

Office of Workforce Research & Analysis

JOB VACANCY SURVEY

Colorado Department of Labor & Employment

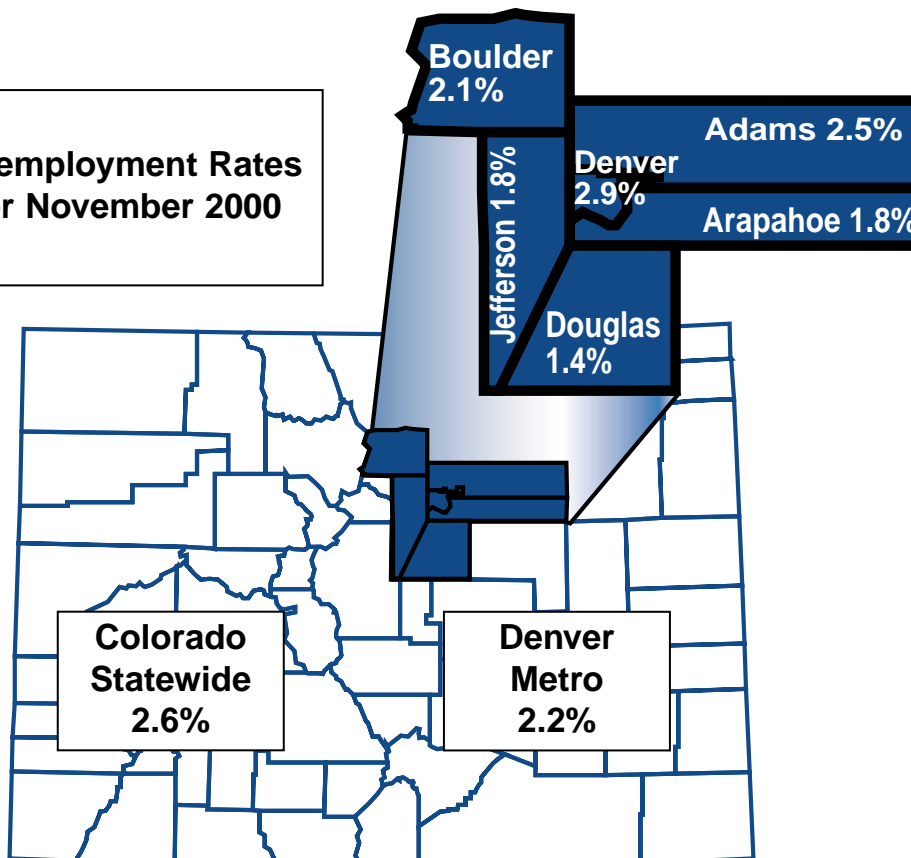
Labor Market Information

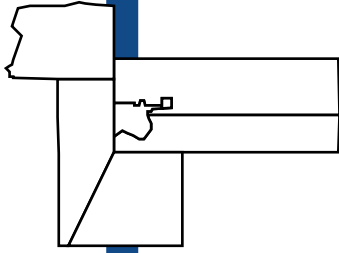
Denver Metro *Job Vacancy Survey*

November 2000

Summary Report

**Unemployment Rates
for November 2000**





Denver Metro *Job Vacancy Survey*

November 2000

State of Colorado

Bill Owens, Governor

Colorado Department of Labor & Employment

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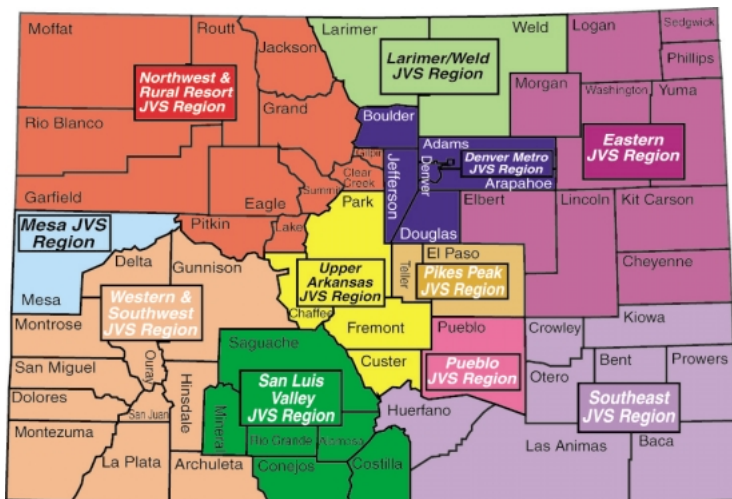
<http://Imi.cdle.state.co.us/wra/home.htm>

