

Pikes Peak Region

Job Vacancy Survey

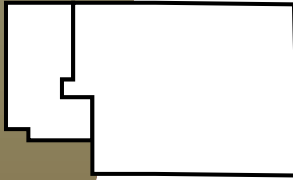
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Workforce Research & Analysis
Labor Market Information
Colorado Department of Labor and Employment





Pikes Peak Region Job Vacancy Survey

*Conducted
February 5 - 25, 2002*

State of Colorado

Bill Owens, *Governor*

Colorado Department of Labor & Employment

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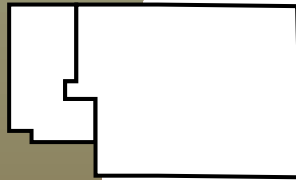
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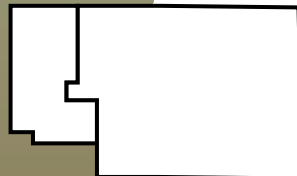
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The staff of Workforce Research and Analysis would like to extend sincerest gratitude to all area employers who participated in this study. The analysis provided in this document would not be possible without their help.



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

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

◆ *Employee Training*—

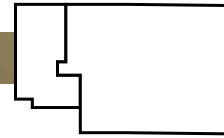
A firm may also choose to increase investment in training for their current employees instead of expanding recruitment efforts.

◆ *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 Winter Pikes Peak Job Vacancy Survey was conducted from February 5th through 25th, 2002. 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 2,053 employers representing 30% of the region's employers in the sample universe responded to the survey. Out of these, 64 are large employers (250 or more employees), 1,916 are from the small to mid-size category (five to 249 employees), and 73 are government agencies. The major findings of the survey are as follows:

- ◆ It is estimated that a total of 2,700 jobs were open for hire in the Pikes Peak Region during the survey period.
- ◆ Thirteen percent of the employers responding to the survey report having at least one vacancy.
- ◆ Over two-thirds of the vacancies are in small to medium-size firms.
- ◆ Ninety-eight percent of the estimated jobs are permanent positions.
- ◆ Eighty-five percent of the vacancies are full-time positions.
- ◆ The overall average wage for all vacancies is \$14.00 per hour.
- ◆ Over 50% of all vacancies require post-secondary education.
- ◆ Ninety-seven percent of the reported vacancies are offered with medical insurance paid, at least in part, by the employer.
- ◆ Two-thirds of the vacancies are considered as being at least somewhat difficult to fill.
- ◆ Employers offer sign-on bonuses for 13% of the vacancies, many of these are in healthcare occupations.

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 30.2% from 1990 to 2000, just slightly less than Colorado's 30.6% increase over the same period. Although Teller County includes only 4% of the region's population, the county experienced a percentage increase of 64.9%, more than twice that of El Paso or the state. According to the Colorado Department of Local Affairs, the state demographer is projecting that increases in population will begin to slow in the future.

Figure 1: Population by County

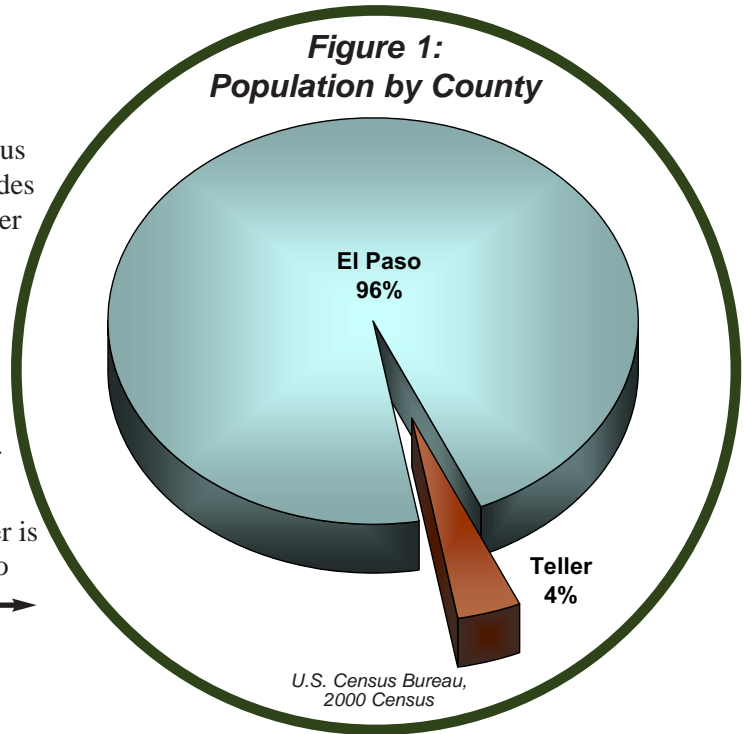
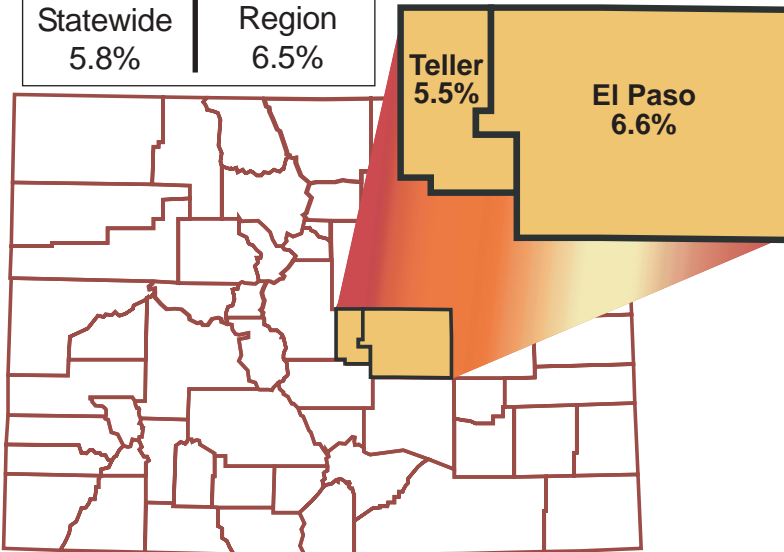


Figure 2: Unemployment Rates for February 2002
(Rates Not Seasonally Adjusted)

Colorado Statewide	Pikes Peak Region
5.8%	6.5%



Source: CDLE, January 2002

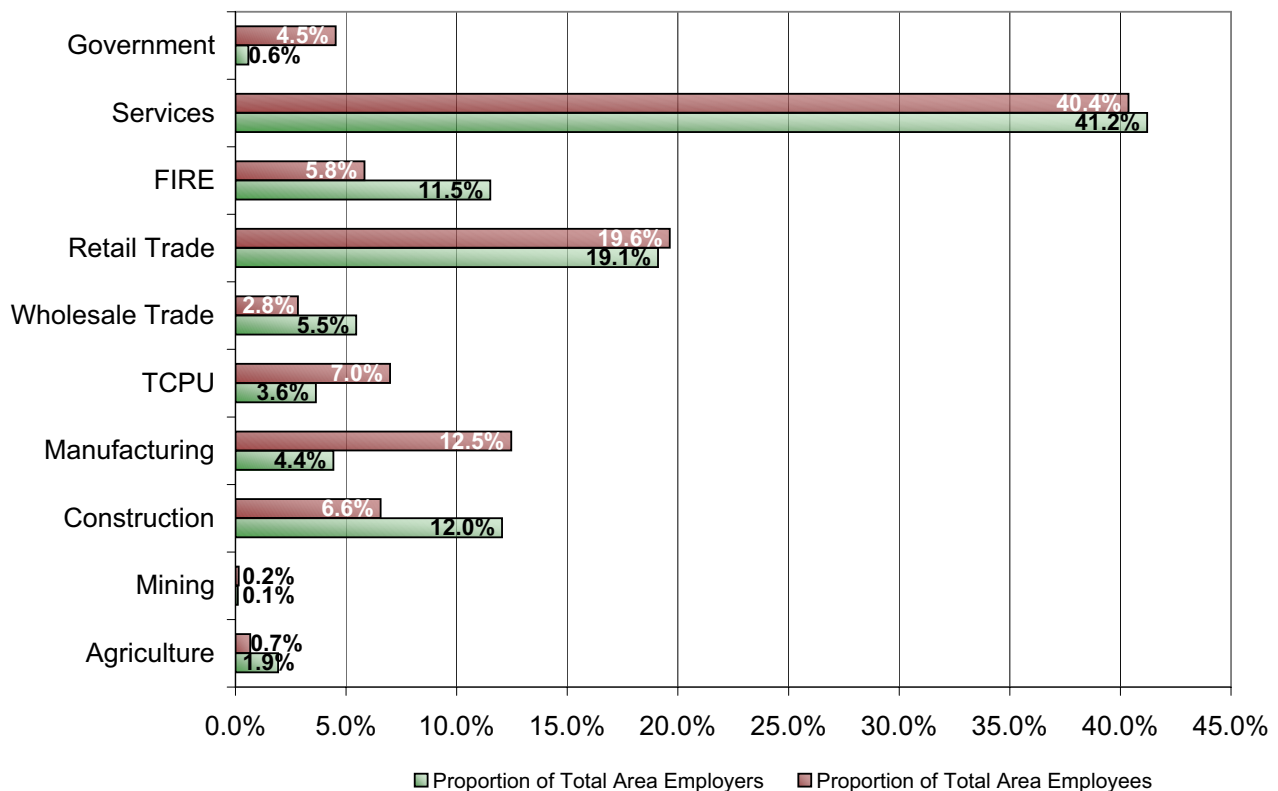
The Pikes Peak Region employed over 266,000 individuals from a labor force pool of about 285,000 people in February 2002, according to Colorado's Labor Market Information, Local Area Unemployment Statistics. Similar to the population proportion, El Paso County has 95% of the area's employment. In the period between February 2001 and February 2002, the labor force in El Paso County increased 5.9% while employment increased only 2.3% resulting in a 6.6% unemployment rate in February 2002. Teller County's unemployment increased from 2.2% to 5.5% over the same period. Colorado's unemployment rate was 5.8% in February 2002 (Figure 2).

Figure 3 shows the employment distribution for each of the major industry divisions according to Colorado Employment and Wages (ES-202) during the first quarter of 2001. This serves as a useful reference for the time period in which the survey was conducted. Shares of employment by industry in the Pikes Peak Region have remained fairly constant over the past six years. The Services division has the highest proportion of firms and the highest proportion of employment in the area, accounting for over 40% of the region's total employment. The Retail Trade division follows with an employment proportion of 19%. The Construction industry has shown strong gains over the last few years, resulting in a higher share of

employment than in previous years. Employment shares of other industries range from 12.5% in Manufacturing to 0.2% in Mining.

Most of the region's industries follow a seasonal trend in employment, with the 3rd quarter offering the highest employment level and low employment periods occurring during the 1st quarter. The impact of seasonal change is most notable in the Services and Retail industries due to the number of people employed in these industries though seasonal influence is apparent in most other industries. With the exception of Mining, all industries have experienced overall increasing employment over the last six years.

Figure 3: Pikes Peak Region Employers & Employees, 1st 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)

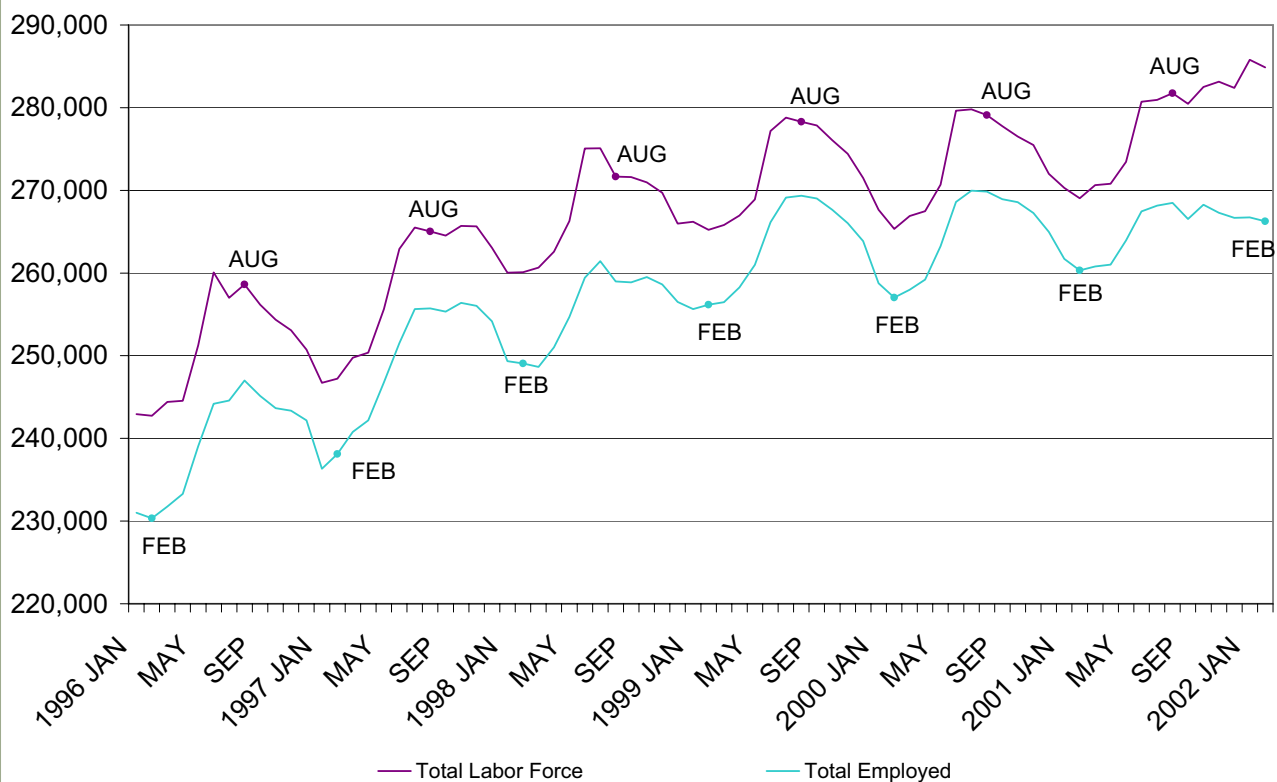
Pikes Peak Region Job Vacancy Surveys are conducted semi-annually in the winter and summer months. The timing of the survey was developed with the intent of measuring demand for labor at intervals that provide the most useful information.

