

Mesa County

Job Vacancy Survey

Fall 2004



Survey Conducted
September 15–24, 2004

Released
Fall 2004

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This publication is a product of the Colorado Department of Labor and Employment's Labor Market Information Section and was prepared by members of the Workforce Research and Analysis unit.

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Introduction

The Colorado Job Vacancy Survey

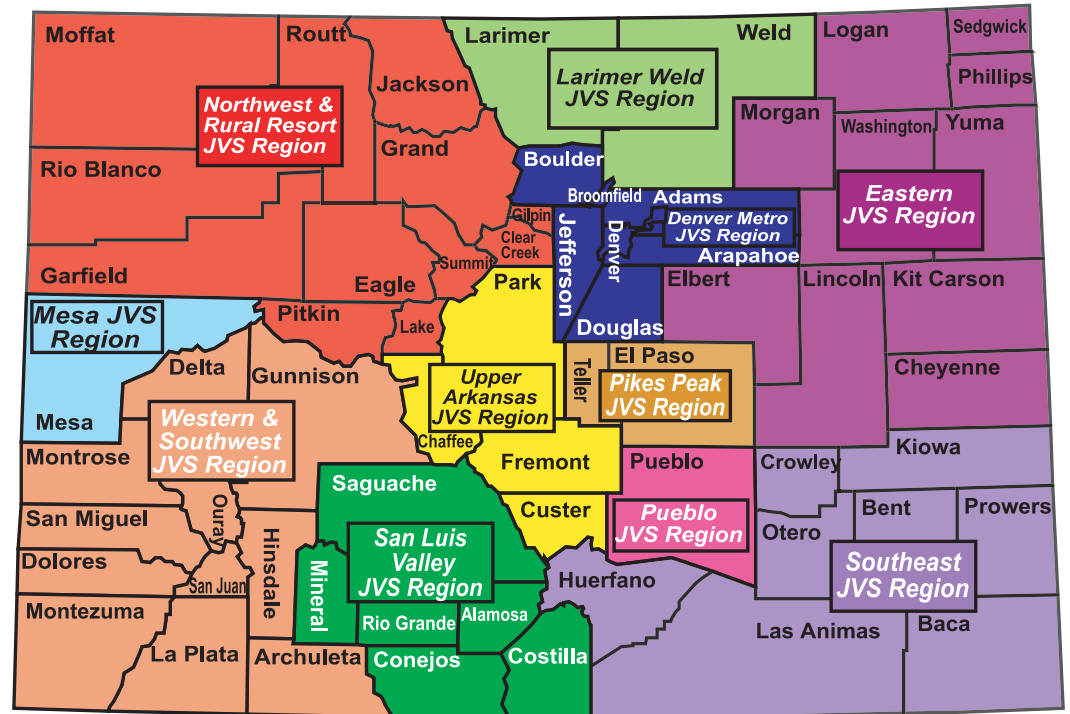
The unemployment rate and the level and growth rate of employment have been used as indicators of labor market conditions for decades. While these indicators provide information about changes in the supply and demand for labor, they reveal nothing about the skills most sought after by employers. As such, 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 these needs. 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 sample of employers in a given region. The department's economists analyze the raw data, estimate the number of

Figure 1: Colorado Job Vacancy Survey Regions



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 for each region in Colorado by Labor Market Information's office of Workforce Research and Analysis.

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

Executive Summary

The Fall 2004 Mesa County Job Vacancy Survey (JVS) was conducted from September 15th through the 24th, 2004. The survey provides a reliable estimate of the total number of job vacancies in the region while also relating demand-specific information about the available positions. The goal of the survey is to provide current information on the demand for workers so that employers, job seekers, economic developers, educators, and workforce centers can make informed decisions in Mesa County.

The Job Vacancy Survey is conducted twice a year, in the spring and fall, to provide frequent and timely analysis of the demand for labor. The survey is directed at all government entities and private employers with five or more employees. Employers are asked if they are currently hiring, and if so, details about those positions they are seeking to fill.

A total of 945 employers, representing 57% of the region's total employment responded to the survey. Of these, 49 are Government agencies, 54 are large employers and 842 are small to mid-size employers. The response rate for this survey is 89%, while the cooperation rate is 99%. The margin of error for the overall vacancy estimate is plus or minus 2.7%, or about 14 vacancies.

Major Findings of the Survey:

- ◆ An estimated 510 jobs are available for hire, coinciding with a 1.2% vacancy rate.Page 7
- ◆ Health Care & Social Assistance employers offer the highest number of vacancies at 158, as well as the highest average wage of \$21.50 per hour.Page 7
- ◆ The average wage is \$14.90 per hour.Page 7
- ◆ Thirteen percent of the employers have at least one job vacancy.Page 9
- ◆ Small to mid-size employers have 58% of all vacancies, large businesses make up 39%, and 3% come from the government.Page 9
- ◆ Ninety-eight percent of the openings are permanent positions, with 56% being full-time and 42% part-time.Page 10
- ◆ A two-year degree or higher is required for 37% of the vacancies, compared to 20% a year ago.Page 11
- ◆ Related or occupation specific experience is required for 70% of the vacancies.Page 13
- ◆ Of the vacant positions, 24% have been open for more than 30 days, up from 16% at this time last year.Page 15



Regional Information

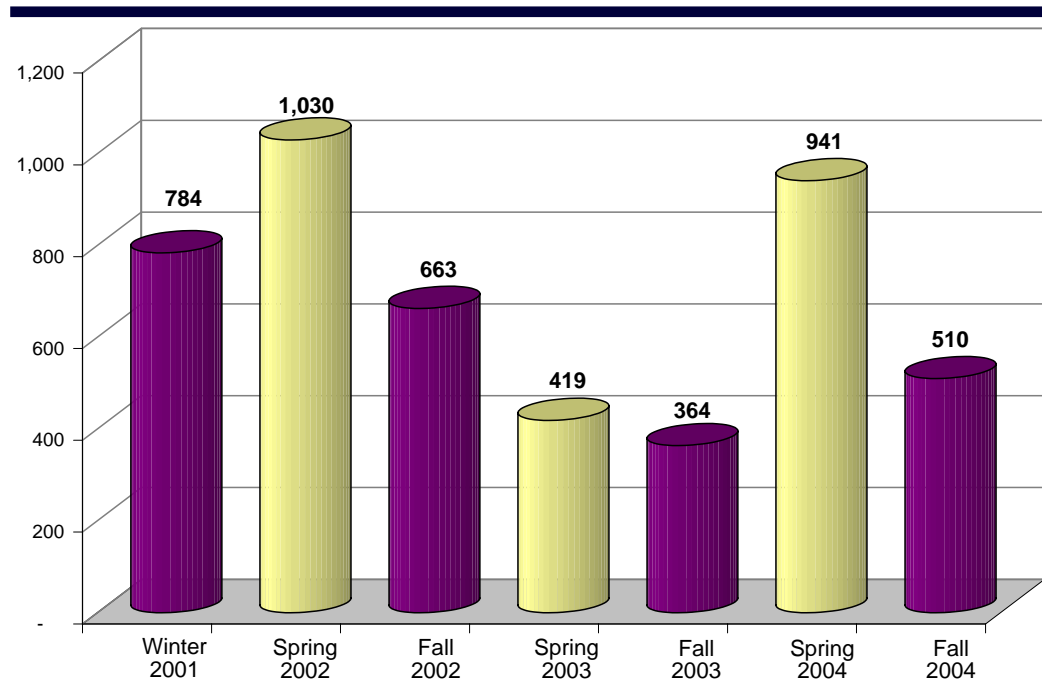
More than 122,000 people call Mesa County home. By far the largest city in western-central Colorado, Grand Junction houses 45,669 people, and it serves as an employment hub for surrounding cities and counties¹.

According to 2000 U.S. Census data, high school graduation or its equivalent is the highest level of education attainment for 30% of the population age 25 years and older in Mesa County. While the percentage of adults holding high school degrees in this age group is the same for Mesa County and Colorado, the percentage of college graduates in Mesa County is much lower than that for Colorado. Twenty-two percent of Mesa County residents hold a Bachelor's degree or higher, compared to 33% of Coloradans. This translates to lower median household incomes for Mesa County. As reported in the 2000 census, the median Mesa household made \$35,864 a year, compared to \$47,203 for Colorado as a whole.

Some explanations for the income disparity may be the type of work employed in the region, the skill and education required for employment, and the older average age of the Mesa County population. Whereas 9.7% of Coloradans are over the age of 65, in Mesa County 15.2% of residents are older than 65².

Figure 2 highlights the number of vacancies for each Mesa County Job Vacancy Survey. The number of estimated job vacancies for the Fall 2004 survey is 510, up from 364 the previous fall, but still less than the 663 vacancies estimated for Fall 2002. The unemployment rate of 4.4% is the lowest rate in two years, and the labor force of nearly 70,000 is the largest it has been since the survey began in Winter 2001.

Figure 2: Historical Vacancies—Mesa County



	Winter 2001	Spring 2002	Fall 2002	Spring 2003	Fall 2003	Spring 2004	Fall 2004
Vacancies	784	1,030	663	419	364	941	510
Employment	55,565	59,543	63,024	61,666	64,752	62,287	66,703
Unemployed	2,717	3,016	2,840	3,636	3,501	3,466	3,063
Unemployment Rate	4.7%	4.8%	4.3%	5.6%	5.1%	5.3%	4.4%

Source: CDLE, Local Area Unemployment Statistics Released October 2004

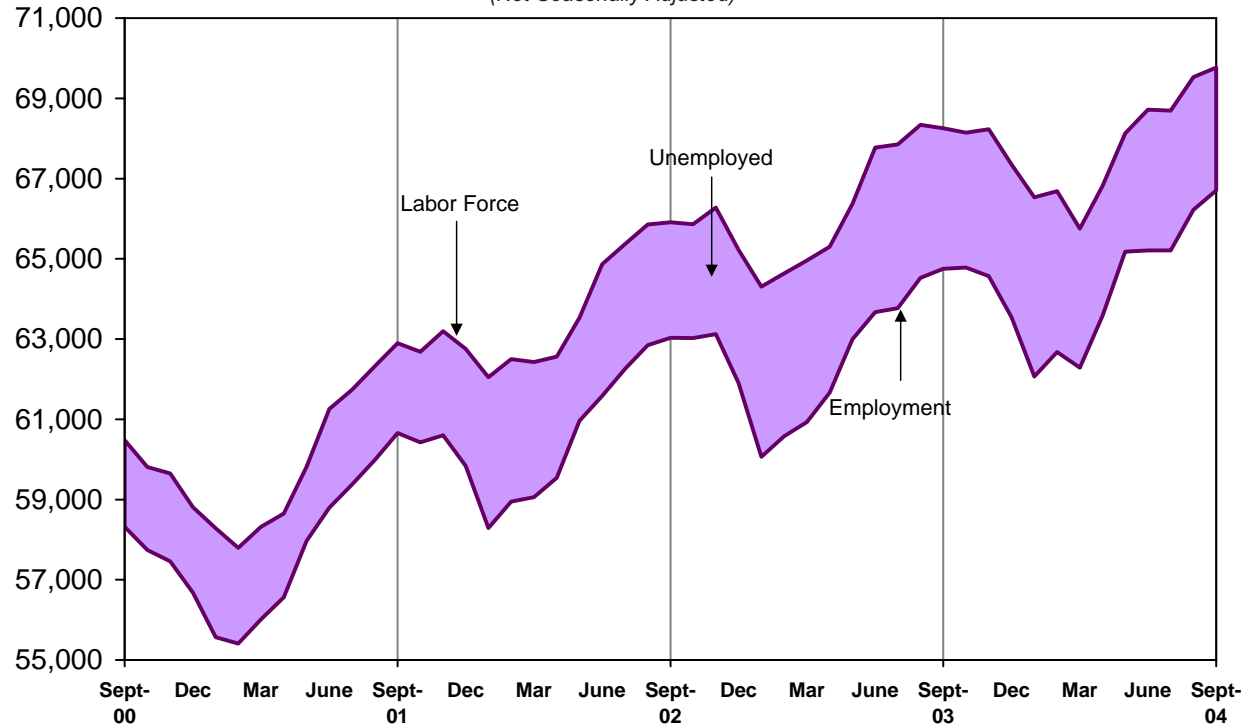
¹DOLA, Colorado Demography Section. 2002 County Population Yearly Estimates

²U.S. Census Bureau: State and County QuickFacts 2000.

Regional Information —continued

Figure 3 illustrates the historical progression of both the region's labor force and employment levels. The shaded area between the labor force and employment lines represents the number of unemployed people. The upward trend illustrates the growth in both the labor force and employment over the years. After hovering around 3,500 unemployed people since early 2003, the number of unemployed people in Mesa County has dropped to about 3,000. This is the lowest number since Fall 2002. At the same time, both the labor force and employment figures are climbing. The region's labor force grew at a compound annual rate of 3.6% while employment grew 3.4% from September of 2000 through September of 2004. The net growth in the labor force over the four-year period is about 15%.

