Geographical Area

The geographical area for this industry profile includes the 15 counties that make up Colorado’s Urban Front Range.

The geographic region includes the following metropolitan areas:

- Boulder
- Colorado Springs
- Denver-Aurora-Lakewood
- Fort Collins
- Greeley

In 2022, this 15 county region employed nearly 2.7 million people across all industries, and made up 84% of Colorado’s total employment.

In 2022, the Gross Regional Product (GRP) for the Front Range region was $416.3 billion, which made up just under 1.7% of the national Gross Domestic Product (GDP). GDP is the total market value of all goods and services in the nation, and GRP is the total market value of all goods and services in the region.

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Retail

The retail sector employs 230,790 people in 13,323 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 $33.3 billion in sales, and contributed $19.8 billion to the region’s GRP. The retail sector makes up 8.6% of the total employment along Colorado’s urban front range. Large chains like Walmart and King Soopers (Kroger) are present throughout the region, and Douglas County is home to Park Meadows, which offers nearly 1.6 million square feet of retail space.

Source: Lightcast
Retail 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 concentration in motor vehicle and parts dealers is 0.92 times 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.

**Motor Vehicle & Parts Dealers**

- Numbers to Know
  - 30,744 jobs
  - 1,470 establishments
  - 0.92 employment concentration
  - $6.0 billion in sales
  - 1.6% change to 2027
  - $74,606 average wage
  - $10,656 average employer paid benefits

- NAICS 441

**Building Material & Garden Equipment & Supplies Dealers**

- Numbers to Know
  - 21,270 jobs
  - 819 establishments
  - 0.89 employment concentration
  - $3.3 billion in sales
  - 1.7% change to 2027
  - $42,713 average wage
  - $7,690 average employer paid benefits

- NAICS 444

**Food & Beverage Stores**

- Numbers to Know
  - 42,295 jobs
  - 2,020 establishments
  - 0.81 employment concentration
  - $4.8 billion in sales
  - (2.0%) change to 2027
  - $37,595 average wage
  - $7,419 average employer paid benefits

- NAICS 445

**General Merchandise Retailers**

- Numbers to Know
  - 46,588 jobs
  - 653 establishments
  - 0.90 employment concentration
  - $4.8 billion in sales
  - 9.1% change to 2027
  - $32,817 average wage
  - $6,525 average employer paid benefits

- NAICS 455

**Health & Personal Care Retailers**

- Numbers to Know
  - 14,140 jobs
  - 1,204 establishments
  - 0.77 employment concentration
  - $2.4 billion in sales
  - 2.8% change to 2027
  - $45,850 average wage
  - $7,683 average employer paid benefits

- NAICS 456

**Gasoline Stations & Fuel Dealers**

- Numbers to Know
  - 9,381 jobs
  - 1,170 establishments
  - 0.56 employment concentration
  - $1.9 billion in sales
  - (2.8%) change to 2027
  - $35,888 average wage
  - $5,809 average employer paid benefits

- NAICS 457

**Clothing, Clothing Accessories, Shoe, & Jewelry Retailers**

- Numbers to Know
  - 30,744 jobs
  - 1,470 establishments
  - 0.91 employment concentration
  - $4.8 billion in sales
  - (10.0%) change to 2027
  - $75,695 average wage
  - $10,656 average employer paid benefits

- NAICS 449

**Sporting Goods, Hobby, Musical Instrument, Book, & Miscellaneous Retailers**

- Numbers to Know
  - 42,295 jobs
  - 2,020 establishments
  - 1.25 employment concentration
  - $4.8 billion in sales
  - 0.4% change to 2027
  - $35,015 average wage
  - $5,317 average employer paid benefits

- NAICS 459

**Numbers to Know**

- **46,588 jobs**
- **$4.8 billion in sales**
- **653 establishments**
- **0.90 employment concentration**
- **$4.8 billion in sales**
- **9.1% change to 2027**
- **$32,817 average wage**
- **$6,525 average employer paid benefits**

- **14,140 jobs**
- **$2.4 billion in sales**
- **1,204 establishments**
- **0.77 employment concentration**
- **2.8% change to 2027**
- **$45,850 average wage**
- **$7,683 average employer paid benefits**