Historically, the level of employment in the Pikes Peak Region peaks in or around the month of August. The labor force follows a similar pattern, with the total

number of available workers consistently out-numbering those with jobs over time (*Figure 4*).

Unemployment rates have increased over the last year, following the state and national trend, although in general, the region has experienced declining unemployment through the better part of the decade. The unemployment rate tends to peak in the months of January and June. The remainder of each year employment and available workers are more closely balanced.

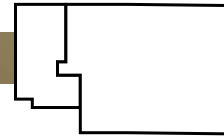
Figure 4: Employment & Labor Force Trends for the Pikes Peak Region



Source: CDLE, Local Area Unemployment Statistics

By conducting the Job Vacancy Survey during the summer, results represent demand for labor at a time when employers are nearing peak employment, yet are still in the process of actively recruiting. During the height of the season, employers are competing for job seekers available in the labor market at a time when there are too few applicants available for the open positions. Vacancies found in the winter represent 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 vacancies exist even when there are an adequate number of job seekers available and willing to work.

Difficulties in hiring at the two times of year may signal different issues. A study of any labor shortage during the winter 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 for those in government and job training positions.



The Job Vacancy Survey Sample

The survey instrument, upon which the telephone questionnaire used for this study is based, was developed, tested, and enhanced to increase information available for analysis by the Workforce Research and Analysis office of the Colorado Department of Labor and Employment.

For the purpose of this report, all private and public employers with five or more employees are referred to as the “sample universe.” The region is dominated by a large number of firms with fewer than five employees that account for 60% of the firms in the area. However, these firms represent only 10% of total employment in the area. The small to mid-size firms (five to 249 employees) account for about 39% of all firms in the region and 56% of the area’s total employees. Large firms (with at least 250 employees) account for 0.5% of the regional firms and 24% of the total employees. Government establishments (0.5% of area firms) account for 10% of regional employment.

For the small to mid-size employers, the survey was categorized by major industry (*Table 1*). To achieve a solid representation of employment, 360 completed responses were required from each industry group. For those containing fewer than 360 employers, a response rate of at least 50% was required. Attempts were made to contact all employers in the “large employers” and “government” categories in the region.

Over the February 5th through 25th survey period, a total of 2,053 employers, approximately 30% of the Pikes Peak Region employers in the sample universe, responded to the survey. Of these, 64 were large employers, 1,916 were small to mid-size employers, and 73 were government establishments. Approximately thirteen percent of these employers reported having at least one vacancy.

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)

Data Collection

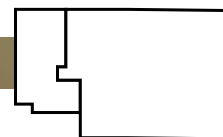
Data for the Job Vacancy Survey is collected using a Computer Assisted Telephone Interview (CATI) process. While this system of data collection has been in use in the public sector for several years, Colorado is the first state in the nation to pioneer the use of CATI data collection for the Job Vacancy Survey.

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

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

Those that are actively hiring are then asked to provide more detail about each position - compensation offered, levels of education and experience required, and the employer's perceived difficulty in filling the vacancy along with the number of days the position has been opened. Employers are also asked if sign-on bonuses and health insurance coverage are offered for the positions. These data are collected in addition to the minimum and maximum wages in order to describe more fully the compensation offered.

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



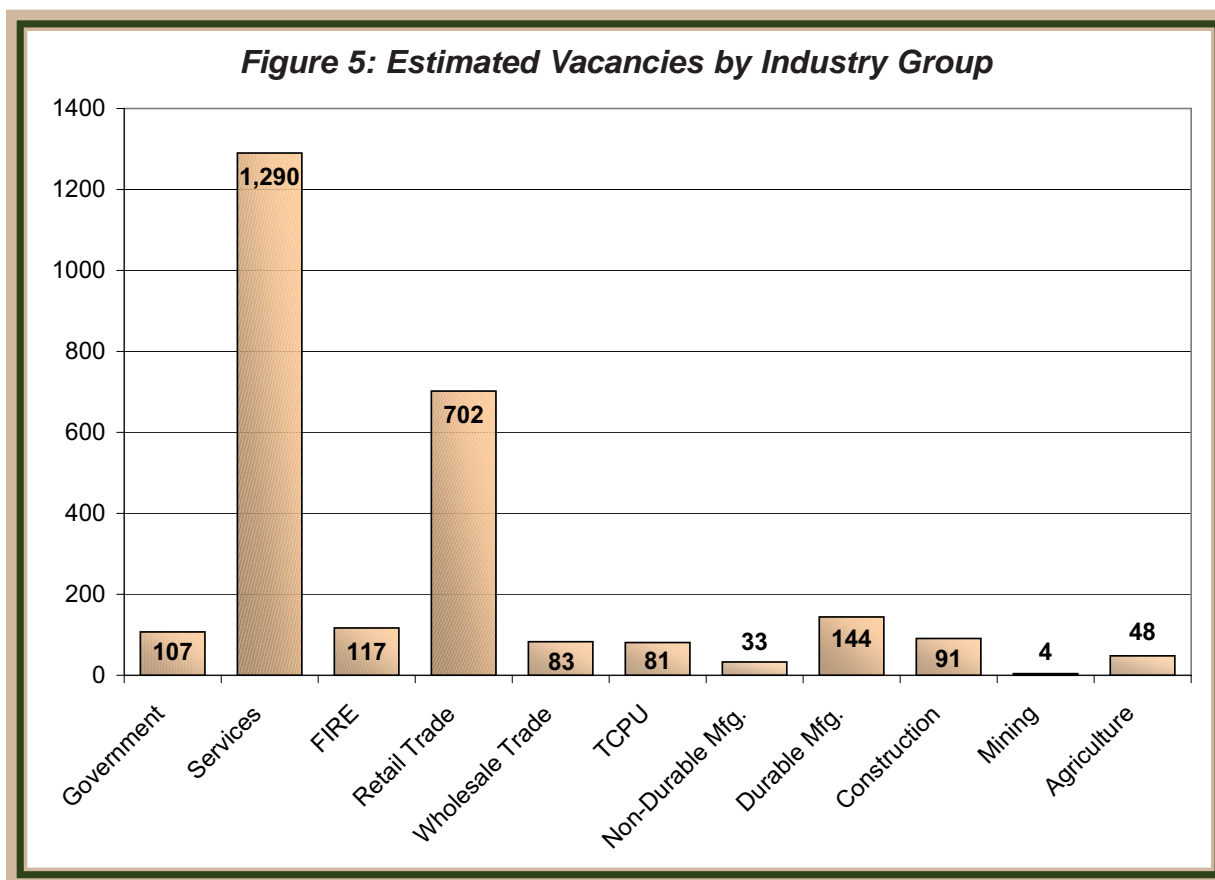
Vacancies: Industry, Size and Status

During the survey period, an estimated 2,700 vacancies were open for immediate hire in firms with at least five employees in the Pikes Peak Region. Vacancy rates by industry group show where activity is occurring in the local labor market. A higher vacancy rate can indicate a more dynamic labor situation than in other industries. Both a rapidly growing industry and one experiencing high job turnover could have relatively high vacancy rates. Likewise, an industry with low total employment could have a relatively high vacancy rate because a small number of vacant jobs are a larger proportion of the low total employment.

Services, with a vacancy rate of 2.5%, and Retail Trade, with a vacancy rate of 1.3%, account for nearly three-fourths of the open jobs found in the Pikes Peak Region (Figure 5). These industry divisions also account for most of the areas total employment. They have experienced both growing and changing market conditions

due to population growth and increasing technology. The most common occupations with vacancies in the Services division include accountants, architects, mechanics, engineers, housekeepers, and a large variety throughout the healthcare field. In fact, 64% of vacancies within the Services division are healthcare positions, from nurses and physical therapists to surgical technicians and physicians. Occupations in the Retail Trade division include cashiers, automotive technicians, retail salespersons, and various positions throughout food and beverage establishments.

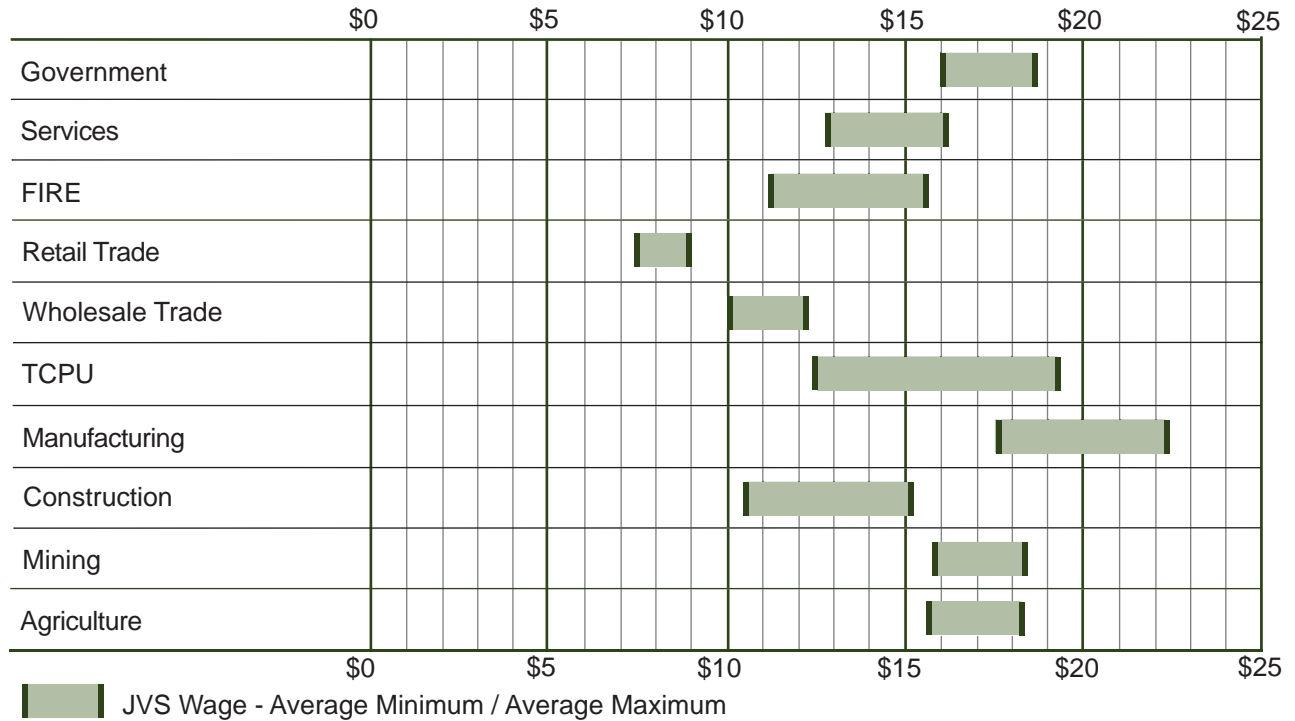
While the overall level of vacancies may appear low, the survey was conducted in the first quarter when employers need fewer workers. Persistent vacancies may be due to structural changes in the economy; vacancies open for long periods because the skills and aspirations of the labor force do not match those required for the available positions.



Since wages offered vary according to the individual applicant's qualifications, employers were asked to provide the range of wages offered for the vacancies (Figure 6). Wages reported for this study represent

wages offered by employers for current vacancies available over the survey period. The overall average hourly wage for this survey is \$14.00.

