

2022

Finance & Insurance INDUSTRY PROFILE

for Arapahoe & Douglas Counties Colorado WIOA Central Planning Region



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.

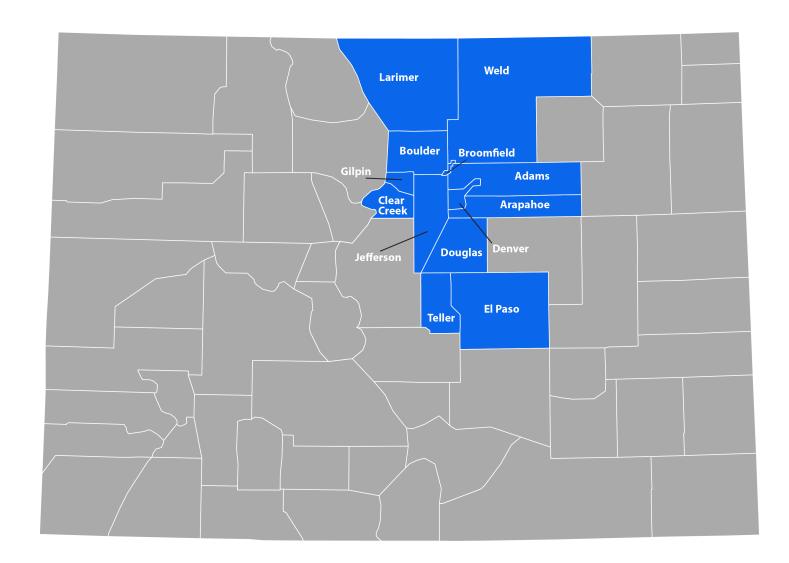


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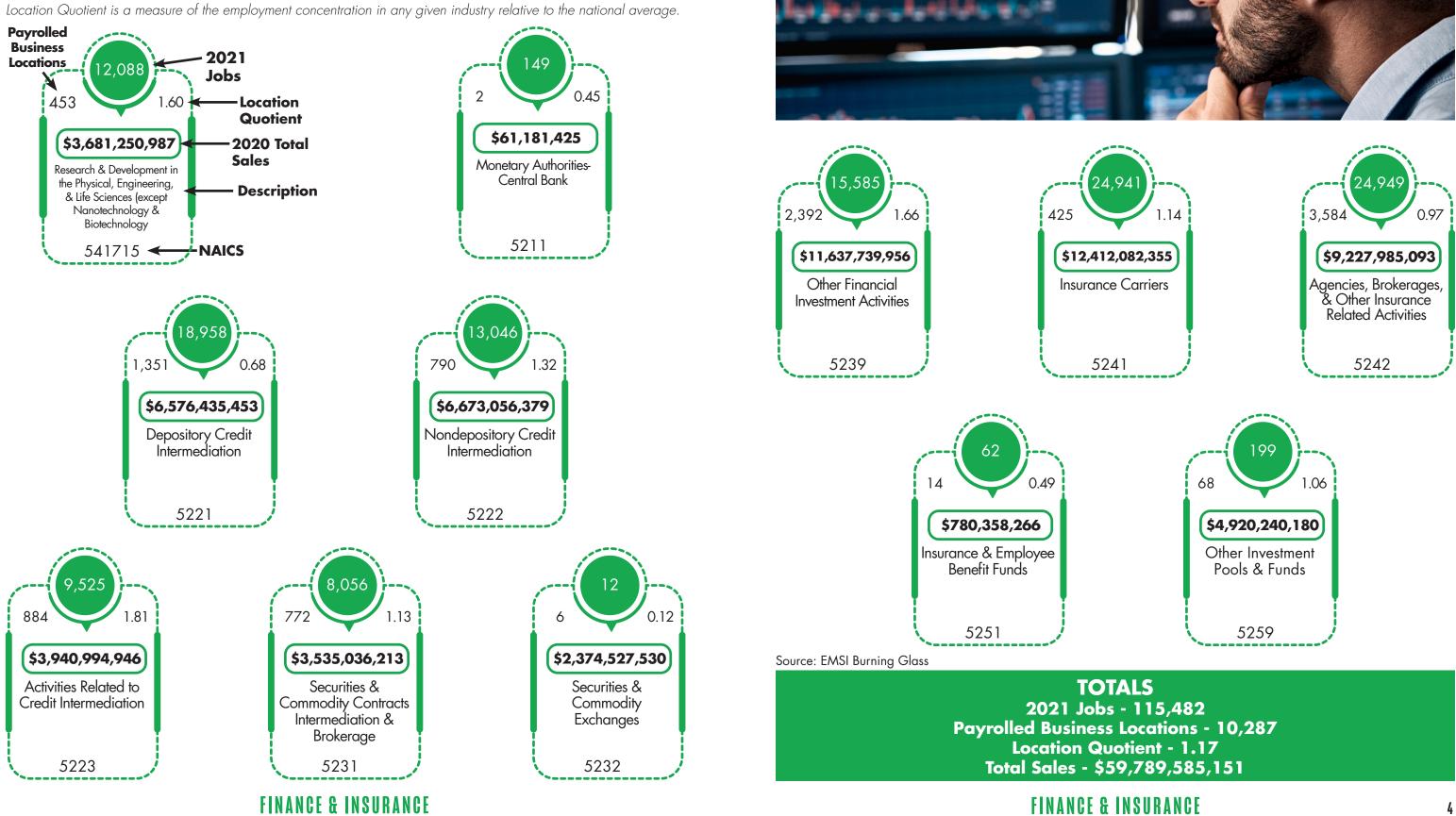
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GEOGRAPHICAL AREA

INDUSTRIES MAKING UP THE SECTOR

The Finance & Insurance Sector employs 115,482 people in 10,287 payrolled business locations along Colorado's Urban Front Range. In 2021, the sector had \$59.8 billion in sales, and contributed \$32.8 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:

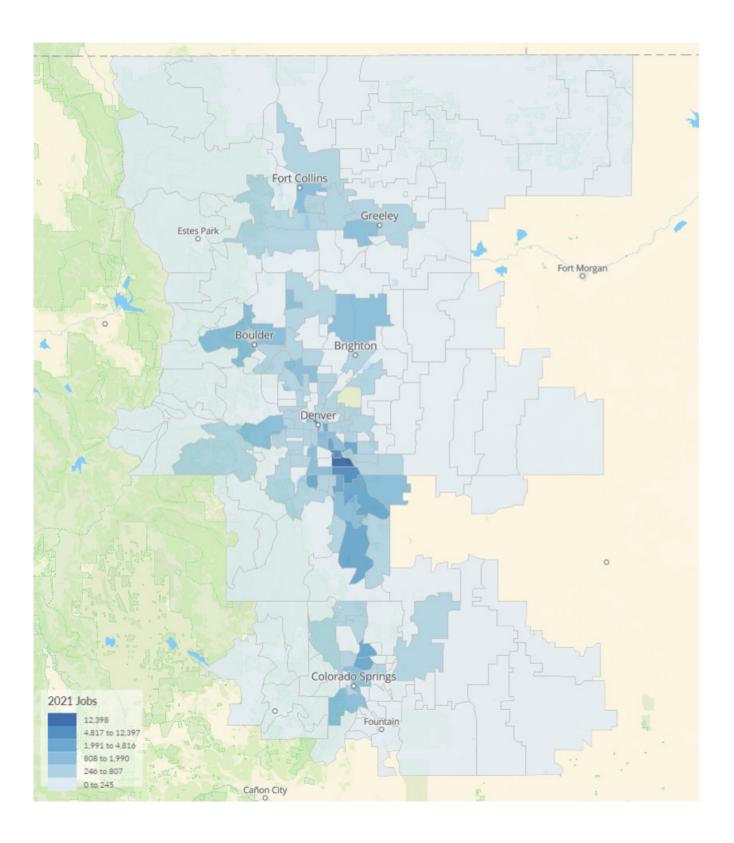
Location Quotient is a measure of the employment concentration in any given industry relative to the national average.



INDUSTRIES MAKING UP THE SECTOR



EMPLOYMENT CONCENTRATION MAP



EMPLOYMENT CONCENTRATION

Colorado's Front Range region is a major financial center between Chicago and the West Coast with strong concentration across several subclusters – Banking & Finance, Investments and Insurance. Overall employment concentration is 1.17 times the national average, with the highest concentrations in Denver, Arapahoe and Douglas counties.

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
Denver	31,338	\$146,741	\$22,772
Arapahoe	28,516	\$117,141	\$16,940
El Paso	14,971	\$88,164	\$12,150
Douglas	14,075	\$120,477	\$18,781
Jefferson	8,350	\$95,478	\$12,181
Boulder	4,827	\$137,844	\$20,531
Larimer	4,080	\$106,622	\$13,749
Adams	4,006	\$86,773	\$10,701
Weld	3,403	\$78,884	\$9,633
Broomfield	1,700	\$134,236	\$21,148
Teller	185	\$96,702	\$11,092
Clear Creek	25	\$67,937	\$4,694
Gilpin	<10	Insf. Data	Insf. Data
TOTALS	115,475	\$106,417	\$14,531

Source: EMSI Burning Glass

Source: EMSI Burning Glass

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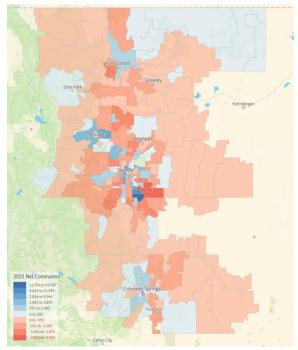
WHERE CORE WORKFORCE LIVES

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:

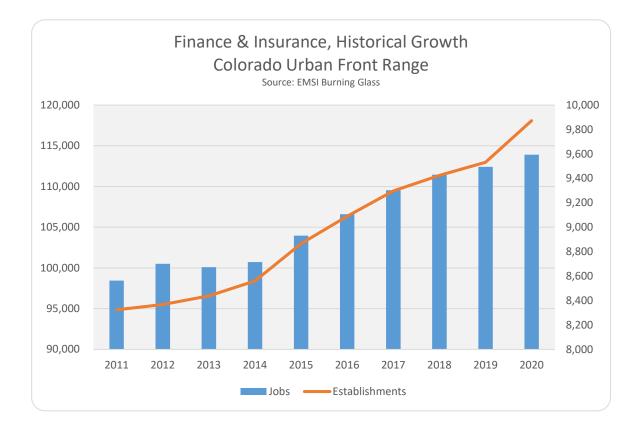
- Business & Financial Operations
- Office & Administrative Support



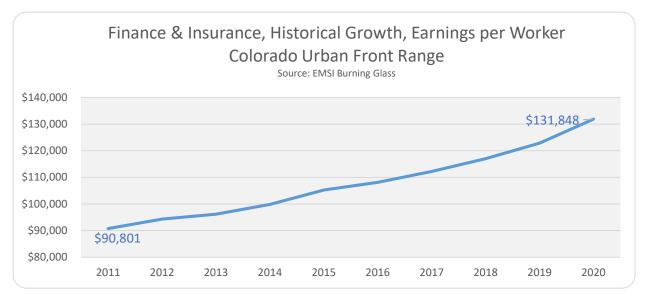
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- growth rate of 1.63%.
- 2011 to 9,872 in 2020.
- Average worker earnings in the sector, which includes wages, salaries, and compensation, grew from \$90,801 in 2011 to \$122,832 in 2020, an annual growth rate of 4.2%.

Historical Trends



Historical Growth



18 35	44,002 18,268	72,719
35	18 268	
	10,200	23,653
38	41,811	46,899
C	5,482	6,132
5)	215	179
)	281	204
9)	1,146	586
O)	14,927	14,337
30)	32,930	31,600
14)	23,993	18,748
36)	14,989	7,703
52)	28,372	19,610
65)	38,978	28,113
	52)	52) 28,372

Net

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FRENDS & GROWTH

• Over the last decade, employment in the Finance & Insurance Sector grew by 15,447 jobs, an annual

• The number of establishments grew annually by 1.9% over the same time period, moving from 8,324 in

PROJECTED GROWTH

The Finance & Insurance Sector is expected to grow at an annual rate of 1.6%, with the number of jobs increasing to 122,983 by 2025. The Urban Front Range continues to be a national hub in several sector industries with employment concentration in the sector as a whole at 117% of the national average.

