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Geographical Area

The geographical area for this industry profile includes the 15 counties that make up Colorado’s Urban Front Range.

The geographic region includes the following metropolitan areas:

- Boulder
- Colorado Springs
- Denver-Aurora-Lakewood
- Fort Collins
- Greeley

In 2022, this 15 county region employed nearly 2.7 million people across all industries, and made up 84% of Colorado’s total employment.

In 2022, the Gross Regional Product (GRP) for the Front Range region was $446.3 billion, which made up just under 1.7% of the national Gross Domestic Product (GDP). GDP is the total market value of all goods and services in the nation, and GRP is the total market value of all goods and services in the region.
The aerospace and aviation sector employs 27,183 people in 728 establishments. An ‘establishment’ is one facility in which people work. For example, a business in the sector may have several locations, and each one of those locations counts as an ‘establishment.’

In 2022, the sector had $11.1 billion in sales, and contributed $6.4 billion to the region’s GDP. Colorado’s Front Range is a national hub for aerospace and aviation, featuring major companies like Lockheed Martin, Boeing, Raytheon, Ball Aerospace, and Blue Origin. Colorado’s Space Port is located near Denver International Airport (DEN), and offers private companies a host of opportunities for horizontal launch applications. Because of its strength in this industry, U.S. Space Command headquarters was moved to Colorado Springs, which is also home to the U.S. Air Force Academy. This has made the region a center of innovation in aerospace manufacturing, satellite technology and space exploration.

Source: Lightcast
Aerospace & Aviation Sector

Employment concentration measures the concentration of employment in an industry in the local region against the average employment concentration in that industry nationwide. For example, we would read, “Employment in guided missile and space vehicle manufacturing is 5.22 times more concentrated than the national average for this industry.” The North American Industry Classification System (NAICS) is the standard used by Federal statistical agencies in classifying business establishments for the purpose of collecting, analyzing, and publishing statistical data related to the U.S. business economy.

<table>
<thead>
<tr>
<th>Industry</th>
<th>NAICS Code</th>
<th>Numbers to Know</th>
<th>Employment Concentration</th>
<th>Average Wage</th>
<th>Average Employer Paid Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Search, Detection, Navigation, Guidance, Aeronautical, &amp; Nautical System &amp; Instrument Manufacturing</td>
<td>NAICS 334511</td>
<td>5,254 jobs</td>
<td>13 establishments</td>
<td>$1.9 billion in sales</td>
<td>10.4% change to 2027</td>
</tr>
<tr>
<td>Aircraft Manufacturing</td>
<td>NAICS 336411</td>
<td>1,043 jobs</td>
<td>10 establishments</td>
<td>$421.0 million in sales</td>
<td>26.6% change to 2027</td>
</tr>
<tr>
<td>Guided Missile &amp; Space Vehicle Manufacturing</td>
<td>NAICS 336413</td>
<td>934 jobs</td>
<td>17 establishments</td>
<td>$335.9 million in sales</td>
<td>30.9% change to 2027</td>
</tr>
<tr>
<td>Other Aircraft Parts &amp; Auxiliary Equipment Manufacturing</td>
<td>NAICS 336419</td>
<td>44 jobs</td>
<td>3 establishments</td>
<td>$20.0 million in sales</td>
<td>14.6% change to 2027</td>
</tr>
<tr>
<td>Other Aircraft Parts &amp; Auxiliary Equipment Manufacturing</td>
<td>NAICS 336414</td>
<td>6,405 jobs</td>
<td>11 establishments</td>
<td>$2.9 billion in sales</td>
<td>(2.3%) change to 2027</td>
</tr>
<tr>
<td>Satellite Telecommunications</td>
<td>NAICS 517410</td>
<td>488 jobs</td>
<td>2 establishments</td>
<td>$275.1 million in sales</td>
<td>32.9% change to 2027</td>
</tr>
<tr>
<td>Guided Missile &amp; Space Vehicle Parts &amp; Auxiliary Equipment Manufacturing</td>
<td>NAICS 336415</td>
<td>189 jobs</td>
<td>16 establishments</td>
<td>$293.3 million in sales</td>
<td>(34.0%) change to 2027</td>
</tr>
<tr>
<td>Research &amp; Development in the Physical, Engineering, &amp; Life Sciences (except Nanotechnology &amp; Biotechnology)</td>
<td>NAICS 541715</td>
<td>12,826 jobs</td>
<td>655 establishments</td>
<td>$4.8 billion in sales</td>
<td>3.0% change to 2027</td>
</tr>
</tbody>
</table>

