



2024

Bioscience

INDUSTRY PROFILE

Colorado Urban Front Range



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

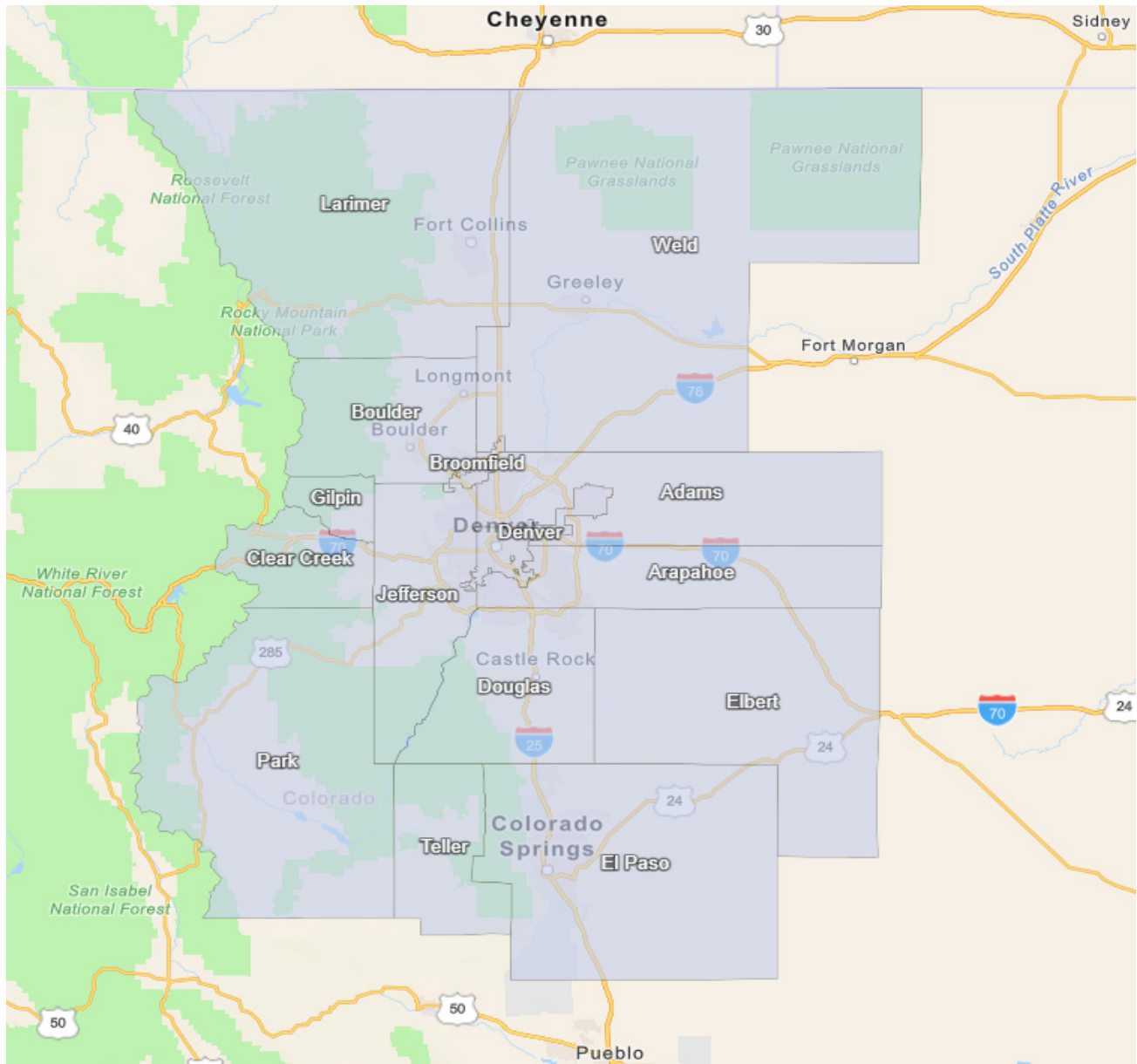
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Geographical Area



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 2023, this 15 county region employed nearly 2.72 million people across all industries, and made up 84% of Colorado's total employment.

In 2023, the Gross Regional Product (GRP) for the Front Range region was \$422.9 billion, which made up 1.94% of the national GRP.

Lightcast defines GRP as the final market value of all goods and services in the region.



Industries Making up the Sector

Bioscience

▲ **2.8%** From prior year

1.0%

**Total Jobs in CO
Urban Front Range**

The bioscience sector employs 27,956 people in 2,331 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 2023, the sector had \$11.6 billion in sales, and contributed \$7.0 billion to the region's GRP. The bioscience sector in the region has been experiencing significant growth in recent years. The region is home to a cluster of research institutions, universities, and biotech companies, fostering innovation in areas such as biopharmaceuticals, medical devices, and digital health solutions. This dynamic ecosystem is attracting talent and investment, making the region a promising hub for advancements in the field.



27,956

Total Jobs



2,331

Establishments



11.6 B

Total Sales

Top Specialized Skills

- Marketing
- Medical Devices
- Project Management

Top Software Skills

- Microsoft Office
- SAP Applications
- Salesforce

Top Credentials

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Master Of Business Administration (MBA)

Bioscience 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, employment in medicinal & botanical manufacturing is 3.16 times more concentrated than the national average for this industry.” The North American Industry Classification System (NAICS) is used to categorize businesses and organizations based on their primary economic activities. It is used throughout the United States, Mexico, and Canada.

Medicinal & Botanical Manufacturing

NAICS
325411

Numbers to Know

- 2,232 jobs
- 113 establishments
- 3.16 employment concentration
- \$743 million in sales
- 6.4% change to 2028
- \$74,049 average wage
- \$22,415 average employer paid benefits

Pharmaceutical Preparation Manufacturing

NAICS
325412

Numbers to Know

- 2,340 jobs
- 72 establishments
- 0.63 employment concentration
- \$1.7 billion in sales
- 7.2% change to 2028
- \$103,281 average wage
- \$31,304 average employer paid benefits



In-Vitro Diagnostic Substance Manufacturing

NAICS
325413

Numbers to Know

- 43 jobs
 - 4 establishments
 - 0.08 employment concentration
 - \$21 million in sales
 - (2.7%) change to 2028
 - \$72,808 average wage
 - \$22,186 average employer paid benefits
-

