

Colorado Chamber Foundation | Aspen Tech Labs

Quarterly Jobs Report

Q1 2025



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Introduction

The [Colorado Chamber Foundation](#) 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: Q1 2025 Job Market Data

From January through April 2025, Colorado's labor market saw significant growth in job postings, with vacancies rising by 12.8%—notably outpacing the national growth rate of 7.7%. Among all states, Colorado ranked third in terms of percentage growth in vacancies during this period.

Within Colorado's largest ten metropolitan areas, Rifle posted the highest growth, adding 701 new jobs—a 33% increase. In contrast, Edwards experienced more modest gains, adding 110 jobs for a 7% rise. Notably, remote job listings kept pace with overall trends, growing by 9.4% during the quarter.

By industry, agriculture and education saw the sharpest increase in job postings by percentage, with growth rates of 167% and 51%, respectively. The industries with the greatest increase in vacancies by quantity were again education (2,350 increase in jobs) and nursing (2,246 increase in jobs). On the other hand, demand declined in some categories: postings for Researcher positions dropped by 20%, and Personal Service roles fell by 13%.

Median wage levels in Colorado saw a mild upward trend this quarter. Full-time salaries climbed by 4.0%, reaching \$62,410, while part-time roles inched up 0.4% to a median wage of \$19.00 per hour. Colorado ranked 12th highest in the nation for median full-time wages moving up two positions from last quarter.

This quarter's Market Spotlight focuses on Information Technology occupations. Overall, job vacancies in the sector remained stable, with little fluctuation over the quarter. Lockheed Martin had the highest number of open Information Technology (IT) positions, making it the top employer in the category. Software Developers were the most frequently advertised role, reflecting sustained demand for technical talent even amid a relatively steady hiring landscape.

Data Notes:

The jobs data used in the JobMarketPulse Intelligence 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 JobMarketPulse, 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 JobMarketPulse, Aspen's data is geographically representative and covers all industries. The coverage of JobMarketPulse has and will continue to grow in 2025.

Vacancy Summary

113K

Vacancies as of Jan. 6

+12.8% (+14,421)



127K

Vacancies as of March 31

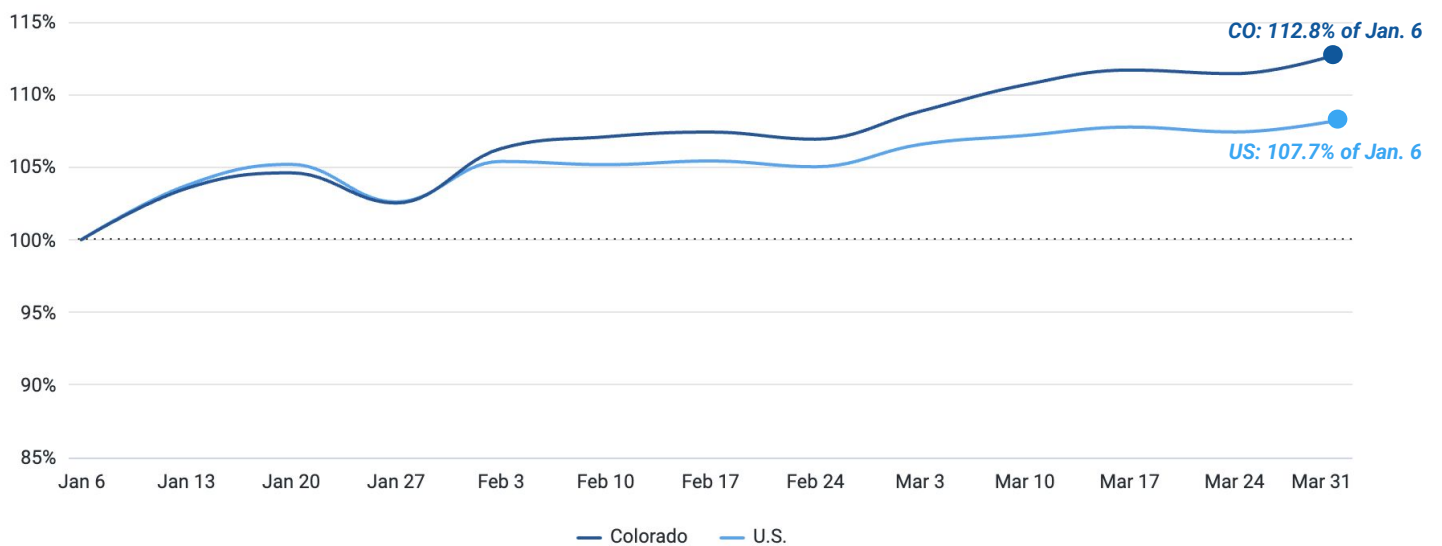
Q1 2025 Vacancy Trend

Weekly vacancy totals



Q1 2025 Vacancy Trend: CO vs. U.S.