**Numbers to Know**
- 5,254 jobs
- 13 establishments
- 2.56 employment concentration
- $1.9 billion in sales
- 10.4% change to 2027
- $141,460 average wage
- $27,750 average employer paid benefits

**Numbers to Know**
- 1,043 jobs
- 10 establishments
- 0.29 employment concentration
- $421.0 million in sales
- 26.6% change to 2027
- $97,813 average wage
- $20,409 average employer paid benefits

**Numbers to Know**
- 934 jobs
- 17 establishments
- 0.60 employment concentration
- $335.9 million in sales
- 30.9% change to 2027
- $108,645 average wage
- $22,705 average employer paid benefits

**Numbers to Know**
- 6,405 jobs
- 11 establishments
- 5.22 employment concentration
- $2.9 billion in sales
- (2.3%) change to 2027
- $171,057 average wage
- $35,709 average employer paid benefits

**Numbers to Know**
- 488 jobs
- 2 establishments
- 0.37 employment concentration
- $275.1 million in sales
- 32.9% change to 2027
- $123,225 average wage
- $25,771 average employer paid benefits

**Numbers to Know**
- 189 jobs
- 16 establishments
- 1.23 employment concentration
- $293.3 million in sales
- (34.0%) change to 2027
- $128,430 average wage
- $32,130 average employer paid benefits

**Numbers to Know**
- 12,826 jobs
- 655 establishments
- 1.51 employment concentration
- $4.8 billion in sales
- 3.0% change to 2027
- $141,690 average wage
- $35,709 average employer paid benefits
The first graph shows the growth in jobs (blue bars) and the growth in the number of establishments (orange line) in the sector between 2013 and 2022. The second graph shows the growth in wages, salaries and proprietor earnings (blue bars) and in employer-paid benefits, including the employer portions of both Social Security and Medicare payroll deductions (orange line) for the same period.

**Historical Trends, Jobs & Establishments**

**Historical Trends, Salaries & Employer-Paid Benefits**
Employment Concentration Map

The overall employment concentration in this sector is 2.48 times the national average, which means that the region is a national hub in the sector and has a good supply of skilled labor. For example, we would read, “Employment in guided missile and space vehicle manufacturing is 5.22 times more concentrated than the national average for this industry.”

Source: Lightcast
## Sector Employment Concentration

Employment concentration in the sector is shown here within each of the 15 counties making up the region. Note that the current wages, salaries, and proprietor earnings, as well as the current employer-paid benefits are different within each county. This is because each county has a different mix of businesses operating within various industries in the sector. For example, the highest average wage per worker is in guided missile and space vehicle manufacturing while the lowest is in aircraft manufacturing. Thus, a county that has a concentration of aircraft manufacturers will have a lower average wage per worker.

