2023 Bioscience Industry Profile
Colorado Urban Front Range
Arapahoe/Douglas Workforce Board Colorado
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.

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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.
Bioscience

The bioscience sector employs 28,708 people in 2,144 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 $7.4 billion to the region’s GRP. The bioscience sector in the region has been experiencing significant growth in recent years. The region is home to a cluster of research institutions, universities, and biotech companies, fostering innovation in areas such as biopharmaceuticals, medical devices, and digital health solutions. This dynamic ecosystem is attracting talent and investment, making the region a promising hub for advancements in the field.

Source: Lightcast

<table>
<thead>
<tr>
<th>Industries Making up the Sector</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Jobs</strong></td>
</tr>
<tr>
<td><strong>Establishments</strong></td>
</tr>
<tr>
<td><strong>Total Sales</strong></td>
</tr>
</tbody>
</table>

1.1% Total Jobs in CO Urban Front Range

3.4% From prior year
Bioscience 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, “Medicinal and Botanical Manufacturing is 3.29 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.

### Medicinal & Botanical Manufacturing
- NAICS 325411

**Numbers to Know**
- 2,356 jobs
- 114 establishments
- 3.29 employment concentration
- $837 million in sales
- 9.4% change to 2027
- $73,844 average wage
- $21,926 average employer paid benefits

### Pharmaceutical Preparation Manufacturing
- NAICS 325412

**Numbers to Know**
- 2,411 jobs
- 72 establishments
- 0.64 employment concentration
- $1 billion in sales
- 8.5% change to 2027
- $93,222 average wage
- $27,692 average employer paid benefits

### In-Vitro Diagnostic Substance Manufacturing

**NAICS 325413**

**Numbers to Know**
- 52 jobs
- 4 establishments
- 0.10 employment concentration
- $15.6 million in sales
- 20.5% change to 2027
- $58,324 average wage
- $16,953 average employer paid benefits

### Biological Product (except Diagnostic) Manufacturing

**NAICS 325414**

**Numbers to Know**
- 549 jobs
- 10 establishments
- 0.73 employment concentration
- $441 million in sales
- 9.8% change to 2027
- $106,463 average wage
- $31,544 average employer paid benefits

### Biological Product (except Diagnostic) Manufacturing

**NAICS 325413**

**Numbers to Know**
- 52 jobs
- 4 establishments
- 0.10 employment concentration
- $15.6 million in sales
- 20.5% change to 2027
- $58,324 average wage
- $16,953 average employer paid benefits

### Analytical Laboratory Instrument Manufacturing

**NAICS 334516**

**Numbers to Know**
- 1,595 jobs
- 24 establishments
- 1.96 employment concentration
- $655 million in sales
- 2.3% change to 2027
- $111,919 average wage
- $20,372 average employer paid benefits
<table>
<thead>
<tr>
<th>Industry</th>
<th>NAICS Code</th>
<th>Numbers to Know</th>
<th>2027 Projections</th>
<th>Employment Concentration</th>
<th>Average Wage</th>
<th>Average Employer Paid Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Irradiation Apparatus</td>
<td>334517</td>
<td>16 jobs, 4 establishments, $9.4 million in sales, 12.9% change to 2027</td>
<td>$116,218 average wage</td>
<td>0.23</td>
<td>$68,508</td>
<td>$17,626</td>
</tr>
<tr>
<td>Surgical &amp; Medical Instrument</td>
<td>339112</td>
<td>3,331 jobs, 45 establishments, $1.2 billion in sales, (3.5%) change to 2027</td>
<td>$105,299 average wage</td>
<td>1.41</td>
<td>$74,239</td>
<td>$24,947</td>
</tr>
<tr>
<td>Dental Equipment &amp; Supplies</td>
<td>339114</td>
<td>66 jobs, 9 establishments, $19 million in sales, 27.9% change to 2027</td>
<td>$68,508 average wage</td>
<td>0.28</td>
<td>$57,887</td>
<td>$13,653</td>
</tr>
<tr>
<td>Ophthalmic Goods</td>
<td>339115</td>
<td>112 jobs, 9 establishments, $25 million in sales, 4.3% change to 2027</td>
<td>$57,297 average wage</td>
<td>1.05</td>
<td>$57,297</td>
<td>$16,442</td>
</tr>
<tr>
<td>Surgical Appliance &amp; Supplies</td>
<td>339113</td>
<td>1,848 jobs, 49 establishments, $575 million in sales, 9.7% change to 2027</td>
<td>$74,239 average wage</td>
<td>1.05</td>
<td>$74,239</td>
<td>$24,947</td>
</tr>
<tr>
<td>Dental Laboratories</td>
<td>339116</td>
<td>783 jobs, 100 establishments, $100 million in sales, 10.0% change to 2027</td>
<td>$57,887 average wage</td>
<td>1.05</td>
<td>$57,887</td>
<td>$13,653</td>
</tr>
</tbody>
</table>
Medical, Dental, & Hospital Equipment & Supplies Merchant Wholesalers

