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Occupational Employment and Wages in Phoenix-Mesa-Scottsdale — May 2018

Workers in the Phoenix-Mesa-Scottsdale Metropolitan Statistical Area had an average (mean) hourly wage of \$24.29 in May 2018, about 3 percent below the nationwide average of \$24.98, according to the U.S. Bureau of Labor Statistics. Assistant Commissioner for Regional Operations Richard Holden noted that, after testing for statistical significance, wages in the local area were higher than their respective national averages in 2 of the 22 major occupational groups: food preparation and serving related; and healthcare support. Fourteen groups had significantly lower wages than their respective national averages, including management; life, physical, and social science; and education, training, and library.

When compared to the nationwide distribution, local employment was more highly concentrated in 6 of the 22 occupational groups, including office and administrative support; management; and computer and mathematical. Conversely, nine groups had employment shares significantly below their national representation, including production; education, training, and library; and transportation and material moving. (See [table A](#) and [box note](#) at end of release.)

Table A. Occupational employment and wages by major occupational group, United States and the Phoenix-Mesa-Scottsdale Metropolitan Statistical Area, and measures of statistical significance, May 2018

Major occupational group	Percent of total employment		Mean hourly wage		Percent difference ⁽¹⁾
	United States	Phoenix	United States	Phoenix	
Total, all occupations	100.0	100.0	\$24.98	\$24.29*	-3
Management	5.3	6.2*	58.44	52.42*	-10
Business and financial operations	5.3	5.9*	36.98	32.85*	-11
Computer and mathematical	3.0	3.7*	44.01	40.32*	-8
Architecture and engineering	1.8	1.9	42.01	39.94*	-5
Life, physical, and social science	0.8	0.6*	36.62	31.79*	-13
Community and social service	1.5	1.4*	23.69	22.24*	-6
Legal	0.8	0.8	52.25	48.32	-8
Education, training, and library	6.1	4.7*	27.22	22.92*	-16
Arts, design, entertainment, sports, and media	1.3	1.2*	28.74	27.02*	-6
Healthcare practitioners and technical	6.0	5.6*	39.42	40.92	4
Healthcare support	2.8	2.6*	15.57	16.01*	3
Protective service	2.4	2.5	23.36	22.18	-5
Food preparation and serving related	9.2	9.0	12.30	13.33*	8
Building and grounds cleaning and maintenance	3.1	3.0	14.43	13.64*	-5
Personal care and service	3.8	4.0	13.51	13.22*	-2
Sales and related	10.0	10.7*	20.09	19.39*	-3
Office and administrative support	15.1	17.2*	18.75	18.70	0
Farming, fishing, and forestry	0.3	0.1*	14.49	14.19	-2
Construction and extraction	4.1	4.5*	24.62	22.20*	-10
Installation, maintenance, and repair	3.9	3.9	23.54	22.90*	-3

Note: See footnotes at end of table.

Table A. Occupational employment and wages by major occupational group, United States and the Phoenix-Mesa-Scottsdale Metropolitan Statistical Area, and measures of statistical significance, May 2018 - Continued

Major occupational group	Percent of total employment		Mean hourly wage		
	United States	Phoenix	United States	Phoenix	Percent difference ⁽¹⁾
Production	6.3	4.2*	18.84	18.30*	-3
Transportation and material moving	7.1	6.4*	18.41	19.07	4

Footnotes:

(1) A positive percent difference measures how much the mean wage in the Phoenix-Mesa-Scottsdale Metropolitan Statistical Area is above the national mean wage, while a negative difference reflects a lower wage.

* The mean hourly wage or percent share of employment is significantly different from the national average of all areas at the 90-percent confidence level.

One occupational group—office and administrative support—was chosen to illustrate the diversity of data available for any of the 22 major occupational categories. Phoenix-Mesa-Scottsdale had 354,110 jobs in office and administrative support, accounting for 17.2 percent of local area employment, significantly higher than the 15.1-percent share nationally. The average hourly wage for this occupational group locally was \$18.70, compared to the national wage of \$18.75.

