

Colorado

Pikes Peak Region

Job Vacancy Survey

Winter 2005



Photo: National Park Service

Florissant Fossil Bed National Monument, Teller County



Survey Conducted
February 15 – March 1, 2005

Released Summer 2005



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

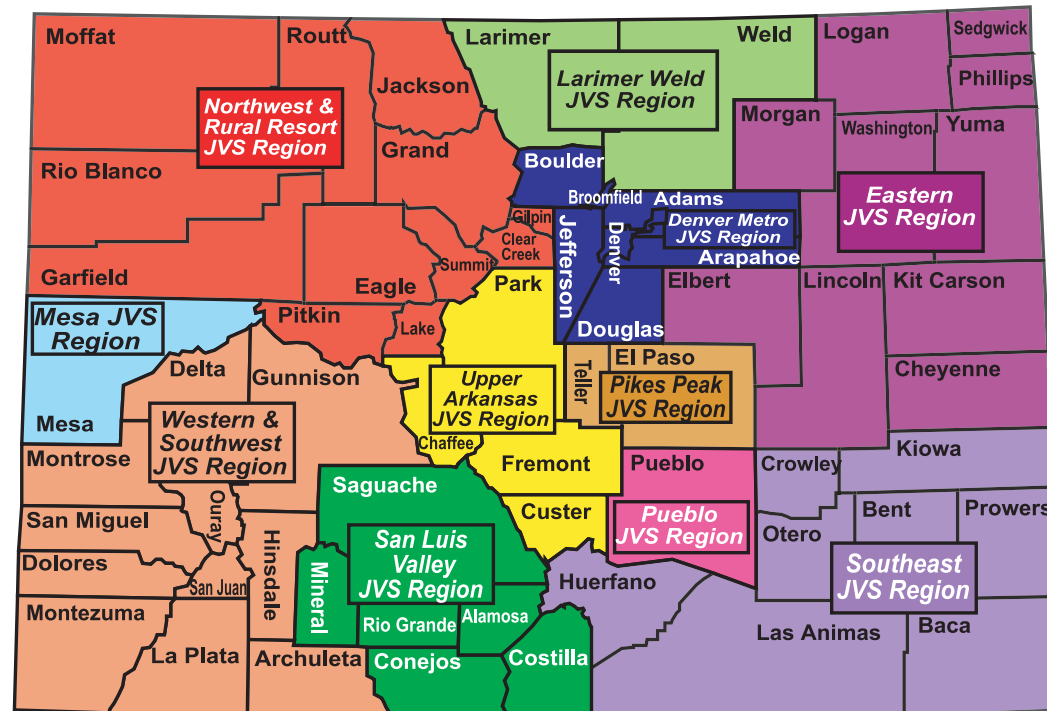
Job seekers and employers, as well as Workforce Centers and economic developers, need more than a measure of demand for workers at a specific point in time. They also need a measure of where in the economy that demand is located and what education and experience levels are most preferred. The Colorado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

The CDLE's survey unit collects original data by conducting phone interviews with a representative sample of employers in a given region. The department's economists analyze the raw data, estimate the number of vacancies in the area and publish the report within weeks of the original data collection, providing a timely portrait of the employment situation.

The 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.

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.

Figure 1: Colorado Job Vacancy Survey Regions



The winter Pikes Peak Job Vacancy Survey was conducted from February 15th through March 1st, 2005. 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 were 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 1,953 employers representing 41% of the region's employment responded to the survey. Of these, 61 are large employers (250 or more employees), 123 are government employers, and 1,769 are from small to mid-size employers (five to 249 employees). The survey has an 86% response rate and a cooperation rate of 91%. The margin of sampling error for the overall vacancy estimate is plus or minus 3.0%, or about 87 vacancies.

Major Findings of the Survey:

- ◆ It is estimated that a total of 2,915 jobs were open for hire in the Pikes Peak Region during the survey period, up 19% from 2,448 a year ago.Page 4
- ◆ Twelve percent of the employers responding to the survey reported having at least one vacancy. Seven percent of all responding employers reported having more than one vacancy.Page 8
- ◆ Thirty-five percent of all vacancies are in Leisure & Hospitality and 21% in Trade, Transportation, & Utilities. The remaining 44% of the vacancies are in all other industries.Page 8
- ◆ The average wage for all vacancies is \$13.30 per hour. The Healthcare & Social Assistance sector offers the highest average wage of \$20.70 per hour, followed closely by wages in the Information sector (\$20.50 per hour).Page 10
- ◆ Seventy percent of vacancies are in small to mid-size firms and another 25% are in large firms. Only 5% of the region's vacancies are in government agencies.Page 10
- ◆ Eighty-one percent of estimated vacancies are full-time permanent positions, while 14% are part-time permanent.Page 11
- ◆ Forty-three percent of all vacancies require post-secondary education, 30% require high school or GED completion, and 27% have no educational requirements. This report shows that 25% of all vacancies require a bachelor's degree.Page 12
- ◆ For thirty percent of all vacancies, employers require experience in a related field. With an additional 36% of the vacancies, employers require experience in the occupation.Page 14
- ◆ Survey results show that employers are offering higher wages with increasing levels of education and experience.Page 14
- ◆ Fifty-seven percent of vacancies are considered not difficult to fill, while this time last year, only 44% were considered the same. Only 11% of the vacancies are very difficult to fill.Page 15
- ◆ Forty-nine percent of reported vacancies are open for less than 30 days, slightly more than last year's report.Page 16

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. Venture to southeastern Colorado Springs for hot air ballooning or to the southwestern part of the region for the Cheyenne Mountain Zoo— America’s only mountain zoo. Opportunities for shopping in malls, boutiques, specialty stores, flea market, novelty stores, and gift shops are available throughout El Paso County.

Teller County extends the region’s activities westward and is considered to be “the secret behind Pikes Peak.” The cities of Woodland Park, Cripple Creek and Victor offer historical museums, gold mining discovery escapades, and year-round outdoor recreation activities. Visit Florissant, home to the Fossil Bed National Monument where over 80,000 fossil specimens have been found from the lake bed. Whether it’s fishing at Skagway Reservoir near Victor, limited-stakes gambling in Cripple Creek, a round of golf at Woodland Park’s 18-hole championship golf course, or miles of hiking, biking or snowmobiling, Teller County increases the region’s attractions.

According to the U.S. Census Bureau, the Pikes Peak Region, which includes El Paso and Teller counties, is home to over 572,000 people. Teller County experienced a 0.9% population growth while El Paso showed a 1.3% increase in population in 2003. Overall, Colorado has seen a slowdown in population growth, from 1.6% in 2002 to 1.1% in 2003.

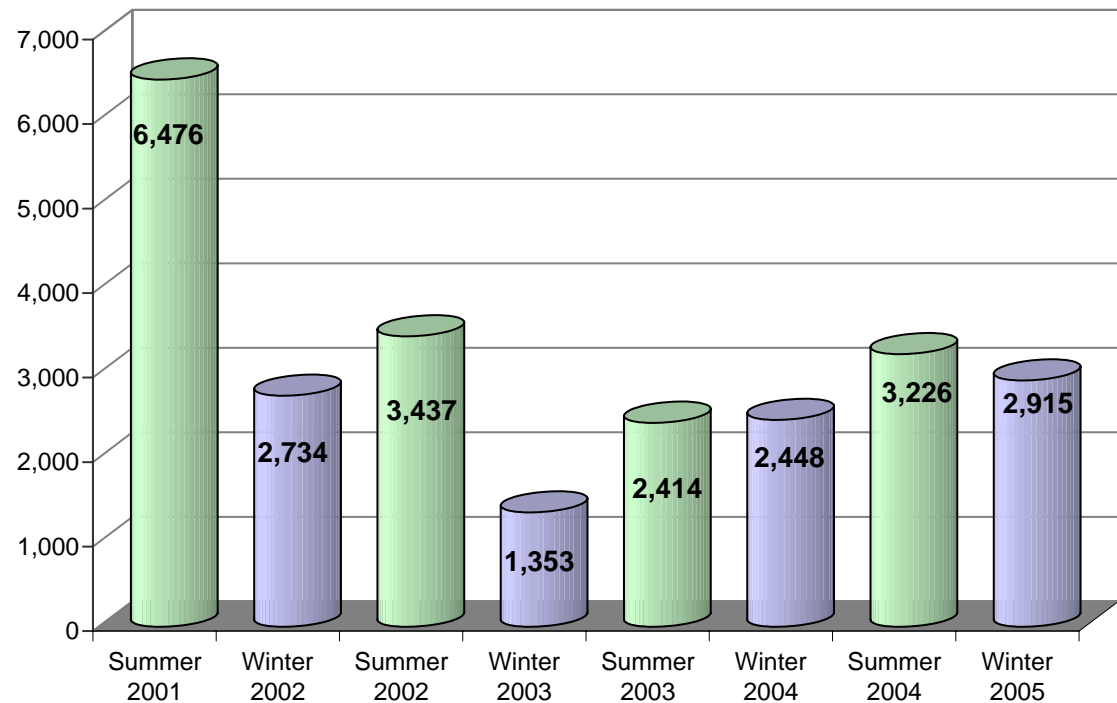
Employment proportions are comparable to the area’s population with El Paso County recording 96% of the area’s employed individuals. Teller County makes up about 4% of the area’s population and employment. Many of these individuals commute to and from the Denver Metro area. Teller County residents spend 30 minutes, on average, commuting to work while workers in El Paso County spend only about 22 minutes in the commute. According to the U.S. Census Bureau’s 2003 update on per capita personal income, El Paso County ranks 17th in the state while Teller County ranks 22nd showing \$30,811 and \$28,858 respectively. The U.S. Census Bureau shows both counties in the Pikes Peak Region have a high school graduation rate higher than the State and nation. Teller County has a 94% graduation rate and El Paso County 91% compared to State and national figures of 87% and 80%, respectively. 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.

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 had steadily decreased from the onset, mostly due to the decrease in economic activity seen not just in Colorado, but nationwide (*Figure 2*). With the recovering economy, the Pikes Peak Region's Job Vacancy Survey shows a reversal of the previous downward trend. Since bottoming out in the Winter 2003 survey, job vacancies have continued to increase in both the winter and summer surveys. Estimated vacancies in this winter survey are more than double the estimated vacancies in the winter survey two years ago.

The number of individuals employed declined over the last winter months, typical of every winter in the Pikes Peak Region. Still, the number of people unemployed decreased while the number of vacancies increased. Summer surveys show a similar predictable trend with decreasing unemployment and increasing vacancies. Employment increases due to summer activities in tourism, construction, and other fair-weather activities.

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

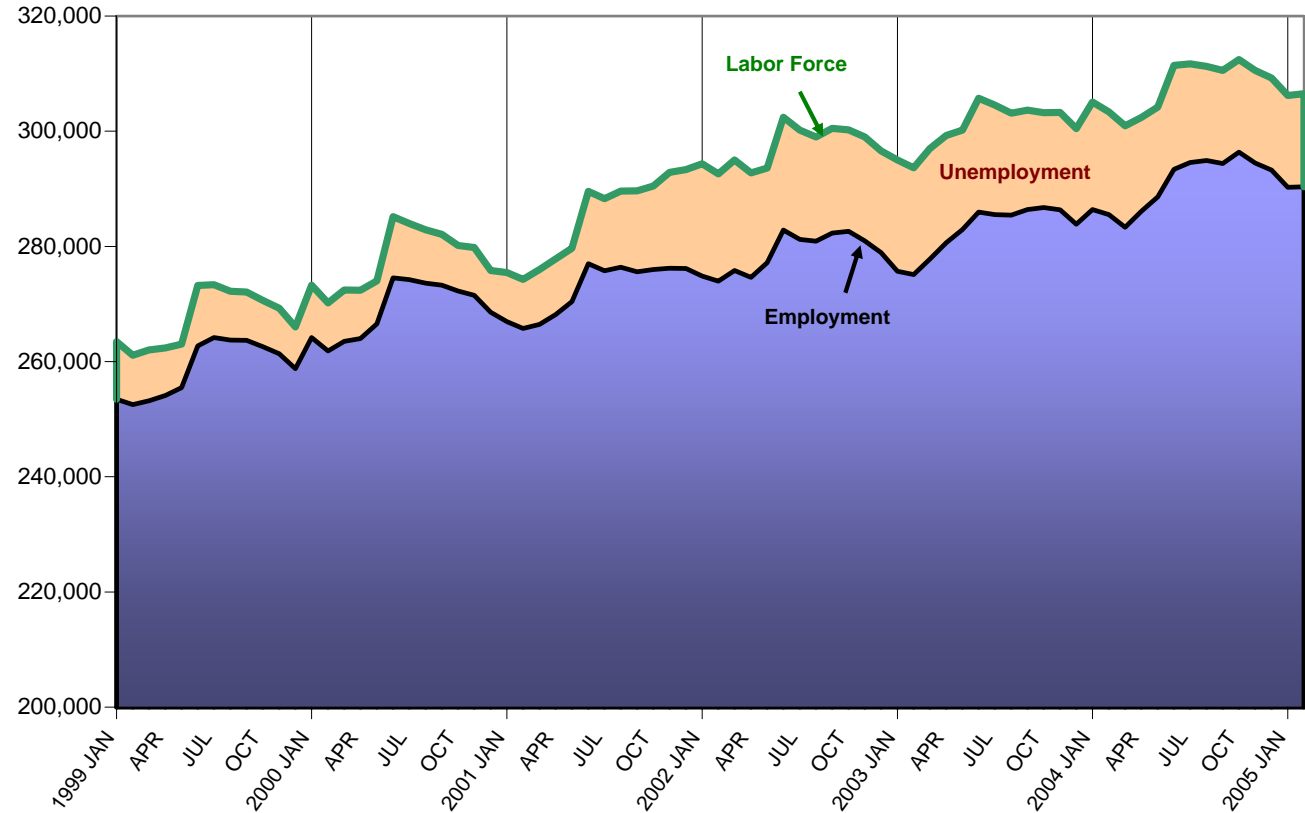
Figure 2: Job Vacancies – Pikes Peak Region



