

2022

Refail INDUSTRY PROFILE

for Arapahoe & Douglas Counties Colorado WIOA Central Planning Region





The geographic area for this industry profile includes the 13 counties that make up Colorado's Urban Front Range.

The geographic region includes the following metropolitan areas:

- Boulder
- Colorado Springs
- Denver-Aurora-Lakewood
- Fort Collins
- Greeley

In 2021, this thirteen-county region employed nearly 2.6 million people across all industries, and made up over 85% of Colorado's total employment.

In 2020, the gross regional product (GRP) for Colorado's Urban Front Range was \$312.76 billion, which made up around 1.7% of the national GRP. GRP is the total market value of all goods and services produced in the region.

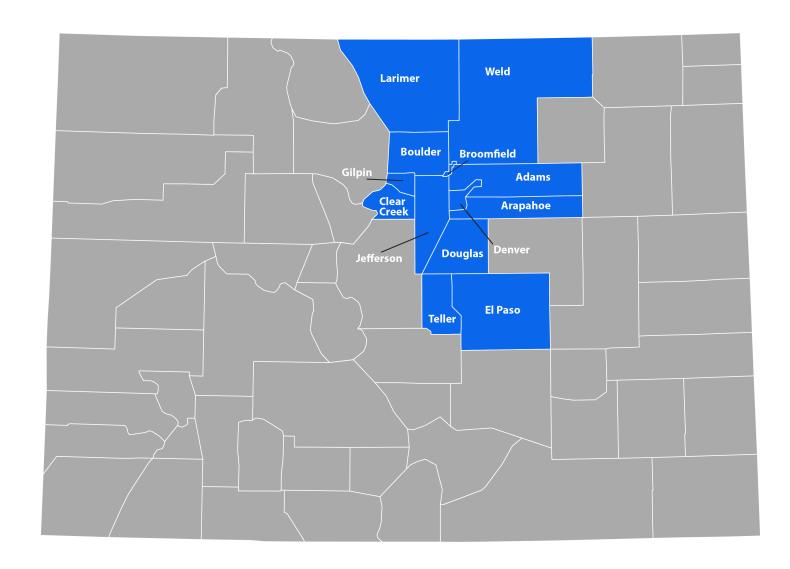


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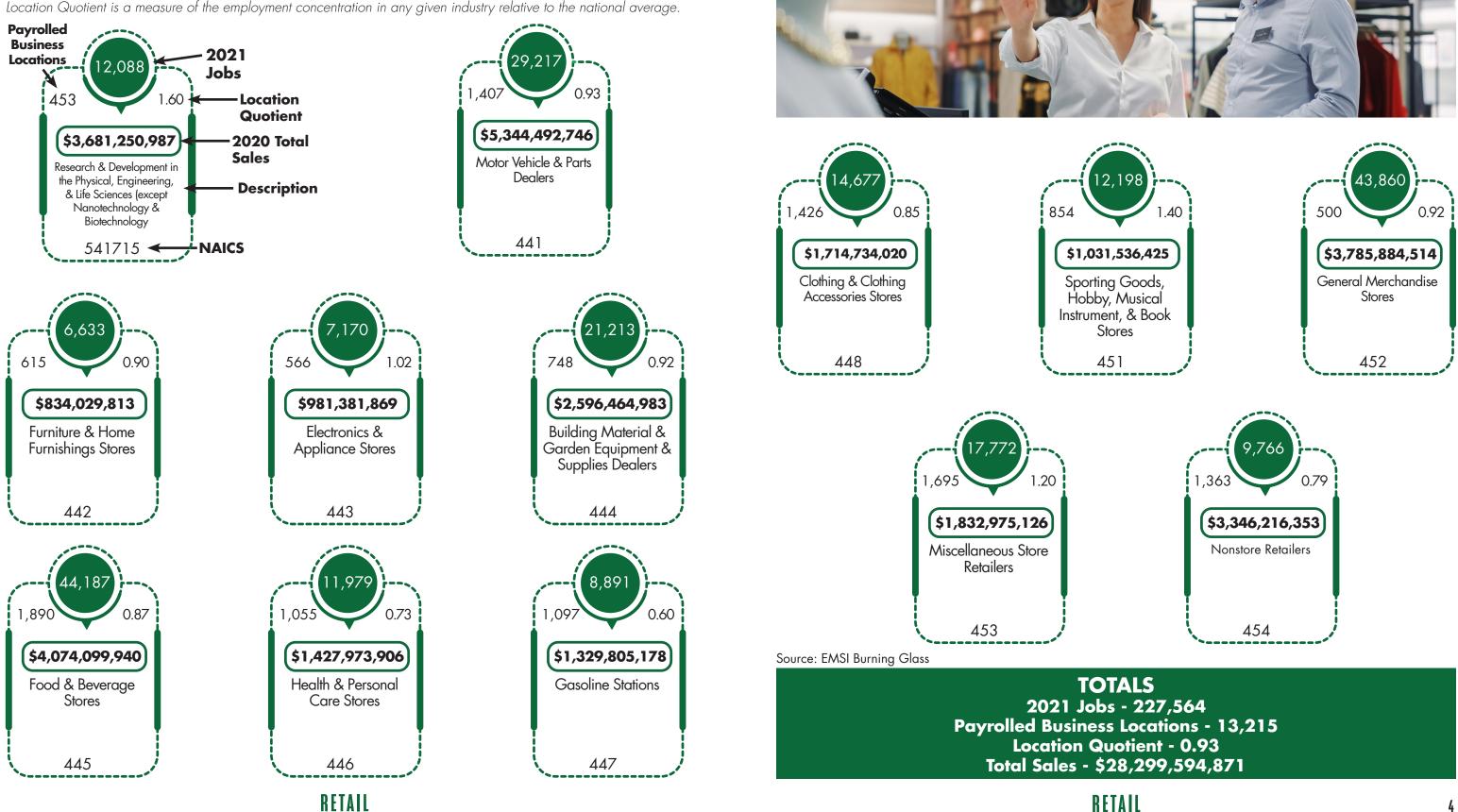
GEOGRAPHICAL AREA

