

Colorado

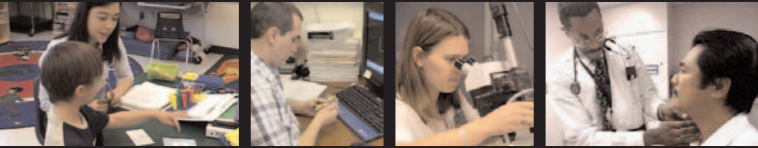
Pueblo County

Job Vacancy Survey Winter 2005



Photo Courtesy of City of Pueblo

Buell Children's Museum at the Sangre de Cristo Arts Center, Pueblo



Survey Conducted
March 3–10, 2005
Released Summer 2005



Funding Provided in Part by
The Colorado Workforce Development Council

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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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.

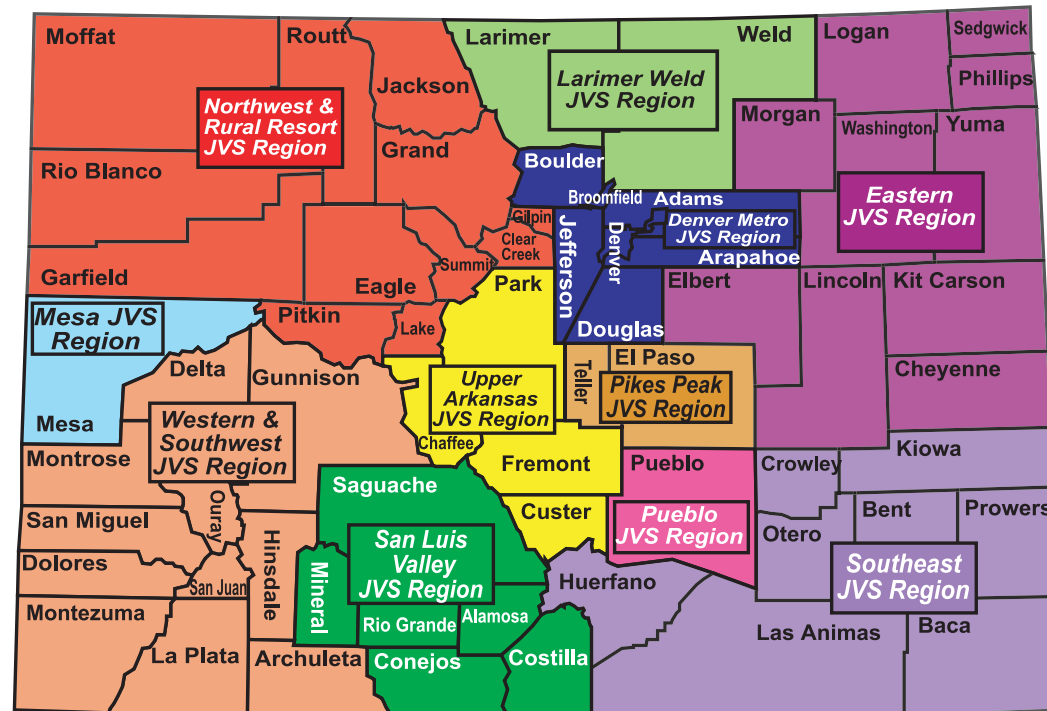
Job seekers and employers, as well as Workforce Centers and economic developers, need more than a measure of demand for workers at a specific point in time. They also need a measure of where in the economy that demand is located and what education and experience levels are most preferred. The Colorado 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 Winter 2005 Pueblo County Job Vacancy Survey was conducted from March 3rd through March 10th, 2005.

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 more informed decisions in Pueblo County.

A random sample of small to mid-size private employers with at least five employees is contacted over the survey period. Additionally, the Colorado Department of Labor and Employment’s survey unit attempts to interview all large and Government employers in the region. Employers are asked if they are actively hiring at the time of the survey and a variety of questions about the positions that they are seeking to fill.

A total of 1,014 employers representing over one half of the region’s total employment responded to the survey. Out of these, 57 are government agencies, 21 are large employers, and the remaining 936 are from the small to mid-size category. The survey has an 87% response rate and a 91% cooperation rate. The margin of sampling error for the overall vacancy estimate is plus or minus 5.5%, or 33 vacancies.

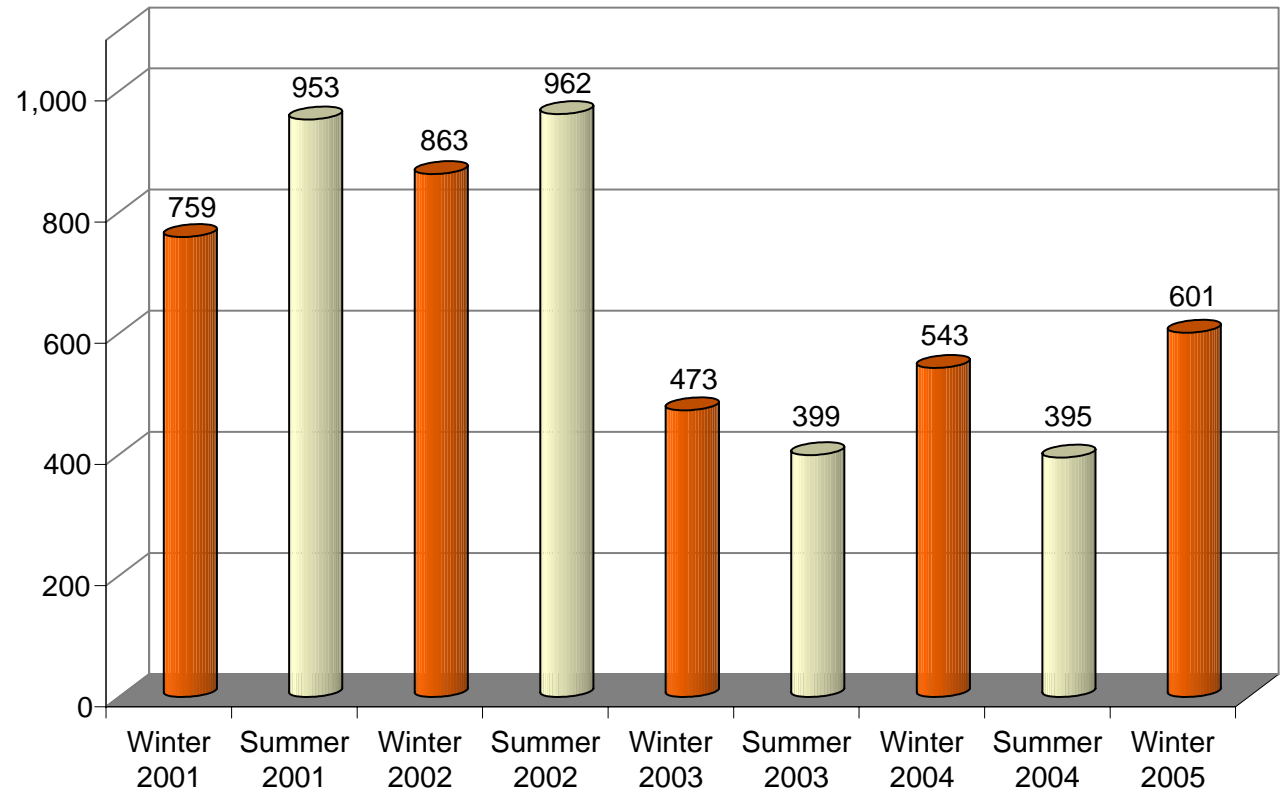
Major Findings of the Survey:

- ◆ An estimated 601 jobs are open for hire, an increase of nearly 11% from a year ago.Page 7
- ◆ Government accounts for the most vacancies (157) followed by Leisure & Hospitality (128), Health Care & Social Assistance (124) and Trade, Transportation & Utilities (90).Page 7
- ◆ The overall average wage is \$14.40 per hour.Page 8
- ◆ Small to Mid-size employers account for 58% of the total estimated vacancies.Page 9
- ◆ Fifty-seven percent of the vacancies are available for full-time employment and 87% are for permanent positions.Page 10
- ◆ More than a high-school education is required for almost half of the job openings.Page 11
- ◆ Experience, either related to or within the same field is a requirement for 53% of the vacancies.Page 13
- ◆ Employers consider 65% of the vacancies as being not difficult to fill.Page 15
- ◆ Some form of medical insurance is offered for nearly 57% of the vacancies. ..Page 17

The Pueblo Job Vacancy Survey Region is located at the southern end of what is commonly referred to as the Colorado Front Range. Pueblo County is bordered on the west by the Wet Mountains and is crossed by the Arkansas River. Tourist attractions include rafting as well as the recent development of the Historic Arkansas River Walk, a 26-acre urban waterfront that restores the Arkansas River channel to its original location. Pueblo is also home to the Colorado State Fair, held annually in late August.

The U.S. Census Bureau estimates the total Pueblo County population at nearly 150,171 people for 2004. That represents 0.8% growth from the previous year compared to an estimated 1.2% growth rate statewide. The county has seen a growing Hispanic community that reflects the region's early cultural roots. By 2000 the county's Hispanic population had increased to 38%, more than twice the statewide average of 17%. Pueblo is also home to a relatively large retirement community with 15% of the population age 65 or over. More information on the population in Pueblo, Colorado and the nation is available at <http://www.census.gov/>.

Figure 2: Job Vacancies—Pueblo County



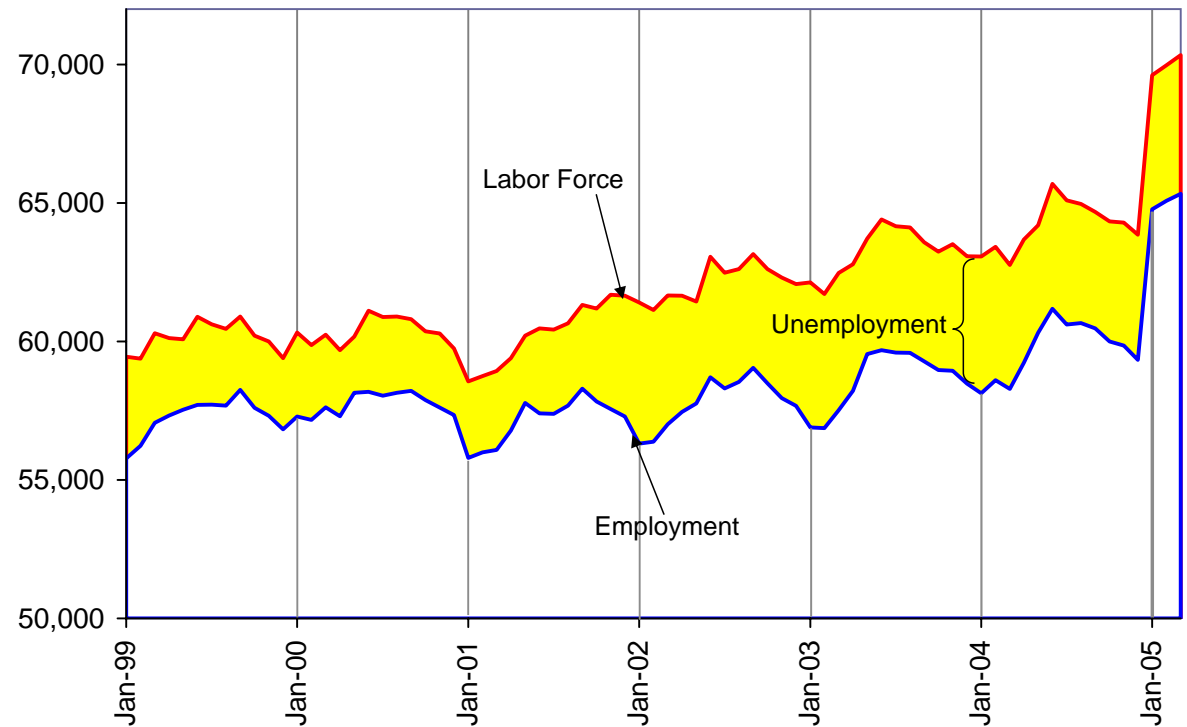
	Winter 2001	Summer 2001	Winter 2002	Summer 2002	Winter 2003	Summer 2003	Winter 2004	Summer 2004	Winter 2005
Vacancies	759	953	863	962	473	399	543	395	601
Employment	55,994	57,682	57,010	59,047	57,223	59,064	58,730	60,661	65,328
Unemployed	2,755	2,974	4,652	4,108	4,559	4,186	4,475	4,306	5,015
Unemployment Rate	4.7%	4.9%	7.5%	6.5%	7.4%	7.3%	7.1%	6.7%	7.1%

