

A Profile Of Older Workers In Colorado

Issued January 2005

Local Employment Dynamics

LED/OW-CO

Executive Summary

A new information source, the Local Employment Dynamics (LED) program for Colorado, shows:

- The workforce is aging. From 1994 through 2002, an increasing percentage of the workforce was 45 years and older. The proportion of people 65 years and older who continue working has also increased, but slightly.
- Industries in which more than 1-in-5 workers were 55 years and older in 2002 include: local/suburban transit, membership organizations, educational services, real estate, and insurance agents/brokers.
- An example of an industry with a high turnover rate for workers 55 years and older is the local and suburban transit industry.
- An example of an industry with a low turnover rate for older workers is the rubber and plastics industry.
- Industries where workers 65 years and over are most likely to be employed include the service industries of eating and drinking places, business services, and health services. Construction—special trade is also an important source of work for the oldest workers.
- On average, in 2002, for workers 65 years and over, 5,950 jobs were created and nearly 7,311 were lost.
- Of the industries that employed more than 1,500 workers 65 years and older,

the highest paying was engineering, accounting, and research (\$3,528 a month). The industry with the highest average monthly earnings in 2002 for workers 65 years and older was holdings and other investment offices (\$4,855), but the number of such workers was only 139.

Introduction

A large wave of workers born during the Baby Boom of 1946 to 1964 will be leaving the workforce over the next few decades. A larger share than in past generations may "retire" to collect the pensions they earned over their work life and then continue working part-time or in more flexible working arrangements.¹

Decision makers are looking at the economic and policy implications for a wide range of programs and institutions, including Social Security and Medicare; financial markets; the housing market; and recreation, transportation, and health-care systems.

What the workforce of the future looks like will depend on many factors. This report focuses on one possible scenario that some scholars consider to be reasonable. It assumes that Baby Boomers replicate the retirement behavior of previous generations and that immigrant workers

¹ The term "retirees" refers to workers who collect pensions—who may have varied labor market experiences. Some may completely leave the labor force and others may continue to work. Of those who continue to work while they receive pensions, some may work fewer than 35 hours a week, some may work only part of the year, and others may continue in the labor force year-round and full-time.

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Sponsored by the
National Institute on Aging
National Institutes of Health
Department of Health and
Human Services



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do not fill all of the jobs left vacant by these retirements. If these assumptions prove accurate:

The United States will lose the services of millions of highly skilled, experienced workers. Because of the baby dearth that followed the Baby Boom, there will not be many new workers to replace them, even as the senior adult population grows significantly. Labor force growth is expected to fall from 1.1 percent per year in the 1990s to 0.36 percent per year in the period 2010 to 2020.²

Regardless of how the future unfolds, information about the workforce decisions made by the Baby Boomers can be useful to a number of groups. Decision makers in Colorado need to know which industries and regions of the state are likely to be most affected by changes in the size and composition of the labor force in coming decades. Similarly, businesses need such information both to make more informed plans for transitions and to pinpoint potential problem areas and new opportunities. Older workers who want to continue working need to know in what industries and in what areas of Colorado jobs are available, how flexible businesses are about their working arrangements, and the level of earnings they can expect.

The Census Bureau, together with state partners, is developing several new sources of information to support these needs. The Local Employment Dynamics (LED) program, one of the newest resources, produces workforce indicators that are updated every quarter for each

² Penner, Rudolph, Pamela Perun, and Eugene Steuerle. "Legal and Institutional Impediments to Partial Retirement and Part-Time Work by Older Workers." The Urban Institute, 2002.

partner state and its metropolitan areas, counties, and Workforce Investment Areas.³ Statistics are available without cost on the program's Web site <<http://lehd.dsd.census.gov>> and additional indicators are available from partner states. The statistics are historical and come from multiple, high-quality information sources that include most of the working population (see "Sources and Accuracy of the Data" at the end of this report for additional information about coverage).

The LED program is a partnership between the Census Bureau and participating states. As of October 2004, 33 states and the District of Columbia are partners with the Census Bureau in creating this information.⁴ Those 33 states and the District of Columbia cover about three-quarters of America's workers. Additional states are planning to join the partnership.

This report uses Quarterly Workforce Indicators (QWI) from the LED program for the state of Colorado to focus on two groups of older workers: those who are likely to be receiving pension income (65 and older), and the preretirement group (55-64 years old). People in the preretirement group may collect pensions within the next ten years, but may or may not continue to participate in the labor force.

³ Other related information sources from the Census Bureau include the American Community Survey <www.census.gov/acs/www/> and the economic census <www.census.gov/econ/census02/>.

⁴ As of October 2004, the partner states whose data were being processed were: AL, CA, CO, DE, FL, IA, ID, IL, IN, KS, KY, MD, ME, MN, MO, MT, NC, NJ, NM, OK, OR, PA, TX, VA, WA, WI, and WV. Additional partner states include: AR, DC, GA, MI, ND, TN, and VT. This is an ongoing project and additional states are expected to join.

With the LED, we can respond to questions such as:

What changes are occurring in the age composition of the workforce in a geographic area?

Which industries will be most affected by the departure of older workers from the workforce?

In what industries do older people tend to continue working and under what circumstances?

Which industries create jobs for older workers? Suffer the most job losses?

Which industries have the lowest job turnover rates for older workers?

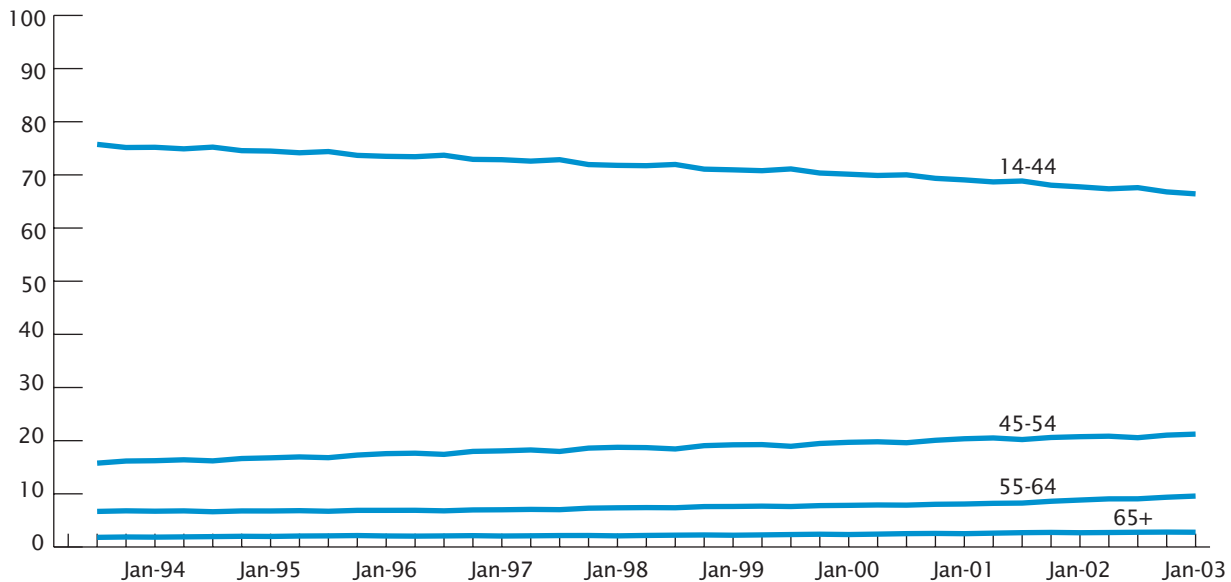
How much do older workers earn in various industry groups and geographic areas?

As the LED statistics in this report show, older workers in Colorado have been an increasing proportion of the labor force. We learn from the LED information that older workers tend to be employed in the same industries that employ large numbers of younger workers, but the best-paid are those who work in financial and legal services firms with relatively few older workers. We do not know yet whether Colorado will undergo rapid and massive changes, or gradual changes due to the retirement of experienced workers of the Baby Boom generation along with the movement of workers into and out of Colorado. We do know that both

Quarterly Workforce Indicators for partner states and detailed information about the LED program are available at <<http://lehd.dsd.census.gov>>.

