



2023

Hospitality

INDUSTRY PROFILE

Colorado Urban Front Range

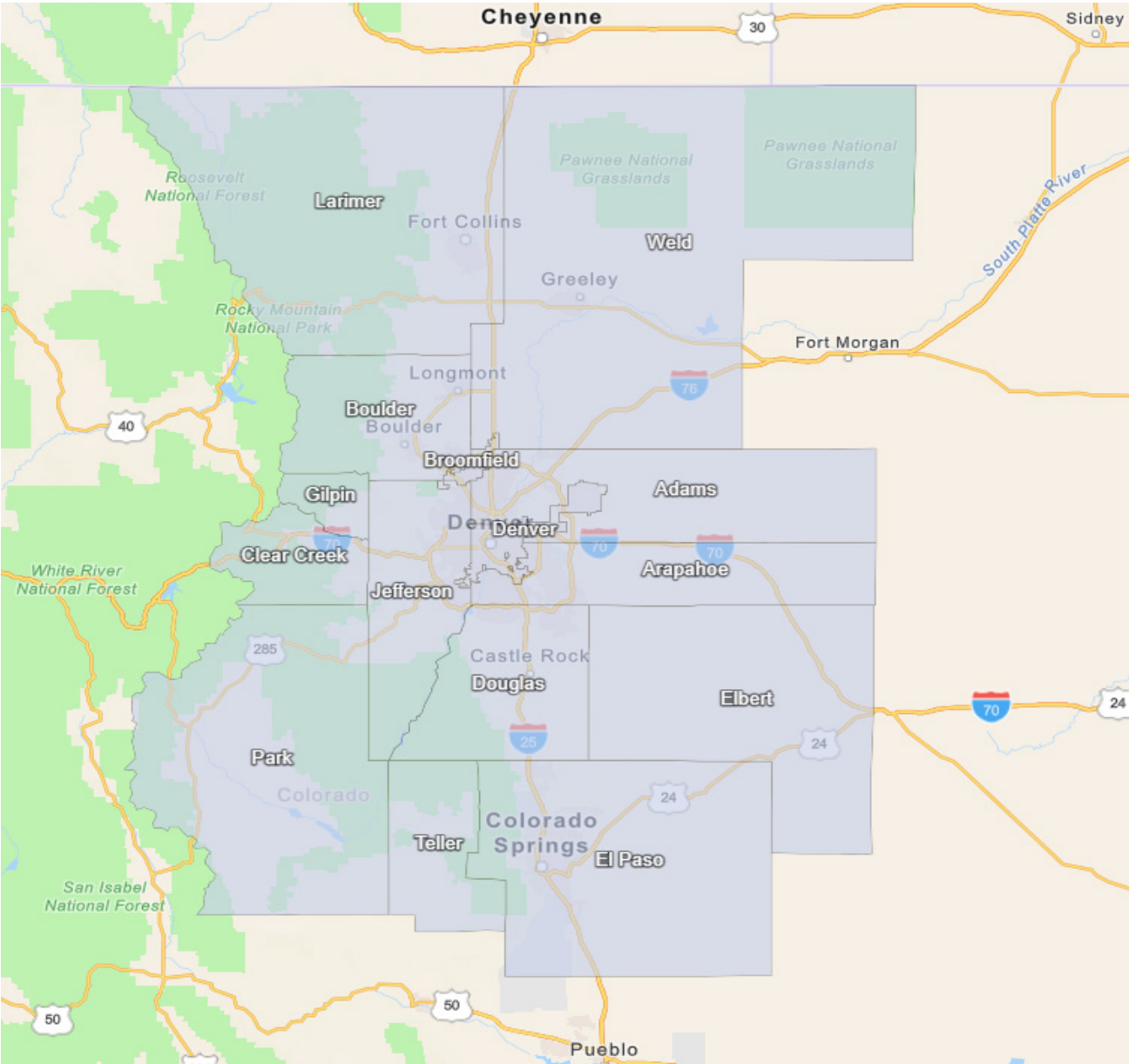


Arapahoe/Douglas
WORKFORCE BOARD
C O L O R A D O



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.

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Hospitality

▲ 3.8% From prior year

10.8%

Total Jobs in CO
Urban Front Range



288,071

Total Jobs



14,378

Establishments



33 B

Total Sales

Industries
Making up
the Sector

The hospitality sector employs 288,071 people in 14,378 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 288,071 people working in the sector, 13,009 are self-employed.

In 2022, the sector had \$33.4 billion in sales, and contributed \$18.2 billion to the region’s GRP. The hospitality sector is lively and diverse, offering a wide range of accommodations, dining options, and attractions to cater to both tourists and locals. The region exhibits a robust and ever-changing landscape, characterized by a steady influx of job opportunities and evolving industry trends.

Source: Lightcast

Hospitality 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 scenic and sightseeing transportation (land) is 2.99 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.

Scenic & Sightseeing
Transportation, Land

NAICS
4871

Numbers to Know

- 575 jobs
- 15 establishments
- 2.99 employment concentration
- \$56.7 million in sales
- 44.2% change to 2027
- \$36,076 average wage
- \$7,163 average employer paid benefits

Scenic & Sightseeing
Transportation, Water

NAICS
4872

Numbers to Know

- Insf. Data jobs
- Insf. Data establishments
- 0.02 employment concentration
- \$3 million in sales
- Insf. Data change to 2027
- Insf. Data average wage
- Insf. Data average employer paid benefits

Scenic & Sightseeing
Transportation, Other

NAICS
4879

Numbers to Know

- 21 jobs
- 4 establishments
- 0.40 employment concentration
- \$4.5 million in sales
- 17.3% change to 2027
- \$36,052 average wage
- \$1,845 average employer paid benefits

Travel Arrangement &
Reservation Services

NAICS
5615

Numbers to Know

- 3,689 jobs
- 378 establishments
- 1.13 employment concentration
- \$1.2 billion in sales
- 7.1% change to 2027
- \$79,003 average wage
- \$10,484 average employer paid benefits

Performing Arts Companies

NAICS
7111

Numbers to Know

- 2,495 jobs
- 153 establishments
- 0.92 employment concentration
- \$293 million in sales
- 2.7% change to 2027
- \$33,536 average wage
- \$3,521 average employer paid benefits

Spectator Sports

NAICS
7112

Numbers to Know

- 1,831 jobs
- 116 establishments
- 0.66 employment concentration
- \$1.6 billion in sales
- (5.4%) change to 2027
- \$404,289 average wage
- \$52,226 average employer paid benefits



Promoters of Performing Arts, Sports, & Similar Events

NAICS
7113

Numbers to Know

- 3,432 jobs
- 223 establishments
- 1.27 employment concentration
- \$801 million in sales
- 12.6% change to 2027
- \$51,591 average wage
- \$6,512 average employer paid benefits

