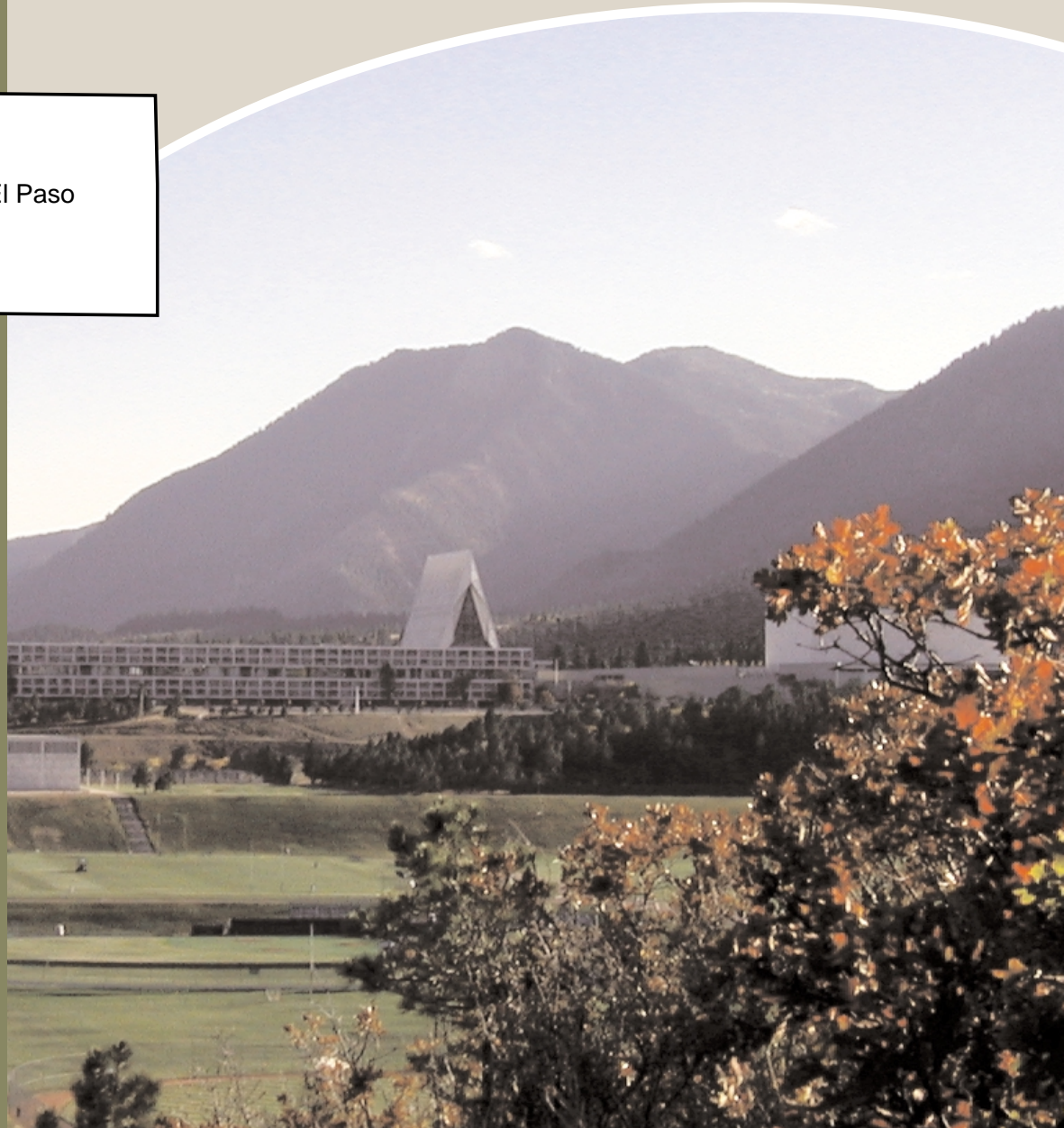
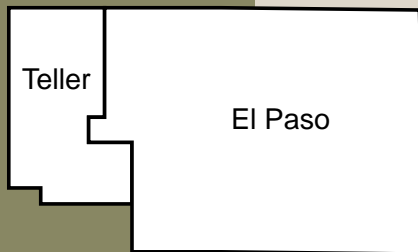


# Pikes Peak Region

## Job Vacancy Survey

Summer 2003



*See Colorado First*

*United States  
Air Force Academy  
Colorado Springs*

# Pikes Peak Job Vacancy Survey



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*Conducted*  
*July 21–August 1, 2003*

### **State of Colorado**

Bill Owens, *Governor*

### **Colorado Department of Labor & Employment**

Jeffrey M. Wells  
*Executive Director*

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#### **Analyst for this region:**

Leora Starr

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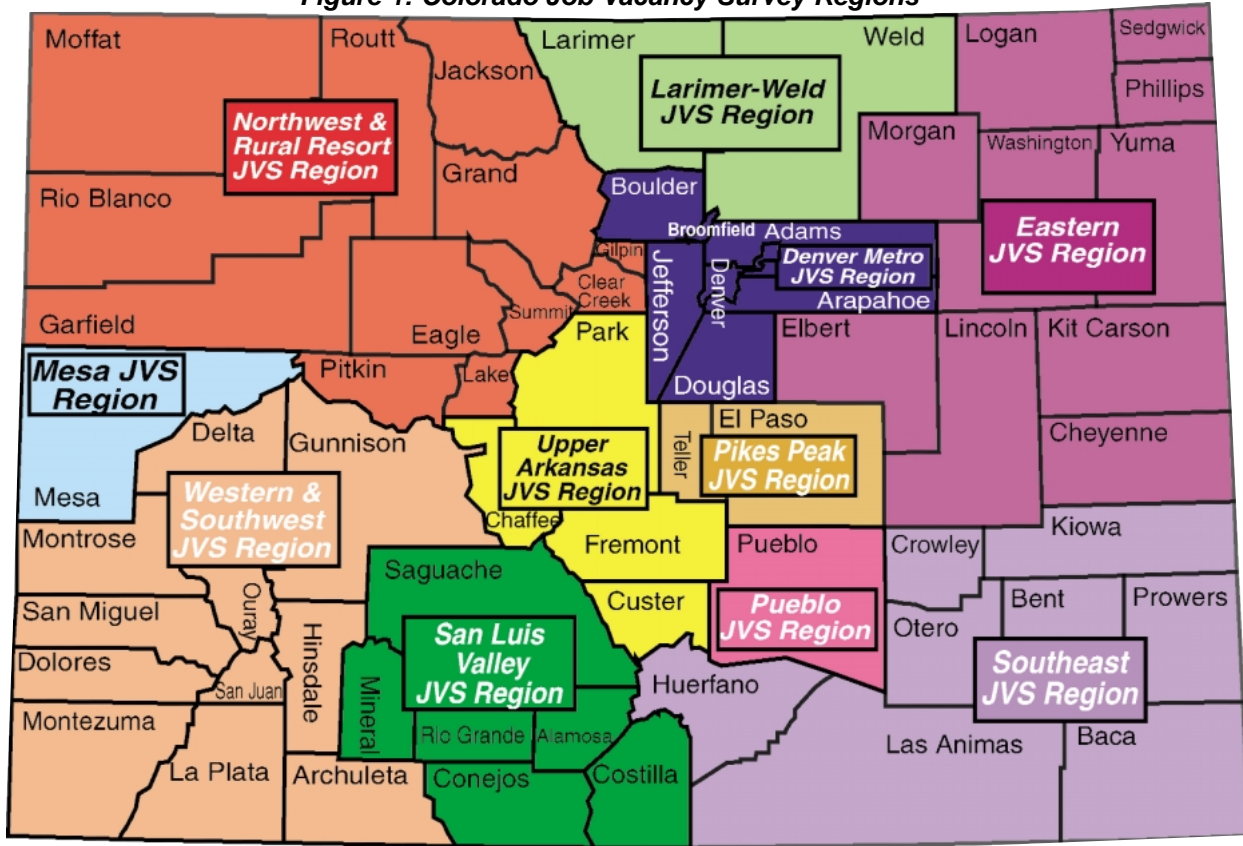
*Workforce Research & Analysis*  
**Labor Market Information**  
Two Park Central, Suite 300  
1515 Arapahoe Street  
Denver, CO 80202-2117

**(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)

**Figure 1: Colorado Job Vacancy Survey Regions**



## *Introduction to the Colorado Job Vacancy Survey*

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 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.



# Executive Summary

The summer Pikes Peak Region Job Vacancy Survey was conducted from July 21st through August 1st, 2003. The goal of the survey is to provide current information on the demand for workers so that employers, job seekers, economic developers, educators, and work-force centers can make informed decisions in the Pikes Peak Region.

Over the survey period Government and large employers, as well as randomly selected small to mid-size employers with at least five employees, were contacted in the region. Employers are asked if they are actively hiring at the time of the survey, and a variety of questions about positions they are seeking to fill.

A total of 1,869 employers representing 38% of the region's employment responded to the survey. Out of these, 57 are large employers (250 or more employees), 82 are Government employers, and 1,730 are from the small to mid-size category (five to 249 employees). The survey has an 80% response rate and a cooperation rate of 99%. The margin of sampling error for the overall vacancy estimate is plus or minus 1.5%, or about 37 vacancies. The major findings of the survey follow:

- ◆ It is estimated that a total of 2,414 jobs were open for hire in the Pikes Peak Region during the survey period, down from 3,437 a year ago. ....Page 3
- ◆ Thirteen percent of the employers responding to the survey report having at least one vacancy. ....Page 7
- ◆ Twenty-two percent of all vacancies are in Health Care & Social Assistance, 22% are in Leisure & Hospitality, and 16% are in Trade, Transportation, & Utilities. The remaining 40% of the vacancies are in all other industries. ....Page 7
- ◆ The average wage for all vacancies is \$13.10 per hour. ....Page 8
- ◆ Fifty-seven percent of vacancies are in small to mid-size firms and another 34% are in large firms. Only 9% of the region's vacancies are in Government agencies. These are similar to last year's reporting of vacancies. ....Page 9
- ◆ Seventy-one percent of estimated vacancies are full-time permanent positions and an additional 15% are part-time permanent. ....Page 10
- ◆ Fifty-three percent of all vacancies require post-secondary education, 26% require high school or GED completion, and 21% have no educational requirements. ....Page 11
- ◆ Fifty-eight percent of vacancies are considered as being not difficult to fill compared to 47% this time last year. ....Page 13
- ◆ Forty-three percent of reported vacancies are open for less than 30 days, slightly more than last summer's report. Thirty-two percent of vacancies are open 30 to 59 days, and only 6% of vacancies are open for 60 or more days. ....Page 14



# Pikes Peak Region

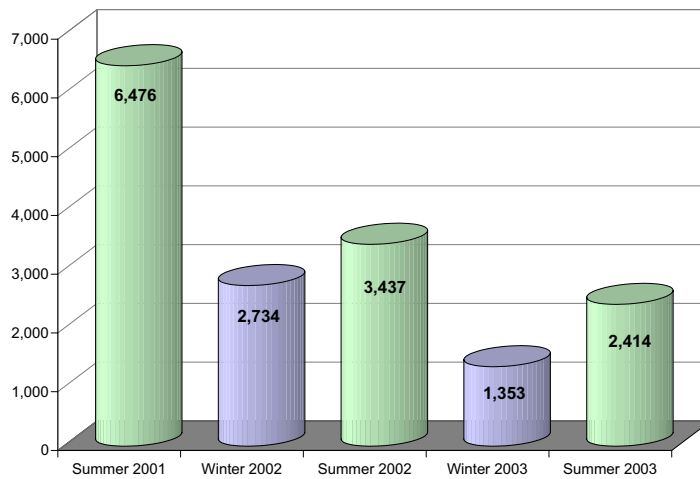
According to the U.S. Census Bureau, Census updates of 2002, the Pikes Peak Region, which includes El Paso and Teller counties, is home to over 565,000 people. Similar to statewide figures, El Paso County experienced a 30% increase in population growth from 1990 to 2000. Teller County population grew by 65% in the same period. Both counties experienced a population growth of 1.5% over the 2001-2002 period.

Employment proportions are comparable to the area's population with El Paso County recording 96% of the area's population and employment. Teller County makes up about 4% of the area's population and employment. Many of these individuals commute to and from the Denver Metro area. Teller County residents spend 30 minutes,

on average, to commute to work while workers in El Paso County spend only about 20 minutes in the commute. El Paso County shows a 1999 median household income at nearly \$47,000. Teller County, however, shows a median household income just over \$50,000.

In the summer of 2001, the Colorado Department of Labor and Employment began collecting data on job vacancies in the Pikes Peak Region. On average, the summer season shows more employment opportunities than in the winter due to a strong volume of seasonal businesses. However, job vacancies in general have steadily decreased mostly due to the decrease in economic activity seen not just in the state of Colorado, but nationwide (*Figure 2*).

**Figure 2: Historical Vacancies – Pikes Peak Region**



	Summer 2001	Winter 2002	Summer 2002	Winter 2003	Summer 2003
Vacancies	6,476	2,734	3,437	1,353	2,414
Employment	277,611	268,071	277,533	274,266	278,585
Unemployed	13,104	20,062	19,794	18,429	18,086
Unemployment Rate	4.5%	7.0%	6.7%	6.3%	6.1%

Source: CDLE, Local Area Unemployment Statistics, August 2003

Although the number of job vacancies has declined over the last five surveys, the number of people employed per season, on average, has increased. For example, not only did employment increase from the summer of 2002 to the summer of 2003, employment also increased from the winter of 2002 to the winter of 2003. Furthermore,

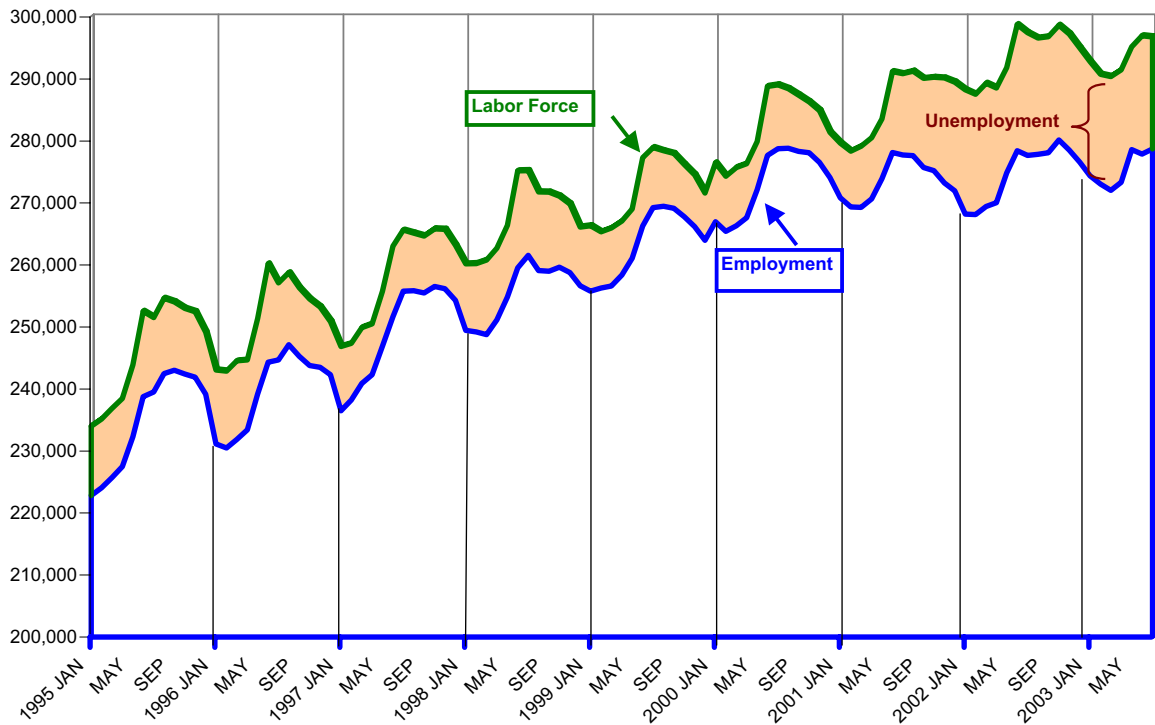
unemployment levels decreased since this time last year. With the summer reports the Pikes Peak Region's unemployment rate shows a similar pattern, meaning the seasonal labor force level has remained relatively in check with the fluctuations in employment levels.



