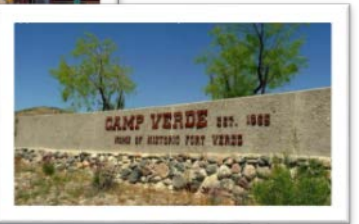


# Verde Valley Labor Report 2016

YAVAPAI COLLEGE  
**YREDC**  
REGIONAL ECONOMIC  
DEVELOPMENT CENTER



The Verde Valley region encompasses five municipalities including Cottonwood, Clarkdale, Camp Verde, Jerome, Sedona and the neighboring Native American Tribe Yavapai-Apache Nation. The labor force is comprised of a variety of skill and education levels, from vocational fields to professional, technical, and scientific occupations.

Yavapai county boasts three universities that each carry a unique focus, a robust community college, and a joint-technical education district in the Verde Valley that produces vocational training for high school students and prepares them to enter the workforce after high school. The labor force in the area is a steady pipeline for entry-level to technical expert vocational careers and beginning to advanced professional careers.

### Technical Training

The Valley Academy for Career and Technology Education (VACTE) is the regional educational district that focuses on training high school students in technical fields throughout the Verde Valley. Students can graduate from high school with a variety of industry certifications including welding, automotive technologies, nursing, cabinet production, business operations, digital photography, architectural drafting and culinary arts.



#### YAVAPAI COLLEGE GRADUATED 1,565 STUDENTS IN MAY 2015

- ✦ MANAGEMENT
- ✦ COMPUTER NETWORKING  
TECHNICIAN
- ✦ CNC MACHING
- ✦ MEDICAL ASISSTANT
- ✦ INDUSTRIAL MACHINE  
MECHANIC
- ✦ ACCOUNTING
- ✦ NURSING
- ✦ CISCO NETWORKING  
TECHNICIAN
- ✦ ELECTRONICS TECHNOLOGY
- ✦ ADMIN OFFICE SPECIALIST
- ✦ AGRICULTURE TECHNOLOGY  
MANAGEMENT



*Yavapai College* serves more than 15,000 students per year through its 62 certificate programs and 32 Associates Degree programs. The college has 2 locations in the Verde Valley including the main campus in Clarkdale and the Sedona Center for Arts and Technology. The Career & Technical Education Center is 108,000 square feet dedicated to technical training in subjects such as machining, welding, mill right, gunsmithing, diesel technology, industrial machine mechanics,

electrical instrumentation, robotics, and electronics technology. The college offers several industry certifications through the vocational program.

The College also offers programming specific to the Verde Campus:

**Certificate Programs:**

Culinary Arts Fundamentals  
Hotel and Restaurant Management  
Media Production  
Media Writing and Producing  
Viticulture

**Associate Degree:**

AAS in Viticulture and Enology

Yavapai College works closely with industry in the Verde Valley to ensure that curriculum is job-driven and includes superior technology. The college's Regional Economic Development Center provides on-site, contextual training for employers to fill entry level and mid-level labor needs.

University System

Yavapai County has three universities that serve the local community. *Embry-Riddle Aeronautical University* is a premier academic academy for aviation and engineering. The College of Aviation fuels your aviation passion by offering the nation's most comprehensive academic programs for degrees in aviation and aerospace fields. The College of Engineering focuses on hands-on learning and interdisciplinary collaboration to ensure that our graduates are fully prepared to enter the industry. The College of Security & Intelligence boasts several high-tech, high-demand programs, including the first Global Security & Intelligence Studies program in the country. The College of Arts & Sciences offers a wealth of learning opportunities to choose from, the COAS truly puts the "universe" in the "university experience" at Prescott.



