



2024

# Manufacturing

## INDUSTRY PROFILE

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Colorado Urban Front Range



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

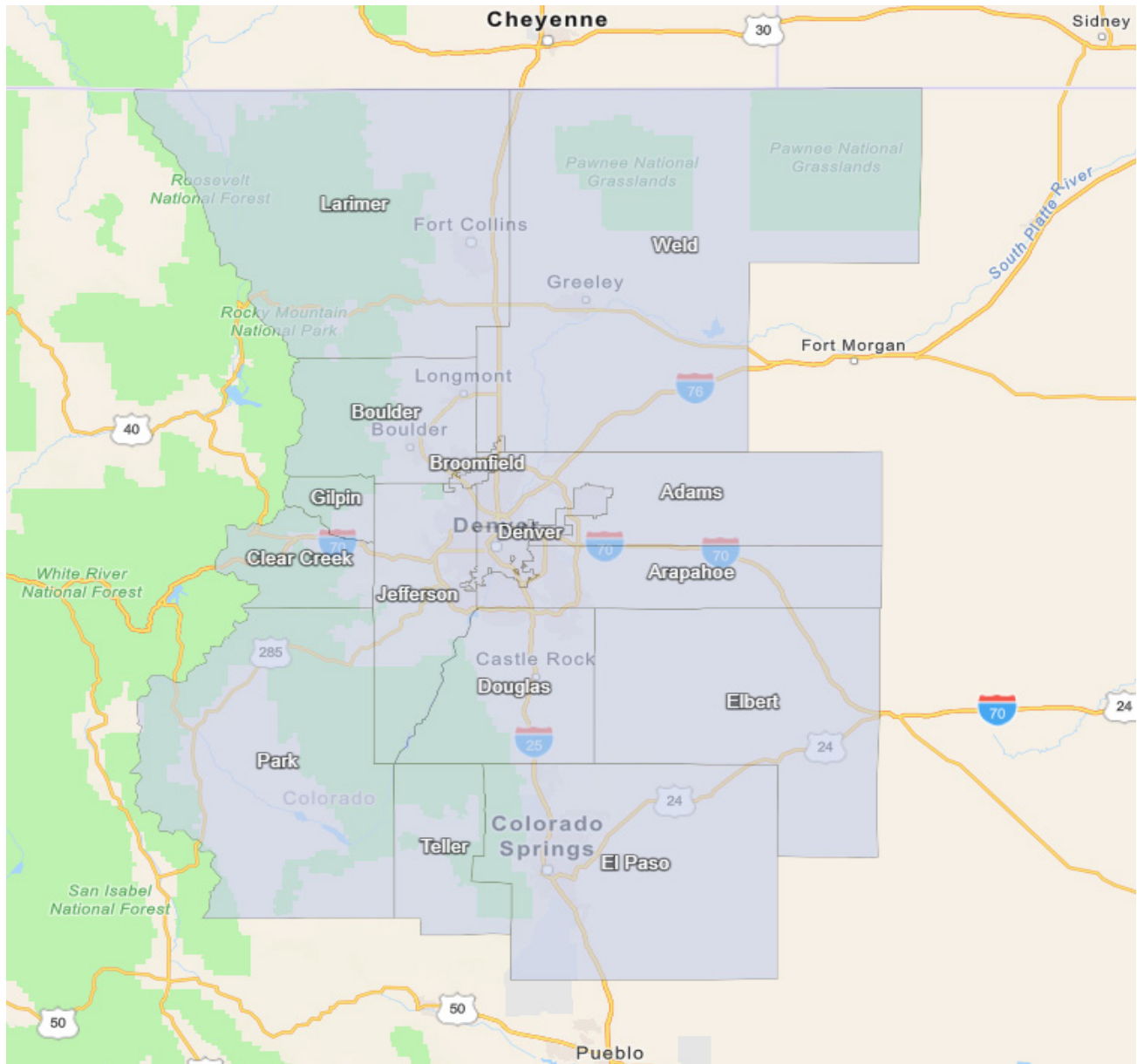
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# Geographical Area



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



The geographic region includes the following metropolitan areas:

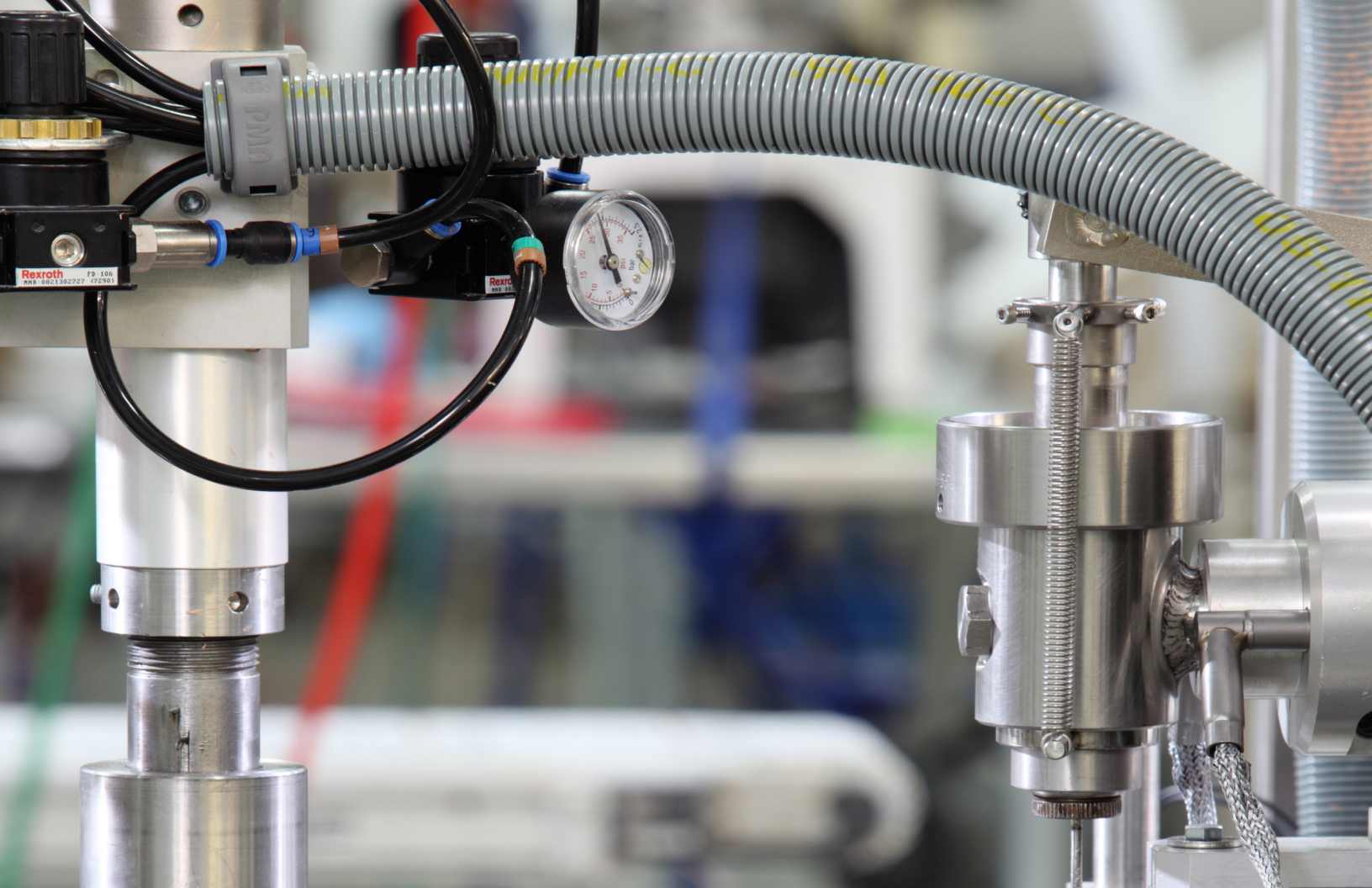
- Boulder
- Colorado Springs
- Denver-Aurora-Lakewood
- Fort Collins
- Greeley

In 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



# Manufacturing

▲ **1.4%** From prior year

# 5.1%

**Total Jobs in CO  
Urban Front Range**

The manufacturing sector employs 135,024 people in 4,931 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 \$59.6 billion in sales, and contributed \$27.4 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.



