

Regional Needs Assessment Resource Guide (revised 2023)



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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 proving 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 at 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	WILA requires a state and local workforce board to oversee the administration of WIOA and assist with workforce initiatives in each state and region.

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

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

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

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.

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

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.

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

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.

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.

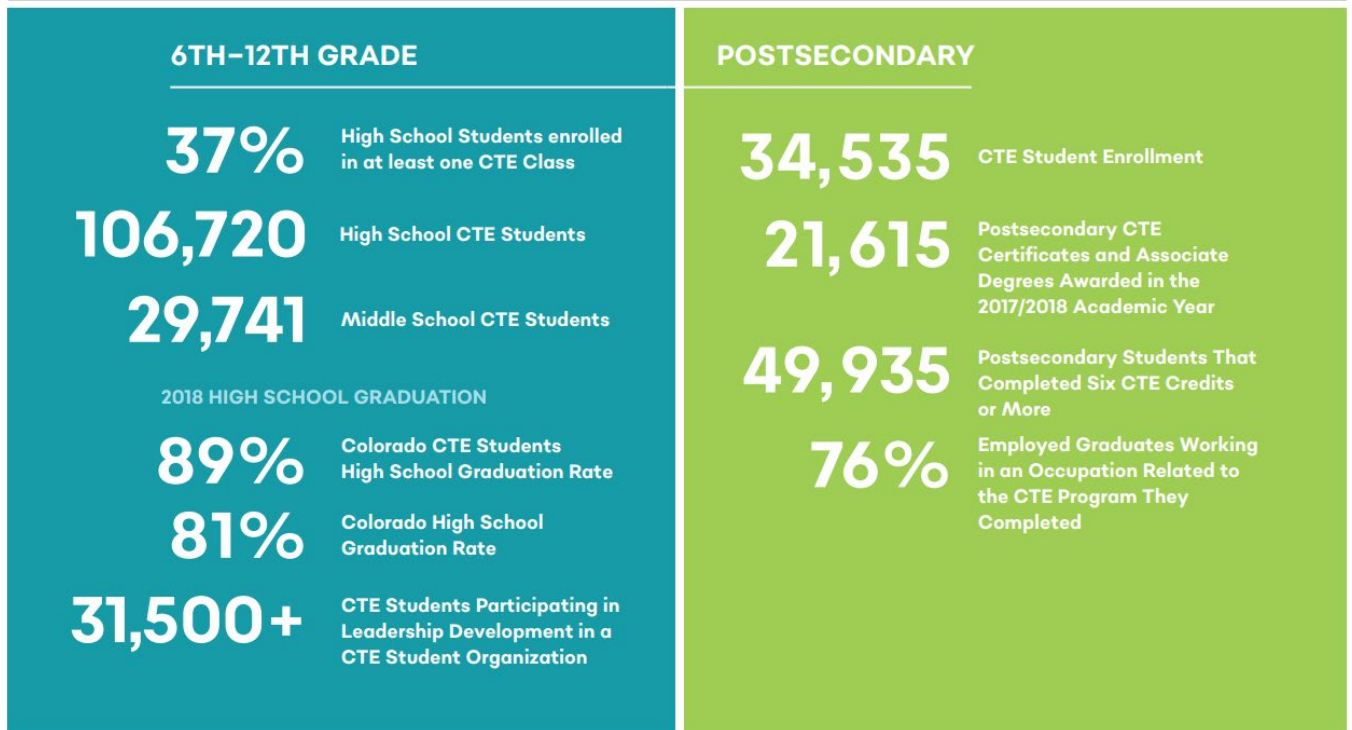
Purpose

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

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

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/>

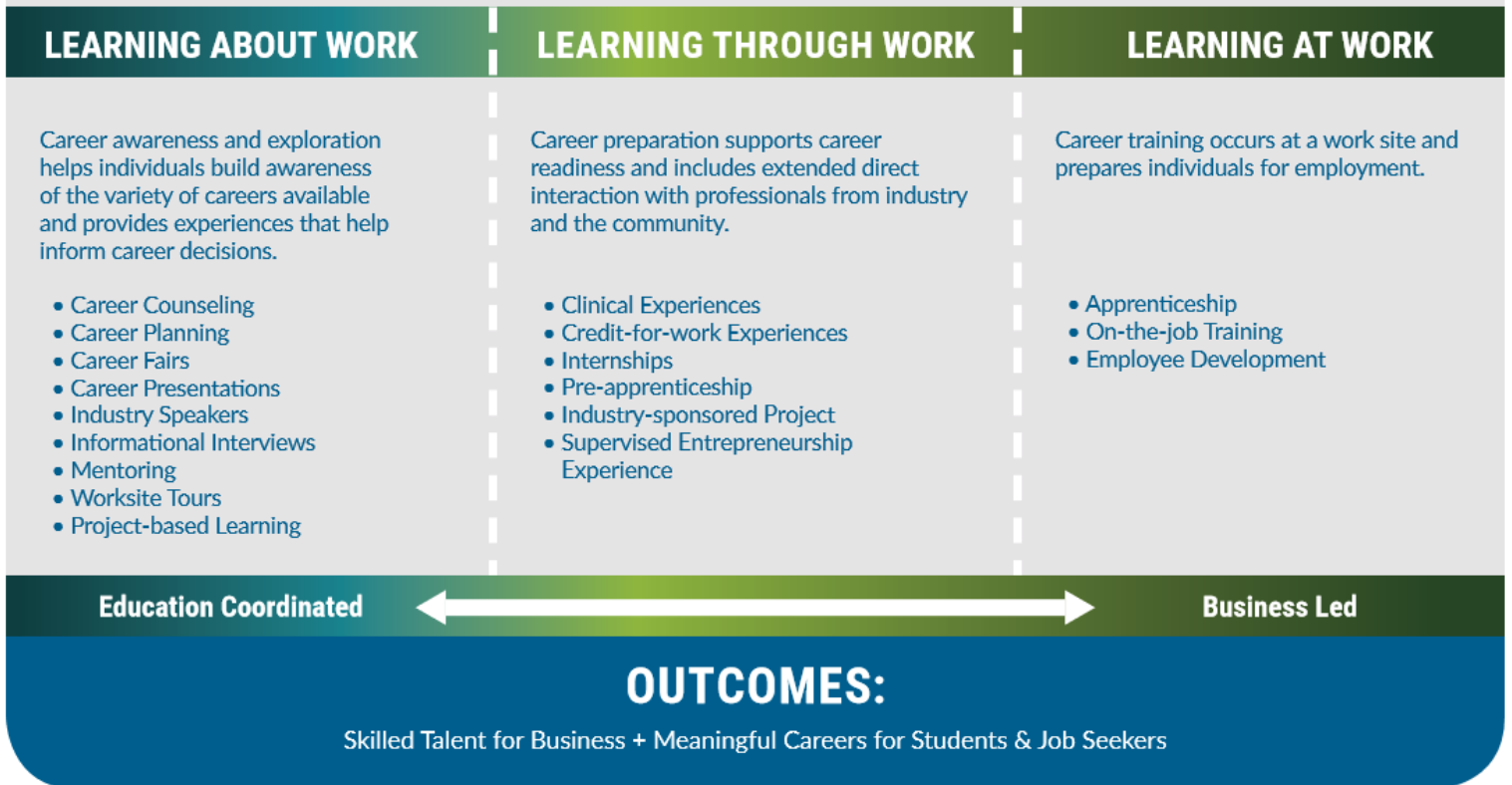
Center for American Progress

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

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>

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
Development Council



Colorado Workforce Intelligence and Data Expert Group EMSI Super User Membership List

Individuals highlighted in green are Chair / Leads in various initiatives through Colorado Workforce Development Council (CWDC)/Colorado Department of Labor & Employment - Workforce Programs (CDLE- WP) and should be considered primary contacts for additional Emisr or data needs. 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 Emisr 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.

