



2025

Manufacturing

INDUSTRY PROFILE

Colorado Urban Front Range

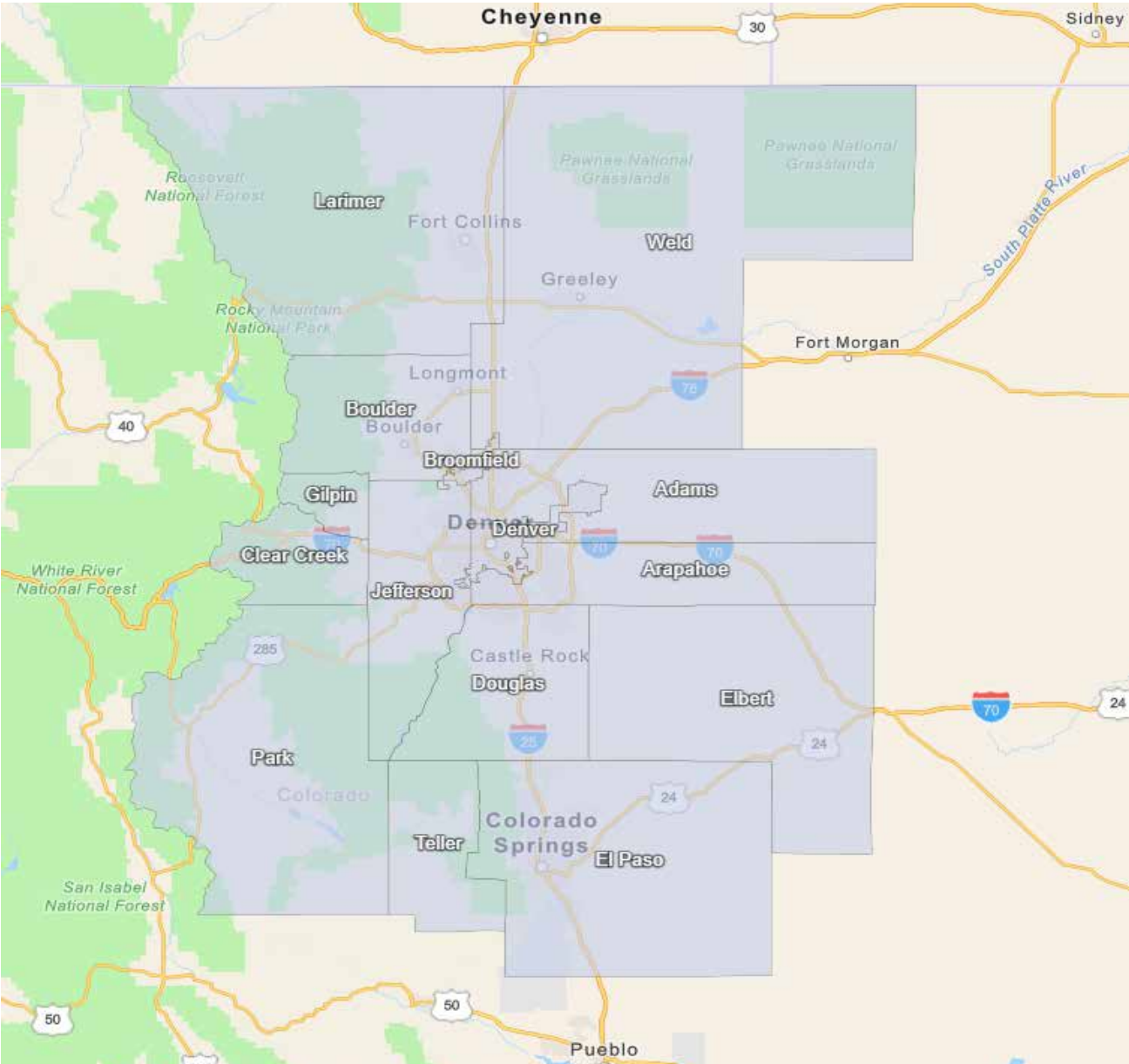


Arapahoe/Douglas
WORKFORCE BOARD
C O L O R A D O



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.

To navigate directly to a specific section, click on the title in the list below. This will link directly to the corresponding page.

To return back to the Table of Contents, click on any section title. This will link back to the Table of Contents to allow easy navigation to other sections.

Table of Contents

| | |
|----|------------------------------------|
| 03 | Geographical Area |
| 04 | Industries Making Up The Sector |
| 12 | Historical Trends |
| 14 | Employment Concentration |
| 18 | Where Core Workforce Lives |
| 21 | Demographics |
| 24 | Telework and Automation Strategies |
| 26 | Wages |
| 30 | Top Occupations |
| 35 | Let’s Talk! |

Manufacturing

▲ 1.4% From prior year

5.1%

Total Jobs in CO
Urban Front Range

The manufacturing sector employs 131,631 people in 4,943 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 \$63.8 billion in sales, and contributed \$26.9 billion to the region's GRP. The region's geographic location and extensive infrastructure ensures a strong global supply chain and a diversified business climate. Advanced manufacturing businesses in the region have access to a highly skilled workforce as well as world-class research institutions and a strong training pipeline.



131,631

Total Jobs



4,943

Establishments



63.8 B

Total Sales

Industries
Making up
the Sector

Top Specialized Skills

- Project Management
- Auditing
- Systems Engineering

Top Software Skills

- Microsoft Office
- Python (Programming Language)
- Linux

Top Credentials

- Security Clearance
- Top Secret-Sensitive Compartmented Information (TS/SCI) Clearance
- Valid Driver's License

Source: Lightcast

Manufacturing 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 beverage and tobacco product manufacturing is 1.52 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.

Food Manufacturing

NAICS
311

Numbers to Know

- 21,285 jobs
- 586 establishments
- 0.74 employment concentration
- 12.1 billion in sales
- 6.7% change to 2029
- \$66,087 average wage
- \$3,584 average employer paid benefits

Beverage & Tobacco Product Manufacturing

NAICS
312

Numbers to Know

- 8,487 jobs
- 355 establishments
- 1.52 employment concentration
- 4.4 billion in sales
- 4.8% change to 2029
- \$68,561 average wage
- \$18,904 average employer paid benefits

Textile Mills

NAICS
313

Numbers to Know

- 29 jobs
- 13 establishments
- 0.02 employment concentration
- 48.3 million in sales
- 6.1% change to 2029
- \$82,223 average wage
- \$13,383 average employer paid benefits

Textile Product Mills

NAICS
314

Numbers to Know

- 772 jobs
- 97 establishments
- 0.49 employment concentration
- 149.1 million in sales
- (9.0%) change to 2029
- \$52,275 average wage
- \$11,481 average employer paid benefits

Apparel Manufacturing

NAICS
315

Numbers to Know

- 421 jobs
- 57 establishments
- 0.32 employment concentration
- 99.3 million in sales
- (4.4%) change to 2029
- \$47,333 average wage
- \$11,057 average employer paid benefits

Leather & Allied Product Manufacturing

NAICS
316

Numbers to Know

- 116 jobs
- 20 establishments
- 0.27 employment concentration
- 25.2 million in sales
- (1.9%) change to 2029
- \$42,915 average wage
- \$9,065 average employer paid benefits



