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 $446.3 billion, which made up just under 1.7% of the national Gross Domestic Product (GDP). GDP is the total market value of all goods and services in the nation, and GRP is the total market value of all goods and services in the region.

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Engineering Services

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

Industries Making up the Sector

Engineering Services

<table>
<thead>
<tr>
<th>Total Jobs</th>
<th>Establishments</th>
<th>Total Sales</th>
</tr>
</thead>
<tbody>
<tr>
<td>52,842</td>
<td>5,020</td>
<td>14 B</td>
</tr>
</tbody>
</table>

1.9% Total Jobs in CO Urban Front Range

2.9% from prior year
### 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.

#### Numbers to Know

<table>
<thead>
<tr>
<th>Industry Type</th>
<th>NAICS</th>
<th>Jobs</th>
<th>Sales</th>
<th>Establishments</th>
<th>Employment Concentration</th>
<th>Change to 2027</th>
<th>Average Wage</th>
<th>Employer Paid Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>Architectural Services</td>
<td>310</td>
<td>4,846</td>
<td>$1.2 billion</td>
<td>755</td>
<td>6.4%</td>
<td>$97,208</td>
<td>$12,830</td>
<td></td>
</tr>
<tr>
<td>Landscape Architectural Services</td>
<td>320</td>
<td>1,290</td>
<td>$294.5 million</td>
<td>231</td>
<td>2.26</td>
<td>$83,854</td>
<td>$11,065</td>
<td></td>
</tr>
<tr>
<td>Building Inspection Services</td>
<td>330</td>
<td>40,793</td>
<td>$11.3 billion</td>
<td>3,217</td>
<td>2.32</td>
<td>$119,537</td>
<td>$15,783</td>
<td></td>
</tr>
<tr>
<td>Surveying and Mapping (except Geophysical) Services</td>
<td>340</td>
<td>1,256</td>
<td>$259.4 million</td>
<td>180</td>
<td>0.05</td>
<td>$86,539</td>
<td>$11,413</td>
<td></td>
</tr>
<tr>
<td>Testing Laboratories</td>
<td>350</td>
<td>691</td>
<td>$147.2 million</td>
<td>217</td>
<td>0.05</td>
<td>$75,248</td>
<td>$9,922</td>
<td></td>
</tr>
<tr>
<td>Geophysical Surveying &amp; Mapping Services</td>
<td>360</td>
<td>1,518</td>
<td>$566.1 million</td>
<td>98</td>
<td>0.05</td>
<td>$161,508</td>
<td>$21,319</td>
<td></td>
</tr>
<tr>
<td>Drafting Services</td>
<td>370</td>
<td>2,088</td>
<td>$370.4 million</td>
<td>225</td>
<td>0.05</td>
<td>$75,868</td>
<td>$9,667</td>
<td></td>
</tr>
</tbody>
</table>

**Architectural Services**

- 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**

- 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**

- 40,793 jobs
- 3,217 establishments
- 2.32 employment concentration
- $11 billion in sales
- 6.0% change to 2027
- $119,537 average wage
- $15,783 average employer paid benefits

**Surveying and Mapping (except Geophysical) Services**

- 1,256 jobs
- 180 establishments
- 0.05 employment concentration
- $259.4 million in sales
- 0.0% change to 2027
- $86,539 average wage
- $11,413 average employer paid benefits

**Testing Laboratories**

- 2,088 jobs
- 225 establishments
- 0.05 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.

Historical Trends, Jobs & Establishments
Source: Lightcast

Historical Trends, Salaries & Employer-Paid Benefits
Source: Lightcast
The overall employment concentration in this sector is 2.31 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 El Paso 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

### DOUGLAS
- Jobs: 2,884
- Employment Concentration: 1.86
- Current Wages, Salaries, & Proprietor Earnings: $120,197
- Benefits: $15,857

### 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

### GILPIN
- 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

### PARK
- Jobs: 11
- Employment Concentration: 0.35
- Current Wages, Salaries, & Proprietor Earnings: $37,439
- Benefits: $4,946

### TELLER
- Jobs: 62
- Employment Concentration: 0.72
- Current Wages, Salaries, & Proprietor Earnings: $52,540
- Benefits: $6,941

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

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 good or services that industry provides. In engineering services, this core set of occupations is made up 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>6,060</td>
</tr>
<tr>
<td>Douglas</td>
<td>(2,824)</td>
<td>5,914</td>
<td>4,091</td>
</tr>
<tr>
<td>Weld</td>
<td>(2,847)</td>
<td>4,568</td>
<td>1,721</td>
</tr>
</tbody>
</table>

Source: Lightcast
### Comparative Retirement Risk

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.

### 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. 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.

### Comparative Gender

<table>
<thead>
<tr>
<th></th>
<th>Engineering Services Industry</th>
<th>All Industries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>70.5%</td>
<td>52.8%</td>
</tr>
<tr>
<td>Women</td>
<td>29.5%</td>
<td>47.2%</td>
</tr>
</tbody>
</table>

Source: Lightcast
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.

