

Regional Needs Assessment Resource Guide

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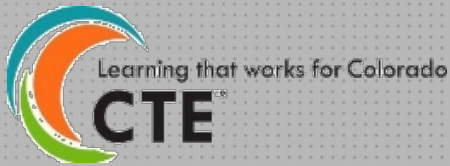
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Glossary of Terms

Convener	The Perkins eligible recipient to facilitate the needs assessment process on the regional level.
Core Performance Indicator	The required performance indicators as defined in the Perkins Act that measure student performance on a variety of indicators.
CTSO	Career and Technical Student Organization – A student organization aligned to a CTE program for the purpose of providing application of instruction and personal development. Colorado supports the following CTSOs: DECA, FBLA/PBL, FCCLA, FFA, HOSA, SkillsUSA, TSA, and (SC)2.
Education Partner	A term used to describe the Perkins eligible recipients involved in the regional needs assessment. The education partners may consist of colleges, Board of Cooperative Education Services, and or school districts identified in the economic region completing the needs assessment.
Labor Market Information	The term is broadly used to describe information on current and future labor market needs. Several sources of labor market information are available.
McKinney-Vento Act	The McKinney–Vento Homeless Assistance Act of 1987 (Pub. L. 100-77, July 22, 1987, 101 Stat. 482, 42 U.S.C. § 11301 et seq.) is a federal law that provides federal money for homeless shelter programs. It was the first significant federal legislative response to homelessness, and was passed by the 100th Congress and signed into law by President Ronald Reagan on July 22, 1987. The McKinney Act originally had fifteen programs providing a spectrum of services to homeless people, including the Continuum of Care Programs: the Supportive Housing Program, the Shelter Plus Care Program, and the Single Room Occupancy Program, as well as the Emergency Shelter Grant Program.
Program of Study	A Program of Study is a coordinated, non-duplicative sequence of academic and technical content spanning the secondary and postsecondary level that: <ul style="list-style-type: none"> • Incorporates challenging State academic standards; • Addresses both academic and technical knowledge and skills, including employability (career readiness) skills;

	<ul style="list-style-type: none"> • Progresses in specificity (beginning with all aspects of an industry or career cluster and leading to more occupation-specific instruction); • Has multiple entry and exit points that incorporates credentialing; and • Culminates in the attainment of a recognized postsecondary credential.
Special Population Subgroup	The groupings of students as defined in the Perkins Act for analysis of student performance on the performance indicators as required by the Act.
Stakeholder	An individual or organization that through extensive collaboration among state- and local-level secondary, postsecondary, business, and other partners can impact the development and implementation of high-quality CTE programs that prepare students to gain employment in high-skill, high-wage, and high-demand occupations that meet state and local workforce needs.
Vocational Rehabilitation	Vocational rehabilitation, at its core, is a set of services provided to individuals who suffer from mental or physical disorders, but who still have the ability and desire to learn and function productively. These services include education, job training and skills that will be needed to get and keep a job. Vocational rehabilitation services are sometimes offered to those who have undergone an injury, or who have endured a mental disorder to try and retrain them for work again. Vocational Rehabilitation is administered through WIOA.
WIOA	The Workforce Innovation and Opportunity Act (WIOA) was signed into law by President Obama as Public Law 113-128. WIOA is the first legislative reform of the public workforce system in more than 15 years since the Workforce Investment Act (WIA). WIOA includes "core" programs such as: (1) Adult, Dislocated and Youth formula programs administered by the US Department of Labor; (2) the Adult Education and Literacy program administered by the Department of Education (ED); (3) Wagner Peyser Employment Service administered by USDOL; and (4) programs under the Rehabilitation Act that provide services to individuals with disabilities administered by ED.

Work-based Learning	Work-based learning is a continuum of activities that occur, in part or in whole, in the workplace, providing the learner with hands-on, real world experience.
Workforce Board	WIOA requires a state and local workforce board to oversee the administration of WIOA and assist with workforce initiatives in each state and region.



LEVERAGING CTE
TO **STRENGTHEN**
COLORADO COMMUNITIES

SUMMARY FINDINGS

February 2019 CO CTE Regional Stakeholder Meetings

Six regional meetings were held throughout Colorado in February 2019. 280 stakeholders, including parents and representatives from business and industry; community organizations; workforce and economic development agencies; and education (secondary and postsecondary) attended.

Objectives included:

- 1) Share information on the CTE visioning and strategic planning process.
- 2) Collect feedback on how to improve the state CTE system as a component of Colorado's talent strategy.
- 3) Establish mutually beneficial relationships with stakeholders for feedback on CO CTE's strategic plan.

TOPIC	Approximate Attendance (across all meetings)
Career Exploration and Career Development	94
Notetakers' Summaries	
<i>Summary of Major Themes or Points:</i>	
<ul style="list-style-type: none"> • Require work experience to renew CTE credential 	
<ul style="list-style-type: none"> • Let industry lead the conversation about career exploration and career development 	
<ul style="list-style-type: none"> • Start early – upper elementary and middle school for career exploration and development 	
<ul style="list-style-type: none"> • Use advisory councils to assist with career exploration and development 	
<ul style="list-style-type: none"> • Provide externships for teachers to become more aware of current industries to advise students 	
<ul style="list-style-type: none"> • Strengths business voice – advisory committee, instructional programs, content, etc. 	
<ul style="list-style-type: none"> • Provide programs to isolated or rural areas with limited access to diverse opportunities 	
<ul style="list-style-type: none"> • Focus on getting students career ready and not just college ready 	
<ul style="list-style-type: none"> • All teachers need to be involved in career development for students, not just CTE 	
<ul style="list-style-type: none"> • Get all workforce/education systems aligned 	
<ul style="list-style-type: none"> • Focus on skill develop that are transferable, not specific occupations at early age 	
<ul style="list-style-type: none"> • Provide resources for students to explore careers and education options 	
Exit Ticket Summaries – Important or best ideas	
<ul style="list-style-type: none"> • Need to start younger with career exploration 	Rank 1
<ul style="list-style-type: none"> • Need professional development for teachers in business/industry settings, externships 	2
<ul style="list-style-type: none"> • Change focus from what you what to do to what you want to be – skill based 	3
<ul style="list-style-type: none"> • Partnerships between educators and industry are essential 	4
<ul style="list-style-type: none"> • Strengthen advisory committees to engage industry 	5
<ul style="list-style-type: none"> • Partner with business and industry for career exploration 	6
<ul style="list-style-type: none"> • Recruit retired military, business/industry for teaching positions 	7
<ul style="list-style-type: none"> • Need database/one stop for career exploration/career development resources 	8
<ul style="list-style-type: none"> • Expose career opportunities to all students, not just CTE 	9
<ul style="list-style-type: none"> • Make current data available to teachers to advise on career choices 	10

TOPIC	Approximate Attendance (across all meetings)
Future of Work	75
Notetakers' Summaries	
<i>Summary of Major Themes or Points:</i>	
• Need emphasis on employability skills and the practice of them	
• Need emphasis on critical thinking/problem solving/trouble shooting	
• Need emphasis on communication skills (read, write, speak, listen, interpersonal)	
• Need focus on teamwork/collaboration on work	
• Need to create opportunities for students to experience industry relevant equipment	
• Create more opportunities for advisory committees to be more vested in CTE	
• Provide younger students exposure to multiple career options	
• Use industry professionals to education CTE teachers and administrators	
• Expand business/industry partnerships to invest in CTE programs (equipment, etc.)	
• Business and industry need to understand today's CTE programs	
• Need more work-based learning opportunities	
• Business/Industry and education must communicate with each other	
Exit Ticket Summaries – Important or best ideas	
	<i>Rank</i>
• Find ways to institutionalize employability skill training for all students	1
• Advisory committees need to be used to inform curriculum and transition	2
• Emphasize computer and technology literacy and application	3
• Create and connect sector partnerships	4
• Create opportunities for workforce to be in schools	5
• Collaborate with community colleges	6
• Combine advisory groups across districts or regions	7
• Teachers need true and current industry education to infuse into instruction	8
• More collaboration including articulation between secondary/postsecondary and industry	9
• Students need to be preparing for careers 5-10 years in future	10

TOPIC	Approximate Attendance (across all meetings)
Transitions from Education to Careers	75
Notetakers' Summaries	
<i>Summary of Major Themes or Points:</i>	
<ul style="list-style-type: none"> • Create more work-based learning opportunities for students to explore careers 	
<ul style="list-style-type: none"> • Funding for career advisement/counseling programs 	
<ul style="list-style-type: none"> • Need parental support and involvement at early age of student 	
<ul style="list-style-type: none"> • Need to emphasize self-advocacy, grit and higher-order thinking skills 	
<ul style="list-style-type: none"> • Create more opportunities for student to explore career areas, required skill sets, etc 	
<ul style="list-style-type: none"> • Know when and how to use technology including cell phones 	
<ul style="list-style-type: none"> • Need to develop stamina and perseverance 	
<ul style="list-style-type: none"> • Expose students to career options early and often 	
<ul style="list-style-type: none"> • Hold students accountable for their own actions and planning 	
<ul style="list-style-type: none"> • Emphasize financial planning for educational opportunities 	
<ul style="list-style-type: none"> • Need professional development for teachers to assist with transition planning 	
<ul style="list-style-type: none"> • Students don't know where or how to get appropriate information for transition planning 	
Exit Ticket Summaries – Important or best ideas	
<ul style="list-style-type: none"> • Need mentor programs 	Rank 1
<ul style="list-style-type: none"> • Need to emphasize professional and employability skills at both secondary and postsecondary levels 	2
<ul style="list-style-type: none"> • CTE needs to emphasize basic academic skills – esp. math, reading and writing 	3
<ul style="list-style-type: none"> • Teach students appropriate use of social media and technology 	4
<ul style="list-style-type: none"> • Start earlier with planning for appropriate education and training 	5
<ul style="list-style-type: none"> • Students need more opportunities to explore before making education/work decisions 	6
<ul style="list-style-type: none"> • Understanding the nontraditional pipeline to get people back in pipeline including ABE 	7
<ul style="list-style-type: none"> • Need more business/industry/education partnerships to provide opportunities for students 	8
<ul style="list-style-type: none"> • Students/parents need more information to understand current/emerging economy to make informed choices 	9
<ul style="list-style-type: none"> • Need support for rural CTE to provide equity of opportunities 	10

TOPIC	Approximate Attendance (across all meetings)
Perceptions of CTE and Skills-Based Careers	57
Notetakers' Summaries	
<i>Summary of Major Themes or Points:</i>	
• Address perception issues with parents – don't see relevance of CTE programs	
• CTE for students with behavior disorders and lower academic performance	
• Students/parents/community don't know what CTE is	
• Students believe CTE is a lesser choice than 4-year degree	
• Change elective language so CTE is not just another elective program	
• Show students broad spectrum of career opportunities	
• Counselors talk more about college than career – need to reverse the order	
• Need to inform that CTE does not preclude 4-year degree	
• Need to inform on pay opportunities with CTE	
• Parents and counselors must have clear messaging about CTE	
• Inform on student debt and over saturation of some 4-year degrees	
• Need much stronger messaging about CTE	
Exit Ticket Summaries – Important or best ideas	
	<i>Rank</i>
• Perception still exists that 4-year degree is only ticket to success	1
• Educate parents on value of CTE	2
• Change the vocabulary about CTE – some still use vocational term	3
• Address student misconceptions about CTE and CTE options	4
• Need to market to and educate the public	5
• Let students know that life is not linear	6
• Change perception of CTE as another class and not career preparation	7
• Lack of understanding of where the good, high paying jobs are and what they require	8
• Need to strengthen basic skills in CTE classes	9
• Educate populous on CTE opportunities, wages for careers, education requirements, etc.	10

TOPIC	Approximate Attendance (across all meetings)
Work-based Learning	127
Notetakers' Summaries	
<i>Summary of Major Themes or Points:</i>	
• Insurance Issues including Workman's Comp	
• Liability/risk management Issues	
• Age Issues, especially with hazardous occupations	
• Lack of flexibility in scheduling between business and education	
• Student transportation	
• Drug testing/students testing clean	
• Use technology to provide opportunities	
• Implement school-based enterprises	
• Educate business about work-based learning to increase awareness	
• Get parents on board to support work-based learning	
• Need statewide database to connect learners/employers to opportunities	
• Provide quality examples of work-based learning and apprenticeship to replicate	
• Make sure students are prepared for work-based learning experiences	
• Collaborative messaging and branding for work-based learning across the state	
Exit Ticket Summaries – Important or best ideas	
• Create a statewide database to consolidate WKBL/apprenticeship opportunities and information/templates/policies	<i>Rank</i> 1
• Insurance and liability must be addressed	2
• Age barriers for certain industries due to hazardous occupations definition	3
• Transportation barriers for student travel	4
• Consolidation of current efforts – too many groups trying to do the same thing	5
• Statewide internet for all learners including rural/equity-based opportunities	6
• Exemplars and models of what works	7
• Funding	8
• Policy, systems and marketing to bring WKBL/Apprenticeships to the table	9
• Incentives for employers to participate in WKBL/Apprenticeships	10

What Does the Law Say?