Biological Product (except Diagnostic) Manufacturing

NAICS
325414

Numbers to Know

- 571 jobs
 - 11 establishments
 - 0.76 employment concentration
 - \$571.4 million in sales
 - 5.0% change to 2028
 - \$114,509 average wage
 - \$34,718 average employer paid benefits
-

Electromedical & Electrotherapeutic Apparatus Manufacturing

NAICS
334510

Numbers to Know

- 2,564 jobs
 - 28 establishments
 - 2.08 employment concentration
 - \$1 billion in sales
 - (9.0%) change to 2028
 - \$108,457 average wage
 - \$18,660 average employer paid benefits
-

Analytical Laboratory Instrument Manufacturing

NAICS
334516

Numbers to Know

- 1,503 jobs
 - 26 establishments
 - 1.90 employment concentration
 - \$514 million in sales
 - (0.7%) change to 2028
 - \$108,422 average wage
 - \$18,654 average employer paid benefits
-

Irradiation Apparatus Manufacturing

NAICS
334517

Numbers to Know

- 14 jobs
- 4 establishments
- 0.06 employment concentration
- \$6.5 million in sales
- 3.7% change to 2028
- \$108,801 average wage
- \$18,719 average employer paid benefits

Surgical & Medical Instrument Manufacturing

NAICS
339112

Numbers to Know

- 3,149 jobs
- 52 establishments
- 1.34 employment concentration
- \$1.3 billion in sales
- (3.9%) change to 2028
- \$111,388 average wage
- \$38,189 average employer paid benefits



Surgical Appliance & Supplies Manufacturing

NAICS
339113

Numbers to Know

- 1,784 jobs
- 50 establishments
- 1.04 employment concentration
- \$496.9 million in sales
- 13.1% change to 2028
- \$76,456 average wage
- \$26,198 average employer paid benefits

Dental Equipment & Supplies Manufacturing

NAICS
339114

Numbers to Know

- 88 jobs
 - 10 establishments
 - 0.32 employment concentration
 - \$27.7 million in sales
 - (14.9%) change to 2028
 - \$67,252 average wage
 - \$23,126 average employer paid benefits
-

Ophthalmic Goods Manufacturing

NAICS
339115

Numbers to Know

- 101 jobs
 - 9 establishments
 - 0.26 employment concentration
 - \$22.4 million in sales
 - 11.5% change to 2028
 - \$59,939 average wage
 - \$20,455 average employer paid benefits
-

Dental Laboratories

NAICS
339116

Numbers to Know

- 488 jobs
 - 100 establishments
 - 0.68 employment concentration
 - \$95.3 million in sales
 - (12.3%) change to 2028
 - \$59,122 average wage
 - \$20,252 average employer paid benefits
-



**Medical, Dental, & Hospital
Equipment & Supplies
Merchant Wholesalers**

NAICS
423450

Numbers to Know

- 8,279 jobs
 - 1,054 establishments
 - 1.62 employment concentration
 - \$3.4 billion in sales
 - 13.9% change to 2028
 - \$147,310 average wage
 - \$19,125 average employer paid benefits
-

Testing Laboratories

NAICS
541380

Numbers to Know

- 1,992 jobs
 - 238 establishments
 - 0.69 employment concentration
 - \$366.1 million in sales
 - (0.2%) change to 2028
 - \$82,307 average wage
 - \$11,077 average employer paid benefits
-





Research & Development in Nanotechnology

NAICS
541713

Numbers to Know

- 188 jobs
- 52 establishments
- 0.44 employment concentration
- \$118 million in sales
- 16.4% change to 2028
- \$225,092 average wage
- \$31.102 average employer paid benefits

Research & Development in Biotechnology (except Nanobiotechnology)

NAICS
541714

Numbers to Know

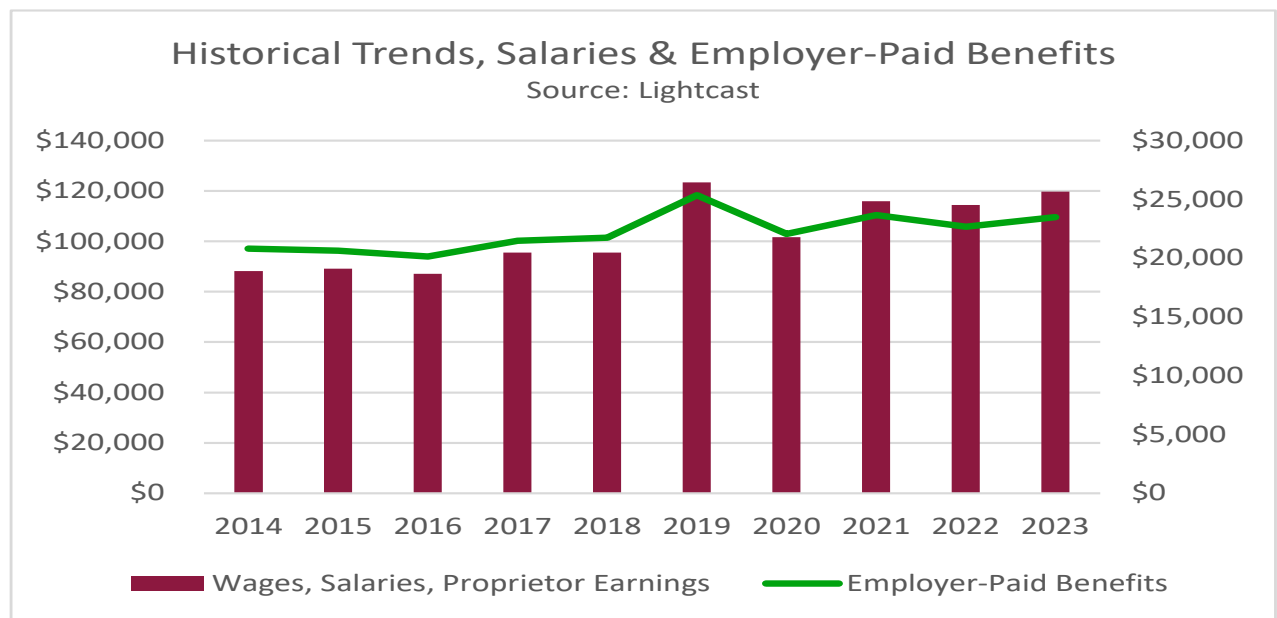
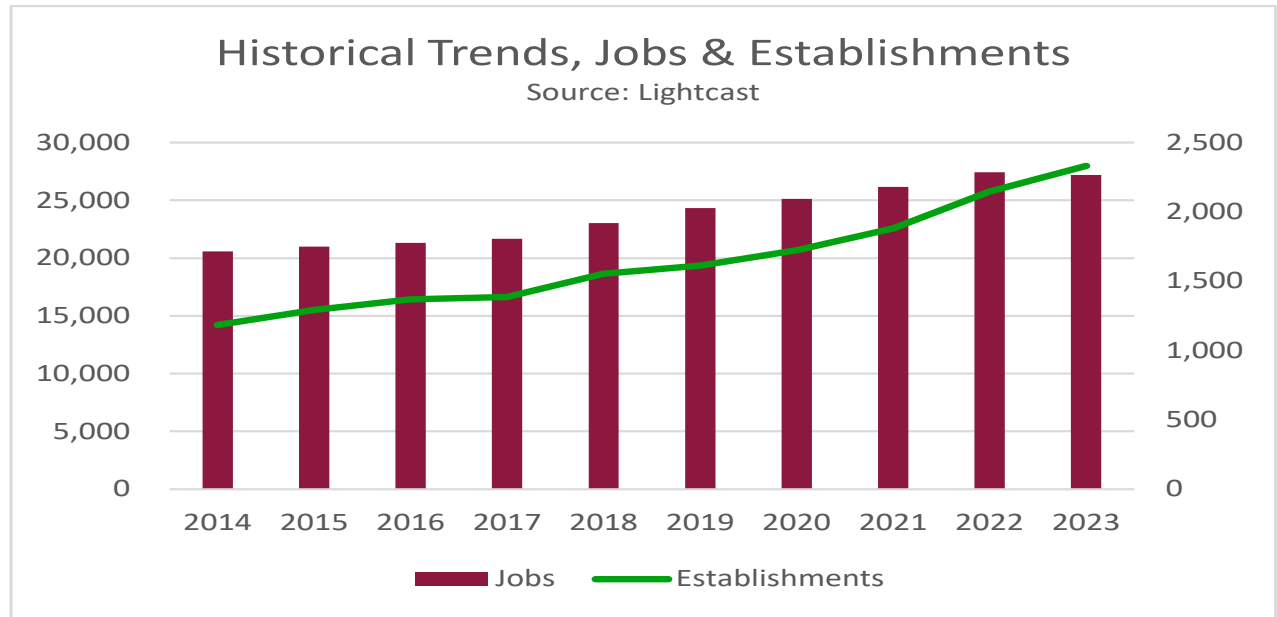
- 2,621 jobs
- 510 establishments
- 0.53 employment concentration
- \$1.4 billion in sales
- 11.9% change to 2028
- \$188,249 average wage
- \$25,944 average employer paid benefits



