

Mesa County

Job Vacancy Survey

June 2002

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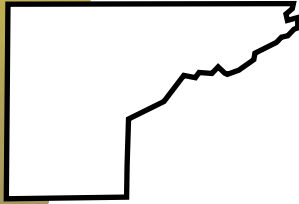
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Workforce Research & Analysis
Labor Market Information
Colorado Department of Labor and Employment





Mesa County Job Vacancy Survey

*Conducted
April 1 - 11, 2002*

State of Colorado

Bill Owens, *Governor*

Colorado Department of Labor & Employment

Vickie Armstrong, *Executive Director*

Jeffrey M. Wells, *Deputy Executive Director*

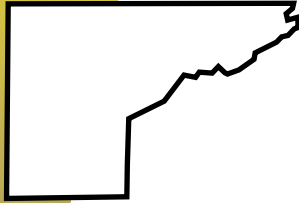
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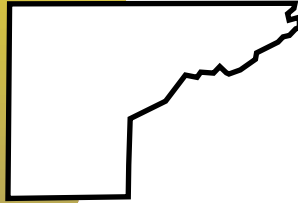
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The staff of Workforce Research and Analysis would like to extend sincerest gratitude to all area employers who participated in this study. The analysis provided in this document would not be possible without their help.

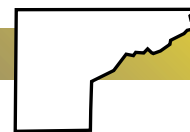


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Introduction

The unemployment rate, along with the level and growth rate of employment, has been used as an indicator of labor market conditions for decades. While this indicator provides information about changes in the supply and demand for labor, it reveals nothing about the skills most sought after by employers. As such, individuals preparing themselves for the job market have done so with limited knowledge of what skills are necessary to successfully compete in the contemporary labor market. Employers have had an equally difficult time determining appropriate compensation levels due to a limited knowledge of what similar firms in their region are currently offering.

Job seekers and employers, as well as Workforce Centers and economic developers need more than a measure of demand for workers at a specific point in time. They also need a measure of where in the economy that demand is located and what education and experience levels are most preferred. The Colorado Department of Labor and Employment (CDLE) developed the Job Vacancy Survey (JVS) to meet this need. The JVS is designed to provide a snapshot estimate of job vacancies along with detailed information and analysis on accompanying wages, skill requirements and work experience.

The CDLE's survey unit collects original data by conducting phone interviews with a representative

Colorado Job Vacancy Survey Regions



sample of employers in a given region. The department's economists analyze the raw data, estimate the number of vacancies in the area and publish the report within weeks of the original data collection, providing a timely portrait of the employment situation.

The survey is funded by a grant from the U.S. Department of Labor's Employment and Training Administration. The survey is produced by Labor Market Information's office of Workforce Research and Analysis for each region in Colorado.

This publication is a product of the Colorado Department of Labor and Employment's Labor Market Information Section, Alexandra E. Hall-Director. This report was prepared by LMI's office of Workforce Research and Analysis. Members of this unit are:

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How to Use This Report

With the analysis of labor market conditions, many questions regarding labor demand and supply, as well as labor skills requirements, often arise...

- ◆ Is there a labor shortage in the region?
- ◆ If so, what types of labor are in short supply?
- ◆ Is there a shortage of skills?
- ◆ What skills are necessary to fill current vacancies?

The answers to these and similar questions are important in the decision-making processes of employers, employees, job seekers, trainers, and planning officials. While Labor Market Information (LMI) provides data on the local labor force supply, the Job Vacancy Survey complements this by providing information about the demand for labor and offers a more complete picture of local labor markets.

Employers

The Job Vacancy Survey measures the area's current vacancies along with education and experience requirements. This report can serve as a strategic planning tool in the following areas:

◆ *Employee Recruitment*—

If findings indicate that employers have had positions open for a significant period of time, and compensation is sufficient, one might deduce a shortage of applicants in the area. Therefore, recruitment efforts could be focused outside of the region in areas where the necessary skills are more likely to be found.

◆ *Employee Training*—

A firm may also choose to increase investment in training for their current employees instead of expanding recruitment efforts.

◆ *Compensation and Benefits Planning*—

The Job Vacancy Survey provides wages offered for surveyed job openings. Tables in this report also detail current wages by occupation from Occupational Employment Statistics data. Together these pieces of information can be used to develop wage guidelines for compensation practices.

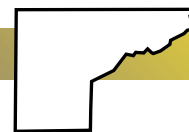
◆ *New Site Selection*—

Employers considering relocating or expanding to the area can study the survey and determine how easily the company's employment needs will be met by reviewing current vacancies. Companies need a sufficient, qualified labor pool to operate. High labor demand within a particular industry segment along with indications of difficulty filling these positions should caution a firm requiring a similar labor profile.

Job Seekers

The Job Vacancy Survey provides job seekers with a broad view of which industries are hiring, which occupations are in demand along with currently offered salaries and benefits, and what education and experience levels are required. This report is a roadmap that can be used to determine where the best paying jobs are given an individual's skills and level of education. Job seekers can also use Labor Market

Information's occupational projections, which provide a long-term outlook of occupational demand, along with the survey, which illustrates the current level of demand in the local job market to determine how current employment opportunities can contribute to their long-term career goals. Career minded individuals can tailor education, training, and work-experience to fit future high-demand positions.



Workforce Centers

The Job Vacancy Survey is designed to aid Colorado's Workforce Centers and other job placement organizations. As Workforce Centers serve job seekers and employers, the report acts as a handy reference for information on current vacancies, position requirements, wages and benefits offered, seasonal employment trends, and dominant regional industries. Workforce Center representatives can increase placement success by directing job seekers toward high demand occupations and industries.

Public officials, educational institutions, and government agencies can use this survey information

to effectively apply resources to education, training, and job placement programs.

While this report is a picture of the area's current employment needs and historical seasonal patterns, other Labor Market Information products provide projections of occupational growth and anticipated openings (www.coworkforce.com/lmi/oeo/oeo.htm). The projections highlight growing as well as declining occupations. Investments in the workforce can be directed toward occupations or industries that continuously contribute to the local economy or to those where there is a constant need for workers.

Economic Developers

Economic development professionals can use the Job Vacancy Survey to track the labor situation in key industries and evaluate the area's economic growth and development potential. The survey results help determine where bottlenecks may occur should current vacancies persist. Economic developers can

also generate a comprehensive picture of the region by determining where current labor demand stands today, as identified by the survey, and where the local market is trending using Labor Market Information's employment projections.

Caveats

The Job Vacancy Survey statistics are indicators of the demand for workers in the region and should not be interpreted as actual values. We rely on information from surveyed companies to obtain a representative sample of institutions and the occupations that fuel them. Not all surveyed firms participate; however, the employers who do participate enable the production of statistically reliable results.

The study provides estimates of job openings for a point-in-time; they do not necessarily portray the distribution of job vacancies in the region. This report does not attempt to explain the cause of vacancies - whether these current vacancies are due to actual growth or to job turnover in an occupation. Readers should also keep in mind that the authors are not attempting to project the level of vacancies into the future. Be aware that events having occurred since the time period analyzed such as plant closings or the migration of people in and out of the area might

significantly affect the vacancy status of some occupations. Job openings are very dynamic - current openings are being filled, new positions are being created, and some roles are being phased-out.

Occupational demand is subject to seasonal changes and affected by business cycles. For example, the reader would want to be aware that a decrease in vacancies for construction workers from April to November could represent seasonal variations, not necessarily a long-term decrease in the demand for such workers. When several years of survey data have been collected, we may be able to identify patterns that more accurately reflect changing labor market conditions. Regional surveys are timed to make these comparisons possible.

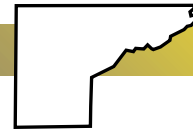
Given the caveats, appropriate application by the user is a key element in this report being a useful tool for job vacancy analysis.

Executive Summary

The second Mesa County Job Vacancy Survey (JVS) was conducted from April 1st through April 11th, 2002. The goal of the survey is to learn about current job market conditions in Mesa County. A random sample of small to mid-size private employers with at least five employees is contacted over the survey period. Additionally, the survey unit attempts to interview all large employers and government agencies in the region. Employers are asked about current hiring activity.

A total of 966 employers, representing more than one-half of the region's total employment, responded to the survey. Of these, 40 are government agencies, 22 are large employers and 904 are small to mid-sized employers. The survey had a 77% effective response rate. The major findings of the survey follow:

- ◆ An estimated 1,030 jobs were available for hire during the survey period, resulting in a 2.2% vacancy rate.
- ◆ Almost 20% of surveyed employers reported job vacancies.
- ◆ The average wage for all reported vacancies is \$12.50 per hour. The Mining industry offered the highest wages for reported openings, followed by the Finance, Insurance, and Real Estate industry.
- ◆ Small to mid-size employers account for 73% of the estimated vacancies.
- ◆ Sixty-eight percent of the openings are permanent, full-time positions.
- ◆ Fifty-four percent of the openings require only a high school degree/GED or no diploma.
- ◆ Thirty-nine percent of the vacancies require a candidate to have specific experience in the job for which they are applying.
- ◆ Sixty-two percent of reported vacancies have been open for less than 30 days.
- ◆ Virtually all surveyed employers are offering some degree of medical insurance coverage with their job vacancies.



Mesa County

Mesa County lies in western-central Colorado and borders Utah. The county hosts the major interstate highway along which the county's major cities lie. Mesa County's population was 116,255 at the time of the 2000 Census. Much of the county's land is owned and managed by the U.S. Forest Service and the Bureau of Land Management.

Since the shale oil bust of the mid-80's Mesa County has diversified its economic base and is now more focused in the Services industries. Land use and planning are hot topics as the county looks to manage its long-term growth and stimulate economic development. The county's population consists of a larger proportion of retirees than that of the state in general; 15.1% of Mesa's population is age 65 or older compared to 9.7% of the state's.

The county's population and economic activity is concentrated in the city of Grand Junction. Almost 42,000 people or 36% of the county population reside in the city while 86% of area firms are located here. It is the largest city in western Colorado. Grand Junction serves as the major medical hub between Denver and Salt Lake City.

Fruita is the county's second largest population center with about 6,500 residents, 6% of the county total, according to the 2000 Census. The city, which currently hosts four percent of area firms including some of the county's largest, has plans to develop the Fruita Greenway Business Park to attract more commercial activity to the area.

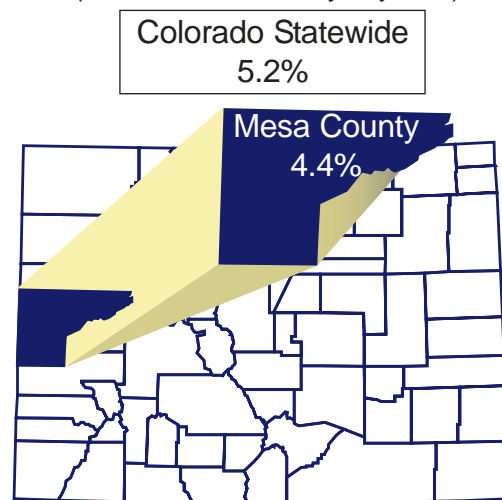
Palisade, with the third largest population in the county (approximately 2,600) is known for its fruit orchards and vineyards. Residents in the late 1800s recognized

that the area's mild climate was conducive to the cultivation of certain agricultural crops – peaches and grapes in particular. Although Palisade is home to just over two percent of the county's population, three percent of the businesses are located in the city.

Mesa's labor force is estimated at 59,677 for April of 2002. Of these 57,025 were employed in the county. The region's unemployment rate of 4.4% is well below that of 5.2% for Colorado and 6.0% for the U.S.

Figure 1: Unemployment Rates for April 2002

(Rates Not Seasonally Adjusted)



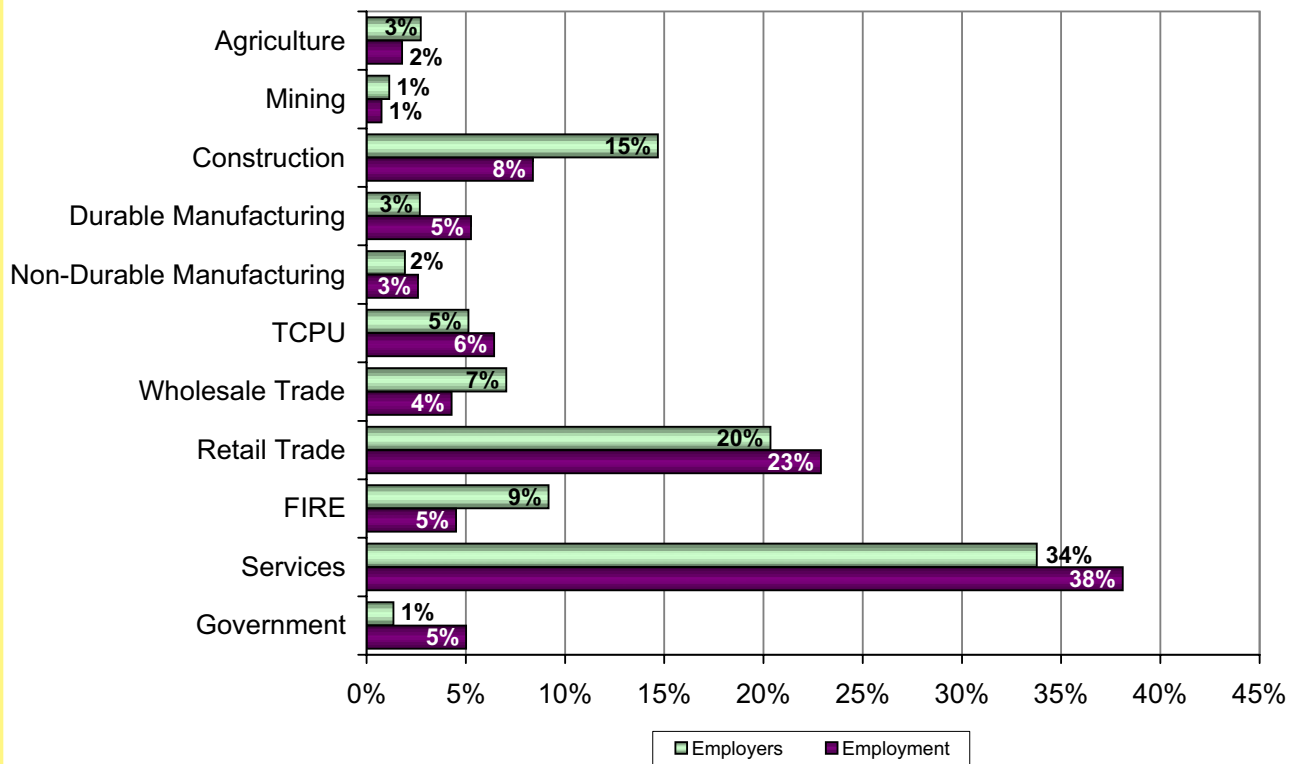
Source: CDLE Local Area Unemployment Statistics

Area establishments have been categorized into the eleven major Standard Industrial Classifications (SIC) to provide a better picture of the industries that drive the Mesa economy. Mesa County's industrial composition closely mirrors that of the state. Like the rest of Colorado, Services and Retail Trade play a major role in the economy. Combined, these two industries account for 54% of the region's employers and 61% of the employment.

