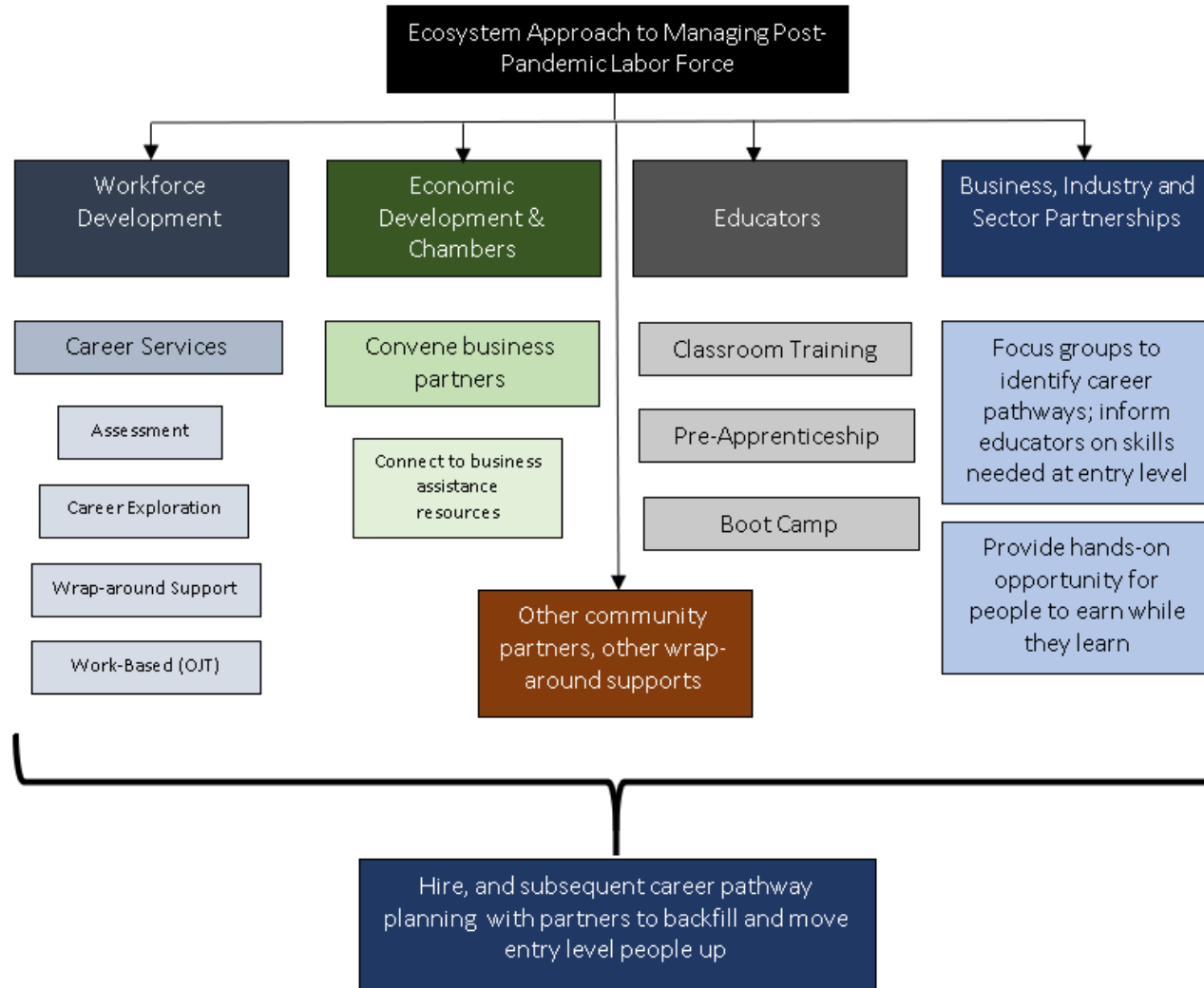




# Labor Supply & Demand, Regional Skill Gaps, and New Trends

September 2021

# Cooperation Keeps Us Competitive



The pandemic exposed significant skill gaps in both labor force and the training pipeline.

Strong partnerships have been created through the pandemic to address these gaps by rapidly upskilling people for high demand occupations.

These partnerships have benefitted businesses in key sectors, and job seekers throughout the region.

## We cooperate so that our businesses can compete!

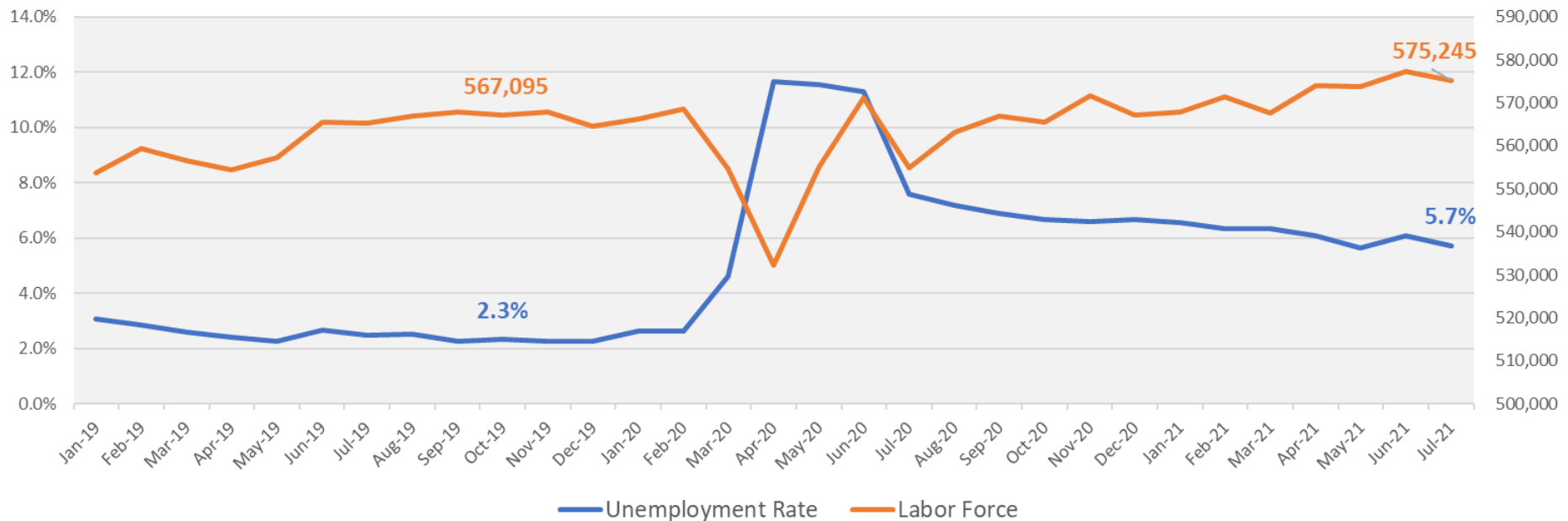
# Unemployment & Underemployment

# Local Unemployment is Up Labor Force Up

The labor force in the combined Arapahoe/Douglas County area went down by 2,162 from June. The number of unemployed decreased to 32,975, down 2,198 (0.6%) from May.

Unemployment & Labor Force, Combined Arapahoe & Douglas Counties

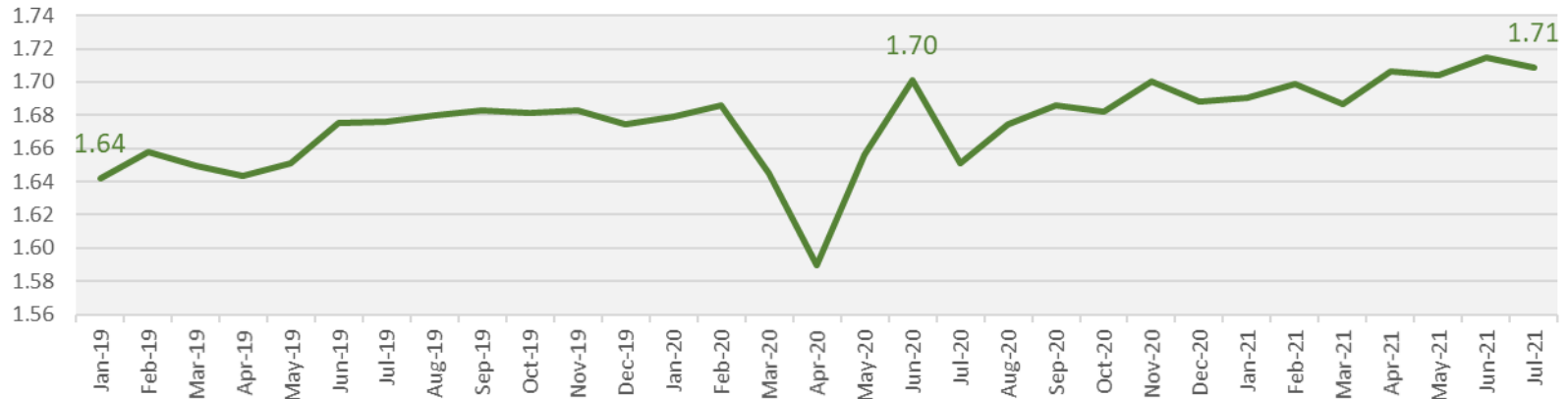
Source: US Bureau Labor Statistics, Local Area Unemployment



# Metro Area Unemployment, Underemployment & Labor Force Trends

Labor Force (Millions), Greater Metro Denver

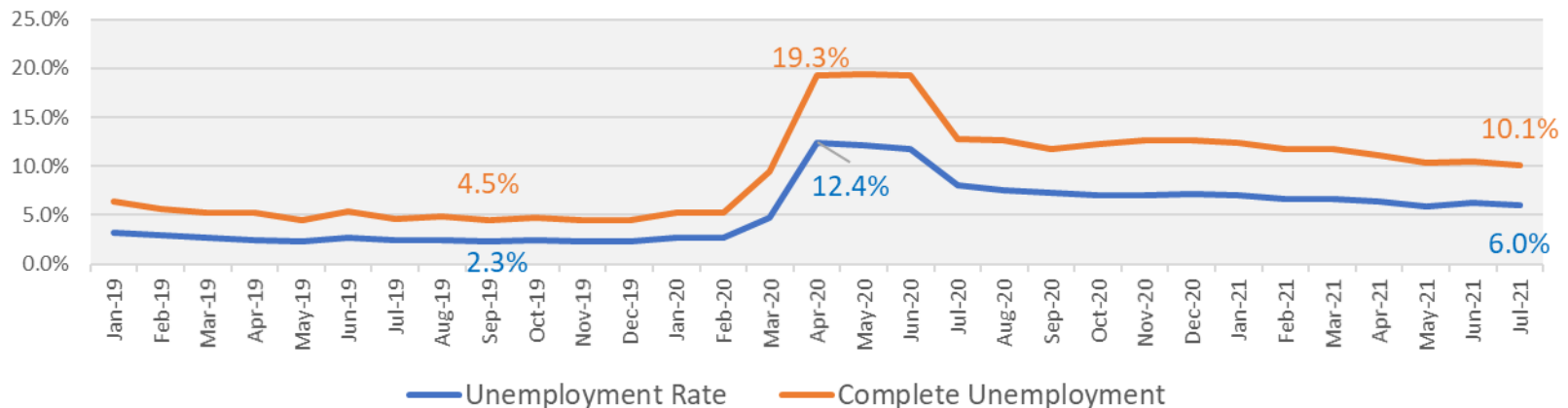
Source: US Bureau of Labor Statistics



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.