Figure 6: Average Wages by Industry Group



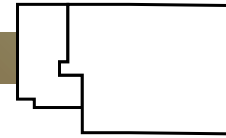
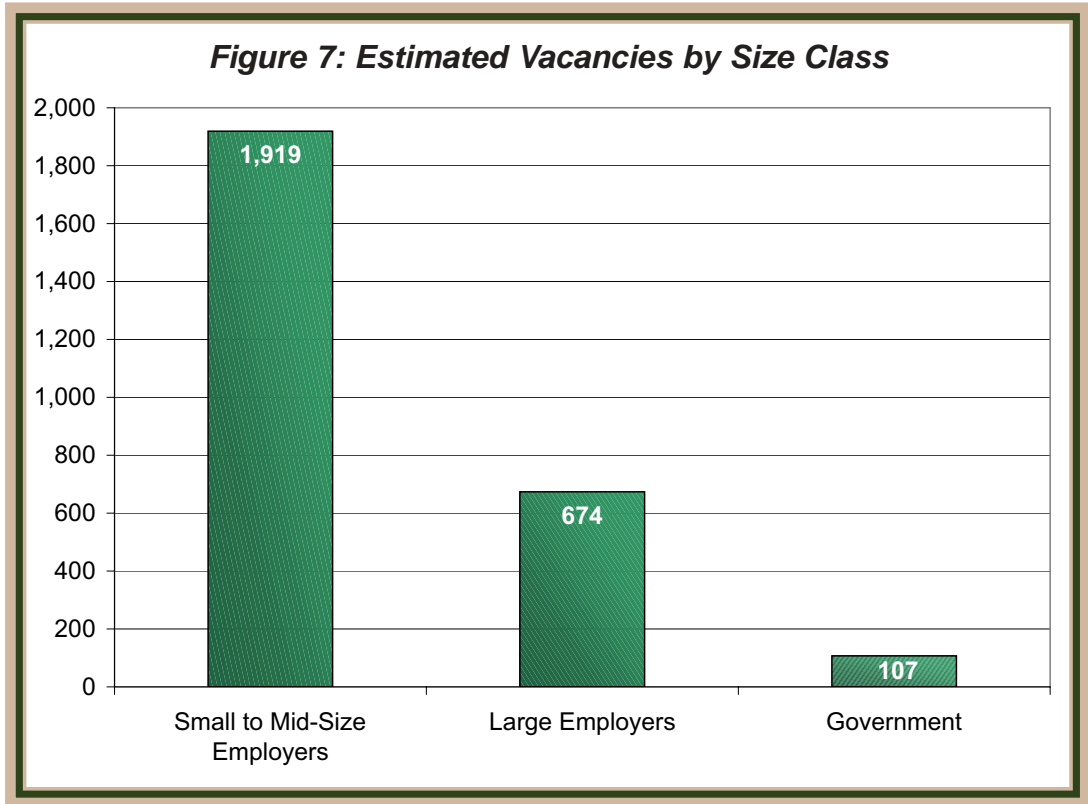


Figure 7: Estimated Vacancies by Size Class



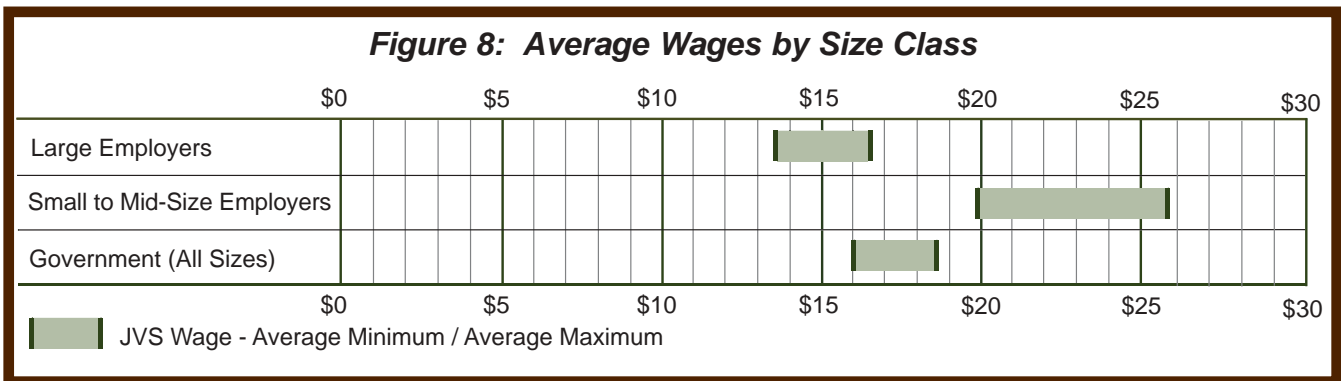
Small to mid-size firms reported approximately 71% of the total vacancies (Figure 7). Large firms have 25% of the area's open jobs, while government agencies offer only a very small portion of current vacancies.

The highest concentration of vacancies in the Pikes Peak Region is found in the Healthcare Practitioners & Technical Occupations, which are more likely to be found in larger firms. High levels of vacancies are also found in lower paid services occupations, such as Food Preparation and Office & Administrative Support, more common in small to mid-size firms. Government agencies are offering a variety of positions in Management, Protective Service, Office &

Administrative Support, Education Administration, and Engineering, among others.

According to the survey, small to mid-size firms offer substantially higher wages than large and government firms (Figure 8). While each size category had a variety of skilled and unskilled vacancies, the small to mid-size firms offer the most vacancies in the region with diverse occupations and wider pay ranges.

Figure 8: Average Wages by Size Class



For this winter survey, 85% of the reported vacancies are full-time permanent positions and 13% are part-time permanent positions. The remaining 2% are temporary positions (*Figure 9*). That the majority of vacancies are permanent may indicate the positions firms need to fill are more steady or secure in nature than positions available during a seasonal peak period. Once again, the survey was conducted within the first quarter at which time most of these industries are experiencing a low demand for labor. Open positions at this time are likely due to longer-term need rather than a result of short-term demand.

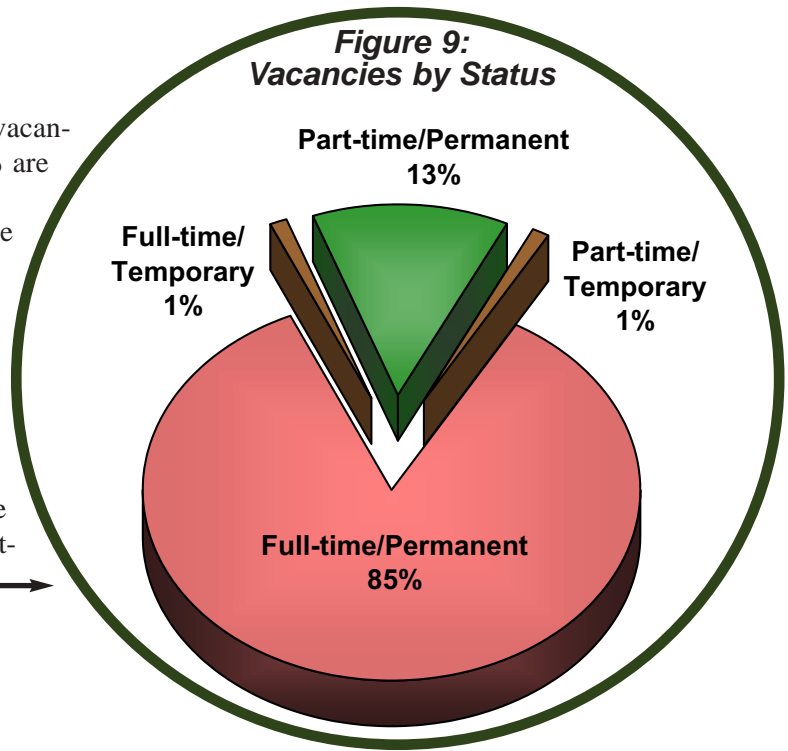
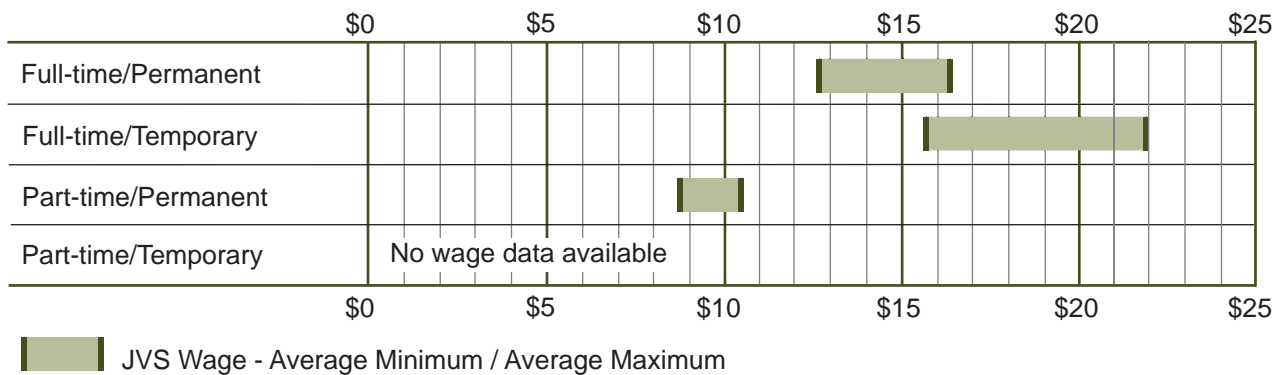
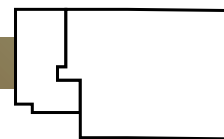


Figure 10: Average Wages by Status



In general, full-time permanent positions pay more than part-time and temporary positions. Results of this survey show that the higher average minimum and maximum wages offered are for full-time temporary jobs. While proportional differences in the number of vacancies can play a role in the wage ranges, higher wages paid to fill temporary positions could indicate that employers may be willing to increase pay scales depending on the importance of filling the position.

For example, in this survey, full-time temporary positions include occupations such as editors and project coordinators, among others. For these positions, employers prefer applicants with an average of a bachelor's degree and related work experience. Over half of these temporary positions have been open 60 or more days and are considered, at the least, somewhat difficult to fill. Thus, for this survey, employers are willing to offer higher wages in order to fill the vacancy.



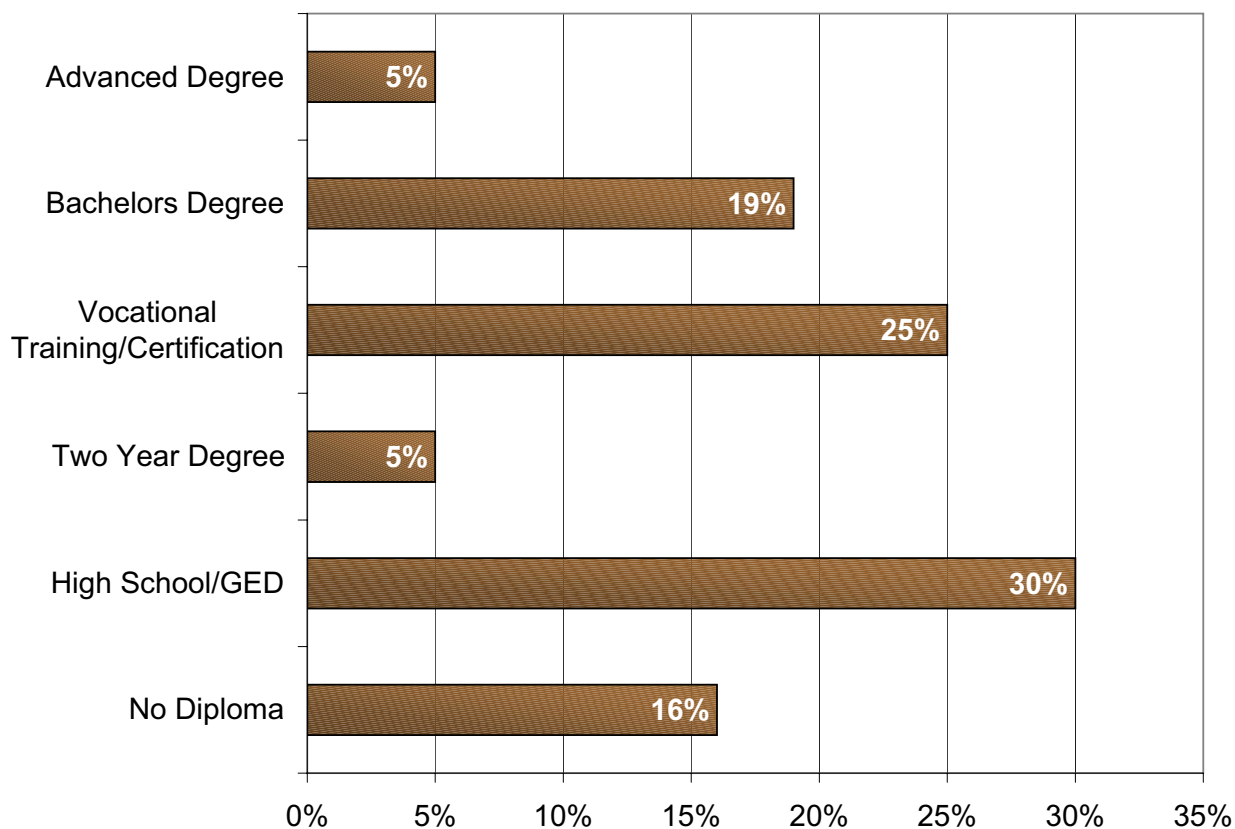
Vacancies: Education and Experience Requirements

During periods of high unemployment, a typical assumption might be 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 open positions. Actually, a region's overall labor force consists 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 important, therefore, that job seekers have accurate information regarding what types of education and experience are in highest demand.

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

reported by employers in the Pikes Peak Region require post-secondary education. This is due, in part, to the high proportion of the region's vacancies that are for skilled occupations. In fact, nearly one-fourth of the current vacancies require at least a bachelor's degree. An additional 30% require vocational training or certification (or other similar two-year training), which shows the importance of trade-related positions available in the area as well. There are many opportunities for those with no post-secondary education, the survey showing 30% of all vacancies require only high school completion. Further surveys may help establish whether these characteristics are reflective of the condition of the overall economy (local, state and national), seasonal traits, or unique according to the structure of businesses within the local economy.

