2023 Healthcare Industry Profile

Colorado Urban Front Range
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.
Healthcare

The healthcare sector employs 261,953 people in 13,799 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 261,953 people working in healthcare, 9,899 are self-employed, mainly in mental health and other miscellaneous health care offices.

In 2022, the sector had $43.4 billion in sales, and contributed $26.8 billion to the region’s GRP. Colorado’s front range is home to a variety of national providers, including Centura, HCA, Kaiser Permanente, Children’s Hospital, the Rocky Mountain Regional VA Medical Center and University of Colorado Health Sciences; the region offers high quality and affordable healthcare to businesses locating or expanding in the region.

Source: Lightcast
### Healthcare 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 hospitals (state government) is 4.08 times more concentrated than the national average for this industry.”

<table>
<thead>
<tr>
<th>Industry</th>
<th>NAICS</th>
<th>Numbers to Know</th>
<th>Employment Concentration</th>
<th>Average Wage</th>
<th>Average Employer Paid Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Ambulatory Health Care Services</strong></td>
<td>621</td>
<td>141,206 jobs</td>
<td>0.99</td>
<td>$74,488</td>
<td>$13,398</td>
</tr>
<tr>
<td><strong>Hospitals</strong></td>
<td>622</td>
<td>46,148 jobs</td>
<td>0.55</td>
<td>$78,341</td>
<td>$16,474</td>
</tr>
<tr>
<td><strong>Pharmacies &amp; Drug Retailers</strong></td>
<td>456110</td>
<td>934 jobs</td>
<td>0.59</td>
<td>$83,488</td>
<td>$16,474</td>
</tr>
<tr>
<td><strong>Home Health Equipment Rental</strong></td>
<td>532283</td>
<td>934 jobs</td>
<td>0.59</td>
<td>$83,488</td>
<td>$16,474</td>
</tr>
<tr>
<td><strong>Hospitals (State Government)</strong></td>
<td>902622</td>
<td>934 jobs</td>
<td>0.59</td>
<td>$83,488</td>
<td>$16,474</td>
</tr>
<tr>
<td><strong>Hospitals (Local Government)</strong></td>
<td>903622</td>
<td>934 jobs</td>
<td>0.59</td>
<td>$83,488</td>
<td>$16,474</td>
</tr>
</tbody>
</table>
The first graph shows the growth in jobs (blue bars), and the growth in the number of establishments (orange line) in the sector between 2013 and 2022. The second graph shows the growth in wages, salaries and proprietor earnings (blue bars) and in employer-paid benefits, including the employer portions of both Social Security and Medicare payroll deductions (orange line) for the same period.

Historical Trends, Jobs & Establishments

Source: Lightcast

Historical Trends, Salaries & Employer-Paid Benefits

Source: Lightcast
Employment Concentration

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 Larimer, Arapahoe, and El Paso 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 businesses operating within various industries in the sector. For example, the highest average wage per worker is in hospitals while the lowest is in nursing and residential care centers. Thus, a county that has a greater concentration of nursing homes will have a lower average wage per worker.

### ADAMS
- Jobs: 28,002
- Employment Concentration: 0.94
- Current Wages, Salaries, & Proprietor Earnings: $76,020
- Benefits: $16,994
- Top Businesses - University of Colorado Health Cancer Center, St Anthony North Health Campus, Children's Hospital

### ARAPAHOE
- Jobs: 40,893
- Employment Concentration: 0.97
- Current Wages, Salaries, & Proprietor Earnings: $76,833
- Benefits: $14,758
- Top Businesses - Medical Center of Aurora, Littleton Adventist Hospital, Craig Hospital

### BOULDER
- Jobs: 20,526
- Employment Concentration: 0.83
- Current Wages, Salaries, & Proprietor Earnings: $71,073
- Benefits: $13,540
- Top Businesses - Good Samaritan Medical Center, Longmont United Hospital, Centura Health Avista Adventist Hospital

### BROOMFIELD
- Jobs: 2,881
- Employment Concentration: 0.08
- Current Wages, Salaries, & Proprietor Earnings: $57,940
- Benefits: $10,804
- Top Businesses - American Renal Associates LLC, St Joseph Hospital Auxiliary, SCL Health Systems