<table>
<thead>
<tr>
<th>County</th>
<th>Jobs</th>
<th>Employment Concentration</th>
<th>Current Wages, Salaries, &amp; Proprietor Earnings</th>
<th>Benefits</th>
<th>Top Businesses</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ADAMS</strong></td>
<td>- 466</td>
<td>- 0.25</td>
<td>$101,657</td>
<td>$21,244</td>
<td>Boeing Corp., Woodward Hrt., Woodward Hrt. Corp.</td>
</tr>
<tr>
<td><strong>ARAPAHOE</strong></td>
<td>- 2,674</td>
<td>- 1.00</td>
<td>$121,363</td>
<td>$20,298</td>
<td>Intrex Aerospace, Resource Environmental Group Service, Air Comm Corp.</td>
</tr>
<tr>
<td><strong>BOULDER</strong></td>
<td>- 8,799</td>
<td>- 5.80</td>
<td>$135,048</td>
<td>$20,928</td>
<td>United Launch Alliance, Jeppesen Sanderson, Inc., Air Methods Corp.</td>
</tr>
<tr>
<td><strong>DENVER</strong></td>
<td>- 421</td>
<td>- 0.10</td>
<td>$117,556</td>
<td>$16,162</td>
<td>Top Businesses - Hydrogen Components, Inc. Past</td>
</tr>
<tr>
<td><strong>DOUGLAS</strong></td>
<td>- 511</td>
<td>- 0.46</td>
<td>$159,552</td>
<td>$26,855</td>
<td>Leading Edge Aerospace Dynamics, Infinity Laboratories</td>
</tr>
<tr>
<td><strong>EL PASO</strong></td>
<td>- 1,494</td>
<td>- 0.55</td>
<td>$146,541</td>
<td>$20,312</td>
<td>Boeing</td>
</tr>
<tr>
<td><strong>ELBERT</strong></td>
<td>- 40</td>
<td>- 0.25</td>
<td>$137,984</td>
<td>$19,984</td>
<td>Woodward Hrt., Woodward Hrt. Corp.</td>
</tr>
<tr>
<td><strong>JEFFERSON</strong></td>
<td>- 79,984</td>
<td>- 5.34</td>
<td>$161,509</td>
<td>$29,526</td>
<td>Air Methods Corp.</td>
</tr>
<tr>
<td><strong>LARIMER</strong></td>
<td>- 1,334</td>
<td>- 0.97</td>
<td>$137,984</td>
<td>$19,984</td>
<td>Woodward Hrt., Woodward Hrt. Corp.</td>
</tr>
<tr>
<td><strong>BROOMFIELD</strong></td>
<td>- 1,266</td>
<td>- 3.80</td>
<td>$79,457</td>
<td>$14,192</td>
<td>Upsher Smith Laboratories</td>
</tr>
<tr>
<td><strong>CLEAR CREEK</strong></td>
<td>- 30</td>
<td>- 0.04</td>
<td>$79,457</td>
<td>$14,192</td>
<td>Top Businesses - Ball Aerospace, Sierra Space Corp., Aerospace</td>
</tr>
<tr>
<td><strong>TELLER</strong></td>
<td>- 24</td>
<td>- 0.19</td>
<td>$107,419</td>
<td>$14,192</td>
<td>Top Businesses - Insf. Data</td>
</tr>
<tr>
<td><strong>WELD</strong></td>
<td>- 259</td>
<td>- 0.23</td>
<td>$118,619</td>
<td>$24,288</td>
<td>Woodward Hrt., Woodward Hrt. Corp.</td>
</tr>
</tbody>
</table>

Source: Lightcast
Every sector has a group of occupations it needs to fulfill its mission. This is called a staffing pattern, and generally includes managers, business and finance people, sales and administrative support, computer and mathematical occupations. There is also a core set of occupations that are primarily responsible for producing the good or services that industry provides. In aerospace and aviation, this core set of occupations is made up of architectural and engineering occupations. Examples of these occupations include aerospace engineers, industrial engineers, aerospace engineering technologists and technicians. This map shows where persons employed in these occupations live (orange areas) and where they work (blue areas).

Source: Lightcast
### Where Core Workforce Lives

#### Commute Patterns

This table shows the number of ‘net commuters’ in each of the 15 counties making up the region. For example, 10,316 workers in these core occupations live in Jefferson County, while there are 9,850 architectural and engineering jobs there. This means there are 466 more of these core workers living in Jefferson County than there are architectural and engineering jobs there.

<table>
<thead>
<tr>
<th>County</th>
<th>Net Commuters</th>
<th>Resident Workers</th>
<th>Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denver</td>
<td>3,878</td>
<td>9,887</td>
<td>13,765</td>
</tr>
<tr>
<td>Boulder</td>
<td>2,327</td>
<td>7,281</td>
<td>9,608</td>
</tr>
<tr>
<td>Arapahoe</td>
<td>2,155</td>
<td>8,370</td>
<td>10,525</td>
</tr>
<tr>
<td>Larimer</td>
<td>182</td>
<td>5,260</td>
<td>5,442</td>
</tr>
<tr>
<td>Clear Creek</td>
<td>32</td>
<td>42</td>
<td>73</td>
</tr>
<tr>
<td>Gilpin</td>
<td>(36)</td>
<td>54</td>
<td>18</td>
</tr>
<tr>
<td>Broomfield</td>
<td>(44)</td>
<td>1,784</td>
<td>1,740</td>
</tr>
<tr>
<td>Park</td>
<td>(78)</td>
<td>123</td>
<td>45</td>
</tr>
<tr>
<td>Teller</td>
<td>(114)</td>
<td>237</td>
<td>124</td>
</tr>
<tr>
<td>Elbert</td>
<td>(190)</td>
<td>288</td>
<td>98</td>
</tr>
<tr>
<td>El Paso</td>
<td>(406)</td>
<td>8,405</td>
<td>7,999</td>
</tr>
<tr>
<td>Jefferson</td>
<td>(466)</td>
<td>10,316</td>
<td>9,850</td>
</tr>
<tr>
<td>Adams</td>
<td>(2,294)</td>
<td>6,489</td>
<td>4,194</td>
</tr>
<tr>
<td>Douglas</td>
<td>(2,824)</td>
<td>6,114</td>
<td>3,290</td>
</tr>
<tr>
<td>Weld</td>
<td>(2,847)</td>
<td>4,673</td>
<td>1,826</td>
</tr>
</tbody>
</table>

