Geographical Area

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 $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.

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Construction

The construction sector employs 183,262 people in 16,338 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.’ Of the 183,262 people working in construction, 25,604 are self-employed, mainly in specialty trades.

In 2022, the sector had $43.1 billion in sales, and contributed $21.2 billion to the region’s GRP. Construction has been a significant contributor to the local labor market, offering ample job opportunities for skilled workers in various trades. The sector’s continuous growth and demand for construction projects have made it an essential component of the region’s workforce landscape.

Source: Lightcast
Construction 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 land subdivision is 1.54 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>Abbreviation</th>
<th>Average Wage</th>
<th>Average Employer Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residential Building Construction</td>
<td>2361</td>
<td>22,570 jobs</td>
<td>NAICS</td>
<td>$79,980</td>
<td>$10,793</td>
</tr>
<tr>
<td>Nonresidential Building Construction</td>
<td>2362</td>
<td>15,953 jobs</td>
<td>NAICS</td>
<td>$99,136</td>
<td>$15,573</td>
</tr>
<tr>
<td>Utility System Construction</td>
<td>2371</td>
<td>12,656 jobs</td>
<td>NAICS</td>
<td>$88,243</td>
<td>$14,594</td>
</tr>
<tr>
<td>Land Subdivision</td>
<td>2372</td>
<td>10,650 jobs</td>
<td>NAICS</td>
<td>$63,340</td>
<td>$9,678</td>
</tr>
<tr>
<td>Foundation, Structure, &amp; Building Exterior Contractors</td>
<td>2381</td>
<td>23,754 jobs</td>
<td>NAICS</td>
<td>$85,731</td>
<td>$14,154</td>
</tr>
<tr>
<td>Building Finishing Contractors</td>
<td>2383</td>
<td>24,487 jobs</td>
<td>NAICS</td>
<td>$59,525</td>
<td>$7,883</td>
</tr>
<tr>
<td>Building Equipment Contractors</td>
<td>2382</td>
<td>51,873 jobs</td>
<td>NAICS</td>
<td>$74,138</td>
<td>$12,285</td>
</tr>
<tr>
<td>Other Specialty Trade Contractors</td>
<td>2389</td>
<td>21,683 jobs</td>
<td>NAICS</td>
<td>$64,166</td>
<td>$9,061</td>
</tr>
<tr>
<td>Other Heavy &amp; Civil Engineering Construction</td>
<td>2379</td>
<td>2,067 jobs</td>
<td>NAICS</td>
<td>$74,986</td>
<td>$13,838</td>
</tr>
</tbody>
</table>

**Highway, Street, & Bridge Construction**
- 7155 jobs
- 175 establishments
- 1.22 employment concentration
- $17 billion in sales
- 2.6% change to 2027
- $85,731 average wage
- $14,154 average employer paid benefits

**Numbers to Know**
- 7155 jobs
- 175 establishments
- 1.22 employment concentration
- $17 billion in sales
- 2.6% change to 2027
- $85,731 average wage
- $14,154 average employer paid benefits
The first graph shows the growth in jobs (brown 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 (brown 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
The overall employment concentration in this sector is 1.17 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 Elbert, Park and Adams 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 land subdivision while the lowest is in other specialty trades contractors. Thus, a county that has many specialty trade contractors will have a lower average wage per worker.

### ADAMS
- Jobs - 29,606
- Employment Concentration - 1.90
- Current Wages, Salaries, & Proprietor Earnings - $72,861
- Benefits - $11,332

### ARAPAHOE
- Jobs - 28,508
- Employment Concentration - 1.31
- Current Wages, Salaries, & Proprietor Earnings - $81,607
- Benefits - $12,625
- Top Businesses - Kiewit Infrastructure, Century Communities Inc., Sauder Construction Inc.

