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

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.

Industries Making up the Sector

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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

### Travel Arrangement & Reservation Services
- NAICS 5615

#### Numbers to Know
- 3,689 jobs
- 378 establishments
- 1.13 employment concentration
- $1.2 billion in sales
- 71% 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
<table>
<thead>
<tr>
<th>Industry</th>
<th>NAICS</th>
<th>Numbers to Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promoters of Performing Arts, Sports, &amp; Similar Events</td>
<td>7113</td>
<td>• 3,432 jobs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 223 establishments</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 1.27 employment concentration</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $801 million in sales</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 12.6% change to 2027</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $51,591 average wage</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $6,512 average employer paid benefits</td>
</tr>
<tr>
<td>Agents &amp; Managers for Artists, Athletes, Entertainers, &amp; Other Public Figures</td>
<td>7114</td>
<td>• 246 jobs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 110 establishments</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 0.43 employment concentration</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $136 million in sales</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• (3.8%) change to 2027</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $72,557 average wage</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $8,016 average employer paid benefits</td>
</tr>
<tr>
<td>Museums, Historical Sites, &amp; Similar Institutions</td>
<td>7121</td>
<td>• 3,745 jobs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 87 establishments</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 1.38 employment concentration</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $480 million in sales</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 15.6% change to 2027</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $44,128 average wage</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $7,971 average employer paid benefits</td>
</tr>
<tr>
<td>Amusement Parks &amp; Arcades</td>
<td>7131</td>
<td>• 1,439 jobs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 61 establishments</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 0.38 employment concentration</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $93.8 million in sales</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 14.7% change to 2027</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $25,342 average wage</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $3,856 average employer paid benefits</td>
</tr>
<tr>
<td>Independent Artists, Writers, &amp; Performers</td>
<td>7115</td>
<td>• 6,881 jobs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 776 establishments</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 1.35 employment concentration</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $564 million in sales</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 11.9% change to 2027</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $36,757 average wage</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $1,941 average employer paid benefits</td>
</tr>
<tr>
<td>Gambling Industries</td>
<td>7132</td>
<td>• 2,671 jobs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 50 establishments</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 1.41 employment concentration</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $872 million in sales</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 0.3% change to 2027</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $62,548 average wage</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $9,374 average employer paid benefits</td>
</tr>
<tr>
<td>Other Amusement &amp; Recreation Industries</td>
<td>7139</td>
<td>• 27,927 jobs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 1,474 establishments</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 1.18 employment concentration</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $1.8 billion in sales</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• 7.4% change to 2027</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $26,633 average wage</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• $3,867 average employer paid benefits</td>
</tr>
</tbody>
</table>
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

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
- 1.02 employment concentration
- $18.9 billion in sales
- 11.3% change to 2027
- $28,735 average wage
- $3,652 average employer paid benefits

Traveler Accommodation
NAICS 7211

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

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Numbers to Know
- 183,863 jobs
- 8,619 establishments
- 1.02 employment concentration
- $18.9 billion in sales
- 11.3% change to 2027
- $28,735 average wage
- $3,652 average employer paid benefits
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.
Employment Concentration Map

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

**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.

**BOULDER**
- Jobs - 3,669
- Employment Concentration - 7.71
- Current Wages, Salaries, & Proprietor Earnings - $61,547
- Benefits - $8,662
- Top Businesses - Eldora Mountain Resort LLC, Recreation Service University of Colorado, Oskar Blues Brewery LLC

**BROOMFIELD**
- Jobs - 4,145
- Employment Concentration - 2.95
- Current Wages, Salaries, & Proprietor Earnings - $34,121
- Benefits - $4,588
- Top Businesses - Echo Mountain, Loveland Ski Area, Clear Creek Skiing

**CLEAR CREEK**
- Jobs - 1,157
- Employment Concentration - 1.02
- Current Wages, Salaries, & Proprietor Earnings - $30,787
- Benefits - $3,800
- Top Businesses - Travelport, Globus & Cosmos, Group Voyagers Inc.

