

**ARAPAHOE/DOUGLAS WORKS!**

Workforce Center

[www.adworks.org](http://www.adworks.org)

303.636.1160

# LABOR SUPPLY/DEMAND REPORT

4<sup>th</sup> Quarter 2024

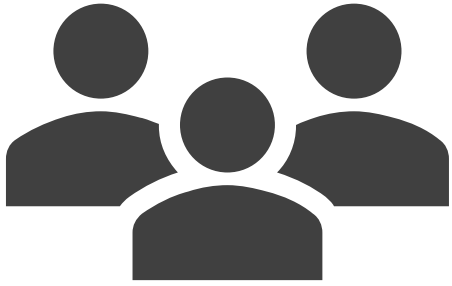
Arapahoe/Douglas Works! is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Arapahoe/Douglas Works! programs are federally funded with \$18,730,452.65 (~78 percent) through the U.S. Department of Labor. Additionally, ~22 percent (5,326,786.07) is financed by non-federal sources.



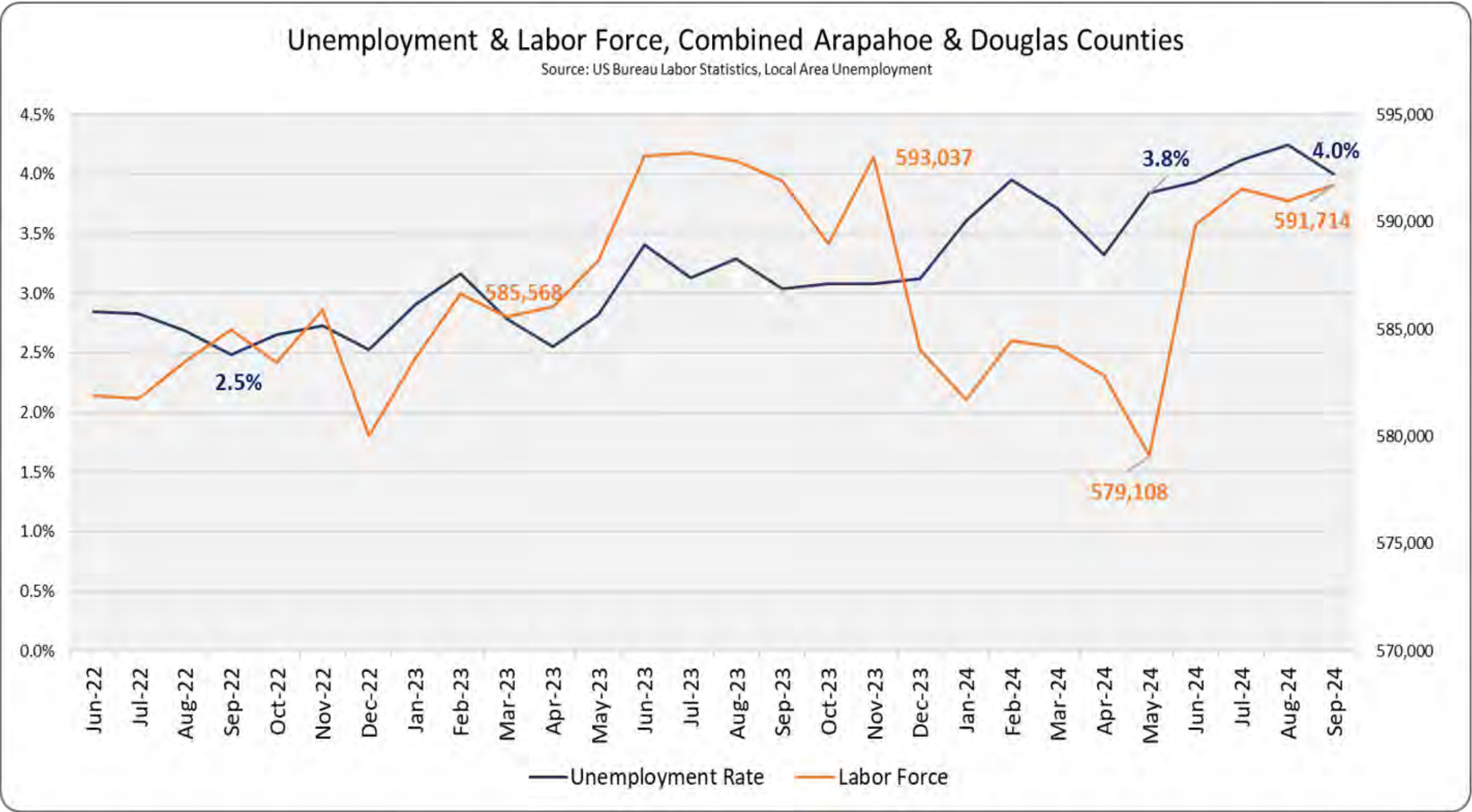
# LABOR MARKET UPDATE



# LOCAL UNEMPLOYMENT TRENDS



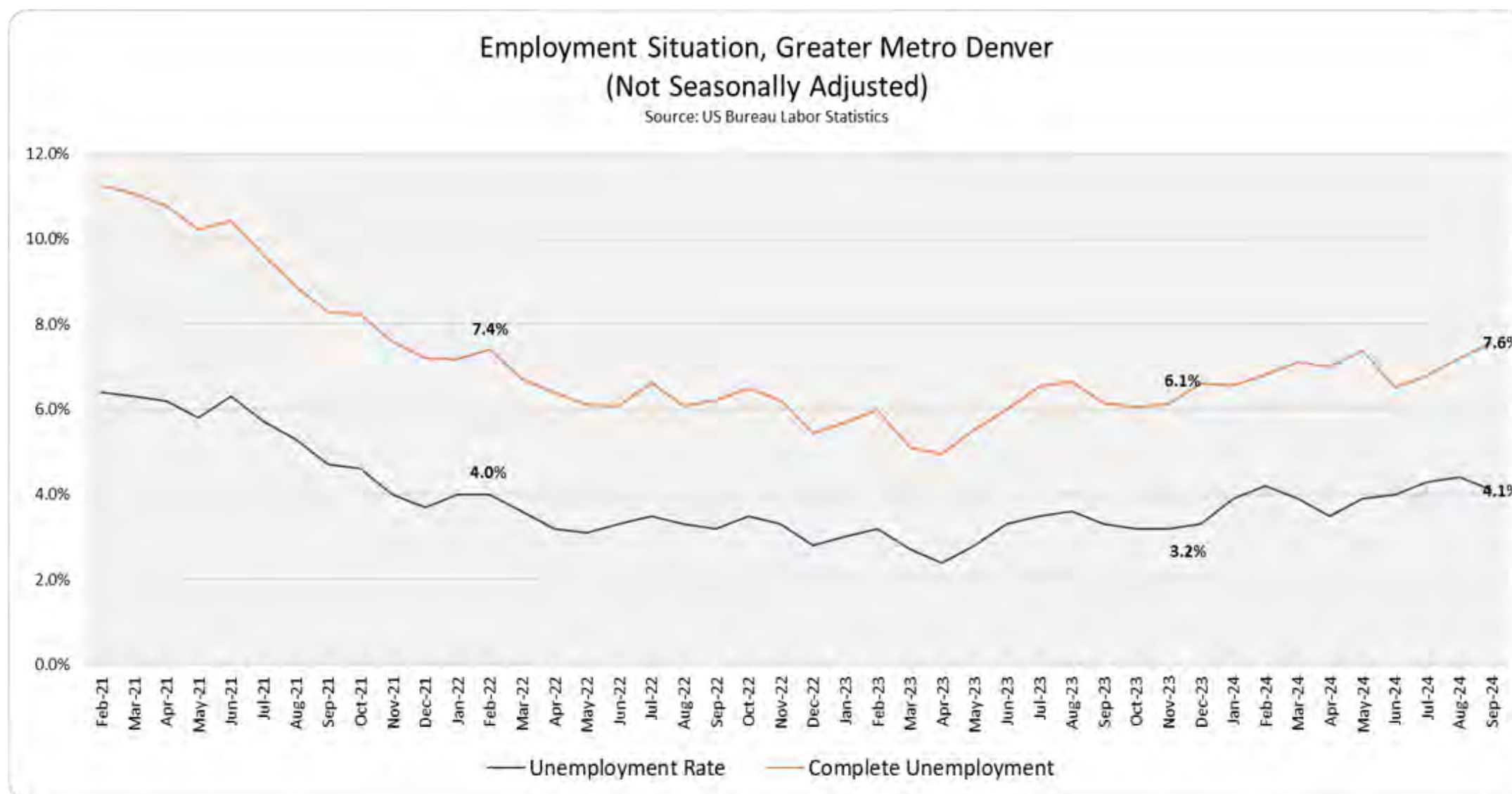
The unemployment rate in Arapahoe and Douglas counties has trended down slightly while the labor force has trended slightly up.





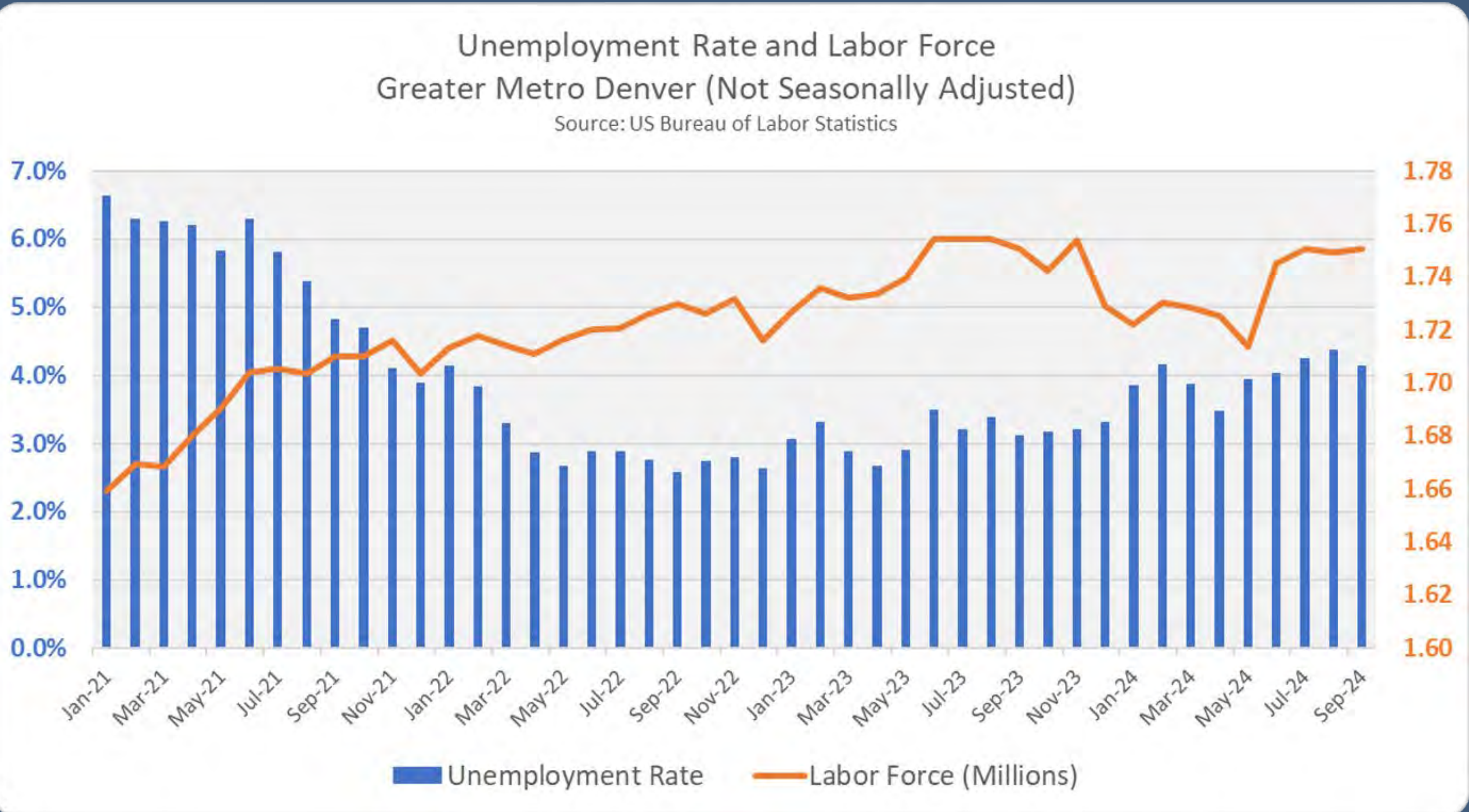
# EMPLOYMENT SITUATION, METRO DENVER

The orange 'complete unemployment' line in this graph shows unemployed, discouraged, marginally attached, and persons working part-time for economic reasons. It is based on national Alternate Measures of Labor Underutilization published monthly by the bureau of labor statistics.



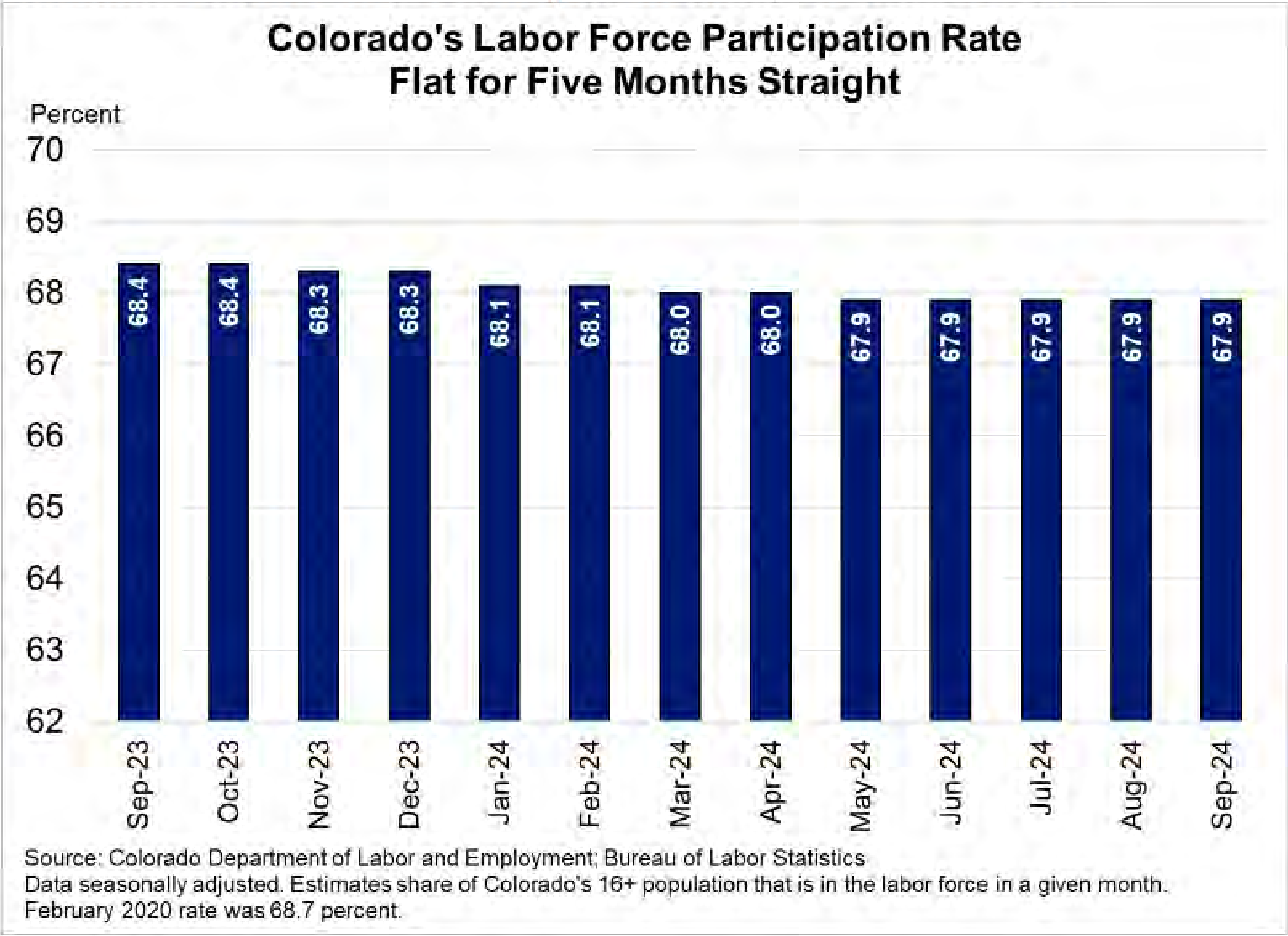
**7.8%**  
complete unemployment  
*September 2024*