Note:

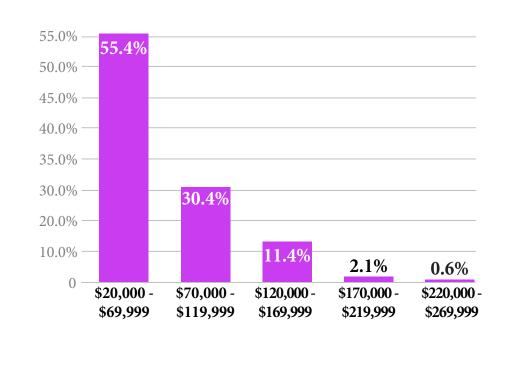
Location Quotient is a measure of the employment concentration in any given industry relative to the national average. Source: EMSI Burning Glass

Source: EMSI Burning Glass						
NAICS	Description	2021 Jobs	2025 Jobs	2021- 2025 Change	Location Quotient	2020 Payrolled Business Locations
5211	Monetary Authorities-Central Bank	149	97	(52)	0.45	2
5221	Depository Credit Intermediation	18,958	18,146	(812)	0.68	1,351
5222	Nondepository Credit Intermediation	13,046	14,366	1,320	1.32	790
5223	Activities Related to Credit Intermediation	9,525	9,905	380	1.81	884
5231	Securities & Commodity Contracts Intermediation & Brokerage	8,056	8,821	766	1.13	772
5232	Securities & Commodity Exchanges	12	11	(1)	0.12	6
5239	Other Financial Investment Activities	15,585	17,073	1,488	1.66	2,392
5241	Insurance Carriers	24,941	26,377	1,436	1.14	425
5242	Agencies, Brokerages, & Other Insurance Related Activities	24,949	27,979	3,030	0.97	3,584
5251	Insurance & Employee Benefit Funds	62	39	(23)	0.49	14
5259	Other Investment Pools & Funds	199	169	(30)	1.06	68
	TOTALS	115,482	122,983	7,501	1.17	10,287

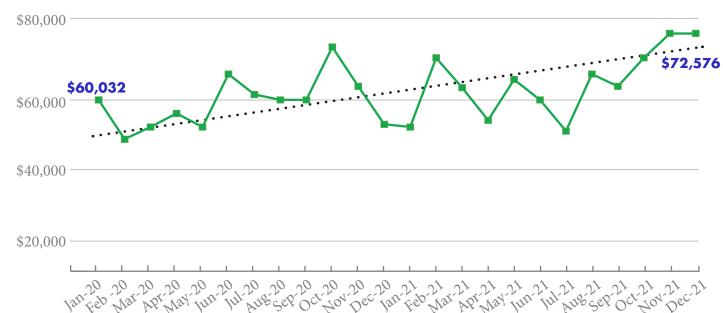
The bar graph and the line graph below are from EMSI Burning Glass, and reflect wage trends in job postings for the industry. The bar graph shows the posting wage curve for 2021 to date, with the median posted annual wage \$63,616. The line graph below shows the median wage from job postings by month over a three-year

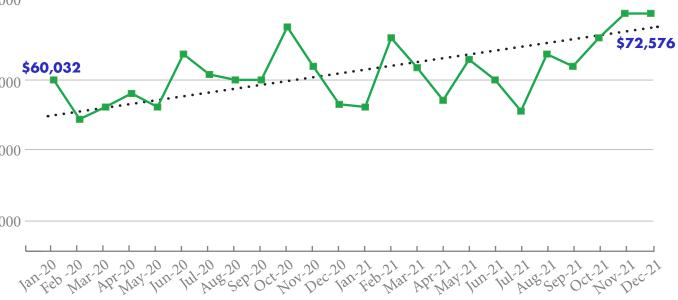
Salary Range of Unique Job Postings

period.



Advertised Wage Trends





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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	1,807	1.6%	32,731	3,590	\$71.32	\$26.57	\$39.11	\$60.37	\$93.63	\$132.71
11-3031	Financial Managers	2,530	2.2%	7,765	862	\$82.61	\$43.56	\$57.76	\$75.71	\$99.66	\$126.15
13-1031	Claims Adjusters, Examiners, & Investigators	4,468	3.9%	5,938	519	\$34.87	\$21.14	\$25.60	\$33.17	\$42.31	\$51.98
13-1111	Management Analysts	1,528	1.3%	16,673	2,110	\$54.98	\$21.88	\$31.45	\$45.46	\$63.72	\$93.62
13-1161	Market Research Analysts & Marketing Specialists	1,846	1.6%	20,905	2,766	\$38.24	\$19.01	\$24.81	\$34.11	\$47.97	\$64.47
13-1198	Project Management Specialists & Business Operations Specialists, All Other	3,238	2.8%	51,871	4,714	\$43.94	\$22.65	\$29.41	\$40.16	\$54.02	\$69.13
13-2011	Accountants & Auditors	3,087	2.7%	35,865	3,885	\$41.50	\$22.67	\$28.06	\$37.08	\$50.48	\$65.31
13-2052	Personal Financial Advisors	6,218	5.4%	6,598	663	\$64.48	\$20.08	\$30.04	\$44.13	\$77.35	\$118.41
13-2053	Insurance Underwriters	1,841	1.6%	1,952	167	\$42.98	\$25.67	\$30.47	\$39.64	\$52.51	\$68.61
13-2072	Loan Officers	4,329	3.7%	5,012	465	\$34.10	\$16.57	\$21.38	\$29.34	\$41.18	\$55.06
13-2098	Financial & Investment Analysts, Financial Risk Specialists, & Financial Specialists, All Other	3,466	3.0%	8,253	840	\$45.54	\$25.11	\$31.12	\$40.33	\$53.44	\$69.92
15-1256	Software Developers & Software Quality Assurance Analysts & Testers	3,957	3.4%	50,056	5,808	\$54.39	\$32.71	\$40.77	\$53.14	\$66.32	\$79.67
41-3021	Insurance Sales Agents	14,217	12.3%	14,538	1,704	\$34.24	\$13.48	\$18.87	\$25.96	\$39.32	\$61.47
41-3031	Securities, Commodities, & Financial Services Sales Agents	10,397	9.0%	11,022	1,119	\$34.18	\$12.92	\$17.95	\$25.78	\$40.87	\$61.79
43-1011	First-Line Supervisors of Office & Administrative Support Workers	2,654	2.3%	20,206	2,293	\$31.51	\$18.12	\$22.77	\$29.52	\$37.73	\$47.57
43-3071	Tellers	5,137	4.4%	5,273	532	\$17.03	\$12.67	\$14.49	\$16.55	\$19.13	\$21.55
43-4051	Customer Service Representatives	8,096	7.0%	44,606	6,184	\$19.07	\$12.44	\$14.14	\$17.56	\$22.30	\$27.88
43-4131	Loan Interviewers & Clerks	2,811	2.4%	3,268	338	\$22.84	\$15.72	\$18.60	\$22.47	\$26.72	\$31.21
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, & Executive	1,557	1.3%	32,354	3,760	\$20.07	\$12.90	\$15.79	\$19.35	\$23.54	\$28.00
43-9041	Insurance Claims & Policy Processing Clerks	2,897	2.5%	3,334	397	\$24.97	\$16.35	\$19.27	\$23.46	\$28.86	\$35.85

