

# 2023 Healthcare INDUSTRY PROFILE

**Colorado Urban Front Range** 



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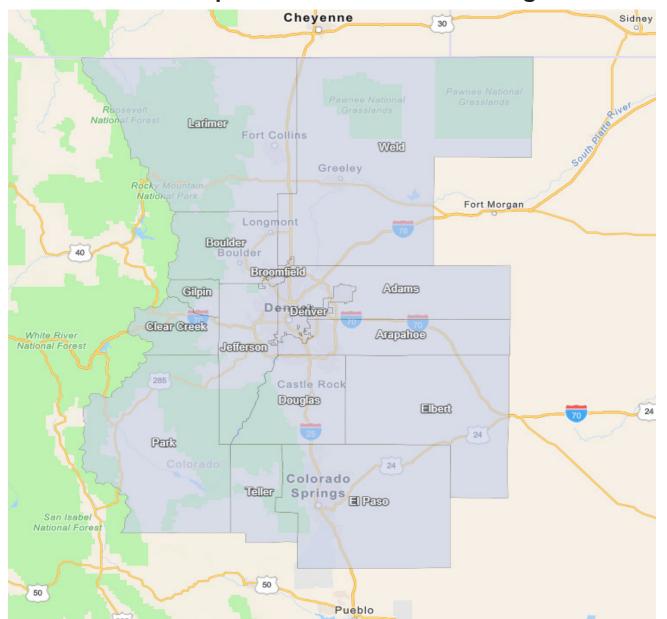
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# **Geographical Area**



The geographical area for this industry profile includes the 15 counties that make up Colorado's Urban Front Range.



The geographic region includes the following metropolitan areas:

- Boulder
- Colorado Springs
- · Denver-Aurora-Lakewood
- Fort Collins
- Greeley

In 2022, this 15 county region employed nearly 2.7 million people across all industries, and made up 84% of Colorado's total employment.

In 2022, the Gross Regional Product (GRP) for the Front Range region was \$416.3 billion, which made up just under 1.7% of the national Gross Domestic Product (GDP). GDP is the total market value of all goods and services in the nation, and GRP is the total market value of all goods and services in the region.



Industries Making up the Sector

# Healthcare

 $\triangle$  2.8% From prior year

9.8%
Total Jobs in CO
Urban Front Range



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

odree. Ligities

# **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."

# Ambulatory Health Care Services

# VAICS

621

#### **Numbers to Know**

- 141,206 jobs
- 12,434 establishments
- 0.99 employment concentration
- \$21.2 billion in sales
- 8.9% change to 2027
- \$74,488 average wage
- \$13,398 average employer paid benefits

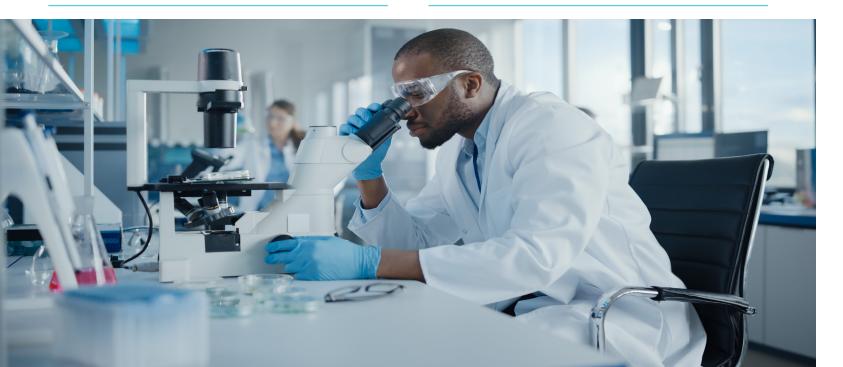
# Hospitals

# **NAICS**

622

#### **Numbers to Know**

- 46,148 jobs
- 111 establishments
- 0.55 employment concentration
- \$9.5 billion in sales
- 3.4% change to 2027
- \$78,341 average wage
- \$16,474 average employer paid benefits



