



2023

# Bioscience

## INDUSTRY PROFILE

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Colorado Urban Front Range



Arapahoe/Douglas  
WORKFORCE BOARD  
C O L O R A D O



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

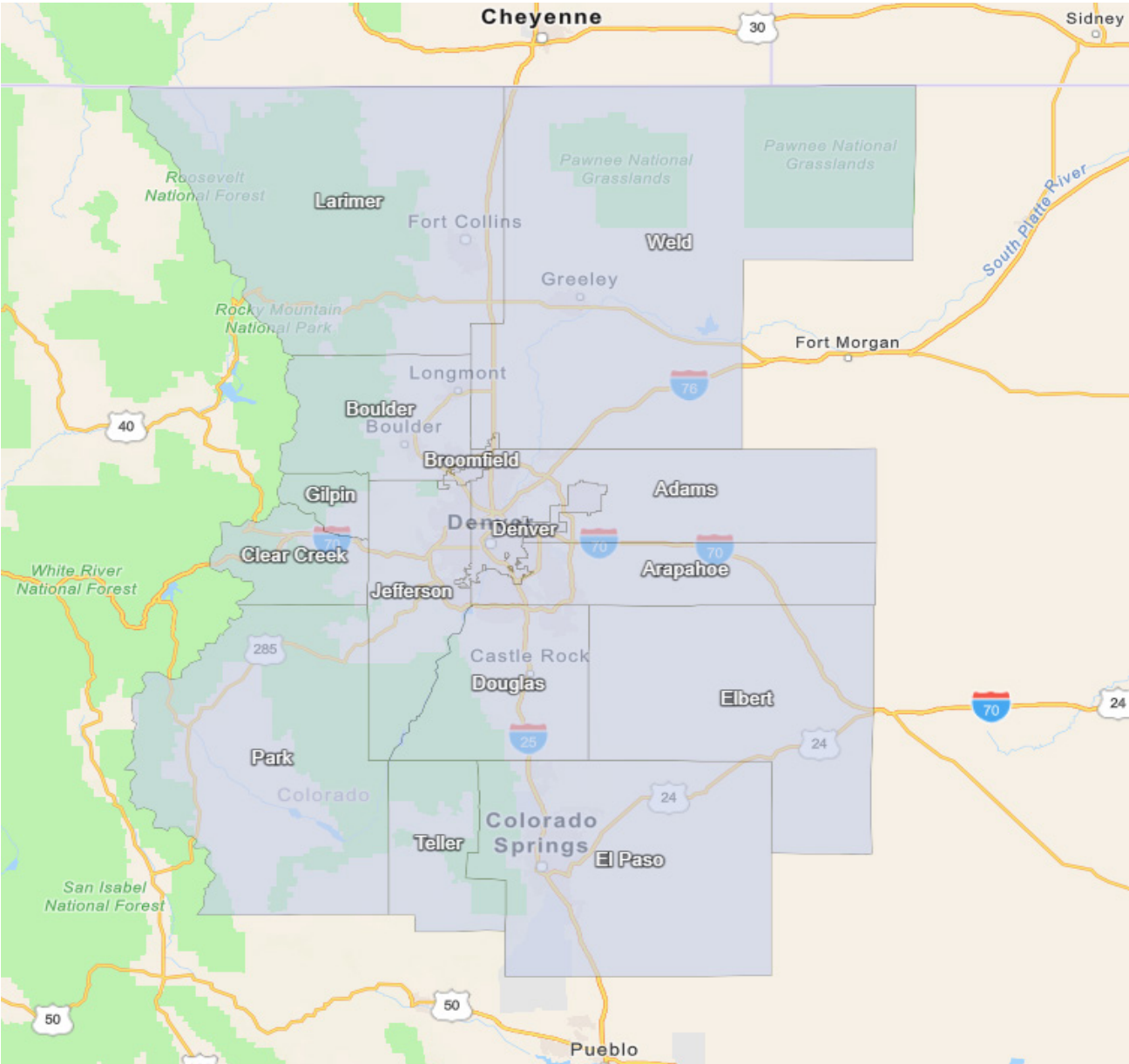
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# Geographical Area

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 \$416.3 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.



# Bioscience

▲ 3.4% From prior year

1.1%

Total Jobs in CO  
Urban Front Range



28,708

Total Jobs



2,144

Establishments



11 B

Total Sales

Industries  
Making up  
the Sector

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



# 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

**Electromedical &  
Electrotherapeutic Apparatus  
Manufacturing**

NAICS  
**334510**

**Numbers to Know**

- 2,988 jobs
- 28 establishments
- 2.38 employment concentration
- \$1.4 billion in sales
- (4.3%) change to 2027
- \$114,652 average wage
- \$20,870 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





**Irradiation Apparatus  
Manufacturing**

NAICS  
**334517**

**Numbers to Know**

- 16 jobs
- 4 establishments
- 0.07 employment concentration
- \$9.4 million in sales
- 12.9% change to 2027
- \$116,218 average wage
- \$21,155 average employer paid benefits

**Surgical & Medical Instrument  
Manufacturing**

NAICS  
**339112**

**Numbers to Know**

- 3,331 jobs
- 45 establishments
- 1.41 employment concentration
- \$1.2 billion in sales
- (3.5%) change to 2027
- \$105,299 average wage
- \$35,755 average employer paid benefits

**Dental Equipment & Supplies  
Manufacturing**

NAICS  
**339114**

**Numbers to Know**

- 66 jobs
- 9 establishments
- 0.23 employment concentration
- \$19 million in sales
- (27.9%) change to 2027
- \$68,508 average wage
- \$17,626 average employer paid benefits

