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Pikes Peak Region

Job Vacancy Survey

Summer 2004



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The Colorado Job Vacancy Survey

Introduction

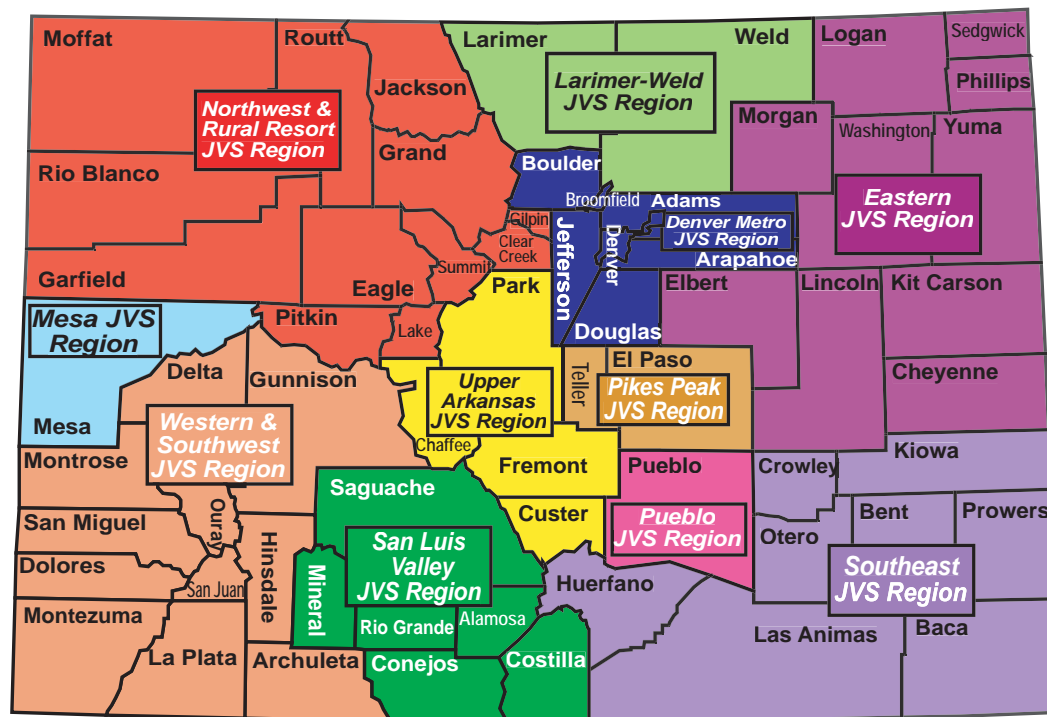
The unemployment rate, along with the level and growth rate of employment, has been used as an indicator of labor market conditions for decades. While this indicator provides information about changes in the supply and demand for labor, it reveals nothing about the skills most sought after by employers. As such, individuals preparing themselves for the job market have done so with limited knowledge of what skills are necessary to successfully compete in the contemporary labor market.

Employers have had an equally difficult time determining appropriate compensation levels due to a limited knowledge of what similar firms in their region are currently offering.

Job seekers and employers, as well as Workforce Centers and economic developers, need more than a measure of demand for workers at a specific point in time. They also need a measure of where in the economy that demand is located and what education and experience levels are most preferred. The Colorado Department of Labor and Employment (CDLE) developed the Job Vacancy Survey (JVS) to meet these needs. 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

Figure 1: Colorado Job Vacancy Survey Regions



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.

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

Executive Summary

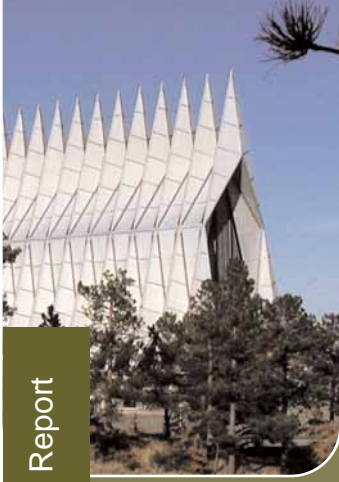
The Summer Pikes Peak Region Job Vacancy Survey was conducted from July 8th through 27th, 2004. The goal of the survey is to provide current information on the demand for workers so that employers, job seekers, economic developers, educators, and workforce centers can make informed decisions in the Pikes Peak Region.

Over the survey period, 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 1,897 employers representing 39% of the region's employment responded to the survey. Out of these, 59 are large employers (250 or more employees), 99 are Government employers, and 1,739 are from the small to mid-size category (5 to 249 employees). The survey has an 88% response rate and a cooperation rate of 99%. The margin of sampling error for the overall vacancy estimate is plus or minus 2.2%, or about 70 vacancies.

Major Findings of the Survey:

- ◆ An estimated 3,226 jobs are open for hire, up from 2,414 a year ago.Page 3
- ◆ Of all employers, 12% have at least one vacancy and 6% have more than one.Page 7
- ◆ Health Care & Social Assistance and Leisure & Hospitality each offer 22% of the vacancies, Trade, Transportation, & Utilities offer 16%, and the remaining 40% are in all other industries.Page 7
- ◆ The average wage for all vacancies is \$13.10 per hour.Page 8
- ◆ Small to mid-size firms offer 67% of the vacancies, large firms offer 23%, and only 10% are in Government.Page 9
- ◆ Full-time permanent positions comprise 78% of the vacancies and 20% are part-time permanent.Page 10
- ◆ Post-secondary education is required for 47% of the vacancies, 35% require high school or GED completion, and 18% have no educational requirements.Page 11
- ◆ This year, 48% of the vacancies are considered not difficult to fill, compared to 58% last year.Page 14
- ◆ Thirty-one percent of vacancies are open for less than 30 days, 25% are open 30 to 59 days, and only 4% are open for 60 or more days.Page 14



Regional Information

According to the U.S. Census Bureau's 2003 updates, the Pikes Peak Region, which includes El Paso and Teller counties, is home to over 572,000 people. El Paso County experienced a 1.3% increase in population from July 1, 2002 to

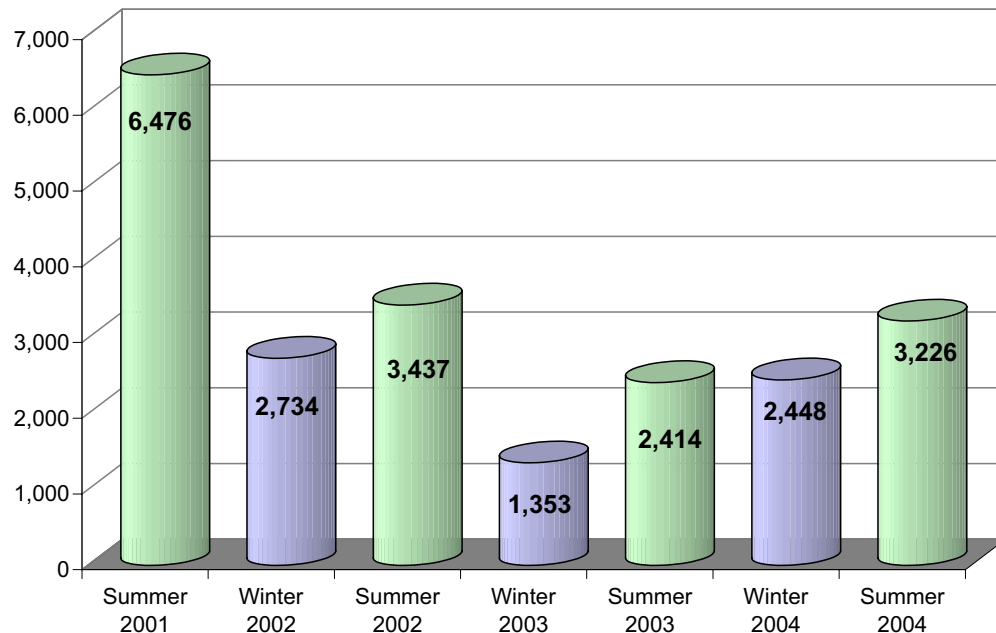
July 1, 2003. Teller County population grew by 0.9% over the same period.

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, commuting to work while workers in El Paso County spend only about 20 minutes.

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 until the summer of 2004 mostly due to the decrease in economic activity seen not just in the state of Colorado, but nationwide. With the recent economic recovery, job vacancies are on the rebound as well - the summer 2004 results show nearly as many new job openings as in the summer of 2002 (*Figure 2*).

Pikes Peak Region Job Vacancy Surveys are conducted twice a year, once in winter and then in summer. Vacancies found in winter represent demand for labor at a time of year when employment is at its seasonal low. A study at this time indicates the types of occupations found at the

Figure 2: Historical Vacancies – Pikes Peak Region



	Summer 2001	Winter 2002	Summer 2002	Winter 2003	Summer 2003	Winter 2004	Summer 2004
Vacancies	6,476	2,734	3,437	1,353	2,414	2,448	3,226
Employment	277,611	268,071	277,533	274,266	278,585	278,461	287,898
Unemployed	13,104	20,062	19,794	18,429	18,086	16,651	17,057
Unemployment Rate	4.5%	7.0%	6.7%	6.9%	6.6%	6.0%	5.6%

Source: CDLE, Local Area Unemployment Statistics, Released August 2004

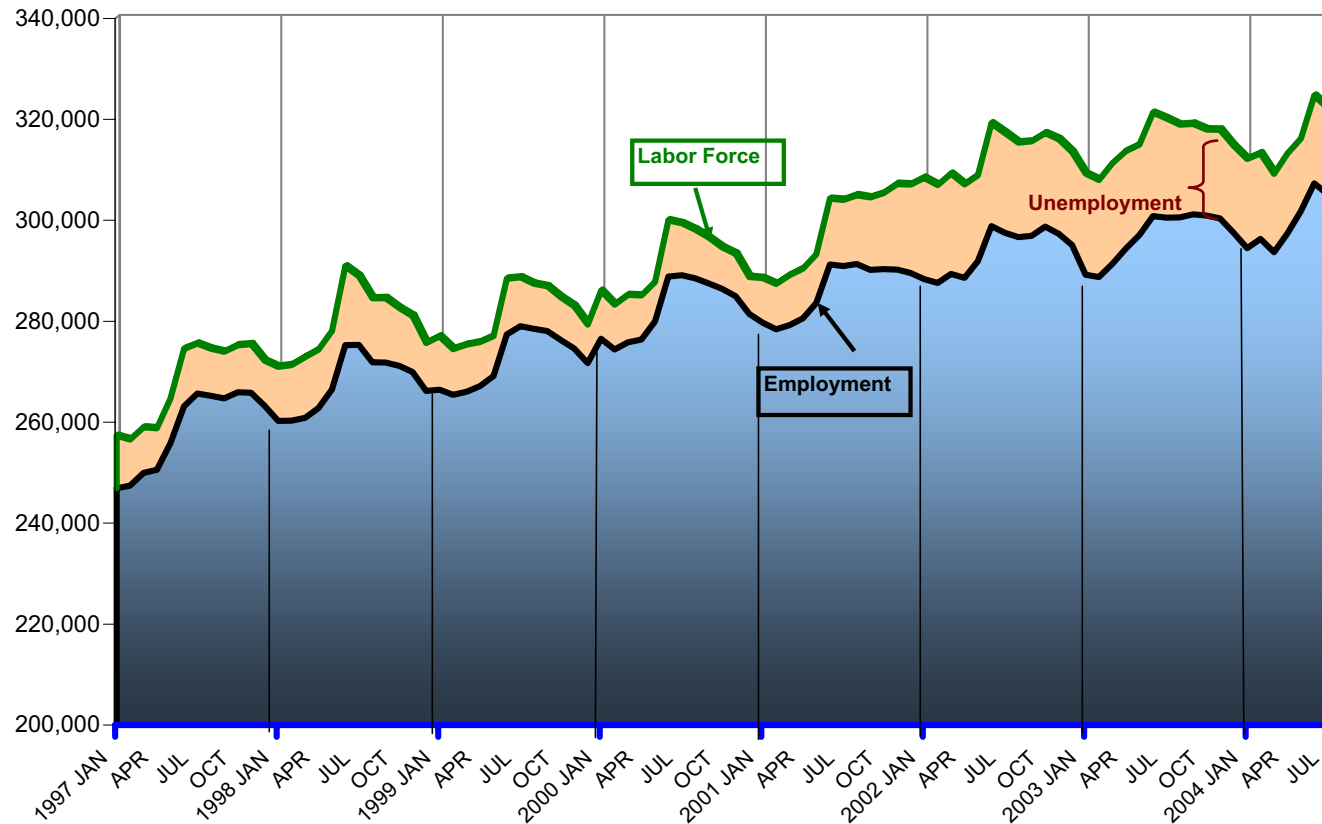
time when demand for workers is at its lowest. When the Job Vacancy Survey is conducted during summer, results represent demand for labor at a time when employers are nearing peak employment, yet are still in the process of actively recruiting.

Regional Information *—continued*

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 varies from month to month, however it tends to peak in the month of June each year. The total number of employed decreased more than usual since mid-2001, reflecting the effects of a slowing economy. Yet, rather than following seasonal trends,

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, throughout 2002, and most of 2003, as seen by the widening gap between the two series. Recent trends show that unemployment is finally edging downward.

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



Source: CDLE, Local Area Unemployment Statistics, Released August 2004

Regional Information –continued

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). Unemployment levels increased and remained somewhat elevated possibly due to the increased numbers of people staying in or reentering the labor force. After reaching a high of 7.0% in January 2002, the local economy showed promising signs of decreasing unemployment. After June of 2003, the unemployment rate began its decent until May of 2004 where a slight increase is seen.

