



2025

Air Transportation

INDUSTRY PROFILE

Colorado Urban Front Range



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

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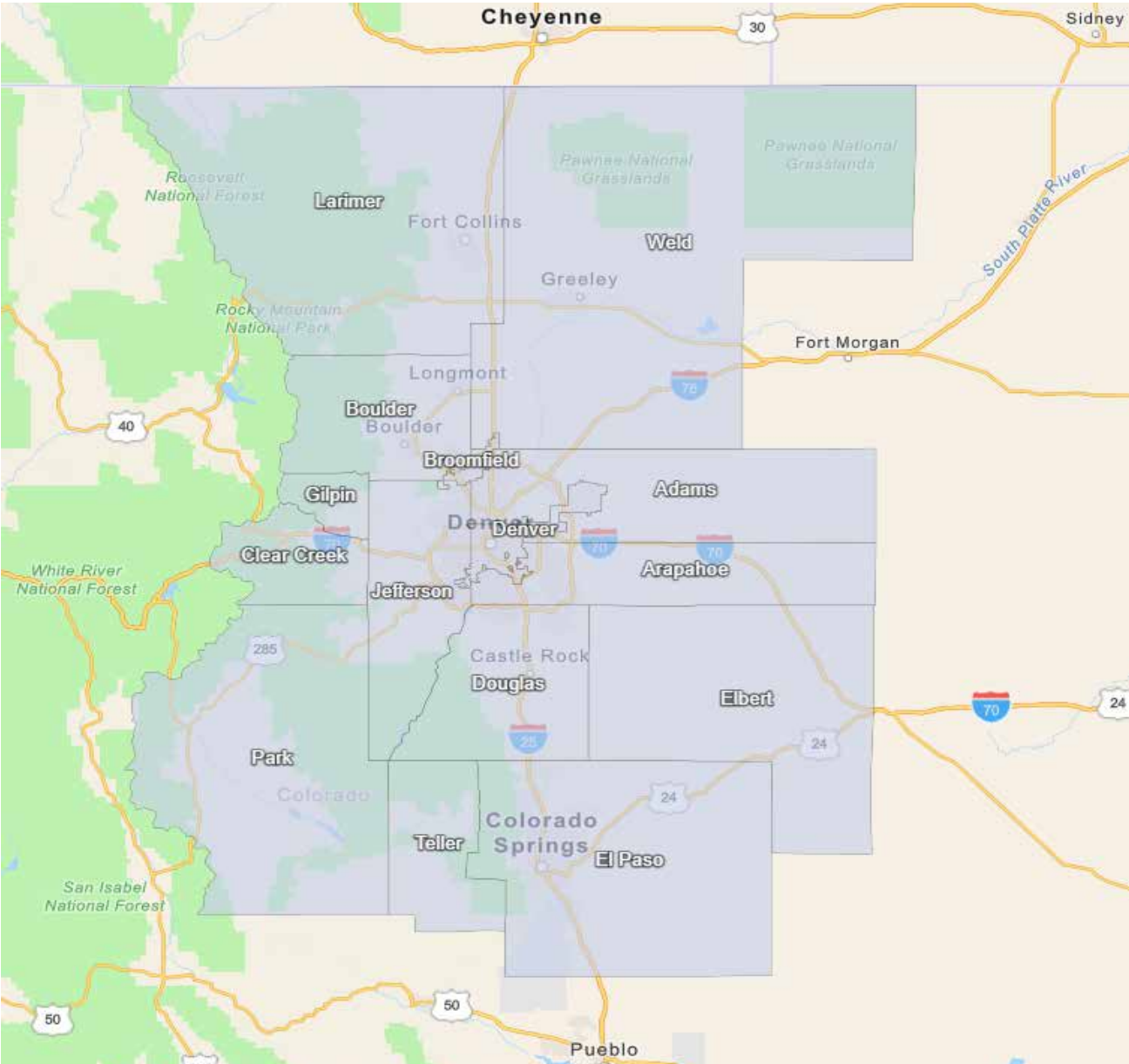
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Geographical Area



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 2024, this 15 county region employed nearly 2.74 million people across all industries, and made up 83.3% of Colorado’s total employment.

In 2024, the Gross Regional Product (GRP) for the Urban Front Range was \$471.6 billion, which made up 1.7% 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

Air Transportation

▲ **5.1%** From prior year

1.1%

**Total Jobs in CO
Urban Front Range**

The air transportation sector employs 30,448 people in 332 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 2024, the sector had \$16.9 billion in sales, and contributed \$8.2 billion to the region's GRP. There are over 70 airports in Colorado. Of these, ten are situated along Colorado's Front Range. In 2024, Denver International Airport (DEN) ranked as the sixth-busiest in the world and welcomed a record-breaking 82.4 million passengers, a 5.8% increase over the previous year. Currently, DEN provides direct nonstop flights to over 200 destinations. Centennial Airport, located in Arapahoe County, is one of the nation's busiest general aviation airports.



30,448

Total Jobs



332

Establishments



16.9 B

Total Sales

Top Specialized Skills

- Federal Aviation Administration
- Auditing
- Finance

Top Software Skills

- Microsoft Office
- SQL (Programming Language)
- Python (Programming Language)

Top Credentials

- Valid Driver's License
- Airframe & Powerplant (A&P) Certificate
- Security Clearance

Source: Lightcast

Air Transportation 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 scheduled passenger air transportation is 2.86 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.

