

2021

COLORADO TALENT PIPELINE REPORT



Why are we here/does this matter?

Understand where the future of work is headed in Colorado



Provide strategies & resources to make informed decisions

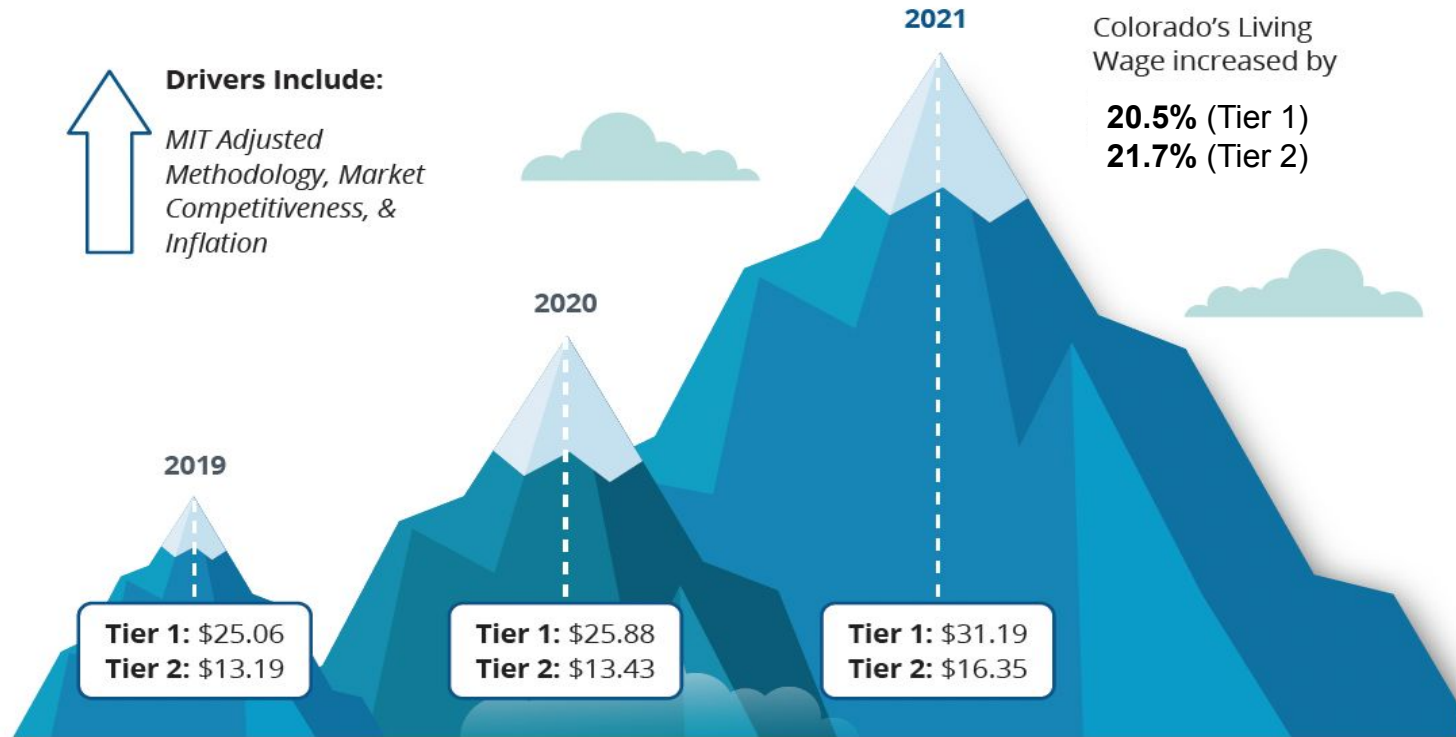
- Bolster the statewide workforce system
- Build Colorado back better than it was before

What Do We Mean by “Top Jobs?”

- Projected high net annual openings (>40)
- Above-average growth rates (>10% over next 10 years)
- A “good” wage efficient at covering life’s expenses

Wages: Life costs more, jobs pay more

Colorado's Living Wage Has Increased



MIT Living Wage Calculator for Denver County



	1 Adult				2 Adults (1 Working)			
	0 Kids	1 Kid	2 Kids	3 Kids	0 Kids	1 Kid	2 Kids	3 Kids
Living Wage	\$17.40	\$36.28	\$45.70	\$60.45	\$27.03	\$32.66	\$36.41	\$41.07
Poverty Wage	\$6.13	\$8.29	\$10.44	\$12.60	\$8.29	\$10.44	\$12.60	\$14.75
Minimum Wage	\$12.56	\$12.56	\$12.56	\$12.56	\$12.56	\$12.56	\$12.56	\$12.56

Typical Expenses

Food
Child Care
Medical
Housing
Transportation
Civic
Other
Required annual income after taxes
Annual taxes
Required annual income before taxes