# UNEMPLOYMENT AND LABOR FORCE TRENDS



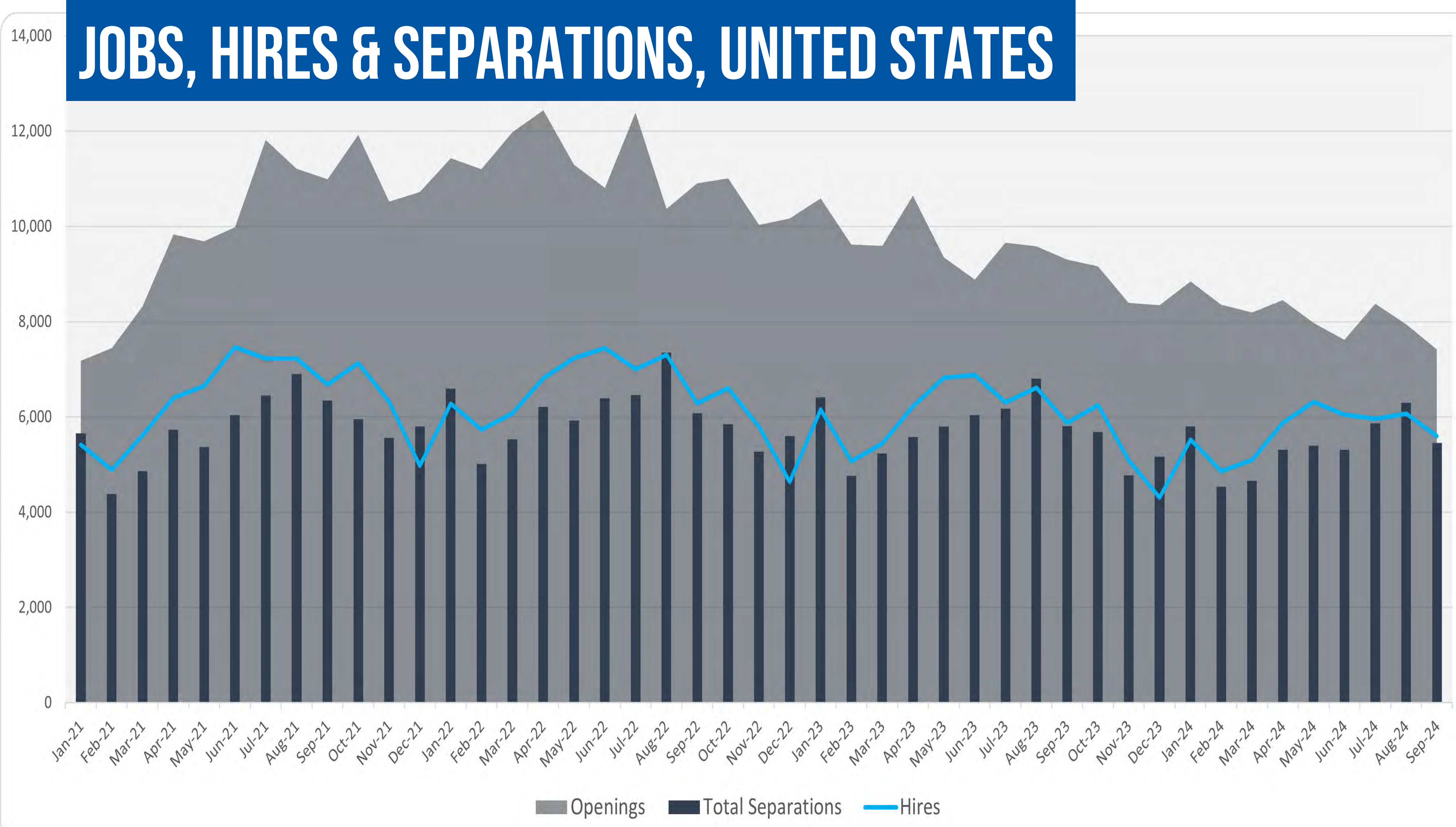
# HIGH LABOR FORCE PARTICIPATION STATEWIDE

Colorado Labor Force Participation Rate, Over Past Year



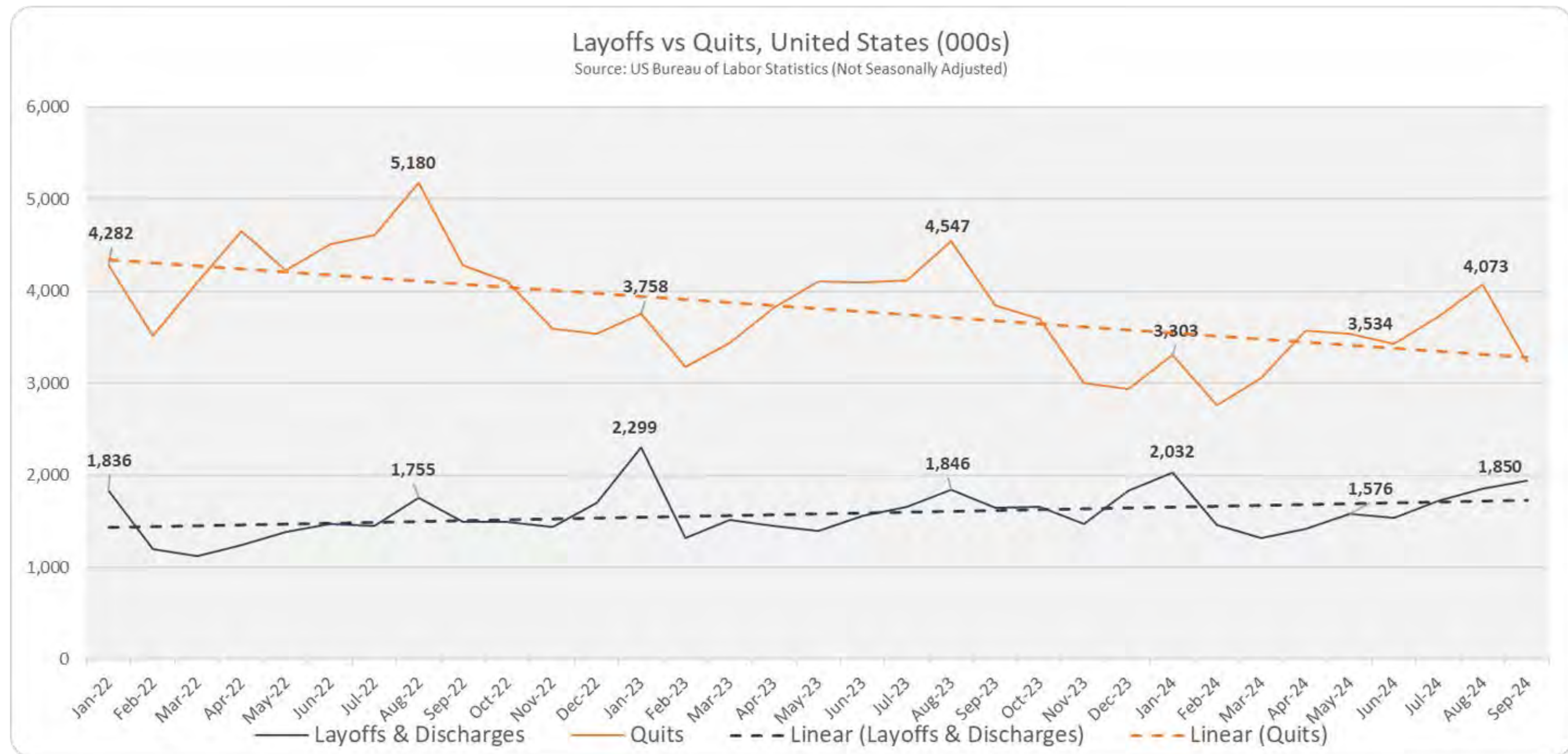


# JOB, HIRES & SEPARATIONS, UNITED STATES



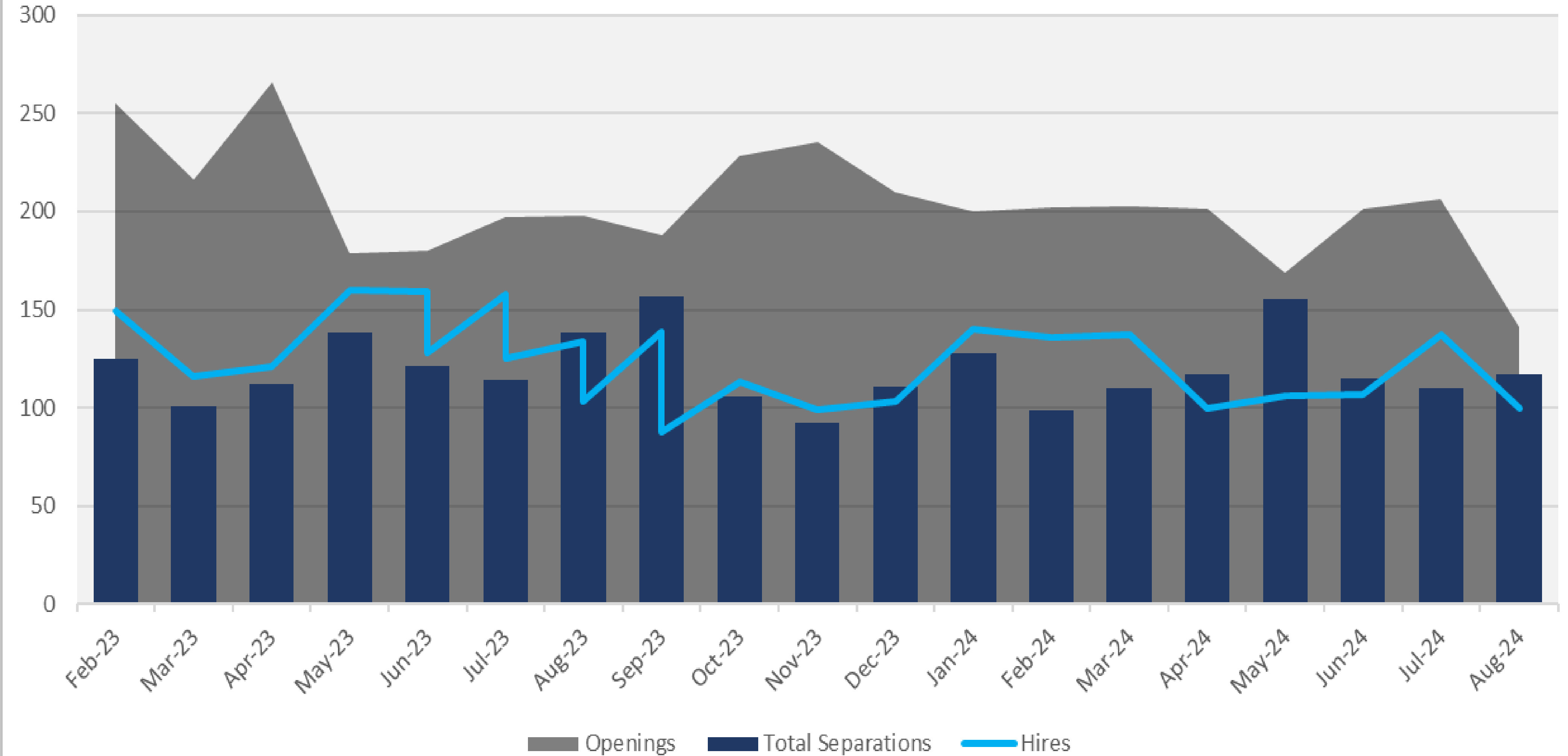
# LAYOFFS VS QUITTS, UNITED STATES

The number of quits has decreased, while the number of layoffs is trending slightly upward.

