









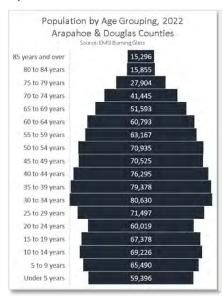
Background

This report was prepared by the Arapahoe/Douglas Workforce Development Board to profile the economy and labor force in Arapahoe and Douglas counties, which make up the southeastern portion of greater metro Denver.

The two-county region's premier transportation system includes Centennial Airport, ranked in the top 10 general aviation airports in the nation. The south I-25 corridor, including the Southeast Corridor Light Rail Line, provides access to the Denver Tech Center and other major business parks and transit-oriented developments, including the expansion of the new Lone Tree City Center. The E-470 toll road connects the area to Denver International Airport. I-225 connects the I-25 business parks to Aurora and the Anschutz Medical Campus; in addition, the newly built light rail line along I-225 now connects with the University of Colorado A-line commuter rail connecting downtown Denver with Denver International Airport. US-85 connects to the Southwest Light Rail Line serving the western portion of greater metro Denver, and offering access to some of the most scenic mountain spots in the nation.

Arapahoe and Douglas counties offer a variety of multi- and single-family residential housing options, outstanding education opportunities, and an abundance of recreational, cultural and entertainment options, such as the Madden Museum of Art, Fiddler's Green Amphitheater in Greenwood Village, the Englewood Arts Center, the Aurora Cultural Arts District, the Aurora History Museum, the Lone Tree Arts Center, Rock Park, and the Miller Activity Complex in Castle Rock.

Population and Growth



Arapahoe and Douglas counties have a robust labor force, with 449,260 people aged 25 to 54. This concentration of prime working age people is 1.12 times greater than the national average. In addition, the two counties have high concentrations of Millennials and Gen X, with a substantial number of Gen Z growing into the labor force.

Α		& Douglas Co EMSI Burning Glass		
5 years and over	1	18.	.6%	
80 to 84 years				29,3%
75 to 79 years				30.7%
70 to 74 years		9.5%		
65 to 69 years		9.6%		
60 to 64 years	-1.7%			
55 to 59 years	5	18		
50 to 54 years	-3,7%			
45 to 49 years		7.1%		
40 to 44 years		8,6%		
35 to 39 years		9.8%		
30 to 34 years		7.2%		
25 to 29 years	3	.4%		
20 to 24 years	3	.9%		
15 to 19 years	-3.8%			
10 to 14 years	-2.1%			
5 to 9 years	-0.9%			
Under 5 years		7,7%		

Concentrations of Working Age People									
Generation	Arapahoe & Douglas Counties	Concentration Relative to US							
Gen Z (10-25 years)	210,923	0.96							
Millennials (26-41 years)	232,464	1.11							
Gen X (42-57 years)	227,762	1.18							
Boomers II (58-67 years)	117,015	0.93							
Boomers I (68-76 years)	73,243	0.85							
Source: EMSI Burning Glass									

Between 2016 and 2021, the population in Arapahoe and Douglas counties added 64,582 (6.7%) people, growing to 1,032,867 by 2021, which is just over 17.5% of Colorado's total population that year. Over the next five years, the population in the two-county region is expected to grow 5.2%, adding another 54,664 people. The 65+ age groupings will add 23,849 people, making up 45.6% of the total expected 5-year growth.

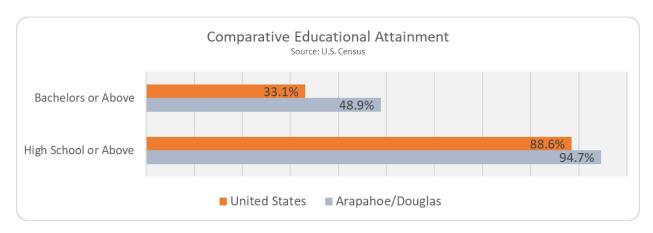
Educational Attainment

Population 3 Years and Older Enrolled in School						
Arapahoe & Douglas Counties						
Level Number						
Nursery school, preschool	17,129					
Kindergarten	13,244					
Elementary school (grades 1-8)	109,316					
High school (grades 9-12)	59,865					
College or graduate school	56,017					
Several IIS Commission Commission Several 2016 20	220 F V= F=+					

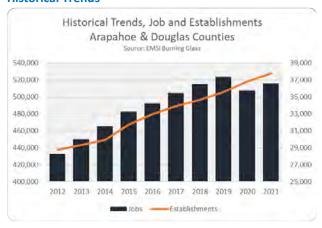
One of the main elements that make Arapahoe and Douglas counties especially attractive to incoming and expanding businesses is the highly skilled, tech savvy, and remote-capable labor force. Over 56,000 residents are currently enrolled in postsecondary education programs.

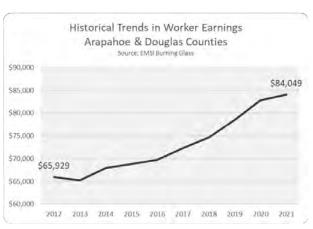
Source: US Census, American Community Survey 2016-2020 5-Yr Est.

The bar chart shows that educational attainment, both at high school and over, and at the bachelor's level and over, is significantly above the national average. Colorado is ranked the second most highly educated state in the nation.



Historical Trends





- Arapahoe and Douglas counties lost 16,340 jobs in 2020 and gained back 8,308 in 2021.
- The number of establishments went up both years, 1,231 in 2020, and 959 in 2021.
- Average worker earnings rose \$4,252 in 2020, and \$1,267 in 2021.

Industries That Added the Most Jobs

The table shows the top ten industries that added the most jobs during the last decade. Overall, Arapahoe and Douglas counties added 82,776 jobs over the last decade, an annual growth rate of 2.0%. The average annual job growth between 2012 and 2019 was 12,972 jobs. From 2020 - 2021, the region lost 8,032 jobs.

	Industries Adding the Most New Jobs, Arapahoe & Douglas Counties										
NAICS	Description	2012 Jobs	2021 Jobs	2012 - 2021 Change	Location Quotient	2021 Payrolled Business Locations	2021 Total Sales				
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals	1,535	6,385	4,850	8.29	14	\$1,152,019,546				
722513	Limited-Service Restaurants	10,977	14,588	3,611	1.06	749	\$1,365,687,344				
541512	Computer Systems Design Services	5,351	8,787	3,436	2.42	1,333	\$1,738,977,430				
624120	Services for the Elderly and Persons with Disabilities	2,815	6,074	3,259	0.89	345	\$238,885,022				
621610	Home Health Care Services	2,440	5,507	3,067	1.09	152	\$411,499,048				
551114	Corporate, Subsidiary, and Regional Managing Offices	8,576	11,109	2,533	1.54	934	\$3,317,815,031				
541511	Custom Computer Programming Services	5,031	7,476	2,444	2.15	1,125	\$1,446,252,794				
238210	Electrical Contractors and Other Wiring Installation Contractors	3,218	5,374	2,156	1.56	405	\$1,041,712,220				
452311	Warehouse Clubs and Supercenters	4,890	6,992	2,102	1.36	25	\$684,809,503				
611110	Elementary and Secondary Schools	2,104	4,148	2,044	1.06	28	\$201,732,425				
Source: EMSI Burn	ning Glass										

Current Economy

Arapahoe and Douglas counties contribute significantly to the economies in metro Denver and statewide.

Comparative Regional Economies										
Region	Population (2021)	Labor Force (2021)	Jobs (2021)	Cost of Living	GRP	Imports	Exports			
Arapahoe/Douglas	1,032,867	583,933	515,882	114.8	\$79,673,916,731	\$68,905,152,605	\$66,954,102,722			
Denver-Aurora-Lakewood, CO	3,034,894	1,733,332	1,642,934	115.3	\$244,755,013,646	\$168,249,755,501	\$216,864,162,311			
Colorado	5,895,455	3,217,455	3,048,281	111.1	\$403,636,183,150	\$294,986,671,461	\$360,769,798,052			
Source: EMSI Rurning Glass										

Arapahoe/Douglas Percent of Larger Economies										
Region	Population (2021)	GRP	Imports	Exports						
Denver-Aurora-Lakewood, CO	34.0%	33.7%	31.4%	99.6%	32.6%	41.0%	30.9%			
Colorado	17.5%	18.1%	16.9%	103.3%	19.7%	23.4%	18.6%			
Source: EMSI Burning Glass	,									

Several additional observations of the current economy in the two-county region:

- Median household income \$90,678
- The median earnings for a full-time worker in Arapahoe County is:
 - o \$57,825 for males
 - o \$49,545 for females (\$0.86 per dollar men make)
- The median earnings for a full-time worker in Douglas County is:
 - o \$93,092 for males
 - o \$62,949 for females (\$0.68 per dollar men make)
- 34,447 (10%) worked from home in Arapahoe County; 29,268 (16%) worked from home in Douglas County
- In the two counties, 62,884 people are without health insurance. Of these, 58.6% (36,843) are employed.

Projected Growth

Arapahoe and Douglas counties are expected to add 41,977 jobs in the five-year period ending in 2026, an annual growth rate of 1.9%. The three sectors expected to add the most jobs, healthcare, professional, scientific and technical, and accommodation and food service will account for 47% of that projected growth.

	Projected Growth by Sector, Arapahoe & Douglas Counties										
SOC	Description	Description 2022 Jobs 2026 Jobs 2022 - 2026 Change		2022 Location Quotient	2021 Payrolled Business Locations	2021 Total Sales					
62	Health Care and Social Assistance	66,067	75,187	9,120	0.95	3,544	\$8,647,765,235				
54	Professional, Scientific, and Technical Services	59,472	65,468	5,996	1.59	8,228	\$12,506,474,469				
72	Accommodation and Food Services	36,675	41,162	4,487	0.97	2,012	\$2,993,036,785				
90	Government	56,781	60,841	4,060	0.73	227	\$17,698,301,552				
23	Construction	40,657	43,760	3,103	1.32	3,246	\$9,042,599,950				
52	Finance and Insurance	43,702	46,607	2,905	1.93	2,868	\$21,472,424,571				
81	Other Services (except Public Administration)	26,395	28,540	2,145	0.98	2,901	\$2,260,342,014				
48	Transportation and Warehousing	10,886	12,483	1,596	0.48	638	\$1,624,487,563				
71	Arts, Entertainment, and Recreation	8,961	10,391	1,430	1.21	487	\$964,331,886				
44	Retail Trade	54,229	55,548	1,319	1.04	2,682	\$6,874,621,710				
61	Educational Services	10,844	12,115	1,271	0.78	640	\$785,466,430				
31	Manufacturing	11,790	12,754	964	0.29	635	\$3,562,717,554				
51	Information	23,838	24,673	835	2.48	922	\$19,351,426,283				
53	Real Estate and Rental and Leasing	11,633	12,438	804	1.27	2,344	\$9,354,664,195				
42	Wholesale Trade	19,843	20,570	727	1.05	2,857	\$8,900,328,957				
55	Management of Companies and Enterprises	12,100	12,770	670	1.58	966	\$3,907,694,665				
56	Administrative and Support and Waste Management and Remediation Services	32,860	33,362	502	1.02	2,354	\$4,831,641,646				
11	Agriculture, Forestry, Fishing and Hunting	726	809	83	0.11	64	\$329,331,274				
22	Utilities	450	467	18	0.25	21	\$316,012,080				
21	Mining, Quarrying, and Oil and Gas Extraction	753	695	(58)	0.45	141	\$3,052,786,716				
	Totals	528,663	570,641	41,977	1.19	37,772	\$138,476,455,534				

Source: EMSI Burning Glass

Wage Ranges Top 20 Jobs

Bench Strength and Wage Scales, Top 20 Occupations in Sector										
			Percent of Total	Avg.	Avg.	Pct. 10	Pct. 25	Median	Pct. 75	Pct. 90
soc	Description	2022	Employ-	Annual	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
		Jobs	ment in	Openings	Earnings	Earnings	Earnings	Earnings	Earnings	Earnings
			Region							
11-1021	General and Operations Managers	7,138	1.1%	768	\$73.99	\$26.87	\$40.29	\$63.21	\$99.26	\$140.81
13-1161	Market Research Analysts and Marketing Specialists	4,970	2.3%	626	\$38.70	\$19.34	\$26.25	\$34.91	\$48.37	\$64.49
13-1198	Project Management Specialists and Business Operations Specialists, All Other	11,532	1.7%	1,014	\$43.87	\$23.00	\$29.72	\$40.06	\$53.37	\$68.80
13-2011	Accountants and Auditors	7,873	1.2%	811	\$41.63	\$22.71	\$28.26	\$37.12	\$50.40	\$64.91
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	12,230	1.9%	1,300	\$53.52	\$32.54	\$40.20	\$52.69	\$65.10	\$78.03
25-2021	Elementary School Teachers, Except Special Education	5,470	2.8%	511	\$28.98	\$20.13	\$22.88	\$28.06	\$34.69	\$40.72
29-1141	Registered Nurses	8,055	1.8%	674	\$37.31	\$26.47	\$30.69	\$36.44	\$43.65	\$49.74
31-1128	Home Health and Personal Care Aides	10,065	1.4%	2,027	\$14.06	\$12.02	\$12.21	\$13.27	\$14.94	\$17.87
35-3023	Fast Food and Counter Workers	12,348	2.1%	3,004	\$12.90	\$12.02	\$12.04	\$12.33	\$13.47	\$14.88
35-3031	Waiters and Waitresses	5,596	1.2%	1,243	\$14.80	\$12.02	\$12.03	\$12.12	\$12.50	\$24.50
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	6,199	1.5%	981	\$15.26	\$12.06	\$12.50	\$13.81	\$16.22	\$19.82
41-2011	Cashiers	8,773	1.0%	1,621	\$14.36	\$12.03	\$12.23	\$13.27	\$15.62	\$18.73
41-2031	Retail Salespersons	14,490	1.5%	2,182	\$16.50	\$12.02	\$12.16	\$13.60	\$16.25	\$23.78
41-3091	Sales Representatives of Services	7,752	1.3%	980	\$40.83	\$14.74	\$21.23	\$31.92	\$50.57	\$81.80
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	5,157	0.9%	549	\$42.05	\$16.59	\$24.00	\$35.70	\$51.90	
43-3031	Bookkeeping, Accounting, and Auditing Clerks	5,143	1.0%	627	\$22.88	\$13.68	\$17.32	\$22.01	\$27.02	\$31.97
43-4051	Customer Service Representatives	10,881	2.2%	1,466	\$19.89	\$12.74	\$14.79	\$18.33	\$23.44	\$29.56
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	6,374	2.3%	733	\$21.05	\$13.77	\$16.82	\$20.47	\$24.54	\$29.36
43-9061	Office Clerks, General	7,115	1.5%	934	\$22.42	\$13.00	\$16.18	\$21.29	\$26.81	\$33.15
53-7065 Source: EMSI Bu	Stockers and Order Fillers	9,761	1.0%	1,655	\$16.67	\$12.71	\$13.89	\$15.79	\$18.69	\$21.78

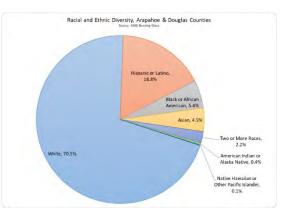
Due to the timeframes in which wage data is collected and collated, Colorado's 2022 change in minimum wage to \$12.56 per hour, and for tipped employees, \$9.54 per hour, may not be accurately reflected in some of the wages listed in the table. In addition, House Bill 1210 was passed in late 2019, and allowed local governments throughout Colorado to set higher wages. These municipal minimum wages will not be accurately reflected in some of the wages listed in the table.

