Arapahoe/Douglas Works!

Labor Supply & Demand Report

December 2021

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Local Unemployment, Labor Force & Underemployment

Local Unemployment is Down Labor Force Up

The labor force in the combined Arapahoe/Douglas County area went up by 4,256 between August and September. The number of unemployed decreased by 3,751 (-0.05%) from August.

Unemployment & Labor Force, Combined Arapahoe & Douglas Counties
Source: US Bureau Labor Statistics, Local Area Unemployment
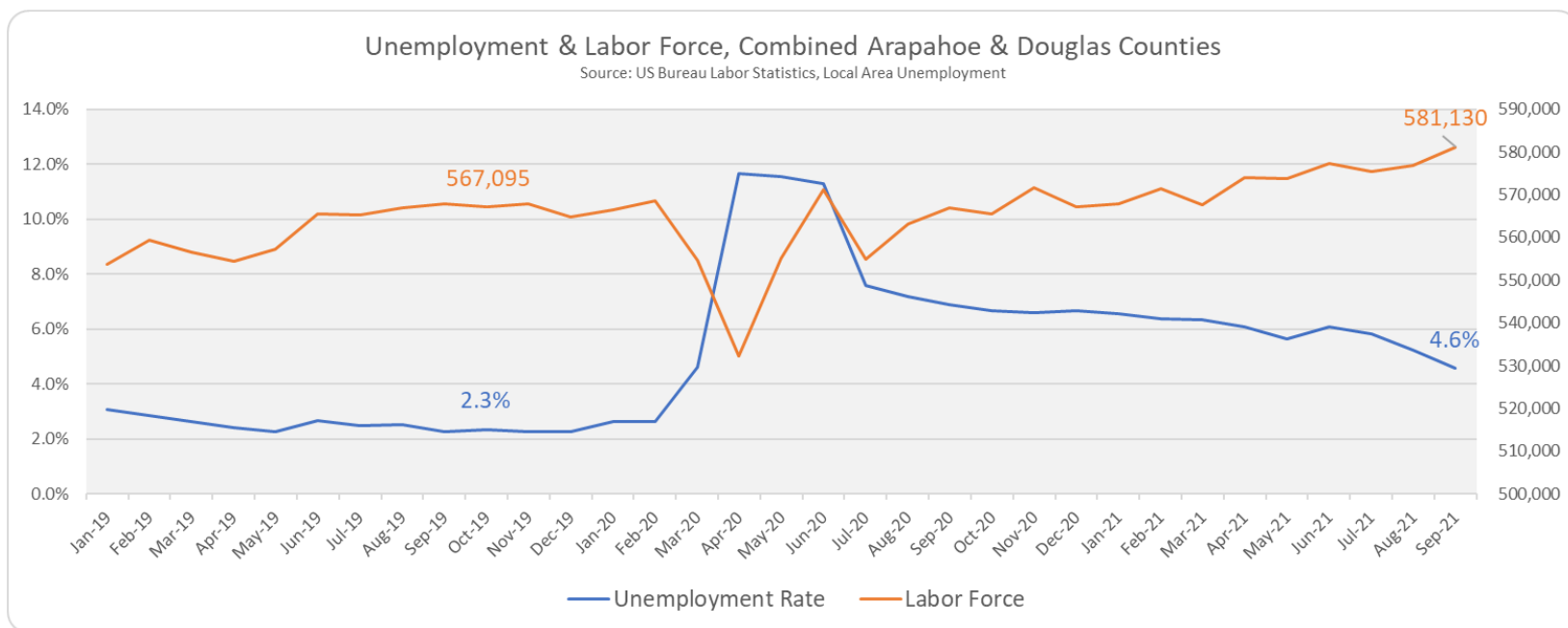
Metro Area Unemployment, Underemployment & Labor Force Trends
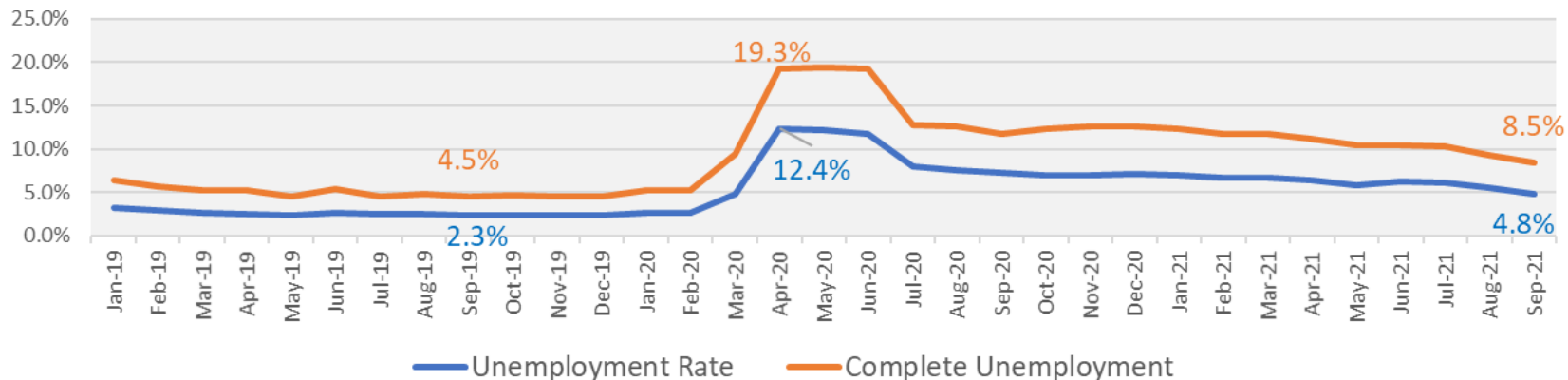

The orange 'complete unemployment' line in the graph below shows unemployed, discouraged, marginally attached, and persons working part time for economic reasons. It is based on national Alternate Measures of Labor Underutilization published monthly by the Bureau of Labor Statistics.

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. The table shows the latest unemployment numbers available through EMSI-Burning Glass.

NAICS	Description	2021 Jobs	September 2021 Unemployed	Estimated Percent Jobless
	Estimated Number and Percent Jobless by Industry Sector, Metro Denver			
56	Administrative Support, Waste Management-Remediation	100,081	10,278	10.3%
44	Retail Trade	139,861	9,694	6.9%
62	Health Care and Social Assistance	175,591	9,178	5.2%
72	Accommodation and Food Services	115,203	7,275	6.3%
23	Construction	120,968	7,026	5.8%
54	Professional, Scientific, and Technical Services	174,369	6,077	3.5%
42	Wholesale Trade	74,866	5,064	6.8%
48	Transportation and Warehousing	77,384	4,539	5.9%
31	Manufacturing	72,796	4,203	5.8%
52	Finance and Insurance	87,614	2,992	3.4%
61	Educational Services	39,202	2,927	7.5%
51	Information	53,926	2,894	5.4%
53	Real Estate and Rental and Leasing	37,997	2,839	7.5%
81	Other Services (except Public Administration)	80,053	2,622	3.3%
71	Arts, Entertainment, and Recreation	27,451	1,492	5.4%
90	Government	224,256	1,173	0.5%
55	Management of Companies and Enterprises	34,918	1,045	3.0%
21	Mining, Quarrying, and Oil and Gas Extraction	9,452	703	7.4%
11	Agriculture, Forestry, Fishing and Hunting	6,751	293	4.3%
22	Utilities	4,041	62	1.5%
	Totals	1,656,781	82,376	5.0%

Source: EMSI-Burning Glass

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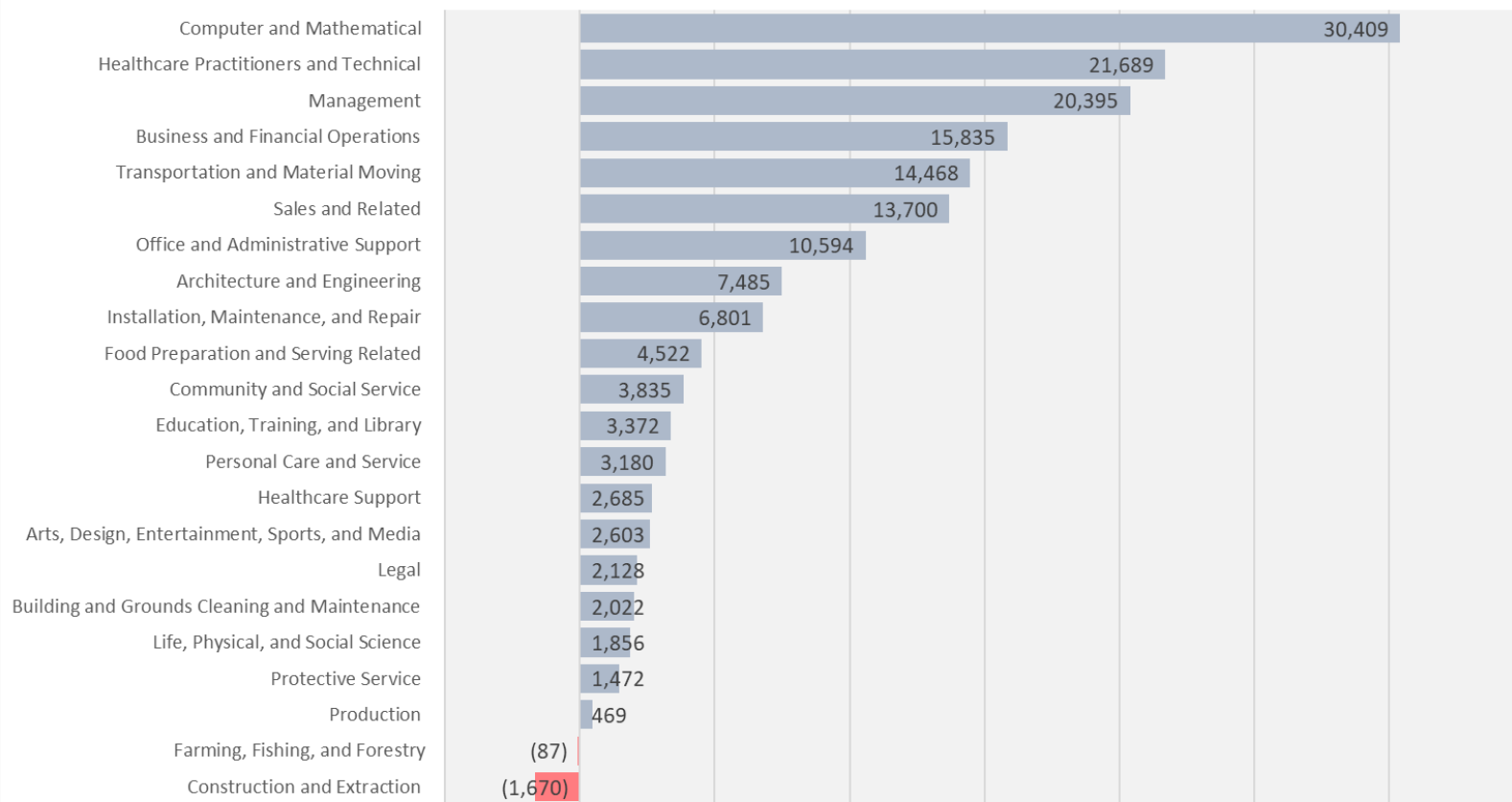
Occupational Unemployment

