

Colorado

Mesa County

Job Vacancy Survey Spring 2005

Photo: National Park Service



Colorado National Monument, Mesa County



Survey Conducted
March 21–April 1, 2005
Released Spring 2005



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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.

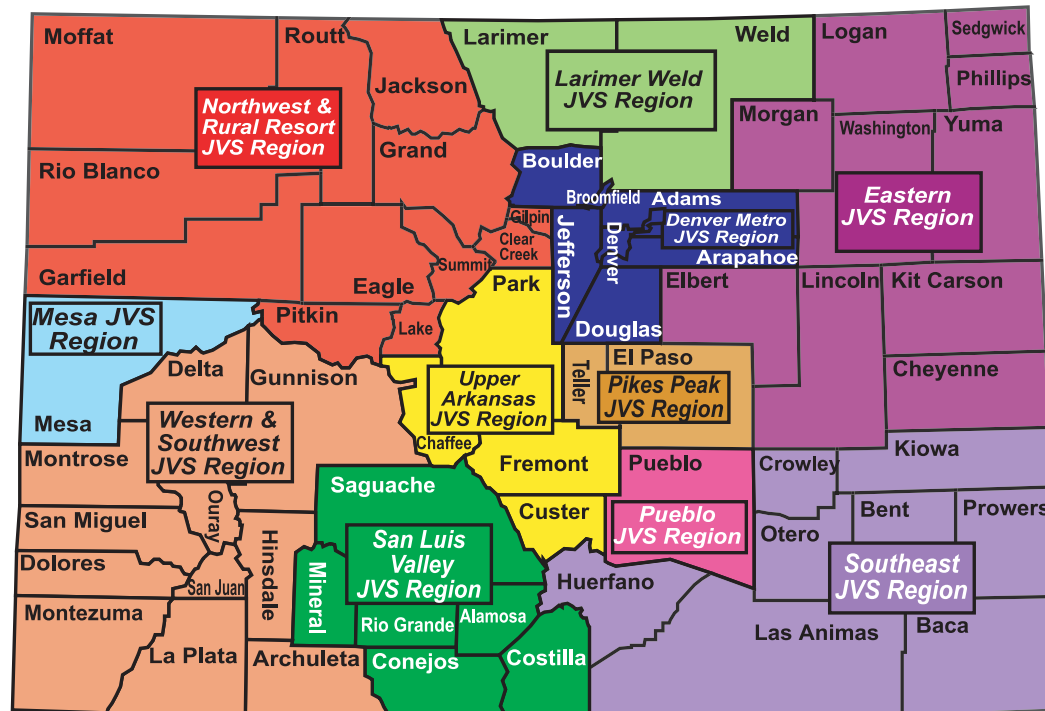
Job seekers and employers, as well as Workforce Centers and economic developers, need more than a measure of demand for workers at a specific point in time. They also need a measure of where in the economy that demand is located and what education and experience levels are most preferred. The Colorado Department of Labor and Employment (CDLE) developed the Job Vacancy Survey (JVS) to meet 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 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 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.

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.

Figure 1: Colorado Job Vacancy Survey Regions



The Spring 2005 Mesa County Job Vacancy Survey (JVS) was conducted from March 21st through April 1st, 2005.

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 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 1,033 employers representing 55% of the region's total employment responded to the survey. Of these, 53 are government agencies, 53 are large employers and 927 are small to mid-size employers. The response rate for this survey is 89% while the cooperation rate is 99.7%. The margin of error for the overall vacancy estimate is plus or minus 2.4%, or about 15 vacancies.

Major Findings of the Survey:

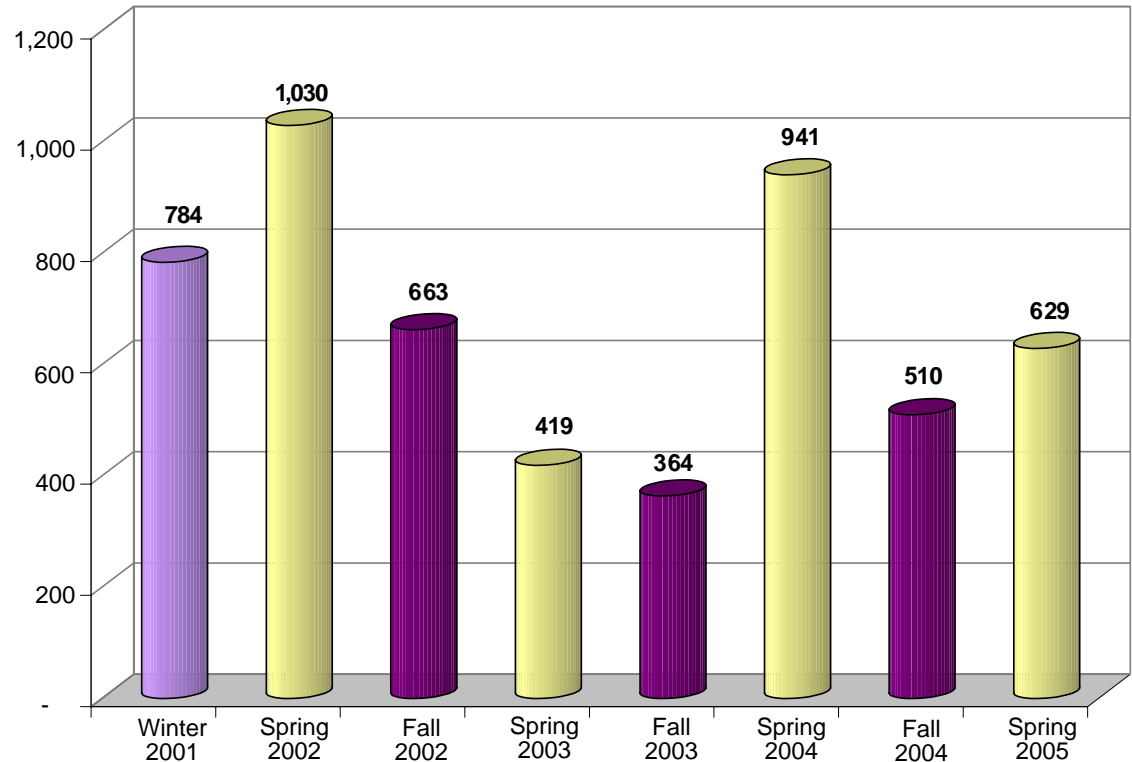
- ◆ An estimated 629 jobs were available for hire during this survey period, coinciding with a 1.3% vacancy rate.Page 7
- ◆ Employers offer an overall average wage of \$14.90 per hour for vacancies in this survey.Page 7
- ◆ Health Care & Social Assistance has the most vacancies with 183, and offers the survey's highest average wages at \$20.40 per hour.Page 7
- ◆ Twelve percent of surveyed employers report at least one job vacancy.Page 7
- ◆ Fifty-three percent of vacancies require education beyond the high school level this survey compared to 27% last spring.Page 11
- ◆ A smaller percentage of vacancies call for related or occupation-specific experience this year compared to last.Page 13
- ◆ Employers find open positions less difficult to fill than in last year's survey. ..Page 14
- ◆ The highest average wages in the survey are offered to Management, Life, Physical & Social Science, and Healthcare Practitioner & Technical occupations.Page 18
- ◆ Registered Nurses are the most in-demand occupation this survey, with average wages of \$24.60 per hour.Page 20

Mesa County is the largest population and economic center in western Colorado. Its mild climate, natural beauty and plethora of activities attract residents and tourists alike. Known for rock climbing, hiking, biking, rafting, and housing the largest flat-topped mountain in the world, the region draws people in from all over the state.

Grand Junction is the largest city in Mesa County, housing 46,779 of the region's 125,072 people.¹ Fruita is the fastest-growing city in the county, growing by 6.7% between 2002 and 2003, compared to the region's overall growth rate of 2.1% for the same time period.

With relatively moderate weather and highly regarded medical facilities, Mesa County is an attractive home for retirees. Fifteen percent of the county's population is age 65 or older; this compares to less than 10% for Colorado as a whole and just over 12% for the United States². Given these demographics, industries that provide services to the older population constitute a larger portion of the labor economy than in other regions.

Figure 2: Job Vacancies—Mesa County



	Winter 2001	Spring 2002	Fall 2002	Spring 2003	Fall 2003	Spring 2004	Fall 2004	Spring 2005
Vacancies	784	1,030	663	419	364	941	510	629
Employment	55,565	59,543	63,024	61,666	64,752	63,478	66,162	64,589
Unemployed	2,717	3,016	2,840	3,636	3,501	3,821	3,177	3,688
Unemployment Rate	4.7%	4.8%	4.3%	5.6%	5.1%	5.7%	4.6%	5.4%

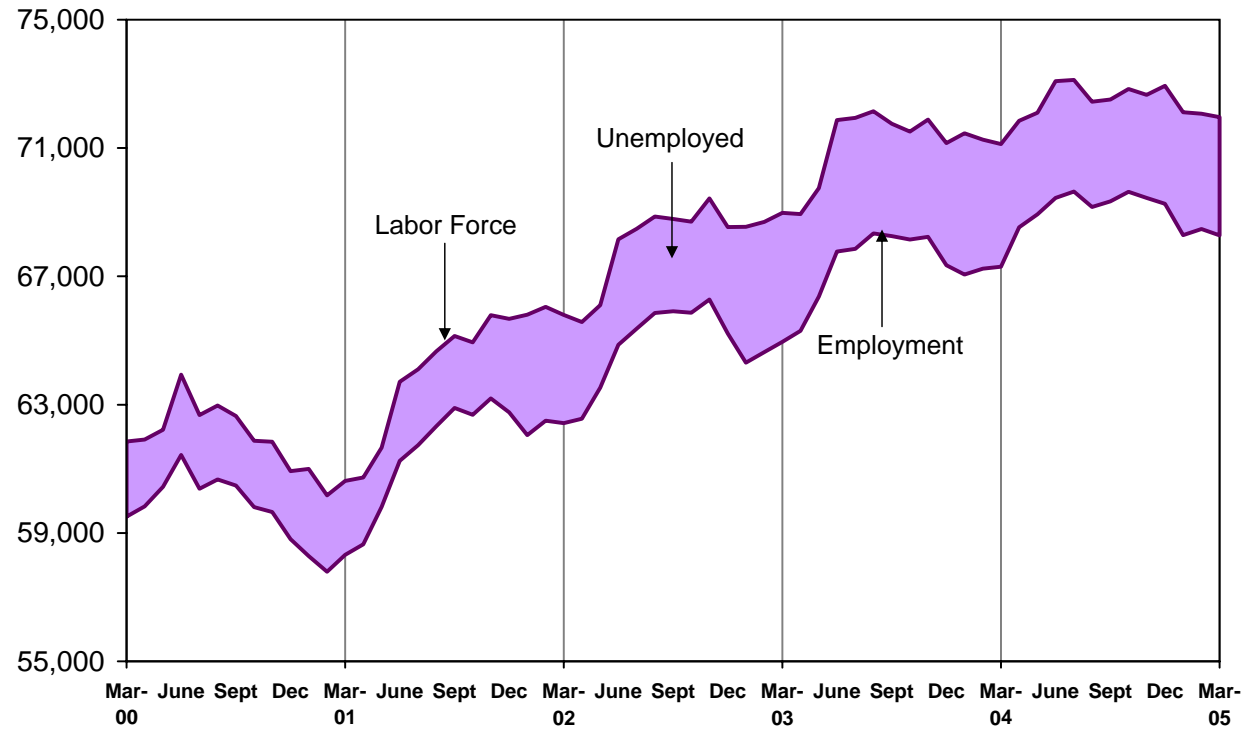
Source: CDLE, Local Area Unemployment Statistics, Released April 2005

1. Colorado Department of Local Affairs, July 2003 estimates.
 2. U.S. Census Bureau. Profile of Demographic Characteristics, 2000.

