

# Pikes Peak Region

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## Job Vacancy Survey

Conducted  
July 31 - September 7, 2001

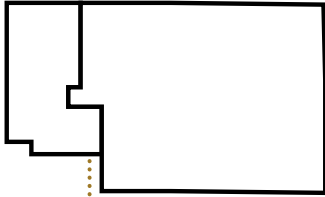
### El Paso & Teller Counties

November 2001



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





# Pikes Peak Region Job Vacancy Survey

*Conducted  
July 31 - September 7, 2001*

**State of Colorado**

Bill Owens, *Governor*

**Colorado Department of Labor & Employment**

Vickie Armstrong, *Executive Director*

Jeffrey M. Wells, *Deputy Executive Director*

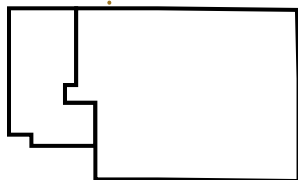
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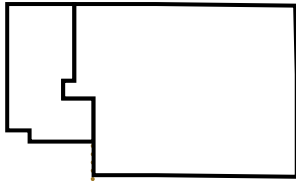
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The office of Workforce Research and Analysis would like to extend sincerest gratitude to all the Pikes Peak Region employers who participated in this study. The analysis provided in this document would not be possible without their help.

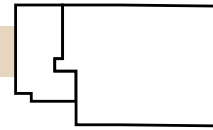


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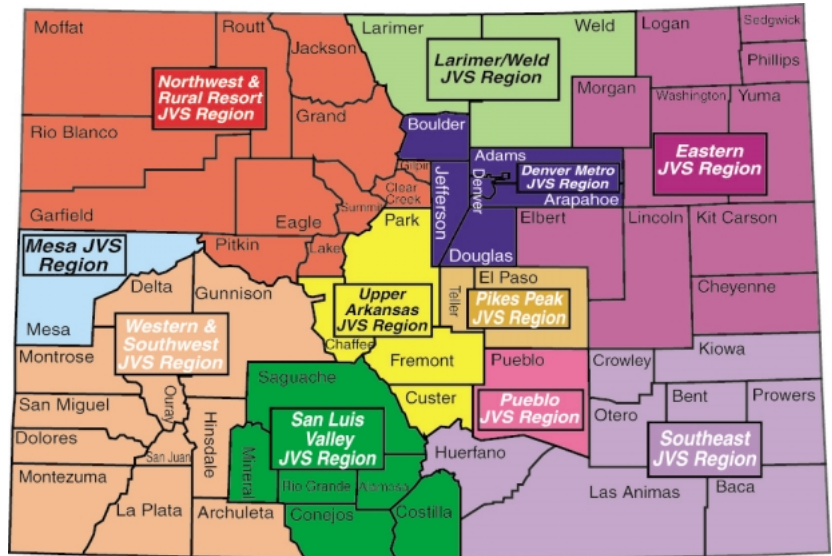
# Introduction

The unemployment rate, along with the level and growth rate of employment, has been used as an indicator of labor market conditions for decades. While this indicator provides information about changes in the 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.

The Pikes Peak Job Vacancy Survey was initiated not only to measure demand for workers at a specific point in time, but also to provide detailed information on the quality of employees demanded.

The Job Vacancy Survey was adopted by Colorado’s Department of Labor and Employment through the Denver Metro pilot studies of September 1999 and April 2000, which were initiated by Arapahoe/Douglas Works! The popularity of the reports based on the survey data led the CDLE to expand its coverage to include the entire state of Colorado. Since the Denver Metro JVS of April 2000, the survey instrument was revised to eliminate

**Colorado Job Vacancy Survey Regions**



ambiguity and enhanced to gather more specifics on job vacancies within the survey constraints.

The survey is funded by a grant from the U.S. Department of Labor’s Employment and Training Administration. The JVS is produced 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, job seekers, trainers and planning officials. While Labor Market Information has provided information on the local labor force supply, the Job Vacancy Survey will further complement this data by providing information about the demand for labor and offer a more complete picture of local labor markets.

### *Employers*

The Job Vacancy Survey measures the area's current vacancies and provides information to employers who may be experiencing difficulty in filling positions due to

- ◆ worker shortage,
- ◆ an imbalance between job seekers' skills and employers' needs,
- ◆ compensation packages that are insufficient as a recruitment tool when compared to market standards.

This report identifies certain characteristics of current vacancies according to general categories. For example, upon review of the results, an employer observes a high percentage of vacancies in the region's firms requiring a specific level of education or experience. This observation might indicate that the labor force and/or its skills fall short of the market needs, thus calling for a decision to increase investment in training or import skilled workers. Delays in filling vacancies despite increases in wages and/or benefits

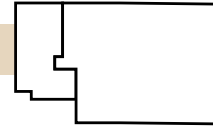
may be attributed to an overall shortage of applicants in the area. Similarly, if a low percentage of vacancies exist for a particular position with the same educational and/or experience requirement, but an employer is finding it difficult to fill, a comparison between the wages offered to the market average may indicate a need for an adjustment.

After a series of surveys from the same time of year have been conducted, current and prospective employers will be able to identify industries and/or occupations that may be consistently oversupplied, in equilibrium, or undersupplied. Employers that are relocating to the area can review the report and determine if the company's employment needs will be filled with minimum delay (current low vacancies). In addition, the Job Vacancy Survey results and Occupational Employment Statistics (OES) wage data (a measure of current wages being paid by occupation) can be used to develop a benchmark of wages to offer for the upcoming positions.

### *Job Seekers*

For current job seekers, this report is a roadmap that can be used to determine where the best paying jobs are given their skills and level of education. The Job Vacancy Survey helps to illustrate the current supply/demand balance in the local job market and provides associated average wages. Job seekers can review Labor Market Information's occupational

projections in addition to the Job Vacancy Survey to see if current opportunities can contribute to long-term career goals. With information the report provides, job seekers can better tailor education and training efforts toward industries and occupations that lead to a more successful job match.



## Workforce Centers

Public officials, educational institutions, and government agencies can use the Job Vacancy Survey information to allocate resources more efficiently among education, training, and job placement programs. The survey provides short-term illumination of the area's current employment needs. Workforce Center representatives can direct job seekers toward high demand occupations in order to increase placement success, or in a direction that might better suit the needs of the applicants' career goals.

Workforce Center officials can also review the nature of job vacancies and decide where to focus placement efforts. Investments in the workforce can be directed toward occupations or industries that continuously contribute to the local economy or to those that show a chronic tendency toward undersupply.

Current vacancy conditions as presented by the Job Vacancy Survey, coupled with other Labor Market Information reports, can offer a better picture of seasonality and long-term trends that might affect

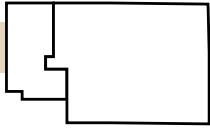
the provisions of future training programs. The *Employment and Wage* publication (ES-202 data) provides monthly county and statewide industry data on a quarterly basis. To prepare for the high demand of seasonal workers where vacancies persist, Workforce Centers and educators can offer training during the off-season as indicated by the quarterly data. Long-term industry trends in employment are also recorded on an annual basis in the same report for each county.

In addition, Labor Market Information provides statewide occupational projections available at [www.coworkforce.com/lmi/oeo/oeo.htm](http://www.coworkforce.com/lmi/oeo/oeo.htm), which includes projected employment growth, and identifies growing as well as declining occupations. This information, used with the Job Vacancy Survey's identification of current vacancies, can help Workforce Centers identify occupations in demand now as well as in the future. Workforce Centers can subsequently plan for future training programs in cooperation with businesses and educators.

## Economic Developers

For economic development professionals, this report is a tool that can be used to track the labor status of key industries and evaluate the area's economic growth and development potential. The survey results can help determine where labor 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 Job Vacancy Survey, and where the market, in general, is trending using Labor Market Information's employment projections.



## ***Caveats***

The Job Vacancy Survey statistics should be used as indicators, not actual values of the demand for workers in the Pikes Peak Region. Figures from the survey should not be interpreted as annual vacancies; rather, they are estimates of openings at a point-in-time. Users should consider, when comparing the results of one survey to another, the effects seasonality and the business cycle will have on the data. For instance, a decrease in vacancies for construction workers from April to November would represent seasonal variations, not necessarily a long-term decrease in the demand for such workers.

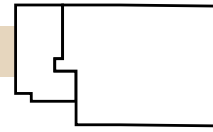
The results of the survey are based only on the sample of responses collected from July 31st through September 7th and should not be considered as necessarily portraying the exact distribution of job vacancies in the Pikes Peak Region. After several years of Job Vacancy Survey data are available, patterns may begin to emerge that more accurately reflect changing

labor market conditions. It should be recognized that the survey identifies current vacancies only, and does not explain whether the vacancies are due to employment growth in the occupations or if they are due to job turnover. In addition, not all surveyed firms participated. However, the employers who did participate enabled the production of statistically reliable results.

Users should keep in mind that the authors of this report are not attempting to project the level of vacancies into the future. In addition, events that have occurred since the time period analyzed, such as plant closings or the migration of people in and out of the area, may have had an effect on the vacancy status of some occupations.

Given the caveats, appropriate application by the user is the most important element for making the information in this report a relevant tool in job vacancy analysis.





## Executive Summary

The Pikes Peak Job Vacancy Survey was conducted from July 31st through September 7th, 2001. Over the survey period, randomly selected employers with at least five employees were contacted in the region. Employers were asked if they were actively hiring at the time of the survey, and a variety of questions about positions they were seeking to fill.

A total of 2,185 employers representing 45% of the region's total employment responded to the survey. Out of these, 81 are large employers (200 or more employees), 2,043 are from the small to mid-size category (5-199 employees), and 61 are government employers (of any size). The major findings of the survey are as follows:

- ◆ It is estimated that a total of 6,500 jobs were open for hire in the Pikes Peak Region during the survey period.
- ◆ Half of the vacancies are in large firms, half are in small to medium-size firms.
- ◆ Ninety-seven percent of the estimated jobs are permanent positions.
- ◆ Eighty-four percent of the vacancies are full-time positions.
- ◆ Less than half of the estimated job openings are in services; approximately one-third are in retail trade.
- ◆ The overall average wage for all vacancies is \$11.60 per hour. The average wages for positions in large firms exceed those in small to mid-size firms by \$1.60 per hour at the minimum level to \$3.50 per hour at the maximum level.
- ◆ Twenty-six percent of the vacancies are offered with a wage rate higher than the market average as reported by the Job Vacancy Survey.
- ◆ Both education and experience requirements have a significant positive influence on wages offered.
- ◆ Over 90% of the reported vacancies are offered with medical insurance paid, at least in part, by the employer.
- ◆ More than half of the vacancies are not considered as being difficult to fill.
- ◆ Employers offered sign-on bonuses for less than 1% of the vacancies.

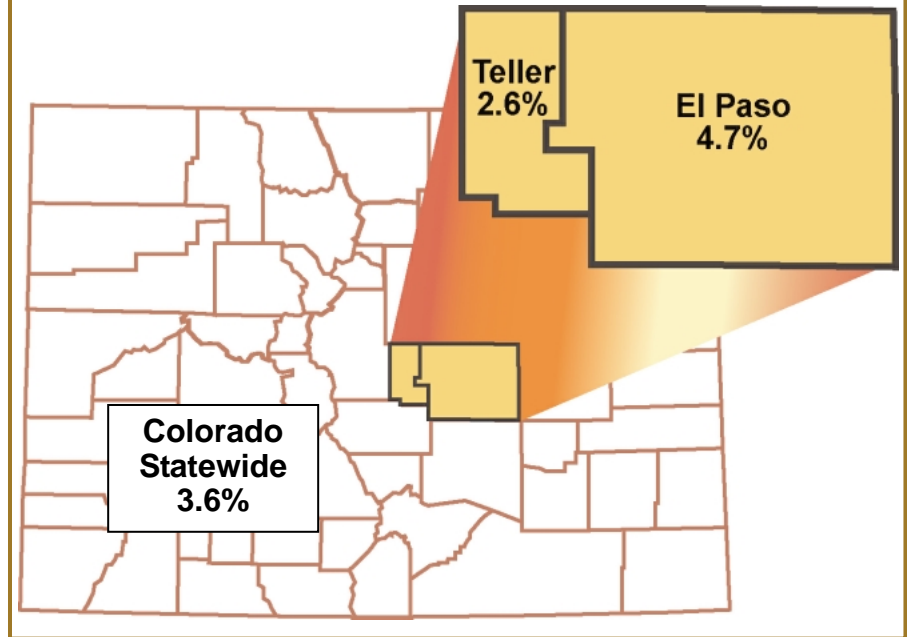
## Pikes Peak Region

According to the U.S. Census Bureau, Census 2000, the Pikes Peak Region, which includes El Paso and Teller counties, is home to over 537,000 people. El Paso County has 96% of the population (nearly 517,000 residents) and grew at a rate of 30.2% over the 1990 to 2000 period, just slightly less than Colorado's growth rate of 30.6% over the same period. Although Teller County includes only 4% of the region's population, the county experienced a growth rate of 64.9%, more than twice that of El Paso or the state.

The Pikes Peak Region employed over 268,000 individuals from a labor force of about 280,000 people in August 2001, according to Colorado's Labor Market Information, Local Area Unemployment Statistics. Similar to the population proportion, El Paso County has 95% of the area's employment. In the period between August 2000 and July 2001, the labor force in El Paso County increased while the employment rate decreased resulting in an increase in unemployment from 3.4% to 4.7%. Teller County's unemployment rate increased only slightly, from 2.5% to 2.7% over the same period. According to Labor Market Information's Local Area Unemployment Statistics, Colorado's unemployment rate was 3.6% in August 2001.

Figure 2 shows the employment distribution for each of the major industry divisions according to Colorado Employment and Wages (ES-202) during the third quarter of 2000. This serves as a useful reference for the time period in which the Pikes Peak Job Vacancy Survey was conducted. Employment by industry in the Pikes Peak Region has remained fairly constant over the past six years. The Services industry accounts for the highest proportion of employers as well as employees, with over 40% of the area's employment concentrated within Services. Retail Trade follows with nearly 20% of the area's employment. Although government

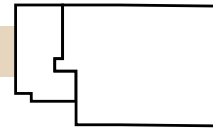
**Figure 1: Unemployment Rates for August 2001**



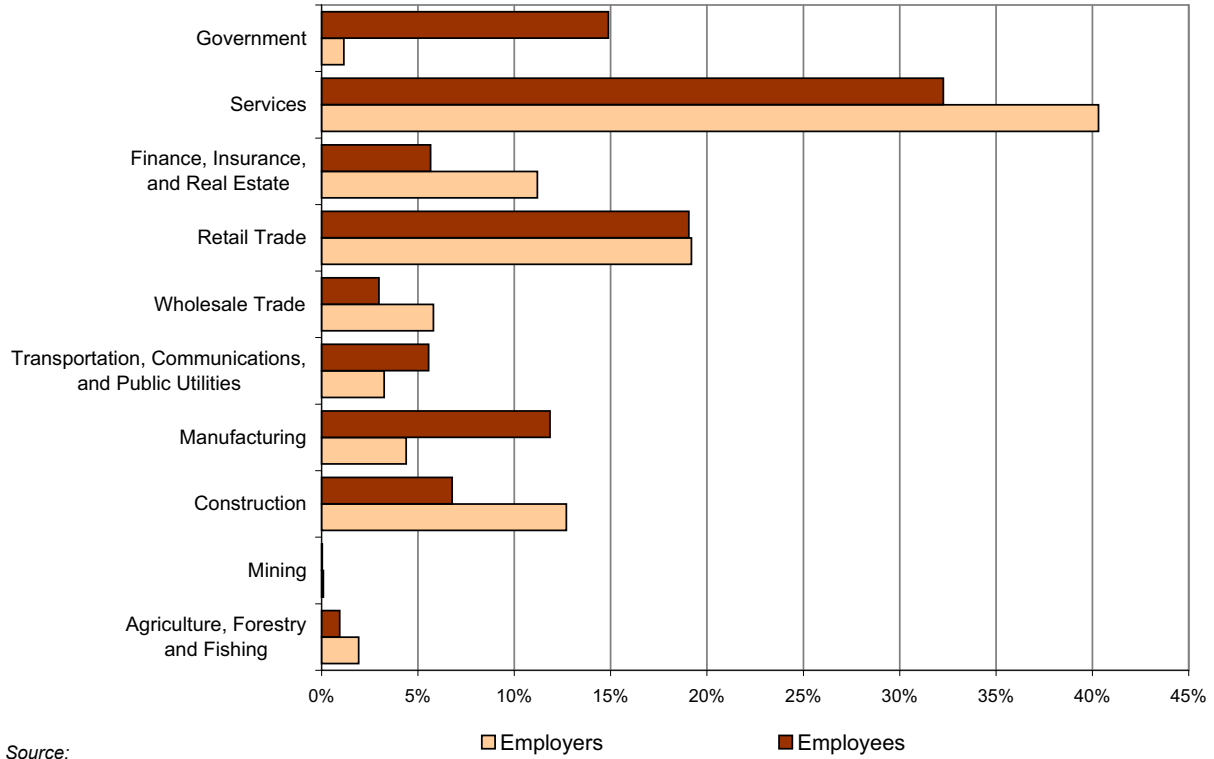
agencies represent only 1% of the total employers in the area, this industry accounts for the third highest proportion of employees (15%).