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	September 2021 Unemployed	Estimated Percent Jobless
11	Management	89,468	11,113	12.4%
43	Office and Administrative Support	190,058	10,521	5.5%
41	Sales and Related	167,965	10,058	6.0%
35	Food Preparation and Serving Related	114,279	6,812	6.0%
53	Transportation and Material Moving	136,123	5,976	4.4%
47	Construction and Extraction	87,215	5,596	6.4%
51	Production	52,519	4,167	7.9%
13	Business and Financial Operations	153,312	3,975	2.6%
31	Healthcare Support	59,008	3,427	5.8%
15	Computer and Mathematical	88,895	3,037	3.4%
49	Installation, Maintenance, and Repair	59,595	2,754	4.6%
39	Personal Care and Service	53,365	2,564	4.8%
29	Healthcare Practitioners and Technical	85,391	2,288	2.7%
25	Education, Training, and Library	83,852	2,030	2.4%
37	Building and Grounds Cleaning and Maintenance	51,966	1,805	3.5%
27	Arts, Design, Entertainment, Sports, and Media	35,052	1,696	4.8%
17	Architecture and Engineering	42,190	1,213	2.9%
33	Protective Service	30,628	965	3.2%
21	Community and Social Service	26,952	847	3.1%
19	Life, Physical, and Social Science	18,234	628	3.4%
23	Legal	20,161	626	3.1%
45	Farming, Fishing, Forestry	5,320	260	4.9%
	Totals	1,651,549	82,358	5.0%

Source: EMSI-Burning Glass

Skill Gap, Greater Metro Denver

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

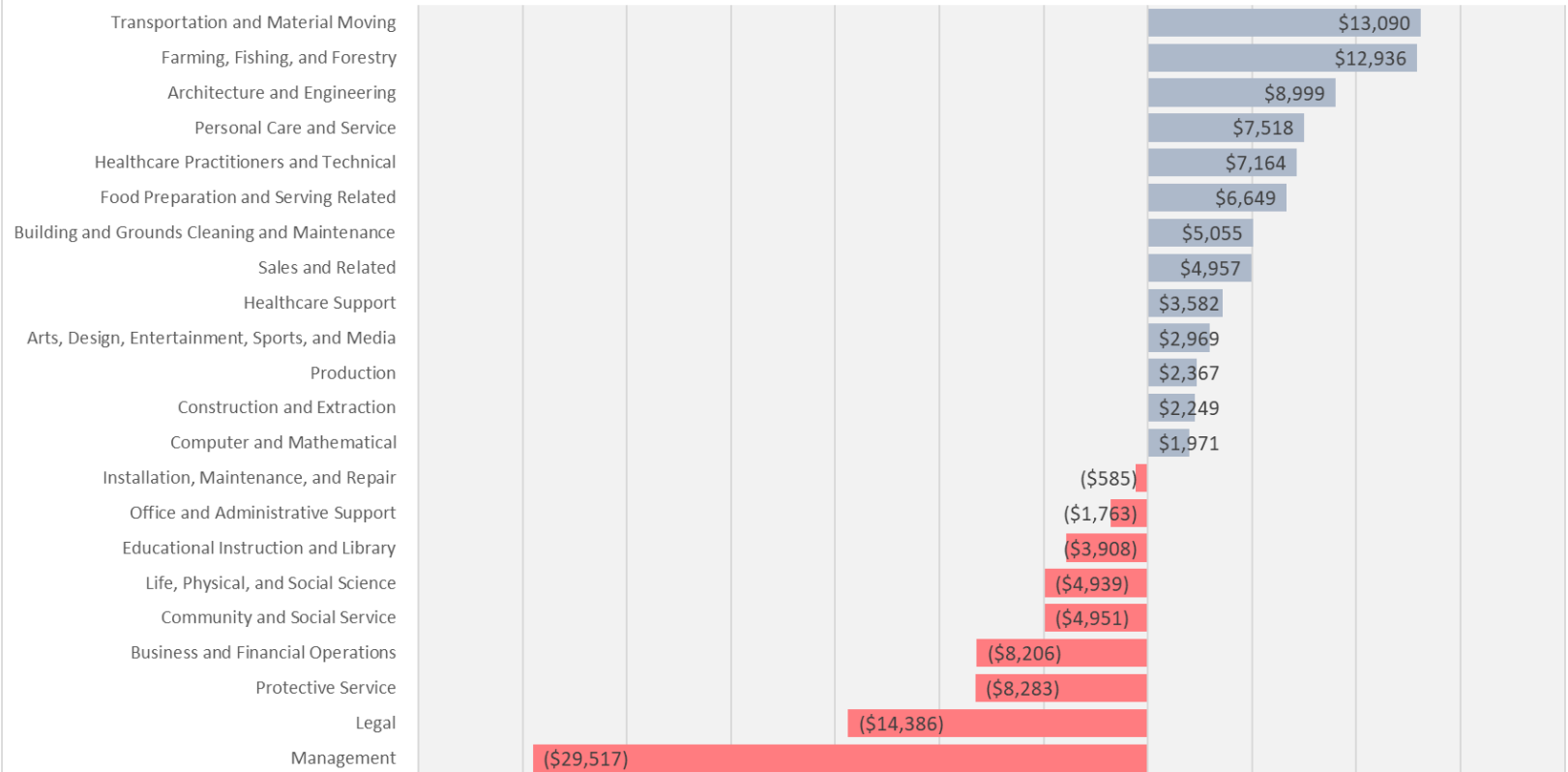| Category	Value
Computer and Mathematical	30,409
Healthcare Practitioners and Technical	21,689
Management	20,395
Business and Financial Operations	15,835
Transportation and Material Moving	14,468
Sales and Related	13,700
Office and Administrative Support	10,594
Architecture and Engineering	7,485
Installation, Maintenance, and Repair	6,801
Food Preparation and Serving Related	4,522
Community and Social Service	3,835
Education, Training, and Library	3,372
Personal Care and Service	3,180
Healthcare Support	2,685
Arts, Design, Entertainment, Sports, and Media	2,603
Legal	2,128
Building and Grounds Cleaning and Maintenance	2,022
Life, Physical, and Social Science	1,856
Protective Service	1,472
Production	469
Farming, Fishing, and Forestry	(87)
Construction and Extraction	(1,670)

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.

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Wage Trends in Job Postings, Metro Denver

Source: EMSI Burning Glass

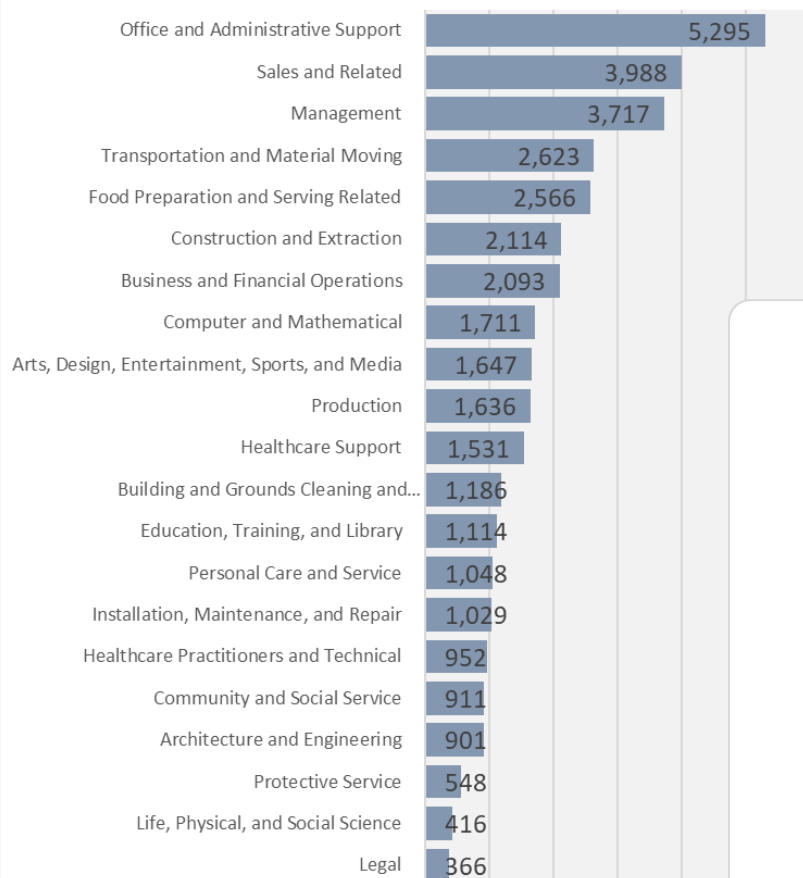| Occupation	Wage Change
Transportation and Material Moving	$13,090
Farming, Fishing, and Forestry	$12,936
Architecture and Engineering	$8,999
Personal Care and Service	$7,518
Healthcare Practitioners and Technical	$7,164
Food Preparation and Serving Related	$6,649
Building and Grounds Cleaning and Maintenance	$5,055
Sales and Related	$4,957
Healthcare Support	$3,582
Arts, Design, Entertainment, Sports, and Media	$2,969
Production	$2,367
Construction and Extraction	$2,249
Computer and Mathematical	$1,971
Installation, Maintenance, and Repair	($585)
Office and Administrative Support	($1,763)
Educational Instruction and Library	($3,908)
Life, Physical, and Social Science	($4,939)
Community and Social Service	($4,951)
Business and Financial Operations	($8,206)
Protective Service	($8,283)
Legal	($14,386)
Management	($29,517)

In October 2021, posted wages were up across all occupations by over 25% over the median wage determined for greater metro Denver by the Bureau of Labor Statistics as of May 2020. The highest wage increases are for transportation and warehousing workers, particularly over-the-road truck drivers.