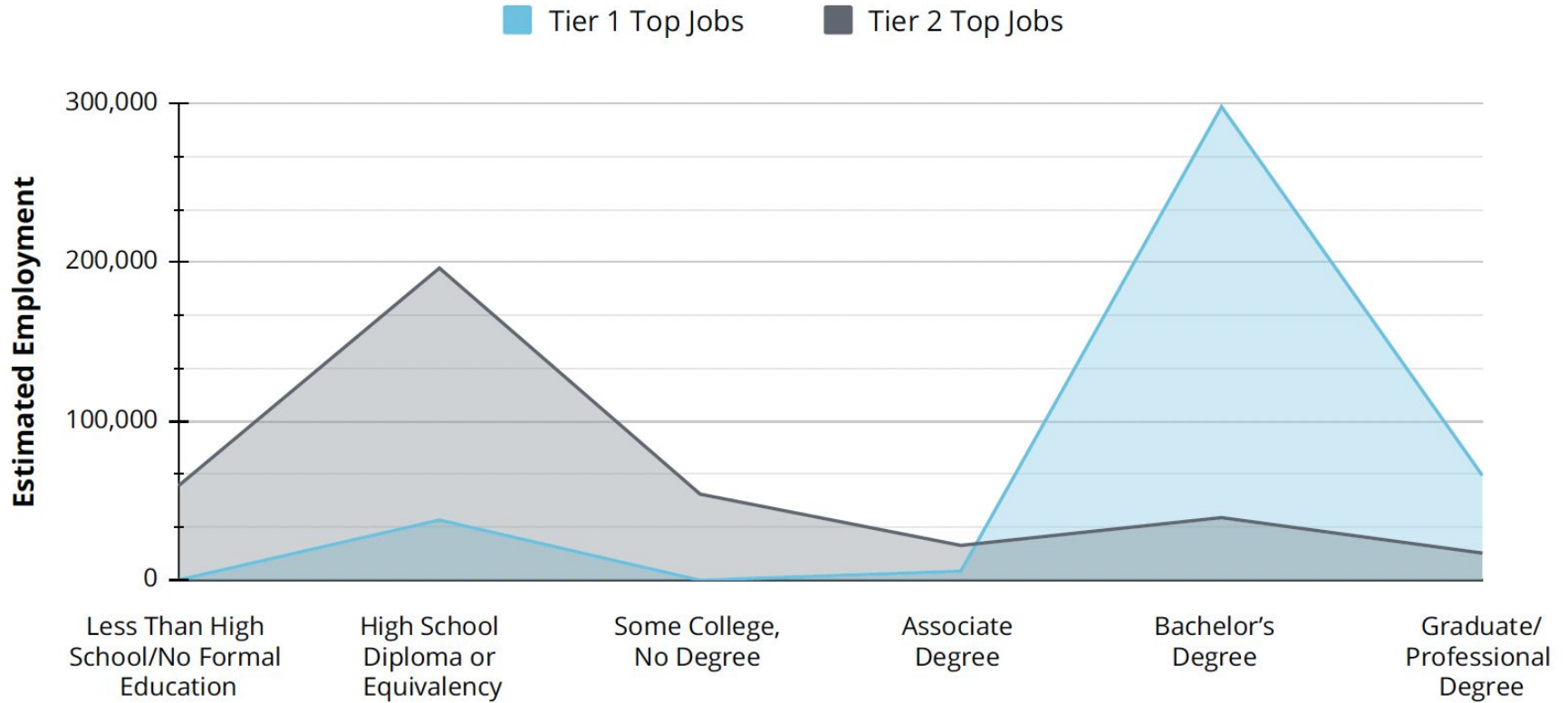
MIT Living Wage Calculator for Weld County

Typical Expenses

	1 ADULT				2 ADULTS (1 WORKING)		
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children
Living Wage	\$14.54	\$31.53	\$39.89	\$52.63	\$24.09	\$28.97	\$32.72
Poverty Wage	\$6.13	\$8.29	\$10.44	\$12.60	\$8.29	\$10.44	\$12.60
Minimum Wage	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00

Food
Child Care
Medical
Housing
Transportation
Civic
Other
Required annual income after taxes
Annual taxes
Required annual income before taxes

Colorado's 2021 Top Jobs by Typical Education



Source: Colorado Department of Labor and Employment: Office of Labor Market Information



LABOR FORCE DEMAND IN COLORADO

Demand: Colorado's Top Jobs by Attainment Level

High School Degree or Equivalent	Postsecondary Non-degree Credentials	Associate Degree	Bachelor's Degree	Graduate & Professional Degrees
Maintenance & repair workers, general 2,822	Medical assistants 1,855	Paralegals & legal assistants 828	Accountants & auditors 4,576	Lawyers 1,393
Light truck drivers 2,819	Massage therapists 1,498	Preschool teachers 820	Registered nurses 4,425	Health specialties teachers, postsecondary 742
Carpenters 2,387	Dental Assistants 1,116	Veterinary technologists & technicians 542	General & operations managers 4,065	Physical therapists 442
Electricians 2,323	Heating, AC, & refrigeration mechanics & installers 1,032	Architectural & civil drafters 305	Market research analysts & marketing specialists 3,136	Clinical, counseling, & school psychologists 321
Exercise trainers & group fitness instructors 2,275	Licensed practical & licensed vocational nurses 522	Radiologic technologists & technicians 295	Elementary school teachers 2,268	Pharmacists 299

