

Arapahoe/Douglas Works!

Labor Supply & Demand Report July – September 2022

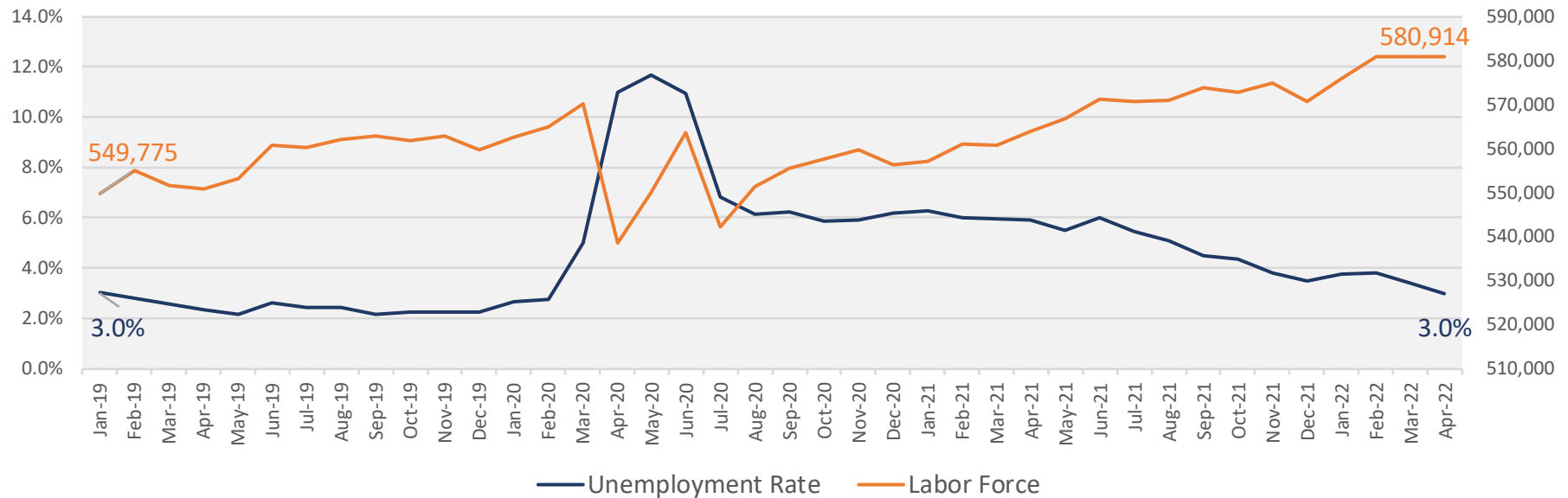
Labor Market Update

Local Unemployment is Down Labor Force Up

The unemployment rate in Arapahoe and Douglas counties continues to trend down while the labor force dipped by 1,869 between November and December 2021.

Unemployment & Labor Force, Combined Arapahoe & Douglas Counties

Source: US Bureau Labor Statistics, Local Area Unemployment

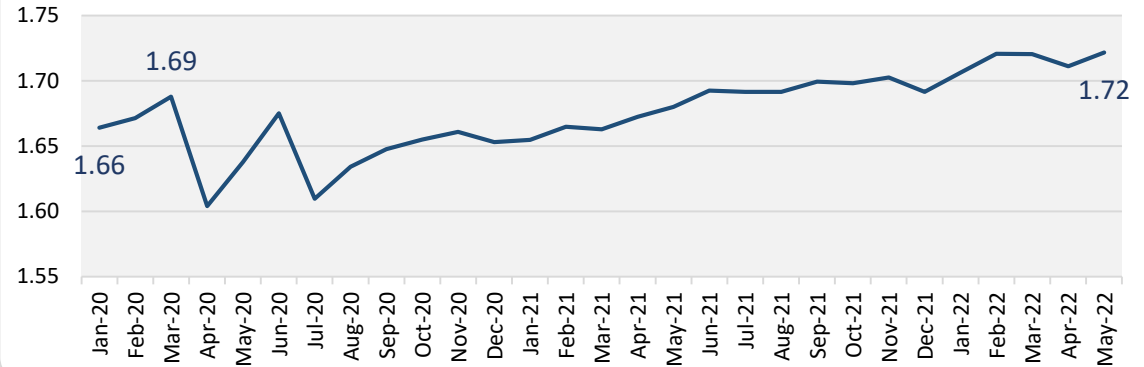


Employment Situation, Metro Denver

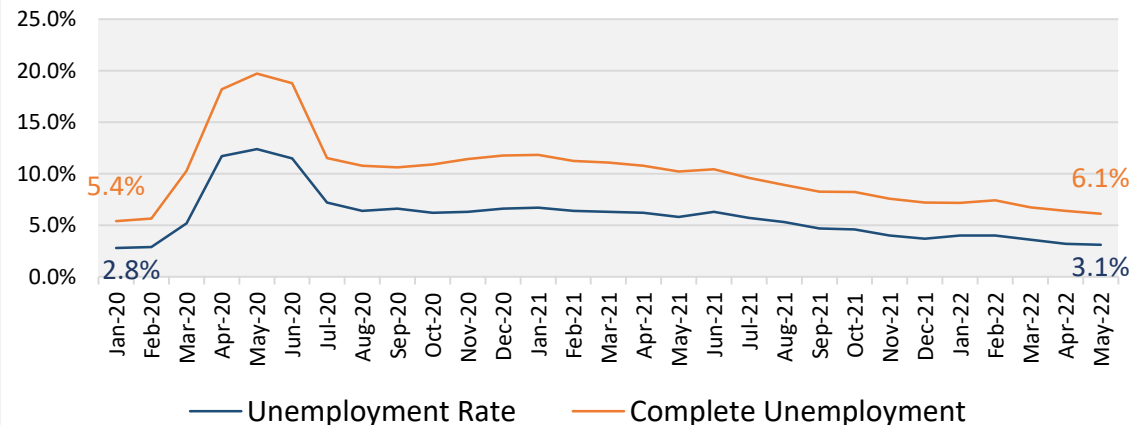
The orange 'complete unemployment' line in the graph below shows unemployed, discouraged, marginally attached, and persons working part time for economic reasons. It is based on national Alternate Measures of Labor Underutilization published monthly by the Bureau of Labor Statistics.

Labor Force (Millions), Greater Metro Denver
(Not Seasonally Adjusted)

Source: U.S. Bureau of Labor Statistics

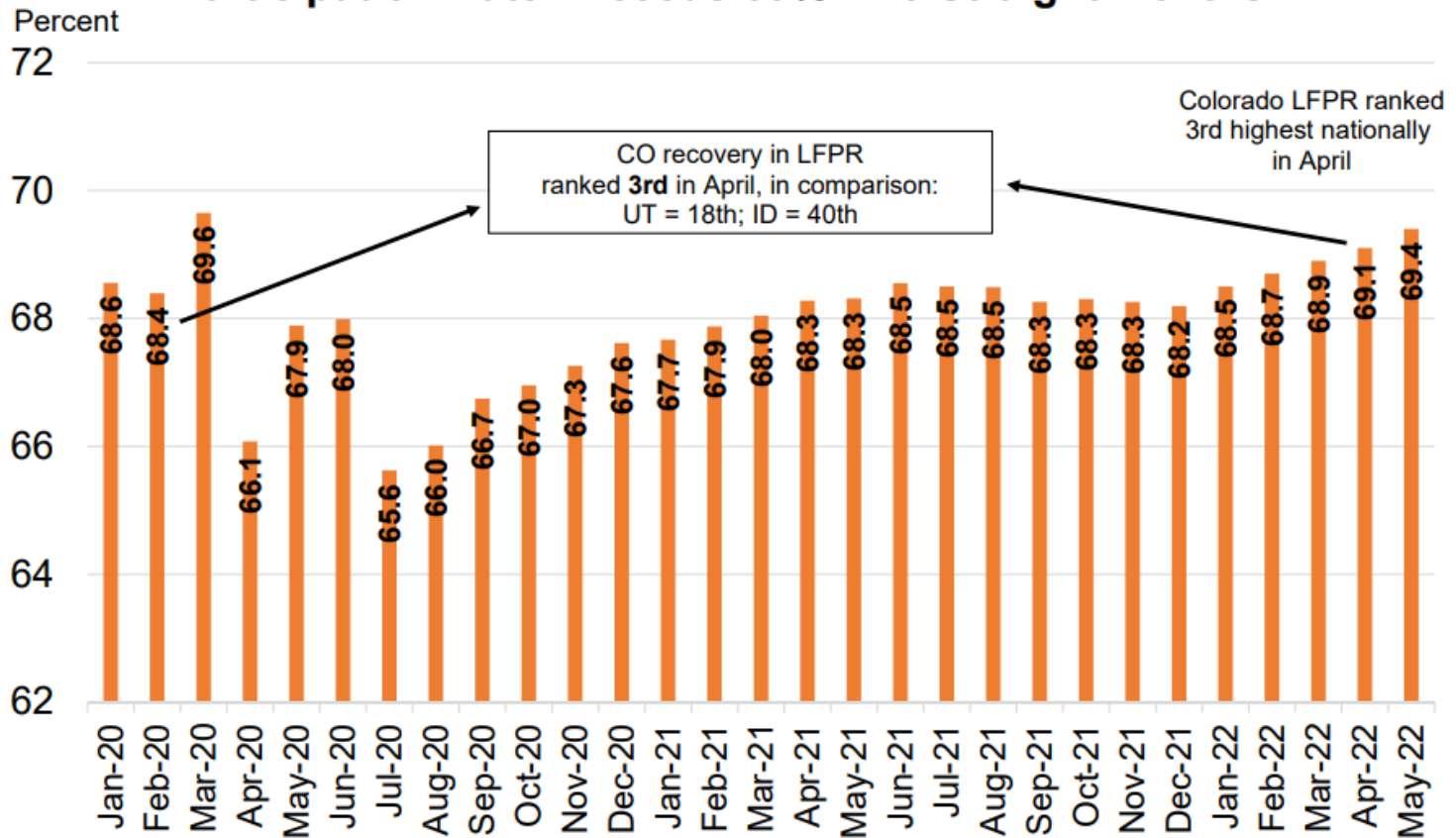


Employment Situation, Greater Metro Denver
(Not Seasonally Adjusted)



High Labor Force Participation Statewide

May First Time Since 2012 that Colorado's Labor Force Participation Rate Exceeds 69% Two Straight Months



Source: Colorado Department of Labor and Employment; Bureau of Labor Statistics

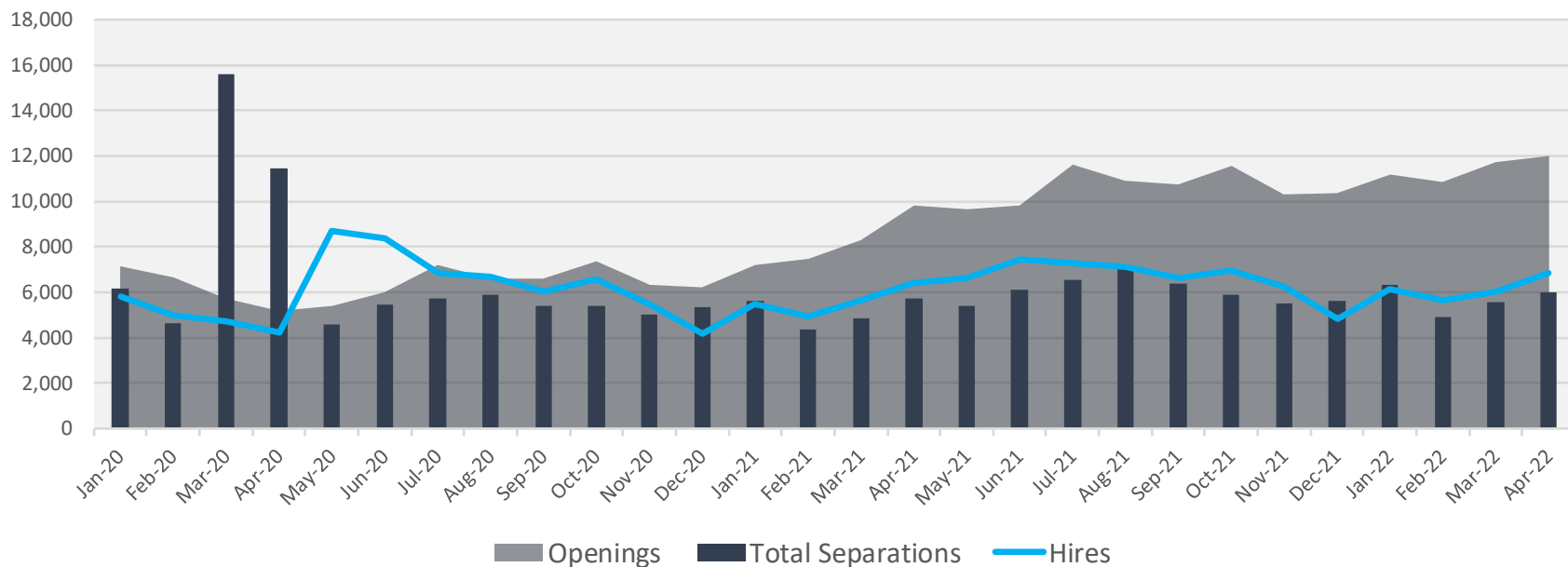
Data seasonally adjusted. Estimates share of Colorado's 16+ population that is in the labor force in a given month.