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Helping Make the Match

Labor Supply, Connecting Colorado Registrants
Metro Denver, 11/16/2021
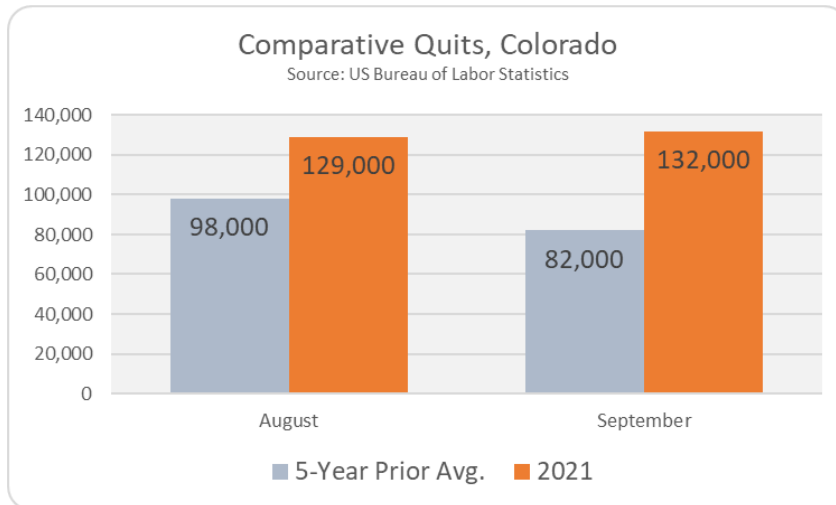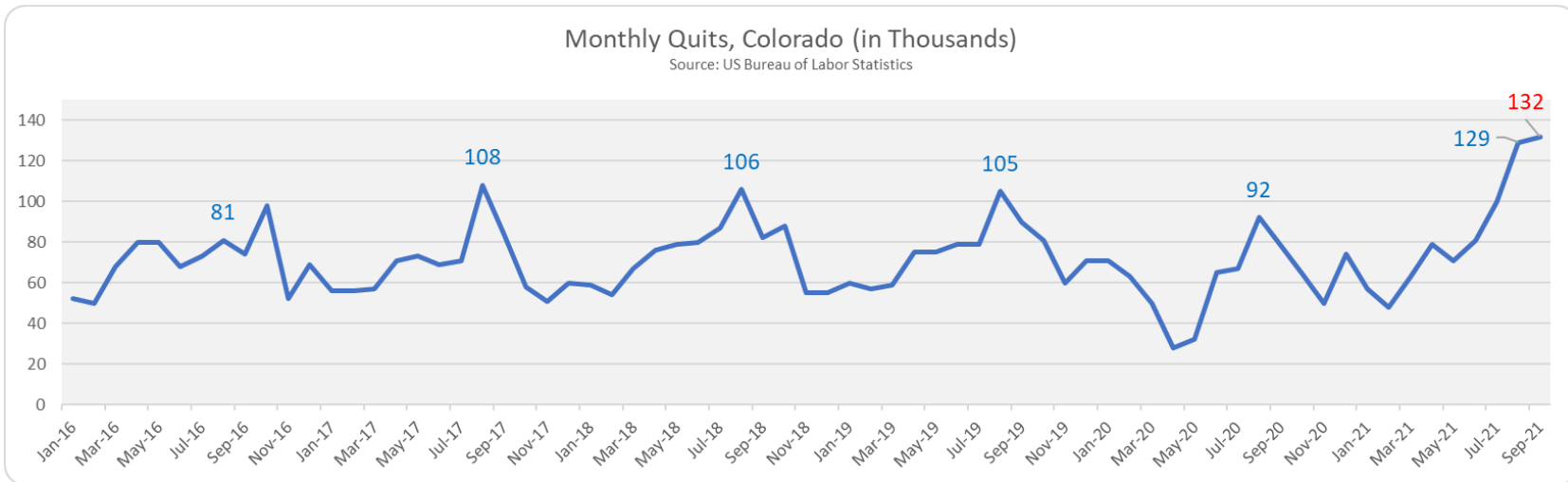Sources: Connecting Colorado, Applicant Search

Occupational Family	Count
Office and Administrative Support	5,295
Sales and Related	3,988
Management	3,717
Transportation and Material Moving	2,623
Food Preparation and Serving Related	2,566
Construction and Extraction	2,114
Business and Financial Operations	2,093
Computer and Mathematical	1,711
Arts, Design, Entertainment, Sports, and Media	1,647
Production	1,636
Healthcare Support	1,531
Building and Grounds Cleaning and...	1,186
Education, Training, and Library	1,114
Personal Care and Service	1,048
Installation, Maintenance, and Repair	1,029
Healthcare Practitioners and Technical	952
Community and Social Service	911
Architecture and Engineering	901
Protective Service	548
Life, Physical, and Social Science	416
Legal	366

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, 11/16/2021

- Less than High School, 2,415, 9%
- PHD, 266, 1%
- Master, 2,120, 8%
- Bachelor, 6,087, 23%
- Associate, 2,094, 8%
- Some College, 4,557, 17%
- High School, 9,168, 34%

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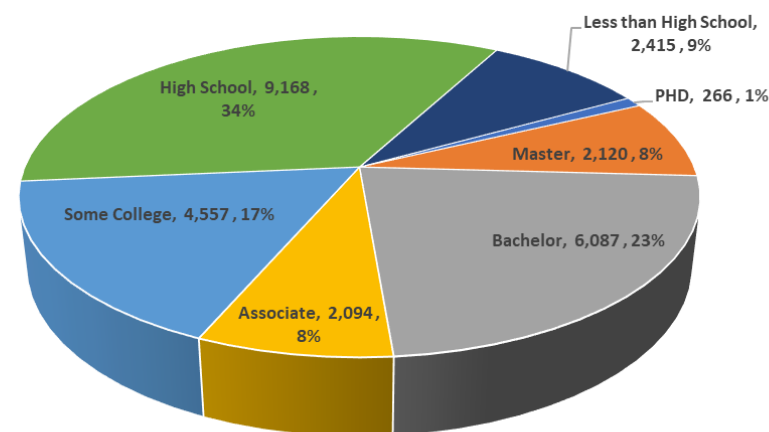
National & State Trends in Quits:

The Great Resignation

Rising 'Quits' & the Great Resignation

Monthly Quits, Colorado (in Thousands)
Source: US Bureau of Labor Statistics

Comparative Quits, Colorado
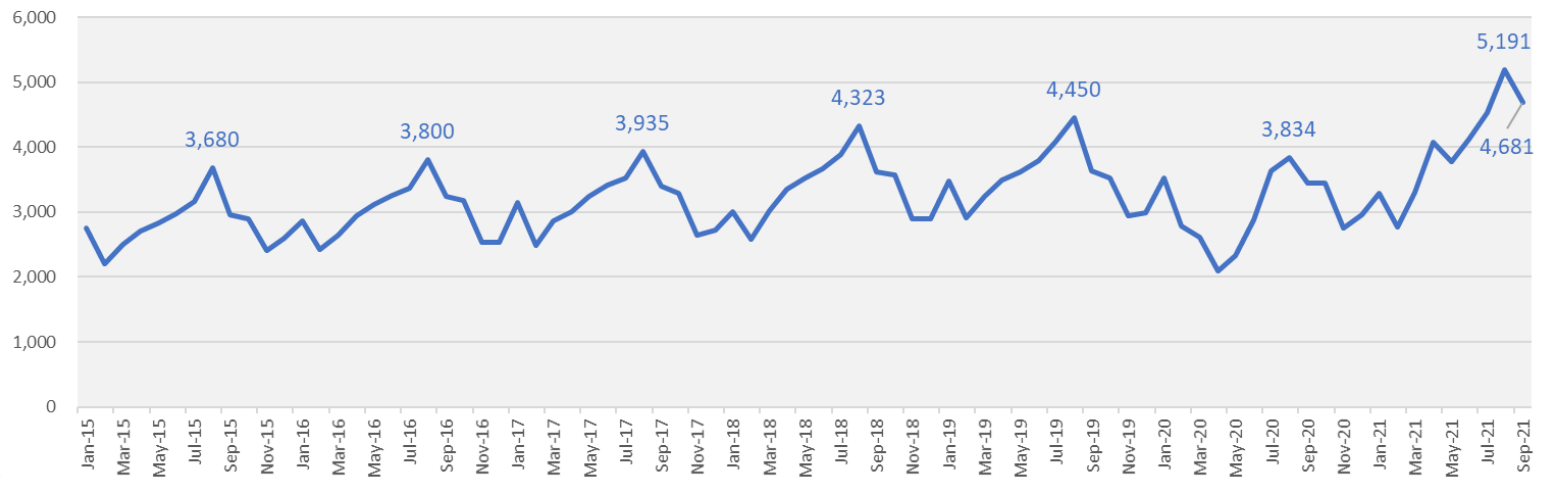Source: US Bureau of Labor Statistics

In Colorado, August 2021 quits were 31,000 higher than the average of the five prior Augusts (2016 through 2020).

In September, 50,000 more Coloradans quit their jobs than the average number of quits for the five prior Septembers (2016-2020).

National Trends in 'Quits'

Monthly Quits, United States, All Nonfarm Sectors (Thousands)
Source: US Bureau of Labor Statistics

Average Quits 2015 - 2020 vs 2021
United States
Source: US Bureau of Labor Statistics
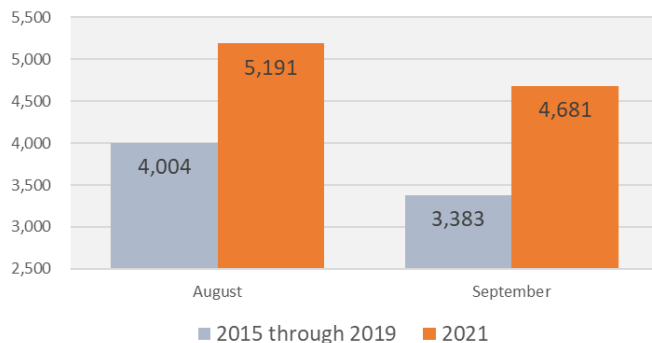
This data comes from the US Bureau of Labor Statistics Job Openings & Labor Turnover Survey (JOLTS). It shows the seasonal pattern of 'job quits,' as well as the steady upward trend that is being called the 'Great Resignation.'

The bar graph to the left shows the comparative number of quits in August and September of 2021 (orange) with the average number of quits in those two months from 2016-2020.

Resignations by Sector, U.S.