Weekly vacancy totals; indexed to January 6th



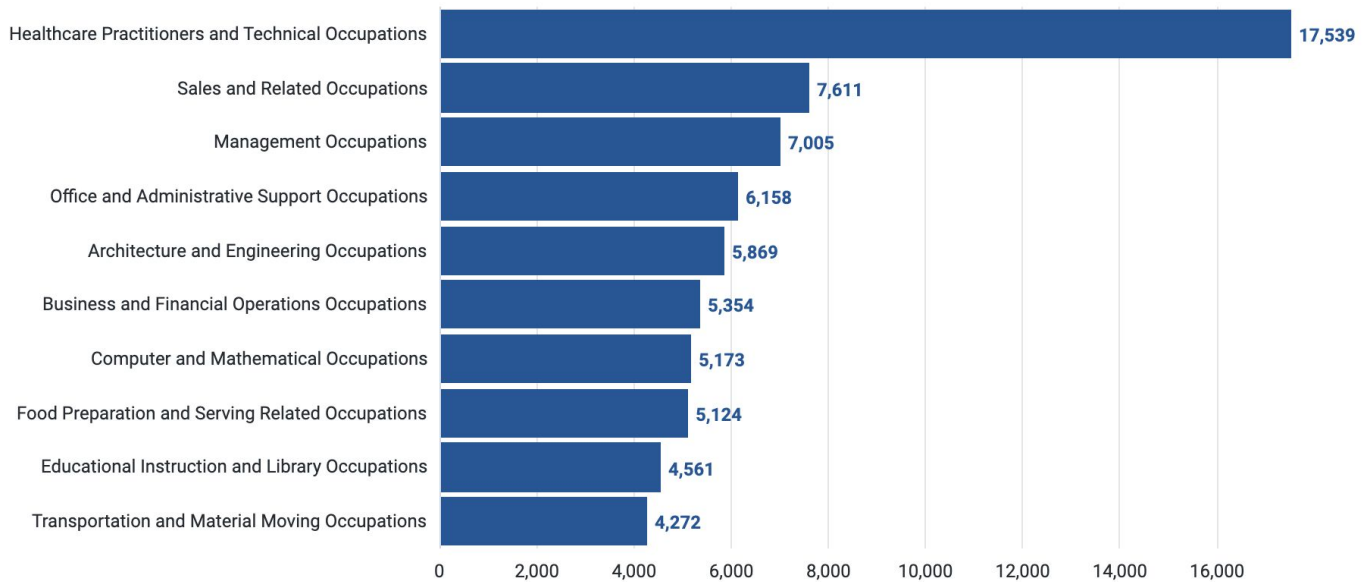
Q1 2025 Average Weekly Vacancy Inflow
 An average of 14K new vacancies were added each week



These new vacancies accounted for 10.4% (up **0.5% points** from last qtr.) of the 121K **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	61,310	70,107	8,797	14%
2	Colorado Springs, CO	12,346	14,024	1,678	14%
3	Fort Collins-Loveland, CO	5,958	6,482	524	9%
4	Boulder, CO	5,926	6,393	467	8%
5	Greeley, CO	3,963	4,335	372	9%
6	Grand Junction, CO	3,275	3,578	303	9%
7	Pueblo, CO	2,362	2,731	369	16%
8	Rifle, CO	2,107	2,808	701	33%
9	Edwards, CO	1,539	1,649	110	7%
10	Steamboat Springs, CO	1,052	1,247	195	19%

Remote

3.4K

Remote Vacancies as of Dec. 6

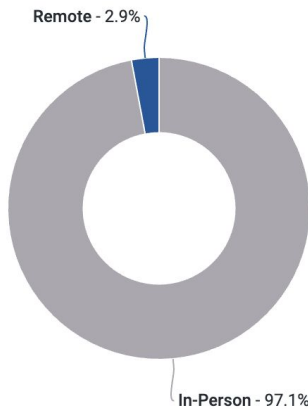
+9.4% (322)



