



2025

Healthcare

INDUSTRY PROFILE

Colorado Urban Front Range

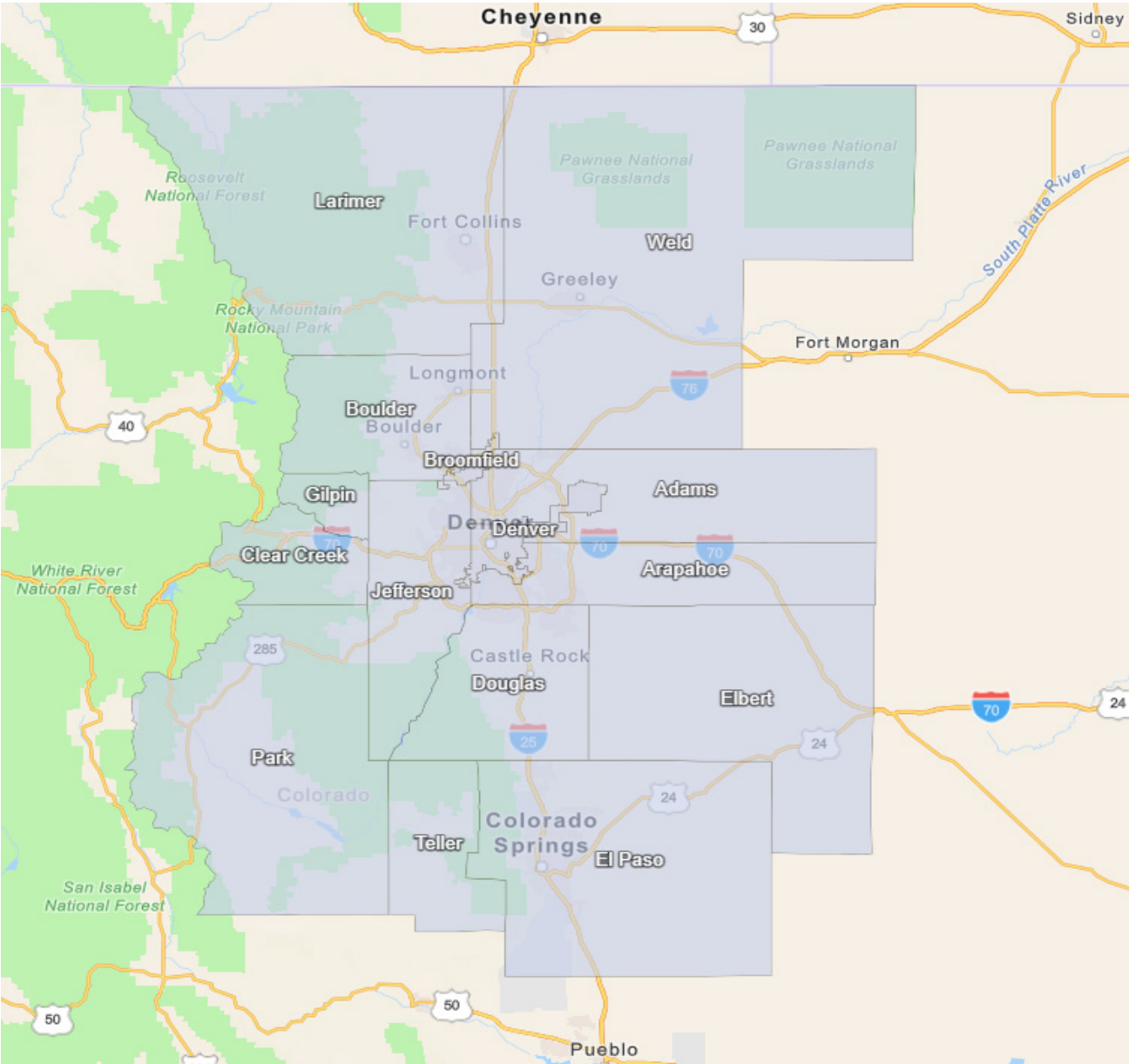


Arapahoe/Douglas
WORKFORCE BOARD
C O L O R A D O



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.

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Industries Making up the Sector

Healthcare

▲ **2.7%** From prior year

10.4%

**Total Jobs in CO
Urban Front Range**

The healthcare sector employs 274,732 people in 15,100 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 \$48 billion in sales, and contributed \$28.8 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.



274,732

Total Jobs



15,100

Establishments



48.0 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
- CPR/AED for the Professional Rescuer

Source: Lightcast

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 3.94 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
- 146,348 jobs
 - 13,662 establishments
 - 0.98 employment concentration
 - \$23.4 billion in sales
 - 8.6% change to 2029
 - \$77,283 average wage
 - \$13,751 average employer paid benefits

Hospitals

NAICS
622

- Numbers to Know
- 48,329 jobs
 - 141 establishments
 - 0.55 employment concentration
 - \$9.9 billion in sales
 - 4.0% change to 2029
 - \$79,462 average wage
 - \$16,087 average employer paid benefits

Nursing & Residential Care Facilities

NAICS
623

- Numbers to Know
- 36,314 jobs
 - 803 establishments
 - 0.68 employment concentration
 - \$3.8 billion in sales
 - 5.9% change to 2029
 - \$50,457 average wage
 - \$9,276 average employer paid benefits

Pharmacies & Drug Retailers

NAICS
456110

- Numbers to Know
- 6,954 jobs
 - 438 establishments
 - 0.59 employment concentration
 - 1.5 billion in sales
 - 7.0% change to 2029
 - \$55,468 average wage
 - \$10,613 average employer paid benefits

Home Health Equipment Rental

NAICS
532283

- Numbers to Know
- 800 jobs
 - 45 establishments
 - 1.61 employment concentration
 - \$244.1 million in sales
 - (16.5%) change to 2029
 - \$65,641 average wage
 - \$9,091 average employer paid benefits

Hospitals (State Government)