Figure 3: Employment and Labor Force Trends for Mesa County
(Not Seasonally Adjusted)



Source: CDLE. Local Area Unemployment Statistics Released October 2004

Regional Information – continued

Figure 4 highlights unemployment rate changes in Mesa County. The unemployment rate, the ratio of unemployed to the labor force, has peaked each January in recent history. A decline in the number of jobs at that time of year outweighs the decline in the labor force, resulting in an increase in the unemployment rate. It is in the second quarter of the calendar year that the gap between the labor force and employment is most narrow. For the time period shown, the highest rate of unemployment was recorded in January 2004, reaching 6.7%. The unemployment rate in the county has followed a mostly downward trend since the beginning of 2004.

Mesa's unemployment rate at 4.4% is below both the Colorado rate of 4.6% and the not-seasonally-adjusted U.S. level of 5.1%.

Figure 4: Mesa County Unemployment Rate Trend
(Not Seasonally Adjusted)

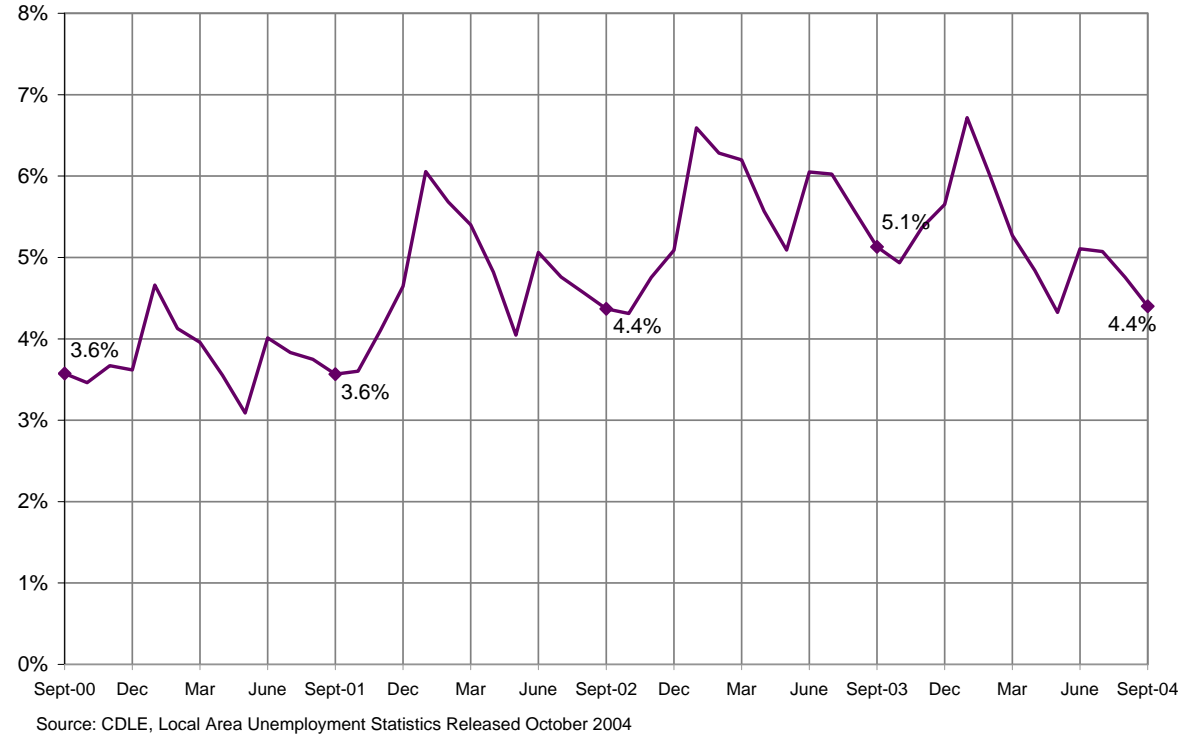
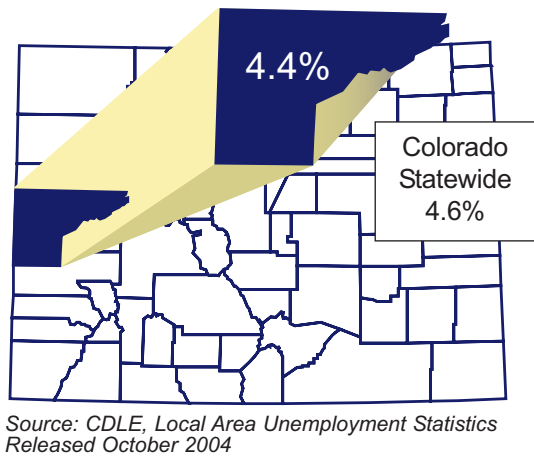


Figure 5: Unemployment Rates for September 2004
(Not Seasonally Adjusted)



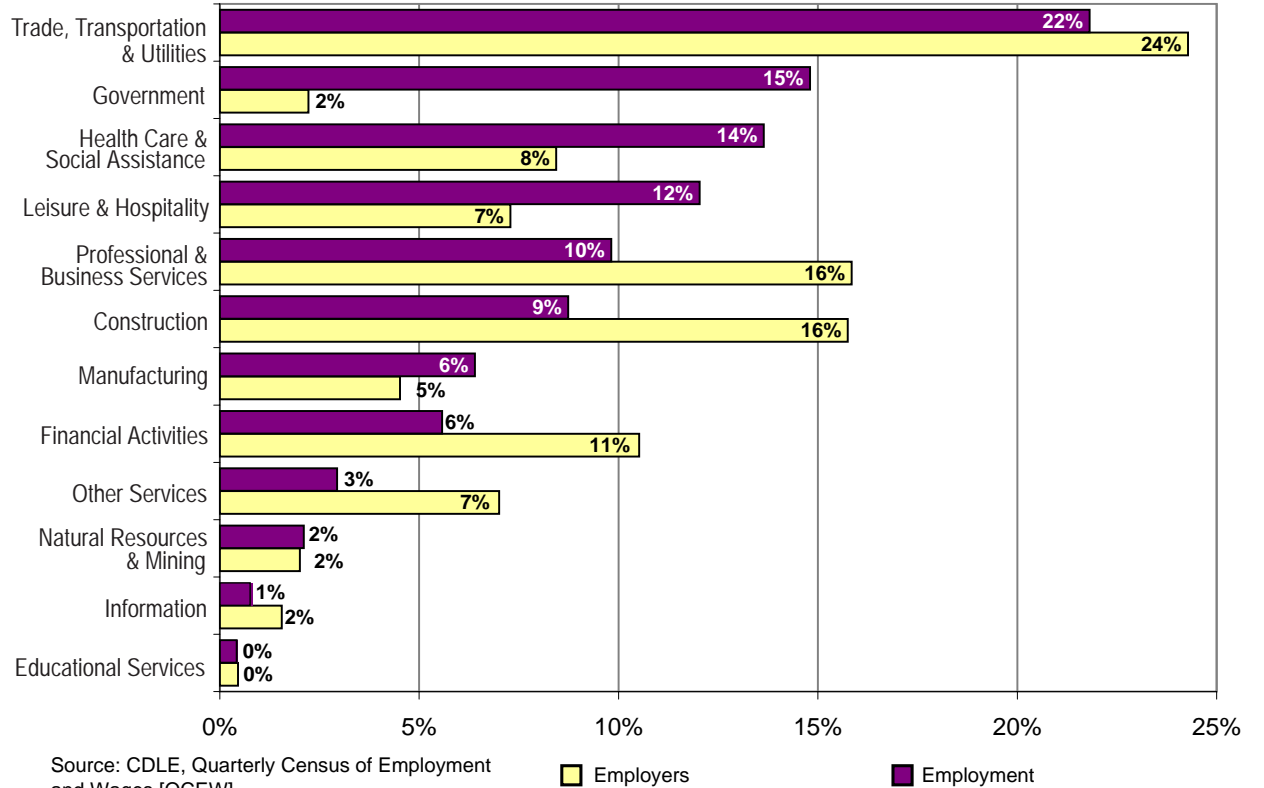
Regional Information — continued

Establishments in Mesa County are grouped into 12 JVS sectors derived from the North American Industry Classification System (NAICS). These classifications provide a framework for understanding the region's economic activity in both labor and financial terms.

Figure 6 presents employers and employment data for the 12 JVS sectors used in most Metropolitan Statistical Areas (MSAs) in Colorado (Page 29). Data are gathered under the Covered Employment and Wages program and include employers required to pay Unemployment Insurance Tax. Although 98%³ of the nation's jobs are covered under the Unemployment Insurance program, positions typically excluded are agriculture, railroad, elected officials, student workers, certain non-profits, domestic workers, unpaid family workers, and the self-employed.

- **Trade, Transportation & Utilities** is the largest JVS sector, representing 22% of the region's employment and 24% of employers. Retail businesses make up more than 67% of this sector's employment. Eighteen percent of this sector's employment comes from Wholesale Trade, and 15% is from Transportation & Warehousing.
- **Government** is the second largest sector in terms of employment. All public employees are included in this sector. These entities perform functions in health care, social services, and transportation, including postal services, among other industry categories. Forty-three percent of the region's Government employment is in Educational Services, 35%

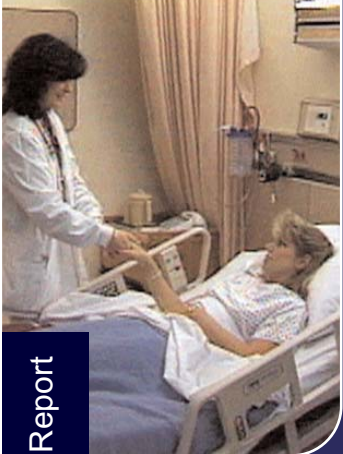
Figure 6: Mesa County Employers and Employees, 3rd Quarter, 2003



is in Public Administration, and 12% is in Health Care & Social Assistance.

The distribution of employment and employers across JVS sectors in the 3rd Quarter is consistent with 1st Quarter statistics shown in the last Job Vacancy Survey. In other words, the proportion of people employed in each of the 12 JVS Sectors is fairly consistent between the two quarters even though total employment is higher in the 3rd Quarter, as indicated in Figure 3.

³U.S. Department of Labor, Bureau of Labor Statistics. <http://www.bls.gov/cew/home.htm>



Survey Findings

Estimated Vacancies: JVS Sectors and Employer Size

Survey results and employer and employment figures are discussed in the context of a subset of employers that includes all Government institutions and private firms with five or more employees in the region.

During the survey period, an estimated 510 vacancies were open for immediate hire with an average wage of \$14.90 per hour. The overall vacancy rate is 1.2%. The vacancy rate represents the relative demand for additional labor in terms of current employment and open positions.

The Job Vacancy Survey is designed to reflect hiring activity by industry groups. In this survey, 31% of the estimated job openings, or 158 vacancies, are in the **Healthcare & Social**

Assistance Sector. This sector also reports the highest average wage at \$21.50. Organizations reporting these vacancies are:

- Hospitals: 78%
- Ambulatory Health Care Services: 12%
- Nursing & Residential Care Facilities: 8%
- Social Assistance: 2%

The **Trade, Transportation & Utilities** JVS Sector is estimated to have 147 job openings, the second highest. Most of the vacancies fall into these more detailed business groups:

- General Merchandise Stores: 24%
- Support Activities for Transportation: 12%
- Transit & Ground Passenger Transportation: 10%
- Food & Beverage Stores: 10%

Leisure & Hospitality has an estimated 83 job vacancies distributed among five NAICS subsectors. Average wages in this category, like last fall, remain the lowest in the survey. The most prominent in reporting vacancies are:

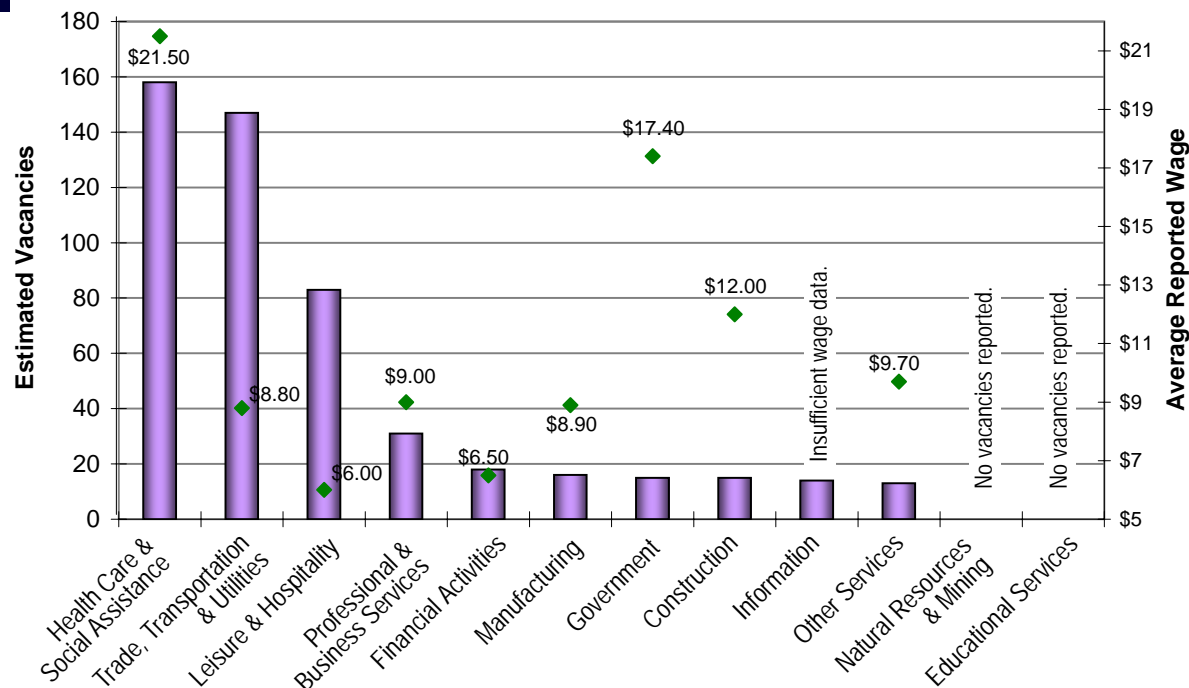
- Food Service & Drinking Places: 95%
- Accommodation: 5%

