



2024

Finance & Insurance

INDUSTRY PROFILE

Colorado Urban Front Range



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

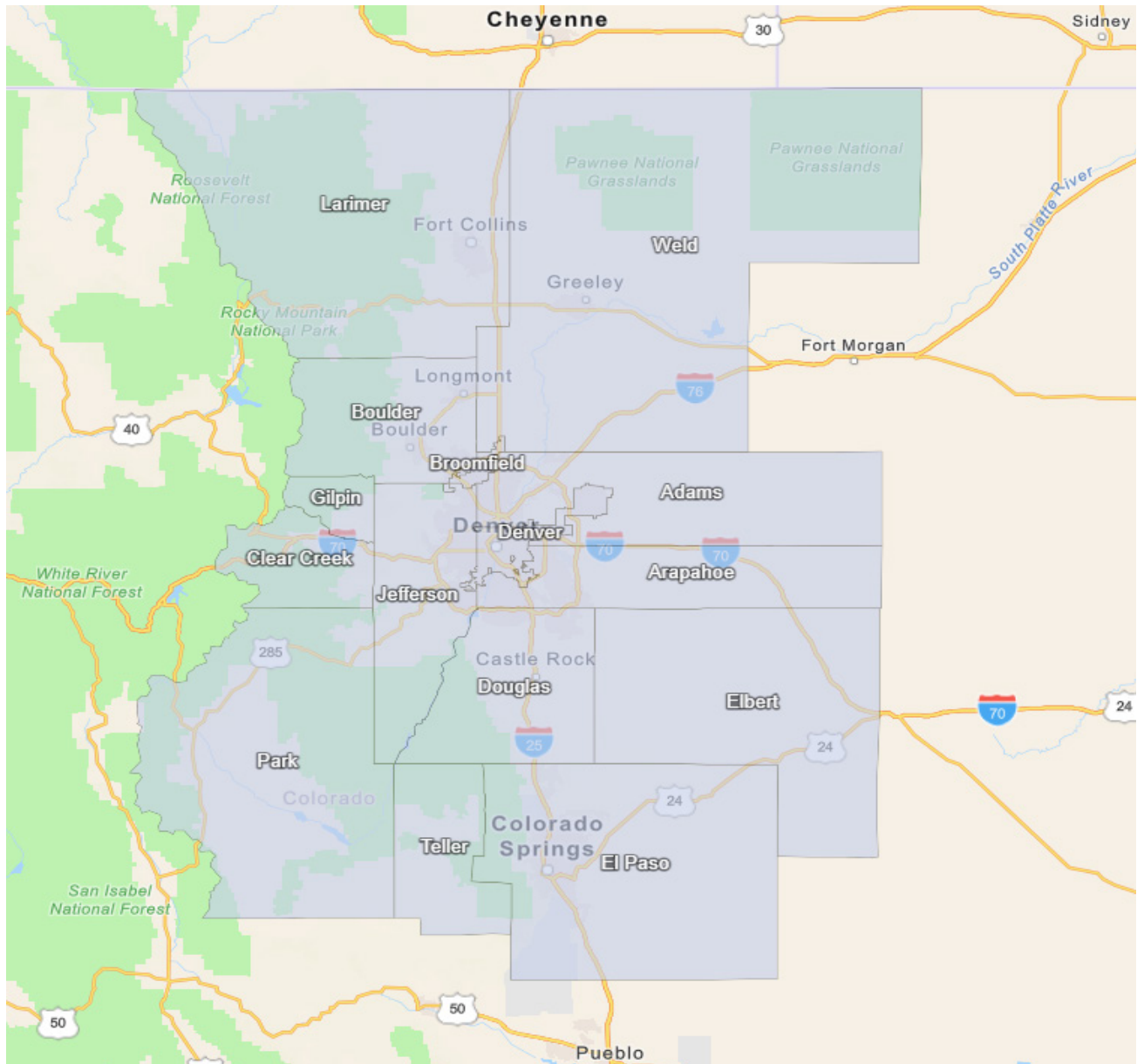
Table of Contents

03	Geographical Area
04	Industries Making Up The Sector
08	Historical Trends
10	Employment Concentration
14	Where Core Workforce Lives
17	Demographics
20	Telework and Automation Strategies
22	Wages
26	Top Occupations
31	Let's Talk!

Geographical Area



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



The geographic region includes the following metropolitan areas:

- Boulder
- Colorado Springs
- Denver-Aurora-Lakewood
- Fort Collins
- Greeley

In 2023, this 15 county region employed nearly 2.72 million people across all industries, and made up 84% of Colorado's total employment.

In 2023, the Gross Regional Product (GRP) for the Front Range region was \$422.9 billion, which made up 1.94% of the national GRP.

Lightcast defines GRP as the final market value of all goods and services in the region.



Industries Making up the Sector

Finance & Insurance

▲ **1.5%** From prior year

4.2%

**Total Jobs in CO
Urban Front Range**

The finance & insurance sector employs 111,619 people in 12,211 establishments. An 'establishment' is one facility in which people work. For example, a business in the sector may have several locations, and each one of those locations counts as an 'establishment.'

In 2023, the sector had \$69.2 billion in sales, and contributed \$26.2 billion to the region's GRP. In the region, this sector is dynamic and varied, encompassing a wide spectrum of services such as banking, investment management, insurance, and financial technology. Numerous financial institutions and insurance companies have established a robust presence in the region, contributing to local employment opportunities and the overall economic resilience of the area. Employment in the sector fell between 2023 and 2024 mainly because interest rate increases tightened the money supply and so caused employers to reduce staff. At the same time, as a result more small businesses formed because the state of Colorado reduced the fee for new business application.



111,619

Total Jobs



12,211

Establishments



69.2 B

Total Sales

Top Specialized Skills

- Merchandising
- Selling Techniques
- Marketing

Top Software Skills

- Microsoft Office
- Salesforce
- Spreadsheets

Top Credentials

- Security Clearance
- Certified Public Accountant (CPA)
- Project Management Professional Certification (PMP)

Source: Lightcast

Finance & Insurance 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 activities related to credit intermediation is 1.64 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.

