



Labor Market Profile – Larimer County

The Best Place to...



LIVE



WORK



PLAY



“Skills Gap”

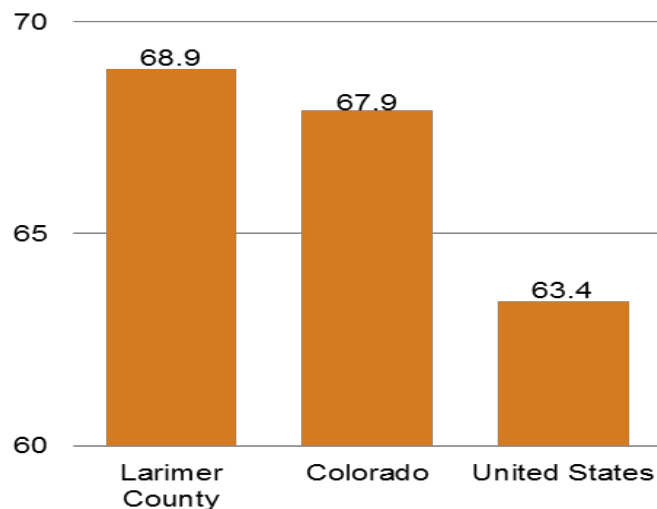
The difference between skills employers seek and the skills workers have.



General Characteristics

LABOR FORCE PARTICIPATION RATE

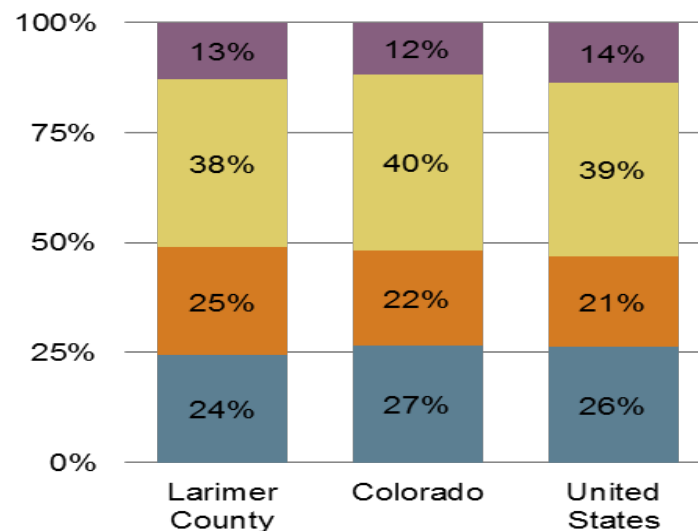
Civilian Labor Force, % of Total
2012



AGE DISTRIBUTION

2012

- Seniors (65+)
- Experienced working age (35-64)
- Young adults (20-34)
- Youth (0-19)

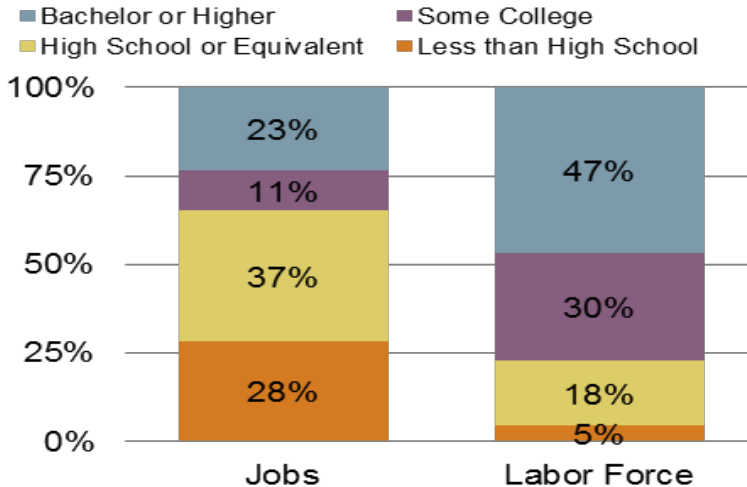




Educational Attainment

COMPARISON: JOBS VS EDUCATION

Comparison of educational requirements of jobs versus educational attainment

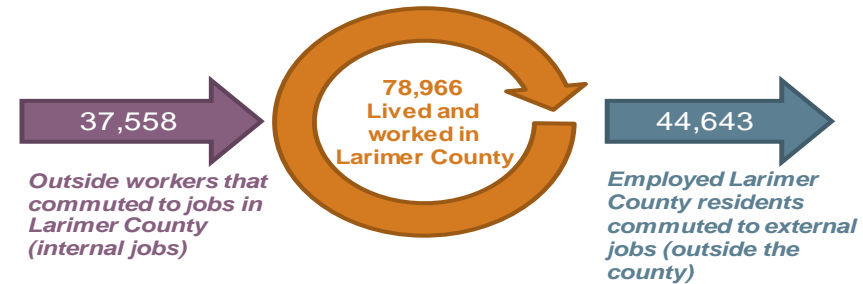


Source: Census Bureau, American Community Survey.