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

For the past five years, Pueblo Job Vacancy Surveys have been conducted once in late summer and again in late winter. For the first two years the number of vacancies estimated for the region ranged between 750 and 970 openings regardless of the time of year. Largely due to the overall economic slowdown, the two surveys of 2003 showed a sharp decline with fewer than 500 vacancies estimated. This decline was consistent with the loss of jobs and rising unemployment in both the state and the nation. The trend appeared to be reversing in the Winter 2004 survey when vacancies climbed 15% from a year earlier. As with the national and state economies, there have been some fluctuations in the county's labor market, with periods of strong job growth, but a larger than usual decline in July. Going forward there is both great potential and uncertainty for the economy.

Figure 3 illustrates the six-year history of both the region's labor force and employment levels from January 1999 to March 2005. Both employment and labor force peak in the early part of summer and bottom out in the winter. The Job Vacancy Survey is conducted semi-annually at these times. The winter survey represents demand for labor at the time of the year when employment is near its seasonal low.

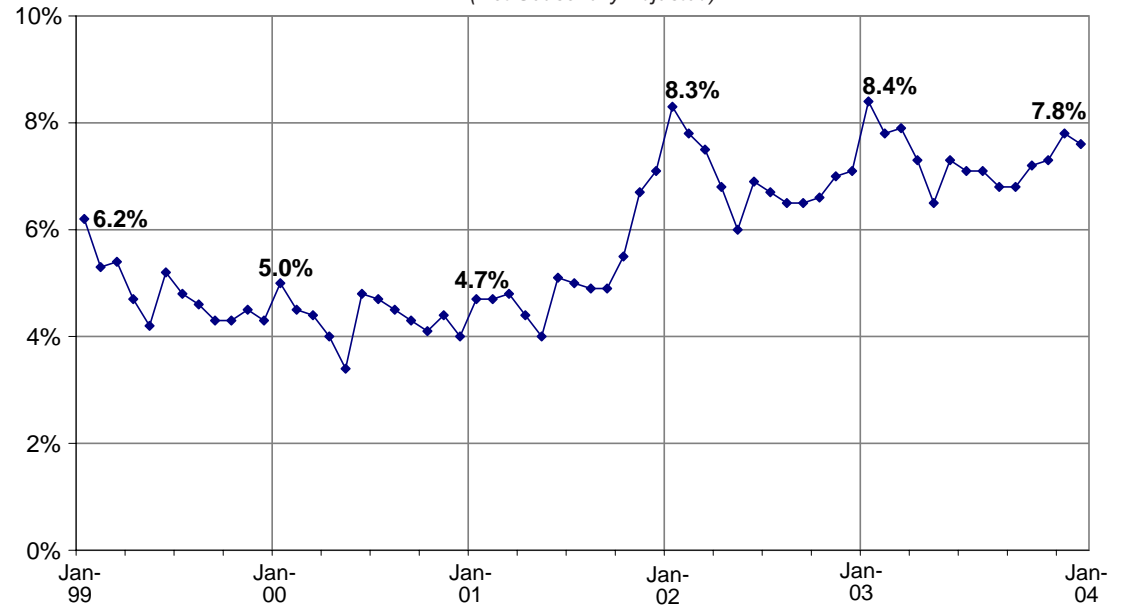
Figure 3: Employment and Labor Force Trends for Pueblo County
(Not Seasonally Adjusted)



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

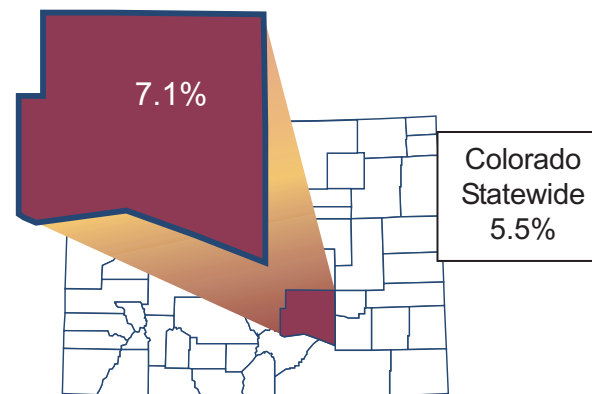
The region employed 65,328 in March 2005 out of a labor force of 70,343. In March 2004, the unemployment rate was 7.1% and there were 4,477 people unemployed. Despite fluctuation throughout the year, the unemployment rate in March 2005 remains at 7.1% with some 5,015 people unemployed. By comparison, the national unemployment rate decreased from 5.7% to 5.4% and Colorado's unemployment rate increased from 5.2% to 5.5% over the same period.

Figure 4: Pueblo County Unemployment Rates
(Not Seasonally Adjusted)



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

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

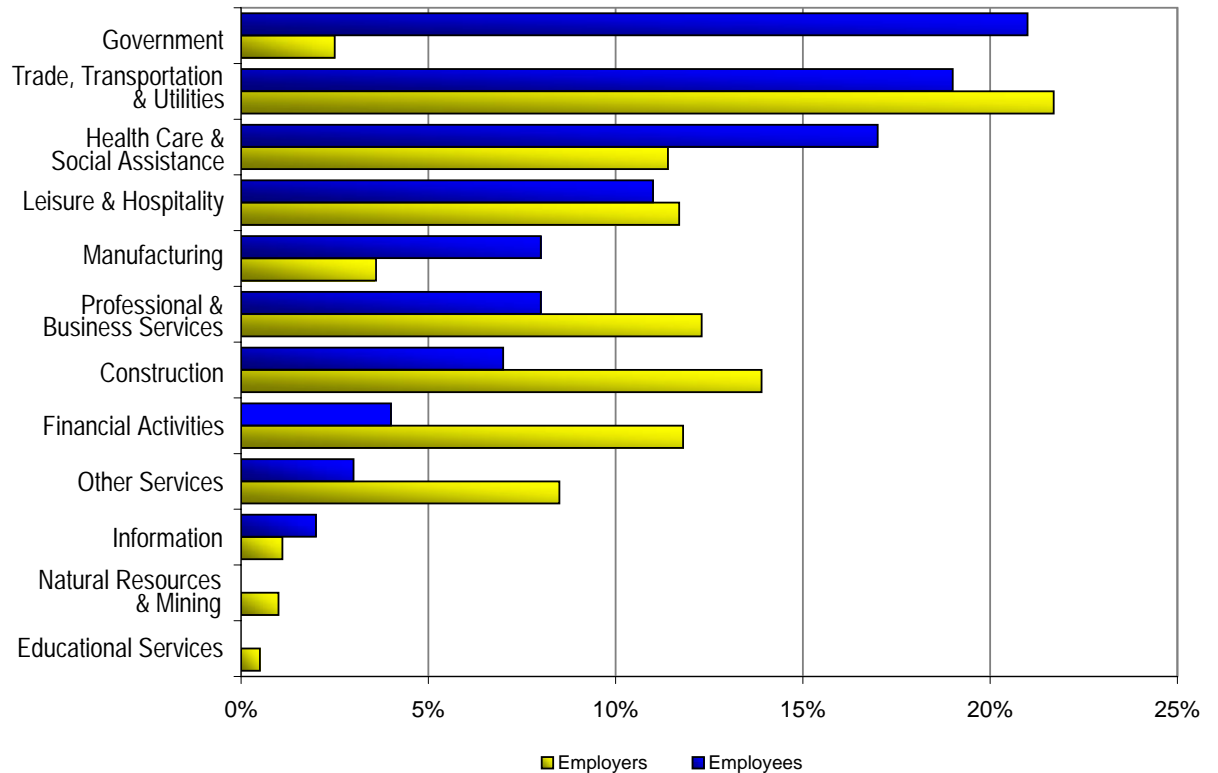


Source: CDLE, Local Area Unemployment Statistics, Released April 2005

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 Quarterly Census of Employment and Wages Program (QCEW, formerly ES-202), which includes all employers who pay Unemployment Insurance Tax. About 98% of the state's workers are covered under the Unemployment Insurance program. Positions typically excluded are agriculture, railroad, some state and local government, certain non-profit organizations, the self employed, domestic workers, and unpaid family workers.

Government agencies alone employed 21% of all positions during the first quarter of 2004. That includes all federal, state, and local public employees (including public school teachers and public hospital workers) working in Pueblo County. Employers in Trade, Transportation, & Utilities sector follow close behind with 19% of the county's total employment. These two JVS sectors, along with Health Care & Social Assistance, account for over half of the total employment for Pueblo County. While the Government sector employs just over one out of every five people in the region, it makes up just 3% of all employers. Government entities are typically large with a higher than average number of employees compared to employers in other sectors. In Pueblo County a typical Government employer has more than nine times as many employees as a typical private employer.

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



Source: CDLE, Quarterly Census of Employment and Wages (QCEW)

During the survey period, an estimated 601 vacancies were open for immediate hire in firms with at least five employees in Pueblo County. These results are encouraging for job seekers and represent a nearly 11% increase from the 543 vacancies reported in the Winter 2004 Pueblo County Job Vacancy Survey. It is a welcome positive sign after the relatively weak showing in the most recent survey of Summer 2004 which showed a slight decline from the year before.

This survey, conducted in late winter, is intended to provide a snapshot of the types of vacancies Pueblo County employers are recruiting for at a time when the economy is approaching its seasonal low. The vacancies reported here are expected to represent those jobs most influenced by the seasonal trough in employment.

