Arizona Education and Workforce Visualization

The **Arizona Education and Workforce Visualization** dynamically communicates how our economy is evolving, and what that means for Arizona's workers and learners. Participants can view current and projected growth in industries and occupations as well as pathways to better jobs by industry within counties and the state as a whole. They can also see how well students are being prepared by the education system.

Given the increasing complexity of our economy and the difficulty of obtaining and integrating reliable data, it can be challenging for policymakers, business and education leaders to have a common understanding of economic development trends. The **Arizona Education and Workforce Visualization** delivers this information directly to decision-makers so they can better plan for the future.

By 2034, Arizona will need

180,000+

skilled workers in

high-skill, high-growth, high-wage

sectors — a 24% increase over the original 2030 projection and 35% higher than the 2033 forecast.

Joseph O'Reilly, director of the Decision Center is presenting the Arizona Education and Workforce Visualization

The Visualization in Action

The Pinal County economic development team is working to forecast the skilled workforce needed to support the county's growing high-tech and advanced manufacturing sector by 2034. Using the visualization, they find that skilled manufacturing jobs are projected to increase by 38% (adding 713 positions) under current trends. This marks a 2-percentage-point gain, or 270 additional jobs, compared to projections for 2030, fueled by emerging industries such as electric vehicles and semiconductors.

The tool highlights key occupations expected to experience the highest demand, including industrial engineers, industrial machinery mechanics, mechanical engineers, and software developers. Recognizing that the local talent pipeline will fall short of future needs, the team can take proactive measures to attract workers from neighboring Maricopa and Pima counties, expand regional training programs, and offer upskilling opportunities for the existing workforce.

Statewide Takeaways

The Arizona Education and Workforce Visualization empowers users to understand their local landscape within the context of the state's evolving economy. This dynamic tool reveals insights that can drive strategic decisions and foster sustainable growth across communities.

Arizona is Poised for Growth and Opportunity

Arizona's economy is expanding rapidly across most industries, generating high-quality jobs and attracting skilled workers from around the globe. By 2034, we anticipate significant job creation in key sectors:

38K	22K	19K	15K	10K+
Health Care	Construction	Prof. & Scientific	Finance	Manufacturing

Are Opportunities Available to All?

Despite Arizona's rapid growth, opportunities are not evenly distributed across regions or people. The visualization helps users identify disparities and target interventions. For example:

High-skill, high-wage and high-demand jobs are overrepresented in Maricopa County by +11% and underrepresented in Pinal County by -5%, relative to population distribution.

Pathways to Better Jobs

For workers in lower-wage or high-automation-risk roles, there are clear pathways to better jobs that build on their existing skills. The visualization highlights these opportunities — for instance, entry-level fabricators who pursue advanced training in specific skills could qualify for roles with **$21K higher annual wages.**

Preparing Arizona's Future Workforce

The majority of high-quality jobs emerging in Arizona require advanced skills and education, yet the state doesn't currently produce enough degree or certificate holders to fill these roles. To meet future demand, Arizona must strengthen its education and training systems. Currently, many industries with the largest growth potential rely on workers relocating from states like California, Washington, Illinois, Nevada, and Oregon. By investing in local talent development,

Arizona can ensure its children are ready to lead the state's future economy.

What's Next?

The Arizona Education and Workforce Visualization is a powerful tool for shaping the future:

- **Policymakers** can identify opportunities to create high-wage jobs, even for workers without advanced degrees, and develop programs for those at risk of automation displacement.
- **Community college leaders** in rural areas can see which skills are most in demand locally and align programs to meet those needs.
- **Business owners** can assess whether a region's workforce can support their expansion plans and pinpoint institutions that help workers develop critical skills.

This visualization provides a roadmap to guide Arizona through economic change — creating a more inclusive, resilient, and prosperous future for all.

Ready to see for yourself?
Schedule a visit.

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