Introduction

The unemployment rate, along with the level and growth rate of employment, has been used as an indicator of labor market conditions for decades. While this indicator provides information about changes in the demand for labor, it reveals nothing about the skills most sought after by employers. As such, individuals preparing themselves for the job market have done so with limited knowledge of what proficiencies are necessary to successfully compete in the contemporary labor market. The Denver Metro Job Vacancy Survey was initiated not only to measure the demand for employees at a specific point in time, but also to provide detailed information on the quality of employees demanded.

The Job Vacancy Survey (JVS) was adopted by Colorado's Department of Labor and Employment (CDLE) through the Denver Metro pilot studies of September 1999 and April 2000, which were initiated by Arapahoe/Douglas Works! The popularity of the reports based on the survey data led the CDLE to expand its coverage to include the entire state of Colorado. Since the last Denver Metro JVS, the survey instrument was revised to eliminate ambiguity and enhanced to gather more specifics on job vacancies within the survey constraints.

Colorado Job Vacancy Survey Regions



This report summarizes the findings of the Denver Metro Job Vacancy Survey. For a copy of the full report, which provides further explanation and analysis and information on methodology, please visit the Denver region home page at: <http://lmi.cdle.state.co.us/wra/denmet.htm> or contact us directly.

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Executive Summary

The third Denver Metro Region Job Vacancy Survey was conducted between November 15th, 2000 and January 31st, 2001. Over the survey period randomly selected employers with at least five employees were contacted in Adams, Arapahoe, Boulder, Denver, Douglas, and Jefferson Counties. Employers were asked if they were actively hiring at the time of the survey and a variety of questions about positions that they were seeking to fill.

A total of 3,423 employers (9% of DMR employers), representing approximately 16% of the region's total employment, responded to the survey. Out of these, 194 are large employers (250 or more employees) and 3,229 are from the small to mid-sized category (5-249 employees). Also, an index was created to estimate the number of vacancies for micro employers with fewer than five employees. The major findings of the survey follow:

- ◆ It is estimated that a total of 35,000 jobs were open for hire in the Denver Metro region (DMR) during the survey period.
- ◆ 29,600 jobs are estimated to be full-time openings while 5,400 are part-time openings.
- ◆ Micro employers account for 15% of the total estimated vacancies, small to mid-size employers 69%, while large employers account for the remaining 16%.
- ◆ Nearly 73% of the estimated job openings are concentrated in Services and Retail Trade.
- ◆ The overall average hourly wage for all vacancies is \$12.70. Average wages for permanent vacancies exceed those of temporary vacancies at both the full-time and part-time levels.
- ◆ Both education and experience required have a significant positive influence on wages offered.
- ◆ Thirty-seven percent of openings require at least some post-secondary education.
- ◆ Fifty-three percent of total openings require experience either within or related to the occupation.
- ◆ Seventy-one percent of job openings, according to employers' responses, are either very difficult or somewhat difficult to fill.
- ◆ Employers offered a sign-on bonus for 5% of the vacancies.