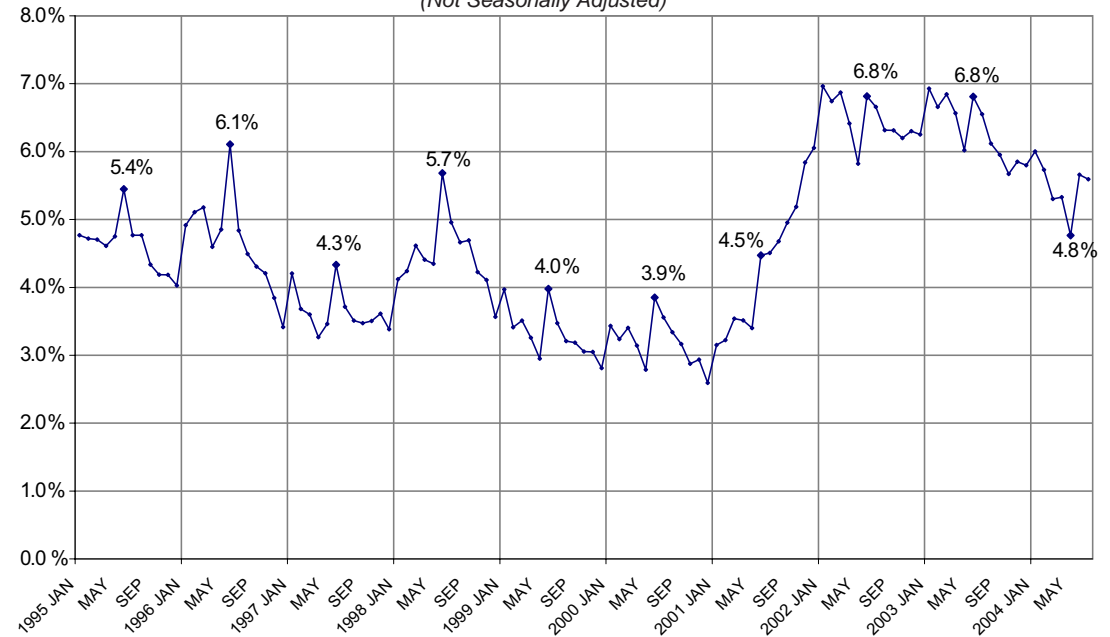
Figure 5 shows the most current unemployment statistics for the individual counties of the Pikes Peak Region. Both counties show unemployment rates one full percentage point lower than the rates of this time last year.

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. 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.

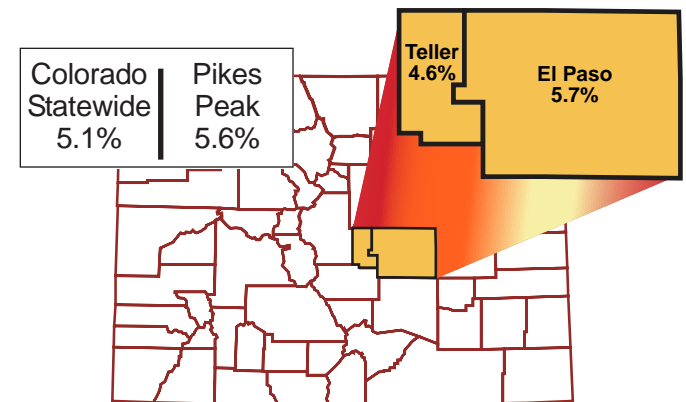
The U.S. Census Bureau shows both counties in the Pikes Peak Region to have a higher high school graduation rate than the state and nation. Teller County has a 94% graduation rate and El Paso County's is 91% while the state average is 87% and national even lower at 80%. The region's percentage of individuals 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 4: Pikes Peak Region Unemployment Rate Trend
(Not Seasonally Adjusted)



Source: CDLE, Local Area Unemployment Statistics, Released August 2004

Figure 5: Unemployment Rates for July 2004
(Not Seasonally Adjusted)



Source: CDLE, Local Area Unemployment Statistics, August 2004

Regional Information —continued

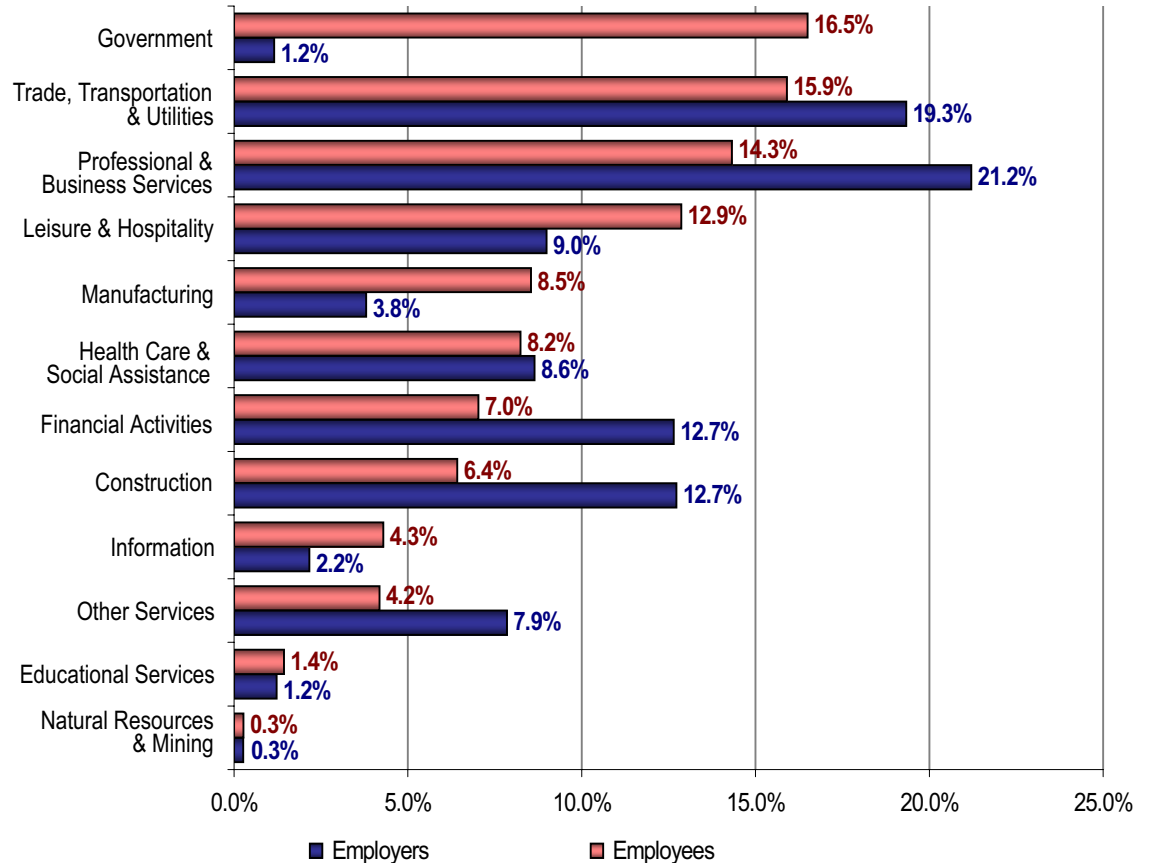
Since conducting the first Job Vacancy Survey in the Pikes Peak Region, Healthcare Practitioners & Technical occupations as well as Office & Administrative Support positions have been in the highest demand. *Figure 6* shows the third quarter 2003 employment breakdown for each of the 12 JVS sectors used 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.

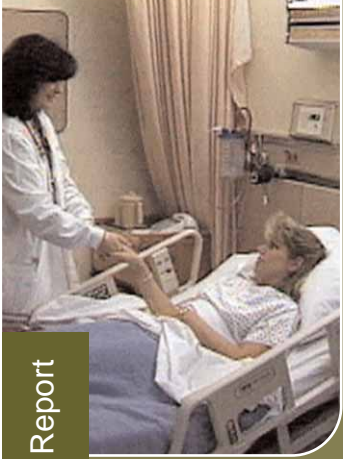
The Government sector represents a very small percentage of area employers but the largest percentage (16.5%) of the area’s employees. The

Figure 6: Pikes Peak Region Employers and Employees, 3rd Quarter, 2003



Source: CDLE, Quarterly Census of Employment and Wages (QCEW)

Trade, Transportation, & Utilities JVS sector has 15.9% of the area’s employees and Professional & Business Services has 14.3%. These three JVS sectors combined contain nearly half (46.7%) of the Pikes Peak Region’s employees. Leisure & Hospitality also comprises a considerable share (12.9%) of the region’s employees.



Survey Findings

Estimated Vacancies: JVS Sectors and Employer Size

During the survey period, an estimated 3,226 vacancies were open for immediate hire in the Pikes Peak Region. The region's estimated vacancy rate is 1.6%, meaning there are approximately sixteen vacancies in the survey for every 1,000 positions. 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 increased since the summer 2003 survey.

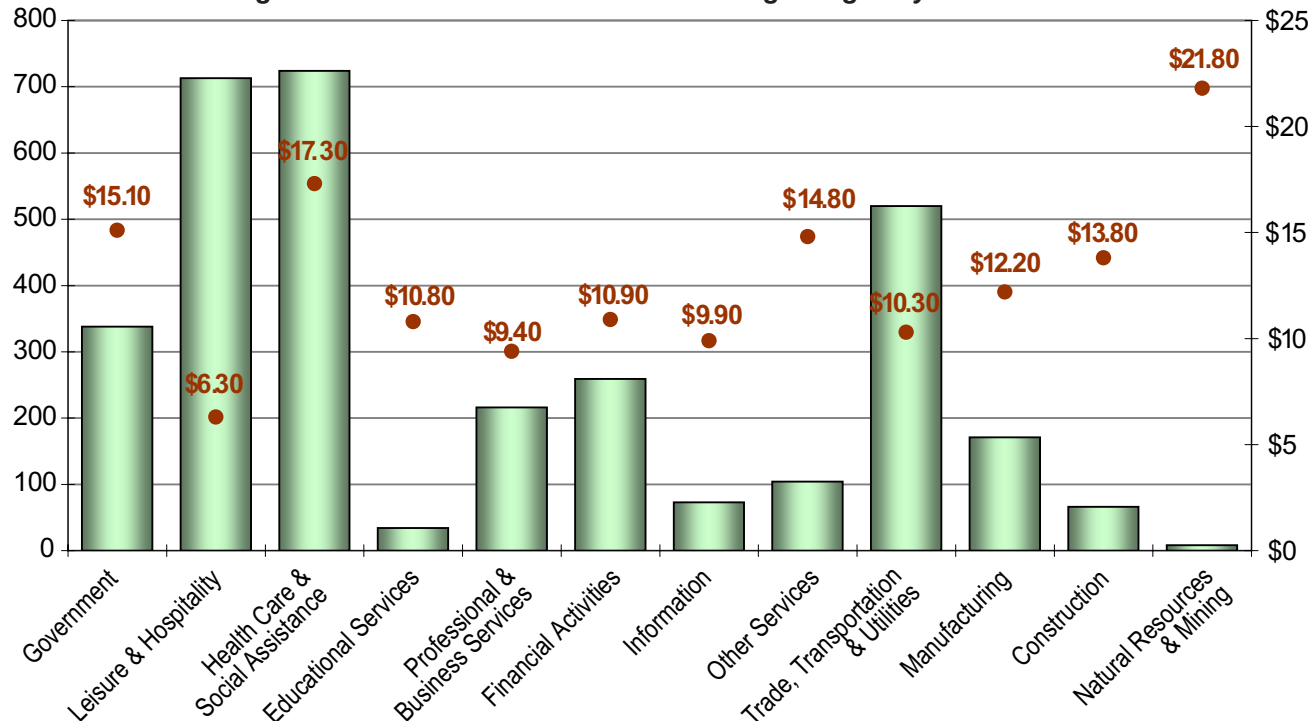
Twelve percent of the employers responding to the survey report having at least one vacancy. Over 6% report having more than one vacancy. Very few vacancies are estimated in Natural Resources & Mining as well as in the Educational Services sectors which includes teaching positions in private schools. 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, 5% 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 security agents, supervisors, and maintenance positions. While experience and some post-secondary education are required for a few positions, most are available to applicants regardless of education completed or experience acquired.

Occupations in Natural Resources & Mining offer the highest overall average wage of \$21.80 per hour. These are positions such as lab supervisors and mechanics. Although only a small percentage of these require education beyond high school, all of them require experience in the occupation.

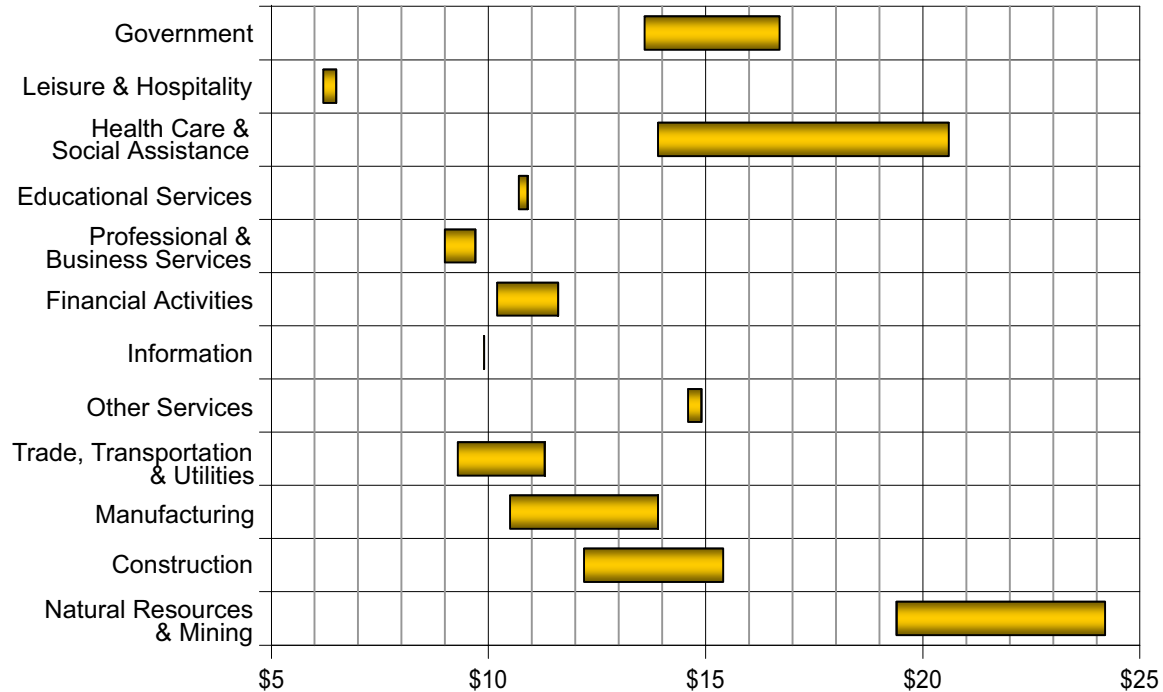
Unfortunately, less than 1% of all vacancies are in this JVS sector.