Colorado Workforce Regions / Sub-Region Contact List:

<p>Adams County Workforce & Business Center Greg McBoat - Business Information Analyst 11860 N Pecos Street, 1st Floor Westminster, CO 80234 Desk: 720-525-2468 G.McBoat@AdCoGov.ORG</p>	<p>Arapahoe / Douglas Works! Patrick Holwell - Workforce Economist 6974 S Lima Street Centennial, CO 80112 Desk: 303-636-1251 pholwell@arapahoe.gov.com</p>	<p>Workforce Boulder County Barbara Larsen - Business Services Support Analyst 515 Coffman Street Longmont, CO 80501 Desk: 720-864-6665 blarsen@bouldercounty.org</p>	<p>Denver Office of Economic Development - Workforce Services Todd Nielsen - Manager, Data & Quality Analytics 101 W Colfax Avenue, 8th Floor Denver, CO 80202 Desk: 720-913-1509 Mobile: 303-808-9763 todd.nielsen@denvergov.org</p>
<p>Jefferson County Workforce & Business Center Michelle Foley - Program Manager 3500 Illinois Street, Suite 1600 Golden, CO 80401 Desk: 303-771-4745 mfoley@jeffco.us</p>	<p>Larimer County Economic & Workforce Development Adam Crowe - Economic Development Manager 200 W Oak Street, 5th Floor Fort Collins, CO 80521 Desk: 970-498-6641 acrowe@larimer.org</p>	<p>Mesa County Workforce Center Victor Carreras - Employment Specialist/Authorized Job Profiler 512 29 1/2 Road Grand Junction, CO 81504 Desk: 970-256-2445 victor.carreras@mesacounty.us</p>	<p>Pikes Peak Workforce Center Crystal Volmar - Business Specialist 1675 W Garden of the Gods Road Colorado Springs, CO 80907 Desk: 719-667-3883 crystalvolmar@psspsco.com</p>
<p>Colorado Rural Consortium - Broomfield Region Chris Dewhurst - Workforce Division Manager 100 Spader Way Broomfield, CO 80020 Desk: 303-464-5854 cdewhurst@broomfield.org</p>	<p>Colorado Rural Consortium - Northwest / Rural Resort Regions Mark Hobitzell - Business Services Coordinator 10069 Edwards Access Road Edwards, CO 81632 Desk: 970-880-4092 mark.hobitzell@state.co.us</p>	<p>Colorado Rural Consortium - Western / Southwestern Regions Amanda Waltrip - Regional Program Assistant 504 N 1st Street Montrose, CO 81401 Desk: 970-249-7783 x15 amanda.waltrip@state.co.us</p>	<p>Employment Services of Weld County Amber Duchaine - Business Service Rep 315 N 11th Ave, Building B Greeley, CO 80632 Desk: 970-400-6717 aduchaine@weldgov.com</p>
<p>Colorado Rural Consortium - Eastern Region Dawn Robards - Regional Director 426 Ensign St Fort Morgan, CO 80701 Desk: 970-867-9401 dawn.robards@state.co.us</p>	<p>Executive Sponsor Judy Emery - Director - Colorado Urban Workforce Alliance 6974 S Lima Street Centennial, CO 80112 Phone: 720-785-3672 jemery@arapahoe.gov.org</p>		

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 Code (SOC)	Occupation Group Description	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Avg. Annual Openings	Employment Concentration	Median Hourly Earnings	Median Annual Earnings	Example Occupations
13-1000	Business Operations Specialists	199,984	214,579	7%	21,843	1.38	\$38.31	\$79,679.08	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
43-4000	Information and Record Clerks	121,071	124,946	3%	17,376	1.07	\$19.44	\$40,443.69	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
47-2000	Construction Trades Workers	129,413	134,920	4%	14,165	1.14	\$23.98	\$49,883.76	1) Construction Laborers; 2) Electricians; 3) Carpenters
15-1200	Computer Occupations	138,745	155,896	12%	13,633	1.39	\$51.84	\$107,834.60	1) Software Developers; 2) Computer User Support Specialists; 3) Computer Systems Analysts
35-2000	Cooks and Food Preparation Workers	68,438	77,395	13%	13,199	0.94	\$17.17	\$35,707.63	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	71,280	79,611	12%	13,071	0.65	\$16.75	\$34,837.33	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
11-9000	Other Management Occupations	88,704	96,237	8%	9,276	0.98	\$45.99	\$95,657.20	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
29-1000	Healthcare Diagnosing or Treating Practitioners	120,103	130,521	9%	8,527	0.96	\$45.04	\$93,683.12	1) Registered Nurses; 2) Dental Hygienists; 3) Nurse Practitioners
13-2000	Financial Specialists	80,881	86,562	7%	8,061	1.21	\$39.04	\$81,207.43	1) Accountants and Auditors; 2) Personal Financial Advisors; 3) Financial and Investment Analysts
25-2000	Preschool, Elementary, Middle, Secondary, and Special Education Teachers	82,835	89,020	7%	7,911	1.00	\$27.72	\$57,667.89	1) Elementary School Teachers; 2) Secondary School Teachers; 3) Middle School Teachers
39-9000	Other Personal Care and Service Workers	38,439	40,359	5%	7,490	0.98	\$16.74	\$34,817.80	1) Childcare Workers; 2) Exercise Trainers and Group Fitness Instructors; 3) Recreation Workers
43-3000	Financial Clerks	54,737	55,630	2%	6,896	0.93	\$22.16	\$46,102.76	1) Bookkeeping, Accounting, and Auditing Clerks; 2) Billing and Posting Clerks; 3) Tellers
49-9000	Other Installation, Maintenance, and Repair Occupations	57,773	62,352	8%	6,730	0.85	\$24.70	\$51,369.33	1) Heating, Air Conditioning, and Refrigeration Mechanics and Installers; 2) Industrial Machinery Mechanics; 3) Electrical Power-Line Installers and Repairers
21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	53,558	59,128	10%	6,409	1.12	\$25.22	\$52,450.03	1) Substance Abuse, Behavioral Disorder, and Mental Health Counselors; 2) Child, Family, and School Social Workers; 3) Educational, Guidance, and Career Counselors and Advisors
31-9000	Other Healthcare Support Occupations	37,206	40,622	9%	6,323	1.01	\$20.82	\$43,297.90	1) Medical Assistants; 2) Dental Assistants; 3) Veterinary Assistants and Laboratory Animal Caretakers

Source: Lightcast™. (2023).

