



2023

Construction

INDUSTRY PROFILE

Colorado Urban Front Range

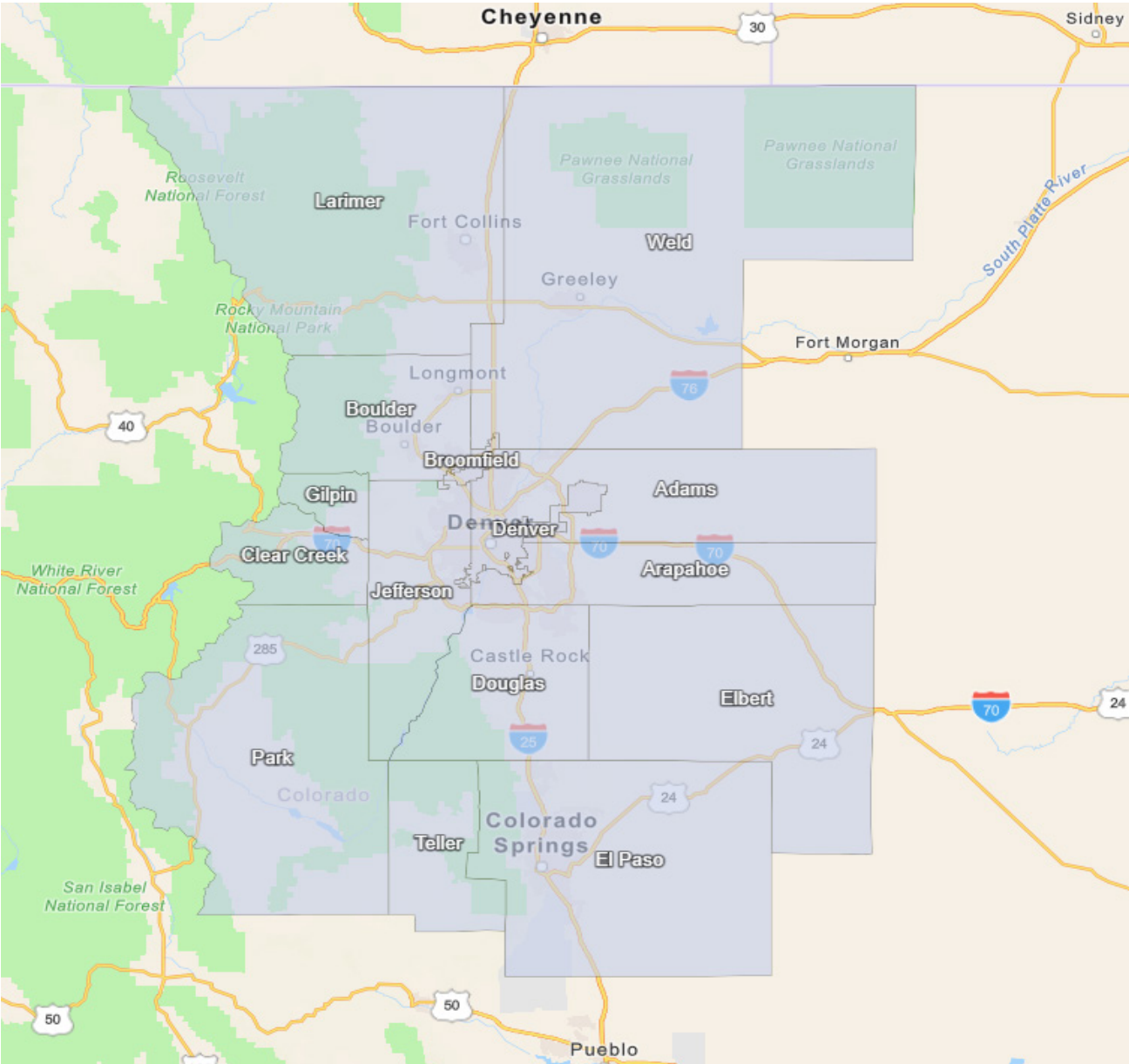


Arapahoe/Douglas
WORKFORCE BOARD
C O L O R A D O



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.

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Construction

▲ 5.5% From prior year

6.7%

Total Jobs in CO
Urban Front Range



183,262

Total Jobs



16,338

Establishments



43 B

Total Sales

Industries
Making up
the Sector

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.

Residential Building Construction

NAICS 2361

Numbers to Know

- 22,570 jobs
- 3,347 establishments
- 0.96 employment concentration
- \$5.6 billion in sales
- 6.0% change to 2027
- \$79,980 average wage
- \$10,793 average employer paid benefits

Nonresidential Building Construction

NAICS 2362

Numbers to Know

- 15,953 jobs
- 1,012 establishments
- 1.07 employment concentration
- \$4.5 billion in sales
- 3.5% change to 2027
- \$99,136 average wage
- \$15,573 average employer paid benefits

Utility System Construction

NAICS 2371

Numbers to Know

- 12,656 jobs
- 438 establishments
- 1.33 employment concentration
- \$3.1 billion in sales
- 7.5% change to 2027
- \$88,243 average wage
- \$14,594 average employer paid benefits