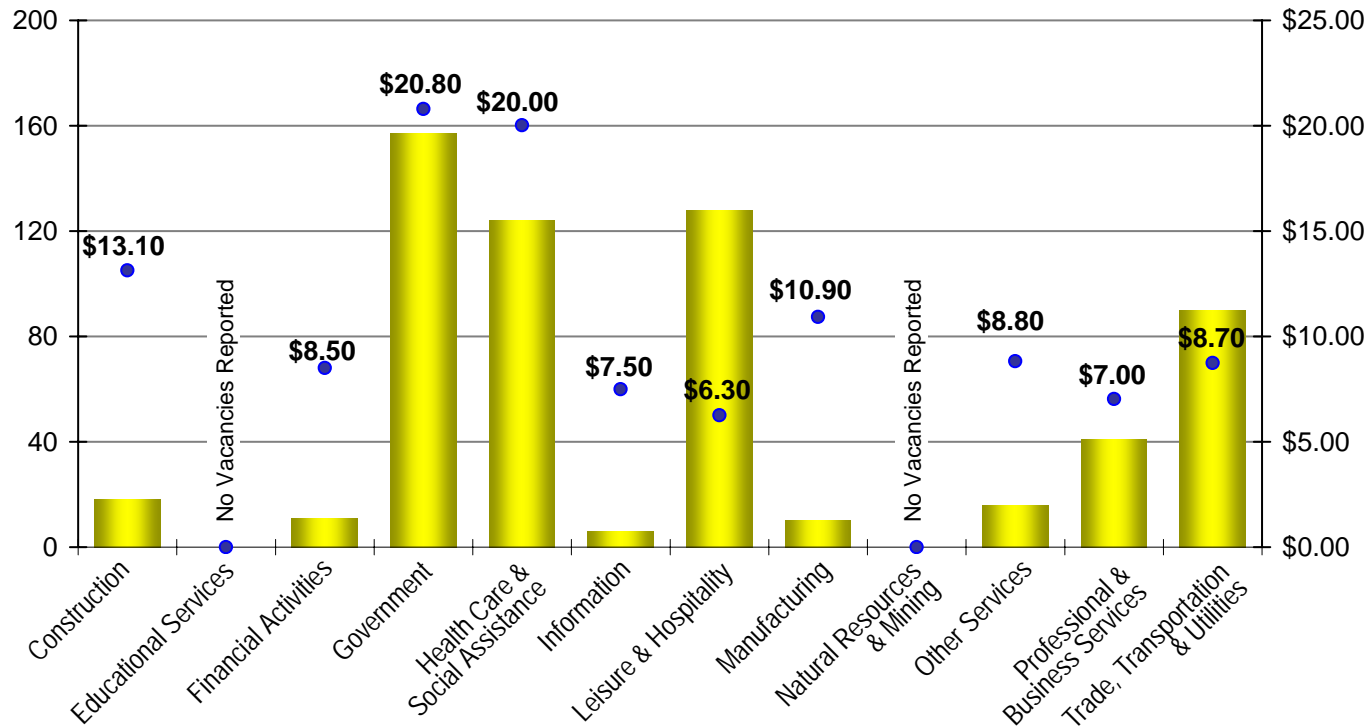
The first and third largest JVS Sectors in the region by employment, Government and Health Care & Social Assistance, account for almost half of the estimated vacancies in this survey. In fact, these two sectors along with the other

two largest sectors by employment, Trade, Transportation, & Utilities and Leisure & Hospitality make up 83% of the total estimated vacancies in this survey. This is up slightly from last year's survey where 78% of the total estimated vacancies were in these four sectors. That these sectors continually have the most vacancies is not overly surprising given the fact that together they account for 68% of the total employment in the county. No vacancies are reported by Natural Resources & Mining or Educational Services employers in Pueblo at this time.

Government shows a discrepancy between the percentage of vacancies and the percentage of employment. This sector has 26% of the estimated vacancies compared to 21% of employment, a stark contrast to last year's survey in which they had 12% of the estimated vacancies.

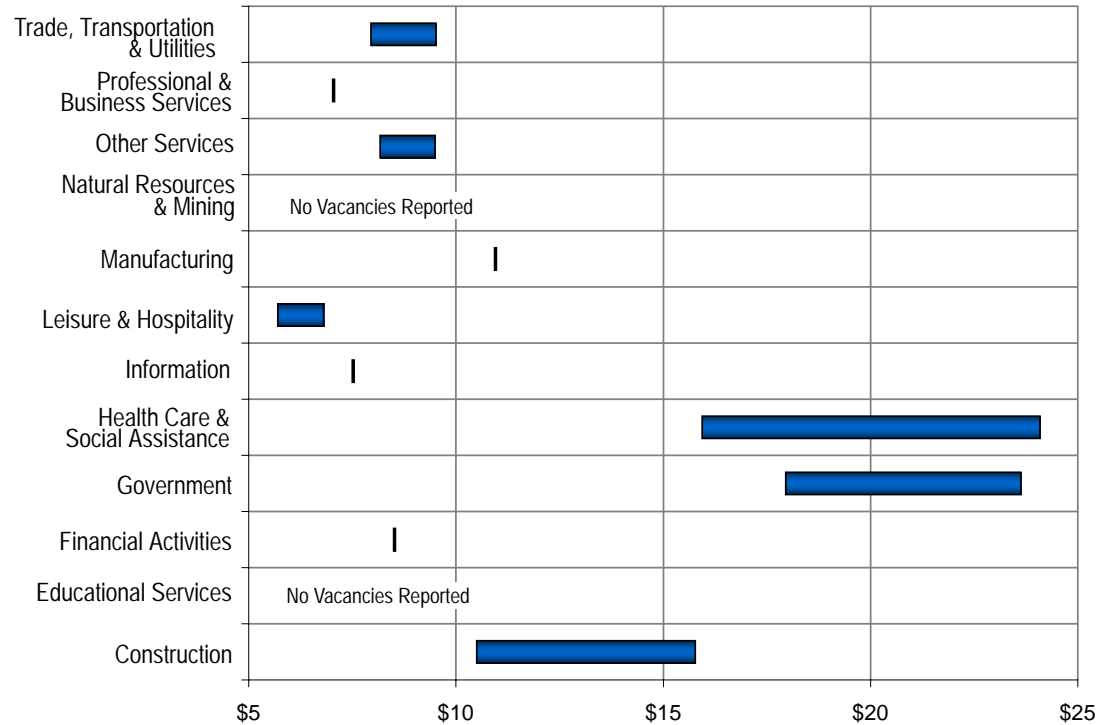
Manufacturing, however, gaps the other way. The sector accounts for approximately 8% of the region's total employment, yet has 2% of the estimated vacancies.

Figure 7: Estimated Vacancies and Average Wages by JVS Sectors



Two of the 12 JVS sectors have average wages higher than the overall average of \$14.40. Government has the highest average wage, while also having the most vacancies at 157. Health Care & Social Assistance, with an average wage of \$20.00 places it with Government as the two most desirable sectors in this survey when looking at a combination of vacancies and pay.

Figure 8: Reported Average Wage Ranges by JVS Sectors



Employers were asked to provide the range of pay offered for reported vacancies. The average wage is then calculated based on the mid-point of that range. The overall average wage offered for all vacancies in the region is \$14.40 per hour.

Consistent with the 2004 survey, Government agencies offer the highest average wage in Pueblo County. The highest average wages offered by private

employers are within the Health Care & Social Assistance sector. The Leisure & Hospitality sector offers the lowest average wages. This JVS sector is a combination of the Arts, Entertainment, & Recreation and Accommodation & Food Services Sectors outlined in the North American Industry Classification System (NAICS).

Small to Mid-size employers account for the largest proportion of estimated vacancies at 58%, but the lowest proportion of employers reporting at least one vacancy, at 7%. Large employers have the smallest proportion of estimated vacancies at 16%, but have the highest percentage of companies with at least one vacancy at 33%. Government accounts for the remaining 26% of estimated vacancies. Small to Mid-size employers have historically had the largest portion of estimated vacancies.

Government agencies offer higher average wages than private employers do. A main factor behind this is the fact that 71% of vacancies offered by Government agencies require more than a high school education and 91% of the vacancies require experience either related to or specific to the occupation being filled. Large employers report wages that are over two and a half times higher than Small to Mid-size ones. This is partly explained by the more demanding education and experience requirements which are much more similar to those of Government employers. Large employers call for post-secondary education in 77% of the vacancies and 57% insist on related or specific experience. On the other hand, 20% of vacancies in small to mid-size employers require post-secondary education and 32% require related or specific experience.

Figure 9: Estimated Vacancies and Average Wages by Employer Size

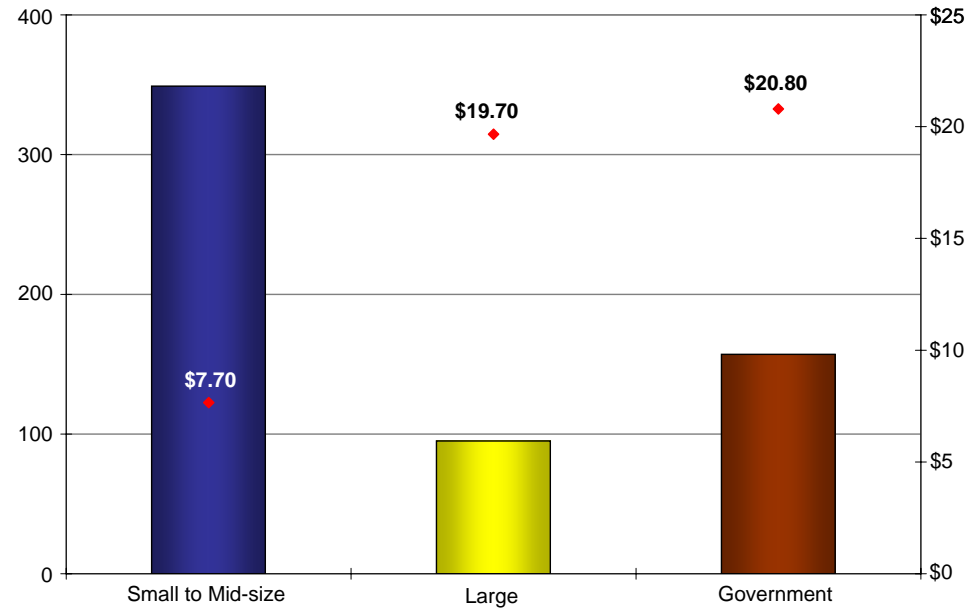
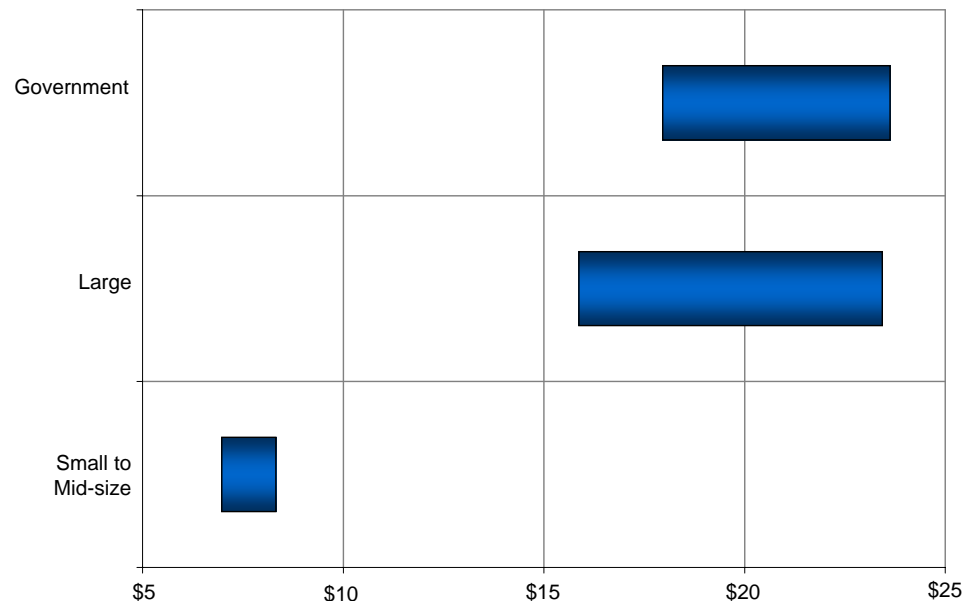


Figure 10: Reported Average Wage Ranges by Employer Size



The remainder of this report provides descriptive statistics on the vacancies reported in this survey. This supplemental data may be of interest to the reader, but the survey design does not allow for application of this detail to the region as a whole. However, it can be used to understand characteristics of those job vacancies and occupations reported.

