

Area of Influence (AIR) Report for Mesa Community College

Prepared by the Maricopa Workforce Development Department

Background

At the request of Mesa Community College, the Maricopa Workforce Development Department has conducted this analysis of the program offerings and industrial and occupational composition of the Mesa Community College (MCC) service area. It is the intent that this study aid in MCC's strategic planning with regards to career and technical education programs.

Established in 1965, MCC currently serves over 30,000 students annually with nearly 200 occupational program offerings (AAS and CCLs) in areas such as business, healthcare, information technology, public safety, and manufacturing. These occupational programs accounted for 30% of MCC's total credit enrollment in academic year 2015¹. Based on this service area analysis, MCC may consider modification to its current occupational program offerings with an eye towards new program creation.

This study consists of two parts. First, an analysis of existing MCC occupational program offerings was conducted to assess demand for program graduates in Maricopa County in the coming decade. Second, projected industry employment growth in the MCC service area was analyzed. From this, selected industries with high growth potential were identified, as were the corresponding occupations prevalent in those selected industries.

Existing Occupational Program Offerings

Workforce Development analyzed MCC program offerings to determine current market demand based on the gap, or difference between a three-year average of completions in those program areas in Maricopa County (all educational institutions) and a three-year average of the number of job openings in the occupations those programs train for. Data was collected based on the Classification of Instructional Program (CIP) code for the MCC program. Based on the difference between program completions and job openings, programs were arranged in the following categories²:

- Equilibrium – Openings minus completions was between +100 and -100.
- Saturated – Openings minus completions was less than -100.
- Unmet Demand – Openings minus completions was between +100 and +1,000.
- Super Demand – Openings minus completions was greater than +1,000.

Equilibrium Programs

Workforce Development identified 39 MCC programs at equilibrium, or, the number of completions at all educational institutions in Maricopa County was roughly equal to the number of job openings based on three-year averages. Of these 39 programs, a full 19 were in programs related to engineering, five were in mechanic and repair programs, and four in precision production. Employment in many of these program areas is expected to grow at rates slower than the 20.2% average for Maricopa County projected between 2014 and 2024, however, there are a number of notable exceptions. Programs areas related to biotechnology, practical nursing, dental hygiene, CAD/CAM/CNC, urban horticulture, and alternation specialist are expected to grow faster than the county average.

Equilibrium Programs ³										
Acad. Plan	Academic Plan Title	MCC 3-Year Average Awards	MCCCD 3-Year Average Awards	Regional 3-Year Average Awards	Regional 3-Year Average Openings	Average Openings Minus Average Awards	Median Hourly Earnings	Jobs (2014-2024)		
								2014	2024	Percent Change
3482	Automotive Performance Technology	12	12	443	537	94	\$18.26	9,433	10,523	11.6%
5449	Automotive Electrical Systems	7	7	443	537	94	\$18.26	9,433	10,523	11.6%
5459	Brakes, Alignment, Suspension and Steering	7	8	443	537	94	\$18.26	9,433	10,523	11.6%
5478	Engine Performance and Diagnosis	7	8	443	537	94	\$18.26	9,433	10,523	11.6%
5509	Pre-Contractor Licensing	2	2	107	197	90	\$31.19	5,895	6,000	1.8%
5621	Electromechanical Manufacturing Technology	1	1	9	94	85	\$19.94	6,049	5,788	-4.3%
5744	Fire Investigation	2	2	0	63	62	\$34.23	1,081	1,163	7.6%
5795	CAD/CAM/CNC III	0	0	29	76	46	\$20.43	1,457	1,788	22.7%
3244	Welding	7	8	219	240	22	\$17.79	4,193	4,651	10.9%
5620	Manufacturing Welding	0	0	219	240	22	\$17.79	4,193	4,651	10.9%
5444	Welding	5	7	219	240	22	\$17.79	4,193	4,651	10.9%
5807	Adobe Foundations	1	5	3	24	21	\$20.31	586	597	1.9%
3004	Biotechnology	4	4	8	29	21	\$45.54	585	733	25.3%
5079	Biotechnology	2	2	8	29	21	\$45.54	585	733	25.3%
5957	Practical Nursing	7	68	262	280	17	\$24.73	3,955	5,708	44.3%
3831	Dental Hygiene	17	51	98	109	11	\$42.57	2,049	2,705	32.0%
3504	Electro-Mechanical Drafting	3	3	6	13	7	\$23.32	371	376	1.3%
3505	Micro Circuit Mask Design	1	2	6	13	7	\$23.32	371	376	1.3%
5551	Electro-Mechanical Drafting	1	1	6	13	7	\$23.32	371	376	1.3%
5504	Micro Circuit Mask Design	2	2	6	13	7	\$23.32	371	376	1.3%
5600	Mechanical Drafting	1	1	1	8	7	\$28.27	499	511	2.4%
3030	Urban Horticulture	4	5	5	10	5	\$14.84	256	312	21.9%
5498	Computer Aided Design and Drafting CADD Level I	12	13	38	38	0	\$25.85	1,870	1,676	-10.4%
5502	Construction Drafting CADD Level III	1	1	38	38	0	\$25.85	1,870	1,676	-10.4%
5501	Surveying & Civil Drafting CADD Level II	1	1	38	38	0	\$25.85	1,870	1,676	-10.4%
3802	Architecture	2	2	34	25	-9	\$26.49	1,499	1,300	-13.3%
3502	Construction	5	5	34	25	-9	\$26.49	1,499	1,300	-13.3%
5354	Architectural CADD Level III	1	1	34	25	-9	\$26.49	1,499	1,300	-13.3%
5352	Architectural Detailing CADD Level III	1	2	34	25	-9	\$26.49	1,499	1,300	-13.3%
5349	Residential Drafting CADD Level II	2	2	34	25	-9	\$26.49	1,499	1,300	-13.3%
5556	Alteration Specialist	2	2	24	13	-10	\$26.54	183	242	32.2%
5350	Commercial Drafting CADD Level II	1	2	71	25	-46	\$26.49	1,499	1,300	-13.3%
5547	Computer Aided Drafting	8	9	71	25	-46	\$26.49	1,499	1,300	-13.3%
3093	Interior Design	15	16	135	61	-75	\$21.53	1,352	1,226	-9.3%
5429	Interior Merchandising	14	21	135	61	-75	\$21.53	1,352	1,226	-9.3%
3224	Electronics Engineering Technology	5	6	156	76	-81	\$29.19	2,724	2,723	0.0%
3220	Electronics Technology	10	10	156	76	-81	\$29.19	2,724	2,723	0.0%
5591	Electronics Technology	5	5	156	76	-81	\$29.19	2,724	2,723	0.0%
5763	Salt River Project Relay Apprentice	0	0	156	76	-81	\$29.19	2,724	2,723	0.0%
	All Occupations, Maricopa County						\$20.80			20.2%

Saturated Programs

There were 30 MCC programs identified as saturated, or, the number of completions at all educational institutions in Maricopa County exceeded the number of job openings based on three-year averages by less than -100. Of these 30 programs, 13 were in security and protective services, six in engineering, and three each in communications technologies and healthcare. Despite having more regional graduates than job demand, the occupations associated with a number of these program areas are expected to grow in the coming decade faster than the average for Maricopa County. These programs include emergency medical technology and paramedicine, nurse assisting, group fitness, and police science, forensic investigation, and victimology.

Saturated Programs ³										
Acad. Plan	Academic Plan Title	MCC 3-Year Average Awards	MCCCD 3-Year Average Awards	Regional 3-Year Average Awards	Regional 3-Year Average Openings	Average Openings Minus Average Awards	Median Hourly Earnings	Jobs (2014-2024)		
								2014	2024	Percent Change
5488	Forensic Investigation	13	16	148	40	-108	\$25.11	645	779	20.8%
3107	Police Science	12	13	148	40	-108	\$25.11	645	779	20.8%
5107	Police Science	5	6	148	40	-108	\$25.11	645	779	20.8%
5392	Victimology	8	8	148	40	-108	\$25.11	645	779	20.8%
5127	Bilingual Education/Dual Language Immersion (BE/DLI)	0	0	184	62	-122	\$23.94	1,701	1,924	13.1%
5126	ESL Endorsement	0	0	184	62	-122	\$23.94	1,701	1,924	13.1%
3108	Geospatial Technologies	1	1	143	0	-143	N/A	N/A	N/A	N/A
5135	Applications in Geospatial Technologies	5	5	143	0	-143	N/A	N/A	N/A	N/A
5963	Nurse Assisting	20	263	693	544	-150	\$13.81	9,637	13,445	39.5%
3112	Emergency Response and Operations	33	130	313	127	-186	\$25.72	3,101	3,463	11.7%
5418	Driver Operator	11	25	313	127	-186	\$25.72	3,101	3,463	11.7%
5420	Fire Officer Leadership	2	2	313	127	-186	\$25.72	3,101	3,463	11.7%
5486	Fire Science	8	9	313	127	-186	\$25.72	3,101	3,463	11.7%
5557	Firefighter Operations	70	195	313	127	-186	\$25.72	3,101	3,463	11.7%
5414	Group Fitness Instructor	0	0	280	38	-243	\$31.27	810	999	23.3%
3000	Automation Technology	1	1	349	5	-343	\$19.03	162	178	9.9%
3544	Electromechanical Automation Technology	3	3	349	5	-343	\$19.03	162	178	9.9%
5000	Automation Technology Level I	0	0	349	5	-343	\$19.03	162	178	9.9%
5630	Automation Technology Level II	0	0	349	5	-343	\$19.03	162	178	9.9%
5696	Automation Technology Level III	0	0	349	5	-343	\$19.03	162	178	9.9%
5546	Electromechanical Automation Technology	0	2	349	5	-343	\$19.03	162	178	9.9%
3398	Administration of Justice Studies	42	45	418	69	-349	\$44.00	1,526	1,632	6.9%
3394	Judicial Studies	2	2	418	69	-349	\$44.00	1,526	1,632	6.9%
5002	Judicial Studies	2	2	418	69	-349	\$44.00	1,526	1,632	6.9%
5635	Legal Studies	0	0	418	69	-349	\$44.00	1,526	1,632	6.9%
3024	Audio Production Technologies	23	50	586	79	-506	\$18.72	1,368	1,616	18.1%
5334	Audio Production Technologies	15	26	586	79	-506	\$18.72	1,368	1,616	18.1%
5686	Sound Design	3	3	586	79	-506	\$18.72	1,368	1,616	18.1%
5643	Emergency Medical Technology	114	676	1,227	110	-1,117	\$14.96	2,460	3,599	46.3%
5513	Paramedicine	10	93	1,227	110	-1,117	\$14.96	2,460	3,599	46.3%
	All Occupations, Maricopa County						\$20.80			20.2%

Unmet Demand Programs

There were 70 MCC programs identified as unmet demand, or, the number of completions at all educational institutions in Maricopa County was less than the number of job openings based on three-year averages by a range of +100 to +1,000. Of these 70 programs, 15 were in information technology, 11 in business/management/marketing, eight in visual and performing arts, seven in family and consumer sciences, and five in precision production. Employment in many of the occupations associated with these programs are growing at rates faster than the county average, including fashion design, nursing, web design, social media marketing, and exercise science/personal training.

