

Colorado Chamber of Commerce | Aspen Tech Labs

Quarterly Jobs Report

Q4 2024



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Introduction

The [Colorado Chamber of Commerce](#) and [Aspen Tech Labs](#) (Aspen) have partnered to provide quarterly data on Colorado's workforce statistics and trends. Utilizing Aspen's database of more than 9 million job vacancies worldwide from over 200,000 companies, these reports are meant to provide big-picture data to highlight key insights on Colorado's economy.

Quarterly Benchmark: Q4 2024 Job Market Data

Job openings in Colorado decreased by 3.0% from September to December, compared to a 0.7% decrease nationally. Of the top 10 metros, Steamboat Springs led in growth, adding 180 jobs (+16%), while Fort Collins saw the largest decline, losing 358 jobs (-6%). Remote job postings continued to rise, increasing by 6.9% this quarter. The scientist occupation category experienced the largest growth in postings (+24%), while construction saw the steepest decline (-21%).

Median salaries in Colorado rose slightly, with full-time wages up 2.9% to \$61,745 and part-time wages up 2.5% to \$18.81. Colorado ranked 13th nationally for highest full-time median salary.

This quarter's industry spotlight focuses on the public sector, where job openings declined by 11.2%. Denver Public Schools and the State of Colorado emerged as the top public employers. Within the sector, finance ranked as the highest-paying category, with a median salary of \$117,000.

Looking Back: Colorado's Workforce in 2024

Year-over-year, Colorado's job vacancies declined by 2.1%, slightly less than the national decrease of 2.5%. Vacancies increased in Q1 (+4.1%) and Q2 (+1.9%) before leveling off in Q3 (-0.2%) and falling in Q4 (-3%). Colorado ranked 13th nationally for highest wages but placed 39th in annual wage growth, with salaries increasing by 6% in 2024 compared to 8.7% nationally. Retail associate was the most in-demand job by total vacancies, while truck driving roles saw the fastest growth among positions with at least 30 employers and 500 openings. Meanwhile, mean vacancy age remained stable, rising slightly from 26 to 27 days.

Data Notes:

The jobs data used in the Job Market Pulse platform comes directly from Aspen'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. We also excluded the final two weeks of the year as many job postings expire during this time, and are immediately reposted at the start of the year.

Given the breadth and diversity of the Job Market Pulse, Aspen's data is geographically representative and covers all industries. The coverage of Job Market Pulse has and will continue to grow in 2025.

Vacancy Summary

124K

Vacancies as of Sep. 30

-3.0% (-3,657)

