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

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.

Industries Making up the Sector

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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
  - $6,721 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
<table>
<thead>
<tr>
<th>Industry</th>
<th>NAICS Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wood Product Manufacturing</td>
<td>321</td>
</tr>
<tr>
<td>Paper Manufacturing</td>
<td>322</td>
</tr>
<tr>
<td>Chemical Manufacturing</td>
<td>325</td>
</tr>
<tr>
<td>Plastics &amp; Rubber Products Manufacturing</td>
<td>326</td>
</tr>
<tr>
<td>Printing &amp; Related Support Activities</td>
<td>323</td>
</tr>
<tr>
<td>Petroleum &amp; Coal Products Manufacturing</td>
<td>324</td>
</tr>
<tr>
<td>Nonmetallic Mineral Product Manufacturing</td>
<td>327</td>
</tr>
<tr>
<td>Primary Metal Manufacturing</td>
<td>331</td>
</tr>
</tbody>
</table>

### Numbers to Know

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

- **Chemical Manufacturing**
  - 8,786 jobs
  - 354 establishments
  - 0.59 employment concentration
  - 4.8 billion in sales
  - 8.5% change to 2027
  - $67,582 average wage
  - $25,559 average employer paid benefits

- **Plastics & Rubber Products Manufacturing**
  - 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**
  - 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**
  - 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**
  - 6,967 jobs
  - 235 establishments
  - 1.00 employment concentration
  - 10.1 billion in sales
  - 15.5% change to 2027
  - $67,896 average wage
  - $13,282 average employer paid benefits

- **Primary Metal Manufacturing**
  - 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
- 0.37 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
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.
Employment Concentration Map

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: 23,631
- Employment Concentration: 1.35
- Current Wages, Salaries, & Proprietor Earnings: $97,566
- Benefits: $20,769
- Top Businesses: Bio Incorpoated, Emerson Automation, Seagate Technology Inc.

BROOMFIELD
- Jobs: 4,812
- Employment Concentration: 1.38
- Current Wages, Salaries, & Proprietor Earnings: $43,861
- Benefits: $9,663
- Top Businesses: Mother Lode Brewery LLC, Guinella Pass Brewing, Mountain Xpress Coffee Company

CLEAR CREEK
- Jobs: 159
- Employment Concentration: 0.58
- Current Wages, Salaries, & Proprietor Earnings: $43,861
- Benefits: $9,663

DENVER
- Jobs: 20,730
- Employment Concentration: 0.42
- Current Wages, Salaries, & Proprietor Earnings: $71,679
- Benefits: $15,182

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.

JEFFERSON
- Jobs: 21,510
- Employment Concentration: 0.98
- Current Wages, Salaries, & Proprietor Earnings: $106,433
- Benefits: $23,587
- Top Businesses: CoorsTek, Cochlear Americas, Microchip Corporation, Kodak USA LLC, Pilgrim's Pride Corporation, Zap

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.

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.

PARK
- Jobs: 198
- Employment Concentration: 0.32
- 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

Source: Lightcast
Every industry 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 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).

Source: Lightcast
### 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.

<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>6,550</td>
<td>10,713</td>
<td>17,263</td>
</tr>
<tr>
<td>Boulder</td>
<td>3,150</td>
<td>7,142</td>
<td>10,292</td>
</tr>
<tr>
<td>Broomfield</td>
<td>194</td>
<td>1,944</td>
<td>2,138</td>
</tr>
<tr>
<td>Clear Creek</td>
<td>75</td>
<td>54</td>
<td>129</td>
</tr>
<tr>
<td>Gilpin</td>
<td>(26)</td>
<td>64</td>
<td>37</td>
</tr>
<tr>
<td>Park</td>
<td>(71)</td>
<td>181</td>
<td>110</td>
</tr>
<tr>
<td>Teller</td>
<td>(110)</td>
<td>343</td>
<td>233</td>
</tr>
<tr>
<td>Elbert</td>
<td>(166)</td>
<td>303</td>
<td>137</td>
</tr>
<tr>
<td>El Paso</td>
<td>(372)</td>
<td>10,697</td>
<td>10,326</td>
</tr>
<tr>
<td>Larimer</td>
<td>(757)</td>
<td>8,952</td>
<td>8,195</td>
</tr>
<tr>
<td>Adams</td>
<td>(907)</td>
<td>11,567</td>
<td>10,659</td>
</tr>
<tr>
<td>Arapahoe</td>
<td>(1,669)</td>
<td>10,299</td>
<td>8,630</td>
</tr>
<tr>
<td>Jefferson</td>
<td>(1,697)</td>
<td>13,014</td>
<td>11,317</td>
</tr>
<tr>
<td>Weld</td>
<td>(2,383)</td>
<td>12,514</td>
<td>10,331</td>
</tr>
<tr>
<td>Douglas</td>
<td>(2,340)</td>
<td>4,858</td>
<td>2,517</td>
</tr>
</tbody>
</table>
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 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%).

Comparative Gender
Percent of Workforce
Manufacturing Industry
All Industries

Men
68.6%
52.8%

Women
31.4%
47.2%

Source: Lightcast
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
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 known 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 indicates 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.