Denver Metro Region

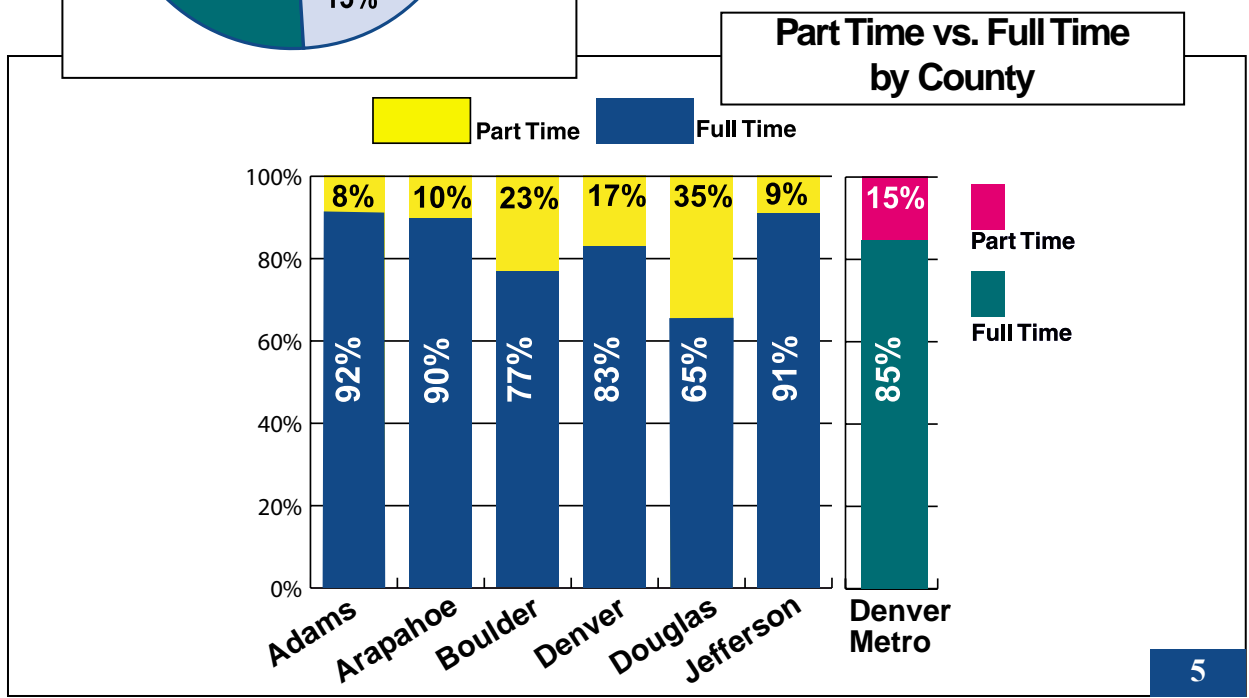
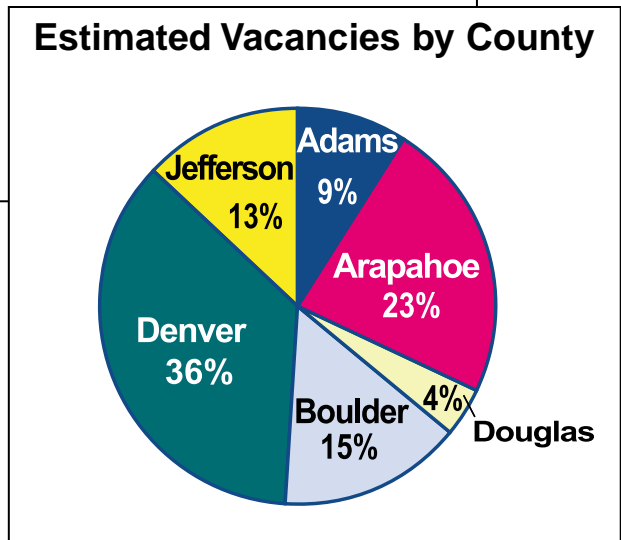
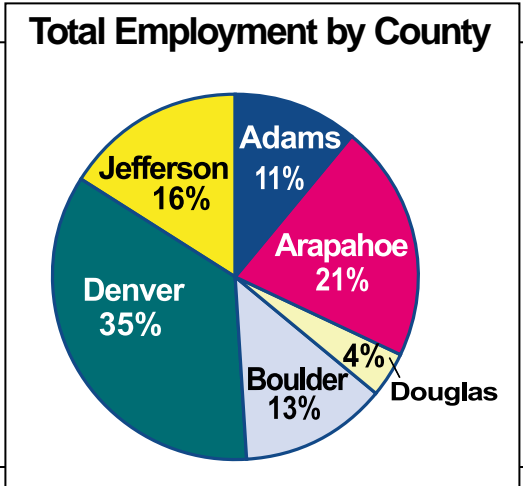
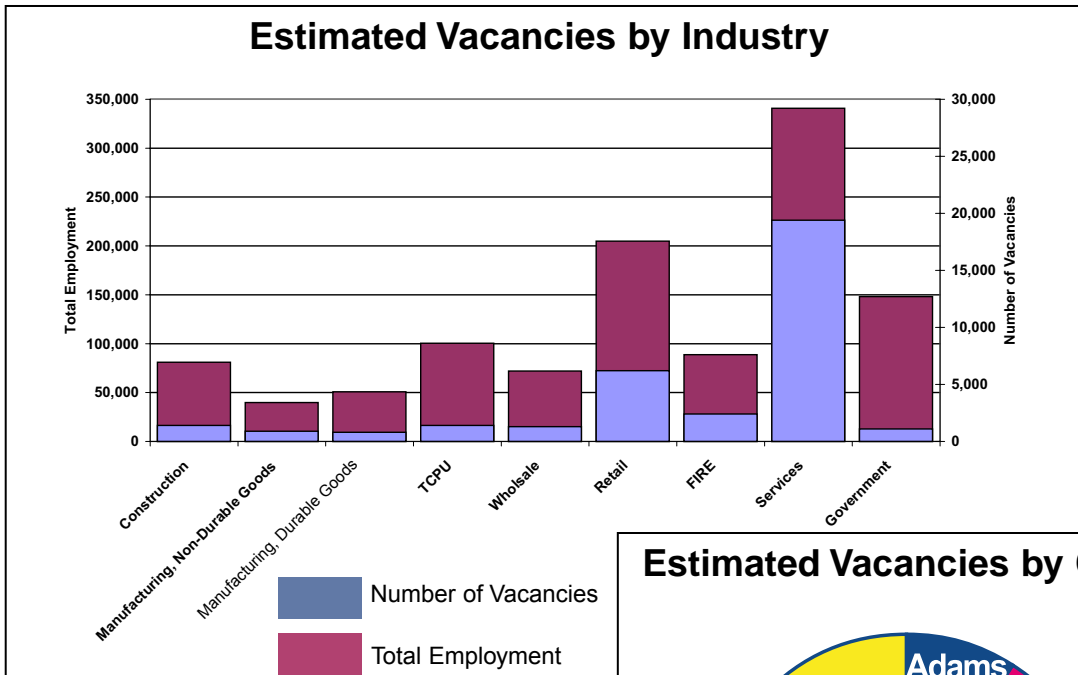
As of November 2000, the Denver Metro region, which for the purpose of this study includes Adams, Arapahoe, Denver, Douglas, Jefferson, and Boulder Counties, was home to over 2.3 million people, according to the state demographer's office at the Colorado Department of Local Affairs. The area employed over 1.34 million individuals from a labor force pool of 1.37 million. Two-thirds of the area employment was concentrated in Jefferson, Arapahoe and Denver Counties at shares of 23%, 22% and 21%, respectively. Both Adams and Boulder Counties accounted for 14% each of the area employment while Douglas County ranked last with a 7% share. While overall the unemployment rate for the area was 2.2%, unemployment rates varied from a low of 1.4% in Douglas County to a high of 2.9% in Denver County.

