

ARIZONA

OFFICE OF ECONOMIC OPPORTUNITY

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ECONOMIC CONDITIONS REPORT

Coconino County

FOR FURTHER INFORMATION:

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ABOUT THIS REPORT

This report was created to assist Arizona Local Workforce Development Areas in completing their 2025-2028 Local Workforce Development Plans; the information provided in this report is intended to be used as a resource in the planning process. The report summarizes key demographic, labor market, and workforce trends occurring within the state and local economy.

ABOUT THE ARIZONA OFFICE OF ECONOMIC OPPORTUNITY (OEO)

The Office of Economic Opportunity (OEO) is the State of Arizona's statistics agency. Arizona's economic potential is revealed through evidence-based statistics compiled by OEO. The OEO improves analytic capacity and tracks Arizona's key economic indicators, such as the state's labor market, population, and regulatory and taxation.

Workforce

OEO serves as Arizona's workforce planning coordinator, and provides operational, strategic, and research support to the Workforce Arizona Council and other key workforce partners in this role.

Labor Market Information

OEO conducts labor market analysis, including but not limited to employment forecasting and trend reporting. In addition, OEO compiles workforce analysis, such as this report, and provides custom employment and WIOA research to the Arizona workforce system.

Population

OEO produces the official population estimates and projections for the State of Arizona including demographics.

Regulatory and Tax

OEO monitors Arizona's tax and regulatory competitiveness by collecting and quantifying tax and regulatory activities. This work provides baseline information that can be used to make informed decisions about the state of regulation and taxation in Arizona.

WIOA TRAINING

Coconino Title 1B WIOA Negotiated Training Outcomes, PY2020-2023

Program	Program Year	Q2 Employment after Exit	Q4 Employment after Exit	Median Earnings	Credential Rate	Measurable Skill Gains
Adult	2020	71.4%	64.1%	\$4,679	71.4%	59.2%
	2021	71.4%	64.1%	\$4,679	71.4%	51.3%
	2022	70.0%	67.5%	\$6,785	78.0%	65.0%
	2023	70.0%	67.5%	\$6,785	78.0%	65.0%
Dislocated Worker	2020	78.0%	68.1%	\$8,766	70.8%	50.0%
	2021	78.0%	68.1%	\$8,766	70.8%	50.0%
	2022	78.0%	75.0%	\$8,646	74.5%	69.0%
	2023	78.0%	75.0%	\$8,646	74.5%	69.0%
Youth	2020	75.0%	66.5%	\$4,500	57.0%	52.8%
	2021	75.0%	66.5%	\$4,500	57.0%	60.0%
	2022	75.0%	72.5%	\$5,044	62.0%	60.0%
	2023	75.0%	72.5%	\$5,044	62.0%	60.0%

Source: Department of Economic Security

Coconino Title 1B WIOA Recorded Training Outcomes, PY2020-2022

Program	Program Year	Q2 Employment after Exit	Q4 Employment after Exit	Median Earnings	Credential Rate	Measurable Skill Gains
Adult	2020	60.0%	45.8%	\$6,521	85.0%	22.2%
	2021	66.7%	27.3%	\$8,912	71.4%	65.6%
	2022	71.4%	87.5%	\$14,597	75.0%	66.7%
Dislocated Worker	2020	60.0%	80.0%	\$6,306	100.0%	50.0%
	2021	100.0%	nan	\$24,256	100.0%	75.0%
	2022	83.3%	50.0%	\$10,058	50.0%	50.0%
Youth	2020	88.2%	88.0%	\$1,706	56.5%	33.3%
	2021	76.9%	63.2%	\$4,791	63.6%	80.0%
	2022	87.5%	70.0%	\$9,464	57.1%	75.0%

Source: Department of Economic Security

The tables above display negotiated and achieved performance for Coconino Title 1B WIOA trainings during the last programmatic four-year plan. The data may be used with the subsequent labor market information to help shift into focus what to improve in the next four-year plan.

