

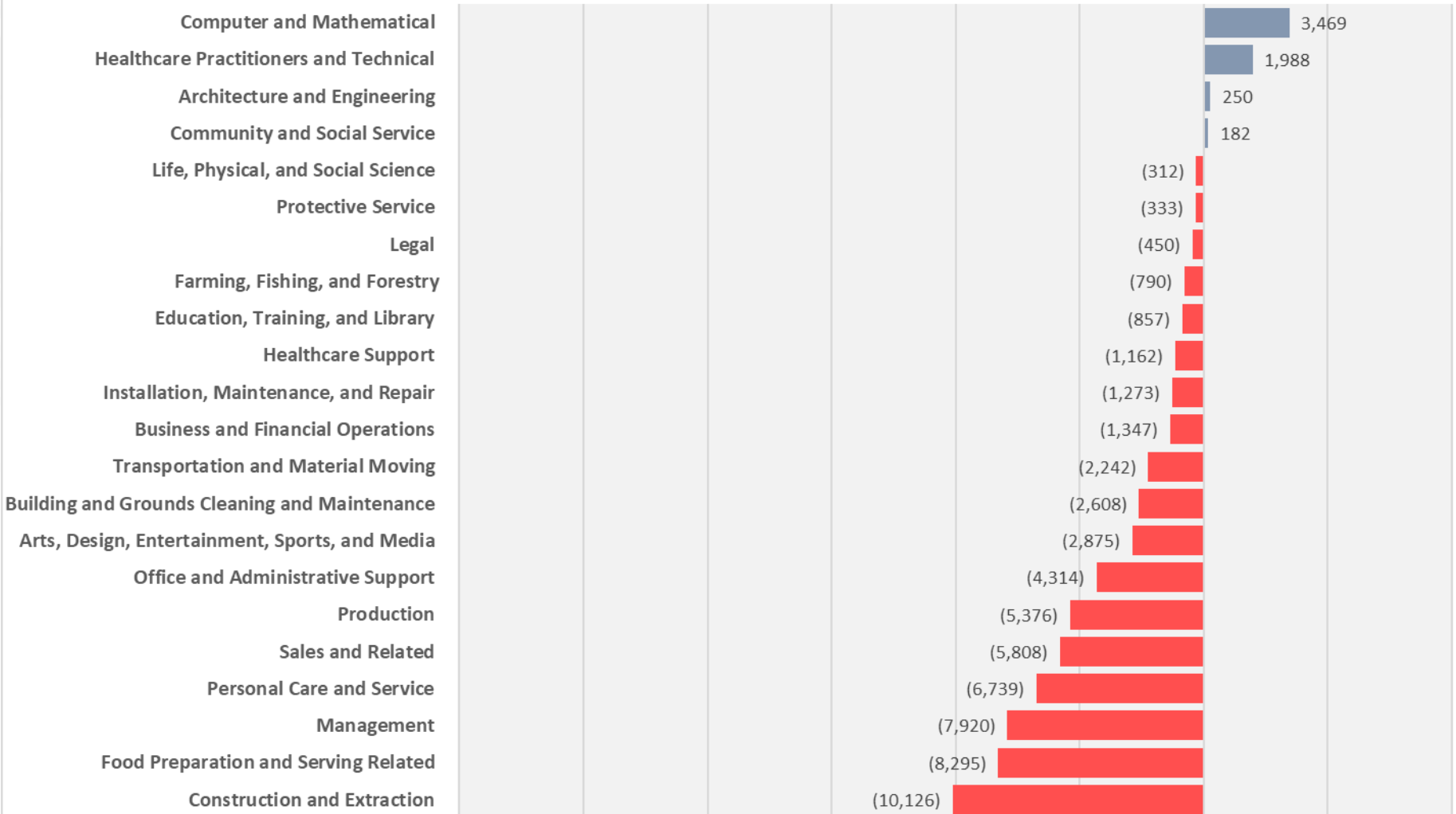


# Tracking Movement in the Labor Force

June 3, 2021

# Current Skill Gap

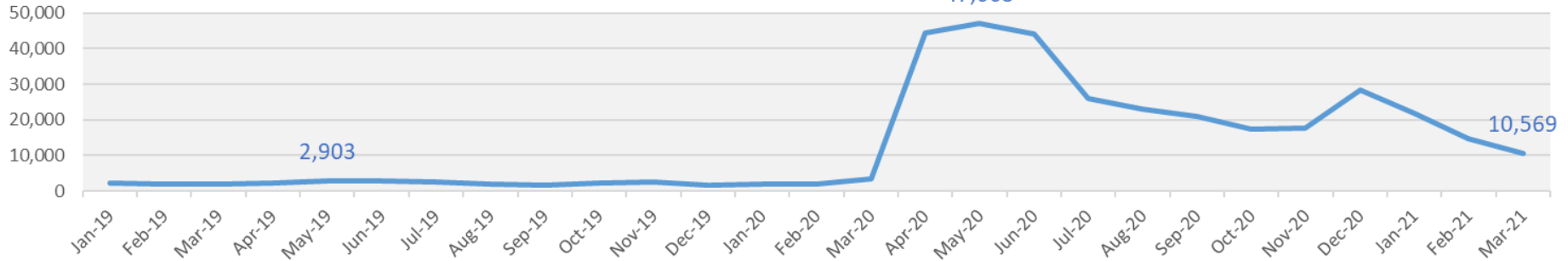
## Skills Gap, Greater Metro