# Nursing & Residential Care Facilities

VAICS **623** 

### **Numbers to Know**

- 32,494 jobs
- 789 establishments
- 0.67 employment concentration
- \$3.2 billion in sales
- 3.4% change to 2027
- \$46,447 average wage
- \$10,802 average employer paid benefits

# **Pharmacies & Drug Retailers**

NAICS **456110** 

#### **Numbers to Know**

- 6,973 jobs
- 410 establishments
- 0.59 employment concentration
- \$1.3 billion in sales
- 2.5% change to 2027
- \$52,913 average wage
- \$9,183 average employer paid benefits

# **Home Health Equipment Rental**

NAICS **532283** 

#### **Numbers to Know**

- 934 jobs
- 44 establishments
- 1.73 employment concentration
- \$211 million in sales
- (13.3%) change to 2027
- \$68,002 average wage
- \$12,118 average employer paid benefits

# **Hospitals (State Government)**

NAICS 902622

#### **Numbers to Know**

- 26,669 jobs
- 10 establishments
- 4.08 employment concentration
- \$6.7 billion in sales
- 12.0% change to 2027
- \$77,319 average wage
- \$19,711 average employer paid benefits

# **Hospitals (Local Government)**

NAICS **903622** 

- 7,529 jobs
- 2 establishments

**Numbers to Know** 

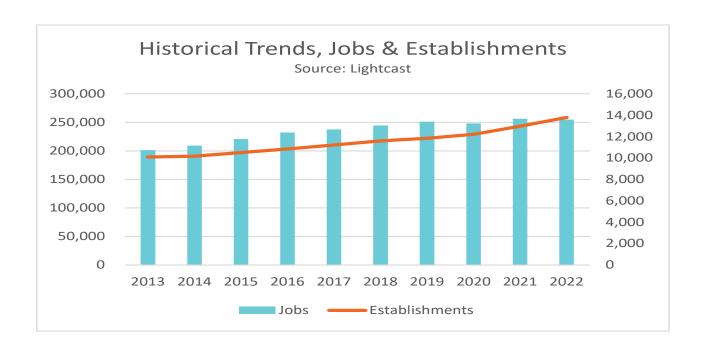
- 0.70 employment concentration
- \$1.4 billion in sales
- (17.0%) change to 2027
- \$77,302 average wage
- \$19,225 average employer paid benefits