Hires, Separations & Turnover for Top Jobs

	Hires, Separations and Turnover, Top Jobs, Arapahoe & Douglas Counties									
soc	Description	Percent of Total Employment in Region	2022 Jobs	2021 Hires	2021 Separations	2021 Turnover Rate				
35-3031	Waiters and Waitresses	1.1%	5,596	8,942	10,040	180.5%				
35-3023	Fast Food and Counter Workers	2.3%	12,348	18,975	20,692	173.9%				
41-2011	Cashiers	1.7%	8,773	10,696	11,601	132.9%				
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1.2%	6,199	6,667	6,193	102.5%				
53-7065	Stockers and Order Fillers	1.9%	9,761	9,641	9,565	99.7%				
41-2031	Retail Salespersons	2.8%	14,490	13,787	14,326	99.6%				
31-1128	Home Health and Personal Care Aides	1.8%	10,065	9,779	9,333	98.9%				
43-9061	Office Clerks, General	1.4%	7,115	5,498	5,691	81.6%				
43-4051	Customer Service Representatives	2.1%	10,881	7,656	7,939	73.5%				
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1.2%	6,374	4,167	4,629	73.4%				
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.5%	7,752	5,372	5,402	70.6%				
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1.0%	5,143	3,322	3,536	69.8%				
13-2011	Accountants and Auditors	1.5%	7,873	3,824	4,094	53.0%				
11-1021	General and Operations Managers	1.3%	7,138	3,861	3,611	52.1%				
13-1161	Market Research Analysts and Marketing Specialists	0.9%	4,970	2,693	2,477	51.4%				
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1.0%	5,157	2,625	2,497	48.9%				
13-1198	Project Management Specialists and Business Operations Specialists, All Other	2.2%	11,532	4,654	4,804	42.5%				
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	2.3%	12,230	5,045	4,060	34.6%				
29-1141	Registered Nurses	1.5%	8,055	2,396	2,409	31.1%				
25-2021	Elementary School Teachers, Except Special Education	1.0%	5,470	1,800	1,618	30.3%				
Source: EMSI E	uming Glass									

Diversity, Equity, and Inclusion

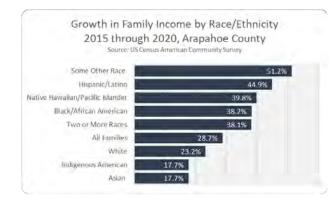
Arapahoe and Douglas Counties									
	Arapahoe &	Urban							
Workforce Age Bands	Douglas	Front							
	Counties	Range							
14 to 18	2.7%	2.3%							
19 to 24	9.1%	9.9%							
25 to 34	22.7%	23.6%							
35 to 44	22.6%	22.0%							
45 to 54	20.3%	19.6%							
55 to 64	16.0%	16.1%							
65+	6.6%	6.5%							



Source: EMSI Burning Glass

Nationally 12.1% of the workforce is aged 14-24, while 7.0% is 65 years or older. In the two-county Arapahoe/Douglas area, over 34,101 people are at or over the traditional retirement age, with another 8,248 reaching age 65 each year. However, many are working past age 65 and even age 70 for a variety of reasons, including financial need.

Both Arapahoe and Douglas counties offer families in all race and ethnicity groups the opportunity for incomes above the national average, and above average income growth potential. The subsequent bar charts came from the U.S. Census American Community Survey 5-Year Estimates. They show the percent growth in family income by race/ethnicity between 2015 and 2020 for the two counties. Reader should note that information on family income was not available for one racial grouping in Douglas County in 2015 and 2016.





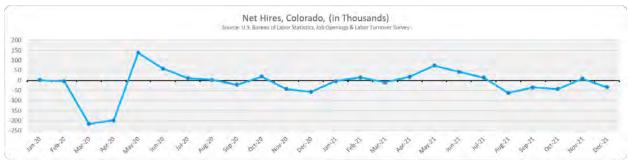
	Median Income, Families, Arapahoe County											
Year	All Families	Two or More Races	White	Asian	Some Other Race	Hispanic / Latino	Black / African American	White Alone (Non- Hispanic)	Indigenous American / Alaskan Native	Native Hawaiian / Pacific Islander		
2015	\$76,437	\$58,503	\$84,845	\$76,484	\$41,104	\$46,837	\$49,959	\$90,661	\$71,927	\$73,257		
2016	\$80,002	\$62,706	\$88,221	\$77,052	\$43,283	\$50,471	\$54,044	\$93,514	\$73,913	\$75,625		
2017	\$84,049	\$72,839	\$93,182	\$80,074	\$47,677	\$54,642	\$58,148	\$98,370	\$73,681	\$81,188		
2018	\$89,953	\$81,969	\$99,134	\$83,318	\$52,074	\$58,780	\$63,363	\$104,643	\$73,365	\$72,424		
2019	\$94,344	\$91,858	\$103,367	\$85,217	\$77,731	\$63,495	\$68,773	\$108,152	\$81,397	\$74,215		
2020	\$98,402	\$80,796	\$107,406	\$90,035	\$62,136	\$67,865	\$69,023	\$111,690	\$84,625	\$102,404		
Percent Change	28.7%	38.1%	26.6%	17.7%	51.2%	44.9%	38.2%	23.2%	17.7%	39.8%		
Annual Growth	5.2%	6.7%	4.8%	3.3%	8.6%	7.7%	6.7%	4.3%	3.3%	6.9%		
Source US Census, ACS B19	113 Series, 5-Ye	ar Estimates										

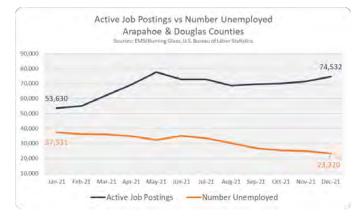
	Median Income, Families, Douglas County											
Year	All Families	Two or More Races	White	Asian	Some Other Race	Hispanic / Latino	Black / African American	White Alone (Non- Hispanic)	Indigenous American / Alaskan Native	Native Hawaiian / Pacific Islander		
2015	\$115,309	\$107,059	\$115,921	\$112,674	\$88,814	\$95,434	\$103,698	\$117,345	\$66,635	Not Avail.		
2016	\$118,953	\$123,365	\$119,802	\$111,116	\$84,663	\$97,392	\$109,244	\$121,563	\$61,806	Not Avail.		
2017	\$124,371	\$127,721	\$125,526	\$113,582	\$89,028	\$103,384	\$119,205	\$127,361	\$66,818	\$169,327		
2018	\$129,717	\$139,280	\$130,927	\$117,544	\$91,972	\$109,836	\$123,155	\$132,707	\$95,950	\$174,063		
2019	\$134,931	\$141,466	\$135,900	\$125,493	\$78,432	\$113,039	\$125,500	\$137,453	\$89,167	\$220,809		
2020	\$137,589	\$133,750	\$138,679	\$127,356	\$115,441	\$111,432	\$108,839	\$139,928	\$89,625	\$250,000		
Percent Change	19.3%	24.9%	19.6%	13.0%	30.0%	16.8%	5.0%	19.2%	34.5%	47.6%		
Annual Growth	3.6%	4.6%	3.7%	2.5%	5.4%	3.1%	1.0%	3.6%	6.1%	13.9%		
Source US Census, ACS B19	113 Series 5-Ve	ar Estimates										

Racially diverse executive teams provided an advantage of 35% higher Earnings Before Interest and Taxes (EBIT) and 33% more long-term value creation. Maintaining a diverse workforce is imperative for modern organizations to succeed. Companies with a diverse staff are better positioned to meet the needs of diverse customer bases, and the cash flows of diverse companies are 2.3 times higher than those of companies with more monolithic staff. Diverse companies are 70% more likely to capture new markets than organizations that do not actively recruit and support talent from under-represented groups. – Market Watch, August 1, 2020.

Scarce Labor Market







According to the U.S. Bureau of Economic Analysis, the real gross domestic product (GDP) increased at an annual rate of 6.9 percent in the fourth quarter of 2021, following an increase of 2.3 percent in the third quarter.

At the same time, in December 2021, the U.S. Department of Labor reported that just over 1 million more people left their jobs than were hired, in the face of 9.95 million job openings. Scarcity in the labor market is expected to continue into the foreseeable future.

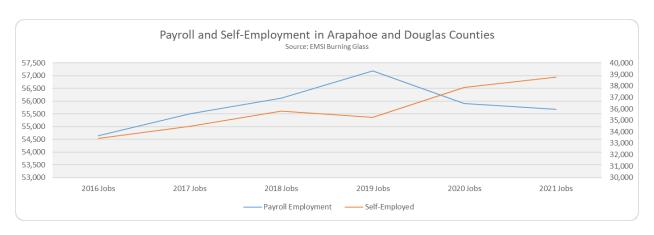
In Colorado during the same month, 34,000 more people left their jobs than were hired, in the face of 208,000 job openings. At this writing, resignations seem to be tapering off, but labor still continues to be scarce. In a New York Times editorial dated April 5, 2022, economist Paul Krugman now refers to current conditions as the 'Great Reshuffling' rather than the Great Resignation.

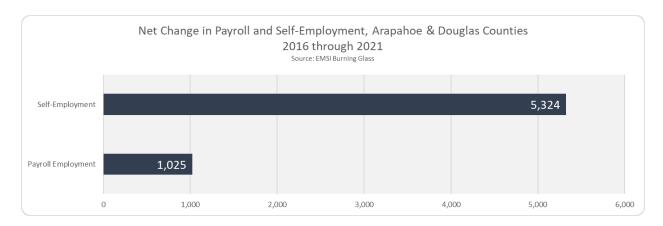
We have a very tight labor market, even though the number of employees is still about a million and a half below prepandemic levels and even further below the prepandemic trend, (but) self-employment is up by a lot, around 600,000 more workers than the average in 2019. It also does seem as if part of the Great Reshuffling has involved Americans concluding that they could improve their lives by starting their own businesses. – Paul Krugman

Comparative Changes in Payroll and Self-Employment



In Arapahoe and Douglas counties, employment is still around 1,500 below pre-pandemic levels, but self-employment grew by just over 3,500 people between 2019 and 2021.





Gaps in Training Pipeline by Education Level

The reader should be mindful that several major university campuses are located outside of the greater metro Denver region, notably the University of Colorado, Colorado State University, and University of Northern Colorado. Industry leaders in greater metro Denver routinely collaborate with public partners in the community to address training needs in nontraditional and outside-of-the-box ways. Now, training for an occupation may well be a combination of hands-on experience mixed with classroom training, some in-person and some virtual.

	Postsecondary Certificate or Non-Degree Credential								
SOC	Occupation Annual Openings		Regional Completions (2020)	Shortfall					
53-3032	Heavy and Tractor-Trailer Truck Drivers	3,400	0	(3,400)					
31-1131	Nursing Assistants	2,715	1,378	(1,337)					
31-9011	Massage Therapists	1,144	194	(950)					
39-5012	Hairdressers, Hairstylists, and Cosmetologists	1,885	1,013	(872)					
31-9091	Dental Assistants	1,141	381	(760)					
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	727	275	(452)					
29-2061	Licensed Practical and Licensed Vocational Nurses	525	181	(344)					
49-3011	Aircraft Mechanics and Service Technicians	398	130	(268)					
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	434	245	(189)					
29-2053	Psychiatric Technicians Psychiatric Technicians	116	2	(114)					
Source: FMS	Burning Glass								

Source: EMSI Burning Glass

	Associate Degree							
SOC	Occupation	Annual Openings	Regional Completions (2020)	Shortfall				
23-2011	Paralegals and Legal Assistants	761	273	(488)				
29-1292	Dental Hygienists	319	73	(246)				
31-2021	Physical Therapist Assistants	239	67	(172)				
29-2034	Radiologic Technologists and Technicians	308	173	(135)				
29-2032	Diagnostic Medical Sonographers	115	8	(107)				
31-2011	Occupational Therapy Assistants	116	18	(98)				
53-2021	Air Traffic Controllers	87	8	(79)				
29-2031	Cardiovascular Technologists and Technicians	55	0	(55)				
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	65	13	(52)				
	Respiratory Therapists	152	103	(49)				

Source: EMSI Burning Glass

	Bachelors Degree							
SOC	Occupation	Annual Openings	Regional Completions (2020)	Shortfall				
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	5,718	3,626	(2,092)				
27-2022	Coaches and Scouts	926	93	(833)				
13-1028	Buyers and Purchasing Agents	927	121	(806)				
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	734	34	(700)				
41-3031	Securities, Commodities, and Financial Services Sales Agents	1,104	467	(637)				
53-2011	Airline Pilots, Copilots, and Flight Engineers	657	103	(554)				
11-9021	Construction Managers	1,214	748	(466)				
13-1151	Training and Development Specialists	842	429	(413)				
25-9044	Teaching Assistants, Postsecondary	395	0	(395)				
25-9099	Educational Instruction and Library Workers, All Other	340	0	(340)				

Source: EMSI Burning Glass

Apprenticeable Occupations

Colorado now has its own apprenticeship office, and was the recipient of \$10 million to fund the Innovation, Diversity & Equity in Apprenticeship (IDEA) grant, which provides a vital resource for Colorado businesses.

The Colorado Urban Workforce Alliance, housed at Arapahoe/Douglas Works!, has six apprenticeship navigators who can guide businesses throughout the state through the process of creating registered apprenticeship programs, with the additional possibility of subsidies to help with training costs.

This is especially important for businesses who cannot find qualified candidates, but can find people who would be a good fit, if assistance in training them were available. Many occupations are apprenticeable, and the Business Services team at Arapahoe/Douglas Works! can help businesses determine if this may be a good strategy.

	Apprenticeable Jobs, Arapahoe & Douglas Counties, Top 25 Jobs by Percent Total Employment									
soc	Description	Jobs	Average Annual Openings	Percent of Total Employment	Median Hourly Earnings	Apprentice- able				
11-1021	General and Operations Managers	7,138	768	1.3%	\$63.21	Yes				
13-1161	Market Research Analysts and Marketing Specialists	4,970	626	0.9%	\$34.91	Yes				
13-1198	Project Management Specialists and Business Operations Specialists, All Other	11,532	1,014	2.2%	\$40.06	Yes				
13-2011	Accountants and Auditors	7,873	811	1.5%	\$37.12	Yes				
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	12,230	1,300	2.3%	\$52.69	Yes				
25-2021	Elementary School Teachers, Except Special Education	5,470	511	1.0%	\$28.06	No				
29-1141	Registered Nurses	8,055	674	1.5%	\$36.44	Yes				
31-1128	Home Health and Personal Care Aides	10,065	2,027	1.8%	\$13.27	Yes				
35-2014	Cooks, Restaurant	4,640	922	0.9%	\$14.53	Yes				
35-3023	Fast Food and Counter Workers	12,348	3,004	2.3%	\$12.33	No				
35-3031	Waiters and Waitresses	5,596	1,243	1.1%	\$12.12	No				
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	6,199	981	1.2%	\$13.81	Yes				
39-9011	Childcare Workers	4,537	694	0.9%	\$13.38	Yes				
41-2011	Cashiers	8,773	1,621	1.7%	\$13.27	No				
41-2031	Retail Salespersons	14,490	2,182	2.8%	\$13.60	No				
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	7,752	980	1.5%	\$31.92	No				
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	5,157	549	1.0%	\$35.70	Yes				
43-1011	First-Line Supervisors of Office and Administrative Support Workers	4,546	502	0.9%	\$30.14	No				
43-3031	Bookkeeping, Accounting, and Auditing Clerks	5,143	627	1.0%	\$22.01	Yes				
43-4051	Customer Service Representatives	10,881	1,466	2.1%	\$18.33	Yes				
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	6,374	733	1.2%	\$20.47	Yes				
43-9061	Office Clerks, General	7,115	934	1.4%	\$21.29	Yes				
47-2061	Construction Laborers	4,893	585	0.9%	\$18.74	Yes				
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	4,601	735	0.9%	\$17.71	Yes				
53-7065	Stockers and Order Fillers	9,761	1,655	1.9%	\$15.79	No				
Source: EMSI I	Burning Glass									

Other Innovative Solutions in a Scarce Labor Market

There are several strategies businesses can use in today's scarce labor market. By working with the local workforce development system, businesses can tap into the hidden candidate market. The Arapahoe/Douglas Works! <u>Business Services Team</u> offers a no-cost consultive approach for businesses to determine and implement the best strategies to adapt to a scarce labor market.