Historical Trends

Colorado Urban Front Range

The first graph shows the growth in jobs (maroon bars) and the growth in the number of establishments (green line) in the sector between 2014 and 2023. The second graph shows the growth in wages, salaries and proprietor earnings (maroon bars), and in employer-paid benefits, including the employer portions of both Social Security and Medicare payroll deductions (green line) for the same period.

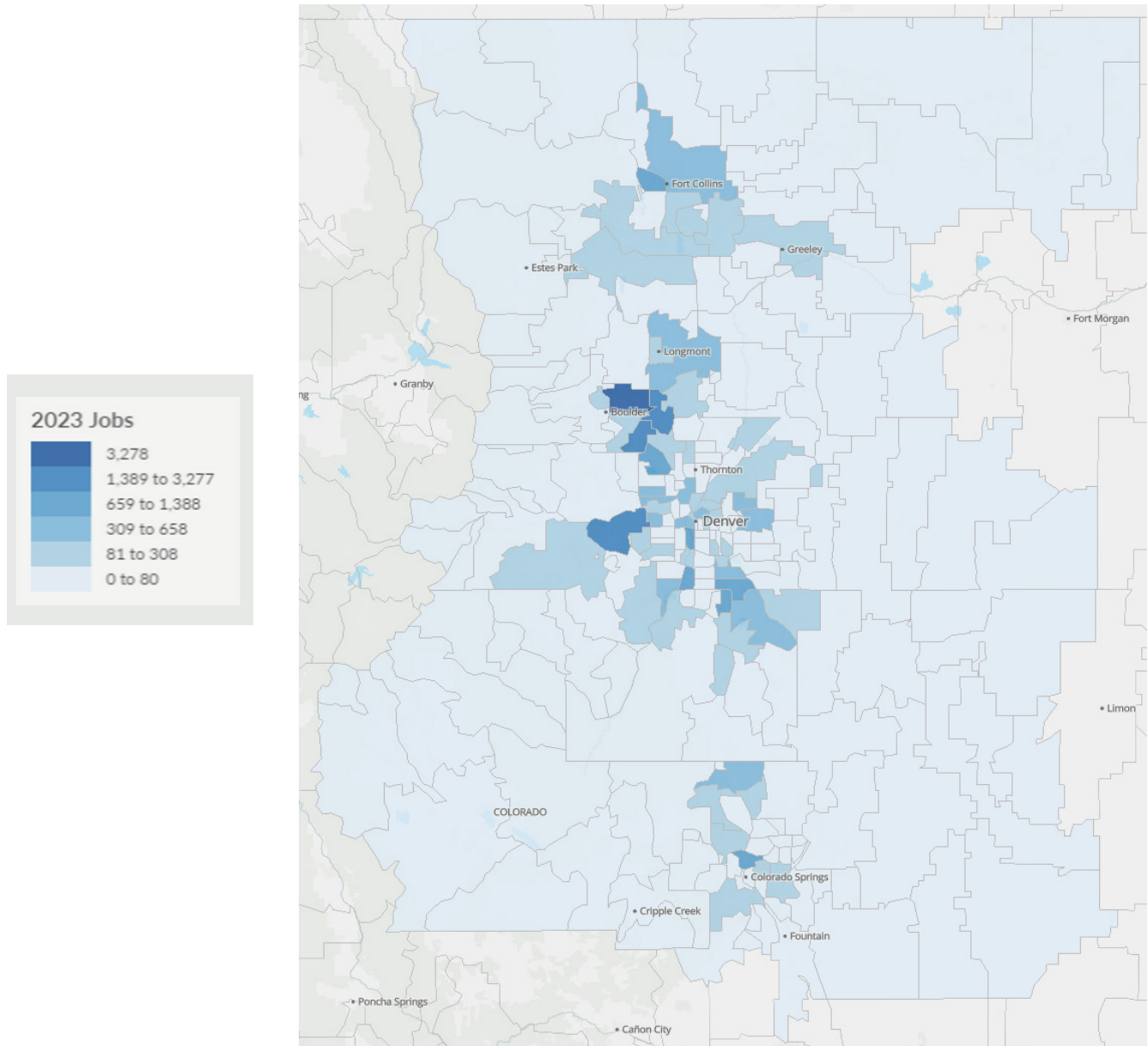


Source: Lightcast



Employment Concentration

Employment Concentration Map



Colorado Urban Front Range

The overall employment concentration in this sector is 1.69 times the national average, which suggests the region has a good supply of skilled labor. Concentration also varies by county, with the heaviest sector employment concentrations in Boulder and Jefferson counties.

