



2023

Manufacturing

INDUSTRY PROFILE

Colorado Urban Front Range



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

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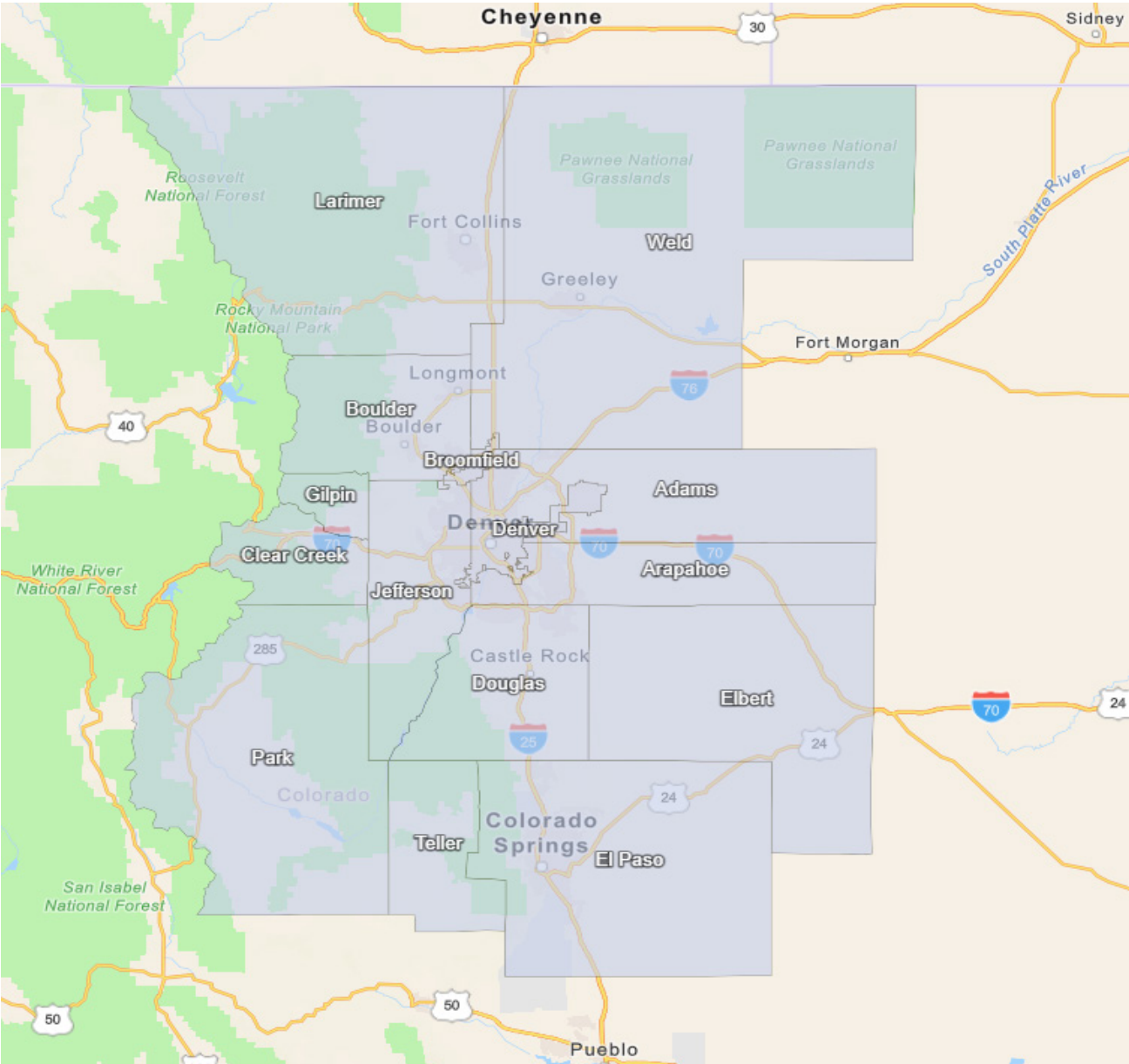
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Let’s Talk!

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.

Manufacturing

▲ 1.7% From prior year

5.1%

Total Jobs in CO
Urban Front Range



141,275

Total Jobs



4,830

Establishments



61 B

Total Sales

Industries
Making up
the Sector

The manufacturing sector employs 141,275 people in 4,830 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 \$60.9 billion in sales, and contributed \$28.1 billion to the region's GRP. The region's geographic location and extensive infrastructure ensures a strong global supply chain, and a diversified business climate. Advanced manufacturing businesses in the region have ready access to a highly skilled workforce as well as world-class research institutions and a strong training pipeline.

Source: Lightcast

Manufacturing 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 beverage and tobacco product manufacturing is 1.55 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.

Food Manufacturing

NAICS
311

Numbers to Know

- 21,903 jobs
- 564 establishments
- 0.77 employment concentration
- 11.2 billion in sales
- 6.7% change to 2027
- \$62,466 average wage
- \$11,648 average employer paid benefits

Beverage & Tobacco Product Manufacturing

NAICS
312

Numbers to Know

- 21,903 jobs
- 350 establishments
- 1.55 employment concentration
- 5.2 billion in sales
- 1.8% change to 2027
- \$62,897 average wage
- \$15,579 average employer paid benefits

Textile Mills

NAICS
313

Numbers to Know

- 78 jobs
- 13 establishments
- 0.05 employment concentration
- 55.2 million in sales
- 13.2% change to 2027
- \$144,081 average wage
- \$6,721 average employer paid benefits

Textile Product Mills

NAICS
314

Numbers to Know

- 773 jobs
- 97 establishments
- 0.41 employment concentration
- 124 million in sales
- (10.1%) change to 2027
- \$42,210 average wage
- \$8,005 average employer paid benefits

Apparel Manufacturing

NAICS
315

Numbers to Know

- 751 jobs
- 50 establishments
- 0.45 employment concentration
- 113 million in sales
- (2.4%) change to 2027
- \$48,660 average wage
- \$8,431 average employer paid benefits

Leather & Allied Product Manufacturing

NAICS
316

Numbers to Know

- 234 jobs
- 14 establishments
- 0.46 employment concentration
- 49 million in sales
- 12.2% change to 2027
- \$30,941 average wage
- \$4,350 average employer paid benefits



Wood Product Manufacturing

NAICS
321

Numbers to Know

- 3,329 jobs
- 134 establishments
- 0.44 employment concentration
- 1.2 billion in sales
- 5.5% change to 2027
- \$61,864 average wage
- \$12,260 average employer paid benefits

Paper Manufacturing

NAICS
322

Numbers to Know

- 1,261 jobs
- 35 establishments
- 0.21 employment concentration
- 570 million in sales
- (1.1%) change to 2027
- \$74,306 average wage
- \$15,619 average employer paid benefits

Chemical Manufacturing

NAICS
325

Numbers to Know

- 8,786 jobs
- 354 establishments
- 0.59 employment concentration
- 4.8 billion in sales
- 8.5% change to 2027
- \$87,582 average wage
- \$25,559 average employer paid benefits

Plastics & Rubber Products Manufacturing

NAICS
326

Numbers to Know

- 5,988 jobs
- 152 establishments
- 0.48 employment concentration
- 2.2 billion in sales
- 6.2% change to 2027
- \$81,783 average wage
- \$14,486 average employer paid benefits

Printing & Related Support Activities

NAICS
323

Numbers to Know

- 4,188 jobs
- 400 establishments
- 0.67 employment concentration
- 889 million in sales
- (13.1%) change to 2027
- \$57,393 average wage
- \$9,865 average employer paid benefits

