

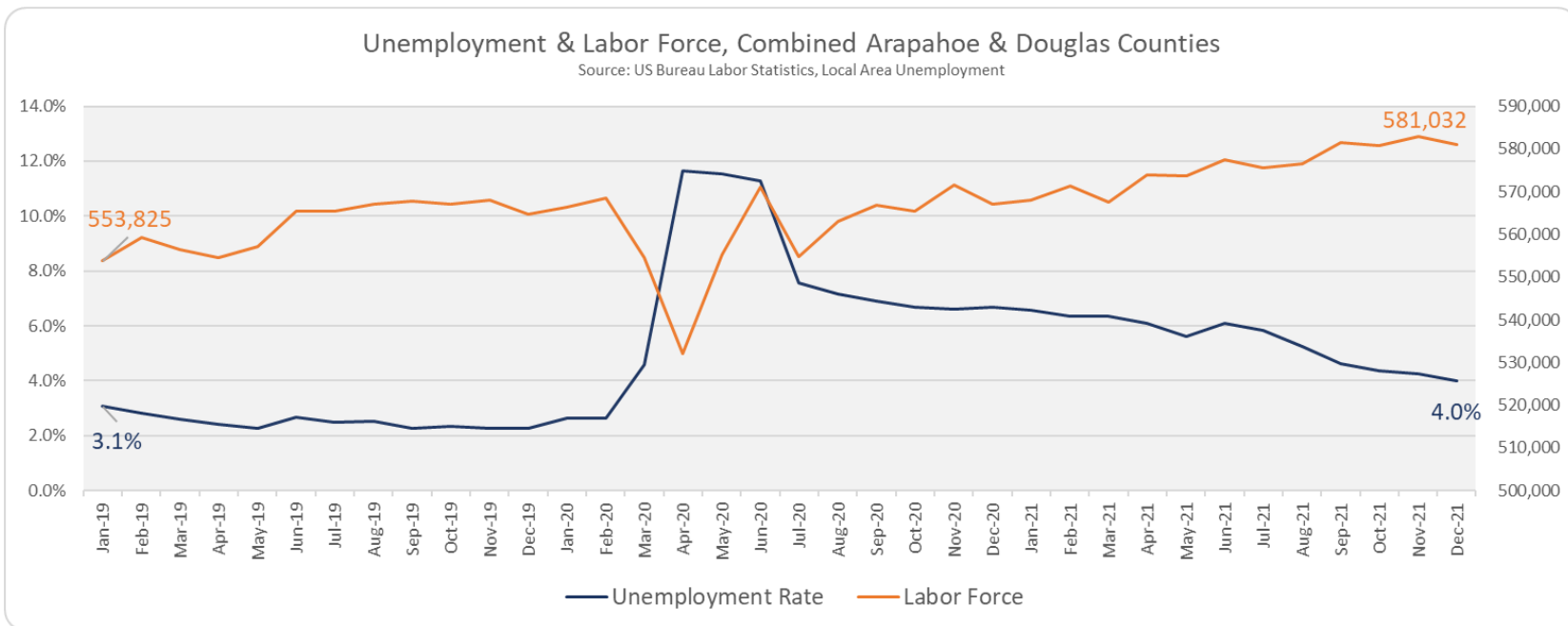
Arapahoe/Douglas Works!

Labor Supply & Demand Report March-April 2022

Local Unemployment, Labor Force & Underemployment

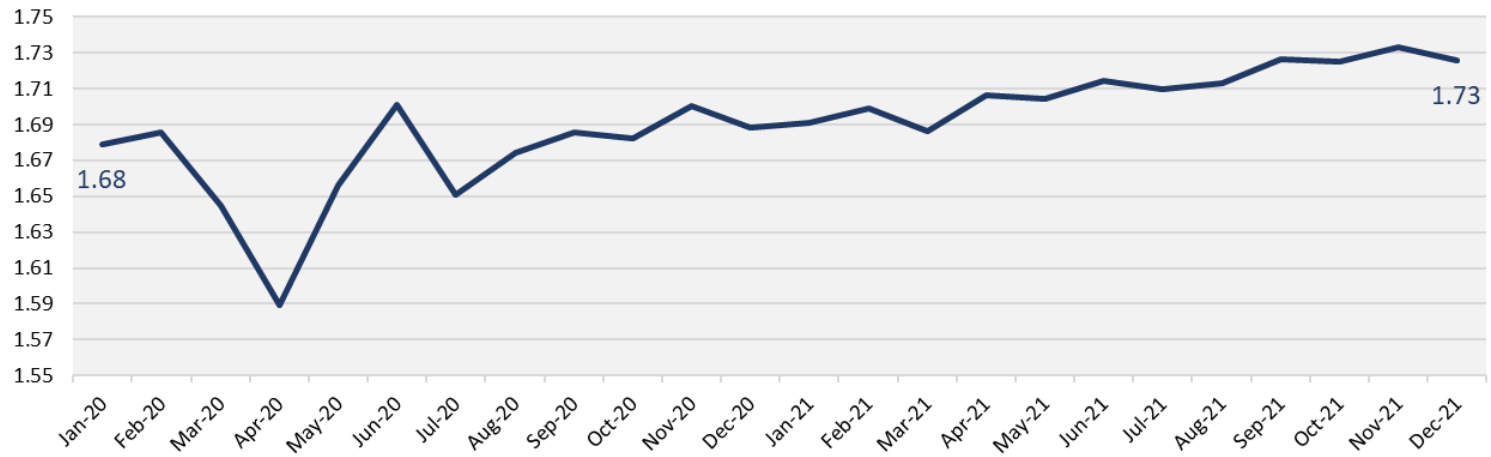
Local Unemployment is Down Labor Force Up

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.



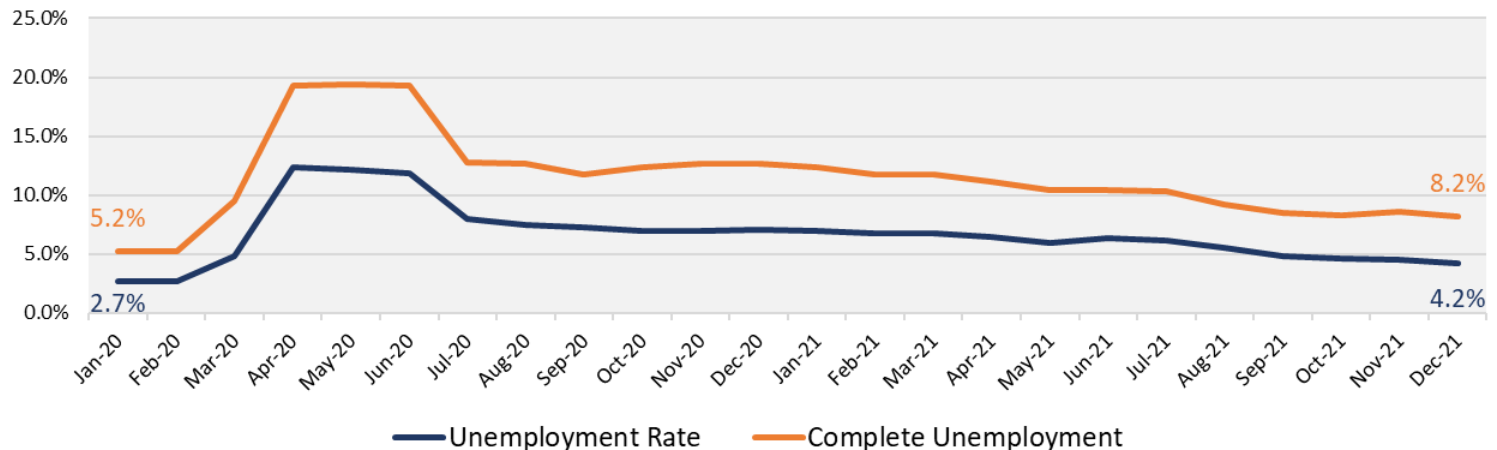
Employment Situation, Metro Denver

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



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
(Not Seasonally Adjusted)



Regional Skill Gaps and Wage Trends

Changes to EMSI Burning Glass

Workforce centers throughout Colorado, including Arapahoe/Douglas Works! have relied on EMSI to provide accurate and timely traditional labor market data, as well as job posting data and analytics.

EMSI merged with Burning Glass last year, and now offers a number of exciting new things:

- They now use the Burning Glass algorithms to de-duplicate job postings, which makes the job posting analytics portion of the tool much more accurate.
- Additional data is available from job postings, including more accurate job posting wage data, the number of employers competing, remote job postings, and unique job postings.
- The reader will thus notice some changes in reporting in the tables presented below.

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. The table shows the latest unemployment numbers available through EMSI-Burning Glass. Note: Construction is seasonal, which is why the estimated number of unemployed in that sector is high during the late fall and winter months.

Estimated Number and Percent Jobless by Industry Sector, Metro Denver				
NAICS	Description	2021 Jobs	November 2021 Unemployed	Estimated Percent Jobless
23	Construction	118,765	9,476	8.0%
56	Administrative, Support, Waste Management and Remediation	99,556	9,302	9.3%
62	Health Care and Social Assistance	173,781	8,175	4.7%
44	Retail Trade	144,184	7,723	5.4%
72	Accommodation and Food Services	115,677	6,799	5.9%
54	Professional, Scientific, and Technical Services	175,068	6,175	3.5%
42	Wholesale Trade	73,995	4,353	5.9%
48	Transportation and Warehousing	75,399	3,789	5.0%
31	Manufacturing	72,038	3,702	5.1%
52	Finance and Insurance	88,160	3,146	3.6%
53	Real Estate and Rental and Leasing	38,006	2,888	7.6%
81	Other Services (except Public Administration)	79,903	2,315	2.9%
51	Information	53,277	2,303	4.3%
61	Educational Services	39,227	2,280	5.8%
71	Arts, Entertainment, and Recreation	26,350	1,608	6.1%
90	Government	215,955	1,547	0.7%
55	Management of Companies and Enterprises	34,042	1,046	3.1%
21	Mining, Quarrying, and Oil and Gas Extraction	8,601	647	7.5%
11	Agriculture, Forestry, Fishing and Hunting	6,820	363	5.3%
22	Utilities	3,992	104	2.6%
	Totals	1,642,796	77,740	4.7%