What Does the Law Mean?

Size, Scope & Quality

What does the law say?

The comprehensive local needs assessment will include a description of how CTE programs offered by the local eligible recipient are sufficient in size, scope, and quality to meet the needs of all students served by the eligible recipient.

What does the law mean?

The provision maintains the size, scope and quality requirements in Perkins IV, but instead requires that this description be addressed through the needs assessment (which is part of the local application in Perkins V) instead of in the local plan in Perkins IV. The state has the responsibility to establish the definition of these three requirements.

Labor Market Alignment

What does the law say?

The comprehensive local needs assessment will include a description of how CTE programs offered by the eligible recipient are aligned to State, regional, Tribal, or local in-demand industry sectors or occupations identified by the State workforce development board or local workforce development board, including career pathways, where appropriate. The CLNA may also identify programs designed to meet local education or economic needs not identified by State boards or local workforce development boards.

What does the law mean?

The law requires an analysis of how CTE programs are meeting workforce needs and provides eligible recipients with multiple ways to demonstrate labor market demand, from a combination of state and local sources.

Student Performance Data

What does the law say?

The comprehensive local needs assessment will include an evaluation of the performance of the students served by the local eligible recipient with respect to State determined and local performance levels, including an evaluation of performance for special populations and each subgroup.

What does the law mean?

The comprehensive local needs assessment must contain an evaluation of CTE concentrators' performance on the core performance indicators. While eligible recipients already are required to do this as part of their local plans under Perkins IV, the evaluation now must at a minimum include a performance analysis of the subgroups (as defined in ESSA) and the expanded list of special populations.

Progress towards Implementing CTE Programs/Programs of Study

What does the law say?

The comprehensive local needs assessment will include an evaluation of progress toward the implementation of CTE programs and programs of study.

What does the law mean?

This evaluation should be both a backward and forward-looking review of the programs and programs of study offered. In addition to meeting the size, scope and quality, this requirement addresses current and future plans to support the implementation of programs and programs of study.

Progress Towards Improving Access & Equity

What does the law say?

The comprehensive local needs assessment shall include a description of:

- Progress toward implementation of equal access to high-quality CTE courses and programs of study, for all students including strategies to overcome barriers that result in lower rates of access to, or performance gaps in, the courses and programs for special populations;
- How they are providing programs that are designed to enable special populations to meet the local levels of performance; and
- How they are providing activities to prepare special populations for high- skill, high-wage, or in-demand industry sectors or occupations in competitive, integrated settings that will lead to self-sufficiency.

What does the law mean?

This requirement is focused on supports for special populations. The law challenges states to assist locals in directing resources or supports to close performance gaps and remove barriers. There may be different supports necessary to address different barriers and different populations.

Recruitment, Retention and Training of Faculty and Staff

What does the law say?

The comprehensive local needs assessment will include a description of how the eligible recipient will improve recruitment, retention, and training of CTE teachers, faculty, specialized instructional support personnel, paraprofessionals, and career guidance and academic counselors, including individuals in groups underrepresented in such professions.

What does the law mean?

Eligible recipients must evaluate their current and future recruitment, retention and professional development needs. This may require root cause analyses of teacher or other professional shortages.

2019-2024 CTE STRATEGIC PLAN EXECUTIVE SUMMARY

Vision for Colorado CTE

Colorado Career & Technical Education (CTE) leverages workforce and education systems so that each learner has quality CTE experiences leading to lifelong career success.

CTE Stakeholders across the state helped develop a statewide vision to position CTE as a driver in the state’s education, workforce, and economic priorities.

Goals

GOAL 1	Career Advisement & Development – Ensure each Colorado Learner has access to ongoing career advisement and development.
GOAL 2	Instructor Recruitment & Retention – Develop and ensure a viable pipeline of CTE instructors to fill the educator positions at the middle school, secondary, and postsecondary levels.
GOAL 3	Partnerships – Prepare Colorado’s future workforce through transformational partnerships.
GOAL 4	Quality Programs – Elevate the quality of CTE programs to support each learner’s skill development and meet industry needs.
GOAL 5	Work-Based Learning – Ensure access to meaningful work-based learning opportunities for each CTE learner.
FOUNDATIONAL ELEMENTS	EQUITY & ACCESS Create opportunities for each learner to access quality CTE programs and distribution of CTE programs throughout the state.
	INCLUSIVITY Provide each learner with the opportunity to participate in a CTE program and decrease the gaps of CTE participation for target populations, non-traditional occupations, and geographic areas.

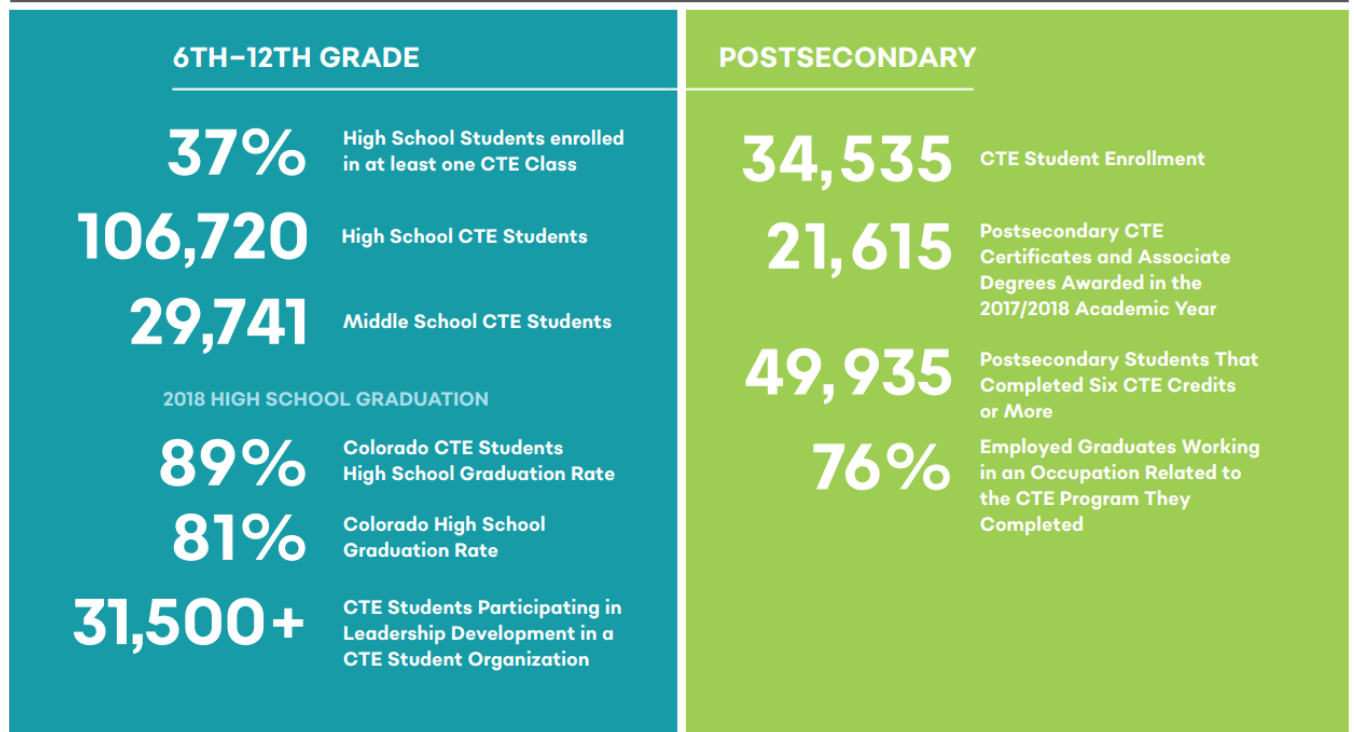
Purpose

Colorado’s Strategic Plan for Career & Technical Education (CTE) will ultimately serve secondary and postsecondary learners in their preparation for meaningful careers, provide the state’s employers with better prepared talent, and lend to the development of stronger communities. The CTE Strategic Plan will effectively guide the state’s efforts over the next five years and will:

- **Highlight** opportunities to engage stakeholders.
- **Establish** clear and consistent goals for the education and workforce systems.
- **Provide** the platform to communicate Colorado’s CTE vision publicly.

Colorado works with many partners and stakeholders involved in career education and workforce development initiatives. This creates an opportunity to enhance CTE programs and advance education, economic, and workforce systems by leveraging their experience and expertise. Advisory committees and sector partnerships are valuable partners in the CTE system. Partnering with these entities provides the opportunity to more effectively align CTE programs with the needs of business and industry.

FACTS & FIGURES FOR THE 2017/2018 ACADEMIC YEAR



What is your role in CTE?

An action plan can help you identify opportunities to work with CTE learners, instructors, and partners. As you develop an action plan at the local or state level, consider and document how you can:

1. Engage diverse stakeholders.
2. Establish priorities and goals for your local education and workforce system.
3. Evaluate the success of your CTE programs.
4. Focus on shared priorities, relevant and quality data, talent development, Postsecondary & Work Readiness (PWR) skills, and policy review and development.
5. Identify barriers to success including misalignment and policy and procedural related barriers.
6. Target state and federal CTE funding to support quality CTE programs in your area.

TO GET INVOLVED, contact Colorado CTE at the Colorado Community College System.

Address: 9101 East Lowry Boulevard
Denver, Colorado 80230

Phone: (303) 620-4000

Email: cte@cccs.edu

Website: www.coloradostateplan.com

FY 20 Final Assignment of Regions for Perkins 5 Needs Assessment

District Name	City	Standalone or Consortium Name	Final Assignment of Econ. Dvpt. Region
Morgan Community College	Fort Morgan	college	1
Northeastern Junior College	Sterling	college	1
Julesburg RE-1	Westminster	district	1
Fort Morgan RE-3	Fort Morgan	district	1
Valley RE-1	Sterling	district	1
Revere School District (Platte Valley RE-3)	Ovid	NE BOCES	1
Frenchman RE-3	Fleming	NE BOCES	1
Haxtun RE-2J	Haxtun	NE BOCES	1
Holyoke RE-1J	Holyoke	NE BOCES	1
Lone Star 101	Otis	NE BOCES	1
Otis R-3	Otis	NE BOCES	1
Plateau RE-5	Peetz	NE BOCES	1
Wray RD-2	Wray	NE BOCES	1
Yuma 1	Yuma	NE BOCES	1
Akron R-1	Akron	NE BOCES	1
Buffalo RE-4	Merino	NE BOCES	1
Northeast BOCES Consortium	Haxtun	NE BOCES	1
Eaton RE-2	Eaton	Centennial BOCES	2
Johnstown-Milliken RE-5J	Milliken	Centennial BOCES	2
Pawnee RE-12	Grover	Centennial BOCES	2
Platte Valley RE-7	Kersey	Centennial BOCES	2
Prairie RE-11J	New Raymer	Centennial BOCES	2
Weldon Valley RE-20J	Weldona	Centennial BOCES	2
Wiggins RE-50J	Wiggins	Centennial BOCES	2
Ault-Highland RE-9	Ault	Centennial BOCES	2
Briggsdale RE-10J	Briggsdale	Centennial BOCES	2
Brush RE-2J	Brush	Centennial BOCES	2
Centennial BOCES Consortium	Greeley	Centennial BOCES	2
Aims Community College	Greeley	college	2
Front Range Community College	Westminster	college	2
Poudre R-1	Fort Collins	district	2
Charter School Institute	Denver	district	2
Estes Park R-3	Estes Park	district	2
Greeley 6	Greeley	district	2
St. Vrain Valley RE-1J	Longmont	district	2
Thompson R-2J	Loveland	district	2
Weld County RE-8	Ft. Lupton	district	2
Windsor RE-4	Windsor	district	2
Gilcrest RE-1	Gilcrest	South Weld	2
Keenesburg RE-3J		South Weld	2
South Weld Consortium	Gilcrest	South Weld	2
Emily Griffith Technical College	Denver	atc	3
Pickens Technical College	Aurora	atc	3

