

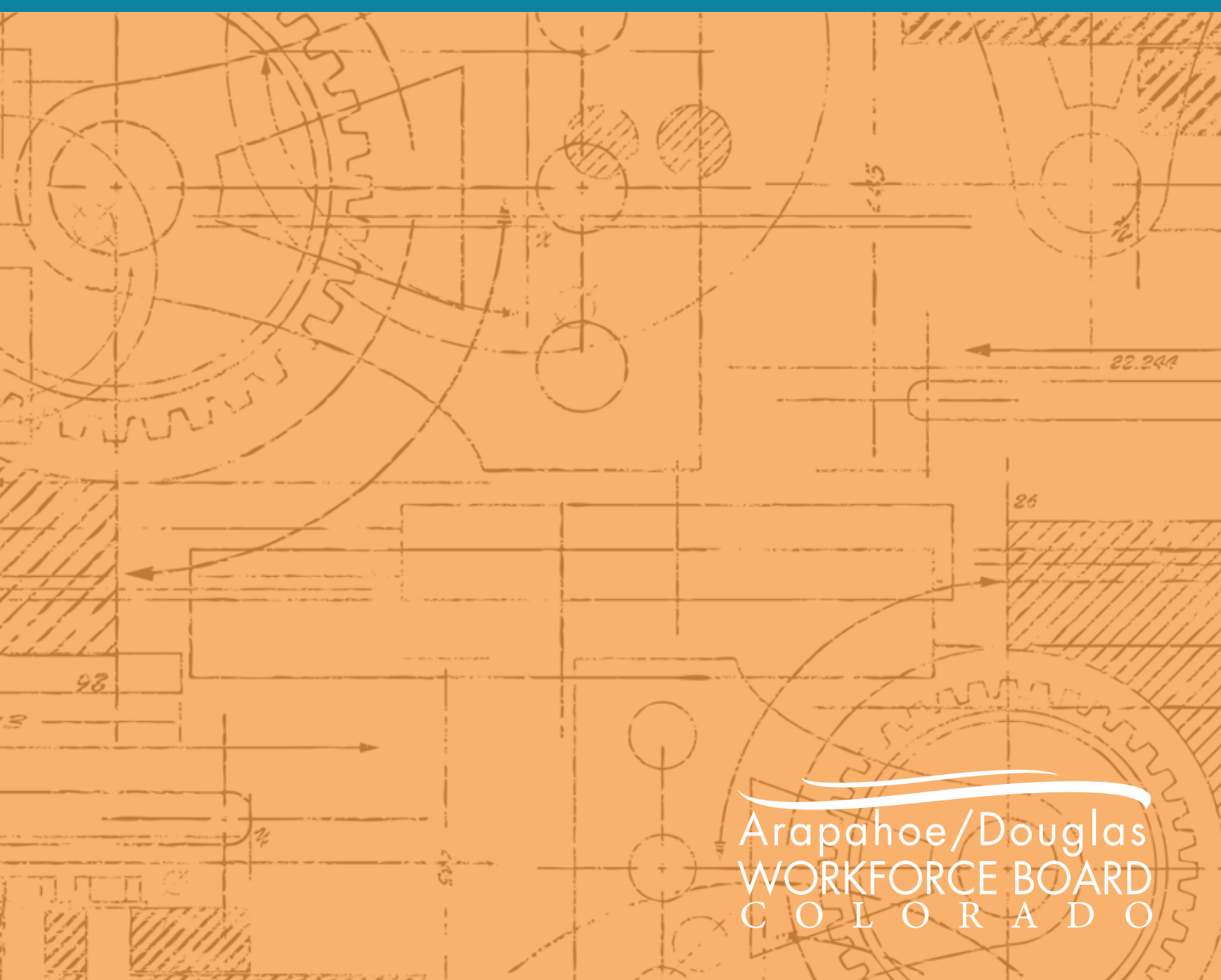


2025

Engineering Services

INDUSTRY PROFILE

Colorado Urban Front Range



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

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Top Occupations

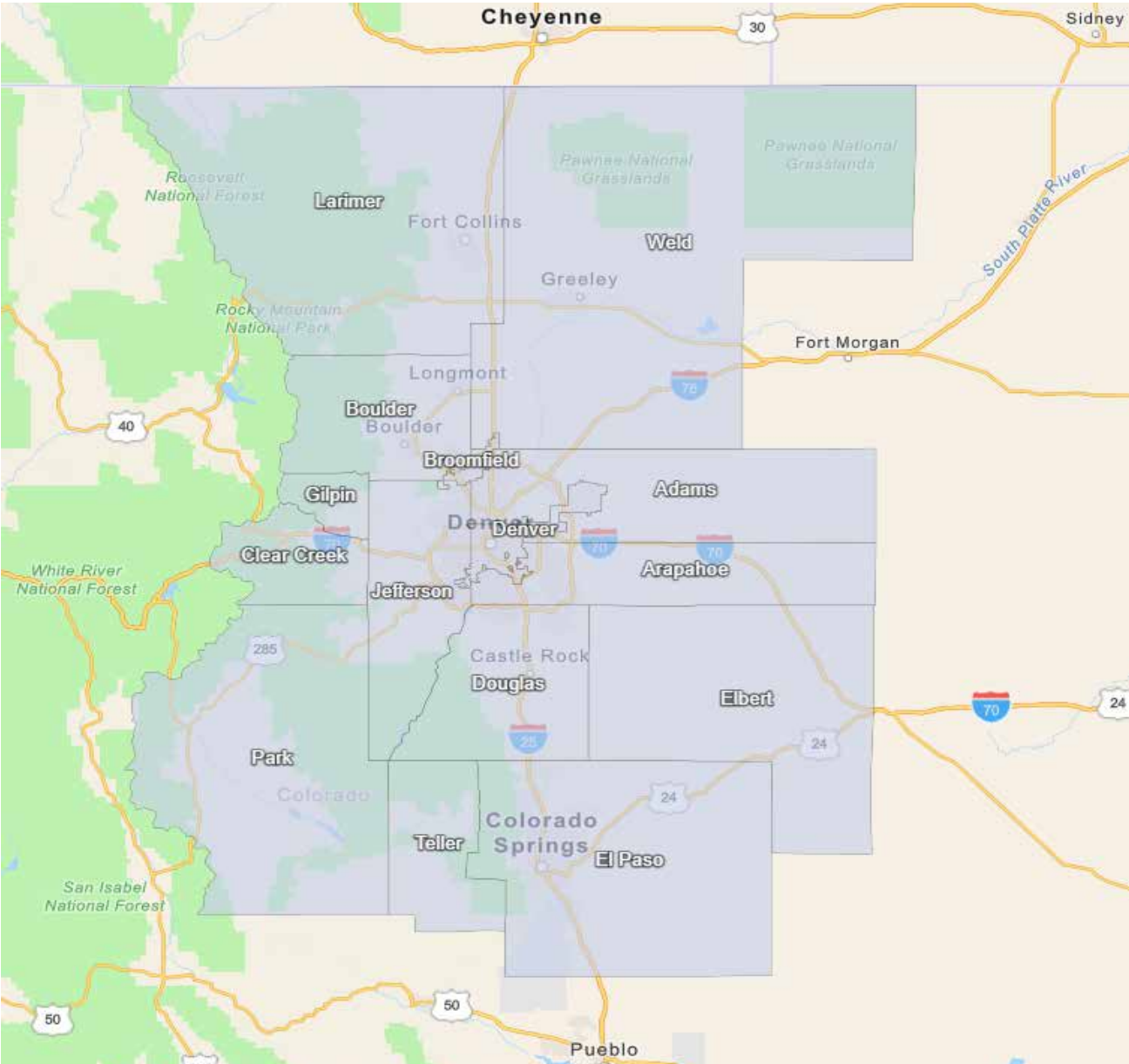
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Let’s Talk!