Scheduled Passenger Air Transportation

NAICS
481111

Numbers to Know

- 23,149 jobs
- 25 establishments
- 2.86 employment concentration
- \$15.2 billion in sales
- 12.0% change to 2029
- \$143,698 average wage
- \$38,604 average employer paid benefits

Scheduled Freight Air Transportation

NAICS
481112

Numbers to Know

- 0 jobs
- 0 establishments
- 0.00 employment concentration
- \$10.9 million in sales
- Insf. Data change to 2029
- Insf. Data average wage
- Insf. Data average employer paid benefits

Nonscheduled Chartered Passenger Air Transportation

NAICS 481211

Numbers to Know

- 691 jobs
- 87 establishments
- 0.99 employment concentration
- \$549.7 million in sales
- 2.9% change to 2029
- \$137,787 average wage
- \$36,447 average employer paid benefits

Nonscheduled Chartered Freight Air Transportation

NAICS 481212

Numbers to Know

- 259 jobs
- 9 establishments
- 1.52 employment concentration
- \$129.9 million in sales
- 13.2% change to 2029
- \$92,805 average wage
- \$108,081 average employer paid benefits

Other Nonscheduled Air Transportation

NAICS 481219

Numbers to Know

- 89 jobs
- 19 establishments
- 0.77 employment concentration
- \$124.9 million in sales
- 18.1% change to 2029
- \$153,492 average wage
- \$40,552 average employer paid benefits

Air Traffic Control

NAICS 488111

Numbers to Know

- 30 jobs
- 5 establishments
- 0.82 employment concentration
- \$15.5 million in sales
- 19.6% change to 2029
- \$212,811 average wage
- \$41,498 average employer paid benefits

Other Airport Operations

NAICS 488119

Numbers to Know

- 3,108 jobs
- 32 establishments
- 1.53 employment concentration
- \$396.9 million in sales
- 6.5% change to 2029
- \$48,358 average wage
- \$9,024 average employer paid benefits

Other Support Activities for Air Transportation

NAICS 488190

Numbers to Know

- 3,122 jobs
- 157 establishments
- 1.34 employment concentration
- \$461.0 million in sales
- 12.4% change to 2029
- \$54,457 average wage
- \$10,205 average employer paid benefits

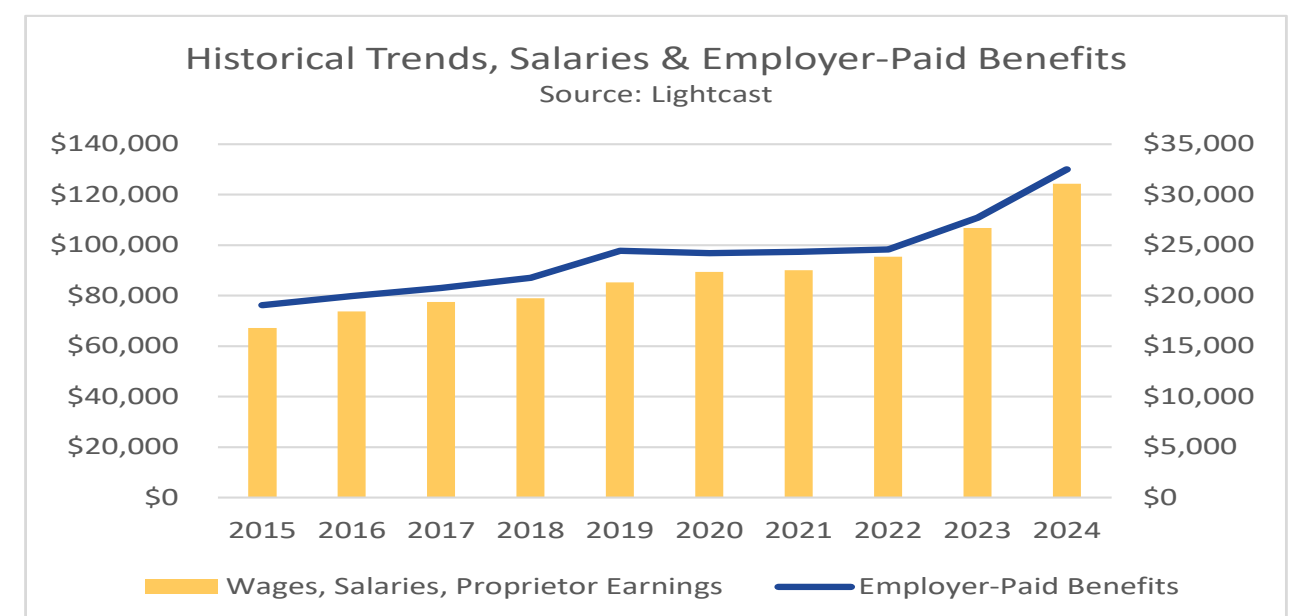
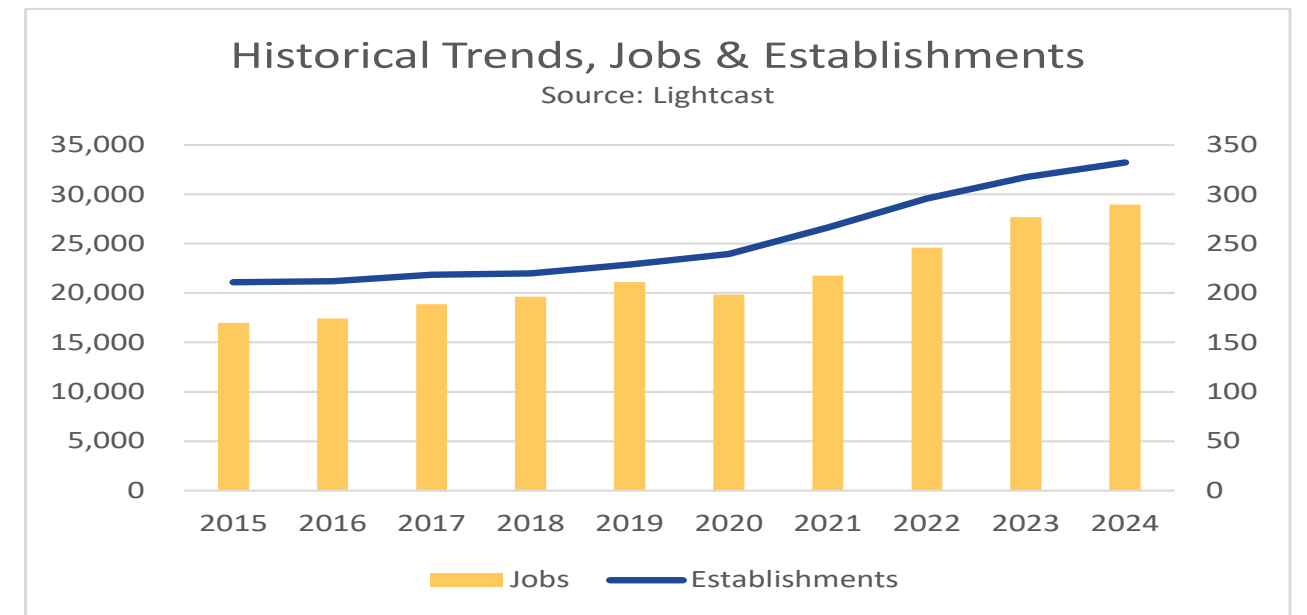




Historical Trends

Colorado Urban Front Range

The first graph shows the growth in jobs (yellow bars), and the growth in the number of establishments (blue line) in the sector between 2015 and 2024. The second graph shows the growth in wages, salaries and proprietor earnings (yellow bars) and in employer-paid benefits, including the employer portions of both Social Security and Medicare payroll deductions (blue line) for the same period.