INDUSTRIES MAKING UP THE SECTOR

The Retail Sector employs 227,564 people in 13,215 payrolled business locations along Colorado's Urban Front Range. In 2021, the sector had \$28.3 billion in sales, and contributed \$17.1 billion to the region's Gross Regional Product. The region's geographic location and extensive infrastructure ensures a strong global supply chain, and a diversified business climate. In addition, ready access to highly skilled workers and worldclass research institutions offers employers in the sector many advantages in a global economy.

Note:

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



INDUSTRIES MAKING UP THE SECTOR



EMPLOYMENT CONCENTRATION MAP

Estes Park Fort Morgan Brighton Colorado Springs 2021 Jobs 4,991 to 6,519 Fountair 3,066 to 4,990 1,976 to 3.065 1.150 to 1.975 411 to 1,149 0 to 410 Cañon City

Overall, employment in the sector is slightly less concentrated at 93% of the national average. The highest concentrations within the sector are in electronics and appliance stores (1.01 times the national average), and sporting goods, hobby, musical instrument and book stores (1.60 times the national average). Note that online retail is rapidly growing, and a significant portion of employment serving the region is physically located outside of Colorado.

Note: A supplement is any kind of employer paid benefit beyond wage or salary.

Jobs and Average Earnings by County

County	2021 Jobs	Average Wage & Salaries	Average Cost of Supplements
Arapahoe	34,515	\$41,753	\$7,343
El Paso	33,374	\$37,050	\$6,506
Denver	32,329	\$42,275	\$7,548
Jefferson	30,457	\$37,910	\$6,728
Adams	21,938	\$37,695	\$6,667
Larimer	20,269	\$34,769	\$6,139
Douglas	19,343	\$37,600	\$6,682
Boulder	18,092	\$39,559	\$6,912
Weld	11,563	\$36,850	\$6,393
Broomfield	4,222	\$31,725	\$5,706
Teller	1,119	\$29,728	\$5,364
Clear Creek	282	\$33,416	\$5,104
Gilpin	61	\$32,880	\$2,139
TOTALS	227,564	\$36,401	\$6,095

Source: EMSI Burning Glass

Source: EMSI Burning Glass

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EMPLOYMENT CONCENTRATION

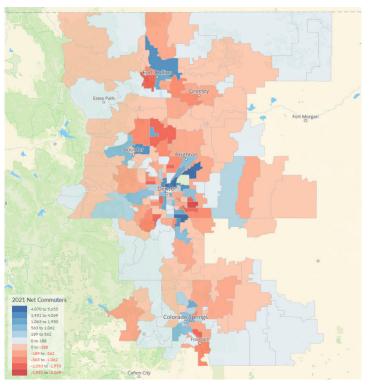
WHERE CORE WORKFORCE LIVES

Every industry sector has a group of occupations that it needs to produce its good or render its service. This is called a staffing pattern, and these staffing patterns include management, business and financial occupations, administrative and support occupations, and core occupations.

Core occupations in the Sector include some installation, maintenance and repair occupations, and production occupations. This map shows where the core workers in the industry live (orange) and where they work (blue).

For this industry, the core occupations are defined as follows:

- Sales & Related
- Transportation & Material Moving



County	Net Commuters	Resident Workers	Jobs
Denver	11,786	26,079	37,865
Adams	5,198	26,113	31,311
Boulder	2,731	11,173	13,904
Larimer	820	16,713	17,533
Douglas	67	14,622	14,689
Gilpin	(18)	257	239
Clear Creek	(66)	336	269
Broomfield	(123)	3,636	3,513
Teller	(448)	1,378	930
El Paso	(825)	28,574	27,750
Arapahoe	(1,505)	29,932	28,426
Jefferson	(5,070)	28,662	23,592
Weld	(7,092)	18,973	11,880

