2023
Air Transportation
INDUSTRY PROFILE
Colorado Urban Front Range
The geographical area for this industry profile includes the 15 counties that make up Colorado’s Urban Front Range.

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.

To navigate directly to a specific section, click on the title in the list below. This will link directly to the corresponding page.

To return back to the Table of Contents, click on any section title. This will link back to the Table of Contents to allow easy navigation to other sections.
The air transportation sector employs 26,097 people in 295 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 $10.4 billion in sales, and contributed $4.6 billion to the region’s GRP. There are eighty airports in Colorado. Of these, ten are situated along Colorado’s Front Range. Denver International Airport (DEN), which is ranked as the third busiest in the world, serving 69.3 million passengers in 2022. Currently, Denver provides direct nonstop flights to over 190 destinations. There are 28 international destinations in 14 counties. Centennial Airport, located in Arapahoe County, is one of the 25 busiest airports in the nation, averaging 1,000 takeoffs and landings per day.

Source: Lightcast
## Air Transportation 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 scheduled passenger air transportation is 2.68 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.

### Scheduled Passenger Air Transportation

**NAICS 481111**

- Numbers to Know
  - 19,307 jobs
  - 23 establishments
  - 2.68 employment concentration
  - $8.8 billion in sales
  - 13.2% change to 2027
  - $104,881 average wage
  - $31,899 average employer paid benefits

### Scheduled Freight Air Transportation

**NAICS 481112**

- Numbers to Know
  - 4 jobs
  - 0 establishments
  - 0.02 employment concentration
  - $7.6 million in sales
  - Insf. Data change to 2027
  - Insf. Data average wage
  - Insf. Data average employer paid benefits

### Other Nonscheduled Air Transportation

**NAICS 481219**

- Numbers to Know
  - 946 jobs
  - 65 establishments
  - 1.44 employment concentration
  - $797.9 million in sales
  - 12.9% change to 2027
  - $126,626 average wage
  - $37,447 average employer paid benefits

### Nonscheduled Chartered Passenger Air Transportation

**NAICS 481211**

- Numbers to Know
  - 946 jobs
  - 65 establishments
  - 1.44 employment concentration
  - $797.9 million in sales
  - 12.9% change to 2027
  - $126,626 average wage
  - $37,447 average employer paid benefits

### Nonscheduled Chartered Freight Air Transportation

**NAICS 481212**

- Numbers to Know
  - 225 jobs
  - 10 establishments
  - 0.02 employment concentration
  - Insf. Data change to 2027
  - Insf. Data average wage
  - Insf. Data average employer paid benefits

### Air Traffic Control

**NAICS 488111**

- Numbers to Know
  - 4 jobs
  - 3 establishments
  - 0.11 employment concentration
  - $17 million in sales
  - Insf. Data change to 2027
  - Insf. Data average wage
  - Insf. Data average employer paid benefits

### Other Airport Operations

**NAICS 488119**

- Numbers to Know
  - 2,712 jobs
  - 35 establishments
  - 1.50 employment concentration
  - $388.1 million in sales
  - 6.5% change to 2027
  - $47,494 average wage
  - $9,528 average employer paid benefits

### Other Support Activities for Air Transportation

**NAICS 488190**

- Numbers to Know
  - 2,803 jobs
  - 149 establishments
  - 1.28 employment concentration
  - $451.2 million in sales
  - 14.9% change to 2027
  - $54,496 average wage
  - $10,385 average employer paid benefits
The first graph shows the growth in jobs (yellow bars) and the growth in the number of establishments (blue line) in the sector between 2013 and 2022. The second graph shows the growth in wages, salaries and proprietor earnings (yellow bars) and in employer-paid benefits, including the employer portions of both Social Security and Medicare payroll deductions (blue line) for the same period.