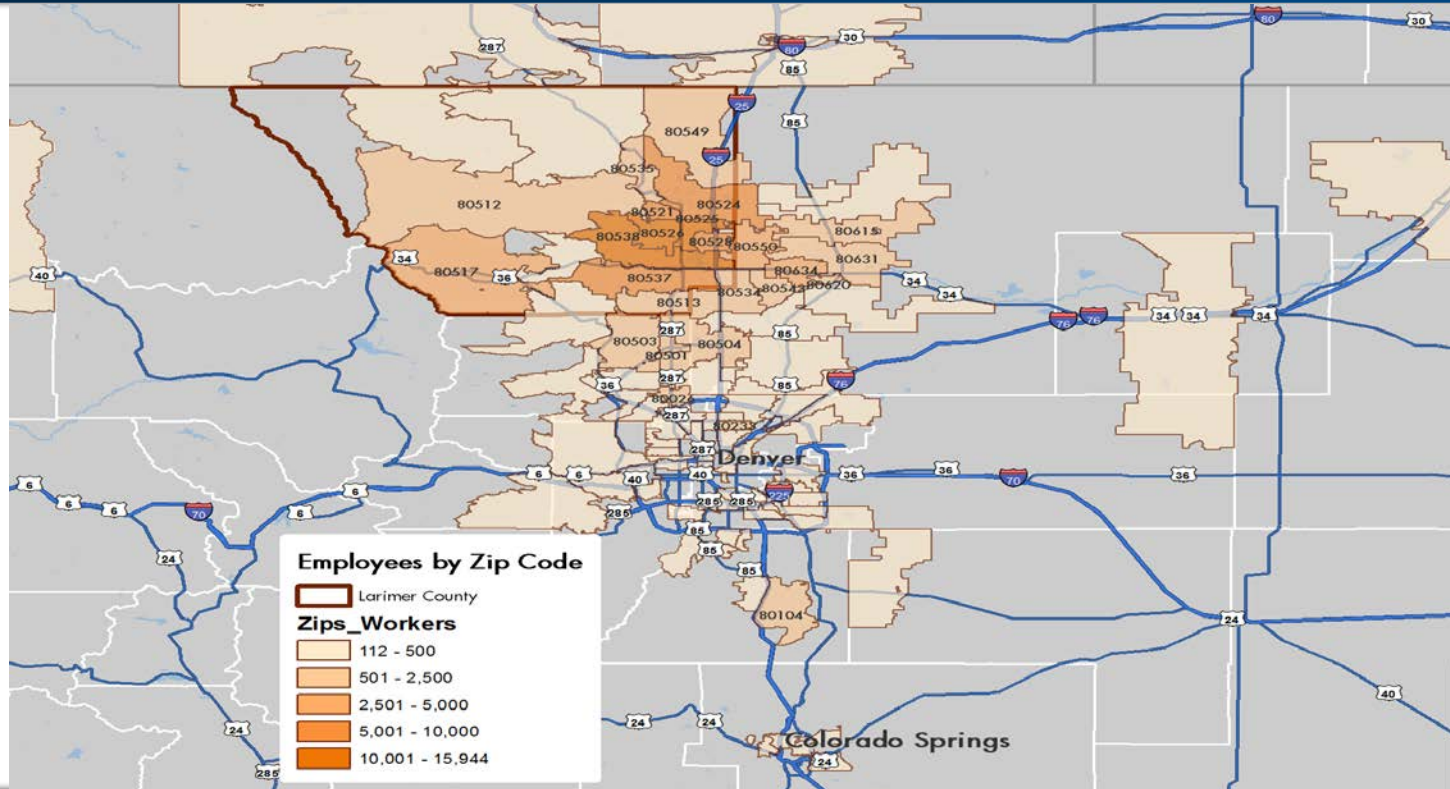




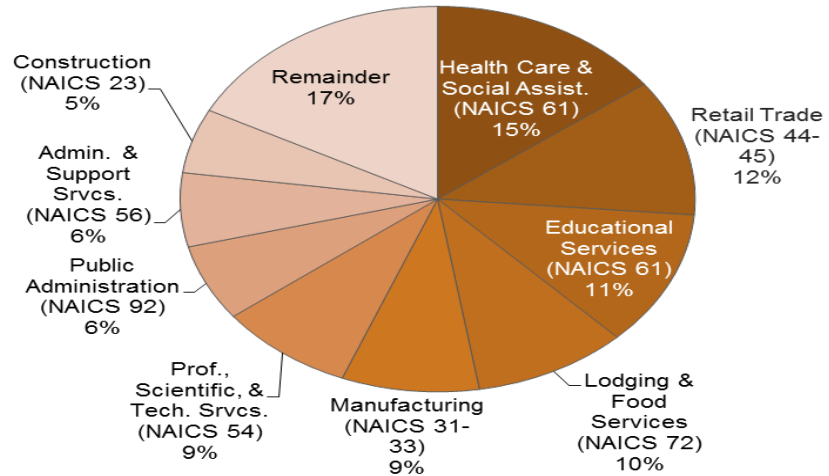
Commuting Patterns



Source: US Census Bureau, OnTheMap Application, and LEHD Origin-Destination Employment Statistics.



Top Industries





Fastest-Growing Industries

| Rank | Change | FASTEST-GROWING, 2013-2018 (%) | Earnings per Worker |
|------|--------|--|---------------------|
| 1 | 94% | Communications Equipment Manufacturing | \$149,482 |
| 2 | 46% | Specialty (except Psychiatric and Substance Abuse) Hospitals (Private) | \$50,229 |
| 3 | 39% | Business Schools, Computer, Management Training (Private) | \$46,314 |
| 4 | 38% | Promoters of Performing Arts, Sports, and Similar Events | \$25,206 |
| 5 | 36% | Miscellaneous Durable Goods Merchant Wholesalers | \$41,028 |
| 6 | 35% | Office Administrative Services | \$80,003 |
| 7 | 34% | General Medical and Surgical Hospitals (Private) | \$62,183 |