Depository Credit Intermediation

NAICS **5221**

Numbers to Know

- 19,251 jobs
- 1,442 establishments
- 0.67 employment concentration
- \$6.5 billion in sales
- 0.6% change to 2028
- \$99,041 average wage
- \$15,174 average employer paid benefits

Activities Related to Credit Intermediation

NAICS **5223**

Numbers to Know

- 8,048 jobs
- 1,076 establishments
- 1.64 employment concentration
- \$3.6 billion in sales
- 0.3% change to 2028
- \$122,438 average wage
- \$18,745 average employer paid benefits

Monetary Authorities-Central Bank

NAICS **5211**

Numbers to Know

- 143 jobs
- 1 establishments
- 0.39 employment concentration
- \$55 million in sales
- (17.4%) change to 2028
- \$111,232 average wage
- \$13,456 average employer paid benefits

Nondepository Credit Intermediation

NAICS **5222**

Numbers to Know

- 11,338 jobs
- 997 establishments
- 1.28 employment concentration
- \$5.3 billion in sales
- 1.7% change to 2028
- \$124,577 average wage
- \$19,058 average employer paid benefits

Securities & Commodity Contracts Intermediation & Brokerage

NAICS **5231**

Numbers to Know

- 8,667 jobs
- 869 establishments
- 1.13 employment concentration
- \$5.1 billion in sales
- 7.1% change to 2028
- \$199,805 average wage
- \$37,461 average employer paid benefits

Securities & Commodity Exchanges

NAICS **5232**

Numbers to Know

- 17 jobs
- 14 establishments
- 0.15 employment concentration
- \$28 million in sales
- 21.8% change to 2028
- \$230,989 average wage
- \$43,307 average employer paid benefits

Other Financial Investment Activities

NAICS **5239**

Numbers to Know

- 16,434 jobs
- 3,186 establishments
- 1.70 employment concentration
- \$16 billion in sales
- 9.7% change to 2028
- \$176,155 average wage
- \$33,027 average employer paid benefits

Insurance Carriers

NAICS **5241**

Numbers to Know

- 21,538 jobs
- 556 establishments
- 1.02 employment concentration
- \$13.1 billion in sales
- (1.4%) change to 2028
- \$110,948 average wage
- \$16,182 average employer paid benefits

Agencies, Brokerages, & Other Insurance Related Activities

NAICS **5242**

Numbers to Know

- 25,709 jobs
- 3,935 establishments
- 0.96 employment concentration
- \$10.4 billion in sales
- 7.4% change to 2028
- \$106,925 average wage
- \$12,803 average employer paid benefits

Insurance & Employee Benefit Funds

NAICS **5251**

Numbers to Know

- 122 jobs
- 34 establishments
- 0.66 employment concentration
- \$1.7 billion in sales
- 0.9% change to 2028
- \$128,109 average wage
- \$15,215 average employer paid benefits

Other Investment Pools & Funds

NAICS **5259**

Numbers to Know

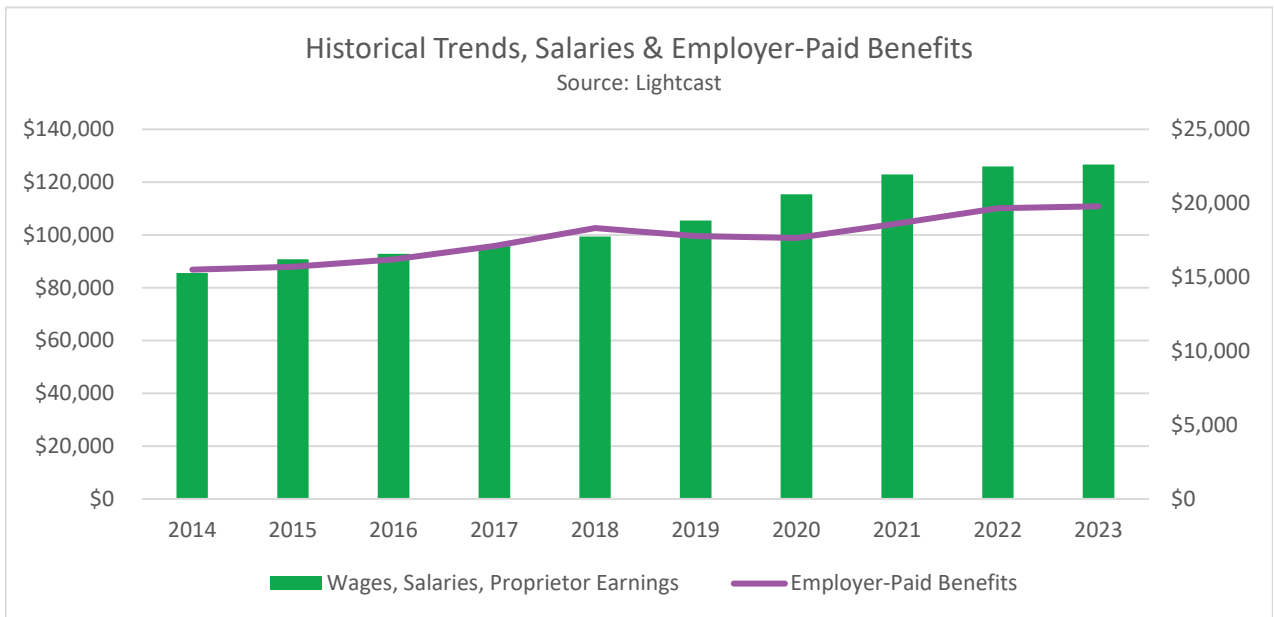
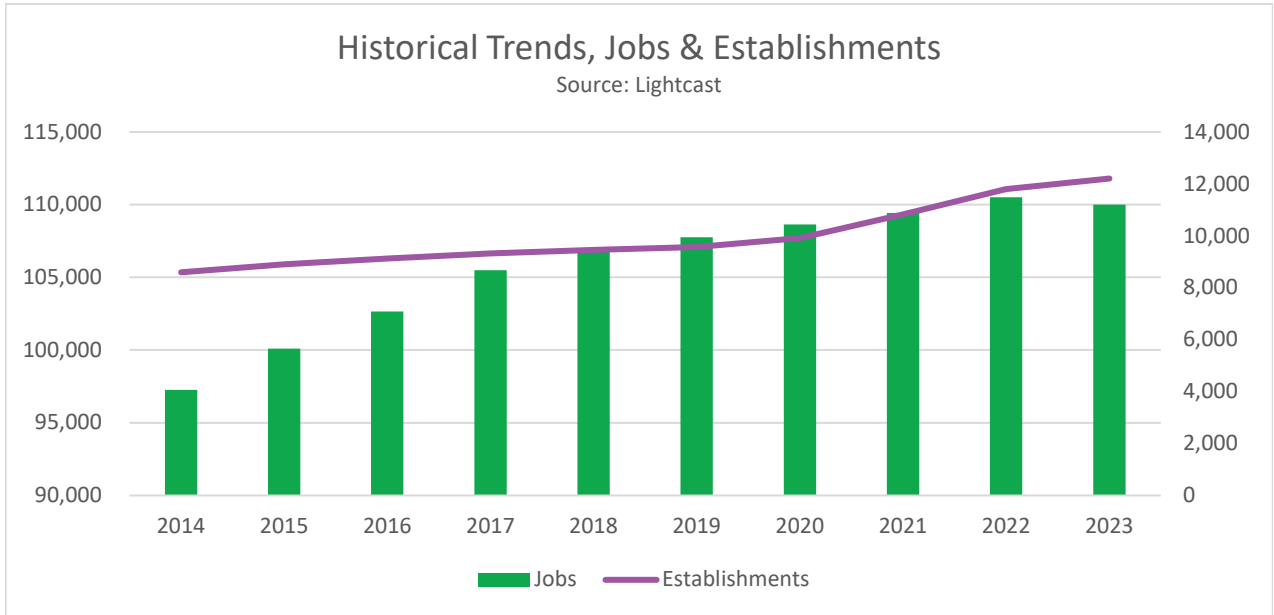
- 351 jobs
- 102 establishments
- 1.10 employment concentration
- \$7.4 billion in sales
- (1.4%) change to 2028
- \$199,564 average wage
- \$23,279 average employer paid benefits