Wood Product Manufacturing

NAICS
321

Numbers to Know

- 2,560 jobs
- 126 establishments
- 0.38 employment concentration
- 1.1 billion in sales
- (0.3%) change to 2029
- \$72,501 average wage
- \$13,756 average employer paid benefits

Paper Manufacturing

NAICS
322

Numbers to Know

- 1,174 jobs
- 37 establishments
- 0.20 employment concentration
- 536.5 million in sales
- (2.4%) change to 2029
- \$74,426 average wage
- \$15,494 average employer paid benefits

Chemical Manufacturing

NAICS
325

Numbers to Know

- 8,144 jobs
- 351 establishments
- 0.56 employment concentration
- 5.6 billion in sales
- 6.3% change to 2029
- \$86,295 average wage
- \$26,095 average employer paid benefits

Plastics & Rubber Products Manufacturing

NAICS
326

Numbers to Know

- 5,226 jobs
- 152 establishments
- 0.45 employment concentration
- 2.5 billion in sales
- 2.6% change to 2029
- \$95,121 average wage
- \$16,418 average employer paid benefits

Printing & Related Support Activities

NAICS
323

Numbers to Know

- 3,655 jobs
- 407 establishments
- 0.65 employment concentration
- 849 million in sales
- (10.1%) change to 2029
- \$61,099 average wage
- \$10,726 average employer paid benefits

Petroleum & Coal Products Manufacturing

NAICS
324

Numbers to Know

- 740 jobs
- 17 establishments
- 0.42 employment concentration
- 6.3 billion in sales
- 3.7% change to 2029
- \$171,593 average wage
- \$82,968 average employer paid benefits

Nonmetallic Mineral Product Manufacturing

NAICS
327

Numbers to Know

- 6,114 jobs
- 235 establishments
- 0.91 employment concentration
- 2.2 billion in sales
- (1.0%) change to 2029
- \$76,939 average wage
- \$15,466 average employer paid benefits

Primary Metal Manufacturing

NAICS
331

Numbers to Know

- 1,046 jobs
- 39 establishments
- 0.18 employment concentration
- 717.3 million in sales
- 7.6% change to 2029
- \$72,474 average wage
- \$14,566 average employer paid benefits

Fabricated Metal Product Manufacturing

NAICS
332

Numbers to Know

- 12,225 jobs
- 760 establishments
- 0.53 employment concentration
- 3.8 billion in sales
- 3.1% change to 2029
- \$73,209 average wage
- \$13,465 average employer paid benefits

Machinery Manufacturing

NAICS
333

Numbers to Know

- 10,532 jobs
- 294 establishments
- 0.58 employment concentration
- 4.5 billion in sales
- 5.7% change to 2029
- \$90,991 average wage
- \$18,412 average employer paid benefits

Transportation Equipment Manufacturing

NAICS
336

Numbers to Know

- 10,796 jobs
- 167 establishments
- 0.37 employment concentration
- 5.4 billion in sales
- 3.7% change to 2029
- \$156,375 average wage
- \$30,632 average employer paid benefits

Furniture & Related Product Manufacturing

NAICS
337

Numbers to Know

- 4,574 jobs
- 222 establishments
- 0.82 employment concentration
- 1.4 billion in sales
- (1.9%) change to 2029
- \$72,809 average wage
- \$11,175 average employer paid benefits

Computer & Electronic Product Manufacturing

NAICS
334

Numbers to Know

- 22,862 jobs
- 395 establishments
- 1.34 employment concentration
- 8.3 billion in sales
- 2.9% change to 2029
- \$143,293 average wage
- \$24,653 average employer paid benefits

Electrical Equipment, Appliance, & Component Manufacturing

NAICS
335

Numbers to Know

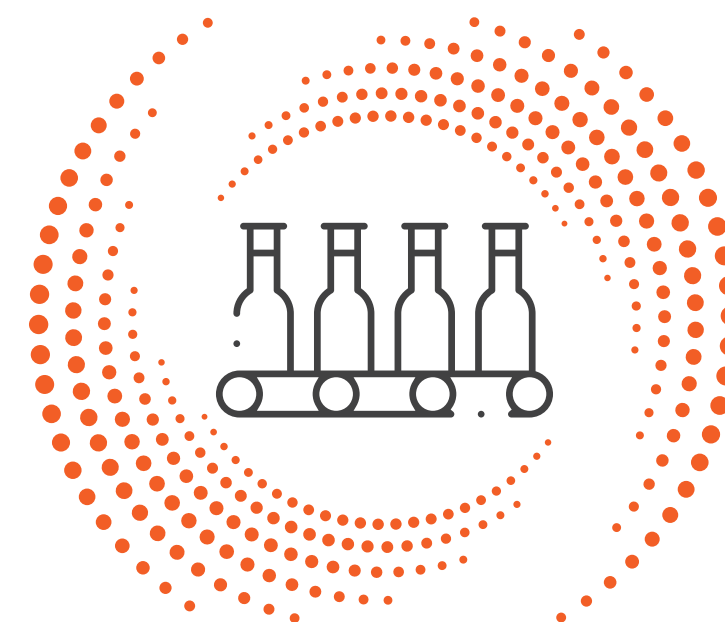
- 2,243 jobs
- 99 establishments
- 0.33 employment concentration
- 1.1 billion in sales
- 10.0% change to 2029
- \$106,977 average wage
- \$31,602 average employer paid benefits

Miscellaneous Manufacturing

NAICS
339

Numbers to Know

- 8,628 jobs
- 524 establishments
- 0.86 employment concentration
- 2.6 billion in sales
- (0.1%) change to 2029
- \$85,367 average wage
- \$29,277 average employer paid benefits



