

Colorado Chamber of Commerce | Aspen Tech Labs

Quarterly Jobs Report

Q3 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 9 million job vacancies worldwide from over 170,000 companies, these reports are meant to provide big-picture data to highlight key insights on Colorado's economy.

Quarterly Benchmark: Q3 2024 Job Market Data

Job openings in Colorado decreased by 0.2% from July 1st to the end of September, compared to a 0.5% increase for the U.S. as a whole. Colorado still represented a larger increase than in 18 other states. Rifle experienced an increase of 658 jobs (+28%), marking the largest gain in the state, while Fort Collins saw the largest decline, losing 473 jobs (-7%). The number of internship opportunities rebounded from the previous quarter, reaching the highest level since we began these reports.

The accounting sector in Colorado showed significant growth, with job openings increasing by 31%. The pharmacy and finance sectors also saw substantial gains, with job openings rising by 23% and 15%. Dental, education, and agricultural-related positions had the largest decline from last quarter with -36%, -13%, and -13% changes.

Full-time wages made up ground and grew 3.9% following a decline in Q2. Part-time wages also increased statewide, although slightly. Once again, Steamboat Springs and Denver retained the highest part-time and full-time median salaries respectively.

As a reminder, the salary data included in this report is derived only from salaries listed on job postings collected directly and daily from corporate career sites, providing a unique perspective on wage trends in the market.

Data Notes:

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. As in previous reports, we excluded employers that were added to our database during the quarter.

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 has and will continue to grow in 2024.

Vacancy Summary

123K

Vacancies as of July 1

-0.2% (-291)

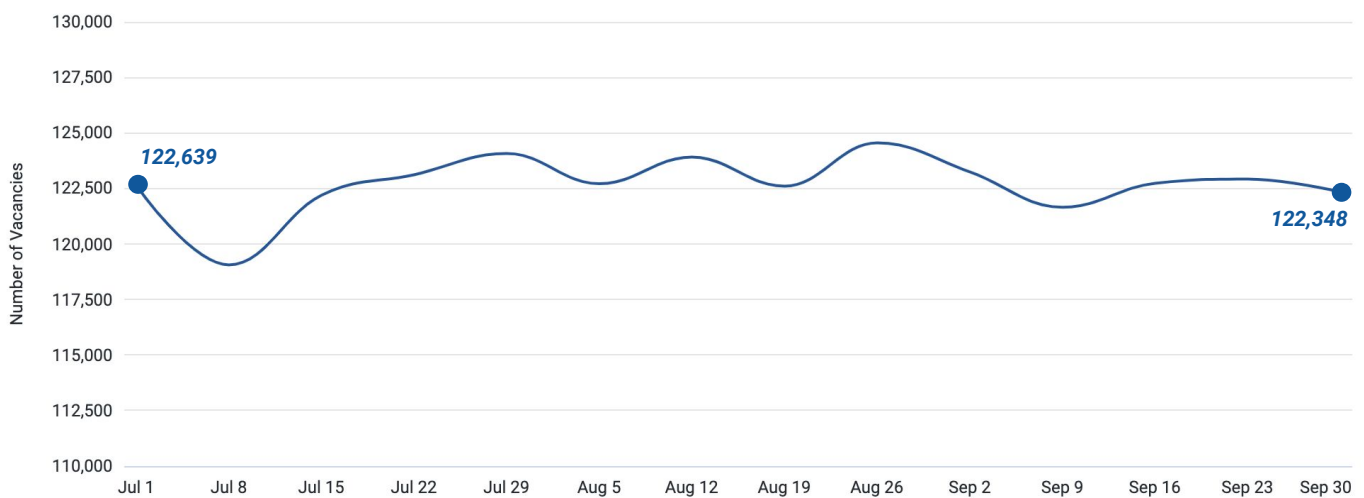


122K

Vacancies as of Sept. 30

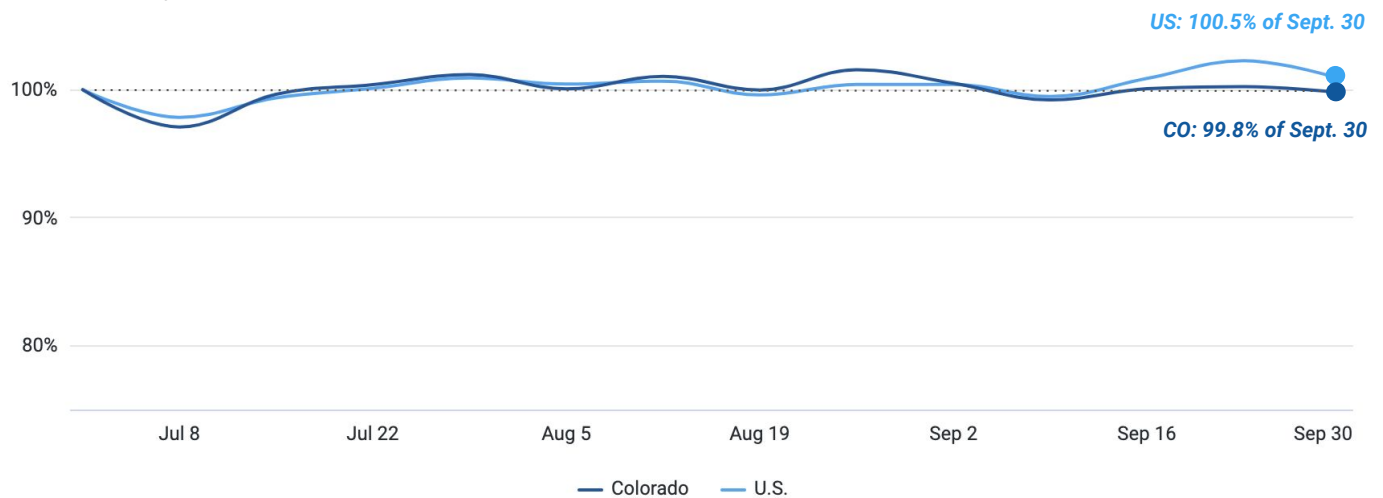
Q3 2024 Vacancy Trend

Weekly vacancy totals



Q3 2024 Vacancy Trend: CO vs. U.S.