Figure 1.
Colorado Workforce by Age Group: 1994 to 2002

[Percent of beginning-of-quarter employment]



Source: U.S. Census Bureau and the Colorado Department of Labor & Employment, Local Employment Dynamics program's Web site at <<http://lehd.dsd.census.gov>>.

have the potential to affect the age distribution of the workforce significantly. Planners in Colorado will be able to keep an eye on the impact of such factors and emerging trends by using the LED statistics.

How is the age composition of the workforce in Colorado changing?

The aging of Baby Boom workers led to an increase in the proportion of the workforce 45 years and older from 1994 to 2002 in Colorado. Many planners anticipate this proportion will grow even

Skill Level

Quarters of work experience

more rapidly over the next two decades unless a large influx of younger workers comes into Colorado. In 1994, about 76 percent of Colorado workers were 14-to-44 years old (Figure 1). By 2002, that figure had dropped to about 66 percent of workers. Sixteen percent of Colorado workers were 45-to-54 years old in 1994 and 21 percent were in that age group in 2002.

The falling share of younger workers occurred across the economy of Colorado. The share of workers in Colorado who are 65 and older, the traditional age when most workers leave the labor force permanently, increased slightly, from about 1.9 percent to 2.7 percent, from 1994 to 2002.

Which industries will be most affected by the aging workforce?

Unless there is an infusion of new workers from outside Colorado, or from other Colorado industries, the industries identified in Figure 2⁵ are those likely to be most affected by the aging of the workforce.⁶ If older workers seek either more flexibility in hours or leave these industries completely, companies may suffer a considerable loss of

⁵ Workers in private households are not shown in the text because the coverage of private households is low relative to other industries.

⁶ Because the QWIs come from a mixture of sources, they are not directly comparable with statistics from worker-based surveys such as the decennial census, the American Community Survey, and the Current Population Survey. Industries are based on the Standard Industrial Classification (SIC) system. The LED program converted from the SIC system to the North American Industry Classification System (NAICS) in early 2004. Some classification titles appear to be similar but the detailed industry groups that compose the categories may differ between the SIC and NAICS systems.

Beginning-of-Quarter Employment

Total number of workers who were employed by the same employer in the reference and previous quarters

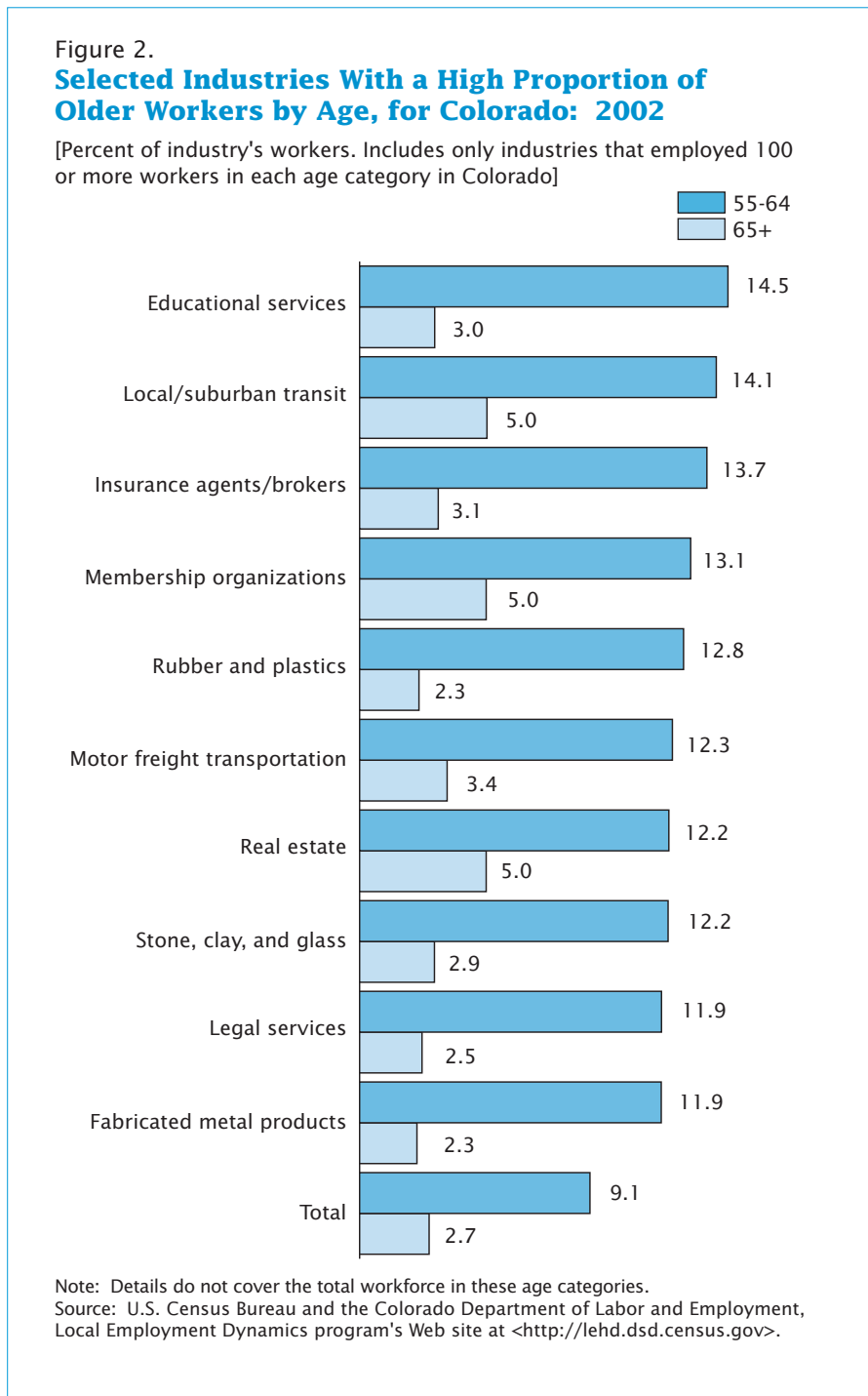
skills and knowledge. Thus, industries with a high proportion of workers near retirement might need, for example, to plan for increased training to respond to the loss of older workers and their institutional knowledge.

Figure 2 shows that the local/suburban transit industry in Colorado had a high proportion of older workers—about 14 percent were 55-64 years old and 5 percent were 65 years and older. Other industries with a relatively high proportion of workers 55 years and older included membership organizations (18 percent), educational services (17.5 percent), and real estate (17.2 percent). Even though the proportion is relatively large, the first industry has a smaller number of older workers (Appendix Table A1).

The demand for older workers and job stability

An indicator of the degree to which businesses need older workers is the turnover rate of older workers within an industry. Industries with a history of relatively high turnover rates may have little need for specific skills and may find it easy to replace employees. As a result, firms in such industries may be likely to pay relatively low wages. A relatively low turnover rate for a specific age group, such as older workers, may indicate that workers in that age group are relatively skilled or not readily replaced. The LED data enable us, for the first time, to identify the nature of demand for older workers in particular industries.

The job turnover rate is also a measure of job stability. Older workers who work in low turnover industries may spend less time looking for work and retraining for new jobs. The average quarterly



turnover rate for all workers in Colorado was 15.3 percent in 2002 (although this includes the relatively high turnover rates of teenagers and young adults).⁷ For workers 65 years and older, it was 14.1

⁷ This is a simple average of four quarters in a calendar year.

percent; for those 55 years and older, 12.7 percent.

