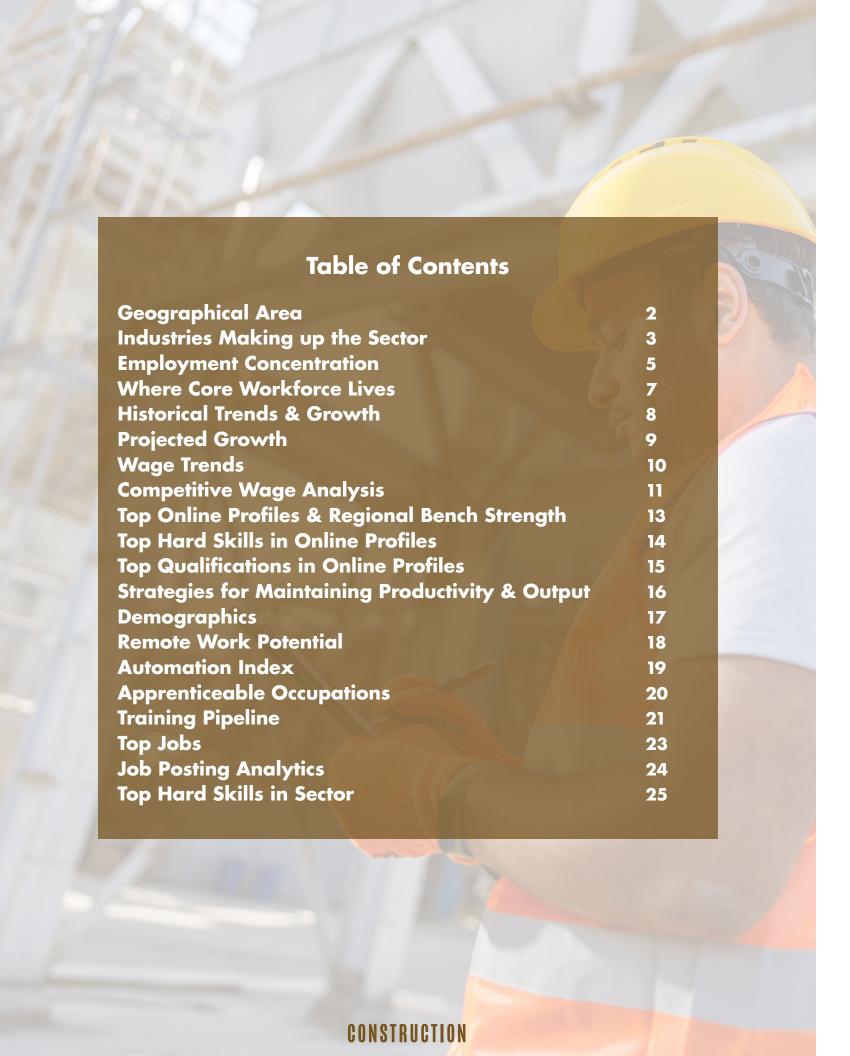


2022

Construction Industry Profile

for Arapahoe & Douglas Counties Colorado WIOA Central Planning Region





GEOGRAPHICAL AREA

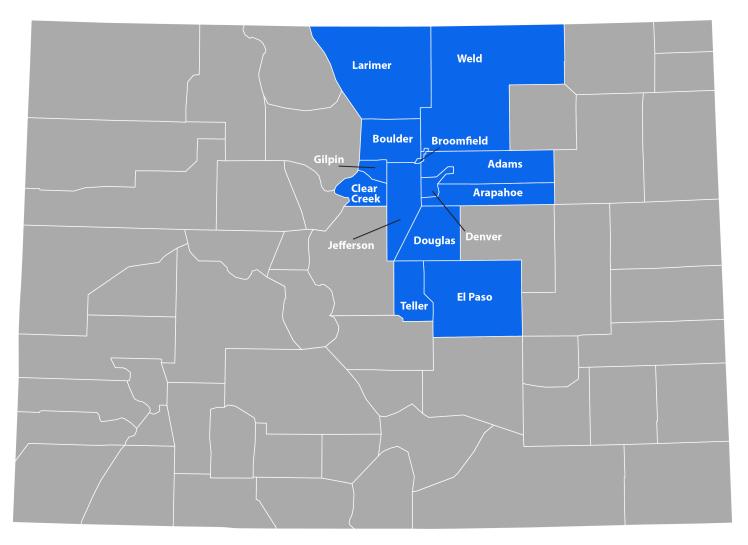
The geographic area for this industry profile includes the 13 counties that make up Colorado's Urban Front Range.

The geographic region includes the following metropolitan areas:

- Boulder
- Colorado Springs
- Denver-Aurora-Lakewood
- Fort Collins
- Greeley

In 2021, this thirteen-county region employed nearly 2.6 million people across all industries, and made up over 85% of Colorado's total employment.

In 2020, the gross regional product (GRP) for Colorado's Urban Front Range was \$312.76 billion, which made up around 1.7% of the national GRP. GRP is the total market value of all goods and services produced in the region.

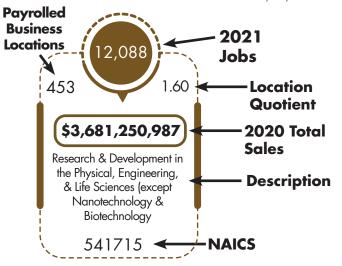


INDUSTRIES MAKING UP THE SECTOR

The Construction Sector employs 173,856 people in 15,293 payrolled business locations along Colorado's Urban Front Range. In 2021, the sector had \$37.3 billion in sales, and contributed \$18.8 billion to the region's Gross Regional Product. The region's geographic location and extensive infrastructure ensures a strong global supply chain, and a diversified business climate. In addition, ready access to highly skilled workers and world-class research institutions offers employers in the Sector many advantages in a global economy.

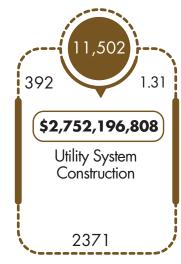
Note:

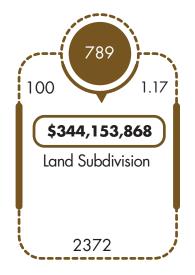
Location Quotient is a measure of the employment concentration in any given industry relative to the national average.