POPULATION

Population Growth by County, 2017-2022

Area	Population Estimate (2017)	Population Estimate (2022)	Numeric Change (2017-2022)	Annualized Percent Change (2017-2022)
United States	321,004,407	331,097,593	10,093,186	0.6%
Arizona	6,809,946	7,172,282	362,336	1.0%
Apache County	71,602	66,054	-5,548	-1.6%
Cochise County	126,516	125,504	-1,012	-0.2%
Coconino County	138,639	144,705	6,066	0.9%
Gila County	53,145	53,419	274	0.1%
Graham County	37,700	38,453	753	0.4%
Greenlee County	9,368	9,483	115	0.2%
La Paz County	20,477	16,681	-3,796	-4.0%
Maricopa County	4,155,501	4,430,871	275,370	1.3%
Mohave County	204,691	214,229	9,538	0.9%
Navajo County	107,902	107,110	-792	-0.1%
Pima County	1,007,257	1,042,393	35,136	0.7%
Pinal County	405,537	433,338	27,801	1.3%
Santa Cruz County	46,358	47,838	1,480	0.6%
Yavapai County	220,972	237,830	16,858	1.5%
Yuma County	204,281	204,374	93	0.0%

Source: U.S. Census Bureau, American Community Survey, 2022, 5-Year Estimates, Table B01003
Office of Economic Opportunity

Changes in population can have a large impact on a local economy. An area experiencing population growth, particularly growth in working-age populations, may experience an increase in economic activity¹ and workforce diversity.

- Arizona had one of the fastest growing populations in the United States from 2021-2022, ranking 5th among all U.S. states in numeric growth and 6th in percent growth.²
- Coconino County accounted for 1.7 percent of Arizona's total population growth from 2017 to 2022, constituting 2.0 percent of the state's total population in 2022.
- In 2022, 13.4 percent of individuals who moved to Coconino County from a different U.S. state were prime-working age adults (25 to 54 years).³

¹ Headey, D., & Hodge, A. (2009). The Effect of Population Growth on Economic Growth: A Meta-Regression Analysis of the Macroeconomic Literature. *Population and Development Review*, 35(2), 221-248. Retrieved from www.jstor.org/stable/25487661

² U.S. Census Bureau, American Community Survey, 5 Year estimates. (2018-2022). Total Population, Table B01003. Available from data.census.gov

³ U.S. Census Bureau, American Community Survey, 5 Year estimates. (2018-2022). Geographic Mobility by Selected Characters, Table S0701. Available from data.census.gov

Coconino County Population Projections, 2022-2026

Year	Population Estimate	Projected Numeric Change	Projected Percentage Change	Projected Natural Change ¹	Projected Total Net Migration ²
2022	149,647	-----	-----	136.0	2,077
2023	150,477	830.0	0.6%	217.0	454.0
2024	151,353	876.0	0.6%	282.0	435.0
2025	152,265	912.0	0.6%	349.0	403.0
2,026	152,927	662.0	0.4%	317.0	345.0

¹ Natural Change = Births – Deaths

² Net Migration = (Domestic In Migration – Domestic Out Migration) + (Foreign In Migration – Out Migration)

Source: Office of Economic Opportunity, Population Projections Medium Series

Population projections provide useful insight into an area’s future demand for resources and services.⁴ An area experiencing population declines may choose to focus efforts on filling current job positions, while an area experiencing population growth may choose to focus on job creation. Further analysis into the composition of growing or declining populations can be a useful next step.

- Arizona is projected to add more than 487,155 people to its population from 2022-2026, growing by an annualized rate of 1.6 percent.
- Coconino County is projected to add 3,280 people to its population from 2022-2026.