Source: EMSI Burning Glass

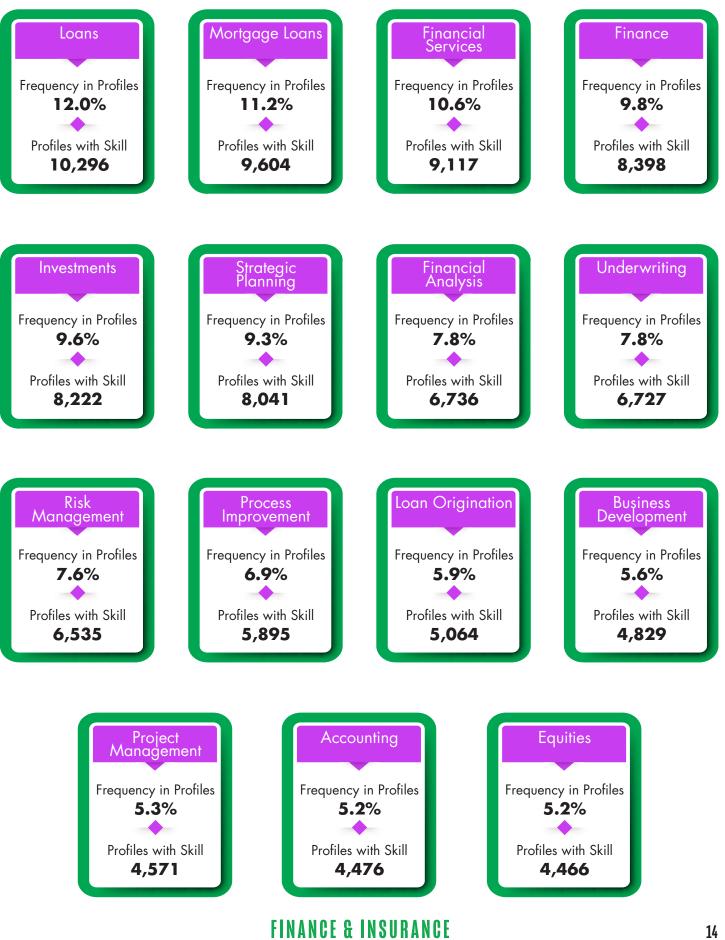
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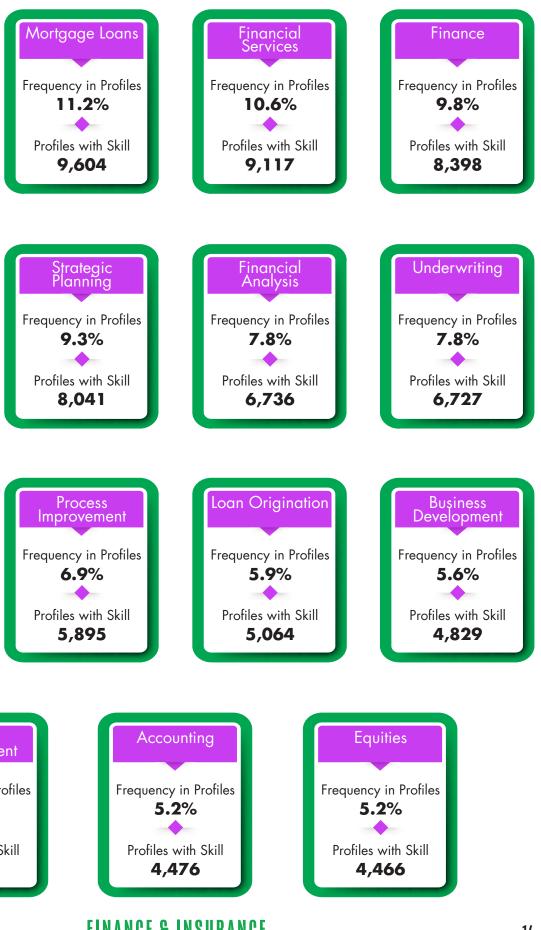
TOP ONLINE PROFILES & REGIONAL BENCH STRENGTH

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
Financial Managers	5,699	6.6%
Loan Officers	5,044	5.9 %
Customer Service Representatives	4,071	4.7%
Chief Executives	3,868	4.5%
Registered Nurses	3,176	3.7%
Insurance Sales Agents	3,029	3.5%
First-Line Supervisors of Office & Administrative Support Workers	2,837	3.3%
Securities, Commodities, & Financial Services Sales Agents	2,709	3.1%
Personal Service Managers, All Other; Entertainment & Recreation Managers, Except Gambling; & Managers, All Other	2,665	3.1%
General & Operations Managers	2,659	3.1%
Sales Managers	2,402	2.8%
Personal Financial Advisors	1,851	2.2%
Claims Adjusters, Examiners, & Investigators	1,703	2.0%
Management Analysts	1,683	2.0%
Loan Interviewers & Clerks	1,476	1.7%
Marketing Managers	1,457	1.7%
Tellers	1,454	1.7%
Software Developers & Software Quality Assurance Analysts & Testers	1,395	1.6%
Financial & Investment Analysts, Financial Risk Specialists, & Financial Specialists, All Other	1,388	1.6%
Project Management Specialists & Business Operations Specialists, All Other	1,338	1.6%

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





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TOP HARD SKILLS IN ONLINE PROFILES

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.



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

- there),
- 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 sector.
- internships and apprenticeships.

Source: EMSI Burning Glass

SOC Code	Description	Hires	Separations	Turnover Rate
43-4051	Customer Service Representatives	36,067	37,253	83.5%
43-6014	Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	21,196	24,499	75.7%
43-1011	First-Line Supervisors of Office & Administrative Support Workers	11,802	12,573	62.2%
13-2011	Accountants & Auditors	18,909	19,505	54.4%
13-1161	Market Research Analysts & Marketing Specialists	12,387	11,297	54.0%
11-1021	General & Operations Managers	18,471	17,435	53.3%
43-3071	Tellers	2,234	2,376	45.1%
43-9041	Insurance Claims & Policy Processing Clerks	1,519	1,472	44.1%
13-1198	Project Management Specialists & Business Operations Specialists, All Other	21,235	22,836	44.0%
43-4131	Loan Interviewers & Clerks	1,382	1,330	40.7%
13-2098	Financial & Investment Analysts, Financial Risk Specialists, & Financial Specialists, All Other	3,173	3,054	37.0%
13-1111	Management Analysts	6,658	6,017	36.1%
13-1031	Claims Adjusters, Examiners, & Investigators	1,877	2,113	35.6%
11-3031	Financial Managers	3,594	2,752	35.4%
41-3021	Insurance Sales Agents	5,489	5,029	34.6%
15-1256	Software Developers & Software Quality Assurance Analysts & Testers	21,359	17,224	34.4%
41-3031	Securities, Commodities, & Financial Services Sales Agents	3,733	3,708	33.6%
13-2072	Loan Officers	1,717	1,595	31.8%
13-2053	Insurance Underwriters	586	587	30.1%
13-2052	Personal Financial Advisors	1,647	1,643	24.9%

