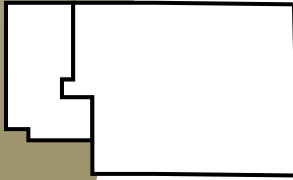


# Pikes Peak Region

## Job Vacancy Survey October 2002

<p>...necessary. advancement 2000/Month ...st be able to immediately. Monday Only 65-5709</p> <p><b>CUSTOMER SERVICE COORDINATOR</b> Manufacturing firm ...sitive person w/ex- communication &amp; skills. Responsible ...rassing customer needs &amp; coordinat- ...ive action w/con- ...to make necessary Must have ability to customer input &amp; ...proper corrective Must possess apti- ...trea of simple me- ...as well ...oriented, ...in per</p>	<p>Fax: (912) 260-7400 Eg. M/F/D/V</p> <p><b>Kaharishi Ayurveda</b></p> <p><b>CUSTOMER SERVICE</b> SOS Staffing is current- ly filling several DATA ENTRY positions. Ideal candidates will have strong customer service ... Pick your own... be- ...tween 8am-10am. Full time only \$9.00/hr. Fax resume to 599-5418 or call NIK... for more info</p>	<p>...benefits. Apply or send resumes to: Centura Home Care Attn: Human Resources 7015 Tall Oak Drive Colorado Springs, CO 80919 fax 719-272-7521 or email: jeanroblesky@ centura.org</p> <p><b>DENTAL ASSISTANT</b> Four people love working for Dr. Jo Schoppe. The Rea- sons? Be the first best qual- ified person and find out for yourself. Fax Resume to: 719-265-6201</p> <p>Dental Assistant Needed P/T with possible fu- ture FT. Flexible hours. Academy &amp; Austin Bluffs. Fax resume to 599-0591 or call 648-3790.</p> <p><b>DENTAL - Clinical Coord</b> Needed for busy progres- sive practice 5yrs exp req'd 630-8669 WSI</p> <p><b>DENTAL -</b> Full-time Dental Assistant for High Quality, Low Volume, Comprehensive Health-O- riented Dental Practice. Great Benefits and Pay! Please Fax resume to 719-535-0323.</p>	<p>A DEDICATED carrier, serv- ing a DEDICATED Custom- er, has work Available for DEDICATED Drivers. Our drivers are on 24 to 72 hour runs. Average \$40,000 to \$45,000 their first year, and have 2 days off a week. We Offer mileage and stop pay, assigned conventional trac- tors, full benefits and pro- vide paid vacations. Drivers must have 2 years, T/T experience and an excellent work &amp; driving record. If this is the position you have been searching for, call us now! TOLL FREE-888-637-2211 LOCAL-719-382-4745 EOE</p> <p><b>DRIVERS LOCAL &amp; OTR DRIVERS</b> NEEDED. Min. 2 yrs. experience, Class A, Clean MVR. OTR - Out 4-5 days. Good benefits, pd vacations, Safety Bonus Program. Call 391-2946</p> <p><b>DRIVERS NEEDED</b></p>	<p>...car of patients with d- abetes and dyslipidem must have valid and c- rent RD license. Ce- fied Diabetes Educa- (CDE) preferred. Please mail or fax a sume or apply in pers Colorado Springs Heal- Partners, P.C. Hum Resources, 1259 La Plaza Dr. Suite 270, Co Sprgs., CO 80906. F (719) 538-2999 Job Lit (719) 538-2956 www.cshp.net EOE</p> <p><b>CSHP</b></p> <p><b>IMMEDIATE OPENING GREY LINE TOURS</b> MOTORCOACH Operat Full and part time emp ment. CDL License w/ endorsement. Must k standard transmission, cellent pay with bene health insurance, 401K tips Call Jonie 633-1181</p> <p>Program administrator Local soccer club is see- full time person w/ ex- ence in program man</p>
---	---	---	--	---





# Pikes Peak Region Job Vacancy Survey

*Conducted  
August 1–21, 2002*

**State of Colorado**

Bill Owens, *Governor*

**Colorado Department of Labor & Employment**

Vickie Armstrong, *Executive Director*

Jeffrey M. Wells, *Deputy Executive Director*

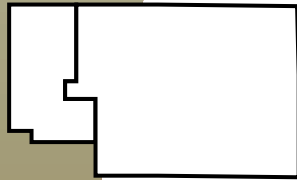
Funding Provided in Part by  
The Colorado Workforce Development Council

October 2002



*Workforce Research & Analysis*  
**Labor Market Information**  
**Two Park Central, Suite 300**  
**1515 Arapahoe Street**  
**Denver, CO 80202-2117**

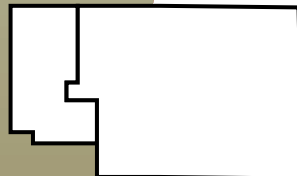
**(303) 318-8890**  
Email: [Imi@state.co.us](mailto:Imi@state.co.us)  
[www.coworkforce.com/Imi/wra/home.htm](http://www.coworkforce.com/Imi/wra/home.htm)



# Contents

Introduction .....	1
How to Use This Report .....	2
<i>Employers</i> .....	2
<i>Job Seekers</i> .....	3
<i>Workforce Centers</i> .....	3
<i>Economic Developers</i> .....	3
<i>Caveats</i> .....	4
Executive Summary .....	5
Pikes Peak Region .....	6
<i>The Job Vacancy Survey Sample</i> .....	9
<i>Data Collection</i> .....	10
Vacancies:	
<i>Industry, Size and Status</i> .....	11
<i>Education and Experience Requirements</i> .....	15
<i>Difficulty to Fill</i> .....	19
<i>Additional Compensation</i>	
<i>Medical Insurance</i> .....	22
<i>Sign-On Bonus</i> .....	23
Occupations .....	24
Methodology .....	37
<i>Computer Assisted Telephone Interview</i> .....	37
<i>Survey Sample Methodology</i> .....	38
<i>Data Editing</i> .....	38
<i>Occupational Coding</i> .....	38
<i>Wage Conversion</i> .....	38
Definitions .....	39

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.

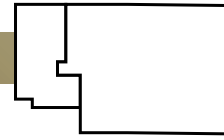


## List of Figures

1. Population by County .....	6
2. Unemployment Rates for August 2002 .....	6
3. Pikes Peak Region Employers & Employees, 3rd Quarter, 2001 .....	7
4. Employment & Labor Force Trends for the Pikes Peak Region .....	8
5. Estimated Vacancies by Industry Group .....	11
6. Average Wages by Industry Group .....	12
7. Estimated Vacancies by Size Class .....	13
8. Average Wages by Size Class .....	13
9. Vacancies by Status .....	14
10. Average Wages by Status .....	14
11. Proportion of Vacancies by Education .....	15
12. Average Wages by Education .....	16
13. Vacancies by Experience .....	17
14. Average Wages by Experience .....	17
15. Vacancies by Difficulty to Fill .....	19
16. Average Wages by Difficulty to Fill .....	20
17. Vacancies by Time Open for Hire .....	21
18. Average Wages by Time Open for Hire .....	21
19. Employer's Contribution to Medical Insurance .....	22
20. Average Wages by Medical Insurance .....	22
21. Sign-On Bonus .....	23
22. Proportion of Actual Vacancies by Major Occupational Group .....	24
23. Average Wages by Major Occupational Group .....	25

## List of Tables

1. Industry Categories .....	9
2. Experience Requirements by Educational Level .....	18
3. Job Vacancy Survey Occupations with OES Wages .....	27



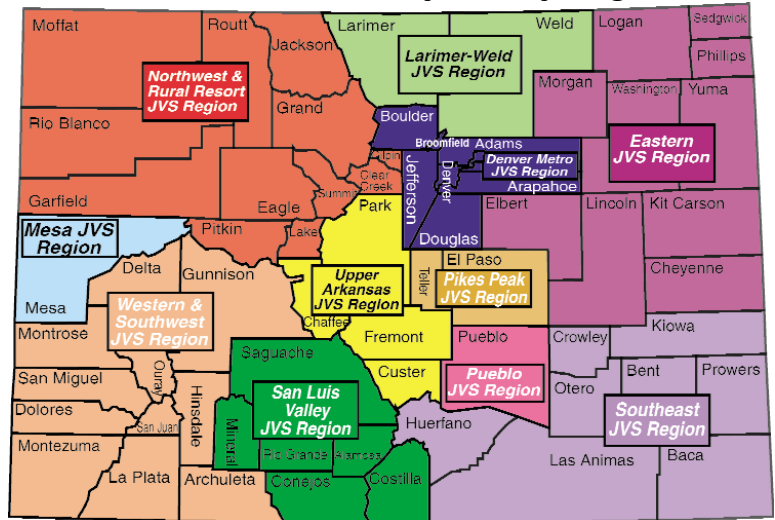
# Introduction

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

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

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

**Colorado Job Vacancy Survey Regions**



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

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

**This publication is a product of the Colorado Department of Labor and Employment's Labor Market Information Section, Alexandra E. Hall-Director. This report was prepared by LMI's office of Workforce Research and Analysis. Members of this unit are:**

- Senior Economist:** Wande Reweta, Ph.D.
- Economists:** Yasir Ahmed  
Sonya Guram  
Steven Krichbaum  
Paul Paez  
Michael Patton  
Leora Starr
- Statistical Analyst:** Joseph Winter
- Program Assistant:** Dionne M. Frey
- Graphic Artists:** Martha Cooper  
Vicki Netherland

**Analyst for this region:** Leora Starr

Material in this publication is in the public domain and, with appropriate credit, may be reproduced without permission. Please reference: *Colorado Department of Labor and Employment, Labor Market Information, Workforce Research and Analysis.*

This report is published semi-annually. Comments, suggestions, and questions regarding content and format are welcome and may be addressed to:

Workforce Research & Analysis  
Labor Market Information  
Colorado Department of Labor & Employment  
Two Park Central, Suite 300  
1515 Arapahoe Street  
Denver, CO 80202-2117

Email: [imi@state.co.us](mailto:imi@state.co.us) (303) 318-8890

[www.coworkforce.com/lmi/wra/home.htm](http://www.coworkforce.com/lmi/wra/home.htm)

## 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, it might indicate a shortage of applicants in the area. Therefore, recruitment efforts could be focused outside of the region in areas where the necessary skills are more likely to be found.

#### ◆ *Employee Training*—

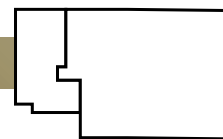
A firm may also choose to increase investment in training for their current employees instead of expanding recruitment efforts.

#### ◆ *Compensation and Benefits Planning*—

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

#### ◆ *New Site Selection*—

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



## *Job Seekers*

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

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

## *Workforce Centers*

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

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

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

While this report is a picture of the area's current employment needs and historical seasonal patterns, other Labor Market Information products provide projections of occupational growth and anticipated openings ([www.coworkforce.com/lmi/oeo/oeo.htm](http://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 summer Pikes Peak Job Vacancy Survey was conducted from August 1st through 21st, 2002. The goal of the survey is to provide current information on the demand for workers so that employers, job seekers, economic developers, educators and workforce centers can make informed decisions in the Pikes Peak region.

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 41% of the region's employment responded to the survey. Out of these, 63 are large employers (250 or more employees), 76 are government employers, and 1,914 are from the small to mid-size category (5 to 249 employees). The survey had an effective response rate of 81% and a cooperation rate of 99%.

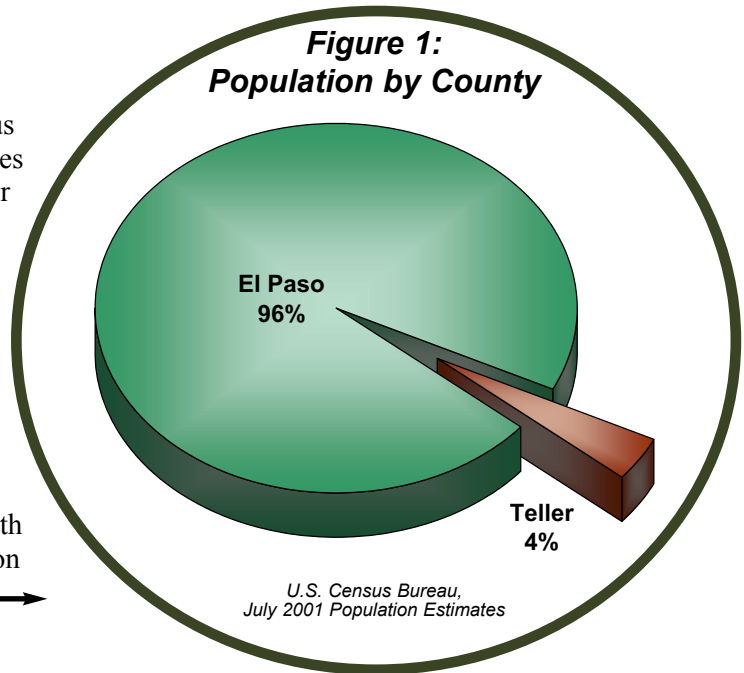
The major findings of the survey are as follows:

- ◆ It is estimated that a total of 3,400 jobs were open for hire in the Pikes Peak Region during the survey period compared with 6,500 one year ago.
- ◆ Thirteen percent of the employers responding to the survey report having at least one vacancy. This is the same proportion as last summer's report.
- ◆ Forty-seven percent of the estimated vacancies are in Services and an additional 24% are in Retail Trade.
- ◆ Only 7% of the region's vacancies are in Government agencies. Fifty percent of the estimated vacancies are in small to mid-size firms and 43% are in large firms.
- ◆ Ninety-five percent of the reported job vacancies are permanent positions, about the same as last year.
- ◆ Eighty-nine percent of the vacancies are full-time positions, up from 84% last year.
- ◆ The overall average wage for all vacancies is \$12.70 per hour. Last year's overall average wage was \$11.60 per hour. Vacancy wage fluctuations are not necessarily an indicator of change in overall wages.
- ◆ Forty-six percent of all vacancies require postsecondary education while 43% require only high school completion. Both categories are up about 10% from last year.
- ◆ For this survey 24% of all vacancies require a bachelor's degree, while this time last year only 8% required the same.
- ◆ Employers offer to pay at least a portion of the medical insurance premium for 95% of the vacancies, which is about the same as last year.
- ◆ Just over half (53%) of the vacancies are considered as being at least somewhat difficult to fill, while this time last year just under half (45%) were considered at least somewhat difficult to fill.

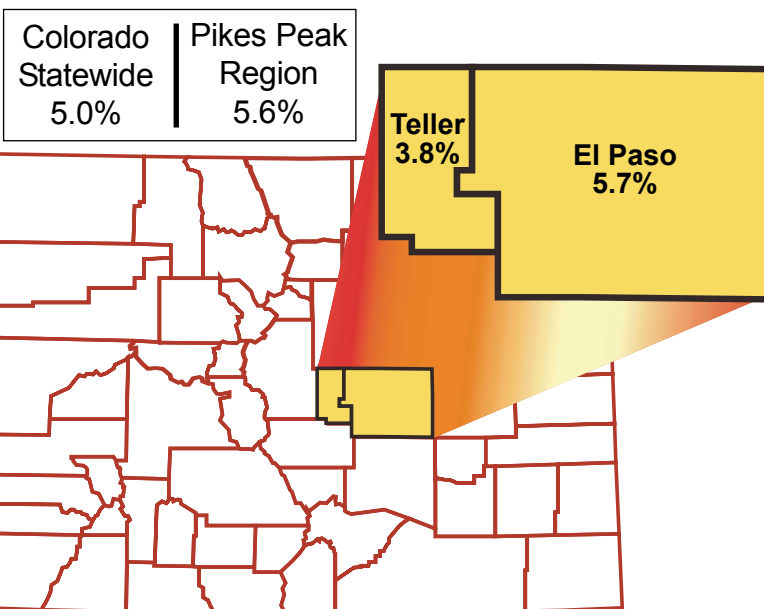
# Pikes Peak Region

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% from 1990 to 2000, about the same as Colorado as a whole. Although Teller County includes only 4% of the region's population, the county experienced a population increase of 64%, more than twice that of El Paso County or the state. According to the 2001 Population Estimates from the state demographer, estimates show that while both counties have experienced annual growth at about 4%, they still represent the same population proportions as last year.

