

Colorado Chamber of Commerce | Aspen Tech Labs

# Quarterly Jobs Report

Q1 2024



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# Introduction

The [Colorado Chamber of Commerce](#) and [Aspen Tech Labs](#) (ATL) have partnered to provide quarterly data on Colorado's workforce statistics and trends. Utilizing ATL's database of more than 8 million job vacancies worldwide from over 150,000 companies, these reports are meant to provide big-picture data to highlight key insights on Colorado's economy.

## Quarterly Benchmark: Q1 2024 Job Market Data

During the first quarter of 2024 the number of job vacancies in Colorado saw a slight increase, with a 4.1% change observed between the beginning and end of the period. Wages in the state also went up in Q1, with a 2.8% increase in the median full-time salary from January 8, 2024. Part time wages saw an increase by 1.4%.

It's worth noting that Colorado had the 14th highest median full-time salary compared to all other states, indicating that the state may offer competitive compensation for job seekers. Colorado is above the national average in full-time salaries and just at the median for part-time salaries. Additionally, the state ranks 20th in the average number of vacancies per capita, suggesting that there may be a range of job opportunities available to those in search for employment.

Additionally, Colorado experienced a 15% uptick in remote job listings, indicating work from home trends are here to stay.

## What's New:

As part of a new initiative, we present the Industry Spotlight section (see page 10), dedicated to exploring the latest trends and developments shaping various sectors within the Colorado economy. This quarter, our focus was on the K-12 education sector and examining the recent increase in vacancies. Schools are hiring! If you zoom out, this looks to be a seasonal trend as districts look ahead to next year. We also explore the top employers hiring, most in demand job titles, and how teacher salaries in Colorado compare to the national average.

## Data Notes:

The report begins on **January 8th** to mitigate the impact of job listings reposted from the previous year, thereby providing a more accurate representation of job market trends for Q1 2024.

The jobs data used in the Job Market Pulse platform comes directly from ATL's [JobsIndex](#), which is the largest pool of organic jobs collected directly from corporate career sites and applicant tracking systems. With Job Market Pulse, customers use real-time jobs data to make critical business and competitive decisions.

Given the breadth and diversity of the Job Market Pulse, ATL's data is geographically representative and covers all industries. The coverage of Job Market Pulse will continue to grow in 2024.