Source: EMSI-Burning Glass

Occupational Unemployment

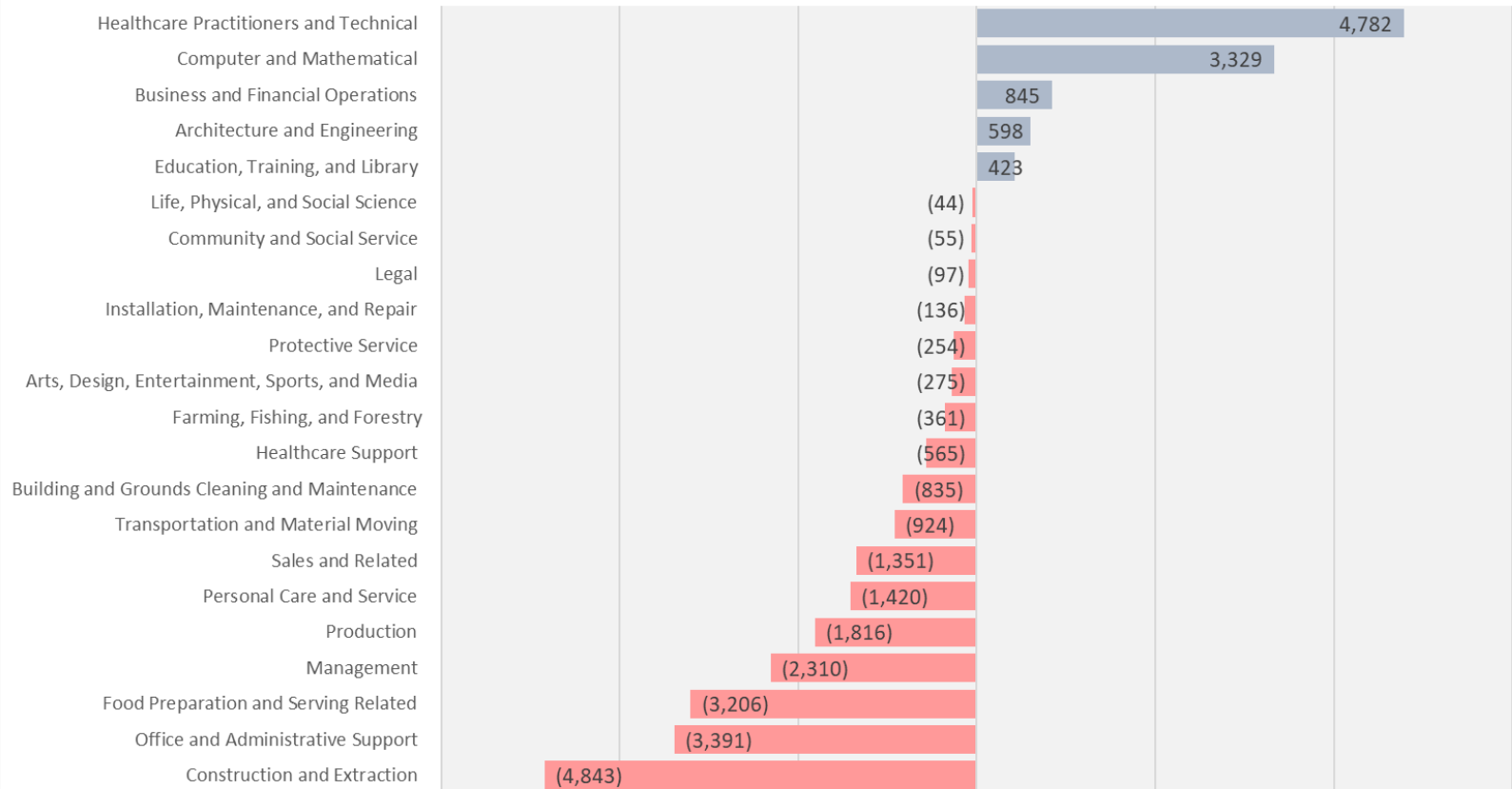
Unemployment continues to be high in management, office/administrative support, sales and related, and food preparation and serving groups. The table shows the latest unemployment numbers available through EMSI-Burning Glass

Estimated Number and Percent Jobless by Occupational Group, Metro Denver				
SOC	Description	2021 Jobs	November 2021 Unemployed	Estimated Percent Jobless
11	Management	89,506	11,071	12.4%
43	Office and Administrative Support	188,233	9,837	5.2%
41	Sales and Related	169,945	8,212	4.8%
35	Food Preparation and Serving Related	115,038	6,533	5.7%
47	Construction and Extraction	85,225	6,068	7.1%
53	Transportation and Material Moving	134,207	5,131	3.8%
13	Business and Financial Operations	152,038	3,818	2.5%
15	Computer and Mathematical	87,674	3,740	4.3%
51	Production	52,175	3,303	6.3%
31	Healthcare Support	58,411	2,674	4.6%
49	Installation, Maintenance, and Repair	59,139	2,571	4.3%
39	Personal Care and Service	52,444	2,445	4.7%
29	Healthcare Practitioners and Technical	84,388	2,427	2.9%
37	Building and Grounds Cleaning and Maintenance	50,940	1,910	3.8%
27	Arts, Design, Entertainment, Sports, and Media	35,890	1,539	4.3%
25	Educational Instruction and Library	80,437	1,513	1.9%
17	Architecture and Engineering	41,839	1,245	3.0%
33	Protective Service	29,847	1,088	3.6%
21	Community and Social Service	26,637	864	3.2%
19	Life, Physical, and Social Science	17,969	693	3.9%
23	Legal	20,435	639	3.1%
45	Farming, Fishing, and Forestry	5,091	402	7.9%
	Totals	1,637,507	77,724	4.7%

Source: EMSI-Burning Glass

Skill Gap, Greater Metro Denver

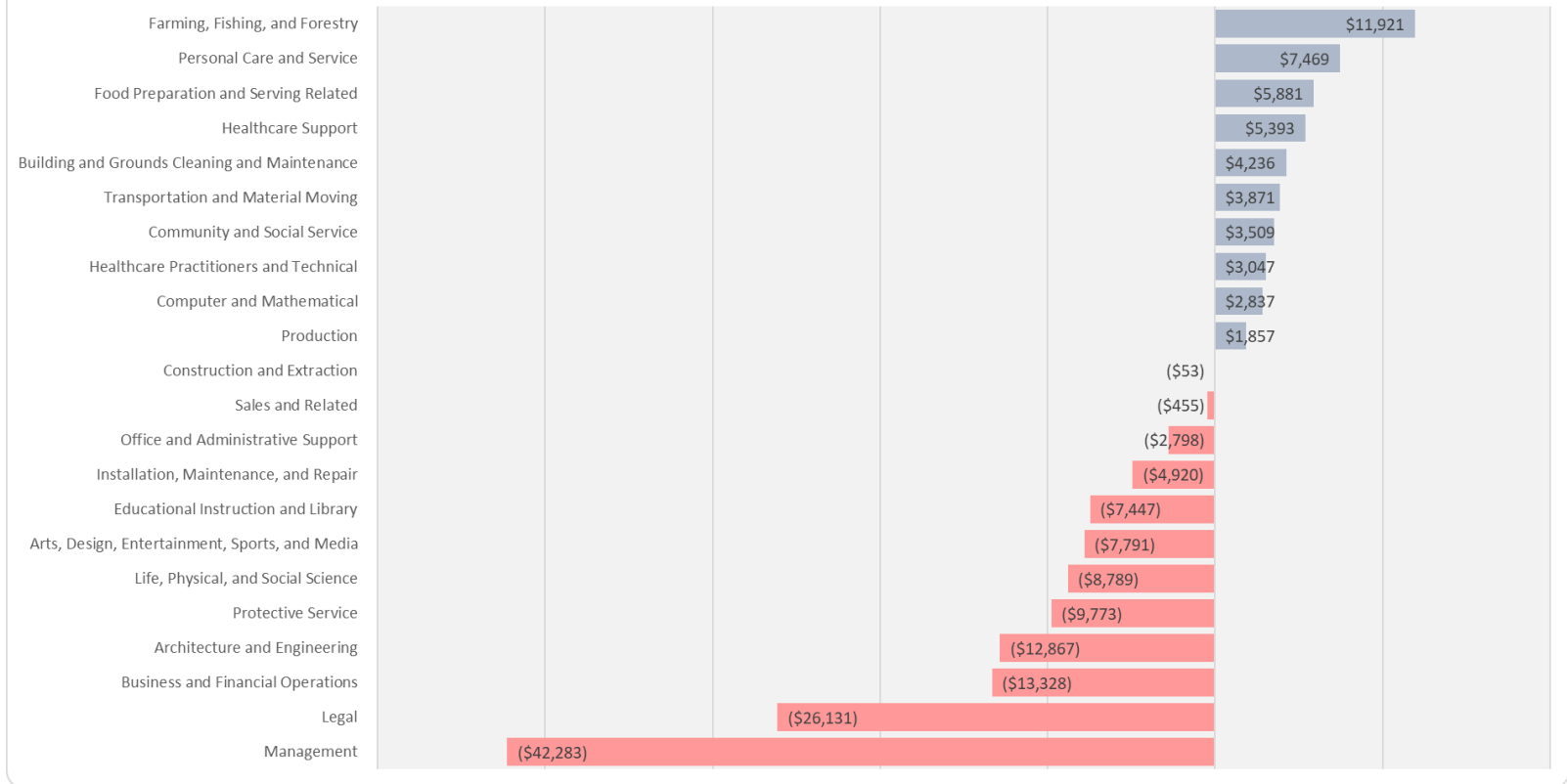
Blue Bars show Unfilled Jobs; Red Bars Labor Surplus (November 2021)



There continues to be an acute shortage in computer and healthcare workers throughout greater metro Denver. The top jobs posted remain software developers, registered nurses, and truck drivers. Note: Construction is seasonal, which is why the estimated number of unemployed in that sector is high during the late fall and winter months.

Wage Trends in Job Postings, Last 30 Days, Metro Denver

Source: EMSI Burning Glass



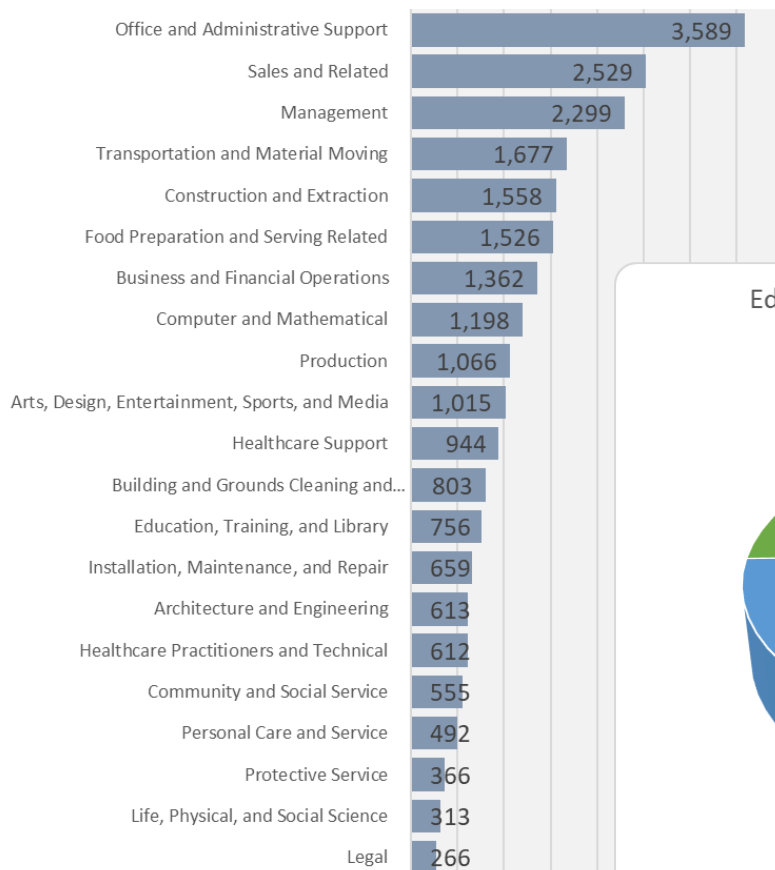
In the last 30-day rolling period, posted wages were up across all occupations by 4.1% over the median wage determined for greater metro Denver by the Bureau of Labor Statistics as of May 2020. This bar chart is more accurate in terms of wage movement by occupation family, and it suggests that employers may be hiring people from occupation groups that can work remotely in other states where the cost of living is lower.