Some of the larger detailed occupations within the office and administrative support group included customer service representatives (79,070), general office clerks (36,480), and secretaries and administrative assistants, except legal, medical, and executive (32,610). Among the higher-paying jobs in this group were executive secretaries and executive administrative assistants, and first-line supervisors of office and administrative support workers, with mean hourly wages of \$27.13 and \$26.95, respectively. At the lower end of the wage scale were hotel, motel, and resort desk clerks (\$12.23) and switchboard operators, including answering service (\$13.94). (Detailed data for the office and administrative support occupations are presented in [table 1](#); for a complete listing of detailed occupations available go to www.bls.gov/oes/current/oes_38060.htm.)

Location quotients allow us to explore the occupational make-up of a metropolitan area by comparing the composition of jobs in an area relative to the national average. (See [table 1](#).) For example, a location quotient of 2.0 indicates that an occupation accounts for twice the share of employment in the area than it does nationally. In the Phoenix-Mesa-Scottsdale Metropolitan Statistical Area, above-average concentrations of employment were found in some of the occupations within the office and administrative support group. For instance, loan interviewers and clerks were employed at 2.1 times the national rate in Phoenix, and bill and account collectors, at 2.0 times the U.S. average. On the other hand, payroll and timekeeping clerks had a location quotient of 1.0 in Phoenix, indicating that this particular occupation’s local and national employment shares were similar.

These statistics are from the Occupational Employment Statistics (OES) survey, a federal-state cooperative program between BLS and State Workforce Agencies, in this case, the Arizona Department of Administration.

Area Changes to the May 2018 Occupational Employment Statistics (OES)

OES continues to publish data for metropolitan and nonmetropolitan areas that cover the full geography of the United States. However, the level of detail available has decreased.

OES no longer publishes data for metropolitan divisions. Data for the 11 large metropolitan areas that contain divisions are now available at the Metropolitan Statistical Area (MSA) or New England City and Town Area (NECTA) level only.

In addition, some smaller nonmetropolitan areas have been combined to form larger nonmetropolitan areas. The May 2018 OES estimates contain data for 134 nonmetropolitan areas, compared with 167 nonmetropolitan areas in the May 2017 estimates.

More information on these area changes is available at www.bls.gov/oes/areas_2018.htm.

Implementing the 2018 Standard Occupational Classification (SOC) System

The OES program plans to begin implementing the 2018 Standard Occupational Classification (SOC) system with the May 2019 estimates, to be released by early April of 2020. Because each set of OES estimates is produced by combining three years of survey data, estimates for May 2019 and May 2020 will be based on a combination of survey data collected under the 2010 SOC and data collected under the 2018 SOC, and will use a hybrid of the two classification systems. The May 2021 OES estimates, to be released by early April of 2022, will be the first set of estimates based fully on the 2018 SOC. For more information, please see www.bls.gov/oes/soc_2018.htm.

Technical Note

The Occupational Employment Statistics (OES) survey is a semiannual survey measuring occupational employment and wage rates for wage and salary workers in nonfarm establishments in the United States. The OES data available from BLS include cross-industry occupational employment and wage estimates for the nation; over 580 areas, including states and the District of Columbia, metropolitan statistical areas (MSAs), nonmetropolitan areas, and territories; national industry-specific estimates at the NAICS sector, 3-digit, most 4-digit, and selected 5- and 6-digit industry levels, and national estimates by ownership across all industries and for schools and hospitals. OES data are available at www.bls.gov/oes/tables.htm.

The OES survey is a cooperative effort between BLS and the State Workforce Agencies (SWAs). BLS funds the survey and provides the procedures and technical support, while the State Workforce Agencies collect most of the data. OES estimates are constructed from a sample of about 1.2 million establishments. Each year, two semiannual panels of approximately 180,000 to 200,000 sampled establishments are contacted, one panel in May and the other in November. Responses are obtained by mail, Internet or other electronic means, email, telephone, or personal visit. The May 2018 estimates are based on responses from six semiannual panels collected over a 3-year period: May 2018, November 2017, May 2017, November 2016, May 2016, and November 2015. The unweighted sample employment of 83 million across all six semiannual panels represents approximately 58 percent of total national employment. The overall national response rate for the six panels, based on the 50 states and the District of Columbia, is 71 percent based on establishments and 68 percent based on weighted sampled employment. The sample in the Phoenix-Mesa-Scottsdale Metropolitan Statistical Area included 7,414 establishments with a response rate of 63 percent. For more information about OES concepts and methodology, go to www.bls.gov/oes/current/oes_tec.htm.