Most of the region's industries follow a seasonal trend in employment, with the 2nd and 3rd quarters offering the highest employment levels and low employment periods occurring during the 1st quarter. Seasonality is most notable in the Services and Retail Trade industries due to the employment size of these industries though it is also a factor in most other industries. With the exception of Mining, all industries have experienced overall increasing employment trends over the last six years.

The region is dominated by a large number of firms with less than five employees that account for 61% of the firms in the area. However, in terms of employment, these firms account for only 12% of the total. The small to mid-size firms (5-199 employees) account for 38% of all firms in the region and 61% of the area's total employment. Large firms (with 200 and more employees) account for 1% of the regional firms and 27% of the total employment.



**Figure 2: Proportion of Employment, 3rd Quarter, 2000**



Source:  
Colorado Employment and Wages (ES-202), 3rd Quarter, 2000

## ***The Job Vacancy Survey Sample***

The survey instrument, upon which the telephone questionnaire used for this study is based, was tested in the Upper Arkansas Region in September of 2000, and is a revised version of the one used for the two Denver Metro pilot studies (see *Appendix*).

For the purpose of this report, employers with at least 200 employees will be referred to as “large employers” and account for about 27% of the total employment in the region. Firms employing between five and 199 individuals are considered “small to mid-size employers,” and account for 61% of the total employment. Firms with four or fewer employees were not contacted as they represent only a small portion of employment in the region.

The Pikes Peak Region (PPR) “sample universe” consists of 7,082 firms with 5 to 199 employees, 108

firms with 200 or more employees, and 172 government establishments regardless of the number of employees. Attempts were made to conduct a full census of each of the large employers as well as the government agencies in the region, in addition to a representative sample of small to mid-size employers randomized from the 7,082 firms.

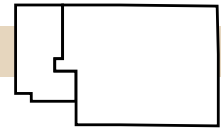
For the small to mid-size employers, the survey sample was designed to achieve a solid representation from each major industry group. For groups that contained fewer than 100 employers, a 60% response rate was targeted. Sixty responses were required for industry groups containing 100 to 120 firms and a 50% response rate, or 360 completed responses, whichever was less, was targeted for groups containing more than 120 employers.

## ***The Survey Instrument***

Employers were asked by telephone if they had job vacancies, or open positions, which they were actively seeking to fill. One-fourth of the firms contacted reported at least one vacancy. Firms actively recruiting were then asked to provide more detail about each position. Information on compensation offered, the level of education and experience required, and the employer’s perceived difficulty in filling the vacancy, as well as length of time the

position had been open was collected. Whenever necessary, employers were contacted a second time to clarify responses.

Employers were also asked whether or not a sign-on bonus or health insurance was offered for the position. This information was collected in addition to the minimum and maximum wages offered to describe in more detail the compensation offered.



## Timing Considerations

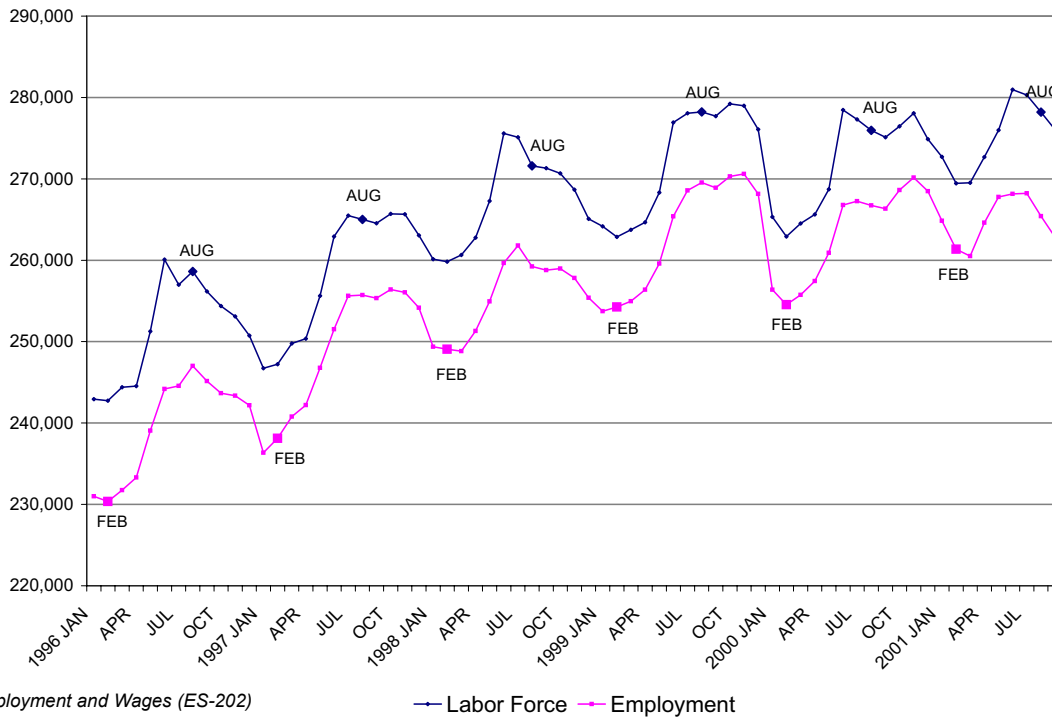
Pikes Peak Region Job Vacancy Surveys will be conducted semi-annually in January and July. The timing of the survey was developed with the intent of measuring demand for labor at intervals that provide the most useful information.

Analysis of the historical employment trend in the PPR indicates the level of employment peaks in or around the month of August. Likewise, the participating labor force follows a similar cyclical pattern, with the total number of participants out-numbering the employed consistently over time (*Figure 3*). By conducting the JVS in August, results represent the demand for labor at a time when employers are nearing peak employment, yet are still in the process of actively recruiting. Vacancies found in February represent the

demand for labor at a time of year when employment is at its cyclical low. A study at this time indicates the types of occupations for which a labor shortage exists when the labor supply is least constrained.

Difficulties in hiring at the two differing times of year may signal different issues. A study of any labor shortage during the winter low period may not indicate a general labor availability problem. Rather, it may indicate that labor for certain types of occupations is in short supply. On the other hand, a labor shortage during the summer may indicate specific occupation groups where shortages exist, but it may also indicate a generalized labor shortage. The two conditions have different implications for decision-makers, especially in government and job training positions.

**Figure 3: Historical Employment Trends for Pikes Peak Region**



Source: Colorado Employment and Wages (ES-202)

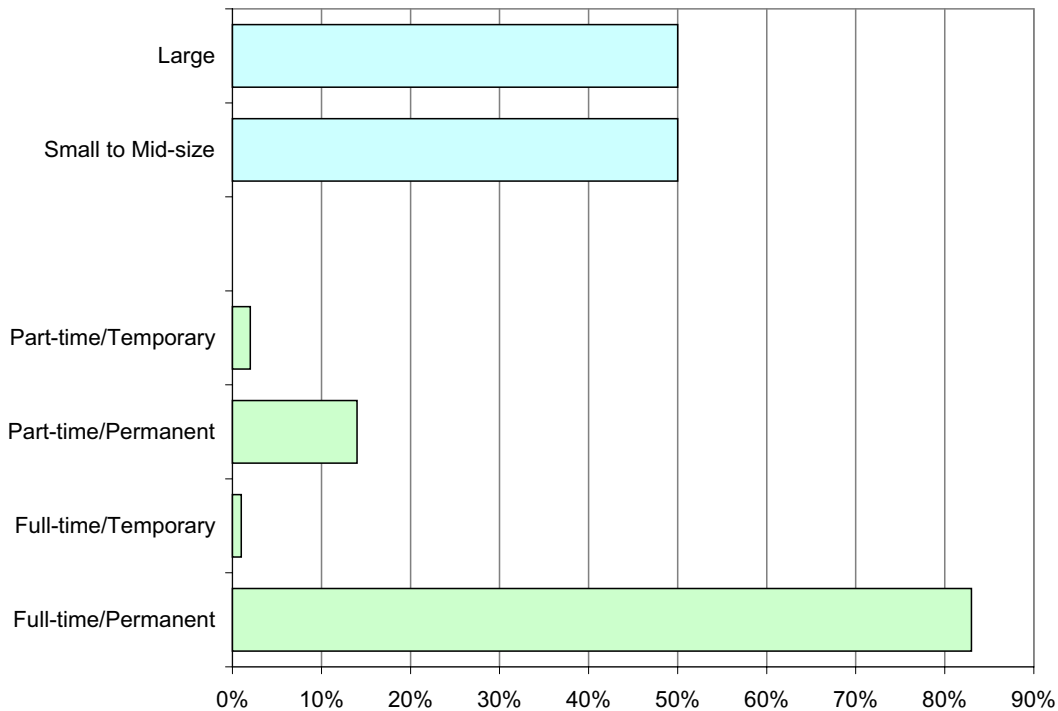
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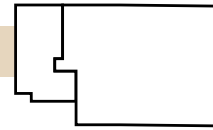
## Estimated Vacancies

During the survey period, an estimated 6,500 vacancies were open for immediate hire in firms with at least five employees in the Pikes Peak Region. This estimation was derived from vacancy rates reported for actual employment levels and extrapolated to the total employment for the appropriate industry divisions. Vacancy rates by industry group provide information reflective of where the activity is occurring in the local labor market. Higher vacancy rates can indicate a more dynamic labor situation than

other industries. Both a rapidly growing industry and one in turmoil for some reason (financial, labor strife, reorganization, etc.) could have relatively high vacancy rates. All might experience comparatively greater hiring stress, but might well have significantly different priorities as they evaluate new talent. Reported vacancies for the Pikes Peak Region are evenly divided between large and small to mid-size employers. Eighty-four percent of all vacancies in the region are for full-time positions (*Figure 4*).

**Figure 4: Summary of Vacancies**



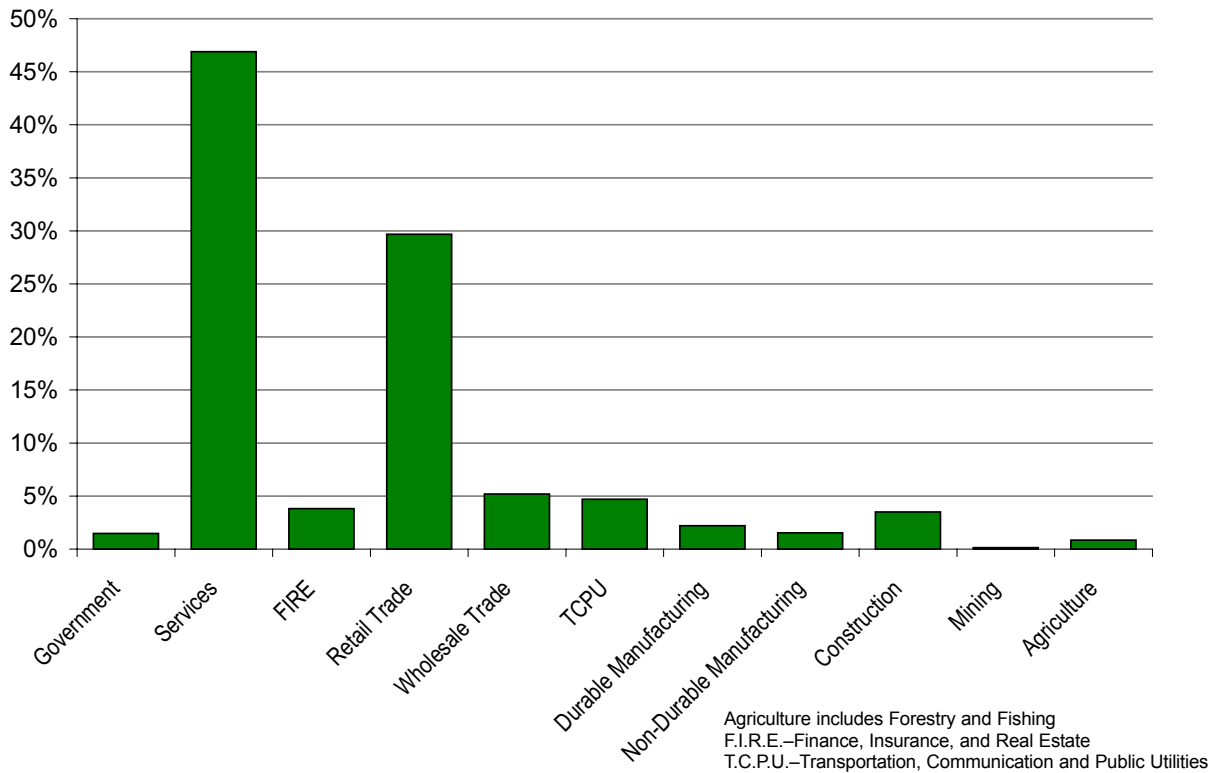


## Vacancies by Industry

Services and Retail Trade employers account for most of the vacancies found in the Pikes Peak Region and have vacancy rates of 3.6% and 3.7%, respectively. The two industries combined cover 77% of all vacancies in the area. As has been mentioned previously, the Services and Retail Trade industries

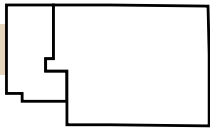
account for the highest employment levels in both the economy in general as well as in the survey. For that reason it is consistent with other areas in Colorado that these two industries have the most vacancies as well as higher vacancy rates than the region's cumulative 2.4%.

**Figure 5: Estimated Vacancies by Industry**



All other industries combined make up the remaining 23% of the area's vacancies. Wholesale Trade (3.3%) and T.C.P.U. (3.6%) have vacancy rates as high as the Services and Retail Trade industries, while F.I.R.E., Construction, and Manufacturing have tighter vacancy rates of 2.4%, 1.8% and 1.1%, respectively. Once again, the survey was conducted within the third quarter, at which time most of these industries are experiencing increasing employment needs.

Large employers (firms with 200 or more employees) in the Wholesale Trade industries and small to mid-size firms in the Retail Trade industries experienced the highest vacancy rates, at 5.5% and 4.8%, respectively. The lowest vacancy rates were reported within large firms in the Construction and Manufacturing industries, with vacancy rates under 1%.



