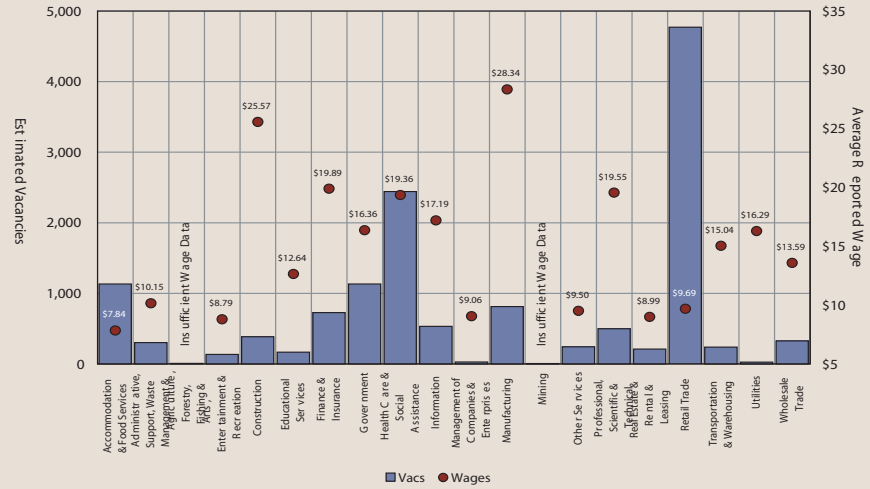
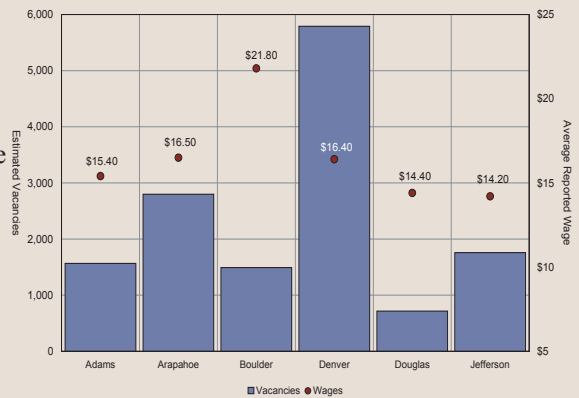


Vacancies by Sectors, Status and Size Class

Industry Group: Hiring activity in this survey is highest in Retail Trade followed by the Health Care & Social Assistance sector. Together, they account for 14% of the regional employment and 36% of the estimated vacancies. Forty-seven percent of vacancies reported in the Retail Trade sector are Sales & Related occupations and 13% are Transportation & Material Moving Occupations.



County: Denver County has the highest vacancy rate at 1.9%. Its share of the regions estimated vacancies is almost double that of the regions total employment. Arapahoe County, with a 1.0% vacancy rate, has the second largest share of vacancies in the region.



Size Class: Small to mid-size employers account for 57% of the estimated vacancies. Large employers account for another 23% of the estimated vacancies and offer the highest average wage. Only 7% of the vacancies are estimated to be with government employers.



"With one of the best educated workforces in America it is critical we have Labor Market Information that helps job seekers carve out viable career paths and apply their talents in marketable fields."



Used wisely, such information can guide decisions that nurture our growing economy, and benefit the hard working people of Colorado."

—Bill Owens, Governor
State of Colorado



"Each Job Vacancy Survey brings together comprehensive information on the job openings in a particular part of the state as well as the average salaries and incentive packages that are being offered. Survey results are presented in a user-friendly, customized report, providing the information you need in an easy to understand format."

—Jeffrey M. Wells, Executive Director
Colorado Department of Labor and Employment



"The Workforce Centers have a new tool to work with as they help employers find the best employees and help employees make informed decisions about their future. The JVS provides more detailed and timely information than has ever been available before."