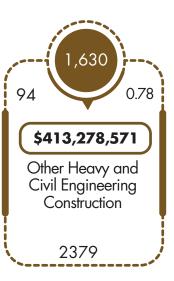






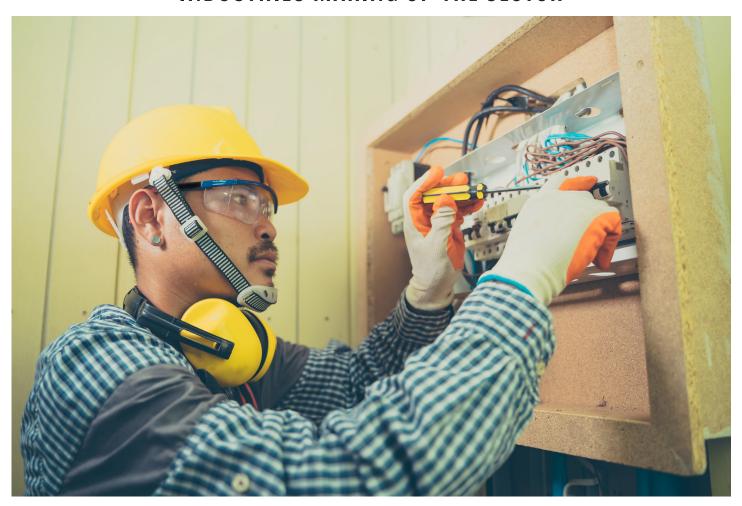








INDUSTRIES MAKING UP THE SECTOR









Source: EMSI Burning Glass

TOTALS

2021 Jobs - 173,856
Payrolled Business Locations - 15,293
Location Quotient - 1.19
Total Sales - \$37,258,057,166

EMPLOYMENT CONCENTRATION MAP

2021 Jobs 2,469 to 4,166 1,299 to 2,468 351 to 1,298 0 to 350 Cañon City

Source: EMSI Burning Glass

EMPLOYMENT CONCENTRATION

Employment concentration in construction generally reflects overall economic growth. In 2022, employment concentration in the sector was 1.19 times more concentrated than the national average, with the highest concentrations in specialty trades.

Note: A supplement is any kind of employer paid benefit beyond wage or salary.

Jobs and Average Earnings by County

| County | 2021 Jobs | Average Wage & Salaries | Average Cost of Supplements |
|----------------|-----------|-------------------------------|-----------------------------------|
| Adams | 27,931 | \$67,223 | \$10,348 |
| Arapahoe | 27,488 | \$74,553 | \$11,483 |
| Denver | 24,928 | \$74,955 | \$11,458 |
| El Paso | 22,122 | \$59,683 | \$8,740 |
| Jefferson | 22,004 | \$67,737 | \$10,158 |
| <u>Larimer</u> | 13,653 | _\$60,918_ | \$9,113 |
| Weld | 13,144 | _\$63,247_ | \$9,369 |
| Douglas | 12,031 | \$72,854 | \$11,325 |
| Boulder | 7,222 | \$59,824 | \$8,304 |
| Broomfield | 2,322 | \$87,648 | \$13,754 |
| Teller | 686 | \$42,483 | \$4,078 |
| Clear Creek | 194 | _\$44,863_ | \$4,057 |
| Gilpin | 131 | _\$44,626_ | \$4,313 |
| TOTALS | 173,856 | \$63,124 | \$8,962 |

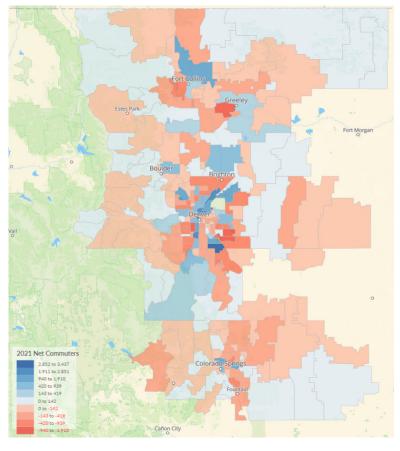
WHERE CORE WORKFORCE LIVES

Every industry sector has a group of occupations that it needs to produce its good or render its service. This is called a staffing pattern, and these staffing patterns include management, business and financial occupations, administrative and support occupations, and core occupations.

Core occupations in the Sector include some installation, maintenance and repair occupations, and production occupations. This map shows where the core workers in the industry live (orange) and where they work (blue).

For this industry, the core occupations are defined as follows:

• Construction & Extraction



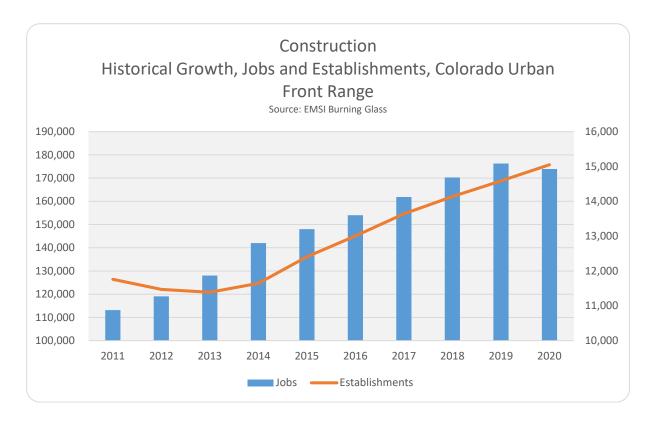
| County | Net Commuters | Resident Workers | Jobs |
|-------------|---------------|------------------|-------------|
| Denver | 2,973 | 16,831 | 19,804 |
| Arapahoe | 1,977 | 16,858 | 18,835 |
| Adams | 1,123 | 18,467 | 19,591 |
| Boulder | 694 | 5,375 | 6,069 |
| Larimer | 249 | 10,614 | 10,864 |
| Clear Creek | 1 <i>7</i> 8 | 252 | 430 |
| Gilpin | (42) | 155 | 113 |
| Teller | (341) | 1,092 | <i>7</i> 51 |
| Broomfield | (469) | 2,066 | 1,597 |
| Douglas | (632) | 8,629 | 7,997 |
| El Paso | (950) | 17,556 | 16,606 |
| Weld | (2,017) | 14,327 | 12,310 |
| Jefferson | (2,784) | 18,474 | 15,691 |