- **9,381 jobs**
- **$1.9 billion in sales**
- **1,170 establishments**
- **0.56 employment concentration**
- **(2.8%) change to 2027**
- **$35,888 average wage**
- **$5,809 average employer paid benefits**

- **30,744 jobs**
- **$4.8 billion in sales**
- **1,470 establishments**
- **0.91 employment concentration**
- **(10.0%) change to 2027**
- **$75,695 average wage**
- **$10,656 average employer paid benefits**

- **42,295 jobs**
- **$4.8 billion in sales**
- **2,020 establishments**
- **1.25 employment concentration**
- **0.4% change to 2027**
- **$35,015 average wage**
- **$5,317 average employer paid benefits**
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.
Employment Concentration

The overall employment concentration in this sector is 0.92 times the national average, which is reflective of slow recovery of brick-and-mortar retail stores from the pandemic. For example, we would read “Employment in sporting goods, hobby, musical instrument, book, and miscellaneous retailers is 1.25 times more concentrated than the national average.”

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 businesses operating within various industries in the sector. For example, the highest average wage per worker is in motor vehicle and parts dealers, while the lowest is in clothing, clothing accessory, shoe and jewelry stores. Thus, a county that has a higher concentration of clothing and related stores will have a lower average wage per worker.

<table>
<thead>
<tr>
<th>ADAMS</th>
<th>ARAPAHOE</th>
<th>BOULDER</th>
<th>Gilpin</th>
<th>JEFFERSON</th>
<th>Larimer</th>
<th>EL PASO</th>
<th>ELBERT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jobs - 22,051</td>
<td>Jobs - 34,076</td>
<td>Jobs - 17,427</td>
<td>Jobs - 36</td>
<td>Jobs - 3,036</td>
<td>Jobs - 21,159</td>
<td>Jobs - 19,080</td>
<td>Jobs - 657</td>
</tr>
<tr>
<td>Employment Concentration - 0.86</td>
<td>Employment Concentration - 0.95</td>
<td>Employment Concentration - 0.62</td>
<td>Employment Concentration - 0.08</td>
<td>Employment Concentration - 1.14</td>
<td>Employment Concentration - 3.94</td>
<td>Employment Concentration - 0.91</td>
<td>Employment Concentration - 1.14</td>
</tr>
</tbody>
</table>

- **Wieland Foods & Imports**
- **Safeway**
- **King Soopers, Home Depot, Whole Foods, King Soopers**
- **Walmart, Castle Rock Alpine Lumber, Castle Rock Ford**
- **Wayfair Distribution Center, American Furniture Warehouse, King Soopers**
- **Warehouse, King Soopers, Home Depot, Whole Foods, King Soopers**
- **Ace Hardware, Jerri’s Electronics, Starksy’s General Store**
- **Big O Tires, Mountain Man Nut & Fruit Co.**
- **King Soopers, Home Depot, Whole Foods, King Soopers**
- **Walmart, Castle Rock Alpine Lumber, Castle Rock Ford**
- **Wayfair Distribution Center, American Furniture Warehouse, King Soopers**
- **Warehouse, King Soopers, Home Depot, Whole Foods, King Soopers**
- **Ace Hardware, Jerri’s Electronics, Starksy’s General Store**
- **Big O Tires, Mountain Man Nut & Fruit Co.**

**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 retail, this core set of occupations is made up of sales and related occupations. Examples of these occupations include retail salespeople, cashiers and parts salespersons. This map shows where persons employed in these occupations live (orange areas) and where they work (blue areas).