Sector Employment Concentration



Employment concentration in the sector is shown here within each of the 15 counties making up the region. Note that the current wages, salaries, and proprietor earnings, as well as the current employer-paid benefits are different within each county. This is because each county has a different mix of sector industries. For example, the highest average wage per worker is in research and development in nanotechnology, while the lowest is in dental laboratories. Thus, a county that has a greater concentration of dental laboratories will have a lower average wage per worker.

ADAMS

- Jobs - 1,013
- Employment Concentration - 0.39
- Current Wages, Salaries, & Proprietor Earnings - \$86,761
- Benefits - \$15,748
- Top Businesses - Yuscience, Ventria Bioscience, Zalgen

ARAPAHOE

- Jobs - 3,140
- Employment Concentration - 0.88
- Current Wages, Salaries, & Proprietor Earnings - \$106,961
- Benefits - \$19,620
- Top Businesses - Allosource, Conmed, Stryker Sports Medicine

BOULDER

- Jobs - 7,057
- Employment Concentration - 3.41
- Current Wages, Salaries, & Proprietor Earnings - \$139,582
- Benefits - \$26,645
- Top Businesses - Particle Measuring Systems, Merck Boulder, Advanced Thin Films

BROOMFIELD

- Jobs - 256
- Employment Concentration - 0.57
- Current Wages, Salaries, & Proprietor Earnings - \$151,370
- Benefits - \$33,589
- Top Businesses - Swisslog Healthcare, Zoll Medical, Altec Air

CLEAR CREEK

- Jobs - 46
- Employment Concentration - 1.30
- Current Wages, Salaries, & Proprietor Earnings - \$56,753
- Benefits - \$15,555
- Top Businesses - SGS Transportation, Advance Dental Technology

DENVER

- Jobs - 3,364
- Employment Concentration - 0.56
- Current Wages, Salaries, & Proprietor Earnings - \$136,378
- Benefits - \$22,283
- Top Businesses - Hearthero Syneos Health, Livewell Enlightened Health

DOUGLAS

- Jobs - 2,276
- Employment Concentration - 1.50
- Current Wages, Salaries, & Proprietor Earnings - \$118,421
- Benefits - \$19,998
- Top Businesses - AYTU Biopharma, Medtronic Perfusion Systems, Diversatek Healthcare

EL PASO

- Jobs - 2,262
- Employment Concentration - 0.61
- Current Wages, Salaries, & Proprietor Earnings - \$89,419
- Benefits - \$20,541
- Top Businesses - Spectranetics Corporation, Nexgen Pharma Inc., Pikes Peak Medical Supplies

ELBERT

- Jobs - 35
- Employment Concentration - 0.72
- Current Wages, Salaries, & Proprietor Earnings - \$213,627
- Benefits - \$29,502
- Top Businesses - Medisystems, Whitewolf Medicine

GILPIN

- Jobs - <10
- Employment Concentration - 0.10
- Current Wages, Salaries, & Proprietor Earnings - Insf. Data
- Benefits- Insf. Data
- Top Businesses - Insf. Data

JEFFERSON

- Jobs - 4,801
- Employment Concentration - 1.86
- Current Wages, Salaries, & Proprietor Earnings - \$114,657
- Benefits - \$26,939
- Top Businesses - Zimvie Inc, Air Quality Control, Peebles Prosthetics

LARIMER

- Jobs - 2,090
- Employment Concentration - 1.13
- Current Wages, Salaries, & Proprietor Earnings - \$110,703
- Benefits - \$24,996
- Top Businesses - Growcentia, Cetya Therapeutics, The Sequencing Center

PARK

- Jobs - 12
- Employment Concentration - 0.38
- Current Wages, Salaries, & Proprietor Earnings - \$110,789
- Benefits - \$18,004
- Top Businesses - M&K Biomedical Repair, The Smiling Pig

TELLER

- Jobs - 18
- Employment Concentration - 0.21
- Current Wages, Salaries, & Proprietor Earnings - \$121,699
- Benefits- \$16,806
- Top Businesses - Ron Enders LLC, Stera Inc, Waddle Radon

