



**STATE OF COLORADO**  
**WORKFORCE REPORT FY 2006-2007**  
Revised March, 2008

The Department of Personnel & Administration, Division of Human Resources, produces an annual workforce report that provides demographic data on employees in the state personnel system. The annual workforce report compiles data to help state executives assess their current departments' human capital and prepare them for future HR scenarios. Data for this and future reports are also the foundation for DHR to use as a workforce planning metric that will help the State of Colorado to plan for future employment issues. The Division will use these data, (compiled with projects in other states through the National Association of State Personnel Executives (NASPE)), to continue the important work of planning for the state workforce of tomorrow.

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## DATA ASSUMPTIONS

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### **Definition of an employee of the state personnel system:**

- Often referred to as a “state classified employee “ or a “civil service employee”;
- Works in the state personnel system;
- Permanent full-time or part-time employee;
- Does not include higher education faculty and administrators;
- Does not include legislative or judicial staff (except for benefits information); and,
- Does not include temporary/contingent employees.

### **Definition of turnover for employees in the state personnel system:**

- Employee-initiated separations;
- Employer-initiated separations;
- Layoffs;
- Retirements; and,
- Deaths.

Turnover data excludes employees who transfer from one department to another because they are still considered employees of the state personnel system.

**Benefits** information is gathered and summarized by higher education and non-higher education institutions and derived from an internal report generated by the DPA/DHR Benefits Unit.

- Only permanent employees are eligible for benefits.
- Temporary employees are not eligible for benefits.
- Note that benefits information includes non-state personnel system employees who are not in higher education, such as judicial and legislative employees, and executive directors.
- New hires are not eligible for benefits until the first month after hire.
- Benefits data includes employees for one additional calendar month following their separation from employment.

**Non-state personnel system employee** information is derived from a payroll file that reports the number of paychecks that were issued to state employees. Only those employees paid through the Colorado Personnel Payroll System (CPPS) are included in this report.

## DATA ASSUMPTIONS

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The state personnel system workforce can be measured by positions, full-time equivalents (FTE), or employees. A position is an individual distinct set of duties or assignments. FTE is the budgetary equivalent of one permanent position based on 2,080 working hours per fiscal year. Employees are the actual people holding a position and working in the personnel system. For purposes of this report, it is important to note that payroll numbers reported for non-state personnel system employees do not necessarily equate to the number of employees because an employee may receive more than one paycheck within a month through the Colorado Personnel Payroll System (CPPS).

The Colorado fiscal year (FY) runs from July 1 until June 30. FY 2006-2007 data in this report are based on a May 31, 2007 download from CPPS and data provided by the University of Colorado (CU) and Colorado State University (CSU).

Average is the arithmetic mean, the value of all the entries in a set of data divided by the number of entries; median is the middle value in a set of data, an equal number of values above it and below it. Due to rounding, percent totals may not always equal 100 percent.

# GENERAL WORKFORCE STATISTICS

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## STATE PERSONNEL SYSTEM HIGHLIGHTS

GENERAL STATISTICS	
United States Population (Census Bureau Population Estimates - 2006)	299,398,484
Colorado Population (Census Bureau Population Estimates - 2006)	4,753,377
Population Rank (Census Bureau Population Estimates - 2006)	22nd
Colorado Labor Force (Bureau of Labor Statistics Employment Statistics - July 2007)	2,332,900

STATE PERSONNEL SYSTEM EMPLOYEES	
Number	31,576
Average Age	46.0
Average Length of Service	9.7
Average Annual Salary	\$48,635
Percent Minorities	27.2%
Percent Females	48.7%

NON-STATE PERSONNEL SYSTEM EMPLOYEES	
Number of Full-Time (Includes Judicial and Legislative employees)*	4,002
Number of Part-Time (Includes Judicial and Legislative employees)*	461
* Does not include Non-State Personnel System Higher Education Employees	

BENEFITS	
Employees Eligible for State Benefits (Includes Judicial and Legislative employees)	35,465
Employees Enrolled in State Medical Benefits (Includes Judicial and Legislative employees)	25,667
Employees Enrolled in State Dental Benefits (Includes Judicial and Legislative employees)	27,426

TURNOVER AND RETIREMENT ELIGIBILITY	
Percent of State Personnel System Employees Eligible to Retire within the next Five Years	31.7%
Annual Turnover Rate (FY 2007)	13.1%

# GENERAL WORKFORCE STATISTICS

## OVERALL AVERAGES FOR GENERAL GOVERNMENT & HIGHER EDUCATION

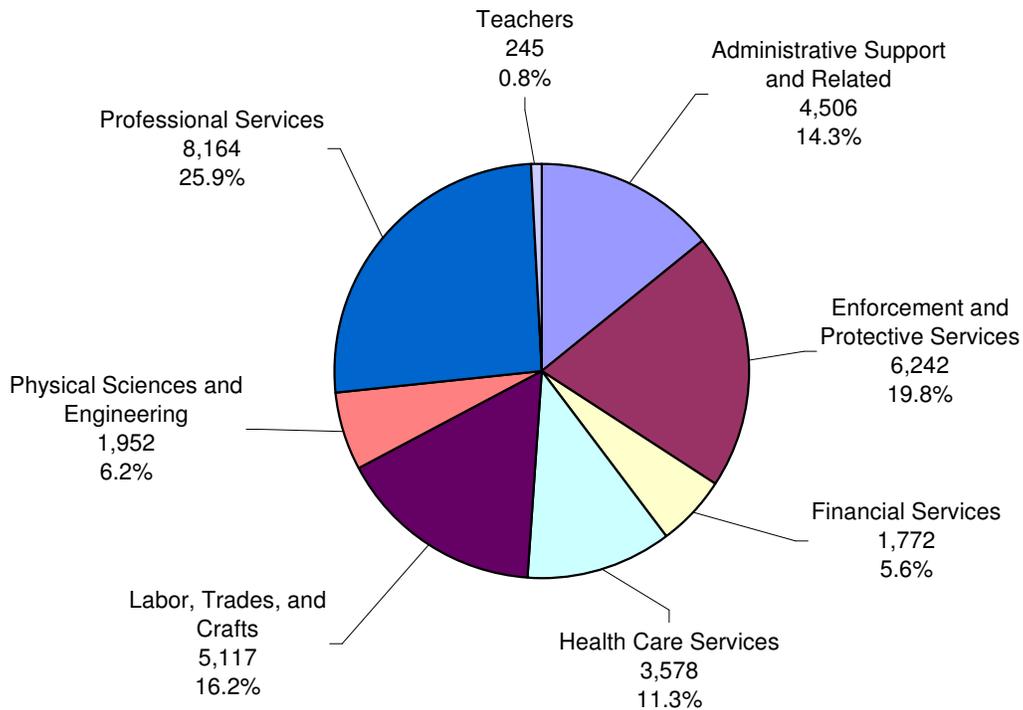
Department	Number of Employees	% of Total Classified Workforce	Average Annual Salary	Average Age	Average Years of Service
Adams State College	93	0.3%	\$35,803	46.3	11.5
Arapahoe Community College	74	0.2%	\$34,364	45.8	6.1
Auraria Higher Education Center	242	0.8%	\$37,433	46.7	9.7
Colorado Commission On Higher Education	3	0.0%	\$38,760	58.1	18.9
Colorado Community College System	61	0.2%	\$40,188	48.5	10.0
Colorado Historical Society	19	0.1%	\$37,211	49.1	12.9
Colorado Northwestern Community College	24	0.1%	\$31,979	47.0	8.1
Colorado School for the Deaf and the Blind	113	0.4%	\$37,210	46.2	10.0
Colorado School Of Mines	238	0.8%	\$44,915	49.9	10.6
Colorado State University	2,076	6.6%	\$40,066	47.1	10.8
Colorado State University - Pueblo	108	0.3%	\$39,871	48.5	13.6
Colorado Student Loan Program	4	0.0%	\$36,942	52.8	19.5
Community College Of Aurora	45	0.1%	\$36,756	48.8	9.7
Community College Of Denver Auraria	38	0.1%	\$42,371	47.1	11.2
Dept. Of Agriculture	274	0.9%	\$50,386	45.7	10.4
Dept. Of Corrections	5,875	18.6%	\$48,779	43.9	8.1
Dept. Of Education	100	0.3%	\$48,032	45.1	8.5
Dept. of Health Care Policy & Finance	221	0.7%	\$59,628	43.5	5.6
Dept. of Human Services	5,458	17.3%	\$46,657	45.8	8.7
Dept. of Labor & Employment	1,032	3.3%	\$54,467	49.2	11.0
Dept. of Law	151	0.5%	\$51,918	47.9	8.9
Dept. of Local Affairs	176	0.6%	\$62,094	48.4	9.5
Dept. of Military Affairs	111	0.4%	\$48,609	48.5	6.8
Dept. of Natural Resources	1,439	4.6%	\$58,761	45.2	10.8
Dept. Of Personnel & Administration	527	1.7%	\$56,291	47.3	11.4
Dept. Of Public Health & Environment	1,119	3.5%	\$63,439	47.0	10.3
Dept. of Public Safety	1,272	4.0%	\$59,060	41.0	9.9
Dept. of Regulatory Agencies	503	1.6%	\$60,774	48.2	9.3
Dept. of Revenue	1,344	4.3%	\$50,661	47.2	10.5
Dept. of State	99	0.3%	\$54,632	43.1	6.3
Dept. of Transportation	3,025	9.6%	\$52,623	46.7	10.9
Dept. of Treasury	22	0.1%	\$58,934	47.5	9.5
Fort Lewis College	125	0.4%	\$39,253	48.4	10.2
Front Range Community College	204	0.6%	\$35,566	48.8	8.3
Governor's Office	2	0.0%	\$56,382	50.4	20.1
Lamar Community College	18	0.1%	\$31,649	50.6	12.3
Legislature	53	0.2%	\$68,043	36.8	5.2
Mesa State College	75	0.2%	\$34,358	49.7	9.2
Metropolitan State College Of Denver	182	0.6%	\$48,041	47.8	12.9
Morgan Community College	16	0.1%	\$30,026	48.2	5.4
Northeastern Junior College	45	0.1%	\$31,155	51.0	12.2
Otero Junior College	24	0.1%	\$29,904	48.4	13.5
Pikes Peak Community College	216	0.7%	\$36,692	46.0	8.6
Pueblo Community College	90	0.3%	\$34,236	47.9	9.7
Red Rocks Community College	86	0.3%	\$35,746	47.3	9.1
Trinidad State Junior College	33	0.1%	\$32,342	49.4	13.2
University Of Colorado - Boulder	2,402	7.6%	\$39,780	46.4	10.0
University Of Colorado - Central Admin	220	0.7%	\$55,049	47.0	10.4
University Of Colorado - Colorado Springs	249	0.8%	\$39,620	45.5	8.0
University Of Colorado - Denver	177	0.6%	\$43,248	48.7	13.0
University Of Colorado - Health Sciences Center	1,011	3.2%	\$43,594	47.2	10.5
University Of Northern Colorado	411	1.3%	\$38,507	49.2	12.9
Western State College	51	0.2%	\$40,579	48.0	11.1
<b>TOTAL</b>	<b>31,576</b>	<b>100.0%</b>	<b>\$48,635</b>	<b>46.0</b>	<b>9.7</b>

