



2024

Healthcare

INDUSTRY PROFILE

Colorado Urban Front Range



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

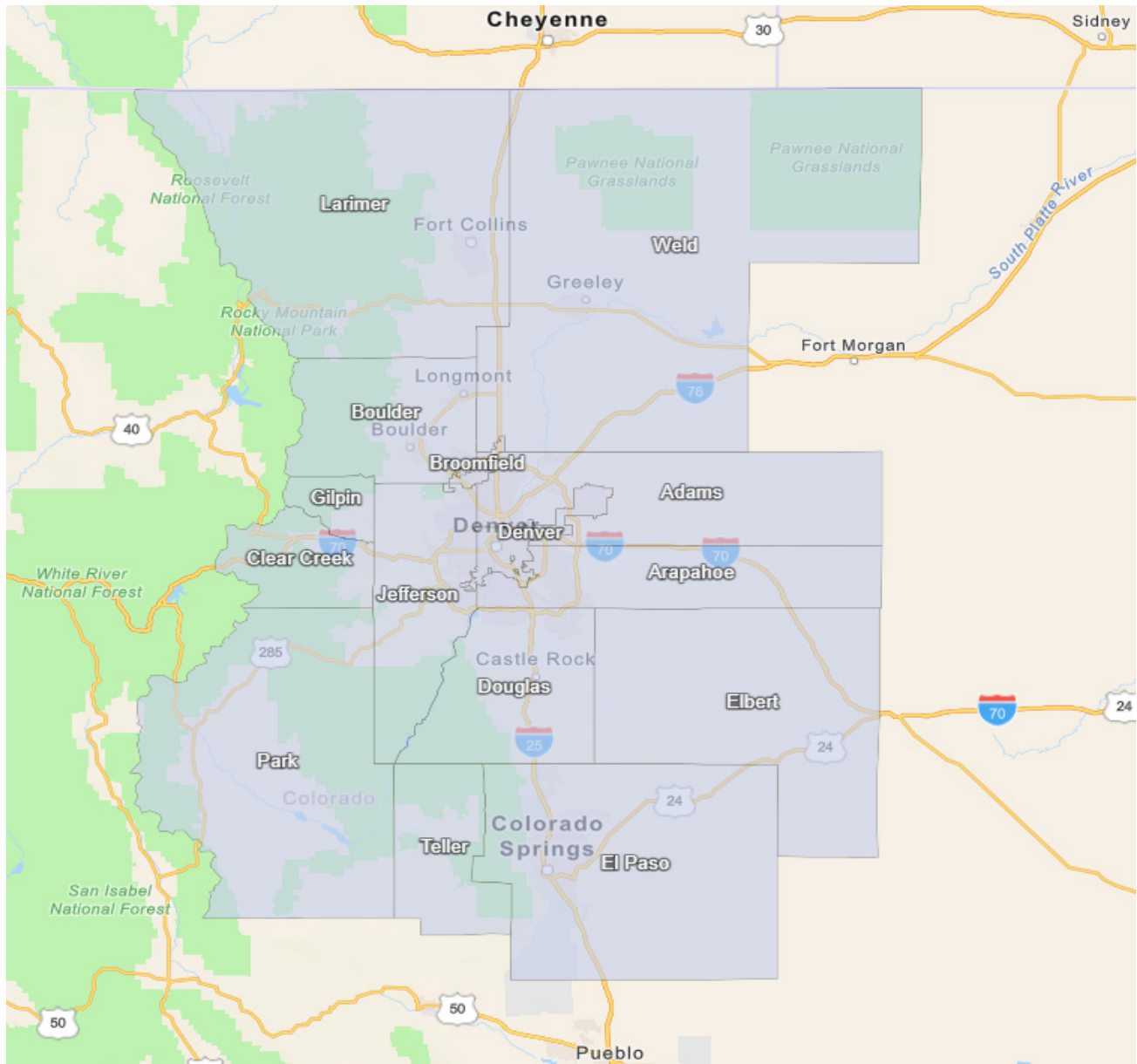
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Geographical Area



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

Healthcare

▲ **2.4%** From prior year

9.7%

**Total Jobs in CO
Urban Front Range**

The healthcare sector employs 249,128 people in 13,967 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 \$42.6 billion in sales, and contributed \$26.2 billion to the region's GRP. Colorado's front range is home to a variety of national providers, including Centura, HCA, Kaiser Permanente, Children's Hospital, the Rocky Mountain Regional VA Medical Center and University of Colorado Health Sciences; the region offers high quality and affordable healthcare to businesses locating or expanding in the region.



249,128

Total Jobs



13,967

Establishments



42.6 B

Total Sales

Top Specialized Skills

- Nursing
- Cardiopulmonary Resuscitation (CPR)
- Direct Patient Care

Top Software Skills

- Microsoft Office
- Epic EMR
- Dentrix

Top Credentials

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- American Red Cross (ARC) Certification

Healthcare Sector

Employment concentration is also known as location quotient. Location quotient measures industry employment concentration in a given geography relative to the national average. For example, employment in hospitals (state government) is 4.14 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.

Ambulatory Health Care Services

NAICS
621

Numbers to Know

- 132,887 jobs
- 12,990 establishments
- 0.97 employment concentration
- \$21.6 billion in sales
- 8.1% change to 2028
- \$77,360 average wage
- \$14,805 average employer paid benefits

Hospitals

NAICS
622

Numbers to Know

- 46,872 jobs
- 119 establishments
- 0.55 employment concentration
- \$9.4 billion in sales
- 3.5% change to 2028
- \$81,788 average wage
- \$16,559 average employer paid benefits



Nursing & Residential Care Facilities

NAICS
623

Numbers to Know

- 33,803 jobs
- 800 establishments
- 0.68 employment concentration
- \$3.2 billion in sales
- 4.6% change to 2028
- \$49,335 average wage
- \$9,136 average employer paid benefits

Home Health Equipment Rental

NAICS
532283

Numbers to Know

- 887 jobs
- 46 establishments
- 1.67 employment concentration
- \$221 million in sales
- (13.5%) change to 2028
- \$66,409 average wage
- \$9,215 average employer paid benefits