Agents & Managers for Artists, Athletes, Entertainers, & Other Public Figures

NAICS
7114

Numbers to Know

- 246 jobs
- 110 establishments
- 0.43 employment concentration
- \$136 million in sales
- (3.8%) change to 2027
- \$72,557 average wage
- \$8,016 average employer paid benefits

Museums, Historical Sites, & Similar Institutions

NAICS
7121

Numbers to Know

- 3,745 jobs
- 87 establishments
- 1.38 employment concentration
- \$480 million in sales
- 15.6% change to 2027
- \$44,128 average wage
- \$7,971 average employer paid benefits

Amusement Parks & Arcades

NAICS
7131

Numbers to Know

- 1,439 jobs
- 61 establishments
- 0.38 employment concentration
- \$93.8 million in sales
- 14.7% change to 2027
- \$25,342 average wage
- \$3,856 average employer paid benefits



Independent Artists, Writers, & Performers

NAICS
7115

Numbers to Know

- 6,881 jobs
- 776 establishments
- 1.35 employment concentration
- \$564 million in sales
- 11.9% change to 2027
- \$36,757 average wage
- \$1,941 average employer paid benefits

Gambling Industries

NAICS
7132

Numbers to Know

- 2,671 jobs
- 50 establishments
- 1.41 employment concentration
- \$872 million in sales
- 0.3% change to 2027
- \$62,548 average wage
- \$9,374 average employer paid benefits

Other Amusement & Recreation Industries

NAICS
7139

Numbers to Know

- 27,927 jobs
- 1,474 establishments
- 1.18 employment concentration
- \$1.8 billion in sales
- 7.4% change to 2027
- \$26,633 average wage
- \$3,867 average employer paid benefits

Traveler Accommodation

NAICS
7211

Numbers to Know

- 26,439 jobs
- 866 establishments
- 0.95 employment concentration
- \$4.0 billion in sales
- 11.7% change to 2027
- \$42,244 average wage
- \$5,382 average employer paid benefits

RV (Recreational Vehicle) Parks & Recreational Camps

NAICS
7212

Numbers to Know

- 1,335 jobs
- 84 establishments
- 1.08 employment concentration
- \$180 million in sales
- 8.6% change to 2027
- \$34,416 average wage
- \$4,258 average employer paid benefits



Special Food Services

NAICS
7223

Numbers to Know

- 12,929 jobs
- 713 establishments
- 0.96 employment concentration
- \$1.6 billion in sales
- 11.1% change to 2027
- \$36,951 average wage
- \$3,867 average employer paid benefits



Rooming & Boarding Houses, Dormitories, & Workers' Camps

NAICS
7213

Numbers to Know

- 224 jobs
- 25 establishments
- 0.89 employment concentration
- \$76.5 million in sales
- (5.8%) change to 2027
- \$46,890 average wage
- \$2,428 average employer paid benefits

Drinking Places (Alcoholic Beverages)

NAICS
7224

Numbers to Know

- 8,324 jobs
- 627 establishments
- 1.21 employment concentration
- \$602 million in sales
- 10.9% change to 2027
- \$32,243 average wage
- \$4,116 average employer paid benefits

Restaurants & Other Eating Places

NAICS
7225

Numbers to Know

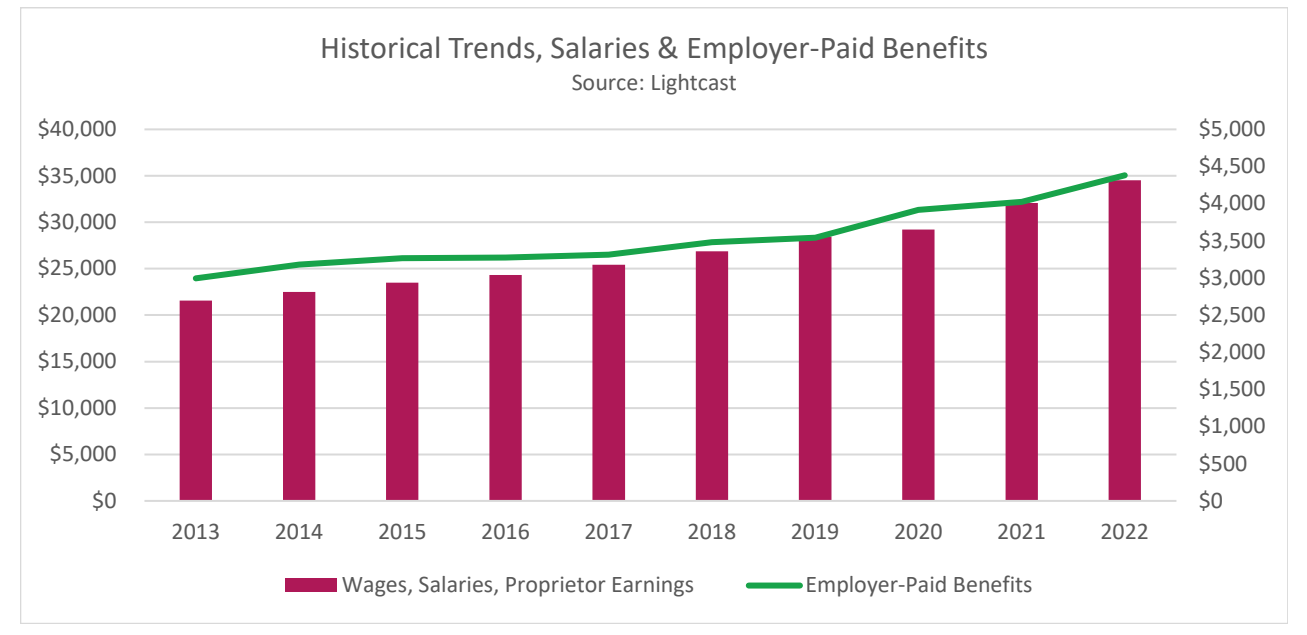
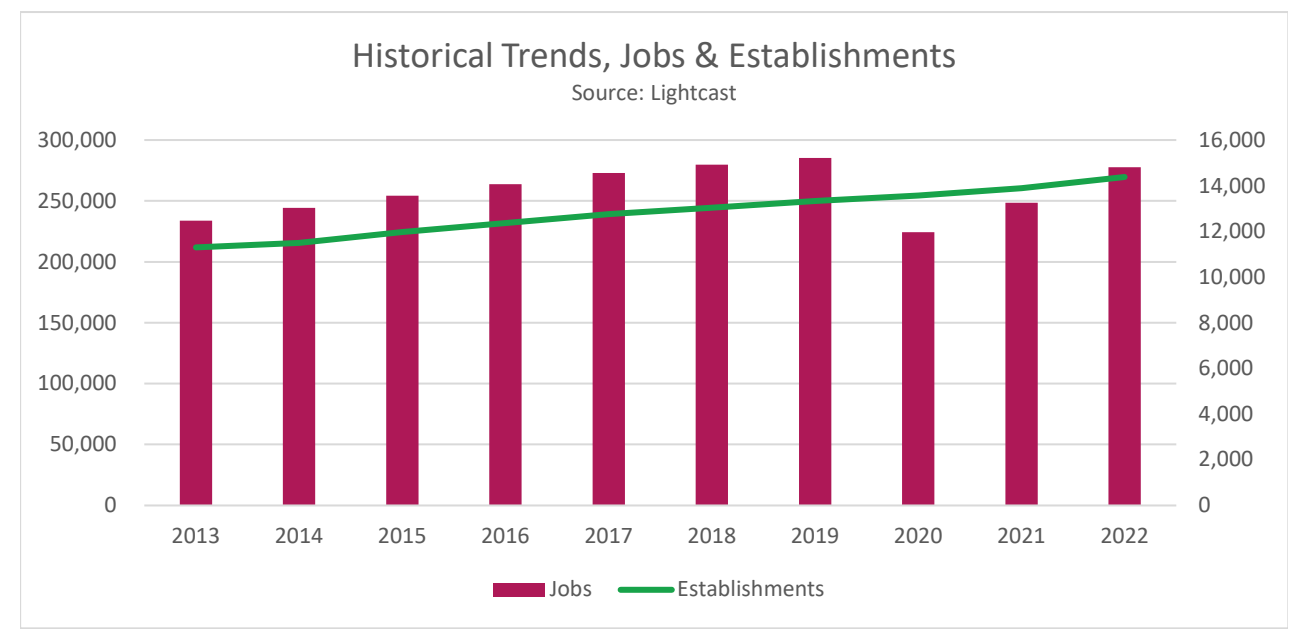
- 183,863 jobs
- 8,619 establishments
- 1.04 employment concentration
- \$18.9 billion in sales
- 8.7% change to 2027
- \$28,735 average wage
- \$3,652 average employer paid benefits