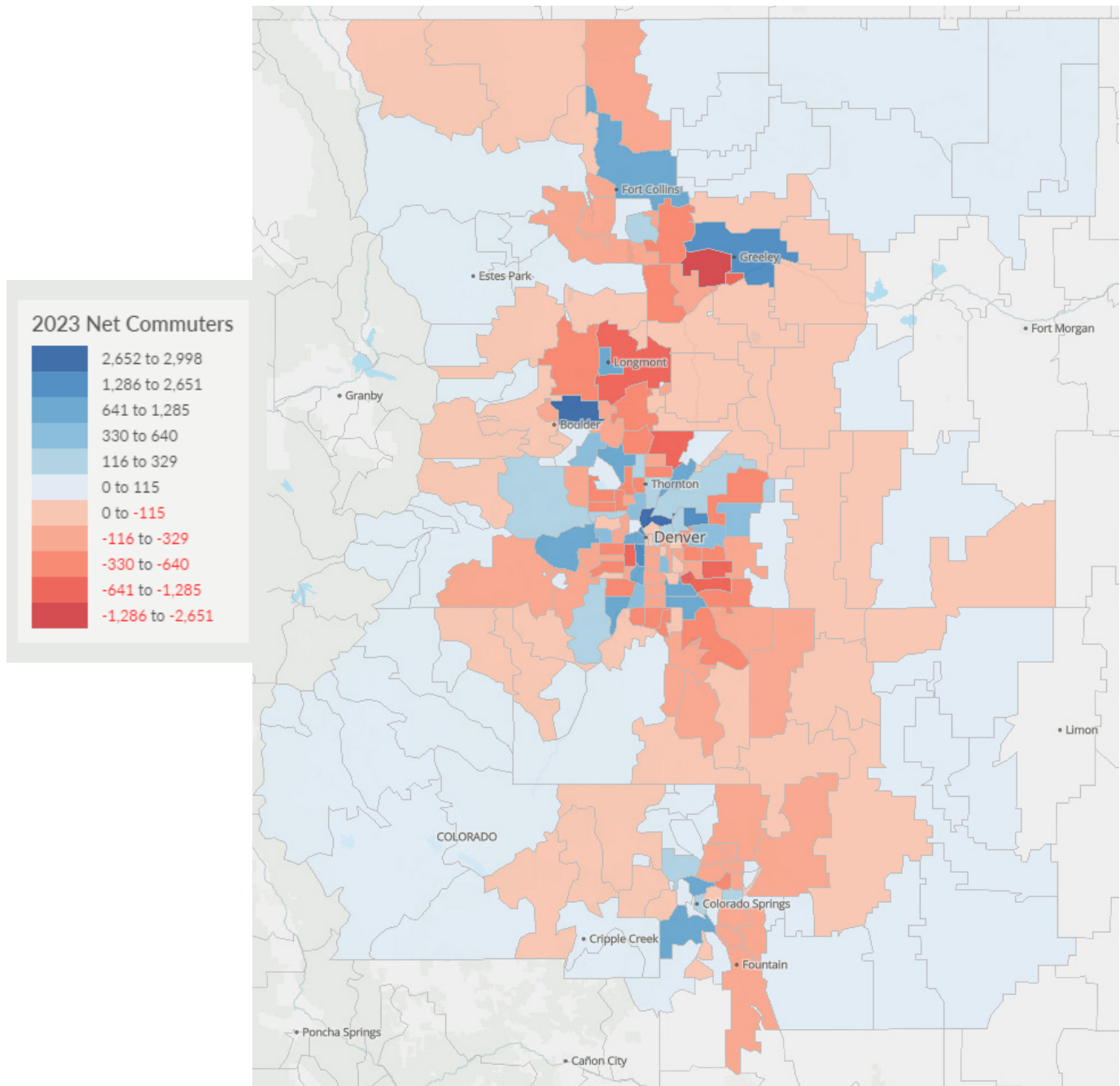
WELD

- Jobs - 819
- Employment Concentration - 0.67
- Current Wages, Salaries, & Proprietor Earnings - \$97,886
- Benefits- \$16,366
- Top Businesses - Patterson Veterinary Supply, Medcom Group, Colorado Engineering Experiment Station



**Where Core
Workforce
Lives**

Commute Map



Every sector 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 bioscience, this core set of occupations is made up of production occupations. Examples of these occupations include assemblers and fabricators, quality assurance testers, and dental laboratory technicians. This map shows where persons employed in these occupations live (orange areas) and where they work (blue areas).

Where Core Workforce Lives

Commute Patterns

The table shows net commuters. For example, 8,929 workers in these core occupations live in Arapahoe County, while there are 7,588 employed there. This means 1,341 more bioscience professionals live in Arapahoe County than work there. Note: the latest commuter data available is from 2023.

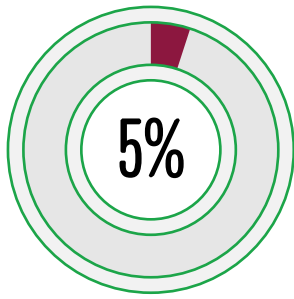
County	Net Commuters	Resident Workers	Jobs
Denver	6,347	9,656	16,003
Boulder	2,797	6,284	9,081
Broomfield	268	1,833	2,101
Clear Creek	50	65	115
Gilpin	(32)	67	35
Larimer	(39)	8,334	8,295
Park	(69)	155	86
Teller	(93)	305	211
Elbert	(138)	261	123
El Paso	(289)	9,693	9,404
Adams	(556)	10,331	9,776
Arapahoe	(1,341)	8,929	7,588
Jefferson	(1,624)	11,269	9,645
Douglas	(2,368)	4,730	2,362
Weld	(3,113)	12,800	9,687