# Vacancy Summary

## 109K

Vacancies as of Jan. 8

## 4.1% (+4,436)

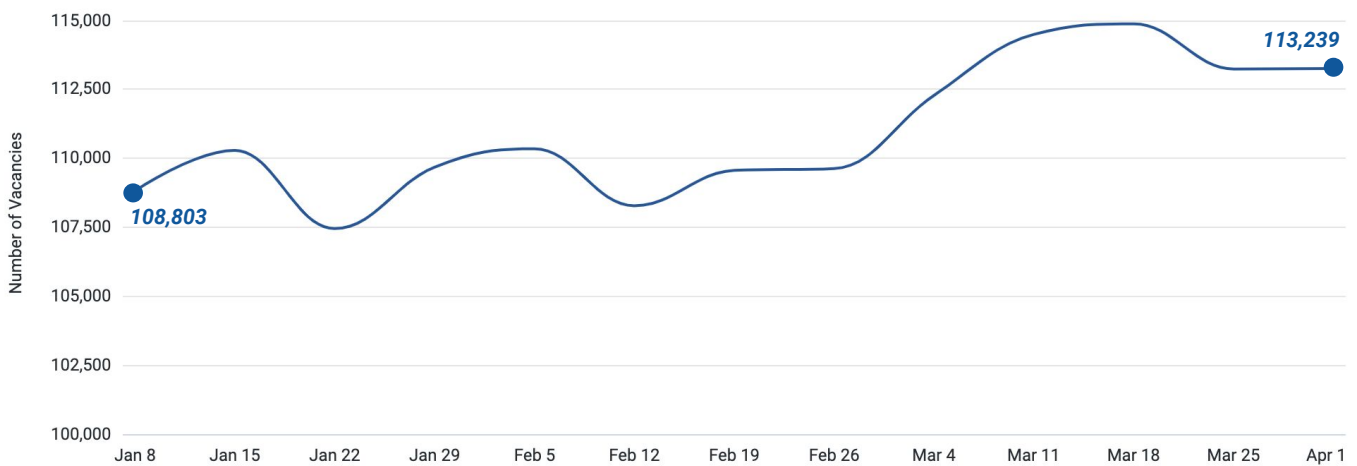


## 113K

Vacancies as of April 1

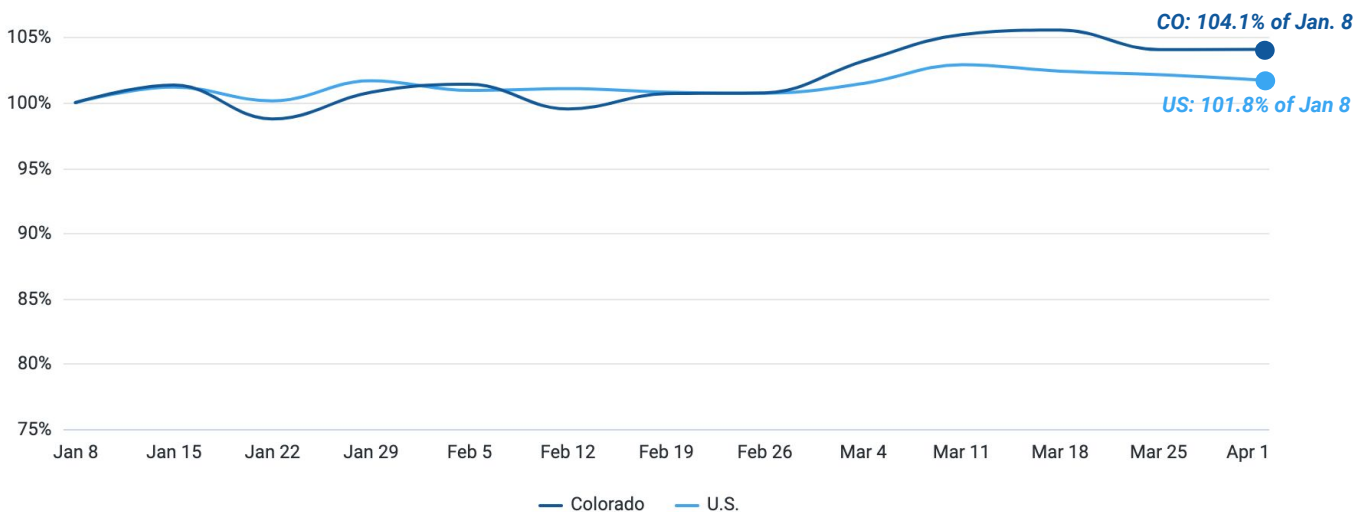
### Q1 2024 Vacancy Trend

Weekly vacancy totals



### Q1 2024 Vacancy Trend: CO vs. U.S.

Indexed to Jan. 8



\*The first week of the year is excluded to minimize the effect of jobs that expire and are re-added around the start of the year.

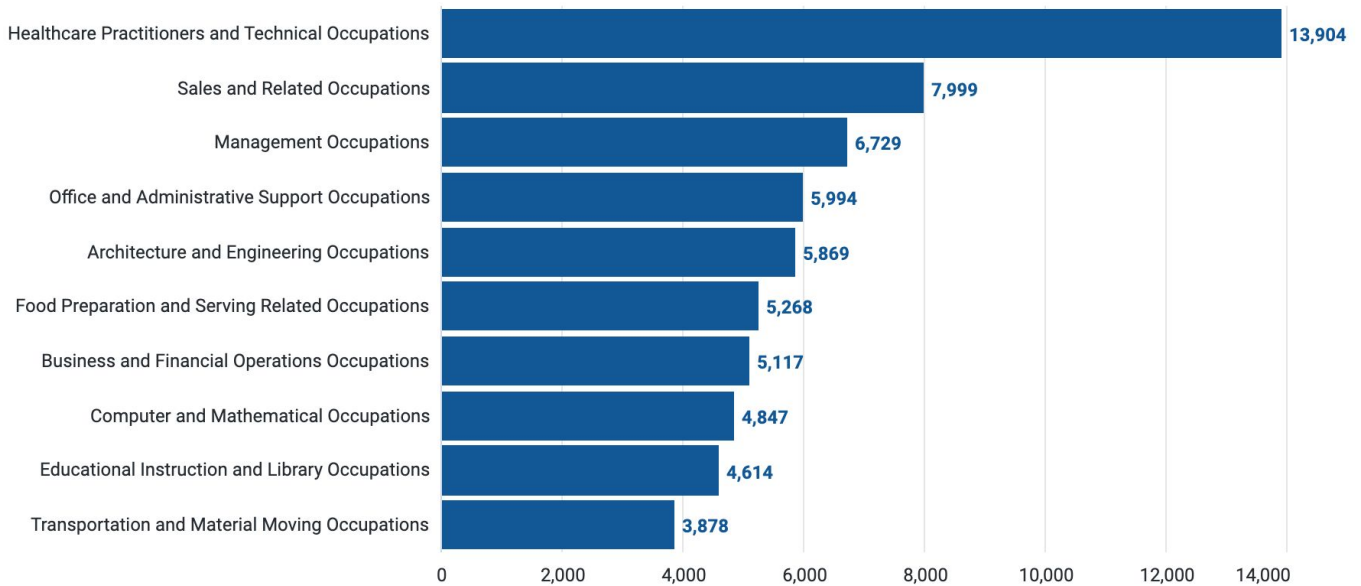
**Average Q1 2024 Weekly Vacancy Inflow**  
 An average of 13K new vacancies were added each week



These new vacancies accounted for 10.4% of the 124K **Average Weekly Total Vacancies**

### Vacancies by Category

ONET Major Groups as of Qtr. End



### Vacancies by Metro

	Metro	Start of Qtr.	End of Qtr.	Change	Percent Change
1	Denver-Aurora-Centennial, CO	59,796	61,656	1,860	3%
2	Colorado Springs, CO	11,826	12,181	355	3%
3	Fort Collins-Loveland, CO	5,251	5,999	748	14%
4	Boulder, CO	5,778	6,660	882	15%
5	Greeley, CO	4,042	4,247	205	5%
6	Pueblo, CO	2,676	2,549	-127	-5%
7	Grand Junction, CO	2,381	2,440	59	2%
8	Durango, CO	917	900	-17	-2%
9	Rifle, CO	1,751	1,876	125	7%
10	Montrose, CO	720	704	-16	-2%