Land Subdivision

NAICS 2372

Numbers to Know

- 1,065 jobs
- 96 establishments
- 1.54 employment concentration
- \$490 million in sales
- 16.4% change to 2027
- \$162,329 average wage
- \$26,619 average employer paid benefits

Highway, Street, & Bridge Construction

NAICS 2373

Numbers to Know

- 7,155 jobs
- 175 establishments
- 1.22 employment concentration
- \$1.7 billion in sales
- 2.6% change to 2027
- \$85,731 average wage
- \$14,154 average employer paid benefits

Foundation, Structure, & Building Exterior Contractors

NAICS 2381

Numbers to Know

- 23,754 jobs
- 2,455 establishments
- 1.26 employment concentration
- \$5 billion in sales
- 1.1% change to 2027
- \$63,340 average wage
- \$9,678 average employer paid benefits

Building Finishing Contractors

NAICS 2383

Numbers to Know

- 24,487 jobs
- 3,044 establishments
- 1.17 employment concentration
- \$5.8 billion in sales
- 0.2% change to 2027
- \$59,525 average wage
- \$7,883 average employer paid benefits

Other Heavy & Civil Engineering Construction

NAICS 2379

Numbers to Know

- 2,067 jobs
- 114 establishments
- 0.94 employment concentration
- \$547 million in sales
- 6.9% change to 2027
- \$84,986 average wage
- \$13,838 average employer paid benefits

Building Equipment Contractors

NAICS 2382

Numbers to Know

- 51,873 jobs
- 4,061 establishments
- 1.21 employment concentration
- \$11.2 billion in sales
- 5.0% change to 2027
- \$74,138 average wage
- \$12,285 average employer paid benefits

Other Specialty Trade Contractors

NAICS 2389

Numbers to Know

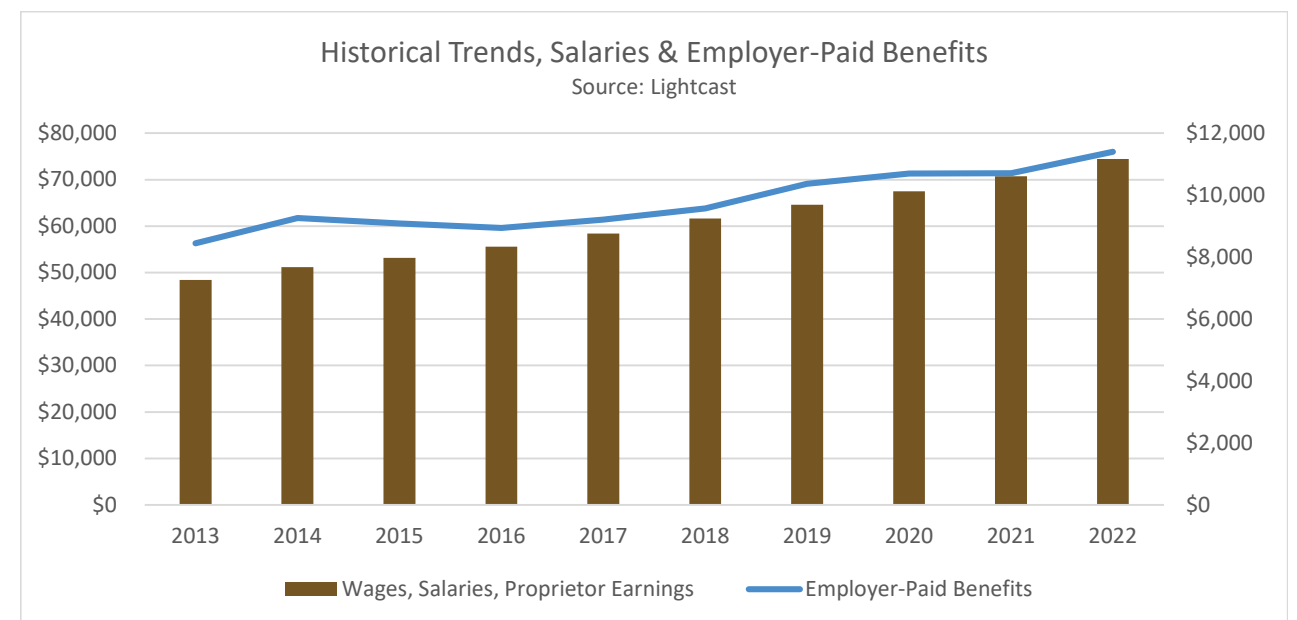
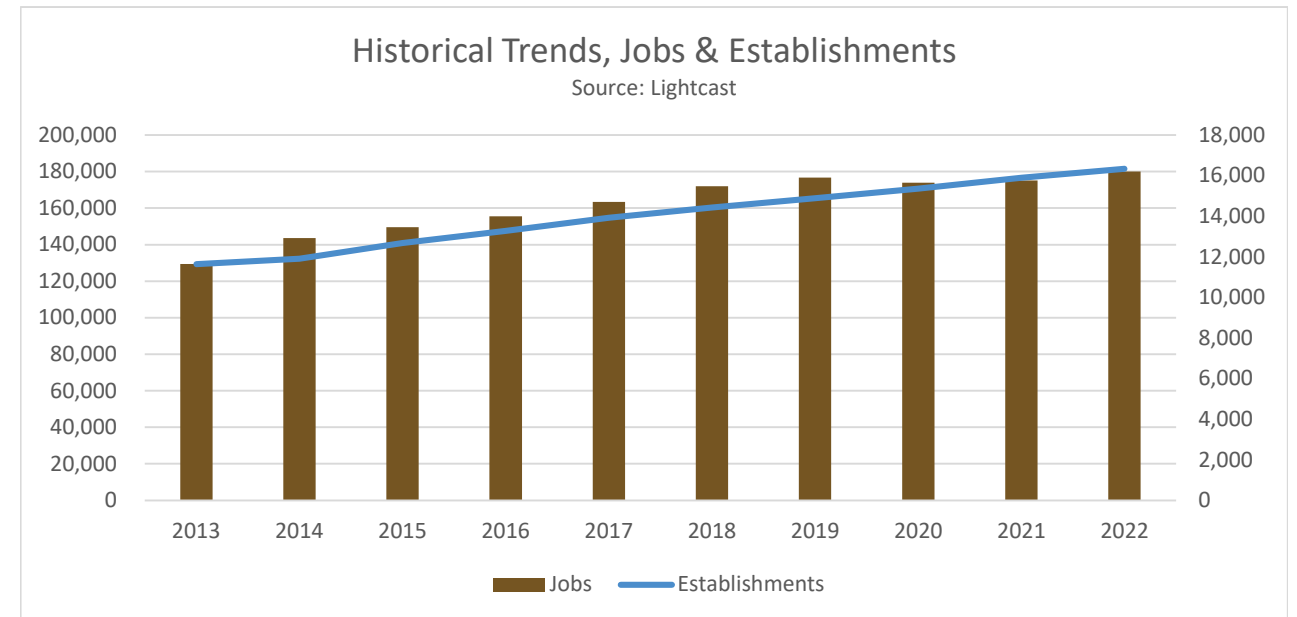
- 21,683 jobs
- 1,597 establishments
- 1.18 employment concentration
- \$5.1 billion in sales
- 2.0% change to 2027
- \$64,166 average wage
- \$9,061 average employer paid benefits