| 8 | 34% | Business Support Services | \$31,115 |
| 9 | 33% | Nondepository Credit Intermediation | \$103,540 |
| 10 | 31% | Colleges, Universities, and Professional Schools (Private) | \$30,868 |



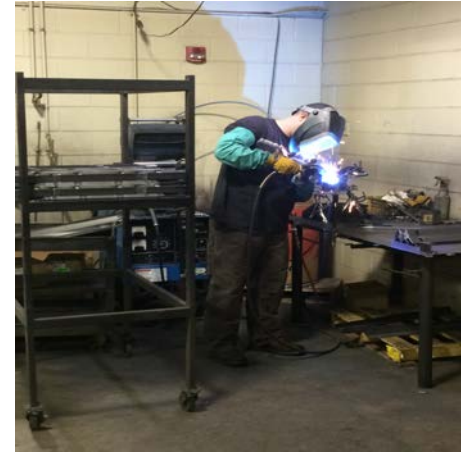
Fastest-Declining

| Rank | Change | FASTEST-DECLINING, 2013-2018 (%) | Median hourly earnings |
|------|--------|--|------------------------|
| 1 | -52% | Travel Agents | \$12.46 |
| 2 | -33% | Farmers, Ranchers, and Other Agricultural Managers | \$11.17 |
| 3 | -30% | Reporters and Correspondents | \$16.64 |
| 4 | -21% | Cabinetmakers and Bench Carpenters | \$12.17 |
| 5 | -19% | Furniture Finishers | \$14.15 |
| 6 | -18% | Dental Laboratory Technicians | \$19.95 |
| 7 | -17% | Computer Hardware Engineers | \$52.89 |
| 8 | -15% | Meter Readers, Utilities | \$19.70 |
| 9 | -15% | Door-to-Door Sales Workers, News and Street Vendors, and R | \$7.01 |
| 10 | -15% | Floral Designers | \$11.88 |