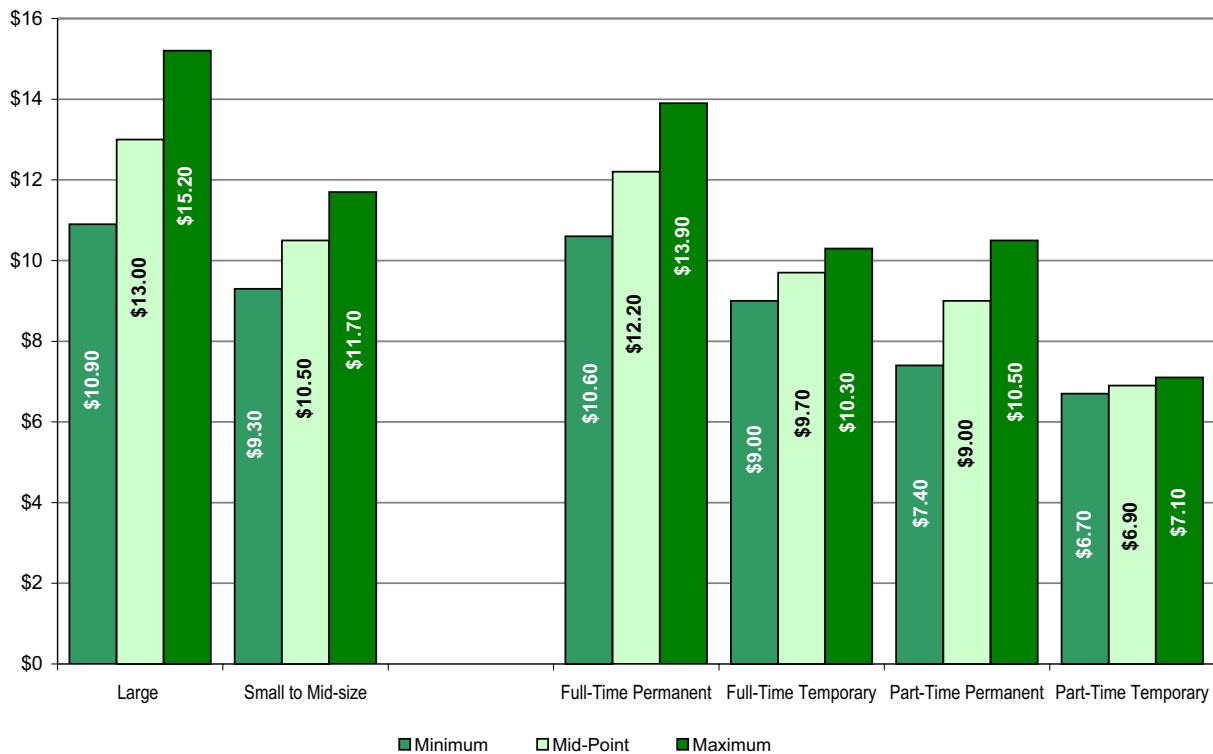
## Vacancies and Wages

Since wages offered may vary with the level of education and experience of the applicant, employers were asked to provide the range of wages offered for the vacancies and the average was

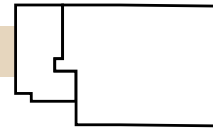
calculated based on the mid-point of that range (Figure 6). Based on the information employers reported, analysis reveals the following:

- ◆ The overall average wage offered for all vacancies is \$11.60 per hour.
- ◆ The average minimum wage offered for all vacancies is \$10.00 and the average maximum is \$13.20 per hour.
- ◆ Twenty-six percent of the vacancies are offered with a wage rate higher than the overall average.
- ◆ Large firms offer higher wages than small to mid-size firms with a difference of approximately \$2.50 per hour.
- ◆ Over 80% of the vacancies in the region are for full-time permanent positions that pay an average of \$12.20 per hour.

**Figure 6: Average Wage Ranges**



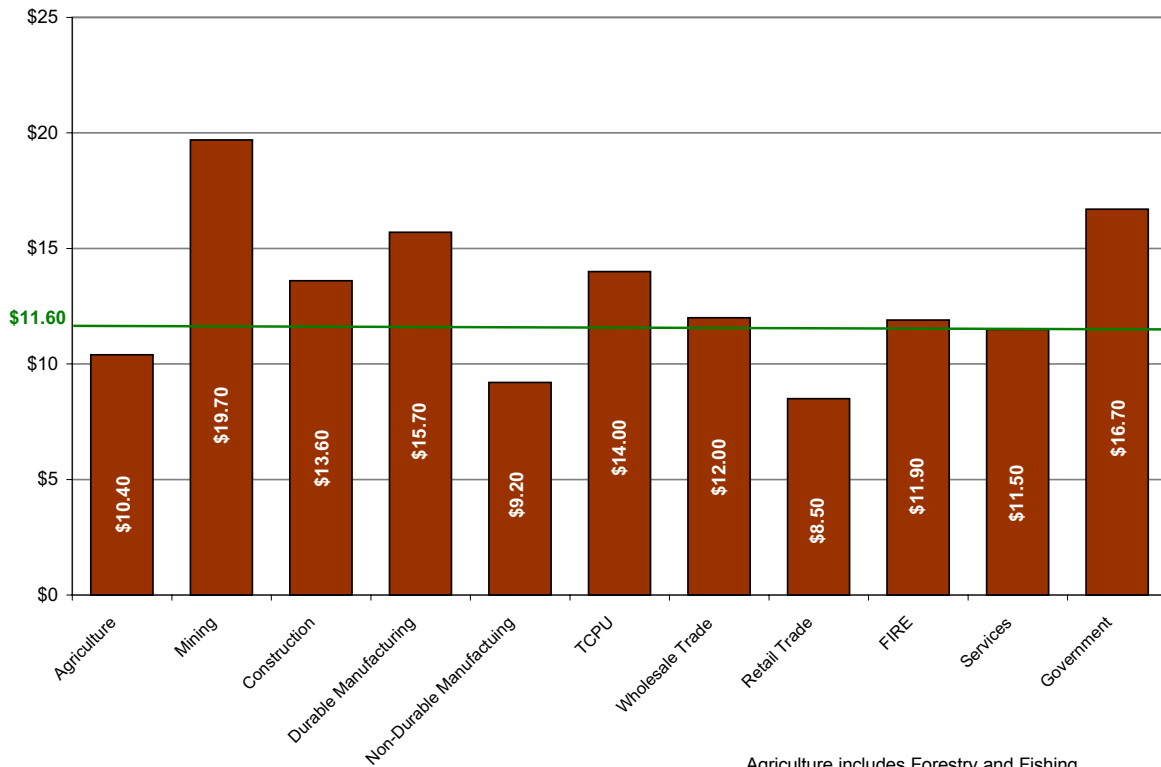




Average wages offered per industry are notably above the overall average (\$11.60 per hour) for all industries except Agriculture, Non-Durable Manufacturing and Retail Trade (Figure 7). The Services industry, which has the largest share of vacancies, offers an average wage closest to the region’s overall average. Further examination of the data reveals differences in wage ranges due to position characteristics as well as the educational and skill

level required to fill a position. The highest average wages offered, those in the Mining and Government industries, are found within large companies for highly technical or managerial occupations requiring a minimum of a bachelor’s degree in addition to experience in the occupation. In most cases, these positions are reported to be difficult to fill. Only 1% of all vacancies are in Mining and 1.5% in Government.

**Figure 7: Average Wages by Industry**



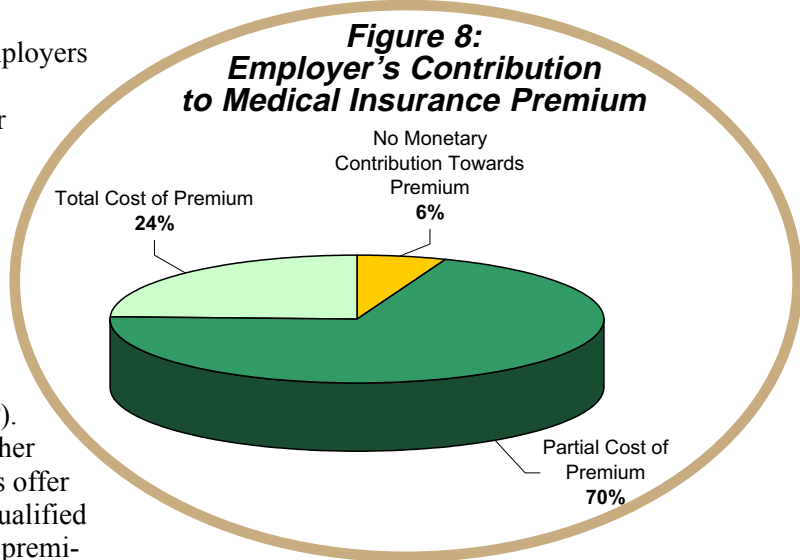
Agriculture includes Forestry and Fishing  
 F.I.R.E.—Finance, Insurance, and Real Estate  
 T.C.P.U.—Transportation, Communication and Public Utilities

## Medical Insurance and Wages

Almost all of the vacancies reported by employers include some form of medical insurance. Employers offer to pay the entire premium for nearly 25% of all vacancies reported and a portion of the premium for 70% of the vacancies. Only a very small fraction of reported vacancies are offered without such contributions.

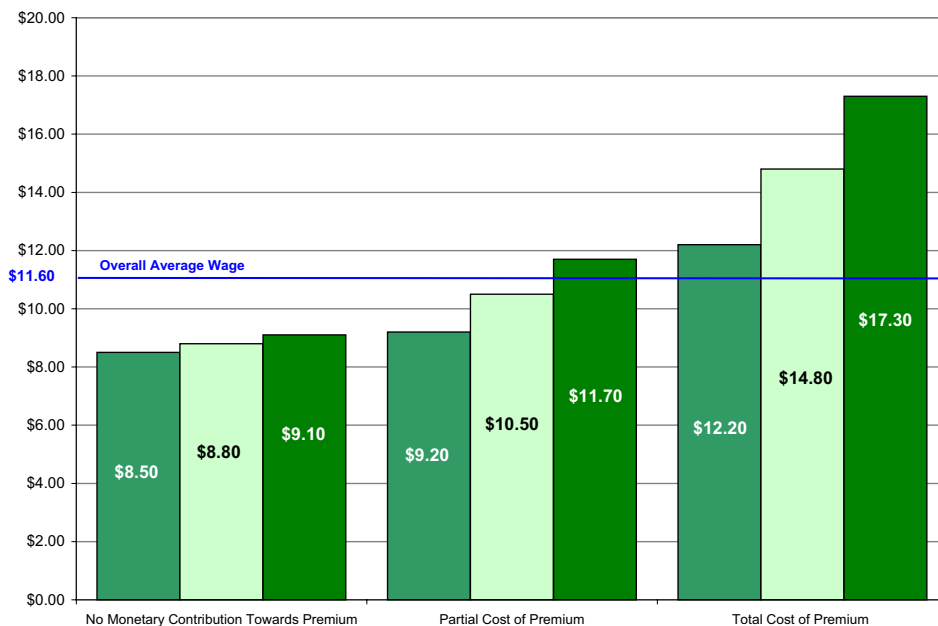
Survey results reveal a positive relationship between wages offered and payments toward medical insurance premiums (Figure 9). On average, as higher paying jobs require higher levels of education and experience, employers offer better medical insurance packages to attract qualified candidates. For the vacancies associated with premiums paid in part, the average wage is \$10.50 per hour. These positions were throughout a variety of industries and occupations and include a high proportion of vacancies requiring little or no education or experience. Businesses that pay the total cost of the medical insurance premium offer the highest wage range, with

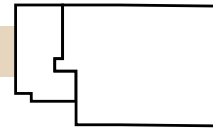
**Figure 8: Employer's Contribution to Medical Insurance Premium**



the average wage being \$14.80 per hour. The majority of these positions require higher levels of education and experience. Where educational requirements were relaxed, more occupation-specific experience was required.

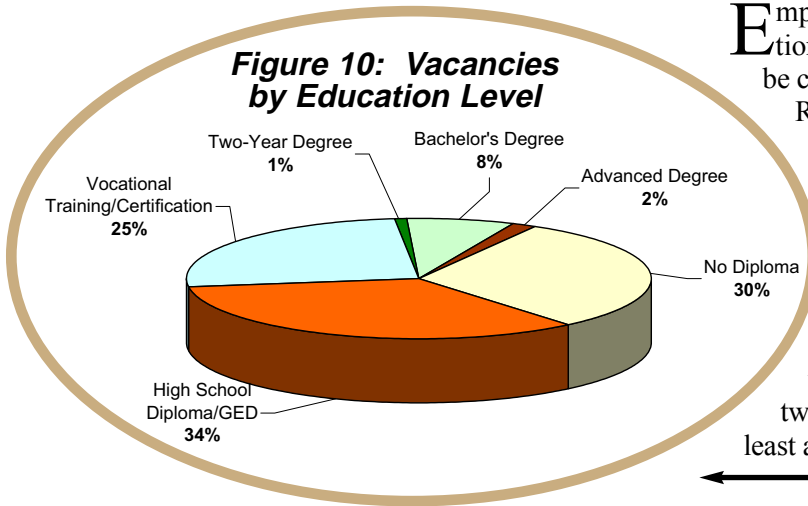
**Figure 9: Wage Ranges by Medical Insurance Contributions**





## Education and Wages

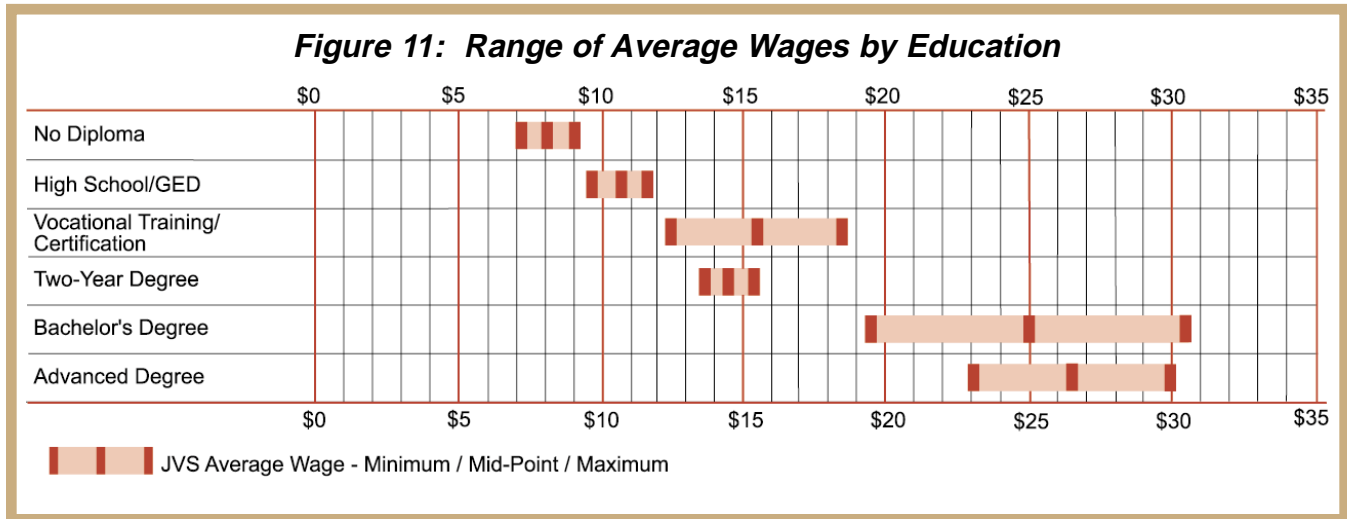
**Figure 10: Vacancies by Education Level**



Employers were asked what level of education is required of an applicant in order to be considered for a particular vacancy.

Results show that over half of the positions reported by employers require no post-secondary education. This is due, for the most part, to the fact that a high proportion of the region's vacancies are in the Services and Retail Trade industries. One-fourth of the positions require vocational training or certification (or other similar two-year training) while 10% require at least a Bachelor's degree (Figure 10).

**Figure 11: Range of Average Wages by Education**

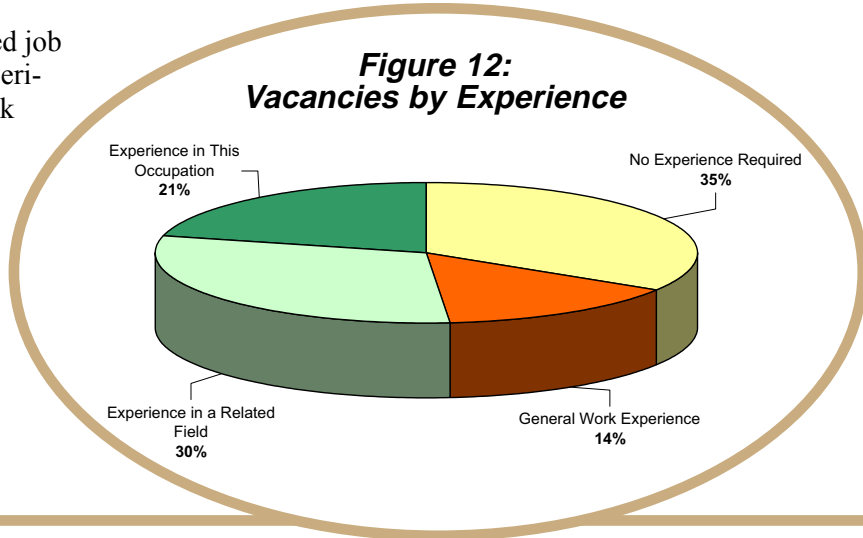


Employers add a substantial premium to wage compensation when requiring higher levels of educational attainment (Figure 11). The highest average wage rate difference (\$9.50 per hour) was found between having a Bachelor's degree over vocational training. There is

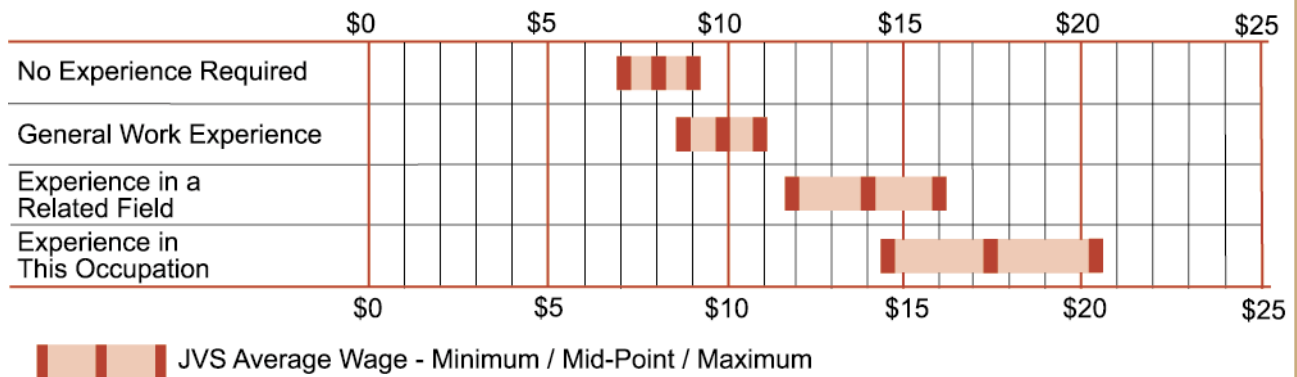
also nearly a \$4.00 per hour increase in wages for those with a two-year degree over those with a maximum of a high school education. In addition to increasing average wages, the wage range broadens with increasing levels of education.