Figure 7: Estimated Vacancies and Average Wages by JVS Sectors



Survey Findings *Estimated Vacancies: JVS Sectors and Employer Size –continued*

Figure 8: Reported Average Wage Ranges by JVS Sectors



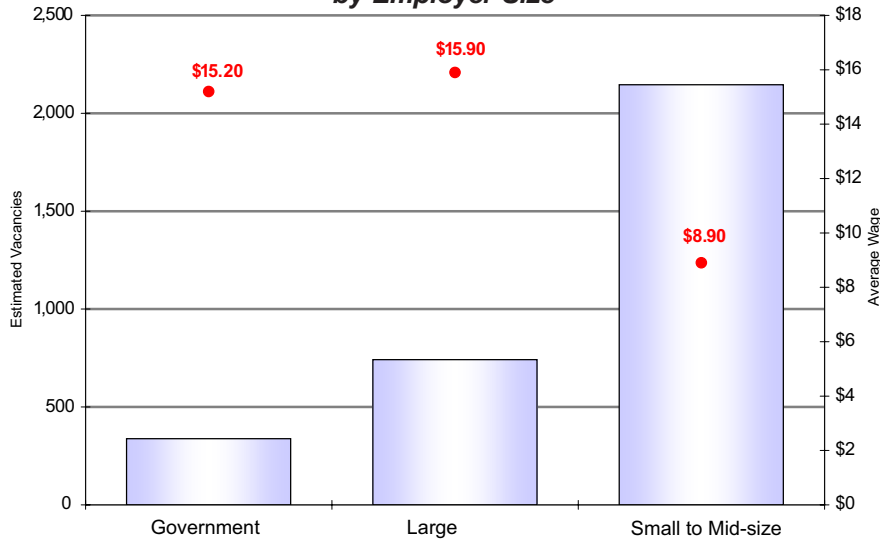
Since wages offered vary according to the individual applicant's qualifications, employers are asked to provide the range of wages offered for the vacancies (*Figure 8*). Wages reported for this study represent those offered by employers for current vacancies over the survey period. This survey shows wide wage ranges for Health Care & Social Assistance. 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 JVS sector, contained vacancies such as registered nurses, medical directors, and physical therapist that 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 other medical 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 thera-

pists 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 Natural Resources & Mining, Health Care & Social Assistance, and Government JVS sectors. In Government, 77% of the vacancies are in the educational arena including teachers, adjunct faculty and coaches, with a majority of the positions requiring postsecondary education. Forty-three percent of the vacancies in the Manufacturing sector require at least a two-year degree. These are positions such as technicians, and systems design and quality engineers. All of these vacancies are associated with higher pay and require a minimum of experience in a related field. Manufacturing positions that require only high school completion and little or no experience (call center representatives and machine operators) offer these vacancies with a starting wage below the region's overall average.

Survey Findings *Estimated Vacancies: JVS Sectors and Employer Size —continued*

Figure 9: Estimated Vacancies and Average Wages by Employer Size

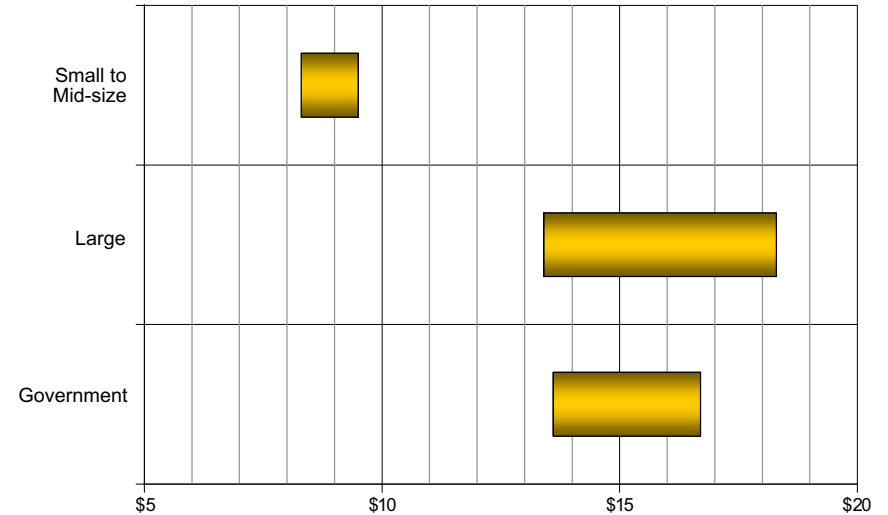


Small to mid-size firms account for 67% of total vacancies (*Figure 9*) in the Pikes Peak Region. Large companies are reporting 23% and Government agencies have only 10% of all vacancies. The highest concentration of vacancies within the large company category is found in the Health Care & Social Assistance, Manufacturing and Leisure & Hospitality JVS sectors. Most vacancies in the small to mid-size firms are in the Health Care & Social Assistance, Professional & Business Services, and Trade, Transportation & Utilities JVS sectors. There are also many vacancies found in small to mid-size firms in Leisure & Hospitality.

According to the survey, the government and large firms are offering vacancies at a starting wage equal to or higher than the region’s overall average of \$13.10 per hour. Large firms offer top-end wages that are about \$1.50 higher than government agencies. Furthermore, average wages offered by the government and large firms are approximately \$4.00 more than those offered by the small to mid-size companies.

Wage ranges in each employer size class often reflect characteristics of the vacancies found. While many vacancies within large firms are highly specialized and require postsecondary education (pharmacy technicians, respiratory and radiology technicians, registered nurses, accountants, directors,

Figure 10: Reported Average Wage Ranges by Employer Size



engineers, researchers, and financial analysts), there are many vacancies among large firms that do not require post-secondary training or related experience (machine operators, customer service and call center representatives, mechanics, assemblers, and various positions in hotels and restaurants), allowing a mixture of applicants to find positions in large firms. This is also the case 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 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. Low-skilled positions can, nevertheless, offer a port of entry into a reputable firm guaranteeing full-time wages and possibly medical benefits. For example, in small to mid-size firms in Leisure & Hospitality, most occupations to be filled are cooks, wait staff, and hotel housecleaners. These positions offer wages from approximately \$5.15 to \$7.00 an hour to start. Half of these jobs offer full-time employment and all provide medical benefits and pay part of the premium for those benefits. The same scenario applies in other industry sectors among small to mid-size firms: as employers require increasing levels of education and experience, wages offered increase as well.

Survey Findings

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, 78% of the reported vacancies are for full-time permanent positions while 20% of the positions are reported to be part-time permanent (*Figure 11*). Last year at this time only 71% of the reported vacancies were full-time permanent and only 15% were part-time permanent. Furthermore, last year at this time, 14% of all vacancies were temporary positions while this year only 2% are temporary. Most Pikes Peak Region Job Vacancy Surveys, summer and winter, have consistently shown a high percentage of permanent positions. However, last year when the local economies were struggling to recover, many employers had no choice but to offer only temporary positions. Now that business owners are more optimistic, firms can offer solid, full-time employment. For job seekers who prefer to work less than full-time, opportunities do exist.

In general, full-time positions pay more than part-time and temporary positions. In this survey, part-time permanent vacancies offer a broader wage range than full-time permanent (*Figure 12*) but otherwise, the wages offered are comparable among most permanent positions. Temporary vacancies offer the lowest wages. The high average wage for both full and part-time positions is a good sign that not only are employers hiring, they are offering these positions with sustaining wages. While there are many vacancies offered close to minimum wage, the higher overall average of both the minimum and maximum wages offered implies that the majority of these positions will permit a good quality standard of living.

Figure 11: Vacancies by Employment Status

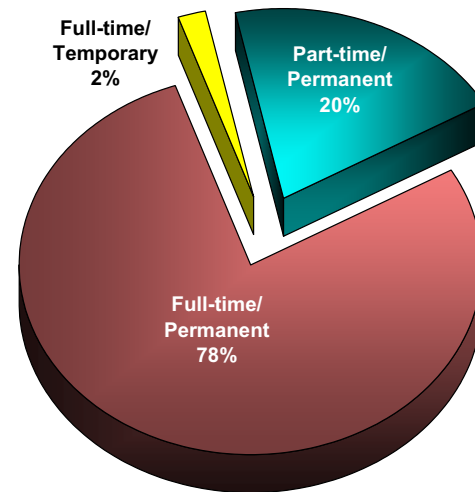
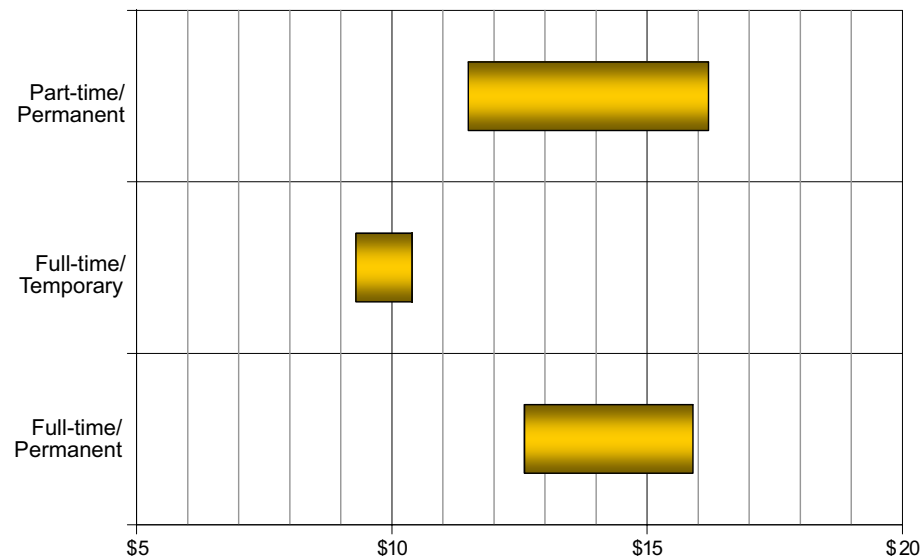


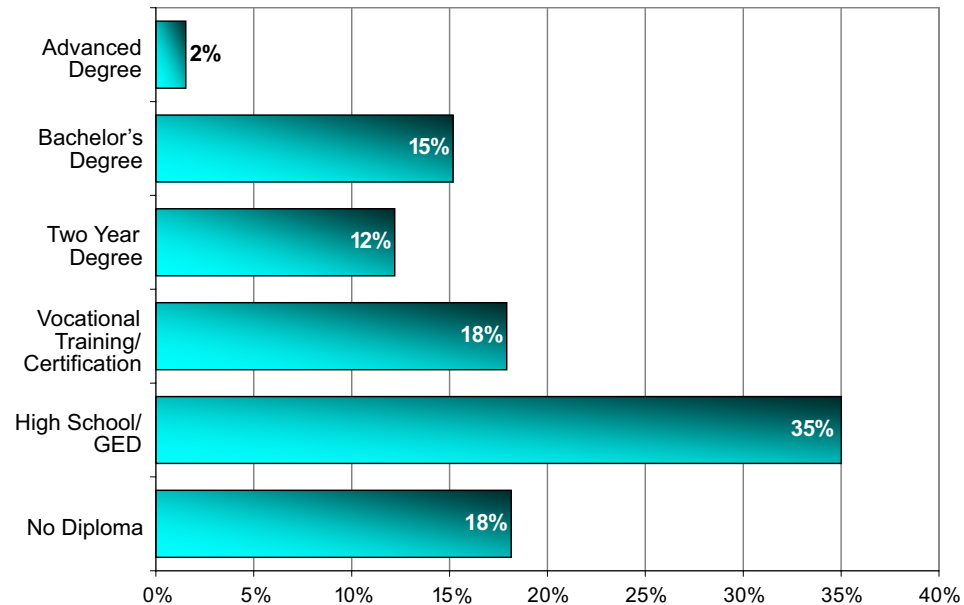
Figure 12: Reported Average Wage Ranges by Employment Status



Survey Findings

Vacancies: Employment Status, Education and Experience Requirements—continued

Figure 13: Vacancies by Education



Employers were asked about educational requirements for open positions. This summer, 47% of the positions reported by employers require post-secondary education, while 53% are available to applicants with a maximum of high school completion (*Figure 13*). Last year at this time, these percentages were reversed, with 53% of the vacancies requiring post-secondary education.

No Diploma: For applicants with no diploma and no experience, there are many vacancies in restaurants and hotels as wait staff, cooks, dishwashers, and housekeepers. Other vacancies include sales clerks, cashiers, and automobile detailers. These positions are offered at wages between \$5.15 and \$10 per hour. There are higher wages offered (\$11 to \$12) for many other vacancies such as line cooks, telemarketers, and customer service representatives.

High School/GED: The highest percentages of the area's vacancies require high school completion. Some of these include high quality, high

paying positions such as software designers, supervisors, and welders—all offer an average minimum wage of \$20 to \$30 to start. Other positions such as mechanics, crime scene investigators, administrative assistants, clerks, and carpenters, among others, are offered \$15 to \$19 to start. These are followed by many vacancies at \$10 to \$14 an hour including court clerks, transportation workers, mechanics, carpenters, and machine operators. The same variety of vacancies exist at pay ranging from \$5.15 to \$9 for applicants lacking experience.