Historical Trends

Colorado Urban Front Range

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



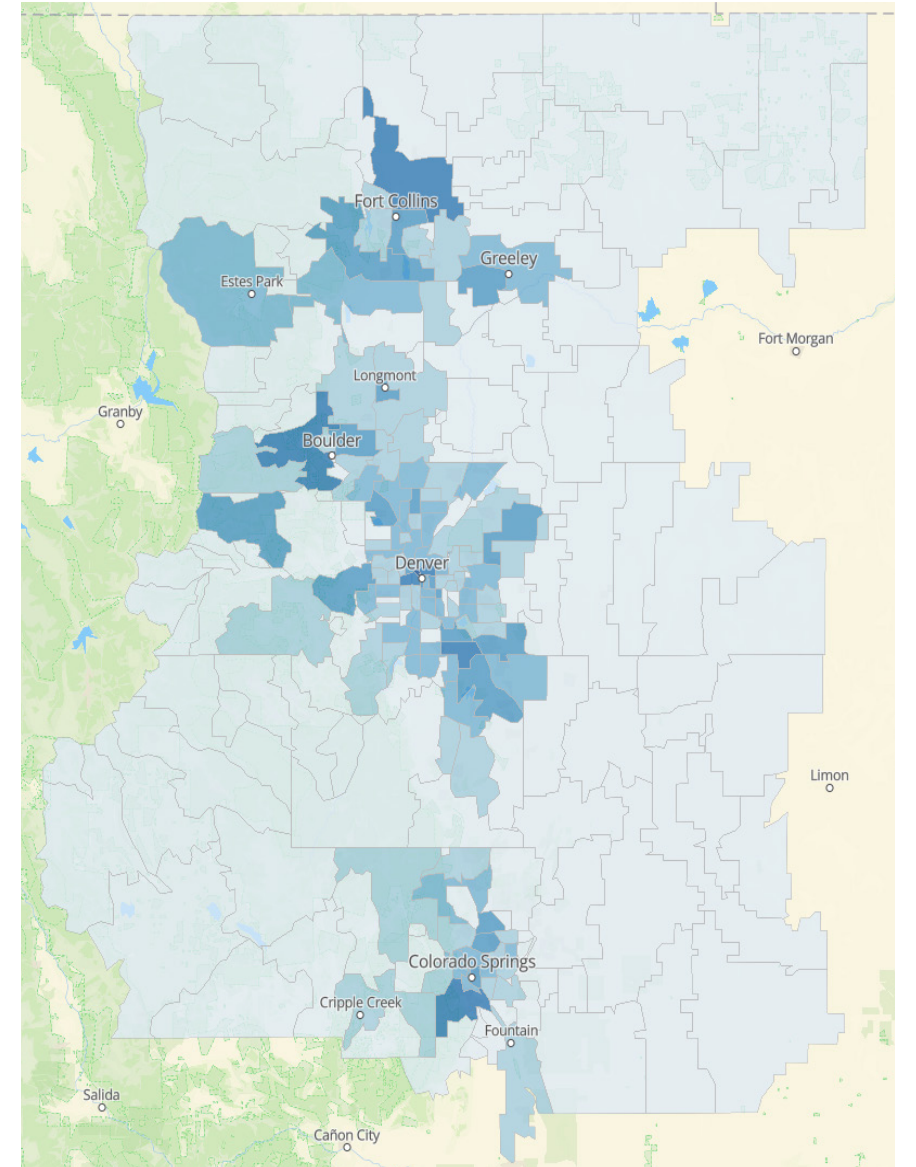
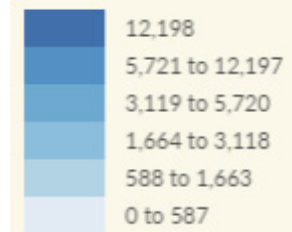
Source: Lightcast



Employment Concentration

Employment Concentration Map

2023 Jobs



Colorado Urban Front Range

The overall employment concentration in this sector is 1.07 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 Gilpin, Teller and Clear Creek 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 spectator sports, while the lowest is in restaurants and other eating places. Thus, a county that has a higher concentration of restaurants will have a lower average wage per worker.