Hospitals (State Government)

NAICS
902622

Numbers to Know

- 27,341 jobs
- 10 establishments
- 4.14 employment concentration
- \$6.8 billion in sales
- 11.5% change to 2028
- \$81,467 average wage
- \$19,587 average employer paid benefits

Hospitals (Local Government)

NAICS
903622

Numbers to Know

- 7,337 jobs
- 2 establishments
- 0.67 employment concentration
- \$1.4 billion in sales
- (25.1%) change to 2028
- \$75,163 average wage
- \$17,496 average employer paid benefits



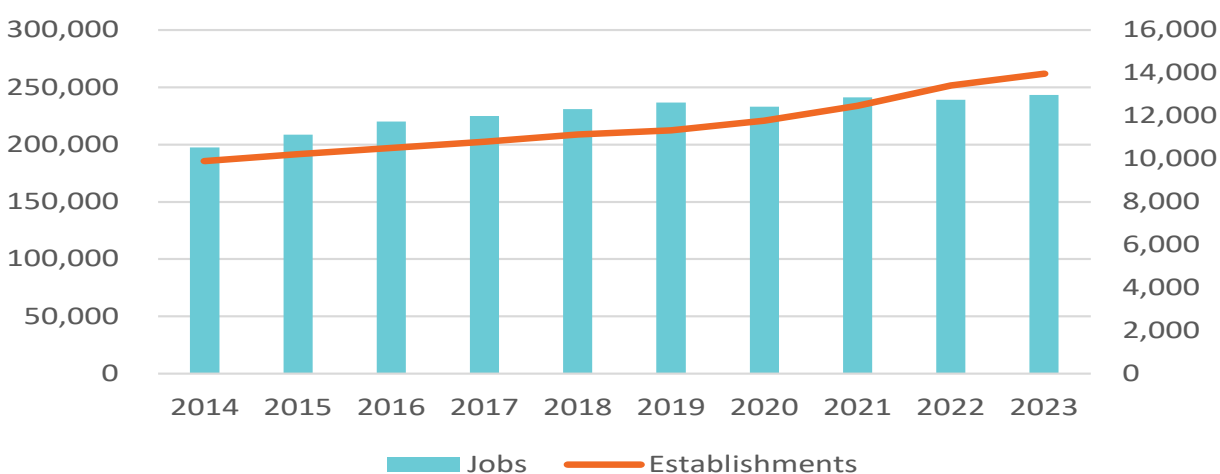
Historical Trends

Colorado Urban Front Range

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

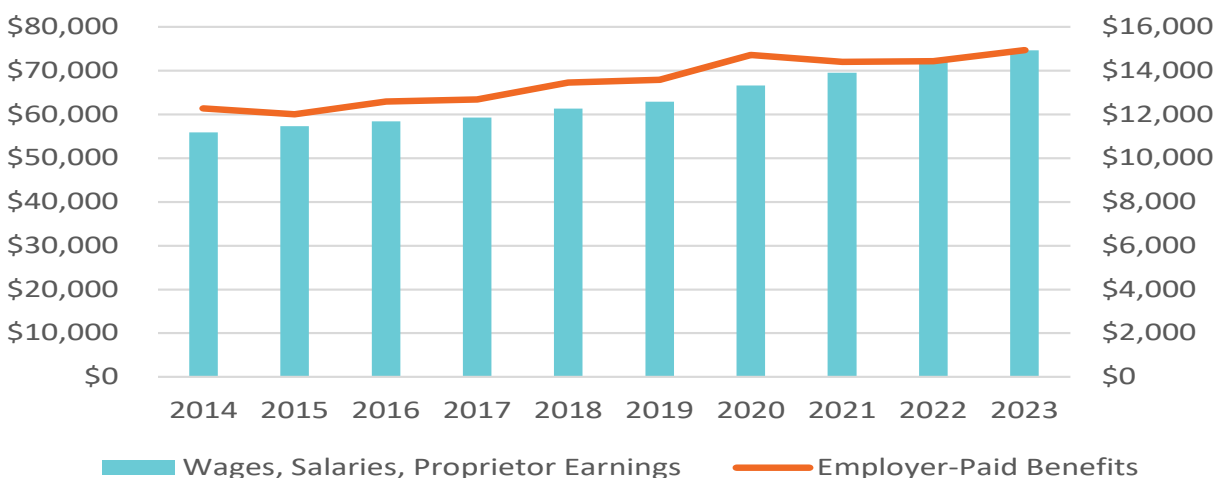
Historical Trends, Jobs & Establishments