# 135,024

Total Jobs



# 4,931

Establishments



# 59.6 B

Total Sales

## Top Specialized Skills

- Project Management
- Systems Engineering
- Agile Methodology

## Top Software Skills

- Microsoft Office
- Python
- Linux

## Top Credentials

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

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 1.54 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

- 21,526 jobs
- 576 establishments
- 0.76 employment concentration
- 11.1 billion in sales
- 7.1% change to 2028
- \$63,047 average wage
- \$12,965 average employer paid benefits

## Beverage & Tobacco Product Manufacturing

NAICS  
**312**

### Numbers to Know

- 8,473 jobs
- 353 establishments
- 1.54 employment concentration
- 5.1 billion in sales
- 4.0% change to 2028
- \$65,064 average wage
- \$17,174 average employer paid benefits





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## Textile Mills

NAICS  
**313**

### Numbers to Know

- 49 jobs
  - 13 establishments
  - 0.03 employment concentration
  - 55.2 million in sales
  - 15.3% change to 2028
  - \$60,395 average wage
  - \$10,105 average employer paid benefits
- 

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## Textile Product Mills

NAICS  
**314**

### Numbers to Know

- 791 jobs
  - 95 establishments
  - 0.48 employment concentration
  - 162 million in sales
  - (10.7%) change to 2028
  - \$49,710 average wage
  - \$10,918 average employer paid benefits
- 

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## Apparel Manufacturing

NAICS  
**315**

### Numbers to Know

- 454 jobs
  - 56 establishments
  - 0.32 employment concentration
  - 104 million in sales
  - (4.3) change to 2028
  - \$47,528 average wage
  - \$11,103 average employer paid benefits
- 

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## Leather & Allied Product Manufacturing

NAICS  
**316**

### Numbers to Know

- 117 jobs
  - 15 establishments
  - 0.26 employment concentration
  - 42 million in sales
  - 7.2% change to 2028
  - \$44,043 average wage
  - \$9,856 average employer paid benefits
-

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## Wood Product Manufacturing

NAICS  
**321**

### Numbers to Know

- 2,765 jobs
  - 134 establishments
  - 0.40 employment concentration
  - 1.1 billion in sales
  - 1.2% change to 2028
  - \$71,516 average wage
  - \$13,569 average employer paid benefits
- 

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## Paper Manufacturing

NAICS  
**322**

### Numbers to Know

- 1,234 jobs
  - 36 establishments
  - 0.21 employment concentration
  - 550 million in sales
  - (2.8%) change to 2028
  - \$72,083 average wage
  - \$15,024 average employer paid benefits
- 

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## Printing & Related Support Activities

NAICS  
**323**

### Numbers to Know

- 3,855 jobs
  - 407 establishments
  - 0.65 employment concentration
  - 876 million in sales
  - (8.4%) change to 2028
  - \$61,234 average wage
  - \$10,750 average employer paid benefits
- 

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## Petroleum & Coal Products Manufacturing

NAICS  
**324**

### Numbers to Know

- 736 jobs
  - 15 establishments
  - 0.43 employment concentration
  - 4.3 billion in sales
  - 2.1% change to 2028
  - \$135,409 average wage
  - \$65,301 average employer paid benefits
-



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## Chemical Manufacturing

NAICS  
**325**

### Numbers to Know

- 8,297 jobs
  - 362 establishments
  - 0.57 employment concentration
  - 4.5 billion in sales
  - 5.4% change to 2028
  - \$86,215 average wage
  - \$26,109 average employer paid benefits
- 

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## Plastics & Rubber Products Manufacturing

NAICS  
**326**

### Numbers to Know

- 5,993 jobs
  - 153 establishments
  - 0.50 employment concentration
  - 2.2 billion in sales
  - 5.2% change to 2028
  - \$84,889 average wage
  - \$14,652 average employer paid benefits
- 

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## Nonmetallic Mineral Product Manufacturing

NAICS  
**327**

### Numbers to Know

- 6,674 jobs
  - 237 establishments
  - 0.98 employment concentration
  - 2.2 billion in sales
  - 0.7% change to 2028
  - \$71,972 average wage
  - \$14,485 average employer paid benefits
- 

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## Primary Metal Manufacturing

NAICS  
**331**

### Numbers to Know

- 1,114 jobs
  - 43 establishments
  - 0.19 employment concentration
  - 750 million in sales
  - 8.2% change to 2028
  - \$71,281 average wage
  - \$14,363 average employer paid benefits
-

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## Fabricated Metal Product Manufacturing

NAICS  
**332**

### Numbers to Know

- 12,305 jobs
  - 758 establishments
  - 0.53 employment concentration
  - 3.6 billion in sales
  - 2.2% change to 2028
  - \$69,527 average wage
  - \$12,797 average employer paid benefits
- 

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## Machinery Manufacturing

NAICS  
**333**

### Numbers to Know

- 10,255 jobs
  - 289 establishments
  - 0.56 employment concentration
  - 4.3 billion in sales
  - 3.0% change to 2028
  - \$88,280 average wage
  - \$17,836 average employer paid benefits
- 

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## Computer & Electronic Product Manufacturing

NAICS  
**334**

### Numbers to Know

- 23,091 jobs
  - 381 establishments
  - 1.29 employment concentration
  - 8.3 billion in sales
  - 0.9% change to 2028
  - \$128,345 average wage
  - \$22,081 average employer paid benefits
- 

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## Electrical Equipment, Appliance, & Component Manufacturing

NAICS  
**335**

### Numbers to Know

- 2,258 jobs
  - 93 establishments
  - 0.33 employment concentration
  - 890 million in sales
  - 8.7% change to 2028
  - \$95,836 average wage
  - \$28,338 average employer paid benefits
-



## Transportation Equipment Manufacturing

NAICS  
**336**

### Numbers to Know

- 11,095 jobs
- 165 establishments
- 0.39 employment concentration
- 5.1 billion in sales
- 4.3% change to 2028
- \$140,199 average wage
- \$27,483 average employer paid benefits

## Furniture & Related Product Manufacturing

NAICS  
**337**

### Numbers to Know

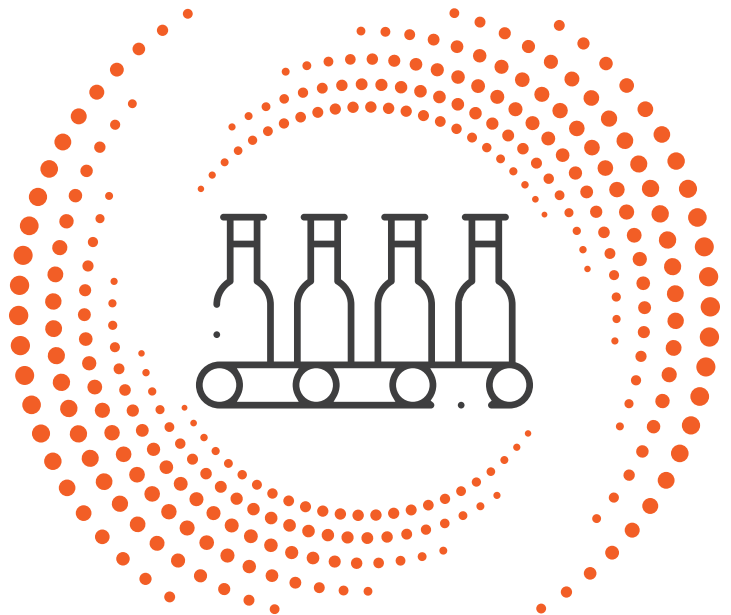
- 4,775 jobs
- 224 establishments
- 0.81 employment concentration
- 1.4 billion in sales
- (2.2%) change to 2028
- \$69,000 average wage
- \$10,600 average employer paid benefits

