2023
Information Technology
INDUSTRY PROFILE
Colorado Urban Front Range

Arapahoe/Douglas WORKFORCE BOARD COLORADO
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.
The information technology sector employs 122,405 people in 16,655 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.’

In 2022, the sector had $41.3 billion in sales, and contributed $30 billion to the region’s GRP. The information technology sector in the region is vibrant and rapidly growing. It is home to numerous tech companies and startups. The region’s thriving IT ecosystem is supported by a skilled workforce and a collaborative tech community, making it an attractive hub for tech professionals and businesses alike.

Source: Lightcast
Information Technology 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 data processing, hosting and related services is 2.23 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.

Software Publishers

NAICS 511210

Numbers to Know
- 19,663 jobs
- 1,183 establishments
- 1.91 employment concentration
- $10.0 billion in sales
- 4.5% change to 2027
- $177,714 average wage
- $30,218 average employer paid benefits

Custom Computer Programming Services

NAICS 541511

Numbers to Know
- 40,533 jobs
- 7,712 establishments
- 2.22 employment concentration
- $9 billion in sales
- 17.8% change to 2027
- $154,740 average wage
- $20,087 average employer paid benefits

Data Processing, Hosting, & Related Services

NAICS 518210

Numbers to Know
- 16,725 jobs
- 1,561 establishments
- 2.23 employment concentration
- $10.6 billion in sales
- 10.0% change to 2027
- $156,950 average wage
- $33,195 average employer paid benefits

Computer Systems Design Services

NAICS 541512

Numbers to Know
- 39,415 jobs
- 5,394 establishments
- 2.09 employment concentration
- $8.8 billion in sales
- 12.5% change to 2027
- $148,939 average wage
- $19,238 average employer paid benefits

Internet Publishing & Broadcasting & Web Search Portals

NAICS 519130

Numbers to Know
- 3,044 jobs
- 424 establishments
- 0.56 employment concentration
- $17 billion in sales
- 10.9% change to 2027
- $135,345 average wage
- $11,418 average employer paid benefits

Computer Facilities Management Services

NAICS 541513

Numbers to Know
- 666 jobs
- 88 establishments
- 0.52 employment concentration
- $216 million in sales
- (4.4%) change to 2027
- $101,647 average wage
- $13,170 average employer paid benefits

Other Computer Related Services

NAICS 541519

Numbers to Know
- 2,358 jobs
- 295 establishments
- 1.03 employment concentration
- $900 million in sales
- 4.4% change to 2027
- $148,462 average wage
- $19,248 average employer paid benefits
The first graph shows the growth in jobs (purple 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 (purple 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 2.05 times the national average, which suggests the region is a national hub for this sector. Concentration also varies by county, with the heaviest sector employment concentrations in Broomfield and Boulder 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 average wage in software publishing is $177,714, as opposed to the average wage of $148,939 in computer systems design. As a result, depending on the sector industry mix in each county, wages and employer-paid benefits will be different.

**ADAMS**
- Jobs - 2,363
- Employment Concentration - 0.37
- Current Wages, Salaries, & Proprietor Earnings - $142,977
- Benefits - $22,448
- Top Businesses - Datavall, VMWare, Webroot Software Inc.

**ARAPAHOE**
- Jobs - 18,720
- Employment Concentration - 2.09
- Current Wages, Salaries, & Proprietor Earnings - $147,210
- Benefits - $22,477

**BOULDER**
- Jobs - 19,764
- Employment Concentration - 3.81
- Current Wages, Salaries, & Proprietor Earnings - $192,870
- Benefits - $27,759
- Top Businesses - Zayo Group Holdings Inc., GHX, Google

**DENVER**
- Jobs - 37,052
- Employment Concentration - 2.52
- Current Wages, Salaries, & Proprietor Earnings - $161,214
- Benefits - $22,307
- Top Businesses - Clear Creek County Library District, KYGT, Mara Ink

**DOUGLAS**
- Jobs - 8,806
- Employment Concentration - 2.32
- Current Wages, Salaries, & Proprietor Earnings - $156,420
- Benefits - $22,448
- Top Businesses - Sastrugi Marketing, Douglas County Technology Service, Dynamic Data Technology Group

**EL PASO**
- Jobs - 14,261
- Employment Concentration - 1.54
- Current Wages, Salaries, & Proprietor Earnings - $128,139
- Benefits - $17,563
- Top Businesses - Northrop Grumman, Apogee Engineering LLC, Cherwell Software