Source: EMSI Burning Glass

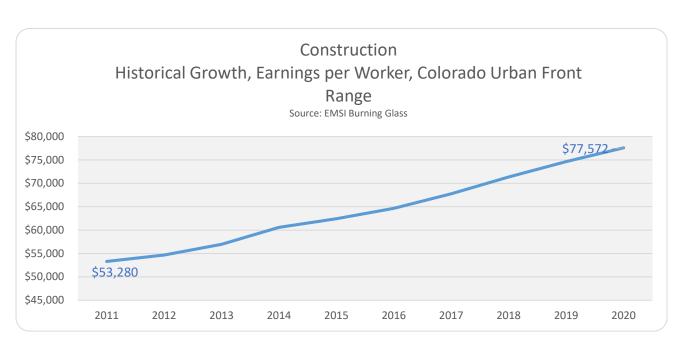
HISTORICAL TRENDS & GROWTH

- Over the last decade, employment in the Construction Sector grew by 60,817 jobs, an annual growth rate of 4.9%.
- The number of establishments grew annually by 2.8% over the same time period, moving from 11,762 in 2011 to 15,053 in 2020.
- Average worker earnings in the sector, which includes wages, salaries, and compensation, grew from \$52,280 in 2011 to \$77,572 in 2020, an annual growth rate of 4.3%.

Historical Trends



Historical Growth



PROJECTED GROWTH

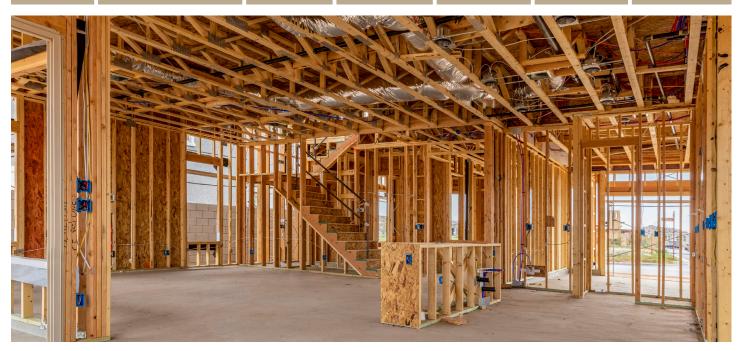
The Construction Sector is expected to grow at an annual rate of 1.7%, with the number of jobs increasing to 186,033 by 2025. The Urban Front Range continues to be a hub in several sector industries with employment concentration in the sector as a whole at 119% of the national average.

Note:

Location Quotient is a measure of the employment concentration in any given industry relative to the national average.

| Source: EMSI Burning Glass | ŝ |
|----------------------------|---|
| | |

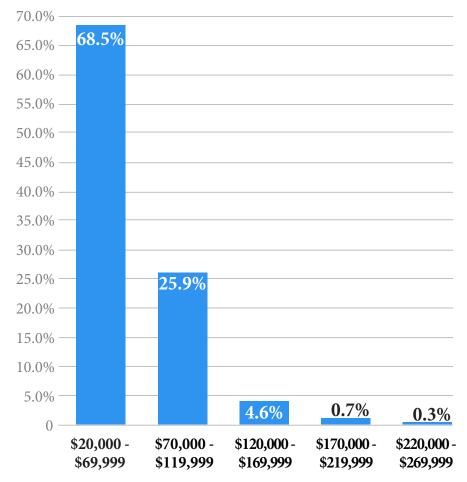
| Source: EMSI I | | 2020 | | | | |
|----------------|--|--------------|--------------|-------------------------|----------------------|------------------------------------|
| NAICS | Description | 2021 Jobs | 2025 Jobs | 2021- 2025 Change | Location Quotient | Payrolled Business Locations |
| 2361 | Residential Building Construction | 20,356 | 22,240 | 1,884 | 0.96 | 3,100 |
| 2362 | Nonresidential Building Construction | 15,010 | 16,088 | 1,078 | 1.10 | 942 |
| 2371 | Utility System Construction | 11,502 | 12,581 | 1,079 | 1.31 | 392 |
| 2372 | Land Subdivision | 789 | 922 | 133 | 1.17 | 100 |
| 2373 | Highway, Street, & Bridge Construction | 7,470 | 8,208 | 738 | 1.33 | 163 |
| 2379 | Other Heavy & Civil Engineering Construction | 1,630 | 1,556 | (73) | 0.78 | 94 |
| 2381 | Foundation, Structure, & Building Exterior Contractors | 23,963 | 25,302 | 1,339 | 1.33 | 2,394 |
| 2382 | Building Equipment Contractors | 47,624 | 51,658 | 4,034 | 1.20 | 3,774 |
| 2383 | Building Finishing Contractors | 24,570 | 25,102 | 532 | 1.20 | 2,902 |
| 2389 | Other Specialty Trade Contractors | 20,943 | 22,376 | 1,434 | 1.21 | 1,434 |
| | Totals | 173,856 | 186,033 | 12,177 | 1.19 | 15,293 |



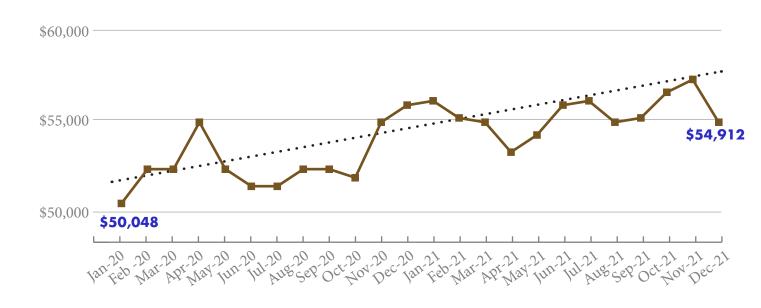
WAGE TRENDS

The bar graph and the line graph below are from EMSI Burning Glass, and reflect wage trends in job postings for the industry. The bar graph shows the posting wage curve for 2021 to date, with the median posted annual wage \$55,168. The line graph below shows the median wage from job postings by month over a three-year period.