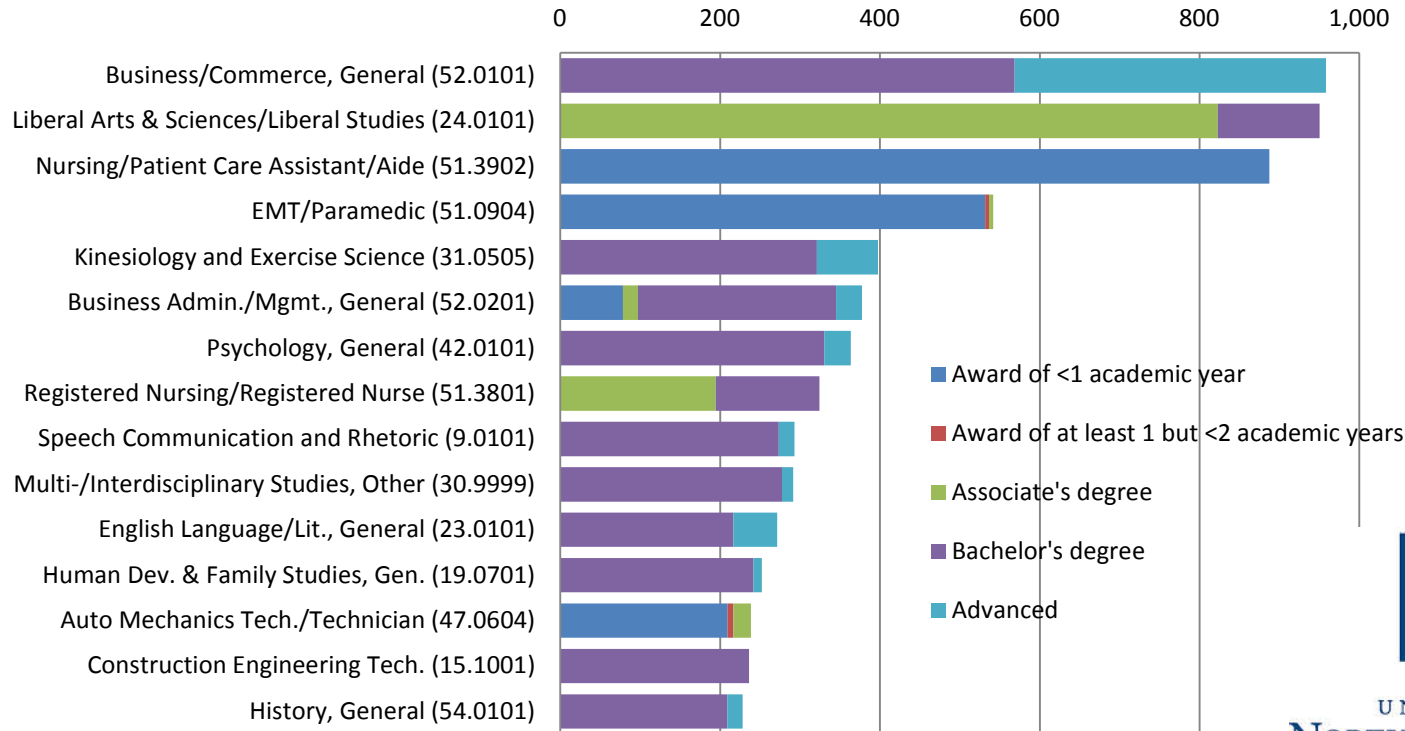
Top 10 Jobs (Nationally) Employers are Having Difficulty Filling

1. Skilled Trades
2. Sales Representatives
3. Drivers
4. IT Staff
5. Accounting & Financial Staff
6. Engineers
7. Technicians
8. Management/Executives
9. Mechanics
10. Teachers





Local Educational Fields of Study





NoCo Manufacturing Partnership

"Making Things Makes Things Happen!"



| SOC Code | Description | Median Hourly Wages | Relative to US (US=1.00) | Staffing Environment | Estimated openings, 2013-2018 | | % 55 Years or Older |
|-------------|--|---------------------------|--------------------------------|-------------------------|----------------------------------|-------------------------------|---------------------------|
| | | | | | Total # | % New Growth % Replacement | |
| 17-2061 | Computer Hardware Engineers | \$52.89 | 1.10 | ▼ | 89 | 100% | 13% |
| 15-1133 | Software Developers, Systems Software | \$48.67 | 1.03 | ▼ | 94 | 100% | 12% |
| 51-9012 | Separating/Filtering/Clarifying Machine Workers | \$25.49 | 1.37 | ▼ | 102 | 28% 72% | 15% |
| 51-2022 | Electrical and Electronic Equipment Assemblers | \$13.53 | 0.98 | ◄► | 30 | 100% | 25% |
| 51-2031 | Engine and Other Machine Assemblers | \$16.05 | 0.92 | ◄► | 52 | 48% 52% | 16% |
| 15-1132 | Software Developers, Applications | \$38.02 | 0.88 | ◄► | 158 | 55% 45% | 12% |
| 51-9111 | Packaging and Filling Machine Operators and Tenders | \$14.95 | 1.20 | ▼ | 55 | 20% 80% | 13% |
| 17-2141 | Mechanical Engineers | \$37.97 | 0.98 | ▼ | 91 | 11% 89% | 19% |
| 51-4041 | Machinists | \$18.94 | 1.00 | ◄► | 66 | 26% 74% | 23% |
| 41-4012 | Sales Reps., Whlsl. & Mfg., Exc. Tech./Scientific Prods. | \$22.85 | 0.88 | ▼ | 235 | 32% 68% | 23% |
| 51-2092 | Team Assemblers | \$14.75 | 1.11 | ◄► | 49 | 8% 92% | 17% |
| 11-9041 | Architectural and Engineering Managers | \$64.33 | 1.07 | ▼ | 43 | 100% | 22% |
| 17-2112 | Industrial Engineers | \$40.40 | 1.07 | ▼ | 54 | 22% 78% | 20% |
| 17-3023 | Electrical and Electronics Engineering Technicians | \$30.84 | 1.11 | ◄► | 29 | 100% | 20% |
| 11-1021 | General and Operations Managers | \$38.47 | 0.84 | ◄► | 350 | 41% 59% | 21% |
| 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers | \$18.54 | 1.11 | ◄► | 53 | 15% 85% | 23% |
| 49-9041 | Industrial Machinery Mechanics | \$25.23 | 1.13 | ▼ | 100 | 44% 56% | 19% |
| 51-1011 | First-Line Supervisors of Production/Operating Workers | \$28.75 | 1.12 | ▼ | 35 | 3% 97% | 20% |
| 17-2071 | Electrical Engineers | \$43.44 | 1.03 | ◄► | 33 | 15% 85% | 21% |
| 51-2023 | Electromechanical Equipment Assemblers | \$14.15 | 0.94 | ◄► | 7 | 100% | 24% |