For further information on labor force definitions, go here: <https://www.bls.gov/lau/laufaq.htm>

Jobs, Hires & Separations, United States

Job Openings, Hires & Separations, United States

Source: U.S. Bureau of Labor Statistics

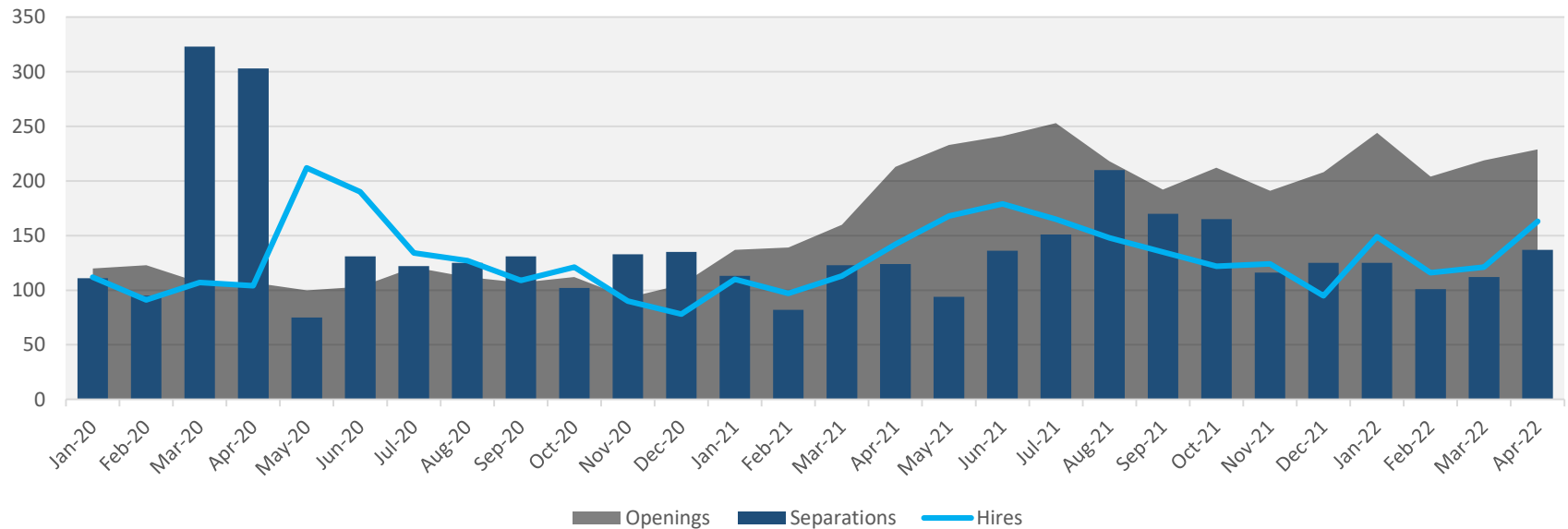


Net hires are determined by subtracting the number of separations from the number of hires. In April 2022, 821,000 more people were hired than left their jobs in the face of 11.98 million job openings.

Jobs, Hires & Separations, Colorado

Job Openings, Hires & Separations, Colorado, (in Thousands)

Source: U.S. Bureau of Labor Statistics, Job Openings & Labor Turnover Survey

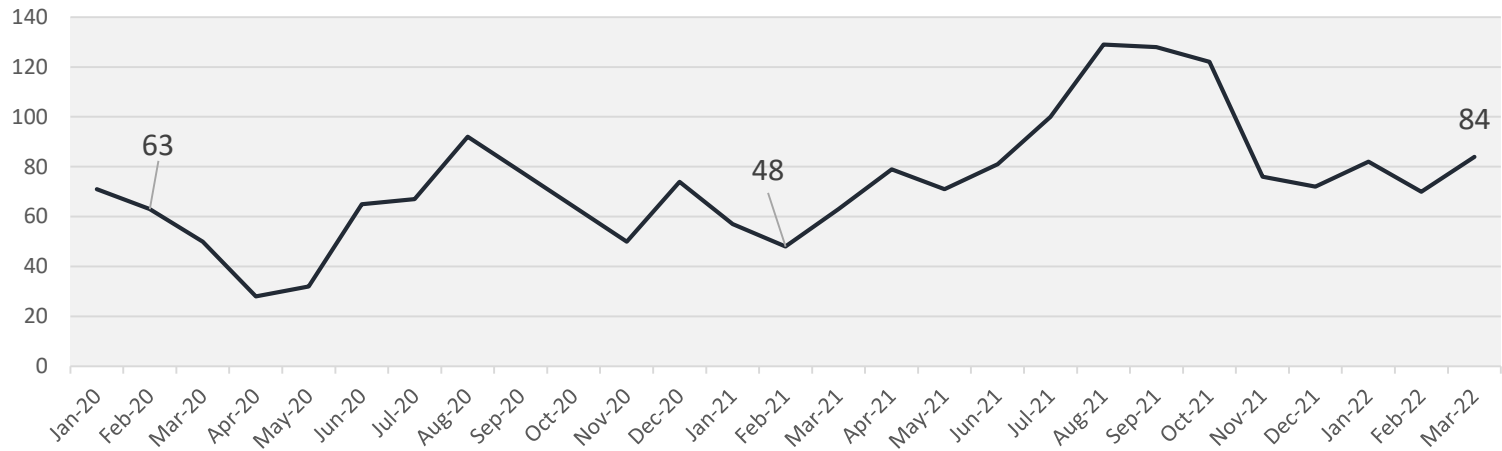


Net hires are determined by subtracting the number of separations from the number of hires. In April 2022, 26,000 more people were hired in Colorado than left their jobs in the face of 229,000 job openings.

Quits in Colorado

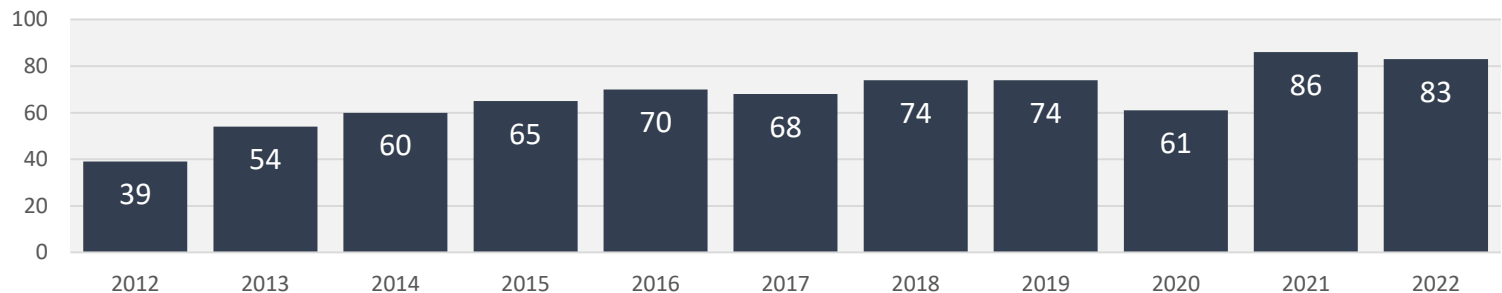
Quits by Month, Colorado (in Thousands)

Source: US Bureau of Labor Statistics

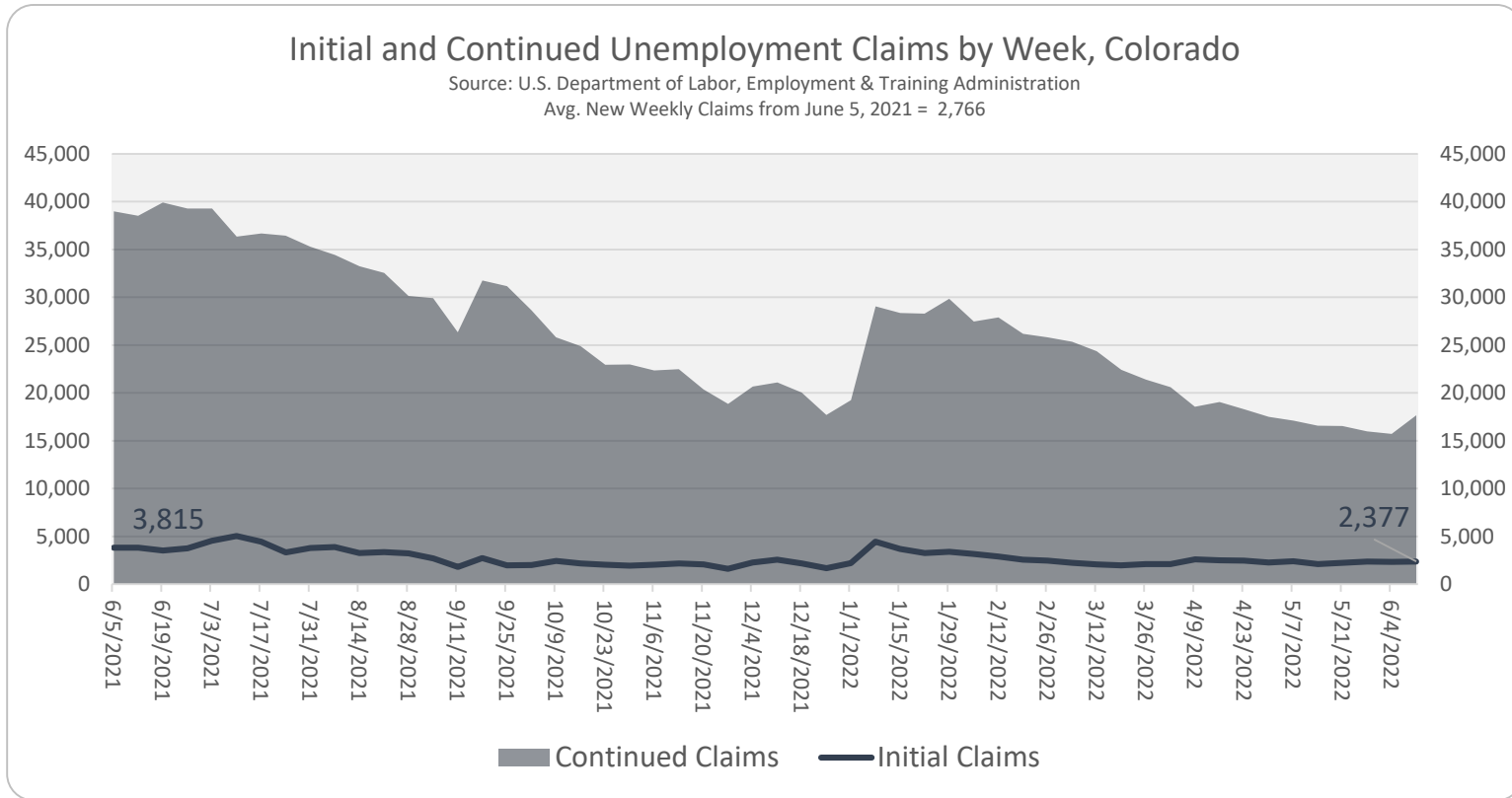


Average Monthly Quits, by Year Colorado (in Thousands)

Source: US Bureau of Labor Statistics



New Unemployment Claims



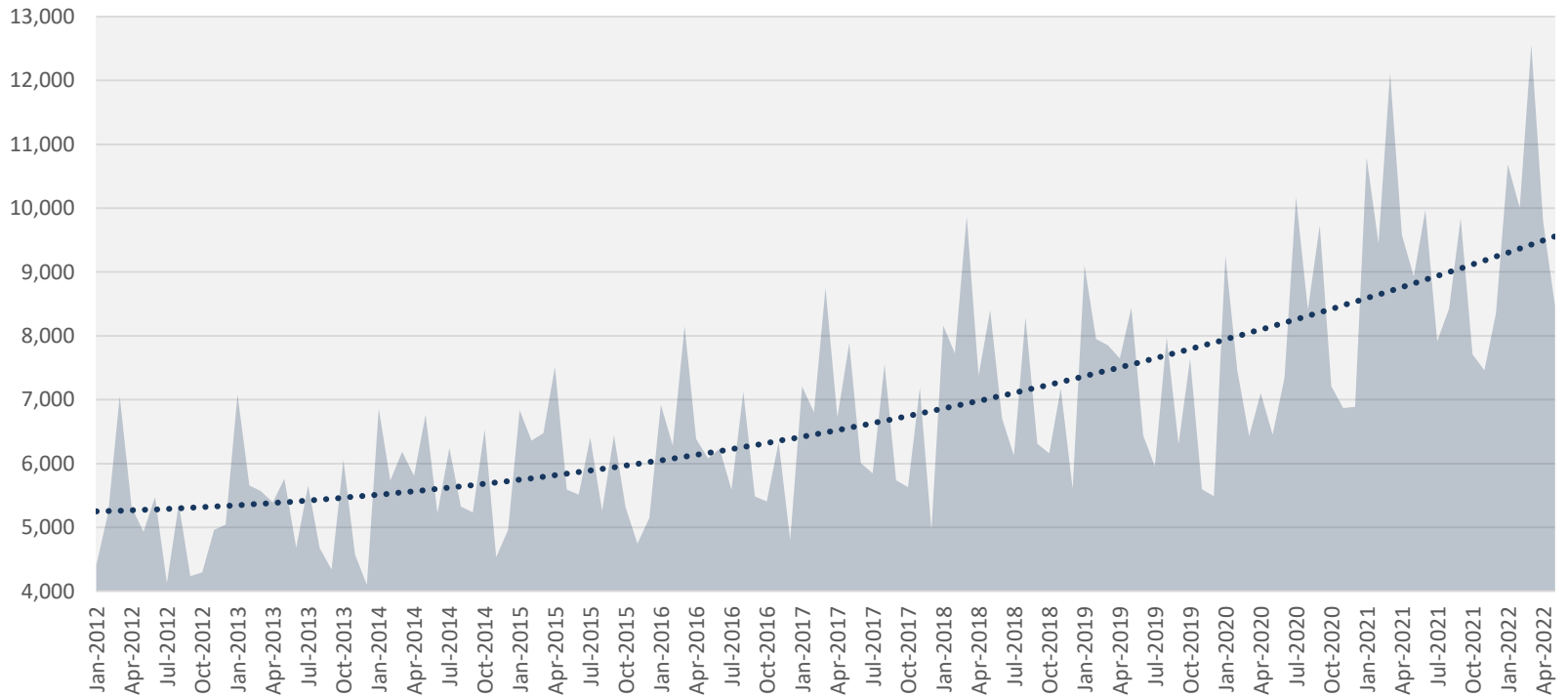
New unemployment claims in Colorado have moved back to pre-pandemic levels. Continued claims are down 18% from February 2, 2020 levels.