Vocational Training/Certification: Eighteen percent of all vacancies require applicants to have vocational training or certification. Top paying positions (\$15 to \$30 per hour) are respiratory therapists and other specialized medical positions, as well as police officers. Vacancies offering wages of \$12 to \$14 include teachers, surgical technicians, and heavy equipment drivers. Wages below \$12 are offered for security officers, licensed practical nurses, and certified nursing assistants.

Survey Findings *Vacancies: Employment Status, Education and Experience Requirements—continued*

Two Year Degree: An additional 12% of the vacancies require at least two years of post-secondary education. Registered nurses and respiratory therapists are offered high wages; \$17 to \$30 average minimum to start. Experience is usually required for most of these positions. Many electricians and various technicians with two year degrees are also needed and are offered \$10 to \$16 per hour.

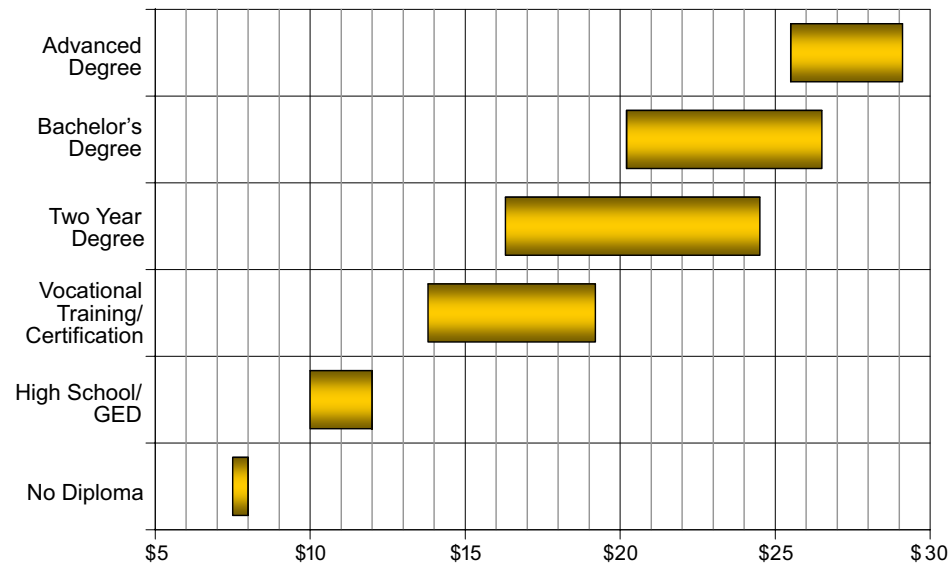
Bachelor’s Degree: Fifteen percent of all vacancies require the applicant to have a bachelor’s degree. While many employers did not provide information on wages offered for these vacancies, employers that did report the highest wages (over \$30 per hour) are offered to a wide variety of engineers and systems analysts. Many additional vacancies at this educational level, along with physical therapists,

medical research analysts, school principals, and directors, are offered \$20 to \$29 for a starting wage. At the low end of wages offered (\$15 to \$20) are physical and occupational therapists, registered nurses, teachers, engineers, marketing specialists, accountants and other financial representatives.

Advanced Degree: While only 2% of all vacancies require advanced degrees, applicants are well rewarded for their knowledge and experience with average starting wages ranging from \$25 to \$35 per hour. Most of these vacancies are for principals, directors, and speech pathologists and require experience in the occupation.

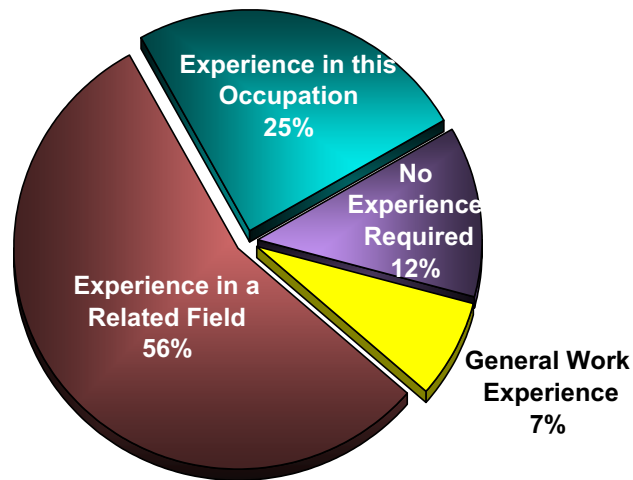
Generally, the more education required for a position, the higher the wages offered. Wages offered in this survey follow this notion.

Figure 14: Reported Average Wage Ranges by Education



Survey Findings *Vacancies: Employment Status, Education and Experience Requirements—continued*

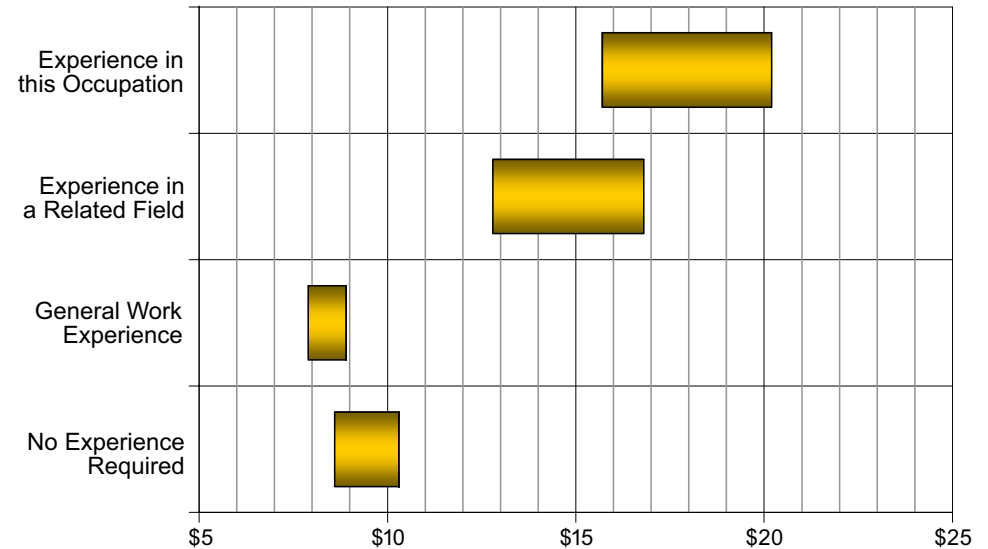
Figure 15: Vacancies by Experience



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. As the economy improves, a few employers may begin to relax this requirement, but as long as an elevated number of job seekers exist, firms can look for applicants with the highest levels of education and experience to fill vacancies.

Compared to last year, employers are requiring more applicants to at least have experience in a related field. Fifty-six percent of all vacancies require experience in a related field, whereas this time last year, only 44% of all vacancies required the same level of experience (*Figure 15*). This is primarily due to the high concentration of vacancies in management, health care, teaching, and office and administrative support, most of which require past experience. Additionally, 25% of the vacancies require specific experience in the occupation, including jobs in architecture, engineering, computer science, production, and maintenance. In fact, fewer than

Figure 16: Reported Average Wage Ranges by Experience



one-fourth of all vacancies require general or no experience. Vacancies that do not require experience, or require only general work experience are mostly food and beverage workers in the Leisure & Hospitality JVS 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.

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 \$15.50 per hour (*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

Survey Findings

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. However, employers offered this information for only about 40% of the vacancies. Of these vacancies, only 6% are reported as very difficult to fill. This is down five percentage points from last year. While 48% of the vacancies reported are considered not difficult to fill, 46% 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 project managers, technicians and stage hands. In this report, positions considered very difficult to fill are machine operators and mechanics, both occupations requiring experience in the occupation yet requiring no post-secondary education.

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 open for less than 30 days, and only a very small percent of vacancies that are open 60 or more days (Figure 18).

Figure 17: Vacancies by Difficulty to Fill

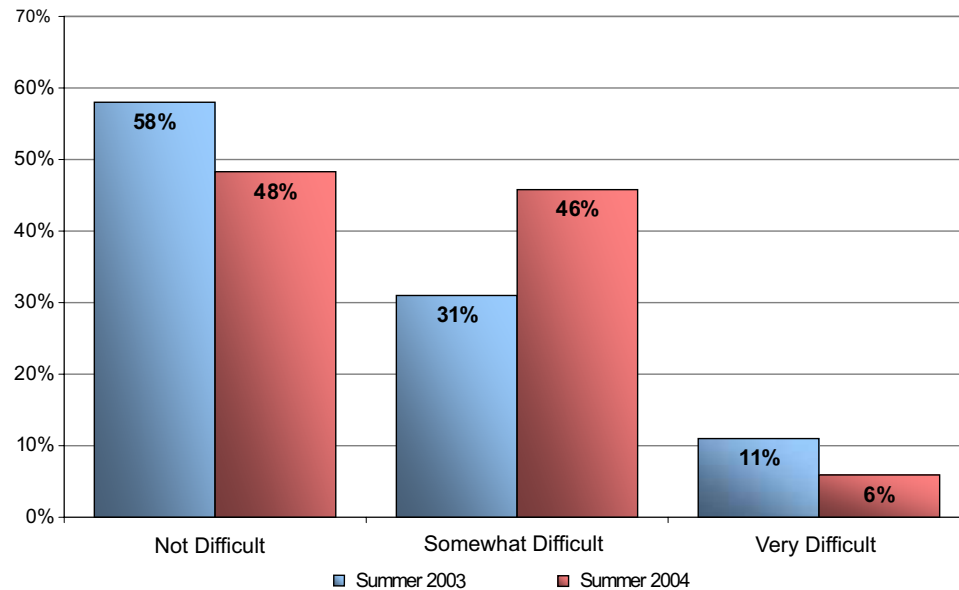
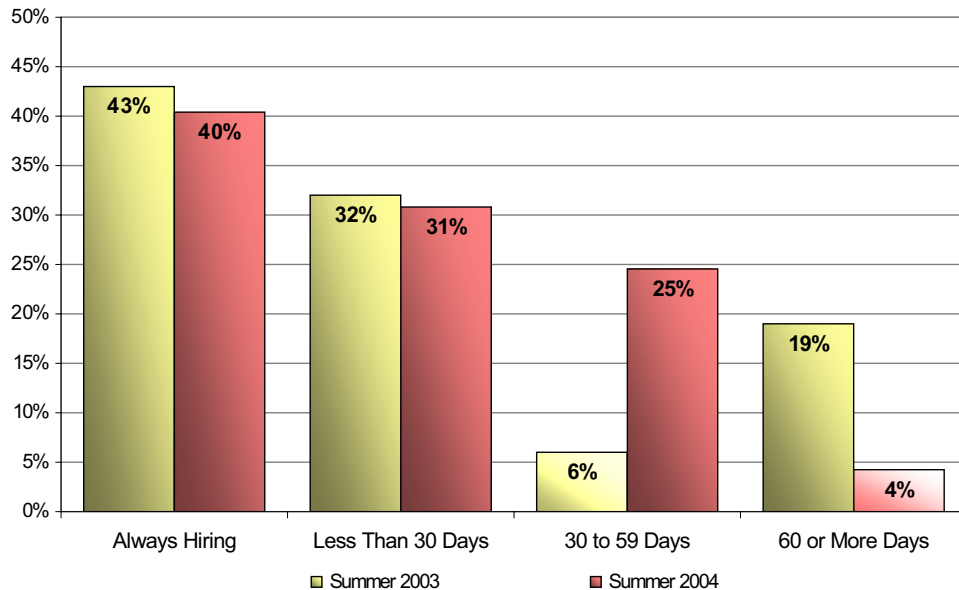


Figure 18: Vacancies by Time Open for Hire



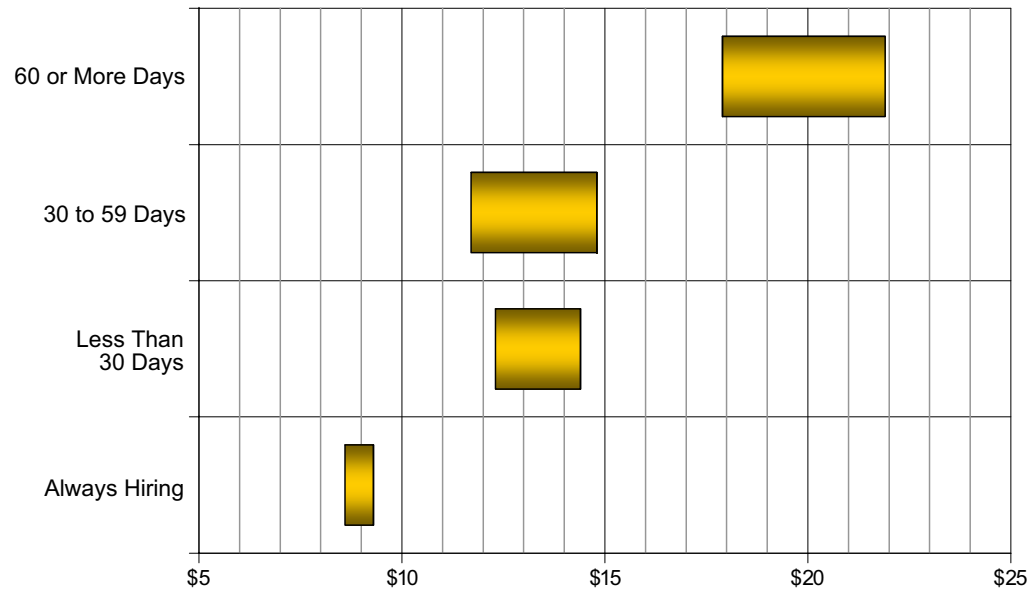
Survey Findings

Vacancies: Difficulty to Fill and Time Open for Hire—continued

Thirty-one percent of all vacancies were open for less than 30 days with an additional 25% 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 JVS sectors. In this report, most vacancies reported as Always Hiring are entry-level positions predominantly as assemblers, drivers, and customer service representatives. 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 \$9.00 per hour. The highest average starting wage of \$14.50 per hour is offered for vacancies considered very difficult to fill. Traditionally, the longer it takes to fill a vacancy the higher the starting wage. Current survey results have remained consistent with this tradition (*Figure 19*).