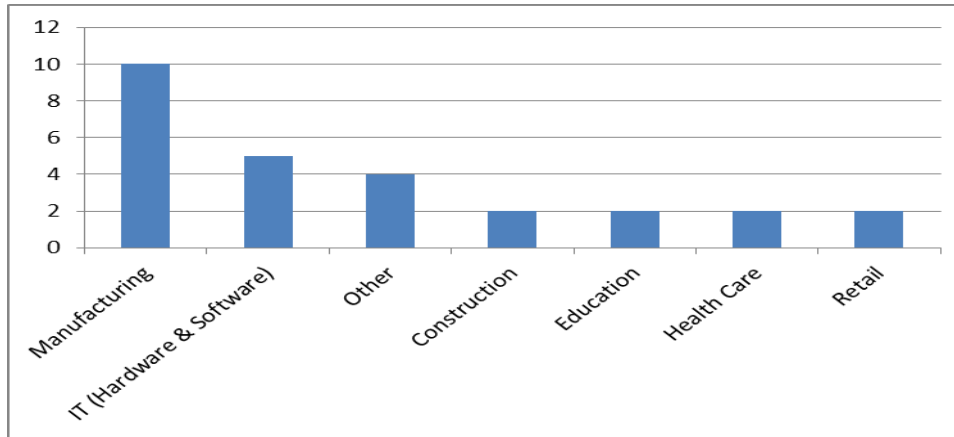
NOCO Health Sector Partnership

| SOC Code | Description | Median Hourly Wages | Relative to US (US=1.00) | Staffing Environment | Estimated openings, 2013-2018 | | % 55 Years or Older |
|----------|---|---------------------|--------------------------|----------------------|-------------------------------|-------------------------------|---------------------|
| | | | | | Total # | % New Growth % Replacement | |
| 29-1141 | Registered Nurses | \$29.07 | 0.93 | ◀▶ | 1,004 | 68% 32% | 24% |
| 31-1014 | Nursing Assistants | \$12.33 | 1.05 | ◀▶ | 359 | 62% 38% | 18% |
| 31-1011 | Home Health Aides | \$11.53 | 1.16 | ▼ | 376 | 66% 34% | 20% |
| 43-4171 | Receptionists and Information Clerks | \$12.95 | 1.03 | ▼ | 338 | 38% 62% | 21% |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | \$20.90 | 1.05 | ▼ | 175 | 59% 41% | 24% |
| 43-6014 | Secretaries/Admin. Assts., Exc. Legal, Medical, & Exec. | \$15.38 | 0.99 | ◀▶ | 637 | 52% 48% | 26% |
| 31-9092 | Medical Assistants | \$14.84 | 1.04 | ▼ | 175 | 61% 39% | 15% |
| 43-6013 | Medical Secretaries | \$17.13 | 1.14 | ▼ | 158 | 77% 23% | 26% |
| 31-9091 | Dental Assistants | \$15.45 | 0.93 | ◀▶ | 116 | 44% 56% | 8% |
| 39-9021 | Personal Care Aides | \$9.60 | 1.01 | ◀▶ | 301 | 87% 13% | 29% |
| 37-2012 | Maids and Housekeeping Cleaners | \$8.82 | 0.95 | ◀▶ | 291 | 48% 52% | 21% |
| 29-1069 | Physicians and Surgeons, All Other | \$110.97 | 1.27 | ▼ | 118 | 53% 47% | 27% |
| 29-1123 | Physical Therapists | \$32.77 | 0.86 | ◀▶ | 106 | 59% 41% | 11% |
| 35-3041 | Food Servers, Nonrestaurant | \$10.13 | 1.07 | ▼ | 90 | 51% 49% | 14% |
| 11-9111 | Medical and Health Services Managers | \$45.20 | 1.07 | ▼ | 86 | 59% 41% | 22% |
| 29-2034 | Radiologic Technologists | \$23.17 | 0.88 | ◀▶ | 71 | 75% 25% | 16% |
| 21-1014 | Mental Health Counselors | \$18.94 | 0.98 | ◀▶ | 63 | 48% 52% | 22% |
| 43-9061 | Office Clerks, General | \$13.51 | 1.02 | ◀▶ | 529 | 44% 56% | 24% |
| 43-3021 | Billing and Posting Clerks | \$16.50 | 1.02 | ▼ | 109 | 59% 41% | 20% |
| 29-2021 | Dental Hygienists | \$32.45 | 0.95 | ◀▶ | 68 | 50% 50% | 12% |