Colorado Industry Sectors with the Fastest Payroll Job Recovery Rates



Source: CDLE: Office of Labor Market Information

Industry	Change in Jobs (Feb. 2020 - April 2020)	Change in Jobs (April 2020 - Sept. 2021)	Percentage Recovered
Transportation Warehousing and Utilities	-4,100	12,100	> 100%
Management of Companies and Enterprises	-2,200	5,300	> 100%
Professional, Scientific, and Technical	-8,100	16,300	> 100%
Wholesale Trade	-5,600	5,800	> 100%
Retail Trade	-40,900	39,500	97%
Other Services	-26,200	23,300	89%
Accommodation and Food Services	-137,100	114,500	84%

Colorado's Top Posted Occupations



Occupation	Unique Postings
Heavy and Tractor-Trailer Truck Drivers	67,653
Registered Nurses	66,918
Software Developers and Software Quality Assurance Analysts and Testers	46,799
Retail Salespersons	24,992
Computer Occupations, All Other	23,448

Source: EMSI - Burning Glass 2021.4 Datarun

Colorado's Top Sought-after Skills



Source: EMSI - Burning Glass
2021.3 Data Run

Skill	Frequency in Job Postings
Planning	37%
Detail Oriented	33%
Innovation	28%
Leadership	27%
Problem Solving	26%
Operations	26%
Customer Service	24%
Communications	23%
Management	22%
Sales	12%



Who Works Where in 2021

WHO WORKS WHERE: RACE/ETHNICITY AND MAJOR OCCUPATIONAL GROUP



50% of Black or African American Workers

- Office & Admin Support;
- Transportation & Material Moving;
- Food Preparation & Servicing Related;
- Healthcare Support;
- Sales & Related

Median Wage: \$34,899

50% of Latino/a Workers

- Office & Admin Support;
- Food Preparation & Servicing Related;
- Transportation & Material Moving;
- Sales & Related;
- Construction & Extraction

Median Wage: \$38,318

45% of White Workers

- Office & Admin Support;
- Sales & Related;
- Business & Financial Operations;
- Food Preparation & Servicing Related;
- Transportation & Material Moving

Median Wage: \$43,450



New This Year



- **Focus Industries in Colorado:**
 - Retail
 - Healthcare
 - IT
 - Advanced Manufacturing
- **586** Coloradan employers responded from across the state



Skills Needs

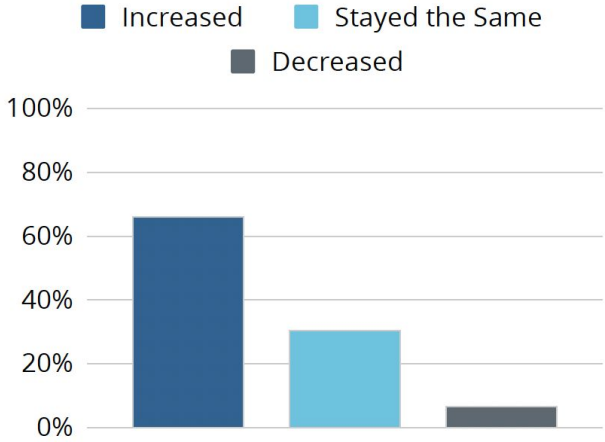
Most Important Skills to Employer Respondents in Colorado



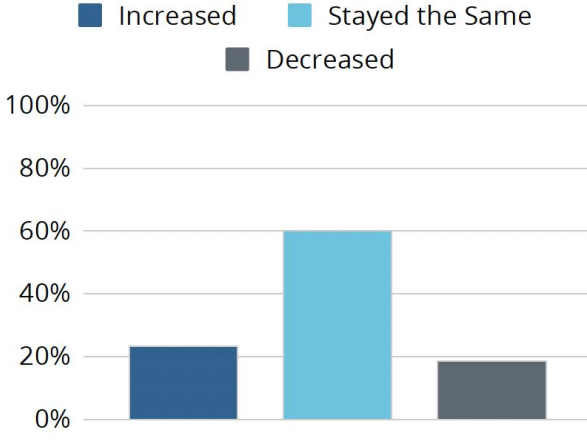
Source: Bridging the Talent Gap Survey

Most Important Skills to Employer Respondents	Very Important	Somewhat Important
Teamwork/Collaboration	78%	19%
Communication	75%	21%
Orientation to detail	73%	24%
Service orientation	69%	22%
Critical thinking	64%	29%
Organizing, planning, and prioritizing	53%	37%
Leadership	41%	40%
Digital/computer literacy	40%	45%
Experience	40%	41%
Management	38%	38%
Resource management skills	37%	37%
Data management and analysis	23%	38%

