



2024

# Construction

## INDUSTRY PROFILE

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Colorado Urban Front Range



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

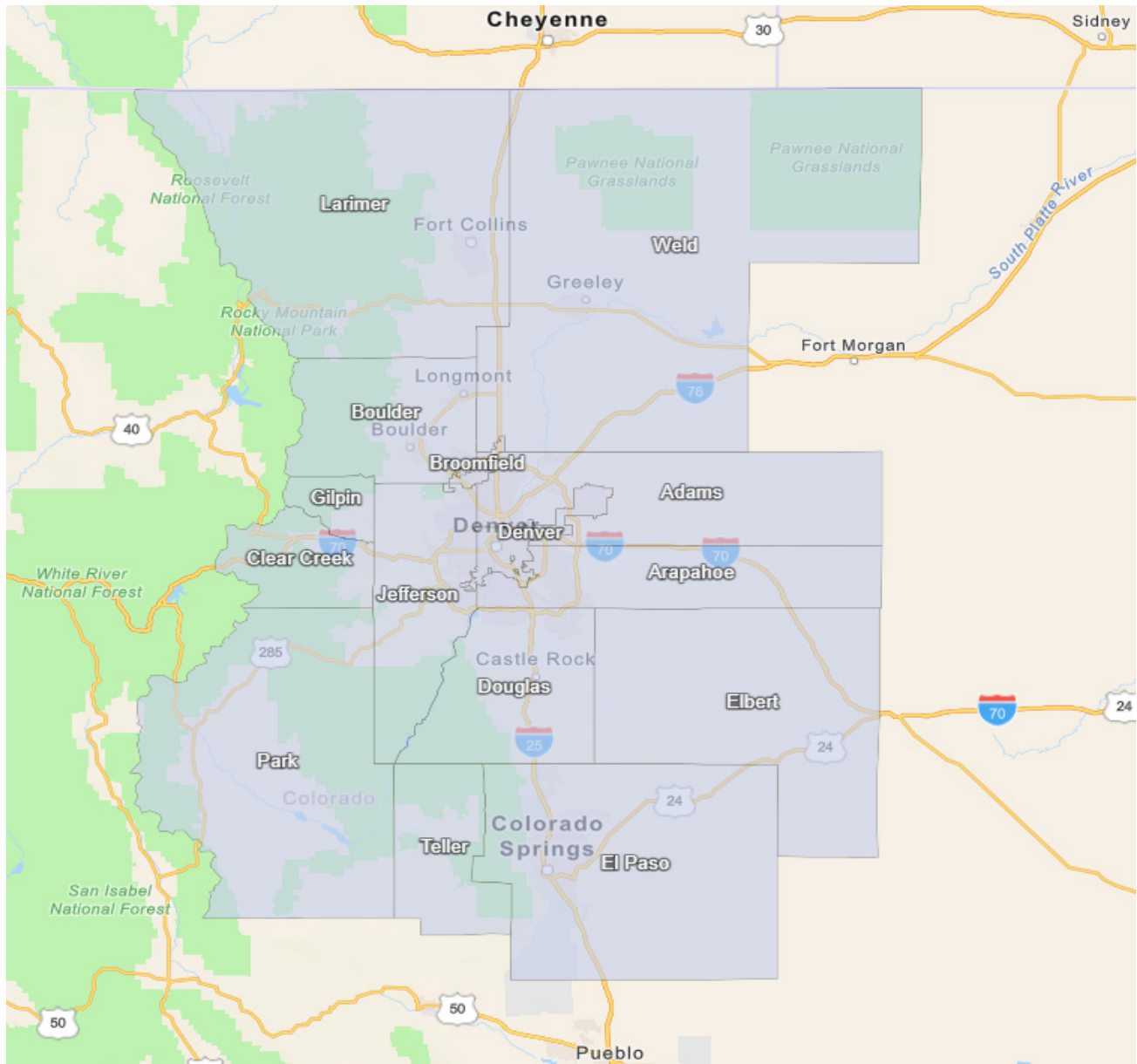
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# Geographical Area



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.



A large-scale construction site under a blue sky with scattered white clouds. In the foreground, a yellow excavator is positioned on a mound of earth. To its left, a tall silver tower crane and a yellow lattice boom crane stand prominently. In the background, a multi-story building with blue and green facade is partially visible, along with other construction structures and materials. The overall scene depicts an active industrial or construction environment.

# Industries Making up the Sector



# Construction

▲ **1.9%** From prior year

# 6.0%

**Total Jobs in CO  
Urban Front Range**

The construction sector employs 159,588 people in 16,873 establishments. An 'establishment' is one facility in which people work. 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 \$44.2 billion in sales, and contributed \$22.6 billion to the region's GRP. Construction has been a significant contributor to the local labor market, offering ample job opportunities for skilled workers in various trades. The sector's continuous growth and demand for construction projects have made it an essential component of the region's workforce landscape.



## 159,588

**Total Jobs**



## 16,873

**Establishments**



## 44.2 B

**Total Sales**

### Top Specialized Skills

- Construction
- Project Management
- Subcontracting

### Top Software Skills

- Microsoft Office
- AutoCAD
- Primavera (Software)

### Top Credentials

- Valid Driver's License
- 10-Hour OSHA General Industry Card
- Commercial Driver's License (CDL)

# Construction 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 land subdivision is 1.67 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.