Employer Survey

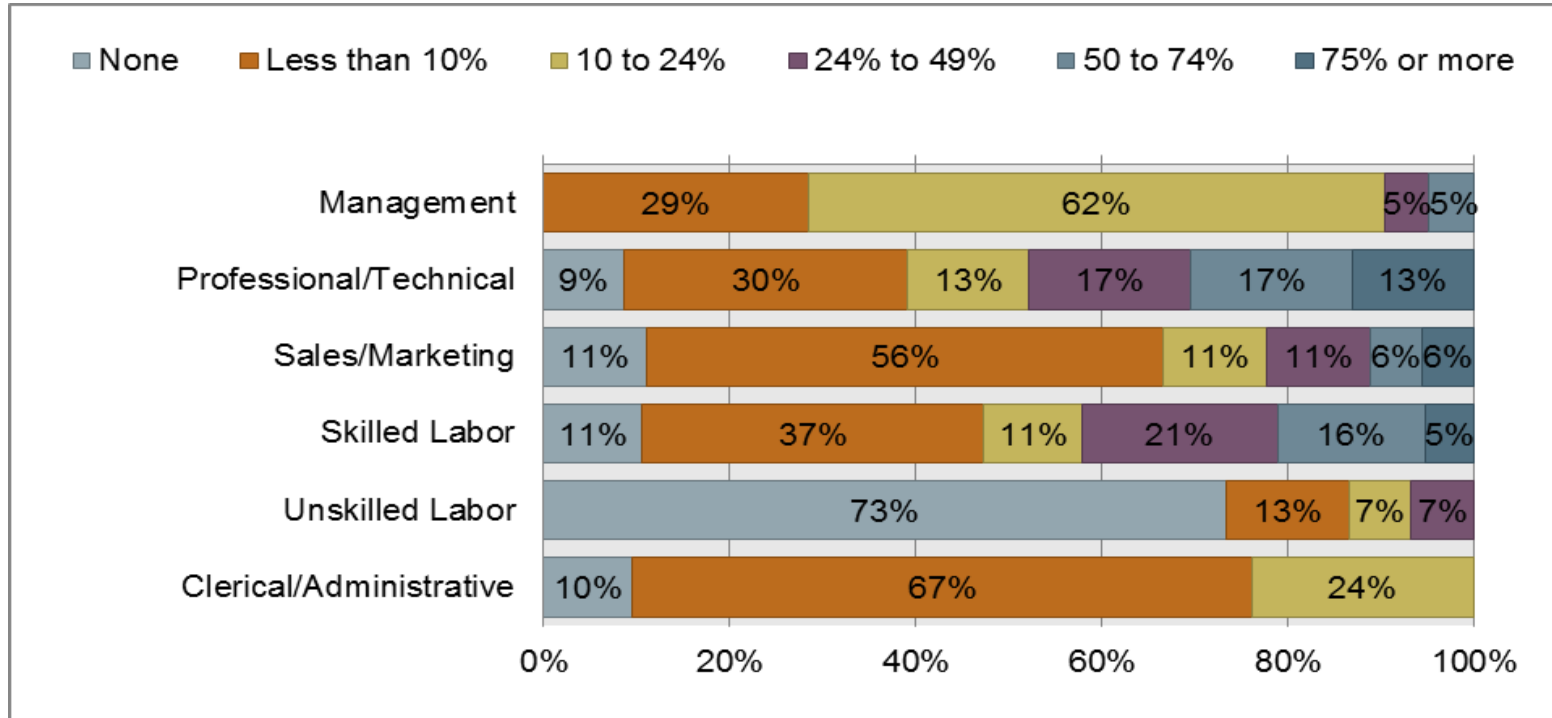
| NUMBER OF EMPLOYEES | | | | |
|-------------------------|-----------|-----------|------------------------|-------|
| | Full-time | Part-time | Contract/ Temporary | Total |
| Total number of workers | 3274 | 1182 | 315 | 4771 |
| Min. value | 2 | 0 | 0 | |
| Max. value | 748 | 550 | 191 | |
| Avg value | 131 | 62 | 19 | |