- 1. Automation.
- 2. Remote working.
- 3. Contracting work out (outsourcing).
- 4. Work-based learning (paid and unpaid internships, on-the-job training, and apprenticeship.

Additional services include candidate screening & skill assessment, hiring events, and job fairs. Services are virtual or in-person depending on business need.

Automation

	Automation Potential, All Jobs, Arapahoe & Douglas Counties							
soc	Occupation	Employed in Industry Group (2022)	Automation Index					
35	Food Preparation and Serving Related	37,805	125.9					
47	Construction and Extraction	27,490	123.1					
37	Building and Grounds Cleaning and Maintenance	15,669	122.5					
51	Production	11,249	113.8					
53	Transportation and Material Moving	32,975	110.9					
45	Farming, Fishing, and Forestry	782	110.0					
49	Installation, Maintenance, and Repair	19,084	108.9					
33	Protective Service	9,233	98.7					
43	Office and Administrative Support	60,633	98.1					
39	Personal Care and Service	17,950	96.1					
41	Sales and Related	60,846	95.0					
31	Healthcare Support	21,587	95.0					
27	Arts, Design, Entertainment, Sports, and Media	11,603	89.7					
13	Business and Financial Operations	51,343	89.5					
29	Healthcare Practitioners and Technical	26,749	88.3					
17	Architecture and Engineering	13,959	87.0					
25	Educational Instruction and Library	27,166	85.9					
11	Management	29,354	85.1					
19	Life, Physical, and Social Science	4,511	84.5					
23	Legal	5,530	84.0					
15	Computer and Mathematical	32,089	83.4					
21	Community and Social Service	8,146	82.3					

When staff are difficult to find, automation may be a strategy that can help a business maintain productivity and output.

EMSI Burning Glass has developed an automation index, which has a base of 100. An automation index greater than 100 indicates a higher-than-average risk of automation; an automation index less than 100 indicates a lower-than-average risk of automation.

Automation seldom replaces staff 1:1, but it can leverage operations so a business can run successfully with fewer staff. A real example is a tire store chain in Lone Tree, which upgraded its internet presence so that customers could choose and purchase tires online, and even set up the service appointment. This has allowed the center to serve more customers with the same number of staff.

Source: EMSI Burning Glass

Remote Working

Remote working is another strategy businesses can use to ensure they have the staff they need in key skill areas. This table was constructed using estimated employment by occupational family in the two-county Arapahoe/Douglas area, and then applying ratios using data collected by the U.S. Bureau of Labor Statistics during the pandemic. Ratios from January 2021 were chosen, because during that month, everyone who could successfully telework was teleworking.

Many businesses have looked at their business functions, determined which staff could work remotely, and obtained the virtual technology to allow them to do so. For example, many business and government entities have developed hybrid schedules with whole sections of staff working remotely part- or full-time. A full-time teleworking strategy allows a business to increase its recruitment reach.

	Remote Working Capabilities, Arapahoe & Douglas Counties						
soc	Occupation	Employed in Industry Group (2022)	Potential Remote Workforce	Percent Working Remote January 2021			
13	Business and Financial Operations	51,346	27,624	53.8%			
15	Computer and Mathematical	32,091	21,694	67.6%			
43	Office and Administrative Support	60,641	15,039	24.8%			
25	Educational Instruction and Library	27,166	12,089	44.5%			
11	Management	29,356	10,744	36.6%			
41	Sales and Related	60,854	10,345	17.0%			
17	Architecture and Engineering	13,959	6,379	45.7%			
27	Arts, Design, Entertainment, Sports, and Media	11,603	4,873	42.0%			
21	Community and Social Service	8,146	3,658	44.9%			
29	Healthcare Practitioners and Technical	26,751	3,504	13.1%			
23	Legal	5,530	3,191	57.7%			
19	Life, Physical, and Social Science	4,511	2,057	45.6%			
39	Personal Care and Service	17,950	1,382	7.7%			
35	Food Preparation and Serving Related	37,812	870	2.3%			
31	Healthcare Support	21,591	864	4.0%			
33	Protective Service	9,234	813	8.8%			
47	Construction and Extraction	27,492	770	2.8%			
53	Transportation and Material Moving	32,982	693	2.1%			
49	Installation, Maintenance, and Repair	19,085	668	3.5%			
37	Building and Grounds Cleaning and Maintenance	15,671	439	2.8%			
51	Production	11,251	383	3.4%			
45	Farming, Fishing, and Forestry	783	11	1.4%			
	Totals	525,807	128,089	24.4%			
Source	: EMSI Burning Glass						

Note: the telework data does not differentiate between hybrid and full-time remote work.

Contracting/Outsourcing

Contracting and outsourcing encompasses a number of strategies businesses can use together or singly. Strategies include:

- 1. Reaching out to staffing companies to recruit and fill positions. This has the advantage of the staffing company being the employer of record, but the business may pay a premium to cover costs of the staffing company as well as the wages.
- 2. Contracting with firms in the administrative and support services subsector to take over various business functions, such as office operations, facilities, human resources, and business support. Many of these firms work in the United States, but a number also offer the services of workers in Central America, Eastern Europe, and Asia. Common outsourced occupations include junior and senior software developers, call center personnel. Businesses using this strategy should be mindful that a) firms that offer services from workers worldwide are similar to staffing companies in that the business customer pays the outsourcing company a fee that includes their own expenses and profits, as well as the foreign worker wages, and b) in some cases, quality might be an issue, or unforeseen events such as the current war in Ukraine, which is disrupting a significant segment of this market.

Average Annual Salary by Country, Commonly Outsourced Jobs								
Region	Location	Junior Software Developer	Senior Software Developer	Accountant	Call Center Representative	Manufacturing Assembler		
	India	\$4,744	\$16,266	\$3,382	\$2,477	\$2,500		
	China	\$14,291	\$34,805	\$14,876	\$8,487	\$15,910		
	Malaysia	\$10,020	\$21,790	\$12,277	\$9,827	\$12,485		
Asia	Thailand	\$10,063	\$33,243	\$11,978	\$13,836	\$8,738		
Asia	Indonesia	\$4,153	\$16,800	\$14,000	\$6,989	\$5,667		
	Philippines	\$5,963	\$13,118	\$6,414	\$4,055	\$3,084		
	Taiwan	\$23,789	\$36,044	\$25,231	\$21,929	\$19,548		
	Asian Average	\$10,432	\$24,581	\$12,594	\$9,657	\$9,705		

Sources: Payscale.com, Daxx, Glass Door, and EMSI-Burning Glass

Average Annual Salary by Country, Commonly Outsourced Jobs										
Region	Location	Junior Software Developer	Senior Software Developer	Accountant	Call Center Representative	Manufacturing Assembler				
Ct1	Brazil	\$12,235	\$26,845	\$12,154	\$7,475	\$8,512				
Central	Chile	\$26,491	\$36,653	\$28,598	\$19,523	\$7,519				
& South	Mexico	\$19,774	\$25,631	\$15,630	\$11,348	\$7,009				
America	South & Central America Average	\$19,500	\$29,710	\$18,794	\$12,782	\$7,680				

Sources: Payscale.com, Daxx, Glass Door, and EMSI-Burning Glass

	Average Annual Salary by Country, Commonly Outsourced Jobs										
Region	Location	Junior Software	Senior Software	Accountant	Call Center	Manufacturing					
		Developer	Developer	Accountant	Representative	Assembler					
	Bulgaria	\$13,689	\$36,134	\$9,379	\$13,329	\$16,283					
Eastern	Poland	\$18,006	\$44,220	\$15,399	\$13,966	\$7,980					
Europe	Ukraine	\$14,721	\$49,800	\$7,342	\$3,840	\$5,452					
	East European Average	\$15,472	\$43,385	\$10,707	\$10,378	\$9,905					

Sources: Payscale.com, Daxx, Glass Door, and EMSI-Burning Glass

- 3. Another strategy, closer to home, is to tap into the local chambers of commerce, who may well have members on their rolls who can fulfill functions a business cannot find staff to do. For example, an organization needing software developers might contract with a chamber member whose business is software development.
- 4. A final strategy is to tap into the gig economy. For example, during the pandemic, supermarkets in the region entered into agreements with a national firm called Instacart that employs gig workers to shop and deliver groceries to customers. Restaurants which did not have the capacity to deliver contracted with Uber to deliver meals.

Talent Clusters: Remote and In-Person

Concentrated Talent Clusters, Arapahoe & Douglas Counties							
SOC	Description	2022 Jobs	Location Quotient				
17-2050	Civil Engineers	3,380	3.10				
41-3030	Securities, Commodities, and Financial Services Sales Agents	4,100	2.60				
15-1240	Database and Network Administrators and Architects	5,637	2.57				
13-2050	Financial Analysts and Advisors	3,241	2.39				
17-2070	Electrical and Electronics Engineers	2,503	2.36				
41-3090	Miscellaneous Sales Representatives, Services	7,752	2.28				
13-1190	Miscellaneous Business Operations Specialists	11,532	2.19				
15-1250	Software and Web Developers, Programmers, and Testers	13,854	2.06				
13-1160	Market Research Analysts and Marketing Specialists	4,970	1.94				
15-1290	Miscellaneous Computer Occupations	2,605	1.86				
41-3020	Insurance Sales Agents	4,195	1.73				
13-2070	Credit Counselors and Loan Officers	2,063	1.73				
13-1030	Claims Adjusters, Appraisers, Examiners, and Investigators	1,908	1.69				
15-1230	Computer Support Specialists	4,819	1.64				
13-2010	Accountants and Auditors	7,873	1.63				
15-1210	Computer and Information Analysts	4,102	1.61				
13-2090	Miscellaneous Financial Specialists	2,548	1.52				
13-1150	Training and Development Specialists	1,643	1.46				
13-1110	Management Analysts	4,162	1.29				
13-1070	Human Resources Workers	3,299	1.25				

Economic Developers and businesses considering a move to or expansion in the Arapahoe/Douglas area will find a techsavy, talented labor force that is highly concentrated in key skill areas.

This is advantageous particularly for businesses recruiting key talent to work remotely. During the pandemic, the U.S. Census Bureau reported that half of Colorado's labor force was successfully working from home.

The urban portions of Arapahoe and Douglas counties have high speed broadband access, and are addressing the need in rural portions of the two counties. Key talent is quite able to work effectively and productively from home.

Source: EMSI Burning Glass

The table above shows the number of people working in key occupations, and the *location quotient*, which is a measure of employment concentration in relation to the national average. For Civil Engineers, then, we would read, "In Arapahoe and Douglas counties, the employment concentration of civil engineers is 3.10 times higher than the national average."

Concentrated Technical Talent by Key Skill – 2022 Jobs and (Location Quotient)

Business and Financial

- Project management specialists 11,532 (2.19)
- Accountants and auditors 7,873 (1.63)
- Market research analysts and marketing specialists 4,970 (1.94)
- Financial and investment analysts and risk specialists 2,548 (1.52)
- Personal financial advisors 2,380 (2.49)

Computer Sciences

- Software developers 12,230 (2.26)
- Computer user support 3,595 (1.56)
- Systems Analysts 3.052 (1.50)
- Network and computer systems administrators 2,955 (2.50)
- Network architects 1,804 (3.28)

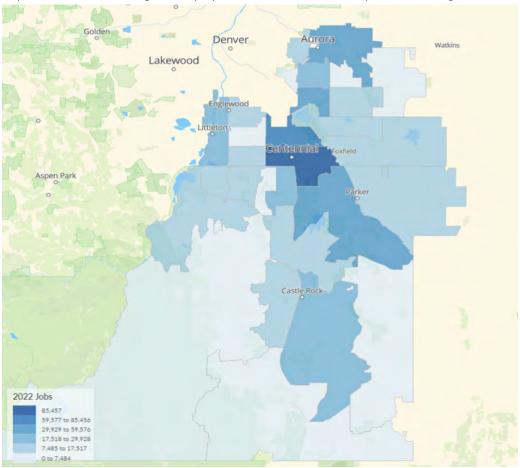
Engineering

- Civil engineers 3,380 (3.10)
- Electronics engineers 1,782 (4.19)
- Architects 739 (1.68)
- Computer hardware engineers 571 (2.54)
- GIS, surveying and mapping technicians 476 (2.52)

The region also has high bench strength in sales engineering, securities, commodities and financial services sales, and technical sales.

Employment Concentration

This heat map and table show the highest employment concentrations in Arapahoe and Douglas counties.



Top Employment Concentration by Zip Code										
Arapahoe & Douglas Counties										
ZIP	Municipality	2022 Jobs	Current Wages & Salaries	Current Supplements						
80112	Englewood	85,457	\$94,324	\$14,587						
80111	Englewood	59,577	\$88,980	\$13,479						
80134	Parker	31,378	\$66,299	\$10,343						
80011	Aurora	30,152	\$61,869	\$10,467						
80014	Aurora	29,929	\$64,182	\$10,793						
80110	Englewood	24,135	\$64,921	\$10,257						
80120	Littleton	21,220	\$72,877	\$12,125						
80124	Lone Tree	20,521	\$65,214	\$10,504						
80012	Aurora	19,007	\$55,453	\$9,799						
80104	Castle Rock	17,518	\$74,578	\$11,413						
80129	Littleton	16,323	\$83,207	\$12,645						
80016	Aurora	15,641	\$56,752	\$10,223						
80015	Aurora	14,760	\$56,435	\$10,862						
80122	Littleton	14,153	\$60,111	\$10,545						
80126	Littleton	13,865	\$66,764	\$10,673						
80138	Parker	13,253	\$72,711	\$11,641						
80108	Castle Rock	13,033	\$62,455	\$10,235						
80113	Englewood	11,920	\$62,714	\$11,377						
80013	Aurora	11,629	\$59,302	\$11,598						
80010	Aurora	11,464	\$56,124	\$9,891						
80109	Castle Rock	11,309	\$70,717	\$11,626						

Source: EMSI Burning Glass

Commuting Patterns

Arapahoe and Douglas counties make up a larger labor shed. A 'labor shed' is that geographic area within which people are willing to commute to go to work. This table shows these commute patterns for greater metro Denver, Boulder and Larimer counties.

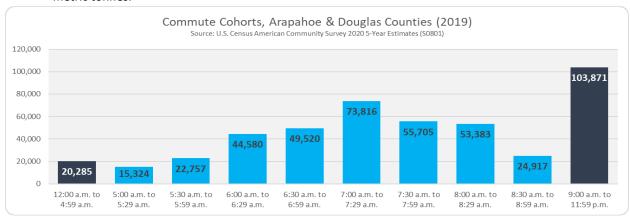
To read this table for Arapahoe County, we see that 105,051 people who live in Arapahoe County also work in the county. Another 89,806 Arapahoe County residents drive into Denver each morning, and 21,920 commute to Jefferson County to work. For Douglas County, we see that 43,951 people live and work in the county, and 46,186 commute to Arapahoe County to work.

			Commute	Patterns, Den	ver-Aurora-La	kewood Metr	opolitan Area,	Colorado			
Live In		Work In									
	Adams	Arapahoe	Broomfield	Clear Creek	Denver	Douglas	Elbert	Gilpin	Jefferson	Park	
Adams	67,461	23,769	8,476	127	58,495	5,880	161	633	28,660	30	
Arapahoe	30,221	105,051	2,055	126	89,806	25,821	387	318	21,920	84	
Broomfield	5,254	1,991	4,431	17	6,140	668	18	48	4,428	8	
Clear Creek	209	328	43	886	615	140	8	95	871	8	
Denver	33,212	57,456	3,690	197	154,971	14,691	155	439	33,642	103	
Douglas	8,398	46,186	1,123	94	35,268	43,951	5,028	115	15,371	71	
Elbert	924	2,758	129	3	1,965	2,152	1,468	8	859	4	
Gilpin	105	140	33	48	274	47	2	740	385	2	
Jefferson	24,880	35,181	6,187	752	75,124	11,166	175	1,568	93,704	268	
Park	136	602	47	44	912	270	11	6	1,314	1,061	

Source: U.S. Census, Longitudinal Empoyer-Household Dynamics, On the Map 2019 Commute Data

The bar chart below shows morning commute information for the working population over 16 in Arapahoe and Douglas counties. Each weekday in 2019:

- 63,715 people in the two counties worked from home.
- 464,313 commuted to work, and of these, 393,336 drove alone in a car, truck or van.
- Of these, 253,274 (73.2%) drove alone during rush hour (5:00 a.m. to 8:59 a.m.) and another 92,526 (26.7%) commuted during off hours.
- Commuting consumed an average of one hour per workday, or 251 hours for the year, at an average commute cost per worker of \$6,058. According to the U.S. Department of Energy, this added just under 1.4 million metric tonnes of CO2 emissions to the atmosphere.
- The 63,715 people working from home saved an average of \$6,058, and reduced CO2 emissions by 225,551 metric tonnes.