Professional & Business Services firms are estimated to have 31 job vacancies during the survey period. The majority of these job openings are found in:

- Administrative & Support Services: 55%
- Professional, Scientific, & Technical Services: 45%

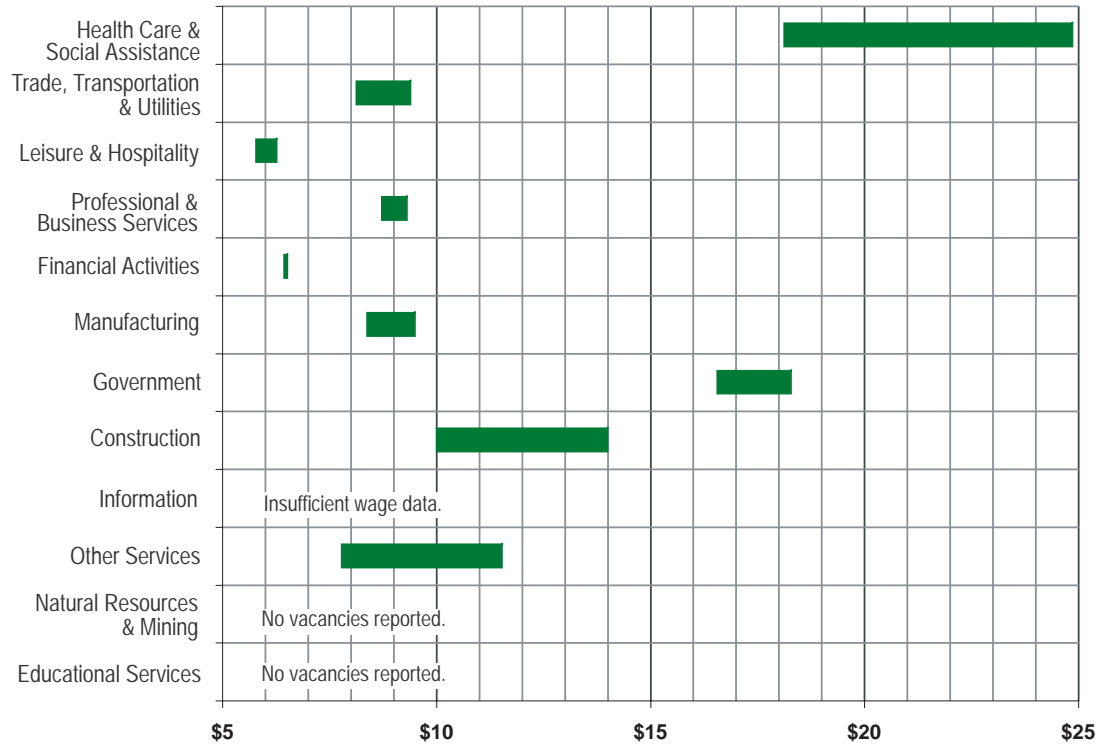
Financial Activities, Manufacturing, Government, Construction, Information, and Other Services each reported between 13 and 18 vacancies. Natural Resources & Mining and Educational Services reported no vacancies.

Figure 7: Estimated Vacancies and Average Wages by JVS Sectors



Survey Findings *Estimated Vacancies: JVS Sectors and Employer Size — continued*

Figure 8: Reported Average Wage Ranges by JVS Sectors



Average wage ranges of each of the JVS sectors are presented in *Figure 8*. These wages are based on data supplied by employers during the survey period and relate specifically to vacancies, not filled positions. In this survey, wages are reported for 67% of all vacancies. The type of occupation, skills, and knowledge required to fill the vacancy, and personnel practices of the employer offering the position generally influence wages offered.

Two JVS sectors offer average wages above the overall survey average of \$14.90. Health Care & Social Assistance has the highest number of vacancies and the highest average wages. The Leisure & Hospitality JVS sector offers the lowest average wages and reports the third highest number of vacancies.

Survey Findings *Estimated Vacancies: JVS Sectors and Employer Size — continued*

Overall, 13% of employers surveyed reported at least one job vacancy. That said, the likelihood of finding an open position at a business varies with employer size, as defined by ownership (government or private) and the number of employees at a firm. About 50% of large and 10% of Government employers surveyed report a vacancy, while 11% of the many small to mid-size employers have an opening.

Small to mid-size employers (those with 5 to 99 employees) offer 58% of the estimated vacancies. The Leisure & Hospitality JVS sector reports the highest number of job vacancies, making up 30% of this size group’s vacancies. The next largest group, Trade, Transportation, & Utilities organizations, makes up 27% of openings. This size group’s wages are the lowest, as they are heavily influenced by wages in Leisure & Hospitality.

Large businesses offer the second highest number of estimated vacancies. Health Care & Social Assistance employers account for 67% of reported vacancies while Trade, Transportation & Utilities accounts for 23%. This employer size group pays the highest average wages, along with Government, of \$17.40 per hour.

Only 15 openings, or 3% of vacancies, are estimated to be in **Government** institutions. Actual reported vacancies show 86% of the vacancies are with local governments and 14% with state.

Average reported wages for all size groups are higher than for the same survey period last year. The increase in large business wages is partially explained by the higher wages being offered by Health Care & Social Assistance employers, as illustrated in *Figure 7*.

Figure 9: Estimated Vacancies and Average Wages by Employer Size

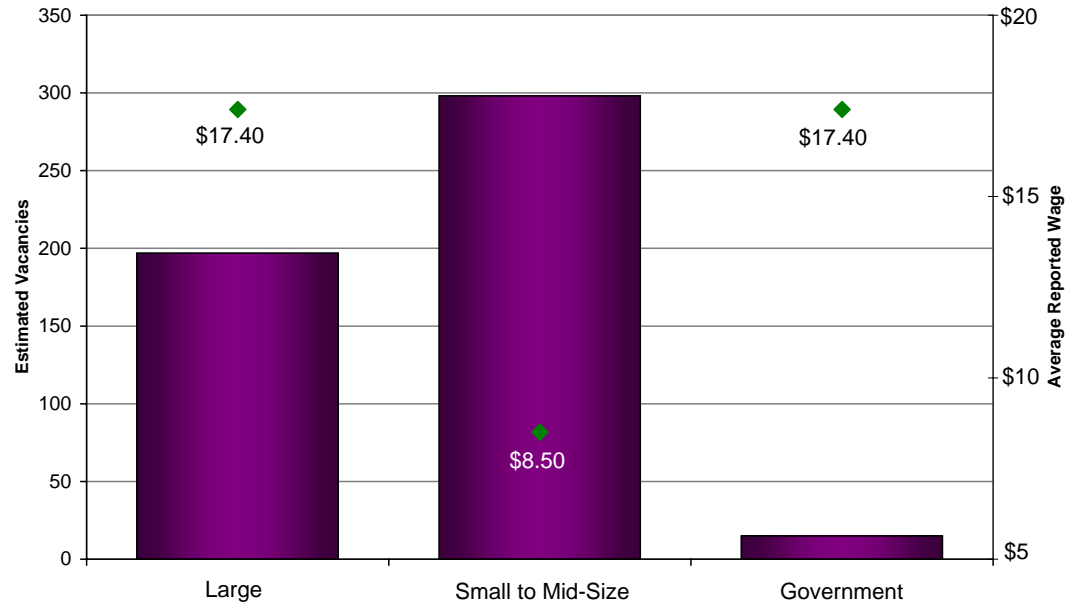
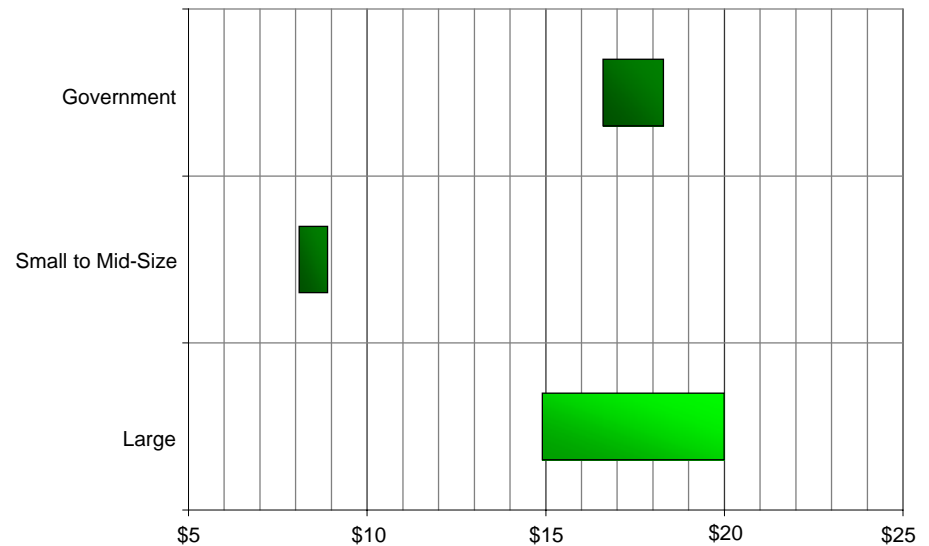


Figure 10: Reported Average Wage Ranges by Employer Size



Survey Findings

The remainder of this report provides descriptive statistics on the vacancies reported in and unique to this survey. The survey design does not allow for application of this detail to the region as a whole; however, the following information may be used to understand characteristics of those job vacancies reported.

Figures 11 and 12 refer to employment status. **Full-time/permanent** positions account for the majority of job vacancies, but make up a lower proportion of total openings compared to last fall (79% in 2003, 56% in 2004). Meanwhile, **part-time/permanent** jobs account for nearly half of vacancies this year, compared to 19% in Fall 2003.

The part-time/permanent positions are made up primarily of Health Care & Social Assistance jobs (66%), the highest paying sector. Whereas the Health Care sector is highly represented in full-time/permanent positions (26%), Trade, Transportation, & Utilities makes up a larger proportion of vacancies (31%). This helps to explain why the average wages for part-time/permanent employment are higher than that of full-time/permanent.

Figure 11: Vacancies by Employment Status

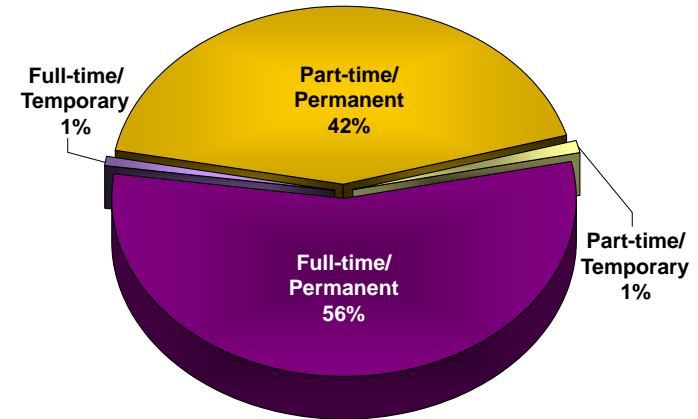
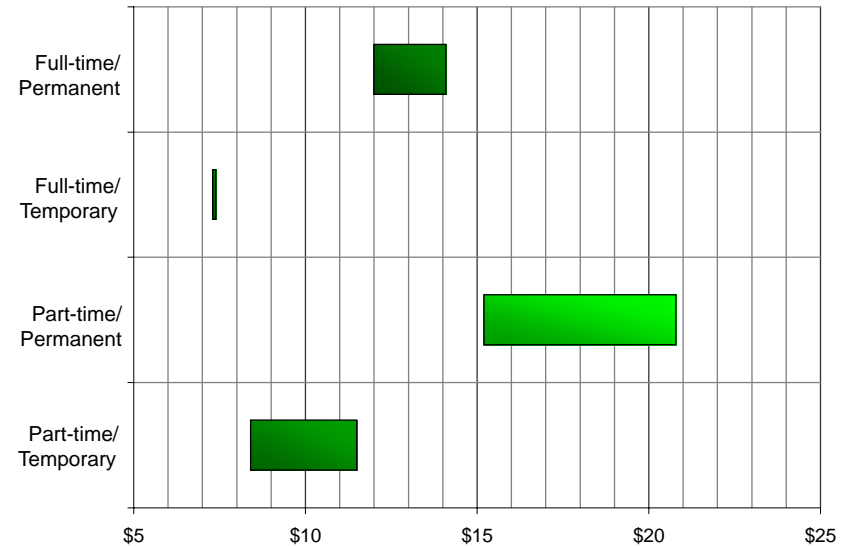


Figure 12: Reported Average Wage Ranges by Employment Status



Survey Findings *Vacancies: Employment Status, Education and Experience Requirements—continued*