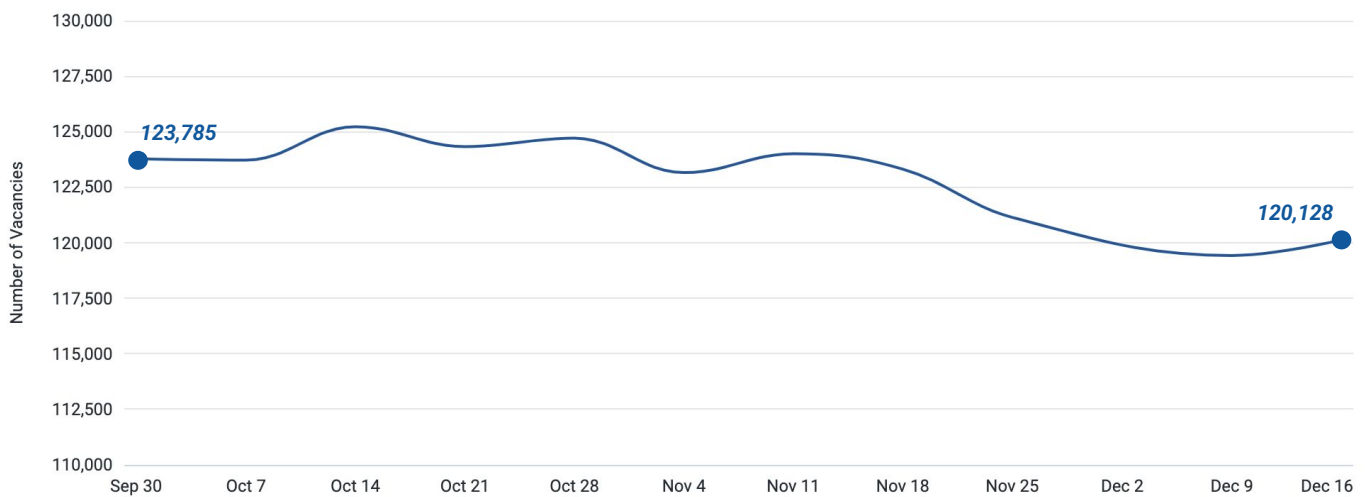


120K

Vacancies as of Dec. 16*

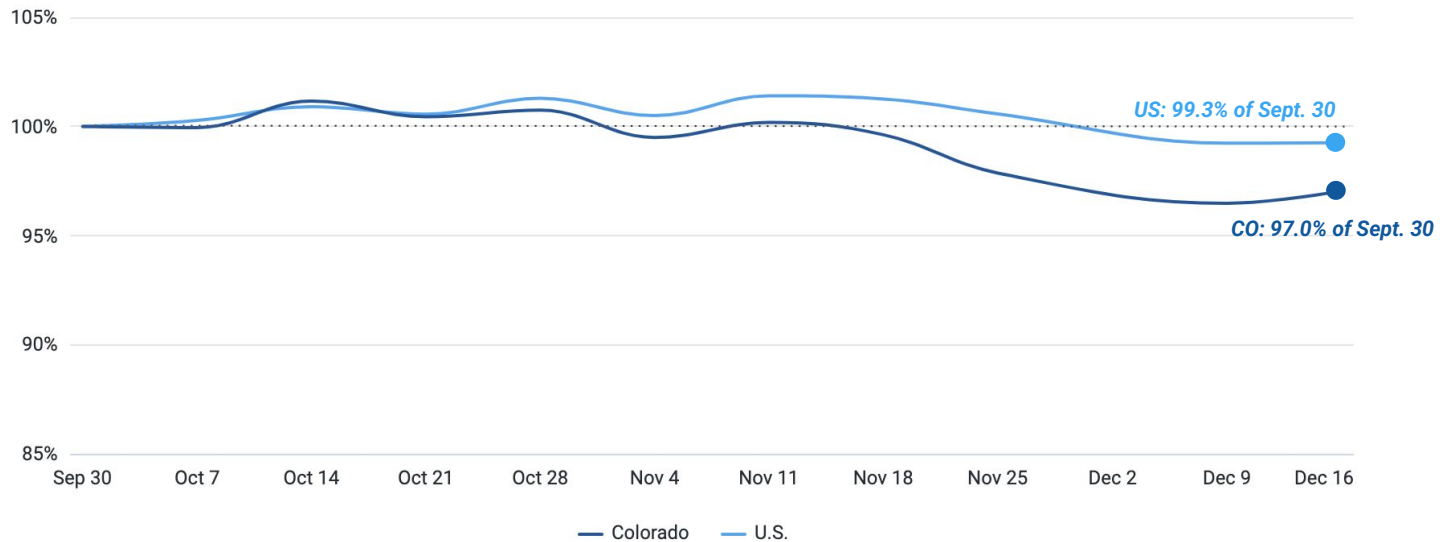
Q4 2024 Vacancy Trend

Weekly vacancy totals



Q4 2024 Vacancy Trend: CO vs. U.S.

Weekly vacancy totals; indexed to September 30th



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

Q4 2024 Average Weekly Vacancy Inflow

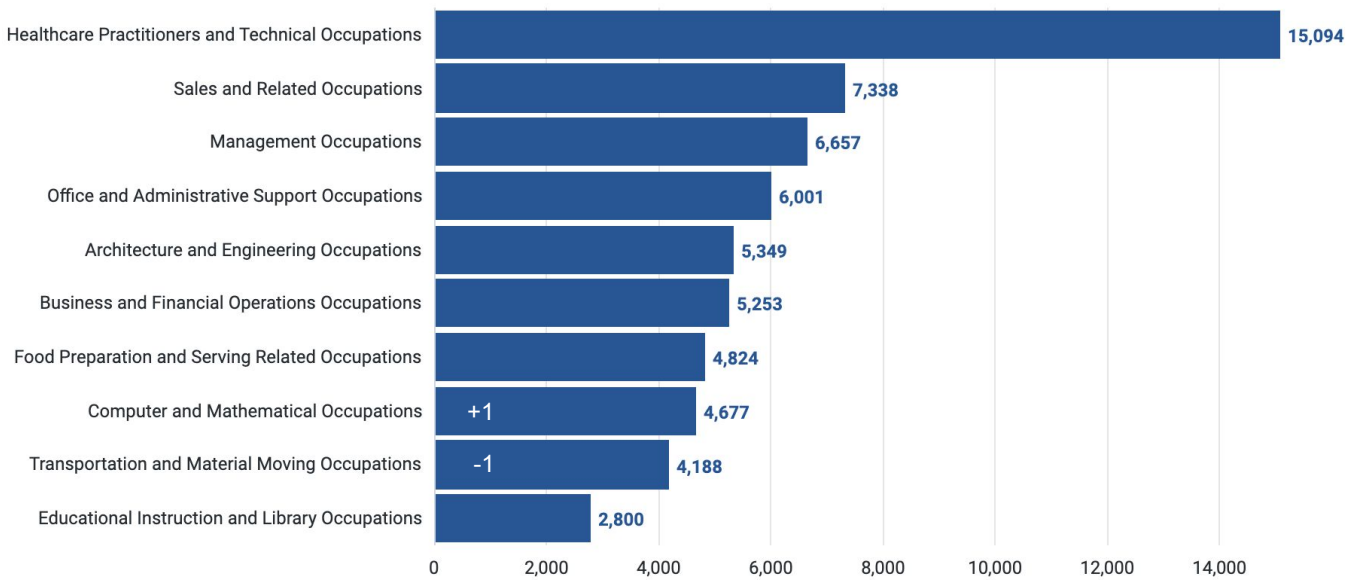
An average of 13K new vacancies were added each week



These new vacancies accounted for 9.9% (down **0.6%** from last qtr.) of the 122K **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	67,373	64,737	-2,636	-4%
2	Colorado Springs, CO	13,265	12,706	-559	-4%
3	Boulder, CO	6,750	6,451	-299	-4%
4	Fort Collins-Loveland, CO	6,502	6,144	-358	-6%
5	Greeley, CO	3,998	4,045	47	1%
6	Grand Junction, CO	3,563	3,586	23	1%
7	Rifle, CO	3,038	2,883	-155	-5%
8	Pueblo, CO	2,633	2,496	-137	-5%
9	Edwards, CO	1,631	1,592	-39	-2%
10	Steamboat Springs, CO	1,158	1,338	180	16%

Remote

3.4K

Remote Vacancies as of Sep. 30

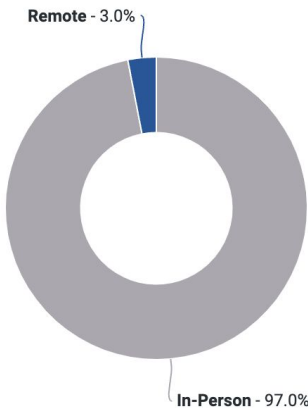
+6.9% (233)