## Miscellaneous Manufacturing

NAICS  
**339**

### Numbers to Know

- 9,167 jobs
- 527 establishments
- 0.90 employment concentration
- 2.9 billion in sales
- 0.9% change to 2028
- \$82,152 average wage
- \$28,152 average employer paid benefits



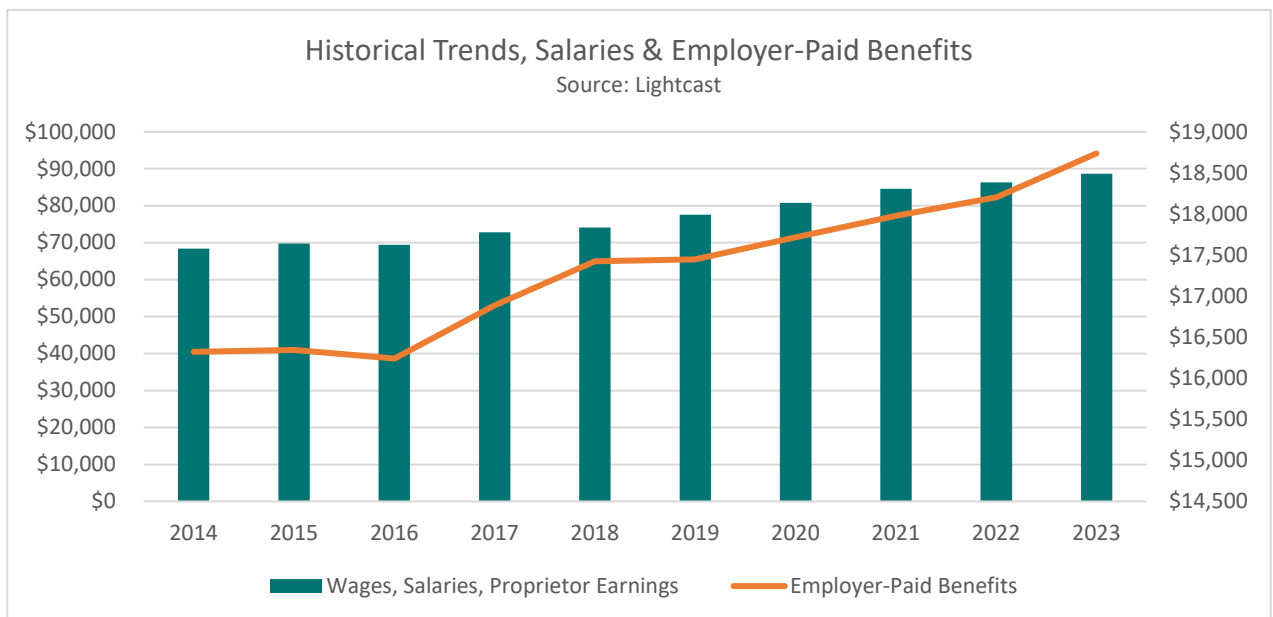
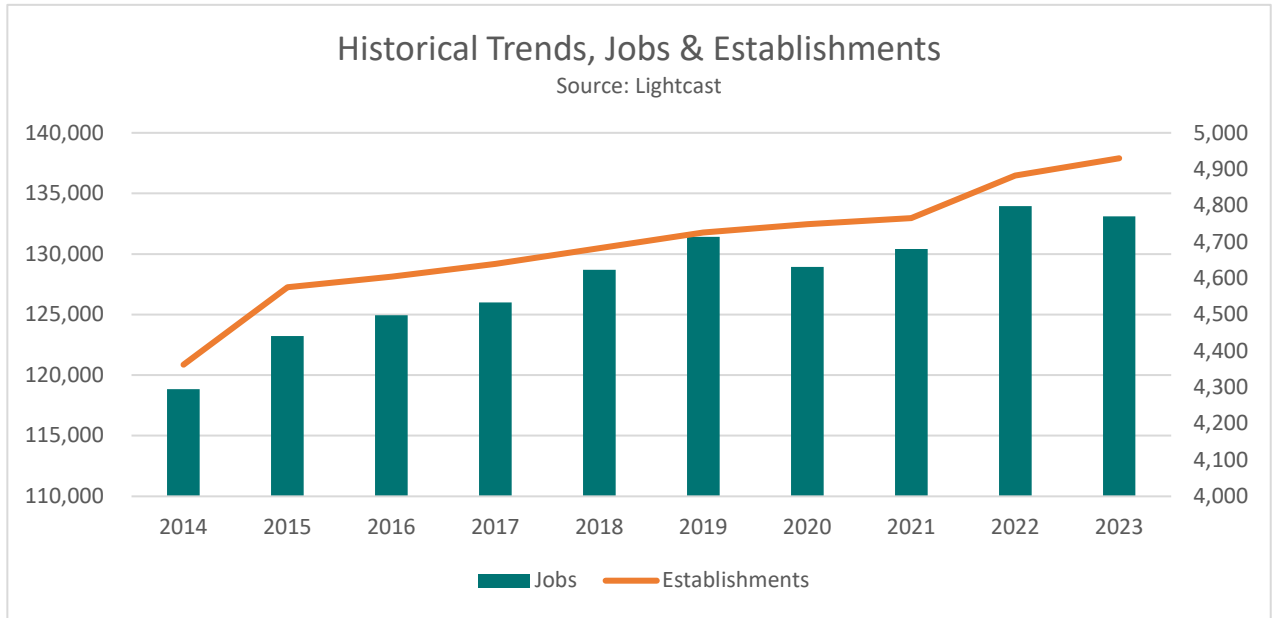


# Historical Trends



# Colorado Urban Front Range

The first graph shows the growth in jobs (green bars), and the growth in the number of establishments (orange line) in the sector between 2014 and 2023. 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.