Petroleum & Coal Products Manufacturing

NAICS
324

Numbers to Know

- 812 jobs
- 14 establishments
- 0.47 employment concentration
- 4.5 billion in sales
- 5.3% change to 2027
- \$128,543 average wage
- \$68,782 average employer paid benefits

Nonmetallic Mineral Product Manufacturing

NAICS
327

Numbers to Know

- 6,967 jobs
- 235 establishments
- 1.00 employment concentration
- 10.1 billion in sales
- 1.5% change to 2027
- \$67,896 average wage
- \$13,282 average employer paid benefits

Primary Metal Manufacturing

NAICS
331

Numbers to Know

- 1,222 jobs
- 44 establishments
- 0.21 employment concentration
- 789 million in sales
- 10.8% change to 2027
- \$68,498 average wage
- \$14,914 average employer paid benefits

Fabricated Metal Product Manufacturing

NAICS
332

Numbers to Know

- 12,620 jobs
- 742 establishments
- 0.53 employment concentration
- 3.6 billion in sales
- 3.1% change to 2027
- \$66,874 average wage
- \$12,434 average employer paid benefits

Machinery Manufacturing

NAICS
333

Numbers to Know

- 10,245 jobs
- 280 establishments
- 0.57 employment concentration
- 4.4 billion in sales
- (1.6%) change to 2027
- \$83,495 average wage
- \$18,086 average employer paid benefits

Transportation Equipment Manufacturing

NAICS
336

Numbers to Know

- 11,465 jobs
- 160 establishments
- 0.41 employment concentration
- 5.3 billion in sales
- 6.2% change to 2027
- \$135,798 average wage
- \$28,813 average employer paid benefits

Furniture & Related Product Manufacturing

NAICS
337

Numbers to Know

- 5,209 jobs
- 225 establishments
- 0.79 employment concentration
- 1.3 billion in sales
- (1.6%) change to 2027
- \$61,894 average wage
- \$9,855 average employer paid benefits

Computer & Electronic Product Manufacturing

NAICS
334

Numbers to Know

- 23,889 jobs
- 365 establishments
- 1.34 employment concentration
- 8.6 billion in sales
- 1.6% change to 2027
- \$128,705 average wage
- \$23,318 average employer paid benefits

Electrical Equipment, Appliance, & Component Manufacturing

NAICS
335

Numbers to Know

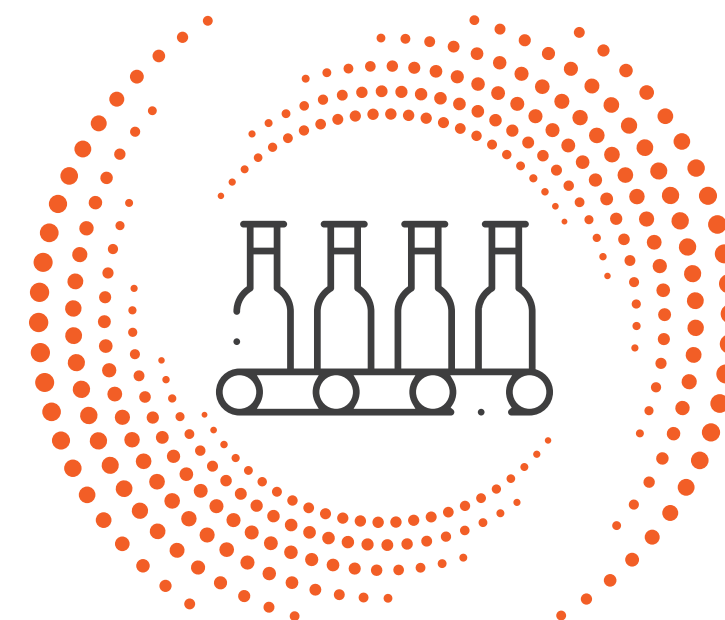
- 2,287 jobs
- 88 establishments
- 0.34 employment concentration
- 884 million in sales
- 8.4% change to 2027
- \$88,910 average wage
- \$29,225 average employer paid benefits

Miscellaneous Manufacturing

NAICS
339

Numbers to Know

- 10,778 jobs
- 514 establishments
- 0.97 employment concentration
- 3.0 billion in sales
- 4.0% change to 2027
- \$79,693 average wage
- \$24,851 average employer paid benefits



Source: Lightcast



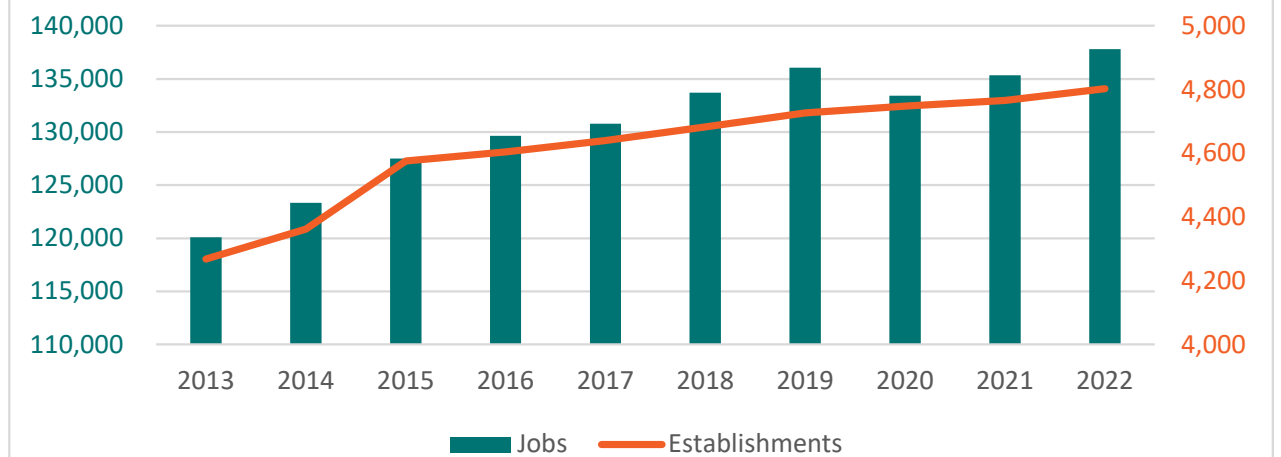
Historical Trends

Colorado Urban Front Range

The first graph shows the growth in jobs (green 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 (green bars) and in employer-paid benefits, including the employer portions of both Social Security and Medicare payroll deductions (orange line) for the same period.