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 Code (SOC)	Occupation Group Description	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Avg. Annual Openings	Employment Concentration	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupation Groups by Largest Openings	45-2000	Agricultural Workers	2,036	2,065	1%	342	10.23	\$14.95	\$31,103.49	1) Farmworkers and Laborers, Crop, Nursery, and Greenhouse; 2) Farmworkers, Farm, Ranch, and Aquacultural Animals; 3) Agricultural Equipment Operators
	41-2000	Retail Sales Workers	1,792	1,920	7%	334	1.18	\$14.67	\$30,506.58	1) Retail Salespersons; 2) Cashiers; 3) Counter and Rental Clerks
	53-7000	Material Moving Workers	1,447	1,564	8%	247	0.90	\$16.28	\$33,863.86	1) Stockers and Order Fillers; 2) Laborers and Freight, Stock and Material Movers; 3) Industrial Truck and Tractor Operators
	11-9000	Other Management Occupations**	2,297	2,329	1%	244	2.52	\$21.41	\$44,536.39	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
	35-3000	Food and Beverage Serving Workers	1,042	1,069	3%	230	0.81	\$14.13	\$29,395.75	1) Fast Food and Counter Workers; 2) Waiters and Waitresses; 3) Bartenders
	51-3000	Food Processing Workers	1,255	1,206	(4%)	176	7.44	\$22.26	\$46,310.50	1) Bakers; 2) Food Batchmakers; 3) Meat, Poultry, and Fish Cutters and Trimmers
	53-3000	Motor Vehicle Operators	1,214	1,287	6%	169	1.25	\$20.71	\$43,068.74	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck Drivers; 3) Driver/Sales Workers
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides**	935	996	6%	165	0.85	\$16.31	\$33,922.76	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
Regional Data Shown for Statewide Occupation Groups by Largest Openings	11-9000	Other Management Occupations	2,297	2,329	1%	244	2.52	\$21.41	\$44,536.39	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	935	996	6%	165	0.85	\$16.31	\$33,922.76	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	47-2000	Construction Trades Workers	1,066	1,125	6%	121	0.93	\$21.55	\$44,819.19	1) Construction Laborers; 2) Electricians; 3) Carpenters
	43-4000	Information and Record Clerks	815	847	4%	121	0.72	\$17.84	\$37,103.07	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	35-2000	Cooks and Food Preparation Workers	675	706	5%	116	0.93	\$15.00	\$31,192.68	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	25-2000	Preschool, Elementary, Middle, Secondary, and Special Education Teachers	1,171	1,112	(5%)	100	1.40	\$21.19	\$44,076.19	1) Elementary School Teachers; 2) Secondary School Teachers; 3) Middle School Teachers
	13-1000	Business Operations Specialists	790	846	7%	87	0.54	\$30.90	\$64,278.63	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	29-1000	Healthcare Diagnosing or Treating Practitioners	1,001	1,139	14%	87	0.80	\$41.35	\$86,011.76	1) Registered Nurses; 2) Dental Hygienists; 3) Nurse Practitioners

** Indicates regional occupations that are also statewide areas of focus

Source: Lightcast™ (2023).

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 Code (SOC)	Occupation Group Description	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Avg. Annual Openings	Employment Concentration	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupation Groups by Largest Openings	35-3000	Food and Beverage Serving Workers	15,768	17,298	10%	3,702	1.21	\$14.30	\$29,735.45	1) Fast Food and Counter Workers; 2) Waiters and Waitresses; 3) Bartenders
	41-2000	Retail Sales Workers	16,844	17,428	3%	2,823	1.09	\$14.83	\$30,837.62	1) Retail Salespersons; 2) Cashiers; 3) Counter and Rental Clerks
	53-7000	Material Moving Workers	11,881	12,636	6%	2,014	0.73	\$18.61	\$38,701.23	1) Stockers and Order Fillers; 2) Laborers and Freight, Stock and Material Movers; 3) Industrial Truck and Tractor Operators
	47-2000	Construction Trades Workers**	16,268	17,012	5%	1,795	1.40	\$23.57	\$49,016.21	1) Construction Laborers; 2) Electricians; 3) Carpenters
	13-1000	Business Operations Specialists**	16,132	17,216	7%	1,742	1.09	\$35.11	\$73,019.60	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	43-4000	Information and Record Clerks**	11,205	11,609	4%	1,604	0.97	\$18.52	\$38,524.55	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	53-3000	Motor Vehicle Operators	9,736	10,542	8%	1,382	0.98	\$23.13	\$48,112.78	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck Drivers; 3) Driver/Sales Workers
	35-2000	Cooks and Food Preparation Workers**	7,056	8,013	14%	1,367	0.95	\$16.54	\$34,400.20	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides**	6,587	7,542	14%	1,250	0.59	\$16.27	\$33,841.28	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
Regional Data Shown for Statewide Occupation Groups by Largest Openings	47-2000	Construction Trades Workers	16,268	17,012	5%	1,795	1.40	\$23.57	\$49,016.21	1) Construction Laborers; 2) Electricians; 3) Carpenters
	13-1000	Business Operations Specialists	16,132	17,216	7%	1,742	1.09	\$35.11	\$73,019.60	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	43-4000	Information and Record Clerks	11,205	11,609	4%	1,604	0.97	\$18.52	\$38,524.55	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	35-2000	Cooks and Food Preparation Workers	7,056	8,013	14%	1,367	0.95	\$16.54	\$34,400.20	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	6,587	7,542	14%	1,250	0.59	\$16.27	\$33,841.28	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	11-9000	Other Management Occupations	11,281	12,153	8%	1,191	1.21	\$40.25	\$83,720.37	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
	29-1000	Healthcare Diagnosing or Treating Practitioners	12,245	14,171	16%	1,046	0.96	\$43.03	\$89,499.47	1) Registered Nurses; 2) Dental Hygienists; 3) Nurse Practitioners
	25-2000	Preschool, Elementary, Middle, Secondary, and Special Education Teachers	8,691	9,430	8%	830	1.02	\$25.01	\$52,022.81	1) Elementary School Teachers; 2) Secondary School Teachers; 3) Middle School Teachers

** Indicates regional occupations that are also statewide areas of focus

Source: Lightcast™. (2023).

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 Code (SOC)	Occupation Group Description	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Avg. Annual Openings	Employment Concentration	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupation Groups by Largest Openings	35-3000	Food and Beverage Serving Workers	86,357	93,587	8%	19,796	1.11	\$15.47	\$32,173.89	1) Fast Food and Counter Workers; 2) Waiters and Waitresses; 3) Bartenders
	13-1000	Business Operations Specialists**	139,310	149,427	7%	15,190	1.58	\$39.52	\$82,193.87	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	41-2000	Retail Sales Workers	86,071	86,851	1%	13,842	0.94	\$16.07	\$33,434.07	1) Retail Salespersons; 2) Cashiers; 3) Counter and Rental Clerks
	53-7000	Material Moving Workers	72,015	76,767	7%	12,223	0.74	\$18.39	\$38,241.89	1) Stockers and Order Fillers; 2) Laborers and Freight, Stock and Material Movers; 3) Industrial Truck and Tractor Operators
	43-4000	Information and Record Clerks**	75,644	78,045	3%	10,751	1.10	\$20.53	\$42,692.58	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	15-1200	Computer Occupations**	103,305	116,395	13%	10,211	1.71	\$53.01	\$110,267.67	1) Software Developers; 2) Computer User Support Specialists; 3) Computer Systems Analysts
	47-2000	Construction Trades Workers**	71,184	74,264	4%	7,770	1.03	\$24.69	\$51,350.46	1) Construction Laborers; 2) Electricians; 3) Carpenters
	35-2000	Cooks and Food Preparation Workers**	39,395	44,581	13%	7,614	0.89	\$17.45	\$36,300.80	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides**	40,853	45,221	11%	7,360	0.61	\$17.18	\$35,741.50	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	53-3000	Motor Vehicle Operators	47,032	50,046	6%	6,510	0.80	\$22.92	\$47,677.93	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck Drivers; 3) Driver/Sales Workers
Regional Data Shown for Statewide Occupation Groups by Largest Openings	13-1000	Business Operations Specialists	139,310	149,427	7%	15,190	1.58	\$39.52	\$82,193.87	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	43-4000	Information and Record Clerks	75,644	78,045	3%	10,751	1.10	\$20.53	\$42,692.58	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	15-1200	Computer Occupations	103,305	116,395	13%	10,211	1.71	\$53.01	\$110,267.67	1) Software Developers; 2) Computer User Support Specialists; 3) Computer Systems Analysts
	47-2000	Construction Trades Workers	71,184	74,264	4%	7,770	1.03	\$24.69	\$51,350.46	1) Construction Laborers; 2) Electricians; 3) Carpenters
	35-2000	Cooks and Food Preparation Workers	39,395	44,581	13%	7,614	0.89	\$17.45	\$36,300.80	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	40,853	45,221	11%	7,360	0.61	\$17.18	\$35,741.50	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	13-2000	Financial Specialists	58,391	62,367	7%	5,766	1.44	\$40.11	\$83,428.42	1) Accountants and Auditors; 2) Personal Financial Advisors; 3) Financial and Investment Analysts
	11-9000	Other Management Occupations	50,050	54,666	9%	5,176	0.91	\$51.82	\$107,789.14	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
	29-1000	Healthcare Diagnosing or Treating Practitioners	71,551	76,038	6%	4,725	0.94	\$45.62	\$94,880.86	1) Registered Nurses; 2) Dental Hygienists; 3) Nurse Practitioners
	25-2000	Preschool, Elementary, Middle, Secondary, and Special Education Teachers	47,561	52,225	10%	4,724	0.94	\$28.27	\$58,801.39	1) Elementary School Teachers; 2) Secondary School Teachers; 3) Middle School Teachers