Helping Make the Match

Labor Supply, Connecting Colorado Registrants

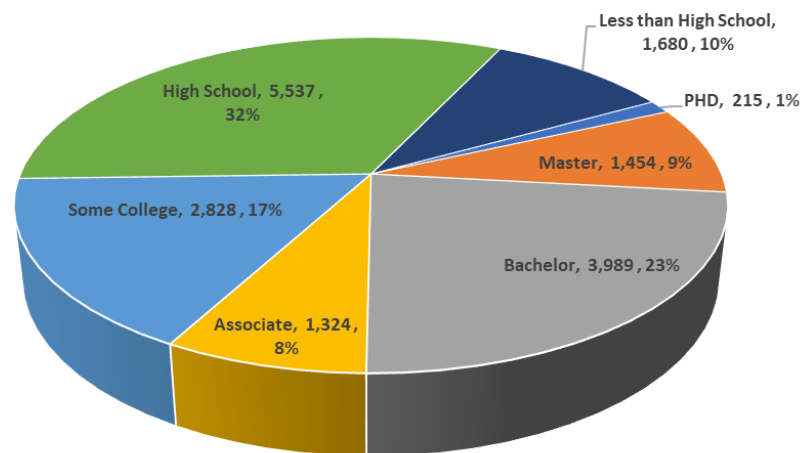
Metro Denver, March 2022

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.

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

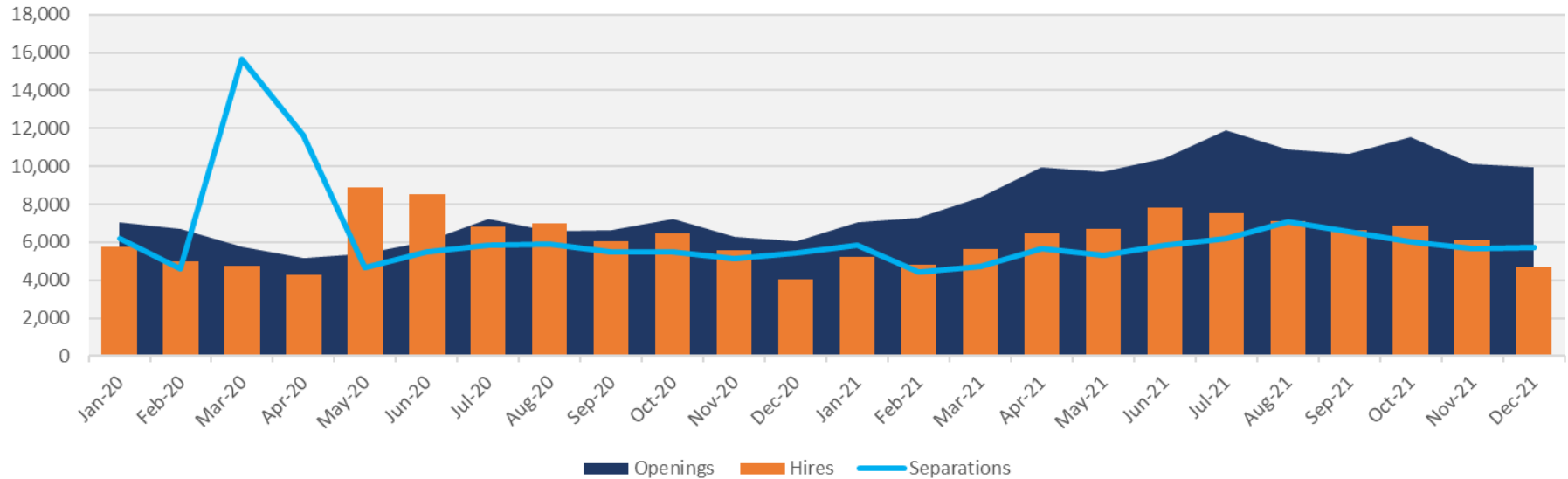


Jobs, Hires and Separations

Jobs, Hires & Separations, United States

Job Openings, Hires & Separations, United States (in Thousands)

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

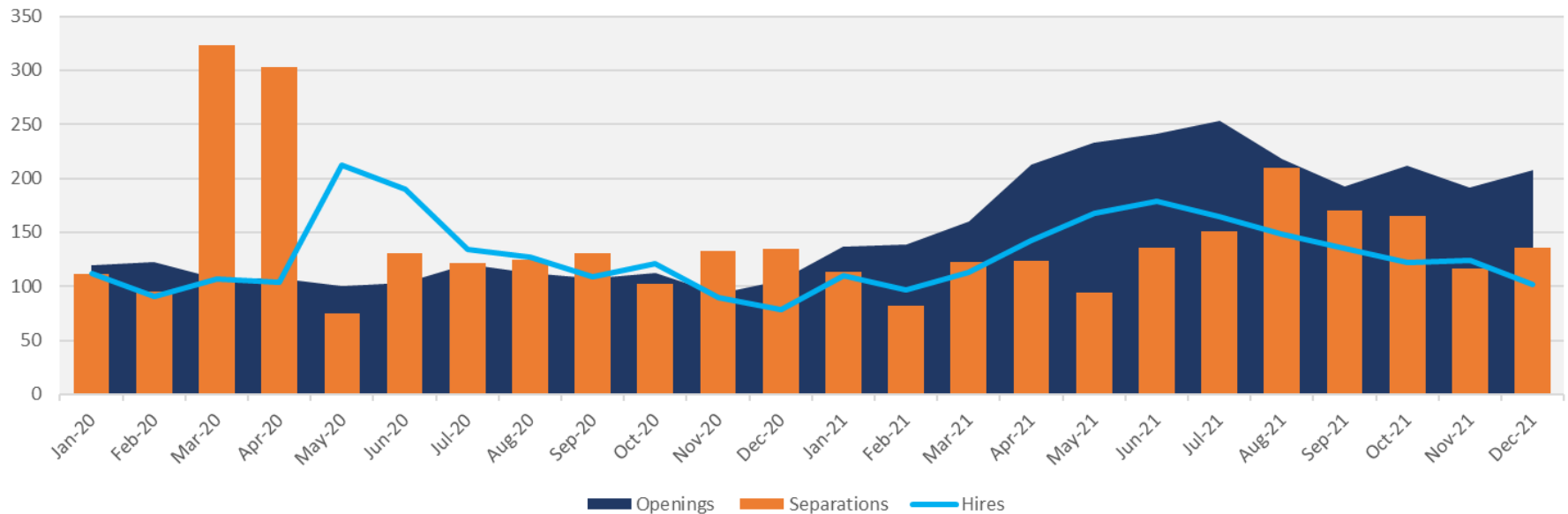


Net hires are determined by subtracting the number of separations from the number of hires. In December 2021, just over 1 million fewer people were hired than left their jobs in the face of 9.95 million job openings.

Jobs, Hires & Separations, Colorado

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

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

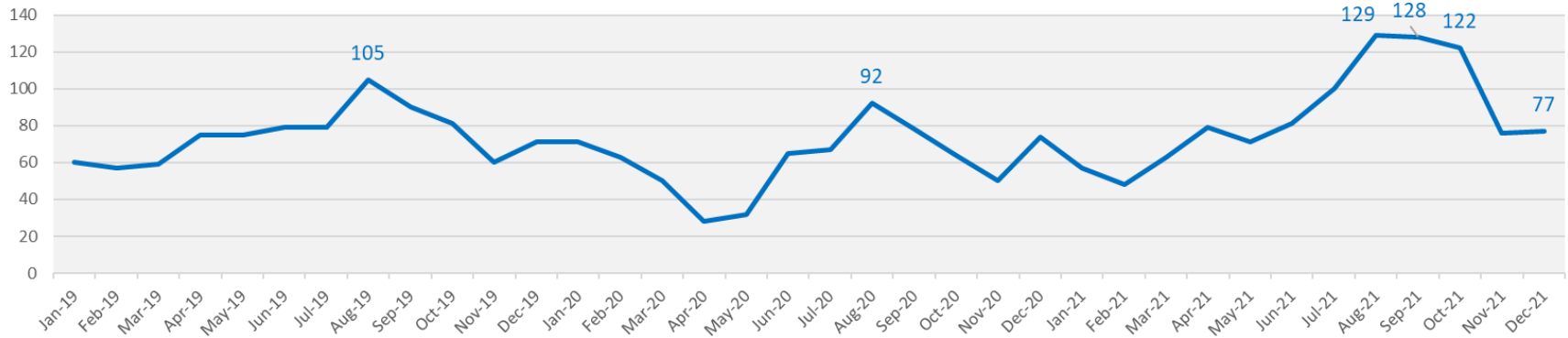


Net hires are determined by subtracting the number of separations from the number of hires. In December 2021, 34,000 fewer people were hired in Colorado than left their jobs in the face of 208,000 job openings.

Quits in Colorado

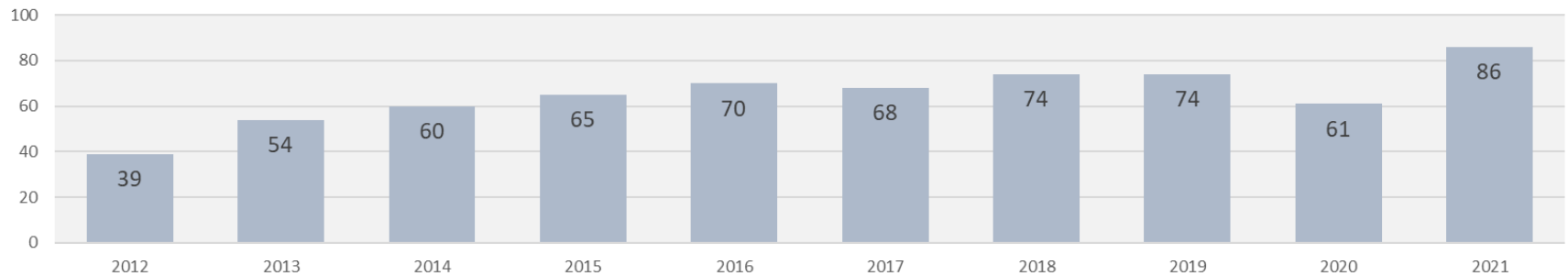
Quits, Colorado (in Thousands)

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



Quits, Monthly Averages by Year, Colorado (in Thousands)

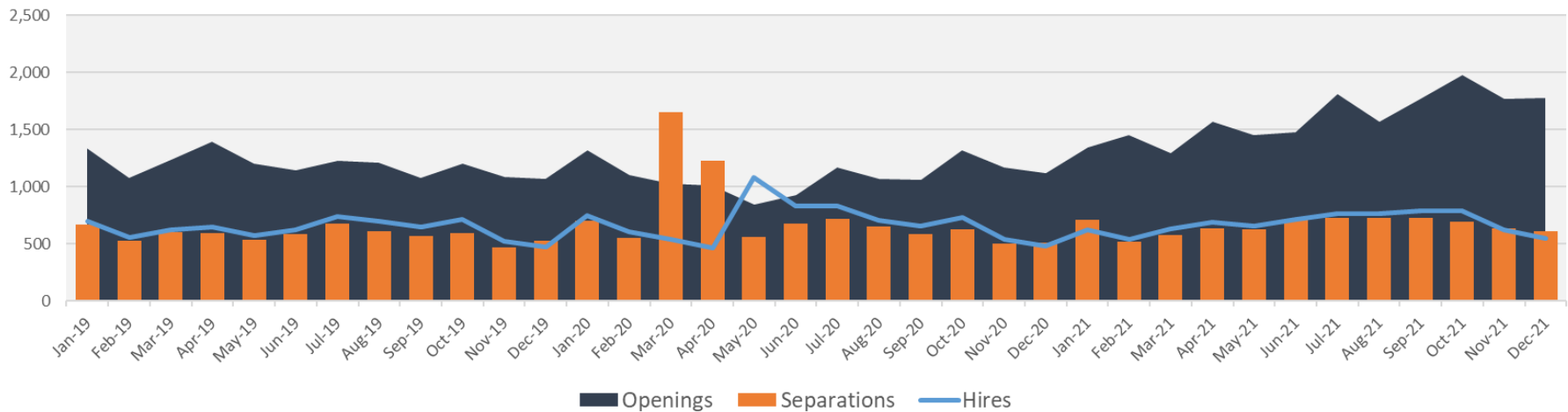
Source: U.S. Bureau of Labor Statistics, Job Openings & Labor Turnover Survey