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5. Work with the local workforce system and its partners to seek out and train hidden talent through

DEMOGRAPHICS

Comparative Retirement Risk

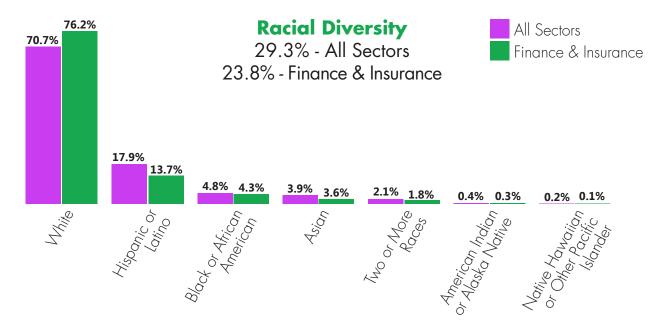
Source: EMSI Burning Glass

The Sector has lower retirement risk, with 5.8% of its labor force aged 65 or older, compared with 6.5% for all sectors in the region.



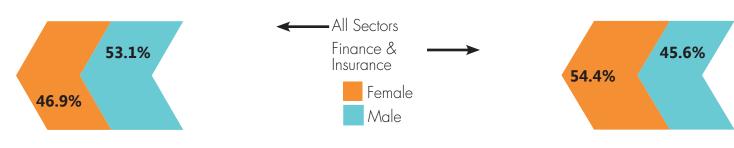
Comparative Racial & Ethnic Diversity

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.



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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	9,923	2,130	21.5%
13	Business & Financial Operations	35,126	6,579	18.7%
23	Legal	1,456	238	16.4%
27	Arts, Design, Entertainment, Sports, & Media	375	47	12.4%
19	Life, Physical, & Social Science	58	7	11.5%
21	Community & Social Service	197	22	11.4%
11	Management	7,603	861	11.3%
41	Sales & Related	27,766	3,076	11.1%
43	Office & Administrative Support	31,604	3,380	10.7%
17	Architecture & Engineering	52	5	9.1%
25	Educational Instruction & Library	12	1	7.2%
49	Installation, Maintenance, & Repair	128	5	4.0%
31	Healthcare Support	24	1	3.9%
47	Construction & Extraction	30	1	3.8%
33	Protective Service	89	3	3.6%
29	Healthcare Practitioners & Technical	877	31	3.5%
51	Production	18	1	3.3%
37	Building & Grounds Cleaning & Maintenance	91	3	2.9%
39	Personal Care & Service	<10	N/A	2.8%
53	Transportation & Material Moving	43	1	1.9%
	Remote Work Capab	ility for Sector	r	

Employed in Industry - 115,469 Estimated Remote Capability - 16,391 Percent of Occupation Family Posted Remote - 14.2%

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.

SOC	Description	Employed in Sector	Automation Index
47	Construction & Extraction	30	123.1
37	Building & Grounds Cleaning & Maintenance	91	122.5
51	Production	18	113.8
53	Transportation & Material Moving	43	110.9
49	Installation, Maintenance, & Repair	128	108.9
33	Protective Service	89	98.7
43	Office & Administrative Support	31,604	98.1
39	Personal Care & Service	<10	96.1
41	Sales & Related	27,766	95.0
31	Healthcare Support	24	95.0
27	Arts, Design, Entertainment, Sports, & Media	375	89.7
13	Business & Financial Operations	35,126	89.5
29	Healthcare Practitioners & Technical	877	88.3
17	Architecture & Engineering	52	87.0
25	Educational Instruction & Library	12	85.9
11	Management	7,603	85.1
19	Life, Physical, & Social Science	58	84.5
23	Legal	1,456	84.0
15	Computer & Mathematical	9,923	83.4
21	Community & Social Service	197	82.3

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>.