Second quarter 2001 statistics reveal that 38% of the wage and salary employment in the region is in the

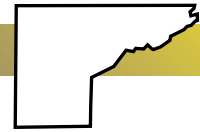
Services sector. Retail trade accounts for another 23% of jobs. Looking at major group industries within the SIC classification, Business Services organizations account for 40% of the establishments and 49% of the employment within the Mesa County Services sector. Lodging businesses employ 14% of people working for Services firms, while Automotive Repair, Services, and Parking represent the second largest group of employers in the industry.

Figure 2: Mesa County Employers & Employees, 2nd Quarter, 2001



Agriculture includes Forestry and Fishing
 FIRE—Finance, Insurance, and Real Estate
 TCPU—Transportation, Communication and Public Utilities

Source: Colorado Employment and Wages (ES-202)



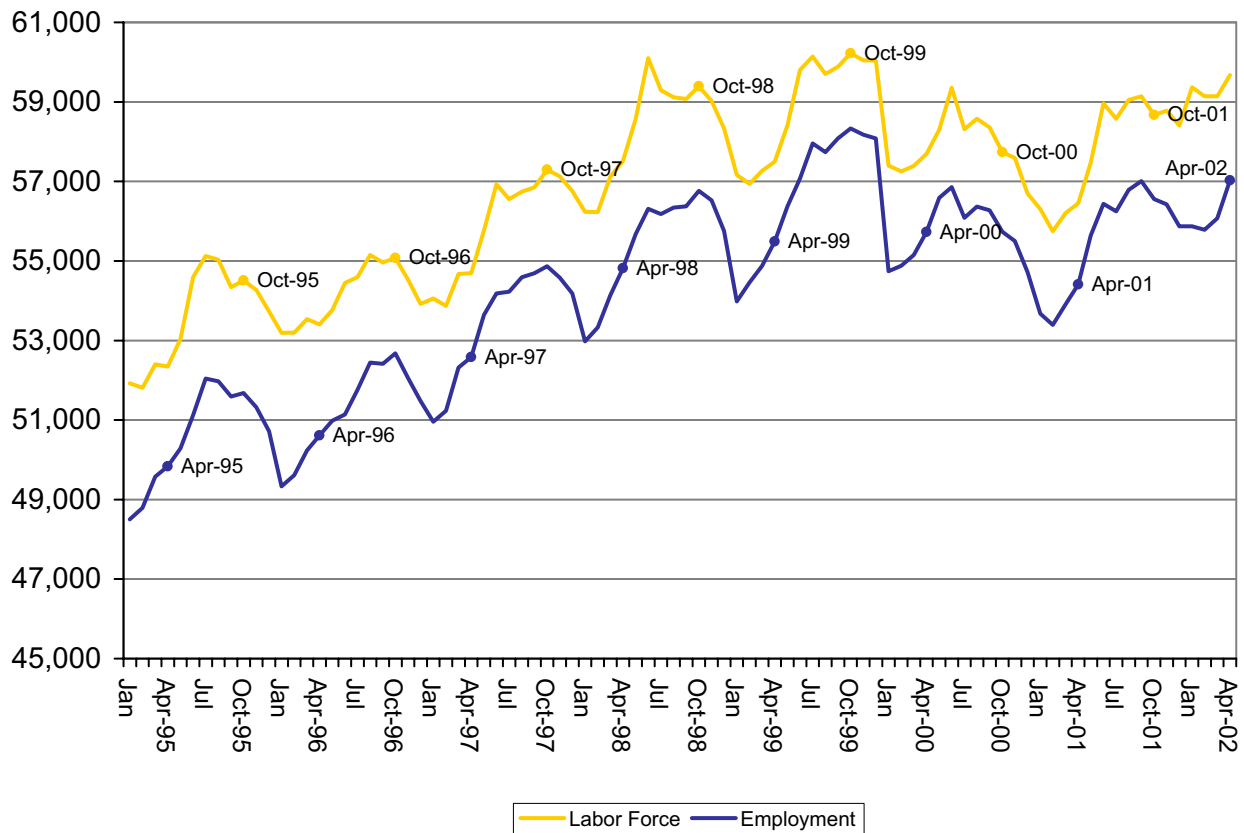
The chart below illustrates the historical progression of both the county's labor force and employment levels. The upward trends of the lines demonstrate the growth in both the labor force and employment since 1995. Employment has grown 14% in both Mesa County and the state from April 1995 to April 2002. This trend peaked in 1999 and the growth rate has since slowed; the change in employment from April, 1999 to present is 4%.

The graph also provides a visual representation of unemployment. Unemployment is represented by the gap between the labor force and the employment lines;

the larger the distance between the two lines, the greater the number of unemployed. This calendar year has been marked by county unemployment rates in the 5% range; January of 1999 was the last time the rate exceeded the 5% mark.

Figure 3 also reveals a slight seasonal trend in the region's labor market. Both the labor force and the employment level peak in or around October and bottom in January. The Job Vacancy Survey is conducted semi-annually in spring and autumn to measure the demand for labor at robust periods of the cycle.

Figure 3: Employment & Labor Force Trends for Mesa County



Source: CDLE, Local Area Unemployment Statistics

The Job Vacancy Survey Sample

The second Mesa regional survey was conducted from April 1st through April 11th, 2002. For the purpose of this report, employers with five or more employees (1,864 in the region) are referred to as the “sample universe”. Firms with fewer than five employees make up a large portion of all employers in the region, but only a small proportion of total employment. The possibility of employing statistical methods to estimate vacancies for this group is currently being explored.

The Job Vacancy Survey first separates employers from this sample universe into government or private industry classifications. Next, private firms are split into large (150 or more employees) and small to mid-size (from five to 149 employees) categories. The small to mid-size firms are further divided by industry and randomly sampled until a representative response is obtained for each category. The survey unit attempts to contact all government and large employers in the

region along with a random sample of small to mid-size firms in each industry.

Just over two percent of the sample universe employers are government entities, including public schools. Large private employers represent approximately one percent while small to mid-size firms account for 96% of the firms. The survey includes responses from 966 employers representing 52% of all those with five or more employees in Mesa County; those surveyed employ 51% of people working in the county. Of these respondents, 40 are government, 22 are large employers and 904 are from the small to mid-size category.

It is common to find economic information reported by Service and Goods Producing Industries. In this study, there are 77 job vacancies estimated for Goods Producing Industries, 902 for Services Producing Industries and 51 for Government.

Table 1: Industry Categories

Government	
Public Administration	
Private Industry	
Goods Producing Industries	Service Producing Industries
Agriculture, Forestry, and Fishing (except Agricultural Services)	Transportation, Communications, and Public Utilities
Mining	Wholesale Trade
Construction	Retail Trade
Manufacturing	Finance, Insurance, and Real Estate Services (including Agricultural Services)



Data Collection

Data for the Job Vacancy Survey is collected using a Computer Assisted Telephone Interview (CATI) process. While this system of data collection has been in use in the public sector for several years, Colorado is the first state in the nation to pioneer the use of CATI data collection for the Job Vacancy Survey.

Professional interviewers, trained in economic data collection processes, gather information from a call center located in the Colorado Department of Labor and Employment. This interview process results in increased control over the survey process, better accuracy, and dependable results.

Employers are asked if they have job vacancies or open positions which they are actively seeking to fill.

Those that are actively hiring are then asked to provide more detail about each position—compensation offered, levels of education and experience required, and the employer’s perceived difficulty in filling the vacancy along with the number of days the position has been opened. Employers are also asked if sign-on bonuses and health insurance coverage are offered for these positions. These data are collected in addition to the minimum and maximum wages in order to describe more fully the compensation offered.

The survey is conducted so as to ensure the statistical integrity of this report. When necessary, employers are contacted a second time to clarify responses.

Vacancies: Industry, Size and Status

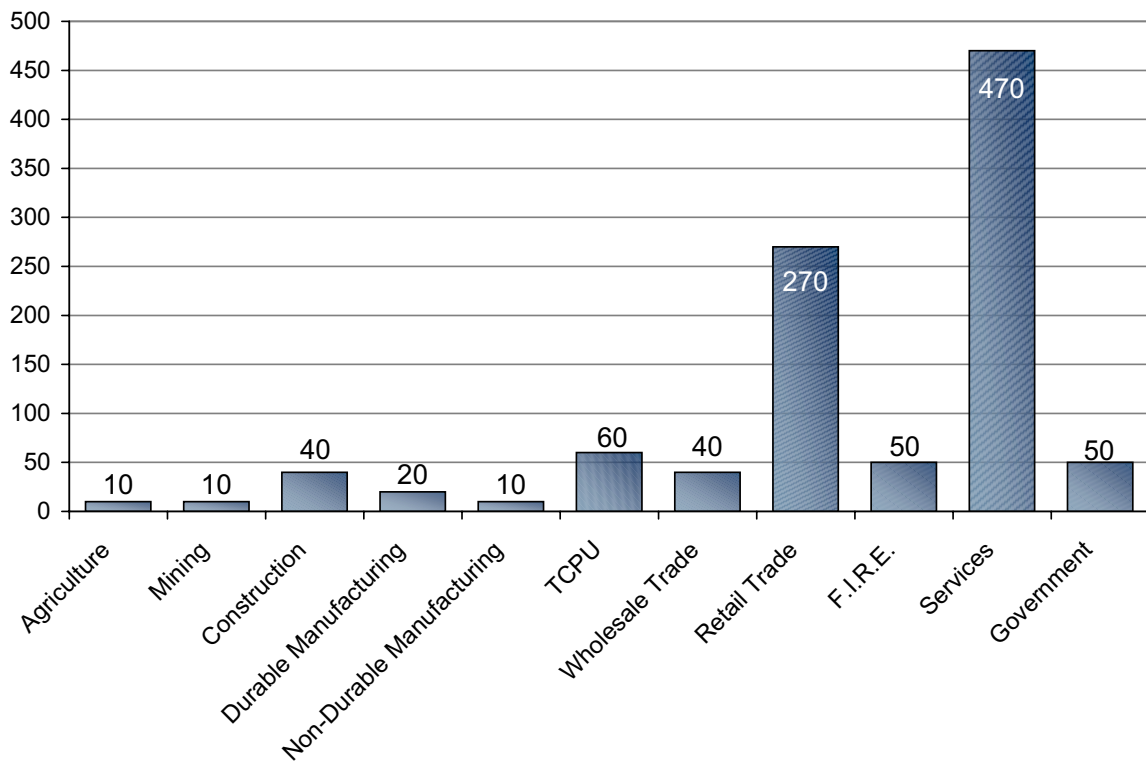
During the survey period, an estimated 1,030 vacancies were open for immediate hire in firms with at least five employees in Mesa County. Based on this survey, county-wide employment is estimated at approximately 46,049 resulting in an estimated vacancy rate of about 2.2%. The vacancy rate was 2.7% at the time of the Winter 2001 Job Vacancy Survey. This ratio of vacancies to employment is fairly strong for Colorado in these current, weaker economic conditions.

The Mesa spring survey is conducted during a historical time of rising employment and labor supply.

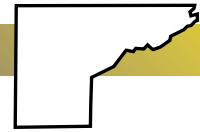
Just as the majority of the area’s employers and employees are in the Services and Retail Trade industries, so are the current job vacancies. These two industries combined represent 54% of the region’s firms, account for 61% of the employment and provide 72% of the vacancies. The Colorado economy as a whole is dominated by these industries.

Transportation, Communications, and Public Utilities (TCPU); Finance, Insurance, and Real Estate (FIRE) and Government combined represent an additional 15% of the vacancies.

Figure 4: Estimated Vacancies by Industry Group



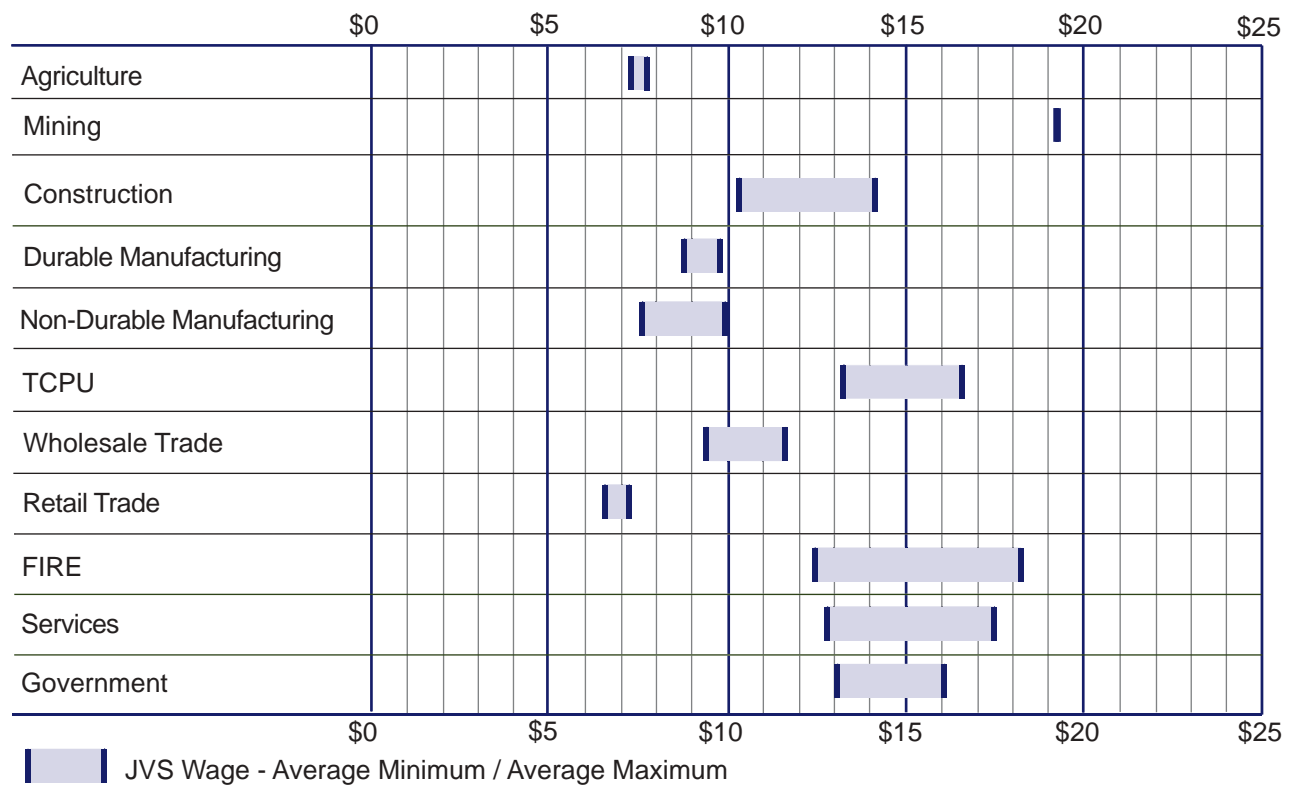
Agriculture includes Forestry and Fishing
 FIRE—Finance, Insurance, and Real Estate
 TCPU—Transportation, Communication and Public Utilities



Wages reflect labor force supply and demand along with the skill and experience requirements for occupations. Fifty-six percent of employers surveyed provided minimum and maximum wages offered for the vacancies they reported. The overall mid-point wage for vacancies in this survey is \$12.50.