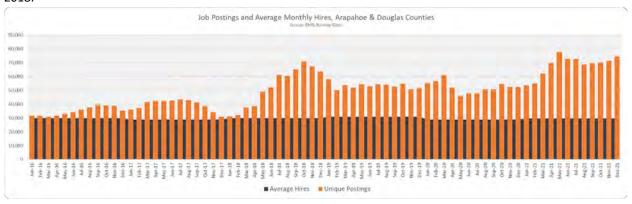
For every day a worker works remotely, they save \$24.13 in commute costs, emit 31.1 pounds less CO2 into the atmosphere, and get back one hour they would otherwise have spent commuting.

Real Time Labor Market Information

The tables and graphs below are from EMSI Burning Glass Job Posting Analytics. They reflect labor demand in 2021 within Arapahoe and Douglas Counties.

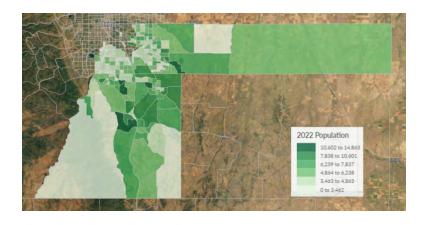
Top Occupations Posted, Arapahoe & Douglas Counties						
SOC	Occupation	Unique Postings 2021	Number Employers Competing 2021	Annual Median Advertised Salary	Salary Observations Count	Online Profiles Updated Since 2020
29-1141	Registered Nurses	17,381	695	\$79,616	11,343	7,003
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	8,305	883	\$109,824	2,780	8,978
15-1299	Computer Occupations, All Other	7,657	870	\$98,560	2,946	5,285
41-2031	Retail Salespersons	7,311	836	\$31,104	4,743	3,681
43-4051	Customer Service Representatives	6,479	1,260	\$37,504	4,543	7,625
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	5,634	1,287	\$54,912	3,565	3,574
11-9198	Personal Service Managers, All Other	5,381	1,036	\$93,184	1,957	16,962
41-1011	First-Line Supervisors of Retail Sales Workers	5,059	730	\$40,064	2,818	1,197
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	4,033	582	\$35,456	2,971	839
53-3032	Heavy and Tractor-Trailer Truck Drivers	3,956	530	\$58,240	2,484	1,804
35-3023	Fast Food and Counter Workers	3,849	326	\$31,104	2,386	758
31-1131	Nursing Assistants	2,969	227	\$37,504	1,919	1,018
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,952	826	\$39,552	2,093	4,843
11-9111	Medical and Health Services Managers	2,938	530	\$87,296	1,541	3,026
49-9071	Maintenance and Repair Workers, General	2,908	689	\$41,600	1,882	1,245
31-1128	Home Health and Personal Care Aides	2,906	252	\$33,408	2,051	1,272
53-7065	Stockers and Order Fillers	2,706	335	\$34,432	1,824	1,377
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	2,457	388	\$42,624	1,706	853
11-9051	Food Service Managers	2,425	328	\$47,360	1,048	622
11-1021	General and Operations Managers	2,331	573	\$75,520	1,232	15,018

This bar chart illustrates the continuing imbalance between the demand for skilled workers and the supply. When the orange bars are taller than the dark blue 'average hires' background, it suggests a number of positions had to go unfilled. Job postings began substantially exceeding the average hires in Arapahoe and Douglas counties in March 2018.



Top Hard Skills Posted in 2021, Arapahoe & Douglas Counties					
Hard Skill	Unique Postings	Number Employers Competing	Annual Median Advertised Salary	Salary Observations Count	
Basic Life Support	19,741	546	\$77,184	14,955	
Nursing	19,727	675	\$77,184	14,268	
Cardiopulmonary Resuscitation (CPR)	17,204	893	\$62,592	13,020	
Merchandising	14,048	811	\$33,408	7,709	
Accounting	13,914	1,500	\$56,192	8,663	
Auditing	13,237	1,840	\$57,472	7,306	
Microsoft Mail	11,648	1,561	\$48,256	7,108	
Finance	11,573	1,216	\$66,432	6,746	
Customer Experience	11,333	918	\$41,600	5,372	
Warehousing	10,441	1,046	\$37,504	6,791	
Selling Techniques	10,379	1,183	\$38,528	5,618	
Restaurant Operation	10,335	788	\$33,408	5,656	
Agile Methodology	9,533	757	\$109,440	3,507	
Life Support	8,336	60	\$79,232	7,555	
Billing	8,228	1,321	\$45,184	5,028	
Automation	7,778	1,022	\$85,888	3,404	
Data Entry	7,430	1,330	\$40,320	5,097	
Invoicing	7,223	1,229	\$45,184	4,746	
Product Knowledge	7,132	679	\$37,504	3,646	
Advanced Cardiovascular Life Support (ACLS)	6,716	282	\$79,744	4,488	
Source: EMSI Burning Glass	•				

Top Credentials/Certificates Posted in 2021, Arapahoe & Douglas Counties			
Skill or Qualification	Unique Postings	Number Employers Competing	
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	5,033	232	
Security Clearance	4,860	259	
Commercial Driver's License (CDL)	4,053	498	
Bachelor Of Science in Nursing (BSN)	3,834	180	
Certified Nursing Assistant	3,800	342	
Licensed Practical Nurse	2,214	344	
Bachelor Of Science in Business	2,034	430	
Master Of Business Administration (MBA)	1,837	348	
Associate Degree In Nursing	1,757	75	
Secret Clearance	1,341	114	
Food Handler's Card	1,298	94	
Nurse Practitioner	1,246	221	
Project Management Professional Certification	1,143	245	
CompTIA Security+	1,122	155	
American Registry Of Radiologic Technologists (ARRT) Certified	1,015	62	
Series 7 General Securities Representative License (Stockbroker)	1,004	52	
Certified Medical Assistant	1,000	180	
Critical Care Registered Nurse (CCRN)	969	24	
Certified Information Systems Security Professional	922	167	
Certified Pharmacy Technician	896	92	
Source: EMSI Burning Glass			



Selected Municipalities in Arapahoe & Douglas Counties

Aurora

Bennett

Byers

Castle Pines

Castle Rock

Centennial

Deer Trail

Englewood

Glendale

Greenwood Village

Highlands Ranch

Inverness

Littleton

Lone Tree

Parker

Sheridan

Strasburg

Watkins

Figures used in these pages comes from the U.S. Census Longitudinal Employer-Household Dynamics (LEHD) On the Map (OTM)

Quick facts comes from the U.S. Census American Community Survey Data Profiles 2020 5-Year Estimates Median Home Values comes from the South Metro Denver Realtor Association and Trulia

Living in Aurora

Each day, 128,552 Aurora residents commute out of the city to work. This graph shows the number employed within the top five industry groups.

Quick Facts:

- Population is 379,434
- Educational Attainment
 - o 87.4% high school or above
 - o 30.0% bachelors or above
- 21,306 are enrolled in college, graduate, or professional school
- Median home value \$497,000
- Median household income \$65,100
- Worker earnings, males full-time \$45,736
- Worker earnings, females full-time \$42,617
- Mean travel time to work 29.5 minutes

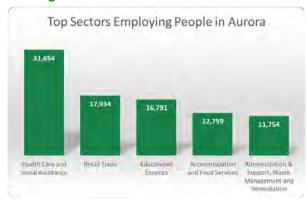


Job (Counts	by Dista All W	nce/Dir orkers N	ection i	n 2019
	NW/	1		X	E
w	300	1000			E
50	900 SW			×/s	E
			S		

Aurora Residents		
Distance and Direction of Commute	Count	Share
Total Primary Jobs	166,021	100.0%
Less than 10 miles	93,276	56.2%
10 to 24 miles	56,749	34.2%
25 to 50 miles	6,412	3.9%
Greater than 50 miles	9,584	5.8%

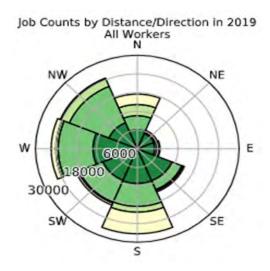
Aurora Residents				
Destination Commute	Count	Share		
Denver	51,114	30.8%		
Aurora	37,469	22.6%		
Greenwood Village	9,221	5.6%		
Centennial	8,760	5.3%		
Lakewood	4,119	2.5%		
Commerce City	3,429	2.1%		
Colorado Springs	2,831	1.7%		
Parker	2,583	1.6%		
Englewood	2,530	1.5%		
Westminster	2,345	1.4%		
Lone Tree	2,170	1.3%		
Littleton	1,963	1.2%		
Highlands Ranch	1,863	1.1%		
Inverness	1,804	1.1%		
Thornton	1,597	1.0%		
North Washington	1,509	0.9%		
Glendale	1,444	0.9%		
Arvada	1,197	0.7%		
Boulder	1,193	0.7%		
Castle Rock	1,168	0.7%		
Broomfield	1,128	0.7%		
Fort Collins	917	0.6%		
Wheat Ridge	761	0.5%		
Greeley	739	0.4%		
Brighton	660	0.4%		
All Other Locations	21,507	13.0%		

Working in Aurora





Every day, according to the US Census Longitudinal Employer-Household Dynamics, 104,866 people commute into Aurora to work. An additional 37,469 live and work in Aurora, and 128,552 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the city.



People Working in Aurora				
Distance and Direction of Commute	Count	Share		
Total Primary Jobs	142,335	100.0%		
Less than 10 miles	71,841	50.5%		
10 to 24 miles	46,453	32.6%		
25 to 50 miles	10,008	7.0%		
Greater than 50 miles	14,033	9.9%		

Source: US Census

People Working in Aurora				
Commute Origin	Count	Share		
Aurora	37,469	26.3%		
Denver	28,935	20.3%		
Centennial	5,685	4.0%		
Colorado Springs	3,911	2.7%		
Thornton	3,600	2.5%		
Highlands Ranch	3,075	2.2%		
Lakewood	2,714	1.9%		
Parker	2,630	1.8%		
Commerce City	2,565	1.8%		
Westminster	2,370	1.7%		
Arvada	2,140	1.5%		
Castle Rock	1,798	1.3%		
Greeley	1,403	1.0%		
Fort Collins	1,252	0.9%		
Brighton	1,159	0.8%		
Littleton	1,067	0.7%		
Broomfield	1,037	0.7%		
Northglenn	938	0.7%		
Longmont	867	0.6%		
Englewood	848	0.6%		
Ken Caryl	722	0.5%		
Pueblo	716	0.5%		
Greenwood Village	714	0.5%		
Loveland	688	0.5%		
Dakota Ridge	633	0.4%		
All Other Locations	33,399	23.5%		

Living in Bennett

Each day, 1,159 Bennett residents commute out of the town to work. This graph shows the number employed within the top five industry groups.

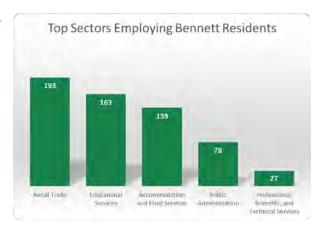
Quick Facts:

- Population is 2,603
- Educational Attainment
 - o 90.8% high school or above
 - o 19.1% bachelors or above
- 54 are enrolled in college, graduate, or professional school
- Median home value \$421,170
- Median household income \$63,750
- Worker earnings, males full-time \$52,292
- Worker earnings, females full-time \$38,839
- Mean travel time to work 31.3 minutes



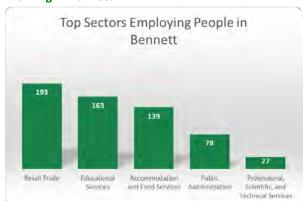
Bennett Residents			
Distance and Direction of Commute	Count	Share	
Total Primary Jobs	700	100.0%	
Less than 10 miles	184	26.3%	
10 to 24 miles	246	35.1%	
25 to 50 miles	157	22.4%	
Greater than 50 miles	113	16.1%	

Source: US Census



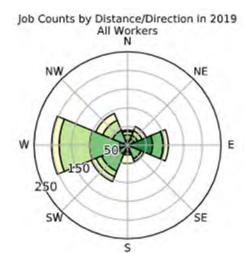
Bennett Residents				
Destination Commute	Count	Share		
Denver	260	21.2%		
Aurora	181	14.7%		
Commerce City	60	4.9%		
Bennett	51	4.2%		
Brighton	45	3.7%		
Lakewood	35	2.9%		
Strasburg	33	2.7%		
Centennial	31	2.5%		
Westminster	27	2.2%		
Thornton	26	2.1%		
Broomfield	20	1.6%		
Greenwood Village	18	1.5%		
Parker	18	1.5%		
Colorado Springs	17	1.4%		
Highlands Ranch	13	1.1%		
Northglenn	13	1.1%		
North Washington	13	1.1%		
Arvada	12	1.0%		
Boulder	12	1.0%		
Englewood	12	1.0%		
Wheat Ridge	11	0.9%		
Byers	10	0.8%		
Inverness	10	0.8%		
Fort Collins	8	0.7%		
Frederick	8	0.7%		
All Other Locations	284	23.1%		

Working in Bennett





Every day, according to the US Census Longitudinal Employer-Household Dynamics, 649 people commute into Bennett to work. An additional 51 live and work in Bennett, and 1,177 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the town.



A
S
E
(
(
1
\ (
F
<i>E</i>
A
F

People Working in Bennett				
Distance and Direction of Commute Count Sh				
Total Primary Jobs	700	100.0%		
Less than 10 miles	184	26.3%		
10 to 24 miles	246	35.1%		
25 to 50 miles	157	22.4%		
Greater than 50 miles	113	16.1%		

Source: US Census

People Working in Bennett			
Commute Origin	Count	Share	
Aurora	71	10.1%	
Denver	52	7.4%	
Bennett	51	7.3%	
Strasburg	39	5.6%	
Byers	20	2.9%	
Colorado Springs	11	1.6%	
Commerce City	11	1.6%	
Thornton	10	1.4%	
Watkins	10	1.4%	
Centennial	9	1.3%	
Fort Morgan	9	1.3%	
Arvada	8	1.1%	
Brighton	8	1.1%	
Deer Trail	8	1.1%	
Akron	7	1.0%	
Fort Collins	7	1.0%	
Castle Rock	6	0.9%	
Greeley	6	0.9%	
Lakewood	6	0.9%	
Loveland	6	0.9%	
Parker	6	0.9%	
Comanche Creek	5	0.7%	
Westminster	5	0.7%	
Burlington	4	0.6%	
Gunnison	4	0.6%	
All Other Locations	321	45.9%	
Courses HC Consus			

Living in Byers

Each day, 526 Byers residents commute out of the town to work. This graph shows the number employed within the top five industry groups.