Healthcare is increasingly a concern. Quits in August were up 33.1% over their average during the prior 5-yr period for August. What is of greatest concern is that quits in September were up 47.9% over the average of the prior 5 Septembers (2016-2020).
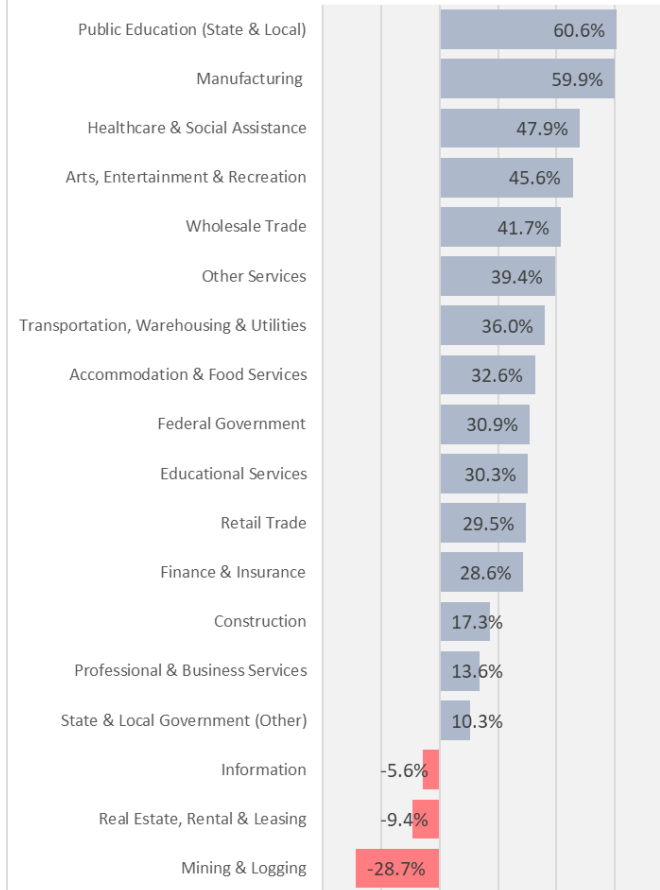
The second concern is public schools, where quits in August were 5.7% higher than the average of the prior 5 Augusts (2016-2020), but then in September, rose 60.6% over the prior 5-September average. What this suggests is that a large number of teachers are quitting as the school year progresses.

Percent Change in Quits, United States
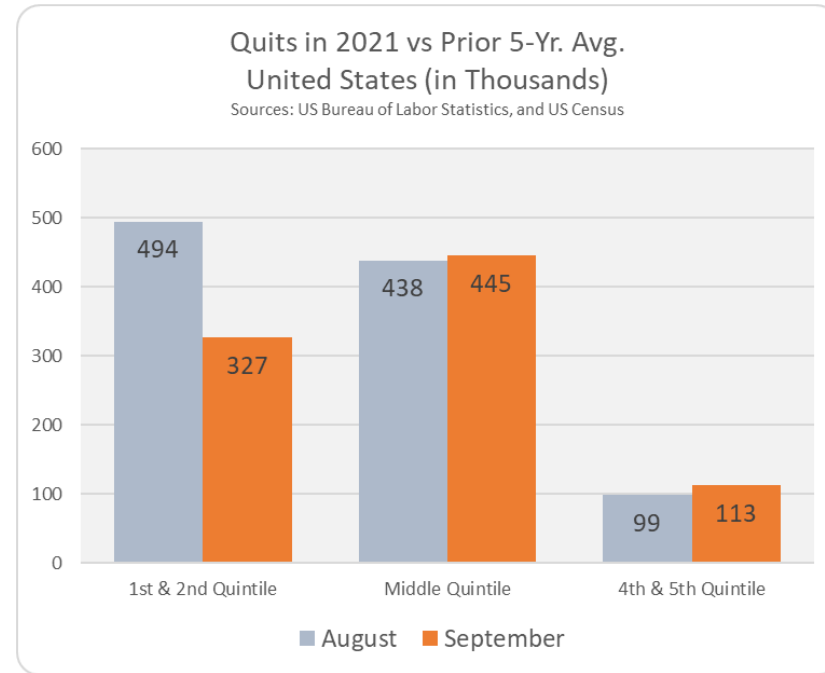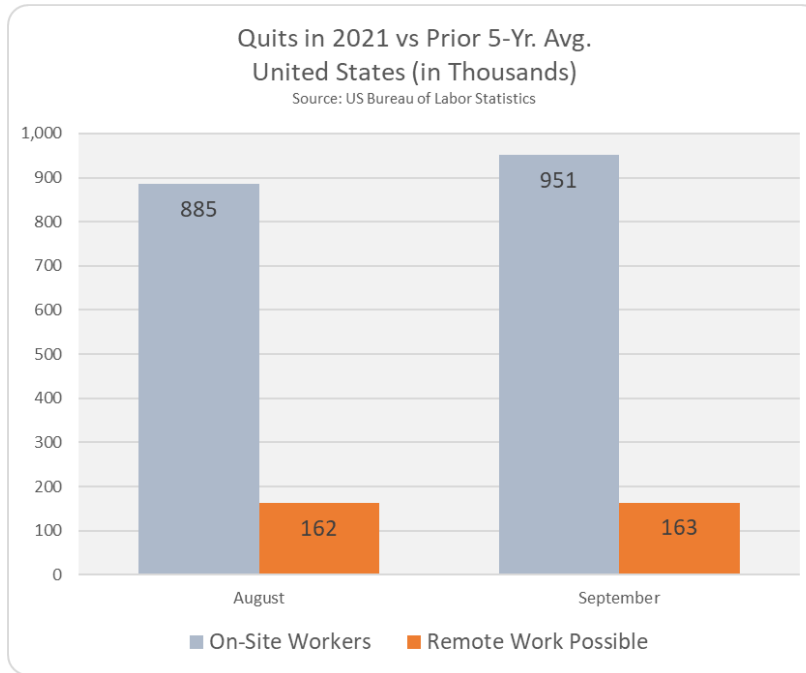### 2021 vs Prior 5-Year Average (August)
Source: US Bureau of Labor Statistics

Sector	Percent Change
Manufacturing	54.2%
Wholesale Trade	50.4%
Retail Trade	33.8%
Accommodation & Food Services	33.5%
Healthcare & Social Assistance	33.1%
Construction	30.5%
Transportation, Warehousing & Utilities	23.6%
Federal Government	19.1%
Professional & Business Services	12.0%
Other Services	10.6%
Real Estate, Rental & Leasing	8.4%
Finance & Insurance	8.0%
Public Education (State & Local)	5.7%
Arts, Entertainment & Recreation	3.0%
Information	2.6%
State & Local Government (Other)	2.5%
Educational Services	-3.7%
Mining & Logging	-19.2%

Percent Change in Quits, United States
2021 vs Prior 5-Year Average (September)

Sector	Percent Change
Public Education (State & Local)	60.6%
Manufacturing	59.9%
Healthcare & Social Assistance	47.9%
Arts, Entertainment & Recreation	45.6%
Wholesale Trade	41.7%
Other Services	39.4%
Transportation, Warehousing & Utilities	36.0%
Accommodation & Food Services	32.6%
Federal Government	30.9%
Educational Services	30.3%
Retail Trade	29.5%
Finance & Insurance	28.6%
Construction	17.3%
Professional & Business Services	13.6%
State & Local Government (Other)	10.3%
Information	-5.6%
Real Estate, Rental & Leasing	-9.4%
Mining & Logging	-28.7%

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Quits by Earnings and Remote-Work Ability

Quits in 2021 vs Prior 5-Yr. Avg.
United States (in Thousands)
Source: US Bureau of Labor Statistics

On-Site Workers: August 885, September 951
Remote Work Possible: August 162, September 163

Quits in 2021 vs Prior 5-Yr. Avg.
United States (in Thousands)
Sources: US Bureau of Labor Statistics, and US Census

1st & 2nd Quintile: August 494, September 327
Middle Quintile: August 438, September 445
4th & 5th Quintile: August 99, September 113

These two bar graphs give additional insight. In sectors where workers must be present at the work site, including healthcare, transportation and warehousing, and leisure and hospitality, we see resignations in August and September are both substantially higher than the prior five-year August and September averages. The graph to the right shows the number of resignations exceeding the prior five-year August and September averages by earnings quintile.

Unfilled Jobs & Job Posting Trends

Unemployment and Unfilled Jobs

Job Openings vs Unemployment, Greater Metro Denver
Sources: EMSI-Burning Glass

178,565

82,376

Unique Postings — Unemployed ······ Linear (Unique Postings) ······ Linear (Unemployed)

Unfilled Jobs by Month, Greater Metro Denver
Source: EMSI-Burning Glass

96,189

55,088

(1,373)
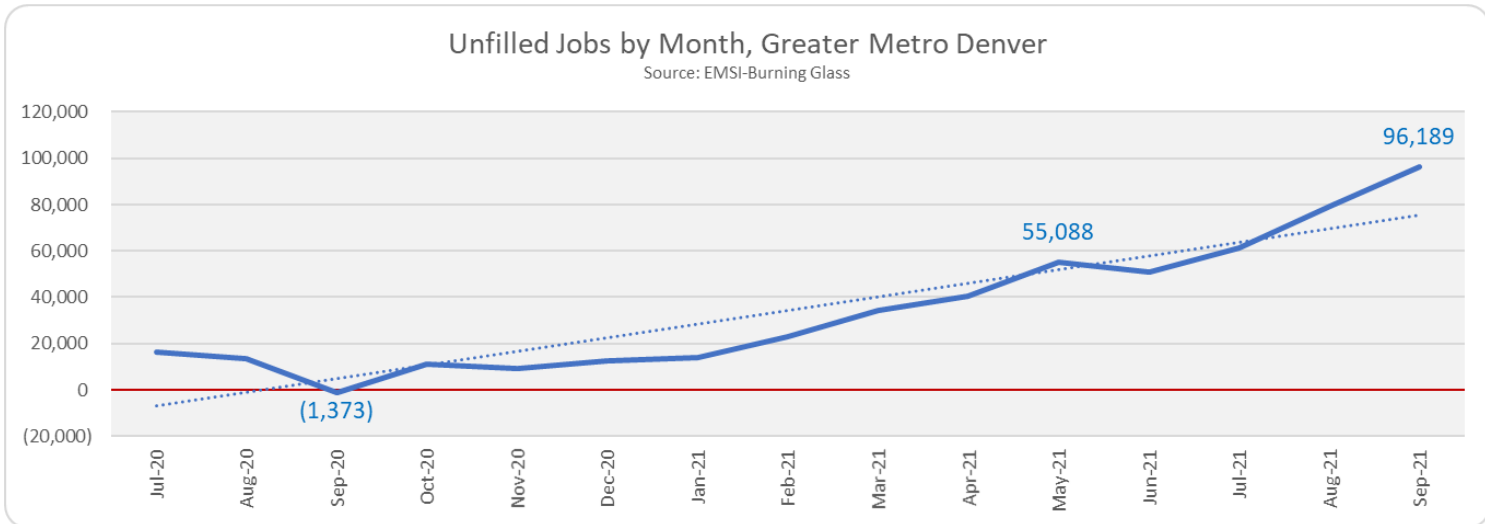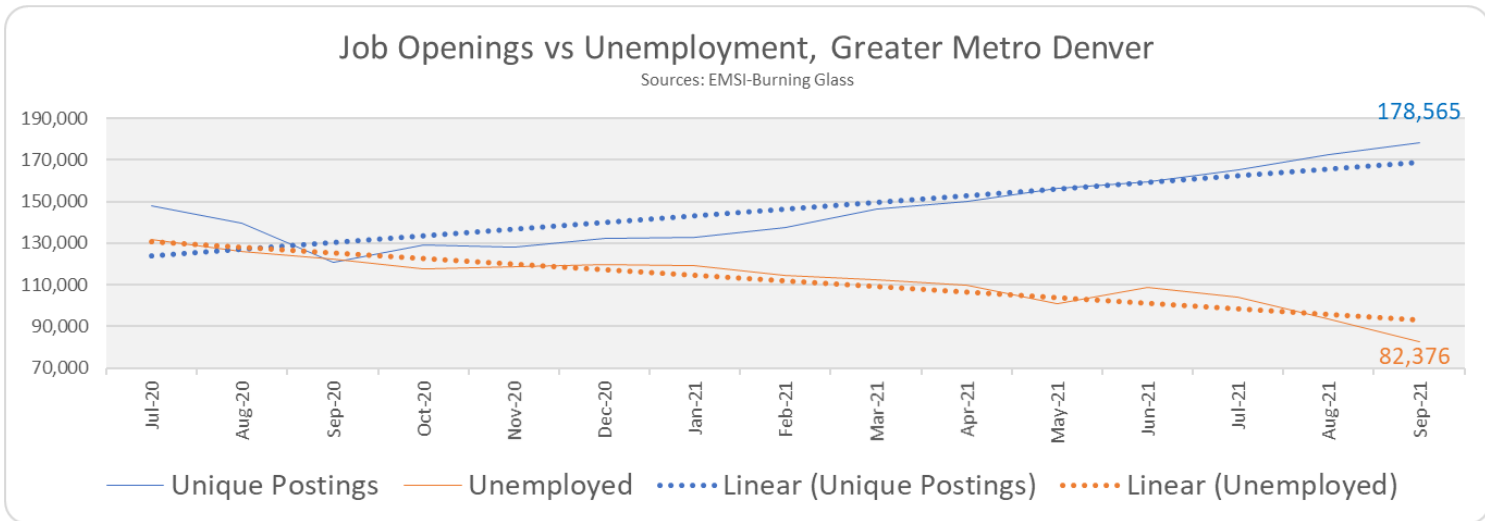
Job Postings Last 30 Days