Salary Range of Unique Job Postings



Advertised Wage Trends



COMPETITIVE WAGE ANALYSIS

This table shows employment within the Colorado Urban Front Range in the top 20 occupations in the sector. Regional wage ranges and the median wage are shown.

COMPETITIVE WAGE ANALYSIS

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

| SOC Code | Description | # Jobs in Industry | % of Total Employment in Industry | # Jobs across Industries | Average Annual Openings | Average Wage | 10th Percentile Wage | 25th Percentile Wage | Median Wage | 75th Percentile Wage | 90th Percentile Wage |
|-------------|---|-----------------------|---|--------------------------------|-------------------------------|-----------------|----------------------------|----------------------------|----------------|----------------------------|----------------------------|
| 11-1021 | General & Operations Managers | 2,938 | 1.7% | 32,731 | 3,590 | \$71.32 | \$26.57 | \$39.11 | \$60.37 | \$93.63 | \$132.71 |
| 11-9021 | Construction Managers | 10,778 | 6.2% | 12,337 | 1,227 | \$46.91 | \$18.84 | \$31.78 | \$43.03 | \$60.08 | \$76.12 |
| 11-9198 | Personal Service Managers, All Other; Entertainment & Recreation Managers, Except Gambling; & Managers, All Other | 3,055 | 1.8% | 16,745 | 1,614 | \$55.06 | \$19.65 | \$22.57 | \$49.32 | \$75.06 | \$104.47 |
| 13-1051 | Cost Estimators | 3,067 | 1.8% | 4,724 | 485 | \$36.21 | \$21.34 | \$26.96 | \$34.35 | \$43.92 | \$54.26 |
| 13-1198 | Project Management Specialists & Business Operations Specialists, All Other | 3,894 | 2.2% | 51,871 | 4,714 | \$43.94 | \$22.65 | \$29.41 | \$40.16 | \$54.02 | \$69.13 |
| 41-3091 | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel | 3,116 | 1.8% | 27,983 | 3,643 | \$39.57 | \$14.30 | \$20.33 | \$31.12 | \$49.08 | \$77.86 |
| 43-3031 | Bookkeeping, Accounting, & Auditing Clerks | 2,209 | 1.3% | 24,822 | 3,074 | \$22.31 | \$13.08 | \$16.70 | \$21.44 | \$26.43 | \$31.56 |
| 43-6014 | Secretaries & Administrative Assistants, Except Legal, Medical, & Executive | 2,505 | 1.4% | 32,354 | 3,760 | \$20.07 | \$12.90 | \$15.79 | \$19.35 | \$23.54 | \$28.00 |
| 43-9061 | Office Clerks, General | 3,966 | 2.3% | 36,435 | 4,848 | \$21.86 | \$12.63 | \$15.84 | \$20.53 | \$26.26 | \$32.52 |
| 47-1011 | First-Line Supervisors of Construction Trades & Extraction Workers | 12,654 | 7.3% | 15,316 | 1,689 | \$35.94 | \$21.77 | \$27.22 | \$34.38 | \$43.12 | \$52.00 |
| 47-2031 | Carpenters | 14,422 | 8.3% | 15,855 | 1,685 | \$25.58 | \$12.89 | \$17.92 | \$24.10 | \$29.42 | \$33.98 |
| 47-2051 | Cement Masons & Concrete Finishers | 3,289 | 1.9% | 3,431 | 380 | \$24.28 | \$16.62 | \$19.86 | \$24.18 | \$28.58 | \$31.49 |
| 47-2061 | Construction Laborers | 20,704 | 11.9% | 22,728 | 2,708 | \$19.75 | \$12.12 | \$14.08 | \$18.13 | \$22.25 | \$26.32 |
| 47-2073 | Operating Engineers & Other Construction Equipment Operators | 6,733 | 3.9% | 8,885 | 1,096 | \$25.47 | \$19.10 | \$21.50 | \$25.14 | \$29.15 | \$32.00 |
| 47-2081 | Drywall & Ceiling Tile Installers | 3,370 | 1.9% | 3,420 | 286 | \$25.04 | \$17.54 | \$20.70 | \$25.02 | \$29.50 | \$33.10 |
| 47-2111 | Electricians | 14,139 | 8.1% | 16,675 | 2,182 | \$26.93 | \$15.76 | \$19.13 | \$25.76 | \$32.68 | \$38.97 |
| 47-2141 | Painters, Construction & Maintenance | 5,215 | 3.0% | 5,731 | 562 | \$22.15 | \$10.15 | \$15.02 | \$19.13 | \$24.42 | \$30.71 |
| 47-2152 | Plumbers, Pipefitters, & Steamfitters | 8,417 | 4.8% | 9,399 | 1,159 | \$28.12 | \$17.22 | \$20.68 | \$25.99 | \$32.34 | \$41.49 |
| 47-2181 | Roofers | 2,548 | 1.5% | 2,554 | 284 | \$22.14 | \$14.65 | \$16.99 | \$20.53 | \$25.08 | \$30.42 |
| 49-9021 | Heating, Air Conditioning, & Refrigeration Mechanics & Installers | 5,089 | 2.9% | 6,256 | 736 | \$27.66 | \$16.90 | \$20.80 | \$26.48 | \$32.99 | \$39.38 |

TOP ONLINE PROFILES & REGIONAL BENCH STRENGTH

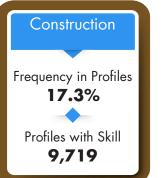
EMSI Burning Glass has access to over 102 million online resumes throughout the United States, and offers analytical data on those profiles. This table shows online profiles of people working in the Sector that have been updated at some time in calendar 2021. While not all of these people may be presently looking for work, the fact they have recently updated their online resumes suggests they may be open to new opportunities.