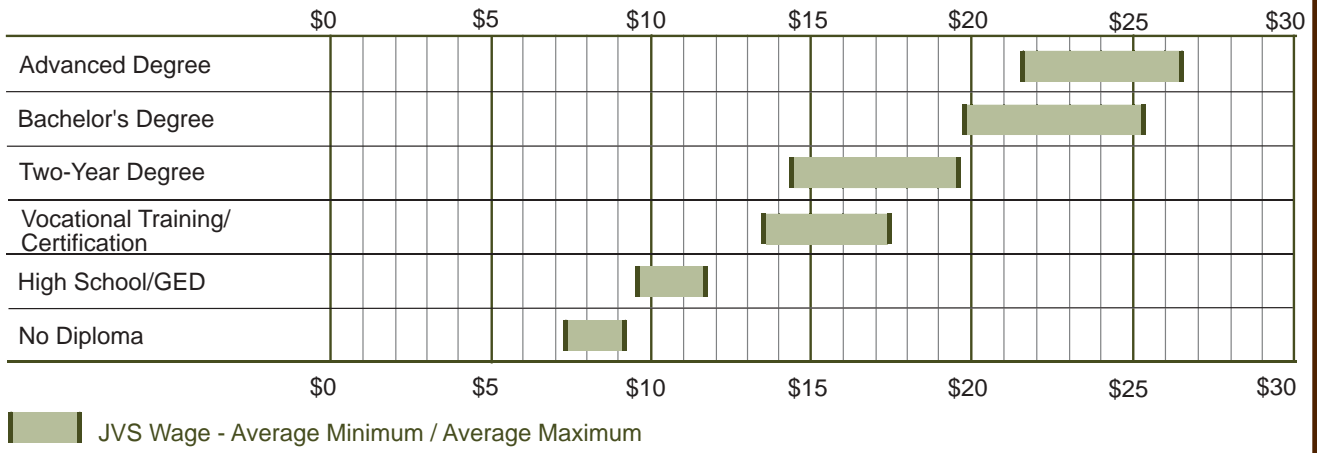
Figure 11: Proportion of Vacancies by Education



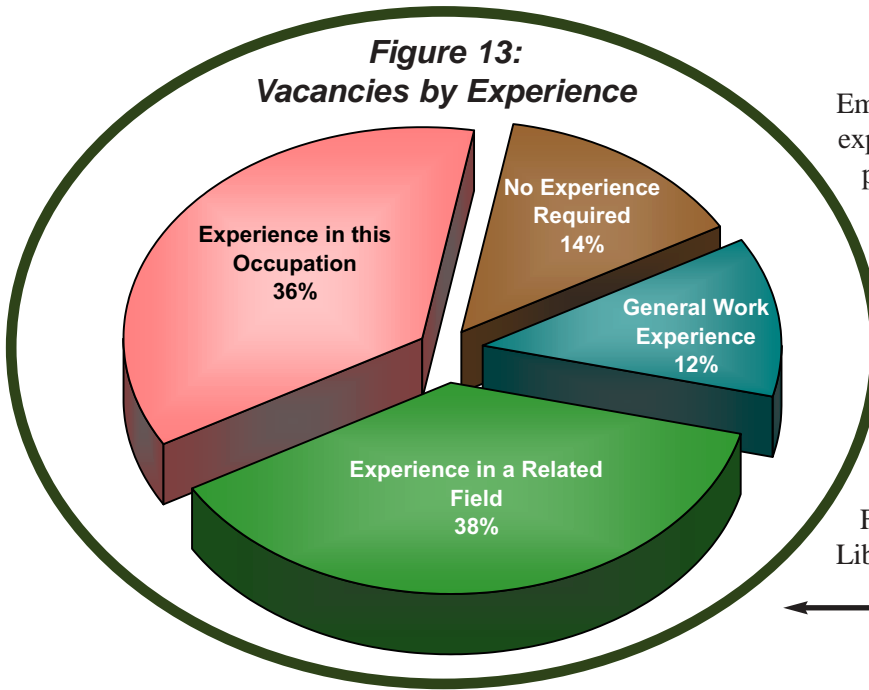
On average, employers pay higher wages when requiring higher levels of educational attainment (Figure 12). The highest average minimum wage rate difference (\$5.50 per hour) was found between having a two-year degree and completing a bachelor's. Job vacancies requiring a bachelor's degree offer wages

twice as high as those requiring a high school diploma. Most positions requiring post-secondary education are preferred with a minimum of related work experience. Higher wages reported for positions requiring additional training indicate the positions available in the region are, for the most part, skilled occupations.

Figure 12: Average Wages by Education



**Figure 13:
Vacancies by Experience**

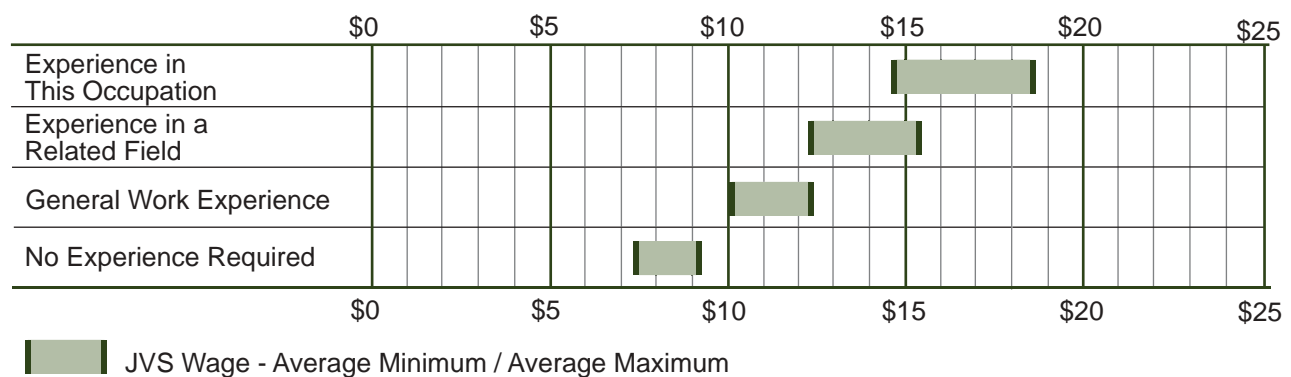


Employers require the applicant to have experience in a related field or in the occupation for 74% of all job vacancies. Only one-fourth of the reported job openings require no prior experience or general work experience (*Figure 13*). On average, positions that require a wide skill range or require experience are those that offer greater variation in wages. For this survey, those occupations are concentrated in the Construction, Computer & Mathematical, Business & Financial, and Education, Training, & Library occupational groups.

As with increasing levels of education, employers are willing to pay higher wages for added skills. Vacancies requiring experience in a related field, the category most sought after by employers, offer an average minimum wage of \$12.30 per hour. Vacancies requiring experience in the occupation offer an average minimum of \$14.70.

Employers pay the least for applicants with no experience (*Figure 14*). In general, firms offer experienced candidates better compensation packages, in part because experience usually increases worker productivity.

Figure 14: Average Wages by Experience



Survey results show that experience requirements for open jobs increase with education requirements (*Table 2*). Employers desiring any kind of formal training also prefer applicants with related experience. In fact, reported vacancies requiring a minimum of a

Bachelor's degree also require experience in a related field, with more preference to those with experience in the specific occupation. However, as *Table 2* shows, there are still a significant proportion of vacancies that do not require high levels of education and experience.

Table 2: Experience Requirements by Educational Level

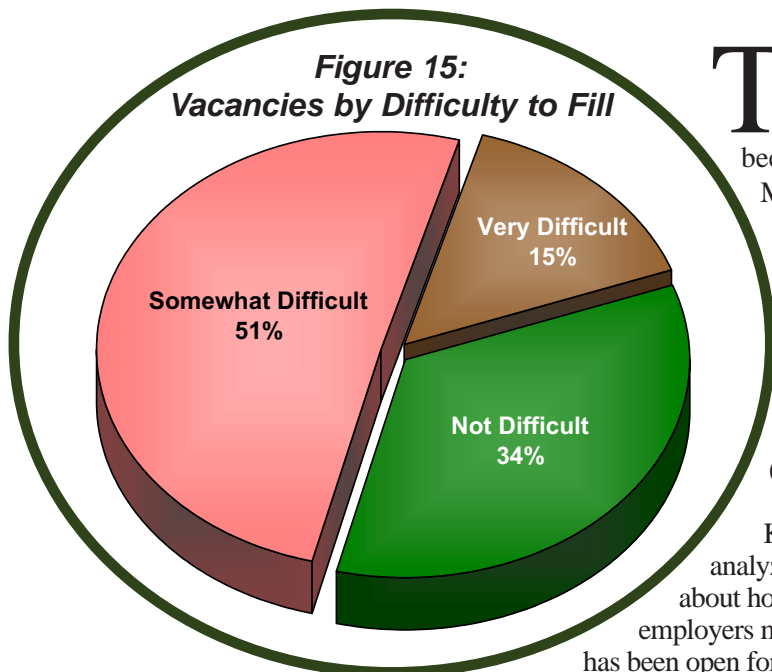
	No Experience	General Work Experience	Experience in a Related Field	Experience in This Occupation
No Diploma	53%	15%	25%	7%
High School Diploma/GED	12%	22%	48%	18%
Vocational Training/Certification	8%	2%	25%	65%
Two-Year Degree	0%	7%	57%	35%
Bachelor's Degree	2%	7%	36%	56%
Advanced Degree	0%	0%	51%	49%

Note: Percentages based on each educational category.

Positions requiring an advanced degree are usually associated with a high concentration of vacancies at a level requiring specific experience in the occupation. These are career occupations usually achieved only through commitment to high levels of education in addition to gaining experience in the field through paid employment positions as well as from internships and apprenticeships. In the Pikes Peak Region, most employers are expecting new hires to have some level of experience regardless of educational requirements for the position.

In a tight labor market, employers may be willing to trade experience levels for educational attainment, and vice versa, according to the specifications of the position offered and the skills and training that the applicants possess. During an economic downturn though, employers can command higher levels of education and experience due to the increased number of job seekers available to work. The majority of positions requiring no diploma or only a high school education require lower levels of experience. These are occupations that can be easily learned through on-the-job training.

Vacancies: Difficulty to Fill

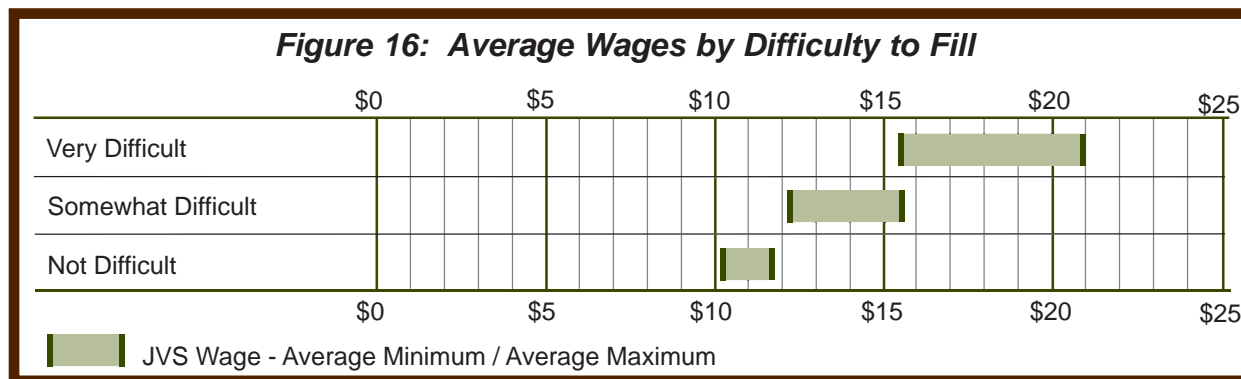


To measure the level of difficulty in filling vacancies, employer’s perception of difficulty as well as data on how long each position had been open at the time of the survey were gathered. Most employers responding to the survey were willing to provide some kind of indication of difficulty to fill. Only 15% of the vacancies reported are classified as very difficult to fill. While one-third of the responding employers believed open positions were not difficult to fill, approximately half of the reported vacancies were considered somewhere in between (Figure 15).

Knowing how long a position has been open helps analyze the subjectivity of the response to the question about how difficult it is to fill a vacancy. While some employers may consider a vacancy to be difficult to fill when it has been open for 30 to 60 days, another employer may consider a similar vacancy not difficult to fill given the same time frame.

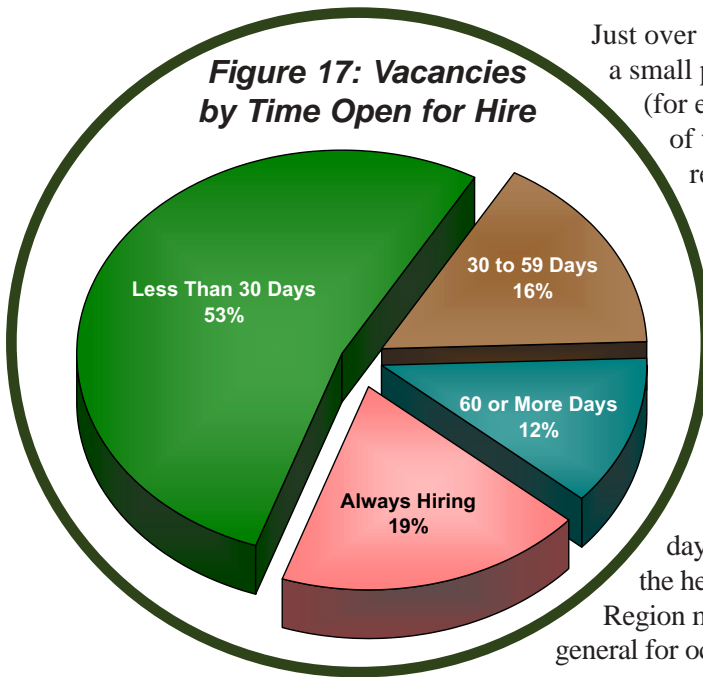
Results show that about two-thirds of the area’s vacancies are reported as at least somewhat difficult to fill. While it could be that the job seeker’s skills do not match those required for the desired position, the vacancy could

also be related to lower-than-expected wages or require a longer commute to work. The inconsistency of the perceptions of difficulty to fill adds to the challenge of interpreting hiring difficulty.



