, job openings and job growth are used to select the clusters in the dashboard. The following group of occupations contains high entry salary, high job openings and low growth has 78% of good attributes. Additionally, the cluster with moderate entry salary, higher job openings and moderate growth show 88% of good attributes being 44% “high” attributes and 44% moderate ones.

The Table below show Cluster A and B Characteristics:

Characteristic	High Salary, High Openings, Low Growth	Moderate Salary, Higher Openings Moderate Growth
Number of Occupations	107	50
Growth (Avg)	10%	11%
Job Openings (Total)	26,000	102,620
Entry Salary (Avg)	\$49,803	\$40,689
Percent of Good Attributes	78%	88%

Table 4: Cluster Attributes. Source: MCCCDC Enterprise Performance Office

### High Salary, High Openings, Low Growth

There are a total of 107 occupations in this group. Results from the cluster analysis show that occupations in the fields of Administrative Support, Personal Care, Business/Finance, and Sales are in high demand (Jobwise) for this area as 78% of the attributes are high or moderate. This group of jobs is high on job openings, with low growth, and high salaries. Consequently, the cluster contains occupations that require no work experience (80%), predominate occupations requiring High School Diploma or Bachelor’s Degrees (58% and 23% respectively), and no training on the job (91% of Jobs), however, this does not mean all occupations require such type. The top 10 most in demand occupations in this cluster with the highest median salaries include Securities/Commodity Agents, Sales Representatives, Buyer Agents and Construction Managers with median salaries ranging from \$62,000 to \$112,000. Figure 11 and Table 6 summarize this data, for a detail list of occupations, refer to the occupational [Dashboard](#) or [you can access the complete list in Excel](#).