Source: Lightcast

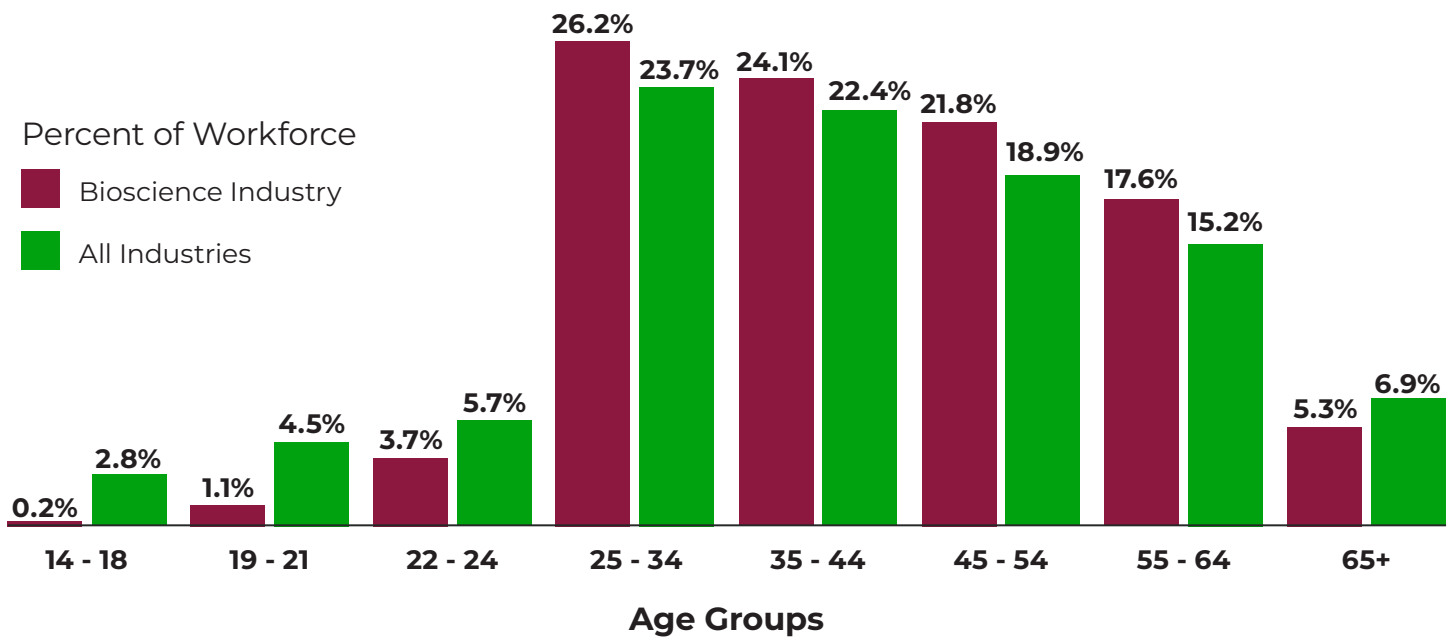


Demographics

Comparative Retirement Risk

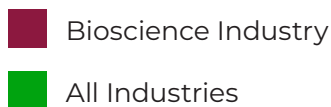


The comparative retirement risk for the bioscience industry in the 15 county region is lower than across all industries, with 5.3% of the workforce in the industry aged 65 or older, while 6.9% of the workforce across all industries are 65 years or older. Over the next few years retirement risk will grow based on the 55-64 age band. Also note the low number of young people entering the industry.



Comparative Gender

Percent of Workforce



Men

61.3%

52.4%

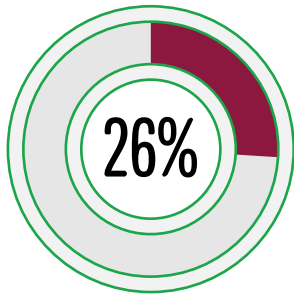


Women

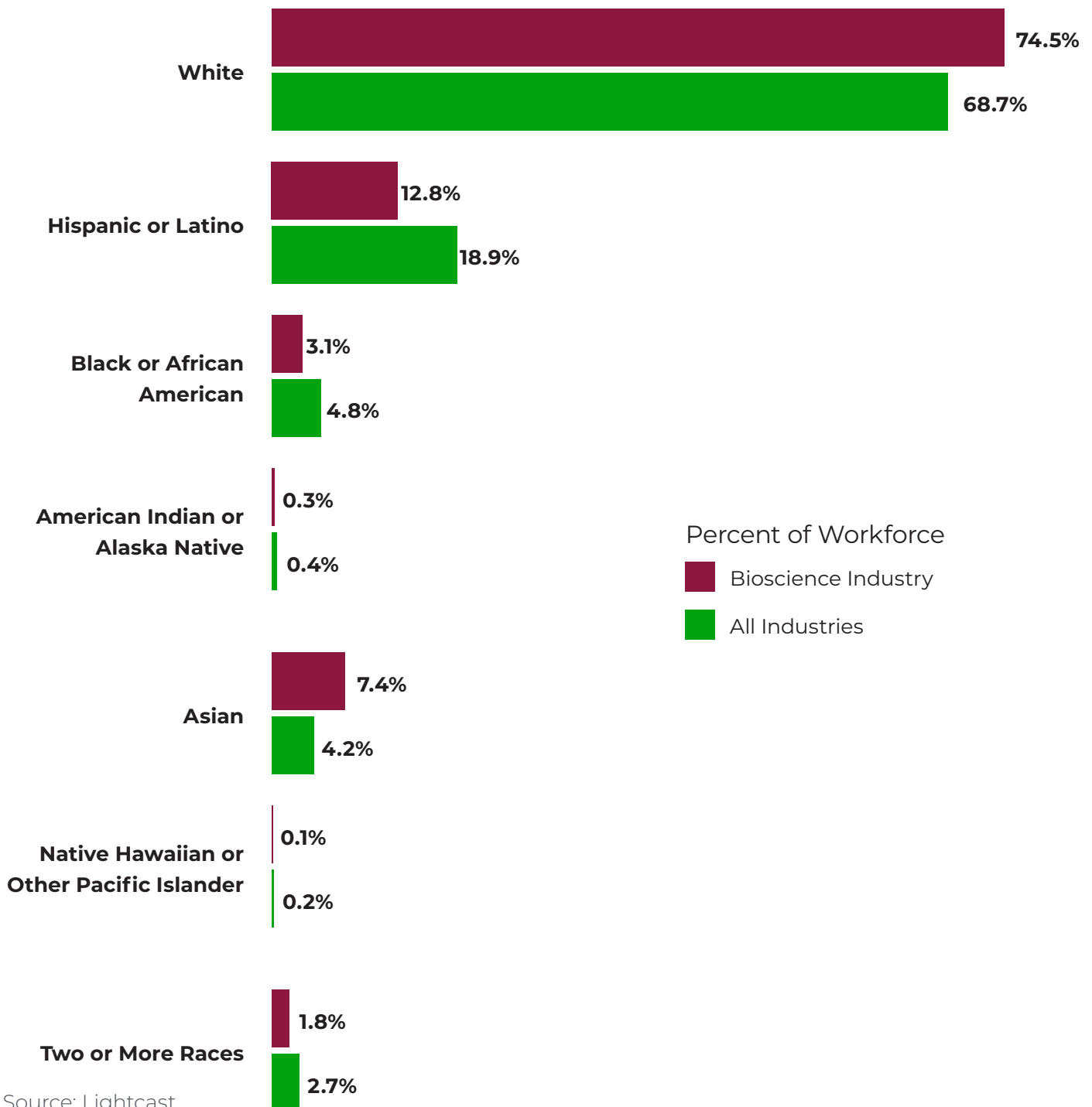
38.7%

47.6%

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. Bioscience is much less diverse than the overall average within the region, with overall diversity at only 25.5% of the sector's workforce, versus 30.6% across all industries.



