Greater Phoenix Human Capital

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

1. Greater Phoenix’s population growth between 2001 and 2011 was driven by migration. Over this period, job creation was led by the boom in housing and services, and attracted a majority low- and middle-skill immigrant pool.

2. The youngest cohort of Greater Phoenix’s working age population is less educated than older cohorts.


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

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

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

5. Compared to peer metros, the region has a very low share of high-tech employment.

6. From 2005 to 2010, employment growth was strongest in high-education jobs, but employment shrank in low-education jobs.
Sources:
1. KS and Matthew Hall, Audrey Singer, Gordon F. De Jong, and Deborah Roempke Graefe: “The Geography of Immigrant Skills: Educational Profiles of Metropolitan Areas.” Brookings Metropolitan Policy Program 2012
2. Brookings Analysis of 2009 American Community Survey 1-year Estimates
3. GPEC analysis of Arizona Joint Legislative Budget Committee data