![Graph showing Advertised Wage Trends]

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 570 accountants and auditors, but there are over 667 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>11-1099</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>

Source: Lightcast
Top Occupations

These figures use information from unique job postings across the sector to show the number of jobs posted in the 15 county region during the last year and median posted salary. It is also important when planning staffing strategy to look at hires, separations and turnover rate for each of the occupations, whether the occupation is apprenticeable or not, and the top skills demanded over the prior 12-month period.

Discover more about each occupation by simply clicking on the respective icon.

**Civil Engineers**
- Unique Postings: 6,040
- Median Salary: $44.43
- Hires: 3,948
- Separations: 3,482
- Turnover Rate: 32.8%
- Apprenticeable: No
- Top Skills: Project Management, Civil Engineering, Construction

**Project Management Specialists**
- Unique Postings: 8,043
- Median Salary: $46.89
- Hires: 13,693
- Separations: 13,132
- Turnover Rate: 51.0%
- Apprenticeable: Yes
- Top Skills: Project Management, Construction, Project Schedules

**Architects, Except Landscape & Naval**
- Unique Postings: 1,352
- Median Salary: $43.26
- Hires: 1,219
- Separations: 1,020
- Turnover Rate: 30.9%
- Apprenticeable: No
- Top Skills: Autodesk Revit, Project Management, AutoCAD

**Surveying & Mapping Technicians**
- Unique Postings: 424
- Median Salary: $27.51
- Hires: 1,755
- Separations: 1,680
- Turnover Rate: 61.9%
- Apprenticeable: Yes
- Top Skills: Geographic Information Systems, Surveying, ArcGIS (GIS Software)
<table>
<thead>
<tr>
<th>Occupation</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>
<th>Turnover Rate</th>
<th>Apprenticeable</th>
<th>Top Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Software Developers</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>Engineering, Computer Science, Agile Methodology</td>
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<td>Engineering, Computer Science, Agile Methodology</td>
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<tr>
<td>Mechanical Engineers</td>
<td>4,593</td>
<td>$48.37</td>
<td>1,589</td>
<td>1,408</td>
<td>28.6%</td>
<td>Yes</td>
<td>Mechanical Engineering, Mechanical Design, Project Management</td>
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<td>Yes</td>
<td>Mechanical Engineering, Mechanical Design, Project Management</td>
</tr>
<tr>
<td>Electrical Engineers</td>
<td>5,848</td>
<td>$52.55</td>
<td>1,029</td>
<td>947</td>
<td>28.2%</td>
<td>Yes</td>
<td>Electrical Engineering, Electrical Systems, Project Management</td>
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<td>Yes</td>
<td>Electrical Engineering, Electrical Systems, Project Management</td>
</tr>
<tr>
<td>Construction &amp; Building Inspectors</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>
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<td>Yes</td>
<td>Construction, Project Management, Plumbing</td>
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<tr>
<td>Architectural &amp; Engineering Managers</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>
<td></td>
<td>No</td>
<td>Project Management, Engineering Management, Project Engineering</td>
</tr>
<tr>
<td>Surveyors</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>
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<td>No</td>
<td>Surveying, Topographic Surveying, Topography</td>
</tr>
<tr>
<td>General &amp; Operations Managers</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>
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<td>Yes</td>
<td>Operations Management, Marketing, Project Management</td>
</tr>
<tr>
<td>Architectural &amp; Civil Drafters</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>
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<td>Yes</td>
<td>AutoCAD, Computer Aided Design, AutoCAD Civil 3D</td>
</tr>
<tr>
<td>Secretaries &amp; Administrative Assistants, Except Legal, Medical, &amp; Executive</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>
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<tr>
<td>Aerospace Engineers</td>
<td>1,492</td>
<td>$57.72</td>
<td>880</td>
<td>890</td>
<td>26.1%</td>
<td>No</td>
<td>Systems Engineering, Spacecraft, Aerospace Engineering</td>
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<td>No</td>
<td>Systems Engineering, Spacecraft, Aerospace Engineering</td>
</tr>
<tr>
<td>Business Operations Specialists, All Other</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>
<td></td>
<td>No</td>
<td>Project Management, Auditing, Marketing</td>
</tr>
<tr>
<td>Environmental Engineers</td>
<td>609</td>
<td>$40.98</td>
<td>748</td>
<td>760</td>
<td>40.9%</td>
<td>No</td>
<td>Environmental Engineering, Project Management, Environmental Science</td>
<td></td>
<td>No</td>
<td>Environmental Engineering, Project Management, Environmental Science</td>
</tr>
<tr>
<td>Business Operations Specialists, All Other</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>
<td></td>
<td>No</td>
<td>Project Management, Auditing, Marketing</td>
</tr>
</tbody>
</table>
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.