ADAMS

- Jobs - 22,896
- Employment Concentration - 0.85
- Current Wages, Salaries, & Proprietor Earnings - \$29,807
- Benefits - \$3,695
- Top Businesses - Gaylord of the Rockies, Brighton Recreation Center, Denver Airport Marriott at Gateway Park

BROOMFIELD

- Jobs - 4,145
- Employment Concentration - 0.86
- Current Wages, Salaries, & Proprietor Earnings - \$29,864
- Benefits - \$3,698
- Top Businesses - Deuces Wild LLC, Oyster Reef Golf Club, National Entertainment Network LLC

ARAPAHOE

- Jobs - 35,138
- Employment Concentration - 0.92
- Current Wages, Salaries, & Proprietor Earnings - \$38,555
- Benefits - \$4,907
- Top Businesses - Travelport, Globus & Cosmos, Group Voyagers Inc.

CLEAR CREEK

- Jobs - 1,157
- Employment Concentration - 2.95
- Current Wages, Salaries, & Proprietor Earnings - \$34,121
- Benefits- \$4,588
- Top Businesses - Echo Mountain, Loveland Ski Area, Clear Creek Skiing

BOULDER

- Jobs - 22,837
- Employment Concentration - 1.02
- Current Wages, Salaries, & Proprietor Earnings - \$30,787
- Benefits- \$3,800
- Top Businesses - Eldora Mountain Resort LLC, Recreation Service University of Colorado, Oskar Blues Brewery LLC

DENVER

- Jobs - 69,200
- Employment Concentration - 1.11
- Current Wages, Salaries, & Proprietor Earnings - \$46,369
- Benefits - \$6,026
- Top Businesses - Elitch Gardens Theme & Water Park, Smashbrger Master LLC, Pepsi Center

DOUGLAS

- Jobs - 19,319
- Employment Concentration - 1.16
- Current Wages, Salaries, & Proprietor Earnings - \$28,638
- Benefits - \$3,611
- Top Businesses - Lone Tree Golf Club & Hotel, Main Event Entertainment, Boondocks Food Fun

GILPIN

- Jobs - 3,669
- Employment Concentration - 7.71
- Current Wages, Salaries, & Proprietor Earnings - \$61,547
- Benefits- \$8,662
- Top Businesses - The Lodge Casino, Grand Z Casino & Hotel, The Shamrock Café

PARK

- Jobs - 486
- Employment Concentration - 1.21
- Current Wages, Salaries, & Proprietor Earnings - \$27,688
- Benefits - \$3,078
- Top Businesses - Tumbling River Ranch, Rustic Station, Buena Vista Subway

EL PASO

- Jobs - 41,712
- Employment Concentration - 1.06
- Current Wages, Salaries, & Proprietor Earnings - \$27,775
- Benefits - \$3,493
- Top Businesses - Broadmoor, Mountain View Restaurant, Century Casinos Inc.

JEFFERSON

- Jobs - 29,542
- Employment Concentration - 1.06
- Current Wages, Salaries, & Proprietor Earnings - \$29,439
- Benefits - \$3,618
- Top Businesses - Lakeside Park Co., Casa Bonita, The Westin Westminster

TELLER

- Jobs - 2,175
- Employment Concentration - 2.25
- Current Wages, Salaries, & Proprietor Earnings - \$35,939
- Benefits- \$4,755
- Top Businesses - Wildwood Casino at Cripple Creek, Colorado Casino Resorts Inc., Bronco Billy's Casino

ELBERT

- Jobs - 460
- Employment Concentration - 0.75
- Current Wages, Salaries, & Proprietor Earnings - \$23,294
- Benefits - \$2,541
- Top Businesses - Comforts of Home LLC, Patty Ann's Café, Asia Kitchen

LARIMER

- Jobs - 23,969
- Employment Concentration - 1.18
- Current Wages, Salaries, & Proprietor Earnings - \$27,002
- Benefits - \$3,355
- Top Businesses - Ft Collins Marriott, Carousel Dinner Theater, Stanley Hotel