**Figure 1: Population by County**



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



Source: CDLE, August 2002

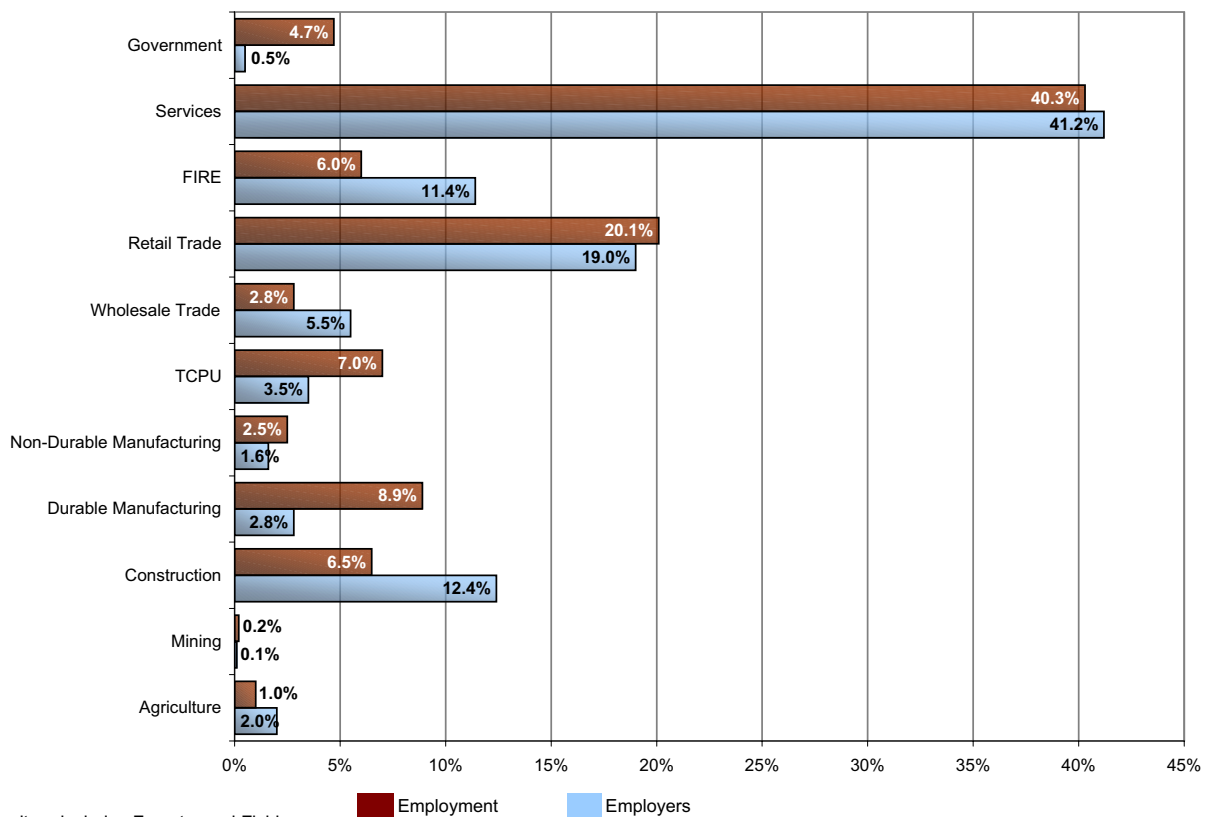
The Pikes Peak Region employed over 273,000 individuals from a labor force pool of 290,000 people in August 2002, according to Colorado's Labor Market Information, Local Area Unemployment Statistics. Similar to the population proportion, El Paso County has 95% of the area's employment. In the period between August 2001 and August 2002, the labor force in the Pikes Peak Region increased 2.8% while employment increased only 1.9%, resulting in an unemployment rate of 5.6% for August 2002 (Figure 2).

Over the last year, El Paso County's unemployment rate increased from 4.7% to 5.7% and Teller County's increased from 2.6% to 3.8%. Overall, while increases in unemployment have occurred, they have been slower than Colorado's unemployment rate increases.

Figure 3 shows the employment distribution for each of the major industry divisions according to Colorado Employment and Wages (ES-202) during the third 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 20%. The Construction and Finance, Insurance, and Real Estate divisions each have close to 12% of all firms in the area and each employs approximately 6% of the region's workers. Employment shares of other industries range from 9% in Durable Manufacturing to less than 1% in Mining.

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. The Manufacturing and Government sectors, however, show high employment periods in the 4th quarters and low in the 2nd quarters. The impact of seasonal change is most notable in the Services and Retail Trade industries due to the sizes of these industries, but this seasonal influence is apparent in most other industries as well. With the exception of Mining, all industries have experienced overall increasing employment over the last six years. Mining has shown increases in employment since the beginning of 1991, most likely due to recent energy issues that may have helped motivate decision-makers in the region to increase production in this industry.

**Figure 3: Pikes Peak Region Employers & Employees, 3rd Quarter, 2001**



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

Source: Colorado Employment and Wages (ES-202)

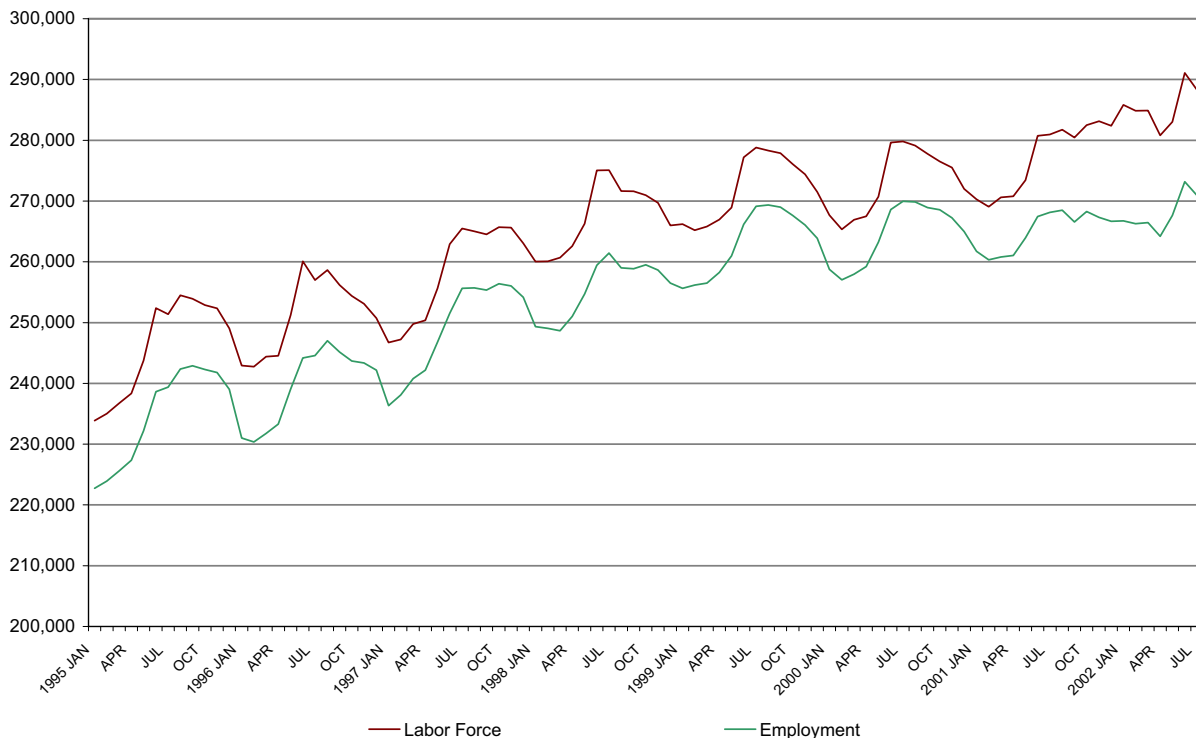
Pikes Peak Region Job Vacancy Surveys are conducted semi-annually in the winter and summer months. The timing of the survey was developed with the intent of measuring demand for labor at intervals that provide the most useful information.

Historically, the level of employment in the Pikes Peak Region peaks around the month of August. The labor force follows a similar pattern over time, with the total number of available workers consistently outnumbering those with jobs (*Figure 4*). Unemployment rates have increased over the last year, following the state and national trends, 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.

While seasonal changes have been apparent for years, changes in the employment and labor force have been notable over the past year. Total employed decreased more than usual since mid-2001, reflecting the effects of a slowing economy in addition to the normal seasonal decline. Yet, rather than following seasonal trends, the total labor force continued to increase as individuals remained in or reentered the labor market. This allowed the actual number of unemployed individuals to climb over the last half of 2001 and into 2002, as seen by the widening gap between the two series.

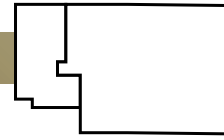
**Figure 4: Employment & Labor Force Trends for the Pikes Peak Region**



Source: CDLE, Local Area Unemployment Statistics

Since this Job Vacancy Survey is conducted during the summer, its 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 qualified 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 seasonal 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. For the winter scenario, the decision-makers in the area may focus on training programs designed to fulfill the area’s needs within specific occupations, for example, those in healthcare. In addition to a labor shortage in a particular occupation, an overall shortage may exist so that decision-makers may consider importing labor in order to satisfy labor needs.

### The Job Vacancy Survey Sample

The summer 2002 Pikes Peak JVS was conducted from August 1st through 21st, 2002. For the purpose of this report, all known private and public employers with at least five employees are referred to as the sample universe. The survey separates employers into either government or private industry groups. Private firms are grouped by employment level into either large or small to mid-size categories. Attempts are made to contact every large employer and government agency in the region.

The response rate for the survey is 81% and the cooperation rate is 99%. The response rate measures how successful the survey is at contacting eligible employers. The cooperation rate measures how willing employers are to participate in the survey once they are contacted.

Government makes up 24% of the employment in the sample universe while private employers comprise 76%.

Private employers with at least 250 employees are referred to as large employers. They account for 40% of the sample universe employment. Private firms employing 5 to 249 employees are considered small to mid-size employers and account for 36% of the sample universe 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. Over the survey period, a total of 2,053 employers, approximately 28% of the Pikes Peak Region employers in the sample universe, responded to the survey. Out of these, 63 were large employers, 76 were government establishments, and 1,914 were small to mid-size employers.

**Table 1: Industry Categories**

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

## 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.

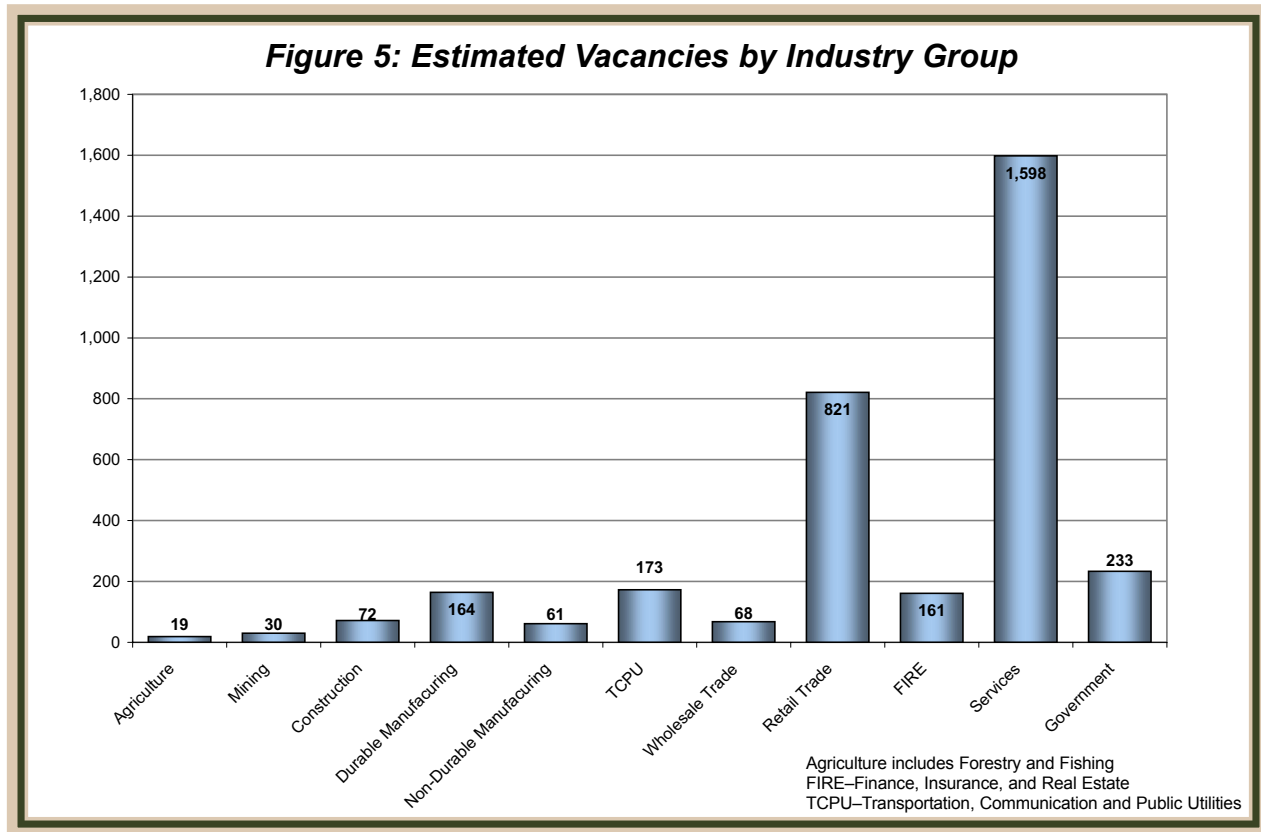
Professional interviewers, trained in economic data collection processes, gather the information from a call center located in the Colorado Department of Labor and Employment. This interview process results in increased control over the survey process, better accuracy, and dependable results.

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 these positions. These data are collected in addition to the minimum and maximum wages in order to describe more fully the compensation offered.

The survey 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 3,400 vacancies were open for immediate hire in firms with at least five employees in the Pikes Peak Region. The overall sample survey employment is estimated at 99,634 resulting in an estimated vacancy rate of 1.6%.

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. Until further comparisons in vacancy rates are available, current reports state vacancy rates as a matter of fact rather than as a means of interpretation.

Services, with a vacancy rate of 2.7%, and Retail Trade, with a vacancy rate of 1.7%, account for nearly

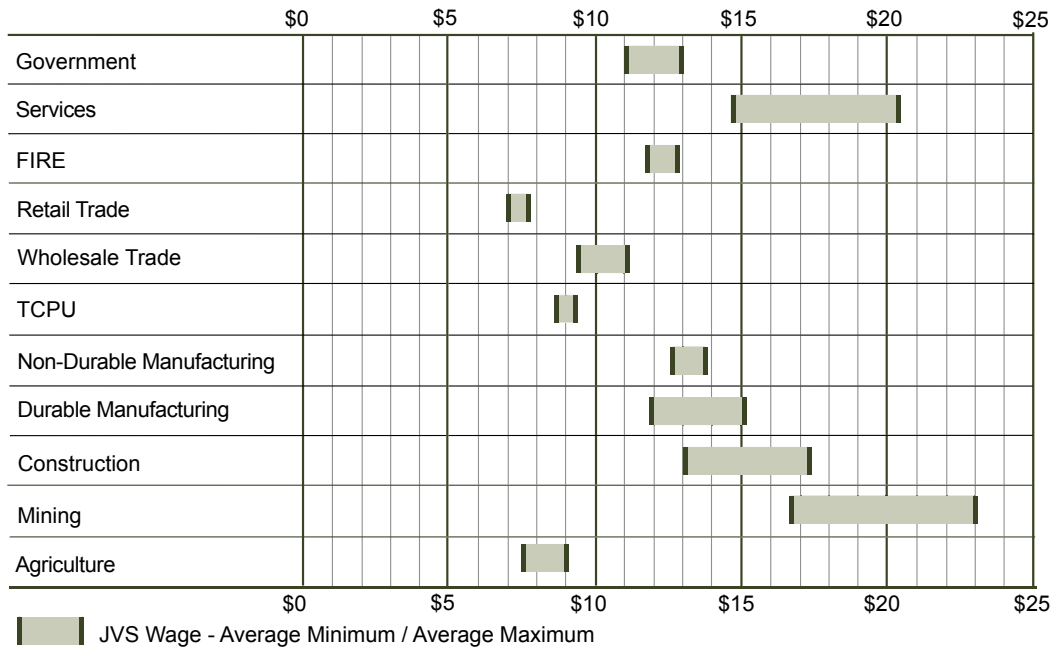
three-fourths of the estimated vacancies found in the Pikes Peak Region (*Figure 5*). These industry divisions also account for most of the area's total employment. They have experienced both growing and changing market conditions due to population growth and increasing technology. The most common occupations with vacancies in the Services division include registered nurses, physical and occupational therapists, restaurant cooks, food and beverage servers, and housekeepers. Twenty-seven percent of vacancies within the Services division are healthcare positions, ranging from nurses aides to physicians. In the summer of 2001, health care positions represented 46% of the open jobs in the Services division. The most common occupations with vacancies in the Retail Trade sector are cashiers and sales representatives.