Source: Lightcast
### Comparative Retirement Risk

Retirement risk in aerospace and aviation is slightly higher than that across all industries in the region. This reflects an older labor force with 24.5% aged 55 and older and significantly fewer new entrants in the 14-24 age group.

#### Percent of Workforce

- **Aerospace & Aviation Industry**
- **All Industries**

<table>
<thead>
<tr>
<th>Age Groups</th>
<th>Aerospace &amp; Aviation Industry</th>
<th>All Industries</th>
</tr>
</thead>
<tbody>
<tr>
<td>14 - 18</td>
<td>0.1%</td>
<td>2.6%</td>
</tr>
<tr>
<td>19 - 21</td>
<td>2.6%</td>
<td>4.5%</td>
</tr>
<tr>
<td>22 - 24</td>
<td>4.5%</td>
<td>3.9%</td>
</tr>
<tr>
<td>25 - 34</td>
<td>3.9%</td>
<td>5.6%</td>
</tr>
<tr>
<td>35 - 44</td>
<td>25.1%</td>
<td>23.4%</td>
</tr>
<tr>
<td>45 - 54</td>
<td>24.3%</td>
<td>24.8%</td>
</tr>
<tr>
<td>55 - 64</td>
<td>21.3%</td>
<td>19.2%</td>
</tr>
<tr>
<td>65+</td>
<td>19.5%</td>
<td>15.4%</td>
</tr>
</tbody>
</table>

### Comparative Racial Diversity

This bar chart shows the racial and ethnic diversity in the industry versus across all industries in the 15 county region. This is measured by a concept called ‘total diversity,’ which is the percent of racial or ethnic minorities employed in the sector versus the percent of racial and ethnic minorities employed across all industries. Aerospace and aviation is significantly less diverse than the overall average within the region, with overall diversity 10.8% lower than that across all industries.

#### Percent of Workforce

- **Aerospace & Aviation Industry**
- **All Industries**

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Aerospace &amp; Aviation Industry</th>
<th>All Industries</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>80.1%</td>
<td>69.8%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>8.2%</td>
<td>18.2%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>2.2%</td>
<td>4.6%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>0.3%</td>
<td>0.5%</td>
</tr>
<tr>
<td>Asian</td>
<td>7.2%</td>
<td>4.1%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td>0.1%</td>
<td>0.2%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>1.9%</td>
<td>2.6%</td>
</tr>
</tbody>
</table>

Source: Lightcast
Remote Work Potential

39.7% Remote Work Capability for Sector

In a scarce labor market, a valid strategy for employers may be to review their staffing mix and determine which positions, if any, can be employed remotely or using a hybrid schedule. Approximately 39.7% of the workforce in aerospace and aviation has at least partial teleworking capacity, mostly in back-office functions.

Automation Index

91.4

Another valid strategy employers can use in today’s scarce labor market is automation. Automation seldom replaces workers 1:1. Rather, automation leverages the productive capacity of fewer workers to allow for higher output. Examples of automation in aerospace and aviation are flight simulators, robotic arms and automated guidance systems.

Source: Lightcast
Advertised Wage Trends

The scarce labor market has driven wages up over time. This line graph shows movement in advertised wages in jobs posted in the sector over the last year.

Competitive Wage Analysis

The following table shows the top 20 occupations by percentage of total employment in the sector, as well as total employment across industries. For example, the information technology sector employs 606 project management specialists, but there are 26,738 employed across all industry sectors. This is important because the aerospace and aviation sector must compete with other sectors for critical talent, such as software developers, buyers and purchasing agents, project management specialists and engineers of all types. Average annual openings for each occupation is estimated according to known attrition (people leaving the occupation or retiring) as well as expected national and local growth in the occupation.

Median posted wage levels can be compared to estimated entry and experienced level wages, and the typical entry level education, as well as the typical on-the-job training (OJT) are shown to illustrate the potential for apprenticeships and OJT to supplement shortfalls in the traditional training pipeline.