Historical Trends

Colorado Urban Front Range

The first graph shows the growth in jobs (green bars), and the growth in the number of establishments (purple line) in the sector between 2014 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 (purple line) for the same period.

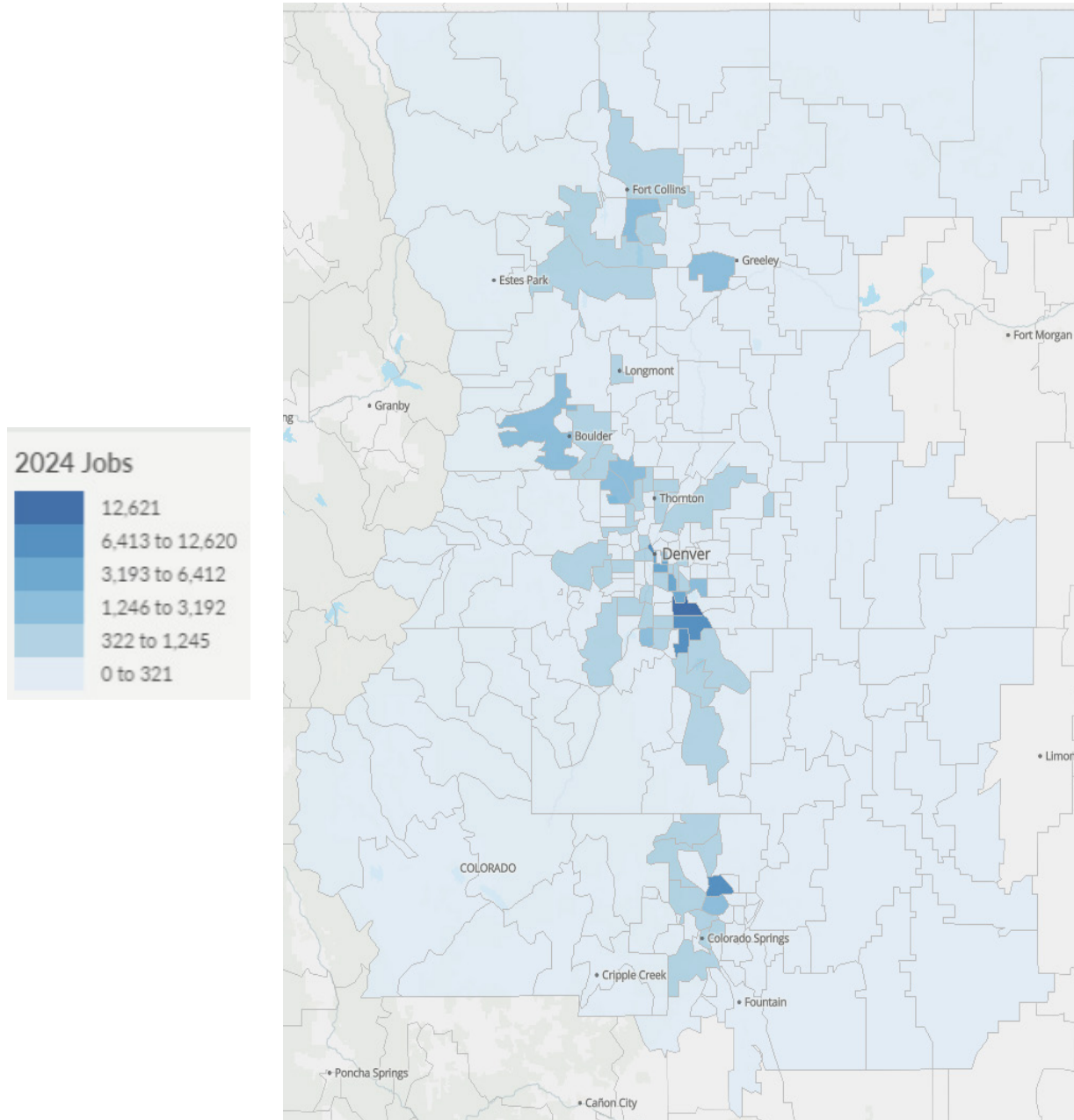


Source: Lightcast



Employment Concentration

Employment Concentration Map



Colorado Urban Front Range

The overall employment concentration in this sector is 1.30 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 Douglas and Arapahoe 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 sector industries. For example, the highest average wage per worker is in other investment pools and fund while the lowest is in depository credit intermediation (banks and credit unions). Thus, a county that has mostly banks and credit unions will have a lower average wage per worker.