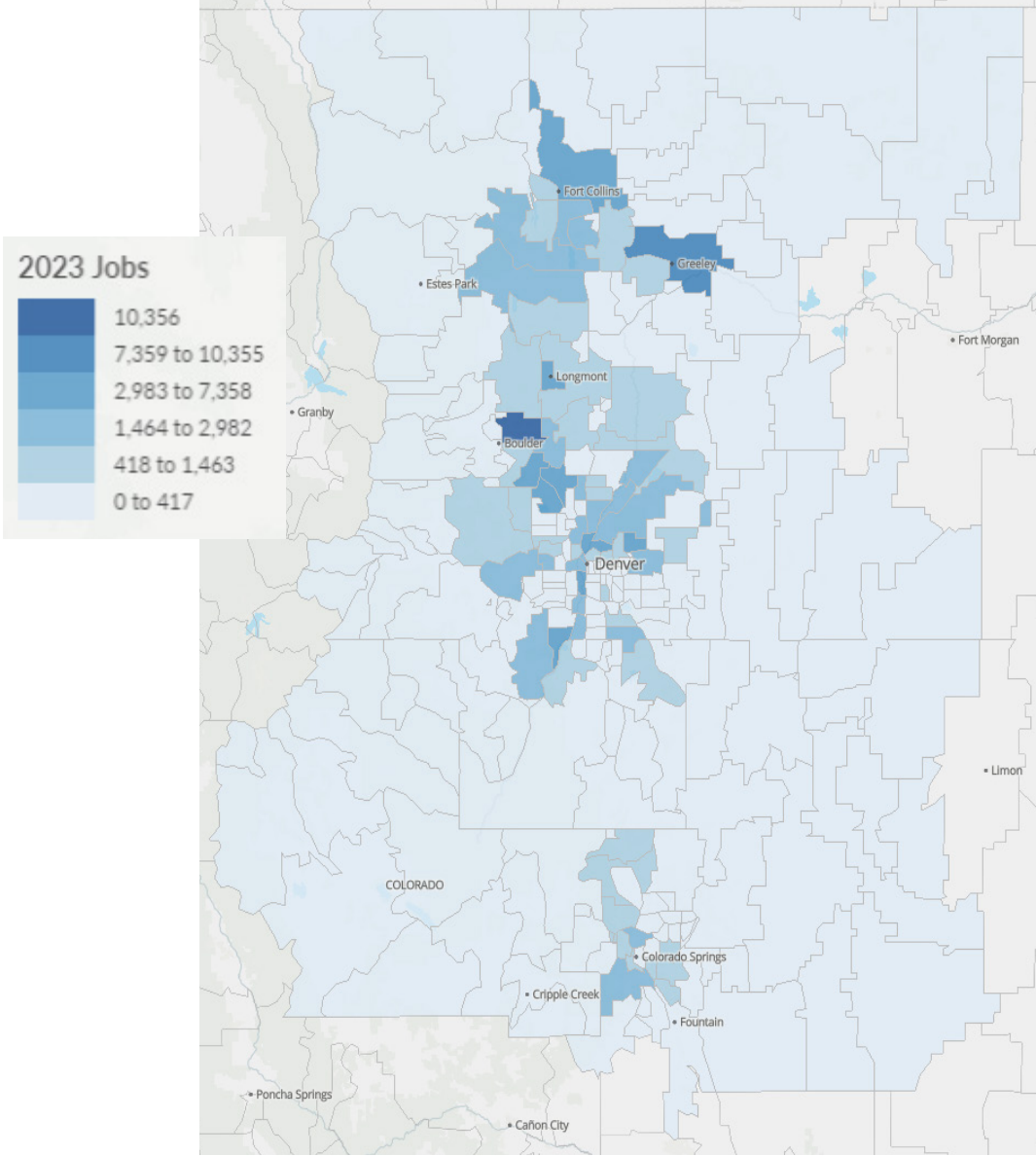


Source: Lightcast



**Employment  
Concentration**

# Employment Concentration Map



## Colorado Urban Front Range

The overall employment concentration in this sector is 0.86 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 - 14,690
- Employment Concentration - 0.70
- Current Wages, Salaries, & Proprietor Earnings - \$73,277
- Benefits - \$16,573
- Top Businesses - Steven Roberts Original Desserts, Merritt Trailers, Cummins Rocky Mountain LLC

## ARAPAHOE

- Jobs - 9,358
- Employment Concentration - 0.33
- Current Wages, Salaries, & Proprietor Earnings - \$78,249
- Benefits - \$17,044
- Top Businesses - United Launch Alliance, Norgren, Stolle Machinery

## BOULDER

- Jobs - 21,919
- Employment Concentration - 1.31
- Current Wages, Salaries, & Proprietor Earnings - \$97,776
- Benefits - \$20,397
- Top Businesses - Emerson Automation, Info Print Solutions, Xilinx

## BROOMFIELD

- Jobs - 4,578
- Employment Concentration - 1.23
- Current Wages, Salaries, & Proprietor Earnings - \$120,798
- Benefits - \$22,250
- Top Businesses - Ball Aerospace, Zoll Medical Corp, Carefree of Colorado

## CLEAR CREEK

- Jobs - 160
- Employment Concentration - 0.54
- Current Wages, Salaries, & Proprietor Earnings - \$41,983
- Benefits - \$11,220
- Top Businesses - Guanella Pass Brewing, Stein Brewing Company, Mountain Xpress Coffee Company

## DENVER

- Jobs - 19,363
- Employment Concentration - 0.40
- Current Wages, Salaries, & Proprietor Earnings - \$75,034
- Benefits - \$16,170
- Top Businesses - Gates Industrial, VF Corporation, Leprino Foods

## DOUGLAS

- Jobs - 2,482
- Employment Concentration - 0.20
- Current Wages, Salaries, & Proprietor Earnings - \$76,579
- Benefits - \$18,774
- Top Businesses - Echostar Communications, Streater, Oralabs

## GILPIN

- Jobs - <10
- Employment Concentration - 0.02
- Current Wages, Salaries, & Proprietor Earnings - *Insf. Data*
- Benefits - *Insf. Data*
- Top Businesses - Bethany Manufacturing, Carlson Heat Exchanger, Stafford

## PARK

- Jobs - 115
- Employment Concentration - 0.46
- Current Wages, Salaries, & Proprietor Earnings - \$40,634
- Benefits - \$10,201
- Top Businesses - DGID, D J Drucker & Associate, Dragon Forge Blacksmith

## EL PASO

- Jobs - 12,157
- Employment Concentration - 0.41
- Current Wages, Salaries, & Proprietor Earnings - \$75,569
- Benefits - \$15,425
- Top Businesses - Microchip Corporation, The Colorado College, Harris Corporation

## JEFFERSON

- Jobs - 20,600
- Employment Concentration - 0.99
- Current Wages, Salaries, & Proprietor Earnings - \$112,747
- Benefits - \$24,649
- Top Businesses - Lockheed Martin, Coleman Natural Foods, CoorsTek

## TELLER

- Jobs - 133
- Employment Concentration - 0.19
- Current Wages, Salaries, & Proprietor Earnings - \$62,990
- Benefits - \$12,005
- Top Businesses - Solmirus Corporation, Bier Werks, Victor Manufacturing

## ELBERT

- Jobs - 134
- Employment Concentration - 0.33
- Current Wages, Salaries, & Proprietor Earnings - \$59,573
- Benefits - \$11,931
- Top Businesses - Dangerlee Industries, Custom Manufacturing, Lone Cedar Enterprise

## LARIMER

- Jobs - 15,554
- Employment Concentration - 1.04
- Current Wages, Salaries, & Proprietor Earnings - \$103,482
- Benefits - \$20,703
- Top Businesses - SKF/CMC, New Belgium Brewing, Otterbox