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



Additional
Compensation

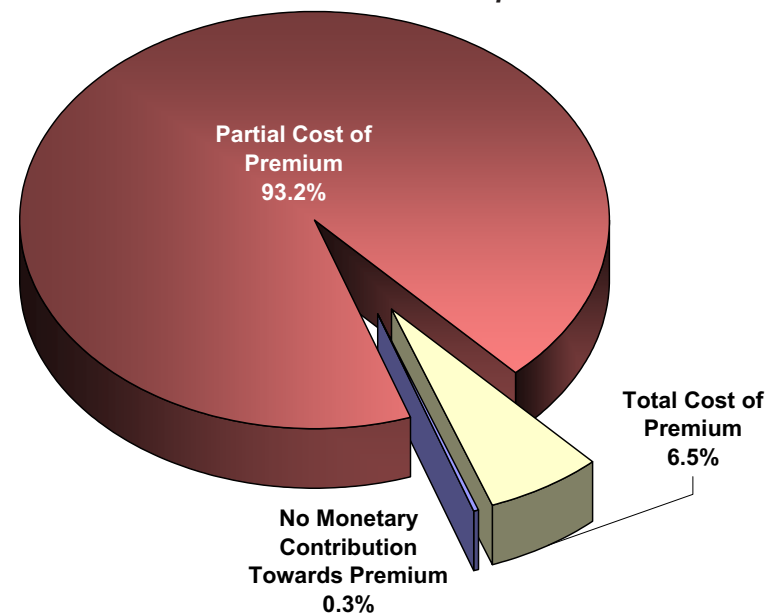
Survey Findings

Medical Insurance

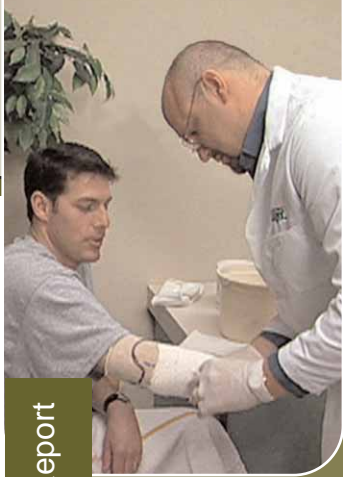
For the current survey, 20% of the employers did not offer information on medical insurance. But of those offering the information, all of the vacancies do include a medical insurance plan. Of the employers who offer this additional compensation, 93% pay a partial cost of the premium and nearly 7% pay the total cost of the premium. Less than one percent (0.3%) of employers who offer a medical insurance plan do not make any contribution toward the premium.

Vacancies with more requirements not only offer higher pay but also medical coverage, with employers paying a partial cost of the premium. Vacancies with the employers offering to pay the total cost of the medical premium are for positions mainly considered very difficult to fill. This includes drivers, mechanics, carpenters, executive secretaries, very specialized registered nurses, and other critical medical occupations, and a variety of engineers. All of these are full-time jobs, with the majority requiring experience in the occupation. Most of these, but not all, require post-secondary education.

Figure 20: Employers' Contribution to Medical Insurance Occupations

**Sign-On Bonus**

There is only a very small percentage (0.4%) of sign-on bonuses reported for this survey. This type of compensation is usually used during times when employers are having difficulty attracting potential applicants.



Occupational Details

Introduction

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

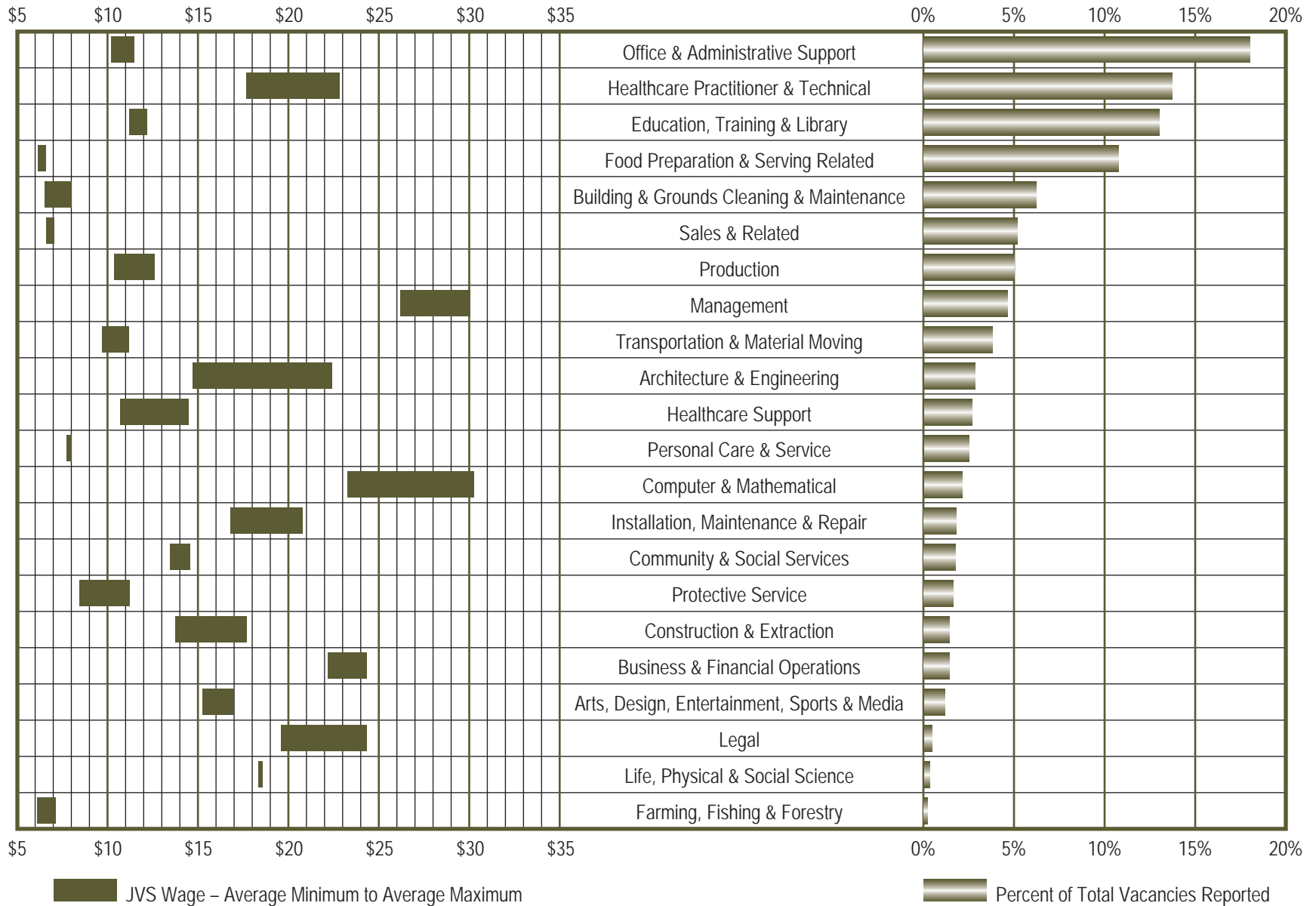
occupation titles that fall into 23 major occupation groups; the JVS excludes Military Specific Occupations leaving 22 major groups with 801 detailed titles.

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

The ranking of vacancies in these occupational groups vary from survey to survey, however, these four groups have consistently been among the top few. Occupations least in demand are in the Farming, Fishing & Forestry and the Life, Physical & Social Science 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 additional factors 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: Healthcare Practitioner & Technical; Management; and Computer & Mathematical.

Occupational Details *—continued*

Figure 21: Vacancies and Reported Average Wage Ranges by Major Occupational Groups



Occupational Details *—continued*

Occupational Estimates

Tables 1 and 2 contain 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. Almost one-fourth 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. Most likely, if a different random sample had been drawn there would be some differences in the job titles reported, but there would also be many of the same.

Vacancies estimated and reported along with wages offered are displayed in *Table 1* for those occupations where at least 10 vacancies are estimated.

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. However, in addition to the number found, vacancies are estimated for occupations reported by small to mid-size private firms. The estimated vacancies are calculated per the current mix of occupations filled in the region at the major occupational group level. Estimated vacancies by major occupational group are then proportionally distributed among the specific detailed occupations reported in the survey.

Vacancies Found

The number of vacancies by occupation reported in the survey.

Average JVS Wage Offered

The average of all wages reported in the survey is given for each occupation. The average wage is based solely on information provided by employers responding to this survey, and does not reflect information from other sources or wages paid for currently filled positions.

Average OES Wage Paid

Occupational Employment Statistics (OES) wage data are provided for each occupation. OES data are based on a national survey of employers and refer to filled positions, not vacancies. The data provided here are reported for the Pikes Peak Region when available and statewide otherwise. Data are collected for the three-year rolling OES panels, concluding in May 2003. A complete description of the OES survey is available on the Internet at: <http://www.bls.gov/>. Occupational Employment Statistics (OES) Wage Data.

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 to already filled positions. Together, these data provide employers and job seekers with a good indication of the compensation available in the current job market.

Occupational Details *—continued*

Table 1: Occupations with 10 or More Estimated Vacancies

SOC Code	SOC Occupation Title	Vacancies Estimated	Vacancies Found	Average JVS Wage	Occupational Employment Statistics Wage Data (2003)							
					Average Wages			Percentile Distribution				
					Entry- Level	Overall	Experi- enced	10th	25th	50th	75th	90th
43-4051	Customer Service Representatives	338	161	\$10.40	\$9.35	\$12.99	\$14.80	\$8.95	\$10.21	\$12.55	\$15.26	\$17.94
29-1111	Registered Nurses	145	100	\$24.10	\$16.08	\$21.36	\$24.00	\$14.72	\$18.63	\$21.67	\$25.24	\$27.78
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	109	38	\$5.90	\$5.95	\$7.28	\$7.95	\$5.64	\$6.14	\$7.03	\$8.22	\$9.60
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	107	61	\$7.00	\$7.19	\$9.61	\$10.81	\$6.67	\$7.64	\$8.84	\$11.12	\$13.76
35-3031	Waiters and Waitresses	98	40	\$5.20	\$5.97	\$7.42	\$8.15	\$5.59	\$5.97	\$6.60	\$8.60	\$10.98
41-9041	Telemarketers	92	21	\$7.70	\$6.38	\$9.00	\$10.31	\$6.02	\$6.77	\$7.68	\$9.48	\$12.26
* 13-2071	Loan Counselors	87	2	†	\$12.18	\$16.40	\$18.52	\$11.61	\$12.70	\$14.43	\$19.00	\$22.90
41-2011	Cashiers	66	18	\$7.60	\$6.66	\$8.71	\$9.73	\$6.15	\$7.12	\$8.07	\$9.26	\$13.00
11-9111	Medical and Health Services Managers	60	12	\$25.70	\$21.80	\$31.79	\$36.78	\$20.43	\$23.49	\$30.98	\$37.82	\$46.17
41-2031	Retail Salespersons	54	13	\$8.30	\$6.79	\$10.63	\$12.54	\$6.23	\$7.33	\$8.67	\$11.73	\$17.31
25-2011	Preschool Teachers, Except Special Education	53	8	\$8.80	\$7.29	\$9.15	\$10.08	\$6.95	\$7.55	\$8.38	\$9.84	\$12.35
25-2021	Elementary School Teachers, Except Special Education	51	45	†	\$27,603	\$35,954	\$40,130	\$25,338	\$30,012	\$34,703	\$42,388	\$50,425
15-1032	Computer Software Engineers, Systems Software	46	7	\$38.50	\$28.00	\$37.81	\$42.71	\$26.31	\$32.00	\$38.38	\$43.43	\$51.01
53-3032	Truck Drivers, Heavy and Tractor-Trailer	44	16	\$12.40	\$11.55	\$15.79	\$17.91	\$10.79	\$12.63	\$15.19	\$17.69	\$22.18
43-4171	Receptionists and Information Clerks	43	16	\$10.50	\$8.39	\$10.94	\$12.21	\$7.63	\$9.19	\$10.63	\$12.59	\$14.82
25-2031	Secondary School Teachers, Except Special and Vocational Education	41	41	†	\$30,548	\$42,205	\$48,033	\$29,017	\$32,774	\$40,192	\$51,090	\$60,976
43-6013	Medical Secretaries	40	13	\$11.00	\$10.61	\$16.09	\$18.83	\$9.72	\$11.50	\$15.39	\$20.13	\$24.87
33-9032	Security Guards	37	7	\$9.90	\$7.47	\$10.00	\$11.27	\$7.09	\$8.12	\$9.59	\$11.07	\$13.54
35-2014	Cooks, Restaurant	37	18	\$8.70	\$7.84	\$10.08	\$11.20	\$7.32	\$8.62	\$9.88	\$11.58	\$13.49
17-2199	Engineers, Not Classified	36	5	†	\$21.56	\$32.82	\$38.46	\$19.66	\$24.12	\$31.84	\$40.00	\$47.08
29-1126	Respiratory Therapists	34	17	\$20.00	\$16.06	\$19.10	\$20.62	\$15.33	\$17.20	\$19.40	\$21.39	\$22.67
17-2141	Mechanical Engineers	33	2	†	\$23.95	\$36.13	\$42.21	\$22.80	\$26.84	\$32.96	\$46.36	\$57.09
25-2032	Vocational Education Teachers, Secondary School	30	4	†	\$32,763	\$42,738	\$47,726	\$30,756	\$36,036	\$42,104	\$50,374	\$57,066
43-6011	Executive Secretaries and Administrative Assistants	28	10	\$13.80	\$13.87	\$17.77	\$19.73	\$12.80	\$14.79	\$17.17	\$20.46	\$24.34