New Business Applications

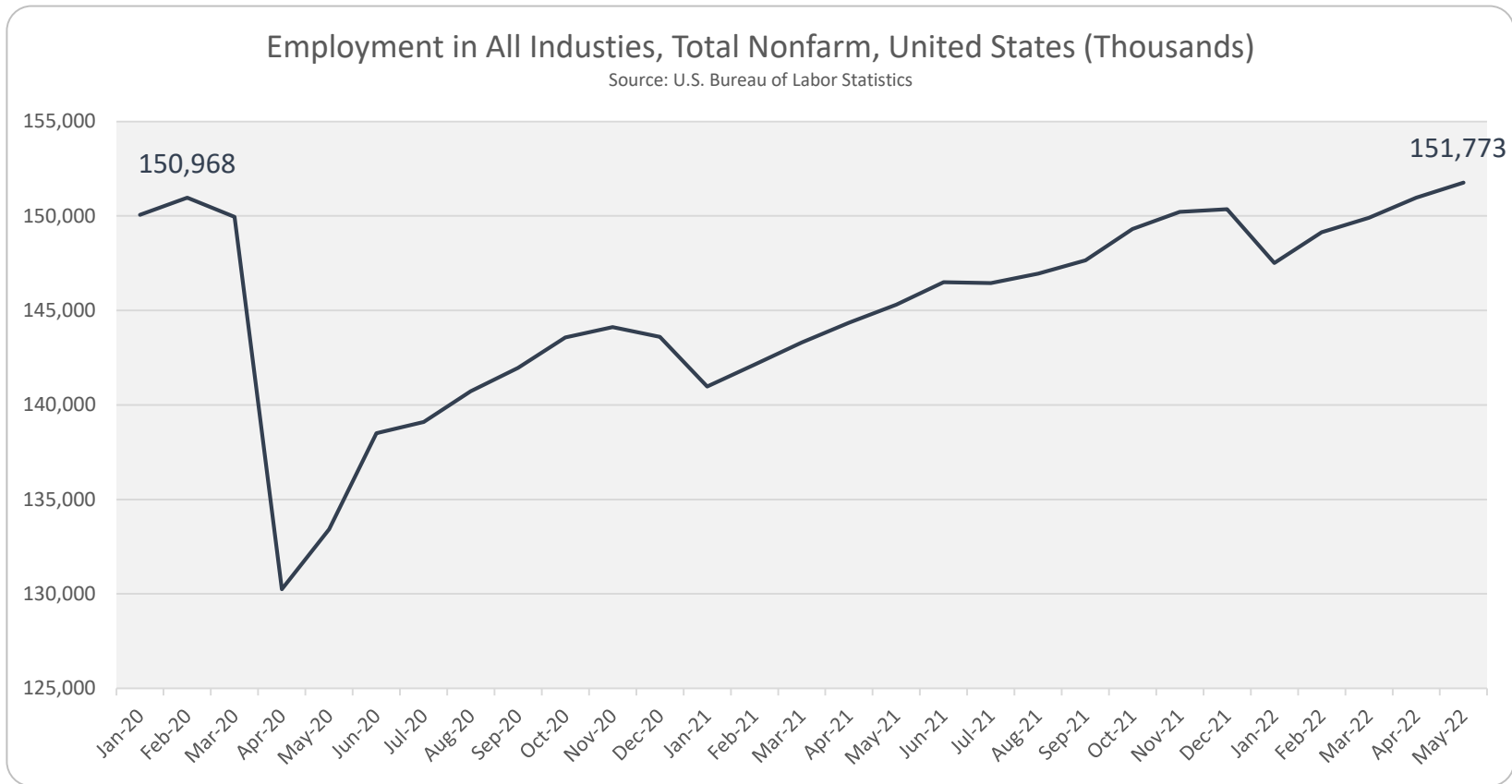
New Business Applications, Not Seasonally Adjusted, Colorado

Average 2012 - 2019 = 6,912 || Average 2020 - 2022 = 8,807

Source: US Census Economic Indicators

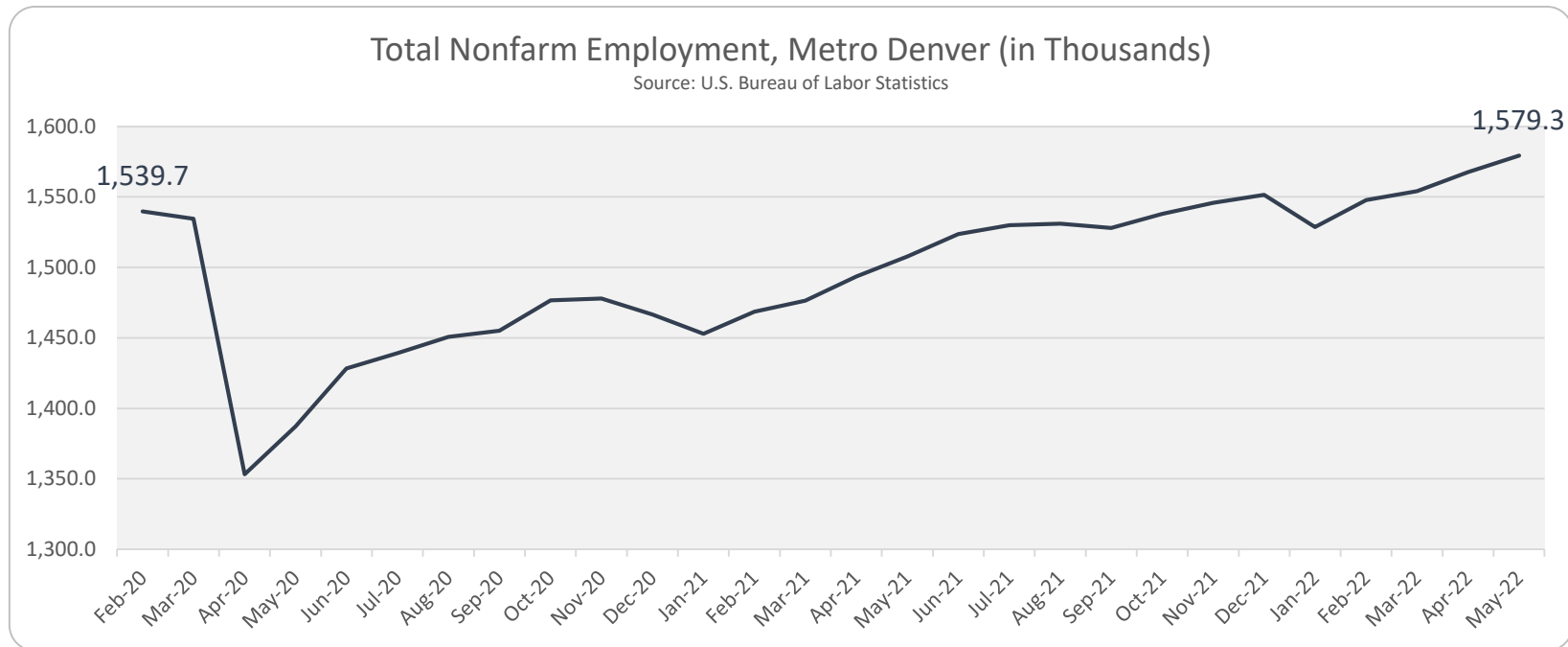


Job Recovery, United States



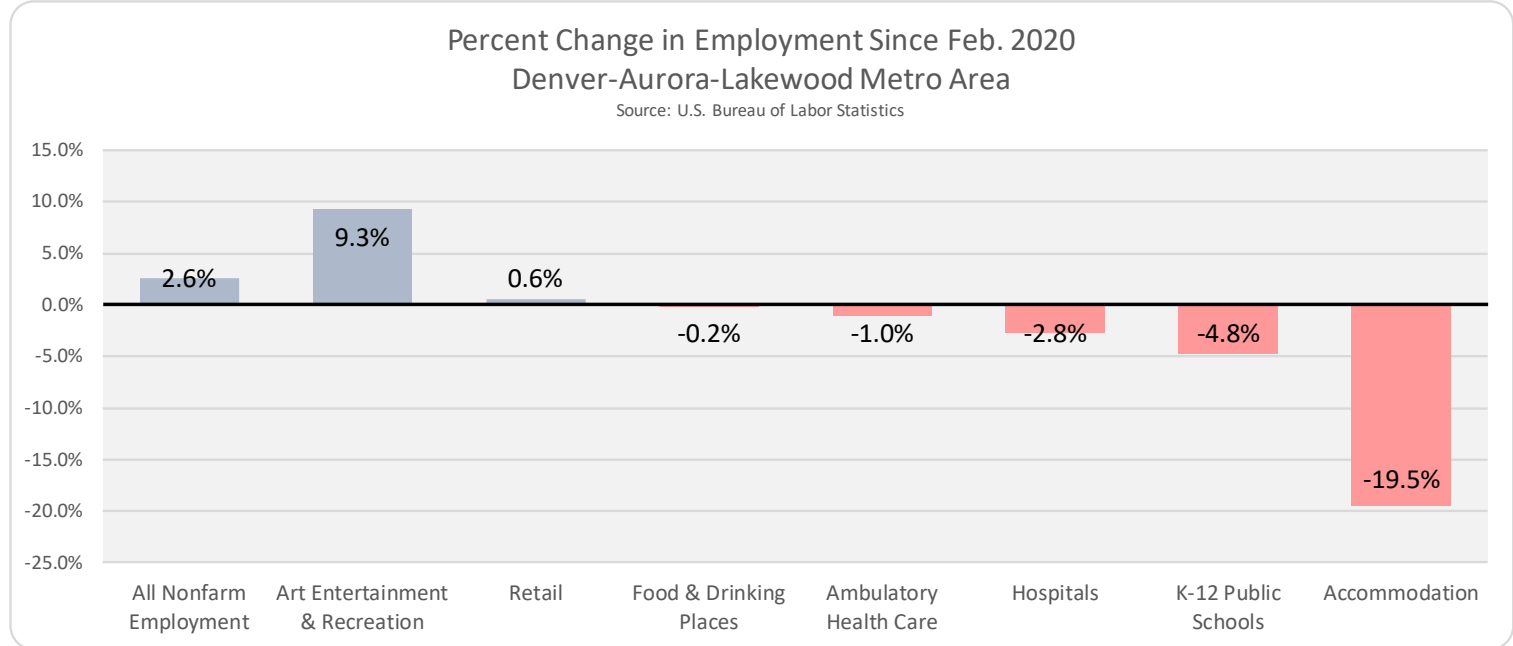
Total nonfarm employment in the United States is up by 809,000 jobs from April 2022, not seasonally adjusted.

Job Recovery, Metro Denver



Nonfarm employment in greater metro Denver is up 39,600 since the beginning of the pandemic (not seasonally adjusted). The recovery has been spotty, however, and has not reached to all industries.

Percent Change in Employment by Sector

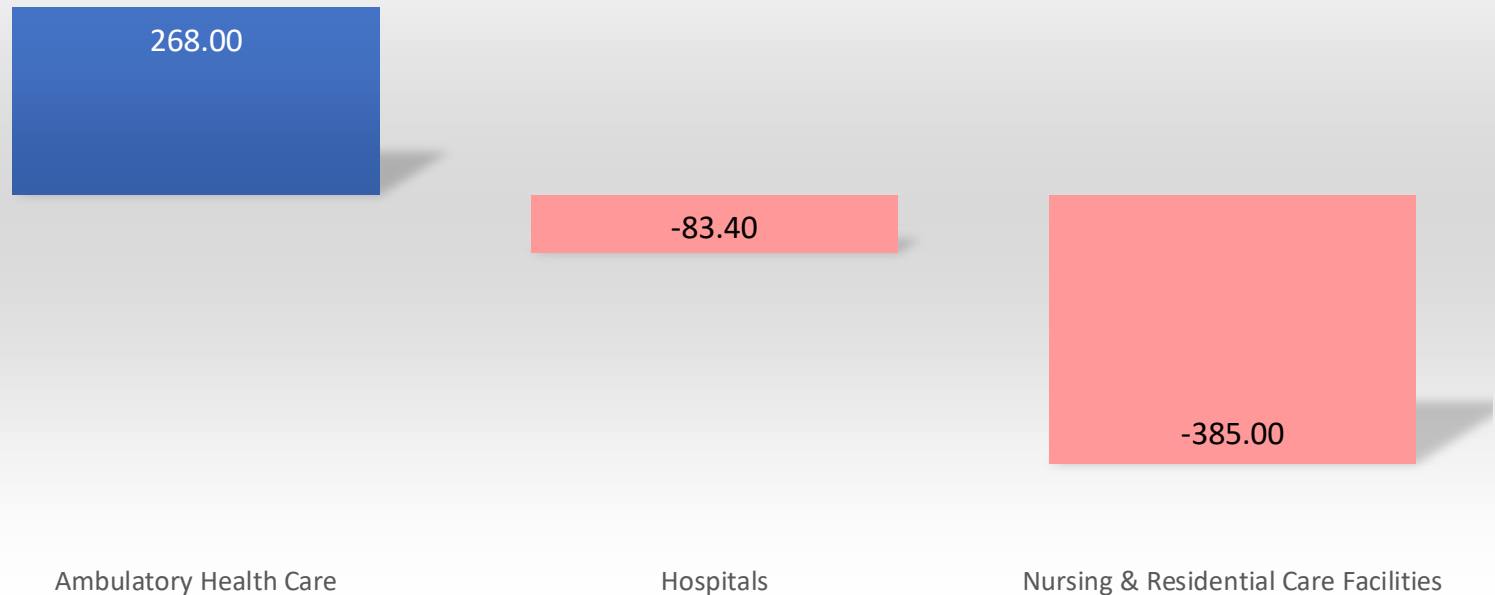


The total number of retail jobs in metro Denver is up by 800 (+0.6%) since the pandemic began. Accommodation is still down by 3,600 jobs (-19.5%). Employment in hospitals is down 0.9%, and in K-12 public schools down 3.4%.