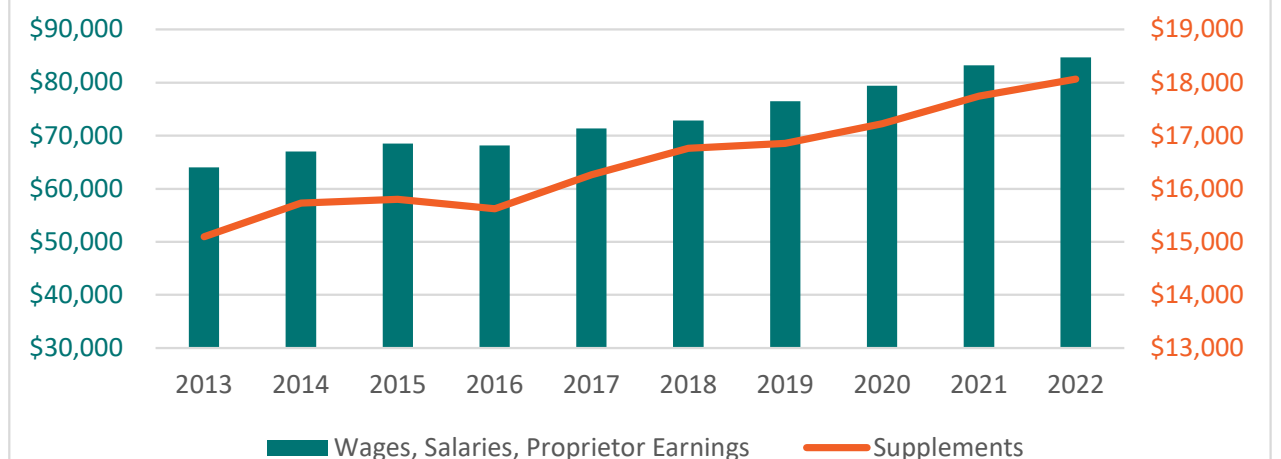
Historical Trends, Jobs & Establishments

Source: Lightcast



Historical Trends, Salaries & Supplements

Source: Lightcast

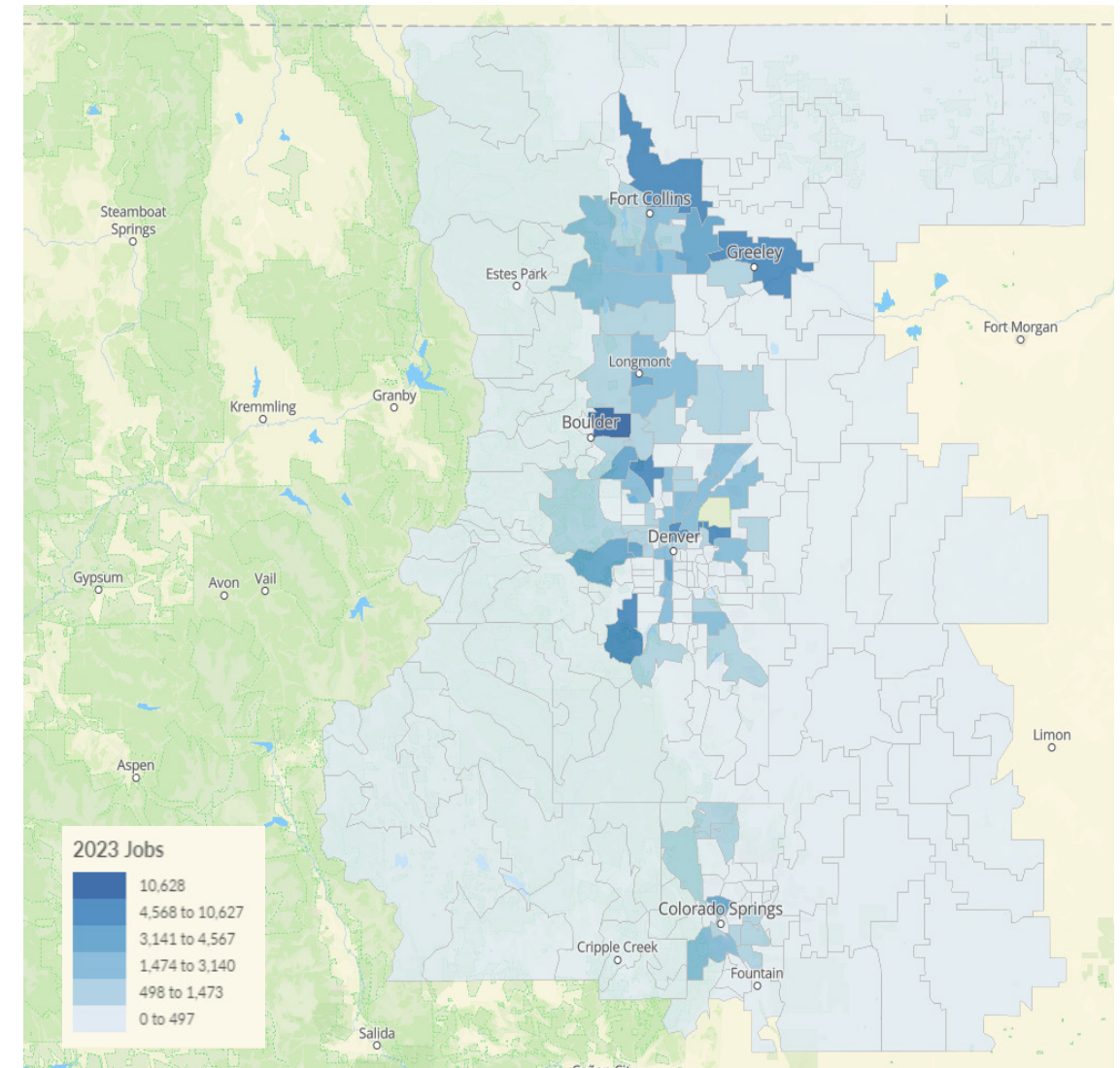


Source: Lightcast



Employment Concentration

Employment Concentration Map



Colorado Urban Front Range

The overall employment concentration in this sector is 0.82 times the national average, which suggests potential for growth across the sector, particularly in advanced manufacturing. For example, the fifteen-county region is a hub for beverage manufacturing, with employment 1.55 more highly concentrated than the national average. Computer and electronic product manufacturing is also more highly concentrated at 1.33.

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 manufacturers. For example, Broomfield County has heavy employment concentrations in computer and electronic manufacturing and transportation equipment manufacturing, both of which have significantly higher average worker earnings and employer-paid benefits than other types of manufacturing. Conversely, Denver County is more highly concentrated in food and beverage manufacturing, which have relatively low average worker earnings and employer-paid benefits.

ADAMS

- Jobs - 15,506
- Employment Concentration - 0.75
- Current Wages, Salaries, & Proprietor Earnings - \$71,873
- Benefits - \$16,462
- Top Businesses - Advanced Circuits Inc., Steven Charles Desserts, Merritt Trailers

ARAPAHOE

- Jobs - 10,048
- Employment Concentration - 0.34
- Current Wages, Salaries, & Proprietor Earnings - \$75,624
- Benefits - \$16,462
- Top Businesses - ABI Inc., United Launch Alliance, Echostar

BOULDER

- Jobs - 23,431
- Employment Concentration - 1.35
- Current Wages, Salaries, & Proprietor Earnings - \$97,566
- Benefits- \$20,769
- Top Businesses - Bi Incorporated, Emerson Automation, Seagate Technology Inc.

DOUGLAS

- Jobs - 2,505
- Employment Concentration - 0.20
- Current Wages, Salaries, & Proprietor Earnings - \$75,255
- Benefits - \$17,681
- Top Businesses - Buff City Soap, Cochlear Americas, Oralabs Inc.

EL PASO

- Jobs - 12,485
- Employment Concentration - 0.41
- Current Wages, Salaries, & Proprietor Earnings - \$71,784
- Benefits - \$14,914
- Top Businesses - Microchip Corporation, Northrop Grumman Space Systems, Harris Corporation

ELBERT

- Jobs - 137
- Employment Concentration - 0.35
- Current Wages, Salaries, & Proprietor Earnings - \$55,131
- Benefits - \$10,764
- Top Businesses - Dangerlee Industries LLC, High Prairie Fence Company, Lone Cedar Enterprise Inc.

GILPIN

- Jobs - <10
- Employment Concentration - 0.01
- Current Wages, Salaries, & Proprietor Earnings - Insf. Data
- Benefits- Insf. Data
- Top Businesses - Bethany Manufacturing, Carlson Heat Exchanger, Snowflake Manufacturing Ltd.