ADAMS

- Jobs - 4,020
- Employment Concentration - 0.37
- Current Wages, Salaries, & Proprietor Earnings - \$93,099
- Benefits - \$13,424
- Top Businesses - Sooper Credit Union, Security Insurance Agency, Alloya Corporate Federal Credit Union

BROOMFIELD

- Jobs - 2,037
- Employment Concentration - 1.02
- Current Wages, Salaries, & Proprietor Earnings - \$152,022
- Benefits - \$24,682
- Top Businesses - Charter School Growth Fund, Blue FCU, Public Service Credit Union

ARAPAHOE

- Jobs - 25,867
- Employment Concentration - 1.76
- Current Wages, Salaries, & Proprietor Earnings - \$122,037
- Benefits - \$18,803
- Top Businesses - Great West Life & Annuity Insurance, Pulte Mortgage, Cherry Creek Mortgage

CLEAR CREEK

- Jobs - 14
- Employment Concentration - 0.09
- Current Wages, Salaries, & Proprietor Earnings - \$72,729
- Benefits - \$11,327
- Top Businesses - Evergreen National Bank, Citywide Banks, Legal Structure Inc.

BOULDER

- Jobs - 4,461
- Employment Concentration - 0.52
- Current Wages, Salaries, & Proprietor Earnings - \$149,586
- Benefits - \$24,847
- Top Businesses - Elevations Credit Union, Techstars, Premier Members Credit Union

DENVER

- Jobs - 33,351
- Employment Concentration - 1.32
- Current Wages, Salaries, & Proprietor Earnings - \$155,559
- Benefits - \$24,651
- Top Businesses - Amerifirst Financial, Colorado Restaurant Association, Western Union Company

DOUGLAS

- Jobs - 13,710
- Employment Concentration - 2.07
- Current Wages, Salaries, & Proprietor Earnings - \$133,597
- Benefits - \$22,087
- Top Businesses - Charles Schwab, Visa, Global Screening Solutions

GILPIN

- Jobs - <10
- Employment Concentration - 0.04
- Current Wages, Salaries, & Proprietor Earnings - *Insf. Data*
- Benefits- *Insf. Data*
- Top Businesses - WMS Gaming, High Speed Bail Bonds

PARK

- Jobs - 38
- Employment Concentration - 0.30
- Current Wages, Salaries, & Proprietor Earnings - \$88,133
- Benefits - \$11,380
- Top Businesses - TBK Bank, Cal's Carpentry, Allstate

EL PASO

- Jobs - 13,705
- Employment Concentration - 0.89
- Current Wages, Salaries, & Proprietor Earnings - \$91,097
- Benefits - \$13,586
- Top Businesses - USAA Financial Center, T Rowe Price, Mortgage Solutions Financial

JEFFERSON

- Jobs - 7,061
- Employment Concentration - 0.67
- Current Wages, Salaries, & Proprietor Earnings - \$98,716
- Benefits - \$14,283
- Top Businesses - 5 Rings Financial, Warranty Solutions, Universal Lending Corporation

TELLER

- Jobs - 194
- Employment Concentration - 0.54
- Current Wages, Salaries, & Proprietor Earnings - \$92,384
- Benefits- \$13,409
- Top Businesses - Community Banks of Colorado, Pikes Peak Credit Union, ENT Credit Union

ELBERT

- Jobs - 119
- Employment Concentration - 0.56
- Current Wages, Salaries, & Proprietor Earnings - \$98,426
- Benefits - \$13,632
- Top Businesses - Community Banks of Colorado, Bank of the West, Federal Loan Modifiers of Colorado

LARIMER

- Jobs - 3,961
- Employment Concentration - 0.51
- Current Wages, Salaries, & Proprietor Earnings - \$96,587
- Benefits - \$14,349
- Top Businesses - Northstar Investment, MMI Inc., Bank of Colorado

