



**Colorado Fair Chance Hiring Initiative  
Grant Request for Proposal Guidance  
Program Year 2022-2023**

**Opening Date:** May 20, 2022

**Proposal Deadline:** June 30, 2022

**Award Notification:** July 31, 2022

**How to Apply:**

Proposal may be submitted online through Submittable at [latinocoalition.submittable.com/submit](https://latinocoalition.submittable.com/submit).

**Funding Overview**

The Colorado Fair Chance Hiring Initiative's (CFCHI) vision is to mobilize employers who are dedicated to fair chance hiring so that justice impacted individuals can connect to career pathways that provide a livable wage. This Initiative will catalyze employment opportunities for those reentering society after finishing their prison sentence, which will reduce recidivism, improve public safety, and boost Colorado's economy.

In the state of Colorado, approximately 15,000 individuals are incarcerated in state prisons at any given time. Each year about 8,500 of these individuals leave the system and reenter society. After three years, one in two individuals released from a Colorado prison will recidivate.

Employment is a key mitigating factor that can break the cycle of recidivism, yet too often job seekers with past convictions are denied access to employment for jobs they would be otherwise qualified to perform, artificially shrinking the labor force. Likewise, people returning from prison can lack the necessary training to secure high-paying, career-oriented positions in high-growth industries.

The Initiative seeks to improve the competency and commitment of employers to hire justice-involved people, providing access to quality job opportunities to bolster economic mobility. Colorado is a leader in the reentry space thanks to innovative partnerships between local employers, community organizations, and the Colorado Department of Corrections ("CDOC"), such as the Work and Gain Education & Employment Skills ("WAGEES") and Take TWO ("Transitional Work Opportunities") programs. Moreover, Colorado has a robust ecosystem of community, faith-based nonprofits, and for-profit employers that are re-imagining what reentry can look like.

This grant opportunity will provide complementary funding for up to four community reentry organizations with the following primary objectives:

- Connect with and build sustaining relationships with employers participating in the Colorado Fair Chance Hiring Initiative, providing a pipeline of eligible and qualified applicants.

- Support justice-involved people hired by Network employers to retain those positions and advance in their careers.
- Providing employment navigation and wrap-around supports to justice-involved applicants and employees such as clothing, cell phones, work tools, transportation or other supports. Fort
- Directly facilitate or connect returning community members to best-in-class workforce development opportunities and/or vocational training for high-paying careers aligned to Colorado's high-growth industries and economic development priorities.

**Total Allocation**

The total allocation of this grant award is \$200,000 per year for two years. Up to four awards will be made providing an average of \$50,000 per award per year for two years. More or less than the average may be requested but may not be fully awarded.

**Vocational Training Providers**

It is expected that vocational training will be provided by reputable educational entities offering industry-recognized certificates, diplomas, or credentials or an organization certified by a recognized body to issue industry credentials or certifications. It is the responsibility of the grantee to ensure that the vocational training results in some type of bona fide recognized award that supports entry into employment or wage gains.

**Target Population**

Eligibility for services funded under this RFP is limited to participants supervised by the Colorado Department of Corrections (eg. currently incarcerated, on parole, or on inmate status living in community corrections/halfway houses) and individuals discharged from prison (for up to one year). Eligibility is assessed by the Division of Adult Parole. Eligibility through an LCCL-approved or prescribed method must be documented at the time of the participant's intake.

**Performance Measures**

The LCCL has established five core performance measures for the CFHCI. At a minimum, grantees will be measured on their success in achieving each of these outcomes. Below provides a detailed statement of each performance measure.

Performance Measure	Measurement	Goal
<b>Enrollment Rate</b>	$\frac{\text{= \# Actual Participants}}{\text{\# Planned Participants}}$	<b>100%</b>
<b>Employment Placement Rate</b>	$\frac{\text{= \# Placed in Employment at or above a livable wage}}{\text{Total \# of Participants at Enrollment}}$	<b>60%</b>
<b>Retention Rate</b>	$\frac{\text{= \# of Participants remaining employed for 90 days and 180 days*}}{\text{Total \# of Participants Placed in Employment}}$	<b>50%</b>
<b>Credential Attainment Rate</b>	$\frac{\text{= \# of Participants that receive an credential in a high-growth industry}}{\text{}}$	<b>50%</b>