NAICS
423450

Numbers to Know
• 7,621 jobs
• 992 establishments
• 1.52 employment concentration
• $3.2 billion in sales
• 14.5% change to 2027
• $143,099 average wage
• $19,310 average employer paid benefits

Testing Laboratories

NAICS
541380

Numbers to Know
• 2,115 jobs
• 225 establishments
• 0.73 employment concentration
• $370 million in sales
• 0.7% change to 2027
• $75,854 average wage
• $9,547 average employer paid benefits

Research & Development in Nanotechnology

NAICS
541713

Numbers to Know
• 170 jobs
• 46 establishments
• 0.39 employment concentration
• $87.5 million in sales
• 18.0% change to 2027
• $205,669 average wage
• $26,722 average employer paid benefits

Research & Development in Biotechnology (except Nanobiotechnology)

NAICS
541714

Numbers to Know
• 2,696 jobs
• 414 establishments
• 0.56 employment concentration
• $1.1 billion in sales
• 15.8% change to 2027
• $166,697 average wage
• $21,729 average employer paid benefits
The first graph shows the growth in jobs (maroon bars), and the growth in the number of establishments (green line) in the sector between 2013 and 2022. The second graph shows the growth in wages, salaries and proprietor earnings (maroon bars) and in employer-paid benefits, including the employer portions of both Social Security and Medicare payroll deductions (green line) for the same period.
The overall employment concentration in this sector is 1.47 times the national average, which suggests the region has a good supply of skilled labor. Concentration also varies by county, with the heaviest sector employment concentrations in Boulder and Jefferson counties.

Colorado Urban Front Range

The overall employment concentration in this sector is 1.47 times the national average, which suggests the region has a good supply of skilled labor. Concentration also varies by county, with the heaviest sector employment concentrations in Boulder and Jefferson counties.

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 sector industries. For example, the highest average wage per worker is in research and development in nanotechnology, while the lowest is in ophthalmic goods manufacturing. Thus, a county that has a concentration of ophthalmic goods manufacturing will have a lower average wage per worker.

#### ADAMS
- Jobs: 1,037
- Employment Concentration: 0.39
- Current Wages, Salaries, & Proprietor Earnings: $75,019
- Benefits: $13,088

#### ARAPAHOE
- Jobs: 3,231
- Employment Concentration: 0.87
- Current Wages, Salaries, & Proprietor Earnings: $102,240
- Benefits: $19,047
- Top Businesses: Allosource, Conmed, Fare Surgical Inc. - Benefits - $131,895 Current Wages, Salaries, & Proprietor Earnings - Insf. Data - Top Businesses - Allosource, Conmed, Fare Surgical Inc.