NAICS
902622

- Numbers to Know
- 27,991 jobs
 - 9 establishments
 - 3.94 employment concentration
 - \$7.5 billion in sales
 - 11.8% change to 2029
 - \$75,421 average wage
 - \$18,133 average employer paid benefits

Hospitals (Local Government)

NAICS
903622

- Numbers to Know
- 7,995 jobs
 - 2 establishments
 - 0.77 employment concentration
 - \$1.5 billion in sales
 - (13.0%) change to 2029
 - \$76,875 average wage
 - \$17,894 average employer paid benefits

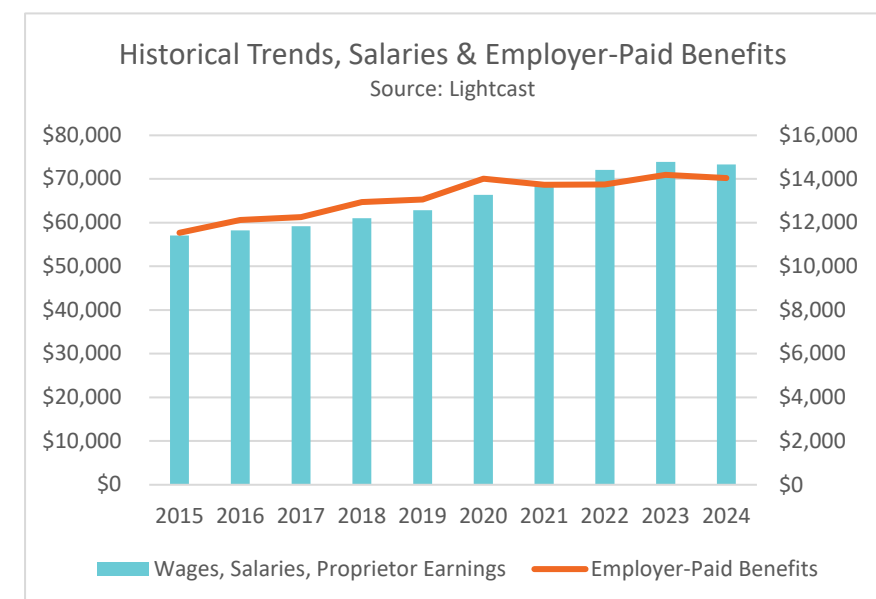
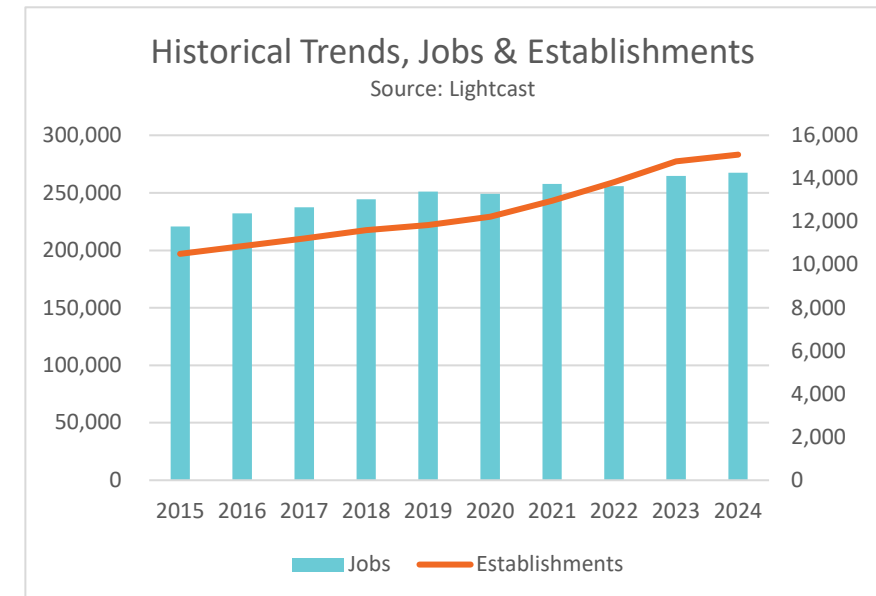




Historical Trends

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 2015 and 2024. 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.