Source: Lightcast



Historical Trends, Salaries & Employer-Paid Benefits

Source: Lightcast

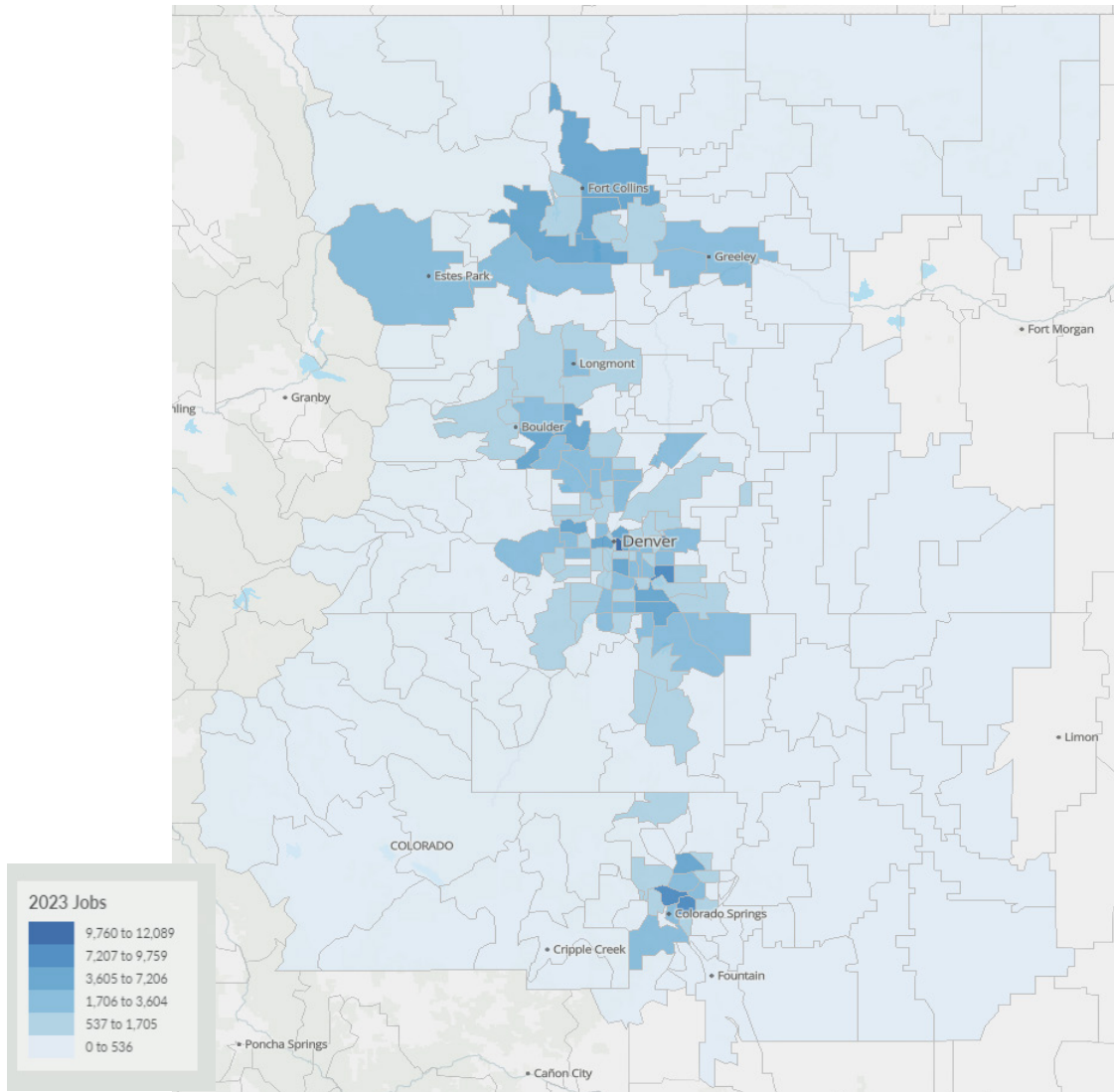


Source: Lightcast



Employment Concentration

Employment Concentration Map



Colorado Urban Front Range

The overall employment concentration in this sector is .87 times the national average, which suggests the region has a steady supply of skilled labor. Concentration also varies by county, with the heaviest sector employment concentrations in Larimer and Arapahoe 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 businesses operating within various industries in the sector. For example, the highest average wage per worker is in hospitals while the lowest is in nursing and residential care centers. Thus, a county that has a greater concentration of nursing homes will have a lower average wage per worker.

ADAMS

- Jobs - 28,254
- Employment Concentration - 0.91
- Current Wages, Salaries, & Proprietor Earnings - \$79,077
- Benefits - \$17,041
- Top Businesses - UC Health Cancer Center, St. Anthony Health, Children's Hospital of Colorado

ARAPAHOE

- Jobs - 40,256
- Employment Concentration - 0.96
- Current Wages, Salaries, & Proprietor Earnings - \$78,365
- Benefits - \$15,117
- Top Businesses - Medical Center of Aurora, Littleton Adventist Hospital, Craig Hospital

BOULDER

- Jobs - 19,658
- Employment Concentration - 0.81
- Current Wages, Salaries, & Proprietor Earnings - \$72,831
- Benefits - \$14,109
- Top Businesses - Good Samaritan Medical Center, Longmont United Hospital, Centura Health Avista Adventist Hospital

BROOMFIELD

- Jobs - 2,964
- Employment Concentration - 0.55
- Current Wages, Salaries, & Proprietor Earnings - \$58,693
- Benefits - \$11,253
- Top Businesses - American Renal Associates, St. Joseph Hospital Auxillary, SCL Health Systems

CLEAR CREEK

- Jobs - 30
- Employment Concentration - 0.07
- Current Wages, Salaries, & Proprietor Earnings - \$59,021
- Benefits - \$11,371
- Top Businesses - Clear Creek Screening, Lakepoint Chiropractic & Massage Center, Milagro Wellness

DENVER

- Jobs - 49,878
- Employment Concentration - 0.71
- Current Wages, Salaries, & Proprietor Earnings - \$77,317
- Benefits - \$15,439
- Top Businesses - Denver Health, Davita, St. Joseph Hospital

DOUGLAS

- Jobs - 14,975
- Employment Concentration - 0.82
- Current Wages, Salaries, & Proprietor Earnings - \$71,825
- Benefits - \$13,892
- Top Businesses - Parker Adventist Hospital, Sky Ridge Medical Center, Castle Rock Adventist Hospital

GILPIN

- Jobs - <10
- Employment Concentration - 0.01
- Current Wages, Salaries, & Proprietor Earnings - Insf. Data
- Benefits - Insf. Data
- Top Businesses - Homesick Angel LLC, Evolved Alchemy, Fairburn Microgreens

PARK

- Jobs - 81
- Employment Concentration - 0.22
- Current Wages, Salaries, & Proprietor Earnings - \$34,163
- Benefits - \$6,517
- Top Businesses - MCPN Platte Canyon Clinic, Family Integration Counseling Service, Aspenpointe

EL PASO

- Jobs - 110
- Employment Concentration - 0.18
- Current Wages, Salaries, & Proprietor Earnings - \$54,670
- Benefits - \$10,408
- Top Businesses - Penrose St. Francis Health Services, UC Health Memorial Hospital, Children's Hospital of Colorado

JEFFERSON

- Jobs - 26,726
- Employment Concentration - 0.88
- Current Wages, Salaries, & Proprietor Earnings - \$75,685
- Benefits - \$14,611
- Top Businesses - St. Anthony Hospital, Lutheran Medical Center, Morningstar of Littleton