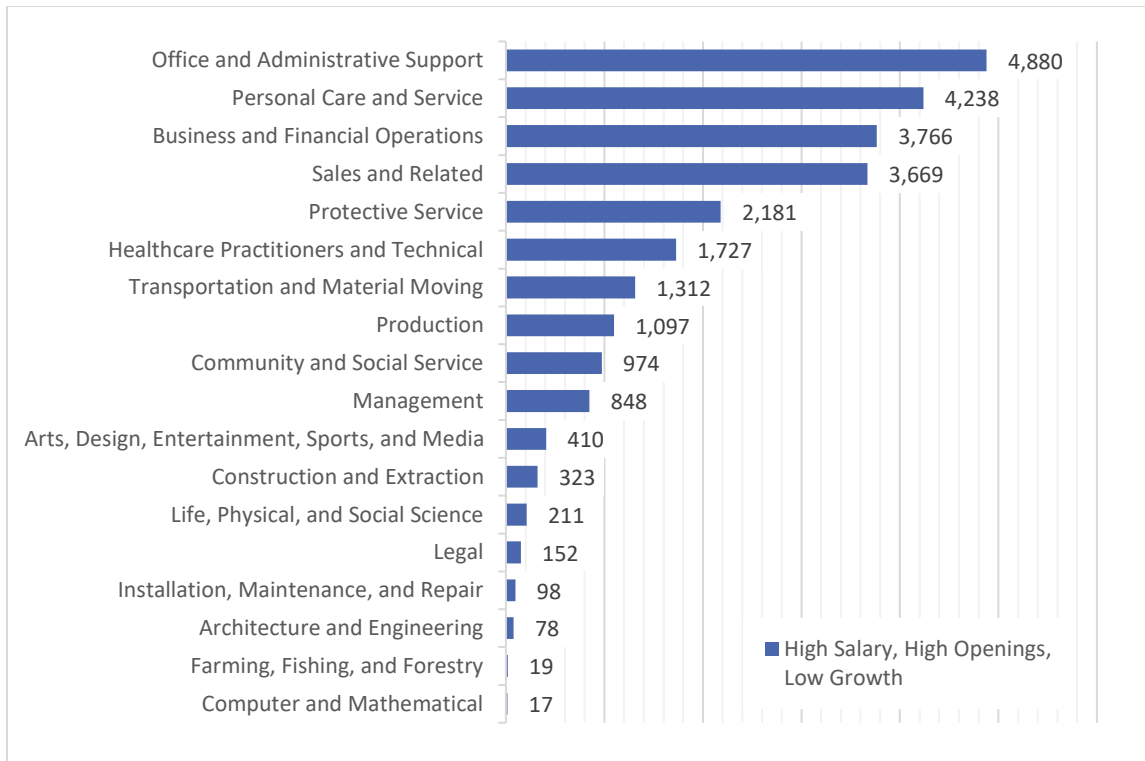


Figure 11: Job openings by occupational family, Source: MCCCDC Enterprise Performance Office

Occ Family	Occupation	Jobs 2025	Jobs 2035	Job Growth	Openings 2025	Entry Salary	Median Salary
Management	Construction Managers	7,662	9,243	21.0%	846	\$80,512	\$111,920
Protective Service	Police Officers	7,272	8,229	13.0%	708	\$67,461	\$93,958
Sales and Related	Insurance Sales Agents	7,956	9,866	24.0%	978	\$37,929	\$61,478
Transportation	Airline Pilots, Copilots, and Flight Engineers	2,017	2,095	4.0%	252	\$96,427	\$198,835
Healthcare	Pharmacy Technicians	8,193	9,655	18.0%	927	\$38,574	\$48,207

Occ Family	Occupation	Jobs 2025	Jobs 2035	Job Growth	Openings 2025	Entry Salary	Median Salary
Construction	Construction Inspectors	2,474	2,658	7.0%	323	\$56,212	\$79,164
Business and Financial Operations	Financial Examiners	1,475	1,720	17.0%	134	\$62,821	\$77,765
Personal Care and Service	Exercise Trainers and Group Fitness Instructors	4,876	5,959	22.0%	1,065	\$31,046	\$48,219
Office and Administrative	Production, Planning, and Expediting Clerks	8,243	9,046	10.0%	991	\$39,723	\$56,264
Business and Financial Operations	Compliance Officers	7,502	8,124	8.0%	686	\$47,680	\$73,381

Table 5: Cluster's Top 10 Occupations, in Maricopa.

Source: MCCCD Enterprise Performance Office

### Moderate Salary, Higher Openings, Moderate Growth

There are a total of 50 different occupations in this group with a total of 102,620 job openings. Results from the clustering show that occupations in the fields of Food Preparation, Administrative Support, Business, and Construction are in high demand jobwise for Maricopa service area as 77% of the attributes are high or moderate. In this cluster, there are 18,200 job openings for Food Preparation occupations, 17,900 openings for Administrative Support, 10,935 in Business-Finance and 10,000 occupations in Construction-Extraction. The top 10 most in demand occupations in this cluster with the highest salaries include Software Developers, Construction Supervisors, Post-Secondary Teachers and Electricians with median salaries ranging from \$60,100 to \$130,000. The weighted average salary for this cluster is \$57,144 with an expected growth of 11% in 10 years.