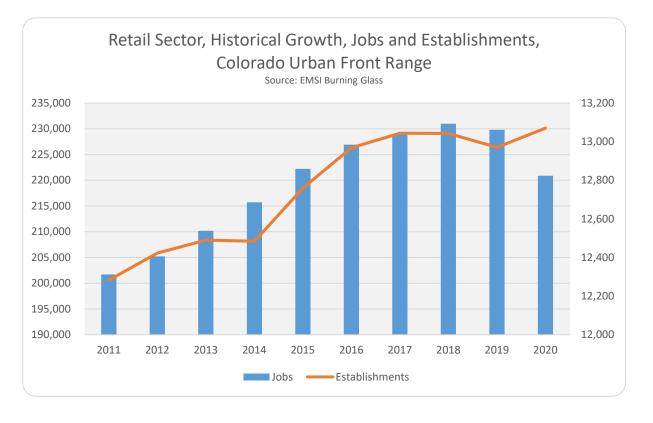
Source: EMSI Burning Glass

RETAIL

HISTORICAL TRENDS & GROWTH

- 1.01%.
- 2011 to 13,070 in 2020.
- \$32,460 in 2011 to \$44,590 in 2020, an annual growth rate of 3.6%.

Historical Trends



Historical Growth



• Over the last decade, employment in the Retail Sector grew by 19,174 jobs, an annual growth rate of

• The number of establishments grew annually by .07% over the same time period, moving from 12,283 in

• Average worker earnings in the sector, which includes wages, salaries, and compensation, grew from

PROJECTED GROWTH

The Retail Sector is expected to grow at an annual rate of 0.8%, with the number of jobs increasing to 234,659 by 2025. The Urban Front Range continues to be a national hub in several sector industries with overall employment concentration in the sector as a whole at 93% the national average.

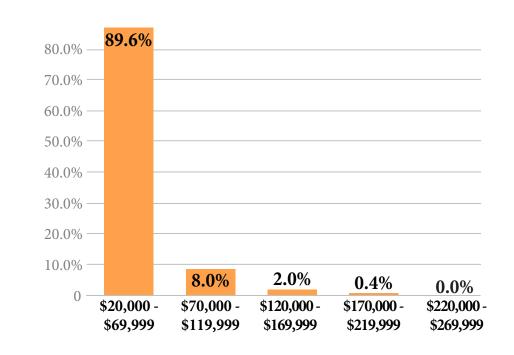
Note:

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

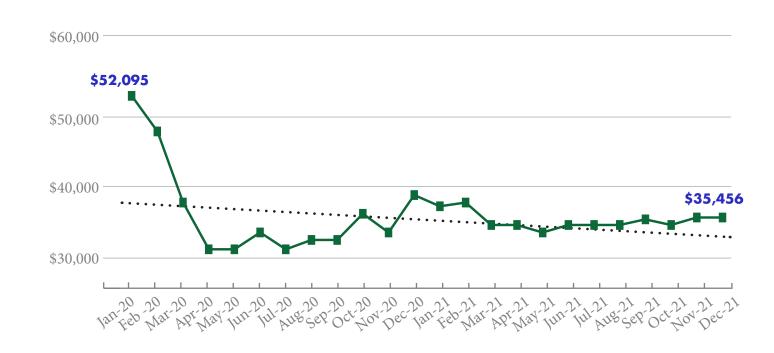
NAICS	Description	2021 Jobs	2025 Jobs	2021- 2025 Change	Location Quotient	2020 Payrolled Business Locations
441	Motor Vehicle & Parts Dealers	29,21 <i>7</i>	30,325	1,108	0.93	1,407
442	Furniture & Home Furnishings Stores	6,633	6,449	(184)	0.90	615
443	Electronics & Appliance Stores	7,170	6,690	(480)	1.02	566
444	Building Material & Garden Equipment & Supplies Dealers	21,213	22,368	1,155	0.92	748
445	Food & Beverage Stores	44,187	45,593	1,406	0.87	1,890
446	Health & Personal Care Stores	11,979	12,820	841	0.73	1,055
447	Gasoline Stations	8,891	8,880	(11)	0.60	1,097
448	Clothing & Clothing Accessories Stores	14,677	15,132	455	0.85	1,426
451	Sporting Goods, Hobby, Musical Instrument, & Book Stores	12,198	12,227	29	1.40	854
452	General Merchandise Stores	43,860	45,283	1,423	0.92	500
453	Miscellaneous Store Retailers	17,772	18,315	542	1.20	1,695
454	Nonstore Retailers	9,766	10,576	810	0.79	1,363
	TOTALS	227,564	234,659	7,095	0.93	13,215

The bar graph and the line graph below are from EMSI Burning Glass, and reflect wage trends in job postings for the industry. The bar graph shows the posting wage curve for 2021 to date, with the median posted annual wage \$34,432. The line graph below shows the median wage from job postings by month over a three-year period.

Salary Range of Unique Job Postings



Advertised Wage Trends



WAGE TRENDS



COMPETITIVE WAGE ANALYSIS

This table shows employment within the Colorado Urban Front Range in the top 20 occupations in the sector. Regional wage ranges and the median wage are shown.

COMPETITIVE WAGE ANALYSIS

Due to the timeframes in which wage data is collected and collated, Colorado's 2022 minimum wage of \$12.56 per hour may not be accurately reflected in some of the wages listed in the table. House Bill 1210, passed in late 2019, has allowed local governments to set higher wages. These municipal minimum wages will also not be accurately reflected in some of the wages listed in the table.