Pikes Peak Region Job Vacancy Surveys are conducted twice a year, once in winter and once in summer. Vacancies found in the winter represent demand for labor at a time of year when employment is at its cyclical low. A study at this time indicates the types of occupations found at the time when demand for workers is at its lowest. When the Job Vacancy Survey is conducted during the summer, results represent demand for labor at a time when employers are nearing peak employment, yet are still in the process of actively recruiting.

Historically, the level of employment in the Pikes Peak Region peaks in or around the months of July and August. The labor force follows a similar pattern (*Figure 3*). Unemployment levels have increased over the last two years, following the state and national trends, although in general, the region has experienced declining unemployment through the better part of the last ten years. Unemployment varies from month to month, however it tends to peak in the month of June of each year.

**Figure 3: Employment & Labor Force Trends for the Pikes Peak Region**  
(Not Seasonally Adjusted)

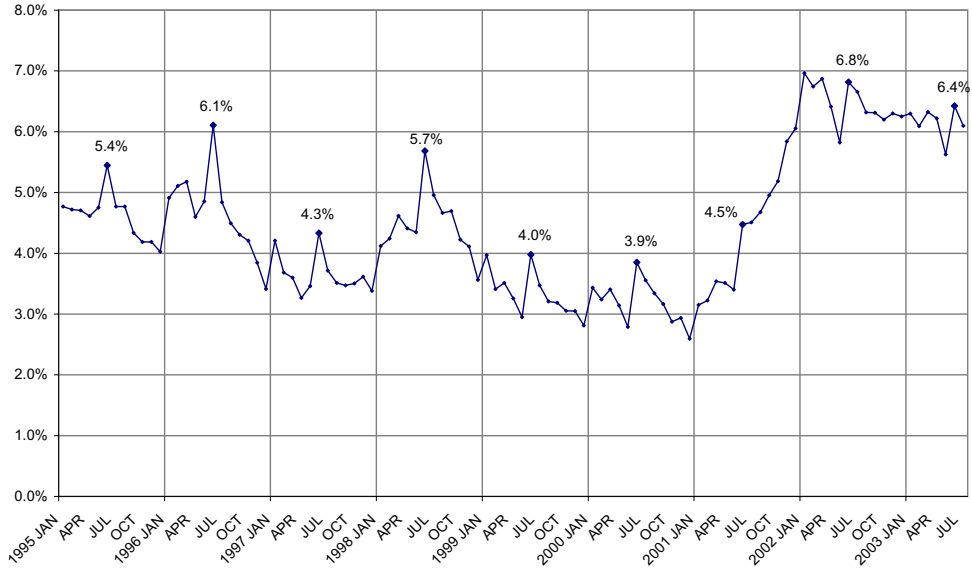


Source: CDLE, Local Area Unemployment Statistics, August 2003

While this trend has been apparent for years, changes in the employment and labor force have been notable over the past year. The total number of employed decreased more than usual since mid-2001, reflecting the effects of a slowing economy in addition to seasonal decline. Yet, rather than following seasonal trend, the total labor force

decreased at a much slower rate as individuals remained in or reentered the labor market. This caused the actual number of unemployed individuals to climb over the last half of 2001 and throughout most of 2002, as seen by the widening gap between the two series.

**Figure 4: Pikes Peak Region Unemployment Rate Trend (Not Seasonally Adjusted)**



Source: CDLE, Local Area Unemployment Statistics, August 2003

After steadily decreasing throughout the late 90s, the region's unemployment rate followed the state and national trends of persistent increases since late-2000 (Figure 4). After reaching a high of 7.0% in January 2002, the local economy showed promising signs of increasing employment. Unemployment levels increased and remained somewhat elevated possibly due to the increased numbers of people staying in or reentering the labor force. Unemployment in the region is comparable to that in other metropolitan statistical areas.

Figure 5 shows the most current unemployment statistics for the individual counties of the Pikes Peak Region. Both counties show unemployment rates lower than the reported rates of this time last year.

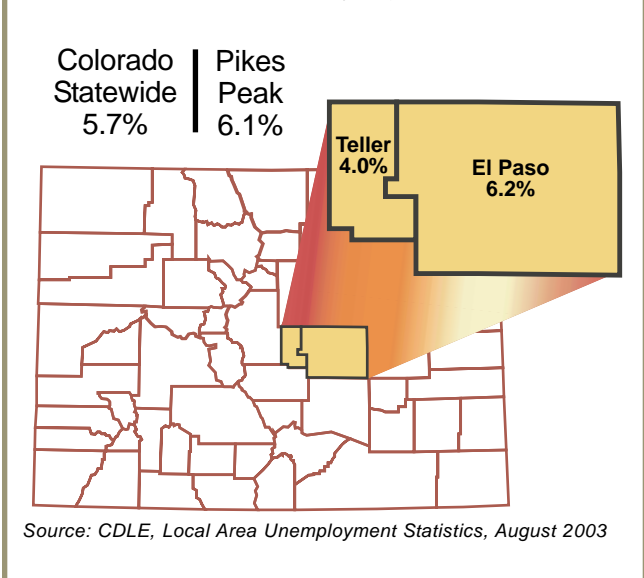
While El Paso County cannot claim title to highest mountain peak, it can lay claim to Pikes Peak – towering at 14,110 feet. Discovered in 1806 by Lt. Zebulon Pike, Pikes Peak is called “America’s Mountain” for inspiring

the words for *America the Beautiful*, written by Katharine Lee Bates in the late 1800s. Fortunately, the summer 2002 Hayman Fire did not affect Pikes Peak. While mountain biking, mountain climbing and other outdoor activities are just as popular here as on neighboring mountains, Pikes Peak also hosts the second oldest auto race in the nation. Race to the Clouds (the Pikes Peak Hill Climb), includes top racecar drivers climbing to the summit at speeds of over 100 miles per hour. Those looking for adventure at lower elevations can visit the Air Force Academy or the Garden of the Gods, among other sites, or head out to eastern El Paso County to the Calhan Paint Mines.

Teller County extends the region's activities westward. The cities of Woodland Park, Cripple Creek and Victor offer historical museums, gold mining discovery escapades, and year-round outdoor recreation activities. Whether it's fishing at Skagway Reservoir near Victor, limited-stakes gambling in Cripple Creek, or a round of golf at Woodland Park's 18-hole championship golf course, Teller County increases the region's attractions.

The U.S. Census Bureau shows both counties in the Pikes Peak Region to have a higher high school graduation rate than the state and nation. Teller County has a 94% graduation rate and El Paso County's is 91% while the state average is 87% and national even lower at 80%. The region's percentage of individuals with bachelor's degrees is only slightly lower than the state percentage of 33%. In both counties, 32% of people 25 or older hold a bachelor's degree.

**Figure 5: Unemployment Rates for July 2003 (Not Seasonally Adjusted)**



Source: CDLE, Local Area Unemployment Statistics, August 2003

Since conducting the first Job Vacancy Survey in the Pikes Peak Region, Healthcare Practitioners & Technical occupations as well as Office & Administrative Support positions have been in the highest demand. *Figure 6* shows the third quarter 2002 employment breakdown for each of the 12 JVS sectors used for the Metropolitan Statistical Areas (MSAs) in Colorado (*Page 31*). This serves as a useful reference for the time period in which the Pikes Peak Job Vacancy Survey was conducted.

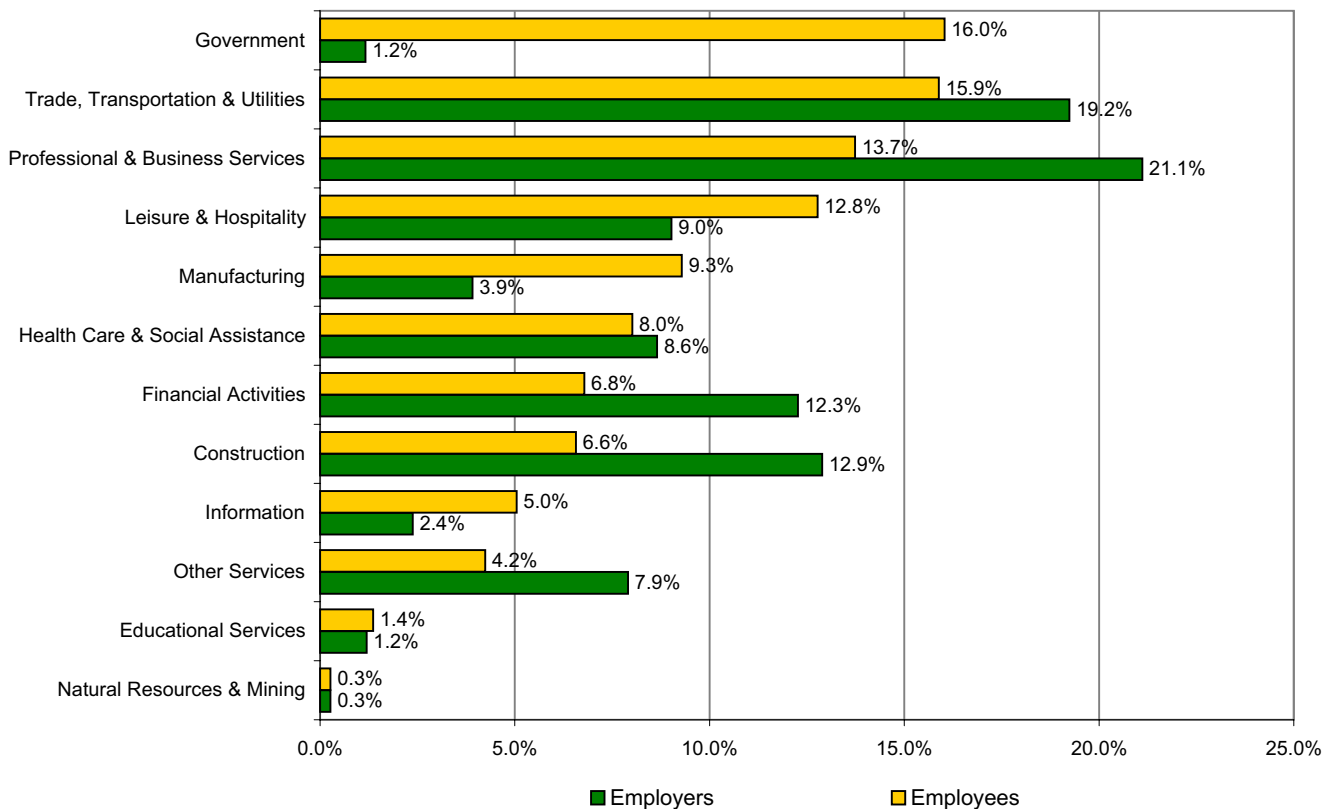
Shares of employment by JVS sector in the Pikes Peak Region have remained fairly constant over prior years; however, classification of industries has recently changed. The 60-year-old SIC (Standard Industrial Classification) system has been replaced with NAICS (North American Industry Classification System). While some sectors have remained in a similar classification category, others have largely changed. This is mostly due to the classification of establishments into detailed categories based on the production process they use. This reclassification has considerably changed the locations of many businesses in the classification structure.

NAICS recognizes hundreds of new businesses in the economy, especially those in the rapidly growing service sector. These are businesses that are indicative of the “new economy” such as Information, Financial Activities, and Professional & Business Services. Health Care & Social Assistance and Educational Services are also separate from other service sectors and can now be reviewed at a greater level of detail than previously available.

The Government sector represents a very small percentage of area employers but the largest percentage (16.0%) of the area’s employees. The Trade, Transportation, & Utilities JVS sector has 15.9% of the area’s employees and Professional & Business Services has 13.7%. These three JVS sectors combined contain nearly half (45.6%) of the Pikes Peak Region’s employees. Leisure & Hospitality also comprises a considerable share (12.8%) of the region’s employees.

Forty percent of local employers can be found in the Professional & Business Services and the Trade, Transportation & Utilities JVS sectors.

**Figure 6: Pikes Peak Employers & Employees, 3rd Quarter, 2003**



Source: CDLE, Colorado Employment and Wages (ES-202)



# Estimated Vacancies

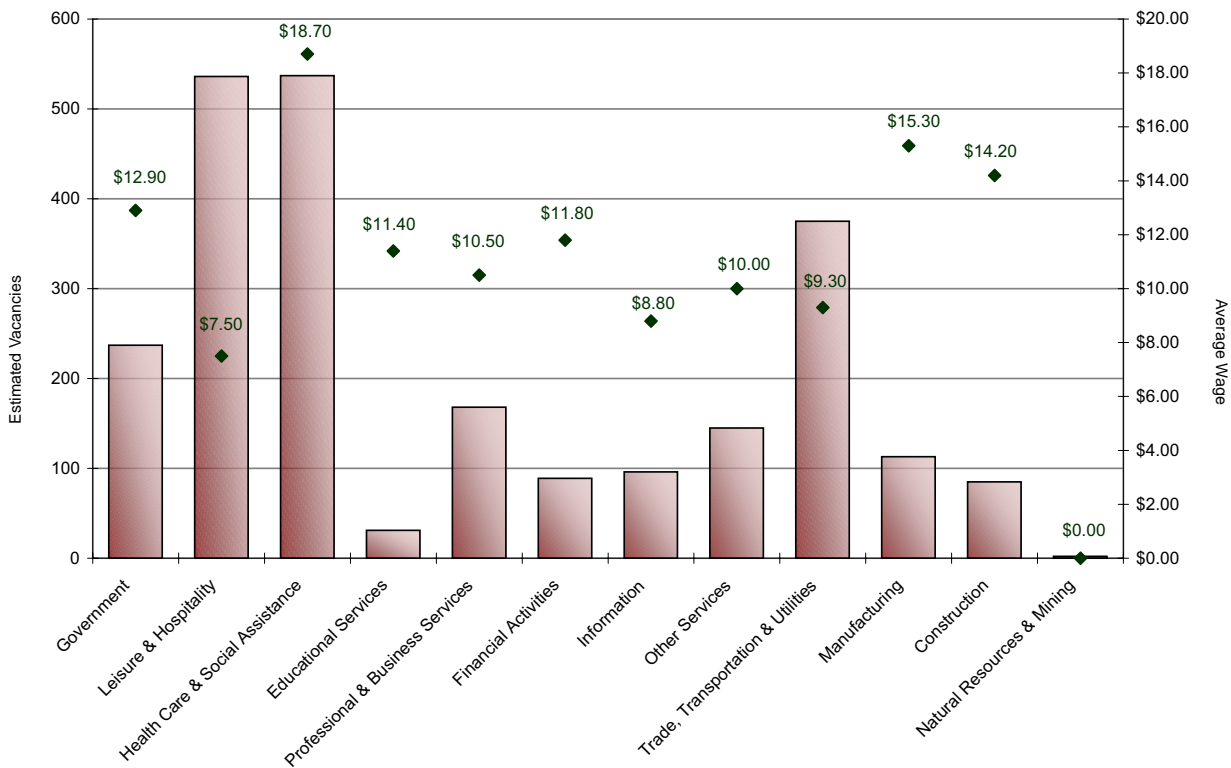
## JVS Sectors and Employer Size

During the survey period, an estimated 2,414 vacancies were open for immediate hire in the Pikes Peak Region. The region's estimated vacancy rate is 1.2%, meaning there are approximately twelve vacancies in the survey for every 1,000 positions. The overall vacancy rate is calculated by dividing the estimated number of vacancies by total employment plus the estimated number of vacancies. The demand for labor is composed of people currently employed plus all of the open positions that employers want to fill. The results of this survey suggest that current demand for workers has decreased since the summer 2002 survey.

Thirteen percent of employers responding to the survey report having at least one vacancy. The survey also reports very few vacancies in Natural Resources & Mining as well as in the Educational Services sectors which includes

teaching positions in private schools. All other public teaching positions are included in the Government sector which shows the fourth highest number of vacancies in this survey. The highest concentration of vacancies is found in Health Care & Social Assistance. Opportunities in health services range from certified nurses' assistants and other aides to registered nurses, therapists and medical technicians. In addition, 6% of all health care related positions are medical facility directors and managers. Leisure & Hospitality also shows high demand, not only for specialized chefs, bartenders and servers, but also for managers and other supervisory positions. While some post-secondary education and experience are required for some positions, most are available to applicants regardless of education completed or experience acquired.