<u>District Name</u>	<u>City</u>	<u>Standalone or Consortium Name</u>	<u>Final Assignment of Econ. Dvpt. Region</u>
Community College of Aurora	Denver	college	3
Arapahoe Community College	Littleton	college	3
Community College of Denver	Denver	college	3
Front Range Community College	Westminster	college	3
Red Rocks Community College	Lakewood	college	3
Elizabeth C-1	Elizabeth	district	3
Jefferson County R-1		district	3
Adams 12	Thornton	district	3
Adams County 14	Commerce City	district	3
Adams-Mapleton 1	Denver	district	3
Arapahoe 28J	Aurora	district	3
Boulder Valley RE-2	Boulder	district	3
Brighton 27J	Brighton	district	3
Cherry Creek 5	Greenwood Village	district	3
Denver County 1		district	3
Douglas County RE 1	Castle Rock	district	3
Englewood 1	Englewood	district	3
Platte Canyon 1	Bailey	district	3
Westminster Public Schools	Westminster	district	3
Littleton 6	Littleton	Littleton Consortium	3
Sheridan 2	Denver	Littleton Consortium	3
Littleton Consortium	Littleton	Littleton Consortium	3
Clear Creek		Not Participating in Perkins	3
Gilpin County		Not Participating in Perkins	3
Division of Youth Corrections	Denver	Not Participating in Perkins	3
Pikes Peak Community College	Colorado Springs	college	4
Academy 20	Colorado Springs	district	4
Colorado Springs 11	Colorado Springs	district	4
Falcon 49	Peyton	district	4
Fountain 8	Fountain	district	4
Harrison 2	Colorado Springs	district	4
Widefield 3	Colorado Springs	district	4
Edison 54JT		Not Participating in Perkins	4
Ellicott 22	Ellicott	Pikes Peak Regional Consortium	4
Hanover 28	Colorado Springs	Pikes Peak Regional Consortium	4
Lewis-Palmer 38	Monument	Pikes Peak Regional Consortium	4
Manitou Springs 14	Manitou Springs	Pikes Peak Regional Consortium	4
Miami/Yoder 60 JT	Rush	Pikes Peak Regional Consortium	4
Peyton 23 JT	Peyton	Pikes Peak Regional Consortium	4
Woodland Park RE-2	Woodland Park	Pikes Peak Regional Consortium	4
Calhan RJ1	Calhan	Pikes Peak Regional Consortium	4
Cheyenne Mountain 12	Colorado Springs	Pikes Peak Regional Consortium	4
Cripple Creek-Victor RE-1	Cripple Creek	Pikes Peak Regional Consortium	4
Pikes Peak Regional Consortium	Peyton	Pikes Peak Regional Consortium	4
Morgan Community College	Fort Morgan	college	5

<u>District Name</u>	<u>City</u>	<u>Standalone or Consortium Name</u>	<u>Final Assignment of Econ. Dvpt. Region</u>
Elbert 200	Elbert	EC BOCES	5
Genoa-Hugo C113	Hugo	EC BOCES	5
Idalia RJ-3	Idalia	EC BOCES	5
Karval RE-23	Karval	EC BOCES	5
Kit Carson R-1	Kit Carson	EC BOCES	5
Kit Carson R-23 High Plains	Seibert	EC BOCES	5
Liberty J-4	Joes	EC BOCES	5
Limon RE-4J	Limon	EC BOCES	5
Strasburg 31J	Strasburg	EC BOCES	5
Stratton R-4	Stratton	EC BOCES	5
Woodlin R-104	Woodrow	EC BOCES	5
Arapahoe 32J	Byers	EC BOCES	5
Arickaree R-2	Anton	EC BOCES	5
Arriba-Flagler C-20	Flagler	EC BOCES	5
Bennett 29J	Bennett	EC BOCES	5
Big Sandy 100J	Simla	EC BOCES	5
Burlington RE-6J	Burlington	EC BOCES	5
Cheyenne RE-5	Cheyenne Wells	EC BOCES	5
Deer Trail 26J	Deer Trail	EC BOCES	5
East Central BOCES Consortium	Limon	EC BOCES	5
Kiowa		Not Participating in Perkins	5
Bethune	Bethune	Not Participating in Perkins	5
Agate (Elbert 300)		Not Participating in Perkins	5
Elbert 300 (Agate)		Not Participating in Perkins	5
CAVOC Consortium	La Junta	CAVOC	6
East Otero R-1	La Junta	CAVOC	6
Fowler R-4J	Fowler	CAVOC	6
Las Animas RE-1	Las Animas	CAVOC	6
Manzanola 3J	Manzanola	CAVOC	6
Otero 31 - Cheraw	Cheraw	CAVOC	6
Rocky Ford R-2	Rocky Ford	CAVOC	6
Swink 33	Swink	CAVOC	6
Crowley County RE-1-J	Ordway	CAVOC	6
Lamar Community College	Lamar	college	6
Otero Junior College	La Junta	college	6
Lamar RE-2	Lamar	district	6
Wiley RE-13 JT	Wiley	district	6
Campo		Not Participating in Perkins	6
Plainview		Not Participating in Perkins	6
Vilas		Not Participating in Perkins	6
Eads RE-1	Eads	SE BOCES	6
Granada RE-1	Granada	SE BOCES	6
Holly RE-3	Holly	SE BOCES	6
Kim Reorganized 88	Kim	SE BOCES	6
McClave RE-2	McClave	SE BOCES	6

<u>District Name</u>	<u>City</u>	<u>Standalone or Consortium Name</u>	<u>Final Assignment of Econ. Dvpt. Region</u>
Pritchett RE-3	Pritchett	SE BOCES	6
Springfield RE-4	Springfield	SE BOCES	6
Walsh RE-1	Walsh	SE BOCES	6
Southeast BOCES Consortium	Lamar	SE BOCES	6
Pueblo Community College	Pueblo	college	7
Pueblo City 60	Pueblo	district	7
Pueblo County Rural 70	Pueblo	district	7
Colorado Department of Corrections	Colorado Springs	postsecondary correctional	7
Trinidad State Junior College	Trinidad	college	8
Centennial		Not Participating in Perkins	8
Moffat 2		Not Participating in Perkins	8
Monte Vista C-8	Monte Vista	San Luis Valley Consortium	8
Mountain Valley RE1	Saguache	San Luis Valley Consortium	8
North Conejos RE-1J	La Jara	San Luis Valley Consortium	8
Sanford 6J	Sanford	San Luis Valley Consortium	8
Sangre De Cristo RE-22J	Mosca	San Luis Valley Consortium	8
Sargent RE-33J	Monte Vista	San Luis Valley Consortium	8
Sierra Grande R-30	Blanca	San Luis Valley Consortium	8
South Conejos RE-10	Antonito	San Luis Valley Consortium	8
Alamosa RE-11J	Mosca	San Luis Valley Consortium	8
Center 26 JT	Center	San Luis Valley Consortium	8
Chaffee R-31 - Buena Vista	Buena Vista	San Luis Valley Consortium	8
Creede Consolidated 1	Creede	San Luis Valley Consortium	8
Del Norte C-7	Del Norte	San Luis Valley Consortium	8
San Luis Valley Consortium	Trinidad	San Luis Valley Consortium	8
Pueblo Community College	Pueblo	college	9
Dolores County RE No.2	Dover Creek	district	9
Durango 9-R	Durango	district	9
Silverton		Not Participating in Perkins	9
Archuleta County 50 JT	Pagosa Springs	San Juan BOCES Consortium	9
Bayfield 10 JT-R		San Juan BOCES Consortium	9
San Juan Boces Consortium	Durango	San Juan BOCES Consortium	9
Ignacio 11 JT		San Juan BOCES Consortium	9
Montezuma Cortez RE-1	Cortez	SW Consortium	9
Montezuma Dolores RE-4A	Dolores	SW Consortium	9
Montezuma Mancos RE-6	Mancos	SW Consortium	9
Southwest Consortium	Cortez	SW Consortium	9
Technical College of the Rockies	Delta	atc	10
Montrose County RE-1J	Montrose, CO 81401	district	10
Delta County 50 J	Delta	district	10
Gunnison Watershed RE1J	Gunnison	district	10
Ouray R-1	Ouray	district	10
Telluride R-1	Telluride	district	10
Ridgway		Not Participating in Perkins	10
Hinsdale County		Not Participating in Perkins	10

<u>District Name</u>	<u>City</u>	<u>Standalone or Consortium Name</u>	<u>Final Assignment of Econ. Dvpt. Region</u>
Norwood R-2J	Norwood	SW Consortium	10
West End RE-2	Nucla	SW Consortium	10
Colorado Mountain College - Glenwood	Glenwood Springs	college	11
Colorado Northwestern Community College	Rangely	college	11
Western Colorado Community College	Grand Junction	college	11
Mesa County Valley 51	Grand Junction	district	11
Plateau Valley 50	Collbran	district	11
Roaring Fork		Not Participating in Perkins	11
Grand Valley 16	Parachute	Not Participating in Perkins	11
East Grand 2	Granby	NW BOCES	11
Hayden RE-1	Hayden	NW BOCES	11
Moffat County RE-1	Craig	NW BOCES	11
North Park R-1		NW BOCES	11
South Routt RE-3	Oak Creek	NW BOCES	11
Steamboat Springs RE-2	Steamboat Springs	NW BOCES	11
West Grand 1-JT	Kremmling	NW BOCES	11
Northwest Colorado Boces Consortium	Steamboat Springs	NW BOCES	11
Meeker RE-1	Meeker	Rio Blanco BOCES	11
Rangely RE-4		Rio Blanco BOCES	11
Rio Blanco BOCES Consortium		Rio Blanco BOCES	11
Colorado Mountain College - Glenwood	Glenwood Springs	college	12
Summit RE-1	Frisco	district	12
Eagle County RE 50	Gypsum	High Country Consortium	12
Garfield RE-2	Rifle	High Country Consortium	12
Lake County R-1	Leadville	High Country Consortium	12
Park County RE-2	Fairplay	High Country Consortium	12
Aspen 1	Aspen	High Country Consortium	12
De Beque 49JT	DeBeque	High Country Consortium	12
High Country Consortium	Gypsum	High Country Consortium	12
Colorado Mountain College - Glenwood	Glenwood Springs	college	13
Pueblo Community College	Pueblo	college	13
Canon City RE-1	Canon City	district	13
Fremont RE-2	Florence	district	13
Salida R-32J	Salida	district	13
Custer		Not Participating in Perkins	13
Cotopaxi		Not Participating in Perkins	13
Trinidad State Junior College	Trinidad	college	14
TSJC Consortium	Trinidad	TSJC Consortium	14
Hoehne Reorganized 3		TSJC Consortium	14
Huerfano RE-1	Walsenburg	TSJC Consortium	14
La Veta RE-2	LaVeta	TSJC Consortium	14
Primero Reorg 2		TSJC Consortium	14
Trinidad 1	Trinidad	TSJC Consortium	14
Aguilar Reorg 6	Aguilar	TSJC Consortium	14
Branson Reorg 82	Branson	TSJC Consortium	14

Perkins Act Reference and Resource Documents

Perkins V Guidance:

A Guide for State Leaders: Maximizing Perkins V's Comprehensive Local Needs Assessment & Local Application to Drive Quality and Equity in CTE

([Word](#) and [PDF](#))

This guide from Advance CTE provides a summary, analysis and guidance for each major component of the comprehensive local needs assessment and the decisions states can be making now to support a robust CLNA process that aligns with the state's overall vision for CTE.

A Guide for Local Leaders: Maximizing Perkins V's Comprehensive Local Needs Assessment & Local Application to Drive Equality in CTE ([PDF](#))

This guide from ACTE provides an overview and guidance for the comprehensive local needs assessment so that local leaders can utilize it as a tool for program improvement.

