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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Finance & Insurance

The finance and insurance sector employs 118,705 people in 11,772 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 118,705 people working in the sector, 6,390 are self-employed, mainly in insurance agencies and other financial investment activities.

In 2022, the sector had $65.1 billion in sales, and contributed $36.0 billion to the region’s GRP. In the region, this sector is dynamic and varied, encompassing a wide spectrum of services such as banking, investment management, insurance, and financial technology. Numerous financial institutions and insurance companies have established a robust presence in the region, contributing to local employment opportunities and the overall economic resilience of the area.

Source: Lightcast
Finance & Insurance 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 activities related to credit intermediation is 1.71 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.

**Monetary Authorities-Central Bank**
NAICS 5211

**Numbers to Know**
- 141 jobs
- 1 establishments
- 0.40 employment concentration
- $56 million in sales
- (22.5%) change to 2027
- $111,265 average wage
- $15,501 average employer paid benefits

**Securities & Commodity Exchanges**
NAICS 5232

**Numbers to Know**
- 22 jobs
- 13 establishments
- 0.19 employment concentration
- $48 million in sales
- 24.2% change to 2027
- $231,758 average wage
- $37,704 average employer paid benefits

**Other Financial Activities**
NAICS 5239

**Numbers to Know**
- 18,365 jobs
- 2,998 establishments
- 1.71 employment concentration
- $13.2 billion in sales
- 11.5% change to 2027
- $173,758 average wage
- $28,036 average employer paid benefits

**Depository Credit Intermediation**
NAICS 5221

**Numbers to Know**
- 18,955 jobs
- 1,404 establishments
- 0.66 employment concentration
- $6.5 billion in sales
- (1.7%) change to 2027
- $96,427 average wage
- $13,582 average employer paid benefits

**Nondepository Credit Intermediation**
NAICS 5222

**Numbers to Know**
- 13,164 jobs
- 962 establishments
- 1.34 employment concentration
- $5.3 billion in sales
- 5.2% change to 2027
- $130,943 average wage
- $18,139 average employer paid benefits

**Activities Related to Credit Intermediation**
NAICS 5223

**Numbers to Know**
- 9,516 jobs
- 1,062 establishments
- 1.70 employment concentration
- $3.5 billion in sales
- 7.2% change to 2027
- $119,026 average wage
- $16,267 average employer paid benefits

**Securities & Commodity Contracts Intermediation & Brokerage**
NAICS 5231

**Numbers to Know**
- 8,742 jobs
- 854 establishments
- 1.15 employment concentration
- $4 billion in sales
- 8.7% change to 2027
- $197,610 average wage
- $35,575 average employer paid benefits

**Insurance Carriers**
NAICS 5241

**Numbers to Know**
- 23,471 jobs
- 525 establishments
- 1.07 employment concentration
- $13.4 billion in sales
- (0.6%) change to 2027
- $105,579 average wage
- $14,803 average employer paid benefits

**Agencies, Brokerages, & Other Insurance Related Activities**
NAICS 5242

**Numbers to Know**
- 25,943 jobs
- 3,839 establishments
- 0.93 employment concentration
- $10.2 billion in sales
- 5.5% change to 2027
- $103,047 average wage
- $11,513 average employer paid benefits

**Other Investment Pools & Funds**
NAICS 5259

**Numbers to Know**
- 282 jobs
- 85 establishments
- 0.98 employment concentration
- $8 billion in sales
- 4.6% change to 2027
- $238,328 average wage
- $30,753 average employer paid benefits

**Insurance & Employee Benefit Funds**
NAICS 5251

**Numbers to Know**
- 104 jobs
- 29 establishments
- 0.59 employment concentration
- $1 billion in sales
- 71% change to 2027
- $116,744 average wage
- $15,119 average employer paid benefits