Figure 3 illustrates the 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 unemployment rate dropped from 5.7% in March 2004 to 5.4% in March 2005.

The upward trend illustrates the growth in both the labor force and employment over the past five years. Though the number of unemployed has increased, both the labor force and employment figures have been climbing as well. The region's labor force grew at a compound annual rate of 2.8% while employment grew 2.5% from March of 2000 through March of 2005. A person is considered in the labor force if he/she is either currently working or looking for work. The net growth in the labor force over the five-year period is about 14.7%.

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



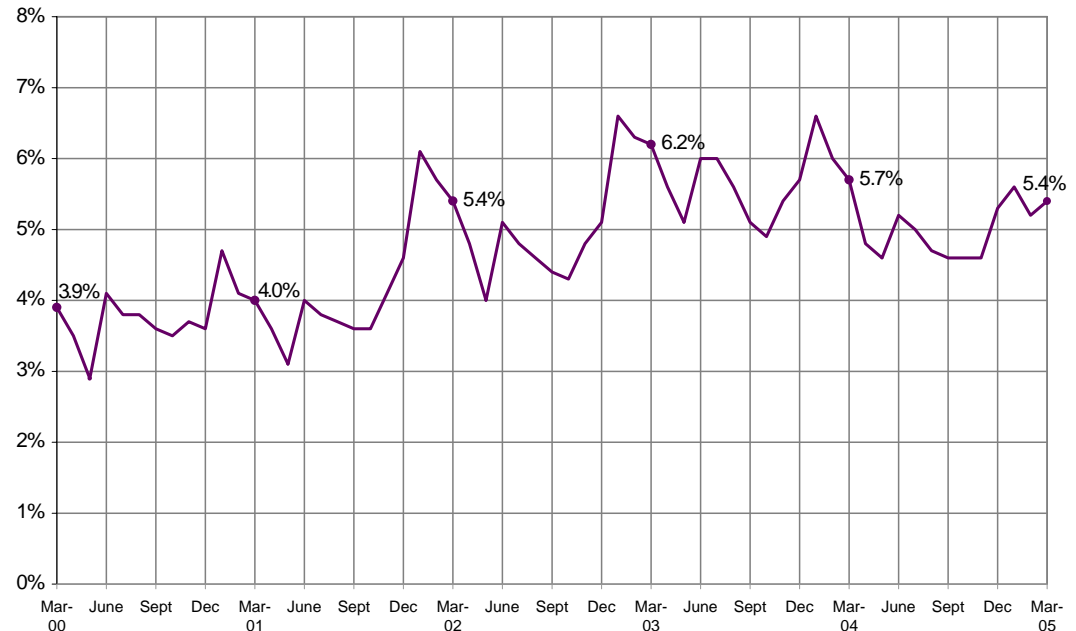
Source: CDLE, Local Area Unemployment Statistics Released April 2005

Figure 4 highlights unemployment rate changes in Mesa County. The unemployment rate, the ratio of unemployed to the labor force expressed as a percent, has peaked each January in recent history. This January's rate of 5.6% is the lowest for a January since 2001. May typically has the lowest unemployment rate for the year, as businesses hire for summer.

For the time period shown the highest rate of unemployment was recorded in January 2003 and 2004, when it reached 6.6%. The lowest rate was in May 2000, before the economic downturn of 2001, at 2.9%. The unemployment rate in the county followed a slight upward trend with seasonal fluctuations between 2001 and 2004 but has been gradually declining over the past year.

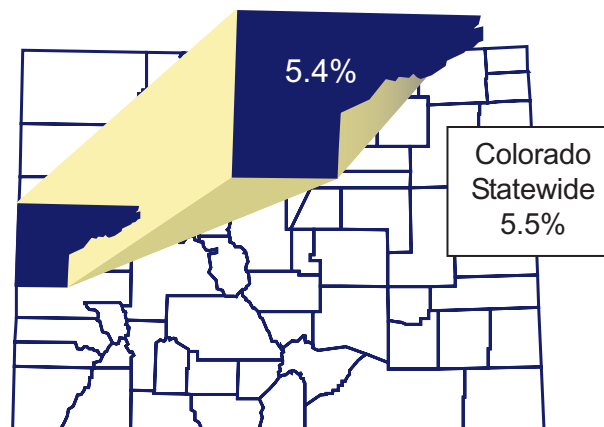
Mesa's unemployment rate of 5.4% is slightly below the Colorado rate of 5.5% for March. The not-seasonally-adjusted U.S. rate is also 5.4%.

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



Source: CDLE, Local Area Unemployment Statistics Released April 2005

Figure 5: Unemployment Rates for March 2005
(Not Seasonally Adjusted)



Source: CDLE, Local Area Unemployment Statistics, Released April 2005

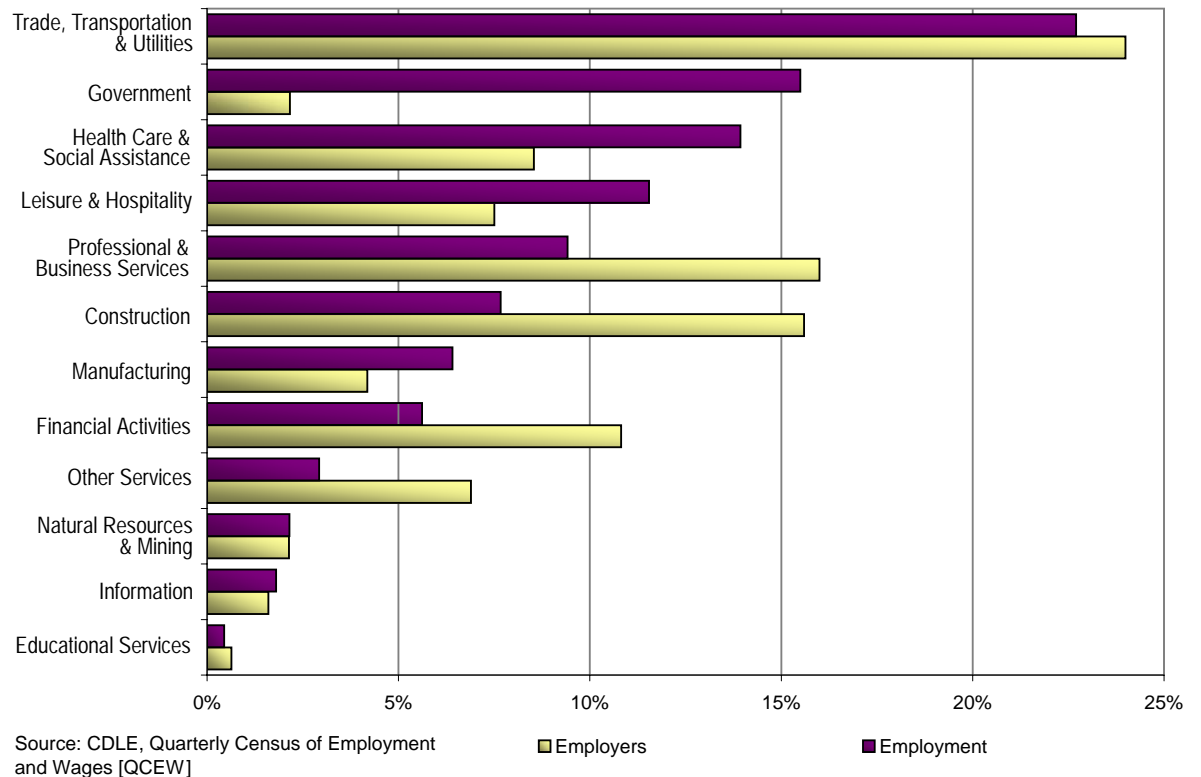
Establishments in Mesa County are grouped into 12 JVS sectors derived from the North American Industrial Classification System (NAICS). These classifications provide a framework for understanding the region’s economic activity in both labor and financial terms.

Figure 6 presents employers and employment data for the 12 JVS sectors used in most Metropolitan Statistical Areas (MSAs) in Colorado (Page 30). Data are gathered under the Quarterly Census of Employment and Wages (QCEW) program and include employers required to pay Unemployment Insurance Tax. Although 98% 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.³

- **Trade, Transportation & Utilities** is the largest JVS sector representing 23% of the region’s employment and 24% of employers. Retail businesses make up 66% of this sector’s employment. Trade, Transportation & Utilities is also the largest employment sector for the state of Colorado, accounting for 20% of total employment as of 1st Quarter, 2004.

- **Natural Resources & Mining** is the fastest growing JVS sector; employment increased 48% over 1st Quarter of 2003. Although it remains one of the smaller JVS sectors in Mesa County, the increase in acres available in western Colorado for oil and gas development will likely help Natural Resources & Mining to grow in the near future. Sixty-one percent of this JVS sector’s employment comes from Mining, which

Figure 6: Mesa County Employers and Employees, 1st Quarter, 2004



includes oil and gas extraction. Recently, some large energy corporations announced Mesa County as a possible site for drilling, and as prices of natural gas continue to increase, so will the number of companies trying to tap into Colorado energy exploration.⁴

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

4. "Natural-gas boom may be coming to Mesa County," Apr. 18, 2005. *The Daily Sentinel*.

Survey results and employer and employment figures are based on a sample of employers that includes private firms having at least five employees and all government institutions.

During the survey period, an estimated 629 vacancies were open for immediate hire with an average wage of \$14.90 per hour. The total number of estimated vacancies is down from the 941 found last spring. Last year's survey, however, found an unusually high number of vacancies in the Professional & Business Services JVS sector. This survey's openings in Professional & Business Services better reflect the pattern of this sector's typical vacancies, and also helps to explain why vacancies decreased despite an improving economy. Both surveys were conducted over the end of March using similar methods.

The region's estimated overall vacancy rate is 1.3%, meaning that there are approximately 13 vacancies in the survey for every 1,000 positions. This statistic represents the relative demand for additional labor in terms of current employment and open positions. This vacancy rate is lower than last year's rate of 1.9%. It is calculated by dividing the estimated number of vacancies by the sum of the estimated number of vacancies and total employment.