Source: Lightcast

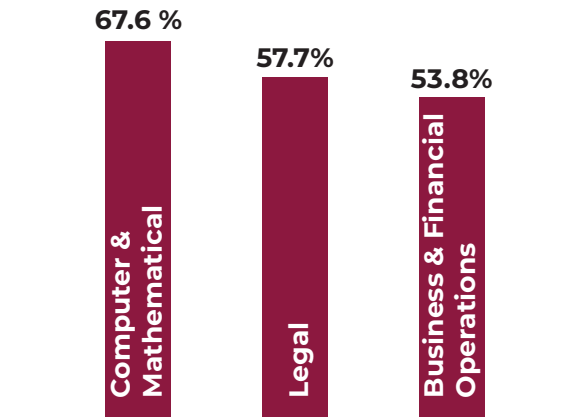


Telework and Automation Strategies

Remote Work Potential

32.0% Remote Work Capability for Sector

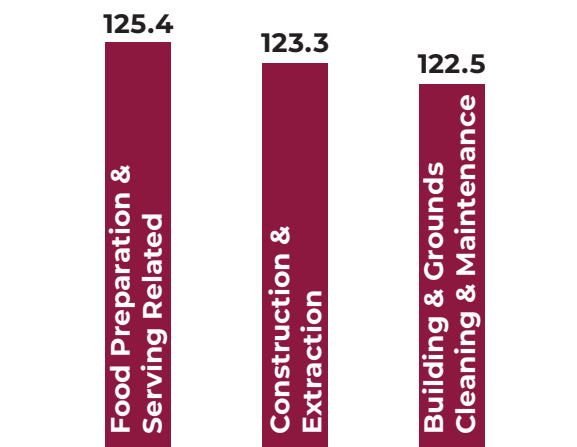
In a scarce labor market, a valid strategy for employers might be to review their staffing pattern and determine which positions, if any, can be employed remotely or on a hybrid work schedule. Approximately 32.0% of the workforce in bioscience has at least partial teleworking capacity, mostly in back-office functions.



Automation Index

94.7

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 bioscience are robotics and repetitive, monotonous tasks like centrifugation, decapping and colony counting.





Wages

Advertised Wage Trends

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 bioscience sector employs 529 project management specialists, but there are 28,766 employed across all industry sectors. This is important because the bioscience sector must compete with other sectors for critical talent, such as sales representatives, assemblers and fabricators, and industrial engineers. 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.

Competitive Wage Analysis

SOC	Description	Jobs in Sector	% of Total Employment in Sector	Jobs Across all Industries	Average Annual Openings	
11-1021	General & Operations Managers	524	1.9%	41,054	4,123	
13-1082	Project Management Specialists	529	1.9%	28,766	2,450	
13-1161	Market Research Analysts & Marketing Specialists	498	1.8%	25,316	2,863	
13-1199	Business Operations Specialists, All Other	645	2.4%	43,736	4,188	
13-2011	Accountants & Auditors	363	1.3%	31,969	2,923	
15-1232	Computer User Support Specialists	370	1.4%	16,421	1,428	
15-1252	Software Developers	1,046	3.8%	45,841	4,172	
17-2112	Industrial Engineers	647	2.4%	5,092	388	
17-2141	Mechanical Engineers	388	1.4%	6,741	488	
19-2031	Chemists	519	1.9%	1,842	148	
19-4021	Biological Technicians	416	1.5%	2,648	360	
41-4011	Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products	635	2.3%	3,836	440	
41-4012	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	965	3.5%	26,999	2,588	
43-4051	Customer Service Representatives	593	2.2%	42,745	5,960	
43-5071	Shipping, Receiving, & Inventory Clerks	443	1.6%	14,274	1,483	
51-1011	First-Line Supervisors of Production & Operating Workers	561	2.1%	8,358	850	
51-2028	Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers	554	2.0%	4,545	513	
51-2098	Miscellaneous Assemblers & Fabricators	823	3.0%	9,280	1,016	
51-9061	Inspectors, Testers, Sorters, Samplers, & Weighers	499	1.8%	4,318	545	
51-9111	Packaging & Filling Machine Operators & Tenders	406	1.5%	4,187	521	

	Median Posted Wage	Entry Level Wage	Median Wage	Highly Experienced Level Wage	Typical On-the-Job Training	Typical Entry Level Education
	\$33.66	\$44.42	\$62.52	\$92.13	None	Bachelor's degree
	\$49.35	\$37.91	\$48.77	\$63.41	None	Bachelor's degree
	\$32.43	\$28.26	\$37.40	\$50.67	None	Bachelor's degree
	\$40.06	\$30.72	\$40.53	\$56.47	None	Bachelor's degree
	\$34.89	\$32.52	\$41.52	\$54.86	None	Bachelor's degree
	\$30.34	\$26.56	\$32.58	\$40.80	None	Some college, no degree
	\$61.72	\$51.18	\$65.19	\$81.27	None	Bachelor's degree
	\$50.65	\$39.67	\$48.72	\$61.35	None	Bachelor's degree
	\$49.42	\$40.10	\$49.49	\$63.77	None	Bachelor's degree
	\$39.82	\$32.54	\$45.72	\$60.68	None	Bachelor's degree
	\$24.43	\$20.19	\$24.44	\$27.59	None	Bachelor's degree
	\$34.15	\$36.56	\$47.44	\$67.50	Moderate-term OJT	Bachelor's degree
	\$33.66	\$24.98	\$35.73	\$50.46	Moderate-term OJT	High school diploma or GED
	\$20.49	\$17.92	\$21.04	\$24.88	Short-term OJT	High school diploma or GED
	\$20.25	\$18.07	\$21.11	\$24.18	Short-term OJT	High school diploma or GED
	\$32.43	\$26.96	\$34.57	\$43.62	None	High school diploma or GED
	\$21.48	\$18.68	\$21.33	\$24.84	Moderate-term OJT	High school diploma or GED
	\$20.00	\$17.64	\$19.37	\$23.21	Moderate-term OJT	High school diploma or GED
	\$25.05	\$20.41	\$24.02	\$30.22	Moderate-term OJT	High school diploma or GED
	\$19.63	\$17.37	\$19.36	\$23.55	Moderate-term OJT	High school diploma or GED



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 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, what the percent of employment in the sector is, and the top skills demanded over the prior 12-month period.



Software Developers

• % Employment	3.8%
• Unique Postings	15,402
• Posted Salary	\$61.72
• Hires	16,564
• Separations	12,889
• Turnover Rate	29.6%
Top Skills: Software Engineering, Agile Methodology, Computer Science	



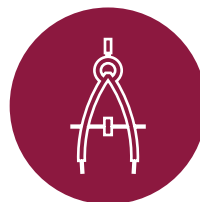
Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products

• % Employment	3.5%
• Unique Postings	9,594
• Posted Salary	\$33.66
• Hires	13,016
• Separations	12,715
• Turnover Rate	47.7%
Top Skills: Sales Prospecting, Selling Techniques, Marketing	



Miscellaneous Assemblers & Fabricators

• % Employment	3.0%
• Unique Postings	1,254
• Posted Salary	\$20.00
• Hires	8,154
• Separations	8,546
• Turnover Rate	92.9%
Top Skills: Warehousing, Machinery, Housekeeping	