**Figure 7: Estimated Vacancies and Average Wages by JVS Sectors**

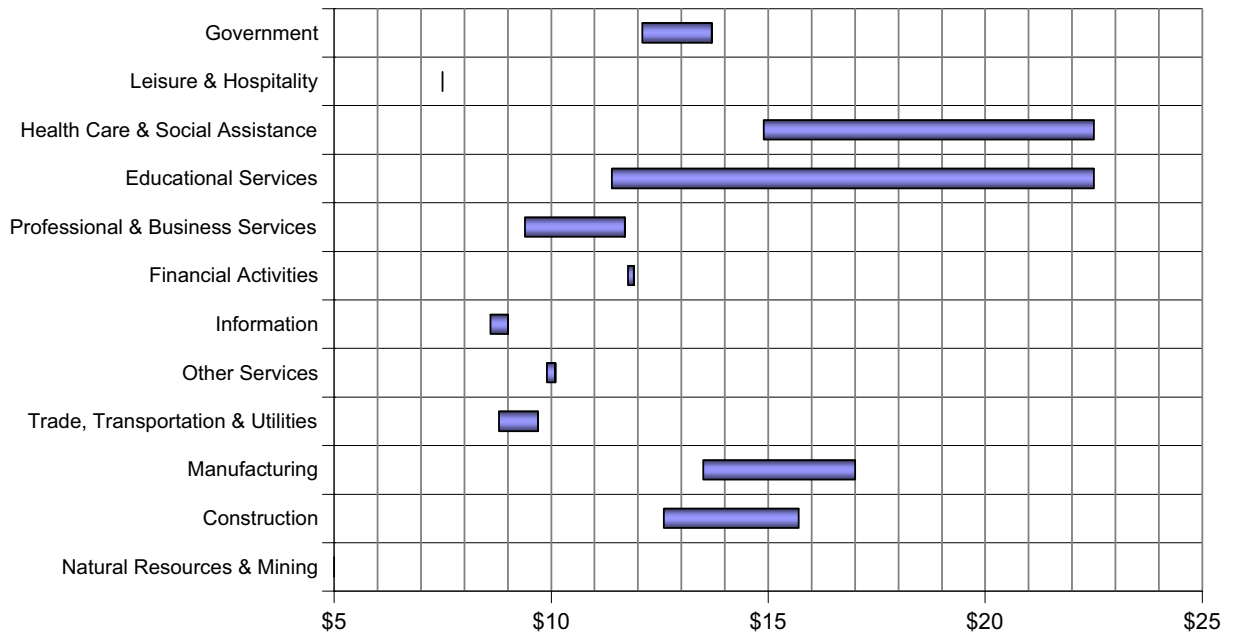


Since wages offered vary according to the individual applicant's qualifications, employers are asked to provide the range of wages offered for the vacancies (*Figure 8*). Wages reported for this study represent those offered by employers for current vacancies over the survey period. This survey shows wide wage ranges for Health Care & Social Assistance and Educational Services. On average, sectors with a wider wage range usually have a variety of vacancies that include all levels of education and experience requirements. For example, in this survey, the Health Care & Social Assistance sector, contained vacancies for the higher wage ranges including registered nurses, physical therapists and sonographers. All these occupations typically require at least a bachelor's degree. Vacancies at the lower end of the wage range in this sector include positions requiring less education and experience such as certified nursing assistants and lab assistants. These positions usually require only high school completion and general

work experience. Many positions in the middle of the wage range like licensed practical nurses and therapists require at least two years of post-secondary education or vocational training/certification.

The overall average wage for all vacancies is \$13.10 per hour. The highest average wages offered for this survey are in the Health Care & Social Assistance, Manufacturing and Construction sectors. In Government, 42% of the vacancies are in the educational arena including teachers, adjunct faculty and coaches, with a majority of the positions requiring an advanced degree. Twenty percent of the vacancies in the Manufacturing sector require at least a bachelor's degree. These are positions as technical managers, systems analysts, and a wide variety of engineers. All of these vacancies associated with higher pay also require a minimum of experience in a related field.

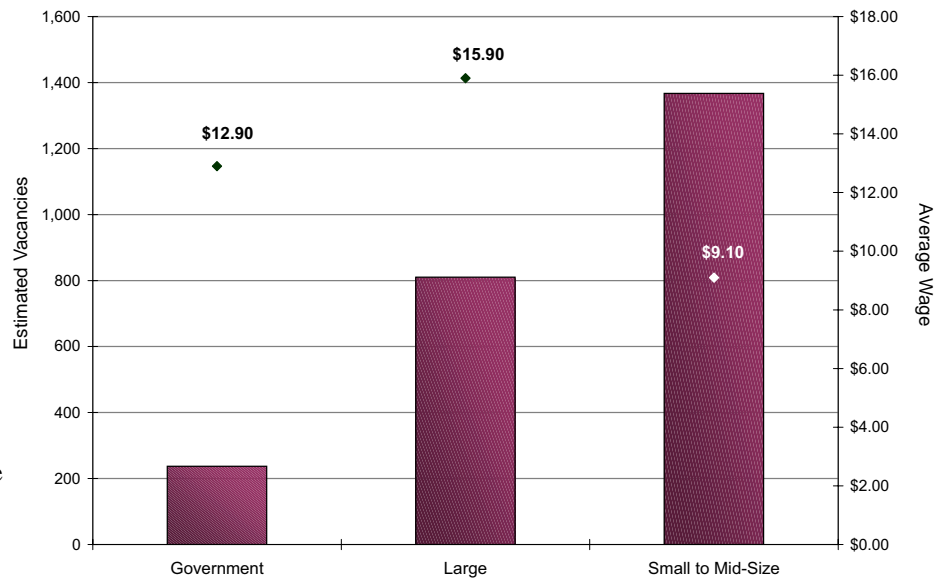
**Figure 8: Reported Average Wage Ranges by JVS Sectors**



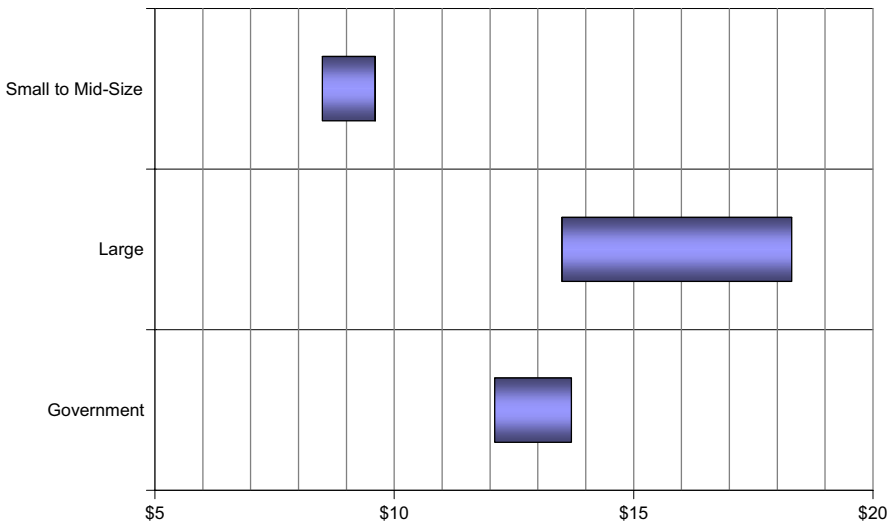
Small to mid-size firms account for 57% of total vacancies (Figure 9) in the Pikes Peak Region. Large companies are reporting 34% and Government agencies have only 9% of all vacancies. The highest concentration of vacancies is found among health care occupations. High levels of vacancies are also found in large government organizations, with most in various teaching positions.

According to the survey, large firms are offering \$3.00 per hour more, on average, than the average wage offered by government agencies. Furthermore, average wages offered by the government are \$4.00 more than those offered by the small to mid-size companies. Most of the higher paid positions require a bachelor's degree although some require vocational training/certification.

**Figure 9: Estimated Vacancies and Average Wages by Employer Size**



**Figure 10: Reported Average Wage Ranges by Employer Size**



Wage ranges in each employer size class reflect characteristics of the vacancies found. While many vacancies within large firms are highly specialized (college faculty and registered nurses), there are many vacancies among large firms that do not require post-secondary training or related experience, allowing a mixture of applicants to find positions in large firms. This is not the case, however, with the varying positions among the small to mid-size firms, which have vacancies ranging from entry level to specialized positions. The wage range is well above the legal minimum wage (\$5.15 per hour) but the tighter wage range may imply that a majority of the vacancies are either lower-skilled positions or the small to mid-size firms are not demanding (or compensating for) higher education and experience levels.



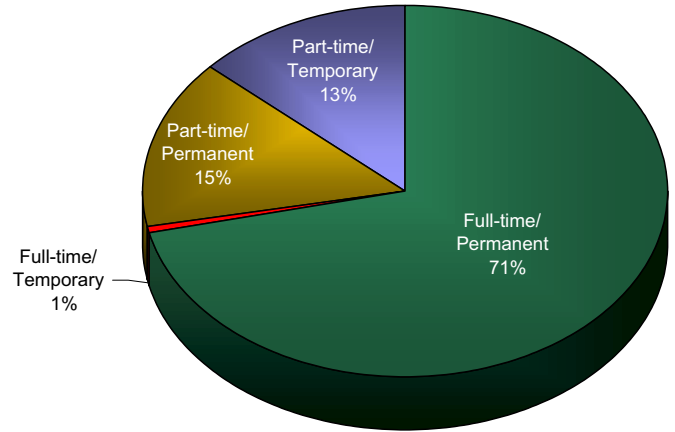
# Vacancies

## Employment Status, Education & Experience Requirements

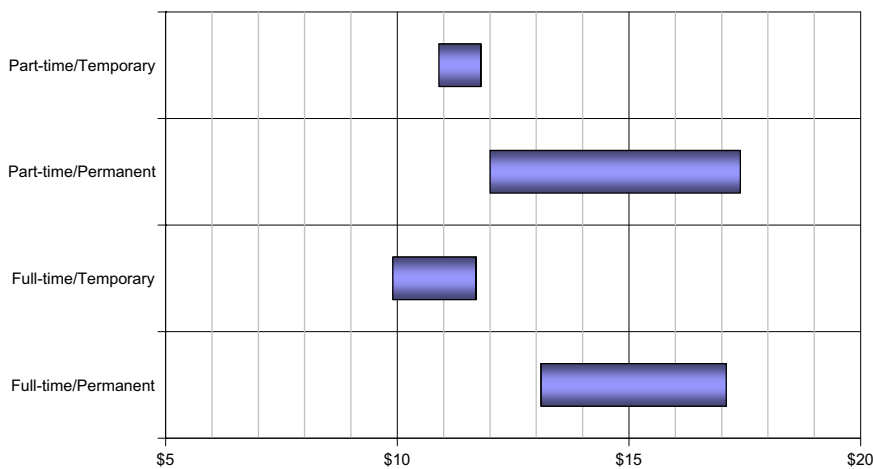
The remainder of this report provides descriptive statistics of the vacancies reported in and unique to this survey; this is supplemental data of interest to the reader. The survey design does not allow for application of this detail to the region as a whole, but it can be used to understand characteristics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

For this summer survey, 71% of the reported vacancies are for full-time permanent positions while 15% of the positions are reported to be part-time permanent (*Figure 11*). Last year at this time 85% of the reported vacancies were full-time permanent. The decrease in full-time permanent employment may be another indication that actual openings at this time are harder to find. All Pikes Peak Region Job Vacancy Surveys, summer and winter, have consistently shown a high percentage of permanent positions, however for job seekers who prefer to work less than full-time, opportunities do exist. Full-time positions include occupations in all industries while most part-time positions are in restaurants, schools, and hospitals.

**Figure 11: Vacancies by Employment Status**



**Figure 12: Reported Average Wage Ranges by Employment Status**

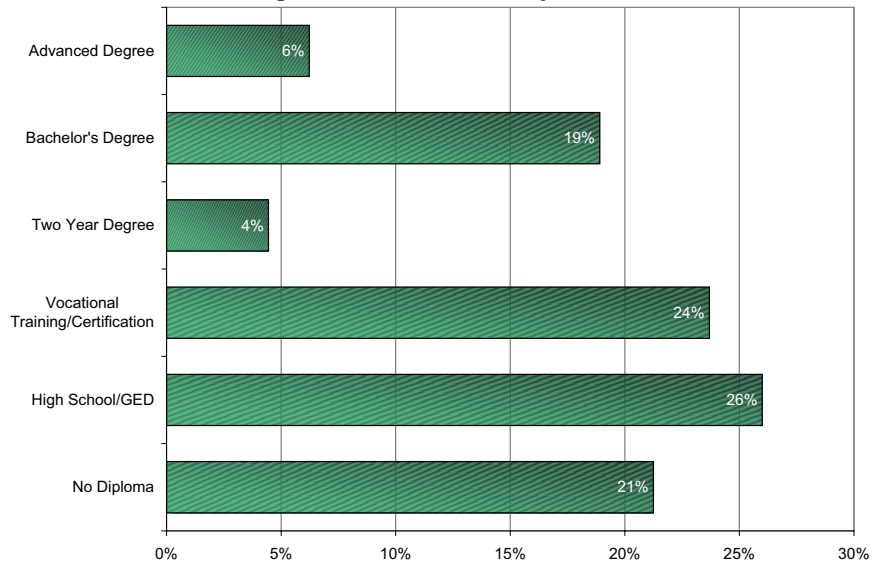


In general, full-time positions pay more than part-time and temporary positions. In this survey, part-time permanent vacancies offer a wage range slightly higher than both full-time permanent vacancies and the overall average of \$13.10 (*Figure 12*). Many of these part-time permanent vacancies include college level adjunct faculty all requiring advanced degrees. Last year at this time, part-time permanent positions were offering the lowest wages. This may have been a result of the nature of the positions open at the time.

Employers were asked about education requirements for open positions. Fifty-three percent of the positions reported by employers in the Pikes Peak Region require post-secondary education (*Figure 13*). This is due, in part, to the fact that a high proportion of the region’s vacancies are for skilled occupations, particularly health care and college professor positions. Furthermore, due to economic conditions, employers are able to command a specified level of training. Last year at this time, employers reported that 46% of the vacancies required the applicant to be educated beyond high school.

While the nature of the open position plays a significant role in the education and experience demanded, the availability of workers also has an effect on employers’ demands. Most of the area’s vacancies are occupations requiring a bachelor’s degree or at a minimum, vocational training/certification (or a similar two-year degree). While most of the nursing positions require the applicants to have bachelor’s degrees, many establishments in the health arena will offer the position providing the applicant has a two- year degree or vocational training/certification and adequate experience in the occupation. Systems engineers, educational principals & deans, college professors, and directors of medical facilities all require advanced degrees. Other vacancies requiring formal education equivalent to two-year degrees include licensed practical nurses, various medical technicians, mechanics and other trade positions such as barbers and electricians.

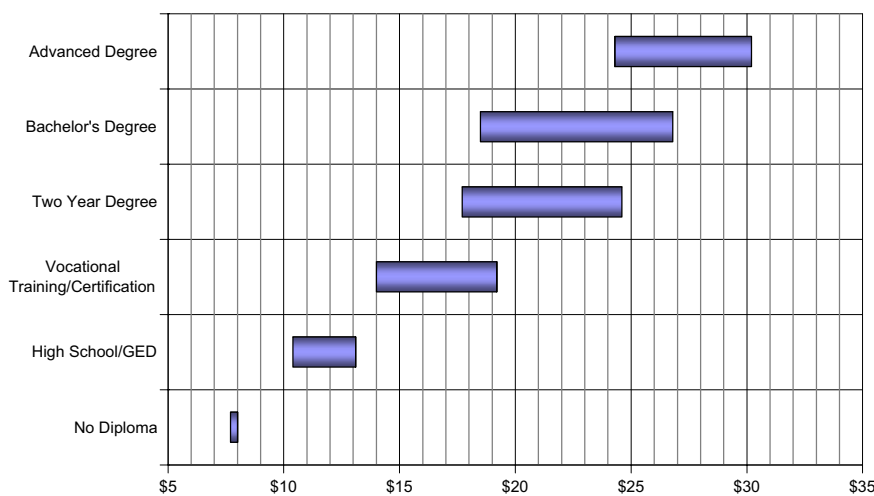
**Figure 13: Vacancies by Education**



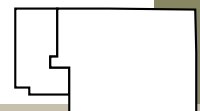
Forty-seven percent of all vacancies require no more than a high school diploma. While these are mostly jobs at lower skill levels, the positions can lead to advanced positions within the company or industry. These include positions in retail, security and office environments in addition to restaurants and hotels.