	Top 20 Occupations Posted, Greater Metro Denver, Last Rolling 30 Day Period		
SOC	Occupation	Unique Postings	Percent Change Over Last 30 Days
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	8,603	(1.4%)
29-1141	Registered Nurses	8,575	6.3%
53-3032	Heavy and Tractor-Trailer Truck Drivers	6,053	5.5%
15-1299	Computer Occupations, All Other	4,917	(1.1%)
41-2031	Retail Salespersons	4,483	3.2%
43-4051	Customer Service Representatives	4,166	8.0%
41-1011	First-Line Supervisors of Retail Sales Workers	4,031	0.1%
11-2021	Marketing Managers	3,738	(4.4%)
13-2011	Accountants and Auditors	3,303	6.7%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	3,218	4.7%
53-7065	Stockers and Order Fillers	3,007	3.9%
15-1232	Computer User Support Specialists	2,615	2.2%
39-9011	Childcare Workers	2,595	18.2%
49-9071	Maintenance and Repair Workers, General	2,552	5.8%
11-2022	Sales Managers	2,505	1.7%
15-1244	Network and Computer Systems Administrators	2,482	(0.2%)
11-1021	General and Operations Managers	2,230	3.4%
53-3033	Light Truck Drivers	2,204	14.1%
13-1111	Management Analysts	2,090	(3.2%)
11-9198	Personal Service Managers, All Other	2,061	4.5%

Source: EMSI Job Posting Analytics

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Top Skills & Credentials in Demand

Top Hard Skills Sought Greater Metro Denver, Last 30 Days	
Qualification	Unique Postings
Accounting	13,035
Finance	11,179
Auditing	10,873
Merchandising	10,008
Agile Methodology	9,284
Selling Techniques	8,689
Warehousing	8,611
Customer Experience	8,439
Nursing	8,221
Automation	7,427
Basic Life Support	7,089
Restaurant Operation	6,951
Python (Programming Language)	6,184
Project Management	6,142
Strategic Planning	5,984
SQL (Programming Language)	5,867
Data Analysis	5,821
Customer Relationship Management	6,037
Software Development	5,832
Computer Science	5,580

Source: EMSI-Burning Glass

Top Certificates Sought Greater Metro Denver, Last 30 Days	
Certificate/Credential	Unique Postings
Commercial Driver's License (CDL)	5,467
Security Clearance	3,151
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	2,868
Master Of Business Administration (MBA)	2,483
Certified Nursing Assistant	2,383
Bachelor Of Science in Business	1,967
Licensed Practical Nurse	1,648
Bachelor Of Science in Nursing (BSN)	1,412
Project Management Professional Certification	1,061
Certified Information Systems Security Professional	1,009
Nurse Practitioner	1,008
Secret Clearance	928
Certified Public Accountant	969
Associate Degree In Nursing	833
Automotive Service Excellence (ASE) Certification	754
Licensed Clinical Social Worker (LCSW)	777
CompTIA Security+	706
Certified Pharmacy Technician	692
American Registry Of Radiologic Technologists (ARRT) Certified	632
CDL Class B License	681

Source: EMSI-Burning Glass

Top Companies & Industries Posting

Top 20 Companies Posting Jobs, Last 30 Days Greater Metro Denver		
Company	Unique Active Postings	Percent Change Over Last 30 Days
Centura Health	1,985	3.9%
Kforce	1,786	51.9%
THE REGENTS OF THE UNIVERSITY OF COLORADO	1,326	(2.5%)
GPAC	1,234	25.8%
UCHealth	1,220	(12.4%)
Lockheed Martin	1,169	21.6%
Amazon	1,024	5.6%
Raytheon Technologies	1,000	(15.8%)
Robert Half	997	(3.3%)
Dish Network	985	5.6%
Spectrum	925	(1.1%)
Jobot	813	11.5%
Walmart	800	(0.2%)
The Home Depot	781	9.7%
Soliant Health	773	(32.1%)
CYNET SYSTEMS	762	(1.0%)
DaVita	732	16.6%
HCA Healthcare	714	(15.2%)
KPMG	687	(23.9%)
UPS	638	67.5%

Source: EMSI-Burning Glass

| Unique Job Postings by Industry Sector, Last 30 Days Greater Metro Denver		
Industry Sector (2-Digit)	Unique Postings	Percent Change Over Last 30 Days
Professional, Scientific, and Technical Services	24,777	1.7%
Administrative and Support and Waste Management and Remediation Services	19,298	8.2%
Health Care and Social Assistance	16,027	4.0%
Retail Trade	14,650	0.9%
Manufacturing	10,470	5.6%
Accommodation and Food Services	8,071	(2.3%)
Information	7,591	(1.6%)
Finance and Insurance	6,675	1.7%
Transportation and Warehousing	6,461	7.3%
Construction	4,307	6.5%
Wholesale Trade	4,211	4.9%
Other Services (except Public Administration)	3,909	16.9%
Real Estate and Rental and Leasing	2,981	(0.8%)
Educational Services	2,764	9.3%
Public Administration	1,265	(4.7%)
Arts, Entertainment, and Recreation	1,169	8.3%
Utilities	1,115	(3.7%)
Management of Companies and Enterprises	943	5.8%
Agriculture, Forestry, Fishing and Hunting	636	21.8%
Mining, Quarrying, and Oil and Gas Extraction	308	(2.8%)

Source: EMSI Developer

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Trends in Remote Work

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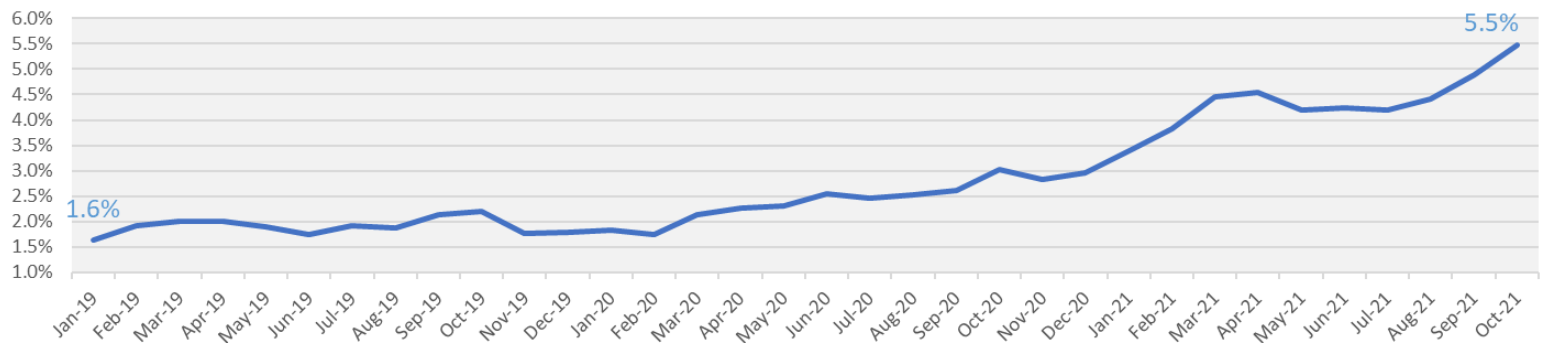
Remote Job Posting Trends

Remote Job Posting Trend, Denver-Aurora-Lakewood Metro Area
Source: EMSI-Burning Glass
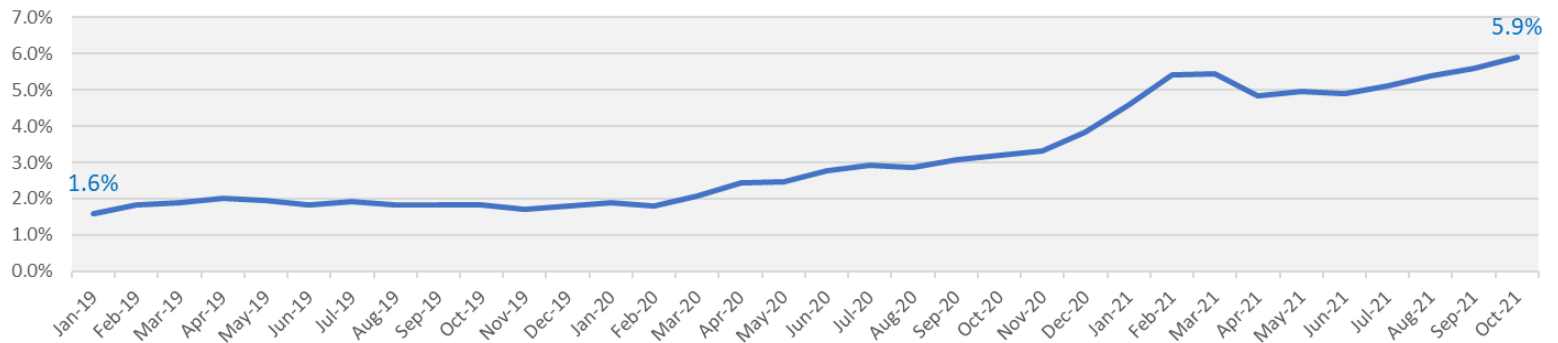
Remote Job Posting Trend, United States
Source: EMSI-Burning Glass