Employment Situation, Greater Metro Denver

Source: US Bureau of Labor Statistics

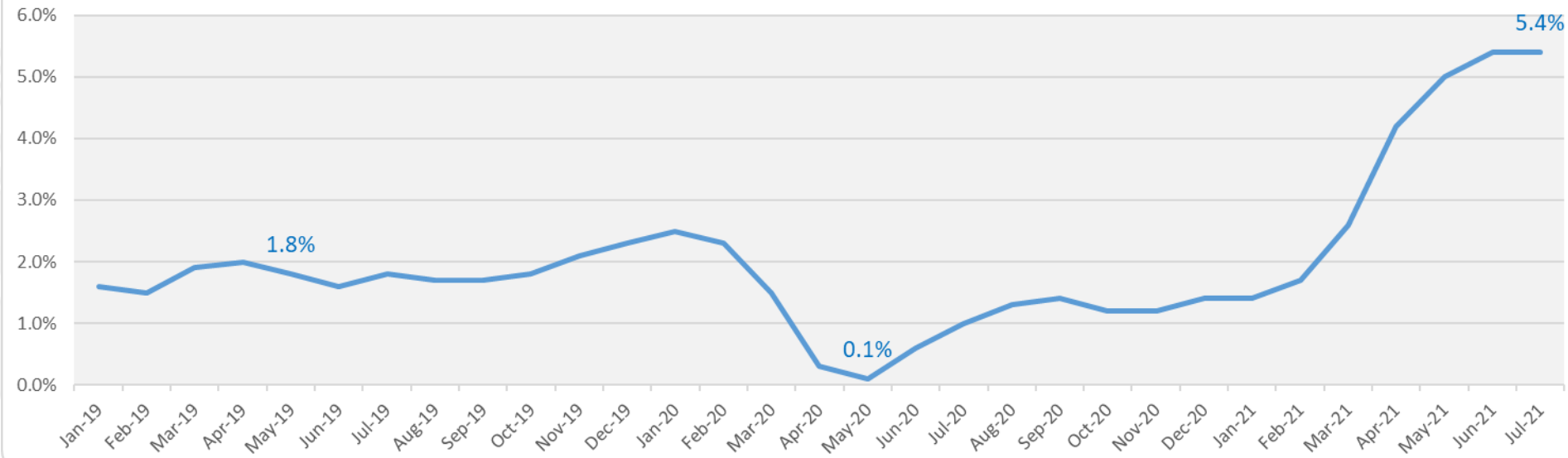


# Other Trends Affecting Workforce

# Inflation

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

Source: US Bureau of Labor Statistics



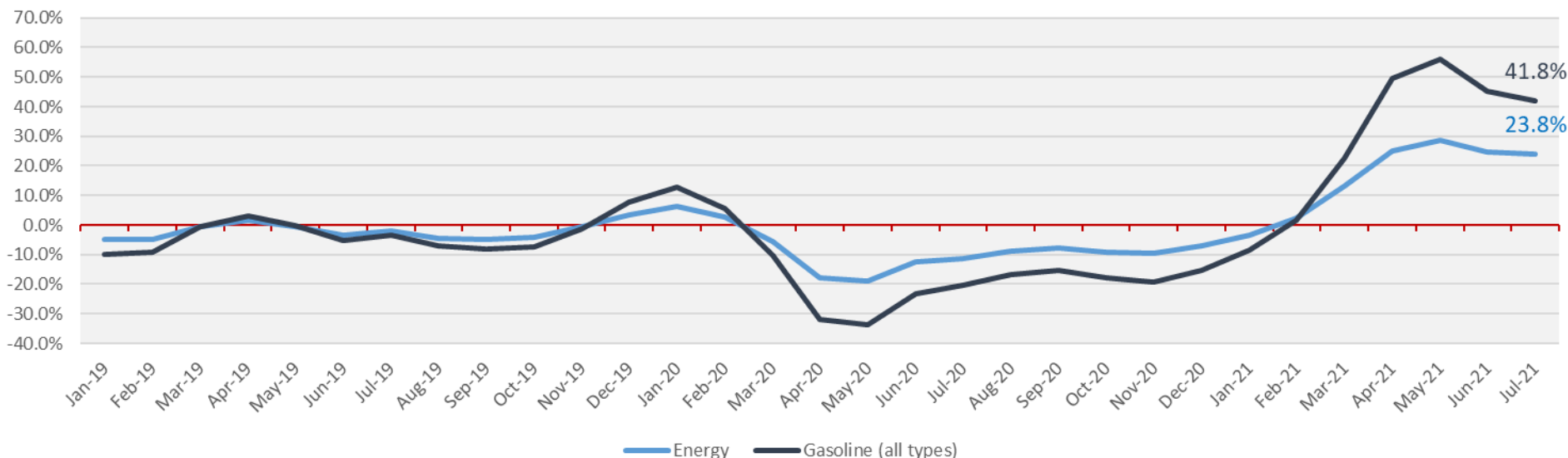
Nationally, inflation stayed level at 5.4% in July. Consumer demand for some items, such as car batteries, that are in short supply due to temporary pandemic-driven changes have temporarily driven prices up, and that trend is continuing as snags in the supply chain are straightened out, and manufacturers retool to pre-pandemic production levels.

# High Cost of Energy

Inflation in energy and gasoline has turned down from peaks in May 2021 as supplies evened out in July. However, with Hurricane Ida, we may expect upturns in inflation in key areas moving forward, beginning in September.

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

Source: US Bureau of Labor Statistics

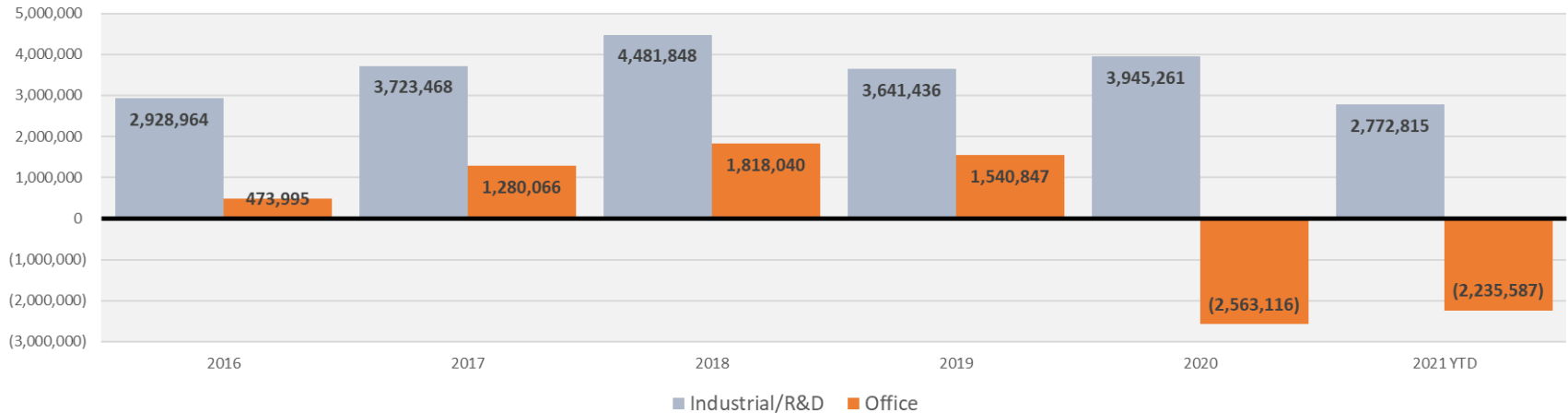


# Commercial Real Estate Absorption

- Square footage leased in industrial/R & D space continues to grow, however the overall net absorption (lower bar graph) is down 4.6 million square feet (90%) from 2019 levels.