# GENERAL WORKFORCE STATISTICS

## OCCUPATIONAL GROUP HIGHLIGHTS

Occupational Group	Number of Employees	Percent of Total Employees	Average Annual Salary	Average Age	Average Years of Service
Administrative Support and Related	4,506	14.3%	\$35,911	47.4	9.6
Enforcement and Protective Services	6,242	19.8%	\$49,605	42.0	8.2
Financial Services	1,772	5.6%	\$52,121	46.7	10.2
Health Care Services	3,578	11.3%	\$45,955	45.7	7.8
Labor, Trades, and Crafts	5,117	16.2%	\$35,727	47.4	9.2
Physical Sciences and Engineering	1,952	6.2%	\$69,274	46.8	12.0
Professional Services	8,164	25.9%	\$58,516	47.0	11.3
Teachers	245	0.8%	\$47,801	49.0	8.4
<b>Total and Averages</b>	<b>31,576</b>	<b>100.0%</b>	<b>\$48,635</b>	<b>46.0</b>	<b>9.7</b>

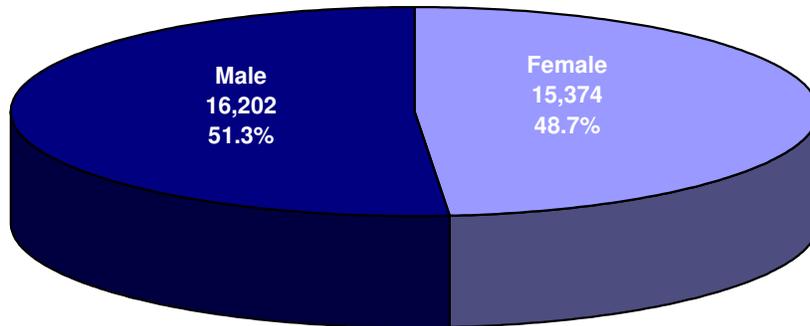
Number and Percent of Employees by Occupational Group



# GENERAL WORKFORCE STATISTICS

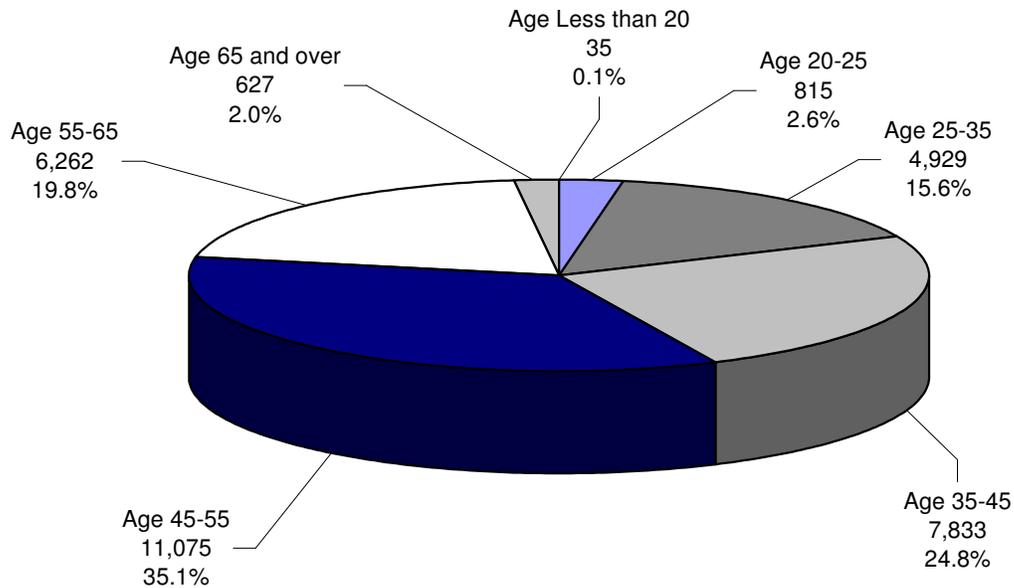
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**Number and Percent of Employees by Gender**



**Number and Percent of Employees by Age Group**

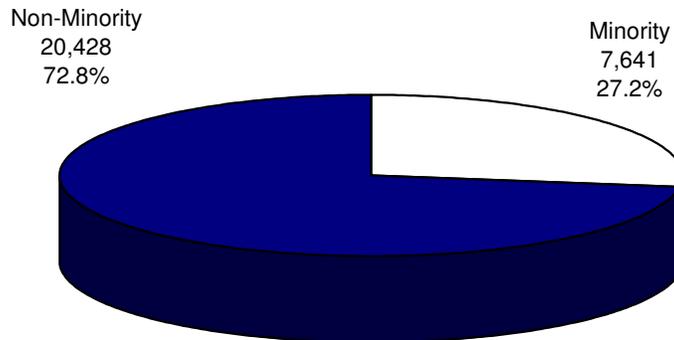
Age Group	Number of Employees	Percent of Total Employees
Less than 20	35	0.1%
20-25	815	2.6%
25-35	4,929	15.6%
35-45	7,833	24.8%
45-55	11,075	35.1%
55-65	6,262	19.8%
Greater than 65	627	2.0%



# GENERAL WORKFORCE STATISTICS

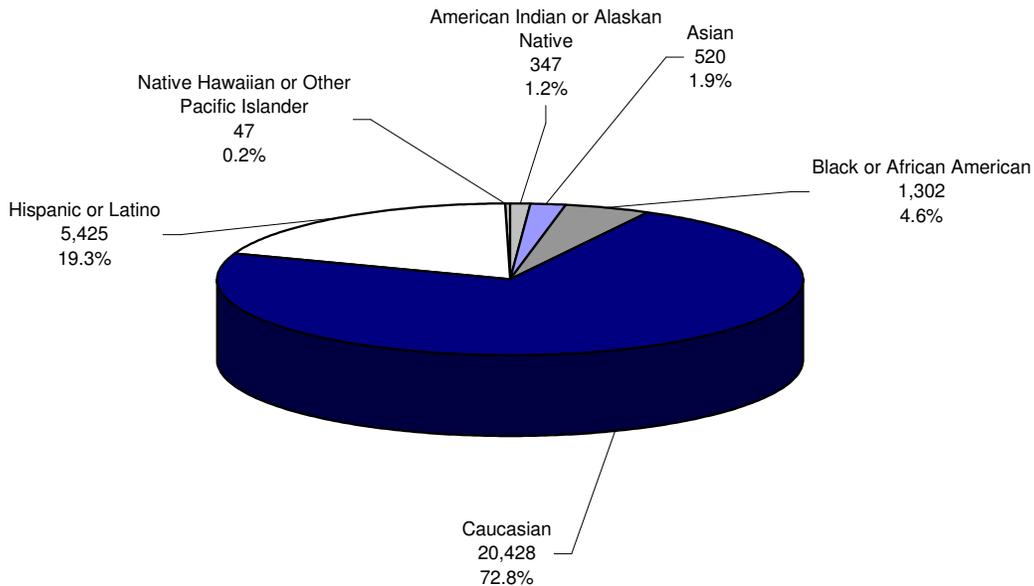
## Number and Percent of Employees by Minority/Non-minority

Ethnic Group	Number of Employees	Percent of Total
Minority	7,641	27.2%
Non-Minority	20,428	72.8%
Not Indicated or Unkown	3,507	
<b>TOTAL</b>	<b>31,576</b>	<b>100.0%</b>



## Number and Percent of Employees by Ethnic Group

Ethnic Group	Number of Employees	Percent of Total
American Indian or Alaskan Native	347	1.2%
Asian	520	1.9%
Black or African American	1,302	4.6%
Caucasian	20,428	72.8%
Hispanic or Latino	5,425	19.3%
Native Hawaiian or Other Pacific Islander	47	0.2%
Not Indicated or Unkown	3,507	
<b>TOTAL</b>	<b>31,576</b>	<b>100.0%</b>