### BOULDER
- Jobs - 7,122
- Employment Concentration - 0.56
- Current Wages, Salaries, & Proprietor Earnings - $67,231
- Benefits - $9,660
- Top Businesses - Namaste Solar Electric Inc., Keith Lawson Air Conditioning, Gracon Corporation

### GILPIN
- Jobs - 134
- Employment Concentration - 0.49
- Current Wages, Salaries, & Proprietor Earnings - $48,813
- Benefits - $4,573
- Top Businesses - Black Hawk Public Works, R & B Drywall, Arends Shirley & Wes

### DENVER
- Jobs - 26,874
- Employment Concentration - 0.75
- Current Wages, Salaries, & Proprietor Earnings - $83,811
- Benefits - $13,043
- Top Businesses - Richmond American Homes, Beck, Mortenson Construction

### PARK
- Jobs - 542
- Employment Concentration - 2.37
- Current Wages, Salaries, & Proprietor Earnings - $52,275
- Benefits - $5,149
- Top Businesses - Park County Road & Bridge, Deep Water Mountain Inc., Playfair Building Design

### DOUGLAS
- Jobs - 12,947
- Employment Concentration - 1.36
- Current Wages, Salaries, & Proprietor Earnings - $81,122
- Benefits - $12,711
- Top Businesses - Douglas County Public Works, Crescendo at Central Park, Lightning Ventures, Inc.

### EL PASO
- Jobs - 22,642
- Employment Concentration - 1.01
- Current Wages, Salaries, & Proprietor Earnings - $66,068
- Benefits - $9,803
- Top Businesses - Heating & Plumbing Engineers, Mountain Columbine Construction, Christopherson Commercial Builder

### JEFFERSON
- Jobs - 22,267
- Employment Concentration - 1.39
- Current Wages, Salaries, & Proprietor Earnings - $73,552
- Benefits - $11,246
- Top Businesses - Dynalectric Company of Colorado, Garney Construction, Hellas Construction

### LARIMER
- Jobs - 14,021
- Employment Concentration - 1.21
- Current Wages, Salaries, & Proprietor Earnings - $65,320
- Benefits - $9,912
- Top Businesses - LPR Construction Company, Foothills Gateway Inc., Connell Resources Inc.

### ELBERT
- Jobs - 1,283
- Employment Concentration - 3.66
- Current Wages, Salaries, & Proprietor Earnings - $61,908
- Benefits - $8,664

### BROOMFIELD
- Jobs - 2,262
- Employment Concentration - 0.82
- Current Wages, Salaries, & Proprietor Earnings - $95,377
- Benefits - $15,044
- Top Businesses - Flatiron Construction Corp., Vargas Property Services, Accent Electrical Services

### CLEAR CREEK
- Jobs - 191
- Employment Concentration - 0.85
- Current Wages, Salaries, & Proprietor Earnings - $49,982
- Benefits - $4,575
- Top Businesses - Doyle Construction Inc., Michael Shojer Speciality Roofing, Glabraith Plumbing & Heating

### TELLER
- Jobs - 678
- Employment Concentration - 1.22
- Current Wages, Salaries, & Proprietor Earnings - $44,659
- Benefits - $4,368
- Top Businesses - Foxworth-Galbraith Home Improvement Center, Electric Service of CO, Lamb Plumbing & Excavating

### WELD
- Jobs - 14,386
- Employment Concentration - 1.88
- Current Wages, Salaries, & Proprietor Earnings - $67,994
- Benefits - $10,260
- Top Businesses - Hensel Phelps, Colorado Dept. of Transportation, Utah Mechanical Contracting