#### BOULDER
- Jobs: 7,473
- Employment Concentration: 3.42
- Current Wages, Salaries, & Proprietor Earnings: $131,895
- Benefits: $25,076
- Top Businesses: Particle Measuring Systems, Cordon Pharma Colorado, Personal Care - Benefits - $75,019

#### BROOMFIELD
- Jobs: 368
- Employment Concentration: 0.83
- Current Wages, Salaries, & Proprietor Earnings: $70,950
- Benefits: $17,666
- Top Businesses: Electra Enterprises, Advance Dental Technology - Benefits - $19,047

#### CLEAR CREEK
- Jobs: 32
- Employment Concentration: 0.61
- Current Wages, Salaries, & Proprietor Earnings: $70,950
- Benefits: $17,666
- Top Businesses: Electra Enterprises, Advance Dental Technology - Benefits - $19,047

#### DENVER
- Jobs: 3,698
- Employment Concentration: 0.61
- Current Wages, Salaries, & Proprietor Earnings: $131,642
- Benefits: $21,737

#### GILPIN
- Jobs: <10
- Employment Concentration: 0.22
- Current Wages, Salaries, & Proprietor Earnings: $101,260
- Benefits: $25,452
- Top Businesses: BCT, Liva Nova, Mesa Laboratories Inc. - Benefits - $75,019

#### JEFFERSON
- Jobs: 5,063
- Employment Concentration: 1.85
- Current Wages, Salaries, & Proprietor Earnings: $105,167
- Benefits: $25,452
- Top Businesses: Terumo BCT, Liva Nova, Mesa Laboratories Inc. - Benefits - $75,019

#### LARIMER
- Jobs: 2,436
- Employment Concentration: 1.23
- Current Wages, Salaries, & Proprietor Earnings: $101,260
- Benefits: $22,880

#### LARIMER
- Jobs: 2,436
- Employment Concentration: 1.23
- Current Wages, Salaries, & Proprietor Earnings: $101,260
- Benefits: $22,880

#### EL PASO
- Jobs: 2,436
- Employment Concentration: 1.63
- Current Wages, Salaries, & Proprietor Earnings: $84,664
- Benefits: $19,656
- Top Businesses: Spectranetics Corporation, Nexgen Pharma Inc., Pikes Peak Medical Supplies - Benefits - $75,019

#### ELBERT
- Jobs: 28
- Employment Concentration: 0.47
- Current Wages, Salaries, & Proprietor Earnings: $225,153
- Benefits: $30,818
- Top Businesses: Medisystems Corporation, Whitewolf Medicine, Transtracheal Systems Inc. - Benefits - $75,019

#### PARK
- Jobs: <10
- Employment Concentration: 0.13
- Current Wages, Salaries, & Proprietor Earnings: $123,158
- Benefits: $16,392
- Top Businesses: M & K Biomedical Repair - Benefits - $75,019

#### TELLER
- Jobs: 18
- Employment Concentration: 0.19
- Current Wages, Salaries, & Proprietor Earnings: $85,910
- Benefits: $14,390
- Top Businesses: Medcom Group Ltd., Columbine Medical Equipment, Eurofins Test America - Benefits - $75,019

#### WELD
- Jobs: 693
- Employment Concentration: 0.53
- Current Wages, Salaries, & Proprietor Earnings: $85,910
- Benefits: $14,390
- Top Businesses: Medcom Group Ltd., Columbine Medical Equipment, Eurofins Test America - Benefits - $75,019

Source: Lightcast
Where Core Workforce Lives

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 biosciences, this core set of occupations is made up of production occupations. Examples of these occupations include assemblers and fabricators, quality assurance testers, and dental laboratory 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

The table shows net commuters. For example, 5,532 workers in these core occupations live in Arapahoe County, while there are 4,733 biosciences production jobs there. This means there are 799 more of these core workers living in Arapahoe County than there are production jobs in biosciences there. Note the latest commuter data available is from 2022.