Industrial Engineers

• % Employment	2.4%
• Unique Postings	2,637
• Posted Salary	\$50.65
• Hires	1,658
• Separations	1,469
• Turnover Rate	29.7%
Top Skills: Project Management, Manufacturing Processes, Mechanical Engineering	



Business Operations Specialists, All Other

• % Employment	2.4%
• Unique Postings	805
• Posted Salary	\$40.06
• Hires	24,248
• Separations	25,613
• Turnover Rate	59.5%

Top Skills: Project Management, Auditing, Key Performance Indicators (KPIs)



Sales Representatives, Wholesale & Manufacturing, Technical & Scientific Products

• % Employment	2.3%
• Unique Postings	5,441
• Posted Salary	\$34.15
• Hires	1,850
• Separations	1,527
• Turnover Rate	41.5%

Top Skills: Outside Sales, Sales Prospecting, Selling Techniques



Customer Service Representatives

• % Employment	2.2%
• Unique Postings	14,332
• Posted Salary	\$20.49
• Hires	36,309
• Separations	38,222
• Turnover Rate	90.2%

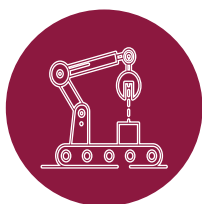
Top Skills: Call Center Experience, Inbound Calls, Customer Relationship Management



First-Line Supervisors of Production & Operating Workers

• % Employment	2.1%
• Unique Postings	3,176
• Posted Salary	\$32.43
• Hires	4,332
• Separations	4,345
• Turnover Rate	52.8%

Top Skills: Project Management, Process Improvement, Workflow Management



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

• % Employment	2.0%
• Unique Postings	578
• Posted Salary	\$21.78
• Hires	2,133
• Separations	2,229
• Turnover Rate	49.6%

Top Skills: Soldering, Hand Tools, Electrical Wiring



Project Management Specialists

• % Employment	1.9%
• Unique Postings	8,636
• Posted Salary	\$49.35
• Hires	13,435
• Separations	13,644
• Turnover Rate	48.6%

Top Skills: Project Management, Project Schedules, Change Orders



General & Operations Managers

• % Employment	1.9%
• Unique Postings	10,475
• Posted Salary	#33.66
• Hires	24,323
• Separations	21,273
• Turnover Rate	53.5%
Top Skills: Operations Management, Finance, Project Management	



Chemists

• % Employment	1.9%
• Unique Postings	349
• Posted Salary	\$39.82
• Hires	741
• Separations	751
• Turnover Rate	41.6%
Top Skills: Chemistry, Analytical Chemistry, Analytical Techniques	



Inspectors, Testers, Sorters, Samplers, & Weighers

• % Employment	1.8%
• Unique Postings	2,686
• Posted Salary	\$25.05
• Hires	3,355
• Separations	3,253
• Turnover Rate	77.1%
Top Skills: Auditing, Quality Management, Calipers	



Market Research Analysts & Marketing Specialists

• % Employment	1.8%
• Unique Postings	3,886
• Posted Salary	\$32.43
• Hires	14,656
• Separations	13,900
• Turnover Rate	56.6%
Top Skills: Marketing, Social Media, Business Development	



Shipping, Receiving, & Inventory Clerks

• % Employment	1.6%
• Unique Postings	3,521
• Posted Salary	\$20.25
• Hires	10,252
• Separations	11,512
• Turnover Rate	81.3%
Top Skills: Warehousing, Shipping and Receiving, Inventory Management	



Biological Technicians

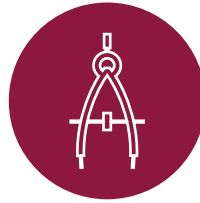
• % Employment	1.5%
• Unique Postings	183
• Posted Salary	\$24.43
• Hires	1,773
• Separations	1,836
• Turnover Rate	70.7%
Top Skills: Biology, Microbiology, Data Analysis	



Packaging & Filling Machine Operators & Tenders

- % Employment 1.5%
- Unique Postings 350
- Posted Salary \$19.63
- Hires 3,352
- Separations 3,325
- Turnover Rate 81.5%

Top Skills: Packaging Machine Operation, Machinery, Warehousing



Mechanical Engineers

- % Employment 1.4%
- Unique Postings 2,744
- Posted Salary \$49.42
- Hires 2,061
- Separations 1,945
- Turnover Rate 29.7%

Top Skills: Mechanical Engineering, Project Management, Mechanical Design



Computer User Support Specialists

- % Employment 1.4%
- Unique Postings 5,027
- Posted Salary \$30.34
- Hires 6,858
- Separations 6,909
- Turnover Rate 43.4%

Top Skills: Technical Support, Help Desk Support, Operating Systems



Accountants & Auditors

- % Employment 1.3%
- Unique Postings 5,994
- Posted Salary \$34.89
- Hires 16,605
- Separations 16,506
- Turnover Rate 52.9%

Top Skills: Accounting, Auditing, Financial Statements

Source: Lightcast



Let's Talk!

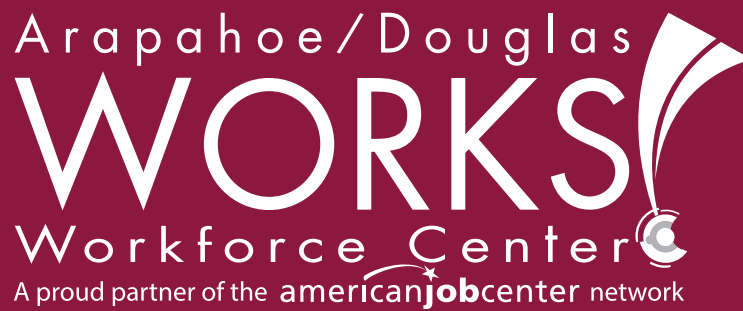
There are a number of strategies you can employ to enhance employee recruitment and retention. The Arapahoe/Douglas Works! Business Services Team can help you strategize and implement these tactics. Get started by calling (303) 636-1359 or visiting <https://bit.ly/ADWBusinessServices>.



COLORADO
APPRENTICESHIP
HUB

The Colorado Apprenticeship Hub serves as a resource for companies seeking to engage in registered apprenticeship programs in Colorado. The Hub provides apprenticeship-related services at no cost to employers.

If you want to connect to a consultant, please email the team at apprenticeship@arapahoegov.com

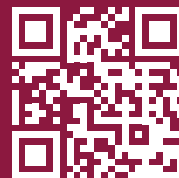


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