| Occupation | Profiles | Percent |
|---|----------|---------|
| Personal Service Managers, All Other; Entertainment & Recreation Managers, Except Gambling; & Managers, All Other | 5,097 | 9.1% |
| Chief Executives | 4,232 | 7.5% |
| Construction Managers | 2,310 | 4.1% |
| General & Operations Managers | 2,265 | 4.0% |
| First-Line Supervisors of Office & Administrative Support Workers | 1,496 | 2.7% |
| First-Line Supervisors of Construction Trades & Extraction Workers | 1,482 | 2.6% |
| Cost Estimators | 1,451 | 2.6% |
| Electricians | 1,437 | 2.6% |
| Sales Managers | 1,404 | 2.5% |
| Education Administrators, Kindergarten through Secondary | 1,299 | 2.3% |
| Engineers, All Other | 1,149 | 2.0% |
| Financial Managers | 1,049 | 1.9% |
| First-Line Supervisors of Mechanics, Installers, & Repairers | 932 | 1.7% |
| Marketing Managers | 912 | 1.6% |
| Secretaries & Administrative Assistants, Except Legal, Medical, & Executive | 715 | 1.3% |
| Customer Service Representatives | 695 | 1.2% |
| Civil Engineers | 677 | 1.2% |
| Carpenters | 670 | 1.2% |
| Accountants & Auditors | 650 | 1.2% |
| Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products | 628 | 1.1% |

TOP HARD SKILLS IN ONLINE PROFILES

The figures on this page show the top hard skills listed in online profiles of people working in the Sector that have been updated at some time in calendar 2021.

Source: EMSI Burning Glass



Frequency in Profiles
14.0%

Profiles with Skill
7,832

Frequency in Profiles
10.3%
Profiles with Skill
5,771

Contract Negotiation

Frequency in Profiles

9.5%

Profiles with Skill

5,318



Project
Management

Frequency in Profiles
9.1%

Profiles with Skill
5,107

Frequency in Profiles

8.3%

Profiles with Skill

4,634

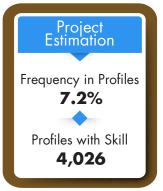
Project Planning

Frequency in Profiles

8.1%

Profiles with Skill

4,527



Value Engineering

Frequency in Profiles

6.4%

Profiles with Skill

3,607

Renovation

Frequency in Profiles

6.2%

Profiles with Skill

3,486

Change Orders

Frequency in Profiles

6.1%

Profiles with Skill

3,413

Project Engineering

Frequency in Profiles

5.8%

Profiles with Skill

3,271

Business
Development

Frequency in Profiles

5.7%

Profiles with Skill

3,197

Sales
Management

Frequency in Profiles
5.2%

Profiles with Skill
2,915

TOP QUALIFICATIONS IN ONLINE PROFILES

The figures on this page show the top qualifications listed in online profiles of people working in the Sector that have been updated at some time in calendar 2021.





















Source: EMSI Burning Glass

STRATEGIES FOR MAINTAINING PRODUCTIVITY & OUTPUT

This section explores various options and resources that can be used to leverage scarce labor. The table immediately below shows hires, separations and turnover rate for the top 20 occupations in the sector (2020).

- There are generally five strategies an employer can use to attract workers:

 1. Offer more money and/or signing bonus (this gets new hires in, but does not necessarily keep them

 - Hire remote workers for those functions that can be filled using virtual technology.
 Invest capital in automation to leverage current labor productivity.
 Work with local K-12 and postsecondary educators to expose students to career pathways in the
 - 5. Work with the local workforce system and its partners to seek out and train hidden talent through internships and apprenticeships.

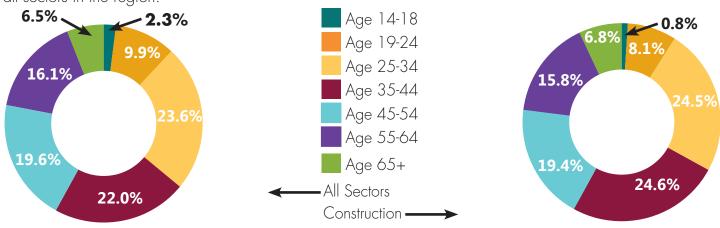
| SOC Code | Description | Hires | Separations | Turnover Rate |
|-------------|---|--------|-------------|------------------|
| 11-1021 | General & Operations Managers | 18,471 | 17,435 | 53.3% |
| 11-9021 | Construction Managers | 5,920 | 5,133 | 41.6% |
| 11-9198 | Personal Service Managers, All Other; Entertainment & Recreation Managers, Except Gambling; & Managers, All Other | 3,543 | 3,622 | 21.6% |
| 13-1051 | Cost Estimators | 3,341 | 3,453 | 73.1% |
| 13-1198 | Project Management Specialists & Business Operations Specialists, All Other | 21,235 | 22,836 | 44.0% |
| 41-3091 | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel | 21,712 | 21,700 | 77.5% |
| 43-3031 | Bookkeeping, Accounting, & Auditing Clerks | 16,722 | 17,961 | 72.4% |
| 43-6014 | Secretaries & Administrative Assistants, Except Legal, Medical, & Executive | 21,196 | 24,499 | 75.7% |
| 43-9061 | Office Clerks, General | 28,050 | 29,829 | 81.9% |
| 47-1011 | First-Line Supervisors of Construction Trades & Extraction Workers | 11,207 | 10,971 | 71.6% |
| 47-2031 | Carpenters | 8,941 | 8,827 | 55.7% |
| 47-2051 | Cement Masons & Concrete Finishers | 3,177 | 3,196 | 93.1% |
| 47-2061 | Construction Laborers | 17,089 | 15,755 | 69.3% |
| 47-2073 | Operating Engineers & Other Construction Equipment Operators | 8,332 | 8,139 | 91.6% |
| 47-2081 | Drywall & Ceiling Tile Installers | 2,510 | 2,576 | 75.3% |
| 47-2111 | Electricians | 11,937 | 11,592 | 69.5% |
| 47-2141 | Painters, Construction & Maintenance | 2,734 | 2,733 | 47.7% |
| 47-2152 | Plumbers, Pipefitters, & Steamfitters | 6,438 | 6,382 | 67.9% |
| 47-2181 | Roofers | 2,204 | 2,106 | 82.5% |
| 49-9021 | Heating, Air Conditioning, & Refrigeration Mechanics & Installers | 3,847 | 3,751 | 60.0% |