**Ophthalmic Goods  
Manufacturing**

NAICS  
**339115**

**Numbers to Know**

- 112 jobs
- 9 establishments
- 0.28 employment concentration
- \$25 million in sales
- 4.3% change to 2027
- \$57,297 average wage
- \$16,442 average employer paid benefits



**Surgical Appliance & Supplies  
Manufacturing**

NAICS  
**339113**

**Numbers to Know**

- 1,848 jobs
- 49 establishments
- 1.05 employment concentration
- \$575 million in sales
- 9.7% change to 2027
- \$74,239 average wage
- \$24,947 average employer paid benefits

**Dental Laboratories**

NAICS  
**339116**

**Numbers to Know**

- 783 jobs
- 100 establishments
- 0.93 employment concentration
- \$100 million in sales
- (1.0%) change to 2027
- \$57,887 average wage
- \$13,653 average employer paid benefits





**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



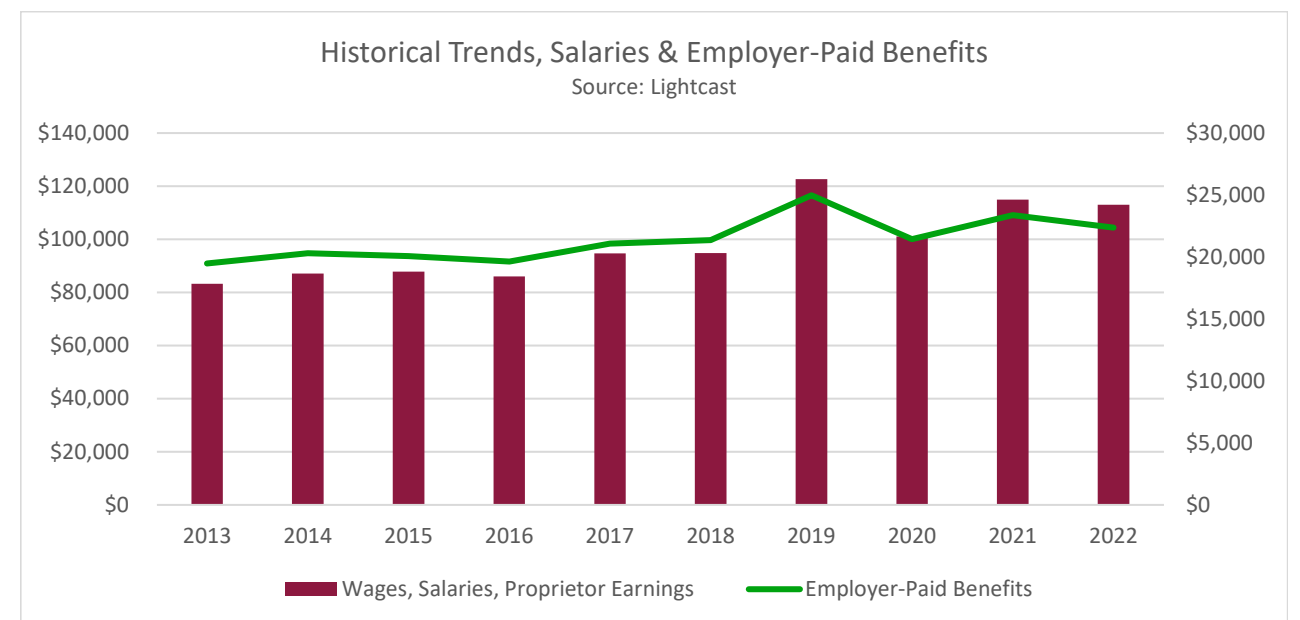
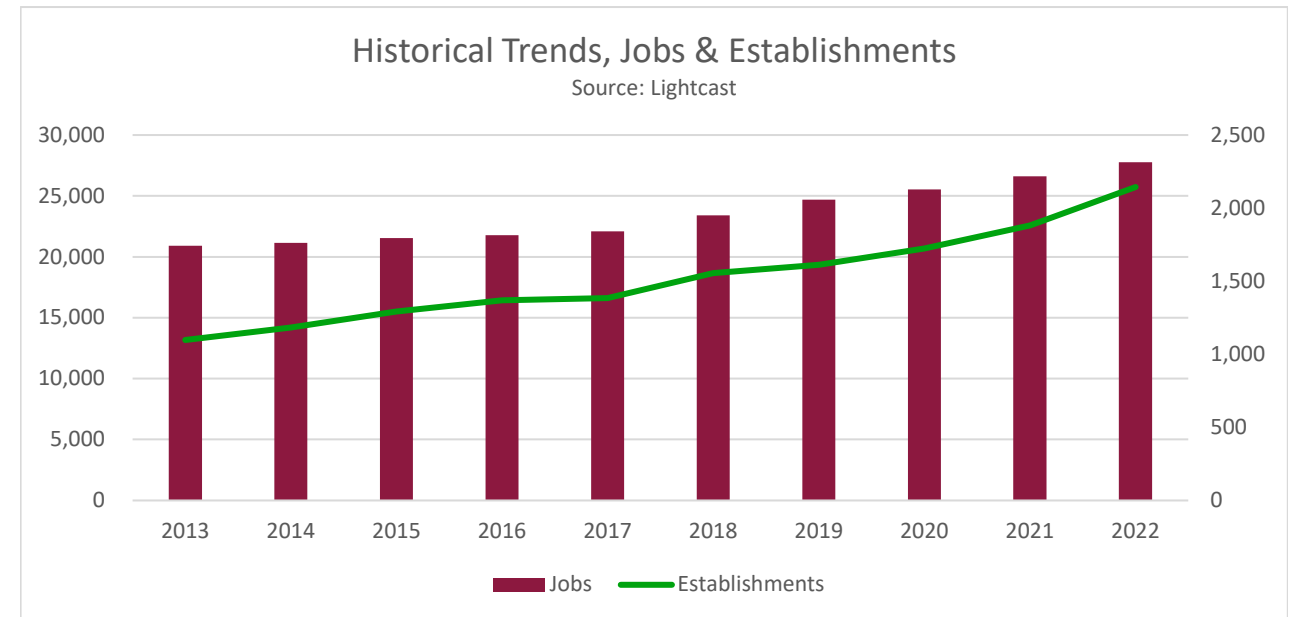