TELLER

- Jobs - 564
- Employment Concentration - 0.56
- Current Wages, Salaries, & Proprietor Earnings - \$51,507
- Benefits - \$10,908
- Top Businesses - Pikes Peak Regional Hospital, Forest Ridge, Woodland Park Senior Organization

ELBERT

- Jobs - 42,007
- Employment Concentration - 0.96
- Current Wages, Salaries, & Proprietor Earnings - \$67,237
- Benefits - \$13,687
- Top Businesses - FMG LLC., Good Samaritan Center, Elizabeth Family Health PC

LARIMER

- Jobs - 24,337
- Employment Concentration - 1.11
- Current Wages, Salaries, & Proprietor Earnings - \$64,667
- Benefits - \$13,400
- Top Businesses - UC Health Medical Center, McKee Medical Center, University of Colorado Health

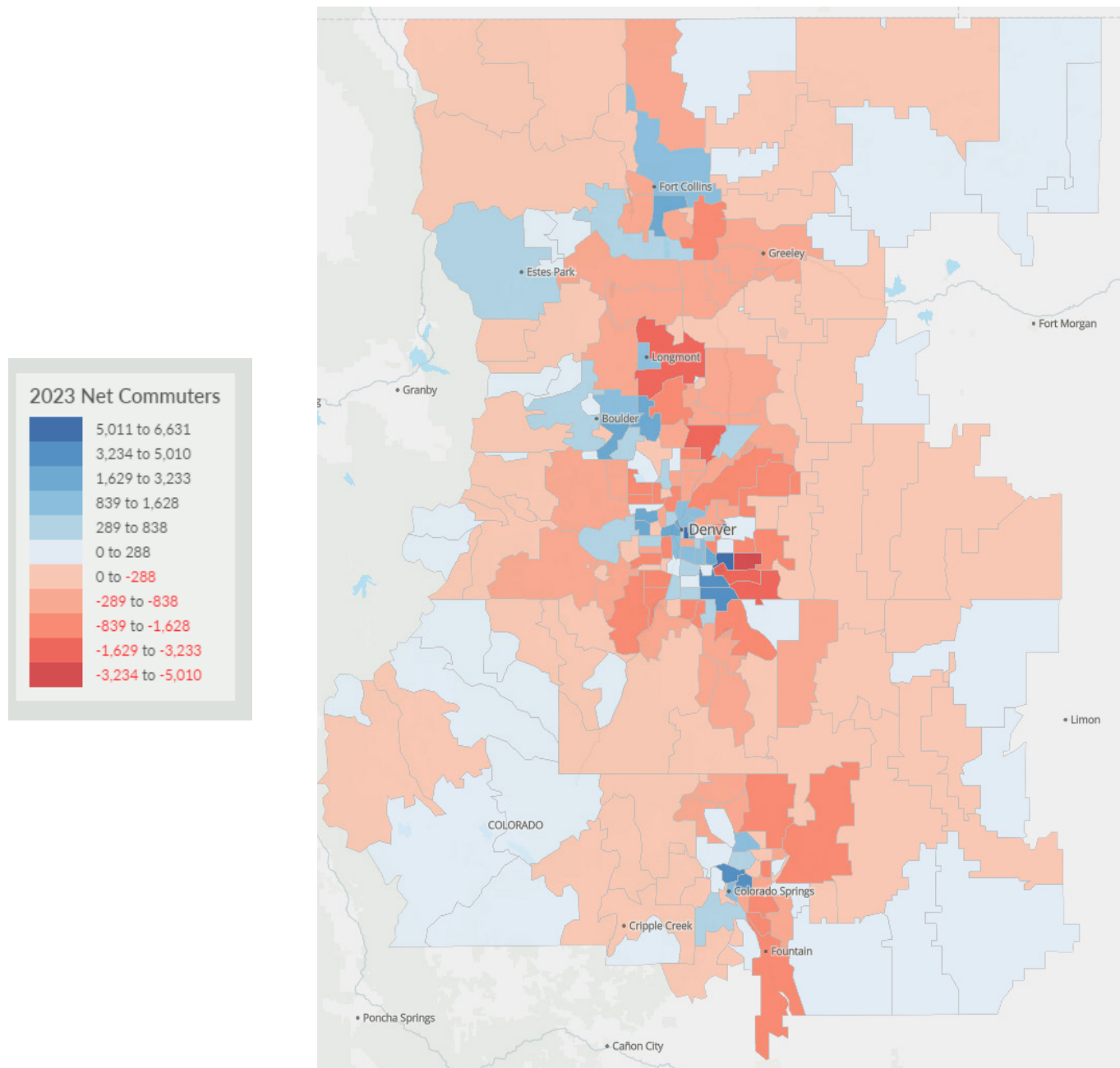
WELD

- Jobs - 8,664
- Employment Concentration - 0.59
- Current Wages, Salaries, & Proprietor Earnings - \$64,935
- Benefits - \$12,573
- Top Businesses - North Colorado Medical Center, Banner Health-North Colorado Medical Center, PorterCare Adventist Health



Where Core
Workforce
Lives

Commute Map



Every industry has a group of occupations it needs to fulfil its mission. This is called a staffing pattern, and generally includes managers, business and finance people, sales and administrative support, computer and mathematical occupations. There is also a core set of occupations that are primarily responsible for producing the good or services that industry provides. In healthcare, this core set of occupations is made up of healthcare professional and healthcare support occupations. Examples of these occupations include registered nurses, nursing assistants and home health aides. 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, 16,478 people in these core healthcare jobs live in Douglas County, while there are 11,864 employed there. This means 4,615 more healthcare professionals live in Douglas County than work there. Note: the latest commuter data available is from 2023.