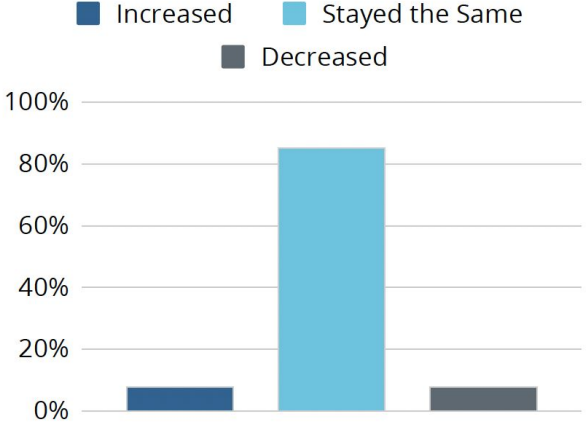
Employer Feedback on Conditions Since the Pandemic



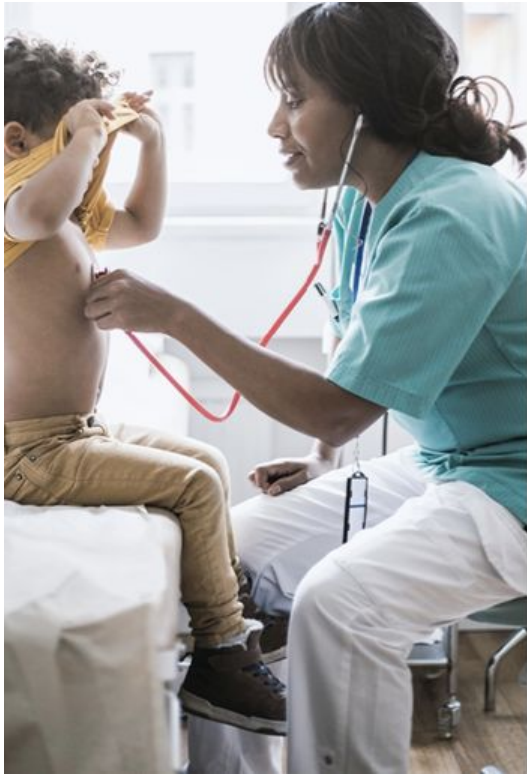
Hiring challenges have



The skills and competencies of our workers have



The importance of education and credentials has



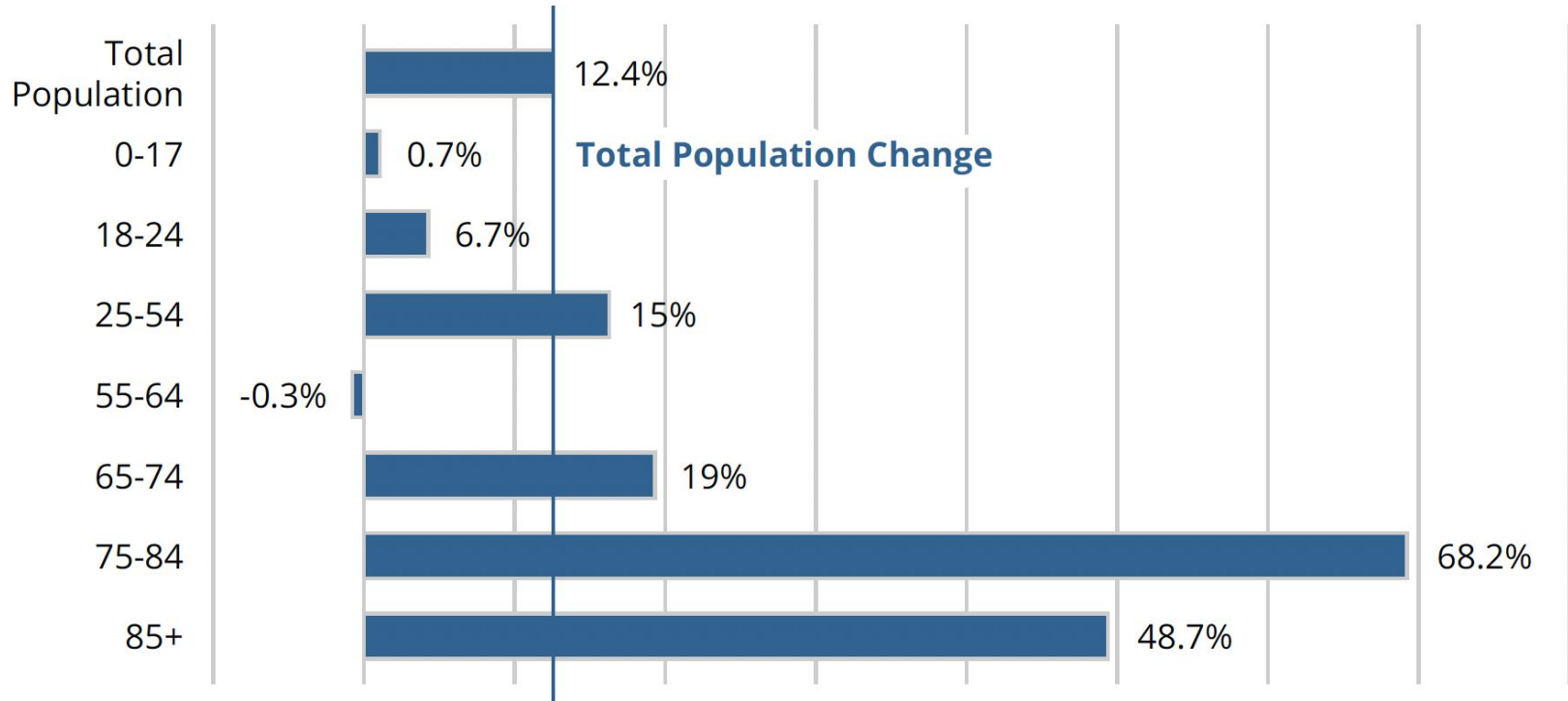
LABOR FORCE SUPPLY IN COLORADO

Individuals with Disabilities in the Workforce

- People with disabilities are recovering **faster** than people without in the labor force.
- 12.1% of Coloradans identify as living with a disability.
- Over **25%** of this amount have a bachelor's degree or higher & **33.8%** have attained some college courses or a short-term degree credential.