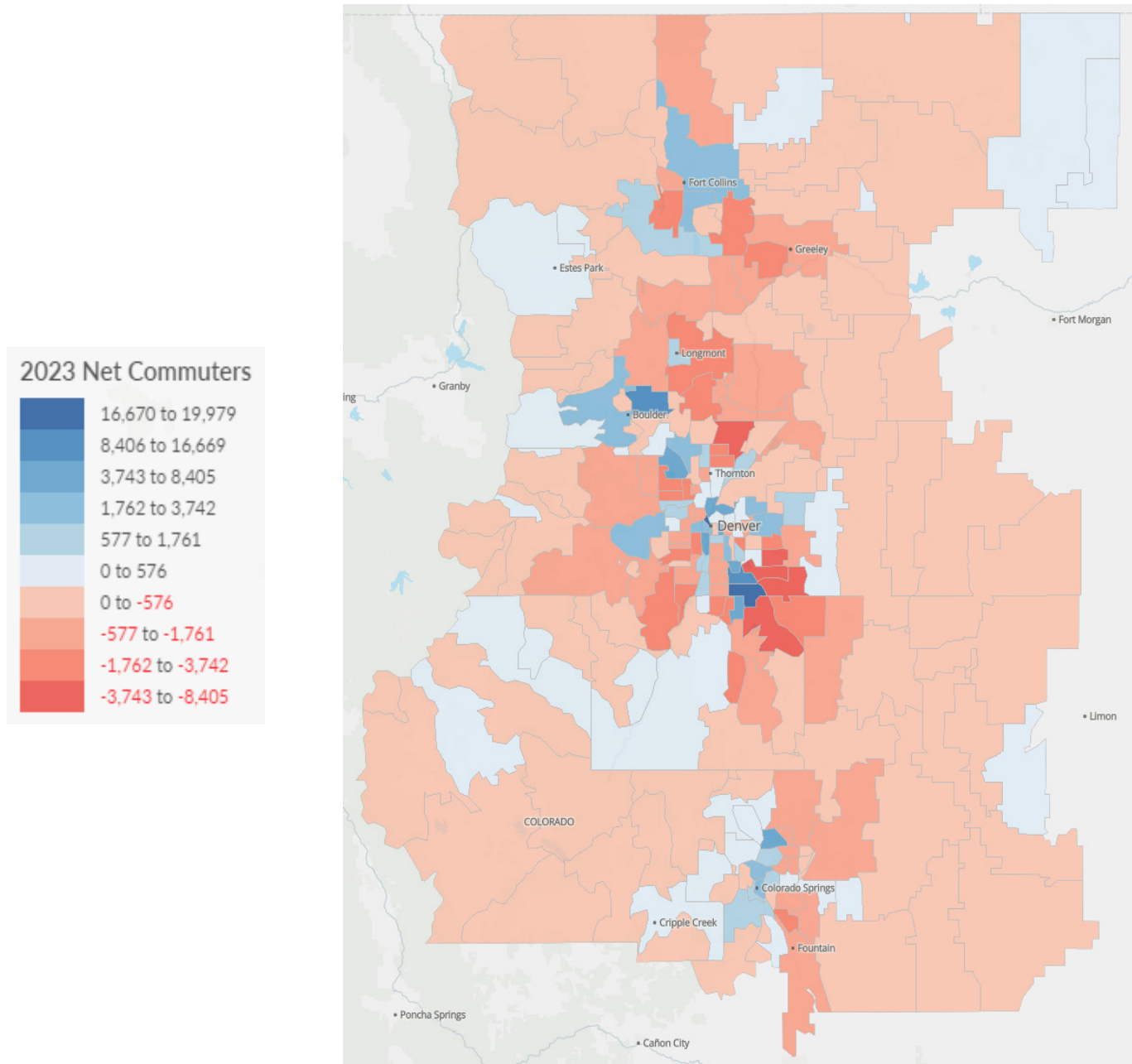
WELD

- Jobs - 3,075
- Employment Concentration - 0.61
- Current Wages, Salaries, & Proprietor Earnings - \$89,019
- Benefits- \$12,630
- Top Businesses - Golden Aluminium Inc., First National Bank of Omaha, Community Banks of Colorado



**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 finance and insurance, this core set of occupations is made up of business and finance occupations as well as a few sales and administrative occupations. Examples of these occupations include personal financial planners, tellers, project managers, and financial analysts. This map shows where persons employed in these occupations live (orange areas) and where they work (blue areas).

Where Core Workforce Lives

Commute Patterns

The table shows net commuters. For example, 34,577 people in these core finance and insurance jobs live in Weld County, while there are 16,901 employed there. This means 17,676 more finance and insurance professionals live in Weld County than work there. Note: the latest commuter data available is from 2023.

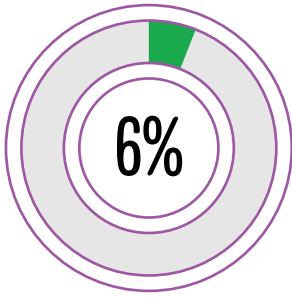
County	Net Commuters	Resident Workers	Jobs
Denver	47,745	74,829	122,575
Boulder	7,960	30,758	38,719
Arapahoe	5,840	70,616	76,455
Broomfield	1,891	9,038	10,929
Larimer	500	30,914	31,414
Clear Creek	(20)	572	552
Gilpin	(24)	581	557
El Paso	(537)	59,079	58,541
Park	(814)	1,386	572
Teller	(867)	2,242	1,375
Elbert	(1,516)	2,315	799
Adams	(6,652)	48,076	41,425
Douglas	(11,554)	46,135	34,581
Jefferson	(15,825)	66,357	50,531
Weld	(17,676)	34,577	16,901

Source: Lightcast

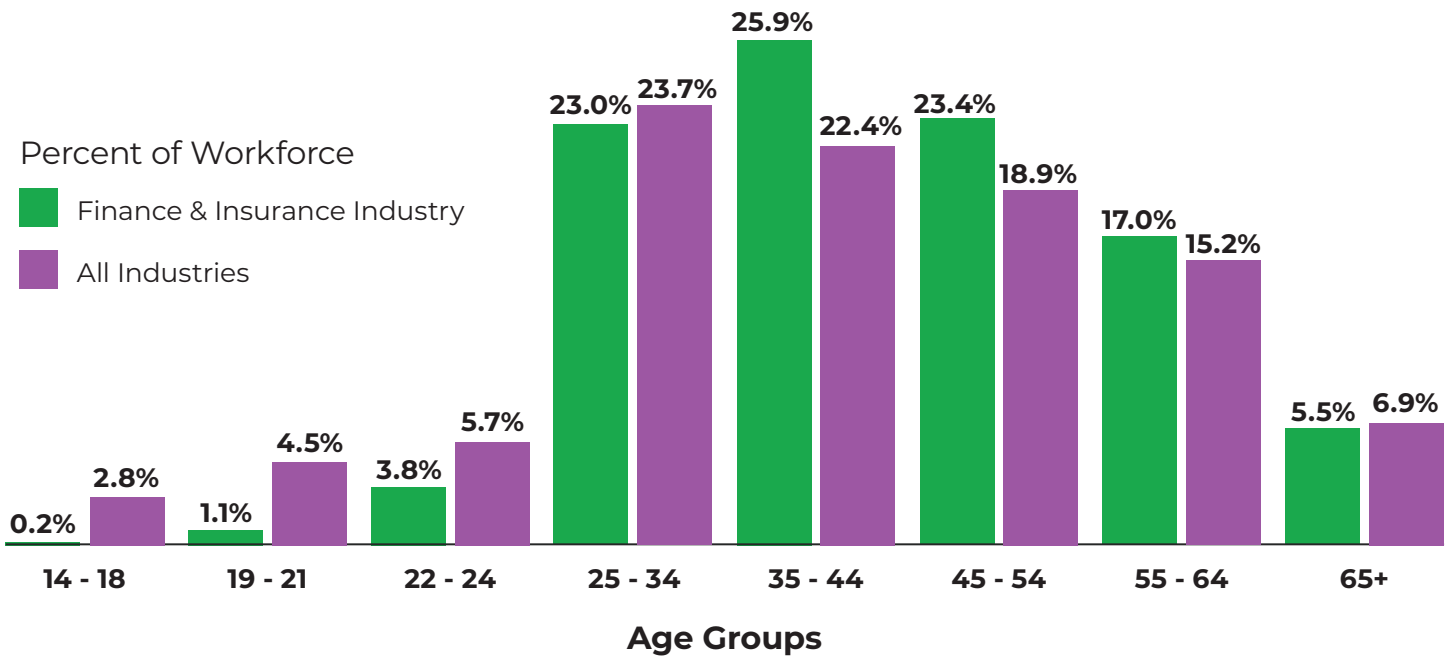


| Demographics

Comparative Retirement Risk

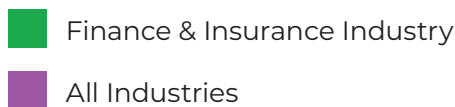


Retirement risk in finance and insurance is lower than that across all industries in the region. This reflects a younger labor force with significantly higher numbers in the 35 to 44 age group than the regional average across all industries. Over the next few years, retirement risk will grow based on the 55-64 age group. Also, note the low number of young people entering the industry.