* OES Wages Reported for Colorado Statewide

† Insufficient Wage Data Available

Occupational Details *—continued*

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

SOC Code	SOC Occupation Title	Vacancies Estimated	Vacancies Found	Average JVS Wage	Occupational Employment Statistics Wage Data (2003)							
					Average Wages			Percentile Distribution				
					Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
35-2012	Cooks, Institution and Cafeteria	28	24	\$7.70	\$7.38	\$10.21	\$11.62	\$6.75	\$8.26	\$10.10	\$12.08	\$14.03
53-7061	Cleaners of Vehicles and Equipment	27	6	\$6.70	\$7.22	\$9.27	\$10.29	\$6.53	\$7.64	\$8.62	\$10.01	\$12.53
11-9021	Construction Managers	27	3	\$17.50	\$22.98	\$31.38	\$35.58	\$21.76	\$24.90	\$29.69	\$36.17	\$43.12
41-3099	Sales Representatives, Services, Not Classified	26	6	\$7.50	†	†	†	†	†	†	†	†
15-1031	Computer Software Engineers, Applications	26	6	†	\$24.53	\$34.65	\$39.71	\$21.70	\$28.00	\$34.22	\$41.26	\$48.36
39-9011	Child Care Workers	26	11	\$8.10	\$6.36	\$7.77	\$8.48	\$6.04	\$6.85	\$7.75	\$8.59	\$9.59
29-1123	Physical Therapists	23	23	\$24.80	\$17.48	\$24.57	\$28.11	\$15.48	\$19.95	\$24.84	\$28.58	\$33.98
15-1071	Network and Computer Systems Administrators	23	3	\$24.50	\$22.21	\$32.65	\$37.87	\$20.45	\$24.38	\$30.47	\$39.63	\$49.13
43-4041	Credit Authorizers, Checkers, and Clerks	22	4	\$11.00	\$11.61	\$14.18	\$15.46	\$11.20	\$11.99	\$13.25	\$15.46	\$19.00
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	21	4	\$23.80	\$17.29	\$24.22	\$27.68	\$15.99	\$19.50	\$23.37	\$28.21	\$35.07
25-9041	Teacher Assistants	20	20	\$9.50	\$15,924	\$20,508	\$22,800	\$14,820	\$17,537	\$20,359	\$23,091	\$27,173
37-2012	Maids and Housekeeping Cleaners	20	13	\$7.00	\$7.07	\$8.21	\$8.78	\$6.57	\$7.33	\$8.02	\$8.72	\$10.29
25-2022	Middle School Teachers, Except Special and Vocational Education	19	19	\$17.40	\$28,850	\$36,151	\$39,801	\$26,639	\$30,408	\$34,472	\$41,508	\$49,860
47-2031	Carpenters	19	2	\$14.80	\$11.37	\$16.10	\$18.47	\$10.14	\$12.75	\$16.03	\$19.57	\$22.12
47-2061	Construction Laborers	19	2	\$11.50	\$9.42	\$12.74	\$14.40	\$9.01	\$10.23	\$12.30	\$14.94	\$17.53
47-2071	Paving, Surfacing, and Tamping Equipment Operators	19	2	\$15.00	\$15.43	\$18.16	\$19.53	\$14.75	\$16.09	\$18.47	\$20.78	\$22.16
47-2152	Plumbers, Pipefitters, and Steamfitters	19	2	\$16.00	\$14.41	\$18.84	\$21.06	\$13.44	\$15.37	\$18.54	\$22.02	\$25.76
53-3033	Truck Drivers, Light or Delivery Services	19	8	\$9.70	\$9.10	\$14.51	\$17.22	\$8.47	\$10.15	\$12.90	\$18.06	\$24.60
51-3011	Bakers	19	7	†	\$7.37	\$11.38	\$13.38	\$6.70	\$8.35	\$11.11	\$14.22	\$16.83
49-9042	Maintenance and Repair Workers, General	18	3	\$13.50	\$9.80	\$14.12	\$16.28	\$9.30	\$10.96	\$13.61	\$16.76	\$20.65
43-3011	Bill and Account Collectors	18	4	\$12.80	\$11.02	\$14.78	\$16.66	\$10.18	\$11.82	\$13.88	\$17.94	\$20.93
51-2099	Assemblers and Fabricators, Not Classified	18	6	\$7.80	\$8.24	\$10.68	\$11.90	\$7.43	\$9.17	\$10.37	\$11.58	\$14.50
41-2021	Counter and Rental Clerks	18	4	\$5.40	\$6.95	\$10.33	\$12.02	\$6.39	\$7.46	\$8.78	\$12.27	\$16.33
31-1012	Nursing Aides, Orderlies, and Attendants	17	14	\$10.90	\$8.83	\$10.50	\$11.33	\$8.09	\$9.29	\$10.46	\$11.74	\$13.19

* OES Wages Reported for Colorado Statewide

† Insufficient Wage Data Available

Occupational Details *—continued*

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

SOC Code	SOC Occupation Title	Vacancies Estimated	Vacancies Found	Average JVS Wage	Occupational Employment Statistics Wage Data (2003)							
					Average Wages			Percentile Distribution				
					Entry- Level	Overall	Experi- enced	10th	25th	50th	75th	90th
17-3023	Electrical and Electronic Engineering Technicians	17	17	\$13.30	\$14.46	\$20.98	\$24.24	\$12.64	\$16.78	\$21.34	\$25.43	\$28.57
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	17	17	\$10.40	\$7.87	\$12.41	\$14.68	\$7.56	\$8.35	\$13.30	\$16.03	\$17.31
51-6011	Laundry and Dry-Cleaning Workers	17	11	\$8.00	\$6.92	\$8.88	\$9.86	\$6.45	\$7.30	\$8.25	\$9.89	\$12.94
49-3021	Automotive Body and Related Repairers	17	2	\$10.00	\$14.37	\$22.49	\$26.56	\$12.87	\$16.73	\$21.58	\$27.29	\$32.95
* 49-9011	Mechanical Door Repairers	17	2	\$12.50	\$12.20	\$16.88	\$19.22	\$11.06	\$13.62	\$17.05	\$19.76	\$23.17
25-1194	Vocational Education Teachers, Postsecondary	16	3	\$13.50	\$13.80	\$20.72	\$24.18	\$12.66	\$14.92	\$18.04	\$26.51	\$31.76
21-1014	Mental Health Counselors	16	7	\$12.90	\$12.19	\$20.06	\$23.99	\$11.70	\$13.37	\$17.92	\$25.37	\$27.77
53-3031	Driver/Sales Workers	16	5	\$6.10	\$6.21	\$10.86	\$13.18	\$5.79	\$6.69	\$10.00	\$14.13	\$17.72
11-3021	Computer and Information Systems Managers	15	3	\$39.60	\$31.16	\$46.11	\$53.58	\$28.82	\$35.58	\$45.44	\$55.10	\$67.93
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	14	7	\$20.00	\$11.45	\$15.07	\$16.88	\$10.55	\$12.28	\$14.91	\$17.10	\$20.17
31-9092	Medical Assistants	14	8	\$10.00	\$9.76	\$12.08	\$13.24	\$9.30	\$10.07	\$11.37	\$13.86	\$16.34
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	14	5	\$14.90	\$13.23	\$20.41	\$24.00	\$12.07	\$14.63	\$18.76	\$24.19	\$32.15
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	14	2	\$7.50	\$9.82	\$12.30	\$13.54	\$9.31	\$10.09	\$11.36	\$13.95	\$17.34
11-2011	Advertising and Promotions Managers	13	1	†	\$18.95	\$29.29	\$34.46	\$17.97	\$21.05	\$25.70	\$33.11	\$46.35
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	12	5	\$9.00	\$7.88	\$10.56	\$11.91	\$7.38	\$8.64	\$10.28	\$11.82	\$14.46
* 33-9091	Crossing Guards	12	12	\$6.80	\$8.85	\$13.10	\$15.22	\$8.04	\$9.64	\$13.77	\$16.12	\$17.93
* 51-2022	Electrical and Electronic Equipment Assemblers	12	6	\$8.40	\$8.78	\$11.64	\$13.07	\$8.09	\$9.41	\$11.05	\$13.46	\$16.42
43-6014	Secretaries, Except Legal, Medical, and Executive	12	7	\$12.60	\$9.93	\$13.43	\$15.18	\$9.54	\$11.00	\$13.07	\$15.76	\$18.48
25-2043	Special Education Teachers, Secondary School	11	5	\$16.80	\$30,787	\$41,995	\$47,599	\$29,108	\$33,980	\$41,419	\$50,140	\$57,336
39-3091	Amusement and Recreation Attendants	11	4	\$6.30	\$6.06	\$7.03	\$7.52	\$5.64	\$6.02	\$6.67	\$7.85	\$8.91
25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	11	11	\$10.60	\$30,733	\$41,893	\$47,474	\$29,179	\$33,030	\$40,430	\$50,490	\$57,790
27-3041	Editors	11	5	\$16.30	\$13.56	\$23.90	\$29.06	\$11.30	\$16.00	\$21.33	\$30.97	\$39.41

* OES Wages Reported for Colorado Statewide

† Insufficient Wage Data Available

Occupational Details *—continued*

Table 1: Occupations with 10 or More Estimated Vacancies — Page 4

SOC Code	SOC Occupation Title	Vacancies Estimated	Vacancies Found	Average JVS Wage	Occupational Employment Statistics Wage Data (2003)							
					Average Wages			Percentile Distribution				
					Entry- Level	Overall	Experi- enced	10th	25th	50th	75th	90th
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	11	5	\$6.60	\$6.19	\$7.84	\$8.67	\$5.89	\$6.63	\$7.73	\$9.01	\$10.34
47-3012	Helpers--Carpenters	10	2	\$11.00	\$9.92	\$13.30	\$14.99	\$9.17	\$10.68	\$13.45	\$15.94	\$17.46
31-9094	Medical Transcriptionists	10	7	\$15.50	\$11.38	\$15.19	\$17.10	\$10.58	\$12.53	\$14.28	\$16.91	\$22.84
29-2052	Pharmacy Technicians	10	4	\$9.30	\$9.71	\$12.23	\$13.50	\$9.28	\$10.24	\$12.08	\$14.08	\$16.14

* OES Wages Reported for Colorado Statewide

† Insufficient Wage Data Available

Occupational Details *—continued*

Table 2: Occupations with Fewer than 10 Estimated Vacancies

SOC Code	SOC Occupation Title	Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
13-2011	Accountants and Auditors	\$17.14	\$24.74	\$28.54	\$15.72	\$18.97	\$23.27	\$28.31	\$36.02
11-3011	Administrative Services Managers	\$17.51	\$29.70	\$35.80	\$15.70	\$20.23	\$25.53	\$34.98	\$46.50
25-3011	Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$14.36	\$17.99	\$19.80	\$13.56	\$15.59	\$18.87	\$20.78	\$21.98
41-3011	Advertising Sales Agents	\$11.39	\$20.81	\$25.52	\$10.39	\$12.91	\$17.29	\$22.74	\$35.47
* 13-2021	Appraisers and Assessors of Real Estate	\$15.97	\$26.91	\$32.38	\$14.49	\$18.02	\$21.18	\$30.18	\$52.19
17-1011	Architects, Except Landscape and Naval	\$21.08	\$27.40	\$30.56	\$19.48	\$22.67	\$25.78	\$31.60	\$38.59
29-9091	Athletic Trainers	†	†	†	†	†	†	†	†
25-1051	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	†	†	†	†	†	†	†	†
27-4011	Audio and Video Equipment Technicians	\$7.42	\$16.76	\$21.43	\$5.93	\$9.33	\$15.47	\$21.40	\$26.68
39-6011	Baggage Porters and Bellhops	\$6.04	\$8.30	\$9.43	\$5.64	\$6.03	\$6.68	\$8.40	\$18.36
35-3011	Bartenders	\$6.01	\$7.26	\$7.88	\$5.61	\$6.00	\$6.64	\$8.19	\$10.00
43-3021	Billing and Posting Clerks and Machine Operators	\$10.17	\$12.87	\$14.21	\$9.69	\$10.91	\$12.53	\$14.11	\$16.67
43-3031	Bookkeeping, Accounting, and Auditing Clerks	\$10.21	\$14.65	\$16.87	\$9.39	\$11.39	\$14.21	\$18.19	\$20.96
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	\$14.49	\$18.83	\$21.00	\$13.72	\$15.48	\$17.90	\$21.68	\$25.91
53-3022	Bus Drivers, School	\$8.91	\$11.37	\$12.59	\$8.26	\$9.74	\$11.27	\$13.04	\$14.62
* 53-3021	Bus Drivers, Transit and Intercity	\$10.41	\$14.08	\$15.91	\$9.74	\$11.52	\$13.82	\$16.92	\$19.81
* 29-2031	Cardiovascular Technologists and Technicians	\$11.92	\$17.93	\$20.93	\$10.70	\$13.42	\$17.36	\$21.69	\$27.05
35-1011	Chefs and Head Cooks	\$9.12	\$12.54	\$14.25	\$8.50	\$9.48	\$11.02	\$14.02	\$19.63
11-1011	Chief Executives	\$41.66	\$71.42	\$86.29	\$38.81	\$48.89	\$68.32	†	†
21-1021	Child, Family, and School Social Workers	\$12.12	\$16.53	\$18.74	\$11.64	\$12.77	\$14.99	\$18.51	\$25.31
17-2051	Civil Engineers	\$19.58	\$28.97	\$33.66	\$18.94	\$21.23	\$27.63	\$35.62	\$43.15
13-1031	Claims Adjusters, Examiners, and Investigators	\$16.49	\$23.85	\$27.54	\$14.56	\$18.77	\$23.49	\$28.74	\$34.50
* 21-2011	Clergy	\$7.95	\$17.91	\$22.88	\$6.33	\$9.95	\$16.44	\$20.47	\$26.08
27-2022	Coaches and Scouts	\$18,890	\$38,087	\$47,686	\$18,193	\$21,766	\$32,273	\$53,907	\$68,303
* 25-1122	Communications Teachers, Postsecondary	\$35,110	\$51,890	\$60,280	\$31,600	\$39,700	\$48,600	\$61,930	\$80,430
11-3041	Compensation and Benefits Managers	†	†	†	†	†	†	†	†