Projected Change in Specific Age Group Populations in Colorado 2020 - 2030

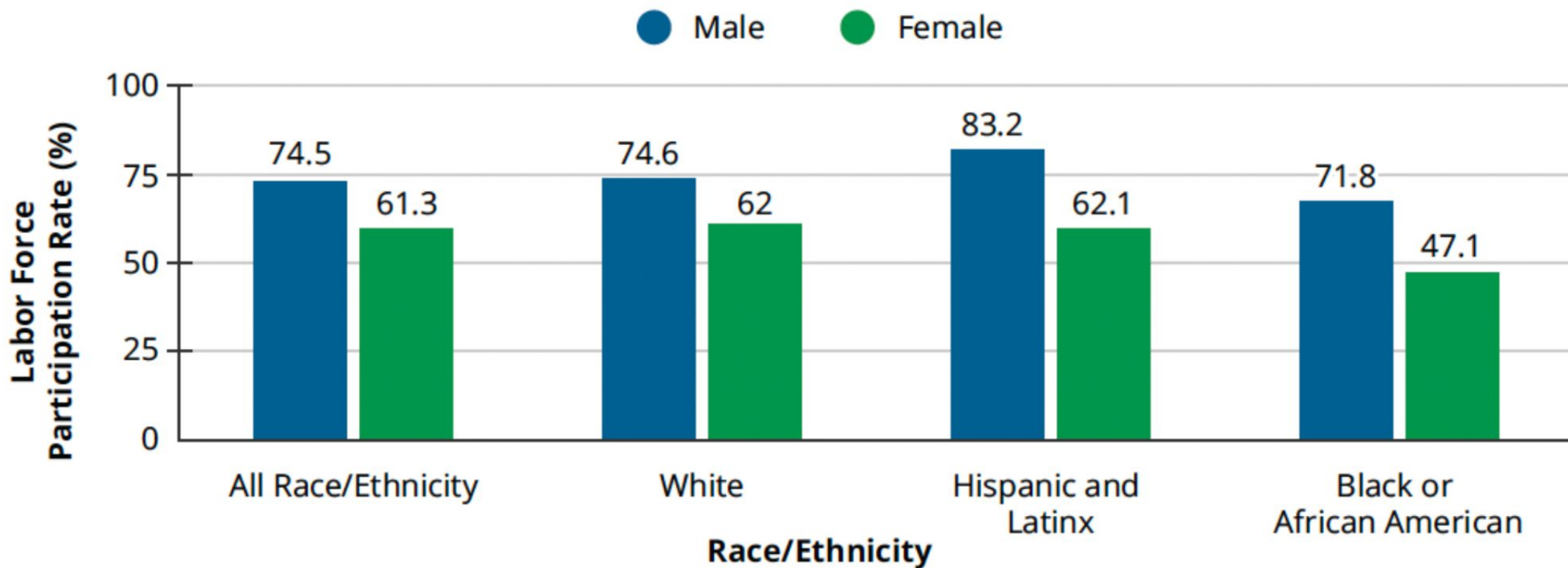


Source: State Demography Office