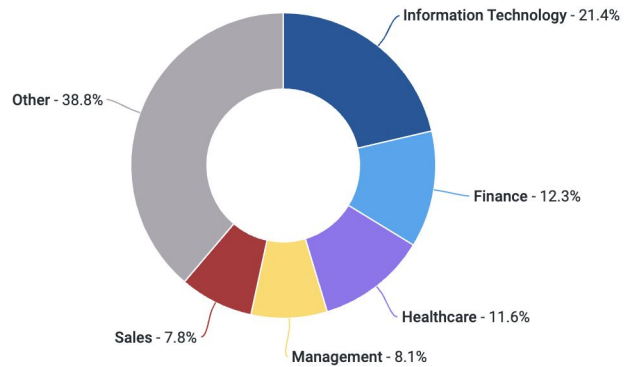
3.6K

Remote Vacancies as of Dec. 16

Remote Vacancies



Remote Vacancies by Category



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

Internships and Apprenticeships

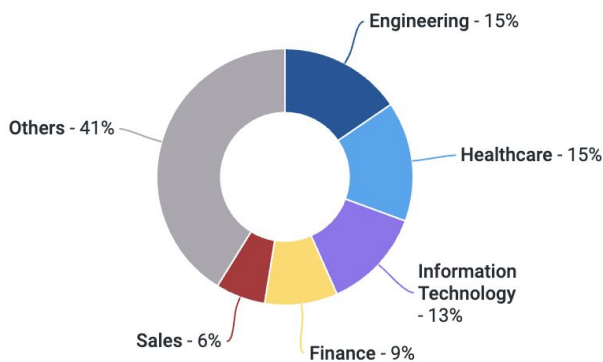
1,605

Internships as of Qtr. End

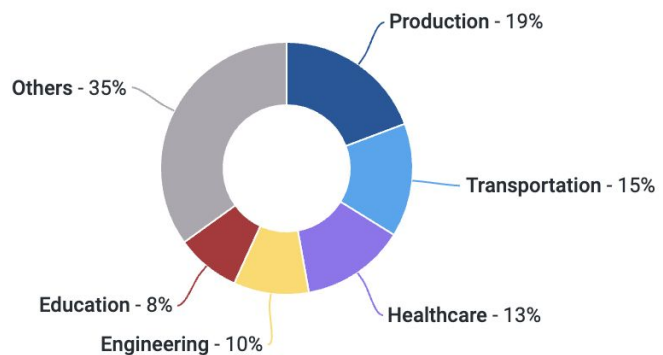
1,272

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	426
2	Colorado Springs	154
3	Boulder	81
4	Aurora	69
5	Fort Collins	66
6	Greenwood Village	63
7	Englewood	48
8	London	44
9	Greeley	42
10	Golden	41

Cities with Apprenticeships

As of Qtr. End

	City	Number of Vacancies
1	Denver	246
2	Greeley	115
3	Colorado Springs	96
4	Aurora	82
5	Fort Collins	35
6	Lakewood	35
7	Englewood	31
8	Pueblo	29
9	Loveland	27
10	Littleton	26

Category - Largest Job Growth

	Title - Top	Start of Qtr.	End of Qtr.	Change	Percent Change
1	Scientist	168	209	41	24%
2	Dental	410	485	75	18%
3	Insurance	306	353	47	15%
4	Agriculture	54	61	7	13%
5	Legal	461	512	51	11%
6	Researcher	164	181	17	10%
7	Nursing	9,881	10,633	752	8%
8	Healthcare	12,778	13,682	904	7%
9	Information Technology	4,560	4,774	214	5%
10	Marketing	680	700	20	3%

Category - Largest Job Decline

	Title - Top	Start of Qtr.	End of Qtr.	Change	Percent Change
1	Construction	2,116	1,677	-439	-21%
2	Animal Care	410	330	-80	-20%
3	Hotels	2,138	1,727	-411	-19%
4	Warehouse	2,399	2,081	-318	-13%
5	Retail	13,209	12,068	-1,141	-9%
6	Maintenance	4,084	3,748	-336	-8%
7	Production	2,527	2,330	-197	-8%
8	Security	1,425	1,314	-111	-8%
9	Banking	902	846	-56	-6%
10	Creative	904	849	-55	-6%