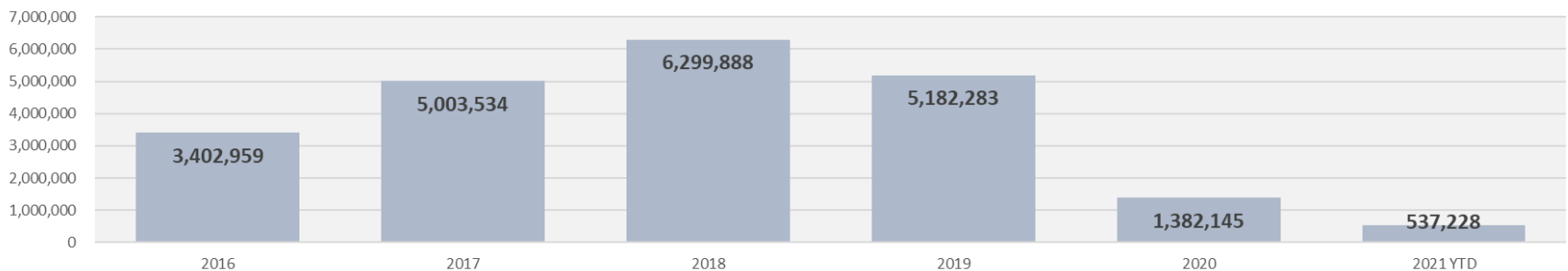
Net Absorption (Sq. Ft.), Commercial Real Estate, by Type  
Denver-Aurora-Lakewood Metropolitan Area

Source: Newmark, Denver Office



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

Source: Newmark, Denver Office

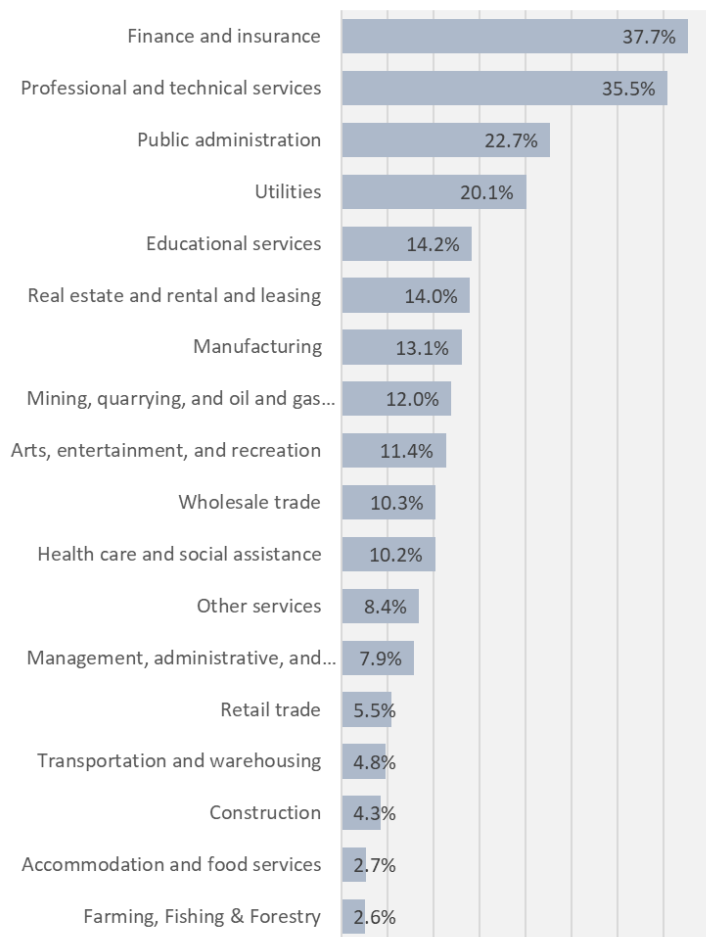


# Telework and Remote Job Posting Trends

# Teleworking

Percent Teleworking due to Pandemic, by Industry, United States

Source: Bureau of Labor Statistics



The bar chart shows the percent of the labor force working from home due to the pandemic last month. The table uses extrapolation to estimate these numbers in greater metro Denver. The graph shows the percent teleworking by industry in the United States.

Estimated Number Teleworking, by Occupational Family  
July 2021, Denver-Aurora-Lakewood Metro Area

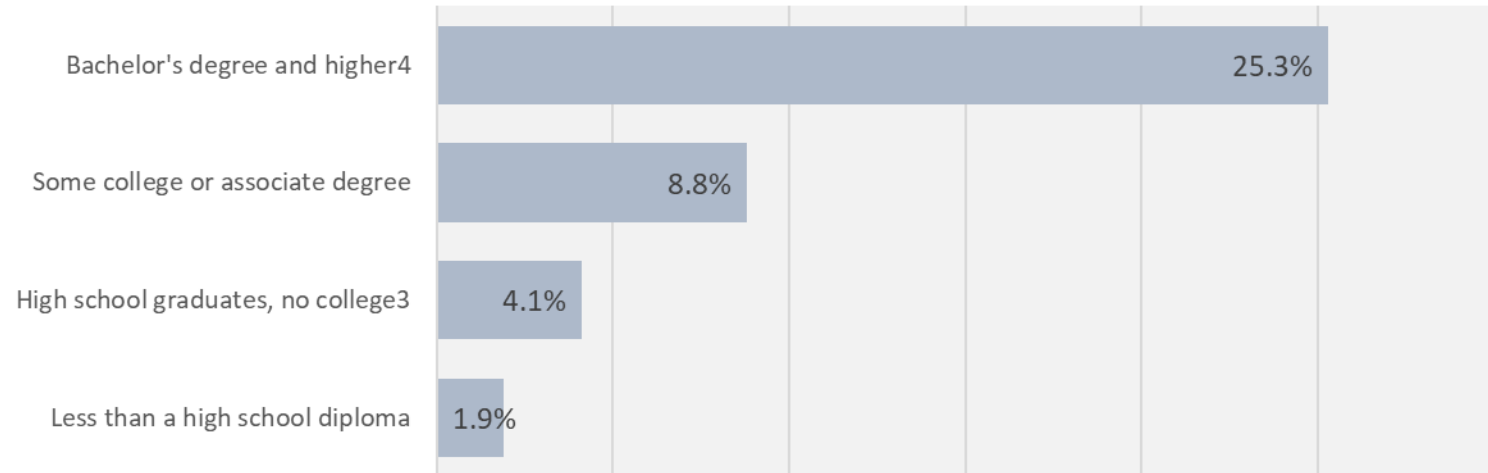
SOC	Occupational Family	2021 Jobs	Estimate	Percent*
13	Business and Financial Operations	152,858	57,933	37.9%
15	Computer and Mathematical	88,192	43,214	49.0%
43	Office and Administrative Support	190,626	27,450	14.4%
11	Management	89,632	20,167	22.5%
41	Sales and Related	169,006	13,689	8.1%
17	Architecture and Engineering	42,022	11,766	28.0%
25	Education, Training, and Library	84,817	10,772	12.7%
27	Arts, Design, Entertainment, Sports, and Media	35,289	8,611	24.4%
23	Legal	20,023	7,369	36.8%
29	Healthcare Practitioners and Technical	85,098	6,553	7.7%
21	Community and Social Service	26,823	6,196	23.1%
19	Life, Physical, and Social Science	18,186	6,001	33.0%
39	Personal Care and Service	54,491	2,343	4.3%
49	Installation, Maintenance, and Repair	59,792	1,913	3.2%
31	Healthcare Support	58,879	1,825	3.1%
53	Transportation and Material Moving	135,463	1,355	1.0%
51	Production	52,780	1,108	2.1%
47	Construction and Extraction	87,629	1,052	1.2%
33	Protective Service	30,781	1,016	3.3%
35	Food Preparation and Serving Related	119,451	956	0.8%
37	Building and Grounds Cleaning and Maintenance	52,505	630	1.2%
45	Farming, Fishing, Forestry	5,168	93	1.8%

Sources: EMSI Developer, and (Percent\*) US Bureau of Labor Statistics National Data

# Telework by Demographics

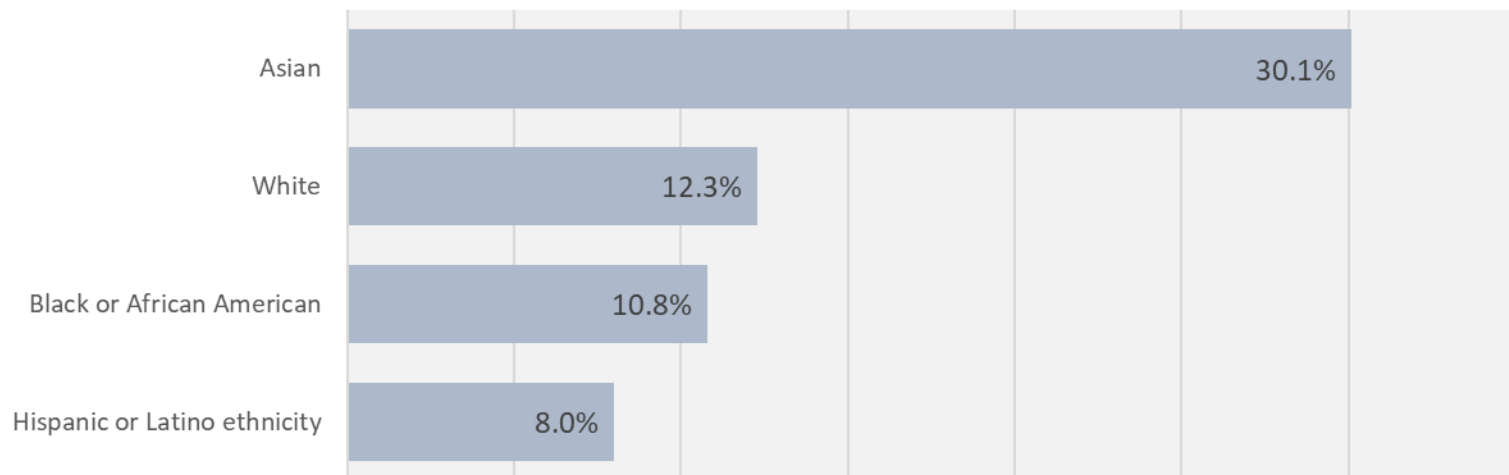
## Percent Teleworking by Educational Attainment Level, July 2021