	Summer 2001	Winter 2002	Summer 2002	Winter 2003	Summer 2003	Winter 2004	Summer 2004	Winter 2005
Vacancies	6,476	2,734	3,437	1,353	2,414	2,448	3,226	2,915
Employment	277,611	268,071	277,533	274,266	278,585	278,461	287,898	274,141
Unemployed	13,104	20,062	19,794	18,429	18,086	16,651	17,057	16,198
Unemployment Rate	4.5%	7.0%	6.7%	6.9%	6.6%	6.0%	5.6%	5.6%

Source: CDLE, Local Area Unemployment Statistics Released March 2005

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

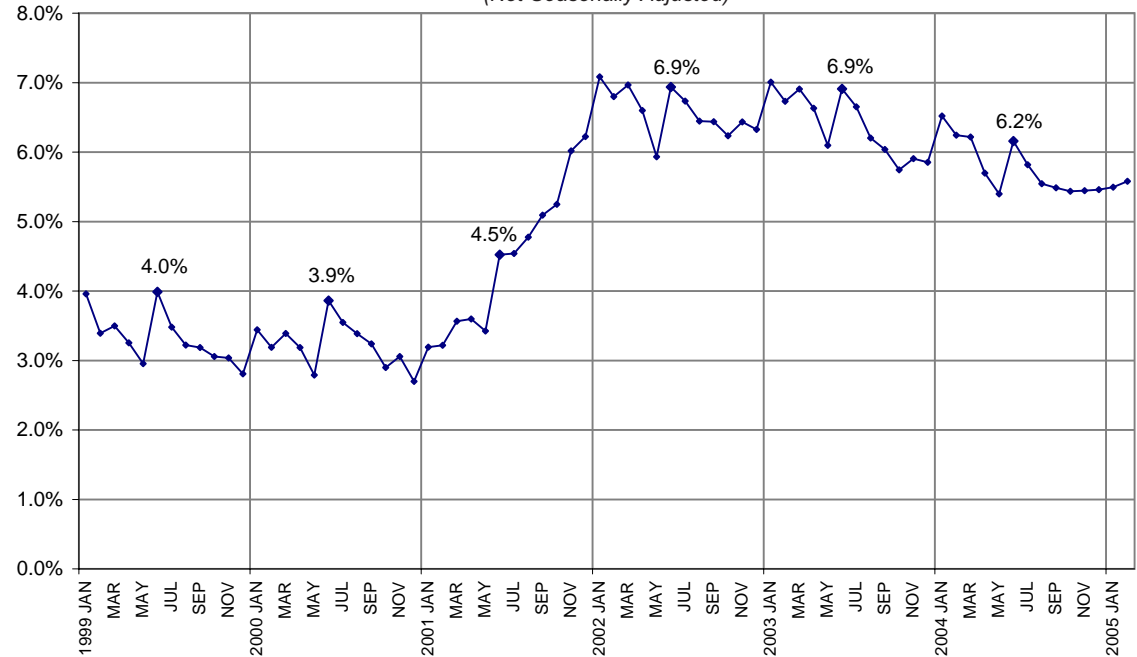


Historically, the level of employment in the Pikes Peak Region peaks around the months of July and August (Figure 3). Unemployment levels had increased from 2001 until about mid-2003, following the State and national trends, although in general, the Region has experienced declining unemployment through the better part of the last ten years. Unemployment tends to peak in June of each year. Since mid-2003, the region's unemployment rate has crept downward.

Source: CDLE, Local Area Unemployment Statistics, March 2005

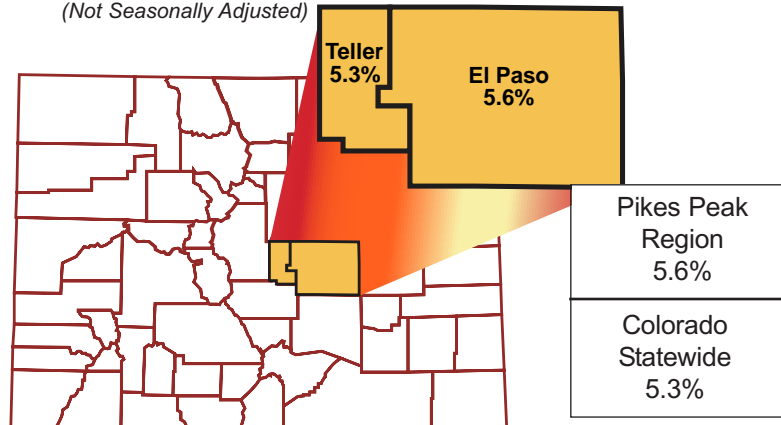
After steadily decreasing throughout the late 90s, the Region's unemployment rate has followed the State and national trends of persistent increases since January 2001 (Figure 4). After peaking at 7.1% in January 2002, the local economy showed promising signs with a gradually decreasing unemployment rate. Unemployment had remained somewhat elevated due, in part, to gains in productivity as firms adjusted through the business cycle. Though edging up slightly, the overall unemployment rate appears to be holding around 6%.

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



Source: CDLE, Local Area Unemployment Statistics, Released March 2005

Figure 5: Unemployment Rates for February 2005
(Not Seasonally Adjusted)



Source: CDLE, Local Area Unemployment Statistics, Released March 2005

Figure 5 shows the most current unemployment statistics for the individual counties of the Pikes Peak Region. While El Paso County's unemployment rate only slightly edged down since this time last year, Teller County's unemployment rate increased from 4.6% to 5.3%.

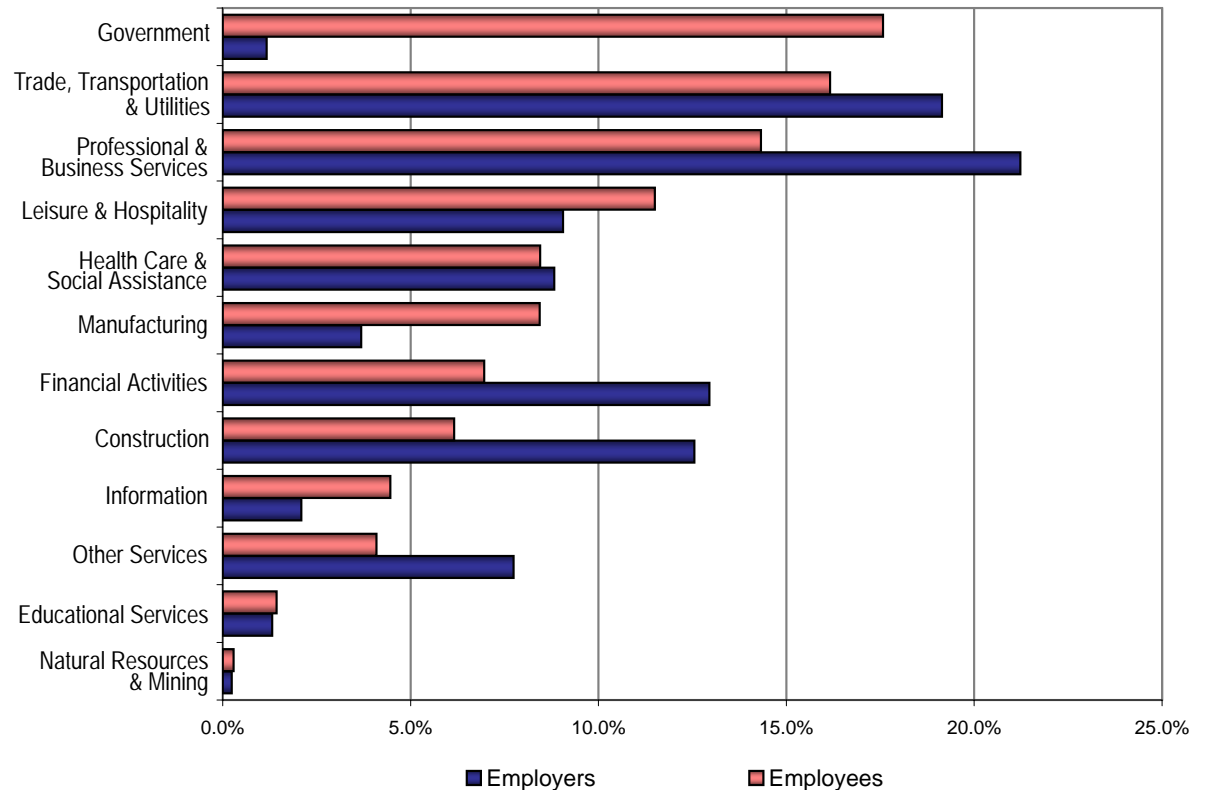
Since conducting the first Job Vacancy Survey in the Pikes Peak Region, Healthcare Practitioners & Technical occupations as well as Office & Administrative Support positions have been in the highest demand. *Figure 6* shows the employment breakdown for each of the JVS sectors during the first quarter of 2004. The Winter Pikes Peak Job Vacancy Surveys are conducted at this time.

While the relative proportions of employment by industry in the Pikes Peak Region have remained fairly constant over time, the 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 industries have remained in the same category, others have 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 separated from other service industries 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 (17.6%) of the area’s employees. The Professional &

Figure 6: Pikes Peak Region Employers and Employees, 1st Quarter, 2004



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

Business Services sector and the Trade, Transportation & Utilities sector both hold a significant share of the Region’s employees. The Trade, Transportation, & Utilities sector has 16.2% of the area’s employees and Professional & Business Services has 14.3%. These three sectors combined contain almost half (48.1%) of the Pikes Peak Region’s employees.

During the survey period, an estimated 2,915 vacancies were open for immediate hire in firms with at least five employees in the Pikes Peak Region. The overall vacancy rate found in this survey is 1.4%, up from 1.1% in last winter's survey. The demand for labor, as measured by the vacancy rate, is composed of people currently employed plus all of the open positions that employers want to fill. The results of this survey suggest current employment numbers and the demand for workers have both increased.

Twelve percent of employers responding to the survey reported having at least one vacancy. Seven percent of the responding employers reported having

more than one vacancy. The survey reports very few vacancies in Natural Resources & Mining. Openings in Natural Resources & Mining and in Construction are usually more prevalent during the warmer, summer season. There are also a very small percentage of vacancies reported in the Educational Services, Information and Financial Activities sectors. These types of vacancies are not necessarily dependent on seasonal activity. They include occupations such as engineers, logisticians, analysts, and computer specialists. These same occupations, especially any related to high tech positions, have begun to increase in the Trade, Transportation & Utilities and Manufacturing sectors. The highest concentration of vacancies is found in Leisure & Hospitality where the majority of vacancies are in food, lodging and restaurant businesses (*Figure 7*). Most of these opportunities require little or no post-secondary education and approximately half are available to those with little or no experience. Almost 10% of all vacancies are in Health Care & Social Assistance with the majority of these in the Health Care arena. These positions require postsecondary education as well as experience but offer higher wages than most other vacancies in this survey.

Figure 7: Estimated Vacancies and Average Wages by JVS Sectors

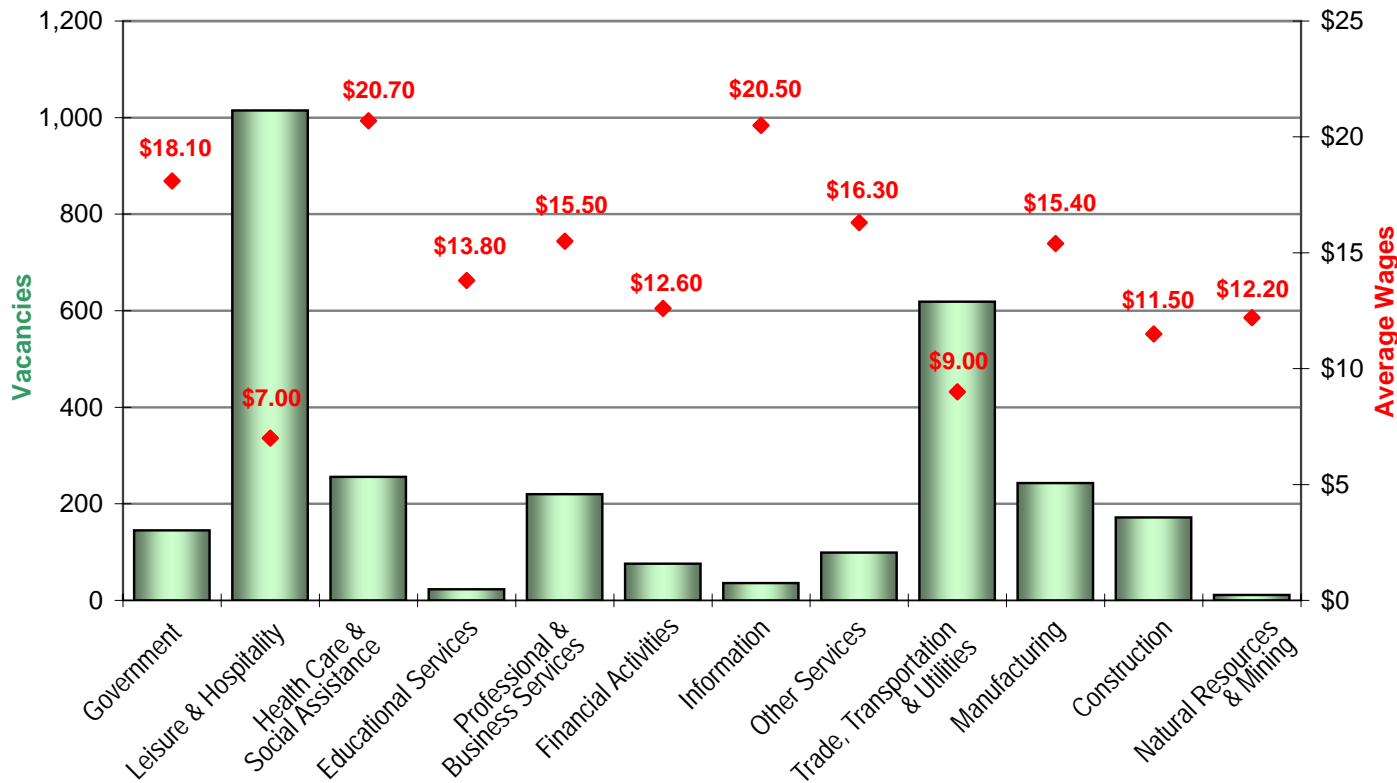
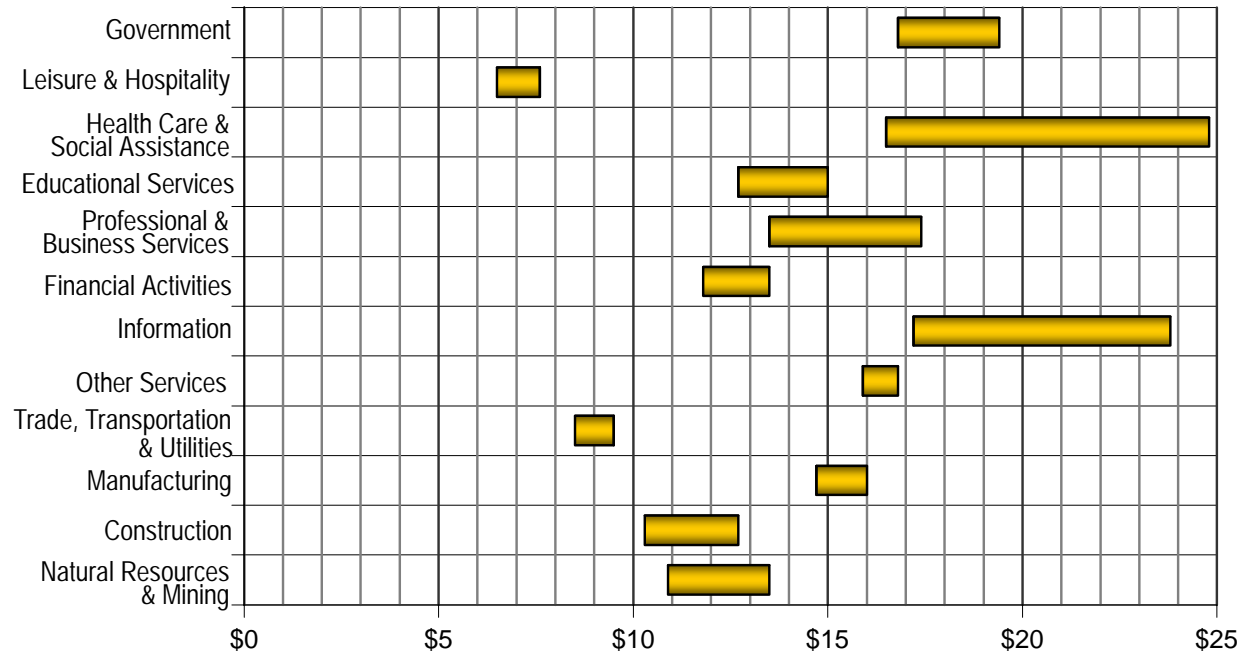