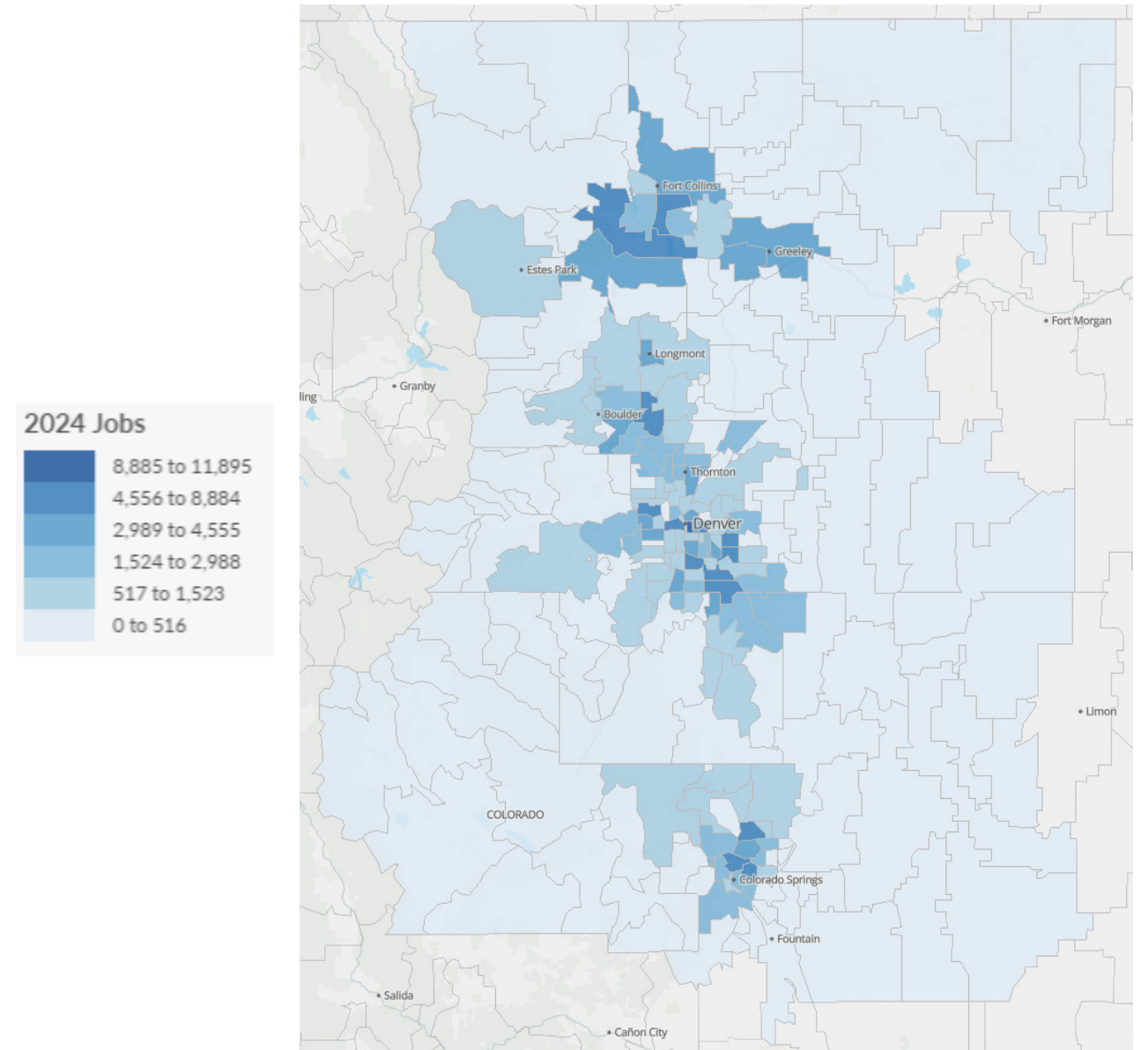


Source: Lightcast



Employment Concentration

Employment Concentration Map



Colorado Urban Front Range

The overall employment concentration in this sector is 0.88 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, Arapahoe, and El Paso 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 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 - 29,735
- Employment Concentration - 0.95
- Current Wages, Salaries, & Proprietor Earnings - \$75,994
- Benefits - \$15,962
- Top Businesses - UC Health, Children's Hospital of Colorado, North Suburban Medical Center

BROOMFIELD

- Jobs - 3,102
- Employment Concentration - 0.59
- Current Wages, Salaries, & Proprietor Earnings - \$58,591
- Benefits - \$10,347
- Top Businesses - SCL Medical Group, Centura - St. Anthony North Hospital, Children's Hospital Colorado North Campus

ARAPAHOE

- Jobs - 41,318
- Employment Concentration - 0.96
- Current Wages, Salaries, & Proprietor Earnings - \$77,668
- Benefits - \$14,453
- Top Businesses - Medical Center of Aurora, Swedish Medical Center, Centura Health

CLEAR CREEK

- Jobs - 54
- Employment Concentration - 0.12
- Current Wages, Salaries, & Proprietor Earnings - \$52,372
- Benefits - \$7,583
- Top Businesses - Mountain Medicinals Retail Center, The Green Solution, McWilliams Mechanical

BOULDER

- Jobs - 20,745
- Employment Concentration - 0.83
- Current Wages, Salaries, & Proprietor Earnings - \$73,901
- Benefits - \$13,523
- Top Businesses - University of Colorado Boulder Medical Services, Good Samaritan Medical Center, Pediatric Therapy

DENVER

- Jobs - 52,223
- Employment Concentration - 0.74
- Current Wages, Salaries, & Proprietor Earnings - \$78,011
- Benefits - \$15,037
- Top Businesses - Davita, Epidemiology Division, Presbyterian St. Luke's Medical Center

DOUGLAS

- Jobs - 15,493
- Employment Concentration - 0.82
- Current Wages, Salaries, & Proprietor Earnings - \$73,358
- Benefits - \$13,361
- Top Businesses - Parker Adventist Hospital, Sky Ridge Medical Center, Sky Ridge Cancer Center

GILPIN

- Jobs - 11
- Employment Concentration - 0.02
- Current Wages, Salaries, & Proprietor Earnings - \$67,273
- Benefits - \$3,484
- Top Businesses - The Green Solution, Evolved Alchemy, Fairburn Microgreens

PARK

- Jobs - 98
- Employment Concentration - 0.21
- Current Wages, Salaries, & Proprietor Earnings - \$44,581
- Benefits - \$4,686
- Top Businesses - Safe House Armory, Pups Home Care, Platte Canyon Clinic

EL PASO

- Jobs - 42,923
- Employment Concentration - 0.96
- Current Wages, Salaries, & Proprietor Earnings - \$67,684
- Benefits - \$13,154
- Top Businesses - UC Health Memorial Hospital, Penrose Hospital, Peak View Behavioral Health

JEFFERSON

- Jobs - 28,112
- Employment Concentration - 0.89
- Current Wages, Salaries, & Proprietor Earnings - \$76,175
- Benefits - \$14,017
- Top Businesses - St. Anthony Hospital, Lutheran Medical Center, Terumo BCT

TELLER

- Jobs - 578
- Employment Concentration - 0.51
- Current Wages, Salaries, & Proprietor Earnings - \$53,351
- Benefits - \$9,843
- Top Businesses - Pikes Peak Regional Hospital, Forest Ridge, David Elwonger

ELBERT

- Jobs - 129
- Employment Concentration - 0.18
- Current Wages, Salaries, & Proprietor Earnings - \$64,436
- Benefits - \$8,590
- Top Businesses - FMG LLC., Good Samaritan Center, Walmart Pharmacy