Source: Lightcast
Employment Concentration Map

The overall employment concentration in this sector is 2.34 times the national average, which reflects the presence of Denver International Airport (DEN), which was ranked the third busiest airport in the world in 2022. Concentration also varies by county, with the heaviest sector employment concentration in Denver county, where DEN is located.

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 hospitals while the lowest is in nursing and residential care centers. Thus, a county that has a greater concentration of nursing homes will have a lower average wage per worker.

ADAMS
- Jobs - 92
- Employment Concentration - 0.07
- Current Wages, Salaries, & Proprietor Earnings - $70,884
- Benefits - $11,157
- Top Businesses - Air General, All State Express LLC, Concert Group Logistics

ARAPAHOE
- Jobs - 1035
- Employment Concentration - 0.60
- Current Wages, Salaries, & Proprietor Earnings - $98,191
- Benefits - $25,742
- Top Businesses - Jetceters Inc., World Wide Flight Service, LookFar Aviation LLC

BOULDER
- Jobs - 45
- Employment Concentration - 0.04
- Current Wages, Salaries, & Proprietor Earnings - $93,810
- Benefits - $13,929
- Top Businesses - Federal Aviation Administration, Boulder Municipal Airport, Vance Brand Airport

GILPIN
- Jobs - Insf. Data
- Employment Concentration - Insf. Data
- Current Wages, Salaries, & Proprietor Earnings - Insf. Data
- Benefits - Insf. Data
- Top Businesses - Insf. Data

JEFFERSON
- Jobs - 492
- Employment Concentration - 0.39
- Current Wages, Salaries, & Proprietor Earnings - $116,370
- Benefits - $32,550
- Top Businesses - Catalyst Solutions, Axis Global Logistics, Integrated Packaging Solutions

LARIMER
- Jobs - 435
- Employment Concentration - 0.15
- Current Wages, Salaries, & Proprietor Earnings - $69,796
- Benefits - $16,668

BROOMFIELD
- Jobs - 39
- Employment Concentration - 0.18
- Current Wages, Salaries, & Proprietor Earnings - $81,613
- Benefits - $15,128
- Top Businesses - Hawk Eye Aviation LLC, Legacy Air

CLEAR CREEK
- Jobs - Insf. Data
- Employment Concentration - Insf. Data
- Current Wages, Salaries, & Proprietor Earnings - Insf. Data
- Benefits - Insf. Data
- Top Businesses - Insf. Data

DENVER
- Jobs - 23,121
- Employment Concentration - 8.16
- Current Wages, Salaries, & Proprietor Earnings - $94,876
- Benefits - $28,077
- Top Businesses - Denver International Airport, Frontier Airlines, Southwest Airlines Cargo

PARK
- Jobs - 0
- Employment Concentration - 0.04
- Current Wages, Salaries, & Proprietor Earnings - Insf. Data
- Benefits - Insf. Data
- Top Businesses - Insf. Data

TELLER
- Jobs - 0
- Employment Concentration - 0.09
- Current Wages, Salaries, & Proprietor Earnings - Insf. Data
- Benefits - Insf. Data
- Top Businesses - Insf. Data

WELD
- Jobs - 105
- Employment Concentration - 0.17
- Current Wages, Salaries, & Proprietor Earnings - $72,923
- Benefits - $12,740
- Top Businesses - Western Plains Aviation, Beegles Aircraft Service, Greeley-Weld County Airport

Source: Lightcast
Where Core Workforce Lives

Every sector has a group of occupations it needs to fulfil 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 goods or services that industry provides. In air transportion, this core set of occupations is made up of air transportation workers. Examples of these occupations include construction pilots, flight attendants and airfield operations specialists. This map shows where persons employed in these occupations live (orange areas) and where they work (blue areas).

Source: Lightcast
## Commute Patterns

This table shows the number of ‘net commuters’ in each of the 15 counties making up the region. For example, 2,725 workers in these core occupations live in Denver County, while there are 11,106 air transportation jobs there. This means 8,381 additional workers commute to Denver County each day to work in or around Denver International Airport.