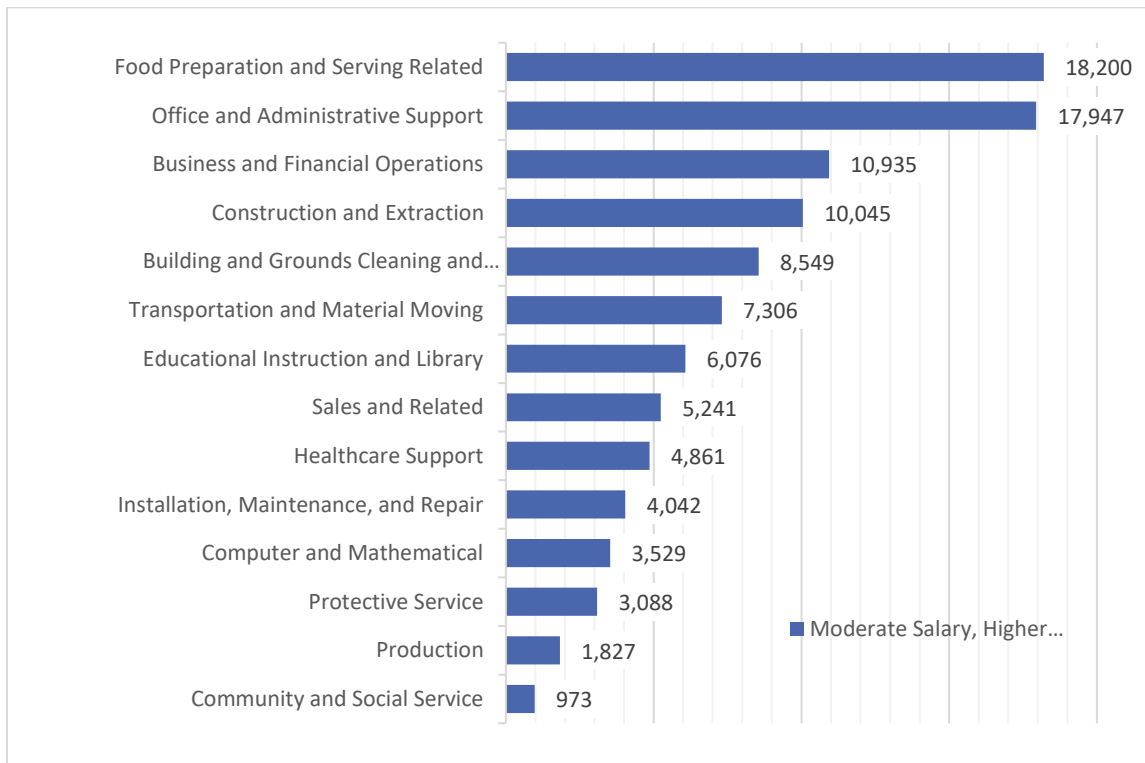


Figure 12: Top 10, Job Openings by Occupational Family, Maricopa County.

Source: MCCCCD Enterprise Performance Office

Occ Family	Occupation	Jobs 2025	Jobs 2035	Job Growth	Openings 2025	Entry Salary	Median Salary
Computer and Mathematical	Software Developers	26,912	32,899	22.2%	2,147	\$80,854	\$130,047
Construction	Electricians	17,647	22,422	27.1%	2,209	\$46,775	\$60,154
Healthcare	Medical Assistants	17,586	21,143	20.2%	2,895	\$39,054	\$46,231
Food Preparation	Cooks, Restaurant	25,268	32,077	26.9%	5,216	\$35,055	\$38,927
Transportation and Material Moving	Heavy and Tractor-Trailer Truck Drivers	30,804	34,041	10.5%	3,693	\$39,278	\$56,263
Construction	Construction Laborers	23,323	27,466	17.8%	2,545	\$37,131	\$47,123
Education	Postsecondary Teachers	19,924	22,417	12.5%	1,966	\$50,283	\$73,190
Construction and Extraction	First-Line Supervisors of Construction Trades and Extraction Workers	16,627	19,504	17.3%	1,680	\$59,892	\$79,369
Installation, Maintenance, and Repair	Maintenance and Repair Workers, General	25,704	28,601	11.3%	2,725	\$35,840	\$48,728
Business Finance	Accountants and Auditors	20,096	21,988	9.4%	1,763	\$56,303	\$80,403

Table 6: Cluster's Occupations in demand for Maricopa County.

Source: MCCCCD Enterprise Performance Office

## Completion Trends for Maricopa Community Colleges

For the academic year of 2024, Maricopa Community Colleges granted 24,660 awards between certificates and Associate's Degrees. This trend was stable until 2020 averaging 27,600. In 2021 awards fell 16% and has been steady for the past two years. It has been estimated that every year Maricopa colleges grant 374 additional awards on average with 56% of awards being granted to females and the remainder granted to male students (44%).