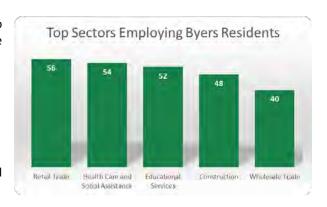
Quick Facts:

- Population is 1,338
- Educational Attainment
 - o 92.0% high school or above
 - 12.5% bachelors or above
- 79 are enrolled in college, graduate, or professional school
- Median home value \$649,292
- Median household income \$69,776
- Worker earnings, males full-time \$41,875
- Worker earnings, females full-time \$38,839
- Mean travel time to work 38.4 minutes



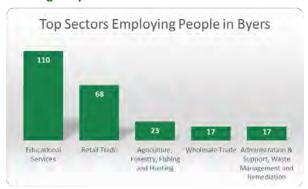
Byers Residents		
Distance and Direction of Commute	Count	Share
Total Primary Jobs	550	100.0%
Less than 10 miles	67	12.2%
10 to 24 miles	48	8.7%
25 to 50 miles	369	67.1%
Greater than 50 miles	66	12.0%
`		

Source: US Census



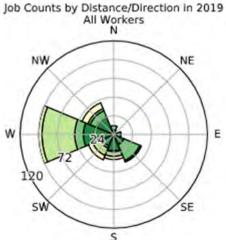
Byers Residents			
Destination Commute	Count	Share	
Denver	102	18.5%	
Aurora	90	16.4%	
Strasburg	31	5.6%	
Byers	24	4.4%	
Bennett	20	3.6%	
Greenwood Village	14	2.5%	
Commerce City	12	2.2%	
Deer Trail	11	2.0%	
Westminster	11	2.0%	
Lakewood	10	1.8%	
Thornton	10	1.8%	
Centennial	8	1.5%	
Colorado Springs	8	1.5%	
Brighton	7	1.3%	
Parker	7	1.3%	
Arvada	6	1.1%	
Boulder	6	1.1%	
Castle Rock	5	0.9%	
Inverness	5	0.9%	
North Washington	5	0.9%	
Englewood	4	0.7%	
Fort Collins	4	0.7%	
Highlands Ranch	4	0.7%	
Littleton	4	0.7%	
Lone Tree	4	0.7%	
All Other Locations	138	25.1%	

Working in Byers





Every day, according to the US Census Longitudinal Employer-Household Dynamics, 245 people commute into Byers to work. An additional 24 live and work in Byers, and 526 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the town.



NW/	All Workers	NE
1		
w	2 24	E
120 5W		SE
	S	

People Working in Byers			
Distance and Direction of Commute	Count	Share	
Total Primary Jobs	269	100.0%	
Less than 10 miles	125	46.5%	
10 to 24 miles	57	21.2%	
25 to 50 miles	63	23.4%	
Greater than 50 miles	24	8.9%	

Source: US Census

People Working in Byers			
Commute Origin	Count	Share	
Strasburg	39	14.5%	
Byers	24	8.9%	
Deer Trail	21	7.8%	
Aurora	16	5.9%	
Bennett	10	3.7%	
Comanche Creek	9	3.3%	
Peoria	6	2.2%	
Greeley	5	1.9%	
Westminster	5	1.9%	
Simla	4	1.5%	
Colorado Springs	3	1.1%	
Commerce City	3	1.1%	
Arvada	2	0.7%	
Highlands Ranch	2	0.7%	
Thornton	2	0.7%	
Berkley	1	0.4%	
Castle Pines	1	0.4%	
Castle Rock	1	0.4%	
Centennial	1	0.4%	
Crisman	1	0.4%	
Denver	1	0.4%	
Derby	1	0.4%	
Dillon	1	0.4%	
Eaton	1	0.4%	
Elizabeth	1	0.4%	
All Other Locations	108	40.1%	

Living in Castle Pines

Each day, 4,989 Castle Pines residents commute out of the city to work. This graph shows the number employed within the top five industry groups.

Quick Facts:

- Population is 10,977
- Educational Attainment
 - o 99.5% high school or above
 - o 71.1% bachelors or above
- 999 are enrolled in college, graduate, or professional school
- Median home value Insufficient Data
- Median household income \$163,819
- Worker earnings, males full-time \$117,324
- Worker earnings, females full-time \$85,458
- Mean travel time to work 27.0 minutes



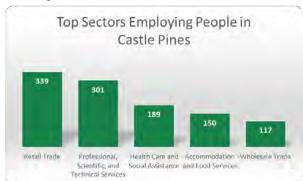
Castle Pines Residents			
Distance and Direction of Commute	Count	Share	
Total Primary Jobs	5,192	100.0%	
Less than 10 miles	2,360	45.5%	
10 to 24 miles	2,015	38.8%	
25 to 50 miles	546	10.5%	
Greater than 50 miles	271	5.2%	

Source: US Census

	Sectors E	Residents		
683	545	507	496	384

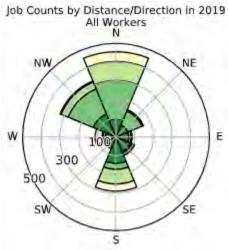
Castle Pines Residents			
Destination Commute	Count	Share	
Denver	1,131	21.8%	
Greenwood Village	406	7.8%	
Centennial	391	7.5%	
Aurora	314	6.0%	
Castle Rock	294	5.7%	
Lone Tree	273	5.3%	
Highlands Ranch	205	3.9%	
Castle Pines	203	3.9%	
Lakewood	152	2.9%	
Littleton	151	2.9%	
Colorado Springs	134	2.6%	
Parker	85	1.6%	
Inverness	69	1.3%	
Westminster	63	1.2%	
Castle Pines Village	62	1.2%	
Englewood	60	1.2%	
Boulder	54	1.0%	
Broomfield	44	0.8%	
Commerce City	43	0.8%	
Golden	35	0.7%	
Arvada	31	0.6%	
Fort Collins	30	0.6%	
Glendale	25	0.5%	
Ken Caryl	25	0.5%	
Meridian	23	0.4%	
All Other Locations	889	17.1%	

Working in Castle Pines





Every day, according to the US Census Longitudinal Employer-Household Dynamics, 1,396 people commute into Castle Pines to work. An additional 203 live and work in Castle Pines, and 4,989 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the town.



· S		
People Working in Castle	e Pines	
Distance and Direction of Commute	Count	Share
Total Primary Jobs	1,599	100.0%
Less than 10 miles	703	44.0%
10 to 24 miles	498	31.1%
25 to 50 miles	243	15.2%

155

9.7%

Source: US Census

Greater than 50 miles

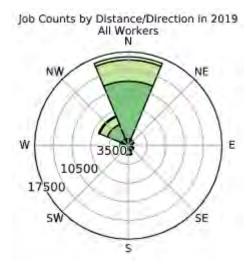
People Working in Castle Pines			
Commute Origin	Count	Share	
Castle Pines	203	12.7%	
Denver	178	11.1%	
Castle Rock	153	9.6%	
Highlands Ranch	97	6.1%	
Aurora	83	5.2%	
Parker	67	4.2%	
Castle Pines Village	58	3.6%	
Centennial	57	3.6%	
Colorado Springs	52	3.3%	
Westminster	26	1.6%	
Lakewood	23	1.4%	
Littleton	21	1.3%	
The Pinery	20	1.3%	
Columbine	17	1.1%	
Longmont	17	1.1%	
Englewood	15	0.9%	
Thornton	15	0.9%	
Fort Collins	14	0.9%	
Pueblo	14	0.9%	
Arvada	11	0.7%	
Ken Caryl	10	0.6%	
Roxborough Park	10	0.6%	
Dakota Ridge	9	0.6%	
Lone Tree	9	0.6%	
Stonegate	9	0.6%	
All Other Locations	411	25.7%	

Living in Castle Rock

Each day, 24,347 Castle Rock residents commute out of the city to work. This graph shows the number employed within the top five industry groups.

Quick Facts:

- Population is 65,176
- Educational Attainment
 - o 97.0% high school or above
 - o 50.0% bachelors or above
- 3,708 are enrolled in college, graduate, or professional school
- Median home value \$724,703
- Median household income \$109,700
- Worker earnings, males full-time \$80,760
- Worker earnings, females full-time \$52,918
- Mean travel time to work 29.8 minutes



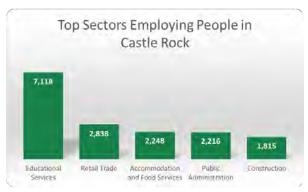
Castle Rock Residents		
Distance and Direction of Commute	Count	Share
Total Primary Jobs	29,626	100.0%
Less than 10 miles	7,086	23.9%
10 to 24 miles	14,573	49.2%
25 to 50 miles	6,456	21.8%
Greater than 50 miles	1,511	5.1%

Source: US Census

101		Resident	ng Castle Ro s	OCK
3,370	3,289	3,070	2,389	2,345
Professional, Scientific, and	Health Care and Social Assistance	Retail Trade	Accommodation and Food Services	Educational Services

Castle Rock Residen	its	
Destination Commute	Count	Share
Castle Rock	5,279	17.8%
Denver	5,214	17.6%
Centennial	1,988	6.7%
Aurora	1,798	6.1%
Greenwood Village	1,683	5.7%
Lakewood	886	3.0%
Lone Tree	815	2.8%
Littleton	800	2.7%
Parker	795	2.7%
Colorado Springs	778	2.6%
Highlands Ranch	768	2.6%
Inverness	445	1.5%
Englewood	398	1.3%
Boulder	270	0.9%
Westminster	242	0.8%
Commerce City	220	0.7%
Castle Pines Village	213	0.7%
Broomfield	194	0.7%
Ken Caryl	174	0.6%
Glendale	164	0.6%
Castle Pines	153	0.5%
Golden	148	0.5%
Fort Collins	141	0.5%
Thornton	140	0.5%
Arvada	130	0.4%
All Other Locations	5,790	19.5%

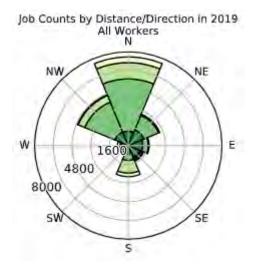
Working in Castle Rock





Every day, according to the US Census Longitudinal Employer-Household Dynamics, 17,385 people commute into Castle Rock to work. An additional 5,279 live and work in Castle Rock, and 24,347 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the town.

Commute Origin



commute ongm	Count	Siluic
Castle Rock	5,279	23.3%
Highlands Ranch	2,150	9.5%
Parker	1,584	7.0%
Denver	1,260	5.6%
Aurora	1,168	5.2%
Colorado Springs	825	3.6%
Centennial	732	3.2%
The Pinery	592	2.6%
Lakewood	328	1.4%
Castle Pines	294	1.3%
Stonegate	271	1.2%
Littleton	251	1.1%
Ken Caryl	233	1.0%
Lone Tree	217	1.0%
Roxborough Park	193	0.9%
Thornton	182	0.8%
Castle Pines Village	177	0.8%
Arvada	163	0.7%
Englewood	162	0.7%
Westminster	149	0.7%
Columbine	115	0.5%
Ponderosa Park	113	0.5%
Meridian	108	0.5%

People Working in Castle Rock

Count Share

People Working in Castle	e Rock	
Distance and Direction of Commute	Count	Share
Total Primary Jobs	22,664	100.0%
Less than 10 miles	8,048	35.5%
10 to 24 miles	9,863	43.5%
25 to 50 miles	3,397	15.0%
Greater than 50 miles	1,356	6.0%

Source: US Census

All Other Locations

Fort Collins

Perry Park

106

101

5,911

0.5%

0.4%

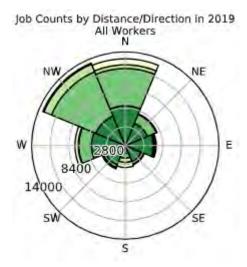
26.1%

Living in Centennial

Each day, 47,783 Centennial residents commute out of the city to work. This graph shows the number employed within the top five industry groups.

Quick Facts:

- Population is 111,331
- Educational Attainment
 - o 97.3% high school or above
 - o 58.9% bachelors or above
- 5,648 are enrolled in college, graduate, or professional school
- Median home value \$654,000
- Median household income \$109,324
- Worker earnings, males full-time \$78,982
- Worker earnings, females full-time \$60,731
- Mean travel time to work 26.2 minutes



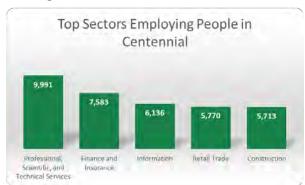
Centennial Residents			
Distance and Direction of Commute	Count	Share	
Total Primary Jobs	53,680	100.0%	
Less than 10 miles	30,533	56.9%	
10 to 24 miles	17,676	32.9%	
25 to 50 miles	2,568	4.8%	
Greater than 50 miles	2,903	5.4%	

Source: US Census

101	Sectors E	esidents		nial
6,686	6,509	5,085	4,928	4,286
Health Care and	Professional,	Retail Trade	Educational	Finance and

Centennial Residen	ts	
Destination Commute	Count	Share
Denver	13,958	26.0%
Centennial	5,897	11.0%
Aurora	5,685	10.6%
Greenwood Village	5,207	9.7%
Littleton	2,310	4.3%
Highlands Ranch	1,436	2.7%
Lakewood	1,420	2.6%
Lone Tree	1,239	2.3%
Colorado Springs	997	1.9%
Englewood	964	1.8%
Inverness	954	1.8%
Parker	795	1.5%
Castle Rock	732	1.4%
Westminster	536	1.0%
Boulder	509	0.9%
Commerce City	462	0.9%
Glendale	389	0.7%
Broomfield	366	0.7%
Fort Collins	328	0.6%
Arvada	308	0.6%
Sheridan	302	0.6%
Thornton	293	0.5%
Ken Caryl	283	0.5%
North Washington	234	0.4%
Golden	224	0.4%
All Other Locations	7,852	14.6%

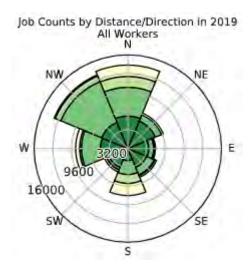
Working in Centennial





Every day, according to the US Census Longitudinal Employer-Household Dynamics, 59,770 people commute into Centennial to work. An additional 5,897 live and work in Centennial, and 47,783 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the city.

Commute Origin



Denver	10,978	16.7%
Aurora	8,760	13.3%
Centennial	5,897	9.0%
Highlands Ranch	3,800	5.8%
Parker	2,322	3.5%
Castle Rock	1,988	3.0%
Lakewood	1,933	2.9%
Colorado Springs	1,759	2.7%
Littleton	1,305	2.0%
Englewood	950	1.4%
Arvada	869	1.3%
Thornton	865	1.3%
Ken Caryl	847	1.3%
Westminster	798	1.2%
Greenwood Village	642	1.0%
Dakota Ridge	639	1.0%
Cherry Creek	580	0.9%
Columbine	576	0.9%
Stonegate	544	0.8%
Commerce City	528	0.8%
Lone Tree	516	0.8%
The Pinery	493	0.8%
Fort Collins	463	0.7%

People Working in Centennial

Count

Share

People Working in Centennial			
Distance and Direction of Commute	Count	Share	
Total Primary Jobs	65,667	100.0%	
Less than 10 miles	32,812	50.0%	
10 to 24 miles	21,884	33.3%	
25 to 50 miles	5,082	7.7%	
Greater than 50 miles	5,889	9.0%	

Source: US Census

Source: US Census

All Other Locations

Broomfield

Greeley

437

392

16,786

0.7%

0.6%

25.6%

Living in Deer Trail

Each day, 277 Deer Trail residents commute out of the town to work. This graph shows the number employed within the top five industry groups.