Source: U.S. Bureau of Labor Statistics



## Percent Teleworking by Race/Ethnicity, July 2021

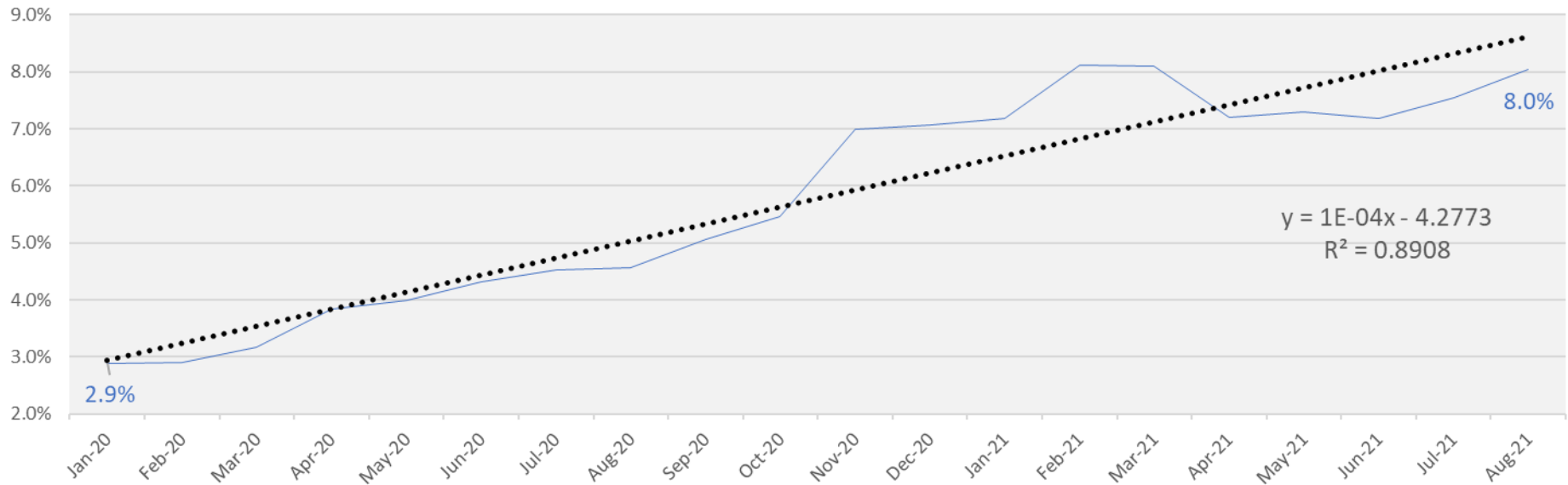
Source: U.S. Bureau of Labor Statistics



# Remote Job Posting Trends

Growth in Remote Postings, Denver-Aurora-Lakewood Metro Area

Source: EMSI Developer



Between January 2019 and August 2021, the percent of remote job postings in metro Denver has grown from 2.7% to 8.0% of the total number of unique job postings. The R Squared Coefficient of Determination suggests that the trend toward remote working continues to grow over time.

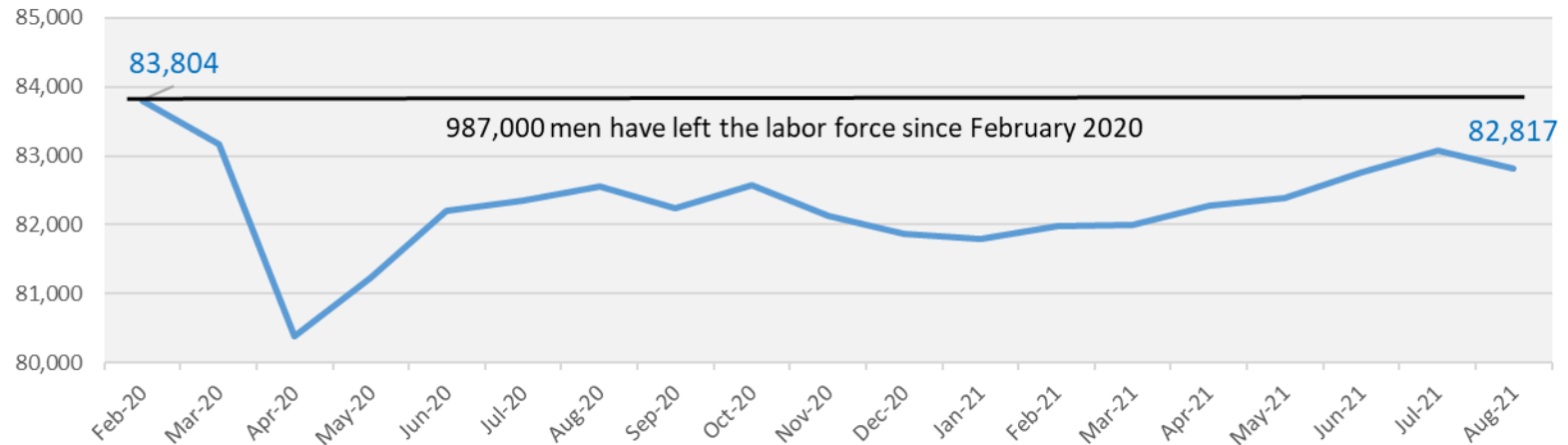
According to EMSI Burning Glass there were 951,196 unique remote jobs posted in August 2021 throughout the United States.

# Women in the Labor Force

# Labor Force by Sex

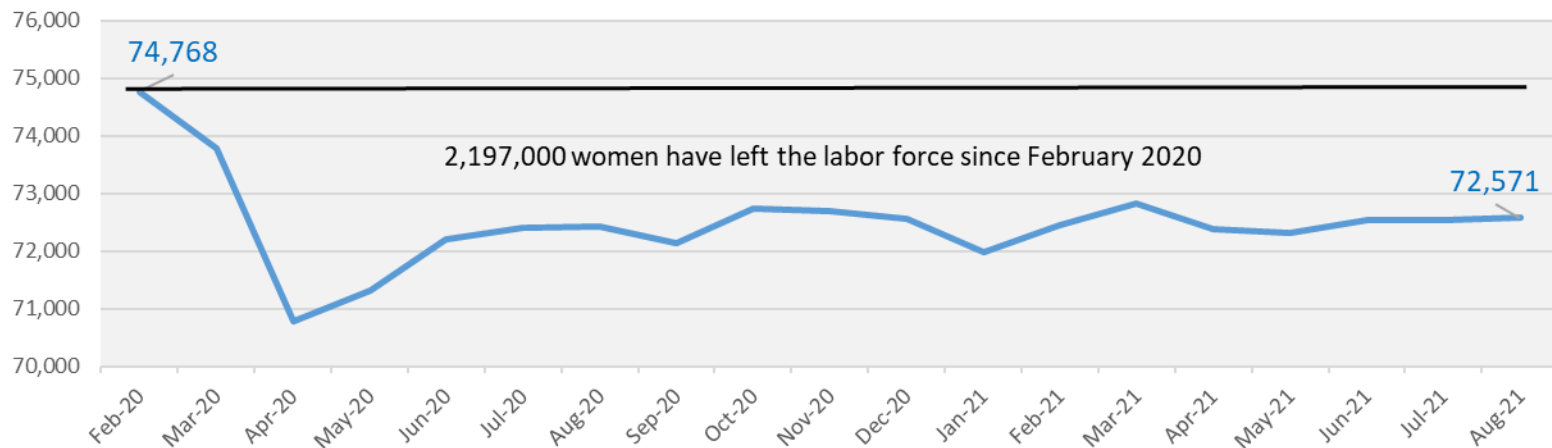
## Labor Force, Men, United States (Thousands)

Source: U.S. Bureau of Labor Statistics



## Labor Force, Women, United States (Thousands)

Source: U.S. Bureau of Labor Statistics



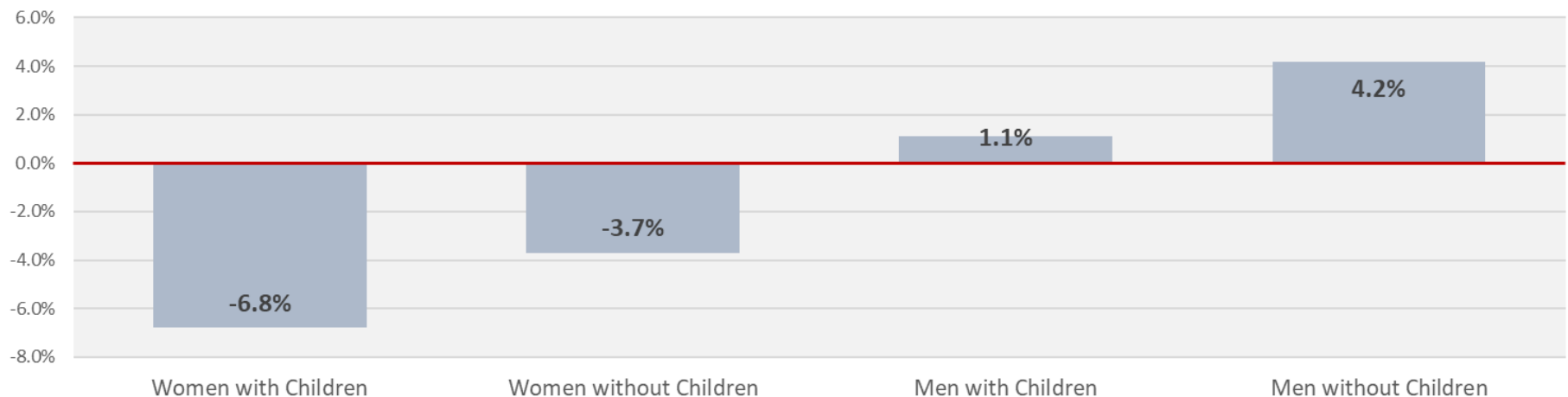
# Women More Adversely Affected

The Bureau of Labor Statistics reports that women's participation in the labor market is the lowest it has been in 30 years, and women's unemployment has increased by 2.9% more than men's.

According to a study by Indeed, 29% of women have reduced their working hours during the pandemic, and 9% have left the labor market entirely. Similarly, a study by Visier found 42% of women with children have considered leaving the workforce.

Change in Labor Force Participation Levels  
January 2020 through May 2021

Source: U.S. Bureau of Labor Statistics, Current Population Survey



# **Regional Skill Gaps and Wage Trends**

# Sector Unemployment

This table is generated through EMSI and uses the Bureau of Labor Statistics estimates on unemployment by industry sector in greater metro Denver. July unemployment numbers are not yet available though EMSI.