Vacancies in Services and TCPU offer relatively high wages. Retail Trade with the second largest number of vacancies offers the lowest wages for surveyed openings.

Figure 5: Average Wages by Industry Group

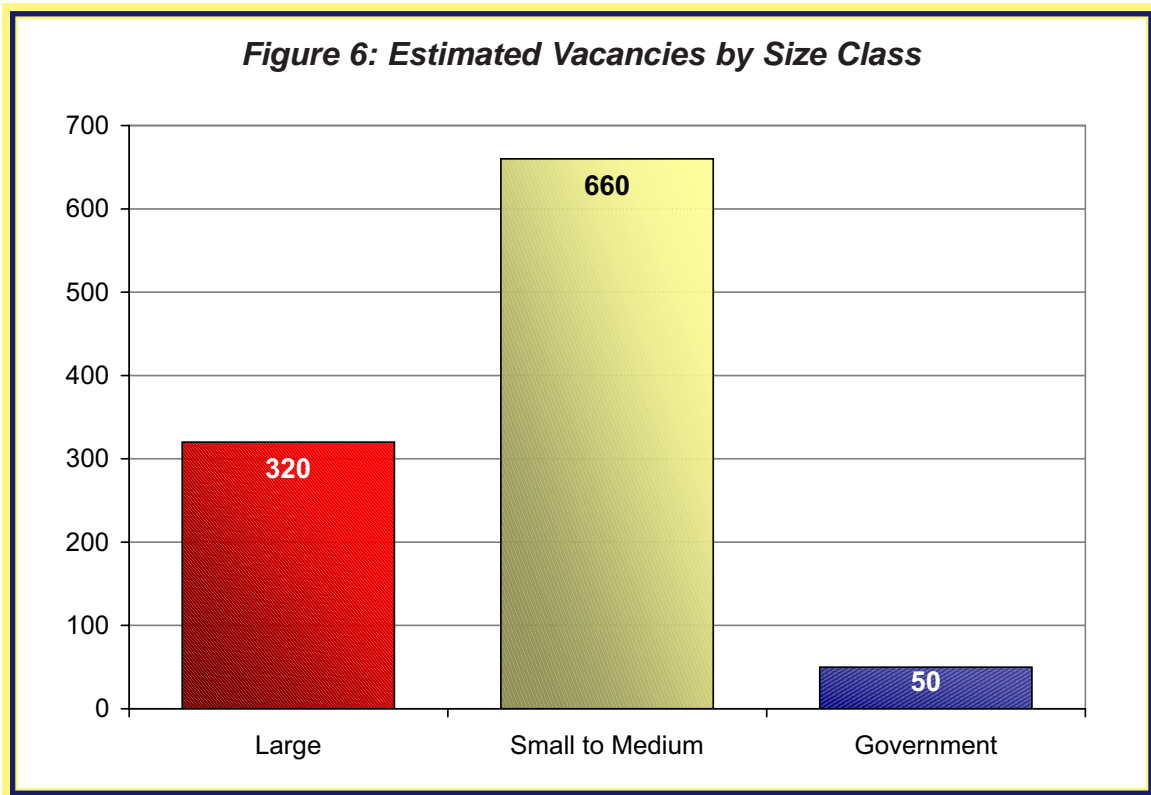


Agriculture includes Forestry and Fishing
 FIRE—Finance, Insurance, and Real Estate
 TCPU—Transportation, Communication and Public Utilities

The survey labels employers as government, large, or small to mid-size based on ownership and the number of people they employ. Notice how there are many more job vacancies in the small to mid-size employer group. This group also represents a vast majority of current employment.

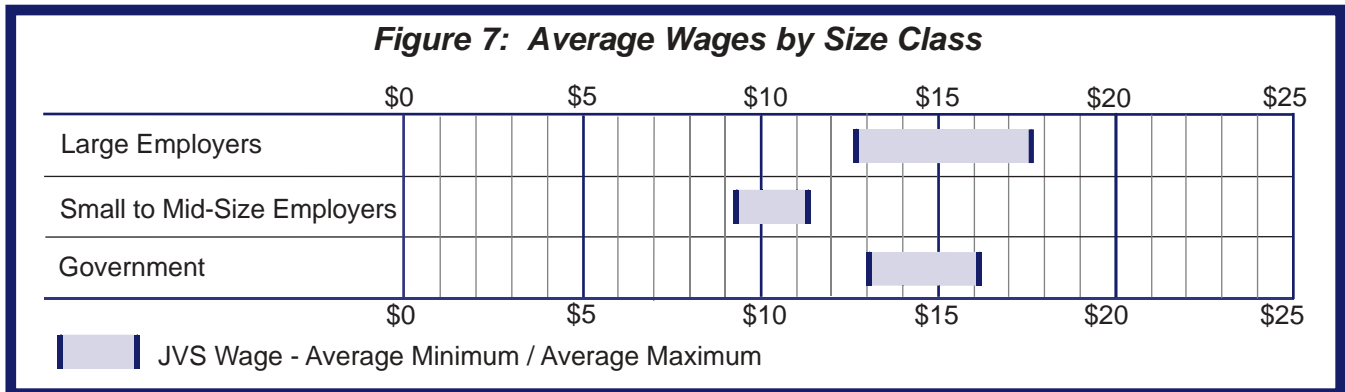
vacancies. Large employers account for only 1.5% of the firms, but provide 22% of the existing jobs and offer 31% of the vacancies. Government represents 2.5% of the employers, 15% of employment and 5% of the job openings.

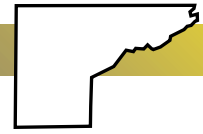
Small to mid-size firms represent 96% of the firms, 63% of the employment, and 64% of the estimated



This chart displays wages offered for surveyed job vacancies. The lower average wage for openings in small-to-mid size firms is heavily influenced by the great number of openings for retail and office clerks

and their lower compensation rates. Keep in mind that each of these employer size categories represents a range of industries and occupations.





Full-Time/Permanent status is offered for a great majority of the surveyed vacancies. The American Staffing Association reported a dramatic increase in temporary employment in the U.S. over the decade, 1990 to 2000 when daily temporary employment grew 157%. Temporary workers provide a cost effective and productive solution to certain staffing needs, but most vacancies are still filled permanently. Five percent of reported vacancies were for temporary positions that may be seasonal or contract in nature.

Figure 8: Vacancies by Employment Status

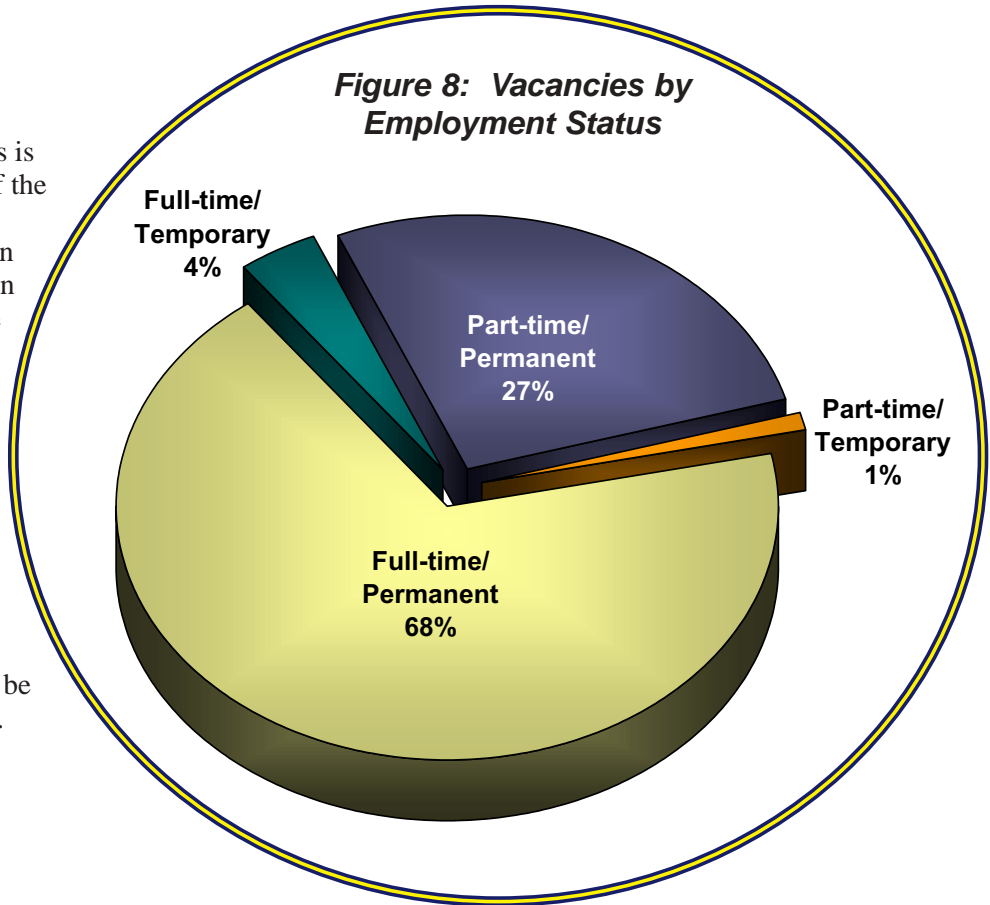
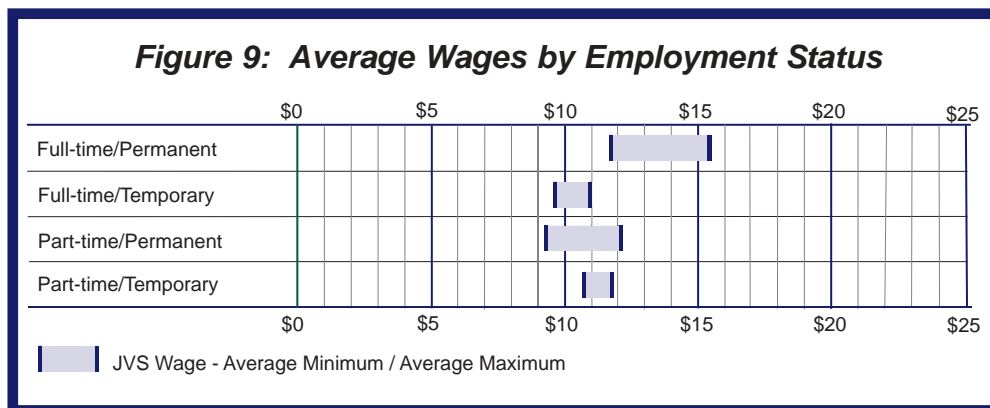


Figure 9: Average Wages by Employment Status



Full-Time/Permanent positions not only account for the majority of vacancies, but also offer the highest wages.

Vacancies: Education and Experience Requirements

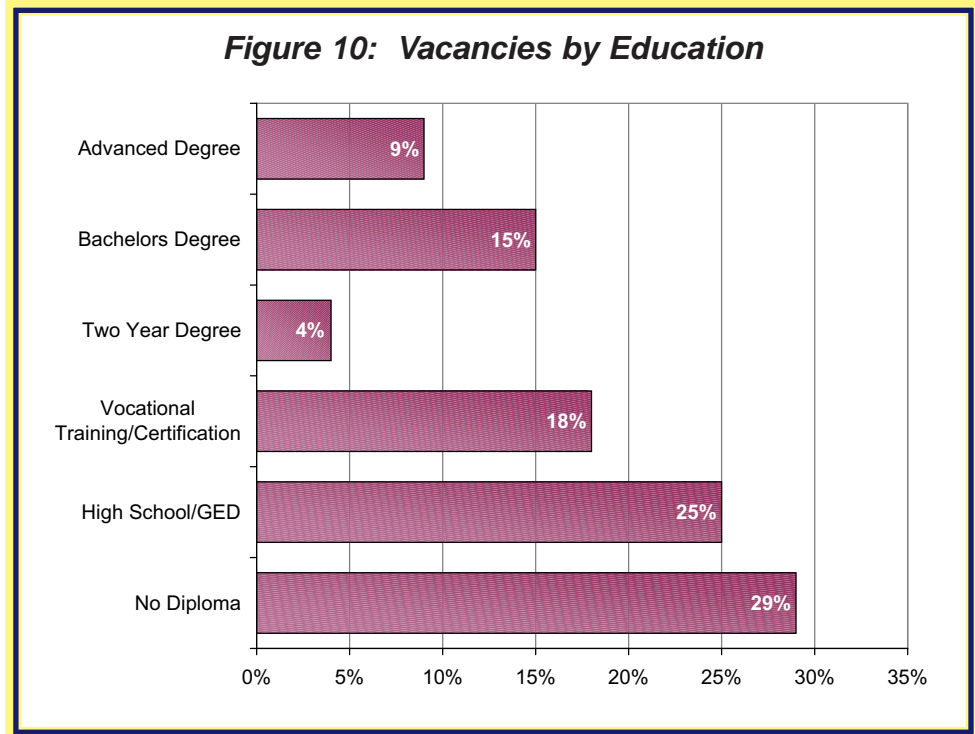
During periods of high unemployment, one might assume that there are too many qualified candidates and too few job openings. The reality is that even in recessions there are many employers who cannot find qualified candidates to fill their open positions. A region's overall labor force is made up of multiple smaller labor groups defined by skills, experience, and education; only a certain number of candidates will be qualified for any given job. It is very important, therefore, that job seekers have accurate information regarding what types of education and experience are in highest demand.

The majority of vacancies reported in the region require lower levels of education. Vacancies requiring either no diploma or a high-school diploma/GED comprise 54% of the job openings. Twenty-four percent of reported job openings require either a bachelor's or advanced degree. The previous Mesa County survey conducted in early 2001 found fewer vacancies requiring higher education; the differences could be due to the seasonality of the business cycle or to sampling (the 2002 survey included responses from 80% more firms).

The education requirements reported in this survey are better understood by looking into the occupations that coincide with the education level. For this kind of analysis, reported job vacancies are assigned an occupational code from the 2000 Standard Occupational Classification Manual which groups jobs into one of 22 major groups as shown in Figure 21 on page 22.

The Job Vacancy Survey found Healthcare Practitioner and Technical candidates in high demand

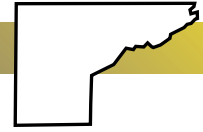
Figure 10: Vacancies by Education



for a range of educational backgrounds from advanced degrees to vocational training. While advanced degrees are required for many Registered Nurses, there is also a high demand for Registered Nurses with baccalaureate degrees. Employers are seeking candidates with two year degrees for Licensed Nursing and Health Technician roles.

Those with bachelor's degrees are also heavily sought for Education, Training, and Library occupations. The Transportation and Material Moving occupations are in high demand and most often require vocational training or certification.