## Residential Building Construction

NAICS **2361**

### Numbers to Know

- 16,144 jobs
- 3,451 establishments
- 1.04 employment concentration
- \$5.6 billion in sales
- 5.1% change to 2028
- \$94,509 average wage
- \$15,530 average employer paid benefits

## Nonresidential Building Construction

NAICS **2362**

### Numbers to Know

- 16,206 jobs
- 1,032 establishments
- 1.12 employment concentration
- \$4.7 billion in sales
- 5.1% change to 2028
- \$103,510 average wage
- \$17,060 average employer paid benefits

## Utility System Construction

NAICS **2371**

### Numbers to Know

- 12,479 jobs
- 457 establishments
- 1.29 employment concentration
- \$3.2 billion in sales
- 4.5% change to 2028
- \$90,942 average wage
- \$15,471 average employer paid benefits

## Land Subdivision

NAICS **2372**

### Numbers to Know

- 1,017 jobs
- 98 establishments
- 1.67 employment concentration
- \$474.3 million in sales
- 16.1% change to 2028
- \$159,427 average wage
- \$27,049 average employer paid benefits



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## Highway, Street, & Bridge Construction

NAICS **2373**

### Numbers to Know

- 7,238 jobs
  - 176 establishments
  - 1.22 employment concentration
  - \$1.8 billion in sales
  - 2.2% change to 2028
  - \$88,401 average wage
  - \$15,065 average employer paid benefits
- 

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## Other Heavy & Civil Engineering Construction

NAICS **2379**

### Numbers to Know

- 2,094 jobs
  - 119 establishments
  - 0.99 employment concentration
  - \$580 million in sales
  - 8.6% change to 2028
  - \$87,670 average wage
  - \$14,931 average employer paid benefits
- 

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## Foundation, Structure, & Building Exterior Contractors

NAICS **2381**

### Numbers to Know

- 19,978 jobs
  - 2,524 establishments
  - 1.24 employment concentration
  - \$5.1 billion in sales
  - 0.5% change to 2028
  - \$68,513 average wage
  - \$12,056 average employer paid benefits
- 

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## Building Equipment Contractors

NAICS **2382**

### Numbers to Know

- 50,866 jobs
  - 4,228 establishments
  - 1.25 employment concentration
  - \$11.7 billion in sales
  - 5.7% change to 2028
  - \$78,185 average wage
  - \$13,767 average employer paid benefits
- 

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## Building Finishing Contractors

NAICS **2383**

### Numbers to Know

- 17,346 jobs
  - 3,118 establishments
  - 1.26 employment concentration
  - \$5.9 billion in sales
  - 0.5% change to 2028
  - \$67,574 average wage
  - \$11,900 average employer paid benefits
- 

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## Other Specialty Trade Contractors

NAICS **2389**

### Numbers to Know

- 16,220 jobs
  - 1,670 establishments
  - 1.28 employment concentration
  - \$5.2 billion in sales
  - 2.0% change to 2028
  - \$72,233 average wage
  - \$12,703 average employer paid benefits
-

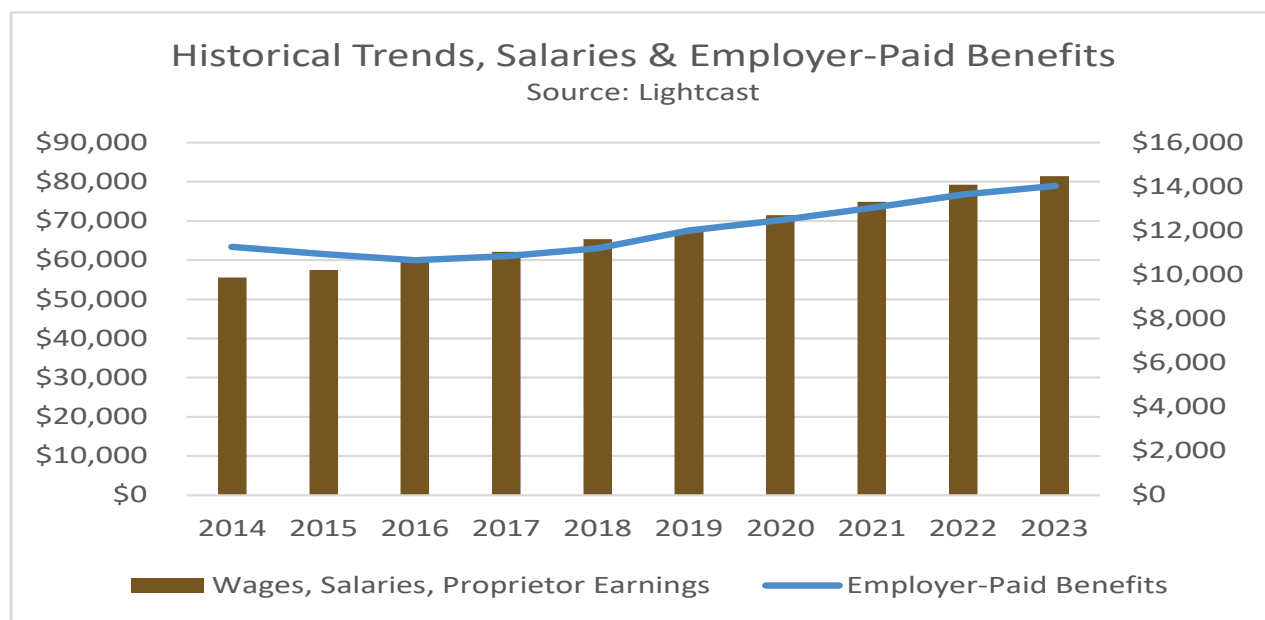
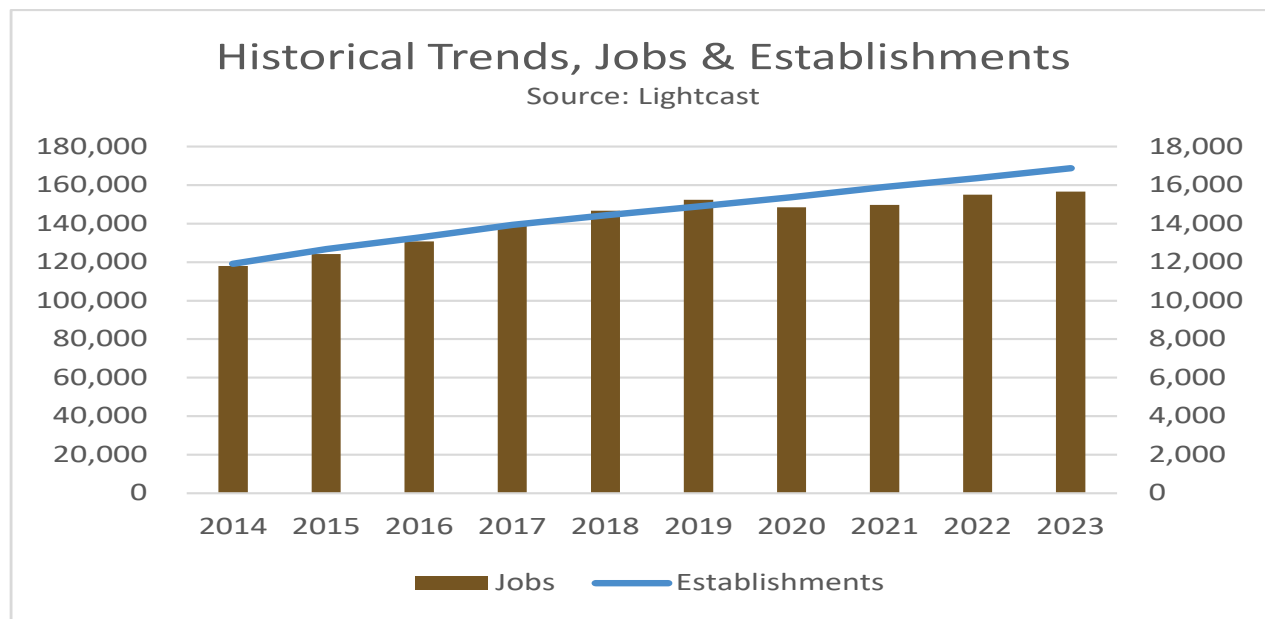