The industries in Figure 2 with the highest average quarterly turnover rates for workers 55-64 years old in 2002 were local/suburban transit (average quarterly turnover rate of 15.7 percent), motor freight transportation (12.1 percent), and

Table 1.
Job Stability in Colorado by Industry: 2002

[Top 10 industries statewide employing workers 65 and older]

Industry	Workers 65 and older (number)	Average quarterly turnover rate for workers 65 and older (percent)	Average quarterly turnover rate for workers 14 and older (percent)	Workers 14 and older (number)
Eating and drinking places	4,550	19.4	22.7	160,287
Business services	4,329	17.3	17.7	176,064
Health services	3,522	11.9	12.9	146,868
Construction—special trade	3,194	20.1	18.9	103,752
Miscellaneous retail	2,160	12.5	18.1	52,809
Wholesale trade—durables	1,815	9.5	11.6	65,393
Real estate	1,684	11.7	15.1	33,747
Social services	1,623	12.9	16.6	42,008
Engineering, accounting, and research	1,590	12.9	13.3	74,205
Car dealers and gas stations	1,588	13.0	17.7	42,884

Source: U.S. Census Bureau and the Colorado Department of Labor & Employment, Local Employment Dynamics program, 2002, Appendix Tables A1 and A2. See Web site at <<http://lehd.dsd.census.gov>>.

Turnover Rate — A measure of workforce stability, the turnover rate reflects the movement of workers into and out of jobs.

Turnover rate =

$$\frac{1}{2} * \left(\frac{\text{accessions}_t + \text{separations}_t}{\text{average employment}_{t,t-1}} \right)$$

(A worker who retires is included in the turnover rate.)

real estate (11.4 percent). Industries from Figure 2 with lower average quarterly turnover rates for this age group include rubber and plastics and fabricated metal products (with turnover rates of less than 7 percent each). Average quarterly turnover rates for 2002 for these and other industries are shown in Appendix Table A2.

Of the top ten industries in Colorado employing workers 65 years and older in 2002 (Table 1 and Figure 3), the construction—special trade (20.1 percent) and eating and drinking places (19.4 percent) industries had the highest average quarterly turnover rates;

the lowest was the wholesale trade—durables (9.5 percent) industry.

Where do older workers work?

This section asks where older workers are most concentrated because the types of work performed by today's older workers may indicate the work that older people will perform in the future. Planners might also examine the type of work done by younger age groups, such as those 35-44 years old, for the changes they might expect among older workers, given differences in the type of education different age groups received and changes in the needs of industries.

As shown in Figure 3, the industries where workers 65 years and over were most likely to be employed in Colorado in 2002 were eating and drinking places, business services, health services, (employing 7.1 percent to 9.2 percent of the workforce 65 years and older, over 3,500 workers each), and special trade construction (6.4 percent). More than half (52.6 percent) of workers 65 years and older in Colorado were employed

in the ten industries shown in Figure 3, compared with 49.7 percent of all workers. Older and younger workers may be employed in distinctly different types of firms within these industries, however, and may be assigned different tasks.

Between 1994 and 2002, there were substantial changes in the top ten industries that employed the largest number of workers 65 and older (Table 2).⁸ Despite the shuffling in rank, service industries have long been the major employers of the oldest workers in Colorado.

Employment dynamics and older workers

The employment numbers in the preceding section show only one part of the employment picture. Even when levels of employment in an industry change little, enormous change can occur in the underlying numbers. Economists refer to the underlying changes as "job creation" and "job destruction." Even if employment levels in an industry stay the same, some firms add jobs

⁸ Historical statistics are consistent in the LED program, so it is possible to make comparisons of statistics over time.

and others eliminate jobs. So, while Figure 3 identifies the industries that employed a high proportion of workers 65 years and older in Colorado in 2002, LED program data reveal more detail. LED indicators also tally the number of jobs gained and lost by older workers in the Colorado economy.⁹

The LED statistics reveal that, on average in Colorado in 2002, for workers 65 years and older, 5,950 jobs were created a quarter (Appendix Table A4) and 7,311 were lost (Appendix Table A5)—a net decrease of 1,361 such workers a quarter. The industries that created the most jobs for workers 65 years and older (Table 3) were eating and drinking places, with 733 jobs created on average a quarter, followed by special trade construction (573 jobs). The industries that destroyed the most jobs for the oldest workers were eating and drinking places (795 jobs a quarter on average), business services (679 jobs), and special trade construction (673 jobs). These changes represented, in Colorado in 2002, an average net loss of 61 jobs in eating and drinking places, 100 jobs in special trade construction, and 129 jobs in business services.

What do older workers earn?

On average, full-quarter workers 65 years and older in 2002 earned \$1,954 a month in Colorado, and workers of all ages averaged \$3,251 a month (Table 4 and Appendix Table A6).

As is the case for all workers, the average earnings levels of older workers vary greatly among industries. For example, in eating and drinking places, which employed

⁹ Job losses for older workers can happen in two ways—a firm can actually reduce employment, or it can substitute a younger worker for an older worker who may have taken another job, retired, or left involuntarily.

Figure 3.
Workers 65 Years and Older in Selected Industries for Colorado: 2002

[Percent of workers aged 65+ years]



Source: U.S. Census Bureau and the Colorado Department of Labor & Employment, Local Employment Dynamics program, 2002, Appendix Table A3. See Web site at <<http://lehd.dsd.census.gov>>.

9.2 percent of all workers 65 years and older in Colorado in 2002, the average monthly earnings were \$1,169. Workers 14 and older in that industry had average monthly earnings of \$1,242. About 9 per-

cent of the oldest workers in Colorado were employed by the business services industry, and they had average monthly earnings of \$1,597. Of the top ten industries of older workers in Colorado in 2002, the industry with the highest average monthly earnings was engineering, accounting, and research, with an average of \$3,528 a month; the lowest was miscellaneous retail, with an average \$1,139 a month.

Among all industry groups, holdings and other investment offices industries had the highest average monthly earnings in 2002 for workers 65 years and older—\$4,855—compared with \$4,963 for all work-

Job Gain — New jobs created either by new businesses opening or by existing firms adding new jobs

Job Loss — Jobs lost to the economy when businesses close or reduce employment

Net Job Flow — The difference between current and previous beginning-of-quarter employment across all businesses

Table 2.
Top Ten Employers in Colorado Employing Workers 65 and Older by Rank: 1994 and 2002

1994 rank	2002 rank	Industry	Number of workers 65 and older		Percent change, 1994-2002	Number of workers 14 and older, 2002
			1994	2002		
3	1	Eating and drinking places	1,784	4,550	155.0	160,287
1	2	Business services	2,340	4,329	85.0	176,064
2	3	Health services	2,098	3,522	67.9	146,868
7	4	Construction—special trade	904	3,194	253.3	103,752
4	5	Miscellaneous retail	1,482	2,160	45.7	52,809
6	6	Wholesale trade—durables	1,128	1,815	60.9	65,393
5	7	Real estate	1,247	1,684	35.0	33,747
10	8	Social services	831	1,623	95.3	42,008
8	9	Engineering, accounting, and research ...	882	1,590	80.3	74,205
9	10	Car dealers and gas stations	836	1,588	90.0	42,884

Source: U.S. Census Bureau and the Colorado Department of Labor & Employment, Local Employment Dynamics program, 1994 and 2002, Appendix Tables A1 and A3. See Web site at <<http://lehd.dsd.census.gov>>.

Table 3.
Job Gains and Losses Among Industry Groups in Colorado by Industry: 2002

[Average number of jobs per quarter]

Top ten industries that created jobs for workers 65 and over	Jobs created ¹	Jobs lost ¹	Net change ²	Total employment	
				65 and older	14 and older
Eating and drinking places	733	795	-61	4,550	160,287
Construction—special trade	573	673	-100	3,194	103,752
Business services	550	679	-129	4,329	176,064
Hotels/other lodging places	309	310	-1	1,543	37,815
Amusement and recreation	292	271	21	1,269	40,886
Health services	260	400	-141	3,522	146,868
Miscellaneous retail	236	298	-62	2,160	52,809
Real estate	177	223	-46	1,684	33,747
Engineering, accounting, and research	172	228	-56	1,590	74,205
Agricultural services	159	166	-7	663	20,805

¹ Averages are rounded to whole numbers. ² Computed from actual averages, not from the rounded whole numbers as shown in this table.