Spotlight on Healthcare (United States)

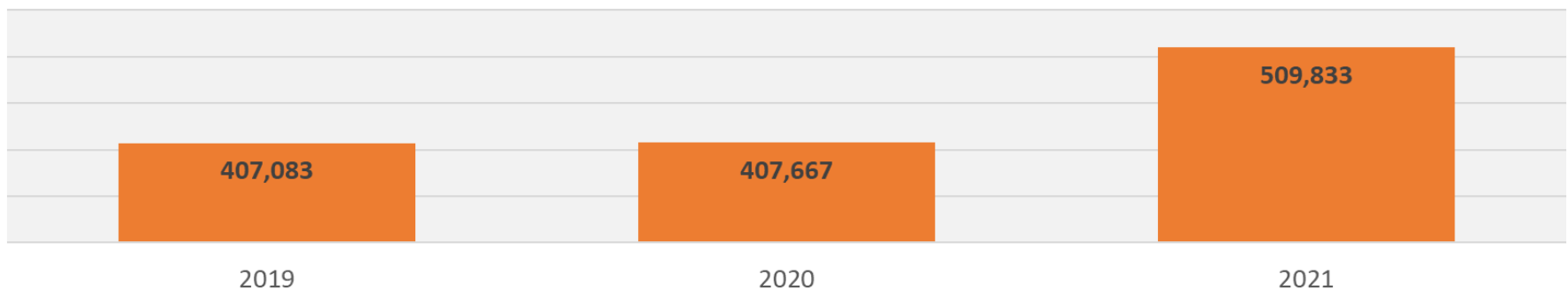
Openings, Total Separations, and Hires, United States (in Thousands)
Healthcare & Social Assistance Sector

Source: U.S. Bureau of Labor Statistics



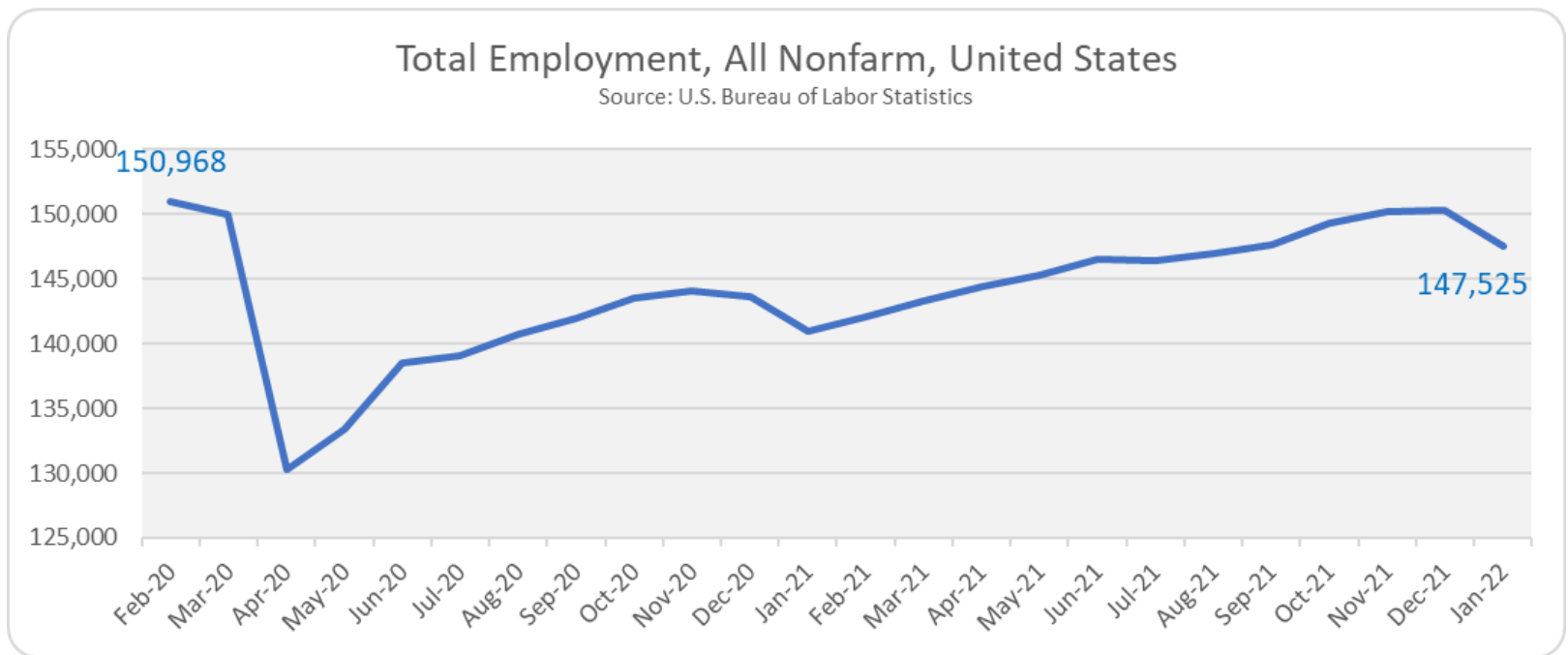
Average Monthly Quits by Calendar Year, United States
Healthcare & Social Assistance Sector

Source: U.S. Bureau of Labor Statistics



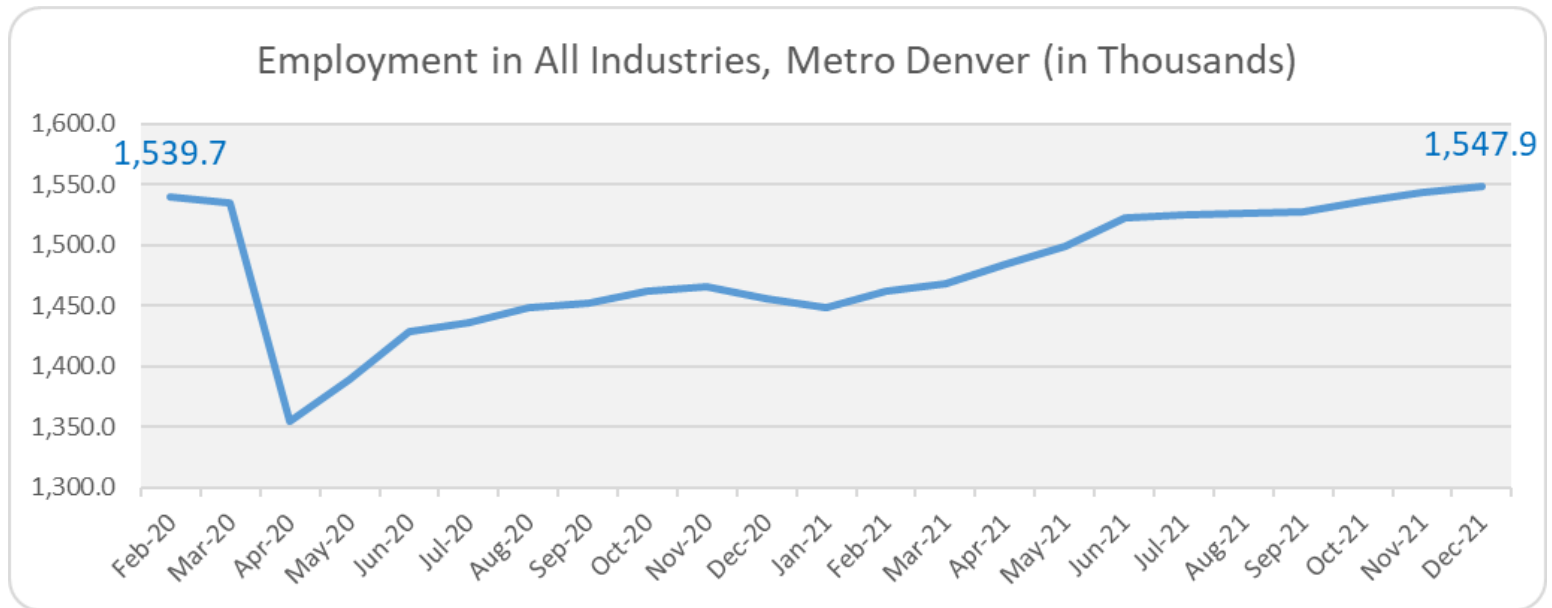
National and Metro Denver Job Recovery

Job Recovery, United States



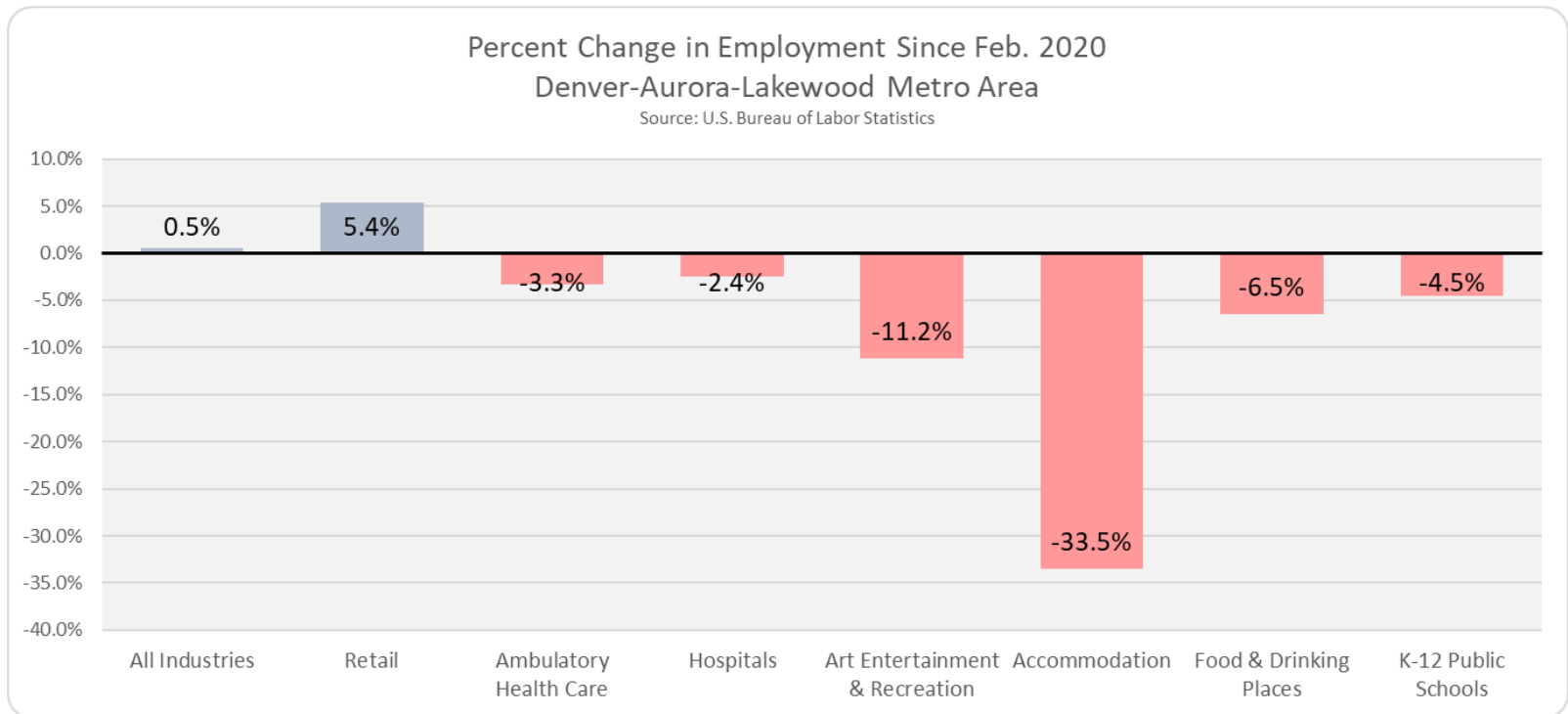
Total nonfarm employment in the United States is still down by over 3.4 million jobs, not seasonally adjusted.