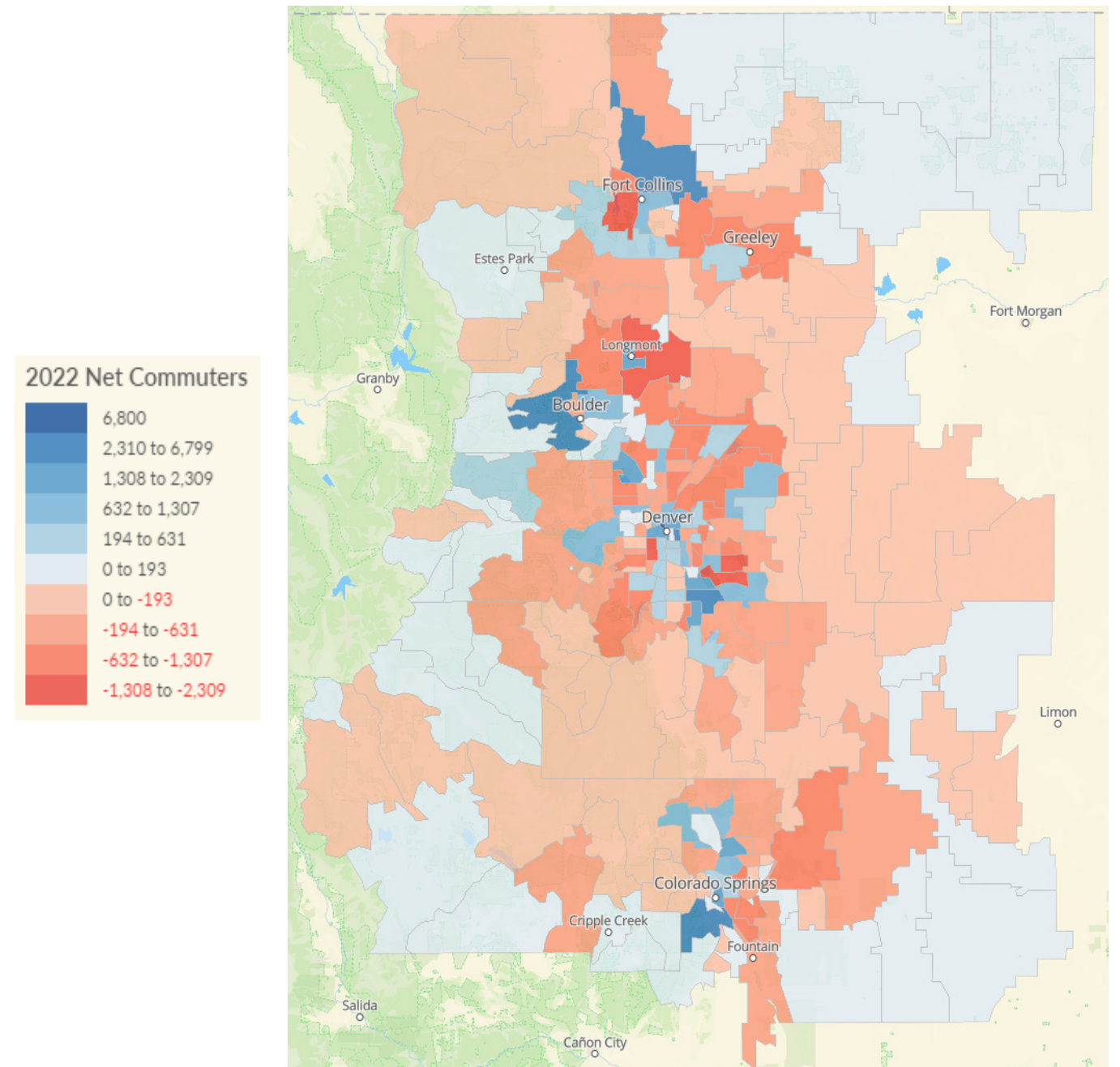
WELD

- Jobs - 11,368
- Employment Concentration - 0.85
- Current Wages, Salaries, & Proprietor Earnings - \$24,082
- Benefits- \$2,924
- Top Businesses - Fritzier Corn Maze, UNC Dining Food Service, Carbon Valley Recreation Center



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 hospitality, this core set of occupations is made up of food preparation and related occupations. Examples of these occupations include chefs, fast food counter workers and bartenders. This map shows where persons employed in these occupations live (orange areas) and where they work (blue areas).

Where Core Workforce Lives

Commute Patterns

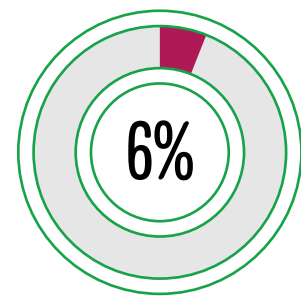
The table shows net commuters. For example, 28,242 workers in these core occupations live in Arapahoe County, while there are 27,503 food preparation and related jobs there. This means there are 712 more of these core workers living in Arapahoe County than there are food preparation and related jobs there. Note the latest commuter data available is from 2022.

County	Net Commuters	Resident Workers	Jobs
Denver	16,584	31,316	47,900
Boulder	4,927	12,841	17,768
Gilpin	236	415	651
Clear Creek	196	482	679
Douglas	(36)	14,304	14,268
Larimer	(204)	18,249	18,045
Broomfield	(298)	3,357	3,059
Elbert	(468)	787	319
Teller	(537)	1,446	909
Park	(537)	832	295
Arapahoe	(712)	28,242	27,530
El Paso	(921)	31,160	30,239
Adams	(3,904)	22,427	18,523
Jefferson	(3,977)	28,089	24,113
Weld	(6,888)	16,214	9,326

Source: Lightcast

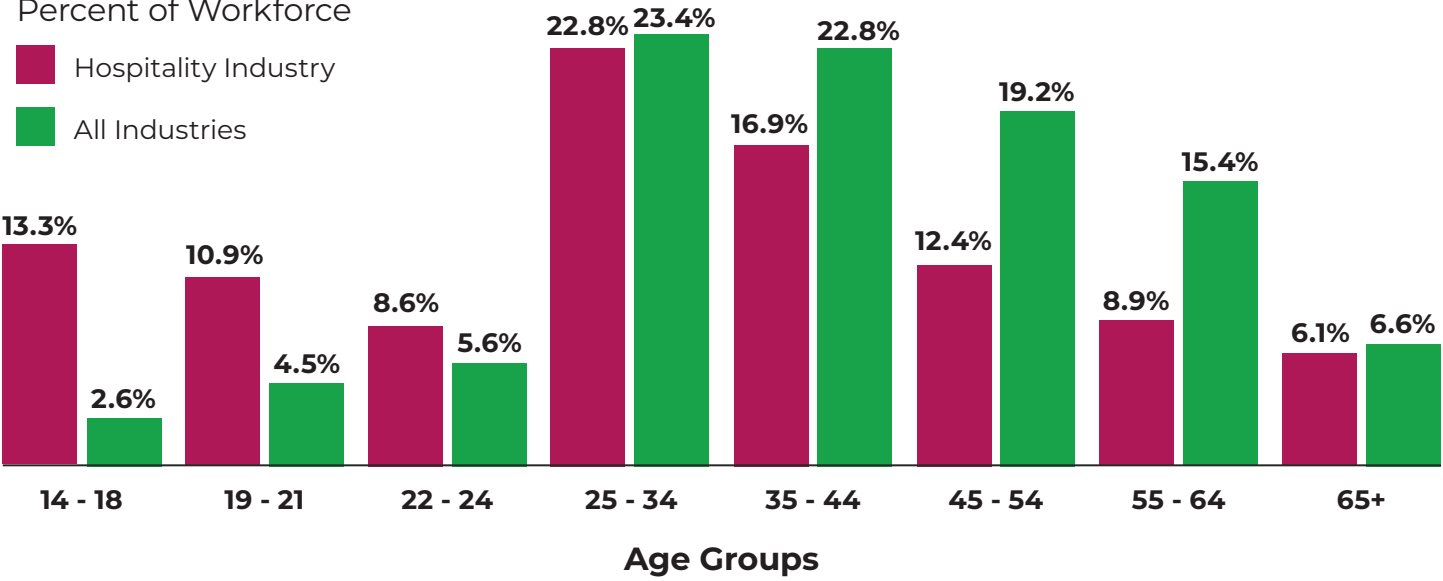


Comparative Retirement Risk



Retirement risk in the hospitality sector is significantly lower than that across all industries in the region. The sector has a high supply of workers in the 14-24 age grouping, while the 55 and older age group is a full 7% below that for all industries.