A value that is statistically different from another does not necessarily mean that the difference has economic or practical significance. Statistical significance is concerned with the ability to make confident statements about a universe based on a sample. It is entirely possible that a large difference between two values is not significantly different statistically, while a small difference is, since both the size and heterogeneity of the sample affect the relative error of the data being tested.

The May 2018 OES estimates are based on the 2010 Standard Occupational Classification (SOC) system and the 2017 North American Industry Classification System (NAICS). Information about the 2010 SOC is available on the BLS website at www.bls.gov/soc and information about the 2017 NAICS is available at www.bls.gov/bls/naics.htm.

Metropolitan area definitions

The substate area data published in this release reflect the standards and definitions established by the U.S. Office of Management and Budget.

The **Phoenix-Mesa-Scottsdale, Ariz. Metropolitan Statistical Area** includes Maricopa and Pinal Counties.

Additional information

OES data are available on our regional web page at www.bls.gov/regions/west. Answers to frequently asked questions about the OES data are available at www.bls.gov/oes/oes_ques.htm. Detailed technical information about the OES survey is available in our Survey Methods and Reliability Statement on the BLS website at www.bls.gov/oes/current/methods_statement.pdf.

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Table 1. Employment and wage data from the Occupational Employment Statistics survey, by occupation, Phoenix-Mesa-Scottsdale Metropolitan Statistical Area, May 2018

Occupation ⁽¹⁾	Employment		Mean wages	
	Level ⁽²⁾	Location quotient ⁽³⁾	Hourly	Annual ⁽⁴⁾
Office and administrative support occupations.....	354,110	1.1	\$18.70	\$38,900
First-line supervisors of office and administrative support workers.....	27,220	1.3	26.95	56,050
Switchboard operators, including answering service	710	0.7	13.94	29,000
Bill and account collectors.....	7,290	2.0	17.36	36,100
Billing and posting clerks.....	8,680	1.3	18.70	38,890
Bookkeeping, accounting, and auditing clerks.....	17,260	0.8	20.11	41,840
Gaming cage workers.....	170	0.7	(5)	(5)
Payroll and timekeeping clerks.....	2,080	1.0	21.28	44,260
Procurement clerks.....	1,640	1.7	21.04	43,760
Tellers.....	3,990	0.6	14.81	30,810
Financial clerks, all other.....	470	1.1	21.54	44,800
Brokerage clerks.....	1,280	1.6	23.69	49,280
Correspondence clerks.....	80	1.0	21.34	44,390
Court, municipal, and license clerks.....	1,480	0.7	18.36	38,180
Credit authorizers, checkers, and clerks.....	680	1.6	20.12	41,850
Customer service representatives.....	79,070	1.9	17.23	35,850
Eligibility interviewers, government programs.....	820	0.4	20.48	42,590
File clerks.....	1,590	1.0	16.50	34,310
Hotel, motel, and resort desk clerks.....	2,840	0.8	12.23	25,450
Interviewers, except eligibility and loan.....	1,150	0.4	17.86	37,150
Library assistants, clerical.....	690	0.6	14.39	29,930
Loan interviewers and clerks.....	6,670	2.1	19.59	40,760
New accounts clerks.....	400	0.7	18.52	38,530
Order clerks.....	1,850	0.8	15.62	32,490
Human resources assistants, except payroll and timekeeping.....	1,690	1.0	20.28	42,180
Receptionists and information clerks.....	15,840	1.1	14.77	30,720
Reservation and transportation ticket agents and travel clerks.....	3,500	1.9	21.77	45,290
Information and record clerks, all other.....	2,550	1.2	19.62	40,810
Cargo and freight agents.....	670	0.5	21.92	45,590
Couriers and messengers.....	1,020	1.0	14.88	30,950
Police, fire, and ambulance dispatchers.....	1,550	1.2	20.38	42,390
Dispatchers, except police, fire, and ambulance.....	2,340	0.8	19.57	40,700
Meter readers, utilities.....	500	1.1	25.49	53,020
Postal service clerks.....	520	0.5	26.50	55,130
Postal service mail carriers.....	3,890	0.8	25.08	52,170
Postal service mail sorters, processors, and processing machine operators.....	1,440	1.0	23.73	49,360
Production, planning, and expediting clerks.....	6,350	1.3	23.65	49,190
Shipping, receiving, and traffic clerks.....	7,810	0.8	16.62	34,560
Stock clerks and order fillers.....	31,410	1.1	14.14	29,420
Weighers, measurers, checkers, and samplers, recordkeeping.....	860	0.9	14.92	31,030
Executive secretaries and executive administrative assistants.....	8,580	1.1	27.13	56,420
Legal secretaries.....	1,920	0.8	23.56	49,010
Medical secretaries.....	8,620	1.0	17.87	37,180
Secretaries and administrative assistants, except legal, medical, and executive.....	32,610	1.1	17.82	37,070
Computer operators.....	(5)	(5)	24.27	50,470
Data entry keyers.....	2,890	1.2	15.84	32,940