Job Recovery, Metro Denver



Greater metro Denver has fared substantially better, with total nonfarm employment up by 8,200 jobs 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 7,400 (+5.4%) since the pandemic began, however other industry groups have not fared as well, with the greatest number of jobs lost in food and drinking places (6,200), and the highest percentage of job loss in accommodation, which lost 6,200 jobs (-35%).

Unfilled Jobs & Job Posting Trends

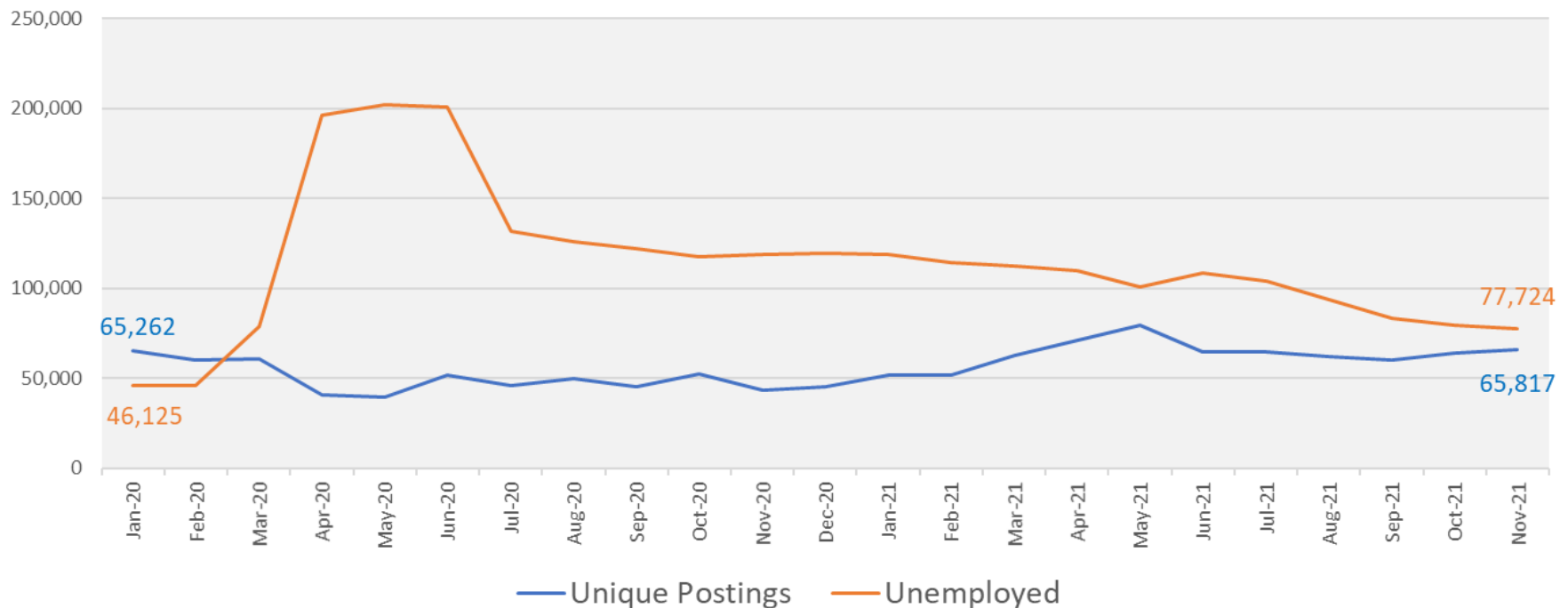
Unemployment and Unfilled Jobs

As mentioned earlier, EMSI Burning Glass has implemented the method of de-duplication of unique job postings used by Burning Glass prior to the merger of the two companies.

The reader should note that a unique posting may encompass a number of job openings. In other words, a company posting a software developer position may intend to hire a number of people from that one unique posting.

Unique Job Postings vs Number Unemployed, Greater Metro Denver

Sources: 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
29-1141	Registered Nurses	14,840	24,579	774
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	7,719	32,366	1,477
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific	6,263	14,464	2,196
15-1299	Computer Occupations, All Other	6,249	18,362	1,874
41-2031	Retail Salespersons	6,157	14,039	1,166
11-9198	Personal Service Managers, All Other	5,678	65,575	2,270
43-4051	Customer Service Representatives	5,356	28,038	1,726
53-3032	Heavy and Tractor-Trailer Truck Drivers	3,875	7,727	562
41-1011	First-Line Supervisors of Retail Sales Workers	3,828	4,537	942
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	3,512	3,998	849
35-3023	Fast Food and Counter Workers	3,267	3,463	439
49-9071	Maintenance and Repair Workers, General	2,800	5,287	1,163
11-9111	Medical and Health Services Managers	2,787	10,954	988
13-1071	Human Resources Specialists	2,765	12,031	1,110
13-2011	Accountants and Auditors	2,699	18,161	764
11-1021	General and Operations Managers	2,543	57,795	1,188
31-1128	Home Health and Personal Care Aides	2,494	4,988	344
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,455	18,069	1,167
31-1131	Nursing Assistants	2,409	3,996	252
33-9032	Security Guards	2,408	4,263	250

Source: EMSI Job Posting Analytics

Top Hard Skills in Demand

Top Hard Skills Sought Greater Metro Denver, Last 30 Days				
Qualification	Unique Postings	Number Employers Demanding Skill	Median Advertised Salary	Salary Observations Count
Customer Support	18,660	1,605	\$60,032	9,357
Nursing	17,419	754	\$79,744	16,602
Accounting	15,436	3,327	\$60,800	13,214
Cardiopulmonary Resuscitation (CPR)	14,686	1,060	\$68,992	14,255
Auditing	13,706	3,450	\$61,568	10,998
Finance	12,079	2,347	\$72,576	9,948
Merchandising	11,703	1,359	\$34,432	9,334
Microsoft Mail	10,769	2,478	\$51,072	8,852
Warehousing	10,088	1,723	\$40,576	9,271
Restaurant Operation	9,806	1,019	\$36,736	7,152
Customer Experience	9,594	1,765	\$42,624	6,392
Selling Techniques	9,524	2,506	\$41,600	6,991
Agile Methodology	8,089	1,578	\$109,952	5,408
Employee Assistance Programs	7,932	1,234	\$48,512	6,456
Customer Relationship Management	7,341	2,663	\$60,032	5,288
Billing	7,242	2,085	\$49,280	5,897
Automation	6,912	1,837	\$96,128	4,297
Data Entry	6,889	1,627	\$41,856	6,158
Construction	6,566	1,617	\$67,456	5,092
Strategic Planning	6,309	1,850	\$95,104	4,885

Source: EMSI-Burning Glass

Top Certificates Sought

Median salary and salary count data not available for certificates sought.

Top Certificates Sought Greater Metro Denver, Last 30 Days		
Certificate/Credential	Unique Postings	Number Employers Competing
Commercial Driver's License (CDL)	4,091	609
Bachelor Of Science in Nursing (BSN)	3,387	242
Certified Nursing Assistant	3,149	378
Security Clearance	2,549	373
Licensed Practical Nurse	2,305	475
Associate Degree In Nursing	2,144	110
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	2,097	223
Bachelor Of Science in Business	2,041	879
Master Of Business Administration (MBA)	1,882	599
Nurse Practitioner	1,165	249
Project Management Professional Certification	1,124	570
Licensed Clinical Social Worker (LCSW)	1,036	181
Certified Public Accountant	951	318
Food Handler's Card	879	112
Certified Nurse Practitioner	862	92
Series 7 General Securities Representative License (Stockbroker)	857	77
American Registry Of Radiologic Technologists (ARRT) Certified	835	88
Licensed Professional Counselor (LPC)	817	123
ServSafe Certification	794	175
Certified Information Systems Security Professional	780	245

Source: EMSI-Burning Glass

Top Companies & Industries Posting

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

Company	Unique Postings	Online Profiles in Region
UC Health	8,241	5,713
HCA Healthcare	2,243	1,131
Robert Half	1,962	550
Centura Health	1,720	4,420
Spectrum	1,553	3,870
Dish Network	1,440	3,623
Marriott International	1,381	825
Colorado State Government	1,220	18
Lockheed Martin	1,073	6,969
University of Colorado	964	4,820
FedEx	961	1,541
Allied Universal	935	539
Kroger	886	760
GPAC	859	47
The Hudson Group	814	25
Aya Healthcare	804	110
Jobot	791	11
Denver Health	787	4,353
Children's Hospital Colorado	772	4,322
University of Denver	737	3,333