Mesa, Rio Salado and Glendale are the institutions yielding the largest number of awards in the Maricopa District. Together they yield 51.6% of all completions, with Mesa being the college with the largest share at 21%. By comparison, the institutions with the least number of awards were Paradise Valley and South Mountain, with 7.4% of all District awards. Between 2010 and 2023 the colleges with the fastest award growth were Estrella Mountain, Glendale and Rio Salado, which granted 103, 63 and 40 additional awards per year on average. In the short term, however, Glendale, has observed a meaningful drop in awards over a five-year period (2018-2023). During this timeframe only Gateway (including Central City) and Mesa Community College have seen increments in completions. With regards to completions by ethnicity, the district as a whole is 58.8% diverse. Paradise Valley and Scottsdale award the largest share to Caucasians with 59% and 55% respectively, while South Mountain and Estrella Mountain award the largest share to Hispanics (61% and 57%). South Mountain awards the largest share of completions to

black students with 13.5%, while Chandler-Gilbert is responsible for the largest share of awards to Asians at 5%.

The Maricopa Community Colleges are well known for being an institution that strongly supports female students, in fact, 56% of all awards are granted to females. Colleges that have higher concentrations of female graduates include Phoenix College with 67%, Estrella Mountain with 65%, Scottsdale 61%, and South Mountain with 62%. Male students account for 44% of awards district-wide, and colleges that observe significant concentrations of male completers include Mesa College and Chandler Gilbert with 54% and 50% respectively.