**ELBERT**
- Jobs - 103
- Employment Concentration - 0.86
- Current Wages, Salaries, & Proprietor Earnings - $142,003
- Benefits - $19,833
- Top Businesses - Information Partners Inc., Jones Consulting LLC, MKS Systems LLC

**JEFFERSON**
- Jobs - 10,199
- Employment Concentration - 1.60
- Current Wages, Salaries, & Proprietor Earnings - $130,350
- Benefits - $19,086
- Top Businesses - Monks Associates Inc., Monks, 

**LARIMER**
- Jobs - 4,585
- Employment Concentration - 0.97
- Current Wages, Salaries, & Proprietor Earnings - $118,453
- Benefits - $19,833
- Top Businesses - Monks Associates Inc.,

**LAFAYETTE**
- Jobs - 8,806
- Employment Concentration - 0.37
- Current Wages, Salaries, & Proprietor Earnings - $142,977
- Benefits - $22,448
- Top Businesses - Datavall, VMWare, Webroot Software Inc.

**PARK**
- Jobs - 50
- Employment Concentration - 0.64
- Current Wages, Salaries, & Proprietor Earnings - $124,707
- Benefits - $16,546
- Top Businesses - SC Inc., Ycheck Systems, Park County Public Libraries

**TELLER**
- Jobs - 968
- Employment Concentration - 0.32
- Current Wages, Salaries, & Proprietor Earnings - $142,555
- Benefits - $19,833
- Top Businesses - Computer Information Concepts, Mesa Networks, Thin Air Networks

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 information technology, this core set of occupations is made up of computer occupations. Examples of these occupations include software developers, user support specialists, and information security analysts. This map shows where persons employed in these occupations live (orange areas) and where they work (blue areas).

Source: Lightcast
Where Core Workforce Lives

### Commute Patterns

The table shows net commuters. For example, 16,412 people in these core occupations live in Jefferson County, while there are 11,006 employed there. This means 5,406 more computer sciences professionals live in Jefferson County than work 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>12,552</td>
<td>19,533</td>
<td>32,085</td>
</tr>
<tr>
<td>Boulder</td>
<td>3,325</td>
<td>11,633</td>
<td>14,958</td>
</tr>
<tr>
<td>Arapahoe</td>
<td>3,022</td>
<td>16,721</td>
<td>19,743</td>
</tr>
<tr>
<td>Broomfield</td>
<td>1,595</td>
<td>2,970</td>
<td>4,566</td>
</tr>
<tr>
<td>El Paso</td>
<td>565</td>
<td>16,203</td>
<td>16,768</td>
</tr>
<tr>
<td>Clear Creek</td>
<td>(11)</td>
<td>62</td>
<td>51</td>
</tr>
<tr>
<td>Gilpin</td>
<td>(22)</td>
<td>85</td>
<td>64</td>
</tr>
<tr>
<td>Park</td>
<td>(142)</td>
<td>211</td>
<td>69</td>
</tr>
<tr>
<td>Teller</td>
<td>(250)</td>
<td>429</td>
<td>179</td>
</tr>
<tr>
<td>Elbert</td>
<td>(397)</td>
<td>511</td>
<td>114</td>
</tr>
<tr>
<td>Larimer</td>
<td>(624)</td>
<td>5,931</td>
<td>5,307</td>
</tr>
<tr>
<td>Weld</td>
<td>(3,861)</td>
<td>5,461</td>
<td>1,599</td>
</tr>
<tr>
<td>Adams</td>
<td>(4,400)</td>
<td>9,766</td>
<td>5,366</td>
</tr>
<tr>
<td>Douglas</td>
<td>(4,728)</td>
<td>13,007</td>
<td>8,279</td>
</tr>
<tr>
<td>Jefferson</td>
<td>(5,406)</td>
<td>16,412</td>
<td>11,006</td>
</tr>
</tbody>
</table>

Source: Lightcast
Comparative Retirement Risk

Retirement risk in information technology is much lower than that across all industries in the region. This reflects a younger labor force with significantly higher numbers in the 25 to 54 age bands than the regional average across 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. Information technology is much less diverse than the overall average within the region, with overall diversity at only 19.4% of the sector’s workforce, versus 30.2% across all industries.

Comparative Gender

Percent of Workforce

Percent of Workforce

Men | Women
---|---
66.6% | 33.4%
52.8% | 47.2%

Source: Lightcast
Remote Work Potential

52.6% 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 52.6% of the workforce in information technology has at least partial teleworking capacity.