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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 construction, this core set of occupations is made up of construction and extraction occupations. Examples of these occupations include construction laborers, masons, carpenters and electricians. 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, 18,770 in these core occupations live in Jefferson County, while there are 15,630 construction and extraction jobs there. This means there are 3,140 more of these core workers living in Jefferson County than there are construction and extraction jobs 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>3,778</td>
<td>17,672</td>
<td>21,450</td>
</tr>
<tr>
<td>Arapahoe</td>
<td>1,752</td>
<td>17,660</td>
<td>19,412</td>
</tr>
<tr>
<td>Adams</td>
<td>1,323</td>
<td>19,100</td>
<td>20,423</td>
</tr>
<tr>
<td>Boulder</td>
<td>1,528</td>
<td>5,054</td>
<td>5,582</td>
</tr>
<tr>
<td>Clear Creek</td>
<td>114</td>
<td>198</td>
<td>312</td>
</tr>
<tr>
<td>Larimer</td>
<td>38</td>
<td>10,061</td>
<td>10,099</td>
</tr>
<tr>
<td>Gilpin</td>
<td>(50)</td>
<td>166</td>
<td>116</td>
</tr>
<tr>
<td>Broomfield</td>
<td>(98)</td>
<td>1,694</td>
<td>1,596</td>
</tr>
<tr>
<td>Teller</td>
<td>(244)</td>
<td>874</td>
<td>630</td>
</tr>
<tr>
<td>Park</td>
<td>(244)</td>
<td>634</td>
<td>390</td>
</tr>
<tr>
<td>Elbert</td>
<td>(263)</td>
<td>1,087</td>
<td>823</td>
</tr>
<tr>
<td>Douglas</td>
<td>(905)</td>
<td>9,262</td>
<td>8,357</td>
</tr>
<tr>
<td>El Paso</td>
<td>(981)</td>
<td>17,692</td>
<td>16,712</td>
</tr>
<tr>
<td>Weld</td>
<td>(2,157)</td>
<td>15,032</td>
<td>12,874</td>
</tr>
<tr>
<td>Jefferson</td>
<td>(3,140)</td>
<td>18,770</td>
<td>15,630</td>
</tr>
</tbody>
</table>

Source: Lightcast
## Comparative Retirement Risk

Retirement risk in construction is slightly higher than that across all industries in the region. This reflects an older labor force with 23% aged 55 and older and significantly fewer new entrants in the 14-24 age group.

![Bar Chart: Comparative Retirement Risk](chart1.png)

- **Percent of Workforce**
  - Construction Industry
  - All Industries

## 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. Construction is significantly more diverse than the overall average within the region, with overall diversity 4.6% higher than that across all industries.

![Bar Chart: Comparative Racial Diversity](chart2.png)

- **Percent of Workforce**
  - Construction Industry
  - All Industries

## Comparative Gender

Percent of Workforce

- **Men**
  - 82.0%
  - 52.8%

- **Women**
  - 18.0%
  - 47.2%

![Bar Chart: Comparative Gender](chart3.png)

- **Percent of Workforce**
  - Construction Industry
  - All Industries

Source: Lightcast
Remote Work Potential

12.8% 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 12.8% of the workforce in construction has at least partial teleworking capacity, mostly in back-office functions.

Automation Index

112.1

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 construction are estimation and bidding software, project management software, and drones to assist in land subdivision, surveying and inspecting structures as they are built.

