

Northwest & Rural Resort Region

Job Vacancy Survey

October 2002

The map displays job vacancy survey data for the Northwest and Rural Resort regions of Colorado. The data is organized into several categories:

- EDUCATION:**
 - TUTOR:** Steamboat Springs High School. Part-time \$10/hr. Must be fluent in Spanish and English. Deadline: open until filled. Questions: Mike Knezevich, Principal-871-3695. Call 879-1530 for application. EOE
 - Assistant Director:** time experienced Assistant Director. Join our team and receive salary. Send resume at Yarnall, 10th & Lincoln or mail to PO Box 342 Steamboat Springs CO 80477 before October 31. For questions call 879-9151 and ask for Debbie Fuller.
- RETAIL:**
 - Moose Mountain:** seeks full-time experienced sales people. Join our team and receive salary + commission + benefits. Please send resume and confidence to PO Box 775864 or apply in person at 833 Lincoln Ave.
- SALES/MARKETING:**
 - Exciting new company:** Want large income? Exciting new company. Turn monthly telephone/internet sales into residual income. No experience necessary. Call 879-76-1605.
- TOYS IN THE ATTIC:** Fun atmosphere, flexible hours. Looking for reliable bar, kitchen, and cleaning staff. Call or apply in person. 879-7951
- WINONA'S:** has just one valuable position left to fill to prepare for a busy Fall/Winter season. If you are an experienced, responsible, hard-working person, please apply at 617 Lincoln Ave. Good Great Pay. Good benefits to work for.
- SKYLINE:** The Skyline is now accepting applications for winter ski season. All positions available. Apply withing, Mon-Fri 9 to 5. Gondola Square 879-4444
- SKI LIFT OPERATORS (HOWELSER HILL):** City of Steamboat Springs Seasonal positions. Day DOQ. Various shifts available. Submit applications to City of Steamboat Springs 137 10th Street, POB 775088, Steamboat Springs, CO 80477. Open until filled. EOE
- AMERICORPS WORKER:** 20-40 hours per week to educate parents on their child's childhood growth and development. Some travel required. Bilingual preferred. Apply in person to VNA, 745 Russell Street, Craig or 940 Central Park Drive, Suite 101. For more information, call Marilyn Boulton at 824-8233.
- DATA ENTRY:** P/T. No experience needed. Training provided! Medical billing. Up to \$10k. Computer required. 1-800-240-1548, ext. 422. www.epsmed.net
- FAMILY ADVOCATE:** Approximately 8 hours per week. Provides advocacy services to children with special needs and their families in Grand, Jackson, Routt, Moffat and Rio Blanco Counties. Will advocate, mediate, guide, support, and educate while assisting families through formal and informal systems of services to meet family needs. No travel required. Apply in person to VNA, 940 Central Park Drive, Suite 101. For more information, call Patsy Ford 879-1632. EOE.
- MEDICAL RECEPTIONIST:** Excellent compensation and phone skills.
- CARPENTER & JOINER:**
 - Flexible Hours
 - Long-Term Employment
 - Paid Holiday and Vacation
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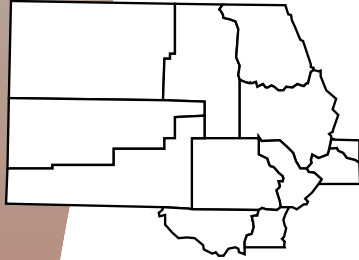
Counties

- | | |
|-------------|------------|
| Clear Creek | Lake |
| Eagle | Moffat |
| Garfield | Pitkin |
| Gilpin | Rio Blanco |
| Grand | Routt & |
| Jackson | Summit |



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





Northwest & Rural Resort Region Job Vacancy Survey

*Conducted
July 22 - July 31, 2002*

State of Colorado
Bill Owens, *Governor*

Colorado Department of Labor & Employment
Vickie Armstrong, *Executive Director*
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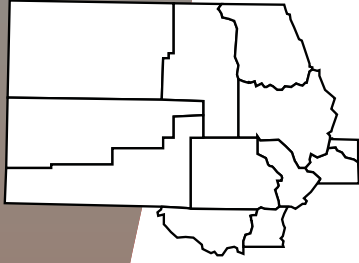
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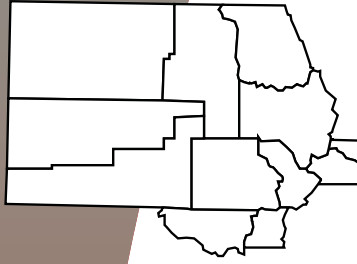
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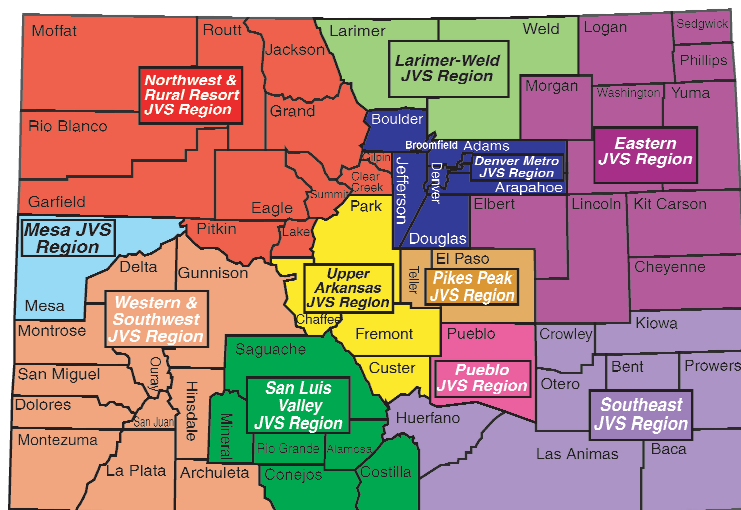
Introduction

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

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

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

Colorado Job Vacancy Survey Regions



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

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

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How to Use This Report

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

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

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

Employers

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

◆ *Employee Recruitment*—

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

◆ *Employee Training*—

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

◆ *Compensation and Benefits Planning*—

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

◆ *New Site Selection*—

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



Job Seekers

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

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

Workforce Centers

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

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

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

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

Economic Developers

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

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

Caveats

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

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

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

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

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



Executive Summary

The third Northwest & Rural Resort Job Vacancy Survey (JVS) was conducted from July 22nd through July 31st, 2002. The goal of the survey is to obtain knowledge about current job market conditions in this Colorado region. A random sample of small to mid-size private employers with at least five employees is contacted over the survey period. Attempts are made to interview all large employers and Government agencies in the region as well. Employers are asked about current hiring activity.

A total of 796 employers, representing 40% of the region's total employment, responded to the survey. Of these, 140 were Government agencies, 70 were large employers and 586 were small to mid-sized employers. The survey had a 75% effective response rate. The major findings of the survey follow:

- ◆ An estimated 1,580 jobs were available for hire during the survey period, coinciding with a 1.4% vacancy rate.
- ◆ Seventeen percent of the surveyed employers reported at least one job vacancy.
- ◆ Service producing employers account for 75% of the estimated vacancies.
- ◆ Sixty-five percent of the openings are permanent, full-time positions.
- ◆ The average wage for all reported vacancies is \$14.10 per hour.
- ◆ Most surveyed job vacancies do not require educational attainment beyond the high school/GED level.
- ◆ Seventy percent of the job vacancies require related or occupation specific experience.
- ◆ Twenty-four percent of the vacant positions surveyed have been open for 60 or more days.

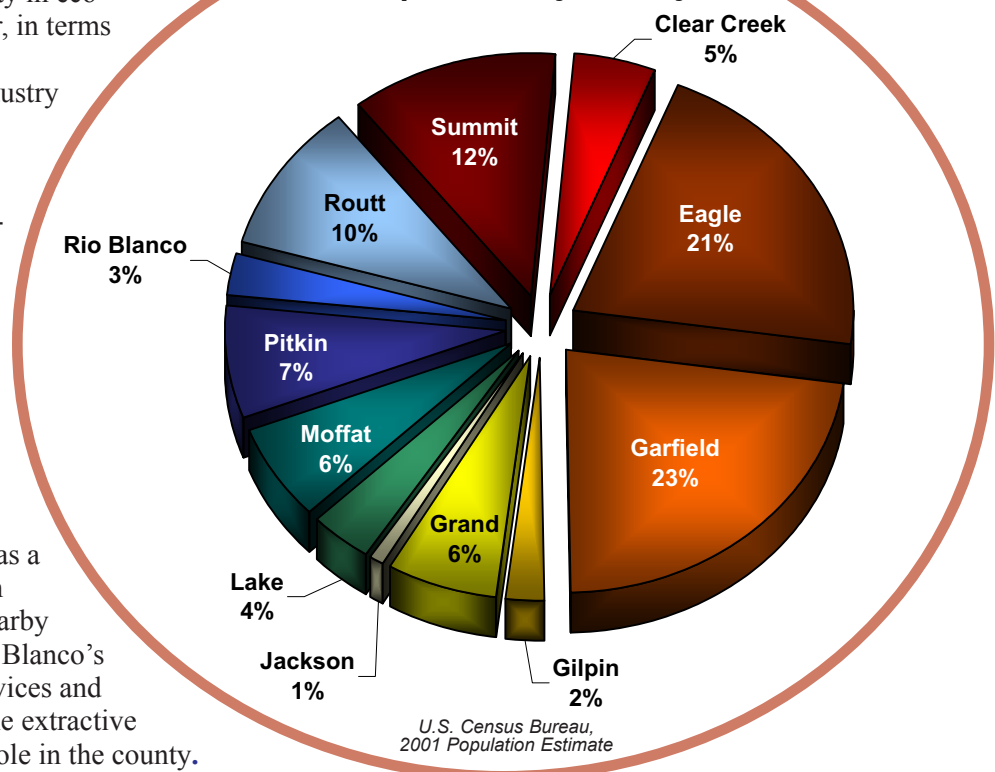
Northwest & Rural Resort

The Northwest & Rural Resort (NW&RR) region encompasses a large geographic area with some diversity in economic composition. However, in terms of labor and employment, the Services and Retail Trade industry groups are dominant forces throughout the region.

Twelve northwestern counties compose the region. Tourism is a significant influence in the economies of Clear Creek, Eagle, Grand, Pitkin, Summit, and Lake counties. Garfield, Moffat, Routt, and Jackson benefit from mining, ranching, and farming along with tourism. Gilpin has emerged as a gaming center and a bedroom community for workers in nearby counties. Almost 60% of Rio Blanco's businesses operate in the Services and Retail Trade industries, yet the extractive industries play a significant role in the county.

The Northwest & Rural Resort Region continues to experience dramatic population growth as infrastructure and technology improvements make rural living more amenable. Population is concentrated in Garfield, Eagle, and Summit counties along the I-70 corridor. The July 2001 U.S. Census Bureau's population estimate indicates an annual growth rate exceed-

**Figure 1:
Population by County**



ing 2% for these three counties plus Routt. Some cities in these counties are now grappling with traffic congestion, high housing costs and overburdened infrastructure as a result of growth. Lake, Moffat, and Rio Blanco counties on the other hand have experienced a decline in population since the 2000 census.