Note: See footnotes at end of table.

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Occupation ⁽¹⁾	Employment		Mean wages	
	Level ⁽²⁾	Location quotient ⁽³⁾	Hourly	Annual ⁽⁴⁾
Word processors and typists	140	0.2	17.99	37,420
Desktop publishers	90	0.6	18.50	38,490
Insurance claims and policy processing clerks	5,930	1.5	21.08	43,840
Mail clerks and mail machine operators, except postal service	970	0.8	14.55	30,270
Office clerks, general.....	36,480	0.9	18.25	37,960
Office machine operators, except computer.....	1,020	1.5	16.84	35,030
Proofreaders and copy markers	90	0.7	20.31	42,240
Statistical assistants	190	1.2	19.07	39,660
Office and administrative support workers, all other	3,320	1.2	19.99	41,580

Footnotes:

- (1) For a complete listing of all detailed occupations in the Phoenix-Mesa-Scottsdale, AZ Metropolitan Statistical Area, see www.bls.gov/oes/current/oes_38060.htm
- (2) Estimates for detailed occupations do not sum to the totals because the totals include occupations not shown separately. Estimates do not include self-employed workers.
- (3) The location quotient is the ratio of the area concentration of occupational employment to the national average concentration. A location quotient greater than one indicates the occupation has a higher share of employment than average, and a location quotient less than one indicates a lower share of employment than average.
- (4) Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hours figure of 2,080 hours; for those occupations where there is not an hourly mean wage published, the annual wage has been directly calculated from the reported survey data.
- (5) Estimate not released.



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Sales and related	10.0	10.7*	20.09	19.39*	-3
Office and administrative support.....	15.1	17.2*	18.75	18.70	0
Farming, fishing, and forestry	0.3	0.1*	14.49	14.19	-2
Construction and extraction.....	4.1	4.5*	24.62	22.20*	-10
Installation, maintenance, and repair	3.9	3.9	23.54	22.90*	-3
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scale were hotel, motel, and resort desk clerks (\$12.23) and switchboard operators, including answering service (\$13.94). (Detailed data for the office and administrative support occupations are presented in [table 1](#); for a complete listing of detailed occupations available go to www.bls.gov/oes/current/oes_38060.htm.)