Job vacancies most frequently cited for the high school educated are Office and Administrative Support occupations. Sales and Related roles are also in high demand for those with either high school/GED completion or no diploma. There are plentiful jobs in Food Preparation and Serving which require no diploma.



Job vacancies requiring a bachelor’s degree offer wages twice as high as those requiring a high school diploma. The highest wage for all reported openings is in the Education, Training, and Library occupations and requires an advanced degree. As no diploma was most often cited as the education requirement for reported job vacancies, this places a significant portion of the openings in the \$6 to \$8 range.

Generally, the more education required for a position, the higher the wages offered. The Bureau of Labor Statistics in their report on “Usual Weekly Earnings of Wage and Salary Workers” for the first quarter of 2002 found that full-time workers age 25 and over without a high school diploma had median weekly earnings of \$386, compared with \$536 for high school graduates and \$940 for college graduates.

Figure 11: Average Wages by Education

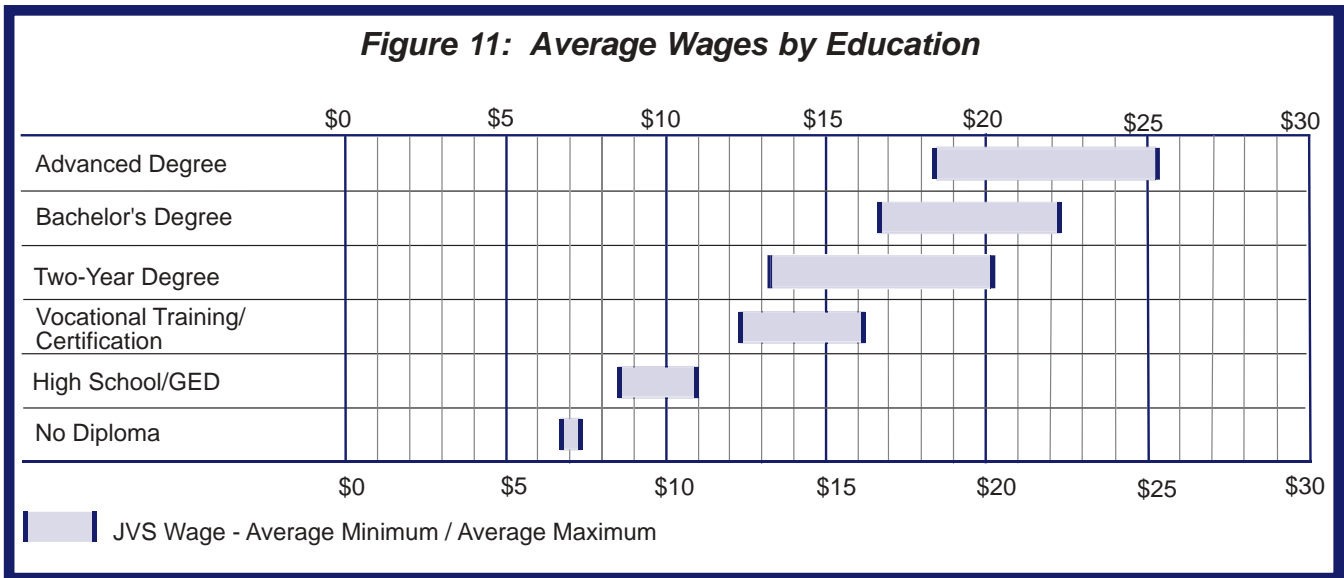
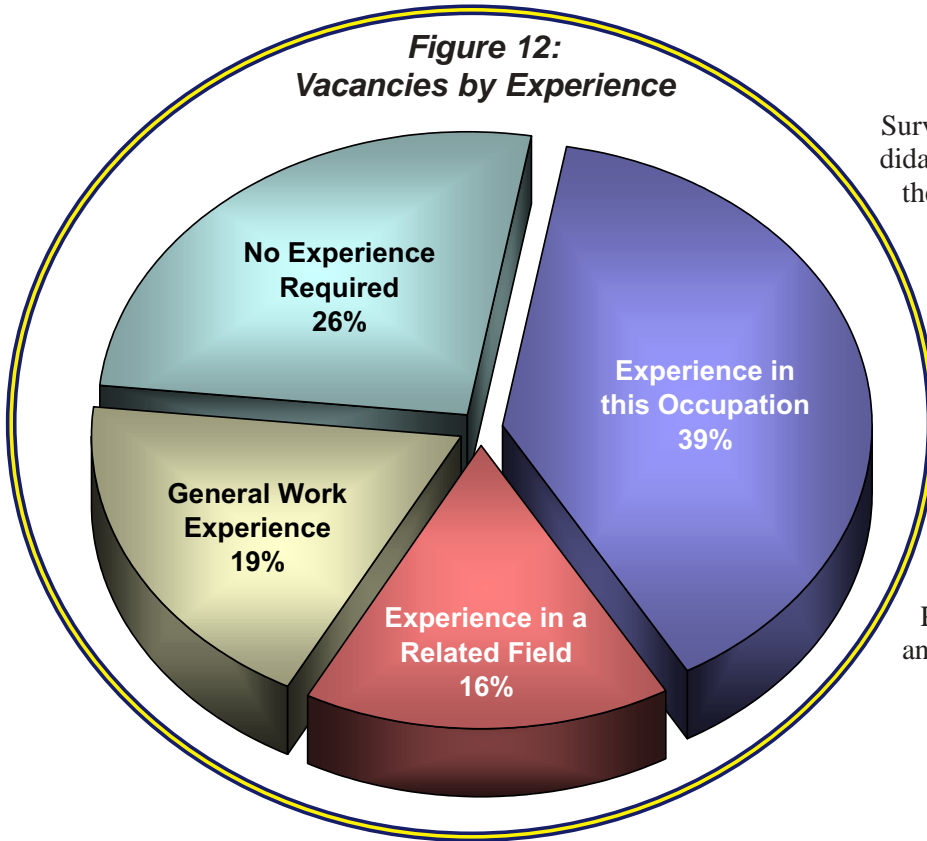


Figure 12: Vacancies by Experience



Surveyed employers expressed a need for candidates at all experience levels as evidenced in the pie chart.

A slight majority of respondents are seeking candidates with specific experience in the position for hire. In this survey, 82% of Healthcare Practitioner and Technical vacancies, of which there were 126, required candidates to have specific job experience.

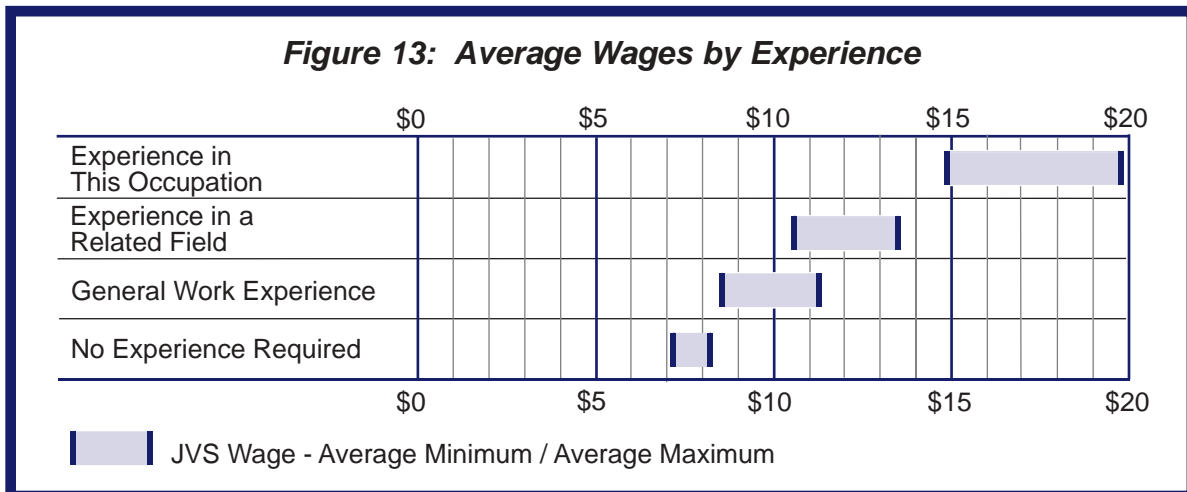
No Experience Required is the second most frequently cited experience level. Corresponding occupations are Food Preparation and Serving, Sales and Related, and Transportation and Material Moving.

Positions demanding higher levels of experience generally pay higher wages. The results of this Job Vacancy Survey show that positions requiring experience in the particular occupation for which the vacancy exists offer the highest wages.

Within each experience requirement segment there is a broad range of occupation types and salaries. For

example, some of the highest wages offered were for Architecture and Engineering positions that do not require any experience. On the other hand, high wages were also offered for vacancies in Life, Physical, and Social Sciences that do require experience in the occupation. Both of these occupation types do require higher education.

Figure 13: Average Wages by Experience





The survey results confirm a notion generally held as true - the higher the level of education demanded, the higher the level of experience required. Internships and apprenticeships are important options to consider - in today's job market where employers are looking for candidates with experience as well as academic knowledge. More than 80% of positions requiring a bachelor's degree, and 100% of those for advanced degrees desire the candidate to have experience related to or in the occupation.

For most jobs with no diploma requirement, there was also no experience requirement for candidates. With a high school diploma or GED the roles tend to require either general or related work experience. The majority of job vacancies for candidates with education beyond the high school level also desire the person to have direct experience in the occupation.

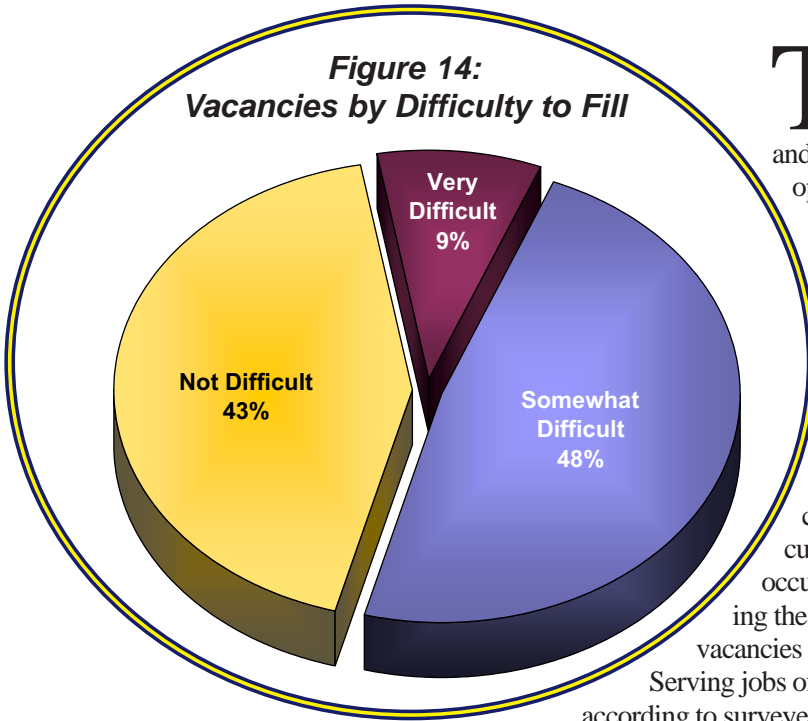
Table 2: Experience Requirements by Educational Level

	No Experience	General Work Experience	Experience in a Related Field	Experience in This Occupation
No Diploma	69%	16%	12%	3%
High School Diploma/GED	13%	44%	24%	19%
Vocational Training/Certification	11%	6%	19%	64%
Two-Year Degree	14%	0%	18%	68%
Bachelor's Degree	5%	12%	12%	71%
Advanced Degree	0%	0%	11%	89%

Note: Percentages based on each educational category.

Vacancies: Difficulty to Fill

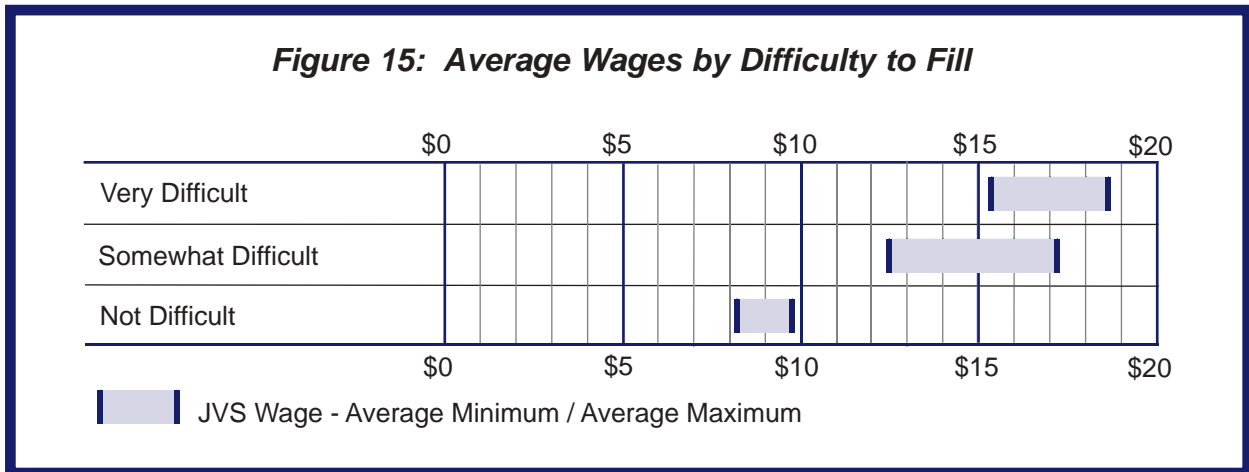
Figure 14: Vacancies by Difficulty to Fill



To estimate the level of difficulty in filling vacancies, employers are asked about their perceived level of difficulty in filling a job and the length of time that positions have been open. If a large proportion of vacancies in a region are difficult to fill, it may signal one or a combination of the following: a) too few specifically skilled workers to satisfy the labor demand, b) a need for alternate employer recruitment efforts, c) a mismatch between jobs offered and work desired by job seekers d) unattractive compensation.

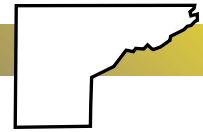
A large proportion of surveyed employers claim that their job vacancies are somewhat difficult to fill - Healthcare Practitioner and Technical occupations are among these. Some employers seeking these same healthcare professionals consider the vacancies very difficult to fill. Food Preparation and Serving jobs of which there are many are not difficult to fill according to surveyed employers with such openings.

Figure 15: Average Wages by Difficulty to Fill



Among vacancies considered very difficult to fill, Architecture and Engineering roles are offering the highest salaries while Healthcare Support occupations pay the least in this category. It was previously noted that Healthcare Practitioner and Technical occupations are generally considered somewhat difficult to fill;

they offer the highest wages in this group. Life, Physical, and Social Science occupations are at the high end of the not difficult to fill wage range, while Food Preparation and Serving roles are on the low end.



The majority of job vacancies, 62%, have been open for less than 30 days. The length of time for which a vacancy is open is indicative of the degree of difficulty an employer is having in filling the position. Factors include the availability of qualified candidates; competition among employers for similar candidates; and the willingness of candidates to accept job duties, wages, and benefits. Employers may allow more time to fill a position in order to ensure the fit of the candidate with the organization, or because there may be a limited number of qualified applicants.