## Experience and Wages

Nearly one-half of the reported job openings do not require experience or require only general work experience. The remaining 51% of the vacancies require a minimum of experience in a related field or more specifically, experience in the occupation.

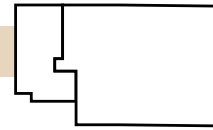


**Figure 13: Wage Ranges by Experience**



As with increasing levels of education, employers are willing to offer higher wages for added experience. Vacancies requiring experience in a related field offer an average of \$4.20 per hour more than those with only general work experience. Employers requiring

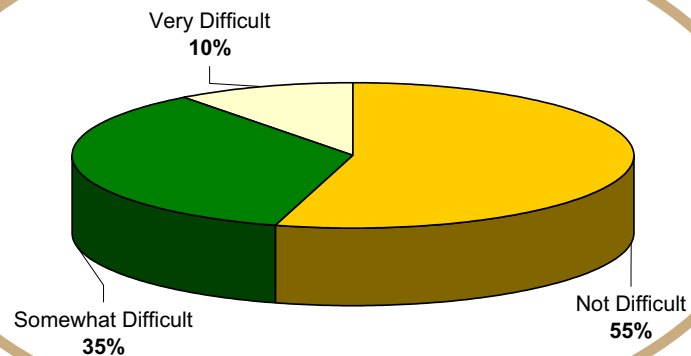
high levels of experience within the occupation are willing to offer an additional \$3.50 per hour on average, or a total of \$7.70 per hour above the average wage for vacancies associated with only general work experience.



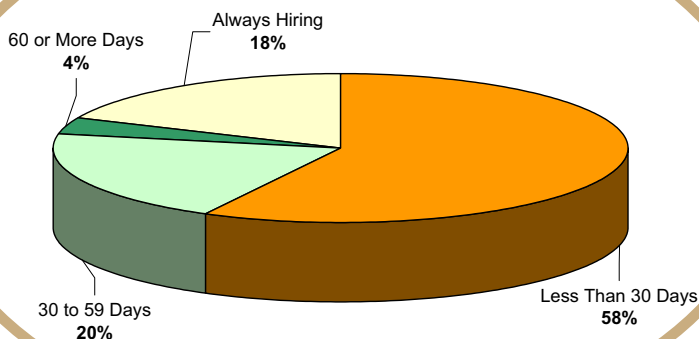
## Difficulty to Fill

To estimate the level of difficulty in filling vacancies, employer's were asked about their perceived level of difficulty in filling vacancies and the time period that the position remained vacant. Of the employers responding to these questions, only 10% of the vacancies reported are classified as very difficult to fill. More than half of the responding employers believed open positions were not difficult to fill (Figure 14).

**Figure 14:  
Difficulty to Fill**



**Figure 15:  
Duration of Vacancies**

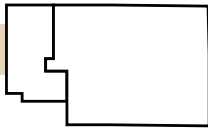


Furthermore, 58% of the reported vacancies are filled within 30 days. While some vacancies require longer time periods to fill (20%), only 4% of all vacancies are open for periods extending beyond 60 days.

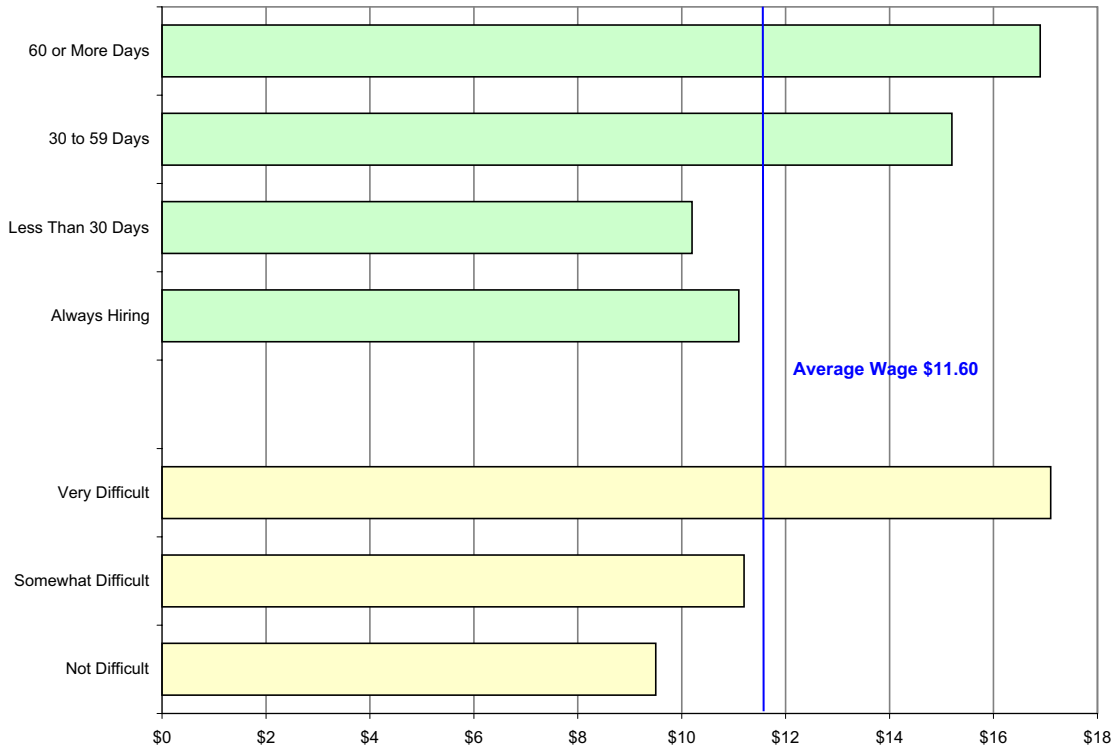
Positions which employers reported as being difficult to fill were offered wages at two levels. Difficult to fill vacancies that are highly technical, requiring extensive education and experience levels, offer wages above \$25.00 per hour. Occupations in this category are computer-related and/or highly specialized positions, for example: software engineers, network analysts, financial managers and various directors. Otherwise, vacant positions reported as difficult to fill, but requiring little or no education and experience, offer wages either closer to the region's average (\$11.60) or below (Figure 16). Occupations in this category include office assistants, mechanics, wait-staff, and various entry-level attendants.

Fifty-eight percent of reported vacancies are open less than 30 days. While a small portion of highly

technical vacancies are in this group, the majority of vacancies found open for this short time period are those that require lower levels of education and experience, are variably full-time and part-time positions, and are dispersed throughout all industries. Except for the small percentage of specialized vacancies, most of these quick-to-fill positions offer wages below the overall average. Vacancies open for continuous hire offer an average wage close to the overall average. These vacancies are in retail and wholesale trade as well as the service industries and are full-time positions. While only half of these higher-paid positions require education beyond high school, most positions open for hire continuously are entry-level and offer the minimum wage.



**Figure 16: Average Wage by Difficulty to Fill/Time Open**

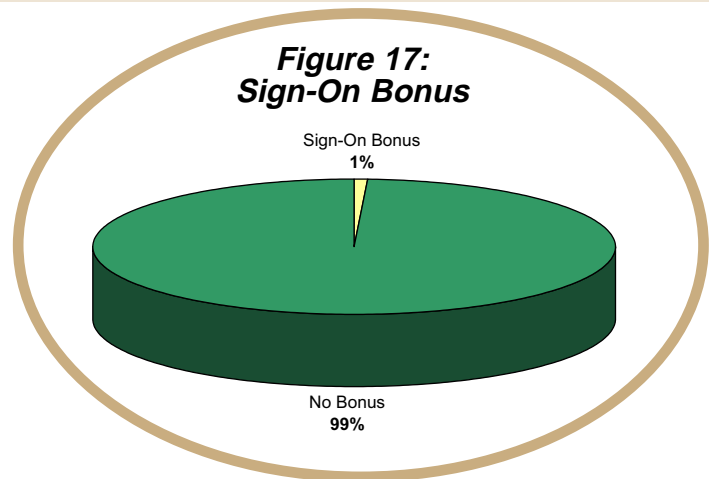


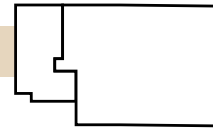
## Sign-On Bonus

Only small to mid-size firms reported offering a sign-on bonus during the survey period. Of all vacancies reported, only 1% offer sign-on bonuses (Figure 17). Most of the vacancies for which sign-on bonuses are offered are in service industries. These positions are full-time and do not require more than a high school education level. The average sign-on bonus is \$220.



**Figure 17: Sign-On Bonus**



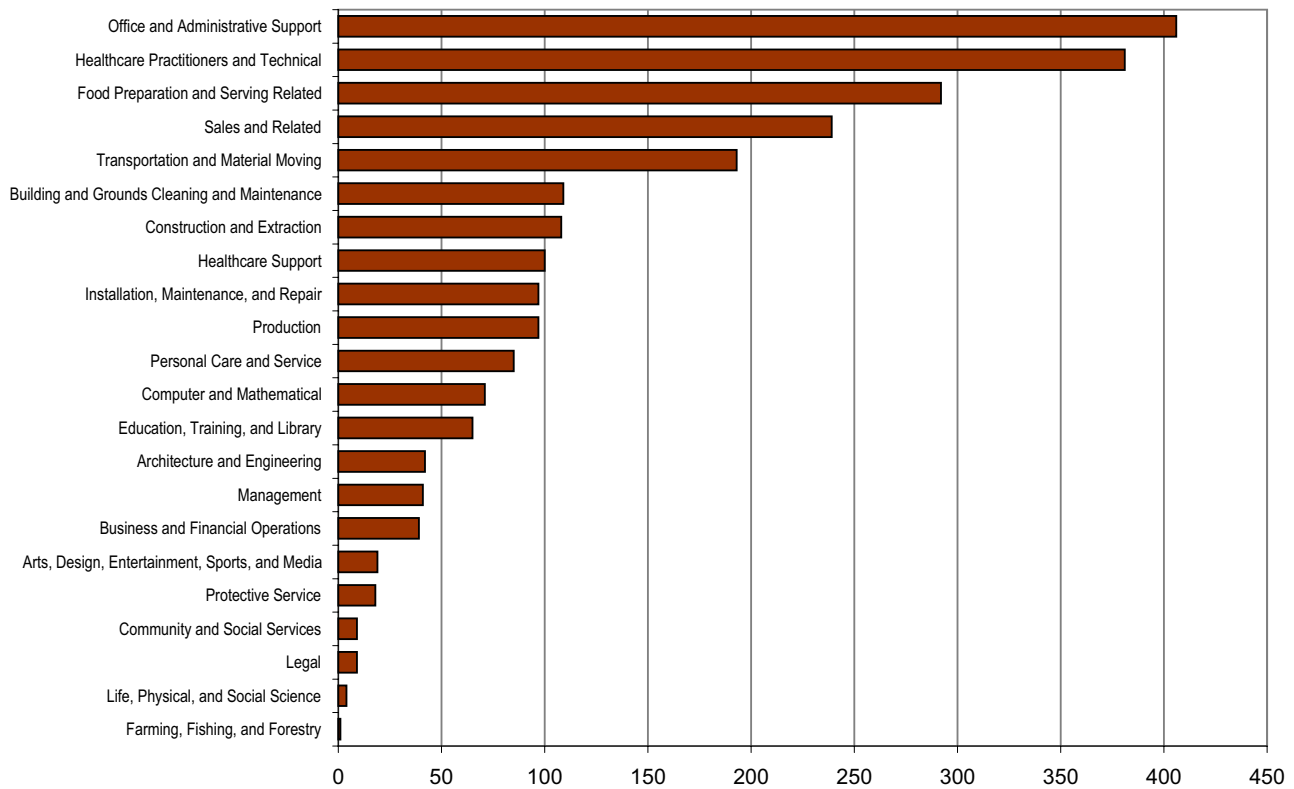


# Occupations

The distribution of vacancies varies greatly between major occupational groups, however, out of the major occupational groups, only the Healthcare Practitioners/Technical and Office &

Administrative Support occupational categories have close to or more than 400 openings. Over 60% of the estimated vacancies fall in the top five major occupational groups (*Figure 18*).

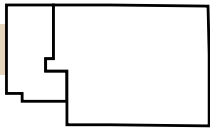
**Figure 18: Vacancies by Major Occupational Groups**



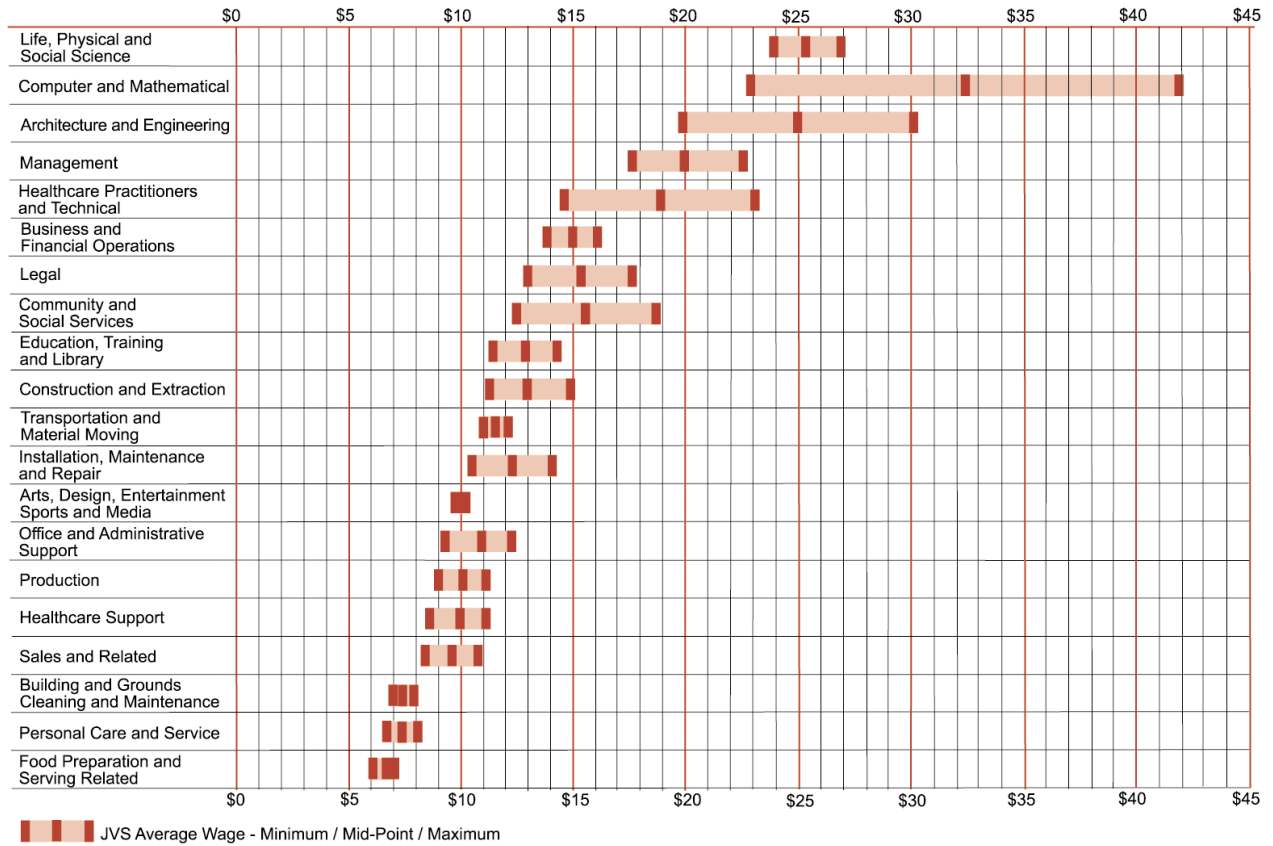
Estimated vacancies in the Healthcare Practitioners/Technical occupations (410) as well as those in Transportation and Material Moving (190) on average request post-secondary education, while occupations in the remaining service producing industries among the top five are less restrictive with education and experience requirements.