Spotlight on Healthcare (United States)

Employment in Healthcare, United States (in Thousands)

Source: U.S. Bureau of Labor Statistics, Current Employment Statistics



Though employment in ambulatory healthcare centers is up, employment in the sector as a whole has declined by 228,900 (-1.6%).

Real Time Labor Force Trends

Estimated Unemployment by Sector

Estimated Number and Percent Jobless by Industry Sector, Metro Denver				
NAICS	Description	2022 Jobs	May 2022 Estimated Unemployed	Estimated Percent Unemployed
72	Accommodation and Food Services	119,656	6,102	5.1%
44	Retail Trade	139,343	5,852	4.2%
54	Professional, Scientific, and Technical Services	163,407	5,066	3.1%
62	Health Care and Social Assistance	171,370	4,284	2.5%
23	Construction	104,565	3,973	3.8%
90	Government	220,640	3,751	1.7%
42	Wholesale Trade	74,601	3,133	4.2%
56	Administrative, Support, Waste Management and Remediation	95,263	2,953	3.1%
48	Transportation and Warehousing	71,170	2,918	4.1%
81	Other Services (except Public Administration)	67,109	2,080	3.1%
31	Manufacturing	71,032	1,989	2.8%
52	Finance and Insurance	86,884	1,651	1.9%
51	Information	53,127	1,541	2.9%
71	Arts, Entertainment, and Recreation	22,663	1,156	5.1%
55	Management of Companies and Enterprises	35,531	1,101	3.1%
53	Real Estate and Rental and Leasing	32,962	1,022	3.1%
61	Educational Services	36,669	917	2.5%
21	Mining, Quarrying, and Oil and Gas Extraction	8,173	335	4.1%
11	Agriculture, Forestry, Fishing and Hunting	5,579	173	3.1%
22	Utilities	4,056	166	4.1%
	Totals	1,583,800	50,164	3.2%

Source: Lightcast (formerly EMSI Burning Glass), and US Bureau of Labor Statistics

Estimated number unemployed derived using national unemployment data

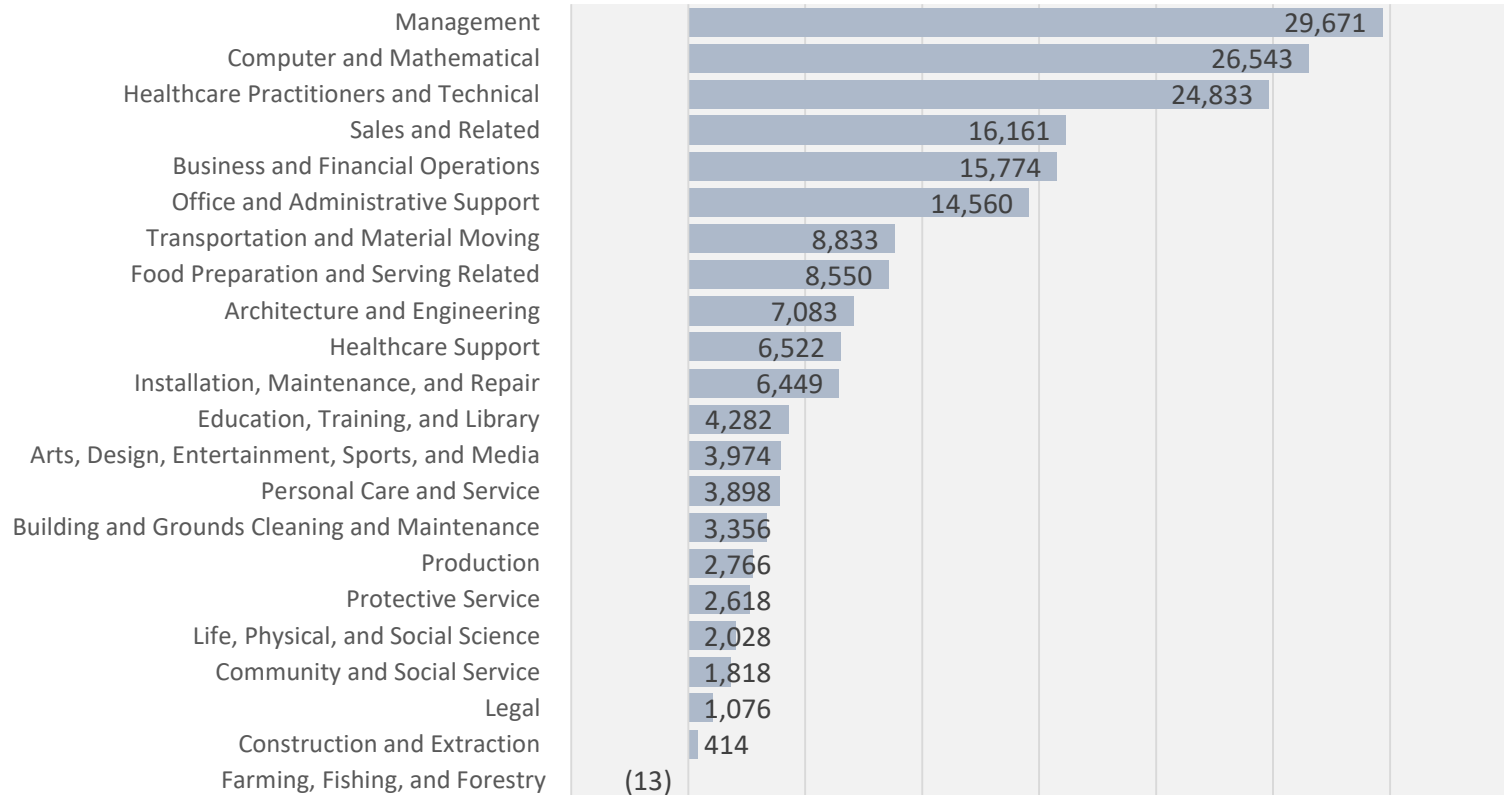
Occupational Unemployment

Estimated Number and Percent Jobless by Occupational Group, Metro Denver				
SOC	Description	2022 Jobs	May 2022 Estimated Unemployed	Estimated Percent Unemployed
43	Office and Administrative Support	188,748	7,172	3.8%
41	Sales and Related	160,489	6,741	4.2%
53	Transportation and Material Moving	131,718	6,586	5.0%
35	Food Preparation and Serving Related	119,946	5,038	4.2%
29	Healthcare Practitioners and Technical	85,144	3,576	4.2%
47	Construction and Extraction	74,876	3,369	4.5%
25	Educational Instruction and Library	78,454	3,295	4.2%
51	Production	51,303	2,565	5.0%
31	Healthcare Support	58,018	2,437	4.2%
49	Installation, Maintenance, and Repair	58,080	2,265	3.9%
13	Business and Financial Operations	148,634	2,081	1.4%
37	Building and Grounds Cleaning and Maintenance	44,888	1,885	4.2%
39	Personal Care and Service	43,548	1,829	4.2%
33	Protective Service	30,712	1,290	4.2%
15	Computer and Mathematical	90,025	1,260	1.4%
11	Management	79,914	1,119	1.4%
21	Community and Social Service	26,206	1,101	4.2%
27	Arts, Design, Entertainment, Sports, and Media	25,348	1,065	4.2%
23	Legal	18,469	776	4.2%
17	Architecture and Engineering	41,525	581	1.4%
45	Farming, Fishing, and Forestry	5,196	265	5.1%
19	Life, Physical, and Social Science	17,230	241	1.4%
	Totals	1,578,471	56,537	3.6%

Source: Lightcast (formerly EMSI Burning Glass), and US Bureau of Labor Statistics

Skill Gap, Greater Metro Denver

Blue Bars show Unfilled Jobs; Red Bars Labor Surplus (May 2022)

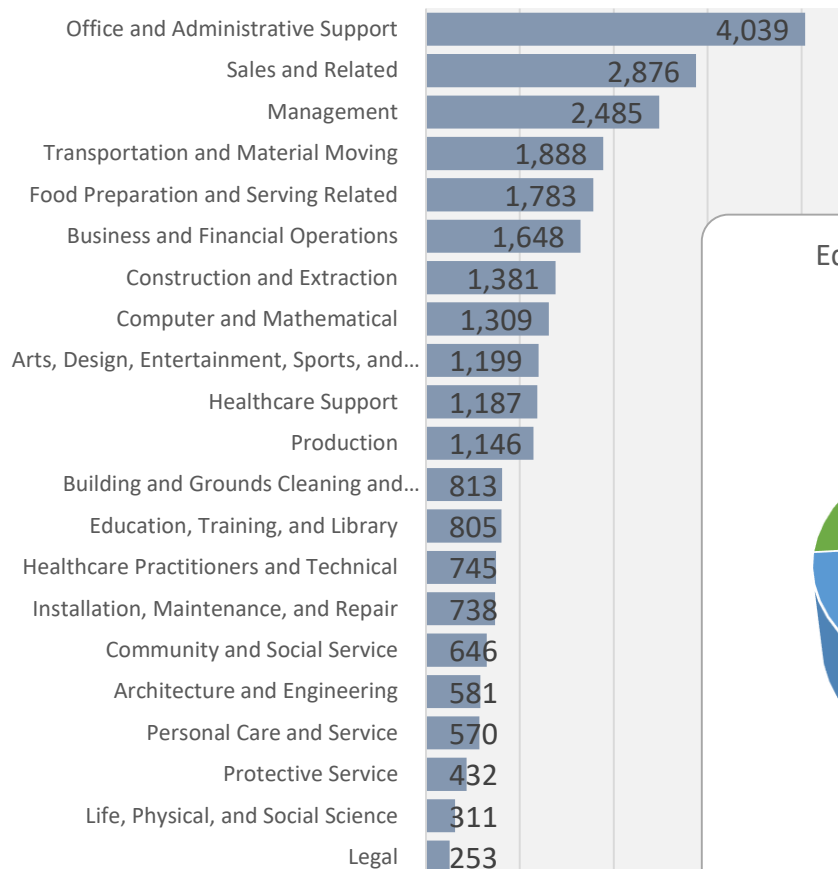


This bar chart illustrates the current scarcity in labor force availability – a trend expected to last through the decade. Sources: Lightcast (formerly EMSI Burning Glass) and US Bureau of Labor Statistics

Helping Make the Match

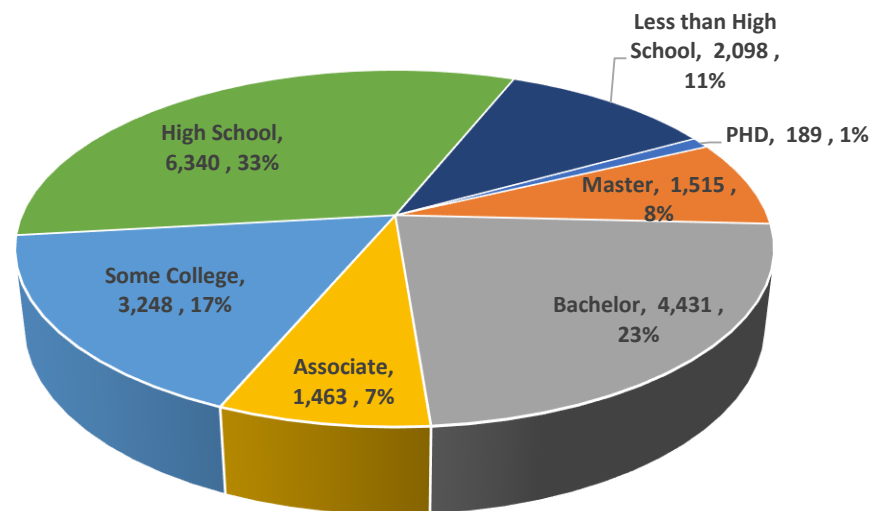
Labor Supply, Connecting Colorado Registrants Metro Denver, July 2022