Remote Hiring by Type of Occupation

	Remote Postings by Occupational Grouping, October 2020 Denver-Aurora-Lakeowood Metro Area			
SOC	Occupation	Total Postings	Remote Postings	Percent Remote
15	Computer and Mathematical	24,751	4,853	19.6%
13	Business and Financial Operations	14,530	2,415	16.6%
27	Arts, Design, Entertainment, Sports, and Media	3,206	418	13.0%
11	Management	22,708	2,858	12.6%
43	Office and Administrative Support	15,481	1,828	11.8%
17	Architecture and Engineering	6,662	709	10.6%
19	Life, Physical, and Social Science	1,836	179	9.7%
41	Sales and Related	17,886	1,549	8.7%
23	Legal	2,230	182	8.2%
21	Community and Social Service	3,423	255	7.4%
25	Educational Instruction and Library	4,076	271	6.6%
33	Protective Service	1,866	58	3.1%
29	Healthcare Practitioners and Technical	17,990	493	2.7%
31	Healthcare Support	4,486	120	2.7%
51	Production	3,518	77	2.2%
49	Installation, Maintenance, and Repair	7,174	132	1.8%
45	Farming, Fishing, and Forestry	116	2	1.7%
39	Personal Care and Service	3,843	65	1.7%
47	Construction and Extraction	3,111	51	1.6%
53	Transportation and Material Moving	15,206	142	0.9%
37	Building and Grounds Cleaning and Maintenance	2,699	19	0.7%
35	Food Preparation and Serving Related	8,384	40	0.5%
	Total Across All	185,182	16,716	9.0%

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.

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Remote Hiring by Sector

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

NAICS Code	Industry Sector (2-Digit)	Total Postings	Remote Postings	Percent
	Remote Postings by Industry Sector, October 2020 Denver-Aurora-Lakeowood Metro Area			
55	Management of Companies and Enterprises	873	151	17.3%
54	Professional, Scientific, and Technical	23,288	3,909	16.8%
51	Information	7,354	1,193	16.2%
52	Finance and Insurance	6,289	768	12.2%
56	Administrative and Support and Waste Management and Remediation	18,011	1,992	11.1%
42	Wholesale Trade	3,998	428	10.7%
61	Educational	2,477	254	10.3%
81	Other (except Public Administration)	3,340	310	9.3%
22	Utilities	1,062	96	9.0%
31	Manufacturing	9,803	885	9.0%
92	Public Administration	1,173	91	7.8%
53	Real Estate and Rental and Leasing	2,784	165	5.9%
23	Construction	3,916	190	4.9%
71	Arts, Entertainment, and Recreation	1,052	51	4.8%
62	Health Care and Social Assistance	15,279	713	4.7%
48	Transportation and Warehousing	5,958	206	3.5%
21	Mining, Quarrying, and Oil and Gas Extraction	305	9	3.0%
44	Retail Trade	14,216	358	2.5%
11	Agriculture, Forestry, Fishing and Hunting	562	14	2.5%
72	Accommodation and Food	7,628	154	2.0%
	Total Across All Industries	129,368	11,937	9.2%

Source: EMSI-Burning Glass

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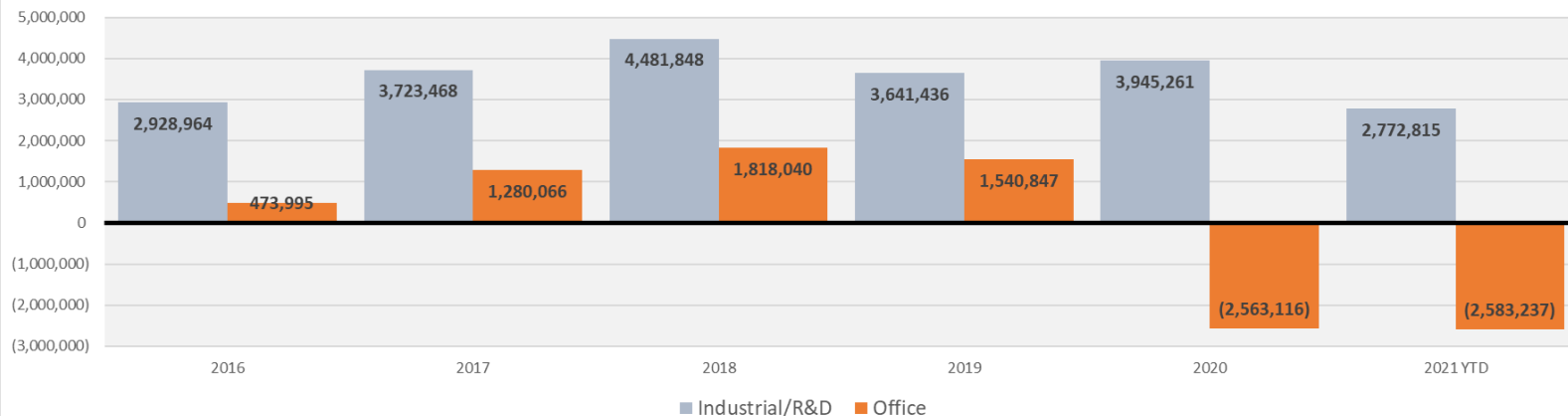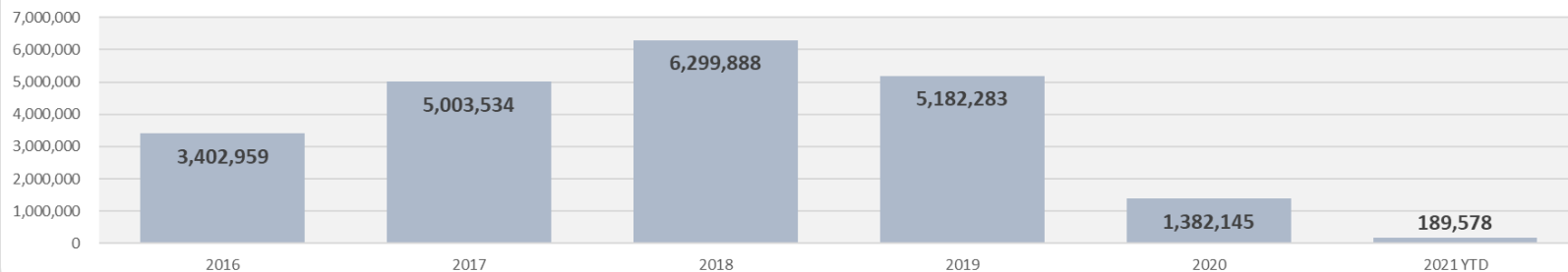
Rethinking Real Estate Strategies

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

Industrial/R&D | Office

Year	Industrial/R&D	Office
2016	2,928,964	473,995
2017	3,723,468	1,280,066
2018	4,481,848	1,818,040
2019	3,641,436	1,540,847
2020	3,945,261	(2,563,116)
2021 YTD	2,772,815	(2,583,237)

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

Year	Value
2016	3,402,959
2017	5,003,534
2018	6,299,888
2019	5,182,283
2020	1,382,145
2021 YTD	189,578

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Americans Leaving the Labor Force & the Conundrum of Rising Long Term Unemployment

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National Labor Force Numbers

As of October 2021, nearly 2.5 million Americans have left the labor force.

Labor Force, Men 20 and Older, United States (Thousands)
Source: U.S. Bureau of Labor Statistics

83,804

1,018,000 men have left the labor force since February 2020

82,786
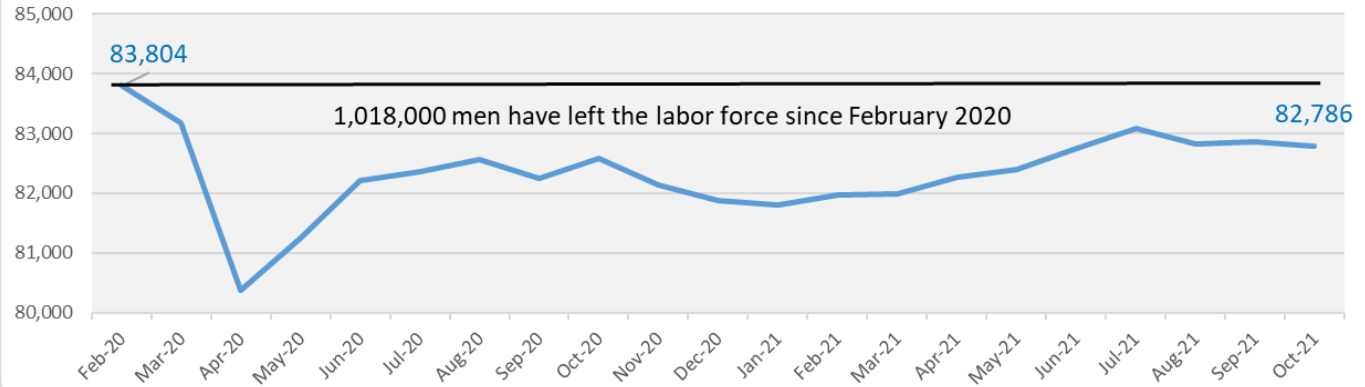
Labor Force, Women 20 and Older, United States (Thousands)
Source: U.S. Bureau of Labor Statistics

74,768

1,472,000 women have left the labor force since February 2020

73,296
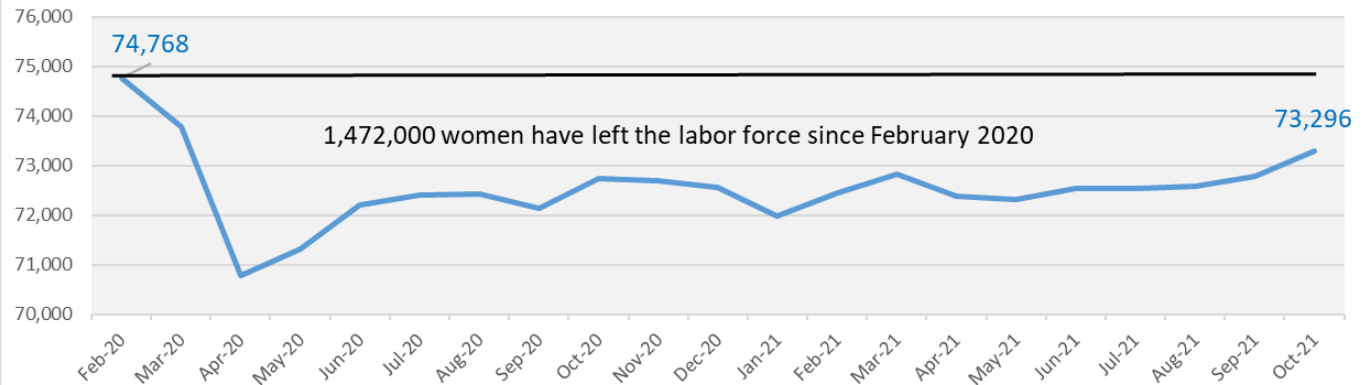
Hidden Workers & Untapped Talent

Companies are increasingly desperate for workers. As they continue to struggle to find people with the skills they need, their competitiveness and growth prospects are put at risk. At the same time, an enormous and growing group of people are unemployed or underemployed, eager to get a job or increase their working hours. However, they remain effectively "hidden" from most businesses that would benefit from hiring them by the very processes those companies use to find talent. – *Hidden Workers & Untapped Talent, Harvard Business School & Accenture, October 4, 2021*

The Arapahoe/Douglas Works! Workforce Center is a good resource for businesses to use in tapping into this hidden source of untapped talent. We have a number of resources available to help businesses locate and even train new candidates for critical positions.