Percent of Workforce
Hospitality Industry
All Industries



Comparative Gender

Percent of Workforce
Hospitality Industry
All Industries

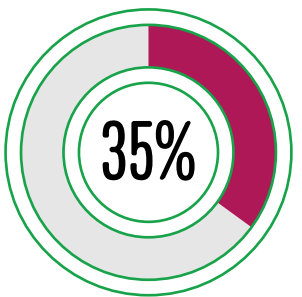


Men
48.2%
52.8%

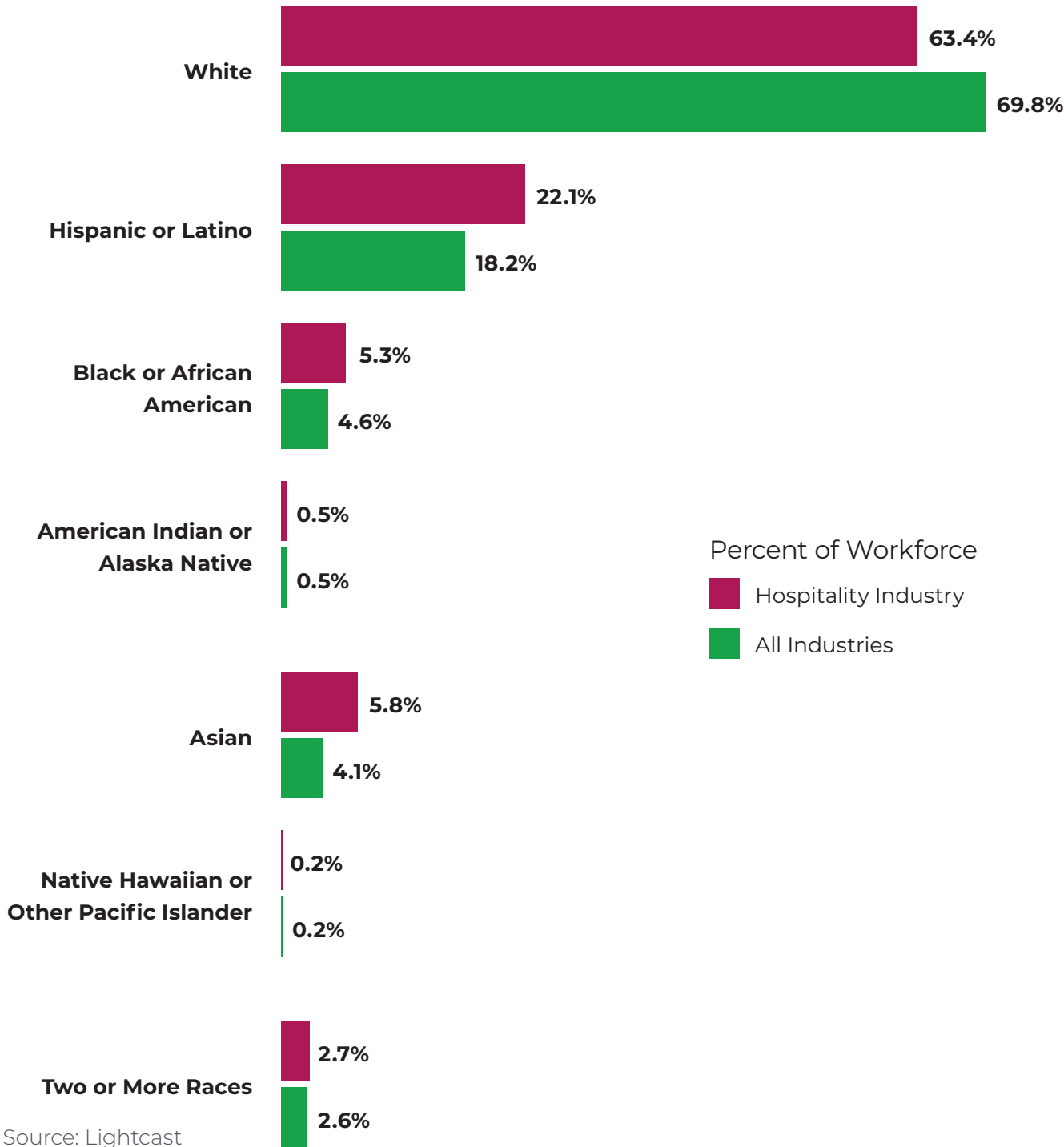


Women
51.8%
47.2%

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. Hospitality is also significantly more diverse than the overall average within the region, with overall diversity 5.1% higher than that across all industries.



Source: Lightcast

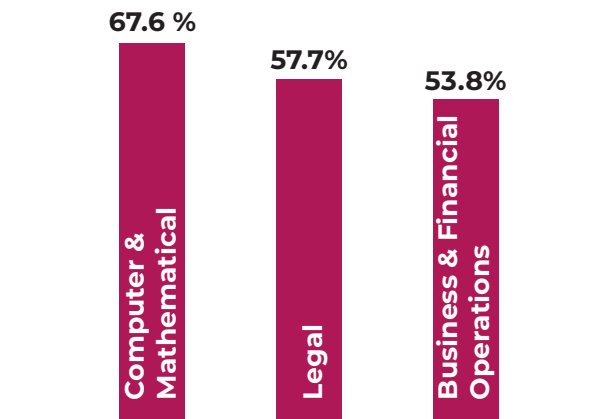


Telework and Automation Strategies

Remote Work Potential

8.1% Remote Work Capability for Sector

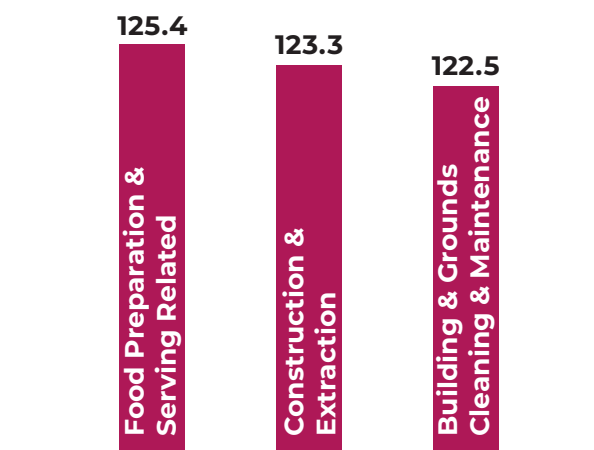
In a scarce labor market, a valid strategy for employers might be to review their staffing pattern and determine which positions, if any, can be employed remotely or on a hybrid work schedule. Approximately 8.1% of the workforce in hospitality has at least partial teleworking capacity, mostly in back-office functions.



Automation Index

116.6

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 hospitality are robot waiters and point-of-sale menus.



