

# GREATER PHOENIX HUMAN CAPITAL

## Greater Phoenix has a growing but relatively low-skill labor pool

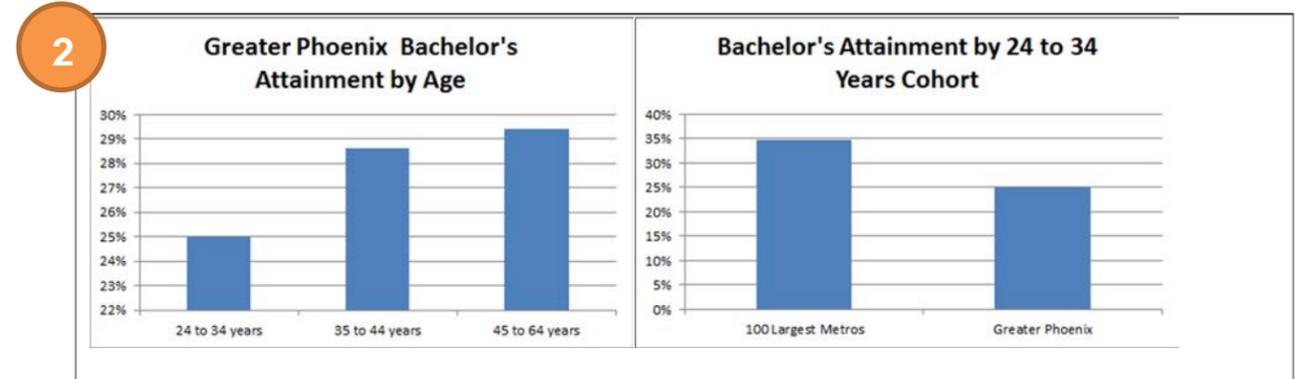
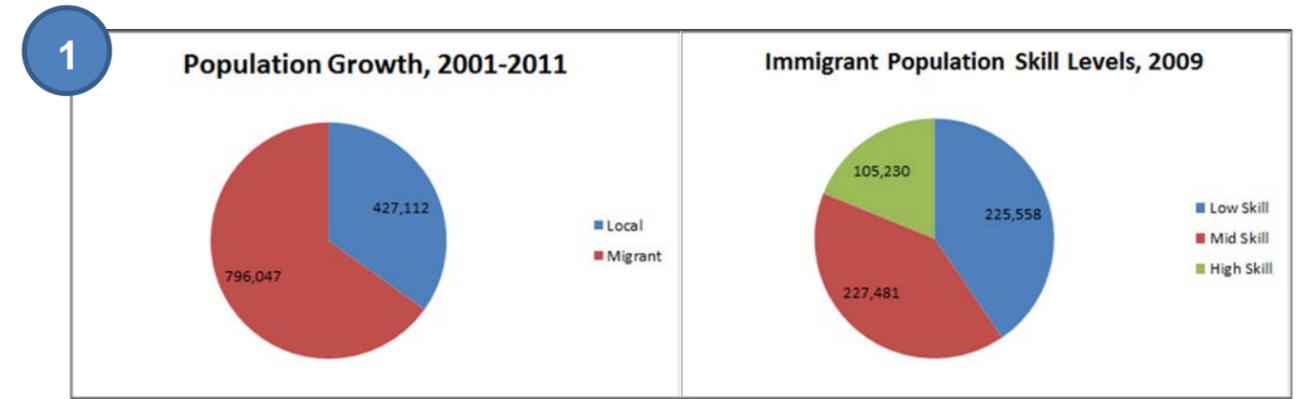
- Greater Phoenix's population growth between 2001 and 2011 was driven by migration. Over this period, job creation was led by the boom in housing and services, and attracted a majority low- and middle-skill immigrant pool.
- The youngest cohort of Greater Phoenix's working age population is less educated than older cohorts.
- Education funding decreased in inflation-adjusted dollars from 2002-2012, except for K-12.

## There is a skills-to-jobs mismatch between the needs of the new economy

- There is a significant gap between the level of education demanded and the skill levels of our workforce.