# Historical Trends



## Colorado Urban Front Range

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



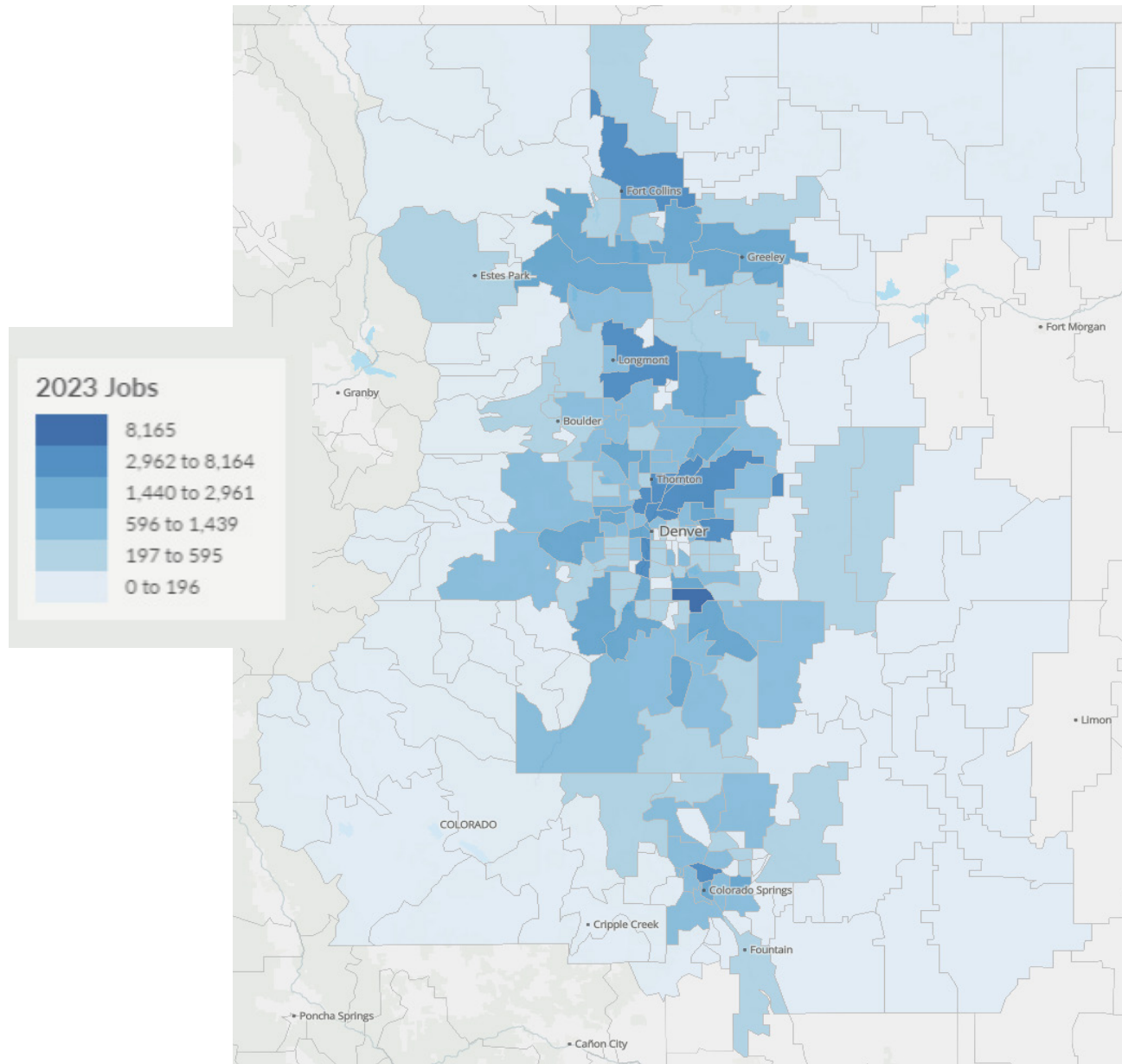
Source: Lightcast



# Employment Concentration



# Employment Concentration Map



## Colorado Urban Front Range

The overall employment concentration in this sector is 1.40 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 Elbert, Weld and Adams counties.