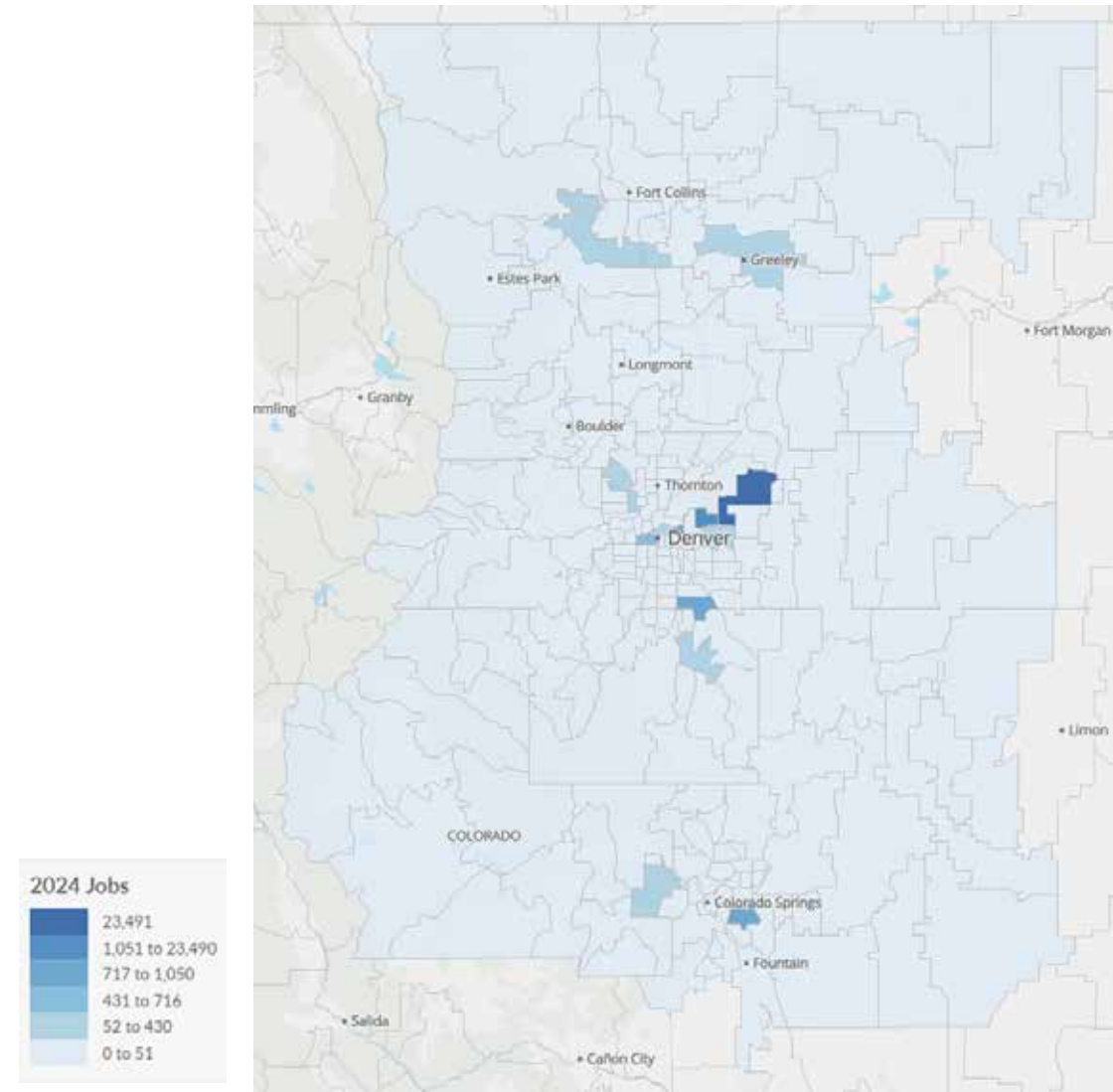


Source: Lightcast



Employment Concentration

Employment Concentration Map



Colorado Urban Front Range

The overall employment concentration in this sector is 7.84 times the national average, which reflects the presence of Denver International Airport (DEN). Concentration also varies by county, with the heaviest sector employment concentration in Denver County, where DEN is located.

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 air traffic control while the lowest is in scheduled freight air transportation. Thus, a county that has a greater concentration of scheduled freight air transportation will have a lower average wage per worker.

ADAMS

- Jobs - 68
- Employment Concentration - 0.05
- Current Wages, Salaries, & Proprietor Earnings - \$80,398
- Benefits - \$15,983
- Top Businesses - All State Express, Executive Air East, Airport Distribution Center

ARAPAHOE

- Jobs - 979
- Employment Concentration - 0.54
- Current Wages, Salaries, & Proprietor Earnings - \$111,032
- Benefits - \$26,775
- Top Businesses - Jetcenters Inc., World Wide Flight Service, Lookfar Aviation LLC

BOULDER

- Jobs - 24
- Employment Concentration - 0.02
- Current Wages, Salaries, & Proprietor Earnings - \$126,029
- Benefits - \$26,602
- Top Businesses - Federal Aviation Administration, Boulder Municipal Airport, Yellow Cab of America

BROOMFIELD

- Jobs - 14
- Employment Concentration - 0.06
- Current Wages, Salaries, & Proprietor Earnings - \$110,438
- Benefits - \$21,183
- Top Businesses - Hawk Eye Aviation, Legacy Air

CLEAR CREEK

- Jobs - [Insf. Data](#)
- Employment Concentration - [Insf. Data](#)
- Current Wages, Salaries, & Proprietor Earnings - [Insf. Data](#)
- Benefits - [Insf. Data](#)
- Top Businesses - [Insf. Data](#)