Last year at this time, 11% of job vacancies did not require a high school diploma. That number is up to 21% this survey period. Currently 19% of reported vacancies require a bachelor’s degree. Last year that number was 24%.

**Figure 14: Reported Average Wage Ranges by Education**



On average, employers pay higher wages when requiring higher levels of education (*Figure 14*). These wages are, on average, at least \$10 an hour more than positions requiring a two-year degree. Wages for two-year and vocational training/certification are predictably lower, and wages for vacancies associated with no post-secondary education are lowest. Wage offers for those without high school completion are still above the minimum wage of \$5.15 per hour and increase by approximately \$4 per hour if high school is finished.

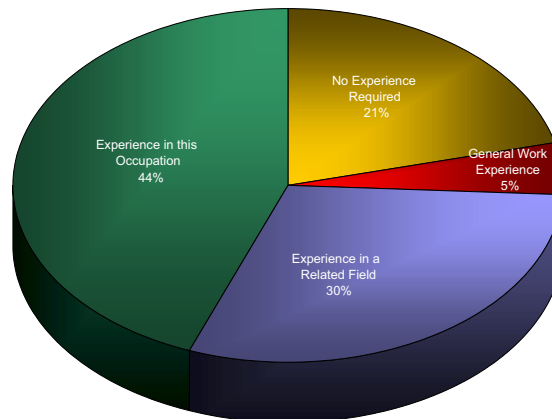




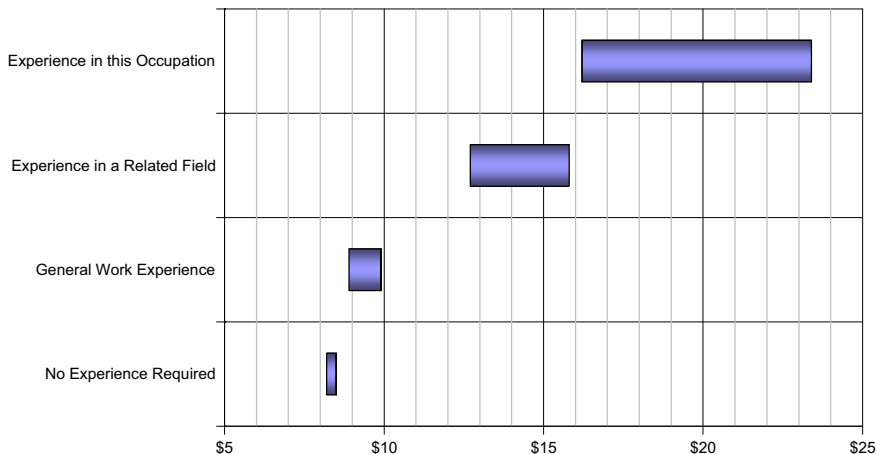
Having valid work experience is essential for many positions. During an economic downturn, employers can command higher levels of education and experience due to the increased number of job seekers available to work.

Employers are requiring the applicant to have experience in the occupation more this year than last. Forty-four percent of all vacancies required experience in the occupation whereas this time last year, only 25% of all vacancies required the same level of experience (*Figure 15*). This is primarily due to the high concentration of vacancies in health care and college instruction, both of which require higher education and experience. Vacancies that do not require experience, or require only general work experience are mostly food and beverage workers in the Leisure & Hospitality sector, although some of these openings can be found as customer service representatives in Professional & Business Services and retail sales associates in Trade, Transportation & Utilities.

**Figure 15: Vacancies by Experience**



**Figure 16: Reported Average Wage Ranges by Experience**



As with increasing levels of education, employers are willing to pay higher wages when requiring higher levels of experience. Vacancies requiring experience in the occupation offer an average minimum wage of approximately \$16.00 per hour to start (*Figure 16*). This wage exceeds the minimum average wage offered for other experience levels, especially those requiring low levels of experience. Most of the vacancies requiring experience in the occupation also require post-secondary education. This is comparable to last year's wages offered to those with high levels of experience. Wages offered are significantly higher for those who have related or specific experience than for those who only have general work experience.

# Vacancies

## Difficulty to Fill and Time Open for Hire

In addition to asking employers about perceived difficulty in filling vacant positions, the Job Vacancy Survey also measures the amount of time an employer has been actively recruiting for the position. This additional information allows readers to make better judgments regarding the difficulty employers are experiencing than if the survey relied entirely on employers' opinions. Of the employers responding to these questions, only 11% of the vacancies reported are classified as very difficult to fill. This is up two percentage points from last year. While 58% of the vacancies reported are considered not difficult to fill, 31% are associated with some sort of hiring difficulty (Figure 17).

Last year at this time, positions that were considered difficult to fill tended to be in the health care related occupations. In this report, positions considered very difficult to fill are project managers, HVAC technicians and stage hands.

Figure 17: Vacancies by Difficulty to Fill

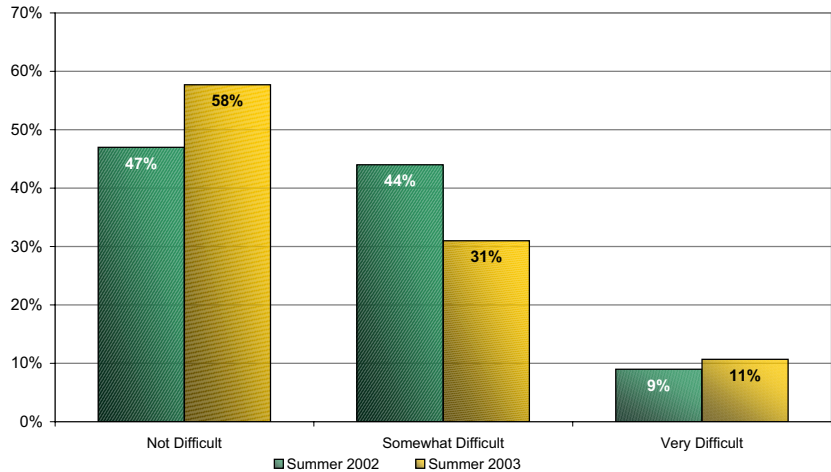
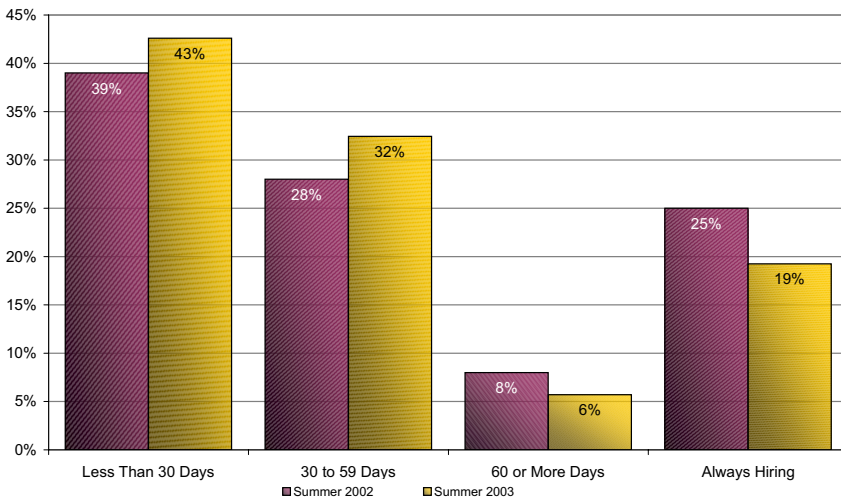


Figure 18: Vacancies by Time Open for Hire



While some employers may consider a vacancy 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. The last two summer surveys show there is a higher percentage of vacancies that take less than 30 days to fill, and only a very small percent of vacancies that are open 60 or more days (Figure 18).

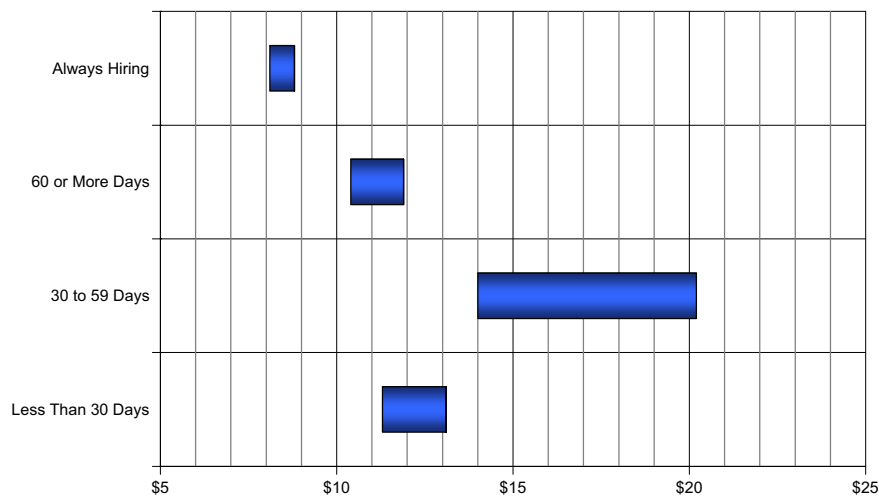


Forty-three percent of all vacancies were open for less than 30 days with an additional 32% open for 30 to 59 days. As with occupations in the difficulty to fill category, these vacancies are not concentrated in any particular group. They are vacancies of all occupational types, within all educational categories and are found throughout all sectors. In this report, most vacancies reported as Always Hiring are predictably entry-level positions predominantly in the Leisure & Hospitality sector. These vacancies require little or no previous experience or education.

As expected, positions considered not difficult to fill generally offer lower wages, while positions considered difficult to fill offer higher wages. For this survey, vacancies considered not difficult to fill have an average starting wage of \$11.30 per hour. The highest average wage of \$14.10 per hour is offered for vacancies considered somewhat difficult to fill.

Traditionally, the longer it takes to fill a vacancy the higher the starting wage. Current survey results have departed from tradition. For example, this survey shows wages are highest for vacancies open 30 to 59 days, but similar wage ranges exist for both vacancies open less than 30 days and vacancies open 60 or more days (Figure 19).

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



# Vacancies

## Additional Compensation

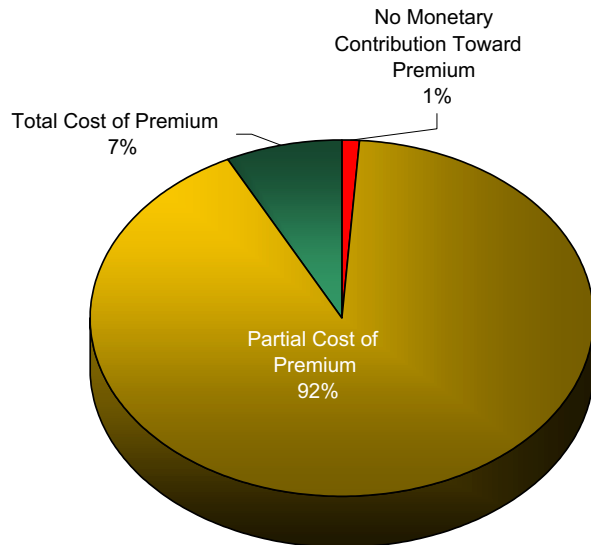
### Medical Insurance & Sign-On Bonus

#### Medical Insurance

For the current survey, 61% of the vacancies include a medical insurance plan. Of the employers reporting to offer a medical insurance plan, 92% pay a partial cost of the premium and 7% pay the total cost of the premium. One percent of employers who offer a medical insurance plan do not make any contribution toward the premium.

Vacancies with more requirements offer not only higher pay but also more complete medical coverage. In particular, the employer pays a partial cost of the premium for most of the vacancies among health care related occupations, engineers, college instructors, and managers. Vacancies with the employers offering to pay the total cost of a medical premium are for positions offering higher wages like managers, engineers and HVAC Technicians. But, vacancies where the employer is offering lower wages, for example, for receptionists and specialized cooks, also have the total cost of the insurance premium covered.

Figure 20: Employer's Contribution to Medical Insurance



#### Sign-On Bonus

There are no sign-on bonuses reported for this survey. This type of compensation is usually used during

times when employers are having difficulty attracting potential applicants.



# 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 sector 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 occupational 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 SOC system contains 821 detailed occupation titles that fall into 23 major occupation groups.

Vacancies found in this survey were coded into 20 of the 23 major occupation groups. The most frequently

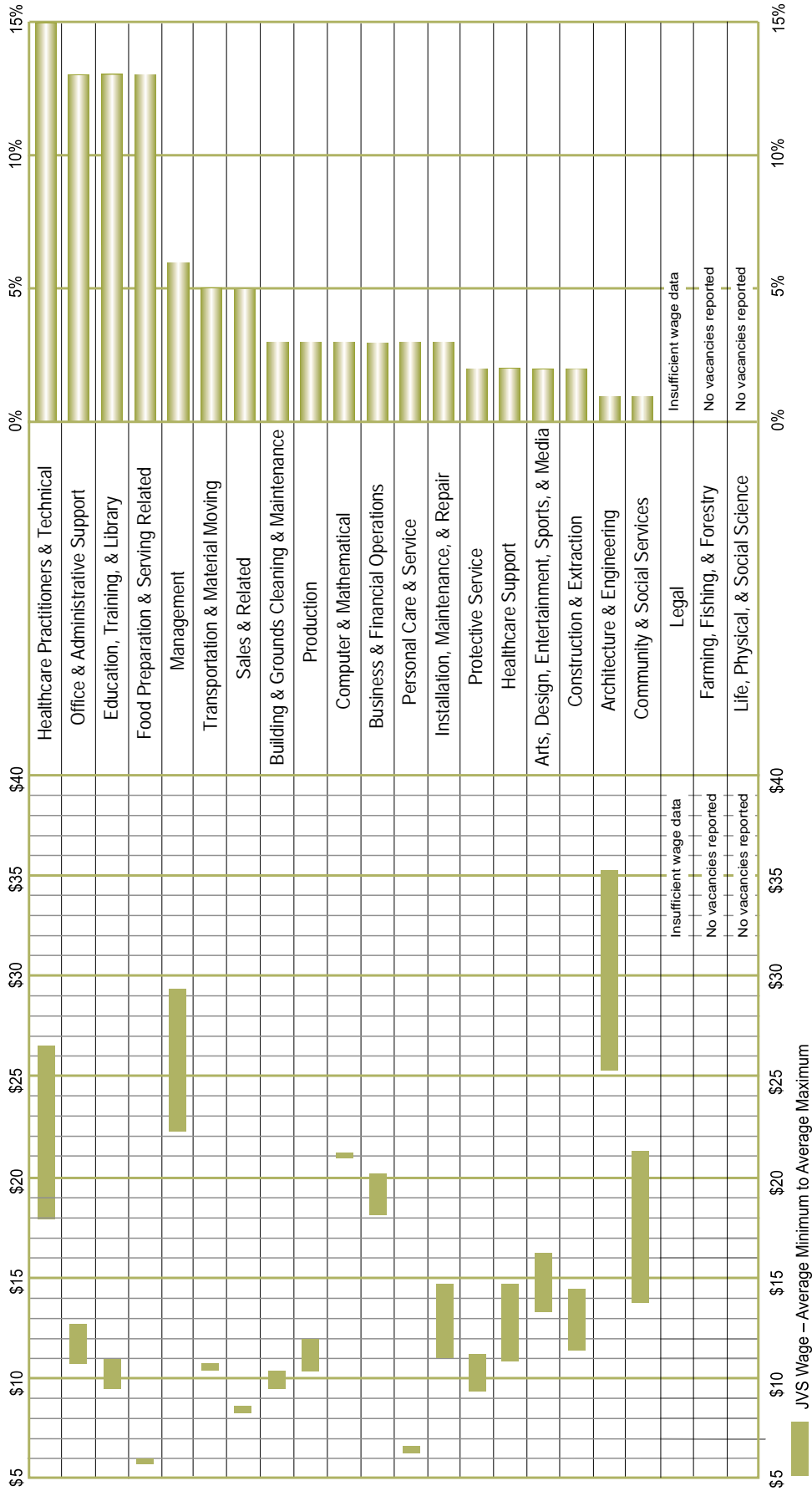
occurring job vacancies fall into the Healthcare Practitioners & Technical occupations, followed closely by vacancies in Office & Administrative Support; Education, Training & Library; and Food Preparation & Serving Related.