** Indicates regional occupations that are also statewide areas of focus

**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 Code (SOC)	Occupation Group Description	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Avg. Annual Openings	Employment Concentration	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupation Groups by Largest Openings	35-3000	Food and Beverage Serving Workers	18,769	20,557	10%	4,413	1.19	\$14.15	\$29,432.01	1) Fast Food and Counter Workers; 2) Waiters and Waitresses; 3) Bartenders
	41-2000	Retail Sales Workers	18,323	18,564	1%	2,992	0.98	\$14.62	\$30,408.81	1) Retail Salespersons; 2) Cashiers; 3) Counter and Rental Clerks
	55-9000	Military-only Occupations	22,470	23,947	7%	2,952	9.34	\$15.26	\$31,748.21	Military
	53-7000	Material Moving Workers	14,455	15,913	10%	2,678	0.73	\$16.43	\$34,166.18	1) Stockers and Order Fillers; 2) Laborers and Freight, Stock and Material Movers; 3) Industrial Truck and Tractor Operators
	13-1000	Business Operations Specialists**	23,851	25,124	5%	2,502	1.33	\$36.78	\$76,503.57	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	43-4000	Information and Record Clerks**	14,697	14,840	1%	2,059	1.05	\$18.33	\$38,133.11	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides**	10,249	12,119	18%	2,043	0.76	\$16.34	\$33,984.26	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	15-1200	Computer Occupations**	18,445	20,144	9%	1,673	1.50	\$50.33	\$104,688.20	1) Software Developers; 2) Computer User Support Specialists; 3) Computer Systems Analysts
	47-2000	Construction Trades Workers**	13,967	14,604	5%	1,520	0.99	\$23.41	\$48,697.95	1) Construction Laborers; 2) Electricians; 3) Carpenters
	35-2000	Cooks and Food Preparation Workers**	7,251	8,363	15%	1,437	0.81	\$16.45	\$34,213.95	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
Regional Data Shown for Statewide Occupation Groups by Largest Openings	13-1000	Business Operations Specialists	23,851	25,124	5%	2,502	1.33	\$36.78	\$76,503.57	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	43-4000	Information and Record Clerks	14,697	14,840	1%	2,059	1.05	\$18.33	\$38,133.11	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides**	10,249	12,119	18%	2,043	0.76	\$16.34	\$33,984.26	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	15-1200	Computer Occupations	18,445	20,144	9%	1,673	1.50	\$50.33	\$104,688.20	1) Software Developers; 2) Computer User Support Specialists; 3) Computer Systems Analysts
	47-2000	Construction Trades Workers	13,967	14,604	5%	1,520	0.99	\$23.41	\$48,697.95	1) Construction Laborers; 2) Electricians; 3) Carpenters
	35-2000	Cooks and Food Preparation Workers	7,251	8,363	15%	1,437	0.81	\$16.45	\$34,213.95	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	29-1000	Healthcare Diagnosing or Treating Practitioners	15,869	17,577	11%	1,179	1.03	\$43.34	\$90,152.96	1) Registered Nurses; 2) Dental Hygienists; 3) Nurse Practitioners
	25-2000	Preschool, Elementary, Middle, Secondary, and Special Education Teachers	12,035	12,963	8%	1,132	1.17	\$23.72	\$49,344.28	1) Elementary School Teachers; 2) Secondary School Teachers; 3) Middle School Teachers
	31-9000	Other Healthcare Support Occupations	6,103	6,643	9%	1,027	1.35	\$19.81	\$41,206.65	1) Medical Assistants; 2) Dental Assistants; 3) Veterinary Assistants and Laboratory Animal Caretakers
	11-9000	Other Management Occupations	9,337	10,244	10%	967	0.83	\$47.09	\$97,949.49	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers

** Indicates regional occupations that are also statewide areas of focus

Source: Lightcast™.(2023).

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 Code (SOC)	Occupation Group Description	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Avg. Annual Openings	Employment Concentration	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupation Groups by Largest Openings	41-2000	Retail Sales Workers	692	747	8%	132	1.14	\$14.00	\$29,126.64	1) Retail Salespersons; 2) Cashiers; 3) Counter and Rental Clerks
	47-2000	Construction Trades Workers**	931	1,022	10%	115	2.04	\$21.74	\$45,215.74	1) Construction Laborers; 2) Electricians; 3) Carpenters
	35-3000	Food and Beverage Serving Workers	452	485	7%	106	0.88	\$13.82	\$28,751.56	1) Fast Food and Counter Workers; 2) Waiters and Waitresses; 3) Bartenders
	45-2000	Agricultural Workers	491	538	10%	92	6.17	\$14.71	\$30,596.28	1) Farmworkers and Laborers, Crop, Nursery, and Greenhouse; 2) Farmworkers, Farm, Ranch, and Aquacultural Animals; 3) Agricultural Equipment Operators
	53-7000	Material Moving Workers	449	528	18%	89	0.70	\$16.24	\$33,780.45	1) Stockers and Order Fillers; 2) Laborers and Freight, Stock and Material Movers; 3) Industrial Truck and Tractor Operators
	11-9000	Other Management Occupations**	732	793	8%	83	2.01	\$26.25	\$54,609.07	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides**	255	331	30%	59	0.58	\$15.68	\$32,614.09	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
Regional Data Shown for Statewide Occupation Groups by Largest Openings	47-2000	Construction Trades Workers	931	1,022	10%	115	2.04	\$21.74	\$45,215.74	1) Construction Laborers; 2) Electricians; 3) Carpenters
	11-9000	Other Management Occupations	732	793	8%	83	2.01	\$26.25	\$54,609.07	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	255	331	30%	59	0.58	\$15.68	\$32,614.09	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	43-4000	Information and Record Clerks	377	405	8%	59	0.83	\$17.35	\$36,080.48	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	13-1000	Business Operations Specialists	476	537	13%	58	0.82	\$33.04	\$68,713.53	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	25-2000	Preschool, Elementary, Middle, Secondary, and Special Education Teachers	570	541	(5%)	44	1.71	\$21.51	\$44,730.42	1) Elementary School Teachers; 2) Secondary School Teachers; 3) Middle School Teachers
	35-2000	Cooks and Food Preparation Workers	241	253	5%	41	0.83	\$15.34	\$31,904.56	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	43-3000	Financial Clerks	271	284	5%	36	1.15	\$19.51	\$40,588.30	1) Bookkeeping, Accounting, and Auditing Clerks; 2) Billing and Posting Clerks; 3) Tellers

** Indicates regional occupations that are also statewide areas of focus

Source: Lightcast™.(2023)