Occupational groups with higher levels of educational requirements such as Healthcare Practitioners,

Computer and Mathematical, Management, and Architecture and Engineering offer the highest wages. Wages for these occupational groups also have a relatively wider range between the minimum and maximum offered (*Figure 19*). In general, occupations requiring education beyond high school in addition to experience offer close to or above the area's average wage offered of \$11.60 per hour.



**Figure 19: Range of Average Wages by Major Occupational Groups**



Lower wages with less variation between the minimum and maximum are offered for major occupational groups with the least educational requirements. Such groups include Food Preparation & Serving

Related, Building & Grounds Cleaning & Maintenance, Personal Care & Service, and Arts, Design, Entertainment, Sports & Media.



**Table 1: Occupations with 10 or More Vacancies**

SOC Code	Occupation Title	Estimated Number of Vacancies	Average Wage Offered	Average Wages			Percentile Distribution				
				Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
29-1111	Registered Nurses	197	\$20.40	\$16.88	\$20.62	\$22.48	\$15.68	\$17.73	\$19.98	\$23.28	\$26.45
43-5081	Stock Clerks and Order Fillers	125	\$11.30	\$7.17	\$10.54	\$12.23	\$6.59	\$7.70	\$9.37	\$12.57	\$16.84
41-2031	Retail Salespersons	91	\$7.30	\$6.18	\$9.97	\$11.86	\$6.00	\$6.66	\$8.06	\$10.67	\$16.83
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	81	\$6.90	\$5.94	\$7.15	\$7.76	\$5.80	\$6.10	\$6.84	\$8.25	\$9.29
53-3033	Truck Drivers, Light or Delivery Services	76	\$13.80	\$8.08	\$10.38	\$11.54	\$7.50	\$8.82	\$10.15	\$11.92	\$13.80
31-1012	Nursing Aides, Orderlies, and Attendants	69	\$12.00	\$7.82	\$8.82	\$9.32	\$7.08	\$7.67	\$8.62	\$9.83	\$10.89
35-3031	Waiters and Waitresses	67	\$5.60	\$5.91	\$7.42	\$8.19	\$5.76	\$5.93	\$6.22	\$7.01	\$8.92
43-4051	Customer Service Representatives	65	\$9.70	\$9.12	\$12.59	\$14.32	\$8.51	\$9.56	\$10.91	\$13.67	\$21.12
37-2012	Maids and Housekeeping Cleaners	54	\$6.60	\$6.11	\$7.25	\$7.82	\$5.85	\$6.31	\$7.14	\$8.24	\$8.95
41-2010	Cashiers	47	\$7.30	<b>\$6.33</b>	<b>\$8.86</b>	<b>\$10.12</b>	<b>\$6.03</b>	<b>\$6.73</b>	<b>\$8.04</b>	<b>\$9.76</b>	<b>\$9.08</b>
53-3032	Truck Drivers, Heavy and Tractor-Trailer	47	\$11.40	\$11.02	\$14.49	\$16.23	\$10.15	\$11.81	\$13.77	\$16.72	\$20.38
43-9041	Insurance Claims and Policy Processing Clerks	45	\$12.50	<b>\$9.92</b>	<b>\$15.54</b>	<b>\$18.36</b>	<b>\$9.25</b>	<b>\$10.88</b>	<b>\$14.23</b>	<b>\$17.52</b>	<b>\$21.87</b>
35-2015	Cooks, Short Order	36	\$7.00	\$7.12	\$7.73	\$8.04	\$6.45	\$7.42	\$7.97	\$8.52	\$8.86
47-2061	Construction Laborers	26	\$10.50	\$9.26	\$11.69	\$12.91	\$8.96	\$10.09	\$11.78	\$13.15	\$13.97
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	24	\$8.30	\$6.65	\$8.32	\$9.15	\$6.16	\$6.87	\$7.96	\$9.17	\$10.99
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	24	\$14.90	\$10.92	\$17.18	\$20.30	\$10.88	\$11.57	\$15.71	\$20.42	\$27.48
53-7061	Cleaners of Vehicles and Equipment	24	\$7.30	\$7.43	\$8.85	\$9.56	\$6.79	\$7.58	\$8.59	\$10.05	\$11.00
43-4171	Receptionists and Information Clerks	23	\$8.80	\$7.58	\$9.84	\$10.98	\$7.07	\$8.14	\$9.64	\$10.97	\$13.31
15-1030	Computer Software Engineers	22	\$36.90	*	*	*	*	*	*	*	*
35-3041	Food Servers, Nonrestaurant	22	\$6.60	\$6.04	\$7.25	\$7.86	\$5.78	\$6.28	\$7.04	\$8.22	\$9.37
15-1081	Network Systems and Data Communications Analysts	20	\$0.00	\$21.14	\$27.29	\$30.36	\$19.40	\$22.67	\$26.60	\$32.11	\$36.83
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	20	\$7.10	\$5.91	\$7.10	\$7.70	\$5.81	\$6.14	\$7.15	\$8.17	\$8.76
41-9041	Telemarketers	20	\$0.00	<b>\$6.40</b>	<b>\$8.77</b>	<b>\$9.95</b>	<b>\$6.00</b>	<b>\$6.97</b>	<b>\$8.20</b>	<b>\$10.26</b>	<b>\$35.59</b>
29-1123	Physical Therapists	19	\$0.00	\$17.04	\$24.07	\$27.58	\$15.55	\$19.27	\$23.48	\$28.70	\$37.82
17-2199	Engineers, All Other	18	\$28.90	\$27.53	\$34.34	\$37.75	\$25.27	\$29.85	\$33.96	\$40.05	\$44.82
29-2012	Medical and Clinical Laboratory Technicians	18	\$11.70	\$8.37	\$14.12	\$17.00	\$6.30	\$10.31	\$14.74	\$17.82	\$20.62
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	18	\$11.70	\$9.48	\$15.79	\$18.95	\$8.94	\$10.50	\$13.27	\$17.05	\$27.54
43-3071	Tellers	18	\$10.00	\$7.68	\$9.04	\$9.72	\$7.04	\$7.72	\$8.76	\$10.10	\$11.39
35-9021	Dishwashers	17	\$6.50	\$5.97	\$7.36	\$8.05	\$5.79	\$6.47	\$7.46	\$8.35	\$9.11
37-3011	Landscaping and Groundskeeping Workers	17	\$8.10	\$6.79	\$9.39	\$10.68	\$6.25	\$7.47	\$9.17	\$10.75	\$13.33
47-2181	Roofers	17	\$0.00	\$10.21	\$13.18	\$14.66	\$9.72	\$10.90	\$12.39	\$15.61	\$17.56
29-2034	Radiologic Technologists and Technicians	16	\$0.00	\$12.80	\$15.77	\$17.26	\$12.12	\$13.60	\$15.60	\$17.48	\$20.36
49-3023	Automotive Service Technicians and Mechanics	16	\$12.20	\$10.99	\$16.83	\$19.76	\$9.69	\$12.92	\$16.42	\$20.44	\$24.84
51-2090	Miscellaneous Assemblers and Fabricators	15	\$8.60	*	*	*	*	*	*	*	*

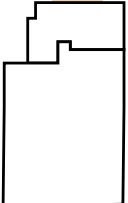
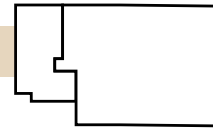


Table 1: Occupations with 10 or More Vacancies - Page 2

SOC Code	Occupation Title	Estimated Number of Vacancies	Average Wage Offered	Average Wages			Percentile Distribution				
				Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
25-9041	Teacher Assistants	14	\$6.90	\$14,739	\$17,870	\$19,436	\$13,643	\$15,459	\$17,379	\$20,553	\$23,350
35-9099	Food Preparation and Serving Related Workers, All Other	14	\$6.60	\$5.97	\$6.56	\$6.85	\$5.54	\$5.83	\$6.32	\$6.81	\$7.88
29-2051	Dietetic Technicians	13	\$0.00	<b>\$6.69</b>	<b>\$9.67</b>	<b>\$11.16</b>	<b>\$6.13</b>	<b>\$7.25</b>	<b>\$9.38</b>	<b>\$11.74</b>	<b>\$44.45</b>
29-2055	Surgical Technologists	13	\$0.00	\$11.48	\$13.99	\$15.25	\$10.61	\$12.26	\$13.75	\$15.73	\$16.93
39-5090	Miscellaneous Personal Appearance Workers	13	\$0.00	*	*	*	*	*	*	*	*
39-9021	Personal and Home Care Aides	13	\$7.40	\$7.81	\$7.93	\$7.99	\$6.86	\$7.31	\$7.91	\$8.51	\$8.93
43-4071	File Clerks	13	\$9.00	\$6.44	\$8.61	\$9.69	\$6.15	\$6.90	\$8.23	\$10.05	\$12.11
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	13	\$8.30	\$8.82	\$11.48	\$12.80	\$7.89	\$9.72	\$11.03	\$12.37	\$15.78
29-2090	Miscellaneous Health Technologists and Technicians	12	\$19.20	<b>\$15.80</b>	<b>\$17.87</b>	<b>\$18.90</b>	<b>\$14.54</b>	<b>\$15.25</b>	<b>\$16.42</b>	<b>\$17.59</b>	<b>\$16.66</b>
41-2021	Counter and Rental Clerks	12	\$9.30	\$6.15	\$8.34	\$9.44	\$5.95	\$6.56	\$7.87	\$9.80	\$11.95
43-6014	Secretaries, Except Legal, Medical, and Executive	12	\$9.60	\$9.19	\$12.63	\$14.34	\$8.80	\$10.00	\$12.24	\$15.26	\$17.36
47-2031	Carpenters	12	\$13.00	<b>\$12.22</b>	<b>\$16.28</b>	<b>\$18.31</b>	<b>\$11.06</b>	<b>\$14.08</b>	<b>\$16.17</b>	<b>\$19.94</b>	<b>\$12.27</b>
49-9042	Maintenance and Repair Workers, General	12	\$14.40	\$8.71	\$13.01	\$15.17	\$7.94	\$9.75	\$12.21	\$15.39	\$19.45
13-2072	Loan Officers	11	\$14.40	<b>\$12.60</b>	<b>\$22.12</b>	<b>\$26.89</b>	<b>\$11.45</b>	<b>\$14.88</b>	<b>\$19.64</b>	<b>\$27.19</b>	<b>\$35.78</b>
25-2021	Elementary School Teachers, Except Special Education	11	\$17.30	<b>\$27,538</b>	<b>\$40,192</b>	<b>\$46,519</b>	<b>\$25,714</b>	<b>\$29,852</b>	<b>\$36,826</b>	<b>\$46,853</b>	<b>\$88,994</b>
29-1126	Respiratory Therapists	11	\$0.00	<b>\$14.25</b>	<b>\$17.57</b>	<b>\$19.24</b>	<b>\$13.50</b>	<b>\$15.49</b>	<b>\$17.66</b>	<b>\$19.91</b>	<b>\$26.02</b>
29-2071	Medical Records and Health Information Technicians	11	\$0.00	*	*	*	*	*	*	*	*
33-9032	Security Guards	11	\$10.20	\$7.88	\$9.23	\$9.90	\$7.01	\$7.61	\$8.47	\$9.65	\$12.93
39-5012	Hairdressers, Hairstylists, and Cosmetologists	11	\$8.40	\$7.22	\$9.18	\$10.15	\$6.91	\$8.04	\$9.38	\$10.38	\$10.97
43-5071	Shipping, Receiving, and Traffic Clerks	11	\$8.40	\$7.87	\$10.42	\$11.69	\$7.44	\$8.53	\$10.19	\$11.85	\$13.76
47-2140	Painters and Paperhangers	11	\$0.00	<b>\$9.04</b>	<b>\$12.87</b>	<b>\$14.79</b>	<b>\$8.65</b>	<b>\$10.27</b>	<b>\$12.56</b>	<b>\$15.91</b>	<b>\$18.93</b>
25-2011	Preschool Teachers, Except Special Education	10	\$7.40	\$7.27	\$9.70	\$10.92	\$6.61	\$7.62	\$8.87	\$10.24	\$11.87
29-1122	Occupational Therapists	10	\$0.00	\$16.15	\$21.83	\$24.67	\$15.15	\$17.50	\$20.62	\$25.53	\$32.05
39-9031	Fitness Trainers and Aerobics Instructors	10	\$6.90	*	*	*	*	*	*	*	*
43-6011	Executive Secretaries and Administrative Assistants	10	\$14.60	\$11.73	\$15.46	\$17.33	\$11.20	\$12.62	\$15.02	\$17.49	\$21.04
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	10	\$0.00	<b>\$11.93</b>	<b>\$16.14</b>	<b>\$18.24</b>	<b>\$11.63</b>	<b>\$12.98</b>	<b>\$15.47</b>	<b>\$13.20</b>	<b>\$20.89</b>