LARIMER

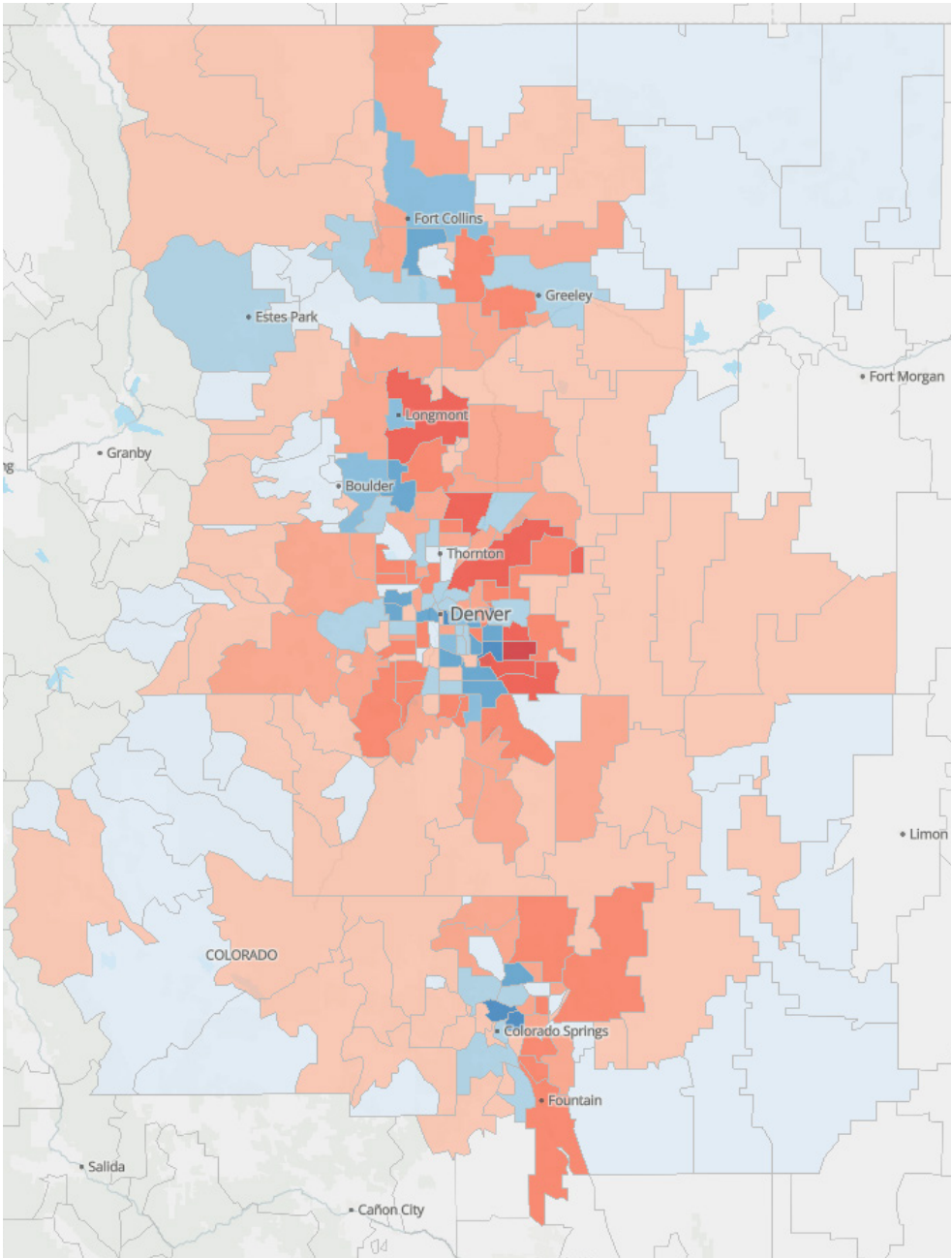
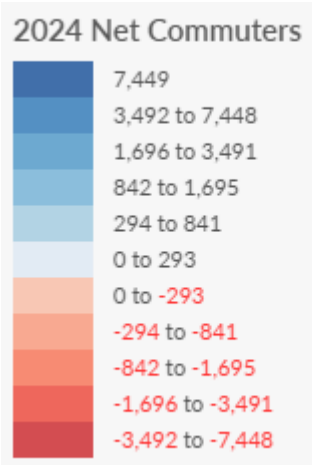
- Jobs - 24,015
- Employment Concentration - 1.07
- Current Wages, Salaries, & Proprietor Earnings - \$63,798
- Benefits - \$12,691
- Top Businesses - Colorado State University Health Network, UC Health Medical Center of the Rockies, Larimer County Health Department

WELD

- Jobs - 8,989
- Employment Concentration - 0.57
- Current Wages, Salaries, & Proprietor Earnings - \$65,991
- Benefits - \$12,103
- Top Businesses - Banner Health-North Colorado Medical Center, Speech-Language Pathology Clinic, UC health Family Medical Clinic - Windsor



Commute Map



Where Core Workforce Lives

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, and 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 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

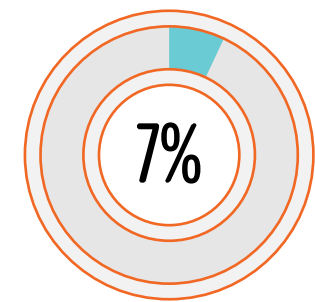
This table shows the number of ‘net commuters’ in each of the 15 counties making up the region. For example, 17,223 people in these core healthcare jobs live in Douglas County, while there are 12,485 employed there. This means 4,738 more healthcare professionals live in Douglas County than work there. Note: the latest commuter data available is from 2024.