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 Code (SOC)	Occupation Group Description	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Avg. Annual Openings	Employment Concentration	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupation Groups by Largest Openings	41-2000	Retail Sales Workers	974	1,023	5%	181	1.19	\$13.40	\$27,869.67	1) Retail Salespersons; 2) Cashiers; 3) Counter and Rental Clerks
	45-2000	Agricultural Workers	840	913	9%	158	7.83	\$13.89	\$28,896.83	1) Farmworkers and Laborers, Crop, Nursery, and Greenhouse; 2) Farmworkers, Farm, Ranch, and Aquacultural Animals; 3) Agricultural Equipment Operators
	35-3000	Food and Beverage Serving Workers	587	622	6%	134	0.85	\$12.80	\$26,613.84	1) Fast Food and Counter Workers; 2) Waiters and Waitresses; 3) Bartenders
	11-9000	Other Management Occupations**	1,062	1,119	5%	124	2.16	\$22.64	\$47,080.83	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
	53-7000	Material Moving Workers	555	624	13%	104	0.64	\$15.06	\$31,332.75	1) Stockers and Order Fillers; 2) Laborers and Freight, Stock and Material Movers; 3) Industrial Truck and Tractor Operators
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides**	605	633	5%	103	1.02	\$16.13	\$33,555.13	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
Regional Data Shown for Statewide Occupation Groups by Largest Openings	11-9000	Other Management Occupations	1,062	1,119	5%	124	2.16	\$22.64	\$47,080.83	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	605	633	5%	103	1.02	\$16.13	\$33,555.13	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	43-4000	Information and Record Clerks	512	544	6%	77	0.84	\$16.95	\$35,263.84	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	35-2000	Cooks and Food Preparation Workers	377	391	4%	65	0.96	\$14.49	\$30,149.34	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	25-2000	Preschool, Elementary, Middle, Secondary, and Special Education Teachers	786	701	(11%)	65	1.75	\$20.52	\$42,677.57	1) Elementary School Teachers; 2) Secondary School Teachers; 3) Middle School Teachers
	21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	480	527	10%	59	1.85	\$21.72	\$45,168.36	1) Substance Abuse, Behavioral Disorder, and Mental Health Counselors; 2) Child, Family, and School Social Workers; 3) Educational, Guidance, and Career Counselors and Advisors
	47-2000	Construction Trades Workers	489	517	6%	57	0.79	\$19.84	\$41,272.43	1) Construction Laborers; 2) Electricians; 3) Carpenters
	29-1000	Healthcare Diagnosing or Treating Practitioners	671	768	14%	57	0.99	\$39.04	\$81,197.54	1) Registered Nurses; 2) Dental Hygienists; 3) Nurse Practitioners

** Indicates regional occupations that are also statewide areas of focus

Source: Lightcast™ (2023).

**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 Code (SOC)	Occupation Group Description	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Avg. Annual Openings	Employment Concentration	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupation Groups by Largest Openings	35-3000	Food and Beverage Serving Workers	3,585	3,797	6%	802	1.29	\$13.80	\$28,695.83	1) Fast Food and Counter Workers; 2) Waiters and Waitresses; 3) Bartenders
	41-2000	Retail Sales Workers	4,367	4,429	1%	722	1.33	\$14.13	\$29,382.10	1) Retail Salespersons; 2) Cashiers; 3) Counter and Rental Clerks
	53-7000	Material Moving Workers	3,770	4,135	10%	679	1.08	\$17.69	\$36,802.41	1) Stockers and Order Fillers; 2) Laborers and Freight, Stock and Material Movers; 3) Industrial Truck and Tractor Operators
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides**	3,093	3,246	5%	517	1.29	\$15.33	\$31,892.41	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	47-2000	Construction Trades Workers**	3,318	3,502	6%	379	1.34	\$22.23	\$46,235.03	1) Construction Laborers; 2) Electricians; 3) Carpenters
	43-4000	Information and Record Clerks**	2,603	2,501	(4%)	343	1.05	\$16.83	\$35,002.87	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks,
	53-3000	Motor Vehicle Operators	1,936	2,165	12%	297	0.91	\$19.15	\$39,833.84	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck Drivers; 3) Driver/Sales Workers
	35-2000	Cooks and Food Preparation Workers**	1,634	1,781	9%	296	1.03	\$15.76	\$32,789.71	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	13-1000	Business Operations Specialists**	2,520	2,662	6%	264	0.80	\$32.35	\$67,287.85	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
Regional Data Shown for Statewide Occupation Groups by Largest Openings	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	3,093	3,246	5%	517	1.29	\$15.33	\$31,892.41	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	47-2000	Construction Trades Workers	3,318	3,502	6%	379	1.34	\$22.23	\$46,235.03	1) Construction Laborers; 2) Electricians; 3) Carpenters
	43-4000	Information and Record Clerks	2,603	2,501	(4%)	343	1.05	\$16.83	\$35,002.87	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	35-2000	Cooks and Food Preparation Workers	1,634	1,781	9%	296	1.03	\$15.76	\$32,789.71	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	13-1000	Business Operations Specialists	2,520	2,662	6%	264	0.80	\$32.35	\$67,287.85	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	11-9000	Other Management Occupations	2,012	2,241	11%	229	1.01	\$37.96	\$78,959.69	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
	21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	1,828	1,940	6%	199	1.75	\$23.42	\$48,721.05	1) Substance Abuse, Behavioral Disorder, and Mental Health Counselors; 2) Child, Family, and School Social Workers; 3) Educational, Guidance, and Career Counselors and Advisors
	29-1000	Healthcare Diagnosing or Treating Practitioners	3,587	3,566	(1%)	196	1.31	\$44.77	\$93,118.22	1) Registered Nurses; 2) Dental Hygienists; 3) Nurse Practitioners
	49-9000	Other Installation, Maintenance, and Repair Occupations	1,580	1,707	8%	180	1.07	\$25.79	\$53,651.46	1) Heating, Air Conditioning, and Refrigeration Mechanics and Installers; 2) Industrial Machinery Mechanics; 3) Electrical Power-Line Installers and Repairers

** Indicates regional occupations that are also statewide areas of focus

Source: Lightcast™ (2023).

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 Code (SOC)	Occupation Group Description	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Avg. Annual Openings	Employment Concentration	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupation Groups by Largest Openings	41-2000	Retail Sales Workers	1,049	1,090	4%	186	1.09	\$15.20	\$31,620.32	1) Retail Salespersons; 2) Cashiers; 3) Counter and Rental Clerks
	35-3000	Food and Beverage Serving Workers	720	785	9%	168	0.88	\$14.82	\$30,833.70	1) Fast Food and Counter Workers; 2) Waiters and Waitresses; 3) Bartenders
	45-2000	Agricultural Workers	999	937	(6%)	160	7.90	\$14.27	\$29,688.96	1) Farmworkers and Laborers, Crop, Nursery, and Greenhouse; 2) Farmworkers, Farm, Ranch, and Aquacultural Animals; 3) Agricultural Equipment
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides**	679	776	14%	131	0.97	\$15.56	\$32,359.25	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	53-7000	Material Moving Workers	712	769	8%	125	0.70	\$15.94	\$33,147.31	1) Stockers and Order Fillers; 2) Laborers and Freight, Stock and Material Movers; 3) Industrial Truck and Tractor Operators
	43-4000	Information and Record Clerks**	705	773	10%	116	0.98	\$17.42	\$36,228.43	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	11-9000	Other Management Occupations**	1,106	1,056	(5%)	113	1.91	\$25.62	\$53,298.86	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
	35-2000	Cooks and Food Preparation Workers**	530	601	13%	103	1.15	\$15.70	\$32,652.71	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
Regional Data Shown for Statewide Occupation Groups by Largest Openings	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	679	776	14%	131	0.97	\$15.56	\$32,359.25	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	43-4000	Information and Record Clerks	705	773	10%	116	0.98	\$17.42	\$36,228.43	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	11-9000	Other Management Occupations	1,106	1,056	(5%)	113	1.91	\$25.62	\$53,298.86	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
	35-2000	Cooks and Food Preparation Workers	530	601	13%	103	1.15	\$15.70	\$32,652.71	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	47-2000	Construction Trades Workers	767	818	7%	91	1.06	\$21.32	\$44,347.49	1) Construction Laborers; 2) Electricians; 3) Carpenters
	13-1000	Business Operations Specialists	658	755	15%	84	0.71	\$30.31	\$63,045.04	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	25-2000	Preschool, Elementary, Middle, Secondary, and Special Education Teachers	782	808	3%	68	1.48	\$21.86	\$45,464.15	1) Elementary School Teachers; 2) Secondary School Teachers; 3) Middle School Teachers
	21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	542	585	8%	63	1.77	\$22.52	\$46,831.60	Health Counselors; 2) Child, Family, and School Social Workers; 3) Educational, Guidance, and Career Counselors and Advisors