OES wages reported for Colorado statewide in **bold**

\* No wage data available

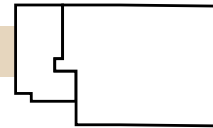


**Table 2: Occupations with Fewer Than 10 Vacancies**

SOC Code	Occupation Title	Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
13-2011	Accountants and Auditors	\$14.69	\$20.59	\$23.53	\$13.78	\$15.88	\$19.15	\$23.35	\$31.33
11-3011	Administrative Services Managers	<b>\$10.61</b>	<b>\$22.28</b>	<b>\$28.10</b>	<b>\$9.70</b>	<b>\$12.18</b>	<b>\$18.87</b>	<b>\$30.19</b>	<b>\$40.62</b>
41-3011	Advertising Sales Agents	<b>\$10.87</b>	<b>\$20.02</b>	<b>\$24.59</b>	<b>\$9.80</b>	<b>\$12.70</b>	<b>\$16.98</b>	<b>\$23.97</b>	<b>\$13.85</b>
17-3021	Aerospace Engineering and Operations Technicians	<b>\$16.78</b>	<b>\$21.57</b>	<b>\$23.95</b>	<b>\$13.51</b>	<b>\$19.02</b>	<b>\$22.61</b>	<b>\$25.51</b>	<b>\$27.25</b>
45-2011	Agricultural Inspectors	*	*	*	*	*	*	*	*
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	*	*	*	*	*	*	*	*
27-3010	Announcers	\$7.21	\$12.34	\$14.91	\$6.30	\$8.27	\$11.44	\$14.91	\$19.30
17-3011	Architectural and Civil Drafters	<b>\$13.44</b>	<b>\$18.61</b>	<b>\$21.19</b>	<b>\$12.34</b>	<b>\$14.74</b>	<b>\$18.14</b>	<b>\$21.85</b>	<b>\$26.35</b>
25-1121	Art, Drama, and Music Teachers, Postsecondary	<b>\$31,030</b>	<b>\$49,229</b>	<b>\$58,339</b>	<b>\$29,237</b>	<b>\$36,169</b>	<b>\$45,508</b>	<b>\$61,445</b>	<b>\$81,396</b>
51-2099	Assemblers and Fabricators, All Other	\$7.42	\$9.14	\$9.99	\$7.16	\$7.91	\$9.14	\$10.29	\$10.99
27-4011	Audio and Video Equipment Technicians	<b>\$12.07</b>	<b>\$17.51</b>	<b>\$20.23</b>	<b>\$10.57</b>	<b>\$14.23</b>	<b>\$17.26</b>	<b>\$20.53</b>	<b>\$32.17</b>
49-3021	Automotive Body and Related Repairers	<b>\$14.88</b>	<b>\$17.06</b>	<b>\$18.15</b>	<b>\$14.34</b>	<b>\$15.20</b>	<b>\$16.65</b>	<b>\$22.35</b>	<b>\$20.06</b>
49-3020	Automotive Technicians and Repairers	*	*	*	*	*	*	*	*
39-6010	Baggage Porters, Bellhops, and Concierges	<b>\$5.94</b>	<b>\$7.94</b>	<b>\$8.94</b>	<b>\$5.77</b>	<b>\$6.11</b>	<b>\$6.89</b>	<b>\$8.80</b>	<b>\$8.74</b>
51-3011	Bakers	\$7.32	\$10.82	\$12.57	\$6.81	\$8.13	\$10.60	\$13.41	\$15.45
35-3011	Bartenders	\$5.94	\$6.76	\$7.16	\$5.74	\$5.97	\$6.33	\$7.13	\$9.42
43-3011	Bill and Account Collectors	\$8.43	\$11.84	\$13.54	\$6.41	\$9.85	\$11.80	\$13.76	\$16.49
19-4021	Biological Technicians	<b>\$11.12</b>	<b>\$15.25</b>	<b>\$17.31</b>	<b>\$10.19</b>	<b>\$12.10</b>	<b>\$14.57</b>	<b>\$17.44</b>	<b>\$22.08</b>
43-3031	Bookkeeping, Accounting, and Auditing Clerks	\$8.87	\$12.06	\$13.65	\$8.21	\$9.80	\$11.54	\$13.76	\$16.48
37-2019	Building Cleaning Workers, All Other	*	*	*	*	*	*	*	*
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	\$12.00	\$15.59	\$17.39	\$11.53	\$13.13	\$15.51	\$17.59	\$20.26
53-3022	Bus Drivers, School	\$7.83	\$9.88	\$10.91	\$7.46	\$8.64	\$9.78	\$11.00	\$12.94
13-1199	Business Operations Specialists, All Other	\$14.88	\$23.60	\$27.97	\$13.38	\$18.12	\$22.70	\$27.71	\$35.67
29-2031	Cardiovascular Technologists and Technicians	<b>\$11.21</b>	<b>\$16.83</b>	<b>\$19.65</b>	<b>\$10.42</b>	<b>\$12.77</b>	<b>\$16.32</b>	<b>\$20.26</b>	<b>\$52.03</b>
47-2040	Carpet, Floor, and Tile Installers and Finishers	*	*	*	*	*	*	*	*
39-9011	Child Care Workers	\$6.02	\$7.13	\$7.68	\$5.80	\$6.25	\$7.09	\$8.21	\$8.91
21-1021	Child, Family, and School Social Workers	\$14.46	\$20.97	\$24.23	\$13.90	\$15.37	\$17.60	\$22.11	\$38.73
17-3022	Civil Engineering Technicians	<b>\$12.11</b>	<b>\$18.54</b>	<b>\$21.76</b>	<b>\$10.75</b>	<b>\$14.07</b>	<b>\$17.32</b>	<b>\$21.89</b>	<b>\$28.20</b>
21-2011	Clergy	*	*	*	*	*	*	*	*
19-3031	Clinical, Counseling, and School Psychologists	\$16.45	\$25.02	\$29.31	\$15.29	\$17.40	\$22.73	\$30.37	\$35.37
43-9011	Computer Operators	\$11.63	\$15.98	\$18.16	\$11.26	\$13.15	\$16.16	\$19.08	\$20.88
15-1021	Computer Programmers	<b>\$17.14</b>	<b>\$28.02</b>	<b>\$33.47</b>	<b>\$14.50</b>	<b>\$20.33</b>	<b>\$28.16</b>	<b>\$37.95</b>	<b>\$44.93</b>
15-1031	Computer Software Engineers, Applications	\$22.92	\$29.02	\$32.06	\$21.10	\$24.05	\$27.65	\$33.77	\$40.56
15-1032	Computer Software Engineers, Systems Software	\$22.70	\$31.76	\$36.29	\$20.67	\$25.74	\$32.02	\$38.09	\$43.18
15-1099	Computer Specialists, All Other	\$17.18	\$25.47	\$29.61	\$12.71	\$21.99	\$26.91	\$31.66	\$34.52
15-1041	Computer Support Specialists	\$12.39	\$15.01	\$16.32	\$11.67	\$12.49	\$13.85	\$16.67	\$20.41
15-1051	Computer Systems Analysts	<b>\$20.01</b>	<b>\$29.62</b>	<b>\$34.44</b>	<b>\$18.07</b>	<b>\$22.77</b>	<b>\$29.79</b>	<b>\$35.63</b>	<b>\$42.83</b>
39-6012	Concierges	<b>\$8.62</b>	<b>\$9.99</b>	<b>\$10.67</b>	<b>\$7.89</b>	<b>\$9.05</b>	<b>\$9.90</b>	<b>\$10.75</b>	<b>\$9.74</b>
47-4011	Construction and Building Inspectors	\$14.48	\$19.66	\$22.27	\$13.53	\$15.58	\$19.47	\$24.40	\$26.51
47-4099	Construction and Related Workers, All Other	\$9.43	\$15.36	\$18.33	\$8.67	\$10.52	\$15.52	\$18.16	\$23.35
35-2010	Cooks	<b>\$5.89</b>	<b>\$6.64</b>	<b>\$7.02</b>	<b>\$5.77</b>	<b>\$5.97</b>	<b>\$6.28</b>	<b>\$7.20</b>	<b>\$13.74</b>
35-2011	Cooks, Fast Food	\$5.89	\$6.38	\$6.64	\$5.77	\$5.93	\$6.20	\$6.83	\$8.12
35-2014	Cooks, Restaurant	\$6.99	\$8.40	\$9.09	\$6.39	\$7.13	\$8.22	\$9.39	\$10.86
33-3012	Correctional Officers and Jailers	\$24.34	\$27.81	\$29.55	\$22.94	\$24.56	\$27.26	\$31.45	\$34.49
43-4021	Correspondence Clerks	\$9.19	\$11.14	\$12.12	\$8.94	\$9.49	\$10.41	\$12.72	\$16.13
43-5021	Couriers and Messengers	\$7.56	\$9.14	\$9.94	\$6.82	\$7.64	\$8.87	\$10.22	\$11.58
23-2091	Court Reporters	<b>\$13.19</b>	<b>\$19.53</b>	<b>\$22.69</b>	<b>\$12.11</b>	<b>\$14.31</b>	<b>\$16.94</b>	<b>\$23.48</b>	<b>\$32.48</b>

Table 2: Occupations with Fewer Than 10 Vacancies - Page 2

SOC Code	Occupation Title	Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
43-9021	Data Entry Keyers	\$8.33	\$10.85	\$12.11	\$7.66	\$9.06	\$10.40	\$12.24	\$14.67
15-1061	Database Administrators	\$16.17	\$26.30	\$31.36	\$13.25	\$19.37	\$26.46	\$36.63	\$43.06
31-9091	Dental Assistants	<b>\$8.74</b>	<b>\$12.20</b>	<b>\$13.92</b>	<b>\$7.96</b>	<b>\$9.72</b>	<b>\$11.88</b>	<b>\$14.65</b>	<b>\$11.58</b>
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	\$5.94	\$6.50	\$6.78	\$5.71	\$5.94	\$6.32	\$7.03	\$8.33
43-5030	Dispatchers	*	*	*	*	*	*	*	*
41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	*	*	*	*	*	*	*	*
17-3019	Drafters, All Other	*	*	*	*	*	*	*	*
53-3031	Driver/Sales Workers	\$5.95	\$8.01	\$9.04	\$5.78	\$6.02	\$6.57	\$9.05	\$13.89
27-3041	Editors	\$14.46	\$17.98	\$19.74	\$13.31	\$15.00	\$17.03	\$20.77	\$24.81
11-9030	Education Administrators	<b>\$10.77</b>	<b>\$14.81</b>	<b>\$16.84</b>	<b>\$8.74</b>	<b>\$11.87</b>	<b>\$13.31</b>	<b>\$16.55</b>	<b>\$24.41</b>
11-9039	Education Administrators, All Other	*	*	*	*	*	*	*	*
25-9099	Education, Training, and Library Workers, All Other	\$9.18	\$14.50	\$17.15	\$8.71	\$10.13	\$12.24	\$15.07	\$25.92
21-1012	Educational, Vocational, and School Counselors	\$12.98	\$24.13	\$29.71	\$10.52	\$15.60	\$21.93	\$35.41	\$41.70
49-2092	Electric Motor, Power Tool, and Related Repairers	<b>\$8.82</b>	<b>\$13.25</b>	<b>\$15.47</b>	<b>\$8.09</b>	<b>\$9.85</b>	<b>\$12.36</b>	<b>\$26.22</b>	<b>\$26.43</b>
17-3023	Electrical and Electronic Engineering Technicians	\$14.38	\$19.22	\$21.65	\$13.71	\$15.75	\$18.83	\$22.12	\$26.45
51-2022	Electrical and Electronic Equipment Assemblers	<b>\$6.57</b>	<b>\$10.16</b>	<b>\$11.94</b>	<b>\$6.10</b>	<b>\$7.34</b>	<b>\$10.09</b>	<b>\$9.55</b>	<b>\$21.94</b>
49-2099	Electrical and Electronic Equipment Mechanics, Installers, and Repairers, All Other (OES Only)	\$10.86	\$13.69	\$15.10	\$9.96	\$11.55	\$13.72	\$15.93	\$17.25
17-3012	Electrical and Electronics Drafters	<b>\$13.55</b>	<b>\$19.11</b>	<b>\$21.88</b>	<b>\$12.41</b>	<b>\$14.53</b>	<b>\$17.62</b>	<b>\$24.35</b>	<b>\$27.05</b>
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	<b>\$12.90</b>	<b>\$18.87</b>	<b>\$21.86</b>	<b>\$11.65</b>	<b>\$14.34</b>	<b>\$17.45</b>	<b>\$21.03</b>	<b>\$13.89</b>
17-2071	Electrical Engineers	\$20.75	\$28.65	\$32.61	\$18.30	\$23.10	\$28.27	\$33.77	\$40.00
47-2111	Electricians	\$14.86	\$20.32	\$23.07	\$13.08	\$17.10	\$20.86	\$24.59	\$26.91
43-4061	Eligibility Interviewers, Government Programs	<b>\$10.59</b>	<b>\$13.39</b>	<b>\$14.78</b>	<b>\$9.69</b>	<b>\$11.46</b>	<b>\$13.25</b>	<b>\$15.53</b>	<b>\$17.77</b>
39-4011	Embalmers	<b>\$7.57</b>	<b>\$12.68</b>	<b>\$15.24</b>	<b>\$6.74</b>	<b>\$8.59</b>	<b>\$11.82</b>	<b>\$17.21</b>	<b>\$14.65</b>
13-1071	Employment, Recruitment, and Placement Specialists	\$13.03	\$18.85	\$21.76	\$11.98	\$14.50	\$17.31	\$23.36	\$27.00
11-3031	Financial Managers	\$20.08	\$30.73	\$36.05	\$18.54	\$22.08	\$27.26	\$36.79	\$47.70
33-2011	Fire Fighters	<b>\$11.28</b>	<b>\$18.69</b>	<b>\$22.39</b>	<b>\$9.66</b>	<b>\$14.03</b>	<b>\$18.91</b>	<b>\$23.72</b>	<b>\$12.68</b>
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	\$9.72	\$13.14	\$14.85	\$9.26	\$10.84	\$13.07	\$15.47	\$17.00
39-1010	First-Line Supervisors/Managers of Gaming Workers	*	*	*	*	*	*	*	*
53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	\$10.23	\$15.87	\$18.69	\$9.35	\$11.31	\$14.89	\$19.66	\$23.46
37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	\$8.81	\$11.97	\$13.56	\$8.06	\$9.56	\$11.47	\$14.15	\$16.62
37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	\$11.46	\$16.56	\$19.11	\$10.35	\$13.12	\$16.07	\$19.96	\$24.51
49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	\$15.11	\$22.33	\$25.93	\$14.28	\$16.62	\$20.58	\$26.38	\$34.01
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$12.17	\$19.08	\$22.53	\$11.11	\$14.09	\$17.98	\$21.70	\$29.85
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	\$13.05	\$20.00	\$23.48	\$12.08	\$14.04	\$18.93	\$25.03	\$29.95