Sources: Connecting Colorado, Applicant Search



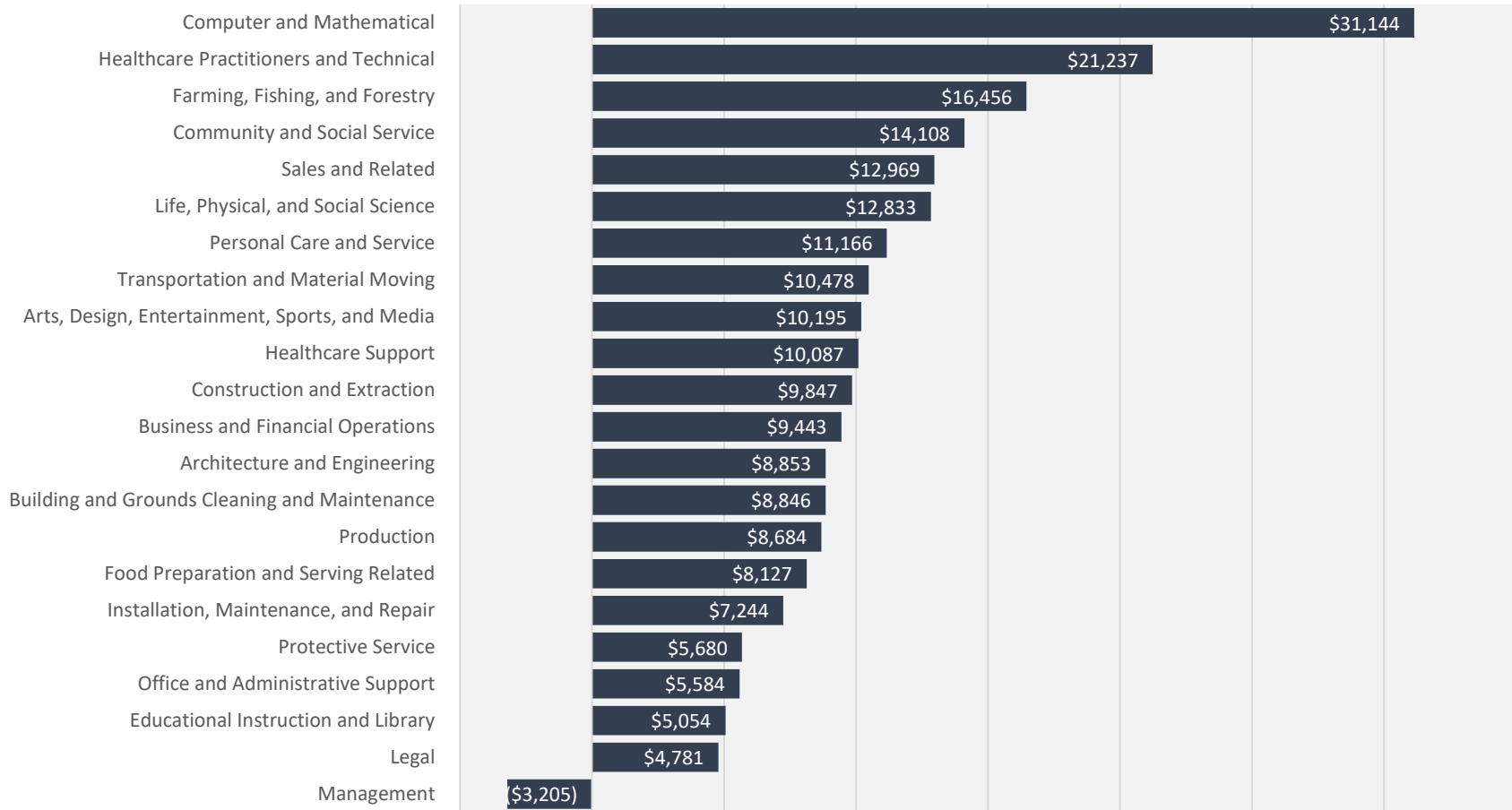
The graph and pie chart show workers immediately available through the workforce centers in greater metro Denver by occupational family and by educational attainment level. One year ago, there were 37,918 people registered in Connecting Colorado. Currently (on this slide) there are 19,284 people, a drop of nearly 50%.

Educational Attainment, Connecting Colorado Registrants, Metro Denver, July 2022



Wage Trends in Job Postings, Last 30 Days, Denver-Aurora-Lakewood Metro Area

Source: Lightcast (formerly EMSI Burning Glass)

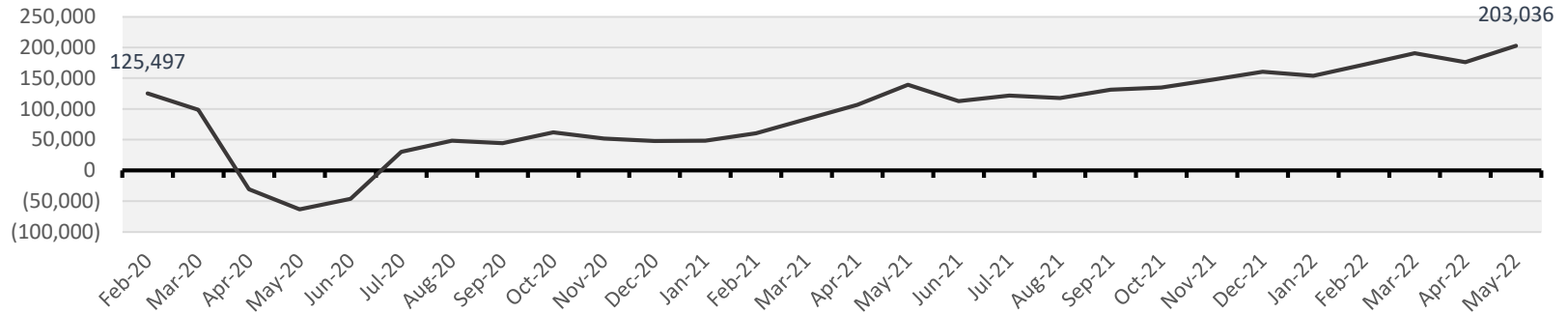


In the last rolling 30-day period, posted wages were up across all occupations by \$7,969 (18.5%) over the recorded 25th percentile wage determined for greater metro Denver by the Bureau of Labor Statistics as of May 2021. Traditionally, depending on occupational family, the entry level salary for new hires ranges between the 10th and 25th percentiles.

Unemployment and Unfilled Jobs

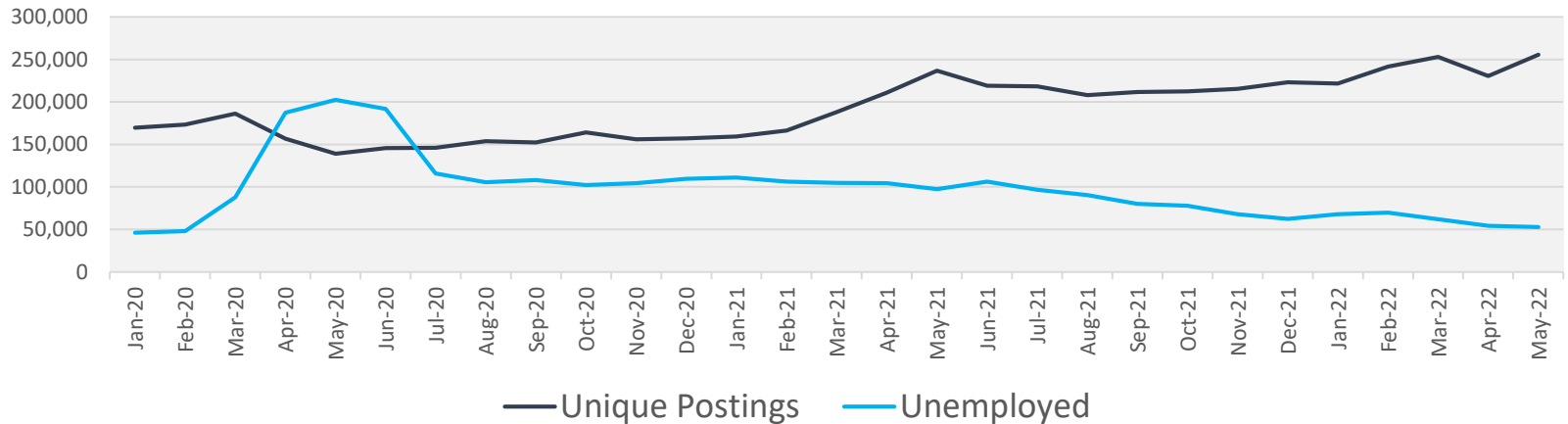
Estimated Unfilled Jobs by Month Denver-Aurora-Lakewood Metro Area

Sources: Lightcast (formerly EMSI Burning Glass) & U.S. Bureau of Labor Statistics



Unique Job Postings vs Number Unemployed, Greater Metro Denver

Sources: Lightcast (formerly EMSI-Burning Glass)



Job Postings Last 30 Days

Top 20 Occupations Posted, Greater Metro Denver, Last Rolling 30 Day Period						
SOC	Occupation	Unique Job Postings	Online Profiles	Number Employers Competing	Average Monthly Hires 2022	Median Advertised Salary
29-1141	Registered Nurses	13,177	24,328	1,740	611	\$40.25
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	11,197	36,831	3,917	1,140	\$55.02
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	6,610	13,629	5,505	756	\$28.86
15-1299	Computer Occupations, All Other	5,324	13,005	2,914	252	\$54.03
41-2031	Retail Salespersons	5,317	13,754	2,196	2,948	\$16.06
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	4,791	47,772	4,253	189	\$46.22
43-4051	Customer Service Representatives	4,778	25,969	3,843	1,982	\$18.03
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	4,080	4,414	2,150	2,578	\$18.03
41-1011	First-Line Supervisors of Retail Sales Workers	3,868	4,362	1,858	524	\$20.00
53-3032	Heavy and Tractor-Trailer Truck Drivers	3,603	7,857	1,921	1,132	\$29.72
35-3023	Fast Food and Counter Workers	3,366	3,561	1,048	4,310	\$15.45
49-9071	Maintenance and Repair Workers, General	3,186	5,319	2,176	599	\$20.49
13-2011	Accountants and Auditors	3,053	17,633	1,886	1,080	\$32.37
11-2021	Marketing Managers	3,026	32,830	2,532	118	\$55.14
11-9111	Medical and Health Services Managers	2,888	10,900	1,870	133	\$43.45
31-1128	Home Health and Personal Care Aides	2,884	5,057	611	1,868	\$16.31
33-9032	Security Guards	2,827	4,118	607	612	\$18.03
11-1021	General and Operations Managers	2,815	60,556	3,440	969	\$38.52
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,790	17,244	2,955	1,056	\$20.00
13-1071	Human Resources Specialists	2,714	12,622	3,097	619	\$28.86

Source: Lightcast (formerly EMSI Job Posting Analytics)

Top Specialized Skills in Demand

Top Specialized Skills in Demand Denver-Aurora-Lakewood Metro Area, Last 30 Days	
Qualification	Unique Postings
Marketing	18,462
Cascading Style Sheets (CSS)	17,432
Accounting	15,718
Nursing	15,580
Auditing	14,054
WebKit	13,931
Flexbox	13,924
Finance	13,394
Cardiopulmonary Resuscitation (CPR)	11,587
Computer Science	11,302
Merchandising	10,831
Restaurant Operation	10,260
Agile Methodology	10,091
Warehousing	9,633
Selling Techniques	9,499
Automation	8,698
Customer Relationship Management	8,650
Data Analysis	8,108
Invoicing	7,984
Workflow Management	7,831

Source: Lightcast (formerly EMSI-Burning Glass)

Top Software Skills in Demand

Top Software Skills in Demand Denver-Aurora-Lakewood Metro Area, Last 30 Days	
Certificate/Credential	Unique Postings
Microsoft Excel	21,123
Microsoft Office	20,266
Cascading Style Sheets (CSS)	17,427
WebKit	13,926
Microsoft Outlook	11,524
Microsoft PowerPoint	10,043
Python (Programming Language)	7,483
SQL (Programming Language)	6,975
Amazon Web Services	6,604
Microsoft Word	6,429
Java (Programming Language)	5,386
JavaScript (Programming Language)	5,299
Application Programming Interface (API)	5,015
Linux	4,317
DevOps	3,519
Software As A Service (SaaS)	3,407
Operating Systems	3,393
Microsoft Azure	3,309
JIRA	3,041
Kubernetes	3,033

Source: Lightcast (formerly EMSI-Burning Glass)

Top Certificates Sought

Top Certificates in Demand Denver-Aurora-Lakewood Metro Area, Last 30 Days	
Certificate/Credential	Unique Postings
Basic Life Support	12,728
Advanced Cardiovascular Life Support (ACLS)	5,061
Security Clearance	4,848
Certified Nursing Assistant	3,511
Commercial Driver's License (CDL)	3,392
Bachelor Of Science in Nursing (BSN)	3,338
Licensed Practical Nurse	3,259
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	3,130
Master Of Business Administration (MBA)	2,234
Bachelor Of Science in Business	2,135
Pediatric Advanced Life Support	1,877
Associate Degree In Nursing	1,522
Project Management Professional Certification	1,330
Nurse Practitioner	1,308
Secret Clearance	1,238
Basic Cardiac Life Support	1,128
Certified Public Accountant	1,128
Certified Nurse Practitioner	1,045
Barber License	1,022
Licensed Clinical Social Worker (LCSW)	979

Source: Lightcast (formerly EMSI-Burning Glass)

Top Companies & Industries Posting

Top 20 Companies Posting Jobs, Last 30 Days
Greater Metro Denver

Company	Unique Postings
CyberCoders	3,190
UC Health	3,072
HCA Healthcare	2,222
Robert Half	1,947
Spectrum	1,940
Jobot	1,879
Lockheed Martin	1,769
Centura Health	1,398
Dish	1,284
Colorado State Government	1,176
University of Colorado	1,141
Amazon	1,136
GPAC	1,108
Allied Universal	1,104
University of Denver	1,072
Aerotek	879
Boeing	820
Directv	813
Denver Health	794
Great Clips	780

Source: Lightcast (formerly EMSI-Burning Glass)