Geographical Area



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



Engineering Services

▲ 3.3% From prior year

2.2%

Total Jobs in CO
Urban Front Range

The engineering services sector employs 56,045 people in 5,313 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 \$15.5 billion in sales, and contributed \$10.2 billion to the region’s GRP. The engineering services industry has been thriving, with a diverse range of companies spanning fields like aerospace, technology, heavy civil construction, and renewable energy. The region’s emphasis on sustainability and renewable energy initiatives aligns with the industry’s focus on creating solutions for a more environmentally conscious future.



56,045

Total Jobs



5,313

Establishments



15.5 B

Total Sales

Industries
Making up
the Sector

Top Specialized Skills

- Project Management
- Construction
- AutoCAD

Top Software Skills

- Microsoft Office
- AutoCAD
- Autodesk Revit

Top Credentials

- Valid Driver’s License
- Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)
- Professional Engineer (PE) License

Source: Lightcast

Engineering Services 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 geophysical surveying and mapping services is 2.23 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.

Architectural Services

NAICS
541310

Numbers to Know

- 4,971 jobs
- 794 establishments
- 1.51 employment concentration
- \$1.2 billion in sales
- 8.3% change to 2028
- \$98,511 average wage
- \$13,685 average employer paid benefits

Landscape Architectural Services

NAICS
541320

Numbers to Know

- 1,367 jobs
- 242 establishments
- 2.45 employment concentration
- \$301.9 million in sales
- 12.1% change to 2028
- \$83,275 average wage
- \$11,566 average employer paid benefits

Engineering Services

NAICS 541330

Numbers to Know

- 44,278 jobs
- 3,453 establishments
- 2.36 employment concentration
- \$12.7 billion in sales
- 8.4% change to 2028
- \$130,228 average wage
- \$18,100 average employer paid benefits

Drafting Services

NAICS 541340

Numbers to Know

- 351 jobs
- 98 establishments
- 2.25 employment concentration
- \$111.5 million in sales
- 9.3% change to 2028
- \$98,916 average wage
- \$13,754 average employer paid benefits

Building Inspection Services

NAICS 541350

Numbers to Know

- 639 jobs
- 216 establishments
- 1.47 employment concentration
- \$138.9 million in sales
- 7.1% change to 2028
- \$73,329 average wage
- \$10,173 average employer paid benefits

Geophysical Surveying & Mapping Services

NAICS 541360

Numbers to Know

- 1,251 jobs
- 97 establishments
- 5.51 employment concentration
- \$473.1 million in sales
- 0.5% change to 2028
- \$166,145 average wage
- \$23,078 average employer paid benefits

Surveying and Mapping (except Geophysical) Services

NAICS 541370

Numbers to Know

- 1,154 jobs
- 179 establishments
- 1.29 employment concentration
- \$253.2 million in sales
- (0.5%) change to 2028
- \$93,077 average wage
- \$12,917 average employer paid benefits

Testing Laboratories

NAICS 541380

Numbers to Know

- 2,034 jobs
- 234 establishments
- 0.72 employment concentration
- \$394.7 million in sales
- 1.6% change to 2028
- \$87,624 average wage
- \$11,810 average employer paid benefits

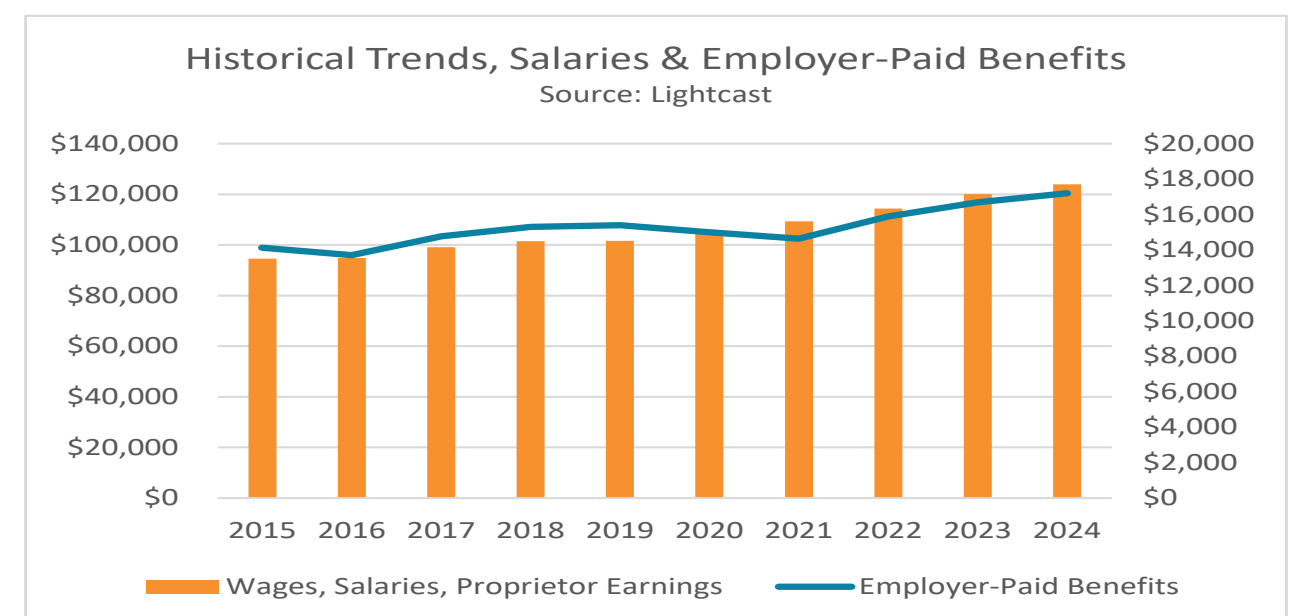
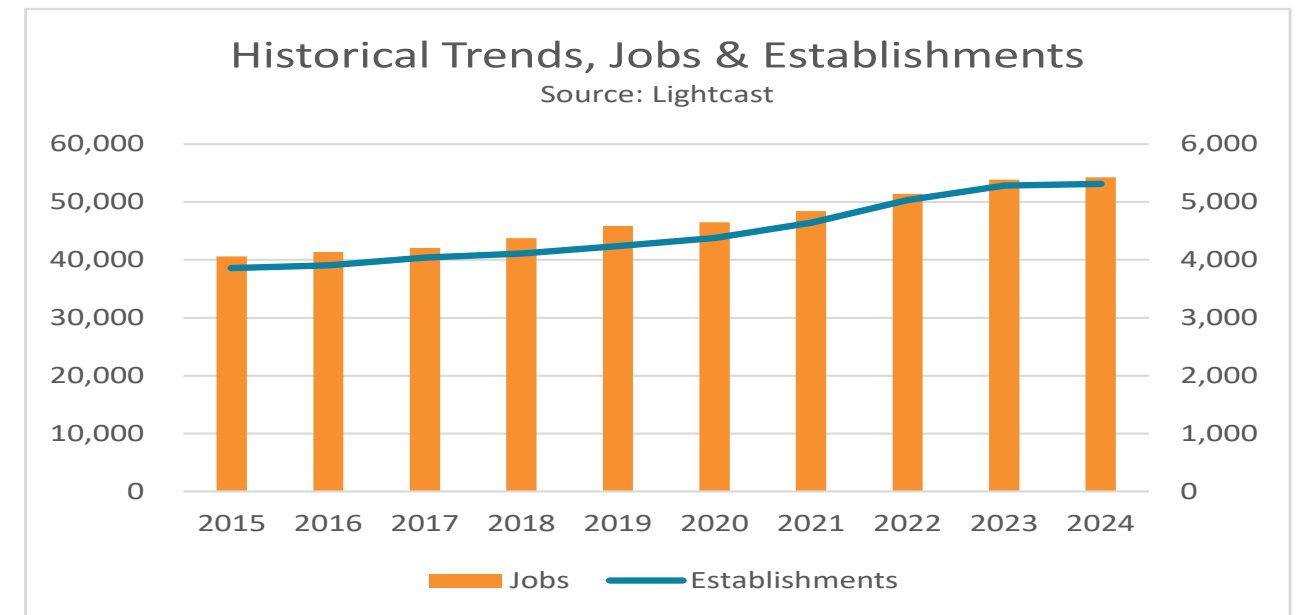