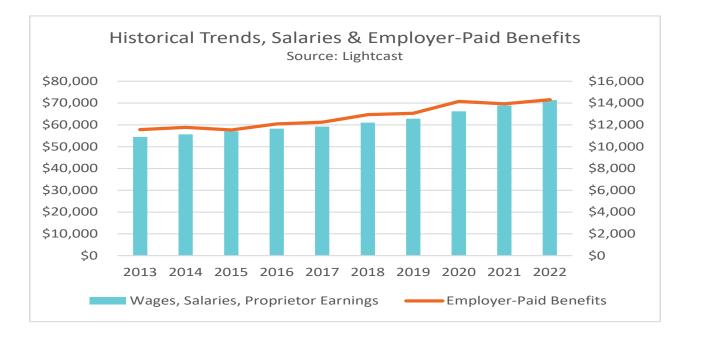


# Historical Trends

# **Colorado Urban Front Range**

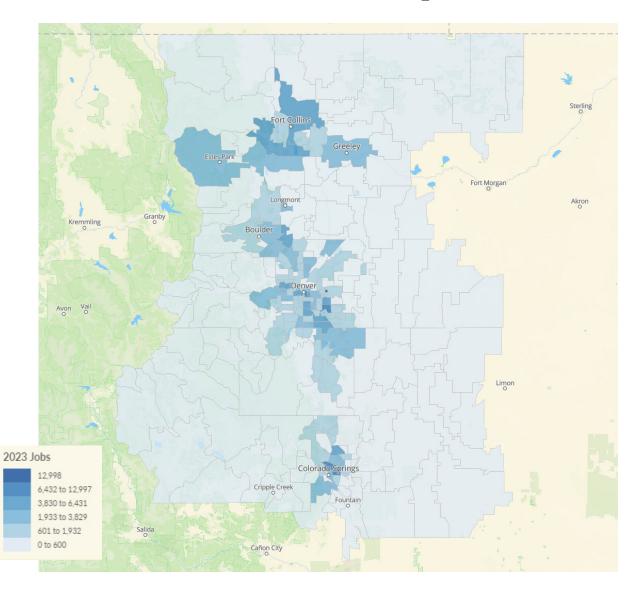
The first graph shows the growth in jobs (blue bars), and the growth in the number of establishments (orange line) in the sector between 2013 and 2022. The second graph shows the growth in wages, salaries and proprietor earnings (blue bars) and in employer-paid benefits, including the employer portions of both Social Security and Medicare payroll deductions (orange line) for the same period.





# Employment Concentration

# **Employment Concentration Map**



# **Colorado Urban Front Range**

The overall employment concentration in this sector is 1.17 times the national average, which suggests the region has a good supply of skilled labor. Concentration also varies by county, with the heaviest sector employment concentrations in Larimer, Arapahoe, and El Paso counties.

# 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

# **BROOMFIELD**

- Jobs 2,881
- Employment Concentration
   0.54
- Current Wages, Salaries,
   & Proprietor Earnings \$57,940
- Benefits \$10,804
- Top Businesses American Renal Associates LLC, St Joseph Hospital Auxillary, SCL Health Systems

# **ARAPAHOE**

- Jobs 40.893
- Employment Concentration
   0.97
- Current Wages, Salaries,
   & Proprietor Earnings \$76.832
- Benefits \$14.758
- Top Businesses Medical Center of Aurora, Littleton Adventist Hospital, Craig Hospital

# **CLEAR CREEK**

- Jobs 36
- Employment Concentration- 0.08
- Current Wages, Salaries, & Proprietor Earnings - \$53,831
- Benefits \$7,543
- Top Businesses Clear Creek Screening, Lakepoint Chiropractic & Massage Center LLC, Milagro Wellness

# **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

# **DENVER**

- Jobs 51,131
- Employment Concentration
   0.74
- 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

# **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

# **PARK**

- Jobs 115
- Employment Concentration
   0.26
- Current Wages, Salaries, & Proprietor Earnings - \$41,327
- Benefits \$4,484
- Top Businesses MCPN
   Platte Canyon Clinic, Family
   Integration Counseling
   Service, Aspenpointe

# **EL PASO**

- Jobs 41.925
- 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, Fyzical Physical Therapy, Elizabeth Family Health PC

# JEFFERSON LAI

- 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

# **TELLER**

- 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
   Mental Health

- 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

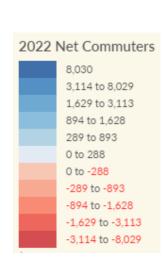
# **WELD**

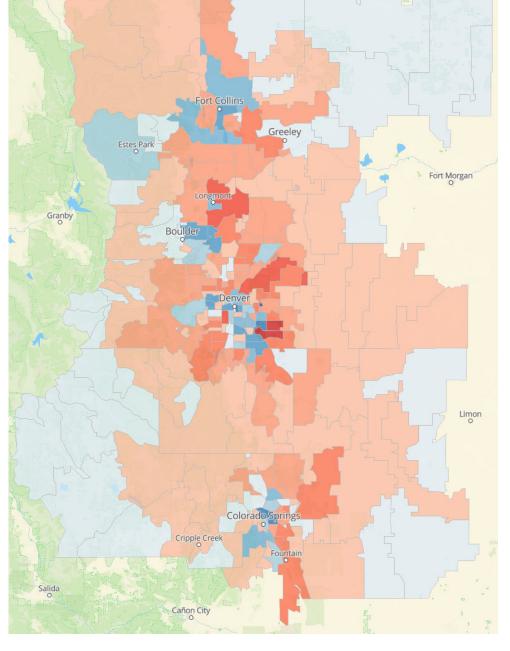
- Jobs 9.160
- Employment Concentration0.62
- Current Wages, Salaries, & Proprietor Earnings - \$63,109
- Benefits \$12,356
- Top Businesses North Colorado Medical Center, Banner Health North Colorado Medical Center, University of Colorado Family Medicine Clinic -Windsor