DENVER

- Jobs - 26,246
- Employment Concentration - 8.62
- Current Wages, Salaries, & Proprietor Earnings - \$127,594
- Benefits - \$33,635
- Top Businesses - Denver International Airport, Southwest Airlines Cargo, United Airlines Hangar Work

DOUGLAS

- Jobs - 172
- Employment Concentration - 0.22
- Current Wages, Salaries, & Proprietor Earnings - \$142,646
- Benefits - \$31,264
- Top Businesses - MPH Custom Painting, Solve Top, Grc Albany Llc

GILPIN

- Jobs - <10
- Employment Concentration - 0.39
- Current Wages, Salaries, & Proprietor Earnings - [Insf. Data](#)
- Benefits - [Insf. Data](#)
- Top Businesses - [Insf. Data](#)

PARK

- Jobs - [Insf. Data](#)
- Employment Concentration - [Insf. Data](#)
- Current Wages, Salaries, & Proprietor Earnings - [Insf. Data](#)
- Benefits - [Insf. Data](#)
- Top Businesses - [Insf. Data](#)

EL PASO

- Jobs - 960
- Employment Concentration - 0.50
- Current Wages, Salaries, & Proprietor Earnings - \$67,362
- Benefits - \$15,900
- Top Businesses - City of Colorado Springs Municipal Airport, Skywest Airlines Maintenance Hangar, Delta Cargo

JEFFERSON

- Jobs - 289
- Employment Concentration - 0.22
- Current Wages, Salaries, & Proprietor Earnings - \$102,773
- Benefits - \$24,067
- Top Businesses - Catalyst Solutions, Integrated Packaging Solutions, Axis Global Logistics

TELLER

- Jobs - <10
- Employment Concentration - 0.21
- Current Wages, Salaries, & Proprietor Earnings - [Insf. Data](#)
- Benefits - [Insf. Data](#)
- Top Businesses - [Insf. Data](#)

ELBERT

- Jobs - <10
- Employment Concentration - 0.13
- Current Wages, Salaries, & Proprietor Earnings - [Insf. Data](#)
- Benefits - [Insf. Data](#)
- Top Businesses - [Insf. Data](#)

LARIMER

- Jobs - 107
- Employment Concentration - 0.11
- Current Wages, Salaries, & Proprietor Earnings - \$86,012
- Benefits - \$19,888
- Top Businesses - Regal Air, Century Helicopters, Bob Gates Aircraft Maintenance Incorporated

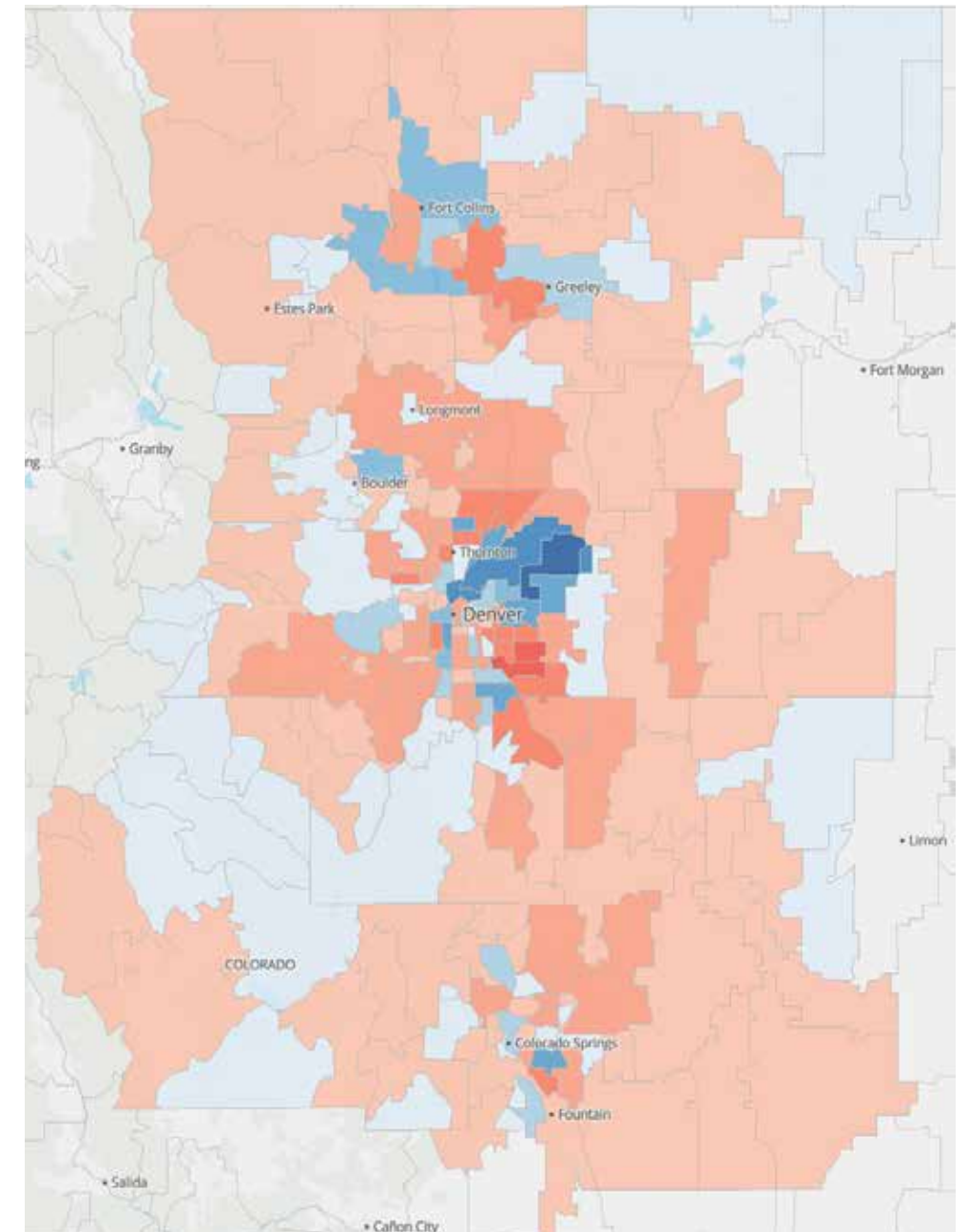
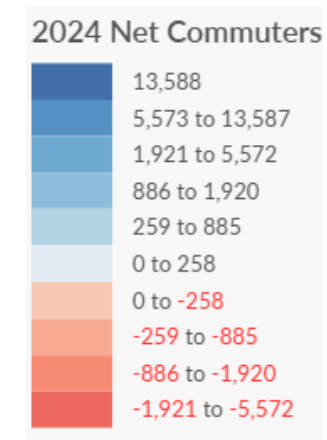
WELD