Denver



# Unemployment Movements Trending Down

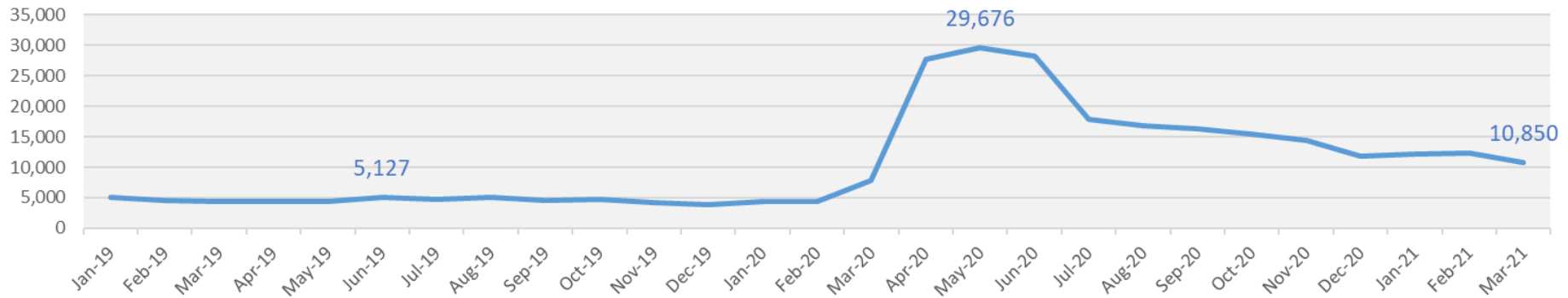
## Unemployment, Food Preparation and Serving Related Occupations Denver-Aurora-Lakewood Metro Area