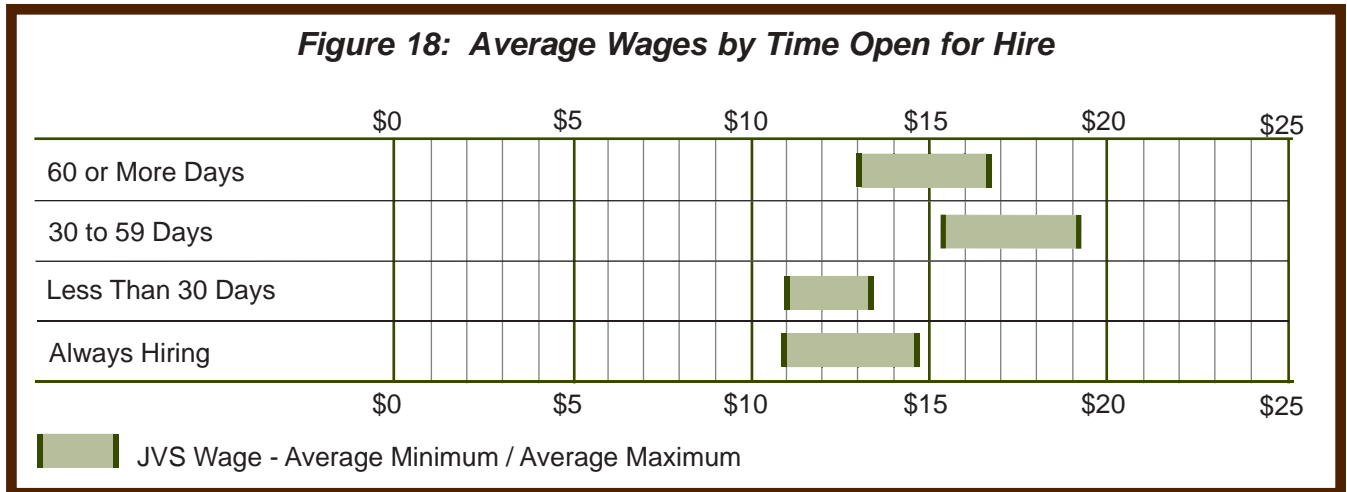
Positions considered easiest to fill offer lower wages, as would be expected, and positions employers report as difficult to fill offer the higher wages. Vacancies considered somewhat difficult fill offer average wages between \$12.10 and \$15.60 per hour – close to the overall average wage rate. These are vacancies in Food Preparation and Serving Related, Installation, Maintenance and Repair, and Healthcare Practitioners and Technical, most requiring Vocational Training/Certification and/or experience.

Positions considered difficult to fill, for this survey, tend toward occupational groups requiring more advanced levels of education and require experience in the occupation. A large proportion of these vacancies have been open for over 60 days. Average wages are \$15.40 to \$21.00 per hour for occupations in Healthcare Practitioners and Technical; Education, Training, and Library; Architecture and Engineering.



Just over half of all vacancies are open less than 30 days. While a small portion of highly technical vacancies are in this group (for example, various positions in healthcare), the majority of vacancies open for this short time period are those that require lower levels of education and experience, are variably full and part-time positions, and are found throughout all industries (Figure 17). Vacancies reported as always open are, on average, entry-level positions requiring differing educational levels. These occupations are mostly in service industries, are full and part-time, with wage ranges suggesting opportunity to “move up” in the company.

Only 12% of the vacancies are reported as open for 60 days or more. Approximately half of these positions are in the healthcare industry. This could imply that the Pikes Peak Region may be experiencing a shortage of qualified applicants in general for occupations within the healthcare industry.



For this survey, the highest wages offered are for positions that are open for 30 to 59 days, in which case the wage is representative of the skilled nature of the position. It appears that wage ranges fall into two overall ranges; wages more representative of the overall average, and higher wages offered to fill vacancies

requiring more education and thus, are more difficult to fill. For this survey, these are all full-time positions with at least two-thirds appearing in the healthcare industry. Once again, this may imply a shortage of skilled healthcare workers in the Pikes Peak Region.

Vacancies: Medical Insurance

Almost all of the vacancies reported by employers include some form of medical insurance. Employers offer to pay the entire premium 13% of the time and a portion of the premium for 84% of the vacancies. Just over half of the vacancies associated with no monetary contribution toward the premium are part-time positions.

There is a clear correlation in the survey between higher paying jobs and greater contributions toward medical insurance premiums. As higher paying jobs require higher levels of education and experience, employers offer better medical insurance packages to attract qualified candidates.

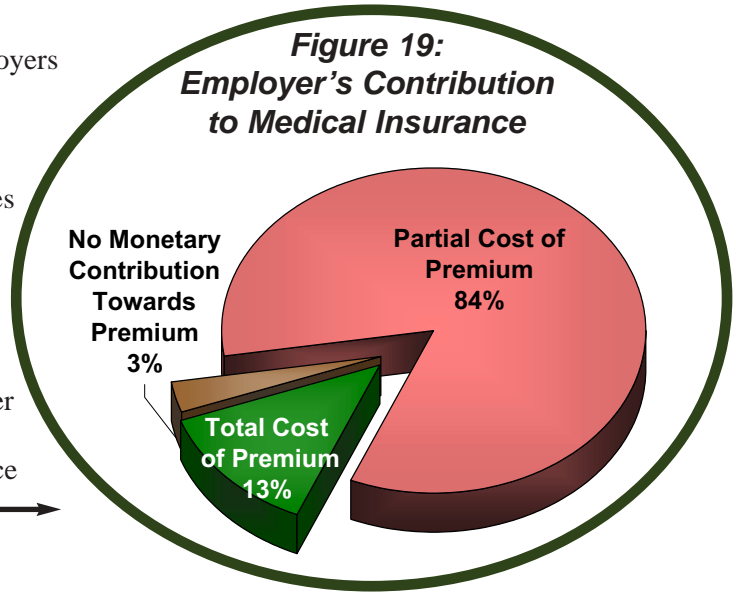
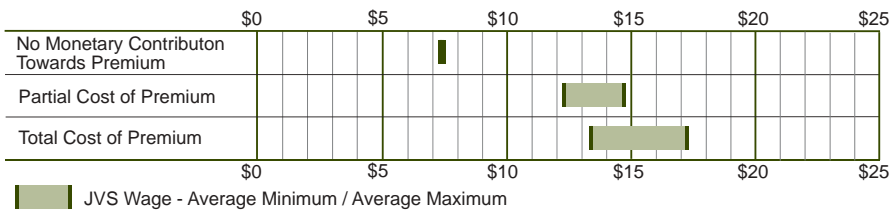


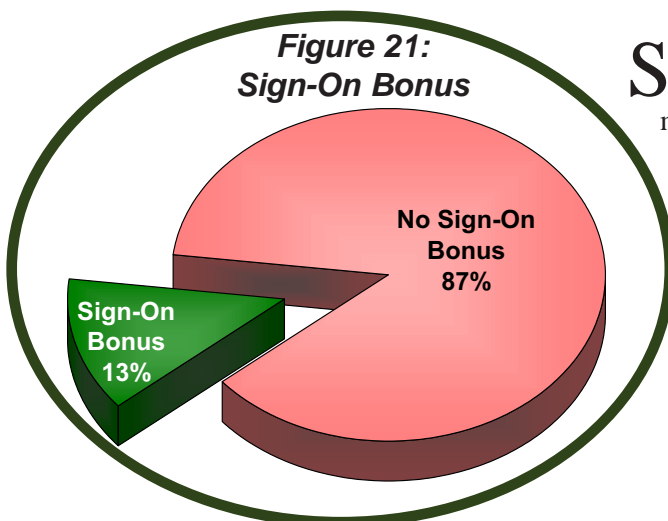
Figure 20: Average Wages by Medical Insurance



The overall average wage offered for vacancies where the employer pays only part of the premium is \$12.40. These vacancies are in a wide variety of industries and across all levels of educational attainment.

Sign-On Bonus

Figure 21: Sign-On Bonus



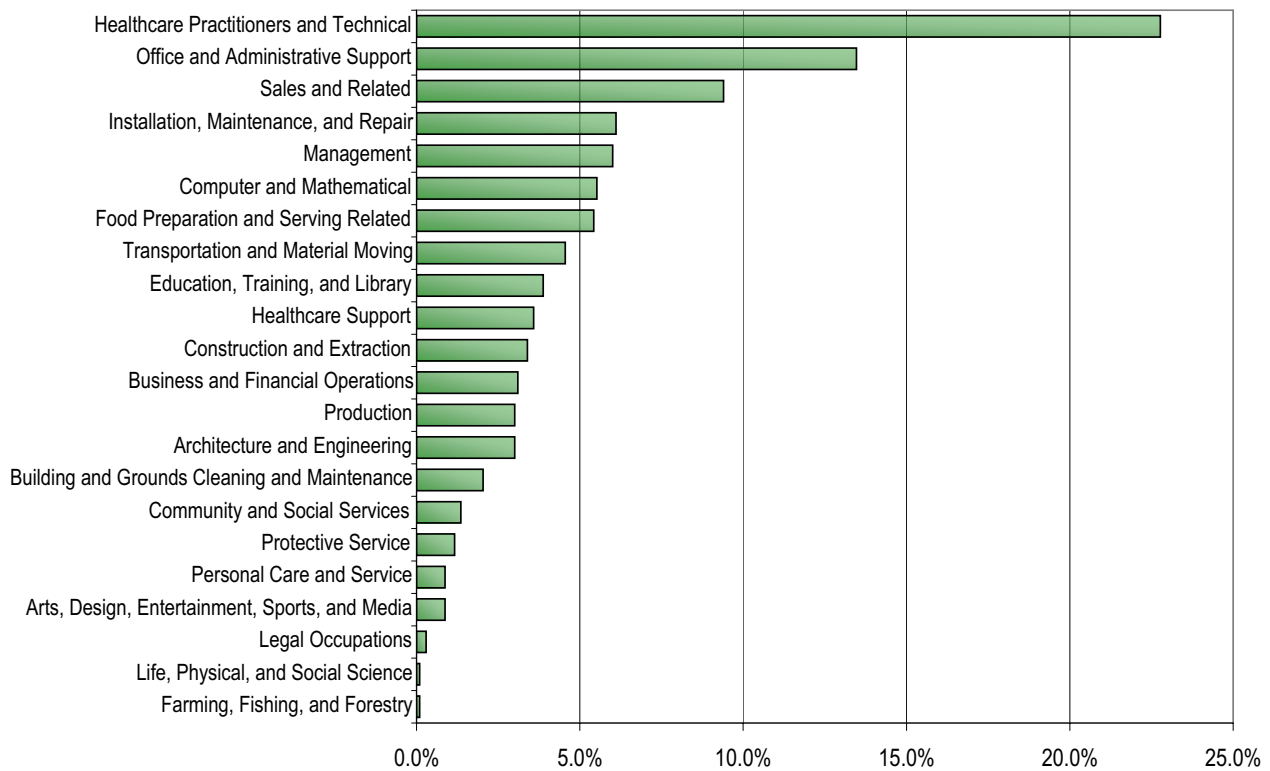
Sign-on bonuses became popular lore in the late 1990s when a tight labor market existed in many occupational sectors. It is unclear whether the actual size and frequency of sign-on bonuses deserved the hype. Thirteen percent of employers with job vacancies offer sign-on bonuses averaging \$2,930. Most of these sign-on bonuses are in the Healthcare Practitioners and Technical occupations, while the remaining are offered in Business and Financial Operations.

Occupations

The distribution of vacancies varies among the 22 major occupational groups. For this survey, nearly 25% of all vacancies are in the Healthcare Practitioners & Technical occupations with an additional 4% in Healthcare Support occupations. Most of these require a minimum of two years of education. On average, these positions take longer to fill. Office & Administrative Support and Sales & Related

together make up another 23% of the region’s vacancies. The majority of these positions do not require post-secondary education and the vacancies reported are open less than 30 days. According to the data compiled, there are continued openings for the higher paid positions in Computer & Mathematical as well as in Education, Training, & Library occupations among other popular occupation groups.

Figure 22: Proportion of Actual Vacancies by Major Occupational Group



Occupational groups with the highest level of wages are found in the Architecture & Engineering; Computer & Mathematical; Healthcare Practitioners and Technical; Community & Social Services; Business & Financial Operations; and Management groups. Wage ranges within these groups tend to vary according to the more specific characteristics of the job vacancy. On average, these occupations require higher levels of education and experience. For this survey, almost half of all vacancies are found within

these higher paid groups. Though vacancies found within Installation, Maintenance, & Repair; Personal Care & Service; and Production offer slightly lower wage rates, there are more opportunities available in these occupational groups. A moderate proportion of vacancies fall within the Food Preparation & Serving Related as well as a high proportion in Office & Administrative Support groups. While these occupations have the fewest education and experience restrictions, they also offer lower pay.