- Jobs - 103
- Employment Concentration - 0.16
- Current Wages, Salaries, & Proprietor Earnings - \$75,431
- Benefits - \$14,428
- Top Businesses - Western Plains Aviation, Rancho de Aereo Airport, Beegles Aircraft Service



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 goods or services that industry provides. In air transportation, this core set of occupations is made up of transportation and moving materials occupations. Examples of these occupations include flight attendants, construction pilots, and airfield operation specialists. 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, 26,362 workers in these core occupations live in Denver County. There are 49,530 jobs in the county. This means an additional 23,169 core workers commute into Denver County to work in these core air transportation occupations. Note: the latest commuter data available is from 2024.

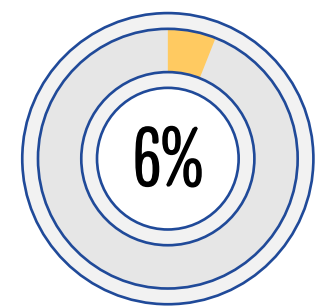
County	Net Commuters	Resident Workers	Jobs
Denver	23,169	26,362	49,530
Adams	9,341	27,172	36,514
Boulder	144	7,658	7,803
Larimer	98	10,938	11,035
Clear Creek	(11)	200	189
Gilpin	(62)	160	98
Park	(233)	460	227
Teller	(311)	865	554
Broomfield	(460)	3,027	2,566
Elbert	(578)	947	368
El Paso	(1,138)	25,857	24,719
Douglas	(3,080)	12,254	9,174
Weld	(6,638)	18,081	11,444
Jefferson	(6,673)	21,224	14,551
Arapahoe	(8,852)	29,245	20,393

Source: Lightcast

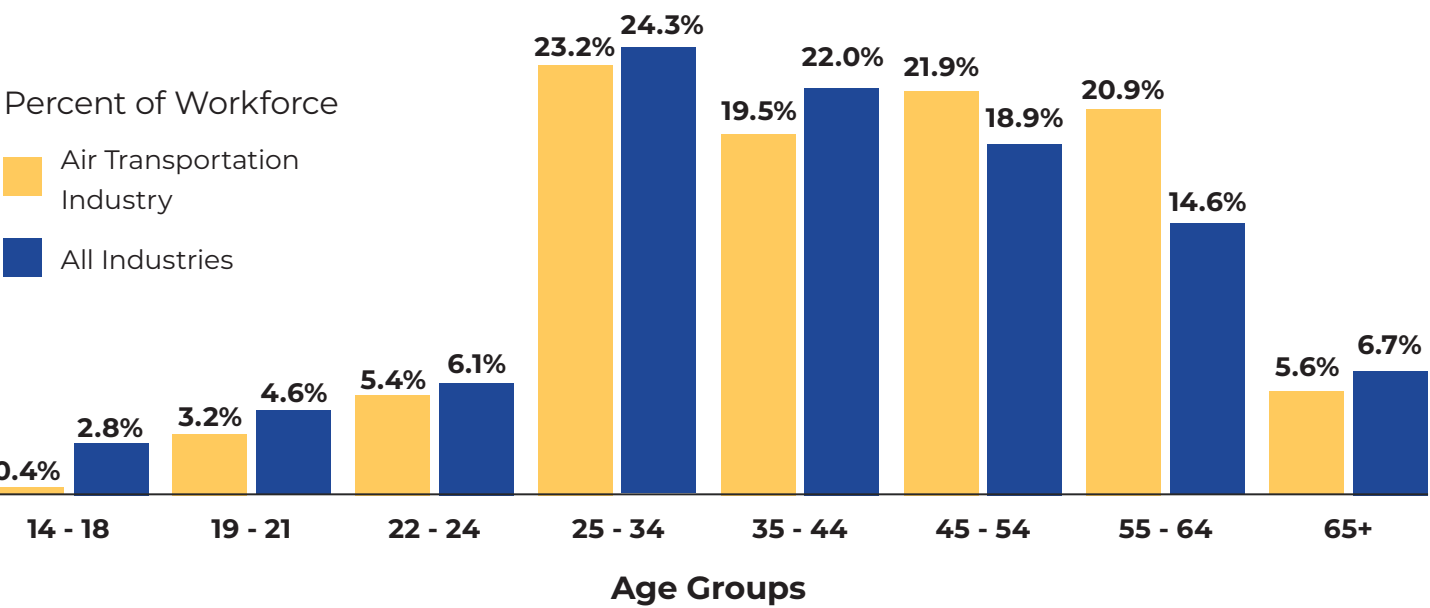


Demographics

Comparative Retirement Risk



The comparative retirement risk for the air transportation industry in the 15 county region is lower than across all industries, with 5.6% of the workforce in the industry aged 65 or older, while 6.7% of the workforce across all industries is 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
Air Transportation Industry
All Industries