Comparative Gender

Percent of Workforce



Men

45.6%

52.4%

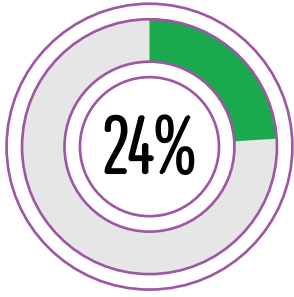


Women

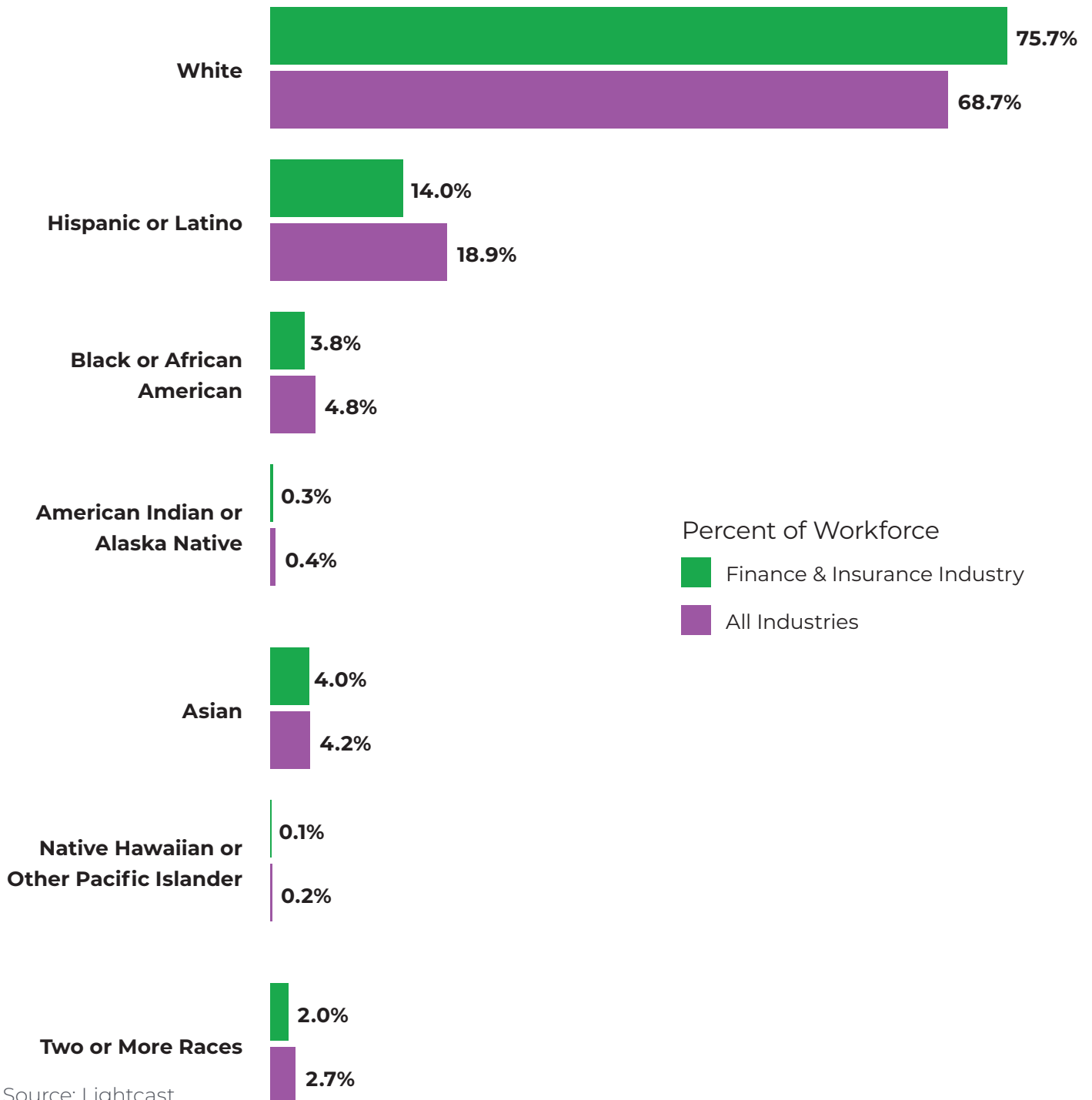
54.4%

47.6%

Comparative Racial Diversity



This bar chart shows the racial and ethnic diversity in the industry versus across all industries in the 15 county region. This is measured by a concept called 'total diversity,' which is the percent of racial or ethnic minorities employed in the sector versus the percent of racial and ethnic minorities employed across all industries. Finance and insurance less diverse than the overall average within the region, with overall diversity at only 24.3% of the sector's workforce, versus 30.6% across all industries.



Source: Lightcast

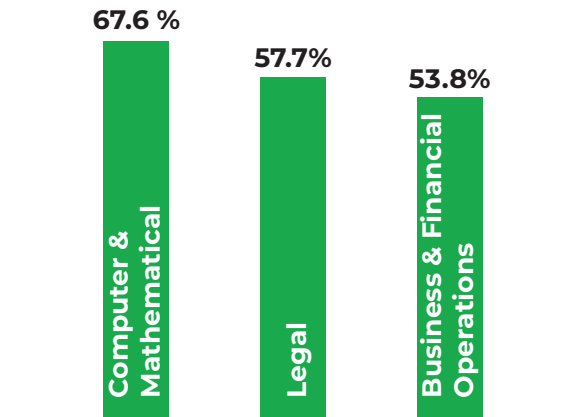


Telework and Automation Strategies

Remote Work Potential

37.7% Remote Work Capability for Sector

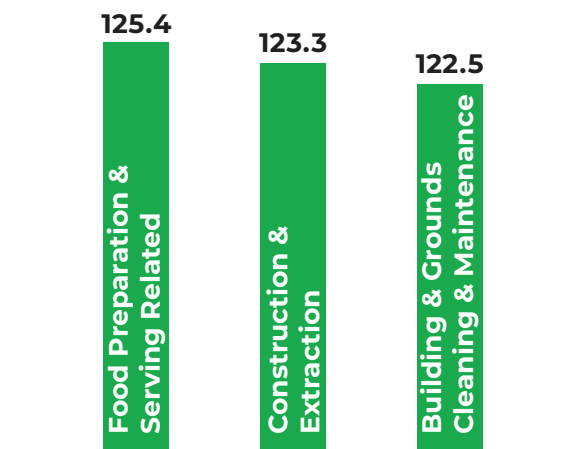
In a scarce labor market, a valid strategy for employers might be to review their staffing pattern and determine which positions, if any, can be employed remotely or on a hybrid work schedule. Approximately 37.7% of the workforce in finance and insurance has at least partial teleworking capacity.