Figure 13: Vacancies by Education

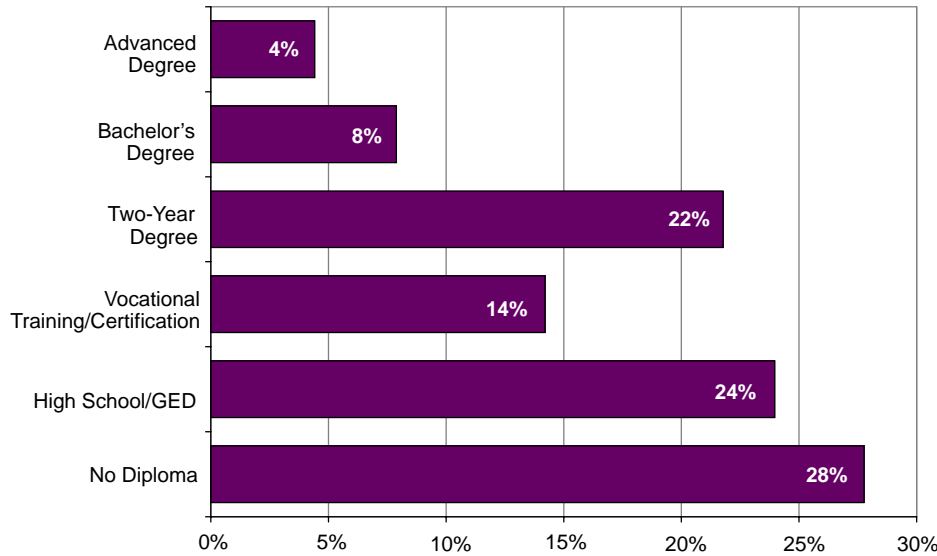
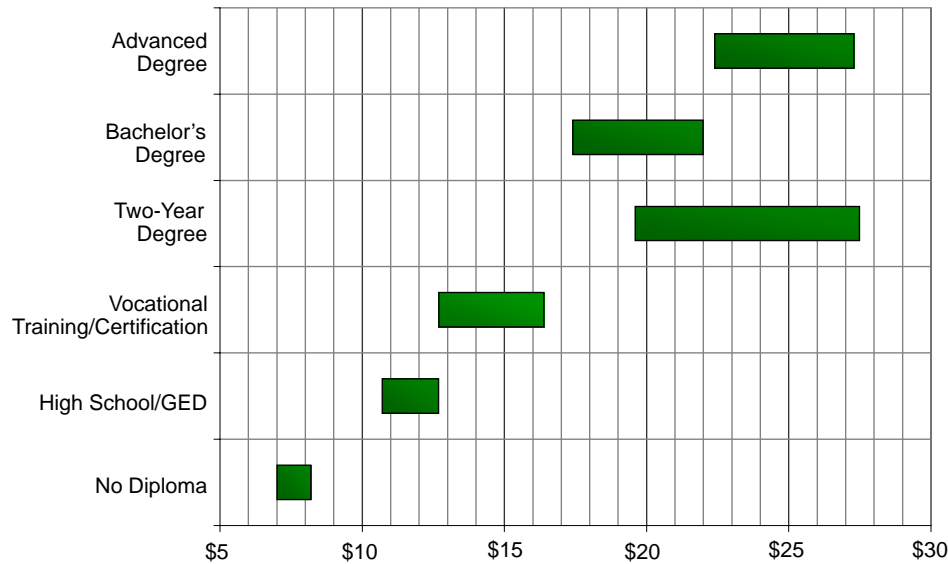


Figure 14: Reported Average Wage Ranges by Education



Assessing labor demand in terms of education and experience requirements provides valuable labor market information. It is imperative for job seekers to know what kind of experience and education employers are looking for to better prepare themselves for the labor market.

Advanced Degree: Four percent of openings necessitate that applicants hold an advanced degree, and those with that level of education are paid among the highest wages. Job vacancies available to candidates with advanced degrees are offered by organizations in the Government, Professional & Business Services, and Health Care & Social Assistance JVS sectors. Eighty-six percent of vacancies requiring advanced degrees are in the Health Care & Social Assistance sector. Of these, 71% are Healthcare Practitioner & Technical Occupations.

Bachelor's Degree: Eight percent of vacancies require a Bachelor's degree. Wages for this educational group are much lower than for those holding advanced degrees compared to last year. Of jobs preferring candidates with Bachelor's degrees, 68% come from the Health Care & Social Assistance organizations.

Two-Year Degree: A major difference between this fall's survey and the Fall 2003 survey is the amount of vacancies requiring a two-year degree. Twenty-two percent of openings this year want candidates with two-year degrees compared to just 8% a year ago. Along with the increase in demand for this degree came an increase in average wages. This year, those with two-year degrees command a higher average wage than those with Bachelor's degrees. The huge proportion of openings in the Health Care & Social Assistance sector, 96%, accounts for the higher wages.

Vocational Training/Certification: Once again, the Health Care & Social Assistance sector offers the highest number of job vacancies. The Trade, Transportation & Utilities JVS sector also reports a high number of vacancies requiring vocational training or certification. The occupations represented by these job vacancies are Healthcare Practitioner & Technical (31%), Transportation & Material Moving

Survey Findings *Vacancies: Employment Status, Education and Experience Requirements—continued*

(22%), and Healthcare Support (22%). Seven other occupational groups are also represented. Wages for this group, however, fall much lower than those occupations using two-year degrees and above.

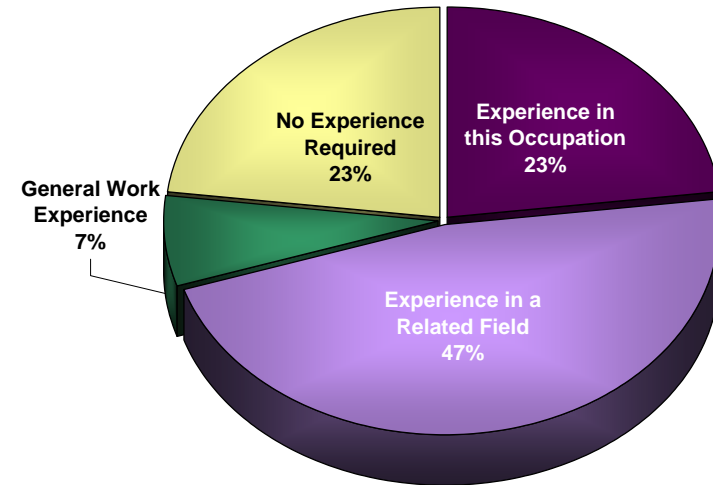
High-School/GED: Top employers of people with high school degrees or GED completion are Trade, Transportation & Utilities (28% of vacancies); Health Care & Social Assistance (20%); Professional & Business Services (17%); and Government (11%). More specifically, major occupations in this category include Office & Administrative Support and Sales & Related. High school/GED completion wages are slightly lower than those for vocation training and certification, and they continue the general trend that higher levels of education receive higher wages.

No Diploma: Twenty-eight percent of all job vacancies do not require a diploma. Of these, Trade, Transportation & Utilities offers 49% of openings and Leisure & Hospitality represents 36% of the vacancies. The occupations open to candidates with no diploma include Food Preparation & Serving Related (33%), Sales & Related (30%), and Transportation & Material Moving (15%). This category offers its employees the lowest wages of all education groups.

The JVS also collects experience requirements for job vacancies. The experience levels demanded by employers can be used to guide employment-training programs and to help job candidates plan for career development. Figure 15 shows the percentage distribution of vacancies by experience requirement. Seventy percent of the reported vacancies require at least experience in a related field.

The associated average wage ranges follow a logical pattern of higher wages offered to candidates with more applicable job experience, although the average wage for no experience required vacancies is slightly higher than that requiring general work experience. This is because the prevalence of lower paying jobs in the general work experience category, such as Combined Food Preparation & Serving Workers, including the fast food industry, brings their average wages down. Job vacancies for which prior experience is required in the occupation pay the highest wages. The minimum and maximum wages for each experience category represent a

Figure 15: Vacancies by Experience



variety of occupations along with the requisite skills and training for each. For example, the “experience in this occupation” category may include a vacancy in a hospital seeking a registered nurse with prior experience and a job opening at a cafe for an experienced barista. Therefore, identifying the occupations within these experience categories enhances the relevance of the data:

Experience in this Occupation: Twenty-three percent of employers want to fill their vacancies with people who have experience in the occupation. Accordingly, they are paid the highest wages. Several jobs fall into this category, which include Truck Drivers, Registered Nurses, and Aircraft Mechanics & Service Technicians. The highest paying jobs that bring average wages up for this group primarily lie in the Health Care field. These include Psychiatrists, Pharmacists, and Medical & Health Services Managers.

Experience in a Related Field: This experience category contains 47% of all vacancies and offers some of the highest wages. Registered Nurses make up 30% of the vacancies and their average wage of \$24.10

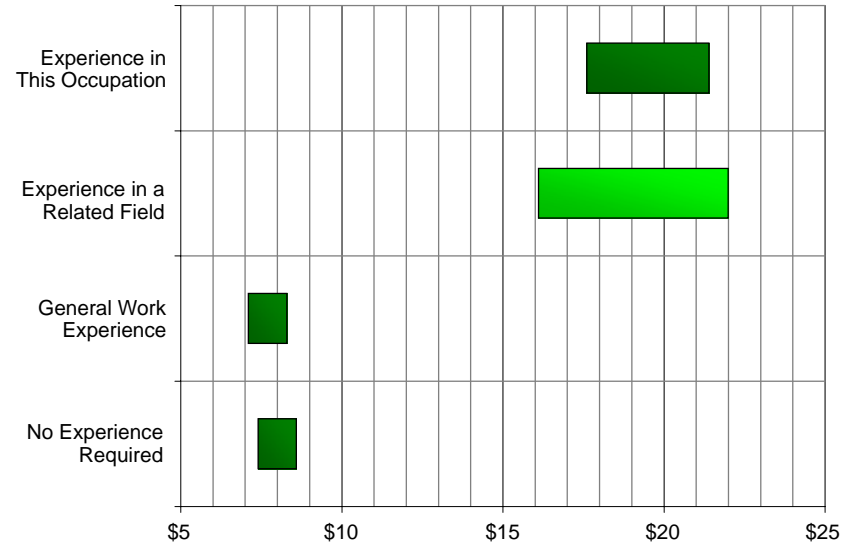
Survey Findings *Vacancies: Employment Status, Education and Experience Requirements—continued*

an hour brings up this experience group's wages. Other jobs requiring experience in a related field include Information & Record Clerks, Health Technologists & Technicians, and Food & Beverage Serving Workers.

General Work Experience: This category represents only 7% of all reported job vacancies. Some Food & Beverage Serving Workers, Building Cleaning & Pest Control Workers, and Retail Sales Workers are represented here.

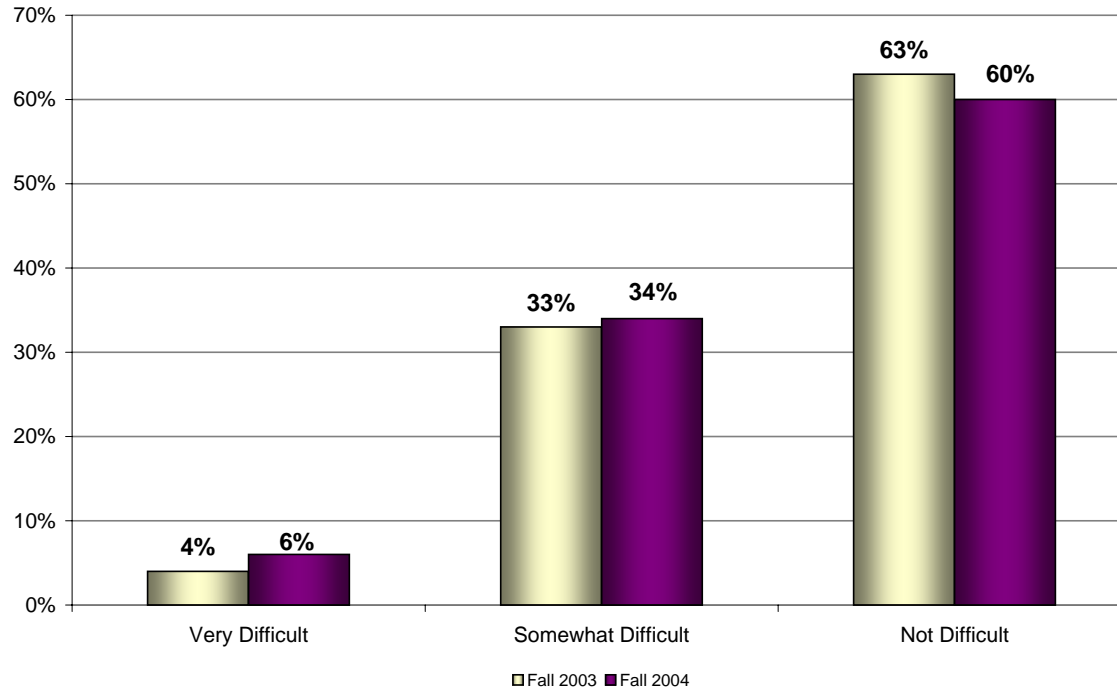
No Experience Required: Twenty-three percent of employers do not require any experience for their job openings. Of these, 29% are for positions as Cashiers, 10% as Retail Salespersons, and 10% as Combined Food Preparation & Serving Workers, including the fast food industry.