<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>8,381</td>
<td>2,725</td>
<td>11,106</td>
</tr>
<tr>
<td>El Paso</td>
<td>108</td>
<td>1,784</td>
<td>1,676</td>
</tr>
<tr>
<td>Broomfield</td>
<td>140</td>
<td>174</td>
<td>34</td>
</tr>
<tr>
<td>Boulder</td>
<td>163</td>
<td>398</td>
<td>235</td>
</tr>
<tr>
<td>Larimer</td>
<td>227</td>
<td>393</td>
<td>166</td>
</tr>
<tr>
<td>Weld</td>
<td>585</td>
<td>714</td>
<td>129</td>
</tr>
<tr>
<td>Douglas</td>
<td>828</td>
<td>960</td>
<td>132</td>
</tr>
<tr>
<td>Jefferson</td>
<td>829</td>
<td>1,262</td>
<td>433</td>
</tr>
<tr>
<td>Adams</td>
<td>1,598</td>
<td>1,857</td>
<td>258</td>
</tr>
<tr>
<td>Arapahoe</td>
<td>2,870</td>
<td>3,522</td>
<td>652</td>
</tr>
<tr>
<td>Clear Creek</td>
<td>Insf. Data</td>
<td>&lt;10</td>
<td>&lt;10</td>
</tr>
<tr>
<td>Elbert</td>
<td>Insf. Data</td>
<td>58</td>
<td>&lt;10</td>
</tr>
<tr>
<td>Gilpin</td>
<td>Insf. Data</td>
<td>&lt;10</td>
<td>&lt;10</td>
</tr>
<tr>
<td>Park</td>
<td>Insf. Data</td>
<td>12</td>
<td>&lt;10</td>
</tr>
<tr>
<td>Teller</td>
<td>Insf. Data</td>
<td>30</td>
<td>&lt;10</td>
</tr>
</tbody>
</table>
**Comparative Retirement Risk**

Retirement risk in air travel is slightly higher than that across all industries in the region. This reflects an older labor force with 29.8% aged 55 and older and significantly fewer new entrants in the 14-24 age group.

**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. Air travel is more diverse than the overall average within the region, with overall diversity 1.7% higher than that across all industries.

**Comparative Gender**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Air Transportation Industry</th>
<th>All Industries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>62.1%</td>
<td>52.8%</td>
</tr>
<tr>
<td>Women</td>
<td>37.9%</td>
<td>47.2%</td>
</tr>
</tbody>
</table>

Source: Lightcast
Remote Work Potential

9.9% 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 9.9% of the workforce in the sector has at least partial teleworking capacity, mostly in back-office functions.