Policy Benchmark Tool: CTE Program of Study Approval ([LINK](#))

This guide from Advance CTE provides a tool for policy evaluation. An effective process for setting priorities is modeled in this guide.

Other Resources:

The needs assessment in Perkins V was modeled after the one for Title IV-A (Student Support and Academic Enrichment Grants) in ESSA (with some changes) so these resources that might serve as useful reference points:

Using Needs Assessments for School and District Improvement: A Tactical Guide

Council of Chief State School Officers. December 5, 2018 ([LINK](#))

Worksheets From: Using Needs Assessment for School and District Improvement

Council of Chief State School Officers. Julie Corbett and Sam Redding. 2017. ([LINK](#))

Needs Assessment Guidebook

State Support Network. Cary Cuiccio and Mary Husby-Slater. May 2018 ([LINK](#))

Program Quality Evaluation Tools

ACTE's Quality CTE Program of Study Framework

ACTE's evidence-based framework assessing across 12 elements to capture the program scope, delivery, implementation and quality. It also touches on program staffing and equity. (LINK) <https://www.acteonline.org/wp-content/uploads/2019/01/HighQualityCTEFramework2018.pdf>

Rubric for Linked Learning Pathway Quality Review and Continuous Improvement

Guide to planning and implementing high quality linked learning pathways (LINK)

https://connectedstudios.org/files/certification/LLPQRC_ProcessGuide_Abbrev_FINAL.pdf

Design Specification for Implementing the College and Career Pathways System Framework

American Institutes for Research facilitator's guide for continuous improvement in designing a career pathway system. (LINK)

Resources for Achieving Access and Equity

Colorado CTE Website

<http://coloradostateplan.com/equity-in-cte/>

Perkins Collaborative Resource Network

<https://cte.ed.gov/initiatives/advancing-equity-in-cte>

Association for Career and Technical Education

<https://www.acteonline.org/professional-development/high-quality-cte-tools/access-and-equity/>

Advance CTE

<https://careertech.org/topic/access-equity>

JFF - Jobs For the Future

<https://www.jff.org/points-of-view/10-equity-questions-ask-about-career-and-technical-education/>

Center for American Progress

<https://www.americanprogress.org/issues/education-k-12/news/2019/08/28/473876/advancing-racial-equity-career-technical-education-enrollment/>

The following pages contain workforce data provided by EMSI as an example of labor market information. There is also a listing of Workforce and Economic Personnel to consult.

There are other sources of information to use to document high skill, high wage and in-demand occupations identified in the *Needs Assessment Handbook*.

Colorado Workforce Intelligence and Data Expert Group EMSI Super User



Please contact your local data expert with your workforce intelligence needs, and they will determine the best way to move forward with your question or request.

They may provide the information directly, refer your request to another Emsi account holder in their organization, or escalate the request to be examined and addressed by the data expert team.

In the event that your local data expert is not available, please feel free to contact a member of the data expert team below. They will attempt to assist with the project, or will escalate the request to the data expert team.

Individuals highlighted in blue are chairs of this group and should be considered primary contacts for additional Emsi or data needs.

Adams County Workforce & Business Center	Arapahoe / Douglas Works!	Workforce Boulder County	Denver Office of Economic Development -Workforce Services
Greg McBoat - Business Information Analyst	Patrick Holwell - Workforce Economist	Barbara Larsen - Business Services Support Analyst	Todd Nielsen - Management Analyst III
11860 N Pecos Street, 1st Floor	6974 S Lima Street	515 Coffman Street	101 W Colfax Avenue, 8th Floor
Westminster, CO 80234	Centennial, CO 80112	Longmont, CO 80501	Denver, CO 80202
Desk: 720-523-2468	Desk: 303-636-1251	Desk: 720-864-6665	Desk: 720-913-1509 Mobile: 303-808-9763
GMcBoat@AdCoGov.org	pholwell@arapahoegov.com	blarsen@bouldercounty.org	todd.nielsen@denvergov.org

Jefferson County Workforce & Business Center	Larimer County Economic & Workforce Development	Mesa County Workforce Center	Pikes Peak Workforce Center
Kyle Allbright - Workforce Data Coordinator	Amanda Repella - Data Analyst	Victor Carreras - Employment Specialist/Authorized Job Profiler	Jennifer Pierceall-Herman - Industry Relations Specialist
3500 Illinois Street, Suite 1600	200 W Oak Street, 5th Floor	512 29 1/2 Road	1675 W Garden of the Gods Road
Golden, CO 80401	Fort Collins, CO 80521	Grand Junction, CO 81504	Colorado Springs, CO 80907
Desk: 303-271-4757	Desk: 970-498-7141	Desk: 970-256-2445	Desk: 719-667-3743
kallbrig@co.jefferson.co.us	arepella@larimer.org	victor.carreras@mesacounty.us	jenniferherman@elpasoco.com

Colorado Rural Consortium - Broomfield	Colorado Rural Consortium - Pueblo & Upper Arkansas Regions	Colorado Rural Consortium - Western / Southwestern Regions	Employment Services of Weld County
David Jones - Business Workforce Specialist	Diana Esquibel - Director	Amanda Waltrip - Administrative Assistant III	Amber Duchaine - Business Service Rep
100 Spader Way	212 W 3rd Street	504 N 1st Street	315 N 11th Ave, Building B
Broomfield, CO 88020	Pueblo, CO 81003	Montrose, CO 81401	Greeley, CO 80632
Desk: 303-464-5851	Desk: 719-562-3773	Desk: 970-249-7783 x15	Desk: 970-400-6717
djones@broomfield.org	diana.esquibel@state.co.us	amanda.waltrip@state.co.us	aduchaine@weldgov.com



Colorado Workforce Development Council



Labor Market Information
Statewide Top Occupations

The following workforce data is an example of labor market information. Other workforce or economic data can be utilized to identify high wage, high skill, and in-demand occupations.

Standard Occupational Classification (SOC) Code	Occupation Group	2019 Jobs	2024 Jobs	2019 - 2024 % Change	Annual Openings	2024 Location Quotient	Median Hourly Earnings	Median Annual Earnings	Example Occupations
47-2000	Construction Trades Workers	136,545	148,678	9%	16,762	1.23	\$18.70	\$38,888.18	1) Carpenters; 2) Construction Laborers; 3) Electricians
13-1000	Business Operations Specialists	136,795	148,205	8%	15,221	1.32	\$33.28	\$69,232.34	1) Business Operations Specialists; 2) Human Resources Specialists; 3) Buyers and Purchasing Agents, Farm Products
15-1100	Computer Occupations	123,629	136,055	10%	10,891	1.41	\$43.56	\$90,603.37	1) Software Developers; 2) Computer User Support Specialists; 3) Web Developers
53-7000	Material Moving Workers	67,262	74,260	10%	10,670	0.69	\$14.62	\$30,411.74	1) Crane and Tower Operators; 2) Industrial Truck and Tractor Operators; 3) Machine Feeder and Offbearers
53-3000	Motor Vehicle Operators	78,907	85,532	8%	10,318	0.89	\$18.03	\$37,495.94	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	83,906	91,414	9%	7,987	1.04	\$23.33	\$48,529.91	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
29-1000	Health Diagnosing and Treating Practitioners	105,046	118,406	13%	7,698	0.98	\$38.15	\$79,354.52	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
13-2000	Financial Specialists	71,597	78,029	9%	7,568	1.25	\$33.33	\$69,321.89	1) Accountants and Auditors; 2) Financial Analysts; 3) Loan Officers
49-9000	Other Installation, Maintenance, and Repair Occupations	60,091	65,932	10%	7,099	0.95	\$21.03	\$43,746.28	1) Industrial Machinery Mechanics; 2) Farm Equipment Mechanics and Service Technicians; 3) Heating, Air Conditioning, and Refrigeration Mechanics and Installers

Source of Labor Market Information: Emsi

Regional Labor Market Information Top Occupations
 Economic Development Region 1 - Golden Plains Region
 (Counties: Logan, Morgan, Phillips, Sedgwick, Washington, Yuma)

The following workforce data is an example of labor market information. Other workforce or economic data can be utilized to identify high wage, high skill, and in-demand occupations.

	Standard Occupational Classification (SOC) Code	Occupation Group	2019 Jobs	2024 Jobs	2019 - 2024 % Change	Annual Openings	2024 Location Quotient	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupations	45-2000	Agricultural Workers	2,328	2,407	3%	371	10.91	\$11.08	\$23,054.83	1) Farmworkers and Laborers, Crop, Nursery, and Greenhouse; 2) Animal Breeders; 3) Agricultural Equipment Operators
	41-2000	Retail Sales Workers	1,780	1,881	6%	321	1.05	\$10.70	\$22,262.72	1) Parts Salespersons; 2) Cashiers 3) Counter and Rental Clerks
	53-3000	Motor Vehicle Operators**	1,259	1,334	6%	158	1.37	\$18.57	\$38,625.59	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
	47-2000	Construction Trades Workers**	1,167	1,273	9%	146	1.03	\$15.83	\$32,929.96	1) Carpenters; 2) Construction Laborers; 3) Electricians
Statewide Occupations (Regional Data)	53-7000	Material Moving Workers	1,086	1,134	4%	161	1.03	\$12.56	\$26,129.80	1) Crane and Tower Operators; 2) Industrial Truck and Tractor Operators; 3) Machine Feeder and Offbearers
	53-3000	Motor Vehicle Operators	1,275	1,341	5%	158	1.35	\$17.32	\$36,026.43	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
	47-2000	Construction Trades Workers	1,167	1,273	9%	146	1.03	\$15.83	\$32,929.96	1) Carpenters; 2) Construction Laborers; 3) Electricians
	25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	1,164	1,217	5%	100	1.34	\$18.16	\$37,771.36	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
	49-9000	Other Installation, Maintenance, and Repair Occupations	914	960	5%	99	1.35	\$16.88	\$35,106.67	1) Industrial Machinery Mechanics; 2) Farm Equipment Mechanics and Service Technicians; 3) Heating, Air Conditioning, and Refrigeration Mechanics and Installers
	13-1000	Business Operations Specialists	578	619	7%	63	0.54	\$27.21	\$56,595.22	1) Business Operations Specialists; 2) Human Resources Specialists; 3) Buyers and Purchasing Agents, Farm Products
	29-1000	Health Diagnosing and Treating Practitioners	927	961	4%	51	0.77	\$33.72	\$70,144.78	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
	13-2000	Financial Specialists	458	486	6%	45	0.76	\$26.33	\$54,766.76	1) Accountants and Auditors; 2) Financial Analysts; 3) Loan Officers
	15-1100	Computer Occupations	312	334	7%	26	0.34	\$29.22	\$60,770.81	1) Software Developers; 2) Computer User Support Specialists; 3) Web Developers

** Indicates Regional Occupations that are also Statewide Areas of Focus

Source of Labor Market Information: Emsi

Regional Labor Market Information Top Occupations
Economic Development Region 2 - Northern Colorado Region
(Counties: Larimer, Weld)

The following workforce data is an example of labor market information. Other workforce or economic data can be utilized to identify high wage, high skill, and in-demand occupations.