11-1021 General & Operations Managers 1,807 1.6% \$60.37 Yes 11-3031 Financial Managers 2,530 2.2% \$75.71 Yes 13-1031 Claims Adjusters, Examiners, & Investigators 4,468 3.9% \$33.17 Yes 13-1111 Management Analysts 1,528 1.3% \$45.46 Yes 13-1111 Management Analysts & Marketing Specialists 1,846 1.6% \$34.11 Yes 13-1116 Market Research Analysts & Marketing Specialists 1,846 1.6% \$34.11 Yes 13-1108 Project Management Appecialists & Business 3,238 2.8% \$40.16 Yes 13-2011 Accountants & Auditors 3,087 2.7% \$37.08 Yes 13-2025 Personal Financial Advisors 6,218 5.4% \$44.13 No 13-2031 Insurance Underwriters 1,841 1.6% \$40.33 No 13-2042 Loan Officers 4,329 3.7% \$29.34 No 13-2052 Lo	SOC Code	Description	Employed in Industry	Percent of Total Jobs in Sector	Median Hourly Earnings	Currently Apprenticeable*
13-1031Claims Adjusters, Examiners, & Investigators4,4683.9%\$33.17Yes13-1111Management Analysts1,5281.3%\$45.46Yes13-1161Market Research Analysts & Marketing Specialists1,8461.6%\$34.11Yes13-1198Project Management Specialists & Business Operations Specialists, All Other3,2382.8%\$40.16Yes13-2051Accountants & Auditors3,0872.7%\$37.08Yes13-2052Personal Financial Advisors6,2185.4%\$44.13No13-2053Insurance Underwriters1,8411.6%\$39.64No13-2074Loan Officers4,3293.7%\$29.34No13-2088Specialists, & Financial Risk Specialists, & Financial Specialists, All Other3,9573.4%\$40.33No13-2098Specialists, & Financial Specialists, All Other3,9573.4%\$53.14Yes13-3011Insurance Sales Agents14,21712.3%\$25.96No13-3021Insurance Sales Agents14,21712.3%\$25.78No43-3011First-Line Supervisors of Office & Administrative Support Workers2,6542.3%\$29.42No43-4051Customer Service Representatives8,0967.0%\$17.56Yes43-4051Loan Interviewers & Clerks2,8112.4%\$22.47No43-6014Secretories & Administrative Assistants, Except Legal, Medical, & Executive1,5571.3%\$19.35 <td>11-1021</td> <td>General & Operations Managers</td> <td>1,807</td> <td>1.6%</td> <td>\$60.37</td> <td>Yes</td>	11-1021	General & Operations Managers	1,807	1.6%	\$60.37	Yes
13-1111 Management Analysts 1,528 1.3% \$45.46 Yes 13-1101 Market Research Analysts & Marketing Specialists 1,846 1.6% \$34.11 Yes 13-1101 Market Research Analysts & Marketing Specialists 1,846 1.6% \$34.11 Yes 13-1198 Project Management Specialists & Business Operations Specialists, All Other 3,238 2.8% \$40.16 Yes 13-2021 Accountants & Auditors 3,087 2.7% \$37.08 Yes 13-2052 Personal Financial Advisors 6,218 5.4% \$44.13 No 13-2053 Insurance Underwriters 1,841 1.6% \$39.64 No 13-2072 Loan Officers 4,329 3.7% \$29.34 No 13-2078 Financial & Investment Analysts, Financial Risk Specialists, & Financial Specialists, All Other 3,466 3.0% \$40.33 No 13-2078 Software Developers & Software Quality Assurance 3,957 3.4% \$25.96 No 13-3031 Securities, Commodities, & Financial Services Soles <	11-3031	Financial Managers	2,530	2.2%	\$75.71	Yes
13-1161Market Research Analysts & Marketing Specialists1,8461.6%\$34.11Yes13-1161Market Research Analysts & Marketing Specialists3,2382.8%\$40.16Yes13-1198Operations Specialists, All Other3,0872.7%\$37.08Yes13-2011Accountants & Auditors3,0872.7%\$37.08Yes13-2052Personal Financial Advisors6,2185.4%\$44.13No13-2053Insurance Underwriters1,8411.6%\$39.64No13-2072Loan Officers4,3293.7%\$29.34No13-2098Financial & Investment Analysts, Financial Risk Specialists, & Financial Specialists, All Other3,4663.0%\$40.33No13-2098Software Developers & Software Quality Assurance Analysts & Testers3,9573.4%\$53.14Yes41-3021Insurance Sales Agents14,21712.3%\$25.96No41-3031Securities, Commodities, & Financial Services Sales Agents10,3979.0%\$25.78No43-1011First-Line Supervisors of Office & Administrative Support Workers2,6542.3%\$29.42No43-4051Customer Service Representatives & Administrative Assistants, Except Legal, Medical, & Executive3,0967.0%\$17.56Yes43-4014Secretaries & Administrative Assistants, Except Legal, Medical, & Executive1,5571.3%\$19.35Yes	13-1031	Claims Adjusters, Examiners, & Investigators	4,468	3.9%	\$33.17	Yes
13.1198Project Management Specialists & Business Operations Specialists, All Other3,2382.8%\$40.16Yes13.2011Accountants & Auditors3,0872.7%\$37.08Yes13.2021Accountants & Auditors3,0872.7%\$37.08Yes13.2052Personal Financial Advisors6,2185.4%\$44.13No13.2053Insurance Underwriters1,8411.6%\$39.64No13.2072Loan Officers4,3293.7%\$29.34No13.2098Financial & Investment Analysts, Financial Risk Specialists, & Financial Specialists, All Other3,4663.0%\$40.33No13.2011Insurance Developers & Software Quality Assurance Analysts & Testers3,9573.4%\$53.14Yes41.3021Insurance Sales Agents14,21712.3%\$25.96No41.3031Securities, Commodities, & Financial Services Sales Agents10,3979.0%\$25.78No43.1011First-line Supervisors of Office & Administrative Support Workers2,6542.3%\$29.42No43.4051Customer Service Representatives8,0967.0%\$17.56Yes43.4131Loan Interviewers & Clerks2,8112.4%\$22.47No43.4014Secretaries & Administrative Assistants, Except Legal, Medical, & Executive1,5571.3%\$19.35Yes	13-1111	Management Analysts	1,528	1.3%	\$45.46	Yes
13-1196Operations Specialists, All Other3,2362.8%340.10Hes13-2011Accountants & Auditors3,0872.7%\$37.08Yes13-2052Personal Financial Advisors6,2185.4%\$44.13No13-2053Insurance Underwriters1,8411.6%\$39.64No13-2072Loan Officers4,3293.7%\$29.34No13-2098Financial & Investment Analysts, Financial Risk Specialists, All Other3,4663.0%\$40.33No13-2011Insurance Developers & Software Quality Assurance Analysts & Testers3,9573.4%\$53.14Yes41-3021Insurance Sales Agents14,21712.3%\$25.96No41-3031Securities, Commodities, & Financial Services Sales Agents10,3979.0%\$25.78No43-1011First-Line Supervisors of Office & Administrative Support Workers2,6542.3%\$29.42No43-4051Customer Service Representatives8,0967.0%\$17.56Yes43-4014Secretaries & Administrative Assistants, Except Legal, Medical, & Executive1,5571.3%\$19.35Yes	13-1161	Market Research Analysts & Marketing Specialists	1,846	1.6%	\$34.11	Yes