## **WORKFORCE TRENDS**

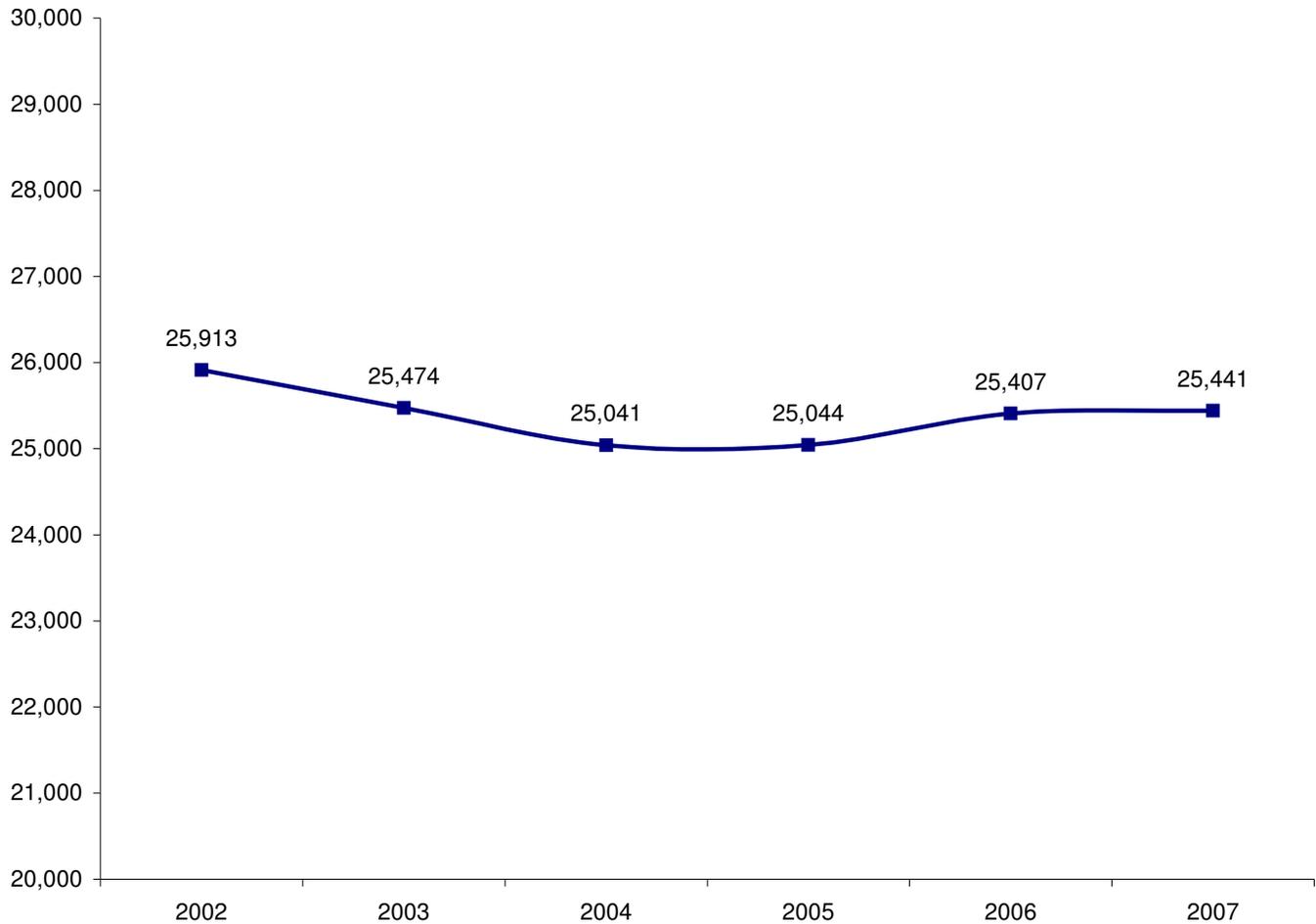
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The Workforce Trends section tracks state personnel system employment growth and the number of employees in specified age ranges over a five-year period.

The table that lists retirement projections by agency and the following charts illustrate the number and percent of employees currently eligible for full retirement, for reduced retirement, and the percent who will be eligible for retirement in the next one to five years. This does not take into account those employees who may have purchased service credit or who have worked for other Public Employees Retirement Association (PERA) employers.

## WORKFORCE TRENDS

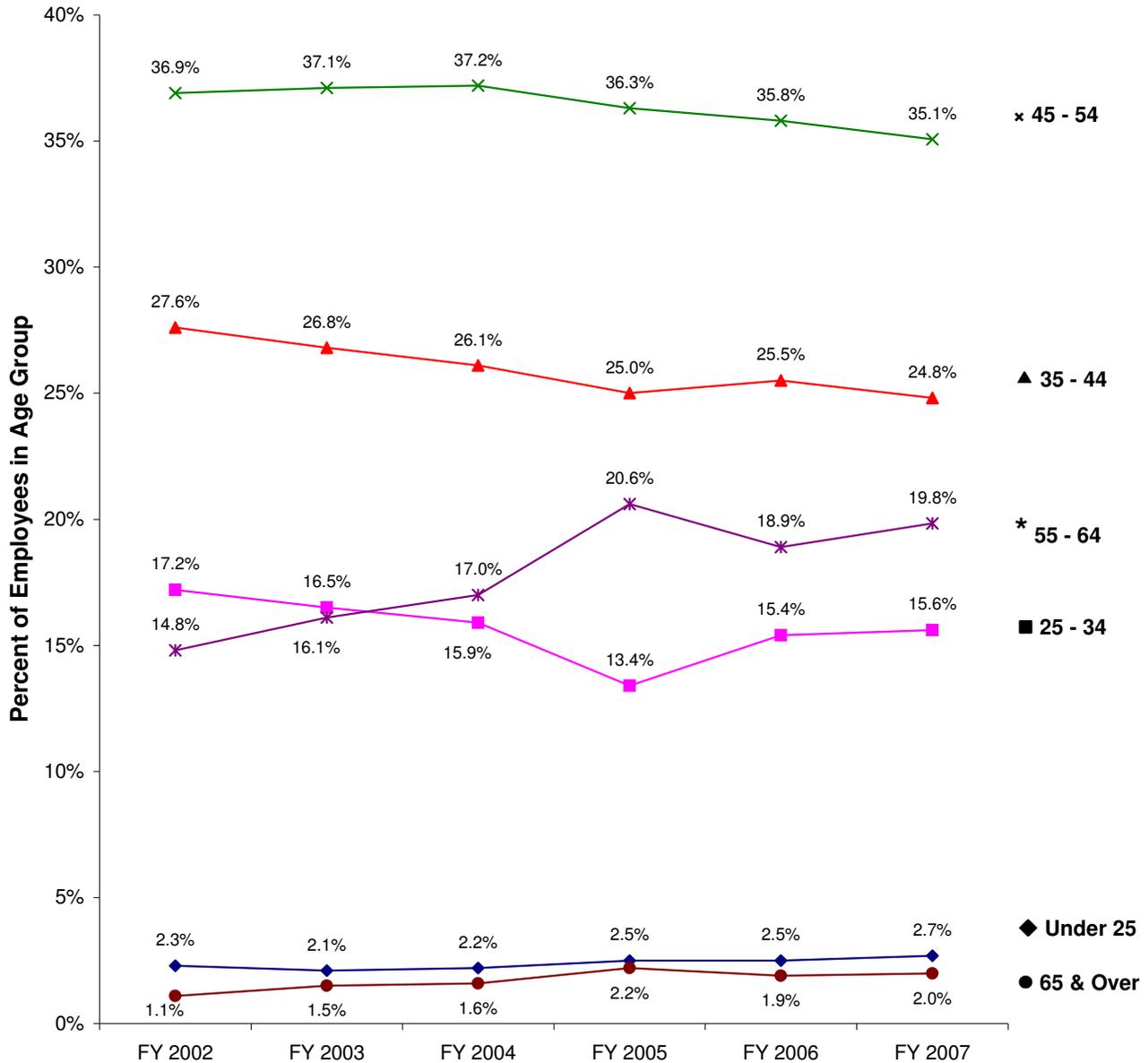
**Number of Employees from FY 2002 Through FY 2007  
General Government State Personnel System Employees**



Year	June 30, 2002	June 30, 2003	June 30, 2004	June 30, 2005	June 30, 2006	May 31, 2007
Number of Employees	25,913	25,474	25,041	25,044	25,407	25,441
% Change	2.40%	-1.70%	-1.70%	0.01%	1.45%	0.13%

\*Does not include CU or CSU data in either the table or the chart. CU represents an additional 4,059 and CSU represents an additional 2,076 employees, making the total number of employees 31,576.

**Age Distribution Comparison**  
**FY 2002, FY 2003, FY 2004, FY 2005, FY 2006, and FY 2007**

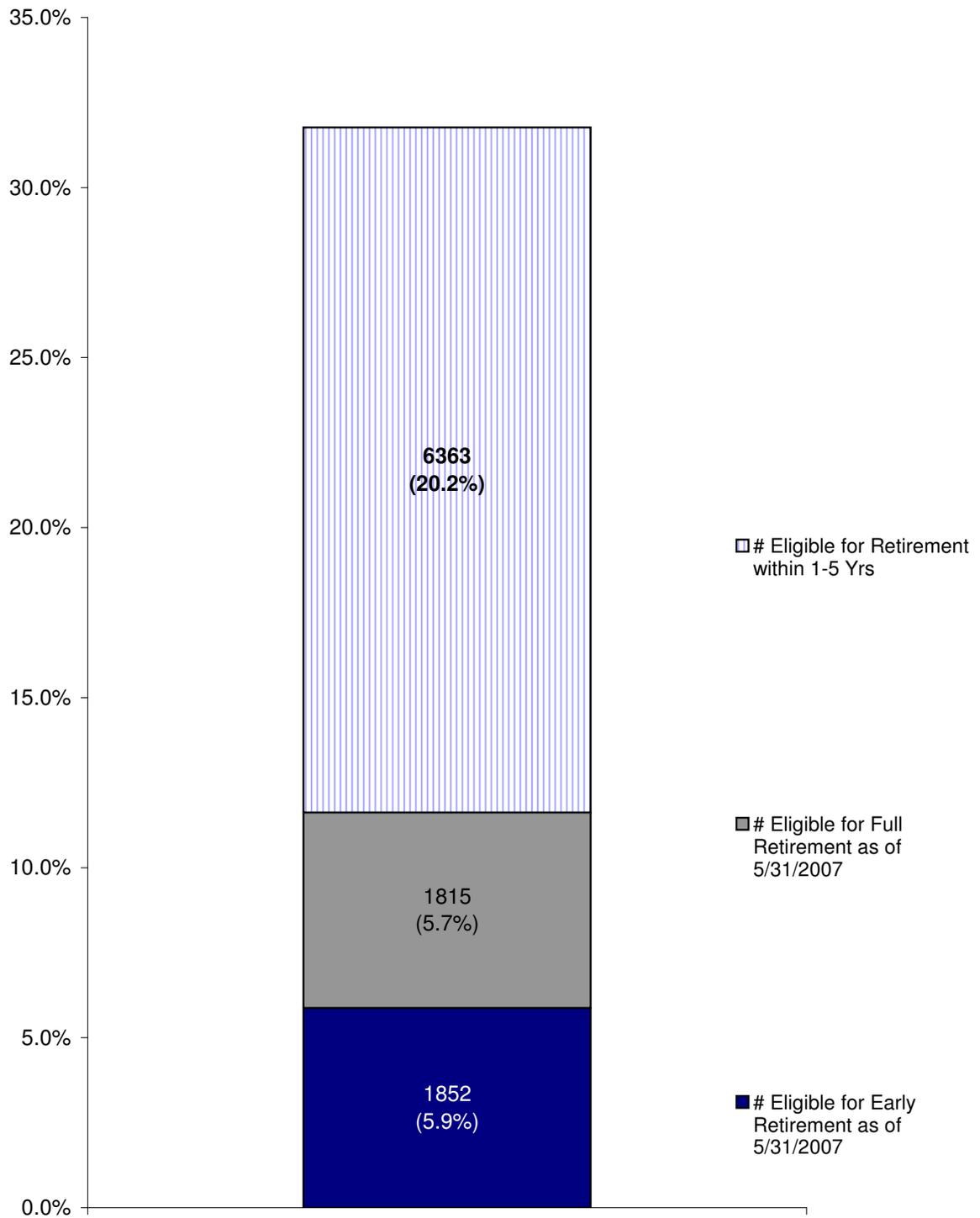


According to the Bureau of Labor Statistics, the median age of the US labor force will approach 41 years by 2008. As of May 31, 2007, the median age of state personnel system employees was 47.2 years and the average age was 46.0, both well above the projected median of the US labor force just one year away. This trend, coupled with the potential retirement eligibility of almost a third of the workforce in the next five years, poses succession planning challenges for the State of Colorado as an employer.