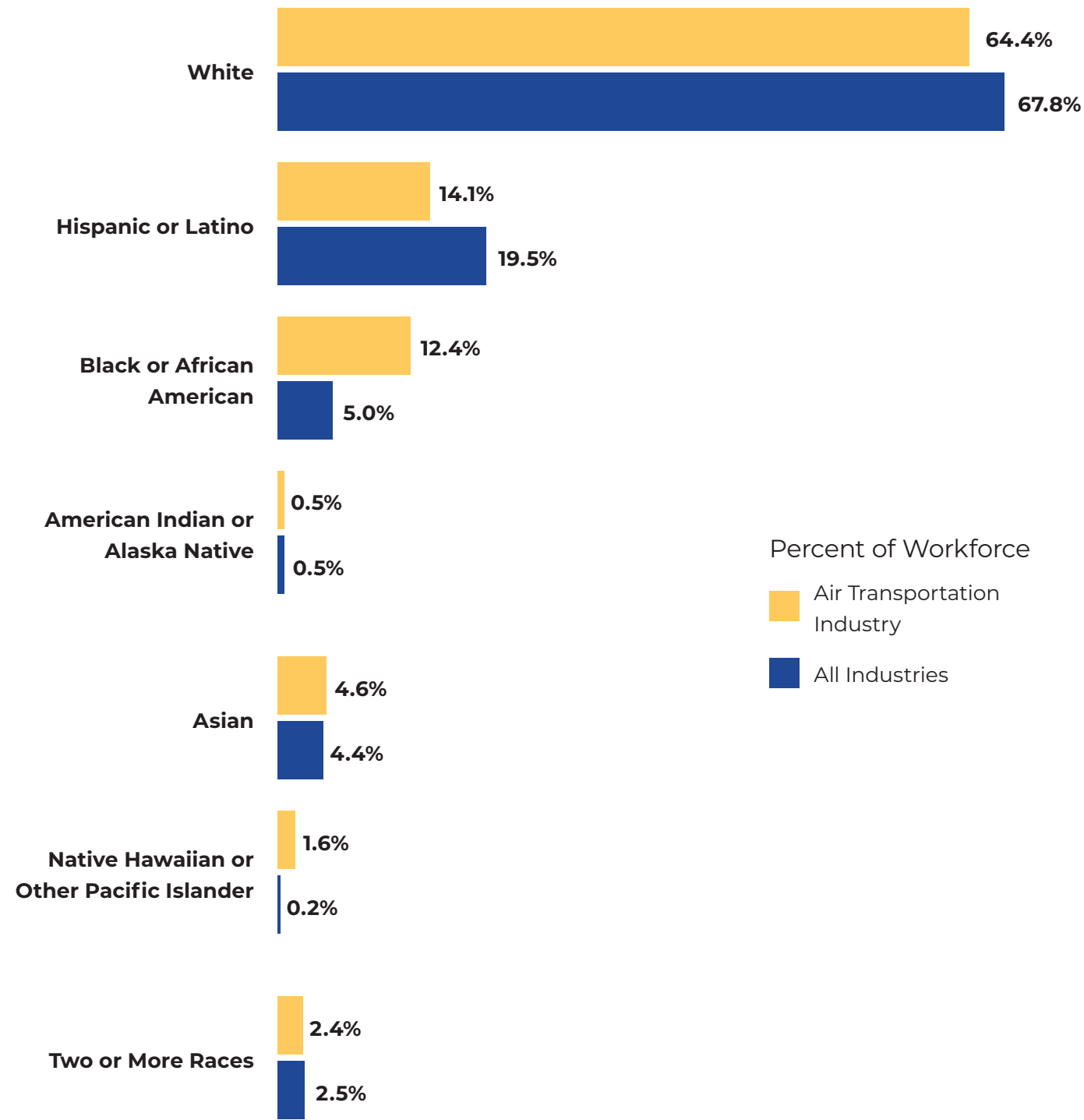
Men
61.5%
51.9%



Women
38.5%
48.1%

Demographics

These bar charts illustrate the racial and ethnic composition of the workforce in the air transportation industry.



Source: Lightcast

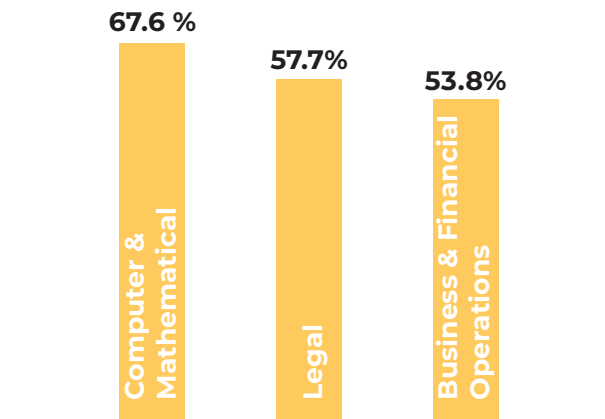


Telework and Automation Strategies

Remote Work Potential

9.9% Remote Work Capability for Sector

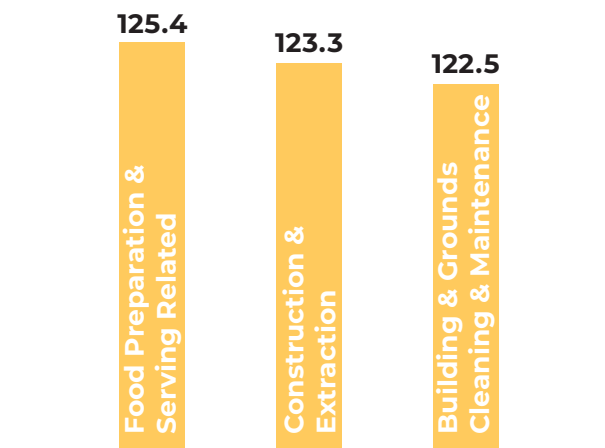
In a scarce labor market, a valid strategy for employers may be to review their staffing mix and determine which positions, if any, can be employed remotely or using a hybrid schedule. Approximately 9.9% of the workforce in the air transportation sector has at least partial teleworking capacity.



Automation Index

106.1

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 air transportation are baggage screening, better cockpit automation, passenger processing, and online reservation systems.