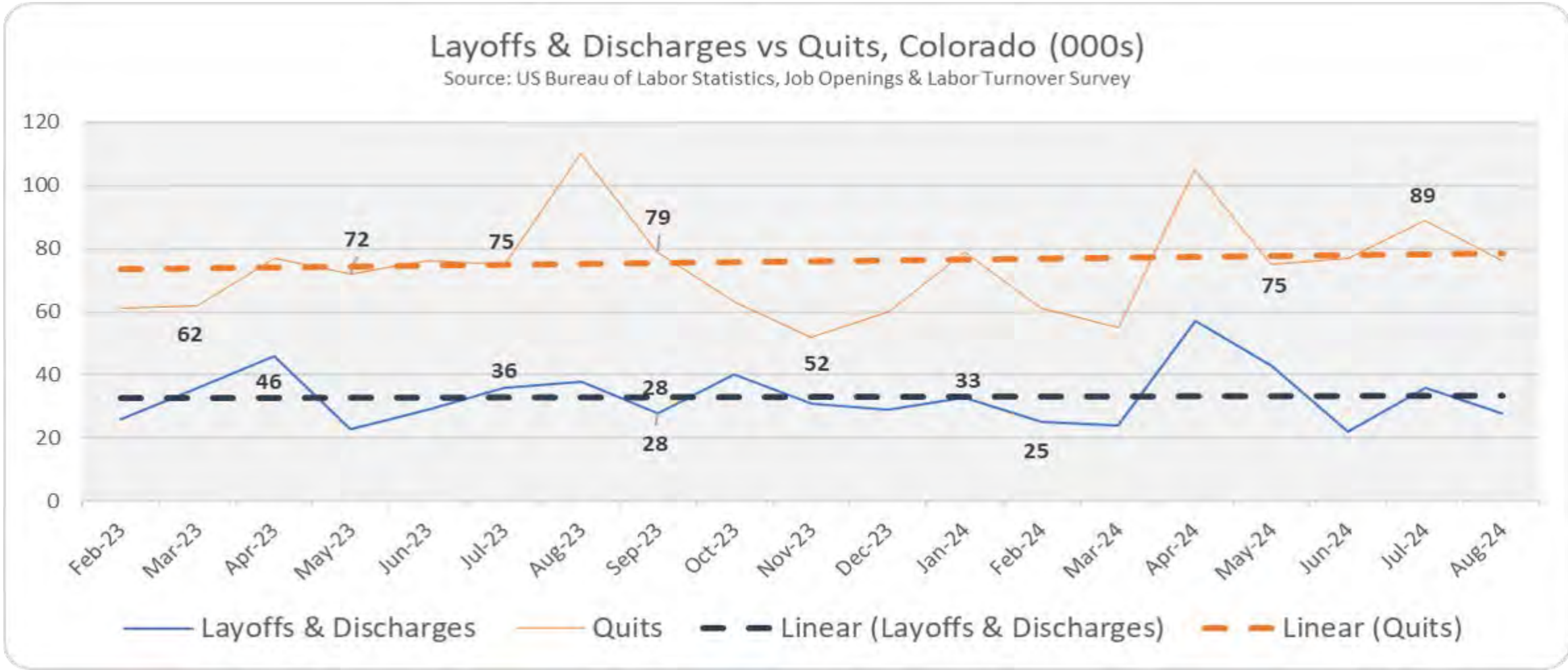




# **JOBS, HIRES & SEPARATIONS, COLORADO**

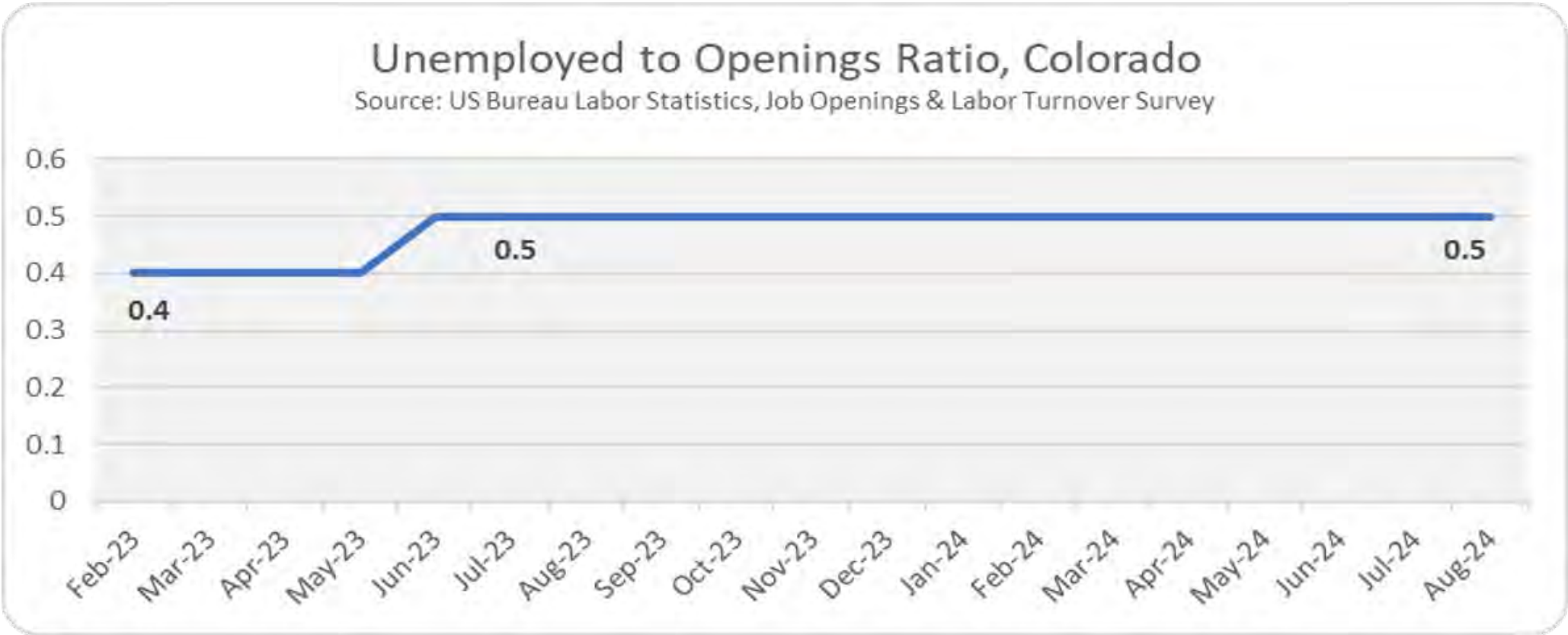


# LAYOFFS VS QUILTS, COLORADO



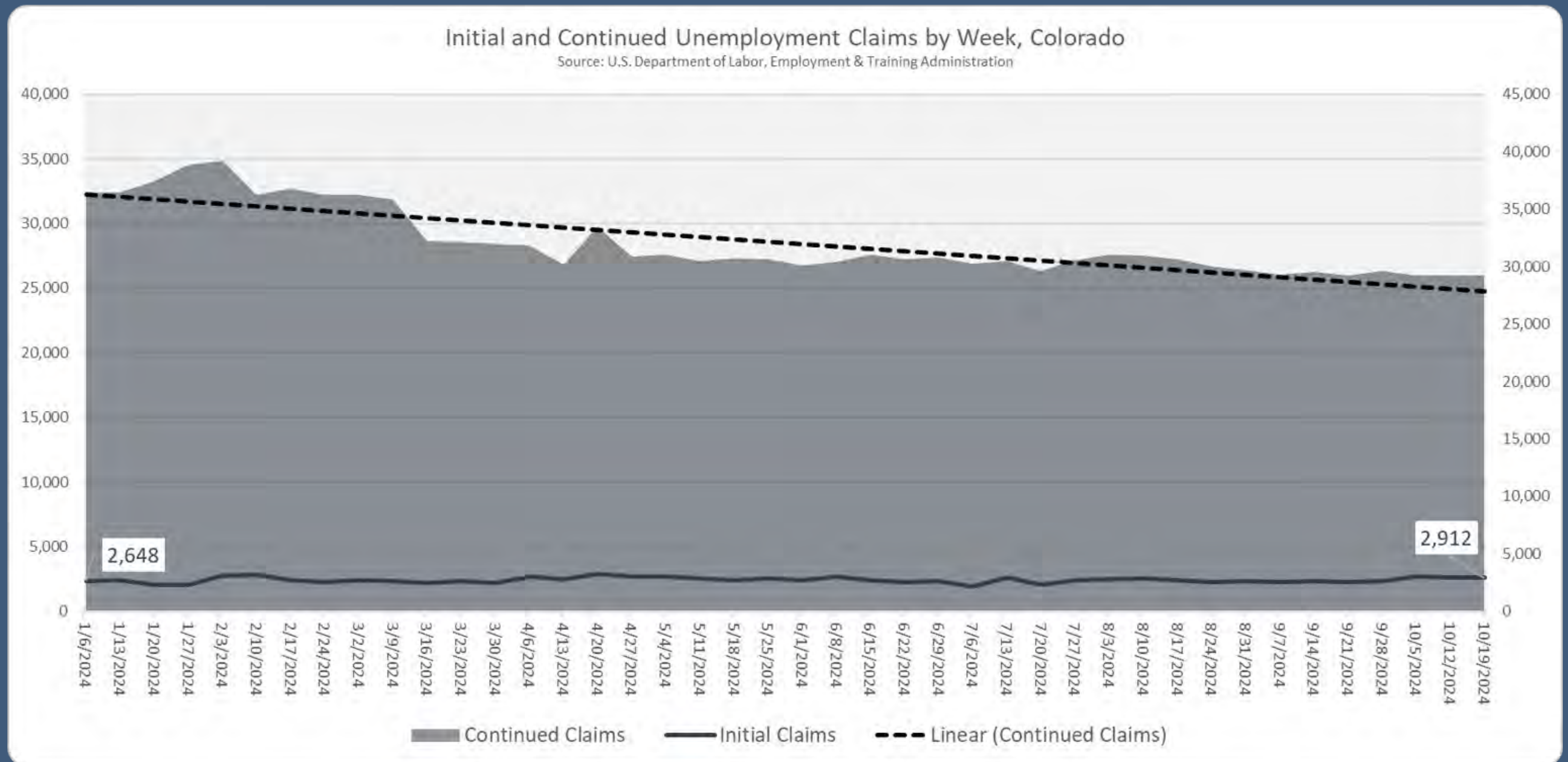
Scarcity is reflected in this line graph, which shows only one applicant for every two job openings.

These graphs show that more people are leaving their jobs than being laid off. Note that layoffs have been trending slightly down.