# WORKFORCE TRENDS

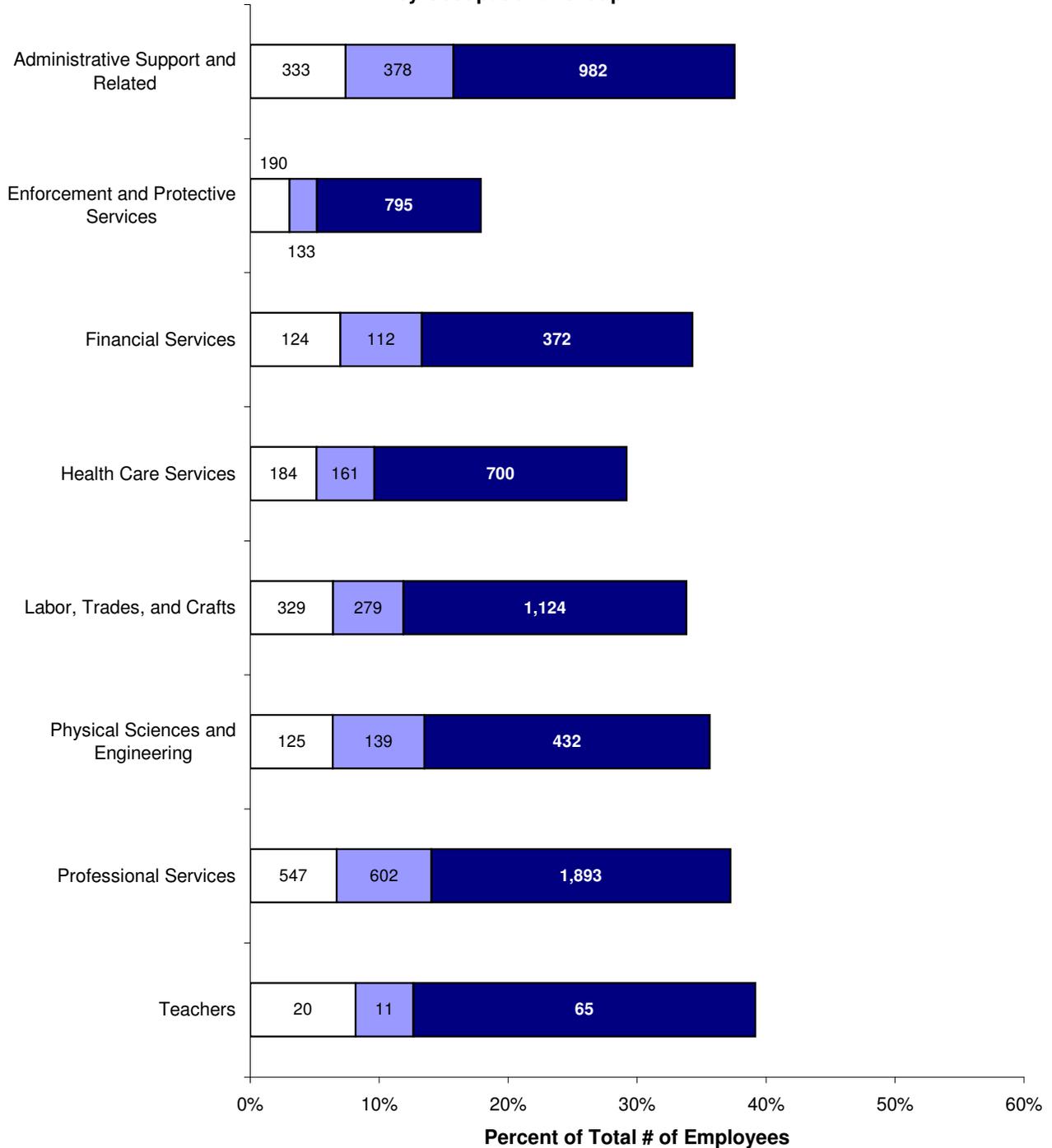
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**Number and Percent of Employees Eligible to Retire Within 1-5 Years**



# WORKFORCE TRENDS

**Number of Employees Eligible to Retire Within the Next Five Years  
by Occupational Group**



□ Number Eligible for Early Retirement as of 5/31/2007  
 ■ Number Eligible for Full Retirement as of 5/31/2007  
 ■ Number Eligible for Retirement within 1-5 Years

