2023
Engineering Services
INDUSTRY PROFILE
Colorado Urban Front Range
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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Engineering Services employs 52,842 people in 5,020 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 $14.3 billion in sales, and contributed $8.1 billion to the region’s GRP. The engineering services industry has been thriving, with a diverse range of companies spanning fields like aerospace, technology, heavy civil construction, and renewable energy. The region’s emphasis on sustainability and renewable energy initiatives aligns with the industry’s focus on creating solutions for a more environmentally conscious future.

Source: Lightcast
Engineering Services 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 geophysical surveying and mapping services is 6.70 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.

Architectural Services
NAICS 541310
Numbers to Know
- 4,846 jobs
- 755 establishments
- 1.50 employment concentration
- $1.2 billion in sales
- 6.4% change to 2027
- $97,208 average wage
- $12,830 average employer paid benefits

Landscape Architectural Services
NAICS 541320
Numbers to Know
- 1,290 jobs
- 231 establishments
- 2.26 employment concentration
- $294.5 million in sales
- 11.0% change to 2027
- $83,854 average wage
- $11,065 average employer paid benefits

Building Inspection Services
NAICS 541350
Numbers to Know
- 691 jobs
- 231 establishments
- 1.52 employment concentration
- $259.4 million in sales
- 10.0% change to 2027
- $75,248 average wage
- $9,922 average employer paid benefits

Geophysical Surveying & Mapping Services
NAICS 541360
Numbers to Know
- 1,256 jobs
- 180 establishments
- 1.41 employment concentration
- $259.4 million in sales
- 0.0% change to 2027
- $86,539 average wage
- $11,065 average employer paid benefits

Surveying and Mapping (except Geophysical) Services
NAICS 541370
Numbers to Know
- 1,256 jobs
- 180 establishments
- 1.41 employment concentration
- $259.4 million in sales
- 0.0% change to 2027
- $86,539 average wage
- $11,065 average employer paid benefits

Drafting Services
NAICS 541340
Numbers to Know
- 359 jobs
- 100 establishments
- 2.29 employment concentration
- $98.7 million in sales
- 10.0% change to 2027
- $92,797 average wage
- $12,229 average employer paid benefits

Testing Laboratories
NAICS 541380
Numbers to Know
- 2,088 jobs
- 225 establishments
- 0.73 employment concentration
- $370.4 million in sales
- 1.0% change to 2027
- $75,868 average wage
- $9,667 average employer paid benefits
The first graph shows the growth in jobs (orange 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 (orange bars) and in employer-paid benefits, including the employer portions of both Social Security and Medicare payroll deductions (blue line) for the same period.
The overall employment concentration in this sector is 2.27 times the national average, which suggests that businesses in the sector who locate or expand in the region will have an easier time finding critical talent. Concentration within the region varies, with Arapahoe, Jefferson and Boulder counties having the highest concentrations.

Source: Lightcast
## Sector Employment Concentration

Employment concentration in the sector is shown here within each of the 15 counties making up the region. Note that the current wages, salaries, and proprietor earnings, as well as the current employer-paid benefits are different within each county. This is because each county has a different mix of businesses operating within various industries in the sector.

### ADAMS
- Jobs - 2,323
- Employment Concentration - 0.90
- Current Wages, Salaries, & Proprietor Earnings - $139,635
- Benefits - $18,384
- Top Businesses - Stresscon Corporation, Apogee Engineering Headquarters, Econolite

### ARAPAHOE
- Jobs - 10,532
- Employment Concentration - 2.92
- Current Wages, Salaries, & Proprietor Earnings - $122,744
- Benefits - $16,201
- Top Businesses - Jacobs, Samuel Engineering, Inc., SEAAR Engineering, Inc.