Figure 23: Average Wages by Major Occupational Group

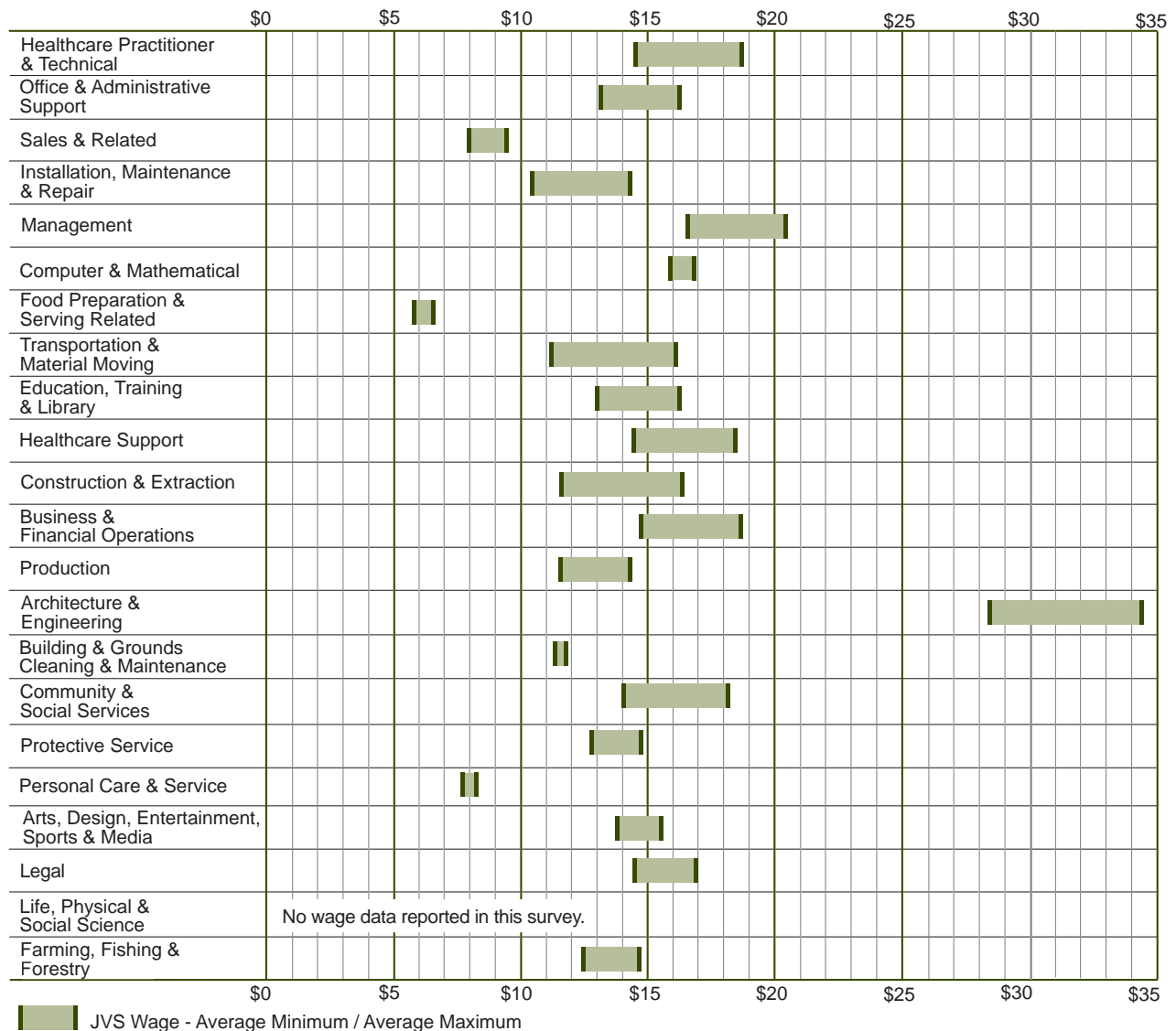


Table 3: Job Vacancy Survey Occupations with OES Wages

				Occupational Employment Statistics Wage Data (2001)							
				Average Wages			Percentile Distribution				
SOC Code	SOC Occupation Title	Vacancy Rank	Average JVS Wage	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
11-0000	Management Occupations			\$18.55	\$33.32	\$40.71	\$15.99	\$21.94	\$30.42	\$42.08	\$59.11
11-1021	General and Operations Managers	L	\$11.80	\$18.51	\$32.69	\$39.78	\$16.11	\$21.44	\$28.16	\$40.34	\$59.12
11-2021	Marketing Managers	L	\$26.70	\$20.96	\$35.32	\$42.51	\$18.65	\$24.16	\$32.05	\$45.00	\$59.11
11-2022	Sales Managers	L	\$0.00	\$21.02	\$41.19	\$51.27	\$19.40	\$23.59	\$35.68	\$59.12	\$71.93
11-2031	Public Relations Managers	L	\$21.60	\$15.30	\$32.68	\$41.38	\$14.20	\$16.74	\$22.73	\$59.11	\$59.12
11-3011	Administrative Services Managers	L	\$15.60	\$14.36	\$26.30	\$32.27	\$12.42	\$16.75	\$23.14	\$33.72	\$43.52
11-3021	Computer and Information Systems Managers	L	\$36.10	\$27.70	\$40.93	\$47.55	\$25.43	\$31.36	\$39.58	\$50.90	\$62.11
11-3031	Financial Managers	L	\$18.00	\$19.93	\$31.64	\$37.48	\$17.74	\$22.61	\$29.07	\$39.38	\$49.66
11-3051	Industrial Production Managers	L	\$37.30	\$18.69	\$34.73	\$42.75	\$16.83	\$21.27	\$31.73	\$47.29	\$59.11
11-9032	Education Administrators, Elementary and Secondary School	M	\$31.70	†	†	†	†	†	†	†	†
11-9033	Education Administrators, Postsecondary	L	\$28.40	\$16.48	\$30.09	\$36.91	\$15.25	\$18.56	\$24.29	\$36.58	\$62.03
11-9041	Engineering Managers	L	\$57.50	\$31.34	\$45.13	\$52.03	\$27.82	\$36.33	\$44.46	\$55.73	\$64.85
11-9081	Lodging Managers	L	\$14.40	\$11.97	\$17.17	\$19.76	\$11.89	\$13.01	\$16.41	\$21.28	\$25.49
11-9111	Medical and Health Services Managers	M	\$13.30	\$18.20	\$25.69	\$29.43	\$17.72	\$19.72	\$23.56	\$29.91	\$38.93
11-9121	Natural Sciences Managers	L	\$0.00	\$21.65	\$35.45	\$42.34	\$19.67	\$24.33	\$35.79	\$44.04	\$54.17
11-9141	Property, Real Estate, and Community Association Managers	L	\$0.00	\$9.65	\$15.20	\$17.97	\$9.19	\$10.50	\$12.83	\$18.20	\$25.41
11-9199	Managers, All Other	M	\$22.60	\$22.23	\$32.10	\$37.03	\$19.49	\$26.41	\$31.83	\$37.79	\$46.96
13-0000	Business and Financial Operations Occupations			\$14.35	\$21.99	\$25.80	\$13.23	\$16.50	\$20.75	\$26.35	\$33.05
13-1031	Claims Adjusters, Examiners, and Investigators	L	\$0.00	\$16.44	\$22.67	\$25.78	\$14.88	\$18.20	\$22.02	\$27.29	\$32.52
13-1032	Insurance Appraisers, Auto Damage	L	\$9.30	\$18.04	\$20.72	\$22.06	\$16.77	\$18.80	\$20.73	\$22.93	\$26.09
13-1071	Employment, Recruitment, and Placement Specialists	L	\$0.00	\$12.59	\$17.57	\$20.07	\$11.54	\$14.28	\$16.76	\$21.45	\$25.86
13-1199	Business Operations Specialists, All Other	L	\$21.40	\$14.69	\$23.66	\$28.15	\$13.80	\$17.74	\$23.43	\$29.10	\$34.96
13-2011	Accountants and Auditors	M	\$10.80	\$15.09	\$22.21	\$25.78	\$13.88	\$17.09	\$20.99	\$26.15	\$33.36
13-2031	Budget Analysts	L	\$33.70	\$17.77	\$22.94	\$25.52	\$16.31	\$18.87	\$22.03	\$26.96	\$32.20
13-2051	Financial Analysts	L	\$24.80	\$18.01	\$27.48	\$32.22	\$16.49	\$19.42	\$25.53	\$35.99	\$41.99

* OES wages reported for Colorado statewide

† No wage data available

‡ L - Lowest 25% of actual vacancies

M - Middle 50% of actual vacancies

H - Highest 25% of actual vacancies

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

SOC Code	SOC Occupation 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
13-2052	Personal Financial Advisors	L	\$0.00	\$14.54	\$20.33	\$23.23	\$12.81	\$16.38	\$19.45	\$21.80	\$30.14
13-2072	Loan Officers	M	\$20.90	\$15.06	\$18.20	\$19.76	\$14.46	\$16.45	\$18.49	\$20.37	\$21.50
13-2099	Financial Specialists, All Other	L	\$29.60	\$14.51	\$23.22	\$27.58	\$12.26	\$17.61	\$23.06	\$26.80	\$34.21
15-0000	Computer and Mathematical Occupations			\$16.69	\$27.95	\$33.58	\$14.15	\$19.66	\$26.73	\$35.03	\$43.47
15-1021	Computer Programmers	L	\$0.00	\$22.45	\$28.83	\$32.02	\$21.58	\$23.82	\$26.87	\$33.55	\$42.09
15-1031	Computer Software Engineers, Applications	M	\$21.40	\$22.11	\$31.44	\$36.11	\$20.06	\$24.48	\$30.59	\$37.54	\$44.34
15-1032	Computer Software Engineers, Systems Software	M	\$34.40	\$24.31	\$33.88	\$38.65	\$23.17	\$26.81	\$33.43	\$40.83	\$46.40
15-1041	Computer Support Specialists	M	\$15.40	\$12.71	\$16.17	\$17.90	\$12.11	\$13.16	\$14.96	\$17.69	\$22.39
15-1051	Computer Systems Analysts	M	\$0.00	\$19.83	\$29.19	\$33.87	\$18.06	\$22.54	\$29.39	\$34.96	\$42.51
15-1071	Network and Computer Systems Administrators	L	\$23.90	\$19.40	\$33.20	\$40.10	\$17.00	\$22.02	\$27.87	\$39.42	\$75.20
15-1099	Computer Specialists, All Other	L	\$0.00	\$21.35	\$32.22	\$37.64	\$19.32	\$24.69	\$31.24	\$38.98	\$49.24
15-2031	Operations Research Analysts	L	\$0.00	\$27.56	\$34.78	\$38.39	\$25.01	\$29.94	\$35.06	\$40.46	\$44.20
17-0000	Architecture and Engineering Occupations			\$15.43	\$25.91	\$31.15	\$13.60	\$17.58	\$24.76	\$32.89	\$41.43
17-1011	Architects, Except Landscape and Naval	L	\$30.00	\$18.99	\$25.63	\$28.95	\$18.04	\$21.38	\$25.26	\$28.33	\$33.37
17-2011	Aerospace Engineers	L	\$33.70	\$30.44	\$32.39	\$33.37	\$28.63	\$30.09	\$32.45	\$34.81	\$39.12
17-2061	Computer Hardware Engineers	L	\$0.00	\$28.17	\$38.81	\$44.14	\$25.94	\$31.11	\$39.43	\$46.71	\$53.76
17-2071	Electrical Engineers	L	\$33.20	\$21.34	\$28.99	\$32.82	\$19.32	\$23.49	\$29.03	\$33.98	\$39.48
17-2072	Electronics Engineers, Except Computer	M	\$36.10	\$26.24	\$35.37	\$39.94	\$24.32	\$29.10	\$34.10	\$42.06	\$50.75
17-2081	Environmental Engineers	L	\$28.80	\$15.57	\$20.93	\$23.61	\$14.54	\$15.48	\$17.04	\$28.37	\$33.05
17-2112	Industrial Engineers	L	\$27.60	\$21.33	\$31.01	\$35.86	\$18.89	\$24.53	\$31.35	\$37.84	\$43.68
17-2199	Engineers, All Other	L	\$33.70	\$26.67	\$34.79	\$38.84	\$23.87	\$30.01	\$34.51	\$40.99	\$46.30
17-3023	Electrical and Electronic Engineering Technicians	L	\$35.00	\$12.46	\$18.56	\$21.60	\$11.48	\$13.68	\$17.88	\$22.27	\$26.62
19-0000	Life, Physical, and Social Science Occupations			\$15.73	\$24.21	\$28.46	\$14.53	\$17.76	\$23.11	\$28.60	\$35.26
19-4021	Biological Technicians	L	\$0.00	\$11.15	\$15.61	\$17.84	\$10.19	\$12.21	\$15.07	\$17.92	\$22.75
21-0000	Community and Social Services Occupations			\$11.13	\$18.46	\$22.12	\$9.99	\$12.84	\$17.63	\$23.82	\$27.34

* OES wages reported for Colorado statewide
 † No wage data available

‡ L - Lowest 25% of actual vacancies
 M - Middle 50% of actual vacancies
 H - Highest 25% of actual vacancies

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

				Occupational Employment Statistics Wage Data (2001)							
				Average Wages			Percentile Distribution				
SOC Code	SOC Occupation Title	Vacancy Rank	Average JVS Wage	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
21-1011	Substance Abuse and Behavioral Disorder Counselors	L	\$9.00	\$12.30	\$17.13	\$19.55	\$10.65	\$14.10	\$16.94	\$20.73	\$23.65
21-1021	Child, Family, and School Social Workers	L	\$16.80	\$13.04	\$18.69	\$21.50	\$12.12	\$14.08	\$16.84	\$21.58	\$27.65
21-1092	Probation Officers and Correctional Treatment Specialists	L	\$18.80	\$17.39	\$23.60	\$26.71	\$15.86	\$19.50	\$24.13	\$27.55	\$32.13
23-0000	Legal Occupations			\$14.56	\$32.50	\$41.45	\$13.88	\$16.50	\$36.05	\$44.56	\$53.88
23-2011	Paralegals and Legal Assistants	L	\$19.90	\$13.56	\$15.82	\$16.95	\$12.41	\$14.22	\$15.61	\$16.97	\$19.31
25-0000	Education, Training, and Library Occupations			\$10.22	\$17.81	\$21.60	\$8.79	\$12.12	\$16.45	\$21.99	\$28.05
25-1021	Computer Science Teachers, Postsecondary	L	\$0.00	†	†	†	†	†	†	†	†
25-1022	Mathematical Science Teachers, Postsecondary	L	\$0.00	†	†	†	†	†	†	†	†
25-1071	Health Specialties Teachers, Postsecondary	L	\$18.50	†	†	†	†	†	†	†	†
25-1072	Nursing Instructors and Teachers, Postsecondary	L	\$0.00	†	†	†	†	†	†	†	†
25-1199	Postsecondary Teachers, All Other	L	\$0.00	†	†	†	†	†	†	†	†
25-2011	Preschool Teachers, Except Special Education	M	\$7.50	\$7.43	\$10.70	\$12.34	\$7.10	\$7.96	\$9.58	\$11.01	\$18.11
25-2021	Elementary School Teachers, Except Special Education	L	\$13.50	†	†	†	†	†	†	†	†
25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	L	\$8.70	†	†	†	†	†	†	†	†
25-3021	Self-Enrichment Education Teachers	L	\$13.40	\$9.57	\$12.09	\$13.36	\$9.18	\$9.94	\$11.20	\$13.06	\$16.25
25-4021	Librarians	L	\$14.00	\$13.81	\$19.31	\$22.07	\$12.97	\$15.84	\$19.36	\$23.16	\$26.65
25-4031	Library Technicians	L	\$16.80	\$9.72	\$12.24	\$13.50	\$9.26	\$10.16	\$11.82	\$13.71	\$16.49
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations			\$9.53	\$18.22	\$22.56	\$8.99	\$10.72	\$15.05	\$22.00	\$33.28
27-1025	Interior Designers	L	\$12.00	\$12.88	\$25.39	\$31.65	\$12.17	\$13.10	\$28.20	\$38.30	\$43.52
27-2022	Coaches and Scouts	L	\$11.20	†	†	†	†	†	†	†	†
27-3041	Editors	L	\$25.30	\$13.52	\$19.15	\$21.96	\$12.32	\$14.99	\$17.80	\$22.13	\$27.55
27-3042	Technical Writers	L	\$12.50	\$16.23	\$23.01	\$26.41	\$15.53	\$17.32	\$21.56	\$27.35	\$33.25