** Indicates regional occupations that are also statewide areas of focus

Source: Lightcast™.(2023).

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 Code (SOC)	Occupation Group Description	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Avg. Annual Openings	Employment Concentration	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupation Groups by Largest Openings	35-3000	Food and Beverage Serving Workers	2,450	2,674	9%	565	1.29	\$13.93	\$28,980.97	1) Fast Food and Counter Workers; 2) Waiters and Waitresses; 3) Bartenders
	41-2000	Retail Sales Workers	3,151	3,309	5%	548	1.41	\$14.61	\$30,393.14	1) Retail Salespersons; 2) Cashiers; 3) Counter and Rental Clerks
	53-7000	Material Moving Workers	1,439	1,651	15%	279	0.60	\$16.81	\$34,956.96	1) Stockers and Order Fillers; 2) Laborers and Freight, Stock and Material Movers; 3) Industrial Truck and Tractor Operators
	35-2000	Cooks and Food Preparation Workers**	1,390	1,566	13%	265	1.29	\$16.03	\$33,340.96	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	47-2000	Construction Trades Workers**	2,521	2,522	0%	262	1.49	\$22.48	\$46,755.58	1) Construction Laborers; 2) Electricians; 3) Carpenters
	43-4000	Information and Record Clerks**	1,728	1,807	5%	260	1.03	\$17.99	\$37,429.05	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	37-2000	Building Cleaning and Pest Control Workers	1,507	1,594	6%	241	1.29	\$15.34	\$31,906.00	1) Janitors and Cleaners; 2) Maids and Housekeeping Cleaners; 3) Pest Control Workers
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides**	1,180	1,308	11%	215	0.73	\$15.90	\$33,081.07	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	13-1000	Business Operations Specialists**	1,750	1,931	10%	205	0.81	\$31.87	\$66,290.49	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
Regional Data Shown for Statewide Occupation Groups by Largest Openings	35-2000	Cooks and Food Preparation Workers	1,390	1,566	13%	265	1.29	\$16.03	\$33,340.96	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	47-2000	Construction Trades Workers	2,521	2,522	0%	262	1.49	\$22.48	\$46,755.58	1) Construction Laborers; 2) Electricians; 3) Carpenters
	43-4000	Information and Record Clerks	1,728	1,807	5%	260	1.03	\$17.99	\$37,429.05	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	1,180	1,308	11%	215	0.73	\$15.90	\$33,081.07	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	13-1000	Business Operations Specialists	1,750	1,931	10%	205	0.81	\$31.87	\$66,290.49	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	39-9000	Other Personal Care and Service Workers	739	759	3%	143	1.27	\$15.89	\$33,051.09	1) Childcare Workers; 2) Exercise Trainers and Group Fitness Instructors; 3) Recreation Workers
	11-9000	Other Management Occupations	1,332	1,431	7%	137	0.99	\$34.68	\$72,141.90	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
	29-1000	Healthcare Diagnosing or Treating Practitioners	1,842	2,015	9%	132	0.99	\$43.18	\$89,821.71	1) Registered Nurses; 2) Dental Hygienists; 3) Nurse Practitioners
	43-3000	Financial Clerks	1,047	1,051	0%	130	1.20	\$19.80	\$41,186.94	1) Bookkeeping, Accounting, and Auditing Clerks; 2) Billing and Posting Clerks; 3) Tellers

** Indicates regional occupations that are also statewide areas of focus

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 Code (SOC)	Occupation Group Description	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Avg. Annual Openings	Employment Concentration	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupation Groups by Largest Openings	35-3000	Food and Beverage Serving Workers	2,561	2,777	8%	583	1.32	\$14.63	\$30,436.04	1) Fast Food and Counter Workers; 2) Waiters and Waitresses; 3) Bartenders
	41-2000	Retail Sales Workers	3,129	3,269	4%	542	1.36	\$14.90	\$30,994.80	1) Retail Salespersons; 2) Cashiers; 3) Counter and Rental Clerks
	47-2000	Construction Trades Workers**	3,152	3,342	6%	363	1.82	\$22.83	\$47,489.67	1) Construction Laborers; 2) Electricians; 3) Carpenters
	35-2000	Cooks and Food Preparation Workers**	1,483	1,648	11%	278	1.34	\$16.21	\$33,725.37	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	53-7000	Material Moving Workers	1,415	1,590	12%	265	0.58	\$16.63	\$34,587.17	1) Stockers and Order Fillers; 2) Laborers and Freight, Stock and Material Movers; 3) Industrial Truck and Tractor Operators
	43-4000	Information and Record Clerks**	1,650	1,780	8%	263	0.96	\$17.59	\$36,596.83	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	37-2000	Building Cleaning and Pest Control Workers	1,504	1,603	7%	243	1.25	\$15.86	\$32,985.17	1) Janitors and Cleaners; 2) Maids and Housekeeping Cleaners; 3) Pest Control Workers
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides**	1,311	1,321	1%	217	0.79	\$15.89	\$33,052.28	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	53-3000	Motor Vehicle Operators	1,361	1,512	11%	208	0.92	\$20.21	\$42,029.05	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck Drivers; 3) Driver/Sales Workers
	13-1000	Business Operations Specialists**	1,602	1,789	12%	192	0.73	\$30.98	\$64,437.02	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
Regional Data Shown for Statewide Occupation Groups by Largest Openings	47-2000	Construction Trades Workers	3,152	3,342	6%	363	1.82	\$22.83	\$47,489.67	1) Construction Laborers; 2) Electricians; 3) Carpenters
	35-2000	Cooks and Food Preparation Workers	1,483	1,648	11%	278	1.34	\$16.21	\$33,725.37	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	43-4000	Information and Record Clerks	1,650	1,780	8%	263	0.96	\$17.59	\$36,596.83	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	1,311	1,321	1%	217	0.79	\$15.89	\$33,052.28	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	13-1000	Business Operations Specialists	1,602	1,789	12%	192	0.73	\$30.98	\$64,437.02	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	11-9000	Other Management Occupations	1,713	1,803	5%	183	1.24	\$31.33	\$65,167.43	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
	29-1000	Healthcare Diagnosing or Treating Practitioners	1,684	1,975	17%	152	0.88	\$40.91	\$85,091.54	1) Registered Nurses; 2) Dental Hygienists; 3) Nurse Practitioners
	49-9000	Other Installation, Maintenance, and Repair Occupations	1,223	1,331	9%	147	1.18	\$21.75	\$45,249.32	1) Heating, Air Conditioning, and Refrigeration Mechanics and Installers; 2) Industrial Machinery Mechanics; 3) Electrical Power-Line Installers and Repairers
	39-9000	Other Personal Care and Service Workers	698	702	1%	133	1.17	\$15.83	\$32,935.01	1) Childcare Workers; 2) Exercise Trainers and Group Fitness Instructors; 3) Recreation Workers
	43-3000	Financial Clerks	964	994	3%	125	1.08	\$19.29	\$40,130.93	1) Bookkeeping, Accounting, and Auditing Clerks; 2) Billing and Posting Clerks; 3) Tellers