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*Embry-Riddle Aeronautical University  
2014-2015 Graduates 339*

*\*Computer Engineering \*Electrical Engineering  
\*Mechanical Engineering \*Aeronautical Science  
\*Aerospace Engineering \*Aviation Business  
Admin. \*Global Security & Intelligence \*Aviation  
Environmental Science*






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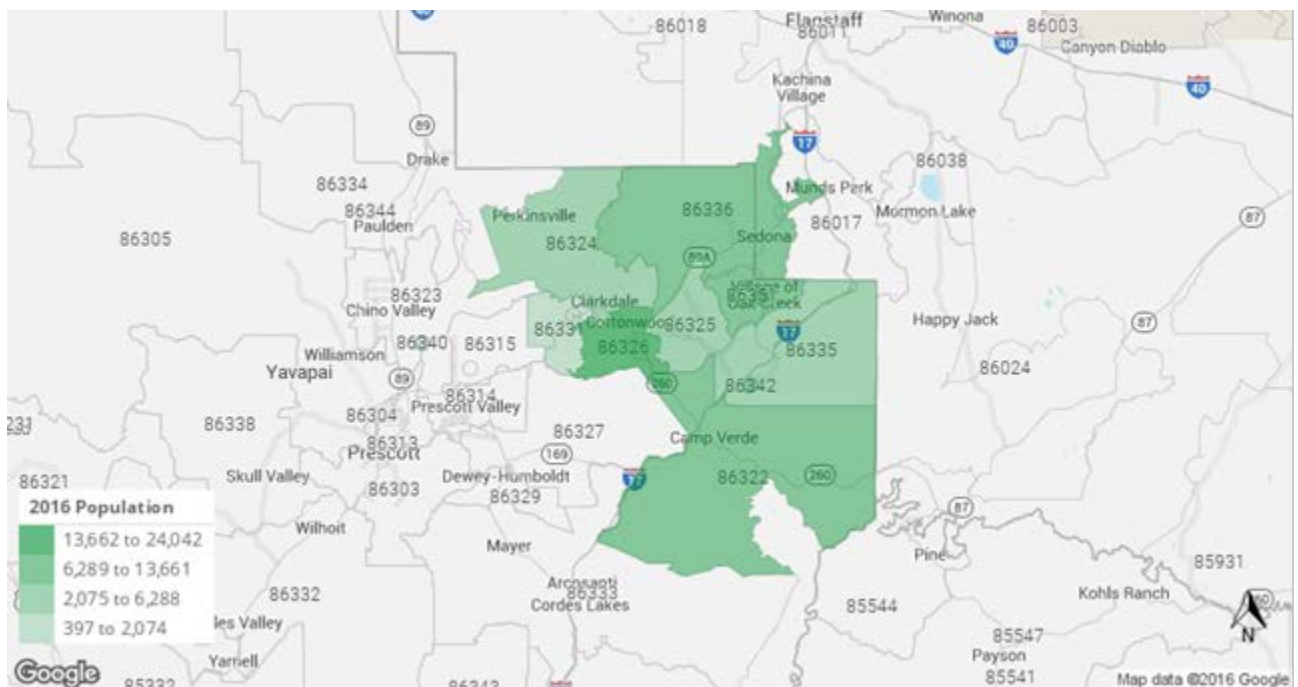
*Prescott College* carries a unique emphasis on the liberal arts, the environment, and social justice. The institution offers a variety of Bachelor's degree in Science and Fine Arts, Master's programs in Liberal Arts, Education, and Science of Counseling, and Doctoral Programs in Education with an emphasis on Sustainability.

*NAU-Yavapai* is an arm of Northern Arizona University located in Prescott Valley. The Yavapai Campus of Northern Arizona University provides students the opportunity to earn a respected Bachelor's degree in just three years. These structured degree programs enable students to earn a degree in a high-demand field quickly and prepare to succeed in today's workforce. Degree programs are offered in Service Industry Management, Applied Human Behavior, Community

Development & Sustainability, and Entrepreneurship. There are 96 graduates in these programs projected for FY 15-16.