Quick Facts:

- Population is 462
- Educational Attainment
 - o 93.8% high school or above
 - 15.6% bachelors or above
- 11 are enrolled in college, graduate, or professional school
- Median home value \$421,973
- Median household income \$50,469
- Worker earnings, males full-time \$35,417
- Worker earnings, females full-time \$31,713
- Mean travel time to work 34.7 minutes



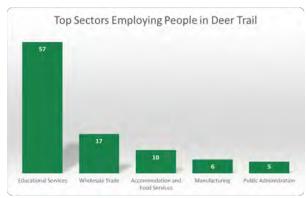
Deer Trail Residents		
Distance and Direction of Commute	Count	Share
Total Primary Jobs	284	100.0%
Less than 10 miles	12	4.2%
10 to 24 miles	55	19.4%
25 to 50 miles	117	41.2%
Greater than 50 miles	100	35.2%

Source: US Census

Тор	Sectors	Employin Residents		rail
35	35	29	26	22
Construction	Educational Services	Health Care and	Retail Trade	Wholesale Trad

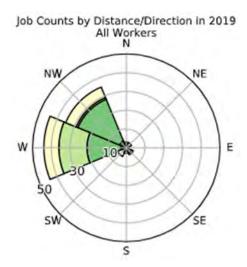
Deer Trail Residents			
Destination Commute	Count	Share	
Denver	43	15.1%	
Aurora	35	12.3%	
Byers	21	7.4%	
Strasburg	16	5.6%	
Commerce City	13	4.6%	
Centennial	12	4.2%	
Bennett	8	2.8%	
Castle Rock	8	2.8%	
Deer Trail	7	2.5%	
Brighton	5	1.8%	
Greenwood Village	5	1.8%	
Thornton	5	1.8%	
Greeley	4	1.4%	
Lakewood	4	1.4%	
North Washington	4	1.4%	
Sheridan	4	1.4%	
Broomfield	3	1.1%	
Golden	3	1.1%	
Parker	3	1.1%	
Westminster	3	1.1%	
Arvada	2	0.7%	
Castle Pines Village	2	0.7%	
Colorado Springs	2	0.7%	
Englewood	2	0.7%	
Grand Junction	2	0.7%	
All Other Locations	68	23.9%	

Working in Deer Trail





Every day, according to the US Census Longitudinal Employer-Household Dynamics, 91 people commute into Deer Trail to work. An additional 7 live and work in Deer Trail, and 277 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the town.



People Working in Deer	r Trail	
Distance and Direction of Commute	Count	Share
Total Primary Jobs	98	100.0%
Less than 10 miles	13	13.3%
10 to 24 miles	43	43.9%
25 to 50 miles	21	21.4%
Greater than 50 miles	21	21.4%

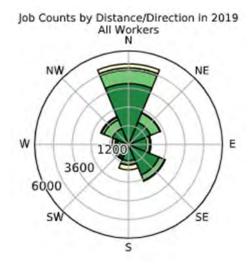
People Working in Deer Trail			
Commute Origin	Count	Share	
Byers	11	11.2%	
Aurora	7	7.1%	
Deer Trail	7	7.1%	
Strasburg	5	5.1%	
Comanche Creek	4	4.1%	
Castle Rock	3	3.1%	
Bennett	2	2.0%	
Denver	2	2.0%	
Littleton	2	2.0%	
Loveland	2	2.0%	
Aetna Estates	1	1.0%	
Akron	1	1.0%	
Basalt	1	1.0%	
Castle Pines	1	1.0%	
Castle Pines Village	1	1.0%	
Crisman	1	1.0%	
Evans	1	1.0%	
Fort Collins	1	1.0%	
Fountain	1	1.0%	
Kiowa	1	1.0%	
Lamar	1	1.0%	
Montrose	1	1.0%	
Peoria	1	1.0%	
Pueblo	1	1.0%	
Simla	1	1.0%	
All Other Locations	38	38.8%	

Living in Englewood

Each day, 15,768 Englewood residents commute out of the city to work. This graph shows the number employed within the top five industry groups.

Quick Facts:

- Population is 34,840
- Educational Attainment
 - o 92.5% high school or above
 - o 43.2% bachelors or above
- 2,210 are enrolled in college, graduate, or professional school
- Median home value \$585,726
- Median household income \$59,774
- Worker earnings, males full-time \$52,540
- Worker earnings, females full-time \$43,020
- Mean travel time to work 25.5 minutes



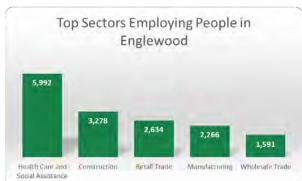
Englewood Residents			
Distance and Direction of Commute	Count	Share	
Total Primary Jobs	16,992	100.0%	
Less than 10 miles	12,460	73.3%	
10 to 24 miles	3,080	18.1%	
25 to 50 miles	451	2.7%	
Greater than 50 miles	1,001	5.9%	

Source: US Census

Тор	Sectors	Residents	g Englewo s	od
2,139	1,876	1,765	1,558	1,283
Health Care and	Retail Trade	Professional, Scientific, and	Accommodation and Food Services	Educational Services

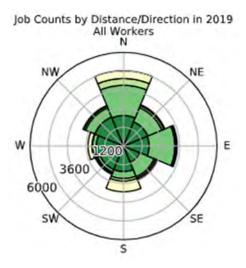
Englewood Residents			
Destination Commute	Count	Share	
Denver	5,861	34.5%	
Englewood	1,224	7.2%	
Centennial	950	5.6%	
Littleton	850	5.0%	
Aurora	848	5.0%	
Lakewood	822	4.8%	
Greenwood Village	800	4.7%	
Highlands Ranch	448	2.6%	
Sheridan	381	2.2%	
Colorado Springs	272	1.6%	
Lone Tree	234	1.4%	
Inverness	166	1.0%	
Castle Rock	162	1.0%	
Westminster	159	0.9%	
Commerce City	152	0.9%	
Glendale	149	0.9%	
Ken Caryl	144	0.8%	
Boulder	143	0.8%	
Golden	143	0.8%	
Wheat Ridge	125	0.7%	
Arvada	120	0.7%	
Parker	120	0.7%	
North Washington	106	0.6%	
Broomfield	104	0.6%	
Fort Collins	99	0.6%	
All Other Locations	2,410	14.2%	

Working in Englewood





Every day, according to the US Census Longitudinal Employer-Household Dynamics, 22,209 people commute into Englewood to work. An additional 1,224 live and work in Englewood, and 15,768 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the city.



	Hig
	Lit
	Th
	Da
	Ar
	Ke
	Ca
	Co
	Co
	We
	Pa
	Co
	WI
	Sh
	Gr
hare	_

People Working in Englewood			
Distance and Direction of Commute	Count	Share	
Total Primary Jobs	23,433	100.0%	
Less than 10 miles	13,453	57.4%	
10 to 24 miles	7,052	30.1%	
25 to 50 miles	1,121	4.8%	
Greater than 50 miles	1,807	7.7%	

Source: US Census

People Working in Englewood			
Commute Origin	Count	Share	
Denver	5,298	22.6%	
Aurora	2,530	10.8%	
Lakewood	1,491	6.4%	
Englewood	1,224	5.2%	
Centennial	964	4.1%	
Highlands Ranch	794	3.4%	
Littleton	767	3.3%	
Thornton	524	2.2%	
Dakota Ridge	475	2.0%	
Arvada	457	2.0%	
Ken Caryl	438	1.9%	
Castle Rock	398	1.7%	
Colorado Springs	393	1.7%	
Columbine	370	1.6%	
Westminster	357	1.5%	
Parker	335	1.4%	
Commerce City	265	1.1%	
Wheat Ridge	188	0.8%	
Sheridan	184	0.8%	
Greeley	163	0.7%	
Greenwood Village	153	0.7%	
Broomfield	143	0.6%	
Northglenn	127	0.5%	
Brighton	124	0.5%	
Fort Collins	109	0.5%	
All Other Locations	5,162	22.0%	

Living in Glendale

Each day, 2,471 Glendale residents commute out of the city to work. This graph shows the number employed within the top five industry groups.

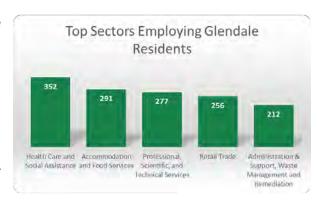
Quick Facts:

- Population is 5,186
- Educational Attainment
 - o 89.5% high school or above
 - o 52.7% bachelors or above
- 2,210 are enrolled in college, graduate, or professional school
- Median home value \$377,757
- Median household income \$56,557
- Worker earnings, males full-time \$40,959
- Worker earnings, females full-time \$53,241
- Mean travel time to work 25 minutes



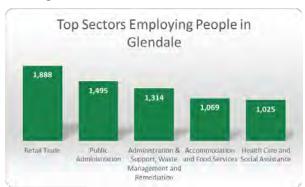
Glendale Residents			
Distance and Direction of Commute	Count	Share	
Total Primary Jobs	2,593	100.0%	
Less than 10 miles	1,996	77.0%	
10 to 24 miles	413	15.9%	
25 to 50 miles	60	2.3%	
Greater than 50 miles	124	4.8%	

Source: US Census



Glendale Residents			
Destination Commute	Count	Share	
Denver	1,169	45.1%	
Aurora	251	9.7%	
Glendale	122	4.7%	
Centennial	118	4.6%	
Greenwood Village	99	3.8%	
Lakewood	76	2.9%	
Lone Tree	66	2.5%	
Highlands Ranch	43	1.7%	
Englewood	39	1.5%	
Littleton	32	1.2%	
Commerce City	31	1.2%	
Westminster	29	1.1%	
North Washington	28	1.1%	
Boulder	26	1.0%	
Inverness	26	1.0%	
Wheat Ridge	19	0.7%	
Colorado Springs	18	0.7%	
Parker	16	0.6%	
Golden	15	0.6%	
Arvada	14	0.5%	
Broomfield	14	0.5%	
Fort Collins	13	0.5%	
Thornton	13	0.5%	
Castle Rock	12	0.5%	
Loveland	12	0.5%	
All Other Locations	292	11.3%	

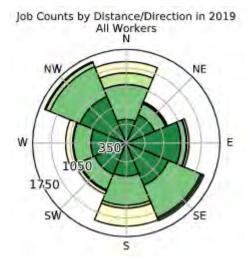
Working in Glendale





People Working in Glendale

Every day, according to the US Census Longitudinal Employer-Household Dynamics, 10,345 people commute into Glendale to work. An additional 122 live and work in Glendale, and 2,471 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the city.



reopie working in dier	luaie	
Commute Origin	Count	Share
Denver	3,079	29.4%
Aurora	1,444	13.8%
Lakewood	473	4.5%
Centennial	389	3.7%
Thornton	288	2.8%
Arvada	285	2.7%
Highlands Ranch	264	2.5%
Westminster	204	1.9%
Castle Rock	164	1.6%
Parker	162	1.5%
Colorado Springs	161	1.5%
Englewood	149	1.4%
Commerce City	138	1.3%
Littleton	135	1.3%
Glendale	122	1.2%
Wheat Ridge	106	1.0%
Dakota Ridge	103	1.0%
Ken Caryl	90	0.9%
Greeley	77	0.7%
Fort Collins	76	0.7%
Broomfield	72	0.7%
Northglenn	69	0.7%
Longmont	60	0.6%
Brighton	58	0.6%
Columbine	58	0.6%
All Other Locations	2,241	21.4%

People Working in Glendale			
Count	Share		
10,467	100.0%		
5,748	54.9%		
3,417	32.6%		
455	4.3%		
847	8.1%		
	Count 10,467 5,748 3,417 455		

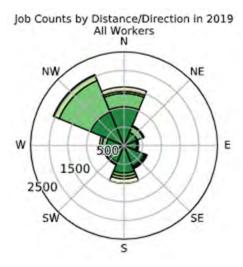
Source: US Census

Living in Greenwood Village

Each day, 6,413 Greenwood Village residents commute out of the city to work. This graph shows the number employed within the top five industry groups.

Quick Facts:

- Population is 15,100
- Educational Attainment
 - o 99.3% high school or above
 - o 77.7% bachelors or above
- 954 are enrolled in college, graduate, or professional school
- Median home value \$1,483,277
- Median household income \$129,035
- Worker earnings, males full-time \$115,865
- Worker earnings, females full-time \$68,798
- Mean travel time to work 22.4 minutes



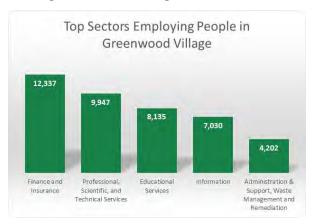
Greenwood Village Residents				
Distance and Direction of Commute	Count	Share		
Total Primary Jobs	7,459	100.0%		
Less than 10 miles	5,021	67.3%		
10 to 24 miles	1,742	23.4%		
25 to 50 miles	277	3.7%		
Greater than 50 miles	419	5.6%		

Source: US Census

	Villa	age Resid	lents	
1,111	940			
		709	604	558
				42
Professional, Scientific, and	Health Care and Social Assistance	Finance and Insurance	Retail Trade	Educational Services

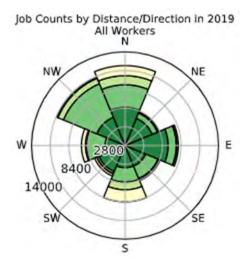
Greenwood Village Resi	dents	
Destination Commute	Count	Share
Denver	2,241	30.0%
Greenwood Village	1,046	14.0%
Aurora	714	9.6%
Centennial	642	8.6%
Littleton	230	3.1%
Lakewood	200	2.7%
Englewood	153	2.1%
Lone Tree	143	1.9%
Colorado Springs	137	1.8%
Highlands Ranch	131	1.8%
Inverness	128	1.7%
Parker	90	1.2%
Boulder	82	1.1%
Castle Rock	76	1.0%
Westminster	59	0.8%
Glendale	53	0.7%
Commerce City	48	0.6%
Broomfield	42	0.6%
Sheridan	40	0.5%
Fort Collins	38	0.5%
Ken Caryl	34	0.5%
Arvada	31	0.4%
Golden	30	0.4%
Thornton	30	0.4%
Wheat Ridge	28	0.4%
All Other Locations	1,013	13.6%

Working in Greenwood Village





Every day, according to the US Census Longitudinal Employer-Household Dynamics, 60,920 people commute into Greenwood Village to work. An additional 1,046 live and work in Greenwood Village, and 6,413 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the city.



Commute Origin	Count	Share
Denver	11,483	18.5%
Aurora	9,221	14.9%
Centennial	5,207	8.4%
Highlands Ranch	3,467	5.6%
Parker	2,118	3.4%
Castle Rock	1,683	2.7%
Lakewood	1,634	2.6%
Colorado Springs	1,480	2.4%
Littleton	1,059	1.7%
Greenwood Village	1,046	1.7%
Englewood	800	1.3%
Arvada	770	1.2%
Cherry Creek	764	1.2%
Thornton	757	1.2%
Westminster	754	1.2%
Ken Caryl	677	1.1%
Dakota Ridge	608	1.0%
Columbine	567	0.9%
Lone Tree	564	0.9%
Stonegate	478	0.8%
The Pinery	445	0.7%
Broomfield	431	0.7%
Commerce City	419	0.7%
Castle Pines	406	0.7%
Fort Collins	401	0.6%
All Other Locations	14,727	23.8%

People Working in Greenwood Village

People Working in Greenwood Village				
Distance and Direction of Commute	Count	Share		
Total Primary Jobs	61,966	100.0%		
Less than 10 miles	34,985	56.5%		
10 to 24 miles	18,108	29.2%		
25 to 50 miles	3,945	6.4%		
Greater than 50 miles	4,928	8.0%		

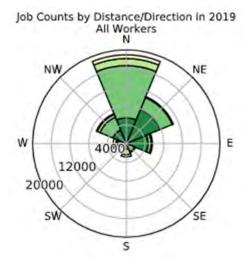
Source: US Census

Living in Highlands Ranch

Each day, 46,672 Highlands Ranch residents commute out of the suburb to work. This graph shows the number employed within the top five industry groups.