Historical Trends

Colorado Urban Front Range

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.

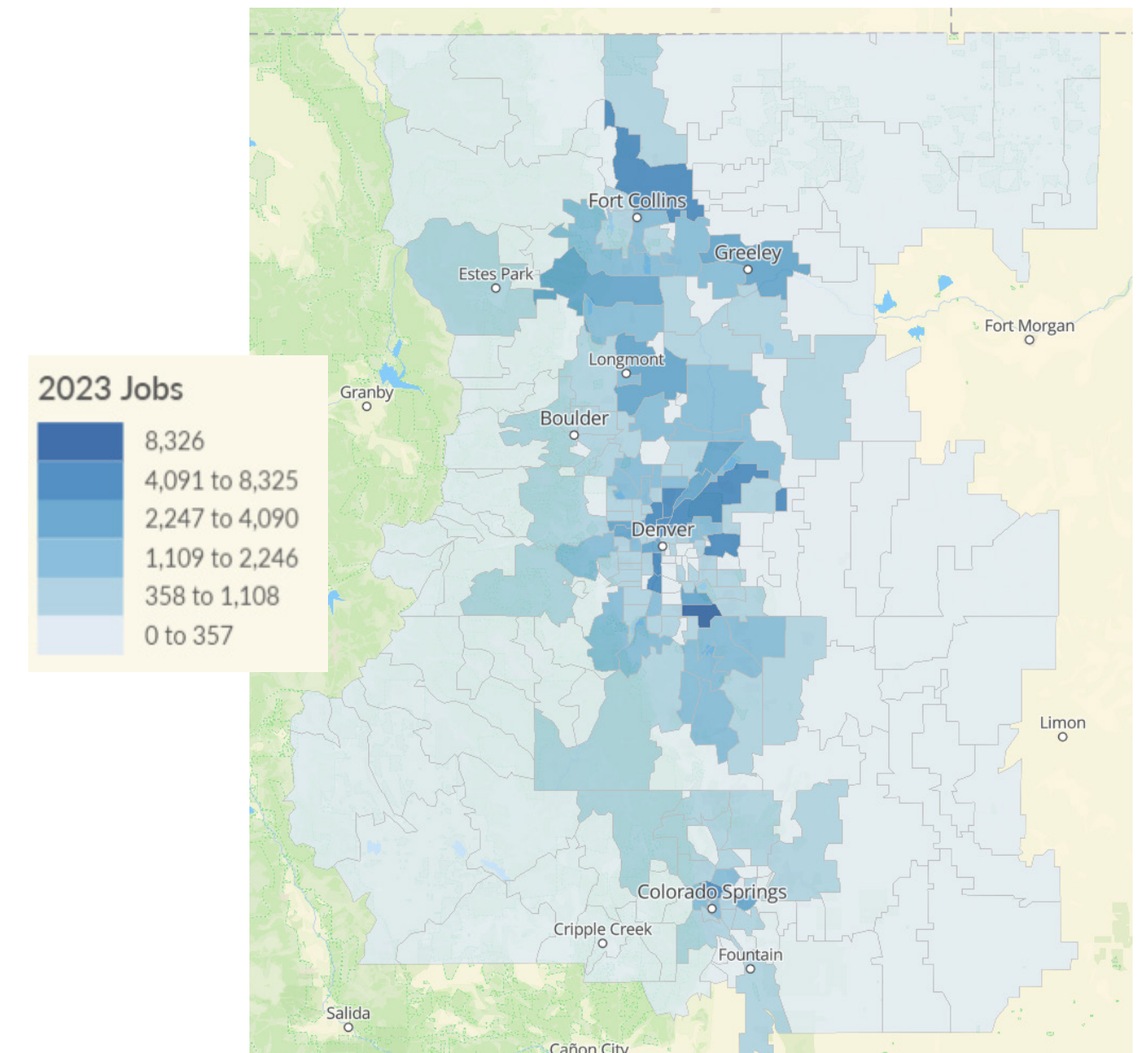


Source: Lightcast



Employment Concentration

Employment Concentration Map



Colorado Urban Front Range

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 - [29,406](#)
- Employment Concentration - [1.90](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$72,861](#)
- Benefits - [\\$11,332](#)
- Top Businesses - [Northern Electric Inc., Mtech Mechanical Technologies Group Inc., Sturgeon Electric Company Inc.](#)

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](#)

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., Saunder Construction Inc.](#)

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](#)

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](#)

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](#)