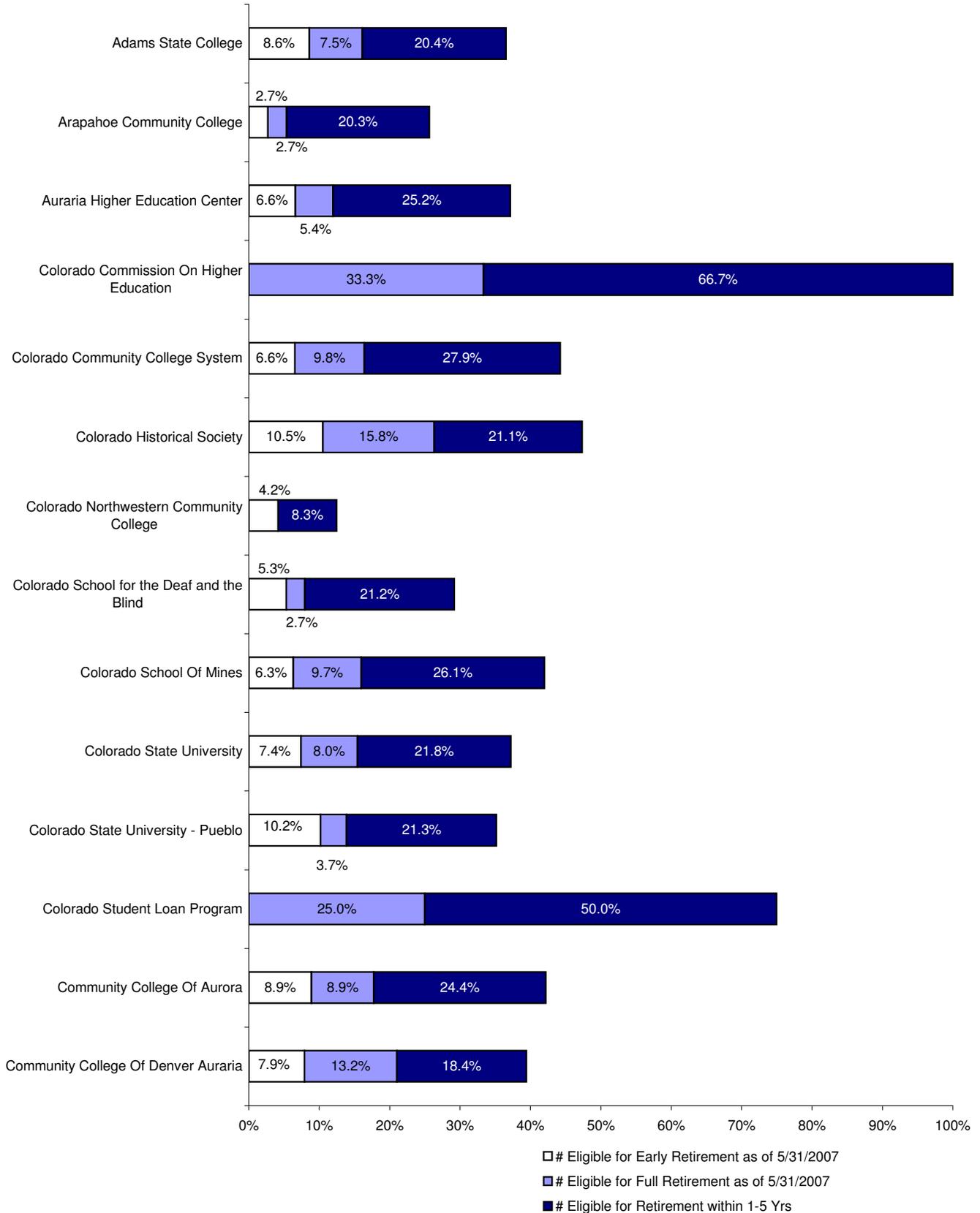
# WORKFORCE TRENDS

## Number of Employees by Retirement Eligibility (see charts on following pages)

Department	# Eligible for Early Retirement as of 5/31/2007	# Eligible for Full Retirement as of 5/31/2007	# Eligible for Retirement within 1-5 Yrs	# Not Eligible for Retirement within 1-5 Yrs	Total Number of Employees
Adams State College	8	7	19	59	93
Arapahoe Community College	2	2	15	55	74
Auraria Higher Education Center	16	13	61	152	242
Colorado Commission On Higher Education	0	1	2	0	3
Colorado Community College System	4	6	17	34	61
Colorado Historical Society	2	3	4	10	19
Colorado Northwestern Community College	1	0	2	21	24
Colorado School for the Deaf and the Blind	6	3	24	80	113
Colorado School Of Mines	15	23	62	138	238
Colorado State University	154	167	452	1,303	2,076
Colorado State University - Pueblo	11	4	23	70	108
Colorado Student Loan Program	0	1	2	1	4
Community College Of Aurora	4	4	11	26	45
Community College Of Denver Auraria	3	5	7	23	38
Dept. Of Agriculture	15	18	57	184	274
Dept. Of Corrections	243	131	919	4,582	5,875
Dept. Of Education	7	6	14	73	100
Dept. of Health Care Policy & Finance	11	4	33	173	221
Dept. of Human Services	295	290	1,088	3,785	5,458
Dept. of Labor & Employment	68	105	283	576	1,032
Dept. of Law	9	7	39	96	151
Dept. of Local Affairs	10	14	39	113	176
Dept. of Military Affairs	12	4	23	72	111
Dept. of Natural Resources	94	88	290	967	1,439
Dept. Of Personnel & Administration	38	38	123	328	527
Dept. Of Public Health & Environment	65	78	261	715	1,119
Dept. of Public Safety	48	46	146	1,032	1,272
Dept. of Regulatory Agencies	36	26	127	314	503
Dept. of Revenue	88	85	332	839	1,344
Dept. of State	4	1	17	77	99
Dept. of Transportation	179	176	673	1,997	3,025
Dept. of Treasury	2	1	4	15	22
Fort Lewis College	8	4	35	78	125
Front Range Community College	22	4	50	128	204
Governor's Office	0	0	1	1	2
Lamar Community College	1	2	5	10	18
Legislature	2	0	4	47	53
Mesa State College	4	6	19	46	75
Metropolitan State College Of Denver	15	20	43	104	182
Morgan Community College	1	1	3	11	16
Northeastern Junior College	5	8	10	22	45
Otero Junior College	1	2	6	15	24
Pikes Peak Community College	9	13	34	160	216
Pueblo Community College	5	8	20	57	90
Red Rocks Community College	4	5	24	53	86
Trinidad State Junior College	2	2	10	19	33
University Of Colorado - Boulder	174	176	464	1,588	2,402
University Of Colorado - Central Admin	15	15	53	137	220
University Of Colorado - Colorado Springs	13	15	31	190	249
University Of Colorado - Denver	17	27	39	94	177
University Of Colorado - Health Sciences Center	69	98	214	630	1,011
University Of Northern Colorado	32	47	116	216	411
Western State College	3	5	13	30	51
<b>TOTAL</b>	<b>1,852</b>	<b>1,815</b>	<b>6,363</b>	<b>21,546</b>	<b>31,576</b>