2024 Vacancy Summary

2024
#1 Job
By total vacancies

Retail Associate

Total Jobs: 36K
Growth: -6.8%
Top Employer: Kroger

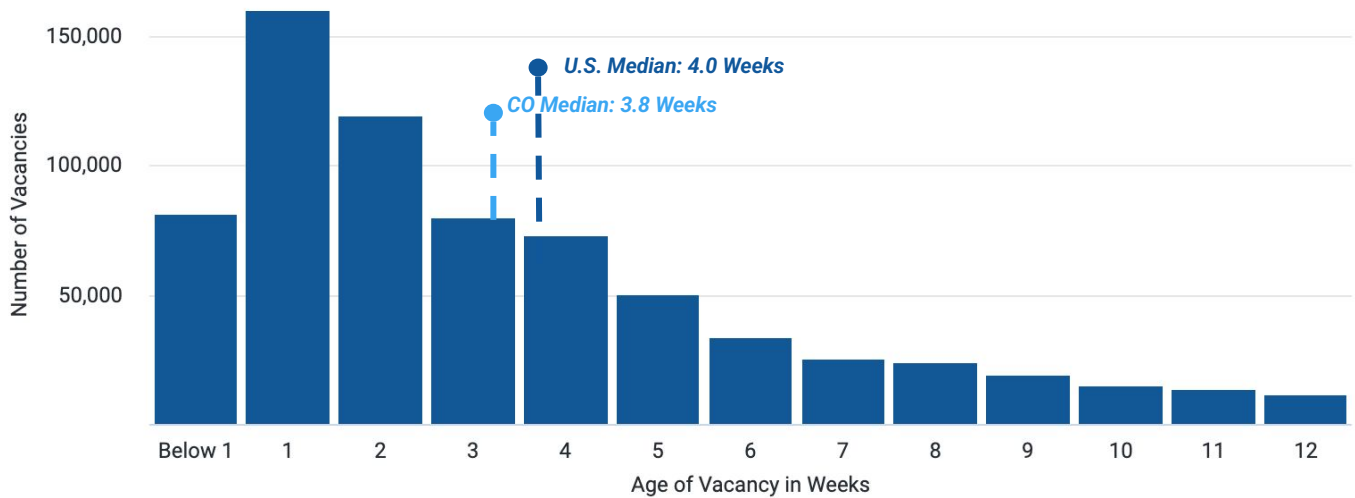
2024
#1 Job
By largest growth

Truck Driver

Growth: +31.0%
Total Jobs: 6,372
Top Employer: Republic Services

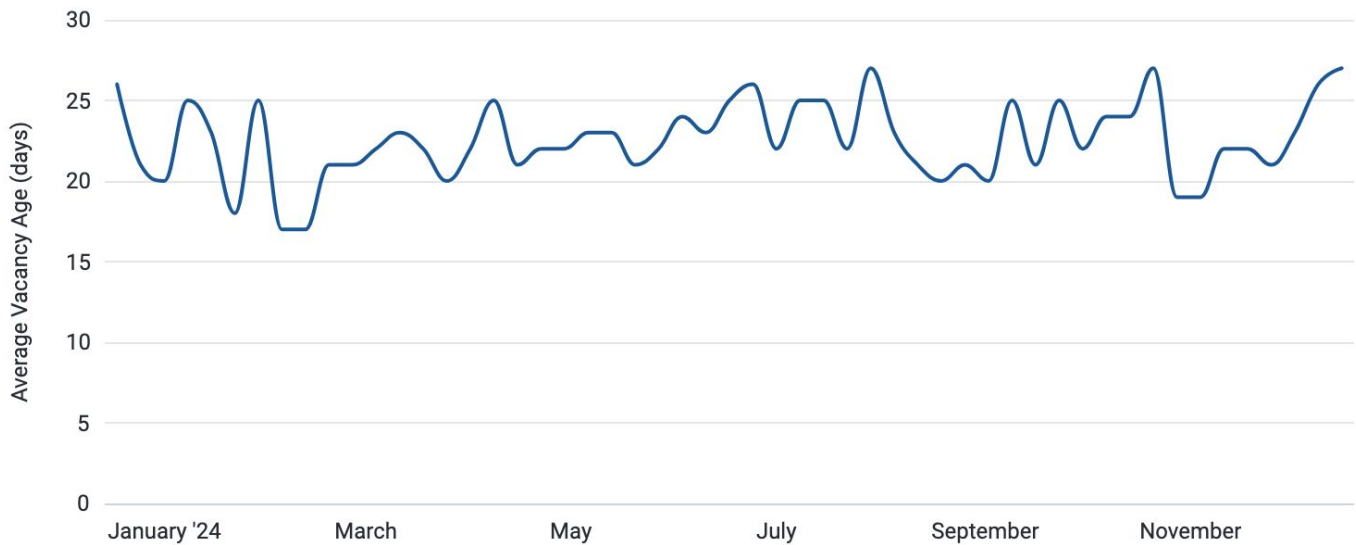
Distribution of Vacancy Duration in Weeks

Data from all of 2024



Vacancy Age Trend

Weekly vacancy averages for all of 2024



Salary Data

\$59,998

Median Full-time Salary
as of Sept. 30

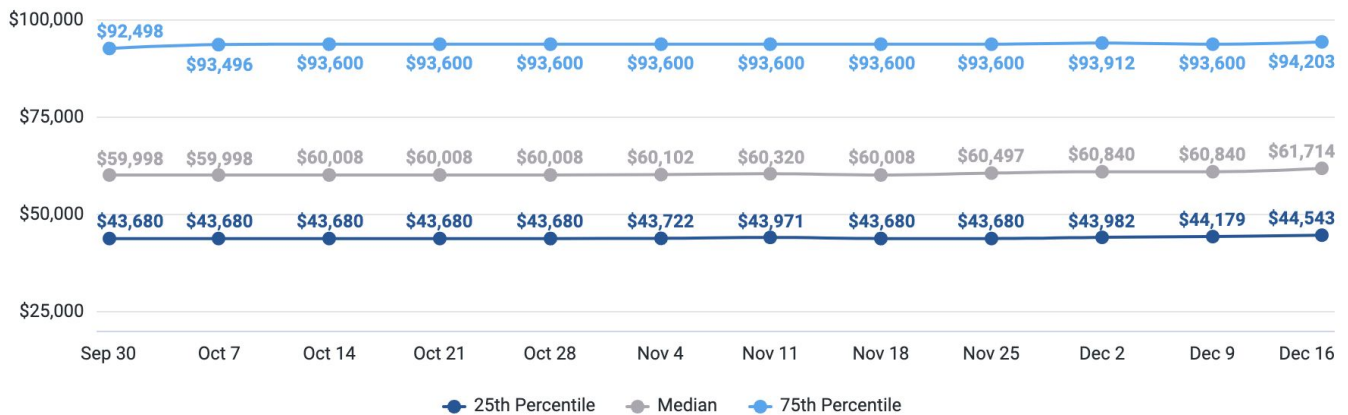
+2.9% (+\$1,716/yr.)



\$61,714

Median Full-time Salary
as of Dec. 16

Full-Time Salary Trend



\$18.35

Median Part-time Salary
as of Sept. 30

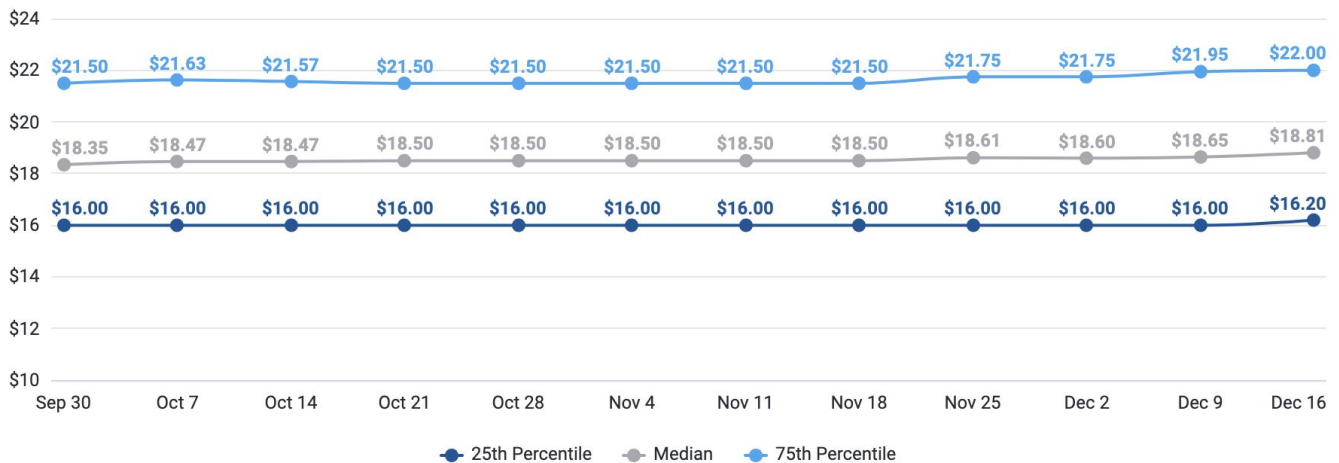
+2.5% (+\$0.46/hr.)