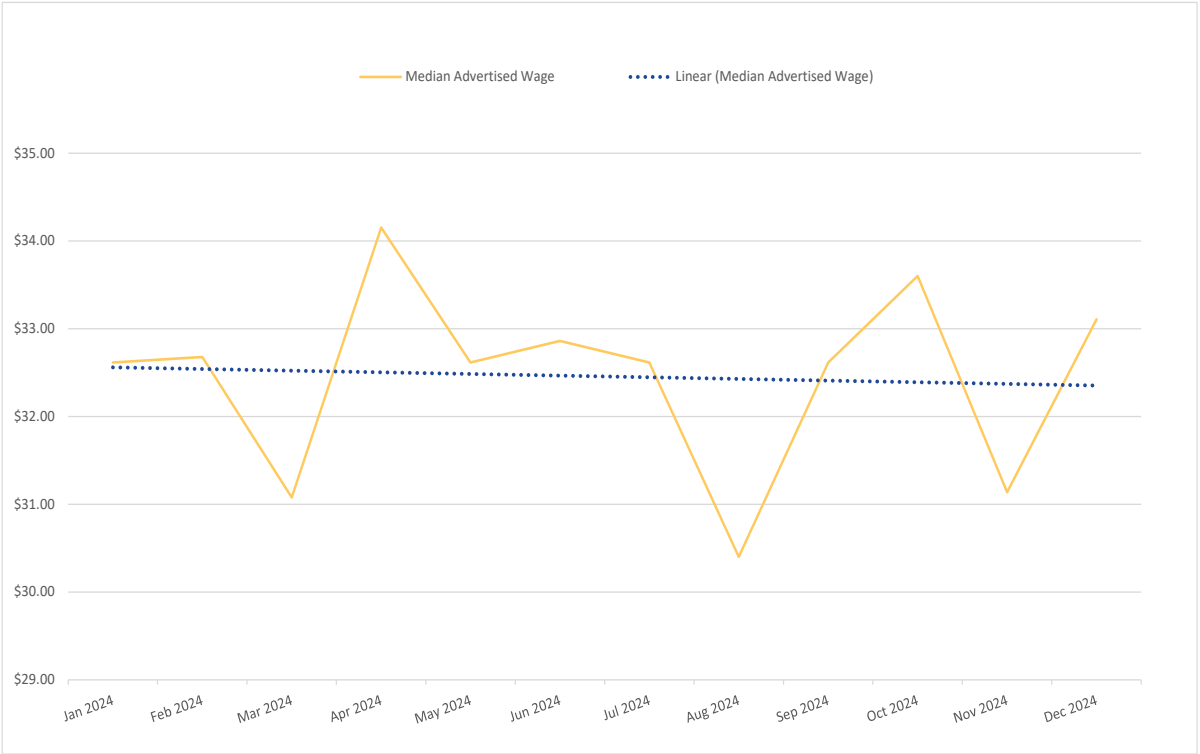
Source: Lightcast



| 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 air transportation sector employs 1,788 laborers and freight, stock, and material movers, hand but there are 27,045 employed across all industry sectors. This is important because the air transportation sector must compete with other sectors for critical talent, such as sales representatives, customer service representatives, and industrial truck and tractor operators. Average annual openings for each occupation are 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		Median Posted Wage	Entry Level Wage	Median Wage	Highly Experienced Level Wage	Typical On-the-Job Training	Typical Entry Level Education
11-1021	General & Operations Managers	227	0.7%	41,260	4,200		\$35.32	\$44.42	\$62.52	\$92.12	None	Bachelor's degree
13-1151	Training & Development Specialists	176	0.6%	10,175	1,015		\$26.00	\$24.21	\$34.22	\$46.35	None	Bachelor's degree
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, & Travel	269	0.9%	37,747	3,988		\$33.23	\$28.11	\$39.24	\$69.32	Moderate-term OJT	High school diploma or GED
43-1011	First-Line Supervisors of Office & Administrative Support Workers	521	1.7%	22,750	2,353		\$35.57	\$27.32	\$33.72	\$41.82	None	High school diploma or GED
43-4051	Customer Service Representatives	1,187	3.9%	42,324	5,958		\$20.43	\$17.91	\$21.02	\$24.88	Short-term OJT	High school diploma or GED
43-4181	Reservation & Transportation Ticket Agents & Travel Clerks	2,572	8.4%	2,886	426		\$19.88	\$19.46	\$22.54	\$27.44	Short-term OJT	High school diploma or GED
43-5011	Cargo & Freight Agents	321	1.0%	891	127		\$23.38	\$21.38	\$23.69	\$28.09	Short-term OJT	High school diploma or GED
49-1011	First-Line Supervisors of Mechanics, Installers, & Repairers	283	0.9%	10,317	1,006		\$50.34	\$30.35	\$38.05	\$47.89	None	High school diploma or GED
49-2091	Avionics Technicians	193	0.6%	729	78		\$58.83	\$31.98	\$42.18	\$53.32	None	Associate's degree
49-3011	Aircraft Mechanics & Service Technicians	1,775	5.8%	4,308	410		\$28.06	\$26.38	\$35.42	\$40.85	None	Postsecondary nondegree award
53-1047	First-Line Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Supervisors	365	1.2%	10,244	1,205		\$24.49	\$25.58	\$30.97	\$38.19	None	High school diploma or GED
53-2011	Airline Pilots, Copilots, & Flight Engineers	5,834	19.3%	7,205	990		\$43.08	\$57.16	\$82.12	\$108.96	Moderate-term OJT	Bachelor's degree
53-2012	Commercial Pilots	741	2.4%	1,437	194		\$28.06	\$38.02	\$50.67	\$70.93	Moderate-term OJT	High school diploma or GED
53-2031	Flight Attendants	6,974	22.8%	7,007	1,210		\$35.82	\$18.89	\$24.13	\$31.32	Moderate-term OJT	High school diploma or GED
53-6032	Aircraft Service Attendants	1,098	3.7%	1,214	203		Insf. Data	\$16.69	\$19.53	\$20.71	Short-term OJT	High school diploma or GED
53-6061	Passenger Attendants	379	1.3%	441	87		\$20.43	\$13.65	\$13.65	\$14.41	Short-term OJT	High school diploma or GED
53-7051	Industrial Truck & Tractor Operators	850	2.8%	7,955	992		\$27.50	\$20.39	\$22.70	\$27.55	Short-term OJT	No formal educational credential
53-7061	Cleaners of Vehicles & Equipment	207	0.7%	5,416	835		\$20.00	\$17.15	\$18.32	\$19.86	Short-term OJT	No formal educational credential
53-7062	Laborers & Freight, Stock, & Material Movers, Hand	1,788	5.8%	27,045	4,274		\$21.29	\$18.45	\$20.53	\$23.53	Short-term OJT	No formal educational credential
53-7065	Stockers and Order Fillers	327	1.1%	50,616	9,099		\$19.94	\$17.52	\$18.72	\$20.93	Short-term OJT	High school diploma or GED



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.

Discover more about each occupation by simply clicking on the respective icon.