Source: Lightcast

# Sector Employment Concentration



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

## **ADAMS**

- Jobs - [26,195](#)
- Employment Concentration - [2.03](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$79,322](#)
- Benefits - [\\$13,838](#)
- Top Businesses - [Sturgeon Electric Company, Northern Electric, Mechanical Technologies Group](#)

## **ARAPAHOE**

- Jobs - [24,830](#)
- Employment Concentration - [1.40](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$88,409](#)
- Benefits - [\\$15,131](#)
- Top Businesses - [Kiewit Infrastructure, Century Communities, ISEC Inc](#)

## **BOULDER**

- Jobs - [5,835](#)
- Employment Concentration - [0.57](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$75,266](#)
- Benefits - [\\$12,946](#)
- Top Businesses - [Namaste Solar Electric, E Z Excavating, Casey Industrial](#)

## **BROOMFIELD**

- Jobs - [2,028](#)
- Employment Concentration - [0.90](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$103,511](#)
- Benefits - [\\$17,850](#)
- Top Businesses - [Lumen, Flatiron Construction, Vargas Property Services](#)

## **CLEAR CREEK**

- Jobs - [87](#)
- Employment Concentration - [0.49](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$57,039](#)
- Benefits - [\\$9,666](#)
- Top Businesses - [Doyle Construction, Galbraith Plumbing and Heating, Precision Air](#)

## **DENVER**

- Jobs - [23,101](#)
- Employment Concentration - [0.78](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$92,502](#)
- Benefits - [\\$15,870](#)
- Top Businesses - [CBI, Richmond American Homes, Cardinal Group Companies](#)



## **DOUGLAS**

- Jobs - [11,486](#)
- Employment Concentration - [1.51](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$87,538](#)
- Benefits - [\\$15,026](#)
- Top Businesses - [Douglas County Public Works, Crescendo at Central Park, Great Southwestern Construction](#)

## **GILPIN**

- Jobs - [70](#)
- Employment Concentration - [0.32](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$53,838](#)
- Benefits - [\\$9,380](#)
- Top Businesses - [Black Hawk Public Works, R & B Drywall, Richardson Construction](#)

## **PARK**

- Jobs - [267](#)
- Employment Concentration - [1.72](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$60,260](#)
- Benefits - [\\$10,388](#)
- Top Businesses - [Park County Road & Bridge, Sopris Mechanical, Deep Water Mountain Inc](#)

## **EL PASO**

- Jobs - [18,164](#)
- Employment Concentration - [0.98](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$71,103](#)
- Benefits - [\\$12,193](#)
- Top Businesses - [United States Air Force, Heating & Plumbing Engineers, GE Johnson Construction](#)

## **JEFFERSON**

- Jobs - [18,551](#)
- Employment Concentration - [1.44](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$81,295](#)
- Benefits - [\\$14,063](#)
- Top Businesses - [Garney Construction, Dynaelectric Company of Colorado, Catamount Constructors](#)

## **TELLER**

- Jobs - [410](#)
- Employment Concentration - [0.97](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$44,921](#)
- Benefits - [\\$7,725](#)
- Top Businesses - [Electric Service of Colorado, US Cable, Lamb Plumbing & Excavating](#)

## **ELBERT**

- Jobs - [985](#)
- Employment Concentration - [4.00](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$65,842](#)
- Benefits - [\\$11,436](#)
- Top Businesses - [Systems Buildings Inc, Inliner Solutions, Sun Valley Electric](#)

## **LARIMER**

- Jobs - [11,647](#)
- Employment Concentration - [1.26](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$71,619](#)
- Benefits - [\\$12,371](#)
- Top Businesses - [LPR Construction, Connell Resources Inc, Advance Tank & Construction Company](#)

## **WELD**

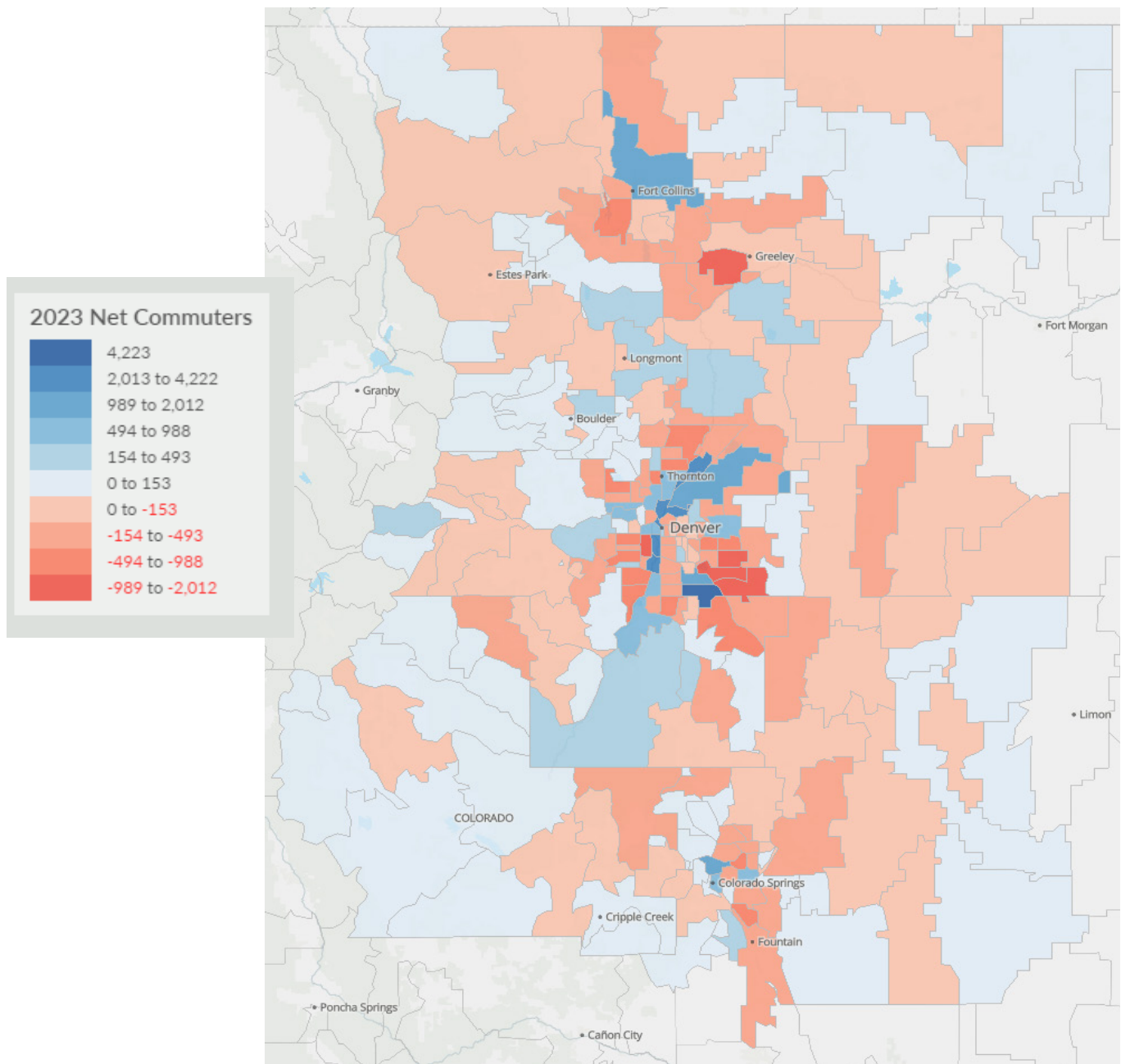
- Jobs - [12,929](#)
- Employment Concentration - [2.10](#)
- Current Wages, Salaries, & Proprietor Earnings - [\\$73,312](#)
- Benefits - [\\$12,609](#)
- Top Businesses - [Hensel Phelps Construction, Colorado Department of Transportation, Ensign Well Services](#)