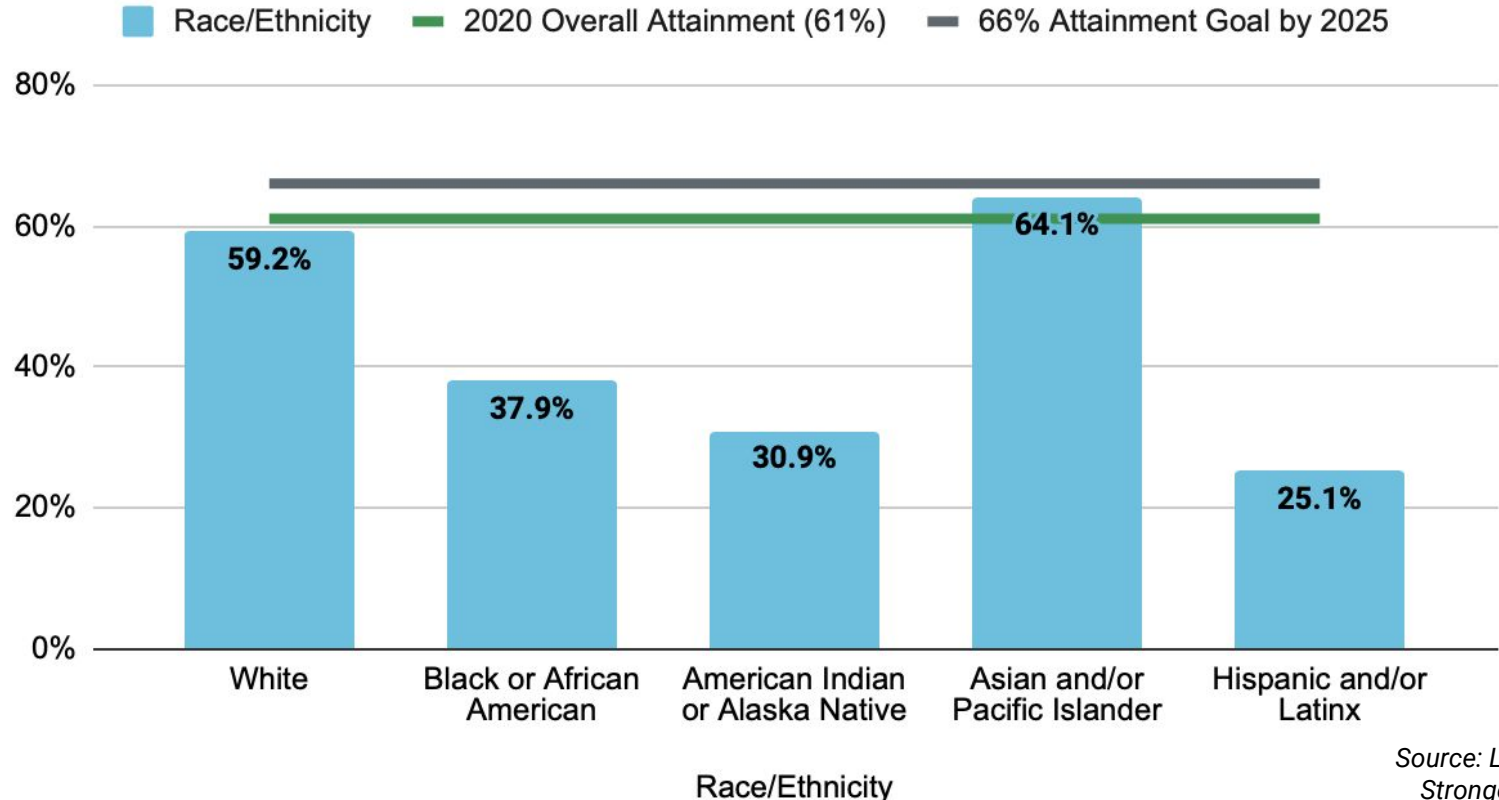


Equity Gaps Still Remain Across the Labor Force

Negative Impacts on the Labor Force Across Gender and Racial Identities in Colorado