SOC Code	Description	# Jobs in Industry	% of Total Employment in Industry	# Jobs across Industries	 Average Annual Openings	Average Wage	10th Percentile Wage	25th Percentile Wage	Median Wage	75th Percentile Wage	90th Percentile Wage
11-1021	General & Operations Managers	3,881	1.7%	32,731	3,590	\$71.32	\$26.57	\$39.11	\$60.37	\$93.63	\$132.71
29-1051	Pharmacists	2,432	1.1%	4,794	276	\$57.44	\$21.96	\$52.29	\$61.71	\$71.90	\$79.93
29-2052	Pharmacy Technicians	3,117	1.4%	4,896	483	\$18.96	\$13.51	\$15.73	\$18.22	\$21.91	\$26.05
35-2021	Food Preparation Workers	2,183	1.0%	9,191	1,749	\$15.03	\$12.11	\$12.50	\$14.08	\$16.93	\$19.49
35-3023	Fast Food & Counter Workers	2,380	1.0%	55,050	13,227	\$13.32	\$12.03	\$12.10	\$12.56	\$14.05	\$15.54
41-1011	First-Line Supervisors of Retail Sales Workers	16,893	7.4%	18,410	2,153	\$25.78	\$12.91	\$16.61	\$21.93	\$30.09	\$41.17
41-2011	Cashiers	33,488	14.7%	40,977	7,664	\$14.34	\$12.07	\$12.31	\$13.20	\$15.48	\$18.52
41-2022	Parts Salespersons	2,306	1.0%	3,122	431	\$20.29	\$12.92	\$14.77	\$18.39	\$24.01	\$30.65
41-2031	Retail Salespersons	57,705	25.4%	62,605	9,417	\$16.58	\$12.05	\$12.33	\$13.68	\$16.47	\$23.24
41-3091	Sales Reps of Services, Except Advertising, Insurance, Financial Services, & Travel	2,731	1.2%	27,983	3,643	\$39.57	\$14.30	\$20.33	\$31.12	\$49.08	\$77.86
41-9099	Sales and Related Workers, All Other	2,071	0.9%	4,236	614	\$23.32	\$12.31	\$13.72	\$18.31	\$27.25	\$38.37
43-1011	First-Line Supervisors of Office & Administrative Support Workers	2,152	0.9%	20,206	2,293	\$31.51	\$18.12	\$22.77	\$29.42	\$37.73	\$47.57
43-4051	Customer Service Representatives	6,095	2.7%	44,606	6,184	\$19.07	\$12.44	\$14.14	\$17.56	\$22.30	\$27.88
43-5071	Shipping, Receiving, & Inventory Clerks	2,238	1.0%	10,920	1,171	\$18.80	\$12.85	\$14.96	\$17.93	\$21.86	\$26.08
43-9061	Office Clerks, General	2,084	0.9%	36,435	4,848	\$21.86	\$12.63	\$15.84	\$20.53	\$26.26	\$32.52
49-3023	Automotive Service Technicians & Mechanics	4,171	1.8%	10,941	1,227	\$24.39	\$12.63	\$15.82	\$23.60	\$30.48	\$37.68
51-3021	Butchers & Meat Cutters	1,982	0.9%	2,285	287	\$18.86	\$13.03	\$15.61	\$18.80	\$22.37	\$24.82
53-3033	Light Truck Drivers	2,471	1.1%	14,562	2,190	\$20.46	\$12.27	\$13.68	\$18.39	\$24.42	\$32.78
53-7062	Laborers & Freight, Stock, & Material Movers, Hand	2,363	1.0%	27,715	4,703	\$17.46	\$12.42	\$13.92	\$16.61	\$19.43	\$23.75
53-7065	Stockers & Order Fillers	26,884	11.8%	42,226	7,475	\$16.38	\$12.39	\$13.41	\$15.51	\$18.49	\$21.62

Source: EMSI Burning Glass

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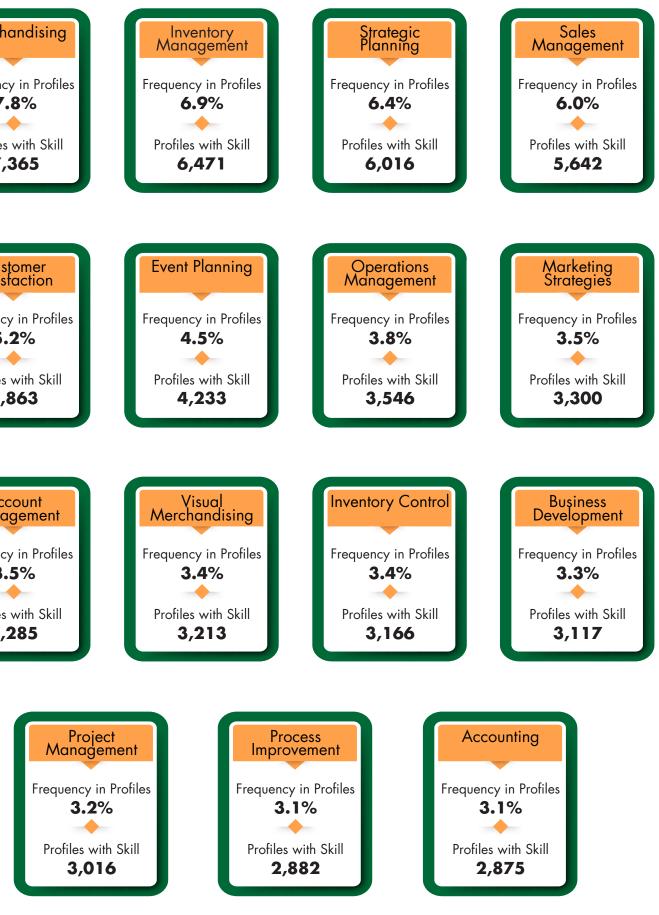
TOP ONLINE PROFILES & REGIONAL BENCH STRENGTH