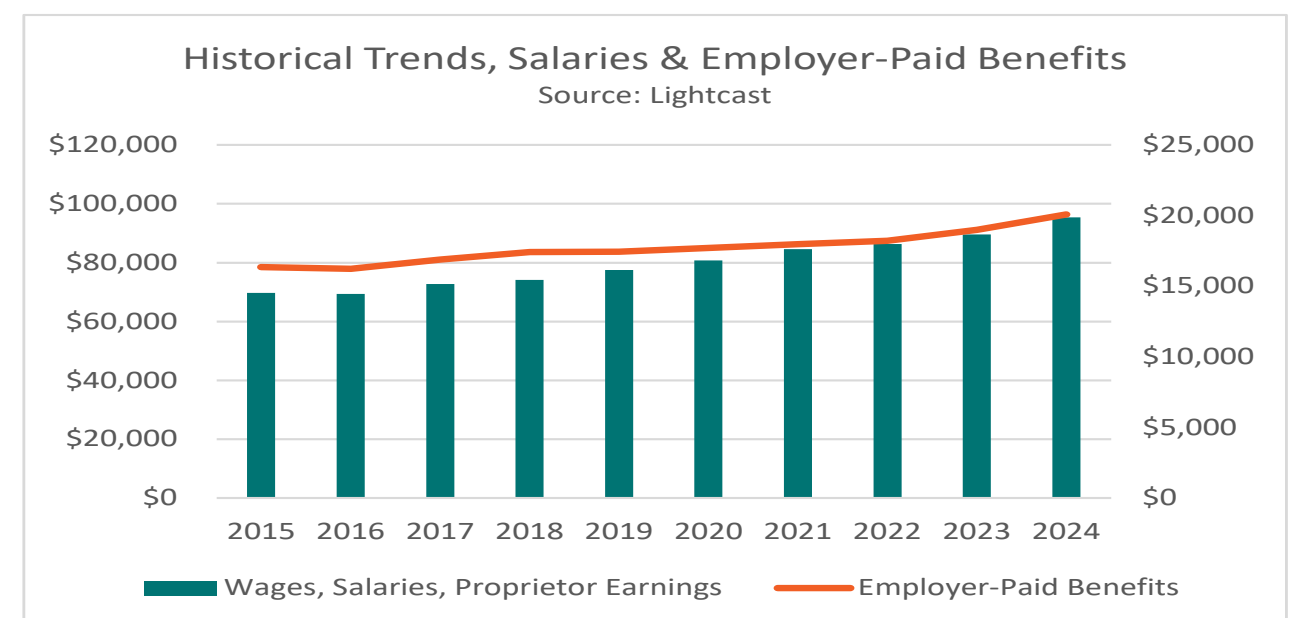
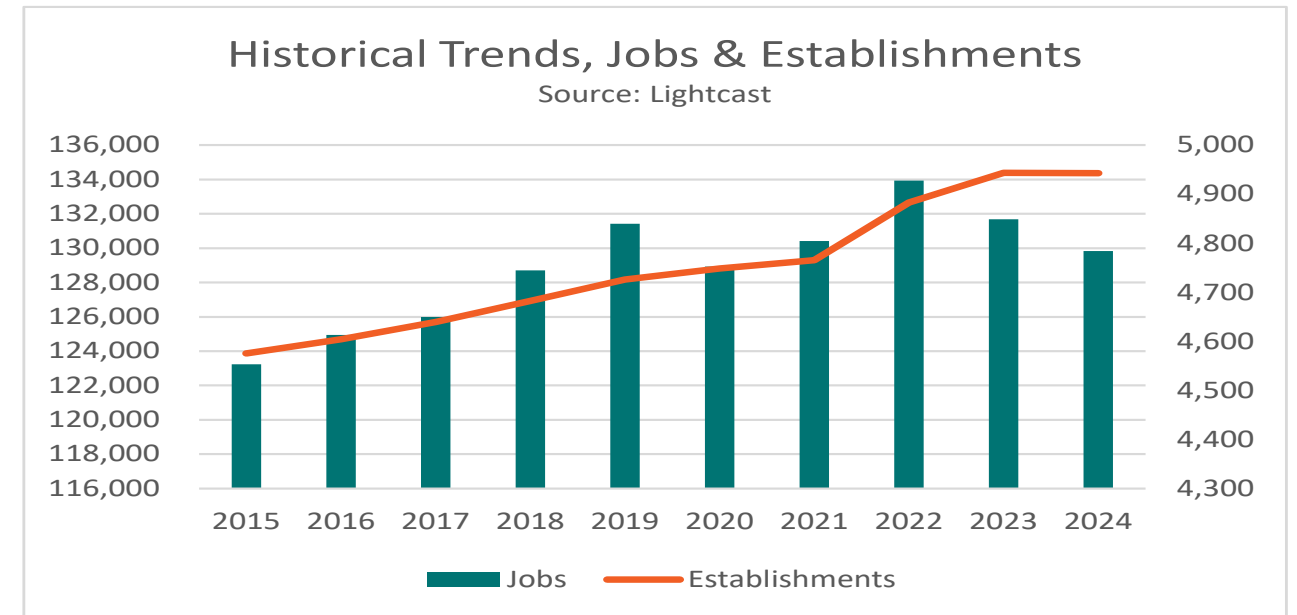
Source: Lightcast



Historical Trends

Colorado Urban Front Range

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

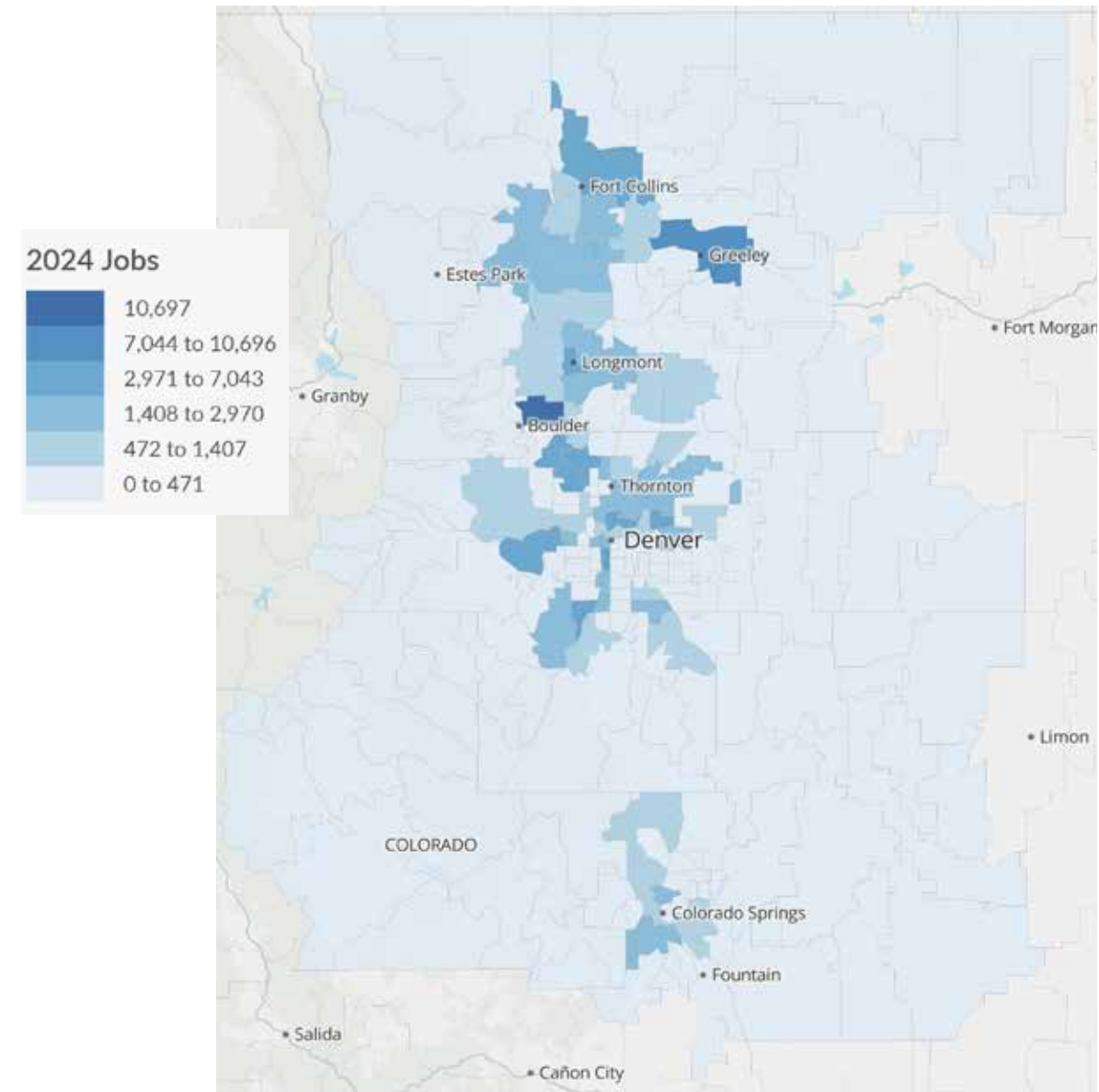


Source: Lightcast



Employment Concentration

Employment Concentration Map



Colorado Urban Front Range

The overall employment concentration in this sector is 0.85 times the national average. There are some areas that are national hubs for different types of manufacturing. For example, Arapahoe and Douglas counties are hubs for medical devices and aerospace manufacturing.