**Table 2: Occupations with Fewer Than 10 Vacancies - Page 3**

SOC Code	Occupation Title	Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	\$13.09	\$20.07	\$23.57	\$11.70	\$14.55	\$18.09	\$23.36	\$29.94
33-1010	First-Line Supervisors/Managers, Law Enforcement Workers	*	*	*	*	*	*	*	*
27-1023	Floral Designers	\$6.94	\$9.39	\$10.61	\$6.40	\$7.72	\$9.43	\$10.78	\$12.83
35-2021	Food Preparation Workers	\$7.51	\$8.83	\$9.49	\$7.15	\$7.60	\$8.33	\$9.87	\$12.19
25-1124	Foreign Language and Literature Teachers, Postsecondary	<b>\$25,110</b>	<b>\$44,445</b>	<b>\$54,118</b>	<b>\$24,047</b>	<b>\$27,684</b>	<b>\$40,265</b>	<b>\$59,767</b>	<b>\$79,957</b>
51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	<b>\$5.92</b>	<b>\$10.55</b>	<b>\$12.86</b>	<b>\$5.74</b>	<b>\$6.39</b>	<b>\$11.60</b>	<b>\$16.39</b>	<b>\$12.44</b>
39-3011	Gaming Dealers	*	*	*	*	*	*	*	*
11-1021	General and Operations Managers	\$17.34	\$33.68	\$41.86	\$15.65	\$19.63	\$27.45	\$44.05	\$68.81
25-1064	Geography Teachers, Postsecondary	<b>\$36,065</b>	<b>\$49,969</b>	<b>\$56,932</b>	<b>\$33,511</b>	<b>\$38,983</b>	<b>\$45,967</b>	<b>\$62,144</b>	<b>\$82,448</b>
27-1024	Graphic Designers	\$12.20	\$17.20	\$19.71	\$10.76	\$13.72	\$17.43	\$20.51	\$22.34
25-1071	Health Specialties Teachers, Postsecondary	<b>\$19,168</b>	<b>\$55,556</b>	<b>\$73,755</b>	<b>\$16,396</b>	<b>\$21,576</b>	<b>\$49,292</b>	<b>\$75,705</b>	<b>\$118,951</b>
25-1070	Health Teachers, Postsecondary	*	*	*	*	*	*	*	*
31-9099	Healthcare Support Workers, All Other	\$6.94	\$9.84	\$11.28	\$6.21	\$7.96	\$9.87	\$11.23	\$13.37
49-3040	Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics	<b>\$9.00</b>	<b>\$12.37</b>	<b>\$14.05</b>	<b>\$8.31</b>	<b>\$9.98</b>	<b>\$12.14</b>	<b>\$19.76</b>	<b>\$20.63</b>
47-3019	Helpers, Construction Trades, All Other	<b>\$7.76</b>	<b>\$10.77</b>	<b>\$12.27</b>	<b>\$7.16</b>	<b>\$8.50</b>	<b>\$10.94</b>	<b>\$10.50</b>	<b>\$25.28</b>
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	<b>\$9.50</b>	<b>\$11.99</b>	<b>\$13.24</b>	<b>\$9.18</b>	<b>\$10.38</b>	<b>\$11.57</b>	<b>\$11.21</b>	<b>\$22.33</b>
47-4051	Highway Maintenance Workers	\$12.50	\$15.29	\$16.68	\$12.08	\$12.93	\$14.49	\$17.56	\$20.15
49-9031	Home Appliance Repairers	<b>\$9.27</b>	<b>\$13.90</b>	<b>\$16.20</b>	<b>\$9.15</b>	<b>\$10.47</b>	<b>\$12.70</b>	<b>\$20.79</b>	<b>\$19.63</b>
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	\$5.93	\$7.71	\$8.60	\$5.84	\$6.19	\$7.28	\$8.65	\$11.60
43-4081	Hotel, Motel, and Resort Desk Clerks	\$6.95	\$7.81	\$8.24	\$6.26	\$7.11	\$7.92	\$8.67	\$9.19
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	\$9.49	\$12.68	\$14.28	\$9.23	\$10.61	\$12.45	\$14.49	\$16.69
11-3040	Human Resources Managers	\$20.31	\$30.05	\$34.92	\$18.02	\$23.54	\$30.58	\$39.37	\$44.52
13-1079	Human Resources, Training, and Labor Relations Specialists, All Other	\$13.61	\$18.97	\$21.65	\$12.42	\$14.81	\$17.50	\$22.48	\$27.94
53-7051	Industrial Truck and Tractor Operators	\$8.92	\$11.56	\$12.89	\$8.23	\$9.48	\$11.06	\$13.43	\$16.06
43-4199	Information and Record Clerks, All Other	\$8.52	\$12.84	\$15.00	\$7.79	\$9.61	\$12.25	\$14.44	\$18.34
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$8.55	\$11.73	\$13.31	\$7.82	\$9.26	\$11.32	\$13.27	\$16.37
41-3021	Insurance Sales Agents	<b>\$13.99</b>	<b>\$25.65</b>	<b>\$31.47</b>	<b>\$12.82</b>	<b>\$15.97</b>	<b>\$22.05</b>	<b>\$31.77</b>	<b>\$27.99</b>
13-2053	Insurance Underwriters	<b>\$13.60</b>	<b>\$20.51</b>	<b>\$23.97</b>	<b>\$12.35</b>	<b>\$14.75</b>	<b>\$18.26</b>	<b>\$23.85</b>	<b>\$35.72</b>
27-3091	Interpreters and Translators	<b>\$10.05</b>	<b>\$12.40</b>	<b>\$13.58</b>	<b>\$9.40</b>	<b>\$10.95</b>	<b>\$12.34</b>	<b>\$13.58</b>	<b>\$33.02</b>
43-4111	Interviewers, Except Eligibility and Loan	<b>\$7.80</b>	<b>\$10.44</b>	<b>\$11.76</b>	<b>\$7.24</b>	<b>\$8.16</b>	<b>\$9.85</b>	<b>\$12.42</b>	<b>\$16.19</b>
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$6.91	\$9.57	\$10.90	\$6.31	\$7.95	\$9.62	\$10.69	\$12.82
53-7060	Laborers and Material Movers, Hand	*	*	*	*	*	*	*	*
51-6011	Laundry and Dry-Cleaning Workers	\$5.92	\$7.07	\$7.63	\$5.68	\$6.23	\$7.15	\$8.05	\$8.58
23-2092	Law Clerks	<b>\$10.88</b>	<b>\$13.74</b>	<b>\$15.17</b>	<b>\$10.84</b>	<b>\$11.84</b>	<b>\$13.08</b>	<b>\$14.43</b>	<b>\$16.70</b>
25-4021	Librarians	\$12.54	\$18.76	\$21.87	\$11.67	\$14.11	\$17.32	\$22.60	\$27.90
25-4031	Library Technicians	\$9.78	\$12.42	\$13.75	\$9.37	\$10.37	\$12.12	\$13.98	\$16.56
29-2061	Licensed Practical and Licensed Vocational Nurses	\$12.12	\$14.46	\$15.62	\$11.37	\$12.96	\$14.35	\$16.04	\$17.39
13-2070	Loan Counselors and Officers	<b>\$11.07</b>	<b>\$13.81</b>	<b>\$15.17</b>	<b>\$10.14</b>	<b>\$11.57</b>	<b>\$13.02</b>	<b>\$15.12</b>	<b>\$17.23</b>
43-4131	Loan Interviewers and Clerks	\$11.82	\$13.57	\$14.45	\$11.27	\$12.01	\$13.26	\$15.08	\$16.92
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	\$5.97	\$7.91	\$8.87	\$5.79	\$6.47	\$7.94	\$9.62	\$10.55
11-9081	Lodging Managers	<b>\$11.12</b>	<b>\$16.59</b>	<b>\$19.32</b>	<b>\$10.41</b>	<b>\$11.94</b>	<b>\$13.67</b>	<b>\$20.30</b>	<b>\$25.46</b>

Table 2: Occupations with Fewer Than 10 Vacancies - Page 4

SOC Code	Occupation Title	Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
13-1081	Logisticians	*	*	*	*	*	*	*	*
51-4030	Machine Tool Cutting Setters, Operators, and Tenders, Metal and Plastic	\$8.49	\$11.57	\$13.11	\$7.78	\$9.18	\$11.01	\$15.83	\$11.02
51-4041	Machinists	\$9.60	\$13.15	\$14.92	\$9.16	\$10.07	\$12.43	\$16.05	\$18.48
11-9199	Managers, All Other	\$14.88	\$25.88	\$31.39	\$13.18	\$16.85	\$24.44	\$33.76	\$41.98
39-5092	Manicurists and Pedicurists	\$6.06	\$8.26	\$9.36	\$5.90	\$6.30	\$7.83	\$9.79	\$8.08
11-2021	Marketing Managers	\$21.40	\$36.01	\$43.33	\$18.03	\$25.75	\$34.80	\$45.40	\$57.15
53-7199	Material Moving Workers, All Other	\$7.52	\$10.76	\$12.39	\$7.27	\$8.11	\$10.00	\$13.19	\$16.20
43-5199	Material Recording, Scheduling, Dispatching, and Distributing Workers, All Other (OES Only)	\$8.38	\$13.44	\$15.97	\$7.79	\$8.89	\$10.70	\$18.73	\$23.57
17-2131	Materials Engineers	\$20.84	\$29.46	\$33.76	\$19.42	\$23.09	\$29.82	\$37.27	\$43.83
25-1022	Mathematical Science Teachers, Postsecondary	\$31,364	\$51,762	\$61,956	\$27,934	\$36,336	\$46,186	\$70,535	\$91,121
27-3099	Media and Communication Workers, All Other	\$8.77	\$14.03	\$16.67	\$6.53	\$11.31	\$12.73	\$14.50	\$25.30
11-9111	Medical and Health Services Managers	\$16.24	\$25.69	\$30.41	\$13.47	\$19.24	\$24.41	\$30.29	\$39.67
51-9082	Medical Appliance Technicians	\$8.32	\$10.87	\$12.15	\$7.48	\$9.16	\$10.25	\$16.39	\$21.51
31-9092	Medical Assistants	\$7.90	\$10.24	\$11.41	\$7.58	\$8.44	\$9.88	\$11.49	\$13.25
43-6013	Medical Secretaries	\$9.70	\$11.27	\$12.07	\$9.23	\$10.01	\$11.25	\$12.28	\$13.52
31-9094	Medical Transcriptionists	\$12.13	\$13.89	\$14.78	\$11.48	\$12.29	\$13.61	\$15.65	\$17.12
21-1014	Mental Health Counselors	\$9.67	\$14.20	\$16.46	\$9.18	\$9.96	\$11.44	\$16.91	\$22.81
49-9044	Millwrights	\$12.87	\$16.91	\$18.93	\$10.00	\$16.94	\$18.24	\$15.34	\$11.53
49-2090	Miscellaneous Electrical and Electronic Equipment Mechanics, Installers, and Repairers	*	*	*	*	*	*	*	*
51-3090	Miscellaneous Food Processing Workers	\$7.56	\$12.46	\$14.93	\$7.02	\$8.47	\$14.44	\$10.88	\$13.22
31-9090	Miscellaneous Healthcare Support Occupations	*	*	*	*	*	*	*	*
49-9090	Miscellaneous Installation, Maintenance, and Repair Workers	\$8.38	\$11.86	\$13.59	\$7.58	\$9.53	\$12.21	\$15.47	\$26.63
23-2090	Miscellaneous Legal Support Workers	*	*	*	*	*	*	*	*
51-9190	Miscellaneous Production Workers	\$7.80	\$11.88	\$13.93	\$7.41	\$8.56	\$11.10	\$13.10	\$13.68
41-9090	Miscellaneous Sales and Related Workers	*	*	*	*	*	*	*	*
53-3099	Motor Vehicle Operators, All Other	\$6.62	\$10.02	\$11.73	\$6.03	\$7.27	\$9.87	\$11.70	\$15.38
15-1071	Network and Computer Systems Administrators	\$18.38	\$28.84	\$34.08	\$17.29	\$20.67	\$25.62	\$32.71	\$44.24
43-4141	New Accounts Clerks	\$9.09	\$11.05	\$12.04	\$8.39	\$9.70	\$10.78	\$17.49	\$20.75
39-2021	Nonfarm Animal Caretakers	\$6.85	\$8.78	\$9.75	\$6.31	\$7.33	\$8.37	\$9.91	\$11.12
29-2033	Nuclear Medicine Technologists	\$16.35	\$19.49	\$21.07	\$15.08	\$17.44	\$19.42	\$21.45	*
31-2011	Occupational Therapist Assistants	\$12.18	\$15.03	\$16.45	\$11.73	\$12.80	\$14.74	\$17.01	\$35.68
43-9199	Office and Administrative Support Workers, All Other	\$9.46	\$14.53	\$17.06	\$8.88	\$10.80	\$14.14	\$15.62	\$14.80
43-9061	Office Clerks, General	\$8.40	\$11.75	\$13.42	\$7.60	\$9.23	\$10.68	\$13.61	\$18.80
47-2073	Operating Engineers and Other Construction Equipment Operators	\$12.66	\$16.35	\$18.20	\$11.49	\$14.04	\$16.21	\$18.79	\$21.04
53-7064	Packers and Packagers, Hand	\$6.17	\$8.02	\$8.93	\$5.91	\$6.49	\$7.64	\$9.17	\$10.97
51-9122	Painters, Transportation Equipment	\$8.18	\$10.90	\$12.26	\$7.57	\$8.93	\$10.66	\$13.44	\$16.72
51-9123	Painting, Coating, and Decorating Workers	\$8.03	\$11.51	\$13.25	\$7.47	\$8.69	\$11.03	\$14.28	\$16.43
23-2011	Paralegals and Legal Assistants	\$11.65	\$15.49	\$17.41	\$10.56	\$13.15	\$15.43	\$17.18	\$20.41
43-3051	Payroll and Timekeeping Clerks	\$9.58	\$12.58	\$14.07	\$9.18	\$10.56	\$12.43	\$14.52	\$16.63
39-9099	Personal Care and Service Workers, All Other	\$6.93	\$9.41	\$10.65	\$6.39	\$7.37	\$8.36	\$10.56	\$13.24
13-2052	Personal Financial Advisors	\$16.49	\$33.13	\$41.44	\$14.92	\$19.54	\$28.70	\$43.23	*
29-1051	Pharmacists	\$29.35	\$32.20	\$33.62	\$26.60	\$29.70	\$33.02	\$37.12	\$43.03

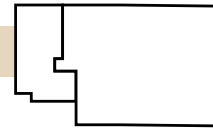


Table 2: Occupations with Fewer Than 10 Vacancies - Page 5

SOC Code	Occupation Title	Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
29-2052	Pharmacy Technicians	\$8.15	\$10.51	\$11.68	\$7.66	\$8.69	\$10.51	\$12.49	\$13.61
27-4021	Photographers	\$7.30	\$9.70	\$10.90	\$6.39	\$7.79	\$9.12	\$11.42	\$13.41
19-2099	Physical Scientists, All Other	*	*	*	*	*	*	*	*
31-2021	Physical Therapist Assistants	\$12.46	\$14.45	\$15.44	\$11.74	\$12.61	\$14.09	\$16.19	\$17.46
29-1069	Physicians and Surgeons, All Other	\$22.84	\$29.00	\$32.07	\$22.71	\$25.13	\$29.62	\$34.40	\$40.48
47-2150	Pipelayers, Plumbers, Pipefitters, and Steamfitters	<b>\$9.95</b>	<b>\$13.32</b>	<b>\$15.02</b>	<b>\$9.51</b>	<b>\$10.88</b>	<b>\$12.83</b>	<b>\$15.27</b>	<b>\$24.00</b>
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	\$7.92	\$9.48	\$10.26	\$7.38	\$8.09	\$9.11	\$10.34	\$11.57
33-3050	Police Officers	<b>\$15.19</b>	<b>\$20.40</b>	<b>\$23.01</b>	<b>\$14.29</b>	<b>\$16.93</b>	<b>\$20.40</b>	<b>\$24.11</b>	<b>\$15.85</b>
43-5031	Police, Fire, and Ambulance Dispatchers	<b>\$11.31</b>	<b>\$15.14</b>	<b>\$17.05</b>	<b>\$10.62</b>	<b>\$12.65</b>	<b>\$15.23</b>	<b>\$11.10</b>	<b>\$13.85</b>
51-8013	Power Plant Operators	<b>\$16.25</b>	<b>\$21.58</b>	<b>\$24.24</b>	<b>\$14.64</b>	<b>\$18.16</b>	<b>\$22.76</b>	<b>\$27.76</b>	<b>\$14.82</b>
33-9021	Private Detectives and Investigators	<b>\$9.41</b>	<b>\$13.55</b>	<b>\$15.61</b>	<b>\$9.07</b>	<b>\$10.42</b>	<b>\$12.24</b>	<b>\$13.83</b>	<b>\$41.04</b>
51-9199	Production Workers, All Other	\$8.59	\$10.82	\$11.93	\$7.88	\$9.06	\$10.40	\$12.22	\$13.70
33-9099	Protective Service Workers, All Other	\$8.01	\$12.54	\$14.79	\$7.42	\$8.83	\$10.82	\$14.42	\$20.39
31-1013	Psychiatric Aides	<b>\$9.15</b>	<b>\$11.77</b>	<b>\$13.09</b>	<b>\$8.55</b>	<b>\$10.12</b>	<b>\$12.33</b>	<b>\$13.42</b>	<b>\$25.27</b>
25-1066	Psychology Teachers, Postsecondary	<b>\$31,687</b>	<b>\$51,950</b>	<b>\$62,081</b>	<b>\$28,393</b>	<b>\$35,960</b>	<b>\$49,552</b>	<b>\$69,002</b>	<b>\$88,046</b>
13-1021	Purchasing Agents and Buyers, Farm Products	<b>\$12.13</b>	<b>\$17.59</b>	<b>\$20.32</b>	<b>\$11.72</b>	<b>\$13.19</b>	<b>\$16.43</b>	<b>\$20.79</b>	<b>\$25.77</b>
29-1124	Radiation Therapists	<b>\$14.92</b>	<b>\$19.12</b>	<b>\$21.22</b>	<b>\$14.30</b>	<b>\$16.36</b>	<b>\$18.89</b>	<b>\$21.31</b>	<b>\$41.26</b>
41-9022	Real Estate Sales Agents	\$8.93	\$17.04	\$21.09	\$7.75	\$9.43	\$16.81	\$19.47	\$34.11
49-3092	Recreational Vehicle Service Technicians	*	*	*	*	*	*	*	*
41-9099	Sales and Related Workers, All Other	\$7.07	\$13.53	\$16.76	\$6.31	\$8.11	\$11.89	\$17.54	\$24.98
41-9031	Sales Engineers	\$23.64	\$32.25	\$36.56	\$23.05	\$25.62	\$31.07	\$39.97	\$47.91
11-2022	Sales Managers	<b>\$20.55</b>	<b>\$37.11</b>	<b>\$45.40</b>	<b>\$17.87</b>	<b>\$24.32</b>	<b>\$33.63</b>	<b>\$47.53</b>	<b>\$72.38</b>
41-3099	Sales Representatives, Services, All Other	*	*	*	*	*	*	*	*
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$10.19	\$19.21	\$23.71	\$9.04	\$12.04	\$16.67	\$24.48	\$34.87
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$17.50	\$32.62	\$40.19	\$15.77	\$20.60	\$31.21	\$48.10	\$58.59
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	\$8.78	\$10.61	\$11.53	\$8.89	\$9.58	\$10.54	\$12.22	\$13.40
41-3031	Securities, Commodities, and Financial Services Sales Agents	*	*	*	*	*	*	*	*
49-2098	Security and Fire Alarm Systems Installers	<b>\$12.88</b>	<b>\$17.54</b>	<b>\$19.88</b>	<b>\$11.47</b>	<b>\$14.70</b>	<b>\$18.32</b>	<b>\$18.06</b>	<b>\$21.20</b>
25-3021	Self-Enrichment Education Teachers	<b>\$9</b>	<b>\$14</b>	<b>\$16</b>	<b>\$8</b>	<b>\$10</b>	<b>\$14</b>	<b>\$16</b>	<b>\$55,119</b>
47-2211	Sheet Metal Workers	\$11.48	\$17.76	\$20.90	\$9.55	\$13.89	\$18.48	\$21.64	\$25.02
21-1020	Social Workers	*	*	*	*	*	*	*	*
25-2040	Special Education Teachers	*	*	*	*	*	*	*	*
25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	<b>\$28,445</b>	<b>\$40,005</b>	<b>\$45,779</b>	<b>\$26,090</b>	<b>\$29,977</b>	<b>\$34,960</b>	<b>\$45,352</b>	<b>\$61,654</b>
29-1127	Speech-Language Pathologists	\$15.91	\$26.71	\$32.11	\$14.50	\$17.43	\$25.97	\$36.21	\$41.84
17-3031	Surveying and Mapping Technicians	<b>\$11.27</b>	<b>\$15.90</b>	<b>\$18.20</b>	<b>\$10.82</b>	<b>\$12.06</b>	<b>\$15.37</b>	<b>\$18.99</b>	<b>\$21.77</b>
17-1022	Surveyors	<b>\$13.14</b>	<b>\$18.08</b>	<b>\$20.55</b>	<b>\$12.17</b>	<b>\$14.07</b>	<b>\$17.06</b>	<b>\$21.56</b>	<b>\$26.11</b>
51-6050	Tailors, Dressmakers, and Sewers	<b>\$7.61</b>	<b>\$8.41</b>	<b>\$8.81</b>	<b>\$7.17</b>	<b>\$7.52</b>	<b>\$8.12</b>	<b>\$9.38</b>	<b>\$15.63</b>
53-3041	Taxi Drivers and Chauffeurs	\$5.86	\$6.95	\$7.49	\$5.73	\$5.93	\$6.25	\$7.97	\$9.98
25-3099	Teachers and Instructors, All Other	<b>\$19,648</b>	<b>\$35,512</b>	<b>\$43,444</b>	<b>\$18,856</b>	<b>\$21,201</b>	<b>\$33,772</b>	<b>\$49,438</b>	<b>\$63,634</b>
49-9052	Telecommunications Line Installers and Repairers	\$9.72	\$17.25	\$21.01	\$8.63	\$11.25	\$17.66	\$21.24	\$25.60
43-2021	Telephone Operators	<b>\$7.29</b>	<b>\$9.90</b>	<b>\$11.21</b>	<b>\$6.57</b>	<b>\$7.39</b>	<b>\$8.83</b>	<b>\$12.34</b>	<b>\$16.06</b>
29-1129	Therapists, All Other	*	*	*	*	*	*	*	*
49-3093	Tire Repairers and Changers	\$7.80	\$10.17	\$11.35	\$7.18	\$7.77	\$8.69	\$14.30	\$15.87
53-6041	Traffic Technicians	<b>\$14.75</b>	<b>\$19.46</b>	<b>\$21.82</b>	<b>\$14.15</b>	<b>\$15.70</b>	<b>\$18.65</b>	<b>\$9.42</b>	<b>\$17.34</b>