Figure 8: Reported Average Wage Ranges by JVS Sectors



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 during the survey period. This survey shows wide wage ranges for the Health Care & Social Assistance and Information sectors. On average, sectors with a wider wage range usually reflect a wider range in education and experience requirements. For example, in Health Care & Social Assistance, many vacancies at the higher wage range include registered

nurses, pharmacists and health care managers. These occupations typically require at least a bachelor's degree. Vacancies at the lower end of the wage range include positions requiring less education and experience such as nursing aides and receptionists. These usually require only high school completion and only general work experience. Many positions in the middle of the wage range like licensed practical nurses and therapists require at least two years of post-secondary education or vocational training/certification.

The overall average wage for all vacancies is \$13.30 per hour. The highest average wages offered in this survey are in Health Care & Social Assistance and in Information; the former having the most vacancies and the latter having close to the fewest. In Information, high-paid vacancies include computer/information system managers as well as engineers, marketing and public relations managers, and technical writers. These positions require a bachelor's degree as well as experience in the occupation.

Small to mid-size firms account for 70% of total vacancies in the Pikes Peak Region. This is up from 58% in last winter's survey. Large companies are reporting 25% and Government agencies have only 5% of all vacancies. The highest concentration of vacancies within the large company category is found among health care occupations, most of which are registered nurses and a variety of medical technologists and therapists. High levels of vacancies are also found in computer manufacturing and other high tech-related firms. These occupations include data base administrators, computer software and hardware engineers, systems analysts and administrators, and a variety of other engineers including civil, electrical, aerospace, petroleum, and industrial. Many of the same health care and high tech vacancies found in large organizations are also seen in the small to mid-size firms as well. Retail vacancies are in small to mid-size firms and include cashiers and retail salespersons. Other vacancies in small to mid-size firms include accountants, managers, cooks, wait staff, housekeepers, hair-stylists, recreation workers, receptionists, carpenters, construction laborers, auto mechanics, and truck drivers. According to the survey, large firms are offering approximately \$4 per hour more, on average, than the average wage offered by small to mid-size firms.

Wage ranges by employer size class reflect characteristics of the vacancies in each category. While many vacancies within large firms are highly specialized (software engineers and registered nurses), there are many vacancies among large firms that do not require post-secondary training or related experience, allowing a mixture of applicants to find positions in large firms. The wage range for the small to mid-size firms is \$9 to \$11 per hour—well above the minimum wage (\$5.15 per hour). This tighter wage range may imply that a majority of these vacancies are either lower-skilled positions or that small to mid-size firms are not demanding (or paying for) higher education and experience levels.

Figure 9: Estimated Vacancies and Average Wages by Employer Size

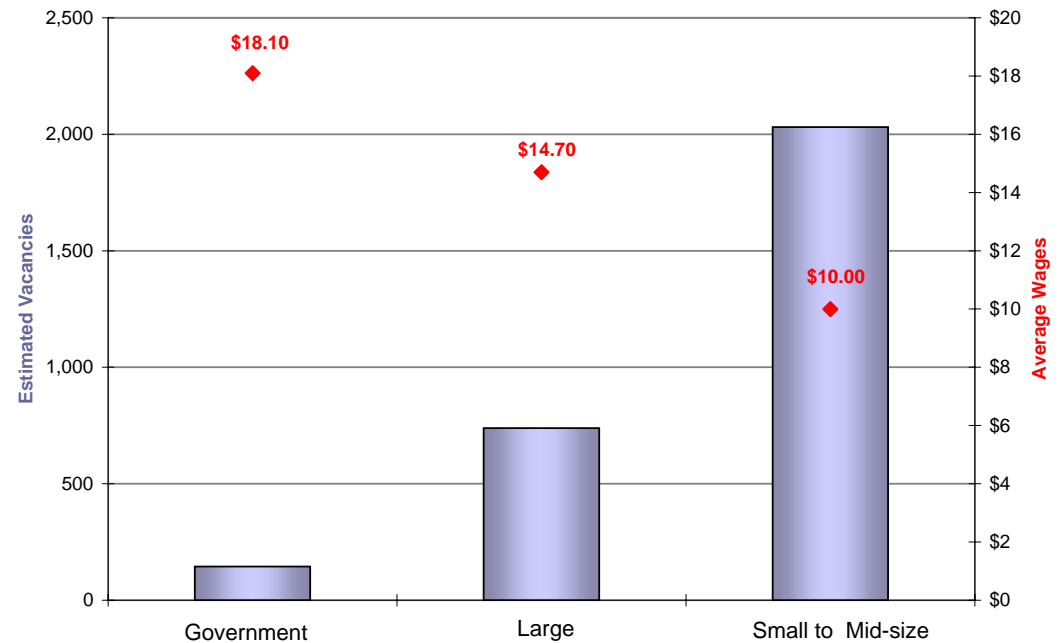
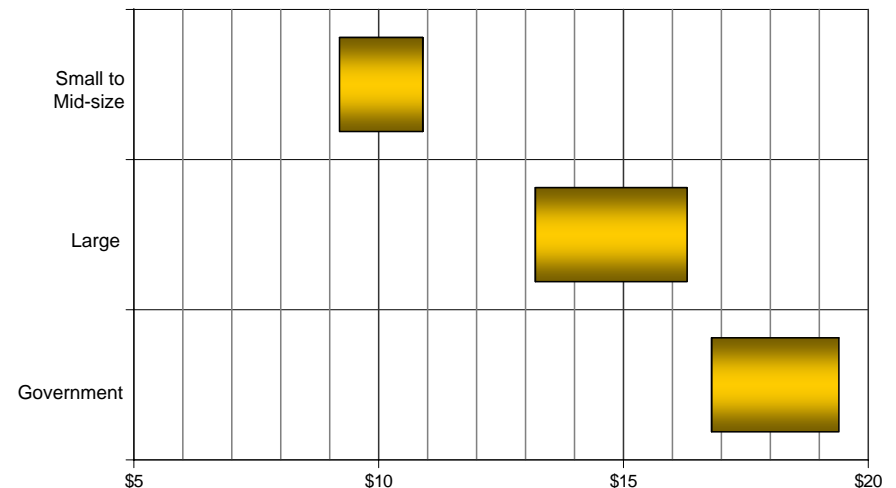


Figure 10: Reported Average Wage Ranges by Employer Size



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 winter survey, 81% of the reported vacancies are for full-time permanent positions (Figure 11) while 14% of the positions are reported to be part-time permanent. Part-time temporary vacancies are for recreation workers while full-time temporary positions are landscaping/grounds-keeping workers and cashiers. In last winter's report, there were no reported temporary positions and 87% of the reported vacancies were full-time permanent. All Pikes Peak Region Job Vacancy Surveys have consistently shown a high percentage of permanent positions. For job seekers who prefer to work less than full-time, opportunities do exist. Fourteen percent of the vacancies for which employment status is reported are part-time permanent positions. Part-time vacancies include positions such as preschool, elementary and secondary school teachers, crossing guards, cooks, child care workers, receptionists, retail sales persons, wait staff, dishwashers, and drivers.

In general, full-time positions pay more than part-time and temporary positions. For this survey, full-time permanent vacancies offer wages higher than all other employment status categories (Figure 12). Due to the high percentage of full-time vacancies, these wages play a bigger role in setting the overall average wage of over \$13 per hour. Most of these full-time permanent vacancies include highly specialized positions in health care and manufacturing (high tech) and are associated with higher levels of education and experience requirements.

Figure 11: Vacancies by Employment Status

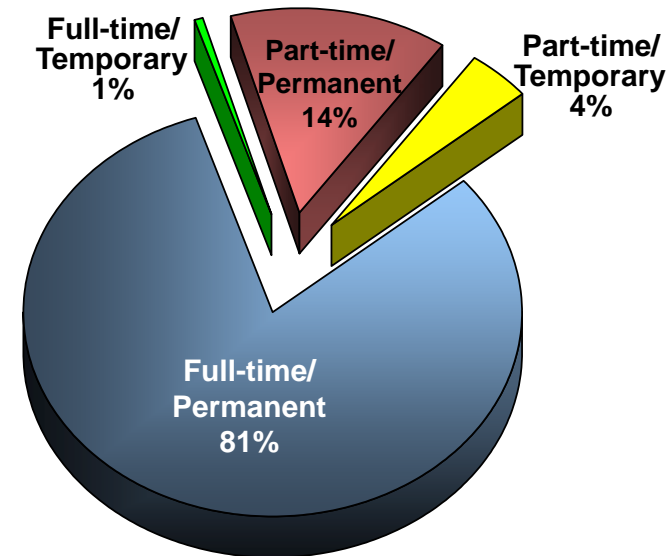
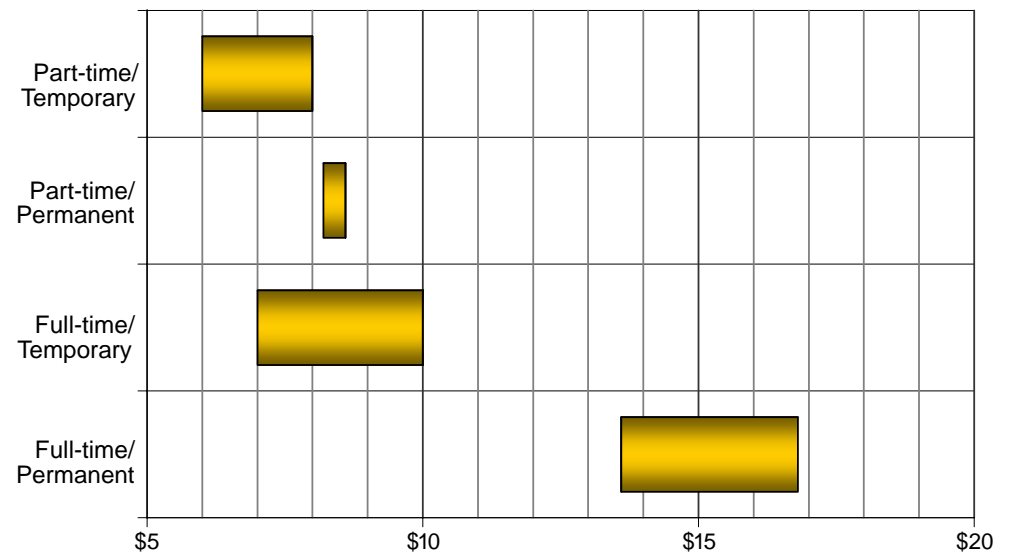


Figure 12: Reported Average Wage Ranges by Employment Status

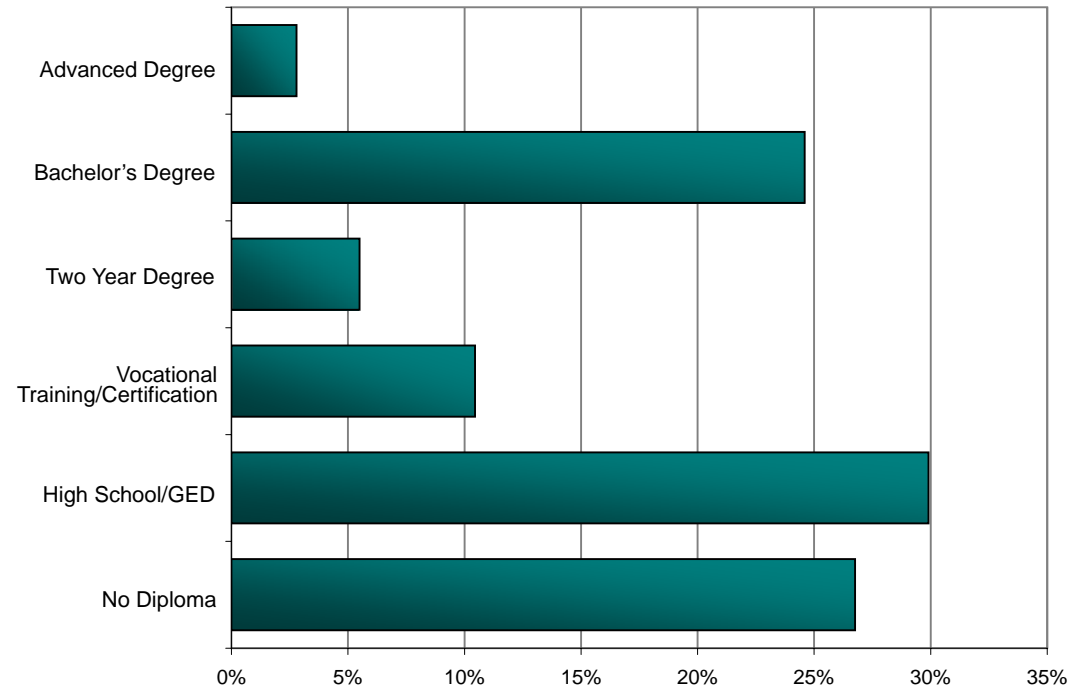


Employers were asked about education requirements for open positions. Forty-three percent of the positions reported by employers in the Pikes Peak Region require post-secondary education (*Figure 13*). This is due, in part, to the fact that a high proportion of the region's vacancies are for skilled occupations, particularly in health care, management and computer engineering positions. Last year at this time, employers reported a higher percentage (57%) of the vacancies requiring the applicant to be educated beyond high school.