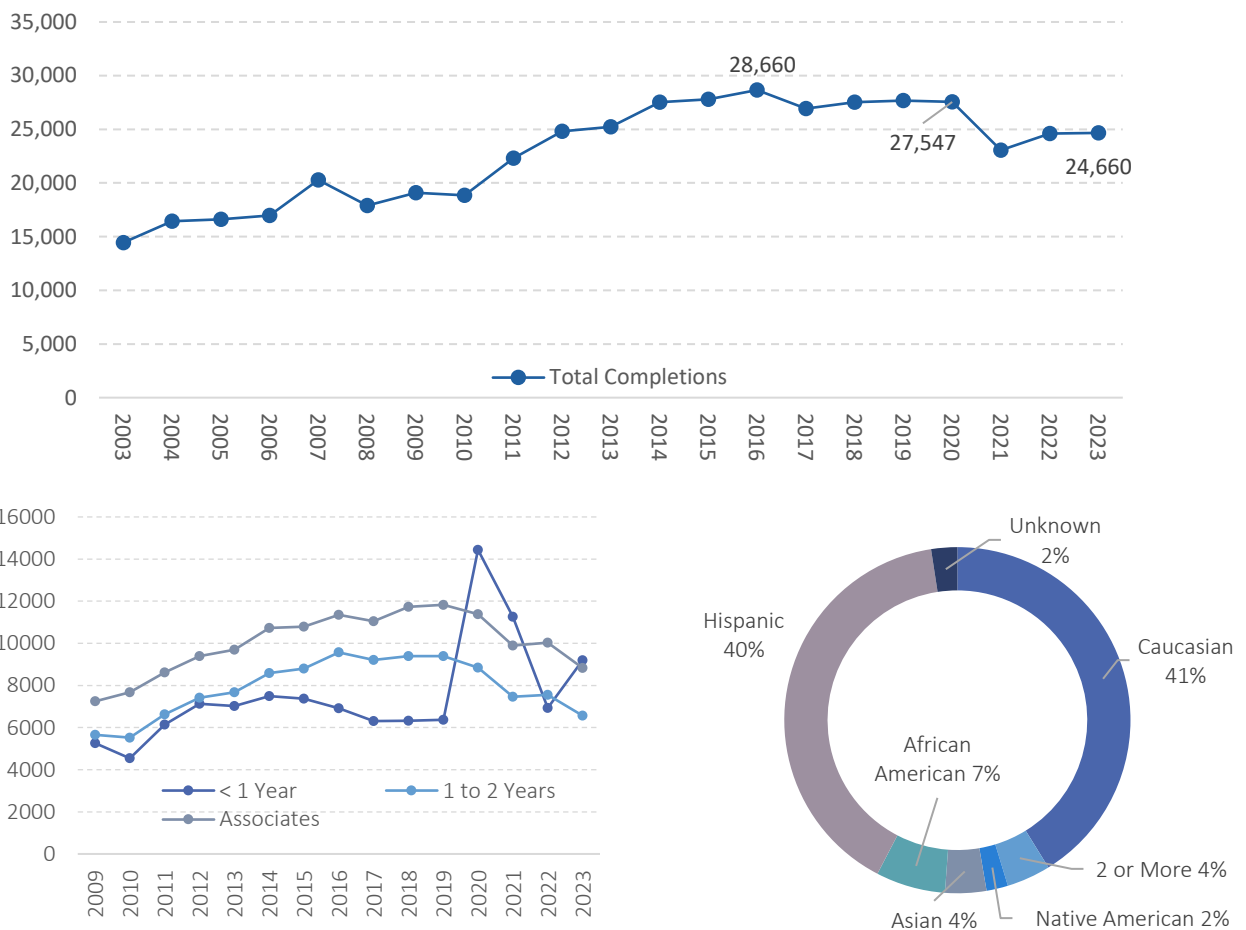


Figure 13: Completions by Award Type and Ethnic Distribution, Maricopa Colleges

Historically, MCCCDC relied heavily on Associate’s Degrees and 1–2-year completions. In recent years, however, and due to the pandemic, colleges boosted short-term certificates to an extent that these awards now make up the same share (37%) as Associate’s degrees (36%). Awards of one to two years in length now represent 27% of college completions.

A recent analysis conducted by the Maricopa Community College Enterprise Performance Office found that 55% of MCCCDC graduates are in programs that are significantly growing ( $p < 0.1$ ), 32% were in

stagnantly growing programs, and only 13% were in a stagnantly declining (1.4%) or significantly declining programs (12%).

In this study, categories that are significantly growing include Liberal Arts, Mechanic and Repair Technologies, Computer and Information Sciences, Interdisciplinary Studies, Construction Trades, Physical Sciences, Psychology, Precision Production, Social Sciences, Biomedical Sciences, Engineering, Transportation and Material Moving, and English Languages. Visual and Performing Arts, Business, Education, Engineering Technologies, Communication, Foreign Languages, and Natural Resources are programs still growing but with some stagnant programs. Healthcare, Law Enforcement-Firefighting, Culinary-Entertainment, Legal, Public Administration, Recreation-Leisure-Fitness, Agriculture, Consumer Sciences, Ethnic and Cultural Studies, Science Technologies are programs that show different patterns of growth and decline. Depending on each case, these programs are likely to progress if a comprehensive analysis is prepared on the factors causing these patterns. These factors include labor demand, economic, capacity, logistics, and qualitative factors. In particular, there are around 2,500 awardees in Healthcare that are in programs exhibiting signs of significant declines. Other programs with similar patterns but to a lesser extent include Culinary-Entertainment, Consumer Sciences, Public Administration and Leisure-Fitness. There have to be deeper reflections on the causes that provoke these trends as programs in these fields are more likely to move to a significant decline stage, if they are not already there.

This section identifies programs following linear trends. Note, however, that some of the programs seen as declining or stagnant might be following the generalized declining trend for Arizona or non-linear trends (exponential, quadratic, logarithmic etc.), yet, this analysis helps to point areas of success and areas of improvement. Finally, identifying programs that are not growing or even declining is important in order to support them either logistically or economically.