# Historical Trends

## Colorado Urban Front Range

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.



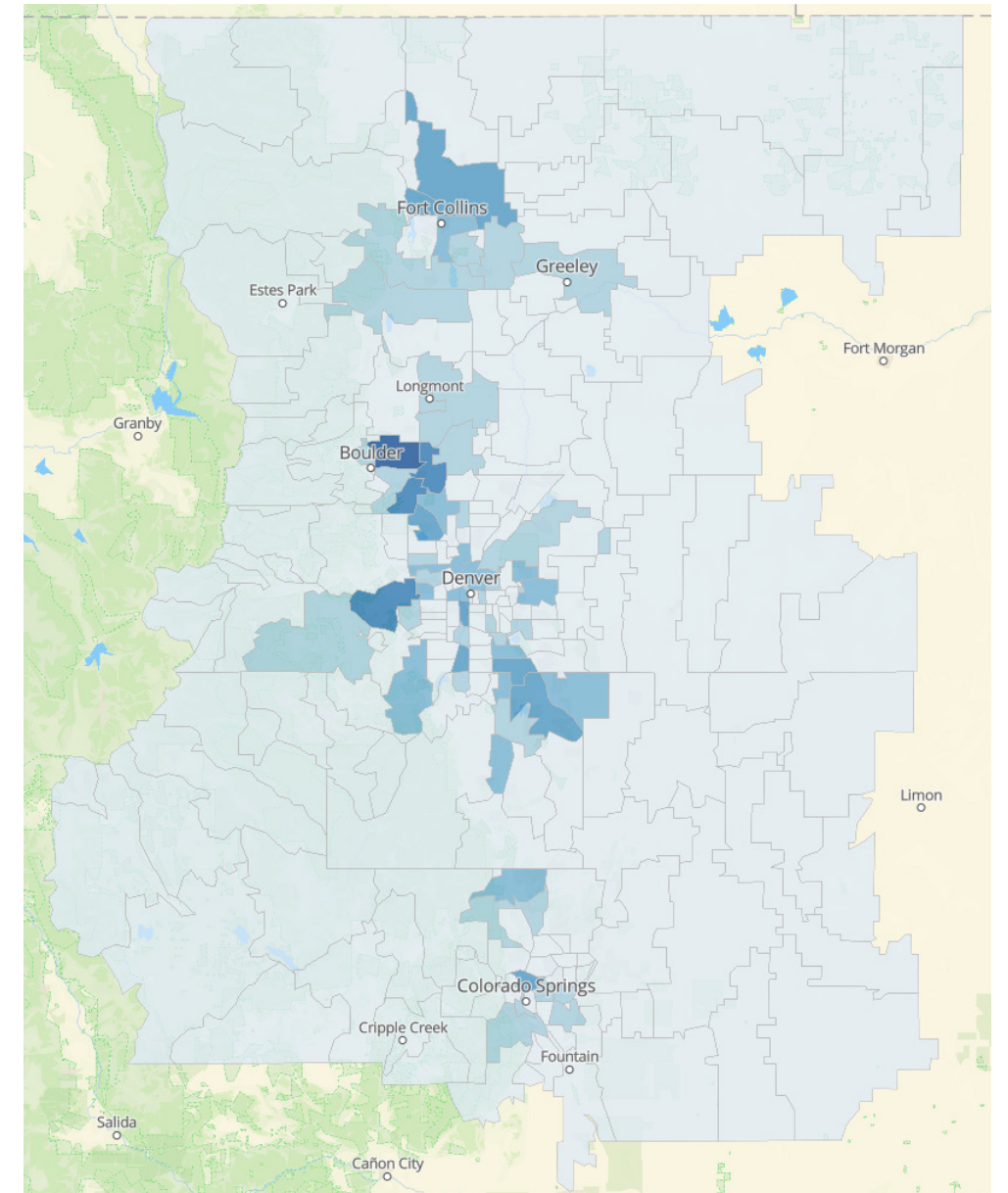
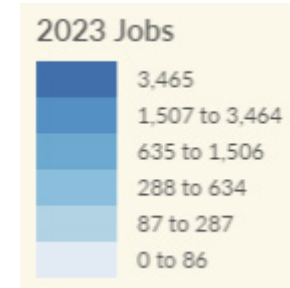
Source: Lightcast





# Employment Concentration

## Employment Concentration Map



### 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
  - Top Businesses - Marquis Dental Manufacturing Co., Yuscience, MBC Pharma Inc.

- 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.