Automation Index

87.2

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 information technology include cloud software, and the ability of user and network support people to ‘remote in’ to fix issues for an end user.

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.

![Graph showing advertised wage trends]

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 information technology sector employs 1,955 accountants and auditors, but there are over 32,000 accountants and auditors employed across all industry sectors. This is important because engineering services must compete with other sectors for critical talent, such as accountants, software developers and business and financial 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 the occupation.

Median posted wage levels can be compared to estimated entry and experienced level wages, and the typical entry level education, as well as the typical on-the-job training (OJT) are shown to illustrate the potential for apprenticeships and OJT to supplement shortfalls in the traditional training pipeline.

The Standard Occupational Classification (SOC) system is used by Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data.

Source: Lightcast
## Competitive Wage Analysis

<table>
<thead>
<tr>
<th>SOC</th>
<th>Description</th>
<th>Jobs in Sector</th>
<th>% of Total Employment in Sector</th>
<th>Jobs Across all Industries</th>
<th>Average Annual Openings</th>
<th>Median Posted Wage</th>
<th>Entry Level Wage</th>
<th>Median Wage</th>
<th>Highly Experienced Level Wage</th>
<th>Typical On-the-Job Training</th>
<th>Typical Entry Level Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>11-1021</td>
<td>General and Operations Managers</td>
<td>2,724</td>
<td>2.2%</td>
<td>42,055</td>
<td>4,592</td>
<td>$39.82</td>
<td>$37.10</td>
<td>$56.71</td>
<td>$80.00</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>11-3021</td>
<td>Computer and Information Systems Managers</td>
<td>4,804</td>
<td>3.9%</td>
<td>10,534</td>
<td>1,114</td>
<td>$78.52</td>
<td>$62.40</td>
<td>$77.33</td>
<td>$100.06</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-1082</td>
<td>Project Management Specialists</td>
<td>1,447</td>
<td>1.2%</td>
<td>16,436</td>
<td>1,846</td>
<td>$46.89</td>
<td>$34.88</td>
<td>$46.25</td>
<td>$60.37</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-1111</td>
<td>Management Analysts</td>
<td>4,246</td>
<td>3.5%</td>
<td>25,298</td>
<td>2,433</td>
<td>$43.26</td>
<td>$31.43</td>
<td>$44.16</td>
<td>$62.56</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-1161</td>
<td>Market Research Analysts and Marketing Specialists</td>
<td>1,602</td>
<td>1.3%</td>
<td>12,164</td>
<td>1,515</td>
<td>$28.25</td>
<td>$26.56</td>
<td>$36.13</td>
<td>$48.89</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-1199</td>
<td>Business Operations Specialists, All Other</td>
<td>3,641</td>
<td>3.0%</td>
<td>23,578</td>
<td>2,952</td>
<td>$34.83</td>
<td>$28.89</td>
<td>$37.75</td>
<td>$49.44</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>13-2011</td>
<td>Accountants and Auditors</td>
<td>1,955</td>
<td>1.6%</td>
<td>32,517</td>
<td>3,434</td>