Fourteen percent of reported vacancies are constantly open for hire – this could be due to high turnover, growing demand for these roles, or a perpetual short supply of qualified candidates. Most of these occupations are in Transportation and Material Moving roles followed by Sales and Related occupations.

Figure 16: Vacancies by Time Open for Hire

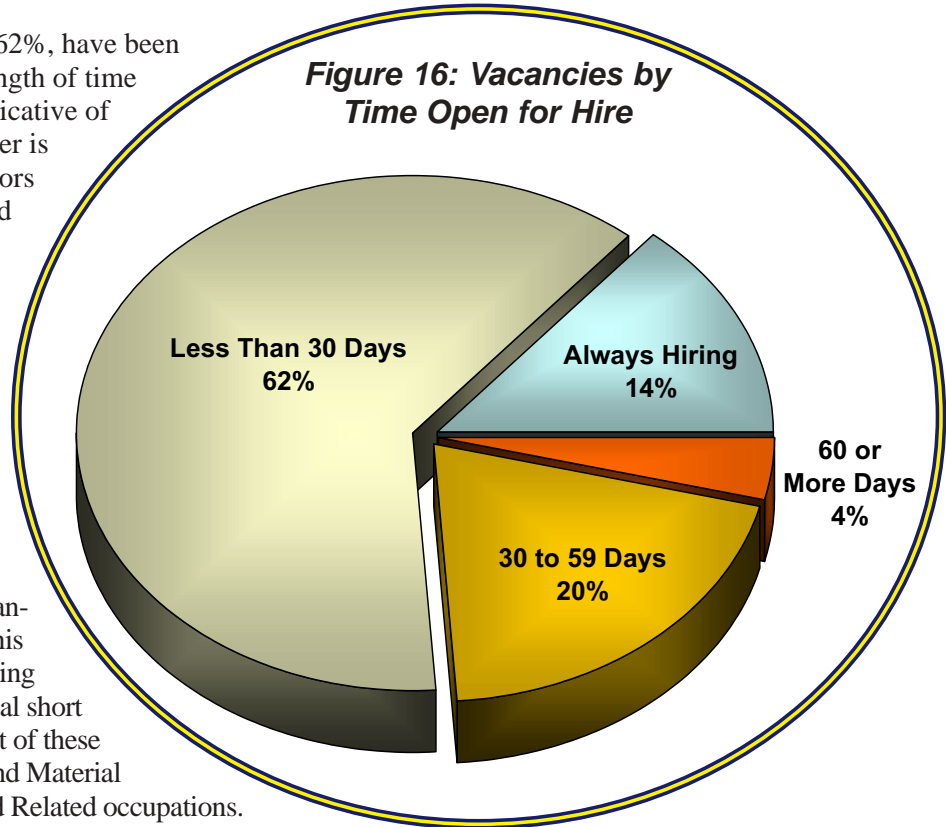
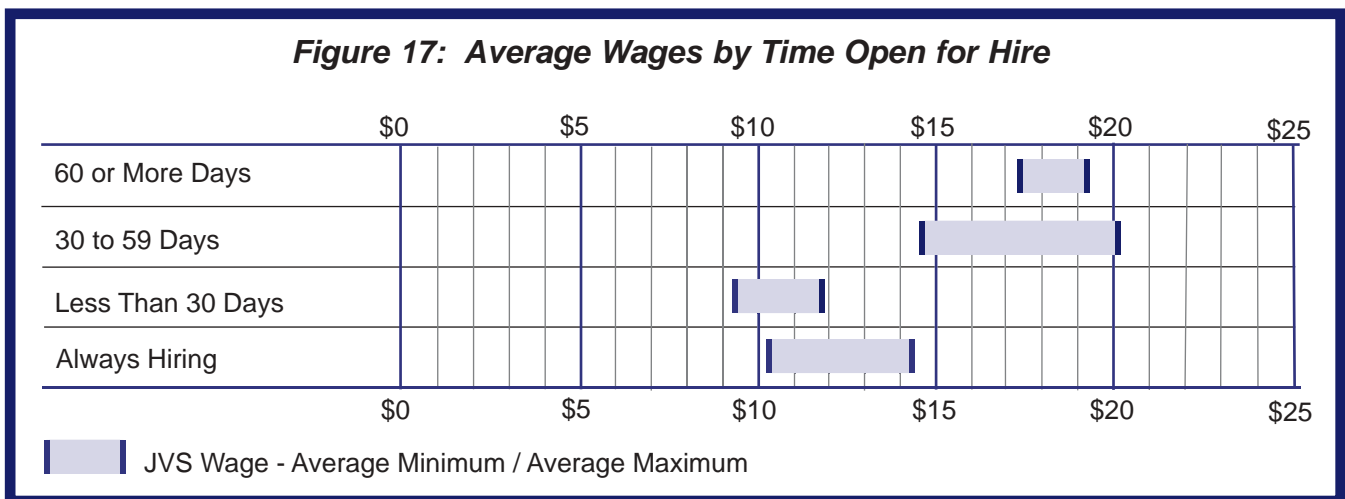


Figure 17: Average Wages by Time Open for Hire



The survey found that positions open for longer periods of time often have a higher associated wage. As higher wages usually accompany occupations that

require specialized skills, it may take an employer longer to recruit and hire a candidate with the desired background.

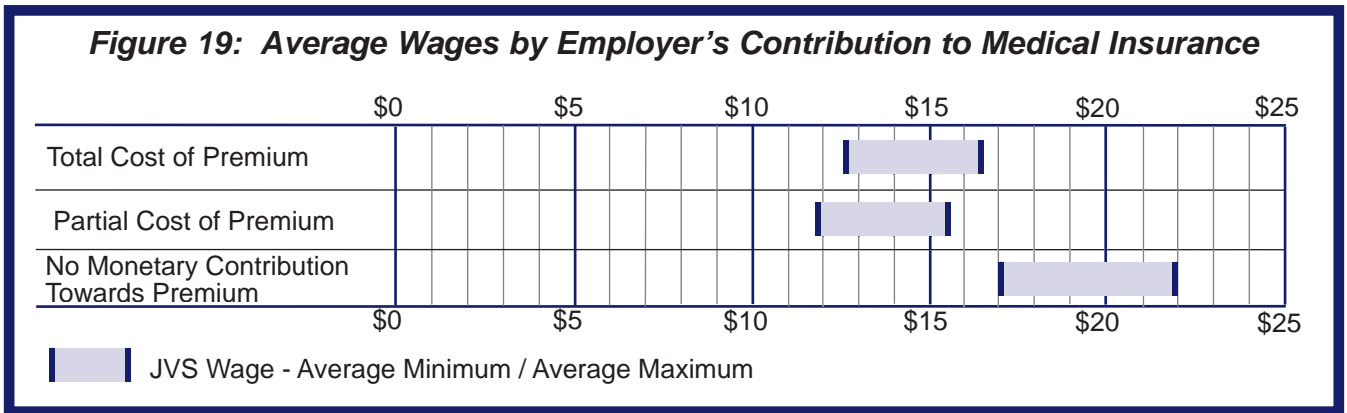
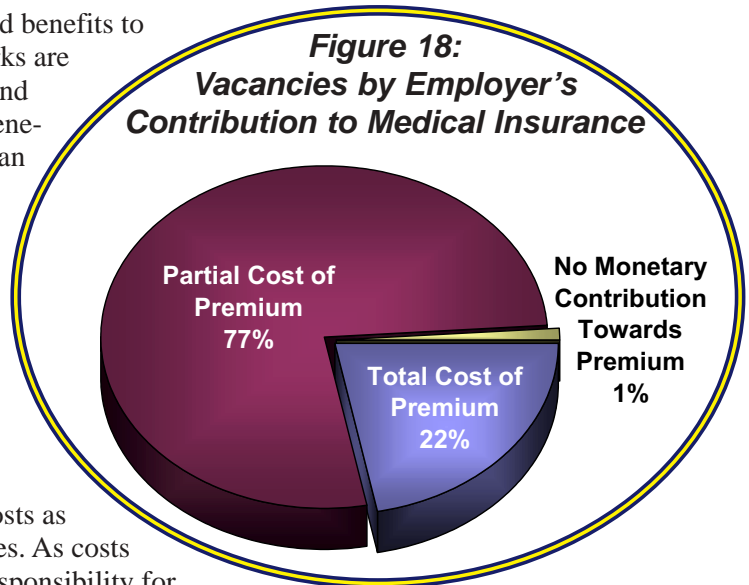
Vacancies: Additional Compensation

Medical Insurance

Employers frequently offer compensation related benefits to recruit qualified candidates. Some of these perks are paid time off, transportation or parking vouchers and subsidized child-care. One of the most common benefits offered to employees is medical insurance via an employer group plan; the employer may pay all or part of the monthly insurance premium for their employees.

A vast majority of employers reporting job vacancies in Mesa County are offering to pay either partial or full medical insurance premiums for open positions.

Generally, the ageing of the U.S. population is expected to stimulate rising inflation in medical costs as there will be excessive demand for medical services. As costs rise employers are expected to shift more of the responsibility for medical coverage to employees - the number of employers paying the total cost of medical insurance premiums will likely decline.



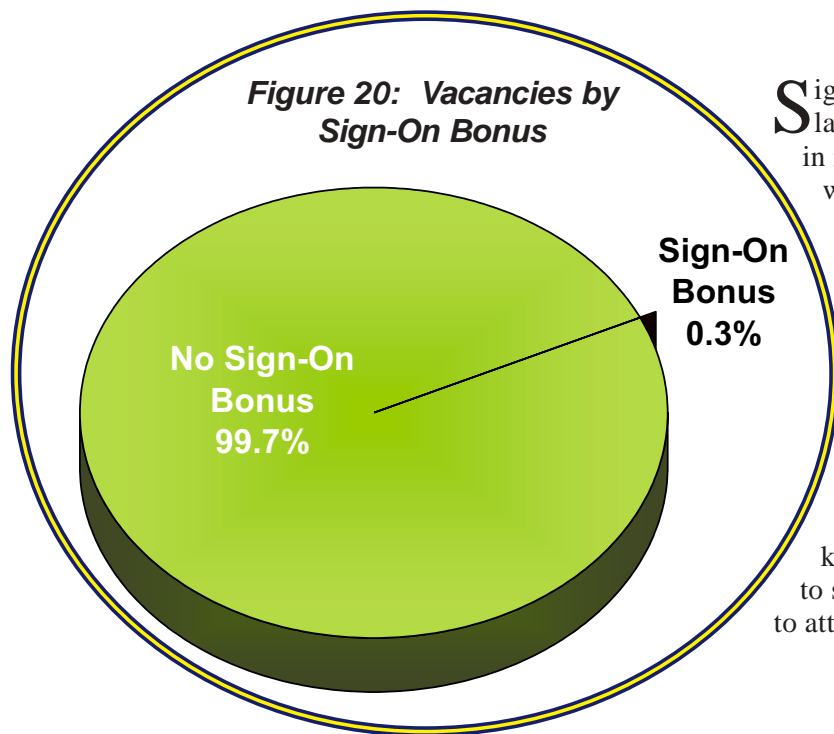
There is generally a correlation between higher paying jobs and greater contributions toward medical insurance premiums. As higher paying jobs require specific levels of skill, experience or education employers offer more comprehensive medical insurance packages as incentive to attract qualified candidates.

The Mesa County Job Vacancy Survey includes some Construction and Extraction occupation jobs that pay well, but offer no contribution toward medical insurance premiums. These boosted the average wage for the no contribution group.



Sign-On Bonus

Figure 20: Vacancies by Sign-On Bonus



Sign-on bonuses became popular lore in the late 1990s when a tight labor market existed in many occupational sectors. It is unclear whether the actual size and frequency of sign-on bonuses deserved the hype. Since the economy began cooling in 2000, unemployment rates have risen and talk of sign-on bonuses has subsided. Two of 601 reported vacancies supplying information on this question offered a sign-on bonus; both of these job openings were in the Healthcare Practitioner and Technical field. When the economy climbs out of recession and the labor market once again tightens, it will be interesting to see if sign-on bonuses are used as a means to attract candidates.

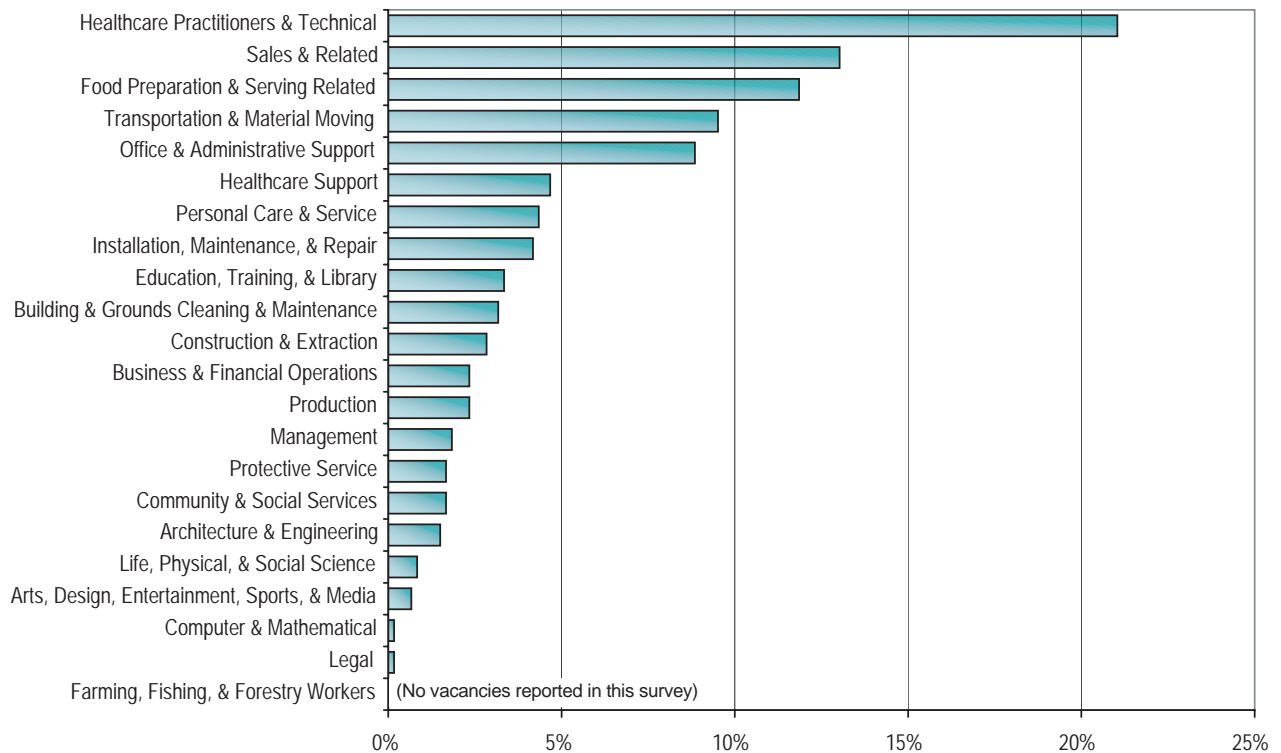
Occupations

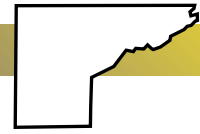
In order to facilitate comparing the results of this survey and other sources of employment statistics, all jobs reported are assigned a Standard Occupational Classification code from the 2000 Standard Occupational Classification Manual.