### CLEAR CREEK
- Jobs: 36
- Employment Concentration: 0.74
- Current Wages, Salaries, & Proprietor Earnings: $53,831
- Benefits: $7,543
- Top Businesses - Clear Creek Screening, Lakepoint Chiropractic & Massage Center LLC, Milagro Wellness

### DENVER
- Jobs: 51,313
- Employment Concentration: 0.26
- Current Wages, Salaries, & Proprietor Earnings: $76,647
- Benefits: $15,432
- Top Businesses - Denver Health, Davita Inc., St Joseph Hospital

### DOUGLAS
- Jobs: 15,233
- Employment Concentration: 0.83
- Current Wages, Salaries, & Proprietor Earnings: $70,247
- Benefits: $13,368
- Top Businesses - Parker Adventist Hospital, Sky Ridge Medical Center, Castle Rock Adventist Hospital

### EL PASO
- Jobs: 19,925
- Employment Concentration: 0.96
- Current Wages, Salaries, & Proprietor Earnings: $65,143
- Benefits: $13,254
- Top Businesses - Penrose St Francis Health Services, University of Colorado Health Memorial Hospital, Children's Hospital of Colorado, Colorado Springs

### ELBERT
- Jobs: 133
- Employment Concentration: 0.20
- Current Wages, Salaries, & Proprietor Earnings: $49,160
- Benefits: $6,962
- Top Businesses - Good Samaritan Center, Fysical Physical Therapy, Elizabeth Family Health PC

### GILPIN
- Jobs: 10
- Employment Concentration: 0.02
- Current Wages, Salaries, & Proprietor Earnings: Insf Data
- Benefits: Insf Data
- Top Businesses - Homesick Angel LLC, Evolved Alchemy, Fairburn Microgreens LLC

### JEFFERSON
- Jobs: 26,851
- Employment Concentration: 0.87
- Current Wages, Salaries, & Proprietor Earnings: $70,586
- Benefits: $13,491
- Top Businesses - St Anthony Hospital, Lutheran Medical Center, Renal Ventures Management LLC

### LARIMER
- Jobs: 24,450
- Employment Concentration: 1.09
- Current Wages, Salaries, & Proprietor Earnings: $63,134
- Benefits: $13,202
- Top Businesses - University of Colorado Medical Center of the Rockies, McKee Medical Center, University of Colorado Health

### PARK
- Jobs: 607
- Employment Concentration: 0.57
- Current Wages, Salaries, & Proprietor Earnings: $48,469
- Benefits: $10,046
- Top Businesses - Pikes Peak Regional Hospital, Baby Expressions 3D/4D Ultrasound, Pikes Peak Memorial Health

### TELLER
- Jobs: 9,160
- Employment Concentration: 0.62
- Current Wages, Salaries, & Proprietor Earnings: $63,109
- Benefits: $12,356
- Top Businesses - North Colorado Medical Center, Banner Health North, Colorado Medical Center, University of Colorado Family Medicine Clinic - Windsor

Source: Lightcast
Where Core Workforce Lives

Every sector has a group of occupations it needs to fulfill its mission. This is called a staffing pattern, and generally includes managers, business and finance people, sales and administrative support, computer and mathematical occupations. There is also a core set of occupations that are primarily responsible for producing the good or services that industry provides. In healthcare, this core set of occupations is made up of healthcare professional and healthcare support occupations. Examples of these occupations include registered nurses, nursing assistants and home health aides. 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

This table shows the number of ‘net commuters’ in each of the 15 counties making up the region. For example, 16,179 workers in these core occupations live in Douglas County, while there are 11,901 core healthcare jobs there. This means there are 4,279 more healthcare workers living in Douglas County than there are healthcare jobs there.