Automation Index

106.5

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 air travel are baggage screening, better cockpit automation, passenger processing, and online reservation 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 sector employs 786 customer service representatives, but there are 45,102 employed across all industry sectors. This is important because the sector must compete with other sectors for critical talent, such as sales representatives, stockers and order fillers and freight laborers. 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 shortsfalls 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
<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>229</td>
<td>0.9%</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>13-1151</td>
<td>Training &amp; Development Specialists</td>
<td>147</td>
<td>0.6%</td>
<td>9,513</td>
<td>1,022</td>
<td>$31.69</td>
<td>$23.02</td>
<td>$32.53</td>
<td>$43.87</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-1999</td>
<td>Business Operations Specialists, All Other</td>
<td>151</td>
<td>0.6%</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>41-3091</td>
<td>Sales Representatives of Services, Except Advertising, Insurance, Financial Services, &amp; Travel</td>
<td>252</td>
<td>1.0%</td>
<td>37,258</td>
<td>4,424</td>
<td>$26.15</td>
<td>$26.54</td>
<td>$38.28</td>
<td>$61.32</td>
<td>Moderate-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>43-1011</td>
<td>First-Line Supervisors of Office &amp; Administrative Support Workers</td>
<td>493</td>
<td>1.9%</td>
<td>23,494</td>
<td>2,749</td>
<td>$29.35</td>
<td>$25.75</td>
<td>$31.74</td>
<td>$39.35</td>
<td>None</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>43-4051</td>
<td>Customer Service Representatives</td>
<td>786</td>
<td>3.1%</td>
<td>45,102</td>
<td>6,653</td>
<td>$19.38</td>
<td>$16.39</td>
<td>$19.48</td>
<td>$23.69</td>
<td>Short-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>43-4818</td>
<td>Reservation &amp; Transportation Ticket Agents &amp; Travel Clerks</td>
<td>2,215</td>
<td>8.4%</td>
<td>2,487</td>
<td>407</td>
<td>$18.60</td>
<td>$17.16</td>
<td>$22.61</td>
<td>$29.91</td>
<td>Short-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>43-5011</td>
<td>Cargo &amp; Freight Agents</td>
<td>245</td>
<td>0.9%</td>
<td>783</td>
<td>120</td>
<td>$20.25</td>
<td>$18.92</td>
<td>$22.31</td>
<td>$27.86</td>
<td>Short-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>49-1011</td>
<td>First-Line Supervisors of Mechanics, Installers, &amp; Repairers</td>
<td>255</td>
<td>1.0%</td>
<td>10,530</td>
<td>1,121</td>
<td>$30.89</td>
<td>$29.08</td>
<td>$36.72</td>
<td>$45.85</td>
<td>None</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>49-3011</td>
<td>Aircraft Mechanics &amp; Service Technicians</td>
<td>1,774</td>
<td>6.8%</td>
<td>4,411</td>
<td>455</td>
<td>$33.60</td>
<td>$24.19</td>