JEFFERSON

- Jobs - 21,510
- Employment Concentration - 0.98
- Current Wages, Salaries, & Proprietor Earnings - \$106,433
- Benefits - \$23,587
- Top Businesses - CoorsTek, Coleman Natural Foods, Lockheed Martin

LARIMER

- Jobs - 15,705
- Employment Concentration - 1.02
- Current Wages, Salaries, & Proprietor Earnings - \$99,148
- Benefits - \$20,465
- Top Businesses - Hach, Nutrien AG Solutions, New Belgium Brewing Co.

BROOMFIELD

- Jobs - 4,812
- Employment Concentration - 1.38
- Current Wages, Salaries, & Proprietor Earnings - \$131,578
- Benefits - \$24,903
- Top Businesses - Ball Packaging, Crocs Inc., Ball Aerospace

CLEAR CREEK

- Jobs - 159
- Employment Concentration - 0.58
- Current Wages, Salaries, & Proprietor Earnings - \$43,861
- Benefits- \$9,663
- Top Businesses - Mother Lode Brewery LLC, Guanella Pass Brewing, Mountain Xpress Coffee Company

DENVER

- Jobs - 20,730
- Employment Concentration - 0.42
- Current Wages, Salaries, & Proprietor Earnings - \$71,679
- Benefits - \$15,182
- Top Businesses - Advanced Energy Industries Inc., Gates Rubber Company Receiving, VF Corporation

PARK

- Jobs - 198
- Employment Concentration - 0.77
- Current Wages, Salaries, & Proprietor Earnings - \$34,321
- Benefits - \$5,465
- Top Businesses - Business Connection Link, D J Drucker & Associate, Birch Business Systems Inc.

TELLER

- Jobs - 214
- Employment Concentration - 0.32
- Current Wages, Salaries, & Proprietor Earnings - \$70,410
- Benefits- \$13,313
- Top Businesses - Goldbelt Global, City Market, Solmirus Corporation

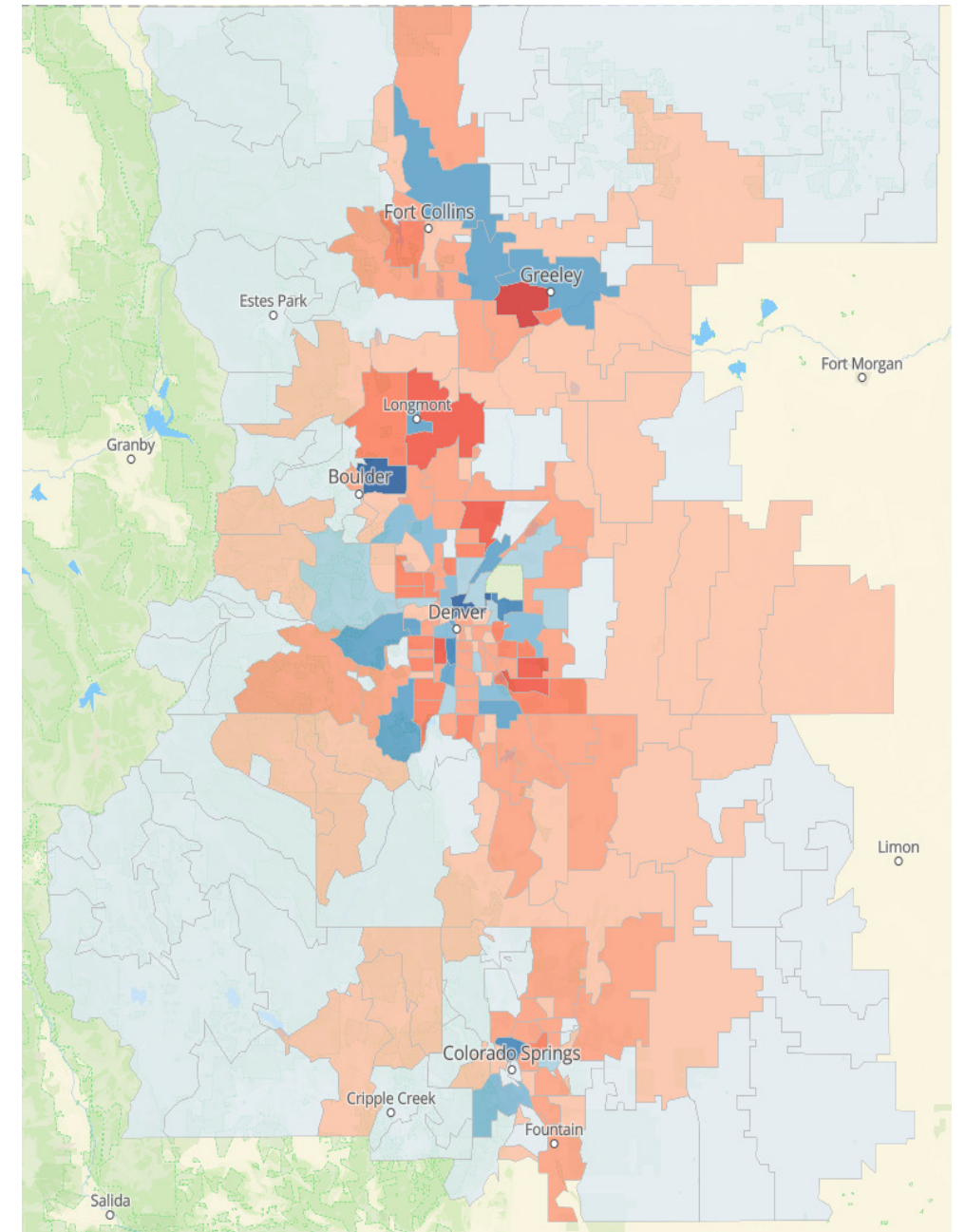
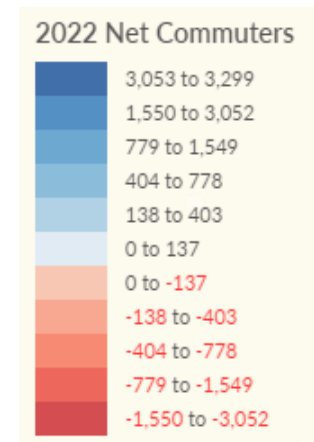
WELD

- Jobs - 13,830
- Employment Concentration - 1.38
- Current Wages, Salaries, & Proprietor Earnings - \$66,879
- Benefits- \$13,462
- Top Businesses - JBS USA LLC, Pilgrim's Pride Corporation, Kodak



Where Core Workforce Lives

Commute Map



Every industry 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 manufacturing, this core set of occupations is made up of production people, those on the factory floor who make the manufactured goods. Examples of core production occupations include lathe operators, food batchmakers, team assemblers, machinists, and others who program, tend and operate factory machinery. This map shows where persons employed in production 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, 10,713 production workers live in Denver County. There are 17,263 manufacturing jobs in the county. This means an additional 6,550 production workers commute into Denver County each day to work in manufacturing facilities located there.