In this survey, the portion of reported vacancies offering temporary work has increased from last year when only 1% of reported vacancies were for temporary positions. Now, 13% of vacancies are for temporary employment. This is likely due to the increasing preference of many employers to hire employees on a temporary basis with the eventual possibility of longer-term employment. Part-time positions increased to 40% of the total from 34% a year ago. Health Care & Social Assistance and Leisure & Hospitality together account for 67% of those part-time vacancies and in both sectors more than half of the total vacancies reported are for part-time employment. Professional & Business Services and Trade, Transportation & Utilities have 73% of the temporary vacancies.

On average, higher wages are offered for positions that are permanent and full-time. Temporary vacancies offer lower average wages and full-time positions pay more than their part-time counterparts do. This trend is affected by the skills, knowledge, and experience required to fill the vacancy, and the characteristics of the employer offering the position. Just over half of all the part-time vacancies are in three sectors: Leisure & Hospitality, Professional & Business Services and Trade, Transportation & Utilities, which, on average offer wages that are only half of the overall average of the survey. On the other hand, 65% of the full-time vacancies are in the two highest wage sectors: Healthcare & Social Assistance and Government.

Figure 11: Vacancies by Employment Status

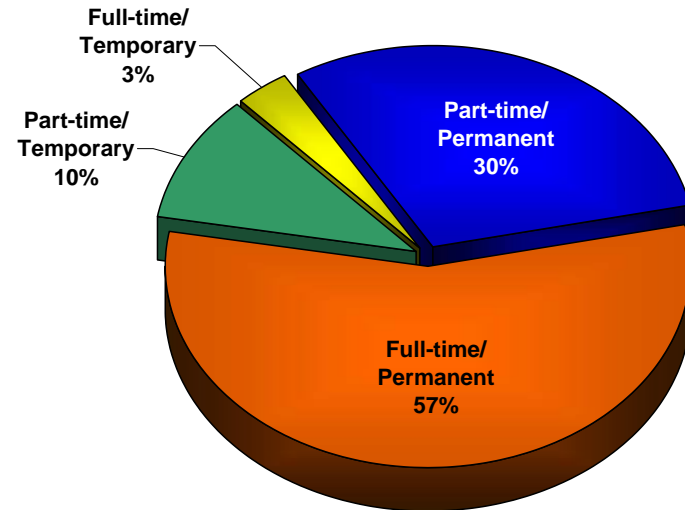
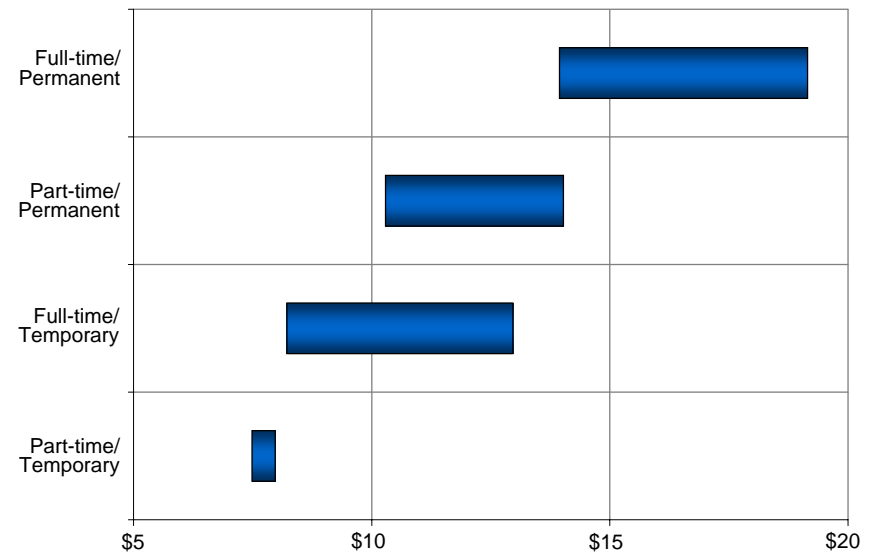


Figure 12: Reported Average Wage Ranges by Employment Status



Education and experience requirements accompanying the vacancies are important pieces of information reported by employers. They provide job seekers with the set of skills and education required to fill certain positions and where they might want to direct their future efforts. Almost 80% of reported job vacancies have information on the education and experience requirements of surveyed employers.

In this survey, the split between vacancies requiring a high school/GED level of education or less and those requiring post-secondary education is decreasing. A year ago, 59% of all vacancies required post-secondary education. In the current survey this proportion is down to 49%. The portion of vacancies requiring a bachelor's or advanced degree decreased to 9% from 24% last year. Seventy-five percent of the vacancies requiring an advanced degree are offered by Government agencies. The rest of these vacancies are in the Health Care & Social Assistance

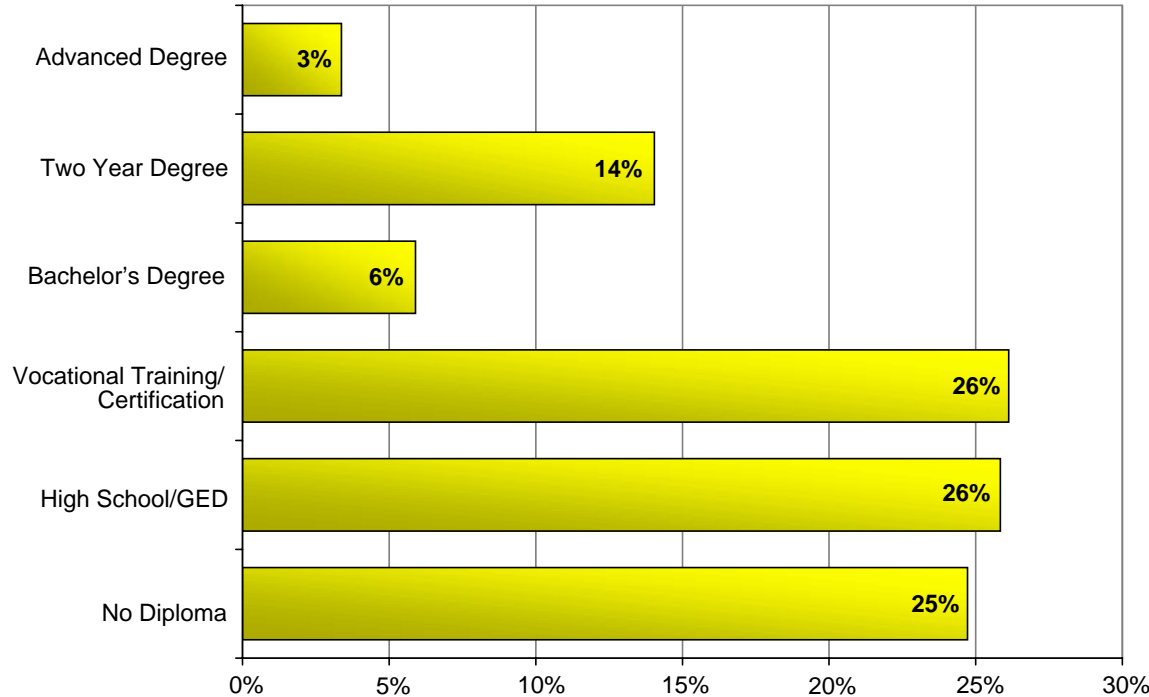
sector. The Leisure & Hospitality sector accounts for 58% of the vacancies with no specific educational requirement. Fifty-seven percent of all vacancies requiring vocational training and/or certification are in the Health Care & Social Assistance sector and 70% of those requiring a two-year degree are in the Government sector.

Following are the occupation groups most in demand in this survey by education required:

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

High-School/GED: Protective Service positions represent over a quarter of all vacancies requiring a high school diploma. Second are vacancies in Food Preparation & Serving Related occupations.

Figure 13: Vacancies by Education



Vocational Training/Certification: Healthcare Practitioner & Technical occupations are the most demanded in this category. Several vacancies in this category are in Healthcare Support occupations.

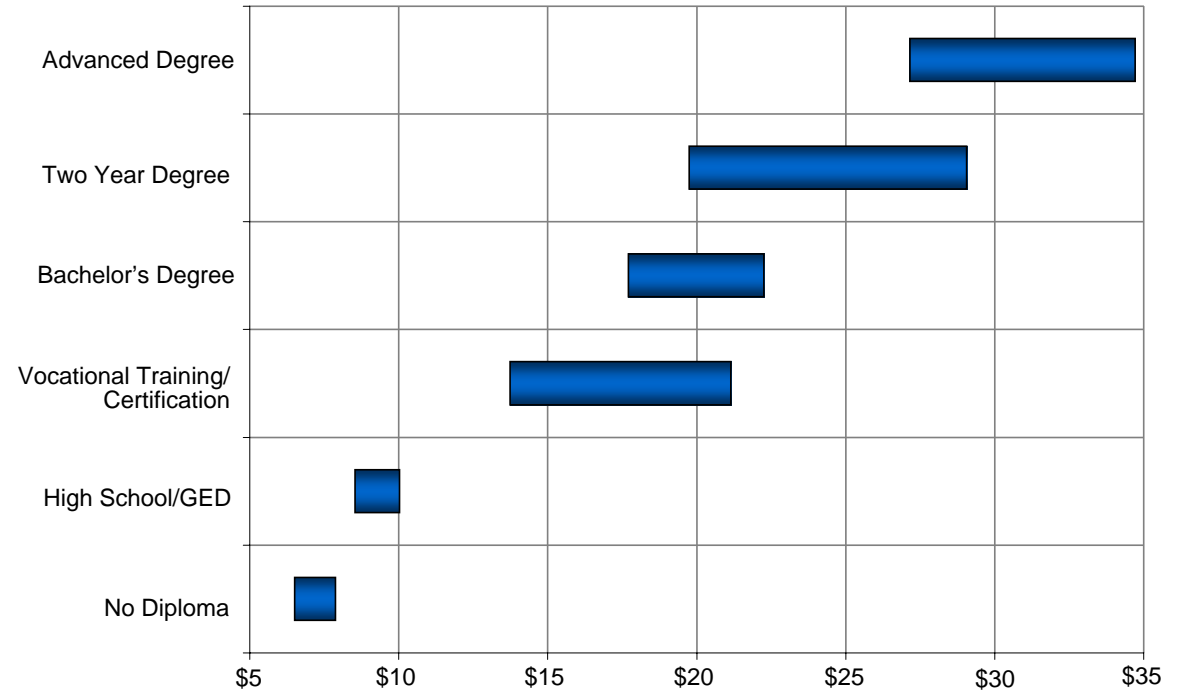
Two-Year Degree: The vast majority of openings requiring two-year degrees are in Healthcare Practitioner & Technical occupations. Registered Nurses are the most dominant specific occupation in this category.