Estimated Number and Percent Jobless by Industry Sector, Metro Denver				
NAICS	Description	2021 Jobs	June 2021 Unemployed	Estimated Percent Jobless
56	Administrative Support, Waste Management-Remediation	99,198	14,001	14.1%
72	Accommodation and Food Services	112,761	13,437	11.9%
44	Retail Trade	139,341	12,290	8.8%
62	Health Care and Social Assistance	174,101	11,174	6.4%
23	Construction	120,267	9,619	8.0%
48	Transportation and Warehousing	75,943	6,986	9.2%
54	Professional, Scientific, and Technical Services	173,285	6,954	4.0%
42	Wholesale Trade	74,734	5,802	7.8%
31	Manufacturing	72,199	4,877	6.8%
61	Educational Services	38,820	3,866	10.0%
81	Other Services (except Public Administration)	78,686	3,530	4.5%
52	Finance and Insurance	86,973	3,510	4.0%
51	Information	53,365	3,074	5.8%
53	Real Estate and Rental and Leasing	37,619	3,062	8.1%
71	Arts, Entertainment, and Recreation	26,589	2,464	9.3%
55	Management of Companies and Enterprises	34,803	1,321	3.8%
90	Government	222,196	1,289	0.6%
21	Mining, Quarrying, and Oil and Gas Extraction	9,286	807	8.7%
11	Agriculture, Forestry, Fishing and Hunting	6,677	357	5.4%
22	Utilities	4,025	87	2.2%
	Totals	1,640,868	108,507	6.6%

Source: EMSI Developer

# Occupational Unemployment

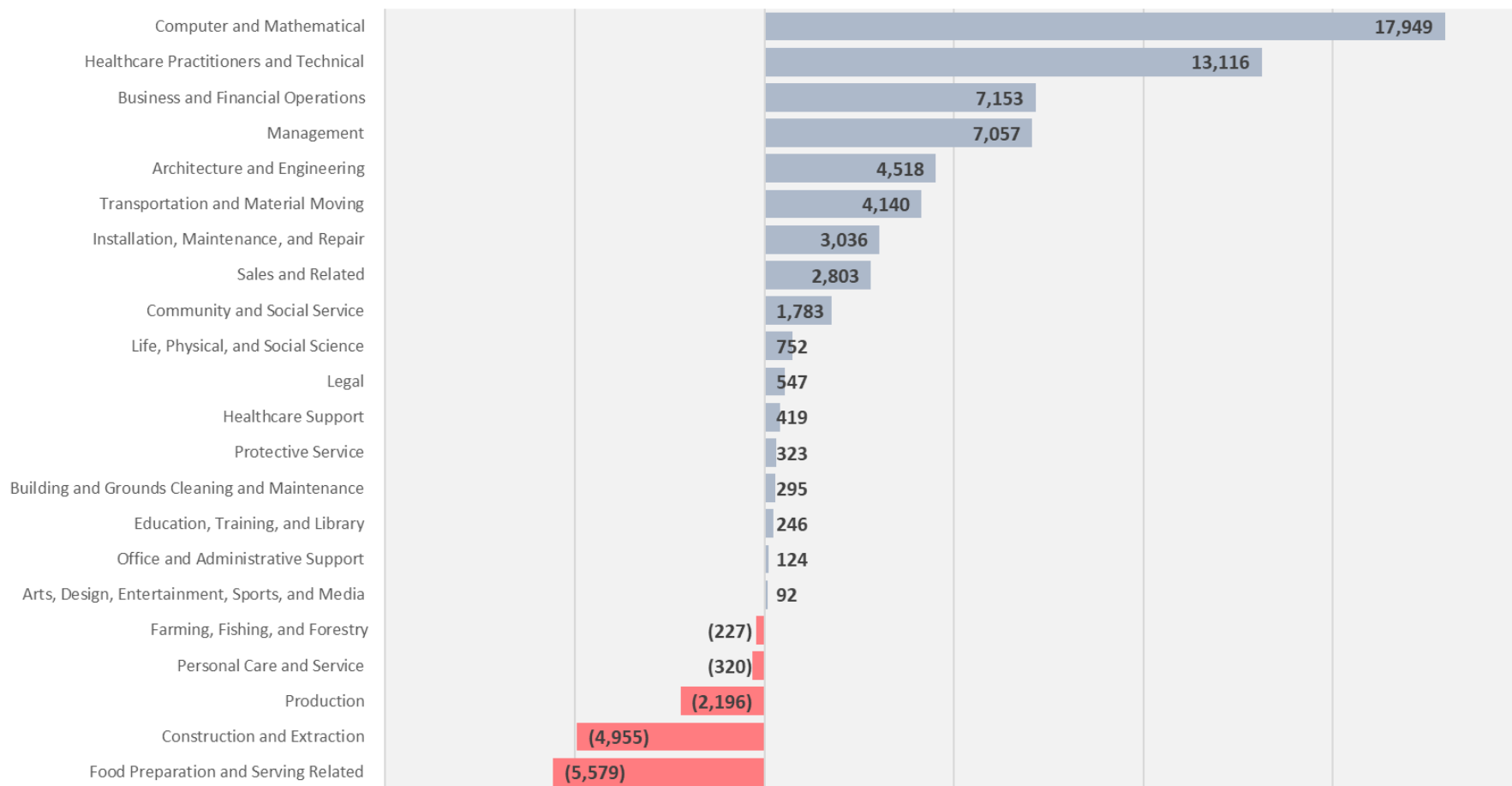
Unemployment continues to be high in food preparation and serving, sales and related, and office/administrative support occupation groups. July unemployment numbers are not yet available through EMSI.

Estimated Number and Percent Jobless by Occupational Group, Metro Denver				
SOC	Description	2021 Jobs	June 2021 Unemployed	Estimated Percent Jobless
11	Management	88,739	12,789	14.4%
35	Food Preparation and Serving Related	112,203	12,772	11.4%
41	Sales and Related	166,900	12,667	7.6%
43	Office and Administrative Support	188,491	12,550	6.7%
53	Transportation and Material Moving	134,676	9,082	6.7%
47	Construction and Extraction	86,673	8,053	9.3%
51	Production	52,018	5,119	9.8%
13	Business and Financial Operations	152,195	4,573	3.0%
31	Healthcare Support	58,448	3,809	6.5%
39	Personal Care and Service	52,238	3,784	7.2%
49	Installation, Maintenance, and Repair	59,031	3,501	5.9%
15	Computer and Mathematical	88,185	3,304	3.7%
25	Education, Training, and Library	82,870	3,202	3.9%
27	Arts, Design, Entertainment, Sports, and Media	34,675	2,541	7.3%
37	Building and Grounds Cleaning and Maintenance	51,392	2,531	4.9%
29	Healthcare Practitioners and Technical	84,781	2,508	3.0%
17	Architecture and Engineering	41,863	1,574	3.8%
33	Protective Service	30,202	1,214	4.0%
21	Community and Social Service	26,753	1,060	4.0%
19	Life, Physical, and Social Science	18,113	802	4.4%
23	Legal	19,997	696	3.5%
45	Farming, Fishing, Forestry	5,262	345	6.6%
	Totals	1,635,705	108,476	6.6%

Sources: EMSI Developer

# Skill Gap, Greater Metro Denver

Blue Bars show Unfilled Jobs; Red Bars Labor Surplus (June 2021)

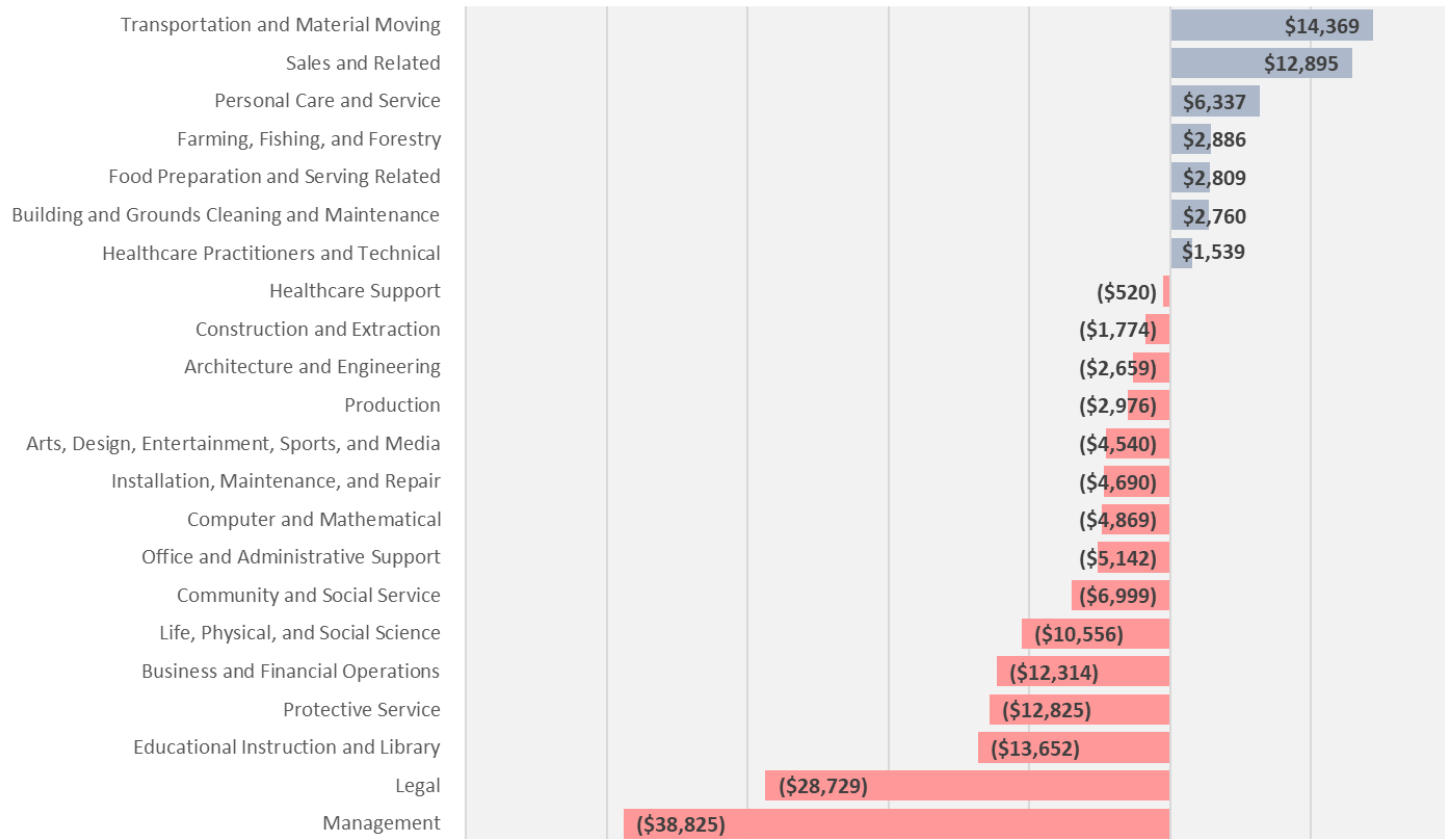


There continues to be an acute shortage in computer and healthcare workers throughout greater metro Denver, while the most significant labor surpluses through June were in food preparation and serving, construction and production.