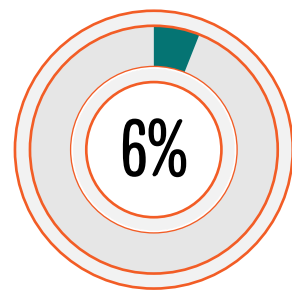
County	Net Commuters	Resident Workers	Jobs
Denver	6,550	10,713	17,263
Boulder	3,150	7,142	10,292
Broomfield	194	1,944	2,138
Clear Creek	75	54	129
Gilpin	(26)	64	37
Park	(71)	181	110
Teller	(110)	343	233
Elbert	(166)	303	137
El Paso	(372)	10,697	10,326
Larimer	(757)	8,952	8,195
Adams	(907)	11,567	10,659
Arapahoe	(1,669)	10,299	8,630
Jefferson	(1,697)	13,014	11,317
Weld	(2,183)	12,514	10,331
Douglas	(2,340)	4,858	2,517

Source: Lightcast

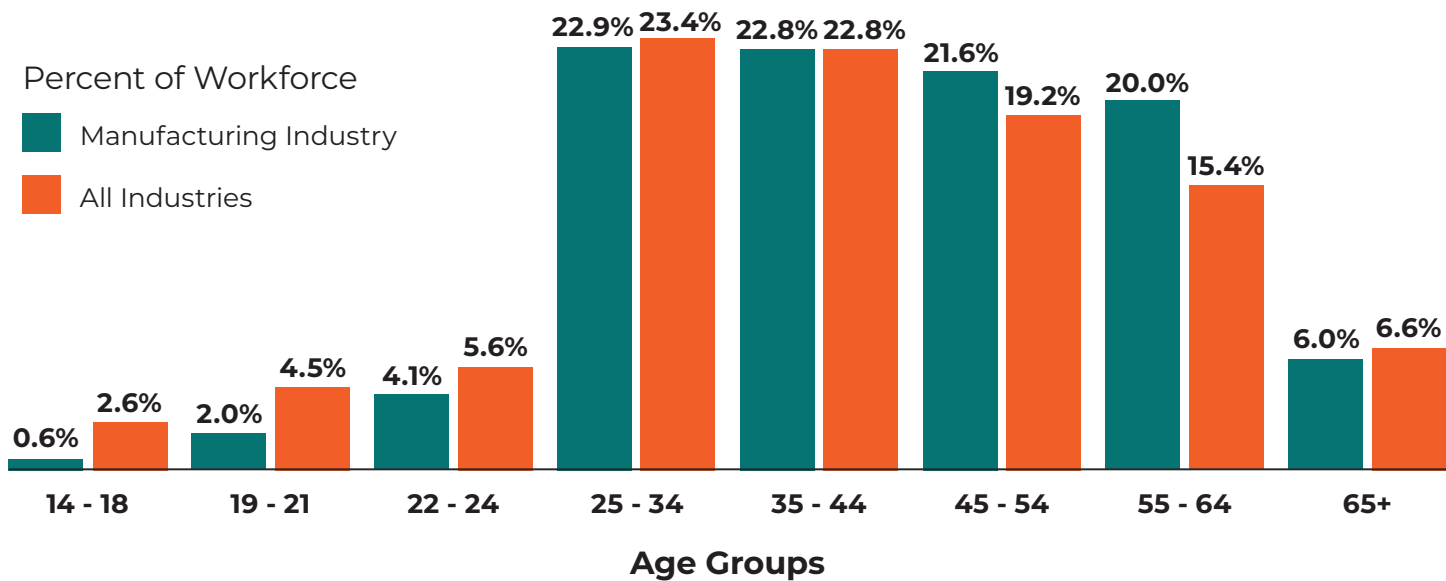


Demographics

Comparative Retirement Risk



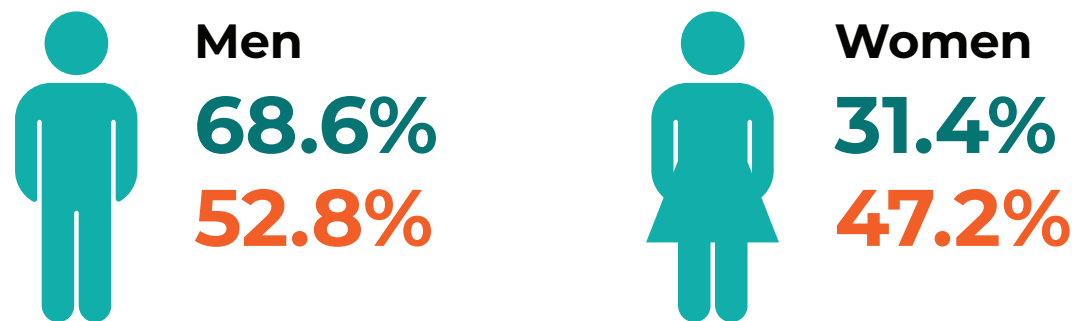
The comparative retirement risk for the manufacturing industry in the fifteen-county region is slightly lower than across all industries, with 6.0% of the workforce in the industry aged 65 or older, while 6.6% of the workforce across all industries are 65 years or older.



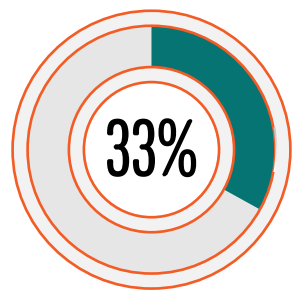
Comparative Gender

Percent of Workforce

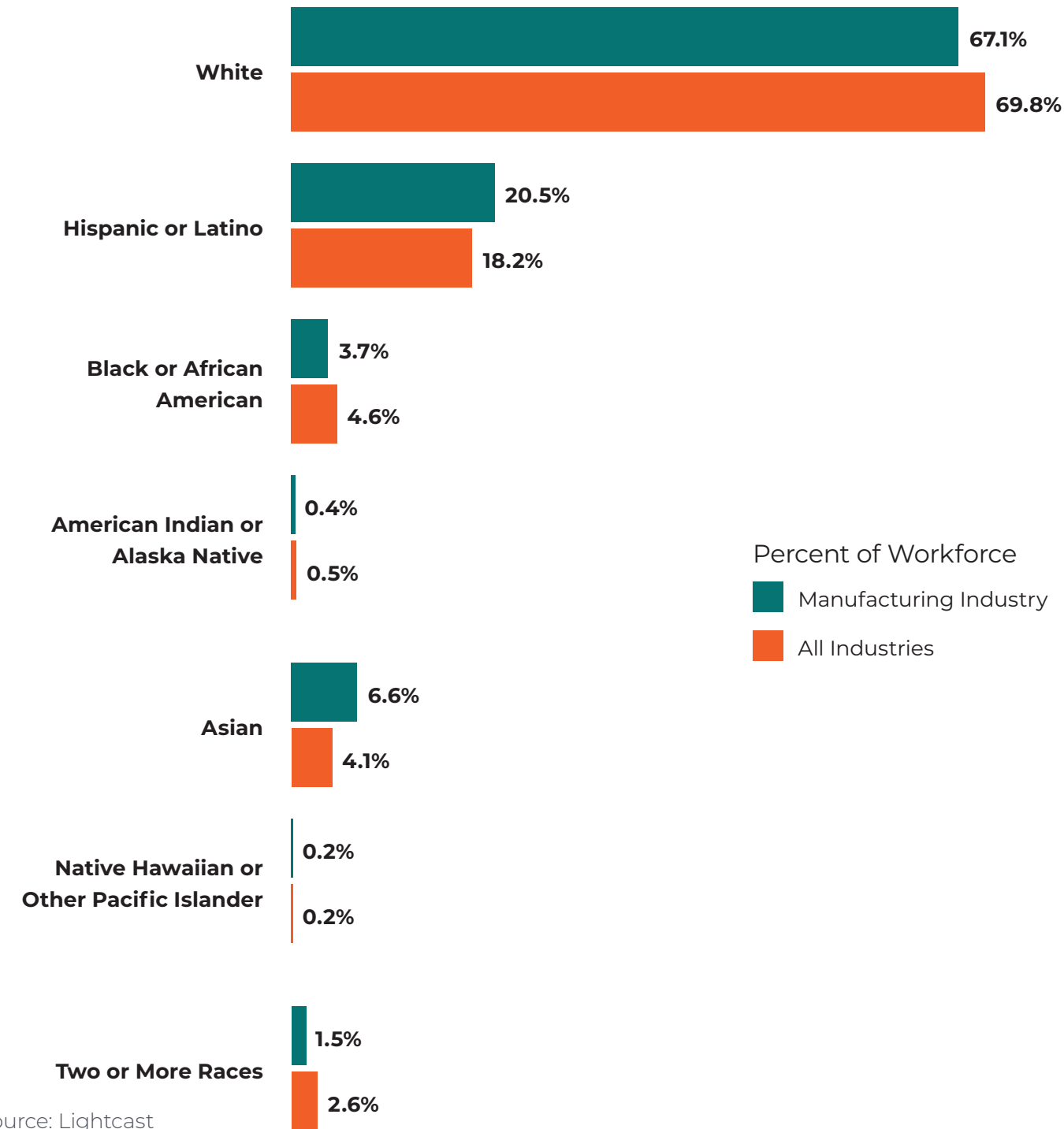
- Manufacturing Industry
- All Industries