—Booker Graves, Executive Director
Colorado Workforce Council



Look for a full Denver Metro Region Job Vacancy Survey at:
www.coworkforce.com/LMI/WRA/DenMet.htm
For a copy of this brochure visit: www.coworkforce.com/LMI/WRA/HotGrowth.asp

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

Official Business
M303101000

See Colorado First

Eldorado Canyon State Park
Boulder County
Photo courtesy:
Colorado State Parks

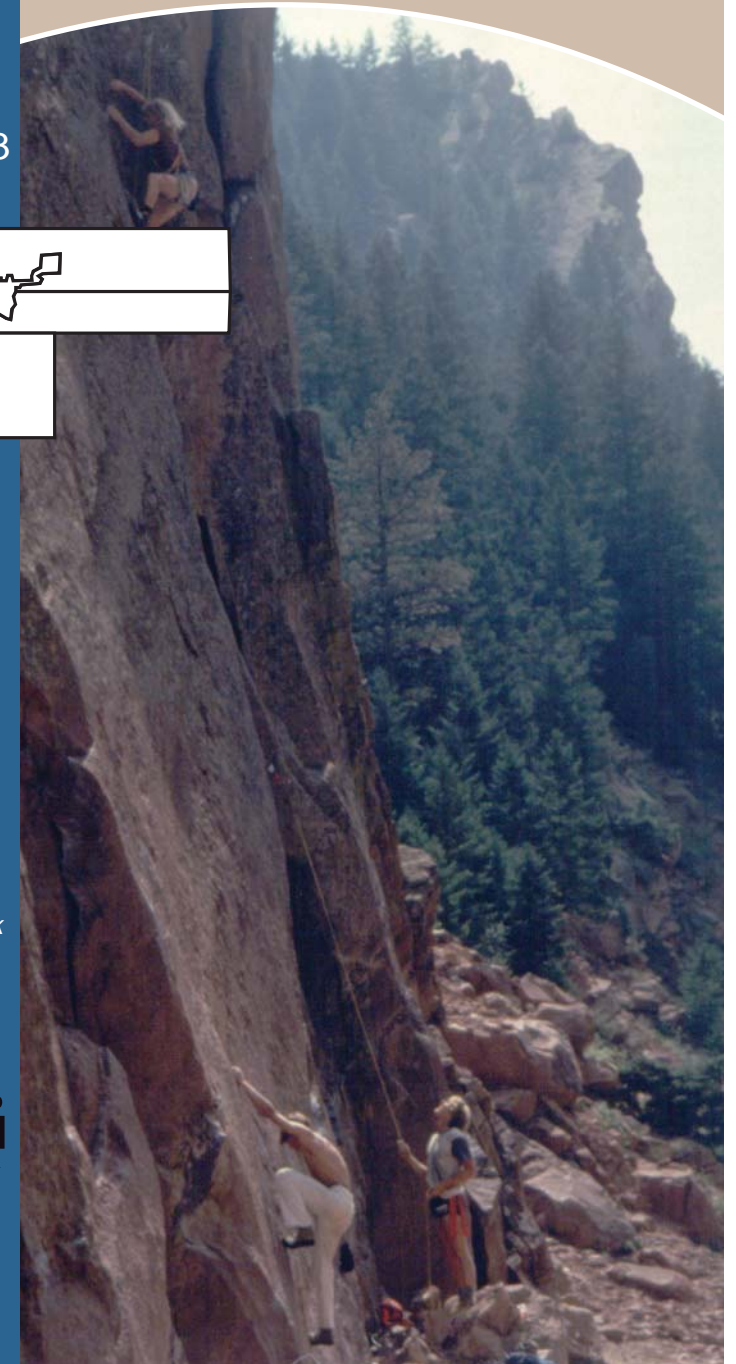
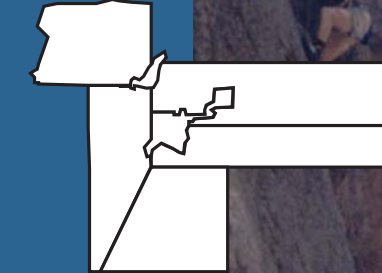


Denver Metro

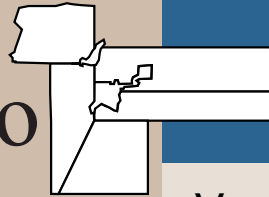
Job Vacancy Survey Highlights



Fall 2003



Fall 2003 Job Vacancy Survey Denver Metro



Unemployment Rates—May 2003:
(Not Seasonally Adjusted)