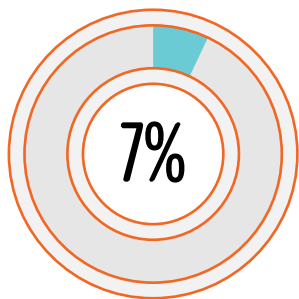
County	Net Commuters	Resident Workers	Jobs
Denver	17,809	32,062	49,871
Boulder	4,704	12,147	16,850
Arapahoe	2,042	34,442	36,484
Larimer	1,048	17,436	18,484
El Paso	908	36,593	37,501
Adams	13	22,064	22,078
Gilpin	(62)	190	128
Clear Creek	(196)	314	119
Park	(379)	515	137
Teller	(507)	1,100	593
Broomfield	(678)	3,694	3,015
Elbert	(889)	1,066	177
Douglas	(4,615)	16,478	11,864
Jefferson	(5,568)	28,642	23,074
Weld	(8,756)	16,460	7,704

Source: Lightcast

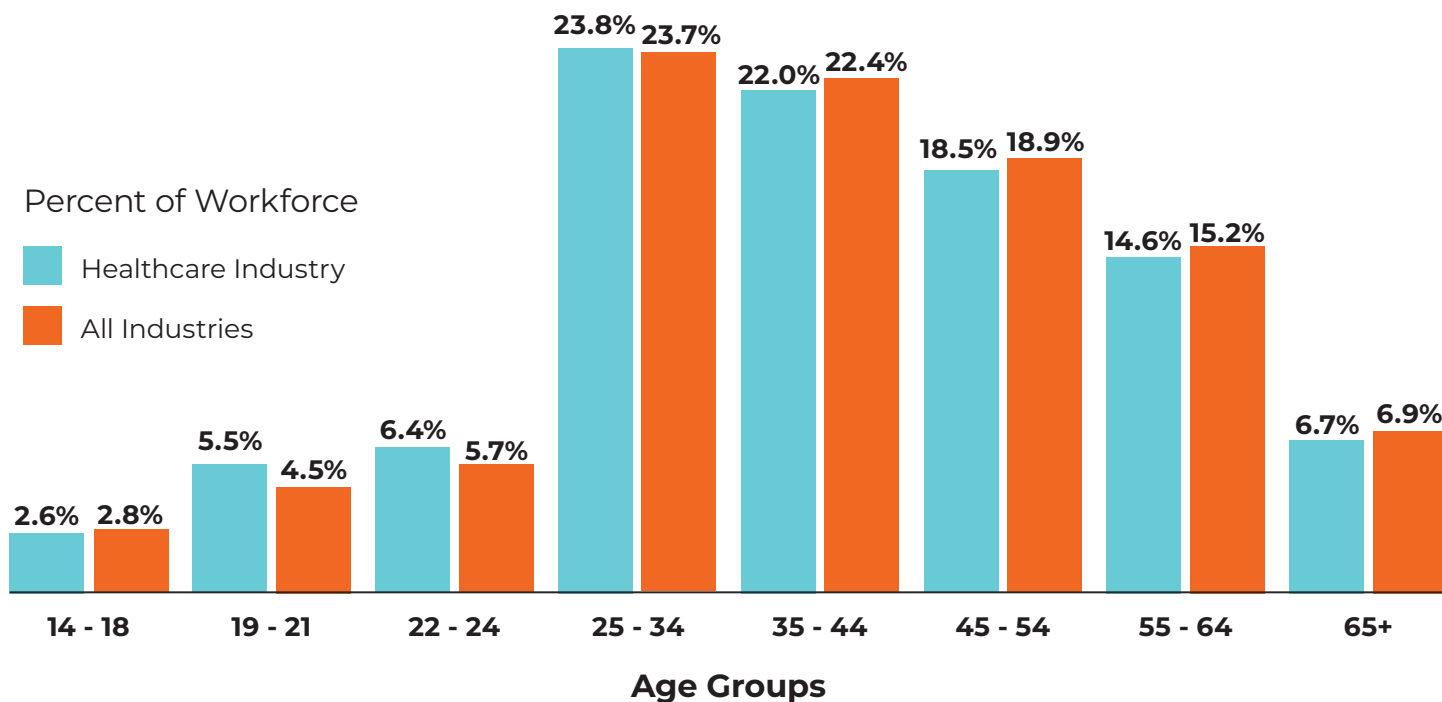


| Demographics

Comparative Retirement Risk

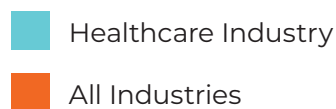


The comparative retirement risk for the healthcare sector in the 15 county region is slightly lower than across all industries. Also note the significantly lower numbers in the 14-18, 19-21 and 22-24 age bands. This suggests fewer younger people entering the sector comparative to all industries.