While the nature of the open position plays a significant role in the education and experience demanded, the availability of workers also has an effect on employers' demands. Most of the area's vacancies are occupations requiring a postsecondary education. While most of the nursing positions require the applicants to have bachelor's degrees, many establishments in the health arena will offer the position provided the applicant has a two-year degree or vocational training/certification and adequate experience in the occupation. Many engineers (for example, aerospace engineers), a portion of the registered nurses, medical technologists, postsecondary math, English, philosophy and nursing professors, and school administrators hold positions that require advanced degrees. Furthermore, these highly specialized positions also require experience in the occupation or in a related field. The majority of the health care and high tech vacancies require a bachelor's degree and experience in the occupation. Other vacancies requiring formal education equivalent to a two-year degree include teachers, secretaries, a portion of registered nurses and

therapists, systems analysts, and other trade positions such as electrical and mechanical drafters, construction managers, truck drivers, and mechanics.

Figure 13: Vacancies by Education

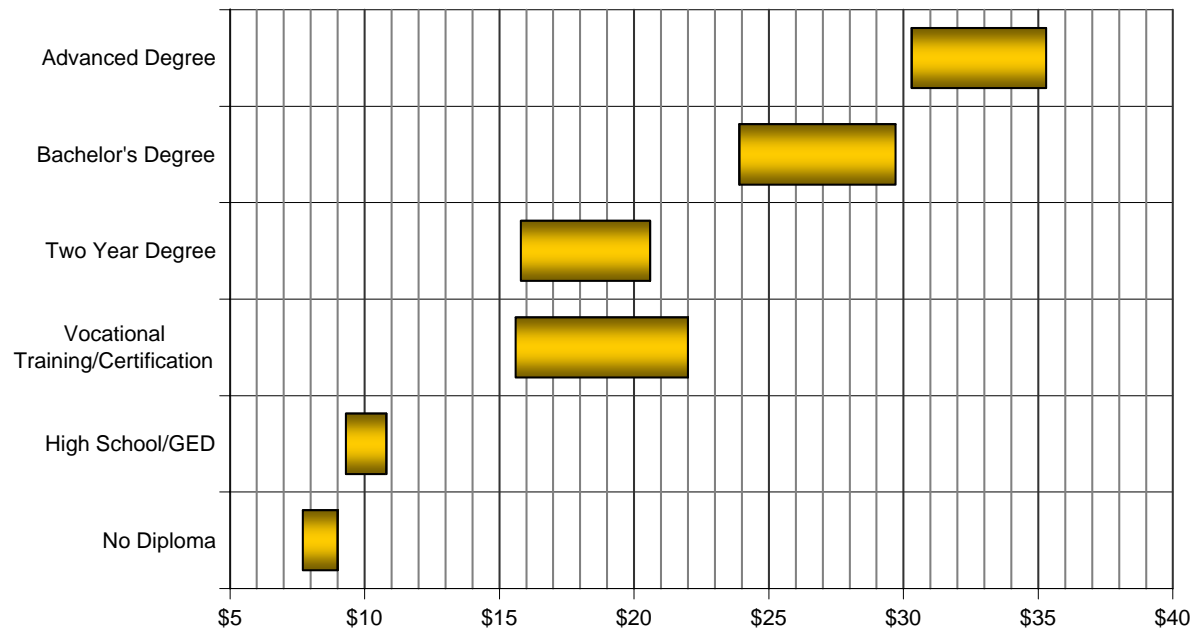


Fifty-seven percent of all vacancies require no more than a high school diploma. While these are mostly jobs at lower skill levels, the opportunities can lead to more rewarding positions within the company or industry. These include positions as wait staff, telemarketers, secretaries, medical assistants, surveying and environmental science mapping technicians, emergency dispatchers, highway maintenance workers, hotel attendants, electrical assemblers and machinists, sales and customer service representatives, roofers, and drywall installers. Last year at this time, 22% of job vacancies did not require a high school diploma. That number is up to 27% this survey period.

For this survey, the highest wages are found for positions requiring an advanced degree followed by positions requiring a bachelor's degree (*Figure 14*).

These wages are, on average, approximately \$5 to \$10 an hour more than positions requiring a two-year degree. Generally, the more education required for a position, the higher the wages offered and the wider the distance between the high and low amounts in the range. Wages for two-year and vocational training/-certification are predictably lower, and wages for vacancies associated with no post-secondary education are lowest. Wage offers for those without high school completion are still above the minimum wage of \$5.15 per hour and increase by approximately \$3 per hour if high school is completed.

Figure 14: Reported Average Wage Ranges by Education



Having work experience is essential for many positions. During an economic downturn, employers can demand higher levels of education and experience due to the increased number of job seekers available to work. For this survey, fewer employers are requiring the applicant to have experience in a related field or in the occupation than last year. Two-thirds of all vacancies required experience in a related field or in the occupation compared to 78% last year. This is primarily due to the high concentration of vacancies in engineering and health care, which require higher levels of education and experience. Vacancies that do not require experience, or require only general work experience are mostly food, beverage and recreation workers in the Leisure & Hospitality sector and customer service representatives in the manufacturing sector.

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 wage of nearly \$21 per hour to start. This wage far exceeds the average wages offered for other vacancies especially those requiring low levels of experience. Most of the vacancies requiring experience in the occupation also require post-secondary education. Wages offered are moderately higher for those who have related or specific experience compared to those having only general work experience or no experience at all.

Figure 15: Vacancies by Experience

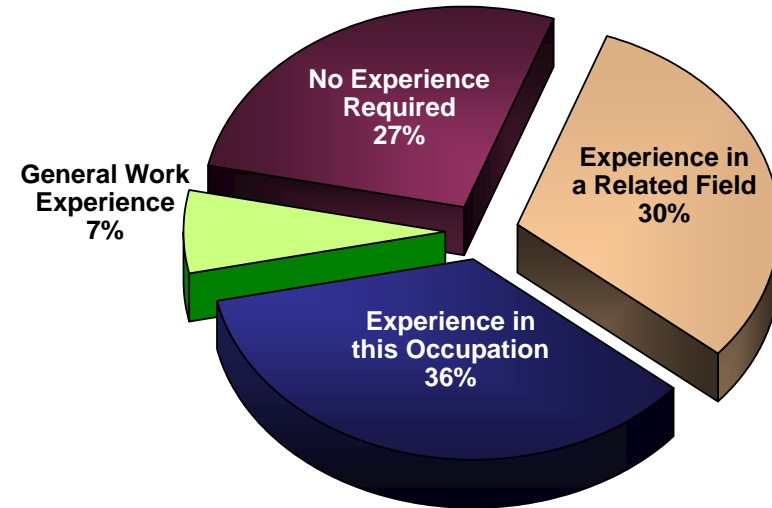
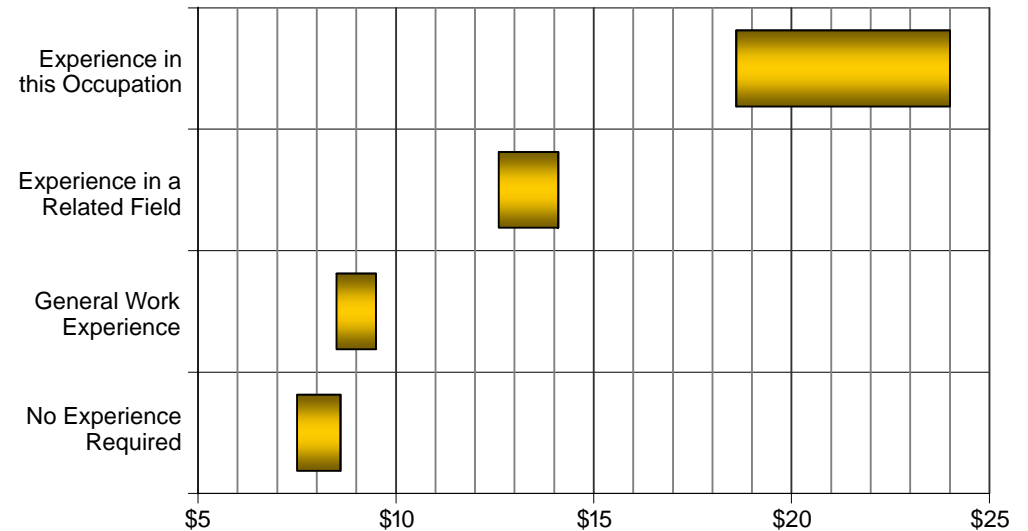
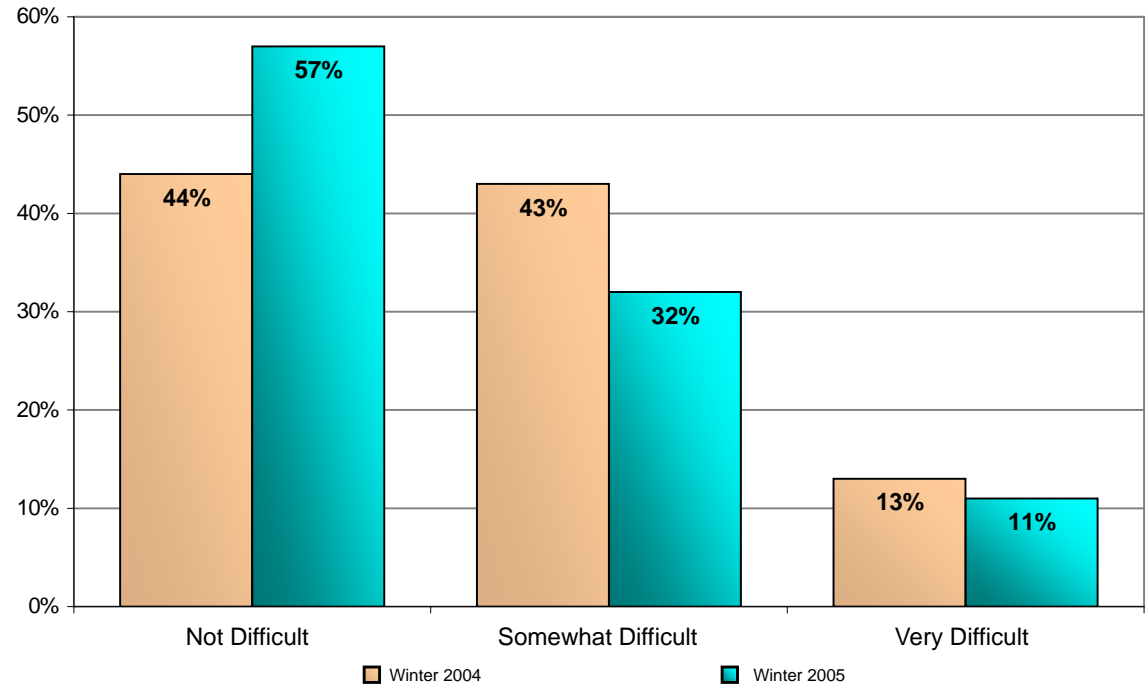


Figure 16: Reported Average Wage Ranges by Experience



Tn addition to asking employers about the 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 only on employers' opinions. Of the employers responding to these questions, only 11% of the vacancies reported are classified as very difficult to fill. This is down only two percentage points from last year. Typically, with more individuals available for work, employers should find it a little easier to fill vacancies. While 57% of the vacancies reported are considered not difficult to fill, 32% are associated with some degree of hiring difficulty. In this report, positions considered very difficult to fill are school administrators, computer software engineers, registered nurses, accountants, cashiers, and stock clerks. However, most of these same positions have also been reported as either somewhat difficult to fill as well as not difficult to fill, lending to the idea that factors such as pay, location, educational requirements, and others play in to the determination of difficulty to fill. Other positions considered not difficult to fill include engineers, teachers, hair-dressers, recreation workers, wait staff, production workers, and construction laborers. Positions considered somewhat difficult to fill include highway maintenance workers, physical therapists, specialized construction workers, auto mechanics, and licensed practical nurses.