Automation Index

91.9

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 finance and insurance are ATMs, insurance claims automation, and Artificial Intelligence screening calls in customer care centers. Automation leverages the productive capacity of fewer workers to allow for higher output.

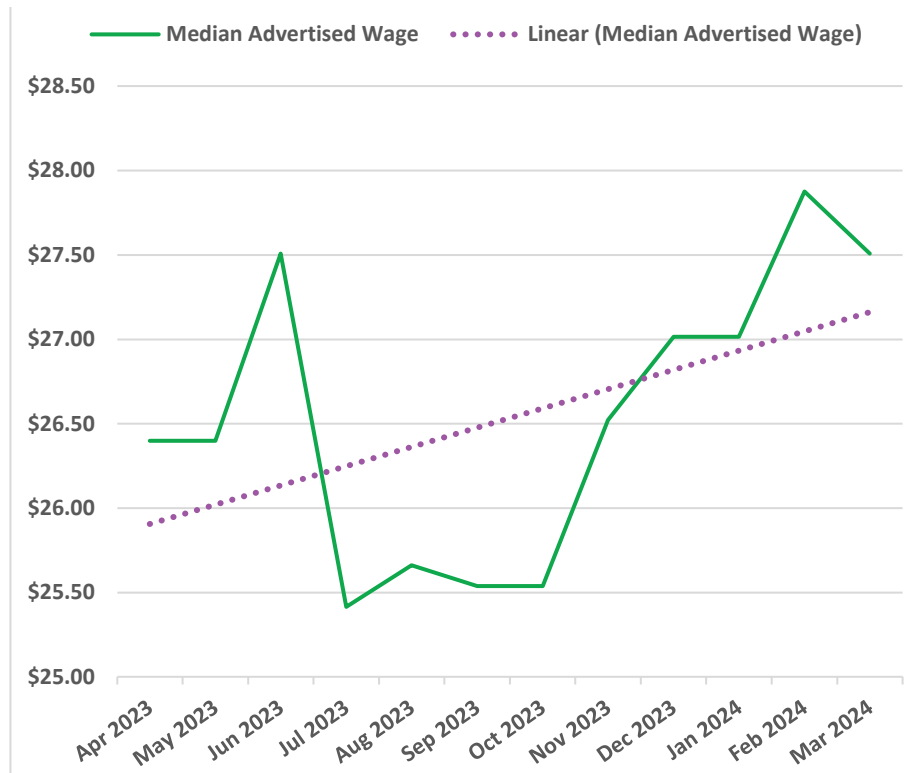




Wages

Advertised Wage Trends

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



Competitive Wage Analysis

This table shows the top 20 occupations by percentage of total employment in the sector, as well as total employment across industries. For example, the finance and insurance sector employs 3,065 software developers, but there are 43,280 employed across all industry sectors. This is important because the finance and insurance sector must compete with other sectors for critical talent, such as accountants, financial managers, and customer service representatives. Average annual openings for each occupation is estimated according to known attrition (people leaving the occupation or retiring) as well as expected national and local growth in the occupation.

Median posted wage levels can be compared to estimated entry and experienced level wages, and the typical entry level education, as well as the typical on-the-job training (OJT) are shown to illustrate the potential for apprenticeships and OJT to supplement shortfalls in the traditional training pipeline.

The Standard Occupational Classification (SOC) system is used by Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data.

Competitive Wage Analysis

SOC	Description	Jobs in Sector	% of Total Employment in Sector	Jobs Across all Industries	Average Annual Openings
11-1021	General & Operations Managers	2,697	2.4%	44,177	4,543
11-3031	Financial Managers	3,327	2.9%	11,355	1,111
13-1031	Claims Adjusters, Examiners, & Investigators	3,764	3.5%	5,117	376
13-1161	Market Research Analysts & Marketing Specialists	2,168	1.9%	26,080	3,012
13-1199	Business Operations Specialists, All Other	2,619	2.4%	42,093	4,117
13-2011	Accountants & Auditors	2,719	2.4%	34,343	3,250
13-2051	Financial & Investment Analysts	2,786	2.5%	6,089	525
13-2052	Personal Financial Advisors	6,238	5.5%	6,484	593
13-2053	Insurance Underwriters	1,870	1.7%	1,945	149
13-2072	Loan Officers	4,161	3.8%	4,876	388
15-1252	Software Developers	3,065	2.7%	43,280	4,189
41-3021	Insurance Sales Agents	12,188	10.8%	12,652	1,273
41-3031	Securities, Commodities, & Financial Services Sales Agents	7,835	7.0%	8,211	750
43-1011	First-Line Supervisors of Office & Administrative Support Workers	2,620	2.4%	23,210	2,421
43-3031	Bookkeeping, Accounting, & Auditing Clerks	1,490	1.3%	24,679	3,117
43-3071	Tellers	4,274	3.9%	4,374	452
43-4051	Customer Service Representatives	7,117	6.4%	44,485	6,296
43-4131	Loan Interviewers & Clerks	3,951	3.6%	4,724	434
43-6014	Secretaries & Administrative Assistants, Except Legal, Medical, & Executive	1,643	1.5%	31,166	3,684
43-9041	Insurance Claims & Policy Processing Clerks	1,962	1.8%	2,303	242

	Median Posted Wage	Entry Level Wage	Median Wage	Highly Experienced Level Wage	Typical On-the-Job Training	Typical Entry Level Education
	\$40.98	\$41.83	\$60.94	\$88.45	None	Bachelor's degree
	\$61.78	\$64.39	\$81.87	\$110.55	None	Bachelor's degree
	\$33.85	\$28.91	\$34.45	\$43.95	Long-term OJT	Bachelor's degree
	\$28.86	\$26.05	\$36.31	\$48.68	None	High school diploma or GED
	\$34.83	\$29.62	\$39.02	\$51.78	None	Bachelor's degree
	\$34.89	\$29.79	\$38.32	\$50.38	None	Bachelor's degree
	\$40.74	\$36.15	\$45.64	\$58.94	None	Bachelor's degree
	\$31.14	\$30.07	\$46.60	\$68.96	Long-term OJT	Bachelor's degree
	\$44.92	\$32.96	\$42.72	\$51.35	Moderate-term OJT	Bachelor's degree
	\$33.66	\$23.16	\$35.39	\$49.79	Moderate-term OJT	Bachelor's degree
	\$60.18	\$48.84	\$62.27	\$76.84	None	Bachelor's degree
	\$32.68	\$21.20	\$28.98	\$41.20	Moderate-term OJT	Bachelor's degree
	\$23.45	\$22.13	\$30.43	\$48.57	Moderate-term OJT	High school diploma or GED
	\$28.43	\$25.89	\$31.82	\$39.40	None	Bachelor's degree
	\$24.06	\$19.13	\$23.20	\$28.04	Moderate-term OJT	High school diploma or GED
	\$20.37	\$16.94	\$18.54	\$21.11	Short-term OJT	Some college, no degree
	\$20.00	\$16.43	\$19.50	\$23.68	Short-term OJT	High school diploma or GED
	\$24.00	\$19.36	\$23.10	\$28.22	Short-term OJT	High school diploma or GED
	\$21.60	\$17.70	\$20.91	\$24.45	Short-term OJT	High school diploma or GED
	\$24.06	\$20.90	\$23.43	\$28.30	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.