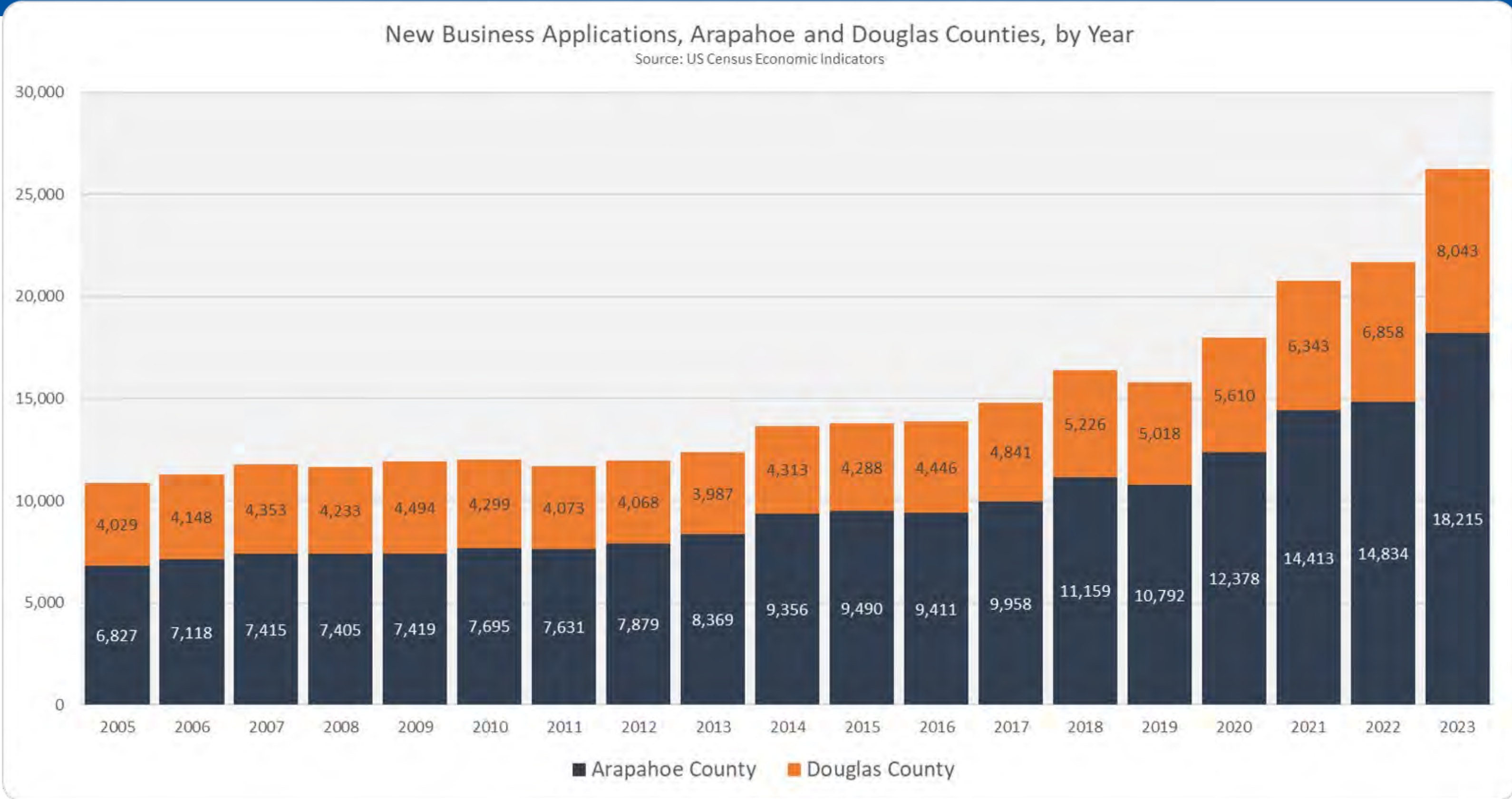


# NEW UNEMPLOYMENT CLAIMS



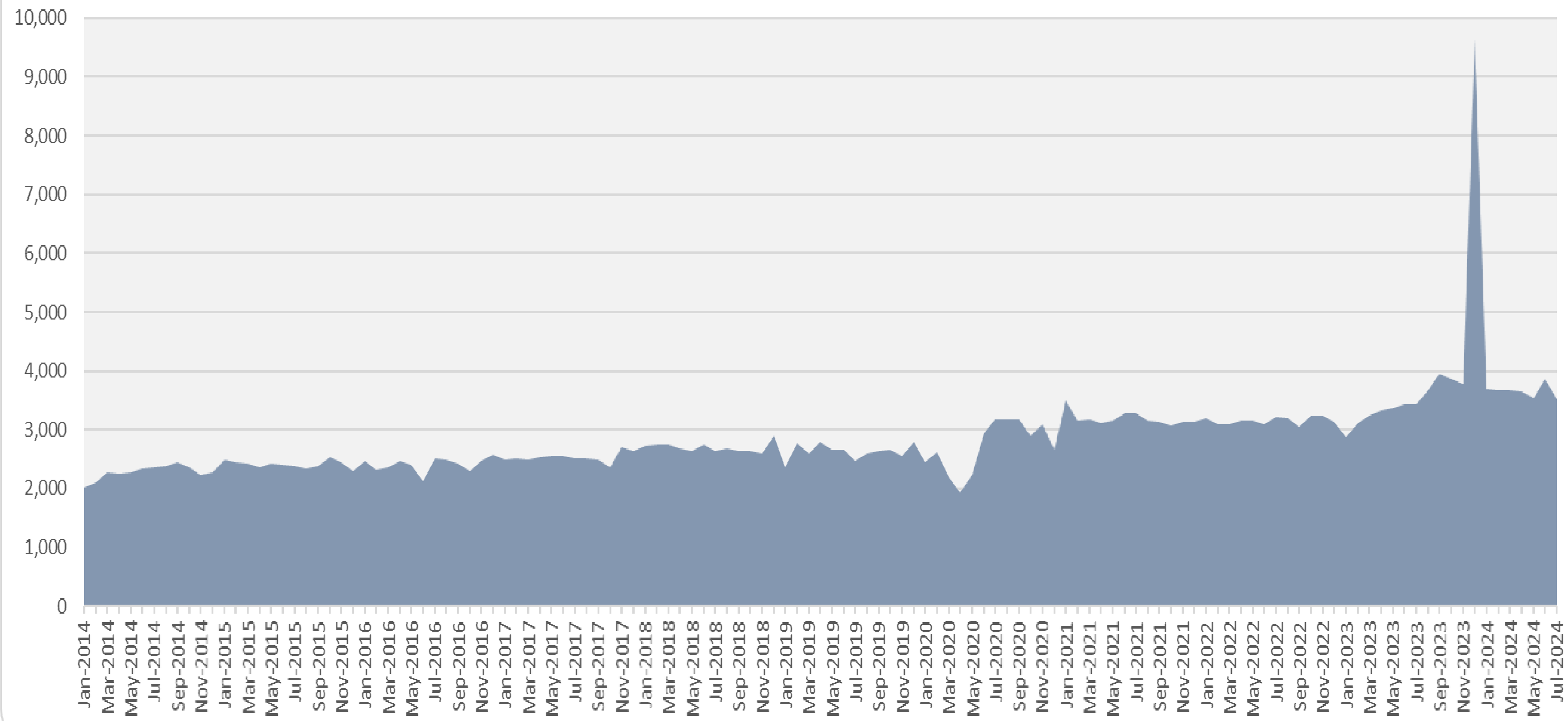
# NEW BUSINESS APPLICATIONS

## ARAPAHOE & DOUGLAS COUNTIES





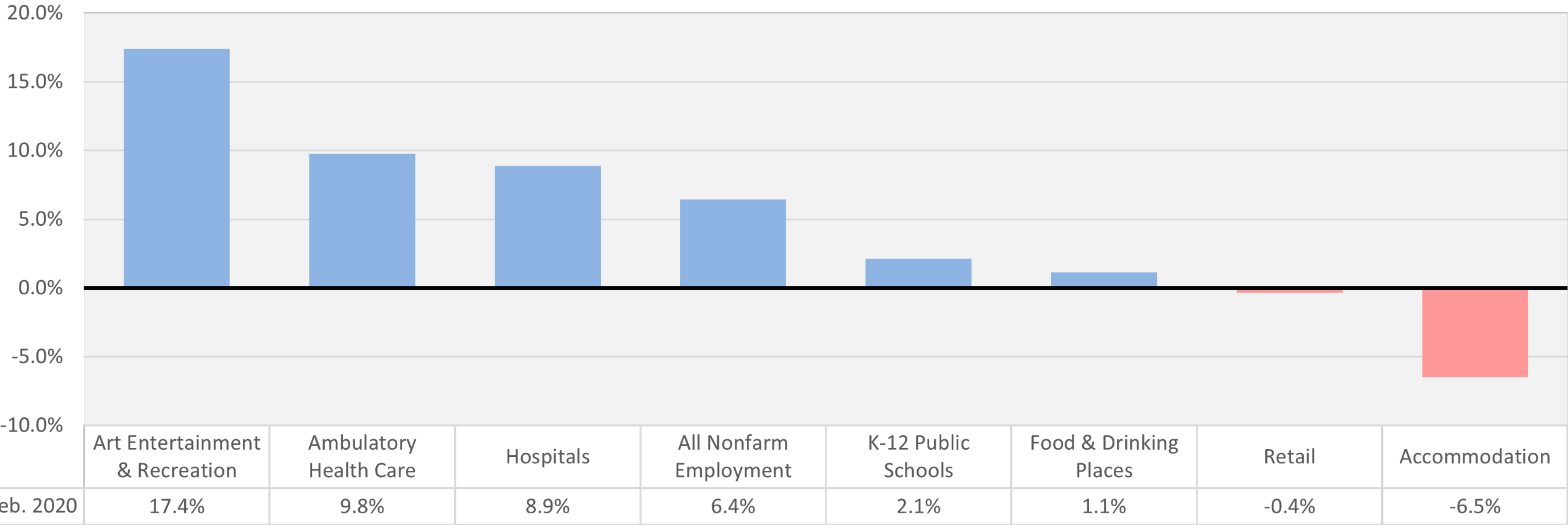
# NEW BUSINESS APPLICATIONS, COLORADO



# PERCENT CHANGE IN EMPLOYMENT BY SECTOR

Percent Change in Employment Since Feb. 2020  
Denver-Aurora-Lakewood Metro Area

Source: U.S. Bureau of Labor Statistics

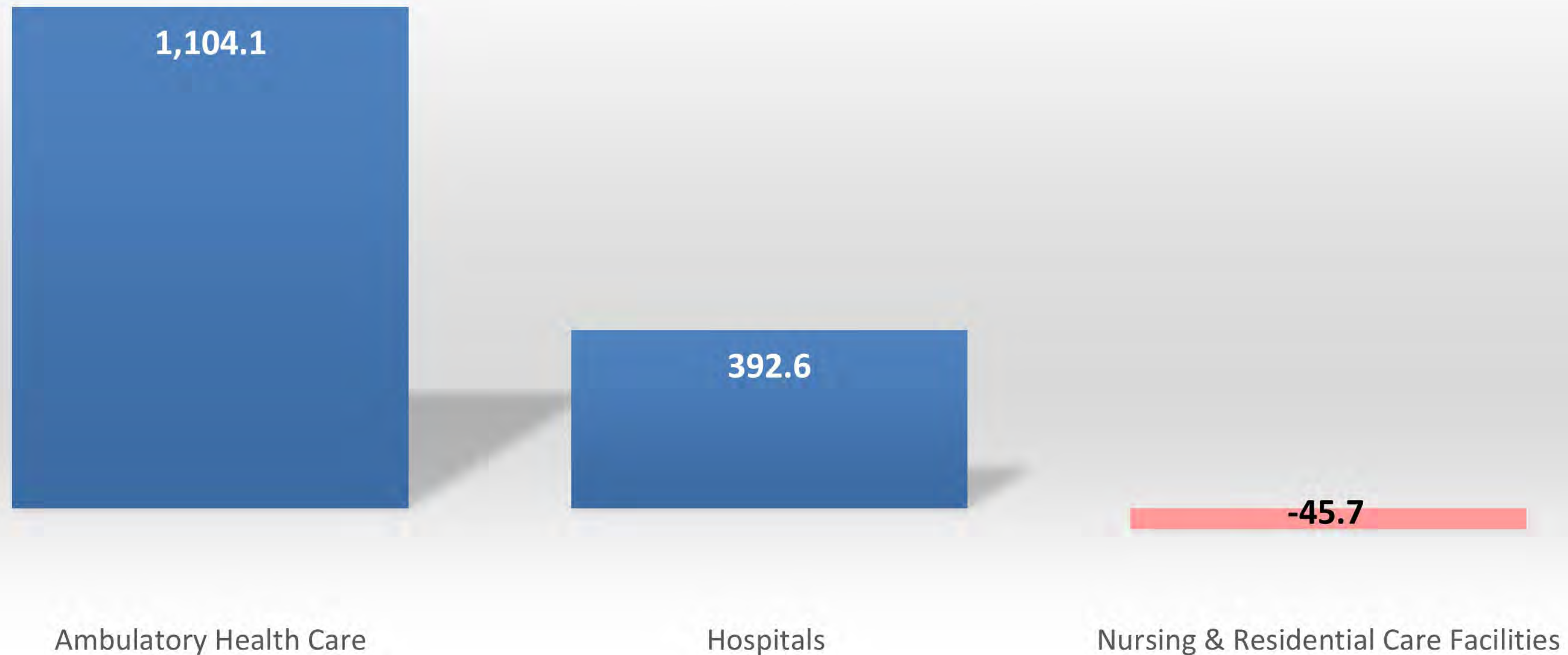




# SPOTLIGHT ON HEALTHCARE, UNITED STATES

## Employment in Healthcare, United States, September 2024 Compared to February 2020 (000s)

Source: U.S. Bureau of Labor Statistics, Current Employment Statistics (Not Seasonally Adjusted)







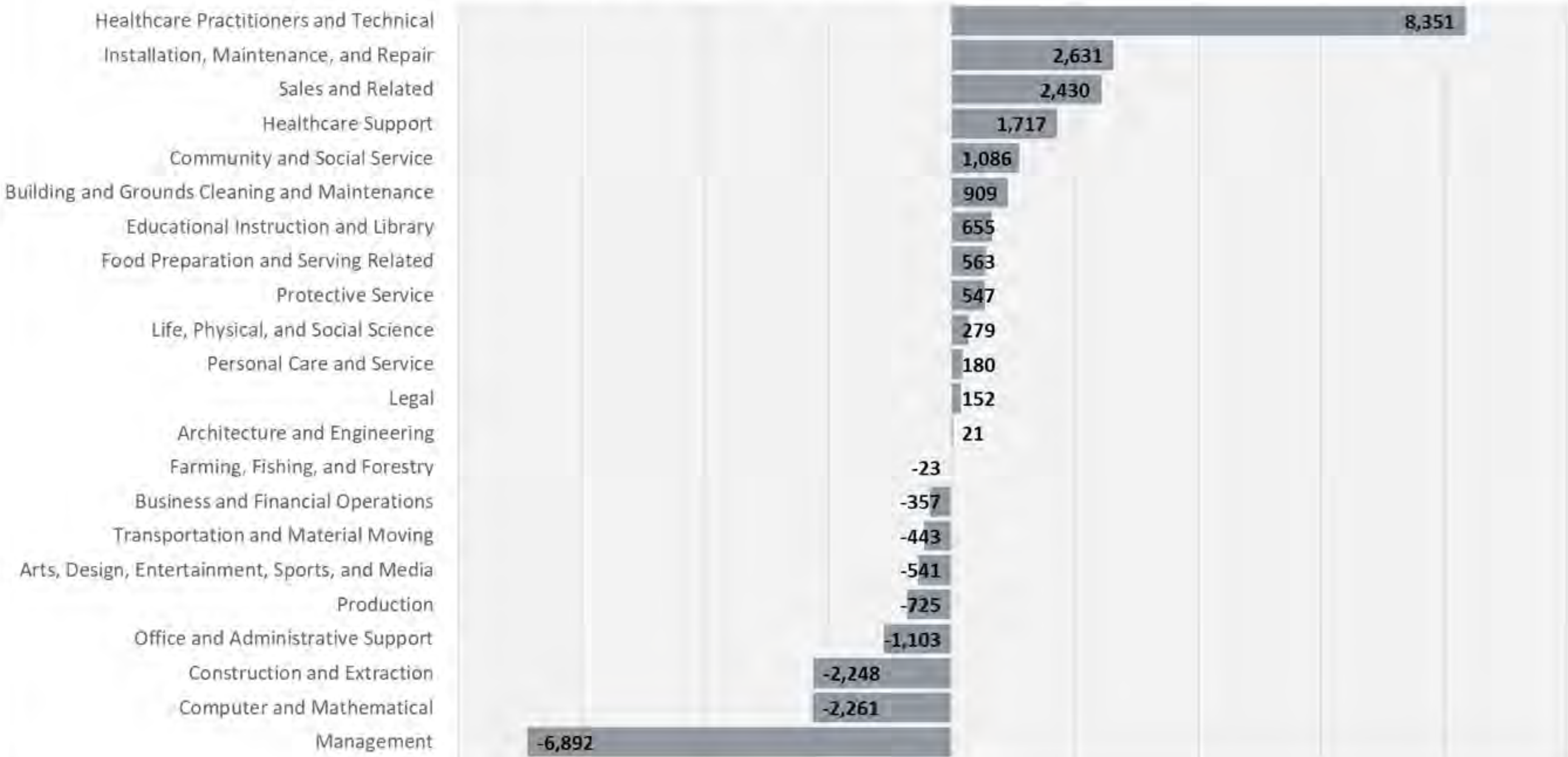
# REAL TIME LABOR FORCE TRENDS



# SKILL GAP, METRO DENVER

Skill Gap by Occupation Family, July 2024, Greater Metro Denver  
Shows Unique Job Postings in Excess of Estimated Number Unemployed

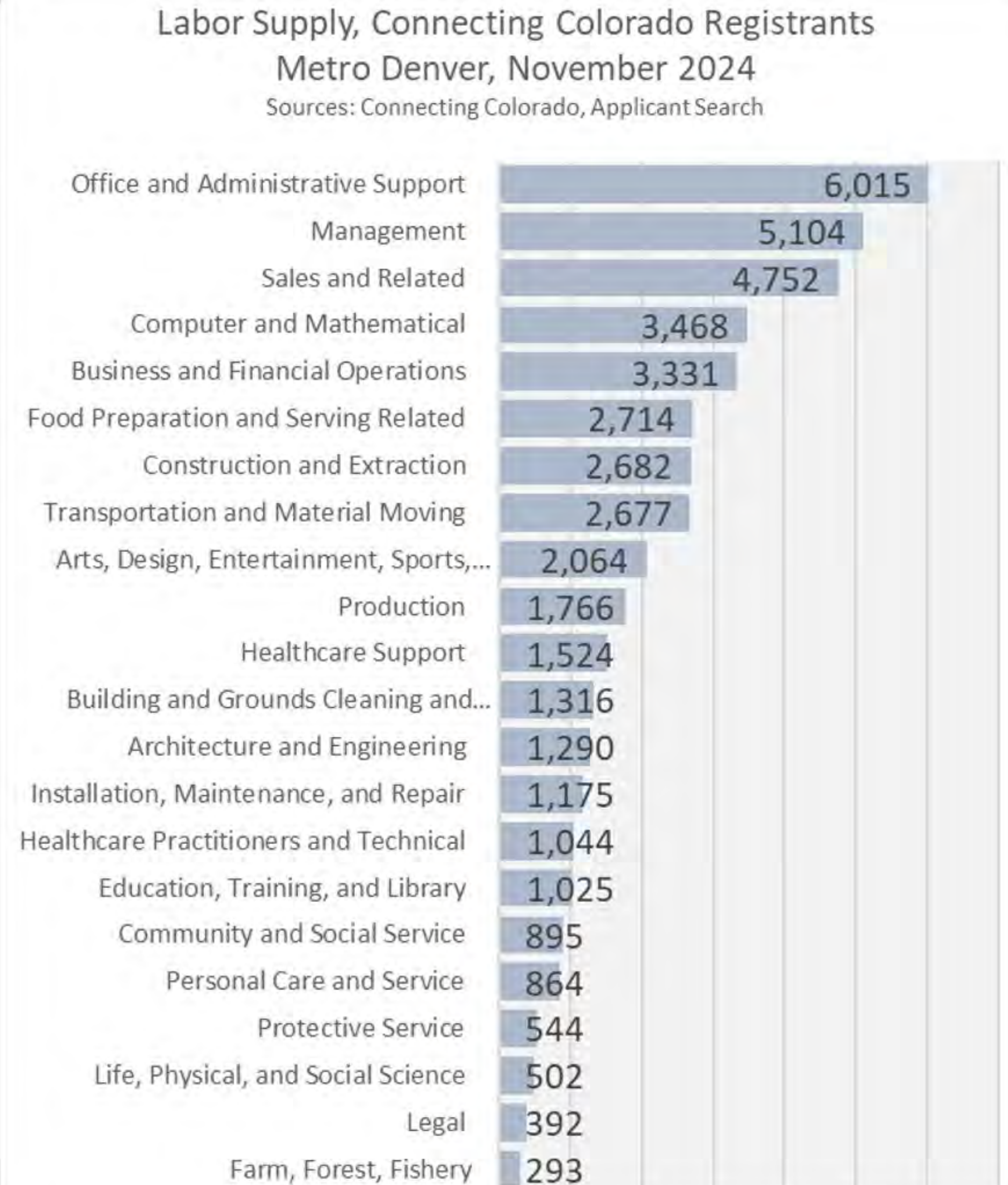
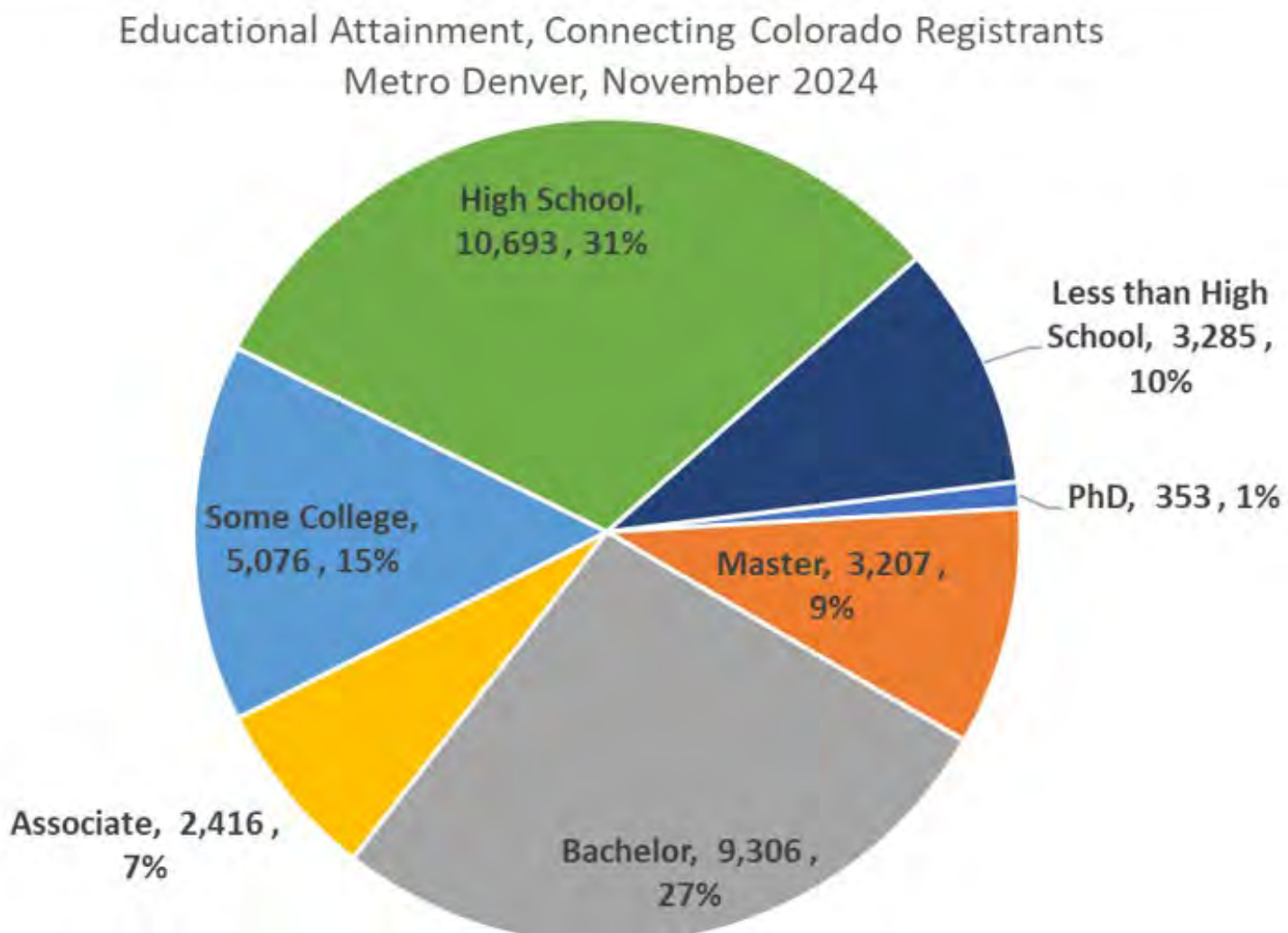
Source: Lightcast