Although the level of employment varies greatly from one county to another, the industry mix among the six counties is relatively similar. The Services division has the highest concentration of firms, followed by Retail Trade, in all counties except Douglas. While all counties have the fewest number of firms in the Agriculture, Mining and Government divisions, firm concentration within the remaining industries varies by county.

The Denver Metro area is dominated by a large number of small to mid-size (5-249 employees) Services employers making up 39.8% of the region's firms and employing about 30.3% of the region's employees. Retail Trade follows with 16.5% of the region's employers and 18% of the employees. Not surprisingly, the Government sector, which contains the biggest concentration of large-size employers, ranks last on its proportion of firm concentration (0.7%). However, Government ranks third in proportion of area employees with 13% of the total.

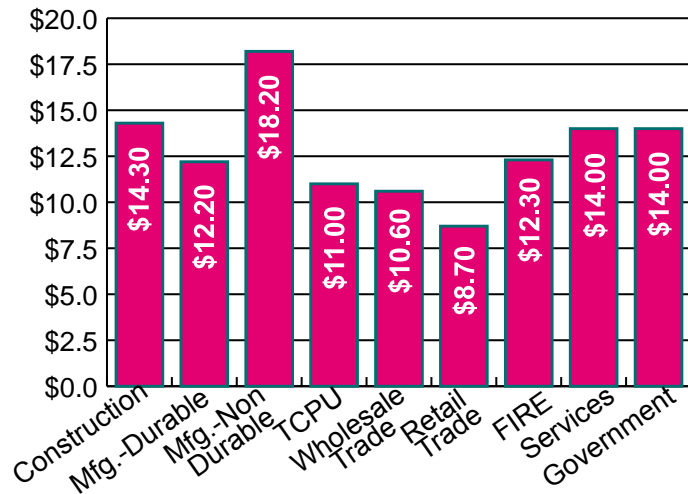
The following presentation is a summary of the main findings of the November 2000 JVS.

Total Estimated Vacancies



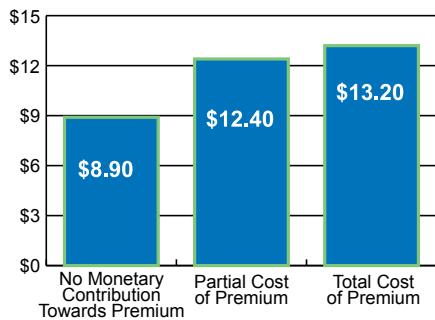
Wages by...

Industry

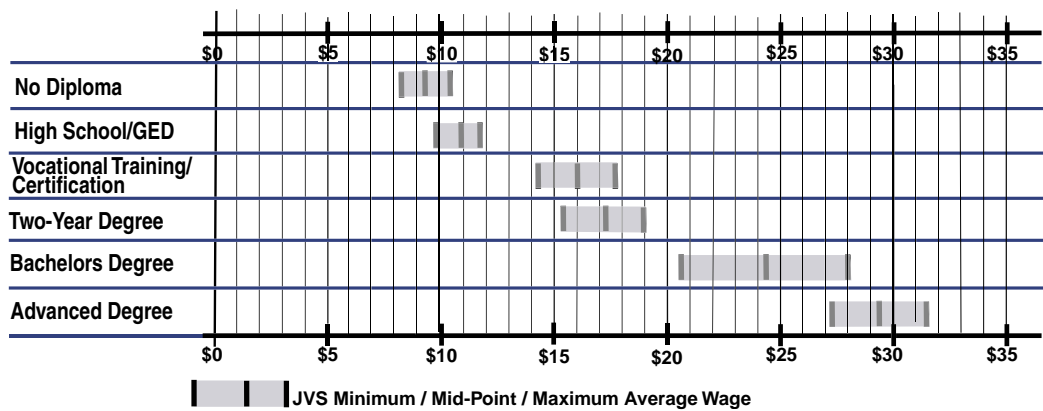


TCPU-Transportation, Communications, & Public Utilities
FIRE - Finance, Insurance, & Real Estate

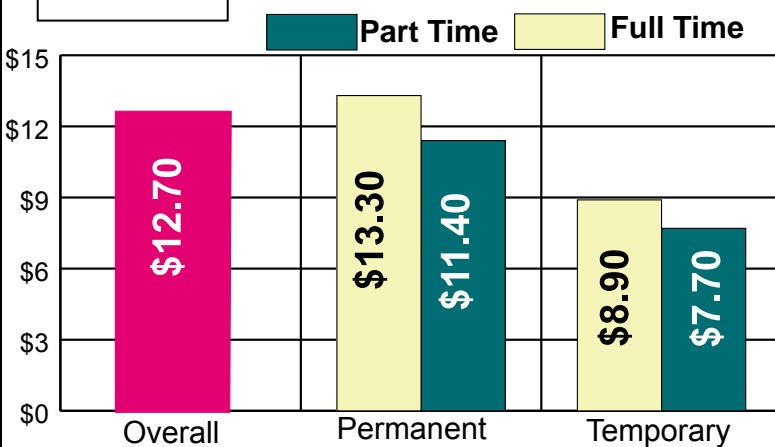
Medical Benefits



Education



Status



Experience