The Standard Occupational Classification (SOC) system is used by Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data.

Source: Lightcast
## Competitive Wage Analysis

<table>
<thead>
<tr>
<th>SOC</th>
<th>Description</th>
<th>Jobs in Sector</th>
<th>% of Total Employment in Sector</th>
<th>Jobs Across all Industries</th>
<th>Average Annual Openings</th>
<th>Median Posted Wage</th>
<th>Entry Level Wage</th>
<th>Median Wage</th>
<th>Highly Experienced Level Wage</th>
<th>Typical On-the-Job Training</th>
<th>Typical Entry Level Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>11-1021</td>
<td>General &amp; Operations Managers</td>
<td>414</td>
<td>1.5%</td>
<td>43,782</td>
<td>4,781</td>
<td>$39.82</td>
<td>$41.46</td>
<td>$60.66</td>
<td>$88.23</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>11-9041</td>
<td>Architectural &amp; Engineering Managers</td>
<td>386</td>
<td>1.4%</td>
<td>3,567</td>
<td>305</td>
<td>$74.58</td>
<td>$69.77</td>
<td>$82.67</td>
<td>$100.51</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>11-9121</td>
<td>Natural Sciences Managers</td>
<td>389</td>
<td>1.4%</td>
<td>1,326</td>
<td>125</td>
<td>$44.18</td>
<td>$56.35</td>
<td>$70.75</td>
<td>$84.99</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>11-9999</td>
<td>Managers, All Other</td>
<td>400</td>
<td>1.5%</td>
<td>20,867</td>
<td>1,974</td>
<td>$50.58</td>
<td>$29.47</td>
<td>$61.12</td>
<td>$84.34</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-1028</td>
<td>Buyers &amp; Purchasing Agents</td>
<td>468</td>
<td>1.7%</td>
<td>9,306</td>
<td>958</td>
<td>$33.35</td>
<td>$27.80</td>
<td>$35.92</td>
<td>$47.10</td>
<td>Moderate-term OJT</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-1082</td>
<td>Project Management Specialists</td>
<td>606</td>
<td>2.2%</td>
<td>26,738</td>
<td>2,583</td>
<td>$46.89</td>
<td>$35.72</td>
<td>$47.08</td>
<td>$61.90</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-1199</td>
<td>Business Operations Specialists, All Other</td>
<td>963</td>
<td>3.6%</td>
<td>42,410</td>
<td>4,428</td>
<td>$34.83</td>
<td>$29.44</td>
<td>$38.93</td>
<td>$51.78</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>15-1252</td>
<td>Software Developers</td>
<td>1,567</td>
<td>5.6%</td>
<td>43,195</td>
<td>4,546</td>
<td>$58.95</td>
<td>$48.40</td>
<td>$62.08</td>
<td>$76.85</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-2011</td>
<td>Aerospace Engineers</td>
<td>1,404</td>
<td>5.1%</td>
<td>3,503</td>
<td>257</td>
<td>$57.72</td>
<td>$47.57</td>
<td>$61.22</td>
<td>$79.21</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-2061</td>
<td>Computer Hardware Engineers</td>
<td>558</td>
<td>2.1%</td>
<td>4,035</td>
<td>280</td>
<td>$55.38</td>
<td>$50.24</td>
<td>$63.14</td>
<td>$76.56</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-2071</td>
<td>Electrical Engineers</td>
<td>394</td>
<td>1.4%</td>
<td>3,559</td>
<td>277</td>
<td>$52.55</td>
<td>$40.61</td>
<td>$49.99</td>
<td>$63.27</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-2072</td>
<td>Electronics Engineers, Except Computer</td>
<td>827</td>
<td>3.1%</td>
<td>7,352</td>
<td>509</td>
<td>$58.22</td>
<td>$45.02</td>
<td>$57.56</td>
<td>$74.90</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-2112</td>
<td>Industrial Engineers</td>
<td>828</td>
<td>3.0%</td>
<td>4,931</td>
<td>400</td>
<td>$47.88</td>
<td>$37.72</td>
<td>$47.02</td>
<td>$60.28</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-2141</td>
<td>Mechanical Engineers</td>
<td>692</td>
<td>2.5%</td>
<td>5,145</td>
<td>379</td>
<td>$48.37</td>
<td>$38.71</td>
<td>$47.83</td>
<td>$61.68</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>19-1042</td>
<td>Medical Scientists, Except Epidemiologists</td>
<td>567</td>
<td>2.1%</td>
<td>2,271</td>
<td>187</td>
<td>$37.05</td>
<td>$38.01</td>
<td>$44.67</td>
<td>$62.30</td>
<td>None</td>
<td>Doctoral or professional degree</td>
</tr>
<tr>
<td>19-4021</td>
<td>Biological Technicians</td>
<td>650</td>
<td>2.4%</td>
<td>2,716</td>
<td>392</td>
<td>$23.45</td>
<td>$19.35</td>
<td>$23.21</td>
<td>$25.73</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>51-2028</td>
<td>Electrical, Electronic, &amp; Electromechanical Assemblers, Except Coil Winders, Tapers, &amp; Finishers</td>
<td>751</td>
<td>2.7%</td>
<td>4,517</td>
<td>561</td>
<td>$20.00</td>
<td>$17.41</td>
<td>$19.74</td>
<td>$23.95</td>
<td>Moderate-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>51-2098</td>
<td>Miscellaneous Assemblers &amp; Fabricators</td>
<td>389</td>
<td>1.4%</td>
<td>11,336</td>
<td>1,369</td>
<td>$20.00</td>
<td>$16.00</td>
<td>$18.55</td>
<td>$21.49</td>
<td>Moderate-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>51-4041</td>
<td>Machinists</td>
<td>356</td>
<td>1.3%</td>
<td>3,107</td>
<td>365</td>
<td>$25.29</td>
<td>$20.73</td>
<td>$24.62</td>
<td>$29.83</td>
<td>Long-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>51-9061</td>
<td>Inspectors, Testers, Sorters, Samplers, and Weighers</td>
<td>351</td>
<td>1.3%</td>
<td>4,952</td>
<td>680</td>
<td>$25.05</td>
<td>$18.28</td>
<td>$22.68</td>
<td>$29.30</td>
<td>Moderate-term OJT</td>
<td>High school diploma or GED</td>
</tr>
</tbody>
</table>
Top Occupations