EMSI Burning Glass has access to over 102 million online resumes throughout the United States, and offers analytical data on those profiles. This table shows online profiles of people working in the Sector that have been updated at some time in calendar 2021. While not all of these people may be presently looking for work, the fact they have recently updated their online resumes suggests they may be open to new opportunities.

Occupation	Profiles	Percent
Retail Salespersons	7,628	8.1%
Personal Service Managers, All Other; Entertainment & Recreation Managers, Except Gambling; & Managers, All Other	6,438	6.9 %
General & Operations Managers	5,491	5.8%
Cashiers	3,863	4.1%
Sales Managers	3,244	3.5%
Customer Service Representatives	3,010	3.2%
Chief Executives	2,982	3.2%
First-Line Supervisors of Office & Administrative Support Workers	2,765	2.9%
First-Line Supervisors of Retail Sales Workers	2,564	2.7%
Stockers & Order Fillers	2,341	2.5%
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	1,840	2.0%
Marketing Managers	1,730	1.8%
Software Developers & Software Quality Assurance Analysts & Testers	1,484	1.6%
Sales & Related Workers, All Other	1,321	1.4%
Financial Managers	1,162	1.2%
Computer User Support Specialists	1,126	1.2%
First-Line Supervisors of Production & Operating Workers	928	1.0%
Project Management Specialists & Business Operations Specialists, All Other	909	1.0%
Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	793	0.8%
Pharmacy Technicians	779	0.8%

The figures on this page show the top hard skills listed in online profiles of people working in the Sector that have been updated at some time in calendar 2021. Source: EMSI Burning Glass





TOP HARD SKILLS IN ONLINE PROFILES

TOP QUALIFICATIONS IN ONLINE PROFILES

The figures on this page show the top qualifications listed in online profiles of people working in the Sector that have been updated at some time in calendar 2021.



STRATEGIES FOR MAINTAINING PRODUCTIVITY & OUTPUT

This section explores various options and resources that can be used to leverage scarce labor. The table immediately below shows hires, separations and turnover rate for the top 20 occupations in the sector (2020).

There are generally five strategies an employer can use to attract workers: 1. Offer more money and/or signing bonus (this gets new hires in, but does not necessarily keep them

- there).
- Hire remote workers for those functions that can be filled using virtual technology.
 Invest capital in automation to leverage current labor productivity.
 Work with local K-12 and postsecondary educators to expose students to career pathways in the
- sector. 5. Work with the local workforce system and its partners to seek out and train hidden talent through
- internships and apprenticeships.

Source: EMSI Burning Glass

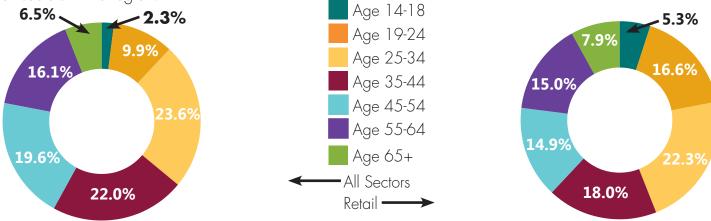
SOC Code	Description	Hires	Separations	Turnover Rate
35-3023	Fast Food & Counter Workers	88,439	98,005	178.0%
35-2021	Food Preparation Workers	11,584	12,763	138.9%
41-2011	Cashiers	50,933	55,197	134.7%
53-7062	Laborers & Freight, Stock, & Material Movers, Hand	39,299	36,491	131.7%
53-7065	Stockers & Order Fillers	46,376	45,268	107.2%
41-2031	Retail Salespersons	59,987	62,533	99.9%
53-3033	Light Truck Drivers	14,981	13,395	92.0%
43-4051	Customer Service Representatives	36,067	37,253	83.5%
43-9061	Office Clerks, General	28,050	29,829	81.9%
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel	21,712	21,700	77.5%
43-5071	Shipping, Receiving, & Inventory Clerks	7,647	8,323	76.2%
41-2022	Parts Salespersons	2,376	2,325	74.5%
41-9099	Sales & Related Workers, All Other	2,999	3,070	72.5%
51-3021	Butchers & Meat Cutters	1,481	1,531	67.0%
49-3023	Automotive Service Technicians & Mechanics	6,891	7,056	64.5%
43-1011	First-Line Supervisors of Office & Administrative Support Workers	11,802	12,573	62.2%
41-1011	First-Line Supervisors of Retail Sales Workers	10,587	10,917	59.3%
11-1021	General & Operations Managers	18,471	17,435	53.3%
29-2052	Pharmacy Technicians	2,494	2,301	47.0%
29-1051	Pharmacists	1,136	1,293	27.0%