Figure 16: Reported Average Wage Ranges by Experience



Survey Findings

Figure 17: Vacancies by Difficulty to Fill



Employers' ability to find and hire qualified candidates is an important indicator of the supply side of the labor force. How difficult a vacancy is to fill depends upon the nature of work and current labor market conditions. Mesa County job vacancy surveys show that it is not very difficult for employers to fill their openings and that this has not changed much from last fall. Sixty percent of job vacancies are considered not difficult to fill; only 6% are considered very difficult to fill. The proportion of somewhat difficult to fill positions has been lower in fall surveys than in spring surveys.

Of the vacancies termed not difficult to fill, 30% are classified under Healthcare Support occupations. Twenty-six percent fall under the category of Food Preparation & Serving Related occupations. The majority of vacancies considered very difficult to fill are in Healthcare Practitioner & Technical and Transportation & Material Moving occupations.

The length of time that a vacancy is open is a good indicator of the degree of difficulty an employer is having in filling a position. Factors include: the availability of qualified candidates, competition among employers for similar candidates, and the willingness of candidates to accept job duties in light of wages and benefits offered. Also, employers may allow more time to fill a vacancy in order to ensure the fit of the candidate with the organization.

The proportion of vacancies open for **60 or more days** has increased slightly, from 6% last year to 7% this fall, while those open from **30 to 59 days** has increased from 10% to 17%. Fewer jobs are open for **less than 30 days** than last survey, while more firms report they are always hiring.

Most vacancies that have been open for 60 or more days come from Healthcare Practitioner & Technical occupations. Twenty-nine percent of

Survey Findings *Vacancies: Difficulty to Fill and Time Open for Hire—continued*

the vacancies that employers reported as always being open are in the Sales & Related occupations; 23% are in the Food Preparation & Serving Related occupations.

A variety of occupations are found in the vacancies that have been open 30 to 59 days, including those in the occupations of Office & Administrative Support, Transportation & Material Moving, and Healthcare Practitioner & Technical. The easiest jobs to fill, according to employers who responded that their vacancies are filled in less than 30 days, are in Sales & Related occupations and Food Preparation & Serving Related occupations.

Average wages reflect the idea that a correlation exists between how much employers are willing to pay for qualified candidates and how hard they will look to find the right person. For example, positions easier to fill such as in the Food Prep industry are paid considerably less than positions that take longer to fill, such as those in the Healthcare Practitioner & Technical occupations. In fact, with the exception of jobs in the Arts, Design, Entertainment, Sports, & Media occupations and Installation, Maintenance, & Repair occupations, all of the jobs that take longer than 60 days to fill are paid wages much higher than the survey average of \$14.90.

Figure 18: Vacancies by Time Open for Hire

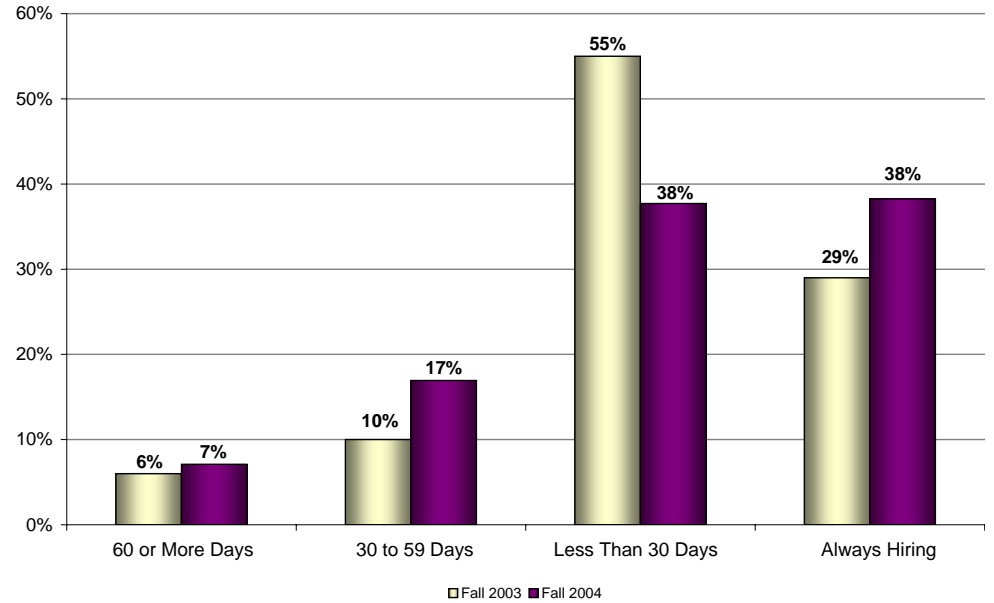
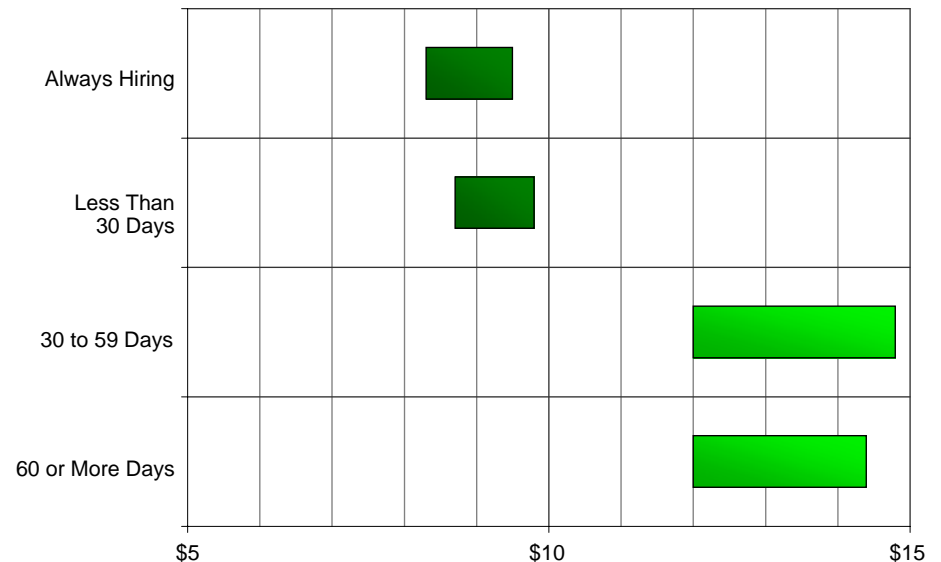


Figure 19: Reported Average Wage Ranges by Time Open for Hire



Additional
Compensation

Survey Findings

Medical Insurance

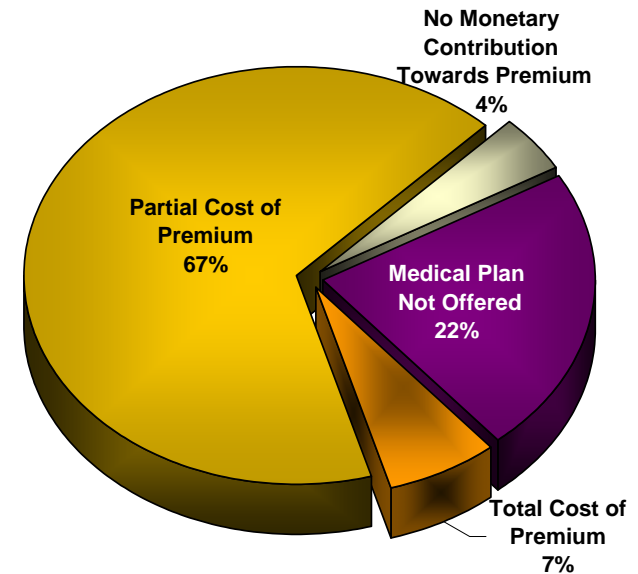
Employers frequently offer compensation related benefits to recruit qualified candidates. Some of these perks include paid time off, transportation or parking vouchers, and subsidized child-care. An important benefit offered to employees is a group medical insurance plan – the employer may pay all, part, or none of the monthly insurance premium for employees.

Seventy-eight percent of reported job vacancies are with employers who offer a company sponsored medical plan; this is slightly higher than a year ago. Of these, 4% do not contribute to the employee's medical premium.

Sign-On Bonus

Only one job vacancy in this survey includes a sign-on bonus and that is in the Healthcare Practitioner & Technical occupations. Sign-on bonuses are virtually nonexistent in this market characterized by a large supply of labor and a limited number of vacancies.

Figure 20: Employers' Contribution to Medical Insurance





Occupational Details

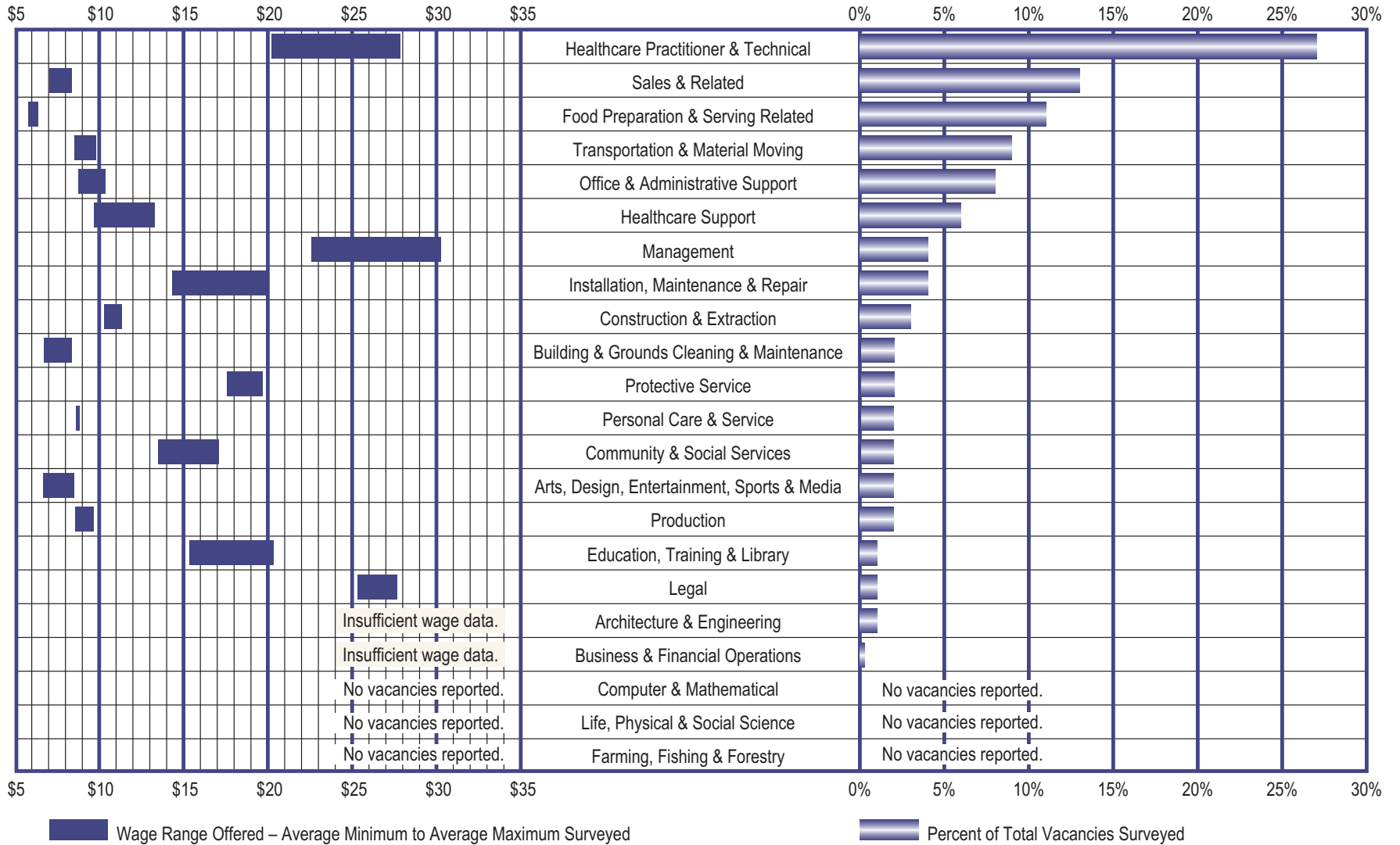
In order to help make comparisons between the results of this survey and other sources of employment statistics, all jobs reported are assigned a Standard Occupational Classification (SOC) code from the *2000 Standard Occupational Classification Manual*. The JVS utilizes 801 detailed SOC titles combined under 22 major groups.

At the major SOC occupation level shown in *Figure 21*, job vacancies in Healthcare Practitioner & Technical occupations top the list as the category with the highest proportion of reported vacancies (27%). Sales & Related occupations represent the second highest number of job vacancies with 13% of the total.

The wages associated with these occupations reflect the training and education required, as well as the supply of and demand for labor appropriately skilled for the job.

Occupational Details *—continued*

Figure 21: Vacancies and Reported Average Wage Ranges by Major Occupational Groups



Occupational Details *—continued*

Occupational Estimates

Tables 1 and 2 contain a list of all of the detailed SOC job titles assigned to vacancies reported in this survey. As a census of large employers and Government agencies is conducted, the list contains titles for nearly all of the vacancies available at the time of the survey for those employers. Forty-seven percent of small to mid-size employers were contacted for the random sample, and likewise the occupations associated with those vacancies are listed.