\$18.81

Median Part-time Salary
as of Dec. 16

Part-Time Salary Trend



Median Salary by Metro

\$/Yr. and \$/Hr. Respectively - As of Qtr. End

	Metro	Full-Time	Part-Time
1	Sterling, CO	\$67,600	\$16.00
2	Denver-Aurora-Centennial, CO	\$63,669	\$19.00
3	Boulder, CO	\$63,502	\$19.25
4	Pueblo, CO	\$62,400	\$17.00
5	Grand Junction, CO	\$61,506	\$19.08
6	Colorado Springs, CO	\$60,008	\$17.50
7	Montrose, CO	\$59,270	\$19.51
8	Rifle, CO	\$58,084	\$22.65
9	Greeley, CO	\$55,796	\$18.23
10	Alamosa, CO	\$55,006	\$17.00
11	Edwards, CO	\$54,808	\$21.65
12	Fort Collins-Loveland, CO	\$54,621	\$18.50
13	Steamboat Springs, CO	\$54,496	\$22.05
14	Fort Morgan, CO	\$54,080	\$15.32
15	Breckenridge, CO	\$54,080	\$21.65

Top Paying Category

As of Qtr. End

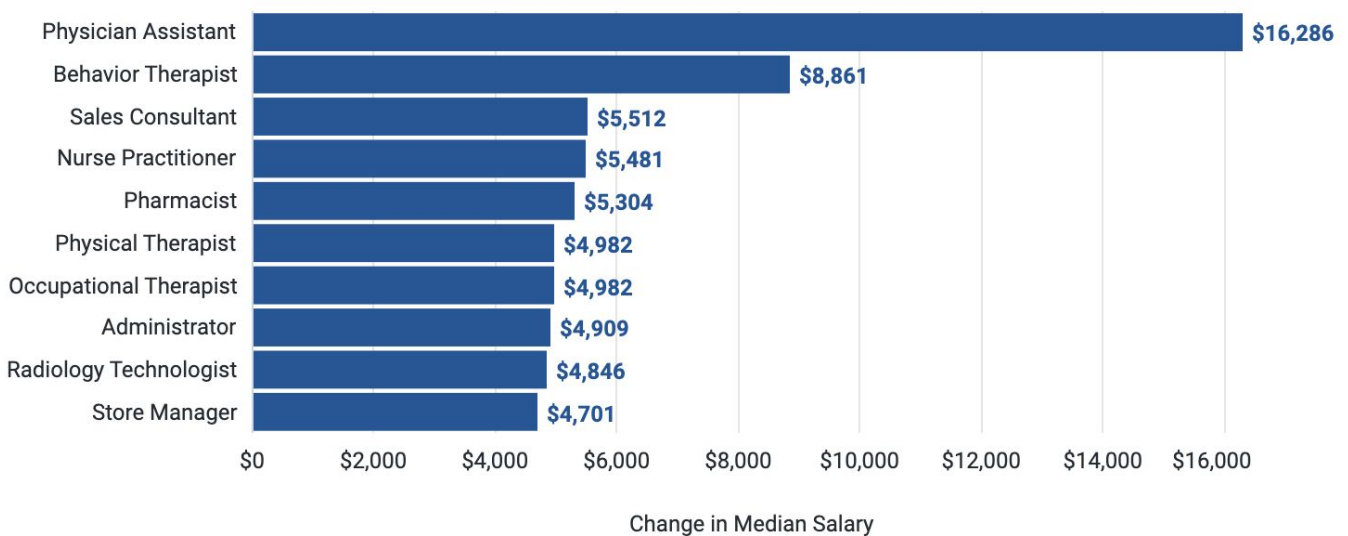
	Title - Top	Median Salary
1	Real Estate	\$119,600
2	Information Technology	\$117,593
3	Engineering	\$106,995
4	Legal	\$106,226
5	Finance	\$95,004
6	Nursing	\$95,004
7	Scientist	\$92,758
8	Healthcare	\$87,568
9	Business Services	\$87,506
10	Marketing	\$77,501

Highest Paying Job Titles

As of Qtr. End

	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: Public Sector Jobs

The data on this page represents job postings from public sector employers

Annual Vacancy Trend

Weekly vacancy totals

6,454

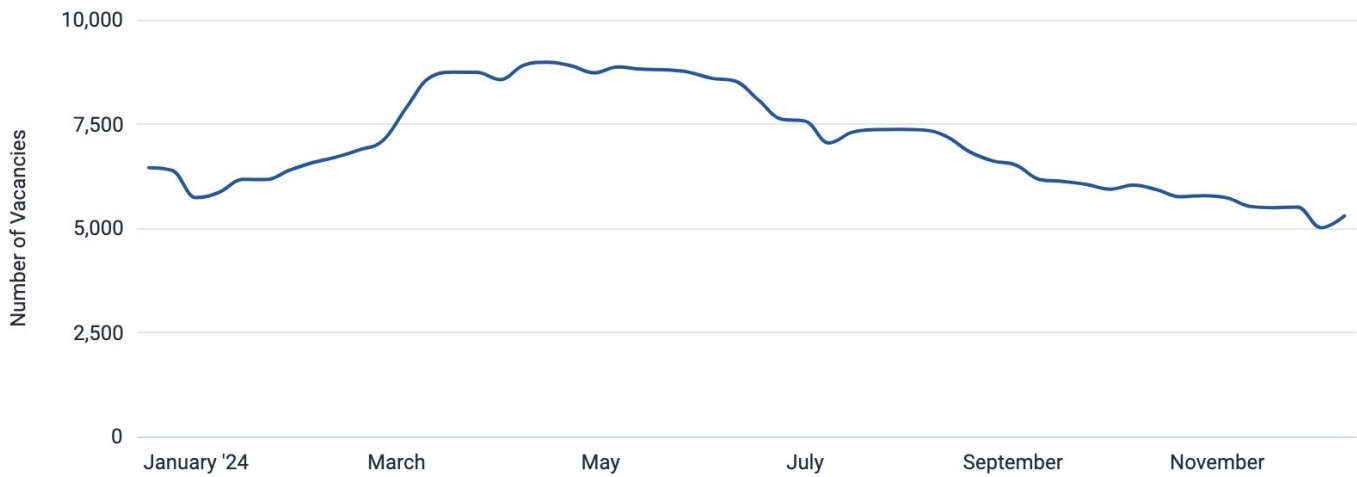
Vacancies as of Dec. '23

-11.2% (-723)