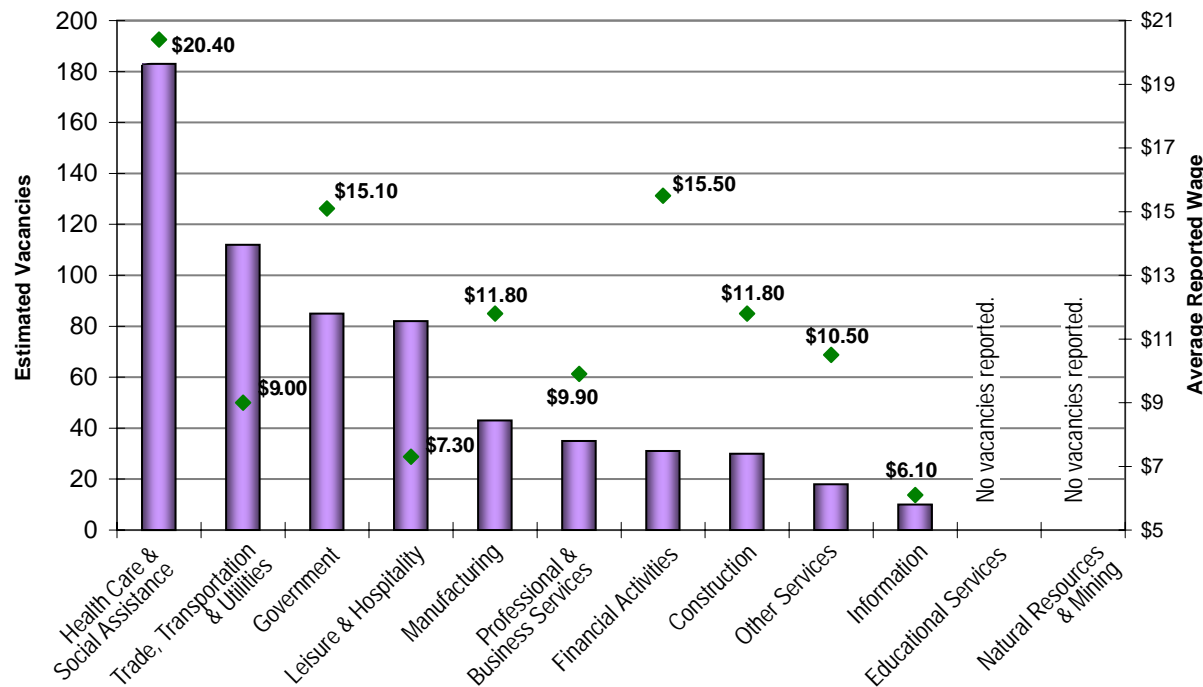
Of employers contacted by the survey, 12% reported having at least one vacant position at the time. The Job Vacancy Survey breaks that number down further by illustrating where those jobs are most likely to be found. *Figure 7* shows estimated vacancies and the overall average wage offered by each JVS sector. In this survey the most openings occur in Health Care & Social Assistance, accounting for almost one-third of total vacancies. All JVS sectors, with the exception of Government, Manufacturing, Financial Activities, and Information, have fewer openings this year compared to spring 2004.

The highest vacancy rates, meaning the highest number of vacancies relative to currently filled jobs, belong to Health Care & Social Assistance at 2.3%, translating to 23 vacancies for every 1,000 positions. Leisure & Hospitality and Other Services have a 1.4% vacancy rate each.

Why is the average wage so much higher in some JVS sectors and lower in others? While increasing or decreasing demand for labor will put pressure on the average wage offered, the mix of vacancies employers are looking to fill during the survey period probably has the greatest impact on wages.⁵

Employers provide both a minimum and maximum wage range for each open position they report, not for filled positions. The average wage is then calculated based on the mid-point of that range. In this survey, wages are reported for 74% of all vacancies. The type of occupation, the skills and knowledge required to fill the vacancy, and

Figure 7: Estimated Vacancies and Average Wages by JVS Sectors



5. The Colorado Department of Labor and Employment's Occupational Employment Statistics (OES) survey is an excellent source for accurate and detailed wages by occupation.

personnel practices of the employer offering the position generally influence the wage offered.

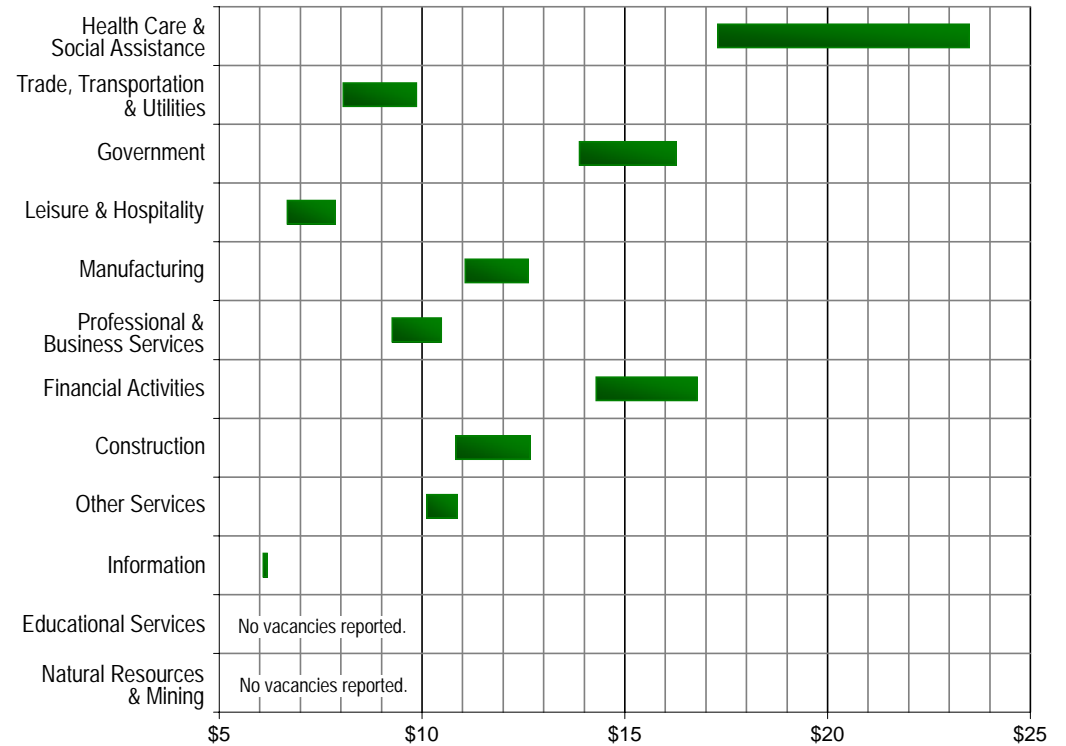
Most of the JVS sectors offer wage ranges similar to those offered in last year's survey. The vacancies found in Financial Activities and Government, however, pay more this year, with average wages increasing from \$10.10 to \$15.50 and \$11.20 to \$15.10, respectively.

Occupations with the most vacancies by JVS sectors are as follows:

- Health Care & Social Assistance:** Registered Nurses
- Trade, Transportation & Utilities:** Cashiers
- Government:** Lifeguards, Ski Patrol, & Other Recreational Protective Service Workers
- Leisure & Hospitality:** Combined Food Preparation & Serving Workers, Including Fast Food
- Manufacturing:** Paving, Surfacing, & Tamping Equipment Operators
- Professional & Business Services:** Customer Service Representatives
- Financial Activities:** Insurance Sales Agents
- Construction:** Construction Laborers
- Other Services:** Automotive Service Technicians & Mechanics
- Information:** Retail Salespersons

Top occupations demanded in each JVS sector illustrate why the average wages are so different across industry groups. Health Care & Social Assistance demands skilled, higher paying occupations, such as Registered Nurses, while Information and Leisure & Hospitality tend to demand lower paying occupations, such as Retail Salespersons and Combined Food Preparation & Serving Workers, Including Fast Food.

Figure 8: Reported Average Wage Ranges by JVS Sectors



The likelihood of finding an open position at a business varies with employer size (within government or private sector) and the number of employees at a firm. Fifty-one percent of vacancies are found in the small to mid-size (five to 99 employees) category. Large employers (private firms with 100 or more employees) and Government agencies combined make up the other half of openings. Does this imply that job seekers should target small to mid-size firms? Not necessarily. It is important to consider that while large firms make up less than 3% of all firms in the region, they have a large number of vacancies per employer. Overall, there are more vacancies in small to mid-size firms, but because there are more small to mid-size firms, there are actually fewer vacancies per employer than with Government or large employers. There are four vacancies per large private employer, 1.4 vacancies per Government entity and 0.2 vacancies per small to mid-size employer.

Large employers offer the survey's highest wages, which are nearly \$6.00 per hour higher than the wages paid by that category's vacancies last year. Like all the categories discussed in this report, occupations found in a size class play a major role in determining the average wage in that category. Many of the vacancies in large businesses are in the Health Care & Social Assistance JVS sector, mostly for Registered Nurses. Most Government vacancies are Protective Service occupations, while the most prominent occupational group in the small to mid-size category is Food Preparation & Serving Related occupations.

Figure 9: Estimated Vacancies and Average Wages by Employer Size

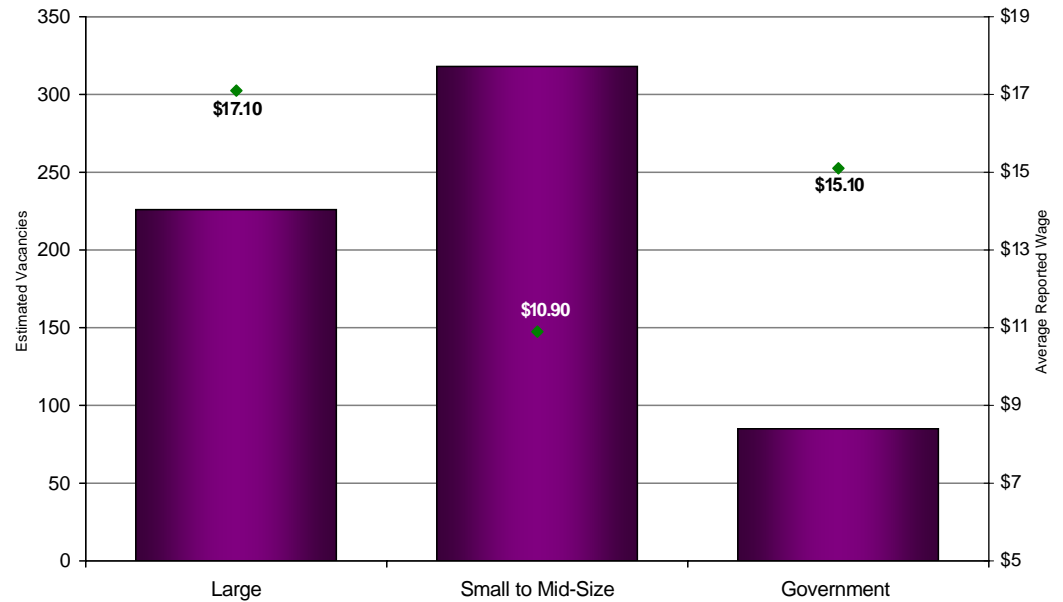
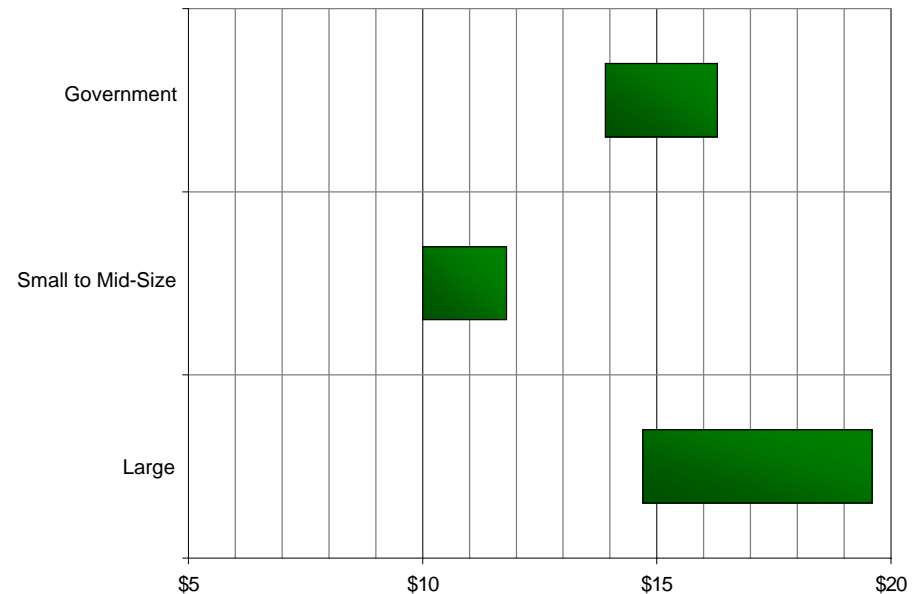


Figure 10: Reported Average Wage Ranges by Employer Size



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 and occupations reported.