Vacancies estimated and reported are displayed in *Table 1* for those occupations where at least ten vacancies are estimated.

Estimated Vacancies

Because nearly all large employers and Government agencies are contacted, the number of vacancies by occupation for those groups is not estimated; it is an actual accounting of the vacancies. However, in addition to the number found, vacancies are estimated for occupations reported by small to mid-size private firms. The additional estimated occupational vacancies are calculated per the current mix of occupations found in the region, but restricted to the occupation titles reported in the survey.

Vacancies Found

This column of *Table 1* refers to the number of vacancies reported in the survey.

Average JVS Wage

The average of any and all wages reported in the survey is given for each occupation. The average wage is based solely on information provided by employers responding to this survey and does not reflect information from other sources or wages paid for currently filled positions.

Occupational Employment Statistics (OES) Wage Data

Occupational Employment Statistics (OES) wage data are provided for each occupation. OES data are based on a national survey of employers and refer to filled positions, not vacancies. The data provided here are reported for Mesa County when available and statewide otherwise. A complete description of the OES survey is available on the Internet at: <http://www.bls.gov/>.

While the Job Vacancy Survey average wages reflect what is being offered to fill vacancies at the time of the survey, OES wage data reflect what is being paid for already filled positions. Together, these data provide employers and job seekers with a good indication of the compensation available in the current job market.

Occupational Details *—continued*

Table 1: Occupations with 10 or More Estimated Vacancies

					Occupational Employment Statistics Wage Data (2003)							
					Average Wages			Percentile Distribution				
SOC Code	Occupation	Vacancies Estimated	Vacancies Found	Average Wage Offered	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
29-1111	Registered Nurses	53	51	\$23.60	\$18.75	\$21.66	\$23.12	\$17.74	\$18.89	\$20.60	\$22.44	\$27.85
41-2011	Cashiers	33	23	\$7.80	\$6.09	\$8.68	\$9.97	\$5.80	\$6.41	\$7.63	\$9.82	\$14.71
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	28	18	\$5.60	\$6.11	\$6.66	\$6.94	\$5.66	\$6.00	\$6.57	\$7.20	\$8.28
41-2031	Retail Salespersons	20	12	\$7.30	\$6.62	\$11.05	\$13.27	\$6.12	\$7.16	\$9.33	\$12.77	\$19.06
31-1012	Nursing Aides, Orderlies, and Attendants	14	12	\$11.10	\$7.32	\$8.86	\$9.63	\$6.91	\$7.71	\$8.88	\$10.14	\$10.99
53-3032	Truck Drivers, Heavy and Tractor-Trailer	13	9	\$13.50	\$11.42	\$14.18	\$15.56	\$10.56	\$12.04	\$13.71	\$16.48	\$18.77
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	10	10	\$7.30	\$7.91	\$9.09	\$9.68	\$7.50	\$8.09	\$9.00	\$10.20	\$11.08
35-3031	Waiters and Waitresses	10	7	\$5.20	\$5.91	\$6.75	\$7.17	\$5.47	\$5.79	\$6.30	\$6.90	\$9.92

Occupational Details *—continued*

Table 2: Occupations with Fewer than 10 Estimated Vacancies

		Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
SOC Code	Occupation	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
13-2011	Accountants and Auditors	\$16.38	\$24.43	\$28.45	\$15.12	\$17.84	\$21.87	\$26.85	\$32.74
49-3011	Aircraft Mechanics and Service Technicians	†	†	†	†	†	†	†	†
49-3023	Automotive Service Technicians and Mechanics	\$7.67	\$13.56	\$16.51	\$6.34	\$9.40	\$13.14	\$17.26	\$21.49
* 49-2091	Avionics Technicians	\$15.25	\$19.58	\$21.75	\$13.50	\$17.45	\$19.94	\$22.27	\$25.40
* 39-6011	Baggage Porters and Bellhops	\$6.40	\$11.47	\$14.00	\$5.96	\$6.96	\$8.96	\$16.28	\$21.51
51-3011	Bakers	\$8.02	\$12.90	\$15.34	\$7.32	\$9.00	\$13.39	\$16.44	\$18.35
43-3011	Bill and Account Collectors	\$11.40	\$16.60	\$19.20	\$10.76	\$12.73	\$16.92	\$20.81	\$22.56
* 53-3022	Bus Drivers, School	\$9.08	\$12.39	\$14.05	\$8.33	\$10.19	\$12.31	\$14.68	\$16.75
* 53-3021	Bus Drivers, Transit and Intercity	\$10.41	\$14.08	\$15.91	\$9.74	\$11.52	\$13.82	\$16.92	\$19.81
47-2031	Carpenters	\$11.84	\$14.99	\$16.57	\$11.40	\$12.76	\$14.86	\$17.18	\$19.90
53-7061	Cleaners of Vehicles and Equipment	\$6.58	\$7.91	\$8.58	\$6.14	\$6.99	\$7.82	\$8.80	\$10.23
47-4099	Construction and Related Workers, All Other	†	†	†	†	†	†	†	†
47-2061	Construction Laborers	\$8.12	\$10.92	\$12.32	\$7.51	\$8.61	\$10.25	\$12.65	\$15.65
35-2019	Cooks, All Other	†	†	†	†	†	†	†	†
35-2012	Cooks, Institution and Cafeteria	\$8.26	\$10.64	\$11.83	\$7.40	\$9.07	\$10.41	\$12.21	\$14.06
35-2014	Cooks, Restaurant	\$7.48	\$9.14	\$9.97	\$7.14	\$7.94	\$9.00	\$10.25	\$11.46
35-2015	Cooks, Short Order	\$7.81	\$9.01	\$9.61	\$7.16	\$8.50	\$9.18	\$10.02	\$10.52
* 33-3012	Correctional Officers and Jailers	\$14.57	\$19.61	\$22.13	\$13.88	\$16.41	\$19.82	\$23.34	\$26.13
21-1019	Counselors, All Other	†	†	†	†	†	†	†	†
41-2021	Counter and Rental Clerks	\$6.10	\$8.71	\$10.02	\$5.75	\$6.28	\$7.22	\$10.15	\$13.41
43-4051	Customer Service Representatives	\$7.08	\$10.95	\$12.88	\$6.47	\$7.74	\$10.29	\$13.38	\$16.39
29-1021	Dentists, General	†	†	†	†	†	†	†	†
33-3021	Detectives and Criminal Investigators	\$23.63	\$27.21	\$29.00	\$22.64	\$24.43	\$27.14	\$30.31	\$33.79

* OES wages reported for Colorado statewide

† Insufficient wage data

Occupational Details *—continued*

Table 2: Occupations with Fewer than 10 Estimated Vacancies — Page 2

		Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
SOC Code	Occupation	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
* 29-2032	Diagnostic Medical Sonographers	\$17.25	\$26.80	\$31.58	\$13.19	\$21.63	\$25.69	\$32.45	\$41.12
* 29-1031	Dietitians and Nutritionists	\$13.06	\$19.27	\$22.38	\$11.62	\$15.05	\$19.24	\$23.62	\$27.04
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	\$6.01	\$6.42	\$6.63	\$5.57	\$5.86	\$6.33	\$6.82	\$7.36
35-9021	Dishwashers	\$5.98	\$6.73	\$7.11	\$5.62	\$6.04	\$6.74	\$7.62	\$8.28
53-3031	Driver/Sales Workers	\$5.81	\$10.57	\$12.96	\$5.57	\$6.18	\$9.61	\$13.20	\$18.50
* 27-3041	Editors	\$13.03	\$21.85	\$26.25	\$11.89	\$14.58	\$20.23	\$27.79	\$34.42
47-2111	Electricians	\$11.40	\$17.62	\$20.73	\$10.25	\$13.10	\$17.95	\$22.22	\$25.30
* 17-2072	Electronics Engineers, Except Computer	\$25.41	\$35.53	\$40.58	\$23.64	\$27.99	\$33.62	\$41.80	\$52.01
* 39-4011	Embalmers	\$10.00	\$12.77	\$14.16	\$9.54	\$10.44	\$12.28	\$14.92	\$16.60
43-6011	Executive Secretaries and Administrative Assistants	\$13.03	\$16.96	\$18.92	\$12.06	\$14.11	\$16.21	\$18.93	\$21.83
43-4071	File Clerks	\$6.63	\$8.52	\$9.46	\$6.09	\$7.23	\$8.33	\$9.29	\$11.20
* 33-2011	Fire Fighters	\$15.37	\$21.27	\$24.22	\$14.00	\$17.38	\$20.88	\$25.83	\$30.49
* 33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	\$22.86	\$30.10	\$33.72	\$20.88	\$25.75	\$30.45	\$34.09	\$39.91
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	\$9.74	\$13.48	\$15.36	\$8.64	\$10.86	\$12.31	\$15.66	\$20.97
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle	\$12.09	\$18.71	\$22.03	\$11.62	\$13.54	\$17.78	\$23.37	\$28.12
39-9031	Fitness Trainers and Aerobics Instructors	\$8.29	\$12.08	\$13.97	\$7.01	\$9.89	\$12.49	\$14.23	\$16.60
27-1023	Floral Designers	\$8.44	\$10.36	\$11.32	\$7.77	\$8.89	\$10.49	\$12.06	\$13.04
* 51-3092	Food Batchmakers	\$6.75	\$10.56	\$12.46	\$6.20	\$7.34	\$9.68	\$14.08	\$16.56
* 21-1091	Health Educators	\$10.14	\$18.21	\$22.25	\$9.42	\$10.95	\$16.13	\$24.54	\$30.53
31-9099	Healthcare Support Workers, All Other	\$9.84	\$12.61	\$13.99	\$9.28	\$9.95	\$11.06	\$15.11	\$19.33
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$10.34	\$15.66	\$18.32	\$9.26	\$11.57	\$15.59	\$19.48	\$22.29

* OES wages reported for Colorado statewide

† Insufficient wage data

Occupational Details *—continued*

Table 2: Occupations with Fewer than 10 Estimated Vacancies — Page 3

		Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
SOC Code	Occupation	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
* 47-3019	Helpers, Construction Trades, All Other	\$9.14	\$13.23	\$15.28	\$8.37	\$9.94	\$12.54	\$16.42	\$19.00
* 47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	\$11.43	\$14.31	\$15.75	\$10.67	\$12.20	\$13.83	\$16.56	\$19.27
43-4199	Information and Record Clerks, All Other	†	†	†	†	†	†	†	†
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$6.68	\$9.21	\$10.48	\$6.14	\$7.26	\$8.80	\$11.05	\$13.04
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$7.81	\$10.04	\$11.15	\$7.51	\$8.34	\$9.76	\$11.40	\$13.40
23-1011	Lawyers	\$23.88	\$36.07	\$42.16	\$20.61	\$28.16	\$34.41	\$41.79	\$53.07
* 25-4021	Librarians	\$15.36	\$21.90	\$25.17	\$14.30	\$17.25	\$21.32	\$26.68	\$31.75
29-2061	Licensed Practical and Licensed Vocational Nurses	\$13.66	\$15.03	\$15.72	\$12.73	\$14.08	\$15.22	\$16.41	\$17.16
* 39-3093	Locker Room, Coatroom, and Dressing Room Attendants	\$6.30	\$9.32	\$10.83	\$5.96	\$6.84	\$8.99	\$10.73	\$13.06
51-4041	Machinists	\$7.98	\$13.10	\$15.66	\$6.77	\$9.27	\$12.69	\$16.56	\$20.16
37-2012	Maids and Housekeeping Cleaners	\$6.13	\$7.67	\$8.45	\$5.83	\$6.41	\$7.43	\$8.74	\$10.36
49-9042	Maintenance and Repair Workers, General	\$8.71	\$13.28	\$15.57	\$7.77	\$9.94	\$12.95	\$16.39	\$19.49
* 53-7199	Material Moving Workers, All Other	\$9.29	\$12.96	\$14.79	\$8.95	\$9.82	\$11.60	\$16.03	\$19.39
29-2011	Medical and Clinical Laboratory Technologists	\$16.69	\$21.04	\$23.21	\$15.10	\$18.06	\$21.09	\$24.47	\$27.00
11-9111	Medical and Health Services Managers	\$23.83	\$34.96	\$40.52	\$22.69	\$26.03	\$32.88	\$43.81	\$54.22
21-1022	Medical and Public Health Social Workers	\$12.59	\$15.01	\$16.22	\$11.81	\$12.60	\$13.90	\$16.91	\$20.48
31-9092	Medical Assistants	\$9.69	\$11.85	\$12.93	\$9.14	\$10.37	\$11.78	\$13.24	\$14.94
43-6013	Medical Secretaries	\$8.35	\$11.39	\$12.91	\$7.91	\$8.86	\$10.97	\$13.84	\$16.02
* 21-1014	Mental Health Counselors	\$11.24	\$16.19	\$18.66	\$10.34	\$12.10	\$14.38	\$17.76	\$23.71
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	\$12.42	\$16.10	\$17.94	\$10.99	\$14.24	\$16.35	\$18.89	\$21.31
* 29-2033	Nuclear Medicine Technologists	\$19.75	\$23.96	\$26.06	\$18.90	\$21.27	\$24.27	\$26.93	\$28.99
25-1072	Nursing Instructors and Teachers, Postsecondary	†	†	†	†	†	†	†	†