County	Net Commuters	Resident Workers	Jobs
Denver	14,021	34,138	48,159
Boulder	5,092	12,562	17,654
Arapahoe	2,203	35,999	38,203
Larimer	1,800	19,068	20,867
Adams	1,659	21,964	23,623
El Paso	997	39,595	40,592
Clear Creek	(57)	160	103
Gilpin	(58)	109	51
Park	(319)	493	174
Teller	(448)	1,049	601
Elbert	(748)	977	229
Broomfield	(1,091)	3,673	2,583
Douglas	(4,738)	17,223	12,485
Jefferson	(5,164)	29,356	24,192
Weld	(9,580)	17,956	8,376

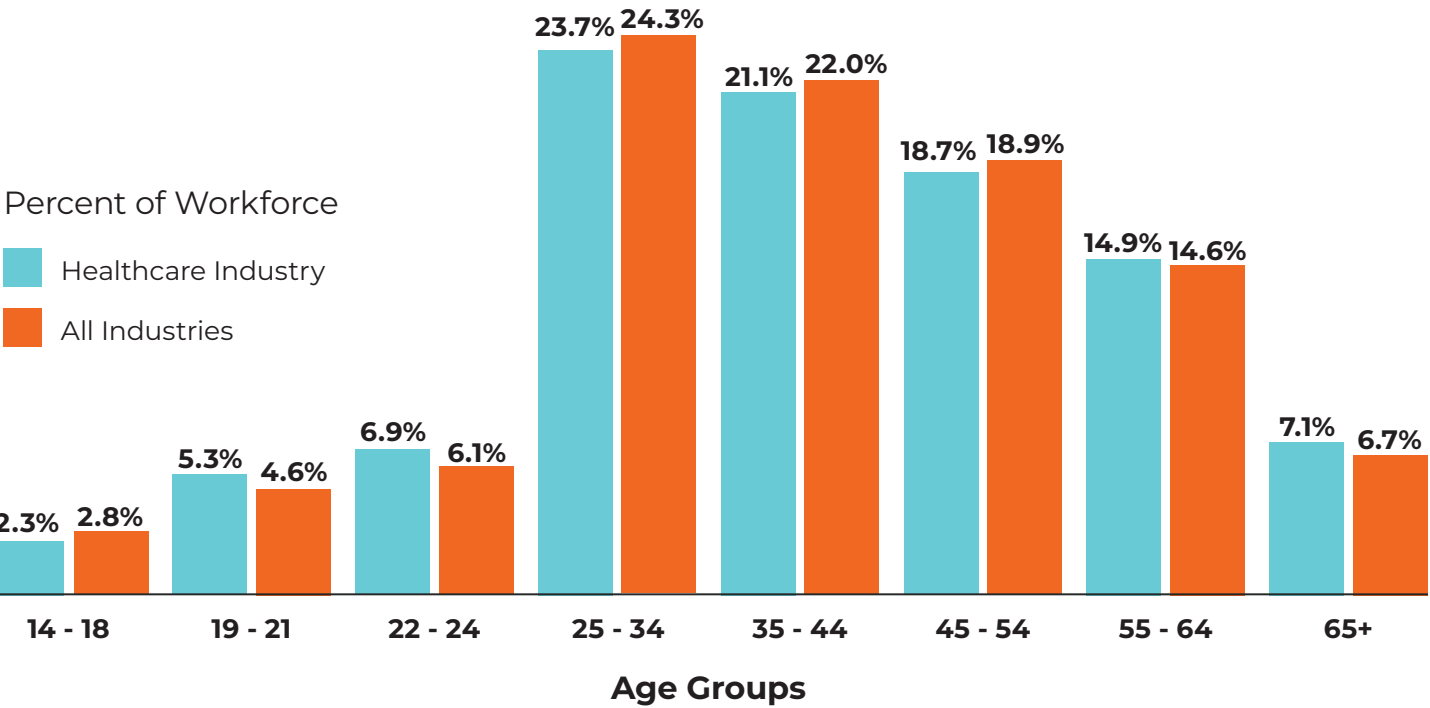
Source: Lightcast



Comparative Retirement Risk



The comparative retirement risk for the healthcare sector in the 15 county region is slightly higher than across all industries. Also note the higher numbers in the from the 14 - 24 age bands. This suggests that the healthcare industry is attracting younger workers.