# Wage Trends in Job Postings

Advertised vs Median Salary by Occupation Group  
Denver-Aurora-Lakewood Metro Area

Source: EMSI Developer



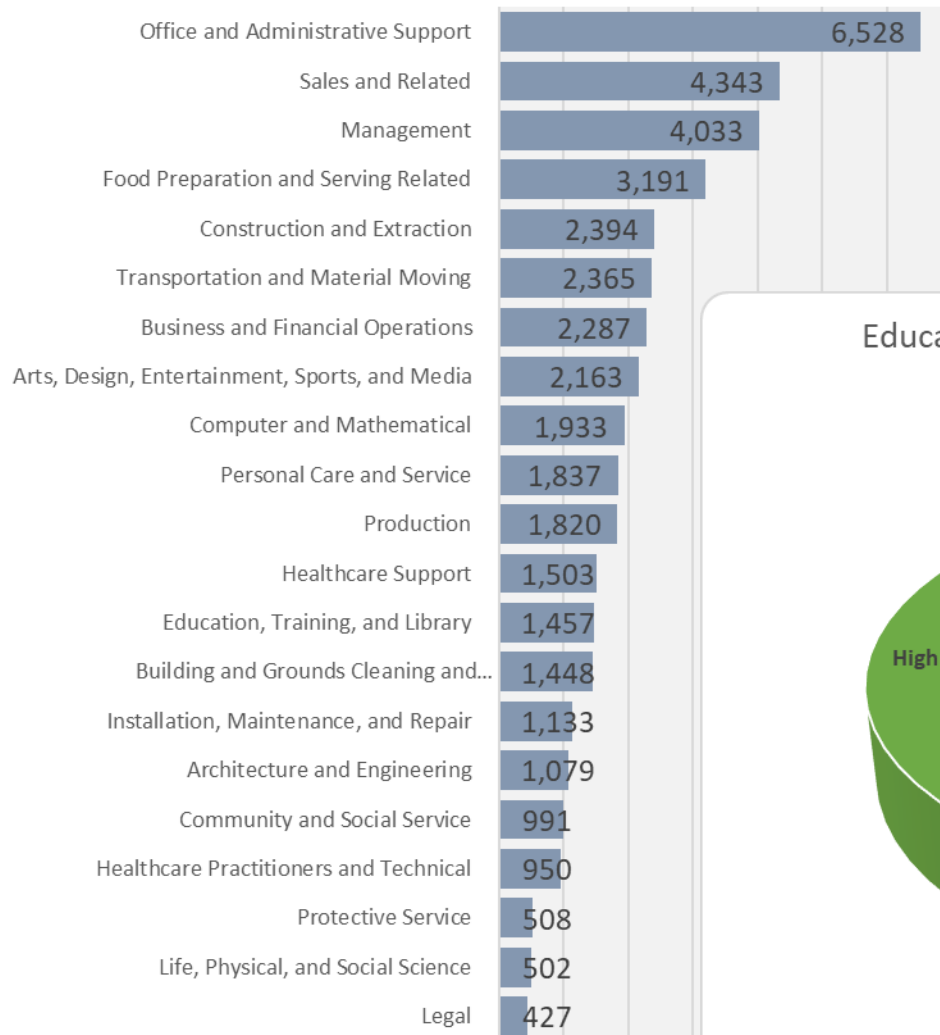
These differences may reflect a variety of factors: recruitment in states with lower labor costs, reluctance of some workers to return to their old jobs, and increased capital expenditures on virtual technologies and artificial intelligence to offset labor shortages. The median wage is the 'official' wage determined for greater metro Denver by the Bureau of Labor Statistics.

# Current Registrants at Arapahoe/Douglas Works! Job Seeker Customer Base

## Labor Supply, Connecting Colorado Registrants

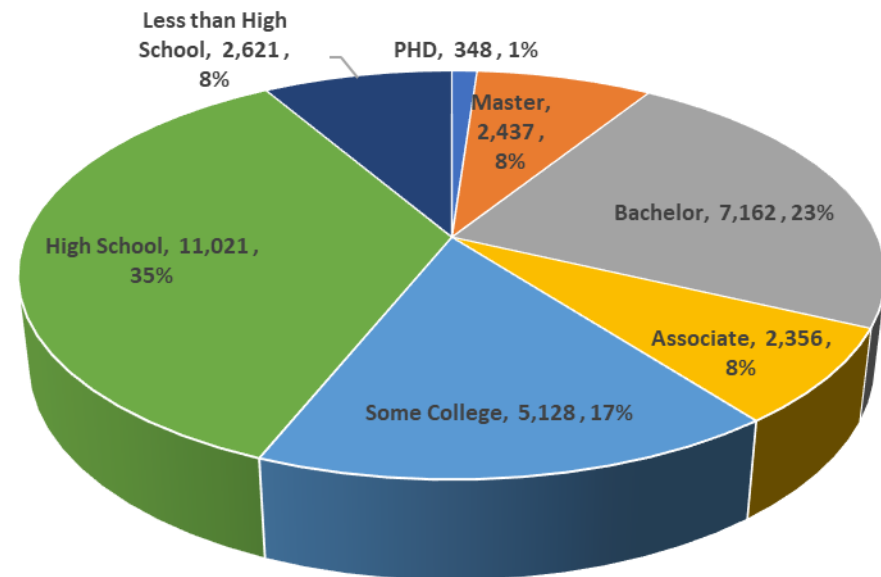
Metro Denver, 9/8/2021

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.