Source: U.S. Census Bureau and the Colorado Department of Labor & Employment, Local Employment Dynamics program, 2002, Appendix Tables A1, A4, and A5. See Web site at <<http://lehd.dsd.census.gov>>.

ers in this industry (Table 5). The number of workers 65 years and older in this industry is relatively small—139 workers. Other high paying industries include security and commodity brokers, legal services, and electrical, gas, and sanitary services. Only one of the twelve industries that employed 1500 or more workers 65 years and older—engineering, accounting, and research—was relatively high paying, with average earnings of \$3,528 a month.

Summary

This report provides answers to several key questions related to the aging of Colorado's workforce:

- What is the age composition of the workforce and what are the changes over time?
- Which industries are likely to be affected by the aging of the workforce?

Full-Quarter Employment

Total number of workers who were employed by the same employer in the *reference*, *previous*, and *subsequent* quarters

Average Earnings for Full-Quarter Employees

Total earnings of all workers employed the full quarter divided by the number of such workers

Table 4.
Average Monthly Earnings Among Top Ten Industries in Colorado by Age: 2002

[Full-quarter earnings]

Industry	Average monthly earnings for workers 65 and older (dollars)	Average monthly earnings for workers 14 and older (dollars)	Workers 65 and older (number)	Workers 14 and older (number)
Total	1,954	3,251	49,571	1,806,461
Eating and drinking places	1,169	1,242	4,550	160,287
Business services	1,597	3,876	4,329	176,064
Health services	2,350	3,305	3,522	146,868
Construction—special trade	2,306	3,121	3,194	103,752
Miscellaneous retail	1,139	1,795	2,160	52,809
Wholesale trade—durables	2,630	4,463	1,815	65,393
Real estate	1,736	3,017	1,684	33,747
Social services	1,319	1,852	1,623	42,008
Engineering, accounting, and research	3,528	4,752	1,590	74,205
Car dealers and gas stations	1,928	3,109	1,588	42,884

Source: U.S. Census Bureau and the Colorado Department of Labor & Employment, Local Employment Dynamics program, 2002, Appendix Table A6. See Web site at <<http://lehd.dsd.census.gov>>.

Table 5.
Average Monthly Earnings of Workers in Colorado by Age: 2002

[Full-quarter earnings. Includes only industries that employed 100 or more workers 65 and older in Colorado]

Industry	Average monthly earnings of workers 65 and older (dollars)	Average monthly earnings of workers 14 and older (dollars)	Workers 65 and older (number)	Workers 14 and older (number)
Holding and other investment offices	4,855	4,963	139	6,323
Security and commodity brokers	4,815	5,612	220	12,328
Legal services	3,848	4,889	381	15,449
Electrical, gas, and sanitary services	3,758	5,793	229	16,564
Measuring/analyzing instruments	3,695	4,694	246	20,374
Engineering, accounting, and research	3,528	4,752	1,590	74,205
Insurance carriers	3,299	4,082	257	28,566
Oil and gas extraction	3,280	5,387	189	8,530
Communications	3,244	4,654	293	56,963
Industrial and commercial machinery	3,231	5,282	383	27,482

Source: U.S. Census Bureau and the Colorado Department of Labor & Employment, Local Employment Dynamics program, 2002, Appendix Tables A1 and A6. See Web site at <<http://lehd.dsd.census.gov>>.

- Which industries have the lowest turnover rates of older workers?
- In which industries are older workers most likely to be employed?
- How much do older workers earn?

In Colorado in 2002, the industries that employed the highest proportions of workers 55-64 years old, and hence were likely to be affected by retirements in the coming decade were local and suburban transit, membership organizations,

educational services, and real estate.

The local/suburban transit, membership organizations, and real estate industries had high proportions of workers 65 years and older. In terms of pay, older workers tended to fare best in industries with relatively few older workers and, as for all workers, in industries with highly trained, professional employees, such as in financial firms.

SOURCES AND ACCURACY OF THE DATA

Background

The U.S. Census Bureau and partner states produce Quarterly Workforce Indicators (QWIs) for each state, metropolitan area, county, and Workforce Investment Board area. QWIs for other geographic areas are available through the state partners.

The QWIs are updated each quarter and annual averages are available at <<http://lehd.dsd.census.gov>>.

Overview

The QWIs are key economic indicators selected jointly by the Census Bureau and its partner states. Each QWI provides a critical measure of an area's economy and is a tool to understand changes in the core performance of local economies.

The QWIs are updated 7 months after the end of a quarter, which makes them a current and a historical time series to monitor economic change. They serve as early indicators to states and local areas of emerging trends and help to identify turning points in the dynamics of the workforce and specific industries.

The database covers about 98 percent of the labor force.¹⁰ The QWIs are derived from state administrative records and basic demographic information from other existing sources. Some information about the workforce is not now available in this database, including hours and weeks worked, educational attainment, occupation, and whether workers worked for an entire quarter or a part of the quarter. There are other types of errors in administrative data, including coding errors in personal identifiers, coding errors in business identifiers, and errors in wage records (see the technical documentation on <http://lehd.dsd.census.gov>).

Because the QWIs come from a mixture of sources, they are not

¹⁰ The database for each state covers about 98 percent of nonagricultural, private wage, and salaried employment. Most state and local government employees are included, but many federal workers are not (depending on the state). The remaining 2 percent are railroad workers and workers for some nonprofit organizations. Self-employed workers and independent contractors are not in the covered universe. See U.S. Census Bureau, David W. Stevens and Julia Lane, "Employment That Is Not Covered By State Unemployment," Technical Paper No. TP-2002-16, January 2002, available on <http://lehd.dsd.census.gov>.

directly comparable with statistics from worker-based surveys, such as the decennial census, the American Community Survey, and the Current Population Survey. Industries are based on the Standard Industrial Classification (SIC) system. The LED program will convert from the SIC system to the North American Industry Classification System (NAICS) in early 2004. Some classification titles appear to be similar, but the detailed industry groups that compose the categories may differ between the SIC and NAICS systems.

Enhanced Unemployment Insurance (UI) wage records are the basic data source for the QWIs. Administrative records and the surveys differ in coverage, the timing of data collection, and concept definitions. The QWIs are not exactly comparable with establishment surveys either, such as those from the Bureau of Labor Statistics' Quarterly Census of Employment and Wages (QCEW) program, which capture employment at an establishment on the 12th of the month.

The LED database can respond to a wide variety of questions about the workforce because it allows multiple definitions of "employment." That is because the QWI are job-based statistics and different from the worker-based statistics familiar to many researchers.¹¹ The LED database includes all jobs held:

1. In a quarter, regardless of length of time the job is held
2. At the beginning of a quarter (the measure used in this report)
3. At the end of a quarter
4. For a full quarter

¹¹ For the QWIs, a "job" is defined as equivalent records for an employer and employee.

The measure that is closest to the QCEW definition of employment is the second one, jobs held at the beginning of a quarter. This second measure has the additional advantage that the trends are similar to those shown by worker-based surveys such as the decennial census, although the levels differ.

Another difference among datasets is measurement of earnings. According to the BLS Handbook of Methods (1997), UI wage records measure "gross wages and salaries, bonuses, stock options, tips and other gratuities, and the value of meals and lodging, where supplied." They do not include Old Age Survivor and Disability Insurance (OASDI), health insurance, workers' compensation, unemployment insurance, private pensions, and welfare funds. The LED database does not include the number of hours or weeks an employee worked. Thus, what appears for an industry such as retail trade to be low average earnings in a given year or quarter may be the result of relatively low hourly wages, not working many hours in the time period, or both. In retail trade, much of the work is part-time and this affects the LED measure of average earnings.

The confidentiality of the statistics is protected.

The Census Bureau and the state partners are committed to protecting the confidentiality of the data in the LED files. Technically, the approach to avoid disclosure of individual information is to combine cell suppression methodology with the addition of statistical noise, controlling key measures to county employment levels as reported by the Bureau of Labor Statistics. In plainer English, the statistical techniques the Census Bureau uses mean that the actual statistics are not shown if the numbers in a cell

are small. Rather, the statistics that are shown are "fuzzy," that is, close to the actual information but not exact.