<td>$31.02</td>
<td>$39.59</td>
<td>None</td>
<td>Postsecondary nondegree award</td>
</tr>
<tr>
<td>53-1047</td>
<td>First-Line Supervisors of Transportation &amp; Material Moving Workers, Except Aircraft Cargo Handling Supervisors</td>
<td>269</td>
<td>1.0%</td>
<td>9,906</td>
<td>1,329</td>
<td>$25.05</td>
<td>$23.94</td>
<td>$29.22</td>
<td>$36.52</td>
<td>None</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>53-2011</td>
<td>Airline Pilots, Copilots, &amp; Flight Engineers</td>
<td>4,891</td>
<td>18.9%</td>
<td>6,286</td>
<td>957</td>
<td>$58.71</td>
<td>$59.25</td>
<td>$85.10</td>
<td>$110.35</td>
<td>Moderate-term OJT</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>53-2012</td>
<td>Commercial Pilots</td>
<td>853</td>
<td>3.2%</td>
<td>1,632</td>
<td>248</td>
<td>$49.48</td>
<td>$36.24</td>
<td>$44.38</td>
<td>$61.22</td>
<td>Moderate-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>53-2031</td>
<td>Flight Attendants</td>
<td>5,510</td>
<td>20.9%</td>
<td>5,540</td>
<td>1,044</td>
<td>$26.65</td>
<td>$20.06</td>
<td>$28.56</td>
<td>$33.34</td>
<td>Moderate-term OJT</td>
<td>High school diploma or GED</td>
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<tr>
<td>53-6032</td>
<td>Aircraft Service Attendants</td>
<td>699</td>
<td>2.7%</td>
<td>783</td>
<td>144</td>
<td>Insf. Data</td>
<td>$16.77</td>
<td>$18.73</td>
<td>$20.48</td>
<td>Short-term OJT</td>
<td>High school diploma or GED</td>
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<tr>
<td>53-6061</td>
<td>Passenger Attendants</td>
<td>549</td>
<td>2.1%</td>
<td>667</td>
<td>140</td>
<td>$17.05</td>
<td>$13.74</td>
<td>$13.89</td>
<td>$15.72</td>
<td>Short-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>53-7051</td>
<td>Industrial Truck &amp; Tractor Operators</td>
<td>628</td>
<td>2.4%</td>
<td>8,170</td>
<td>1,138</td>
<td>$19.75</td>
<td>$18.71</td>
<td>$21.64</td>
<td>$25.03</td>
<td>Short-term OJT</td>
<td>No formal educational credential</td>
</tr>
<tr>
<td>53-7061</td>
<td>Cleaners of Vehicles &amp; Equipment</td>
<td>241</td>
<td>0.9%</td>
<td>6,534</td>
<td>1,055</td>
<td>$17.54</td>
<td>$15.66</td>
<td>$17.28</td>
<td>$18.67</td>
<td>Short-term OJT</td>
<td>No formal educational credential</td>
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<tr>
<td>53-7062</td>
<td>Laborers &amp; Freight, Stock, &amp; Material Movers, Hand</td>
<td>1,634</td>
<td>6.2%</td>
<td>27,351</td>
<td>4,581</td>
<td>$19.02</td>
<td>$17.06</td>
<td>$19.05</td>
<td>$22.14</td>
<td>Short-term OJT</td>
<td>No formal educational credential</td>
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<tr>
<td>53-7065</td>
<td>Stockers &amp; Order Fillers</td>
<td>244</td>
<td>0.9%</td>
<td>45,959</td>
<td>8,420</td>
<td>$18.03</td>
<td>$15.60</td>
<td>$17.02</td>
<td>$19.23</td>
<td>Short-term OJT</td>
<td>High school diploma or GED</td>
</tr>
</tbody>
</table>