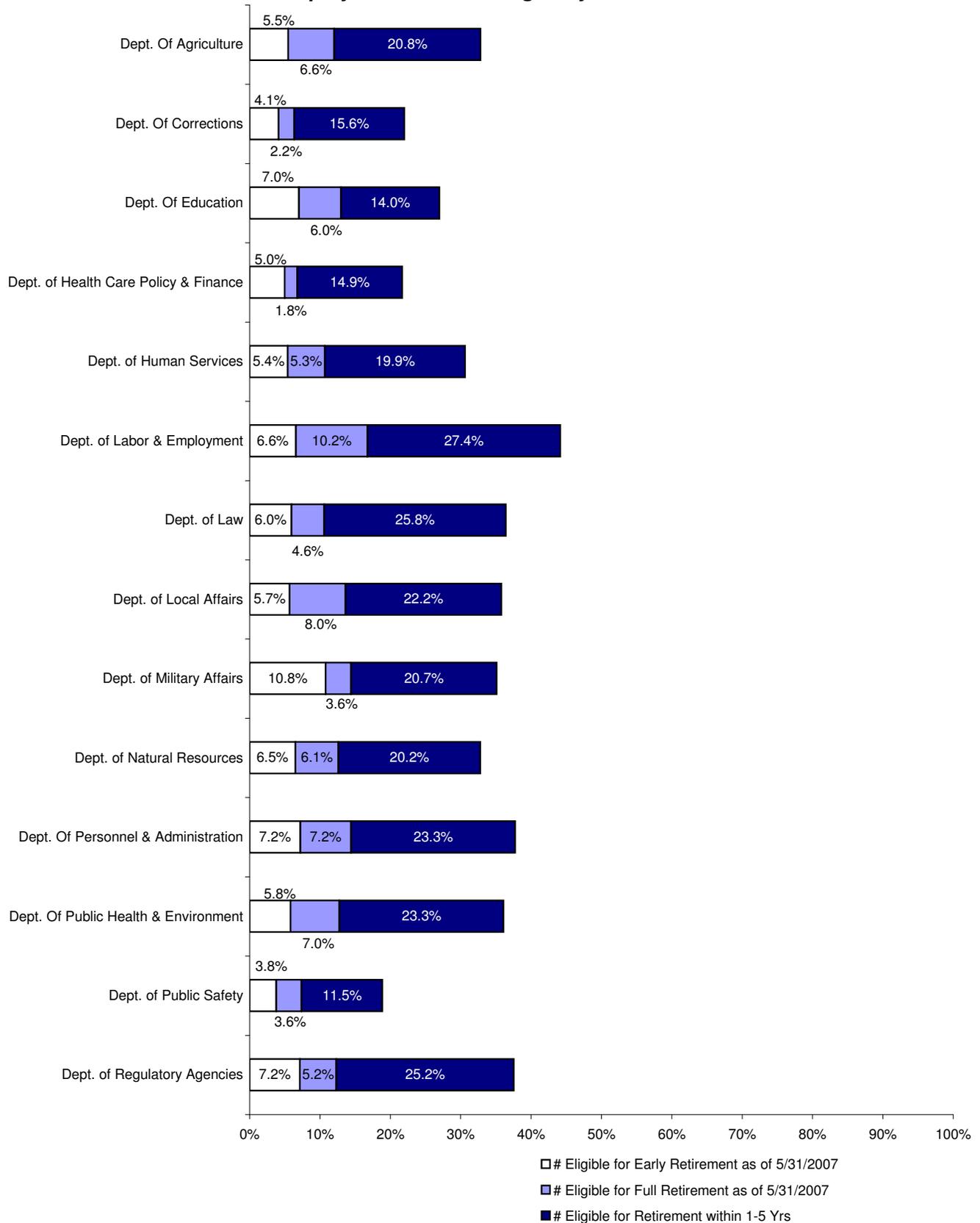
# WORKFORCE TRENDS

## Employee Retirement Eligibility Breakdown



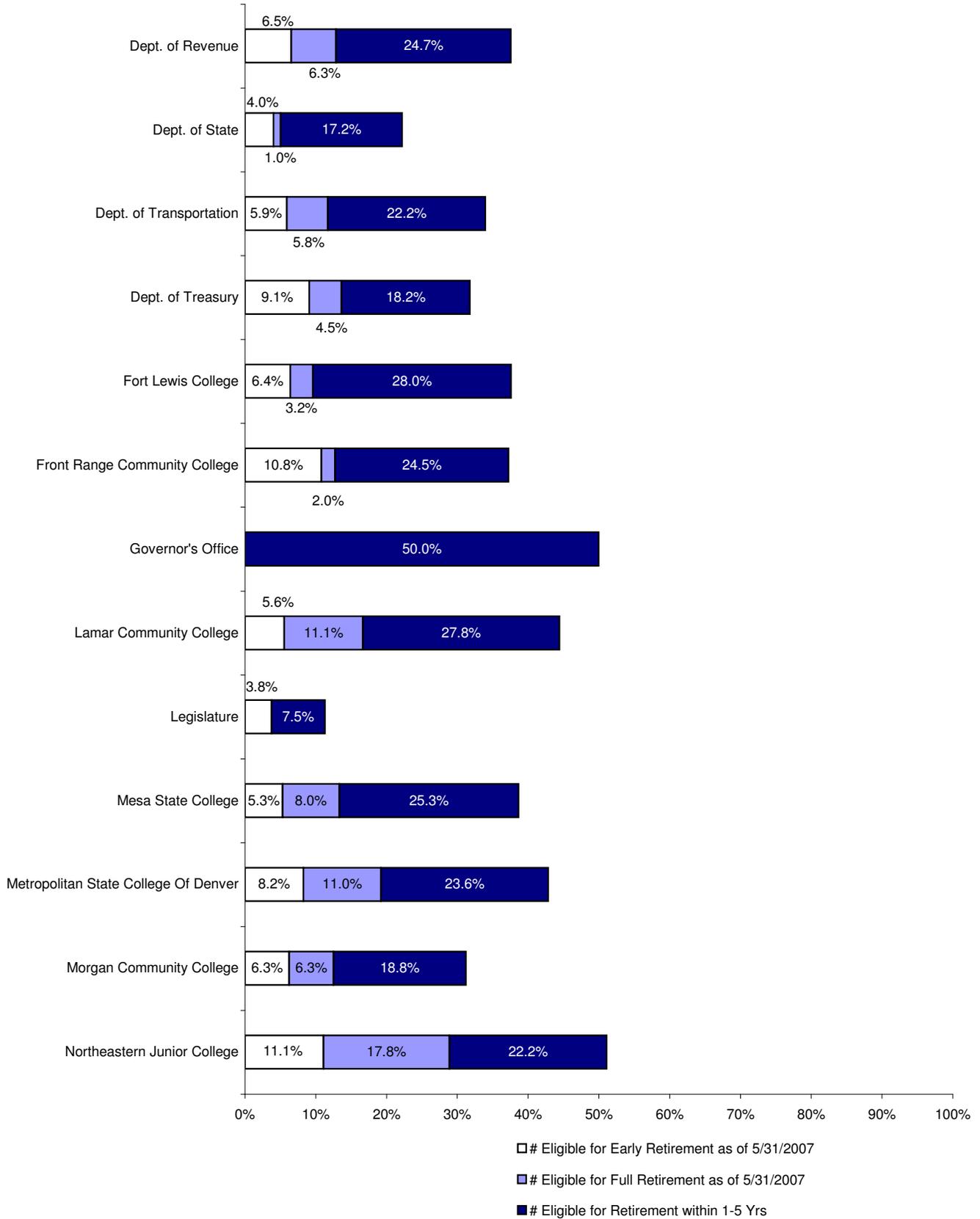
# WORKFORCE TRENDS

## Employee Retirement Eligibility Breakdown

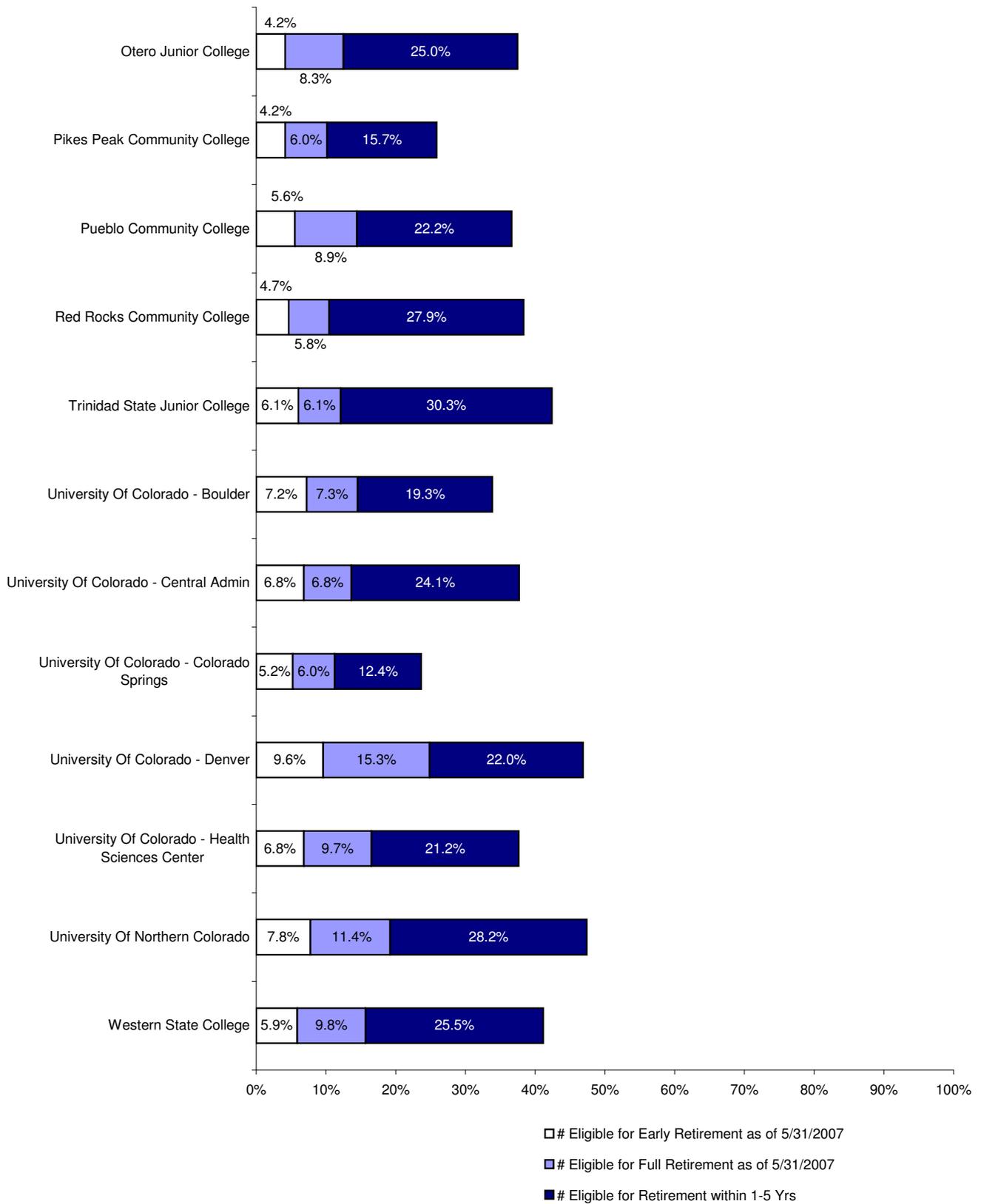


# WORKFORCE TRENDS

## Employee Retirement Eligibility Breakdown

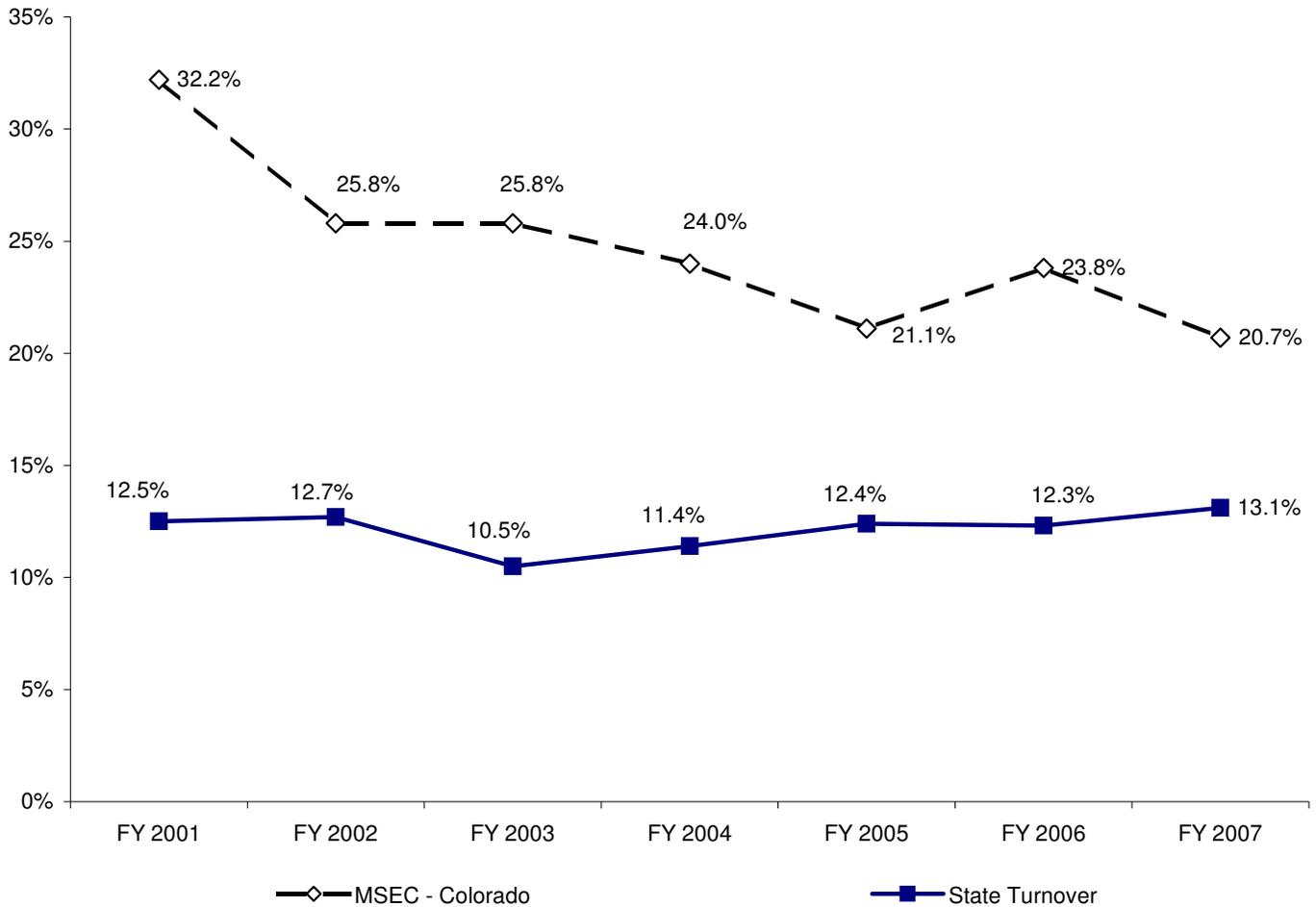


**Employee Retirement Eligibility Breakdown**



# WORKFORCE TRENDS

Comparison of Turnover Rates for State Personnel System Employees and the Overall Colorado Workforce 2001 to 2007



The chart shows the turnover rate for employees who leave the state personnel system compared with MSEC (Mountain States Employers Council) data up to FY 2007.

MSEC data includes transfers within an organization, but to a different location.

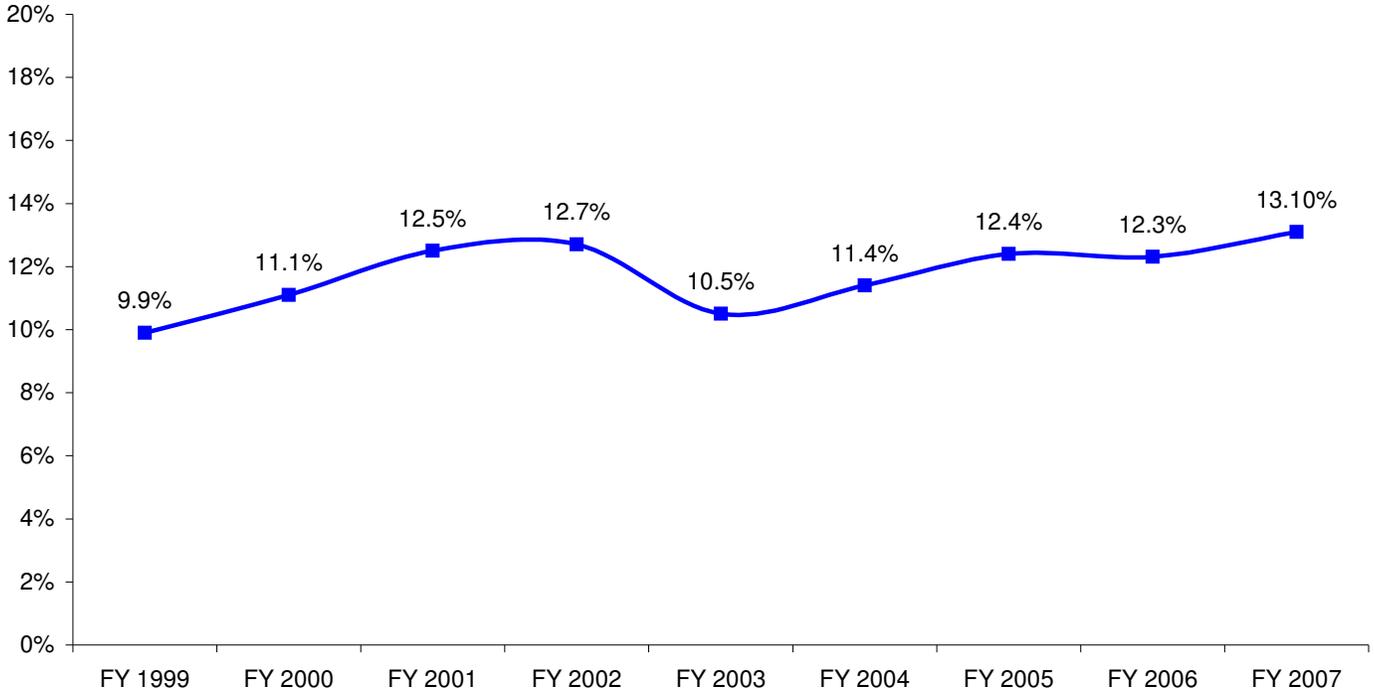
State turnover is defined as separations from state employment, including employee and employer initiated separations, layoffs, retirements, and deaths. The state excludes transfers because transferred employees remain with state government.