Thirteen percent of all employers surveyed reported having at least one vacancy. This is the same proportion as last summer's report. Yet, compared to the summer 2001 report, vacancies dropped by over half in most industries, indicating that while employers are

still hiring, they are hiring in smaller numbers. In absolute terms, the Services sector has approximately 1,500 fewer positions this year and the Retail Trade sector has about 1,100 fewer jobs. Industries showing an increase in job vacancies include Government and

Mining, where opportunities have doubled though the numbers in Mining are low at this time. A slight increase in vacancies is also seen in the Durable Manufacturing sector.

**Figure 6: Average Wages by Industry Group**



Since wages offered vary according to the individual applicant’s education and 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 \$12.70 per hour while last year’s summer survey showed an average wage of \$11.60, though this does not imply that the overall wage level has increased.

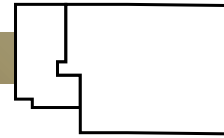
This is not an indication that wages paid in general to Pikes Peak area employees have increased or, necessarily, that wages offered to fill vacant positions in the Pikes Peak region have increased. These averages are based only on wage data supplied by employers during the survey and related to vacancies, not filled positions.

In this survey wage information accompanied 80% of all reported vacancies. The type of occupation, the skills and knowledge required to fill the vacancy, and the philosophy of the employer offering the position generally affect wages. Differences in these characteristics

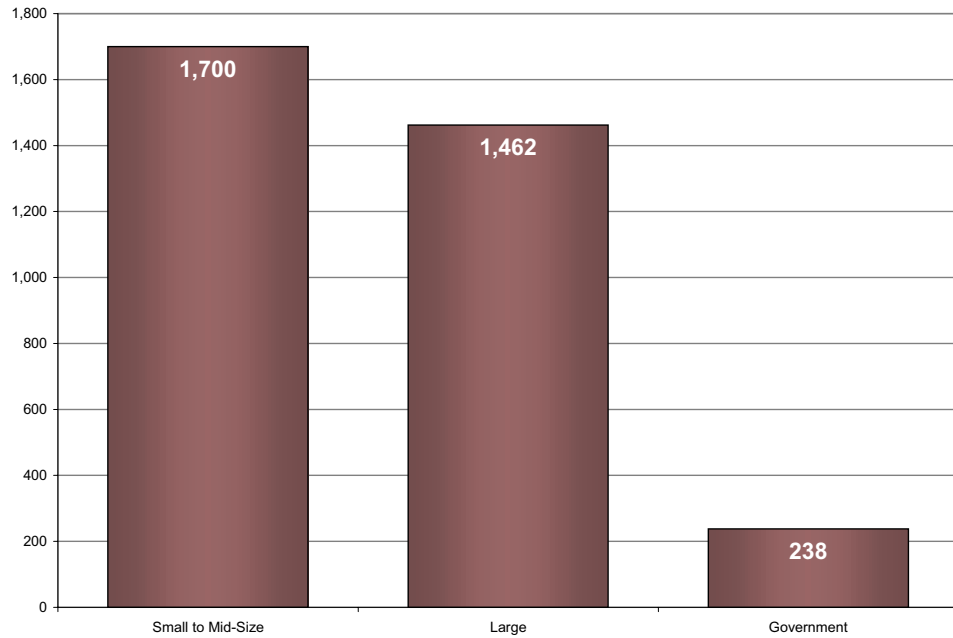
between vacancies found in this survey and previous ones will influence the average wages reported here.

The highest wages for this survey are offered in the Mining, Services, Construction, and Manufacturing industries, with average wages per industry well above the overall average wage for the region. The highest wages, those found in the Mining industry, are mostly for mining maintenance positions and electricians specializing in mining; positions that require experience in the field in addition to at least two years of technical education. Highest wages in Services are offered to positions in management, engineering and computer specialization as well as to registered nurses and occupational therapists, all requiring at least a bachelor’s degree and experience in the occupation. In Construction, experienced plumbers and electricians with Vocational training/certification are offered the highest wages and in Manufacturing, experienced senior engineers and managers with bachelor’s degrees are offered higher wages.





**Figure 7: Estimated Vacancies by Size Class**

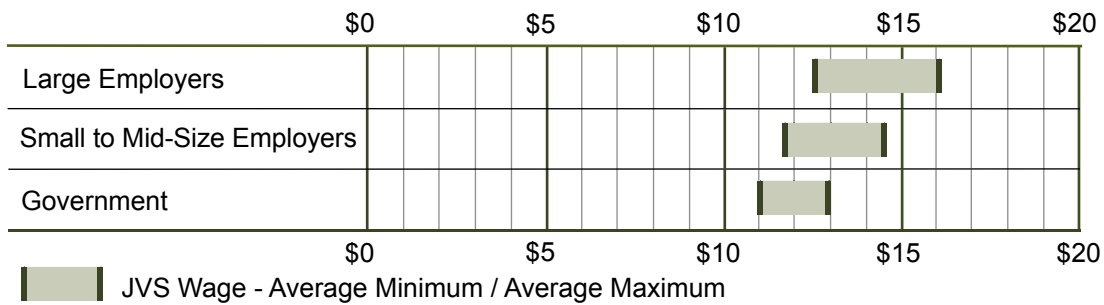


Small to mid-size firms account for 50% of the total estimated vacancies while large firms have 43% (Figure 7). Government agencies offer only a very small portion of estimated vacancies. Nearly 20% of the positions available in Government are for primary and secondary school teachers.

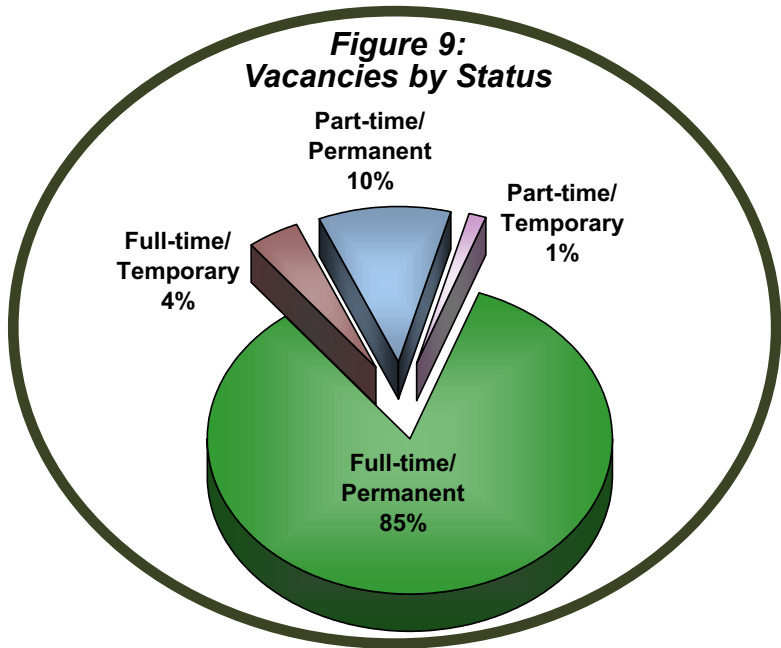
As with last summer’s survey, the highest wages offered are found in large companies. The average wages offered for small to mid-size firms is higher than last year; this increase could be due to the variety of those surveyed in addition to the nature of the positions. In Government agencies, the highest wages offered are for positions available as executive directors

and highly specialized transportation workers. The lowest wages offered in Government are for general recreation workers and general sales clerks. While both large and small to mid-size firms contain vacancies with diverse occupations, larger firms offer wages slightly higher than the area’s overall average (Figure 8).

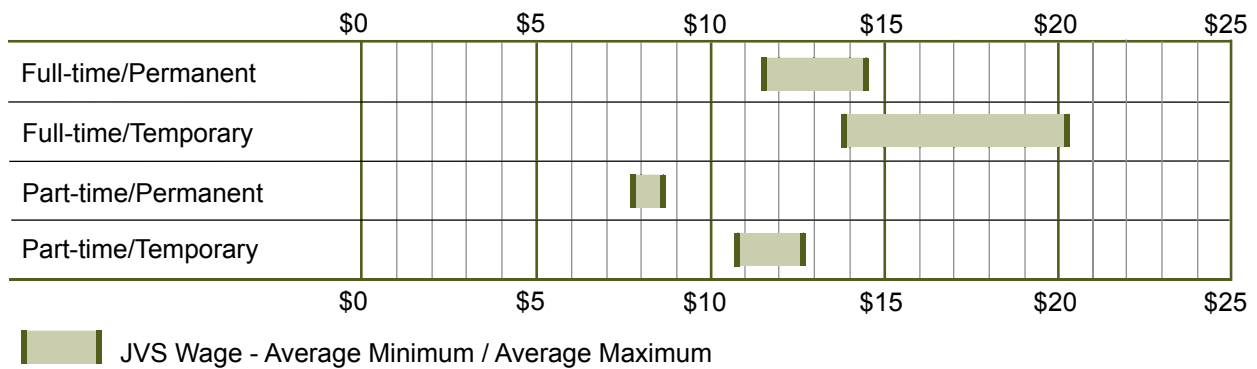
**Figure 8: Average Wages by Size Class**



Like last summer's survey, this survey shows that 85% of the reported vacancies are full-time permanent positions (*Figure 9*). In fact, the Pikes Peak Region shows consistency in this proportion over summer and winter surveys. Ten percent of the vacancies are for part-time permanent openings and the remaining 5% are temporary positions.



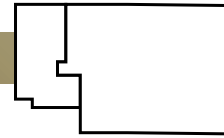
**Figure 10: Average Wages by Status**



Full-time permanent positions usually set the overall average wage for an area. In this case, the pay range for full-time positions centers on the area's average of \$12.70 per hour. In addition, full-time permanent positions usually pay more than part-time and temporary positions. However, results of this survey show that the highest 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 pharmacists, occupational and physical therapists, other highly specialized nurses, social workers, and security agents. For these positions, employers paying the highest wages prefer applicants with at least a bachelor's degree and related work experience.



## Vacancies: Education and Experience Requirements

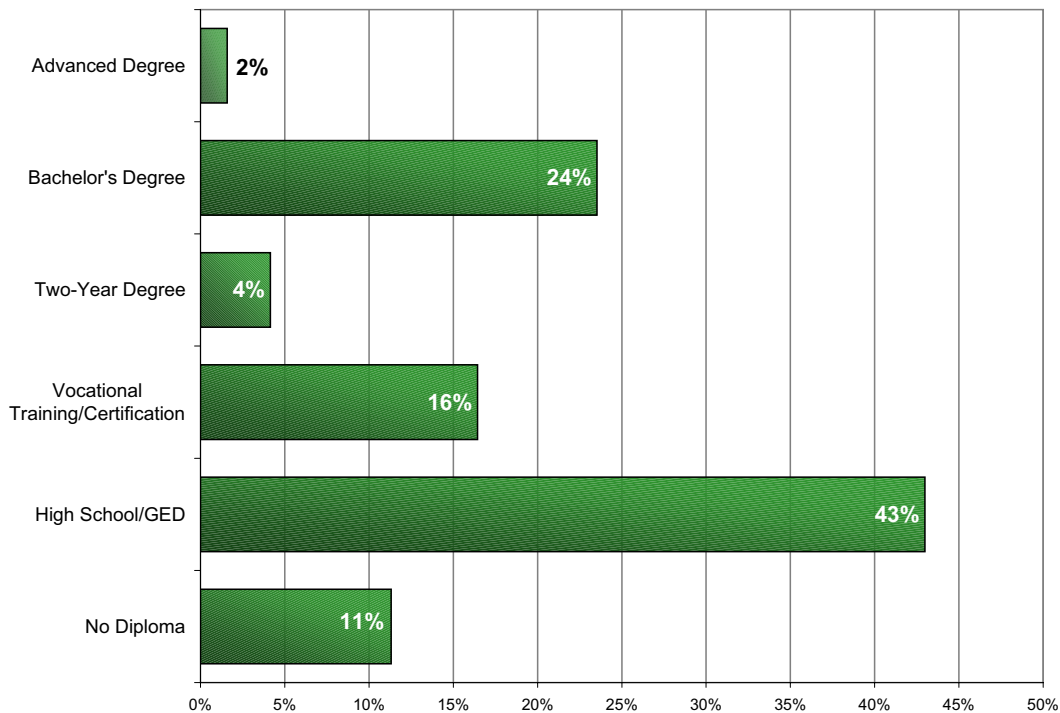
Employers were asked what level of education is required of an applicant in order to be considered for a particular vacancy. For this survey, slightly fewer than half of the open positions reported by employers in the Pikes Peak Region require post-secondary education. Twenty-four percent of all vacancies require a bachelor's degree compared to only 8% a year ago. Positions requiring a bachelor's degree include executive directors, engineers, logisticians, analysts, teachers, and most of the vacancies in the healthcare industry.

Electricians, plumbers, court clerks, cosmetologists, secondary school coaches, and many nursing occupations are among the 20% of vacancies requiring vocational training, certification, or other similar two-year degree. Last year at this time, survey results showed that approximately 25% of all vacancies required this level of education. The current decrease of vacancies requiring two years of education in addition to the

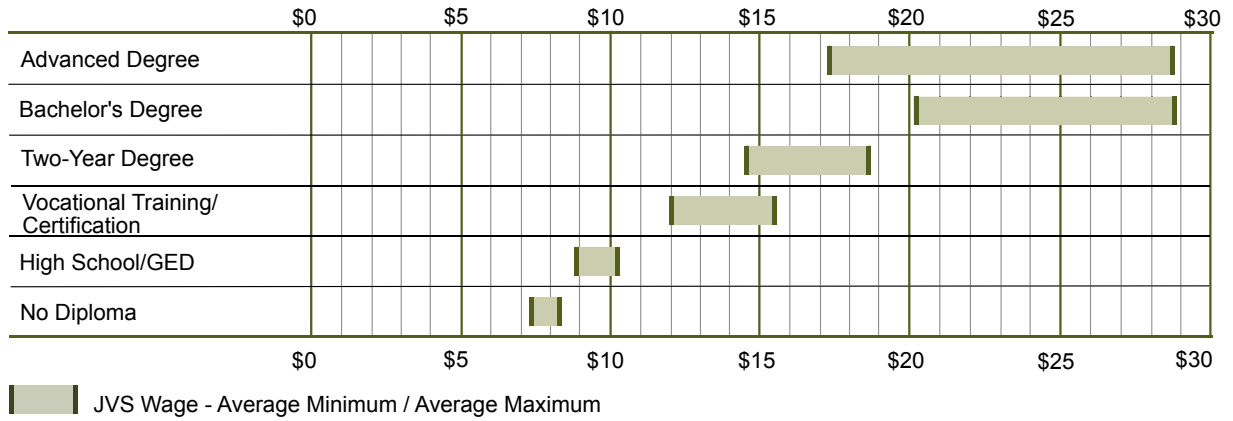
increase in vacancies requiring a bachelor's could stem from the nature of the positions available. In addition, the higher number of educated workers now readily available in the area could allow employers to demand higher levels of education that they were previously willing to waive.

There are many opportunities for those with no postsecondary education, with the survey showing 43% of all vacancies require only high school completion and 11% not requiring completion at all. Last summer's survey showed that 34% of all vacancies required a high school diploma or GED and 30% of all vacancies did not require high school completion. These are positions as general assistants in offices, education and healthcare, as well as market researchers, production workers, cooks, food servers, custodians, and similar jobs. Workers are more likely to make use of on-the-job training for advancement in job status or for better positions within a company.

**Figure 11: Proportion of Vacancies by Education**



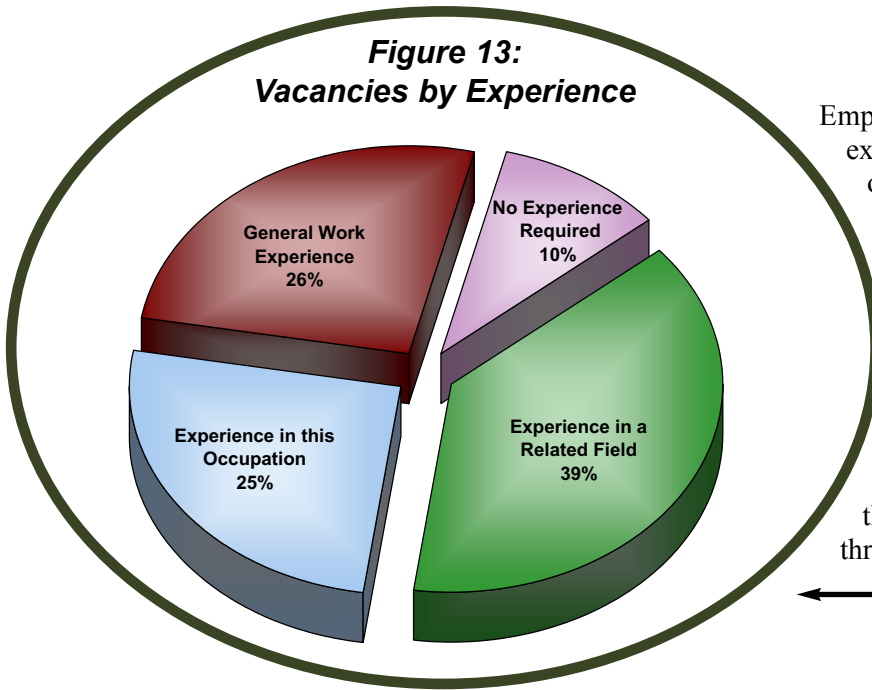
**Figure 12: Average Wages by Education**



On average, employers pay higher wages when requiring higher levels of education (*Figure 12*). Job vacancies requiring a bachelor’s degree offer wages more than twice as high as those requiring a high school diploma. Almost all vacancies requiring postsecondary education offer wages above the overall

average of \$12.70 while all vacancies with no educational restrictions offer wages below. Most positions requiring postsecondary education also require a minimum of related work experience. Pay scales according to educational levels are similar to those of last summer’s survey.