## WELD

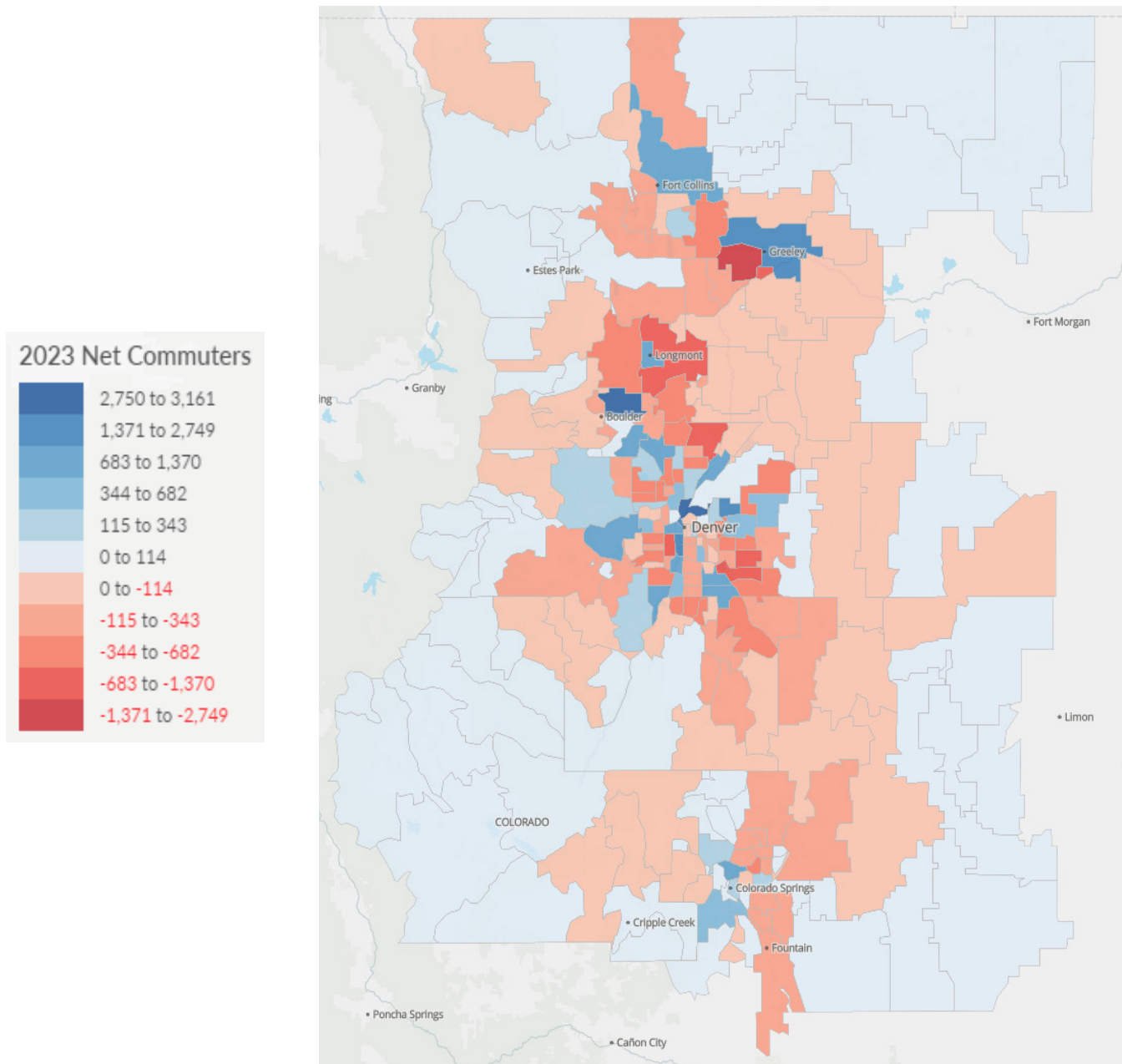
- Jobs - 13,774
- Employment Concentration - 1.38
- Current Wages, Salaries, & Proprietor Earnings - \$68,767
- Benefits - \$14,186
- Top Businesses - Pilgrim's Pride, JBS USA Food Company, Vestas Blades Factory





**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 good 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, 10,153 production workers live in Denver County. There are 16,746 manufacturing jobs in the county. This means an additional 6,593 production workers commute into Denver County each day to work in manufacturing facilities located there. Note: the latest commuter data available is from 2023.

County	Net Commuters	Resident Workers	Jobs
Denver	6,593	10,153	16,746
Boulder	2,883	6,548	9,431
Broomfield	346	1,935	2,282
Clear Creek	53	69	122
Gilpin	(41)	67	26
Park	(72)	160	88
Teller	(103)	300	197
Elbert	(140)	273	133
Larimer	(353)	8,307	7,954
El Paso	(354)	9,693	9,339
Adams	(657)	10,948	10,291
Arapahoe	(1,343)	9,415	8,072
Jefferson	(1,528)	11,836	10,308
Douglas	(2,489)	4,973	2,483
Weld	(2,975)	13,333	10,358

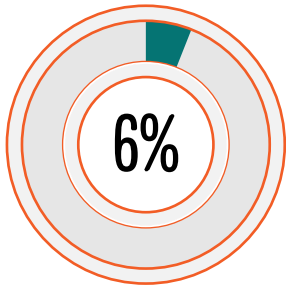
Source: Lightcast



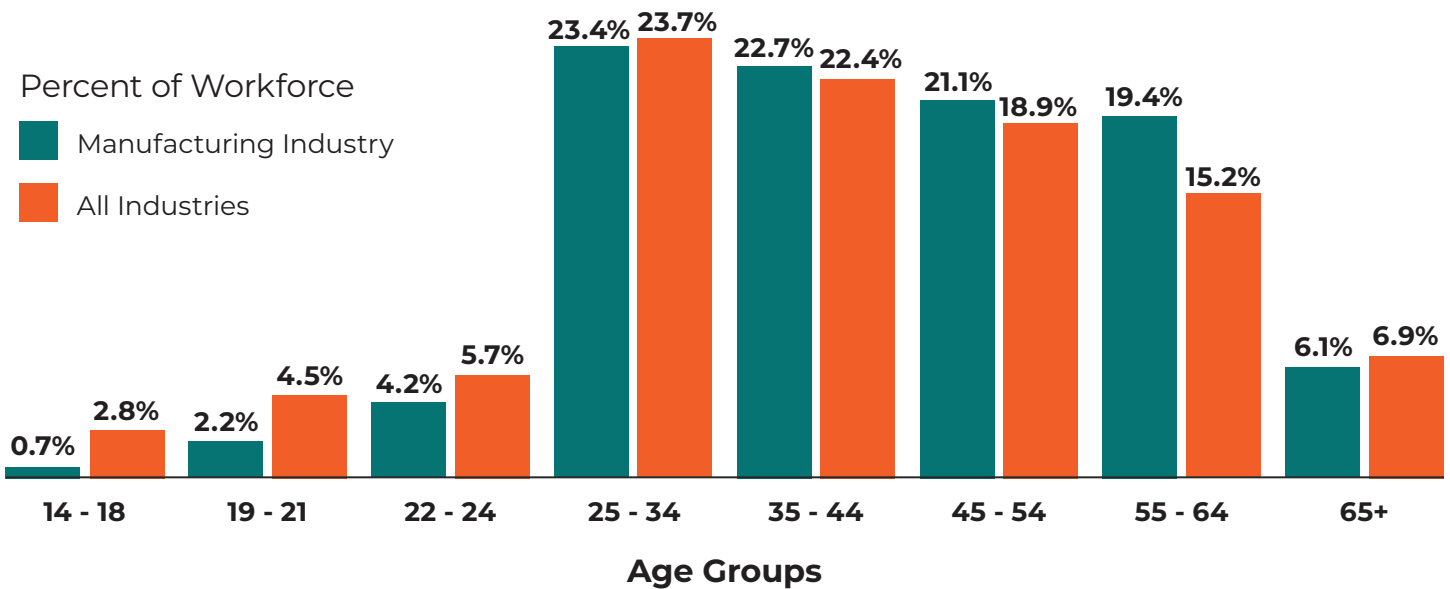


# | Demographics

## Comparative Retirement Risk

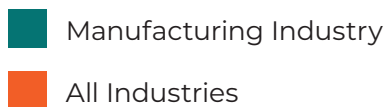


The comparative retirement risk for the manufacturing industry in the 15 county region is slightly lower than across all industries, with 6.1% of the workforce in the industry aged 65 or older, while 6.9% of the workforce across all industries are 65 years or older. Over the next few years retirement risk will grow based on the 55-64 age band. Also note the low number of young people entering the industry.