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, 2 Yrs., <1 Year				1,551
Multi/Interdisciplinary Studies	Associate, 2 Yrs., <1 Year				964
Construction Trades	Associate, <1 Year				627

Categories	Significantly Growing	Stagnantly Growing	Stagnantly Declining	Significantly Declining	Grand Total
Education	Associate, <1 Year	1-2 Yrs.			418
Physical Sciences	Associate				319
Culinary, Entertainment	Associate	1-2 Yrs.		<1 Year	294
Psychology	Associate				228
Engineering Technicians	<1 Year	Associate	1-2 Yrs.		215
Precision Production	Associate, <1 Year				137
Legal Professions and Studies	1-2 Yrs.	Associate	<1 Year		135
Public Administration	Associate			<1 Year	118
Communication, Journalism	Associate	1-2 Yrs.			116
Social Sciences	Associate				111
Biomedical Sciences	Associate				103
Parks, Recreation, Leisure, Fitness	Associate, 1-2 Yrs.			<1 Year	94
Engineering	Associate				87
Communications Technologies	1-2 Yrs.	Associate, <1 Year			65
Agriculture	Associate, 1-2 Yrs.		<1 Year		53
Family and Consumer Sciences		1-2 Yrs.		Associate, <1 Year	49
Foreign Languages, Literatures Area, Ethnic, Cultural, Gender.	Associate	<1 Year			46
Transportation and Materials Moving		<1 Year	1-2 Yrs.		27
Natural Resources and Conservation	Associate				19
English Language and Literature		<1 Year			12
Science Technologies/Technicians	<1 Year				3
Others			Associate		3
<b>Grand Total</b>	<b>13,458</b>	<b>7,858</b>	<b>333</b>	<b>2,811</b>	<b>24,660</b>

Table 7: Trend analysis for Maricopa Community College Completions

Source: MCCCDC Enterprise Performance Office

## Final Remarks

Maricopa County is projected to grow at a rate of 4.6% in the coming decade, which is 0.2 percentage points slower than the state of Arizona. Additionally, the county is composed of a relatively young population with 52% of its population under 40 years of age, although the population under the age of 25 is expected to decline 4.7% in the coming decade. The county has a high concentration of millennials

when compared to the national average. Yet, an area of concern is the low levels of millennials (ages 25-39) compared to people at the age of retirement (with a gap of 442,300 people) which might present labor force shortages in the near future. This labor shortage is likely to be filled with migration from neighboring states. Despite this, Maricopa County is more diverse if compared to national levels, with faster growth in persons of Two or More Races, Asian and Blacks. Hispanics are still the largest ethnic minority.

Maricopa County is positioned in a slightly higher per capita income compared to Arizona. The median family income (nearly \$10,800 higher) is also greater than the state.

The largest bracket of income is observed between \$100,000 to \$149,900 (19% of households) in the area. In addition, the county has slightly lower poverty rates than the state and the US. Female leading households have higher poverty rates than other types of households (20%) and the metric can be more drastic if children are present (up to 27%).

Healthcare and Social Assistance, Retail Trade, and Government are the top three industries in Maricopa County with regards to employment. In the coming decade, employment in Health Care and Social Assistance is projected to see the largest numeric growth. Finance and Insurance is 52% more concentrated in the county when compared to the nation. Finally, Management, Computer and Mathematical, Legal and Architecture and Engineering will offer the best paying jobs in Maricopa County.

The system as a whole adds 374 new completions per year on average and relies heavily on Associate's Degrees and lately on awards of less than one year for its pipeline; awards of one to two years in length represent 27% of all completions in the system. Females and Caucasians make up a significant portion of the awards with 56% and 41% respectively.

Statistical models show that 55% of the Community College graduates are in programs that are significantly growing, 32% are in stagnantly growing programs, and only 13% are programs at risk of declining. Certain programs in the fields of Healthcare, Culinary-Entertainment and Public Administration are in need of intervention as these are experiencing a declining trend.