Colorado Statewide 5.6 %
Denver Metro Region 5.7 %
Adams 6.9 %

Arapahoe 5.7 %
Boulder 4.9 %
Broomfield 5.4 %

Denver 6.7 %
Douglas 4.1 %
Jefferson 5.1 %

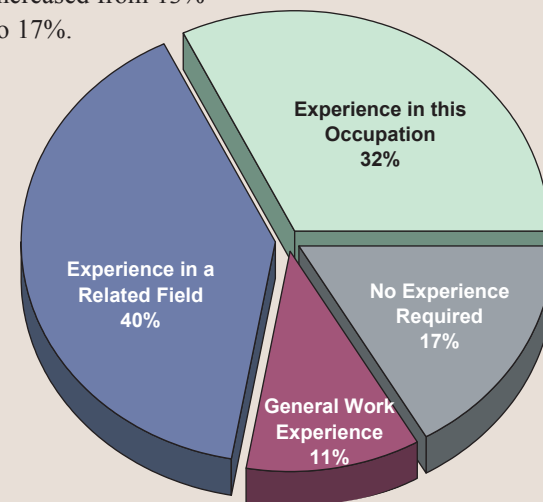
What it tells us: The Fall 2003 Denver Metro Job Vacancy Survey (JVS) was conducted from October 7th through December 9th, 2003. The goal of the survey is to provide current information on the demand for workers so that employers, job seekers, economic developers, educators and workforce centers can make more informed decisions in the Denver Metro Region.

A total of 5,841 employers, representing 39% of the region's employment responded to the survey. Of these, 315 are large employers, 224 are Government employers and 5,302 are small to mid-size employers. The survey has an effective response rate of 81.7% and a cooperation rate of 99.0%. The margin of sampling error for the overall vacancy estimate is plus or minus 2.6% or about 424 vacancies. The major findings of the survey follow:

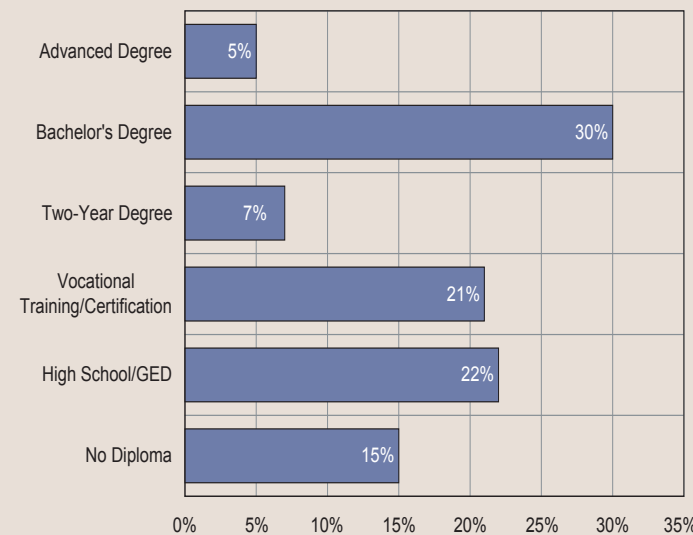
- ◆ An estimated 16,300 vacancies were open for immediate hire in the Denver Metro Region during the survey period compared to 11,200 a year ago.
- ◆ The overall average wage is \$16.50 per hour.
- ◆ Twelve percent of the employers responding to the survey reported having at least one vacancy.
- ◆ The Retail Trade sector accounts for the highest number of estimated vacancies while the Manufacturing sector offer the highest average wages.
- ◆ Denver County accounts for the highest number of estimated vacancies while Douglas County has the lowest.
- ◆ Small to mid-size employers account for 57% of the total estimated vacancies.
- ◆ Eighty-one percent of the openings are full-time positions and 90% are for permanent employment.
- ◆ Sixty-three percent of the openings require education beyond high-school.
- ◆ Vacancies requiring related or specific experience to the vacant occupation account for 72% of all reported openings.
- ◆ The percentage of vacancies reported as not difficult to fill slightly decreased while that for vacancies reported as very difficult to fill increased compared to the Fall 2002 survey.
- ◆ Medical benefits are offered for 79% of the vacancies reported in this survey.