## Educational Attainment, Connecting Colorado Registrants, Metro Denver, 9/8/2021

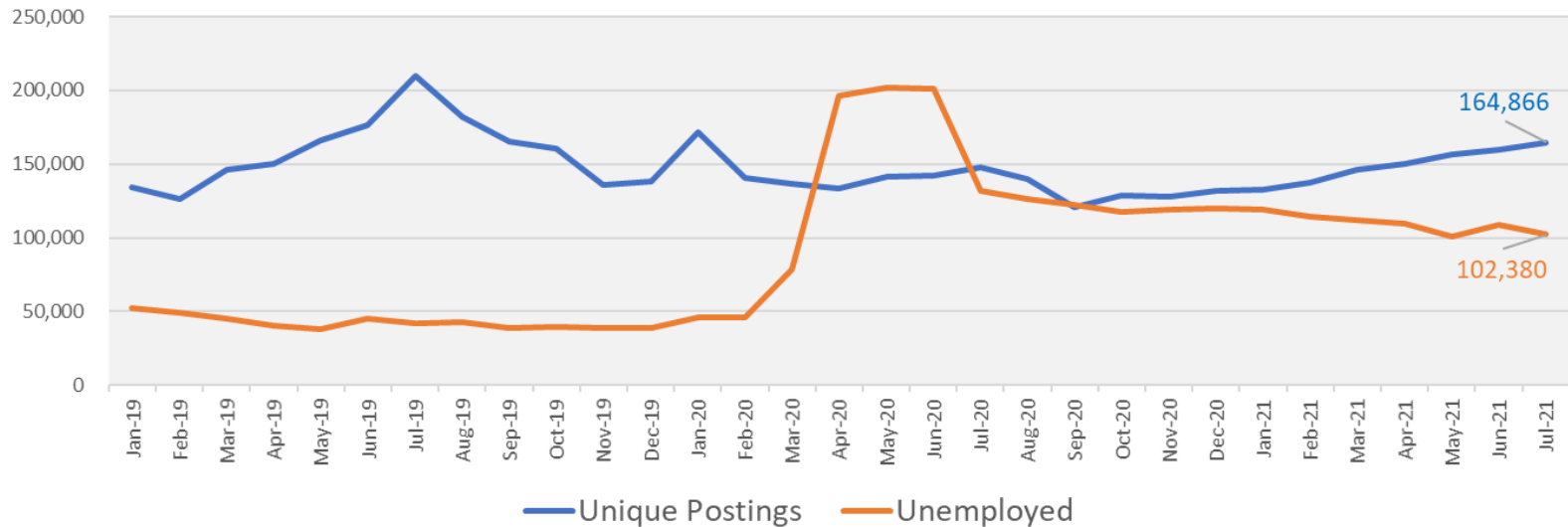


# **Unfilled Jobs and Job Posting Trends**

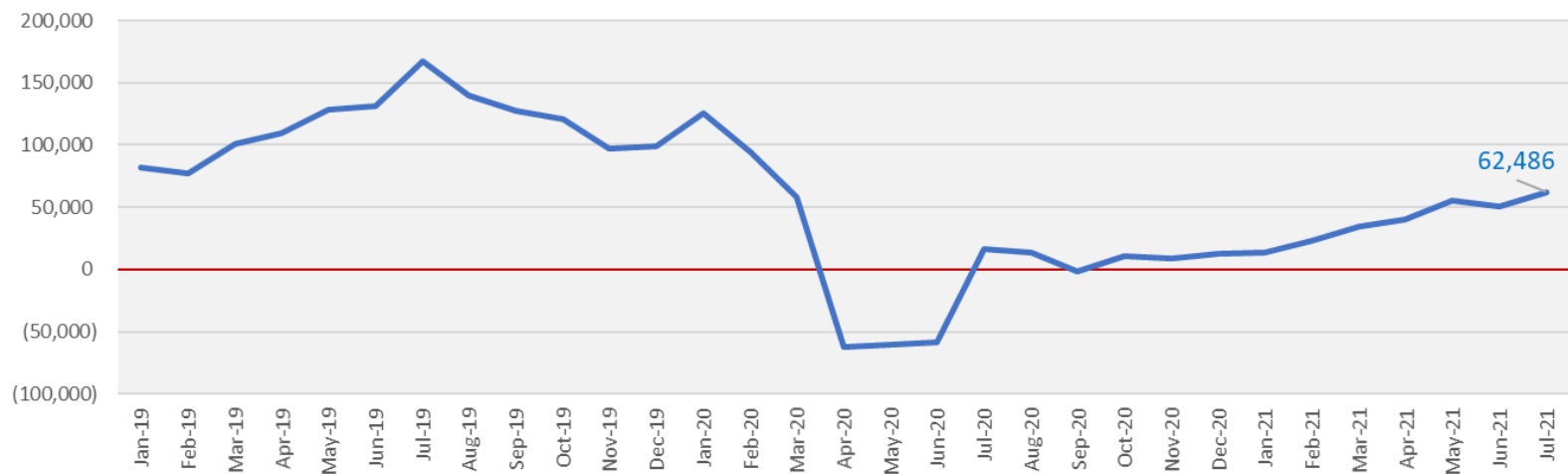
# Unemployment and Unfilled Jobs

## Job Openings vs Unemployment, Greater Metro Denver

Sources: EMSI Developer, US Bureau of Labor Statistics



## Unfilled Jobs by Month, Greater Metro Denver



# Job Postings, Last 30 Days

Top 20 Occupations Posted, Greater Metro Denver, Last Rolling 30 Day Period

SOC	Occupation	Unique Postings	Percent Change Over Last 30 Days	Median Advertised Salary	Median Annual Earnings	Change (Advertised - Median)
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	7,509	1.7%	\$114,432	\$111,007	\$3,425
29-1141	Registered Nurses	7,454	1.6%	\$82,688	\$77,546	\$5,142
53-3032	Heavy and Tractor-Trailer Truck Drivers	4,809	(10.3%)	\$64,896	\$53,117	\$11,779
15-1299	Computer Occupations, All Other	4,316	(0.7%)	\$104,192	\$108,919	(\$4,727)
41-1011	First-Line Supervisors of Retail Sales Workers	3,621	5.0%	\$39,552	\$47,960	(\$8,408)
41-2031	Retail Salespersons	3,609	(3.7%)	\$34,944	\$28,674	\$6,270
43-4051	Customer Service Representatives	3,360	1.8%	\$34,432	\$38,222	(\$3,790)
11-2021	Marketing Managers	3,337	(2.3%)	\$111,360	\$165,062	(\$53,702)
43-1011	First-Line Supervisors of Office and Administrative Support Workers	2,640	(2.5%)	\$47,744	\$62,959	(\$15,215)
13-2011	Accountants and Auditors	2,419	3.5%	\$67,328	\$80,010	(\$12,682)
15-1232	Computer User Support Specialists	2,288	(1.8%)	\$49,792	\$58,399	(\$8,607)
15-1244	Network and Computer Systems Administrators	2,208	0.6%	\$87,296	\$91,700	(\$4,404)
53-7065	Stockers and Order Fillers	2,205	(3.3%)	\$31,360	\$32,608	(\$1,248)
11-2022	Sales Managers	2,184	(3.5%)	\$104,192	\$161,255	(\$57,063)
39-9011	Childcare Workers	2,132	(1.8%)	\$36,480	\$29,818	\$6,662
49-9071	Maintenance and Repair Workers, General	2,080	(6.6%)	\$41,600	\$42,660	(\$1,060)
11-1021	General and Operations Managers	1,883	(1.6%)	\$74,112	\$132,907	(\$58,795)
13-1111	Management Analysts	1,804	(1.7%)	\$83,200	\$97,611	(\$14,411)
15-1211	Computer Systems Analysts	1,716	0.2%	\$89,856	\$103,636	(\$13,780)
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	1,682	(4.7%)	\$34,432	\$42,958	(\$8,526)

Source: EMSI Job Posting Analytics

Trends in advertised salary vs the medial annual wage have been added to this table.

# Top Skills & Credentials in Demand

Top Hard Skills Sought Greater Metro Denver, Last 30 Days	
Qualification	Unique Postings
Accounting	8,631
Auditing	8,505
Merchandising	8,023
Finance	7,816
Agile Methodology	7,630
Selling Techniques	7,397
Customer Experience	7,130
Nursing	6,871
Restaurant Operation	6,180
Automation	5,820
Basic Life Support	5,344
Warehousing	5,332
Python (Programming Language)	5,196
SQL (Programming Language)	5,013
Customer Relationship Management	4,947
Strategic Planning	4,864
Project Management	4,800
Data Analysis	4,626
Process Improvement	4,620
Computer Science	4,419

Source: EMSI Job Posting Analytics

Top Certificates Sought Greater Metro Denver, Last 30 Days	
Certificate/Credential	Unique Postings
Commercial Driver's License (CDL)	4,411
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	2,062
Master Of Business Administration (MBA)	1,955
Security Clearance	1,917
Bachelor Of Science in Business	1,625
Certified Nursing Assistant	1,475
Bachelor Of Science in Nursing (BSN)	1,306
Licensed Practical Nurse	1,252
Project Management Professional Certification	884
Certified Information Systems Security Professional	800
Associate Degree In Nursing	784
Certified Public Accountant	743
Nurse Practitioner	691
Secret Clearance	634
Licensed Clinical Social Worker (LCSW)	582
Automotive Service Excellence (ASE) Certification	580
CDL Class B License	553
Bachelor Of Science in Business Administration	527
ServSafe Certification	524
Food Handler's Card	502

Source: EMSI Job Posting Analytics

# Postings by Company and Industry

Top 20 Companies Posting Jobs, Last 30 Days Greater Metro Denver		
Company	Unique Active Postings	Percent Change Over Last 30 Days
Centura Health	1,552	0.1%
University of Colorado	1,313	12.6%
Uc Health	1,197	1.4%
Soliant Health, Inc	985	(5.4%)
HCA Holdings, Inc.	984	0.8%
Robert Half International Inc.	949	5.1%
Kpmg LLP	878	3.7%
Growing People and Companies	789	16.2%
Dish Network L.L.C.	710	(17.7%)
Jobot	703	(10.8%)
Cynet Systems Inc.	701	0.9%
Lockheed Martin Corporation	699	14.4%
Amazon.com, Inc.	644	11.6%
The Kroger Co	604	18.7%
Sunbelt Staffing, LLC	575	5.9%
Davita Inc.	558	(2.6%)
Wal-Mart, Inc.	553	(31.8%)
Charter Communications, Inc.	509	3.5%
Raytheon Technologies	505	1.4%
The Home Depot	505	(5.4%)

Source: EMSI Job Posting Analytics

Unique Job Postings by Industry Sector, Last 30 Days Greater Metro Denver		
Industry Sector (2-Digit)	Unique Postings	Percent Change Over Last 30 Days
Unclassified Industry	28,150	7.8%
Administrative and Support and Waste Management and Remediation Services	23,798	(2.4%)
Professional, Scientific, and Technical Services	18,950	(2.1%)
Retail Trade	15,875	(3.6%)
Health Care and Social Assistance	13,992	(4.5%)
Manufacturing	8,982	0.4%
Accommodation and Food Services	8,690	(4.5%)
Information	7,710	(3.2%)
Finance and Insurance	6,516	(2.4%)
Educational Services	5,418	0.6%
Transportation and Warehousing	4,410	(11.0%)
Other Services (except Public Administration)	3,778	(7.9%)
Construction	3,552	(6.3%)
Real Estate and Rental and Leasing	3,136	(10.3%)
Wholesale Trade	2,898	(2.7%)
Public Administration	2,801	(2.6%)
Arts, Entertainment, and Recreation	1,147	(5.8%)
Utilities	494	2.1%
Mining, Quarrying, and Oil and Gas Extraction	398	7.6%
Agriculture, Forestry, Fishing and Hunting	284	7.6%
Management of Companies and Enterprises	173	(14.8%)