- 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

- DOUGLAS**
- Jobs - 2,224
  - Employment Concentration - 1.37
  - Current Wages, Salaries, & Proprietor Earnings - \$112,713
  - Benefits - \$19,081
  - Top Businesses - Zynex Medical, Cochlear Americas Corp., Viveve Medical Inc.

- EL PASO**
- Jobs - 2,411
  - Employment Concentration - 0.63
  - Current Wages, Salaries, & Proprietor Earnings - \$84,664
  - Benefits - \$19,656
  - Top Businesses - Spectranetics Corporation, Nexgen Pharma Inc., Pikes Peak Medical Supplies

- 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.

- GILPIN**
- Jobs - <10
  - Employment Concentration - 0.22
  - Current Wages, Salaries, & Proprietor Earnings - Insf. Data
  - Benefits- Insf. Data
  - Top Businesses - Insf. Data

- JEFFERSON**
- Jobs - 5,043
  - Employment Concentration - 1.85
  - Current Wages, Salaries, & Proprietor Earnings - \$105,167
  - Benefits - \$25,452
  - Top Businesses - Terumo BCT, Liva Nova, Mesa Laboratories Inc.

- LARIMER**
- Jobs - 2,436
  - Employment Concentration - 1.23
  - Current Wages, Salaries, & Proprietor Earnings - \$101,260
  - Benefits - \$22,880
  - Top Businesses - Wasson-e C E Instrumentation Inc., Growcentia, The Sequencing Center

- BROOMFIELD**
- Jobs - 368
  - Employment Concentration - 0.78
  - Current Wages, Salaries, & Proprietor Earnings - \$178,520
  - Benefits - \$35,345
  - Top Businesses - Zoll Medical Corp., Swisshog Healthcare, Aktivax

- CLEAR CREEK**
- Jobs - 32
  - Employment Concentration - 0.83
  - Current Wages, Salaries, & Proprietor Earnings - \$70,950
  - Benefits- \$17,666
  - Top Businesses - Electra Enterprises, Advance Dental Technology

- DENVER**
- Jobs - 3,698
  - Employment Concentration - 0.61
  - Current Wages, Salaries, & Proprietor Earnings - \$131,642
  - Benefits - \$21,737
  - Top Businesses - Hearthero, Colorado Serum Company, Katzson Bros. Inc.

- PARK**
- Jobs - <10
  - Employment Concentration - 0.13
  - Current Wages, Salaries, & Proprietor Earnings - Insf. Data
  - Benefits - Insf. Data
  - Top Businesses - M & K Biomedical Repair

- TELLER**
- Jobs - 18
  - Employment Concentration - 0.19
  - Current Wages, Salaries, & Proprietor Earnings - \$123,158
  - Benefits- \$16,392
  - Top Businesses - Ron Enders LLC, Stera Inc.

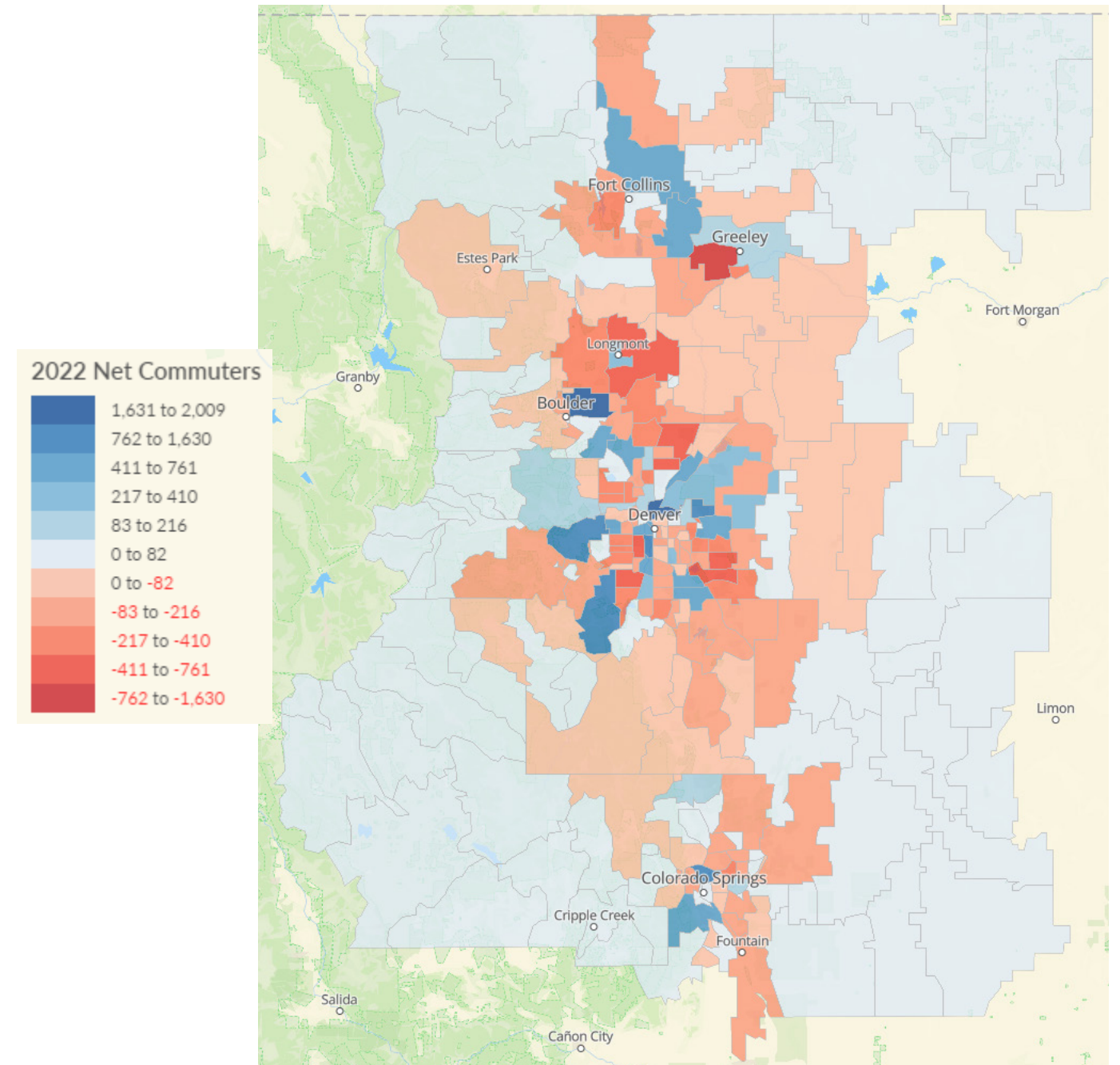
- WELD**
- Jobs - 693
  - Employment Concentration - 0.53
  - Current Wages, Salaries, & Proprietor Earnings - \$85,910
  - Benefits- \$14,390
  - Top Businesses - Medcom Group Ltd., Columbine Medical Equipment, Eurofins Test America