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 construction sector employs 5,434 project management specialists, but there are 26,738 employed across all industry sectors. This is important because the construction sector must compete with other sectors for critical talent, such as sales representatives, truck drivers and cost estimators. 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>3,810</td>
<td>2.1%</td>
<td>43,782</td>
<td>4,781</td>
<td>$39.82</td>
<td>$41.46</td>
<td>$72.58</td>
<td>$88.23</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>11-9021</td>
<td>Construction Managers</td>
<td>10,758</td>
<td>5.8%</td>
<td>12,654</td>
<td>1,193</td>
<td>$44.49</td>
<td>$35.68</td>
<td>$50.75</td>
<td>$60.62</td>
<td>Moderate-term OJT</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>11-9199</td>
<td>Managers, All Other</td>
<td>3,185</td>
<td>1.7%</td>
<td>20,867</td>
<td>1,974</td>
<td>$50.58</td>
<td>$29.47</td>
<td>$62.77</td>
<td>$84.34</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-1051</td>
<td>Cost Estimators</td>
<td>3,250</td>
<td>1.8%</td>
<td>5,286</td>
<td>502</td>
<td>$38.58</td>
<td>$29.28</td>
<td>$38.98</td>
<td>$46.53</td>
<td>Moderate-term OJT</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-1082</td>
<td>Project Management Specialists</td>
<td>5,434</td>
<td>3.0%</td>
<td>26,738</td>
<td>2,583</td>
<td>$46.89</td>
<td>$35.72</td>
<td>$49.77</td>
<td>$61.90</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>3,804</td>
<td>2.1%</td>
<td>37,258</td>
<td>4,424</td>
<td>$26.15</td>
<td>$26.54</td>
<td>$51.28</td>
<td>$61.32</td>
<td>Moderate-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>43-3031</td>
<td>Bookkeeping, Accounting, &amp; Auditing Clerks</td>
<td>2,447</td>
<td>1.3%</td>
<td>25,981</td>
<td>3,412</td>
<td>$23.57</td>
<td>$18.88</td>
<td>$24.44</td>
<td>$28.13</td>
<td>Moderate-term OJT</td>
<td>Some college, no degree</td>
</tr>
<tr>
<td>43-6014</td>
<td>Secretaries &amp; Administrative Assistants, Except Legal, Medical, &amp; Executive</td>
<td>2,579</td>
<td>1.4%</td>
<td>32,049</td>
<td>3,934</td>
<td>$20.98</td>
<td>$17.60</td>
<td>$21.61</td>
<td>$24.46</td>
<td>Short-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>43-9061</td>
<td>Office Clerks, General</td>
<td>3,515</td>
<td>1.9%</td>
<td>32,503</td>
<td>4,466</td>
<td>$19.26</td>
<td>$18.73</td>
<td>$24.43</td>
<td>$28.16</td>
<td>Short-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>47-1011</td>
<td>First-Line Supervisors of Construction Trades &amp; Extraction Workers</td>
<td>15,268</td>
<td>8.4%</td>
<td>18,746</td>
<td>1,946</td>
<td>$35.32</td>
<td>$29.47</td>
<td>$37.55</td>
<td>$44.30</td>
<td>None</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>47-2031</td>
<td>Carpenters</td>
<td>15,107</td>
<td>8.3%</td>
<td>16,689</td>
<td>1,714</td>
<td>$25.54</td>
<td>$19.79</td>
<td>$26.93</td>
<td>$30.23</td>
<td>Apprenticeship</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>47-2051</td>
<td>Cement Masons &amp; Concrete Finishers</td>
<td>4,977</td>
<td>2.7%</td>
<td>5,224</td>
<td>499</td>
<td>$24.98</td>
<td>$21.94</td>
<td>$26.02</td>
<td>$29.00</td>
<td>Moderate-term OJT</td>
<td>No formal educational credential</td>
</tr>
<tr>
<td>47-2061</td>
<td>Construction Laborers</td>
<td>20,617</td>
<td>11.2%</td>
<td>23,096</td>
<td>2,625</td>
<td>$21.97</td>
<td>$16.46</td>
<td>$21.73</td>
<td>$23.46</td>
<td>Short-term OJT</td>
<td>No formal educational credential</td>
</tr>
<tr>
<td>47-2073</td>
<td>Operating Engineers &amp; Other Construction Equipment Operators</td>
<td>6,682</td>
<td>3.6%</td>
<td>9,319</td>
<td>1,081</td>
<td>$27.02</td>
<td>$23.43</td>
<td>$27.59</td>
<td>$30.63</td>
<td>Moderate-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>47-2111</td>
<td>Electricians</td>
<td>13,419</td>
<td>7.2%</td>
<td>15,754</td>
<td>1,919</td>
<td>$33.17</td>
<td>$21.53</td>
<td>$28.77</td>
<td>$35.33</td>
<td>Apprenticeship</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>47-2141</td>
<td>Painters, Construction &amp; Maintenance</td>
<td>4,753</td>
<td>2.6%</td>
<td>5,229</td>
<td>474</td>
<td>$21.97</td>
<td>$16.66</td>
<td>$25.02</td>
<td>$26.20</td>
<td>Moderate-term OJT</td>
<td>No formal educational credential</td>
</tr>
<tr>
<td>47-2152</td>
<td>Plumbers, Pipefitters, &amp; Steamfitters</td>
<td>8,078</td>
<td>4.4%</td>
<td>9,100</td>
<td>1,054</td>
<td>$31.65</td>
<td>$22.47</td>
<td>$30.50</td>
<td>$35.87</td>
<td>Apprenticeship</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>47-2181</td>
<td>Roofers</td>
<td>2,767</td>
<td>1.6%</td>
<td>2,797</td>
<td>260</td>
<td>$25.97</td>
<td>$19.01</td>
<td>$24.75</td>
<td>$27.18</td>
<td>Moderate-term OJT</td>
<td>No formal educational credential</td>
</tr>
<tr>
<td>49-9021</td>
<td>Heating, Air Conditioning, &amp; Refrigeration Mechanics &amp; Installers</td>
<td>5,445</td>
<td>2.9%</td>
<td>6,672</td>
<td>757</td>
<td>$29.72</td>
<td>$22.36</td>
<td>$29.40</td>
<td>$35.11</td>
<td>Long-term OJT</td>
<td>Postsecondary nondegree award</td>
</tr>
<tr>
<td>53-3032</td>
<td>Heavy &amp; Tractor-Trailer Truck Drivers</td>
<td>2,018</td>
<td>1.1%</td>
<td>27,382</td>
<td>3,590</td>
<td>$30.95</td>
<td>$22.29</td>
<td>$27.51</td>
<td>$29.62</td>
<td>Short-term OJT</td>
<td>Postsecondary nondegree award</td>
</tr>
</tbody>
</table>