Figure 17: Vacancies by Difficulty to Fill



While some employers may consider a vacancy to be difficult to fill when it has been open for 30 to 60 days, another employer may consider a similar vacancy not difficult to fill given the same time frame. There is a significantly lower percentage of vacancies that are open for 30 to 59 days this year, and a higher percentage of vacancies that are open less than 30 days (*Figure 18*). An additional 30% of all vacancies are always hiring. As with occupations in the difficulty to fill category, these vacancies are not concentrated in any particular group. They are vacancies of all occupational types, within all educational categories and are found throughout all sectors.

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 and somewhat difficult to fill are compensated with wage offers below the region's overall average of \$13.30 an hour. Specifically, wages offered for vacancies considered not difficult to fill range from \$9.30 to \$10.30 an hour; wages for positions considered somewhat difficult to fill range from \$11.00 to \$13.50 an hour; and for very difficult to fill positions, wages offered are \$17.30 to \$22.20 an hour.

Traditionally the longer it takes to fill a vacancy the higher the starting wage. Current survey results are no exception. For example, this survey shows wages are highest for vacancies open 60 or more days, with decreasing wages and tightening wage ranges for vacancies open less than 60 days.

Figure 18: Vacancies by Time Open for Hire

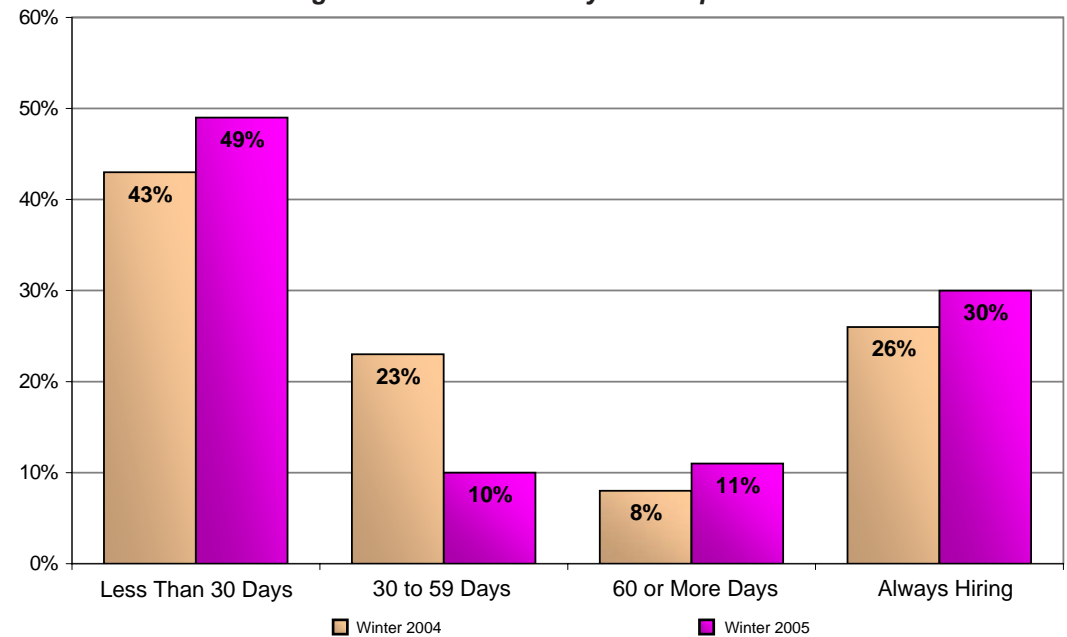
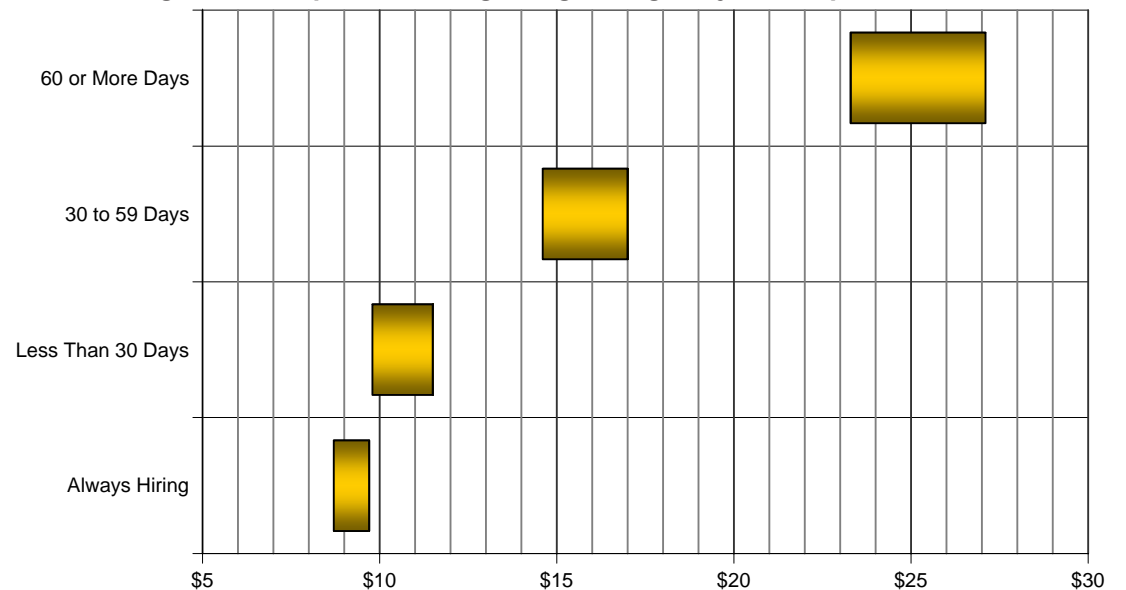


Figure 19: Reported Average Wage Ranges by Time Open for Hire



Medical Insurance

Employers frequently offer compensation related benefits to recruit qualified candidates. Some of these perks are paid time off, transportation or parking vouchers and subsidized childcare. One of the most important benefits offered to employees is medical insurance through an employer group plan. Employers can and do offer employees the opportunity to participate in a group medical insurance plan even though they may not contribute to the premium. Employers may pay all, part of or none of the monthly premium.

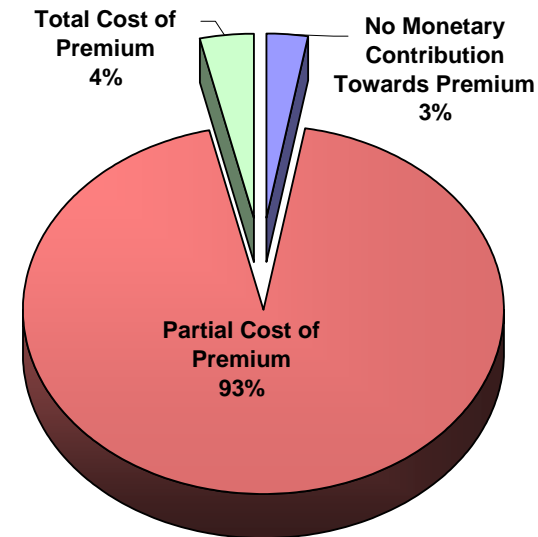
In this survey, employers are paying partial cost of the insurance premium for 93% of the vacancies, and total premium for an additional 4%. There is no change in this composition compared to last year at this time.

As expected, the vacancies with more requirements offer not only higher pay but also more complete medical coverage. In particular, employers pay a partial cost of the premium for most of the vacancies among health care related occupations, engineers, school administrators, managers, accountants, financial analysts, database administrators, drafters, registered nurses, surgical technologists, cooks, wait staff, and customer service representatives, among many others. Employers offering to pay the total cost of medical premiums are for positions that are offering the highest wages. These vacancies include software/hardware engineers, electrical engineers, clergy, secretaries, farm workers, truck mechanics, and a variety of production workers.

Sign-On Bonus

There is insufficient information regarding sign-on bonuses reported for this survey. This type of compensation is usually used during times when employers are having difficulty attracting potential applicants.

Figure 20: Employers' Contribution to Medical Insurance



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. 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* (SOC).

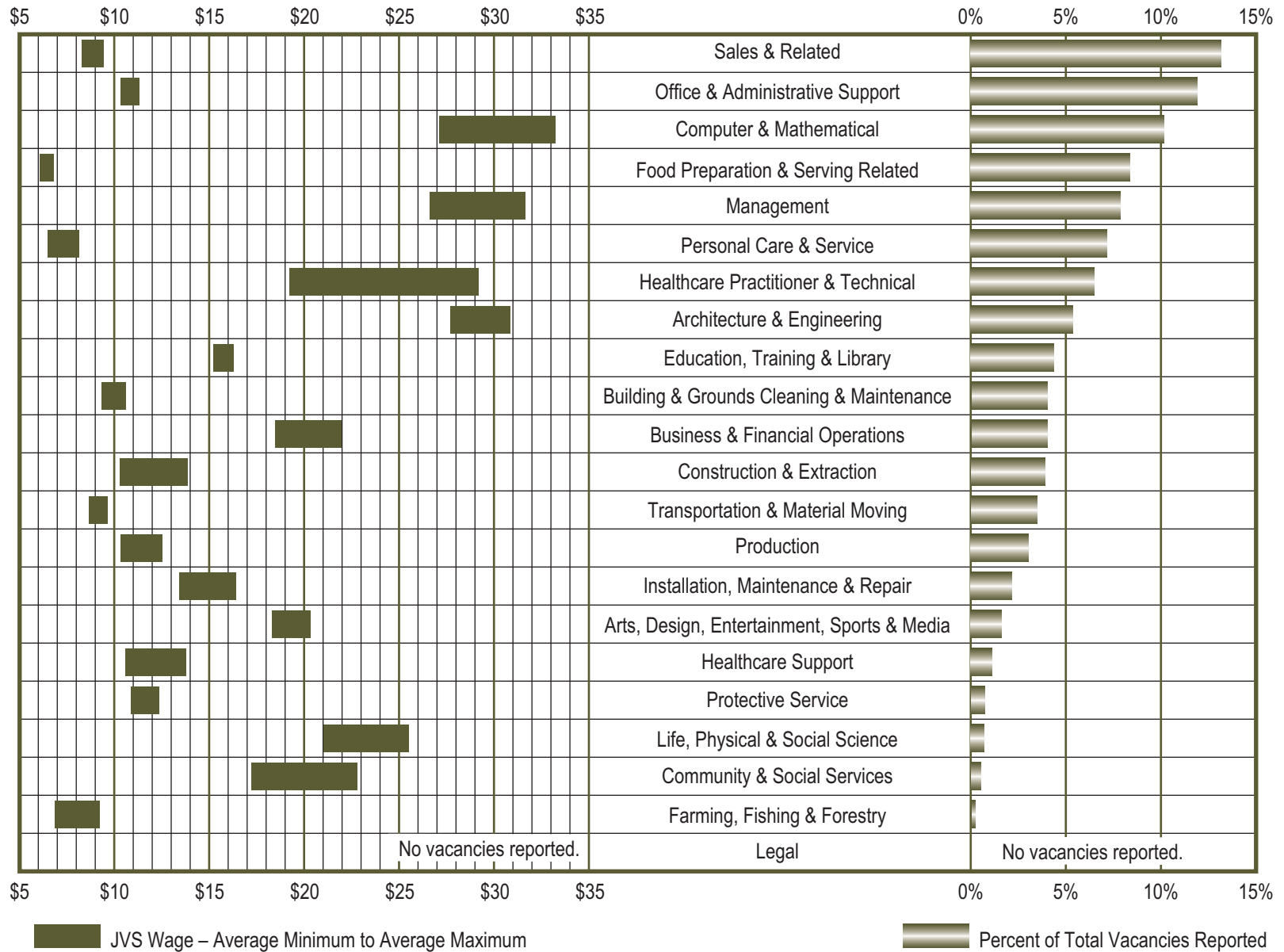
Vacancies found in this survey were coded into 21 of the 23 major occupation groups. Results show that the most frequently occurring job vacancies are in the Sales & Related occupational group—a category that is finally expanding again with the region’s economic recovery. Office & Administrative Support and Computer & Mathematical are also among the top three occupational groups, all of which show an improved business environment. The Healthcare Practitioner & Technical occupational group, which usually remains near the top with a persist-

ent need for medical positions, has slipped to seventh for occupations demanded. While there still remains an abundance of health care positions in great need to be filled, these vacancies are not as in-demand relative to the expanding business related vacancies found in this survey.

Survey results show that the major occupational groups with the most vacancies are not necessarily the groups offering the highest wages. This indicates that vacancy characteristics other than the level of unfulfilled employer demand influence wages. For this report, two occupational groups had insufficient wage data to report. The occupational groups offering the highest wages in this survey typically require higher levels of education and experience: Computer & Mathematical; Management; Healthcare Practitioners & Technical; and Architecture & Engineering. While vacancies in Computer & Mathematical show that average wages offered are well above the survey’s overall average wage of \$13.30 per hour, vacancies in both Sales & Related and Office & Administrative Support average around \$10.00 per hour. Computer & Mathematical and Management positions offer the highest wages, starting at nearly \$27 to \$33 per hour. High wages are also offered with vacancies in the Healthcare Practitioner & Technical and Architecture & Engineering occupational groups.

continued

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



Occupational Estimates

Tables 1 and 2 contain a list of all the detailed SOC job titles assigned to vacancies reported in this survey. As 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. Nearly 22% of small to mid-size employers were contacted for the random sample, and likewise the occupations associated with these vacancies are listed.

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 these groups is not estimated; it is an actual count of the vacancies. However, in addition to the number found, vacancies are estimated for occupations reported by small to mid-size private firms. The additional estimated occupational vacancies are calculated per the current mix of occupations found in the region, but restricted to the occupational titles reported in the survey.

Vacancies Found

The number of vacancies by occupation found in the survey.

Average JVS Wage

The average of any and 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

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. A complete description of the OES survey is available on the Internet at: <http://www.bls.gov/>.