# 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 construction, this core set of occupations is made up of construction and extraction occupations. Examples of these occupations include construction laborers, masons, carpenters and electricians. This map shows where persons employed in these 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, 8,327 workers in these core occupations live in Denver County. There are 7,291 jobs in the county. This means an additional 1,036 core workers commute into Denver County to work in these core broadband occupations. Note: the latest commuter data available is from 2023.

County	Net Commuters	Resident Workers	Jobs
Denver	4,092	14,109	18,201
Arapahoe	2,139	14,219	16,358
Adams	1,630	16,279	17,908
Boulder	562	3,615	4,177
Clear Creek	124	166	291
Gilpin	(53)	133	79
Broomfield	(110)	1,488	1,378
Teller	(181)	738	557
Park	(215)	410	195
Elbert	(260)	881	621
Larimer	(340)	8,506	8,166
Douglas	(1,036)	8,327	7,291
El Paso	(1,190)	14,989	13,799
Jefferson	(2,682)	15,372	12,690
Weld	(2,757)	14,114	11,358

Source: Lightcast

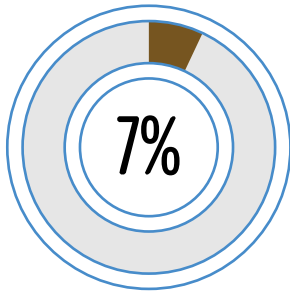




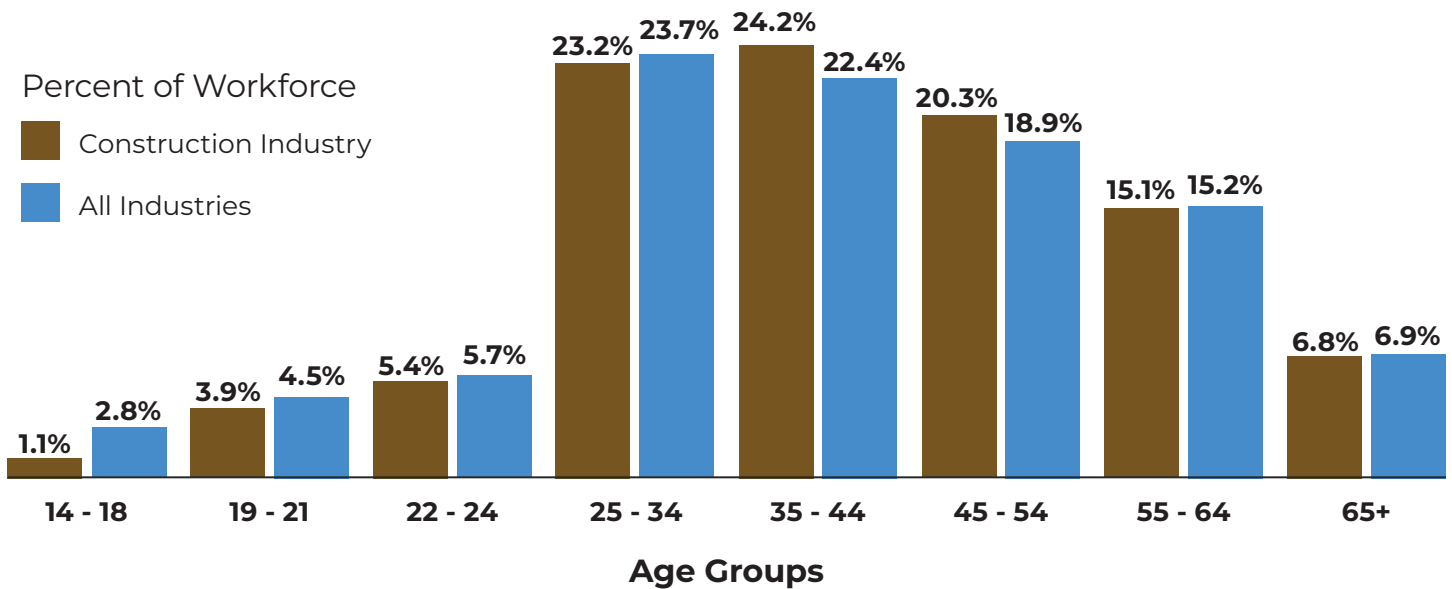
# | Demographics



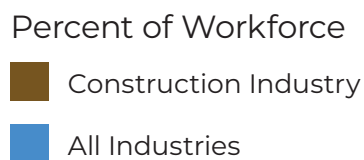
## Comparative Retirement Risk



The comparative retirement risk for the construction industry in the 15 county region is slightly lower than across all industries, with 6.8% 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