<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>14,165</td>
<td>32,457</td>
<td>46,622</td>
</tr>
<tr>
<td>Boulder</td>
<td>4,492</td>
<td>12,655</td>
<td>17,146</td>
</tr>
<tr>
<td>Adams</td>
<td>1,279</td>
<td>20,172</td>
<td>21,450</td>
</tr>
<tr>
<td>Larimer</td>
<td>1,035</td>
<td>18,406</td>
<td>19,441</td>
</tr>
<tr>
<td>El Paso</td>
<td>1,009</td>
<td>36,354</td>
<td>37,363</td>
</tr>
<tr>
<td>Arapahoe</td>
<td>645</td>
<td>35,096</td>
<td>35,740</td>
</tr>
<tr>
<td>Clear Creek</td>
<td>(23)</td>
<td>119</td>
<td>96</td>
</tr>
<tr>
<td>Gilpin</td>
<td>(57)</td>
<td>105</td>
<td>48</td>
</tr>
<tr>
<td>Park</td>
<td>(284)</td>
<td>463</td>
<td>179</td>
</tr>
<tr>
<td>Teller</td>
<td>(442)</td>
<td>1,022</td>
<td>560</td>
</tr>
<tr>
<td>Elbert</td>
<td>(653)</td>
<td>870</td>
<td>217</td>
</tr>
<tr>
<td>Broomfield</td>
<td>(769)</td>
<td>3,341</td>
<td>2,572</td>
</tr>
<tr>
<td>Douglas</td>
<td>(4,279)</td>
<td>16,179</td>
<td>11,901</td>
</tr>
<tr>
<td>Jefferson</td>
<td>(5,731)</td>
<td>28,889</td>
<td>23,158</td>
</tr>
<tr>
<td>Weld</td>
<td>(7,880)</td>
<td>15,638</td>
<td>7,758</td>
</tr>
</tbody>
</table>

Source: Lightcast
Comparative Retirement Risk

Retirement risk in healthcare lower than that across all industries in the region. While 21.3% of the healthcare labor force is aged 55 and older, which is 0.7% lower than across all industries, there are significantly fewer new entrants in the 14-24 age group.

Comparative Gender

Men
- 25.6%
- 52.8%

Women
- 74.4%
- 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. Healthcare is about as diverse as the overall average within the region, with overall diversity only 0.2% lower than that across all industries.
Remote Work Potential

17.5% 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 17.5% of the workforce in healthcare has at least partial teleworking capacity, mostly in back-office functions.

Automation Index

92.6

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 healthcare include computerized patient records, appointment reminders and revenue management.