### BOULDER
- Jobs - 5,162
- Employment Concentration - 2.46
- Current Wages, Salaries, & Proprietor Earnings - $107,085
- Benefits - $14,118
- Top Businesses - SGS Transportation, CDOT Engineers, 1004 4th St. LLC

### DENVER
- Jobs - 11,364
- Employment Concentration - 1.89
- Current Wages, Salaries, & Proprietor Earnings - $107,764
- Benefits - $14,215

### GILDIN
- Jobs - <10
- Employment Concentration - 0.03
- Current Wages, Salaries, & Proprietor Earnings - Insf. Data
- Benefits - Insf. Data
- Top Businesses - Western States Reclamation, Inc., Hybon Engineering, Frachetti Engineering

### JEFFERSON
- Jobs - 7,434
- Employment Concentration - 2.87
- Current Wages, Salaries, & Proprietor Earnings - $107,786
- Benefits - $14,211

### LARIMER
- Jobs - 2,739
- Employment Concentration - 1.44
- Current Wages, Salaries, & Proprietor Earnings - $111,396
- Benefits - $14,691
- Top Businesses - Mollenhauer Group, Frank’s Finish Grading, Integrity Locums

### BROOMFIELD
- Jobs - 1,001
- Employment Concentration - 2.17
- Current Wages, Salaries, & Proprietor Earnings - $150,197
- Benefits - $19,813
- Top Businesses - Summit Facilities Construction & Maintenance, MTCO Inc., Luchetti Surveying

### CLEAR CREEK
- Jobs - <10
- Employment Concentration - 0.07
- Current Wages, Salaries, & Proprietor Earnings - Insf. Data
- Benefits - Insf. Data
- Top Businesses - Sturman Industries, Wood, 3D Landscaping & Design

### PARK
- Jobs - 11
- Employment Concentration - 0.35
- Current Wages, Salaries, & Proprietor Earnings - $107,764
- Benefits - $14,215

### TELLER
- Jobs - 62
- Employment Concentration - 0.72
- Current Wages, Salaries, & Proprietor Earnings - $52,540
- Benefits - $6,941
- Top Businesses - Woodward, Inc., Tanco Engineering, Inc., Miner & Miner Consulting Engineers

### WELD
- Jobs - 610
- Employment Concentration - 0.50
- Current Wages, Salaries, & Proprietor Earnings - $82,852
- Benefits - $10,815
- Top Business - Carabou Engineering

### DOUGLAS
- Jobs - 2,884
- Employment Concentration - 1.86
- Current Wages, Salaries, & Proprietor Earnings - $120,197
- Benefits - $15,857
- Top Businesses - Olsson Associates, Zachry Engineering Corp., Stantec

### EL PASO
- Jobs - 8,651
- Employment Concentration - 2.31
- Current Wages, Salaries, & Proprietor Earnings - $114,980
- Benefits - $15,176
- Top Businesses - Earth Systems Research Laboratory, JVA Inc., Hyde Engineering & Consulting

### ELBERT
- Jobs - 64
- Employment Concentration - 1.30
- Current Wages, Salaries, & Proprietor Earnings - $81,077
- Benefits - $10,712
- Top Businesses - Terumo BCT Inc., Martin/Martin, Inc., O’Toole’s Garden Center, Inc.

Source: Lightcast
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 goods or services that industry provides. In engineering services, this core set of occupations is made up of engineers, technicians, and drafters. Examples of these occupations include aerospace and civil engineers, and engineering 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

This table shows the number of 'net commuters' in each of the 15 counties making up the region. For example, 9,943 engineering workers live in Jefferson County. There are 9,478 engineering jobs in the county. This means that there are 466 fewer engineering services jobs in Jefferson County than there are residents in those occupations.