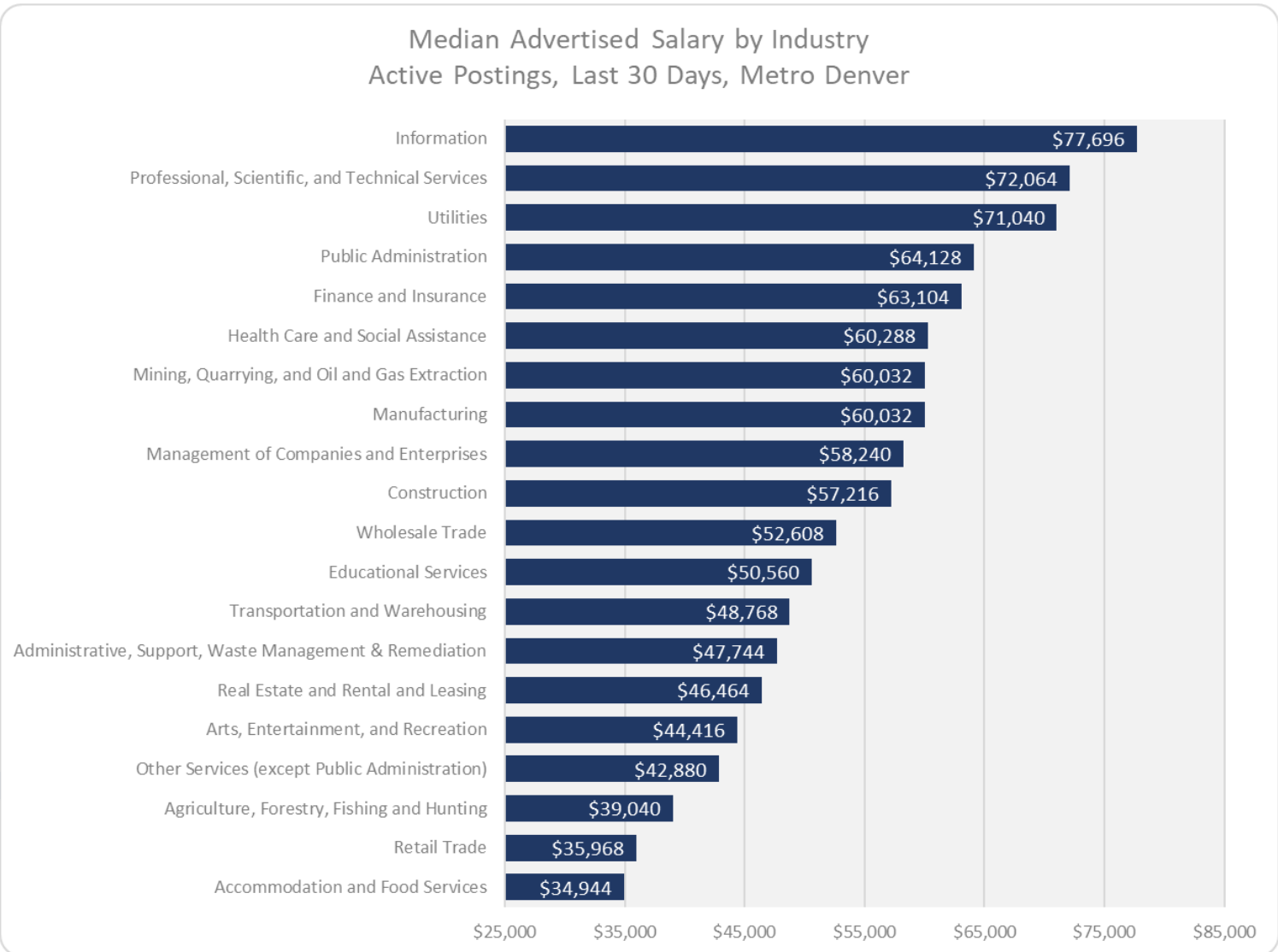
Source: EMSI-Burning Glass

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

NAICS	Industry Sector (2-Digit)	Unique Postings	Number Employers Competing
62	Health Care and Social Assistance	31,704	2,130
56	Administrative and Support and Waste Management and Remediation Services	20,991	2,116
54	Professional, Scientific, and Technical Services	20,394	5,484
44	Retail Trade	17,612	1,463
72	Accommodation and Food Services	12,426	1,089
31	Manufacturing	11,573	1,787
61	Educational Services	7,880	575
52	Finance and Insurance	7,592	1,062
51	Information	7,432	802
42	Wholesale Trade	6,423	1,192
23	Construction	6,100	1,798
48	Transportation and Warehousing	5,918	728
81	Other Services (except Public Administration)	5,204	1,349
53	Real Estate and Rental and Leasing	5,018	879
71	Arts, Entertainment, and Recreation	1,311	302
22	Utilities	946	93
92	Public Administration	740	127
21	Mining, Quarrying, and Oil and Gas Extraction	472	120
55	Management of Companies and Enterprises	462	109
11	Agriculture, Forestry, Fishing and Hunting	280	118

Source: EMSI Burning Glass

Median Advertised Salary by Industry Posting Jobs

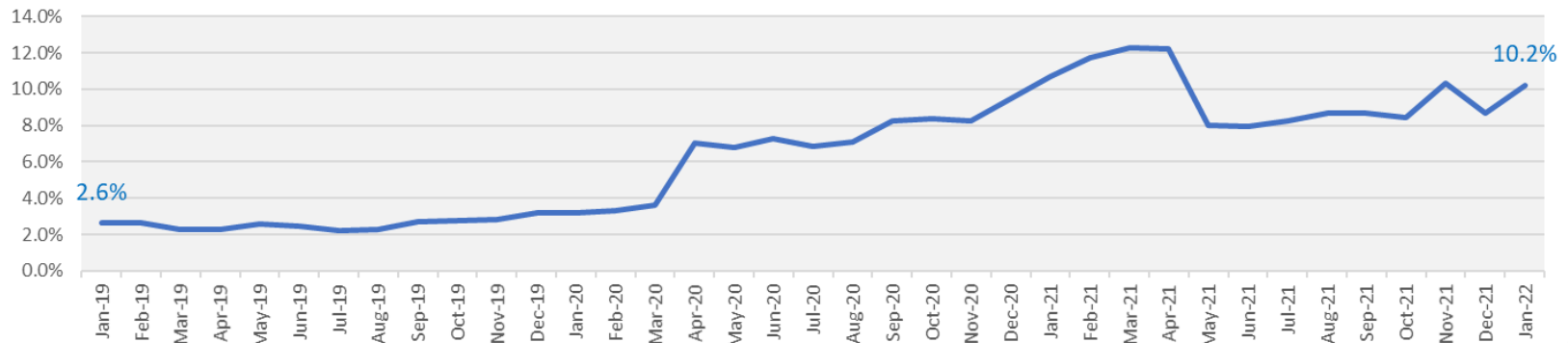


Trends in Remote Work

Remote Job Posting Trends

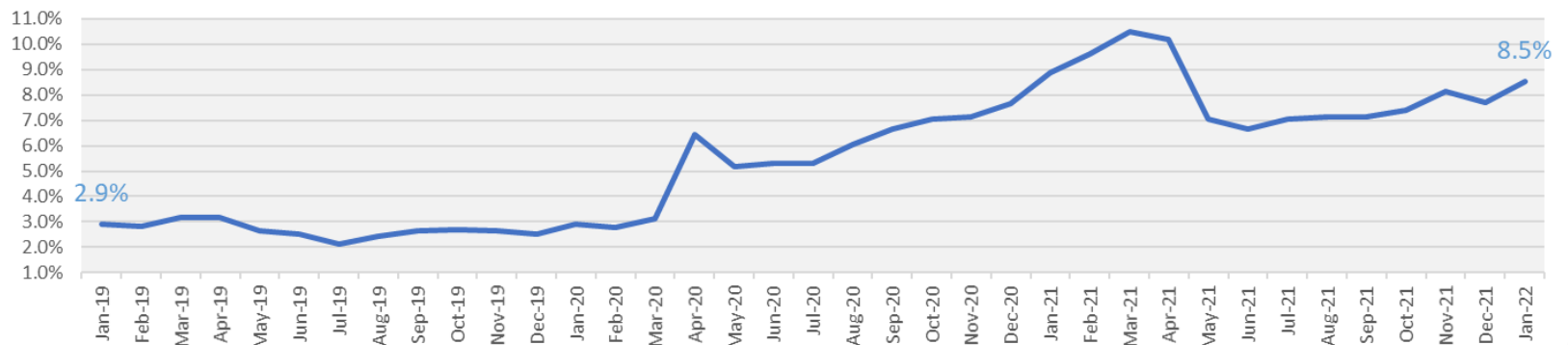
Remote Job Posting Trend, Denver-Aurora-Lakewood Metro Area

Source: EMSI-Burning Glass



Remote Job Posting Trend, United States

Source: EMSI-Burning Glass



Due to its highly educated, tech-savvy workforce, and mix of industries, more employers feel comfortable offering remote work options in greater metro Denver.

Remote Hiring by Type of Occupation

Remote Postings by Occupational Grouping, Last 30 Days Denver-Aurora-Lakeewood Metro Area				
SOC	Occupation	Total Postings	Remote Postings	Percent Remote
15	Computer and Mathematical	18,658	4,525	24.3%
13	Business and Financial Operations	11,210	2,127	19.0%
23	Legal	1,070	127	11.9%
11	Management	20,973	2,368	11.3%
27	Arts, Design, Entertainment, Sports, and Media	3,010	322	10.7%
17	Architecture and Engineering	4,777	503	10.5%
19	Life, Physical, and Social Science	1,359	136	10.0%
43	Office and Administrative Support	15,112	1,310	8.7%
41	Sales and Related	17,322	1,462	8.4%
21	Community and Social Service	1,924	146	7.6%
47	Construction and Extraction	2,191	98	4.5%
39	Personal Care and Service	2,166	91	4.2%
25	Educational Instruction and Library	3,989	164	4.1%
49	Installation, Maintenance, and Repair	5,719	189	3.3%
33	Protective Service	2,458	57	2.3%
51	Production	3,727	70	1.9%
31	Healthcare Support	5,802	92	1.6%
29	Healthcare Practitioners and Technical	21,864	327	1.5%
45	Farming, Fishing, and Forestry	107	1	0.9%
53	Transportation and Material Moving	11,131	87	0.8%
35	Food Preparation and Serving Related	8,399	41	0.5%
37	Building and Grounds Cleaning and Maintenance	2,402	9	0.4%
	Total Across All	165,370	14,252	8.6%

Source: EMSI-Burning Glass

This table gives insight into which occupations within greater metro Denver are most likely to be posted with some remote option, whether full time or hybrid.

Remote Hiring by Sector

This shows which industry sectors are most likely to post remote jobs.

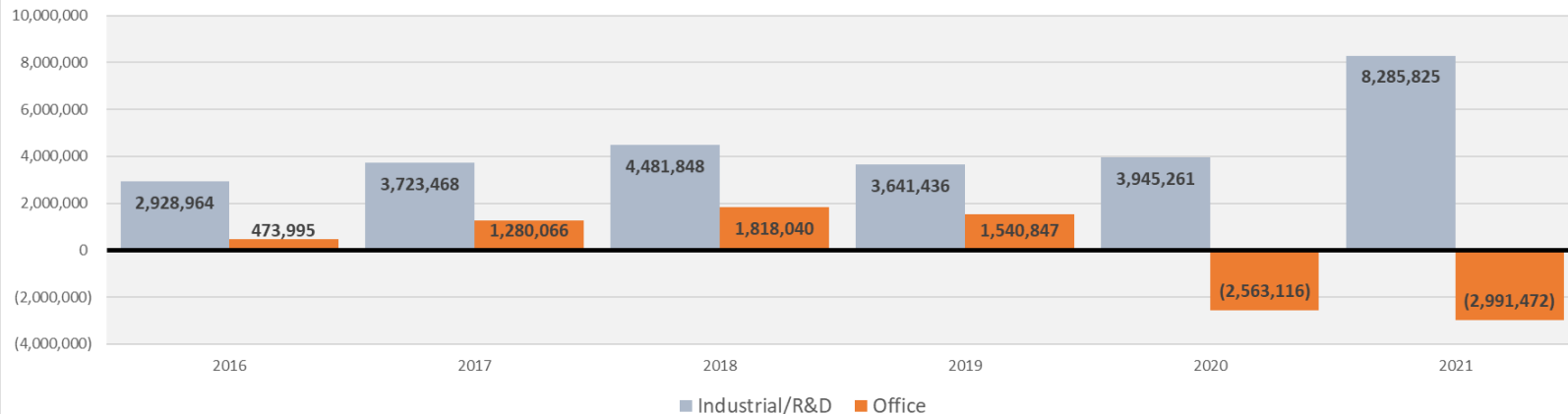
Remote Postings by Industry Sector, Last 30 Days Denver-Aurora-Lakeewood Metro Area				
NAICS Code	Industry Sector (2-Digit)	Total Postings	Remote Postings	Percent
92	Public Administration	740	143	19.3%
54	Professional, Scientific, and Technical	20,395	3,621	17.8%
52	Finance and Insurance	7,592	1,320	17.4%
51	Information	7,432	1,263	17.0%
56	Administrative and Support and Waste Management and Remediation	20,992	2,420	11.5%
31	Manufacturing	11,578	1,320	11.4%
42	Wholesale Trade	6,423	687	10.7%
11	Agriculture, Forestry, Fishing and Hunting	280	28	10.0%
55	Management of Companies and Enterprises	462	40	8.7%
81	Other (except Public Administration)	5,204	426	8.2%
53	Real Estate and Rental and Leasing	5,019	383	7.6%
22	Utilities	946	72	7.6%
61	Educational	7,883	577	7.3%
23	Construction	6,101	425	7.0%
71	Arts, Entertainment, and Recreation	1,311	68	5.2%
21	Mining, Quarrying, and Oil and Gas Extraction	472	18	3.8%
48	Transportation and Warehousing	5,922	205	3.5%
62	Health Care and Social Assistance	31,706	1,029	3.2%
44	Retail Trade	17,612	466	2.6%
72	Accommodation and Food	12,428	265	2.1%
	Total Across All Industries	170,498	14,776	8.7%