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.](#)

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](#)

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](#)

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, Christofferson 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](#)

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](#)

ELBERT

- Jobs - [1,283](#)
- Employment Concentration - [3.66](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$61,908](#)
- Benefits - [\\$8,664](#)
- Top Businesses - [Systems Buildings Inc., Layne Inliner, Sun Valley Electric Inc.](#)

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.](#)

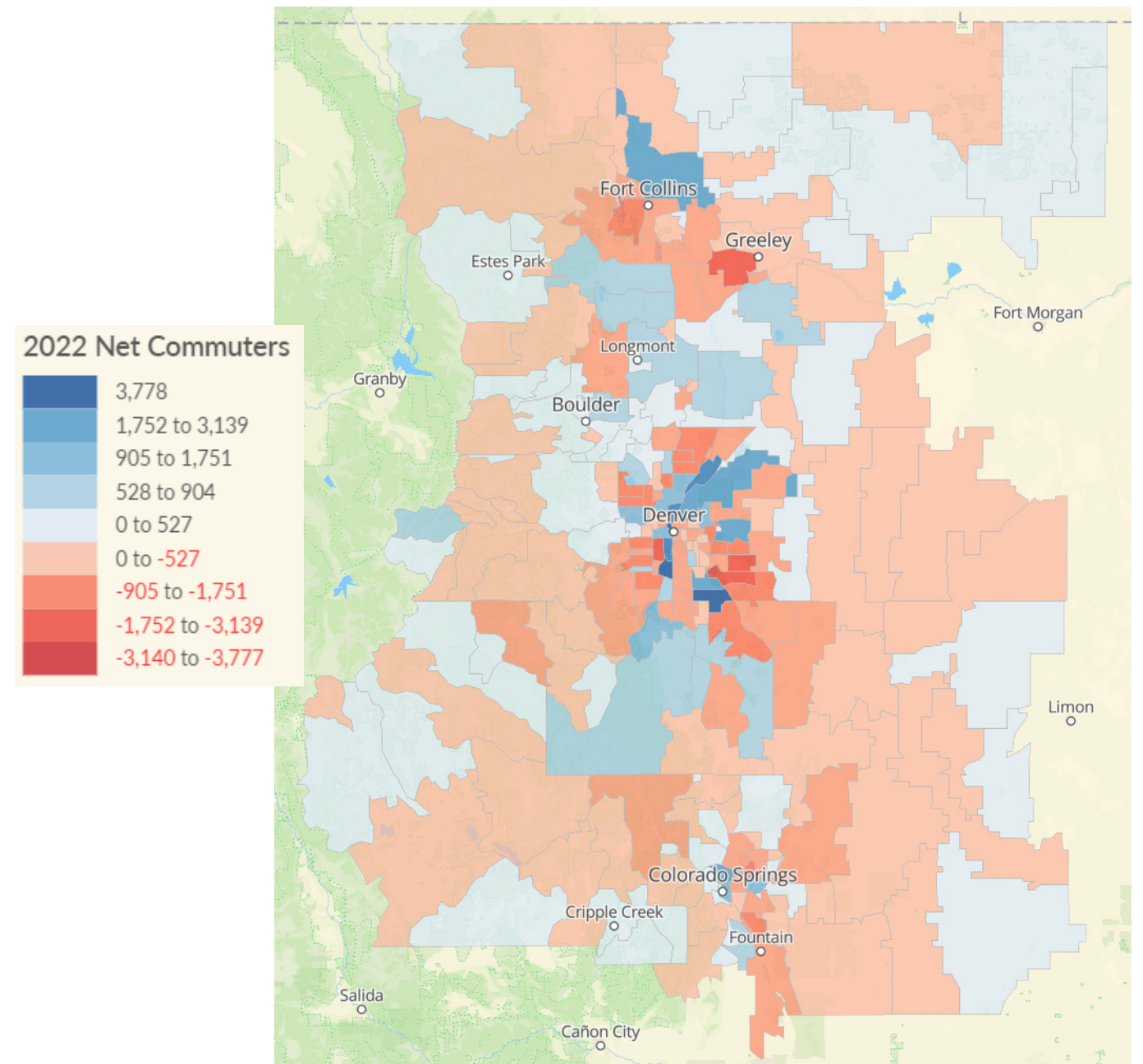
WELD

- 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](#)



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 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).