# Where Core Workforce Lives

# **Commute Map**





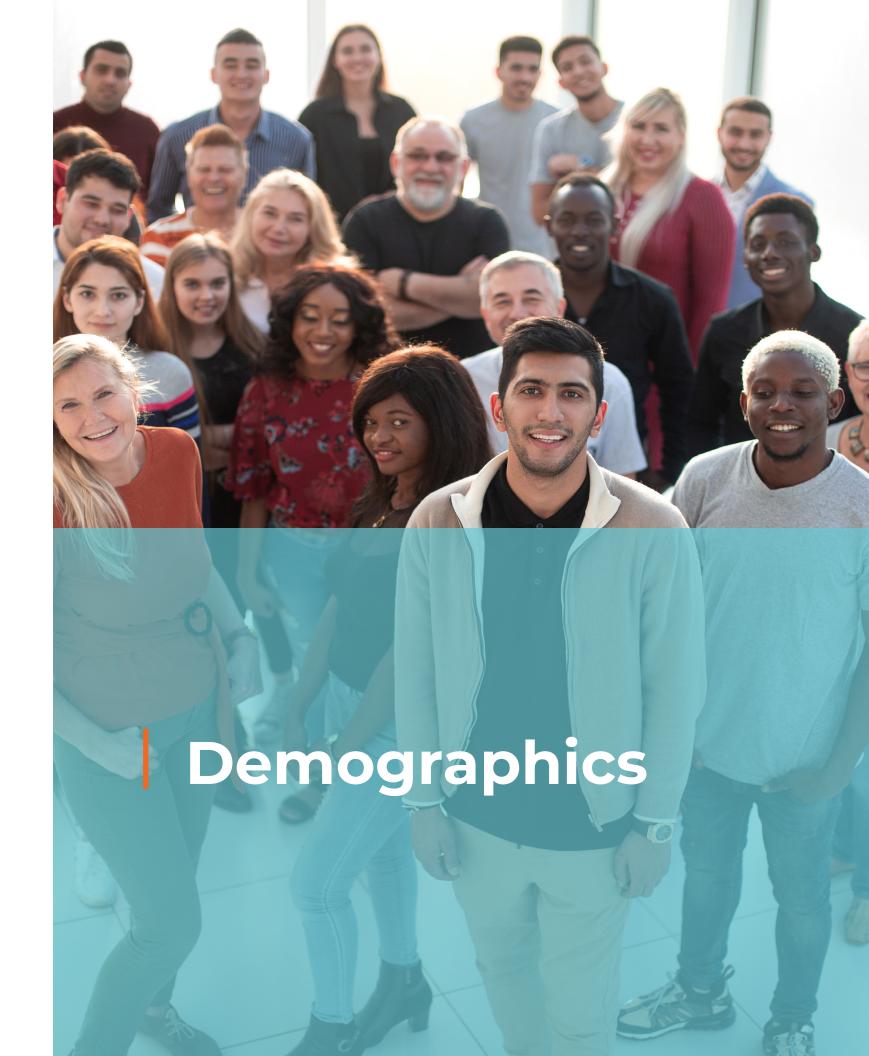
Every sector has a group of occupations it needs to fulfil its mission. This is called a staffing pattern, and generally includes managers, business and finance people, sales and administrative support, computer and mathematical occupations. There is also a core set of occupations that are primarily responsible for producing the good or services that industry provides. In 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).