Source: EMSI Developer



## Number Unemployed, Sales and Related Occupations, Denver-Aurora-Lakewood Metro Area

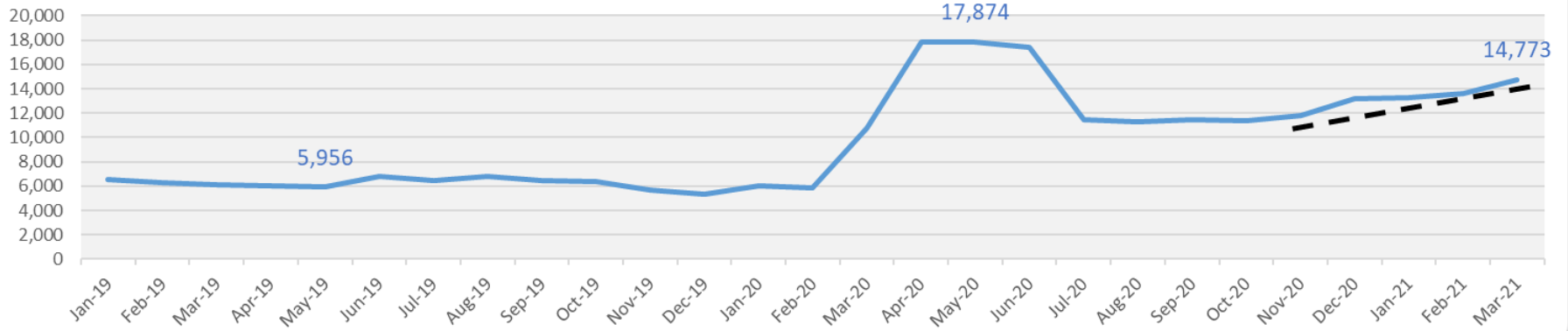
Source: EMSI Developer



# Unemployment Movements Trending Up

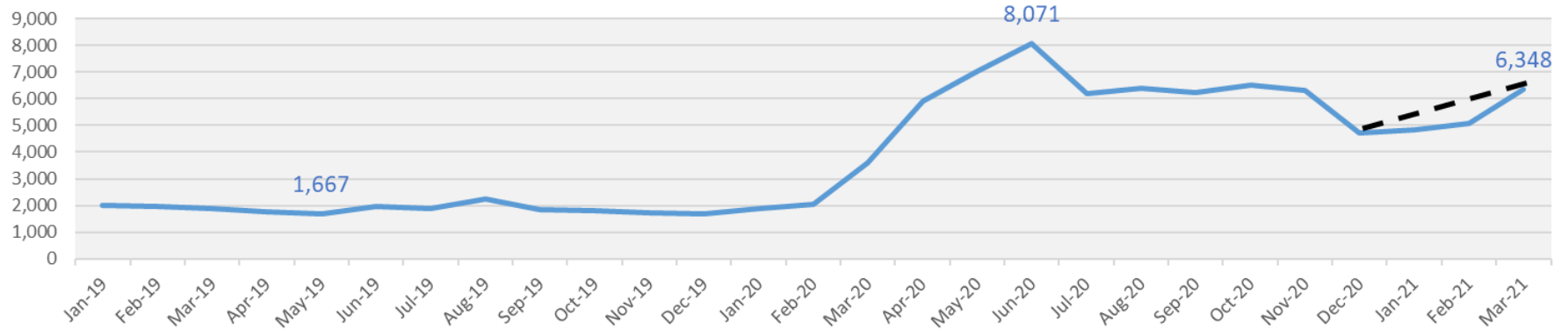
## Number Unemployed, Management Occupations, Denver-Aurora-Lakewood Metro Area

Source: EMSI Developer



## Number Unemployed, Production Occupations, Denver-Aurora-Lakewood Metro Area

Source: EMSI Developer



# Salary Movement

Salary Movement, Denver-Aurora-Lakewood Metro Area

SOC	Occupation	Median Annual Earnings	Median Advertised Salary	Difference (Advertised minus Median)
11	Management	\$134,443	\$100,736	(\$33,707)
23	Legal	\$94,507	\$71,552	(\$22,955)
33	Protective Service	\$47,794	\$35,456	(\$12,338)
19	Life, Physical, and Social Science	\$72,942	\$62,336	(\$10,606)
25	Educational Instruction and Library	\$53,771	\$44,928	(\$8,843)
13	Business and Financial Operations	\$78,204	\$70,016	(\$8,188)
21	Community and Social Service	\$52,681	\$45,696	(\$6,985)
49	Installation, Maintenance, and Repair	\$52,714	\$47,744	(\$4,970)
43	Office and Administrative Support	\$43,435	\$39,552	(\$3,883)
51	Production	\$38,760	\$37,504	(\$1,256)
47	Construction and Extraction	\$51,820	\$51,072	(\$748)
27	Arts, Design, Entertainment, Sports, and Media	\$54,643	\$54,144	(\$499)
29	Healthcare Practitioners and Technical	\$76,602	\$76,672	\$70
41	Sales and Related	\$41,077	\$41,600	\$523
17	Architecture and Engineering	\$88,077	\$89,472	\$1,395
15	Computer and Mathematical	\$98,399	\$100,224	\$1,825
31	Healthcare Support	\$34,097	\$36,480	\$2,383
35	Food Preparation and Serving Related	\$28,446	\$31,488	\$3,042
45	Farming, Fishing, and Forestry	\$31,457	\$35,456	\$3,999
37	Building and Grounds Cleaning and Maintenance	\$30,677	\$35,456	\$4,779
39	Personal Care and Service	\$30,683	\$36,480	\$5,797
53	Transportation and Material Moving	\$37,858	\$47,744	\$9,886
	Total Across All	\$49,852	\$52,608	\$2,756