The ranking of vacancies in these occupational groups vary from survey to survey. Occupations least in demand are in the Legal and the Community & Social Services groups. For this survey, there are no vacancies in the Farming, Fishing & Forestry or the Life, Physical & Social Science occupational groups.

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 influence wages. The occupational groups offering the highest wages in this survey typically require higher levels of education and experience: Architecture & Engineering; Management; Healthcare Practitioners & Technical; Computer & Mathematical; Business & Financial Operations; and Community & Social Services.



**Figure 22: Vacancies and Reported Average Wage Ranges by Major Occupational Groups**



## Occupational Estimates

Table 1 contains a list of all the 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-third of all small to mid-size employers were contacted for the random sample, so the list also includes 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.

### Estimated Vacancies

Because nearly all large employers and government agencies are contacted, the number of vacancies by occupation for those groups is not estimated; it is an actual accounting of the vacancies. Those vacancies reported by small to mid-size employers are then added to the others as well as additional estimated vacancies. The additional estimated vacancies are based on the assumption that the vacancies by occupation in the region are distributed exactly like the filled positions in the region at the major occupational group level. Estimated vacancies by major occupational group are then distributed among the specific occupations reported in the survey.

### Vacancies Found

The number of vacancies by occupation found in the survey.

### Average JVS Wage

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 only 36% of reported vacancies.

### Occupational Employment Statistics (OES) Wage Data

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 2001 and aged to 2002 using the Employment Cost Index (ECI). Complete descriptions of the OES survey and the ECI are available on the Internet at: <http://www.bls.gov/>.

While the Job Vacancy Survey average wages reflect what is being offered to fill vacancies at the time of the survey, OES wage data reflect what is being paid for filled positions. Together, these data provide employers and job seekers with a good indication of the compensation offered in the current job market.

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

Occupational Employment Statistics Wage Data (2002)												
SOC Code	SOC Occupational Title	Vacancies Estimated	Vacancies Found	Average JVS Wage	Average Wages			Percentile Distribution				
					Entry-Level	Overall	Experi-enced	10th	25th	50th	75th	90th
29-1111	Registered Nurses	107	91	\$23.80	\$15.69	\$20.83	\$23.40	\$14.50	\$18.24	\$21.14	\$24.66	\$27.42
35-3031	Waiters and Waitresses	71	37	\$5.20	\$6.14	\$8.92	\$10.31	\$5.75	\$6.21	\$6.99	\$10.12	\$11.80
43-4171	Receptionists and Information Clerks	70	13	\$8.40	\$8.02	\$10.75	\$12.12	\$7.51	\$8.85	\$10.39	\$12.33	\$15.16
43-6014	Secretaries, Except Legal, Medical, and Executive	60	32	\$12.00	\$9.70	\$13.17	\$14.91	\$9.34	\$10.72	\$12.90	\$15.54	\$17.57
43-4051	Customer Service Representatives	60	46	\$11.20	\$8.97	\$12.59	\$14.39	\$8.30	\$9.88	\$12.08	\$14.48	\$17.65
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	56	36	\$10.70	\$7.21	\$10.00	\$11.39	\$6.66	\$8.07	\$9.94	\$11.25	\$13.69
41-2031	Retail Salespersons	56	12	\$7.20	\$6.68	\$10.61	\$12.57	\$6.17	\$7.23	\$8.55	\$11.26	\$17.45
25-2011	Preschool Teachers, Except Special Education	40	9	\$8.60	\$7.42	\$10.25	\$11.66	\$7.09	\$7.73	\$8.92	\$10.98	\$15.15
43-3031	Bookkeeping, Accounting, and Auditing Clerks	36	8	\$10.90	\$9.85	\$14.03	\$16.12	\$9.44	\$10.92	\$13.34	\$17.57	\$20.35
11-9111	Medical and Health Services Managers	36	25	\$24.80	\$18.72	\$28.40	\$33.22	\$18.27	\$20.86	\$26.07	\$34.11	\$44.11
41-2011	Cashiers	35	15	\$6.90	\$6.47	\$8.64	\$9.72	\$6.08	\$7.00	\$8.06	\$9.14	\$13.06
25-9041	Teacher Assistants	34	31	\$9.80	\$14.371	\$18.955	\$21.247	\$13.080	\$15.654	\$18.584	\$22.059	\$25.882
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	31	13	\$5.60	\$6.19	\$7.51	\$8.17	\$5.78	\$6.21	\$6.94	\$8.55	\$10.46
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	29	14	\$8.90	\$6.83	\$8.83	\$9.83	\$6.28	\$7.31	\$8.34	\$10.10	\$12.35
33-9032	Security Guards	27	13	\$10.70	\$7.48	\$9.49	\$10.50	\$7.11	\$7.91	\$9.06	\$10.66	\$12.62
53-3033	Truck Drivers, Light or Delivery Services	27	7	†	\$8.61	\$12.49	\$14.43	\$7.84	\$9.39	\$10.98	\$14.27	\$20.22
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	26	21	\$6.00	\$6.23	\$7.85	\$8.65	\$5.99	\$6.70	\$7.89	\$8.95	\$10.08
43-6013	Medical Secretaries	26	12	\$12.70	\$11.17	\$16.85	\$19.70	\$10.41	\$12.08	\$16.38	\$21.43	\$25.26
31-1012	Nursing Aides, Orderlies, and Attendants	26	13	\$10.70	\$8.44	\$10.11	\$10.93	\$7.95	\$8.97	\$10.06	\$11.17	\$12.76
39-5012	Hairdressers, Hairstylists, and Cosmetologists	25	10	\$5.20	\$8.09	\$10.54	\$11.75	\$7.40	\$9.10	\$10.28	\$11.38	\$13.67
35-2014	Cooks, Restaurant	25	18	\$8.60	\$7.24	\$9.49	\$10.63	\$6.54	\$7.92	\$9.40	\$11.03	\$12.95
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	24	13	\$5.80	\$6.21	\$6.83	\$7.14	\$5.76	\$6.12	\$6.71	\$7.46	\$8.62
11-2021	Marketing Managers	23	7	\$26.70	\$20.82	\$36.91	\$44.96	\$18.17	\$24.29	\$33.71	\$49.97	\$62.34
49-3023	Automotive Service Technicians and Mechanics	22	8	\$10.40	\$10.37	\$16.48	\$19.53	\$9.54	\$11.96	\$15.86	\$20.16	\$25.72
25-1194	Vocational Education Teachers, Postsecondary	21	7	\$18.10	\$13.46	\$21.72	\$25.85	\$12.33	\$14.91	\$21.01	\$28.01	\$33.82



**Table 1: Occupations with 10 or More Estimated Vacancies — Page 2**

SOC Code	SOC Occupational Title	Occupational Employment Statistics Wage Data (2002)										
		Average Wages			Percentile Distribution							
		Vacancies Estimated	Vacancies Found	Average JVS Wage	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
37-2012	Maids and Housekeeping Cleaners	20	13	\$9.50	\$6.82	\$7.89	\$8.42	\$6.35	\$7.18	\$7.86	\$8.54	\$9.44
51-2092	Team Assemblers	20	4	\$9.50	\$8.45	\$11.04	\$12.33	\$7.89	\$8.96	\$10.55	\$12.82	\$15.11
25-2031	Secondary School Teachers, Except Special and Vocational Education	18	18	\$12.20	\$28,265	\$42,901	\$50,218	\$25,959	\$31,150	\$39,683	\$53,254	\$66,917
15-1041	Computer Support Specialists	17	6	†	\$14.07	\$18.42	\$20.59	\$13.03	\$15.07	\$17.91	\$20.77	\$24.79
29-2061	Licensed Practical and Licensed Vocational Nurses	16	7	\$16.50	\$12.73	\$15.47	\$16.86	\$11.96	\$13.74	\$15.53	\$17.11	\$18.61
29-1123	Physical Therapists	16	13	\$24.10	\$19.09	\$25.18	\$28.22	\$18.31	\$21.05	\$25.08	\$28.61	\$33.72
17-2199	Engineers, All Other	16	6	†	\$23.81	\$34.22	\$39.41	\$21.18	\$27.66	\$34.38	\$41.55	\$47.17
13-1199	Business Operations Specialists, All Other	15	5	†	\$12.86	\$22.38	\$27.13	\$12.05	\$13.84	\$21.98	\$28.21	\$34.86
13-2011	Accountants and Auditors	15	5	†	\$15.70	\$23.14	\$26.86	\$14.82	\$17.29	\$21.62	\$27.17	\$34.64
53-3041	Taxi Drivers and Chauffeurs	15	3	\$8.20	\$6.20	\$7.71	\$8.48	\$5.87	\$6.39	\$7.27	\$9.10	\$10.56
35-9021	Dishwashers	15	7	\$7.10	\$6.33	\$7.54	\$8.15	\$6.02	\$6.74	\$7.59	\$8.40	\$9.04
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	15	3	†	\$11.91	\$21.28	\$25.97	\$10.87	\$13.79	\$19.08	\$26.07	\$35.50
41-2021	Counter and Rental Clerks	15	3	\$6.80	\$6.68	\$9.90	\$11.52	\$6.16	\$7.23	\$8.47	\$10.74	\$17.07
49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	15	6	\$12.00	\$17.24	\$23.38	\$26.45	\$15.78	\$18.68	\$22.36	\$27.48	\$33.22
15-1051	Computer Systems Analysts	14	3	†	\$22.08	\$34.27	\$40.37	\$20.20	\$25.60	\$32.99	\$41.57	\$52.59
15-1021	Computer Programmers	14	3	\$31.30	\$22.30	\$30.37	\$34.41	\$20.65	\$24.47	\$29.20	\$36.53	\$43.04
27-2022	Coaches and Scouts	13	13	†	\$31,854	\$53,048	\$63,645	\$23,503	\$41,714	\$60,454	\$86,752	\$70,637
25-2021	Elementary School Teachers, Except Special Education	13	13	\$9.60	\$27,129	\$38,123	\$43,620	\$25,263	\$29,492	\$34,916	\$44,559	\$55,757
17-2061	Computer Hardware Engineers	13	3	†	\$28.68	\$39.31	\$44.63	\$26.46	\$31.43	\$39.58	\$47.17	\$54.93
11-9121	Natural Sciences Managers	13	2	†	\$23.75	\$38.75	\$46.25	\$21.73	\$26.65	\$39.86	\$49.53	\$56.15
43-9061	Office Clerks, General	12	3	\$9.80	\$8.51	\$11.93	\$13.63	\$7.59	\$9.57	\$11.37	\$14.10	\$17.01
13-2099	Financial Specialists, All Other	12	2	\$11.00	\$14.51	\$22.95	\$27.17	\$13.50	\$16.69	\$22.18	\$27.31	\$33.68
15-1081	Network Systems and Data Communications Analysts	12	1	†	\$19.86	\$27.27	\$30.96	\$18.83	\$21.95	\$26.28	\$32.07	\$39.16
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	12	5	\$17.40	\$11.11	\$15.10	\$17.09	\$10.24	\$11.88	\$14.79	\$17.24	\$21.06

**Table 1: Occupations with 10 or More Estimated Vacancies—Page 3**

Occupational Employment Statistics Wage Data (2002)												
SOC Code	SOC Occupational Title	Vacancies Estimated	Vacancies Found	Average JVS Wage	Average Wages			Percentile Distribution				
					Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	12	9	\$8.20	\$7.41	\$12.21	\$14.60	\$6.09	\$9.26	\$11.95	\$13.83	\$19.20
43-4081	Hotel, Motel, and Resort Desk Clerks	11	2	†	\$7.74	\$8.62	\$9.06	\$7.32	\$7.82	\$8.57	\$9.51	\$10.54
43-6012	Legal Secretaries	11	2	†	\$11.26	\$14.73	\$16.47	\$10.42	\$11.99	\$14.21	\$17.07	\$20.59
43-5081	Stock Clerks and Order Fillers	11	2	\$8.80	\$7.43	\$11.25	\$13.15	\$6.81	\$8.34	\$10.22	\$13.47	\$18.13
43-3071	Tellers	11	2	\$8.00	\$8.29	\$9.60	\$10.24	\$7.83	\$8.71	\$9.53	\$10.57	\$11.40
47-2141	Painters, Construction and Maintenance	11	3	\$14.00	\$11.97	\$14.76	\$16.16	\$11.41	\$12.82	\$14.69	\$16.79	\$18.56
11-9041	Engineering Managers	11	6	\$27.50	\$32.83	\$46.32	\$53.06	\$29.15	\$37.95	\$45.89	\$56.98	\$68.05
11-9199	Managers, All Other	11	6	\$23.40	\$23.92	\$33.53	\$38.34	\$21.27	\$28.16	\$33.17	\$38.56	\$47.63
51-2022	Electrical and Electronic Equipment Assemblers	11	3	\$8.00	\$7.86	\$10.63	\$12.01	\$7.54	\$8.42	\$10.12	\$12.62	\$14.58
17-3011	Architectural and Civil Drafters	11	1	\$17.00	\$13.45	\$17.26	\$19.18	\$12.75	\$14.24	\$16.78	\$19.89	\$22.69
47-2061	Construction Laborers	10	2	†	\$9.30	\$12.34	\$13.87	\$8.58	\$10.05	\$12.03	\$14.38	\$16.84
* 47-5081	Helpers--Extraction Workers	10	2	\$10.00	\$9.65	\$14.31	\$16.63	\$9.39	\$10.56	\$13.34	\$18.29	\$20.97
* 37-2019	Building Cleaning Workers, All Other	10	3	\$12.00	†	†	†	†	†	†	†	†
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	10	2	†	\$9.44	\$12.39	\$13.87	\$8.68	\$10.13	\$12.11	\$13.93	\$16.36
* 29-2012	Medical and Clinical Laboratory Technicians	10	10	\$12.70	\$11.01	\$15.47	\$17.71	\$10.14	\$11.94	\$14.76	\$18.60	\$21.65
33-9091	Crossing Guards	10	10	\$7.90	\$10.07	\$11.10	\$11.61	\$9.55	\$10.04	\$10.82	\$11.58	\$14.36
41-9099	Sales and Related Workers, All Other	10	2	†	\$7.83	\$16.57	\$20.94	\$6.51	\$9.56	\$13.97	\$20.87	\$29.53
41-9022	Real Estate Sales Agents	10	2	\$18.00	\$6.55	\$16.38	\$21.29	\$5.98	\$7.21	\$11.26	\$19.92	\$38.37