Bachelor's Degree: Community & Social Service occupations make up the majority of vacancies calling for a Bachelor's degree. There are also a number of vacancies for Healthcare Practitioner & Technical occupations.

Advanced Degree: Vacancies requiring an advanced degree are evenly distributed into Management, Healthcare Practitioner & Technical, Life, Physical & Social Science and Community & Social Service occupations.

The wages offered to fill vacancies tend to increase along with the levels of both education and experience. The average minimum wage offered for jobs requiring an advanced degree is more than twice the already substantial overall average of \$14.40 per hour. Vacancies requiring no diploma offer an average wage half that of the overall average wage.

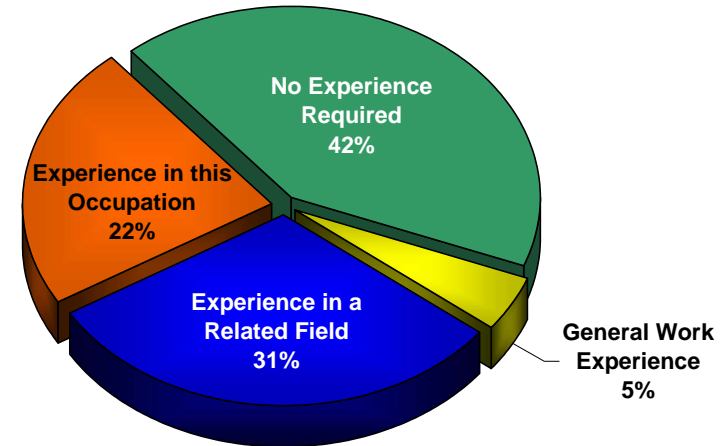
Figure 14: Reported Average Wage Ranges by Education



Most vacancies reported in this survey require some level of experience. Vacancies offered by Leisure & Hospitality employers make up the largest proportion of vacancies requiring no experience, while those requiring specific experience in the occupation consist mainly of vacancies offered by employers in the Health Care & Social Assistance and Government sectors. Positions requiring general work experience are found mainly in the Government and Trade, Transportation & Utilities sectors. The Government sector offers the most vacancies requiring experience in a field related to the position and along with the Health Care & Social Assistance sector the largest portion of vacancies requiring experience in the specific occupation. Over the last several years, as the technological bubble burst and the overall hiring climate became less favorable to job seekers, employers have been able to demand higher levels of experience. However, this year the trend has somewhat reversed. Forty percent of the vacancies required more than general work experience in Winter 2002, 61% required this in Winter 2003 but only 53% require more than general work experience in this survey. This could be a positive sign for recent graduates and other job seekers without much experience.

As expected, the highest wages offered to fill vacancies reported in this survey are for positions requiring specific experience in the vacant position. As with vacancies requiring higher education, those requiring experience specific to the vacant occupation offer an average wage \$5.40 higher than the overall average reported in this survey. Those openings tend to be in Health Care and Construction occupations with specific technical skills required to perform the job. Also similar to vacancies with no educational requirement, those requiring no work experience offer an average wage that is almost half of the overall average. This is a very similar relationship as we saw with the educational requirements. It drives home the point that the two most effective ways to increase wages are through improving one's education and gaining more experience.

Figure 15: Vacancies by Experience

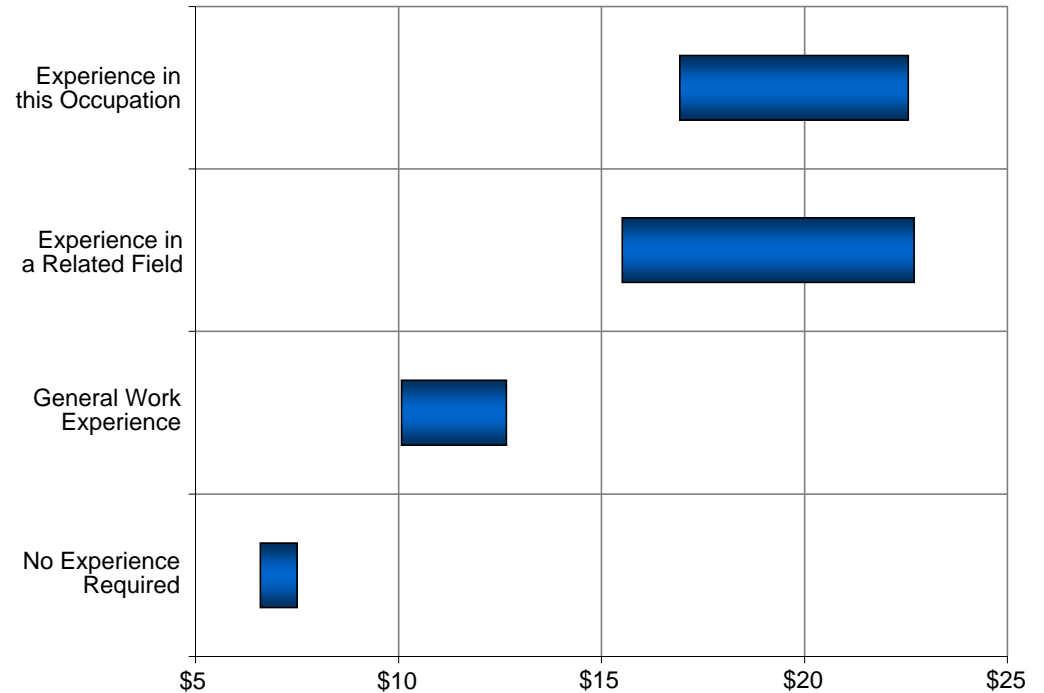


Following are the occupation groups most in demand in this survey by experience required:

- No Experience:** Food Preparation & Serving Related occupations dominate this group followed by Protective Service occupations.
- General Work Experience:** Sales & Related and Production occupations.
- Experience in a Related Field:** Healthcare Practitioner & Technical occupations make up a large majority of vacancies requiring related experience.
- Experience in this Occupation:** Healthcare Practitioner & Technical occupations make up the largest portion of vacancies requiring experience in the open position. Second are Construction & Extraction occupations.

Sixty-six percent of all vacancies requiring post-secondary education also require some work experience. This is down sharply from the Winter 2004 survey when 97% of the vacancies required this combination of education and experience. There have been more applicants than openings for the past few years, which allowed employers to demand higher levels of education and experience. It appears that employers have begun relaxing their education and experience requirements in order to fill current and future openings. At \$19.00 per hour, vacancies requiring both a bachelor's degree and experience in the vacant occupation offer an average wage almost three times higher than vacancies with no specific education and work experience requirements.

Figure 16: Reported Average Wage Ranges by Experience



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, a large hospital with close ties to a local university may have much less trouble recruiting registered nurses than a small doctor’s office relying on a third party temporary agency. Vacancies requiring post-secondary education may also be affected by recruitment timing; openings for a position requiring a bachelor’s degree will most likely be easier to fill immediately following graduations. The composition of the prevailing labor pool will also affect the difficulty employers experience when trying to fill vacancies. As noted above, the availability of candidates suited to fill a particular vacancy requiring a specific skill set is not always sufficient to meet all of a region’s demand.

Employers are reporting less difficulty in filling their positions this survey period relative to the previous survey period. Pueblo County employers experience no difficulty in filling 65% of the reported vacant positions. This is up from 48% in the Winter 2004 survey, but is much closer to the percentage in the prior

two years. In Winter 2002, 42% of vacancies were described as not difficult to fill, and in Winter 2001 46% were so described.

Employers from the Leisure & Hospitality sector have the highest portion of vacancies described as somewhat difficult to fill. Employers in the Health Care & Social Assistance sector also make up a large portion of these vacancies as well as those vacancies perceived to be very difficult to fill. These jobs tend to require higher levels of both education and experience.

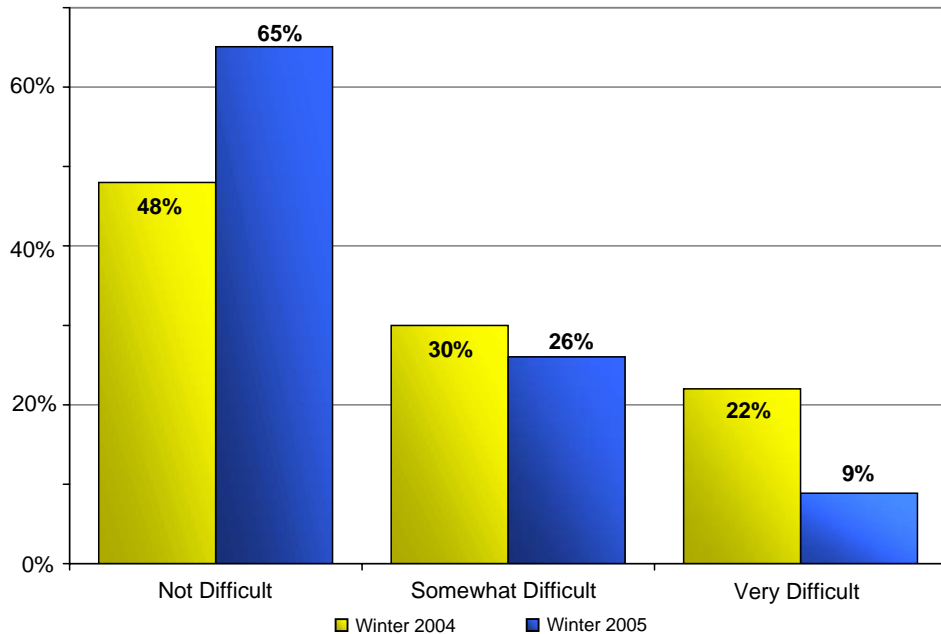
Following are the occupation groups most in demand in this survey by difficulty to fill:

Not Difficult: Food Preparation & Serving Related occupations are the most frequently demanded among vacancies described as not difficult to fill.

Somewhat Difficult: Food Preparation & Serving Related occupations make up the largest portion of vacancies that are found to be somewhat difficult to fill.