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 manufacturers. For example, Broomfield County has heavy employment concentrations in computer and electronic manufacturing and transportation equipment manufacturing, both of which have significantly higher average worker earnings and employer-paid benefits than other types of manufacturing. Conversely, Denver County is more highly concentrated in food and beverage manufacturing, which have relatively low average worker earnings and employer-paid benefits.

ADAMS

- Jobs - 13,665
- Employment Concentration - 0.67
- Current Wages, Salaries, & Proprietor Earnings - \$77,872
- Benefits - \$18,194
- Top Businesses - Steven Charles Desserts, Merritt Trailers, Western Retarder Co

ARAPAHOE

- Jobs - 8,731
- Employment Concentration - 0.31
- Current Wages, Salaries, & Proprietor Earnings - \$82,208
- Benefits - \$17,773
- Top Businesses - United Launch Alliance, Lockheed Martin, Allosource

BOULDER

- Jobs - 21,028
- Employment Concentration - 1.29
- Current Wages, Salaries, & Proprietor Earnings - \$101,200
- Benefits - \$21,302
- Top Businesses - Sierra Space, Emerson Automation, Lexmark International Inc

BROOMFIELD

- Jobs - 4,103
- Employment Concentration - 1.18
- Current Wages, Salaries, & Proprietor Earnings - \$140,116
- Benefits - \$25,635
- Top Businesses - Ball Packaging, Viega LLC, Ball Aerospace

CLEAR CREEK

- Jobs - 122
- Employment Concentration - 0.44
- Current Wages, Salaries, & Proprietor Earnings - \$39,851
- Benefits - \$10,615
- Top Businesses - Guanella Pass Brewing, Stein Brewing Company, Mountain Xpress Coffee Company

DENVER

- Jobs - 18,818
- Employment Concentration - 0.40
- Current Wages, Salaries, & Proprietor Earnings - \$79,782
- Benefits - \$17,140
- Top Businesses - VF Corporation, Gates Rubber Company Receiving, Ardent Mills LLC

DOUGLAS

- Jobs - 2,486
- Employment Concentration - 0.21
- Current Wages, Salaries, & Proprietor Earnings - \$81,103
- Benefits - \$19,517
- Top Businesses - Streater Inc, Oralabs Inc, Buff City Soap

GILPIN

- Jobs - 12
- Employment Concentration - 0.03
- Current Wages, Salaries, & Proprietor Earnings - \$25,570
- Benefits - \$4,954
- Top Businesses - Bethany Manufacturing, Carlson Heat Exchanger, Little Kingdom Cleaning LLC

PARK

- Jobs - 104
- Employment Concentration - 0.40
- Current Wages, Salaries, & Proprietor Earnings - \$40,662
- Benefits - \$10,205
- Top Businesses - Stewarts General Labor LLC, D J Drucker & Associate, Birch Business Systems Inc

EL PASO

- Jobs - 12,204
- Employment Concentration - 0.41
- Current Wages, Salaries, & Proprietor Earnings - \$81,358
- Benefits - \$16,500
- Top Businesses - Microchip Corp, Northrop Grumman Space Systems, L3harris Corp

JEFFERSON

- Jobs - 19,924
- Employment Concentration - 0.98
- Current Wages, Salaries, & Proprietor Earnings - \$123,151
- Benefits - \$26,529
- Top Businesses - Coorstek, Ball Packaging, Danone North America

TELLER

- Jobs - 122
- Employment Concentration - 0.17
- Current Wages, Salaries, & Proprietor Earnings - \$71,759
- Benefits - \$13,726
- Top Businesses - Goldbelt Global, Solmirus Corporation, Bierwerks Brewery

ELBERT

- Jobs - 132
- Employment Concentration - 0.33
- Current Wages, Salaries, & Proprietor Earnings - \$57,713
- Benefits - \$11,956
- Top Businesses - Western Enterprises Inc, The Elizabeth Brewing Company, Dangerlee Industries LLC

LARIMER

- Jobs - 14,888
- Employment Concentration - 1.02
- Current Wages, Salaries, & Proprietor Earnings - \$117,701
- Benefits - \$23,174
- Top Businesses - New Belgium Brewing Co, Nordson Medical, Woodward Hrt

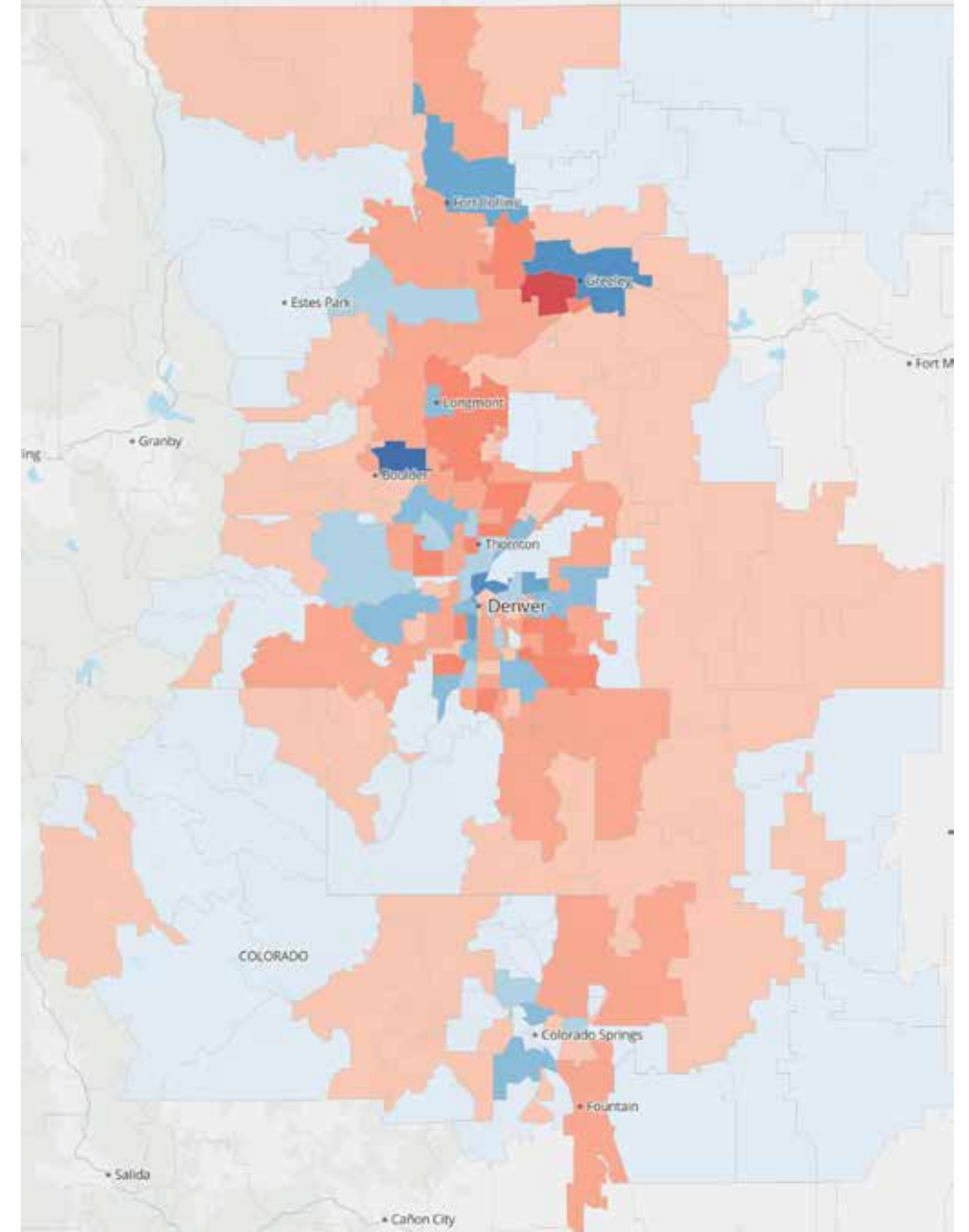
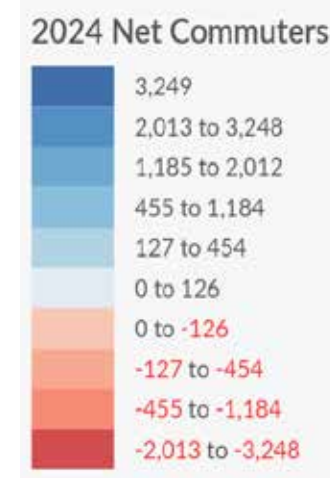
WELD