These figures use information from unique job postings across the sector to show the number of jobs posted in the 15 county region during the last year and median posted salary. It is also important when planning staffing strategy to look at hires, separations and turnover rate for each of the occupations, whether the occupation is apprenticeable or not, and the top skills demanded over the prior 12-month period.

Discover more about each occupation by simply clicking on the respective icon.

- **Software Developers**
  - Unique Postings: 35,423
  - Median Salary: $58.95
  - Hires: 19,234
  - Separations: 13,486
  - Turnover Rate: 33.0%
  - Apprenticeable: Yes
  - Top Skills: Software Engineering, Computer Science, Agile Methodology

- **Aerospace Engineers**
  - Unique Postings: 1,492
  - Median Salary: $57.52
  - Hires: 880
  - Separations: 890
  - Turnover Rate: 26.1%
  - Apprenticeable: Yes
  - Top Skills: Systems Engineering, Spacecraft, Aerospace Engineering

- **Business Operations Specialists, All Other**
  - Unique Postings: 2,400
  - Median Salary: $34.83
  - Hires: 24,611
  - Separations: 24,781
  - Turnover Rate: 59.4%
  - Apprenticeable: No
  - Top Skills: Project Management, Auditing, Marketing

- **Electronics Engineers, Except Computer**
  - Unique Postings: 1,637
  - Median Salary: $58.22
  - Hires: 2,292
  - Separations: 2,404
  - Turnover Rate: 32.9%
  - Apprenticeable: No
  - Top Skills: Electrical Engineering, Radio Frequency, Electronics
### Industrial Engineers
- Unique Postings: 2,929
- Median Salary: $47.88
- Hires: 1,621
- Separations: 1,394
- Turnover Rate: 29.1%
- Apprenticeable: Yes
- Top Skills: Manufacturing Processes, Project Management

### Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tappers, & Finishers
- Unique Postings: 828
- Median Salary: $20.00
- Hires: 2,327
- Separations: 2,235
- Turnover Rate: 50.3%
- Apprenticeable: No
- Top Skills: Hand Tools, Power Tool Operation, Mechanical Assembly

### Medical Scientists, Except Epidemiologists
- Unique Postings: 1,427
- Median Salary: $37.05
- Hires: 908
- Separations: 674
- Turnover Rate: 30.7%
- Apprenticeable: No
- Top Skills: Medical Laboratory, Clinical Trials, Clinical Research