**Men**

**79.8%**

**52.4%**

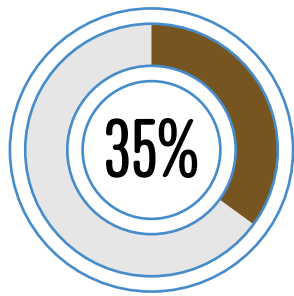


**Women**

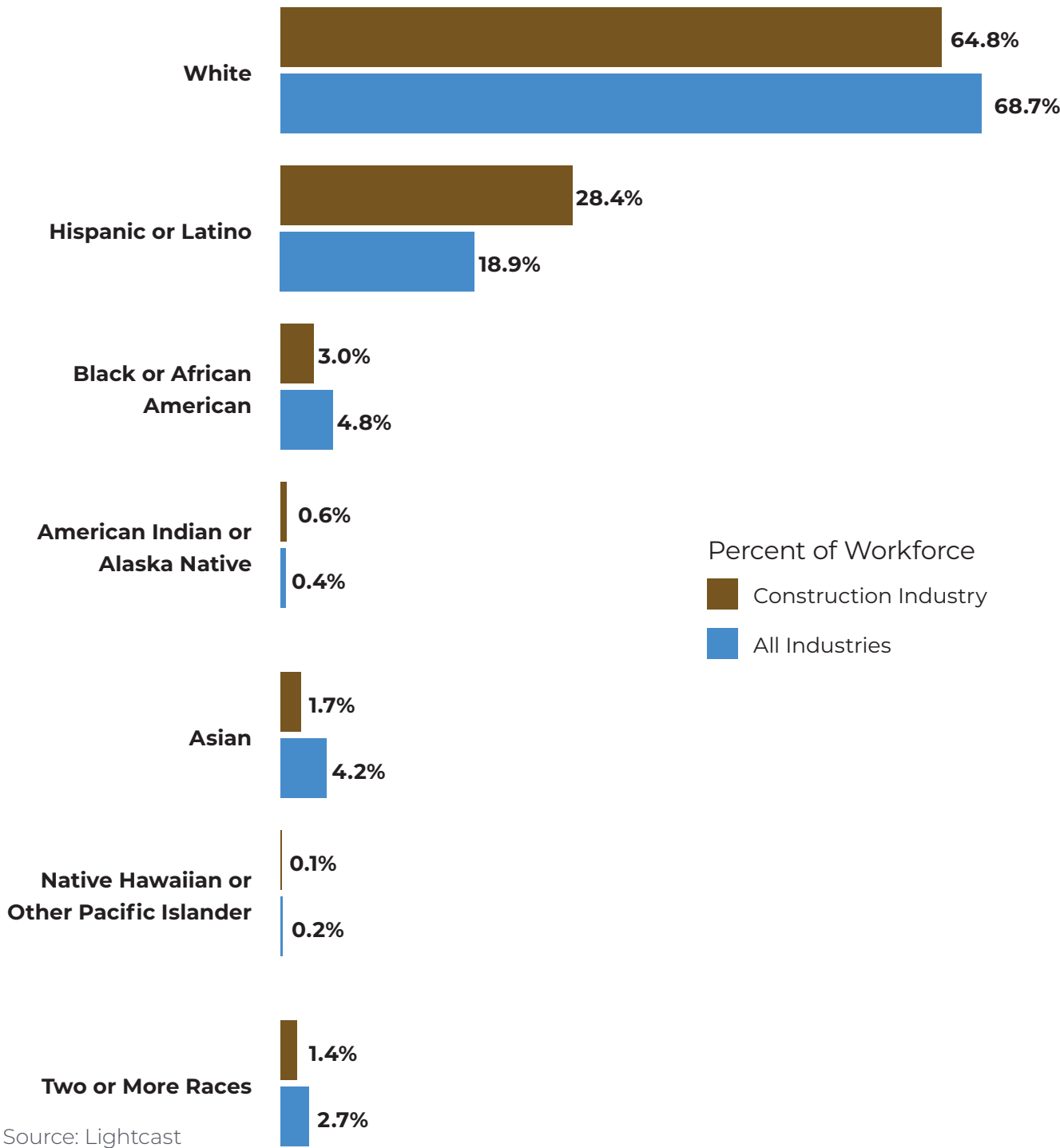
**20.2%**

**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. Construction is more diverse than the overall average within the region, with overall diversity at 35.2% of the sector’s workforce, versus 30.6% across all industries.



Source: Lightcast



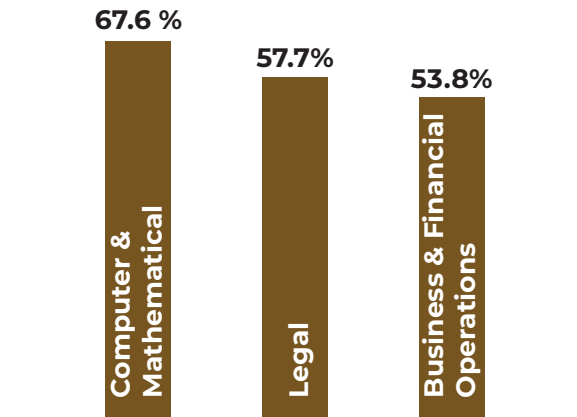
# Telework and Automation Strategies



# Remote Work Potential

## 12.1% Remote Work Capability for Sector

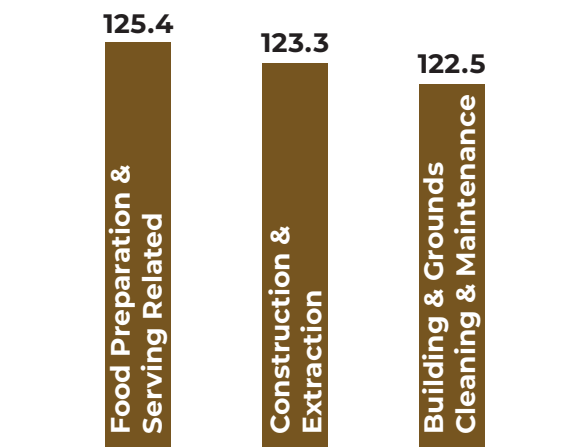
In a scarce labor market, a valid strategy for employers might be to review their staffing pattern and determine which positions, if any, can be employed remotely or on a hybrid work schedule. Approximately 12.1% of the workforce in construction has at least partial teleworking capacity.



# Automation Index

## 41.9

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 construction are estimation and bidding software, project management software, and drones to assist in land subdivision, surveying and inspecting structures as they are built.