* OES wages reported for Colorado statewide

† Insufficient wage data

Occupational Details *—continued*

Table 2: Occupations with Fewer than 10 Estimated Vacancies — Page 4

		Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
SOC Code	Occupation	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
* 29-1064	Obstetricians and Gynecologists	†	\$88.72	†	\$59.75	\$68.55	†	†	†
29-1122	Occupational Therapists	\$17.63	\$22.21	\$24.50	\$17.14	\$19.78	\$22.99	\$25.66	\$27.26
43-9061	Office Clerks, General	\$7.27	\$10.56	\$12.21	\$6.63	\$8.17	\$10.33	\$12.68	\$15.10
47-2073	Operating Engineers and Other Construction Equipment Operators	\$12.58	\$14.64	\$15.67	\$11.81	\$12.62	\$13.95	\$16.61	\$18.73
47-2073	Operating Engineers and Other Construction Equipment Operators	\$11.83	\$14.99	\$16.58	\$11.22	\$12.68	\$14.98	\$17.05	\$19.07
* 29-1041	Optometrists	\$27.66	\$40.57	\$47.02	\$25.08	\$32.08	\$38.58	\$45.40	\$58.03
53-7064	Packers and Packagers, Hand	\$6.07	\$8.28	\$9.39	\$5.71	\$6.19	\$7.07	\$9.84	\$12.05
23-2011	Paralegals and Legal Assistants	\$13.01	\$16.93	\$18.89	\$12.21	\$13.69	\$15.66	\$17.98	\$25.56
29-1051	Pharmacists	\$32.71	\$37.35	\$39.67	\$31.02	\$34.89	\$38.15	\$41.75	\$43.92
29-2052	Pharmacy Technicians	\$10.47	\$13.00	\$14.27	\$9.58	\$11.37	\$13.17	\$15.18	\$16.54
27-4021	Photographers	\$6.01	\$10.28	\$12.42	\$5.68	\$6.25	\$7.74	\$11.30	\$21.29
29-1123	Physical Therapists	\$22.51	\$24.87	\$26.05	\$20.95	\$23.00	\$24.96	\$26.92	\$29.08
29-1071	Physician Assistants	\$17.76	\$26.66	\$31.11	\$10.16	\$24.37	\$28.33	\$32.72	\$36.00
33-3051	Police and Sheriff's Patrol Officers	\$18.44	\$23.35	\$25.80	\$16.93	\$20.01	\$23.38	\$27.02	\$30.32
25-2011	Preschool Teachers, Except Special Education	\$7.58	\$11.59	\$13.59	\$7.23	\$7.84	\$8.89	\$15.31	\$20.46
* 29-1066	Psychiatrists	\$44.89	\$73.87	†	\$39.50	\$52.59	\$69.53	†	†
* 11-2031	Public Relations Managers	\$19.14	\$35.05	\$43.00	\$16.42	\$22.67	\$30.69	\$43.56	\$64.71
27-3011	Radio and Television Announcers	†	†	†	†	†	†	†	†
29-2034	Radiologic Technologists and Technicians	\$13.09	\$18.07	\$20.56	\$12.03	\$15.03	\$17.96	\$21.47	\$25.55
43-4171	Receptionists and Information Clerks	\$7.44	\$9.96	\$11.23	\$7.05	\$8.03	\$9.55	\$11.35	\$13.90
* 29-1126	Respiratory Therapists	\$15.19	\$18.93	\$20.81	\$14.50	\$16.52	\$19.11	\$21.49	\$23.82
* 41-9099	Sales and Related Workers, All Other	\$9.83	\$21.11	\$26.75	\$8.14	\$12.02	\$17.93	\$26.45	\$37.39
41-3099	Sales Representatives, Services, All Other	†	†	†	†	†	†	†	†

* OES wages reported for Colorado statewide

† Insufficient wage data

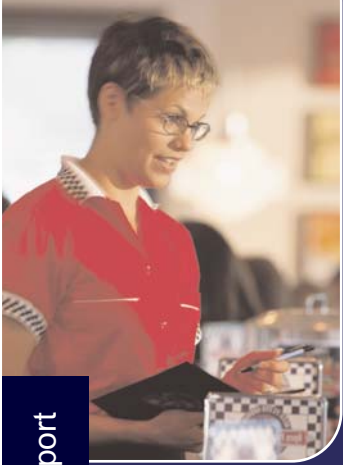
Occupational Details *—continued*

Table 2: Occupations with Fewer than 10 Estimated Vacancies — Page 5

		Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
SOC Code	Occupation	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$11.70	\$20.24	\$24.51	\$10.51	\$13.54	\$17.37	\$25.17	\$33.80
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$15.07	\$30.76	\$38.61	\$14.14	\$17.15	\$28.35	\$43.36	\$50.77
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$21.37	\$36.04	\$43.38	\$18.69	\$25.31	\$36.62	\$42.75	\$53.43
* 49-2098	Security and Fire Alarm Systems Installers	\$14.14	\$18.66	\$20.91	\$13.78	\$15.25	\$17.81	\$21.12	\$27.41
47-2211	Sheet Metal Workers	\$10.13	\$16.36	\$19.47	\$9.43	\$10.77	\$17.07	\$20.68	\$23.26
43-5071	Shipping, Receiving, and Traffic Clerks	\$8.07	\$10.56	\$11.80	\$7.67	\$8.54	\$10.04	\$12.35	\$14.11
* 29-1127	Speech-Language Pathologists	\$17.87	\$24.43	\$27.71	\$16.54	\$19.85	\$24.50	\$28.69	\$33.20
43-5081	Stock Clerks and Order Fillers	\$7.22	\$9.51	\$10.65	\$6.59	\$7.70	\$8.81	\$10.78	\$13.38
* 51-2041	Structural Metal Fabricators and Fitters	\$12.35	\$16.47	\$18.53	\$11.27	\$13.87	\$16.06	\$18.61	\$23.91
* 29-2055	Surgical Technologists	\$11.42	\$15.77	\$17.95	\$10.83	\$12.40	\$14.99	\$18.63	\$22.34
17-3031	Surveying and Mapping Technicians	\$12.11	\$14.95	\$16.37	\$11.53	\$12.45	\$13.99	\$16.65	\$20.58
43-2011	Switchboard Operators, Including Answering Service	\$8.50	\$10.59	\$11.63	\$7.81	\$9.26	\$10.52	\$12.31	\$13.74
* 25-9041	Teacher Assistants	\$15,890	\$20,810	\$23,260	\$14,960	\$17,480	\$20,490	\$23,500	\$27,620
* 41-9041	Telemarketers	\$6.99	\$10.42	\$12.13	\$6.50	\$7.55	\$9.24	\$11.85	\$16.39
43-3071	Tellers	\$7.56	\$9.22	\$10.05	\$7.24	\$8.28	\$9.44	\$10.41	\$11.02
11-3042	Training and Development Managers	†	†	†	†	†	†	†	†
* 41-3041	Travel Agents	\$8.92	\$13.00	\$15.05	\$8.19	\$10.02	\$12.73	\$15.84	\$17.70
53-3033	Truck Drivers, Light or Delivery Services	\$7.31	\$13.98	\$17.32	\$6.79	\$8.18	\$12.65	\$17.53	\$25.66
* 31-9096	Veterinary Assistants and Laboratory Animal Caretakers	\$6.27	\$11.29	\$13.80	\$5.97	\$6.76	\$8.01	\$10.32	\$27.28
51-4121	Welders, Cutters, Solderers, and Brazers	\$9.49	\$13.17	\$15.01	\$8.32	\$10.87	\$12.97	\$14.99	\$18.73

* OES wages reported for Colorado statewide

† Insufficient wage data



Leisure & Hospitality

Sector Briefs

Leisure & Hospitality is the fourth largest JVS sector in Mesa County in terms of employment, representing 12% of employment and 7% of employers in the region.⁴ In this Job Vacancy Survey this sector accounts for 16% of all estimated vacancies, or 83 positions. Due to the fact that jobs in this industry generally do not require high levels of education or experience, the average wage for people working in the Leisure & Hospitality field is \$6.00 an hour, the lowest of all fields for this survey.

Leisure & Hospitality industries, however, do stay busy. Thanks to Mesa County's relatively mild climate, a steady stream of hikers, bikers, and rock climbers flock to the region year-round. Additionally, the 15 wineries in the Grand Valley bring in tourists looking for a more relaxed vacation. A spring 2004 survey conducted by AAA found Grand Junction to be one of the top three vacation spots Coloradoans would most like to visit in the state.

The Leisure & Hospitality JVS sector is composed of two NAICS sectors: Arts, Entertainment, & Recreation and Accommodation & Food Services.

Arts, Entertainment, and Recreation

This sector can further be broken down into three subsectors: Performing Arts, Spectator Sports & Related Industries; Museums, Historical Sites, & Similar Institutions; and Amusement, Gambling, & Recreation Industries. However, no vacancies are reported for any of these groups this fall.

Accommodation & Food Services

All of the reported openings fall under the category of Accommodation & Food Services. Of these, 95% are found in Limited-Service Eating Places. This category includes establishments where customers order their food and pay before eating; generally these places do not have waiters or waitresses. Examples include fast-food restaurants, cafeterias, pizza delivery establishments, snack bars, and takeout restaurants. The remaining 5% of vacancies are reported by Accommodation industries, specifically by Hotels and Motels.

⁴CDLE. Quarterly Census of Employment & Wages (QCEW). 3rd Quarter 2003.



How to Use This Report

Appendix

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

- ◆ How many job openings are there?
- ◆ What industries are hiring?
- ◆ What skills are employers seeking?
- ◆ Are employers having difficulty filling positions?

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.

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 JVS sector 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. The Workforce Research and Analysis survey unit cooperates with regional Workforce Centers to list reported vacancies given the approval of the reporting businesses.

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. These can be accessed at www.coworkforce.com/lmi/oeo/oeo.htm. Projections highlight growing as well as declining occupations. Public officials, educational institutions, and Government agencies can use this survey information to effectively apply resources to education, training, and job placement programs. 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 labor needs. 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 labor demand stands today, as identified by the survey, and where the local market is trending using Labor Market Information’s employment projections.

Appendix *—continued*

Caveats

The Job Vacancy Survey uses sampling methods to estimate overall job vacancies for regions. As such, readers should be mindful of sampling issues.

Sampling error results from the Job Vacancy Survey producing estimates from one particular sample, rather than examining the entire population. Different samples will likely result in different estimates for the population, thus we report the overall estimate with a confidence interval; i.e., the range of values within which the actual sample derived vacancy estimate is likely to fall 95% of the time.

Non-sampling error occurs primarily from reporting, translating data to standard terms, and incorrect information about firms in our sample frame. Some examples include placing reported vacancies in the wrong occupational codes, inadequate data collection in a JVS sector due to non-response, and estimating errors. The majority of non-sampling errors are corrected in the Job Vacancy Survey's extensive review and validation process that takes place before estimates are published.

The study provides estimates of job openings for a point-in-time and does not attempt to project the level of vacancies into the future. Readers should 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 positions are being phased-out.

Occupational demand is subject to seasonal changes and is 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, patterns that more accurately reflect changing labor market conditions may be identified. 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.

Methodology

The Job Vacancy Survey (JVS) conducted by the Colorado Department of Labor and Employment involves the collection, processing, and dissemination of regional

job vacancies and their characteristics. The survey design allows for estimation of a job vacancy rate and the total job vacancies within a region by industry and size of firm. Additional data related to these vacancies is informative of the occupations for which they are reported, but is not indicative of overall vacancy characteristics in the regional universe.

The number of vacancies—used to calculate the job vacancy rate—is an important measure of the unmet demand for labor. With this statistic, it is possible to paint a more complete picture of the regional labor market than by looking solely at the unemployment rate, a measure of the excess supply of labor.

Survey Design

The Job Vacancy Survey is designed to accurately estimate the number of job vacancies for firms employing five or more people. The secondary purpose of the survey is to obtain and report significant vacancy characteristics.

The survey estimates vacancies based on the ratio of vacancies to employment size in each stratification. It attempts to determine how many positions in a region are filled and unfilled. A filled position is an employee and an unfilled position is a job vacancy. Because positions are not independent of one another or evenly dispersed, we collect this information in naturally occurring clusters, i.e. firms. Firms are asked how many employees they have and how many positions they are actively recruiting for. In each size and industry stratification a ratio of vacancies to employment is calculated based on the sampled firms. That ratio is then applied to the total number of employees in that stratification to obtain the estimated number of vacancies in that stratification. The total number of vacancies for a region is the sum of each stratification's estimated vacancies.

Stratifications containing small and medium sized private employers are randomly sampled. In order to report vacancy characteristics such as education and experience requirements demanded, the survey must contact more employers than would be necessary if the survey only estimated the total number of vacancies. For this reason all of the large employers and government agencies are contacted in the region. These employers provide the most cost effective means of obtaining large amounts of vacancy information. Approximately 34% of the employment in the region is found with large and government employers that make up only 2% of the total number of firms. Conducting a census of these entities allows us to cover a large portion of the region's employment while contacting relatively few entities.

Appendix: Methodology —continued

Survey Sample

The Mesa County survey was conducted from September 15-24, 2004. For the purpose of this report, private and government employers with five or more employees are referred to as the sample frame. Firms with fewer than five employees make up a very large portion of all employers in the region but provide only a small proportion of the total employment. Employment in the sample frame accounts for 83% of the region's total employment.