# Where Core Workforce Lives

## Commute Map



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 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).



# 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.

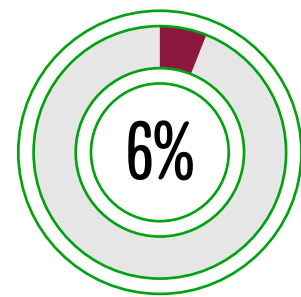
County	Net Commuters	Resident Workers	Jobs
Denver	3,323	5,841	9,164
Boulder	1,940	4,050	5,990
Broomfield	228	1,138	1,365
Clear Creek	44	38	82
Park	(44)	97	52
Teller	(71)	170	99
Elbert	(104)	169	65
Larimer	(241)	4,888	4,647
El Paso	(273)	5,611	5,338
Jefferson	(442)	7,263	6,821
Adams	(676)	6,374	5,698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

Source: Lightcast

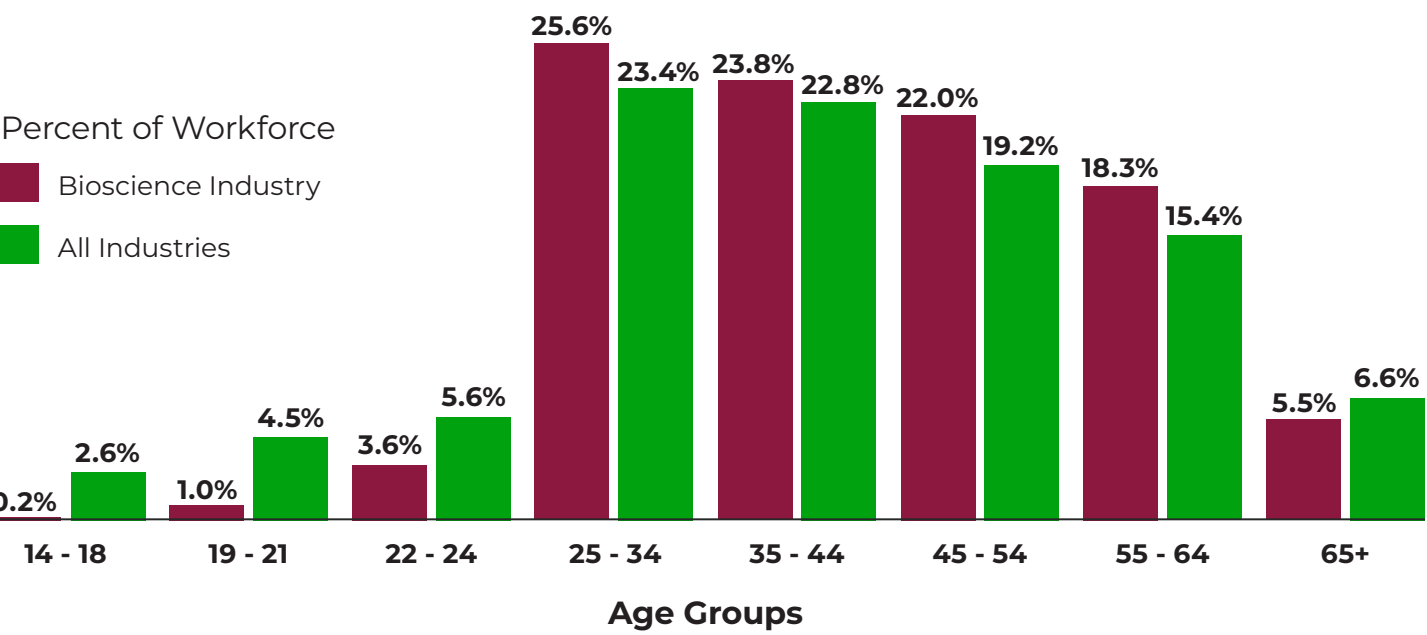




Comparative Retirement Risk



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.