Source: Lightcast
Where Core Workforce Lives

<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>20,408</td>
<td>38,789</td>
<td>59,197</td>
</tr>
<tr>
<td>Boulder</td>
<td>4,701</td>
<td>16,770</td>
<td>21,471</td>
</tr>
<tr>
<td>Arapahoe</td>
<td>2,544</td>
<td>40,093</td>
<td>42,638</td>
</tr>
<tr>
<td>Broomfield</td>
<td>1,203</td>
<td>4,705</td>
<td>5,907</td>
</tr>
<tr>
<td>Larimer</td>
<td>1,092</td>
<td>19,561</td>
<td>20,653</td>
</tr>
<tr>
<td>Gilpin</td>
<td>44</td>
<td>309</td>
<td>353</td>
</tr>
<tr>
<td>Clear Creek</td>
<td>14</td>
<td>357</td>
<td>371</td>
</tr>
<tr>
<td>Teller</td>
<td>(412)</td>
<td>1,400</td>
<td>988</td>
</tr>
<tr>
<td>Park</td>
<td>(466)</td>
<td>886</td>
<td>420</td>
</tr>
<tr>
<td>Elbert</td>
<td>(791)</td>
<td>1,421</td>
<td>630</td>
</tr>
<tr>
<td>El Paso</td>
<td>(1,419)</td>
<td>33,808</td>
<td>32,388</td>
</tr>
<tr>
<td>Adams</td>
<td>(2,685)</td>
<td>27,850</td>
<td>25,165</td>
</tr>
<tr>
<td>Douglas</td>
<td>(3,343)</td>
<td>24,296</td>
<td>20,953</td>
</tr>
<tr>
<td>Jefferson</td>
<td>(7,766)</td>
<td>37,412</td>
<td>29,646</td>
</tr>
<tr>
<td>Weld</td>
<td>(9,271)</td>
<td>20,397</td>
<td>11,126</td>
</tr>
</tbody>
</table>

This table shows the number of ‘net commuters’ in each of the 15 counties making up the region. For example, 40,093 workers in these core occupations live in Arapahoe County, while there are 42,638 retail sales jobs there. This means there are 2,544 fewer of these core workers living in Arapahoe County than there are sales and related jobs there.

Source: Lightcast
Comparative Retirement Risk

Retirement risk in the retail sector is slightly higher 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 0.2% above 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. Retail 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: 51.8% Women: 48.2%

Source: Lightcast
Telework and Automation Strategies

Remote Work Potential

15.6% 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. Approximately 15.6% of the workforce in retail has at least partial teleworking capacity, mostly in back-office functions.

Automation Index

99.2

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 retail are self-checkout, increased online presence and just-in-time inventory management.