Population Characteristics, 2022

Indicator	Coconino County	Arizona	United States
Population 16 Years and Over	119,178	5,764,417	266,411,973
Civilian Labor Force Participation Rate 16 and Over	61.3%	60.1%	63.0%
Median Household Income	\$67,266	\$72,581	\$75,149
Families in Poverty	8.7%	9.2%	8.8%
Median Age	31.7	38.4	38.5
Individuals with a Disability	12.7%	13.4%	12.9%
Veterans	6.3%	8.4%	6.6%
Uninsured	11.2%	10.8%	8.7%

Source: U.S. Census Bureau, American Community Survey, 2022, 5-Year Estimates, Table DP03
Office of Economic Opportunity

It is important to understand the employment barriers faced by those served when developing workforce strategies. Population characteristics can help illuminate vulnerable segments of an area’s population. An area with population characteristics that differ significantly from state or national averages may need to consider what best meets the needs of their unique population.

- As a whole, Arizona had a lower labor force participation rate and a lower median household income than the nation.
- Arizona had a higher rate of families in poverty, rate of veterans, and rate of uninsured individuals than the nation.

⁴ Kaneda, T. & Bremer, J. (2014). "Understanding Population Projection: Behind the Numbers. Population Reference Bureau". Retrieved from <https://www.prb.org/united-nations-population-projections/>

Highest Education Achieved, 2022, Population Over 25 Years of Age

Indicator	Coconino County	Arizona	United States
Less than High School	3.3%	4.8%	4.7%
High School Graduate (includes equivalency)	21.0%	23.6%	26.4%
Some College, no degree	22.2%	24.2%	19.7%
Associate's Degree	8.6%	9.1%	8.7%
Bachelor's Degree	23.3%	19.6%	20.9%
Graduate or Professional Degree	16.3%	12.2%	13.4%

Source: U.S. Census Bureau, American Community Survey, 2022 5-Year Estimates, Table S1501
Office of Economic Opportunity

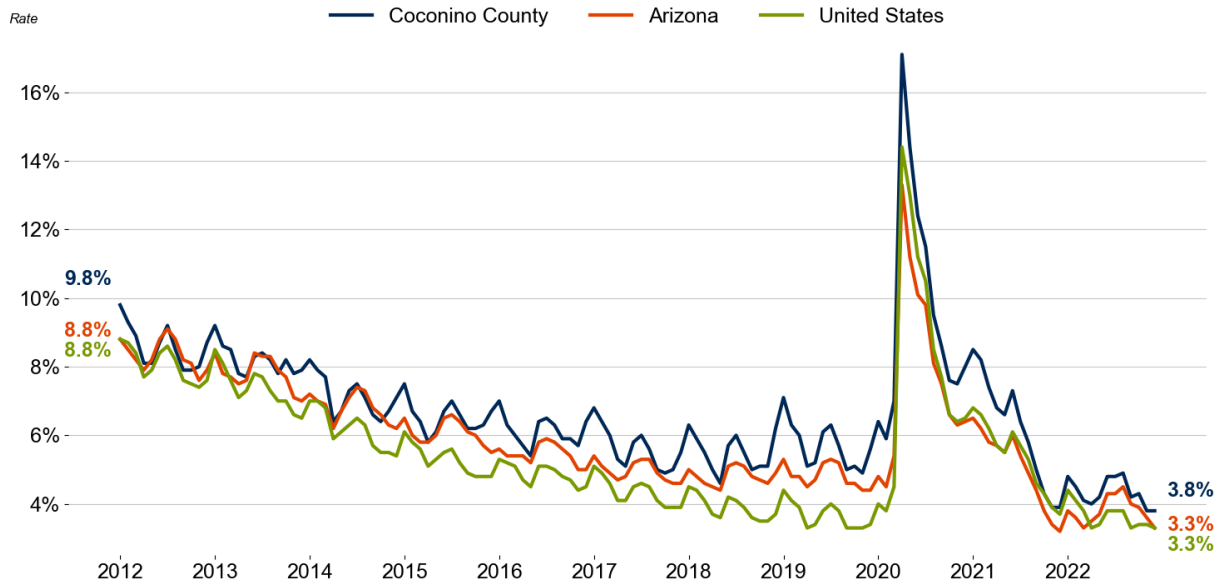
Understanding the current educational attainment of your local area's available workforce is a crucial step in identifying job seeker and business needs. Education is an important element in determining job success, and, oftentimes, can lead directly to higher-paying jobs and lower rates of unemployment.⁵