Comparative Gender

Percent of Workforce

Healthcare Industry

All Industries



Men

41.5%

51.9%



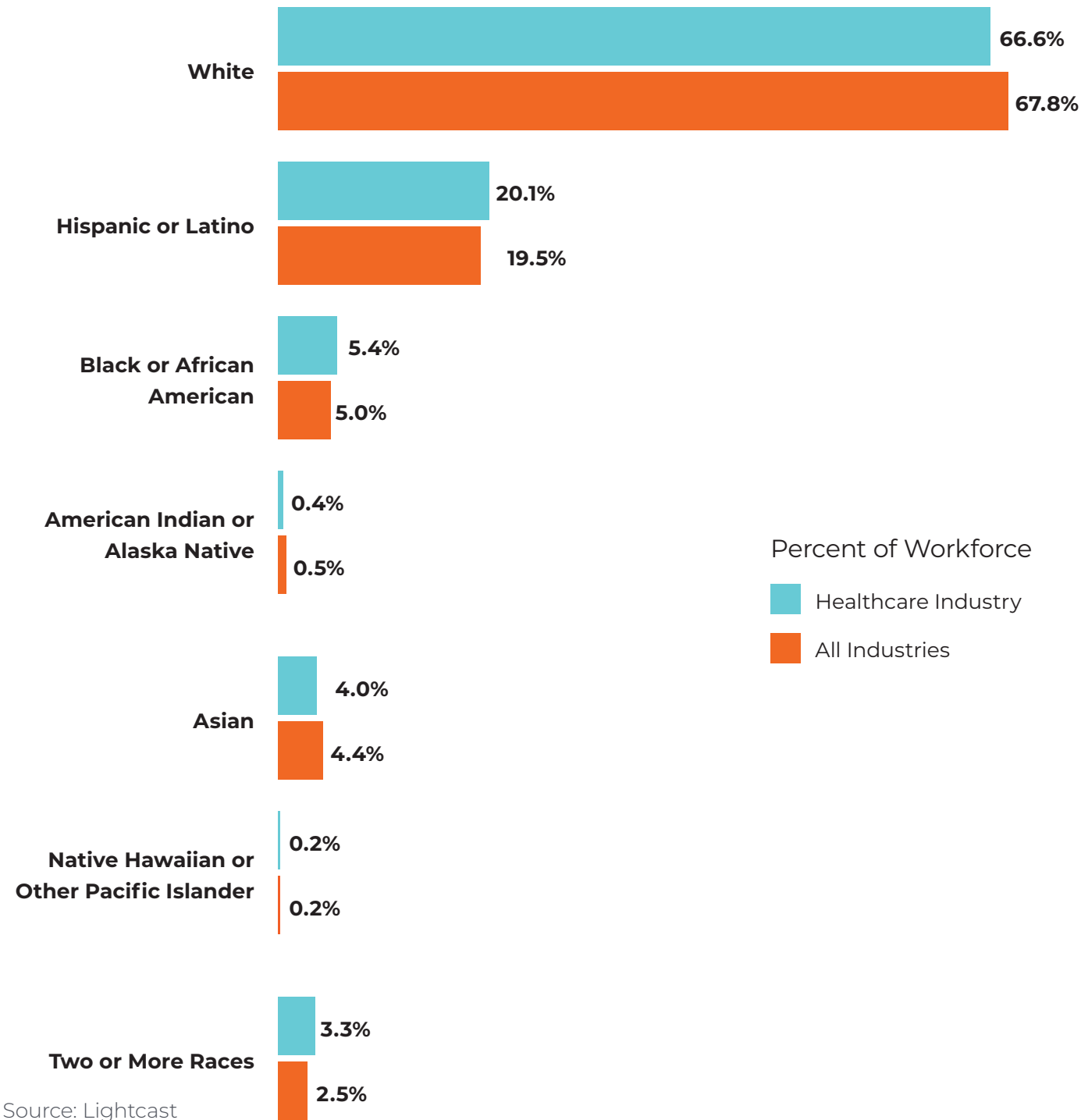
Women

58.5%

48.1%

Demographics

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



Source: Lightcast

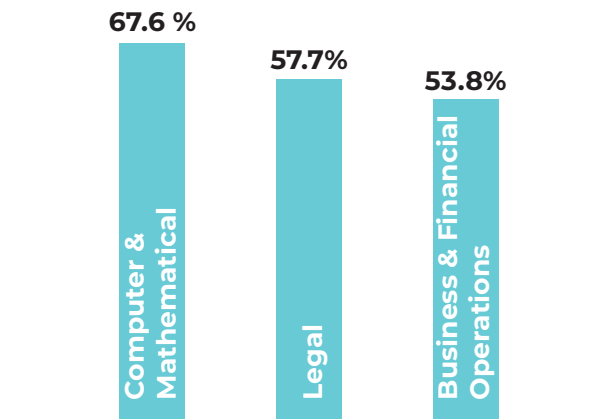


Telework and Automation Strategies

Remote Work Potential

11.7% Remote Work Capability for Sector

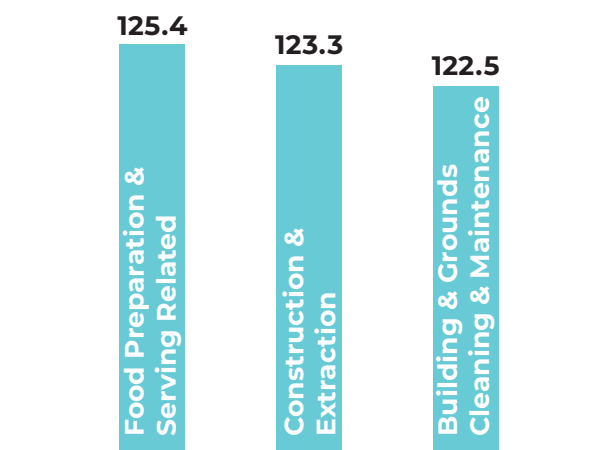
In a scarce labor market, a valid strategy for employers might be to review their staffing pattern and determine which positions, if any, can be employed remotely or on a hybrid work schedule. Approximately 11.7% of the workforce in healthcare has at least partial teleworking capacity.



Automation Index

92.8

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.