Data represents only permanent employees.

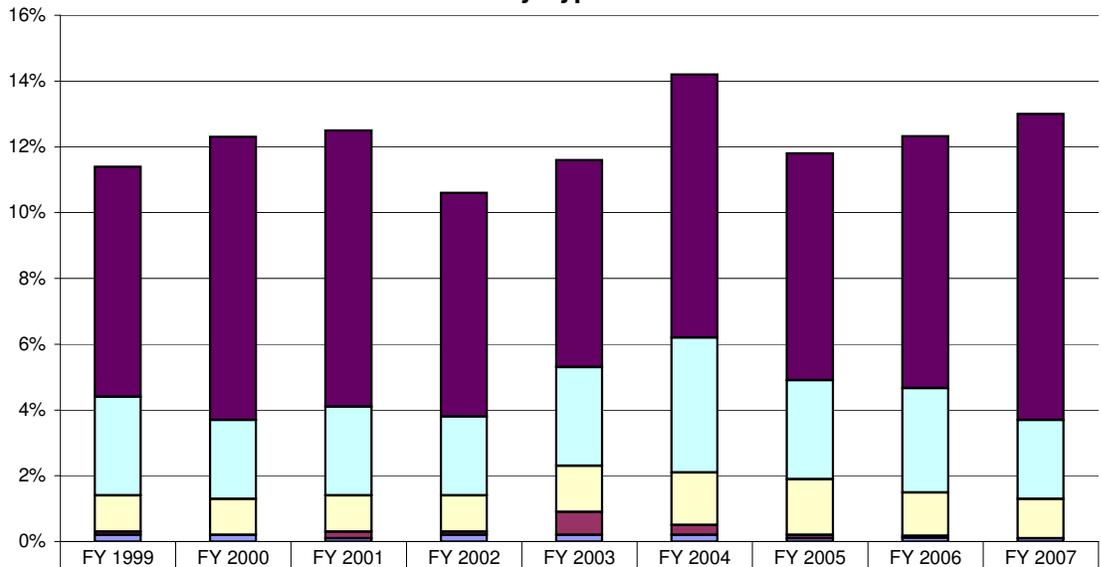
Includes CU and CSU data from FY 2003 to FY 2007. CU and CSU data was not available in previous years.

# WORKFORCE TRENDS

**Separation Rate from FY 1999 to FY 2007  
All State Personnel System Employees**



**Turnover Rate Trend By Type**



	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Voluntary	7.0%	8.6%	8.4%	6.8%	6.3%	8.0%	6.9%	7.7%	9.3%
Retirement	3.0%	2.4%	2.7%	2.4%	3.0%	4.1%	3.0%	3.2%	2.4%
Involuntary-Other, Excluding Layoff	1.1%	1.1%	1.1%	1.1%	1.4%	1.6%	1.7%	1.3%	1.2%
Involuntary-Layoff	0.1%	0.0%	0.2%	0.1%	0.7%	0.3%	0.1%	0.1%	0.0%
Death	0.2%	0.2%	0.1%	0.2%	0.2%	0.2%	0.1%	0.1%	0.1%

## WORKFORCE TRENDS

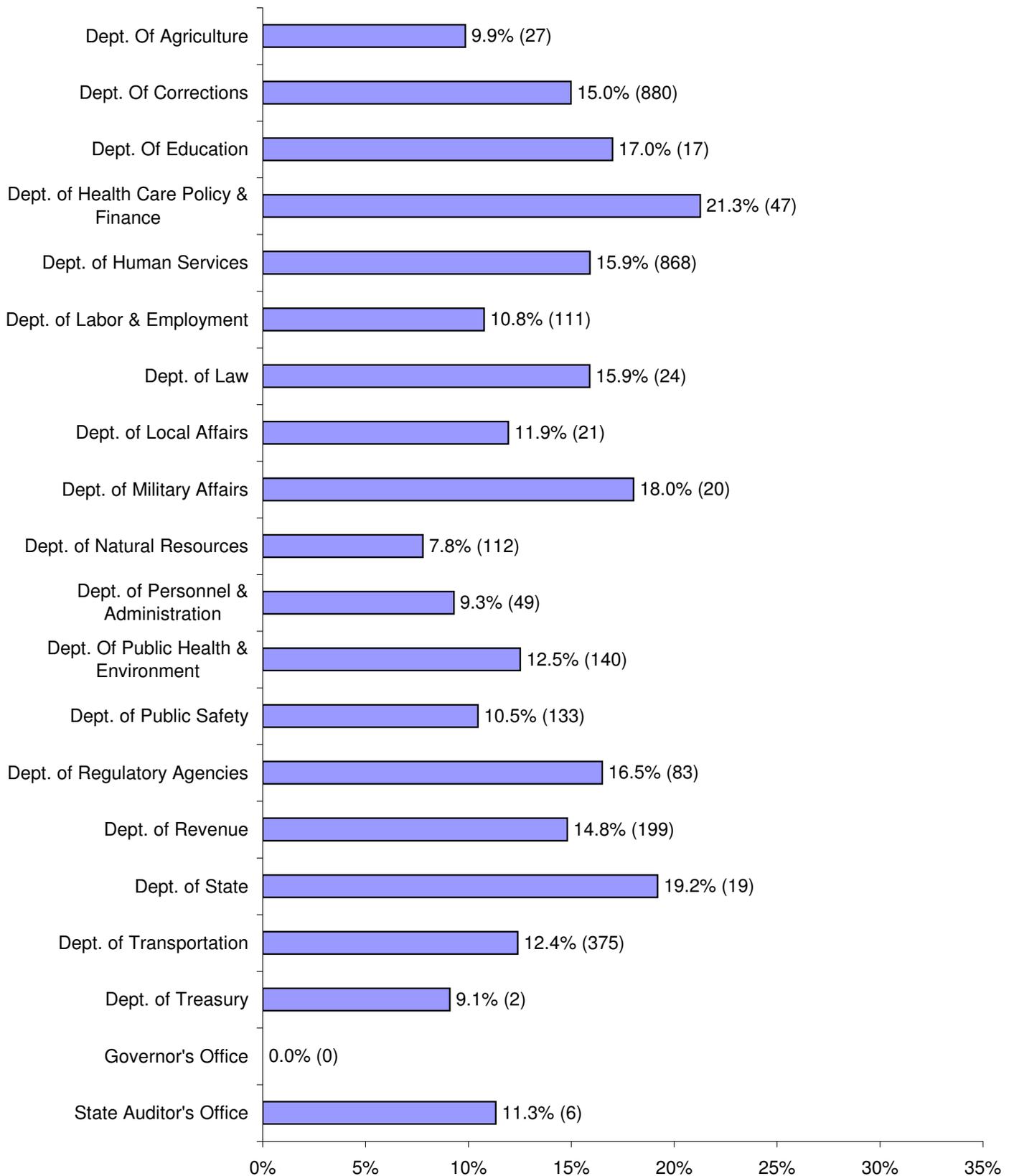
Percent of Separations by Department from FY 2002 - 2007						
Department	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Dept of Agriculture	8.9%	14.1%	10.0%	13.2%	10.0%	9.9%
Dept of Corrections	8.5%	11.2%	11.0%	10.5%	12.3%	15.0%
Dept of Education	16.1%	14.5%	7.5%	15.5%	19.3%	17.0%
Dept of Health Care Policy & Finance	11.3%	13.4%	21.1%	20.1%	19.0%	21.3%
Dept of Human Services	13.8%	15.2%	17.3%	16.2%	17.1%	15.9%
Dept of Labor & Employment	9.5%	9.6%	10.4%	12.6%	10.9%	10.8%
Dept of Law	12.1%	8.3%	10.6%	11.4%	12.7%	15.9%
Dept of Local Affairs	8.1%	13.6%	12.9%	7.1%	10.8%	11.9%
Dept of Military & Veterans Affairs	18.8%	16.5%	8.9%	8.7%	15.8%	18.0%
Dept of Natural Resources	5.8%	6.6%	6.1%	6.7%	9.8%	7.8%
Dept of Personnel & Administration	13.0%	10.7%	10.0%	10.6%	10.0%	9.3%
Dept of Public Health & Environment	9.5%	9.2%	9.8%	8.0%	10.0%	12.5%
Dept of Public Safety	7.8%	9.3%	11.3%	8.9%	9.1%	10.5%
Dept of Regulatory Agencies	8.0%	9.9%	10.8%	9.5%	13.4%	16.5%
Dept of Revenue	11.0%	10.5%	11.9%	10.1%	13.2%	14.8%
Dept of State	15.4%	9.9%	16.7%	8.1%	28.1%	19.2%
Dept of Transportation	7.3%	7.3%	8.8%	8.5%	12.7%	12.4%
Dept of Treasury	10.0%	4.5%	8.3%	4.3%	8.7%	9.1%
Governor's Office	0.0%	0.0%	57.1%	0.0%	0.0%	0.0%
State Auditor's Office	1.8%	10.9%	27.5%	23.1%	23.3%	11.3%

Percent of Separations by Higher Education Institution from FY 2002 - 2007						
Department	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Colorado Commission on Higher Education	0.0%	25.0%	0.0%	0.0%	50.0%	0.0%
Colorado Historical Society	12.8%	2.5%	10.3%	28.6%	27.3%	31.6%
Adams State College	10.3%	11.0%	11.9%	11.2%	4.6%	0.0%
Arapahoe Community College	20.7%	24.4%	20.6%	36.1%	16.7%	16.2%
Auraria Higher Education Center	21.0%	28.7%	17.4%	15.1%	9.0%	26.9%
Colorado Community College System	13.0%	14.3%	14.8%	17.8%	9.1%	49.2%
Colorado Northwestern Community College	14.0%	7.5%	14.3%	58.6%	19.1%	20.8%
Colorado School of Mines	15.4%	14.4%	18.5%	7.9%	5.2%	0.0%
Colorado State University	NA	NA	13.3%	9.3%	9.7%	10.3%
Colorado State University - Pueblo	NA	NA	NA	NA	NA	0.0%
Community College of Aurora	17.2%	21.4%	4.1%	6.1%	2.3%	24.4%
Community College of Denver	11.6%	23.6%	42.9%	11.4%	0.0%	2.6%
Fort Lewis College	27.1%	10.8%	26.4%	20.0%	5.0%	0.0%
Front Range Community College	14.5%	9.1%	18.3%	12.1%	12.5%	10.8%
Lamar Community College	4.3%	15.0%	5.0%	0.0%	0.0%	11.1%
Mesa State College	16.7%	18.0%	19.3%	13.1%	5.0%	0.0%
Metropolitan State College of Denver	12.7%	20.8%	15.6%	15.2%	4.1%	0.0%
Morgan Community College	10.3%	16.0%	33.3%	11.1%	6.7%	6.3%
Northeastern Junior College	15.9%	27.8%	20.0%	7.8%	4.8%	15.6%
Otero Junior College	8.8%	6.3%	3.2%	18.5%	3.9%	16.7%
Pikes Peak Community College	10.1%	12.3%	14.2%	19.1%	6.4%	12.0%
Pueblo Community College	12.5%	4.7%	9.8%	7.6%	7.5%	13.3%
Red Rocks Community College	7.5%	7.3%	6.1%	7.4%	3.2%	14.0%
Trinidad State Junior College	5.1%	5.5%	9.1%	18.9%	15.2%	24.2%
University of Colorado - All Sites	NA	10.4%	11.8%	13.0%	12.7%	13.3%
University of Northern Colorado	14.2%	11.0%	14.7%	13.3%	7.5%	0.0%
Western State College	20.3%	4.2%	18.1%	33.3%	9.5%	0.0%

\*Note: Higher Education data is unreliable. The data reported may not be complete.