<td>$34.34</td>
<td>$28.94</td>
<td>$37.68</td>
<td>$49.47</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>15-1211</td>
<td>Computer Systems Analysts</td>
<td>2,023</td>
<td>1.7%</td>
<td>35,183</td>
<td>3,549</td>
<td>$50.15</td>
<td>$38.73</td>
<td>$48.27</td>
<td>$61.98</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>15-1212</td>
<td>Information Security Analysts</td>
<td>5,008</td>
<td>4.1%</td>
<td>11,755</td>
<td>1,132</td>
<td>$55.26</td>
<td>$36.84</td>
<td>$49.20</td>
<td>$64.31</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>15-1232</td>
<td>Computer User Support Specialists</td>
<td>2,783</td>
<td>2.2%</td>
<td>6,300</td>
<td>706</td>
<td>$26.65</td>
<td>$22.88</td>
<td>$29.36</td>
<td>$38.94</td>
<td>None</td>
<td>Some college, no degree</td>
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<tr>
<td>15-1241</td>
<td>Computer Network Architects</td>
<td>7,223</td>
<td>5.9%</td>
<td>16,309</td>
<td>1,597</td>
<td>$52.80</td>
<td>$45.10</td>
<td>$59.32</td>
<td>$76.45</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>15-1244</td>
<td>Network and Computer Systems Administrators</td>
<td>3,724</td>
<td>3.1%</td>
<td>8,501</td>
<td>616</td>
<td>$44.92</td>
<td>$35.77</td>
<td>$45.86</td>
<td>$55.44</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>15-1251</td>
<td>Computer Programmers</td>
<td>3,888</td>
<td>3.2%</td>
<td>11,532</td>
<td>911</td>
<td>$42.03</td>
<td>$30.83</td>
<td>$44.40</td>
<td>$58.76</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>15-1252</td>
<td>Software Developers</td>
<td>26,783</td>
<td>21.7%</td>
<td>43,868</td>
<td>4,512</td>
<td>$58.95</td>
<td>$46.46</td>
<td>$56.86</td>
<td>$67.08</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>15-1253</td>
<td>Software Quality Assurance Analysts and Testers</td>
<td>3,228</td>
<td>2.6%</td>
<td>5,247</td>
<td>550</td>
<td>$51.57</td>
<td>$37.15</td>
<td>$47.00</td>
<td>$58.27</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>15-1254</td>
<td>Web Developers</td>
<td>2,936</td>
<td>2.4%</td>
<td>7,567</td>
<td>731</td>
<td>$55.08</td>
<td>$28.21</td>
<td>$36.81</td>
<td>$55.74</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>15-1299</td>
<td>Computer Occupations, All Other</td>
<td>2,111</td>
<td>1.8%</td>
<td>5,359</td>
<td>370</td>
<td>$57.23</td>
<td>$36.57</td>
<td>$47.84</td>
<td>$60.44</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>17-2061</td>
<td>Computer Hardware Engineers</td>
<td>7,057</td>
<td>5.8%</td>
<td>32,889</td>
<td>3,933</td>
<td>$55.38</td>
<td>$50.63</td>
<td>$62.09</td>
<td>$75.91</td>
<td>None</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>41-3091</td>
<td>Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel</td>
<td>1,449</td>
<td>1.2%</td>
<td>5,769</td>
<td>677</td>
<td>$26.15</td>
<td>$22.58</td>
<td>$31.37</td>
<td>$50.46</td>
<td>Moderate-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>43-4051</td>
<td>Customer Service Representatives</td>
<td>2,760</td>
<td>2.3%</td>
<td>42,391</td>
<td>6,261</td>
<td>$19.38</td>
<td>$15.05</td>
<td>$17.97</td>
<td>$22.36</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.