	Standard Occupational Classification (SOC) Code	Occupation Group	2019 Jobs	2024 Jobs	2019 - 2024 % Change	Annual Openings	2024 Location Quotient	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupations	35-3000	Food and Beverage Serving Workers	16,604	18,489	11%	3,564	1.07	\$9.88	\$20,544.82	1) Combined Food Preparation and Serving Workers; 2) Waiters and Waitresses; 3) Counter Attendants, Cafeteria, Food, Concession, and Coffee Shop
	41-2000	Retail Sales Workers	18,367	20,032	9%	3,322	1.09	\$11.13	\$23,154.54	1) Parts Salespersons; 2) Cashiers 3) Counter and Rental Clerks
	47-2000	Construction Trades Workers**	17,533	19,614	12%	2,274	1.54	\$18.76	\$39,013.68	1) Carpenters; 2) Construction Laborers; 3) Electricians
	53-3000	Motor Vehicle Operators**	10,191	11,422	12%	1,402	1.14	\$18.55	\$38,591.92	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
	29-1000	Health Diagnosing and Treating Practitioners**	9,797	10,988	12%	707	0.86	\$36.33	\$75,571.14	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
Statewide Occupations (Regional Data)	47-2000	Construction Trades Workers	17,533	19,614	12%	2,274	1.54	\$18.76	\$39,013.68	1) Carpenters; 2) Construction Laborers; 3) Electricians
	53-3000	Motor Vehicle Operators	9,912	11,112	12%	1,375	1.09	\$18.63	\$38,747.78	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
	53-7000	Material Moving Workers	7,913	9,010	14%	1,318	0.79	\$14.79	\$30,764.97	1) Crane and Tower Operators; 2) Industrial Truck and Tractor Operators; 3) Machine Feeder and Offbearers
	13-1000	Business Operations Specialists	10,582	11,642	10%	1,226	0.98	\$30.60	\$63,651.41	1) Business Operations Specialists; 2) Human Resources Specialists; 3) Buyers and Purchasing Agents, Farm Products
	49-9000	Other Installation, Maintenance, and Repair Occupations	7,165	8,210	15%	924	1.12	\$20.34	\$42,317.28	1) Industrial Machinery Mechanics; 2) Farm Equipment Mechanics and Service Technicians; 3) Heating, Air Conditioning, and Refrigeration Mechanics and Installers
	25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	9,201	10,037	9%	883	1.08	\$22.32	\$46,435.69	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
	29-1000	Health Diagnosing and Treating Practitioners	9,797	10,988	12%	707	0.86	\$36.33	\$75,571.14	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
	15-1100	Computer Occupations	7,572	8,419	11%	692	0.83	\$37.66	\$78,323.41	1) Software Developers; 2) Computer User Support Specialists; 3) Web Developers
	13-2000	Financial Specialists	4,565	5,094	12%	510	0.77	\$30.58	\$63,611.40	1) Accountants and Auditors; 2) Financial Analysts; 3) Loan Officers

** Indicates Regional Occupations that are also Statewide Areas of Focus

Source of Labor Market Information: Emsi

Regional Labor Market Information Top Occupations
 Economic Development Region 3 - Denver Region
 (Counties: Adams, Arapahoe, Boulder, Broomfield, Clear Creek, Denver, Douglas, Gilpin, Jefferson)

The following workforce data is an example of labor market information. Other workforce or economic data can be utilized to identify high wage, high skill, and in-demand occupations.

	Standard Occupational Classification (SOC) Code	Occupation Group	2019 Jobs	2024 Jobs	2019 - 2024 % Change	Annual Openings	2024 Location Quotient	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupations	35-3000	Food and Beverage Serving Workers	87,584	96,876	11%	18,494	0.98	\$10.28	\$21,390.11	1) Combined Food Preparation and Serving Workers; 2) Waiters and Waitresses; 3) Counter Attendants, Cafeteria, Food, Concession, and Coffee Shop
	41-2000	Retail Sales Workers	98,483	103,612	5%	16,697	0.97	\$11.33	\$23,575.01	1) Parts Salespersons; 2) Cashiers 3) Counter and Rental Clerks
	13-1000	Business Operations Specialists**	97,740	105,920	8%	10,865	1.54	\$33.97	\$70,648.76	1) Business Operations Specialists; 2) Human Resources Specialists; 3) Buyers and Purchasing Agents, Farm Products
	43-4000	Information and Record Clerks	75,778	81,364	7%	10,519	1.09	\$17.69	\$36,802.62	1) Cargo and Freight Agents; 2) Receptionists and Information Clerks; 3) Court, Municipal, and License Clerks
	47-2000	Construction Trades Workers**	75,212	82,840	10%	9,408	1.13	\$19.24	\$40,026.16	1) Carpenters; 2) Construction Laborers; 3) Electricians
	15-1100	Computer Occupations**	92,780	102,742	11%	8,311	1.75	\$44.05	\$91,632.08	1) Software Developers; 2) Computer User Support Specialists; 3) Web Developers
	13-2000	Financial Specialists**	52,381	57,108	9%	5,545	1.50	\$34.39	\$71,533.60	1) Accountants and Auditors; 2) Financial Analysts; 3) Loan Officers
	29-1000	Health Diagnosing and Treating Practitioners**	63,509	71,627	13%	4,654	0.97	\$39.40	\$81,957.21	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
Statewide Occupations (Regional Data)	13-1000	Business Operations Specialists	97,740	105,920	8%	10,865	1.54	\$33.97	\$70,648.76	1) Business Operations Specialists; 2) Human Resources Specialists; 3) Buyers and Purchasing Agents, Farm Products
	47-2000	Construction Trades Workers	75,212	82,840	10%	9,408	1.13	\$19.24	\$40,026.16	1) Carpenters; 2) Construction Laborers; 3) Electricians
	15-1100	Computer Occupations	92,780	102,742	11%	8,311	1.75	\$44.05	\$91,632.08	1) Software Developers; 2) Computer User Support Specialists; 3) Web Developers
	53-7000	Material Moving Workers	44,191	48,846	11%	7,026	0.75	\$14.61	\$30,388.80	1) Crane and Tower Operators; 2) Industrial Truck and Tractor Operators; 3) Machine Feeder and Offbearers
	53-3000	Motor Vehicle Operators	46,064	50,226	9%	6,089	0.85	\$18.44	\$38,361.63	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
	13-2000	Financial Specialists	52,381	57,108	9%	5,545	1.50	\$34.39	\$71,533.60	1) Accountants and Auditors; 2) Financial Analysts; 3) Loan Officers
	29-1000	Health Diagnosing and Treating Practitioners	63,509	71,627	13%	4,654	0.97	\$39.40	\$81,957.21	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
	25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	46,796	51,380	10%	4,549	0.96	\$25.17	\$52,353.25	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
	49-9000	Other Installation, Maintenance, and Repair Occupations	32,324	35,517	10%	3,823	0.84	\$21.87	\$45,479.70	1) Industrial Machinery Mechanics; 2) Farm Equipment Mechanics and Service Technicians; 3) Heating, Air Conditioning, and Refrigeration Mechanics and Installers

** Indicates Regional Occupations that are also Statewide Areas of Focus

Source of Labor Market Information: Emsi

Regional Labor Market Information Top Occupations
 Economic Development Region 4 - Pikes Peak Region
 (Counties: El Paso, Park, Teller)

The following workforce data is an example of labor market information. Other workforce or economic data can be utilized to identify high wage, high skill, and in-demand occupations.

	Standard Occupational Classification (SOC) Code	Occupation Group	2019 Jobs	2024 Jobs	2019 - 2024 % Change	Annual Openings	2024 Location Quotient	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupations	35-3000	Food and Beverage Serving Workers	16,377	18,168	11%	3,468	0.94	\$9.59	\$19,950.00	1) Combined Food Preparation and Serving Workers; 2) Waiters and Waitresses; 3) Counter Attendants, Cafeteria, Food, Concession, and Coffee Shop
	41-2000	Retail Sales Workers	19,725	20,877	6%	3,426	1.01	\$11.15	\$23,195.02	1) Parts Salespersons; 2) Cashiers 3) Counter and Rental Clerks
	47-2000	Construction Trades Workers**	14,833	16,239	9%	1,814	1.13	\$17.87	\$37,164.50	1) Carpenters; 2) Construction Laborers; 3) Electricians
	15-1100	Computer Occupations**	15,485	16,422	6%	1,219	1.43	\$43.86	\$91,221.20	1) Software Developers; 2) Computer User Support Specialists; 3) Web Developers
	25-2000	Preschool, Primary, Secondary, and Special Education School Teachers**	12,347	13,381	8%	1,152	1.28	\$21.50	\$44,716.53	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
	29-1000	Health Diagnosing and Treating Practitioners**	12,485	14,405	15%	988	1.01	\$38.10	\$79,256.99	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
	13-2000	Financial Specialists**	6,447	7,041	9%	685	0.95	\$33.15	\$68,946.28	1) Accountants and Auditors; 2) Financial Analysts; 3) Loan Officers
Statewide Occupations (Regional Data)	47-2000	Construction Trades Workers	14,833	16,239	9%	1,814	1.13	\$17.87	\$37,164.50	1) Carpenters; 2) Construction Laborers; 3) Electricians
	13-1000	Business Operations Specialists	15,368	16,401	7%	1,655	1.23	\$32.92	\$68,468.36	1) Business Operations Specialists; 2) Human Resources Specialists; 3) Buyers and Purchasing Agents, Farm Products
	15-1100	Computer Occupations	15,485	16,422	6%	1,219	1.43	\$43.86	\$91,221.20	1) Software Developers; 2) Computer User Support Specialists; 3) Web Developers
	25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	12,285	13,349	9%	1,156	1.28	\$21.82	\$45,394.36	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
	53-3000	Motor Vehicle Operators	9,128	9,641	6%	1,132	0.84	\$14.16	\$29,457.37	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
	29-1000	Health Diagnosing and Treating Practitioners	12,485	14,405	15%	988	1.01	\$38.10	\$79,256.99	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
	49-9000	Other Installation, Maintenance, and Repair Occupations	6,531	7,086	8%	758	0.87	\$19.08	\$39,689.66	1) Industrial Machinery Mechanics; 2) Farm Equipment Mechanics and Service Technicians; 3) Heating, Air Conditioning, and Refrigeration Mechanics and Installers
	53-7000	Material Moving Workers	4,766	5,158	8%	730	0.41	\$13.50	\$28,074.14	1) Crane and Tower Operators; 2) Industrial Truck and Tractor Operators; 3) Machine Feeder and Offbearers
	13-2000	Financial Specialists	6,447	7,041	9%	685	0.95	\$33.15	\$68,946.28	1) Accountants and Auditors; 2) Financial Analysts; 3) Loan Officers

** Indicates Regional Occupations that are also Statewide Areas of Focus

Source of Labor Market Information: Emsi

Regional Labor Market Information Top Occupations
 Economic Development Region 5 - Central Plains Region
 (Counties: Cheyenne, Elbert, Kit Carson, Lincoln)

The following workforce data is an example of labor market information. Other workforce or economic data can be utilized to identify high wage, high skill, and in-demand occupations.

	Standard Occupational Classification (SOC) Code	Occupation Group	2019 Jobs	2024 Jobs	2019 - 2024 % Change	Annual Openings	2024 Location Quotient	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupations	41-2000	Retail Sales Workers	717	774	8%	135	1.14	\$10.91	\$22,702.37	1) Parts Salespersons; 2) Cashiers 3) Counter and Rental Clerks
	47-2000	Construction Trades Workers**	853	912	7%	105	1.94	\$16.08	\$33,446.44	1) Carpenters; 2) Construction Laborers; 3) Electricians
	35-3000	Food and Beverage Serving Workers	505	551	9%	104	0.87	\$10.42	\$21,667.91	1) Combined Food Preparation and Serving Workers; 2) Waiters and Waitresses; 3) Counter Attendants, Cafeteria, Food, Concession, and Coffee Shop
	45-2000	Agricultural Workers	517	543	5%	85	6.51	\$11.40	\$23,710.69	1) Farmworkers and Laborers, Crop, Nursery, and Greenhouse; 2) Animal Breeders; 3) Agricultural Equipment Operators
	43-4000	Information and Record Clerks	331	358	8%	46	0.75	\$15.02	\$31,241.27	1) Cargo and Freight Agents; 2) Receptionists and Information Clerks; 3) Court, Municipal, and License Clerks
Statewide Occupations (Regional Data)	47-2000	Construction Trades Workers	853	912	7%	105	1.94	\$16.08	\$33,446.44	1) Carpenters; 2) Construction Laborers; 3) Electricians
	53-3000	Motor Vehicle Operators	380	405	7%	48	1.08	\$16.94	\$35,235.40	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
	25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	510	531	4%	43	1.55	\$20.66	\$42,962.56	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
	49-9000	Other Installation, Maintenance, and Repair Occupations	309	346	12%	39	1.29	\$18.47	\$38,407.54	1) Industrial Machinery Mechanics; 2) Farm Equipment Mechanics and Service Technicians; 3) Heating, Air Conditioning, and Refrigeration Mechanics and Installers
	13-1000	Business Operations Specialists	298	334	12%	36	0.76	\$29.43	\$61,214.53	1) Business Operations Specialists; 2) Human Resources Specialists; 3) Buyers and Purchasing Agents, Farm Products
	53-7000	Material Moving Workers	216	239	11%	35	0.57	\$13.14	\$27,329.64	1) Crane and Tower Operators; 2) Industrial Truck and Tractor Operators; 3) Machine Feeder and Offbearers
	13-2000	Financial Specialists	222	242	9%	24	1.00	\$27.86	\$57,942.29	1) Accountants and Auditors; 2) Financial Analysts; 3) Loan Officers
	15-1100	Computer Occupations	180	204	13%	17	0.54	\$34.32	\$71,377.04	1) Software Developers; 2) Computer User Support Specialists; 3) Web Developers
	29-1000	Health Diagnosing and Treating Practitioners	313	321	3%	17	0.68	\$34.41	\$71,575.65	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists

** Indicates Regional Occupations that are also Statewide Areas of Focus

Source of Labor Market Information: Emsi

Regional Labor Market Information Top Occupations
 Economic Development Region 6 - Southeast Colorado Region
 (Counties: Baca, Bent, Crowley, Kiowa, Otero, Prowers)

The following workforce data is an example of labor market information. Other workforce or economic data can be utilized to identify high wage, high skill, and in-demand occupations.