Only Census Bureau employees or individuals who have Special Sworn Status are permitted to work with the data. Everyone who has access to Title 13 data must have an official security clearance based on a background check, including fingerprinting. Additionally, they are subject to a fine of up to \$250,000, up to five years in jail, or both, if confidential information is disclosed. The Census Bureau and state data custodians review all projects before release to avoid disclosure of confidential information.

More detailed information about the confidentiality protection system is available under the "Confidentiality" menu at <http://lehd.dsd.census.gov>.

Why the Census Bureau produces the LED statistics

The Census Bureau and the state partners are committed to protecting the integrity of information and producing the highest quality statistics. We accomplish this by ensuring that the LED program is consistent with the Census Bureau's legal authority and mission, that the methodologies used are the best alternatives, and that the LED program produces demonstrated benefits.

The state partners and the Census Bureau both benefit from the LED program. The state partners fulfill their mandate to provide high quality regional labor market information and the Census Bureau improves the economic and demographic survey estimates and intercensal population estimates. Specifically, the LED program supports Census Bureau research on improving the quality, use, and analysis of its census, survey, and estimation-based data products.

Estimates of the employed population by demographic, geographic,

and industrial detail enhance the Census Bureau's existing agency-wide programs. In particular, estimates of workers in each county and industry, in conjunction with statistical information about employers, will provide long-needed and critical but previously unavailable information for key programs such as the demographic survey estimates and the intercensal population estimates program. Census Bureau programs will benefit from new information on turnover, job gain, and job loss by age and sex, and information on the employment of individuals in each county.

More information about the benefits of the LED program may be found on the LED Web site at <http://lehd.dsd.census.gov>.

ACKNOWLEDGEMENT

Research for and production of this report were supported under an interagency agreement with the Behavioral and Social Research Program, National Institute on Aging, Agreement No. Y1-AG-9415-01.

APPENDIX TABLES

Table A1.
Employment in Colorado by Industry and Age: 2002

[Beginning-of-quarter employment]

Industry	14-44 years	45-54 years	55-64 years	65 years and older	14 years and older
Total	1,217,218	375,700	163,971	49,571	1,806,461
Agriculture					
Agricultural production—crops	3,944	1,249	666	483	6,342
Agricultural production—livestock	3,336	973	494	294	5,097
Agricultural services	15,612	3,298	1,232	663	20,805
Forestry	55	18	*7	*3	83
Fishing, hunting, and trapping	2	*4	-	-	12
Mining					
Metal mining	620	541	181	17	1,359
Coal mining	1,181	684	253	16	2,135
Oil and gas extraction	4,784	2,720	836	189	8,530
Mining and quarrying—nonmetallic	1,218	507	262	59	2,045
Construction					
Building construction—general contractors	18,098	6,958	2,497	646	28,199
Construction other than building	12,895	4,216	1,811	474	19,394
Construction—special trade	73,852	19,522	7,185	3,194	103,752
Manufacturing					
Food and kindred products	17,300	5,927	2,623	508	26,357
Tobacco products	-	-	-	-	-
Textile mill products	228	85	42	12	367
Apparel from fabrics	1,939	663	324	101	3,027
Lumber and wood products	3,977	1,226	484	186	5,873
Furniture and fixtures	3,719	1,206	513	119	5,557
Paper and allied products	1,777	816	362	54	3,009
Printing and publishing	15,396	6,089	2,705	588	24,777
Chemicals	3,196	1,124	404	92	4,816
Petroleum refining	*471	*196	*76	15	757
Rubber and plastics	3,697	1,573	792	145	6,206
Leather and leather products	347	*228	*125	10	711
Stone, clay, and glass	6,394	2,777	1,314	318	10,803
Primary metal industries	1,230	*777	*455	*52	2,514
Fabricated metal products	7,454	3,418	1,506	286	12,664
Industrial and commercial machinery	16,141	7,908	3,051	383	27,482
Electronic and electrical equipment	11,386	4,597	1,600	189	17,771
Transportation equipment	6,291	*3851	*1674	144	11,960
Measuring and analyzing instruments	11,660	6,109	2,358	246	20,374
Miscellaneous manufacturing	2,707	983	463	155	4,308
Transportation, Communication, and Utilities					
Railroad transportation	-	-	-	-	-
Local and suburban transit	3,675	1,440	889	318	6,322
Motor freight transportation	14,550	5,837	2,986	835	24,209
Water transportation	*56	16	22	-	96
Transportation by air	16,280	6,554	2,517	246	25,595
Pipelines, except natural gas	24	22	10	3	58
Transportation services	4,921	1,623	790	176	7,509
Communications	41,154	12,118	3,399	293	56,963
Electrical, gas, and sanitary services	7,259	*6478	*2598	229	16,564
Wholesale Trade					
Wholesale trade—durables	41,334	15,598	6,646	1,815	65,393
Wholesale trade—nondurables	26,340	9,156	3,847	1,117	40,459
Retail Trade					
Building materials and hardware dealers	14,819	4,435	2,241	828	22,323
General merchandise stores	31,457	8,081	4,888	*2321	46,747
Food stores	25,528	7,040	2,954	818	36,340
Car dealers and gas stations	29,662	7,783	3,851	1,588	42,884
Apparel and accessory stores	12,874	1,723	978	397	15,972
Home furniture stores	16,033	3,476	1,632	489	21,630
Eating and drinking places	135,050	14,762	5,925	4,550	160,287
Miscellaneous retail	36,493	9,186	4,970	2,160	52,809

Table A1.
Employment in Colorado by Industry and Age: 2002 — Con.

[Beginning-of-quarter employment]

Industry	14-44 years	45-54 years	55-64 years	65 years and older	14 years and older
Finance, Insurance, and Real Estate					
Depository institutions	21,073	6,408	2,887	589	30,956
Nondepository institutions	12,468	3,522	1,349	181	17,520
Security and commodity brokers	8,649	2,426	1,034	220	12,328
Insurance carriers	18,782	6,833	2,695	257	28,566
Insurance agents and brokers	6,667	3,115	1,609	364	11,756
Real estate	20,183	7,767	4,114	1,684	33,747
Holding and other investment offices	4,179	1,399	606	139	6,323
Services					
Hotels and other lodging places	26,972	6,131	3,169	1,543	37,815
Personal services	14,854	3,634	1,986	920	21,394
Business services	123,551	34,541	13,642	4,329	176,064
Car repair, services, and parking	16,678	3,968	1,884	1,113	23,642
Miscellaneous repair services	4,242	1,469	615	208	6,534
Motion pictures	7,056	753	267	84	8,158
Amusement and recreation	30,069	6,377	3,171	1,269	40,886
Health services	86,476	39,949	16,921	3,522	146,868
Legal services	8,961	4,270	1,838	381	15,449
Educational services	11,990	5,431	3,064	624	21,109
Social services	27,320	8,591	4,475	1,623	42,008
Museums, galleries, and gardens	987	318	*194	*75	1,574
Membership organizations	9,761	3,986	2,189	836	16,772
Engineering, accounting, and research	45,811	18,494	8,310	1,590	74,205
Private households	1,389	503	424	170	2,485
Services, not elsewhere classified	670	238	92	29	1,028

- Value equals zero or is suppressed because it does not meet standards for publication.

* The value has been significantly distorted to protect confidentiality. A description of the confidentiality protection system is available at <<http://www.lehd-test.net/factsheets/index.php>>.

Source: U.S. Census Bureau and Colorado Department of Labor & Employment, Local Employment Dynamics program, 2002. See Web site at <<http://lehd.dsd.census.gov>>.