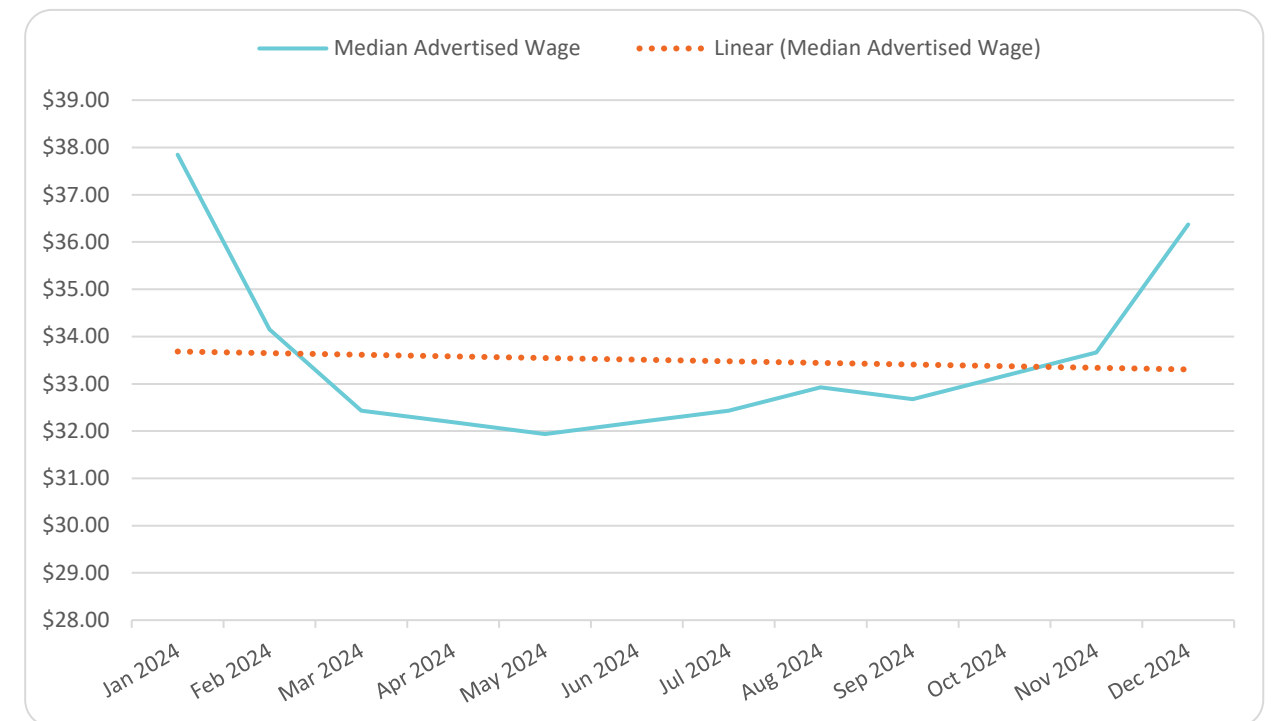
Source: Lightcast



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 healthcare sector employs 38,067 registered nurses but there are 48,014 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 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
11-9111	Medical and Health Services Managers	5,536	2.2%	7,766	840		\$38.34	\$48.22	\$60.81	\$79.03	None	Bachelor's degree
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	7,994	3.1%	12,390	1,388		\$37.60	\$21.40	\$28.03	\$36.94	None	Bachelor's degree
29-1051	Pharmacists	3,103	1.2%	4,538	243		\$63.38	\$62.78	\$70.34	\$78.73	None	Doctoral or professional degree
29-1123	Physical Therapists	4,201	1.6%	4,731	299		\$45.17	\$39.21	\$46.97	\$52.47	None	Doctoral or professional degree
29-1141	Registered Nurses	38,067	14.8%	48,014	3,300		\$44.18	\$38.48	\$42.02	\$49.24	None	Bachelor's degree
29-1171	Nurse Practitioners	2,894	1.1%	3,434	320		\$60.18	\$49.83	\$59.72	\$66.46	None	Master's degree
29-1292	Dental Hygienists	3,849	1.5%	4,017	338		\$54.65	\$47.71	\$49.05	\$52.94	None	Associate's degree
29-2018	Clinical Laboratory Technologists and Technicians	3,697	1.4%	4,789	368		\$28.06	\$23.73	\$31.44	\$39.94	None	Bachelor's degree
29-2034	Radiologic Technologists and Technicians	2,795	1.1%	3,125	202		\$33.60	\$30.77	\$38.87	\$46.29	None	Associate's degree
29-2052	Pharmacy Technicians	3,326	1.3%	5,103	574		\$22.40	\$19.43	\$22.48	\$25.32	Moderate-term OJT	High school diploma or GED
29-2061	Licensed Practical and Licensed Vocational Nurses	3,708	1.4%	4,820	501		\$31.38	\$28.97	\$31.62	\$34.77	None	Postsecondary nondegree award
31-1128	Home Health and Personal Care Aides	15,476	6.0%	41,703	7,714		\$19.02	\$16.35	\$17.54	\$19.15	Short-term OJT	High school diploma or GED
31-1131	Nursing Assistants	16,034	6.2%	19,132	3,057		\$21.48	\$18.86	\$20.70	\$22.47	None	Postsecondary nondegree award
31-9091	Dental Assistants	5,564	2.2%	5,914	945		\$23.02	\$21.00	\$26.59	\$29.15	None	Postsecondary nondegree award
31-9092	Medical Assistants	9,718	3.8%	10,999	1,636		\$22.83	\$19.81	\$22.17	\$24.27	None	Postsecondary nondegree award
35-3041	Food Servers, Nonrestaurant	3,483	1.4%	5,674	1,016		\$16.55	\$16.05	\$17.75	\$20.32	Short-term OJT	No formal educational credential
43-1011	First-Line Supervisors of Office and Administrative Support Workers	3,462	1.3%	22,750	2,353		\$27.57	\$27.32	\$33.72	\$41.82	None	High school diploma or GED
43-3021	Billing and Posting Clerks	2,769	1.1%	7,008	793		\$22.40	\$21.30	\$23.56	\$26.84	Moderate-term OJT	High school diploma or GED
43-4171	Receptionists and Information Clerks	5,032	2.0%	12,226	1,862		\$18.89	\$16.40	\$18.49	\$20.99	Short-term OJT	High school diploma or GED
43-6013	Medical Secretaries and Administrative Assistants	9,057	3.5%	10,362	1,273		\$20.12	\$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, 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.



Registered Nurses

- % Employment 14.8%
- Unique Postings 27,773
- Posted Salary \$44.18
- Hires 25,477
- Separations 25,382
- Turnover Rate 53.9%
- Top Skills: Nursing, Cardiopulmonary Resuscitation (CPR), Nursing Process



Nursing Assistants

- % Employment 6.2%
- Unique Postings 2,847
- Posted Salary \$21.48
- Hires 18,969
- Separations 18,506
- Turnover Rate 98.7%
- Top Skills: Activities Of Daily Living (ADLs), Vital Signs, Nursing



Home Health and Personal Care Aides

- % Employment 6.0%
- Unique Postings 4,532
- Posted Salary \$19.02
- Hires 37,290
- Separations 33,927
- Turnover Rate 84.9%
- Top Skills: Caregiving, Personal Care, Housekeeping



Medical Assistants

- % Employment 3.8%
- Unique Postings 3,991
- Posted Salary \$22.83
- Hires 8,208
- Separations 7,940
- Turnover Rate 74.0%
- Top Skills: Medical Assistance, Vital Signs, Medical Records