## Comparative Gender

Percent of Workforce



**Men**

**66.3%**

**52.4%**



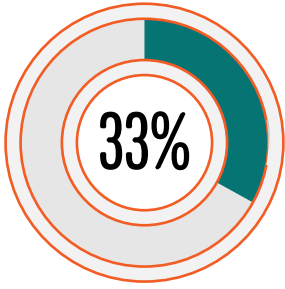
**Women**

**31.7%**

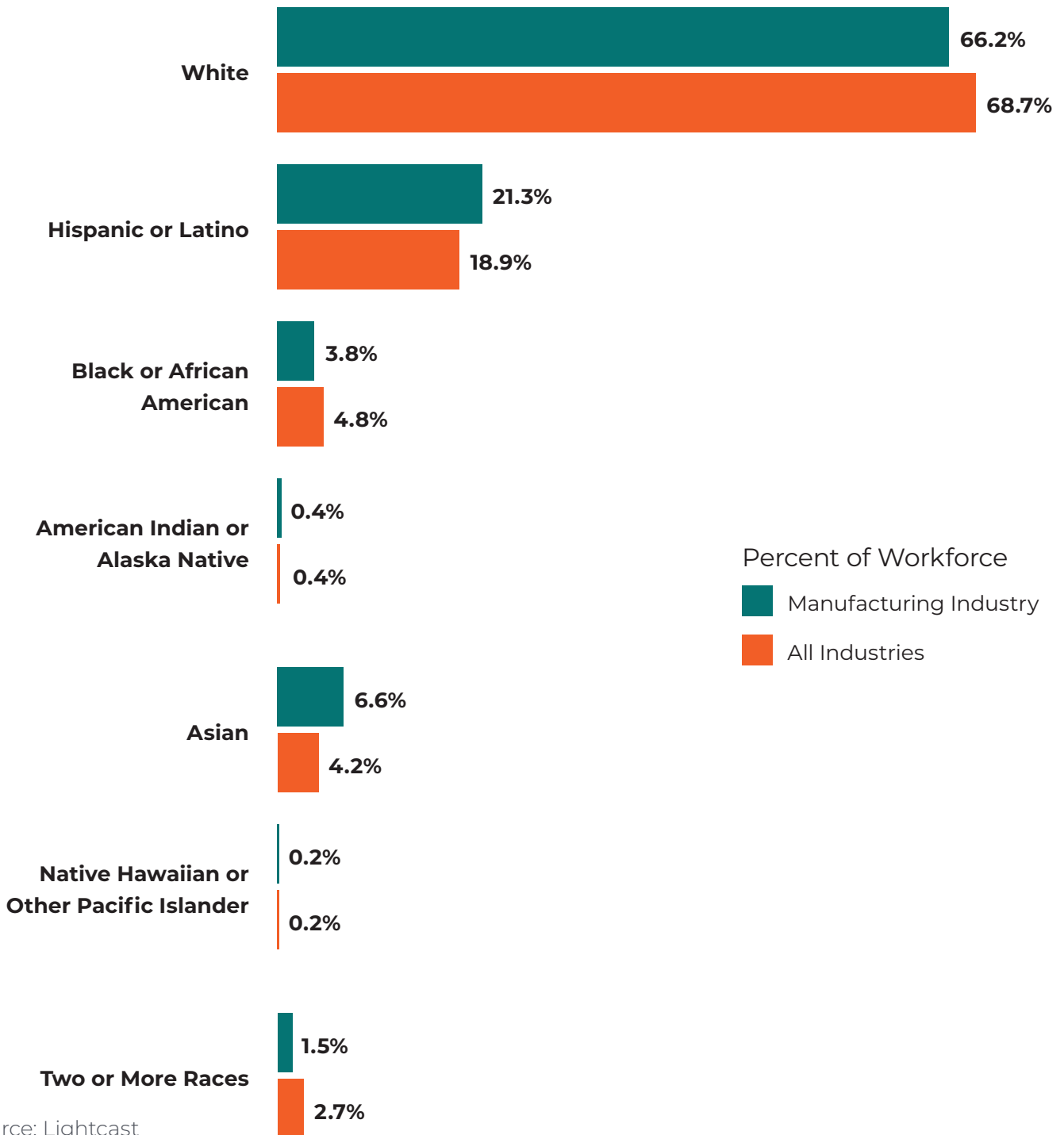
**47.6%**



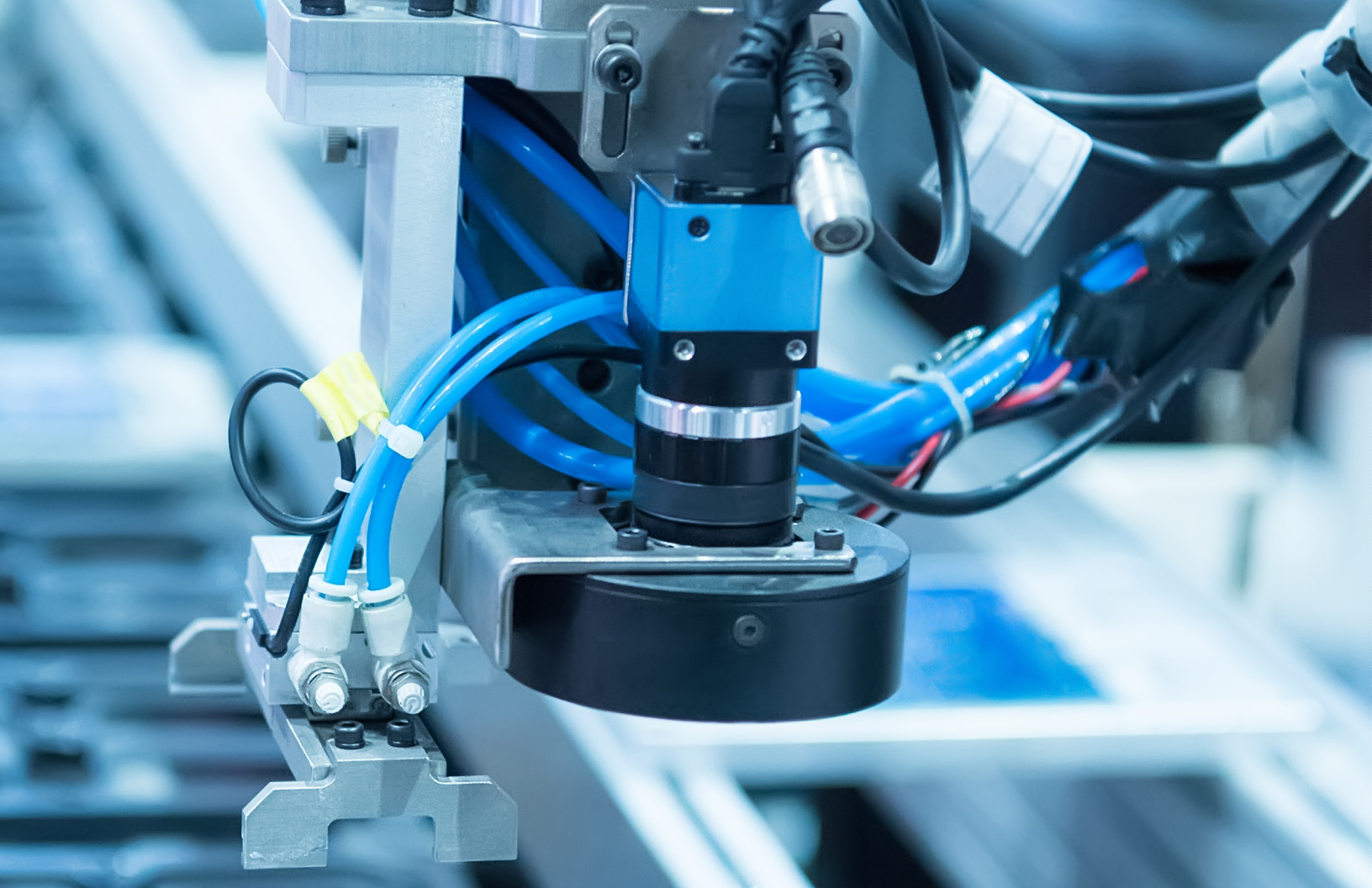
## Comparative Racial Diversity



This bar chart shows the racial and ethnic diversity in the industry versus 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. Manufacturing is more diverse than the overall average within the region, with overall diversity at only 33.8% of the sector's workforce, versus 30.6% across all industries.