## 2015 Demographics

Age Cohort	2015 Population	2015 Percent
Under 20 years	12,713	18.6% 
20 to 39 years	12,027	17.6% 
40 to 59 years	17,166	25.1% 
60 to 79 years	21,663	31.6% 
80 years and over	4,906	7.2% 



## Industry & Occupations

Primary sectors that have experienced job growth or are signaling the high potential for growth are healthcare, micro-electronic and advanced manufacturing, food and accommodation services, and retail trade and wholesale trade. Professional, technical, and scientific occupations across all



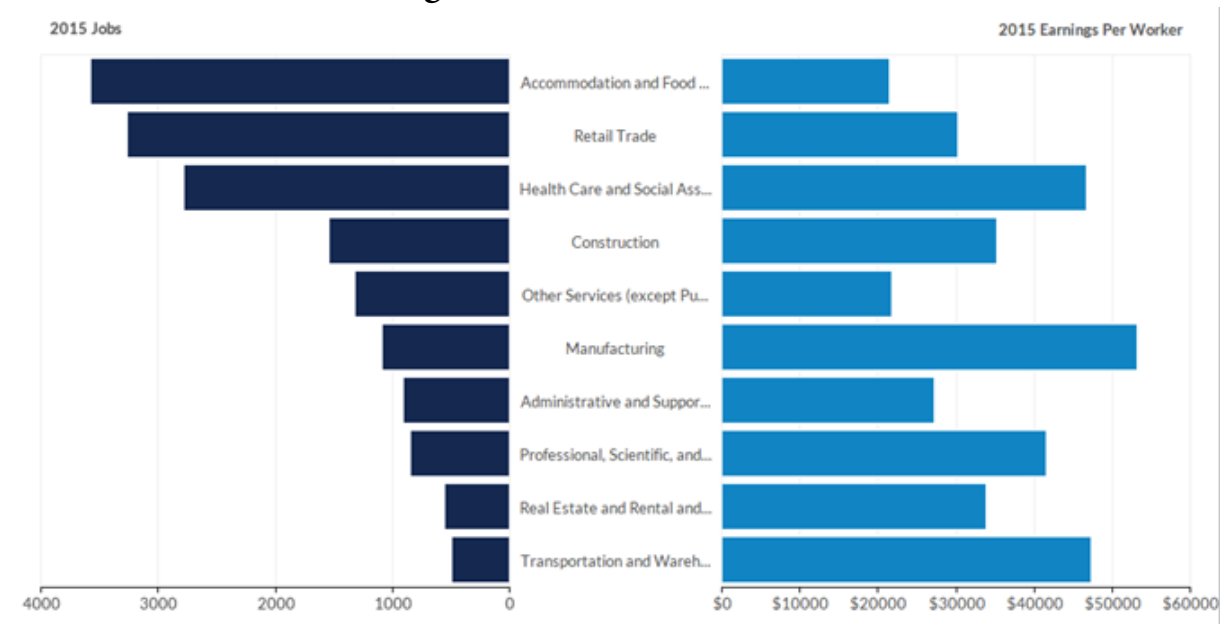
sectors have also experienced a steady growth over the past 5 years exhibiting a 21% growth rate in related occupations.

This report includes traditional labor market information that are structural analytic sources to capture broad economic factors occurring in a market, and real-time analytic sources to capture the churn of talent demands in the marketplace. Traditional labor market information includes quantity of labor, wages, imports, exports, and changes over time in these variables. Real-time labor market information consists of a mixture of qualitative and quantitative information including job postings, industry growth, industry roundtables, surveys, and interviews.

### Job Summary for Regional Industries

21,766	8.9%	\$37,755
Jobs (2015)	% Change (2010-2015)	Avg. Earnings Per Job (2015)
0% above National average	Nation: 8.1%	Nation: \$59,897

**Table 1 Job Count and Wage Correlation**



Group	2015 Jobs	2016 Jobs	Earnings Per Worker
Accommodation and Food Services	3,577	3,642	\$21,502
Retail Trade	3,267	3,313	\$30,204