Tell us what **you** think!



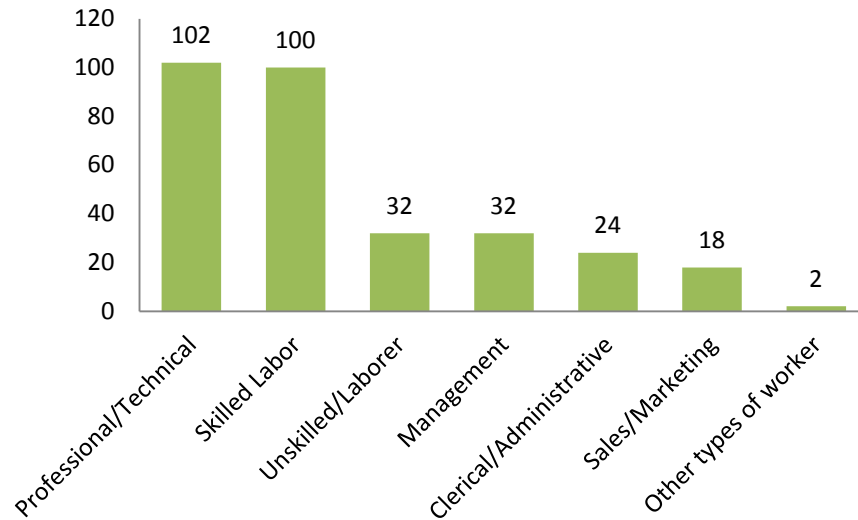
% of Workforce in Each Category





Hiring Needs & Practices

Over the next 12 to 24 months, 87% of respondents plan to hire additional employees.

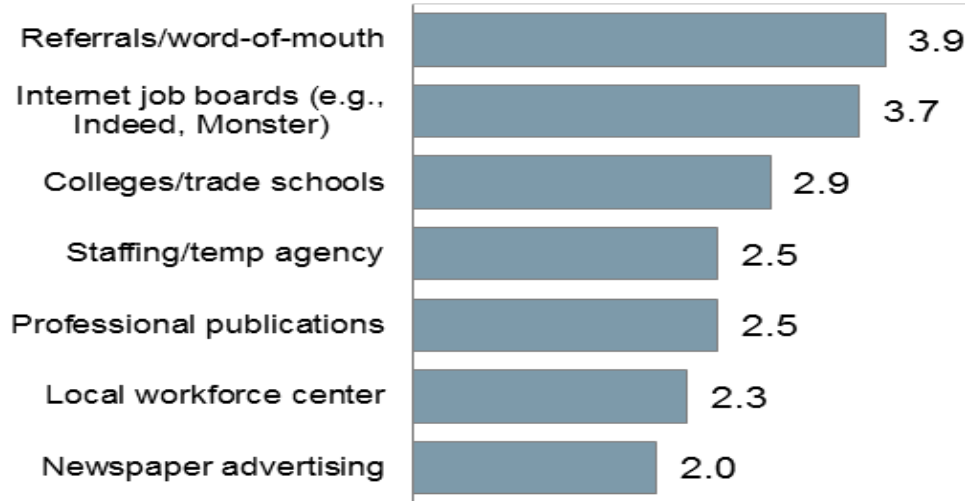


Training Programs Needed in the Area

- Skilled Trades (welders, fabricators, electricians)
- GIS Certificates
- Pharmaceutical industry related training – GMP, GCP, GLP, Regulatory
- Manual Machining (not just CNC)
- Basic Computer Training