Unique Job Postings by Industry Sector, Last 30 Days
Greater Metro Denver

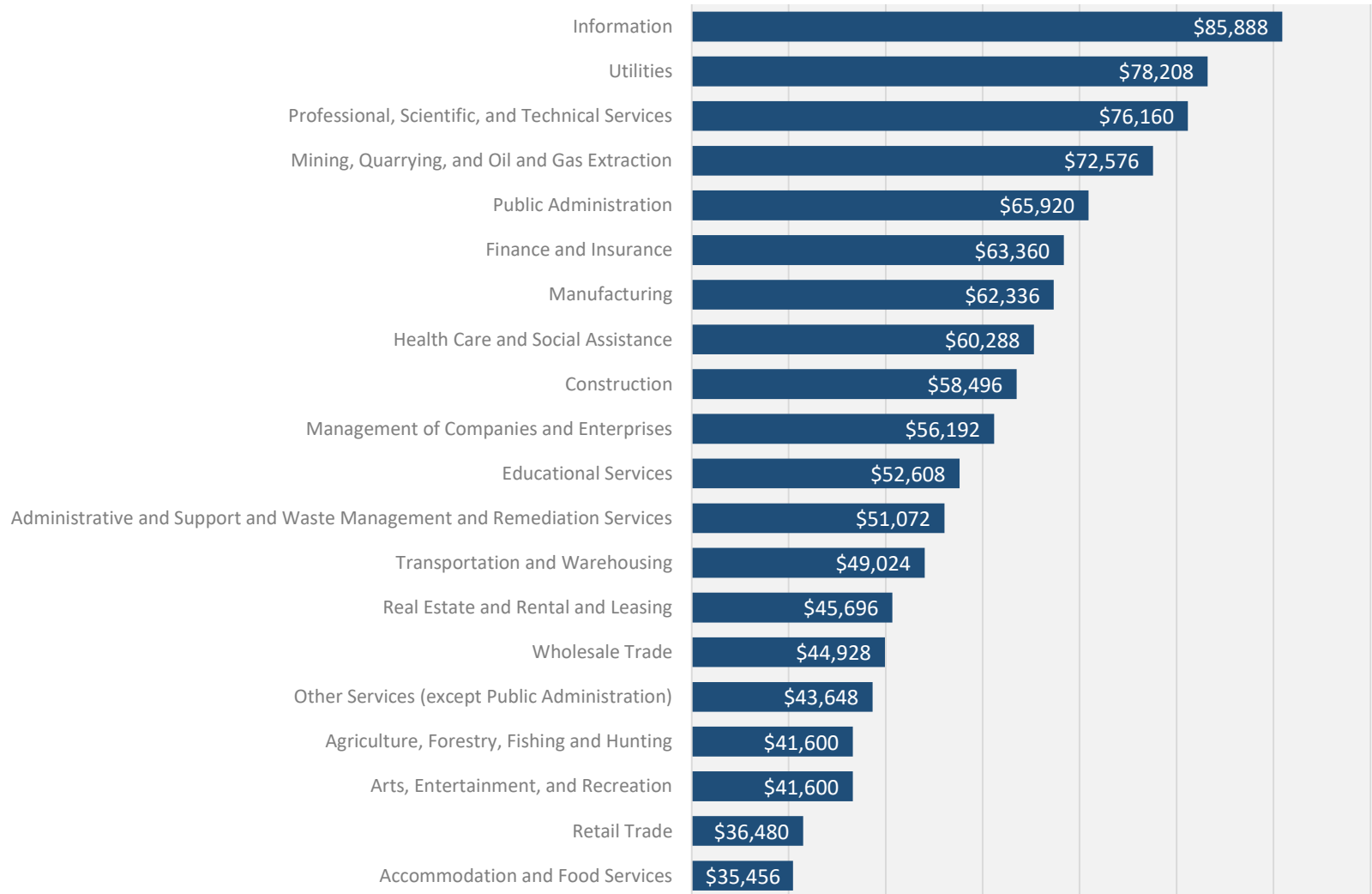
NAICS	Industry Sector (2-Digit)	Unique Postings	Number Employers Competing
56	Administrative and Support and Waste Management and Remediation Services	28,738	2,796
62	Health Care and Social Assistance	28,728	3,181
54	Professional, Scientific, and Technical Services	24,637	5,437
44	Retail Trade	16,303	2,199
72	Accommodation and Food Services	14,361	1,481
31	Manufacturing	13,716	2,043
61	Educational Services	9,376	772
51	Information	9,107	945
52	Finance and Insurance	8,283	1,535
23	Construction	6,793	2,665
42	Wholesale Trade	6,110	1,639
81	Other Services (except Public Administration)	5,606	1,717
48	Transportation and Warehousing	5,492	1,106
53	Real Estate and Rental and Leasing	4,821	1,180
71	Arts, Entertainment, and Recreation	1,865	416
92	Public Administration	1,854	169
21	Mining, Quarrying, and Oil and Gas Extraction	738	164
22	Utilities	662	114
55	Management of Companies and Enterprises	546	182
11	Agriculture, Forestry, Fishing and Hunting	400	181

Source: Lightcast (formerly EMSI Burning Glass)

Median Advertised Salary by Industry

Active Postings, Last 30 Days, Metro Denver

Source: Lightcast (formerly EMSI Burning Glass)



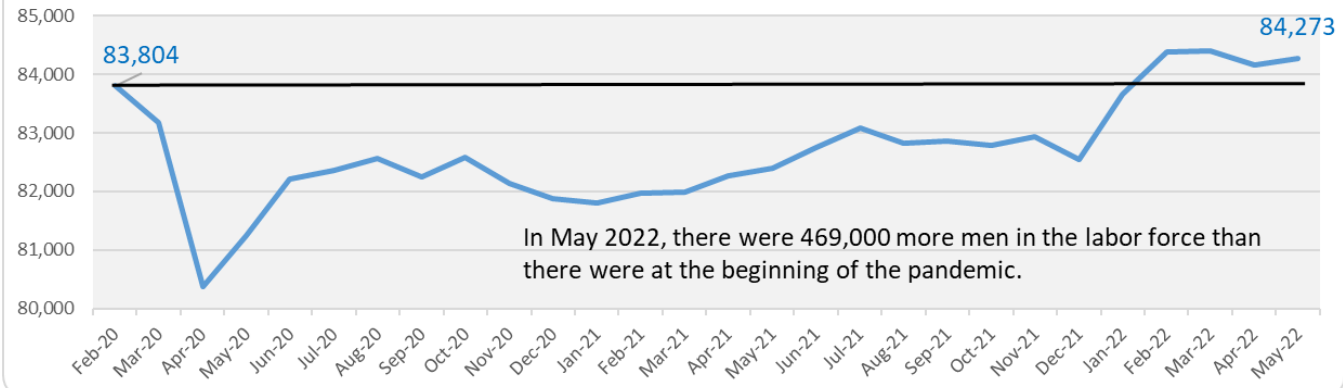
Women Leaving the Labor Force and a Spotlight on the Child Day Care Sector

National Labor Force Numbers

As of May 2022, there was a net reduction in the US labor force of 517,000 people, all of them women.

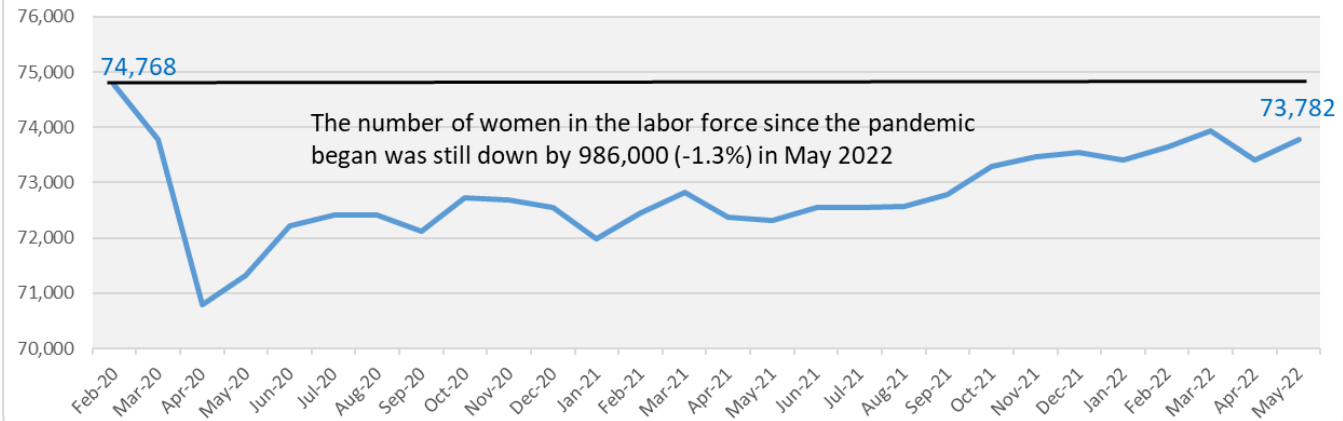
Labor Force, Men 20 and Older, United States (Thousands)

Source: U.S. Bureau of Labor Statistics



Labor Force, Women 20 and Older, United States (Thousands)

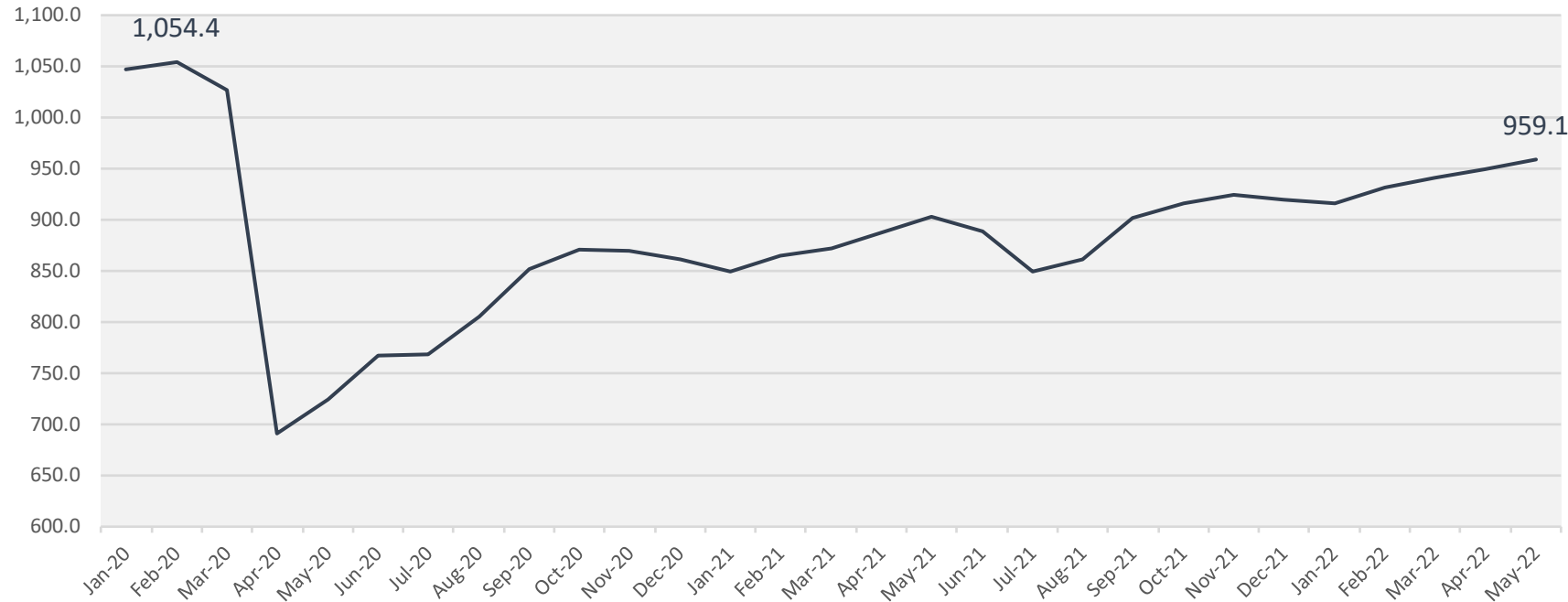
Source: U.S. Bureau of Labor Statistics



National Spotlight in Child Day Care Services

Employment in Child Day Care Services, United States (Thousands)

Source: U.S. Bureau of Labor Statistics



Employment in child day care services is still down by 95,300 people, which means it is only operating at 91% of its pre-pandemic capacity.

Strategies in a Scarce Labor Market

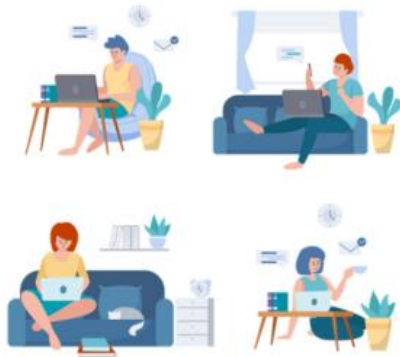
What to do in a Scarce Labor Market

There are a number of strategies you can employ if you are having a hard time filling positions.

The Arapahoe/Douglas Works! Business Services Team can help you strategize and get started.

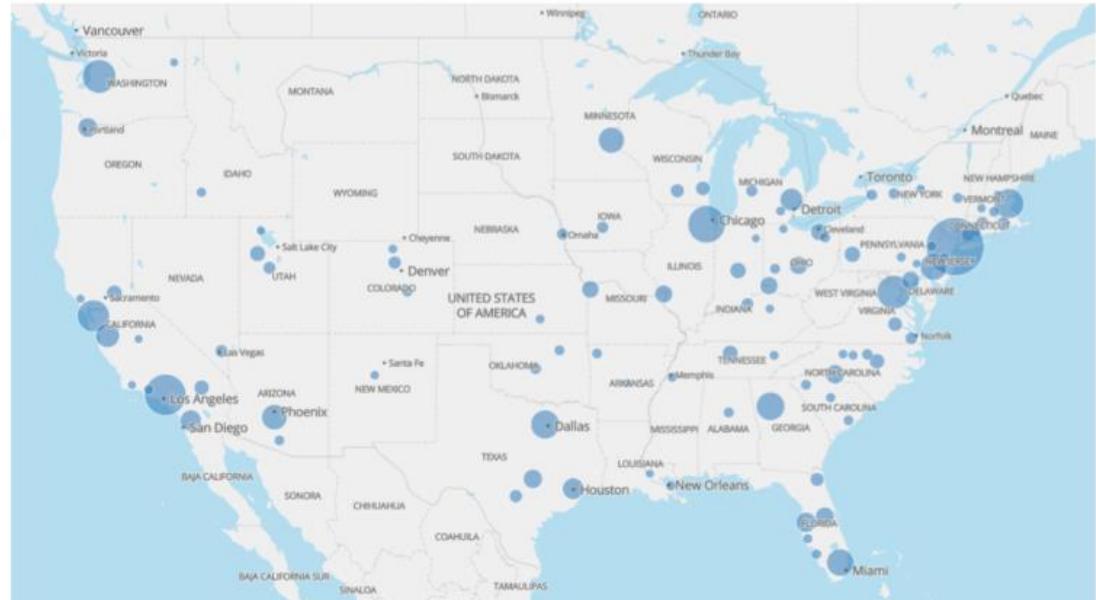


Remote Working or Telework



If an occupation can work remotely, and you cannot find anyone locally, why not increase the area of outreach and recruitment?