Indexed to July 1



*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.

Q3 2024 Average Weekly Vacancy Inflow

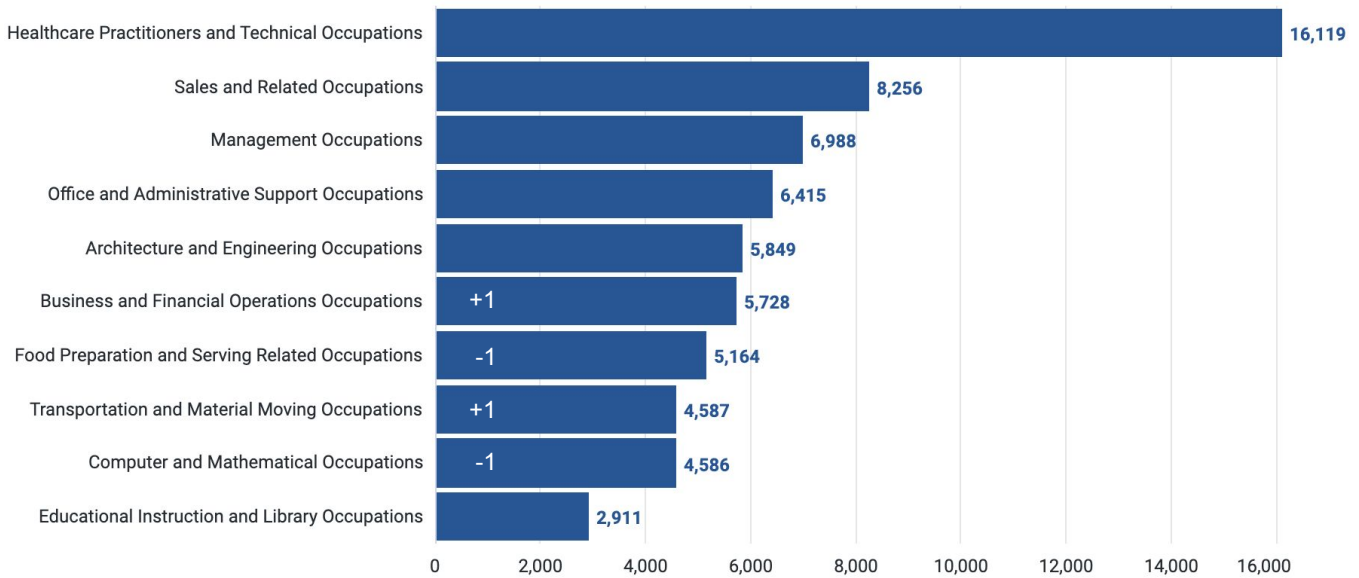
An average of 14K new vacancies were added each week



These new vacancies accounted for 10.5% (down **0.2%** from last qtr.) of the 123K **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	66,577	66,242	-335	-1%
2	Colorado Springs, CO	13,336	13,136	-200	-1%
3	Fort Collins-Loveland, CO	6,921	6,448	-473	-7%
4	Boulder, CO	7,050	6,707	-343	-5%
5	Grand Junction, CO	3,330	3,529	199	6%
6	Greeley, CO	4,127	4,042	-85	-2%
7	Pueblo, CO	2,603	2,638	35	1%
8	Rifle, CO	2,335	2,993	658	28%
9	Durango, CO	1,037	1,062	25	2%
10	Montrose, CO	778	756	-22	-3%

Remote

3.1K

Remote Vacancies as of July 1

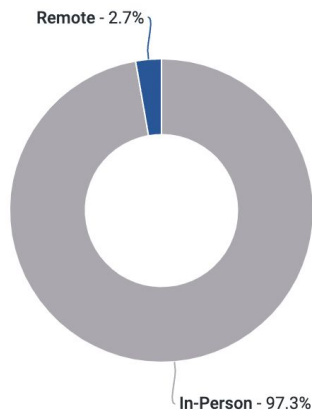
+6.6% (205)