How Employers Identify Candidates

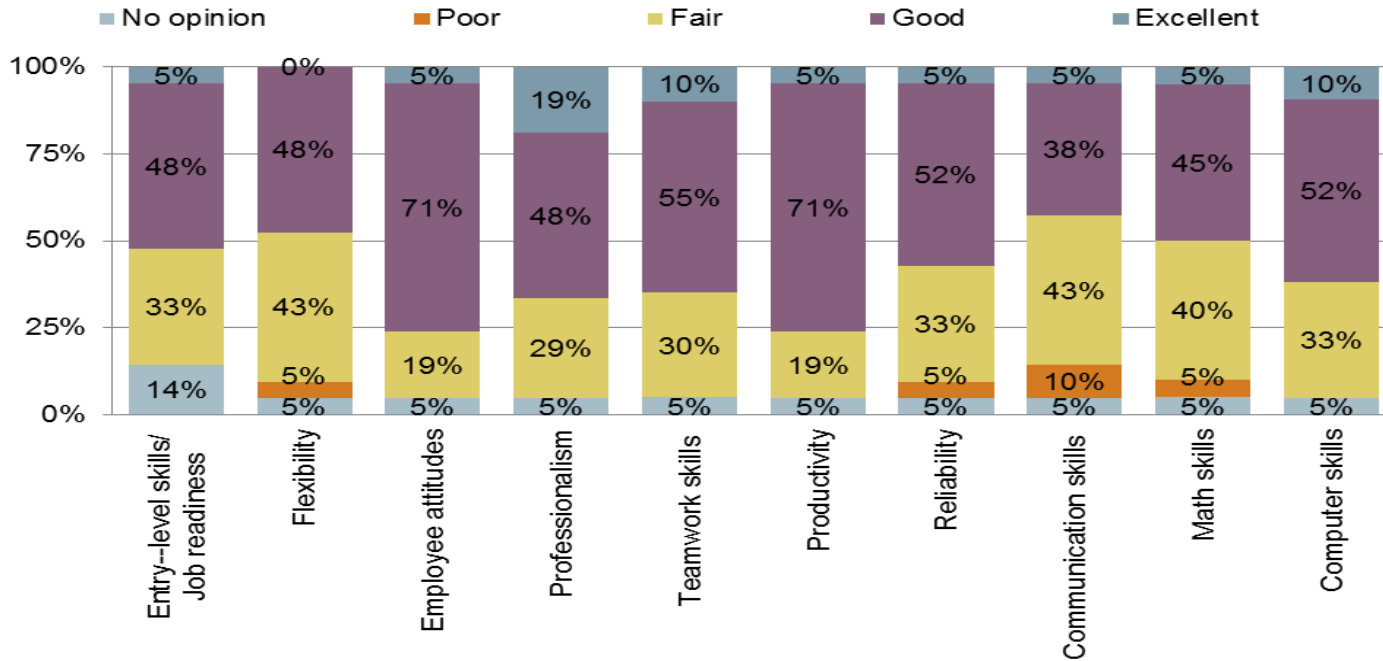
Rate each item on a scale of 1 to 5 where "1" is the least effective resource and "5" is the most effective.

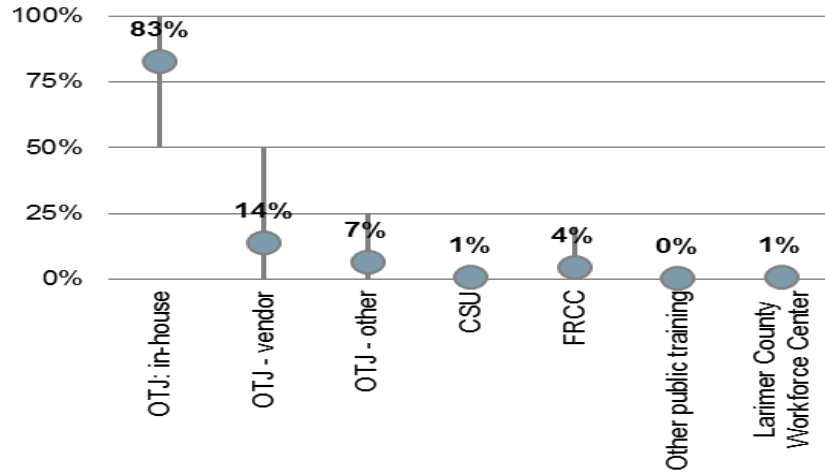


"Other" responses given (but no ratings of "Other" category's effectiveness):

headhunters
NoCoNet, LongsPeak Net
Professional Recruiter
Social Media; posting on our website

Rating the Regional Workforce Characteristics





A wide-angle photograph of a street scene in Fort Collins. In the background, a large, ornate brick building with a blue-tiled roof and a prominent bay window stands under a clear blue sky. Lush green trees line the street. In the foreground, two people are riding bicycles across the frame. The bottom of the image is partially obscured by a semi-transparent white box containing text.

Questions / Thoughts

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