Implementing a Telework Strategy

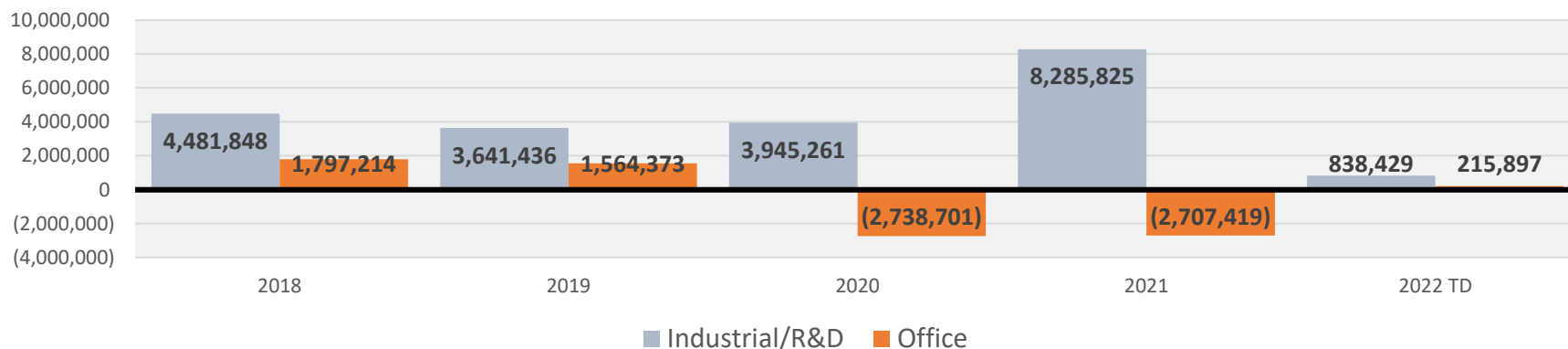


Some companies recruit certain occupations from anywhere in the United States, and even in other countries.

Rethinking Real Estate Strategy

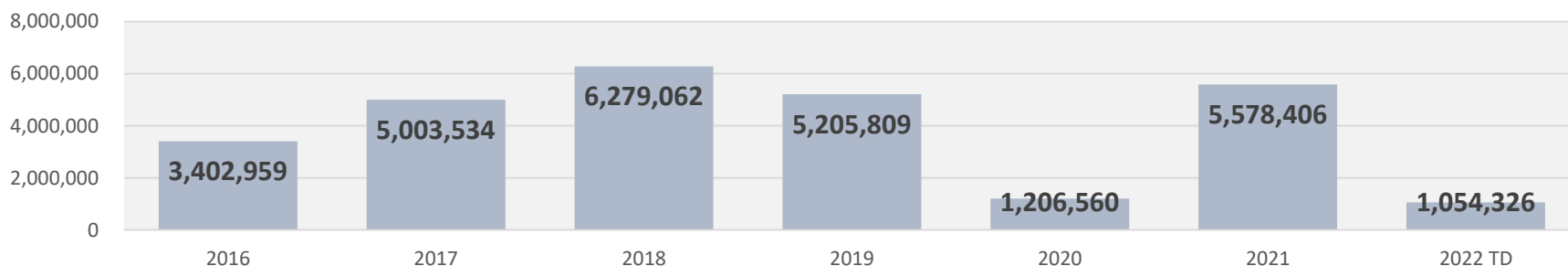
Net Absorption (Sq. Ft.), Commercial Real Estate, by Type Denver-Aurora-Lakewood Metropolitan Area

Source: Newmark, Denver Office



Net Absorption, Office and Industrial/R&D Real Estate (Square Feet) Denver-Aurora-Lakewood Metropolitan Area

Source: Newmark, Denver Office



Organizations throughout the world are rethinking what work looks like. There are many benefits to determining which of your positions could be remote or hybrid.

Remote Work Trends & Capacity

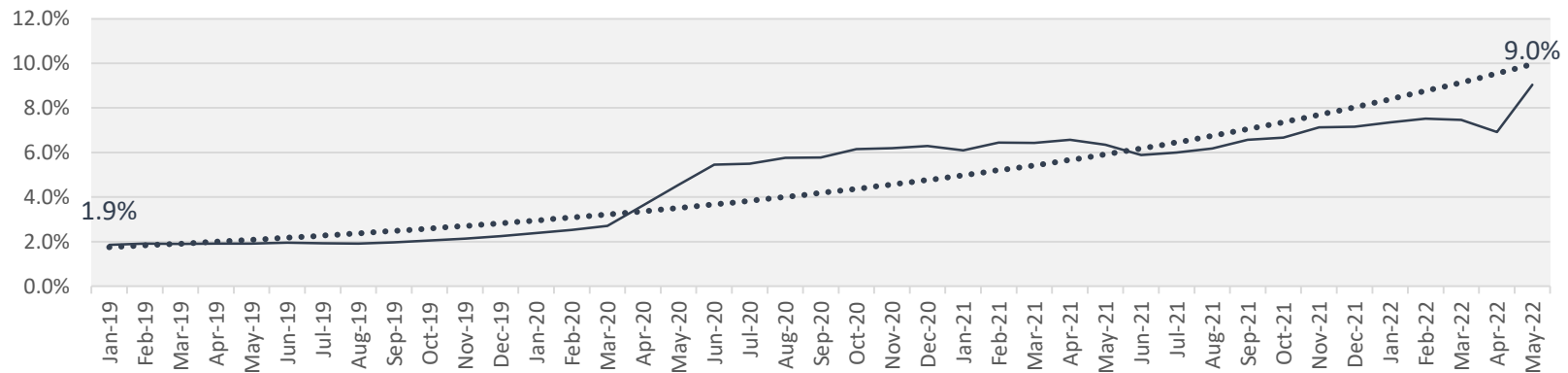
Arapahoe/Douglas Works! estimates the metro Denver labor force has around a 24% capacity for remote work. This estimate was derived from U.S. Bureau of Labor Statistics data compiled during the pandemic, and applied to greater metro Denver.

SOC	Occupation Family	2022 Jobs	Percent Teleworking Successfully in January 2021	Potential Telework Capacity
13	Business and financial operations	157,577	53.8%	84,776
15	Computer and mathematical	92,897	67.6%	62,798
43	Office and administrative support	193,560	24.8%	48,003
25	Education, training, and library	82,229	44.5%	36,592
11	Management	93,591	36.6%	34,254
41	Sales and related	174,136	17.0%	29,603
17	Architecture and engineering	43,134	45.7%	19,712
27	Arts, design, entertainment, sports, and media	37,233	42.0%	15,638
21	Community and social services	27,751	44.9%	12,460
23	Legal	21,103	57.7%	12,176
29	Healthcare practitioners and technical	88,362	13.1%	11,575
19	Life, physical, and social science	18,644	45.6%	8,502
39	Personal care and service	54,908	7.7%	4,228
53	Transportation and material moving	139,389	2.1%	2,927
35	Food preparation and serving related	121,055	2.3%	2,784
33	Protective service	30,966	8.8%	2,725
31	Healthcare support	61,314	4.0%	2,453
47	Construction and extraction	87,482	2.8%	2,450
49	Installation, maintenance, and repair	61,078	3.5%	2,138
51	Production	53,462	3.4%	1,818
37	Building and grounds cleaning and maintenance	51,975	2.8%	1,455
45	Farming, fishing, and forestry	5,449	1.4%	76
	Totals	1,697,295	23.5%	399,144

Source: EMSI Burning Glass

Remote Job Posting Trend, Denver-Aurora-Lakewood Metro Area

Source: Lightcast (formerly EMSI-Burning Glass)



Automation



If customer expectations and behavior have changed, can automation help you meet those expectations?



If you sell tires, for example, can the customer to choose tires, purchase them, and schedule a service appointment on your website?

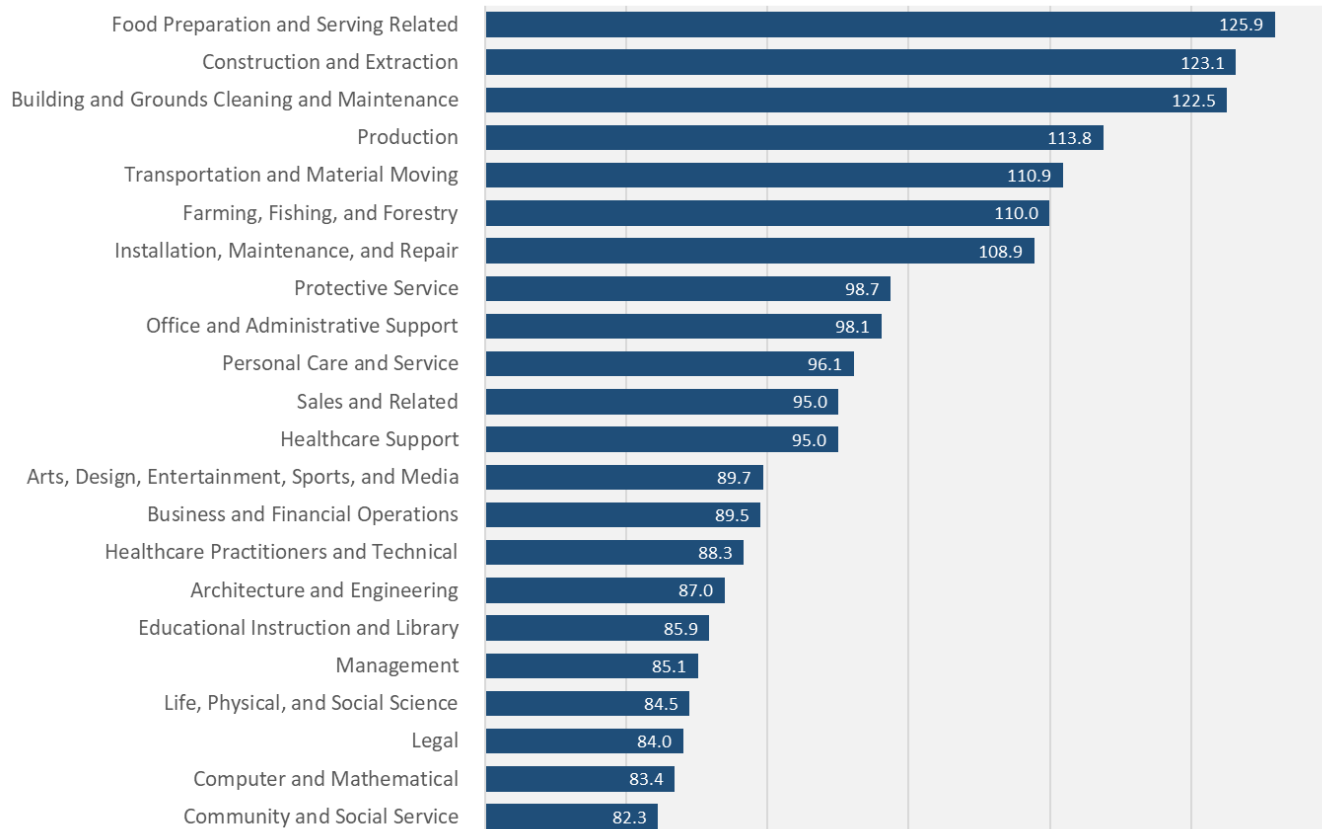


Automation Opportunities

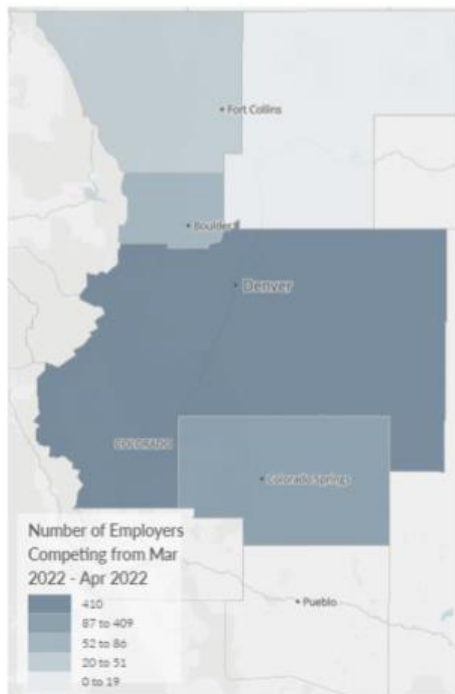
Automation seldom replaces workers 1:1, but in the face of the labor shortage, an increasing number of companies are investing capital to automate various processes to leverage the productivity of the labor they have.

Automation Index by Occupation Family

Source: EMSI Burning Glass



Sector Partnership



If are struggling to find people, you can bet other companies that do what you do are struggling also. Why not form a sector partnership?