## Remote

**2.9K**

Remote Vacancies as of Qtr. End

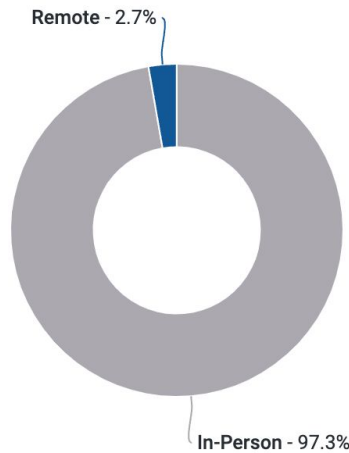
**+15.1% (+437)**



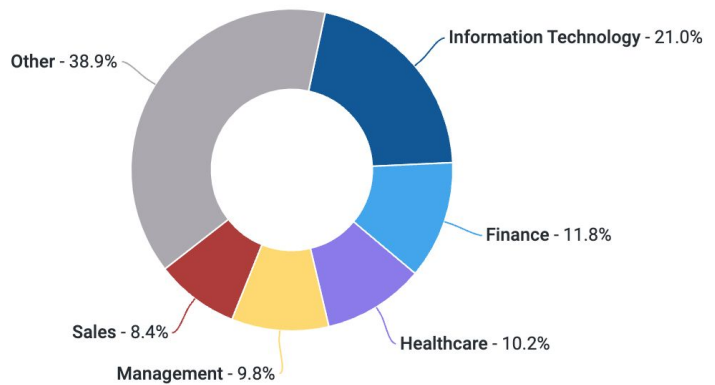
**3.3K**

Remote Vacancies as of Qtr. End

### Remote Vacancies



### Remote Vacancies by Category



*\*These job listings are only for Colorado companies offering remote positions*

## Internships and Apprenticeships

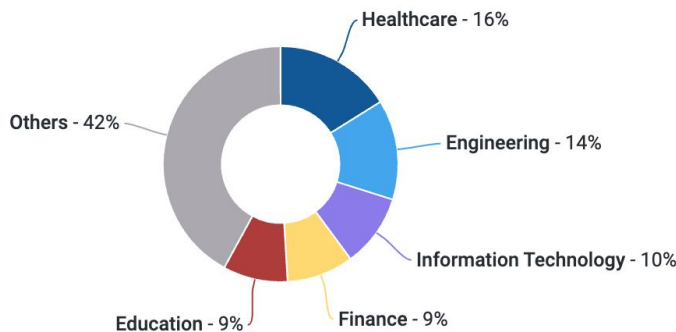
**1,652**

Internships as of Qtr. End

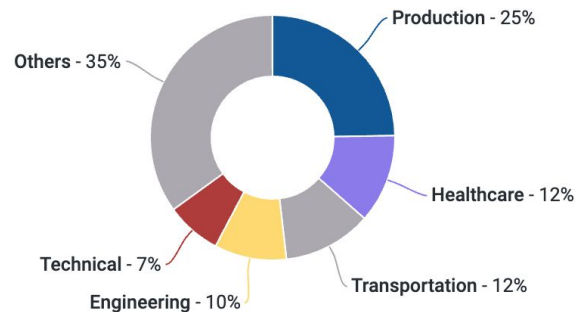
**1,203**

Apprenticeships as of Qtr. End

### Internship Categories



### Apprenticeship Categories



*\*These numbers are based on the job descriptions that contain either 'Internship' or 'Apprenticeship'*

### Cities with Internships

As of Qtr. End

	City	Number of Vacancies
1	Denver	493
2	Colorado Springs	135
3	Boulder	93
4	Fort Collins	72
5	Greeley	60
6	Golden	50
7	Lakewood	48
8	Englewood	44
9	Aurora	40
10	London	37

### Cities with Apprenticeships

As of Qtr. End

	City	Number of Vacancies
1	Denver	249
2	Colorado Springs	111
3	Greeley	88
4	Aurora	68
5	Lakewood	41
6	Englewood	34
7	Henderson	31
8	Littleton	29
9	Pueblo	27
10	Loveland	26

### ONET Categories - Largest Job Growth

	Major Group	Start of Qtr.	End of Qtr.	Change	Percent Change
1	Educational Instruction and Library Occupations	3,144	5,248	2,104	67%
2	Legal Occupations	328	442	114	35%
3	Life, Physical, and Social Science Occupations	755	852	97	13%
4	Protective Service Occupations	1,019	1,124	105	10%
5	Community and Social Service Occupations	1,132	1,241	109	10%
6	Computer and Mathematical Occupations	4,898	5,307	409	8%
7	Sales and Related Occupations	8,343	8,927	584	7%
8	Arts, Design, Entertainment, Sports, and Media Occupations	2,890	3,089	199	7%
9	Personal Care and Service Occupations	2,072	2,195	123	6%
10	Business and Financial Operations Occupations	5,788	6,054	266	5%

### ONET Categories - Largest Job Decline

	Major Group	Start of Qtr.	End of Qtr.	Change	Percent Change
1	Transportation and Material Moving Occupations	5,115	4,683	-432	-8%
2	Production Occupations	2,860	2,638	-222	-8%
3	Healthcare Support Occupations	3,074	2,883	-191	-6%
4	Office and Administrative Support Occupations	7,138	6,922	-216	-3%
5	Healthcare Practitioners and Technical Occupations	15,519	15,098	-421	-3%