Figures 11 and 12 refer to employment status. The majority of vacancies, 84%, are full-time/permanent positions. Full-time/permanent positions offer the highest average wages. There are several reasons for this. Employers probably value full-time/permanent employees more than other status types because a worker who will remain with a company for years is most likely more productive than a worker who stays only a few months. Theoretically, wages are determined by the productivity or value of an employee. The types of positions that are hired full-time/permanent are also generally in occupations that require higher levels of skill, education and experience. The higher the worker's skill, education and experience, the higher the employee's value. This view is supported by the fact that certain occupational groups figure predominantly in certain status categories. Healthcare Practitioner & Technical and Management occupations are among the higher paid occupations in the full-time/permanent category.

The most frequently demanded occupations by status category are:

- Full-time/Permanent:** Registered Nurses
- Part-time/Permanent:** Combined Food Preparation & Serving Workers, Including Fast Food
- Full-time/Temporary:** Retail Salespersons
- Part-time/Temporary:** Not enough vacancies to accurately report occupations

Figure 11: Vacancies by Employment Status

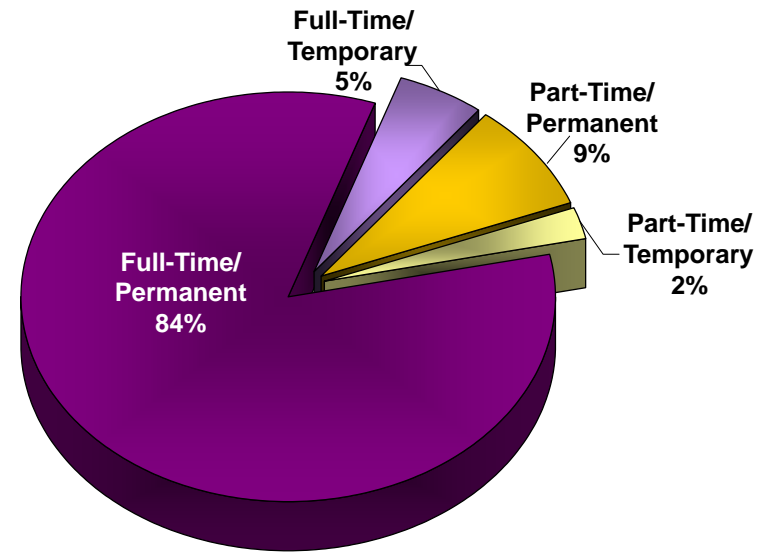
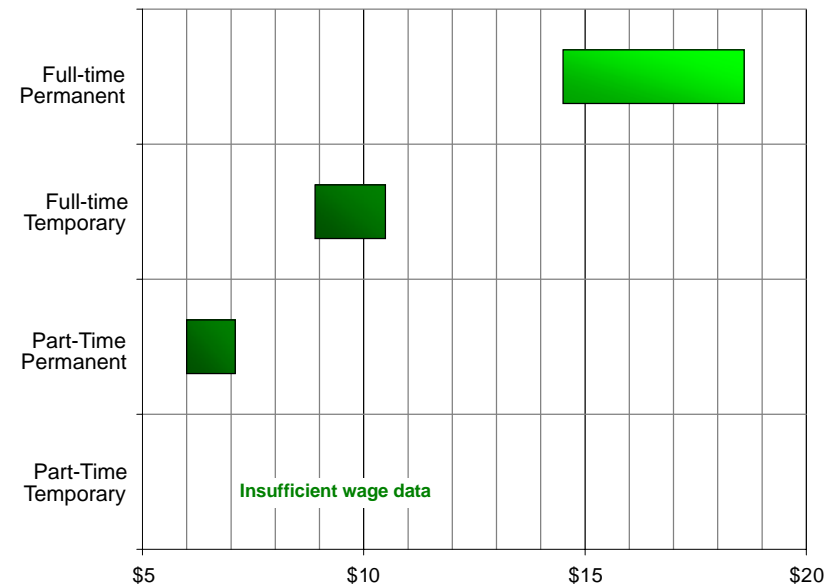


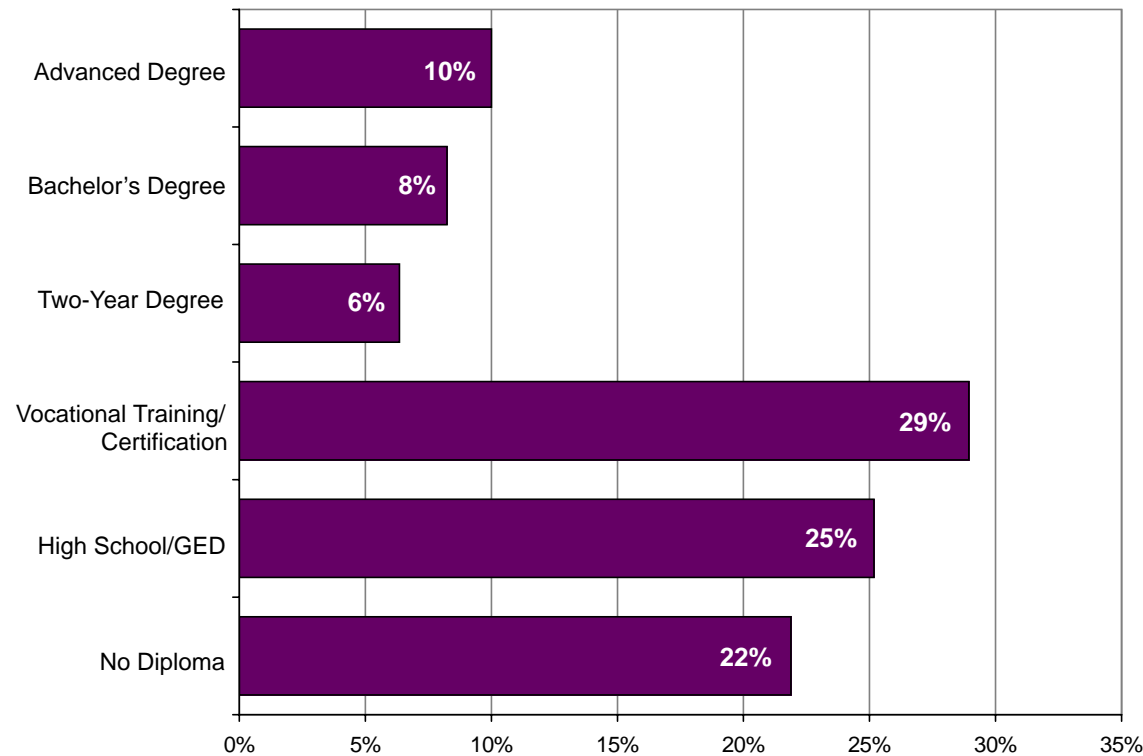
Figure 12: Reported Average Wage Ranges by Employment Status



The Job Vacancy Survey also asks employers what education and experience levels are necessary to fill their vacancies. Even in periods of high unemployment some employers cannot find qualified candidates to fill their open positions. It is important, therefore, that job seekers have information regarding what education and experience levels are in highest demand.

This survey’s vacancies require more education than last year’s. Fifty-three percent of this spring’s openings demand educational attainment above the high school level, compared to 27% last spring. Vacancies calling for Vocational Training/Certification jumped from 9% last year to 29%. The largest educational category last year, High-School/GED, dropped from 48% of vacancies to 25% this year.

Figure 13: Vacancies by Education



The following are the occupations most in demand in this survey grouped by education required:

Advanced Degree: Healthcare Practitioner & Technical occupations offer 50% of this category’s vacancies, mostly Registered Nurses and Speech-Language Pathologists.

Bachelor’s Degree: Almost one-third of this category’s vacancies are Healthcare Practitioner & Technical occupations. Secondary School Teachers, Except Special & Vocational Education, also require Bachelor’s degrees.

Two-Year Degree: Healthcare Practitioner & Technical occupations also dominate this category, making up 91% of vacancies requiring Two-Year degrees. Registered Nurses account for most of the openings.

Vocational Training/Certification: Once again, Healthcare Practitioner & Technical occupations offer the highest number of job vacancies, with Registered Nurses being the most demanded occupation.

High-School/GED: Office & Administrative Support occupations make up the largest proportion of the High-School/GED category. The most in-demand occupation is Customer Service Representative.

No Diploma: Food Preparation & Serving Related occupations are the most frequently demanded among vacancies with no educational requirement. There are also several vacancies in Sales & Related occupations.

Generally, the greater the education required for a position, the higher the wage offered. This survey illustrates this idea almost perfectly, as positions requiring advanced degrees pay the highest wages and those requiring no diploma the lowest. It is important for people considering whether or not to continue their education to have an idea of how it will affect their potential earnings. While

obtaining higher levels of education is expensive and difficult, the difference in pay offers a powerful incentive. As vacancies require higher levels of education, wage ranges widen. This is most likely due to the wider range of experience requirements for these occupations.

Figure 14: Reported Average Wage Ranges by Education

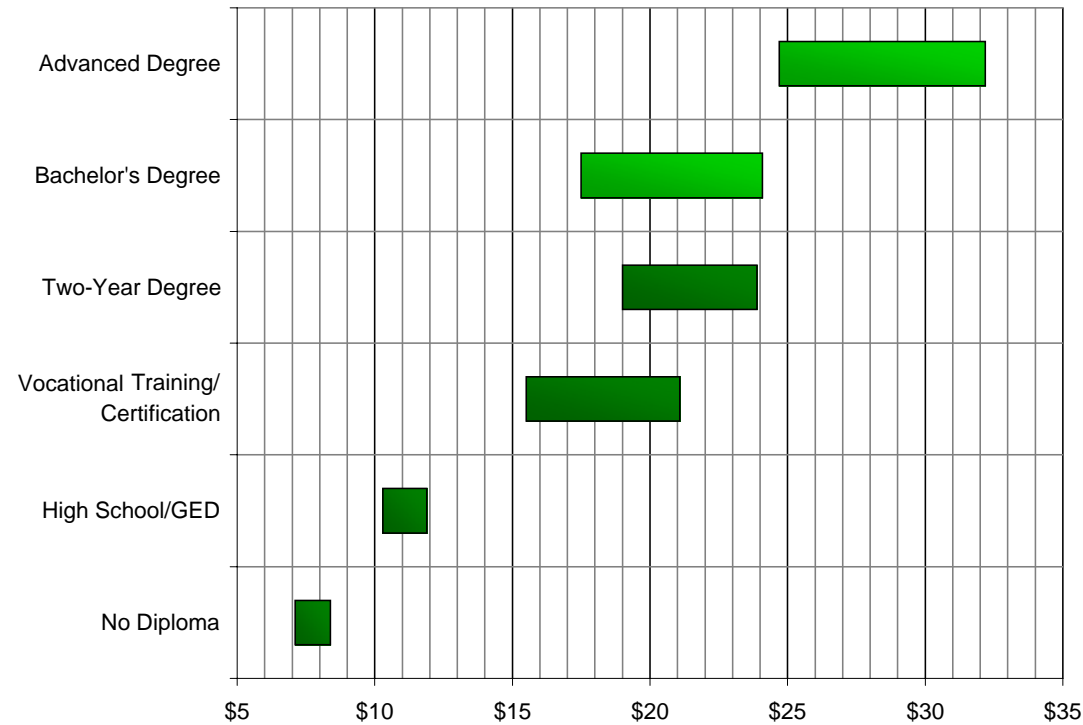
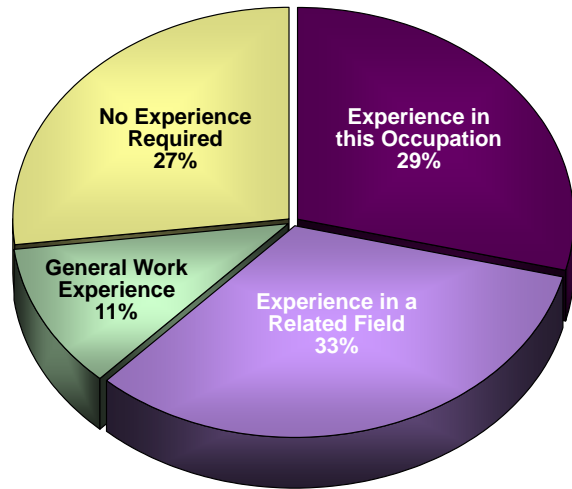