Comparative Gender

Percent of Workforce



Men

42.6%

52.4%



Women

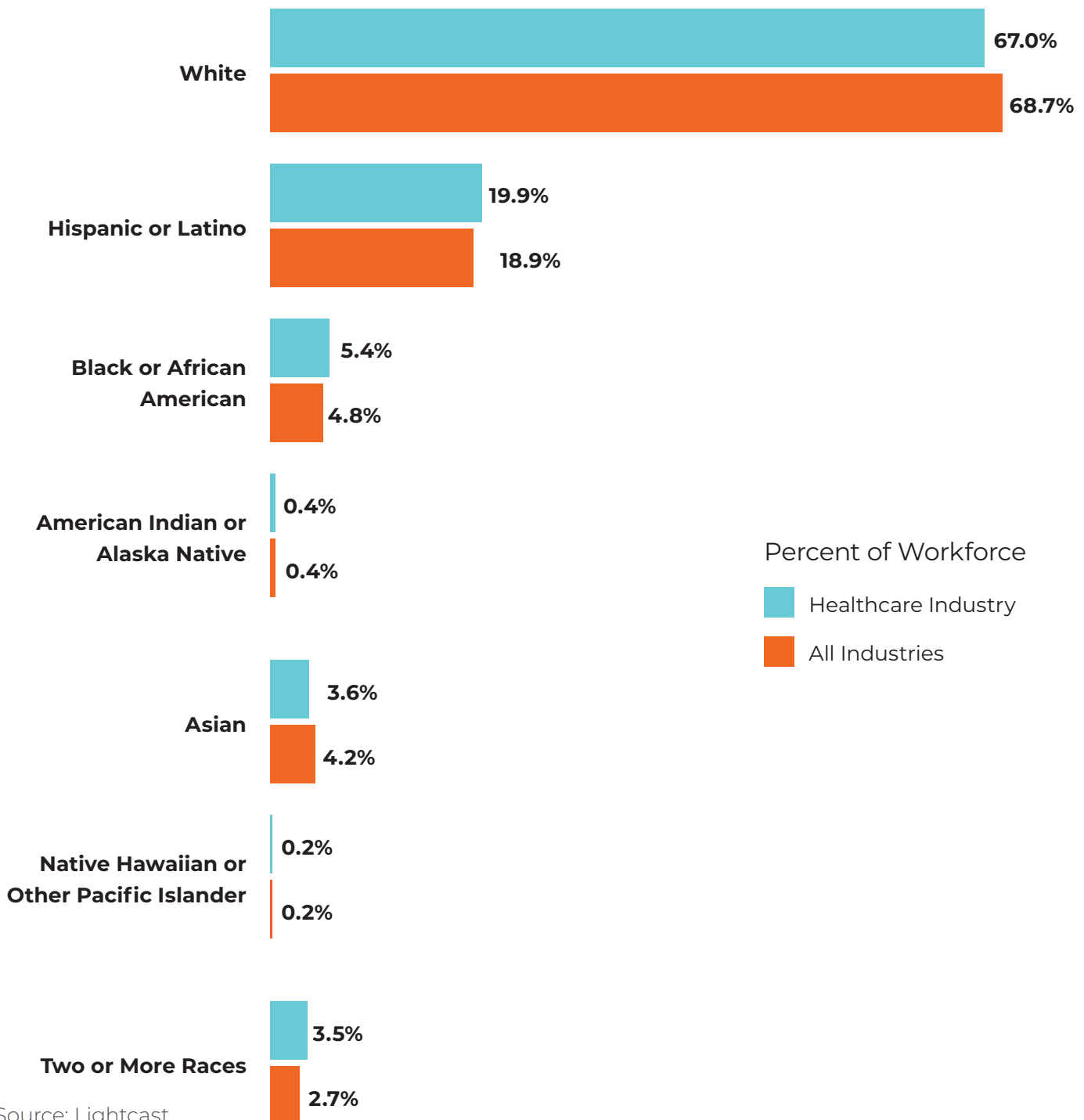
57.4%

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. Healthcare is much more diverse than the overall average within the region, with overall diversity at only 33.3% of the sector's workforce, versus 30.6% across all industries.



Source: Lightcast

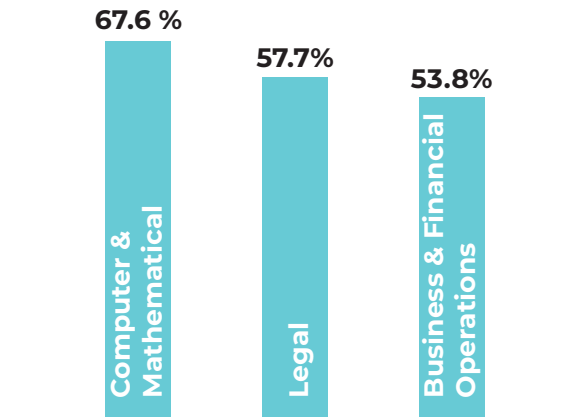


Telework and Automation Strategies

Remote Work Potential

16.9% Remote Work Capability for Sector

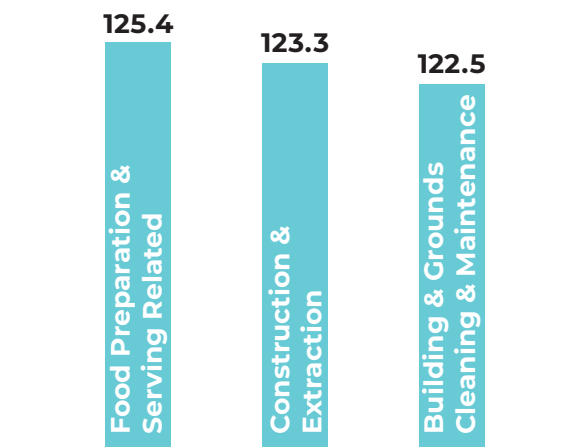
In a scarce labor market, a valid strategy for employers might be to review their staffing pattern and determine which positions, if any, can be employed remotely or on a hybrid work schedule. Approximately 16.9% of the workforce in healthcare has at least partial teleworking capacity.



Automation Index

88.8

Another valid strategy employers can use in today's scarce labor market is automation. The automation numbers presented in this profile are based on an automation index which was developed in 2013. While this is the best available data, it is likely that additional automation strategies are now available. Automation leverages the productive capacity of fewer workers to allow for higher output.