- Jobs - 13,488
- Employment Concentration - 1.37
- Current Wages, Salaries, & Proprietor Earnings - \$71,684
- Benefits - \$14,836
- Top Businesses - Pilgrim's Pride Corp, Vestas Nacelles Factory, Leprino Foods



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 goods or services that industry provides. In manufacturing, this core set of occupations is made up of production people, those on the factory floor who make the manufactured goods. Examples of core production occupations include lathe operators, food batchmakers, team assemblers, machinists, and others who program, tend and operate factory machinery. This map shows where persons employed in production occupations live (orange areas) and where they work (blue areas).

Where Core Workforce Lives

Commute Patterns

The table shows net commuters. For example, 9,511 production workers live in Denver County. There are 15,797 manufacturing jobs in the county. This means an additional 6,286 production workers commute into Denver County each day to work in manufacturing facilities located there. Note: the latest commuter data available is from 2024.

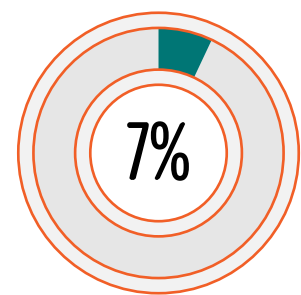
| County | Net Commuters | Resident Workers | Jobs |
|-------------|---------------|------------------|--------|
| Denver | 6,286 | 9,511 | 15,797 |
| Boulder | 3,070 | 6,037 | 9,107 |
| Broomfield | 153 | 1,825 | 1,977 |
| Clear Creek | 36 | 72 | 108 |
| Gilpin | (25) | 63 | 37 |
| Larimer | (67) | 8,214 | 8,147 |
| Park | (81) | 163 | 81 |
| Teller | (113) | 304 | 192 |
| Elbert | (165) | 292 | 127 |
| El Paso | (246) | 9,643 | 9,397 |
| Adams | (482) | 10,039 | 9,557 |
| Jefferson | (1,305) | 10,792 | 9,488 |
| Arapahoe | (1,439) | 8,912 | 7,473 |
| Douglas | (2,332) | 4,742 | 2,410 |
| Weld | (3,183) | 12,897 | 9,715 |

Source: Lightcast

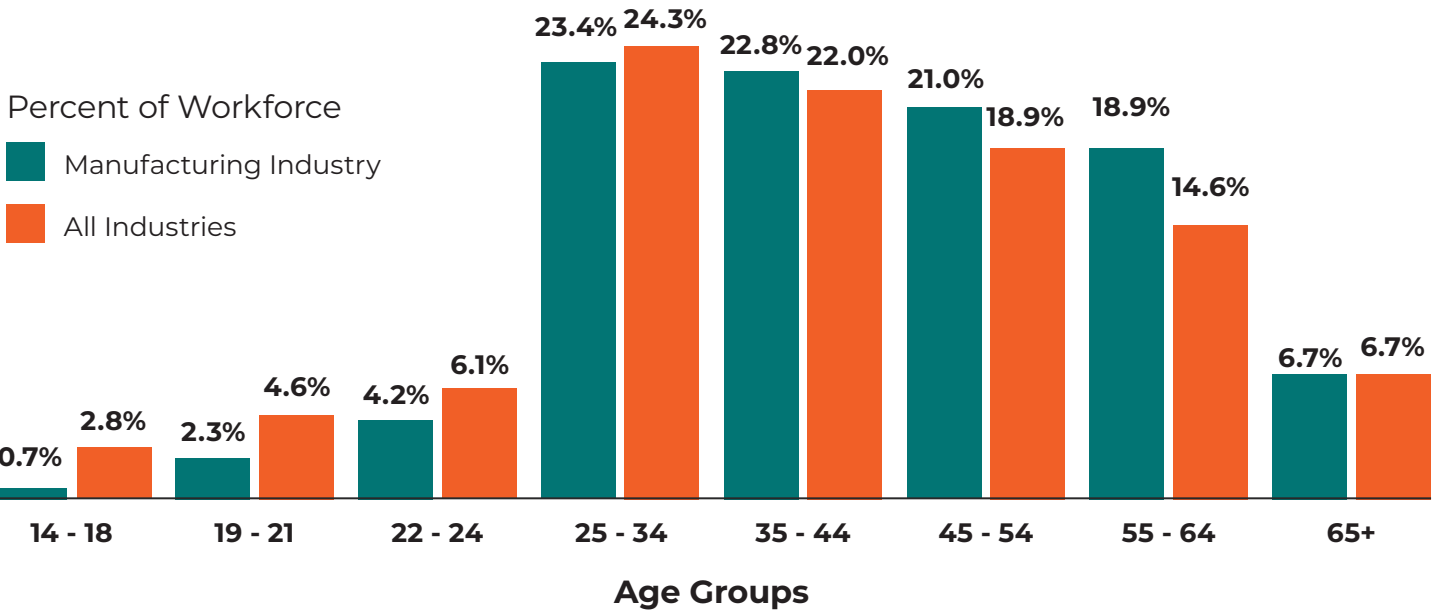


Demographics

Comparative Retirement Risk



The comparative retirement risk for the manufacturing industry in the 15 county region is average across all industries, with 6.7% of the workforce in the industry aged 65 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
Manufacturing Industry
All Industries