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.

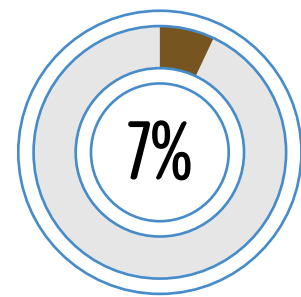
County	Net Commuters	Resident Workers	Jobs
Denver	3,778	17,672	21,450
Arapahoe	1,752	17,660	19,412
Adams	1,323	19,100	20,423
Boulder	528	5,054	5,582
Clear Creek	114	198	312
Larimer	38	10,061	10,099
Gilpin	(50)	166	116
Broomfield	(98)	1,694	1,596
Teller	(244)	874	630
Park	(244)	634	390
Elbert	(263)	1,087	823
Douglas	(905)	9,262	8,357
El Paso	(981)	17,692	16,712
Weld	(2,157)	15,032	12,874
Jefferson	(3,140)	18,770	15,630

Source: Lightcast



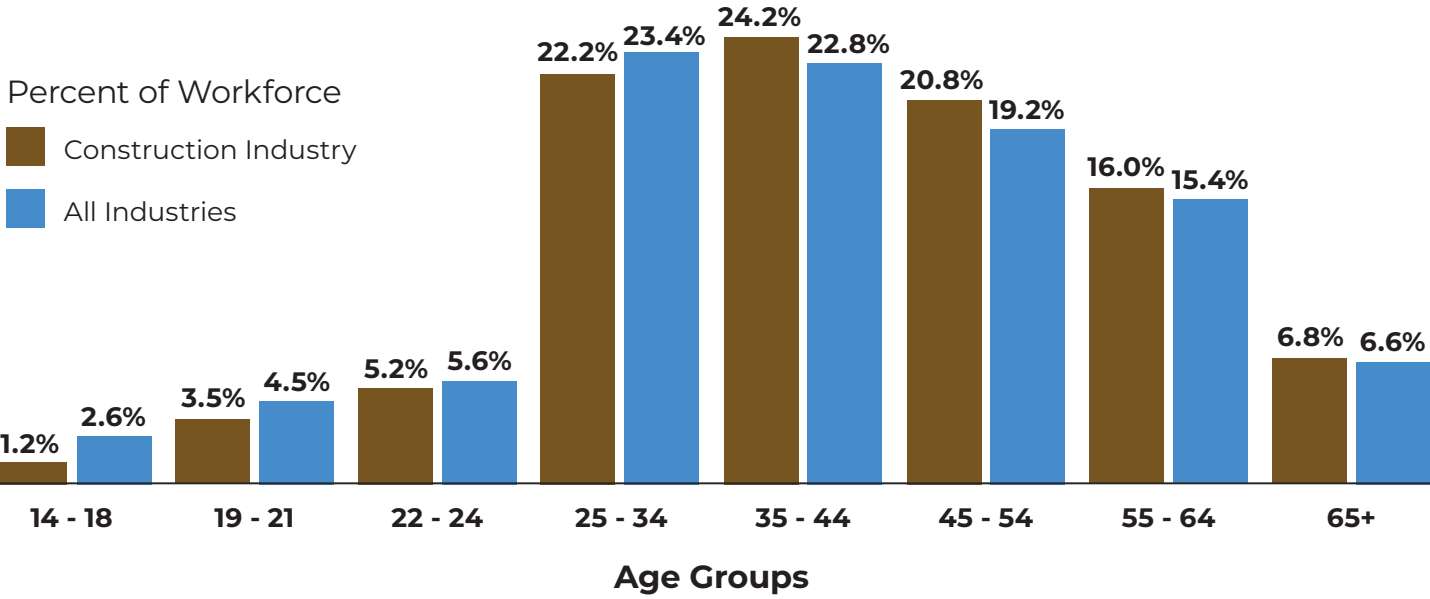
Demographics

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.