## Salary Data

**\$55,640**

Median Full-time Salary  
as of Jan. 8

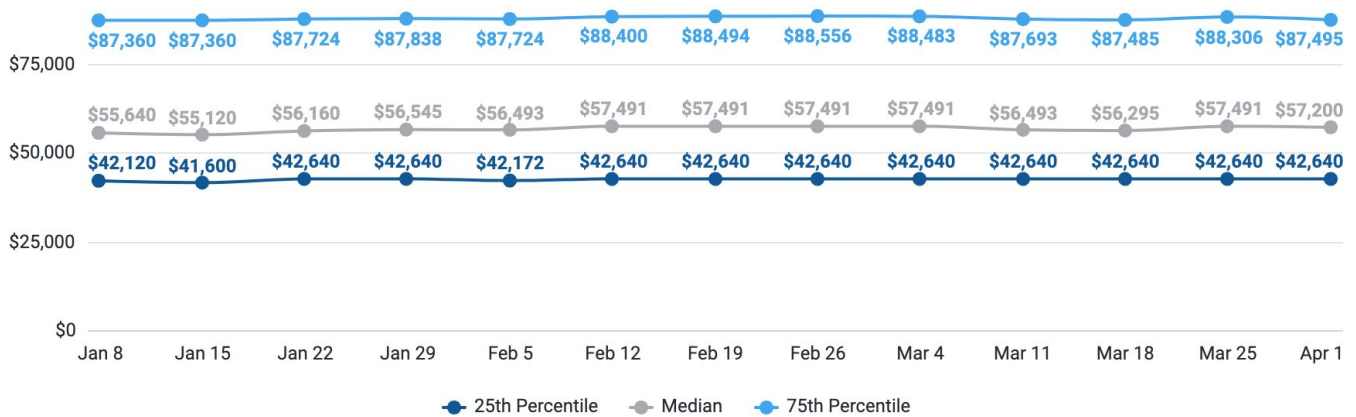
**+2.8% (+\$1,560/yr.)**



**\$57,200**

Median Full-time Salary  
as of Apr. 1

### Full-Time Salary Trend



**\$17.75**

Median Part-time Salary  
as of Jan. 8

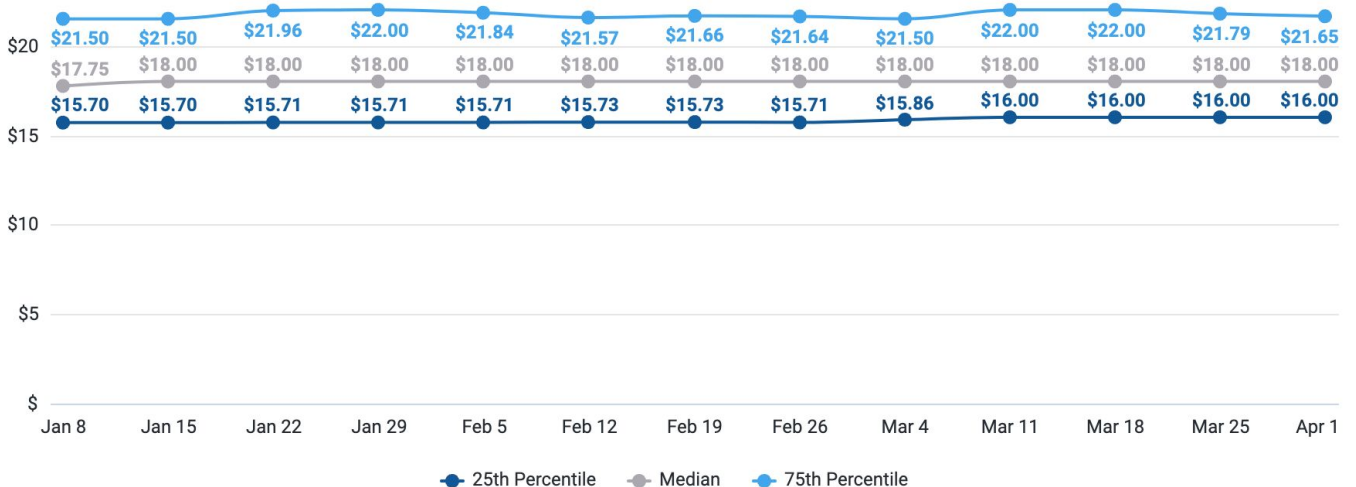
**+1.4% (+\$0.25/hr.)**



**\$18.00**

Median Part-time Salary  
as of Apr. 1

### Part-Time Salary Trend



## Median Salary by Metro

*\$/Yr. and \$/Hr. Respectively - At Qtr. End*

	Metro	Full-Time	Part-Time
1	Denver-Aurora-Centennial, CO	\$58,885	\$18.50
2	Montrose, CO	\$58,240	\$20.50
3	Cañon City, CO	\$57,928	\$16.00
4	Boulder, CO	\$57,491	\$17.50
5	Colorado Springs, CO	\$57,075	\$16.50
6	Rifle, CO	\$56,753	\$21.00
7	Pueblo, CO	\$54,756	\$16.30
8	Edwards, CO	\$54,444	\$21.00
9	Steamboat Springs, CO	\$51,584	\$22.41
10	Fort Collins-Loveland, CO	\$51,147	\$17.00
11	Greeley, CO	\$50,960	\$17.04
12	Grand Junction, CO	\$49,993	\$17.25
13	Breckenridge, CO	\$49,993	\$19.25
14	Alamosa, CO	\$47,996	\$18.00
15	Fort Morgan, CO	\$47,986	\$16.00

## Top Paying Categories

*ONET Minor Groups - All Qtr. Data*

	Category	Salary Midpoint - 50th Percentile (annual)
1	Military Officer Special and Tactical Operations Leaders	\$127,494
2	Computer Occupations	\$114,993
3	Architects, Surveyors, and Cartographers	\$103,293
4	Engineers	\$100,235
5	Air Transportation Workers	\$98,530
6	Mathematical Science Occupations	\$97,490
7	Social Scientists and Related Workers	\$97,490
8	Healthcare Diagnosing or Treating Practitioners	\$90,823
9	Operations Specialties Managers	\$89,991
10	Occupational Therapy and Physical Therapist Assistants and Aides	\$87,360