Table A2.
Average Quarterly Turnover Rates in Colorado by Industry and Age: 2002

[In percent]

Industry	14-44 years	45-54 years	55-64 years	65 years and older	14 years and older
Total	17.6	11.5	11.3	14.1	15.3
Agriculture					
Agricultural production—crops	23.7	17.4	19.3	*26.5	21.8
Agricultural production—livestock	18.2	12.9	12.4	*16.8	16.3
Agricultural services	22.7	16.6	17.3	23.0	21.1
Forestry	40.7	-	*26.7	-	24.6
Fishing, hunting, and trapping	-	-	-	-	16.5
Mining					
Metal mining	15.9	*8.7	*11.1	8.1	12.1
Coal mining	*15.0	*10.6	*10.5	*26.0	*12.9
Oil and gas extraction	13.5	9.1	8.2	10.7	11.4
Mining and quarrying—nonmetallic	14.5	9.0	9.8	*10.8	12.3
Construction					
Building construction—general contractors	19.5	14.9	14.2	17.4	17.5
Construction other than building	22.0	17.8	17.3	21.9	20.4
Construction—special trade	20.3	15.7	16.0	20.1	18.9
Manufacturing					
Food and kindred products	12.1	*7.3	8.3	13.0	10.5
Tobacco products	-	-	-	-	-
Textile mill products	12.1	*27.8	*11.7	*26.7	36.3
Apparel from fabrics	37.5	9.4	*9.8	*12.5	12.1
Lumber and wood products	13.7	11.3	10.5	*13.1	14.5
Furniture and fixtures	16.0	*9.5	*8.7	*10.0	12.1
Paper and allied products	13.7	*5.5	*6.1	*10.8	8.2
Printing and publishing	10.0	*9.6	*9.3	11.7	11.5
Chemicals	*13.0	*8.1	*7.9	*11.9	*9.0
Petroleum refining	*9.6	*14.1	*6.5	-	19.3
Rubber and plastics	25.4	7.3	6.5	*10.4	9.9
Leather and leather products	11.9	*4.6	*3.0	14.7	4.8
Stone, clay, and glass	5.6	7.6	8.5	15.4	10.9
Primary metal industries	13.0	*4.5	*4.3	*9.9	6.3
Fabricated metal products	8.2	6.7	6.8	10.8	9.6
Industrial and commercial machinery	11.9	10.2	10.4	*11.8	11.2
Electronic and electrical equipment	11.9	*12.4	*14.2	*19.2	12.2
Transportation equipment	11.8	*12.8	*13.5	*13.4	13.0
Measuring and analyzing instruments	13.2	*4.9	6.1	7.5	6.2
Miscellaneous manufacturing	6.9	10.5	10.0	*10.4	13.8
Transportation, Communication, and Utilities					
Railroad transportation	-	-	-	-	-
Local and suburban transit	18.2	16.5	15.6	14.0	17.1
Motor freight transportation	18.3	13.5	12.1	13.1	16.0
Water transportation	27.5	-	*21.9	-	29.1
Transportation by air	7.9	4.5	6.1	*11.3	6.7
Pipelines, except natural gas	25.4	*31.1	-	-	35.8
Transportation services	15.4	10.5	9.0	12.0	13.4
Communications	13.9	8.7	9.6	12.8	12.3
Electrical, gas, and sanitary services	*8.8	*4.9	*5.3	*10.9	*6.6
Wholesale Trade					
Wholesale trade—durables	13.1	9.6	9.5	9.5	11.6
Wholesale trade—nondurables	13.7	9.3	9.2	12.7	12.0
Retail Trade					
Building materials and hardware dealers	16.2	11.0	10.2	10.4	14.0
General merchandise stores	*20.1	*12.1	*10.0	*8.8	*16.6
Food stores	15.6	7.6	7.6	11.4	12.7
Car dealers and gas stations	20.3	13.7	12.7	12.9	17.7
Apparel and accessory stores	26.1	13.7	12.4	12.0	22.5
Home furniture stores	18.1	11.6	11.1	10.4	16.1
Eating and drinking places	24.2	16.7	15.7	19.4	22.7
Miscellaneous retail	21.0	13.4	12.7	12.5	18.1

Table A2.
Average Quarterly Turnover Rates in Colorado by Industry and Age: 2002 — Con.

[In percent]

Industry	14-44 years	45-54 years	55-64 years	65 years and older	14 years and older
Finance, Insurance, and Real Estate					
Depository institutions	14.0	10.0	9.9	9.7	12.6
Nondepository institutions	16.6	12.4	12.6	*15.8	15.3
Security and commodity brokers	14.2	10.9	9.8	*10.8	13.0
Insurance carriers	10.0	7.2	7.5	*12.1	9.0
Insurance agents and brokers	14.9	10.7	10.5	10.6	12.9
Real estate	17.7	12.2	11.4	11.7	15.1
Holding and other investment offices	11.5	8.9	9.7	*10.4	10.6
Services					
Hotels and other lodging places	23.5	16.0	15.7	17.6	20.8
Personal services	22.2	15.2	15.1	15.8	19.7
Business services	19.2	15.0	15.0	17.3	17.6
Car repair, services, and parking	18.5	12.7	12.2	11.1	16.3
Miscellaneous repair services	16.1	11.8	9.6	11.2	14.2
Motion pictures	22.8	15.3	15.6	22.2	21.6
Amusement and recreation	26.2	17.5	18.2	20.7	23.0
Health services	15.1	10.2	9.7	11.9	12.9
Legal services	12.9	8.8	8.3	9.1	11.0
Educational services	16.3	10.9	8.7	11.0	13.3
Social services	19.1	13.1	12.5	12.8	16.6
Museums, galleries, and gardens	18.0	*12.4	*12.0	*14.6	15.5
Membership organizations	16.4	9.0	8.7	11.9	12.7
Engineering, accounting, and research	14.5	11.6	11.6	12.9	13.3
Private households	22.0	16.4	12.9	*15.4	18.2
Services, not elsewhere classified	18.4	*13.3	*15.1	*20.7	16.8

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Source: U.S. Census Bureau and Colorado Department of Labor & Employment Local Employment Dynamics program, 2002. See Web site at <<http://lehd.dsd.census.gov>>.

Table A3.
Colorado Employment by Industry and Age: 1994 and 2002

[Beginning-of-quarter employment]

Industry	Under 65		65 and older	
	1994	2002	1994	2002
Total	1,404,780	1,756,889	27,628	49,571
Agriculture				
Agricultural production—crops	5,289	5,859	269	483
Agricultural production—livestock	4,272	4,803	165	294
Agricultural services	11,209	20,142	221	663
Forestry	44	80	-	*3
Fishing, hunting, and trapping	16	5	*3	-
Mining				
Metal mining	1,874	1,342	*14	17
Coal mining	2,552	2,118	9	16
Oil and gas extraction	9,582	8,340	150	189
Mining and quarrying—nonmetallic	1,279	1,986	36	59
Construction				
Building construction—general contractors	19,633	27,554	275	646
Construction other than building	11,513	18,921	200	474
Construction—special trade	56,597	100,559	904	3,194
Manufacturing				
Food and kindred products	26,875	25,849	365	508
Tobacco products	-	-	-	-
Textile mill products	419	356	11	12
Apparel from fabrics	3,568	2,926	75	101
Lumber and wood products	4,823	5,687	77	186
Furniture and fixtures	3,485	5,438	44	119
Paper and allied products	2,979	2,954	28	54
Printing and publishing	24,208	24,189	462	588
Chemicals	11,296	4,724	100	92
Petroleum refining	874	*742	*18	15
Rubber and plastics	6,602	6,062	84	145
Leather and leather products	*1584	699	*25	10
Stone, clay, and glass	8,410	10,485	146	318
Primary metal industries	3,387	2,461	42	*52
Fabricated metal products	11,068	12,378	163	286
Industrial and commercial machinery	30,041	27,099	269	383
Electronic and electrical equipment	16,437	17,582	120	189
Transportation equipment	10,294	11,815	52	144
Measuring and analyzing instruments	20,763	20,127	171	246
Miscellaneous manufacturing	4,669	4,153	116	155
Transportation, Communication, and Utilities				
Railroad transportation	-	-	-	-
Local and suburban transit	3,862	6,004	102	318
Motor freight transportation	25,619	23,373	490	835
Water transportation	96	94	*6	-
Transportation by air	17,558	25,350	121	246
Pipelines, except natural gas	93	55	-	3
Transportation services	6,123	7,333	158	176
Communications	33,738	56,671	133	293
Electrical, gas, and sanitary services	13,908	16,335	134	229
Wholesale Trade				
Wholesale trade—durables	54,537	63,578	1,128	1,815
Wholesale trade—nondurables	33,120	39,343	809	1,117
Retail Trade				
Building materials and hardware dealers	14,246	21,495	521	828
General merchandise stores	34,561	44,425	*1158	*2321
Food stores	45,661	35,522	551	818
Car dealers and gas stations	32,787	41,296	836	1,588
Apparel and accessory stores	14,173	15,575	389	397
Home furniture stores	14,171	21,141	296	489
Eating and drinking places	130,176	155,737	1,784	4,550
Miscellaneous retail	40,104	50,649	1,482	2,160

Table A3.
Colorado Employment by Industry and Age: 1994 and 2002 — Con.