Percent of Workforce
Construction Industry
All Industries



Comparative Gender

Percent of Workforce
Construction Industry
All Industries

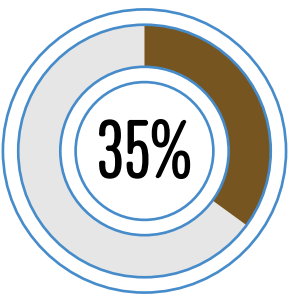


Men
82.0%
52.8%

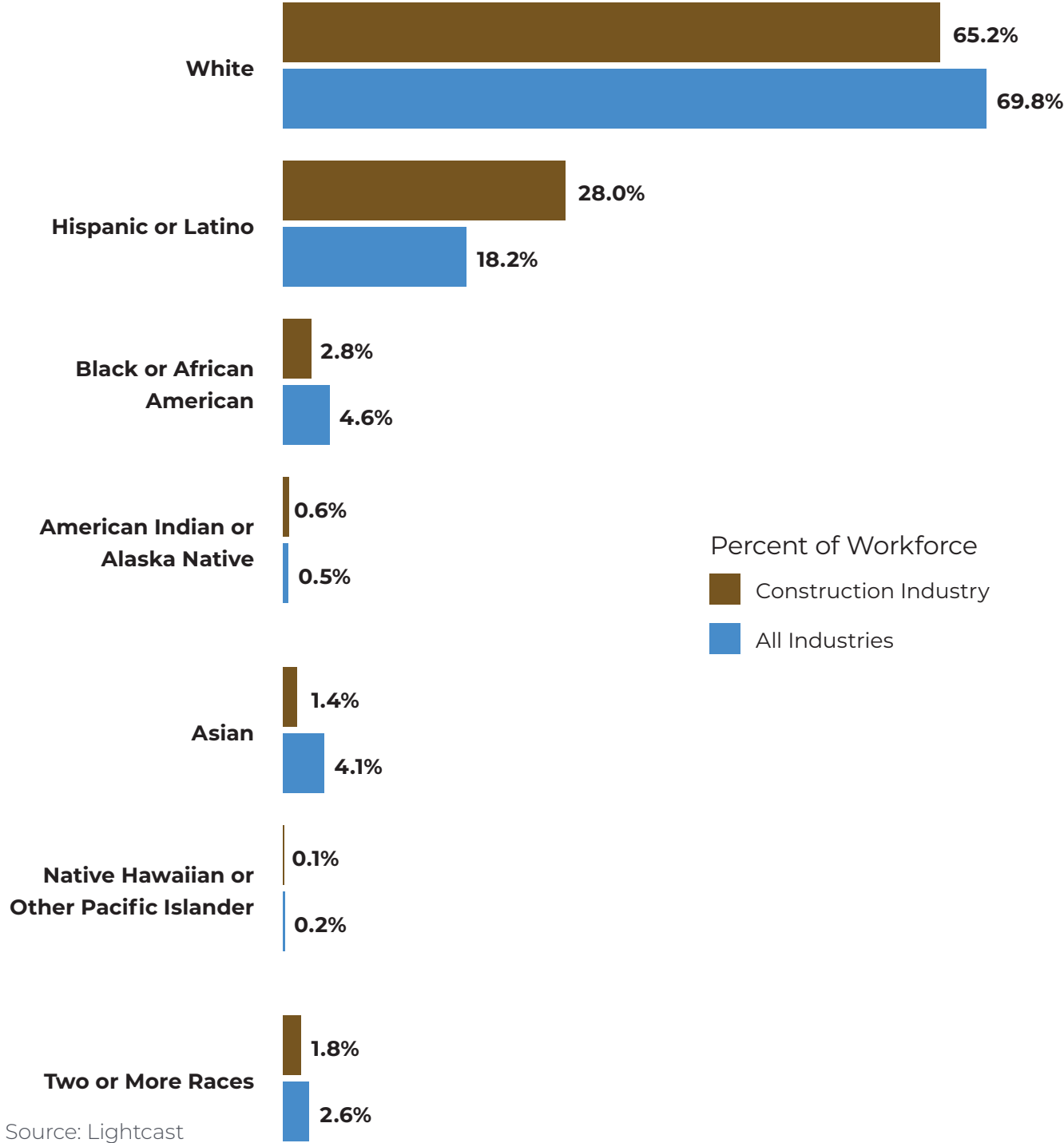


Women
18.0%
47.2%

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



Source: Lightcast

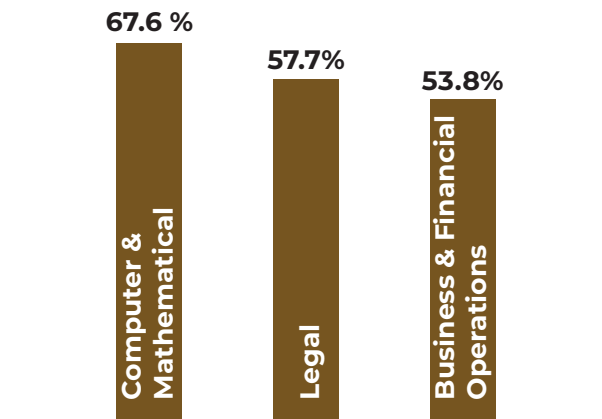


Telework and Automation Strategies

Remote Work Potential

12.8% Remote Work Capability for Sector

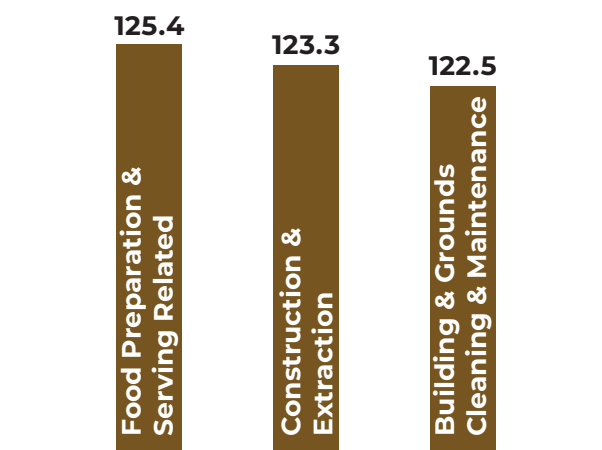