Vacancies by Experience, Education and Difficulty to Fill

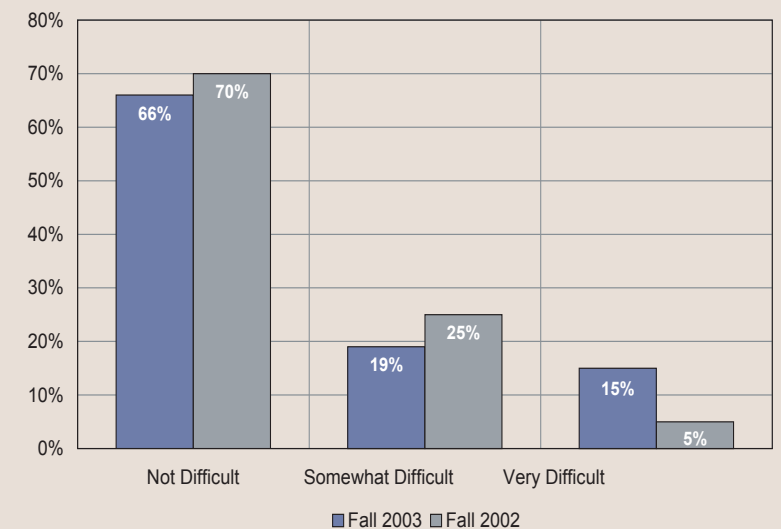
Experience: The percentage of positions requiring specific experience in the occupation decreased from 40% in the Fall 2002 to 32% in this report. Between the two surveys, positions requiring general work experience increased from 8% to 11% and positions with no experience requirements increased from 13% to 17%.



Education: Thirty-seven percent of the reported vacancies require a high school education or less. Vacancies with these minimal educational requirements are for occupations such as Sales and Related, Office & Administrative Support, and Food Preparation and Serving Related. Positions requiring a bachelor's degree are most in demand in this survey.



Difficulty to Fill: More employers claim slightly higher levels of difficulty in filling their vacant positions in this survey compared to the fall survey of 2002. The percentage of vacancies reported as not difficult to fill declined from 70% to 66% in this survey. The proportion of positions reported as somewhat difficult to fill also decreased to 19% of the reported vacancies compared to 25% in the Fall 2002 survey. The percentage of positions perceived by employers as very difficult to fill increased from 5% to 15%.



Occupations

Hot Jobs: The top 20 occupations found in this survey account for half of all the estimated vacancies. Retail Salespersons and Cashiers account for 25% of the 16,300 vacancies estimated in the survey.

Wages offered for these occupations are among the lowest in the region and are in line with the going rate for people currently holding those jobs.

Average wages offered for Registered Nurses are among the top 25% wages offered for all occupations.

SOC Code	SOC Occupational Title	Average JVS Wage	**Average Wage Paid
41-2031	Retail Salespersons	\$7.80	\$11.93
41-2011	Cashiers	\$7.69	\$9.39
29-1111	Registered Nurses	\$22.75	\$24.46
53-3033	Truck Drivers, Light or Delivery Services	\$7.75	\$13.47
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	\$6.81	\$7.85
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$10.67	\$9.74
31-1012	Nursing Aides, Orderlies, and Attendants	\$11.91	\$11.10
35-3031	Waiters and Waitresses	\$5.54	\$8.66
41-2021	Counter and Rental Clerks	\$7.73	\$9.94
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	\$12.36	\$19.51
43-6014	Secretaries, Except Legal, Medical, and Executive	\$13.48	\$14.47
43-4171	Receptionists and Information Clerks	\$11.91	\$11.82
43-3071	Tellers	\$10.14	\$11
25-2011	Preschool Teachers, Except Special Education	\$9.35	\$10.15
15-1032	Computer Software Engineers, Systems Software	\$60.88	\$35.82
43-6013	Medical Secretaries	\$11.18	\$16.70
49-3023	Automotive Service Technicians and Mechanics	\$11.58	\$19.29
53-3032	Truck Drivers, Heavy and Tractor-Trailer	\$14.05	\$16.89
11-9111	Medical and Health Services Managers	\$27.62	\$34.13
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	\$6.41	\$8.34

** Average Wage Paid refers to the Occupational Employment Statistics (OES) wage data.

Major Occupational Groups

Wages and Vacancies: Eight out of the 22 major occupational groups offer an average wage above the overall average reported for all vacancies in this report (\$16.50). These eight major occupational groups account for 51% of the reported vacancies. Survey results show major occupational groups with the most vacancies are not necessarily the groups offering the highest wages.