Very Difficult: Transportation & Material Moving occupations are the majority of those that are identified as very difficult to fill.

Figure 17: Vacancies by Difficulty to Fill



In addition to asking employers about their perceived difficulty in filling a vacant position, the Job Vacancy Survey also measures the amount of time a position has been open. This additional information allows readers to make a better judgment of the difficulty employers are experiencing than if the survey relied wholly on employers' opinion. In this survey, time open for hire responses are consistent with difficulty to fill responses.

Following are the occupation groups most in demand in this survey by time open for hire:

Less than 30 Days: Food Preparation & Serving Related occupational group.

30 to 60 Days: Sales & Related occupations.

60 or more Days: Healthcare Practitioner & Technical and Healthcare Support occupations.

Always Hiring: Food Preparation & Serving Related occupations are the most frequently demanded in this category, making up two-thirds of available positions.

The highest wages reported in this survey are offered for positions that have been vacant for 60 or more days. These positions are concentrated in the Health Care & Social Assistance sector. This is due in large part to the advanced educational and experience requirements and the technical nature of the positions, as well as the long-term shortage of qualified workers in that sector.

Figure 18: Vacancies by Time Open for Hire

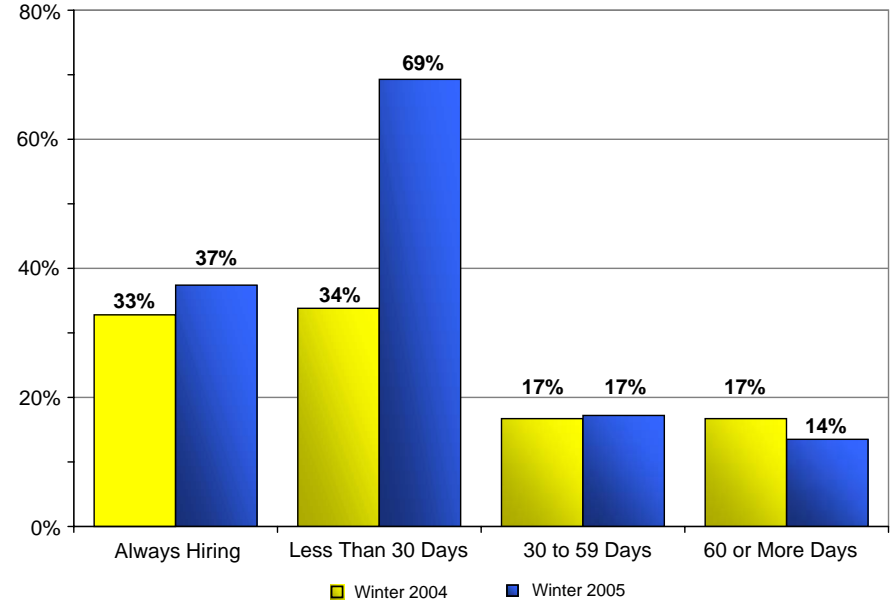
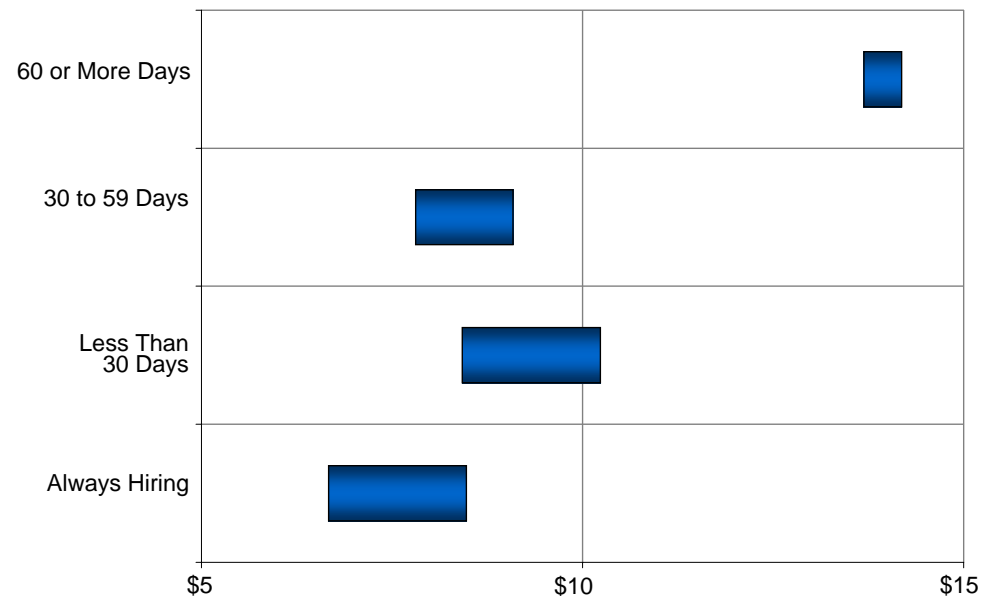


Figure 19: Reported Average Wage Ranges by Time Open for Hire



Medical Insurance

Employers frequently offer compensation related benefits to recruit qualified candidates. Some of these perks are paid time off, transportation or parking vouchers, subsidized childcare, or deferred compensation savings plans. One important benefit offered is medical insurance through an employer group plan. The employer may or may not contribute to insurance premiums related to the plan.

In the current survey, 57% of all reported vacancies include a medical insurance plan, down sharply from 80% in the Winter 2004 survey. Almost all the vacancies that have medical insurance available also offer to pay at least part of the premium.

Following are the occupation groups most in demand in this survey by medical insurance contribution:

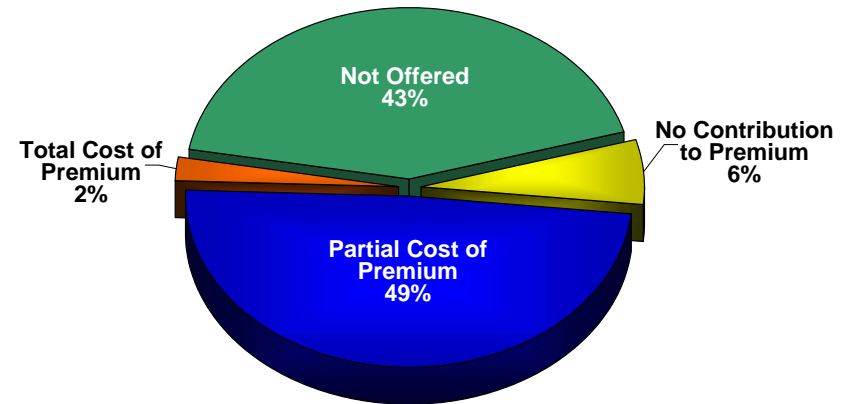
Not Offered: Food Preparation & Serving Related occupations make up the largest portion of reported vacancies that do not offer medical insurance. These vacancies do not typically offer this benefit.

No Contribution to Premium: Healthcare Practitioner & Technical occupations are the majority of vacancies identified in the survey as offering a health plan but not contributing to the premium.

Partial Contribution to Premium: Healthcare Practitioner & Technical occupations are the most frequently demanded occupations that offer partial contribution to the premium.

Total Cost of Premium: Production occupations are the largest portion of vacancies identified in the survey as paying the total cost of the premium.

Figure 20: Employers' Contribution to Medical Insurance



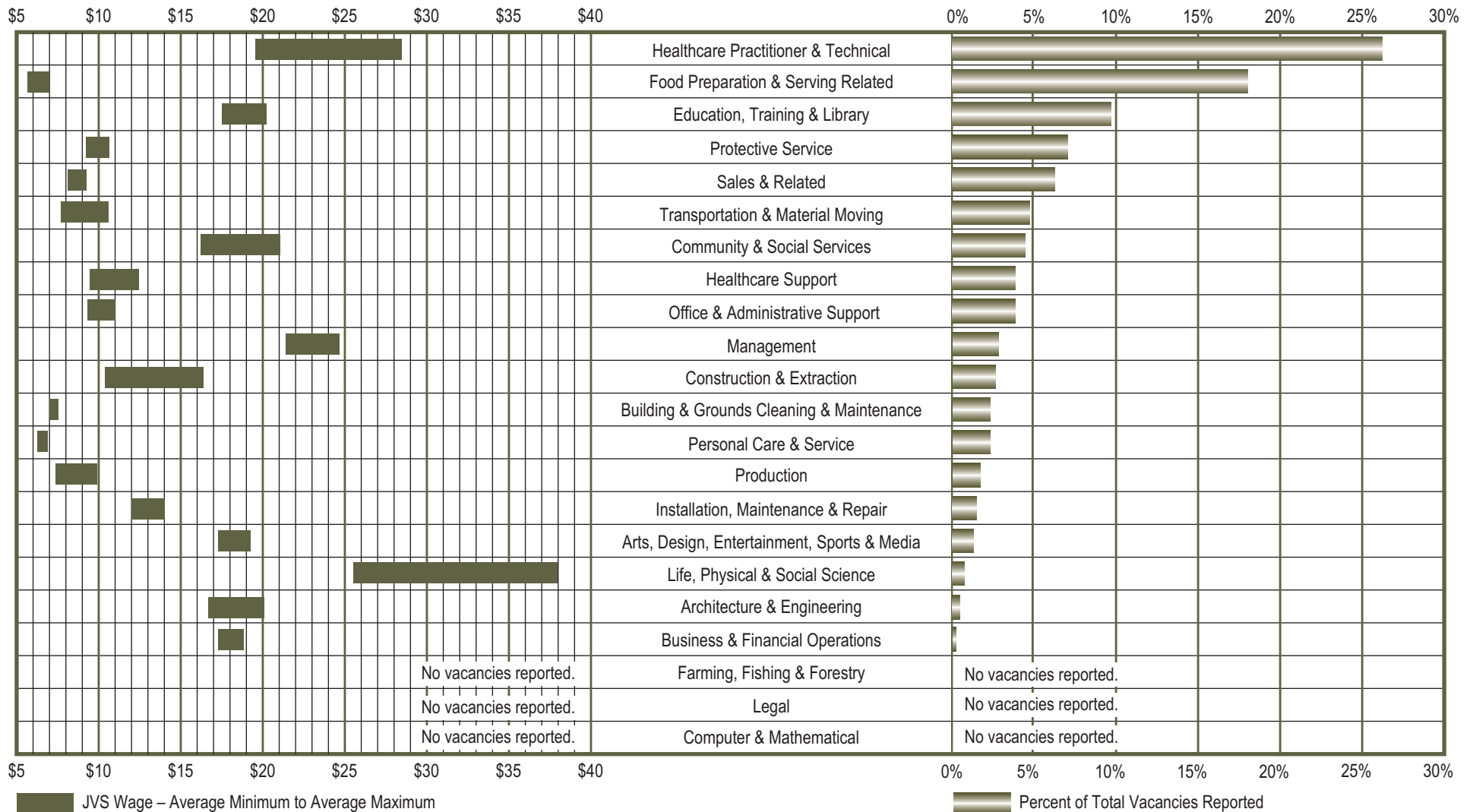
Sign-On Bonus

There were no sign-on bonuses offered for this survey report.