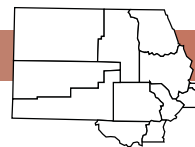
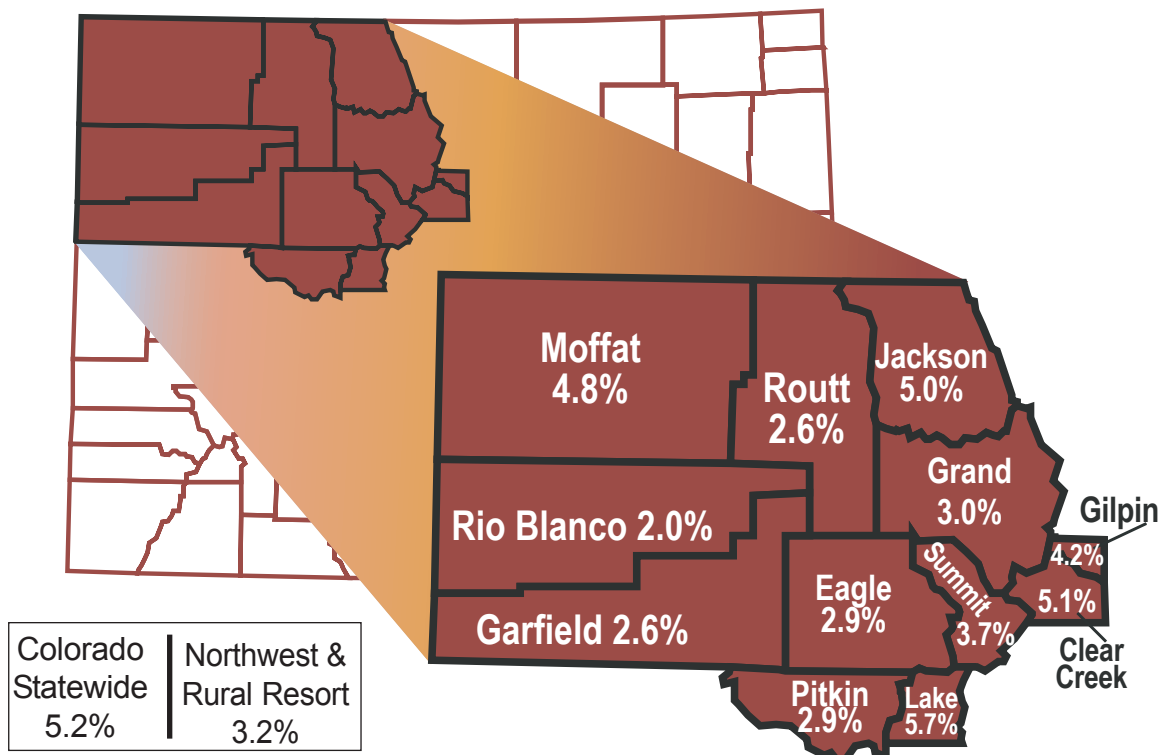


Figure 2: Unemployment Rates for July 2002
 (Rates Not Seasonally Adjusted)



Source: CDLE, Local Area Unemployment Statistics

The region employed 103,600 people out of a labor force estimated at 107,018 for July of 2002. The region's unemployment rate of 3.2% is lower than

both that of the state and the U.S rate of 6.0% (not seasonally adjusted) reported by the Bureau of Labor Statistics for July of 2002.

Area establishments have been categorized into eleven major Standard Industrial Classifications (SIC) to provide a better picture of the industries that drive the Northwest & Rural Resort economy. Third quarter 2001 statistics reveal that 32% of the wage and salary employment in the region is in the Services sector. Retail Trade accounts for another 23% of jobs.

Looking further into Major Industry Groups within the SIC classification, Amusement and Recreation businesses employ the most people in the Services Industry followed by Hotels and Lodging Establishments. Almost 50% of the people working in Retail Trades are employed in Eating and Drinking Establishments. Each of these industries is bolstered by area tourism.

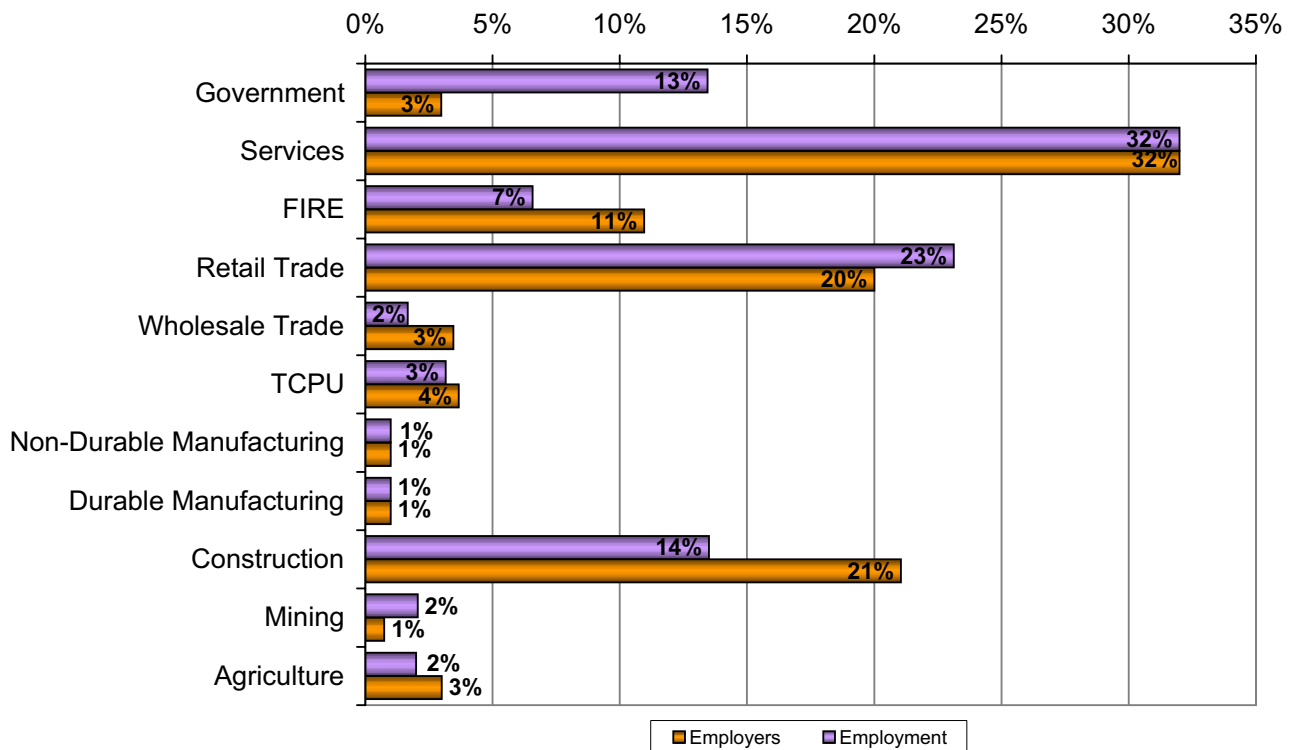
Business Service, Engineering, Accounting, Research, and Management firms dominate the Services Industry.

However, these businesses are often sole-proprietorships or employ only a few professionals.

Like the rest of Colorado, Services and Retail Trade are major economic drivers. The Northwest & Rural Resort region's economy is in fact more dependent on Services, Retail Trade, and Construction than the rest of the state. Combined, these industries make up 73% of the region's employers and 69% of the employment. The strength of the construction industry reflects the area's population growth.

Wholesale Trade and Manufacturing play a smaller role in the NW&RR economy than they do in the state as a whole. Finance, Insurance, and Real Estate (FIRE) and the Transportation, Communications, Electric, Gas, and Sanitary Service (TCPU) industries hold a similar position in the regional economy as they do in the state as a whole.

Figure 3: Northwest & Rural Resort Region Employers & Employees, 3rd Quarter, 2001



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

Source: Colorado Employment and Wages (ES-202)



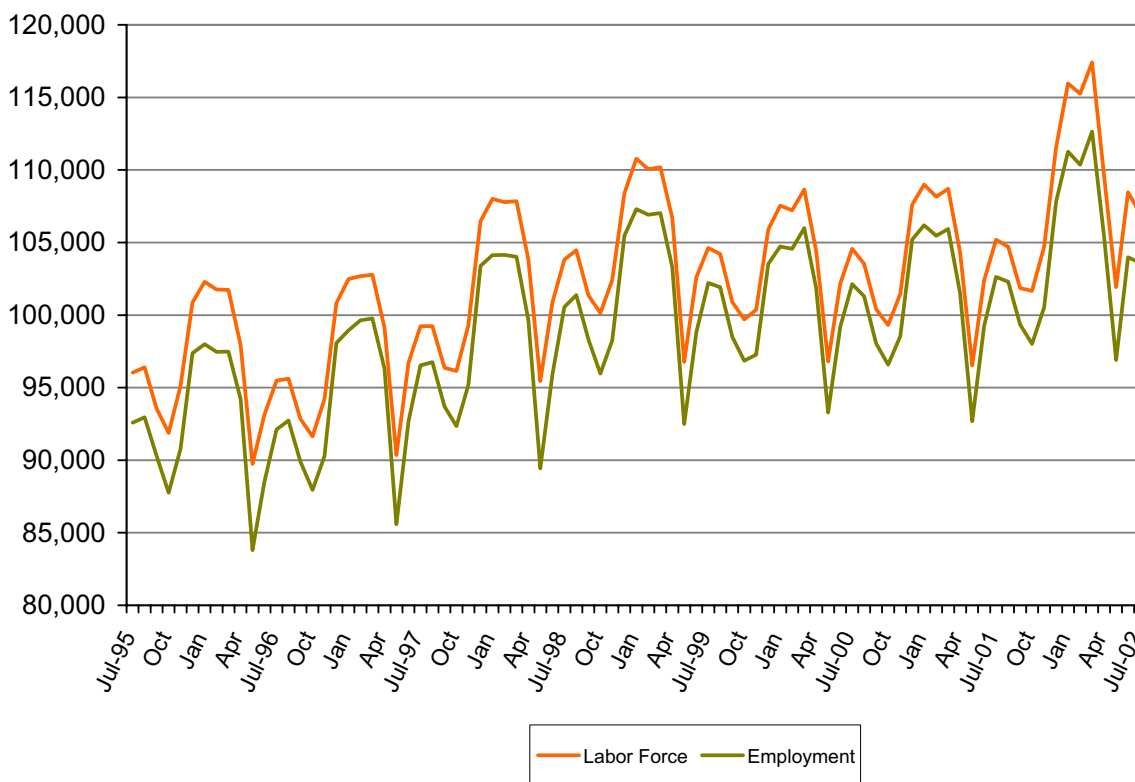
The chart below illustrates the historical progression of both the region’s labor force and employment levels. The upward trend illustrates the growth in both the labor force and employment over the years. The region’s labor force and employment have both grown at a compound annual growth rate of 1.6% per year. The net growth in the labor force over the seven-year period is more than 11%.

The graph also provides a visual representation of unemployment. Unemployment is represented by the gap between the labor force and the employment lines; the larger the distance between the two lines, the greater the number of unemployed. Unemployment tends to peak in May each year, then employment

gains until the late fall when it dips before picking up again in winter with the ski season.

The Job Vacancy Survey is conducted semi-annually in winter and summer in order to measure the demand for labor at peak periods. Tourism and out-door recreation, major components in the area’s economy, heavily influence the seasonal fluctuations evident in the graph. Notice the high peaks that start in December each year continuing through March, these coincide with the winter snow-ski season. Then, after a lull the labor-force and employment experience their smaller summer peak in July and August reflecting summer tourism and activity in the construction industry.

Figure 4: Employment & Labor Force Trends for the Northwest & Rural Resort Region



Source: CDLE, Local Area Unemployment Statistics

The Job Vacancy Survey Sample

This Northwest & Rural Resort regional survey was conducted from July 22nd through July 31st, 2002. For the purpose of this report, employers with 5 or more employees (5,262 in the region) are referred to as the *sample universe*. Firms with fewer than 5 employees account for about 64% of the region's employers and represent 15% of the total employment; however, by focusing on organizations with more than 5 employees the survey gains more labor information per contact.