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 retail sector employs 7,206 customer service representatives, but there are 45,102 employed across all industry sectors. This is important because the retail sector must compete with other sectors for critical talent, such as stockers and order fillers, freight, stock and material movers 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>4,399</td>
<td>1.9%</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>29-1051</td>
<td>Pharmacists</td>
<td>2,224</td>
<td>0.9%</td>
<td>4,526</td>
<td>243</td>
<td>$62.89</td>
<td>$58.07</td>
<td>$66.06</td>
<td>$74.42</td>
<td>None</td>
<td>Doctoral or professional degree</td>
</tr>
<tr>
<td>29-2052</td>
<td>Pharmacy Technicians</td>
<td>3,279</td>
<td>1.4%</td>
<td>5,103</td>
<td>550</td>
<td>$21.48</td>
<td>$18.27</td>
<td>$20.83</td>
<td>$23.80</td>
<td>Moderate-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>35-2021</td>
<td>Food Preparation Workers</td>
<td>2,096</td>
<td>0.9%</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>35-3023</td>
<td>Fast Food &amp; Counter Workers</td>
<td>2,588</td>
<td>1.1%</td>
<td>67,361</td>
<td>16,240</td>
<td>$16.43</td>
<td>$13.90</td>
<td>$14.79</td>
<td>$16.35</td>
<td>Short-term OJT</td>
<td>No formal educational credential</td>
</tr>
<tr>
<td>41-1011</td>
<td>First-Line Supervisors of Retail Sales Workers</td>
<td>21,391</td>
<td>9.2%</td>
<td>24,214</td>
<td>2,859</td>
<td>$22.46</td>
<td>$18.35</td>
<td>$22.94</td>
<td>$30.67</td>
<td>None</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>41-2011</td>
<td>Cashiers</td>
<td>30,591</td>
<td>13.6%</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>41-2022</td>
<td>Parts Salespersons</td>
<td>2,536</td>
<td>1.0%</td>
<td>3,402</td>
<td>448</td>
<td>$20.74</td>
<td>$16.83</td>
<td>$20.60</td>
<td>$26.48</td>
<td>Moderate-term OJT</td>
<td>No formal educational credential</td>
</tr>
<tr>
<td>41-2031</td>
<td>Retail Salespersons</td>
<td>60,687</td>
<td>26.1%</td>
<td>68,257</td>
<td>10,420</td>
<td>$16.55</td>
<td>$13.98</td>
<td>$15.77</td>
<td>$18.37</td>
<td>Short-term OJT</td>
<td>No formal educational credential</td>
</tr>
<tr>
<td>41-3091</td>
<td>Sales Representatives of Services, Except Advertising, Insurance, Financial Services, &amp; Travel</td>
<td>2,320</td>
<td>1.0%</td>
<td>37,258</td>
<td>4,424</td>
<td>$26.15</td>
<td>$26.54</td>
<td>$38.28</td>
<td>$61.32</td>
<td>Moderate-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>41-9099</td>
<td>Sales &amp; Related Workers, All Other</td>
<td>1,939</td>
<td>0.8%</td>
<td>6,320</td>
<td>944</td>
<td>$20.49</td>
<td>$17.69</td>
<td>$23.51</td>
<td>$31.76</td>
<td>None</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>43-1011</td>
<td>First-Line Supervisors of Office &amp; Administrative Support Workers</td>
<td>1,657</td>
<td>0.7%</td>
<td>23,494</td>
<td>2,749</td>
<td>$29.35</td>
<td>$25.75</td>
<td>$31.74</td>
<td>$39.35</td>
<td>None</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>43-3031</td>
<td>Bookkeeping, Accounting, &amp; Auditing Clerks</td>
<td>1,611</td>
<td>0.7%</td>
<td>25,981</td>
<td>3,412</td>
<td>$23.57</td>
<td>$18.88</td>
<td>$23.10</td>
<td>$28.13</td>
<td>Moderate-term OJT</td>
<td>Some college, no degree</td>
</tr>
<tr>
<td>43-4051</td>
<td>Customer Service Representatives</td>
<td>7,206</td>
<td>3.2%</td>
<td>45,102</td>
<td>6,653</td>
<td>$19.38</td>
<td>$16.39</td>
<td>$19.48</td>
<td>$23.69</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>3,161</td>
<td>1.4%</td>
<td>14,830</td>
<td>1,661</td>
<td>$19.51</td>
<td>$16.98</td>
<td>$19.29</td>
<td>$22.97</td>
<td>Short-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>49-3023</td>
<td>Automotive Service Technicians &amp; Mechanics</td>
<td>4,672</td>
<td>2.0%</td>
<td>12,361</td>
<td>1,353</td>
<td>$22.95</td>
<td>$17.59</td>
<td>$23.15</td>
<td>$30.91</td>
<td>Short-term OJT</td>
<td>Postsecondary nondegree award</td>
</tr>
<tr>
<td>53-1047</td>
<td>First-Line Supervisors of Transportation &amp; Material Moving Workers, Except Aircraft Cargo Handling Supervisors</td>
<td>1,600</td>
<td>0.7%</td>
<td>9,906</td>
<td>1,329</td>
<td>$25.05</td>
<td>$23.94</td>
<td>$29.22</td>
<td>$36.52</td>
<td>None</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>53-3033</td>
<td>Light Truck Drivers</td>
<td>1,963</td>
<td>0.9%</td>
<td>15,487</td>
<td>2,185</td>
<td>$20.62</td>
<td>$18.46</td>
<td>$21.26</td>
<td>$25.69</td>
<td>Short-term OJT</td>
<td>High school diploma or GED</td>
</tr>
<tr>
<td>53-7062</td>
<td>Laborers &amp; Freight, Stock, &amp; Material Movers, Hand</td>
<td>2,252</td>
<td>1.0%</td>
<td>27,351</td>
<td>4,581</td>
<td>$19.02</td>
<td>$17.06</td>
<td>$19.05</td>
<td>$22.14</td>
<td>Short-term OJT</td>
<td>No formal educational credential</td>
</tr>
<tr>
<td>53-7065</td>
<td>Stockers &amp; Order Fillers</td>
<td>27,657</td>
<td>11.9%</td>
<td>45,959</td>
<td>8,420</td>
<td>$18.03</td>
<td>$15.60</td>
<td>$17.02</td>
<td>$19.23</td>
<td>Short-term OJT</td>
<td>High school diploma or GED</td>
</tr>
</tbody>
</table>
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.