	Total # of Participants participating in vocational training	
<b>Recidivism Rate</b>	= The number of participants re-incarcerated on new charges while in program	<b>&lt; 20%</b>
	_____	
	The total number of participants enrolled	

\*Note retention will be tracked for up to 360 days

### Eligibility

The CFHCI is designed to support organizational development and program delivery that is integrated with ongoing technical assistance. Preferred organizations will meet the following criteria:

- Be a non-profit organization or any Indian or Native American entity,
- Provide documentation that their organization is in good standing with the CO Secretary of State,
- Agree to participate in trainings conducted or sponsored by the CDOC or LCCL,
- Agree to perform timely data entry into the LCCL and CDOC data systems,
- Agree to have staff, volunteers or contractors submit to a criminal background check (the existence of a criminal background is not grounds for automatic denial and will be considered on a case by case basis, especially in circumstances in which the individual is still under supervision),
- Provide services directly or through linkages with established and reputable entities, and
- This funding is intended to be complementary to existing reentry and employment efforts although not required, matching-funds and/or in-kind contributions are encouraged.

Awards will not be made for:

- Advocacy efforts or projects
- Food or construction costs
- Costs incurred for proposal preparation
- For-profit organizations
- Governmental entities

### Timeline and Deadlines

Activity	Date(s)
Request for Proposal Released	May 20, 2022
RFP Webinar	May 24, 2022
Office Hours for Questions by Reservation Only - email <a href="mailto:kristen@latinocoalition.org">kristen@latinocoalition.org</a> to reserve a spot	June 8, June 15, June 22, 2022 from 1:00 p.m. - 3:00 p.m.
Proposals Due	June 30, 2022
Grantees Notified of Award	July 25, 2022
Memorandums of Understanding Issued	July 31, 2022, or earlier
Year 1 Grant Term*	August 1, 2022 or earlier - June 30, 2023
Year 2 Grant Term*	July 1, 2023 - June 30, 2024

\*Awardees that meet or exceed performance measures in Year 1 will be invited to reapply for Year 2 funding.

### Applications

Proposals must include:

1. An online application through Submittable
2. Budget and budget narrative using the form attached to this announcement and uploaded to Submittable
3. IRS 501(c)(3) Non-Profit Determination Letter (if applicable, not required)
4. Colorado Secretary of State Organizational Certificate of Good Standing (screenshot or print from the website is acceptable)
5. Proof of Professional Licensure (if required for services specified in the proposal)
6. OPTIONAL: Supporting Documentation (maximum of 5 pages, single-sided) This may include supporting information such as references, resumes, performance data, and other materials referenced in the proposal. Supporting documentation is optional but if submitted must be clearly marked and organized.

Proposal evaluation may include a virtual or in-person site visit and interview process. The LCCL will determine funding amounts based upon the score and rank of proposals and the availability of funds.

### **Evaluation Factors**

Proposals will be evaluated in the following categories:

#### *Commitment to Collaborate (5 points)*

This category will evaluate the proposers willingness to participate in the cultivation of the Fair Chance Hiring Initiative in Colorado. As a pilot program, successful proposers may be asked to participate in the coordinated development aspects of the program such as responding to emerging workforce priorities, partnering with stakeholders identified by the LCCL, and collaborating with other subgrantees for the success of the Initiative. This initiative will also require the commitment to participate in LCCL training, coaching, and capacity-building related to best practices for employer relations.

#### *Program Design (20 Points)*

This category will evaluate how clearly the proposal addresses services as required in this RFP. Proposers should articulate how the activities will help engage the target population and achieve the desired results with respect to the performance measures. Program design should describe strategies for collaboration and service coordination with existing community resources.

#### *Serving Justice Involved Communities (25 Points)*

This category will evaluate the proposing organization's ability to serve justice-involved people. Proposers should describe their history and prior performance or statistics serving the justice community. Responses should describe the wrap around services beyond employment that the organization offers and how these services will promote the success of participants.

#### *Workforce Development & Employer Relationships (30 Points)*

This category will evaluate the history and track record of providing workforce development programs either in-house or through partners/third parties. Proposers should describe prior program or service statistics and outcomes and how the organization decides which vocations to incorporate to their program design and how those offerings/placements/partnerships align to local employers and industries. Responses should also articulate the organization's approach and philosophy to cultivating new employer relationships and maintaining them.