This table shows the difference, by occupation grouping, between currently advertised salaries and the median salary.

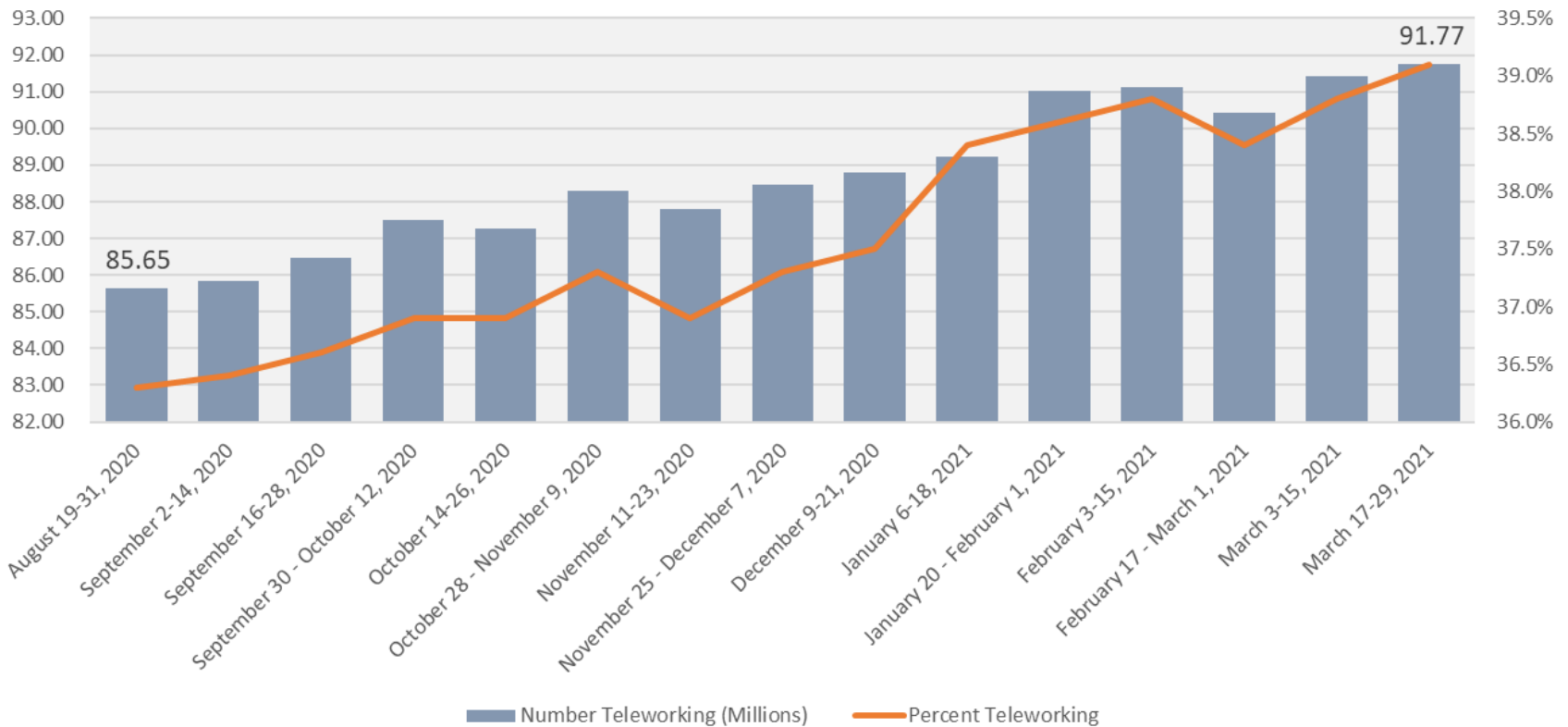
(303) 636.1160

# Teleworking Here to Stay

The US Census Household Pulse Survey. For perspective, in 2019 5.1% or 8.9 million people were working from home. As of May 10, 2021, 64.9 million (26.2%) were working from home due to COVID. This means nearly 27 million (12.9%) people are now working from home as a normal condition.

### Number and Percent of Labor Force Teleworking in United States

Source: US Census Household Pulse Survey





# Turnover Tsunami?

Yearly Turnover Rates by Occupational Grouping, Denver-Aurora-Lakewood Metro Area

Occupation Group	2018 Turnover	2019 Turnover	2020 Turnover	2021 Turnover (Est.)
Farming, Fishing, and Forestry	181.5%	181.3%	168.4%	167.4%
Food Preparation and Serving Related	138.0%	136.4%	159.6%	159.6%
Personal Care and Service	106.3%	102.8%	125.4%	125.2%
Building and Grounds Cleaning and Maintenance	109.3%	102.6%	118.0%	117.8%
Transportation and Material Moving	94.4%	88.5%	100.1%	100.5%
Healthcare Support	79.0%	71.9%	85.3%	85.7%
Sales and Related	87.5%	84.3%	85.8%	85.4%
Production	97.0%	98.5%	84.9%	84.9%
Construction and Extraction	85.9%	80.1%	83.3%	83.4%
Office and Administrative Support	74.1%	71.8%	78.4%	78.4%
Protective Service	79.3%	74.6%	77.1%	77.2%
Arts, Design, Entertainment, Sports, and Media	78.7%	78.9%	75.1%	74.9%
Installation, Maintenance, and Repair	66.6%	65.4%	62.0%	62.1%
Business and Financial Operations	48.5%	45.2%	55.8%	55.5%
Community and Social Service	52.9%	50.5%	54.6%	54.7%