Unmet Demand Programs ³										
Acad. Plan	Academic Plan Title	MCC 3-Year Average Awards	MCCCD 3-Year Average Awards	Regional 3-Year Average Awards	Regional 3-Year Average Openings	Average Openings Minus Average Awards	Median Hourly Earnings	Jobs (2014-2024)		
								2014	2024	Percent Change
3048	Retail Management	1	4	333	1,192	859	\$36.70	22,031	27,055	22.8%
5394	Marketing	2	3	333	1,192	859	\$36.70	22,031	27,055	22.8%
5286	Retail Management	2	7	333	1,192	859	\$36.70	22,031	27,055	22.8%
5069	Landscape Aide	2	2	3	805	802	\$11.84	15,221	17,012	11.8%
5073	Landscape Specialist	1	1	3	805	802	\$11.84	15,221	17,012	11.8%
3159	Disc Jockey Techniques	0	1	1	784	783	\$32.16	17,817	22,252	24.9%
5745	Disc Jockey Techniques	0	1	1	784	783	\$32.16	17,817	22,252	24.9%
3059	Exercise Science and Personal Training	2	24	5	755	750	\$17.89	9,451	12,297	30.1%
5445	Personal Training Specialist	1	8	5	755	750	\$17.89	9,451	12,297	30.1%
5830	Social Media Marketing	0	0	0	686	686	\$31.80	13,248	16,924	27.7%



5508	Plan Review	0	0	5	512	507	\$27.44	11,983	13,386	11.7%
5554	Building Inspection	2	2	5	512	507	\$27.44	11,983	13,386	11.7%
5505	Home Inspection	1	1	5	512	507	\$27.44	11,983	13,386	11.7%
3119	Instructional Assistance	0	0	6	471	465	\$11.70	12,984	14,370	10.7%
5119	Instructional Assistance	0	12	6	471	465	\$11.70	12,984	14,370	10.7%
3124	Early Learning and Development	4	20	3	435	431	\$13.51	6,997	7,872	12.5%
3512	Manufacturing Engineering Technology	1	1	2	432	430	\$42.91	7,908	9,004	13.9%
5576	Multimedia Technology	1	1	25	451	425	\$28.81	8,364	9,589	14.6%
3145	Game Technology	7	7	394	789	395	\$29.60	12,897	16,342	26.7%
3147	Multimedia and Business Technology	2	3	394	789	395	\$29.60	12,897	16,342	26.7%
3085	Web Designer	4	4	394	789	395	\$29.60	12,897	16,342	26.7%
3084	Web Developer	4	6	394	789	395	\$29.60	12,897	16,342	26.7%
3087	Web Server Administrator	1	1	394	789	395	\$29.60	12,897	16,342	26.7%
5778	Adobe Creative Suite in Business: Master Suite Applications Specialist	0	0	394	789	395	\$29.60	12,897	16,342	26.7%
5780	Adobe Creative Suite in Business: Print and Web Applications Specialist	0	1	394	789	395	\$29.60	12,897	16,342	26.7%
5782	Adobe Creative Suite in Business: Production Applications Specialist	0	1	394	789	395	\$29.60	12,897	16,342	26.7%
5345	Advanced Web Designer	2	2	394	789	395	\$29.60	12,897	16,342	26.7%
5637	Game Technology	2	3	394	789	395	\$29.60	12,897	16,342	26.7%
5344	Web Designer	5	5	394	789	395	\$29.60	12,897	16,342	26.7%
5060	Web Developer	1	1	394	789	395	\$29.60	12,897	16,342	26.7%
5342	Web Server Administrator	1	1	394	789	395	\$29.60	12,897	16,342	26.7%
3542	Machining and Product Development	2	2	9	403	394	\$18.29	8,899	9,532	7.1%
5616	CAD/CAM/CNC I	2	2	9	403	394	\$18.29	8,899	9,532	7.1%
5647	CAD/CAM/CNC II	3	3	9	403	394	\$18.29	8,899	9,532	7.1%
5614	Machining I	3	3	9	403	394	\$18.29	8,899	9,532	7.1%
5645	Machining II	3	3	9	403	394	\$18.29	8,899	9,532	7.1%
3120	Journalism and New Media Studies	0	1	2	322	320	\$21.13	6,802	7,568	11.3%
5358	Early Care Specialist	11	12	42	350	308	\$11.11	5,029	5,681	13.0%
5803	Textile and Apparel: Fashion Computer-Assisted Design (CAD) Technician	0	0	2	284	282	\$11.38	6,642	7,515	13.1%
5802	Textile and Apparel: Fashion Illustration Specialist	3	5	2	284	282	\$11.38	6,642	7,515	13.1%
5800	Textile and Apparel: Industrial Sewing Technician	0	0	2	284	282	\$11.38	6,642	7,515	13.1%
5801	Textile and Apparel: Product Development	0	0	2	284	282	\$11.38	6,642	7,515	13.1%
3727	Organizational Management	12	96	155	434	279	\$26.29	8,422	9,343	10.9%
5997	Technology Support Analyst	19	20	547	811	264	\$24.86	13,695	17,544	28.1%
3005	Caterpillar Technician Training	11	11	17	273	256	\$20.39	7,141	7,797	9.2%
3674	Public Relations	1	1	1	219	219	\$29.86	3,922	4,890	24.7%
5304	Emergency Management	0	0	20	238	218	\$13.51	5,562	6,505	17.0%
3812	Nursing	101	884	1,717	1,925	208	\$35.30	33,181	43,248	30.3%
5739	Nursing Refresher	28	39	1,717	1,925	208	\$35.30	33,181	43,248	30.3%
3081	Digital Arts	18	19	24	229	205	\$20.78	4,508	5,148	14.2%
5632	Digital Arts: Digital Photography	1	1	24	229	205	\$20.78	4,508	5,148	14.2%
3616	Manufacturing Technology	3	3	26	226	200	\$36.15	7,385	7,416	0.4%
5625	Manufacturing Management	0	0	26	226	200	\$36.15	7,385	7,416	0.4%
5406	Costume Design and Production	4	5	17	209	192	\$12.49	3,435	4,136	20.4%
5402	Image Consultant	4	4	17	209	192	\$12.49	3,435	4,136	20.4%
5128	Reading Specialist	4	7	97	286	189	\$15.73	5,580	7,087	27.0%
5743	Beginning Piano Pedagogy	4	4	5	183	179	\$20.39	3,217	3,868	20.2%
5749	Intermediate Piano Pedagogy	2	2	5	183	179	\$20.39	3,217	3,868	20.2%
3053	Recreation Management	1	8	48	188	140	\$11.92	4,111	4,987	21.3%
5469	Recreation Management	0	3	48	188	140	\$11.92	4,111	4,987	21.3%
5631	Digital Arts: Digital Illustration	3	3	160	283	123	\$19.66	5,913	6,764	14.4%
5633	Digital Arts: Graphic Design	6	6	160	283	123	\$19.66	5,913	6,764	14.4%
3015	Veterinary Technology/Animal Health	11	15	0	113	113	\$17.26	1,868	2,403	28.6%
3260	Fashion Merchandising and Design	12	20	2	115	112	\$23.18	1,767	2,304	30.4%
5770	Textile and Apparel: Designer	1	1	2	115	112	\$23.18	1,767	2,304	30.4%
5768	Textile and Apparel: Fashion Stylist	1	2	2	115	112	\$23.18	1,767	2,304	30.4%
5766	Textile and Apparel: Knitwear Specialist	0	0	2	115	112	\$23.18	1,767	2,304	30.4%
5764	Textile and Apparel: Pattern I	0	2	2	115	112	\$23.18	1,767	2,304	30.4%
5765	Textile and Apparel: Pattern II	0	0	2	115	112	\$23.18	1,767	2,304	30.4%
3014	Sustainable Agriculture	1	1	1	101	100	\$17.11	1,674	2,165	29.3%
	All Occupations, Maricopa County						\$20.80			20.2%

Super Demand Programs

There were 39 MCC programs identified as super demand, or, the number of completions at all educational institutions in Maricopa County was less than the number of job openings based on three-year averages by +1,000 or more. These 39 programs encompass three areas. Twenty-three were related to business/management/marketing, 13 were in information technology, and three in family and consumer sciences. Fast-growing occupations associated with these programs include sustainable food systems, small business startup/entrepreneurial studies, computer networking, computer programming, nutrition, and insurance studies.