The Job Vacancy Survey first separates employers from this sample universe into Government and private industry classifications. Next, private firms are split into large (150 or more employees) and small to mid-size (from 5 to 149 employees) categories. Then, small to mid-size firms are split into Goods Producing and Service Producing Industries, and a random sample of each category is contacted. The survey unit attempts to contact all Government and large employers in the region.

Almost 14% percent of the sample universe employment is represented by Government entities,

including public schools. Large private employers represent 21% while small to mid-size firms account for 65% of the employment. The survey includes responses from 796 employers representing 15% of all those with 5 or more employees in the Northwest & Rural Resort Region; those surveyed provide jobs for 40% of employed persons in the region. Of these respondents, 140 were Government, 70 were large employers and 586 were from the small to mid-sized category.

As there are not a sufficient number of regional firms in each of the Standard Industrial Classification categories to support job vacancy estimates at this detailed level, the industrial classifications are grouped into broader segments for Goods Producing Industries, Service Producing Industries and Government. Goods Producing entities represent 13% of the sample universe; 234 of these firms were contacted during the survey period. Service Producing businesses comprise 84% of the sample universe; 422 provided information for the Job Vacancy Survey. The survey also included 140 Government entities.

Table 1: Industry Categories

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

The response rate for the survey is 75% and the cooperation rate is 99%. The response rate measures how successful the survey is at contacting eligible

employers. The cooperation rate measures how willing employers are to participate in the survey once they are contacted.



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 public sector for several years, Colorado is the first state in the nation to pioneer the use of CATI data collection for the Job Vacancy Survey.

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

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

Those that are actively hiring are then asked to provide more detail about each position—compensation offered, levels of education and experience required, and the employer’s perceived difficulty in filling the vacancy along with the number of days the position has been 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.

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

Vacancies: Industry, Size and Status

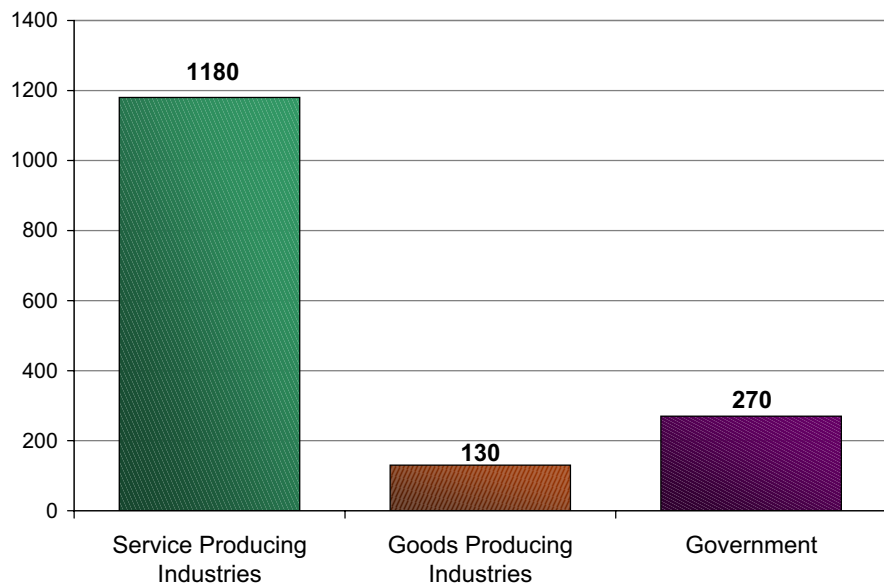
During the survey period, an estimated 1,580 vacancies were open for immediate hire in firms with at least 5 employees in the Northwest & Rural Resort Region. Overall employment is estimated at approximately 104,000 resulting in an estimated vacancy rate of about 1.4%.

The nation-wide recession is evident in the region; there are 40% fewer estimated vacancies than at the same time last year. Nationally, corporate financial woes and the shake-out in the technology industry directly impact the areas in which they are located – usually larger urban centers or corporate towns. The downstream consequences that touch the region are losses in personal investment value, declines in tourism and construction as personal spending declines, and less activity for the region's business service companies who may support regional tourism and construction or ailing firms in other regions or states.

Though statistical data is not yet available, the drought may be impacting the region's labor markets associated with tourism and agriculture according to The Office of State Planning and Budgeting. Economists there are predicting lower sales revenues in tourist businesses associated with rafting and fishing because of lower stream levels, outdoor recreation due to fire bans and restricted access, and park visits because of forest fires. This autumn may see reductions in hunting related tourist service revenues and jobs because of loss of habitat to fires and diminished graze-lands from lack of precipitation.

Also related to drought conditions are probably effects on the agricultural industry. Though farming and ranching provide relatively few jobs in the region, some jobs and certainly earnings could be impacted due to drought conditions. Water restrictions increase the price of crop irrigation which results in higher feed prices for ranchers who in turn may find it more eco-

Figure 5: Estimated Vacancies by Industry Group



nomical to sell their livestock early for processing, thus glutting the market. Lost production for farmers and lower revenue for ranchers will likely mean fewer jobs (except, perhaps, for meat processing) and lower incomes for workers in these sectors.

During the survey period, regional employment is centered on summer tourist business and construction. However, employers' current demand for new hires is mostly for K-12 teachers and ski instructors as the school year and ski season approach.



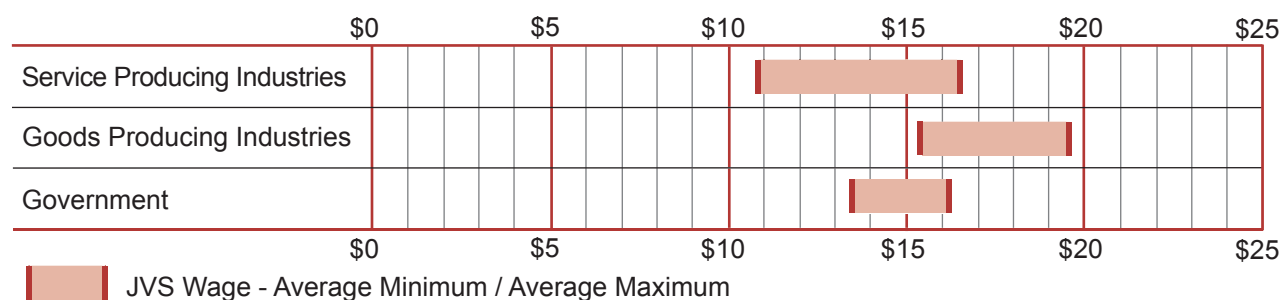
The Service Producing Industries represent 84% of the region’s firms and account for 75% of the employment and estimated vacancies. Amusement and Recreation service firms are the largest recruiters followed by lodging businesses in this survey.

Goods Producing Industries account for 13% of regional businesses, 11% of the jobs and 8% of the vacancies. Special trade contractors within the Construction industry are prompting the hiring activity

in the Goods Producing Industry group. Indeed, building construction has slowed as a result of the economic recession, but projects are still supporting demand in the specialized areas of masonry and concrete work.

Three percent of employers, 14% of employment and 17% of open positions fall into the Government sector. Educational services entities are by far the most active in seeking new hires.

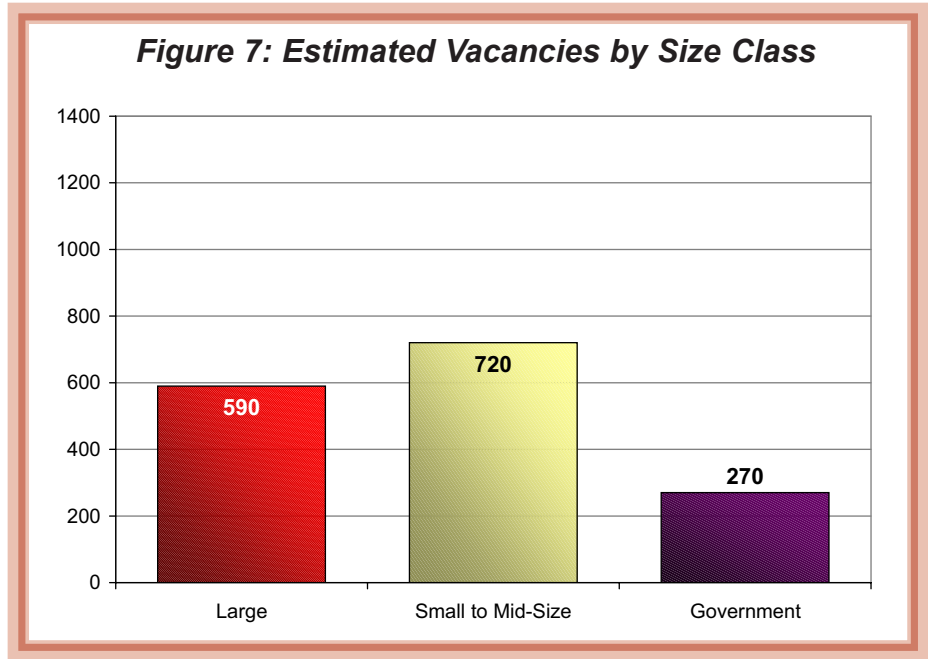
Figure 6: Average Wages by Industry Group



Wages reflect labor force supply and demand along with the skill and experience requirements for occupations. Eighty percent of reported vacancies have associated wage data. The overall average wage for vacancies in this survey is \$14.10.

Goods Producing firms offer the highest wages for vacancies reported.

The survey labels employers as Government, large, or small to mid-size based on ownership and the number of people they employ. Large employers represent 21% of current employment, but are offering 37% of the job openings. The percent of total vacancies offered by large firms is much higher in this current survey than with the two previous. Some of the large ski companies are driving the high vacancy rate in the large size classification as they hire staff annually at this time each year in preparation for the upcoming ski season. Fifty-six percent of large employers report at least one vacancy.



Meanwhile, the majority of job vacancies, about 46%, are with small-to-medium sized employers. These organizations represent about 65% of the sample universe employment. One would find a job opening at approximately 1 out of 10 companies in this size class.

Approximately 12% of Government agencies surveyed reported at least one job vacant for hire. In the Northwest & Rural Resort Region, 66% of Government entities perform public administration, 21% are Services businesses, while 12% are classified as Transportation, Communication and Public Utilities (TCPU); the remaining one percent are mining entities.

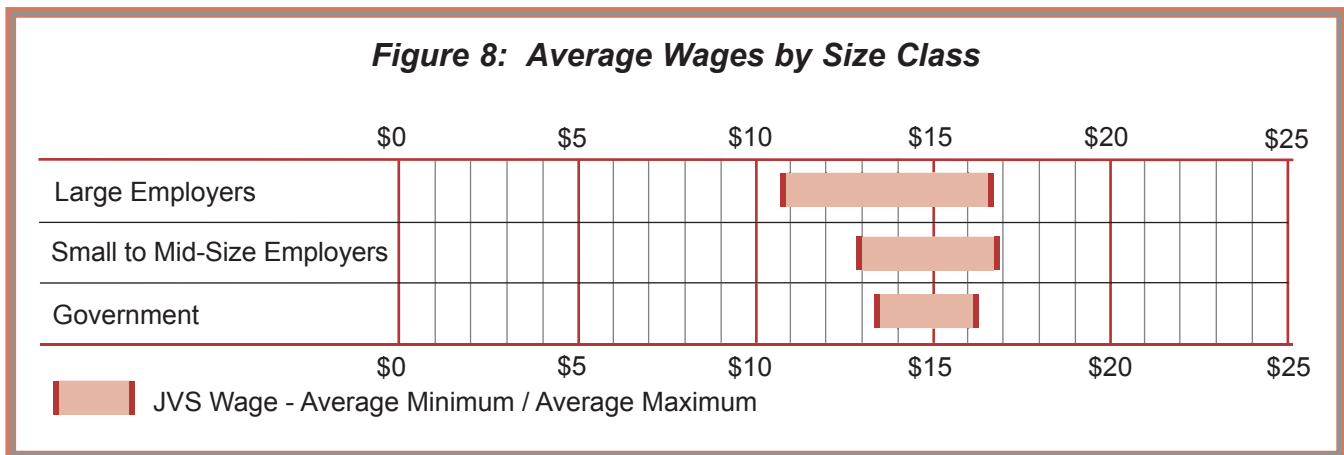


Figure 8 displays wages offered for surveyed job vacancies. The variation in wages by employer size is

slight, and each size category represents a range of industries and occupations offered.