This bar graph illustrates the number of job postings versus people available to fill them.

# HELPING MAKE THE MATCH

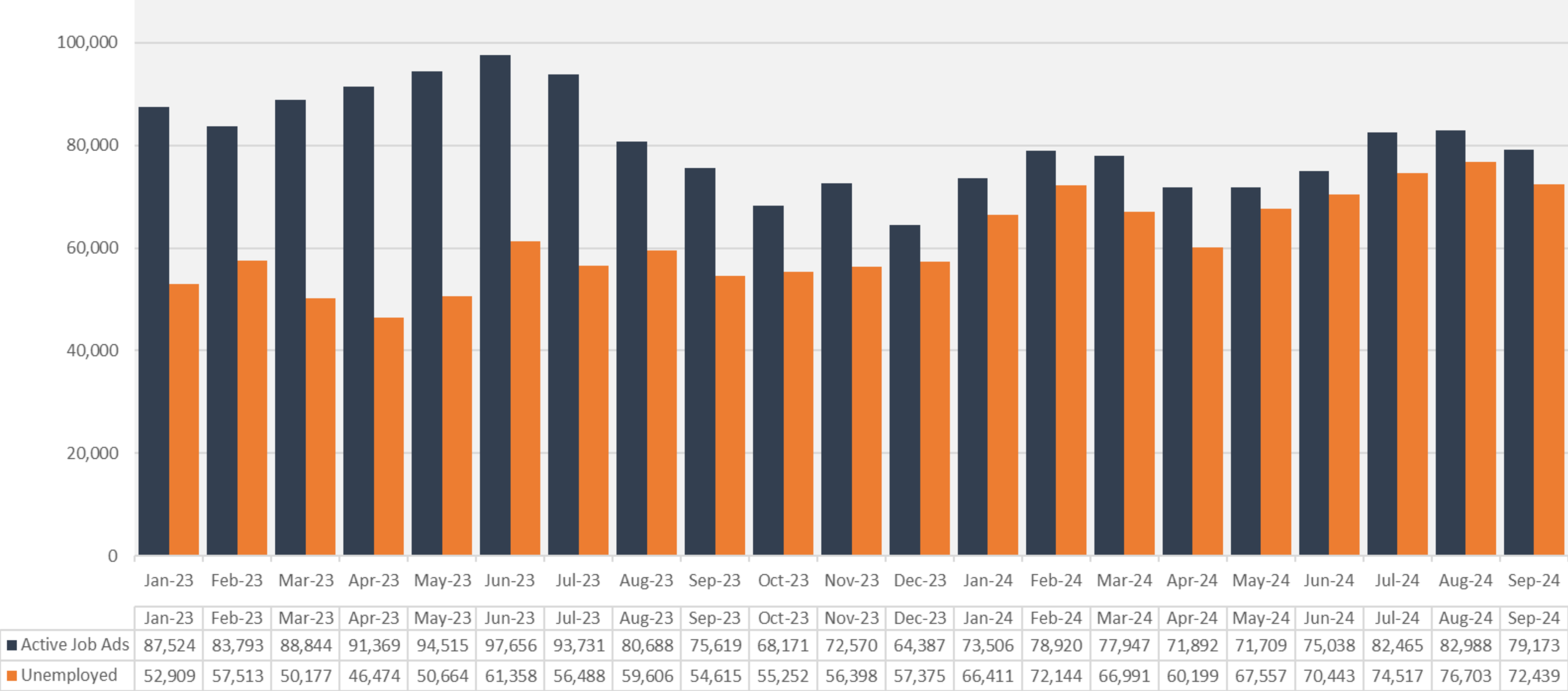
The graph and pie chart show workers immediately available through the workforce centers in greater metro Denver by occupational family and by educational attainment.





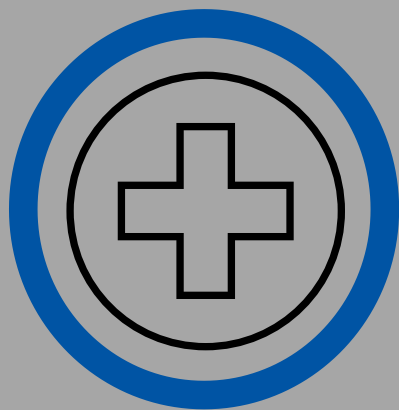
# LABOR SUPPLY DEFICIT

Labor Supply Deficit, Greater Metro Denver  
Average Unfilled Jobs/Month = 19,346  
Sources: US Bureau of Labor Statistics & Lightcast





# JOB POSTINGS LAST QUARTER



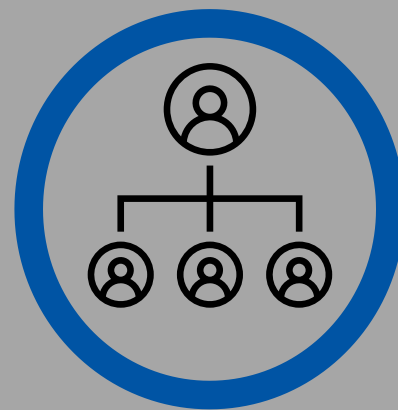
**REGISTERED NURSES**  
Total Postings: 53,351  
Unique Postings: 7,978



**RETAIL SALESPERSON**  
Total Postings: 21,739  
Unique Postings: 5,858



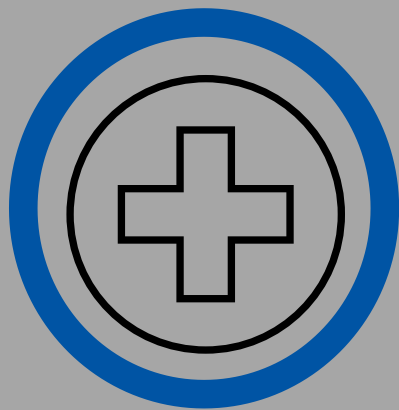
**CUSTOMER SERVICE REPRESENTATIVES**  
Total Postings: 13,509  
Unique Postings: 3,622



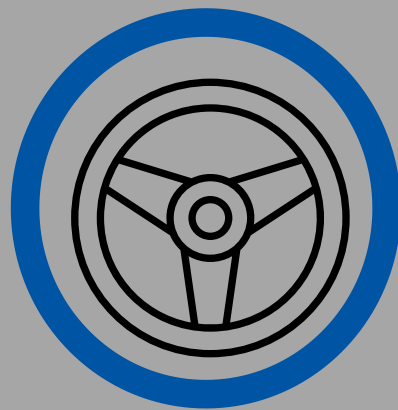
**FIRST-LINE SUPERVISORS OF RETAIL SALES WORKERS**  
Total Postings: 11,164  
Unique Postings: 3,430



**MAINTENANCE AND REPAIR WORKERS, GENERAL**  
Total Postings: 10,598  
Unique Postings: 3,337



**HOME HEALTH AND PERSONAL CARE AIDES**  
Total Postings: 9,696  
Unique Postings: 2,941



**HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS**  
Total Postings: 14,293  
Unique Postings: 2,879



**SECRETARIES AND ADMINISTRATIVE ASSISTANTS, EXCEPT LEGAL, MEDICAL, AND EXECUTIVE**  
Total Postings: 53,351  
Unique Postings: 7,978

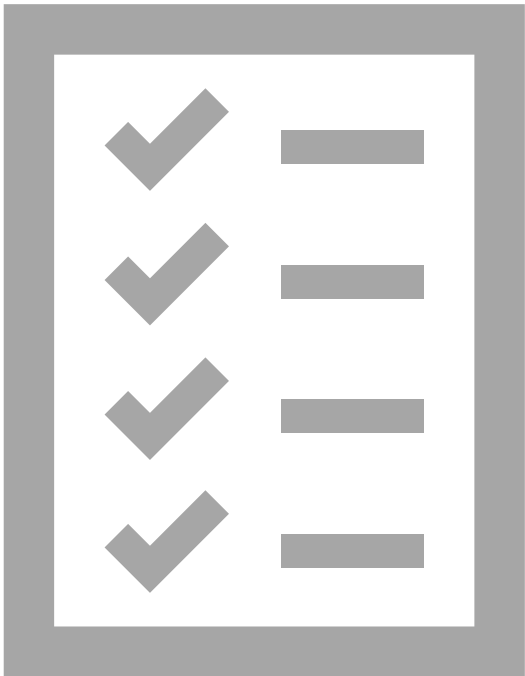


**LABORERS AND FREIGHT, STOCK, AND MATERIAL MOVERS, HAND**  
Total Postings: 8,314  
Unique Postings: 2,559



**SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING, EXCEPT TECHNICAL AND SCIENTIFIC PRODUCTS**  
Total Postings: 7,080  
Unique Postings: 2,247

TOP  
HARD  
SKILLS IN  
DEMAND



| Top Hard Skills, 2nd Quarter, Metro Denver |          |                                                        |                 |
|--------------------------------------------|----------|--------------------------------------------------------|-----------------|
| Skills                                     | Postings | % of Total Skill Growth<br>Postings Relative to Market |                 |
| Merchandising                              | 9,994    | 6%                                                     | Growing         |
| Nursing                                    | 9,792    | 6%                                                     | Rapidly Growing |
| Marketing                                  | 8,817    | 5%                                                     | Rapidly Growing |
| Project Management                         | 8,157    | 5%                                                     | Rapidly Growing |
| Auditing                                   | 8,006    | 5%                                                     | Rapidly Growing |
| Accounting                                 | 7,524    | 5%                                                     | Rapidly Growing |
| Warehousing                                | 7,276    | 4%                                                     | Growing         |
| Selling Techniques                         | 6,498    | 4%                                                     | Lagging         |
| Restaurant Operation                       | 6,470    | 4%                                                     | Rapidly Growing |
| Data Entry                                 | 5,964    | 4%                                                     | Lagging         |
| Housekeeping                               | 5,638    | 3%                                                     | Growing         |
| Invoicing                                  | 5,531    | 3%                                                     | Growing         |
| Construction                               | 5,511    | 3%                                                     | Growing         |
| Office Equipment                           | 5,300    | 3%                                                     | Growing         |
| Billing                                    | 5,204    | 3%                                                     | Rapidly Growing |
| Inventory Management                       | 5,194    | 3%                                                     | Growing         |
| Medical Records                            | 5,117    | 3%                                                     | Growing         |
| General Mathematics                        | 4,850    | 3%                                                     | Growing         |
| Food Safety And Sanitation                 | 4,833    | 3%                                                     | Growing         |
| Effective Communication                    | 4,809    | 3%                                                     |                 |
| Product Knowledge                          | 4,751    | 3%                                                     | Growing         |

| Top Certificates and Credentials, 2nd Quarter, Metro Denver |                             |
|-------------------------------------------------------------|-----------------------------|
| Qualification                                               | Postings with Qualification |
| Valid Driver's License                                      | 26,219                      |
| Registered Nurse (RN)                                       | 10,181                      |
| Basic Life Support (BLS) Certification                      | 8,169                       |
| Cardiopulmonary Resuscitation (CPR) Certification           | 6,882                       |
| First Aid Certification                                     | 3,389                       |
| Licensed Practical Nurse (LPN)                              | 2,512                       |
| CPR/AED For The Professional Rescuer                        | 2,443                       |
| Commercial Driver's License (CDL)                           | 2,111                       |
| Certified Nursing Assistant (CNA)                           | 2,019                       |
| Teaching Certificate                                        | 1,747                       |
| Advanced Cardiovascular Life Support (ACLS) Certification   | 1,637                       |
| American Red Cross (ARC) Certification                      | 1,497                       |
| CDL Class A License                                         | 1,385                       |
| ServSafe Certification                                      | 1,087                       |
| Automotive Service Excellence (ASE) Certification           | 1,083                       |
| Security Clearance                                          | 1,033                       |
| Licensed Clinical Social Worker (LCSW)                      | 1,008                       |
| Food Handler's Card                                         | 971                         |
| Automated External Defibrillator (AED) Certification        | 970                         |
| Licensed Professional Counselor (LPC)                       | 852                         |
| American Registry Of Radiologic Technologists (ARRT) Ce     | 826                         |