Medical Secretaries and Administrative Assistants

• % Employment	3.5%
• Unique Postings	1,242
• Posted Salary	\$20.12
• Hires	4,501
• Separations	4,441
• Turnover Rate	43.9%
Top Skills: Medical Records, Setting Appointments, Medical Terminology	



Substance Abuse, Behavioral Disorder, and Mental Health Counselors

• % Employment	3.1%
• Unique Postings	861
• Posted Salary	\$37.60
• Hires	9,115
• Separations	8,794
• Turnover Rate	74.0%
Top Skills: Mental Health, Behavioral Health, Treatment Planning	



Dental Hygienists

• % Employment	1.5%
• Unique Postings	640
• Posted Salary	\$54.65
• Hires	2,124
• Separations	2,062
• Turnover Rate	52.6%
Top Skills: Dental Hygiene, Dental Health, Dentistry	



Licensed Practical and Licensed Vocational Nurses

• % Employment	1.4%
• Unique Postings	3,706
• Posted Salary	\$31.38
• Hires	3,753
• Separations	3,559
• Turnover Rate	76.3%
Top Skills: Nursing, Medication Administration, Nursing Care	



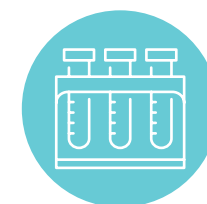
Dental Assistants

• % Employment	2.2%
• Unique Postings	1,994
• Posted Salary	\$23.02
• Hires	4,762
• Separations	4,602
• Turnover Rate	79.9%
Top Skills: Dentistry, Infection Control, Sterilization	



Medical and Health Services Managers

• % Employment	2.2%
• Unique Postings	3,820
• Posted Salary	\$38.34
• Hires	3,188
• Separations	2,994
• Turnover Rate	40.4%
Top Skills: Care Coordination, Nursing, Billing	



Clinical Laboratory Technologists and Technicians

• % Employment	1.4%
• Unique Postings	800
• Posted Salary	\$28.06
• Hires	2,353
• Separations	2,492
• Turnover Rate	52.9%
Top Skills: Medical Laboratory, Biology, Phlebotomy	



Food Servers, Non-restaurant

• % Employment	1.4%
• Unique Postings	22
• Posted Salary	\$16.55
• Hires	6,603
• Separations	6,350
• Turnover Rate	114.3%
Top Skills: Food Services, Senior Living, Effective Communication	



Receptionists and Information Clerks

• % Employment	2.0%
• Unique Postings	985
• Posted Salary	\$18.89
• Hires	12,240
• Separations	11,868
• Turnover Rate	99.4%
Top Skills: Setting Appointments, Front Office, Copayment Collection And Processing	



Physical Therapists

• % Employment	1.6%
• Unique Postings	1,905
• Posted Salary	\$45.17
• Hires	2,700
• Separations	2,533
• Turnover Rate	55.5%
Top Skills: Physical Therapy, Treatment Planning, Rehabilitation	



First-Line Supervisors of Office and Administrative Support Workers

• % Employment	1.3%
• Unique Postings	773
• Posted Salary	\$27.57
• Hires	10,453
• Separations	10,673
• Turnover Rate	47.6%
Top Skills: Office Management, Billing, Electronic Medical Record	



Pharmacy Technicians

• % Employment	1.3%
• Unique Postings	1,722
• Posted Salary	\$22.40
• Hires	3,723
• Separations	3,956
• Turnover Rate	79.7%
Top Skills: Medical Prescription, Inventory Management, Pharmaceuticals	



Pharmacists

• % Employment	1.2%
• Unique Postings	961
• Posted Salary	\$63.38
• Hires	2,173
• Separations	2,276
• Turnover Rate	51.3%

Top Skills: Workflow Management, Inventory Management, Medical Prescription



Nurse Practitioners

• % Employment	1.1%
• Unique Postings	1,596
• Posted Salary	\$60.18
• Hires	2,039
• Separations	1,893
• Turnover Rate	58.3%

Top Skills: Nursing, Primary Care, Medicare



Radiologic Technologists and Technicians

• % Employment	1.1%
• Unique Postings	1,617
• Posted Salary	\$33.60
• Hires	1,291
• Separations	1,334
• Turnover Rate	43.4%

Top Skills: Radiology, Radiography, Cardiopulmonary Resuscitation (CPR)



Billing and Posting Clerks

• % Employment	1.1%
• Unique Postings	242
• Posted Salary	\$22.40
• Hires	3,687
• Separations	3,752
• Turnover Rate	54.4%

Top Skills: Billing, Medical Billing, Accounts Receivable

Source: Lightcast



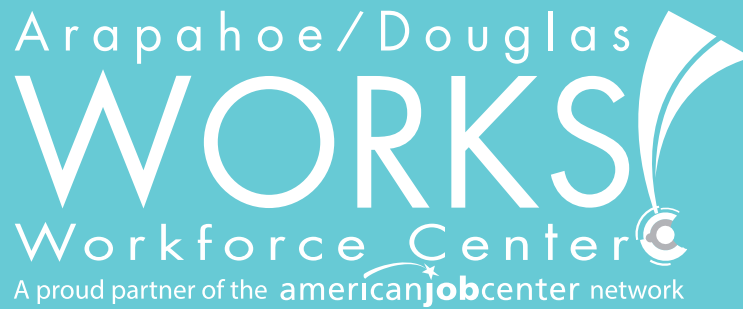
Let's Talk!

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/ADWBBusinessServices>.



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.

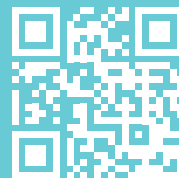


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Arapahoe/Douglas Works! is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Arapahoe/Douglas Works! programs are federally funded with \$18,730,452.65 (~78 percent) through the U.S. Department of Labor. Additionally, ~22 percent (\$5,326,786.07) is financed by non-federal sources.