In order to help make comparisons between this survey and other sources of employment statistics, all jobs are assigned a Standard Occupational Classification (SOC) code from the 2000 Standard Occupational Classification Manual. Figure 21 is a ranking of the most-to-least vacancies by major occupa-

tional group. Of those major occupation groups, Healthcare Practitioner & Technical accounts for the highest number of vacancies, followed by Food Preparation & Serving Related, then Education, Training & Library occupations.

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. Nearly one-half of the 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 5 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. Wage information accompanied 29% of reported vacancies.

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 Pueblo 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 Five or More Estimated Vacancies

SOC Code	SOC Occupational Title	Vacancies Estimated	Vacancies Found	Average JVS Wage	Occupational Employment Statistics Wage Data (2003)							
					Average Wages			Percentile Distribution				
					Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
29-1111	Registered Nurses	78	74	\$24.50	\$17.82	\$22.19	\$24.38	\$16.25	\$19.10	\$22.34	\$25.94	\$28.21
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	49	35	\$6.60	\$5.83	\$6.21	\$6.40	\$5.38	\$5.68	\$6.16	\$6.64	\$7.76
41-2031	Retail Salespersons	25	12	\$9.20	\$6.46	\$10.56	\$12.60	\$6.06	\$7.01	\$8.49	\$12.57	\$18.44
33-9032	Security Guards	24	20	\$7.00	\$7.80	\$11.43	\$13.25	\$7.39	\$7.95	\$9.15	\$14.89	\$18.02
31-1012	Nursing Aides, Orderlies, and Attendants	18	12	\$10.90	\$7.91	\$9.47	\$10.25	\$7.50	\$8.14	\$9.33	\$10.60	\$11.45
41-2011	Cashiers	17	9	\$7.80	\$6.24	\$8.43	\$9.53	\$5.96	\$6.66	\$7.66	\$8.83	\$14.32
35-3031	Waiters and Waitresses	16	11	\$5.30	\$6.02	\$7.27	\$7.90	\$5.64	\$6.05	\$6.72	\$8.24	\$10.40
29-2061	Licensed Practical and Licensed Vocational Nurses	15	11	\$15.50	\$10.64	\$13.91	\$15.54	\$9.16	\$12.02	\$14.51	\$16.35	\$17.47
35-2012	Cooks, Institution and Cafeteria	14	14	†	\$7.57	\$10.40	\$11.81	\$7.14	\$8.36	\$10.40	\$12.46	\$13.91
37-2012	Maids and Housekeeping Cleaners	12	7	\$6.90	\$6.17	\$7.45	\$8.08	\$5.77	\$6.23	\$7.00	\$8.53	\$10.16
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	11	8	\$8.00	\$7.64	\$10.06	\$11.27	\$7.32	\$8.13	\$9.55	\$11.21	\$14.39
43-3071	Tellers	9	2	\$8.00	\$8.12	\$10.55	\$11.77	\$7.66	\$8.69	\$10.20	\$11.78	\$13.62
43-9021	Data Entry Keyers	9	2	†	\$9.45	\$11.57	\$12.64	\$9.02	\$10.01	\$11.61	\$13.09	\$14.41
29-1123	Physical Therapists	9	5	†	\$20.71	\$26.16	\$28.89	\$19.46	\$22.17	\$26.05	\$30.25	\$34.50
* 11-3042	Training and Development Managers	8	1	†	†	†	†	†	†	†	†	†
* 39-3091	Amusement and Recreation Attendants	7	4	\$6.00	\$6.39	\$8.68	\$9.82	\$5.98	\$6.91	\$8.15	\$9.50	\$12.13
47-2152	Plumbers, Pipefitters, and Steamfitters	7	3	\$12.00	\$11.49	\$18.08	\$21.38	\$8.68	\$13.68	\$17.86	\$23.10	\$26.49
47-2073	Operating Engineers and Other Construction Equipment Operators	7	3	\$15.00	\$13.82	\$18.47	\$20.79	\$12.39	\$15.42	\$18.88	\$21.53	\$23.41
35-2011	Cooks, Fast Food	7	5	\$5.20	\$6.08	\$6.64	\$6.93	\$5.63	\$5.96	\$6.50	\$7.13	\$8.49
53-3032	Truck Drivers, Heavy and Tractor-Trailer	7	3	†	\$11.01	\$14.75	\$16.62	\$10.09	\$11.89	\$14.07	\$17.03	\$20.48

* OES wages reported for Colorado statewide
† insufficient wage data

continued

Table 1: Occupations with Five or More Estimated Vacancies
Page 2

SOC Code	SOC Occupational Title	Vacancies Estimated	Vacancies Found	Average JVS Wage	Occupational Employment Statistics Wage Data (2003)							
					Average Wages			Percentile Distribution				
					Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
* 25-3011	Adult Literacy, Remedial Education, and GED Teachers and Instructors	7	2	†	\$10.94	\$16.48	\$19.25	\$10.04	\$12.32	\$15.82	\$19.76	\$23.41
43-4171	Receptionists and Information Clerks	7	3	†	\$6.98	\$9.58	\$10.88	\$6.29	\$7.67	\$9.26	\$11.25	\$13.46
* 49-3041	Farm Equipment Mechanics	6	2	†	\$10.11	\$14.51	\$16.71	\$9.16	\$11.16	\$14.38	\$17.30	\$20.80
43-6011	Executive Secretaries and Administrative Assistants	6	2	\$17.30	\$12.36	\$17.44	\$19.97	\$10.66	\$14.25	\$17.45	\$20.90	\$23.45
39-5012	Hairdressers, Hairstylists, and Cosmetologists	6	3	\$7.80	\$8.56	\$10.65	\$11.69	\$7.70	\$9.17	\$10.13	\$11.43	\$14.57
21-1012	Educational, Vocational, and School Counselors	5	5	\$15.50	\$15.73	\$23.58	\$27.51	\$14.23	\$18.10	\$23.18	\$30.13	\$34.21
33-3012	Correctional Officers and Jailers	5	5	\$22.00	\$16.35	\$20.73	\$22.92	\$15.16	\$18.48	\$21.26	\$24.36	\$26.53
* 25-1081	Education Teachers, Postsecondary	5	5	\$19.20	\$14.86	\$23.93	\$28.47	\$13.59	\$17.50	\$22.59	\$28.91	\$37.94
* 21-1013	Marriage and Family Therapists	5	3	†	†	†	†	†	†	†	†	†
* 47-2151	Pipelayers	5	2	†	\$10.20	\$13.69	\$15.43	\$9.53	\$10.86	\$13.01	\$16.14	\$19.70
47-2211	Sheet Metal Workers	5	2	†	\$11.63	\$18.29	\$21.62	\$11.06	\$13.05	\$17.25	\$24.64	\$27.57
53-3031	Driver/Sales Workers	5	2	\$5.80	\$6.06	\$9.95	\$11.89	\$5.69	\$6.21	\$7.83	\$11.97	\$17.21
* 29-1063	Internists, General	5	1	†	†	†	†	†	†	†	†	†
43-9061	Office Clerks, General	5	1	†	\$6.99	\$10.59	\$12.38	\$6.39	\$7.81	\$10.11	\$12.44	\$16.20
43-4081	Hotel, Motel, and Resort Desk Clerks	5	1	†	\$6.31	\$7.56	\$8.18	\$6.00	\$6.63	\$7.54	\$8.52	\$9.22
43-3051	Payroll and Timekeeping Clerks	5	1	†	\$10.88	\$14.46	\$16.24	\$9.85	\$12.02	\$13.99	\$16.73	\$20.27
43-3031	Bookkeeping, Accounting, and Auditing Clerks	5	1	†	\$8.90	\$12.93	\$14.95	\$8.13	\$9.93	\$12.38	\$15.93	\$18.52

* OES wages reported for Colorado statewide

† insufficient wage data

continued

Table 2: Occupations with Fewer than Five Estimated Vacancies

		Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
SOC Code	SOC Occupational Title	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
35-2014	Cooks, Restaurant	\$7.26	\$8.48	\$9.09	\$6.85	\$7.50	\$8.25	\$9.27	\$10.88
35-3041	Food Servers, Nonrestaurant	\$6.24	\$7.17	\$7.64	\$5.80	\$6.21	\$6.88	\$8.03	\$9.53
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	\$13.86	\$24.64	\$30.03	\$12.49	\$15.61	\$22.76	\$27.61	\$42.33
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$12.94	\$24.53	\$30.32	\$12.19	\$13.68	\$23.23	\$26.93	\$50.80
29-1127	Speech-Language Pathologists	\$20.93	\$25.64	\$28.00	\$19.39	\$23.02	\$25.80	\$28.58	\$33.30
21-1015	Rehabilitation Counselors	\$8.49	\$14.97	\$18.20	\$7.48	\$9.25	\$12.82	\$19.01	\$27.19
* 21-1014	Mental Health Counselors	\$11.24	\$16.19	\$18.66	\$10.34	\$12.10	\$14.38	\$17.76	\$23.71
* 33-2011	Fire Fighters	\$15.37	\$21.27	\$24.22	\$14.00	\$17.38	\$20.88	\$25.83	\$30.49
* 25-2031	Secondary School Teachers, Except Special and Vocational Education	\$14.71	\$21.09	\$24.28	\$14.05	\$16.05	\$20.27	\$26.00	\$31.17
* 27-2022	Coaches and Scouts	\$8.11	\$16.30	\$20.40	\$6.70	\$9.52	\$12.49	\$17.62	\$29.69
* 11-9033	Education Administrators, Postsecondary	\$20.99	\$34.04	\$40.56	\$18.99	\$23.51	\$29.82	\$40.82	\$55.02
* 25-1199	Postsecondary Teachers, All Other	\$12.85	\$26.30	\$33.02	\$11.76	\$14.04	\$24.86	\$33.89	\$43.72
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$13.16	\$17.15	\$19.15	\$12.40	\$14.12	\$16.59	\$20.23	\$23.06
* 31-9011	Massage Therapists	\$10.35	\$18.49	\$22.56	\$9.14	\$11.65	\$13.76	\$26.06	\$32.71
* 51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	†	†	†	†	†	†	†	†
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$10.63	\$15.47	\$17.89	\$9.21	\$12.33	\$15.19	\$17.13	\$21.48
* 25-1121	Art, Drama, and Music Teachers, Postsecondary	\$16.13	\$24.65	\$28.92	\$14.83	\$18.99	\$23.69	\$29.30	\$37.09
* 25-1123	English Language and Literature Teachers, Postsecondary	\$13.98	\$22.63	\$26.97	\$12.82	\$15.97	\$20.48	\$27.18	\$35.32
53-3022	Bus Drivers, School	\$8.92	\$11.44	\$12.70	\$8.70	\$9.68	\$11.24	\$13.27	\$15.26
* 25-1022	Mathematical Science Teachers, Postsecondary	\$15.88	\$25.20	\$29.86	\$14.59	\$17.83	\$22.03	\$30.38	\$40.75
19-3031	Clinical, Counseling, and School Psychologists	\$17.94	\$24.40	\$27.63	\$16.50	\$19.58	\$24.12	\$28.55	\$34.30