# Where Core Workforce Lives

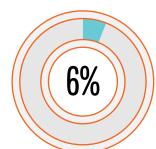
# **Commute Patterns**

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.

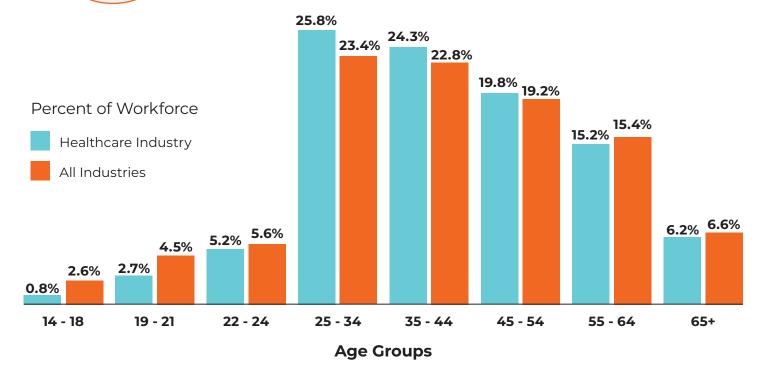
| County      | Net Commuters | Resident Workers | Jobs   |  |  |
|-------------|---------------|------------------|--------|--|--|
| Denver      | 14,165        | 32,457           | 46,622 |  |  |
| Boulder     | 4,492         | 12,655           | 17,146 |  |  |
| Adams       | 1,279         | 20,172           | 21,450 |  |  |
| Larimer     | 1,035         | 18,406           | 19,441 |  |  |
| El Paso     | 1,009         | 36,354           | 37,363 |  |  |
| Arapahoe    | 645           | 35,096           | 35,740 |  |  |
| Clear Creek | (23)          | 119              | 96     |  |  |
| Gilpin      | (57)          | 105              | 48     |  |  |
| Park        | (284)         | 463              | 179    |  |  |
| Teller      | (462)         | 1,022            | 560    |  |  |
| Elbert      | (653)         | 870              | 217    |  |  |
| Broomfield  | (769)         | 3,341            | 2,572  |  |  |
| Douglas     | (4,279)       | 16,179           | 11,901 |  |  |
| Jefferson   | (5,731)       | 28,889           | 23,158 |  |  |
| Weld        | (7,880)       | 15,638           | 7,758  |  |  |



# **I** 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.

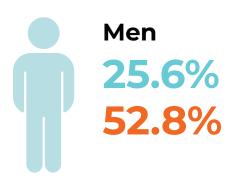


# **I** Comparative Gender

Percent of Workforce



All Industries



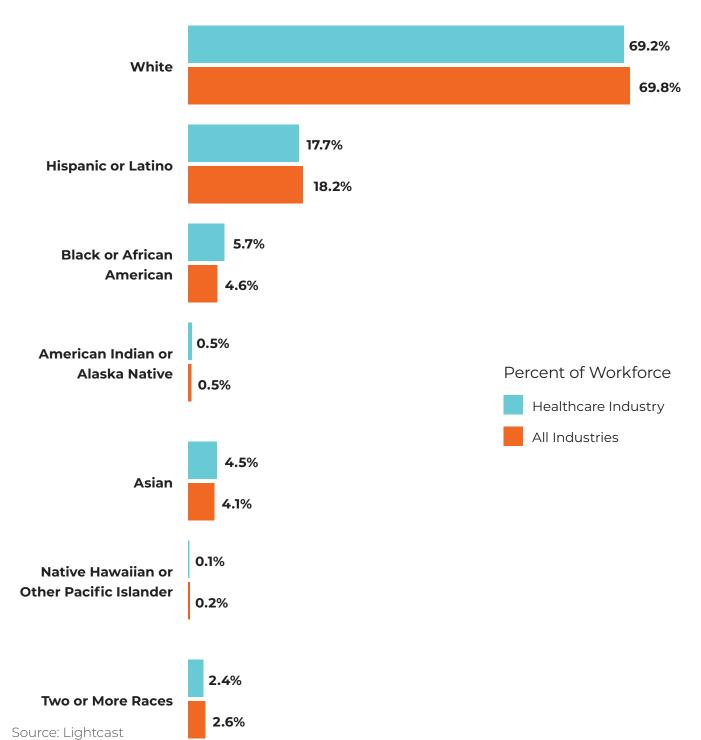


# I Comparative Racial Diversity



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.