Historical Trends

Colorado Urban Front Range

The first graph shows the growth in jobs (orange 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 (orange bars) and in employer-paid benefits, including the employer portions of both Social Security and Medicare payroll deductions (blue line) for the same period.

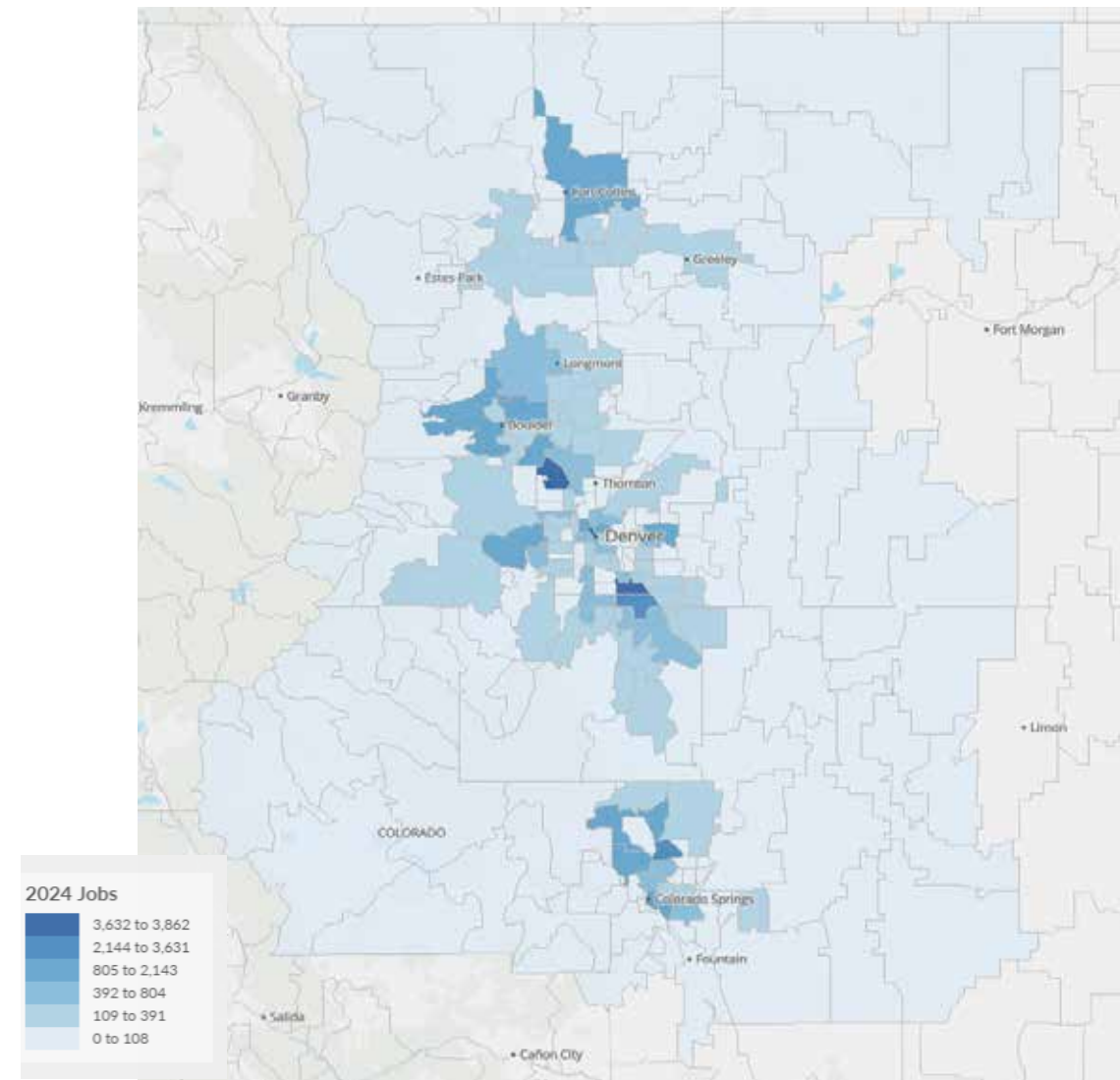


Source: Lightcast



Employment Concentration

Employment Concentration Map



Colorado Urban Front Range

The overall employment concentration in this sector is 2.31 times the national average. There are some areas that are national hubs for different types of engineering services. For example, Arapahoe and Jefferson counties are hubs for aerospace engineering.

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 geophysical surveying and mapping services while the lowest is in building inspection services. Thus, a county that has a greater concentration of building inspection services will have a lower average wage per worker.