Full-time/permanent status is offered for a majority of reported vacancies. The proportion of full-time/temporary job vacancies is up dramatically; in two previous regional surveys this employment status group only represented 3% to 4% of the total.

The force behind these full-time/temporary positions is active hiring by the resort operators for ski instructors for the upcoming season. Also, schools have a high demand for athletic instructors.

Job vacancies reported in the survey are assigned an occupational definition from the *2000 Standard Occupational Classification Manual* which groups jobs into one of 22 major categories as shown in Figure 22 on page 22. Thinking about employment status in terms of the associated occupation is helpful.

Education, Training and Library occupations, as well as, Personal Care and Service occupations offer significant part-time opportunities according to this survey. Bureau of Labor Statistics data shows temporary job opportunities expanding. In the 1990's most temporary positions were clerical and administrative. Today, temporary employment is an alternative for computer programmers, accountants, manufacturing workers and even executives.

No part-time/temporary positions were offered by surveyed employers.

Figure 9: Vacancies by Employment Status

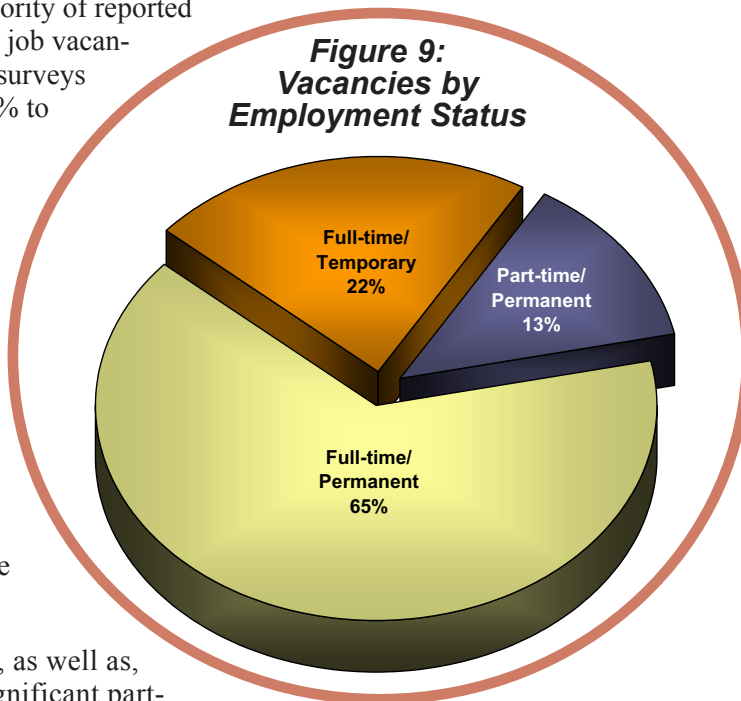
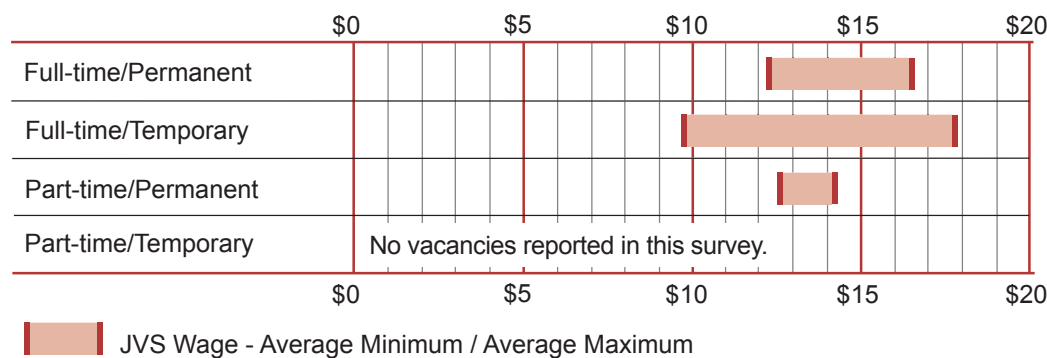


Figure 10: Average Wages by Employment Status



Wages offered by surveyed employers do not appear to be influenced by employment status; other factors such as education and experience have a higher correlation with wages as seen in the following segments of this report.

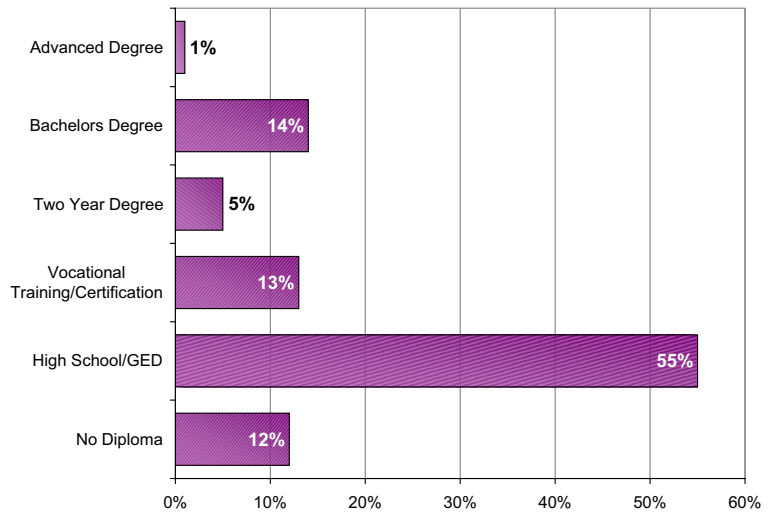
Vacancies: Education and Experience Requirements

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

The majority of vacancies in the region require a high-school diploma. The occupations represented by this educational segment are the myriad ski and athletic trainers and coaches being sought by the ski areas and schools.

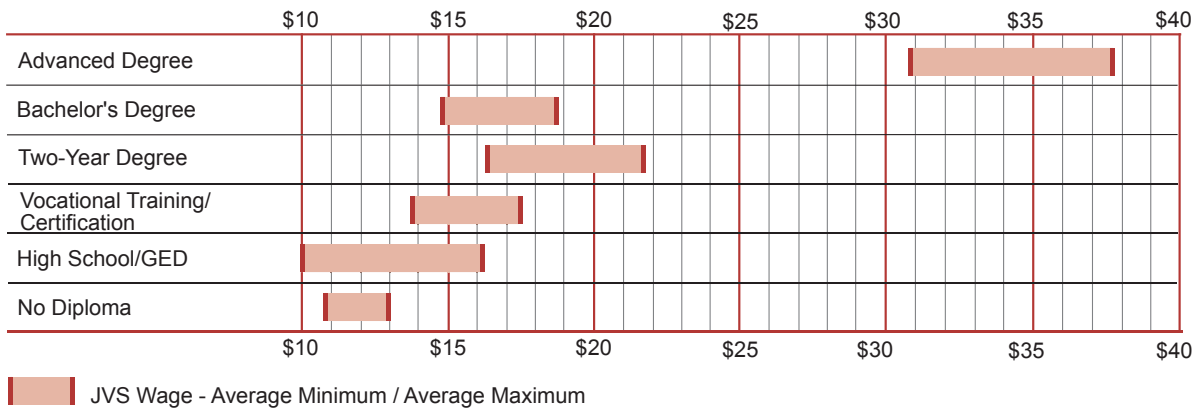
Candidates with bachelor's degrees and teaching certificates are in demand as schools prepare to begin the academic year.

Figure 11: Proportion of Vacancies by Education



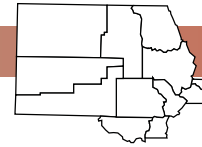
Companies with vacancies in Construction and Extraction occupations are seeking candidates with vocational training, as well as those without any educational certificate.

Figure 12: Average Wages by Education



Generally, the more education required for a position, the higher the wages offered. The survey does include a few jobs requiring a bachelor's degree and paying less than \$10 per hour. This brings that group's average wage down.

Healthcare Practitioner and Technical occupations are at the high end of the wage scale for vacancies requiring vocational training or certification.



**Figure 13:
Vacancies by Experience**

Seventy percent of reported vacancies require experience in the occupation or in a related field. Employers' desire for high levels of experience has been consistent through the three Northwest & Rural Resort surveys to-date.

Surveyed employers seeking academic teachers most often require that candidates have related experience. The many ski instructor positions available are accessible to those with experience from general to occupation specific. The most abundant open positions for job seekers with no work experience are in the Building and Grounds Cleaning and Maintenance occupations.

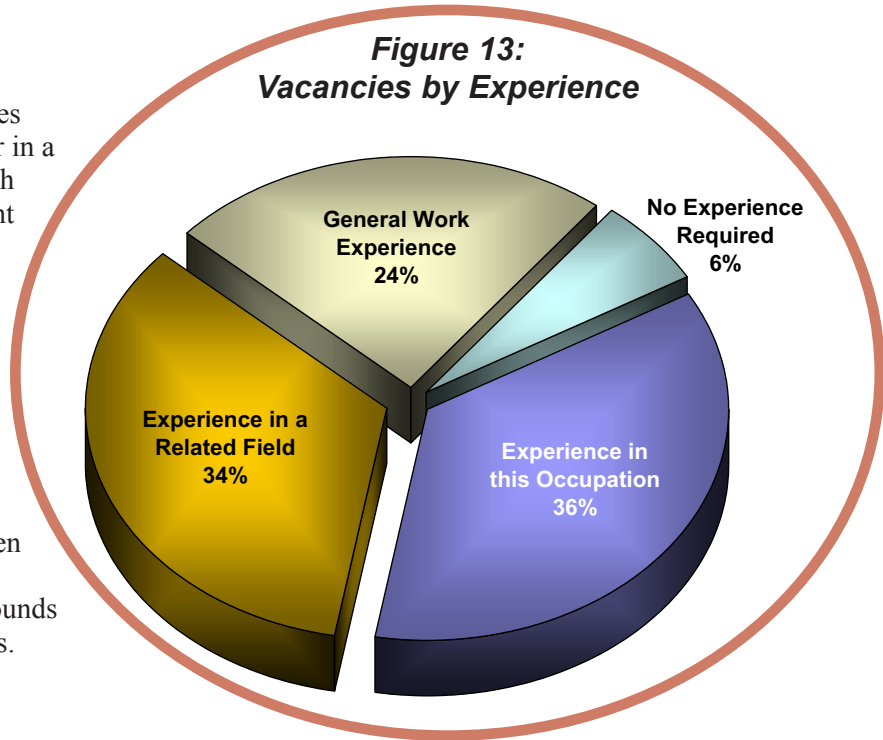
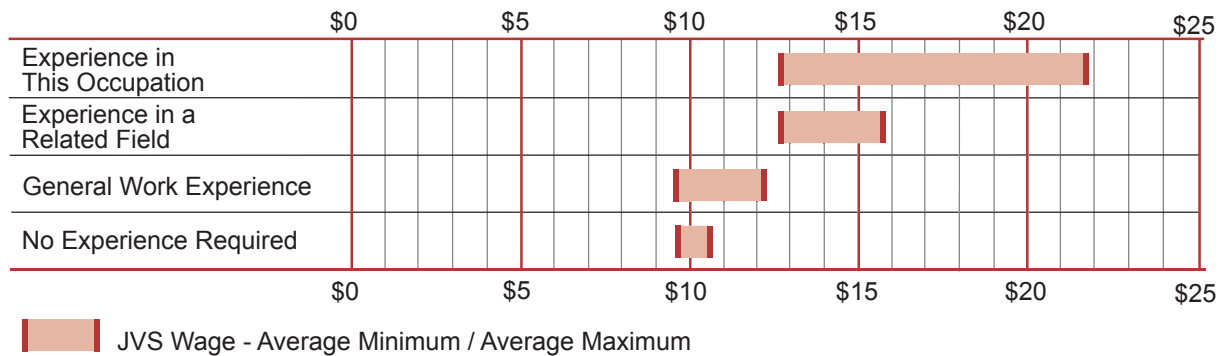


Figure 14: Average Wages by Experience



Positions demanding higher levels of experience generally pay higher wages. Vacancies requiring experience in the particular occupation for which the vacancy exists offer the highest wages.