19



18



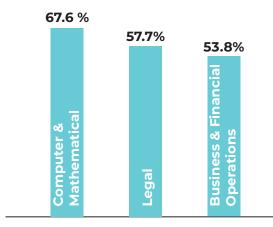
# Telework and Automation Strategies

# **Remote Work Potential**

17.5%

**Remote Work Capability for Sector** 

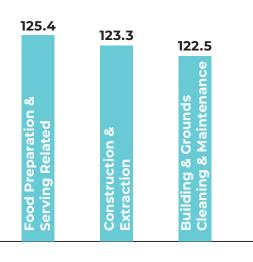
In a scarce labor market, a valid strategy for employers may be to review their staffing mix and determine which positions, if any, can be employed remotely or using a hybrid schedule. Approximately 17.5% of the workforce in healthcare has at least partial teleworking capacity, mostly in back-office functions.



# **Automation Index**

92.6

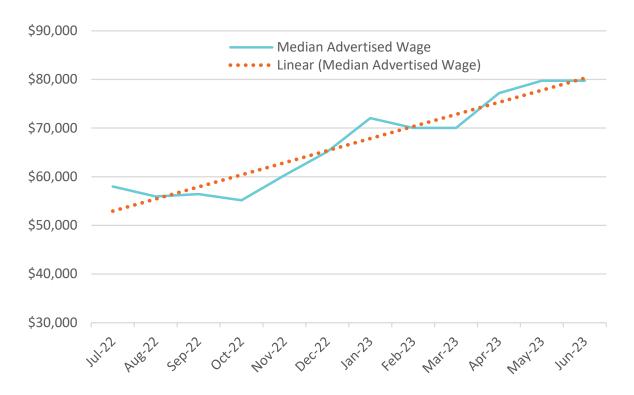
Another valid strategy employers can use in today's scarce labor market is automation. Automation seldom replaces workers 1:1. Rather, automation leverages the productive capacity of fewer workers to allow for higher output. Examples of automation in healthcare include computerized patient records, appointment reminders and revenue management.