Figure 15: Vacancies by Experience



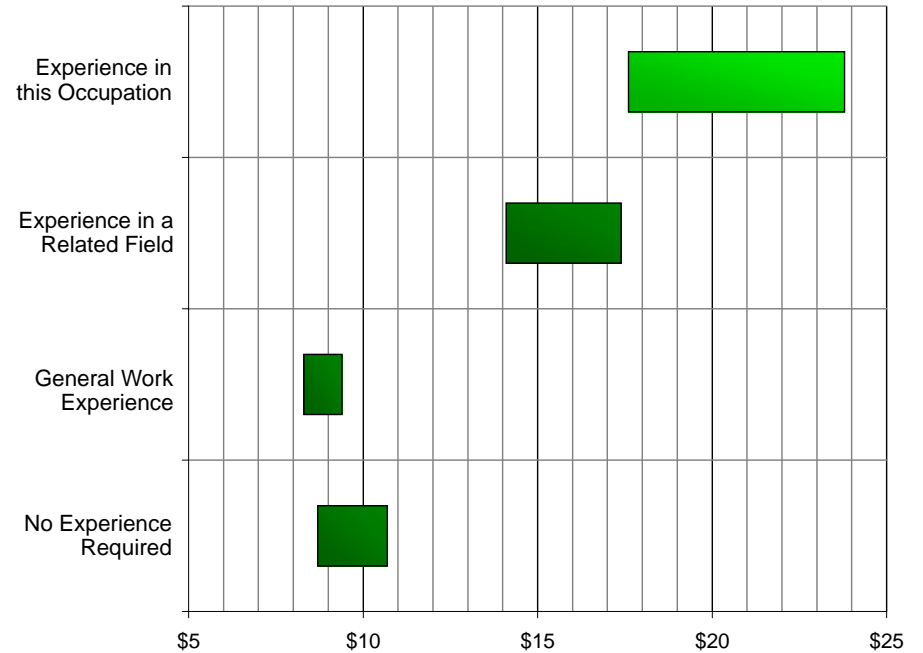
The experience levels desired by employers can be used to guide employment-training programs and to help job candidates plan for career development. Employers demand lower levels of experience in this survey than in last year's. Sixty-two percent of vacancies require at least experience in a related occupation, compared to 75% in spring 2004.

The occupations most in-demand by experience category are as follows:

- Experience in this Occupation:** Registered Nurses and Lifeguards, Ski Patrol, & Other Recreational Protective Service Workers
- Experience in a Related Field:** Nursing Aides, Orderlies, & Attendants
- General Work Experience:** Customer Service Representatives
- No Experience Required:** Retail Salespersons and Cashiers

Positions requiring higher levels of experience generally pay higher wages. The primary reason for this is that workers with higher levels of experience are often more productive. Vacancies whose employers want experience in this occupation offer wages more than twice that of vacancies requiring applicants to have general work experience or none at all.

Figure 16: Reported Average Wage Ranges by Experience



Eleven percent of job openings require general work experience. These pay less than vacancies requiring no prior work experience, because vacancies for well-paying Healthcare Practitioner & Technical jobs and Education, Training, & Library positions are available to candidates with no experience in this survey.

An employer's ability to find and hire qualified candidates provides important information about the labor force. The level of difficulty an employer experiences when filling a vacancy can vary dramatically depending on the nature of the individual vacancy as well as the prevailing labor market conditions. For example, finding a high level executive with the right qualifications is usually more difficult than hiring a waiter or waitress. The pool of candidates available to fill vacancies also affects the difficulty employers face in hiring new workers because the availability of qualified candidates to fill a vacancy requiring a specific skill set is not always sufficient to meet the region's demand.

Mesa County employers are finding it easier to fill their vacant positions this spring compared to last. Fifty-five percent of the job vacancies are described as not difficult to fill. Vacancies termed most difficult to fill by employers tend to be for positions requiring higher levels of experience and education. Workers with

greater experience and education have more options in the workforce due to their increased productivity, and competition for them can be fiercer than for lower skilled workers.

The following are the most frequently found occupations by Difficulty to Fill category:

Very Difficult: Healthcare Practitioner & Technical, specifically Registered Nurses

Somewhat Difficult: Sales & Related and Food Preparation & Serving Related, including Retail Salespersons and Cashiers

Not Difficult: Office & Administrative Support and Food Preparation & Serving Related, especially Customer Service Representatives and Combined Food Preparation & Serving Workers, Including Fast Food.

Figure 17: Vacancies by Difficulty to Fill

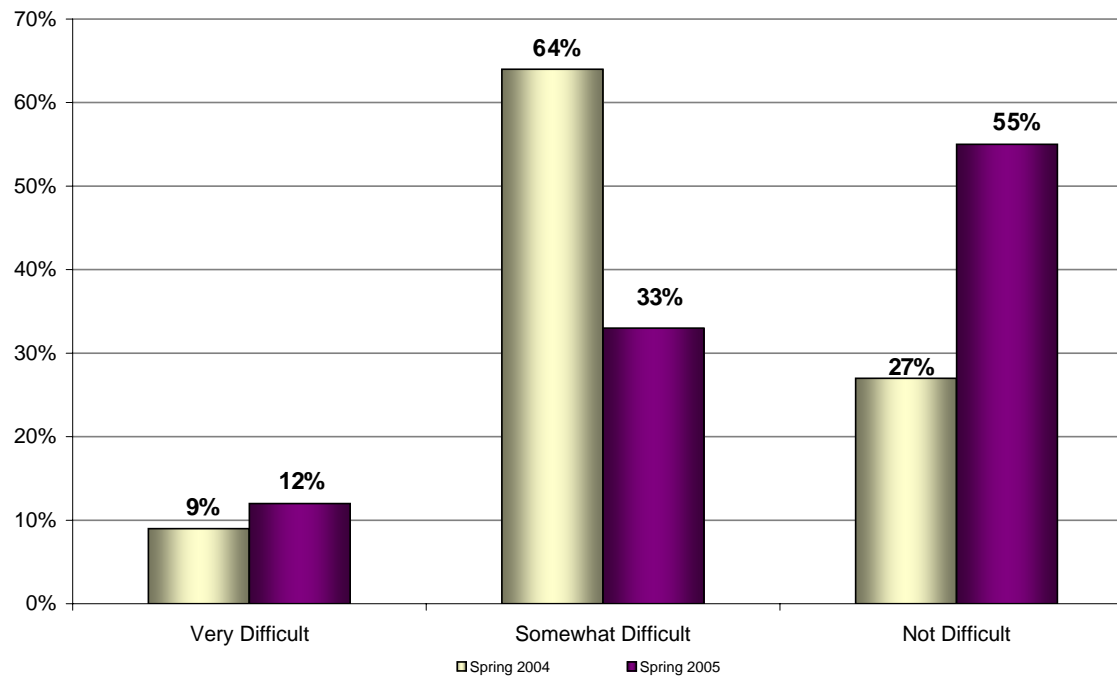
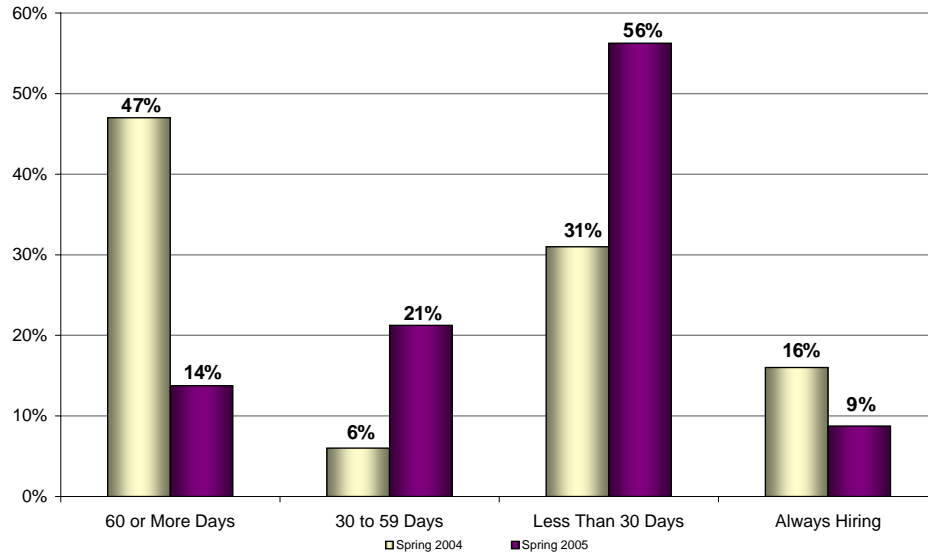


Figure 18: Vacancies by Time Open for Hire



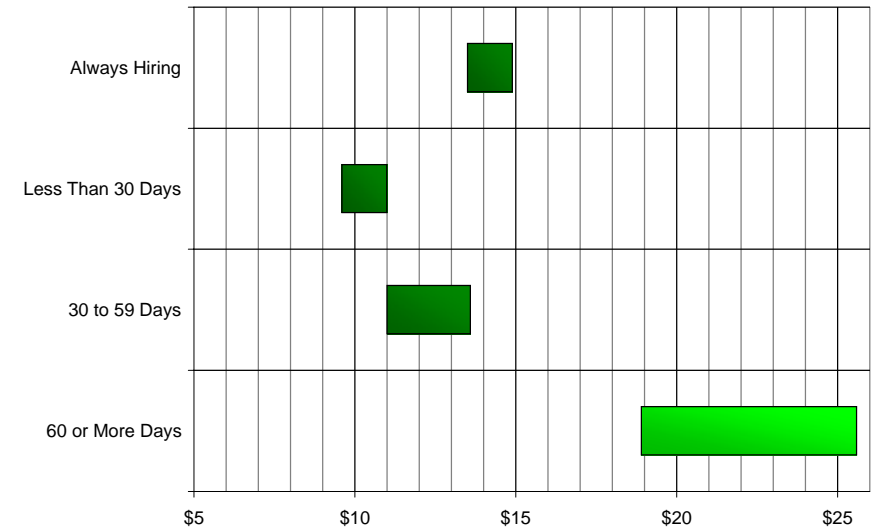
In addition to asking employers about their perceived difficulty in filling vacant positions, the JVS also measures the amount of time that employers have been actively recruiting. Factors influencing the length of time a vacancy is open include the availability of qualified candidates, competition among 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.

While employers consider vacancies less difficult to fill than a year ago, they also have been actively recruiting for fewer days on average. Last year 53% of vacancies were open for 30 or more days, compared to 35% this survey period.

The same positions that are termed most difficult to fill—Healthcare Practitioner & Technical occupations—dominate the 60 or more days category. These openings make up the high end of the wage range, while Food Preparation & Serving related occupations bring the low end of average wages down.