The highest wages for positions found in this survey are offered in Management occupations for candidates with prior managerial experience.

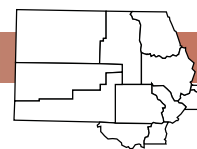
The survey results confirm a notion generally held as true - the higher the level of education demanded, the higher the level of experience required. Almost all of the positions requiring a bachelors or advanced degree also require that the candidate have specific or related experience.

However, as indicated in prior sections, most available positions in the region require a high school diploma or less. Opportunities exist for candidates at all levels of experience given these academic credentials.

Table 2: Experience Requirements by Educational Level

	No Experience	General Work Experience	Experience in a Related Field	Experience in This Occupation
No Diploma	34%	13%	24%	29%
High School Diploma/GED	2%	41%	21%	36%
Vocational Training/Certification	5%	3%	50%	42%
Two-Year Degree	2%	5%	50%	43%
Bachelor's Degree	0%	2%	66%	32%
Advanced Degree	0%	0%	50%	50%

Note: Percentages based on each educational category.



Vacancies: Difficulty to Fill

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

The majority of surveyed employers indicate that they have some degree of difficulty in filling open positions. The ski companies in particular perceive difficulty in hiring the number of instructors needed for the upcoming season.

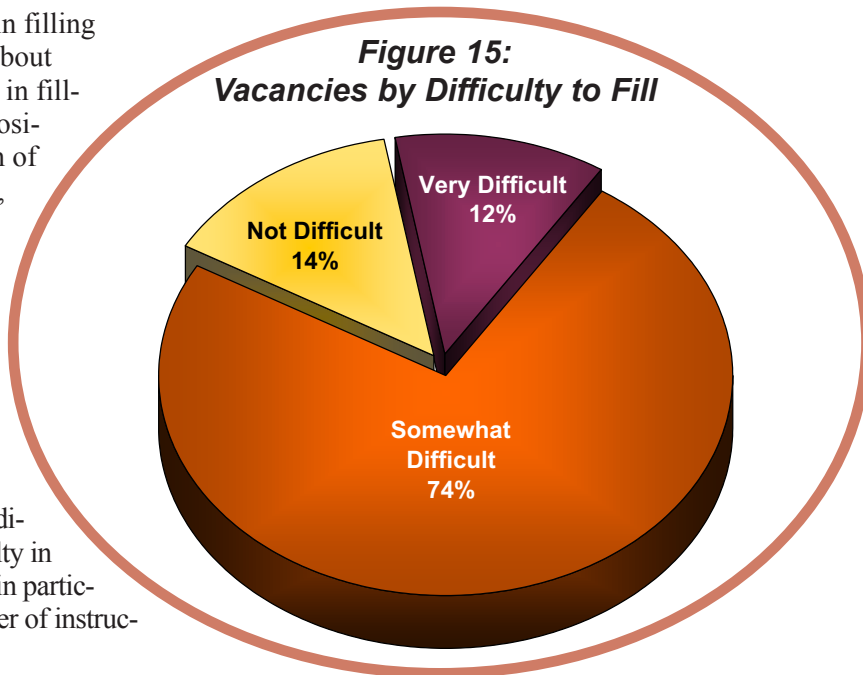
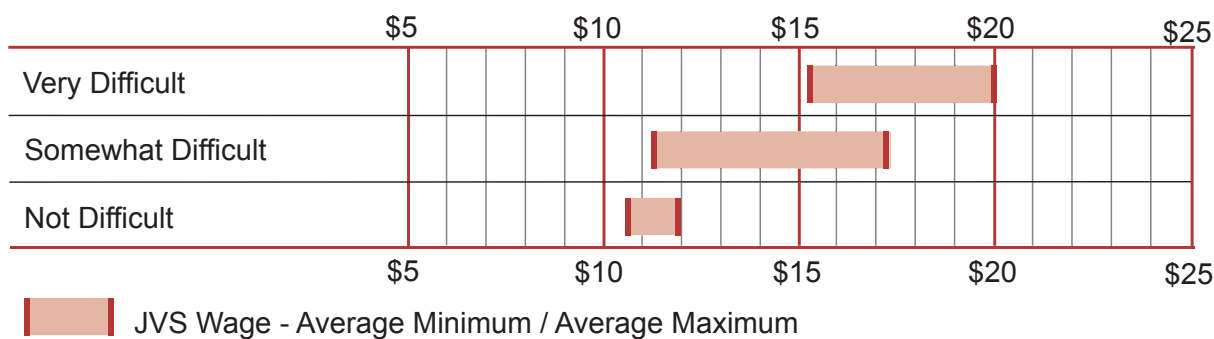


Figure 16: Average Wages by Difficulty to Fill



In this survey, vacancies that are difficult to fill tend to offer higher wages – those considered very difficult offer an average minimum hourly wage of \$15.20 while positions that are not difficult to fill offer \$10.50. Although the demand for ski instructors is

high and employers perceive that filling these roles is very difficult, these are not the highest paying jobs. Knowledge and skill requirements combine to make certain occupations highly specialized and rather difficult to fill. Management occupations fall into this profile.

This regional survey, when compared with the prior two, has found a larger proportion of vacancies to be unfilled for 60 or more days. About half of the positions for ski and snowboard instructors have been open for 60 or more days. Companies are looking to sign these people on right away, although they will not begin to serve customers until November.

Healthcare Practitioner and Technical occupations account for the majority of positions open from 30 to 59 days.

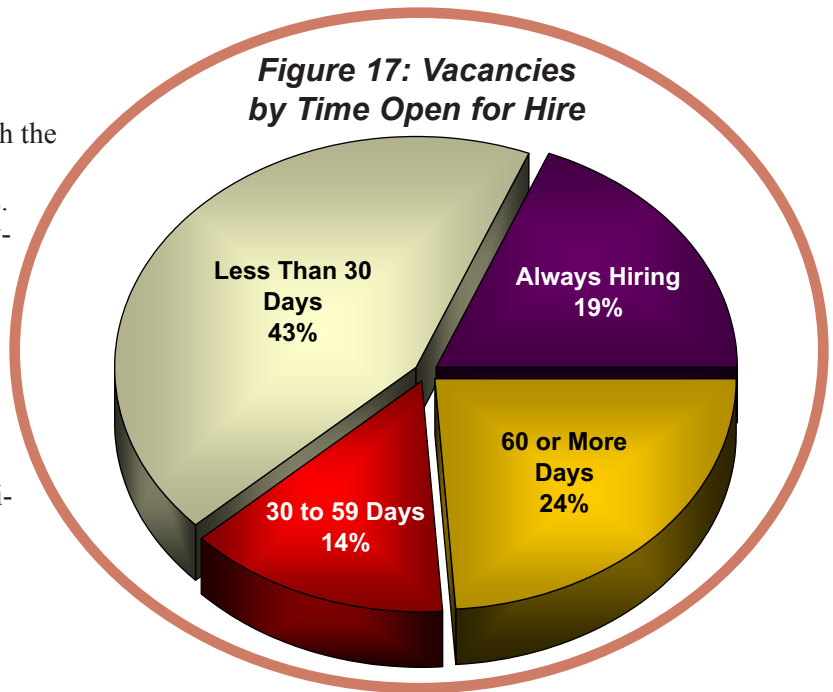
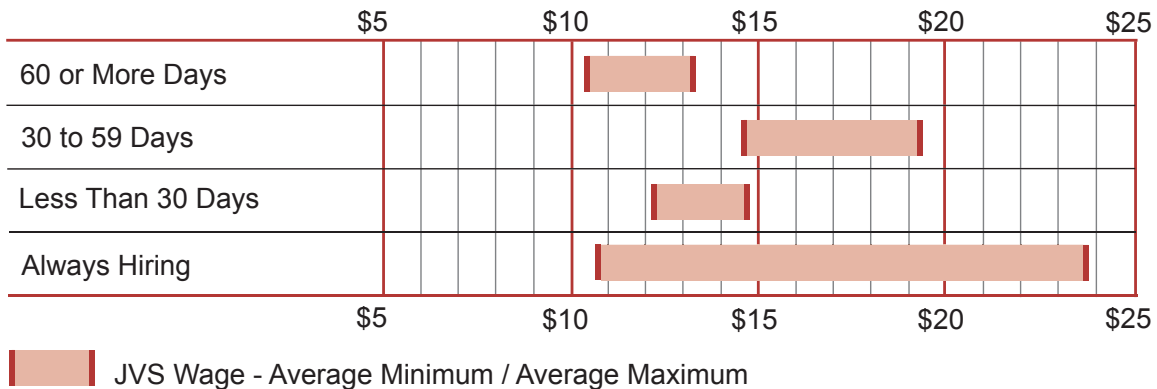


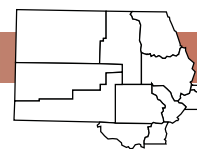
Figure 18: Average Wages by Time Open for Hire



Often positions that are open longer have a more limited pool of appropriate candidates. The supply and demand imbalance may push wages for these positions up. Even though ski instructors are in high demand and there is a limited supply of skilled candidates, the wages offered are not high for this type of occupation. Ski companies do, however, often

provide other benefits such as free skiing to their employees in lieu of wages.

The highest maximum wage for a vacancy duration is in the always hiring category. Here, it is the constant need for skilled healthcare professionals that supports the higher wage.



Vacancies: Additional Compensation

Medical Insurance

Employers often offer health insurance coverage as an incentive in addition to attractive wages to recruit skilled employees. Seventy percent of the job vacancies are with firms who offer medical insurance coverage. Of these only a few make no contribution to the employees' premium cost.

A variety of employers offer full premium coverage for vacant positions. Of note, however, schools with open positions for teachers most likely provide full-payment for medical insurance premiums.