Quick Facts:

- Population is 107,017
- Educational Attainment
 - o 98.6% high school or above
 - o 64.1% bachelors or above
- 5,625 are enrolled in college, graduate, or professional school
- Median home value \$698,000
- Median household income \$125,454
- Worker earnings, males full-time \$99,858
- Worker earnings, females full-time \$65,983
- Mean travel time to work 25.8 minutes



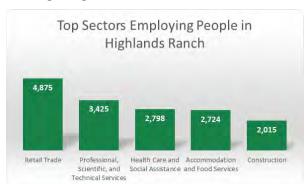
Highlands Ranch Residents				
Distance and Direction of Commute	Count	Share		
Total Primary Jobs	51,191	100.0%		
Less than 10 miles	24,902	48.6%		
10 to 24 miles	20,099	39.3%		
25 to 50 miles	3,517	6.9%		
Greater than 50 miles	2,673	5.2%		

Source: US Census

	p Sectors I Ran	ch Reside		ius
6,741	5,777			
	3,777	4,689	4,406	4,224

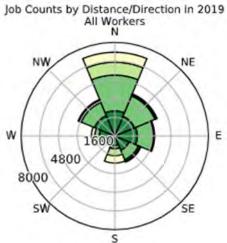
Highlands Ranch Residents				
Destination Commute	Count	Share		
Denver	11,879	23.2%		
Highlands Ranch	4,519	8.8%		
Centennial	3,800	7.4%		
Greenwood Village	3,467	6.8%		
Aurora	3,075	6.0%		
Littleton	2,360	4.6%		
Lakewood	2,154	4.2%		
Castle Rock	2,150	4.2%		
Lone Tree	1,623	3.2%		
Colorado Springs	1,208	2.4%		
Englewood	794	1.6%		
Inverness	700	1.4%		
Parker	645	1.3%		
Boulder	546	1.1%		
Westminster	501	1.0%		
Ken Caryl	453	0.9%		
Golden	405	0.8%		
Broomfield	362	0.7%		
Fort Collins	320	0.6%		
Commerce City	303	0.6%		
Arvada	284	0.6%		
Sheridan	279	0.5%		
Glendale	264	0.5%		
Thornton	250	0.5%		
Wheat Ridge	237	0.5%		
All Other Locations	8,613	16.8%		

Working in Highlands Ranch





Every day, according to the US Census Longitudinal Employer-Household Dynamics, 21,000 people commute into Highlands Ranch to work. An additional 4,519 live and work in Highlands Ranch, and 46,672 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the suburb.



S		
People Working in Highlan	ds Ranch	
Distance and Direction of Commute	Count	Share
Total Primary Jobs	25,519	100.0%
Less than 10 miles	12,017	47.1%
10 to 24 miles	9,013	35.3%
25 to 50 miles	2,258	8.8%

2,231

8.7%

Source: US Census

Greater than 50 miles

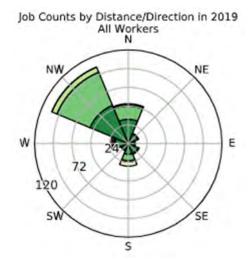
Highlands Ranch Denver Aurora Centennial Lakewood Littleton Castle Rock Parker Colorado Springs Ken Caryl Englewood Columbine	4,519 3,403	Share 17.7%
Denver Aurora Centennial Cakewood Cittleton Castle Rock Parker Colorado Springs Ken Caryl Englewood Columbine	3,403	
Aurora Centennial Cakewood Cittleton Castle Rock Parker Colorado Springs Ken Caryl Englewood Columbine		
Centennial Lakewood Littleton Castle Rock Parker Colorado Springs Ken Caryl Englewood Columbine	4 000	13.3%
Cakewood Cittleton Castle Rock Parker Colorado Springs Ken Caryl Englewood Columbine	1,863	7.3%
Castle Rock Castle Rock Colorado Springs Ken Caryl Englewood Columbine	1,436	5.6%
Castle Rock Parker Colorado Springs Ken Caryl Englewood Columbine	871	3.4%
Parker Colorado Springs Ken Caryl Englewood Columbine	799	3.1%
Colorado Springs Ken Caryl Englewood Columbine	768	3.0%
Ken Caryl Englewood Columbine	662	2.6%
Englewood Columbine	607	2.4%
Columbine	594	2.3%
	448	1.8%
Sakata Didaa	425	1.7%
Dakota Ridge	385	1.5%
Thornton	304	1.2%
Arvada	297	1.2%
Westminster	295	1.2%
one Tree	280	1.1%
Greeley	229	0.9%
Fort Collins	219	0.9%
Castle Pines	205	0.8%
Roxborough Park	187	0.7%
Broomfield	182	0.7%
ongmont	173	0.7%
The Pinery	147	0.6%
Stonegate	144	0.6%
All Other Locations	144	0.070

Living in Inverness

Each day, 253 Inverness residents commute out of the business park to work. This graph shows the number employed within the top five industry groups.

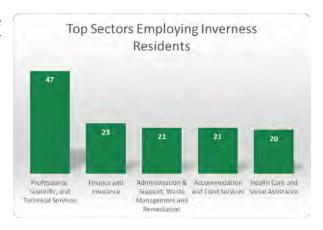
Quick Facts:

- Population is 1,863
- Educational Attainment
 - o 100.0% high school or above
 - 75.4% bachelors or above
- 125 are enrolled in college, graduate, or professional school
- Median home value Insufficient Data
- Median household income \$103,462
- Worker earnings, males full-time \$82,000
- Worker earnings, females full-time \$75,161
- Mean travel time to work 21.0 minutes



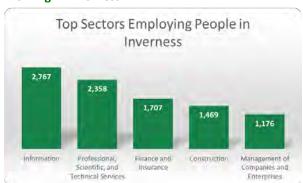
Inverness Residents			
Distance and Direction of Commute	Count	Share	
Total Primary Jobs	256	100.0%	
Less than 10 miles	159	62.1%	
10 to 24 miles	74	28.9%	
25 to 50 miles	13	5.1%	
Greater than 50 miles	10	3.9%	

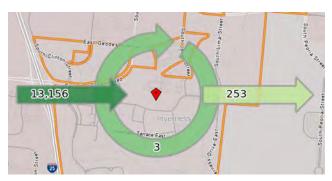
Source: US Census



Inverness Residents				
Destination Commute	Count	Share		
Denver	69	27.0%		
Centennial	40	15.6%		
Greenwood Village	27	10.5%		
Aurora	20	7.8%		
Lakewood	9	3.5%		
Parker	9	3.5%		
Castle Rock	6	2.3%		
Highlands Ranch	6	2.3%		
Lone Tree	6	2.3%		
Boulder	4	1.6%		
Colorado Springs	4	1.6%		
Littleton	4	1.6%		
Englewood	3	1.2%		
Inverness	3	1.2%		
Westminster	3	1.2%		
Dove Valley	2	0.8%		
Visalia city, CA	1	0.4%		
Arvada	1	0.4%		
Breckenridge	1	0.4%		
Brighton	1	0.4%		
Broomfield	1	0.4%		
Cañon City	1	0.4%		
Castle Pines Village	1	0.4%		
Fort Collins	1	0.4%		
Georgetown	1	0.4%		
All Other Locations	32	12.5%		

Working in Inverness





People Working in Inverness

Count

Share

0.8%

0.8%

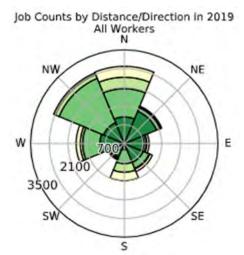
0.8%

0.8%

26.6%

Every day, according to the US Census Longitudinal Employer-Household Dynamics, 13,156 people commute into Inverness to work. An additional 3 live and work in Inverness, and 253 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the office park.

Commute Origin



Denver	2,109	16.0%
Aurora	1,804	13.7%
Centennial	954	7.2%
Highlands Ranch	700	5.3%
Parker	587	4.5%
Castle Rock	445	3.4%
Lakewood	371	2.8%
Colorado Springs	325	2.5%
Littleton	233	1.8%
Thornton	217	1.6%
Arvada	166	1.3%
Englewood	166	1.3%
Westminster	151	1.1%
Ken Caryl	149	1.1%
Dakota Ridge	147	1.1%
Stonegate	144	1.1%
Greenwood Village	128	1.0%
Columbine	124	0.9%
Commerce City	116	0.9%
Lone Tree	111	0.8%
Greeley	106	0.8%

People Working in Inverness			
Distance and Direction of Commute	Count	Share	
Total Primary Jobs	13,159	100.0%	
Less than 10 miles	6,335	48.1%	
10 to 24 miles	4,525	34.4%	
25 to 50 miles	1,087	8.3%	
Greater than 50 miles	1,212	9.2%	

Source: US Census

Source: US Census

All Other Locations

Meridian

The Pinery

Cherry Creek

Dove Valley

105

104

101

101

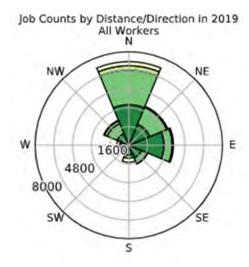
3,495

Living in Littleton

Each day, 19,566 Littleton residents commute out of the city to work. This graph shows the number employed within the top five industry groups.

Quick Facts:

- Population is 46,208
- Educational Attainment
 - o 95.4% high school or above
 - o 53.6% bachelors or above
- 2,493 are enrolled in college, graduate, or professional school
- Median home value \$635,000
- Median household income \$76,015
- Worker earnings, males full-time \$61,483
- Worker earnings, females full-time \$52,779
- Mean travel time to work 26.4 minutes



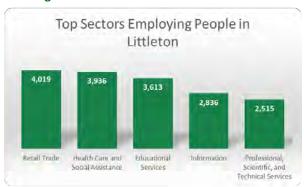
Littleton Residents			
Distance and Direction of Commute	Count	Share	
Total Primary Jobs	21,928	100.0%	
Less than 10 miles	12,895	58.8%	
10 to 24 miles	6,724	30.7%	
25 to 50 miles	980	4.5%	
Greater than 50 miles	1,329	6.1%	

Source: US Census

10	p Sector	Resident	ing Littleto s	n
2,608	2,333	2,304	1,893	1,773
Health Care and Sugal Assistance	Retail Trade	Professional, Scientific, and Technical Service	Accommodation and Food Services	Educational Services

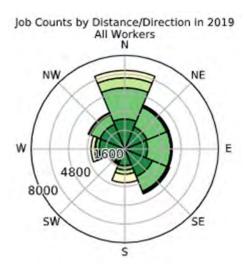
Littleton Residents				
Destination Commute	Count	Share		
Denver	5,883	26.8%		
Littleton	2,362	10.8%		
Centennial	1,305	6.0%		
Lakewood	1,207	5.5%		
Aurora	1,067	4.9%		
Greenwood Village	1,059	4.8%		
Highlands Ranch	799	3.6%		
Englewood	767	3.5%		
Colorado Springs	447	2.0%		
Lone Tree	357	1.6%		
Ken Caryl	303	1.4%		
Sheridan	301	1.4%		
Castle Rock	251	1.1%		
Parker	242	1.1%		
Boulder	241	1.1%		
Westminster	236	1.1%		
Inverness	233	1.1%		
Golden	221	1.0%		
Arvada	189	0.9%		
Wheat Ridge	168	0.8%		
Columbine	162	0.7%		
Commerce City	159	0.7%		
Fort Collins	145	0.7%		
Broomfield	141	0.6%		
Glendale	135	0.6%		
All Other Locations	3,548	16.2%		

Working in Littleton





Every day, according to the US Census Longitudinal Employer-Household Dynamics, 27,178 people commute into Littleton to work. An additional 2,362 live and work in Littleton, and 19,566 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the city.



People Working III Litti	eton	People Working in Littleton			
Commute Origin	Count	Share			
Denver	4,771	16.2%			
Littleton	2,362	8.0%			
Highlands Ranch	2,360	8.0%			
Centennial	2,310	7.8%			
Aurora	1,963	6.6%			
Lakewood	1,449	4.9%			
Ken Caryl	933	3.2%			
Englewood	850	2.9%			
Columbine	802	2.7%			
Castle Rock	800	2.7%			
Dakota Ridge	663	2.2%			
Parker	628	2.1%			
Colorado Springs	503	1.7%			
Arvada	390	1.3%			
Thornton	388	1.3%			
Westminster	326	1.1%			
Roxborough Park	243	0.8%			
Greenwood Village	230	0.8%			
Lone Tree	207	0.7%			
Greeley	172	0.6%			
Commerce City	168	0.6%			
Broomfield	161	0.5%			
Sheridan	158	0.5%			
Wheat Ridge	156	0.5%			
Castle Pines	151	0.5%			
All Other Locations	6,396	21.7%			

People Working in Littleton			
Distance and Direction of Commute	Count	Share	
Total Primary Jobs	29,540	100.0%	
Less than 10 miles	16,260	55.0%	
10 to 24 miles	9,435	31.9%	
25 to 50 miles	1,754	5.9%	
Greater than 50 miles	2,091	7.1%	

Source: US Census

Living in Lone Tree

Each day, 6,033 Lone Tree residents commute out of the city to work. This graph shows the number employed within the top five industry groups.

Quick Facts:

- Population is 13,381
- Educational Attainment
 - o 98.4% high school or above
 - o 68.6% bachelors or above
- 832 are enrolled in college, graduate, or professional school
- Median home value \$1,015,034
- Median household income \$120,392
- Worker earnings, males full-time \$108,167
- Worker earnings, females full-time \$61,725
- Mean travel time to work 22.4 minutes



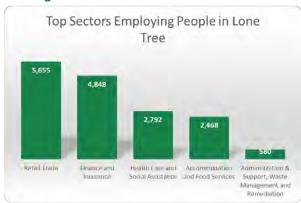
Lone Tree Residents			
Distance and Direction of Commute	Count	Share	
Total Primary Jobs	6,520	100.0%	
Less than 10 miles	3,281	50.3%	
10 to 24 miles	2,496	38.3%	
25 to 50 miles	448	6.9%	
Greater than 50 miles	295	4.5%	

Source: US Census

	p Sectors F	Employir Residents		ree
993	760	632	578	
			370	522

Lone Tree Residents			
Destination Commute	Count	Share	
Denver	1,675	25.7%	
Greenwood Village	564	8.7%	
Centennial	516	7.9%	
Lone Tree	487	7.5%	
Aurora	405	6.2%	
Highlands Ranch	280	4.3%	
Castle Rock	217	3.3%	
Littleton	207	3.2%	
Lakewood	181	2.8%	
Colorado Springs	131	2.0%	
Inverness	111	1.7%	
Parker	110	1.7%	
Englewood	83	1.3%	
Boulder	79	1.2%	
Broomfield	57	0.9%	
Arvada	47	0.7%	
Westminster	42	0.6%	
Glendale	40	0.6%	
Meridian	39	0.6%	
Golden	36	0.6%	
Commerce City	35	0.5%	
Thornton	33	0.5%	
Ken Caryl	31	0.5%	
Fort Collins	29	0.4%	
Sheridan	20	0.3%	
All Other Locations	1,065	16.3%	

Working in Lone Tree





Every day, according to the US Census Longitudinal Employer-Household Dynamics, 18,697 people commute into Lone Tree to work. An additional 487 live and work in Lone Tree, and 6,033 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the city.



People Working in Lone	Tree	
Distance and Direction of Commute	Count	Share
Total Primary Jobs	19,184	100.0%
Less than 10 miles	9,239	48.2%
10 to 24 miles	6,732	35.1%
25 to 50 miles	1,704	8.9%
Greater than 50 miles	1,509	7.9%
Source: US Census		

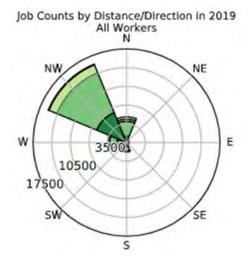
People Working in Lone Tree			
Commute Origin	Count	Share	
Denver	3,059	15.9%	
Aurora	2,170	11.3%	
Highlands Ranch	1,623	8.5%	
Centennial	1,239	6.5%	
Parker	924	4.8%	
Castle Rock	815	4.2%	
Colorado Springs	504	2.6%	
Lone Tree	487	2.5%	
Lakewood	424	2.2%	
Littleton	357	1.9%	
Castle Pines	273	1.4%	
Ken Caryl	255	1.3%	
Englewood	234	1.2%	
Meridian	210	1.1%	
Thornton	209	1.1%	
Stonegate	208	1.1%	
The Pinery	199	1.0%	
Columbine	187	1.0%	
Westminster	187	1.0%	
Arvada	166	0.9%	
Dakota Ridge	156	0.8%	
Greenwood Village	143	0.7%	
Fort Collins	141	0.7%	
Greeley	130	0.7%	
Cherry Creek	120	0.6%	
All Other Locations	4,764	24.8%	

Living in Parker

Each day, 26,245 Parker residents commute out of the town to work. This graph shows the number employed within the top five industry groups.