**Other Financial Investment Activities**
NAICS 5259

**Numbers to Know**
- 18,365 jobs
- 2,998 establishments
- 1.71 employment concentration
- $13.2 billion in sales
- 11.5% change to 2027
- $173,758 average wage
- $28,036 average employer paid benefits

**Activities Related to Credit Intermediation**
NAICS 5223

**Numbers to Know**
- 9,516 jobs
- 1,062 establishments
- 1.70 employment concentration
- $3.5 billion in sales
- 7.2% change to 2027
- $119,026 average wage
- $16,267 average employer paid benefits
The first graph shows the growth in jobs (green bars), and the growth in the number of establishments (purple line) in the sector between 2013 and 2022. The second graph shows the growth in wages, salaries and proprietor earnings (green bars) and in employer-paid benefits, including the employer portions of both Social Security and Medicare payroll deductions (purple line) for the same period.
Employment Concentration

The overall employment concentration in this sector is 1.16 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 Douglas and Arapahoe 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 other investment pools and fund while the lowest is in depository credit intermediation (banks and credit unions). Thus, a county that has mostly banks and credit unions will have a lower average wage per worker.

ADAMS
- Jobs - 4,234
- Employment Concentration - 0.38
- Current Wages, Salaries, & Proprietor Earnings - $93,558
- Benefits - $11,693
- Top Businesses - Sooper Credit Union, Affordable American Insurance, Tallahassee FCU

ARAPAHOE
- Jobs - 27,847
- Employment Concentration - 178
- Current Wages, Salaries, & Proprietor Earnings - $119,848
- Benefits - $17,088
- Top Businesses - Great West Life & Annuity Insurance Co., Pulte Mortgage LLC, Cherry Creek Mortgage Co.

BOULDER
- Jobs - 4,939
- Employment Concentration - 0.54
- Current Wages, Salaries, & Proprietor Earnings - $145,403
- Benefits - $21,470
- Top Businesses - Elevations Credit Union, Techstars, Premier Members Credit Union

BROOMFIELD
- Jobs - 2,047
- Employment Concentration - 1.03
- Current Wages, Salaries, & Proprietor Earnings - $152,602
- Benefits - $22,997
- Top Businesses - Charter School Growth Fund, Security Service FCU, Blue FCU

CLEAR CREEK
- Jobs - 35,186
- Employment Concentration - 1.37
- Current Wages, Salaries, & Proprietor Earnings - $152,696
- Benefits - $22,798
- Top Businesses - Evergreen National Bank, Citywide Banks, Legal Structure Inc.

DENVER
- Jobs - 51
- Employment Concentration - 0.31
- Current Wages, Salaries, & Proprietor Earnings - $84,819
- Benefits - $8,420
- Top Businesses - TBK Bank, Alred Insurance, Long Term Care Consulting LLC

DOUGLAS
- Jobs - 14,557
- Employment Concentration - 2.13
- Current Wages, Salaries, & Proprietor Earnings - $130,213
- Benefits - $19,969
- Top Businesses - Charles Schwab, Visa, Global Screening Solutions

EL PASO
- Jobs - 14,061
- Employment Concentration - 0.87
- Current Wages, Salaries, & Proprietor Earnings - $90,989
- Benefits - $12,135
- Top Businesses - USAA Financial Center, T Rowe Price, Mortgage Solutions Financial

ELBERT
- Jobs - 4,263
- Employment Concentration - 0.51
- Current Wages, Salaries, & Proprietor Earnings - $98,755
- Benefits - $12,713
- Top Businesses - Northstar Investment LLC, MMI Inc., Bank of Colorado

JEFFERSON
- Jobs - 7,716
- Employment Concentration - 0.67
- Current Wages, Salaries, & Proprietor Earnings - $98,562
- Benefits - $12,353
- Top Businesses - 5 Rings Financial, Warranty Solutions, Universal Lending Corporation

LARIMER
- Jobs - 4,263
- Employment Concentration - 1.03
- Current Wages, Salaries, & Proprietor Earnings - $152,602
- Benefits - $22,997
- Top Businesses - Charter School Growth Fund, Security Service FCU, Blue FCU