ADAMS

- Jobs - 2,211
- Employment Concentration - 0.83
- Current Wages, Salaries, & Proprietor Earnings - \$131,847
- Benefits - \$18,286
- Top Businesses - Preferred Pump & Equipment, Ames Construction, US Engineering

ARAPAHOE

- Jobs - 10,760
- Employment Concentration - 2.95
- Current Wages, Salaries, & Proprietor Earnings - \$128,900
- Benefits - \$17,909
- Top Businesses - Merrick & Co, Seakr Engineering, Mikron Corp

BOULDER

- Jobs - 4,936
- Employment Concentration - 2.34
- Current Wages, Salaries, & Proprietor Earnings - \$115,941
- Benefits - \$16,088
- Top Businesses - Uplight Energy, Earth System Research Laboratory, Vaisala

DOUGLAS

- Jobs - 3,139
- Employment Concentration - 2.01
- Current Wages, Salaries, & Proprietor Earnings - \$125,236
- Benefits - \$17,396
- Top Businesses - Mollenhauer Group, First Pass Engineering, Burns & McDonnell

EL PASO

- Jobs - 9,239
- Employment Concentration - 2.41
- Current Wages, Salaries, & Proprietor Earnings - \$122,987
- Benefits - \$17,087
- Top Businesses - Apogee Engineering, Lockheed Martin, Kratos

ELBERT

- Jobs - 64
- Employment Concentration - 1.22
- Current Wages, Salaries, & Proprietor Earnings - \$92,167
- Benefits - \$12,816
- Top Businesses - Lent Construction, Lumin General Contractors, Robert's Small Engine

GILPIN

- Jobs - <10
- Employment Concentration - 0.05
- Current Wages, Salaries, & Proprietor Earnings - Insf. Data
- Benefits - Insf. Data
- Top Businesses - Caribou Engineering

JEFFERSON

- Jobs - 7,694
- Employment Concentration - 2.91
- Current Wages, Salaries, & Proprietor Earnings - \$115,221
- Benefits - \$15,994
- Top Businesses - Lockheed Martin, M E Engineers, NEI Electric Power Engineering

LARIMER

- Jobs - 2,790
- Employment Concentration - 1.47
- Current Wages, Salaries, & Proprietor Earnings - \$154,298
- Benefits - \$21,429
- Top Businesses - Woodward Inc., Tanco Engineering, Miner & Miner Consulting Engineers

BROOMFIELD

- Jobs - 879
- Employment Concentration - 1.95
- Current Wages, Salaries, & Proprietor Earnings - \$182,412
- Benefits - \$25,328
- Top Businesses - Stoller Newport, MWH Constructors, Renewable Energy Systems

CLEAR CREEK

- Jobs - <10
- Employment Concentration - 0.18
- Current Wages, Salaries, & Proprietor Earnings - Insf. Data
- Benefits - Insf. Data
- Top Businesses - SGS Transportation, CDOT Engineers, Architectural Innovators

DENVER

- Jobs - 11,831
- Employment Concentration - 1.95
- Current Wages, Salaries, & Proprietor Earnings - \$117,939
- Benefits - \$16,378
- Top Businesses - Zachry Engineering, Antero Resource Midstream, Carter & Burgess

PARK

- Jobs - 14
- Employment Concentration - 0.41
- Current Wages, Salaries, & Proprietor Earnings - \$60,664
- Benefits - \$8,435
- Top Businesses - Littlehorn Engineering, Green Mountain Landscaping, Xa Mars Electronics

TELLER

- Jobs - 81
- Employment Concentration - 0.88
- Current Wages, Salaries, & Proprietor Earnings - \$63,208
- Benefits - \$8,789
- Top Businesses - Enginuity Engineering Solutions, Sparrow Engineering, Davidson Lonnie Hidaero Engineering

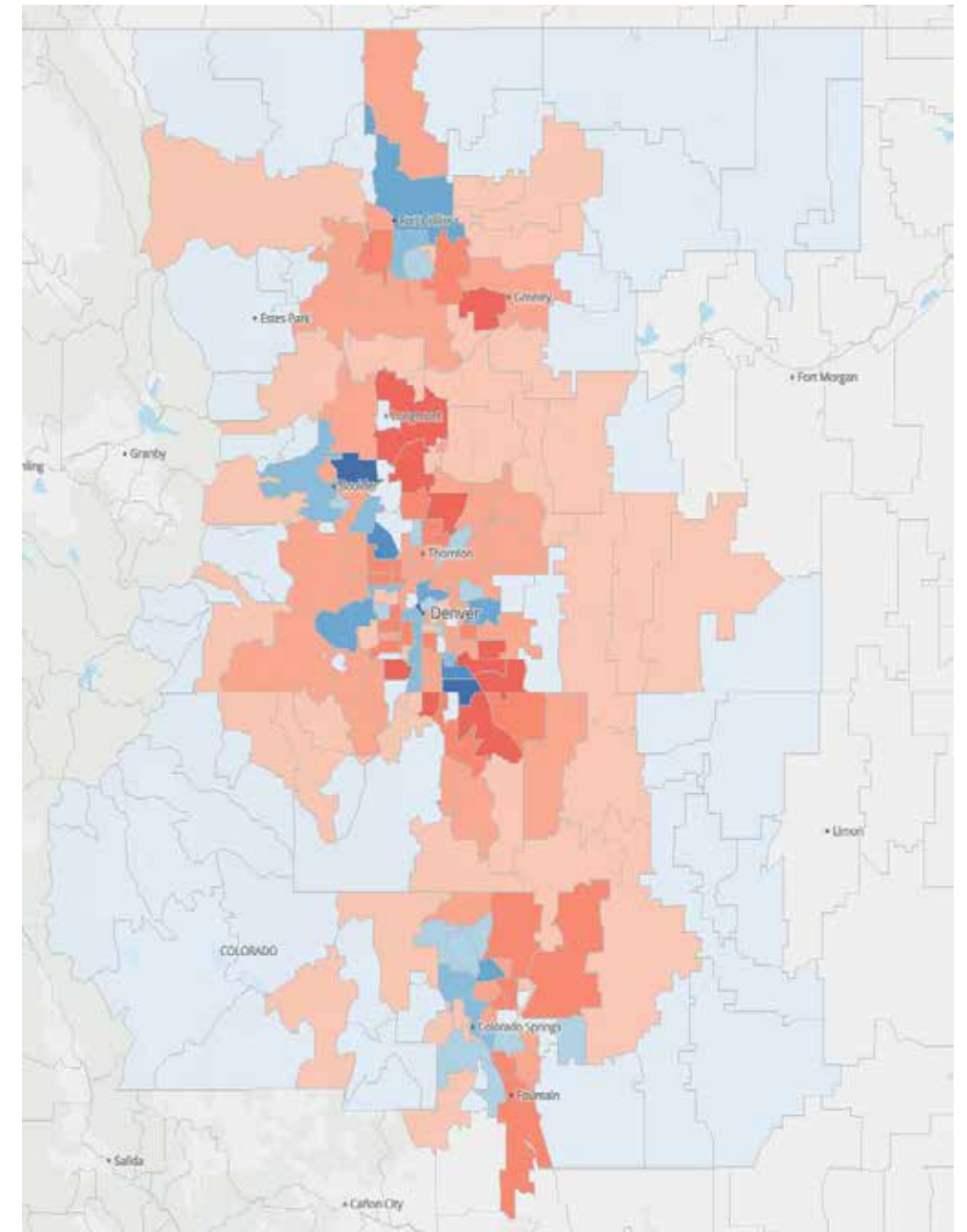
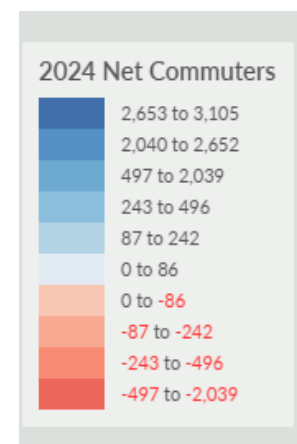
WELD