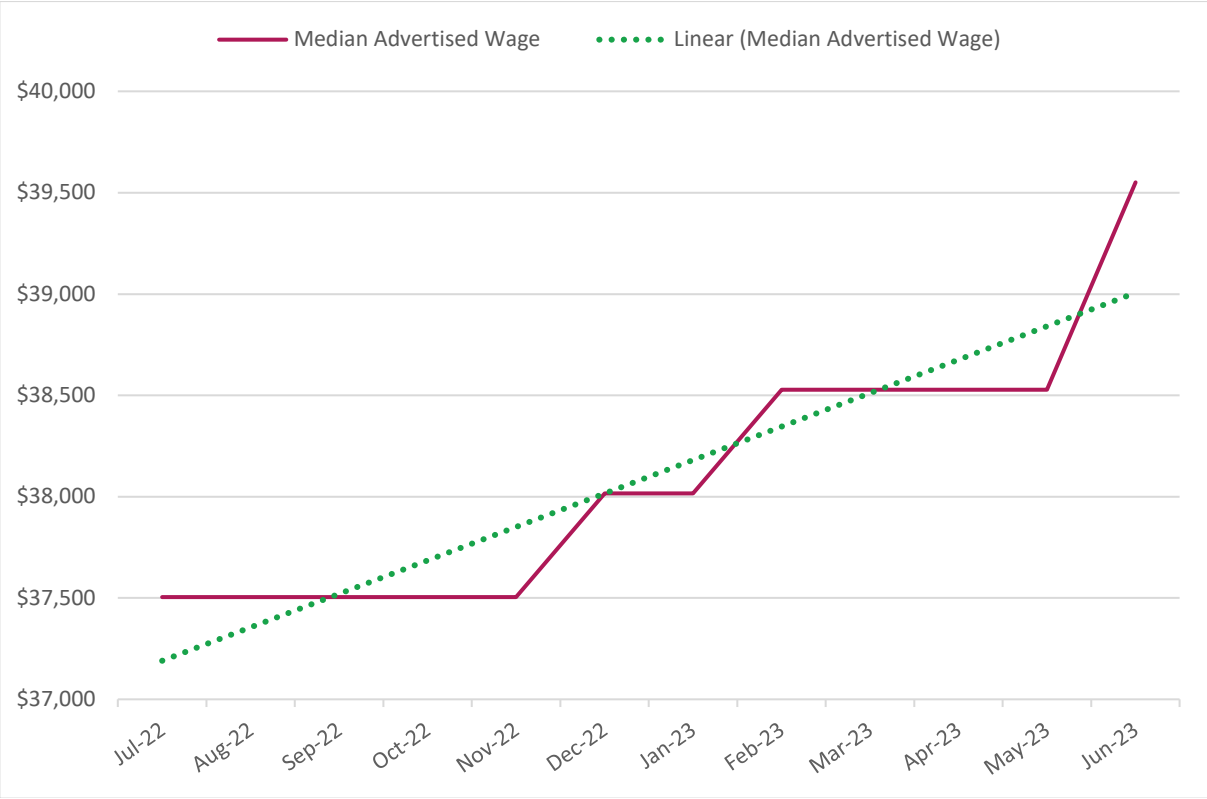
Source: Lightcast



Wages

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 hospitality sector employs 2,423 maintenance and repair workers, but there are 22,019 employed across all industry sectors. This is important because the hospitality sector must compete with other sectors for critical talent, such as cashiers, maintenance people and drivers. 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.

Competitive Wage Analysis

SOC	Description	Jobs in Sector	% of Total Employment in Sector	Jobs Across all Industries	Average Annual Openings		Median Posted Wage	Entry Level Wage	Median Wage	Highly Experienced Level Wage	Typical On-the-Job Training	Typical Entry Level Education
11-1021	General & Operations Managers	3,689	1.3%	43,782	4,781		\$39.82	\$41.46	\$60.66	\$88.23	None	Bachelor's degree
11-9051	Food Service Managers	2,252	0.8%	2,398	381		\$25.66	\$15.02	\$29.04	\$40.35	None	High school diploma or GED
35-1011	Chefs & Head Cooks	2,999	1.0%	3,593	578		\$26.03	\$23.50	\$28.18	\$33.47	None	High school diploma or GED
35-1012	First-Line Supervisors of Food Preparation & Serving Workers	18,307	6.3%	20,626	3,821		\$19.02	\$17.55	\$21.10	\$27.28	None	High school diploma or GED
35-2011	Cooks, Fast Food	5,860	2.0%	6,064	1,064		\$16.06	\$13.54	\$14.55	\$15.77	Short-term OJT	No formal educational credential
35-2014	Cooks, Restaurant	26,906	9.2%	27,968	5,615		\$18.77	\$15.97	\$17.77	\$19.82	Moderate-term OJT	No formal educational credential
35-2021	Food Preparation Workers	7,588	2.6%	11,276	2,211		\$17.54	\$15.52	\$17.38	\$19.72	Short-term OJT	No formal educational credential
35-3011	Bartenders	12,097	4.2%	13,849	2,768		\$17.29	\$13.57	\$15.31	\$22.58	Short-term OJT	No formal educational credential
35-3023	Fast Food & Counter Workers	60,814	21.2%	67,361	16,240		\$16.43	\$13.90	\$14.79	\$16.35	Short-term OJT	No formal educational credential
35-3031	Waiters & Waitresses	33,891	11.8%	35,131	7,996		\$17.05	\$13.13	\$15.29	\$23.32	Short-term OJT	No formal educational credential
35-9011	Dining Room & Cafeteria Attendants & Bartender Helpers	4,686	1.6%	5,482	1,210		\$16.06	\$13.84	\$15.77	\$18.83	Short-term OJT	No formal educational credential
35-9021	Dishwashers	5,589	1.9%	6,163	1,206		\$16.55	\$14.26	\$15.70	\$17.36	Short-term OJT	No formal educational credential
35-9031	Hosts & Hostesses, Restaurant, Lounge, & Coffee Shop	8,572	3.0%	8,783	2,350		\$16.55	\$13.15	\$14.49	\$16.04	Short-term OJT	No formal educational credential
37-2012	Maids & Housekeeping Cleaners	6,363	2.2%	21,004	3,318		\$17.54	\$14.28	\$15.70	\$17.78	Short-term OJT	No formal educational credential
39-3091	Amusement & Recreation Attendants	5,266	1.8%	6,558	1,914		\$16.06	\$13.96	\$14.92	\$16.53	Short-term OJT	No formal educational credential
39-9031	Exercise Trainers & Group Fitness Instructors	5,811	2.0%	7,809	1,587		\$24.06	\$17.88	\$23.94	\$32.54	Short-term OJT	High school diploma or GED
41-2011	Cashiers	6,589	2.3%	39,550	7,484		\$16.43	\$13.89	\$14.96	\$16.74	Short-term OJT	No formal educational credential
43-4081	Hotel, Motel, & Resort Desk Clerks	3,190	1.1%	3,345	716		\$17.05	\$14.80	\$16.24	\$18.06	Short-term OJT	High school diploma or GED
49-9071	Maintenance & Repair Workers, General	2,423	0.8%	22,019	2,590		\$22.34	\$18.98	\$22.95	\$28.30	Moderate-term OJT	High school diploma or GED
53-3031	Driver/Sales Workers	5,100	1.8%	9,681	1,368		\$20.49	\$13.99	\$16.01	\$20.05	Short-term OJT	High school diploma or 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.