Source: Lightcast

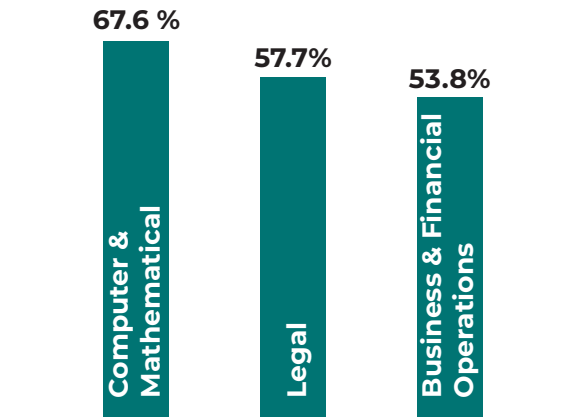


# Telework and Automation Strategies

# Remote Work Potential

## 19.4% Remote Work Capability for Sector

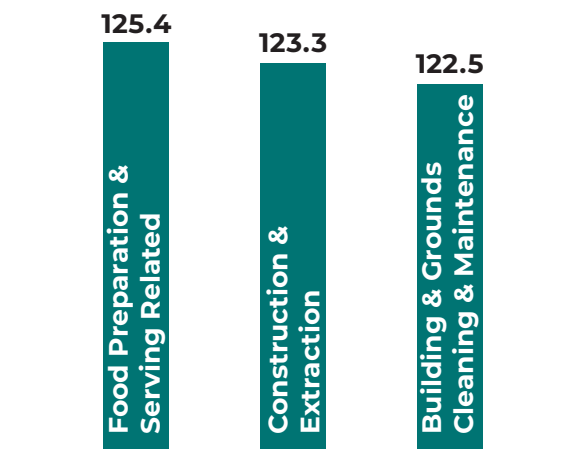
In a scarce labor market, a valid strategy for employers might be to review their staffing pattern and determine which positions, if any, can be employed remotely or on a hybrid work schedule. Approximately 19.4% of the workforce in manufacturing has at least partial teleworking capacity.



# Automation Index

## 99.0

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.



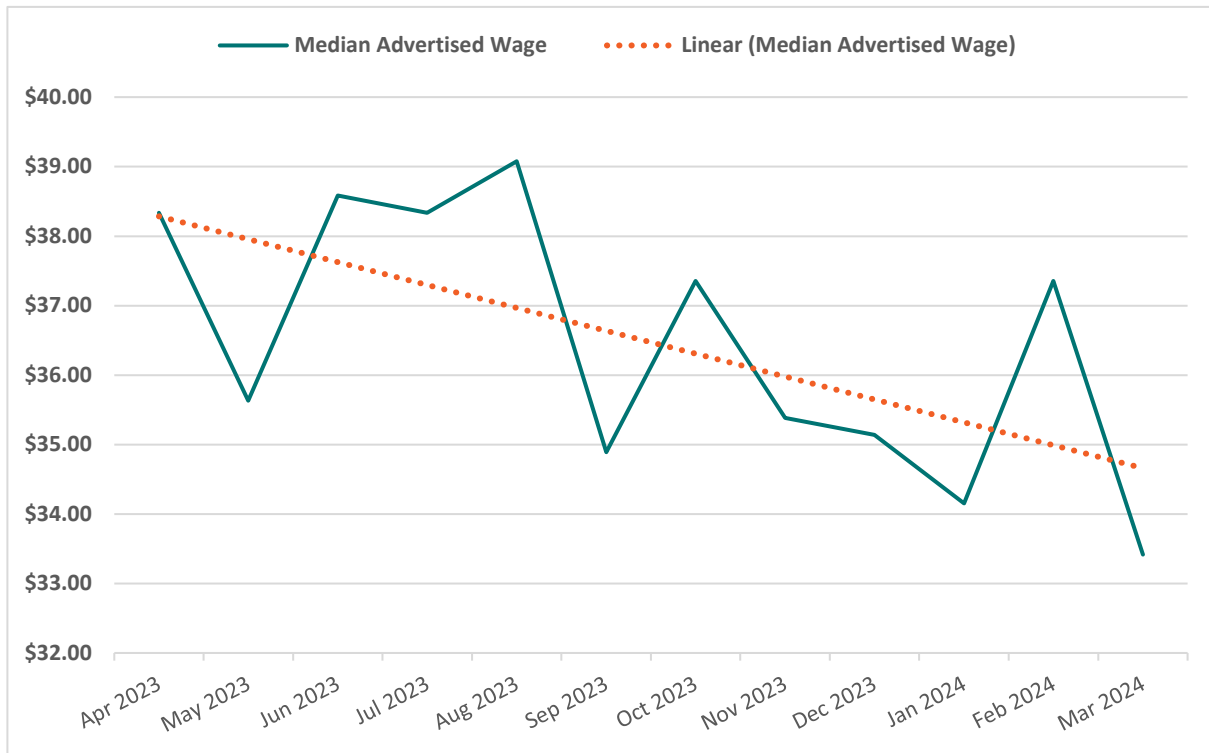


# Wages



# 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 2,862 software developers, but there are 43,280 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
11-1021	General & Operations Managers	2,459	1.8%	44,177	4,381
13-1028	Buyers & Purchasing Agents	1,696	1.3%	9,026	843
13-1199	Business Operations Specialists, All Other	1,774	1.3%	42,093	4,037
15-1252	Software Developers	2,862	2.1%	43,280	3,961
17-2112	Industrial Engineers	2,867	2.1%	4,964	374
17-2141	Mechanical Engineers	1,768	1.3%	5,189	388
41-4012	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	3,855	2.9%	26,792	2,591
43-5071	Shipping, Receiving, & Inventory Clerks	2,952	2.2%	14,731	1,537
51-1011	First-Line Supervisors of Production & Operating Workers	4,978	3.7%	7,660	793
51-2028	Electrical, Electronic, & Electromechanical Assemblers, Except Coil Winders, Tapers, & Finishers	3,675	2.7%	4,436	509
51-2098	Miscellaneous Assemblers & Fabricators	6,344	4.8%	10,896	1,186
51-3092	Food Batchmakers	2,586	1.9%	3,115	539
51-4041	Machinists	2,371	1.8%	3,052	335
51-4072	Molding, Coremaking, & Casting Machine Setters, Operators, & Tenders, Metal & Plastic	1,799	1.3%	2,118	203
51-4121	Welders, Cutters, Solderers, & Brazers	2,154	1.6%	4,309	470
51-9012	Separating, Filtering, Clarifying, Precipitating, & Still Machine Setters, Operators, & Tenders	1,802	1.3%	2,165	217
51-9061	Inspectors, Testers, Sorters, Samplers, & Weighers	2,553	1.9%	4,697	590
51-9111	Packaging & Filling Machine Operators & Tenders	3,068	2.2%	3,960	501
53-3032	Heavy & Tractor-Trailer Truck Drivers	1,722	1.3%	24,351	2,849
53-7062	Laborers & Freight, Stock, & Material Movers, Hand	2,430	1.8%	26,731	4,136