** Indicates regional occupations that are also statewide areas of focus

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 Code (SOC)	Occupation Group Description	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Avg. Annual Openings	Employment Concentration	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupation Groups by Largest Openings	35-3000	Food and Beverage Serving Workers	6,543	6,987	7%	1,466	1.29	\$13.67	\$28,440.33	1) Fast Food and Counter Workers; 2) Waiters and Waitresses; 3) Bartenders
	41-2000	Retail Sales Workers	7,757	7,949	2%	1,280	1.29	\$14.32	\$29,776.28	1) Retail Salespersons; 2) Cashiers; 3) Counter and Rental Clerks
	47-2000	Construction Trades Workers**	7,991	8,257	3%	864	1.76	\$22.42	\$46,638.03	1) Construction Laborers; 2) Electricians; 3) Carpenters
	53-7000	Material Moving Workers	3,840	4,178	9%	678	0.60	\$17.07	\$35,505.66	1) Stockers and Order Fillers; 2) Laborers and Freight, Stock and Material Movers; 3) Industrial Truck and Tractor Operators
	43-4000	Information and Record Clerks**	4,570	4,712	3%	658	1.01	\$18.02	\$37,481.72	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	35-2000	Cooks and Food Preparation Workers**	3,200	3,528	10%	593	1.10	\$16.11	\$33,512.54	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	37-2000	Building Cleaning and Pest Control Workers	3,386	3,613	7%	543	1.08	\$15.53	\$32,300.28	1) Janitors and Cleaners; 2) Maids and Housekeeping Cleaners; 3) Pest Control Workers
	53-3000	Motor Vehicle Operators	3,864	4,081	6%	534	1.00	\$21.11	\$43,909.17	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck Drivers; 3) Driver/Sales Workers
	13-1000	Business Operations Specialists**	4,777	5,168	8%	532	0.83	\$31.34	\$65,194.58	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides**	3,072	3,301	7%	530	0.70	\$15.69	\$32,628.13	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
Regional Data Shown for Statewide Occupation Groups by Largest Openings	47-2000	Construction Trades Workers	7,991	8,257	3%	864	1.76	\$22.42	\$46,638.03	1) Construction Laborers; 2) Electricians; 3) Carpenters
	43-4000	Information and Record Clerks	4,570	4,712	3%	658	1.01	\$18.02	\$37,481.72	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	35-2000	Cooks and Food Preparation Workers	3,200	3,528	10%	593	1.10	\$16.11	\$33,512.54	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	13-1000	Business Operations Specialists	4,777	5,168	8%	532	0.83	\$31.34	\$65,194.58	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	3,072	3,301	7%	530	0.70	\$15.69	\$32,628.13	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	29-1000	Healthcare Diagnosing or Treating Practitioners	6,243	6,936	11%	468	1.25	\$44.94	\$93,484.84	1) Registered Nurses; 2) Dental Hygienists; 3) Nurse Practitioners
	11-9000	Other Management Occupations	3,742	3,981	6%	386	1.03	\$38.19	\$79,436.88	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
	49-9000	Other Installation, Maintenance, and Repair Occupations	3,065	3,238	6%	340	1.13	\$22.74	\$47,294.45	1) Heating, Air Conditioning, and Refrigeration Mechanics and Installers; 2) Industrial Machinery Mechanics; 3) Electrical Power-Line Installers and Repairers
	25-2000	Preschool, Elementary, Middle, Secondary, and Special Education Teachers	3,809	3,920	3%	327	1.15	\$24.44	\$50,840.71	1) Elementary School Teachers; 2) Secondary School Teachers; 3) Middle School Teachers
	39-9000	Other Personal Care and Service Workers	1,678	1,727	3%	325	1.07	\$15.54	\$32,314.43	1) Childcare Workers; 2) Exercise Trainers and Group Fitness Instructors; 3) Recreation Workers

** Indicates regional occupations that are also statewide areas of focus

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 Code (SOC)	Occupation Group Description	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Avg. Annual Openings	Employment Concentration	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupation Groups by Largest Openings	35-3000	Food and Beverage Serving Workers	6,740	7,359	9%	1,518	1.86	\$14.97	\$31,133.90	1) Fast Food and Counter Workers; 2) Waiters and Waitresses; 3) Bartenders
	41-2000	Retail Sales Workers	5,927	6,036	2%	959	1.39	\$15.99	\$33,269.47	1) Retail Salespersons; 2) Cashiers; 3) Counter and Rental Clerks
	37-2000	Building Cleaning and Pest Control Workers	5,391	5,649	5%	842	2.41	\$17.33	\$36,049.52	1) Janitors and Cleaners; 2) Maids and Housekeeping Cleaners; 3) Pest Control Workers
	35-2000	Cooks and Food Preparation Workers**	3,965	4,544	15%	779	1.92	\$17.79	\$36,998.64	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	43-4000	Information and Record Clerks**	3,675	3,846	5%	586	1.14	\$19.03	\$39,588.75	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	47-2000	Construction Trades Workers**	5,349	5,378	1%	551	1.66	\$24.88	\$51,747.65	1) Construction Laborers; 2) Electricians; 3) Carpenters
	35-9000	Other Food Preparation and Serving Related Workers	1,634	1,859	14%	392	2.09	\$14.93	\$31,046.43	1) Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop; 2) Dining Room and Cafeteria Attendants and Bartender Helpers; 3) Dishwashers
	13-1000	Business Operations Specialists**	3,259	3,562	9%	375	0.79	\$32.37	\$67,331.19	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	39-9000	Other Personal Care and Service Workers**	1,946	1,984	2%	372	1.74	\$18.14	\$37,721.70	1) Childcare Workers; 2) Exercise Trainers and Group Fitness Instructors; 3) Recreation Workers
Regional Data Shown for Statewide Occupation Groups by Largest Openings	35-2000	Cooks and Food Preparation Workers	3,965	4,544	15%	779	1.92	\$17.79	\$36,998.64	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	43-4000	Information and Record Clerks	3,675	3,846	5%	586	1.14	\$19.03	\$39,588.75	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	47-2000	Construction Trades Workers	5,349	5,378	1%	551	1.66	\$24.88	\$51,747.65	1) Construction Laborers; 2) Electricians; 3) Carpenters
	13-1000	Business Operations Specialists	3,259	3,562	9%	375	0.79	\$32.37	\$67,331.19	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	39-9000	Other Personal Care and Service Workers	1,946	1,984	2%	372	1.74	\$18.14	\$37,721.70	1) Childcare Workers; 2) Exercise Trainers and Group Fitness Instructors; 3) Recreation Workers
	49-9000	Other Installation, Maintenance, and Repair Occupations	2,806	2,981	6%	316	1.46	\$23.20	\$48,258.49	1) Heating, Air Conditioning, and Refrigeration Mechanics and Installers; 2) Industrial Machinery Mechanics; 3) Electrical Power-Line Installers and Repairers
	11-9000	Other Management Occupations	2,571	2,763	7%	275	1.00	\$39.11	\$81,359.12	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
	43-3000	Financial Clerks	1,755	1,772	1%	222	1.05	\$22.58	\$46,964.70	1) Bookkeeping, Accounting, and Auditing Clerks; 2) Billing and Posting Clerks; 3) Tellers
	29-1000	Healthcare Diagnosing or Treating Practitioners	2,279	2,701	19%	211	0.64	\$47.36	\$98,500.45	1) Registered Nurses; 2) Dental Hygienists; 3) Nurse Practitioners

** Indicates regional occupations that are also statewide areas of focus

Source: Lightcast™.(2023).