The Job Vacancy Survey separates employers into either government or private industry. Private firms are then split into large and small to mid-size categories. Firms with at least 100 employees are considered large employers. Attempts are made to contact all government agencies and large firms in the sample frame. The remaining small to mid-size firms are split into JVS industry sectors.

The number of firms surveyed in each sector varies according to the number of employees and employers in the sector. In most JVS sectors half of all employers are contacted up to 200 employers. In JVS sectors with less than 1,000 employees, efforts are made to capture at least 500 employees in the sample. If less than 500 employees work in a sector then all employers are contacted. This sampling method insures that all the vacancy estimates are based on a sufficiently large sample size.

Government makes up 16% of the employment in the sample frame, while private industry employers make up the remaining 84%. Large firms account for 24% of private industry employment in the sample frame. Firms employing from five to 99 individuals are considered small to mid-size employers, and account for the remaining 76% of private industry employment.

The margin of error for the overall vacancy estimate is plus or minus 2.7% or about 14 vacancies at a 0.95 certainty level. In other words, in 95 out of 100 samples, the actual number of vacancies in the region will be between 496 and 524 in the survey period. Labor Market Information is confident that the estimates in this survey are accurate and that the survey was conducted according to recognized survey research standards.

The survey response rate is 89%. This measures the quality of the survey database, or the success experienced in contacting eligible employers. The cooperation rate is 99% and measures the success in obtaining data once an employer is contacted.

JVS Sectors

The new North American Industry Classification System increases the number of major groups to 20 from the Standard Industrial Classification System. The new coding system better reflects today's service based economy and allows comparison of industries in the United States, Mexico and Canada.

In Mesa County, the 20 NAICS sectors have been combined into 12 JVS sectors. These groupings are based on the NAICS sectors, but are somewhat unique to the Job Vacancy Survey. The new groupings allow the Job Vacancy Survey to study local Colorado labor markets in a more relevant and meaningful way.

For more information on the North American Industry Classification System see Page 30.

Mesa County JVS Sectors	include →	NAICS Sectors
Natural Resources & Mining		Agriculture, Forestry, Fishing & Hunting Mining
Construction		Construction
Manufacturing		Manufacturing
Trade, Transportation & Utilities		Utilities Wholesale Trade Retail Trade Transportation & Warehousing
Other Services		Other Services (except Public Administration)
Information		Information
Financial Activities		Finance & Insurance Real Estate & Rental & Leasing
Professional & Business Services		Professional, Scientific & Technical Services Management of Companies & Enterprises Administrative & Support & Waste Management & Remediation Services
Educational Services		Educational Services
Health Care & Social Assistance		Health Care & Social Assistance
Leisure & Hospitality		Accommodation & Food Services Arts, Entertainment & Recreation
Government		Public Administration

Appendix: Methodology —continued

North American Industry Classification System

Data Collection

Data for the Job Vacancy Survey are collected using a Computer Assisted Telephone Interview (CATI) process. While this system of data collection has been in use in the private 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 the 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.

Occupational Coding

The job title, duties, education and experience requirements reported by employers are used to code vacancies in accordance with the latest release of the Standard Occupational Classification system.

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.

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 are adjusted to that amount. Currently, the federal minimum wage is \$5.15 per hour. Where only a single wage figure is reported, that wage is used as both the minimum and maximum wage for that job vacancy.

North American Industry Classification System (NAICS)

The Office of Management and Budget (OMB) in cooperation with agencies from Mexico and Canada has developed an industry classification system called the North American Industry Classification System (NAICS pronounced *nakes*) that replaced the Standard Industrial Classification (SIC) system. While work has been underway since 1993, OMB formally adopted NAICS on January 16, 2001.

History of Process

The Office of Management and Budget established the Economic Classification Policy Committee in 1992 to pursue a fresh slate examination of economic classifications for statistical purposes¹. Since 1939 the U.S. has been using the Standard Industrial Classification (SIC) system. While SIC had undergone periodic revisions, the last one in 1987, rapid changes in the U.S. and world economies brought SIC under increased scrutiny. In response to the need for a classification system that better reflected the dynamic nature of economies, OMB established the Economic Classification Policy Committee². Government agencies from the United States, Mexico and Canada³ were tasked with the development of a system that accounted for rapid changes in the U.S. and world economies.

Industrial Classification vs. Occupational Classification

NAICS is a system concerned with classifying organizations into different industries; as opposed to classification at the occupational level. The newly revised Standard Occupational Classification (SOC) system classifies occupations by job duties. Occupations specific to certain industries may be found in a different industry category because of the shift to NAICS, yet the Standard Occupational Classification Code remains the same. Systems like O*NET and other classification systems based on SOC are not subject to changes because of the shift to NAICS. Professionals who use information at the occupational level will not notice changes in job categories as a result of the shift to NAICS, unless they are looking at occupations by industry.

Benefits

Comparable—NAICS is organized in such a way so as to allow direct comparison of economic data with our NAFTA trading partners Canada and Mexico.

¹Executive Office of the President Office of Management and Budget. *North American Industry Classification System*. White Plains, MD: Berman and U.S. Department of Commerce, 2002

²ECPC is chaired by the Bureau of Economic Analysis, U.S. Department of Commerce, with representatives from the Bureau of the Census, U.S. Department of Commerce, and the Bureau of Labor Statistics, U.S. Department of Labor

³Specifically, Mexico's Instituto Nacional de Estadística, Geografía e Informática (INEGI) and Statistics Canada

Appendix: NAICS —continued

Relevant—NAICS recognizes hundreds of new businesses in the economy with 20 broad industry sectors, up from SIC’s 10. Some new industry categories include an Information sector and a Health Care & Social Assistance sector formerly lumped into Services under SIC.

Consistent—NAICS classifies an organization based on how it produces something, not simply what it produces. Businesses that use identical or similar technologies and processes to produce something will be grouped together. For example, software creation falls under the new Information sector, while software duplication falls under Manufacturing. Under SIC both enterprises were grouped under the same major industry sector, because both were engaged in production of software.

Adaptable—Regular updates, which are scheduled in five-year intervals, account for emerging industries not currently known.

Things to Consider

The shift to NAICS means a break in historical time series. SIC and NAICS industry groupings are not directly comparable since the code changes for NAICS have split some SIC groups.

New Industries Reflected in NAICS

- ◆ NAICS heralds the creation of a new Information sector that pulls businesses from communications, publishing, motion picture and sound recording and online services to recognize an information-based economy.
- ◆ Formerly, under SIC, corporate headquarters were not distinguished from the industry category of the product or service they produced. Now corporate headquarters are recognized in the new Management sector.

Comparison of NAICS and SIC Major Industry Groups

SIC Standard Industrial Classification	→	NAICS North American Industry Classification System
Agriculture, Forestry & Fishing		Agriculture, Forestry, Fishing & Hunting
Mining		Mining
Construction		Construction
Manufacturing		Manufacturing
Transportation, Communications & Public Utilities		Utilities Transportation & Warehousing
Wholesale Trade		Wholesale Trade
Retail Trade		Retail Trade Accommodation & Food Services
Finance, Insurance & Real Estate		Finance & Insurance Real Estate & Rental & Leasing
Services		Information Professional, Scientific & Technical Services Administrative & Support & Waste Management & Remediation Services Educational Services Health Care & Social Assistance Arts, Entertainment, & Recreation Other Services (except Public Administration)
Public Administration		Public Administration
(parts of all divisions)		Management of Companies & Enterprises

- ◆ Manufacturing is restructured to account for high-tech industries.
- ◆ An increase in the amount of detail overall accompanies the shift to NAICS including a further breakdown of SIC’s Services sector into seven new sectors.
- ◆ Eating and drinking places move out of Retail Trade into a new category called Accommodation & Food Services.
- ◆ The difference between Retail and Wholesale is now based on how each store conducts business. For example, many computer stores are reclassified from Wholesale to Retail.

Glossary

Appendix

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 Maximum Wage

An average maximum wage is calculated by summing the maximum wages offered for all vacancies in a given category and then dividing by the number of vacancies in that category.

Average Minimum Wage

An average minimum wage is calculated by summing the minimum wages offered for all vacancies in a given category and then dividing by the number of vacancies in that category.

Computer Assisted Telephone Interviewing (CATI)

A structured system of data collection by telephone that speeds up the collection and editing of such data.

Cooperation Rate

The number of completed interviews divided by the number of all units surveyed that are eligible. Measures the effectiveness of surveyors in gaining information once an eligible employer is contacted.

Educational Attainment

The highest diploma or degree, or level of work towards a diploma or degree, an individual has completed. In this survey, an individual recorded in the bachelor's degree category has completed the degree.

Effective Response Rate

The number of completed interviews divided by the sum of all units surveyed that are eligible as well as those with unknown eligibility. This is a measure of how well the survey obtains completed interviews from employers in the sample.

Employed Persons (Employment)

Persons 16 years and over in the civilian non-institutional population who, during the reference period

- a) did any work at all (at least one hour) as paid employees, worked in their own business, profession, or on their own farm, or worked 15 hours or more as unpaid workers in an enterprise operated by a member of the family, and
- b) all those who were not working but who had jobs or businesses from which they were temporarily absent because of vacation, illness, bad weather, childcare problems, maternity or paternity leave, labor-management dispute, job training,

or other family or personal reasons, whether or not they were paid for the time off or were seeking other jobs.

Employer

A person or establishment that employs one or more people for wages or salary.

Full-time Employee

Employees who usually work 35 hours per week or more.

Goods Producing Industries (NAICS)

Includes manufacturing, construction, mining, and agriculture, forestry, fishing and hunting.

Industry

A group of establishments that use similar processes and technologies to produce goods and services. The North American Industry Classification System (NAICS) groups establishments using closely similar technologies into industries.

Job Seeker

A person 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.

Job Vacancy Rate

The estimated number of vacancies divided by the sum of current employment and estimated vacancies.

Labor Force

The labor force includes all persons classified as employed or unemployed in accordance with the definitions contained in this glossary.

Medical Insurance

Refers to any insurance plan that includes coverage for medical and related care.

Medical Insurance Premium

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

North American Industry Classification System (NAICS)

The successor to the Standard Industrial Classification (SIC) system; this system of classifying business establishments is used by the United States, Canada and Mexico. See full description within *Appendix*.

Appendix: Glossary —continued

Not Seasonally Adjusted

This term is used to describe data series not subject to the seasonal adjustment process. In other words, the effects of regular, or seasonal, patterns have not been removed from these series.

Occupation

Represents a set of activities and skills for which an employee is paid to perform. Employees that perform essentially the same tasks are grouped into the same occupation whether or not they are in the same industry. Some occupations are concentrated in a few particular industries, other occupations are found in most or all industries.

Part-time Employee

An employee who usually works between one and 34 hours per week.

Percentile Wage Estimate

Shows what percentage of workers in an occupation earn less than a given wage and what percentage earn more. For example, a 25th percentile wage of \$15.00 indicates that 25% of workers (in a given occupation in a given area) earn at or less than \$15.00; therefore 75% of workers earn at or more than \$15.00.

Permanent Employment

A vacancy is classified as a permanent position if the employee is hired to be employed for more than six months.

Sample

A subset of the population selected for interview as a representative subset of the sample frame.

Sample Frame

A listing of all units in a population. For this report the sample frame includes employers with five or more employees; government entities are drawn from the Quarterly Census of Employment and Wages while private companies come from the ALMIS (America's Labor Market Information System) database.

Seasonally Adjusted

Seasonal adjustment removes the effects of events that follow a more or less regular pattern each year. These adjustments make it easier to observe the cyclical and other non-seasonal movements in a data series.

Service Producing Industries (NAICS)

Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional, scientific,

and technical services; management of companies and enterprises; administrative and support and waste management and remediation services; educational services; health care and social assistance; arts, entertainment, and recreation; accommodation and food services; other services (except public administration); public administration.

Sign-on Bonus

An additional financial incentive offered by a firm to a potential 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.

Standard Occupational Classification (SOC) System

This system is used by all Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers are classified into one of over 820 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 23 major groups, 96 minor groups, and 449 broad occupations. Each broad occupation includes detailed occupations requiring similar job duties, skills, education, or experience.

Temporary Employment

A vacancy is classified as a temporary position if the employee is hired to be employed for six months or less.

Unemployed Persons

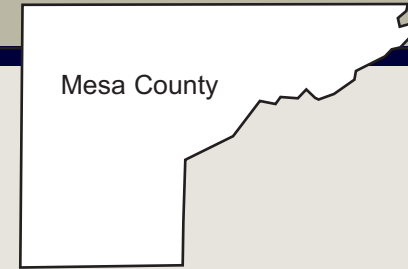
Persons 16 years of age and over who had no employment during the reference week, were available for work, except for temporary illness, and had made specific efforts to find employment sometime during the four-week period ending with the reference week. Persons who were waiting to be recalled to a job from which they had been laid off need not have been looking for work to be classified as unemployed.

Unemployment Rate

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

Wages

Hourly straight-time wage rate or, for workers not paid on an hourly basis, straight-time earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions, excluding premium pay for overtime and for work on weekends and holidays, shift differentials, and non-production bonuses such as lump-sum payments provided in lieu of wage increases.



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For a listing of all Colorado Workforce Centers: www.coworkforce.com/EMP/WFCs.asp