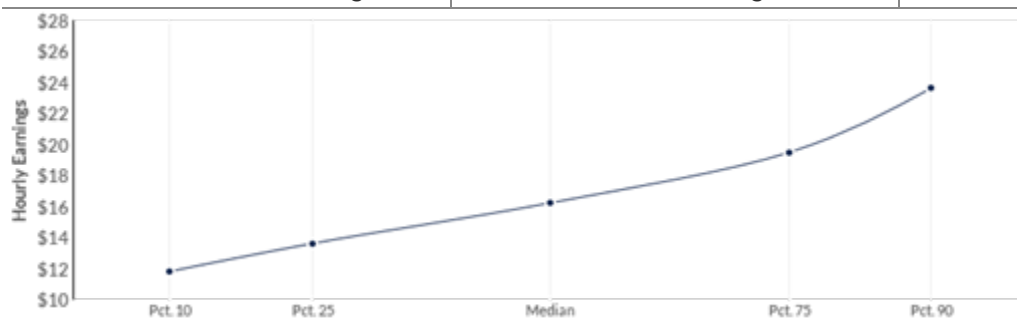
Group	2015 Jobs	2016 Jobs	Earnings Per Worker
Health Care and Social Assistance	2,779	2,901	\$46,761
Construction	1,541	1,450	\$35,212
Other Services (except Public Administration)	1,323	1,345	\$21,770
Manufacturing	1,090	1,122	\$53,178
Administrative and Support and Waste Management and Remediation Services	912	882	\$27,153
Professional, Scientific, and Technical Services	850	867	\$41,557
Real Estate and Rental and Leasing	556	545	\$33,844
Transportation and Warehousing	495	488	\$47,273
Educational Services	435	445	\$32,551
Arts, Entertainment, and Recreation	435	438	\$18,408

The education and workforce development system in the Verde Valley region cross-references in-demand occupations with the fastest growing industries to create a ready labor force that fulfills the needs of local employers for all levels of occupations. Curriculum at the local educational institutions is continually updated to include 21<sup>st</sup> century, job-driven content. Yavapai College offers customized training for new and existing employers to ensure that employees receive accessible, short-term training in the areas they need. Education and training in the region is stratified according to Career Pathways Systems, whereby entry level training in manufacturing, healthcare, and business and retail management is available through short-term training options while also making movement up the educational ladder for degree programs accessible in all industry fields.



**Table 2 Compensation**

\$13.59/hr 25th Percentile Earnings	\$16.22/hr Median Earnings	\$19.47/hr 75th Percentile Earnings
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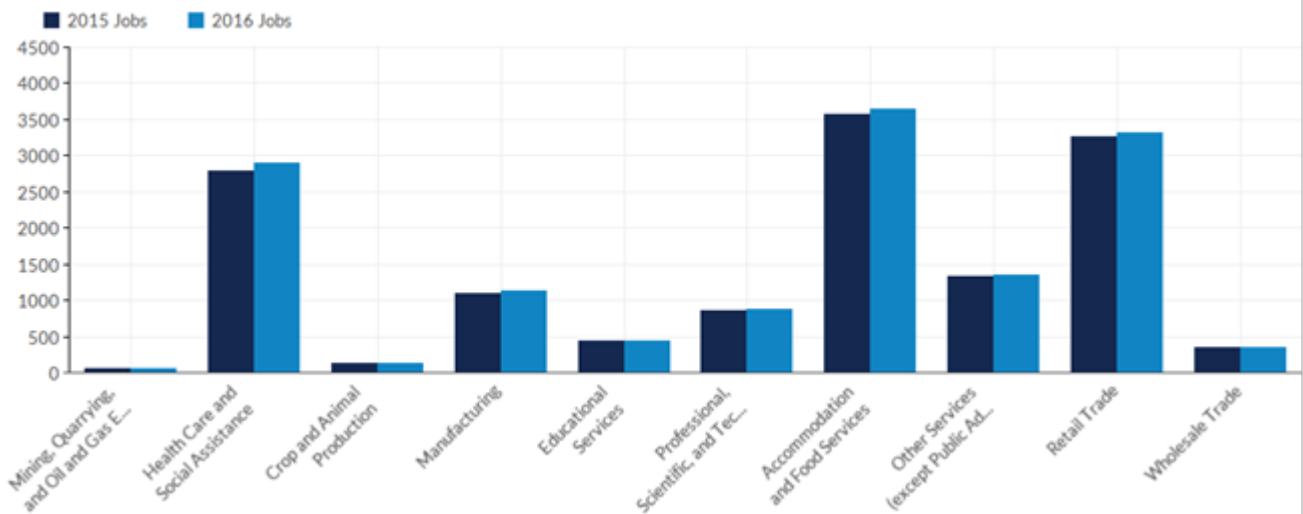