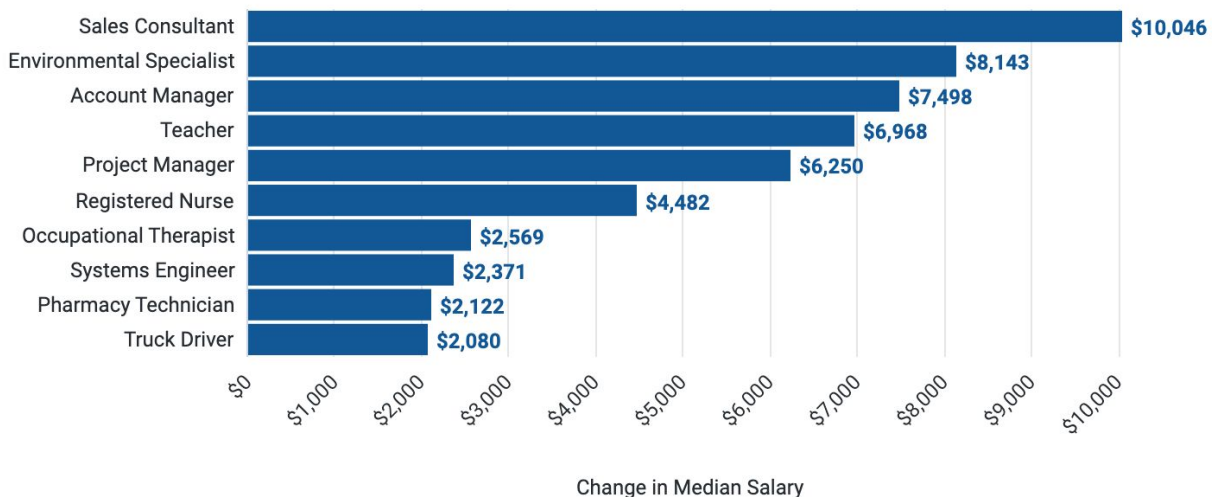


## Highest Paying Job Titles

All Qtr. Data

	Job Title	Salary Midpoint - 50th Percentile (annual)	Number of Vacancies w/ Salary
1	Radiologist	\$424,986	43
2	Psychiatrist	\$304,491	107
3	Dentist	\$249,995	141
4	Physician / Doctor, Internal Medicine	\$247,489	422
5	Family Physician / Doctor	\$239,990	123
6	Medical Director	\$238,295	73
7	Vice President	\$199,982	337
8	Chief Financial Officer	\$177,486	42
9	Associate Professor	\$174,990	105
10	Principal Software Engineer	\$162,490	50
11	Principal Engineer	\$155,490	78
12	Solutions Architect	\$152,994	70
13	Pharmacy Manager	\$151,840	87
14	Director of Engineering	\$149,989	33
15	Site Reliability Engineer	\$148,990	35
16	Principal Systems Engineer	\$147,992	49
17	Clinical Pharmacist	\$147,316	38
18	Engineering Manager	\$146,432	101
19	Physicist	\$145,787	34
20	Architect	\$143,499	143
21	Optometrist	\$143,333	45
22	Principal / Headmaster	\$140,234	553
23	Director of Finance	\$139,984	39
24	Security Engineer	\$139,984	97
25	Technical Program Manager	\$139,589	40

## Largest Median Salary Increases by Job Title

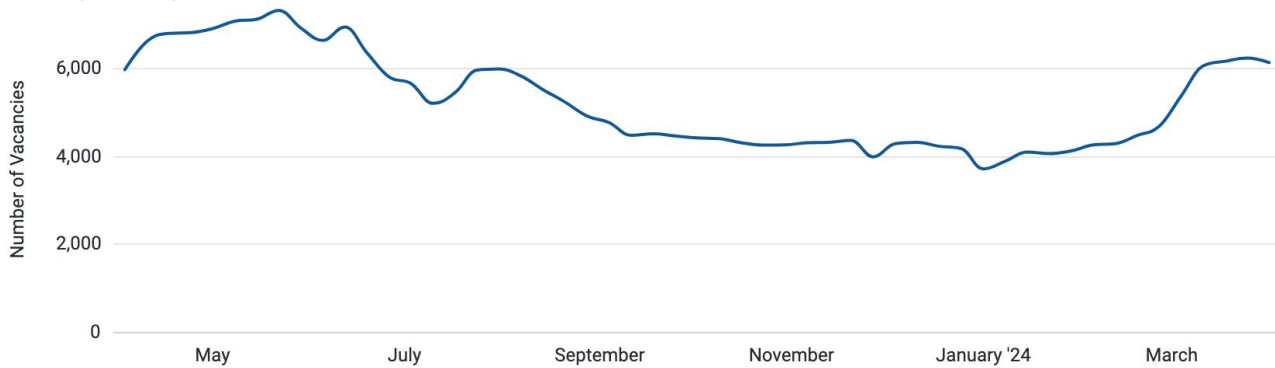


# Industry Spotlight: K-12 Education

The data on this page represents a sample of public school district job openings.