Healthcare Practitioners and Technical occupations represent the most job vacancies – the high demand

for healthcare workers is a national phenomenon and will impact medical costs beyond those referred to in the “Additional Compensation” segment of this report. The other highly demanded occupational groups are also associated with the region’s major industries: services and retail trade.

Figure 21: Proportion of Actual Vacancies by Major Occupational Groups





All reported vacancies with wages are grouped to allow for comparisons among the SOC categories. Following along with Figure 21, one can see where the majority of vacancies are and see the accompany-

ing wage range. In some cases, the average wage range shown below may seem peculiar, but the wages are reflective of the unique education and experience requirements along with the specific job duties.

Figure 22: Average Wages by Major Occupational Groups

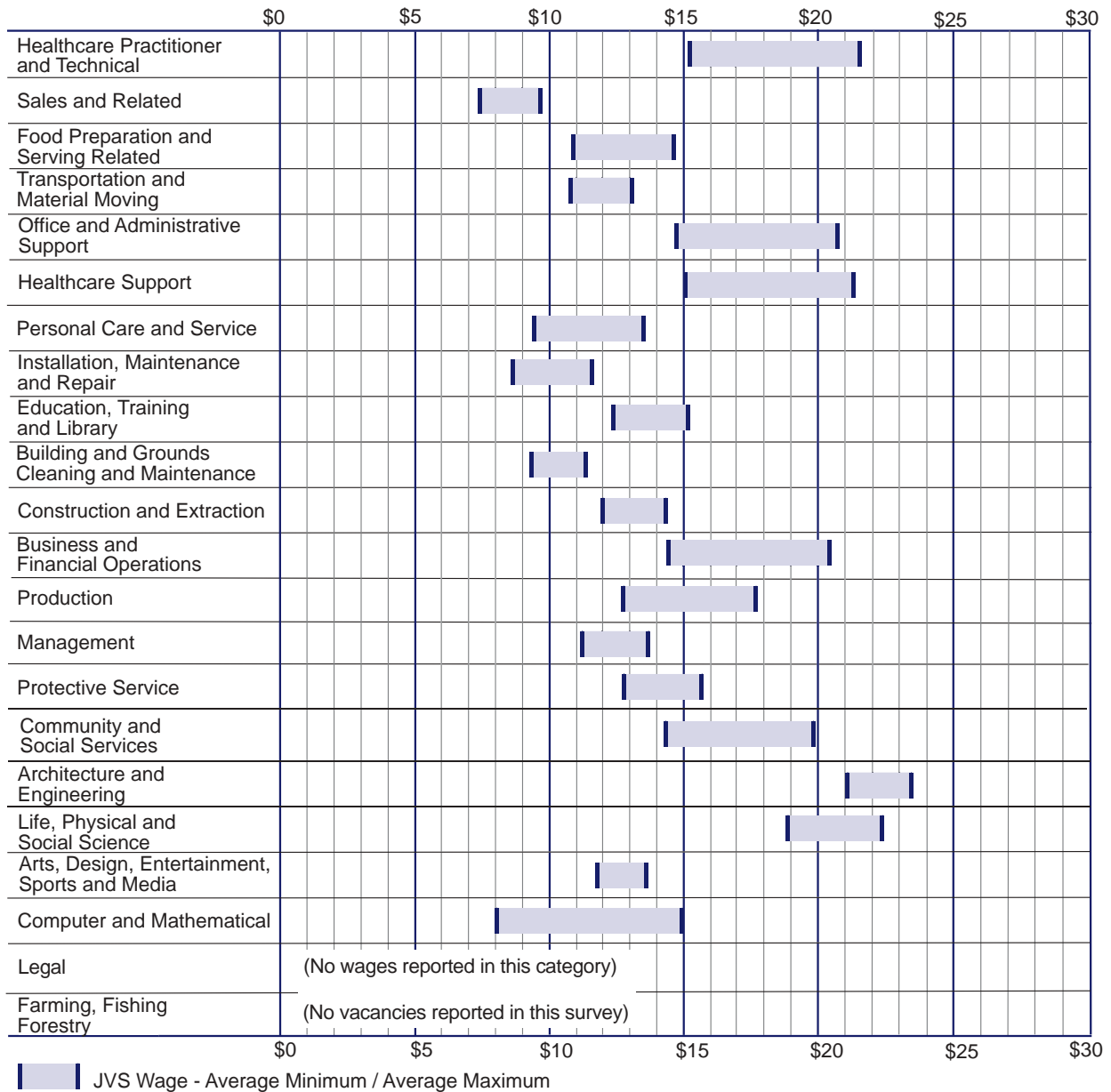


Table 3: Job Vacancy Survey Occupations with OES Wages

SOC Code	SOC Occupational Title	‡ Vacancy Rank	Occupational Employment Statistics Wage Data								
			Average JVS Wage	Average Wages			Percentile Distribution				
				Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
11-0000	Management Occupations		†	\$13.03	\$25.66	\$31.97	\$11.56	\$15.50	\$22.72	\$32.55	\$44.64
11-1021	General and Operations Managers	L	\$33.70	\$14.15	\$25.65	\$31.39	\$12.90	\$16.36	\$21.25	\$31.17	\$47.41
11-3031	Financial Managers	L	†	\$10.39	\$21.22	\$26.63	\$9.91	\$11.08	\$18.74	\$28.47	\$36.46
* 11-3049	Human Resources Managers, All Other	M	\$17.40	†	†	†	†	†	†	†	†
11-9032	Secondary School	L	\$28.40	\$53,758	\$55,199	\$55,925	\$49,477	\$51,623	\$55,189	\$58,765	\$60,900
11-9051	Food Service Managers	M	\$11.10	\$11.14	\$14.09	\$15.56	\$10.13	\$11.72	\$12.94	\$14.27	\$20.81
11-9111	Medical and Health Services Managers	H	\$19.20	\$22.63	\$33.47	\$38.89	\$21.08	\$24.57	\$28.91	\$46.80	\$53.23
11-9151	Social and Community Service Managers	L	\$19.40	\$9.88	\$12.75	\$14.19	\$9.38	\$10.23	\$11.84	\$13.63	\$17.80
11-9199	Managers, All Other	L	\$30.90	\$14.57	\$26.56	\$32.55	\$12.23	\$17.44	\$27.52	\$34.10	\$41.12
13-0000	Business and Financial Operations Occupations		†	\$12.01	\$21.14	\$25.71	\$10.20	\$14.40	\$19.50	\$25.86	\$33.50
13-1022	Wholesale and Retail Buyers, Except Farm Products	L	\$13.00	\$9.80	\$16.36	\$19.63	\$7.94	\$11.23	\$15.95	\$19.36	\$26.11
13-1051	Cost Estimators	L	†	\$12.49	\$19.55	\$23.09	\$10.87	\$14.30	\$19.26	\$23.62	\$28.79
13-1073	Training and Development Specialists	L	\$23.80	\$8.80	\$14.51	\$17.36	\$8.02	\$9.22	\$10.69	\$18.94	\$26.77
* 13-1079	Relations Specialists, All Other	L	†	†	†	†	†	†	†	†	†
* 13-2052	Personal Financial Advisors	H	\$14.40	\$13.16	\$27.70	\$34.96	\$12.25	\$14.24	\$19.86	\$32.31	†
13-2072	Loan Officers	L	\$11.50	\$13.33	\$24.05	\$29.41	\$11.70	\$16.11	\$20.92	\$28.76	\$41.00
15-0000	Computer and Mathematical Occupations		†	\$15.46	\$27.55	\$33.59	\$12.51	\$19.78	\$26.41	\$34.32	\$46.83
* 15-1081	Network Systems and Data	L	\$11.50	\$19.89	\$29.46	\$34.24	\$18.26	\$22.20	\$28.36	\$35.63	\$43.67
17-0000	Architecture and Engineering Occupations		†	\$13.53	\$21.98	\$26.21	\$12.16	\$15.51	\$21.50	\$27.02	\$33.14
* 17-1011	Architects, Except Landscape and Naval	M	\$27.60	\$17.70	\$26.97	\$31.61	\$16.07	\$19.76	\$25.48	\$32.45	\$40.76
17-1012	Landscape Architects	L	\$11.00	\$15.39	\$22.89	\$26.63	\$14.64	\$16.81	\$21.03	\$26.18	\$31.98
17-1022	Surveyors	L	\$23.10	\$14.82	\$19.52	\$21.88	\$14.11	\$15.39	\$17.53	\$24.18	\$27.39
17-2051	Civil Engineers	L	\$24.80	\$21.54	\$27.34	\$30.24	\$19.87	\$22.80	\$25.82	\$29.70	\$35.28
* 17-2071	Electrical Engineers	L	\$23.60	\$22.92	\$32.15	\$36.75	\$21.23	\$25.41	\$31.47	\$38.00	\$44.67
17-3011	Architectural and Civil Drafters	L	\$30.00	\$12.25	\$14.35	\$15.40	\$11.46	\$12.10	\$13.17	\$15.96	\$20.41
17-3013	Mechanical Drafters	L	\$19.00	\$14.15	\$18.30	\$20.37	\$13.14	\$15.41	\$18.28	\$21.36	\$24.82
17-3031	Surveying and Mapping Technicians	L	\$11.50	\$12.19	\$15.57	\$17.26	\$11.53	\$13.32	\$15.77	\$17.50	\$19.68
19-0000	Life, Physical, and Social Science Occupations		†	\$15.44	\$23.31	\$27.25	\$13.49	\$17.90	\$23.41	\$27.84	\$33.21
* 19-1023	Zoologists and Wildlife Biologists	L	\$32.50	\$12.95	\$22.63	\$27.45	\$10.81	\$15.47	\$21.48	\$29.23	\$35.18
* 19-1031	Conservation Scientists	L	\$15.60	\$17.68	\$24.94	\$28.57	\$16.15	\$19.86	\$24.46	\$28.87	\$35.22

* OES wages reported for Colorado statewide

† No wage data available

‡ L - Lowest 25% of actual vacancies
M - Middle 50% of actual vacancies
H - Highest 25% of actual vacancies

Table 3: Job Vacancy Survey Occupations with OES Wages – Page 2

SOC Code	SOC Occupational Title	‡ Vacancy Rank	Average JVS Wage	Occupational Employment Statistics Wage Data							
				Average Wages			Percentile Distribution				
				Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
19-3031	Clinical, Counseling, and School Psychologists	M	\$20.20	\$16.73	\$23.33	\$26.63	\$14.30	\$19.09	\$24.17	\$27.55	\$30.35
21-0000	Community and Social Services Occupations		†	\$9.03	\$14.45	\$17.16	\$8.22	\$10.15	\$13.02	\$17.07	\$24.25
* 21-1013	Marriage and Family Therapists	L	†	\$13.31	\$16.31	\$17.81	\$12.20	\$14.35	\$16.14	\$18.15	\$21.12
* 21-1019	Counselors, All Other	M	\$14.20	†	†	†	†	†	†	†	†
21-1021	Child, Family, and School Social Workers	L	\$14.50	\$10.50	\$15.88	\$18.56	\$9.20	\$11.63	\$13.96	\$19.93	\$22.04
21-1022	Medical and Public Health Social Workers	M	\$16.70	\$12.52	\$14.40	\$15.33	\$11.73	\$12.53	\$13.86	\$15.95	\$17.28
* 21-1023	Mental Health and Substance Abuse Social Workers	L	\$20.00	\$11.67	\$15.70	\$17.73	\$11.13	\$12.49	\$14.93	\$18.14	\$22.10
* 21-1029	Social Workers, All Other	L	\$7.50	†	†	†	†	†	†	†	†
* 21-2021	Directors, Religious Activities and Education	L	†	\$12.34	\$15.83	\$17.58	\$10.38	\$14.33	\$15.70	\$17.10	\$21.61
* 21-2099	Religious Workers, All Other	L	\$6.50	†	†	†	†	†	†	†	†
23-0000	Legal Occupations		†	\$15.30	\$36.05	\$46.43	\$14.35	\$17.00	\$32.35	\$50.60	†
23-1011	Lawyers	L	†	\$22.28	\$43.23	\$53.70	\$17.35	\$27.41	\$41.47	\$62.16	†
25-0000	Education, Training, and Library		†	\$7.80	\$12.82	\$15.33	\$7.29	\$8.67	\$11.54	\$15.69	\$20.47
* 25-2021	Elementary School Teachers, Except Special Education	M	\$14.50	\$27,869	\$38,176	\$43,334	\$25,793	\$30,142	\$36,110	\$45,068	\$54,451
* 25-2031	Secondary School Teachers, Except Special and Vocational Education	H	\$13.50	\$28,585	\$43,065	\$50,309	\$26,343	\$31,678	\$40,771	\$54,067	\$66,097
* 25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	H	\$14.50	\$30,620	\$44,403	\$51,295	\$28,637	\$33,713	\$43,033	\$54,565	\$65,235
* 25-4021	Librarians	M	\$19.50	\$14.92	\$20.21	\$22.85	\$14.10	\$16.68	\$19.94	\$23.33	\$27.45
* 25-4031	Library Technicians	L	\$12.60	\$8.71	\$12.36	\$14.18	\$7.89	\$9.69	\$12.12	\$14.78	\$17.39
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations		†	\$6.56	\$11.70	\$14.26	\$6.13	\$7.14	\$9.62	\$14.08	\$20.80
* 27-1025	Interior Designers	L	\$24.00	\$18.80	\$27.59	\$31.98	\$16.76	\$21.80	\$30.17	\$33.22	\$35.06
* 27-2023	Umpires, Referees, and Other Sports Officials	M	\$15.00	\$19,659	\$25,585	\$28,554	\$18,444	\$20,230	\$22,440	\$27,869	\$41,881
27-3031	Public Relations Specialists	L	\$19.00	\$11.11	\$16.48	\$19.17	\$9.83	\$12.39	\$16.45	\$19.86	\$22.01
29-0000	Healthcare Practitioners and Technical Occupations		†	\$12.37	\$21.93	\$26.72	\$11.24	\$14.24	\$18.96	\$23.42	\$37.67
29-1051	Pharmacists	M	\$33.60	\$31.03	\$35.04	\$37.05	\$29.66	\$31.64	\$34.94	\$39.79	\$43.74
* 29-1066	Psychiatrists	L	†	\$48.43	\$62.63	\$69.72	\$43.07	\$56.84	\$69.58	†	†