### Buyers and Purchasing Agents
- Unique Postings: 4,170
- Median Salary: $33.35
- Hires: 5,240
- Separations: 5,664
- Turnover Rate: 61.3%
- Apprenticeable: No
- Top Skills: Purchasing, Procurement, Contract Management

### Mechanical Engineers
- Unique Postings: 4,593
- Median Salary: $48.37
- Hires: 1,589
- Separations: 1,408
- Turnover Rate: 28.1%
- Apprenticeable: Yes
- Top Skills: Mechanical Engineering, Mechanical Design, Project Management

### Biological Technicians
- Unique Postings: 221
- Median Salary: $23.45
- Hires: 1,996
- Separations: 1,834
- Turnover Rate: 68.8%
- Apprenticeable: Yes
- Top Skills: Biology, Molecular Biology, Biochemistry

### General & Operations Managers
- Unique Postings: 13,091
- Posted Salary: $39.82
- Hires: 27,382
- Separations: 23,014
- Turnover Rate: 54.4%
- Apprenticeable: Yes
- Top Skills: Operations Management, Marketing, Project Management

### Managers, All Other
- Unique Postings: 22,094
- Median Salary: $50.58
- Hires: 5,871
- Separations: 5,641
- Turnover Rate: 27.7%
- Apprenticeable: No
- Top Skills: Project Management, Marketing, Auditing

### Project Management Specialists
- Unique Postings: 8,043
- Median Salary: $46.89
- Hires: 13,693
- Separations: 13,132
- Turnover Rate: 50.4%
- Apprenticeable: Yes
- Top Skills: Project Management, Project Schedules, Subcontracting

### Computer Hardware Engineers
- Unique Postings: 567
- Median Salary: $55.38
- Hires: 1,321
- Separations: 1,418
- Turnover Rate: 35.5%
- Apprenticeable: Yes
- Top Skills: Hardware Architecture, Computer Engineering, Electrical Engineering

### Natural Sciences Managers
- Unique Postings: 1,667
- Median Salary: $44.18
- Hires: 583
- Separations: 498
- Turnover Rate: 38.5%
- Apprenticeable: No
- Top Skills: Clinical Research, Clinical Trials, Good Clinical Practices (GCP)

### Electrical Engineers
- Unique Postings: 5,848
- Median Salary: $52.55
- Hires: 1,029
- Separations: 947
- Turnover Rate: 27.3%
- Apprenticeable: No
- Top Skills: Electrical Engineering, Electrical Systems, Project Management
Let’s Talk!

There are a number of strategies you can employ to enhance employee recruitment and retention. The Arapahoe/Douglas Works! Business Services Team can help you strategize and implement these tactics. Get started by calling (303) 636-1359 or visiting https://bit.ly/ADWBusinessServices.

**Let’s Talk!**

**Strategies in a Scarce Labor Market**

**Automation**

**Remote Working**

**Work-Based Learning & Apprenticeship**

**Outsourcing**

**Upskill Current Employees**

**Skill Mining**

**Sector Partnership**

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**Machinists**
- **Unique Postings**: 820
- **Median Salary**: $25.29
- **Hires**: 1,654
- **Separations**: 1,512
- **Turnover Rate**: 49.4%
- **Apprenticeable**: Yes
- **Top Skills**: Machining, Lathes, Computer Network Control (CNC)

**Inspectors, Testers, Sorters, Samplers, & Weighers**
- **Unique Postings**: 2,764
- **Median Salary**: $25.05
- **Hires**: 3,914
- **Separations**: 3,511
- **Turnover Rate**: 72.8%
- **Apprenticeable**: Yes
- **Top Skills**: Auditing, Micrometer, Calipers

**Architectural & Engineering Managers**
- **Unique Postings**: 4,848
- **Median Salary**: $74.58
- **Hires**: 1,205
- **Separations**: 1,060
- **Turnover Rate**: 30.5%
- **Apprenticeable**: No
- **Top Skills**: Project Management, Engineering Management, Project Engineering

**Miscellaneous Assemblers & Fabricators**
- **Unique Postings**: 1,772
- **Median Salary**: $20.00
- **Hires**: 11,686
- **Separations**: 10,960
- **Turnover Rate**: 98.1%
- **Apprenticeable**: Yes
- **Top Skills**: Hand Tools, Power Tool Operation, Assembly Lines

Source: Lightcast