5,731

Vacancies as of Dec. '24



Top Employers by Vacancies

As of Qtr. End

	Employer Name	Number of Vacancies
1	Denver Public Schools	723
2	State of Colorado	714
3	Douglas County School District	243
4	Cherry Creek School District	192
5	Aurora Public Schools	183
6	St. Vrain Valley School District	162
7	Academy School District 20	132
8	City and County of Denver	125
9	Poudre School District	122
10	Greeley - Evans School District 6	119

Industry Spotlight (continued)

Top Titles by Vacancies - Education and Non-Education Employers

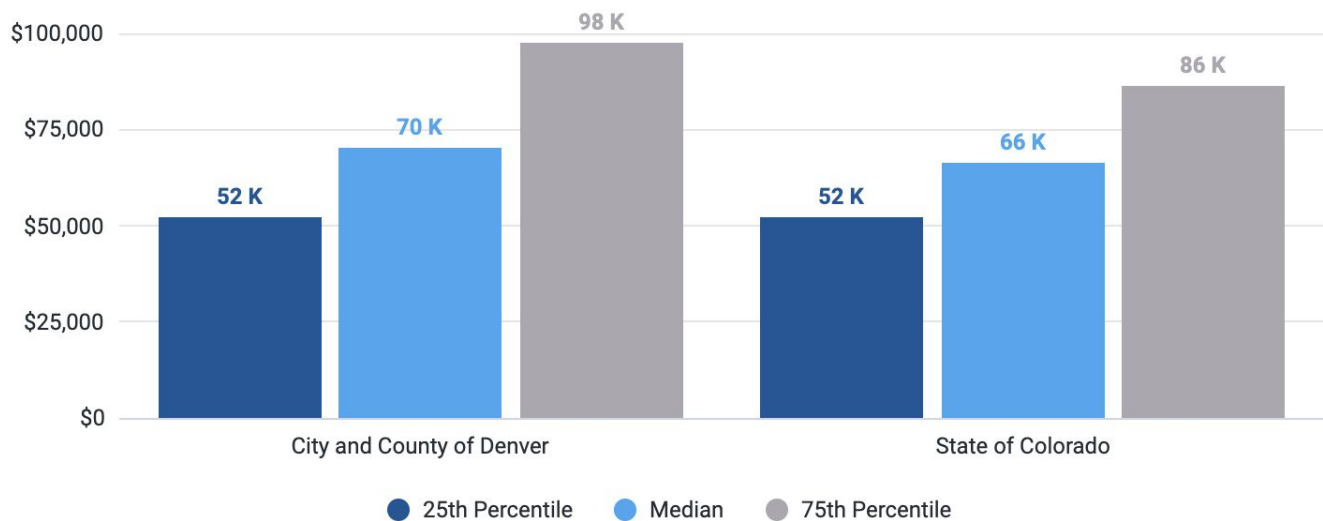
As of Qtr. End

Top Non-Education Titles	Number of Vacancies
1. Maintenance Technician	185
2. Police Officer	56
3. Attorney	44
4. Administrative Assistant	37
5. Engineer	37
6. Fitness Coach	28
7. Accountant	26
8. Civil Engineer	24
9. Security Officer	22
10. Psychiatry Specialist	20

Top Education Title	Number of Vacancies
1. Teacher	610
2. Paraprofessional	414
3. Custodian	190
4. Teacher Assistant	169
5. Special Education Teacher	151
6. Paraeducator	139
7. Basketball Coach	83
8. Bus Driver	73
9. Track Coach	66
10. Early Childhood Teacher	49

Salary Distribution - Denver vs. Colorado

As of Qtr. End



Highest Paying Categories

As of Qtr. End

#1 Finance
117K

#2 Legal
109K

#3 I.T.
102K

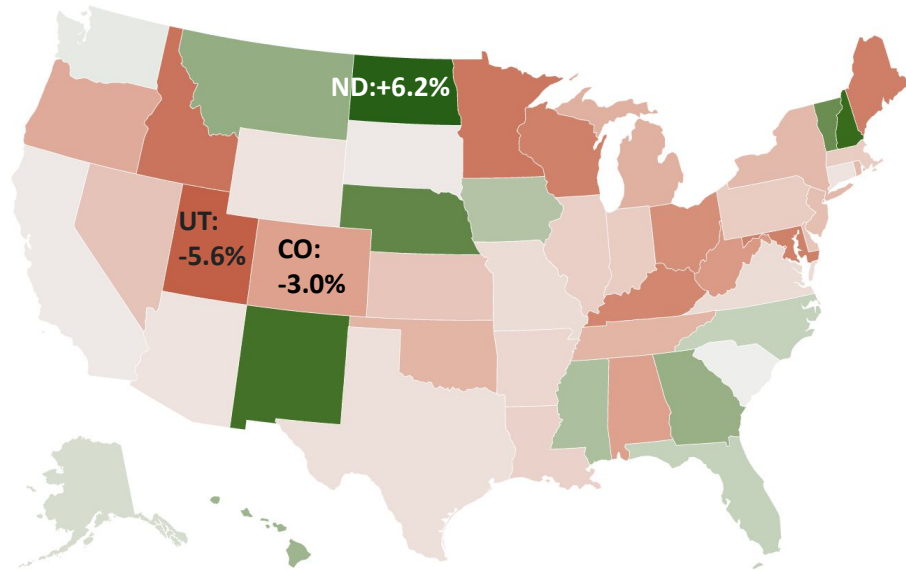
How Colorado Compares

Calculations showing the percent change in vacancies from the start to end of Q4 2024