In a scarce labor market, a valid strategy for employers might be to review their staffing pattern and determine which positions, if any, can be employed remotely or on a hybrid work schedule. Approximately 12.8% of the workforce in construction has at least partial teleworking capacity, mostly in back-office 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.



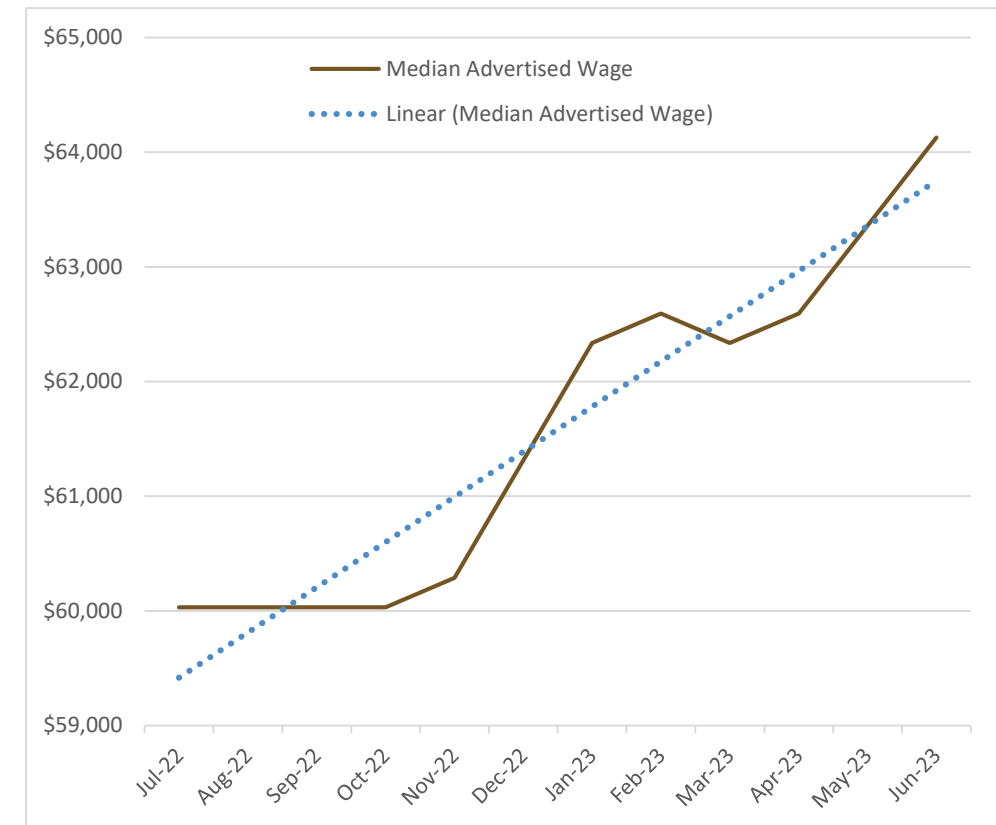
Source: Lightcast



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 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.