[Beginning-of-quarter employment]

Industry	Under 65		65 and older	
	1994	2002	1994	2002
Finance, Insurance, and Real Estate				
Depository institutions	24,560	30,367	391	589
Nondepository institutions	11,680	17,339	106	181
Security and commodity brokers	8,106	12,108	146	220
Insurance carriers	21,474	28,309	157	257
Insurance agents and brokers	8,571	11,391	260	364
Real estate	26,363	32,064	1,247	1,684
Holding and other investment offices	5,709	6,184	81	139
Services				
Hotels and other lodging places	36,525	36,272	830	1,543
Personal services	17,207	20,474	605	920
Business services	122,890	171,734	2,340	4,329
Car repair, services, and parking	15,880	22,530	599	1,113
Miscellaneous repair services	5,245	6,327	127	208
Motion pictures	5,388	8,075	61	84
Amusement and recreation	30,974	39,616	609	1,269
Health services	113,661	143,345	2,098	3,522
Legal services	13,220	15,069	276	381
Educational services	12,774	20,485	341	624
Social services	26,860	40,386	831	1,623
Museums, galleries, and gardens	*819	1,499	*39	*75
Membership organizations	13,790	15,936	638	836
Engineering, accounting, and research	49,517	72,615	882	1,590
Private households	2,413	2,315	243	170
Services, not elsewhere classified	970	999	18	29

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Source: U.S. Census Bureau and Colorado Department of Labor & Employment, Local Employment Dynamics program, 2002. See Web site at <<http://lehd.dsd.census.gov>>.

Table A4.

Composition of Job Creation in Colorado by Industry and Age: 2002

Industry	14-44 years	45-54 years	55-64 years	65 years and older
Total	158,778	33,734	15,104	5,950
Agriculture				
Agricultural production—crops	1,039	287	156	139
Agricultural production—livestock	477	114	57	40
Agricultural services	3,471	542	224	159
Forestry	16	4	*2	-
Fishing, hunting, and trapping	3	*1	-	-
Mining				
Metal mining	71	28	11	2
Coal mining	133	61	20	2
Oil and gas extraction	515	178	54	12
Mining and quarrying—nonmetallic	140	32	15	6
Construction				
Building construction—general contractors	2,987	811	295	95
Construction other than building	2,008	506	223	88
Construction—special trade	13,160	2,611	1,013	573
Manufacturing				
Food and kindred products	1,193	310	123	57
Tobacco products	-	-	-	-
Textile mill products	15	4	2	1
Apparel from fabrics	257	58	34	14
Lumber and wood products	486	90	38	23
Furniture and fixtures	399	94	40	15
Paper and allied products	124	28	12	4
Printing and publishing	1,593	548	243	62
Chemicals	235	76	25	6
Petroleum refining	*40	*11	*3	1
Rubber and plastics	313	76	27	11
Leather and leather products	19	*4	*2	-
Stone, clay, and glass	568	119	64	40
Primary metal industries	76	*26	*8	*3
Fabricated metal products	685	178	77	29
Industrial and commercial machinery	1,325	433	167	30
Electronic and electrical equipment	640	232	108	22
Transportation equipment	1,415	*1029	*432	20
Measuring and analyzing instruments	714	259	103	12
Miscellaneous manufacturing	415	92	43	17
Transportation, Communication, and Utilities				
Railroad transportation	-	-	-	-
Local and suburban transit	439	149	100	37
Motor freight transportation	1,956	552	290	87
Water transportation	26	7	5	-
Transportation by air	1,280	301	105	20
Pipelines, except natural gas	1	*1	-	-
Transportation services	646	209	108	23
Communications	2,115	434	121	14
Electrical, gas, and sanitary services	561	*207	*74	19
Wholesale Trade				
Wholesale trade—durables	4,130	1,155	509	136
Wholesale trade—nondurables	2,651	631	255	110
Retail Trade				
Building materials and hardware dealers	1,700	357	186	67
General merchandise stores	4,045	719	346	141
Food stores	2,445	332	171	71
Car dealers and gas stations	3,827	717	352	152
Apparel and accessory stores	2,283	211	108	38
Home furniture stores	1,885	352	159	44
Eating and drinking places	21,167	2,240	902	733
Miscellaneous retail	6,487	1,099	598	236

Table A4.

Composition of Job Creation in Colorado by Industry and Age: 2002 — Con.

Industry	14-44 years	45-54 years	55-64 years	65 years and older
Finance, Insurance, and Real Estate				
Depository institutions	2,506	654	291	44
Nondepository institutions	1,618	342	138	23
Security and commodity brokers	500	169	69	15
Insurance carriers	799	192	78	18
Insurance agents and brokers	1,021	315	152	35
Real estate	3,101	836	450	177
Holding and other investment offices	245	67	40	12
Services				
Hotels and other lodging places	5,783	889	516	309
Personal services	3,118	575	312	136
Business services	13,945	3,275	1,395	550
Car repair, services, and parking	2,528	443	193	103
Miscellaneous repair services	664	161	58	19
Motion pictures	1,082	107	44	23
Amusement and recreation	8,353	1,183	630	292
Health services	8,676	2,597	1,079	260
Legal services	1,014	331	139	30
Educational services	1,635	409	198	54
Social services	3,353	800	425	148
Museums, galleries, and gardens	131	*26	*20	*13
Membership organizations	1,371	312	167	84
Engineering, accounting, and research	4,758	1,467	653	172
Private households	324	83	47	28
Services, not elsewhere classified	104	30	14	6

- Value equals zero or is suppressed because it does not meet standards for publication.

* The value has been significantly distorted to protect confidentiality. A description of the confidentiality protection system is available at <<http://www.lehd-test.net/factsheets/index.php>>.

Source: U.S. Census Bureau and Colorado Department of Labor & Employment, Local Employment Dynamics program, 2002. See Web site at <<http://lehd.dsd.census.gov>>.

Table A5.

Composition of Job Loss in Colorado by Industry and Age: 2002

Industry	14-44 years	45-54 years	55-64 years	65 years and older
Total	151,478	35,798	17,418	7,311
Agriculture				
Agricultural production—crops	1,034	268	160	144
Agricultural production—livestock	473	102	62	48
Agricultural services	3,320	562	252	166
Forestry	18	3	2	-
Fishing, hunting, and trapping	1	-	-	-
Mining				
Metal mining	99	49	20	2
Coal mining	114	52	17	3
Oil and gas extraction	506	190	73	27
Mining and quarrying—nonmetallic	138	43	25	9
Construction				
Building construction—general contractors	3,254	973	365	122
Construction other than building	2,060	585	266	94
Construction—special trade	13,114	2,874	1,147	673
Manufacturing				
Food and kindred products	1,156	326	202	66
Tobacco products	-	-	-	-
Textile mill products	58	18	8	2
Apparel from fabrics	221	54	30	16
Lumber and wood products	504	123	48	26
Furniture and fixtures	471	131	62	17
Paper and allied products	142	40	24	7
Printing and publishing	1,436	491	229	80
Chemicals	207	62	28	11
Petroleum refining	*79	*28	*11	2
Rubber and plastics	344	107	52	17
Leather and leather products	18	*10	*5	2
Stone, clay, and glass	521	140	90	45
Primary metal industries	77	*26	*17	*3
Fabricated metal products	696	200	103	35
Industrial and commercial machinery	1,754	821	331	55
Electronic and electrical equipment	1,272	567	240	44
Transportation equipment	375	*187	*121	16
Measuring and analyzing instruments	667	309	175	23
Miscellaneous manufacturing	401	98	43	19
Transportation, Communication, and Utilities				
Railroad transportation	-	-	-	-
Local and suburban transit	355	122	89	35
Motor freight transportation	2,009	627	357	126
Water transportation	22	6	6	-
Transportation by air	796	216	174	35
Pipelines, except natural gas	3	*2	2	*1
Transportation services	495	150	73	26
Communications	3,329	808	309	43
Electrical, gas, and sanitary services	416	*207	*127	27
Wholesale Trade				
Wholesale trade—durables	4,272	1,316	621	190
Wholesale trade—nondurables	2,643	765	353	161
Retail Trade				
Building materials and hardware dealers	1,568	354	170	87
General merchandise stores	2,093	386	217	132
Food stores	2,460	437	226	111
Car dealers and gas stations	4,219	887	447	212
Apparel and accessory stores	2,034	203	121	56
Home furniture stores	1,902	345	183	64
Eating and drinking places	20,100	2,263	982	795
Miscellaneous retail	5,760	1,102	620	298

Table A5.