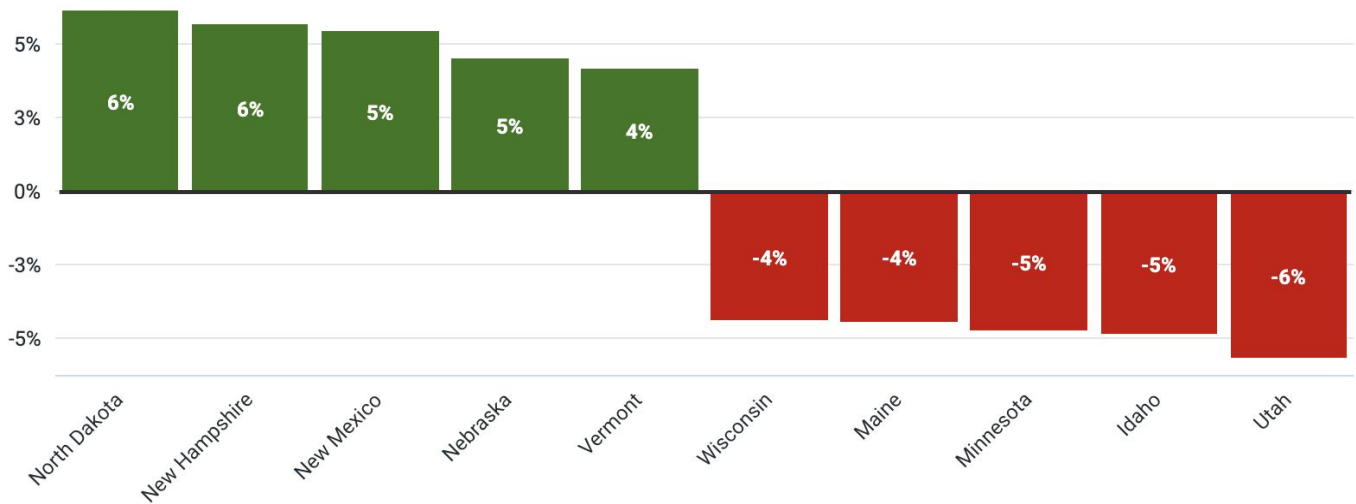
Vacancy Percent Change by State

-0.7%
Total U.S. Percent Change

41st
Colorado's Vacancy Change Ranking by State

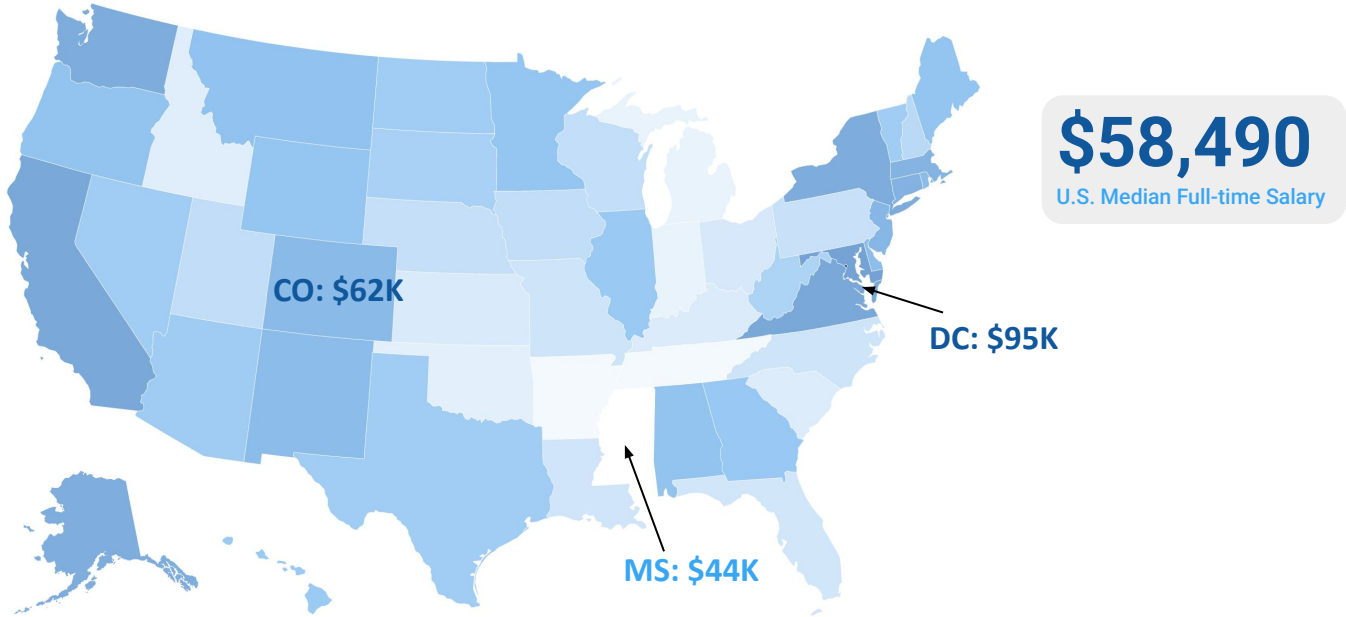


Top and Bottom States by Vacancy Percent Change



Median Full-time Salary by State

As of Qtr. End



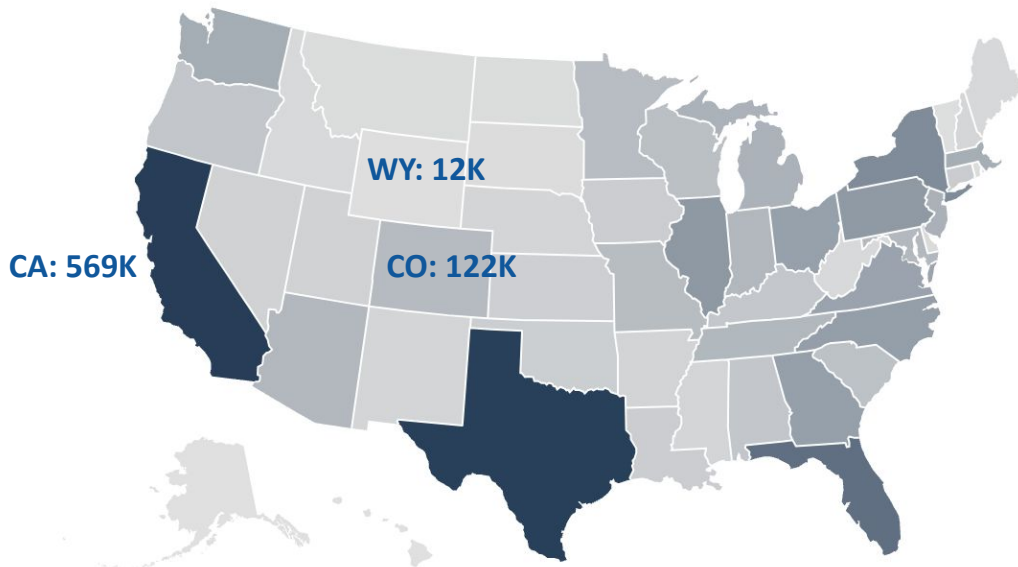
	State	Median Full-time Salary	Median Part-time Salary
1.	DC	\$95,181	\$20.13
2.	WA	\$76,326	\$20.40
3.	CA	\$76,055	\$20.00
4.	MD	\$72,800	\$18.50
5.	VA	\$72,675	\$17.38
6.	AK	\$71,718	\$20.00
7.	DE	\$67,891	\$17.00
8.	CT	\$67,600	\$18.84
9.	NY	\$67,506	\$18.03
10.	MA	\$66,914	\$20.00
11.	NJ	\$66,560	\$19.00
12.	OR	\$62,400	\$20.61
13.	VT	\$62,400	\$20.00
14.	CO	\$61,714	\$18.81
15.	NM	\$61,048	\$17.50
16.	RI	\$59,998	\$17.63
17.	IL	\$59,280	\$16.50

	State	Median Full-time Salary	Median Part-time Salary
18.	UT	\$58,906	\$16.49
19.	MN	\$58,739	\$18.00
20.	GA	\$57,200	\$16.00
21.	WY	\$56,430	\$20.00
22.	ND	\$56,378	\$19.00
23.	AZ	\$56,004	\$17.00
24.	TX	\$55,994	\$16.00
25.	ME	\$55,796	\$19.75
26.	IA	\$55,494	\$17.00
27.	NH	\$55,006	\$20.00
28.	WI	\$55,006	\$17.20
29.	NV	\$54,226	\$16.50
30.	FL	\$53,997	\$16.25
31.	SD	\$53,997	\$20.00
32.	AR	\$53,248	\$15.00
33.	IN	\$53,040	\$16.70
34.	NE	\$52,707	\$16.50

	State	Median Full-time Salary	Median Part-time Salary
35.	SC	\$52,000	\$16.25
36.	AL	\$52,000	\$15.00
37.	MT	\$52,000	\$20.00
38.	NC	\$52,000	\$16.00
39.	OH	\$51,584	\$15.50
40.	PA	\$51,241	\$16.50
41.	MO	\$51,230	\$17.00
42.	HI	\$51,126	\$18.75
43.	TN	\$51,002	\$16.00
44.	ID	\$50,003	\$17.00
45.	KS	\$50,003	\$15.56
46.	KY	\$50,003	\$16.25
47.	WV	\$49,993	\$16.00
48.	MI	\$49,920	\$16.00
49.	LA	\$47,840	\$16.00
50.	OK	\$47,497	\$15.00
51.	MS	\$44,075	\$13.25

Average Weekly Vacancy Totals by State

All Qtr. Data