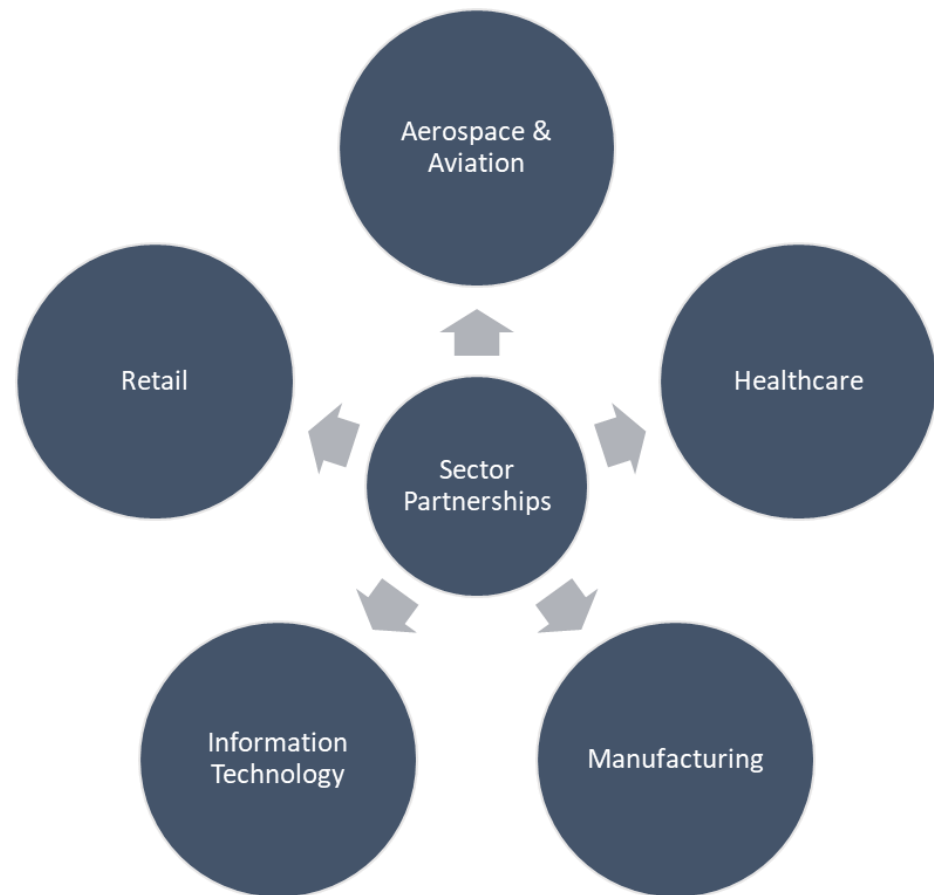


With help from public partners like workforce centers and community colleges, you can work together to make sure the training pipeline is putting out graduates with the skills you need.



Sector Partnerships

If you are interested in finding out more about one of these, check with our Arapahoe/Douglas Works! Business Services Representative.

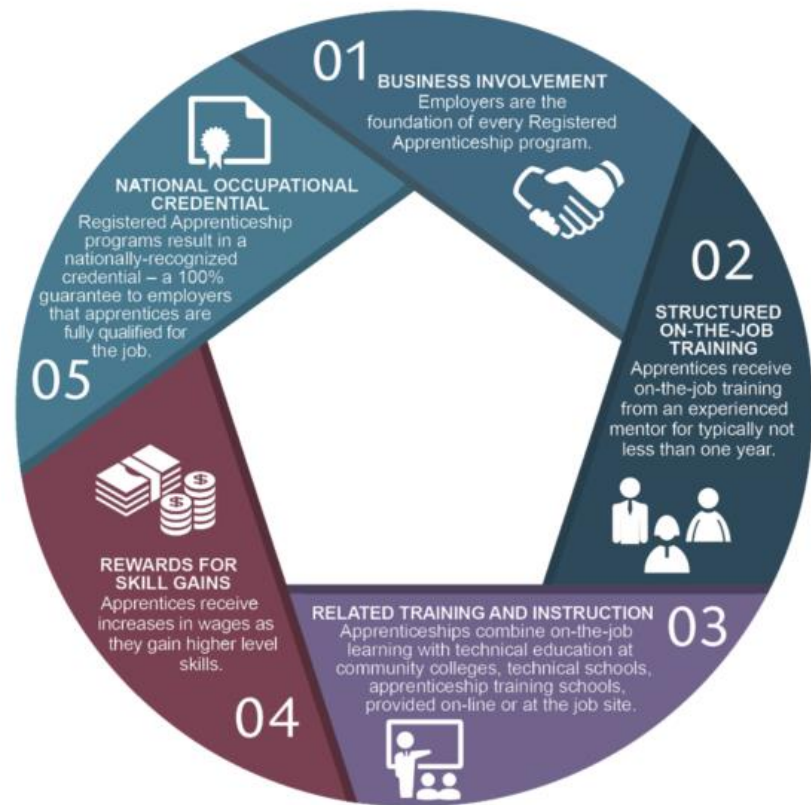


Apprenticeship

A registered apprenticeship is another option for businesses in a scarce labor market.

Industry associations or other intermediaries can recruit and train apprentices with the skills you need, and then place them with businesses like yours.

This can work very well for businesses that have high retirement risk among people with key skills. These skilled workers can train your apprentices so their institutional knowledge stays with you.

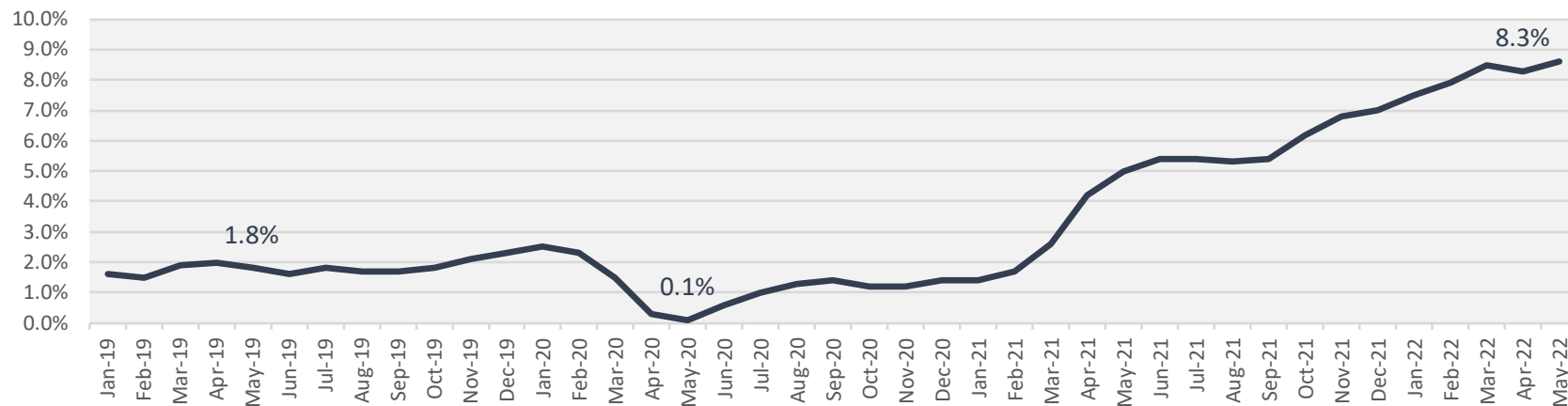


Economic Trends

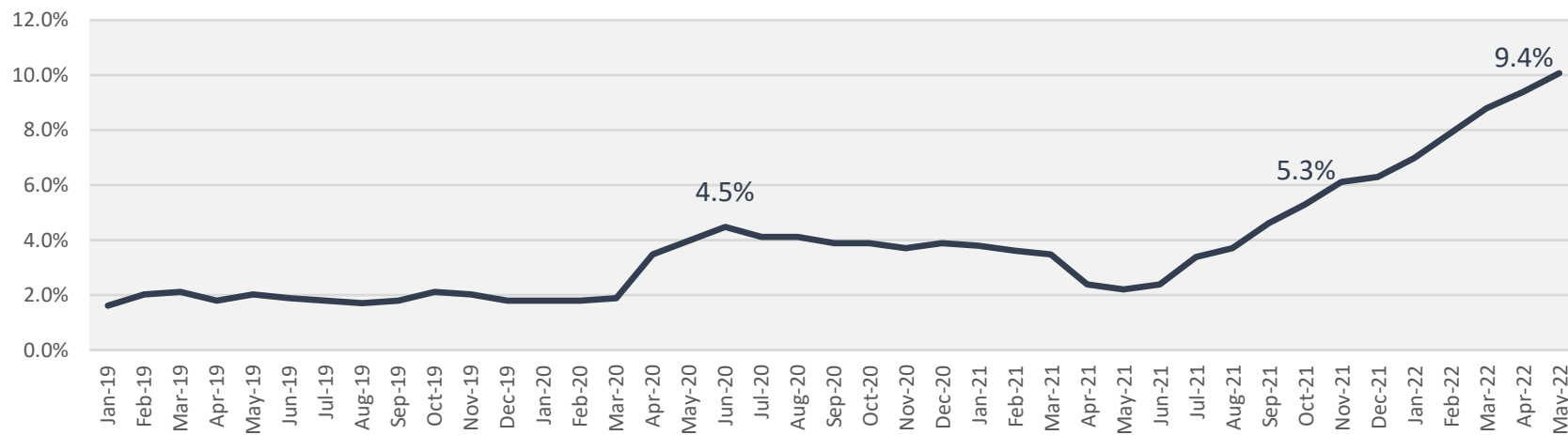
Selected Inflation Rates

Inflation Rate, Percent Change from Same Month, Prior Year, United States

Source: US Bureau of Labor Statistics



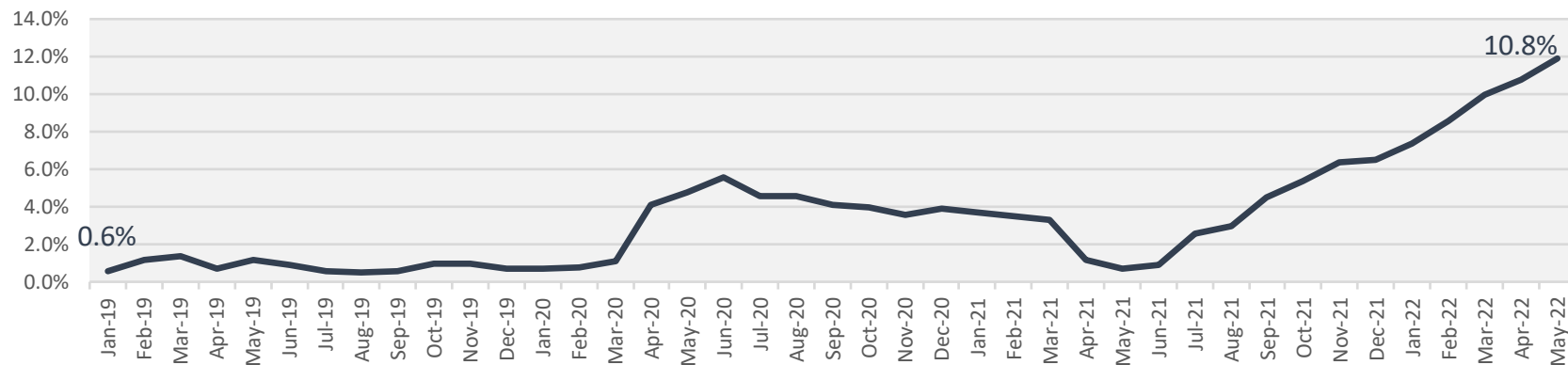
Inflation Rate, Food, Percent Change from Same Month, Prior Year, United States



Selected Inflation Rates

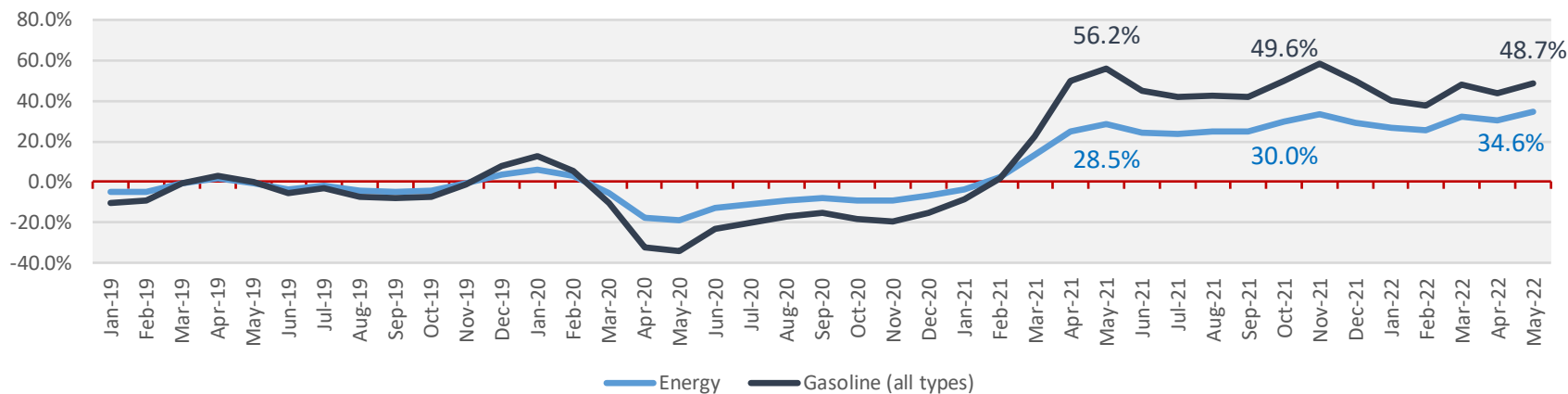
Inflation Rate, Groceries (Food at Home), Percent Change from Same Month, Prior Year, United States

Source: US Bureau of Labor Statistics



Inflation, Energy & Gasoline, Percent Change From Same Month, Prior Year, United States

Source: US Bureau of Labor Statistics



Arapahoe/Douglas Works! Responds to Businesses and Job Seekers

What the Workforce Center Does

- Connects jobseekers to jobs
- Provides training assistance to jobseekers in need of skill attainment
- Develops career pathway opportunities
- Connects qualified candidates to business/industry
- Offers work-based learning opportunities
- Support development of pre-apprenticeship and apprenticeships
- Offers layoff prevention services
- Provides labor force data and analysis
- Partners/Collaborates with Chambers of Commerce
- Partners/Collaborates with Economic Development
- Partners/Collaborates with Education

Please send any feedback on this product to:

Patrick Holwell, M.A., CWDP

Workforce Economist

Arapahoe/Douglas Works!

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