* OES Wages Reported for Colorado Statewide

† Insufficient Wage Data Available

Occupational Details *—continued*

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

SOC Code	SOC Occupation Title	Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportati	\$17.76	\$25.94	\$30.03	\$16.53	\$19.57	\$25.12	\$31.54	\$38.74
15-1011	Computer and Information Scientists, Research	\$28.23	\$39.49	\$45.11	\$26.52	\$31.97	\$38.94	\$47.92	\$55.13
17-2061	Computer Hardware Engineers	\$30.05	\$44.01	\$50.99	\$28.97	\$33.39	\$43.32	\$54.06	\$63.66
15-1099	Computer Specialists, All Other	\$20.37	\$31.58	\$37.19	\$18.78	\$22.94	\$29.83	\$38.48	\$49.49
15-1041	Computer Support Specialists	\$15.32	\$20.54	\$23.14	\$14.22	\$17.26	\$19.68	\$22.06	\$28.68
15-1051	Computer Systems Analysts	\$21.71	\$31.02	\$35.68	\$19.87	\$24.49	\$30.49	\$37.22	\$43.72
49-2011	Computer, Automated Teller, and Office Machine Repairers	\$13.94	\$21.01	\$24.54	\$12.55	\$15.94	\$20.68	\$26.21	\$31.09
39-6012	Concierges	\$7.64	\$8.92	\$9.55	\$7.13	\$7.52	\$8.17	\$9.99	\$12.84
* 53-7011	Conveyor Operators and Tenders	\$9.99	\$14.32	\$16.49	\$9.43	\$10.89	\$12.78	\$16.72	\$23.20
35-2011	Cooks, Fast Food	\$6.14	\$8.06	\$9.02	\$5.85	\$6.45	\$7.44	\$8.62	\$11.31
33-3012	Correctional Officers and Jailers	\$16.96	\$20.86	\$22.82	\$15.42	\$18.15	\$21.05	\$24.34	\$26.38
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	\$6.23	\$7.85	\$8.66	\$5.90	\$6.48	\$7.47	\$8.92	\$10.70
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$10.19	\$13.92	\$15.79	\$9.74	\$10.75	\$13.04	\$16.50	\$20.07
43-9021	Data Entry Keyers	\$8.18	\$10.45	\$11.58	\$7.73	\$8.41	\$9.56	\$11.47	\$14.52
15-1061	Database Administrators	\$19.33	\$31.03	\$36.88	\$16.33	\$22.72	\$31.18	\$39.44	\$44.87
41-9011	Demonstrators and Product Promoters	\$8.85	\$10.97	\$12.03	\$8.12	\$9.21	\$10.34	\$11.66	\$15.26
31-9091	Dental Assistants	\$11.62	\$19.06	\$22.78	\$10.77	\$13.22	\$22.31	\$25.34	\$27.13
33-3021	Detectives and Criminal Investigators	\$18.53	\$26.98	\$31.20	\$17.37	\$20.36	\$26.01	\$33.98	\$39.86
29-2032	Diagnostic Medical Sonographers	\$22.56	\$30.89	\$35.06	\$20.69	\$23.31	\$25.42	\$27.52	\$33.71
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	\$6.12	\$7.00	\$7.43	\$5.72	\$6.15	\$6.85	\$7.77	\$8.68
35-9021	Dishwashers	\$6.67	\$7.54	\$7.97	\$6.22	\$7.00	\$7.61	\$8.24	\$8.76
11-9039	Education Administrators, All Other	†	†	†	†	†	†	†	†
11-9032	Education Administrators, Elementary and Secondary School	\$56,134	\$69,605	\$76,341	\$52,795	\$61,494	\$70,104	\$79,542	\$91,032
11-9033	Education Administrators, Postsecondary	\$19.88	\$34.37	\$41.61	\$18.89	\$21.66	\$30.11	\$41.88	\$60.41
21-1012	Educational, Vocational, and School Counselors	\$16.38	\$22.47	\$25.51	\$14.98	\$18.06	\$22.34	\$26.87	\$31.32
17-2071	Electrical Engineers	\$23.42	\$34.98	\$40.76	\$21.46	\$26.21	\$33.43	\$41.02	\$48.10

* OES Wages Reported for Colorado Statewide

† Insufficient Wage Data Available

Occupational Details *—continued*

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

SOC Code	SOC Occupation Title	Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
47-2111	Electricians	\$13.92	\$22.20	\$26.34	\$12.44	\$16.07	\$21.01	\$25.16	\$27.80
17-2072	Electronics Engineers, Except Computer	\$26.28	\$36.74	\$41.97	\$24.36	\$28.76	\$34.62	\$43.02	\$53.73
11-9041	Engineering Managers	\$35.00	\$53.59	\$62.88	\$32.13	\$39.21	\$49.45	\$64.53	†
25-1123	English Language and Literature Teachers, Postsecondary	\$31,940	\$54,060	\$65,119	\$29,096	\$37,350	\$50,294	\$70,791	\$89,557
* 45-2093	Farmworkers, Farm and Ranch Animals	\$6.56	\$8.90	\$10.07	\$6.13	\$7.08	\$8.48	\$10.17	\$12.77
13-2051	Financial Analysts	\$22.30	\$33.06	\$38.44	\$20.30	\$24.88	\$31.12	\$38.99	\$46.15
11-3031	Financial Managers	\$26.11	\$45.30	\$54.89	\$22.85	\$30.60	\$38.93	\$54.22	†
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	\$8.44	\$14.28	\$17.20	\$6.66	\$10.30	\$13.14	\$18.15	\$21.12
37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	\$9.31	\$14.86	\$17.64	\$8.90	\$10.15	\$13.52	\$18.20	\$24.43
49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	\$16.87	\$23.34	\$26.58	\$15.44	\$18.32	\$21.87	\$27.14	\$34.13
39-1021	First-Line Supervisors/Managers of Personal Service Workers	\$9.22	\$12.83	\$14.63	\$8.67	\$9.56	\$10.83	\$13.33	\$22.38
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	\$14.56	\$22.67	\$26.72	\$13.38	\$16.36	\$21.37	\$27.54	\$34.04
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	\$10.49	\$18.08	\$21.88	\$9.55	\$12.00	\$15.57	\$20.20	\$31.14
33-1099	First-Line Supervisors/Managers, Protective Service Workers, All Other	\$13.54	\$18.45	\$20.91	\$12.41	\$14.64	\$17.75	\$21.28	\$27.17
39-9031	Fitness Trainers and Aerobics Instructors	\$8.91	\$14.48	\$17.27	\$8.24	\$9.70	\$11.47	\$18.34	\$25.14
35-9099	Food Preparation and Serving Related Workers, All Other	\$7.79	\$9.37	\$10.16	\$7.44	\$8.10	\$9.12	\$10.62	\$11.91
35-2021	Food Preparation Workers	\$7.40	\$8.68	\$9.33	\$7.06	\$7.53	\$8.29	\$9.50	\$11.26
35-3041	Food Servers, Nonrestaurant	\$6.64	\$8.73	\$9.77	\$6.11	\$7.19	\$8.47	\$10.19	\$11.63
39-3011	Gaming Dealers	\$6.02	\$6.47	\$6.69	\$5.52	\$5.79	\$6.23	\$6.66	\$6.97
39-3019	Gaming Service Workers, Not Classified	†	†	†	†	†	†	†	†
11-1021	General and Operations Managers	\$20.00	\$42.48	\$53.72	\$17.13	\$23.95	\$35.79	\$53.66	†
27-1024	Graphic Designers	\$12.73	\$17.63	\$20.07	\$11.91	\$13.75	\$16.67	\$20.64	\$25.27
39-5012	Hairdressers, Hairstylists, and Cosmetologists	\$8.37	\$11.54	\$13.13	\$7.45	\$9.26	\$10.63	\$12.82	\$16.53
31-9099	Healthcare Support Workers, All Other	\$9.85	\$13.06	\$14.67	\$9.37	\$10.58	\$12.37	\$14.97	\$17.41
47-4051	Highway Maintenance Workers	\$13.34	\$16.68	\$18.35	\$12.15	\$14.42	\$17.39	\$19.50	\$20.83

* OES Wages Reported for Colorado Statewide

† Insufficient Wage Data Available

Occupational Details *—continued*

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

SOC Code	SOC Occupation Title	Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
* 25-1125	History Teachers, Postsecondary	\$36,300	\$54,760	\$64,000	\$33,600	\$40,520	\$50,880	\$65,490	\$84,880
31-1011	Home Health Aides	\$8.63	\$10.21	\$11.00	\$8.02	\$8.97	\$9.93	\$10.93	\$12.61
43-4081	Hotel, Motel, and Resort Desk Clerks	\$7.80	\$8.85	\$9.38	\$7.44	\$7.93	\$8.73	\$9.67	\$10.77
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	\$11.64	\$15.45	\$17.35	\$10.82	\$12.77	\$15.08	\$17.44	\$20.67
17-2112	Industrial Engineers	\$25.96	\$35.75	\$40.65	\$23.88	\$29.30	\$35.46	\$42.70	\$50.28
49-9041	Industrial Machinery Mechanics	\$12.71	\$18.46	\$21.34	\$11.25	\$14.78	\$18.67	\$22.08	\$26.41
11-3051	Industrial Production Managers	\$22.65	\$38.30	\$46.12	\$20.34	\$26.67	\$36.57	\$47.21	\$59.22
53-7051	Industrial Truck and Tractor Operators	\$9.75	\$12.49	\$13.87	\$9.36	\$10.42	\$12.13	\$14.12	\$16.61
43-4199	Information and Record Clerks, All Other	†	†	†	†	†	†	†	†
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$9.66	\$13.87	\$15.97	\$9.16	\$10.39	\$12.63	\$15.24	\$21.99
43-9041	Insurance Claims and Policy Processing Clerks	\$9.95	\$13.21	\$14.84	\$9.47	\$10.43	\$12.50	\$15.77	\$18.31
41-3021	Insurance Sales Agents	\$11.74	\$21.61	\$26.55	\$11.23	\$12.65	\$17.82	\$27.53	\$34.34
13-2053	Insurance Underwriters	\$17.58	\$27.12	\$31.89	\$15.71	\$19.95	\$26.86	\$34.19	\$38.86
25-2012	Kindergarten Teachers, Except Special Education	\$28,592	\$39,594	\$45,096	\$26,830	\$31,190	\$37,935	\$48,133	\$56,362
37-3011	Landscaping and Groundskeeping Workers	\$7.90	\$10.17	\$11.31	\$7.44	\$8.47	\$9.75	\$11.11	\$14.28
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	†	†	†	†	†	†	†	†
* 23-2092	Law Clerks	\$13.29	\$17.84	\$20.12	\$12.06	\$14.64	\$17.71	\$20.33	\$23.01
23-1011	Lawyers	\$30.19	\$42.67	\$48.91	\$25.27	\$35.33	\$40.08	\$46.75	\$60.14
25-4021	Librarians	\$14.60	\$20.33	\$23.20	\$13.21	\$17.39	\$20.28	\$24.12	\$28.32
43-4121	Library Assistants, Clerical	\$7.26	\$11.15	\$13.09	\$6.94	\$7.89	\$10.75	\$13.32	\$17.28
25-4031	Library Technicians	\$9.23	\$12.28	\$13.81	\$8.95	\$10.16	\$11.98	\$13.81	\$16.77
29-2061	Licensed Practical and Licensed Vocational Nurses	\$13.54	\$16.21	\$17.54	\$12.51	\$14.21	\$16.01	\$18.13	\$20.62
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	\$6.26	\$8.19	\$9.16	\$5.88	\$6.37	\$7.17	\$9.75	\$11.86
11-9081	Lodging Managers	\$16.04	\$21.35	\$24.01	\$15.38	\$18.51	\$20.71	\$22.87	\$27.24
13-1111	Management Analysts	\$21.87	\$50.52	\$64.85	\$19.77	\$24.98	\$34.36	†	†
11-9199	Managers, All Other	\$22.94	\$35.75	\$42.15	\$20.85	\$27.03	\$34.38	\$42.95	\$53.10