Flight Attendants

• % Employment	22.8%
• Unique Postings	26
• Posted Salary	\$35.82
• Hires	2,713
• Separations	1,885
• Turnover Rate	28.4%
Top Skills: Federal Aviation Regulations , Cosmetics , Federal Aviation Administration	



Airline Pilots, Copilots, & Flight Engineers

• % Employment	19.3%
• Unique Postings	21
• Posted Salary	\$43.08
• Hires	3,092
• Separations	2,416
• Turnover Rate	34.7%
Top Skills: Federal Aviation Regulations , Federal Aviation Administration , Radio Operations	



Reservation & Transportation Ticket Agents & Travel Clerks

• % Employment	8.4%
• Unique Postings	45
• Posted Salary	\$19.88
• Hires	2,300
• Separations	1,719
• Turnover Rate	62.9%
Top Skills: Radio Equipment , Airport Authorities , Hazardous Material Identification	



Aircraft Mechanics & Service Technicians

• % Employment	5.8%
• Unique Postings	116
• Posted Salary	\$28.06
• Hires	2,197
• Separations	1,974
• Turnover Rate	47.3%
Top Skills: Federal Aviation Administration , General Aviation , Aircraft Maintenance	

Top Occupations

Top 20 Occupations Currently Listed in the Colorado Urban Front Range



Laborers & Freight, Stock, & Material Movers, Hand

• % Employment	5.8%
• Unique Postings	15
• Posted Salary	\$21.29
• Hires	31,759
• Separations	32,355
• Turnover Rate	124.0%

Top Skills: Brakes, Warehousing, Landscaping



Customer Service Representatives

• % Employment	3.9%
• Unique Postings	84
• Posted Salary	\$20.43
• Hires	34,574
• Separations	37,361
• Turnover Rate	89.1%

Top Skills: Emergency Response, Dispatching, Aviation



Passenger Attendants

• % Employment	1.3%
• Unique Postings	16
• Posted Salary	\$20.43
• Hires	556
• Separations	518
• Turnover Rate	122.6%

Top Skills: Passenger Service, Warehousing, Site Security



First-Line Supervisors of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Supervisors

• % Employment	1.2%
• Unique Postings	30
• Posted Salary	\$24.49
• Hires	6,144
• Separations	6,193
• Turnover Rate	62.0%

Top Skills: Passenger Service, Hazardous Material Identification, Warehousing



Aircraft Service Attendants

• % Employment	3.7%
• Unique Postings	0
• Posted Salary	Insf. Data
• Hires	1,862
• Separations	1,695
• Turnover Rate	144.1%

Top Skills: No Postings



Industrial Truck & Tractor Operators

• % Employment	2.8%
• Unique Postings	1
• Posted Salary	\$27.50
• Hires	6,894
• Separations	6,907
• Turnover Rate	90.5%

Top Skills: Effective Communication, Snow Removal



Stockers & Order Fillers

• % Employment	1.1%
• Unique Postings	5
• Posted Salary	\$19.94
• Hires	50,636
• Separations	59,038
• Turnover Rate	119.4%

Top Skills: Radio Equipment, Pallet Jacks, Supply Chain



Cargo & Freight Agents

• % Employment	1.0%
• Unique Postings	20
• Posted Salary	\$23.38
• Hires	642
• Separations	577
• Turnover Rate	68.4%

Top Skills: Warehousing, Pallet Jacks, Employee Relations



Commercial Pilots

• % Employment	2.4%
• Unique Postings	13
• Posted Salary	\$28.06
• Hires	707
• Separations	655
• Turnover Rate	47.0%

Top Skills: Federal Aviation Regulations, Navigational Charts, Federal Aviation Administration



First-Line Supervisors of Office & Administrative Support Workers

• % Employment	1.7%
• Unique Postings	47
• Posted Salary	\$35.57
• Hires	10,453
• Separations	10,673
• Turnover Rate	47.6%

Top Skills: Office Equipment, Data Analysis



First-Line Supervisors of Mechanics, Installers, & Repairers

• % Employment	0.9%
• Unique Postings	61
• Posted Salary	\$50.34
• Hires	4,018
• Separations	3,866
• Turnover Rate	38.3%

Top Skills: Federal Aviation Administration, Aircraft Maintenance, Auditing



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

• % Employment	0.9%
• Unique Postings	1
• Posted Salary	\$33.23
• Hires	25,068
• Separations	25,609
• Turnover Rate	69.1%

Top Skills: Inside Sales, Outside Sales, Customer Retention



General & Operations Managers

• % Employment	0.7%
• Unique Postings	39
• Posted Salary	\$35.32
• Hires	19,915
• Separations	19,555
• Turnover Rate	48.8%

Top Skills: Passenger Service, Resource Allocation, Operational Performance Management



Cleaners of Vehicles & Equipment

• % Employment	0.7%
• Unique Postings	4
• Posted Salary	\$20.00
• Hires	6,105
• Separations	5,754
• Turnover Rate	109.4%

Top Skills: Ceramic Coating, Polishing, Carpet Cleaning



Avionics Technicians

• % Employment	0.6%
• Unique Postings	20
• Posted Salary	\$58.83
• Hires	505
• Separations	473
• Turnover Rate	66.7%

Top Skills: Avionics, Test Equipment, Electrical Wiring



Training & Development Specialists

• % Employment	0.6%
• Unique Postings	3
• Posted Salary	\$26.00
• Hires	6,067
• Separations	6,153
• Turnover Rate	61.9%

Top Skills: Training Analysis, Safety Audits, Classroom Management

Source: Lightcast



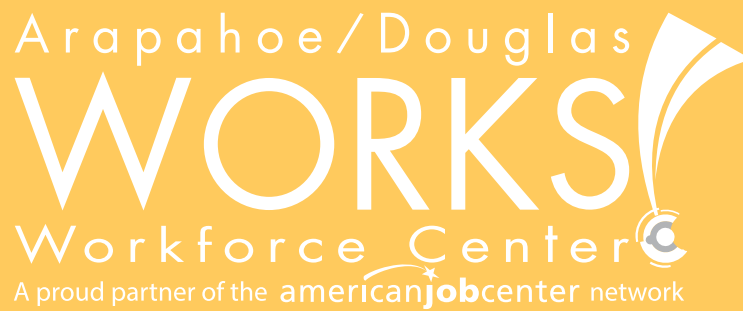
Let's Talk!

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>.



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

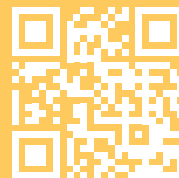


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