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

continued

Table 1: Occupations with 10 or More Estimated Vacancies

SOC Code	SOC Occupational 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
41-2011	Cashiers	127	58	\$8.30	\$6.66	\$8.71	\$9.73	\$6.15	\$7.12	\$8.07	\$9.26	\$13.00
43-4051	Customer Service Representatives	119	71	\$9.50	\$9.35	\$12.99	\$14.80	\$8.95	\$10.21	\$12.55	\$15.26	\$17.94
35-3031	Waiters and Waitresses	113	39	\$6.10	\$5.97	\$7.42	\$8.15	\$5.59	\$5.97	\$6.60	\$8.60	\$10.98
41-2031	Retail Salespersons	107	59	\$9.50	\$6.79	\$10.63	\$12.54	\$6.23	\$7.33	\$8.67	\$11.73	\$17.31
43-4171	Receptionists and Information Clerks	105	9	\$8.70	\$8.39	\$10.94	\$12.21	\$7.63	\$9.19	\$10.63	\$12.59	\$14.82
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	90	32	\$6.00	\$5.95	\$7.28	\$7.95	\$5.64	\$6.14	\$7.03	\$8.22	\$9.60
13-2011	Accountants and Auditors	75	16	\$19.00	\$17.14	\$24.74	\$28.54	\$15.72	\$18.97	\$23.27	\$28.31	\$36.02
39-9032	Recreation Workers	74	51	\$7.00	\$7.04	\$10.78	\$12.65	\$6.46	\$7.88	\$10.48	\$13.04	\$15.85
25-2011	Preschool Teachers, Except Special Education	69	9	\$9.00	\$7.29	\$9.15	\$10.08	\$6.95	\$7.55	\$8.38	\$9.84	\$12.35
29-1111	Registered Nurses	62	36	\$26.10	\$16.08	\$21.36	\$24.00	\$14.72	\$18.63	\$21.67	\$25.24	\$27.78
37-2012	Maids and Housekeeping Cleaners	58	25	\$8.50	\$7.07	\$8.21	\$8.78	\$6.57	\$7.33	\$8.02	\$8.72	\$10.29
43-6014	Secretaries, Except Legal, Medical, and Executive	55	7	\$11.20	\$9.93	\$13.43	\$15.18	\$9.54	\$11.00	\$13.07	\$15.76	\$18.48
15-1032	Computer Software Engineers, Systems Software	55	22	\$32.10	\$28.00	\$37.81	\$42.71	\$26.31	\$32.00	\$38.38	\$43.43	\$51.01
47-2061	Construction Laborers	45	15	\$9.90	\$9.42	\$12.74	\$14.40	\$9.01	\$10.23	\$12.30	\$14.94	\$17.53
53-3031	Driver/Sales Workers	43	11	\$6.40	\$6.21	\$10.86	\$13.18	\$5.79	\$6.69	\$10.00	\$14.13	\$17.72
15-1081	Network Systems and Data Communications Analysts	37	26	\$31.50	\$19.18	\$27.77	\$32.06	\$17.92	\$21.86	\$27.15	\$34.42	\$40.40
31-1012	Nursing Aides, Orderlies, and Attendants	34	8	\$10.80	\$8.83	\$10.50	\$11.33	\$8.09	\$9.29	\$10.46	\$11.74	\$13.19
11-9021	Construction Managers	34	3	\$15.30	\$22.98	\$31.38	\$35.58	\$21.76	\$24.90	\$29.69	\$36.17	\$43.12
11-2021	Marketing Managers	32	17	\$21.10	\$22.27	\$41.51	\$51.13	\$19.72	\$26.02	\$38.20	\$54.96	\$68.33
51-4041	Machinists	30	3	\$8.00	\$9.83	\$13.95	\$16.01	\$9.39	\$10.63	\$13.09	\$17.23	\$20.73
17-2071	Electrical Engineers	30	12	\$34.80	\$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

‡ annual wage data

continued

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

SOC Code	SOC Occupational 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
43-3031	Bookkeeping, Accounting, and Auditing Clerks	30	6	\$14.70	\$10.21	\$14.65	\$16.87	\$9.39	\$11.39	\$14.21	\$18.19	\$20.96
15-1061	Database Administrators	30	19	\$41.80	\$19.33	\$31.03	\$36.88	\$16.33	\$22.72	\$31.18	\$39.44	\$44.87
53-3032	Truck Drivers, Heavy and Tractor-Trailer	27	6	\$14.30	\$11.55	\$15.79	\$17.91	\$10.79	\$12.63	\$15.19	\$17.69	\$22.18
17-2051	Civil Engineers	27	9	\$24.30	\$19.58	\$28.97	\$33.66	\$18.94	\$21.23	\$27.63	\$35.62	\$43.15
43-6011	Executive Secretaries and Administrative Assistants	27	15	\$15.60	\$13.87	\$17.77	\$19.73	\$12.80	\$14.79	\$17.17	\$20.46	\$24.34
43-3071	Tellers	26	2	\$9.00	\$8.98	\$10.09	\$10.65	\$8.31	\$9.20	\$10.06	\$10.93	\$11.80
‡ 25-9041	Teacher Assistants	26	6	\$9.80	\$15,924	\$20,508	\$22,800	\$14,820	\$17,537	\$20,359	\$23,091	\$27,173
15-1051	Computer Systems Analysts	26	15	\$23.10	\$21.71	\$31.02	\$35.68	\$19.87	\$24.49	\$30.49	\$37.22	\$43.72
35-2014	Cooks, Restaurant	26	10	\$8.50	\$7.84	\$10.08	\$11.20	\$7.32	\$8.62	\$9.88	\$11.58	\$13.49
27-1024	Graphic Designers	25	2	†	\$12.73	\$17.63	\$20.07	\$11.91	\$13.75	\$16.67	\$20.64	\$25.27
11-3021	Computer and Information Systems Managers	24	24	\$35.20	\$31.16	\$46.11	\$53.58	\$28.82	\$35.58	\$45.44	\$55.10	\$67.93
47-2073	Operating Engineers and Other Construction Equipment Operators	24	8	\$16.90	\$14.23	\$18.18	\$20.16	\$13.07	\$15.47	\$18.71	\$21.09	\$22.81
47-2181	Roofers	24	8	\$10.60	\$11.10	\$14.89	\$16.79	\$10.29	\$11.80	\$14.80	\$17.38	\$20.59
49-3023	Automotive Service Technicians and Mechanics	23	5	\$19.00	\$10.71	\$17.66	\$21.13	\$9.71	\$12.55	\$17.00	\$21.19	\$27.71
51-6011	Laundry and Dry-Cleaning Workers	22	4	†	\$6.92	\$8.88	\$9.86	\$6.45	\$7.30	\$8.25	\$9.89	\$12.94
17-2061	Computer Hardware Engineers	22	16	\$40.70	\$30.05	\$44.01	\$50.99	\$28.97	\$33.39	\$43.32	\$54.06	\$63.66
41-9041	Telemarketers	22	6	\$9.00	\$6.38	\$9.00	\$10.31	\$6.02	\$6.77	\$7.68	\$9.48	\$12.26
29-2061	Licensed Practical and Licensed Vocational Nurses	21	4	\$15.50	\$13.54	\$16.21	\$17.54	\$12.51	\$14.21	\$16.01	\$18.13	\$20.62
25-3021	Self-Enrichment Education Teachers	21	1	\$12.50	\$10.73	\$15.54	\$17.94	\$9.73	\$12.09	\$15.31	\$19.21	\$21.37
37-3011	Landscaping and Groundskeeping Workers	21	6	\$9.30	\$7.90	\$10.17	\$11.31	\$7.44	\$8.47	\$9.75	\$11.11	\$14.28

* OES wages reported for Colorado statewide

† insufficient wage data

‡ annual wage data

continued

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

SOC Code	SOC Occupational 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
* 21-2011	Clergy	20	2	\$16.80	\$7.95	\$17.91	\$22.88	\$6.33	\$9.95	\$16.44	\$20.47	\$26.08
43-5081	Stock Clerks and Order Fillers	20	8	\$8.00	\$7.37	\$10.30	\$11.76	\$6.98	\$8.14	\$9.85	\$11.42	\$15.21
15-1031	Computer Software Engineers, Applications	20	20	\$34.90	\$24.53	\$34.65	\$39.71	\$21.70	\$28.00	\$34.22	\$41.26	\$48.36
* 41-3099	Sales Representatives, Services, All Other	19	3	†	†	†	†	†	†	†	†	†
11-9041	Engineering Managers	18	3	\$47.90	\$35.00	\$53.59	\$62.88	\$32.13	\$39.21	\$49.45	\$64.53	†
11-1021	General and Operations Managers	18	3	\$36.70	\$20.00	\$42.48	\$53.72	\$17.13	\$23.95	\$35.79	\$53.66	†
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	17	5	\$15.00	\$13.23	\$20.41	\$24.00	\$12.07	\$14.63	\$18.76	\$24.19	\$32.15
11-9031	Education Administrators, Preschool and Child Care Center/Program	16	1	†	\$12.06	\$17.93	\$20.86	\$11.79	\$13.04	\$15.82	\$21.60	\$28.72
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	15	8	\$7.60	\$7.88	\$10.56	\$11.91	\$7.38	\$8.64	\$10.28	\$11.82	\$14.46
43-2011	Switchboard Operators, Including Answering Service	15	3	\$8.00	\$8.65	\$10.82	\$11.91	\$7.95	\$9.21	\$10.57	\$12.17	\$14.40
39-9011	Child Care Workers	15	12	\$8.20	\$6.36	\$7.77	\$8.48	\$6.04	\$6.85	\$7.75	\$8.59	\$9.59
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	15	11	\$9.70	\$7.19	\$9.61	\$10.81	\$6.67	\$7.64	\$8.84	\$11.12	\$13.76
‡ 11-9032	Education Administrators, Elementary and Secondary School	14	14	\$36.80	\$56,134	\$69,605	\$76,341	\$52,795	\$61,494	\$70,104	\$79,542	\$91,032
53-7061	Cleaners of Vehicles and Equipment	14	3	\$8.80	\$7.22	\$9.27	\$10.29	\$6.53	\$7.64	\$8.62	\$10.01	\$12.53
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	14	3	†	\$10.49	\$18.08	\$21.88	\$9.55	\$12.00	\$15.57	\$20.20	\$31.14
29-1126	Respiratory Therapists	13	9	\$22.20	\$16.06	\$19.10	\$20.62	\$15.33	\$17.20	\$19.40	\$21.39	\$22.67
43-9021	Data Entry Keyers	13	1	\$10.00	\$8.18	\$10.45	\$11.58	\$7.73	\$8.41	\$9.56	\$11.47	\$14.52
43-4131	Loan Interviewers and Clerks	13	1	\$12.00	\$10.87	\$14.58	\$16.44	\$9.96	\$11.78	\$14.17	\$16.96	\$20.33
15-1041	Computer Support Specialists	13	13	†	\$15.32	\$20.54	\$23.14	\$14.22	\$17.26	\$19.68	\$22.06	\$28.68

* OES wages reported for Colorado statewide

† insufficient wage data

‡ annual wage data

continued

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

SOC Code	SOC Occupational 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
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	13	13	†	\$17.67	\$31.77	\$38.83	\$16.03	\$20.52	\$29.43	\$40.86	\$52.75
13-1051	Cost Estimators	13	1	†	\$16.62	\$24.61	\$28.61	\$14.52	\$18.73	\$22.30	\$28.48	\$35.74
* 13-2071	Loan Counselors	13	1	\$20.70	\$12.18	\$16.40	\$18.52	\$11.61	\$12.70	\$14.43	\$19.00	\$22.90
41-2022	Parts Salespersons	13	2	\$7.30	\$8.26	\$14.26	\$17.26	\$7.69	\$8.85	\$11.64	\$17.25	\$25.88
47-2031	Carpenters	12	4	\$9.50	\$11.37	\$16.10	\$18.47	\$10.14	\$12.75	\$16.03	\$19.57	\$22.12
15-1099	Computer Specialists, All Other	12	1	†	\$20.37	\$31.58	\$37.19	\$18.78	\$22.94	\$29.83	\$38.48	\$49.49
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	12	6	\$9.00	\$8.44	\$14.28	\$17.20	\$6.66	\$10.30	\$13.14	\$18.15	\$21.12
35-9021	Dishwashers	12	4	\$7.00	\$6.67	\$7.54	\$7.97	\$6.22	\$7.00	\$7.61	\$8.24	\$8.76
29-2081	Opticians, Dispensing	11	2	\$8.50	\$10.02	\$14.47	\$16.70	\$9.34	\$10.95	\$13.08	\$16.85	\$22.47
49-9042	Maintenance and Repair Workers, General	10	3	\$12.00	\$9.80	\$14.12	\$16.28	\$9.30	\$10.96	\$13.61	\$16.76	\$20.65
51-2099	Assemblers and Fabricators, All Other	10	1	\$9.00	\$8.24	\$10.68	\$11.90	\$7.43	\$9.17	\$10.37	\$11.58	\$14.50
51-5023	Printing Machine Operators	10	1	†	\$10.60	\$14.77	\$16.85	\$9.76	\$11.56	\$13.90	\$18.01	\$21.42
51-9199	Production Workers, All Other	10	1	\$9.00	\$7.36	\$10.02	\$11.35	\$7.04	\$7.66	\$8.75	\$11.29	\$14.95
17-3012	Electrical and Electronics Drafters	10	4	†	\$12.55	\$19.46	\$22.91	\$11.93	\$13.45	\$16.88	\$24.08	\$31.33