Super Demand Programs ³										
Acad. Plan	Academic Plan Title	MCC 3-Year Average Awards	MCCCD 3-Year Average Awards	Regional 3-Year Average Awards	Regional 3-Year Average Openings	Average Openings Minus Average Awards	Median Hourly Earnings	Jobs (2014-2024)		
								2014	2024	Percent Change
5405	Retail Sales Manager	10	10	0	12,336	12,336	\$12.62	191,908	226,985	18.3%
5281	Salesmanship	1	1	1	6,205	6,205	\$14.19	103,957	121,137	16.5%
3852	Business	14	15	1,282	5,085	3,803	\$34.64	101,024	120,995	19.8%
3148	General Business	5	66	1,282	5,085	3,803	\$34.64	101,024	120,995	19.8%
5683	General Business	5	60	1,282	5,085	3,803	\$34.64	101,024	120,995	19.8%
5088	Management	1	3	1,282	5,085	3,803	\$34.64	101,024	120,995	19.8%
5819	Entrepreneurial Studies Level I	0	0	37	3,464	3,427	\$34.50	57,598	71,011	23.3%
5820	Entrepreneurial Studies Level II	0	0	37	3,464	3,427	\$34.50	57,598	71,011	23.3%
3104	Certified Residential Appraiser	0	0	35	2,944	2,909	\$14.81	115,688	126,220	9.1%
5615	Licensed Real Estate Appraiser	0	0	35	2,944	2,909	\$14.81	115,688	126,220	9.1%
5653	Real Estate	1	2	35	2,944	2,909	\$14.81	115,688	126,220	9.1%
5139	Real Estate: Prelicense	8	30	35	2,944	2,909	\$14.81	115,688	126,220	9.1%
5619	Residential Appraisal Trainee	0	0	35	2,944	2,909	\$14.81	115,688	126,220	9.1%
5842	Insurance Studies	0	0	0	2,438	2,438	\$25.68	22,953	29,509	28.6%
5302	Nutrition for Fitness and Wellness	2	8	266	2,304	2,038	\$11.32	26,049	37,139	42.6%
3164	Computer Programming	13	14	302	2,291	1,989	\$42.15	35,991	47,809	32.8%
3844	Programming and System Analysis	1	10	266	2,236	1,970	\$33.50	34,308	45,572	32.8%
5048	Programming and System Analysis	2	11	266	2,236	1,970	\$33.50	34,308	45,572	32.8%
5207	Computer Programming	7	7	1,022	2,836	1,814	\$35.76	45,066	58,905	30.7%
5731	Organizational Leadership	18	122	4,197	5,802	1,606	\$33.21	109,193	130,599	19.6%
5477	Project Management	12	12	4,197	5,802	1,606	\$33.21	109,193	130,599	19.6%
3013	Linux Networking Administration	5	28	653	2,236	1,583	\$33.50	34,308	45,572	32.8%
3208	Networking System Administration	27	28	653	2,236	1,583	\$33.50	34,308	45,572	32.8%
5219	Linux Associate	6	29	653	2,236	1,583	\$33.50	34,308	45,572	32.8%
5225	Linux Networking Administration	5	25	653	2,236	1,583	\$33.50	34,308	45,572	32.8%
5204	Linux Professional	10	48	653	2,236	1,583	\$33.50	34,308	45,572	32.8%
5328	Network Administration: Cisco Network Professional	3	5	653	2,236	1,583	\$33.50	34,308	45,572	32.8%
5124	Network Administration: Microsoft Windows Server	4	10	653	2,236	1,583	\$33.50	34,308	45,572	32.8%
5969	Networking Administration: Cisco	26	92	653	2,236	1,583	\$33.50	34,308	45,572	32.8%
3095	Information Technology: Cisco Networking	0	6	85	1,374	1,289	\$28.68	22,042	28,680	30.1%
5191	Small Business	0	0	82	1,298	1,216	\$22.25	20,598	25,464	23.6%
5706	Small Business Start-Up	0	41	82	1,298	1,216	\$22.25	20,598	25,464	23.6%
5999	International Trade	1	3	877	2,070	1,193	\$41.73	35,693	43,903	23.0%
3680	Administrative Professional	0	2	11	1,194	1,183	\$17.68	36,261	41,457	14.3%
5677	Administrative Professional	0	3	11	1,194	1,183	\$17.68	36,261	41,457	14.3%
5147	Computer Applications: Microsoft Office Specialist/Advanced	0	2	11	1,194	1,183	\$17.68	36,261	41,457	14.3%
5146	Computer Applications: Microsoft Office Specialist/Basic	1	1	11	1,194	1,183	\$17.68	36,261	41,457	14.3%
3127	Sustainable Food Systems	3	4	19	1,182	1,163	\$15.16	18,045	22,885	26.8%
5158	Sustainable Food Systems	4	7	19	1,182	1,163	\$15.16	18,045	22,885	26.8%
	All Occupations, Maricopa County						\$20.80			20.2%

Industry and Occupational Analysis

In addition to an analysis of existing program offerings to determine future demand for MCC graduates, this report examines projections for industry employment growth in the MCC service area to determine relevant occupations in those industries, and thus potential opportunities for new program development.

Upon consultation with MCC staff, it was determined that the geographic scope of this industry and occupational analysis should focus on the service areas of the MCC Main and Red Mountain Campuses. These areas include:

- Mesa Main Campus – The western portion of the City of Mesa; the cities of Chandler and Tempe; the towns of Gilbert and Queen Creek; southern portions of the cities of Phoenix, Scottsdale, and the Town of Paradise Valley; Sacaton – the capital of the Gila River Indian Community; as well as the unincorporated/urban village communities of Bapchule, Gold Canyon, Laveen.
- Mesa Red Mountain Campus – The eastern portion of the City of Mesa; the City of Apache Junction; and the San Tan Valley of Pinal County.

Study Zip Codes – MC Service Area	
<i>City/Town</i>	<i>Zips</i>
Mesa Main Campus:	
Bapchule	85121
Chandler	85224, 85225, 85226, 85248, 85249, 85286
Gilbert	85233, 85234, 85295, 85296, 85297, 85298, 85299
Gold Canyon	85118
Laveen	85339
Mesa	85201, 85202, 85203, 85204, 85210
Paradise Valley	85253
Phoenix	85003, 85004, 85006, 85007, 85008, 85009, 85012, 85013, 85014, 85015, 85016, 85017, 85018, 85034, 85040, 85041, 85042, 85044, 85045, 85048, 85070
Queen Creek	85142
Sacaton	85147
Scottsdale	85250, 85251, 85256, 85257
Tempe	85281, 85282, 85283, 85284
Mesa Red Mountain Campus:	
Apache Junction	85119, 85120
Mesa	85205, 85206, 85207, 85208, 85209, 85212, 85213, 85215
San Tan Valley	85140

The industry composition of the MCC Main and Red Mountain campus service areas were then examined using industry employment data provided by Economic Modeling Specialists International (EMSI). Upon this analysis, a number of industry sectors were identified as having a high potential for employment growth and economic impact in the coming decade based on factors including change in employment, percent change in employment, industry earnings per employee, location quotient (a measure of industry concentration), and the effect of regional competitiveness on industry growth. The following industries were identified:

Industries With High Growth Potential in the MCC Main Campus Service Area With Corresponding Employment, Growth, and Wages ⁴							
NAICS Code*	NAICS Title	Jobs (2014)	Change, (2014-2024)	Percent Change	Location Quotient**	Industry Earnings Per Employee (2015)	Age 55+***
Manufacturing:							
3254	Pharmaceutical and Medicine Manufacturing	1,124	860	76.5%	0.56	\$70,410	18.7%
3391	Medical Equipment and Supplies Manufacturing	1,763	1,264	71.7%	0.80	\$83,930	24.4%
Retail Trade:							
4541	Electronic Shopping and Mail-Order Houses	7,220	7,342	101.7%	3.11	\$55,537	12.1%
Information:							
5112	Software Publishers	781	444	56.9%	0.35	\$139,456	17.4%
5172	Wireless Telecommunications Carriers (except Satellite)	2,524	1,093	43.3%	2.27	\$79,766	9.1%
5174	Satellite Telecommunications	405	287	70.9%	6.23	\$148,243	N/A
5182	Data Processing, Hosting, and Related Services	4,360	2,231	51.2%	2.20	\$95,390	15.1%
Finance and Insurance:							
5221	Depository Credit Intermediation	22,986	5,272	22.9%	1.89	\$81,272	15.4%
5222	Nondepository Credit Intermediation	7,807	3,554	45.5%	1.91	\$87,930	14.4%
5231	Securities and Commodity Contracts Intermediation and Brokerage	7,790	2,126	27.3%	2.45	\$119,636	18.3%
5241	Insurance Carriers	1,124	860	76.5%	0.56	\$70,410	18.7%
5242	Agencies, Brokerages, and Other Insurance Related Activities	7,215	3,872	53.7%	1.01	\$72,153	22.0%
Professional Services and Management of Companies:							
5411	Legal Services	10,558	1,346	12.7%	1.32	\$102,773	26.0%
5415	Computer Systems Design and Related Services	9,918	7,022	70.8%	0.77	\$101,198	17.6%
5417	Scientific Research and Development Services	2,727	2,060	75.5%	0.60	\$114,277	18.1%
5511	Management of Companies and Enterprises	15,274	5,121	33.5%	0.99	\$106,749	19.7%
5611	Office Administrative Services	6,472	4,353	67.3%	1.96	\$88,076	21.1%
Healthcare:							
6211	Offices of Physicians	18,518	6,332	34.2%	1.05	\$105,851	20.5%
6214	Outpatient Care Centers	9,081	3,799	41.8%	1.79	\$72,057	21.4%
6215	Medical and Diagnostic Laboratories	4,622	2,135	46.2%	2.59	\$68,409	20.1%
6219	Other Ambulatory Health Care Services	4,287	2,400	56.0%	2.16	\$64,895	15.4%
6221	General Medical and Surgical Hospitals	27,523	6,899	25.1%	0.87	\$73,843	21.5%
Total, All Industries		978,911	188,874	19.3%		\$63,767	20.0%
*North American Industry Classification System (NAICS)							
**The location quotient (LQ) equals the percent employment in the MCC Main Campus service area divided by the percent employment in the United States. If the LQ is greater than one, the industry is more concentrated in the MCC Main Campus service area than in the United States on average.							
***Percent of occupation age 55+ in Maricopa County							