## Previous Year Vacancy Trend

Weekly vacancy totals



## Top School Districts by Vacancies

As of Qtr. End

	Employer Name	Number of Vacancies
1	Denver Public Schools	813
2	Aurora Public Schools	466
3	Douglas County School District	342
4	Cherry Creek School District	236
5	Academy School District 20	217

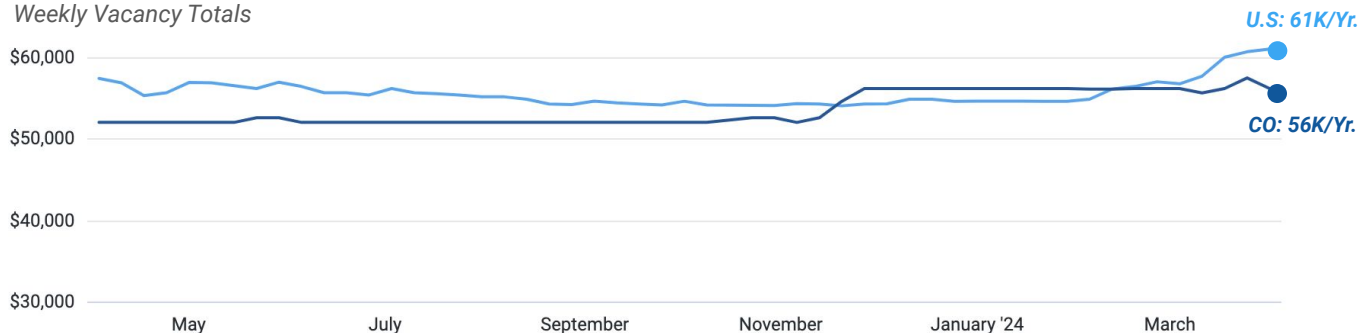
## Top Job Titles by Vacancies

As of Qtr. End

	Job Title	Number of Vacancies
1	Teacher	1,964
2	Paraprofessional	315
3	Paraeducator	163
4	Custodian	135
5	Bus Driver	94

## Teacher Median Salary Trend

Weekly Vacancy Totals



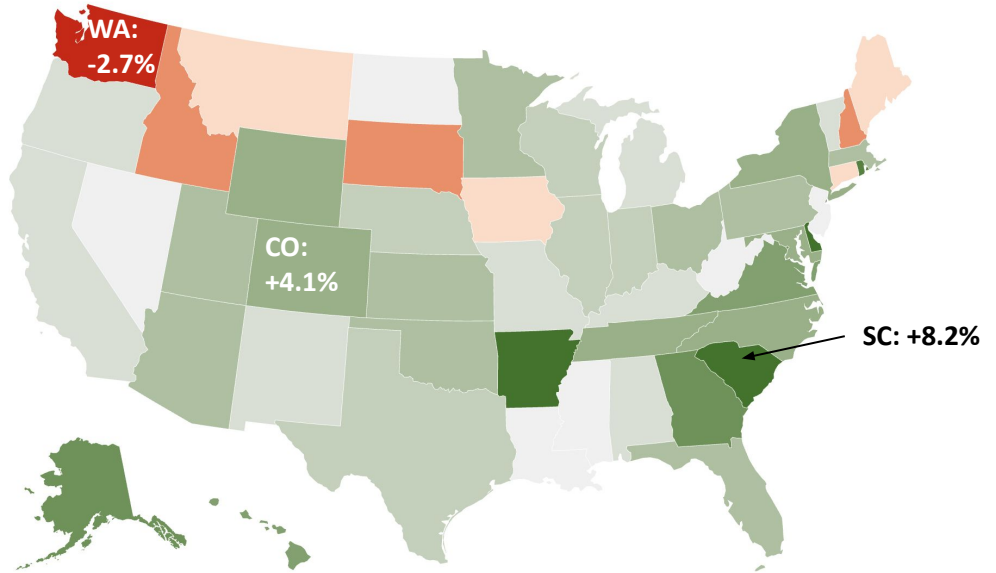
# How Colorado Compares

Calculations showing the percent change in vacancies from the start to end of Q1 2024