DEMOGRAPHICS

Comparative Retirement Risk

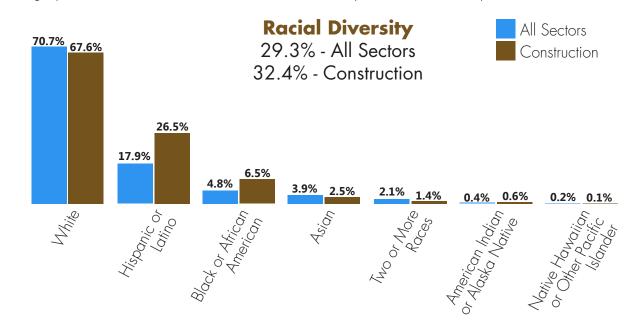
Source: EMSI Burning Glass

The Sector has higher retirement risk, with 6.8% of its labor force aged 65 or older, compared with 6.5% for all sectors in the region.



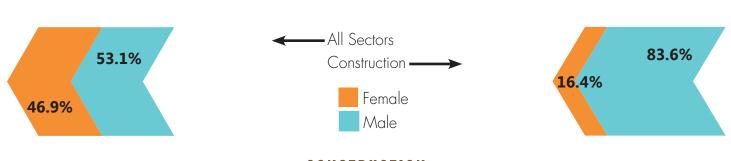
Comparative Racial & Ethnic Diversity

The bar graph below shows the racial and ethnic diversity in the Sector compared to all sectors in the region.



Comparative Gender

The figures below show the gender diversity in the Sector compared to all sectors in the region.



REMOTE WORK POTENTIAL

This table is customized to the sector using its entire staffing pattern along Colorado's Urban Front Range. It uses data from EMSI Burning Glass to determine the percent of unique job postings during 2021 that specified the new hire could work remotely, at least part of the time.

Data on remote working capabilities can be combined with capital investment in virtual technologies to create hybrid work models that can leverage scarce local labor while at the same time ensuring sector demand can be met. Hybrid models are generally popular with job seekers, and have the virtue of allowing employers to recruit further afield, and even internationally for selected business functions.

| SOC Code | Description | Employed in Industry | Estimated Remote Capability | Percent of Occupation Family Posted Remotely |
|-------------|--|----------------------|-----------------------------------|---|
| 15 | Computer & Mathematical | 480 | 103 | 21.5% |
| 13 | Business & Financial Operations | 9,691 | 1,815 | 18.7% |
| 23 | Legal | 55 | 9 | 16.4% |
| 27 | Arts, Design, Entertainment, Sports, & Media | 314 | 39 | 12.4% |
| 19 | Life, Physical, & Social Science | 407 | 47 | 11.5% |
| 21 | Community & Social Service | <10 | N/A | 11.4% |
| 11 | Management | 17,747 | 2,010 | 11.3% |
| 41 | Sales & Related | 4,704 | 521 | 11.1% |
| 43 | Office & Administrative Support | 11,790 | 1,261 | 10.7% |
| 17 | Architecture & Engineering | 2,265 | 207 | 9.1% |
| 25 | Educational Instruction & Library | 10 | 1 | 7.2% |
| 49 | Installation, Maintenance, & Repair | 12,915 | 521 | 4.0% |
| 47 | Construction & Extraction | 105,880 | 4,066 | 3.8% |
| 33 | Protective Service | 106 | 4 | 3.6% |
| 51 | Production | 2,422 | 80 | 3.3% |
| 37 | Building & Grounds Cleaning & Maintenance | 793 | 23 | 2.9% |
| 45 | Farming, Fishing, & Forestry | 19 | 1 | 2.9% |
| 39 | Personal Care & Service | 13 | 0 | 2.8% |
| 53 | Transportation & Material Moving | 4,226 | 80 | 1.9% |
| 35 | Food Preparation & Serving Related | <10 | N/A | 1.2% |

Remote Work Capability for Sector Employed in Industry - 173,840 Estimated Remote Capability - 10,787 Percent of Occupation Family Posted Remote - 6.2%

AUTOMATION INDEX

The automation index measures the potential to automate in order to leverage the productivity of scarce labor. It is presented on an index with a base of 100 – occupations with a score above 100 have a greater-than-average potential for automation, and occupations with a score below 100 have a lower-than-average potential to automate. Occupations where the automation index number is above 100 may present opportunity to think about capital investments that can partly solve labor shortage problems.

Automation seldom replaces workers 1:1. Generally, automation has the potential to leverage productivity, allowing a business to produce the same or more output with fewer people.

| 47 Construction & Extraction 105 37 Building & Grounds Cleaning & Maintenance 7 51 Production 2,4 53 Transportation & Material Moving 4,5 45 Farming, Fishing, & Forestry 1 49 Installation, Maintenance, & Repair 12,6 | 10 125 5,880 123 793 122 422 113 226 110 | 2.5 |
|---|--|-----|
| 37 Building & Grounds Cleaning & Maintenance 7 51 Production 2,4 53 Transportation & Material Moving 4,5 45 Farming, Fishing, & Forestry 1 49 Installation, Maintenance, & Repair 12,6 | 793 122 422 113 | 2.5 |
| 51 Production 2,4 53 Transportation & Material Moving 4,5 45 Farming, Fishing, & Forestry 1 49 Installation, Maintenance, & Repair 12,6 | 422 113 | |
| 53 Transportation & Material Moving 4,3 45 Farming, Fishing, & Forestry 49 Installation, Maintenance, & Repair 12,3 | | 8.8 |
| 45 Farming, Fishing, & Forestry 49 Installation, Maintenance, & Repair 12, | 226 110 | |
| 49 Installation, Maintenance, & Repair 12, | | .9 |
| · | 19 110 | .0 |
| 33 Protective Service 1 | ,915 108 | .9 |
| | 06 98. | .7 |
| 43 Office & Administrative Support 11, | ,790 98. | ,1 |
| 39 Personal Care & Services | 13 96. | ,1 |
| 41 Sales & Related 4,5 | 704 95. | .0 |
| 27 Arts, Design, Entertainment, Sports, & Media 3 | 89. | .7 |
| 13 Business & Financial Operations 9,0 | 691 89. | .5 |
| 17 Architecture & Engineering 2,5 | 265 87. | .0 |
| 25 Educational Instruction & Library | 10 85. | .9 |
| 11 Management 17, | ,747 85. | ,1 |
| 19 Life, Physical, & Social Science 4 | 84. | .5 |
| 23 Legal | 55 84. | .0 |
| 15 Computer & Mathematical 4 | 180 83. | .4 |
| 21 Community & Social Service < | | |

APPRENTICEABLE OCCUPATIONS

Many occupations are apprenticeable, and businesses can work with the local workforce centers to create apprenticeship pathways that help to ensure a steady supply of workers with the skills the industry actually needs.

An apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable, nationally-recognized credential. Find information and resources on the <u>A/D Works! website</u>.

| SOC Code | Description | Employed in Industry | Percent of Total Jobs in Sector | Median Hourly Earnings | Currently Apprenticeable* |
|-------------|--|----------------------------|---------------------------------------|------------------------------|------------------------------|
| 11-1021 | General & Operations Managers | 2,938 | 1.7% | \$60.37 | Yes |
| 11-9021 | Construction Managers | 10,778 | 6.2% | \$43.03 | No |
| 11-9198 | Personal Service Managers, All Other; Entertainment & Recreation Managers, Except Gambling; & Managers, All Other | 3,055 | 1.8% | \$49.32 | No |
| 13-1051 | Cost Estimators | 3,067 | 1.8% | \$34.35 | No |
| 13-1198 | Project Management Specialists & Business Operations Specialists, All Other | 3,894 | 2.2% | \$40.16 | No |
| 41-3091 | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel | 3,116 | 1.8% | \$31.12 | No |
| 43-3031 | Bookkeeping, Accounting, & Auditing Clerks | 2,209 | 1.3% | \$21.44 | Yes |
| 43-6014 | Secretaries & Administrative Assistants, Except Legal, Medical, & Executive | 2,505 | 1.4% | \$19.35 | Yes |
| 43-9061 | Office Clerks, General | 3,966 | 2.3% | \$20.53 | Yes |
| 47-1011 | First-Line Supervisors of Construction Trades & Extraction Workers | 12,654 | 7.3% | \$34.38 | No |
| 47-2031 | Carpenters | 14,422 | 8.3% | \$24.10 | Yes |
| 47-2051 | Cement Masons & Concrete Finishers | 3,289 | 1.9% | \$24.18 | Yes |
| 47-2061 | Construction Laborers | 20,704 | 11.9% | \$18.13 | Yes |
| 47-2073 | Operating Engineers & Other Construction Equipment Operators | 6,733 | 3.9% | \$25.14 | Yes |
| 47-2081 | Drywall & Ceiling Tile Installers | 3,370 | 1.9% | \$25.02 | Yes |
| 47-2111 | Electricians | 14,139 | 8.1% | \$25.76 | Yes |
| 47-2141 | Painters, Construction & Maintenance | 5,215 | 3.0% | \$19.13 | Yes |
| 47-2152 | Plumbers, Pipefitters, & Steamfitters | 8,417 | 4.8% | \$25.99 | Yes |
| 47-2181 | Roofers | 2,548 | 1.5% | \$20.53 | Yes |
| 49-9021 | Heating, Air Conditioning, & Refrigeration Mechanics & Installers | 5,089 | 2.9% | \$26.48 | Yes |

TRAINING PIPELINE

A good way to assess the ongoing strength of the training pipeline in the region is to compare number of people who completed a training program in the occupation (regional completions) with the average number of annual openings in that occupation.

TRAINING PIPELINE

If there are more openings than there are completions, then there is a shortfall. Employers may wish to work with regional workforce development centers such as Arapahoe/Douglas Works! and area educators to address shortfalls in critical occupations using a variety of strategies.

| SOC Code | Description | 2021 Jobs | Average Annual Openings | Regional Completions | Surplus/ (Shortfall) | Typical On-the-Job Training | Typical Entry Level Education |
|-------------|---|-----------|-------------------------------|-------------------------|-------------------------|--------------------------------|-------------------------------|
| 43-9061 | Office Clerks, General | 36,435 | 4,848 | 449 | (4,399) | Short-term OJT | HS Diploma or Equivalent |
| 41-3091 | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel | 27,983 | 3,643 | 156 | (3,487) | Moderate-term OJT | HS Diploma or Equivalent |
| 47-2061 | Construction Laborers | 22,728 | 2,708 | 160 | (2,548) | Short-term OJT | No Formal Credential |
| 47-2111 | Electricians | 16,675 | 2,182 | 204 | (1,978) | Apprenticeship | HS Diploma or Equivalent |
| 47-2031 | Carpenters | 15,855 | 1,685 | 235 | (1,450) | Apprenticeship | HS Diploma or Equivalent |
| 43-3031 | Bookkeeping, Accounting, & Auditing Clerks | 24,822 | 3,074 | 1,711 | (1,363) | Moderate-term OJT | Some college, no degree |
| 47-2073 | Operating Engineers & Other Construction Equipment Operators | 8,885 | 1,096 | 58 | (1,038) | Moderate-term OJT | HS Diploma or Equivalent |
| 47-2141 | Painters, Construction & Maintenance | 5,731 | 562 | 72 | (490) | Moderate-term OJT | No Formal Credential |
| 11-9021 | Construction Managers | 12,337 | 1,227 | 748 | (479) | Moderate-term OJT | Bachelor's Degree |
| 49-9021 | Heating, Air Conditioning, & Refrigeration Mechanics & Installers | 6,256 | 736 | 275 | (461) | Long-term OJT | Postsecondary nondegree |
| 47-2051 | Cement Masons & Concrete Finishers | 3,431 | 380 | 65 | (315) | Moderate-term OJT | No Formal Credential |
| 47-2081 | Drywall & Ceiling Tile Installers | 3,420 | 286 | 58 | (228) | Moderate-term OJT | No Formal Credential |
| 47-2181 | Roofers | 2,554 | 284 | 58 | (226) | Moderate-term OJT | No Formal Credential |
| 47-1011 | First-Line Supervisors of Construction Trades & Extraction Workers | 15,316 | 1,689 | 2,076 | 387 | None | HS Diploma or Equivalent |
| 47-2152 | Plumbers, Pipefitters, & Steamfitters | 9,399 | 1,159 | 1,580 | 421 | Apprenticeship | HS Diploma or Equivalent |
| 13-1051 | Cost Estimators | 4,724 | 485 | 2,331 | 1,846 | Moderate-term OJT | Bachelor's Degree |
| 43-6014 | Secretaries & Administrative Assistants, Except Legal, Medical, & Executive | 32,354 | 3,760 | 15,797 | 12,037 | Short-term OJT | HS Diploma or Equivalent |
| 11-1021 | General & Operations Managers | 32,731 | 3,590 | 18,053 | 14,463 | None | Bachelor's Degree |
| 13-1198 | Project Management Specialists & Business Operations Specialists, All Other | 51,871 | 4,714 | 19,354 | 14,640 | None | Bachelor's Degree |
| 11-9198 | Personal Service Managers, All Other; Entertainment & Recreation Managers, Except Gambling; & Managers, All Other | 16,745 | 1,614 | 28,751 | 27,137 | None | Bachelor's Degree |