Industries With High Growth Potential in the MCC Red Mountain Campus Service Area With Corresponding Employment, Growth, and Wages ⁴							
NAICS Code*	NAICS Title	Jobs (2014)	Change, (2014-2024)	Percent Change	Location Quotient**	Industry Earnings Per Employee (2015)	Age 55+***
Retail Trade:							
4541	Electronic Shopping and Mail-Order Houses	566	803	141.9%	2.91	\$54,418	12.1%
Transportation:							
4881	Support Activities for Air Transportation	549	266	48.5%	5.21	\$57,289	23.1%
Finance and Insurance:							
5222	Nondepository Credit Intermediation	956	738	77.2%	2.78	\$73,160	14.4%
5242	Agencies, Brokerages, and Other Insurance Related Activities	635	427	67.2%	1.06	\$74,071	22.0%
Professional Services and Management of Companies:							
5415	Computer Systems Design and Related Services	684	853	124.7%	0.64	\$88,344	17.6%
5611	Office Administrative Services	414	321	77.5%	1.49	\$81,628	21.1%
Healthcare:							
6211	Offices of Physicians	2,544	767	30.1%	1.72	\$103,065	20.5%
6214	Outpatient Care Centers	1,572	685	43.6%	3.70	\$77,064	21.4%
6221	General Medical and Surgical Hospitals	3,008	712	23.7%	1.13	\$73,526	21.5%

6223	Specialty (except Psychiatric and Substance Abuse) Hospitals	525	330	62.9%	4.08	\$71,178	16.4%
6231	Nursing Care Facilities (Skilled Nursing Facilities)	879	347	39.5%	0.89	\$43,630	19.2%
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	1,055	609	57.7%	2.07	\$30,993	26.1%
Total, All Industries		82,146	18,741	22.8%		\$53,868	20.0%

**North American Industry Classification System (NAICS)*
***The location quotient (LQ) equals the percent employment in the MCC Red Mountain Campus service area divided by the percent employment in the United States. If the LQ is greater than one, the industry is more concentrated in the MCC Red Mountain Campus service area than in the United States on average.*
****Percent of occupation age 55+ in Maricopa County*

Upon identification of these high-growth industry sectors, the corresponding industry-occupation matrix for each sector was then examined. These matrices are a series of large tables produced by the U.S. Bureau of Labor Statistics which rank the percentage of occupations employed in each industry. For example, according to these matrices, 28.9% of all individuals employed in hospitals (state, local, and private) are registered nurses, and 5.6% of all individuals employed in the aerospace product and parts manufacturing industry (i.e. aircraft manufacturing) are aerospace engineers. The goal of this exercise was to identify highly-concentrated occupations in each industry sector which may give MCC some direction as to potential program offerings.

Industry and Occupational Findings

Analysis of industry-occupation matrices found a number of selected occupations for each industry sector that warrant further investigation by MCC for possible program creation:

Manufacturing

Continued growth in the manufacturing sector is vital for the long-term economic health of Maricopa County. While accounting for only 6% of regional employment⁴, manufacturing is nevertheless responsible for \$17 billion in regional output (9% of gross metro product)⁶, 81% of state exports⁷, and a valuable \$89,265 in industry earnings per employee⁴. Historically, the Greater Phoenix region has relied on existing manufacturing strengths in three high-tech areas – semiconductors, aerospace, and control instruments. These industries have matured and are in decline, shedding over 30% of regional employment since 2001⁴ – the victims of strong national and international competition, cuts in federal procurement spending, and an aging workforce. In order to maintain an employment base in the valuable manufacturing sector, the Greater Phoenix region must pivot its existing regional competencies to new areas. One sector of growth potential is pharmaceutical and medical equipment manufacturing. Bolstered by favorable demographic trends (an aging population), employment growth in these two areas in the Mesa Main Campus service area is expected to increase over 70% in the coming decade. Jobs requiring more than a high-school diploma and less than a master’s degree in pharmaceutical and medical equipment manufacturing tend to fall into three categories; life and physical science occupations (chemists and biological technicians); engineering (industrial and biomedical engineers and technicians); as well as operations and management (supervisors, accountants, compliance officers, and sales).

Manufacturing: Pharmaceutical and Medicine, and Medical Equipment and Supplies								
High-Concentration Occupations Requiring > High School Diploma and < Master’s Degree ⁵ , Mesa Main Campus Service Area								
		Maricopa County						
SOC Code	SOC Title	Jobs (2014)	Median Annual Earnings (2015)	Percent Change, (2014-2024)	Age 55+	Annual Job Openings	Probability of Computerization ⁸	Education Required*
51-1011	First-Line Supervisors of Production and Operating Workers	5,803	\$51,592	8.9%	22.9%	150	1.6%	PNDA
19-2031	Chemists	458	\$76,203	37.6%	19.8%	30	10.0%	BA
17-2112	Industrial Engineers	3,682	\$94,377	4.7%	26.1%	129	2.9%	BA
11-1021	General and Operations Managers	27,016	\$86,892	20.6%	21.0%	1,327	16.0%	BA



11-3051	Industrial Production Managers	1,742	\$94,043	6.4%	24.2%	63	3.0%	BA
17-2031	Biomedical Engineers	308	\$93,787	36.4%	N/A	21	3.7%	BA
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	4,892	\$70,172	10.7%	22.6%	159	25.0%	BA
19-4021	Biological Technicians	516	\$37,309	37.4%	13.3%	37	30.0%	BA
19-4031	Chemical Technicians	467	\$43,093	28.9%	23.4%	30	57.0%	AA
13-2011	Accountants and Auditors	15,073	\$60,544	20.8%	21.3%	766	94.0%	BA
11-9121	Natural Sciences Managers	414	\$104,225	27.3%	24.4%	21	1.8%	BA
13-1041	Compliance Officers	3,418	\$62,441	18.2%	26.0%	116	8.0%	BA
19-1022	Microbiologists	101	\$68,372	45.5%	N/A	8	1.2%	BA
17-3026	Industrial Engineering Technicians	3,213	\$55,616	-6.6%	24.7%	77	3.0%	AA
11-9041	Architectural and Engineering Managers	2,646	\$132,563	1.6%	27.6%	89	1.7%	BA
	All Occupations, Maricopa County	1,755,210	\$43,257	20.2%	20.0%	83,479		

*Education Required: SCND (some college, no degree); PNDA (postsecondary non-degree award); AA (associate's degree); BA (bachelor's degree).

Manufacturing: Largest Employers ⁹		
Mesa Main Campus Service Area		
Employer	City	Employees
Bard Peripheral Vascular	Tempe	402
Theranos Inc.	Scottsdale	350
Arizona Nutritional Supplements	Chandler	276
Arizona Nutritional Supplements	Chandler	159
American Supplement Technologies Inc.	Phoenix	100

Retail Trade

Retail is undergoing a rapid transformation. Employment has lagged overall job growth since the end of the Great Recession both nationally and in Maricopa County⁴. This is due in part to the rise of electronic shopping, which has seen double-digit employment growth during the same period. Driven by changing consumer buying habits, automation, as well as the desire for convenience and cost management, the rise of the electronic shopping and mail-order industry has been dramatic in the retail sector as well as other industries such as healthcare. Given these trends, large projected employment gains in both the Mesa Main and Red Mountain Campus service areas are difficult to ignore. Many occupations in the electronic shopping and mail-order industry require a high school diploma or less and include customer service representatives; order clerks; and shipping, receiving, and traffic clerks. However, given its reliance on technology, the industry offers opportunities for well-paying jobs in areas such as IT, logistics, and management.

Retail Trade: Electronic Shopping and Mail-Order Houses								
High-Concentration Occupations Requiring > High School Diploma and < Master's Degree ⁵ , Mesa Main and Red Mountain Campus Service Areas								
		Maricopa County						
SOC Code	SOC Title	Jobs (2014)	Median Annual Earnings (2015)	Percent Change, (2014-2024)	Age 55+	Annual Job Openings	Probability of Computerization ⁸	Education Required*
11-1021	General and Operations Managers	27,016	\$86,892	20.6%	21.0%	1,327	16.0%	BA
13-1161	Market Research Analysts and Marketing Specialists	7,742	\$57,887	29.3%	13.1%	335	61.0%	BA
27-1024	Graphic Designers	2,136	\$44,897	19.5%	14.9%	98	8.2%	BA
15-1134	Web Developers	2,053	\$68,467	51.9%	6.6%	141	N/A	AA
13-2011	Accountants and Auditors	15,073	\$60,544	20.8%	21.3%	766	94.0%	BA
15-1151	Computer User Support Specialists	9,310	\$47,652	31.3%	13.2%	435	65.0%	SCND
15-1132	Software Developers, Applications	10,227	\$91,260	42.2%	11.8%	617	4.2%	BA
15-1142	Network and Computer Systems Administrators	5,140	\$78,078	27.7%	12.1%	220	3.0%	BA
15-1131	Computer Programmers	3,726	\$79,585	15.4%	16.2%	160	48.0%	BA
15-1133	Software Developers, Systems Software	7,011	\$98,086	27.0%	12.4%	307	13.0%	BA
11-2021	Marketing Managers	2,794	\$102,539	24.3%	15.6%	144	1.4%	BA
11-2022	Sales Managers	7,483	\$97,317	15.0%	15.8%	307	1.3%	BA
11-3021	Computer and Information Systems Managers	5,254	\$132,899	34.2%	16.4%	255	3.5%	BA
13-1111	Management Analysts	8,667	\$68,973	18.3%	21.4%	291	13.0%	BA
15-1121	Computer Systems Analysts	11,446	\$89,860	39.4%	16.8%	636	0.7%	BA
	All Occupations, Maricopa County	1,755,210	\$43,257	20.2%	20.0%	83,479		

*Education Required: SCND (some college, no degree); PNDA (postsecondary non-degree award); AA (associate's degree); BA (bachelor's degree).