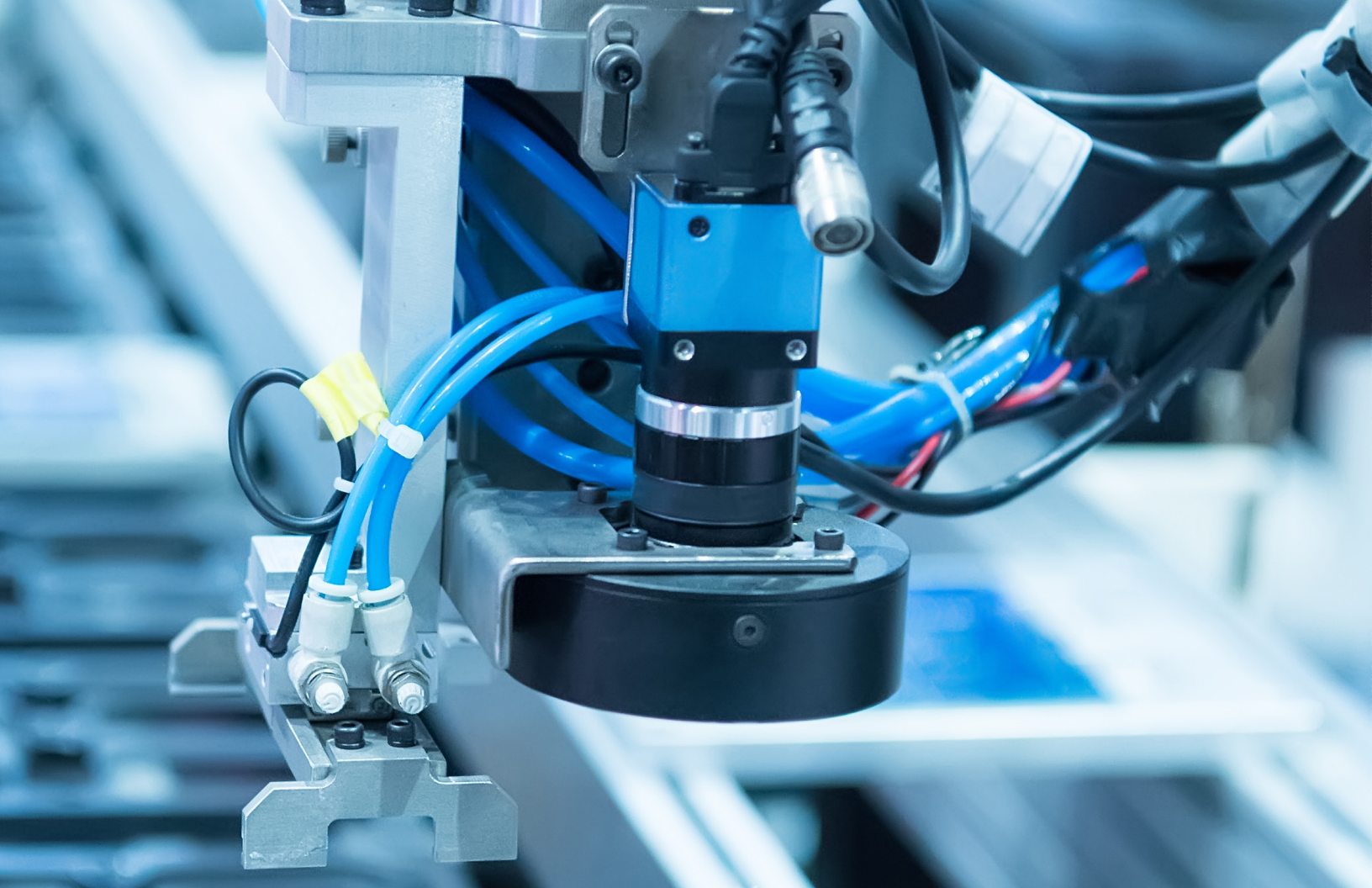
Comparative Racial Diversity



This bar chart shows the racial and ethnic diversity in the industry versus across all industries in the fifteen-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. The manufacturing industry has a total diversity rate of 32.9%, which is significantly higher than total diversity across all industries in the region (30.2%).



Source: Lightcast

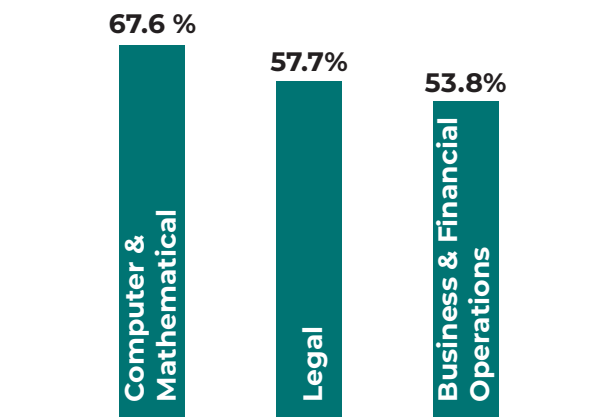


Telework and Automation Strategies

Remote Work Potential

19.4% Remote Work Capability for Sector

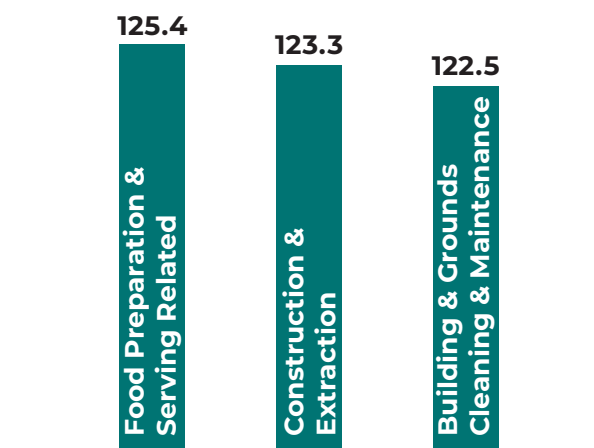
In a scarce labor market, a valid strategy for employers may be to review their staffing mix and determine which positions, if any, can be employed remotely or using a hybrid schedule. In manufacturing, 19.4% of the labor force could work remotely at least part of the time. Since the core production people, as well as engineers and maintenance staff, have to be on-site during their shift, telework capacity is generally limited to business and finance, clerical, sales, computer and mathematical and other occupations who may not have to be on-site every day.