Colorado Ranking: #19 Highest Number of Avg. Job Vacancies and #18 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	569,499	14.5	18.	WA	138,101	17.8	35.	AR	47,809	15.8
2.	TX	529,604	17.9	19.	CO	122,288	21	36.	NE	46,408	23.6
3.	FL	351,386	16.1	20.	WI	116,462	19.8	37.	MS	44,080	14.9
4.	NY	309,455	15.6	21.	MN	114,507	20.1	38.	NH	43,042	31
5.	PA	260,532	20.1	22.	MO	114,399	18.5	39.	WV	34,835	19.5
6.	IL	237,740	18.8	23.	SC	108,273	20.9	40.	ME	34,489	25.1
7.	NC	230,643	21.9	24.	AL	89,769	17.8	41.	DC	32,208	48.1
8.	OH	229,411	19.5	25.	KY	81,729	18.1	42.	ID	28,431	15
9.	VA	218,125	25.2	26.	OR	78,343	18.5	43.	HI	25,408	17.6
10.	GA	213,035	19.7	27.	LA	72,080	15.6	44.	MT	25,261	22.9
11.	MA	167,766	24	28.	CT	71,712	19.9	45.	DE	24,409	24.3
12.	MI	166,138	16.5	29.	IA	68,690	21.5	46.	ND	23,129	29.8
13.	NJ	160,381	17.3	30.	OK	67,832	17	47.	AK	22,560	30.8
14.	TN	144,500	20.7	31.	KS	61,898	21.1	48.	SD	21,213	23.7
15.	AZ	143,114	19.7	32.	UT	50,929	15.3	49.	RI	20,080	18.3
16.	MD	140,574	22.8	33.	NM	50,687	24	50.	VT	18,047	28
17.	IN	138,645	20.4	34.	NV	49,586	15.8	51.	WY	11,999	20.7

Conclusion

About Aspen Tech Labs

Aspen Technology Labs, Inc. (Aspen) 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. Aspen provides web scraping and data/analytics services for a wide variety of industries. Aspen'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. Aspen's JobMarketPulse is a powerful, real-time labor market intelligence tool to assist Aspen's customers in staying in front of the challenging labor market. To learn more, visit AspenTechLabs.com.

This report is a high-level demonstration of Aspen's JobMarketPulse, a powerful, real-time competitive tool to assist Aspen 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 Lana Shumyn at лана.s@aspentechlabs.com for feedback on the data in this report or to learn more about Aspen'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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