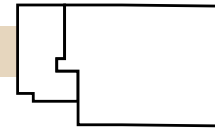
**Table 2: Occupations with Fewer Than 10 Vacancies - Page 6**

SOC Code	Occupation Title	Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
39-6030	Transportation Attendants	*	*	*	*	*	*	*	*
53-6099	Transportation Workers, All Other	\$9.86	\$10.85	\$11.34	\$9.18	\$9.73	\$10.63	\$12.06	\$13.32
41-3041	Travel Agents	\$8.47	\$10.99	\$12.24	\$7.62	\$9.31	\$10.59	\$12.60	\$15.15
51-6093	Upholsterers	<b>\$9.91</b>	<b>\$13.27</b>	<b>\$14.96</b>	<b>\$9.15</b>	<b>\$11.02</b>	<b>\$12.94</b>	<b>\$11.05</b>	<b>\$21.86</b>
39-3031	Ushers, Lobby Attendants, and Ticket Takers	\$5.93	\$6.36	\$6.58	\$5.66	\$5.87	\$6.22	\$6.78	\$8.12
29-2056	Veterinary Technologists and Technicians	\$9.17	\$11.06	\$12.01	\$8.58	\$9.76	\$11.41	\$12.74	\$13.54
51-8031	Water and Liquid Waste Treatment Plant and System Operators	\$11.64	\$16.11	\$18.34	\$10.59	\$13.05	\$15.89	\$19.16	\$21.46
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	\$9.00	\$11.36	\$12.54	\$8.29	\$9.48	\$10.98	\$13.25	\$15.49
51-4121	Welders, Cutters, Solderers, and Brazers	<b>\$9.45</b>	<b>\$13.81</b>	<b>\$16.00</b>	<b>\$8.81</b>	<b>\$10.61</b>	<b>\$12.80</b>	<b>\$22.91</b>	<b>\$21.65</b>
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	<b>\$9.10</b>	<b>\$11.57</b>	<b>\$12.81</b>	<b>\$9.22</b>	<b>\$10.12</b>	<b>\$11.40</b>	<b>\$16.29</b>	<b>\$19.70</b>
43-9022	Word Processors and Typists	\$8.80	\$10.47	\$11.30	\$8.12	\$9.42	\$10.33	\$11.57	\$13.48

OES wages reported for Colorado statewide in **bold**

\* No wage data available





# Methodology

## *Survey Instrument and Redesign*

The Job Vacancy Survey was initiated in the Denver Metro area by Arapahoe/Douglas Works! through funding from the Employment and Training Administration in cooperation with Labor Market Information. The Denver Metro pilot studies were conducted along with pilot studies in five other metropolitan areas across the nation. As a result of the success of the Denver Metro Job Vacancy Survey, the Colorado Department of Labor and Employment initiated a plan to expand the studies across the entire state.

After the first two Denver Metro pilot studies, the survey instrument was evaluated and redesigned. In choosing questions, considerations were made regarding various forms and gradations. Decisions were made to address the core of what was required in order to stay within the defined limits. The survey was expanded not only to state the purpose of the survey, but also to collect employer information; verifying addresses, number of employees, and establishing contact names. Email and fax numbers were added to provide a means of contacting employers for notification of the availability of survey results. A review of the survey questions follows:

**A**—The “Job Title” section remained relatively the same, although a definition of Full- versus Part-time was included.

**B**—“Number of vacancies for which your firm is actively recruiting.” The objective was to get a measure of the job market from the employer’s point of view. A variant of this question was, “Number of vacancies that your firm currently has.” Actively recruiting was queried due to the possible presence of vacancies that were deliberately left vacant. Also revised was the query for Permanent vs. Temporary identification.

**C**—The “Wages/Salary” question was revised to request the maximum and the minimum rates of pay to evaluate variations in pay given different applicant qualifications.

**D**—“Is a sign-on bonus offered to the person hired to fill this vacancy?” In addition to noting whether or not a bonus is offered, the revised survey allows a dollar amount to be entered.

**E**—“Is medical insurance offered?” In addition, the revised survey prompted for the portion (if any) that the firm contributed. To better understand the relationship between types of positions, pay, vacancies, and the existence of medical insurance, it was important to note to what degree the firm contributes to the insurance premium.

**F**—“What is the typical education level required to fill this vacancy?” Examination of the nature of the job market and the needs of employers included the query of educational requirements.

**G**—“What is the typical type of experience required to qualify for this vacancy?” This also adds to the characteristics that employers are looking for in applicants. It was important to expand this question, allowing the firm to note the nature of the experience requested. During times of excess labor supply, qualifications demanded of applicants tend to increase. During periods of limited supply, the reverse tends to occur.

**H**—“How long has this vacancy been open?” This question was added to the revised survey to gauge the tightness of the labor market. It provides an objective measure that can be tracked and compared across time.

**I**—“How difficult is this vacancy to fill?” Questions H and I together help to evaluate the challenges employers face in the timely hiring of personnel and the degree to which the supply of labor falls short of demand.

## Survey Sample Methodology

This survey is designed to find frequency of job vacancies in the surveyed region and identifies the characteristics of those vacancies. Firms were ordered into groups, or stratifications, by employment size and industry, and the resulting percentages of vacancies for each category were used to estimate total job vacancies for each group. Only firms with five or more employees were surveyed. The list of private sector firms used for this survey, contact information, staff size and industry classification were obtained from the America's Labor Market Information System (ALMIS) database. Information regarding government agencies was obtained from LMI's ES-202 database.

The survey was conducted by telephone. In some cases copies of the survey form were faxed to employers upon request.

### Stratifications

Employers are referred to as "small to mid-size" or "large" employers depending on the number of employees within the firm as well as on the level of employment in the region. Large firms account for approximately 30% of the employment in the sample universe. Small to mid-size employers account for the remaining 70%. For optimum sample representation, each region will produce different cutoff points for employer classification. For example, the Denver Primary Metropolitan Statistical Area (PMSA) considers "small to mid-size" employers as those having 5 to 249 employees and "large" employers as those with 250 or more. Attempts are made to contact all large employers.

Most Metropolitan Statistical Area (MSA) regions will define the cutoff between large and small employers to mid-size at an employment level of 200 employees. However, this cutoff number will be dependent on the number of firms representing approximately 30% of the region's employment.

Rural regions will generally have a cutoff at an employment level of 80. Each JVS will clearly define specifications for the region. All cutoff points depend upon the proportion of employment per region.

The survey sample was then stratified into the following major industry classifications as defined by the 1987 *Standard Industrial Classification Manual* for small to mid-size employers in the PMSA and MSA areas:

- ◆ Agriculture, Forestry and Fishing (except Agricultural Services)
- ◆ Mining
- ◆ Construction
- ◆ Durable Goods Manufacturing
- ◆ Non-Durable Goods Manufacturing
- ◆ Transportation, Communication, and Public Utilities (TCPU)
- ◆ Wholesale Trade
- ◆ Retail Trade
- ◆ Finance, Insurance, and Real Estate (FIRE)
- ◆ Services (including Agricultural Services)
- ◆ Government

Due to limited data, rural regions are not stratified by industry, rather, they are stratified into "Goods Producing" (top 5 industries) and "Service Producing" industries.

The lists of small to mid-sized employers were randomized and a sample of sufficient size was drawn to achieve a proportional representation from each stratification.

## Data Editing and Cleaning

In preparing data for analysis, data entry was reviewed. Employers were called in cases to clarify questionable entries and/or inconsistencies.

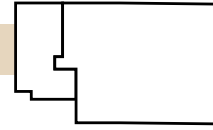
### Occupational Coding

Job titles and their descriptions were used to match vacancies with the appropriate Standard Occupational Classification (SOC) occupational titles. In some cases a second interview with the employer was necessary to decide on a specific occupational title.

### Wage Conversion

Standard conversions were used to convert salaries into hourly wages: 2,080 hours for annual salaries, 173 hours for monthly salaries.

All wages below the minimum wage level were adjusted upwards to \$5.15 per hour. When necessary employers were contacted a second time for more information on questionable wages.



# Definitions

## Annual Salary

The monetary return for one year's work. The definition does not include benefits (*e.g.*, insurance, retirement program, or stock plans).

## 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.

## Full-time and Part-time Employment

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

## Job Vacancy Rate

Is the number of openings in a specific occupation expressed as a share of total employment in that same occupation.

## Level of Education

Refers to completed programs of work. High school diplomas, associate, professional, vocational, bachelors, and graduate degrees all are examples of programs of work.

## Medical Insurance Premium

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

## Mid-Point

For the purpose of this survey, the Mid-Point refers to the wage halfway between the average minimum and average maximum wages as reported by survey respondents.

## Permanent and Temporary Employment

Employment is classified as permanent if it will be filled for more than six months. Temporary employment on the other hand refers to those positions which will be filled for six months or less.

## Sample Frame

The set of employers randomly chosen for the survey from the whole population of employers. Since vacancies and employment data were the central objectives of the survey, the sample frame was designed to allow necessary representation in those categories.

## Sign-on Bonus

An additional financial incentive offered by a firm to new employees in order to influence their decisions to agree to employment with that firm. The bonus, for purposes of this survey, is a monetary lump sum.

## SOC

The 1998 Standard Occupational Classification (SOC), with 822 detailed occupations, reflects the current occupational structure in the United States and was designed to provide a universal classification system. All federal agencies that collect occupational data will adhere to the new SOC. Information on the 1998 SOC, including its occupational structure, is available online.

Internet: [http://stats.bls.gov/soc/soc\\_home.htm](http://stats.bls.gov/soc/soc_home.htm).

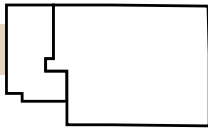
Source: *Occupational Outlook Handbook*, 2000-01 Edition, U.S. Department Of Labor, Bureau of Labor Statistics, January 2000.

## Vacancy

An established position that is currently unfilled for which the firm is actively recruiting to fill. The definition does not include positions that are anticipated, but not yet created.

## Wage

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



## Appendix - Survey Instrument



### Pikes Peak Region Job Vacancy Survey

Survey ID: 172008011

Company ID: \_\_\_\_\_

#### Survey Instructions

- Please direct this survey to the manager or human resources professional responsible for hiring and recruitment at your business.
- Please **respond within three business days**. Your assistance will allow us to complete this survey in a timely manner.
- Return this survey by fax to (887) 222-0921.

For the purposes of this survey, a vacancy at your company is a job opening for which your firm is actively recruiting. Only provide information for job vacancies in the following counties, which make up the Pikes Peak Region:

El Paso

Teller

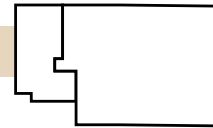
#### Part A: About Your Firm

1. Who may we contact regarding job vacancies at your location and at other Pikes Peak area locations? \_\_\_\_\_
2. Contact's:
  - a. Job Title \_\_\_\_\_
  - b. Phone # \_\_\_\_\_
  - c. Fax # \_\_\_\_\_
  - d. E-Mail Address \_\_\_\_\_
3. Company Name: \_\_\_\_\_
4. Number of Employees working within the Pikes Peak Region: \_\_\_\_\_
5. Do you have any job vacancies for which your firm is actively recruiting?
 

Yes       No

**If you answered yes to question number five, please complete the next page of this survey.** If you have more vacancies than will fit on the next page or, if you have more than one job site for which to list vacancies, please make copies before you begin filling out the form. Thank you very much for your participation in the survey. **We look forward to providing you with a final copy of the study.**

**Part B: About Your Vacancies, See next page →**



Part B:		<b>Job Title for Vacancies</b>			
Please group vacancies by job title and full- or part-time status		Full = Full Time (35+ hours per week) Part = Part Time (1-34 hours per week)			
Company ID:					
		Full	Part		
I:	How difficult is this vacancy to fill? (Choose One)	3) Very Difficult	2) Somewhat Difficult	1) Not Difficult	
H:	How long has this vacancy been open? (Choose One)	4) Always Hiring	3) 60 or More Days	2) 30 to 59 Days	1) Less than 30 Days
G:	What is the typical type of experience required to qualify for this vacancy? (Choose One)	4) Experience in this Occupation	3) Experience in a Related Field	2) General Work Experience	1) No Experience Required
F:	What is the typical education level required to fill this vacancy? (Choose One)	6) Advanced Degree	5) Bachelor's Degree	4) Two Year Degree	3) Vocational Training/Certification
E: 2	If "yes", does your firm contribute:	3) Total cost of premium	2) Partial cost of premium	1) No monetary contribution towards premium	
E: 1	Is medical insurance offered?	2) No (skip to question F)	1) Yes (answer question E:2)		
D:	Is a <b>sign-on bonus</b> offered to the person hired to fill this vacancy? If yes, enter <b>Y</b> , or, <b>preferably, the amount of the bonus</b> . If no, enter <b>N</b> .				
C:	If wages offered for this vacancy are salaried go to a, if hourly go to b:		a:	Maximum Annual Salary Offered	
			b:	Minimum Annual Salary Offered	
				Maximum Hourly Wage Offered	
				Minimum Hourly Wage Offered	
B:	Number of vacancies for which your firm is actively recruiting		Permanent (6 or more months)		
			Temporary or Seasonal		
A:			Full	Part	
Brief description of job duties:					
Brief description of job duties:					
Brief description of job duties:					
Brief description of job duties:					
Brief description of job duties:					
Brief description of job duties:					
Brief description of job duties:					
Form B					



**Colorado Department of Labor and Employment**  
**Labor Market Information**  
**Two Park Central, Suite 300**  
**1515 Arapahoe Street**  
**Denver CO 80202-2117**

**Official Business**  
**M303101000**

**Special Standard Mail**