PARK
- Jobs - 14,557
- Employment Concentration - 2.13
- Current Wages, Salaries, & Proprietor Earnings - $130,213
- Benefits - $19,969
- Top Businesses - Charles Schwab, Visa, Global Screening Solutions

TELLER
- Jobs - 231
- Employment Concentration - 0.31
- Current Wages, Salaries, & Proprietor Earnings - $84,819
- Benefits - $8,420
- Top Businesses - TBK Bank, Alred Insurance, Long Term Care Consulting LLC

WELD
- Jobs - 3,401
- Employment Concentration - 0.62
- Current Wages, Salaries, & Proprietor Earnings - $88,039
- Benefits - $11,009
- Top Businesses - First National Bank of Omaha, Community Banks of Colorado, Cache Bank and Trust

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 finance and insurance, this core set of occupations is made up of business and finance occupations as well as a few sales and administrative occupations. Examples of these occupations include personal financial planners, tellers, project managers and financial analysts. 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, 24,495 workers in these core finance and insurance jobs live in Jefferson County, while there are 16,891 jobs in the core occupations there. This means there are 7,604 more of these core workers living in Jefferson County than there are core finance and insurance 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>19,316</td>
<td>31,402</td>
<td>50,718</td>
</tr>
<tr>
<td>Arapahoe</td>
<td>2,711</td>
<td>27,941</td>
<td>30,652</td>
</tr>
<tr>
<td>Boulder</td>
<td>2,096</td>
<td>11,557</td>
<td>13,653</td>
</tr>
<tr>
<td>Broomfield</td>
<td>752</td>
<td>3,174</td>
<td>3,926</td>
</tr>
<tr>
<td>Gilpin</td>
<td>8</td>
<td>140</td>
<td>148</td>
</tr>
<tr>
<td>Clear Creek</td>
<td>3</td>
<td>139</td>
<td>142</td>
</tr>
<tr>
<td>Larimer</td>
<td>(14)</td>
<td>9,498</td>
<td>9,684</td>
</tr>
<tr>
<td>Park</td>
<td>(220)</td>
<td>394</td>
<td>174</td>
</tr>
<tr>
<td>Teller</td>
<td>(249)</td>
<td>671</td>
<td>422</td>
</tr>
<tr>
<td>Elbert</td>
<td>(530)</td>
<td>806</td>
<td>276</td>
</tr>
<tr>
<td>El Paso</td>
<td>(1,105)</td>
<td>20,408</td>
<td>19,304</td>
</tr>
<tr>
<td>Adams</td>
<td>(3,406)</td>
<td>14,520</td>
<td>10,714</td>
</tr>
<tr>
<td>Weld</td>
<td>(4,349)</td>
<td>9,650</td>
<td>5,302</td>
</tr>
<tr>
<td>Douglas</td>
<td>(5,954)</td>
<td>20,372</td>
<td>14,418</td>
</tr>
<tr>
<td>Jefferson</td>
<td>(7,694)</td>
<td>24,495</td>
<td>16,891</td>
</tr>
</tbody>
</table>

Source: Lightcast
### Comparative Retirement Risk

Retirement risk in the finance and insurance sector is slightly higher than that across all industries in the region. This reflects an older labor force with 23.5% aged 55 and older and significantly fewer new entrants in the 14-24 age group.

Percent of Workforce
- Finance & Insurance Industry
- All Industries

![Age Groups Chart](chart.png)

### 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. Finance and insurance is significantly less diverse than the overall average within the region, with overall diversity 6.5% lower than that across all industries.