**Figure 13:  
Vacancies by Experience**

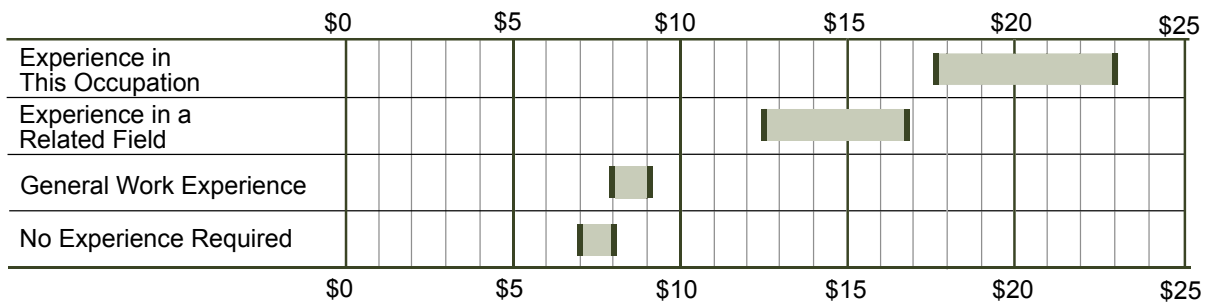


Employers require the applicant to have experience in a related field or in the occupation for 64% of all job vacancies. In this survey, only 10% of the reported job openings require no prior experience (Figure 13), while last year at this time 35% of all vacancies did not require experience. On average, positions that require experience in the occupation or in a related field are those that offer greater variation in wages. For this survey, these occupations are spread throughout all industries.

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, are offered with an average minimum wage of \$12.50 per hour to start. Vacancies requiring experience in the occupation are offered with an average minimum of \$17.70. Both of the above average minimum wages offered are

similar to wages offered last year for the same experience requirements. Employers pay the least for applicants with no experience (Figure 14). Although these are pay ranges above the minimum wage, they are also well below the average for the Pikes Peak Region. In general, firms offer experienced candidates better compensation packages, in part because experience usually increases worker productivity.

**Figure 14: Average Wages by Experience**



■ JVS Wage - Average Minimum / Average Maximum

Results from the survey indicate 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, with the exception of vacancies requiring an advanced degree, reported vacancies requiring any postsecondary education also require experience in a related field or experience in the occupation, with only slightly more preference to those with experience in a related field. Furthermore, vacancies that do not require postsecondary education also require lesser levels of work experience.

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. For this survey, these vacancies are for senior engineers, college professors, senior level nurses, and highly specialized medical practitioners. In the Pikes Peak Region, most employers are expecting new hires to have some level of experience regardless of educational requirements for the position.

**Table 2: Experience Requirements by Educational Level**

	No Experience	General Work Experience	Experience in a Related Field	Experience in This Occupation
<b>No Diploma</b>	<b>63%</b>	<b>20%</b>	<b>15%</b>	<b>2%</b>
<b>High School Diploma/GED</b>	<b>6%</b>	<b>25%</b>	<b>34%</b>	<b>8%</b>
<b>Vocational Training/Certification</b>	<b>2%</b>	<b>11%</b>	<b>44%</b>	<b>43%</b>
<b>Two-Year Degree</b>	<b>0%</b>	<b>2%</b>	<b>58%</b>	<b>40%</b>
<b>Bachelor's Degree</b>	<b>0%</b>	<b>0%</b>	<b>51%</b>	<b>49%</b>
<b>Advanced Degree</b>	<b>0%</b>	<b>0%</b>	<b>20%</b>	<b>80%</b>

Note: Percentages based on each educational category.

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 slowdown 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

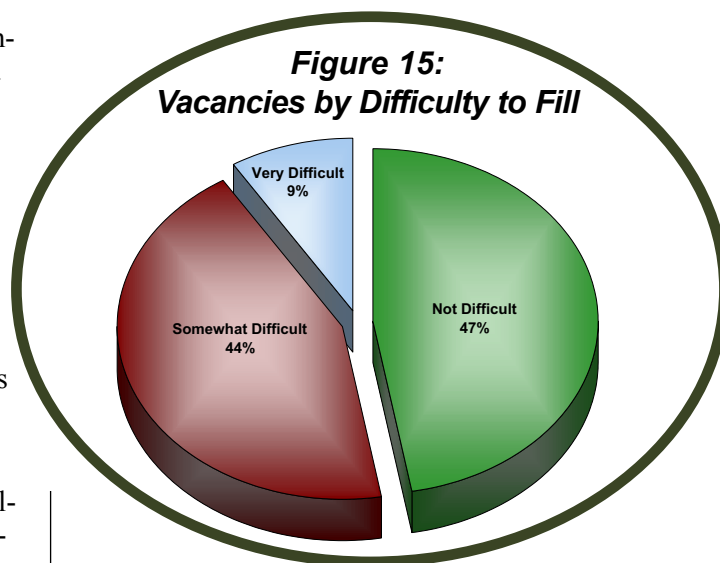
To measure the level of difficulty in filling vacancies, employers are asked about their perceived level of difficulty in filling vacancies and the length of time those positions are open. If a large proportion of vacancies in a region are difficult to fill, it may signal one or more of the following:

- Too few specifically skilled workers to satisfy the labor demand
- A need for alternate employer recruitment efforts
- A mismatch between jobs offered by employers and work desired by job seekers
- Unattractive compensation

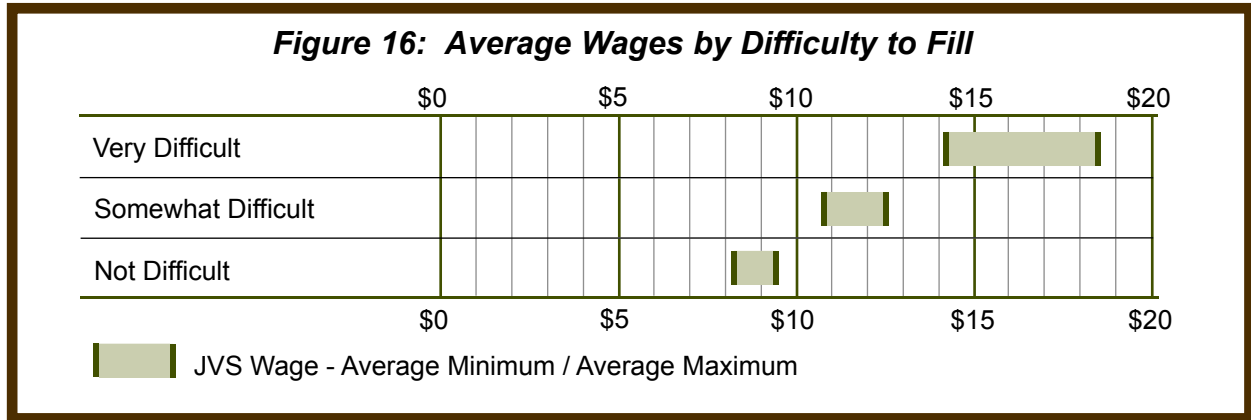
Employers are having a little more difficulty in filling vacancies in this survey as compared to last summer's survey results. Nearly the same proportion of vacancies (9%) is considered to be very difficult to fill. However, this year 47% of the vacancies are considered to be not difficult to fill when in last year's survey, 55% of the vacancies were not difficult to fill (*Figure 15*). Likewise, last year 35% of all vacancies were considered to be somewhat difficult to fill while in this survey, that increased to 44%.

Many times vacancies considered to be difficult to fill are occupations where the region is considered to have a shortage of trained individuals. Recently,

**Figure 15:**  
**Vacancies by Difficulty to Fill**



skilled nurses have been the focus of attention due to a noticeable shortage in many regions across the state. However, for this survey only a very small percentage of difficult-to-fill vacancies are in nursing occupations. Difficult-to-fill positions can be found among higher paid positions such as senior level engineers and top executives as well as among positions ranging down to lower paid production workers, fabricators (with little or no formal education) and a variety of craft occupations associated with vocational training/certification levels of education.



Positions considered not difficult to fill offer lower wages, as would be expected, and positions employers report as difficult to fill offer higher wages. Vacancies considered somewhat difficult to fill offer average wages between \$10.80 and \$12.50 per hour—slightly less than the overall average wage rate for the region (\$12.70 per hour).

Vacancies considered not difficult to fill were found in all industries at various levels of experience, though most were lower-skilled occupations such as cashiers, wait staff, laborers and nursing assistants that are offered starting wages beginning at the minimum wage and increasing up to the region’s average wage offered. Vacancies considered somewhat difficult to

fill include occupations that require a little more education and experience and are offered starting wages as low as the minimum wage and up to some of the region’s top wages for this survey. These are occupations such as office clerks, receptionists, customer service representatives, mechanics, teachers, and engineers.

Positions considered difficult to fill, for this survey, tend toward occupational groups requiring more advanced levels of education and experience in the occupation though a small proportion did include some low skilled, low wage positions. A large proportion of the higher paid vacancies have been open for over 60 days. Average wages for positions considered difficult to fill range from \$14.20 to \$18.50 per hour.



Knowing how long a position has been open helps gauge how subjective 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.

For this survey, 39% of the vacancies are open for less than 30 days while in last summer's survey, nearly 60% of all vacancies were open for the same time period. While a small portion of highly technical vacancies are in this group (for example, various positions in healthcare and engineering), 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 Services and Transportation, Communication and Public Utilities (TCPU) with wage ranges mostly below the overall average, although positions such as nursing assistants and others in healthcare are an issue here as well.

Only 8% of the vacancies are reported as open for 60 days or more. Although this is a small proportion of vacancies, this percentage doubled since last year's

survey. Most of these positions require postsecondary education and nearly half are for nursing positions. One-fourth of all vacancies are always open for hire and include lower skilled positions such as customer service representatives; more skilled such as certified nursing assistants; and highly skilled such as specialized nurses. The number of vacancies that are open 30 to 59 days increased slightly from 20% last year to 28% this year and include a wide variety of occupations in all industries and at all levels of education and experience.

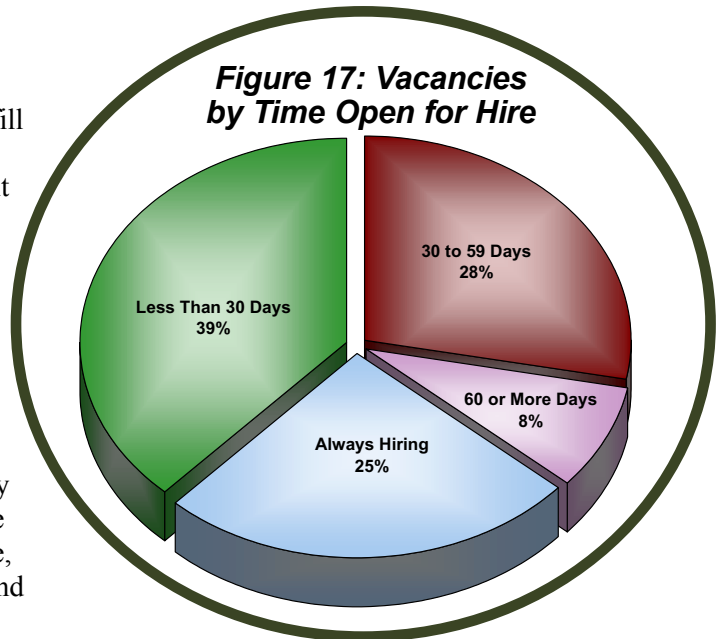
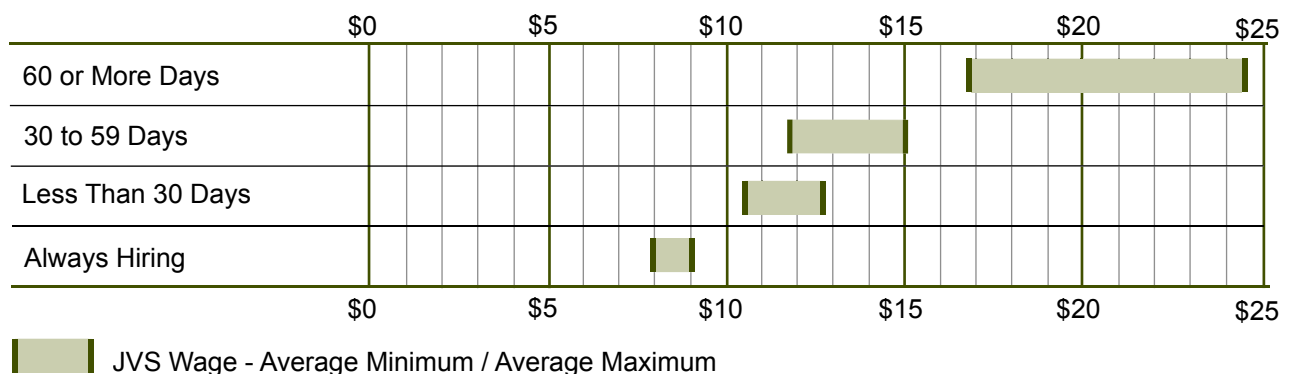


Figure 18: Average Wages by Time Open for Hire



The survey found that positions open for longer periods of time often have a higher associated wage. As higher wages usually accompany occupations that

require specialized skills, it may take an employer longer to recruit and hire a candidate with the desired background.

# Vacancies: Additional Compensation

## Medical Insurance

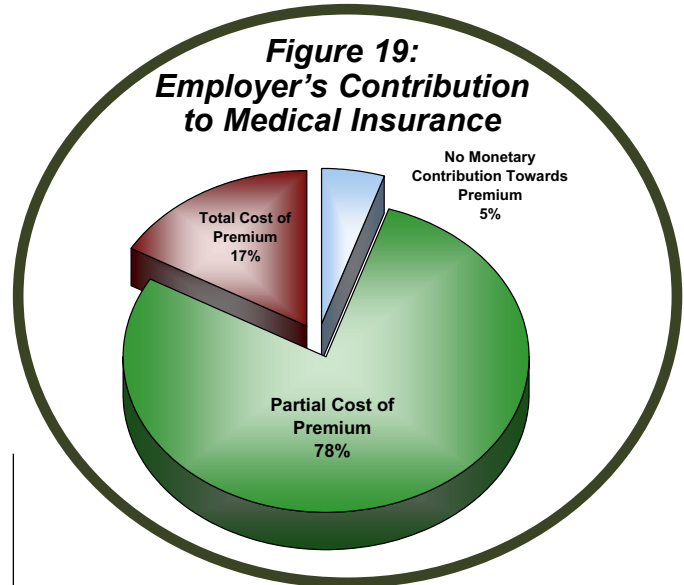
Employers frequently offer compensation related benefits to recruit qualified candidates. These may include paid time off, transportation, or parking vouchers. One important benefit offered to employees is medical insurance through an employer's group plan. Employers may pay all or part of the monthly insurance premium. Eighty-four percent of the vacancies reported by employers include some form of medical insurance benefit.

Seventeen percent of the employers offer to pay the entire premium and 78% offer to pay a portion of the premium.

Of the vacancies associated with no monetary contribution toward the premium, 61% are full-time positions in low skilled positions as cashiers, general laborers, and food servers. The remaining positions are more specialized, for example, occupational therapists; however, these are part-time positions that usually do not offer reimbursement for medical insurance premiums.