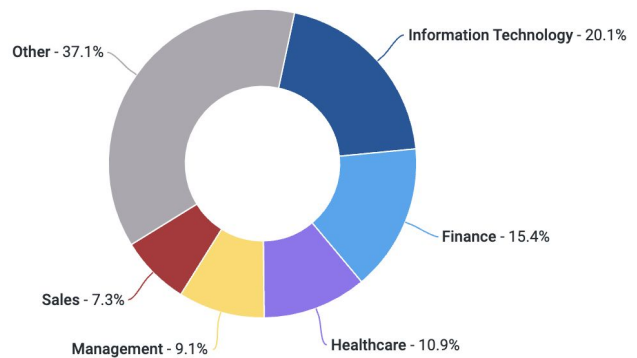
3.3K

Remote Vacancies as of Sept. 30

Remote Vacancies



Remote Vacancies by Category



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

Internships and Apprenticeships

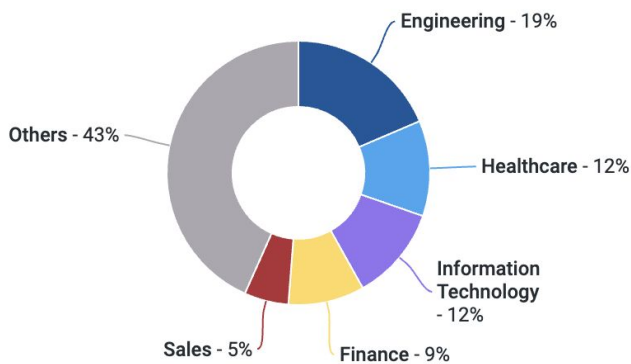
1,936

Internships as of Qtr. End

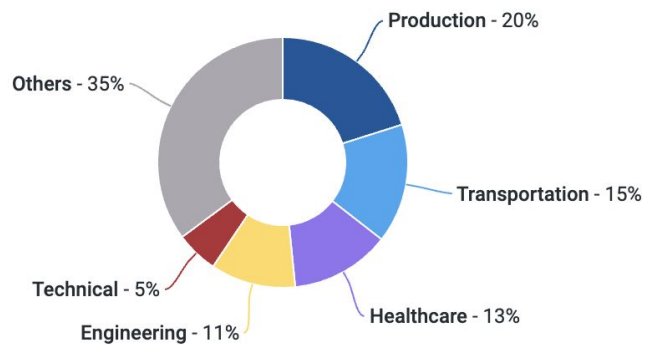
1,275

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	567
2	Colorado Springs	163
3	Greenwood Village	113
4	Fort Collins	95
5	Boulder	85
6	Grand Junction	62
7	Aurora	53
8	Greeley	52
9	Loveland	49
10	Lakewood	46

Cities with Apprenticeships

As of Qtr. End

	City	Number of Vacancies
1	Denver	252
2	Greeley	113
3	Colorado Springs	108
4	Aurora	83
5	Fort Collins	48
6	Lakewood	38
7	Englewood	36
8	Littleton	28
9	Centennial	27
10	Pueblo	27

Category - Largest Job Growth

	Title - Top	Start of Qtr.	End of Qtr.	Change	Percent Change
1	Accounting	1,739	2,274	535	31%
2	Pharmacy	1,129	1,386	257	23%
3	Finance	662	758	96	15%
4	Insurance	271	297	26	10%
5	Nursing	8,898	9,697	799	9%
6	Construction	1,956	2,096	140	7%
7	Healthcare	11,953	12,620	667	6%
8	Personal Service	923	972	49	5%
9	Warehouse	2,267	2,353	86	4%
10	Animal Care	401	413	12	3%

Category - Largest Job Decline

	Title - Top	Start of Qtr.	End of Qtr.	Change	Percent Change
1	Dental	509	327	-182	-36%
2	Education	6,067	5,274	-793	-13%
3	Agriculture	62	54	-8	-13%
4	Scientist	187	167	-20	-11%
5	Researcher	185	168	-17	-9%
6	Production	2,614	2,460	-154	-6%
7	Legal	476	448	-28	-6%
8	Hotels	2,305	2,181	-124	-5%
9	Creative	933	889	-44	-5%
10	Information Technology	4,669	4,475	-194	-4%

Salary Data

\$57,502

Median Full-time Salary
as of July 1

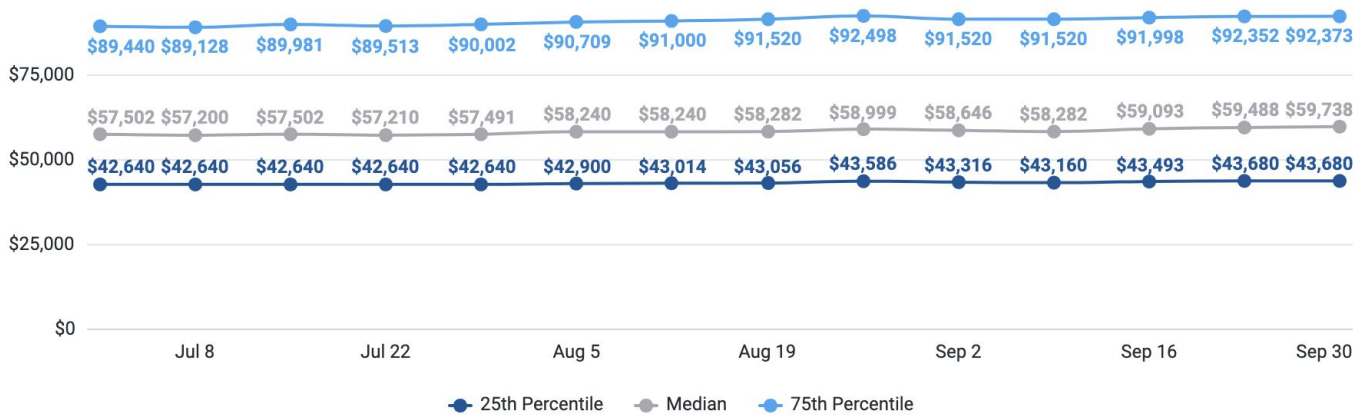
+3.9% (+\$2,236/yr.)