TOP JOBS

Top 10 Occupations Currently Listed in the Colorado Central Planning Region

Click on the icon to learn more about the occupation



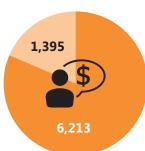


Darker Color



Construction

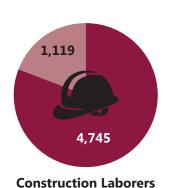
Managers



Sales Representatives, Wholesale & Manufacturing, **Except Technical & Scientific Products**



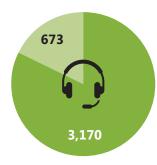
Personal Service Managers, All Other; **Entertainment & Recreation Managers, Except Gambling; &** Managers, All Other



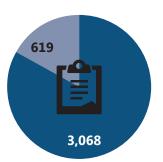




First-Line Supervisors of Construction **Trades & Extraction** Workers

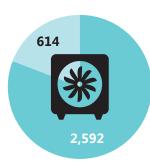


Customer Service Representatives



Secretaries & **Administrative** Assistants, Except Legal, Medical, & Executive

Source: EMSI Burning Glass



Heating, Air Conditioning, & Refrigeration **Mechanics & Installers**



Maintenance & Repair Workers, General

JOB POSTING ANALYTICS

The top companies and certifications required by employers in this Sector are shown below. The job listings section shows the top websites where businesses in this sector list their open jobs. Job Families are groups of occupations based upon work performed, skills, education, training, and credentials. The top 5 job families, measured by percent of total employment in the Sector are shown at the bottom right.

Click on the company to go to their career page and see what openings they currently have.

Click on the certification name to learn more about it.

- 1 JBS USA
- **MDC** Holdings
- **Kiewit**
- Johnson Controls
- **Rk Mechanical**

Click on the job listing to go to the job search website and see what openings they currently have.

Certifications

- Commercial Driver's License (CDL)
- Bachelor Of Science in Business
- **Security Clearance**
- CDL Class B License
- **EPA 608 Technician Certification**

Click on the job family to see the groups of occupations and learn more about those occupations using O*Net OnLine.

JOB LISTINGS

- 1 Indeed.com
- Simplyhired.com
- 3 Dejobs.org
- Recruiternetworks.com
- Glassdoor.com

JOB FAMILY

- Construction and Extraction
- Management
- Installation, Maintenance, and Repair
- Office and Administrative Support
- **Business and Financial Operations**

TOP HARD SKILLS IN SECTOR

The table below lists the top 20 hard skills from EMSI Burning Glass demanded by employers in the Sector during the last calendar year. This is matched against the number of online profiles that have been updated sometime in the last year that also list those hard skills. This can give employers and job seekers thinking of entering the sector an idea of where the greatest opportunities exist in upskilling, next skilling and reskilling.

| 1 | Skills Construction | Postings 7,141 | % of Total Postings 23.2% | Online Profiles 9,719 | % of Total Online Postings 17.3% |
|----|----------------------------------|-------------------|---------------------------------|-----------------------------|---|
| 2 | Subcontracting | 3,764 | 12.2% | 4,634 | 8.3% |
| 3 | Plumbing | 2,408 | 7.8% | 1,019 | 1.8% |
| 4 | Microsoft Mail | 2,212 | 7.2% | 1,586 | 2.8% |
| 5 | Accounting | 2,180 | 7.1% | 2,512 | 4.5% |
| 6 | HVAC | 2,080 | 6.8% | 1,704 | 3.0% |
| 7 | Construction Management | 2,061 | 6.7% | 7,832 | 14.0% |
| 8 | Purchasing | 1,600 | 5.2% | 2,307 | 4.1% |
| 9 | OSHA | 1,592 | 5.2% | 878 | 1.6% |
| 10 | Auditing | 1,532 | 5.0% | 1,509 | 2.7% |
| 1 | Customer Satisfaction | 1,485 | 4.8% | 2,029 | 3.6% |
| 12 | Roofing | 1,428 | 4.6% | 1,006 | 1.8% |
| 13 | Warehousing | 1,418 | 4.6% | 886 | 1.6% |
| 14 | Power Tool Operation | 1,406 | 4.6% | 107 | 0.2% |
| 15 | Carpentry | 1,325 | 4.3% | 1,627 | 2.9% |
| 16 | Change Orders | 1,233 | 4.0% | 3,413 | 6.1% |
| 17 | Finance | 1,189 | 3.9% | 1,448 | 2.6% |
| 18 | Customer Relationship Management | 1,185 | 3.9% | 1,698 | 3.0% |
| 19 | Project Schedules | 1,163 | 3.8% | 369 | 0.7% |
| 20 | Procurement | 1,135 | 3.7% | 2,106 | 3.8% |
| | | | | | |

CONSTRUCTION





www.adworks.org