- **White**: 69.8% (Finance & Insurance Industry) vs. 75.9% (All Industries)
- **Hispanic or Latino**: 18.2% (Finance & Insurance Industry) vs. 13.7% (All Industries)
- **Black or African American**: 4.6% (Finance & Insurance Industry) vs. 4.1% (All Industries)
- **American Indian or Alaska Native**: 0.3% (Finance & Insurance Industry) vs. 0.5% (All Industries)
- **Asian**: 4.0% (Finance & Insurance Industry) vs. 4.1% (All Industries)
- **Native Hawaiian or Other Pacific Islander**: 0.1% (Finance & Insurance Industry) vs. 0.2% (All Industries)
- **Two or More Races**: 1.9% (Finance & Insurance Industry) vs. 2.6% (All Industries)

### Comparative Gender

Percent of Workforce
- Finance & Insurance Industry
- All Industries

- **Men**: 46.8% (Finance & Insurance Industry) vs. 52.8% (All Industries)
- **Women**: 53.2% (Finance & Insurance Industry) vs. 47.2% (All Industries)

Source: Lightcast
Remote Work Potential

37.5% 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 37.5% of the workforce in finance and insurance has at least partial teleworking capacity.

Automation Index

92.0

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 finance and insurance are ATMs, insurance claims automation, and Artificial Intelligence screening calls in customer care centers.

Source: Lightcast
Advertised Wage Trends

Over time, wages have been driven up due to the structural scarcity of the labor market. However, in the case of finance and insurance, wage offers have been adversely affected by the Federal Reserve increasing interest rates, which reduces the money supply by tightening credit.