\$59,738

Median Full-time Salary
as of Sept. 30

Full-Time Salary Trend



\$18.29

Median Part-time Salary
as of July 1

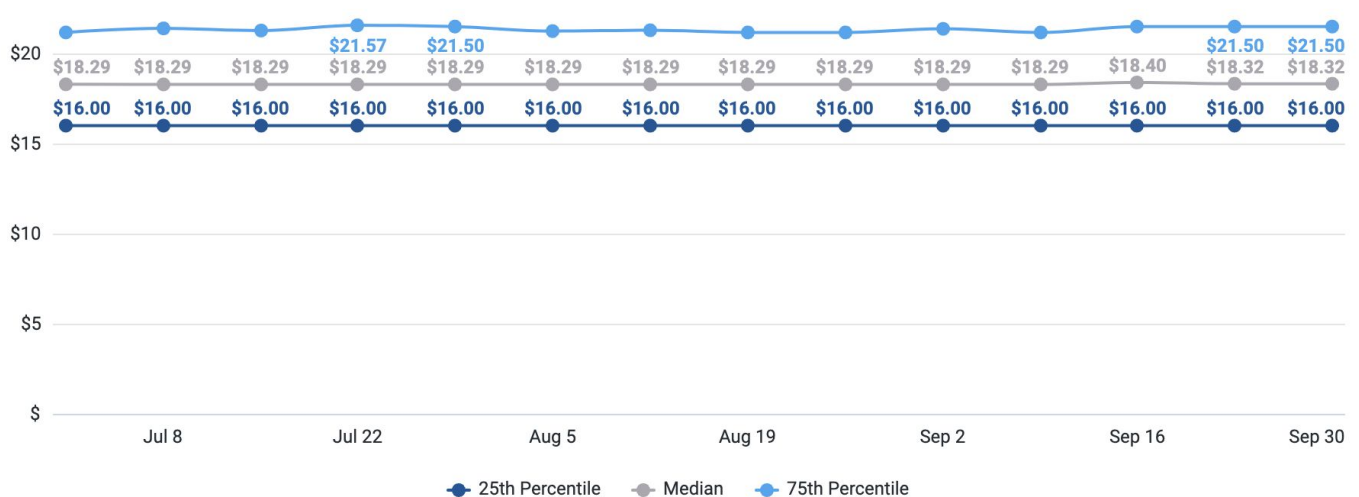
+0.2% (+\$0.03/hr.)



\$18.32

Median Part-time Salary
as of Sept. 30

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	\$59,363	\$18.75
2	Boulder, CO	\$58,240	\$18.50
3	Colorado Springs, CO	\$57,772	\$16.86
4	Rifle, CO	\$56,160	\$20.50
5	Montrose, CO	\$54,985	\$20.00
6	Steamboat Springs, CO	\$53,560	\$22.00
7	Edwards, CO	\$53,560	\$21.50
8	Grand Junction, CO	\$53,040	\$17.74
9	Pueblo, CO	\$52,998	\$16.75
10	Greeley, CO	\$52,000	\$18.00
11	Fort Collins-Loveland, CO	\$51,022	\$17.71
12	Fort Morgan, CO	\$50,450	\$16.75
13	Alamosa, CO	\$49,982	\$18.38
14	Breckenridge, CO	\$49,920	\$20.00
15	Sterling, CO	\$47,986	\$16.57

Top Paying Category

All Qtr. Data

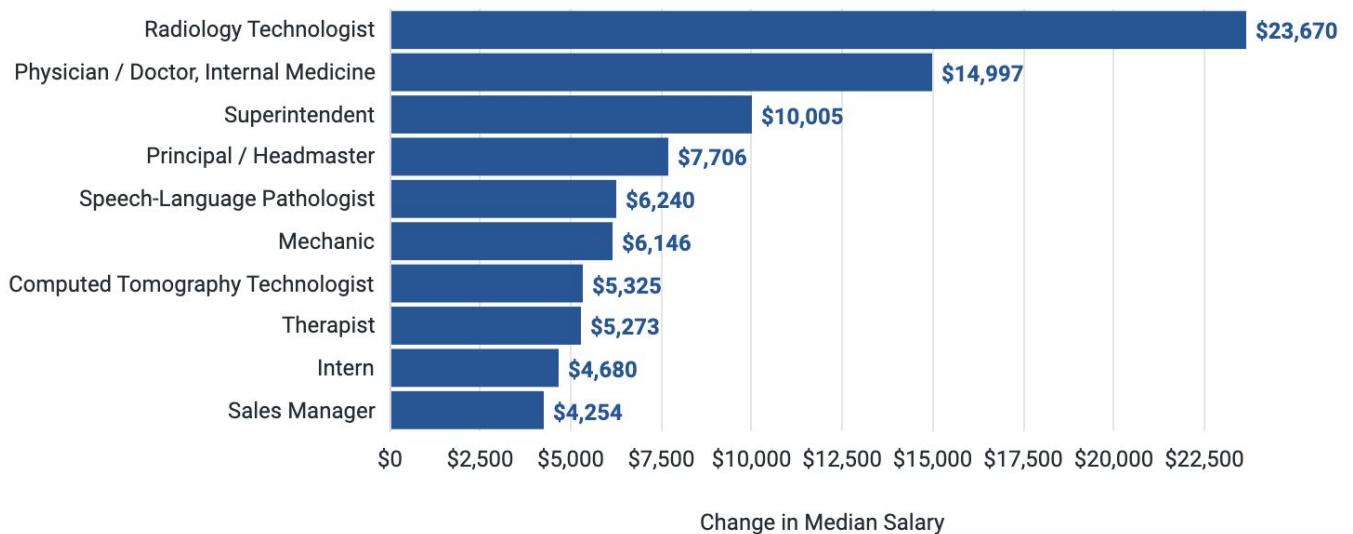
	Title - Top	Salary Midpoint - 50th Percentile (annual)
1	Engineering	\$110,001
2	Information Technology	\$109,990
3	Dental	\$105,040
4	Legal	\$97,500
5	Finance	\$93,850
6	Business Services	\$90,002
7	Nursing	\$87,360
8	Researcher	\$86,549
9	Scientist	\$82,503
10	Construction	\$78,000