Composition of Job Loss in Colorado by Industry and Age: 2002 — Con.

Industry	14-44 years	45-54 years	55-64 years	65 years and older
Finance, Insurance, and Real Estate				
Depository institutions	2,003	547	265	67
Nondepository institutions	1,214	309	141	31
Security and commodity brokers	953	241	97	30
Insurance carriers	1,007	328	163	34
Insurance agents and brokers	819	278	168	48
Real estate	2,686	835	458	223
Holding and other investment offices	412	109	59	17
Services				
Hotels and other lodging places	4,167	716	465	310
Personal services	2,770	541	325	155
Business services	16,005	3,923	1,737	679
Car repair, services, and parking	2,418	464	227	131
Miscellaneous repair services	648	183	71	32
Motion pictures	827	114	44	16
Amusement and recreation	6,834	1,017	558	271
Health services	7,342	2,689	1,303	400
Legal services	982	367	161	40
Educational services	1,373	476	256	76
Social services	3,348	845	474	210
Museums, galleries, and gardens	138	*32	*23	*12
Membership organizations	1,265	324	191	109
Engineering, accounting, and research	4,728	1,679	860	228
Private households	347	88	64	30
Services, not elsewhere classified	117	32	15	6

- Value equals zero or is suppressed because it does not meet standards for publication.

* The value has been significantly distorted to protect confidentiality. A description of the confidentiality protection system is available at <<http://www.lehd-test.net/factsheets/index.php>>.

Source: U.S. Census Bureau and Colorado Department of Labor & Employment, Local Employment Dynamics program, 2002. See Web site at <<http://lehd.dsd.census.gov>>.

Table A6.
Average Monthly Earnings in Colorado by Industry and Age: 2002

[Full-quarter earnings, in dollars]

Industry	45-54 years	55-64 years	65 years and older	14 years and older
Total	4,023	3,608	1,954	3,251
Agriculture				
Agricultural production—crops	2,448	2,136	1,661	2,060
Agricultural production—livestock	2,399	2,137	1,838	2,123
Agricultural services	2,938	2,674	1,793	2,325
Forestry	*2004	*1686	*719	1,945
Fishing, hunting, and trapping	*1416	*1761	*1224	1,329
Mining				
Metal mining	*5900	6,219	*8351	5,569
Coal mining	5,394	5,337	4,455	4,924
Oil and gas extraction	6,647	5,816	3,280	5,387
Mining and quarrying—nonmetallic	4,178	3,892	3,189	3,702
Construction				
Building construction—general contractors	4,648	4,536	2,939	4,020
Construction other than building	4,310	4,465	3,175	3,829
Construction—special trade	3,709	3,399	2,306	3,121
Manufacturing				
Food and kindred products	3,865	3,520	2,229	3,251
Tobacco products	-	-	-	-
Textile mill products	2,868	2,246	2,096	2,637
Apparel from fabrics	2,621	2,441	1,727	2,308
Lumber and wood products	3,223	2,898	2,222	2,750
Furniture and fixtures	3,763	3,527	2,394	3,254
Paper and allied products	4,501	4,584	2,991	3,980
Printing and publishing	3,698	3,295	1,978	3,303
Chemicals	4,867	4,829	3,151	4,153
Petroleum refining	*5959	6,127	*6902	4,728
Rubber and plastics	4,310	4,324	2,542	3,631
Leather and leather products	*4499	*4136	*1907	*3935
Stone, clay, and glass	4,037	4,250	2,974	3,628
Primary metal industries	*4217	*3929	*3946	3,964
Fabricated metal products	3,975	4,036	2,727	3,494
Industrial and commercial machinery	5,852	5,179	3,231	5,282
Electronic and electrical equipment	4,899	4,344	3,190	4,481
Transportation equipment	*6022	*6153	*4353	5,328
Measuring and analyzing instruments	5,127	4,743	3,695	4,694
Miscellaneous manufacturing	2,945	2,802	1,870	2,545
Transportation, Communication, and Utilities				
Railroad transportation	*7105	*7129	*2969	
Local and suburban transit	2,258	1,936	1,373	2,104
Motor freight transportation	3,226	2,938	2,093	2,906
Water transportation	2,117	2,478	*395	2,034
Transportation by air	4,352	4,382	2,531	3,832
Pipelines, except natural gas	*5118	5,104	*1887	4,405
Transportation services	3,269	2,981	1,787	2,988
Communications	5,172	4,793	3,244	4,654
Electrical, gas, and sanitary services	*6260	*6082	3,758	5,793
Wholesale Trade				
Wholesale trade—durables	5,098	4,520	2,630	4,463
Wholesale trade—nondurables	4,384	3,877	2,135	3,769
Retail Trade				
Building materials and hardware dealers	2,929	2,555	1,744	2,505
General merchandise stores	1,859	1,673	*1169	1,605
Food stores	2,698	2,435	1,378	2,128
Car dealers and gas stations	3,800	3,304	1,928	3,109
Apparel and accessory stores	2,011	1,856	1,154	1,465
Home furniture stores	3,223	2,807	1,931	2,503
Eating and drinking places	1,674	1,488	1,169	1,242
Miscellaneous retail	2,204	1,876	1,139	1,795

Table A6.
Average Monthly Earnings in Colorado by Industry and Age: 2002 — Con.

[Full-quarter earnings, in dollars]

Industry	45-54 years	55-64 years	65 years and older	14 years and older
Finance, Insurance, and Real Estate				
Depository institutions	3,936	3,651	2,270	3,173
Nondepository institutions	5,769	5,086	3,148	4,900
Security and commodity brokers	6,748	6,242	4,815	5,612
Insurance carriers	4,647	4,518	3,299	4,082
Insurance agents and brokers	4,296	4,041	2,628	3,713
Real estate	3,552	3,119	1,736	3,017
Holding and other investment offices	5,956	5,512	4,855	4,963
Services				
Hotels and other lodging places	2,124	1,826	1,295	1,830
Personal services	2,291	1,950	1,306	1,926
Business services	4,474	3,634	1,597	3,876
Car repair, services, and parking	3,155	2,509	1,221	2,661
Miscellaneous repair services	3,231	2,965	1,937	2,949
Motion pictures	3,166	3,045	1,098	1,851
Amusement and recreation	2,520	2,297	1,347	1,981
Health services	3,935	3,822	2,350	3,305
Legal services	5,509	5,516	3,848	4,889
Educational services	3,130	3,553	2,547	2,814
Social services	2,231	2,072	1,319	1,852
Museums, galleries, and gardens	*2560	*2344	*1401	2,044
Membership organizations	3,045	3,029	1,397	2,513
Engineering, accounting, and research	5,614	5,425	3,528	4,752
Private households	2,202	1,711	1,312	1,870
Services, not elsewhere classified	5,518	3,055	*2649	3,905

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Note: Earnings for workers 65 years and older may reflect lump sum distributions.

Source: U.S. Census Bureau and Colorado Department of Labor & Employment, Local Employment Dynamics program, 2002. See Web site at <<http://lehd.dsd.census.gov>>.

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Economics and Statistics Administration
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