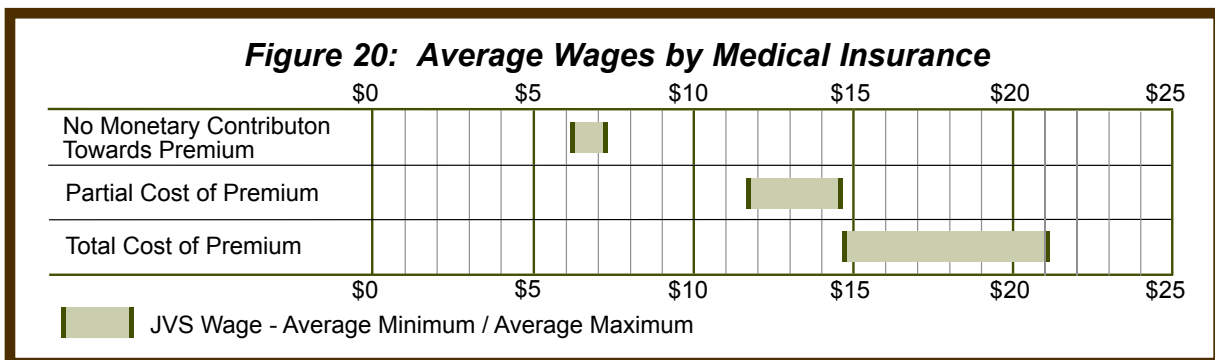
Compared to last year, fewer vacancies include as compensation the total cost of premium. Positions

**Figure 19: Employer's Contribution to Medical Insurance**



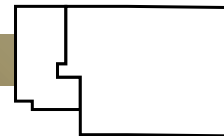
where the employer does offer to pay the entire premium are among many occupations including executive directors, top managers, senior engineers and analysts, safety and security officers, electricians and plumbers, pharmacists, nurses, and nurse's assistants, among others.

**Figure 20: Average Wages by Medical Insurance**



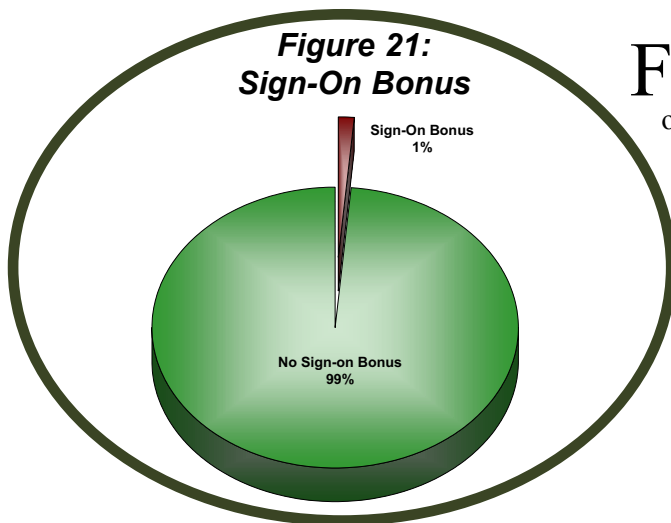
Survey results reveal a positive relationship between wages offered and employers' contributions towards medical insurance premiums (Figure 20). On average, as higher paying jobs require higher levels of education and experience, employers offer better medical insurance packages to attract qualified candidates. Not only has the overall average wage offered increased with this mix of vacancies, medical premium

coverage has also increased compared with last summer's report. For the vacancies associated with premiums paid in part, wages offered are close to the overall average wage offered for this survey, and in many cases the wages are above average. In last year's survey, only vacancies associated with the employer paying the total cost of the premium offered higher than the overall average wage.



## Sign-On Bonus

**Figure 21:  
Sign-On Bonus**



For this survey, sign-on bonuses accompany only 1% of all vacancies. Most employers offer sign-on bonuses to attract qualified candidates during tight employment conditions. So it is expected that with the availability of workers during the cooling economy, there is less incentive to offer bonuses to job seekers.



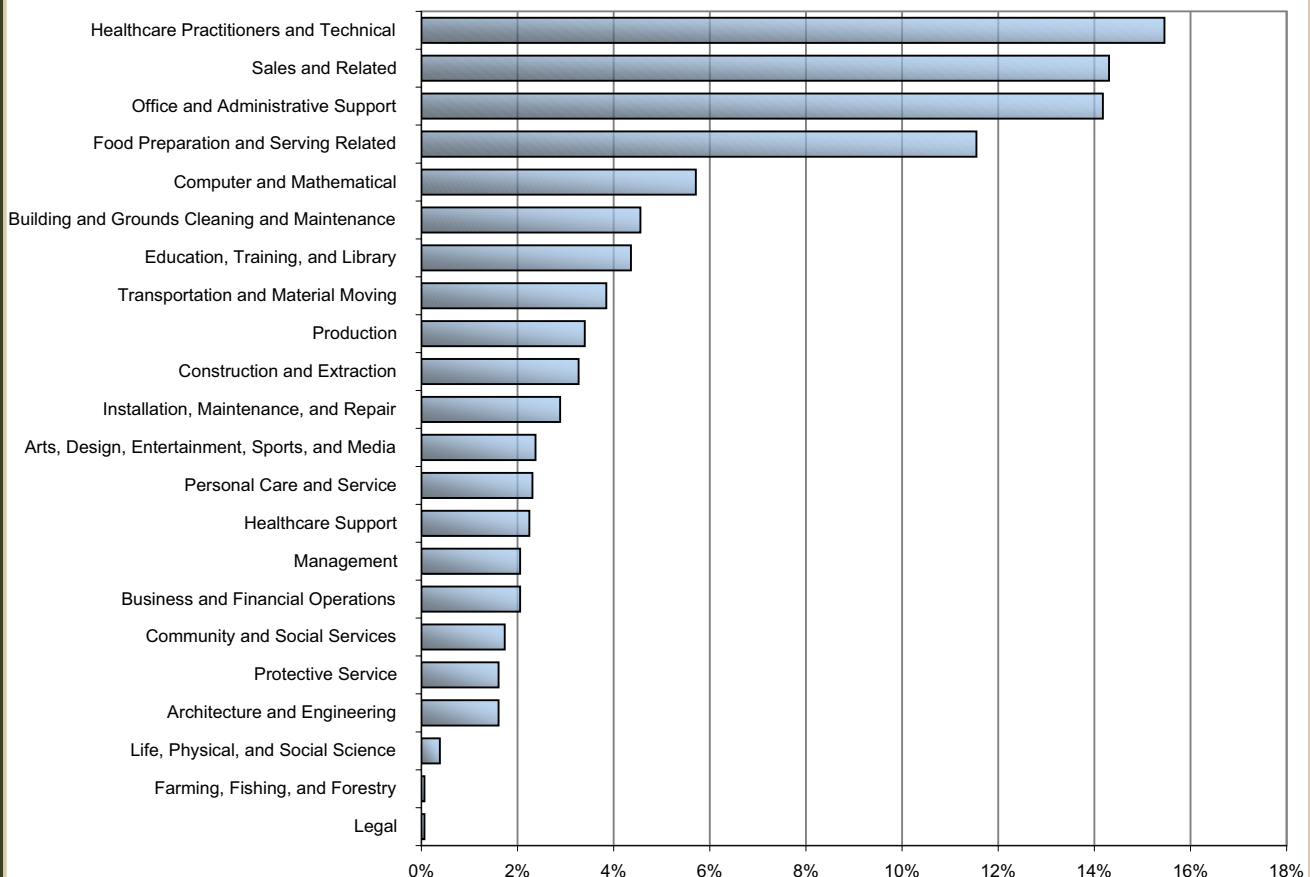
# Occupations

The information reported in the Job Vacancy Survey is intended to provide job seekers and employers with useful and current information to help them make informed labor market decisions. Estimating the number of overall vacancies in a region and breaking those numbers down by categories such as industry and size provides a useful overview of the vacancy market, but when it comes down to filling a particular opening, the more detailed the information the better. Reporting vacancies at the individual occupation level is the most detailed information the survey can provide without breaking confidentiality with those employers who participated in the survey.

In order to help make comparisons between the results of this survey and other sources of employment statistics easier, all jobs reported are assigned an occupation code based on the *2000 Standard Occupational Classification Manual* published by the Executive Office of the President, Office of Management and Budget. The Standard Occupational Classification (SOC) system contains 821 detailed occupation titles that fall into 23 major occupation groups.

Vacancies found in this survey were coded into 22 of the 23 major occupation groups. Not surprisingly, the most frequently occurring job vacancies fall into occupational groups most often associated with the largest industries in the region: Services and Retail Trade.

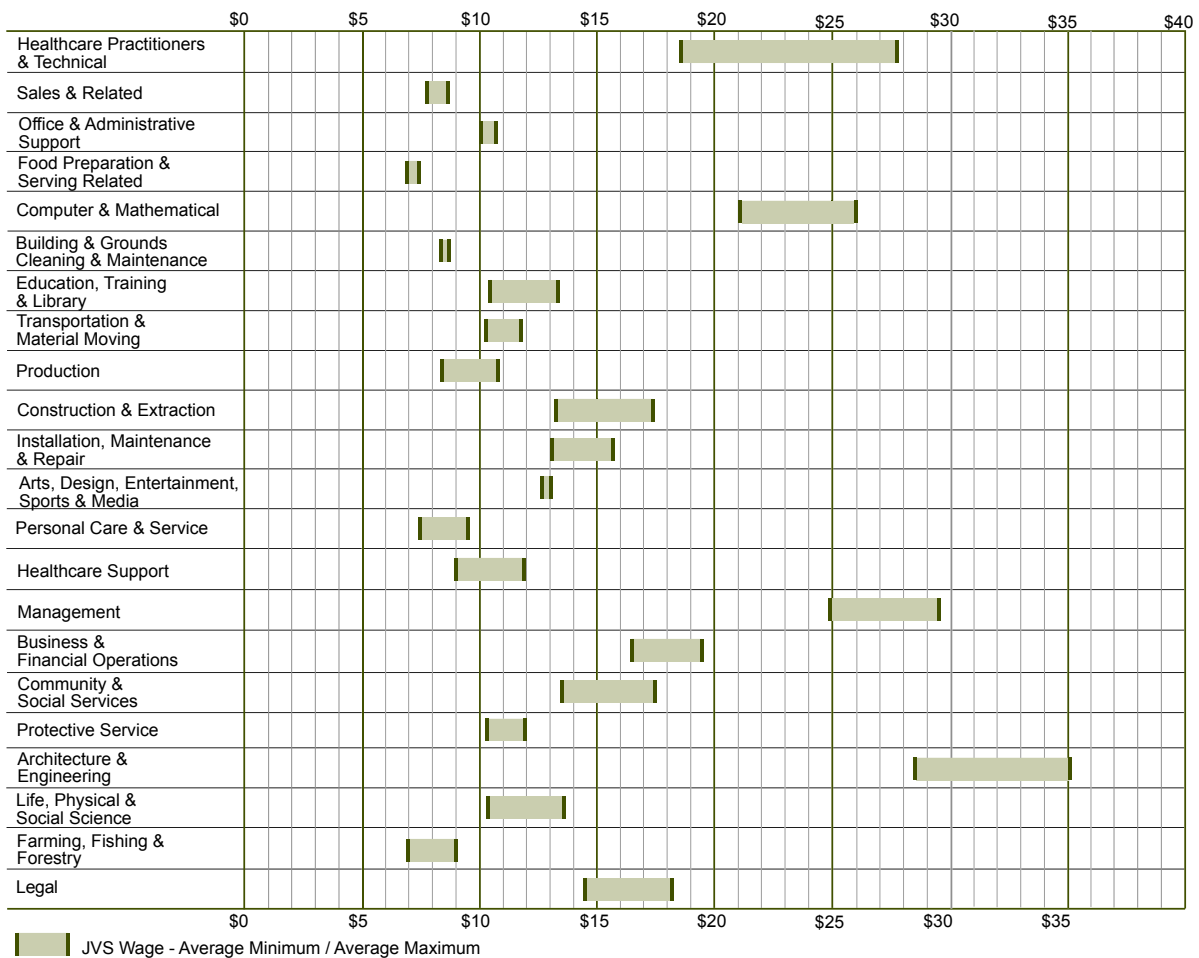
**Figure 22: Proportion of Actual Vacancies by Major Occupational Group**



Healthcare Practitioners and Technical occupations had the highest proportion of vacancies for this year's survey, while last summer, the highest proportion of vacancies was found in Office and Administrative Support. Food Preparation and Serving Related as well as Sales and Related remain among the top five most demanded occupations. The least demanded occupations are found in the Legal; Farming, Fishing, and Forestry; and Life, Physical, and Social Science occupational groups that are consistent with last summer's survey as well. Proportions of vacancies found in popular occupational groups such as Computer and Mathematical as well as Education, Training, and Library increase or decrease depending upon circumstances at the time of the survey.

Survey results show that the major occupation groups with the most vacancies are not necessarily the groups offering the highest wages. This indicates that vacancy characteristics other than the level of unfulfilled employer demand must influence wages. The groups offering the highest wages in this survey typically require higher levels of education and experience: Architecture and Engineering; Management; Computer and Mathematical Science; and Healthcare Practitioner and Technical occupations command the highest wage ranges.

**Figure 23: Average Wages by Major Occupational Group**



*Table 3* contains a list of the entire detailed SOC job titles that were assigned to vacancies reported in this survey. Because a census of large employers and Government agencies is conducted, the list contains titles for nearly all of the vacancies available at the time of the survey for those employers. Approximately one-fourth of all small to mid-size employers were contacted for the random sample. Naturally, the list contains occupations reported by those employers. Given the large size of the random sample collected the list of occupations should be fairly comprehensive; however, it is not exhaustive. Most likely, if a different random sample had been drawn there would be some differences in the job titles reported, but there would also be many of the same.

Vacancies are ranked based on the total number reported for each occupation. The top 25% of occupations are ranked as high demand because they are the most frequently occurring vacancies. The bottom 25% are ranked as low demand and the medium demand vacancies include everything in-between.

The average wages found in the survey are also reported for each occupation. The reported averages

are based on information provided by employers and do not reflect information not gathered in the survey or wages paid to currently filled positions. Wage information in this survey was provided for 68% of reported vacancies.

Occupational Employment Statistics (OES) wage data are also provided for each occupation. OES data are based on a national survey of employers and refers to filled positions, not vacancies. The data provided here are reported for El Paso and Teller counties when available and statewide otherwise. It was collected in 1999 and 2000 and aged to 2001 using the Employment Cost Index (ECI). A complete description of the OES survey and the ECI is available on the Internet at: <http://www.bls.gov/>.

Neither the Job Vacancy Survey average wages nor OES wage data provide comprehensive description of wages either being offered to fill vacancies or paid to currently employed workers at the time of the survey, however using them together can provide employers and job seekers with a good indication of the competition they will face in the job market.