* OES wages reported for Colorado statewide

† insufficient wage data

‡ annual wage data

continued

Table 2: Occupations with Fewer than 10 Estimated Vacancies

		Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
SOC Code	SOC Occupational Title	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
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
* 17-3021	Aerospace Engineering and Operations Technicians	\$19.95	\$26.45	\$29.71	\$18.27	\$22.40	\$26.27	\$30.95	\$35.84
17-2011	Aerospace Engineers	\$29.94	\$39.24	\$43.89	\$29.22	\$33.21	\$38.95	\$45.05	\$52.53
* 25-1051	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	†	†	†	†	†	†	†	†
* 49-3022	Automotive Glass Installers and Repairers	\$7.87	\$13.33	\$16.07	\$7.54	\$8.29	\$14.76	\$17.16	\$19.04
39-6011	Baggage Porters and Bellhops	\$6.04	\$8.30	\$9.43	\$5.64	\$6.03	\$6.68	\$8.40	\$18.36
51-3011	Bakers	\$7.37	\$11.38	\$13.38	\$6.70	\$8.35	\$11.11	\$14.22	\$16.83
13-2031	Budget Analysts	\$18.82	\$25.08	\$28.21	\$17.49	\$20.50	\$24.91	\$29.30	\$34.05
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
13-1199	Business Operations Specialists, All Other	\$14.91	\$26.90	\$32.90	\$12.98	\$17.40	\$25.87	\$35.03	\$43.23
* 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
*‡ 25-1052	Chemistry Teachers, Postsecondary	\$38,430	\$60,500	\$71,540	\$36,620	\$43,230	\$54,510	\$71,520	\$93,620
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
13-1031	Claims Adjusters, Examiners, and Investigators	\$16.49	\$23.85	\$27.54	\$14.56	\$18.77	\$23.49	\$28.74	\$34.50
19-3031	Clinical, Counseling, and School Psychologists	\$17.21	\$26.10	\$30.54	\$15.41	\$20.54	\$25.75	\$31.62	\$37.32
‡ 27-2022	Coaches and Scouts	\$18,890	\$38,087	\$47,686	\$18,193	\$21,766	\$32,273	\$53,907	\$68,303
13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	\$17.76	\$25.94	\$30.03	\$16.53	\$19.57	\$25.12	\$31.54	\$38.74
39-6012	Concierges	\$7.64	\$8.92	\$9.55	\$7.13	\$7.52	\$8.17	\$9.99	\$12.84

* OES wages reported for Colorado statewide

† insufficient wage data

‡ annual wage data

continued

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

		Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
SOC Code	SOC Occupational Title	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
35-2012	Cooks, Institution and Cafeteria	\$7.38	\$10.21	\$11.62	\$6.75	\$8.26	\$10.10	\$12.08	\$14.03
33-3012	Correctional Officers and Jailers	\$16.96	\$20.86	\$22.82	\$15.42	\$18.15	\$21.05	\$24.34	\$26.38
41-2021	Counter and Rental Clerks	\$6.95	\$10.33	\$12.02	\$6.39	\$7.46	\$8.78	\$12.27	\$16.33
43-4031	Court, Municipal, and License Clerks	\$13.12	\$15.90	\$17.30	\$12.12	\$13.80	\$15.67	\$17.89	\$20.54
13-2041	Credit Analysts	\$15.74	\$23.83	\$27.87	\$15.07	\$16.89	\$21.09	\$28.26	\$38.76
* 33-9091	Crossing Guards	\$8.85	\$13.10	\$15.22	\$8.04	\$9.64	\$13.77	\$16.12	\$17.93
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	\$10.63	\$14.97	\$17.13	\$9.84	\$11.32	\$15.14	\$18.03	\$20.77
41-9011	Demonstrators and Product Promoters	\$8.85	\$10.97	\$12.03	\$8.12	\$9.21	\$10.34	\$11.66	\$15.26
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
* 41-9091	Door-to-Door Sales Workers, News and Street Vendors	†	†	†	†	†	†	†	†
47-2081	Drywall and Ceiling Tile Installers	\$9.43	\$13.31	\$15.25	\$8.65	\$10.08	\$12.15	\$16.34	\$18.82
27-3041	Editors	\$13.56	\$23.90	\$29.06	\$11.30	\$16.00	\$21.33	\$30.97	\$39.41
11-9033	Education Administrators, Postsecondary	\$19.88	\$34.37	\$41.61	\$18.89	\$21.66	\$30.11	\$41.88	\$60.41
17-3023	Electrical and Electronic Engineering Technicians	\$14.46	\$20.98	\$24.24	\$12.64	\$16.78	\$21.34	\$25.43	\$28.57
* 51-2022	Electrical and Electronic Equipment Assemblers	\$8.78	\$11.64	\$13.07	\$8.09	\$9.41	\$11.05	\$13.46	\$16.42
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	\$17.93	\$20.89	\$22.37	\$17.13	\$18.52	\$20.57	\$23.43	\$26.33
17-3024	Electro-Mechanical Technicians	\$15.65	\$19.47	\$21.39	\$15.05	\$16.74	\$19.25	\$21.74	\$24.96
* 49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	\$11.34	\$13.22	\$14.15	\$10.77	\$11.87	\$12.98	\$14.38	\$16.95
* 49-2097	Electronic Home Entertainment Equipment Installers and Repairers	\$10.31	\$15.38	\$17.91	\$9.46	\$11.36	\$14.93	\$18.91	\$22.62
17-2072	Electronics Engineers, Except Computer	\$26.28	\$36.74	\$41.97	\$24.36	\$28.76	\$34.62	\$43.02	\$53.73
‡ 25-2021	Elementary School Teachers, Except Special Education	\$27,603	\$35,954	\$40,130	\$25,338	\$30,012	\$34,703	\$42,388	\$50,425

* OES wages reported for Colorado statewide

† insufficient wage data

‡ annual wage data

continued

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

SOC Code	SOC Occupational Title	Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
* 43-4061	Eligibility Interviewers, Government Programs	\$11.89	\$15.51	\$17.32	\$11.25	\$12.68	\$14.73	\$17.73	\$21.05
* 13-1061	Emergency Management Specialists	\$19.44	\$31.28	\$37.19	\$17.25	\$22.39	\$32.59	\$40.16	\$45.14
29-2041	Emergency Medical Technicians and Paramedics	\$9.97	\$14.46	\$16.71	\$9.54	\$10.50	\$14.42	\$17.28	\$21.42
13-1071	Employment, Recruitment, and Placement Specialists	\$13.83	\$22.70	\$27.14	\$12.18	\$15.57	\$19.43	\$28.51	\$35.83
‡ 25-1123	English Language and Literature Teachers, Postsecondary	\$31,940	\$54,060	\$65,119	\$29,096	\$37,350	\$50,294	\$70,791	\$89,557
17-2081	Environmental Engineers	\$20.81	\$28.61	\$32.51	\$19.28	\$23.11	\$29.37	\$34.17	\$38.89
19-4091	Environmental Science and Protection Technicians, Including Health	\$15.67	\$19.60	\$21.57	\$14.94	\$16.48	\$19.20	\$22.47	\$26.28
19-2041	Environmental Scientists and Specialists, Including Health	\$18.06	\$25.34	\$28.98	\$15.29	\$22.55	\$25.80	\$29.55	\$35.77
* 45-2093	Farmworkers, Farm and Ranch Animals	\$6.56	\$8.90	\$10.07	\$6.13	\$7.08	\$8.48	\$10.17	\$12.77
* 47-4031	Fence Erectors	\$9.26	\$12.84	\$14.62	\$8.85	\$10.13	\$12.27	\$15.29	\$17.56
13-2051	Financial Analysts	\$22.30	\$33.06	\$38.44	\$20.30	\$24.88	\$31.12	\$38.99	\$46.15
13-2061	Financial Examiners	\$24.44	\$28.21	\$30.09	\$24.23	\$25.85	\$28.48	\$32.00	\$35.72
11-3031	Financial Managers	\$26.11	\$45.30	\$54.89	\$22.85	\$30.60	\$38.93	\$54.22	†
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	\$17.29	\$24.22	\$27.68	\$15.99	\$19.50	\$23.37	\$28.21	\$35.07
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
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	\$16.03	\$33.84	\$42.75	\$14.30	\$18.66	\$28.02	\$45.68	\$63.16
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
* 51-2011	First-Line Supervisors/Managers of Production and Operating Workers	†	†	†	†	†	†	†	†

* OES wages reported for Colorado statewide

† insufficient wage data

‡ annual wage data

continued

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

SOC Code	SOC Occupational Title	Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
		Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle	\$15.76	\$22.37	\$25.67	\$14.15	\$17.78	\$21.35	\$26.06	\$32.29
11-9051	Food Service Managers	\$11.48	\$18.20	\$21.55	\$8.97	\$14.10	\$17.55	\$21.77	\$27.68
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, All Other	†	†	†	†	†	†	†	†
* 51-8092	Gas Plant Operators	\$18.94	\$22.94	\$24.94	\$17.91	\$19.67	\$22.36	\$26.50	\$29.44
*‡ 25-1064	Geography Teachers, Postsecondary	\$38,590	\$57,960	\$67,640	\$37,240	\$43,680	\$53,890	\$72,670	\$90,460
19-2042	Geoscientists, Except Hydrologists and Geographers	\$24.51	\$28.48	\$30.46	\$23.21	\$25.17	\$28.49	\$32.38	\$34.72
47-2121	Glaziers	\$15.25	\$19.02	\$20.91	\$14.85	\$16.82	\$18.86	\$21.96	\$25.13
39-5012	Hairdressers, Hairstylists, and Cosmetologists	\$8.37	\$11.54	\$13.13	\$7.45	\$9.26	\$10.63	\$12.82	\$16.53
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	\$22.88	\$30.22	\$33.89	\$21.60	\$24.54	\$28.03	\$38.32	\$42.78
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$11.45	\$15.07	\$16.88	\$10.55	\$12.28	\$14.91	\$17.10	\$20.17
47-4051	Highway Maintenance Workers	\$13.34	\$16.68	\$18.35	\$12.15	\$14.42	\$17.39	\$19.50	\$20.83
*‡ 25-1125	History Teachers, Postsecondary	\$36,300	\$54,760	\$64,000	\$33,600	\$40,520	\$50,880	\$65,490	\$84,880
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	\$6.19	\$7.84	\$8.67	\$5.89	\$6.63	\$7.73	\$9.01	\$10.34
43-4081	Hotel, Motel, and Resort Desk Clerks	\$7.80	\$8.85	\$9.38	\$7.44	\$7.93	\$8.73	\$9.67	\$10.77
* 11-3049	Human Resources Managers, All Other	†	†	†	†	†	†	†	†
17-2112	Industrial Engineers	\$25.96	\$35.75	\$40.65	\$23.88	\$29.30	\$35.46	\$42.70	\$50.28
11-3051	Industrial Production Managers	\$22.65	\$38.30	\$46.12	\$20.34	\$26.67	\$36.57	\$47.21	\$59.22
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$9.66	\$13.87	\$15.97	\$9.16	\$10.39	\$12.63	\$15.24	\$21.99
49-9099	Installation, Maintenance, and Repair Workers, All Other	\$10.16	\$16.35	\$19.44	\$9.42	\$11.05	\$16.11	\$20.66	\$24.95
* 47-2131	Insulation Workers, Floor, Ceiling, and Wall	†	†	†	†	†	†	†	†
41-3021	Insurance Sales Agents	\$11.74	\$21.61	\$26.55	\$11.23	\$12.65	\$17.82	\$27.53	\$34.34

* OES wages reported for Colorado statewide

† insufficient wage data

‡ annual wage data

continued

Table 2: Occupations with Fewer than 10 Estimated Vacancies
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		Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
SOC Code	SOC Occupational Title	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
27-3091	Interpreters and Translators	\$10.95	\$17.02	\$20.05	\$10.07	\$12.57	\$16.05	\$22.22	\$25.71
* 17-1012	Landscape Architects	\$15.07	\$23.94	\$28.38	\$13.77	\$17.54	\$22.86	\$29.57	\$37.30
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
* 13-1081	Logisticians	†	†	†	†	†	†	†	†
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	\$7.79	\$10.61	\$12.01	\$7.44	\$8.39	\$10.27	\$12.65	\$14.58
49-9043	Maintenance Workers, Machinery	\$10.36	\$13.83	\$15.56	\$9.94	\$11.03	\$12.82	\$14.93	\$20.40
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
19-3021	Market Research Analysts	\$18.30	\$33.81	\$41.57	\$16.76	\$20.81	\$30.60	\$40.90	\$53.13
31-9011	Massage Therapists	\$10.98	\$19.31	\$23.48	\$10.12	\$11.58	\$17.13	\$28.39	\$32.64
*‡ 25-1022	Mathematical Science Teachers, Postsecondary	\$33,030	\$52,410	\$62,100	\$30,340	\$37,090	\$45,830	\$63,190	\$84,760
* 49-9011	Mechanical Door Repairers	\$12.20	\$16.88	\$19.22	\$11.06	\$13.62	\$17.05	\$19.76	\$23.17
17-3013	Mechanical Drafters	\$13.94	\$19.53	\$22.33	\$12.69	\$16.11	\$19.53	\$22.59	\$26.72
17-2141	Mechanical Engineers	\$23.95	\$36.13	\$42.21	\$22.80	\$26.84	\$32.96	\$46.36	\$57.09
* 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
11-9111	Medical and Health Services Managers	\$21.80	\$31.79	\$36.78	\$20.43	\$23.49	\$30.98	\$37.82	\$46.17
* 51-9082	Medical Appliance Technicians	\$10.32	\$14.08	\$15.97	\$8.26	\$12.09	\$13.83	\$16.35	\$18.27
31-9092	Medical Assistants	\$9.76	\$12.08	\$13.24	\$9.30	\$10.07	\$11.37	\$13.86	\$16.34
* 31-9093	Medical Equipment Preparers	\$9.46	\$11.96	\$13.21	\$8.96	\$10.11	\$11.76	\$13.43	\$15.67
* 49-9062	Medical Equipment Repairers	\$18.95	\$24.71	\$27.59	\$16.35	\$22.58	\$25.77	\$28.45	\$32.26
43-6013	Medical Secretaries	\$10.61	\$16.09	\$18.83	\$9.72	\$11.50	\$15.39	\$20.13	\$24.87
31-9094	Medical Transcriptionists	\$11.38	\$15.19	\$17.10	\$10.58	\$12.53	\$14.28	\$16.91	\$22.84
13-1121	Meeting and Convention Planners	\$11.86	\$18.40	\$21.67	\$11.58	\$13.37	\$16.87	\$23.06	\$29.10