Retail Trade: Largest Employers⁹		
Mesa Main and Red Mountain Campus Service Areas		
Employer	City	Employees
Express Scripts Inc.	Tempe	500
American Virtual Academy Inc.	Chandler	150
Tangacom LLC	Chandler	40
Impala Bob's Inc.	Mesa	20
LSM Online Enterprises Inc.	Gilbert	13

Transportation

The Greater Phoenix region is well-known for being a major transportation and distribution hub in the southwestern United States. Strategically located between California, Texas, and Mexico, the region offers convenient, one-day access to major markets at a low cost for both ground and air transportation. In the east valley, the Mesa Red Mountain Campus is located near two airports – Mesa Falcon Field and Phoenix-Mesa Gateway Airport. Falcon Field, a general aviation airport serving mostly private traffic, is surrounded by a major regional employment center. A converted military facility, Phoenix-Mesa Gateway Airport serves both private and commercial traffic and boasts two 10,000-foot runways capable of landing the largest aircraft. The airport is a reliever for Phoenix Sky Harbor International Airport, and serves a growing number of passengers and cargo. The City of Mesa views Williams-Gateway as a significant future employment center, with land available for future business expansion. Many operations around both Mesa Falcon Field and Phoenix-Mesa Gateway airports offer support activities for air transportation, employing occupations related to aircraft maintenance, distribution, and business services.

Transportation: Support Activities for Air Transportation								
High-Concentration Occupations Requiring > High School Diploma and < Master's Degree ⁵ , Mesa Red Mountain Campus Service Area								
		Maricopa County						
SOC Code	SOC Title	Jobs (2014)	Median Annual Earnings (2015)	Percent Change, (2014-2024)	Age 55+	Annual Job Openings	Probability of Computerization ⁸	Education Required*
49-3011	Aircraft Mechanics and Service Technicians	2,989	\$61,363	11.1%	23.0%	110	71.0%	PNDA
49-2091	Avionics Technicians	419	\$52,646	8.4%	23.3%	11	70.0%	AA
11-1021	General and Operations Managers	27,016	\$86,892	20.6%	21.0%	1,327	16.0%	BA
53-2021	Air Traffic Controllers	315	\$99,204	5.1%	N/A	12	11.0%	AA
53-2011	Airline Pilots, Copilots, and Flight Engineers	3,114	\$130,950	4.3%	25.1%	99	18.0%	BA
13-2011	Accountants and Auditors	15,073	\$60,544	20.8%	21.3%	766	94.0%	BA
17-2011	Aerospace Engineers	746	\$84,406	-5.6%	31.1%	20	1.7%	BA
11-3011	Administrative Services Managers	4,474	\$80,231	21.4%	30.2%	190	73.0%	BA
13-1071	Human Resources Specialists	7,262	\$53,964	12.4%	17.0%	290	N/A	BA
13-1151	Training and Development Specialists	5,007	\$53,459	20.7%	19.7%	242	1.4%	BA
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	16	\$51,258	43.8%	N/A	1	91.0%	PNDA
11-2022	Sales Managers	7,483	\$97,317	15.0%	15.8%	307	1.3%	BA
11-3031	Financial Managers	7,364	\$103,923	24.0%	19.4%	375	6.9%	BA
13-1041	Compliance Officers	3,418	\$62,441	18.2%	26.0%	116	8.0%	BA
13-1081	Logisticians	1,918	\$67,499	8.6%	19.9%	44	1.2%	BA
	All Occupations, Maricopa County	1,755,210	\$43,257	20.2%	20.0%	83,479		

*Education Required: SCND (some college, no degree); PNDA (postsecondary non-degree award); AA (associate's degree); BA (bachelor's degree).

Transportation: Largest Employers⁹		
Mesa Red Mountain Campus Service Area		
Employer	City	Employees
Able Engineering Component Services Inc.	Mesa	450
Phoenix Mesa Gateway Airport	Mesa	105
Worldwide Flight Services	Mesa	90
Flight Trails Helicopter Inc.	Mesa	28
Embraer Executive Jet Services	Mesa	24

Information

Establishments in the information sector are engaged in producing and distributing information and cultural products, and providing the means to transmit or distribute these products. This includes the transmission of data and communications, as well as data processing. The MCC Main Campus service area maintains four subsectors within the information space with high growth potential in the coming decade:

- Software Publishers – Design, distribution, installation, and support services related to computer software.
- Wireless Telecommunications Carriers (except Satellite) – Transmission services that provide communications via the airwaves, including cellular phone, wireless Internet, and wireless video services.
- Satellite Telecommunications – Services to telecommunications and broadcasting industries providing signals via satellite.
- Data Processing, Hosting, and Related Services – Services providing infrastructure for data processing and hosting such as web, streaming services, or application hosting.

The information sector maintains a high percentage of occupations in information technology (IT), such as software developers, computer user support specialists, computer systems analysts, and computer network administrators.

Information: Software Publishers; Wireless Telecommunications Carriers (except Satellite); Satellite Telecommunications; and Data Processing, Hosting, and Related Services								
High-Concentration Occupations Requiring > High School Diploma and < Master's Degree ⁵ , Mesa Main Campus Service Area								
		Maricopa County						
SOC Code	SOC Title	Jobs (2014)	Median Annual Earnings (2015)	Percent Change, (2014-2024)	Age 55+	Annual Job Openings	Probability of Computerization ⁸	Education Required*
15-1132	Software Developers, Applications	10,227	\$91,260	42.2%	11.8%	617	4.2%	BA
15-1151	Computer User Support Specialists	9,310	\$47,652	31.3%	13.2%	435	65.0%	SCND
15-1121	Computer Systems Analysts	11,446	\$89,860	39.4%	16.8%	636	0.7%	BA
15-1133	Software Developers, Systems Software	7,011	\$98,086	27.0%	12.4%	307	13.0%	BA
15-1131	Computer Programmers	3,726	\$79,585	15.4%	16.2%	160	48.0%	BA
11-1021	General and Operations Managers	27,016	\$86,892	20.6%	21.0%	1,327	16.0%	BA
15-1142	Network and Computer Systems Administrators	5,140	\$78,078	27.7%	12.1%	220	3.0%	BA
11-3021	Computer and Information Systems Managers	5,254	\$132,899	34.2%	16.4%	255	3.5%	BA
17-2072	Electronics Engineers, Except Computer	2,905	\$88,101	-2.9%	22.3%	66	2.5%	BA
13-2011	Accountants and Auditors	15,073	\$60,544	20.8%	21.3%	766	94.0%	BA
15-1143	Computer Network Architects	2,652	\$94,526	26.3%	11.3%	110	N/A	BA
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	4,892	\$70,172	10.7%	22.6%	159	25.0%	BA
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	2,051	\$58,261	10.3%	18.3%	44	36.0%	PNDA
15-1152	Computer Network Support Specialists	3,809	\$61,789	23.5%	13.3%	146	N/A	AA
13-1161	Market Research Analysts and Marketing Specialists	7,742	\$57,887	29.3%	13.1%	335	61.0%	BA
	All Occupations, Maricopa County	1,755,210	\$43,257	20.2%	20.0%	83,479		

*Education Required: SCND (some college, no degree); PNDA (postsecondary non-degree award); AA (associate's degree); BA (bachelor's degree).

Information: Largest Employers⁹		
Mesa Main Campus Service Area		
Employer	City	Employees
Ipower Inc.	Tempe	724
American Traffic Solutions	Mesa	600
American Traffic Solutions	Tempe	392
Consumer Cellular	Phoenix	335
Affiliated Computer Services Inc.	Tempe	300

Finance and Insurance

The finance and insurance sector engages in financial transactions that raise funds by taking deposits and makes loans from those deposits, and pools risk by underwriting insurance and annuities. Based on current projections, the following subsectors within finance and insurance are expected to see large employment growth in both the MCC Main and Red Mountain service areas in the coming decade:

- Depository Credit Intermediation – Establishments engaged in accepting deposits and in lending funds from these deposits. Includes commercial banks and credit unions.
- Nondepository Credit Intermediation – Establishments engaged in extending credit or lending funds raised by credit market borrowing. Includes credit card issuing, sales financing, and mortgage companies.
- Securities and Commodity Contracts Intermediation and Brokerage – Establishments engaged in putting capital at risk in the process of underwriting securities issues or in making markets for securities and commodities. Includes bond dealers, stock brokerages, mutual fund agencies, and commodity contracts brokerages.
- Insurance Carriers – Establishments engaged in underwriting annuities and insurance policies (life, health, property, and casualty), and investing premiums to build-up a portfolio of financial assets to be used against future claims.
- Agencies, Brokerages, and Other Insurance Related Activities – Establishments engaged in acting as agents in selling annuities and insurance policies or providing insurance-related services such as claims adjustments and third party administration.

Many occupations in finance and insurance are also well-paying and fall into categories such as general office-type occupations (secretaries, bookkeepers, and managers); sales; and financial positions (accountants and auditors, and financial advisors and analysts). The industry also maintains a large IT component, comprising about 6% of all jobs in 2014¹⁰.