Figure 19: Employer's Contribution to Medical Insurance

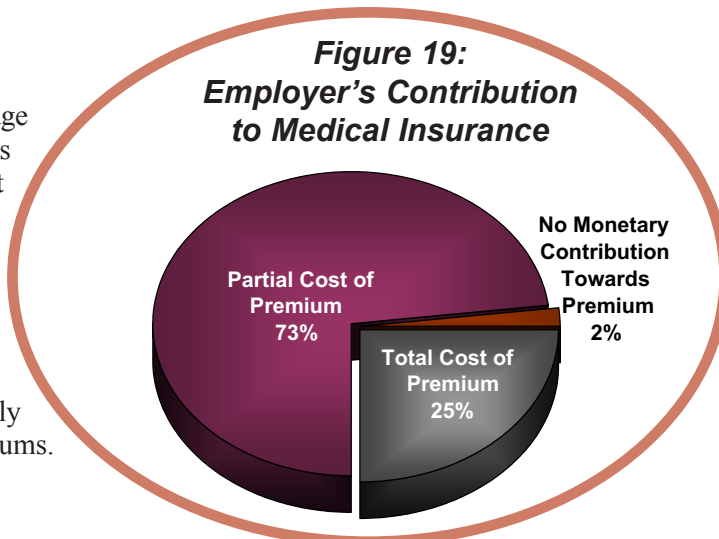
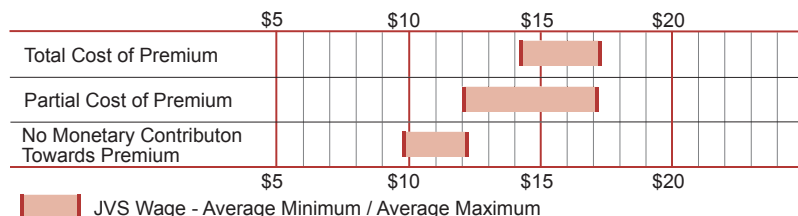


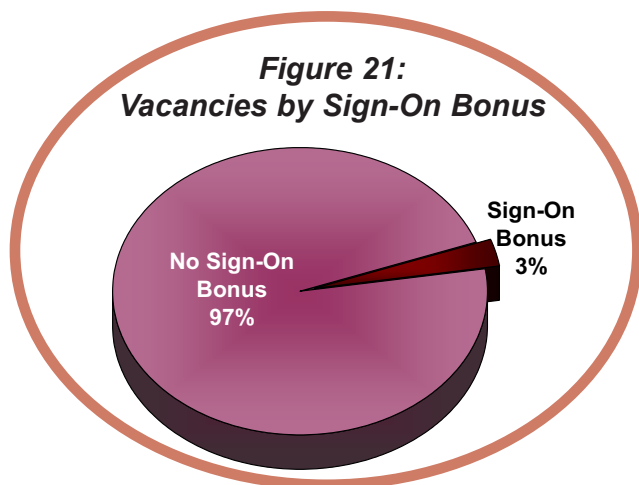
Figure 20: Average Wages by Medical Insurance



Often there is a clear correlation between higher paying jobs and greater contributions toward medical insurance premiums. Vacancies offering to pay the total cost of premium offer an average *minimum* wage of \$14.10, while vacancies offering no monetary contribution towards the medical premium offer an average *maximum* wage of \$12.10.

Sign-On Bonus

Figure 21: Vacancies by Sign-On Bonus



Sign-on bonuses became popular lore in the late nineties when a tight labor market existed for many occupations. It is unclear whether the actual size and frequency of sign-on bonuses deserved the hype. As the economy began cooling in 2000, unemployment rates rose and fewer companies needed sign-on bonuses to attract qualified candidates.

Employers also provided information about sign-on bonuses for 870 reported job vacancies. Three percent of those 870 vacancies include this financial incentive to attract candidates. Results of this survey find the bonus used to attract transportation maintenance workers and healthcare specialists.

Occupations

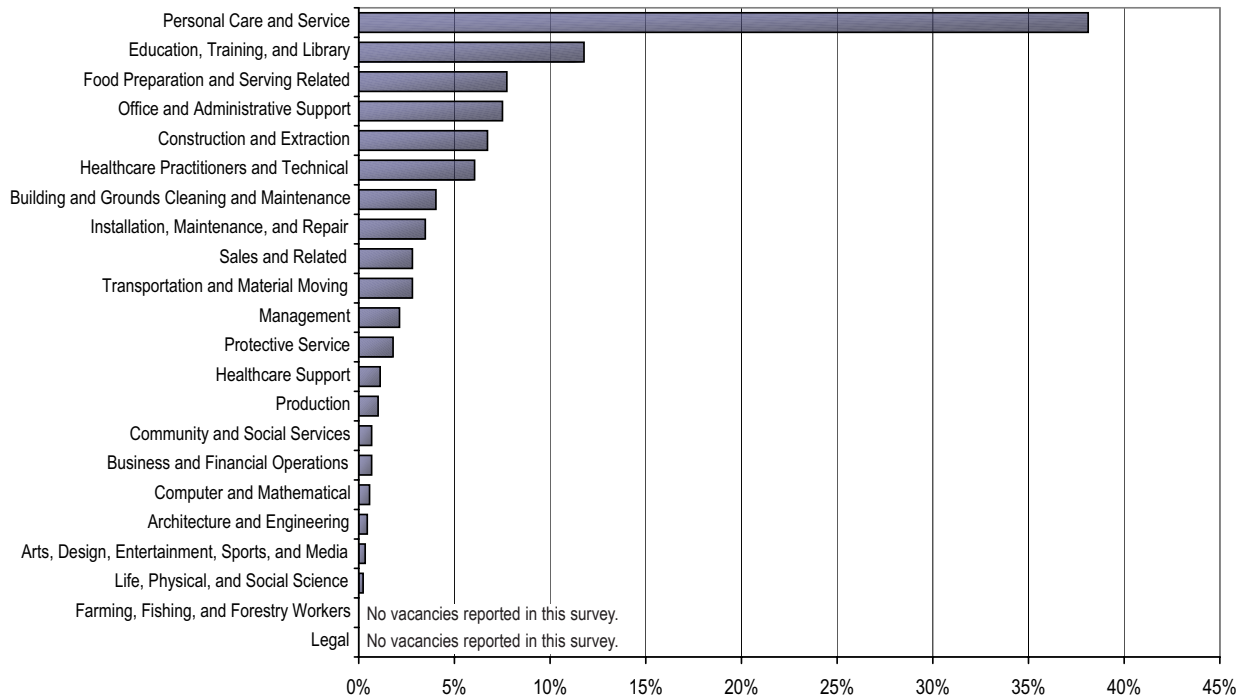
In order to help make comparisons between the results of this survey and other sources of employment statistics, all jobs reported are assigned a Standard Occupational Classification code from the *2000 Standard Occupational Classification Manual*. Figure 22 shows the distribution of job vacancies by major occupational groups.

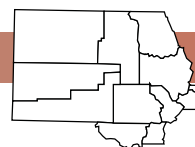
The occupational category that includes ski and athletic instructors tops the vacancy distribution list. It is

followed by the Education, Training, and Library occupational group that includes the many vacancies for K-12 teachers.

The business service, tourism, and building firms which account for a large portion of the area’s economic activity continue to demand workers as seen in the next highest occupational groups.

Figure 22: Vacancies by Major Occupational Groups





The survey results show that the most frequently occurring job vacancies are not necessarily offering the highest wages. This indicates that compensation for workers can be explained by looking at other vacancy characteristics. Occupations offering the lowest wage ranges also tend to be those typically requir-

ing lower levels of education and experience. Vacancies in Management, Architecture and Engineering as well as Healthcare Practitioner and Technical occupational groups offer the highest wages. These occupations typically require specific knowledge acquired through education and experience.

Figure 23: Average Wages by Major Occupational Groups

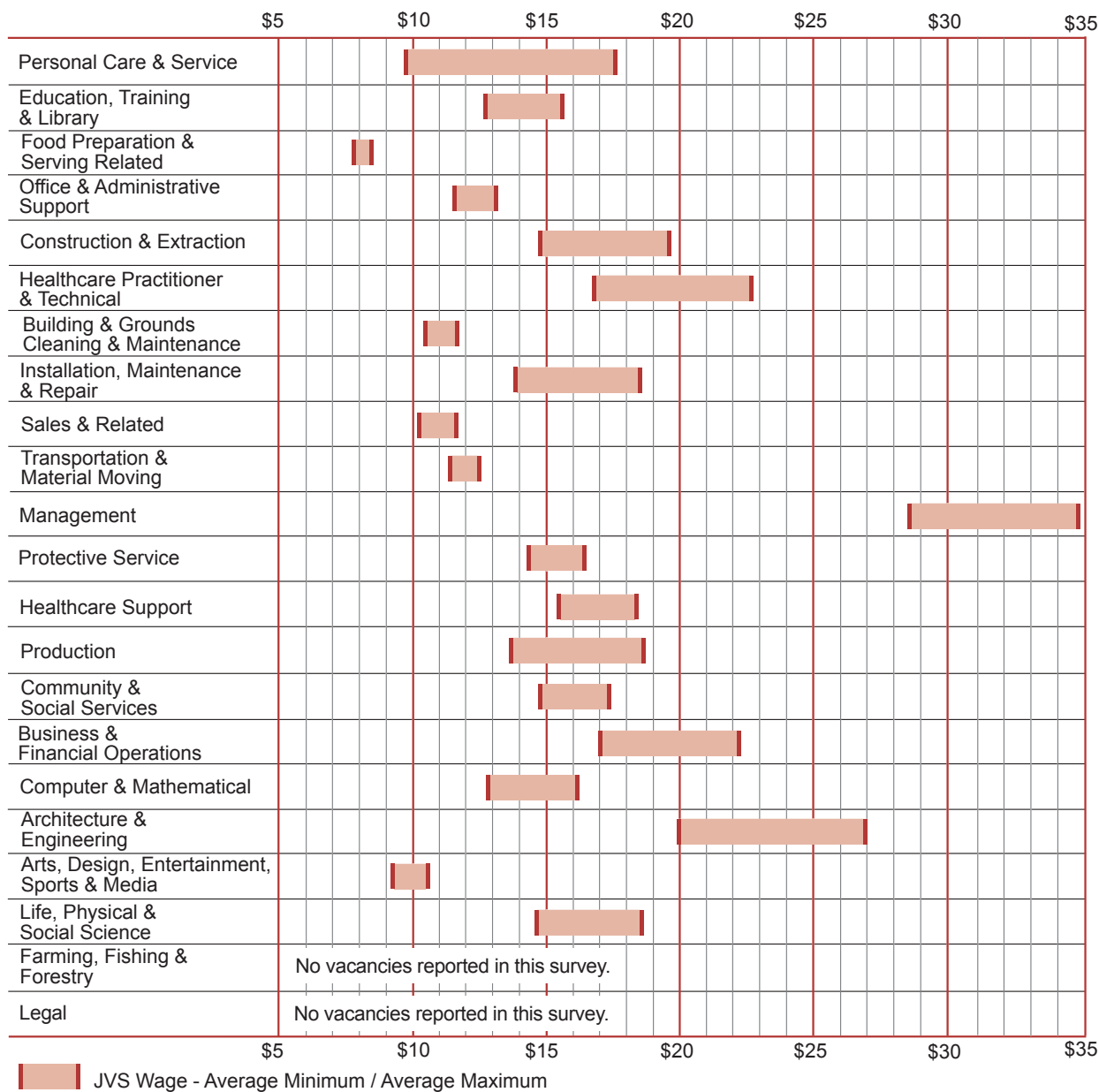


Table 3: Job Vacancy Survey Occupations with OES Wages

SOC Code	SOC Occupational Title	‡ Vacancy Rank	Average JVS Wage	Average Wages					Percentile Distribution										
				Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th								
				15.66	28.67	35.18	14.09	18.35	25.71	35.94	50.26								
11-0000	Management Occupations		31.80																
11-1021	General and Operations Managers	M	51.90																
11-2022	Sales Managers	L	21.60																
11-3031	Financial Managers	M	22.80																
11-3061	Purchasing Managers	L	34.30																
11-9032	Education Administrators, Elementary and Secondary School	L	46.90																
* 11-9039	Education Administrators, All Other	L	†																
11-9041	Engineering Managers	L	45.70																
11-9111	Medical and Health Services Managers	H	28.80																
11-9199	Managers, All Other	L	23.50																
13-0000	Business and Financial Operations Occupations		19.60																
13-1051	Cost Estimators	M	20.60																
13-1121	Meeting and Convention Planners	M	18.50																
13-2021	Appraisers and Assessors of Real Estate	L	19.80																
15-0000	Computer and Mathematical Occupations		14.50																
15-1041	Computer Support Specialists	M	14.20																
15-1081	Network Systems and Data Communications Analysts	L	14.90																
17-0000	Architecture and Engineering Occupations		23.50																
17-1012	Landscape Architects	L	19.20																
17-2051	Civil Engineers	M	25.00																
19-0000	Life, Physical, and Social Science Occupations		16.70																
19-2041	Environmental Scientists and Specialists, Including Health	L	17.70																
19-3031	Clinical, Counseling, and School Psychologists	L	15.60																
21-0000	Community and Social Services Occupations		16.10																
21-1012	Educational, Vocational, and School Counselors	H	15.00																
21-1021	Child, Family, and School Social Workers	M	17.70																
25-0000	Education, Training, and Library Occupations		14.20																
25-2011	Preschool Teachers, Except Special Education	L	13.60																
25-2021	Elementary School Teachers, Except Special Education	H	16.10																