13-2052 Personal Financial Advisors 6,218 5.4% \$44.13 No 13-2053 Insurance Underwriters 1,841 1.6% \$39.64 No 13-2072 Loan Officers 4,329 3.7% \$29.34 No 13-2073 Loan Officers 4,329 3.7% \$29.34 No 13-2074 Loan Officers 4,329 3.7% \$29.34 No 13-2075 Loan Officers 4,329 3.7% \$29.34 No 13-2074 Loan Officers 4,329 3.7% \$29.34 No 13-2075 Loan Officers All Other 3,466 3.0% \$40.33 No 13-2075 Software Developers & Software Quality Assurance 3,957 3.4% \$53.14 Yes 41-3021 Insurance Sales Agents 14,217 12.3% \$25.96 No 41-3031 Securities, Commodities, & Financial Services Sales 10,397 9.0% \$25.78 No 43-1011 First-Line Supervisors of Office & Administrative 2,654 2.3% \$29.42 No 43-4051 <t< td=""><td>13-1198</td><td></td><td>3,238</td><td>2.8%</td><td>\$40.16</td><td>Yes</td></t<>	13-1198		3,238	2.8%	\$40.16	Yes
13-2053Insurance Underwriters1,8411.6%\$39.64No13-2072Loan Officers4,3293.7%\$29.34No13-2098Financial & Investment Analysts, Financial Risk Specialists, & Financial Specialists, All Other3,4663.0%\$40.33No15-1256Software Developers & Software Quality Assurance Analysts & Testers3,9573.4%\$53.14Yes41-3021Insurance Sales Agents14,21712.3%\$25.96No41-3031Securities, Commodities, & Financial Services Sales Agents10,3979.0%\$25.78No43-1011First-Line Supervisors of Office & Administrative Support Workers2,6542.3%\$29.42No43-3051Customer Service Representatives8,0967.0%\$17.56Yes43-4051Loan Interviewers & Clerks2,8112.4%\$22.47No43-6014Secretaries & Administrative Assistants, Except Legal, Medical, & Executive1,5571.3%\$19.35Yes	13-2011	Accountants & Auditors	3,087	2.7%	\$37.08	Yes
13-2072Loan Officers4,3293.7%\$29.34No13-2098Financial & Investment Analysts, Financial Risk Specialists, & Financial Specialists, All Other3,4663.0%\$40.33No15-1256Software Developers & Software Quality Assurance Analysts & Testers3,9573.4%\$53.14Yes41-3021Insurance Sales Agents14,21712.3%\$25.96No41-3031Securities, Commodities, & Financial Services Sales Agents10,3979.0%\$25.78No43-1011First-Line Supervisors of Office & Administrative Support Workers2,6542.3%\$29.42No43-3071Tellers5,1374.4%\$16.65Yes43-4051Customer Service Representatives8,0967.0%\$17.56Yes43-4014Secretaries & Administrative Assistants, Except Legal, Medical, & Executive1,5571.3%\$19.35Yes	13-2052	Personal Financial Advisors	6,218	5.4%	\$44.13	No
13.2098Financial & Investment Analysts, Financial Risk Specialists, & Financial Specialists, All Other3,4663.0%\$40.33No15.1256Software Developers & Software Quality Assurance Analysts & Testers3,9573.4%\$53.14Yes41.3021Insurance Sales Agents14,21712.3%\$25.96No41.3031Securities, Commodities, & Financial Services Sales Agents10,3979.0%\$25.78No43.1011First-Line Supervisors of Office & Administrative Support Workers2,6542.3%\$29.42No43.3071TellersCustomer Service Representatives8,0967.0%\$17.56Yes43.4051Loan Interviewers & Clerks2,8112.4%\$22.47No43.6014Secretaries & Administrative Assistants, Except Legal, Medical, & Executive1,5571.3%\$19.35Yes	13-2053	Insurance Underwriters	1,841	1.6%	\$39.64	No
13-2098Specialists, & Financial Specialists, All Other3,4883.0%\$40.3310815-1256Software Developers & Software Quality Assurance Analysts & Testers3,9573.4%\$53.14Yes41-3021Insurance Sales Agents14,21712.3%\$25.96No41-3031Securities, Commodities, & Financial Services Sales Agents10,3979.0%\$25.78No43-1011First-Line Supervisors of Office & Administrative Support Workers2,6542.3%\$29.42No43-3071Tellers5,1374.4%\$16.65Yes43-4051Customer Service Representatives8,0967.0%\$17.56Yes43-6014Secretaries & Administrative Assistants, Except Legal, Medical, & Executive1,5571.3%\$19.35Yes	13-2072	Loan Officers	4,329	3.7%	\$29.34	No
13-1230Analysts & Testers3,9373.4%\$33.14Testers41-3021Insurance Sales Agents14,21712.3%\$25.96No41-3031Securities, Commodities, & Financial Services Sales Agents10,3979.0%\$25.78No43-1011First-Line Supervisors of Office & Administrative Support Workers2,6542.3%\$29.42No43-3071Tellers5,1374.4%\$16.65Yes43-4051Customer Service Representatives8,0967.0%\$17.56Yes43-4131Loan Interviewers & Clerks2,8112.4%\$22.47No43-6014Secretaries & Administrative Assistants, Except Legal, Medical, & Executive1,5571.3%\$19.35Yes	13-2098		3,466	3.0%	\$40.33	No
A1-3031Securities, Commodities, & Financial Services Sales Agents10,3979.0%\$25.78No43-1011First-Line Supervisors of Office & Administrative Support Workers2,6542.3%\$29.42No43-3071Tellers5,1374.4%\$16.65Yes43-4051Customer Service Representatives8,0967.0%\$17.56Yes43-4131Loan Interviewers & Clerks2,8112.4%\$22.47No43-6014Secretaries & Administrative Assistants, Except Legal, Medical, & Executive1,5571.3%\$19.35Yes	15-1256		3,957	3.4%	\$53.14	Yes
41-3031Agents10,3979.0%\$23.78No43-1011First-Line Supervisors of Office & Administrative Support Workers2,6542.3%\$29.42No43-3071Tellers5,1374.4%\$16.65Yes43-4051Customer Service Representatives8,0967.0%\$17.56Yes43-4131Loan Interviewers & Clerks2,8112.4%\$22.47No43-6014Secretaries & Administrative Assistants, Except Legal, Medical, & Executive1,5571.3%\$19.35Yes	41-3021	Insurance Sales Agents	14,217	12.3%	\$25.96	No
43-1011First-Line Supervisors of Office & Administrative Support Workers2,6542.3%\$29.42No43-3071Tellers5,1374.4%\$16.65Yes43-4051Customer Service Representatives8,0967.0%\$17.56Yes43-4131Loan Interviewers & Clerks2,8112.4%\$22.47No43-6014Secretaries & Administrative Assistants, Except Legal, Medical, & Executive1,5571.3%\$19.35Yes	41-3031		10,397	9.0%	\$25.78	No
43-4051Customer Service Representatives8,0967.0%\$17.56Yes43-4131Loan Interviewers & Clerks2,8112.4%\$22.47No43-6014Secretaries & Administrative Assistants, Except Legal, Medical, & Executive1,5571.3%\$19.35Yes	43-1011	First-Line Supervisors of Office & Administrative	2,654	2.3%	\$29.42	No
43-4131Loan Interviewers & Clerks2,8112.4%\$22.47No43-6014Secretaries & Administrative Assistants, Except Legal, Medical, & Executive1,5571.3%\$19.35Yes	43-3071	Tellers	5,137	4.4%	\$16.65	Yes
43-6014Secretaries & Administrative Assistants, Except Legal, Medical, & Executive1,5571.3%\$19.35Yes	43-4051	Customer Service Representatives	8,096	7.0%	\$17.56	Yes
43-0014 Medical, & Executive 1,557 1.3% \$19.55 fes	43-4131	Loan Interviewers & Clerks	2,811	2.4%	\$22.47	No
43-9041Insurance Claims & Policy Processing Clerks2,8972.5%\$23.46Yes	43-6014		1,557	1.3%	\$19.35	Yes
	43-9041	Insurance Claims & Policy Processing Clerks	2,897	2.5%	\$23.46	Yes