Fast Food & Counter Workers

- Unique Postings 17,486
- Posted Salary \$16.43
- Hires 113,373
- Separations 106,620
- Turnover Rate 163.4%
- Apprenticeable No
- Top Skills: Restaurant Operation, Cash Handling, Food Services



Waiters & Waitresses

- Unique Postings 9,732
- Median Salary \$17.05
- Hires 58,720
- Separations 55,493
- Turnover Rate 162.8%
- Apprenticeable No
- Top Skills: Restaurant Operation, Cash Handling, Food Services



Cooks, Restaurant

- Unique Postings 7,116
- Median Salary \$18.77
- Hires 37,695
- Separations 31,220
- Turnover Rate 117.6%
- Apprenticeable Yes
- Top Skills: Cooking, Restaurant Operation, Food Preparation



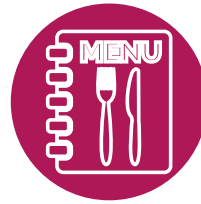
First-Line Supervisors of Food Preparation & Serving Workers

- Unique Postings 8,803
- Median Salary \$19.02
- Hires 25,266
- Separations 22,964
- Turnover Rate 115.5%
- Apprenticeable No
- Top Skills: Restaurant Operation, Cash Handling, Food Safety and Sanitation



Bartenders

• Unique Postings	3,798
• Median Salary	\$17.29
• Hires	18,619
• Separations	17,078
• Turnover Rate	127.7%
• Apprenticeable	Yes
Top Skills: Restaurant Operation, Bartending, Cash Register	



Hosts & Hostesses, Restaurant, Lounge, & Coffee Shop

• Unique Postings	4,303
• Median Salary	\$16.55
• Hires	17,433
• Separations	16,416
• Turnover Rate	192.5%
• Apprenticeable	No
Top Skills: Restaurant Operation, Seating Guests, Cash Handling	



Cooks, Fast Food

• Unique Postings	138
• Median Salary	\$16.06
• Hires	7,237
• Separations	6,568
• Turnover Rate	112.7%
• Apprenticeable	Yes
Top Skills: Grilling, Cooking, Dicing	



Dishwashers

• Unique Postings	4,810
• Median Salary	\$16.55
• Hires	8,768
• Separations	8,150
• Turnover Rate	136.7%
• Apprenticeable	No
Top Skills: Restaurant Operation, Mopping, Cooking	



Food Preparation Workers

• Unique Postings	2,828
• Median Salary	\$17.54
• Hires	15,380
• Separations	13,943
• Turnover Rate	127.8%
• Apprenticeable	No
Top Skills: Restaurant Operation, Food Preparation, Cooking	



Cashiers

• Unique Postings	5,802
• Median Salary	\$16.43
• Hires	54,299
• Separations	57,402
• Turnover Rate	144.2%
• Apprenticeable	No
Top Skills: Restaurant Operation, Cash Handling, Cash Register	



Amusement & Recreation Attendants

• Unique Postings	1,319
• Median Salary	\$16.06
• Hires	13,540
• Separations	12,389
• Turnover Rate	195.1%
• Apprenticeable	No
Top Skills: Cash Handling, Point of Sale, Seating Guests	



Driver/Sales Workers

• Unique Postings	7,677
• Median Salary	\$20.49
• Hires	8,575
• Separations	7,798
• Turnover Rate	83.2%
• Apprenticeable	No
Top Skills: Restaurant Operation, Order Delivery, General Mathematics	



Maids & Housekeeping Cleaners

• Unique Postings	9,115
• Median Salary	\$17.54
• Hires	19,230
• Separations	17,655
• Turnover Rate	85.1%
• Apprenticeable	Yes
Top Skills: Housekeeping, Linens, Furniture Cleaning	



Exercise Trainers & Group Fitness Instructors

• Unique Postings	2,760
• Median Salary	\$24.06
• Hires	9,640
• Separations	8,612
• Turnover Rate	113.7%
• Apprenticeable	Yes
Top Skills: Group Exercise Instruction, Fitness Training, Exercise Science	



Dining Room & Cafeteria Attendants & Bartender Helpers

• Unique Postings	3,135
• Median Salary	\$16.06
• Hires	8,306
• Separations	7,268
• Turnover Rate	138.5%
• Apprenticeable	No
Top Skills: Restaurant Operation, Cash Handling, Food Preparation	



General & Operations Managers

• Unique Postings	13,102
• Median Salary	\$39.82
• Hires	27,382
• Separations	23,014
• Turnover Rate	54.4%
• Apprenticeable	Yes
Top Skills: Restaurant Operation, Operations Management, Marketing	



Hotel, Motel, & Resort Desk Clerks

- Unique Postings 7,178
- Median Salary \$17.05
- Hires 5,567
- Separations 4,785
- Turnover Rate 148.9%
- Apprenticeable Yes
- Top Skills: Auditing, Customer Complaint Resolution, Front Office



Chefs & Head Cooks

- Unique Postings 2,575
- Median Salary \$26.03
- Hires 3,509
- Separations 3,179
- Turnover Rate 91.6%
- Apprenticeable Yes
- Top Skills: Cooking, Restaurant Operation, Food Preparation



Maintenance & Repair Workers, General

- Unique Postings 18,890
- Median Salary \$22.34
- Hires 14,387
- Separations 12,781
- Turnover Rate 59.7%
- Apprenticeable Yes
- Top Skills: HVAC, Plumbing, Painting



Food Service Managers

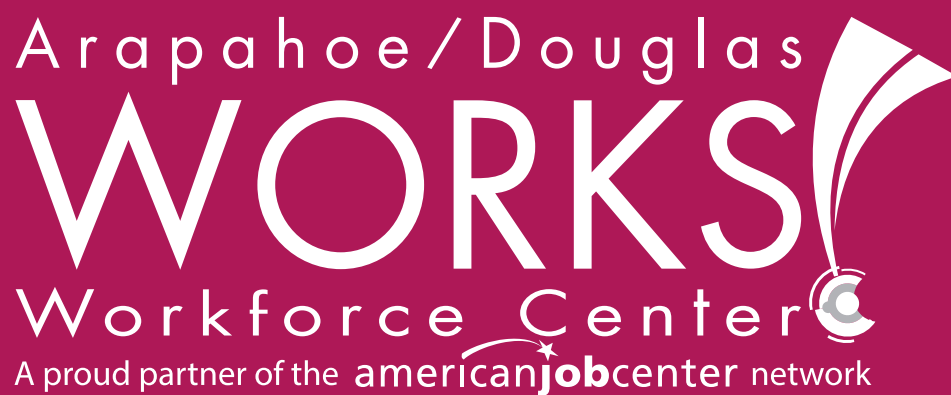
- Unique Postings 12,525
- Median Salary \$25.66
- Hires 1,569
- Separations 1,026
- Turnover Rate 45.0%
- Apprenticeable Yes
- Top Skills: Restaurant Operation, Restaurant Management, Food Safety and Sanitation

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 <https://bit.ly/ADWBusinessServices>.





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