<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>3,878</td>
<td>9,528</td>
<td>13,405</td>
</tr>
<tr>
<td>Boulder</td>
<td>2,327</td>
<td>6,986</td>
<td>9,313</td>
</tr>
<tr>
<td>Arapahoe</td>
<td>2,155</td>
<td>8,125</td>
<td>10,280</td>
</tr>
<tr>
<td>Larimer</td>
<td>182</td>
<td>5,072</td>
<td>5,253</td>
</tr>
<tr>
<td>Clear Creek</td>
<td>32</td>
<td>35</td>
<td>67</td>
</tr>
<tr>
<td>Gilpin</td>
<td>(36)</td>
<td>51</td>
<td>15</td>
</tr>
<tr>
<td>Broomfield</td>
<td>(44)</td>
<td>1,742</td>
<td>1,698</td>
</tr>
<tr>
<td>Park</td>
<td>(78)</td>
<td>113</td>
<td>35</td>
</tr>
<tr>
<td>Teller</td>
<td>(114)</td>
<td>219</td>
<td>105</td>
</tr>
<tr>
<td>Elbert</td>
<td>(190)</td>
<td>274</td>
<td>84</td>
</tr>
<tr>
<td>El Paso</td>
<td>(406)</td>
<td>8,166</td>
<td>7,761</td>
</tr>
<tr>
<td>Jefferson</td>
<td>(466)</td>
<td>9,943</td>
<td>9,478</td>
</tr>
<tr>
<td>Adams</td>
<td>(2,294)</td>
<td>6,355</td>
<td>4,060</td>
</tr>
<tr>
<td>Douglas</td>
<td>(2,824)</td>
<td>5,914</td>
<td>3,091</td>
</tr>
<tr>
<td>Weld</td>
<td>(2,847)</td>
<td>4,568</td>
<td>1,721</td>
</tr>
</tbody>
</table>

Source: Lightcast
Retirement risk for engineering services is slightly lower than that across all industries in the region. While 6.3% of workers in this sector are over 65 years of age, which is three-tenths of a percent lower than across all industries, the 55-64 age group is overrepresented in the sector by 1.5% which suggests heightened retirement risk in the latter part of this decade.

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. Engineering services is much less diverse than the overall average within the region, with overall diversity at only 17.1% of the sector’s workforce versus nearly twice that (30.2%) across all industries.

Source: Lightcast
Telework and Automation Strategies

Remote Work Potential

42.0% Remote Work Capability for Sector

In a scarce labor market, a valid strategy for employers may be to review their staffing mix and determine which positions, if any, can be employed remotely or using a hybrid schedule. Approximately 42% of the workforce in engineering services has at least partial teleworking capacity.

Automation Index

89.8

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. An example of automation in engineering services are the various Computer Aided Design and ArcGIS programs.