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 finance and insurance sector employs 2,656 general and operations managers, but there are 43,782 employed across all industry sectors. This is important because the finance and insurance sector must compete with other sectors for critical talent, such as software developers, accountants and auditors, and customer service representatives. 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>2,656</td>
<td>2.2%</td>
<td>43,782</td>
<td>4,781</td>
<td>$39.82</td>
<td>$41.46</td>
<td>$60.66</td>
<td>$88.23</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>11-3031</td>
<td>Financial Managers</td>
<td>3,648</td>
<td>3.0%</td>
<td>11,610</td>
<td>1,200</td>
<td>$57.72</td>
<td>$63.04</td>
<td>$80.83</td>
<td>$109.71</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-1031</td>
<td>Claims Adjusters, Examiners, &amp; Investigators</td>
<td>4,062</td>
<td>3.5%</td>
<td>5,420</td>
<td>456</td>
<td>$31.63</td>
<td>$28.77</td>
<td>$34.29</td>
<td>$43.95</td>
<td>Long-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>13-1161</td>
<td>Market Research Analysts &amp; Marketing Specialists</td>
<td>2,774</td>
<td>1.8%</td>
<td>26,670</td>
<td>3,351</td>
<td>$28.25</td>
<td>$25.69</td>
<td>$36.06</td>
<td>$48.71</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-1199</td>
<td>Business Operations Specialists, All Other</td>
<td>2,649</td>
<td>2.3%</td>
<td>42,410</td>
<td>4,428</td>
<td>$34.83</td>
<td>$29.44</td>
<td>$38.93</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>2,800</td>
<td>2.4%</td>
<td>36,064</td>
<td>3,641</td>
<td>$34.34</td>
<td>$29.25</td>
<td>$38.08</td>
<td>$50.64</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-2051</td>
<td>Financial &amp; Investment Analysts</td>
<td>3,033</td>
<td>2.5%</td>
<td>6,343</td>
<td>595</td>
<td>$39.75</td>
<td>$35.86</td>
<td>$45.67</td>
<td>$59.68</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-2052</td>
<td>Personal Financial Advisors</td>
<td>7,508</td>
<td>6.2%</td>
<td>7,858</td>
<td>795</td>
<td>$27.57</td>
<td>$30.03</td>
<td>$48.42</td>
<td>$74.91</td>
<td>Long-term OJT</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-2053</td>
<td>Insurance Underwriters</td>
<td>1,898</td>
<td>1.6%</td>
<td>1,967</td>
<td>159</td>
<td>$40.00</td>
<td>$32.90</td>
<td>$42.66</td>
<td>$51.33</td>
<td>Moderate-term OJT</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-2072</td>
<td>Loan Officers</td>
<td>4,573</td>
<td>3.9%</td>
<td>5,292</td>
<td>480</td>
<td>$34.89</td>
<td>$22.94</td>
<td>$35.25</td>
<td>$49.89</td>
<td>Moderate-term OJT</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>15-1252</td>
<td>Software Developers</td>
<td>3,070</td>
<td>2.6%</td>
<td>43,195</td>
<td>4,546</td>
<td>$58.95</td>
<td>$48.40</td>
<td>$62.08</td>
<td>$76.85</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>41-3021</td>
<td>Insurance Sales Agents</td>
<td>13,783</td>
<td>11.6%</td>
<td>14,258</td>
<td>1,547</td>
<td>$31.20</td>
<td>$20.61</td>
<td>$28.91</td>
<td>$42.48</td>
<td>Moderate-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>41-3031</td>
<td>Securities, Commodities, &amp; Financial Services Sales Agents</td>
<td>8,389</td>
<td>7.0%</td>
<td>8,761</td>
<td>912</td>
<td>$22.95</td>
<td>$21.91</td>
<td>$30.47</td>
<td>$49.39</td>
<td>Moderate-term OJT</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>43-1011</td>
<td>First-Line Supervisors of Office &amp; Administrative Support Workers</td>
<td>2,699</td>
<td>2.3%</td>
<td>23,494</td>
<td>2,749</td>
<td>$29.35</td>
<td>$25.75</td>
<td>$31.74</td>
<td>$39.35</td>
<td>None</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>43-3031</td>
<td>Bookkeeping, Accounting, &amp; Auditing Clerks</td>
<td>1,534</td>
<td>1.3%</td>
<td>25,981</td>
<td>3,412</td>
<td>$23.57</td>
<td>$18.88</td>
<td>$23.10</td>
<td>$28.13</td>
<td>Moderate-term OJT</td>
<td>Some college, no degree</td>
</tr>
<tr>
<td>43-3071</td>
<td>Tellers</td>
<td>4,438</td>
<td>3.9%</td>
<td>4,532</td>
<td>497</td>
<td>$19.02</td>
<td>$16.93</td>
<td>$18.53</td>
<td>$21.11</td>
<td>Short-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>43-4051</td>
<td>Customer Service Representatives</td>
<td>7,140</td>
<td>6.0%</td>
<td>45,102</td>
<td>6,653</td>
<td>$19.38</td>
<td>$16.39</td>
<td>$19.48</td>
<td>$23.69</td>
<td>Short-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>43-4131</td>
<td>Loan Interviewers &amp; Clerks</td>
<td>4,359</td>
<td>3.7%</td>
<td>5,133</td>
<td>531</td>
<td>$23.45</td>
<td>$19.34</td>
<td>$23.09</td>
<td>$28.23</td>
<td>Short-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>43-6014</td>
<td>Secretaries &amp; Administrative Assistants, Except Legal, Medical, &amp; Executive</td>
<td>1,681</td>
<td>1.4%</td>
<td>32,049</td>
<td>3,934</td>
<td>$20.98</td>
<td>$17.60</td>
<td>$20.87</td>
<td>$24.46</td>
<td>Short-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>43-9041</td>
<td>Insurance Claims &amp; Policy Processing Clerks</td>
<td>1,937</td>
<td>1.6%</td>
<td>2,272</td>
<td>262</td>
<td>$22.95</td>
<td>$20.83</td>
<td>$23.40</td>
<td>$28.30</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

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.