Vacancies open from 30 to 59 days include Sales & Related, Healthcare Support and Healthcare Practitioner & Technical occupations. Most of these positions are considered somewhat difficult to fill. While the Healthcare Practitioner

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



& Technical openings tend to be higher paying, the rest of the vacancies in this category bring average wages down.

Positions open for less than 30 days tend to be in Office & Administrative Support and Food Preparation & Serving Related occupations—the same jobs that employers term not difficult to fill.

Most positions for which employers are always hiring are for Registered Nurses. This explains in part why this category’s wages are higher than those open for less than 60 days. These vacancies tend to be somewhat or very difficult to fill. Openings in Healthcare Support and Food Preparation & Serving Related occupations influence wages down.

Average wages typically 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. This survey supports that position as vacancies open for the longest period of time have the highest associated wages. As higher wages usually accompany occupations that require more specialized skills, it may take an employer longer to recruit and hire a candidate with the desired background.

Medical Insurance

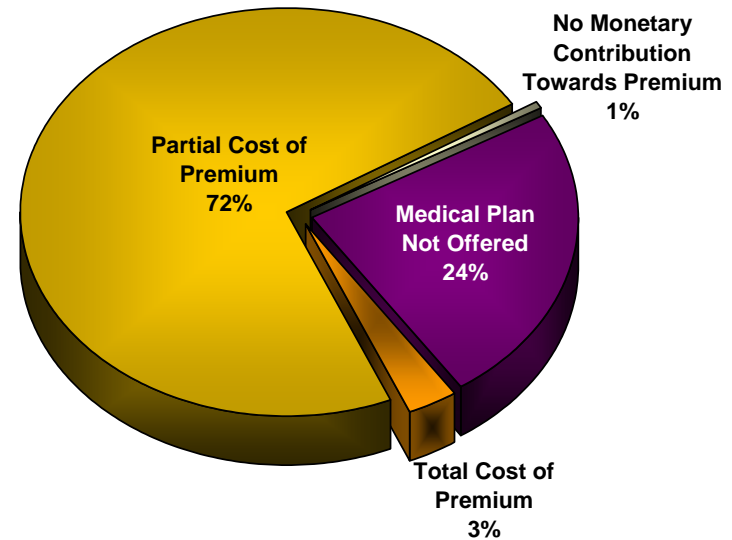
Employers frequently offer compensation related benefits to recruit qualified candidates. Some of these perks include paid time off, transportation or parking vouchers, and subsidized childcare. One of the most important benefits offered to employees is medical insurance via an employer group plan. Employers may pay all, part of or none of the monthly insurance premium.

Employers offer medical insurance for 76% of job vacancies in this survey; 41% of openings offered medical coverage last year. When medical insurance is offered, employers contribute a partial cost of the premium most of the time. Healthcare Practitioner & Technical, Office & Administrative Support and Healthcare Support occupations make up the majority of openings in this category, which receives the second highest average wages. Vacancies where employers pay the total cost of the premium receive the highest average wages. These positions are divided between Healthcare Practitioner & Technical and Production occupations.

Sign-On Bonus

Less than 1% of job vacancies in this survey include a sign-on bonus. Last year no sign-on bonuses were offered. The sign-on bonus was a popular recruitment tool in the 1990s economy characterized by a tight labor market.

Figure 20: Employers' Contribution to Medical Insurance



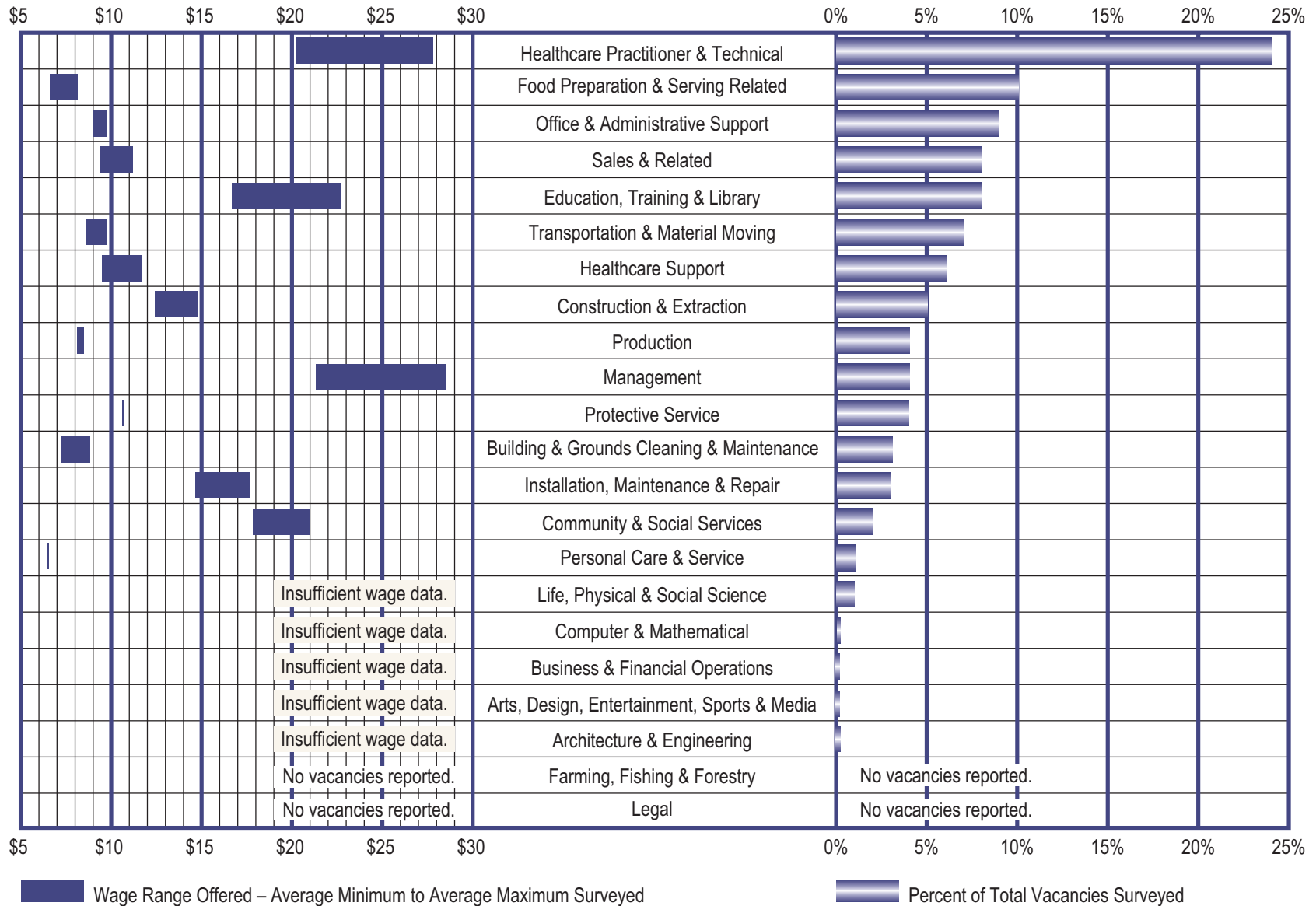
To facilitate comparisons between the results of this survey and other sources of employment statistics, all jobs reported are assigned a Standard Occupational Classification (SOC) code from the 2000 *Standard Occupational Classification Manual*. The JVS utilizes 801 detailed SOC titles combined under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

Healthcare Practitioner & Technical vacancies represent nearly 25% of total openings; these occupations have made up at least 20% of vacancies in all but two Mesa county surveys since the JVS began in 2001. The top four occupational groups—Healthcare Practitioner & Technical, Food Preparation & Serving Related, Office & Administrative Support and Sales & Related—make up 50% of the region’s vacancies.

The average wages offered for open positions in these occupations differ greatly depending upon the training and education required as well as the supply of, and demand for, labor appropriately skilled for the job. Healthcare Practitioner & Technical occupations offer an average wage of \$23.90 an hour, while Food Preparation & Serving Related occupations offer an average wage of \$7.40 per hour. Management occupations offer the survey’s highest wages, but they also require high levels of education and experience. Overall, five of the 15 major occupational groups for which we have wage data offer an average wage above the survey average of \$14.90. These five groups account for 41% of reported vacancies.

continued

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



Occupational Estimates

Tables 1 and 2 contain a list of all 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-eight percent of small to mid-size employers were contacted for the random sample, and likewise the occupations associated with these vacancies are listed.

Vacancies estimated and reported along with wages offered are displayed in Table 1 for those occupations where at least 10 vacancies are estimated.

Estimated Vacancies

Because nearly all large employers and Government agencies are contacted, the number of vacancies by occupation for these groups is not estimated; it is an actual count 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 occupational titles reported in the survey.

Vacancies Found

The number of vacancies by occupation found 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.

Average OES Wage

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.

Table 1: Occupations with 10 or More Estimated Vacancies

					Occupational Employment Statistics Wage Data (2003)							
					Average Wages			Percentile Distribution				
SOC Code	SOC Occupational Title	Vacancies Estimated	Vacancies Found	Average JVS Wage	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
29-1111	Registered Nurses	68	65	\$24.60	\$18.75	\$21.66	\$23.12	\$17.74	\$18.89	\$20.60	\$22.44	\$27.85
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	30	17	\$6.30	\$6.11	\$6.66	\$6.94	\$5.66	\$6.00	\$6.57	\$7.20	\$8.28
31-1012	Nursing Aides, Orderlies, and Attendants	28	21	\$10.80	\$7.32	\$8.86	\$9.63	\$6.91	\$7.71	\$8.88	\$10.14	\$10.99
43-4051	Customer Service Representatives	20	20	\$8.30	\$7.08	\$10.95	\$12.88	\$6.47	\$7.74	\$10.29	\$13.38	\$16.39
41-2011	Cashiers	19	12	\$7.70	\$6.09	\$8.68	\$9.97	\$5.80	\$6.41	\$7.63	\$9.82	\$14.71
41-2031	Retail Salespersons	18	12	\$7.60	\$6.62	\$11.05	\$13.27	\$6.12	\$7.16	\$9.33	\$12.77	\$19.06
43-3071	Tellers	17	4	†	\$7.56	\$9.22	\$10.05	\$7.24	\$8.28	\$9.44	\$10.41	\$11.02
37-2012	Maids and Housekeeping Cleaners	16	11	\$8.10	\$6.13	\$7.67	\$8.45	\$5.83	\$6.41	\$7.43	\$8.74	\$10.36
53-3032	Truck Drivers, Heavy and Tractor-Trailer	14	9	\$12.80	\$11.42	\$14.18	\$15.56	\$10.56	\$12.04	\$13.71	\$16.48	\$18.77
35-2011	Cooks, Fast Food	11	6	\$7.00	\$5.91	\$7.18	\$7.82	\$5.60	\$6.12	\$7.34	\$8.32	\$8.92
53-3033	Truck Drivers, Light or Delivery Services	11	7	\$10.50	\$7.31	\$13.98	\$17.32	\$6.79	\$8.18	\$12.65	\$17.53	\$25.66
* 33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	10	10	\$7.50	†	†	†	†	†	†	†	†