- When compared with the United States, Arizona has a higher rate of individuals with less than a high school diploma; with some college, no degree; and with an associate's degree.
- In Coconino County, 91.5 percent of individuals have a high school diploma (or equivalent) or higher and 39.6 percent of individuals have a bachelor's degree or higher; in Arizona, 88.7 percent of individuals have a high school diploma (or equivalent) or higher and 31.8 percent of individuals have a bachelor's degree or higher.

⁵ U.S. Bureau of Labor Statistics. (2019) "Unemployment Rates and Earnings by Educational Attainment." Retrieved from <https://www.bls.gov/emp/chart-unemployment-earnings-education.htm>.

WORKFORCE

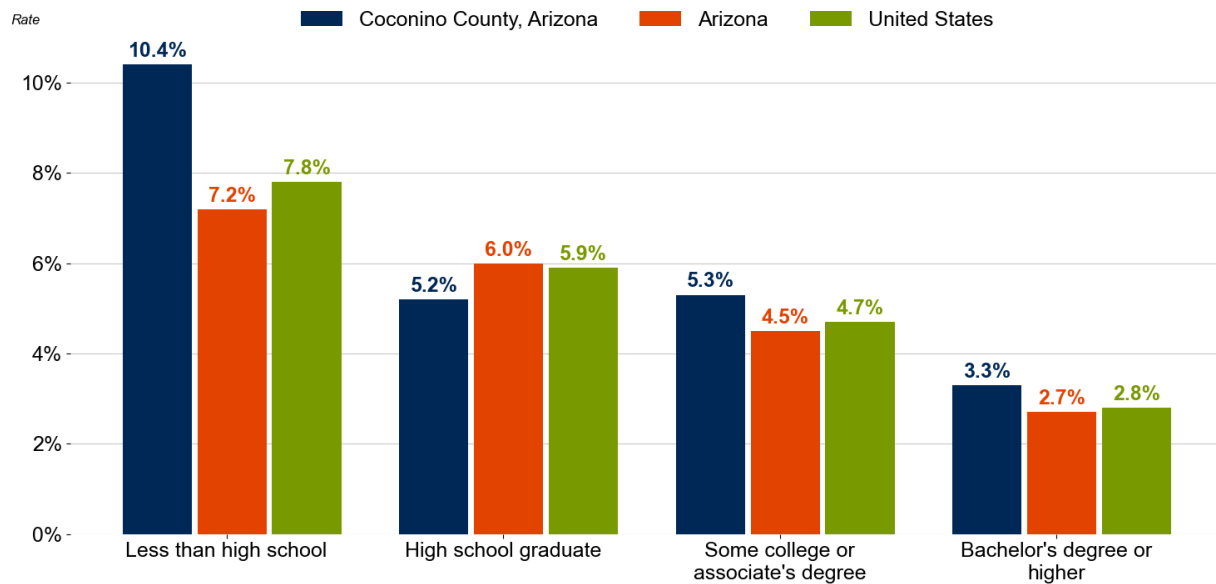
Unemployment Rate Comparisons, Jan 2012-Dec 2022, Not-Seasonally Adjusted



Source: U.S. Bureau of Labor Statistics
Office of Economic Opportunity

- Coconino County's labor force level increased from an annual average of 71,853 in 2021 to an annual average of 74,051 in 2022.
- In 2021, there was an annual average of 4,426 unemployed individuals in Coconino County. This decreased to 3,209 in 2022.
- Prior to the pandemic (2017-2019), Coconino County had an average labor force level of 73,563 and an average unemployment level of 4,128 people.
- Throughout 2022, the average unemployment rate in Coconino County was 4.3 percent, lower than the average unemployment rate of 6.2 in 2021.