Finance and Insurance: Depository Credit Intermediation; Nondepository Credit Intermediation; Securities and Commodity Contracts Intermediation and Brokerage; Insurance Carriers; Agencies, Brokerages, and Other Insurance Related Activities High-Concentration Occupations Requiring > High School Diploma and < Master's Degree ⁵ , Mesa Main Campus Service Area								
		Maricopa County						
SOC Code	SOC Title	Jobs (2014)	Median Annual Earnings (2015)	Percent Change, (2014-2024)	Age 55+	Annual Job Openings	Probability of Computerization ⁸	Education Required*
41-3031	Securities, Commodities, and Financial Services Sales Agents	4,623	\$54,619	33.6%	13.8%	250	1.6%	BA
13-2072	Loan Officers	8,375	\$64,540	26.4%	15.4%	385	98.0%	BA
13-2052	Personal Financial Advisors	3,309	\$68,322	50.8%	19.3%	275	58.0%	BA
11-3031	Financial Managers	7,364	\$103,923	24.0%	19.4%	375	6.9%	BA
11-1021	General and Operations Managers	27,016	\$86,892	20.6%	21.0%	1,327	16.0%	BA
13-2051	Financial Analysts	4,435	\$67,574	27.1%	10.5%	226	23.0%	BA
13-2053	Insurance Underwriters	1,231	\$64,458	3.9%	20.7%	37	99.0%	BA
13-2011	Accountants and Auditors	15,073	\$60,544	20.8%	21.3%	766	94.0%	BA
13-1111	Management Analysts	8,667	\$68,973	18.3%	21.4%	291	13.0%	BA
15-1132	Software Developers, Applications	10,227	\$91,260	42.2%	11.8%	617	4.2%	BA
15-1121	Computer Systems Analysts	11,446	\$89,860	39.4%	16.8%	636	0.7%	BA
13-2041	Credit Analysts	864	\$70,811	32.2%	11.0%	72	98.0%	BA
13-1161	Market Research Analysts and Marketing Specialists	7,742	\$57,887	29.3%	13.1%	335	61.0%	BA
13-2099	Financial Specialists, All Other	1,385	\$68,850	25.1%	19.2%	51	33.0%	BA
11-3021	Computer and Information Systems Managers	5,254	\$132,899	34.2%	16.4%	255	3.5%	BA
	All Occupations, Maricopa County	1,755,210	\$43,257	20.2%	20.0%	83,479		

*Education Required: SCND (some college, no degree); PNDA (postsecondary non-degree award); AA (associate's degree); BA (bachelor's degree).

Finance and Insurance: Nondepository Credit Intermediation; Agencies, Brokerages, and Other Insurance Related Activities

High-Concentration Occupations Requiring > High School Diploma and < Master's Degree⁵, Mesa Red Mountain Campus Service Area

		Maricopa County							
SOC Code	SOC Title	Jobs (2014)	Median Annual Earnings (2015)	Percent Change, (2014-2024)	Age 55+	Annual Job Openings	Probability of Computerization ⁸	Education Required*	
13-2072	Loan Officers	8,375	\$64,540	26.4%	15.4%	385	98.0%	BA	
11-1021	General and Operations Managers	27,016	\$86,892	20.6%	21.0%	1,327	16.0%	BA	
11-3031	Financial Managers	7,364	\$103,923	24.0%	19.4%	375	6.9%	BA	
41-3031	Securities, Commodities, and Financial Services Sales Agents	4,623	\$54,619	33.6%	13.8%	250	1.6%	BA	
13-2011	Accountants and Auditors	15,073	\$60,544	20.8%	21.3%	766	94.0%	BA	
13-2041	Credit Analysts	864	\$70,811	32.2%	11.0%	72	98.0%	BA	
13-2053	Insurance Underwriters	1,231	\$64,458	3.9%	20.7%	37	99.0%	BA	
13-1111	Management Analysts	8,667	\$68,973	18.3%	21.4%	291	13.0%	BA	
13-2051	Financial Analysts	4,435	\$67,574	27.1%	10.5%	226	23.0%	BA	
15-1121	Computer Systems Analysts	11,446	\$89,860	39.4%	16.8%	636	0.7%	BA	
13-2052	Personal Financial Advisors	3,309	\$68,322	50.8%	19.3%	275	58.0%	BA	
13-1161	Market Research Analysts and Marketing Specialists	7,742	\$57,887	29.3%	13.1%	335	61.0%	BA	
15-1132	Software Developers, Applications	10,227	\$91,260	42.2%	11.8%	617	4.2%	BA	
13-2099	Financial Specialists, All Other	1,385	\$68,850	25.1%	19.2%	51	33.0%	BA	
11-2022	Sales Managers	7,483	\$97,317	15.0%	15.8%	307	1.3%	BA	
	All Occupations, Maricopa County	1,755,210	\$43,257	20.2%	20.0%	83,479			

*Education Required: SCND (some college, no degree); PNDA (postsecondary non-degree award); AA (associate's degree); BA (bachelor's degree).

Finance and Insurance: Largest Employers ⁹		
Mesa and Red Mountain Campus Service Areas		
Employer	City	Employees
Bank Of America	Phoenix	3,360
JPMorgan Chase Bank	Phoenix	1,800
Wells Fargo	Phoenix	1,538
JPMorgan Chase Bank	Tempe	1,500
Wells Fargo	Chandler	1,120

Professional Services and Management of Companies:

Firms in professional services provide professional, scientific, and technical activities to other firms, while management of companies involves the administration of firms that normally undertake strategic, organizational planning, or decision-making roles. Both sectors rely on human capital as a major input. The services they offer are almost completely dependent on the knowledge and skills of their employees, who often possess high degrees of expertise and training. Currently, the MCC Main and Red Mountain service areas employ over 70,000 persons in professional services and management of companies⁴, with high growth projections in the following areas:

- Legal Services – Includes the offices of lawyers and attorneys providing expertise in a range of specific areas of law (criminal, corporate, family, tax, real estate, etc...); offices of notaries; as well as other legal services such as paralegal services and real estate title companies.
- Computer Systems Design and Related Services – Provides information technology expertise including software design and support, computer systems planning and integration, on-site management of computer systems, and professional and technical computer-related advice and services.
- Scientific Research and Development Services – Includes establishments engaged in conducting original investigation to gain new knowledge or to create new or improved products or processes. Includes research and development in the physical, engineering, and life sciences; biotechnology; as well as the social sciences and humanities.

- Management of Companies and Enterprises – Provides the holding of securities for the purpose of controlling interest, or administration and management of companies and enterprises.
- Office Administrative Services – Provides a range of day-to-day office administrative services, such as financial planning, billing and recordkeeping, personnel, and distribution/logistics for other firms on a contract or fee basis.

Like the finance and insurance sector, a large percentage of occupations engaged in professional services and management of companies are IT-related. These include software developers, computer systems analysts, computer user support specialists, and computer programmers. In addition, the industry maintains a high concentration of management and business and financial operations occupations, such as general and operations managers, management analysts, financial managers, and accountants and auditors.

Professional Services and Management of Companies: Legal Services; Computer Systems Design and Related Services; Scientific Research and Development Services; Management of Companies and Enterprises; Office Administrative Services								
High-Concentration Occupations Requiring > High School Diploma and < Master's Degree ⁵ , Mesa Main Campus Service Area								
Maricopa County								
SOC Code	SOC Title	Jobs (2014)	Median Annual Earnings (2015)	Percent Change, (2014-2024)	Age 55+	Annual Job Openings	Probability of Computerization ⁸	Education Required*
23-2011	Paralegals and Legal Assistants	3,936	\$51,675	17.5%	21.2%	165	94.0%	AA
15-1132	Software Developers, Applications	10,227	\$91,260	42.2%	11.8%	617	4.2%	BA
11-1021	General and Operations Managers	27,016	\$86,892	20.6%	21.0%	1,327	16.0%	BA
15-1121	Computer Systems Analysts	11,446	\$89,860	39.4%	16.8%	636	0.7%	BA
13-2011	Accountants and Auditors	15,073	\$60,544	20.8%	21.3%	766	94.0%	BA
15-1133	Software Developers, Systems Software	7,011	\$98,086	27.0%	12.4%	307	13.0%	BA
15-1151	Computer User Support Specialists	9,310	\$47,652	31.3%	13.2%	435	65.0%	SCND
15-1131	Computer Programmers	3,726	\$79,585	15.4%	16.2%	160	48.0%	BA
11-3021	Computer and Information Systems Managers	5,254	\$132,899	34.2%	16.4%	255	3.5%	BA
13-1111	Management Analysts	8,667	\$68,973	18.3%	21.4%	291	13.0%	BA
15-1142	Network and Computer Systems Administrators	5,140	\$78,078	27.7%	12.1%	220	3.0%	BA
11-3031	Financial Managers	7,364	\$103,923	24.0%	19.4%	375	6.9%	BA
13-1161	Market Research Analysts and Marketing Specialists	7,742	\$57,887	29.3%	13.1%	335	61.0%	BA
13-1071	Human Resources Specialists	7,262	\$53,964	12.4%	17.0%	290	N/A	BA
19-4021	Biological Technicians	516	\$37,309	37.4%	13.3%	37	30.0%	BA
	All Occupations, Maricopa County	1,755,210	\$43,257	20.2%	20.0%	83,479		

*Education Required: SCND (some college, no degree); PNDA (postsecondary non-degree award); AA (associate's degree); BA (bachelor's degree).

Professional Services and Management of Companies: Computer Systems Design and Related Services; Office Administrative Services								
High-Concentration Occupations Requiring > High School Diploma and < Master's Degree ⁵ , Mesa Red Mountain Campus Service Area								
Maricopa County								
SOC Code	SOC Title	Jobs (2014)	Median Annual Earnings (2015)	Percent Change, (2014-2024)	Age 55+	Annual Job Openings	Probability of Computerization ⁸	Education Required*
15-1132	Software Developers, Applications	10,227	\$91,260	42.2%	11.8%	617	4.2%	BA
15-1121	Computer Systems Analysts	11,446	\$89,860	39.4%	16.8%	636	0.7%	BA
11-1021	General and Operations Managers	27,016	\$86,892	20.6%	21.0%	1,327	16.0%	BA
15-1151	Computer User Support Specialists	9,310	\$47,652	31.3%	13.2%	435	65.0%	SCND
15-1133	Software Developers, Systems Software	7,011	\$98,086	27.0%	12.4%	307	13.0%	BA
15-1131	Computer Programmers	3,726	\$79,585	15.4%	16.2%	160	48.0%	BA
13-2011	Accountants and Auditors	15,073	\$60,544	20.8%	21.3%	766	94.0%	BA
11-3021	Computer and Information Systems Managers	5,254	\$132,899	34.2%	16.4%	255	3.5%	BA
15-1142	Network and Computer Systems Administrators	5,140	\$78,078	27.7%	12.1%	220	3.0%	BA
13-1111	Management Analysts	8,667	\$68,973	18.3%	21.4%	291	13.0%	BA
13-1161	Market Research Analysts and Marketing Specialists	7,742	\$57,887	29.3%	13.1%	335	61.0%	BA
13-1071	Human Resources Specialists	7,262	\$53,964	12.4%	17.0%	290	N/A	BA



15-1152	Computer Network Support Specialists	3,809	\$61,789	23.5%	13.3%	146	N/A	AA
15-1143	Computer Network Architects	2,652	\$94,526	26.3%	11.3%	110	N/A	BA
11-3031	Financial Managers	7,364	\$103,923	24.0%	19.4%	375	6.9%	BA
	All Occupations, Maricopa County	1,755,210	\$43,257	20.2%	20.0%	83,479		

*Education Required: SCND (some college, no degree); PNDA (postsecondary non-degree award); AA (associate's degree); BA (bachelor's degree).