# **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.

# Competitive Wage Analysis

| SOC     | Description  | Jobs in<br>Sector | % of Total<br>Employment<br>in Sector | Jobs<br>Across all<br>Industries | Average<br>Annual<br>Openings | Median<br>Posted<br>Wage | Entry<br>Level<br>Wage | Median<br>Wage | Highly<br>Experienced<br>Level Wage | Typical<br>On-the-Job<br>Training | Typical Entry Level Education    |
|---------|--|-------------------|---------------------------------------|----------------------------------|-------------------------------|--------------------------|------------------------|----------------|-------------------------------------|-----------------------------------|----------------------------------|
| 11-9111 | Medical & Health Services<br>Managers                                  | 5,024             | 1.9%                                  | 6,628                            | 790                           | \$43.20                  | \$45.89                | \$57.19        | \$76.15                             | None                              | Bachelor's degree                |
| 21-1018 | Substance Abuse, Behavioral<br>Disorder, & Mental Health<br>Counselors | 8,164             | 3.1%                                  | 12,393                           | 1,481                         | \$30.46                  | \$19.34                | \$24.64        | \$35.42                             | None                              | Bachelor's degree                |
| 29-1051 | Pharmacists  | 3,296             | 1.3%                                  | 4,526                            | 243                           | \$62.89                  | \$58.07                | \$66.06        | \$74.42                             | None                              | Doctoral or professional degree  |
| 29-1123 | Physical Therapists  | 4,460             | 1.7%                                  | 4,818                            | 342                           | \$44.18                  | \$38.01                | \$45.57        | \$50.88                             | None                              | Doctoral or professional degree  |
| 29-1141 | Registered Nurses  | 37,684            | 14.5%                                 | 46,008                           | 3,341                         | \$42.22                  | \$36.34                | \$39.88        | \$47.15                             | None                              | Bachelor's degree                |
| 29-1171 | Nurse Practitioners  | 3,074             | 1.1%                                  | 3,414                            | 360                           | \$57.72                  | \$49.16                | \$56.62        | \$63.54                             | None                              | Master's degree                  |
| 29-1292 | Dental Hygienists  | 4,360             | 1.7%                                  | 4,457                            | 371                           | \$50.09                  | \$43.52                | \$46.20        | \$49.33                             | None                              | Associate's degree               |
| 29-2018 | Clinical Laboratory Technologists &<br>Technicians                     | 3,887             | 1.5%                                  | 4,911                            | 409                           | \$22.95                  | \$22.66                | \$30.55        | \$38.27                             | None                              | Bachelor's degree                |
| 29-2034 | Radiologic Technologists &<br>Technicians                              | 2,932             | 1.1%                                  | 3,191                            | 214                           | \$34.58                  | \$28.83                | \$36.73        | \$40.51                             | None                              | Associate's degree               |
| 29-2052 | Pharmacy Technicians   | 3,469             | 1.3%                                  | 5,103                            | 550                           | \$21.48                  | \$18.27                | \$20.83        | \$23.80                             | Moderate-term OJT                 | High school diploma or<br>GED    |
| 29-2061 | Licensed Practical & Licensed<br>Vocational Nurses                     | 3,521             | 1.3%                                  | 4,453                            | 491                           | \$32.86                  | \$27.05                | \$29.82        | \$31.95                             | None                              | Postsecondary nondegree<br>award |
| 31-1128 | Home Health & Personal Care<br>Aides                                   | 13,436            | 5.0%                                  | 38,437                           | 7,394                         | \$17.29                  | \$14.93                | \$16.10        | \$17.86                             | Short-term OJT                    | High school diploma or<br>GED    |
| 31-1131 | Nursing Assistants   | 15,499            | 6.0%                                  | 18,361                           | 3,019                         | \$20.98                  | \$17.16                | \$18.33        | \$19.96                             | None                              | Postsecondary nondegree<br>award |
| 31-9091 | Dental Assistants  | 6,037             | 2.3%                                  | 6,264                            | 1,032                         | \$21.97                  | \$18.67                | \$21.98        | \$26.28                             | None                              | Postsecondary nondegree award    |
| 31-9092 | Medical Assistants   | 9,248             | 3.5%                                  | 10,291                           | 1,700                         | \$20.98                  | \$18.93                | \$20.85        | \$23.51                             | None                              | Postsecondary nondegree<br>award |
| 35-3041 | Food Servers, Nonrestaurant  | 2,930             | 1.1%                                  | 4,741                            | 842                           | \$16.06                  | \$14.90                | \$16.61        | \$19.03                             | Short-term OJT                    | No formal educational credential |
| 43-1011 | First-Line Supervisors of Office &<br>Administrative Support Workers   | 3,548             | 1.4%                                  | 23,494                           | 2,749                         | \$29.35                  | \$25.75                | \$31.74        | \$39.35                             | None                              | High school diploma or<br>GED    |
| 43-4171 | Receptionists & Information Clerks                                     | 6,057             | 2.3%                                  | 14,180                           | 2,163                         | \$17.54                  | \$15.22                | \$17.42        | \$19.92                             | Short-term OJT                    | High school diploma or<br>GED    |
| 43-6013 | Medical Secretaries &<br>Administrative Assistants                     | 7,410             | 2.8%                                  | 8,378                            | 1,143                         | \$19.02                  | \$17.25                | \$18.93        | \$21.94                             | Moderate-term OJT                 | High school diploma or<br>GED    |
| 43-9061 | Office Clerks, General   | 3,048             | 1.2%                                  | 32,503                           | 4,466                         | \$19.26                  | \$18.73                | \$22.52        | \$28.16                             | Short-term OJT                    | High school diploma or<br>GED    |