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 healthcare sector employs 37,684 registered nurses, but there are 46,008 employed across all industry sectors. This is important because the healthcare sector must compete with other sectors for critical talent, such as nurses, home health aides and administrative support 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
<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>11-911</td>
<td>Medical &amp; Health Services Managers</td>
<td>5,024</td>
<td>1.9%</td>
<td>6,628</td>
<td>790</td>
<td>$43.20</td>
<td>$45.89</td>
<td>$57.19</td>
<td>$76.15</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>21-1018</td>
<td>Substance Abuse, Behavioral Disorder, &amp; Mental Health Counselors</td>
<td>8,164</td>
<td>3.1%</td>
<td>12,393</td>
<td>1,481</td>
<td>$30.46</td>
<td>$19.34</td>
<td>$24.64</td>
<td>$35.42</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>29-1051</td>
<td>Pharmacists</td>
<td>3,296</td>
<td>1.3%</td>
<td>4,526</td>
<td>243</td>
<td>$62.89</td>
<td>$58.07</td>
<td>$66.06</td>
<td>$74.42</td>
<td>None</td>
<td>Doctoral or professional degree</td>
</tr>
<tr>
<td>29-1123</td>
<td>Physical Therapists</td>
<td>4,460</td>
<td>1.7%</td>
<td>4,818</td>
<td>342</td>
<td>$44.38</td>
<td>$38.01</td>
<td>$45.57</td>
<td>$50.88</td>
<td>None</td>
<td>Doctoral or professional degree</td>
</tr>
<tr>
<td>29-1141</td>
<td>Registered Nurses</td>
<td>37,684</td>
<td>14.5%</td>
<td>46,008</td>
<td>3,341</td>
<td>$42.22</td>
<td>$36.34</td>
<td>$39.88</td>
<td>$47.15</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>29-1171</td>
<td>Nurse Practitioners</td>
<td>3,074</td>
<td>1.1%</td>
<td>3,414</td>
<td>360</td>
<td>$57.72</td>
<td>$49.16</td>
<td>$56.62</td>
<td>$63.54</td>
<td>None</td>
<td>Master's degree</td>
</tr>
<tr>
<td>29-1292</td>
<td>Dental Hygienists</td>
<td>4,360</td>
<td>1.7%</td>
<td>4,457</td>
<td>371</td>
<td>$50.09</td>
<td>$43.52</td>
<td>$46.20</td>
<td>$49.33</td>
<td>None</td>
<td>Associate's degree</td>
</tr>
<tr>
<td>29-2018</td>
<td>Clinical Laboratory Technologists &amp; Technicians</td>
<td>3,887</td>
<td>1.5%</td>
<td>4,911</td>
<td>409</td>
<td>$22.95</td>
<td>$22.66</td>
<td>$30.55</td>
<td>$38.27</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>29-2034</td>
<td>Radiologic Technologists &amp; Technicians</td>
<td>2,932</td>
<td>1.1%</td>
<td>3,191</td>
<td>214</td>
<td>$34.58</td>
<td>$28.83</td>
<td>$36.73</td>
<td>$40.51</td>
<td>None</td>
<td>Associate's degree</td>
</tr>
<tr>
<td>29-2052</td>
<td>Pharmacy Technicians</td>
<td>3,469</td>
<td>1.3%</td>
<td>5,103</td>
<td>550</td>
<td>$21.48</td>
<td>$18.27</td>
<td>$20.83</td>
<td>$23.80</td>
<td>Moderate-term OJT High school diploma or GED</td>
<td></td>
</tr>
<tr>
<td>29-2061</td>
<td>Licensed Practical &amp; Licensed Vocational Nurses</td>
<td>3,521</td>
<td>1.3%</td>
<td>4,453</td>
<td>491</td>
<td>$32.86</td>
<td>$27.05</td>
<td>$29.82</td>
<td>$31.95</td>
<td>None</td>
<td>Postsecondary nondegree award</td>
</tr>
<tr>
<td>31-1128</td>
<td>Home Health &amp; Personal Care Aides</td>
<td>13,436</td>
<td>5.0%</td>
<td>38,437</td>
<td>7,394</td>
<td>$17.29</td>
<td>$14.93</td>
<td>$16.10</td>
<td>$17.86</td>
<td>Short-term OJT High school diploma or GED</td>
<td></td>
</tr>
<tr>
<td>31-1131</td>
<td>Nursing Assistants</td>
<td>15,499</td>
<td>6.0%</td>
<td>18,361</td>
<td>3,019</td>
<td>$20.98</td>
<td>$17.16</td>
<td>$18.33</td>
<td>$19.96</td>
<td>None</td>
<td>Postsecondary nondegree award</td>
</tr>
<tr>
<td>31-9091</td>
<td>Dental Assistants</td>
<td>6,037</td>
<td>2.3%</td>
<td>6,264</td>
<td>1,032</td>
<td>$21.97</td>
<td>$18.67</td>
<td>$21.98</td>
<td>$26.28</td>
<td>None</td>
<td>Postsecondary nondegree award</td>
</tr>
<tr>
<td>31-9092</td>
<td>Medical Assistants</td>
<td>9,248</td>
<td>3.5%</td>
<td>10,291</td>
<td>1,700</td>
<td>$20.98</td>
<td>$18.93</td>
<td>$20.85</td>
<td>$23.51</td>
<td>None</td>
<td>Postsecondary nondegree award</td>
</tr>
<tr>
<td>35-3041</td>
<td>Food Servers, Nonrestaurant</td>
<td>2,930</td>
<td>1.1%</td>
<td>4,741</td>
<td>842</td>
<td>$16.06</td>
<td>$14.90</td>
<td>$16.61</td>
<td>$19.03</td>
<td>Short-term OJT No formal educational credential</td>
<td></td>
</tr>
<tr>
<td>43-1011</td>
<td>First-Line Supervisors of Office &amp; Administrative Support Workers</td>
<td>3,548</td>
<td>1.4%</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>43-4171</td>
<td>Receptionists &amp; Information Clerks</td>
<td>6,057</td>
<td>2.3%</td>
<td>14,180</td>
<td>2,163</td>
<td>$17.54</td>
<td>$15.22</td>
<td>$17.42</td>
<td>$19.92</td>
<td>Short-term OJT High school diploma or GED</td>
<td></td>
</tr>
<tr>
<td>43-6013</td>
<td>Medical Secretaries &amp; Administrative Assistants</td>
<td>7,410</td>
<td>2.8%</td>
<td>8,378</td>
<td>1,143</td>
<td>$19.02</td>
<td>$17.25</td>
<td>$18.93</td>
<td>$21.94</td>
<td>Moderate-term OJT High school diploma or GED</td>
<td></td>
</tr>
<tr>
<td>43-9061</td>
<td>Office Clerks, General</td>
<td>3,048</td>
<td>1.2%</td>
<td>32,503</td>
<td>4,466</td>
<td>$19.26</td>
<td>$18.73</td>
<td>$22.52</td>
<td>$28.16</td>
<td>Short-term OJT High school diploma or GED</td>
<td></td>
</tr>
</tbody>
</table>