\* OES wages reported for Colorado statewide

† Insufficient Wage Data Available





Table 2: Occupations with Fewer than 10 Estimated Vacancies

SOC Code	SOC Occupational Title	Occupational Employment Statistics Wage Data (2002)									
		Average Wages			Percentile Distribution						
		Entry-Level	Overall	Experi-enced	10th	25th	50th	75th	90th		
11-3011	Administrative Services Managers	\$15.03	\$27.17	\$33.24	\$13.20	\$17.28	\$24.44	\$34.36	\$45.25		
41-3011	Advertising Sales Agents	\$11.64	\$21.37	\$26.22	\$11.17	\$13.14	\$17.64	\$25.00	\$38.05		
17-2011	Aerospace Engineers	\$32.57	\$40.55	\$44.54	\$30.89	\$35.14	\$40.52	\$47.52	\$53.28		
49-3011	Aircraft Mechanics and Service Technicians	\$17.09	\$22.83	\$25.71	\$15.63	\$18.25	\$21.88	\$26.77	\$32.74		
39-3091	Amusement and Recreation Attendants	\$6.22	\$7.08	\$7.51	\$5.82	\$6.17	\$6.75	\$7.43	\$8.97		
* 25-1061	Anthropology and Archeology Teachers, Postsecondary	\$37,109	\$57,439	\$67,605	\$34,376	\$43,140	\$53,889	\$71,171	\$91,373		
* 25-4011	Archivists	†	†	†	†	†	†	†	†		
51-2099	Assemblers and Fabricators, All Other	\$8.53	\$10.32	\$11.22	\$7.79	\$9.28	\$10.23	\$11.19	\$12.90		
* 29-9091	Athletic Trainers	\$23,475	\$34,460	\$39,952	\$21,557	\$25,599	\$32,437	\$40,353	\$47,475		
* 25-1051	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	\$35,567	\$56,228	\$66,559	\$32,565	\$38,912	\$49,202	\$72,042	\$91,661		
29-1121	Audiologists	\$17.41	\$22.96	\$25.74	\$15.13	\$21.89	\$24.28	\$26.61	\$28.93		
49-3021	Automotive Body and Related Repairers	\$14.38	\$20.73	\$23.91	\$12.69	\$16.82	\$20.46	\$23.87	\$29.57		
39-6011	Baggage Porters and Bellhops	\$6.21	\$6.67	\$6.90	\$5.75	\$6.06	\$6.59	\$7.13	\$8.40		
51-3011	Bakers	\$7.29	\$11.30	\$13.31	\$6.51	\$8.35	\$11.12	\$14.31	\$16.67		
35-3011	Bartenders	\$6.17	\$8.27	\$9.31	\$5.88	\$6.47	\$7.66	\$9.91	\$11.54		
43-3011	Bill and Account Collectors	\$8.12	\$12.98	\$15.42	\$7.27	\$9.11	\$12.22	\$16.96	\$20.70		
43-3021	Billing and Posting Clerks and Machine Operators	\$9.54	\$12.03	\$13.27	\$9.29	\$10.38	\$11.95	\$13.59	\$15.66		
* 25-1042	Biological Science Teachers, Postsecondary	\$35,629	\$55,283	\$80,111	\$32,541	\$42,039	\$57,737	\$84,162	\$114,888		
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	\$12.88	\$16.67	\$18.58	\$12.01	\$14.29	\$16.46	\$18.81	\$22.35		
53-3022	Bus Drivers, School	\$9.02	\$11.25	\$12.37	\$8.50	\$9.73	\$11.06	\$12.92	\$14.47		
53-3021	Bus Drivers, Transit and Intercity	\$7.64	\$10.74	\$12.29	\$6.27	\$9.46	\$11.68	\$12.86	\$13.56		
47-2031	Carpenters	\$10.32	\$15.17	\$17.59	\$9.38	\$11.70	\$15.30	\$18.70	\$21.29		
35-1011	Chefs and Head Cooks	\$8.88	\$11.71	\$13.13	\$8.23	\$9.11	\$10.29	\$12.77	\$17.16		
* 25-1052	Chemistry Teachers, Postsecondary	\$38,338	\$58,785	\$69,008	\$35,619	\$43,356	\$54,499	\$70,991	\$90,671		
39-9011	Child Care Workers	\$6.19	\$7.39	\$7.99	\$5.92	\$6.55	\$7.46	\$8.29	\$8.81		
21-1021	Child, Family, and School Social Workers	\$13.45	\$18.50	\$21.03	\$12.39	\$14.42	\$16.86	\$21.09	\$26.66		
27-2032	Choreographers	\$10.63	\$16.82	\$19.93	\$8.40	\$13.29	\$16.68	\$21.14	\$25.38		
17-2051	Civil Engineers	\$18.32	\$27.77	\$32.50	\$17.11	\$19.82	\$25.86	\$33.13	\$42.87		
25-1122	Communications Teachers, Postsecondary	\$33,736	\$51,491	\$60,369	\$28,496	\$38,287	\$45,291	\$63,353	\$86,586		
13-1072	Compensation, Benefits, and Job Analysis Specialists	\$13.68	\$23.82	\$28.89	\$12.47	\$15.25	\$20.89	\$30.48	\$41.96		

**Table 2: Occupations with Fewer than 10 Estimated Vacancies— Page 2**

		Occupational Employment Statistics Wage Data (2002)									
SOC Code	SOC Occupational Title	Average Wages			Percentile Distribution						
		Entry-Level	Overall	Experi-enced	10th	25th	50th	75th	90th		
13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	\$15.95	\$23.12	\$26.72	\$15.08	\$17.46	\$21.43	\$26.97	\$34.83		
15-1011	Computer and Information Scientists, Research	\$21.50	\$33.80	\$39.95	\$19.85	\$26.17	\$31.75	\$39.23	\$55.02		
11-3021	Computer and Information Systems Managers	\$29.84	\$43.47	\$50.28	\$28.13	\$33.73	\$41.88	\$53.52	\$66.69		
15-1031	Computer Software Engineers, Applications	\$24.43	\$34.40	\$39.39	\$22.23	\$27.65	\$33.60	\$41.03	\$48.85		
15-1032	Computer Software Engineers, Systems Software	\$27.40	\$36.07	\$40.41	\$25.20	\$30.14	\$36.65	\$42.19	\$47.77		
15-1099	Computer Specialists, All Other	\$17.78	\$30.21	\$36.42	\$14.85	\$21.68	\$29.90	\$37.61	\$47.35		
* 39-6012	Concierges	\$8.84	\$11.20	\$12.38	\$8.07	\$9.37	\$10.65	\$12.77	\$15.47		
11-9021	Construction Managers	\$22.75	\$31.77	\$36.29	\$20.89	\$25.27	\$31.41	\$36.74	\$44.21		
43-4021	Correspondence Clerks	\$9.11	\$11.84	\$13.21	\$8.44	\$9.69	\$11.12	\$14.38	\$16.55		
13-1051	Cost Estimators	\$17.14	\$25.02	\$28.96	\$15.39	\$19.01	\$23.05	\$28.49	\$34.85		
43-5021	Couriers and Messengers	\$8.16	\$10.22	\$11.25	\$7.67	\$8.86	\$10.19	\$11.27	\$12.74		
* 23-2091	Court Reporters	\$16.01	\$21.01	\$23.51	\$14.81	\$17.34	\$20.82	\$24.84	\$27.31		
13-2041	Credit Analysts	\$12.82	\$22.01	\$26.61	\$11.77	\$14.15	\$17.34	\$25.02	\$32.85		
43-9021	Data Entry Keyers	\$8.06	\$10.27	\$11.39	\$7.65	\$8.39	\$9.73	\$11.36	\$14.01		
15-1061	Database Administrators	\$15.01	\$26.05	\$31.57	\$12.93	\$17.47	\$24.61	\$33.08	\$42.88		
31-9091	Dental Assistants	\$10.70	\$17.65	\$21.13	\$9.48	\$12.25	\$16.47	\$24.35	\$26.54		
29-2032	Diagnostic Medical Sonographers	\$22.18	\$28.26	\$31.29	\$20.34	\$22.95	\$25.05	\$27.14	\$35.55		
43-5032	Dispatchers, Except Police, Fire, and Ambulance	\$9.28	\$13.02	\$14.88	\$8.34	\$10.43	\$12.94	\$14.93	\$17.67		
53-3031	Driver/Sales Workers	\$6.09	\$9.35	\$10.98	\$5.72	\$6.22	\$7.17	\$12.35	\$14.58		
* 11-9039	Education Administrators, All Other	†	†	†	†	†	†	†	†		
11-9032	Education Administrators, Elementary and Secondary School	\$54.674	\$68,676	\$75,676	\$50,922	\$60,780	\$69,334	\$78,680	\$90,652		
11-9033	Education Administrators, Postsecondary	\$16.35	\$25.99	\$30.82	\$15.35	\$17.66	\$20.89	\$29.95	\$44.95		
17-3023	Electrical and Electronic Engineering Technicians	\$13.79	\$19.65	\$22.58	\$12.40	\$15.63	\$19.45	\$23.57	\$26.97		
47-2111	Electricians	\$12.98	\$20.51	\$24.28	\$11.40	\$14.80	\$19.08	\$23.94	\$27.78		
17-2072	Electronics Engineers, Except Computer	\$25.34	\$34.04	\$38.40	\$23.72	\$28.12	\$33.03	\$40.34	\$47.47		
29-2041	Emergency Medical Technicians and Paramedics	\$9.74	\$13.79	\$15.82	\$9.24	\$10.09	\$11.76	\$16.71	\$22.01		
* 17-3029	Engineering Technicians, Except Drafters, All Other	†	†	†	†	†	†	†	†		
25-1123	English Language and Literature Teachers, Postsecondary	\$31.427	\$54,404	\$65,893	\$27,204	\$36,472	\$50,021	\$69,187	\$89,001		
43-4071	File Clerks	\$8.01	\$10.05	\$11.07	\$7.60	\$8.55	\$10.00	\$11.26	\$13.04		
13-2051	Financial Analysts	\$20.56	\$32.04	\$37.77	\$18.50	\$23.15	\$32.88	\$40.73	\$45.22		
11-3031	Financial Managers	\$21.96	\$35.48	\$42.24	\$19.73	\$24.98	\$32.29	\$44.16	\$59.13		



Table 2: Occupations with Fewer than 10 Estimated Vacancies—Page 3

SOC Code	SOC Occupational Title	Occupational Employment Statistics Wage Data (2002)									
		Average Wages			Percentile Distribution						
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th		
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	\$16.01	\$22.13	\$25.19	\$13.91	\$18.46	\$21.94	\$26.29	\$30.50		
37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	\$9.07	\$14.50	\$17.21	\$8.56	\$10.05	\$13.16	\$17.68	\$24.04		
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	\$13.34	\$25.76	\$31.96	\$12.29	\$15.69	\$22.54	\$33.83	\$48.75		
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$12.72	\$20.11	\$23.80	\$11.64	\$14.26	\$18.31	\$23.57	\$32.31		
39-1021	First-Line Supervisors/Managers of Personal Service Workers	\$9.36	\$13.18	\$15.09	\$8.85	\$9.71	\$11.06	\$14.62	\$21.10		
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	\$14.49	\$21.99	\$25.75	\$13.39	\$16.16	\$21.27	\$26.76	\$32.50		
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	\$10.02	\$16.88	\$20.31	\$9.29	\$11.16	\$14.54	\$18.51	\$28.53		
39-9031	Fitness Trainers and Aerobics Instructors	\$9.03	\$12.91	\$14.84	\$8.55	\$9.34	\$10.74	\$15.99	\$19.39		
27-1023	Floral Designers	\$7.49	\$10.13	\$11.44	\$7.14	\$8.25	\$10.19	\$12.01	\$13.46		
35-9099	Food Preparation and Serving Related Workers, All Other	\$7.33	\$8.87	\$9.65	\$6.86	\$7.63	\$8.65	\$10.02	\$11.19		
35-2021	Food Preparation Workers	\$7.52	\$8.49	\$8.97	\$7.08	\$7.51	\$8.17	\$9.00	\$10.78		
35-3041	Food Servers, Nonrestaurant	\$6.19	\$7.27	\$7.81	\$5.75	\$6.15	\$6.81	\$8.18	\$10.01		
* 25-1124	Foreign Language and Literature Teachers, Postsecondary	\$27,807	\$43,826	\$51,835	\$26,344	\$29,663	\$40,560	\$52,768	\$69,725		
51-4071	Foundry Mold and Coremakers	\$8.50	\$12.61	\$14.66	\$7.74	\$9.16	\$10.92	\$16.04	\$20.29		
11-1021	General and Operations Managers	\$19.90	\$36.47	\$44.74	\$17.27	\$23.12	\$31.17	\$46.64	†		
* 25-1064	Geography Teachers, Postsecondary	\$35,390	\$54,796	\$64,498	\$33,200	\$41,623	\$51,683	\$68,712	\$87,091		
27-1024	Graphic Designers	\$13.29	\$17.81	\$20.07	\$12.13	\$14.65	\$17.51	\$20.75	\$23.18		
21-1091	Health Educators	\$12.95	\$17.01	\$19.04	\$12.16	\$14.01	\$15.78	\$21.15	\$25.25		
25-1071	Health Specialties Teachers, Postsecondary	\$29,426	\$51,008	\$61,799	\$27,113	\$31,455	\$38,048	\$60,083	\$100,629		
* 29-2099	Health Technologists and Technicians, All Other	†	†	†	†	†	†	†	†		
* 11-3049	Human Resources Managers, All Other	†	†	†	†	†	†	†	†		
* 13-1079	Human Resources, Training, and Labor Relations Specialists, All Other	†	†	†	†	†	†	†	†		
49-9099	Installation, Maintenance, and Repair Workers, All Other	\$10.29	\$15.49	\$18.09	\$9.25	\$11.49	\$14.31	\$19.56	\$23.03		
25-9031	Instructional Coordinators	\$14.19	\$20.50	\$23.66	\$12.34	\$16.78	\$19.88	\$22.12	\$30.94		
43-9041	Insurance Claims and Policy Processing Clerks	\$9.55	\$12.07	\$13.32	\$8.93	\$9.95	\$11.34	\$13.94	\$16.67		
41-3021	Insurance Sales Agents	\$12.27	\$20.84	\$25.12	\$11.69	\$13.43	\$17.88	\$21.56	\$38.27		
13-2053	Insurance Underwriters	\$16.16	\$25.05	\$29.49	\$15.09	\$17.80	\$24.39	\$31.40	\$36.26		
27-3091	Interpreters and Translators	\$13.00	\$17.42	\$19.65	\$12.33	\$13.98	\$16.52	\$21.03	\$24.99		
51-9071	Jewelers and Precious Stone and Metal Workers	\$12.08	\$15.93	\$17.85	\$11.12	\$12.60	\$14.16	\$20.40	\$22.24		
25-2012	Kindergarten Teachers, Except Special Education	\$25,883	\$39,387	\$46,139	\$24,903	\$29,369	\$37,170	\$48,602	\$58,448		

**Table 2: Occupations with Fewer than 10 Estimated Vacancies—Page 4**

SOC Code	SOC Occupational Title	Occupational Employment Statistics Wage Data (2002)										
		Average Wages				Percentile Distribution						
		Entry-Level	Overall	Experi- enced	10th	25th	50th	75th	90th			
37-3011	Landscaping and Groundskeeping Workers	\$7.57	\$10.56	\$12.06	\$7.13	\$8.38	\$10.22	\$12.25	\$15.04			
51-6011	Laundry and Dry-Cleaning Workers	\$6.30	\$7.82	\$8.58	\$6.05	\$6.85	\$7.86	\$8.76	\$9.93			
25-4031	Library Technicians	\$9.74	\$12.45	\$13.81	\$9.38	\$10.42	\$12.15	\$13.97	\$16.71			
* 33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	†	†	†	†	†	†	†	†			
43-4131	Loan Interviewers and Clerks	\$10.97	\$14.37	\$16.07	\$9.95	\$12.07	\$14.12	\$16.62	\$18.85			
13-2072	Loan Officers	\$14.80	\$20.58	\$23.47	\$13.41	\$16.68	\$19.67	\$22.14	\$29.69			
51-4041	Machinists	\$9.59	\$13.61	\$15.62	\$9.10	\$10.41	\$13.01	\$16.76	\$19.75			
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	\$7.78	\$10.35	\$11.63	\$7.45	\$8.34	\$10.14	\$12.06	\$13.85			
49-9042	Maintenance and Repair Workers, General	\$9.17	\$13.83	\$16.15	\$8.67	\$10.38	\$13.05	\$16.85	\$20.92			
13-1111	Management Analysts	\$16.10	\$24.67	\$28.95	\$15.05	\$17.75	\$23.58	\$29.09	\$36.57			
* 31-9011	Massage Therapists	\$10.82	\$17.35	\$20.61	\$10.26	\$11.45	\$12.68	\$20.22	\$37.59			
25-1022	Mathematical Science Teachers, Postsecondary	\$36,179	\$54,432	\$63,559	\$33,215	\$40,227	\$50,737	\$69,136	\$84,979			
* 29-2011	Medical and Clinical Laboratory Technologists	\$15.60	\$20.28	\$22.64	\$14.60	\$16.99	\$20.23	\$23.13	\$26.79			
21-1022	Medical and Public Health Social Workers	\$14.57	\$18.47	\$20.42	\$13.65	\$15.83	\$18.68	\$21.03	\$22.65			
31-9092	Medical Assistants	\$9.69	\$11.29	\$12.10	\$9.14	\$9.79	\$10.86	\$12.49	\$14.10			
* 31-9093	Medical Equipment Preparers	\$9.50	\$11.98	\$13.22	\$9.01	\$10.08	\$11.68	\$13.40	\$15.44			
29-2071	Medical Records and Health Information Technicians	\$9.14	\$12.71	\$14.50	\$8.64	\$9.68	\$12.09	\$15.53	\$17.95			
31-9094	Medical Transcriptionists	\$11.34	\$13.75	\$14.95	\$10.64	\$12.13	\$13.65	\$15.60	\$17.16			
13-1121	Meeting and Convention Planners	\$11.52	\$18.27	\$21.66	\$10.50	\$13.46	\$16.77	\$22.60	\$28.65			
25-2022	Middle School Teachers, Except Special and Vocational Education	\$28,000	\$36,609	\$40,914	\$25,917	\$29,809	\$34,220	\$42,166	\$52,464			
15-1071	Network and Computer Systems Administrators	\$20.49	\$31.24	\$36.63	\$18.20	\$23.08	\$29.53	\$38.75	\$44.27			
29-2033	Nuclear Medicine Technologists	\$19.94	\$22.68	\$24.05	\$18.73	\$20.09	\$22.27	\$25.50	\$27.64			
25-1072	Nursing Instructors and Teachers, Postsecondary	\$37,210	\$50,201	\$56,696	\$35,248	\$42,131	\$50,654	\$57,768	\$68,649			
29-1122	Occupational Therapists	\$18.72	\$24.15	\$26.86	\$18.03	\$20.14	\$23.86	\$27.54	\$32.73			
47-2073	Operating Engineers and Other Construction Equipment Operators	\$12.52	\$16.94	\$19.14	\$11.84	\$13.48	\$16.97	\$20.25	\$22.20			
23-2011	Paralegals and Legal Assistants	\$14.06	\$17.75	\$19.58	\$12.76	\$15.02	\$17.09	\$19.67	\$23.22			
39-9021	Personal and Home Care Aides	\$8.02	\$8.85	\$9.27	\$7.53	\$7.97	\$8.72	\$9.59	\$10.62			
39-9099	Personal Care and Service Workers, All Other	\$6.89	\$9.26	\$10.44	\$6.42	\$7.42	\$8.51	\$10.42	\$13.54			
29-1051	Pharmacists	\$31.61	\$35.37	\$37.25	\$29.99	\$32.03	\$35.39	\$39.58	\$43.49			
27-4021	Photographers	\$7.50	\$11.60	\$13.65	\$7.19	\$8.16	\$10.08	\$13.89	\$17.75			
31-2021	Physical Therapist Assistants	\$13.22	\$15.35	\$16.40	\$12.35	\$14.10	\$15.48	\$16.81	\$17.71			