Highest Paying Job Titles

All Qtr. Data

	Title - Broad	Salary Midpoint - 50th Percentile (annual)▼	Number of Vacancies w/ Salary
1	Dentist	\$274,997	54
2	Physician	\$249,995	424
3	Pharmacy Manager	\$147,763	38
4	Engineering Manager	\$139,994	59
5	Cloud Computing	\$137,488	33
6	Pharmacist	\$136,448	93
7	Veterinarian	\$136,001	119
8	DevOps	\$131,498	232
9	Systems Engineer	\$131,040	268
10	Database Developer	\$130,000	48
11	IT Manager	\$130,000	116
12	Product Manager	\$130,000	72
13	Cyber Security Specialist	\$126,984	363
14	Physician Assistant	\$125,809	58
15	Finance Manager	\$125,008	80
16	Nurse Practitioner	\$124,998	540
17	Data Scientist	\$122,502	153
18	IT Project Manager	\$122,491	138
19	Business Development Manager	\$121,191	33
20	Database Administrator	\$120,931	33
21	Accounting Manager	\$119,995	202
22	Infrastructure Engineer	\$118,591	268
23	Systems Analyst	\$116,501	34
24	Software Developer	\$113,942	3,895
25	Electronics Engineer	\$113,454	47

Largest Median Salary Increases by Job Title

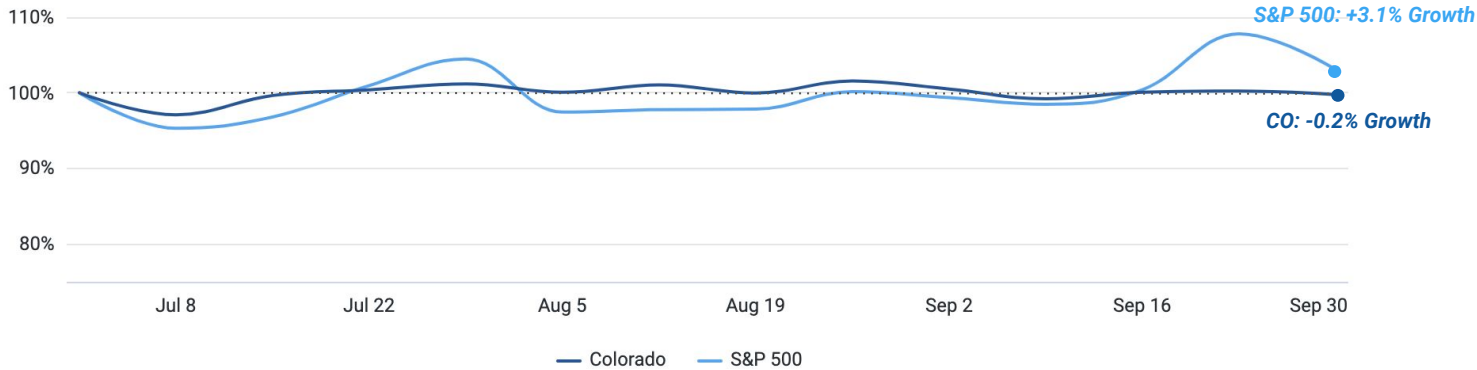


Industry Spotlight: S&P 500

The data on this page represents job postings from companies in the S&P 500 stock index.

Yearly Vacancy Trend - Colorado vs. S&P 500

Weekly vacancy totals



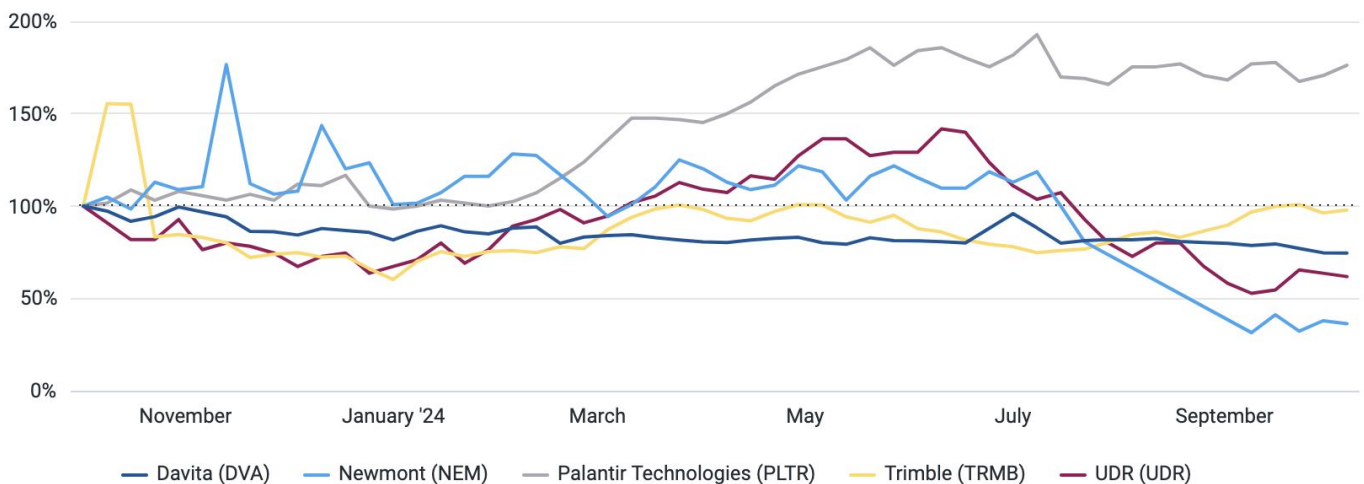
Quarter Ending Vacancies - Top S&P 500 Companies w/ Colorado Jobs