* OES wages reported for Colorado statewide
 † No wage data available
 ‡ L - lowest 25% of actual responses
 M - middle 50% of actual responses
 H - highest 25% of actual responses

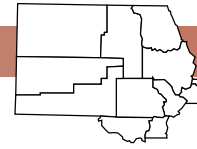


Table 3: Job Vacancy Survey Occupations with OES Wages – Page 2

SOC Code	SOC Occupational Title	‡ Vacancy Rank	Average JVS Wage	Average Wages				Percentile Distribution				
				Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th	
25-2022	Middle School Teachers, Except Special and Vocational Education	H	14.80	28,779	37,767	42,262	26,508	30,550	36,787	44,266	52,172	
25-2031	Secondary School Teachers, Except Special and Vocational Education	H	15.50	29,298	39,610	44,765	26,974	31,194	37,109	45,285	56,728	
25-2032	Vocational Education Teachers, Secondary School	M	†	31,164	41,156	46,151	29,501	34,067	40,171	46,878	56,590	
25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	H	18.00	30,904	42,465	48,245	28,971	33,244	40,373	50,894	58,708	
25-2042	Special Education Teachers, Middle School	L	18.10	27,690	35,145	38,873	25,589	29,202	34,552	40,662	45,631	
25-2043	Special Education Teachers, Secondary School	M	15.20	28,855	37,080	41,192	27,049	30,833	35,110	41,756	47,975	
* 25-3011	Adult Literacy, Remedial Education, and GED Teachers and Instructors	L	15.60	9.96	14.20	16.33	9.48	10.30	11.93	16.70	23.93	
25-4031	Library Technicians	M	10.00	7.66	10.54	11.99	7.27	7.99	9.77	12.72	15.50	
25-9031	Instructional Coordinators	M	16.80	13.88	18.96	21.50	12.08	15.32	17.77	21.72	26.85	
25-9041	Teacher Assistants	H	10.90	14,260	17,668	19,372	13,030	15,393	17,438	20,010	22,890	
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations		9.90	10.53	16.64	19.71	9.57	11.83	15.27	19.75	25.26	
* 27-3022	Reporters and Correspondents	L	7.20	†	†	†	†	†	†	†	†	
* 27-3091	Interpreters and Translators	M	12.50	10.73	15.47	17.84	9.80	11.81	14.14	19.38	23.47	
29-0000	Healthcare Practitioners and Technical Occupations		19.80	13.68	25.89	31.99	12.38	15.66	20.94	30.61	57.61	
29-1111	Registered Nurses	H	21.60	16.47	21.73	24.35	15.33	17.43	20.37	23.69	28.62	
29-1122	Occupational Therapists	M	22.40	20.08	24.58	26.83	18.72	21.67	24.76	27.57	31.94	
29-1123	Physical Therapists	L	23.70	22.08	30.98	35.43	20.24	23.09	26.09	35.59	54.71	
29-1127	Speech-Language Pathologists	M	15.60	15.66	20.63	23.13	14.75	17.08	20.23	24.42	27.56	
29-2011	Medical and Clinical Laboratory Technologists	M	20.40	12.18	18.88	22.23	11.40	13.31	17.63	21.16	29.97	
29-2034	Radiologic Technologists and Technicians	H	20.70	15.38	18.63	20.26	14.68	16.21	18.51	21.01	23.07	
29-2041	Emergency Medical Technicians and Paramedics	L	13.10	12.06	15.99	17.94	11.56	12.85	15.17	17.73	22.12	
29-2052	Pharmacy Technicians	L	11.90	10.03	12.15	13.22	9.60	10.57	12.09	13.66	15.37	
29-2055	Surgical Technologists	M	15.90	10.79	13.71	15.17	9.98	11.37	13.36	16.05	18.05	
29-2061	Licensed Practical and Licensed Vocational Nurses	H	17.60	11.07	13.83	15.21	10.19	11.71	13.48	15.87	18.06	
29-2071	Medical Records and Health Information Technicians	L	11.10	9.36	13.56	15.67	8.87	10.11	12.50	16.55	20.95	
* 29-2099	Health Technologists and Technicians, All Other	M	14.40	†	†	†	†	†	†	†	†	

* OES wages reported for Colorado statewide ‡ L - lowest 25% of actual responses
 † No wage data available M - middle 50% of actual responses
 H - highest 25% of actual responses

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

SOC Code	SOC Occupational Title	‡ Vacancy Rank	Average JVS Wage	Average Wages				Percentile Distribution				
				Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th	
31-0000	Healthcare Support Occupations		16.90	9.01	12.41	14.10	8.42	9.47	10.77	12.71	16.15	
31-1012	Nursing Aides, Orderlies, and Attendants	H	12.40	9.28	10.60	11.27	8.72	9.45	10.35	11.30	13.71	
31-9011	Massage Therapists	M	30.00	9.58	21.15	26.94	9.33	10.30	13.86	36.45	41.49	
* 31-9093	Medical Equipment Preparers	L	11.60	9.08	11.32	12.44	8.42	9.52	10.93	12.84	14.16	
31-9094	Medical Transcriptionists	L	14.00	10.52	12.47	13.43	9.92	11.04	12.12	13.44	15.77	
33-0000	Protective Service Occupations		15.40	8.70	14.73	17.74	7.40	10.33	13.64	18.58	23.57	
33-1012	First-Line Supervisors/Managers of Police and Detectives	M	24.20	19.77	24.36	26.66	18.86	20.79	24.19	27.49	31.74	
33-1099	First-Line Supervisors/Managers, Protective Service Workers, All Other	L	†	13.05	17.06	19.06	11.81	14.22	15.99	17.92	25.18	
33-3051	Police and Sheriff's Patrol Officers	H	18.40	13.98	17.49	19.24	12.79	14.80	17.15	20.36	22.47	
33-9031	Gaming Surveillance Officers and Gaming Investigators	L	†	9.74	11.73	12.73	9.29	10.15	11.53	13.06	14.47	
33-9032	Security Guards	M	11.80	7.09	9.73	11.04	6.49	8.00	9.71	11.03	13.09	
* 33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service	M	9.30	†	†	†	†	†	†	†	†	
35-0000	Food Preparation and Serving-Related Occupations		8.20	5.99	9.06	10.60	5.75	6.40	7.87	10.24	13.46	
35-1011	Chefs and Head Cooks	M	11.80	11.67	25.88	32.98	10.22	13.45	18.96	25.77	71.84	
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	H	10.00	7.68	14.10	17.31	6.52	9.05	12.44	16.47	21.25	
35-2011	Cooks, Fast Food	M	8.90	6.70	8.39	9.25	6.16	7.12	8.17	9.71	10.96	
35-2012	Cooks, Institution and Cafeteria	H	11.00	7.88	11.07	12.66	7.56	8.36	10.18	14.29	16.27	
35-2014	Cooks, Restaurant	H	10.20	8.54	10.24	11.09	7.65	9.13	10.07	11.00	13.37	
35-2015	Cooks, Short Order	L	10.50	5.98	7.35	8.04	5.61	6.10	6.91	8.39	10.22	
35-3011	Bartenders	M	6.30	5.99	8.10	9.15	5.65	6.17	7.12	9.30	12.65	
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	H	7.30	6.06	7.42	8.10	5.79	6.35	7.32	8.43	9.58	
35-3031	Waiters and Waitresses	H	5.70	5.98	7.77	8.65	5.56	5.96	6.62	8.64	11.41	
35-3041	Food Servers, Nonrestaurant	H	5.20	6.43	9.00	10.28	5.94	6.93	8.50	10.39	13.80	
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	H	7.50	6.00	7.33	7.99	5.65	6.16	7.00	8.37	9.80	
35-9021	Dishwashers	M	9.50	5.98	7.47	8.21	5.70	6.30	7.35	8.44	9.85	

* OES wages reported for Colorado statewide
 † No wage data available
 ‡ L - lowest 25% of actual responses
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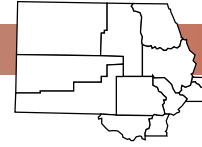


Table 3: Job Vacancy Survey Occupations with OES Wages – Page 4

SOC Code	SOC Occupational Title	‡ Vacancy Rank	Average JVS Wage	Occupational Employment Statistics Wage Data (2001)							
				Average Wages		Percentile Distribution					
				Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
35-9031	Hosts and Hostesses; Restaurant, Lounge, and Coffee Shop	M	8.10	6.00	8.03	9.04	5.76	6.42	7.66	9.02	10.87
35-9099	Food Preparation and Serving Related Workers, All Other	L	8.00	7.88	9.79	10.74	7.31	8.56	9.78	10.93	12.77
37-0000	Building and Grounds Cleaning and Maintenance Occupations		11.10	8.00	11.04	12.56	6.93	9.07	10.63	12.87	15.60
37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	H	14.70	10.54	15.27	17.63	9.60	11.61	14.79	18.13	21.70
37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	L	10.00	13.39	17.39	19.40	11.67	14.88	17.38	20.25	22.09
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	H	12.50	6.38	9.75	11.43	5.94	6.88	9.69	11.85	14.12
37-2012	Maids and Housekeeping Cleaners	H	9.30	8.77	10.45	11.28	8.10	9.22	10.27	11.68	13.35
* 37-2019	Building Cleaning Workers, All Other	M	10.50	†	†	†	†	†	†	†	†
37-3011	Landscaping and Groundskeeping Workers	H	11.30	8.70	11.75	13.27	7.72	9.93	11.84	13.46	15.66
39-0000	Personal Care and Service Occupations		13.70	6.62	11.80	14.40	6.05	7.31	9.99	14.76	21.71
39-1021	First-Line Supervisors/Managers of Personal Service Workers	M	11.30	9.44	13.52	15.56	6.40	11.67	13.10	15.95	20.19
* 39-3019	Gaming Service Workers, All Other	M	12.50	†	†	†	†	†	†	†	†
39-3031	Ushers, Lobby Attendants, and Ticket Takers	H	12.80	5.99	6.40	6.60	5.53	5.84	6.35	6.87	7.91
39-3091	Amusement and Recreation Attendants	M	8.40	7.36	8.40	8.93	6.95	7.51	8.16	8.81	10.78
39-5012	Hairdressers, Hairstylists, and Cosmetologists	L	11.50	6.12	9.31	10.90	5.93	6.61	9.57	11.69	13.45
* 39-5092	Manicurists and Pedicurists	M	10.80	6.04	8.62	9.91	5.82	6.48	7.68	9.05	10.80
* 39-5094	Skin Care Specialists	M	†	6.16	9.69	11.44	5.93	6.68	8.23	12.07	13.77
39-6011	Baggage Porters and Bellhops	M	9.40	6.53	9.66	11.23	6.06	7.07	8.98	11.48	15.02
39-6012	Concierges	L	8.30	9.72	12.14	13.35	9.25	10.07	11.38	13.54	16.73
39-9011	Child Care Workers	H	11.20	7.73	9.65	10.60	7.44	8.14	9.30	10.96	12.95
39-9031	Fitness Trainers and Aerobics Instructors	H	13.90	11.71	19.57	23.51	8.85	14.95	19.40	26.07	28.18
39-9032	Recreation Workers	M	14.50	6.83	10.21	11.89	6.26	7.61	9.72	11.71	15.69
41-0000	Sales and Related Occupations		11.00	8.09	12.96	15.40	7.44	8.89	10.66	14.77	21.32
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	H	12.50	11.84	18.41	21.70	11.17	13.18	16.56	21.34	27.86
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	L	†	15.10	20.55	23.26	14.44	16.19	19.07	22.33	27.63