Comparative Gender

Percent of Workforce  
Bioscience Industry  
All Industries

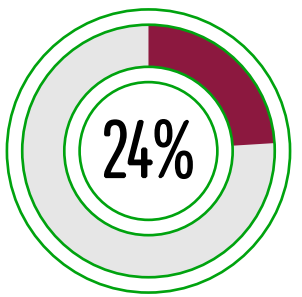


Men  
61.6%  
52.8%

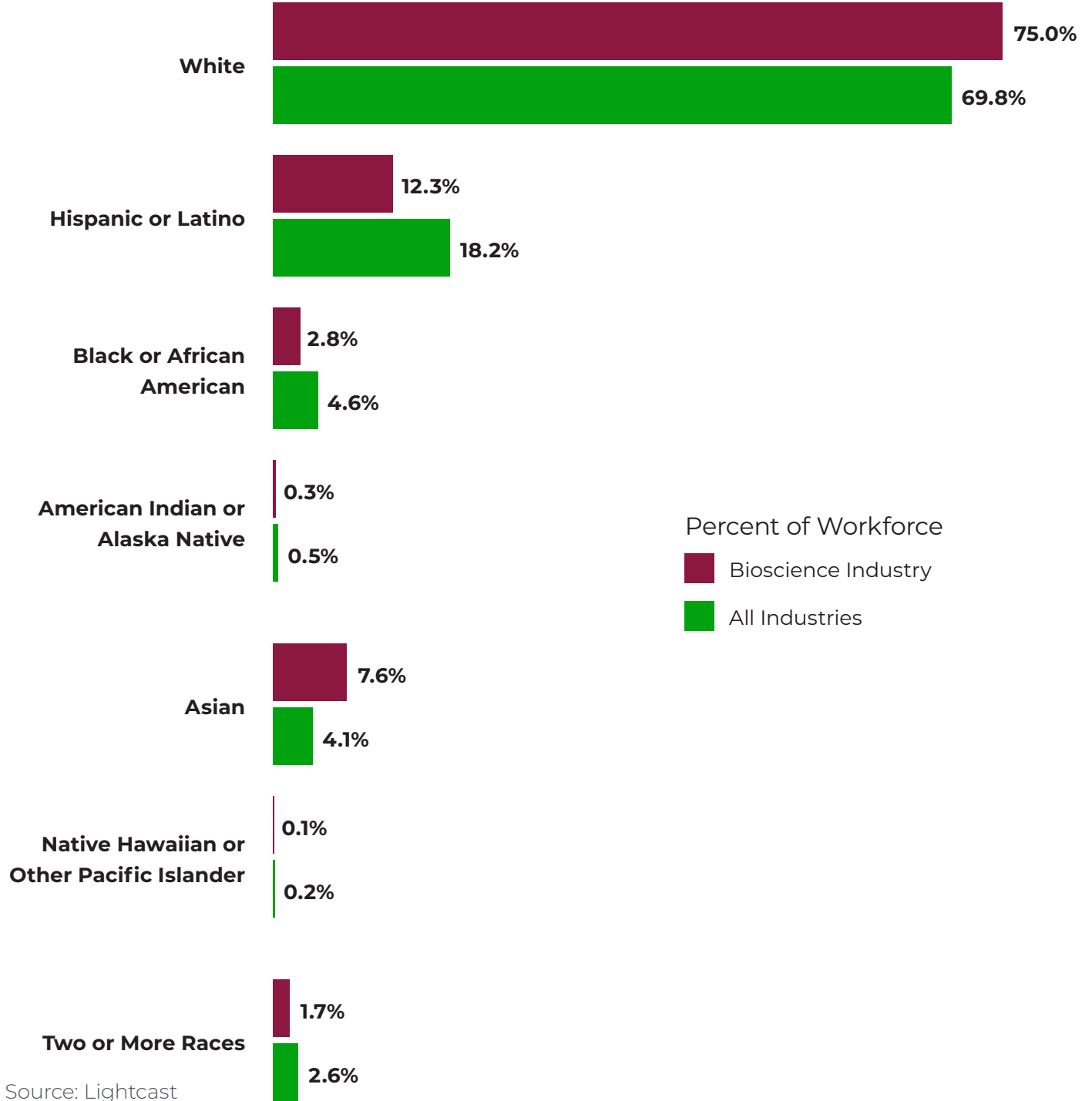


Women  
38.4%  
47.2%

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.



Source: Lightcast

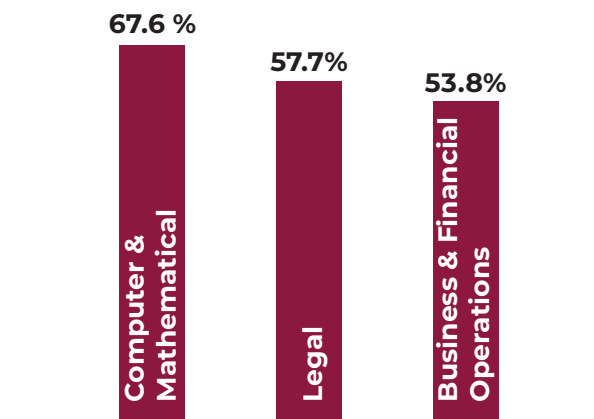


# Telework and Automation Strategies

## Remote Work Potential

### 31.4% Remote Work Capability for Sector

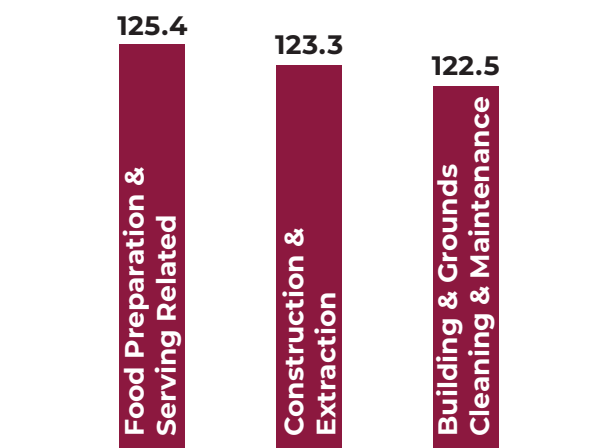
In a scarce labor market, a valid strategy for employers might be to review their staffing pattern and determine which positions, if any, can be employed remotely or on a hybrid work schedule. Approximately 31.4% of the workforce in biosciences has at least partial teleworking capacity, mostly in back-office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