# 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.



# **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



## Substance Abuse, Behavioral Disorder, & Mental Health Counselors

Unique Postings 3,313 \$30.46 · Median Salary

7,797 Hires

•Turnover Rate 65.3%

Separations

Yes Apprenticeable

Top Skills: Mental Health, Social Work, Treatment Planning

7,784



# **Medical Secretaries & Administrative Assistants**

 Unique Postings 7,102 \$19.02 · Median Salary

·Hires 7,190

6,071 Separations

74.7% Turnover Rate

 Apprenticeable Yes

Top Skills: Front Office, Medical Records, Setting Appointments



# **Dental Hygienists**

\$50.09

No

 Unique Postings 1,056

1,931 Hires

· Median Salary

1,924 Separations

•Turnover Rate 44.4%

 Apprenticeable Top Skills: Dental Hygiene,

Dentistry, Radiography



# **Clinical Laboratory Technologists & Technicians**

2,131

 Unique Postings 4,736

\$22.95 · Median Salary

Hires 2,643

Separations

·Turnover Rate 44.1%

No Apprenticeable

Top Skills: Medical Laboratory, Biology, Chemistry



# **Receptionists & Information Clerks**

 Unique Postings 4,881

· Median Salary \$17.54 13,582 Hires

12,899 Separations

•Turnover Rate 93.2%

 Apprenticeable No

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



## **Dental Assistants**

· Unique Postings 4,687

· Median Salary \$21.97 5,965 Hires

5,820 Separations

 Apprenticeable Yes

Top Skills: Dentistry, Sterilization,

95.7%

**Dental Procedures** 

•Turnover Rate



# **First-Line Supervisors of** Office & Administrative **Support Workers**

 Unique Postings 7,240

· Posted Salary \$29.35

15,875 Hires

15,801 Separations

68.3% •Turnover Rate

 Apprenticeable Yes

Top Skills: Office Management, Accounting, Auditing



# **Licensed Practical & Licensed Vocational** Nurses

· Unique Postings 9,343

· Median Salary \$32.86

3,014 ·Hires

2,359 Separations

 Apprenticeable Yes

•Turnover Rate

Top Skills: Nursing, Nursing

Care, Medication Administration

55.0%



# **Medical & Health Services Managers**

 Unique Postings 15,528

· Median Salary \$43.20 Hires 4,392

 Separations 2.939

46.6% •Turnover Rate

 Apprenticeable Top Skills: Nursing,

Cardiopulmonary Resuscitation (CPR), Direct Patient Care

Yes



# **Physical Therapists**

 Unique Postings 3,226

· Median Salary \$44.18

·Hires 1.487 Separations 1.503

•Turnover Rate 32.4%

 Apprenticeable No

Top Skills: Physical Therapy, Rehabilitation Treatment,

Planning



# **Pharmacy Technicians**

 Unique Postings 3,479

· Median Salary \$21.48

Hires 4,333 Separations 3.022

61.2% •Turnover Rate

 Apprenticeable Yes

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



# **Pharmacists**

 Unique Postings 1,760

· Median Salary \$62.89

Hires 1.634

 Separations 1.142

25.9% Turnover Rate

 Apprenticeable No

Top Skills: Medical Prescription, Workflow Management, Clinical Pharmacy

28 29



# Office Clerks, General

Unique Postings 4,498
Median Salary \$19.26
Hires 27,582

Separations 26,641Turnover Rate 83.5%

·Apprenticeable Yes

Top Skills: Data Entry, Office Equipment, Invoicing



# Food Servers, Nonrestaurant

Unique Postings 429Median 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



# 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 <a href="https://bit.ly/ADWBusinessServices.">https://bit.ly/ADWBusinessServices.</a>





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