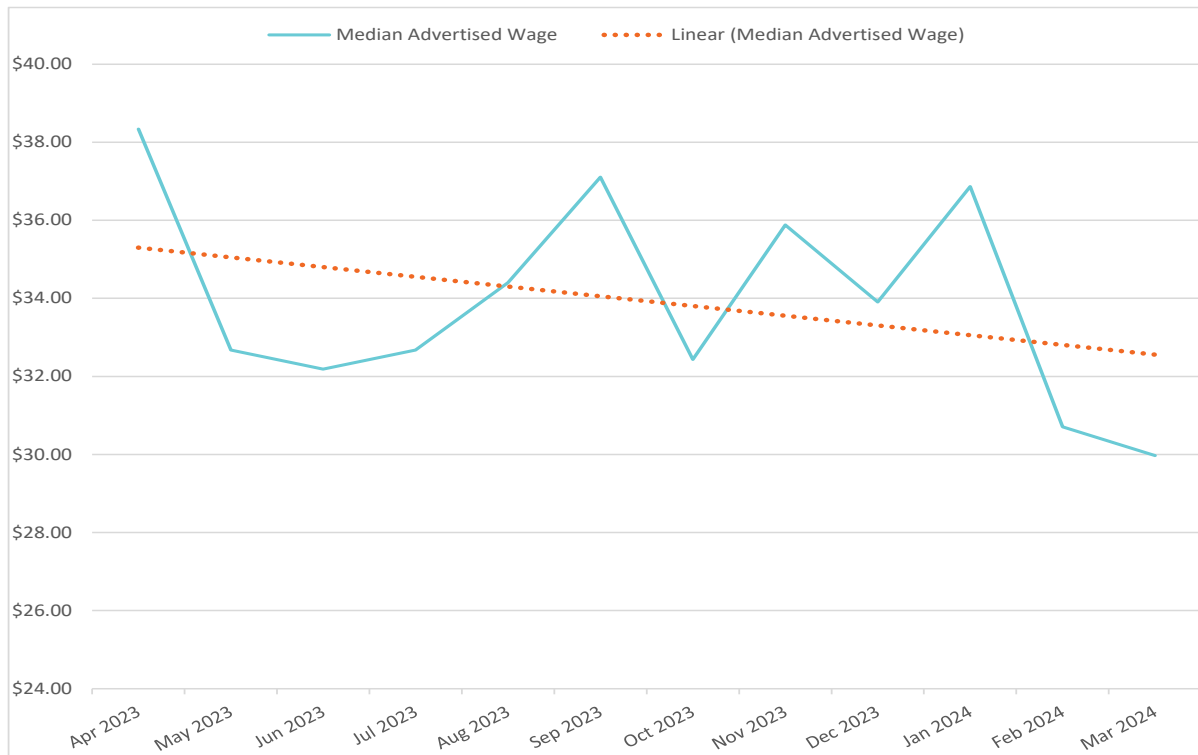




Wages

Advertised Wage Trends

This line graph shows movement in advertised wages in jobs posted in the sector over the last year.



Competitive Wage Analysis

This table shows the top 20 occupations by percentage of total employment in the sector, as well as total employment across industries. For example, the healthcare sector employs 37,416 registered nurses but there are 47,105 employed across all industry sectors. This is important because the healthcare sector must compete with other sectors for critical talent, such as home health aides and nursing assistants. 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	
11-9111	Medical and Health Services Managers	5,305	2.1%	7,449	817	
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	7,475	3.0%	11,749	1,333	
29-1051	Pharmacists	3,062	1.2%	4,478	244	
29-1123	Physical Therapists	4,106	1.6%	4,630	312	
29-1141	Registered Nurses	37,416	14.8%	47,105	3,334	
29-1171	Nurse Practitioners	2,743	1.1%	3,278	324	
29-1292	Dental Hygienists	3,811	1.5%	3,971	335	
29-2018	Clinical Laboratory Technologists and Technicians	3,693	1.5%	4,765	376	
29-2034	Radiologic Technologists and Technicians	2,776	1.1%	3,094	205	
29-2052	Pharmacy Technicians	3,279	1.3%	5,021	559	
29-2061	Licensed Practical and Licensed Vocational Nurses	3,559	1.4%	4,679	497	
31-1128	Home Health and Personal Care Aides	14,683	5.8%	40,687	7,492	
31-1131	Nursing Assistants	15,506	6.1%	18,599	2,945	
31-9091	Dental Assistants	5,512	2.2%	5,854	924	
31-9092	Medical Assistants	9,621	3.8%	10,889	1,613	
35-3041	Food Servers, Nonrestaurant	3,388	1.3%	5,558	988	
43-1011	First-Line Supervisors of Office and Administrative Support Workers	3,466	1.4%	22,794	2,380	
43-3021	Billing and Posting Clerks	2,746	1.1%	7,020	795	
43-4171	Receptionists and Information Clerks	5,001	2.0%	12,178	1,864	
43-6013	Medical Secretaries and Administrative Assistants	8,957	3.5%	10,243	1,258	

	Median Posted Wage	Entry Level Wage	Median Wage	Highly Experienced Level Wage	Typical On-the-Job Training	Typical Entry Level Education
	\$41.05	\$48.24	\$60.83	\$79.06	None	Bachelor's degree
	\$35.14	\$21.41	\$28.04	\$37.00	None	Bachelor's degree
	\$65.85	\$62.79	\$70.35	\$78.73	None	Doctoral or professional degree
	\$45.66	\$39.21	\$46.98	\$52.46	None	Doctoral or professional degree
	\$43.02	\$38.52	\$42.03	\$49.25	None	Bachelor's degree
	\$60.18	\$49.84	\$59.75	\$66.45	None	Master's degree
	\$55.02	\$47.67	\$49.05	\$53.07	None	Associate's degree
	\$26.28	\$23.74	\$31.45	\$39.95	None	Bachelor's degree
	\$35.08	\$30.79	\$38.90	\$46.34	None	Associate's degree
	\$21.97	\$19.41	\$22.47	\$25.32	Moderate-term OJT	High school diploma or GED
	\$33.11	\$28.97	\$31.63	\$34.77	None	Postsecondary nondegree award
	\$18.52	\$16.38	\$17.54	\$19.13	Short-term OJT	High school diploma or GED
	\$21.48	\$18.86	\$20.71	\$22.47	None	Postsecondary nondegree award
	\$22.46	\$21.00	\$26.59	\$29.15	None	Postsecondary nondegree award
	\$22.22	\$19.81	\$22.17	\$24.27	None	Postsecondary nondegree award
	\$17.29	\$16.06	\$17.76	\$20.33	Short-term OJT	No formal educational credential
	\$26.40	\$27.34	\$33.74	\$41.84	None	High school diploma or GED
	\$23.45	\$21.31	\$23.57	\$26.84	Moderate-term OJT	High school diploma or GED
	\$18.52	\$16.40	\$18.49	\$20.99	Short-term OJT	High school diploma or GED
	\$20.00	\$17.73	\$19.61	\$22.59	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, whether the occupation is apprenticeable or not, and the top skills demanded over the prior 12-month period.