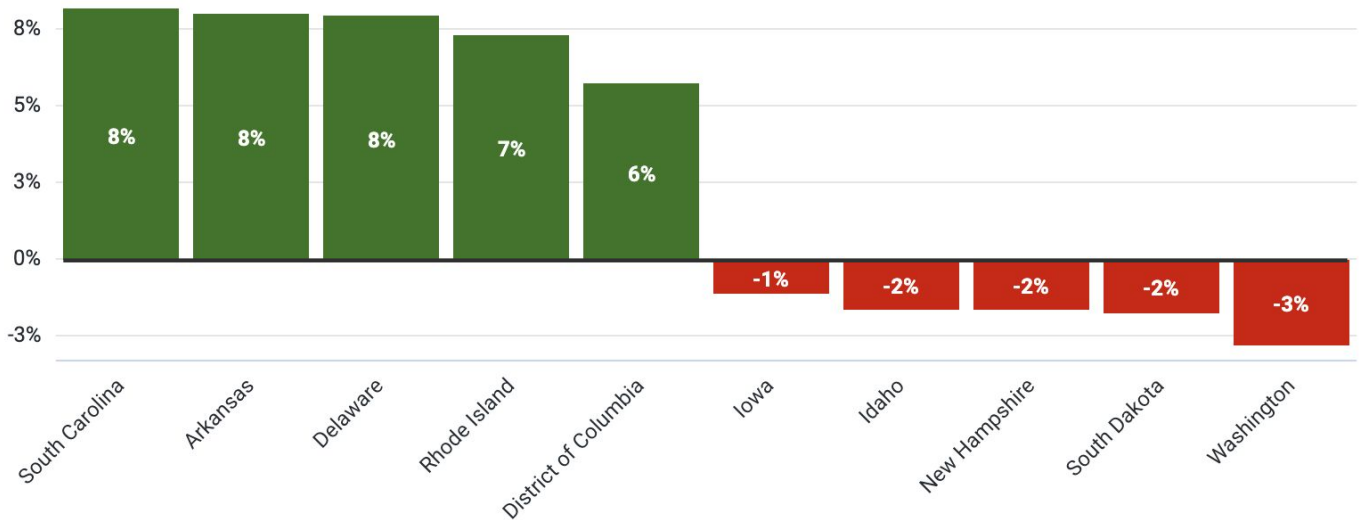
Vacancy Percent Change by State

**+1.8%**  
Total U.S. Percent Change

**10th**  
Colorado's Vacancy Change Ranking by State

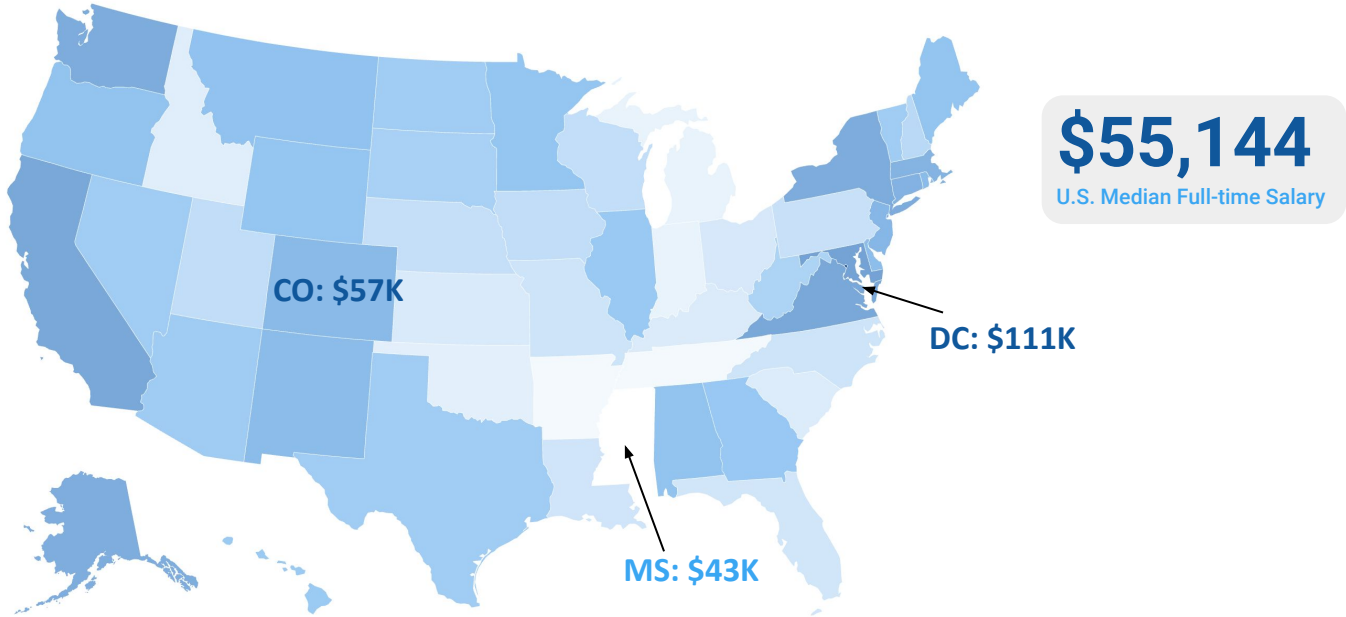


Top and Bottom States by Vacancy Percent Change



## Median Full-time Salary by State

All Qtr. Data



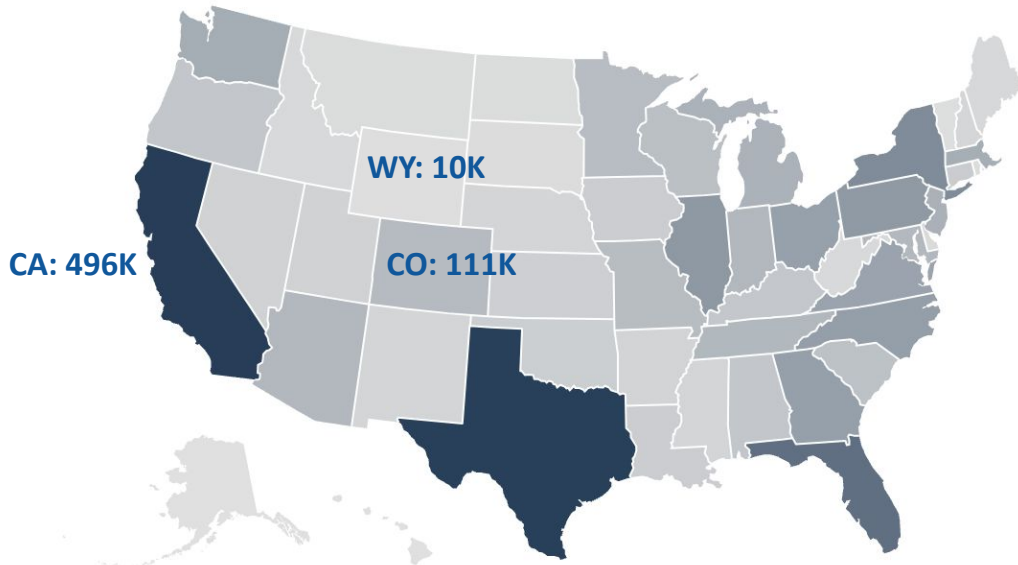
	State	Median Full-time Salary	Median Part-time Salary
1.	DC	\$110,510	\$20.00
2.	MD	\$72,800	\$17.75
3.	CA	\$69,992	\$18.89
4.	WA	\$69,347	\$20.00
5.	VA	\$68,692	\$17.00
6.	AK	\$67,090	\$20.00
7.	DE	\$63,596	\$16.50
8.	CT	\$63,523	\$18.73
9.	NJ	\$62,535	\$18.00
10.	NY	\$62,494	\$18.00
11.	MA	\$62,400	\$19.00
12.	OR	\$60,538	\$20.00
13.	MN	\$57,200	\$18.50
14.	CO	\$57,200	\$18.37
15.	RI	\$56,805	\$18.50
16.	NM	\$56,035	\$16.50
17.	GA	\$54,995	\$16.00