* OES Wages Reported for Colorado Statewide

† Insufficient Wage Data Available

Occupational Details *—continued*

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

SOC Code	SOC Occupation Title	Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
19-3021	Market Research Analysts	\$18.30	\$33.81	\$41.57	\$16.76	\$20.81	\$30.60	\$40.90	\$53.13
11-2021	Marketing Managers	\$22.27	\$41.51	\$51.13	\$19.72	\$26.02	\$38.20	\$54.96	\$68.33
21-1013	Marriage and Family Therapists	\$15.22	\$16.88	\$17.72	\$14.27	\$15.12	\$16.50	\$18.80	\$21.31
31-9011	Massage Therapists	\$10.98	\$19.31	\$23.48	\$10.12	\$11.58	\$17.13	\$28.39	\$32.64
17-2131	Materials Engineers	\$23.82	\$33.66	\$38.57	\$22.72	\$26.52	\$32.93	\$40.58	\$48.12
* 25-1022	Mathematical Science Teachers, Postsecondary	\$33,030	\$52,410	\$62,100	\$30,340	\$37,090	\$45,830	\$63,190	\$84,760
* 29-2012	Medical and Clinical Laboratory Technicians	\$11.23	\$15.56	\$17.73	\$10.35	\$12.32	\$15.14	\$18.53	\$21.49
* 29-2011	Medical and Clinical Laboratory Technologists	\$16.18	\$20.81	\$23.12	\$15.02	\$17.53	\$20.77	\$24.18	\$27.19
21-1022	Medical and Public Health Social Workers	\$16.17	\$20.05	\$21.98	\$14.65	\$18.22	\$20.24	\$22.26	\$25.50
* 31-9093	Medical Equipment Preparers	\$9.46	\$11.96	\$13.21	\$8.96	\$10.11	\$11.76	\$13.43	\$15.67
29-2071	Medical Records and Health Information Technicians	\$9.46	\$12.93	\$14.67	\$9.03	\$9.94	\$12.04	\$15.74	\$18.38
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	\$14.95	\$17.89	\$19.36	\$14.46	\$16.05	\$18.29	\$20.31	\$21.52
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	\$7.64	\$10.49	\$11.91	\$7.37	\$8.22	\$9.87	\$12.14	\$14.99
* 49-9063	Musical Instrument Repairers and Tuners	\$10.56	\$14.59	\$16.60	\$9.94	\$11.67	\$13.32	\$16.08	\$24.13
* 17-2161	Nuclear Engineers	\$30.25	\$42.15	\$48.10	\$29.12	\$32.07	\$38.07	\$46.93	\$55.49
* 29-2033	Nuclear Medicine Technologists	\$19.75	\$23.96	\$26.06	\$18.90	\$21.27	\$24.27	\$26.93	\$28.99
29-1122	Occupational Therapists	\$18.93	\$25.25	\$28.42	\$17.98	\$20.67	\$24.92	\$28.96	\$34.12
43-9199	Office and Administrative Support Workers, All Other	†	†	†	†	†	†	†	†
43-9061	Office Clerks, General	\$8.21	\$11.88	\$13.72	\$7.34	\$9.23	\$11.23	\$14.45	\$17.17
47-2073	Operating Engineers and Other Construction Equipment Operators	\$14.23	\$18.18	\$20.16	\$13.07	\$15.47	\$18.71	\$21.09	\$22.81
53-7064	Packers and Packagers, Hand	\$6.58	\$9.48	\$10.93	\$6.16	\$7.09	\$8.46	\$10.89	\$15.81
23-2011	Paralegals and Legal Assistants	\$16.57	\$19.07	\$20.31	\$15.20	\$17.51	\$19.05	\$20.65	\$21.98
39-9021	Personal and Home Care Aides	\$7.83	\$8.96	\$9.53	\$7.41	\$7.98	\$8.95	\$10.07	\$10.77
29-1051	Pharmacists	\$32.65	\$37.51	\$39.94	\$31.32	\$34.83	\$38.28	\$42.09	\$44.53
27-4021	Photographers	\$7.22	\$13.03	\$15.93	\$6.46	\$8.21	\$10.96	\$16.76	\$23.48
31-2021	Physical Therapist Assistants	\$13.88	\$15.83	\$16.81	\$12.62	\$14.64	\$15.88	\$17.13	\$18.15

* OES Wages Reported for Colorado Statewide

† Insufficient Wage Data Available

Occupational Details *—continued*

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

SOC Code	SOC Occupation Title	Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
* 33-3051	Police and Sheriffs Patrol Officers	\$17.08	\$23.55	\$26.78	\$15.77	\$19.37	\$23.98	\$27.93	\$32.06
* 25-1199	Postsecondary Teachers, All Other	\$26,720	\$54,700	\$68,690	\$24,470	\$29,210	\$51,710	\$70,490	\$90,940
51-5022	Prepress Technicians and Workers	\$10.41	\$15.24	\$17.65	\$8.99	\$11.80	\$14.42	\$19.51	\$22.02
* 25-1066	Psychology Teachers, Postsecondary	\$33,120	\$56,430	\$68,080	\$30,140	\$38,400	\$51,700	\$69,120	\$91,910
11-2031	Public Relations Managers	\$16.37	\$28.74	\$34.93	\$15.71	\$17.87	\$27.32	\$35.96	\$45.39
27-3031	Public Relations Specialists	\$11.13	\$21.27	\$26.34	\$9.31	\$13.32	\$18.80	\$26.23	\$38.25
* 53-7072	Pump Operators, Except Wellhead Pumpers	\$8.96	\$12.87	\$14.82	\$8.29	\$9.73	\$12.16	\$15.63	\$19.12
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	\$17.11	\$24.33	\$27.94	\$15.53	\$19.06	\$23.77	\$28.99	\$34.94
* 29-1124	Radiation Therapists	\$22.14	\$26.67	\$28.93	\$20.25	\$23.72	\$26.66	\$30.32	\$34.43
29-2034	Radiologic Technologists and Technicians	\$15.37	\$19.22	\$21.15	\$14.70	\$16.14	\$18.47	\$21.31	\$25.98
* 53-4031	Railroad Conductors and Yardmasters	\$14.40	\$22.89	\$27.14	\$13.30	\$16.71	\$20.40	\$26.02	\$41.24
41-9022	Real Estate Sales Agents	\$5.84	\$12.01	\$15.09	\$5.53	\$6.04	\$8.07	\$10.83	\$21.74
39-9032	Recreation Workers	\$7.04	\$10.78	\$12.65	\$6.46	\$7.88	\$10.48	\$13.04	\$15.85
* 43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	\$9.30	\$12.89	\$14.69	\$8.76	\$10.00	\$11.77	\$15.41	\$19.84
11-2022	Sales Managers	\$21.73	\$43.14	\$53.84	\$20.19	\$23.83	\$37.91	\$51.11	†
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$17.67	\$31.77	\$38.83	\$16.03	\$20.52	\$29.43	\$40.86	\$52.75
53-6031	Service Station Attendants	\$7.36	\$9.43	\$10.46	\$7.08	\$7.78	\$9.53	\$10.86	\$11.66
39-5094	Skin Care Specialists	\$5.88	\$7.17	\$7.82	\$5.43	\$5.75	\$6.28	\$6.80	\$10.89
11-9151	Social and Community Service Managers	\$14.94	\$22.01	\$25.55	\$14.03	\$16.82	\$20.60	\$25.98	\$32.43
21-1029	Social Workers, All Other	†	†	†	†	†	†	†	†
25-2042	Special Education Teachers, Middle School	\$31,221	\$39,346	\$43,408	\$29,724	\$33,388	\$39,017	\$44,433	\$51,961
29-1127	Speech-Language Pathologists	\$17.84	\$24.50	\$27.84	\$16.28	\$19.71	\$24.39	\$28.32	\$34.21
43-5081	Stock Clerks and Order Fillers	\$7.37	\$10.30	\$11.76	\$6.98	\$8.14	\$9.85	\$11.42	\$15.21
21-1011	Substance Abuse and Behavioral Disorder Counselors	\$11.07	\$14.91	\$16.83	\$10.49	\$12.03	\$14.23	\$16.94	\$21.58
29-2055	Surgical Technologists	\$12.79	\$16.41	\$18.22	\$12.19	\$13.35	\$15.83	\$18.74	\$22.30
25-3099	Teachers and Instructors, All Others	†	†	†	†	†	†	†	†

* OES Wages Reported for Colorado Statewide

† Insufficient Wage Data Available

Occupational Details *—continued*

Table 2: Occupations with Fewer than 10 Estimated Vacancies — Page 7

		Occupational Employment Statistics Wage Data (2003)							
SOC Code	SOC Occupation Title	Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
51-2092	Team Assemblers	\$8.33	\$11.20	\$12.63	\$7.77	\$8.81	\$10.63	\$13.14	\$15.89
43-3071	Tellers	\$8.98	\$10.09	\$10.65	\$8.31	\$9.20	\$10.06	\$10.93	\$11.80
29-1129	Therapists, All Other	†	†	†	†	†	†	†	†
49-3093	Tire Repairers and Changers	\$9.70	\$10.70	\$11.20	\$9.03	\$9.54	\$10.32	\$11.18	\$13.70
51-4111	Tool and Die Makers	\$15.73	\$19.65	\$21.61	\$15.07	\$16.98	\$19.61	\$21.87	\$24.59
13-1073	Training and Development Specialists	\$13.70	\$23.18	\$27.93	\$12.67	\$14.80	\$18.28	\$30.18	\$42.75
41-3041	Travel Agents	\$7.43	\$10.53	\$12.09	\$7.10	\$8.05	\$10.01	\$12.64	\$15.07
51-8031	Water and Liquid Waste Treatment Plant and System Operators	\$17.40	\$22.19	\$24.59	\$15.71	\$18.96	\$22.12	\$26.11	\$28.93
51-4121	Welders, Cutters, Solderers, and Brazers	\$10.16	\$13.84	\$15.68	\$9.33	\$11.29	\$13.42	\$16.40	\$18.96
* 51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	\$11.19	\$14.70	\$16.45	\$10.14	\$12.12	\$14.29	\$17.29	\$20.38
13-1022	Wholesale and Retail Buyers, Except Farm Products	\$13.60	\$18.31	\$20.66	\$12.55	\$14.95	\$18.17	\$21.60	\$25.26
27-3043	Writers and Authors	\$9.79	\$20.20	\$25.40	\$7.88	\$11.75	\$14.95	\$24.12	\$37.15

* OES Wages Reported for Colorado Statewide

† Insufficient Wage Data Available

Sector Briefs



Professional & Business Services

Employers in the Professional & Business

Services JVS sector represent nearly one-fourth of the region's employers – the highest percentage of employers of all NAICS sectors. According to the Quarterly Census of Employment and Wages from 3rd quarter 2003, 21.2% of all firms are in this category. At the same time, 14.3% of all employees worked in this sector, ranking it the 3rd most popular sector for employment. The Summer 2004 Job Vacancy Survey shows 6.7% of all job vacancies are in this sector – ranking 6th out of 12 categories for positions that employers are needing to fill.

For this job vacancy sector, nearly half are vacancies for telephone sales representatives with wages less than \$10 per hour. Eight percent of the vacancies in this sector require advanced levels of education and experience (paralegals, attorneys, financial supervisors, and landscapers) and

are offered over \$15 per hour to start. Other job vacancies requiring higher levels of education and experience are for software engineers, researchers, and specialized secretaries that are typically offered higher wages, although this survey had insufficient wage data to report for these occupations.

Fourteen percent of the vacancies in Professional & Business Services require postsecondary education, yet nearly 30% of all vacancies in this sector require either experience in a related field or specific experience in the occupation. The data suggests that although educational restrictions may be relaxed in some cases, the vacancy may not be offered without adequate hands-on experience to replace the educational requirement.

Ninety-four percent of the Professional & Business Services job vacancies are in small to mid-size firms—or firms employing five to 249 employees. These vacancies are full-time jobs and the employers are willing to pay partial cost of the medical insurance premium.



How to Use This Report

Appendix

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?
- ◆ What skills are employers 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. While Labor Market Information (LMI) provides data on

the local labor force supply, the Job Vacancy Survey complements this by providing information about the demand for labor and offers a more complete picture of local labor markets.

Employers

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

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

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

New Site Selection—Employers considering relocating or expanding to the area can study the survey and determine how easily the company's employment needs will be met by reviewing current vacancies. Companies need a sufficient, qualified labor pool to operate. High labor demand within a particular JVS sector 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. 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 bottlenecks 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.

Appendix *—continued*

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.

Non-sampling 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 a JVS sector 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 positions 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 conditions 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 62% of the non-estimated information comes from large employers and government agencies, but they represent approximately 30% 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 should 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 five 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 contact 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 26% of the employment in the region is found in large and government employers that make up fewer than 1% of the total number of firms. Conducting a census of these entities allows us to cover a large portion of the region's employment while contacting relatively few entities.

Appendix: Methodology —continued

Survey Sample

The Pikes Peak Region survey was conducted from July 8th through 27th, 2004. For the purpose of this report, private and government 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 provide only a small proportion of the total employment. Employment in the sample frame accounts for 39% 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.

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 13% of the employment in the sample frame, while private industry employers make up the remaining 87%. Large firms account for 24% 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 76% of private industry employment.

The margin of error for the overall vacancy estimate is plus or minus 2.2% or about 70 vacancies at a 0.95 certainty level. In other words, in 95 out of 100 samples, the actual number of vacancies in the region will be between 3,156 and 3,296 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 88%. 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.

JVS Sectors

The new North American Industry Classification System (NAICS) increases the number of major groups to 20 from the Standard Industrial Classification System which only had 10. 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 35*.

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

Appendix: Methodology —continued

North American Industry Classification System

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

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

Employers are asked if they have job vacancies or open positions which they are actively seeking to fill. Those that are actively hiring are then asked to provide more detail about each position—compensation offered, levels of education and experience required, and the employer’s perceived difficulty in filling the vacancy along with the number of days the position has been 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 purposes¹. 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 Committee². Government agencies from the United States, Mexico and Canada³ 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

¹Executive 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

²ECPC 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

³Specifically, Mexico’s Instituto Nacional de Estadística, Geografía e Informática (INEGI) and Statistics Canada

Appendix: NAICS —continued

Information sector and a Health Care & 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 five-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.

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		Public Administration
(parts of all divisions)		Management of Companies & Enterprises

- ◆ 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 & 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.

Glossary

Appendix

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 one 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*.

Appendix: Glossary —continued

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 one 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 five or more employees; government entities are drawn from the Quarterly Census of Employment and Wages 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

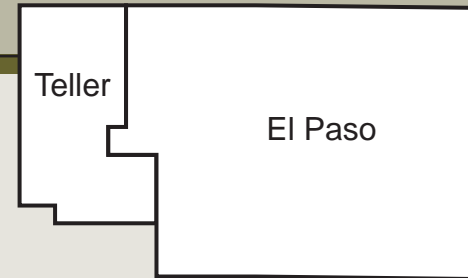
Persons 16 years of age and over who had no employment during the reference week, were available for work, except for temporary illness, and had made specific efforts to find employment sometime during the four-week period ending with the reference week. Persons who were waiting to be recalled to a job 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.



WORKFORCE CENTERS IN THE PIKES PEAK JOB VACANCY SURVEY REGION

Aspen Mine Center

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

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