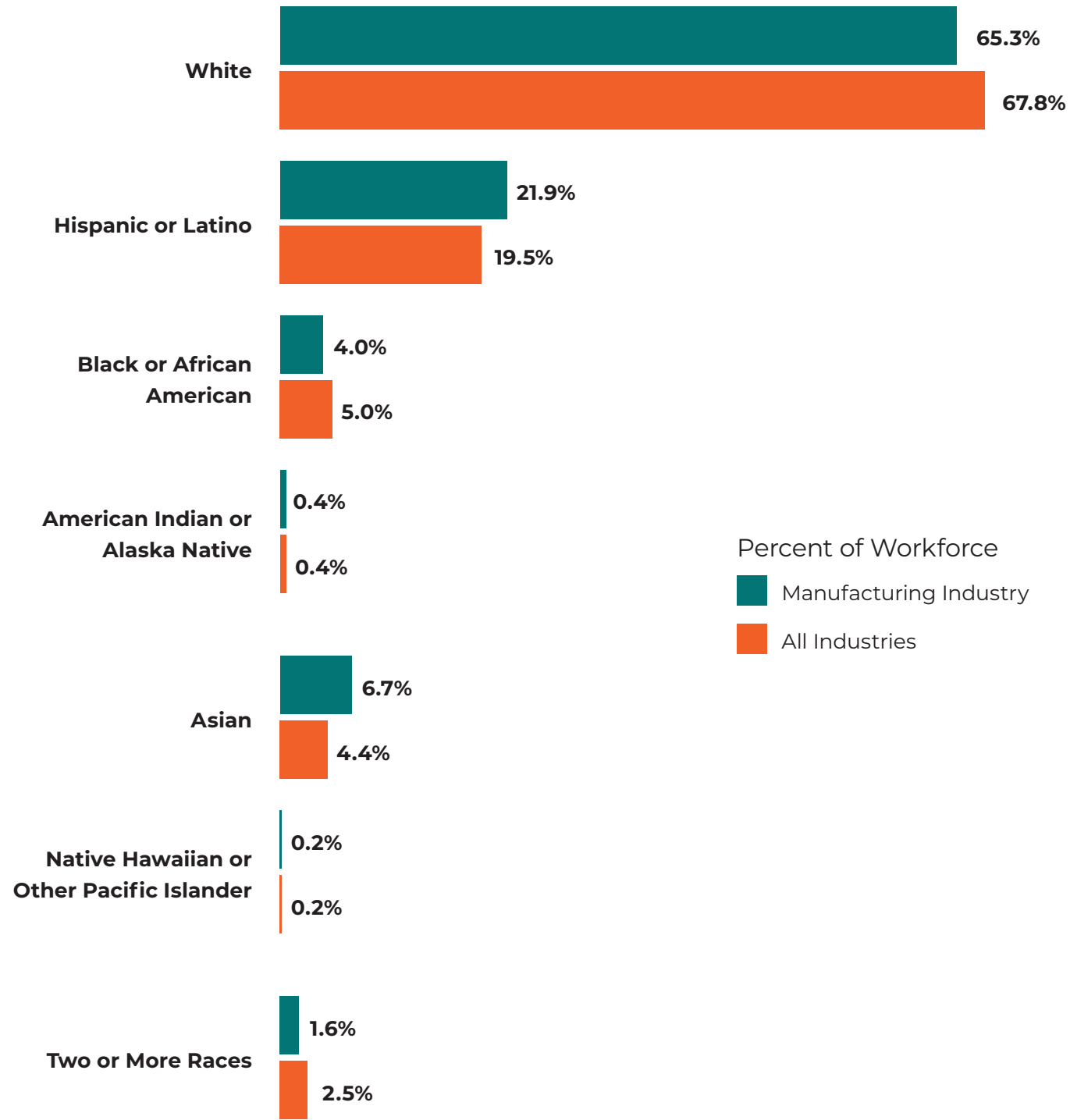
Men
68.4%
51.9%



Women
31.6%
48.1%

Demographics

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



Source: Lightcast

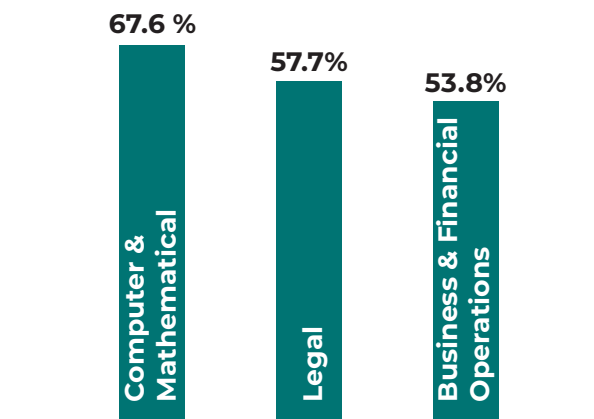


Telework and Automation Strategies

Remote Work Potential

20.0% Remote Work Capability for Sector

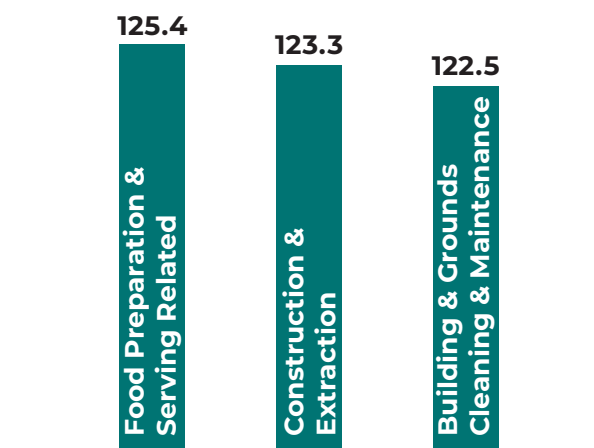
In a scarce labor market, a valid strategy for employers might be to review their staffing pattern and determine which positions, if any, can be employed remotely or on a hybrid work schedule. Approximately 20.0% of the workforce in manufacturing has at least partial teleworking capacity.



Automation Index

98.3

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. For example, a factory may employ robotics to allow fewer workers to produce more goods. Other automation strategies used in manufacturing include SCADA (Supervisor Control and Data Acquisition) systems to ensure that the automated machinery is operating in sync.