**Table 2: Occupations with Fewer than 10 Estimated Vacancies—Page 5**

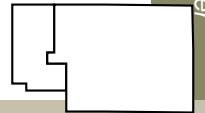
SOC Code	SOC Occupational Title	Occupational Employment Statistics Wage Data (2002)									
		Average Wages		Experi- enced	Percentile Distribution						
		Entry-Level	Overall		10th	25th	50th	75th	90th		
29-1069	Physicians and Surgeons, All Other	\$35.56	\$56.24	\$66.57	\$20.10	\$50.20	\$63.76	†	†	†	
* 25-1054	Physics Teachers, Postsecondary	\$39,336	\$59,910	\$70,198	\$36,774	\$44,642	\$55,232	\$74,631	\$93,204	\$17,74	
47-2151	Pipelayers	\$11.21	\$13.28	\$14.31	\$10.46	\$11.67	\$12.84	\$14.05	\$17.74	\$15.17	
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	\$8.42	\$11.28	\$12.71	\$7.81	\$8.86	\$11.23	\$13.27	\$15.17	\$23.22	
47-2152	Plumbers, Pipefitters, and Steamfitters	\$13.21	\$17.87	\$20.20	\$12.13	\$14.63	\$18.21	\$21.25	\$23.22	\$30.32	
* 33-3051	Police and Sheriff's Patrol Officers	\$16.34	\$22.34	\$25.34	\$15.17	\$18.18	\$22.45	\$26.77	\$30.32	\$20.15	
43-5031	Police, Fire, and Ambulance Dispatchers	\$12.58	\$15.75	\$17.34	\$12.14	\$13.37	\$15.70	\$17.76	\$20.15	\$70,199	
* 25-1199	Postsecondary Teachers, All Other	\$25,796	\$42,641	\$51,063	\$22,501	\$30,089	\$36,574	\$51,670	\$70,199	\$134,130	
27-2012	Producers and Directors	\$28,303	\$62,941	\$80,260	\$25,803	\$31,728	\$47,634	\$86,280	\$134,130	†	
11-2031	Public Relations Managers	\$16.65	\$37.08	\$47.29	\$14.91	\$18.57	\$28.79	\$64.66	†	\$34.35	
* 29-1124	Radiation Therapists	\$23.15	\$26.98	\$28.90	\$21.92	\$24.05	\$26.78	\$30.42	\$34.35	†	
* 27-3011	Radio and Television Announcers	†	†	†	†	†	†	†	†	†	
29-2034	Radiologic Technologists and Technicians	\$14.12	\$17.30	\$18.89	\$13.17	\$14.71	\$17.10	\$19.92	\$21.88	\$21.88	
* 25-1193	Recreation and Fitness Studies Teachers, Postsecondary	\$28,955	\$43,730	\$51,117	\$26,022	\$33,845	\$41,348	\$50,983	\$62,959	\$15,83	
39-9032	Recreation Workers	\$7.00	\$10.51	\$12.27	\$6.47	\$7.67	\$9.84	\$12.86	\$15.83	†	
* 21-2099	Religious Workers, All Other	†	†	†	†	†	†	†	†	†	
* 29-1126	Respiratory Therapists	\$14.88	\$18.36	\$20.10	\$14.15	\$15.89	\$18.52	\$20.99	\$22.61	\$45.36	
41-9031	Sales Engineers	\$23.75	\$31.43	\$35.27	\$23.59	\$25.57	\$28.89	\$36.30	\$45.36	†	
11-2022	Sales Managers	\$22.35	\$42.22	\$52.17	\$20.30	\$25.57	\$38.39	\$61.40	†	†	
41-3099	Sales Representatives, Services, All Other	\$12.28	\$22.49	\$27.60	\$11.46	\$14.37	\$17.31	\$28.06	\$42.89	\$69.47	
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$13.19	\$26.06	\$32.50	\$12.15	\$14.28	\$17.26	\$26.77	\$69.47	\$25.65	
47-2211	Sheet Metal Workers	\$11.24	\$16.05	\$18.45	\$10.25	\$12.02	\$13.97	\$19.96	\$25.65	\$16.14	
43-5071	Shipping, Receiving, and Traffic Clerks	\$8.88	\$11.65	\$13.04	\$8.24	\$9.48	\$11.27	\$13.52	\$16.14	\$15.91	
39-1012	Slot Key Persons	\$9.32	\$11.67	\$12.85	\$8.75	\$9.64	\$10.98	\$13.32	\$15.91	\$91,045	
* 25-1067	Sociology Teachers, Postsecondary	\$34,421	\$56,265	\$67,188	\$31,266	\$39,733	\$52,512	\$69,120	\$91,045	\$51,312	
25-2042	Special Education Teachers, Middle School	\$30,193	\$38,216	\$42,226	\$28,085	\$31,913	\$37,386	\$43,796	\$51,312	\$59,637	
25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	\$30,288	\$42,249	\$48,230	\$28,093	\$32,712	\$40,614	\$51,681	\$59,637	\$57,783	
25-2043	Special Education Teachers, Secondary School	\$31,906	\$43,242	\$48,909	\$29,425	\$35,392	\$43,217	\$52,015	\$57,783	\$36.84	
29-1127	Speech-Language Pathologists	\$20.16	\$25.66	\$28.41	\$18.48	\$22.54	\$25.27	\$27.96	\$36.84	\$28.18	
51-8021	Stationary Engineers and Boiler Operators	\$14.31	\$20.79	\$24.03	\$13.37	\$16.32	\$20.59	\$25.39	\$28.18	†	

**Table 2: Occupations with Fewer than 10 Estimated Vacancies—Page 6**

SOC Code	SOC Occupational Title	Occupational Employment Statistics Wage Data (2002)									
		Average Wages				Percentile Distribution					
		Entry-Level	Overall	Experi-enced	10th	25th	50th	75th	90th		
21-1011	Substance Abuse and Behavioral Disorder Counselors	\$11.57	\$15.16	\$16.97	\$11.07	\$12.16	\$14.27	\$17.36	\$21.64		
29-2055	Surgical Technologists	\$12.23	\$14.67	\$15.89	\$11.57	\$12.48	\$13.97	\$16.34	\$18.45		
43-2011	Switchboard Operators, Including Answering Service	\$8.64	\$10.55	\$11.50	\$8.02	\$9.10	\$10.27	\$11.49	\$13.84		
13-2081	Tax Examiners, Collectors, and Revenue Agents	\$14.82	\$22.78	\$26.77	\$13.17	\$16.74	\$23.12	\$27.63	\$33.52		
* 25-3099	Teachers and Instructors, All Other	†	†	†	†	†	†	†	†		
41-9041	Telemarketers	\$6.26	\$8.71	\$9.93	\$6.05	\$6.71	\$8.09	\$9.96	\$12.41		
* 43-2021	Telephone Operators	\$7.73	\$11.31	\$13.10	\$6.89	\$8.91	\$11.62	\$13.66	\$15.73		
* 29-1129	Therapists, All Other	†	†	†	†	†	†	†	†		
13-1073	Training and Development Specialists	\$12.89	\$20.42	\$24.18	\$11.31	\$14.54	\$18.01	\$25.71	\$32.79		
53-3032	Truck Drivers, Heavy and Tractor-Trailer	\$11.32	\$14.87	\$16.64	\$10.47	\$12.18	\$14.08	\$16.85	\$20.99		
29-1131	Veterinarians	\$20.83	\$43.33	\$54.58	\$19.78	\$21.82	\$56.68	\$63.86	\$68.16		
29-2056	Veterinary Technologists and Technicians	\$10.70	\$11.92	\$12.53	\$9.93	\$11.23	\$12.21	\$13.13	\$13.70		
51-8031	Water and Liquid Waste Treatment Plant and System Operators	\$14.49	\$20.80	\$23.95	\$13.49	\$16.14	\$20.24	\$25.49	\$29.43		
51-4121	Welders, Cutters, Solderers, and Brazers	\$9.68	\$13.48	\$15.37	\$9.21	\$10.55	\$12.81	\$16.01	\$19.16		
13-1022	Wholesale and Retail Buyers, Except Farm Products	\$9.97	\$15.45	\$18.18	\$8.83	\$11.56	\$15.18	\$18.89	\$22.25		
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	\$12.12	\$14.81	\$16.16	\$10.29	\$13.94	\$15.30	\$16.67	\$17.97		
43-9022	Word Processors and Typists	\$9.34	\$11.97	\$13.30	\$8.74	\$10.06	\$11.39	\$13.64	\$17.02		

\* OES wages reported for Colorado statewide

† Insufficient Wage Data Available





# Sector Briefs

## Government

While government agencies represent only 1.2% of the region's employers, these agencies employ a large share of the Pikes Peak workforce. Sixteen percent of the area's employees work in the government sector. The Government sector ranks fourth out of twelve categories reported in terms of vacancies.

Since the Colorado Department of Labor & Employment began keeping track of employment information using the North American Industrial Classification System in 2001, state, local and federal Government has continually employed a large portion of the Pikes Peak Region's workforce. In fact, except for the 3rd quarter of 2001, the Government sector has had the highest percentage (roughly 16%) of employees per quarter every quarter in 2001 and 2002. In the third quarter of 2002 there were approximately 38,000 government employees working in El Paso County and an additional 1,100 working in Teller County. Sixty-six percent of the government employees working in the Pikes Peak Region (both counties) are local government, which include city and county agencies. For

the State of Colorado as a whole 64% of its government employees are local government.

While 66% of the government sector employees are local government, 8% are in state government, and 26% are federal government employees. By far, the largest government employers in the Pikes Peak Region are the school districts, followed by parks and recreation, and City & County offices. According to the 2000 Census, approximately 8% of the entire local labor force is in the military.

In the summer 2003 Pikes Peak Region Job Vacancy Survey government employers report 206 positions open for immediate hire. Seventy-eight percent of these are in local government and the remaining 22% are in state government. Furthermore, 70% of the total vacancies in this survey are in educational facilities for positions that include facility directors, professors, secretaries and security. The remaining 30% are for positions in other government agencies such as local utilities, municipalities, and correctional facilities and the state transportation department.

# 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...

- ◆ How many job openings are there?
- ◆ What industries are hiring?

## Employers

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

### Employee Recruitment—

If findings indicate that employers have had positions open for a significant period of time, and compensation is sufficient, one might deduce a shortage of applicants in the area. Therefore, recruitment efforts could

- ◆ What skills are employer's seeking?
- ◆ Are employers having difficulty filling positions?

The answers to these and similar questions are important in the decision-making processes of employers, employees, job seekers, trainers, and planning officials.

be focused outside of the region in areas where the necessary skills are more likely to be found.

### Compensation and Benefits Planning—

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

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.

### 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. The Workforce Research and Analysis survey unit cooperates with regional Workforce Centers to list reported vacancies given the approval of the reporting businesses.

While this report is a picture of the area's current employment needs and historical seasonal patterns, other Labor Market Information products provide projections of occupational growth and anticipated openings. These can be accessed at

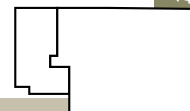
[www.coworkforce.com/lmi/oeo/oeo.htm](http://www.coworkforce.com/lmi/oeo/oeo.htm). Projections highlight growing as well as declining occupations. Public officials, educational institutions, and Government agencies can use this survey information to effectively apply resources to education, training, and job placement programs. Investments in the workforce can be directed toward occupations or industries that continuously contribute to the local economy or to those where there is a constant need for workers.

## Economic Developers

Economic development professionals can use the Job Vacancy Survey to track the labor situation in key industries and evaluate the area's labor needs. The survey results help determine where bottle-

necks may occur should current vacancies persist. Economic developers can also generate a comprehensive picture of the region by determining where labor demand stands today, as identified by the survey, and

where the local market is trending using Labor Market Information's employment projections.



## Caveats

The Job Vacancy Survey uses sampling methods to estimate over-all job vacancies for regions. As such, readers should be mindful of sampling issues.

Sampling error results from the Job Vacancy Survey producing estimates from one particular sample, rather than examining the entire population. Different samples will likely result in different estimates for the population, thus we report the overall estimate with a confidence interval; i.e. the range of values within which the actual sample derived vacancy estimate is likely to fall 95% of the time.

Nonsampling error occurs primarily from reporting, translating data to standard terms, and incorrect information about firms in our sample frame. Some examples include placing reported vacancies in the wrong occupational codes, inadequate data collection in an industry due to non-response, and estimating errors. The majority of non-sampling errors are corrected in the Job Vacancy Survey's

extensive review and validation process that takes place before estimates are published. The study provides estimates of job openings for a point-in-time and does not attempt to project the level of vacancies into the future. Readers should be aware that events having occurred since the time period analyzed such as plant closings or the migration of people in and out of the area might significantly affect the vacancy status of some occupations. Job openings are very dynamic—current openings are being filled, new positions are being created, and some roles are being phased-out.

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

ditions may be identified. Regional surveys are timed to make these comparisons possible.

The occupational detail provided is supplemental data believed to be of interest to the reader. The survey design does not allow for application of this detail to the region as a whole, but it can be used to understand characteristics of those job vacancies reported. These vacancy characteristics are not estimated and therefore do contain significant bias. Approximately two thirds of the non-estimated information comes from large employers and government agencies, but they represent approximately 40% of the employment in the region. The vacancy characteristics therefore are heavily influenced by what is being demanded by large employers and government agencies. This information is still useful and important, but the user of this data needs to keep in mind its inherent bias.

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

## Methodology

The Job Vacancy Survey (JVS) conducted by the Colorado Department of Labor and Employment involves the collection, processing, and dissemination of regional job vacancies and their characteristics. The survey design allows for estimation of a job vacancy rate and the total job vacancies within a region by

industry and size of firm. Additional data related to these vacancies is informative of the occupations for which they are reported, but is not indicative of overall vacancy characteristics in the regional *universe*.

The number of vacancies—used to calculate the job vacancy rate—is an important

measure of the unmet demand for labor. With this statistic, it is possible to paint a more complete picture of the regional labor market than by looking solely at the unemployment rate, a measure of the excess supply of labor.

### Survey Design

The Job Vacancy Survey was designed to accurately estimate the number of job vacancies for firms employing 5 or more people. The secondary purpose of the survey is to obtain and report significant vacancy characteristics.