Quick Facts:

- Population is 55,460
- **Educational Attainment**
 - o 96.6% high school or above
 - o 52.4% bachelors or above
- 2,917 are enrolled in college, graduate, or professional school
- Median home value \$700,925
- Median household income \$110,934
- Worker earnings, males full-time \$83,903
- Worker earnings, females full-time \$60,582
- Mean travel time to work 26.7 minutes



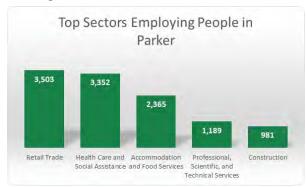
Parker Residents			
Distance and Direction of Commute	Count	Share	
Total Primary Jobs	28,925	100.0%	
Less than 10 miles	11,328	39.2%	
10 to 24 miles	13,416	46.4%	
25 to 50 miles	2,953	10.2%	
Greater than 50 miles	1,228	4.2%	

Source: US Census

	Т		rs Employ Resident	
3,526	3,445	2,772	2,286	2,232
Professional,	Health Care and Social Assistance	Retail Trade	Finance and Insurance	Educationa Services

Parker Residents					
Destination Commute	Count	Share			
Denver	5,768	19.9%			
Parker	2,680	9.3%			
Aurora	2,630	9.1%			
Centennial	2,322	8.0%			
Greenwood Village	2,118	7.3%			
Castle Rock	1,584	5.5%			
Lone Tree	924	3.2%			
Colorado Springs	681	2.4%			
Lakewood	669	2.3%			
Highlands Ranch	662	2.3%			
Littleton	628	2.2%			
Inverness	587	2.0%			
Englewood	335	1.2%			
Boulder	270	0.9%			
Commerce City	260	0.9%			
Westminster	256	0.9%			
Broomfield	186	0.6%			
Thornton	170	0.6%			
Glendale	162	0.6%			
Fort Collins	150	0.5%			
Meridian	147	0.5%			
Ken Caryl	134	0.5%			
Arvada	132	0.5%			
Golden	127	0.4%			
Dove Valley	124	0.4%			
All Other Locations	5,219	18.0%			

Working in Parker

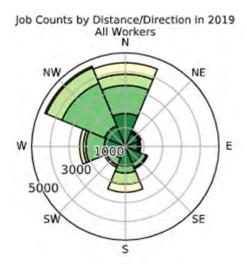




People Working in Parker

Every day, according to the US Census Longitudinal Employer-Household Dynamics, 14,736 people commute into Parker to work. An additional 2,500 live and work in Parker, and 25,455 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the town.

Source: US Census



Commute Origin	Count	Share
Parker	2,680	14.7%
Aurora	2,583	14.2%
Denver	1,787	9.8%
Castle Rock	795	4.4%
Centennial	795	4.4%
Highlands Ranch	645	3.5%
Colorado Springs	471	2.6%
The Pinery	447	2.5%
Stonegate	368	2.0%
Lakewood	329	1.8%
Littleton	242	1.3%
Thornton	236	1.3%
Arvada	181	1.0%
Westminster	166	0.9%
Greeley	158	0.9%
Ken Caryl	135	0.7%
Fort Collins	132	0.7%
Longmont	130	0.7%
Englewood	120	0.7%
Meridian	112	0.6%
Lone Tree	110	0.6%
Columbine	106	0.6%
Commerce City	98	0.5%
Greenwood Village	90	0.5%
Broomfield	88	0.5%
All Other Locations	5,218	28.6%

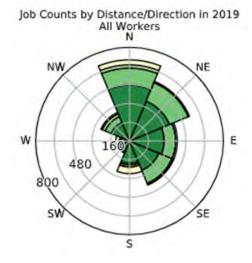
People Working in Parker			
Distance and Direction of Commute Count Shar			
Total Primary Jobs	18,222	100.0%	
Less than 10 miles	8,209	45.0%	
10 to 24 miles	6,096	33.5%	
25 to 50 miles	2,336	12.8%	
Greater than 50 miles	1,581	8.7%	

Living in Sheridan

Each day, 2,707 Sheridan residents commute out of the city to work. This graph shows the number employed within the top five industry groups.

Quick Facts:

- Population is 6,072
- **Educational Attainment**
 - o 82.0% high school or above
 - 16.9% bachelors or above
- 410 are enrolled in college, graduate, or professional school
- Median home value \$489,732
- Median household income \$44,335
- Worker earnings, males full-time \$42,153
- Worker earnings, females full-time \$38,864
- Mean travel time to work 27.2 minutes



Sheridan Residents			
Distance and Direction of Commute	Count	Share	
Total Primary Jobs	2,831	100.0%	
Less than 10 miles	1,941	68.6%	
10 to 24 miles	623	22.0%	
25 to 50 miles	85	3.0%	
Greater than 50 miles	182	6.4%	

Source: US Census

Io	p Sector	s Employin Residents	g Sherid	lan
365	342	280	248	209
Health Care and Social Assistance	Retail Trade	Accommodation and Food Services	Construction	Professional, Scientific, and

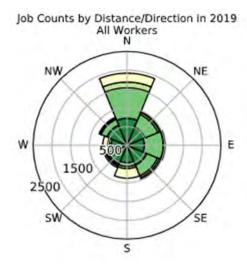
Sheridan Residents					
Destination Commute	Count	Share			
Denver	921	32.5%			
Englewood	184	6.5%			
Lakewood	177	6.3%			
Littleton	158	5.6%			
Aurora	152	5.4%			
Centennial	138	4.9%			
Sheridan	124	4.4%			
Greenwood Village	78	2.8%			
Highlands Ranch	69	2.4%			
Colorado Springs	52	1.8%			
Commerce City	40	1.4%			
Westminster	33	1.2%			
Castle Rock	30	1.1%			
North Washington	30	1.1%			
Lone Tree	28	1.0%			
Arvada	26	0.9%			
Golden	26	0.9%			
Boulder	25	0.9%			
Dakota Ridge	24	0.8%			
Inverness	24	0.8%			
Glendale	21	0.7%			
Ken Caryl	21	0.7%			
Wheat Ridge	20	0.7%			
Columbine	17	0.6%			
Fort Collins	17	0.6%			
All Other Locations	396	14.0%			

Working in Sheridan





Every day, according to the US Census Longitudinal Employer-Household Dynamics, 7,721 people commute into Sheridan to work. An additional 124 live and work in Sheridan, and 2,707 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the city.



D 1 W 1 :	• 1	
People Working in She	ridan	
Distance and Direction of Commute	Count	Share
Total Primary Jobs	7,845	100.0%
Less than 10 miles	4,289	54.7%
10 to 24 miles	2,356	30.0%
25 to 50 miles	414	5.3%
Greater than 50 miles	786	10.0%

Source: US Census

People Working in Sheridan				
Commute Origin	Count	Share		
Denver	1,663	21.2%		
Aurora	655	8.3%		
Lakewood	474	6.0%		
Englewood	381	4.9%		
Centennial	302	3.8%		
Littleton	301	3.8%		
Highlands Ranch	279	3.6%		
Thornton	200	2.5%		
Arvada	193	2.5%		
Dakota Ridge	187	2.4%		
Ken Caryl	153	2.0%		
Westminster	151	1.9%		
Columbine	150	1.9%		
Colorado Springs	143	1.8%		
Sheridan	124	1.6%		
Castle Rock	116	1.5%		
Parker	94	1.2%		
Commerce City	80	1.0%		
Wheat Ridge	68	0.9%		
Fort Collins	63	0.8%		
Greeley	63	0.8%		
Broomfield	58	0.7%		
Northglenn	54	0.7%		
Sherrelwood	46	0.6%		
Longmont	43	0.5%		
All Other Locations	1,804	23.0%		

Living in Strasburg

Each day, 1,159 Strasburg residents commute out of the city to work. This graph shows the number employed within the top five industry groups.

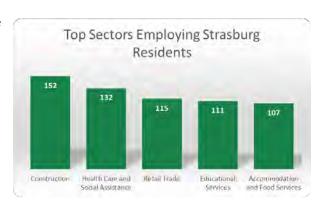
Quick Facts:

- Population is 2,987
- Educational Attainment
 - o 97.3% high school or above
 - 18.5% bachelors or above
- 224 are enrolled in college, graduate, or professional school
- Median home value \$614,161
- Median household income \$77,527
- Worker earnings, males full-time \$60,891
- Worker earnings, females full-time \$39,301
- Mean travel time to work 32.0 minutes



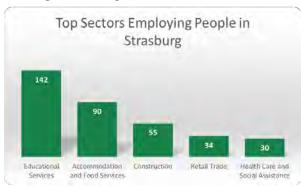
Strasburg Residents			
Distance and Direction of Commute Count Shar			
Total Primary Jobs	1,337	100.0%	
Less than 10 miles	217	16.2%	
10 to 24 miles	140	10.5%	
25 to 50 miles	869	65.0%	
Greater than 50 miles	111	8.3%	

Source: US Census



Strasburg Residents					
Destination Commute	Count	Share			
Denver	288	21.5%			
Aurora	221	16.5%			
Strasburg	91	6.8%			
Commerce City	49	3.7%			
Bennett	39	2.9%			
Byers	39	2.9%			
Centennial	35	2.6%			
Lakewood	34	2.5%			
Brighton	32	2.4%			
Westminster	25	1.9%			
Greenwood Village	20	1.5%			
Colorado Springs	19	1.4%			
North Washington	19	1.4%			
Englewood	15	1.1%			
Boulder	13	1.0%			
Thornton	12	0.9%			
Wheat Ridge	12	0.9%			
Inverness	11	0.8%			
Parker	11	0.8%			
Arvada	10	0.7%			
Lone Tree	10	0.7%			
Broomfield	9	0.7%			
Littleton	9	0.7%			
Highlands Ranch	8	0.6%			
Northglenn	8	0.6%			
All Other Locations	298	22.3%			

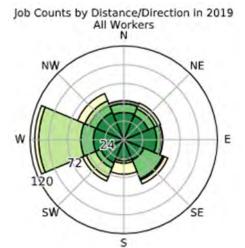
Working in Strasburg





Every day, according to the US Census Longitudinal Employer-Household Dynamics, 400 people commute into Strasburg to work. An additional 91 live and work in Strasburg, and 1,246 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the town.

Commute Origin



Strasburg	91	18.5%
Bennett	33	6.7%
Byers	31	6.3%
Aurora	23	4.7%
Deer Trail	16	3.3%
Denver	14	2.9%
Comanche Creek	11	2.2%
Greeley	6	1.2%
Centennial	5	1.0%
Northglenn	5	1.0%
Peoria	5	1.0%
Castle Rock	4	0.8%
Colorado Springs	4	0.8%
Westminster	4	0.8%
Parker	3	0.6%
Watkins	3	0.6%
Columbine	2	0.4%
Fort Collins	2	0.4%
Frederick	2	0.4%
Ken Caryl	2	0.4%
Lakewood	2	0.4%
Lamar	2	0.4%
Longmont	2	0.4%

People Working in Strasburg

Count

Share

People Working in Strasburg		
Distance and Direction of Commute	Count	Share
Total Primary Jobs	491	100.0%
Less than 10 miles	272	55.4%
10 to 24 miles	88	17.9%
25 to 50 miles	85	17.3%
Greater than 50 miles	46	9.4%

Source: US Census

Source: US Census

Tucson city, AZ All Other Locations

Rocky Ford

2

216

0.4%

0.2%

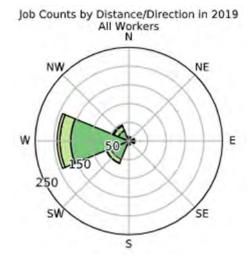
44.0%

Living in Watkins

Each day, 340 Watkins residents commute out of the town to work. This graph shows the number employed within the top five industry groups.

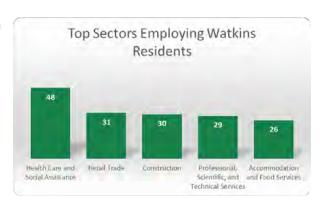
Quick Facts:

- Population is 746
- Educational Attainment
 - 94.3% high school or above
 - 37.1% bachelors or above
- 45 are enrolled in college, graduate, or professional school
- Median home value \$630,777
- Median household income \$117,656
- Worker earnings, males full-time \$92,250
- Worker earnings, females full-time \$67,679
- Mean travel time to work 28.5 minutes



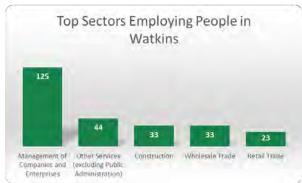
Watkins Residents		
Distance and Direction of Commute	Count	Share
Total Primary Jobs	350	100.0%
Less than 10 miles	41	11.7%
10 to 24 miles	226	64.6%
25 to 50 miles	57	16.3%
Greater than 50 miles	26	7.4%

Source: US Census



Watkins Residents		
Destination Commute	Count	Share
Denver	81	23.1%
Aurora	71	20.3%
Centennial	16	4.6%
Commerce City	16	4.6%
Bennett	10	2.9%
Colorado Springs	10	2.9%
Lakewood	10	2.9%
Watkins	10	2.9%
Thornton	8	2.3%
Greenwood Village	7	2.0%
Highlands Ranch	7	2.0%
North Washington	6	1.7%
Westminster	5	1.4%
Littleton	4	1.1%
Arvada	3	0.9%
Castle Rock	3	0.9%
Englewood	3	0.9%
Lone Tree	3	0.9%
Parker	3	0.9%
Sheridan	3	0.9%
Strasburg	3	0.9%
Boulder	2	0.6%
Broomfield	2	0.6%
Columbine	2	0.6%
Federal Heights	2	0.6%
All Other Locations	60	17.1%

Working in Watkins





People Working in Watkins

Count

63

Share

21.1%

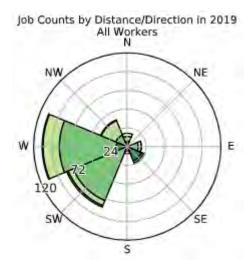
Every day, according to the US Census Longitudinal Employer-Household Dynamics, 289 people commute into Watkins to work. An additional 10 live and work in Watkins, and 340 residents commute elsewhere to work. The graph shows the number employed in the top five industry sectors in the town.

Commute Origin

Aurora

Firestone

All Other Locations



Adioid	0.5	21.1/0
Denver	36	12.0%
Parker	14	4.7%
Centennial	12	4.0%
Watkins	10	3.3%
Highlands Ranch	9	3.0%
Thornton	7	2.3%
Arvada	5	1.7%
Lakewood	5	1.7%
Welby	5	1.7%
Westminster	5	1.7%
Byers	4	1.3%
The Pinery	4	1.3%
Bennett	3	1.0%
Boulder	3	1.0%
Castle Rock	3	1.0%
Littleton	3	1.0%
Brighton	2	0.7%
Broomfield	2	0.7%
Colorado Springs	2	0.7%
Comanche Creek	2	0.7%
Commerce City	2	0.7%
Deer Trail	2	0.7%
Englewood	2	0.7%

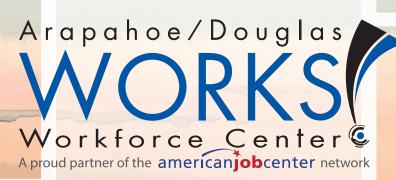
People Working in Watkins		
Distance and Direction of Commute	Count	Share
Total Primary Jobs	299	100.0%
Less than 10 miles	50	16.7%
10 to 24 miles	178	59.5%
25 to 50 miles	59	19.7%
Greater than 50 miles	12	4.0%

Source: US Census

2

0.7%

30.8%



www.adworks.org









Prepared by the Arapahoe/Douglas Workforce Development Board