- Jobs - 622
- Employment Concentration - 0.49
- Current Wages, Salaries, & Proprietor Earnings - \$91,552
- Benefits - \$12,608
- Top Business - Cermak Peterka Peterson, Woodward, Sodar Leasing



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 engineering services, this core set of occupations is made up engineers, technicians, and drafters. Examples of these occupations include aerospace and civil engineers, and engineering 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

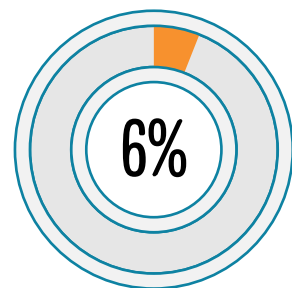
This table shows the number of ‘net commuters’ in each of the 15 counties making up the region. For example, 9,778 engineering workers live in Jefferson County. There are 9,481 engineering jobs in the county. This means there are 296 fewer engineering services jobs in Jefferson County than there are residents in those occupations. Note: the latest commuter data available is from 2024.

County	Net Commuters	Resident Workers	Jobs
Denver	3,681	9,637	13,317
Boulder	2,589	6,292	8,881
Arapahoe	2,284	7,795	10,079
Clear Creek	28	51	78
Larimer	14	4,869	4,884
Gilpin	(33)	49	16
Park	(89)	126	36
Teller	(122)	219	97
Elbert	(199)	284	84
El Paso	(222)	8,904	8,682
Broomfield	(248)	1,639	1,391
Jefferson	(296)	9,778	9,481
Adams	(2,122)	6,152	4,030
Douglas	(2,666)	5,861	3,195
Weld	(2,968)	4,958	1,989

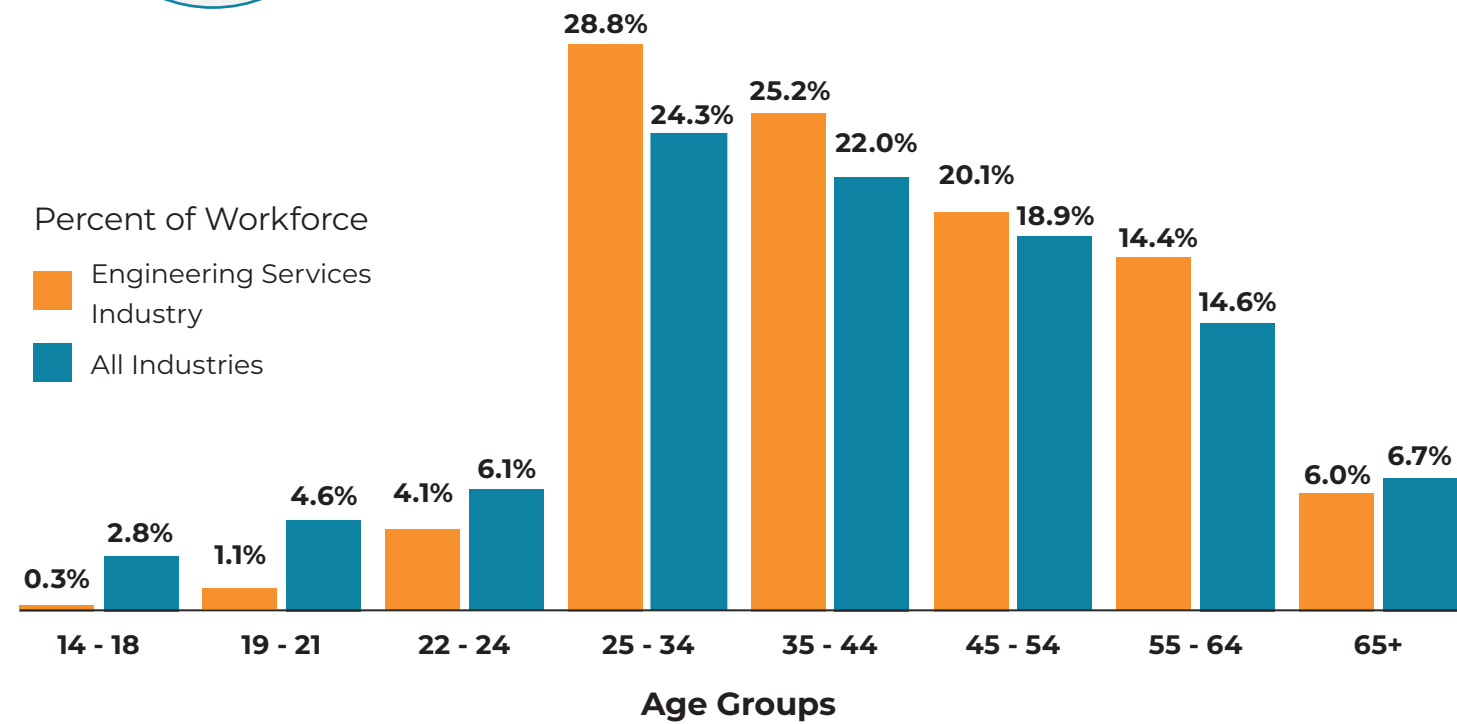
Source: Lightcast



Comparative Retirement Risk



The comparative retirement risk for the engineering industry in the 15 county region is slightly lower than across all industries, with 6.0% of the workforce in the industry aged 65 or older, while 6.7% of the workforce across all industries are 65 years or older.