	Standard Occupational Classification (SOC) Code	Occupation Group	2019 Jobs	2024 Jobs	2019 - 2024 % Change	Annual Openings	2024 Location Quotient	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupations	41-2000	Retail Sales Workers	1,045	1,093	5%	188	1.17	\$10.61	\$22,076.01	1) Parts Salespersons; 2) Cashiers 3) Counter and Rental Clerks
	45-2000	Agricultural Workers	850	914	8%	148	7.98	\$10.58	\$22,014.32	1) Farmworkers and Laborers, Crop, Nursery, and Greenhouse; 2) Animal Breeders; 3) Agricultural Equipment Operators
	37-2000	Building Cleaning and Pest Control Workers	579	623	8%	87	1.34	\$10.08	\$20,968.11	1) Janitors and Cleaners, Except Maids and Housekeeping Cleaners; 2) Pesticide Handlers, Sprayers, and Applicators; 3) Building Cleaning Workers, All Other
	29-1000	Health Diagnosing and Treating Practitioners**	663	712	7%	41	1.11	\$32.07	\$66,695.28	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
Statewide Occupations (Regional Data)	25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	805	845	5%	70	1.82	\$18.48	\$38,436.05	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
	53-3000	Motor Vehicle Operators	544	551	1%	65	1.08	\$15.63	\$32,508.55	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
	47-2000	Construction Trades Workers	454	469	3%	51	0.73	\$15.40	\$32,030.08	1) Carpenters; 2) Construction Laborers; 3) Electricians
	53-7000	Material Moving Workers	335	357	7%	51	0.63	\$12.01	\$24,981.30	1) Crane and Tower Operators; 2) Industrial Truck and Tractor Operators; 3) Machine Feeder and Offbearers
	49-9000	Other Installation, Maintenance, and Repair Occupations	402	423	5%	43	1.16	\$16.11	\$33,503.82	1) Industrial Machinery Mechanics; 2) Farm Equipment Mechanics and Service Technicians; 3) Heating, Air Conditioning, and Refrigeration Mechanics and Installers
	29-1000	Health Diagnosing and Treating Practitioners	663	712	7%	41	1.11	\$32.07	\$66,695.28	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
	13-1000	Business Operations Specialists	286	300	5%	30	0.50	\$25.83	\$53,717.01	1) Business Operations Specialists; 2) Human Resources Specialists; 3) Buyers and Purchasing Agents, Farm Products
	13-2000	Financial Specialists	242	247	2%	22	0.74	\$26.09	\$54,277.12	1) Accountants and Auditors; 2) Financial Analysts; 3) Loan Officers
	15-1100	Computer Occupations	178	193	8%	15	0.38	\$28.11	\$58,464.43	1) Software Developers; 2) Computer User Support Specialists; 3) Web Developers

** Indicates Regional Occupations that are also Statewide Areas of Focus

Source of Labor Market Information: Emsi

Regional Labor Market Information Top Occupations
Economic Development Region 7 - Pueblo Region
(County: Pueblo)

The following workforce data is an example of labor market information. Other workforce or economic data can be utilized to identify high wage, high skill, and in-demand occupations.

	Standard Occupational Classification (SOC) Code	Occupation Group	2019 Jobs	2024 Jobs	2019 - 2024 % Change	Annual Openings	2024 Location Quotient	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupations	41-2000	Retail Sales Workers	4,379	4,593	5%	753	1.19	\$10.65	\$22,145.32	1) Parts Salespersons; 2) Cashiers 3) Counter and Rental Clerks
	39-9000	Other Personal Care and Service Workers	2,361	2,858	21%	477	1.28	\$9.85	\$20,494.25	1) Childcare Workers; 2) Personal Care Aides; 3) Recreation Workers
	29-1000	Health Diagnosing and Treating Practitioners**	4,045	4,459	10%	276	1.67	\$35.52	\$73,874.02	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
	31-1000	Nursing, Psychiatric, and Home Health Aides	1,770	2,018	14%	259	1.63	\$12.24	\$25,448.86	1) Nursing Assistants; 2) Home Health Aides; 3) Psychiatric Aides
	53-3000	Motor Vehicle Operators**	1,768	1,935	9%	233	0.92	\$15.35	\$31,918.87	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
Statewide Occupations (Regional Data)	47-2000	Construction Trades Workers	2,620	2,738	5%	298	1.03	\$16.17	\$33,642.26	1) Carpenters; 2) Construction Laborers; 3) Electricians
	29-1000	Health Diagnosing and Treating Practitioners	4,045	4,459	10%	276	1.67	\$35.52	\$73,874.02	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
	53-3000	Motor Vehicle Operators	1,735	1,919	11%	235	0.90	\$16.68	\$34,684.99	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
	53-7000	Material Moving Workers	1,564	1,672	7%	231	0.71	\$15.41	\$32,042.73	1) Crane and Tower Operators; 2) Industrial Truck and Tractor Operators; 3) Machine Feeder and Offbearers
	25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	2,358	2,476	5%	198	1.28	\$22.73	\$47,279.74	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
	13-1000	Business Operations Specialists	1,636	1,762	8%	181	0.71	\$29.22	\$60,779.16	1) Business Operations Specialists; 2) Human Resources Specialists; 3) Buyers and Purchasing Agents, Farm Products
	49-9000	Other Installation, Maintenance, and Repair Occupations	1,593	1,702	7%	176	1.12	\$20.04	\$41,674.78	1) Industrial Machinery Mechanics; 2) Farm Equipment Mechanics and Service Technicians; 3) Heating, Air Conditioning, and Refrigeration Mechanics and Installers
	13-2000	Financial Specialists	818	866	6%	80	0.63	\$27.92	\$58,063.95	1) Accountants and Auditors; 2) Financial Analysts; 3) Loan Officers
	15-1100	Computer Occupations	838	922	10%	75	0.43	\$32.72	\$68,050.20	1) Software Developers; 2) Computer User Support Specialists; 3) Web Developers

** Indicates Regional Occupations that are also Statewide Areas of Focus

Source of Labor Market Information: Emsi

Regional Labor Market Information Top Occupations
 Economic Development Region 8 - San Luis Valley Region
 (Counties: Alamosa, Conejos, Costilla, Mineral, Rio Grande, Saguache)

The following workforce data is an example of labor market information. Other workforce or economic data can be utilized to identify high wage, high skill, and in-demand occupations.

	Standard Occupational Classification (SOC) Code	Occupation Group	2019 Jobs	2024 Jobs	2019 - 2024 % Change	Annual Openings	2024 Location Quotient	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupations	45-2000	Agricultural Workers	1,409	1,471	4%	230	10.30	\$10.47	\$21,768.66	1) Farmworkers and Laborers, Crop, Nursery, and Greenhouse; 2) Animal Breeders; 3) Agricultural Equipment Operators
	41-2000	Retail Sales Workers	1,157	1,243	7%	213	1.07	\$10.99	\$22,865.55	1) Parts Salespersons; 2) Cashiers 3) Counter and Rental Clerks
	35-3000	Food and Beverage Serving Workers	804	885	10%	168	0.82	\$10.42	\$21,677.61	1) Combined Food Preparation and Serving Workers; 2) Waiters and Waitresses; 3) Counter Attendants, Cafeteria, Food, Concession, and Coffee Shop
	37-2000	Building Cleaning and Pest Control Workers	628	691	10%	98	1.19	\$10.15	\$21,121.80	1) Janitors and Cleaners, Except Maids and Housekeeping Cleaners; 2) Pesticide Handlers, Sprayers, and Applicators; 3) Building Cleaning Workers, All Other
	29-1000	Health Diagnosing and Treating Practitioners**	600	655	9%	40	0.82	\$34.39	\$71,539.98	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
Statewide Occupations (Regional Data)	47-2000	Construction Trades Workers	781	826	6%	94	1.03	\$15.55	\$32,354.16	1) Carpenters; 2) Construction Laborers; 3) Electricians
	53-3000	Motor Vehicle Operators	721	760	5%	92	1.18	\$16.72	\$34,776.64	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
	53-7000	Material Moving Workers	559	604	8%	87	0.85	\$12.29	\$25,557.24	1) Crane and Tower Operators; 2) Industrial Truck and Tractor Operators; 3) Machine Feeder and Offbearers
	25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	798	855	7%	75	1.46	\$19.16	\$39,861.30	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
	49-9000	Other Installation, Maintenance, and Repair Occupations	513	564	10%	61	1.23	\$16.13	\$33,546.18	1) Industrial Machinery Mechanics; 2) Farm Equipment Mechanics and Service Technicians; 3) Heating, Air Conditioning, and Refrigeration Mechanics and Installers
	13-1000	Business Operations Specialists	369	405	10%	42	0.54	\$27.10	\$56,375.21	1) Business Operations Specialists; 2) Human Resources Specialists; 3) Buyers and Purchasing Agents, Farm Products
	29-1000	Health Diagnosing and Treating Practitioners	600	655	9%	40	0.82	\$34.39	\$71,539.98	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
	13-2000	Financial Specialists	278	298	7%	28	0.72	\$25.72	\$53,491.94	1) Accountants and Auditors; 2) Financial Analysts; 3) Loan Officers
	15-1100	Computer Occupations	200	220	10%	18	0.34	\$28.21	\$58,667.55	1) Software Developers; 2) Computer User Support Specialists; 3) Web Developers

** Indicates Regional Occupations that are also Statewide Areas of Focus

Source of Labor Market Information: Emsi

Regional Labor Market Information Top Occupations
 Economic Development Region 9 - Southwest Region
 (Counties: Archuleta, Dolores, La Plata, Montezuma, San Juan)

The following workforce data is an example of labor market information. Other workforce or economic data can be utilized to identify high wage, high skill, and in-demand occupations.