* OES wages reported for Colorado statewide

† No wage data available

‡ L - Lowest 25% of actual vacancies

M - Middle 50% of actual vacancies

H - Highest 25% of actual vacancies

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

				Occupational Employment Statistics Wage Data (2001)							
				Average Wages			Percentile Distribution				
SOC Code	SOC Occupation Title	Vacancy Rank	Average JVS Wage	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
29-0000	Healthcare Practitioners and Technical Occupations			\$13.07	\$23.74	\$29.06	\$11.78	\$15.10	\$20.11	\$25.97	\$40.15
29-1051	Pharmacists	L	\$11.90	\$31.12	\$34.54	\$36.25	\$29.50	\$31.38	\$34.53	\$38.48	\$42.75
29-1069	Physicians and Surgeons, All Other	L	\$0.00	\$55.53	\$64.99	\$69.72	\$51.07	\$59.33	\$70.59	\$72.14	\$72.15
29-1111	Registered Nurses	H	\$18.90	\$17.46	\$21.26	\$23.16	\$15.97	\$18.41	\$20.96	\$24.41	\$27.19
29-1122	Occupational Therapists	M	\$17.60	\$18.91	\$24.64	\$27.51	\$18.22	\$20.48	\$24.02	\$27.24	\$35.58
29-1123	Physical Therapists	H	\$17.20	\$19.06	\$25.09	\$28.11	\$18.27	\$20.83	\$24.38	\$27.61	\$35.86
29-1127	Speech-Language Pathologists	L	\$0.00	\$20.49	\$25.70	\$28.31	\$18.76	\$22.45	\$24.91	\$27.38	\$38.66
29-1131	Veterinarians	L	\$19.20	\$20.12	\$22.11	\$23.10	\$18.67	\$19.55	\$21.00	\$22.46	\$29.33
29-2034	Radiologic Technologists and Technicians	L	\$9.20	\$13.26	\$16.37	\$17.91	\$12.52	\$14.04	\$16.10	\$18.85	\$21.13
29-2055	Surgical Technologists	M	\$13.10	\$11.91	\$14.21	\$15.37	\$11.28	\$12.16	\$13.59	\$15.81	\$17.46
29-2056	Veterinary Technologists and Technicians	L	\$9.00	\$9.48	\$11.47	\$12.47	\$8.89	\$10.22	\$11.87	\$13.12	\$13.87
29-2081	Opticians, Dispensing	L	\$8.00	\$11.40	\$15.80	\$17.99	\$10.21	\$12.10	\$13.40	\$16.75	\$30.41
31-0000	Healthcare Support Occupations			\$7.97	\$10.68	\$12.04	\$7.58	\$8.62	\$10.04	\$11.99	\$14.48
31-1012	Nursing Aides, Orderlies, and Attendants	M	\$0.00	\$7.93	\$9.62	\$10.45	\$7.56	\$8.44	\$9.61	\$10.74	\$12.13
31-2011	Occupational Therapist Assistants	L	\$0.00	\$13.93	\$15.90	\$16.88	\$12.66	\$14.45	\$15.79	\$17.15	\$19.61
31-2021	Physical Therapist Assistants	M	\$9.30	\$12.73	\$14.94	\$16.05	\$11.99	\$13.75	\$15.10	\$16.44	\$17.25
31-9091	Dental Assistants	L	\$13.50	\$9.43	\$13.77	\$15.95	\$7.93	\$11.13	\$13.03	\$15.95	\$22.65
31-9092	Medical Assistants	M	\$9.40	\$9.22	\$10.21	\$10.70	\$8.75	\$9.23	\$10.03	\$10.83	\$12.55
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	L	\$10.50	\$7.78	\$8.39	\$8.70	\$7.34	\$7.71	\$8.33	\$8.95	\$10.30
31-9099	Healthcare Support Workers, All Other	L	\$0.00	\$8.05	\$11.05	\$12.55	\$6.69	\$9.21	\$10.66	\$12.89	\$15.27
33-0000	Protective Service Occupations			\$7.49	\$14.11	\$17.42	\$7.21	\$8.19	\$10.66	\$19.78	\$26.43
33-9031	Gaming Surveillance Officers and Gaming Investigators	L	\$12.00	\$8.84	\$10.52	\$11.35	\$8.18	\$9.18	\$10.16	\$11.23	\$13.46
33-9032	Security Guards	L	\$16.80	\$7.19	\$8.76	\$9.55	\$6.75	\$7.39	\$8.19	\$9.57	\$11.32
33-9099	Protective Service Workers, All Other	L	\$0.00	\$7.22	\$10.43	\$12.03	\$6.79	\$7.69	\$9.01	\$10.89	\$16.38
35-0000	Food Preparation and Serving-Related Occupations			\$6.00	\$8.47	\$9.71	\$5.71	\$6.28	\$7.49	\$9.75	\$12.12
35-2021	Food Preparation Workers	L	\$0.00	\$7.19	\$8.92	\$9.78	\$6.70	\$7.51	\$8.44	\$10.21	\$12.44

* OES wages reported for Colorado statewide

† No wage data available

‡ L - Lowest 25% of actual vacancies
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H - Highest 25% of actual vacancies

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

				Occupational Employment Statistics Wage Data (2001)							
				Average Wages			Percentile Distribution				
SOC Code	SOC Occupation Title	Vacancy Rank	Average JVS Wage	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
35-3011	Bartenders	L	\$5.20	\$6.01	\$8.17	\$9.25	\$5.74	\$6.34	\$7.61	\$9.81	\$11.40
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	M	\$6.00	\$5.99	\$7.27	\$7.91	\$5.59	\$6.01	\$6.72	\$8.26	\$10.16
35-3031	Waiters and Waitresses	H	\$5.20	\$5.99	\$8.94	\$10.42	\$5.58	\$5.97	\$6.62	\$9.91	\$12.21
35-3041	Food Servers, Nonrestaurant	L	\$5.20	\$5.99	\$7.11	\$7.68	\$5.57	\$5.95	\$6.60	\$8.15	\$10.00
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	L	\$6.40	\$6.01	\$6.72	\$7.07	\$5.59	\$5.96	\$6.58	\$7.49	\$8.44
35-9021	Dishwashers	L	\$7.00	\$6.01	\$7.14	\$7.70	\$5.68	\$6.18	\$7.05	\$8.14	\$8.84
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	L	\$6.70	\$5.99	\$7.08	\$7.61	\$5.65	\$6.17	\$7.08	\$8.07	\$8.64
35-9099	Food Preparation and Serving Related Workers, All Other	L	\$7.00	\$7.10	\$8.59	\$9.33	\$6.65	\$7.35	\$8.24	\$9.66	\$11.00
37-0000	Building and Grounds Cleaning and Maintenance Occupations			\$6.81	\$9.29	\$10.53	\$6.27	\$7.28	\$8.47	\$10.64	\$13.43
37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	L	\$15.00	\$8.86	\$13.10	\$15.23	\$7.85	\$9.89	\$12.73	\$15.42	\$17.87
37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	L	\$0.00	\$11.73	\$16.11	\$18.30	\$10.10	\$13.96	\$15.98	\$18.17	\$22.57
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	M	\$7.00	\$6.70	\$8.69	\$9.69	\$6.19	\$7.17	\$8.21	\$9.92	\$12.09
37-2012	Maids and Housekeeping Cleaners	M	\$7.50	\$6.25	\$7.67	\$8.37	\$5.94	\$6.75	\$7.61	\$8.45	\$9.68
37-3011	Landscaping and Groundskeeping Workers	L	\$10.00	\$7.37	\$9.97	\$11.27	\$6.95	\$8.20	\$9.77	\$11.11	\$13.52
39-0000	Personal Care and Service Occupations			\$6.21	\$8.94	\$10.30	\$5.95	\$6.76	\$8.10	\$10.10	\$13.27
39-1012	Slot Key Persons	L	\$8.50	\$8.83	\$11.18	\$12.35	\$8.14	\$9.21	\$10.62	\$12.61	\$14.88
39-5012	Hairdressers, Hairstylists, and Cosmetologists	L	\$6.50	\$7.77	\$10.16	\$11.36	\$7.08	\$8.74	\$9.92	\$11.00	\$13.25
41-0000	Sales and Related Occupations			\$6.83	\$12.55	\$15.40	\$6.26	\$7.42	\$9.11	\$14.35	\$22.69
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	M	\$9.30	\$9.60	\$15.76	\$18.84	\$8.97	\$10.70	\$13.78	\$17.20	\$24.76
41-2011	Cashiers	M	\$7.00	\$6.50	\$8.60	\$9.66	\$6.01	\$7.01	\$7.96	\$9.07	\$13.80

* OES wages reported for Colorado statewide

† No wage data available

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H - Highest 25% of actual vacancies

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

				Occupational Employment Statistics Wage Data (2001)								
				Average Wages			Percentile Distribution					
SOC Code	SOC Occupation Title	Vacancy Rank	Average JVS Wage	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th	
41-2031	Retail Salespersons	H	\$8.80	\$6.54	\$10.15	\$11.95	\$6.03	\$7.05	\$8.20	\$10.73	\$17.28	
41-3011	Advertising Sales Agents	L	\$0.00	\$11.47	\$20.64	\$25.23	\$10.21	\$13.13	\$17.62	\$23.02	\$36.01	
41-3021	Insurance Sales Agents	L	\$0.00	\$11.64	\$20.29	\$24.60	\$10.82	\$12.41	\$14.76	\$21.78	\$39.16	
41-3041	Travel Agents	L	\$9.50	\$9.34	\$11.31	\$12.29	\$9.06	\$9.72	\$10.84	\$12.92	\$15.30	
41-3099	Sales Representatives, Services, All Other	L	\$8.30	\$13.24	\$23.14	\$28.08	\$12.18	\$14.55	\$18.07	\$35.53	\$41.12	
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	L	\$15.60	\$19.09	\$32.35	\$38.98	\$16.49	\$22.54	\$30.69	\$41.46	\$53.24	
41-9022	Real Estate Sales Agents	L	\$8.00	\$7.53	\$13.71	\$16.80	\$7.14	\$8.24	\$10.70	\$18.13	\$21.69	
41-9031	Sales Engineers	L	\$0.00	\$22.62	\$30.52	\$34.47	\$22.69	\$24.48	\$27.47	\$35.25	\$47.16	
41-9041	Telemarketers	M	\$11.80	\$6.06	\$8.12	\$9.15	\$5.83	\$6.42	\$7.53	\$8.93	\$11.31	
41-9099	Sales and Related Workers, All Other	L	\$5.20	\$7.84	\$15.73	\$19.68	\$6.59	\$9.38	\$13.17	\$19.73	\$27.64	
43-0000	Office and Administrative Support Occupations			\$8.77	\$13.05	\$15.19	\$8.01	\$9.65	\$11.99	\$15.77	\$19.79	
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	L	\$16.60	\$11.95	\$19.43	\$23.17	\$11.16	\$13.37	\$17.48	\$22.73	\$32.09	
43-2011	Switchboard Operators, Including Answering Service	L	\$7.50	\$8.12	\$9.96	\$10.88	\$7.65	\$8.59	\$9.83	\$10.96	\$12.79	
43-3011	Bill and Account Collectors	L	\$16.80	\$9.75	\$15.41	\$18.23	\$8.64	\$11.40	\$17.02	\$19.82	\$21.29	
43-3031	Bookkeeping, Accounting, and Auditing Clerks	L	\$9.30	\$9.51	\$12.53	\$14.05	\$9.21	\$10.19	\$11.94	\$14.39	\$17.08	
43-3051	Payroll and Timekeeping Clerks	L	\$0.00	\$11.34	\$13.80	\$15.03	\$10.55	\$12.06	\$13.61	\$15.85	\$17.57	
43-3061	Procurement Clerks	L	\$9.00	\$11.00	\$14.34	\$16.02	\$10.11	\$11.83	\$14.47	\$16.54	\$18.27	
43-3071	Tellers	L	\$9.80	\$7.79	\$9.16	\$9.84	\$7.42	\$8.02	\$8.98	\$10.25	\$11.12	
43-4021	Correspondence Clerks	L	\$10.50	\$9.31	\$11.49	\$12.58	\$9.01	\$9.87	\$11.14	\$13.11	\$15.86	
43-4031	Court, Municipal, and License Clerks	L	\$16.60	\$11.36	\$14.46	\$16.03	\$10.38	\$11.96	\$13.70	\$16.91	\$20.05	
43-4051	Customer Service Representatives	H	\$10.80	\$8.66	\$13.05	\$15.24	\$7.86	\$9.68	\$12.42	\$15.79	\$19.70	
43-4071	File Clerks	L	\$10.00	\$8.40	\$9.90	\$10.66	\$7.81	\$8.96	\$9.88	\$10.81	\$12.24	
43-4081	Hotel, Motel, and Resort Desk Clerks	L	\$7.50	\$7.90	\$8.37	\$8.60	\$7.29	\$7.64	\$8.23	\$8.82	\$10.14	
43-4111	Interviewers, Except Eligibility and Loan	L	\$10.00	\$7.63	\$9.85	\$10.96	\$6.36	\$8.92	\$10.07	\$11.27	\$12.98	
43-4131	Loan Interviewers and Clerks	L	\$15.60	\$11.39	\$14.13	\$15.50	\$10.39	\$12.25	\$14.10	\$16.22	\$17.61	