<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>3,323</td>
<td>5,841</td>
<td>9,164</td>
</tr>
<tr>
<td>Boulder</td>
<td>1,940</td>
<td>4,050</td>
<td>5,990</td>
</tr>
<tr>
<td>Broomfield</td>
<td>228</td>
<td>1,138</td>
<td>1,365</td>
</tr>
<tr>
<td>Clear Creek</td>
<td>44</td>
<td>38</td>
<td>82</td>
</tr>
<tr>
<td>Park</td>
<td>(44)</td>
<td>97</td>
<td>52</td>
</tr>
<tr>
<td>Teller</td>
<td>(71)</td>
<td>170</td>
<td>99</td>
</tr>
<tr>
<td>Elbert</td>
<td>(104)</td>
<td>169</td>
<td>65</td>
</tr>
<tr>
<td>Larimer</td>
<td>(241)</td>
<td>4,888</td>
<td>4,647</td>
</tr>
<tr>
<td>El Paso</td>
<td>(273)</td>
<td>5,611</td>
<td>5,338</td>
</tr>
<tr>
<td>Jefferson</td>
<td>(442)</td>
<td>7,263</td>
<td>6,821</td>
</tr>
<tr>
<td>Adams</td>
<td>(676)</td>
<td>6,374</td>
<td>5,698</td>
</tr>
<tr>
<td>Arapahoe</td>
<td>(799)</td>
<td>5,532</td>
<td>4,733</td>
</tr>
<tr>
<td>Douglas</td>
<td>(1,352)</td>
<td>2,814</td>
<td>1,462</td>
</tr>
<tr>
<td>Weld</td>
<td>(1,748)</td>
<td>6,179</td>
<td>4,432</td>
</tr>
<tr>
<td>Gilpin</td>
<td>Insf. Data</td>
<td>37</td>
<td>&lt;10</td>
</tr>
</tbody>
</table>

Source: Lightcast
### Comparative Retirement Risk

Retirement risk in biosciences is higher than that across all industries in the region. This reflects an older labor force with 23.8% of bioscience workers aged 55 and older, while only 4.8% are aged 24 and younger.

![Age Groups Chart](chart1.png)

<table>
<thead>
<tr>
<th>Age Groups</th>
<th>Bioscience Industry</th>
<th>All Industries</th>
</tr>
</thead>
<tbody>
<tr>
<td>14 - 18</td>
<td>0.2%</td>
<td>0%</td>
</tr>
<tr>
<td>19 - 21</td>
<td>2.6%</td>
<td>1.0%</td>
</tr>
<tr>
<td>22 - 24</td>
<td>4.5%</td>
<td>3.6%</td>
</tr>
<tr>
<td>25 - 34</td>
<td>5.6%</td>
<td>5.6%</td>
</tr>
<tr>
<td>35 - 44</td>
<td>25.6%</td>
<td>19.2%</td>
</tr>
<tr>
<td>45 - 54</td>
<td>23.8%</td>
<td>23.8%</td>
</tr>
<tr>
<td>55 - 64</td>
<td>22.8%</td>
<td>22.8%</td>
</tr>
<tr>
<td>65+</td>
<td>18.3%</td>
<td>15.4%</td>
</tr>
<tr>
<td></td>
<td>5.5%</td>
<td>6.6%</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. Biosciences is significantly less diverse than the average within the region, with overall diversity at only 24.2% of the sector’s workforce versus 30.2% across all industries.

![Racial Diversity Chart](chart2.png)

<table>
<thead>
<tr>
<th>Racial Group</th>
<th>Bioscience Industry</th>
<th>All Industries</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>69.8%</td>
<td>75.0%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>12.3%</td>
<td>18.2%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>4.6%</td>
<td>2.8%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>0.3%</td>
<td>0.5%</td>
</tr>
<tr>
<td>Asian</td>
<td>7.6%</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>1.7%</td>
<td>2.6%</td>
</tr>
</tbody>
</table>

### Comparative Gender

Percent of Workforce

<table>
<thead>
<tr>
<th>Gender</th>
<th>Bioscience Industry</th>
<th>All Industries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>61.6%</td>
<td>52.8%</td>
</tr>
<tr>
<td>Women</td>
<td>38.4%</td>
<td>47.2%</td>
</tr>
</tbody>
</table>

Source: Lightcast
Remote Work Potential

31.4% Remote Work Capability for Sector

In a scarce labor market, a valid strategy for employers might be to review their staffing pattern and determine which positions, if any, can be employed remotely or on a hybrid work schedule. Approximately 31.4% of the workforce in biosciences has at least partial teleworking capacity, mostly in back-office functions.