# TOP CERTIFICATES AND CREDENTIALS





# TOP SOFTWARE SKILLS



| Top Software Skills, 2nd Quarter 2024, Denver Metro |          |                     |
|-----------------------------------------------------|----------|---------------------|
| Skills                                              | Postings | % of Total Postings |
| Microsoft Office                                    | 14,295   | 9%                  |
| Microsoft Excel                                     | 12,987   | 8%                  |
| Microsoft Outlook                                   | 8,256    | 5%                  |
| Microsoft PowerPoint                                | 5,470    | 3%                  |
| Microsoft Word                                      | 4,312    | 3%                  |
| Spreadsheets                                        | 2,731    | 2%                  |
| Salesforce                                          | 1,805    | 1%                  |
| Google Workspace                                    | 1,511    | 1%                  |
| SAP Applications                                    | 1,366    | 1%                  |
| Operating Systems                                   | 1,254    | 1%                  |
| Software Systems                                    | 1,153    | 1%                  |
| Microsoft Access                                    | 1,129    | 1%                  |
| AutoCAD                                             | 985      | 1%                  |
| Inventory Management System                         | 976      | 1%                  |
| SQL (Programming Language)                          | 964      | 1%                  |
| Accounting Software                                 | 932      | 1%                  |
| QuickBooks (Accounting Software)                    | 921      | 1%                  |
| Epic EMR                                            | 908      | 1%                  |
| Python (Programming Language)                       | 872      | 1%                  |
| Microsoft SharePoint                                | 872      | 1%                  |
| Geographic Information Systems                      | 801      | 0%                  |

| Top Companies Posting, 2nd Quarter 2024, Metro Denver |                                         |                                          |
|-------------------------------------------------------|-----------------------------------------|------------------------------------------|
| Company                                               | Total Postings<br>(Apr 2024 - Jun 2024) | Unique Postings<br>(Apr 2024 - Jun 2024) |
| Sodexo                                                | 28,872                                  | 3,271                                    |
| University of Colorado                                | 6,105                                   | 1,489                                    |
| Intermountain Health                                  | 4,724                                   | 1,120                                    |
| State Of Colorado                                     | 2,957                                   | 1,057                                    |
| Aerotek                                               | 2,000                                   | 981                                      |
| Trinidad State Junior College                         | 1,287                                   | 798                                      |
| Kroger                                                | 3,687                                   | 696                                      |
| Marriott International                                | 3,334                                   | 652                                      |
| Jeffco Public Schools                                 | 1,307                                   | 639                                      |
| Denver Health                                         | 2,103                                   | 607                                      |
| Colorado State University                             | 2,670                                   | 529                                      |
| HCA Healthcare                                        | 3,906                                   | 522                                      |
| CommonSpirit Health                                   | 1,503                                   | 511                                      |
| Walmart                                               | 1,329                                   | 499                                      |
| Goodwill                                              | 1,662                                   | 495                                      |
| Allied Universal                                      | 2,418                                   | 455                                      |
| City and County of Denver                             | 1,220                                   | 444                                      |
| Cottonwood Healthcare                                 | 2,684                                   | 419                                      |
| Lowe's                                                | 2,107                                   | 405                                      |
| Denver Public Schools                                 | 1,268                                   | 404                                      |
| Greystar                                              | 1,042                                   | 396                                      |

TOP  
COMPANIES  
POSTING



# INDUSTRIES POSTING



| Postings by Industry Group, 2nd Quarter 2024, Metro Denver              |                                         |                                          |
|-------------------------------------------------------------------------|-----------------------------------------|------------------------------------------|
| Industry                                                                | Total Postings<br>(Apr 2024 - Jun 2024) | Unique Postings<br>(Apr 2024 - Jun 2024) |
| Employment Placement Agencies                                           | 14,864                                  | 5,682                                    |
| General Medical and Surgical Hospitals                                  | 23,668                                  | 4,976                                    |
| Elementary and Secondary Schools                                        | 10,038                                  | 4,047                                    |
| Food Service Contractors                                                | 30,116                                  | 3,664                                    |
| Hotels (except Casino Hotels) and Motels                                | 13,529                                  | 3,528                                    |
| Temporary Help Services                                                 | 9,087                                   | 3,452                                    |
| Limited-Service Restaurants                                             | 10,241                                  | 2,724                                    |
| Colleges, Universities, and Professional Schools                        | 11,034                                  | 2,674                                    |
| Nursing Care Facilities (Skilled Nursing Facilities)                    | 11,599                                  | 2,532                                    |
| Offices of Physicians (except Mental Health Specialists)                | 8,417                                   | 2,440                                    |
| Full-Service Restaurants                                                | 6,760                                   | 2,259                                    |
| Other General Government Support                                        | 5,611                                   | 2,132                                    |
| Supermarkets and Other Grocery Retailers (except Convenience Retailers) | 8,557                                   | 1,992                                    |
| Engineering Services                                                    | 5,642                                   | 1,981                                    |
| Home Health Care Services                                               | 6,741                                   | 1,855                                    |
| Clothing and Clothing Accessories Retailers                             | 4,603                                   | 1,515                                    |
| Child Care Services                                                     | 4,427                                   | 1,489                                    |
| Assisted Living Facilities for the Elderly                              | 5,278                                   | 1,426                                    |
| Junior Colleges                                                         | 2,263                                   | 1,230                                    |
| Security Guards and Patrol Services                                     | 5,632                                   | 1,083                                    |
| Offices of Dentists                                                     | 3,204                                   | 1,035                                    |

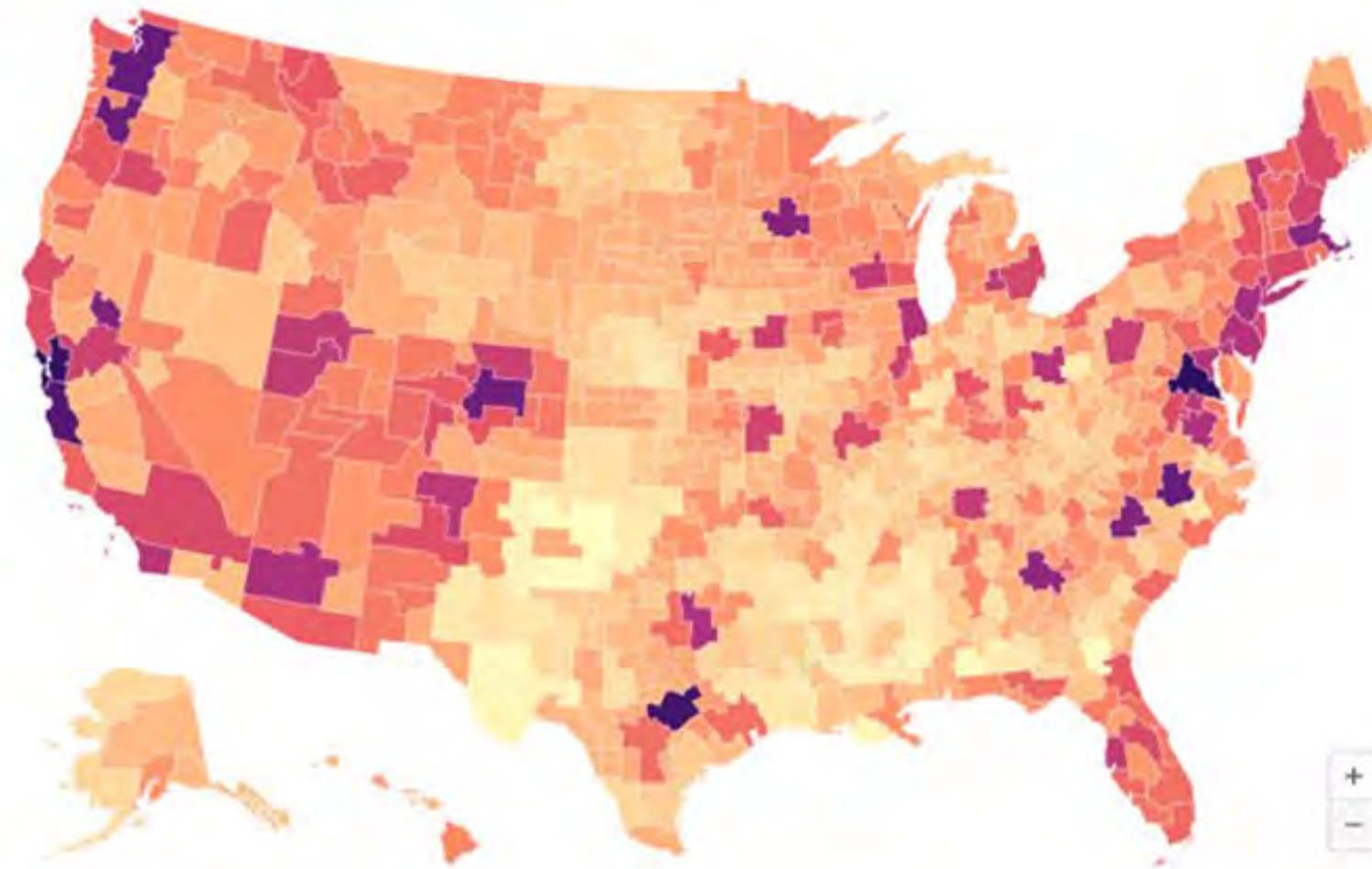


# WORKING FROM HOME

## *Work from home - ACS*

Share remote workers, by commuter zone, 2021

2.41 33.64



Map: EIG • Source: 2021 ACS 1-year estimates • Created with Datawrapper

Top commuting zones by  
telework share

|                  |     |
|------------------|-----|
| Washington D.C.  | 34% |
| San Francisco    | 33% |
| Austin           | 32% |
| San Jose         | 30% |
| Seattle          | 29% |
| Raleigh          | 29% |
| Portland         | 28% |
| Denver           | 28% |
| Fort Collins     | 21% |
| Colorado Springs | 18% |
| Grand Junction   | 16% |
| Pueblo           | 10% |



**COLORADO**  
Department of Local Affairs

Economic Innovation Group, 2021 ACS 1-year estimates,  
<https://eig.org/the-uneven-geography-of-remote-work/>

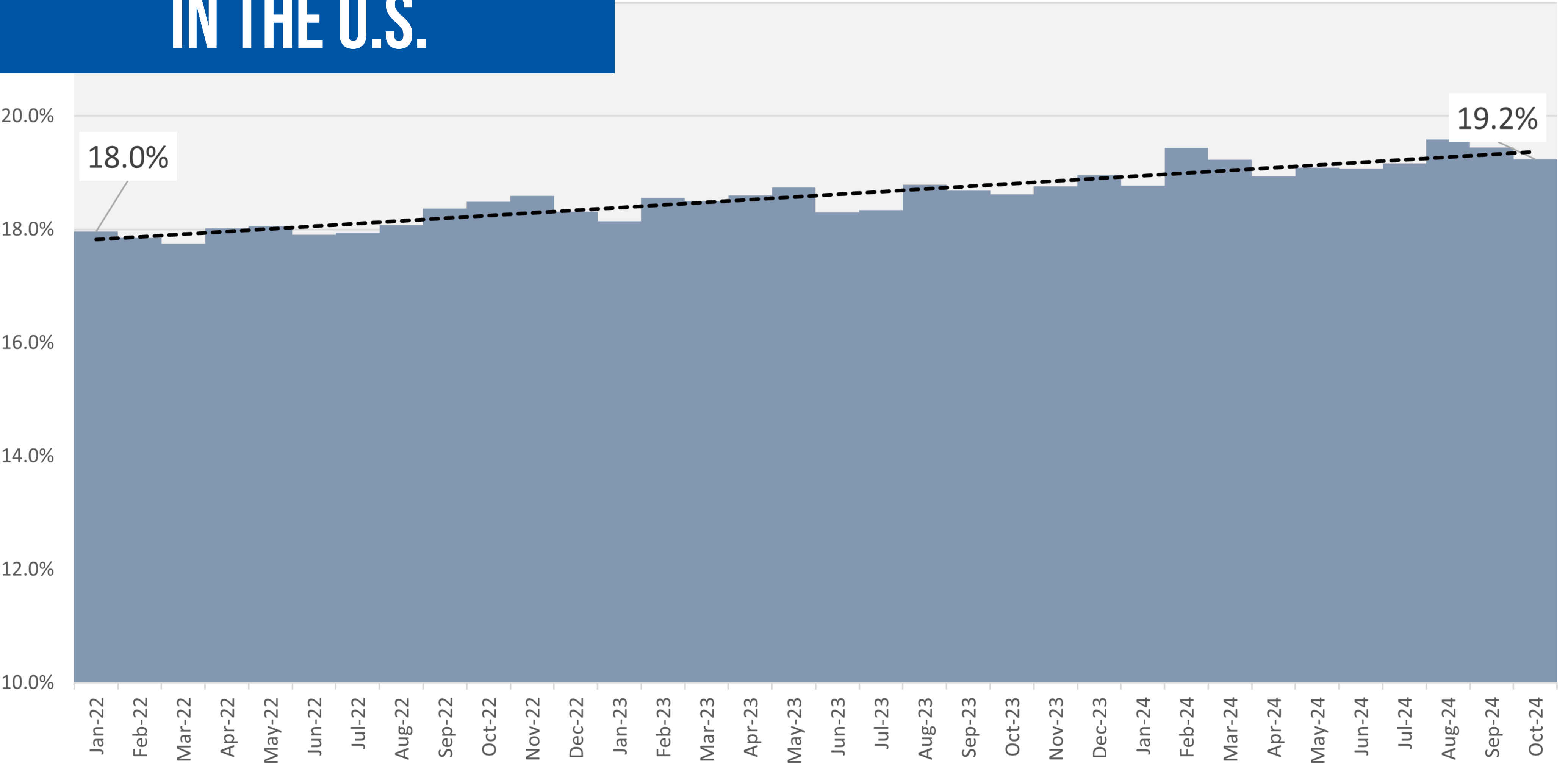
This data comes from the 2021 US Census American Community Survey, courtesy of our friends in the Colorado Demography Office. The American Community Survey is an annual survey sent out to a sample of Americans nationwide. One of its questions is, "How did you get to work most of the time" during the reference week?

When we see that 28% of people working in Denver are working from home, what it means is that for 28% of the workforce, they worked at home "most of the time." We have no way of telling whether members of this group were telecommuting full-time or were on hybrid schedule.