Automation Index

103.2

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. For example, a factory may employ robotics to allow fewer workers to produce more goods. Other automation strategies used in manufacturing include SCADA (Supervisor Control and Data Acquisition) systems to ensure that the automated machinery is operating in sync.



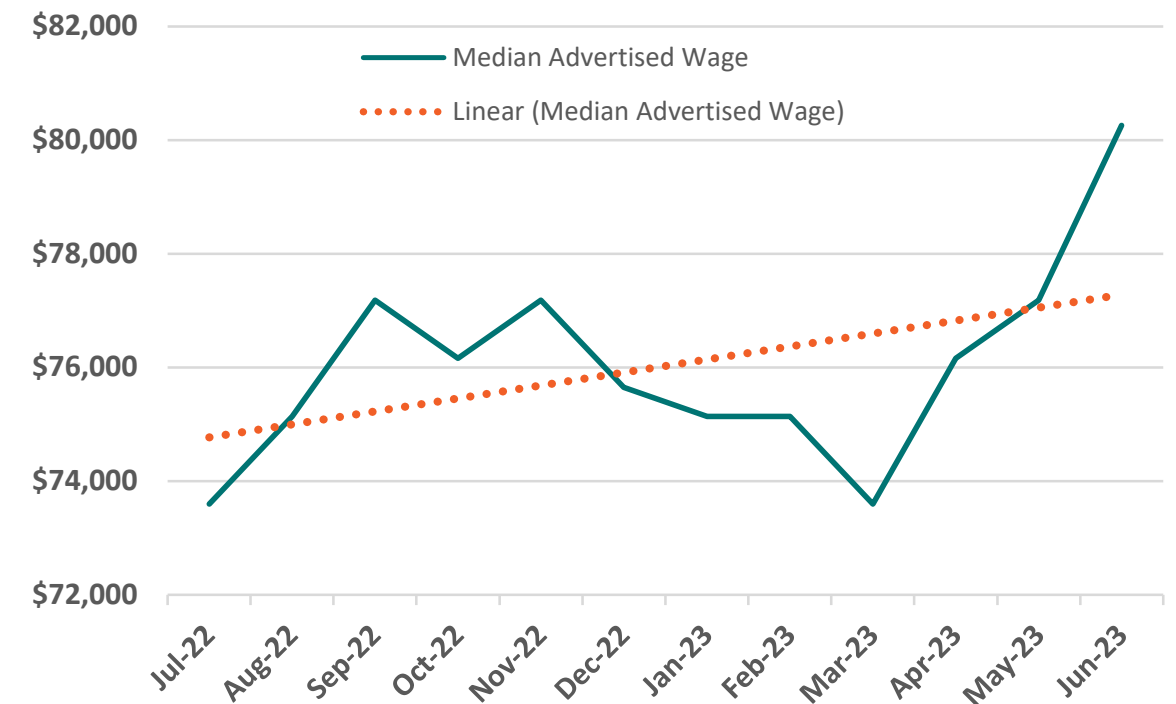
Source: Lightcast



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 table on the next page shows the top 20 occupations by percentage of total employment within the sector, and total employment across all industries. For example, the sector employs 1,682 accountants and auditors, but there are over 35,000 accountants and auditors employed across all industries. This is important because sector businesses must compete with other industries for crucial occupations, such as accountants and software developers. Average annual openings for each occupation is estimated according to know attrition (people leaving the industry or retiring), as well as expected national and local industry growth.

Median posted wage levels can be compared with the entry level wage (25th percentile). If the median posted wage is significantly above the entry level wage, this indicated high local demand for that occupation. Typical entry level education, as well as 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	2,459	1.7%	42,535	4,649		\$39.82	\$37.10	\$56.71	\$80.00	None	Bachelor's degree
13-1028	Buyers & Purchasing Agents	1,820	1.3%	9,857	1,030		\$33.11	\$27.13	\$35.57	\$46.05	Moderate-Term OJT	Bachelor's degree
13-2011	Accountants & Auditors	1,682	1.2%	37,933	3,824		\$33.85	\$28.94	\$37.68	\$49.47	None	Bachelor's degree
15-1252	Software Developers	3,045	2.1%	45,071	4,666		\$58.22	\$46.46	\$56.86	\$67.08	None	Bachelor's degree
17-2112	Industrial Engineers	2,567	1.8%	4,290	351		\$46.40	\$37.36	\$47.48	\$60.17	None	Bachelor's degree
17-2141	Mechanical Engineers	2,053	1.5%	5,973	439		\$48.12	\$36.75	\$46.72	\$60.27	None	Bachelor's degree
41-4012	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	4,277	3.0%	28,918	3,205		\$30.09	\$22.67	\$30.88	\$46.89	Moderate-Term OJT	High School Diploma or GED
43-4051	Customer Service Representatives	1,579	1.1%	43,047	6,378		\$19.26	\$15.05	\$17.97	\$22.36	Short-Term OJT	High School Diploma or GED
43-5071	Shipping, Receiving, & Inventory Clerks	3,326	2.4%	16,062	1,823		\$19.02	\$15.27	\$18.05	\$22.44	Short-Term OJT	High School Diploma or GED
49-9071	Maintenance & Repair Workers, General	1,804	1.3%	23,249	2,721		\$21.97	\$17.61	\$21.96	\$25.54	Moderate-Term OJT	High School Diploma or GED
51-1011	First-Line Supervisors of Production & Operating Workers	4,912	3.5%	7,435	851		\$30.34	\$23.78	\$30.82	\$40.27	None	High School Diploma or GED
51-2028	Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers	4,026	2.9%	4,771	595		\$20.00	\$16.31	\$18.31	\$22.04	Moderate-Term OJT	High School Diploma or GED
51-2098	Miscellaneous Assemblers & Fabricators	6,678	4.8%	10,859	1,322		\$19.51	\$14.55	\$17.70	\$20.67	Moderate-Term OJT	High School Diploma or GED
51-3092	Food Batchmakers	2,409	1.7%	2,945	464		\$17.54	\$14.56	\$17.80	\$22.11	Moderate-Term OJT	High School Diploma or GED
51-4041	Machinists	2,844	2.0%	3,605	419		\$25.29	\$18.82	\$23.42	\$28.89	Long-Term OJT	High School Diploma or GED
51-4121	Welders, Cutters, Solderers, & Brazers	2,141	1.5%	4,472	555		\$24.12	\$18.30	\$22.56	\$28.48	Moderate-Term OJT	High School Diploma or GED
51-9061	Inspectors, Testers, Sorters, Samplers, & Weighers	3,042	2.1%	5,740	783		\$24.55	\$17.63	\$21.70	\$28.57	Moderate-Term OJT	High School Diploma or GED
51-9111	Packaging & Filling Machine Operators & Tenders	3,581	2.5%	4,648	620		\$18.03	\$14.57	\$17.90	\$24.73	Moderate-Term OJT	High School Diploma or GED
53-3032	Heavy & Tractor-Trailer Truck Drivers	1,608	1.1%	28,592	3,830		\$30.83	\$22.20	\$24.13	\$29.23	Short-Term OJT	Postsecondary nondegree award
53-7062	Laborers & Freight, Stock, & Material Movers, Hand	2,481	1.7%	28,617	4,777		\$19.02	\$15.07	\$17.90	\$21.75	Short-Term OJT	No formal educational credential



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 fifteen-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.