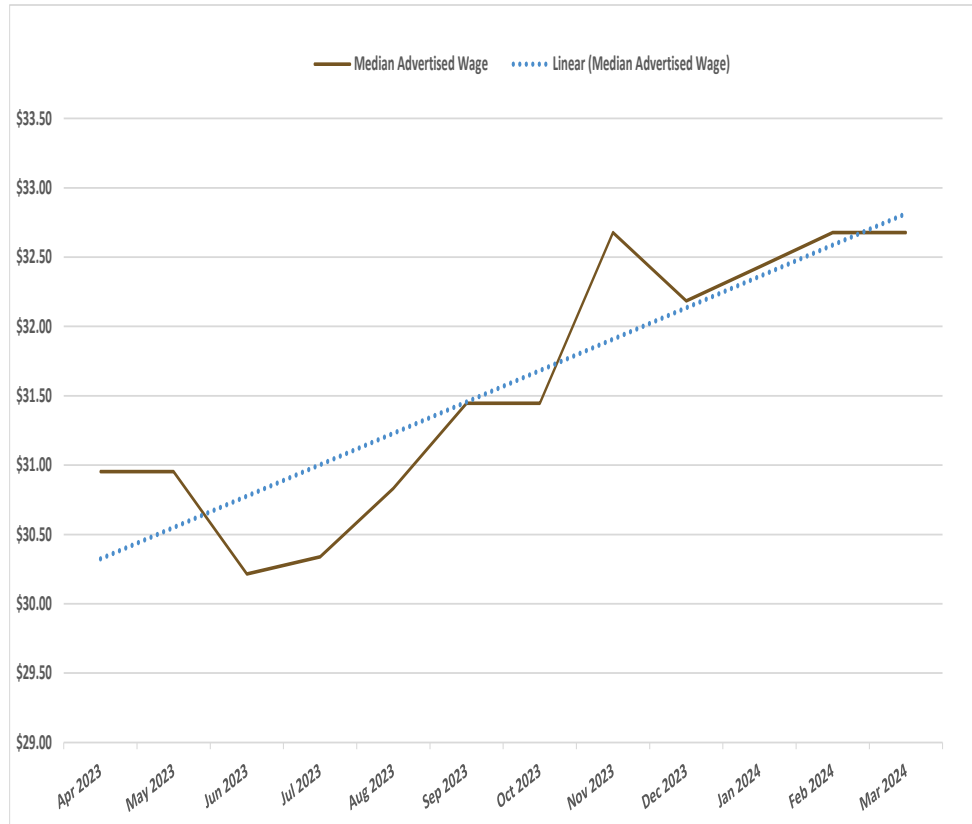




| Wages

# 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 construction sector employs 6,154 project management specialists but there are 28,766 employed across all industry sectors. This is important because the construction sector must compete with other sectors for critical talent, such as operating engineers and other construction equipment operators, electricians, and heating, air conditioning, and refrigeration mechanics and installers. 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	3,578	2.3%	41,054	4,123	
11-9021	Construction Managers	9,018	5.8%	11,387	960	
13-1051	Cost Estimators	2,780	1.8%	4,585	400	
13-1082	Project Management Specialists	6,154	3.9%	28,766	2,450	
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel	4,074	2.6%	38,405	3,997	
43-3031	Bookkeeping, Accounting, & Auditing Clerks	2,263	1.4%	22,004	2,718	
43-6014	Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	2,350	1.5%	29,986	3,482	
43-9061	Office Clerks, General	3,303	2.1%	30,385	3,969	
47-1011	First-Line Supervisors of Construction Trades & Extraction Workers	13,705	8.8%	17,306	1,567	
47-2031	Carpenters	11,708	7.5%	13,462	1,241	
47-2051	Cement Masons and Concrete Finishers	4,129	2.6%	4,403	350	
47-2061	Construction Laborers	14,557	9.3%	17,208	1,731	
47-2073	Operating Engineers & Other Construction Equipment Operators	6,167	3.9%	8,819	854	
47-2081	Drywall & Ceiling Tile Installers	1,575	1.0%	1,599	123	
47-2111	Electricians	11,883	7.6%	14,333	1,565	
47-2141	Painters, Construction & Maintenance	2,335	1.5%	2,731	236	
47-2152	Plumbers, Pipefitters, & Steamfitters	6,821	4.4%	7,888	798	
47-2181	Roofers	2,357	1.5%	2,372	184	
49-9021	Heating, Air Conditioning, & Refrigeration Mechanics and Installers	4,978	3.2%	6,361	665	
53-3032	Heavy & Tractor-Trailer Truck Drivers	1,899	1.2%	24,149	2,820	

	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	\$40.60	\$51.99	\$65.90	Moderate-term OJT	Bachelor's degree
	\$43.20	\$30.37	\$38.59	\$48.40	Moderate-term OJT	Bachelor's degree
	\$49.35	\$37.91	\$48.77	\$63.41	None	Bachelor's degree
	\$25.42	\$28.11	\$39.24	\$69.34	Moderate-term OJT	High school diploma or GED
	\$24.31	\$21.15	\$25.17	\$29.72	Moderate-term OJT	Some college, no degree
	\$21.97	\$18.64	\$21.92	\$25.93	Short-term OJT	High school diploma or GED
	\$20.00	\$20.26	\$24.64	\$30.32	Short-term OJT	High school diploma or GED
	\$35.14	\$32.12	\$38.09	\$46.59	None	High school diploma or GED
	\$25.54	\$22.80	\$27.88	\$31.13	Apprenticeship	High school diploma or GED
	\$25.48	\$24.22	\$28.41	\$30.52	Moderate-term OJT	No formal educational credential
	\$20.98	\$18.64	\$22.05	\$24.31	Short-term OJT	No formal educational credential
	\$27.51	\$25.21	\$28.89	\$32.58	Moderate-term OJT	High school diploma or GED
	\$26.58	\$24.72	\$28.94	\$31.10	Moderate-term OJT	No formal educational credential
	\$34.58	\$22.83	\$29.08	\$36.30	Apprenticeship	High school diploma or GED
	\$22.46	\$20.80	\$23.71	\$26.65	Moderate-term OJT	No formal educational credential
	\$31.45	\$23.70	\$29.73	\$37.11	Apprenticeship	High school diploma or GED
	\$26.95	\$22.54	\$25.47	\$29.38	Moderate-term OJT	No formal educational credential
	\$33.42	\$24.12	\$29.26	\$36.99	Long-term OJT	Postsecondary nondegree award
	\$29.35	\$24.00	\$27.81	\$31.81	Short-term OJT	Postsecondary nondegree award