	Standard Occupational Classification (SOC) Code	Occupation Group	2019 Jobs	2024 Jobs	2019 - 2024 % Change	Annual Openings	2024 Location Quotient	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupations	41-2000	Retail Sales Workers	3,601	3,786	5%	613	1.42	\$11.80	\$24,539.42	1) Parts Salespersons; 2) Cashiers 3) Counter and Rental Clerks
	39-9000	Other Personal Care and Service Workers	1,485	1,757	18%	293	1.14	\$11.36	\$23,624.27	1) Childcare Workers; 2) Personal Care Aides; 3) Recreation Workers
	43-4000	Information and Record Clerks	1,657	1,763	6%	227	0.94	\$15.21	\$31,630.13	1) Cargo and Freight Agents; 2) Receptionists and Information Clerks; 3) Court, Municipal, and License Clerks
	25-2000	Preschool, Primary, Secondary, and Special Education School Teachers**	1,522	1,652	9%	145	1.23	\$20.37	\$42,376.50	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
	29-1000	Health Diagnosing and Treating Practitioners**	1,794	2,036	13%	134	1.11	\$36.24	\$75,369.09	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
Statewide Occupations (Regional Data)	47-2000	Construction Trades Workers	3,035	3,069	1%	328	1.67	\$18.62	\$38,737.97	1) Carpenters; 2) Construction Laborers; 3) Electricians
	25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	1,509	1,635	8%	142	1.22	\$20.80	\$43,261.85	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
	53-3000	Motor Vehicle Operators	1,069	1,132	6%	135	0.77	\$19.00	\$39,523.56	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
	29-1000	Health Diagnosing and Treating Practitioners	1,794	2,036	13%	134	1.11	\$36.24	\$75,369.09	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
	53-7000	Material Moving Workers	812	883	9%	125	0.54	\$14.87	\$30,937.88	1) Crane and Tower Operators; 2) Industrial Truck and Tractor Operators; 3) Machine Feeder and Offbearers
	49-9000	Other Installation, Maintenance, and Repair Occupations	1,017	1,090	7%	114	1.04	\$19.46	\$40,478.37	1) Industrial Machinery Mechanics; 2) Farm Equipment Mechanics and Service Technicians; 3) Heating, Air Conditioning, and Refrigeration Mechanics and Installers
	13-1000	Business Operations Specialists	1,008	1,100	9%	114	0.64	\$28.72	\$59,746.29	1) Business Operations Specialists; 2) Human Resources Specialists; 3) Buyers and Purchasing Agents, Farm Products
	13-2000	Financial Specialists	825	875	6%	80	0.92	\$29.27	\$60,875.56	1) Accountants and Auditors; 2) Financial Analysts; 3) Loan Officers
	15-1100	Computer Occupations	584	653	12%	54	0.44	\$34.41	\$71,564.04	1) Software Developers; 2) Computer User Support Specialists; 3) Web Developers

** Indicates Regional Occupations that are also Statewide Areas of Focus

Source of Labor Market Information: Emsi

Regional Labor Market Information Top Occupations
 Economic Development Region 10 - Central Western Slope Region
 (Counties: Delta, Gunnison, Hinsdale, Montrose, Ouray, San Miguel)

The following workforce data is an example of labor market information. Other workforce or economic data can be utilized to identify high wage, high skill, and in-demand occupations.

	Standard Occupational Classification (SOC) Code	Occupation Group	2019 Jobs	2024 Jobs	2019 - 2024 % Change	Annual Openings	2024 Location Quotient	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupations	41-2000	Retail Sales Workers	3,498	3,730	7%	608	1.39	\$11.63	\$24,194.49	1) Parts Salespersons; 2) Cashiers 3) Counter and Rental Clerks
	35-3000	Food and Beverage Serving Workers	2,557	2,813	10%	534	1.13	\$9.89	\$20,571.78	1) Combined Food Preparation and Serving Workers; 2) Waiters and Waitresses; 3) Counter Attendants, Cafeteria, Food, Concession, and Coffee Shop
	47-2000	Construction Trades Workers**	3,220	3,375	5%	375	1.82	\$17.80	\$37,014.45	1) Carpenters; 2) Construction Laborers; 3) Electricians
	39-9000	Other Personal Care and Service Workers	1,914	2,238	17%	365	1.44	\$11.16	\$23,221.90	1) Childcare Workers; 2) Personal Care Aides; 3) Recreation Workers
	35-2000	Cooks and Food Preparation Workers	1,587	1,706	7%	263	1.60	\$11.33	\$23,556.20	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	37-2000	Building Cleaning and Pest Control Workers	1,657	1,815	10%	257	1.35	\$11.74	\$24,420.86	1) Janitors and Cleaners, Except Maids and Housekeeping Cleaners; 2) Pesticide Handlers, Sprayers, and Applicators; 3) Building Cleaning Workers, All Other
	43-4000	Information and Record Clerks	1,459	1,584	9%	211	0.84	\$14.45	\$30,060.86	1) Cargo and Freight Agents; 2) Receptionists and Information Clerks; 3) Court, Municipal, and License Clerks
	29-1000	Health Diagnosing and Treating Practitioners**	1,653	1,820	10%	111	0.98	\$35.28	\$73,376.67	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
	Statewide Occupations (Regional Data)	47-2000	Construction Trades Workers	3,220	3,375	5%	375	1.82	\$17.80	\$37,014.45
53-3000		Motor Vehicle Operators	1,095	1,165	6%	139	0.79	\$17.54	\$36,476.52	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
49-9000		Other Installation, Maintenance, and Repair Occupations	1,151	1,262	10%	137	1.19	\$19.18	\$39,900.06	1) Industrial Machinery Mechanics; 2) Farm Equipment Mechanics and Service Technicians; 3) Heating, Air Conditioning, and Refrigeration Mechanics and Installers
53-7000		Material Moving Workers	892	953	7%	135	0.58	\$13.93	\$28,972.97	1) Crane and Tower Operators; 2) Industrial Truck and Tractor Operators; 3) Machine Feeder and Offbearers
29-1000		Health Diagnosing and Treating Practitioners	1,653	1,820	10%	111	0.98	\$35.28	\$73,376.67	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
25-2000		Preschool, Primary, Secondary, and Special Education School Teachers	1,348	1,374	2%	108	1.02	\$20.97	\$43,612.08	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
13-1000		Business Operations Specialists	870	966	11%	103	0.56	\$27.68	\$57,576.70	1) Business Operations Specialists; 2) Human Resources Specialists; 3) Buyers and Purchasing Agents, Farm Products
13-2000		Financial Specialists	741	797	8%	75	0.83	\$27.91	\$58,046.96	1) Accountants and Auditors; 2) Financial Analysts; 3) Loan Officers
15-1100		Computer Occupations	438	487	11%	40	0.33	\$32.66	\$67,923.68	1) Software Developers; 2) Computer User Support Specialists; 3) Web Developers

** Indicates Regional Occupations that are also Statewide Areas of Focus

Source of Labor Market Information: Emsi

Regional Labor Market Information Top Occupations
 Economic Development Region 11 - Northwest Colorado Region
 (Counties: Garfield, Mesa, Moffat, Rio Blanco, Routt)

The following workforce data is an example of labor market information. Other workforce or economic data can be utilized to identify high wage, high skill, and in-demand occupations.

	Standard Occupational Classification (SOC) Code	Occupation Group	2019 Jobs	2024 Jobs	2019 - 2024 % Change	Annual Openings	2024 Location Quotient	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupations	41-2000	Retail Sales Workers	8,713	8,975	3%	1,424	1.27	\$11.79	\$24,524.05	1) Parts Salespersons; 2) Cashiers 3) Counter and Rental Clerks
	37-2000	Building Cleaning and Pest Control Workers	3,364	3,623	8%	503	1.03	\$11.96	\$24,877.18	1) Janitors and Cleaners, Except Maids and Housekeeping Cleaners; 2) Pesticide Handlers, Sprayers, and Applicators; 3) Building Cleaning Workers, All Other
	29-1000	Health Diagnosing and Treating Practitioners**	5,635	6,356	13%	414	1.30	\$38.17	\$79,397.91	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
	25-2000	Preschool, Primary, Secondary, and Special Education School Teachers**	3,927	4,258	8%	365	1.20	\$21.56	\$44,845.80	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
Statewide Occupations (Regional Data)	47-2000	Construction Trades Workers	8,221	8,432	3%	902	1.73	\$18.19	\$37,833.53	1) Carpenters; 2) Construction Laborers; 3) Electricians
	29-1000	Health Diagnosing and Treating Practitioners	5,635	6,356	13%	414	1.30	\$38.17	\$79,397.91	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
	53-3000	Motor Vehicle Operators	3,585	3,624	1%	408	0.93	\$19.27	\$40,091.01	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
	49-9000	Other Installation, Maintenance, and Repair Occupations	3,466	3,710	7%	390	1.33	\$18.90	\$39,313.85	1) Industrial Machinery Mechanics; 2) Farm Equipment Mechanics and Service Technicians; 3) Heating, Air Conditioning, and Refrigeration Mechanics and Installers
	53-7000	Material Moving Workers	2,491	2,680	8%	375	0.62	\$15.99	\$33,268.86	1) Crane and Tower Operators; 2) Industrial Truck and Tractor Operators; 3) Machine Feeder and Offbearers
	25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	3,883	4,232	9%	364	1.19	\$21.87	\$45,489.22	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
	13-1000	Business Operations Specialists	3,289	3,514	7%	355	0.77	\$28.56	\$59,411.73	1) Business Operations Specialists; 2) Human Resources Specialists; 3) Buyers and Purchasing Agents, Farm Products
	13-2000	Financial Specialists	1,915	2,048	7%	193	0.81	\$28.09	\$58,432.20	1) Accountants and Auditors; 2) Financial Analysts; 3) Loan Officers
	15-1100	Computer Occupations	1,472	1,613	10%	129	0.41	\$32.70	\$68,021.05	1) Software Developers; 2) Computer User Support Specialists; 3) Web Developers

** Indicates Regional Occupations that are also Statewide Areas of Focus

Source of Labor Market Information: Emsi

Regional Labor Market Information Top Occupations
Economic Development Region 12 - Rocky Mountain Resort Region
(Counties: Eagle, Grand, Jackson, Pitkin, Summit)

The following workforce data is an example of labor market information. Other workforce or economic data can be utilized to identify high wage, high skill, and in-demand occupations.

	Standard Occupational Classification (SOC) Code	Occupation Group	2019 Jobs	2024 Jobs	2019 - 2024 % Change	Annual Openings	2024 Location Quotient	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupations	41-2000	Retail Sales Workers	7,040	7,427	5%	1,186	1.49	\$13.65	\$28,402.25	1) Parts Salespersons; 2) Cashiers 3) Counter and Rental Clerks
	37-2000	Building Cleaning and Pest Control Workers	5,276	5,531	5%	762	2.21	\$14.19	\$29,511.05	1) Janitors and Cleaners, Except Maids and Housekeeping Cleaners; 2) Pesticide Handlers, Sprayers, and Applicators; 3) Building Cleaning Workers, All Other
	43-4000	Information and Record Clerks	3,577	3,804	6%	528	1.09	\$16.19	\$33,675.52	1) Cargo and Freight Agents; 2) Receptionists and Information Clerks; 3) Court, Municipal, and License Clerks
	35-2000	Cooks and Food Preparation Workers	3,158	3,402	8%	524	1.71	\$14.86	\$30,911.87	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	29-1000	Health Diagnosing and Treating Practitioners**	2,036	2,326	14%	155	0.67	\$39.76	\$82,691.62	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
Statewide Occupations (Regional Data)	47-2000	Construction Trades Workers	6,186	6,338	2%	680	1.84	\$19.37	\$40,292.16	1) Carpenters; 2) Construction Laborers; 3) Electricians
	49-9000	Other Installation, Maintenance, and Repair Occupations	3,451	3,686	7%	387	1.86	\$20.74	\$43,136.78	1) Industrial Machinery Mechanics; 2) Farm Equipment Mechanics and Service Technicians; 3) Heating, Air Conditioning, and Refrigeration Mechanics and Installers
	53-3000	Motor Vehicle Operators	1,950	2,107	8%	254	0.76	\$18.89	\$39,292.90	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
	13-1000	Business Operations Specialists	2,146	2,320	8%	242	0.72	\$30.11	\$62,624.31	1) Business Operations Specialists; 2) Human Resources Specialists; 3) Buyers and Purchasing Agents, Farm Products
	53-7000	Material Moving Workers	1,147	1,270	11%	182	0.41	\$17.20	\$35,784.10	1) Crane and Tower Operators; 2) Industrial Truck and Tractor Operators; 3) Machine Feeder and Offbearers
	25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	1,803	1,967	9%	173	0.78	\$24.70	\$51,382.23	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
	29-1000	Health Diagnosing and Treating Practitioners	2,036	2,326	14%	155	0.67	\$39.76	\$82,691.62	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
	13-2000	Financial Specialists	1,470	1,561	6%	146	0.87	\$29.74	\$61,857.42	1) Accountants and Auditors; 2) Financial Analysts; 3) Loan Officers
	15-1100	Computer Occupations	854	939	10%	76	0.34	\$35.48	\$73,804.10	1) Software Developers; 2) Computer User Support Specialists; 3) Web Developers

** Indicates Regional Occupations that are also Statewide Areas of Focus

Source of Labor Market Information: Emsi

Regional Labor Market Information Top Occupations
 Economic Development Region 13 - Upper Arkansas Region
 (Counties: Chaffee, Custer, Fremont, Lake)

The following workforce data is an example of labor market information. Other workforce or economic data can be utilized to identify high wage, high skill, and in-demand occupations.