# FOREIGN BORN WORKERS IN THE U.S.

U.S. Labor Force, January 2015 - March 2024

Source: U.S. Bureau of Labor Statistics





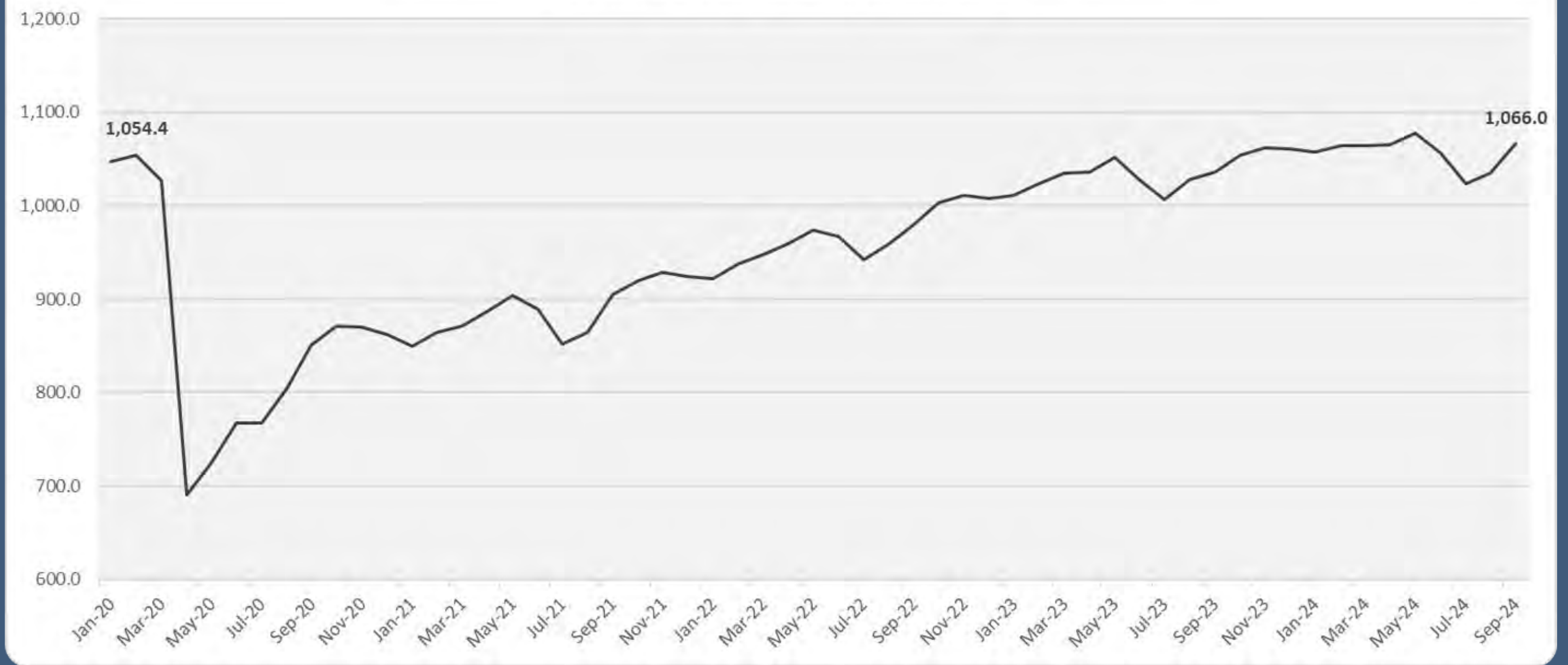


# SPOTLIGHT ON THE CHILD DAY CARE SECTOR



# NATIONAL SPOTLIGHT IN CHILD DAY CARE SERVICES

Employment in Child Day Care Services, United States (Thousands)  
Source: U.S. Bureau of Labor Statistics (Not Seasonally Adjusted)





# CHILD DAY CARE SERVICES, CO URBAN FRONT RANGE

| Childcare Costs as a Percent of Median Wage by Occupation Family, Colorado Urban Front Range |                                                |           |                        |                                           |                           |                         |                          |
|----------------------------------------------------------------------------------------------|------------------------------------------------|-----------|------------------------|-------------------------------------------|---------------------------|-------------------------|--------------------------|
| SOC                                                                                          | Description                                    | 2023 Jobs | Median Annual Earnings | Annual Cost as Percent of Median Earnings |                           |                         |                          |
|                                                                                              |                                                |           |                        | Infant, Childcare Center                  | Toddler, Childcare Center | Infant, Child Care Home | Toddler, Child Care Home |
| 11                                                                                           | Management                                     | 169,860   | \$127,984              | 14.2%                                     | 11.8%                     | 9.2%                    | 8.7%                     |
| 13                                                                                           | Business and Financial Operations              | 250,951   | \$80,856               | 22.4%                                     | 18.7%                     | 14.6%                   | 13.7%                    |
| 15                                                                                           | Computer and Mathematical                      | 136,586   | \$108,381              | 16.7%                                     | 13.9%                     | 10.9%                   | 10.2%                    |
| 17                                                                                           | Architecture and Engineering                   | 70,185    | \$93,491               | 19.4%                                     | 16.2%                     | 12.6%                   | 11.9%                    |
| 19                                                                                           | Life, Physical, and Social Science             | 35,855    | \$79,800               | 22.7%                                     | 18.9%                     | 14.8%                   | 13.9%                    |
| 21                                                                                           | Community and Social Service                   | 53,133    | \$53,992               | 33.6%                                     | 28.0%                     | 21.9%                   | 20.6%                    |
| 23                                                                                           | Legal                                          | 27,529    | \$101,221              | 17.9%                                     | 14.9%                     | 11.7%                   | 11.0%                    |
| 25                                                                                           | Educational Instruction and Library            | 148,517   | \$52,743               | 34.4%                                     | 28.7%                     | 22.4%                   | 21.0%                    |
| 27                                                                                           | Arts, Design, Entertainment, Sports, and Media | 56,162    | \$56,633               | 32.0%                                     | 26.7%                     | 20.9%                   | 19.6%                    |
| 29                                                                                           | Healthcare Practitioners and Technical         | 139,595   | \$82,671               | 21.9%                                     | 18.3%                     | 14.3%                   | 13.4%                    |
| 31                                                                                           | Healthcare Support                             | 91,475    | \$37,508               | 48.4%                                     | 40.3%                     | 31.5%                   | 29.6%                    |
| 33                                                                                           | Protective Service                             | 50,632    | \$49,493               | 36.7%                                     | 30.5%                     | 23.9%                   | 22.4%                    |
| 35                                                                                           | Food Preparation and Serving Related           | 221,207   | \$33,234               | 54.6%                                     | 45.5%                     | 35.6%                   | 33.4%                    |
| 37                                                                                           | Building and Grounds Cleaning and Maintenance  | 82,964    | \$36,115               | 50.2%                                     | 41.9%                     | 32.7%                   | 30.7%                    |
| 39                                                                                           | Personal Care and Service                      | 76,849    | \$34,377               | 52.8%                                     | 44.0%                     | 34.4%                   | 32.3%                    |
| 41                                                                                           | Sales and Related                              | 275,735   | \$42,988               | 42.2%                                     | 35.2%                     | 27.5%                   | 25.8%                    |
| 43                                                                                           | Office and Administrative Support              | 295,888   | \$45,432               | 39.9%                                     | 33.3%                     | 26.0%                   | 24.4%                    |
| 45                                                                                           | Farming, Fishing, and Forestry                 | 10,489    | \$31,335               | 57.9%                                     | 48.2%                     | 37.7%                   | 35.4%                    |
| 47                                                                                           | Construction and Extraction                    | 136,763   | \$53,085               | 34.2%                                     | 28.5%                     | 22.3%                   | 20.9%                    |
| 49                                                                                           | Installation, Maintenance, and Repair          | 99,238    | \$55,195               | 32.9%                                     | 27.4%                     | 21.4%                   | 20.1%                    |
| 51                                                                                           | Production                                     | 92,995    | \$42,889               | 42.3%                                     | 35.2%                     | 27.6%                   | 25.9%                    |
| 53                                                                                           | Transportation and Material Moving             | 196,760   | \$41,502               | 43.7%                                     | 36.4%                     | 28.5%                   | 26.7%                    |
| Totals                                                                                       |                                                | 2,719,368 | \$60,275               | 30.1%                                     | 25.1%                     | 19.6%                   | 18.4%                    |

Sources: Lightcast (Jobs & Earnings), Childcare Costs (Broderick Research & Consulting Childcare Market Rate Study Presented to Colorado Dept. Human Services, 2022)

Average number days childcare needed based on data showing average number of paid time off and holiday days taken in the US (Forbes, 2018)



The background of the image is a blurred financial scene. It features a stack of coins in the lower center, a candlestick chart on the left, and a line graph on the right. The line graph has a vertical axis with numerical values. A semi-transparent blue rectangle is overlaid in the center, containing the title text.

# SPOTLIGHT ON INFLATION RATES

82.00

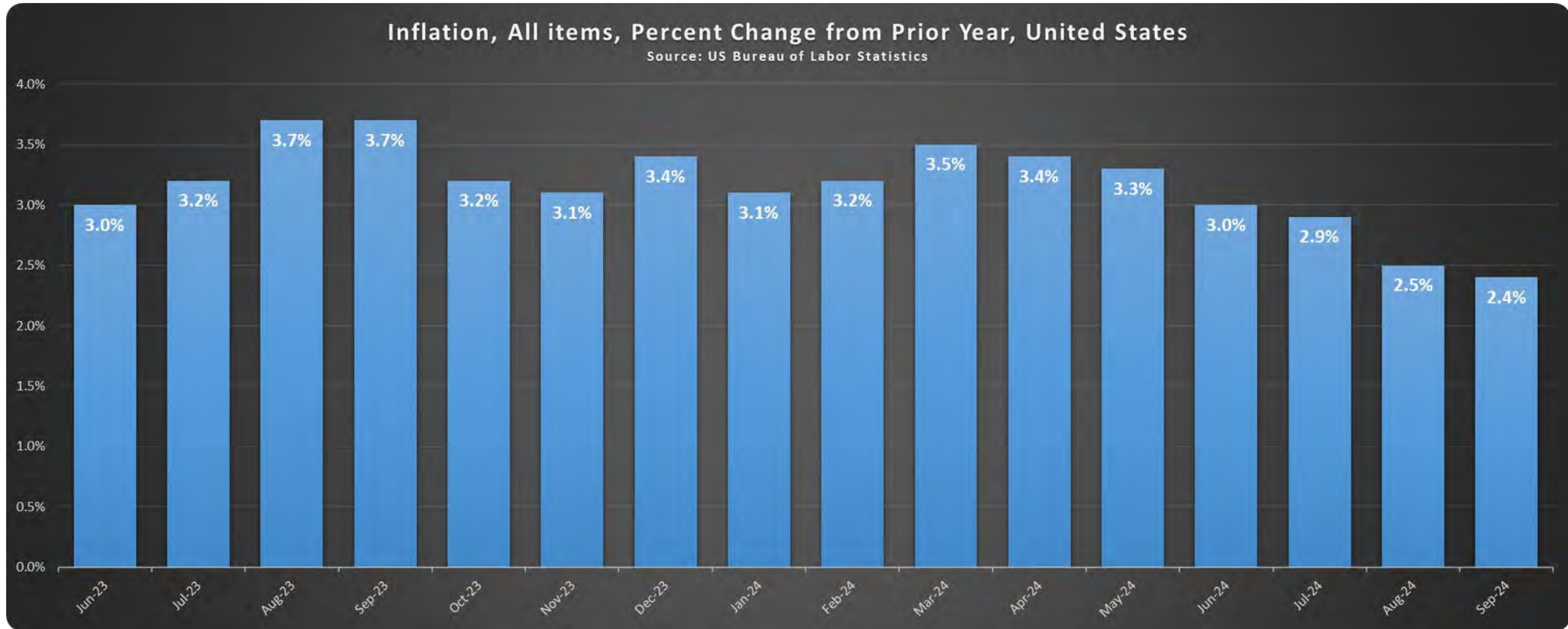
80.00

78.00

77.65

76.00

# SELECTED INFLATION RATES



The Federal Reserve's target inflation rate is 2%. Recent trends show inflation trending down slightly.

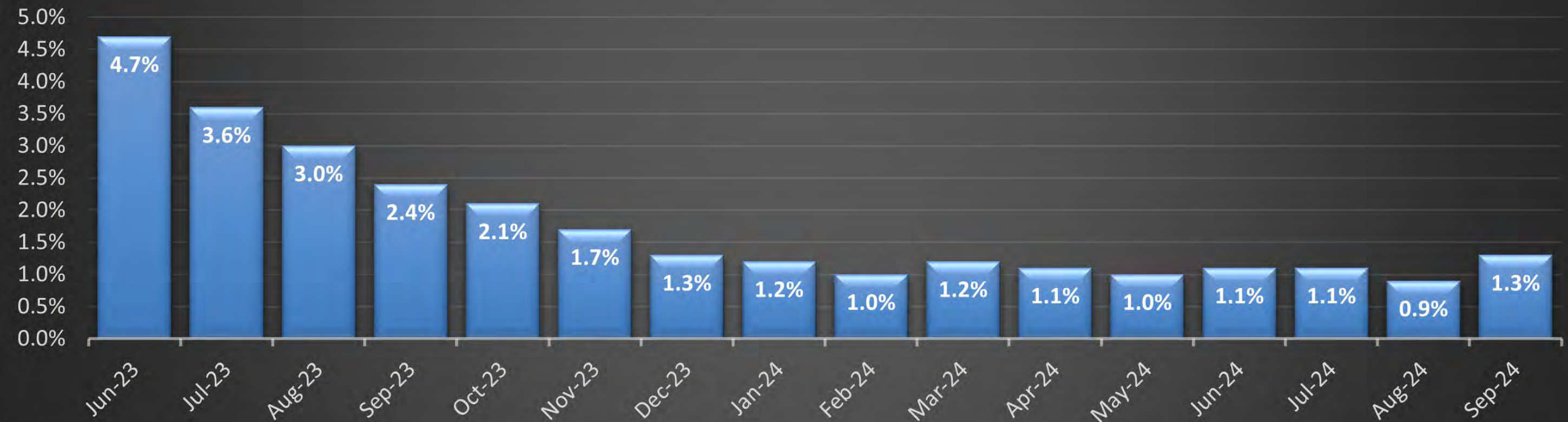


# SELECTED INFLATION RATES

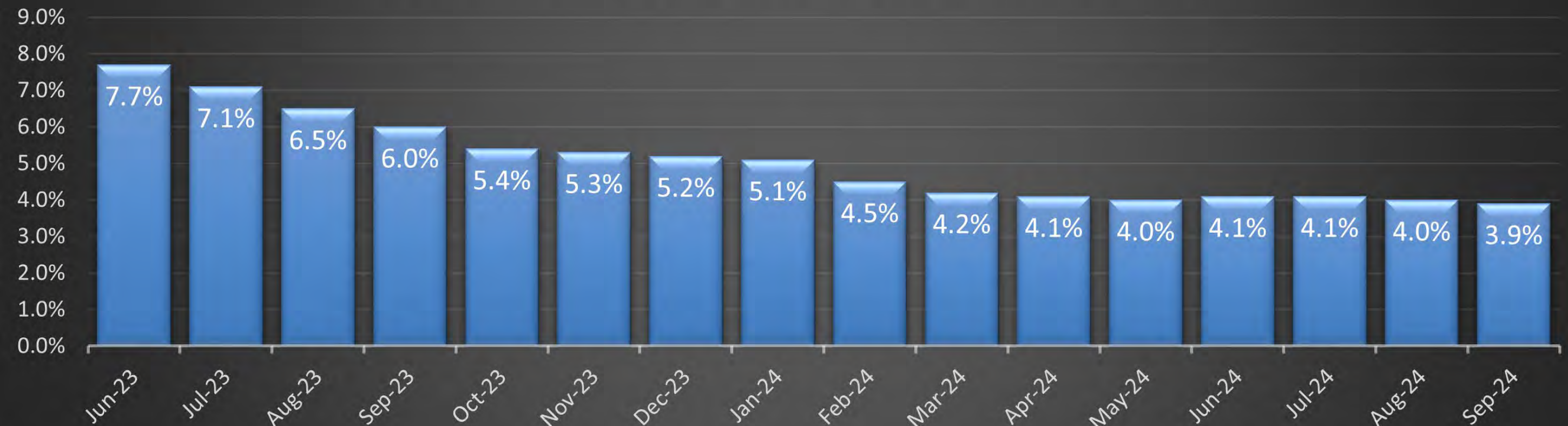
The inflation rate for groceries is still significantly lower than that of food away from home.