# 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.



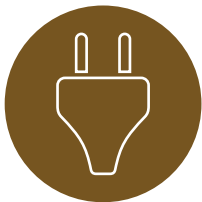
## Construction Laborers

• % Employment	9.3%
• Unique Postings	3,092
• Posted Salary	\$20.98
• Hires	14,708
• Separations	13,980
• Turnover Rate	83.2%
Top Skills: Construction, Power tool operation, Hand Tools	



## First-Line Supervisors of Construction Trades & Extraction Workers

• % Employment	8.8%
• Unique Postings	2,029
• Posted Salary	\$35.14
• Hires	11,801
• Separations	11,577
• Turnover Rate	68.1%
Top Skills: Construction, Project Management, Subcontracting	



## Electricians

• % Employment	7.6%
• Unique Postings	1,859
• Posted Salary	\$34.58
• Hires	10,591
• Separations	9,112
• Turnover Rate	65.6%
Top Skills: Electrical systems, Electrical wiring, Blueprinting	



## Carpenters

• % Employment	7.5%
• Unique Postings	1,131
• Posted Salary	\$25.54
• Hires	9,511
• Separations	9,488
• Turnover Rate	71.7%
Top Skills: Carpentry, Construction, Hand tools	



## Construction Managers

- % Employment 5.8%
- Unique Postings 4,939
- Posted Salary \$49.35
- Hires 6,686
- Separations 6,602
- Turnover Rate 59.2%

Top Skills: [Construction](#),  
[Project Management](#),  
[Subcontracting](#)



## Plumbers, Pipefitters, & Steamfitters

- % Employment 4.4%
- Unique Postings 1,364
- Posted Salary \$31.45
- Hires 5,565
- Separations 5,023
- Turnover Rate 65.4%

Top Skills: [Plumbing](#), [Plumbing Systems](#), [Construction](#)



## Operating Engineers & Other Construction Equipment Operators

- % Employment 3.9%
- Unique Postings 1,476
- Posted Salary \$27.51
- Hires 6,802
- Separations 6,836
- Turnover Rate 79.1%

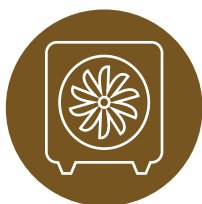
Top Skills: [Heavy equipment](#)  
[Construction](#), [Excavation](#)



## Project Management Specialists

- % Employment 3.9%
- Unique Postings 8,636
- Posted Salary \$49.35
- Hires 13,435
- Separations 13,644
- Turnover Rate 48.6%

Top Skills: [Project Management](#),  
[Construction](#), [Subcontracting](#)



## Heating, Air Conditioning, & Refrigeration Mechanics & Installers

- % Employment 3.2%
- Unique Postings 1,996
- Posted Salary \$33.42
- Hires 4,428
- Separations 3,718
- Turnover Rate 60.4%

Top Skills: [HVAC](#), [Preventative maintenance](#), [Boilers](#)



## Cement Masons & Concrete Finishers

- % Employment 2.6%
- Unique Postings 596
- Posted Salary \$25.48
- Hires 3,479
- Separations 3,813
- Turnover Rate 87.3%

Top Skills: [Hand tools](#), [Power tool operation](#), [Construction](#)



### Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel

• % Employment	2.6%
• Unique Postings	6,075
• Posted Salary	\$25.42
• Hires	24,971
• Separations	25,970
• Turnover Rate	68.8%

Top Skills: [Selling techniques](#), [Marketing](#), [Sales prospecting](#)



### General & Operations Managers

• % Employment	2.3%
• Unique Postings	10,475
• Posted Salary	\$33.66
• Hires	24,323
• Separations	21,273
• Turnover Rate	53.5%

Top Skills: [Operations Management](#), [Product knowledge](#), [Project Management](#)



### Office Clerks, General

• % Employment	2.1%
• Unique Postings	974
• Posted Salary	\$20.00
• Hires	25,809
• Separations	25,717
• Turnover Rate	86.3%

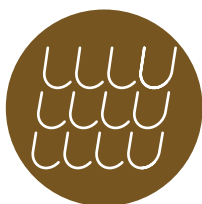
Top Skills: [Data Entry](#), [Administrative support](#), [Office management](#)



### Cost Estimators

• % Employment	1.8%
• Unique Postings	2,532
• Posted Salary	\$43.20
• Hires	3,147
• Separations	3,260
• Turnover Rate	71.9%

Top Skills: [Construction](#), [Subcontracting](#), [Project Management](#)



### Roofers

• % Employment	1.5%
• Unique Postings	644
• Posted Salary	\$26.95
• Hires	2,067
• Separations	2,004
• Turnover Rate	84.2%

Top Skills: [Roofing](#), [Commercial Roofing](#), [Rain Gutters](#)



### Secretaries & Administrative Assistants, Except Legal, Medical, & Executive

• % Employment	1.5%
• Unique Postings	10,228
• Posted Salary	\$21.97
• Hires	22,774
• Separations	24,794
• Turnover Rate	83.5%

Top Skills: [Administrative Support](#), [Data Entry](#), [Invoicing](#)





### Painters, Construction & Maintenance

- % Employment 1.5%
- Unique Postings 540
- Posted Salary \$22.46
- Hires 2,023
- Separations 1,939
- Turnover Rate 71.6%

Top Skills: [Painting](#), [Drywall \(Installation and Repair\)](#), [Construction](#)



### Bookkeeping, Accounting, & Auditing Clerks

- % Employment 1.4%
- Unique Postings 4,785
- Posted Salary \$24.31
- Hires 17,482
- Separations 18,059
- Turnover Rate 83.3%

Top Skills: [Accounting](#), [Invoicing](#), [Accounts payable](#)



### Heavy & Tractor-Trailer Truck Drivers

- % Employment 1.2%
- Unique Postings 15,194
- Posted Salary \$29.35
- Hires 21,321
- Separations 20,809
- Turnover Rate 87.9%

Top Skills: [Truck Driving](#), [Pre-Trip and Post-Trip Inspections](#), [Warehousing](#)



### Drywall & Ceiling Tile Installers

- % Employment 1.0%
- Unique Postings 175
- Posted Salary \$26.58
- Hires 1,066
- Separations 1,038
- Turnover Rate 65.1%

Top Skills: [Drywall \(Installation and Repair\)](#), [Painting](#), [Construction](#)

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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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](mailto:apprenticeship@arapahoegov.com)



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