	Median Posted Wage	Entry Level Wage	Median Wage	Highly Experienced Level Wage	Typical On-the-Job Training	Typical Entry Level Education
	\$33.42	\$41.83	\$60.94	\$88.45	None	Bachelor's degree
	\$37.60	\$28.26	\$36.17	\$47.19	Moderate-term OJT	Bachelor's degree
	\$40.06	\$29.62	\$39.02	\$51.78	None	Bachelor's degree
	\$61.72	\$48.84	\$62.27	\$76.84	None	Bachelor's degree
	\$51.63	\$37.78	\$47.06	\$60.24	None	Bachelor's degree
	\$49.42	\$38.83	\$47.86	\$61.50	None	Bachelor's degree
	\$34.15	\$23.75	\$34.09	\$48.27	Moderate-term OJT	High school diploma or GED
	\$20.25	\$17.00	\$19.30	\$22.97	Short-term OJT	High school diploma or GED
	\$32.43	\$25.24	\$32.74	\$40.99	None	High school diploma or GED
	\$21.48	\$17.50	\$19.78	\$23.97	Moderate-term OJT	High school diploma or GED
	\$20.00	\$16.05	\$18.57	\$21.45	Moderate-term OJT	High school diploma or GED
	\$17.29	\$15.77	\$17.88	\$22.20	Moderate-term OJT	High school diploma or GED
	\$26.95	\$20.95	\$24.71	\$29.83	Long-term OJT	High school diploma or GED
	Insf. Data	\$17.41	\$19.75	\$22.65	Moderate-term OJT	High school diploma or GED
	\$24.00	\$21.40	\$24.02	\$29.25	Moderate-term OJT	High school diploma or GED
	\$20.49	\$18.34	\$21.47	\$25.22	Moderate-term OJT	High school diploma or GED
	\$25.05	\$18.42	\$22.68	\$29.04	Moderate-term OJT	High school diploma or GED
	\$19.63	\$16.01	\$18.59	\$23.76	Moderate-term OJT	High school diploma or GED
	\$29.35	\$22.82	\$26.16	\$29.40	Short-term OJT	Postsecondary nondegree award
	\$19.51	\$17.18	\$19.08	\$22.11	Short-term OJT	No formal educational credential



# 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.



## Miscellaneous Assemblers & Fabricators

- % Employment 4.8%
- Unique Postings 1,228
- Posted Salary \$20.00
- Hires 10,814
- Separations 10,884
- Turnover Rate 100.5%

Top Skills: Warehousing, Machinery, Housekeeping



## First-Line Supervisors of Production & Operating Workers

- % Employment 3.7%
- Unique Postings 3,103
- Posted Salary \$32.43
- Hires 4,146
- Separations 4,000
- Turnover Rate 53.1%

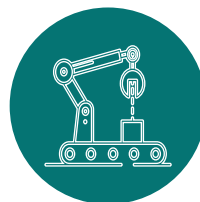
Top Skills: Project Management, Process Improvement, Workflow Management



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

- % Employment 2.9%
- Unique Postings 9,417
- Posted Salary \$34.15
- Hires 13,683
- Separations 13,088
- Turnover Rate 49.6%

Top Skills: Sales Prospecting, Selling Techniques, Marketing



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

- % Employment 2.7%
- Unique Postings 571
- Posted Salary \$21.48
- Hires 2,297
- Separations 2,257
- Turnover Rate 51.6%

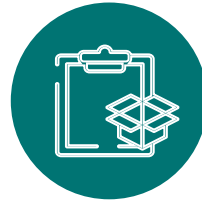
Top Skills: Soldering, Hand Tools, Electrical Wiring



### First-Line Supervisors of Production and Operating Workers

- % Employment 2.2%
- Unique Postings 343
- Posted Salary \$19.63
- Hires 3,401
- Separations 3,344
- Turnover Rate 86.8%

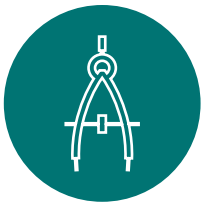
Top Skills: Packaging Machine Operation, Machinery, Warehousing



### Shipping, Receiving, & Inventory Clerks

- % Employment 2.2%
- Unique Postings 3,457
- Posted Salary \$20.25
- Hires 11,399
- Separations 12,017
- Turnover Rate 82.3%

Top Skills: Warehousing, Merchandising, Shipping and Receiving



### Industrial Engineers

- % Employment 2.1%
- Unique Postings 2,793
- Posted Salary \$51.63
- Hires 1,659
- Separations 1,422
- Turnover Rate 29.5%

Top Skills: Project Management, Automation, Python



### Software Developers

- % Employment 2.1%
- Unique Postings 14,853
- Posted Salary 61.72
- Hires 17,753
- Separations 12,786
- Turnover Rate 31.1%

Top Skills: Software Engineering, Agile Methodology, Computer Science



### Inspectors, Testers, Sorters, Samplers, & Weighers

- % Employment 1.9%
- Unique Postings 2,616
- Posted Salary \$25.05
- Hires 3,769
- Separations 3,658
- Turnover Rate 79.4%

Top Skills: Auditing, Quality Management, Calipers



### Food Batchmakers

- % Employment 1.9%
- Unique Postings 19
- Posted Salary \$17.29
- Hires 3,849
- Separations 3,617
- Turnover Rate 120.3%

Top Skills: Food Safety and Sanitation, Equipment Inspection, Product Knowledge



### General & Operations Managers

- % Employment 1.8%
- Unique Postings 10,401
- Posted Salary \$33.42
- Hires 26,916
- Separations 23,915
- Turnover Rate 55.7%

Top Skills: Marketing, Operations Management, Product Knowledge



### Laborers and Freight, Stock, & Material Movers, Hand

- % Employment 1.8%
- Unique Postings 11,297
- Posted Salary \$19.51
- Hires 37,678
- Separations 35,087
- Turnover Rate 135.8%

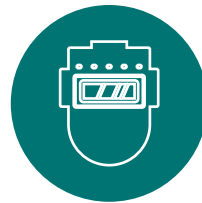
Top Skills: Warehousing, Forklift, Palletizing



### Machinists

- % Employment 1.8%
- Unique Postings 475
- Posted Salary \$26.95
- Hires 1,655
- Separations 1,583
- Turnover Rate 52.7%

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



### Welders, Cutters, Solderers, & Brazers

- % Employment 1.6%
- Unique Postings 476
- Posted Salary \$24.00
- Hires 3,027
- Separations 2,913
- Turnover Rate 68.9%

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



### Molding, Coremaking, & Casting Machine Setters, Operators, & Tenders, Metal & Plastic

- % Employment 1.3%
- Unique Postings 0
- Posted Salary Insf. Data
- Hires 1,458
- Separations 1,515
- Turnover Rate 71.9%

Top Skills: N/A



### Separating, Filtering, Clarifying, Precipitating, & Still Machine Setters, Operators, & Tenders

- % Employment 1.3%
- Unique Postings 162
- Posted Salary \$20.49
- Hires 1,174
- Separations 1,420
- Turnover Rate 66.4%

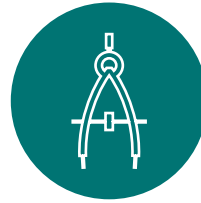
Top Skills: Forklift, Fermentation, Safety Standards



## Business Operations Specialists, All Other

- % Employment 1.3%
- Unique Postings 790
- Posted Salary \$40.06
- Hires 25,405
- Separations 26,158
- Turnover Rate 63.2%

Top Skills: Marketing, Project Management, E-Commerce



## Mechanical Engineers

- % Employment 1.3%
- Unique Postings 2,668
- Posted Salary \$49.42
- Hires 1,713
- Separations 1,438
- Turnover Rate 28.6%

Top Skills: Mechanical Engineering, Project Management, Mechanical Design



## Heavy & Tractor-Trailer Truck Drivers

- % Employment 1.3%
- Unique Postings 15,091
- Posted Salary \$29.35
- Hires 21,933
- Separations 21,194
- Turnover Rate 88.7%

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



## Buyers & Purchasing Agents

- % Employment 1.3%
- Unique Postings 3,566
- Posted Salary \$37.60
- Hires 5,136
- Separations 5,570
- Turnover Rate 62.3%

Top Skills: Procurement, Purchasing, Contract 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>.



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If you want to connect to a consultant, please email the team at [apprenticeship@arapahoegov.com](mailto:apprenticeship@arapahoegov.com)

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