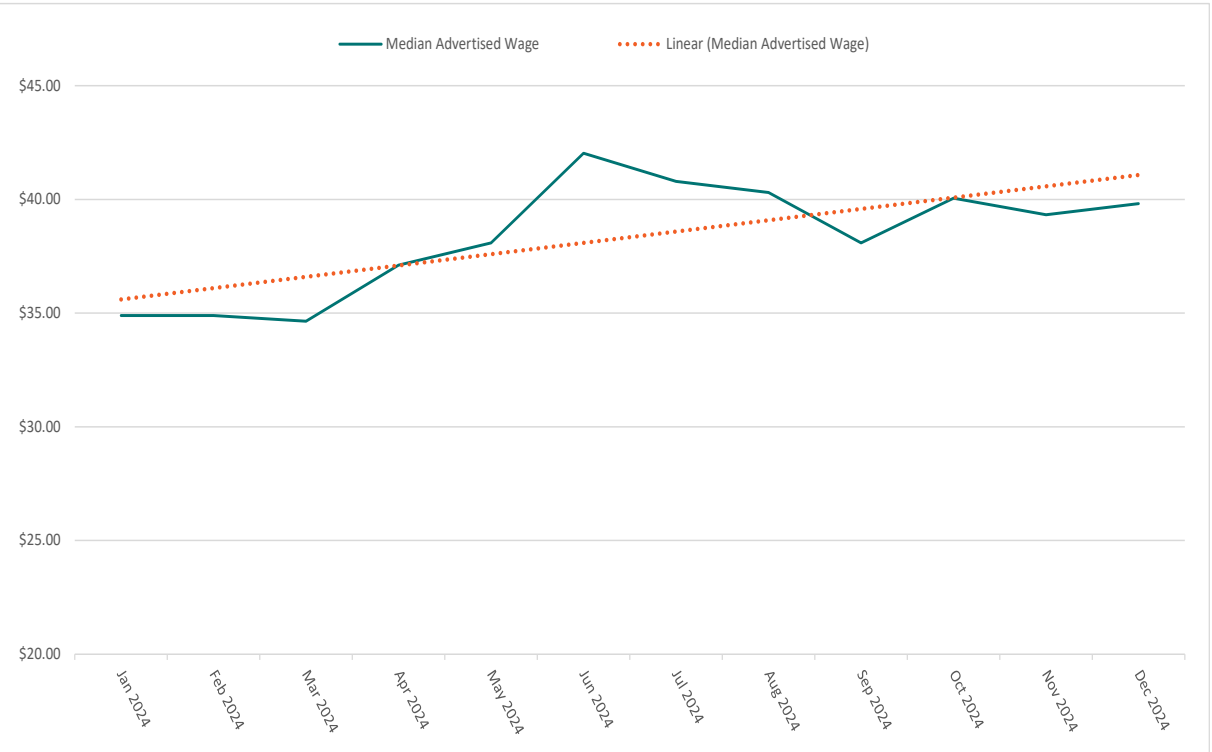
Source: Lightcast



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 manufacturing sector employs 3,025 software developers, but there are 45,468 employed across all industry sectors. This is important because the manufacturing sector must compete with other sectors for critical talent, such as general and operations managers, heavy and tractor-trailer truck drivers, and sales representatives. 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 and Operations Managers | 2,153 | 1.6% | 41,260 | 4,200 | \$47.63 | \$44.42 | \$62.52 | \$92.12 | None | Bachelor's degree | Bachelor's degree |
| 13-1028 | Buyers and Purchasing Agents | 1,677 | 1.3% | 9,319 | 880 | \$45.66 | \$29.75 | \$37.21 | \$48.64 | Moderate-term OJT | Bachelor's degree | Bachelor's degree |
| 13-1199 | Business Operations Specialists, All Other | 2,324 | 1.8% | 43,849 | 4,283 | \$38.28 | \$30.72 | \$40.54 | \$56.46 | None | Bachelor's degree | Bachelor's degree |
| 15-1252 | Software Developers | 3,025 | 2.3% | 45,468 | 4,124 | \$62.89 | \$51.20 | \$65.21 | \$81.29 | None | Bachelor's degree | Bachelor's degree |
| 17-2112 | Industrial Engineers | 2,790 | 2.1% | 5,125 | 399 | \$54.03 | \$39.67 | \$48.72 | \$61.34 | None | Bachelor's degree | Bachelor's degree |
| 17-2141 | Mechanical Engineers | 2,178 | 1.6% | 6,820 | 509 | \$54.77 | \$40.08 | \$49.46 | \$63.73 | None | Bachelor's degree | Bachelor's degree |
| 41-4012 | Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products | 3,760 | 2.9% | 26,939 | 2,638 | \$41.05 | \$24.98 | \$35.73 | \$50.46 | Moderate-term OJT | High school diploma or GED | High school diploma or GED |
| 43-5071 | Shipping, Receiving, & Inventory Clerks | 2,810 | 2.2% | 14,067 | 1,480 | \$21.78 | \$18.06 | \$21.10 | \$24.19 | Short-term OJT | High school diploma or GED | High school diploma or GED |
| 49-9041 | Industrial Machinery Mechanics | 1,895 | 1.4% | 4,744 | 507 | \$26.46 | \$27.84 | \$32.60 | \$38.50 | Long-term OJT | High school diploma or GED | High school diploma or GED |
| 51-1011 | First-Line Supervisors of Production and Operating Workers | 5,251 | 4.0% | 8,286 | 856 | \$36.31 | \$26.95 | \$34.57 | \$43.62 | None | High school diploma or GED | High school diploma or GED |
| 51-2028 | Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers | 3,751 | 2.8% | 4,534 | 531 | \$22.95 | \$18.69 | \$21.34 | \$24.86 | Moderate-term OJT | High school diploma or GED | High school diploma or GED |
| 51-2098 | Miscellaneous Assemblers & Fabricators | 5,536 | 4.3% | 9,023 | 979 | \$21.48 | \$17.63 | \$19.37 | \$23.20 | Moderate-term OJT | High school diploma or GED | High school diploma or GED |
| 51-3022 | Meat, Poultry, & Fish Cutters and Trimmers | 1,823 | 1.4% | 2,343 | 304 | Insf. Data | \$18.07 | \$19.98 | \$21.25 | Short-term OJT | No formal educational credential | High school diploma or GED |
| 51-3092 | Food Batchmakers | 2,771 | 2.1% | 3,382 | 578 | \$20.68 | \$17.59 | \$19.44 | \$21.99 | Moderate-term OJT | High school diploma or GED | High school diploma or GED |
| 51-4041 | Machinists | 2,053 | 1.6% | 2,657 | 293 | \$27.45 | \$23.42 | \$27.53 | \$32.11 | Long-term OJT | High school diploma or GED | High school diploma or GED |
| 51-4121 | Welders, Cutters, Solderers, & Brazers | 1,951 | 1.5% | 4,076 | 458 | \$25.48 | \$23.05 | \$26.89 | \$30.48 | Moderate-term OJT | High school diploma or GED | High school diploma or GED |
| 51-9061 | Inspectors, Testers, Sorters, Samplers, & Weighers | 2,303 | 1.8% | 4,297 | 545 | \$25.54 | \$20.41 | \$24.02 | \$30.21 | Moderate-term OJT | High school diploma or GED | High school diploma or GED |
| 51-9111 | Packaging & Filling Machine Operators & Tenders | 3,186 | 2.4% | 4,147 | 520 | \$20.43 | \$17.35 | \$19.36 | \$23.53 | Moderate-term OJT | High school diploma or GED | High school diploma or GED |
| 53-3032 | Heavy & Tractor-Trailer Truck Drivers | 1,572 | 1.2% | 23,742 | 2,775 | \$27.51 | \$24.00 | \$27.80 | \$31.81 | Short-term OJT | Postsecondary nondegree award | Postsecondary nondegree award |
| 53-7062 | Laborers & Freight, Stock, & Material Movers, Hand | 2,320 | 1.8% | 27,045 | 4,274 | \$20.74 | \$18.45 | \$20.53 | \$23.53 | Short-term OJT | No formal educational credential | No formal educational credential |



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.