## Inflation Rate, Groceries (Food at Home), Percent Change from Same Month, Prior Year, United States

Source: US Bureau of Labor Statistics

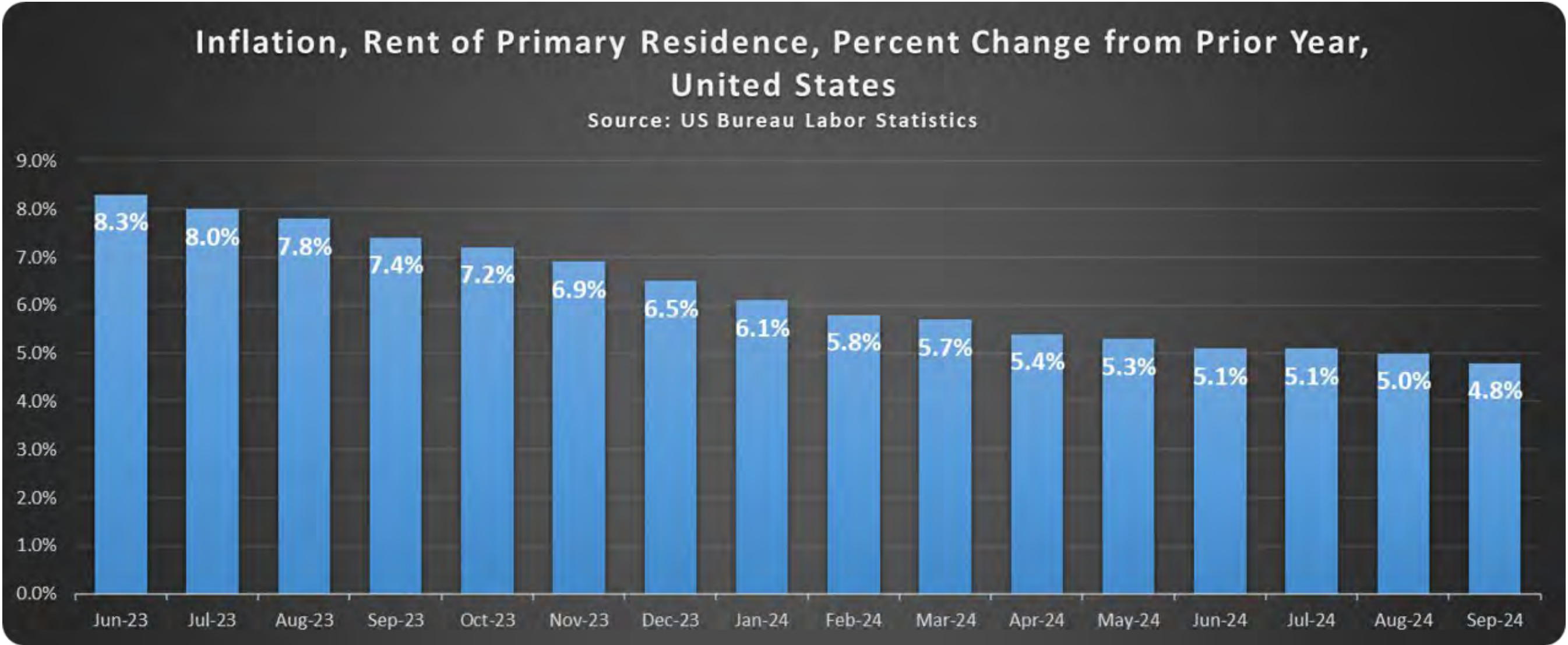


## Inflation, Food Away from Home, US Percent Change from Same Month, Prior Year



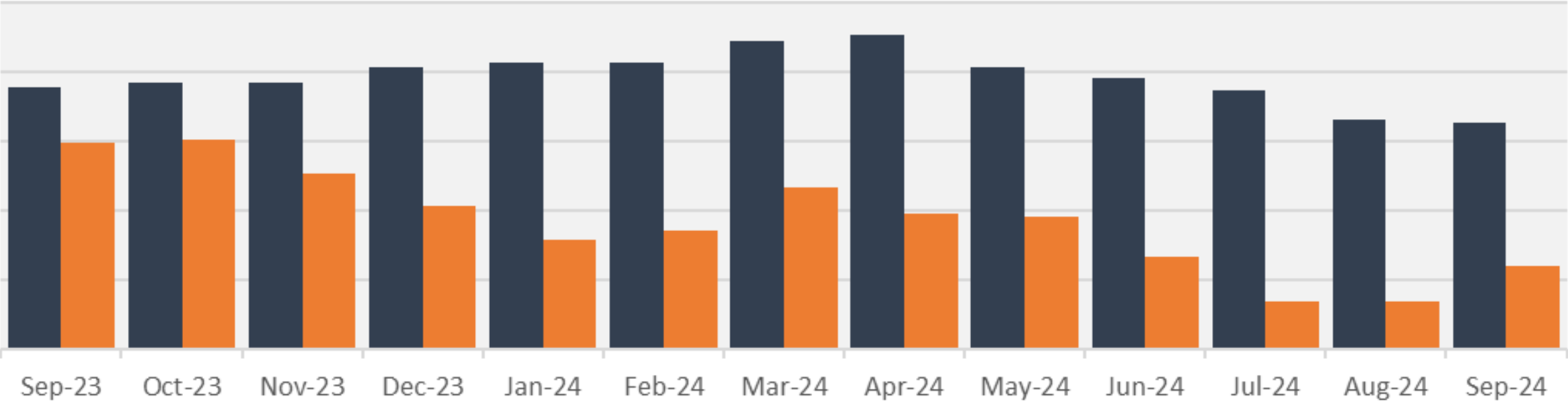


# SPOTLIGHT: RENT AND AUTO



## Inflation, Motor Vehicle Repairs & Insurance Percent Change from Prior Year

Source: US Bureau of Labor Statistics

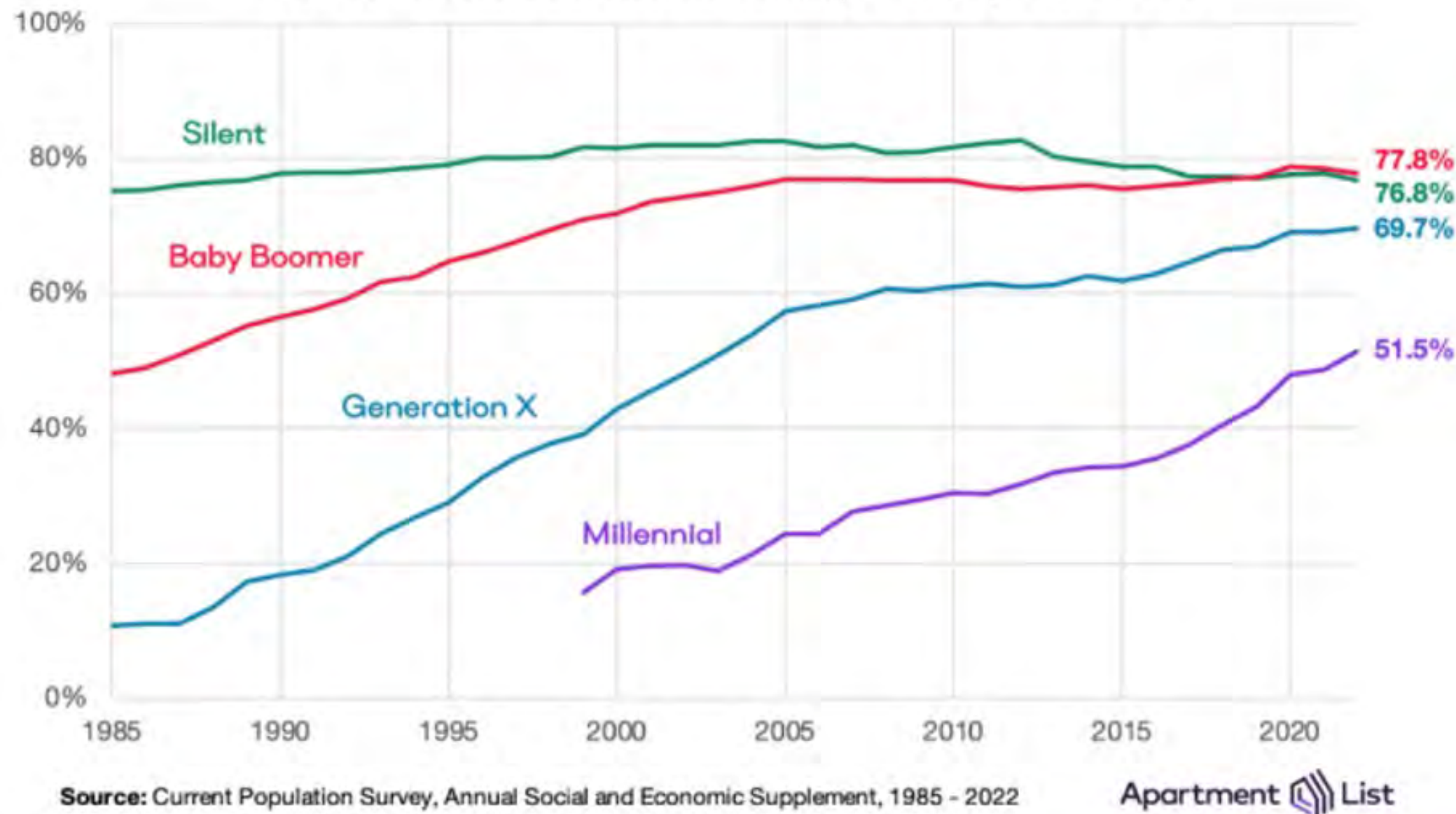


|                         | Sep-23 | Oct-23 | Nov-23 | Dec-23 | Jan-24 | Feb-24 | Mar-24 | Apr-24 | May-24 | Jun-24 | Jul-24 | Aug-24 | Sep-24 |
|-------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Motor Vehicle Insurance | 18.9%  | 19.2%  | 19.2%  | 20.3%  | 20.6%  | 20.6%  | 22.2%  | 22.6%  | 20.3%  | 19.5%  | 18.6%  | 16.5%  | 16.3%  |
| Motor Vehicle Repair    | 14.9%  | 15.1%  | 12.7%  | 10.3%  | 7.9%   | 8.5%   | 11.6%  | 9.8%   | 9.5%   | 6.7%   | 3.4%   | 3.4%   | 6.0%   |



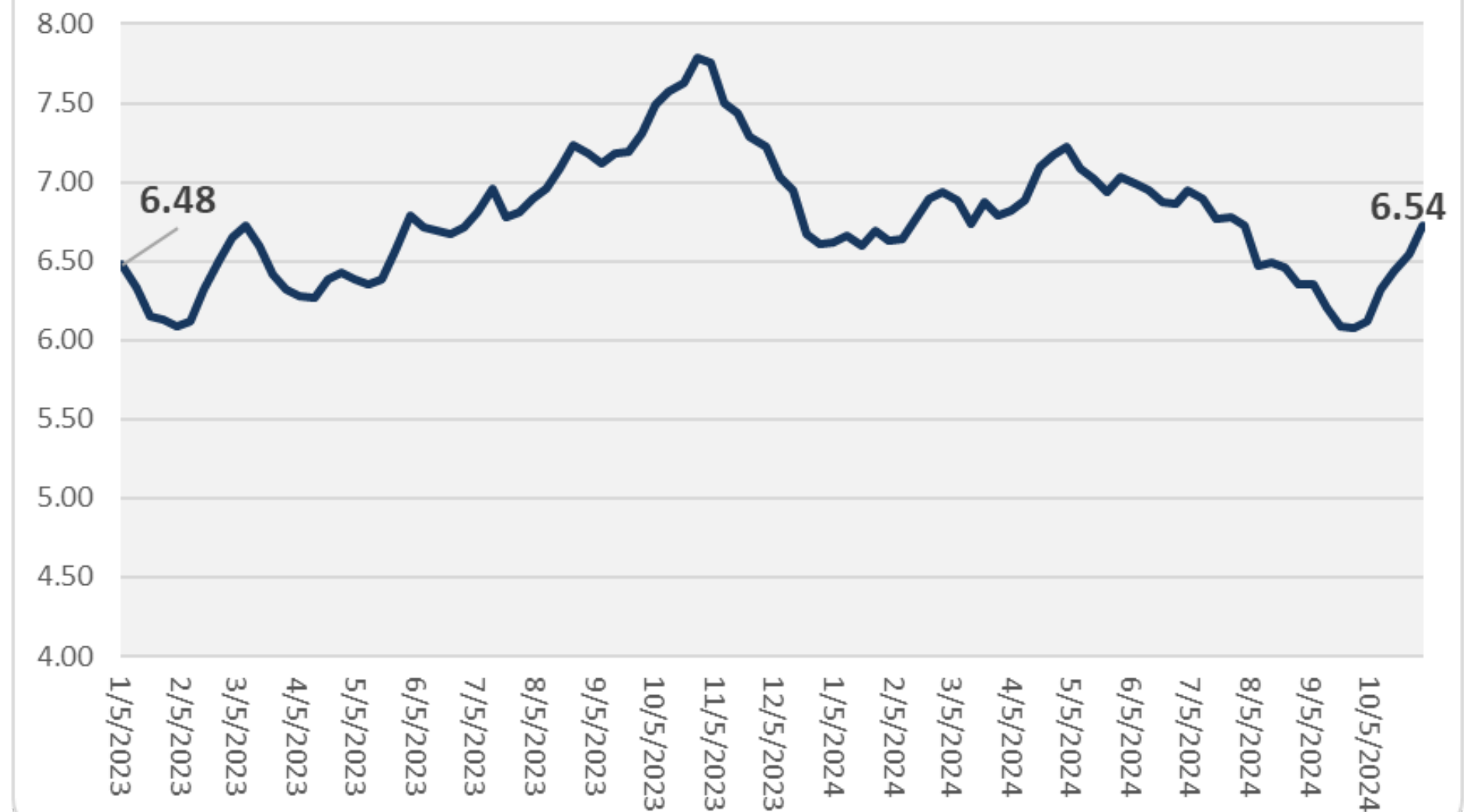
# SPOTLIGHT: YOUNGER BUYERS PRICED OUT OF HOUSING MARKET

Generational Homeownership Rates, 1985-2022



30 Year Fixed Rate Mortgage Rates, United States

Source: Freddie Mac



In order to fight inflation, the Federal Reserve has been raising interest rates to reduce the money supply by making it harder for people to borrow money. This is expected to lower demand for goods and services, which in turn will likely cause layoffs, creating a temporary surplus in labor supply, which is then expected to drive wages down.

Unfortunately, as the graph at the top shows, the Millennial generation has been adversely affected, first by high home values, and now by mortgage interest rates above 6% which are pricing many out of the market. The result is that the home ownership rate among Millennials is substantially lower than for prior generations of Americans.



# PLEASE SEND ANY FEEDBACK ON THIS REPORT TO:



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