Life, Physical, and Social Science	66.8%	57.3%	50.5%	50.2%
Military-only	32.0%	40.1%	49.0%	49.0%
Management	44.6%	43.0%	46.4%	46.4%
Educational Instruction and Library	44.0%	39.4%	45.5%	45.6%
Computer and Mathematical	45.2%	41.9%	37.6%	37.4%
Architecture and Engineering	43.1%	44.3%	35.8%	35.7%
Healthcare Practitioners and Technical	40.1%	33.2%	34.8%	34.7%
Legal	30.4%	28.7%	32.9%	32.9%

Source: EMSI Developer

# Skills Gap

- Use data to focus on the need
  - Healthcare
  - Childcare
  - Technology
- Greater Metro Denver Healthcare Partnership
- WBL – Early Childhood Council
- Tech Talent Denver



# Unemployment Data

- UI Data used at task force meetings
  - Douglas County and Arapahoe County Business Recovery Taskforce Meetings
- Identify & Share Business needs to recover from COVID 19 pandemic
  - Summer's Finest Job Fair
  - Colorado Restaurant Association

# Salary Movement & Telework

- Salary
  - Positive for lower skilled positions
  - Movement in higher skilled positions
- Teleworking
  - Hybrid
- Risk
  - Remote positions can be done anywhere

# Turnover Tsunami

- DBJ article - 26% of workers predicted to look for other work
  - Pay
    - 49% of workers would leave for just a 15% increase
  - Telework
    - 73% of workers want some sort of telework option
  - Pandemic
    - 42% of workers that rate employer a “C” or below plan to leave
  - Benefits
    - 75% will factor benefits
      - 31% Flexible schedules
      - 25% Career mobility
- Change is constant and will continue

# Closing



Arapahoe/Douglas  
**WORKS**  
Workforce Center 

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