Comparative Gender

Percent of Workforce
Engineering Services Industry
All Industries



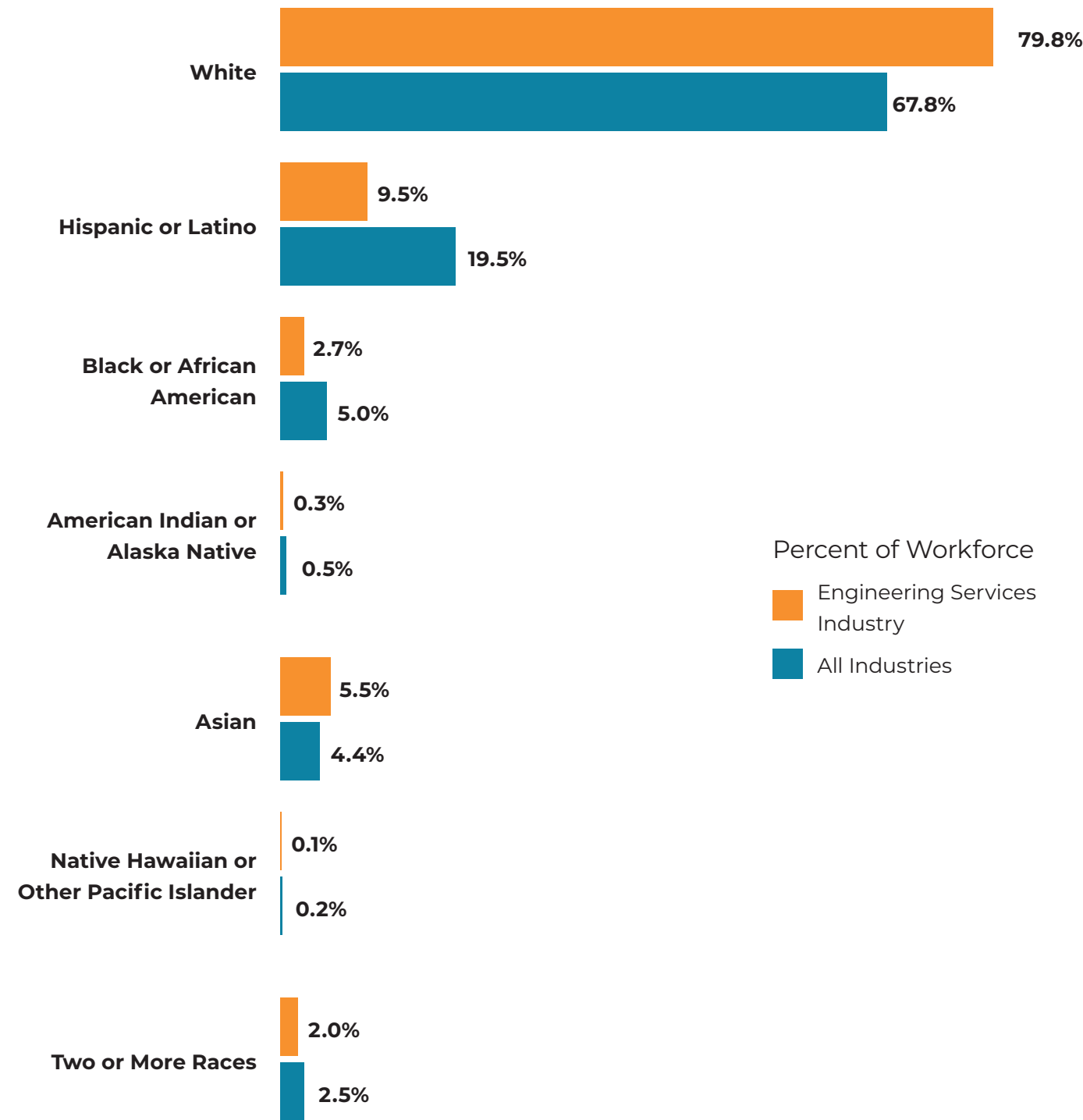
Men
57.7%
51.9%



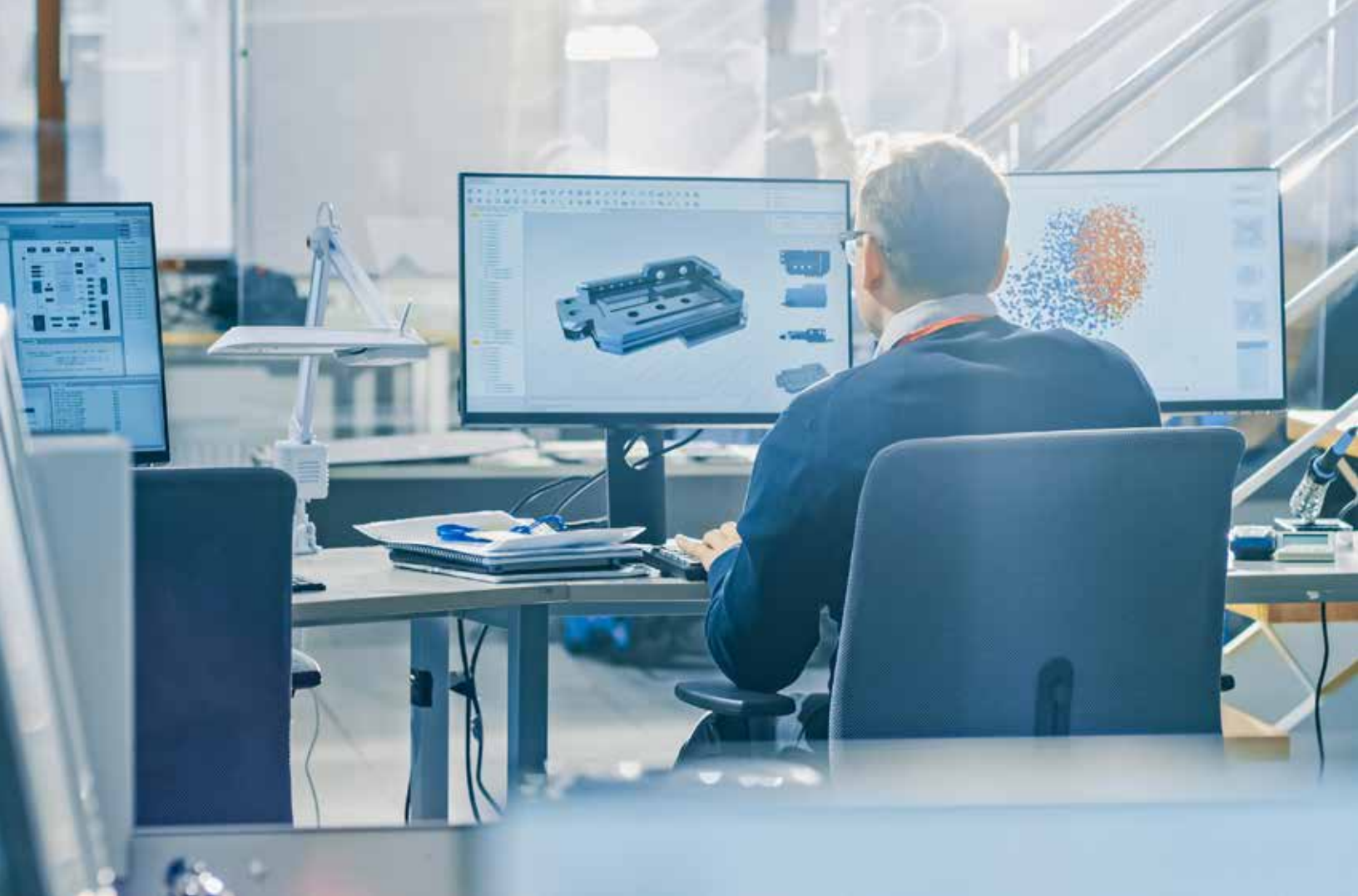
Women
42.3%
48.1%

Demographics

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



Source: Lightcast

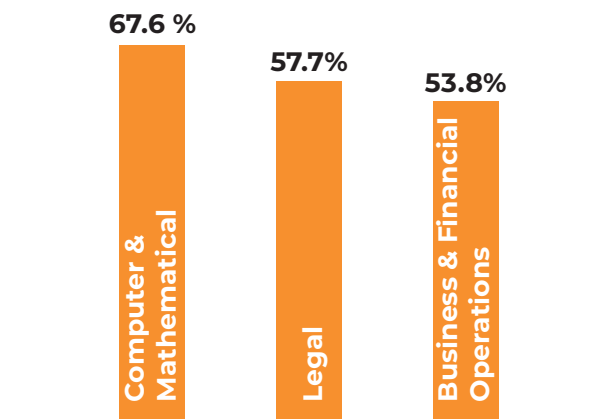


Telework and Automation Strategies

Remote Work Potential

43.1% Remote Work Capability for Sector

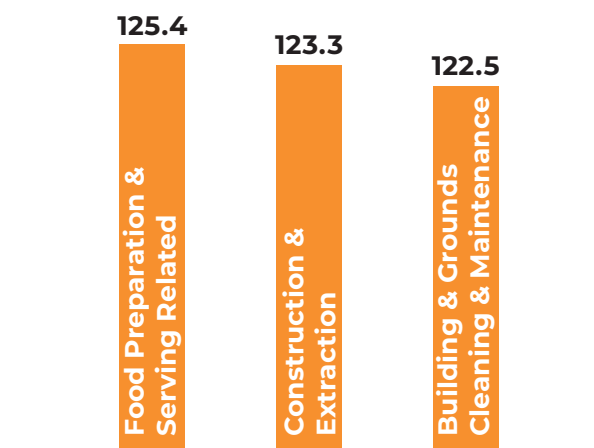
In a scarce labor market, a valid strategy for employers might be to review their staffing pattern and determine which positions, if any, can be employed remotely or on a hybrid work schedule. Approximately 43.1% of the workforce in engineering has at least partial teleworking capacity.



Automation Index

85.3

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.



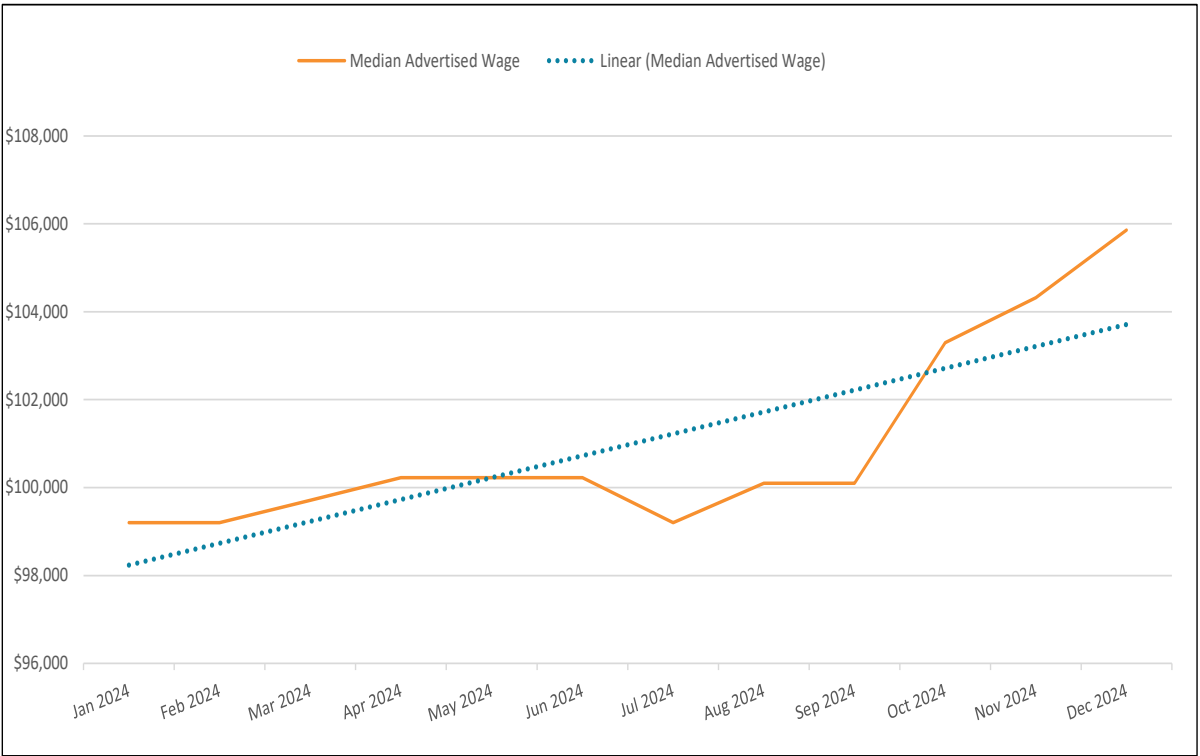
Source: Lightcast



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

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 engineering services sector employs 1,485 software developers, but there are 45,468 employed across all industry sectors. This is important because the engineering sector must compete with other sectors for critical talent, such as general and operations managers, project management specialists, and mechanical engineers. 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	959	1.7%	41,260	4,200		\$58.71	\$44.42	\$62.52	\$92.12	None	Bachelor's degree
11-9041	Architectural & Engineering Managers	1,626	2.9%	4,024	331		\$65.85	\$73.42	\$84.85	\$103.82	None	Bachelor's degree
13-1082	Project Management Specialists	3,728	6.7%	28,647	2,485		\$58.95	\$37.90	\$48.77	\$63.40	None	Bachelor's degree
13-1161	Market Research Analysts & Marketing Specialists	665	1.2%	25,285	2,887		\$40.25	\$28.25	\$37.40	\$50.67	None	Bachelor's degree