Automation Index

95.3

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 biosciences are robotics and repetitive, monotonous tasks like centrifugation, decapping and colony counting.

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 biosciences sector employs 478 project management specialists, but there are 26,738 employed across all industry sectors. This is important because the biosciences sector must compete with other sectors for critical talent, such as software developers, sales representatives, and assemblers. 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>599</td>
<td>2.1%</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>11-9199</td>
<td>Managers, All Other</td>
<td>399</td>
<td>1.4%</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>13-1082</td>
<td>Project Management Specialists</td>
<td>478</td>
<td>1.7%</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>13-1161</td>
<td>Market Research Analysts &amp; Marketing Specialists</td>
<td>451</td>
<td>1.6%</td>
<td>26,670</td>
<td>3,351</td>
<td>$28.25</td>
<td>$25.69</td>
<td>$36.06</td>
<td>$48.71</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-1199</td>
<td>Business Operations Specialists, All Other</td>
<td>621</td>
<td>2.2%</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>998</td>
<td>3.4%</td>
<td>43,195</td>
<td>4,546</td>
<td>$58.95</td>
<td>$48.60</td>
<td>$62.08</td>
<td>$76.85</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-2031</td>
<td>Bioengineers &amp; Biomedical Engineers</td>
<td>391</td>
<td>1.4%</td>
<td>1,383</td>
<td>91</td>
<td>$43.20</td>
<td>$43.05</td>
<td>$50.41</td>
<td>$65.54</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-2112</td>
<td>Industrial Engineers</td>
<td>672</td>
<td>2.4%</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>19-2031</td>
<td>Chemists</td>
<td>566</td>
<td>2.0%</td>
<td>1,785</td>
<td>170</td>
<td>$37.05</td>
<td>$30.04</td>
<td>$41.10</td>
<td>$57.75</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>19-4021</td>
<td>Biological Technicians</td>
<td>472</td>
<td>1.6%</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>41-4011</td>
<td>Sales Representatives, Wholesale &amp; Manufacturing, Technical &amp; Scientific Products</td>
<td>722</td>
<td>2.4%</td>
<td>4,768</td>
<td>576</td>
<td>$43.20</td>
<td>$34.25</td>
<td>$46.32</td>
<td>$68.70</td>
<td>Moderate-term OJT</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>41-4012</td>
<td>Sales Representatives, Wholesale &amp; Manufacturing, Except Technical &amp; Scientific Products</td>
<td>1,057</td>
<td>3.6%</td>
<td>27,310</td>
<td>2,999</td>
<td>$30.22</td>
<td>$23.53</td>
<td>$33.95</td>
<td>$48.29</td>
<td>Moderate-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>43-4051</td>
<td>Customer Service Representatives</td>
<td>665</td>
<td>2.3%</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>43-5071</td>
<td>Shipping, Receiving, &amp; Inventory Clerks</td>
<td>490</td>
<td>1.7%</td>
<td>14,830</td>
<td>1,661</td>
<td>$19.51</td>
<td>$16.98</td>
<td>$19.29</td>
<td>$22.97</td>
<td>Short-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>51-1011</td>
<td>First-Line Supervisors of Production &amp; Operating Workers</td>
<td>553</td>
<td>2.0%</td>
<td>7,749</td>
<td>884</td>
<td>$30.83</td>
<td>$25.06</td>
<td>$32.62</td>
<td>$40.95</td>
<td>None</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>51-2028</td>
<td>Electrical, Electronic, &amp; Electromechanical Assemblers, Except Coil Winders, Tapers, &amp; Finishers</td>
<td>557</td>
<td>2.0%</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>829</td>
<td>3.0%</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>51-9061</td>
<td>Inspectors, Testers, Sorters, Samplers, &amp; Weighers</td>
<td>555</td>
<td>1.9%</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>
<tr>
<td>51-9081</td>
<td>Dental Laboratory Technicians</td>
<td>619</td>
<td>2.2%</td>
<td>694</td>
<td>98</td>
<td>$21.48</td>
<td>$18.63</td>
<td>$23.65</td>
<td>$29.14</td>
<td>Moderate-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>51-9111</td>
<td>Packaging &amp; Filling Machine Operators &amp; Tenders</td>
<td>436</td>
<td>1.5%</td>
<td>3,979</td>
<td>532</td>
<td>$17.54</td>
<td>$16.05</td>
<td>$18.62</td>
<td>$23.83</td>
<td>Moderate-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.

Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products
- Unique Postings: 26,457
- Median Salary: $30.22
- Hires: 14,294
- Separations: 13,417
- Turnover Rate: 49.9%
- Apprenticeable: No
Top Skills: Selling Techniques, Marketing, Pharmaceuticals

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

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, Soldering, Development Environment

Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products
- Unique Postings: 2,249
- Median Salary: $43.20
- Hires: 2,485
- Separations: 2,003
- Turnover Rate: 43.5%
- Apprenticeable: Yes
Top Skills: Selling Techniques, Pharmaceuticals, Medical Devices

Top Occupations

Top 20 Occupations Currently Listed in the Colorado Urban Front Range
Industrial Engineers
- Unique Postings: 2,929
- Median Salary: $47.88
- Hires: 1,621
- Separations: 1,394
- Turnover Rate: 29.1%
- Apprenticeable: Yes
Top Skills: Project Management, Good Manufacturing Practices, Medical Devices

Customer Service Representatives
- Unique Postings: 22,781
- Median Salary: $19.38
- Hires: 42,543
- Separations: 42,400
- Turnover Rate: 94.8%
- Apprenticeable: Yes
Top Skills: Billing, Customer Support, Customer Relationship Management

Chemists
- Unique Postings: 816
- Median Salary: $37.05
- Hires: 845
- Separations: 823
- Turnover Rate: 47.2%
- Apprenticeable: No
Top Skills: Chemistry, High-Performance Liquid Chromatography, Biology

First-Line Supervisors of Production & Operating Workers
- Unique Postings: 2,389
- Median Salary: $30.83
- Hires: 4,300
- Separations: 4,001
- Turnover Rate: 52.7%
- Apprenticeable: No
Top Skills: Good Manufacturing Practices, Corrective and Preventive Action (CAPA), Performance Management

Dental Laboratory Technicians
- Unique Postings: 262
- Median Salary: $21.48
- Hires: 365
- Separations: 375
- Turnover Rate: 54.0%
- Apprenticeable: No
Top Skills: Dentures, Anatomy, Medical Prescription

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: Risk Management, Project Management, Vlookups

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: Good Manufacturing Practices, Quality Management, Auditing

Shipping, Receiving, & Inventory Clerks
- Unique Postings: 2,338
- Median Salary: $19.51
- Hires: 11,748
- Separations: 12,770
- Turnover Rate: 86.4%
- Apprenticeable: No
Top Skills: Warehousing, Shipping and Receiving, Forklift Truck

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: Project Management, Finance, Pharmaceuticals

Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers
- Unique Postings: 828
- Median Salary: $20.00
- Hires: 2,327
- Separations: 2,235
- Turnover Rate: 50.3%
- Apprenticeable: Yes
Top Skills: Drilling, Screwdrivers, Hand Tools

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 Planning, Medical Devices

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

Source: Lightcast