Colorado 2020 Postsecondary Credential Attainment

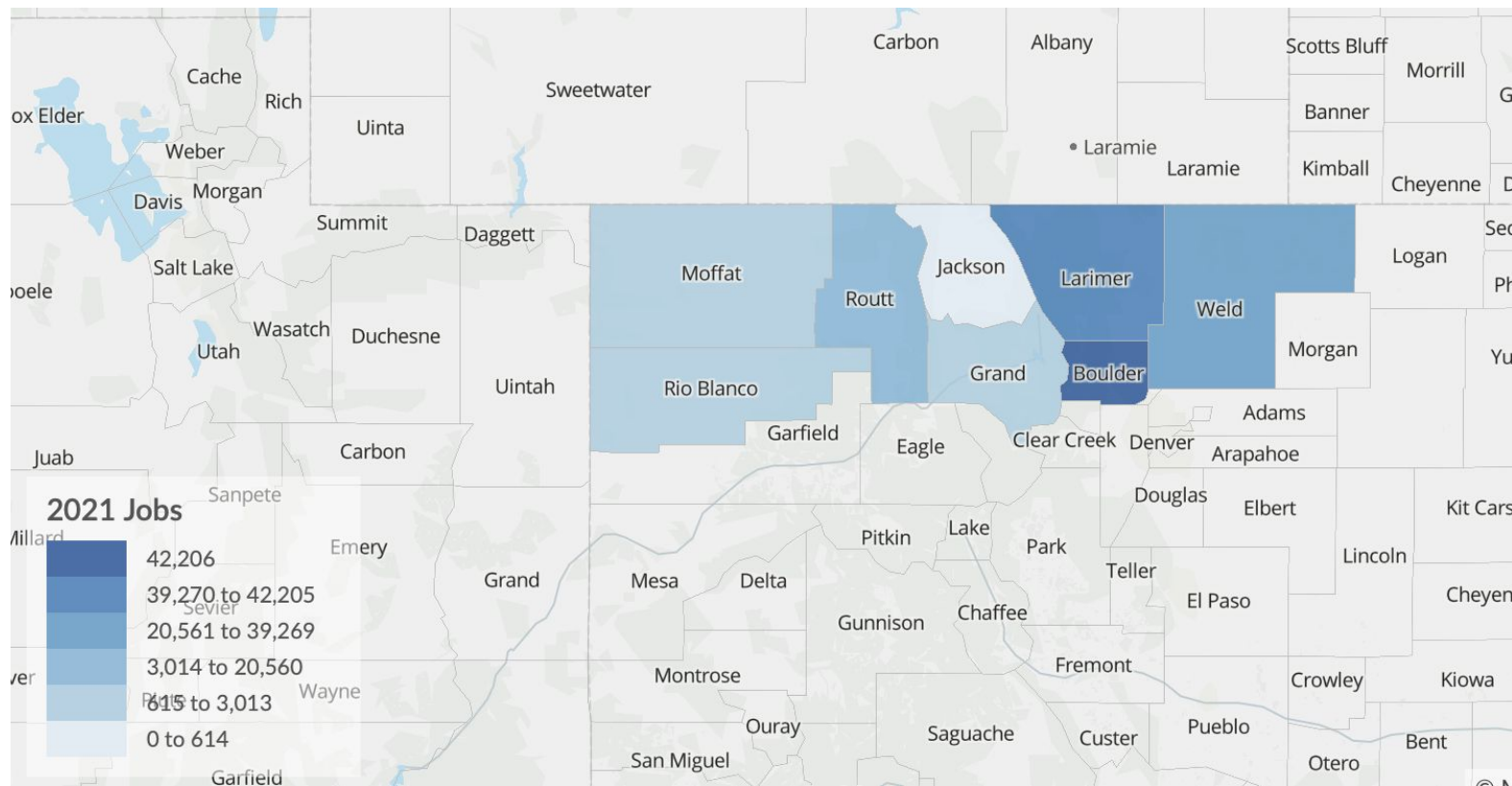


Source: Lumina Foundation
Stronger Nation Report



Northern Colorado's Health Care Sector Snapshot in Q1, 2022

Health Care Jobs in Northern Colorado in 2021

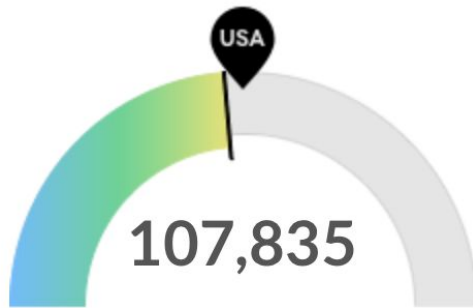


Source: EMSI - Burning Glass Econometric Modeling

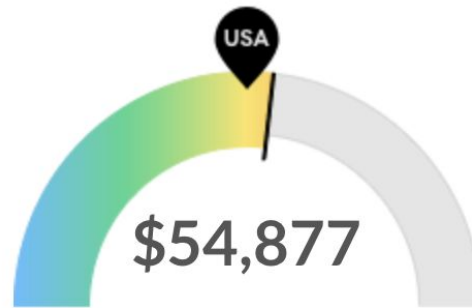
HEALTHCARE



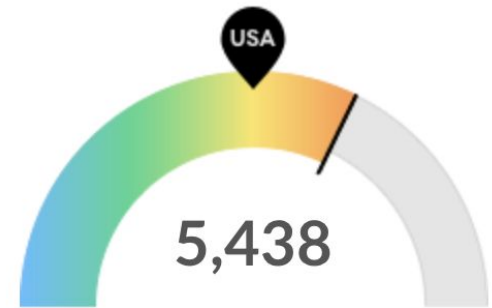
Health Care Sector Overview in Northern Colorado vs. National Levels



Supply (Jobs)