* OES wages reported for Colorado statewide

† insufficient wage data

‡ annual wage data

continued

Table 2: Occupations with Fewer than 10 Estimated Vacancies
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		Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
SOC Code	SOC Occupational Title	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
‡ 25-2022	Middle School Teachers, Except Special and Vocational Education	\$28,850	\$36,151	\$39,801	\$26,639	\$30,408	\$34,472	\$41,508	\$49,860
* 51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	\$10.28	\$14.51	\$16.63	\$9.65	\$10.89	\$14.04	\$16.98	\$21.20
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	\$14.95	\$17.89	\$19.36	\$14.46	\$16.05	\$18.29	\$20.31	\$21.52
* 49-3052	Motorcycle Mechanics	\$11.10	\$17.11	\$20.11	\$9.89	\$12.95	\$15.93	\$19.86	\$28.23
15-1071	Network and Computer Systems Administrators	\$22.21	\$32.65	\$37.87	\$20.45	\$24.38	\$30.47	\$39.63	\$49.13
39-2021	Nonfarm Animal Caretakers	\$6.01	\$8.23	\$9.34	\$5.78	\$6.46	\$7.52	\$8.84	\$11.15
*‡ 25-1072	Nursing Instructors and Teachers, Postsecondary	\$37,050	\$53,070	\$61,080	\$34,150	\$41,640	\$50,970	\$60,640	\$76,110
29-1122	Occupational Therapists	\$18.93	\$25.25	\$28.42	\$17.98	\$20.67	\$24.92	\$28.96	\$34.12
43-9061	Office Clerks, General	\$8.21	\$11.88	\$13.72	\$7.34	\$9.23	\$11.23	\$14.45	\$17.17
43-9071	Office Machine Operators, Except Computer	\$8.14	\$10.36	\$11.48	\$7.69	\$8.33	\$9.43	\$11.22	\$15.55
43-4151	Order Clerks	\$8.41	\$12.42	\$14.43	\$7.70	\$9.31	\$11.50	\$15.05	\$18.51
53-7064	Packers and Packagers, Hand	\$6.58	\$9.48	\$10.93	\$6.16	\$7.09	\$8.46	\$10.89	\$15.81
53-6021	Parking Lot Attendants	\$6.41	\$8.19	\$9.08	\$6.06	\$6.90	\$7.94	\$9.32	\$10.87
39-9021	Personal and Home Care Aides	\$7.83	\$8.96	\$9.53	\$7.41	\$7.98	\$8.95	\$10.07	\$10.77
39-9099	Personal Care and Service Workers, All Other	\$7.36	\$9.48	\$10.54	\$6.96	\$7.62	\$8.56	\$10.61	\$13.75
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	\$9.38	\$10.65	\$11.29	\$8.76	\$9.33	\$10.26	\$11.91	\$13.31
* 17-2171	Petroleum Engineers	\$26.22	\$42.48	\$50.60	\$24.38	\$29.20	\$43.40	\$54.67	\$64.39
29-1051	Pharmacists	\$32.65	\$37.51	\$39.94	\$31.32	\$34.83	\$38.28	\$42.09	\$44.53
*‡ 25-1126	Philosophy and Religion Teachers, Postsecondary	\$26,850	\$50,270	\$61,980	\$21,660	\$32,650	\$47,500	\$65,350	\$84,790
31-2021	Physical Therapist Assistants	\$13.88	\$15.83	\$16.81	\$12.62	\$14.64	\$15.88	\$17.13	\$18.15
29-1123	Physical Therapists	\$17.48	\$24.57	\$28.11	\$15.48	\$19.95	\$24.84	\$28.58	\$33.98
47-2151	Pipelayers	\$11.48	\$15.52	\$17.55	\$11.38	\$12.75	\$15.40	\$19.10	\$21.00
47-2152	Plumbers, Pipefitters, and Steamfitters	\$14.41	\$18.84	\$21.06	\$13.44	\$15.37	\$18.54	\$22.02	\$25.76

* OES wages reported for Colorado statewide

† insufficient wage data

‡ annual wage data

continued

Table 2: Occupations with Fewer than 10 Estimated Vacancies
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		Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
SOC Code	SOC Occupational Title	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
43-5031	Police, Fire, and Ambulance Dispatchers	\$14.37	\$17.43	\$18.97	\$13.12	\$15.73	\$18.05	\$19.85	\$21.01
* 51-8013	Power Plant Operators	\$19.61	\$24.20	\$26.50	\$17.95	\$21.82	\$24.80	\$27.25	\$29.33
51-5022	Prepress Technicians and Workers	\$10.41	\$15.24	\$17.65	\$8.99	\$11.80	\$14.42	\$19.51	\$22.02
33-9021	Private Detectives and Investigators	\$9.01	\$12.91	\$14.86	\$8.29	\$9.41	\$10.67	\$14.69	\$23.16
43-3061	Procurement Clerks	\$12.25	\$15.66	\$17.37	\$11.01	\$13.64	\$15.67	\$17.99	\$20.63
‡ 27-2012	Producers and Directors	\$29,898	\$47,738	\$56,658	\$26,739	\$32,911	\$39,963	\$45,098	\$87,284
43-5061	Production, Planning, and Expediting Clerks	\$11.66	\$16.54	\$18.98	\$10.95	\$12.85	\$15.88	\$19.71	\$22.84
43-9081	Proofreaders and Copy Markers	\$8.73	\$10.67	\$11.64	\$7.72	\$9.49	\$10.71	\$12.23	\$13.65
11-2031	Public Relations Managers	\$16.37	\$28.74	\$34.93	\$15.71	\$17.87	\$27.32	\$35.96	\$45.39
11-3061	Purchasing Managers	\$26.97	\$42.40	\$50.11	\$24.84	\$31.15	\$39.66	\$49.62	\$61.06
29-2034	Radiologic Technologists and Technicians	\$15.37	\$19.22	\$21.15	\$14.70	\$16.14	\$18.47	\$21.31	\$25.98
41-9022	Real Estate Sales Agents	\$5.84	\$12.01	\$15.09	\$5.53	\$6.04	\$8.07	\$10.83	\$21.74
* 49-3092	Recreational Vehicle Service Technicians	\$11.64	\$17.86	\$20.96	\$10.43	\$13.10	\$17.91	\$22.69	\$26.16
* 53-7081	Refuse and Recyclable Material Collectors	\$9.27	\$13.03	\$14.90	\$8.82	\$10.39	\$12.75	\$15.80	\$18.16
21-1015	Rehabilitation Counselors	\$14.55	\$20.82	\$23.95	\$13.78	\$15.60	\$19.16	\$25.91	\$32.26
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Product	\$12.40	\$23.86	\$29.59	\$11.32	\$14.34	\$20.12	\$27.88	\$40.66
‡ 25-2031	Secondary School Teachers, Except Special and Vocational Education	\$30,548	\$42,205	\$48,033	\$29,017	\$32,774	\$40,192	\$51,090	\$60,976
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$14.07	\$22.21	\$26.28	\$12.88	\$14.92	\$17.57	\$23.07	\$34.99
33-9032	Security Guards	\$7.47	\$10.00	\$11.27	\$7.09	\$8.12	\$9.59	\$11.07	\$13.54
47-2211	Sheet Metal Workers	\$11.18	\$17.00	\$19.91	\$10.21	\$12.32	\$16.93	\$21.56	\$24.85
11-9151	Social and Community Service Managers	\$14.94	\$22.01	\$25.55	\$14.03	\$16.82	\$20.60	\$25.98	\$32.43

* OES wages reported for Colorado statewide

† insufficient wage data

‡ annual wage data

continued

Table 2: Occupations with Fewer than 10 Estimated Vacancies
Page 8

		Occupational Employment Statistics Wage Data (2003)							
		Average Wages			Percentile Distribution				
SOC Code	SOC Occupational Title	Entry-Level	Overall	Experienced	10th	25th	50th	75th	90th
‡ 25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	\$30,733	\$41,893	\$47,474	\$29,179	\$33,030	\$40,430	\$50,490	\$57,790
25-2043	Special Education Teachers, Secondary School	\$30,787	\$41,995	\$47,599	\$29,108	\$33,980	\$41,419	\$50,140	\$57,336
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
17-3031	Surveying and Mapping Technicians	\$14.44	\$18.74	\$20.89	\$12.58	\$16.47	\$19.20	\$21.26	\$24.56
* 25-3099	Teachers and Instructors, All Other	†	†	†	†	†	†	†	†
27-3042	Technical Writers	\$17.50	\$24.15	\$27.48	\$16.19	\$19.24	\$23.59	\$28.05	\$33.58
49-3093	Tire Repairers and Changers	\$9.70	\$10.70	\$11.20	\$9.03	\$9.54	\$10.32	\$11.18	\$13.70
* 11-3042	Training and Development Managers	†	†	†	†	†	†	†	†
41-3041	Travel Agents	\$7.43	\$10.53	\$12.09	\$7.10	\$8.05	\$10.01	\$12.64	\$15.07
53-3033	Truck Drivers, Light or Delivery Services	\$9.10	\$14.51	\$17.22	\$8.47	\$10.15	\$12.90	\$18.06	\$24.60
‡ 25-2032	Vocational Education Teachers, Secondary School	\$32,763	\$42,738	\$47,726	\$30,756	\$36,036	\$42,104	\$50,374	\$57,066
27-3043	Writers and Authors	\$9.79	\$20.20	\$25.40	\$7.88	\$11.75	\$14.95	\$24.12	\$37.15
* 11-3041	Compensation and Benefits Managers	†	†	†	†	†	†	†	†

* OES wages reported for Colorado statewide

† insufficient wage data

‡ annual wage data

While the Health Care & Social Assistance sector ranks fourth in the Pikes Peak Region in terms of employment representation, it accounts for some of the highest demanded occupations by local employers. Some individuals have already chosen this career path and are on their way with the education and experience to fulfill the requirements, though many more are needed as it appears there is a strong demand for health care workers regardless of the state of the economy.

In the first quarter of 2004, about 19,940 workers were employed in nearly 1,450 Health Care & Social Assistance firms. The NAICS Health Care & Social Assistance sector consists of many Social Assistance subsectors including services for the elderly and persons with disabilities, family services, community food and housing services, and vocational rehabilitation. Subsectors in health care include offices of physicians, dentists, and other health care practitioners, ambulatory services, inpatient and outpatient care centers, and hospitals.

Seventy-four percent of the Health Care & Social Assistance vacancies are in large firms and the remaining 26% are in small to mid-size organizations.

Sixty-seven percent of all vacancies in the small to mid-size firms are full-time positions and the employers offer a medical insurance plan with most paying the premium in part. Also in small to mid-size firms in this sector, 44% of the vacancies require vocational training/certification or a similar two year degree and 31% require only high school completion. These vacancies include registered nurses, licensed practical nurses, and certified nursing assistants from the health care arena and preschool teachers, child care workers, accountants, and personal care and service workers from the social assistance portion of this sector.

In large companies within the Health Care & Social assistant sector, most vacancies are related to health care and require a minimum of vocational training/certification or a bachelor's degree. The majority of all these vacancies require experience in the occupation. These positions include medical and health services managers, pharmacists, registered nurses, occupational, physical, and respiratory therapists, surgical technologists, and medical technicians. Other positions in large companies are preschool teachers, substance abuse counselors, and computer support specialists.

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.

Caveats

The Job Vacancy Survey uses sampling methods to estimate overall 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.

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 29% of the employment in the region is found in large and government employers that make up only 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.

Survey Sample

The Pikes Peak Region survey was conducted from February 15th through March 1st, 2005. 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 44% 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 fewer 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 32% of the employment in the sample frame, while private industry employers make up the remaining 68%. Large firms account for 55% 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 45% of private industry employment.

The margin of error for the overall vacancy estimate is plus or minus 3.0% or about 87 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 2,828 and 3,002 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 86%. This measures the quality of the survey database, or the success experienced in contacting eligible employers. The cooperation rate is 91% and measures the success in obtaining data once an employer is contacted.

JVS Sectors

The new North American Industry Classification System increases the number of major groups to 20 from the Standard Industrial Classification System. The new coding system better reflects today's service based economy and allows comparison of industries in the United States, Mexico and Canada. Stratification of employers in the Pikes Peak Region survey is based on these 20 NAICS sectors.

For more information on the North American Industry Classification System see Page 37.

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

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.

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

Relevant— NAICS recognizes hundreds of new businesses in the economy with 20 broad industry sectors, up from SIC’s 10. Some new industry categories include an Information sector and a Health Care & 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.

◆ 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.

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

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*.

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

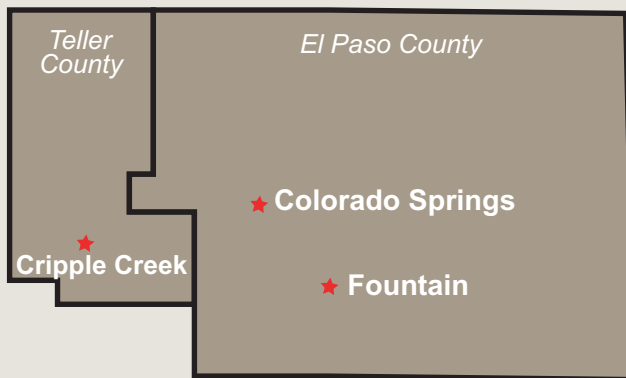
Persons 16 years of age and over who had no employment during the reference week, were available for work, except for temporary illness, and had made specific efforts to find employment sometime during the four-week period ending with the reference week. Persons who were waiting to be recalled to a job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



Colorado Springs–El Paso County

Pikes Peak Workforce Center Main Office

2306 East Pikes Peak Ave.
Colorado Springs, CO 80909

Job Seekers:

Phone: 719-667-3700
TDD: 719-667-3798

Businesses:

Phone: 719-667-3700
Fax: 719-667-3753

Pikes Peak Workforce Center Pikes Peak Community College

Scholarship Screening
5675 South Academy Blvd., Ste. A107b
Colorado Springs, CO 80906
Phone: 719-579-3080

Pikes Peak Workforce Center Youth Work Zone

8 South Nevada Ave.
Colorado Springs, CO 80903
Phone: 719-667-3860
Phone: 719-667-3862

Cripple Creek–Teller County

Pikes Peak Workforce Center Aspen Mine Community Center

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

Fountain–El Paso County

Pikes Peak Workforce Center Military Spouses Program Lorraine Community Center

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