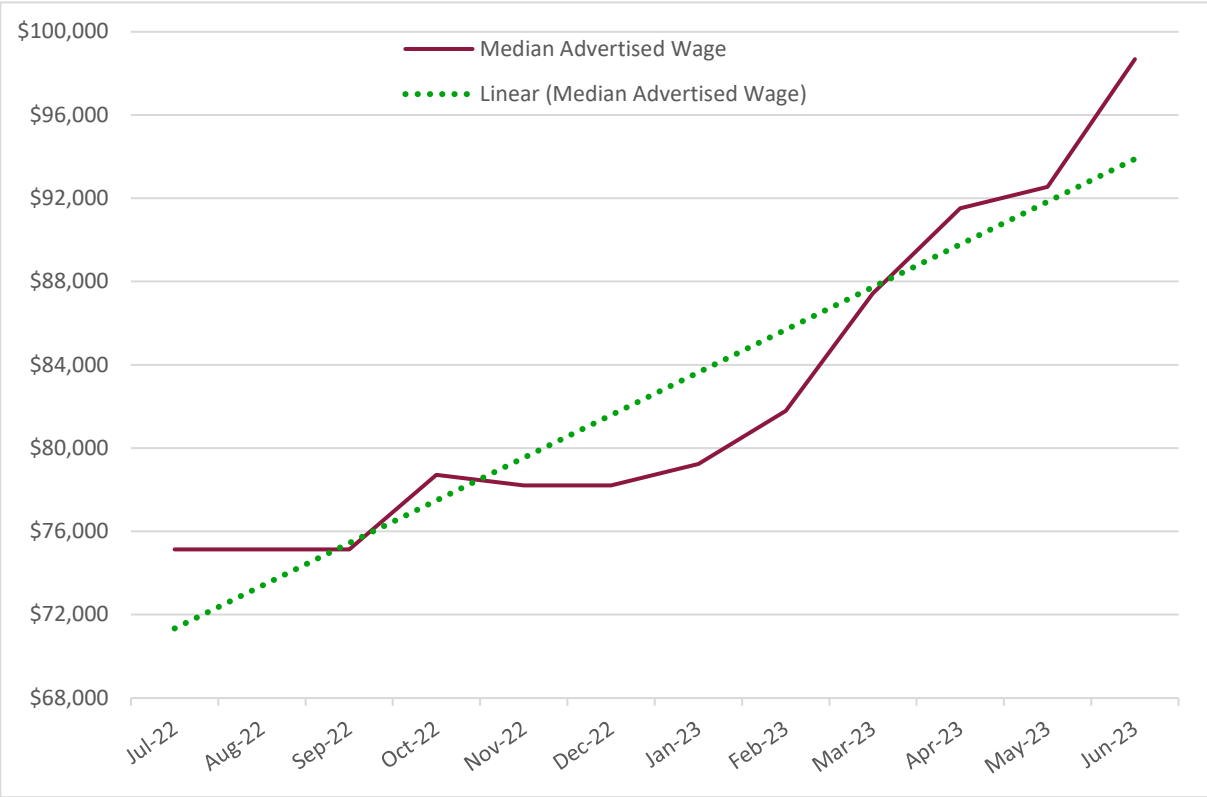




# Wages

## 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.



Competitive Wage Analysis

SOC	Description	Jobs in Sector	% of Total Employment in Sector	Jobs Across all Industries	Average Annual Openings		Median Posted Wage	Entry Level Wage	Median Wage	Highly Experienced Level Wage	Typical On-the-Job Training	Typical Entry Level Education
11-1021	General & Operations Managers	599	2.1%	43,782	4,781		\$39.82	\$41.46	\$60.66	\$88.23	None	Bachelor's degree
11-9199	Managers, All Other	399	1.4%	20,867	1,974		\$50.58	\$29.47	\$61.12	\$84.34	None	Bachelor's degree
13-1082	Project Management Specialists	478	1.7%	26,738	2,583		\$46.89	\$35.72	\$47.08	\$61.90	None	Bachelor's degree
13-1161	Market Research Analysts & Marketing Specialists	451	1.6%	26,670	3,351		\$28.25	\$25.69	\$36.06	\$48.71	None	Bachelor's degree
13-1199	Business Operations Specialists, All Other	621	2.2%	42,410	4,428		\$34.83	\$29.44	\$38.93	\$51.78	None	Bachelor's degree
15-1252	Software Developers	998	3.4%	43,195	4,546		\$58.95	\$48.40	\$62.08	\$76.85	None	Bachelor's degree
17-2031	Bioengineers & Biomedical Engineers	391	1.4%	1,383	91		\$43.20	\$43.05	\$50.41	\$65.54	None	Bachelor's degree
17-2112	Industrial Engineers	672	2.4%	4,931	400		\$47.88	\$37.72	\$47.02	\$60.28	None	Bachelor's degree
19-2031	Chemists	566	2.0%	1,785	170		\$37.05	\$30.04	\$41.10	\$57.75	None	Bachelor's degree
19-4021	Biological Technicians	472	1.6%	2,716	392		\$23.45	\$19.35	\$23.21	\$25.73	None	Bachelor's degree
41-4011	Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	722	2.4%	4,768	576		\$43.20	\$34.25	\$46.32	\$68.70	Moderate-term OJT	Bachelor's degree
41-4012	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	1,057	3.6%	27,310	2,999		\$30.22	\$23.53	\$33.95	\$48.29	Moderate-term OJT	High school diploma or GED
43-4051	Customer Service Representatives	665	2.3%	45,102	6,653		\$19.38	\$16.39	\$19.48	\$23.69	Short-term OJT	High school diploma or GED
43-5071	Shipping, Receiving, & Inventory Clerks	490	1.7%	14,830	1,661		\$19.51	\$16.98	\$19.29	\$22.97	Short-term OJT	High school diploma or GED
51-1011	First-Line Supervisors of Production & Operating Workers	553	2.0%	7,749	884		\$30.83	\$25.06	\$32.62	\$40.95	None	High school diploma or GED
51-2028	Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers	557	2.0%	4,517	561		\$20.00	\$17.41	\$19.74	\$23.95	Moderate-term OJT	High school diploma or GED