Unemployment Rate by Educational Attainment, 2022, Ages 25-64



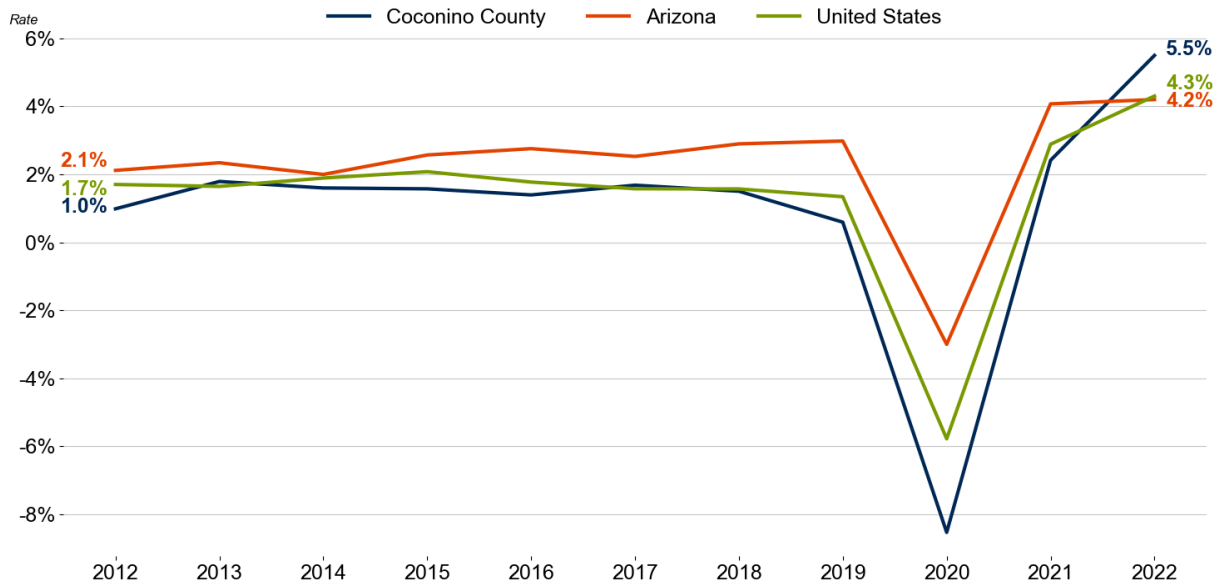
Source: U.S. Census American Community Survey, 2021 5-Year Estimates, Table S2301
Office of Economic Opportunity

Historically, higher educational attainment levels have been associated with lower levels of unemployment.⁶ Understanding the relationship between unemployment and education can help determine which education levels are most in need of targeted workforce efforts.

- Except for individuals with a high school diploma (or equivalent), unemployment rates were lower in Arizona than in the United States across all educational levels.

⁶ National Center for Educational Statistics. (2019). "Employment and Unemployment Rates by Educational Attainment." Retrieved from https://nces.ed.gov/programs/coe/indicator_cbc.asp

Average Nonfarm Employment Year-Over-Year Percentage Change, 2012-2022, Not-Seasonally Adjusted



Source: U.S. Bureau of Labor Statistics, Current Employment Statistics
Office of Economic Opportunity

- In general, Coconino County's annualized job growth has trended below the state's growth rate.
- Coconino County's annual average total nonfarm employment increased by 5,700 jobs from 2012-2022, an annualized increase of 0.9 percent over this ten-year period. Over this same period, Arizona average total nonfarm employment increased by 2.3 percent annually.