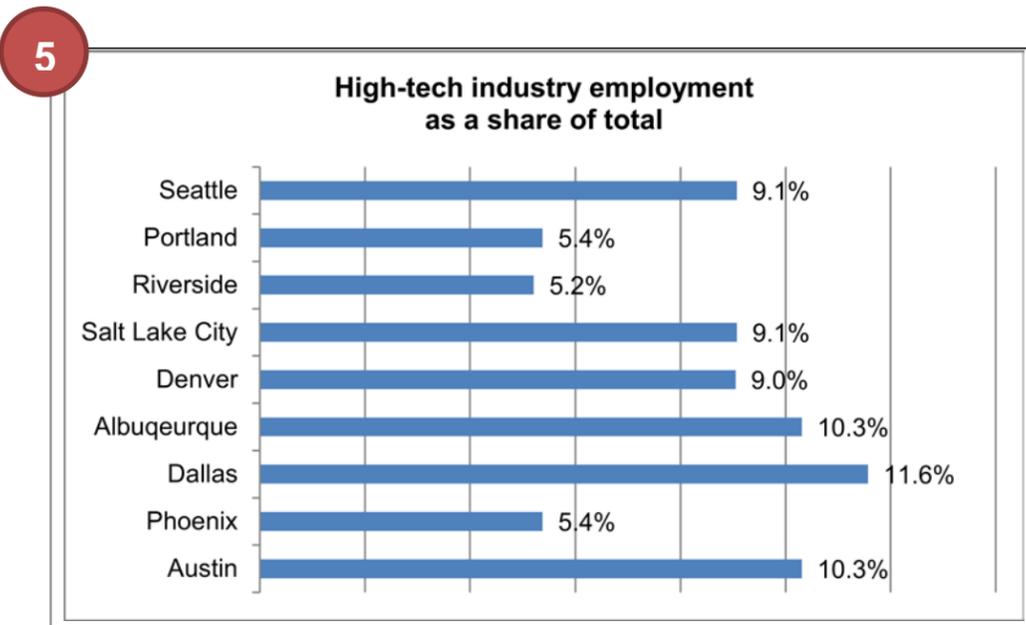
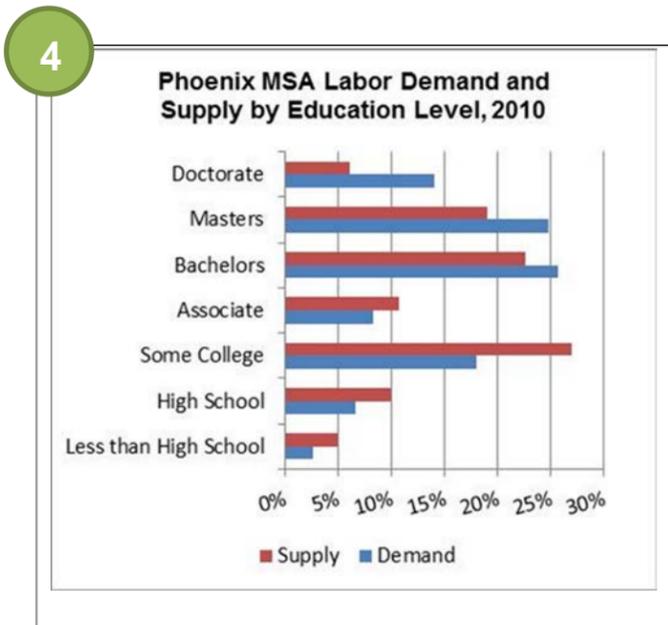
## Retraining and redeployment of the lower end of the workforce is necessary to preserve competitiveness and income opportunity

- Compared to peer metros, the region has a very low share of high-tech employment.
- From 2005 to 2010, employment growth was strongest in high-education jobs, but employment shrank in low-education jobs



**3** Education Spending, adjusted for Inflation, 2002-2012

	2012	% Change
Total Education	\$3,631,071,885	-7%
K-12 Education	\$2,843,686,066	9%
Community Colleges	\$58,341,066	-57%
Universities	\$562,344,344	-27%



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**Occupation and Wage Growth 2005-2010**

Occupation Title	2005 Employment	2010 Employment	Employment Growth	2010 Salary
Healthcare	152,030	195,220	5.1%	\$57,593.27
Community and Social Service	25,700	32,620	4.9%	\$39,940.00
Computer and Mathematical	49,410	60,090	4.0%	\$74,450.00
Business, Financial, & Legal	235,080	256,480	1.8%	\$77,580.80
Education	132,920	143,680	1.6%	\$43,970.00
Other Services	610,170	591,390	-0.6%	\$27,789.34
Arts and Media	27,070	25,940	-0.8%	\$45,220.00
Sales & Office	725,350	691,270	-1.0%	\$33,899.98
Science, Arch. and Eng.	71,830	68,190	-1.0%	\$69,297.13
Production Occupations	128,420	104,810	-4.0%	\$32,750.00
Construction and Maintenance	279,140	197,430	-6.7%	\$40,186.15

Sources:

1. KS and Matthew Hall, Audrey Singer, Gordon F. De Jong, and Deborah Roempke Graefe: "The Geography of Immigrant Skills: Educational Profiles of Metropolitan Areas." Brookings Metropolitan Policy Program 2012
2. Brookings Analysis of 2009 American Community Survey 1-year Estimates
3. GPEC analysis of Arizona Joint Legislative Budget Committee data
4. Jonathan Rothwell: "Education, Job Openings, and Unemployment in Metropolitan Areas." Brookings Institution 2012.
5. Brookings analysis of 2009 Moody's Analytics data and BLS Occupational Employment Statistics
6. Bureau of Labor Statistics