* OES wages reported for Colorado statewide

† insufficient wage data

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

		Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
SOC Code	SOC Occupational Title	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
11-9111	Medical and Health Services Managers	\$29.37	\$36.90	\$40.67	\$27.11	\$31.25	\$35.44	\$41.46	\$46.76
49-9099	Installation, Maintenance, and Repair Workers, All Other	\$8.95	\$13.82	\$16.26	\$8.52	\$9.39	\$11.83	\$17.44	\$23.65
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	\$9.25	\$13.14	\$15.08	\$8.31	\$10.33	\$12.28	\$13.81	\$22.62
37-3011	Landscaping and Groundskeeping Workers	\$7.19	\$10.01	\$11.41	\$6.67	\$7.63	\$8.76	\$11.83	\$15.53
* 53-7051	Industrial Truck and Tractor Operators	\$10.17	\$13.48	\$15.13	\$9.57	\$11.11	\$13.29	\$15.81	\$17.69
53-7061	Cleaners of Vehicles and Equipment	\$7.24	\$9.94	\$11.29	\$6.84	\$7.75	\$9.32	\$11.48	\$14.81
53-3033	Truck Drivers, Light or Delivery Services	\$9.27	\$13.96	\$16.31	\$7.85	\$10.96	\$14.71	\$16.94	\$18.85
25-3021	Self-Enrichment Education Teachers	\$7.43	\$9.44	\$10.44	\$7.02	\$7.49	\$8.23	\$9.88	\$14.37
* 25-2021	Elementary School Teachers, Except Special Education	\$14.02	\$19.24	\$21.84	\$13.08	\$15.13	\$18.06	\$23.30	\$27.73
* 25-1125	History Teachers, Postsecondary	\$17.45	\$26.33	\$30.77	\$16.15	\$19.48	\$24.46	\$31.49	\$40.81
* 25-1113	Social Work Teachers, Postsecondary	\$15.33	\$27.84	\$34.10	\$12.22	\$19.41	\$26.72	\$37.66	\$45.12
* 25-1011	Business Teachers, Postsecondary	\$15.21	\$29.41	\$36.51	\$13.38	\$17.65	\$25.80	\$38.33	\$51.80
11-9032	Education Administrators, Elementary and Secondary School	\$29.62	\$34.07	\$36.29	\$28.30	\$31.39	\$34.40	\$37.85	\$43.14
* 25-1067	Sociology Teachers, Postsecondary	\$16.56	\$26.85	\$32.00	\$14.75	\$19.33	\$25.37	\$33.11	\$42.15
* 29-1126	Respiratory Therapists	\$15.19	\$18.93	\$20.81	\$14.50	\$16.52	\$19.11	\$21.49	\$23.82
* 29-2099	Health Technologists and Technicians, All Other	†	†	†	†	†	†	†	†
29-2034	Radiologic Technologists and Technicians	\$12.83	\$16.99	\$19.08	\$12.30	\$13.73	\$16.47	\$19.88	\$22.50
31-2021	Physical Therapist Assistants	\$12.98	\$15.64	\$16.97	\$12.41	\$13.66	\$15.60	\$17.47	\$19.49
* 39-5092	Manicurists and Pedicurists	\$6.95	\$10.29	\$11.97	\$6.49	\$7.35	\$8.63	\$10.51	\$17.76
* 39-4011	Embalmers	\$10.00	\$12.77	\$14.16	\$9.54	\$10.44	\$12.28	\$14.92	\$16.60
* 51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	\$8.63	\$12.08	\$13.80	\$7.77	\$9.46	\$11.21	\$14.19	\$18.32
51-6011	Laundry and Dry-Cleaning Workers	\$5.95	\$7.30	\$7.97	\$5.61	\$6.09	\$6.97	\$8.23	\$9.02

* OES wages reported for Colorado statewide

† insufficient wage data

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

		Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
SOC Code	SOC Occupational Title	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
* 51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	\$8.39	\$11.94	\$13.72	\$7.76	\$8.98	\$10.76	\$14.68	\$17.54
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	\$6.16	\$7.88	\$8.74	\$5.85	\$6.62	\$7.72	\$9.12	\$10.35
* 17-2141	Mechanical Engineers	\$21.93	\$31.85	\$36.81	\$20.43	\$24.48	\$30.61	\$38.17	\$45.37
* 25-1042	Biological Science Teachers, Postsecondary	\$18.33	\$34.72	\$42.91	\$16.40	\$21.38	\$29.71	\$43.19	\$58.58
13-2011	Accountants and Auditors	\$15.73	\$20.80	\$23.33	\$13.90	\$17.49	\$20.22	\$23.64	\$27.91
* 11-9039	Education Administrators, All Other	†	†	†	†	†	†	†	†
* 17-3022	Civil Engineering Technicians	\$12.86	\$18.65	\$21.54	\$11.75	\$14.20	\$18.61	\$22.48	\$26.38
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$7.00	\$9.75	\$11.13	\$6.35	\$7.74	\$9.57	\$11.30	\$13.35
11-3031	Financial Managers	\$21.07	\$35.07	\$42.07	\$18.78	\$24.77	\$32.24	\$38.37	\$54.13
* 21-1021	Child, Family, and School Social Workers	\$12.98	\$18.77	\$21.67	\$12.03	\$14.49	\$18.22	\$22.52	\$27.19
21-1023	Mental Health and Substance Abuse Social Workers	\$13.71	\$20.55	\$23.97	\$12.48	\$15.39	\$21.10	\$25.11	\$27.76
* 21-1092	Probation Officers and Correctional Treatment Specialists	\$17.11	\$24.58	\$28.31	\$15.65	\$19.42	\$25.10	\$30.31	\$33.42
* 53-6021	Parking Lot Attendants	\$6.23	\$7.97	\$8.84	\$5.88	\$6.42	\$7.27	\$9.10	\$11.09
43-5041	Meter Readers, Utilities	\$14.05	\$16.12	\$17.15	\$12.57	\$15.15	\$16.49	\$17.84	\$19.20
* 29-1062	Family and General Practitioners	\$39.50	\$63.46	†	\$36.50	\$44.68	\$56.47	†	†
* 27-2032	Choreographers	\$6.57	\$13.51	\$16.98	\$6.13	\$7.07	\$14.66	\$17.35	\$21.59
47-4051	Highway Maintenance Workers	\$13.48	\$17.39	\$19.35	\$11.34	\$15.61	\$18.32	\$20.17	\$21.29
25-9041	Teacher Assistants	\$7.51	\$10.29	\$11.69	\$6.81	\$8.46	\$10.30	\$11.84	\$13.97
29-1122	Occupational Therapists	\$19.82	\$24.65	\$27.06	\$18.92	\$20.90	\$23.94	\$27.30	\$32.91
43-6013	Medical Secretaries	\$9.05	\$10.70	\$11.52	\$8.42	\$9.23	\$10.18	\$11.39	\$14.64
* 43-4061	Eligibility Interviewers, Government Programs	\$11.89	\$15.51	\$17.32	\$11.25	\$12.68	\$14.73	\$17.73	\$21.05
31-9099	Healthcare Support Workers, All Other	\$8.38	\$11.87	\$13.62	\$7.55	\$9.35	\$11.26	\$14.14	\$17.57

* OES wages reported for Colorado statewide

† insufficient wage data

Table 2: Occupations with Fewer than Five 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
* 29-2055	Surgical Technologists	\$11.42	\$15.77	\$17.95	\$10.83	\$12.40	\$14.99	\$18.63	\$22.34
* 29-2012	Medical and Clinical Laboratory Technicians	\$11.23	\$15.56	\$17.73	\$10.35	\$12.32	\$15.14	\$18.53	\$21.49
29-2031	Cardiovascular Technologists and Technicians	\$9.96	\$16.14	\$19.24	\$9.58	\$10.75	\$14.31	\$20.71	\$27.17
* 25-1071	Health Specialties Teachers, Postsecondary	†	†	†	†	†	†	†	†
29-2053	Psychiatric Technicians	\$12.57	\$15.27	\$16.62	\$11.95	\$13.31	\$15.31	\$16.98	\$18.75
* 25-1054	Physics Teachers, Postsecondary	\$19.16	\$31.05	\$37.00	\$17.79	\$22.36	\$28.66	\$39.06	\$49.22
49-9042	Maintenance and Repair Workers, General	\$8.65	\$13.36	\$15.72	\$7.40	\$9.93	\$12.55	\$16.99	\$20.46
* 29-1124	Radiation Therapists	\$22.14	\$26.67	\$28.93	\$20.25	\$23.72	\$26.66	\$30.32	\$34.43

* OES wages reported for Colorado statewide

† insufficient wage data

Government agencies have historically employed a larger share of the Pueblo workforce than any private industry, and this survey remains the same.

Since the Colorado Department of Labor & Employment began keeping track of employment information using the North American Industry Classification System (NAICS) in 2001, state, local and federal Government has continually employed about 20% of Pueblo's workforce. According to the Colorado Department of Labor & Employment's Current Employment Statistics unit, in the first quarter of 2005, there were about 11,800 government employees working in the county. Fifty-four percent of those were employed by local governments, which include city and county agencies. The State of Colorado employed approximately 38% of and the federal government, the remaining 8%.

By far, the largest local government employers in Pueblo are the school districts, the Pueblo County government, and the City of Pueblo government. Water, health and library districts are also high on the list. Colorado State University—Pueblo and Pueblo Community College are the two largest state government employers. Non-military Federal government employers in Pueblo include the United States Postal Service, the Department of Agriculture, and the Department of Commerce.

In this survey government employers reported 157 vacancies open for immediate hire, up nearly 60% from the Winter 2004 survey. Ninety-one percent of the vacancies reported are with state government, 8% in local government, and the remaining 1% in federal government.

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 44% of the employment in the region is found in large and government employers that make up only 5% 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 Pueblo County Job Vacancy Survey was conducted from March 3rd through 10th, 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 76% 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 200 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 34% of the employment in the sample frame, while private industry employers make up the remaining 66%. Large firms account for 40% of private industry employment in the sample frame. Firms employing from five to 199 individuals are considered small to mid-size employers, and account for the remaining 60% of private industry employment.

The margin of error for the overall vacancy estimate is plus or minus 5.5% or about 33 vacancies at a 95% confidence level. In other words, in 95 out of 100 samples, the actual number of vacancies in the region will be between 568 and 634 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 91% 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 Pueblo, 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.

Pueblo 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

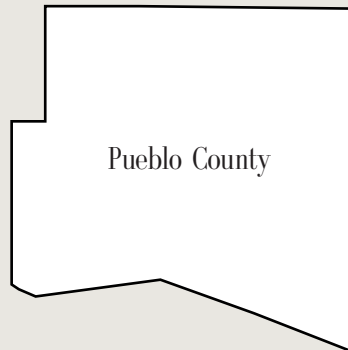
The unemployment rate represents the number unemployed as a percent of the labor force.

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

Pueblo County Workforce Center



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For a listing of all Colorado Workforce Centers:

www.coworkforce.com/emp/wfcs.asp