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 engineering services sector employs 667 accountants and auditors, but there are over 33,871 accountants and auditors employed across all industry sectors. This is important because engineering services must compete with other sectors for critical talent, such as accountants, software developers and business and financial people. 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 that 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>863</td>
<td>1.7%</td>
<td>43,376</td>
<td>4,738</td>
<td>$39.82</td>
<td>$41.82</td>
<td>$60.92</td>
<td>$88.42</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>11-9041</td>
<td>Architectural &amp; Engineering Managers</td>
<td>1,173</td>
<td>2.7%</td>
<td>3,531</td>
<td>301</td>
<td>$74.58</td>
<td>$69.92</td>
<td>$82.73</td>
<td>$100.44</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-1082</td>
<td>Project Management Specialists</td>
<td>3,006</td>
<td>5.9%</td>
<td>26,398</td>
<td>2,541</td>
<td>$46.89</td>
<td>$35.86</td>
<td>$47.13</td>
<td>$61.85</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-1199</td>
<td>Business Operations Specialists, All Other</td>
<td>930</td>
<td>1.8%</td>
<td>41,848</td>
<td>4,354</td>
<td>$34.83</td>
<td>$29.62</td>
<td>$39.03</td>
<td>$51.78</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-2011</td>
<td>Accountants &amp; Auditors</td>
<td>667</td>
<td>1.3%</td>
<td>33,871</td>
<td>3,424</td>
<td>$34.34</td>
<td>$29.78</td>
<td>$38.29</td>
<td>$50.34</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>15-1252</td>
<td>Software Developers</td>
<td>1,770</td>
<td>2.3%</td>
<td>42,214</td>
<td>4,449</td>
<td>$58.95</td>
<td>$48.81</td>
<td>$62.25</td>
<td>$76.79</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-1011</td>
<td>Architects, Except Landscape &amp; Naval</td>
<td>2,963</td>
<td>5.8%</td>
<td>3,415</td>
<td>314</td>
<td>$43.26</td>
<td>$29.52</td>
<td>$39.00</td>
<td>$49.13</td>
<td>Internship</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-1022</td>
<td>Surveyors</td>
<td>1,084</td>
<td>2.1%</td>
<td>1,399</td>
<td>128</td>
<td>$32.37</td>
<td>$26.59</td>
<td>$30.99</td>
<td>$38.36</td>
<td>Internship</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-2011</td>
<td>Aerospace Engineers</td>
<td>831</td>
<td>1.6%</td>
<td>3,494</td>
<td>256</td>
<td>$57.72</td>
<td>$47.58</td>
<td>$61.20</td>
<td>$79.15</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-2051</td>
<td>Civil Engineers</td>
<td>6,894</td>
<td>13.4%</td>
<td>10,933</td>
<td>954</td>
<td>$44.43</td>
<td>$36.89</td>
<td>$45.58</td>
<td>$60.06</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-2071</td>
<td>Electrical Engineers</td>
<td>1,080</td>
<td>2.1%</td>
<td>3,457</td>
<td>268</td>
<td>$52.55</td>
<td>$41.00</td>
<td>$50.05</td>
<td>$63.05</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-2072</td>
<td>Electronics Engineers, Except Computer</td>
<td>778</td>
<td>1.5%</td>
<td>7,318</td>
<td>506</td>
<td>$58.22</td>
<td>$45.08</td>
<td>$57.58</td>
<td>$74.89</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-2081</td>
<td>Environmental Engineers</td>
<td>786</td>
<td>1.5%</td>
<td>1,908</td>
<td>166</td>
<td>$40.98</td>
<td>$35.87</td>
<td>$45.81</td>
<td>$60.20</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-2141</td>
<td>Mechanical Engineers</td>
<td>1,582</td>
<td>3.1%</td>
<td>5,047</td>
<td>370</td>
<td>$48.37</td>
<td>$38.83</td>
<td>$47.85</td>
<td>$61.49</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-3011</td>
<td>Architectural &amp; Civil Drafters</td>
<td>1,885</td>
<td>3.7%</td>
<td>2,444</td>
<td>318</td>
<td>$34.09</td>
<td>$27.94</td>
<td>$33.81</td>
<td>$38.87</td>
<td>None</td>
<td>Associate's degree</td>
</tr>
<tr>
<td>17-3022</td>
<td>Civil Engineering Technologists &amp; Technicians</td>
<td>711</td>
<td>1.4%</td>
<td>1,272</td>
<td>150</td>
<td>$28.98</td>
<td>$22.70</td>
<td>$26.42</td>
<td>$33.39</td>
<td>None</td>
<td>Associate's degree</td>
</tr>
<tr>
<td>17-3031</td>
<td>Surveying &amp; Mapping Technicians</td>
<td>1,894</td>
<td>3.7%</td>
<td>2,771</td>
<td>382</td>