Professional Services and Management of Companies: Largest Employers ⁹		
Mesa and Red Mountain Campus Service Areas		
Employer	City	Employees
U-Haul	Phoenix	3,964
Charles Schwab Inc.	Phoenix	2,292
Verizon Wireless	Chandler	1,217
Go Daddy Software Inc.	Gilbert	1,216
Direct Alliance Corporation	Tempe	1,000

Healthcare

Comprised of establishments providing health services to individuals, employment in the healthcare industry in Greater Phoenix has grown 45% in the last decade, and is expected to add 70,000 jobs region-wide in the decade to come⁴. With employment growth tied to demographics (an aging population), the healthcare sector in Greater Phoenix did not lose jobs during the Great Recession. In the MCC Main and Red Mountain services areas, employment in several healthcare subsectors is expected to grow at high rates between 2014 and 2024. These include:

- Offices of Physicians – Establishments providing general or specialized medicine operating in private or group practices in their own offices, centers, or clinics.
- Outpatient Care Centers – Establishments providing general or specialized outpatient care including family planning, treatment of mental health disorders and alcohol and other substance abuse, dialysis, and emergency care.
- Medical and Diagnostic Laboratories – Establishments providing analytic or diagnostic services, including body fluid analysis and diagnostic imaging.
- Other Ambulatory Health Care Services – Establishments providing ambulance services, as well as other ambulatory health services such as blood donation, health screening, smoke cessation, and hearing testing services.
- General Medical and Surgical Hospitals – Establishments providing diagnostic and medical treatment to inpatients with a wide variety of medical conditions.
- Specialty (except Psychiatric and Substance Abuse) Hospitals – Establishments providing diagnostic and medical treatment to inpatients with a specific type of disease or condition.
- Nursing Care Facilities (Skilled Nursing Facilities) – Establishments providing inpatient nursing and rehabilitative services generally provided over an extended period of time.
- Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly – Establishments providing residential and personal care services for the elderly or other persons who are unable to fully care for themselves or do not desire to live independently.

With regards to occupations, nurses (registered and LPNs) and nursing/medical assistants are highly concentrated in these healthcare subsectors, as are health technologists and technicians (radiologic, surgical, laboratory), administrative and management (medical and health services managers, general and operations managers, medical records and information technicians), and social workers.

Healthcare: Offices of Physicians; Outpatient Care Centers; Medical and Diagnostic Laboratories; Other Ambulatory Health Care Services; General Medical and Surgical Hospitals								
High-Concentration Occupations Requiring > High School Diploma and < Master's Degree ⁵ , Mesa Main Campus Service Area								
Maricopa County								
SOC Code	SOC Title	Jobs (2014)	Median Annual Earnings (2015)	Percent Change, (2014-2024)	Age 55+	Annual Job Openings	Probability of Computerization ⁸	Education Required*
29-1141	Registered Nurses	32,807	\$73,542	30.3%	24.2%	1,910	0.9%	AA
29-2041	Emergency Medical Technicians and Paramedics	2,376	\$31,447	44.1%	6.8%	154	4.9%	PNDA
31-9092	Medical Assistants	11,280	\$31,705	33.3%	10.7%	659	30.0%	PNDA
31-9097	Phlebotomists	1,827	\$29,693	51.1%	12.4%	144	N/A	PNDA
29-2012	Medical and Clinical Laboratory Technicians	1,753	\$37,337	44.6%	20.9%	131	47.0%	AA
29-2011	Medical and Clinical Laboratory Technologists	1,624	\$61,896	39.7%	21.5%	113	90.0%	BA
29-2034	Radiologic Technologists	2,053	\$63,447	29.8%	16.9%	107	N/A	AA
31-1014	Nursing Assistants	8,590	\$29,008	40.2%	19.0%	583	N/A	PNDA
11-9111	Medical and Health Services Managers	4,611	\$92,746	30.3%	27.3%	278	0.7%	BA
29-2061	Licensed Practical and Licensed Vocational Nurses	3,707	\$51,264	44.5%	23.8%	296	5.8%	PNDA
29-2071	Medical Records and Health Information Technicians	2,944	\$37,057	28.7%	24.2%	162	91.0%	PNDA
11-1021	General and Operations Managers	27,016	\$86,892	20.6%	21.0%	1,327	16.0%	BA
29-2032	Diagnostic Medical Sonographers	818	\$84,457	44.4%	16.7%	56	35.0%	AA
29-2035	Magnetic Resonance Imaging Technologists	536	\$73,381	27.8%	16.7%	27	N/A	AA
21-1023	Mental Health and Substance Abuse Social Workers	1,707	\$32,438	24.1%	19.7%	88	0.3%	BA
All Occupations, Maricopa County		1,755,210	\$43,257	20.2%	20.0%	83,479		

*Education Required: SCND (some college, no degree); PNDA (postsecondary non-degree award); AA (associate's degree); BA (bachelor's degree).

Healthcare: Offices of Physicians; Outpatient Care Centers; General Medical and Surgical Hospitals; Specialty (except Psychiatric and Substance Abuse) Hospitals; Nursing Care Facilities (Skilled Nursing Facilities); Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly								
High-Concentration Occupations Requiring > High School Diploma and < Master's Degree ⁵ , Mesa Red Mountain Campus Service Area								
Maricopa County								
SOC Code	SOC Title	Jobs (2014)	Median Annual Earnings (2015)	Percent Change, (2014-2024)	Age 55+	Annual Job Openings	Probability of Computerization ⁸	Education Required*
29-1141	Registered Nurses	32,807	\$73,542	30.3%	24.2%	1,910	0.9%	AA
31-1014	Nursing Assistants	8,590	\$29,008	40.2%	19.0%	583	N/A	PNDA
29-2061	Licensed Practical and Licensed Vocational Nurses	3,707	\$51,264	44.5%	23.8%	296	5.8%	PNDA
31-9092	Medical Assistants	11,280	\$31,705	33.3%	10.7%	659	30.0%	PNDA
11-9111	Medical and Health Services Managers	4,611	\$92,746	30.3%	27.3%	278	0.7%	BA
29-2034	Radiologic Technologists	2,053	\$63,447	29.8%	16.9%	107	N/A	AA
29-2071	Medical Records and Health Information Technicians	2,944	\$37,057	28.7%	24.2%	162	91.0%	PNDA
29-1126	Respiratory Therapists	1,520	\$56,539	26.7%	19.1%	82	6.6%	AA
39-9032	Recreation Workers	3,312	\$24,258	21.0%	18.1%	138	0.6%	BA
29-2055	Surgical Technologists	1,451	\$49,867	29.8%	12.1%	60	34.0%	PNDA
11-1021	General and Operations Managers	27,016	\$86,892	20.6%	21.0%	1,327	16.0%	BA
29-2011	Medical and Clinical Laboratory Technologists	1,624	\$61,896	39.7%	21.5%	113	90.0%	BA
29-2012	Medical and Clinical Laboratory Technicians	1,753	\$37,337	44.6%	20.9%	131	47.0%	AA
21-1023	Mental Health and Substance Abuse Social Workers	1,707	\$32,438	24.1%	19.7%	88	0.3%	BA
31-2021	Physical Therapist Assistants	1,224	\$40,295	25.7%	9.5%	85	1.8%	AA
All Occupations, Maricopa County		1,755,210	\$43,257	20.2%	20.0%	83,479		

*Education Required: SCND (some college, no degree); PNDA (postsecondary non-degree award); AA (associate's degree); BA (bachelor's degree).

Healthcare: Largest Employers⁹		
Mesa Main Campus Service Area		
Employer	City	Employees
Banner Desert Medical Center	Mesa	4,866
Banner Good Samaritan Medical Center	Phoenix	3,800
St. Joseph's Hospital Medical Center	Phoenix	3,757
Carl T. Hayden VA Medical Center	Phoenix	3,124
Honorhealth Osborn Campus	Scottsdale	2,500



Healthcare: Largest Employers⁹		
Mesa Red Mountain Campus Service Area		
<i>Employer</i>	<i>City</i>	<i>Employees</i>
Banner Baywood Medical Center	Mesa	2,170
IASIS Healthcare Mountain Vista Medical Center	Mesa	500
Banner Baywood Heart Hospital	Mesa	456
Banner Ironwood Medical Center	Pinal County	300
Gilbert Hospital	Gilbert	196

Gap Analysis

Based on the finding of the analysis conducted above, as well as examination of the existing programs offered by MCC, the industry structure of the MCC Main and Red Mountain service areas, and the occupational needs of those industries, Workforce Development makes the following recommendations to MCC for consideration of new program opportunities:

- Examine Specialties in Business and Professional Services** – Accounting for over 90,000 jobs in 2014, employers in finance, insurance, professional services, and management of companies are expected to add another 38,000 jobs in the MCC Main and Red Mountain service areas by 2024. The finance and insurance sector in particular has been a bright spot in the Greater Phoenix economy since the end of the recession. Regional employment has grown 21% since 2009, compared to 11% for all industries and 8% for finance and insurance nationwide⁴. The industry was hard-hit by the Great Recession. Since the recovery, the industry has consolidated, moving out of tier-1 markets and to lower cost regions, especially for non-customer-facing operations. Greater Phoenix has been a prime beneficiary of this trend, with employers attracted to the region’s well-trained workforce with customer service experience, low energy costs, available office space, reliable infrastructure, and low risk of natural disasters. Recent locations and expansions in Greater Phoenix have included State Farm, Silicon Valley Bank, Northern Trust, and Santander Bank, growing on an existing employer base of such firms as USAA, GMAC, Bank of America, JP Morgan Chase, and Wells Fargo. Finance and insurance jobs also pay well, as do jobs in professional services and management companies. In 2015 corporate earnings per employee in Maricopa County ranged from \$86,000 to \$106,000 in these sectors, compared to \$61,000 for all industries⁴.