Coconino County Private Sector Industry Employment, 2016-2022

Industry	Average Employment (2017)	Average Employment (2022)	Numeric Growth (2017-2022)	Annualized Percentage Growth (2017-2022)
Natural Resources and Mining	91.0	123.5	33.0	6.4%
Professional and Business Services	1,029	1,315	285.0	5.0%
Financial Activities	646.0	747.0	101.0	2.9%
Construction	2,482	2,770	288.0	2.2%
Leisure and Hospitality	7,770	8,012	242.0	0.6%
Other Services	1,798	1,850	51.0	0.6%
Trade Transportation and Utilities	2,323	2,374	51.0	0.4%
Information	499.0	426.0	-73.0	-3.1%
Education and Health Services	5,280	4,494	-787.0	-3.2%
Manufacturing	4,220	3,334	-886.5	-4.6%

Source: Quarterly Census of Employment and Wages
Office of Economic Opportunity

- Seven of the private-sector industries in Coconino County recorded employment growth from 2017 to 2022; but, largely due to losses in Manufacturing and Education and Health Services, Coconino County saw a net decrease of 696.0 jobs over this period.
- Of the 10 private-sector industries, Leisure and Hospitality made up the largest share of Coconino County's employment in 2022, and Education and Health Services made up the second largest.
- Construction experienced the largest numeric growth from 2017 to 2022.

Projected Industry Employment, 2022-2024

Area	Employment (2022)	Projected Employment (2024)	Projected Numeric Growth (2022-2024)	Annualized Percentage Growth (2022-2024)
Arizona	3,241,387	3,332,012	90,625	1.4%
Balance of Maricopa	1,319,941	1,364,125	44,184	1.7%
City of Phoenix	1,008,713	1,037,199	28,486	1.4%
Coconino County	67,976	69,567	1,591	1.2%
Mohave and La Paz Counties	66,918	68,786	1,868	1.4%
Northeastern Arizona	65,296	66,062	766	0.6%
Pima County	411,874	417,883	6,009	0.7%
Pinal County	76,110	78,804	2,694	1.8%
Santa Cruz County	15,351	15,577	226	0.7%
Southeastern Arizona	54,950	56,290	1,340	1.2%
Yavapai County	78,176	79,962	1,786	1.1%
Yuma County	76,034	77,766	1,732	1.1%

NOTE: Maricopa Workforce Area includes Maricopa County excluding the City of Phoenix.
Source: Office of Economic Opportunity, Quarterly Census of Employment and Wages

- All Arizona local workforce areas are expected to record employment growth from 2022 to 2024.
- Total employment in Coconino County is projected to grow by 1.2 percent annually, below the statewide growth rate of 1.4 percent.

Coconino County Workforce Area Projected Industry Employment, 2022-2024

Industry	Employment (2022)	Projected Employment (2024)	Projected Numeric Growth (2022-2024)	Annualized Percentage Growth (2022-2024)
Professional and Business Services	4,668	4,994	326	3.4%
Leisure and Hospitality	17,267	18,372	1,105	3.2%
Information	578	609	31	2.6%
Natural Resources and Mining	263	277	14	2.6%
Financial Activities	1,736	1,778	42	1.2%
Trade Transportation and Utilities	10,193	10,412	219	1.1%
Construction	2,992	3,026	34	0.6%
Manufacturing	3,341	3,377	36	0.5%
Other Services	2,382	2,406	24	0.5%
Government	4,296	4,302	6	0.1%
Education and Health Services	16,622	16,595	-27	-0.1%

Source: Office of Economic Opportunity, Quarterly Census of Employment and Wages

Job skills are constantly evolving with the emergence of new technologies and changing consumer habits. Job seekers can better prepare themselves by gaining skills within industries projected to have large employment needs.

- In Coconino County, Professional and Business Services is projected to record the fastest growth rate, increasing by 3.4 percent annually through 2024.
- Leisure and Hospitality is projected to record the second fastest growth rate in Coconino County.
- In 2024, the industry that employs the most people within Coconino County is projected to remain Leisure and Hospitality.

In addition to the above industry-level labor market information, the Office of Economic Opportunity provides a ranking of in-demand industries within each workforce area by weighing the following variables: current employment level, historic annualized employment percent change, projected employment numeric and percent change, average weekly wages, historic weekly wages percent change, employment location quotient, and wage location quotient. These data are available for download [here](#).

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