Source: EMSI-Burning Glass

Rethinking Real Estate Strategies

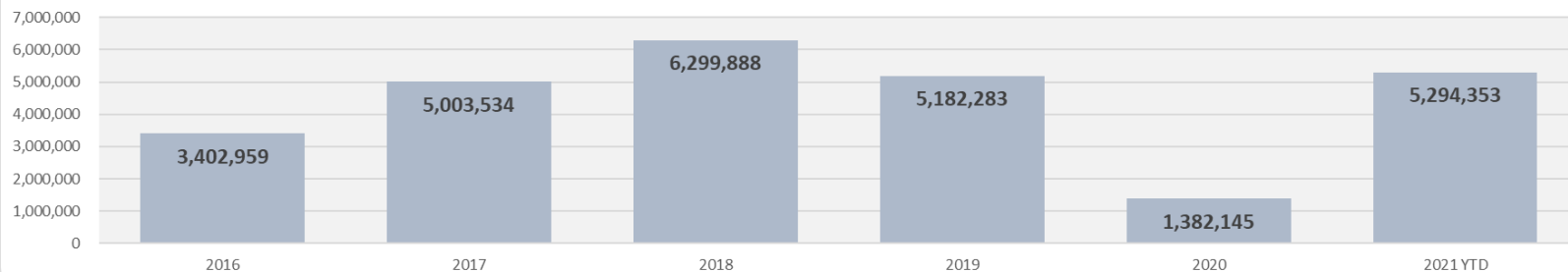
Net Absorption (Sq. Ft.), Commercial Real Estate, by Type
Denver-Aurora-Lakewood Metropolitan Area

Source: Newmark, Denver Office



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

Source: Newmark, Denver Office



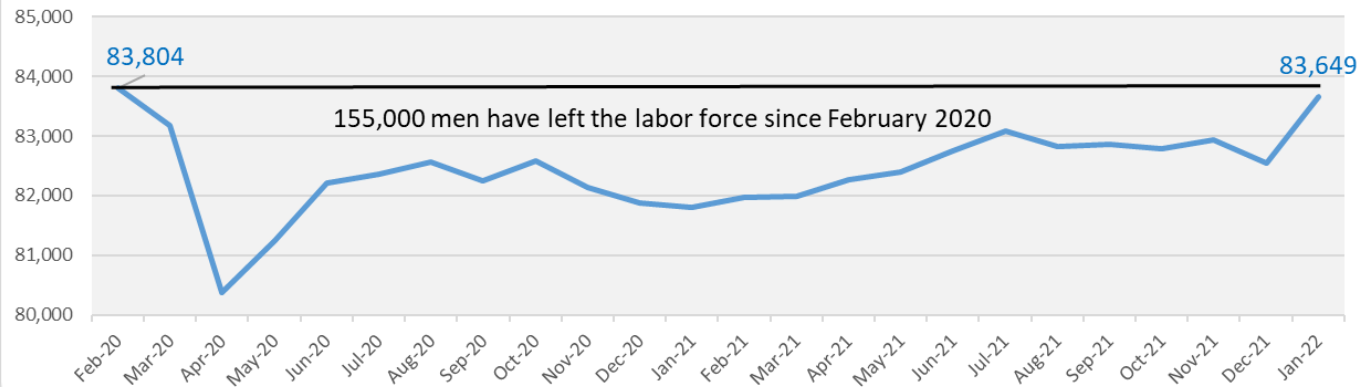
Women Leaving the Labor Force and a Spotlight on the Child Day Care Sector

National Labor Force Numbers

As of January 2022, nearly 1.52 million Americans have left the labor force, with the vast majority of them women.

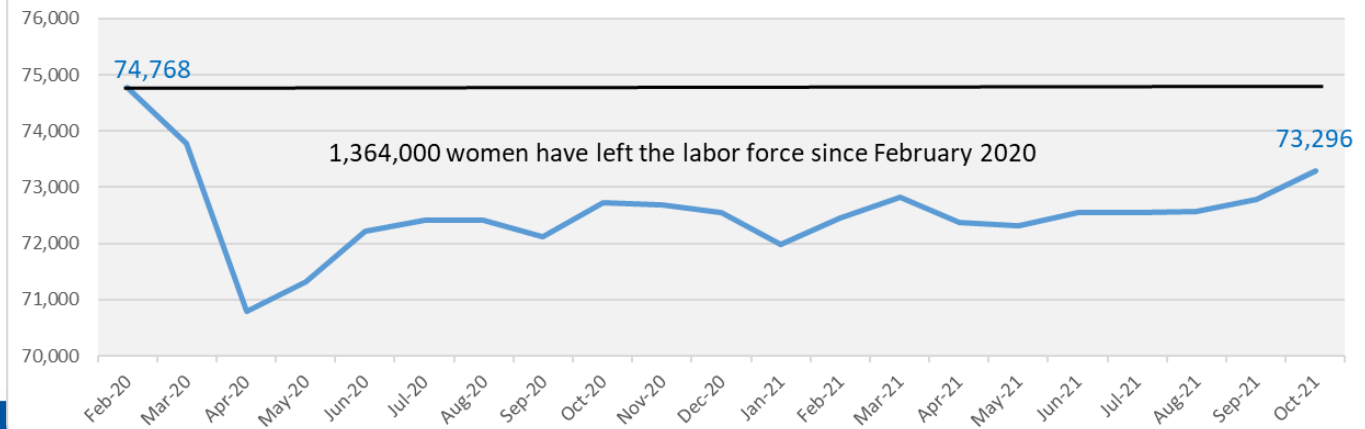
Labor Force, Men 20 and Older, United States (Thousands)

Source: U.S. Bureau of Labor Statistics

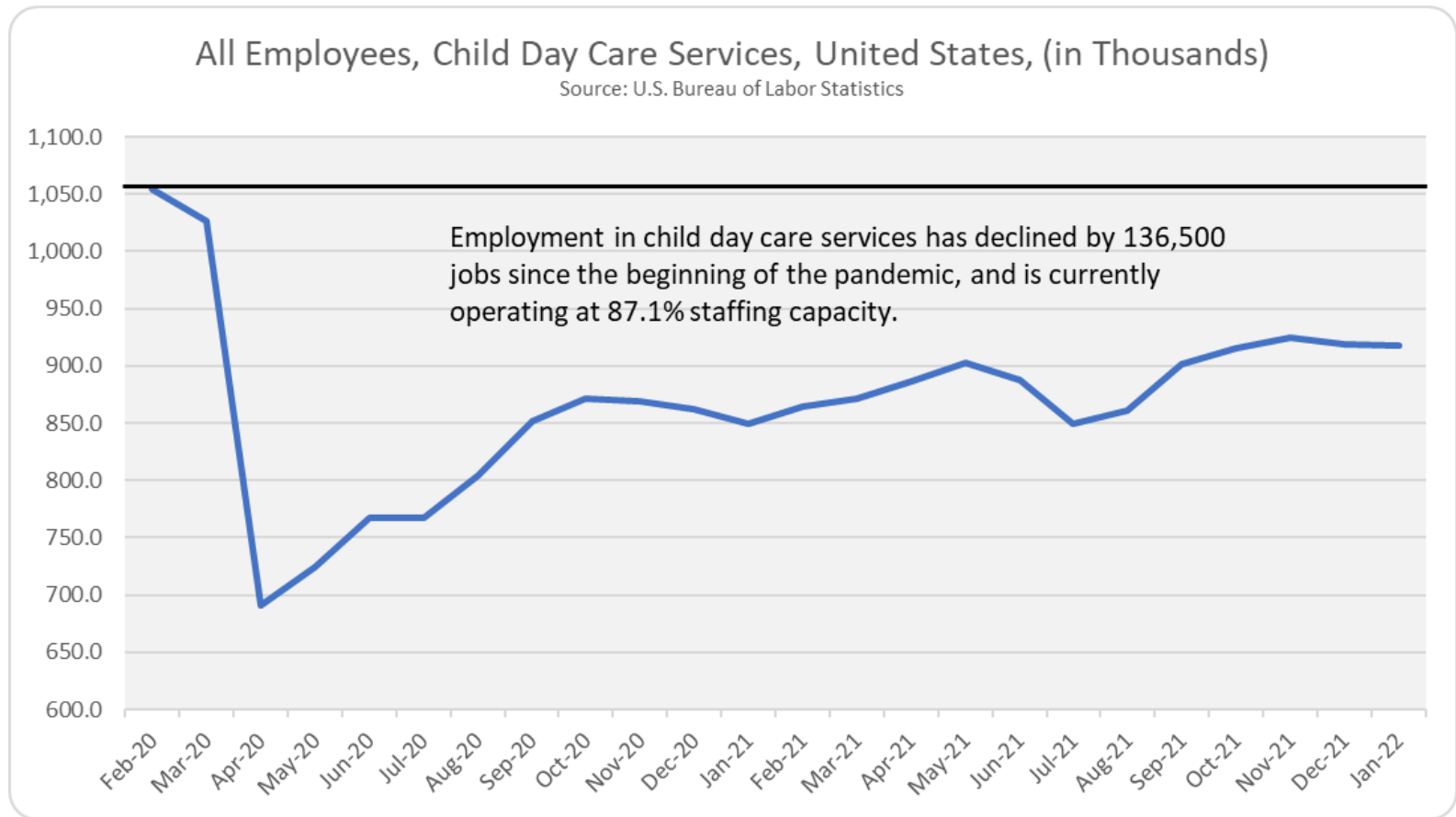


Labor Force, Women 20 and Older, United States (Thousands)

Source: U.S. Bureau of Labor Statistics



National Spotlight in Child Day Care Services



Women are disproportionately affected by the reduced capacity of child day care services.