Source: Lightcast
Top Occupations

Top 20 Occupations Currently Listed in the Colorado Urban Front Range

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.

Construction Laborers
- Unique Postings: 5,413
- Posted Salary: $21.97
- Hires: 14,101
- Separations: 14,424
- Turnover Rate: 62.4%
- Apprenticeable: Yes
Top Skills: Construction, Carpentry, Hand Tools

First-Line Supervisors of Construction Trades & Extraction Workers
- Unique Postings: 2,551
- Median Salary: $35.32
- Hires: 12,428
- Separations: 12,169
- Turnover Rate: 65.9%
- Apprenticeable: No
Top Skills: Construction, Project Management, Subcontracting

Carpenters
- Unique Postings: 1,354
- Median Salary: $25.54
- Hires: 8,898
- Separations: 8,299
- Turnover Rate: 50.4%
- Apprenticeable: Yes
Top Skills: Carpentry, Construction, Power Tool Operation

Electricians
- Unique Postings: 1,931
- Median Salary: $33.17
- Hires: 10,653
- Separations: 9,807
- Turnover Rate: 64.0%
- Apprenticeable: Yes
Top Skills: Electrical Wiring, Electrical Systems, Hand Tools
### Construction Managers
- **Unique Postings:** 6,967
- **Median Salary:** $44.49
- **Hires:** 5,496
- **Separations:** 4,890
- **Turnover Rate:** 39.6%
- **Apprenticeable:** No
- **Top Skills:** Construction, Project Management, Subcontracting

### Plumbers, Pipefitters, & Steamfitters
- **Unique Postings:** 1,345
- **Median Salary:** $41.45
- **Hires:** 5,567
- **Separations:** 4,890
- **Turnover Rate:** 62.6%
- **Apprenticeable:** Yes
- **Top Skills:** Plumbing, Plumbing Systems, Construction