DEMOGRAPHICS

Source: EMSI Burning Glass

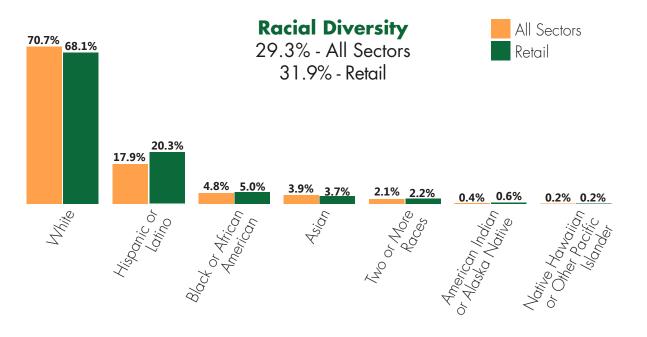
Comparative Retirement Risk

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



Comparative Racial & Ethnic Diversity

The bar graph below shows the racial and ethnic diversity in the Sector compared to all sectors in the region.



Comparative Gender

The figures below show the gender diversity in the Sector compared to all sectors in the region.



REMOTE WORK POTENTIAL

This table is customized to the sector using its entire staffing pattern along Colorado's Urban Front Range. It uses data from EMSI Burning Glass to determine the percent of unique job postings during 2021 that specified the new hire could work remotely, at least part of the time.

Data on remote working capabilities can be combined with capital investment in virtual technologies to create hybrid work models that can leverage scarce local labor while at the same time ensuring sector demand can be met. Hybrid models are generally popular with job seekers, and have the virtue of allowing employers to recruit further afield, and even internationally for selected business functions.

SOC Code	Description	Employed in Industry	Estimated Remote Capability	Percent of Occupation Family Posted Remotely					
15	Computer & Mathematical	1,231	264	21.5%					
13	Business & Financial Operations	4,659	873	18.7%					
23	Legal	64	10	16.4%					
27	Arts, Design, Entertainment, Sports, & Media	2,572	320	12.4%					
19	Life, Physical, & Social Science	12	1	11.5%					
21	Community & Social Service	21	2	11.4%					
11	Management	5,775	654	11.3%					
41	Sales & Related	119,735	13,264	11.1%					
43	Office & Administrative Support	18,542	1,983	10.7%					
17	Architecture & Engineering	68	6	9.1%					
25	Educational Instruction & Library	275	20	7.2%					
49	Installation, Maintenance, & Repair	11,161	451	4.0%					
31	Healthcare Support	201	8	3.9%					
47	Construction & Extraction	703	27	3.8%					
33	Protective Service	819	30	3.6%					
29	Healthcare Practitioners & Technical	6,621	234	3.5%					
51	Production	5,546	183	3.3%					
37	Building & Grounds Cleaning & Maintenance	1,080	31	2.9%					
39	Personal Care & Service	2,331	65	2.8%					
53	Transportation & Material Moving	39,799	755	1.9%					
	Remote Work Capability for Sector Employed in Industry - 221,214								

Remote Work Capability for Sector Employed in Industry - 221,214 Estimated Remote Capability - 19,181 Percent of Occupation Family Posted Remote - 8.7%

AUTOMATION INDEX

The automation index measures the potential to automate in order to leverage the productivity of scarce labor. It is presented on an index with a base of 100 – occupations with a score above 100 have a greater-thanaverage potential for automation, and occupations with a score below 100 have a lower-than-average potential to automate. Occupations where the automation index number is above 100 may present opportunity to think about capital investments that can partly solve labor shortage problems.

Automation seldom replaces workers 1:1. Generally, automation has the potential to leverage productivity, allowing a business to produce the same or more output with fewer people.

SOC	Description	Employed in Sector	Automation Index
47	Construction & Extraction	703	123.1
37	Building & Grounds Cleaning & Maintenance	1,080	122.5
51	Production	5,546	113.8
53	Transportation & Material Moving	39,799	110.9
49	Installation, Maintenance, & Repair	11,161	108.9
33	Protective Service	819	98.7
43	Office & Administrative Support	18,542	98.1
39	Personal Care & Service	2,331	96.1
41	Sales & Related	119,735	95.0
31	Healthcare Support	201	95.0
27	Arts, Design, Entertainment, Sports, & Media	2,572	89.7
13	Business & Financial Operations	4,659	89.5
29	Healthcare Practitioners & Technical	6,621	88.3
17	Architecture & Engineering	68	87.0
25	Educational Instruction & Library	275	85.9
11	Management	5,775	85.1
19	Life, Physical, & Social Science	12	84.5
23	Legal	64	84.0
15	Computer & Mathematical	1,231	83.4
21	Community & Social Service	21	82.3

APPRENTICEABLE OCCUPATIONS

Many occupations are apprenticeable, and businesses can work with the local workforce centers to create apprenticeship pathways that help to ensure a steady supply of workers with the skills the industry actually needs.

An apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable, nationally-recognized credential. Find information and resources on the <u>A/D Works! website</u>.

SOC Code	Description	Employed in Industry	Percent of Total Jobs in Sector	Median Hourly Earnings	Currently Apprenticeable*
11-1021	General & Operations Managers	3,881	1.7%	\$60.37	Yes
29-1051	Pharmacists	2,432	1.1%	\$61.71	No
29-2052	Pharmacy Technicians	3,117	1.4%	\$18.22	Yes
35-2021	Food Preparation Workers	2,183	1.0%	\$14.08	No
35-3023	Fast Food & Counter Workers	2,380	1.0%	\$12.56	No
41-1011	First-Line Supervisors of Retail Sales Workers	16,893	7.4%	\$21.93	Yes
41-2011	Cashiers	33,488	14.7%	\$13.20	Yes
41-2022	Parts Salespersons	2,306	1.0%	\$18.39	Yes
41-2031	Retail Salespersons	57,705	25.4%	\$13.68	No
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel	2,731	1.2%	\$31.12	No
41-9099	Sales & Related Workers, All Other	2,071	0.9%	\$18.31	No
43-1011	First-Line Supervisors of Office & Administrative Support Workers	2,152	0.9%	\$29.42	No
43-4051	Customer Service Representatives	6,095	2.7%	\$17.56	Yes
43-5071	Shipping, Receiving, & Inventory Clerks	2,238	1.0%	\$17.93	No
43-9061	Office Clerks, General	2,084	0.9%	\$20.53	Yes
49-3023	Automotive Service Technicians & Mechanics	4,171	1.8%	\$23.60	Yes
51-3021	Butchers & Meat Cutters	1,982	0.9%	\$18.80	Yes
53-3033	Light Truck Drivers	2,471	1.1%	\$18.39	No
53-7062	Laborers & Freight, Stock, & Material Movers, Hand	2,363	1.0%	\$16.61	Yes
53-7065	Stockers & Order Fillers	26,884	11.8%	\$15.51	No

Source: EMSI Burning Glass

TRAINING PIPELINE

A good way to assess the ongoing strength of the training pipeline in the region is to compare number of people who completed a training program in the occupation (regional completions) with the average number of annual openings in that occupation.

If there are more openings than there are completions, then there is a shortfall. Employers may wish to work with regional workforce development centers such as Arapahoe/Douglas Works! and area educators to address shortfalls in critical occupations using a variety of strategies.

SOC Code	Description	2021 Jobs	Average Annual Openings	Regional Completions	Surplus/ (Shortfall)	Typical On-the-Job Training	Typical Entry Level Education
35-3023	Fast Food & Counter Workers	55,050	13,227	0	(13,227)	Short-term	No formal education
41-2011	Cashiers	40,977	7,664	0	(7,664)	Short-term	No formal education
53-7065	Stockers & Order Fillers	42,226	7,475	2	(7,473)	Short-term	HS Diploma or Equivalent
53-7062	Laborers & Freight, Stock, & Material Movers, Hand	27,715	4,703	0	(4,703)	Short-term	No formal education
41-2031	Retail Salespersons	62,605	9,417	4,919	(4,498)	Short-term	No formal education
43-9061	Office Clerks, General	36,435	4,848	449	(4,399)	Short-term	HS Diploma or Equivalent
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel	27,983	3,643	156	(3,487)	Moderate-term	HS Diploma or Equivalent
53-3033	Light Truck Drivers	14,562	2,190	0	(2,190)	Short-term	HS Diploma or Equivalent
35-2021	Food Preparation Workers	9,191	1,749	0	(1,749)	Short-term	No formal education
43-5071	Shipping, Receiving, & Inventory Clerks	10,920	1,171	0	(1,171)	Short-term	HS Diploma or Equivalent
41-9099	Sales & Related Workers, All Other	4,236	614	0	(614)	None	HS Diploma or Equivalent
41-2022	Parts Salespersons	3,122	431	0	(431)	Moderate-term	No formal education
29-2052	Pharmacy Technicians	4,896	483	97	(386)	Moderate-term	HS Diploma or Equivalent
51-3021	Butchers & Meat Cutters	2,285	287	101	(186)	Long-term	No formal education
29-1051	Pharmacists	4,794	276	238	(38)	None	Doctoral or professional Degree
49-3023	Automotive Service Technicians & Mechanics	10,941	1,227	2,117	890	Short-term	Postsecondary nondegree
41-1011	First-Line Supervisors of Retail Sales Workers	18,410	2,153	10,591	8,438	None	HS Diploma or Equivalent
43-4051	Customer Service Representatives	44,606	6,184	15,221	9,037	Short-term	HS Diploma or Equivalent
43-1011	First-Line Supervisors of Office & Administrative Support Workers	20,206	2,293	16,743	14,450	None	HS Diploma or Equivalent
11-1021	General & Operations Managers	32,731	3,590	18,053	14,463	None	Bachelor's Degree

Source: EMSI Burning Glass

RETAIL

TRAINING PIPELINE

TOP JOBS

Top 10 Occupations Currently Listed in the Colorado Central Planning Region

Click on the icon to learn more about the occupation



The top companies and certifications required by employers in this Sector are shown below. The job listings section shows the top websites where businesses in this sector list their open jobs. Job Families are groups of occupations based upon work performed, skills, education, training, and credentials. The top 5 job families, measured by percent of total employment in the Sector are shown at the bottom right.