* OES wages reported for Colorado statewide

† No wage data available

‡ L - Lowest 25% of actual vacancies

M - Middle 50% of actual vacancies

H - Highest 25% of actual vacancies

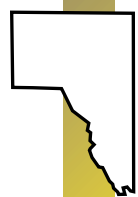


Table 3: Job Vacancy Survey Occupations with OES Wages – Page 3

SOC Code	SOC Occupational Title	‡ Vacancy Rank	Average JVS Wage	Occupational Employment Statistics Wage Data							
				Average Wages			Percentile Distribution				
				Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
* 29-1069	Physicians and Surgeons, All Other	M	†	\$23.12	\$49.85	\$63.21	\$17.93	\$26.31	\$57.29	\$70.72	†
29-1071	Physician Assistants	L	\$27.60	\$24.40	\$28.67	\$30.81	\$23.02	\$24.54	\$26.92	\$32.83	\$40.64
29-1111	Registered Nurses	H	\$22.40	\$18.18	\$20.52	\$21.69	\$17.74	\$18.79	\$20.42	\$22.05	\$25.60
29-1122	Occupational Therapists	H	\$19.20	\$18.91	\$20.94	\$21.94	\$17.43	\$19.12	\$20.93	\$22.70	\$25.25
29-1123	Physical Therapists	L	†	\$20.41	\$23.92	\$25.69	\$19.13	\$20.63	\$23.01	\$26.37	\$28.85
* 29-1124	Radiation Therapists	L	\$21.50	\$21.66	\$25.29	\$27.10	\$19.51	\$23.03	\$25.45	\$27.87	\$32.31
* 29-1126	Respiratory Therapists	M	\$16.90	\$14.57	\$17.73	\$19.31	\$13.63	\$15.40	\$17.89	\$20.37	\$21.87
* 29-1127	Speech-Language Pathologists	L	\$20.70	\$18.00	\$23.75	\$26.62	\$16.39	\$19.58	\$23.34	\$27.13	\$32.26
* 29-1129	Therapists, All Other	L	\$13.60	†	†	†	†	†	†	†	†
29-2012	Medical and Clinical Laboratory Technicians	H	\$14.30	\$10.55	\$14.13	\$15.92	\$9.67	\$11.28	\$13.06	\$16.70	\$20.89
* 29-2032	Diagnostic Medical Sonographers	H	\$19.90	\$21.73	\$26.25	\$28.50	\$19.69	\$23.13	\$25.58	\$28.01	\$37.19
29-2034	Radiologic Technologists and Technicians	H	\$17.30	\$10.29	\$14.68	\$16.88	\$8.10	\$12.41	\$14.93	\$16.91	\$20.34
29-2041	Emergency Medical Technicians and Paramedics	M	\$12.00	\$9.32	\$12.54	\$14.15	\$8.59	\$10.35	\$12.67	\$14.85	\$16.80
29-2052	Pharmacy Technicians	L	\$11.00	\$8.73	\$10.98	\$12.11	\$8.11	\$9.22	\$11.11	\$12.74	\$13.89
29-2055	Surgical Technologists	H	\$16.60	\$12.39	\$15.76	\$17.44	\$11.54	\$13.55	\$15.43	\$17.06	\$21.23
29-2061	Licensed Practical and Licensed Vocational Nurses	H	\$15.90	\$12.02	\$13.93	\$14.88	\$11.39	\$12.29	\$13.78	\$15.83	\$17.14
29-2071	Medical Records and Health Information Technicians	M	\$14.50	\$9.02	\$13.11	\$15.15	\$8.78	\$10.36	\$14.01	\$15.92	\$17.11
* 29-2099	Health Technologists and Technicians, All Other	L	\$12.90	†	†	†	†	†	†	†	†
31-0000	Healthcare Support Occupations		†	\$7.38	\$9.75	\$10.92	\$6.97	\$7.90	\$9.24	\$10.85	\$13.55
31-1011	Home Health Aides	H	\$6.90	\$7.21	\$8.89	\$9.73	\$6.54	\$7.68	\$8.72	\$10.32	\$11.44
31-1012	Nursing Aides, Orderlies, and Attendants	H	\$9.60	\$7.01	\$8.61	\$9.40	\$6.42	\$7.46	\$8.55	\$9.88	\$10.80
* 31-2022	Physical Therapist Aides	L	\$10.30	\$8.04	\$10.31	\$11.45	\$7.70	\$8.52	\$9.89	\$11.93	\$13.59
31-9091	Dental Assistants	L	\$11.00	\$8.87	\$12.10	\$13.71	\$7.99	\$9.45	\$11.08	\$14.56	\$17.94
31-9092	Medical Assistants	L	†	\$9.54	\$11.20	\$12.03	\$9.02	\$9.82	\$11.02	\$12.69	\$13.89
31-9099	Healthcare Support Workers, All Other	H	\$11.30	\$8.05	\$11.45	\$13.16	\$7.70	\$8.40	\$9.99	\$15.04	\$16.97
33-0000	Protective Service Occupations		†	\$11.65	\$18.28	\$21.59	\$9.69	\$13.97	\$17.62	\$22.79	\$27.36
* 33-1011	First-Line Supervisors/Managers of Correctional Officers	M	\$25.70	\$21.66	\$25.12	\$26.85	\$20.16	\$23.14	\$25.46	\$27.78	\$31.92
* 33-3012	Correctional Officers and Jailers	M	\$13.50	\$14.65	\$18.31	\$20.14	\$14.22	\$15.62	\$18.04	\$21.05	\$24.19
33-3051	Police and Sheriff's Patrol Officers	L	\$13.90	\$17.51	\$21.30	\$23.19	\$16.09	\$18.51	\$21.32	\$24.76	\$27.04

* OES wages reported for Colorado statewide

† No wage data available

‡ L - Lowest 25% of actual vacancies
M - Middle 50% of actual vacancies
H - Highest 25% of actual vacancies

Table 3: Job Vacancy Survey Occupations with OES Wages – Page 4

SOC Code	SOC Occupational Title	‡ Vacancy Rank	Average JVS Wage	Occupational Employment Statistics Wage Data							
				Average Wages			Percentile Distribution				
				Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
33-9032	Security Guards	H	\$9.00	\$8.01	\$10.31	\$11.46	\$7.57	\$8.53	\$10.38	\$12.25	\$13.32
35-0000	Food Preparation and Serving-Related Occupations		†	\$6.11	\$7.33	\$7.94	\$5.70	\$6.08	\$6.72	\$7.93	\$10.04
35-1011	Chefs and Head Cooks	L	\$10.30	\$8.01	\$14.97	\$18.44	\$7.58	\$8.42	\$15.16	\$17.55	\$25.13
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	H	\$8.50	\$8.47	\$12.59	\$14.64	\$7.91	\$8.97	\$10.57	\$17.52	\$20.84
35-2011	Cooks, Fast Food	H	\$6.20	\$6.96	\$7.59	\$7.90	\$6.34	\$7.19	\$7.74	\$8.28	\$8.62
35-2012	Cooks, Institution and Cafeteria	L	\$7.50	\$6.98	\$9.54	\$10.83	\$6.34	\$7.85	\$9.55	\$10.97	\$12.78
35-2014	Cooks, Restaurant	L	†	\$6.18	\$7.21	\$7.72	\$5.83	\$6.26	\$6.98	\$8.04	\$9.36
35-2015	Cooks, Short Order	H	\$5.70	\$7.22	\$8.74	\$9.50	\$6.62	\$7.70	\$8.81	\$10.20	\$11.04
35-3011	Bartenders	L	\$6.50	\$6.16	\$6.41	\$6.54	\$5.70	\$5.99	\$6.46	\$6.94	\$7.28
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	H	\$6.00	\$6.10	\$6.49	\$6.67	\$5.63	\$5.95	\$6.46	\$6.97	\$7.95
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	M	\$5.80	\$6.05	\$6.72	\$7.07	\$5.61	\$6.01	\$6.66	\$7.59	\$8.34
35-3031	Waiters and Waitresses	H	\$6.10	\$6.08	\$6.71	\$7.03	\$5.61	\$5.92	\$6.45	\$6.97	\$8.76
35-9011	Dining Room and Cafeteria Attendants and	M	\$6.00	\$6.12	\$6.34	\$6.44	\$5.65	\$5.93	\$6.41	\$6.88	\$7.29
35-9021	Dishwashers	H	\$5.70	\$6.08	\$6.40	\$6.57	\$5.60	\$5.90	\$6.40	\$6.90	\$7.91
35-9099	Food Preparation and Serving Related Workers, All Other	L	\$10.30	\$6.13	\$6.14	\$6.15	\$5.64	\$5.90	\$6.33	\$6.76	\$7.01
37-0000	Building and Grounds Cleaning and Maintenance Occupations		†	\$6.12	\$8.54	\$9.75	\$5.91	\$6.59	\$7.87	\$9.80	\$12.50
37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	L	\$7.00	\$7.92	\$11.90	\$13.90	\$7.44	\$8.67	\$11.93	\$14.87	\$17.14
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	H	\$8.50	\$6.24	\$8.56	\$9.73	\$5.97	\$6.76	\$8.01	\$9.98	\$12.54
37-2012	Maids and Housekeeping Cleaners	H	\$6.80	\$6.10	\$7.06	\$7.54	\$5.71	\$6.10	\$6.78	\$7.94	\$9.33
37-3011	Landscaping and Groundskeeping Workers	H	\$6.90	\$7.69	\$9.92	\$11.04	\$7.36	\$7.98	\$9.05	\$10.87	\$15.14
* 37-3019	Grounds Maintenance Workers, All Other	L	\$6.00	†	†	†	†	†	†	†	†
39-0000	Personal Care and Service Occupations		†	\$6.10	\$9.04	\$10.52	\$5.87	\$6.54	\$7.89	\$10.55	\$14.52
* 39-1021	First-Line Supervisors/Managers of Personal Service Workers	L	\$8.50	\$8.31	\$12.53	\$14.64	\$7.62	\$9.00	\$11.01	\$13.91	\$20.33
39-2021	Nonfarm Animal Caretakers	L	\$6.00	\$6.75	\$8.47	\$9.34	\$6.16	\$7.21	\$8.35	\$9.85	\$10.95

* OES wages reported for Colorado statewide

† No wage data available

‡ L - Lowest 25% of actual vacancies

M - Middle 50% of actual vacancies

H - Highest 25% of actual vacancies

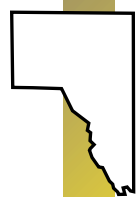


Table 3: Job Vacancy Survey Occupations with OES Wages – Page 5

SOC Code	SOC Occupational Title	‡ Vacancy Rank	Average JVS Wage	Occupational Employment Statistics Wage Data							
				Average Wages			Percentile Distribution				
				Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
39-5012	Hairdressers, Hairstylists, and	H	\$15.10	\$6.05	\$6.83	\$7.21	\$5.57	\$5.90	\$6.45	\$7.01	\$9.44
39-9011	Child Care Workers	L	\$8.90	\$6.11	\$7.57	\$8.30	\$5.87	\$6.54	\$7.54	\$8.54	\$9.80
39-9021	Personal and Home Care Aides	H	\$11.20	\$6.15	\$7.16	\$7.66	\$5.87	\$6.43	\$7.29	\$8.13	\$8.64
* 39-9031	Fitness Trainers and Aerobics Instructors	M	\$18.20	\$8.40	\$14.76	\$17.93	\$7.64	\$9.46	\$13.23	\$18.23	\$25.86
* 39-9032	Recreation Workers	H	\$7.40	\$6.86	\$9.74	\$11.17	\$6.28	\$7.39	\$8.78	\$11.12	\$14.86
41-0000	Sales and Related Occupations		†	\$6.87	\$11.80	\$14.27	\$6.27	\$7.51	\$9.52	\$13.40	\$20.41
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	M	\$11.80	\$9.38	\$16.19	\$19.61	\$8.62	\$10.68	\$13.49	\$17.24	\$26.52
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	L	\$21.40	\$10.66	\$17.62	\$21.10	\$9.68	\$11.87	\$15.12	\$21.79	\$30.94
41-2011	Cashiers	H	\$6.30	\$6.20	\$8.51	\$9.67	\$5.93	\$6.75	\$7.88	\$9.42	\$12.92
41-2021	Counter and Rental Clerks	M	\$6.50	\$6.00	\$9.87	\$11.81	\$5.66	\$6.17	\$7.41	\$12.48	\$17.88
41-2022	Parts Salespersons	M	\$8.50	\$6.72	\$11.65	\$14.11	\$6.09	\$7.47	\$9.50	\$13.88	\$20.68
41-2031	Retail Salespersons	H	\$6.50	\$6.65	\$10.89	\$13.00	\$6.13	\$7.29	\$9.41	\$12.21	\$18.26
41-3011	Advertising Sales Agents	L	†	\$9.00	\$15.61	\$18.91	\$8.64	\$10.14	\$14.92	\$17.63	\$27.02
41-3021	Insurance Sales Agents	H	\$16.30	\$15.14	\$22.28	\$25.85	\$14.43	\$15.82	\$18.13	\$27.31	\$34.46
41-3031	Securities, Commodities, and Financial Services Sales Agents	L	\$32.00	\$12.18	\$25.72	\$32.48	\$9.88	\$11.12	\$27.10	\$32.81	\$36.49
* 41-3099	Sales Representatives, Services, All Other	L	\$8.00	†	†	†	†	†	†	†	†
41-9022	Real Estate Sales Agents	M	\$10.00	\$12.63	\$14.00	\$14.69	\$11.73	\$12.23	\$13.08	\$13.93	\$18.58
43-0000	Office and Administrative Support Occupations		†	\$7.66	\$11.92	\$14.04	\$7.13	\$8.57	\$10.78	\$13.94	\$18.36
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	L	\$13.00	\$10.24	\$16.13	\$19.07	\$9.63	\$11.23	\$14.71	\$20.27	\$24.79
43-2011	Switchboard Operators, Including Answering Service	M	\$8.00	\$7.45	\$9.47	\$10.48	\$7.12	\$7.80	\$9.18	\$11.14	\$12.96
43-3011	Bill and Account Collectors	M	\$6.90	\$10.59	\$15.82	\$18.42	\$9.01	\$12.20	\$17.22	\$20.00	\$21.46
43-3021	Billing and Posting Clerks and Machine Operators	M	\$15.50	\$8.63	\$10.46	\$11.38	\$7.88	\$9.20	\$10.26	\$11.60	\$13.65
43-3031	Bookkeeping, Accounting, and Auditing Clerks	H	\$9.30	\$8.31	\$11.87	\$13.65	\$7.60	\$9.19	\$11.12	\$13.64	\$17.20
43-3061	Procurement Clerks	L	\$9.80	\$9.59	\$12.70	\$14.24	\$9.09	\$9.94	\$11.38	\$15.61	\$17.81
43-3071	Tellers	M	\$10.00	\$7.71	\$8.57	\$9.01	\$7.35	\$7.79	\$8.52	\$9.40	\$10.65
43-4081	Hotel, Motel, and Resort Desk Clerks	L	\$7.00	\$6.21	\$7.44	\$8.06	\$5.94	\$6.52	\$7.34	\$8.41	\$9.42

* OES wages reported for Colorado statewide

† No wage data available

‡ L - Lowest 25% of actual vacancies
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H - Highest 25% of actual vacancies