### Painters, Construction & Maintenance
- **Unique Postings:** 789
- **Median Salary:** $21.97
- **Hires:** 2,046
- **Separations:** 1,952
- **Turnover Rate:** 37.4%
- **Apprenticeable:** Yes
- **Top Skills:** Painting, Drywall Installation & Repair, Refinishing

### Operating Engineers & Other Construction Equipment Operators
- **Unique Postings:** 1,006
- **Median Salary:** $27.02
- **Hires:** 7,383
- **Separations:** 7,332
- **Turnover Rate:** 80.9%
- **Apprenticeable:** No
- **Top Skills:** Heavy Equipment, Backhoes, Construction

### 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, Construction, Project Schedules

### 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

### Office Clerks, General
- **Unique Postings:** 4,498
- **Median Salary:** $19.26
- **Hires:** 27,582
- **Separations:** 26,641
- **Turnover Rate:** 83.5%
- **Apprenticeable:** Yes
- **Top Skills:** Data Entry, Office Equipment, Invoicing

### Heating, Air Conditioning, & Refrigeration Mechanics & Installers
- **Unique Postings:** 3,538
- **Median Salary:** $29.72
- **Hires:** 4,052
- **Separations:** 3,618
- **Turnover Rate:** 55.8%
- **Apprenticeable:** Yes
- **Top Skills:** HVAC, Plumbing, Preventive Maintenance

### Cement Masons & Concrete Finishers
- **Unique Postings:** 522
- **Median Salary:** $24.98
- **Hires:** 4,163
- **Separations:** 4,462
- **Turnover Rate:** 86.4%
- **Apprenticeable:** Yes
- **Top Skills:** Construction, Hand Tools, Power Tool Operation

### Cost Estimators
- **Unique Postings:** 3,154
- **Median Salary:** $38.58
- **Hires:** 3,542
- **Separations:** 3,645
- **Turnover Rate:** 69.7%
- **Apprenticeable:** No
- **Top Skills:** Construction, Subcontracting, Project Management

### Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel
- **Unique Postings:** 2,736
- **Median Salary:** $26.15
- **Hires:** 27,458
- **Separations:** 25,980
- **Turnover Rate:** 71.0%
- **Apprenticeable:** No
- **Top Skills:** Sales Prospecting, Selling Techniques, Marketing

### Managers, All Other
- **Unique Postings:** 22,094
- **Median Salary:** $50.58
- **Hires:** 5,871
- **Separations:** 5,641
- **Turnover Rate:** 27.7%
- **Apprenticeable:** Yes
- **Top Skills:** Project Management, Marketing, Auditing
## Roofers
- Unique Postings: 685
- Median Salary: $25.97
- Hires: 2,194
- Separations: 2,061
- Turnover Rate: 73.0%
- Apprenticeable: Yes
- Top Skills: Roofing, Commercial Roofing, Rain Gutters

## Secretaries & Administrative Assistants, Except Legal, Medical, & Executive
- Unique Postings: 13,368
- Median Salary: $20.98
- Hires: 23,670
- Separations: 24,792
- Turnover Rate: 78.0%
- Apprenticeable: Yes
- Top Skills: Administrative Support, Data Entry, Invoicing

## Bookkeeping, Accounting, & Auditing Clerks
- Unique Postings: 8,900
- Median Salary: $23.57
- Hires: 19,880
- Separations: 19,670
- Turnover Rate: 76.9%
- Apprenticeable: Yes
- Top Skills: Accounting, Accounts Payable, Invoicing

## Heavy & Tractor-Trailer Truck Drivers
- Unique Postings: 16,052
- Median Salary: $30.95
- Hires: 22,703
- Separations: 21,216
- Turnover Rate: 79.2%
- Apprenticeable: Yes
- Top Skills: Truck Driving, Warehousing, Pre- & Post-Trip Vehicle Inspections

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**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](https://bit.ly/ADWBusinessServices).

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*Source: Lightcast*