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

Source: Lightcast
Top Occupations

Top 20 Occupations Currently Listed in the Colorado Urban Front Range

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Unique Postings</th>
<th>Posted Salary</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>Sales Representatives, Wholesale &amp; Manufacturing, Except Technical &amp; Scientific Products</td>
<td>28,380</td>
<td>$30.09</td>
<td>$30.09</td>
<td>14,276</td>
<td>12,804</td>
<td>45.0%</td>
<td>No</td>
<td>Sales, Hospitality &amp; Personal Computers</td>
</tr>
<tr>
<td>Electrical, Electronic, &amp; Electromechanical Assemblers, Except Coil Winders, Tapers, &amp; Finishers</td>
<td>859</td>
<td>$20.00</td>
<td>$20.00</td>
<td>2,482</td>
<td>2,326</td>
<td>49.5%</td>
<td>No</td>
<td>Soldering, Circuit Boards &amp; Manufacturing</td>
</tr>
<tr>
<td>First-Line Supervisors of Production &amp; Operating Workers</td>
<td>2,440</td>
<td>$30.34</td>
<td>$30.34</td>
<td>3,964</td>
<td>3,548</td>
<td>48.6%</td>
<td>No</td>
<td>Manufacturing, MS Office &amp; MS Excel</td>
</tr>
<tr>
<td>Miscellaneous Assemblers &amp; Fabricators</td>
<td>1,906</td>
<td>$19.51</td>
<td>$19.51</td>
<td>11,176</td>
<td>10,097</td>
<td>94.3%</td>
<td>No</td>
<td>Assembly, Mechanical &amp; Hard Tools</td>
</tr>
</tbody>
</table>

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.
<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>Packaging &amp; Filling Machine Operators &amp; Tenders</td>
<td>448</td>
<td>$18.03</td>
<td>4,000</td>
<td>3,602</td>
<td>80.0%</td>
<td>No</td>
<td>Packaging, Ability to lift 51-100lbs, Ability to lift 41-50lbs.</td>
</tr>
<tr>
<td>Shipping, Receiving, &amp; Inventory Clerks</td>
<td>2,448</td>
<td>$19.02</td>
<td>12,368</td>
<td>12,879</td>
<td>81.0%</td>
<td>No</td>
<td>Forklifts, Ability to lift 41-50lbs, Ability to lift 41-50lbs.</td>
</tr>
<tr>
<td>General &amp; Operations Managers</td>
<td>13,845</td>
<td>$39.82</td>
<td>26,168</td>
<td>21,569</td>
<td>52.4%</td>
<td>Yes</td>
<td>MS Excel, MS Office &amp; MS Outlook</td>
</tr>
<tr>
<td>Inspectors, Testers, Sorters, Samplers, &amp; Weighers</td>
<td>2,965</td>
<td>$24.55</td>
<td>4,436</td>
<td>3,977</td>
<td>70.9%</td>
<td>Yes</td>
<td>MS Office, MS Excel &amp; Manufacturing</td>
</tr>
<tr>
<td>Software Developers</td>
<td>38,287</td>
<td>$58.22</td>
<td>18,552</td>
<td>13,343</td>
<td>31.2%</td>
<td>Yes</td>
<td>Java, Coding &amp; Agile</td>
</tr>
<tr>
<td>Food Batchmakers</td>
<td>231</td>
<td>$17.54</td>
<td>2,988</td>
<td>2,851</td>
<td>99.8%</td>
<td>Yes</td>
<td>Ability to lift 41-50lbs, Manufacturing &amp; Process Engineering</td>
</tr>
<tr>
<td>Machinists</td>
<td>855</td>
<td>$25.29</td>
<td>2,161</td>
<td>1,839</td>
<td>51.6%</td>
<td>Yes</td>
<td>Lathes, Mastercam &amp; Micrometers</td>
</tr>
<tr>
<td>Mechanical Engineers</td>
<td>3,027</td>
<td>$46.40</td>
<td>1,480</td>
<td>1,142</td>
<td>27.5%</td>
<td>Yes</td>
<td>Manufacturing, MS Office &amp; MS Excel</td>
</tr>
<tr>
<td>Welders, Cutters, Solderers, &amp; Brazers</td>
<td>1,237</td>
<td>$24.12</td>
<td>3,032</td>
<td>2,649</td>
<td>60.6%</td>
<td>Yes</td>
<td>Welding, MIG Welding &amp; Tape measures</td>
</tr>
<tr>
<td>Industrial Engineers</td>
<td>8,542</td>
<td>$48.12</td>
<td>1,877</td>
<td>1,581</td>
<td>27.1%</td>
<td>Yes</td>
<td>Mechanical design, CAD software &amp; Dassault System SolidWorks software</td>
</tr>
<tr>
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<td>Lathes, Mastercam &amp; Micrometers</td>
</tr>
<tr>
<td>Mechanical Engineers</td>
<td>4,642</td>
<td>$48.12</td>
<td>1,877</td>
<td>1,581</td>
<td>27.1%</td>
<td>Yes</td>
<td>Mechanical design, CAD software &amp; Dassault System SolidWorks software</td>
</tr>
<tr>
<td>Buyers &amp; Purchasing Agents</td>
<td>1,237</td>
<td>$24.12</td>
<td>3,032</td>
<td>2,649</td>
<td>60.6%</td>
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</tr>
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</table>
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](https://bit.ly/ADWBusinessServices).

Source: Lightcast