#### *Organization Capacity (20 Points)*

This category will evaluate the organization's capacity to provide services to both participants and employers to promote fair chance hiring. This includes how the organization promotes entrepreneurial mindset and the qualifications of the team. The proposer should identify strategies for reaching target groups (justice-involved people and fair chance employers) in the service area and explain cultural competencies that will be deployed to effectively engage these populations. Proposers should describe their financial management process to ensure consistent spending of grants funds and stewardship of resources. Lastly, this category will consider the cost of the proposed program to determine if it is fair and reasonable based on program services and/or historical data, and the degree to which expenditure of funds relates to performance measures. Budgets will be reviewed for accuracy and completeness. Additionally, all proposals will be reviewed for costs that are reasonable, allowable, necessary, fully justified, and competitive as measured by the review of the line item budget, the program design, and comparison to proposals similar in target area or scope.

Additionally, proposers should read the Colorado Fair Chance Hiring Career Pathway Model (Appendix A) attached to this announcement for additional information on the Initiative's strategy and Colorado's high-growth industries.

### **Award Disbursement**

The award distribution will be determined in part by a financial risk assessment for successful proposers. Grants may be awarded on a cost-reimbursement basis. In such case, grantees may request up to one month of the grant award amount upfront. Grantees must submit documentation of allowable costs on a monthly basis or financial reports as determined by the distribution schedule. Disallowed costs are the responsibility of the grantee. Reimbursement of expenses will be based on guidance contained in the Office of Management and Budget (OMB) Uniform Guidance. The Uniform Guidance establishes principles for determining the costs of grants, contracts, and other agreements with non-profit organizations. CDOC may provide guidance as applicable.

### **About the LCCL**

The Latino Coalition for Community Leadership (LCCL) is a nationally recognized intermediary organization that Finds, Funds, Forms, and Features nonprofits in marginalized communities meeting the needs of individuals and families. As an intermediary organization, the LCCL promotes grass root service by providing community and faith-based organizations with hands-on support, administrative and program infrastructure, capacity building, and technical assistance to ensure contractual obligations are met and performance is achieved.

This work relies on the collective impact model for collaboration and data-driven programming where all partners have a common agenda for change including a shared understanding of the problem and a joint approach to solving it through agreed-upon actions.

An overall goal of this partnership is capacity building, which includes increasing access to public dollars and grants, data tracking, performance measurement, reporting and compliance monitoring, assistance with staff and leadership development, coordinating relationships between state and federal agencies and community partners, growth management, and succession planning for sustainability.

More information about the LCCL can be found at [www.latinocoalition.org](http://www.latinocoalition.org). The LCCL highly recommends that all entities considering proposal submission read two publications about the LCCL and this Initiative available on the LCCL's website.

1. *Engaging Our Community: Promoting Reentry Employment to Reduce Recidivism and Strengthen Our Communities*, published by the Colorado Attorney General's Office

2. *Investing Justice Resources to Address Community Needs: Lessons Learned for Colorado's Work and Gain Education & Employment Skills (WAGEES) Program*, published by the Urban Institute.

### **Grantee Policies & Insurance**

Organizations that are selected for funding will then engage in award negotiations with the Latino Coalition staff. In order for MOUs to be executed, certain requirements must be met which include but are not limited to:

- Grantee shall be required to maintain at all times during the term of this MOU insurance in the following kinds and amounts: commercial general liability insurance coverage (\$1,000,000 each occurrence, \$1,000,000 general aggregate, \$1,000,000 products and completed operations aggregate, \$50,000 any fire); automobile liability insurance (\$1,000,000 each accident, combined single limit); protected information (\$1,000,000 each occurrence, \$2,000,000 general aggregate); workers' compensation coverage as required by state statute for paid positions; fidelity bond coverage (\$100,000) and professional liability insurance, if applicable, (\$1,000,000 each occurrence, \$1,000,000 general aggregate) before first WAGEES grant reimbursement. Professional liability insurance is required if services requiring a state issued license are provided by a Grantee employee (eg. addiction counseling, professional counseling or medical treatment).
- The State of Colorado shall be named as additional insured on the Commercial General Liability insurance policies. The LCCL shall be named as additional insured on the Commercial General Liability and Automobile Liability insurance policies.
- All insurance policies secured or maintained in relation to the WAGEES project and this MOU shall include clauses stating that each carrier shall waive all rights of recovery under subrogation or otherwise against the State of Colorado, its agencies, institutions, organizations, officers, agents, employees, and volunteers.
- The insurance shall include provisions preventing cancellation or non-renewal without at least thirty (30) calendar days prior written notice to the LCCL at [insurance@latinocoalition.org](mailto:insurance@latinocoalition.org).