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Growing Numbers of Long-Term Unemployed

Percent of Unemployed Population (U3) by Duration
United States
Source: US Bureau Labor Statistics
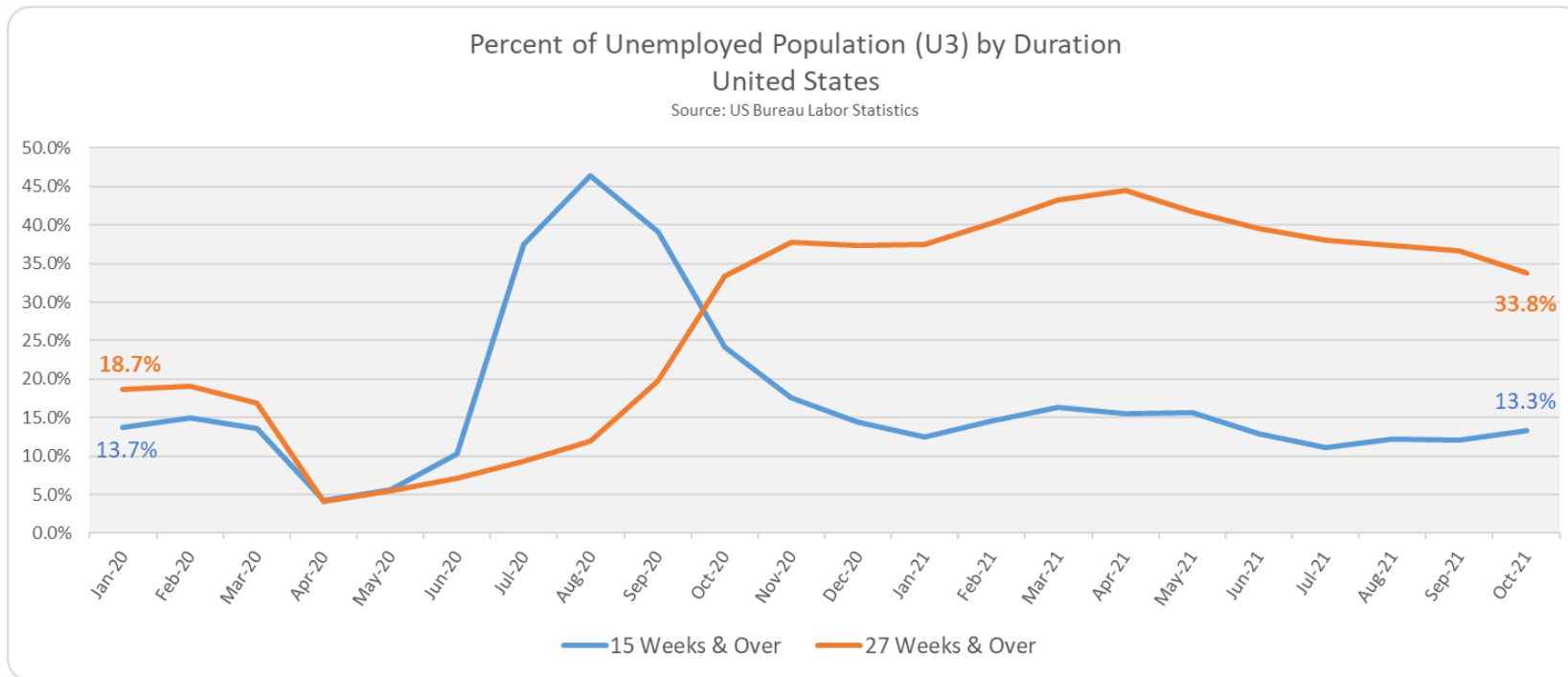
Prior to the pandemic, 31.1% of the unemployed Americans had been unemployed for 15 weeks or longer. As of October 2021, this number had risen to 47.1% of all unemployed.

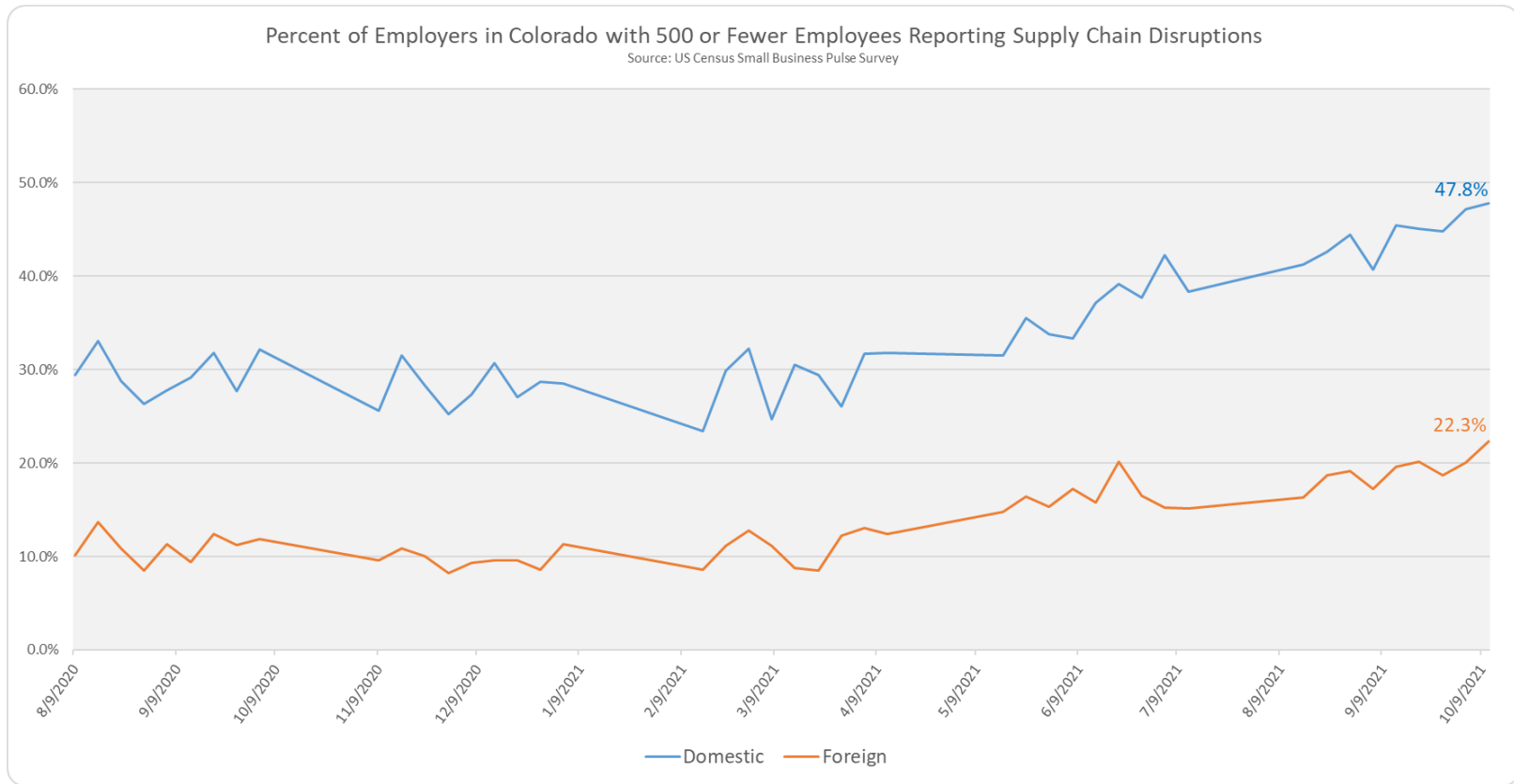# Average & Median Duration in Weeks

Duration of Unemployment in Weeks, United States
Source: US Bureau of Labor Statistics
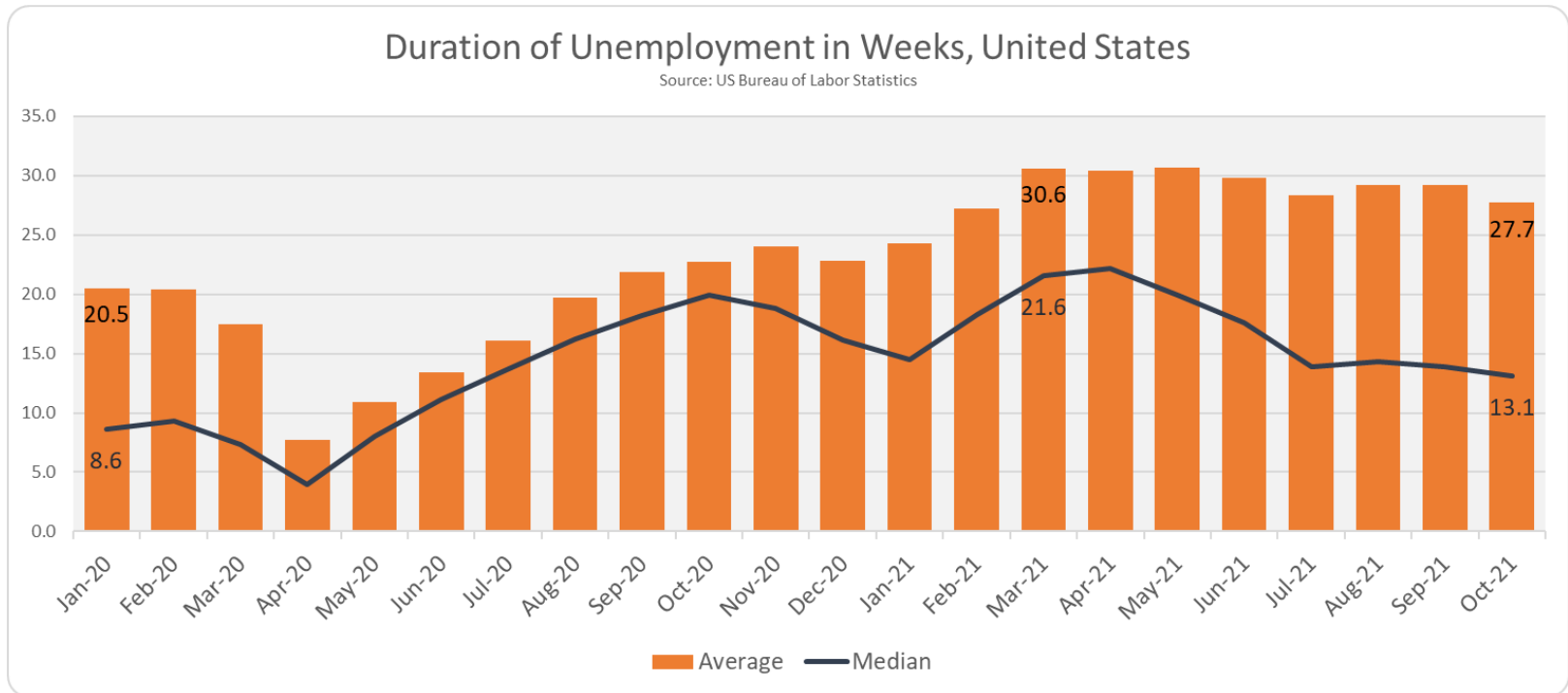
The average length of unemployment has gone up 7.2 weeks since the pandemic began, and the median length of unemployment 4.5 weeks. Since these are people who say they want a job and have been looking, this suggests this group of long-term unemployed may be a sort of 'hidden talent pool,' particularly when we consider the rising number of resignations, and people leaving the labor force.