Table 3: Job Vacancy Survey Occupations with OES Wages – Page 6

SOC Code	SOC Occupational Title	‡ Vacancy Rank	Average JVS Wage	Occupational Employment Statistics Wage Data							
				Average Wages			Percentile Distribution				
				Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
43-4111	Interviewers, Except Eligibility and Loan	L	\$9.00	\$7.97	\$10.21	\$11.32	\$7.61	\$8.37	\$9.71	\$11.20	\$14.12
43-4171	Receptionists and Information Clerks	H	\$10.10	\$7.29	\$9.80	\$11.05	\$6.73	\$7.85	\$9.22	\$11.12	\$14.09
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	H	\$7.90	\$7.51	\$9.52	\$10.52	\$7.14	\$7.83	\$8.99	\$10.50	\$11.48
43-5021	Couriers and Messengers	L	\$5.20	\$6.12	\$9.13	\$10.65	\$5.91	\$6.65	\$9.07	\$11.59	\$13.05
43-5061	Production, Planning, and Expediting Clerks	L	\$12.80	\$11.77	\$15.09	\$16.74	\$11.22	\$12.68	\$15.48	\$17.31	\$18.42
43-5081	Stock Clerks and Order Fillers	M	\$5.90	\$7.23	\$10.99	\$12.87	\$6.71	\$7.81	\$9.75	\$13.40	\$18.57
43-6011	Executive Secretaries and Administrative Assistants	L	\$11.70	\$11.23	\$15.19	\$17.17	\$10.32	\$12.08	\$14.87	\$18.03	\$20.87
43-6013	Medical Secretaries	H	\$11.80	\$9.15	\$11.04	\$11.98	\$8.35	\$9.56	\$10.80	\$12.63	\$14.18
43-6014	Secretaries, Except Legal, Medical, and Executive	M	\$8.20	\$8.82	\$11.21	\$12.41	\$8.07	\$9.50	\$10.99	\$13.01	\$14.68
43-9061	Office Clerks, General	H	\$11.00	\$7.32	\$10.22	\$11.67	\$6.80	\$8.15	\$9.91	\$12.03	\$14.10
47-0000	Construction and Extraction Occupations		†	\$10.01	\$14.79	\$17.18	\$9.01	\$11.37	\$14.13	\$17.54	\$22.10
47-2061	Construction Laborers	H	\$9.40	\$9.01	\$11.34	\$12.50	\$8.28	\$9.51	\$10.98	\$13.14	\$14.85
* 47-2071	Paving, Surfacing, and Tamping Equipment Operators	L	\$14.50	\$13.09	\$15.99	\$17.44	\$12.16	\$14.16	\$15.99	\$17.81	\$20.55
47-2073	Operating Engineers and Other Construction Equipment Operators	L	\$14.50	\$13.68	\$15.91	\$17.03	\$12.51	\$14.35	\$15.94	\$17.48	\$19.85
47-2111	Electricians	M	\$19.50	\$12.66	\$17.97	\$20.62	\$11.22	\$14.78	\$19.01	\$21.35	\$22.95
47-2152	Plumbers, Pipefitters, and Steamfitters	M	\$13.50	\$13.39	\$18.41	\$20.94	\$12.07	\$14.81	\$17.42	\$23.33	\$26.32
47-2211	Sheet Metal Workers	L	\$11.50	\$12.55	\$15.99	\$17.71	\$10.92	\$14.47	\$16.32	\$18.11	\$20.79
47-4011	Construction and Building Inspectors	L	\$20.50	\$15.16	\$18.02	\$19.45	\$14.35	\$15.62	\$17.72	\$20.45	\$22.26
* 47-5011	Derrick Operators, Oil and Gas	M	\$19.20	\$12.50	\$15.10	\$16.40	\$11.92	\$13.05	\$15.20	\$16.99	\$18.22
49-0000	Installation, Maintenance, and Repair Occupations		†	\$8.89	\$14.72	\$17.64	\$8.12	\$10.18	\$13.84	\$18.46	\$22.63
49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	L	†	\$13.40	\$19.76	\$22.94	\$12.15	\$14.80	\$18.36	\$22.78	\$28.05
* 49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	L	\$15.50	\$13.92	\$19.95	\$22.97	\$12.68	\$15.60	\$19.32	\$23.80	\$27.99
49-3023	Automotive Service Technicians and Mechanics	H	\$10.30	\$9.27	\$15.67	\$18.87	\$8.29	\$10.60	\$15.96	\$20.16	\$22.52
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	M	\$11.00	\$11.05	\$15.37	\$17.52	\$9.87	\$12.82	\$15.63	\$17.99	\$20.88

* OES wages reported for Colorado statewide

† No wage data available

‡ L - Lowest 25% of actual vacancies

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H - Highest 25% of actual vacancies

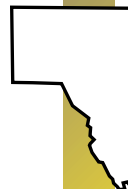


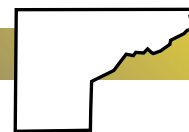
Table 3: Job Vacancy Survey Occupations with OES Wages – Page 7

SOC Code	SOC Occupational Title	‡ Vacancy Rank	Average JVS Wage	Occupational Employment Statistics Wage Data							
				Average Wages			Percentile Distribution				
				Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
* 49-3052	Motorcycle Mechanics	L	\$9.80	\$9.95	\$15.92	\$18.91	\$8.70	\$11.60	\$14.06	\$19.10	\$28.57
49-3093	Tire Repairers and Changers	H	\$10.10	\$7.89	\$9.55	\$10.39	\$7.53	\$8.17	\$9.29	\$10.89	\$12.63
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	H	\$15.30	\$9.82	\$14.45	\$16.76	\$8.95	\$10.86	\$14.29	\$18.30	\$20.78
49-9042	Maintenance and Repair Workers, General	L	\$8.00	\$7.79	\$12.60	\$14.99	\$6.83	\$8.93	\$11.94	\$15.93	\$19.62
* 49-9099	Installation, Maintenance, and Repair Workers, All Other	M	\$9.00	\$9.15	\$13.96	\$16.37	\$8.46	\$9.90	\$12.39	\$17.18	\$21.67
51-0000	Production Occupations		†	\$7.54	\$11.93	\$14.12	\$7.13	\$8.36	\$10.78	\$14.57	\$17.91
51-3011	Bakers	M	\$7.80	\$8.68	\$12.46	\$14.34	\$7.98	\$9.55	\$12.34	\$15.01	\$17.06
* 51-3092	Food Batchmakers	L	\$10.00	\$6.96	\$10.43	\$12.17	\$6.33	\$7.57	\$9.54	\$13.41	\$16.00
* 51-5021	Job Printers	L	\$8.00	\$9.26	\$14.77	\$17.52	\$8.81	\$10.24	\$14.49	\$17.67	\$23.03
51-6011	Laundry and Dry-Cleaning Workers	L	†	\$6.42	\$8.77	\$9.95	\$6.02	\$6.95	\$8.33	\$10.48	\$12.66
51-6093	Upholsterers	L	\$14.00	\$10.22	\$13.82	\$15.62	\$9.75	\$10.67	\$13.58	\$16.80	\$18.86
* 51-7021	Furniture Finishers	L	†	\$8.96	\$13.53	\$15.82	\$7.31	\$10.69	\$13.76	\$16.53	\$18.89
* 51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	M	\$9.60	\$9.07	\$11.94	\$13.39	\$8.37	\$9.85	\$11.85	\$13.65	\$16.00
* 51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	M	\$7.10	\$8.14	\$15.73	\$19.53	\$7.21	\$9.34	\$12.51	\$17.41	\$25.93
51-9199	Production Workers, All Other	M	\$8.00	\$7.32	\$8.58	\$9.22	\$6.93	\$7.47	\$8.27	\$9.53	\$10.97
53-0000	Transportation and Material Moving Occupations		†	\$7.45	\$11.85	\$14.06	\$7.01	\$8.33	\$11.18	\$14.83	\$17.60
53-3031	Driver/Sales Workers	M	\$5.30	\$9.56	\$12.27	\$13.62	\$9.36	\$10.41	\$12.14	\$14.20	\$16.51
53-3032	Truck Drivers, Heavy and Tractor-Trailer	H	\$14.90	\$11.76	\$14.77	\$16.27	\$11.17	\$12.67	\$15.07	\$16.91	\$18.08
53-3033	Truck Drivers, Light or Delivery Services	H	\$8.30	\$7.46	\$12.76	\$15.42	\$6.59	\$8.50	\$11.38	\$15.84	\$23.03
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	H	\$6.60	\$7.56	\$9.49	\$10.46	\$7.19	\$7.85	\$8.95	\$11.13	\$12.97
53-7064	Packers and Packagers, Hand	H	\$6.90	\$6.16	\$7.51	\$8.18	\$5.77	\$6.18	\$6.85	\$8.32	\$11.25

* OES wages reported for Colorado statewide

† No wage data available

‡ L - Lowest 25% of actual vacancies
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Methodology

Many challenges exist in collecting and analyzing the data for the Job Vacancy Survey. Because methods selected to carry out a survey impact the final results, great effort is put into

making this survey statistically viable and, most importantly, accurate. Methods used in this survey will continue to be reviewed and, where statistical viability and accuracy can be improved, modified.

Computer Assisted Telephone Interview

Our professional survey unit developed the Computer Assisted Telephone Interview (CATI) to maximize accuracy and usefulness, while minimizing length and survey bias. In accordance with

recognized survey research standards, the following selection of questions are taken directly from the phone interview script.

In General

1. *How many employees do you have working within the region?*
2. *Do you have any job vacancies for which your firm is actively recruiting?*
3. *How many job vacancies is your firm recruiting to fill?*

For Each Vacancy

1. *What is the job title?*
2. *Briefly, what are the job duties?*
3. *Which of the following best describes this vacancy?*
 - ♦ Full-time/Permanent
 - ♦ Full-time/Temporary
 - ♦ Part-time/Permanent
 - ♦ Part-time/Temporary
4. *What is the maximum wage offered for this vacancy?*
5. *What is the minimum wage offered for this vacancy?*
6. *Is a sign-on bonus offered? If yes, how much?*

7. *Is medical insurance offered?*

8. *If yes, does your firm pay the total cost of the premium, partial cost of the premium or do you make no contribution at all to the premium?*

9. *Which of the following best describes the education level required to fill this vacancy?*

- ♦ No diploma required
- ♦ High School or GED diploma
- ♦ Two-year degree
- ♦ Bachelor's degree
- ♦ Advanced degree

10. *What best describes the type of experience required to qualify for this vacancy?*

- ♦ No experience is required
- ♦ General work experience
- ♦ Experience in a related field
- ♦ Experience in this occupation

11. *How long has this vacancy been open?*

- ♦ Less than 30 days
- ♦ 30 to 59 days
- ♦ 60 or more days
- ♦ Always hiring for this position

12. *How difficult is this vacancy to fill?*

- ♦ Not difficult
- ♦ Somewhat difficult
- ♦ Very difficult to fill

Survey Sample Methodology

This survey is designed to estimate the number of vacancies in the region and to provide detailed vacancy characteristics. Employers with at least five employees are placed into either government or private industry categories. Firms with fewer than five employees make up a very large portion of all employers in the region, but a small proportion of total employment. The possibility of employing statistical methods to estimate vacancies for this group is currently being explored.

Private firms are grouped by employment level into either large or small to mid-size categories. Attempts are made to contact each large private employer and government agency in the region. Small to mid-size firms are further divided by major industry and randomly sampled until a representative response is obtained for each category.

The original list of private industry firms used for the survey, along with their contact information, staff size and industry classification is obtained from the America's Labor Market Information System (ALMIS) database. Government contact information is provided by the Colorado Department of Labor and Employment's ES-202 employer database.

Data Editing

Once data collection is complete, measures are taken to prepare the data for analysis. To ensure accuracy, follow-up phone calls are made when employer responses need clarification.

Occupational Coding

The job title and duties reported by employers are used to code vacancies in accordance with the latest release of the Standard Occupational Classification system. For more information on this occupational classification system, please refer to the definitions section.

Wage Conversion

Standard conversions are used to translate salaries into hourly wages: 2,080 hours for annual, 173.3 hours for monthly.

All wages reported below the Federal minimum wage are adjusted to that amount. Currently, the Federal minimum wage is \$5.15 per hour.



Definitions

These definitions are meant to clarify data gathered for the Job Vacancy Survey. For other data sources referenced in the document, please see that source for a complete definition.

Average

The arithmetic average (also called the mean) for a group of items is defined as the sum of the values of the items divided by the number of items.

Average Minimum and Average Maximum Wage

When surveyed employers report wages offered for current vacancies, both a minimum and a maximum wage are recorded. All minimum wages are averaged to determine the reported average minimum wage. The same is true for the reported average maximum wage.

Employer

A person or establishment that pays one or more people a wage or salary.

Employment

Includes people who did any work for pay or profit in the reference period, worked 15 hours or more without pay in a family business or farm, or were temporarily absent from their jobs.

Full-time and Part-time Employment

To be classified as full-time employment, a position must require a minimum of 35 hours of work per week. Part-time employment refers to cases where a position requires less than 35 hours of work a week.

Industry Classification

Employers are grouped into industries on the basis of their principal product or activity in accordance with the *1987 Standard Industrial Classification Manual*.

Job Seekers

People actively looking for employment or researching career options.

Job Vacancy

A specific position of employment at an establishment with the condition that there is work available for the position and the employer is actively recruiting for the position. The definition does not include positions that are anticipated, but not yet created.

Job Vacancy Rate

The number of openings in a specific industry or category expressed as a share of the total employment in that same industry.

Labor Force

Consists of all employed or unemployed civilians who are eligible to work, plus members of the Armed Forces stationed in the United States.

Level of Education

Refers to completed education programs - high school diplomas, associate, professional, vocational, bachelors, and graduate degrees all are examples of completed programs.

Medical Insurance Premium

Refers to payments that a holder of an insurance policy pays in order to keep his/her policy current.

Permanent and Temporary Employment

A vacancy is classified as permanent if it will be filled for more than six months. Temporary employment refers to those positions that will be filled for six months or less.

Sign-on Bonus

An additional financial incentive offered by a firm to a new employee to influence his/her decision to agree to employment with that firm. The bonus, for purposes of this survey, is a monetary lump sum.

SOC

The Standard Occupational Classification is a system for classifying all occupations in the economy, including private, public, and military occupations. This classification system replaces all occupational

classification systems previously used by Federal statistical agencies. It will be used by all Federal statistical agencies and programs collecting occupational data, providing a means to compare occupational data across agencies. It is designed to cover all occupations in which work is performed for pay or profit, reflecting the current occupational structure in the United States.

Survey Sample Universe

All private industry and government employers with five or more employees in the region. Government entities are drawn from ES-202 while private companies come from the ALMIS database.

Unemployment

Includes people 16 years of age and over who had no employment during the reference period, were

available for work (except for temporary illness), and have made specific efforts to find employment. People who did not look for work because they were on temporary layoff or waiting to start new jobs within the next thirty days are also counted among the unemployed.

Unemployment rate

The unemployment rate represents the number unemployed as a percent of the labor force.

Wage

The monetary return per hour of work. The definition does not include benefits (*e.g.*, insurance, retirement program, or stock plans).