The survey estimates vacancies based on the ratio of vacancies to employment size in each stratification. It attempts to determine how many positions in a region are filled and unfilled. A filled position is an employee and an unfilled position is a job vacancy. Because positions are not independent of one another or evenly dispersed, we collect this information in naturally occurring clusters, i.e., firms. Firms are

asked how many employees they have and how many positions they are actively recruiting for. In each size and industry stratification a ratio of vacancies to employment is calculated based on the sampled firms. That ratio is then applied to the total number of employees in that stratification to obtain the estimated number of vacancies in that stratification. The total number of vacancies for a region is the sum of each stratification's estimated vacancies.

Stratifications containing small and medium sized private employers are randomly sampled. In order to report vacancy characteristics such as education and experience requirements demanded, the survey must con-

tact more employers than would be necessary if the survey only estimated the total number of vacancies. For this reason all of the large employers and government agencies are contacted in the region. These employers provide the most cost effective means of obtaining large amounts of vacancy information. Approximately 35% of the employment in the region is found in large and government employers that make up only 1% of the total number of firms. Censusing these entities allows us to cover a large portion of the region's employment while contacting relatively few entities.

## Survey Sample

The Pikes Peak Region Job Vacancy Survey was conducted from July 21st through August 1st. For the purpose of this report, all government and private employers with five or more employees are referred to as the sample frame. Firms with fewer than five employees make up a very large portion of all employers in the region, but a small proportion of the total employment. Employment in the sample frame accounts for about 40% of the region's total employment.

The Job Vacancy Survey separates employers into either government or private industry. Private firms are then split into large and small to mid-size categories. Firms with at least 250 employees are considered large employers. Attempts are made to contact all government agencies and large firms in the sample frame. The remaining small to mid-size firms are split into JVS industry sectors.

## JVS Sectors

The new North American Industry Classification System increases the number of major industry groups to 20 from the Standard Industrial Classification System. The new coding system better reflects today's service based economy and allows comparison of industries in the United States, Mexico and Canada.

In the Pikes Peak Region, the 20 NAICS sectors have been combined into 12 JVS sectors. These groupings are based on the NAICS sectors, but are somewhat unique to the Job Vacancy Survey. The new groupings allow the Job Vacancy Survey to study local Colorado labor markets in a more relevant and meaningful way.

For more information on the North American Industry Classification System see Page 32.

## Data Collection

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

Professional interviewers, trained in economic data collection processes, gather

The number of firms surveyed in each sector varies according to the number of employees and employers in the sector. In most JVS sectors half of all employers are contacted up to 200 employers. In JVS sectors with less than 1,000 employees, efforts are made to capture at least 500 employees in the sample. If less than 500 employees work in a sector then all employers are contacted. This sampling method insures that all the vacancy estimates are based on a sufficiently large sample size.

Government makes up almost 30% of the employment in the sample frame, while private industry employers make up the remaining 70%. Large firms account for 52% of private industry employment in the sample frame. Firms employing from five to 249 individuals are considered small to mid-size employers, and account for the remaining 48% of private industry employment.

The margin of error for the overall vacancy estimate is plus or minus 1.5% or 37 vacancies at a .95 certainty level. In other words, in 95 out of 100 samples taken, the actual number of vacancies in the region will be between 2,377 and 2,451 in the survey period. Labor Market Information is confident that the estimates in this survey are accurate and that the survey was conducted according to recognized survey research standards.

The survey response rate is 80%. This measures the quality of the survey database, or the success experienced in contacting eligible employers. The cooperation rate is 99% and measures the success in obtaining data once an employer is contacted.

<b>Pikes Peak Region JVS Sectors</b>	include →	<b>NAICS Sectors</b>
<b>Natural Resources &amp; Mining</b>		Agriculture, Forestry, Fishing, & Hunting Mining
<b>Construction</b>		Construction
<b>Manufacturing</b>		Manufacturing
<b>Trade, Transportation, &amp; Utilities</b>		Utilities Wholesale Trade Retail Trade Transportation & Warehousing
<b>Other Services (except Public Administration)</b>		Other Services (except Public Administration)
<b>Information</b>		Information
<b>Financial Activities</b>		Finance & Insurance Real Estate & Rental & Leasing
<b>Professional &amp; Business Services</b>		Professional, Scientific, & Technical Services Management of Companies & Enterprises Administrative & Support & Waste Management & Remediation Services
<b>Educational Services</b>		Educational Services
<b>Health Care &amp; Social Assistance</b>		Health Care & Social Assistance
<b>Leisure &amp; Hospitality</b>		Accommodation & Food Services Arts, Entertainment, & Recreation
<b>Government</b>		Public Administration

the information from a call center located in the Colorado Department of Labor and Employment. This interview process results in increased control over the survey process, better accuracy, and dependable results.

Employers are asked if they have job vacancies or open positions which they are actively seeking to fill. Those that are actively hiring are then asked to provide more detail about each position—compensation

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

## Occupational Coding

The job title, duties, education and experience requirements reported by employers are used to code vacancies in accordance with the latest release of the Standard Occupational Classification system.

## Data Editing

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

## Wage Conversion

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

All wages reported below the federal minimum are adjusted to that amount. Currently, the federal minimum wage is \$5.15 per hour. Where only a single wage figure is reported, that wage is used as both the minimum and maximum wage for that job vacancy.

# North American Industry Classification System (NAICS)

The Office of Management and Budget (OMB) in cooperation with agencies from Mexico and Canada has developed an industry classification system called the North American Industry Classification System (NAICS pronounced nakes) that replaced the Standard Industrial Classification (SIC) system. While work has been underway since 1993, OMB formally adopted NAICS on January 16, 2001.

### History of Process

The Office of Management and Budget established the Economic Classification Policy Committee in 1992 to pursue a fresh slate examination of economic classifications for statistical purposes<sup>1</sup>. Since 1939 the U.S. has been using the Standard Industrial Classification (SIC) system. While SIC had undergone periodic revisions, the last one in 1987, rapid changes in the U.S. and world economies brought SIC under increased scrutiny. In response to the need for a classification system that better reflected the dynamic nature of economies, OMB established the Economic Classification Policy Committee<sup>2</sup>. Government agencies from the United States, Mexico and Canada<sup>3</sup> were tasked with the development of a system that accounted for rapid changes in the U.S and world economies.

### Industrial Classification vs. Occupational Classification

NAICS is a system concerned with classifying organizations into different industries; as opposed to classification at the occupational level. The newly revised Standard Occupational Classification (SOC) system classifies occupations by job duties. Occupations specific to certain industries may be found in a different industry category because of the shift to NAICS, yet the Standard Occupational Classification Code remains the same. Systems like O\*NET and other classification

systems based on SOC are not subject to changes because of the shift to NAICS. Professionals who use information at the occupational level will not notice changes in job categories as a result of the shift to NAICS, unless they are looking at occupations by industry.

### Benefits

**Comparable**—NAICS is organized in such a way so as to allow direct comparison of economic data with our NAFTA trading partners Canada and Mexico.

**Relevant**—NAICS recognizes hundreds of new businesses in the economy with 20 broad industry sectors, up from SIC's 10. Some new industry categories include an Information Sector and a Health Care and Social Assistance Sector formerly lumped into Services under SIC.

**Consistent**—NAICS classifies an organization based on how it produces something, not simply what it produces. Businesses that use identical or similar technologies and processes to produce something will be grouped together. For example, software creation falls under the new Information sector, while software duplication falls under Manufacturing. Under SIC both enterprises were grouped under the same major industry sector, because both were engaged in production of software.

**Adaptable**—Regular updates, which are scheduled in 5 year intervals account for emerging industries not currently known.

### Things to Consider

The shift to NAICS means a break in historical time series. SIC and NAICS industry groupings are not directly comparable since the code changes for NAICS have split some SIC groups.

### New Industries Reflected in NAICS

- ◆ NAICS heralds the creation of a new information sector that pulls businesses from communications, publishing, motion picture and sound recording and online services to recognize an information-based economy.
- ◆ Formerly, under SIC corporate headquarters were not distinguished from the industry category of the product or service they produced. Now corporate headquarters are recognized in the new Management Sector.
- ◆ Manufacturing is restructured to account for high-tech industries.
- ◆ An increase in the amount of detail overall accompanies the shift to NAICS including a further breakdown of SIC's services sector into nine new sectors.
- ◆ Eating and drinking places move out of Retail Trade into a new category called Accommodation and Food Services.
- ◆ The difference between Retail and Wholesale is now based on how each store conducts business. For example, many computer stores are reclassified from Wholesale to Retail.

<sup>1</sup>Executive Office of the President Office of Management and Budget. *North American Industry Classification System*. White Plains, MD: Berman and U.S. Department of Commerce, 2002

<sup>2</sup>ECPC is chaired by the Bureau of Economic Analysis, U.S. Department of Commerce, with representatives from the Bureau of the Census, U.S. Department of Commerce, and the Bureau of Labor Statistics, U.S. Department of Labor

<sup>3</sup>Specifically, Mexico's Instituto Nacional de Estadística, Geografía e Informática (INEGI) and Statistics Canada



## Comparison of NAICS and SIC Major Industry Groups

SIC Standard Industrial Classification	→	NAICS North American Industry Classification System
Agriculture, Forestry, & Fishing		Agriculture, Forestry, Fishing, & Hunting
Mining		Mining
Construction		Construction
Manufacturing		Manufacturing
Transportation, Communications & Public Utilities		Utilities Transportation & Warehousing
Wholesale Trade		Wholesale Trade
Retail Trade		Retail Trade Accommodation & Food Services
Finance, Insurance, & Real Estate		Finance & Insurance Real Estate & Rental & Leasing
Services		Information Professional, Scientific, & Technical Services Administrative Support; Waste Management & Remediation Services Educational Services Health Care & Social Assistance Arts, Entertainment, & Recreation Other Services (except Public Administration)
Public Administration (parts of all divisions)		Public Administration Management of Companies & Enterprises

U.S. Bureau of the Census, U.S. Department of Commerce





# Glossary

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

## Average Maximum Wage

An average maximum wage is calculated by summing the maximum wages offered for all vacancies in a given category and then dividing by the number of vacancies in that category.

## Average Minimum Wage

An average minimum wage is calculated by summing the minimum wages offered for all vacancies in a given category and then dividing by the number of vacancies in that category.

## Computer Assisted Telephone Interviewing (CATI)

A structured system of data collection by telephone that speeds up the collection and editing of such data.

## Cooperation Rate

The number of completed interviews divided by the number of all units surveyed that are eligible. Measures the effectiveness of surveyors in gaining information once an eligible employer is contacted.

## Educational Attainment

The highest diploma or degree, or level of work towards a diploma or degree, an individual has completed. In this survey, an individual recorded in the Bachelor's degree category has completed the degree.

## Effective Response Rate

The number of completed interviews divided by the sum of all units surveyed that are eligible as well as those with unknown eligibility. This is a measure of how well the survey obtains completed interviews from employers in the sample.

## Employed Persons (Employment)

Persons 16 years and over in the civilian non-institutional population who, during the reference period

- a) did any work at all (at least 1 hour) as paid employees, worked in their own business, profession, or on their own farm, or worked 15 hours or more as unpaid workers in an enterprise operated by a member of the family, and
- b) all those who were not working but who had jobs or businesses from which they were temporarily absent because of vacation, illness, bad weather, childcare problems, maternity or paternity leave, labor-management dispute, job training, or other family or personal reasons, whether or not they were paid for the time off or were seeking other jobs.

## Employer

A person or establishment that employs one or more people for wages or salary.

## Full-time Employee

Employees who usually work 35 hours per week or more.

## Goods Producing Industries (NAICS)

Includes manufacturing, construction, mining, and agriculture, forestry, fishing and hunting.

## Industry

A group of establishments that use similar processes and technologies to produce goods and services. The North American Industry Classification System (NAICS) groups establishments using closely similar technologies into industries.

## Job Seeker

A person actively looking for employment or researching career options.

## Job Vacancy

A specific position of employment at an establishment with the condition that there is work available for the position and the employer is actively recruiting for the position.

## Job Vacancy Rate

The estimated number of vacancies divided by the sum of current employment and estimated vacancies.

## Labor Force

The labor force includes all persons classified as employed or unemployed in accordance with the definitions contained in this glossary.

## Medical Insurance

Refers to any insurance plan that includes coverage for medical and related care.

## Medical Insurance Premium

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

## North American Industry Classification System (NAICS)

The successor to the Standard Industrial Classification (SIC) system; this system of classifying business establishments is used by the United States, Canada, and Mexico. See full description within *Appendix*.

## Not Seasonally Adjusted

This term is used to describe data series not subject to the seasonal adjustment process. In other words, the effects of regular, or seasonal, patterns have not been removed from these series.

## Occupation

Represents a set of activities and skills for which an employee is paid to perform. Employees that perform essentially the same tasks are grouped into the same occupation whether or not they are in the same industry. Some occupations are concentrated in a few particular industries, other occupations are found in most or all industries.

## Part-time Employee

An employee who usually works between 1 and 34 hours per week.

### **Percentile Wage Estimate**

Shows what percentage of workers in an occupation earn less than a given wage and what percentage earn more. For example, a 25th percentile wage of \$15.00 indicates that 25% of workers (in a given occupation in a given area) earn at or less than \$15.00; therefore 75% of workers earn at or more than \$15.00.

### **Permanent Employment**

A vacancy is classified as a permanent position if the employee is hired to be employed for more than six months.

### **Sample**

A subset of the population selected for interview as a representative subset of the sample frame.

### **Sample Frame**

A listing of all units in a population. For this report the sample frame includes employers with 5 or more employees; government entities are drawn from ES-202 while private companies come from the ALMIS (America's Labor Market Information System) database.

### **Seasonally Adjusted**

Seasonal adjustment removes the effects of events that follow a more or less regular pattern each year. These adjustments make it easier to observe the cyclical and other non-seasonal movements in a data series.

### **Service Producing Industries (NAICS)**

Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional, scientific, and technical services; management of companies and enterprises; administrative and support and waste management and remediation services; educational services; health care and social assistance; arts, entertainment, and recreation; accommodation and food services; other services (except public administration); public administration.

### **Sign-on Bonus**

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

### **Standard Occupational Classification (SOC) System**

This system is used by all Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers are classified into one of over 820 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 23 major groups, 96 minor groups, and 449 broad occupations. Each broad occupation includes detailed occupations requiring similar job duties, skills, education, or experience.

### **Temporary Employment**

A vacancy is classified as a temporary position if the employee is hired to be employed for six months or less.

### **Unemployed Persons**

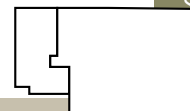
Persons 16 years of age and over who had no employment during the reference week, were available for work, except for temporary illness, and had made specific efforts to find employment sometime during the 4-week period ending with the reference week. Persons who were waiting to be recalled to a job from which they had been laid off need not have been looking for work to be classified as unemployed.

### **Unemployment Rate**

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

### **Wages**

Hourly straight-time wage rate or, for workers not paid on an hourly basis, straight-time earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions, excluding premium pay for overtime and for work on weekends and holidays, shift differentials, and non-production bonuses such as lump-sum payments provided in lieu of wage increases.



# Pikes Peak Region



## WORKFORCE CENTERS IN THE PIKES PEAK JOB VACANCY SURVEY REGION

### *Aspen Mine Center - Cripple Creek, CO*

Pikes Peak Workforce Center  
166 East Bennett Ave.  
P.O Box 129  
Cripple Creek, CO 80813-0129  
Phone: (719) 689-3584, ext. 13  
Fax: (719) 689- 5711

### *Lorraine Community Center - Fountain, CO*

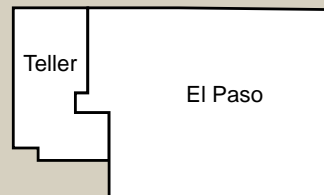
301 East Iowa Street  
Fountain, CO 80817  
Phone: (719) 667-3885  
Fax: (719) 322-0739

### *Pikes Peak Workforce Center*

2306 East Pikes Peak Blvd.  
Colorado Springs, CO 80909  
Phone: (719) 667-3700  
Fax: (719) 667-3754

### *Pikes Peak Community College*

Pikes Peak Workforce Center  
5675 South Academy Blvd, Suite A-115  
Colorado Springs, CO 80906  
Phone: (719) 579-3080  
Fax: (719) 579-3089



For a listing of all Colorado Workforce Centers: [www.coworkforce.com/EMP/WFCs.asp](http://www.coworkforce.com/EMP/WFCs.asp)