13-1199	Business Operations Specialists, All Other	1,076	1.9%	43,849	4,283		\$47.63	\$30.72	\$40.54	\$56.46	None	Bachelor's degree
13-2011	Accountants & Auditors	748	1.3%	31,998	2,972		\$36.55	\$32.52	\$41.52	\$54.85	None	Bachelor's degree
15-1252	Software Developers	1,485	2.6%	45,468	4,124		\$60.18	\$51.20	\$65.21	\$81.29	None	Bachelor's degree
17-1011	Architects, Except Landscape & Naval	2,769	4.9%	3,076	255		\$48.12	\$36.11	\$45.49	\$56.36	Internship/residency	Bachelor's degree
17-1022	Surveyors	1,050	1.9%	1,271	109		\$33.11	\$27.21	\$34.67	\$44.15	Internship/residency	Bachelor's degree
17-2011	Aerospace Engineers	931	1.7%	3,835	253		\$63.88	\$50.73	\$63.68	\$83.10	None	Bachelor's degree
17-2051	Civil Engineers	8,004	14.3%	12,060	939		\$49.35	\$36.99	\$46.41	\$61.08	None	Bachelor's degree
17-2071	Electrical Engineers	1,292	2.3%	3,756	273		\$54.03	\$43.37	\$53.15	\$65.51	None	Bachelor's degree
17-2072	Electronics Engineers, Except Computer	747	1.3%	5,826	364		\$56.86	\$46.63	\$60.16	\$78.71	None	Bachelor's degree
17-2112	Industrial Engineers	698	1.2%	5,125	399		\$50.58	\$39.67	\$48.72	\$61.34	None	Bachelor's degree
17-2141	Mechanical Engineers	2,380	4.2%	6,820	509		\$52.80	\$40.08	\$49.46	\$63.73	None	Bachelor's degree
17-3011	Architectural & Civil Drafters	2,347	4.2%	2,860	317		\$37.54	\$28.44	\$34.73	\$40.94	None	Associate's degree
17-3022	Civil Engineering Technologists & Technicians	814	1.4%	1,395	158		\$33.11	\$24.26	\$31.78	\$37.38	None	Associate's degree
17-3031	Surveying & Mapping Technicians	1,712	3.1%	2,428	327		\$30.40	\$22.12	\$24.42	\$30.07	Moderate-term OJT	High school diploma or GED
43-6014	Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	818	1.5%	29,783	3,468		\$24.98	\$18.65	\$21.93	\$25.94	Short-term OJT	High school diploma or GED
47-4011	Construction & Building Inspectors	1,203	2.2%	3,047	398		\$37.29	\$27.70	\$33.64	\$40.63	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.