Occupation	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
Management Occupations (11-0000)	\$22.32	\$28.99	\$39.10
Business and Financial Operations Occupations (13-0000)	\$19.63	\$24.23	\$30.02
Computer and Mathematical Occupations (15-0000)	\$21.54	\$26.40	\$32.36
Architecture and Engineering Occupations (17-0000)	\$23.56	\$28.21	\$33.55
Life, Physical, and Social Science Occupations (19-0000)	\$20.90	\$26.05	\$31.19
Community and Social Service Occupations (21-0000)	\$15.96	\$19.94	\$24.64
Legal Occupations (23-0000)	\$23.90	\$29.97	\$35.89
Education, Training, and Library Occupations (25-0000)	\$14.46	\$16.96	\$19.88
Arts, Design, Entertainment, Sports, and Media Occupations (27-0000)	\$13.22	\$15.02	\$17.69
Healthcare Practitioners and Technical Occupations (29-0000)	\$31.70	\$38.61	\$45.56
Healthcare Support Occupations (31-0000)	\$12.10	\$13.85	\$15.82

<b>Occupation</b>	<b>25th Percentile Earnings</b>	<b>Median Earnings</b>	<b>75th Percentile Earnings</b>
Protective Service Occupations (33-0000)	\$18.51	\$22.18	\$26.45
Food Preparation and Serving Related Occupations (35-0000)	\$8.92	\$9.79	\$10.98
Building and Grounds Cleaning and Maintenance Occupations (37-0000)	\$9.40	\$10.53	\$12.09
Personal Care and Service Occupations (39-0000)	\$9.02	\$10.18	\$11.60
Sales and Related Occupations (41-0000)	\$10.60	\$12.36	\$14.95
Office and Administrative Support Occupations (43-0000)	\$11.77	\$14.33	\$17.40
Farming, Fishing, and Forestry Occupations (45-0000)	\$13.48	\$14.68	\$16.73
Construction and Extraction Occupations (47-0000)	\$14.31	\$16.77	\$19.77
Installation, Maintenance, and Repair Occupations (49-0000)	\$14.34	\$17.39	\$20.68
Production Occupations (51-0000)	\$12.96	\$15.36	\$18.44
Transportation and Material Moving Occupations (53-0000)	\$11.58	\$14.05	\$17.13
Military occupations (55-0000)	\$11.65	\$16.21	\$18.73