Top companies by index weight

State	Employer Name	Colorado	Total Jobs
		Number of Vacancies	Number of Vacancies
1	Amazon (AMZN)	141	24,828
2	Google (GOOGL)	27	3,309
3	Apple (AAPL)	13	4,833
4	Meta (META)	11	1,669
5	Nvidia Corp (NVDA)	1	1,659

Yearly Vacancy Trend - Colorado Based S&P 500 Companies

Weekly vacancy totals



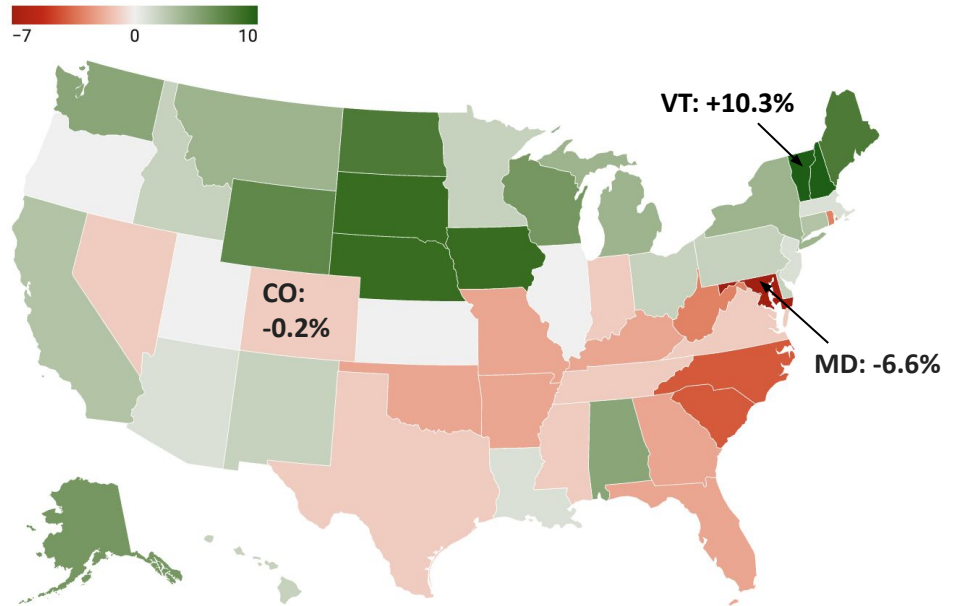
How Colorado Compares

Calculations showing the percent change in vacancies from the start to end of Q3 2024