	Standard Occupational Classification (SOC) Code	Occupation Group	2019 Jobs	2024 Jobs	2019 - 2024 % Change	Annual Openings	2024 Location Quotient	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupations	41-2000	Retail Sales Workers	2,116	2,316	9%	387	1.40	\$11.42	\$23,749.05	1) Parts Salespersons; 2) Cashiers 3) Counter and Rental Clerks
	35-3000	Food and Beverage Serving Workers	1,484	1,638	10%	311	1.06	\$9.97	\$20,745.49	1) Combined Food Preparation and Serving Workers; 2) Waiters and Waitresses; 3) Counter Attendants, Cafeteria, Food, Concession, and Coffee Shop
	47-2000	Construction Trades Workers**	1,764	1,891	7%	213	1.65	\$17.40	\$36,200.44	1) Carpenters; 2) Construction Laborers; 3) Electricians
	37-2000	Building Cleaning and Pest Control Workers	863	979	13%	141	1.18	\$11.51	\$23,950.18	1) Janitors and Cleaners, Except Maids and Housekeeping Cleaners; 2) Pesticide Handlers, Sprayers, and Applicators; 3) Building Cleaning Workers, All Other
	43-4000	Information and Record Clerks	911	991	9%	128	0.85	\$14.56	\$30,293.89	1) Cargo and Freight Agents; 2) Receptionists and Information Clerks; 3) Court, Municipal, and License Clerks
	21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	717	805	12%	95	1.80	\$20.29	\$42,196.43	1) Substance Abuse, Behavioral Disorder, and Mental Health Counselors; 2) Child, Family, and School Social Workers; 3) Healthcare Social Workers
Statewide Occupations (Regional Data)	47-2000	Construction Trades Workers	1,764	1,891	7%	213	1.65	\$17.40	\$36,200.44	1) Carpenters; 2) Construction Laborers; 3) Electricians
	53-3000	Motor Vehicle Operators	751	815	9%	99	0.89	\$17.57	\$36,536.58	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
	25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	1,103	1,161	5%	97	1.39	\$20.03	\$41,666.85	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
	13-1000	Business Operations Specialists	691	759	10%	79	0.71	\$27.80	\$57,828.72	1) Business Operations Specialists; 2) Human Resources Specialists; 3) Buyers and Purchasing Agents, Farm Products
	49-9000	Other Installation, Maintenance, and Repair Occupations	611	673	10%	73	1.03	\$18.17	\$37,788.32	1) Industrial Machinery Mechanics; 2) Farm Equipment Mechanics and Service Technicians; 3) Heating, Air Conditioning, and Refrigeration Mechanics and Installers
	53-7000	Material Moving Workers	436	482	11%	68	0.48	\$14.20	\$29,537.86	1) Crane and Tower Operators; 2) Industrial Truck and Tractor Operators; 3) Machine Feeder and Offbearers
	29-1000	Health Diagnosing and Treating Practitioners	965	1,025	6%	60	0.90	\$32.00	\$66,551.43	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
	13-2000	Financial Specialists	440	477	8%	46	0.81	\$26.33	\$54,773.95	1) Accountants and Auditors; 2) Financial Analysts; 3) Loan Officers
	15-1100	Computer Occupations	325	370	14%	32	0.41	\$33.98	\$70,675.59	1) Software Developers; 2) Computer User Support Specialists; 3) Web Developers

** Indicates Regional Occupations that are also Statewide Areas of Focus

Source of Labor Market Information: Emsi

Regional Labor Market Information Top Occupations
Economic Development Region 14 - Raton Basin Region
(Counties: Huerfano, Las Animas)

The following workforce data is an example of labor market information. Other workforce or economic data can be utilized to identify high wage, high skill, and in-demand occupations.

	Standard Occupational Classification (SOC) Code	Occupation Group	2019 Jobs	2024 Jobs	2019 - 2024 % Change	Annual Openings	2024 Location Quotient	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupations	41-2000	Retail Sales Workers	582	629	8%	109	1.47	\$10.96	\$22,797.84	1) Parts Salespersons; 2) Cashiers 3) Counter and Rental Clerks
	39-9000	Other Personal Care and Service Workers	301	405	35%	71	1.63	\$9.79	\$20,360.79	1) Childcare Workers; 2) Personal Care Aides; 3) Recreation Workers
	37-2000	Building Cleaning and Pest Control Workers	321	361	12%	52	1.68	\$9.76	\$20,295.16	1) Janitors and Cleaners, Except Maids and Housekeeping Cleaners; 2) Pesticide Handlers, Sprayers, and Applicators; 3) Building Cleaning Workers, All Other
	29-1000	Health Diagnosing and Treating Practitioners**	368	414	13%	27	1.39	\$32.42	\$67,425.46	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
Statewide Occupations (Regional Data)	47-2000	Construction Trades Workers	296	284	(4%)	32	0.96	\$15.38	\$31,988.25	1) Carpenters; 2) Construction Laborers; 3) Electricians
	29-1000	Health Diagnosing and Treating Practitioners	368	414	13%	27	1.39	\$32.42	\$67,425.46	1) Registered Nurses; 2) Veterinarian; 3) Physical Therapists
	53-3000	Motor Vehicle Operators	232	227	(2%)	26	0.95	\$16.13	\$33,550.49	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck or Delivery Services Drivers; 3) Bus Drivers, School, or Special Agent
	25-2000	Preschool, Primary, Secondary, and Special Education School Teachers	318	324	2%	26	1.49	\$19.79	\$41,167.31	1) Preschool Teachers; 2) Elementary School Teachers; 3) Secondary School Teachers
	49-9000	Other Installation, Maintenance, and Repair Occupations	199	220	11%	24	1.29	\$16.65	\$34,630.40	1) Industrial Machinery Mechanics; 2) Farm Equipment Mechanics and Service Technicians; 3) Heating, Air Conditioning, and Refrigeration Mechanics and Installers
	53-7000	Material Moving Workers	130	135	4%	19	0.51	\$13.33	\$27,728.04	1) Crane and Tower Operators; 2) Industrial Truck and Tractor Operators; 3) Machine Feeder and Offbearers
	13-1000	Business Operations Specialists	132	139	5%	14	0.50	\$26.08	\$54,243.84	1) Business Operations Specialists; 2) Human Resources Specialists; 3) Buyers and Purchasing Agents, Farm Products
	13-2000	Financial Specialists	120	129	8%	12	0.84	\$25.83	\$53,734.60	1) Accountants and Auditors; 2) Financial Analysts; 3) Loan Officers
	15-1100	Computer Occupations	80	82	3%	6	0.34	\$29.52	\$61,402.06	1) Software Developers; 2) Computer User Support Specialists; 3) Web Developers

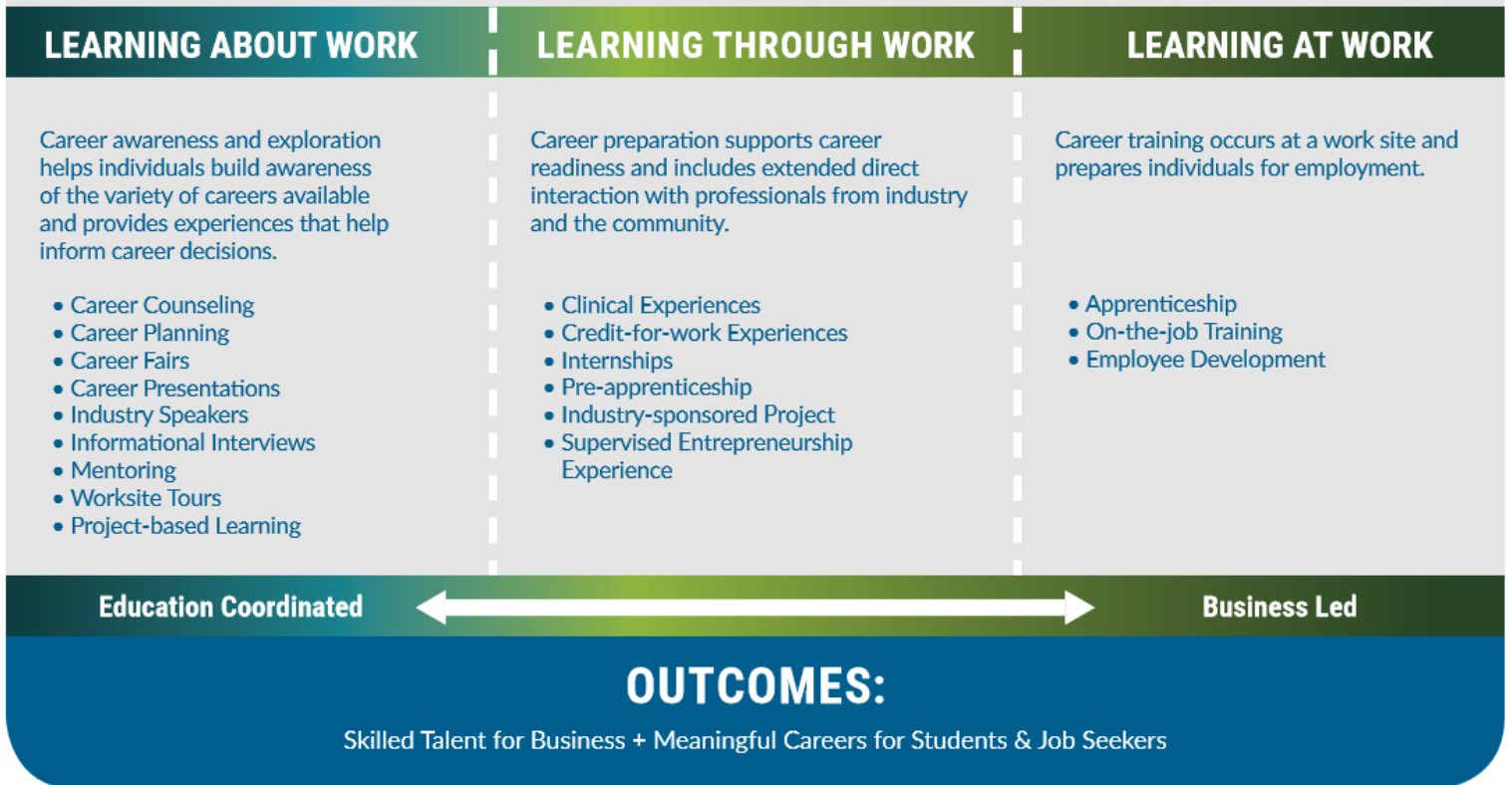
** Indicates Regional Occupations that are also Statewide Areas of Focus

Source of Labor Market Information: Emsi

Work-Based Learning Continuum

COLORADO'S WORK-BASED LEARNING CONTINUUM

Work-based learning is a continuum of activities that occur, in part or in whole, in the workplace, providing the learner with hands-on, real world experience.



Tools for Obtaining Public Input

The following table¹ lists some basic in-person tools for obtaining public input:

Tool	# of Participants	Best Suited For
<u>Interviews</u>	Individual or Small Group	Learning about individual perspectives on issues
<u>Focus Groups</u>	Small groups (15 or fewer)	Exploring attitudes and opinions in depth
<u>Study Circles</u>	Small (5–20)	Information sharing and focused dialogue
<u>Public Meetings/Hearings</u>	Large groups	Presenting information to and receiving comment or feedback from the public
<u>Public Workshops</u>	Multiple small groups (8-15 in each small group)	Exchanging information and/or problem-solving in small groups
<u>Appreciative Inquiry Process</u>	Varies, but usually involves “whole system”	Envisioning shared future, not making decisions
<u>World Cafes</u>	Very adaptable, involving multiple simultaneous conversations (4-8 in each small group)	Fostering open discussion of a topic and identifying areas of common ground
<u>Charrettes</u>	Small to medium	Generating comprehensive plans or alternatives
<u>Electronic Democracy</u>	Unlimited	Enabling the direct participation of geographically dispersed public at their convenience
<u>Computer-Assisted Process</u>	Large	Receiving real-time quantitative feedback to ideas or proposals

¹ Table excerpt taken from <https://www.epa.gov/international-cooperation/public-participation-guide-tools-generate-and-obtain-public-input>