Miscellaneous Assemblers & Fabricators

- Unique Postings 1,906
- Posted Salary \$19.51
- Hires 11,176
- Separations 10,097
- Turnover Rate 94.3%
- Apprenticeable No
- Top Skills: Assembly, Mechanical & Hard Tools



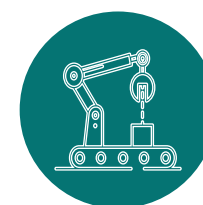
First-Line Supervisors of Production & Operating Workers

- Unique Postings 2,440
- Median Salary \$30.34
- Hires 3,964
- Separations 3,548
- Turnover Rate 48.6%
- Apprenticeable No
- Top Skills: Manufacturing, MS Office & MS Excel



Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products

- Unique Postings 28,380
- Median Salary \$30.09
- Hires 14,276
- Separations 12,804
- Turnover Rate 45.0%
- Apprenticeable No
- Top Skills: Sales, Hospitality & Personal Computers



Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers

- Unique Postings 859
- Median Salary \$20.00
- Hires 2,482
- Separations 2,326
- Turnover Rate 49.5%
- Apprenticeable No
- Top Skills: Soldering, Circuit Boards & Manufacturing



Packaging & Filling Machine Operators & Tenders

- Unique Postings 448
 - Median Salary \$18.03
 - Hires 4,000
 - Separations 3,602
 - Turnover Rate 80.0%
 - Apprenticeable No
- Top Skills: Packaging, Ability to lift 51-100lbs. & Ability to lift 41-50lbs.



Shipping, Receiving, & Inventory Clerks

- Unique Postings 2,448
 - Median Salary \$19.02
 - Hires 12,368
 - Separations 12,879
 - Turnover Rate 81.0%
 - Apprenticeable No
- Top Skills: Forklifts, Ability to lift 41-50lbs. & MS Office



General & Operations Managers

- Unique Postings 13,845
 - Median Salary \$39.82
 - Hires 26,168
 - Separations 21,569
 - Turnover Rate 52.4%
 - Apprenticeable Yes
- Top Skills: MS Excel, MS Office & MS Outlook



Laborers & Freight, Stock, & Material Movers, Hand

- Unique Postings 18,572
 - Median Salary \$19.02
 - Hires 42,725
 - Separations 36,007
 - Turnover Rate 130.8%
 - Apprenticeable Yes
- Top Skills: Ability to lift 51-100lbs., Ability to lift 41-50lbs. & Forklifts



Inspectors, Testers, Sorters, Samplers, & Weighers

- Unique Postings 2,965
 - Median Salary \$24.55
 - Hires 4,436
 - Separations 3,977
 - Turnover Rate 70.9%
 - Apprenticeable Yes
- Top Skills: MS Office, MS Excel & Manufacturing



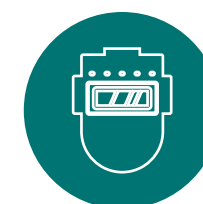
Software Developers

- Unique Postings 38,287
 - Median Salary \$58.22
 - Hires 18,552
 - Separations 13,343
 - Turnover Rate 31.2%
 - Apprenticeable Yes
- Top Skills: Java, Coding & Agile



Food Batchmakers

- Unique Postings 231
 - Median Salary \$17.54
 - Hires 2,988
 - Separations 2,851
 - Turnover Rate 99.8%
 - Apprenticeable Yes
- Top Skills: Ability to lift 41-50lbs., Manufacturing & Process Engineering



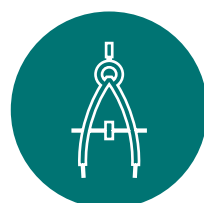
Welders, Cutters, Solderers, & Brazers

- Unique Postings 1,237
 - Median Salary \$24.12
 - Hires 3,032
 - Separations 2,649
 - Turnover Rate 60.6%
 - Apprenticeable Yes
- Top Skills: Welding, MIG Welding & Tape measures



Machinists

- Unique Postings 855
 - Median Salary \$25.29
 - Hires 2,161
 - Separations 1,839
 - Turnover Rate 51.6%
 - Apprenticeable Yes
- Top Skills: Lathes, Mastercam & Micrometers



Industrial Engineers

- Unique Postings 3,027
 - Median Salary \$46.40
 - Hires 1,480
 - Separations 1,142
 - Turnover Rate 27.5%
 - Apprenticeable Yes
- Top Skills: Manufacturing, MS Office & MS Excel



Mechanical Engineers

- Unique Postings 4,642
 - Median Salary \$48.12
 - Hires 1,877
 - Separations 1,581
 - Turnover Rate 27.1%
 - Apprenticeable Yes
- Top Skills: Mechanical design, CAD software & Dassault System SolidWorks software



Buyers & Purchasing Agents

- Unique Postings 4,499
 - Median Salary \$33.11
 - Hires 5,266
 - Separations 5,365
 - Turnover Rate 55.0%
 - Apprenticeable Yes
- Top Skills: Purchasing, MS Excel & MS Office



Maintenance & Repair Workers, General

- Unique Postings 19,306
- Median Salary \$21.97
- Hires 14,966
- Separations 13,031
- Turnover Rate 57.6%
- Apprenticeable Yes

Top Skills: Plumbing, HVAC systems & Ability to life 51-100lbs.



Accountants & Auditors

- Unique Postings 12,275
- Median Salary \$33.85
- Hires 19,967
- Separations 17,717
- Turnover Rate 47.8%
- Apprenticeable Yes

Top Skills: MS Excel, GAAP & Accounting



Heavy & Tractor-Trailer Truck Drivers

- Unique Postings 16,832
- Median Salary \$30.83
- Hires 23,001
- Separations 20,336
- Turnover Rate 72.8%
- Apprenticeable Yes

Top Skills: Tractor-Trailer trucks, Ability to lift 51-100lbs. & Tankers



Customer Service Representatives

- Unique Postings 23,948
- Median Salary \$19.26
- Hires 41,080
- Separations 39,541
- Turnover Rate 92.8%
- Apprenticeable Yes

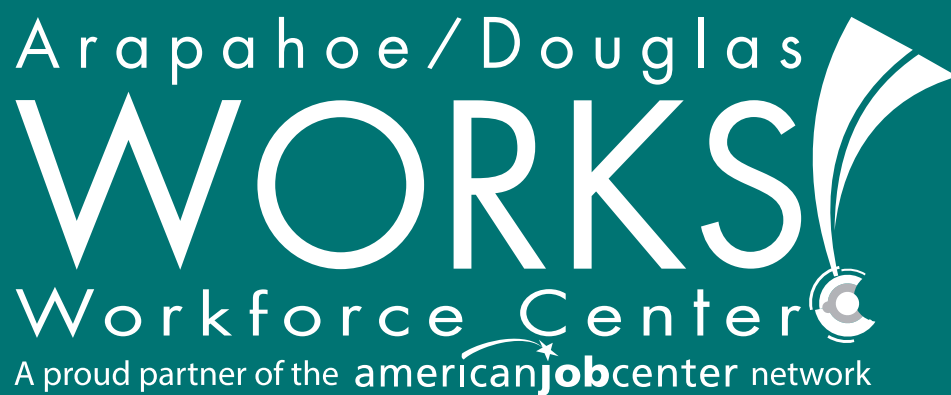
Top Skills: MS Office, MS Excel & Spanish

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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