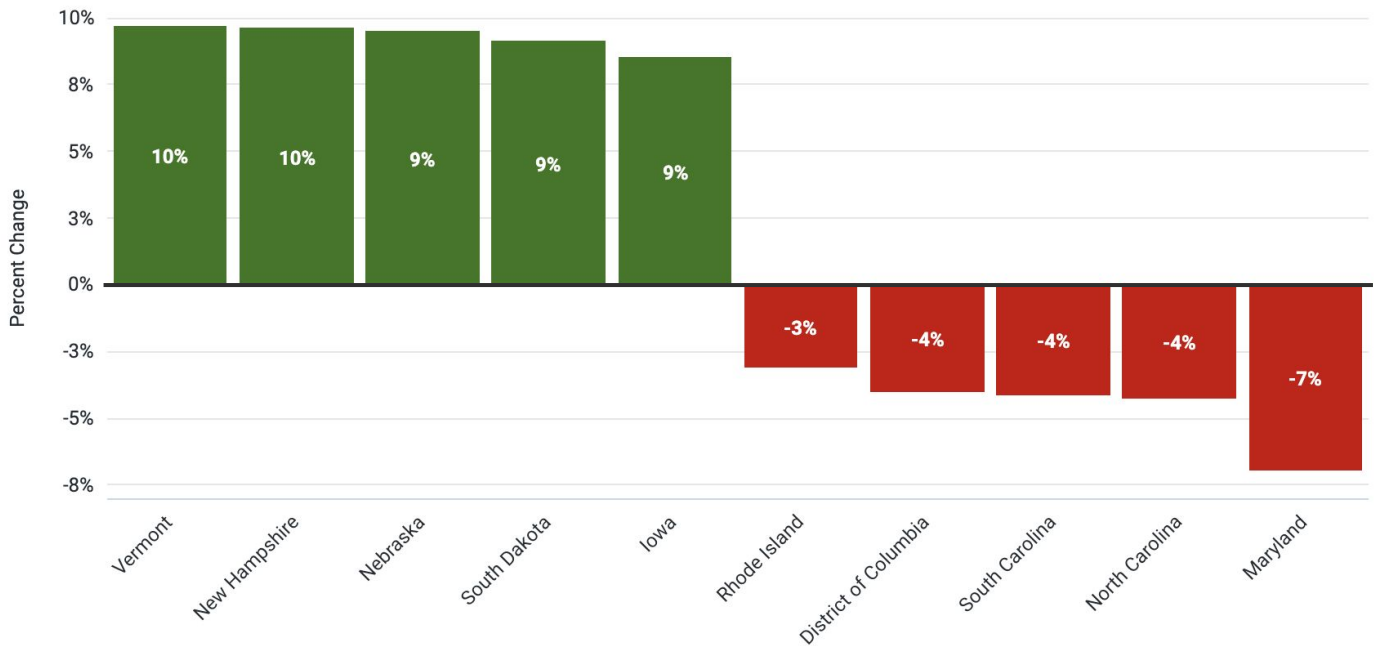
+0.5%
Total U.S. Percent Change

33rd
Colorado's Vacancy Change Ranking by State

Vacancy Percent Change by State

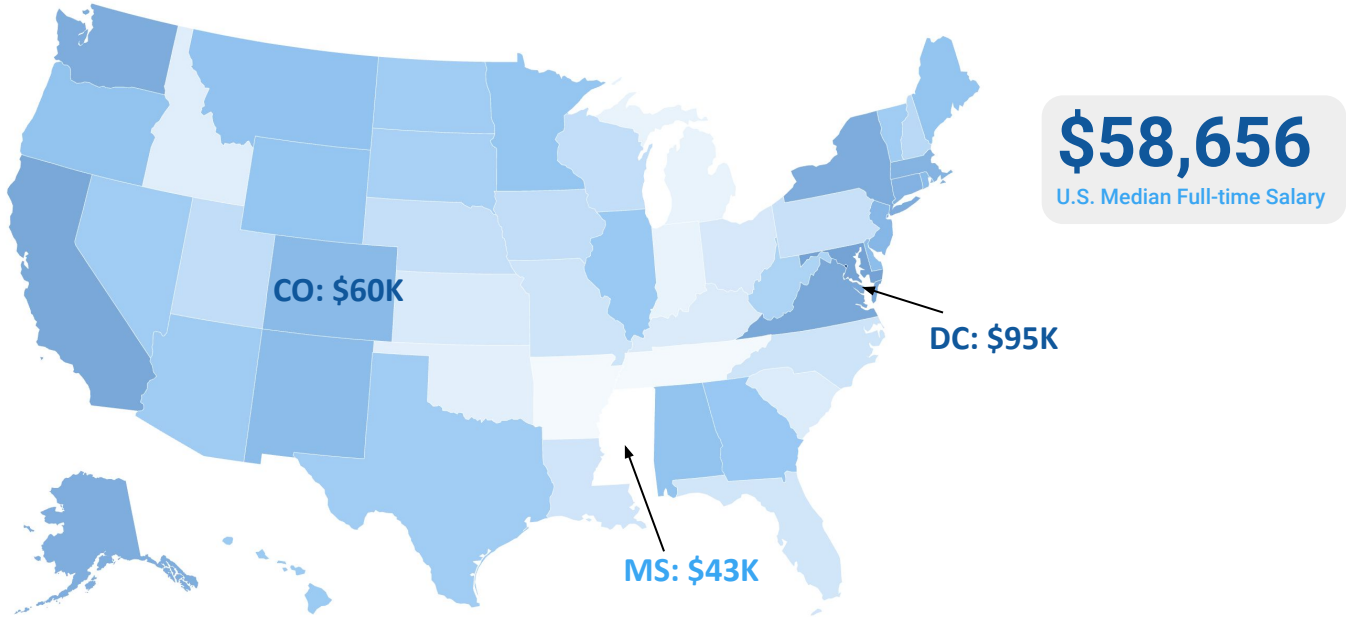


Top and Bottom States by Vacancy Percent Change



Median Full-time Salary by State

Qtr. Ending



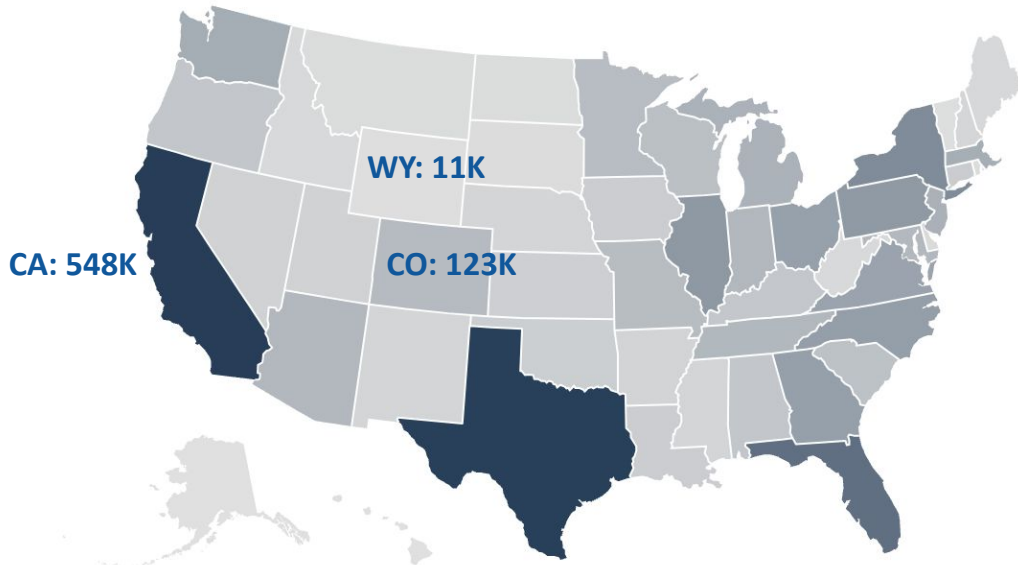
	State	Median Full-time Salary	Median Part-time Salary
1.	DC	\$95,181	\$20.00
2.	WA	\$72,498	\$20.08
3.	CA	\$72,498	\$19.74
4.	AK	\$71,334	\$22.00
5.	MD	\$71,011	\$18.43
6.	VA	\$69,992	\$17.13
7.	NY	\$66,560	\$18.00
8.	MA	\$66,498	\$20.00
9.	DE	\$66,206	\$17.00
10.	CT	\$65,000	\$18.84
11.	NJ	\$64,210	\$18.50
12.	VT	\$62,400	\$21.50
13.	CO	\$59,738	\$18.32
14.	OR	\$59,280	\$20.50
15.	UT	\$57,200	\$16.38
16.	NM	\$56,503	\$17.00
17.	RI	\$56,160	\$17.50