### **General Proposal Conditions**

The program narrative, budget and budget narrative forms in which proposals are to be submitted are included separately. Proposals that do not conform to these formats may be rejected by the LCCL.

The applicant understands that by submission of a proposal, all specifications required in the RFP and described in the proposal along with any agreed upon modifications become part of a memorandum of understanding (MOU) for provision of services should a grant be awarded.

Services representing target areas throughout the proposed locations are a consideration in selecting service providers. Proposals submitted in response to this solicitation are not legally binding.

### **Costs Incurred by Proposers**

All costs of proposal preparation and submission shall be borne by the proposer. The LCCL, Colorado Department of Corrections and the Colorado Department of Law shall not, in any event, be liable for any pre-award expenses incurred by proposers in the preparation and/or submission of the proposals. Proposals shall not include any such expenses as part of the proposed budget. Furthermore, agreements

to pay grant writers a percentage of the award amount, retainer, or similar compensation for proposal preparation and submission are not allowable.

**General Reservations**

The LCCL reserves the right to extend the submission deadline in part or total, if such action is in the best interest of the WAGEES program. In the event the deadline is extended, proposers have the right to revise their proposals.

The LCCL makes no representation that any award will be awarded to any offer responding to this RFP.

The LCCL reserves the right to request additional information or documentation.

Proposals shall be reviewed and rated as submitted. The proposer may not make changes or additions after the deadline for receipt of proposals.

The LCCL reserves the right to verify all information in the proposal. If the information cannot be verified the LCCL reserves the right to reduce the rating points awarded or disqualify the proposal.

**How to Apply:**

Proposal may be submitted online through Submittable at [latinocoalition.submittable.com/submit](https://latinocoalition.submittable.com/submit) by June 30, 2022.

## Appendix A

### The Career Pathway Model

The CoFCH initiative will work with community partners and businesses to develop a career pathway system that provides justice impacted job seekers access to opportunities which provide a clear sequence of stackable credentials combined with supportive services. The goal is to help justice impacted job seekers secure industry relevant skills, certifications, and credentials which will lead to advancement to higher levels of employment in high-demand occupations. As displayed in the diagram below, this sample construction career pathway model consists of four levels that identifies the skill level and training, or certification needed to find employment at each level. The pathways start with a shorter term, semi-skilled job (Laborer) earning \$38k/yr., and advances to a longer-term career, upper-level skilled (Superintendent) with an earning potential of \$92k/yr.<sup>[1]</sup>

The system will be made up of multiple career pathways which will include educational institutions, trade training programs, workforce development, and supportive service partners. This system will be nurtured through aligning public/private partners and engaging them in continuous conversations to ensure that justice impacted job seekers move seamlessly through relevant components of the initiative (educational, skills training, and work-based experience). This will ensure that skills and credentials are built that meet industry demand and prepare them for careers. To build a robust career pathway system the CoFCH initiative assessed labor market information (LMI) to identify trends in three key areas: the top in-demand industries, occupations and wage rates, and in-demand skills, education, and training needed.

#### i. Top In-demand Industries

<i>Industry</i>	<i>Industry Code</i>	<i>Employment Estimate</i>	<i>Projected Employment</i>	<i>Total Change</i>	<i>% Change</i>
Healthcare and Social Assistance	62	334,109	433,313	99,204	29.69%
Professional, Scientific, and Technical Services	54	239,231	337,172	97,941	40.94%
Accommodation and Food Services	72	227,796	306,683	78,887	34.63%
Construction	23	174,710	219,916	45,206	25.87%

Educational Services	61	223,642	266,991	43,349	19.38%
Transportation and Warehousing	48	89,919	128,010	38,091	42.36%
Admin. and Support and Waste Management and Remediation Services	56	149,396	178,443	29,047	19.44%
Retail Trade	44	262,585	290,938	28,353	10.80%
Manufacturing	31	146,465	156,973	10,508	7.17%
Wholesale Trade	42	107,797	117,951	10,160	0.90%
<a href="https://colmigateway.com/vosnet/analyzer/resultsNew.aspx?session=indproj">https://colmigateway.com/vosnet/analyzer/resultsNew.aspx?session=indproj</a>					

From 2020 to 2030, the in-demand sectors in Colorado, listed in Table 2 are (except for Manufacturing and Wholesale Trade) projected to experience >10% growth. Professional, Science, and Technological Services, and Transportation and Warehousing are projected to see growth over 40%. Healthcare and Social Assistance, Accommodation and Food Services, and Construction are projected to experience 29.69%, 34.63%, and 25.87% growth respectively. The anticipated growth in these industries is good for the economy, however, the type of occupations and wage rates are also important factors to consider for the CoFCH initiative.