Click on the company to go to their career page and see what openings they currently have.



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

JOB LISTINGS



Source: EMSI Burning Glass

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JOB POSTING ANALYTICS

Click on the certification name to learn more about it.



- 1 Commercial Driver's License (CDL)
- Bachelor Of Science in Business
- Automotive Service Excellence (ASE) 3 Certification
- Certified Forklift Operator
- Food Handler's Card

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

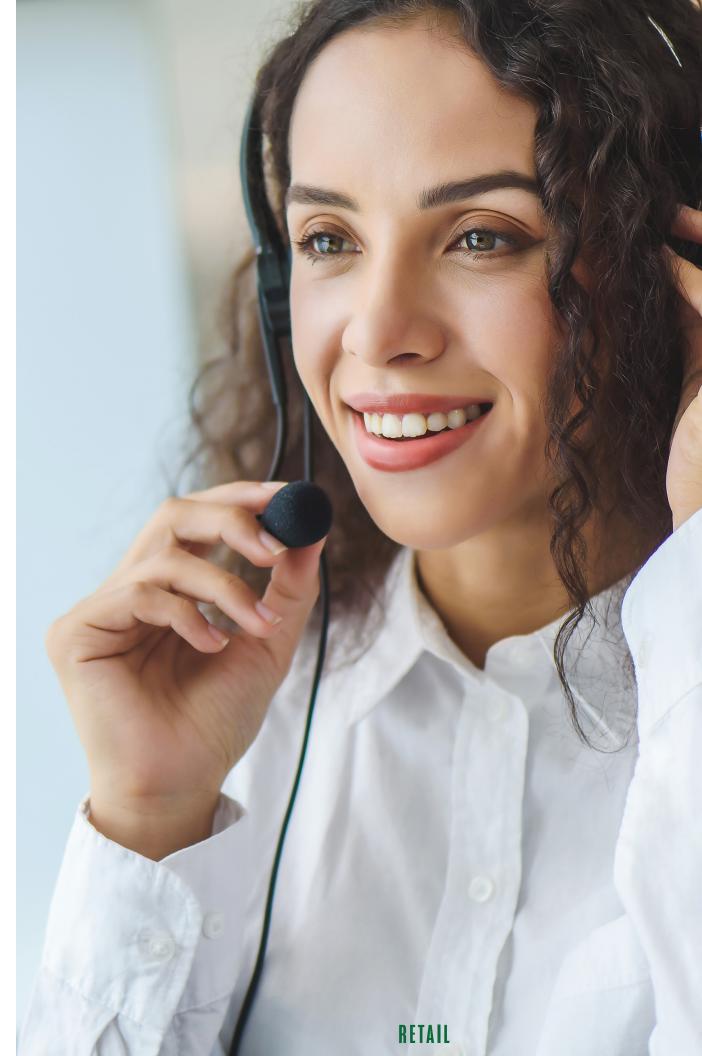
JOB FAMILY

- 1 Sales & Related
- Transportation & Material Moving
- Office & Administrative Support 3
- Installation, Maintenance, & Repair
- Healthcare Practitioners & Technical

TOP HARD SKILLS IN SECTOR

The table below lists the top 20 hard skills from EMSI Burning Glass demanded by employers in the Sector during the last calendar year. This is matched against the number of online profiles that have been updated sometime in the last year that also list those hard skills. This can give employers and job seekers thinking of entering the sector an idea of where the greatest opportunities exist in upskilling, next skilling and reskilling.

Skills	Postings	% of Total Postings	Online Profiles	% of Total Online Postings
1 Merchandising	25,333	38.9%	5,676	8.5%
2 Customer Experience	10,234	15.7%	1,298	1.9%
3 Selling Techniques	10,023	15.4%	2,347	3.5%
4 Warehousing	8,582	13.2%	1,971	3.0%
5 Cash Register	7,178	11.0%	798	1.2%
6 Loss Prevention	5,532	8.5%	1,872	2.8%
7 Cash Handling	4,715	7.2%	481	0.7%
8 Visual Merchandising	4,149	6.4%	2,511	3.8%
9 Customer Satisfaction	3,537	5.4%	3,673	5.5%
10 Auditing	3,264	5.0%	1,612	2.4%
11 Inventory Management	3,004	4.6%	4,646	7.0%
12 Point Of Sale	2,962	4.5%	315	0.5%
13 Stocking Merchandise	2,882	4.4%	70	0.1%
14 Purchasing	2,807	4.3%	1,942	2.9%
15 Palletizing	2,700	4.1%	193	0.3%
16 Merchandise Returns	2,593	4.0%	148	0.3%
17 Forklift Truck	2,432	3.7%	149	0.2%
18 Customer Engagement	2,342	3.6%	234	0.4%
19 Inventory Control	2,253	3.5%	2,268	3.4%
20 Safety Standards	2,129	3.3%	59	0.1%
	RETAI	L		



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