Miscellaneous Assemblers & Fabricators

- % Employment 4.3%
- Unique Postings 433
- Posted Salary \$21.48
- Hires 6,852
- Separations 7,681
- Turnover Rate 85.4%
- Top Skills: Machinery, Forklift Truck, Production Equipment



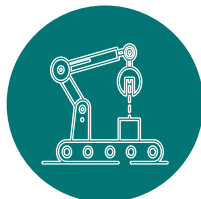
First-Line Supervisors of Production & Operating Workers

- % Employment 4.0%
- Unique Postings 513
- Posted Salary \$36.31
- Hires 2,742
- Separations 2,831
- Turnover Rate 34.7%
- Top Skills: Continuous Improvement Process, Lean Manufacturing, Process Improvement



Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products

- % Employment 2.9%
- Unique Postings 1,263
- Posted Salary \$41.05
- Hires 10,064
- Separations 10,153
- Turnover Rate 38.3%
- Top Skills: Selling Techniques, Marketing, Customer Relationship Management



Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers

- % Employment 2.8%
- Unique Postings 118
- Posted Salary \$22.95
- Hires 1,724
- Separations 1,951
- Turnover Rate 43.7%
- Top Skills: Soldering, Hand Tools, Electronic Components

Top Occupations

Top 20 Occupations Currently Listed in the Colorado Urban Front Range



Packaging & Filling Machine Operators & Tenders

| | |
|-------------------|---------|
| • % Employment | 2.4% |
| • Unique Postings | 100 |
| • Posted Salary | \$20.43 |
| • Hires | 3,686 |
| • Separations | 3,754 |
| • Turnover Rate | 92.7% |

Top Skills: Machinery, Operating Systems, Manufacturing Processes



Software Developers

| | |
|-------------------|---------|
| • % Employment | 2.3% |
| • Unique Postings | 3,055 |
| • Posted Salary | \$62.89 |
| • Hires | 20,717 |
| • Separations | 21,541 |
| • Turnover Rate | 49.7% |

Top Skills: Software Engineering, Agile Methodology, Software Development



Laborers and Freight, Stock, & Material Movers, Hand

| | |
|-------------------|---------|
| • % Employment | 1.8% |
| • Unique Postings | 975 |
| • Posted Salary | \$20.74 |
| • Hires | 31,759 |
| • Separations | 32,355 |
| • Turnover Rate | 124.0% |

Top Skills: Warehousing, Forklift, Palletizing



Inspectors, Testers, Sorters, Samplers, & Weighers

| | |
|-------------------|---------|
| • % Employment | 1.8% |
| • Unique Postings | 611 |
| • Posted Salary | \$25.54 |
| • Hires | 2,455 |
| • Separations | 2,492 |
| • Turnover Rate | 59.0% |

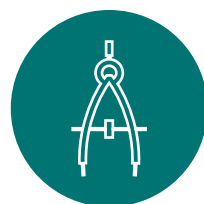
Top Skills: Auditing, Quality Management, Calipers



Shipping, Receiving, & Inventory Clerks

| | |
|-------------------|---------|
| • % Employment | 2.2% |
| • Unique Postings | 506 |
| • Posted Salary | \$21.78 |
| • Hires | 9,302 |
| • Separations | 9,891 |
| • Turnover Rate | 71.0% |

Top Skills: Warehousing, Shipping And Receiving, Cycle Counting



Industrial Engineers

| | |
|-------------------|---------|
| • % Employment | 2.1% |
| • Unique Postings | 818 |
| • Posted Salary | \$54.03 |
| • Hires | 2,168 |
| • Separations | 2,039 |
| • Turnover Rate | 41.0% |

Top Skills: Continuous Improvement Process, Project Management, Manufacturing Processes



General & Operations Managers

| | |
|-------------------|---------|
| • % Employment | 1.6% |
| • Unique Postings | 668 |
| • Posted Salary | \$47.63 |
| • Hires | 19,915 |
| • Separations | 19,555 |
| • Turnover Rate | 48.8% |

Top Skills: General Mathematics, Product Knowledge, Effective Communication



Mechanical Engineers

| | |
|-------------------|---------|
| • % Employment | 1.6% |
| • Unique Postings | 809 |
| • Posted Salary | \$54.77 |
| • Hires | 2,680 |
| • Separations | 2,444 |
| • Turnover Rate | 36.9% |

Top Skills: Mechanical Engineering, Mechanical Design, Electrical Engineering



Food Batchmakers

| | |
|-------------------|---------|
| • % Employment | 2.1% |
| • Unique Postings | 6 |
| • Posted Salary | \$20.68 |
| • Hires | 2,839 |
| • Separations | 2,788 |
| • Turnover Rate | 85.1% |

Top Skills: Standard Operating Procedure, Blender (Device), Food Manufacturing



Business Operations Specialists, All Other

| | |
|-------------------|---------|
| • % Employment | 1.8% |
| • Unique Postings | 122 |
| • Posted Salary | \$38.28 |
| • Hires | 27,812 |
| • Separations | 27,338 |
| • Turnover Rate | 63.5% |

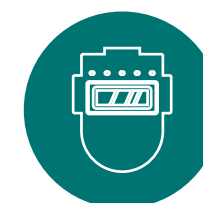
Top Skills: Food Safety And Sanitation, Point Of Sale, Marketing



Machinists

| | |
|-------------------|---------|
| • % Employment | 1.6% |
| • Unique Postings | 162 |
| • Posted Salary | \$27.45 |
| • Hires | 1,104 |
| • Separations | 997 |
| • Turnover Rate | 38.1% |

Top Skills: Machining, Computer Numerical Control (CNC), Lathes



Welders, Cutters, Solderers, & Brazers

| | |
|-------------------|---------|
| • % Employment | 1.5% |
| • Unique Postings | 53 |
| • Posted Salary | \$25.48 |
| • Hires | 2,902 |
| • Separations | 2,980 |
| • Turnover Rate | 74.7% |

Top Skills: Metal Inert Gas (MIG) Welding, Welding, Fabrication



Industrial Machinery Mechanics

- % Employment 1.4%
- Unique Postings 217
- Posted Salary \$26.46
- Hires 2,145
- Separations 2,000
- Turnover Rate 43.7%

Top Skills: Preventive Maintenance, Hand Tools, Power Tool Operation



Meat, Poultry, & Fish Cutters and Trimmers

- % Employment 1.4%
- Unique Postings 0
- Posted Salary Insf. Data
- Hires 1,378
- Separations 1,426
- Turnover Rate 61.9%

Top Skills: Insf. Data



Buyers & Purchasing Agents

- % Employment 1.3%
- Unique Postings 626
- Posted Salary \$45.66
- Hires 5,189
- Separations 5,327
- Turnover Rate 57.8%

Top Skills: Procurement, Supply Chain, Purchasing



Heavy & Tractor-Trailer Truck Drivers

- % Employment 1.2%
- Unique Postings 687
- Posted Salary \$27.51
- Hires 20,308
- Separations 20,353
- Turnover Rate 87.2%

Top Skills: Pre-Trip and Post-Trip Vehicle Inspection, Truck Driving, Forklift Truck

Source: Lightcast



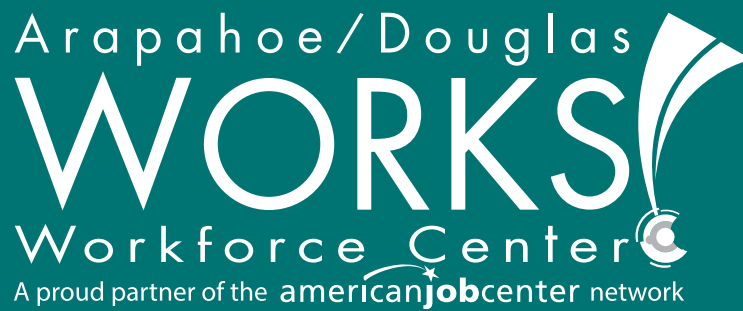
Let's Talk!

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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