Table 3: Job Vacancy Survey Occupations with OES Wages

Occupational Employment Statistics Wage Data (2001)											
SOC Code	SOC Occupation Title	Vacancy Rank	Average JVS Wage	Average Wages				Percentile Distribution			
				Entry Level	Overall	Experienced	10th	25th	50th	75th	90th
<b>11-0000</b>	<b>Management Occupations</b>			<b>\$18.55</b>	<b>\$33.32</b>	<b>\$40.71</b>	<b>\$15.99</b>	<b>\$21.94</b>	<b>\$30.42</b>	<b>\$42.08</b>	<b>\$59.11</b>
11-1011	Chief Executives	L	\$48.10	\$33.68	\$53.20	\$62.96	\$29.10	\$40.72	\$55.04	\$71.92	\$74.55
* 11-1031	Legislators	L	\$33.70	\$6.01	\$12.49	\$15.74	\$5.74	\$6.36	\$10.32	\$18.93	\$23.41
11-2011	Advertising and Promotions Managers	L	†	\$16.56	\$25.47	\$29.92	\$15.38	\$18.03	\$21.83	\$29.96	\$41.88
11-2021	Marketing Managers	M	\$28.40	\$20.96	\$35.32	\$42.51	\$18.65	\$24.16	\$32.05	\$45.00	\$59.11
11-2022	Sales Managers	L	\$26.40	\$21.02	\$41.19	\$51.27	\$19.40	\$23.59	\$35.68	\$59.12	\$71.93
11-2031	Public Relations Managers	L	\$50.50	\$15.30	\$32.68	\$41.38	\$14.20	\$16.74	\$22.73	\$59.11	\$59.12
11-3011	Administrative Services Managers	L	†	\$14.36	\$26.30	\$32.27	\$12.42	\$16.75	\$23.14	\$33.72	\$43.52
11-3021	Computer and Information Systems Managers	M	\$20.90	\$27.70	\$40.93	\$47.55	\$25.43	\$31.36	\$39.58	\$50.90	\$62.11
11-3031	Financial Managers	M	\$25.70	\$19.93	\$31.64	\$37.48	\$17.74	\$22.61	\$29.07	\$39.38	\$49.66
* 11-3042	Human Resources Managers	M	\$14.20	\$20.87	\$32.48	\$38.28	\$18.88	\$23.58	\$30.48	\$40.88	\$51.08
11-3051	Industrial Production Managers	L	\$24.60	\$18.69	\$34.73	\$42.75	\$16.83	\$21.27	\$31.73	\$47.29	\$59.11
11-9033	Education Administrators, Postsecondary	M	\$33.70	\$16.48	\$30.09	\$36.91	\$15.25	\$18.56	\$24.29	\$36.58	\$62.03
11-9081	Lodging Managers	L	†	\$11.97	\$17.17	\$19.76	\$11.89	\$13.01	\$16.41	\$21.28	\$25.49
11-9111	Medical and Health Services Managers	M	\$29.50	\$18.20	\$25.69	\$29.43	\$17.72	\$19.72	\$23.56	\$29.91	\$38.93
11-9141	Property, Real Estate, and Community Association Managers	M	\$13.20	\$9.65	\$15.20	\$17.97	\$9.19	\$10.50	\$12.83	\$18.20	\$25.41
11-9199	Managers, All Other	M	\$16.40	\$22.23	\$32.10	\$37.03	\$19.49	\$26.41	\$31.83	\$37.79	\$46.96
<b>13-0000</b>	<b>Business and Financial Operations Occupations</b>			<b>\$14.35</b>	<b>\$21.99</b>	<b>\$25.80</b>	<b>\$13.23</b>	<b>\$16.50</b>	<b>\$20.75</b>	<b>\$26.35</b>	<b>\$33.05</b>
13-1022	Wholesale and Retail Buyers, Except Farm Products	L	†	\$8.32	\$13.89	\$16.67	\$7.69	\$9.19	\$12.68	\$17.74	\$21.47
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	L	†	\$15.95	\$21.87	\$24.83	\$14.83	\$17.52	\$20.96	\$25.93	\$31.80
13-1072	Compensation, Benefits, and Job Analysis Specialists	L	†	\$11.73	\$17.87	\$20.94	\$11.21	\$12.77	\$16.47	\$22.40	\$27.18
13-1081	Logisticians	M	†	†	†	†	†	†	†	†	†
13-1199	Business Operations Specialists, All Other	M	†	\$14.69	\$23.66	\$28.15	\$13.80	\$17.74	\$23.43	\$29.10	\$34.96
13-2011	Accountants and Auditors	M	\$20.40	\$15.09	\$22.21	\$25.78	\$13.88	\$17.09	\$20.99	\$26.15	\$33.36
13-2053	Insurance Underwriters	L	\$21.20	\$15.36	\$23.35	\$27.35	\$14.28	\$16.97	\$23.24	\$29.39	\$33.51
* 13-2071	Loan Counselors	L	†	\$12.83	\$16.15	\$17.81	\$11.93	\$13.92	\$15.72	\$17.72	\$20.96
13-2072	Loan Officers	H	\$16.50	\$15.06	\$18.20	\$19.76	\$14.46	\$16.45	\$18.49	\$20.37	\$21.50
13-2099	Financial Specialists, All Other	L	†	\$14.51	\$23.22	\$27.58	\$12.26	\$17.61	\$23.06	\$26.80	\$34.21
<b>15-0000</b>	<b>Computer and Mathematical Occupations</b>			<b>\$16.69</b>	<b>\$27.95</b>	<b>\$33.58</b>	<b>\$14.15</b>	<b>\$19.66</b>	<b>\$26.73</b>	<b>\$35.03</b>	<b>\$43.47</b>
15-1021	Computer Programmers	L	†	\$22.45	\$28.83	\$32.02	\$21.58	\$23.82	\$26.87	\$33.55	\$42.09

\* OES wages reported for Colorado statewide † Lowest 25% of actual vacancies

† No wage data available † Middle 50% of actual vacancies

† 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
15-1031	Computer Software Engineers, Applications	M	†	\$22.11	\$31.44	\$36.11	\$20.06	\$24.48	\$30.59	\$37.54	\$44.34
15-1032	Computer Software Engineers, Systems Software	H	\$24.00	\$24.31	\$38.65	\$23.17	\$26.81	\$33.43	\$40.83	\$46.40	
15-1041	Computer Support Specialists	H	\$19.40	\$12.71	\$17.90	\$12.11	\$13.16	\$14.96	\$17.69	\$22.39	
15-1051	Computer Systems Analysts	M	\$29.20	\$19.83	\$33.87	\$18.06	\$22.54	\$29.39	\$34.96	\$42.51	
15-1061	Database Administrators	H	†	\$13.41	\$24.15	\$29.52	\$12.11	\$14.04	\$23.55	\$29.77	\$40.93
15-1071	Network and Computer Systems Administrators	M	†	\$19.40	\$33.20	\$40.10	\$17.00	\$22.02	\$27.87	\$39.42	\$75.20
15-1081	Network Systems and Data Communications Analysts	M	\$32.50	\$19.32	\$30.39	\$18.45	\$21.31	\$26.23	\$31.92	\$36.86	
15-1099	Computer Specialists, All Other	M	†	\$21.35	\$32.22	\$37.64	\$19.32	\$24.69	\$31.24	\$38.98	\$49.24
15-2031	Operations Research Analysts	M	†	\$27.56	\$34.78	\$38.39	\$25.01	\$29.94	\$35.06	\$40.46	\$44.20
15-2091	Mathematical Technicians	M	†	†	†	†	†	†	†	†	†
<b>17-0000</b>	<b>Architecture and Engineering Occupations</b>			<b>\$15.43</b>	<b>\$25.91</b>	<b>\$31.15</b>	<b>\$13.60</b>	<b>\$17.58</b>	<b>\$24.76</b>	<b>\$32.89</b>	<b>\$41.43</b>
17-1011	Architects, Except Landscape and Naval	M	†	\$18.99	\$25.63	\$28.95	\$18.04	\$21.38	\$25.26	\$28.33	\$33.37
17-2061	Computer Hardware Engineers	M	†	\$28.17	\$38.81	\$44.14	\$25.94	\$31.11	\$39.43	\$46.71	\$53.76
17-2071	Electrical Engineers	M	\$25.40	\$21.34	\$32.82	\$19.32	\$23.49	\$29.03	\$33.98	\$39.48	
17-2072	Electronics Engineers, Except Computer	M	\$57.70	\$26.24	\$39.94	\$24.32	\$29.10	\$34.10	\$42.06	\$50.75	
17-2112	Industrial Engineers	M	\$36.10	\$21.33	\$35.86	\$18.89	\$24.53	\$31.35	\$37.84	\$43.68	
17-2141	Mechanical Engineers	L	\$24.00	\$23.92	\$32.39	\$23.22	\$25.92	\$29.85	\$33.45	\$35.87	
* 17-2171	Petroleum Engineers	L	†	\$30.82	\$41.39	\$46.69	\$27.19	\$35.35	\$41.71	\$48.58	\$57.05
17-2199	Engineers, All Other	M	\$18.00	\$26.67	\$38.84	\$23.87	\$30.01	\$34.51	\$40.99	\$46.30	
17-3029	Engineering Technicians, All Other	M	\$18.00	†	†	†	†	†	†	†	†
<b>19-0000</b>	<b>Life, Physical, and Social Science Occupations</b>			<b>\$15.73</b>	<b>\$24.21</b>	<b>\$28.46</b>	<b>\$14.53</b>	<b>\$17.76</b>	<b>\$23.11</b>	<b>\$28.60</b>	<b>\$35.26</b>
19-1021	Biochemists and Biophysicists	L	†	†	†	†	†	†	†	†	†
19-2031	Chemists	L	\$17.90	\$17.37	\$27.79	\$15.80	\$19.24	\$24.21	\$28.78	\$34.26	
* 19-3022	Survey Researchers	L	\$7.80	\$8.03	\$12.84	\$7.59	\$8.14	\$9.08	\$11.55	\$16.65	
* 19-4011	Agricultural and Food Science Technicians	L	\$10.30	\$11.79	\$16.60	\$11.03	\$12.26	\$13.65	\$16.71	\$21.18	
19-4021	Biological Technicians	M	†	\$11.15	\$17.84	\$10.19	\$12.21	\$15.07	\$17.92	\$22.75	
<b>21-0000</b>	<b>Community and Social Services Occupations</b>			<b>\$11.13</b>	<b>\$18.46</b>	<b>\$22.12</b>	<b>\$9.99</b>	<b>\$12.84</b>	<b>\$17.63</b>	<b>\$23.82</b>	<b>\$27.34</b>
21-1012	Educational, Vocational, and School Counselors	L	†	\$16.47	\$22.53	\$25.57	\$14.99	\$17.96	\$21.62	\$27.33	\$32.43
21-1019	Counselors, All Other	L	\$18.50	†	†	†	†	†	†	†	†
21-1021	Child, Family, and School Social Workers	M	\$17.30	\$13.04	\$21.50	\$12.12	\$14.08	\$16.84	\$21.58	\$27.65	
21-1022	Medical and Public Health Social Workers	M	\$23.00	\$12.97	\$19.41	\$12.38	\$13.87	\$17.26	\$20.10	\$22.06	

\* OES wages reported for Colorado statewide † Lowest 25% of actual vacancies

† No wage data available M - Middle 50% of actual vacancies

H - Highest 25% of actual vacancies



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

SOC Code	SOC Occupation Title	Vacancy Rank	Average JVS Wage	Occupational Employment Statistics Wage Data (2001)							
				Average Wages			Percentile Distribution				
				Entry Level	Overall	Experi-enced	10th	25th	50th	75th	90th
21-1023	Mental Health and Substance Abuse Social Workers	L	†	\$9.64	\$12.04	\$13.23	\$9.18	\$9.98	\$11.31	\$14.29	\$16.67
21-1029	Social Workers, All Other	M	†	†	†	†	†	†	†	†	†
21-1091	Health Educators	M	†	\$12.41	\$14.11	\$14.96	\$11.73	\$12.42	\$13.55	\$14.90	\$17.92
21-1092	Probation Officers and Correctional Treatment Specialists	M	\$17.10	\$17.39	\$23.60	\$26.71	\$15.86	\$19.50	\$24.13	\$27.55	\$32.13
21-1099	Community and Social Service Specialists, All Other	M	\$13.40	†	†	†	†	†	†	†	†
* 21-2021	Directors, Religious Activities and Education	M	\$10.60	\$12.25	\$15.72	\$17.46	\$10.31	\$14.23	\$15.59	\$16.97	\$21.46
21-9099	All Other Counselors, Social and Religious Workers	M	\$9.20	\$10.57	\$17.19	\$20.51	\$9.31	\$12.13	\$16.78	\$22.41	\$26.43
<b>25-0000</b>	<b>Education, Training, and Library Occupations</b>			<b>\$10.22</b>	<b>\$17.81</b>	<b>\$21.60</b>	<b>\$8.79</b>	<b>\$12.12</b>	<b>\$16.45</b>	<b>\$21.99</b>	<b>\$28.05</b>
25-1021	Computer Science Teachers, Postsecondary	L	†	\$31,683	\$38,451	\$41,833	\$30,408	\$33,832	\$39,052	\$43,443	\$46,078
* 25-1067	Sociology Teachers, Postsecondary	L	†	\$32,764	\$54,201	\$64,919	\$29,981	\$37,474	\$51,799	\$68,300	\$87,881
25-2011	Preschool Teachers, Except Special Education	H	\$10.10	\$7.43	\$10.70	\$12.34	\$7.10	\$7.96	\$9.58	\$11.01	\$18.11
25-2012	Kindergarten Teachers, Except Special Education	M	\$8.30	\$22,334	\$37,467	\$45,034	\$18,873	\$27,071	\$36,052	\$47,352	\$57,194
25-2021	Elementary School Teachers, Except Special Education	H	†	\$27,167	\$38,614	\$44,339	\$25,199	\$29,505	\$35,886	\$45,403	\$55,586
25-2022	Middle School Teachers, Except Special and Vocational Education	M	†	\$28,583	\$38,266	\$43,108	\$26,227	\$30,446	\$36,015	\$44,864	\$54,512
25-2031	Secondary School Teachers, Except Special and Vocational Education	M	†	\$26,289	\$41,864	\$49,651	\$24,134	\$29,433	\$38,697	\$52,819	\$66,927
25-2032	Vocational Education Teachers, Secondary School	L	†	\$30,336	\$39,319	\$43,812	\$27,686	\$32,471	\$38,708	\$46,043	\$53,428
25-2042	Special Education Teachers, Middle School	L	\$7.80	\$28,808	\$37,561	\$41,938	\$26,253	\$30,663	\$36,473	\$43,938	\$52,177
25-2043	Special Education Teachers, Secondary School	L	\$19.60	\$33,738	\$44,617	\$50,057	\$30,927	\$36,889	\$44,750	\$53,147	\$58,321
25-3999	All Other Teachers, Primary, Secondary, and Adult	M	†	\$25,022	\$48,499	\$60,237	\$20,985	\$30,551	\$45,951	\$63,416	\$82,565
25-4031	Library Technicians	L	\$8.90	\$9.72	\$12.24	\$13.50	\$9.26	\$10.16	\$11.82	\$13.71	\$16.49
25-9041	Teacher Assistants	H	\$12.30	\$14,908	\$19,472	\$21,754	\$13,774	\$15,910	\$18,518	\$22,484	\$27,151
* 25-9099	Education, Training, and Library Occupations, All Other	M	\$9.60	\$10.72	\$20.52	\$25.43	\$9.60	\$12.74	\$21.33	\$27.68	\$32.55
<b>27-0000</b>	<b>Arts, Design, Entertainment, Sports, and Media Occupations</b>			<b>\$9.53</b>	<b>\$18.22</b>	<b>\$22.56</b>	<b>\$8.99</b>	<b>\$10.72</b>	<b>\$15.05</b>	<b>\$22.00</b>	<b>\$33.28</b>
27-1014	Multi-Media Artists and Animators	L	\$14.40	\$13.45	\$22.46	\$26.95	\$12.27	\$14.72	\$22.60	\$28.88	\$36.07
27-1019	Artists and Related Workers, All Other	L	\$6.50	†	†	†	†	†	†	†	†
27-1023	Floral Designers	M	†	\$7.23	\$9.75	\$11.01	\$6.78	\$7.89	\$9.65	\$11.43	\$13.31
27-1026	Merchandise Displayers and Window Trimmers	M	\$9.50	\$8.93	\$11.30	\$12.48	\$8.22	\$9.24	\$10.35	\$13.04	\$16.68
27-2012	Producers and Directors	L	\$16.30	\$27,755	\$66,183	\$85,396	\$25,161	\$30,972	\$52,604	\$90,639	\$135,176
27-2022	Coaches and Scouts	M	†	\$19,309	\$35,842	\$44,109	\$17,557	\$22,195	\$32,043	\$48,355	\$57,887
27-2042	Musicians and Singers	L	\$4.80	\$19,970	\$61,482	\$82,238	\$13,340	\$27,279	\$69,647	\$85,117	\$95,540

\* OES wages reported for Colorado statewide † Lowest 25% of actual vacancies  
 † No wage data available M - Middle 50% of actual vacancies  
 H - Highest 25% of actual vacancies