**DENVER**
- Jobs - 69,200
- Employment Concentration - 1.21
- Current Wages, Salaries, & Proprietor Earnings - $46,369
- Benefits - $6,026
- Top Businesses - Elitch Gardens Theme & Water Park, Smashburger Master LLC, Pepsi Center

**DOUGLAS**
- Jobs - 19,319
- Employment Concentration - 116
- Current Wages, Salaries, & Proprietor Earnings - $28,638
- Benefits - $3,611
- Top Businesses - Lone Tree Golf Club & Hotel, Main Event Entertainment, Boondocks Food Fun

**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.

**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

**JEFFERSON**
- Jobs - 29,542
- Employment Concentration - 1.18
- Current Wages, Salaries, & Proprietor Earnings - $29,439
- Benefits - $3,618

**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

**LAPORTE**
- Jobs - 1,388
- Employment Concentration - 0.92
- Current Wages, Salaries, & Proprietor Earnings - $38,555
- Benefits - $4,907
- Top Businesses - Travelport, Globus & Cosmos, Group Voyagers Inc.

**PARK**
- Jobs - 486
- Employment Concentration - 2.25
- Current Wages, Salaries, & Proprietor Earnings - $27,688
- Benefits - $3,078
- Top Businesses - Tumbling River Ranch, Rustic Station, Buena Vista Subway

**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

**WELD**
- Jobs - 11,368
- Employment Concentration - 0.85
- Current Wages, Salaries, & Proprietor Earnings - $24,082
- Benefits - $2,541
- Top Businesses - Friztzer Corn Maze, UNC Dining Food Service, Carbon Valley Recreation Center

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 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).

Source: Lightcast
## 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.

<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>16,584</td>
<td>31,316</td>
<td>47,900</td>
</tr>
<tr>
<td>Boulder</td>
<td>4,927</td>
<td>12,841</td>
<td>17,768</td>
</tr>
<tr>
<td>Gilpin</td>
<td>236</td>
<td>415</td>
<td>651</td>
</tr>
<tr>
<td>Clear Creek</td>
<td>196</td>
<td>482</td>
<td>679</td>
</tr>
<tr>
<td>Douglas</td>
<td>(36)</td>
<td>14,304</td>
<td>14,268</td>
</tr>
<tr>
<td>Larimer</td>
<td>(204)</td>
<td>18,249</td>
<td>18,045</td>
</tr>
<tr>
<td>Broomfield</td>
<td>(298)</td>
<td>3,357</td>
<td>3,059</td>
</tr>
<tr>
<td>Elbert</td>
<td>(468)</td>
<td>787</td>
<td>319</td>
</tr>
<tr>
<td>Teller</td>
<td>(537)</td>
<td>1,446</td>
<td>909</td>
</tr>
<tr>
<td>Park</td>
<td>(537)</td>
<td>832</td>
<td>295</td>
</tr>
<tr>
<td>Arapahoe</td>
<td>(712)</td>
<td>28,242</td>
<td>27,530</td>
</tr>
<tr>
<td>El Paso</td>
<td>(921)</td>
<td>31,160</td>
<td>30,239</td>
</tr>
<tr>
<td>Adams</td>
<td>(3,904)</td>
<td>22,427</td>
<td>18,523</td>
</tr>
<tr>
<td>Jefferson</td>
<td>(3,977)</td>
<td>28,089</td>
<td>24,113</td>
</tr>
<tr>
<td>Weld</td>
<td>(6,888)</td>
<td>16,214</td>
<td>9,526</td>
</tr>
</tbody>
</table>

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.

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.

Comparative Gender

Men
48.2%
52.8%

Women
51.8%
47.2%

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
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.

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

Source: Lightcast
Top Occupations

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

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

**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: 4,503
- Median Salary: $16.55
- Hires: 17,433
- Separations: 16,416
- Turnover Rate: 127.5%
- Apprenticeable: No

Top Skills: Restaurant Operation, Seating Guests, Cash Register

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: 117.7%
- 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
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.