Source: EMSI Burning Glass

FINANCE & INSURANCE

APPRENTICEABLE OCCUPATIONS

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.

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)	Турісо
1	5-1256	Software Developers and Software Quality Assurance Analysts and Testers	50,056	5,808	3,626	(2,182)	Non
4	1-3021	Insurance Sales Agents	14,538	1,704	10	(1,694)	Mod
4	1-3031	Securities, Commodities, & Financial Services Sales Agents	11,022	1,119	467	(652)	Mod
4	3-9041	Insurance Claims & Policy Processing Clerks	3,334	397	50	(347)	Mod
1	3-2052	Personal Financial Advisors	6,598	663	457	(206)	Long
4	3-3071	Tellers	5,273	532	457	(75)	Shor
1	3-1031	Claims Adjusters, Examiners, & Investigators	5,938	519	457	(62)	Long
1	3-2072	Loan Officers	5,012	465	457	(8)	Mod
4	3-4131	Loan Interviewers & Clerks	3,268	338	457	119	Shor
1	3-2053	Insurance Underwriters	1,952	167	516	349	Mod
1	3-2098	Financial & Investment Analysts, Financial Risk Specialists, & Financial Specialists, All Other	8,253	840	3,475	2,635	Mod
1	3-2011	Accountants & Auditors	35,865	3,885	12,063	8,178	Non
4	3-4051	Customer Service Representatives	44,606	6,184	15,221	9,037	Shor
1	3-1161	Market Research Analysts & Marketing Specialists	20,905	2,766	12,746	9,980	Non
1	3-1111	Management Analysts	16,673	2,110	12,217	10,107	Non
4	3-6014	Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	32,354	3,760	15,797	12,037	Shor
4	3-1011	First-Line Supervisors of Office & Administrative Support Workers	20,206	2,293	16,743	14,450	Non
1	1-1021	General & Operations Managers	32,731	3,590	18,053	14,463	Non
1	3-1198	Project Management Specialists & Business Operations Specialists, All Other	51,871	4,714	19,354	14,640	Non
1	1-3031	Financial Managers	7,765	862	17,425	16,563	Non
Se	urco: EMS	SI Burning Glass					

Source: EMSI Burning Glass

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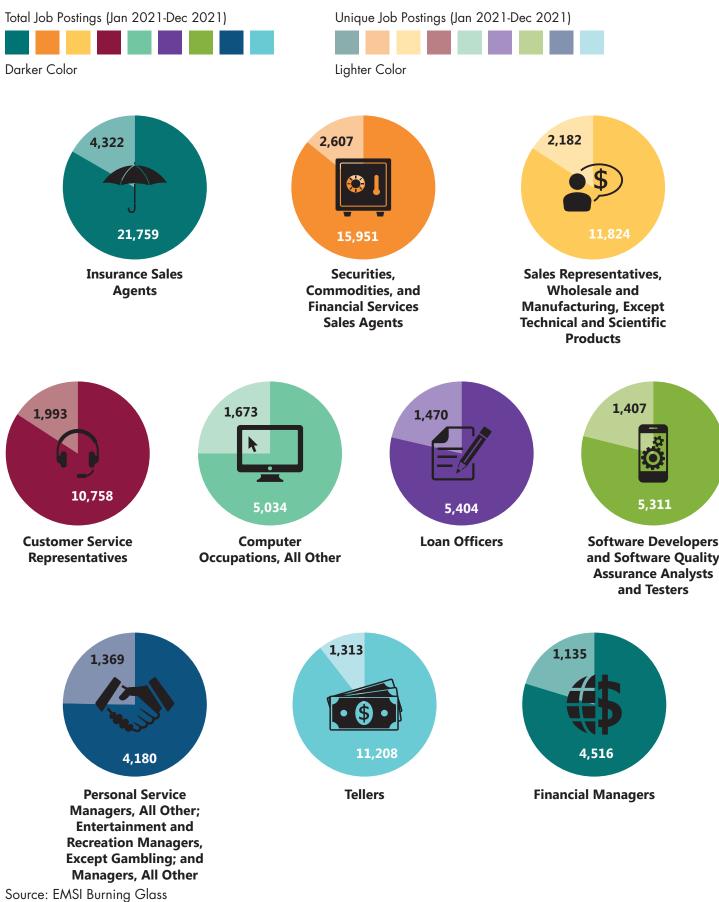
TRAINING PIPELINE

cal On-the-Job Training	Typical Entry Level Education			
one	Bachelor's Degree			
oderate-term	HS Diploma or Equivalent			
oderate-term	Bachelor's Degree			
oderate-term	HS Diploma or Equivalent			
ng-term	Bachelor's Degree			
ort-term	HS Diploma or Equivalent			
ng-term	HS Diploma or Equivalent			
oderate-term	Bachelor's Degree			
ort-term	HS Diploma or Equivalent			
oderate-term	Bachelor's Degree			
oderate-term	Bachelor's Degree			
one	Bachelor's Degree			
ort-term	HS Diploma or Equivalent			
one	Bachelor's Degree			
one	Bachelor's Degree			
ort-term	HS Diploma or Equivalent			
one	HS Diploma or Equivalent			
one	Bachelor's Degree			
one	Bachelor's Degree			
one	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



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

JOB LISTINGS



Source: EMSI Burning Glass

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JOB POSTING ANALYTICS

Click on the certification name to learn more about it.



- Series 7 General Securities Representative License (Stockbroker)
- Master Of Business Administration (MBA)

Bachelor Of Science in Business 3

Series 66 Uniform Investment Adviser

Nationwide Mortgage Licensing System (NMLS)

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

JOB FAMILY

- **Business & Financial Operations**
- Office & Administrative Support
- 3 Sales & Related
- **Computer & Mathematical**
- Management

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.

Skills Financial Services	Postings 9,150	% of Total Postings 21.7%	Online Profiles 9,117	% of Total Online Postings 10.6%		
2 Loans	6,854	16.2%	10,296	12.0%		
3 Auditing	4,996	11.8%	4,185	4.9%		
4 Mortgage Loans	4,834	11.5%	9,604	11.2%		
5 Finance	4,702	11.1%	8,398	9.8%		
6 Accounting	4,340	10.3%	4,476	5.2%		
7 Underwriting	3,793	9.0%	6,727	7.8%		
8 Risk Management	3,083	7.3%	6,535	7.6%		
9 Agile Methodology	2,983	7.1%	1,920	2.2%		
10 Microsoft Mail	2,920	6.9%	2,945	3.4%		
11 Investments	2,746	6.5%	8,222	9.6%		
Balancing (Ledger/Billing)	2,520	6.0%	620	0.7%		
13 Medicare	2,416	5.7%	1,145	1.3%		
14 Cross-Selling	2,266	5.4%	1,144	1.3%		
15 Data Analysis	2,262	5.4%	3,759	4.4%		
16 Insurance Sales	2,257	5.3%	258	0.3%		
17 Customer Experience	2,203	5.2%	1,459	1.7%		
18 Strategic Planning	2,199	5.2%	8,041	9.3%		
Business Development	2,177	5.2%	4,829	5.6%		
20 Process Improvement	2,129	5.0%	5,895	6.9%		
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www.adworks.org