**Table 3 Fastest Growing Industries**

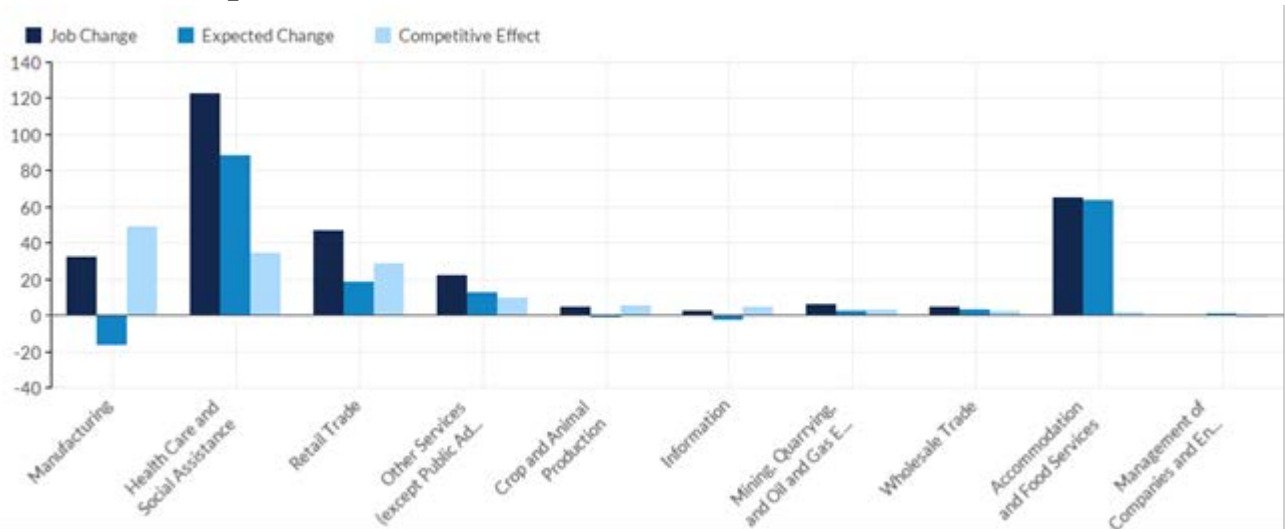


Group	2015 Jobs	2016 Jobs	Change	% Change
Mining, Quarrying, and Oil and Gas Extraction	52	58	6	11%
Health Care and Social Assistance	2,779	2,901	122	4%
Crop and Animal Production	127	131	4	4%
Manufacturing	1,090	1,122	32	3%
Educational Services	435	445	9	2%
Professional, Scientific, and Technical Services	850	867	17	2%
Accommodation and Food Services	3,577	3,642	65	2%
Other Services (except Public Administration)	1,323	1,345	22	2%
Retail Trade	3,267	3,313	46	1%
Wholesale Trade	341	346	5	1%
Information	231	233	2	1%
Arts, Entertainment, and Recreation	435	438	3	1%

Analysis of the most competitive industries and our local industry location quotients prioritizes the sectors in which the region has a competitive advantage based on the unique qualities of the region and what sectors are emerging signaling a demand for job growth. Industry Mix Effect measures how much growth was derived from growth in the industry sector over all. The National Growth Effect measures how much growth was derived from overall growth in the national economy. The Competitive Effect for the region identifies if local factors assisted in the growth for that industry sector.

The Verde Valley region displays a competitive effect for manufacturing, retail and wholesale trade, healthcare, information systems, food and accommodation, and crop and animal production.

**Table 4 Most Competitive Industries**

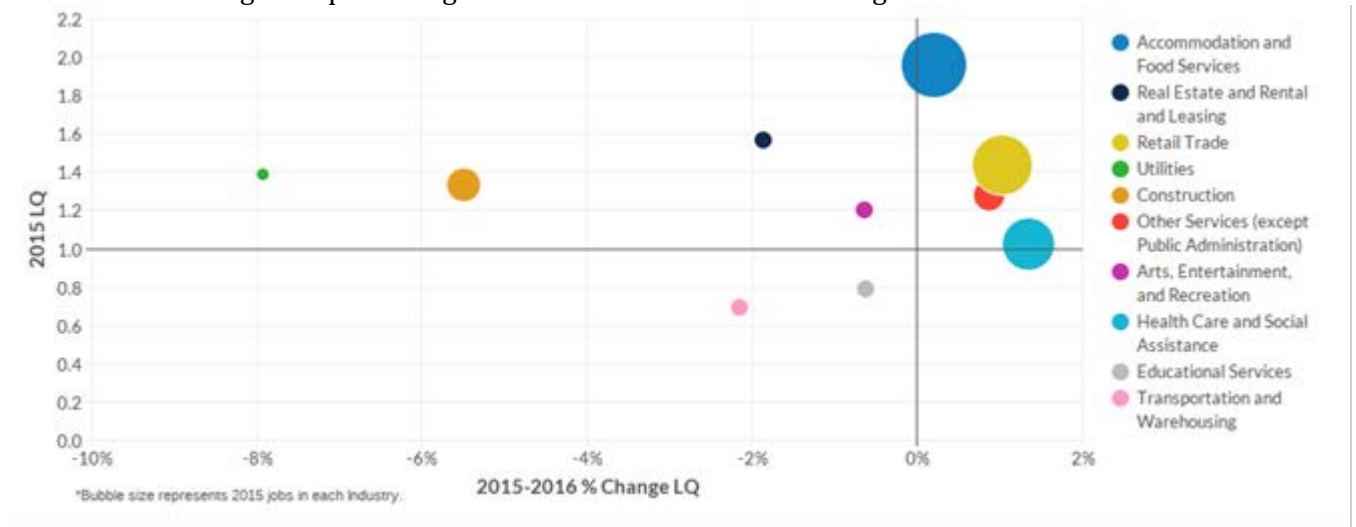


Group	Job Change	Ind Mix Effect	Nat Growth Effect	Expected Change	Competitive Effect
Manufacturing	32	-28	12	-16	49
Health Care and Social Assistance	122	58	30	88	34
Retail Trade	46	-18	36	18	28
Other Services (except Public Administration)	22	-2	14	12	9
Crop and Animal Production	4	-2	1	0	5
Information	2	-5	3	-2	4
Mining, Quarrying, and Oil and Gas Extraction	6	2	1	2	3