Other Trends:

- *Supply Chain Disruption*
- *Sales, Selected Industries*
- *Inflation*
- *Automation*

Supply Chain Disruptions

Percent of Employers in Colorado with 500 or Fewer Employees Reporting Supply Chain Disruptions
Source: US Census Small Business Pulse Survey
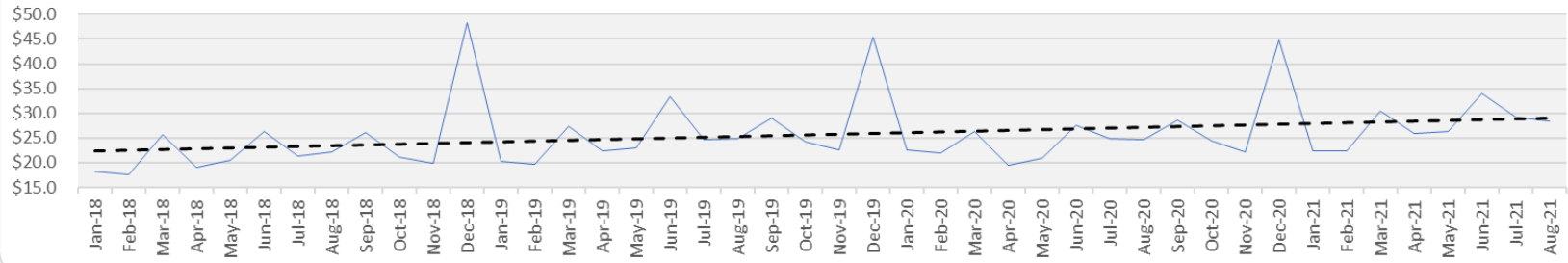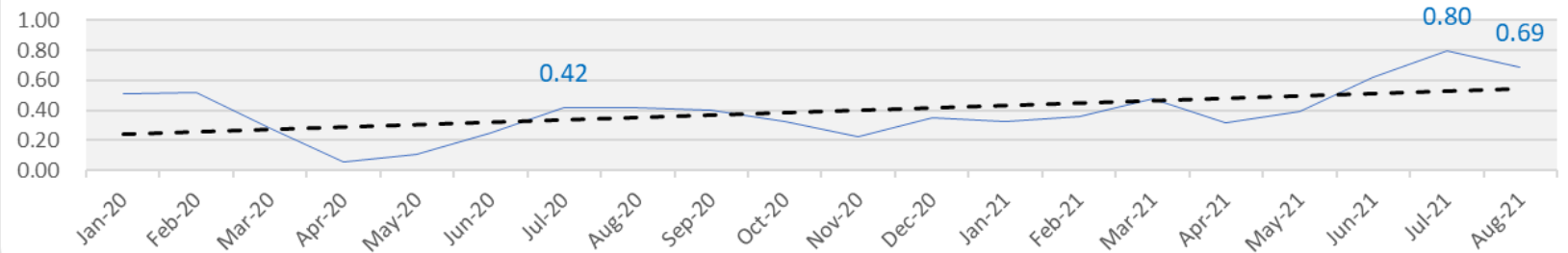
47.8%

22.3%

— Domestic   — Foreign

Sales, Selected Industries

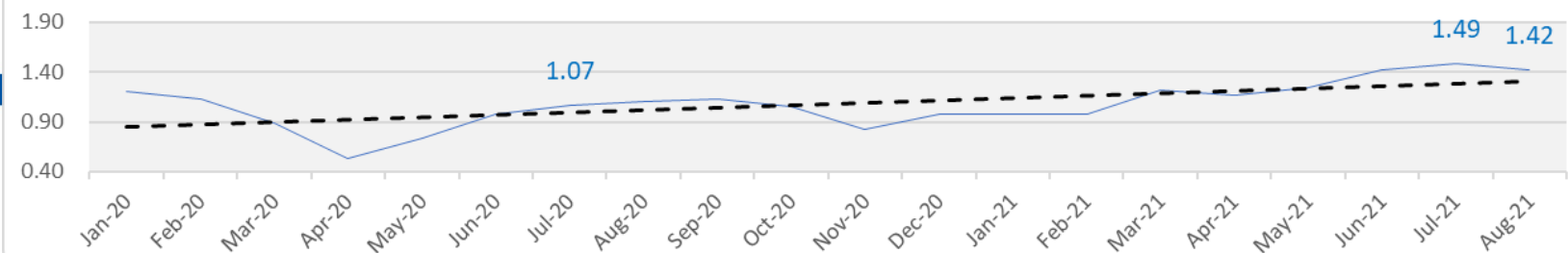Gross Sales, All Industries, Colorado
Source: Colorado Department of Revenue

Sales, Accommodation, Colorado ($billions)
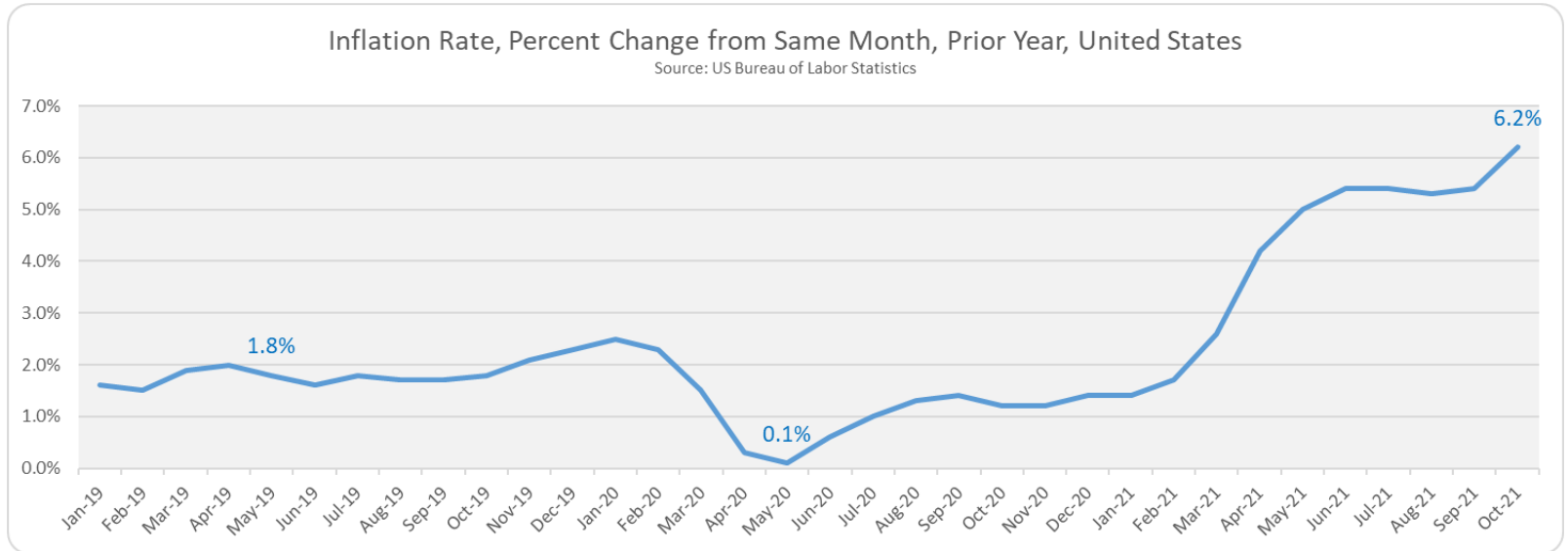Source: Colorado Department of Revenue

Sales, Eating & Drinking Places, Colorado ($billions)
Source: Colorado Department of Revenue

Inflation

Inflation Rate, Percent Change from Same Month, Prior Year, United States
Source: US Bureau of Labor Statistics

Inflation continues to trend sharply up, moving from 5.4% to 6.2% between September and October of this year. The top 5 highest areas of inflation are:

1. Gasoline – 49.6% in October, up 7.5% from last month.
2. Energy – 30.0% in October, up 5.2% from last month.
3. Used Cars & Trucks – 26.4% in October, up 2% from September.
4. Furniture & Bedding – 12.0% in October, up 0.8% from September.
5. Meat, Poultry, Fish & Eggs – 11.9% in October, up 1.4% from last month.

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 Opportunities in Food Preparation and Serving Related Occupations		
SOC	**Family**	**Description**		**Automation Index**
35-9021	35	Dishwashers		136.4
35-2011	35	Cooks, Fast Food		134.1
35-3023	35	Fast Food and Counter Workers		130.8
35-9011	35	Dining Room and Cafeteria Attendants and Bartender Helpers		130.6
35-3031	35	Waiters and Waitresses		129.8
35-2021	35	Food Preparation Workers		129.1
35-2015	35	Cooks, Short Order		128.4
35-2014	35	Cooks, Restaurant		125.0
35-9099	35	Food Preparation and Serving Related Workers, All Other		122.2
35-3011	35	Bartenders		121.3
35-3041	35	Food Servers, Nonrestaurant		118.7
35-9031	35	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop		117.8
35-2019	35	Cooks, All Other		116.2
35-2012	35	Cooks, Institution and Cafeteria		108.3
35-1012	35	First-Line Supervisors of Food Preparation and Serving Workers		107.7
35-2013	35	Cooks, Private Household		103.3
35-1011	35	Chefs and Head Cooks		93.2

Source: EMSI-Burning Glass

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Arapahoe/Douglas Works! Responds to Businesses and Job Seekers

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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

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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