MCC’s current offerings for students interested in careers in the finance, insurance, professional services, and corporate management include programs in marketing, IT, sales, and management. In order to enter and advance within their professions, many workers in these industries require specialized training and certification. These include skills in sales, logistics, accounting, IT, engineering, legal services, underwriting, and business processes, as well as specialty certification and licensure in insurance, underwriting, IT, financial planning, accounting, and securities. These industries face projected employment shortages. Their workforces are aging, and while in many cases they offer well-paying, solid career paths for their employees, firms are having difficulty attracting Millennials to their ranks. It is for all these reasons that MCC should explore new program opportunities in these industries.

- Explore Emerging Opportunities in Healthcare** – America’s healthcare sector is undergoing fundamental change. An aging American population continues to drive demand for healthcare services, and spiraling costs have drawn increased attention to the issue of cost containment. At the same time, recent political developments promise to bring significant modifications to or the outright elimination of the Affordable Care Act, and a reexamination of the Medicare system. In an effort to manage costs, the healthcare industry has implemented changes to healthcare delivery, such as an increased emphasis on primary and integrated care, as well as the continued

automation of healthcare information systems. These changes promise to shift healthcare occupational needs, and thus training, in the years to come. Given the change evident in American healthcare, new types of occupations are emerging based on current needs. MCC should examine program opportunities in these new fields which include:

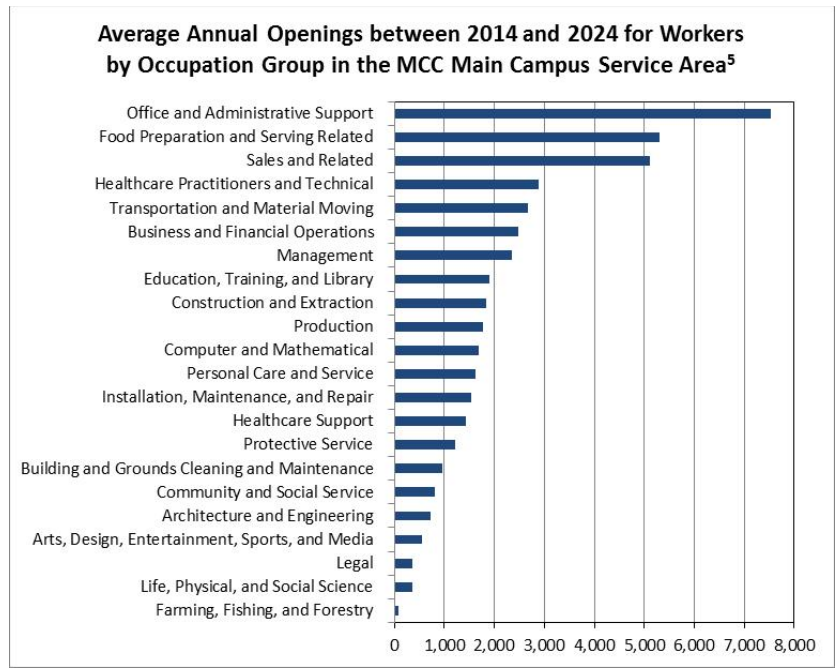
- Community Health – Community health focuses on the well-being of geographic regions and communities of individuals, often through the use of data analysis. Once trends have been identified, community health workers discuss health concerns with members of specific populations or communities, and can affect change through interventions such as improved access to medical care and public information campaigns¹¹.
 - Community Paramedicine – Community paramedicine is an evolving model of community health that allows paramedics to operate outside their traditional roles of emergency response and transport to enhance healthcare access to traditionally underserved populations. Working under the control of a physician, community paramedics receive additional training in patient assessment, clinical skills, and community social services that leads to a more integrated approach to healthcare delivery¹².
 - Health Coaches and Navigators – An emerging occupation, health coaches and navigators integrate health and wellness across the patient life experience to manage chronic conditions. Through the development of personal relationships, they educate patients in preventative health and wellness techniques; and keep clinical staff informed of patient emotional, mental, and personal needs; and assist patients in obtaining proper insurance coverage, scheduling appointments, and payment of services.
 - Integrated Care – The integration of mental health services with primary care is a growing trend in healthcare. Aimed at directing patients to existing community mental health resources, the intent of integrated care is to reduce misdiagnosis and improve patient well-being. Moving forward, primary care providers at all levels will need to be trained to identify, educate, and treat patient behavioral needs in a proactive manner.
 - Health IT – The healthcare sector is rapidly adopting informatics in order to improve patient diagnosis and treatment, reduce the likelihood of medical error, and lower costs. Standing at the center of two fast-growing disciplines – healthcare and information technology – health IT offers strong employment opportunities for individuals interested in the field.
- **More IT** – Nearly 40,000 people are currently employed in information technology jobs in the MCC service area. This figure is expected to increase to nearly 50,000 by 2024. Many of these jobs are in industries such as data processing and computer systems design services that are highly concentrated in the MCC service area. However, IT jobs are spread across the entire economy, and are well-represented other industries important to MCC, including finance, insurance, professional services, management of companies, manufacturing, and even healthcare.

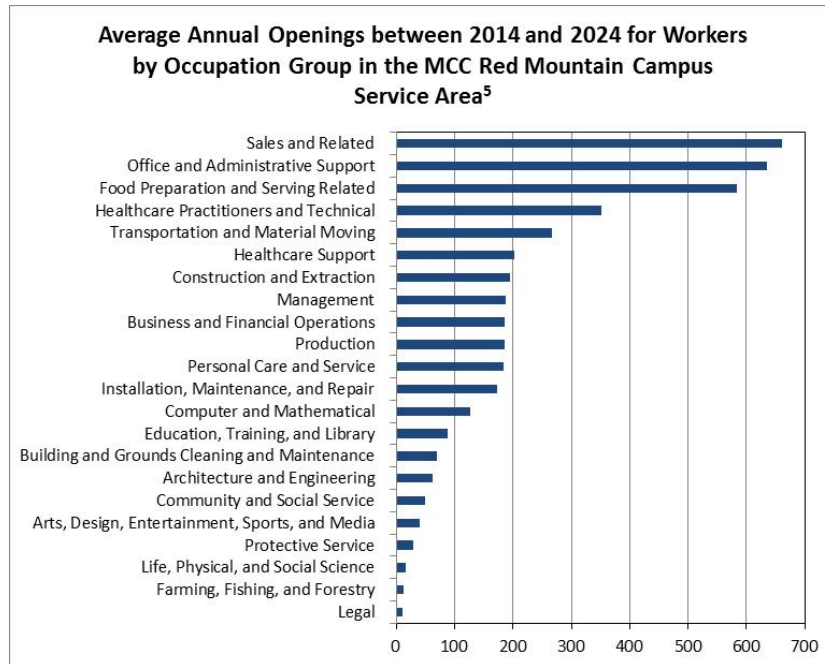
The IT industry is changing rapidly. Recent years have seen a convergence of telecommunication and IT, fostering demand for next-generation talent in areas such as big data, cybersecurity, cloud computing, mobile and wearable technology, and the Internet of Things. In addition, Greater Phoenix is well-positioned as an emerging IT hub. The region is in the early stages of development, but its growth potential look exponential. Driven by employment demand across

all industry sectors, as well as outflow from California, the Greater Phoenix region is expected to add over 20,000 IT jobs in the next decade⁴. Median IT wages are nearly double the wage for all jobs in Maricopa County⁵.

Despite great prospects, challenges remain for IT in Greater Phoenix. The region offers a strong entry-level labor base, but lacks a workforce with higher-level IT competencies. MCCCDC also faces challenges with regards to its IT program offerings. District-wide enrollment is down, and programs must keep pace with fast-changing industry needs. MCC should examine program opportunities to meet the following regional IT challenges:

- Lack of soft skills among IT professionals.
- Lack of student internships and other on-the-job professional development opportunities.
- Increased demand for programs leading to industry-recognized credentials and certifications.
- Great demand for IT professionals with cybersecurity experience.
- Lack of basic business and finance knowledge among new IT hires.
- Lack of flexible mid-career training for existing IT professionals.
- IT skills in greatest demand in Maricopa County include: SQL, software development, JAVA, project management, technical support, LINUX, Oracle, customer service, software engineering, Microsoft C#, SQL Server, and .NET Programming¹³.





Conclusion

It should be noted that the analysis conducted above is an attempt to describe the industries and occupations evident in the MCC Main and Red Mountain service areas as they exist today, and does not attempt to predict future industry composition of the service area or emerging occupations that are not currently identified by existing data sources. It should also be noted that this analysis is just the first step, which may include further analysis utilizing similar or different datasets. One useful next step would be to meet with local employers in the industry sectors listed above to learn more about their workforce needs and confirm the findings of this study. Workforce Development can provide MCC with detailed lists of employers listed in the industries above beyond those mentioned in this report. The Workforce Development Department stands ready to assist Mesa Community College in efforts to further assess demand for the creation of new programs to meet the workforce needs of the Greater Phoenix region.

Sources

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