	State	Median Full-time Salary	Median Part-time Salary
18.	IL	\$54,985	\$17.25
19.	WY	\$54,080	\$16.00
20.	SD	\$53,997	\$19.50
21.	ME	\$53,602	\$18.50
22.	TX	\$53,040	\$15.50
23.	VT	\$52,562	\$20.00
24.	NH	\$52,489	\$18.68
25.	UT	\$52,000	\$16.74
26.	AL	\$52,000	\$15.50
27.	MT	\$52,000	\$18.50
28.	IA	\$52,000	\$16.00
29.	AZ	\$51,958	\$16.78
30.	NE	\$51,293	\$16.00
31.	ND	\$50,960	\$18.00
32.	HI	\$50,378	\$18.00
33.	NV	\$50,003	\$15.90
34.	WI	\$49,993	\$17.00

	State	Median Full-time Salary	Median Part-time Salary
35.	LA	\$49,962	\$15.50
36.	NC	\$49,920	\$15.50
37.	WV	\$49,868	\$15.41
38.	ID	\$48,880	\$16.80
39.	MO	\$48,755	\$16.50
40.	PA	\$48,558	\$16.50
41.	SC	\$47,840	\$15.00
42.	FL	\$47,840	\$16.00
43.	KS	\$47,715	\$15.00
44.	OH	\$45,802	\$15.47
45.	KY	\$45,510	\$16.00
46.	IN	\$45,490	\$16.00
47.	OK	\$44,990	\$14.00
48.	AR	\$44,720	\$14.00
49.	TN	\$44,408	\$16.00
50.	MI	\$43,680	\$15.75
51.	MS	\$42,546	\$14.50

### Average Weekly Vacancy Totals by State

All Qtr. Data



Colorado Ranking: #20 Highest Number of Avg. Job Vacancies and #13 Highest Number of Avg. Vacancies Per 1,000 People

	State	Avg. Number of Vacancies	Vacancies per 1,000 People		State	Avg. Number of Vacancies	Vacancies per 1,000 People		State	Avg. Number of Vacancies	Vacancies per 1,000 People
1.	CA	496,224	12.6	18.	WA	122,029	15.8	35.	NM	42,078	19.9
2.	TX	484,787	16.4	19.	MO	111,802	18.1	36.	MS	40,414	13.7
3.	FL	334,989	15.4	20.	CO	110,925	19.1	37.	NE	36,928	18.8
4.	NY	280,377	14.1	21.	MN	105,876	18.6	38.	NH	33,614	24.2
5.	PA	228,635	17.6	22.	SC	101,673	19.6	39.	DC	31,303	46.7
6.	IL	217,166	17.1	23.	WI	100,383	17	40.	WV	31,054	17.4
7.	NC	210,435	19.9	24.	AL	85,099	16.9	41.	ME	27,314	19.9
8.	OH	205,501	17.4	25.	KY	78,850	17.5	42.	ID	26,074	13.7
9.	VA	201,570	23.3	26.	OR	65,931	15.5	43.	HI	21,979	15.2
10.	GA	197,635	18.3	27.	LA	65,519	14.2	44.	MT	20,963	19
11.	AZ	159,835	22	28.	CT	63,897	17.7	45.	DE	18,923	18.9
12.	MA	157,035	22.5	29.	OK	61,640	15.5	46.	AK	18,890	25.8
13.	MI	146,951	14.6	30.	IA	58,663	18.4	47.	RI	18,049	16.5
14.	NJ	146,129	15.8	31.	KS	56,216	19.2	48.	ND	17,729	22.9
15.	TN	130,735	18.7	32.	UT	50,405	15.1	49.	SD	16,100	18
16.	IN	125,986	18.5	33.	NV	48,693	15.5	50.	VT	12,463	19.3
17.	MD	125,577	20.4	34.	AR	43,091	14.2	51.	WY	9,751	16.8

## Conclusion

### About Aspen Tech Labs

Aspen Tech Labs (ATL) is a global leader in web data management services and recruitment technology founded in 2008. The company is headquartered in Aspen, Colorado with teams throughout the U.S. and Europe. ATL provides web scraping, business intelligence, and data/analytics services for a wide variety of industries. ATL's teams are constantly working to increase the number of companies and jobs in the database and to improve the quality and extraction of additional data.

This report is a high-level demonstration of ATL's Job Market Pulse, a powerful, real-time competitive tool to assist ATL customers in staying in front of the challenging labor market. Subscribers have access to more specific details of each job in the database. Please contact Gabby Rink at [gabby.s@aspentechlabs.com](mailto:gabby.s@aspentechlabs.com) for feedback on the data in this report or to learn more about ATL's products and services.

### About the Colorado Chamber of Commerce

The Colorado Chamber of Commerce is a unifying voice for business and champions a healthy economic climate to secure Colorado's future. The core of the Chamber's work is leading Colorado to be a preferred place, nationally and internationally, where dynamic business leaders choose to invest and innovate, creating opportunities and prosperity for all Coloradans. It is the only business association that works to improve the economic climate for all sizes of business from a statewide, multi-industry perspective. It was created in 1965 based on a merger with the Colorado Manufacturers' Association.

To explore membership with the Colorado Chamber, please contact Dave Tabor at [dtabor@cochamber.com](mailto:dtabor@cochamber.com). For media inquiries about the Colorado Chamber or the key insights from this report, please contact Cynthia Eveleth-Havens, [cynthiae@cochamber.com](mailto:cynthiae@cochamber.com).

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