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	3,810	2.1%	43,782	4,781		\$39.82	\$41.46	\$72.58	\$88.23	None	Bachelor's degree
11-9021	Construction Managers	10,758	5.8%	12,654	1,193		\$44.49	\$35.68	\$50.75	\$60.62	Moderate-term OJT	Bachelor's degree
11-9199	Managers, All Other	3,185	1.7%	20,867	1,974		\$50.58	\$29.47	\$62.77	\$84.34	None	Bachelor's degree
13-1051	Cost Estimators	3,250	1.8%	5,286	502		\$38.58	\$29.28	\$38.98	\$46.53	Moderate-term OJT	Bachelor's degree
13-1082	Project Management Specialists	5,434	3.0%	26,738	2,583		\$46.89	\$35.72	\$49.77	\$61.90	None	Bachelor's degree
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel	3,804	2.1%	37,258	4,424		\$26.15	\$26.54	\$51.28	\$61.32	Moderate-term OJT	High school diploma or GED
43-3031	Bookkeeping, Accounting, & Auditing Clerks	2,447	1.3%	25,981	3,412		\$23.57	\$18.88	\$24.44	\$28.13	Moderate-term OJT	Some college, no degree
43-6014	Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	2,579	1.4%	32,049	3,934		\$20.98	\$17.60	\$21.61	\$24.46	Short-term OJT	High school diploma or GED
43-9061	Office Clerks, General	3,515	1.9%	32,503	4,466		\$19.26	\$18.73	\$24.43	\$28.16	Short-term OJT	High school diploma or GED
47-1011	First-Line Supervisors of Construction Trades & Extraction Workers	15,268	8.4%	18,746	1,946		\$35.32	\$29.47	\$37.55	\$44.30	None	High school diploma or GED
47-2031	Carpenters	15,107	8.3%	16,689	1,714		\$25.54	\$19.79	\$26.93	\$30.23	Apprenticeship	High school diploma or GED
47-2051	Cement Masons & Concrete Finishers	4,977	2.7%	5,224	499		\$24.98	\$21.94	\$26.02	\$29.00	Moderate-term OJT	No formal educational credential
47-2061	Construction Laborers	20,617	11.2%	23,096	2,625		\$21.97	\$16.46	\$21.73	\$23.46	Short-term OJT	No formal educational credential
47-2073	Operating Engineers & Other Construction Equipment Operators	6,682	3.6%	9,319	1,081		\$27.02	\$23.43	\$27.59	\$30.63	Moderate-term OJT	High school diploma or GED
47-2111	Electricians	13,419	7.2%	15,754	1,919		\$33.17	\$21.53	\$28.77	\$35.33	Apprenticeship	High school diploma or GED
47-2141	Painters, Construction & Maintenance	4,753	2.6%	5,229	474		\$21.97	\$16.66	\$25.02	\$26.20	Moderate-term OJT	No formal educational credential
47-2152	Plumbers, Pipefitters, & Steamfitters	8,078	4.4%	9,100	1,054		\$31.45	\$22.47	\$30.50	\$35.87	Apprenticeship	High school diploma or GED
47-2181	Roofers	2,767	1.6%	2,797	260		\$25.97	\$19.01	\$24.75	\$27.18	Moderate-term OJT	No formal educational credential
49-9021	Heating, Air Conditioning, & Refrigeration Mechanics & Installers	5,445	2.9%	6,672	757		\$29.72	\$22.36	\$29.40	\$35.11	Long-term OJT	Postsecondary nondegree award
53-3032	Heavy & Tractor-Trailer Truck Drivers	2,018	1.1%	27,382	3,590		\$30.95	\$22.29	\$27.51	\$29.62	Short-term OJT	Postsecondary nondegree award



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.



Construction Laborers

- Unique Postings [5,413](#)
- Posted Salary [\\$21.97](#)
- Hires [15,424](#)
- Separations [14,101](#)
- Turnover Rate [62.4%](#)
- Apprenticeable [Yes](#)
- Top Skills: [Construction](#), [Carpentry](#), [Hand Tools](#)



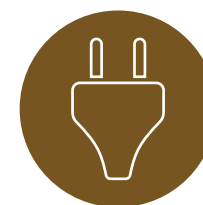
First-Line Supervisors of Construction Trades & Extraction Workers

- 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 [\\$31.45](#)
- Hires [5,819](#)
- Separations [5,567](#)
- 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](#)



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](#)



Operating Engineers & Other Construction Equipment Operators

- Unique Postings [1,006](#)
- Median Salary [\\$27.02](#)
- Hires [7,420](#)
- Separations [7,383](#)
- 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](#)

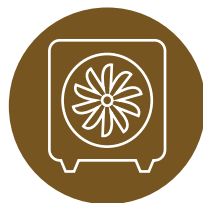
Top Skills: [Operations Management](#), [Marketing](#), [Project Management](#)



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](#)



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](#)



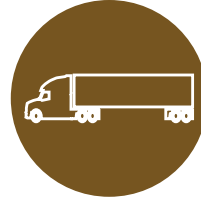
Secretaries & Administrative Assistants, Except Legal, Medical, & Executive

- 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

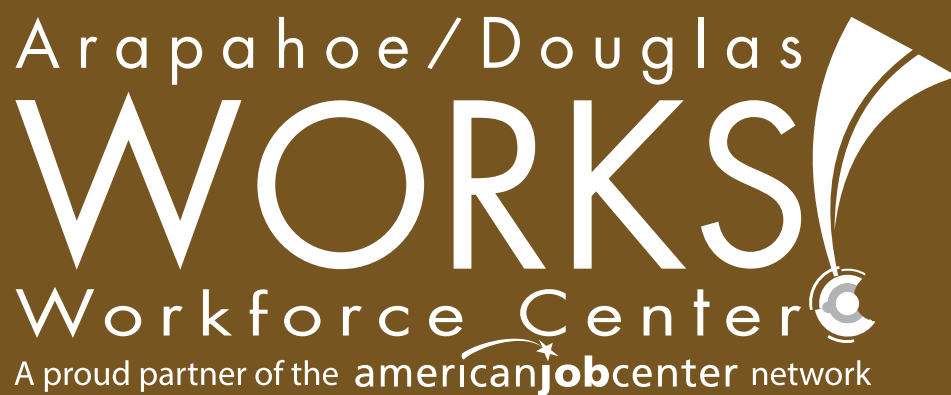
- Unique Postings 16,052
- Median Salary \$30.95
- Hires 22,703
- Separations 21,216
- Turnover Rate 79.2%
- Apprenticeable Yes
- Top Skills: [Truck Driving](#), [Warehousing](#), [Pre- & Post-Trip Vehicle Inspections](#)

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>.





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