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



Civil Engineers

- % Employment 14.3%
- Unique Postings 1,758
- Posted Salary \$49.35
- Hires 5,602
- Separations 5,251
- Turnover Rate 44.8%
- Top Skills: [Civil Engineering](#), [Project Management](#), [AutoCAD](#)



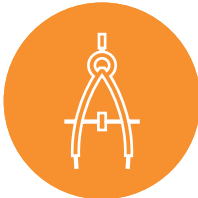
Project Management Specialists

- % Employment 6.7%
- Unique Postings 1,035
- Posted Salary \$58.95
- Hires 15,130
- Separations 15,059
- Turnover Rate 54.0%
- Top Skills: [Project Management](#), [Business Development](#), [Construction](#)



Architects, Except Landscape & Naval

- % Employment 4.9%
- Unique Postings 111
- Posted Salary \$48.12
- Hires 999
- Separations 931
- Turnover Rate 31.3%
- Top Skills: [Autodesk Revit](#), [Project Management](#), [Building Codes](#)



Mechanical Engineers

- % Employment 4.2%
- Unique Postings 512
- Posted Salary \$52.80
- Hires 2,680
- Separations 2,444
- Turnover Rate 36.9%
- Top Skills: [Mechanical Engineering](#), [Project Management](#), [Autodesk Revit](#)



Architectural & Civil Drafters

• % Employment	4.2%
• Unique Postings	283
• Posted Salary	\$37.54
• Hires	1,227
• Separations	1,173
• Turnover Rate	42.1%
Top Skills: Computer-Aided Design, AutoCAD, AutoCAD Civil 3D	



Surveying & Mapping Technicians

• % Employment	3.1%
• Unique Postings	126
• Posted Salary	\$30.40
• Hires	988
• Separations	951
• Turnover Rate	40.2%
Top Skills: Surveying, AutoCAD Civil 3D, Legal Land Description	



Business Operations Specialists, All Other

• % Employment	1.9%
• Unique Postings	41
• Posted Salary	\$47.63
• Hires	27,812
• Separations	27,338
• Turnover Rate	63.5%
Top Skills: Sustainability Reporting, Business Development, Power BI	



Surveyors

• % Employment	1.9%
• Unique Postings	201
• Posted Salary	\$33.11
• Hires	455
• Separations	427
• Turnover Rate	34.7%
Top Skills: Surveying, Topographic Surveying, Topography	



Architectural & Engineering Managers

• % Employment	2.9%
• Unique Postings	311
• Posted Salary	\$65.85
• Hires	1,120
• Separations	1,059
• Turnover Rate	27.1%
Top Skills: Project Management, Business Development, Civil Engineering	



Software Developers

• % Employment	2.6%
• Unique Postings	664
• Posted Salary	\$60.18
• Hires	20,717
• Separations	21,541
• Turnover Rate	49.7%
Top Skills: Software Development, Software Engineering, Agile Methodology	



General & Operations Managers

• % Employment	1.7%
• Unique Postings	140
• Posted Salary	\$58.71
• Hires	19,915
• Separations	19,555
• Turnover Rate	48.8%
Top Skills: Project Management, Business Development, Operations Management	



Aerospace Engineers

• % Employment	1.7%
• Unique Postings	59
• Posted Salary	\$63.88
• Hires	1,341
• Separations	1,328
• Turnover Rate	35.5%
Top Skills: Spacecraft, Systems Engineering, Aerospace Physics	



Electrical Engineers

• % Employment	2.3%
• Unique Postings	808
• Posted Salary	\$54.03
• Hires	1,341
• Separations	1,328
• Turnover Rate	36.4%
Top Skills: Electrical Engineering, Project Management, AutoCAD	



Construction & Building Inspectors

• % Employment	2.2%
• Unique Postings	134
• Posted Salary	\$37.29
• Hires	1,625
• Separations	1,547
• Turnover Rate	52.1%
Top Skills: Construction, Project Management, Construction Inspection	



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

• % Employment	1.5%
• Unique Postings	161
• Posted Salary	\$24.98
• Hires	16,016
• Separations	15,733
• Turnover Rate	53.4%
Top Skills: Administrative Support, Project Management, Invoicing	



Civil Engineering Technologists & Technicians

• % Employment	1.4%
• Unique Postings	21
• Posted Salary	\$33.11
• Hires	578
• Separations	538
• Turnover Rate	39.9%
Top Skills: Civil Engineering, Project Management, AutoCAD	



Electronics Engineers, Except Computer

- % Employment 1.3%
- Unique Postings 45
- Posted Salary \$56.86
- Hires 2,062
- Separations 2,091
- Turnover Rate 36.3%

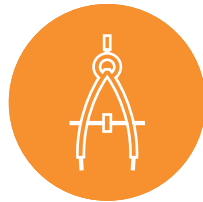
Top Skills: Radio Frequency, Electrical Engineering, Electronics



Accountants & Auditors

- % Employment 1.3%
- Unique Postings 112
- Posted Salary \$36.55
- Hires 16,753
- Separations 16,721
- Turnover Rate 53.5%

Top Skills: Accounting, Invoicing, Project Accounting



Industrial Engineers

- % Employment 1.2%
- Unique Postings 208
- Posted Salary \$50.58
- Hires 2,168
- Separations 2,039
- Turnover Rate 41.0%

Top Skills: Project Management, AutoCAD, Electrical Engineering



Market Research Analysts & Marketing Specialists

- % Employment 1.2%
- Unique Postings 88
- Posted Salary \$40.25
- Hires 17,877
- Separations 17,971
- Turnover Rate 73.4%

Top Skills: Marketing, Business Development, Project Management

Source: Lightcast



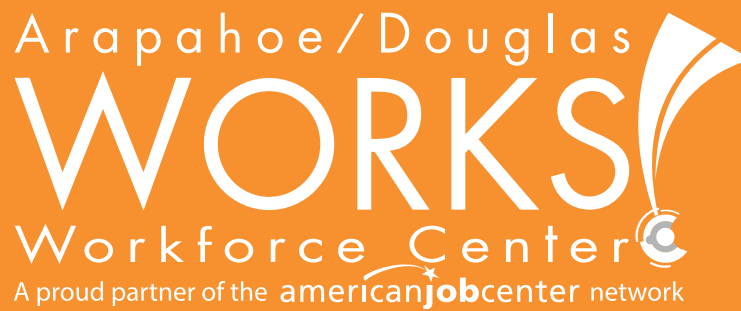
Let's Talk!

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

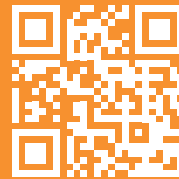


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(~78 percent) through the U.S. Department of Labor. Additionally, ~22 percent
(\$5,326,786.07) is financed by non-federal sources.