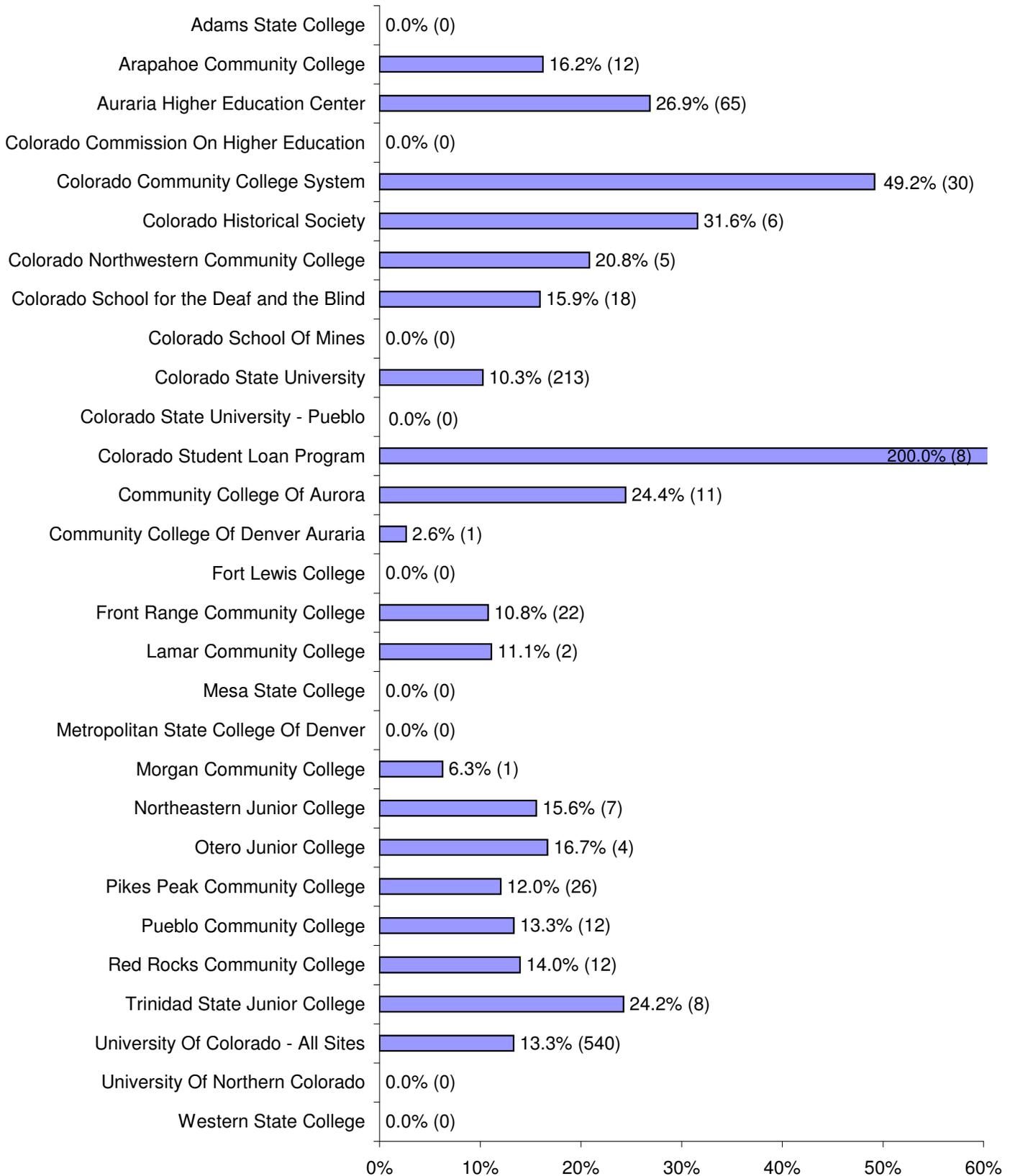
# WORKFORCE TRENDS

Percent and Number of Separations within Each General Government Department for FY 2007



# WORKFORCE TRENDS

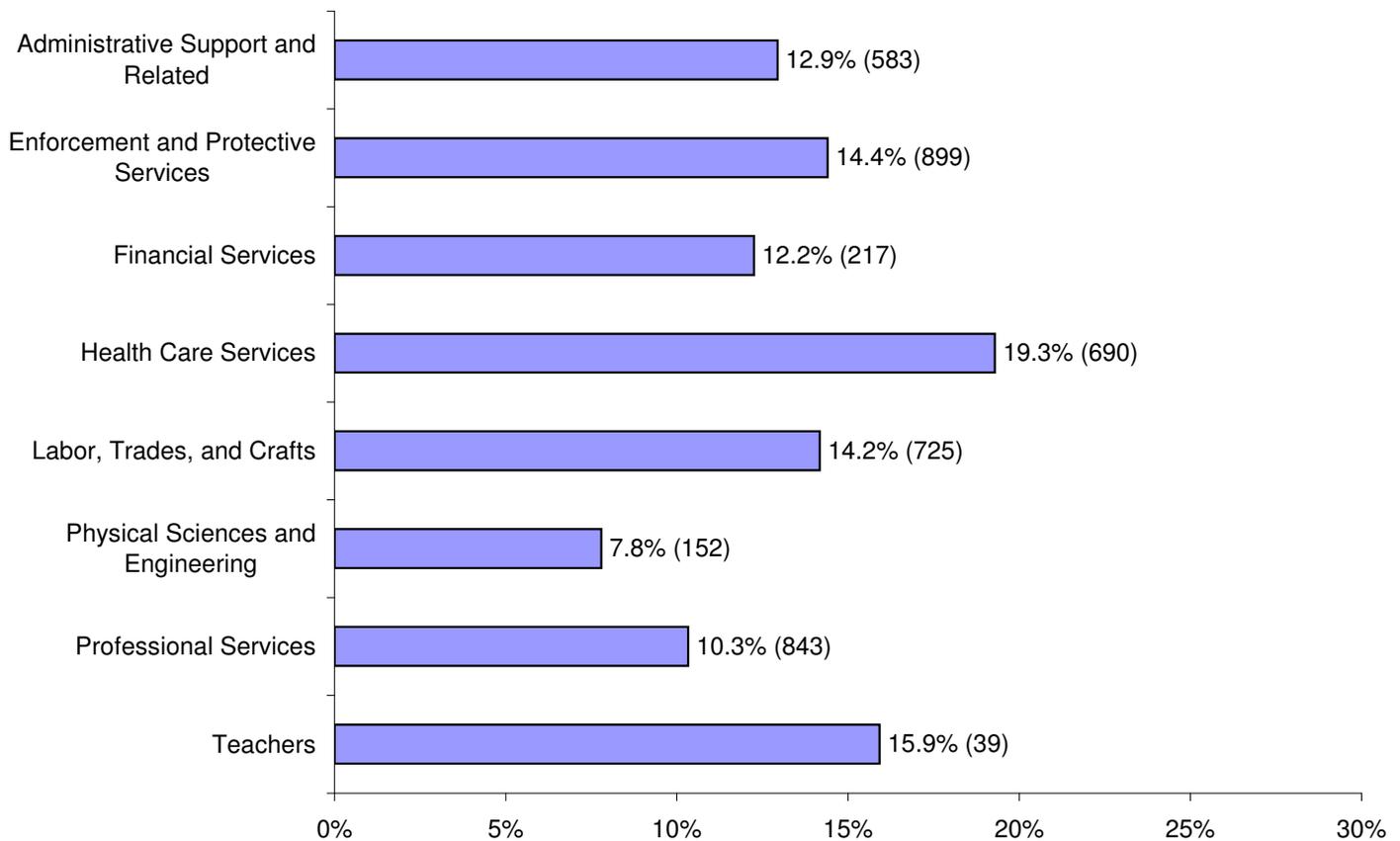
Percent and Number of Separations within Each Higher Education Department for FY 2007



## WORKFORCE TRENDS

Percent of Separations by Occupational Group from FY 2002 - 2007						
Department	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Administrative Support and Related	12.9%	13.3%	12.8%	12.8%	11.8%	12.9%
Enforcement and Protective Services	8.5%	9.9%	10.6%	10.2%	11.3%	14.4%
Financial Services	8.5%	10.5%	12.0%	10.0%	9.5%	12.2%
Health Care Services	17.5%	18.3%	20.4%	19.5%	20.7%	19.3%
Labor, Trades, and Crafts	13.0%	12.6%	14.5%	14.2%	14.2%	14.2%
Physical Sciences and Engineering	5.6%	5.2%	5.8%	6.5%	8.4%	7.8%
Professional Services	7.7%	9.1%	10.1%	9.9%	9.9%	10.3%
Teacher	14.4%	14.7%	22.8%	22.7%	16.2%	15.9%

Percent and Number of Separations within Each Occupational Group for FY 2007



**State of Colorado  
Workforce Report FY 2006-2007  
Analysis and Statistics Covering  
The State Personnel System**

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Online copies are available for the  
[Workforce Report FY 2006-2007](#)  
as well as the [online feedback form](#)

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