Source: Lightcast
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.

### Airline Pilots, Copilots, & Flight Engineers
- **Unique Postings**: 131
- **Median Salary**: $58.71
- **Hires**: 3,571
- **Separations**: 3,282
- **Turnover Rate**: 54.2%
- **Apprenticeable**: No
- **Top Skills**: Federal Aviation Regulations, PIC

### Flight Attendants
- **Unique Postings**: 69
- **Median Salary**: $26.65
- **Hires**: 3,421
- **Separations**: 2,622
- **Turnover Rate**: 50.3%
- **Apprenticeable**: No
- **Top Skills**: Federal Aviation Administration, Aviation Safety, Federal Aviation Regulations

### Reservation & Transportation Ticket Agents & Travel Clerks
- **Unique Postings**: 343
- **Median Salary**: $18.40
- **Hires**: 1,486
- **Separations**: 1,098
- **Turnover Rate**: 46.8%
- **Apprenticeable**: No
- **Top Skills**: Selling Techniques, Call Center Experience, General Mathematics

### Aircraft Mechanics & Service Technicians
- **Unique Postings**: 798
- **Median Salary**: $33.60
- **Hires**: 1,941
- **Separations**: 1,724
- **Turnover Rate**: 40.5%
- **Apprenticeable**: Yes
- **Top Skills**: Federal Aviation Administration, Aircraft Maintenance, Mechanics
<table>
<thead>
<tr>
<th>Job Category</th>
<th>Unique Postings</th>
<th>Median Salary</th>
<th>Hires</th>
<th>Separations</th>
<th>Turnover Rate</th>
<th>Apprenticeable</th>
<th>Top Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Laborers &amp; Freight, Stock, &amp; Material Movers, Hand</td>
<td>18,948</td>
<td>$19.02</td>
<td>39,749</td>
<td>34,006</td>
<td>129.7%</td>
<td>No</td>
<td>Warehousing, Snow Removal, General Mathematics</td>
</tr>
<tr>
<td>Commercial Pilots</td>
<td>611</td>
<td>$49.48</td>
<td></td>
<td></td>
<td></td>
<td>Yes</td>
<td>Federal Aviation Administration, Federal Aviation Regulations, PIC Microcontrollers</td>
</tr>
<tr>
<td>Customer Service Representatives</td>
<td>22,781</td>
<td>$19.38</td>
<td>42,543</td>
<td>42,400</td>
<td>94.8%</td>
<td>Yes</td>
<td>Call Center Experience, Data Entry, Merchandising</td>
</tr>
<tr>
<td>Aircraft Service Attendants</td>
<td>0</td>
<td>Insf. Data</td>
<td>793</td>
<td>753</td>
<td>99.9%</td>
<td>No</td>
<td>No Postings</td>
</tr>
<tr>
<td>Passenger Attendants</td>
<td>31</td>
<td>$17.05</td>
<td>942</td>
<td>949</td>
<td>146.8%</td>
<td>No</td>
<td>No Postings</td>
</tr>
<tr>
<td>First-Line Supervisors of Office &amp; Administrative Support Workers</td>
<td>7,240</td>
<td>$29.35</td>
<td>15,875</td>
<td>15,801</td>
<td>68.3%</td>
<td>No</td>
<td>Office Management, Accounting, Auditing</td>
</tr>
<tr>
<td>First-Line Supervisors of Mechanics, Installers, &amp; Repairers</td>
<td>5,577</td>
<td>$30.89</td>
<td>6,198</td>
<td>5,816</td>
<td>56.4%</td>
<td>Yes</td>
<td>Federal Aviation Administration, Auditing, Aircraft Maintenance</td>
</tr>
<tr>
<td>First-Line Supervisors of Transportation &amp; Material Moving Workers, Except Aircraft Cargo Handling Supervisors</td>
<td>1,545</td>
<td>$25.05</td>
<td>8,507</td>
<td>7,994</td>
<td>82.9%</td>
<td>Yes</td>
<td>Aircraft Maintenance, Airworthiness, Office Equipment</td>
</tr>
<tr>
<td>Sales Representatives of Services, Except Advertising, Insurance, Financial Services, &amp; Travel</td>
<td>2,736</td>
<td>$26.15</td>
<td>27,458</td>
<td>25,980</td>
<td>71.0%</td>
<td>No</td>
<td>Sales Prospecting, Selling Techniques, Marketing</td>
</tr>
<tr>
<td>Stockers &amp; Order Fillers</td>
<td>9,583</td>
<td>$18.03</td>
<td>56,107</td>
<td>54,377</td>
<td>120.5%</td>
<td>No</td>
<td>Power Tool Operation, Equipment Maintenance, Forklift Truck</td>
</tr>
<tr>
<td>Cleaners of Vehicles &amp; Equipment</td>
<td>1,762</td>
<td>$17.54</td>
<td>6,311</td>
<td>5,890</td>
<td>92.3%</td>
<td>Yes</td>
<td>Squgeege, Aircraft Interiors, Carpeting</td>
</tr>
<tr>
<td>Industrial Truck &amp; Tractor Operators</td>
<td>1,954</td>
<td>$19.75</td>
<td>8,759</td>
<td>7,208</td>
<td>92.1%</td>
<td>No</td>
<td>Pallet Jacks, Forklift Trucks, Staff Management</td>
</tr>
</tbody>
</table>
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](https://bit.ly/ADWBusinessServices).

### Cargo & Freight Agents
- **Unique Postings**: 536
- **Median Salary**: $20.25
- **Hires**: 690
- **Separations**: 500
- **Turnover Rate**: 67.9%
- **Apprenticeable**: Yes
- **Top Skills**: Invoicing, Warehousing, Point of Sale

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

### 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

### Training & Development Specialists
- **Unique Postings**: 2,091
- **Median Salary**: $31.69
- **Hires**: 5,637
- **Separations**: 5,291
- **Turnover Rate**: 57.0%
- **Apprenticeable**: No
- **Top Skills**: Adult Education, Learning Management Systems, Project Management

### Source: Lightcast

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![QR Code](https://example.com/qrcode)