### i. Top Occupations and Wage Rates

The CoFCH initiative consulted the Colorado Talent Pipeline Report for the 2020 Top Jobs in Colorado. The data was used to compare the number of job openings and wage rates for the top occupations that are listed in the in-demand industries (Table 2).

- Tier 1 includes jobs that have median earnings at or above a living wage for a family with two adults (one working) and one child (\$31.81/hr.).
- Tier 2 includes jobs that meet a living-wage benchmark for an individual (median earnings of \$17.57/hr.).

An abbreviated version of the Projected Occupations and Wage chart is below, and the full chart with the top industries are attached in Appendix 1.

<b>Table 3: 2020 Colorado Top Jobs</b>			
<i>Industry</i>		<i>Tier #1</i>	<i>Tier #2</i>
Health Care and Social Assistance	Wage Range	\$26-\$52/hr   \$55k-\$108k/yr	\$14-\$25/hr   \$29k-\$53k/yr
	# of Occupations	34	34

	# of Jobs	12,120	17,810
Professional, Scientific, and Technical Services	Wage Range	\$27-\$88/hr   \$56k-\$183k/yr	\$18-\$25/hr   \$37k-\$53k/yr
	# of Occupations	71	21
	# of Jobs	39,369	8,352
Accommodation and Food Services	Wage Range	\$28/hr   \$59k/yr	\$13-\$20/hr   \$28k-\$43k/yr
	# of Occupations	1	4
	# of Jobs	96	11,318
Construction	Wage Range	\$26-\$43/hr   \$55k-\$89k/yr	\$16-\$25/hr   \$34k-\$52k/yr
	# of Occupations	8	26
	# of Jobs	7,739	17,870
<i>Source: <a href="https://www.coloradotalentdashboard.com/supply-and-demand-match/">https://www.coloradotalentdashboard.com/supply-and-demand-match/</a></i>			

The data shows that there are significant differences in the number of top occupations that are available in each industry. For Tier 1 occupations, the Professional, Scientific, and Technical Services industry has the largest number share of opportunity, 71 occupations and 39,369 job openings with wage ranging \$27-\$88/hr., and Healthcare and Social Assistance is second with 34 occupations and 12,120 job openings, with wage ranging \$26-\$52/hr. However, the Accommodation and Food Services, which is known for hiring persons who are impacted by the justice system, only had one (1) occupation and 96 job openings, with an annual wage of \$28/hr. in this category. For Tier 2 occupations, the Healthcare and Social Assistance industry has the largest number share of opportunity, 34 occupations and 17,810 job openings with wage ranging \$14-\$25/hr., and Construction is second with 26 occupations and 17,870 job openings, with wage ranging \$16-\$25/hr.

Based on the data, the construction industry seems to be one that should be targeted in the CoFCH initiative. The industry is known for its openness to hiring people impacted by the justice system, and also for providing multiple pathways for individuals to earn a livable wage and get on a path towards economic mobility. There are tremendous skills and regulatory barriers to entry for people impacted by the justice system to access many occupations in the Professional, Scientific and Technical Services, and Healthcare and Social Assistance industry. The CoFCH initiative may need to work with stakeholders such as advocacy, business industry, and state agency groups to explore ways to reduce some of the barriers to employment in these and other industries.

## ii. In-demand Skills, Education, and Training

This landscape analysis consulted the 2019 Colorado Talent Pipeline Report, to identify the top 10 essential (soft) skills and the top technical (hard) skills that are found in job postings in Colorado. Essential skills are more personal qualities that are generally transferable across multiple occupations and industries, while technical (hard) skills are those measurable abilities that often tie directly to specific occupation(s). Below is a list of the top 10 essential and technical skills.