**Insurance Sales Agents**
- Unique Postings: 3,923
- Posted Salary: $31.20
- Hires: 5,200
- Separations: 4,958
- Turnover Rate: 35.6%
- Apprenticeable: No
- Top Skills: Marketing, Insurance Sales, Sales Prospecting

**Securities, Commodities, & Financial Services Sales Agents**
- Unique Postings: 3,845
- Median Salary: $22.95
- Hires: 3,010
- Separations: 2,779
- Turnover Rate: 32.5%
- Apprenticeable: Yes
- Top Skills: Financial Services, Loans, Mortgage Loans

**Personal Financial Advisors**
- Unique Postings: 1,837
- Median Salary: $27.57
- Hires: 2,094
- Separations: 1,700
- Turnover Rate: 22.5%
- Apprenticeable: No
- Top Skills: Financial Services, Investments, Finance

**Customer Service Representatives**
- Unique Postings: 22,781
- Median Salary: $19.38
- Hires: 42,543
- Separations: 42,400
- Turnover Rate: 94.8%
- Apprenticeable: Yes
- Top Skills: Call Center Experience, Data Entry, Merchandising

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.
### Loan Officers
- Unique Postings: 1,760
- Median Salary: $34.89
- Hires: 1,777
- Separations: 1,821
- Turnover Rate: 34.9%
- Apprenticeable: No
Top Skills: Loans, Mortgage Loans, Loan Origination

### Tellers
- Unique Postings: 1,411
- Median Salary: $19.02
- Hires: 1,928
- Separations: 2,360
- Turnover Rate: 51.5%
- Apprenticeable: Yes
Top Skills: Cash Handling, Balancing (Ledger/Billing), Check Cashing

### Financial & Investment Analysts
- Unique Postings: 4,497
- Median Salary: $39.75
- Hires: 2,983
- Separations: 2,620
- Turnover Rate: 42.6%
- Apprenticeable: No
Top Skills: Finance, Accounting, Financial Analysts

### Accountants & Auditors
- Unique Postings: 11,394
- Median Salary: $34.34
- Hires: 19,535
- Separations: 18,097
- Turnover Rate: 51.4%
- Apprenticeable: Yes
Top Skills: Accounting, Auditing, Finance

### Loan Interviewers & Clerks
- Unique Postings: 436
- Median Salary: $23.45
- Hires: 2,223
- Separations: 2,423
- Turnover Rate: 47.7%
- Apprenticeable: No
Top Skills: Loans, Loan Documentation, Mortgage Loans

### Claims Adjusters, Examiners, & Investigators
- Unique Postings: 1,173
- Median Salary: $31.63
- Hires: 2,141
- Separations: 2,161
- Turnover Rate: 39.3%
- Apprenticeable: Yes
Top Skills: Claims Processing, Claims Resolution, Adjudication

### First-Line Supervisors of Office & Administrative Support Workers
- Unique Postings: 7,240
- Median Salary: $29.35
- Hires: 15,875
- Separations: 15,801
- Turnover Rate: 68.3%
- Apprenticeable: No
Top Skills: Office Management, Accounting, Auditing

### Business Operations Specialists, All Other
- Unique Postings: 2,400
- Median Salary: $34.83
- Hires: 24,611
- Separations: 24,781
- Turnover Rate: 59.4%
- Apprenticeable: Yes
Top Skills: Project Management, Marketing, Auditing

### Financial Managers
- Unique Postings: 9,555
- Median Salary: $57.72
- Hires: 5,478
- Separations: 4,217
- Turnover Rate: 37.8%
- Apprenticeable: Yes
Top Skills: Accounting, Finance, Financial Statements

### Software Developers
- Unique Postings: 35,423
- Median Salary: $58.95
- Hires: 19,234
- Separations: 13,486
- Turnover Rate: 33.0%
- Apprenticeable: Yes
Top Skills: Software Engineering, Computer Science, Agile Methodology

### 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

### Market Research Analysts & Marketing Specialists
- Unique Postings: 5,968
- Median Salary: $28.25
- Hires: 16,674
- Separations: 14,205
- Turnover Rate: 55.3%
- Apprenticeable: Yes
Top Skills: Marketing, Social Media, Project Management
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