Software Developers
- Unique Postings: 26,783
- Posted Salary: $58,95
- Hires: 18,552
- Separations: 13,343
- Turnover Rate: 32.0%
- Apprenticeable: Yes
Top Skills: Software Engineering, Computer Science, Agile Methodology

Computer Network Architects
- Unique Postings: 7,223
- Median Salary: $52,80
- Hires: 8,078
- Separations: 7,144
- Turnover Rate: 45.2%
- Apprenticeable: Yes
Top Skills: Network Engineering, Network Routing, Computer Science

Computer Hardware Engineers
- Unique Postings: 7,057
- Median Salary: $55,38
- Hires: 24,684
- Separations: 22,587
- Turnover Rate: 70.0%
- Apprenticeable: Yes
Top Skills: Hardware Architecture, Computer Engineering, Electrical Engineering

Information Security Analysts
- Unique Postings: 5,008
- Median Salary: $55,26
- Hires: 4,957
- Separations: 4,205
- Turnover Rate: 37.2%
- Apprenticeable: Yes
Top Skills: Cyber Security, Vulnerability, Computer Science
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Unique Postings</th>
<th>Median Salary</th>
<th>Hires</th>
<th>Separations</th>
<th>Turnover Rate</th>
<th>Apprenticeable</th>
<th>Top Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer &amp; Information Systems Managers</td>
<td>4,804</td>
<td>$78.52</td>
<td>4,734</td>
<td>3,559</td>
<td>35.4%</td>
<td>No</td>
<td>Course Science, Project Management, Agile Methodology</td>
</tr>
<tr>
<td>Management Analysts</td>
<td>4,246</td>
<td>$43.26</td>
<td>13,088</td>
<td>12,174</td>
<td>49.3%</td>
<td>Yes</td>
<td>Project Management, Finance, Business Process</td>
</tr>
<tr>
<td>Web Developers</td>
<td>2,936</td>
<td>$55.08</td>
<td>3,265</td>
<td>2,650</td>
<td>36.3%</td>
<td>No</td>
<td>JavaScript, Cascading Sheet Styles (CSS), User Experience (UX)</td>
</tr>
<tr>
<td>Customer Service Representatives</td>
<td>2,760</td>
<td>$19.38</td>
<td>41,080</td>
<td>39,541</td>
<td>94.2%</td>
<td>Yes</td>
<td>Call Center Experience, Data Entry, Merchandising</td>
</tr>
<tr>
<td>Computer Programmers</td>
<td>3,888</td>
<td>$42.03</td>
<td>4,585</td>
<td>4,603</td>
<td>40.7%</td>
<td>Yes</td>
<td>Course Science, Agile Methodology, Project Management</td>
</tr>
<tr>
<td>Network &amp; Computer Systems Administrators</td>
<td>3,724</td>
<td>$44.92</td>
<td>3,203</td>
<td>3,403</td>
<td>40.8%</td>
<td>Yes</td>
<td>Operating Systems, Linux, System Administration</td>
</tr>
<tr>
<td>Computer User Support Specialists</td>
<td>2,783</td>
<td>$26.65</td>
<td>3,122</td>
<td>2,210</td>
<td>36.9%</td>
<td>Yes</td>
<td>Technical Support, Help Desk Support, Operating Systems</td>
</tr>
<tr>
<td>General &amp; Operations Specialists</td>
<td>2,724</td>
<td>$39.82</td>
<td>26,168</td>
<td>21,569</td>
<td>53.0%</td>
<td>Yes</td>
<td>Operations Management, Marketing, Project Management</td>
</tr>
<tr>
<td>Business Operations Specialists, All Other</td>
<td>3,641</td>
<td>$34.83</td>
<td>14,953</td>
<td>12,306</td>
<td>54.1%</td>
<td>No</td>
<td>Project Management, Auditing, Marketing</td>
</tr>
<tr>
<td>Software Quality Assurance Analysts &amp; Testers</td>
<td>3,228</td>
<td>$51.57</td>
<td>2,537</td>
<td>1,866</td>
<td>37.3%</td>
<td>No</td>
<td>Automation, Test Automation, Agile Methodology</td>
</tr>
<tr>
<td>Computer Occupations, All Other</td>
<td>2,111</td>
<td>$57.23</td>
<td>1,661</td>
<td>1,731</td>
<td>32.6%</td>
<td>Yes</td>
<td>Systems Engineering, Agile Methodology, Computer Science</td>
</tr>
<tr>
<td>Computer Systems Analysts</td>
<td>2,023</td>
<td>$50.15</td>
<td>19,967</td>
<td>17,717</td>
<td>51.5%</td>
<td>Yes</td>
<td>Computer Science, Agile Methodology, Project Management</td>
</tr>
<tr>
<td>Computer Systems Analysts</td>
<td>2,023</td>
<td>$19.38</td>
<td>41,080</td>
<td>39,541</td>
<td>94.2%</td>
<td>Yes</td>
<td>Call Center Experience, Data Entry, Merchandising</td>
</tr>
<tr>
<td>Computer User Support Specialists</td>
<td>2,783</td>
<td>$26.65</td>
<td>3,122</td>
<td>2,210</td>
<td>36.9%</td>
<td>Yes</td>
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</tr>
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<td>2,724</td>
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<td>53.0%</td>
<td>Yes</td>
<td>Operations Management, Marketing, Project Management</td>
</tr>
</tbody>
</table>
Accountants & Auditors
- Unique Postings: 1,955
- Median Salary: $34.34
- Hires: 18,038
- Separations: 17,007
- Turnover Rate: 53.3%
- Apprenticeable: Yes
Top Skills: Accounting, Auditing, Finance

Market Research Analysts & Marketing Specialists
- Unique Postings: 1,602
- Median Salary: $28.25
- Hires: 7,657
- Separations: 5,722
- Turnover Rate: 49.4%
- Apprenticeable: Yes
Top Skills: Marketing, Social Media, Project Management

Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel
- Unique Postings: 1,449
- Median Salary: $26.15
- Hires: 2,795
- Separations: 2,323
- Turnover Rate: 41.4%
- Apprenticeable: No
Top Skills: Sales Prospecting, Selling Techniques, Marketing

Project Management Specialists
- Unique Postings: 1,447
- Median Salary: $46.89
- Hires: 12,711
- Separations: 11,617
- Turnover Rate: 72.6%
- Apprenticeable: Yes
Top Skills: Project Management, Project Schedules, Subcontracting

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.