Compensation



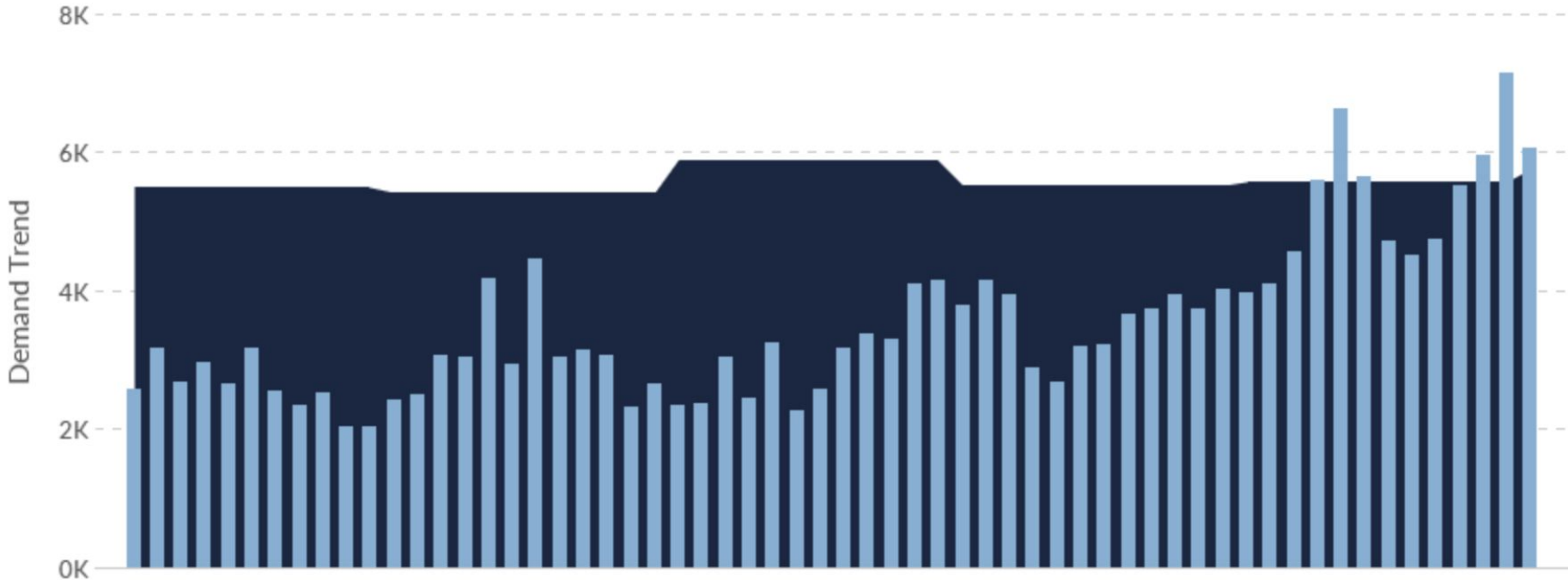
Demand (Job Postings)

Source: EMSI - Burning Glass Econometric Modeling

Health Care Demand in Northern Colorado in 2021

● Monthly Unique Postings

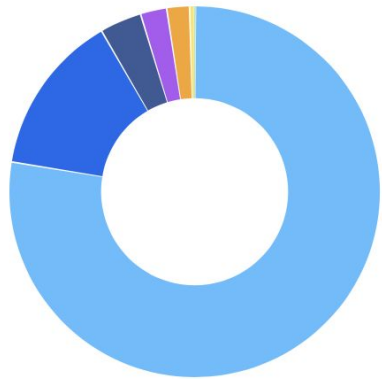
● Estimated Hires Per Month*



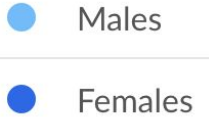
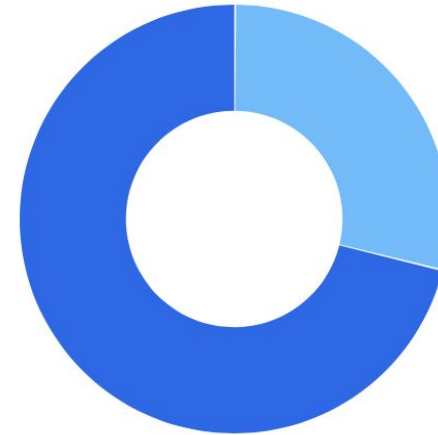
Source: EMSI - Burning Glass Econometric Modeling

Northern Colorado Health Care Industry Demographic Details

Occupation Race/Ethnicity Breakdown [?](#)



Occupation Gender Breakdown [?](#)

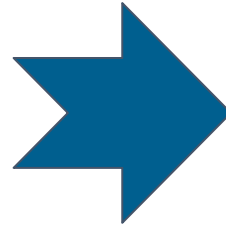


Source: EMSI - Burning Glass Econometric Modeling

Health Care Graduate Pipeline in Northern Colorado



274 Programs



17,791 Completions (2020)

1,375 programs can train for this job, while only 274 programs have produced completers in this region.

The completions from all regional institutions for all degree types.

Source: EMSI - Burning Glass Econometric Modeling



THANK YOU!

Any Questions?



Email:

Caitlin.McKennie@state.co.us



COLORADO
Department of
Higher Education



Colorado Workforce
Development Council