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

SOC Code	SOC Occupation Title	Vacancy Rank	Average JVS Wage	Occupational Employment Statistics Wage Data (2001)							
				Average Wages				Percentile Distribution			
				Entry Level	Overall	Experi-enced	10th	25th	50th	75th	90th
* 27-3011	Radio and Television Announcers	L	\$13.70	\$7.68	\$14.09	\$17.28	\$6.49	\$9.02	\$11.48	\$15.62	\$21.85
* 27-3021	News Analysts, Reporters and Correspondents	L	\$20.30	\$9.99	\$21.88	\$27.83	\$8.44	\$11.87	\$16.77	\$26.48	\$42.77
27-3022	Reporters and Correspondents	M	\$13.60	†	†	†	†	†	†	†	†
27-3031	Public Relations Specialists	M	\$13.70	\$12.94	\$22.56	\$27.36	\$12.03	\$14.51	\$20.01	\$27.05	\$40.76
27-3041	Editors	M	\$28.90	\$13.52	\$19.15	\$21.96	\$12.32	\$14.99	\$17.80	\$22.13	\$27.55
27-3042	Technical Writers	M	†	\$16.23	\$23.01	\$26.41	\$15.53	\$17.32	\$21.56	\$27.35	\$33.25
27-3099	Media and Communication Workers, All Other	L	\$10.10	\$10.84	\$15.70	\$18.13	\$9.71	\$12.15	\$13.86	\$17.29	\$25.97
27-4011	Audio and Video Equipment Technicians	M	†	\$7.10	\$12.04	\$14.50	\$6.62	\$7.93	\$11.71	\$14.73	\$17.41
27-4012	Broadcast Technicians	L	\$15.00	\$11.81	\$14.74	\$16.20	\$11.33	\$12.13	\$13.48	\$17.53	\$20.79
27-4013	Radio Operators	L	\$8.50	†	†	†	†	†	†	†	†
27-4021	Photographers	L	†	\$8.02	\$12.15	\$14.21	\$7.67	\$8.47	\$11.17	\$14.55	\$17.41
27-4099	Media and Communication Equipment Workers, All Other	M	\$13.00	\$14.19	\$24.54	\$29.72	\$10.70	\$18.66	\$25.24	\$30.70	\$34.66
<b>29-0000</b>	<b>Healthcare Practitioners and Technical Occupations</b>			<b>\$13.07</b>	<b>\$23.74</b>	<b>\$29.06</b>	<b>\$11.78</b>	<b>\$15.10</b>	<b>\$20.11</b>	<b>\$25.97</b>	<b>\$40.15</b>
29-1051	Pharmacists	M	\$35.00	\$31.12	\$34.54	\$36.25	\$29.50	\$31.38	\$34.53	\$38.48	\$42.75
29-1071	Physician Assistants	L	\$12.80	\$24.36	\$27.74	\$29.43	\$22.95	\$24.34	\$26.65	\$31.55	\$35.65
29-1111	Registered Nurses	H	\$24.60	\$17.46	\$21.26	\$23.16	\$15.97	\$18.41	\$20.96	\$24.41	\$27.19
29-1121	Audiologists	L	†	\$12.48	\$20.22	\$24.09	\$7.98	\$16.56	\$21.15	\$25.52	\$28.11
29-1122	Occupational Therapists	M	\$23.00	\$18.91	\$24.64	\$27.51	\$18.22	\$20.48	\$24.02	\$27.24	\$35.58
29-1123	Physical Therapists	H	\$23.00	\$19.06	\$25.09	\$28.11	\$18.27	\$20.83	\$24.38	\$27.61	\$35.86
* 29-1124	Radiation Therapists	M	\$22.90	\$21.51	\$25.12	\$26.91	\$19.38	\$22.87	\$25.27	\$27.67	\$32.08
* 29-1126	Respiratory Therapists	H	\$18.50	\$14.47	\$17.60	\$19.17	\$13.53	\$15.29	\$17.77	\$20.23	\$21.72
29-1127	Speech-Language Pathologists	H	\$23.00	\$20.49	\$25.70	\$28.31	\$18.76	\$22.45	\$24.91	\$27.38	\$38.66
* 29-2011	Medical and Clinical Laboratory Technologists	M	\$20.50	\$16.58	\$20.34	\$22.22	\$15.10	\$17.96	\$20.18	\$22.43	\$26.46
* 29-2012	Medical and Clinical Laboratory Technicians	H	\$11.40	\$10.57	\$14.62	\$16.64	\$9.83	\$11.40	\$13.87	\$17.39	\$20.76
* 29-2031	Cardiovascular Technologists and Technicians	L	\$18.90	\$11.51	\$17.37	\$20.29	\$10.35	\$13.04	\$16.80	\$21.45	\$26.01
* 29-2032	Diagnostic Medical Sonographers	M	\$23.00	\$21.58	\$26.06	\$28.30	\$19.55	\$22.96	\$25.39	\$27.82	\$36.93
* 29-2033	Nuclear Medicine Technologists	L	†	\$18.91	\$21.93	\$23.44	\$17.98	\$19.64	\$22.18	\$24.96	\$26.99
29-2034	Radiologic Technologists and Technicians	H	\$17.20	\$13.26	\$16.37	\$17.91	\$12.52	\$14.04	\$16.10	\$18.85	\$21.13
* 29-2053	Psychiatric Technicians	L	†	\$11.39	\$14.45	\$15.99	\$10.57	\$12.68	\$14.89	\$16.50	\$17.47
29-2055	Surgical Technologists	M	\$15.40	\$11.91	\$14.21	\$15.37	\$11.28	\$12.16	\$13.59	\$15.81	\$17.46
29-2056	Veterinary Technologists and Technicians	M	\$11.80	\$9.48	\$11.47	\$12.47	\$8.89	\$10.22	\$11.87	\$13.12	\$13.87
29-2061	Licensed Practical and Licensed Vocational Nurses	H	\$15.80	\$12.05	\$15.16	\$16.73	\$11.52	\$12.99	\$15.16	\$16.92	\$18.25

\* 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 5

SOC Code	SOC Occupation Title	Vacancy Rank	Average JVS Wage	Occupational Employment Statistics Wage Data (2001)							
				Average Wages			Percentile Distribution				
				Entry Level	Overall	Experi-enced	10th	25th	50th	75th	90th
29-2081	Opticians, Dispensing	L	\$17.00	\$11.40	\$15.80	\$17.99	\$10.21	\$12.10	\$13.40	\$16.75	\$30.41
29-2099	Health Technologists and Technicians, All Other	M	\$13.50	†	†	†	†	†	†	†	†
<b>31-0000</b>	<b>Healthcare Support Occupations</b>			<b>\$7.97</b>	<b>\$10.68</b>	<b>\$12.04</b>	<b>\$7.58</b>	<b>\$8.62</b>	<b>\$10.04</b>	<b>\$11.99</b>	<b>\$14.48</b>
31-1012	Nursing Aides, Orderlies, and Attendants	H	\$10.30	\$7.93	\$9.62	\$10.45	\$7.56	\$8.44	\$9.61	\$10.74	\$12.13
31-2011	Occupational Therapist Assistants	L	†	\$13.93	\$15.90	\$16.88	\$12.66	\$14.45	\$15.79	\$17.15	\$19.61
* 31-9011	Massage Therapists	L	†	\$9.33	\$20.62	\$26.27	\$9.15	\$10.19	\$13.56	\$35.52	\$40.93
31-9091	Dental Assistants	L	\$12.50	\$9.43	\$13.77	\$15.95	\$7.93	\$11.13	\$13.03	\$15.95	\$22.65
31-9092	Medical Assistants	M	\$10.70	\$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	\$9.50	\$7.78	\$8.39	\$8.70	\$7.34	\$7.71	\$8.33	\$8.95	\$10.30
31-9099	Healthcare Support Workers, All Other	M	†	\$8.05	\$11.05	\$12.55	\$6.69	\$9.21	\$10.66	\$12.89	\$15.27
<b>33-0000</b>	<b>Protective Service Occupations</b>			<b>\$7.49</b>	<b>\$14.11</b>	<b>\$17.42</b>	<b>\$7.21</b>	<b>\$8.19</b>	<b>\$10.66</b>	<b>\$19.78</b>	<b>\$26.43</b>
* 33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	L	†	\$19.98	\$28.43	\$32.64	\$18.51	\$23.05	\$29.89	\$33.93	\$37.19
* 33-3041	Parking Enforcement Workers	L	\$15.00	\$9.18	\$11.72	\$12.98	\$8.81	\$9.68	\$11.01	\$13.59	\$16.33
* 33-3051	Police and Sheriffs Patrol Officers	L	\$8.30	\$15.62	\$21.21	\$24.01	\$14.55	\$17.42	\$21.53	\$25.38	\$27.73
* 33-9032	Security Guards	H	\$14.40	\$8.46	\$11.12	\$12.46	\$7.69	\$9.10	\$10.28	\$11.99	\$17.03
33-9091	Crossing Guards	M	\$8.70	\$9.60	\$11.20	\$12.00	\$9.19	\$9.69	\$10.53	\$11.39	\$15.90
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	M	†	†	†	†	†	†	†	†	†
33-9099	Protective Service Workers, All Other	H	\$8.70	\$7.22	\$10.43	\$12.03	\$6.79	\$7.69	\$9.01	\$10.89	\$16.38
<b>35-0000</b>	<b>Food Preparation and Serving-Related Occupations</b>			<b>\$6.00</b>	<b>\$8.47</b>	<b>\$9.71</b>	<b>\$5.71</b>	<b>\$6.28</b>	<b>\$7.49</b>	<b>\$9.75</b>	<b>\$12.12</b>
35-1011	Chefs and Head Cooks	M	\$11.00	\$7.92	\$12.58	\$14.91	\$7.50	\$8.36	\$11.55	\$14.45	\$20.36
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	H	\$9.30	\$8.60	\$12.35	\$14.21	\$7.30	\$10.17	\$12.17	\$13.80	\$16.64
35-2012	Cooks, Institution and Cafeteria	L	\$10.30	\$7.38	\$10.11	\$11.47	\$7.02	\$8.17	\$9.86	\$11.99	\$13.74
35-2014	Cooks, Restaurant	H	\$8.50	\$7.43	\$9.42	\$10.42	\$7.09	\$7.83	\$9.18	\$11.02	\$12.71
35-2019	Cooks, All Other	M	\$6.50	†	†	†	†	†	†	†	†
35-2021	Food Preparation Workers	H	\$7.30	\$7.19	\$8.92	\$9.78	\$6.70	\$7.51	\$8.44	\$10.21	\$12.44
35-3011	Bartenders	M	\$7.10	\$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	H	\$6.40	\$5.99	\$7.27	\$7.91	\$5.59	\$6.01	\$6.72	\$8.26	\$10.16

\* OES wages reported for Colorado statewide † L - Lowest 25% of actual vacancies  
 † No wage data available M - Middle 50% of actual vacancies  
 H - Highest 25% of actual vacancies

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

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
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	H	\$7.00	\$6.05	\$7.20	\$7.78	\$5.71	\$6.17	\$6.93	\$8.22	\$9.48
35-3031	Waiters and Waitresses	H	\$5.50	\$5.99	\$8.94	\$10.42	\$5.58	\$5.97	\$6.62	\$9.91	\$12.21
35-3041	Food Servers, Nonrestaurant	H	\$5.40	\$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	H	†	\$6.01	\$6.72	\$7.07	\$5.59	\$5.96	\$6.58	\$7.49	\$8.44
35-9021	Dishwashers	H	\$7.60	\$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	H	\$8.90	\$5.99	\$7.08	\$7.61	\$5.65	\$6.17	\$7.08	\$8.07	\$8.64
<b>37-0000</b>	<b>Building and Grounds Cleaning and Maintenance Occupations</b>			<b>\$6.81</b>	<b>\$9.29</b>	<b>\$10.53</b>	<b>\$6.27</b>	<b>\$7.28</b>	<b>\$8.47</b>	<b>\$10.64</b>	<b>\$13.43</b>
37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	M	\$16.00	\$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	†	\$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	H	\$8.10	\$6.70	\$8.69	\$9.69	\$6.19	\$7.17	\$8.21	\$9.92	\$12.09
37-2012	Maids and Housekeeping Cleaners	H	\$8.30	\$6.25	\$7.67	\$8.37	\$5.94	\$6.75	\$7.61	\$8.45	\$9.68
37-2019	Building Cleaning Workers, All Other	H	\$7.90	†	†	†	†	†	†	†	†
37-3011	Landscaping and Groundskeeping Workers	H	\$8.40	\$7.37	\$9.97	\$11.27	\$6.95	\$8.20	\$9.77	\$11.11	\$13.52
<b>39-0000</b>	<b>Personal Care and Service Occupations</b>			<b>\$6.21</b>	<b>\$8.94</b>	<b>\$10.30</b>	<b>\$5.95</b>	<b>\$6.76</b>	<b>\$8.10</b>	<b>\$10.10</b>	<b>\$13.27</b>
39-2021	Nonfarm Animal Caretakers	M	\$7.00	\$6.77	\$9.16	\$10.35	\$6.22	\$7.36	\$8.67	\$10.46	\$12.30
39-3091	Amusement and Recreation Attendants	H	\$6.70	\$6.11	\$6.71	\$7.01	\$5.70	\$6.04	\$6.63	\$7.25	\$8.46
39-5011	Barbers	L	\$9.10	\$6.11	\$9.62	\$11.37	\$5.85	\$6.44	\$8.12	\$13.25	\$16.03
39-5012	Hairdressers, Hairstylists, and Cosmetologists	M	\$8.50	\$7.77	\$10.16	\$11.36	\$7.08	\$8.74	\$9.92	\$11.00	\$13.25
* 39-6012	Concierges	M	†	\$9.25	\$11.43	\$12.53	\$8.70	\$9.57	\$10.80	\$13.01	\$15.86
39-9011	Child Care Workers	M	\$6.40	\$6.01	\$7.05	\$7.56	\$5.70	\$6.23	\$7.10	\$7.98	\$8.52
39-9021	Personal and Home Care Aides	L	†	\$7.89	\$8.39	\$8.64	\$7.31	\$7.64	\$8.19	\$8.75	\$9.88
39-9031	Fitness Trainers and Aerobics Instructors	M	\$24.50	\$8.23	\$12.97	\$15.35	\$7.74	\$8.72	\$11.12	\$16.38	\$19.12
39-9099	Personal Care and Service Workers, All Other	L	†	\$6.36	\$8.77	\$9.99	\$6.01	\$6.92	\$8.06	\$9.60	\$13.39
<b>41-0000</b>	<b>Sales and Related Occupations</b>			<b>\$6.83</b>	<b>\$12.55</b>	<b>\$15.40</b>	<b>\$6.26</b>	<b>\$7.42</b>	<b>\$9.11</b>	<b>\$14.35</b>	<b>\$22.69</b>
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	M	\$10.60	\$9.60	\$15.76	\$18.84	\$8.97	\$10.70	\$13.78	\$17.20	\$24.76
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	L	\$26.40	\$12.99	\$24.37	\$30.06	\$11.99	\$14.74	\$18.78	\$28.62	\$49.73

\* 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 7

Occupational Employment Statistics Wage Data (2001)												
SOC Code	SOC Occupation Title	Vacancy Rank	Average JVS Wage	Average Wages				Percentile Distribution				
				Entry Level	Overall	Experienced	10th	25th	50th	75th	90th	
41-2011	Cashiers	H	\$6.90	\$6.50	\$8.60	\$9.66	\$6.01	\$7.01	\$7.96	\$9.07	\$13.80	
* 41-2012	Gaming Change Persons and Booth Cashiers	L	\$10.00	\$6.80	\$9.57	\$10.95	\$6.21	\$7.44	\$9.28	\$11.18	\$13.66	
* 41-2021	Counter and Rental Clerks	M	\$6.10	\$6.00	\$9.00	\$10.49	\$5.81	\$6.49	\$7.95	\$10.21	\$14.03	
41-2022	Parts Salespersons	L	\$7.00	\$7.51	\$10.55	\$12.07	\$7.25	\$8.14	\$9.64	\$11.92	\$16.13	
41-2031	Retail Salespersons	H	\$9.50	\$6.54	\$10.15	\$11.95	\$6.03	\$7.05	\$8.20	\$10.73	\$17.28	
41-3011	Advertising Sales Agents	M	\$18.40	\$11.47	\$20.64	\$25.23	\$10.21	\$13.13	\$17.62	\$23.02	\$36.01	
41-3021	Insurance Sales Agents	H	†	\$11.64	\$20.29	\$24.60	\$10.82	\$12.41	\$14.76	\$21.78	\$39.16	
41-9022	Real Estate Sales Agents	M	\$9.00	\$7.53	\$13.71	\$16.80	\$7.14	\$8.24	\$10.70	\$18.13	\$21.69	
41-9031	Sales Engineers	L	\$31.30	\$22.62	\$30.52	\$34.47	\$22.69	\$24.48	\$27.47	\$35.25	\$47.16	
41-9041	Telemarketers	H	\$7.60	\$6.06	\$8.12	\$9.15	\$5.83	\$6.42	\$7.53	\$8.93	\$11.31	
* 41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	H	†	\$8.30	\$12.57	\$14.70	\$6.86	\$9.18	\$10.41	\$14.89	\$21.52	
41-9099	Sales and Related Workers, All Other	L	\$10.00	\$7.84	\$15.73	\$19.68	\$6.59	\$9.38	\$13.17	\$19.73	\$27.64	
<b>43-0000</b>	<b>Office and Administrative Support Occupations</b>			<b>\$8.77</b>	<b>\$13.05</b>	<b>\$15.19</b>	<b>\$8.01</b>	<b>\$9.65</b>	<b>\$11.99</b>	<b>\$15.77</b>	<b>\$19.79</b>	
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	L	\$10.00	\$11.95	\$19.43	\$23.17	\$11.16	\$13.37	\$17.48	\$22.73	\$32.09	
43-2011	Switchboard Operators, Including Answering Service	M	\$8.70	\$8.12	\$9.96	\$10.88	\$7.65	\$8.59	\$9.83	\$10.96	\$12.79	
* 43-2021	Telephone Operators	L	\$7.50	\$6.90	\$10.92	\$12.92	\$6.37	\$7.74	\$11.71	\$13.68	\$15.62	
43-3021	Billing and Posting Clerks and Machine Operators	M	\$11.30	\$9.36	\$11.62	\$12.74	\$9.08	\$10.03	\$11.53	\$13.13	\$14.75	
43-3031	Bookkeeping, Accounting, and Auditing Clerks	M	†	\$9.51	\$12.53	\$14.05	\$9.21	\$10.19	\$11.94	\$14.39	\$17.08	
43-3051	Payroll and Timekeeping Clerks	L	†	\$11.34	\$13.80	\$15.03	\$10.55	\$12.06	\$13.61	\$15.85	\$17.57	
43-3071	Tellers	M	\$9.50	\$7.79	\$9.16	\$9.84	\$7.42	\$8.02	\$8.98	\$10.25	\$11.12	
43-4011	Brokerage Clerks	L	\$13.30	\$12.70	\$14.89	\$15.97	\$11.87	\$13.80	\$15.19	\$16.56	\$17.38	
43-4021	Correspondence Clerks	L	†	\$9.31	\$11.49	\$12.58	\$9.01	\$9.87	\$11.14	\$13.11	\$15.86	
43-4031	Court, Municipal, and License Clerks	M	\$14.60	\$11.36	\$14.46	\$16.03	\$10.38	\$11.96	\$13.70	\$16.91	\$20.05	
43-4041	Credit Authorizers, Checkers, and Clerks	L	\$14.00	\$10.01	\$16.30	\$19.45	\$9.48	\$10.72	\$13.01	\$16.77	\$38.27	
43-4051	Customer Service Representatives	H	\$10.10	\$8.66	\$13.05	\$15.24	\$7.86	\$9.68	\$12.42	\$15.79	\$19.70	
43-4071	File Clerks	L	\$10.60	\$8.40	\$9.90	\$10.66	\$7.81	\$8.96	\$9.88	\$10.81	\$12.24	
43-4081	Hotel, Motel, and Resort Desk Clerks	M	\$5.50	\$7.90	\$8.37	\$8.60	\$7.29	\$7.64	\$8.23	\$8.82	\$10.14	
* 43-4121	Library Assistants, Clerical	M	\$7.20	\$7.22	\$9.94	\$11.30	\$6.73	\$7.98	\$9.88	\$12.00	\$13.62	
43-4131	Loan Interviewers and Clerks	M	\$19.20	\$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  
 M - Middle 50% of actual vacancies  
 H - Highest 25% of actual vacancies