Insurance Sales Agents

- % Employment 10.8%
- Unique Postings 2,517
- Posted Salary \$32.68
- Hires 5,088
- Separations 4,966
- Turnover Rate 40.3%

Top Skills: Insurance Sales, Sales Prospecting, Marketing



Securities, Commodities, & Financial Services Sales Agents

- % Employment 7.0%
- Unique Postings 2,509
- Posted Salary \$23.45
- Hires 3,192
- Separations 3,102
- Turnover Rate 38.6%

Top Skills: Financial Services, Loans, Sales Prospecting



Customer Service Representatives

- % Employment 6.4%
- Unique Postings 13,471
- Posted Salary \$20.00
- Hires 42,492
- Separations 43,089
- Turnover Rate 97.6%

Top Skills: Call Center Experience, Merchandising, Inbound Calls



Personal Financial Advisors

- % Employment 5.5%
- Unique Postings 1,239
- Posted Salary \$31.14
- Hires 2,449
- Separations 2,142
- Turnover Rate 34.3%

Top Skills: Financial Services, Investments, Financial Planning



Tellers

- % Employment 3.9%
- Unique Postings 968
- Posted Salary \$20.37
- Hires 1,923
- Separations 2,429
- Turnover Rate 54.8%

Top Skills: Cash Handling, Balancing (Ledger/Billing), Regulatory Compliance



Loan Officers

- % Employment 3.8%
- Unique Postings 1,143
- Posted Salary \$33.66
- Hires 1,801
- Separations 1,910
- Turnover Rate 39.4%

Top Skills: Loans , Mortgage Loans, Underwriting



Loan Interviewers & Clerks

- % Employment 3.6%
- Unique Postings 331
- Posted Salary \$24.00
- Hires 2,079
- Separations 2,446
- Turnover Rate 51.8%

Top Skills: Loans , Mortgage Loans, Underwriting



Claims Adjusters, Examiners, & Investigators

- % Employment 3.5%
- Unique Postings 934
- Posted Salary \$33.85
- Hires 1,813
- Separations 2,099
- Turnover Rate 40.7%

Top Skills: Claims Processing, Claims Resolution, Worker's Compensation



Financial Managers

- % Employment 2.9%
- Unique Postings 5,897
- Posted Salary \$61.78
- Hires 6,033
- Separations 4,913
- Turnover Rate 44.9%

Top Skills: Accounting, Finance, Financial Statements



Software Developers

- % Employment 2.7%
- Unique Postings 15,393
- Posted Salary \$60.18
- Hires 17,753
- Separations 12,786
- Turnover Rate 31.1%

Top Skills: Software Engineering, Agile Methodology, Computer Science



Financial & Investment Analysts

- % Employment 2.5%
- Unique Postings 2,667
- Posted Salary \$40.74
- Hires 3,478
- Separations 3,219
- Turnover Rate 54.3%

Top Skills: Finance, Financial Analysts, Accounting



Accountants & Auditors

- % Employment 2.4%
- Unique Postings 6,455
- Posted Salary \$34.89
- Hires 19,007
- Separations 18,497
- Turnover Rate 55.1%

Top Skills: Accounting, Auditing, Financial Statements



General & Operations Managers

- % Employment 2.4%
- Unique Postings 8,545
- Posted Salary \$40.98
- Hires 26,916
- Separations 23,915
- Turnover Rate 55.7%

Top Skills: Operations Management, Project Management, Marketing



First-Line Supervisors of Office & Administrative Support Workers

- % Employment 2.4%
- Unique Postings 4,331
- Posted Salary \$28.43 1
- Hires 5,081
- Separations 15,665
- Turnover Rate 68.3%

Top Skills: Office Management, Accounting, Auditing



Business Operations Specialists, All Other

- % Employment 2.4%
- Unique Postings 1,604
- Posted Salary \$34.83
- Hires 25,405
- Separations 26,158
- Turnover Rate 63.2%

Top Skills: Project Management, Marketing, Process Improvement



Market Research Analysts & Marketing Specialists

- % Employment 1.9%
- Unique Postings 3,493
- Posted Salary \$28.86
- Hires 16,784
- Separations 15,228
- Turnover Rate 60.3%

Top Skills: Marketing, Social Media, Project Management



Insurance Claims & Policy Processing Clerks

- % Employment 1.8%
- Unique Postings 475
- Posted Salary \$24.06
- Hires 1,138
- Separations 1,131
- Turnover Rate 50.0%

Top Skills: Underwriting, Billing, Claims Processing



Insurance Underwriters

- % Employment 1.7%
- Unique Postings 317
- Posted Salary \$44.92
- Hires 733
- Separations 753
- Turnover Rate 38.8%

Top Skills: Underwriting, Marketing, Risk Management



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

- % Employment 1.5%
- Unique Postings 8,112
- Posted Salary \$21.60
- Hires 24,437
- Separations 26,722
- Turnover Rate 86.5%

Top Skills: Administrative Support, Data Entry, Invoicing



Bookkeeping, Accounting, & Auditing Clerks

- % Employment 1.3%
- Unique Postings 5,364
- Posted Salary \$24.06
- Hires 20,628
- Separations 20,984
- Turnover Rate 86.2%

Top Skills: Accounting, Accounts Payable, Invoicing

Source: Lightcast



Let's Talk!


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



COLORADO
APPRENTICESHIP
HUB

The Colorado Apprenticeship Hub serves as a resource for companies seeking to engage in registered apprenticeship programs in Colorado. The Hub provides apprenticeship-related services at no cost to employers.

If you want to connect to a consultant, please email the team at apprenticeship@arapahoegov.com

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