* OES wages reported for Colorado statewide

† No wage data available

‡ L - Lowest 25% of actual vacancies

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Table 3: Job Vacancy Survey Occupations with OES Wages – Page 7

SOC Code	SOC Occupation 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	
43-4141	New Accounts Clerks	M	\$27.20	\$8.91	\$10.91	\$11.90	\$8.27	\$9.27	\$10.75	\$12.68	\$13.85	
43-4151	Order Clerks	M	\$11.00	\$7.33	\$10.29	\$11.78	\$6.81	\$7.93	\$9.58	\$11.99	\$15.04	
43-4171	Receptionists and Information Clerks	H	\$9.80	\$7.74	\$10.58	\$12.01	\$7.33	\$8.59	\$10.12	\$12.05	\$15.60	
43-5021	Couriers and Messengers	L	\$6.00	\$7.60	\$9.57	\$10.56	\$7.29	\$8.18	\$9.63	\$10.69	\$11.43	
43-5031	Police, Fire, and Ambulance Dispatchers	L	\$17.80	\$12.50	\$15.43	\$16.89	\$12.03	\$13.71	\$15.51	\$17.15	\$19.07	
43-5032	Dispatchers, Except Police, Fire, and Ambulance	L	\$7.50	\$8.71	\$12.19	\$13.93	\$7.93	\$9.58	\$12.36	\$14.33	\$16.59	
43-5041	Meter Readers, Utilities	L	\$11.80	\$12.29	\$13.65	\$14.33	\$11.45	\$12.07	\$13.12	\$14.71	\$17.24	
43-5071	Shipping, Receiving, and Traffic Clerks	L	\$8.00	\$8.37	\$11.05	\$12.40	\$7.82	\$8.99	\$10.61	\$12.94	\$15.51	
43-5081	Stock Clerks and Order Fillers	L	\$6.60	\$7.63	\$11.36	\$13.23	\$7.15	\$8.49	\$10.28	\$13.88	\$18.17	
43-6011	Executive Secretaries and Administrative Assistants	L	\$9.70	\$12.05	\$16.08	\$18.09	\$11.47	\$13.21	\$15.66	\$18.27	\$21.76	
43-6013	Medical Secretaries	M	\$12.40	\$9.85	\$11.99	\$13.06	\$9.35	\$10.13	\$11.42	\$13.99	\$16.08	
43-6014	Secretaries, Except Legal, Medical, and Executive	M	\$9.30	\$9.10	\$12.51	\$14.22	\$8.88	\$10.12	\$12.21	\$14.90	\$17.08	
43-9011	Computer Operators	L	\$0.00	\$11.49	\$16.41	\$18.86	\$10.92	\$12.93	\$16.13	\$20.02	\$22.14	
43-9061	Office Clerks, General	L	\$11.50	\$8.63	\$12.01	\$13.70	\$7.81	\$9.44	\$11.03	\$13.84	\$18.68	
45-0000	Farming, Fishing, and Forestry Occupations			\$7.59	\$10.88	\$12.53	\$7.33	\$8.48	\$10.15	\$12.37	\$16.33	
45-2093	Farmworkers, Farm and Ranch Animals	L	\$8.00	\$6.19	\$10.16	\$12.16	\$5.98	\$6.64	\$9.40	\$14.92	\$16.93	
47-0000	Construction and Extraction Occupations			\$10.63	\$16.38	\$19.27	\$9.63	\$12.05	\$15.85	\$20.24	\$24.55	
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	M	\$11.10	\$15.56	\$22.01	\$25.24	\$13.72	\$17.95	\$21.73	\$26.55	\$31.34	
47-2031	Carpenters	L	\$16.50	\$10.02	\$14.76	\$17.14	\$9.03	\$11.41	\$15.00	\$18.16	\$20.87	
47-2051	Cement Masons and Concrete Finishers	L	\$16.50	\$11.40	\$15.72	\$17.88	\$10.43	\$13.01	\$15.58	\$18.26	\$21.74	
47-2061	Construction Laborers	L	\$9.80	\$8.96	\$11.94	\$13.42	\$8.20	\$9.66	\$11.61	\$13.79	\$16.63	
47-2073	Operating Engineers and Other Construction Equipment Operators	L	\$13.00	\$14.15	\$17.94	\$19.83	\$13.06	\$15.71	\$18.44	\$20.62	\$21.93	
47-2081	Drywall and Ceiling Tile Installers	L	\$14.00	\$8.72	\$12.36	\$14.18	\$7.93	\$9.15	\$10.64	\$15.98	\$18.06	
47-2121	Glaziers	L	\$8.60	\$9.52	\$13.37	\$15.31	\$8.86	\$10.66	\$13.50	\$15.85	\$17.55	
47-2141	Painters, Construction and Maintenance	L	\$15.00	\$11.77	\$13.91	\$14.99	\$11.25	\$12.24	\$13.67	\$15.81	\$17.32	

* OES wages reported for Colorado statewide

† No wage data available

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H - Highest 25% of actual vacancies

Table 3: Job Vacancy Survey Occupations with OES Wages – Page 8

				Occupational Employment Statistics Wage Data (2001)							
				Average Wages			Percentile Distribution				
SOC Code	SOC Occupation Title	Vacancy Rank	Average JVS Wage	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
47-2152	Plumbers, Pipefitters, and Steamfitters	M	\$22.40	\$13.38	\$18.03	\$20.36	\$11.84	\$15.04	\$18.20	\$21.22	\$23.86
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	L	\$7.30	\$6.16	\$9.11	\$10.58	\$5.89	\$6.47	\$9.17	\$11.06	\$13.88
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	L	\$10.00	\$9.52	\$10.41	\$10.87	\$8.96	\$9.60	\$10.44	\$11.29	\$12.59
49-0000	Installation, Maintenance, and Repair Occupations			\$10.65	\$17.06	\$20.26	\$9.68	\$12.18	\$16.34	\$21.14	\$26.11
49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	L	\$0.00	\$17.12	\$22.31	\$24.91	\$15.73	\$18.18	\$20.82	\$25.79	\$32.43
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	L	\$10.50	\$8.18	\$11.03	\$12.44	\$6.76	\$9.16	\$10.36	\$12.78	\$16.45
49-2098	Security and Fire Alarm Systems Installers	L	\$12.50	\$15.64	\$19.04	\$20.74	\$12.77	\$18.56	\$20.08	\$21.61	\$22.53
49-3021	Automotive Body and Related Repairers	L	\$0.00	\$14.25	\$19.66	\$22.36	\$12.73	\$16.47	\$19.60	\$22.04	\$27.86
49-3023	Automotive Service Technicians and Mechanics	H	\$14.50	\$10.24	\$16.48	\$19.60	\$9.34	\$11.40	\$16.12	\$20.50	\$25.46
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	L	\$15.50	\$11.94	\$15.51	\$17.31	\$11.26	\$13.46	\$15.58	\$17.37	\$20.38
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	L	\$9.00	\$13.88	\$16.71	\$18.13	\$12.75	\$14.53	\$16.25	\$18.43	\$21.69
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	L	\$13.50	\$10.79	\$14.80	\$16.80	\$9.90	\$11.61	\$14.61	\$16.77	\$20.81
49-9031	Home Appliance Repairers	L	\$0.00	\$7.96	\$10.83	\$12.26	\$7.59	\$8.42	\$10.71	\$13.03	\$14.46
49-9042	Maintenance and Repair Workers, General	M	\$12.70	\$9.00	\$14.00	\$16.50	\$8.47	\$10.28	\$13.02	\$17.22	\$21.70
49-9051	Electrical Power-Line Installers and Repairers	L	\$16.50	\$18.34	\$22.55	\$24.66	\$16.70	\$20.15	\$23.53	\$25.93	\$27.38
49-9052	Telecommunications Line Installers and Repairers	M	\$0.00	\$13.38	\$23.29	\$28.26	\$11.85	\$15.27	\$20.01	\$32.38	\$42.30
49-9099	Installation, Maintenance, and Repair Workers, All Other	L	\$9.80	\$10.35	\$16.31	\$19.29	\$8.98	\$11.82	\$15.61	\$21.28	\$25.20
51-0000	Production Occupations			\$8.17	\$12.23	\$14.25	\$7.57	\$8.85	\$10.86	\$14.07	\$19.17
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	L	\$14.90	\$13.72	\$20.92	\$24.53	\$12.59	\$14.90	\$19.81	\$26.09	\$31.99

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 † No wage data available

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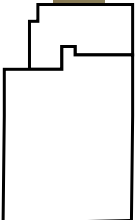


Table 3: Job Vacancy Survey Occupations with OES Wages – Page 9

				Occupational Employment Statistics Wage Data (2001)							
				Average Wages			Percentile Distribution				
SOC Code	SOC Occupation Title	Vacancy Rank	Average JVS Wage	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
51-2022	Electrical and Electronic Equipment Assemblers	L	\$10.10	\$7.67	\$9.97	\$11.13	\$7.33	\$8.11	\$9.52	\$11.17	\$13.72
51-4041	Machinists	M	\$11.30	\$8.98	\$12.47	\$14.22	\$8.18	\$9.52	\$11.31	\$15.39	\$18.22
51-4111	Tool and Die Makers	L	\$0.00	\$15.68	\$18.96	\$20.60	\$14.79	\$17.20	\$19.33	\$21.17	\$22.37
51-5011	Bindery Workers	L	\$10.00	\$6.34	\$9.13	\$10.52	\$5.98	\$6.87	\$8.04	\$10.57	\$14.74
51-6011	Laundry and Dry-Cleaning Workers	L	\$9.30	\$6.07	\$7.58	\$8.33	\$5.87	\$6.59	\$7.61	\$8.51	\$9.61
51-7011	Cabinetmakers and Bench Carpenters	L	\$12.50	\$8.23	\$11.81	\$13.60	\$7.76	\$8.70	\$10.03	\$12.86	\$20.56
51-8099	Plant and System Operators, All Other	L	\$0.00	\$9.93	\$15.72	\$18.62	\$7.48	\$12.63	\$16.03	\$19.40	\$21.78
51-9122	Painters, Transportation Equipment	L	\$7.00	\$13.90	\$15.38	\$16.12	\$13.98	\$14.58	\$15.59	\$16.60	\$17.21
51-9131	Photographic Process Workers	L	\$9.10	\$9.82	\$12.35	\$13.62	\$9.36	\$10.22	\$11.84	\$13.86	\$17.35
51-9199	Production Workers, All Other	L	\$10.60	\$7.63	\$10.20	\$11.48	\$6.53	\$8.83	\$9.99	\$11.11	\$13.85
53-0000	Transportation and Material Moving Occupations			\$7.23	\$11.44	\$13.56	\$6.54	\$8.19	\$10.41	\$13.53	\$17.44
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle	L	\$13.90	\$13.49	\$21.48	\$25.48	\$10.92	\$16.15	\$21.04	\$25.64	\$29.31
53-3022	Bus Drivers, School	L	\$8.00	\$9.37	\$11.63	\$12.76	\$9.15	\$10.00	\$11.39	\$13.22	\$15.31
53-3031	Driver/Sales Workers	L	\$19.50	\$6.02	\$9.15	\$10.72	\$5.66	\$6.15	\$7.29	\$12.04	\$13.76
53-3032	Truck Drivers, Heavy and Tractor-Trailer	M	\$12.00	\$11.33	\$15.01	\$16.84	\$10.49	\$12.08	\$14.00	\$17.22	\$21.41
53-3033	Truck Drivers, Light or Delivery Services	M	\$10.70	\$8.46	\$12.56	\$14.61	\$7.73	\$9.22	\$10.80	\$14.23	\$23.02
53-3041	Taxi Drivers and Chauffeurs	M	\$16.40	\$6.06	\$7.19	\$7.75	\$5.67	\$6.07	\$6.74	\$8.13	\$10.09
53-7032	Excavating and Loading Machine and Dragline Operators	L	\$13.60	\$13.44	\$15.69	\$16.80	\$12.44	\$14.30	\$15.76	\$17.22	\$19.73
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	M	\$8.60	\$7.37	\$9.89	\$11.15	\$6.85	\$8.25	\$9.79	\$10.94	\$13.58
53-7064	Packers and Packagers, Hand	L	\$10.60	\$6.07	\$8.39	\$9.54	\$5.76	\$6.30	\$7.24	\$9.39	\$14.52
53-7199	Material Moving Workers, All Other	L	\$10.50	\$7.77	\$10.71	\$12.18	\$7.50	\$8.49	\$10.22	\$12.77	\$15.34

* OES wages reported for Colorado statewide

† No wage data available

‡ L - Lowest 25% of actual vacancies

M - Middle 50% of actual vacancies

H - Highest 25% of actual vacancies

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, bachelors, 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).