Chart 2: Top Ten Skills	
Essential	Technical
<ul style="list-style-type: none"> <li>§ Management</li> <li>§ Customer Service</li> <li>§ Sales</li> <li>§ Communication</li> <li>§ Operations</li> <li>§ Leadership</li> <li>§ Innovation</li> <li>§ Valid Driver’s License</li> <li>§ Problem Solving</li> <li>§ Presentations</li> </ul>	<ul style="list-style-type: none"> <li>§ Restaurant Operation</li> <li>§ Merchandising</li> <li>§ Accounting</li> <li>§ Nursing</li> <li>§ Selling Techniques</li> <li>§ Auditing</li> <li>§ Customer Experience</li> <li>§ Basic Life Support</li> <li>§ Customer Relationship Management</li> <li>§ Agile Software Development</li> </ul>
<p><i>Source: 2019 Colorado Talent Pipeline Report</i></p>	

According to the Prison Policy Initiative, more than 50% of individuals formally incarcerated hold only a high school diploma or GED.<sup>[2]</sup> Along with the low level of education, the majority of these individuals need the necessary trainings to develop the essential and technical skills to compete for job opportunities in the labor market. The CoFCH initiative will need to partner with a wide range of organizations to leverage the resources that are available in the ecosystem.

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[1] Colorado Workforce Development Council, [Career Pathways](#)

[2] Prison Policy Initiative (2018), [Getting Back on Course: Educational exclusion and attainment among formerly incarcerated people](#)

**2020 Colorado Top Jobs**

<i>Rank</i>	<i>Industry</i>		<i>Tier #1</i>	<i>Tier #2</i>
#1	Health Care and Social Assistance	Wage Range	\$26-\$52/hr   \$55k-\$108k/yr	\$14-\$25/hr   \$29k-\$53k/yr
		# of Occupations	34	34
		# of Jobs	12,120	17,810
#2	Professional, Scientific, and Technical Services	Wage Range	\$27-\$88/hr   \$56k-\$183k/yr	\$18-\$25/hr   \$37k-\$53k/yr
		# of Occupations	71	21
		# of Jobs	39,369	8,352
#3	Accommodation and Food Services	Wage Range	\$28/hr   \$59k/yr	\$13-\$20/hr   \$28k-\$43k/yr
		# of Occupations	1	4
		# of Jobs	96	11,318
#4	Construction	Wage Range	\$26-\$43/hr   \$55k-\$89k/yr	\$16-\$25/hr   \$34k-\$52k/yr
		# of Occupations	8	26
		# of Jobs	7,739	17,870
#5	Educational Services	Wage Range	\$26-\$56/hr   \$54k-\$117k/yr	\$14-\$26/hr   \$28k-\$54k/yr
		# of Occupations	31	17
		# of Jobs	5,817	13,653
#6	Transportation and Warehousing	Wage Range	\$39-\$88/hr   \$81k-\$183k/yr	\$14-\$23/hr   \$29k-\$49k/yr

		<b># of Occupations</b>	<b>3</b>	<b>9</b>
		<b># of Jobs</b>	<b>678</b>	<b>11,394</b>
<b>#7</b>	<b>Administrative and Support and Waste Management and Remediation Services</b>	<b>Wage Range</b>	<b>\$27-\$54/hr   \$56k-\$113k/yr</b>	<b>\$14-\$21/hr   \$30k-45k/yr</b>
		<b># of Occupations</b>	<b>10</b>	<b>6</b>
		<b># of Jobs</b>	<b>5,524</b>	<b>3,827</b>
<b>#8</b>	<b>Retail Trade</b>	<b>Wage Range</b>	<b>N/A</b>	<b>N/A</b>
		<b># of Occupations</b>	<b>N/A</b>	<b>N/A</b>
		<b># of Jobs</b>	<b>N/A</b>	<b>N/A</b>
<b>#12</b>	<b>Manufacturing</b>	<b>Wage Range</b>	<b>\$52-\$65/hr   \$109k-\$135k/yr</b>	<b>\$14-\$20/hr   \$29k-\$41k/yr</b>
		<b># of Occupations</b>	<b>2</b>	<b>4</b>
		<b># of Jobs</b>	<b>222</b>	<b>6,159</b>
<b>#13</b>	<b>Wholesale Trade</b>	<b>Wage Range</b>	<b>\$52-\$65/hr   \$109k-\$135k/yr</b>	<b>\$14-\$20/hr   \$29k-\$42k/yr</b>
		<b># of Occupations</b>	<b>2</b>	<b>6</b>
		<b># of Jobs</b>	<b>222</b>	<b>8,872</b>