Cashiers
- Unique Postings: 5,802
- Median Salary: $16.43
- Hires: 54,299
- Separations: 57,402
- Turnover Rate: 144.2%
- Apprenticeable: No
- Top Skills: Merchandising, Cash Register, Selling Techniques

Retail Salespersons
- Unique Postings: 29,910
- Median Salary: $16.55
- Hires: 69,832
- Separations: 64,387
- Turnover Rate: 95.8%
- Apprenticeable: No
- Top Skills: Merchandising, Selling Techniques, Product Knowledge

Stockers & Order Fillers
- Unique Postings: 9,586
- Median Salary: $18.03
- Hires: 56,107
- Separations: 54,317
- Turnover Rate: 120.5%
- Apprenticeable: Yes
- Top Skills: Merchandising, Pallet Jacks, Product Knowledge

First-Line Supervisors of Retail Sales Workers
- Unique Postings: 23,621
- Median Salary: $22.46
- Hires: 16,362
- Separations: 14,865
- Turnover Rate: 62.3%
- Apprenticeable: Yes
- Top Skills: Merchandising, Product Knowledge, Selling Techniques
**Pharmacy Technicians**
- Unique Postings: 3,485
- Median Salary: $21.48
- Hires: 4,333
- Separations: 3,022
- Turnover Rate: 61.2%
- Apprenticeable: Yes
- Top Skills: Medical Prescription, Pharmaceuticals, Cash Register

**Automotive Service Technicians & Mechanics**
- Unique Postings: 9,399
- Median Salary: $22.95
- Hires: 7,488
- Separations: 7,073
- Turnover Rate: 58.2%
- Apprenticeable: Yes
- Top Skills: Automotive Services, Changing Oil, Suspension (Vehicle)

**Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel**
- Unique Postings: 2,739
- Median Salary: $26.15
- Hires: 27,458
- Separations: 25,980
- Turnover Rate: 71.0%
- Apprenticeable: No
- Top Skills: Automotive Sales, Selling Techniques, Sales Prospecting

**Parts Salespersons**
- Unique Postings: 1,195
- Median Salary: $20.74
- Hires: 2,739
- Separations: 2,623
- Turnover Rate: 77.7%
- Apprenticeable: Yes
- Top Skills: Inventory Management System, Selling Techniques, General Mathematics

**Customer Service Representatives**
- Unique Postings: 22,791
- Median Salary: $19.38
- Hires: 42,543
- Separations: 42,400
- Turnover Rate: 94.8%
- Apprenticeable: Yes
- Top Skills: Merchandising, Cash Register, Merchandise Exchanges

**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: Merchandising, Operations Management, Cashiering

**Shipping, Receiving, & Inventory Clerks**
- Unique Postings: 2,339
- Median Salary: $19.15
- Hires: 11,748
- Separations: 12,770
- Turnover Rate: 86.4%
- Apprenticeable: No
- Top Skills: Merchandising, Shipping and Receiving, Warehousing

**Pharmacists**
- Unique Postings: 1,762
- Median Salary: $62.89
- Hires: 1,634
- Separations: 1,142
- Turnover Rate: 25.9%
- Apprenticeable: Yes
- Top Skills: Workflow Management, Inventory Management, Medical Mathematics

**Parts Salespersons**
- Unique Postings: 1,195
- Median Salary: $20.74
- Hires: 2,739
- Separations: 2,623
- Turnover Rate: 77.7%
- Apprenticeable: Yes
- Top Skills: Inventory Management System, Selling Techniques, General Mathematics

**Fast Food & Counter Workers**
- Unique Postings: 17,486
- Median Salary: $16.43
- Hires: 113,373
- Separations: 106,620
- Turnover Rate: 163.4%
- Apprenticeable: No
- Top Skills: Food Safety and Sanitation, Merchandising, Cash Register

**Laborers & Freight, Stock, & Material Movers, Hand**
- Unique Postings: 18,973
- Posted Salary: $19.02
- Hires: 39,749
- Separations: 34,806
- Turnover Rate: 129.7%
- Apprenticeable: Yes
- Top Skills: Warehousing, Palletizing, Forklift Truck

**Light Truck Drivers**
- Unique Postings: 4,582
- Median Salary: $20.62
- Hires: 16,061
- Separations: 15,006
- Turnover Rate: 100.5%
- Apprenticeable: No
- Top Skills: Vehicle Maintenance, Safety Standards, Customer Relationship Management
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.