51-2098	Miscellaneous Assemblers & Fabricators	829	3.0%	11,336	1,369		\$20.00	\$16.00	\$18.55	\$21.49	Moderate-term OJT	High school diploma or GED
51-9061	Inspectors, Testers, Sorters, Samplers, & Weighers	555	1.9%	4,952	680		\$25.05	\$18.28	\$22.68	\$29.30	Moderate-term OJT	High school diploma or GED
51-9081	Dental Laboratory Technicians	619	2.2%	694	98		\$21.48	\$18.63	\$23.65	\$29.14	Moderate-term OJT	High school diploma or GED
51-9111	Packaging & Filling Machine Operators & Tenders	436	1.5%	3,979	532		\$17.54	\$16.05	\$18.62	\$23.83	Moderate-term OJT	High school diploma or GED





# Top Occupations

Top 20 Occupations Currently Listed  
in the Colorado Urban Front Range

## 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
- Posted 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

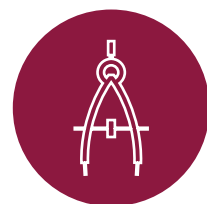
- Unique Postings 1,772
- Median Salary \$20.00
- Hires 11,686
- Separations 10,960
- Turnover Rate 98.1%
- Apprenticeable Yes
- Top Skills: Hand Tools, Soldering, Development Environment



### 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





### 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



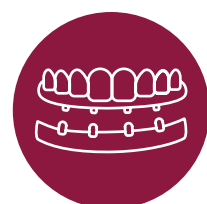
### Chemists

- 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



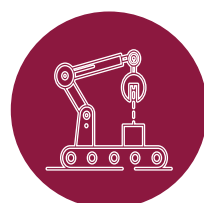
### Shipping, Receiving, & Inventory Clerks

- 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 No
- 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





### Market Research Analysts & Marketing Specialists

- Unique Postings 5,968
- Median Salary \$28.25
- Hires 16,674
- Separations 14,205
- Turnover Rate 55.3%
- Apprenticeable Yes

Top Skills: Marketing, Social Media, Medical Devices



### Packaging & Filling Machine Operators & Tenders

- Unique Postings 506
- Median Salary \$17.54
- Hires 3,557
- Separations 3,246
- Turnover Rate 84.4%
- Apprenticeable No

Top Skills: Cannabis, Post-Production, Production Process



### 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, Medical Devices, Pharmaceuticals



### Bioengineers & Biomedical Engineers

- Unique Postings 65
- Median Salary \$43.20
- Hires 406
- Separations 412
- Turnover Rate 30.4%
- Apprenticeable No

Top Skills: Biomedical Engineering, Mechanical Engineering, Process Improvement

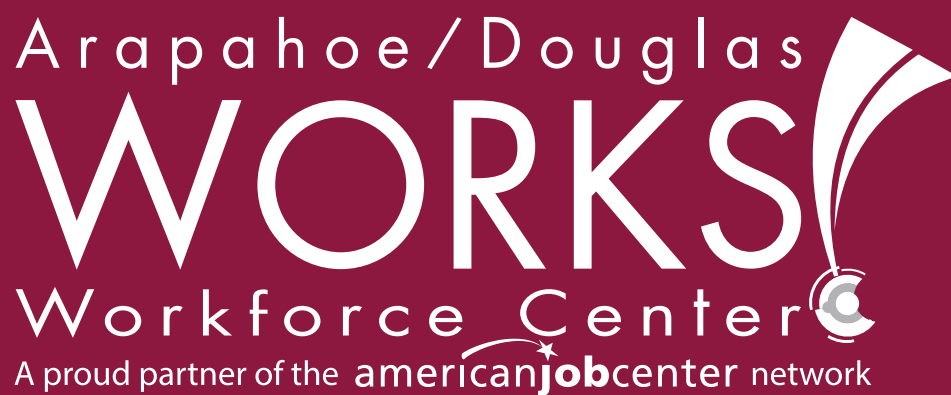
Source: Lightcast

# 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>.







[www.adworks.org](http://www.adworks.org)



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