* OES wages reported for Colorado statewide
† insufficient wage data

continued

Table 2: Occupations with Fewer than 10 Estimated Vacancies

		Occupational Employment Statistics Wage Data (2003)							
SOC Code	SOC Occupational Title	Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
43-9061	Office Clerks, General	\$7.27	\$10.56	\$12.21	\$6.63	\$8.17	\$10.33	\$12.68	\$15.10
* 11-9031	Education Administrators, Preschool and Child Care Center/Program	\$11.87	\$17.87	\$20.88	\$11.09	\$13.33	\$16.58	\$20.41	\$27.61
11-9111	Medical and Health Services Managers	\$23.83	\$34.96	\$40.52	\$22.69	\$26.03	\$32.88	\$43.81	\$54.22
*‡25-2031	Secondary School Teachers, Except Special and Vocational Education	\$30,590	\$43,870	\$50,500	\$29,220	\$33,390	\$42,170	\$54,090	\$64,830
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
47-2061	Construction Laborers	\$8.12	\$10.92	\$12.32	\$7.51	\$8.61	\$10.25	\$12.65	\$15.65
49-3023	Automotive Service Technicians and Mechanics	\$7.67	\$13.56	\$16.51	\$6.34	\$9.40	\$13.14	\$17.26	\$21.49
41-2022	Parts Salespersons	\$8.35	\$13.10	\$15.48	\$7.21	\$9.31	\$10.93	\$17.48	\$21.27
41-3021	Insurance Sales Agents	\$12.24	\$16.45	\$18.56	\$11.46	\$12.17	\$13.36	\$15.96	\$25.67
53-3031	Driver/Sales Workers	\$5.81	\$10.57	\$12.96	\$5.57	\$6.18	\$9.61	\$13.20	\$18.50
29-2041	Emergency Medical Technicians and Paramedics	\$9.72	\$11.94	\$13.05	\$8.94	\$10.82	\$12.07	\$13.16	\$13.82
43-6013	Medical Secretaries	\$8.35	\$11.39	\$12.91	\$7.91	\$8.86	\$10.97	\$13.84	\$16.02
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
39-2021	Nonfarm Animal Caretakers	\$6.91	\$8.57	\$9.40	\$6.32	\$7.41	\$8.43	\$9.78	\$11.18
51-5023	Printing Machine Operators	\$7.61	\$12.44	\$14.86	\$7.37	\$8.16	\$12.17	\$15.19	\$19.62
* 33-3012	Correctional Officers and Jailers	\$14.57	\$19.61	\$22.13	\$13.88	\$16.41	\$19.82	\$23.34	\$26.13
35-3031	Waiters and Waitresses	\$5.91	\$6.75	\$7.17	\$5.47	\$5.79	\$6.30	\$6.90	\$9.92
47-2152	Plumbers, Pipefitters, and Steamfitters	\$15.15	\$19.90	\$22.28	\$14.39	\$16.33	\$19.34	\$24.30	\$27.35
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
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$11.34	\$17.33	\$20.33	\$10.44	\$12.70	\$15.82	\$20.71	\$26.08
43-4031	Court, Municipal, and License Clerks	\$12.48	\$15.43	\$16.91	\$11.41	\$13.65	\$15.47	\$17.68	\$20.04

* OES wages reported for Colorado statewide

† insufficient wage data

‡ annual wage data

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

		Occupational Employment Statistics Wage Data (2003)							
SOC Code	SOC Occupational Title	Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
43-4141	New Accounts Clerks	\$10.56	\$13.99	\$15.70	\$9.81	\$11.28	\$14.25	\$16.67	\$18.11
43-9021	Data Entry Keyers	\$9.25	\$11.07	\$11.98	\$8.71	\$9.42	\$10.44	\$12.46	\$14.13
29-1123	Physical Therapists	\$22.51	\$24.87	\$26.05	\$20.95	\$23.00	\$24.96	\$26.92	\$29.08
* 29-1126	Respiratory Therapists	\$15.19	\$18.93	\$20.81	\$14.50	\$16.52	\$19.11	\$21.49	\$23.82
* 29-1127	Speech-Language Pathologists	\$17.87	\$24.43	\$27.71	\$16.54	\$19.85	\$24.50	\$28.69	\$33.20
29-2034	Radiologic Technologists and Technicians	\$13.09	\$18.07	\$20.56	\$12.03	\$15.03	\$17.96	\$21.47	\$25.55
* 35-3041	Food Servers, Nonrestaurant	\$6.64	\$9.20	\$10.48	\$6.15	\$7.17	\$8.86	\$10.99	\$13.08
13-1051	Cost Estimators	\$15.36	\$21.99	\$25.30	\$12.71	\$17.90	\$20.27	\$24.84	\$34.30
13-2011	Accountants and Auditors	\$16.38	\$24.43	\$28.45	\$15.12	\$17.84	\$21.87	\$26.85	\$32.74
*‡ 25-9041	Teacher Assistants	\$15,890	\$20,810	\$23,260	\$14,960	\$17,480	\$20,490	\$23,500	\$27,620
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	\$11.92	\$15.80	\$17.74	\$11.18	\$12.63	\$14.58	\$19.81	\$21.87
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
49-9042	Maintenance and Repair Workers, General	\$8.71	\$13.28	\$15.57	\$7.77	\$9.94	\$12.95	\$16.39	\$19.49
* 51-9122	Painters, Transportation Equipment	\$11.22	\$21.47	\$26.59	\$9.22	\$13.57	\$21.39	\$26.96	\$37.92
* 41-3099	Sales Representatives, Services, All Other	†	†	†	†	†	†	†	†
53-6031	Service Station Attendants	\$7.61	\$9.01	\$9.71	\$7.21	\$7.75	\$8.54	\$9.72	\$11.09
47-2051	Cement Masons and Concrete Finishers	\$11.49	\$14.11	\$15.42	\$10.62	\$12.24	\$14.00	\$16.01	\$17.46
* 11-9033	Education Administrators, Postsecondary	\$20.99	\$34.04	\$40.56	\$18.99	\$23.51	\$29.82	\$40.82	\$55.02
* 21-1092	Probation Officers and Correctional Treatment Specialists	\$17.11	\$24.58	\$28.31	\$15.65	\$19.42	\$25.10	\$30.31	\$33.42
*‡ 25-1011	Business Teachers, Postsecondary	\$31,640	\$61,170	\$75,940	\$27,820	\$36,720	\$53,660	\$79,720	\$107,740
*‡ 25-1022	Mathematical Science Teachers, Postsecondary	\$33,030	\$52,410	\$62,100	\$30,340	\$37,090	\$45,830	\$63,190	\$84,760
*‡ 25-1121	Art, Drama, and Music Teachers, Postsecondary	\$33,540	\$51,280	\$60,150	\$30,850	\$39,490	\$49,270	\$60,950	\$77,150
* 29-2032	Diagnostic Medical Sonographers	\$17.25	\$26.80	\$31.58	\$13.19	\$21.63	\$25.69	\$32.45	\$41.12

* OES wages reported for Colorado statewide

† insufficient wage data

‡ annual wage data

continued

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

Occupational Employment Statistics Wage Data (2003)

SOC Code	SOC Occupational Title	Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
29-2061	Licensed Practical and Licensed Vocational Nurses	\$13.66	\$15.03	\$15.72	\$12.73	\$14.08	\$15.22	\$16.41	\$17.16
31-1011	Home Health Aides	\$6.90	\$9.81	\$11.26	\$6.44	\$7.38	\$9.03	\$11.20	\$15.28
35-2021	Food Preparation Workers	\$6.11	\$8.92	\$10.32	\$5.87	\$6.55	\$8.52	\$11.63	\$13.07
15-1041	Computer Support Specialists	\$11.37	\$17.31	\$20.28	\$8.43	\$14.19	\$17.11	\$20.61	\$25.93
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
51-4121	Welders, Cutters, Solderers, and Brazers	\$9.49	\$13.17	\$15.01	\$8.32	\$10.87	\$12.97	\$14.99	\$18.73
41-2021	Counter and Rental Clerks	\$6.10	\$8.71	\$10.02	\$5.75	\$6.28	\$7.22	\$10.15	\$13.41
* 29-1021	Dentists, General	†	†	†	†	†	†	†	†
* 29-1063	Internists, General	†	†	†	†	†	†	†	†
29-1199	Health Diagnosing and Treating Practitioners, All Other	\$18.06	\$29.13	\$34.66	\$17.05	\$20.47	\$25.97	\$32.97	\$42.32
* 37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	\$11.93	\$18.67	\$22.04	\$10.30	\$13.73	\$17.61	\$22.07	\$28.40
37-3011	Landscaping and Groundskeeping Workers	\$8.52	\$12.05	\$13.81	\$7.85	\$9.31	\$12.26	\$14.29	\$16.32
11-1021	General and Operations Managers	\$18.81	\$36.99	\$46.09	\$16.79	\$21.97	\$31.61	\$46.95	\$63.36
* 21-1013	Marriage and Family Therapists	†	†	†	†	†	†	†	†
*‡25-1124	Foreign Language and Literature Teachers, Postsecondary	\$33,320	\$50,060	\$58,430	\$29,940	\$37,890	\$47,910	\$57,650	\$75,160
*‡25-2043	Special Education Teachers, Secondary School	\$32,000	\$45,400	\$52,100	\$30,010	\$34,970	\$44,580	\$55,600	\$65,480
* 25-9099	Education, Training, and Library Workers, All Other	†	†	†	†	†	†	†	†
29-1051	Pharmacists	\$32.71	\$37.35	\$39.67	\$31.02	\$34.89	\$38.15	\$41.75	\$43.92
29-2011	Medical and Clinical Laboratory Technologists	\$16.69	\$21.04	\$23.21	\$15.10	\$18.06	\$21.09	\$24.47	\$27.00
* 29-2055	Surgical Technologists	\$11.42	\$15.77	\$17.95	\$10.83	\$12.40	\$14.99	\$18.63	\$22.34
43-4171	Receptionists and Information Clerks	\$7.44	\$9.96	\$11.23	\$7.05	\$8.03	\$9.55	\$11.35	\$13.90
* 51-5022	Prepress Technicians and Workers	\$11.11	\$16.13	\$18.63	\$10.00	\$12.57	\$16.18	\$20.18	\$22.21
51-6011	Laundry and Dry-Cleaning Workers	\$6.31	\$8.48	\$9.56	\$5.86	\$6.79	\$8.04	\$9.41	\$12.33