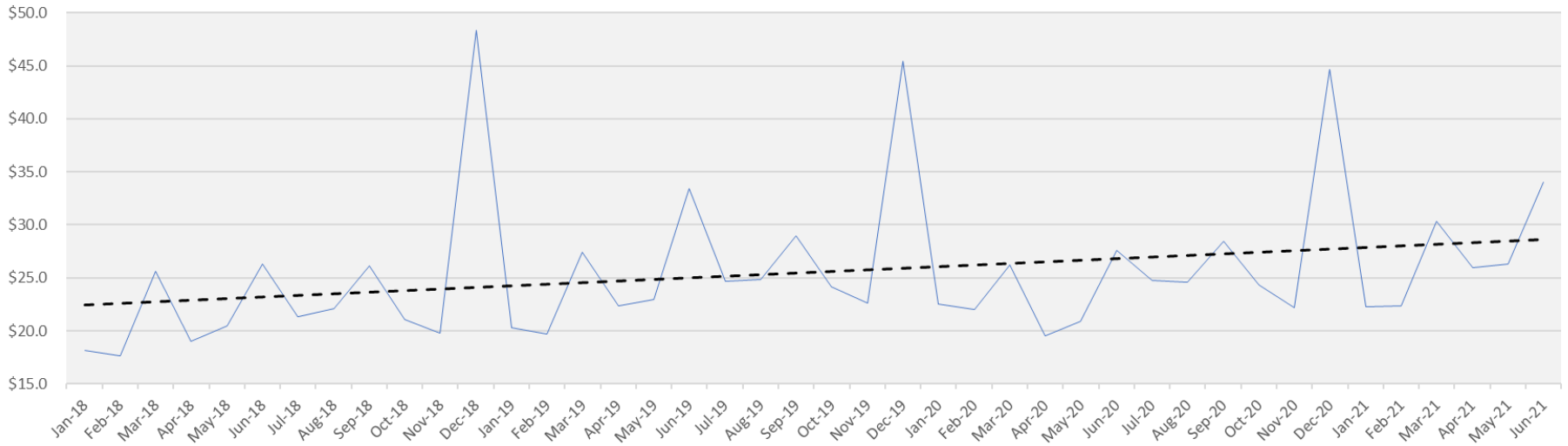
Source: EMSI Developer

# Revenue Trends, Selected Industries, Statewide

# Gross Sales, All Industries

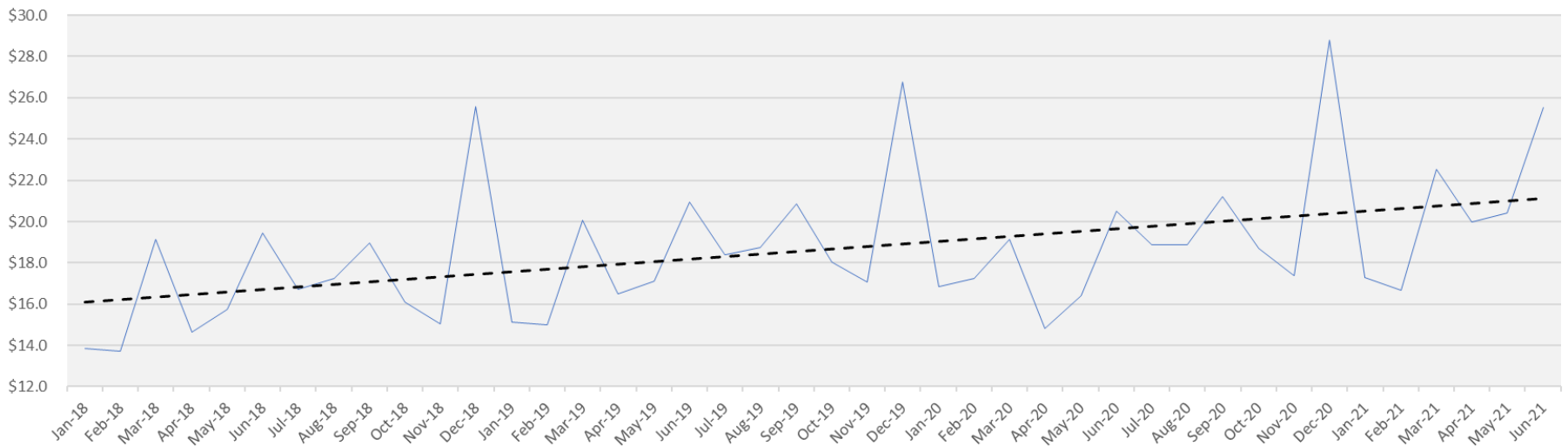
Gross Sales, All Industries, Colorado

Source: Colorado Department of Revenue



Retail Sales, All Industries, Colorado

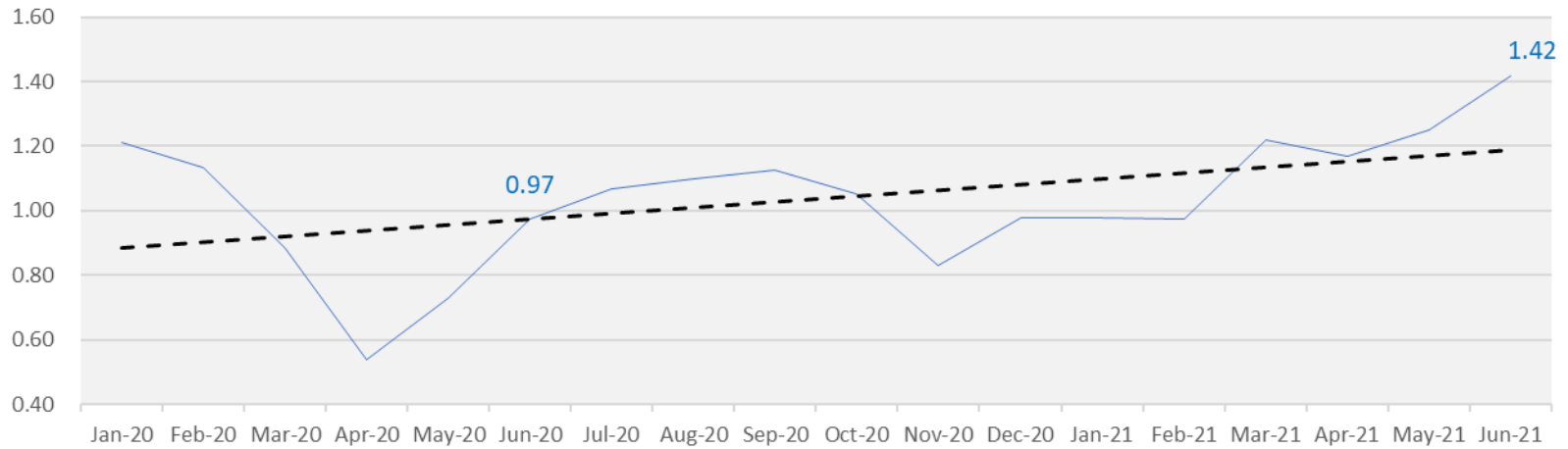
Source: Colorado Department of Revenue



# Selected Sectors

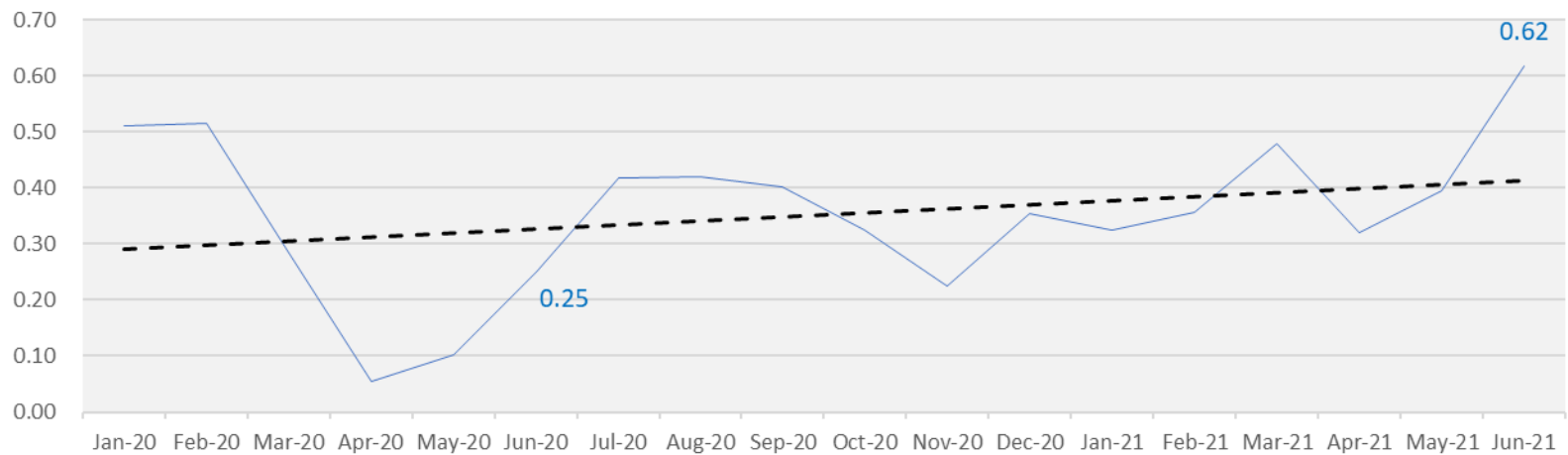
## Sales, Eating & Drinking Places, Colorado (\$billions)

Source: Colorado Department of Revenue



## Sales, Accommodation, Colorado (\$billions)

Source: Colorado Department of Revenue

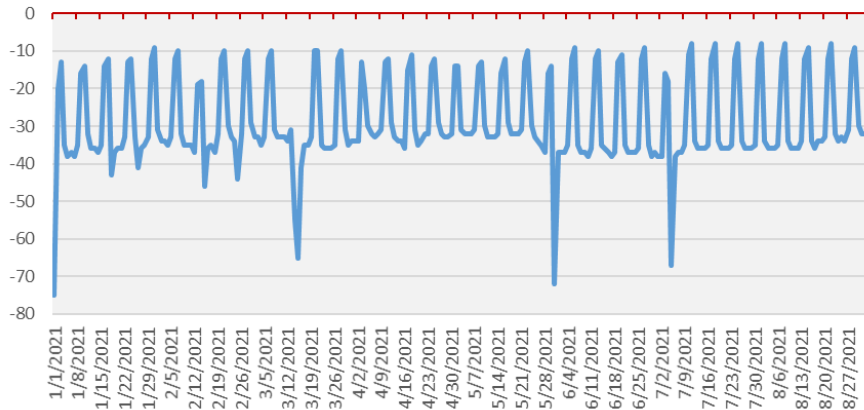


# Google Mobility Graphs

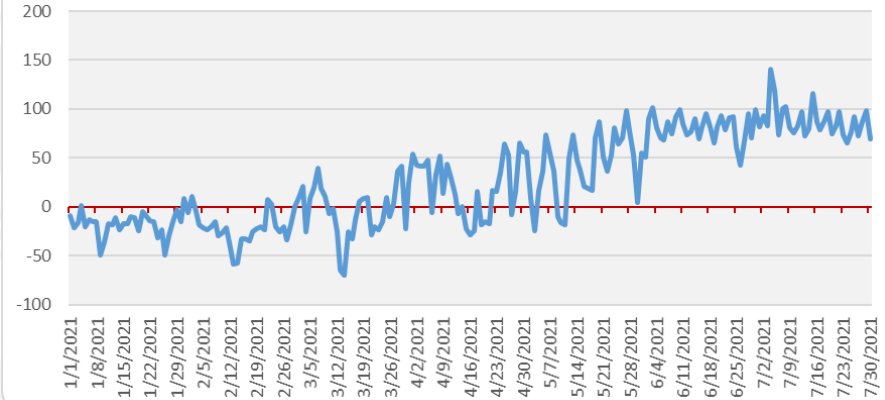
# Change in Visits Over Baseline

Each Community Mobility Report is broken down by location and displays the change in visits to places like grocery stores and parks in relation to the pre-pandemic baseline.

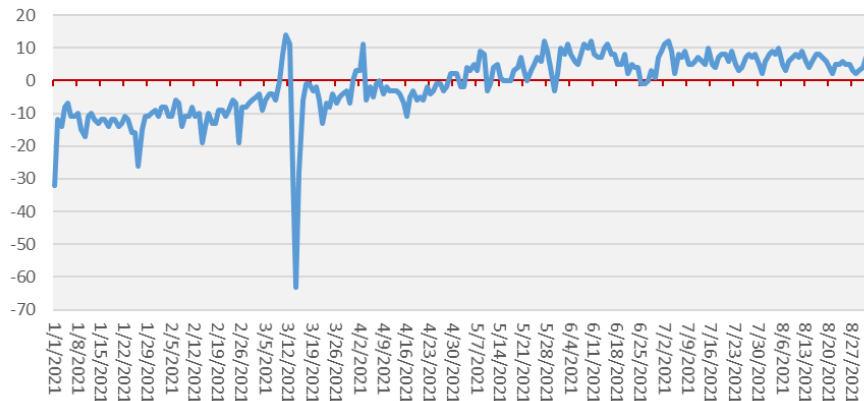
Workplaces, Colorado  
Percent Change from Baseline



Parks, Colorado  
Percent Change from Baseline



Grocery & Pharmacy, Colorado  
Percent Change from Baseline



Transit Stations, Colorado  
Percent Change from Baseline