<td>$27.51</td>
<td>$21.02</td>
<td>$23.32</td>
<td>$29.48</td>
<td>Moderate-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>19-2042</td>
<td>Geoscientists, Except Hydrologists &amp; Geographers</td>
<td>746</td>
<td>1.5%</td>
<td>2,176</td>
<td>211</td>
<td>$37.29</td>
<td>$35.72</td>
<td>$50.20</td>
<td>$78.17</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>43-6014</td>
<td>Secretaries &amp; Administrative Assistants, Except Legal, Medical, &amp; Executive</td>
<td>826</td>
<td>1.6%</td>
<td>31,254</td>
<td>3,835</td>
<td>$20.98</td>
<td>$17.71</td>
<td>$20.92</td>
<td>$24.44</td>
<td>Short-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>47-4011</td>
<td>Construction &amp; Building Inspectors</td>
<td>1,497</td>
<td>2.9%</td>
<td>3,659</td>
<td>486</td>
<td>$31.69</td>
<td>$25.63</td>
<td>$31.81</td>
<td>$38.72</td>
<td>Moderate-term OJT</td>
<td>High school diploma or GED</td>
</tr>
</tbody>
</table>
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.
<table>
<thead>
<tr>
<th>Profession</th>
<th>Unique Postings</th>
<th>Median Salary</th>
<th>Hires</th>
<th>Separations</th>
<th>Turnover Rate</th>
<th>Apprenticeable</th>
<th>Top Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Software Developers</strong></td>
<td>35,423</td>
<td>$58.95</td>
<td>19,234</td>
<td>13,486</td>
<td>33.7%</td>
<td>Yes</td>
<td>Software Engineering, Computer Science, Agile Methodology</td>
</tr>
<tr>
<td><strong>Mechanical Engineers</strong></td>
<td>4,593</td>
<td>$48.37</td>
<td>1,589</td>
<td>1,408</td>
<td>26.8%</td>
<td>Yes</td>
<td>Mechanical Engineering, Mechanical Design, Project Management</td>
</tr>
<tr>
<td><strong>Surveyors</strong></td>
<td>828</td>
<td>$32.37</td>
<td>546</td>
<td>484</td>
<td>35.6%</td>
<td>No</td>
<td>Surveying, Topographic Surveying, Topography</td>
</tr>
<tr>
<td><strong>Architectural &amp; Civil Drafters</strong></td>
<td>456</td>
<td>$34.09</td>
<td>1,472</td>
<td>1,322</td>
<td>55.6%</td>
<td>Yes</td>
<td>AutoCAD, Computer Aided Design, AutoCAD Civil 3D</td>
</tr>
<tr>
<td><strong>Construction &amp; Building Inspectors</strong></td>
<td>1,070</td>
<td>$31.69</td>
<td>2,282</td>
<td>2,268</td>
<td>80.0%</td>
<td>Yes</td>
<td>Construction, Project Management, Plumbing</td>
</tr>
<tr>
<td><strong>Architectural &amp; Engineering Managers</strong></td>
<td>4,848</td>
<td>$74.58</td>
<td>1,205</td>
<td>1,060</td>
<td>30.8%</td>
<td>No</td>
<td>Project Management, Engineering Management, Project Engineering</td>
</tr>
<tr>
<td><strong>Electrical Engineers</strong></td>
<td>5,848</td>
<td>$52.55</td>
<td>1,029</td>
<td>947</td>
<td>26.1%</td>
<td>No</td>
<td>Electrical Engineering, Electrical Systems, Project Management</td>
</tr>
<tr>
<td><strong>General &amp; Operations Managers</strong></td>
<td>13,091</td>
<td>$39.82</td>
<td>27,382</td>
<td>23,014</td>
<td>54.9%</td>
<td>Yes</td>
<td>Operations Management, Marketing, Project Management</td>
</tr>
<tr>
<td><strong>Business Operations Specialists, All Other</strong></td>
<td>2,400</td>
<td>$34.83</td>
<td>24,611</td>
<td>24,781</td>
<td>60.2%</td>
<td>No</td>
<td>Project Management, Auditing, Marketing</td>
</tr>
<tr>
<td><strong>Aerospace Engineers</strong></td>
<td>1,492</td>
<td>$39.82</td>
<td>880</td>
<td>890</td>
<td>26.1%</td>
<td>No</td>
<td>Systems Engineering, Spacecraft, Aerospace Engineering</td>
</tr>
<tr>
<td><strong>Environmental Engineers</strong></td>
<td>609</td>
<td>$40.98</td>
<td>760</td>
<td>760</td>
<td>40.9%</td>
<td>No</td>
<td>Environmental Engineering, Project Management, Environmental Science</td>
</tr>
<tr>
<td><strong>Secretaries &amp; Administrative Assistants, Except Legal, Medical, &amp; Executive</strong></td>
<td>13,368</td>
<td>$20.98</td>
<td>23,670</td>
<td>24,792</td>
<td>80.0%</td>
<td>Yes</td>
<td>Administrative Support, Data Entry, Invoicing</td>
</tr>
<tr>
<td><strong>Environmental Engineers</strong></td>
<td>609</td>
<td>$40.98</td>
<td>760</td>
<td>760</td>
<td>40.9%</td>
<td>No</td>
<td>Environmental Engineering, Project Management, Environmental Science</td>
</tr>
</tbody>
</table>
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