	State	Median Full-time Salary	Median Part-time Salary
18.	MN	\$56,160	\$17.86
19.	IL	\$55,921	\$16.82
20.	WY	\$54,995	\$18.00
21.	GA	\$54,995	\$16.20
22.	AZ	\$54,153	\$16.87
23.	SD	\$54,080	\$19.85
24.	TX	\$53,872	\$16.00
25.	NH	\$53,498	\$18.61
26.	ME	\$52,520	\$19.75
27.	WI	\$52,458	\$17.00
28.	FL	\$52,229	\$16.03
29.	AL	\$52,000	\$15.63
30.	NV	\$52,000	\$16.00
31.	ND	\$52,000	\$19.00
32.	AR	\$51,501	\$15.00
33.	NE	\$50,960	\$16.35
34.	IA	\$50,690	\$16.00

	State	Median Full-time Salary	Median Part-time Salary
35.	NC	\$50,440	\$16.00
36.	MT	\$50,378	\$19.96
37.	IN	\$49,930	\$16.50
38.	SC	\$49,920	\$16.13
39.	KY	\$49,920	\$16.25
40.	TN	\$49,920	\$16.00
41.	PA	\$49,920	\$16.50
42.	MO	\$49,920	\$16.97
43.	HI	\$49,504	\$18.00
44.	WV	\$48,859	\$16.00
45.	OH	\$48,506	\$15.75
46.	ID	\$48,214	\$17.00
47.	MI	\$47,497	\$16.00
48.	KS	\$47,497	\$15.50
49.	LA	\$46,946	\$17.00
50.	OK	\$46,654	\$15.00
51.	MS	\$43,306	\$13.50

Average Weekly Vacancy Totals by State

All Qtr. Data



Colorado Ranking: #19 Highest Number of Avg. Job Vacancies and #14 Highest Number of Avg. Vacancies Per 1,000 People

	State	Avg. Number of Vacancies	Vacancies per 1,000 People
1.	CA	548,267	14
2.	TX	519,162	17.6
3.	FL	345,966	15.9
4.	NY	304,838	15.4
5.	PA	254,424	19.6
6.	IL	234,370	18.5
7.	NC	229,792	21.8
8.	OH	224,217	19
9.	VA	213,997	24.8
10.	GA	208,835	19.3
11.	MA	165,341	23.7
12.	MI	160,613	16
13.	NJ	159,260	17.2
14.	MD	151,306	24.5
15.	TN	143,099	20.5
16.	AZ	136,256	18.7
17.	IN	136,156	20

	State	Avg. Number of Vacancies	Vacancies per 1,000 People
18.	WA	130,290	16.8
19.	CO	122,698	21.1
20.	MN	113,965	20
21.	MO	113,867	18.5
22.	WI	112,845	19.1
23.	SC	108,282	20.9
24.	AL	87,792	17.4
25.	KY	82,777	18.4
26.	OR	76,369	18
27.	LA	69,305	15
28.	CT	69,207	19.2
29.	OK	67,942	17
30.	IA	63,734	20
31.	KS	60,300	20.5
32.	UT	51,638	15.5
33.	NV	49,711	15.8
34.	AR	47,857	15.8

	State	Avg. Number of Vacancies	Vacancies per 1,000 People
35.	NM	47,093	22.3
36.	MS	42,733	14.5
37.	NE	41,700	21.2
38.	NH	38,911	28
39.	WV	35,495	19.9
40.	DC	32,718	48.8
41.	ME	32,380	23.6
42.	ID	28,737	15.1
43.	HI	24,956	17.3
44.	DE	23,729	23.6
45.	MT	23,487	21.3
46.	AK	21,397	29.2
47.	ND	20,532	26.5
48.	RI	19,523	17.8
49.	SD	18,808	21
50.	VT	16,732	25.9
51.	WY	11,122	19.2

Conclusion

About Aspen Tech Labs

Aspen Technology Labs (ATL) is a global leader in web data management services, labor market intelligence, 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 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. ATL's JobMarketPulse is a powerful, real-time labor market intelligence tool to assist ATL customers in staying in front of the challenging labor market. To learn more, visit AspenTechLabs.com.

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 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. For media inquiries about the Colorado Chamber or the key insights from this report, please contact Cynthia Eveleth-Havens, cynthiae@cochamber.com.

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