Medical & Health Services Managers

• % Employment	2.1%
• Unique Postings	8,224
• Posted Salary	\$41.05
• Hires	4,007
• Separations	2,861
• Turnover Rate	40.3%
Top Skills: Nursing, Care Coordination, Medical Records	



Substance Abuse, Behavioral Disorder, & Mental Health Counselors

• % Employment	3.0%
• Unique Postings	2,681
• Posted Salary	\$35.14
• Hires	6,763
• Separations	6,715
• Turnover Rate	59.4%
Top Skills: Mental Health, Social Work, Treatment Planning	



Pharmacists

• % Employment	1.2%
• Unique Postings	1,727
• Posted Salary	\$65.85
• Hires	1,105
• Separations	1,089
• Turnover Rate	24.8%
Top Skills: Medical Prescription, Workflow Management, Inventory Management	



Physical Therapists

• % Employment	1.6%
• Unique Postings	2,886
• Posted Salary	\$45.66
• Hires	1,277
• Separations	1,376
• Turnover Rate	30.8%
Top Skills: Physical Therapy, Treatment Planning, Rehabilitation	



Registered Nurses

• % Employment	14.8%
• Unique Postings	56,543
• Posted Salary	\$43.02
• Hires	15,707
• Separations	15,410
• Turnover Rate	33.3%
Top Skills: Nursing, Life Support, Cardiopulmonary Resuscitation (CPR)	



Nurse Practitioners

• % Employment	1.1%
• Unique Postings	2,929
• Posted Salary	\$60.18
• Hires	1,662
• Separations	815
• Turnover Rate	26.4%
Top Skills: Nursing, Primary Care, Psychiatry	



Dental Hygienists

• % Employment	1.5%
• Unique Postings	1,418
• Posted Salary	\$55.02
• Hires	1,772
• Separations	1,732
• Turnover Rate	44.6%
Top Skills: Dental Hygiene, Dental Health, Dentistry	



Clinical Laboratory Technologists & Technicians

• % Employment	1.5%
• Unique Postings	1,932
• Posted Salary	\$26.28
• Hires	1,897
• Separations	1,801
• Turnover Rate	38.3%
Top Skills: Medical Laboratory, Biology, Chemistry	



Radiologic Technologists & Technicians

• % Employment	1.1%
• Unique Postings	2,644
• Posted Salary	\$35.08
• Hires	944
• Separations	927
• Turnover Rate	30.3%
Top Skills: Radiology, Radiography, Patient Positioning	



Pharmacy Technicians

• % Employment	1.3%
• Unique Postings	2,859
• Posted Salary	\$21.97
• Hires	3,200
• Separations	2,912
• Turnover Rate	59.5%
Top Skills: Medical Prescription, Medication Dispensation, Pharmaceuticals	



Licensed Practical & Licensed Vocational Nurses

• % Employment	1.4%
• Unique Postings	6,131
• Posted Salary	\$33.11
• Hires	2,942
• Separations	2,377
• Turnover Rate	52.6%
Top Skills: Nursing, Medication Administration, Nursing Care	



Home Health & Personal Care Aides

• % Employment	5.8%
• Unique Postings	9,649
• Posted Salary	\$18.52
• Hires	37,844
• Separations	33,820
• Turnover Rate	86.8%
Top Skills: Caregiving, Meal Planning & Preparation, Companionship	



Nursing Assistants

• % Employment	6.1%
• Unique Postings	4,579
• Posted Salary	\$21.48
• Hires	18,773
• Separations	17,980
• Turnover Rate	98.3%
Top Skills: Nursing, Activities of Daily Living (ADLs), Vital Signs	



Dental Assistants

• % Employment	2.2%
• Unique Postings	3,826
• Posted Salary	\$22.46
• Hires	5,448
• Separations	5,300
• Turnover Rate	92.8%
Top Skills: Dentistry, Sterilization, Dental Procedures	



Medical Assistants

• % Employment	3.8%
• Unique Postings	5,975
• Posted Salary	\$22.22
• Hires	9,446
• Separations	8,579
• Turnover Rate	80.8%
Top Skills: Medical Assistance, Vital Signs, Medical Records	



Food Servers, Nonrestaurant

• % Employment	1.3%
• Unique Postings	666
• Posted Salary	\$17.29
• Hires	6,934
• Separations	6,834
• Turnover Rate	125.2%
Top Skills: Restaurant Operation, Food Services, Food Preparation	



First-Line Supervisors of Office & Administrative Support Workers

- % Employment 1.4%
 - Unique Postings 8,870
 - Posted Salary \$26.40
 - Hires 13,880
 - Separations 14,782
 - Turnover Rate 65.7%
- Top Skills: Office Management, Marketing, Accounting



Billing & Posting Clerks

- % Employment 1.1%
 - Unique Postings 1,111
 - Posted Salary \$23.45
 - Hires 4,768
 - Separations 4,903
 - Turnover Rate 71.0%
- Top Skills: Billing, Invoicing, Accounting



Receptionists & Information Clerks

- % Employment 2.0%
 - Unique Postings 4,846
 - Posted Salary \$18.52
 - Hires 11,263
 - Separations 10,925
 - Turnover Rate 92.0%
- Top Skills: Front Office, Office Supply Management, Data Entry



Medical Secretaries & Administrative Assistants

- % Employment 3.5%
 - Unique Postings 1,944
 - Posted Salary \$20.00
 - Hires 6,925
 - Separations 6,587
 - Turnover Rate 65.8%
- Top Skills: Medical Records, Setting Appointments, Front Office

Source: Lightcast



Let's Talk!

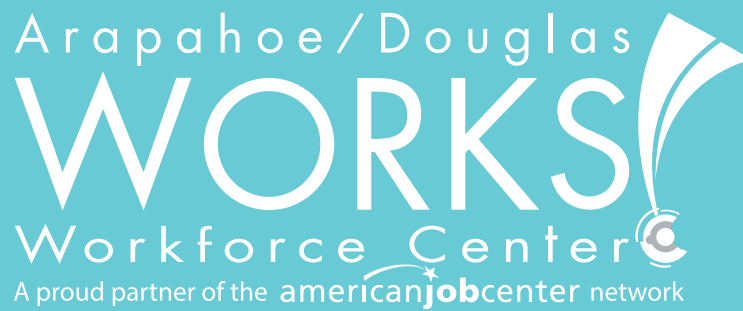
There are a number of strategies you can employ to enhance employee recruitment and retention. The Arapahoe/Douglas Works! Business Services Team can help you strategize and implement these tactics. Get started by calling (303) 636-1359 or visiting <https://bit.ly/ADWBusinessServices>.



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

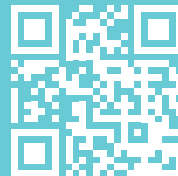


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