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Occupation (1)	Employment		Mean wages	
	Level (2)	Location quotient (3)	Hourly	Annual (4)
Office and administrative support occupations.....	354,110	1.1	\$18.70	\$38,900
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Switchboard operators, including answering service	710	0.7	13.94	29,000
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Billing and posting clerks.....	8,680	1.3	18.70	38,890
Bookkeeping, accounting, and auditing clerks.....	17,260	0.8	20.11	41,840
Gaming cage workers.....	170	0.7	(5)	(5)
Payroll and timekeeping clerks.....	2,080	1.0	21.28	44,260
Procurement clerks.....	1,640	1.7	21.04	43,760
Tellers.....	3,990	0.6	14.81	30,810
Financial clerks, all other.....	470	1.1	21.54	44,800
Brokerage clerks.....	1,280	1.6	23.69	49,280
Correspondence clerks.....	80	1.0	21.34	44,390
Court, municipal, and license clerks.....	1,480	0.7	18.36	38,180
Credit authorizers, checkers, and clerks.....	680	1.6	20.12	41,850
Customer service representatives.....	79,070	1.9	17.23	35,850
Eligibility interviewers, government programs.....	820	0.4	20.48	42,590
File clerks.....	1,590	1.0	16.50	34,310
Hotel, motel, and resort desk clerks.....	2,840	0.8	12.23	25,450
Interviewers, except eligibility and loan.....	1,150	0.4	17.86	37,150
Library assistants, clerical.....	690	0.6	14.39	29,930
Loan interviewers and clerks.....	6,670	2.1	19.59	40,760
New accounts clerks.....	400	0.7	18.52	38,530
Order clerks.....	1,850	0.8	15.62	32,490
Human resources assistants, except payroll and timekeeping.....	1,690	1.0	20.28	42,180
Receptionists and information clerks.....	15,840	1.1	14.77	30,720
Reservation and transportation ticket agents and travel clerks.....	3,500	1.9	21.77	45,290
Information and record clerks, all other.....	2,550	1.2	19.62	40,810
Cargo and freight agents.....	670	0.5	21.92	45,590
Couriers and messengers.....	1,020	1.0	14.88	30,950
Police, fire, and ambulance dispatchers.....	1,550	1.2	20.38	42,390
Dispatchers, except police, fire, and ambulance.....	2,340	0.8	19.57	40,700
Meter readers, utilities.....	500	1.1	25.49	53,020
Postal service clerks.....	520	0.5	26.50	55,130
Postal service mail carriers.....	3,890	0.8	25.08	52,170
Postal service mail sorters, processors, and processing machine operators.....	1,440	1.0	23.73	49,360
Production, planning, and expediting clerks.....	6,350	1.3	23.65	49,190
Shipping, receiving, and traffic clerks.....	7,810	0.8	16.62	34,560
Stock clerks and order fillers.....	31,410	1.1	14.14	29,420
Weighers, measurers, checkers, and samplers, recordkeeping.....	860	0.9	14.92	31,030
Executive secretaries and executive administrative assistants.....	8,580	1.1	27.13	56,420
Legal secretaries.....	1,920	0.8	23.56	49,010
Medical secretaries.....	8,620	1.0	17.87	37,180
Secretaries and administrative assistants, except legal, medical, and executive.....	32,610	1.1	17.82	37,070
Computer operators.....	(5)	(5)	24.27	50,470
Data entry keyers.....	2,890	1.2	15.84	32,940

Note: See footnotes at end of table.

Table 1. Employment and wage data from the Occupational Employment Statistics survey, by occupation, Phoenix-Mesa-Scottsdale Metropolitan Statistical Area, May 2018 - Continued

Occupation ⁽¹⁾	Employment		Mean wages	
	Level ⁽²⁾	Location quotient ⁽³⁾	Hourly	Annual ⁽⁴⁾
Word processors and typists	140	0.2	17.99	37,420
Desktop publishers	90	0.6	18.50	38,490
Insurance claims and policy processing clerks	5,930	1.5	21.08	43,840
Mail clerks and mail machine operators, except postal service	970	0.8	14.55	30,270
Office clerks, general.....	36,480	0.9	18.25	37,960
Office machine operators, except computer.....	1,020	1.5	16.84	35,030
Proofreaders and copy markers	90	0.7	20.31	42,240
Statistical assistants	190	1.2	19.07	39,660
Office and administrative support workers, all other	3,320	1.2	19.99	41,580

Footnotes:

(1) For a complete listing of all detailed occupations in the Phoenix-Mesa-Scottsdale, AZ Metropolitan Statistical Area, see www.bls.gov/oes/current/oes_38060.htm

(2) Estimates for detailed occupations do not sum to the totals because the totals include occupations not shown separately. Estimates do not include self-employed workers.

(3) The location quotient is the ratio of the area concentration of occupational employment to the national average concentration. A location quotient greater than one indicates the occupation has a higher share of employment than average, and a location quotient less than one indicates

in the area than average.

(4) Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hours figure of 2,080 hours; for those occupations where there is not an hourly mean wage published, the annual wage has been directly calculated from the reported survey data.

(5) Estimate not released.