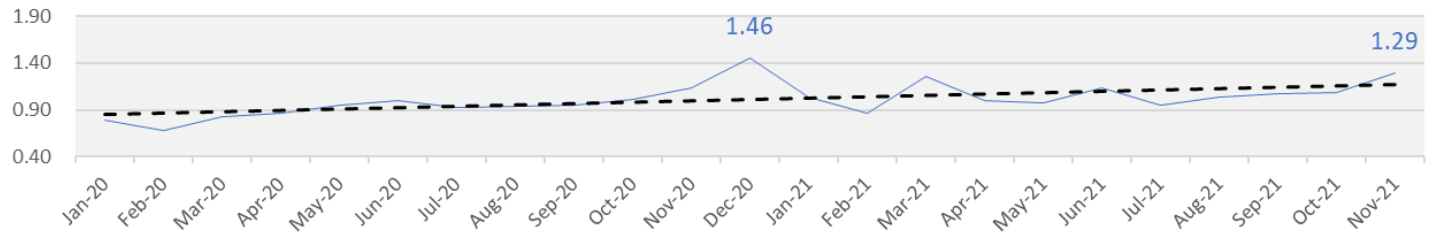
Other Trends:

- ***Sales, Selected Industries***
- ***Inflation***
- ***Automation***

Sales, Selected Industries

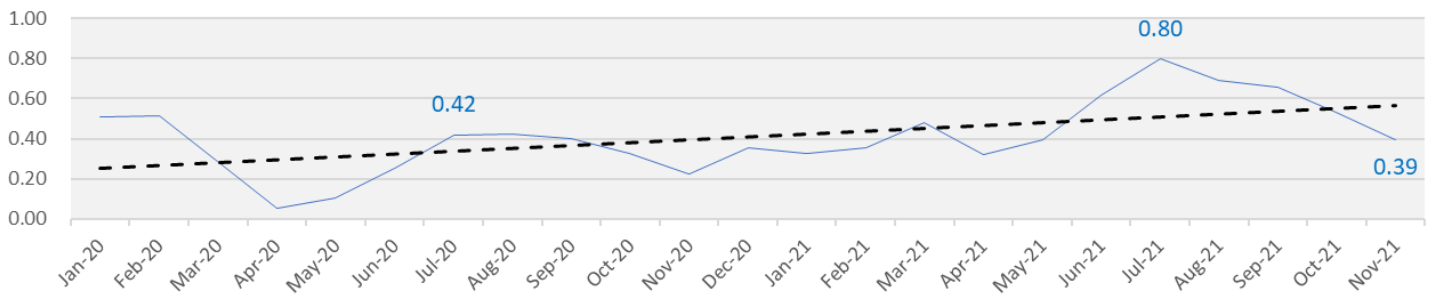
Sales, Non-Store Retail, Colorado (\$billions)

Source: Colorado Department of Revenue



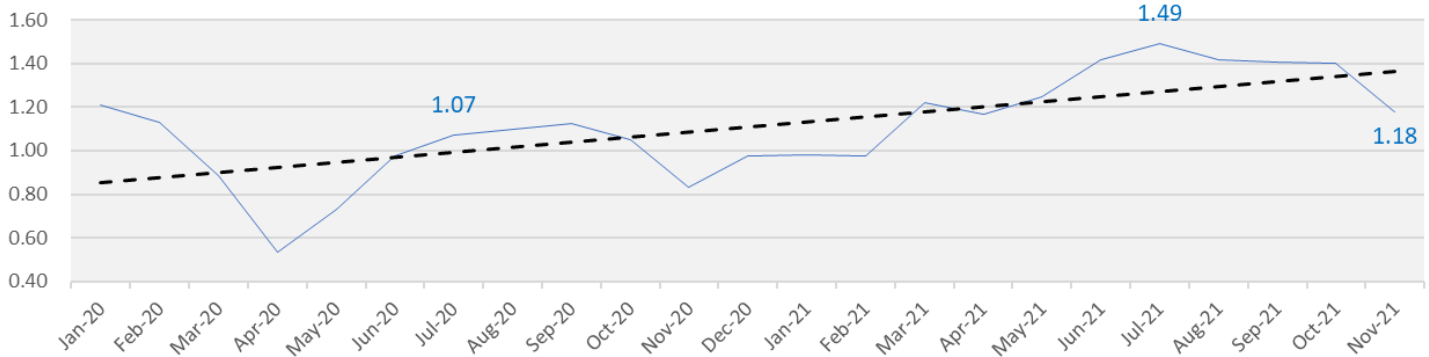
Sales, Accommodation, Colorado (\$billions)

Source: Colorado Department of Revenue

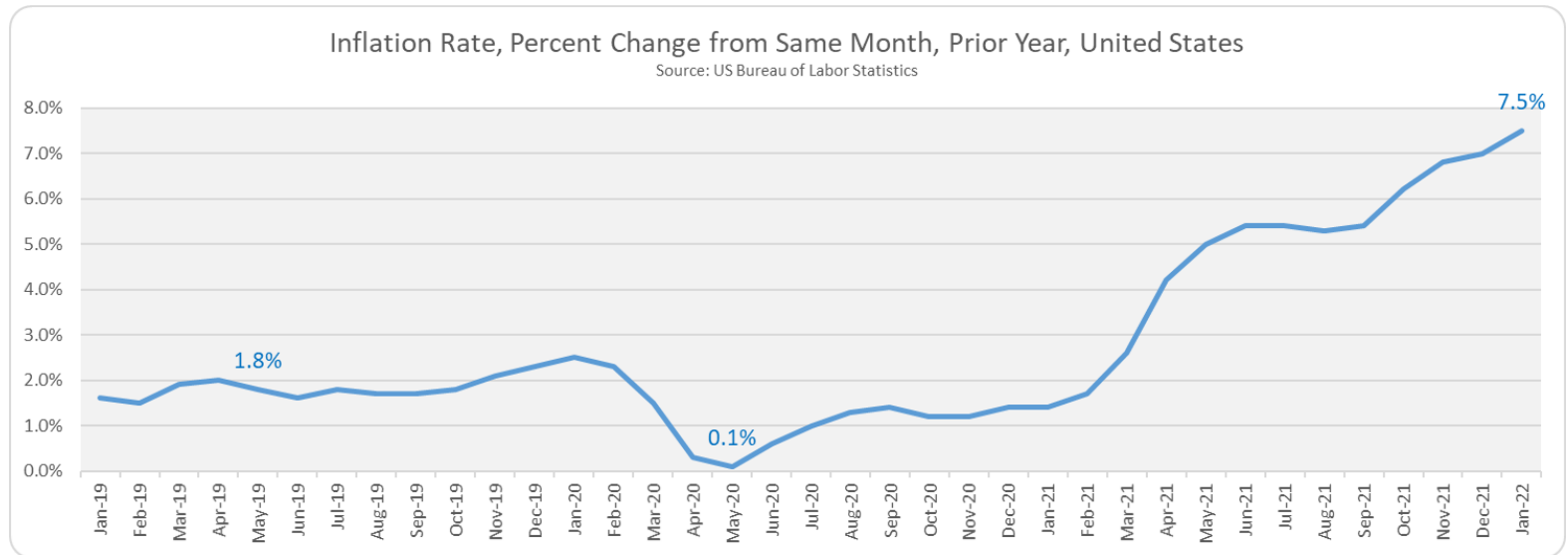


Sales, Eating & Drinking Places, Colorado (\$billions)

Source: Colorado Department of Revenue



Inflation



Inflation continues to trend sharply up, moving from 7.0% to 7.5% between December 2021 and January 2022. The top 5 highest areas of inflation are:

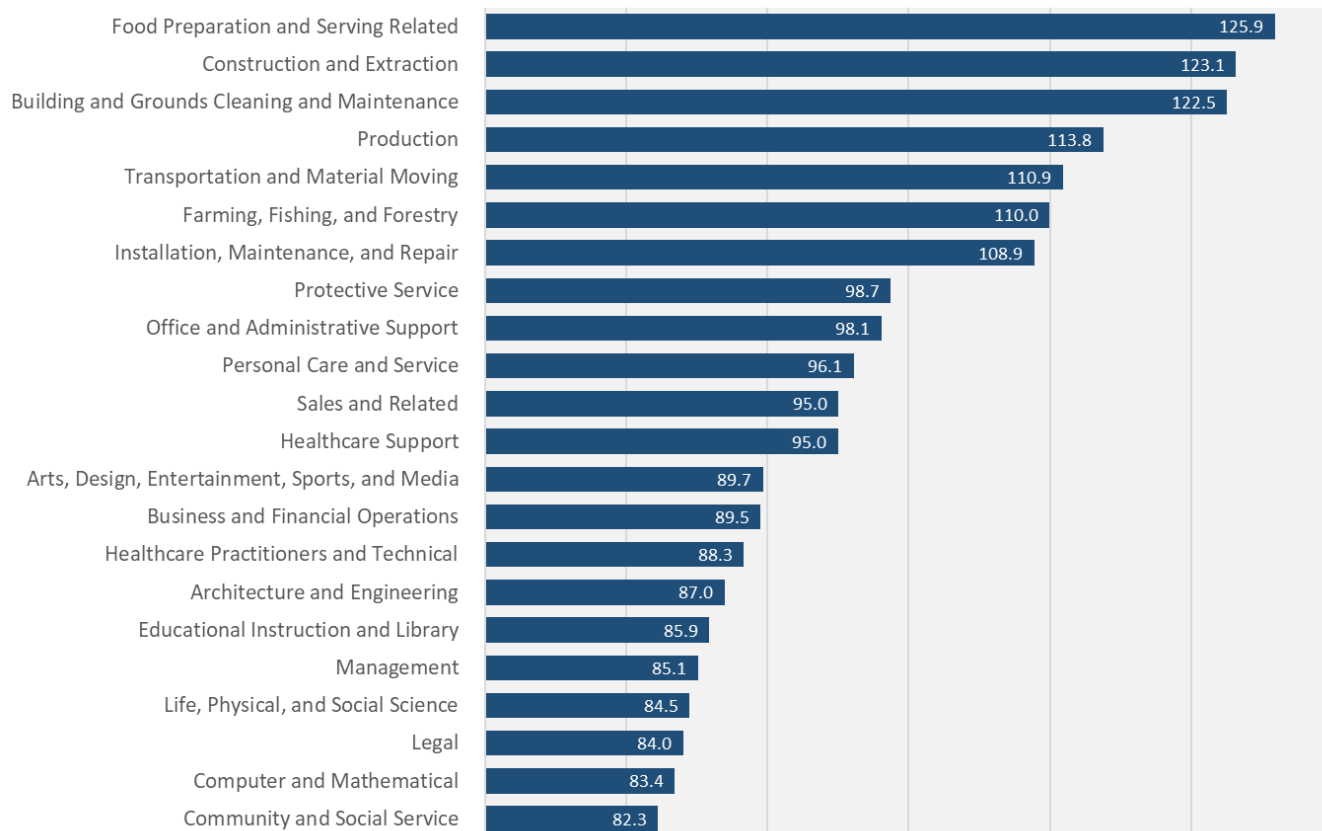
1. Gasoline – 40.0% higher than same month previous year.
2. Used Cars & Trucks – 40.5% higher than January last year.
3. Energy – up 27.0%.
4. Electricity – up 10.7%.
5. Food – 7.0% higher than January 2021; food at home up 7.4%.

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



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

Workforce Resources



Retrain Arapahoe

Grant for Arapahoe County residents to gain credentials and Business to upskill employees



TECP

A regional program to connect Colorado's hidden tech talent market with Information Technology and Advanced Manufacturing



IDEA

Grant to expand Innovation, Diversity, and Equity in Registered Apprenticeships throughout Colorado



Colorado Works

Participants receive help becoming self-sufficient by strengthening their family's economic and social stability.



WIOA

Enables workers to obtain good jobs by providing them with job search assistance and training opportunities

Workforce Resources

- Reskilling, Upskilling, Next Skilling: funding for training focused on industry recognized credentials and certificates
- Innovation Grant: supporting community partnerships that achieve successful training and employment outcomes
- Sync Up: Arapahoe Community College has been awarded a special grant to expand upon Healthcare career pathways