Group	Job Change	Ind Mix Effect	Nat Growth Effect	Expected Change	Competitive Effect
Wholesale Trade	5	-1	4	3	2
Accommodation and Food Services	65	25	39	64	2

### Table 5 Industry Location Quotients

The location quotient gauges how much productivity is occurring in a region per industry sector compared to all regions nationally. Location Quotients (LQs) are ratios that allow an area's distribution of employment by industry to be compared to a reference or base area's distribution (in the case the U.S. as a whole). If an LQ is equal to 1, then the industry has the same share of its area employment as it does in the reference area. An LQ greater than 1 indicates an industry with a greater share of the local area employment than is the case in the reference area. A LQ greater than 1 states that the region is producing more in that sector than other regions.



## Industry Roundtables, Job Fairs, and Recruitment

The Yavapai College Regional Economic Development Center runs quarterly roundtables with primary industry sectors targeted for growth; manufacturing, healthcare, retail and wholesale trade, food/accommodation & retail, and agriculture. Results are shared with educational and training institutions throughout the region to create job-driven training.



In conjunction with the Cottonwood Chamber of Commerce, quarterly workforce roundtables are held to gather input from industry on current and future labor needs.



The YC REDC produces 3 annual jobs fairs, facilitates direct job placement for local employers, and assists with the set up and running of internships and registered apprenticeships in the Verde Valley.



## Appendix A Parameters

Code	Description
86322	Camp Verde, AZ (in Yavapai county)
86324	Clarkdale, AZ (in Yavapai county)
86325	Cornville, AZ (in Yavapai county)
86326	Cottonwood, AZ (in Yavapai county)
86331	Jerome, AZ (in Yavapai county)
86335	Rimrock, AZ (in Yavapai county)
86336	Sedona, AZ (in Yavapai county)
86340	Sedona, AZ (in Yavapai county)
86341	Sedona, AZ (in Yavapai county)
86342	Lake Montezuma, AZ (in Yavapai county)
86351	Sedona, AZ (in Yavapai county)



## Appendix B Sources

### Location Quotient

Location quotient (LQ) is a way of quantifying how concentrated a particular industry, cluster, occupation, or demographic group is in a region as compared to the nation. It can reveal what makes a particular region unique in comparison to the national average.

### Occupation Data

EMSI occupation employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors). Occupational wage estimates also affected by county-level EMSI earnings by industry.

### Completers Data

The completers data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

### Institution Data

The institution data in this report is taken directly from the national IPEDS database published by the U.S. Department of Education's National Center for Education Statistics.

### Industry Data

EMSI industry data have various sources depending on the class of worker. (1) For QCEW Employees, EMSI primarily uses the QCEW (Quarterly Census of Employment and Wages), with supplemental estimates from County Business Patterns and Current Employment Statistics. (2) Non-QCEW employees data are based on a number of sources including QCEW, Current Employment Statistics, County Business Patterns, BEA State and Local Personal Income reports, the National Industry-Occupation Employment Matrix (NIOEM), the American Community Survey, and Railroad Retirement Board statistics. (3) Self-Employed and Extended Proprietor classes of worker data are primarily based on the American Community Survey, Nonemployer Statistics, and BEA State and Local Personal Income Reports. Projections for QCEW and Non-QCEW Employees are informed by NIOEM and long-term industry projections published by individual states.

### Staffing Patterns Data

The staffing pattern data in this report are compiled from several sources using a specialized process. For QCEW and Non-QCEW Employees classes of worker, sources include Occupational Employment Statistics, the National Industry-Occupation Employment Matrix, and the American Community Survey. For the Self-Employed and Extended Proprietors classes of worker, the primary source is the American Community Survey, with a small amount of information from Occupational Employment Statistics.