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 Code (SOC)	Occupation Group Description	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Avg. Annual Openings	Employment Concentration	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupation Groups by Largest Openings	35-3000	Food and Beverage Serving Workers	1,603	1,783	11%	379	1.33	\$14.69	\$30,547.42	1) Fast Food and Counter Workers; 2) Waiters and Waitresses; 3) Bartenders
	41-2000	Retail Sales Workers	1,879	1,993	6%	338	1.31	\$14.38	\$29,918.38	1) Retail Salespersons; 2) Cashiers; 3) Counter and Rental Clerks
	47-2000	Construction Trades Workers**	1,724	1,821	6%	195	1.60	\$22.64	\$47,095.17	1) Construction Laborers; 2) Electricians; 3) Carpenters
	35-2000	Cooks and Food Preparation Workers**	872	998	15%	171	1.27	\$15.79	\$32,838.20	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	43-4000	Information and Record Clerks**	1,080	1,170	8%	171	1.01	\$17.66	\$36,737.08	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	53-7000	Material Moving Workers	797	943	18%	162	0.52	\$16.05	\$33,392.15	1) Stockers and Order Fillers; 2) Laborers and Freight, Stock and Material Movers; 3) Industrial Truck and Tractor Operators
	53-3000	Motor Vehicle Operators	895	1,019	14%	141	0.97	\$21.20	\$44,088.12	1) Heavy and Tractor-Trailer Truck Drivers; 2) Light Truck Drivers; 3) Driver/Sales Workers
	13-1000	Business Operations Specialists**	1,126	1,236	10%	130	0.82	\$31.61	\$65,742.31	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides**	721	797	11%	129	0.69	\$14.96	\$31,109.42	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
Regional Data Shown for Statewide Occupation Groups by Largest Openings	47-2000	Construction Trades Workers	1,724	1,821	6%	195	1.60	\$22.64	\$47,095.17	1) Construction Laborers; 2) Electricians; 3) Carpenters
	35-2000	Cooks and Food Preparation Workers	872	998	15%	171	1.27	\$15.79	\$32,838.20	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	43-4000	Information and Record Clerks	1,080	1,170	8%	171	1.01	\$17.66	\$36,737.08	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	13-1000	Business Operations Specialists	1,126	1,236	10%	130	0.82	\$31.61	\$65,742.31	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	721	797	11%	129	0.69	\$14.96	\$31,109.42	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	29-1000	Healthcare Diagnosing or Treating Practitioners	1,151	1,348	17%	103	0.97	\$40.92	\$85,103.36	1) Registered Nurses; 2) Dental Hygienists; 3) Nurse Practitioners
	11-9000	Other Management Occupations	841	924	10%	92	0.98	\$34.71	\$72,189.92	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
	25-2000	Preschool, Elementary, Middle, Secondary, and Special Education Teachers	987	1,030	4%	86	1.25	\$21.83	\$45,412.39	1) Elementary School Teachers; 2) Secondary School Teachers; 3) Middle School Teachers
	49-9000	Other Installation, Maintenance, and Repair Occupations	650	727	12%	82	1.01	\$20.62	\$42,879.40	1) Heating, Air Conditioning, and Refrigeration Mechanics and Installers; 2) Industrial Machinery Mechanics; 3) Electrical Power-Line Installers and Repairers

** Indicates regional occupations that are also statewide areas of focus

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 Code (SOC)	Occupation Group Description	2023 Jobs	2028 Jobs	2023 - 2028 % Change	Avg. Annual Openings	Employment Concentration	Median Hourly Earnings	Median Annual Earnings	Example Occupations
Regional Occupation Groups by Largest Openings	41-2000	Retail Sales Workers	612	678	11%	121	1.70	\$14.34	\$29,829.64	1) Retail Salespersons; 2) Cashiers; 3) Counter and Rental Clerks
	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides**	416	464	12%	78	1.59	\$15.11	\$31,422.10	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	35-3000	Food and Beverage Serving Workers	329	335	2%	71	1.08	\$15.25	\$31,713.81	1) Fast Food and Counter Workers; 2) Waiters and Waitresses; 3) Bartenders
	53-7000	Material Moving Workers	251	271	8%	46	0.66	\$15.83	\$32,920.04	1) Stockers and Order Fillers; 2) Laborers and Freight, Stock and Material Movers; 3) Industrial Truck and Tractor Operators
	37-2000	Building Cleaning and Pest Control Workers	263	269	2%	43	1.40	\$15.42	\$32,082.94	1) Janitors and Cleaners; 2) Maids and Housekeeping Cleaners; 3) Pest Control Workers
	43-4000	Information and Record Clerks**	259	269	4%	40	0.96	\$16.86	\$35,063.69	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks,
	47-2000	Construction Trades Workers**	292	311	6%	34	1.07	\$20.65	\$42,944.06	1) Construction Laborers; 2) Electricians; 3) Carpenters
	35-2000	Cooks and Food Preparation Workers**	200	205	3%	33	1.15	\$16.17	\$33,638.44	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	29-1000	Healthcare Diagnosing or Treating Practitioners**	416	464	11%	32	1.39	\$36.64	\$76,211.57	1) Registered Nurses; 2) Dental Hygienists; 3) Nurse Practitioners
Regional Data Shown for Statewide Occupation Groups by Largest Openings	31-1100	Home Health and Personal Care Aides; and Nursing Assistants, Orderlies, and Psychiatric Aides	416	464	12%	78	1.59	\$15.11	\$31,422.10	1) Home Health and Personal Care Aides; 2) Nursing Assistants; 3) Psychiatric Aides
	43-4000	Information and Record Clerks	259	269	4%	40	0.96	\$16.86	\$35,063.69	1) Customer Service Representatives; 2) Receptionists and Information Clerks; 3) Information and Record Clerks, Other
	47-2000	Construction Trades Workers	292	311	6%	34	1.07	\$20.65	\$42,944.06	1) Construction Laborers; 2) Electricians; 3) Carpenters
	35-2000	Cooks and Food Preparation Workers	200	205	3%	33	1.15	\$16.17	\$33,638.44	1) Cooks, Restaurant; 2) Food Preparation Workers; 3) Cooks, Institution and Cafeteria
	29-1000	Healthcare Diagnosing or Treating Practitioners	416	464	11%	32	1.39	\$36.64	\$76,211.57	1) Registered Nurses; 2) Dental Hygienists; 3) Nurse Practitioners
	11-9000	Other Management Occupations	245	264	8%	26	1.13	\$33.29	\$69,248.51	1) Construction Managers; 2) Farmers, Ranchers, and Other Agricultural Managers; 3) Medical and Health Services Managers
	13-1000	Business Operations Specialists	211	233	10%	25	0.61	\$29.16	\$60,662.57	1) Business Operations Specialists; 2) Market Research Analysts and Marketing Specialists; 3) Project Management Specialists
	25-2000	Preschool, Elementary, Middle, Secondary, and Special Education Teachers	271	268	(1%)	21	1.36	\$24.11	\$50,154.70	1) Elementary School Teachers; 2) Secondary School Teachers; 3) Middle School Teachers
	43-3000	Financial Clerks	165	165	(0%)	21	1.17	\$18.95	\$39,413.15	1) Bookkeeping, Accounting, and Auditing Clerks; 2) Billing and Posting Clerks; 3) Tellers

** Indicates regional occupations that are also statewide areas of focus