Source: Lightcast
Top Occupations

Top 20 Occupations Currently Listed in the Colorado Urban Front Range

Registered Nurses
- Unique Postings: 79,038
- Median Salary: $42.22
- Hires: 20,499
- Separations: 16,267
- Turnover Rate: 36.1%
- Apprenticeable: No
- Top Skills: Nursing, Life Support, Cardiopulmonary Resuscitation (CPR)

Nursing Assistants
- Unique Postings: 10,159
- Median Salary: $20.98
- Hires: 20,334
- Separations: 18,627
- Turnover Rate: 102.8%
- Apprenticeable: Yes
- Top Skills: Nursing, Activities of Daily Living (ADLs), Vital Signs

Home Health & Personal Care Aides
- Unique Postings: 15,838
- Median Salary: $17.29
- Hires: 33,605
- Separations: 30,922
- Turnover Rate: 84.1%
- Apprenticeable: Yes
- Top Skills: Caregiving, Meal Planning & Preparation, Companionship

Medical Assistants
- Unique Postings: 8,037
- Median Salary: $20.98
- Hires: 11,085
- Separations: 9,156
- Turnover Rate: 91.9%
- Apprenticeable: Yes
- Top Skills: Medical Assistance, Vital Signs, Medical Records

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>Medical Secretaries &amp; Administrative Assistants</th>
<th>Physical Therapists</th>
<th>Dental Assistants</th>
<th>Dental Hygienists</th>
<th>Pharmacy Technicians</th>
<th>Pharmacists</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unique Postings: 7,102</td>
<td>Unique Postings: 3,226</td>
<td>Unique Postings: 4,687</td>
<td>Unique Postings: 1,056</td>
<td>Unique Postings: 3,479</td>
<td>Unique Postings: 1,760</td>
</tr>
<tr>
<td>Separations: 6,071</td>
<td>Separations: 1,503</td>
<td>Separations: 5,820</td>
<td>Separations: 1,924</td>
<td>Separations: 3,022</td>
<td>Separations: 1,142</td>
</tr>
<tr>
<td>Turnover Rate: 74.7%</td>
<td>Turnover Rate: 32.4%</td>
<td>Turnover Rate: 95.7%</td>
<td>Turnover Rate: 44.4%</td>
<td>Turnover Rate: 61.2%</td>
<td>Turnover Rate: 25.9%</td>
</tr>
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<td>Apprenticeable: Yes</td>
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**Receptionists & Information Clerks**
- Unique Postings: 4,881
- Median Salary: $17.54
- Hires: 13,582
- Separations: 12,899
- Turnover Rate: 93.2%
- Apprenticeable: No

**Top Skills:** Administrative Support, Data Entry, Office Supply Management

**Medical & Health Services Managers**
- Unique Postings: 15,528
- Median Salary: $43.20
- Hires: 4,392
- Separations: 2,939
- Turnover Rate: 46.6%
- Apprenticeable: Yes

**Top Skills:** Nursing, Cardiopulmonary Resuscitation (CPR), Direct Patient Care

**Dental Assistants**
- Unique Postings: 3,479
- Median Salary: $21.48
- Hires: 4,333
- Separations: 3,022
- Turnover Rate: 61.2%
- Apprenticeable: Yes

**Top Skills:** Medical Prescription, Medication Dispensation, Inventory Management

**Dental Hygienists**
- Unique Postings: 4,736
- Median Salary: $22.95
- Hires: 2,643
- Separations: 2,131
- Turnover Rate: 44.1%
- Apprenticeable: No