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

SOC Code	SOC Occupation Title	Vacancy Rank	Average JVS Wage	Average Wages					Percentile Distribution				
				Entry Level	Overall	Experienced	10th	25th	50th	75th	90th		
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	M	\$11.90	\$11.17	\$14.00	\$15.42	\$10.23	\$11.88	\$13.80	\$16.07	\$17.51		
43-4171	Receptionists and Information Clerks	H	\$8.80	\$7.74	\$10.58	\$12.01	\$7.33	\$8.59	\$10.12	\$12.05	\$15.60		
43-5021	Couriers and Messengers	L	\$10.60	\$7.60	\$9.57	\$10.56	\$7.29	\$8.18	\$9.63	\$10.69	\$11.43		
43-5031	Police, Fire, and Ambulance Dispatchers	L	\$18.70	\$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	\$7.00	\$8.71	\$12.19	\$13.93	\$7.93	\$9.58	\$12.36	\$14.33	\$16.59		
43-5071	Shipping, Receiving, and Traffic Clerks	M	\$9.50	\$8.37	\$11.05	\$12.40	\$7.82	\$8.99	\$10.61	\$12.94	\$15.51		
43-5081	Stock Clerks and Order Fillers	H	\$7.70	\$7.63	\$11.36	\$13.23	\$7.15	\$8.49	\$10.28	\$13.88	\$18.17		
43-6011	Executive Secretaries and Administrative Assistants	H	\$14.10	\$12.05	\$16.08	\$18.09	\$11.47	\$13.21	\$15.66	\$18.27	\$21.76		
43-6013	Medical Secretaries	M	\$10.20	\$9.85	\$11.99	\$13.06	\$9.35	\$10.13	\$11.42	\$13.99	\$16.08		
43-6014	Secretaries, Except Legal, Medical, and Executive	H	\$14.20	\$9.10	\$12.51	\$14.22	\$8.88	\$10.12	\$12.21	\$14.90	\$17.08		
43-9011	Computer Operators	L	†	\$11.49	\$16.41	\$18.86	\$10.92	\$12.93	\$16.13	\$20.02	\$22.14		
43-9021	Data Entry Keyers	M	\$9.50	\$7.81	\$9.94	\$11.01	\$7.31	\$7.86	\$8.76	\$10.99	\$14.04		
43-9041	Insurance Claims and Policy Processing Clerks	M	†	\$8.78	\$10.51	\$11.37	\$8.14	\$9.21	\$10.23	\$11.27	\$13.18		
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	M	\$9.00	\$7.37	\$9.96	\$11.26	\$7.03	\$7.90	\$9.74	\$11.90	\$13.58		
43-9061	Office Clerks, General	H	\$11.00	\$8.63	\$12.01	\$13.70	\$7.81	\$9.44	\$11.03	\$13.84	\$18.68		
43-9199	Office and Administrative Support Workers, All Other	M	\$8.00	†	†	†	†	†	†	†	†		
<b>45-0000</b>	<b>Farming, Fishing, and Forestry Occupations</b>			<b>\$7.59</b>	<b>\$10.88</b>	<b>\$12.53</b>	<b>\$7.33</b>	<b>\$8.48</b>	<b>\$10.15</b>	<b>\$12.37</b>	<b>\$16.33</b>		
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		
<b>47-0000</b>	<b>Construction and Extraction Occupations</b>			<b>\$10.63</b>	<b>\$16.38</b>	<b>\$19.27</b>	<b>\$9.63</b>	<b>\$12.05</b>	<b>\$15.85</b>	<b>\$20.24</b>	<b>\$24.55</b>		
47-2031	Carpenters	M	\$13.30	\$10.02	\$14.76	\$17.14	\$9.03	\$11.41	\$15.00	\$18.16	\$20.87		
47-2051	Cement Masons and Concrete Finishers	M	\$13.50	\$11.40	\$15.72	\$17.88	\$10.43	\$13.01	\$15.58	\$18.26	\$21.74		
47-2061	Construction Laborers	H	\$9.50	\$8.96	\$11.94	\$13.42	\$8.20	\$9.66	\$11.61	\$13.79	\$16.63		
47-2111	Electricians	H	\$21.70	\$13.90	\$20.10	\$23.20	\$12.35	\$16.20	\$20.56	\$24.76	\$27.43		
47-2141	Painters, Construction and Maintenance	M	\$12.30	\$11.77	\$13.91	\$14.99	\$11.25	\$12.24	\$13.67	\$15.81	\$17.32		
47-2152	Plumbers, Pipefitters, and Steamfitters	M	\$16.70	\$13.38	\$18.03	\$20.36	\$11.84	\$15.04	\$18.20	\$21.22	\$23.86		
47-2211	Sheet Metal Workers	M	\$11.20	\$10.82	\$16.58	\$19.47	\$9.85	\$11.75	\$14.58	\$22.37	\$26.71		
47-3012	Helpers--Carpenters	L	†	\$8.77	\$12.41	\$14.24	\$7.31	\$11.19	\$13.05	\$15.18	\$16.61		
* 47-5041	Continuous Mining Machine Operators	H	\$20.80	\$15.05	\$18.70	\$20.52	\$14.22	\$15.23	\$16.91	\$23.35	\$26.25		
<b>49-0000</b>	<b>Installation, Maintenance, and Repair Occupations</b>			<b>\$10.65</b>	<b>\$17.06</b>	<b>\$20.26</b>	<b>\$9.68</b>	<b>\$12.18</b>	<b>\$16.34</b>	<b>\$21.14</b>	<b>\$26.11</b>		

\* 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 9

SOC Code	SOC Occupation Title	Vacancy Rank	Average JVS Wage	Occupational Employment Statistics Wage Data (2001)							
				Average Wages		Percentile Distribution					
				Entry Level	Overall	Experi-enced	10th	25th	50th	75th	90th
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	M	\$18.40	\$16.00	\$21.01	\$23.51	\$15.15	\$16.99	\$19.42	\$21.86	\$31.44
* 49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	L	\$29.70	\$20.34	\$23.89	\$25.66	\$16.93	\$23.16	\$25.08	\$27.01	\$28.16
49-2098	Security and Fire Alarm Systems Installers	L	†	\$15.64	\$19.04	\$20.74	\$12.77	\$18.56	\$20.08	\$21.61	\$22.53
49-3011	Aircraft Mechanics and Service Technicians	L	\$5.50	\$15.51	\$18.14	\$19.46	\$14.65	\$15.80	\$17.86	\$20.46	\$21.94
49-3023	Automotive Service Technicians and Mechanics	M	\$17.00	\$10.24	\$16.48	\$19.60	\$9.34	\$11.40	\$16.12	\$20.50	\$25.46
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	M	†	\$13.88	\$16.71	\$18.13	\$12.75	\$14.53	\$16.25	\$18.43	\$21.69
* 49-3052	Motorcycle Mechanics	L	\$13.20	\$9.90	\$15.85	\$18.82	\$8.66	\$11.54	\$13.99	\$19.01	\$28.43
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	H	\$16.30	\$10.79	\$14.80	\$16.80	\$9.90	\$11.61	\$14.61	\$16.77	\$20.81
* 49-9041	Industrial Machinery Mechanics	M	\$15.30	\$13.25	\$18.63	\$21.32	\$11.81	\$14.98	\$18.51	\$22.24	\$26.44
49-9042	Maintenance and Repair Workers, General	H	\$10.20	\$9.00	\$14.00	\$16.50	\$8.47	\$10.28	\$13.02	\$17.22	\$21.70
49-9051	Electrical Power-Line Installers and Repairers	M	\$25.10	\$18.34	\$22.55	\$24.66	\$16.70	\$20.15	\$23.53	\$25.93	\$27.38
* 49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	M	\$8.30	\$9.69	\$13.30	\$15.11	\$8.37	\$11.34	\$13.61	\$15.91	\$17.39
49-9099	Installation, Maintenance, and Repair Workers, All Other	M	\$9.80	\$10.35	\$16.31	\$19.29	\$8.98	\$11.82	\$15.61	\$21.28	\$25.20
<b>51-0000</b>	<b>Production Occupations</b>			<b>\$8.17</b>	<b>\$12.23</b>	<b>\$14.25</b>	<b>\$7.57</b>	<b>\$8.85</b>	<b>\$10.86</b>	<b>\$14.07</b>	<b>\$19.17</b>
51-2022	Electrical and Electronic Equipment Assemblers	H	\$10.00	\$7.67	\$9.97	\$11.13	\$7.33	\$8.11	\$9.52	\$11.17	\$13.72
51-2023	Electromechanical Equipment Assemblers	M	\$10.50	\$8.02	\$11.35	\$13.00	\$7.66	\$8.39	\$10.31	\$13.33	\$17.56
51-2099	Assemblers and Fabricators, All Other	M	\$7.50	\$7.96	\$9.68	\$10.54	\$7.41	\$8.76	\$9.82	\$10.75	\$11.35
51-3021	Butchers and Meat Cutters	L	†	\$12.11	\$14.69	\$15.98	\$11.25	\$13.39	\$15.25	\$16.58	\$17.39
51-3022	Meat, Poultry, and Dish Cutters and Trimmers	L	\$12.00	†	†	†	†	†	†	†	†
51-3092	Food Batchmakers	M	\$6.50	\$6.02	\$11.78	\$14.67	\$5.76	\$6.40	\$9.63	\$17.95	\$21.11
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	M	\$12.80	\$7.83	\$10.56	\$11.93	\$7.48	\$8.27	\$9.77	\$11.90	\$15.53
51-4041	Machinists	H	\$7.70	\$8.98	\$12.47	\$14.22	\$8.18	\$9.52	\$11.31	\$15.39	\$18.22
51-4121	Welders, Cutters, Solderers, and Brazers	M	\$9.50	\$9.34	\$13.44	\$15.49	\$8.86	\$10.24	\$12.80	\$16.07	\$19.66
51-5011	Bindery Workers	M	\$10.30	\$6.34	\$9.13	\$10.52	\$5.98	\$6.87	\$8.04	\$10.57	\$14.74
51-5022	Prepress Technicians and Workers	H	\$10.10	\$10.79	\$15.95	\$18.54	\$9.57	\$12.59	\$16.54	\$19.68	\$21.48
51-6011	Laundry and Dry-Cleaning Workers	M	\$9.50	\$6.07	\$7.58	\$8.33	\$5.87	\$6.59	\$7.61	\$8.51	\$9.61

\* 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 10

SOC Code	SOC Occupation Title	Vacancy Rank	Average JVS Wage	Average Wages					Percentile Distribution				
				Entry Level	Overall	Experi-enced	10th	25th	50th	75th	90th		
* 51-6099	Textile, Apparel, and Furnishings Workers, All Other	M	\$8.00	\$7.21	\$9.99	\$11.38	\$6.52	\$8.25	\$9.89	\$11.10	\$12.98		
* 51-8013	Power Plant Operators	L	\$17.70	\$18.16	\$22.85	\$25.20	\$16.36	\$20.58	\$24.14	\$26.39	\$27.74		
51-8031	Water and Liquid Waste Treatment Plant and System Operators	L	\$13.20	\$15.02	\$21.00	\$23.99	\$13.93	\$17.02	\$21.22	\$25.45	\$28.02		
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	L	\$10.60	\$9.21	\$11.83	\$13.15	\$8.48	\$9.77	\$11.58	\$13.37	\$14.81		
<b>53-0000</b>	<b>Transportation and Material Moving Occupations</b>			<b>\$7.23</b>	<b>\$11.44</b>	<b>\$13.56</b>	<b>\$6.54</b>	<b>\$8.19</b>	<b>\$10.41</b>	<b>\$13.53</b>	<b>\$17.44</b>		
* 53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	M	\$10.80	\$7.70	\$10.67	\$12.16	\$7.40	\$8.32	\$10.10	\$12.42	\$13.85		
53-3022	Bus Drivers, School	M	\$11.20	\$9.37	\$11.63	\$12.76	\$9.15	\$10.00	\$11.39	\$13.22	\$15.31		
53-3031	Driver/Sales Workers	H	\$10.20	\$6.02	\$9.15	\$10.72	\$5.66	\$6.15	\$7.29	\$12.04	\$13.76		
53-3032	Truck Drivers, Heavy and Tractor-Trailer	H	\$13.50	\$11.33	\$15.01	\$16.84	\$10.49	\$12.08	\$14.00	\$17.22	\$21.41		
53-3033	Truck Drivers, Light or Delivery Services	L	\$12.00	\$8.46	\$12.56	\$14.61	\$7.73	\$9.22	\$10.80	\$14.23	\$23.02		
53-3041	Taxi Drivers and Chauffeurs	L	\$6.50	\$6.06	\$7.19	\$7.75	\$5.67	\$6.07	\$6.74	\$8.13	\$10.09		
53-3099	Motor Vehicle Operators, All Other	H	\$8.00	\$6.41	\$10.20	\$12.10	\$6.10	\$7.00	\$10.00	\$12.51	\$15.90		
53-6099	Transportation Workers, All Other	M	\$25.70	\$9.54	\$10.93	\$11.62	\$9.29	\$9.88	\$10.87	\$12.32	\$13.69		
53-7051	Industrial Truck and Tractor Operators	M	\$11.10	\$9.49	\$11.60	\$12.65	\$8.97	\$9.68	\$10.81	\$13.16	\$16.09		
53-7061	Cleaners of Vehicles and Equipment	L	†	\$7.33	\$9.18	\$10.10	\$6.97	\$7.58	\$8.46	\$10.79	\$12.95		
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	H	\$8.40	\$7.37	\$9.89	\$11.15	\$6.85	\$8.25	\$9.79	\$10.94	\$13.58		
53-7064	Packers and Packers, Hand	M	\$7.30	\$6.07	\$8.39	\$9.54	\$5.76	\$6.30	\$7.24	\$9.39	\$14.52		

\* OES wages reported for Colorado statewide

† No wage data available

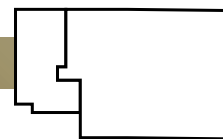
‡

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, bachelor's, and graduate degrees all are examples of completed programs.

### Medical Insurance Premium

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

### Permanent and Temporary Employment

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

### Sign-on Bonus

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

### SOC

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

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

#### **Survey Sample Universe**

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

#### **Unemployment**

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

available for work (except for temporary illness), and have made specific efforts to find employment. People who did not look for work because they were on temporary layoff or waiting to start new jobs within the next 30 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).