* OES wages reported for Colorado statewide
 † No wage data available
 ‡ L - lowest 25% of actual responses
 M - middle 50% of actual responses
 H - highest 25% of actual responses

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

Occupational Employment Statistics Wage Data (2001)												
SOC Code	SOC Occupational Title	‡ Vacancy Rank	Average JVS Wage	Average Wages				Percentile Distribution				
				Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th	
41-2011	Cashiers	M	9.00	7.31	9.82	11.07	7.00	8.03	9.54	10.99	13.92	
41-2021	Counter and Rental Clerks	H	9.40	7.10	10.65	12.43	6.59	7.95	9.75	12.89	16.70	
41-2031	Retail Salespersons	H	12.70	8.09	11.05	12.54	7.57	8.76	10.04	11.81	15.74	
41-3041	Travel Agents	M	10.00	9.29	12.53	14.13	8.86	9.50	10.52	14.69	19.02	
43-0000	Office and Administrative Support Occupations		12.20	8.91	13.36	15.59	8.30	10.28	12.77	15.92	19.31	
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	M	32.70	12.66	18.56	21.52	11.23	14.21	16.61	20.44	28.33	
43-3031	Bookkeeping, Accounting, and Auditing Clerks	H	12.00	10.82	15.28	17.51	9.94	12.27	15.00	17.88	20.99	
* 43-3041	Gaming Cage Workers	M	11.60	9.31	12.08	13.47	8.92	10.01	11.93	13.90	16.29	
43-3071	Tellers	M	9.80	12.43	12.49	12.51	11.40	11.84	12.56	13.28	13.72	
* 43-4021	Correspondence Clerks	L	13.00	9.48	12.00	13.26	9.24	10.17	11.71	13.46	16.10	
43-4031	Court, Municipal, and License Clerks	L	10.30	7.27	13.33	16.35	6.19	8.46	13.14	17.27	21.03	
43-4061	Eligibility Interviewers, Government Programs	L	22.60	11.47	15.21	17.07	10.64	12.07	14.02	18.01	21.66	
43-4081	Hotel, Motel, and Resort Desk Clerks	H	11.20	9.66	10.57	11.03	9.05	9.56	10.38	11.35	13.09	
43-4171	Receptionists and Information Clerks	M	12.20	8.33	11.42	12.96	6.91	9.67	11.81	13.42	14.58	
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	H	10.10	9.13	11.66	12.92	8.31	9.80	11.16	13.49	16.32	
* 43-4199	Information and Record Clerks, All Other	L	10.80	†	†	†	†	†	†	†	†	
43-5031	Police, Fire, and Ambulance Dispatchers	H	13.40	9.22	13.27	15.31	7.12	11.30	13.32	16.11	18.34	
43-5071	Shipping, Receiving, and Traffic Clerks	M	12.50	9.00	12.60	14.40	8.33	10.18	12.62	15.45	17.09	
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	L	8.50	9.88	10.10	10.21	9.07	9.47	10.10	10.74	11.12	
43-6011	Executive Secretaries and Administrative Assistants	H	12.80	12.32	16.71	18.90	11.86	13.24	16.14	19.55	22.84	
43-6013	Medical Secretaries	H	11.70	9.12	10.54	11.25	8.61	9.24	10.20	11.38	13.65	
43-6014	Secretaries, Except Legal, Medical, and Executive	M	12.80	8.76	12.07	13.73	7.99	9.70	11.71	14.79	16.78	
43-9021	Data Entry Keyers	L	10.00	7.83	11.03	12.62	7.35	8.66	10.28	13.83	16.65	
43-9022	Word Processors and Typists	L	12.20	9.80	11.82	12.83	9.31	10.17	11.70	13.26	14.63	
* 43-9041	Insurance Claims and Policy Processing Clerks	L	13.00	10.10	15.31	17.92	9.38	11.14	14.61	17.27	23.81	
43-9061	Office Clerks, General	H	10.70	7.04	11.25	13.36	6.17	8.05	11.15	14.33	16.52	
47-0000	Construction and Extraction Occupations		17.20	12.03	18.14	21.19	10.96	13.69	17.76	21.98	26.72	
47-2021	Brickmasons and Blockmasons	H	18.50	11.53	17.98	21.20	9.24	14.34	19.05	21.47	24.72	
47-2031	Carpenters	M	16.50	15.86	19.42	21.21	14.60	17.65	19.61	21.65	24.91	
47-2044	Tile and Marble Setters	L	19.00	15.63	20.73	23.28	14.50	15.32	16.67	19.79	26.41	

* OES wages reported for Colorado statewide
 ‡ No wage data available
 † L - lowest 25% of actual responses
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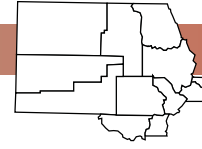


Table 3: Job Vacancy Survey Occupations with OES Wages – Page 6

SOC Code	SOC Occupational Title	‡ Vacancy Rank	Average JVS Wage	Average Wages					Percentile Distribution				
				Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th		
47-2051	Cement Masons and Concrete Finishers	M	17.30	9.15	13.40	15.54	9.17	10.13	12.03	17.50	20.40		
47-2061	Construction Laborers	L	†	9.45	13.14	14.99	9.08	10.42	12.75	15.49	17.39		
47-2073	Operating Engineers and Other Construction Equipment Operators	M	19.60	14.95	19.28	21.45	14.39	15.98	19.07	22.75	25.96		
47-2111	Electricians	H	22.60	12.44	17.69	20.31	11.96	13.21	17.04	21.29	25.57		
* 47-2121	Glaziers	L	†	11.84	18.58	21.94	10.18	13.91	19.18	23.92	26.57		
* 47-2131	Insulation Workers, Floor, Ceiling, and Wall	M	9.50	†	†	†	†	†	†	†	†		
47-2152	Plumbers, Pipefitters, and Steamfitters	H	19.40	14.17	21.10	24.56	13.14	15.97	20.49	26.34	31.58		
47-2161	Plasterers and Stucco Masons	L	19.00	11.37	15.42	17.46	10.11	12.95	15.74	18.39	20.70		
47-4011	Construction and Building Inspectors	L	19.20	16.04	17.21	17.81	14.80	15.49	16.67	17.81	21.19		
47-4051	Highway Maintenance Workers	H	16.00	10.55	13.45	14.88	9.61	11.40	13.18	15.68	17.37		
* 47-4099	Construction and Related Workers, All Other	L	14.00	†	†	†	†	†	†	†	†		
49-0000	Installation, Maintenance, and Repair Occupations		16.20	11.23	17.89	21.23	10.31	12.77	16.94	22.05	27.12		
* 49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	L	12.00	13.85	19.86	22.86	12.62	15.53	19.23	23.69	27.85		
49-3021	Automotive Body and Related Repairers	M	15.00	12.18	18.36	21.44	11.71	12.78	18.04	20.91	31.07		
49-3023	Automotive Service Technicians and Mechanics	M	12.40	12.06	20.43	24.62	9.96	14.77	19.85	25.92	32.92		
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	L	†	14.27	18.68	20.88	13.74	15.79	18.29	21.98	25.74		
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	L	†	22.36	24.60	25.71	20.27	23.48	25.36	27.23	28.39		
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	M	20.50	14.54	18.37	20.28	14.39	16.35	18.63	20.99	22.97		
49-9042	Maintenance and Repair Workers, General	H	15.90	11.03	15.06	17.07	10.13	12.01	14.37	17.54	21.64		
49-9043	Maintenance Workers, Machinery	L	19.10	18.52	22.84	24.99	16.83	21.19	24.14	26.26	27.53		
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	M	16.80	11.33	15.16	17.09	10.33	12.40	15.13	18.04	20.63		
49-9099	Installation, Maintenance, and Repair Workers, All Other	L	18.50	8.85	13.48	15.78	8.17	9.63	11.41	13.91	22.83		
51-0000	Production Occupations		16.20	8.88	15.17	18.32	8.12	10.20	13.98	19.16	25.36		
51-2041	Structural Metal Fabricators and Fitters	L	20.00	15.39	18.01	19.32	14.57	15.68	17.53	20.31	22.63		
51-4041	Machinists	L	†	9.55	17.54	21.53	8.21	11.17	17.34	24.74	27.15		

* OES wages reported for Colorado statewide ‡ L - lowest 25% of actual responses
 † No wage data available M - middle 50% of actual responses
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Table 3: Job Vacancy Survey Occupations with OES Wages – Page 7

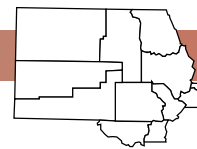
SOC Code	SOC Occupational Title	‡ Vacancy Rank	Average JVS Wage	Average Wages				Percentile Distribution				
				Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th	
51-8031	Water and Liquid Waste Treatment Plant and System Operators	H	19.40	11.22	16.32	18.87	9.96	12.77	16.10	19.64	23.55	
* 51-9131	Photographic Process Workers	M	9.90	7.54	10.81	12.45	7.28	8.18	9.92	12.82	17.08	
51-9199	Production Workers, All Other	L	12.00	8.90	12.84	14.80	8.15	9.83	12.85	15.64	17.45	
53-0000	Transportation and Material Moving Occupations		12.00	8.83	14.39	17.16	8.10	10.18	13.64	17.64	22.10	
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle	M	16.10	15.27	21.35	24.38	13.46	17.45	20.95	25.40	28.87	
53-3021	Bus Drivers, Transit and Intercity	M	12.70	9.81	13.58	15.46	8.49	11.41	13.31	16.03	18.13	
53-3022	Bus Drivers, School	H	12.20	9.82	11.39	12.19	9.35	10.03	11.15	12.84	14.03	
53-3032	Truck Drivers, Heavy and Tractor-Trailer	H	13.60	14.06	17.47	19.19	13.02	14.71	17.12	20.00	21.87	
53-6021	Parking Lot Attendants	H	8.00	6.20	8.00	8.90	5.89	6.70	7.85	9.11	10.59	
	Laborers and Freight, Stock, and Material Movers, Hand	M	10.40	8.67	11.35	12.69	7.92	9.31	10.82	13.18	15.92	
* 53-7064	Packers and Packers, Hand	M	8.60	6.10	7.96	8.88	5.84	6.41	7.40	8.85	11.00	
53-7081	Refuse and Recyclable Material Collectors	L	11.00	11.67	14.07	15.25	11.31	12.49	14.34	16.07	17.11	

* OES wages reported for Colorado statewide

† No wage data available

‡

L - lowest 25% of actual responses
 M - middle 50% of actual responses
 H - highest 25% of actual responses



Methodology

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

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

Computer Assisted Telephone Interview

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

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

In General

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

For Each Vacancy

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

7. *Is medical insurance offered?*

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

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

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

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

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

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

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

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

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

Survey Sample Methodology

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

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

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

Data Editing

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

Occupational Coding

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

Wage Conversion

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

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



Definitions

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

Average

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

Average Minimum and Average Maximum Wage

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

Employer

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

Employment

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

Full-time and Part-time Employment

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

Industry Classification

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

Job Seekers

People actively looking for employment or researching career options.

Job Vacancy

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

Job Vacancy Rate

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

Labor Force

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

Level of Education

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

Medical Insurance Premium

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

Permanent and Temporary Employment

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

Sign-on Bonus

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

SOC

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

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

Survey Sample Universe

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

Unemployment

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

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

Unemployment rate

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

Wage

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