**Top Skills:** Medical Laboratory, Biology, Chemistry

**Pharmacy Technicians**
- Unique Postings: 4,736
- Median Salary: $22.95
- Hires: 2,643
- Separations: 2,131
- Turnover Rate: 44.1%
- Apprenticeable: No

**Top Skills:** Medical Laboratory, Biology, Chemistry

**Pharmacists**
- Unique Postings: 1,760
- Median Salary: $62.89
- Hires: 1,634
- Separations: 1,142
- Turnover Rate: 25.9%
- Apprenticeable: No

**Top Skills:** Medical Prescription, Workflow Management, Clinical Pharmacy

**Substance Abuse, Behavioral Disorder, & Mental Health Counselors**
- Unique Postings: 3,313
- Median Salary: $30.46
- Hires: 7,199
- Separations: 7,784
- Turnover Rate: 65.3%
- Apprenticeable: Yes

**Top Skills:** Mental Health, Social Work, Treatment Planning

**Top Skills:** Nursing, Cardiopulmonary Resuscitation (CPR), Direct Patient Care

**First-Line Supervisors of Office & Administrative Support Workers**
- Unique Postings: 7,240
- Posted Salary: $29.35
- Hires: 15,875
- Separations: 15,810
- Turnover Rate: 68.3%
- Apprenticeable: Yes

**Top Skills:** Office Management, Accounting, Auditing

**Licensed Practical & Licensed Vocational Nurses**
- Unique Postings: 9,343
- Median Salary: $32.86
- Hires: 3,014
- Separations: 2,359
- Turnover Rate: 55.0%
- Apprenticeable: Yes

**Top Skills:** Nursing, Nursing Care, Medication Administration

**Clinical Laboratory Technologists & Technicians**
- Unique Postings: 1,056
- Median Salary: $50.09
- Hires: 1,931
- Separations: 1,924
- Turnover Rate: 46.6%
- Apprenticeable: Yes

**Top Skills:** Medical Laboratory, Biology, Chemistry

**Dental Assistants**
- Unique Postings: 4,687
- Median Salary: $21.97
- Hires: 5,965
- Separations: 5,820
- Turnover Rate: 95.7%
- Apprenticeable: Yes

**Top Skills:** Dentistry, Sterilization, Dental Procedures

**Dental Hygienists**
- Unique Postings: 1,056
- Median Salary: $50.09
- Hires: 1,931
- Separations: 1,924
- Turnover Rate: 46.6%
- Apprenticeable: Yes

**Top Skills:** Dental Hygiene, Dentistry, Radiography

**Pharmacy Technicians**
- Unique Postings: 3,479
- Median Salary: $21.48
- Hires: 4,333
- Separations: 3,022
- Turnover Rate: 61.2%
- Apprenticeable: Yes

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- Separations: 12,899
- Turnover Rate: 93.2%
- Apprenticeable: No

**Top Skills:** Administrative Support, Data Entry, Office Supply Management

**Medical Secretaries & Administrative Assistants**
- Unique Postings: 7,102
- Median Salary: $19.02
- Hires: 7,190
- Separations: 6,071
- Turnover Rate: 74.7%
- Apprenticeable: Yes

**Top Skills:** Front Office, Medical Records, Setting Appointments

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- Median Salary: $19.02
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- Separations: 6,071
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- Separations: 12,899
- Turnover Rate: 93.2%
- Apprenticeable: No

**Top Skills:** Administrative Support, Data Entry, Office Supply Management
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.

Let’s Talk!

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

Food Servers, Nonrestaurant
- Unique Postings: 429
- Median Salary: $16.06
- Hires: 6,169
- Separations: 5,820
- Turnover Rate: 125.3%
- Apprenticeable: No
Top Skills: Food Services, Restaurant Operation, Senior Living

Radiologic Technologists & Technicians
- Unique Postings: 3,252
- Median Salary: $34.58
- Hires: 1,400
- Separations: 1,077
- Turnover Rate: 34.3%
- Apprenticeable: Yes
Top Skills: Radiology, Radiography, Patient Positioning

Nurse Practitioners
- Unique Postings: 4,743
- Median Salary: $57.72
- Hires: 2,131
- Separations: 1,009
- Turnover Rate: 31.6%
- Apprenticeable: No
Top Skills: Nursing, Primary Care, Medical Records

Source: Lightcast