In summary, Maricopa County is composed of a young labor force, although there are some concerns of labor force shortages since the millennial population is less than the retiring soon population. In general, Maricopa has incomes higher than the state and slightly lower poverty rates. Health Care and Social Assistance, Retail Trade, Government, Construction, Finance and Insurance, and Manufacturing are industries that contribute to the county's wealth. Occupations that align to these industries arise in the analysis include Office and Administrative Support, Food Preparation and Serving Related, Sales, Healthcare Practitioners -Technical occupations, Healthcare Support occupations, and Transportation and Material Moving. Maricopa Colleges are growing in many fronts but it is important to highlight programs or fields such as Healthcare, Business, Liberal Arts, Mechanic-Repair and Computer and Information Sciences.

# Appendix

<i>Program by CIP Code Name</i>	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	<i>Average Growth</i>
Visual and Performing Arts	5,011	5,546	5,641	450	2,208	6,286	6,383	5,971	5,128	5,225	4,221	20%
Health Professions and Related Programs	3,553	3,798	3,729	3,563	3,407	3,242	3,499	3,208	3,164	3,874	4,089	2%
Business, Management, Marketing, and Related Support Services	3,496	3,680	4,048	3,890	3,658	3,483	3,632	4,267	3,339	3,985	3,945	2%
Liberal Arts and Sciences, General Studies and Humanities	4,888	5,349	5,416	11,612	9,386	6,487	6,484	5,833	4,575	3,901	2,976	0%
Homeland Security, Law Enforcement, Firefighting and Mechanic and Repair Technologies/Technicians	2,298	2,119	2,716	2,737	2,381	2,426	2,012	2,599	2,194	1,765	1,913	0%
Computer and Information Sciences and Support Services	494	636	567	645	536	676	618	648	405	1,012	1,616	21%
Multi/Interdisciplinary Studies	1,124	1,404	1,337	1,270	1,053	963	1,044	937	933	939	1,551	5%
Construction Trades	767	909	971	999	983	1,166	1,146	1,219	861	1,001	964	3%
Education	294	320	283	433	331	200	330	285	129	180	627	27%
Physical Sciences	356	421	398	393	409	351	307	328	358	387	418	2%
Culinary, Entertainment, and Personal Services	705	830	897	956	933	1,050	1,044	1,028	688	550	319	-5%
Psychology	426	381	434	451	365	293	241	251	274	189	294	-1%
Engineering/Engineering-related Technologies/Technicians	.	.	.	.	.	.	.	22	129	246	228	190%
Precision Production	235	261	224	230	239	213	234	202	163	164	215	0%
Legal Professions and Studies	139	115	120	166	158	104	129	134	61	88	137	6%
Public Administration and Social Service Professions	231	238	259	219	191	140	151	115	122	123	135	-4%
Communication, Journalism, and Related Programs	.	.	.	9	4	1	5	33	63	126	122	179%
Social Sciences	21	19	17	23	14	21	20	34	68	102	116	26%
Biological and Biomedical Sciences	9	11	9	7	8	4	2	11	36	131	111	82%
Parks, Recreation, Leisure, Fitness, and Kinesiology	10	9	4	3	.	.	.	2	8	55	103	147%
Other	33	62	70	64	92	88	86	59	28	78	94	24%
<b>Total</b>	1,153	1,412	646	540	582	333	301	361	322	482	466	-4%
<b>Total</b>	<b>25,243</b>	<b>27,520</b>	<b>27,786</b>	<b>28,660</b>	<b>26,938</b>	<b>27,527</b>	<b>27,668</b>	<b>27,547</b>	<b>23,048</b>	<b>24,603</b>	<b>24,660</b>	<b>0%</b>

Table 8: Top Programs at all the Community Colleges at Maricopa County

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

Table 9: Industry Summaries by Broadest Categories – Maricopa County,  
 Source: Lightcast Economic Overview

Occupation	2025 Jobs	2035 Jobs	Percent Change	2024 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

Table 10: Occupation Summaries by Broadest Categories, Maricopa County  
 Source: Lightcast Economic Overview