* OES wages reported for Colorado statewide

† insufficient wage data

‡ annual wage data

Table 2: Occupations with Fewer than 10 Estimated Vacancies
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		Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
SOC Code	SOC Occupational Title	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
* 21-2021	Directors, Religious Activities and Education	\$9.85	\$17.50	\$21.32	\$8.23	\$11.60	\$16.72	\$20.83	\$27.94
35-2014	Cooks, Restaurant	\$7.48	\$9.14	\$9.97	\$7.14	\$7.94	\$9.00	\$10.25	\$11.46
35-9021	Dishwashers	\$5.98	\$6.73	\$7.11	\$5.62	\$6.04	\$6.74	\$7.62	\$8.28
* 39-6011	Baggage Porters and Bellhops	\$6.40	\$11.47	\$14.00	\$5.96	\$6.96	\$8.96	\$16.28	\$21.51
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	\$12.42	\$16.10	\$17.94	\$10.99	\$14.24	\$16.35	\$18.89	\$21.31
* 49-3091	Bicycle Repairers	\$8.15	\$11.66	\$13.42	\$7.53	\$8.96	\$10.90	\$14.31	\$16.80
51-3011	Bakers	\$8.02	\$12.90	\$15.34	\$7.32	\$9.00	\$13.39	\$16.44	\$18.35
51-4041	Machinists	\$7.98	\$13.10	\$15.66	\$6.77	\$9.27	\$12.69	\$16.56	\$20.16
51-7011	Cabinetmakers and Bench Carpenters	\$8.25	\$11.29	\$12.81	\$7.44	\$9.12	\$10.75	\$13.54	\$16.30
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	\$16.30	\$22.89	\$26.19	\$14.87	\$17.96	\$22.40	\$27.29	\$32.30
47-2141	Painters, Construction and Maintenance	\$10.61	\$13.70	\$15.25	\$9.56	\$11.78	\$14.05	\$16.10	\$17.43
* 47-4021	Elevator Installers and Repairers	\$22.05	\$24.49	\$25.71	\$20.75	\$22.95	\$24.87	\$26.78	\$28.27
* 11-2011	Advertising and Promotions Managers	\$17.92	\$31.13	\$37.74	\$16.29	\$20.53	\$27.72	\$38.82	\$50.88
11-3011	Administrative Services Managers	\$13.76	\$22.06	\$26.20	\$12.90	\$14.88	\$18.43	\$29.48	\$35.94
* 11-3049	Human Resources Managers, All Other	†	†	†	†	†	†	†	†
17-2051	Civil Engineers	\$23.13	\$30.24	\$33.80	\$21.89	\$25.25	\$29.80	\$34.31	\$41.22
* 19-2041	Environmental Scientists and Specialists, Including Health	\$15.76	\$27.60	\$33.52	\$14.39	\$18.32	\$26.66	\$35.53	\$43.31
* 19-3031	Clinical, Counseling, and School Psychologists	\$16.39	\$25.85	\$30.58	\$14.96	\$18.48	\$25.36	\$31.48	\$35.59
* 19-4021	Biological Technicians	\$11.45	\$16.30	\$18.72	\$11.00	\$12.35	\$15.32	\$19.71	\$24.24
* 21-1011	Substance Abuse and Behavioral Disorder Counselors	\$9.95	\$13.73	\$15.62	\$9.41	\$10.87	\$13.01	\$16.18	\$19.70
* 21-1014	Mental Health Counselors	\$11.24	\$16.19	\$18.66	\$10.34	\$12.10	\$14.38	\$17.76	\$23.71
* 21-1015	Rehabilitation Counselors	\$9.08	\$14.69	\$17.50	\$8.16	\$10.21	\$12.91	\$17.01	\$25.22
21-1022	Medical and Public Health Social Workers	\$12.59	\$15.01	\$16.22	\$11.81	\$12.60	\$13.90	\$16.91	\$20.48
*† 25-1054	Physics Teachers, Postsecondary	\$39,850	\$64,590	\$76,960	\$37,010	\$46,510	\$59,620	\$81,240	\$102,370

* OES wages reported for Colorado statewide

† insufficient wage data

‡ annual wage data

continued

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

		Occupational Employment Statistics Wage Data (2003)							
SOC Code	SOC Occupational Title	Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
*†25-1081	Education Teachers, Postsecondary	\$30,900	\$49,770	\$59,210	\$28,260	\$36,400	\$46,990	\$60,140	\$78,920
*†25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	\$32,580	\$75,780	\$97,380	\$27,950	\$38,780	\$55,680	\$108,480	\$144,930
*†25-1122	Communications Teachers, Postsecondary	\$35,110	\$51,890	\$60,280	\$31,600	\$39,700	\$48,600	\$61,930	\$80,430
*†25-1123	English Language and Literature Teachers, Postsecondary	\$29,070	\$47,080	\$56,090	\$26,670	\$33,210	\$42,590	\$56,530	\$73,460
*†25-1126	Philosophy and Religion Teachers, Postsecondary	\$26,850	\$50,270	\$61,980	\$21,660	\$32,650	\$47,500	\$65,350	\$84,790
*†25-1193	Recreation and Fitness Studies Teachers, Postsecondary	\$29,330	\$42,250	\$48,710	\$26,430	\$35,270	\$41,870	\$49,440	\$58,740
*†25-1199	Postsecondary Teachers, All Other	\$26,720	\$54,700	\$68,690	\$24,470	\$29,210	\$51,710	\$70,490	\$90,940
*†25-2022	Middle School Teachers, Except Special and Vocational Education	\$30,270	\$40,850	\$46,140	\$28,680	\$32,160	\$38,590	\$49,230	\$57,930
*†25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	\$32,230	\$45,690	\$52,420	\$30,360	\$35,030	\$45,170	\$55,840	\$65,520
*†25-2042	Special Education Teachers, Middle School	\$31,370	\$43,010	\$48,840	\$29,770	\$34,190	\$42,090	\$51,800	\$59,450
*25-9031	Instructional Coordinators	\$14.39	\$24.39	\$29.38	\$12.78	\$16.67	\$21.80	\$29.74	\$42.34
*†27-2022	Coaches and Scouts	\$16,870	\$33,910	\$42,430	\$13,930	\$19,810	\$25,980	\$36,640	\$61,760
*29-1031	Dietitians and Nutritionists	\$13.06	\$19.27	\$22.38	\$11.62	\$15.05	\$19.24	\$23.62	\$27.04
*29-1066	Psychiatrists	\$44.89	\$73.87	†	\$39.50	\$52.59	\$69.53	†	†
29-1071	Physician Assistants	\$17.76	\$26.66	\$31.11	\$10.16	\$24.37	\$28.33	\$32.72	\$36.00
29-1122	Occupational Therapists	\$17.63	\$22.21	\$24.50	\$17.14	\$19.78	\$22.99	\$25.66	\$27.26
*29-2031	Cardiovascular Technologists and Technicians	\$11.92	\$17.93	\$20.93	\$10.70	\$13.42	\$17.36	\$21.69	\$27.05
29-2052	Pharmacy Technicians	\$10.47	\$13.00	\$14.27	\$9.58	\$11.37	\$13.17	\$15.18	\$16.54
29-2071	Medical Records and Health Information Technicians	\$9.48	\$13.55	\$15.58	\$9.00	\$10.39	\$12.82	\$15.93	\$19.70
31-9099	Healthcare Support Workers, All Other	\$9.84	\$12.61	\$13.99	\$9.28	\$9.95	\$11.06	\$15.11	\$19.33
33-3051	Police and Sheriff's Patrol Officers	\$18.44	\$23.35	\$25.80	\$16.93	\$20.01	\$23.38	\$27.02	\$30.32
33-9099	Protective Service Workers, All Other	\$9.09	\$13.44	\$15.61	\$7.89	\$10.58	\$12.35	\$15.39	\$21.41

* OES wages reported for Colorado statewide

† insufficient wage data

‡ annual wage data

continued

Table 2: Occupations with Fewer than 10 Estimated Vacancies
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		Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
SOC Code	SOC Occupational Title	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
35-3011	Bartenders	\$5.97	\$8.07	\$9.12	\$5.68	\$6.22	\$7.27	\$9.43	\$11.83
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	\$6.05	\$7.30	\$7.93	\$5.70	\$6.23	\$7.14	\$8.32	\$9.47
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
* 35-9099	Food Preparation and Serving Related Workers, All Other	\$7.53	\$9.64	\$10.70	\$7.23	\$8.07	\$9.37	\$10.69	\$12.67
39-9021	Personal and Home Care Aides	\$7.56	\$8.01	\$8.23	\$7.11	\$7.47	\$8.02	\$8.57	\$9.09
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	\$13.37	\$25.39	\$31.39	\$11.71	\$15.49	\$24.00	\$35.15	\$43.05
43-5021	Couriers and Messengers	\$6.38	\$8.71	\$9.88	\$6.02	\$6.81	\$7.82	\$11.07	\$13.45
* 43-5041	Meter Readers, Utilities	\$11.35	\$15.09	\$16.96	\$10.38	\$12.54	\$14.80	\$17.43	\$20.57
* 51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$10.54	\$14.79	\$16.92	\$9.73	\$11.45	\$14.57	\$17.58	\$20.70
* 51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	\$10.67	\$14.39	\$16.25	\$9.55	\$11.99	\$14.25	\$16.60	\$18.89
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$9.81	\$13.88	\$15.92	\$9.39	\$10.50	\$12.47	\$15.44	\$23.22
* 51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	\$10.28	\$14.51	\$16.63	\$9.65	\$10.89	\$14.04	\$16.98	\$21.20
51-8031	Water and Liquid Waste Treatment Plant and System Operators	\$11.18	\$16.02	\$18.44	\$10.28	\$11.89	\$14.56	\$20.31	\$21.99
* 53-3022	Bus Drivers, School	\$9.08	\$12.39	\$14.05	\$8.33	\$10.19	\$12.31	\$14.68	\$16.75
53-7064	Packers and Packagers, Hand	\$6.07	\$8.28	\$9.39	\$5.71	\$6.19	\$7.07	\$9.84	\$12.05

* OES wages reported for Colorado statewide

† insufficient wage data

‡ annual wage data

With 15% of the employment in Mesa County, Government is the second largest employer in the region with just over 8,000 employees as of the first quarter of 2004. It is second only to the Trade, Transportation, & Utilities JVS sector, which includes the large retail sector, in terms of employment. In this survey, Government ranks third in both the number of vacancies and average wages at \$15.10 per hour.

The Government JVS sector is made up of local, state and federal government entities. Federal agency employment makes up 16% of government employment in the region, state agencies account for 20% and local government represents 64% of employment.⁶

Government vacancies increased over last spring; 85 this survey compared to 59 in the last. Government hiring activity tends to lag the private sector in responding to economic expansions and contractions. Government's revenue source, taxes, are much more stable than private sector revenues such as crop prices, construction, or restaurant patronage, and Government is therefore a

stabilizing force in the labor market. When economic times are good, Government does not increase its employment as much as private sector employers, but when economic times are bad government does not decrease hiring as much either. As the economy has improved over last spring, so has the number of vacancies in Government. The vacancy rate for Government is 1.4%, meaning that there are 14 jobs currently open for every 1,000 positions in the field.

Most Government vacancies, 47%, are in Education, Training & Library occupations. Several of these positions, such as postsecondary teachers, require advanced degrees and high levels of experience. Another 24% of Government openings are in Protective Service occupations, which do not require as high of levels of education and experience. These include Correctional Officers & Jailers and Lifeguards, Ski Patrol, & Other Recreational Protective Service Workers. Eleven percent of Government vacancies are in Management occupations requiring advanced or Bachelor's degrees. Most Government vacancies pay a partial cost of the medical insurance premium.

6. According to QCEW data for 3rd Quarter 2004.

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.

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 was 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 in 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.

Survey Sample

The Mesa County survey was conducted from March 21st through April 1st, 2005. 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 84% 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 fewer 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 almost 18% of the employment in the sample frame, while private industry employers make up the remaining 82%. Large firms account for 28% 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 72% of private industry employment.

The margin of error for the overall vacancy estimate is plus or minus 2.4% or about 15 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 614 and 644 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 99.7% 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 32.

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 (except Public Administration)		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

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 open. 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

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.

◆ 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 nine 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.

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

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*.

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

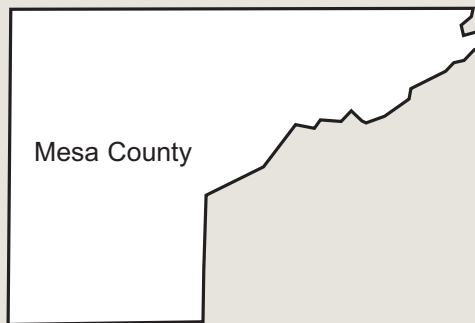
The unemployment rate represents the number unemployed as a percent of the labor force.

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.

Colorado

Workforce Centers in Mesa County



MESA COUNTY WORKFORCE CENTER

2897 North Avenue
Grand Junction, CO 81501

Phone: 970-248-0871
Fax: 970-257-2219
<http://www.mesaworkforce.org>



For a listing of all Colorado Workforce Centers:

www.coworkforce.com/emp/wfcs.asp