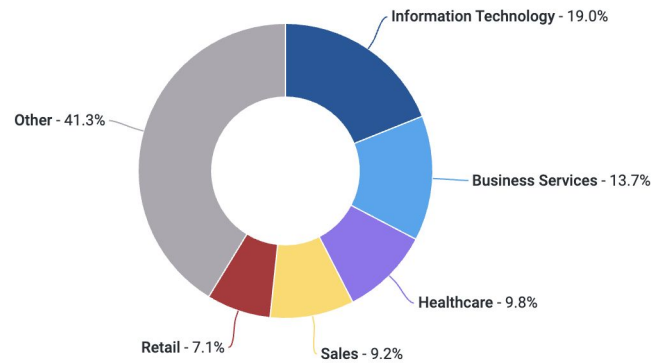
3.7K

Remote Vacancies as of March 31

Remote Vacancies



Remote Vacancies by Category



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

Internships and Apprenticeships

1,490

▼ 7.2%

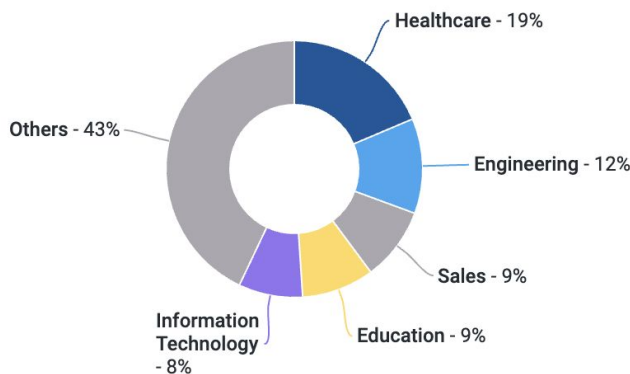
Internships as of Qtr. End

1,409

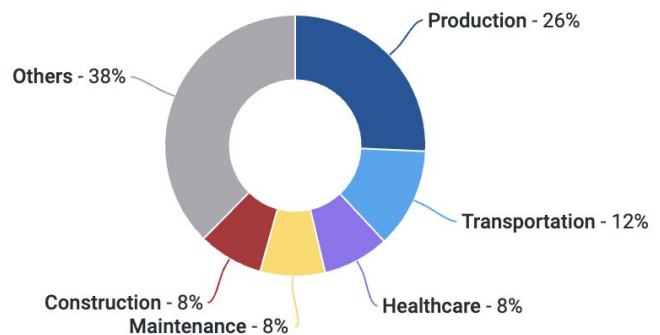
▲ 10.7%

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	395
2	Colorado Springs	132
3	Boulder	75
4	Aurora	74
5	Fort Collins	63
6	Golden	49
7	Greeley	43
8	Grand Junction	43
9	Greenwood Village	34
10	Lakewood	31

Cities with Apprenticeships

As of Qtr. End

	City	Number of Vacancies
1	Denver	306
2	Colorado Springs	112
3	Greeley	98
4	Aurora	86
5	Pueblo	50
6	Lakewood	37
7	Englewood	36
8	Fort Collins	36
9	Littleton	32
10	Henderson	29

Category - Largest Job Growth

	Title - Top	Start of Qtr.	End of Qtr.	Change	Percent Change
1	Agriculture	58	155	97	167%
2	Education	4,587	6,937	2,350	51%
3	Nursing	9,534	11,780	2,246	24%
4	Creative	845	1,024	179	21%
5	Marketing	632	756	124	20%
6	Banking	776	925	149	19%
7	Maintenance	3,452	4,016	564	16%
8	Engineering	3,331	3,842	511	15%
9	Animal Care	332	381	49	15%
10	Production	2,310	2,645	335	15%

Category - Largest Job Decline

	Title - Top	Start of Qtr.	End of Qtr.	Change	Percent Change
1	Researcher	154	123	-31	-20%
2	Personal Service	807	703	-104	-13%
3	Pharmacy	1,216	1,097	-119	-10%
4	Accounting	2,078	2,036	-42	-2%

Salary Data

\$60,008

Median Full-time Salary
as of Jan. 6

+4.0% (+\$2,402/yr.)



\$62,410

Median Full-time Salary
as of March 31

Full-Time Salary Trend



\$18.92

Median Part-time Salary
as of Jan. 6

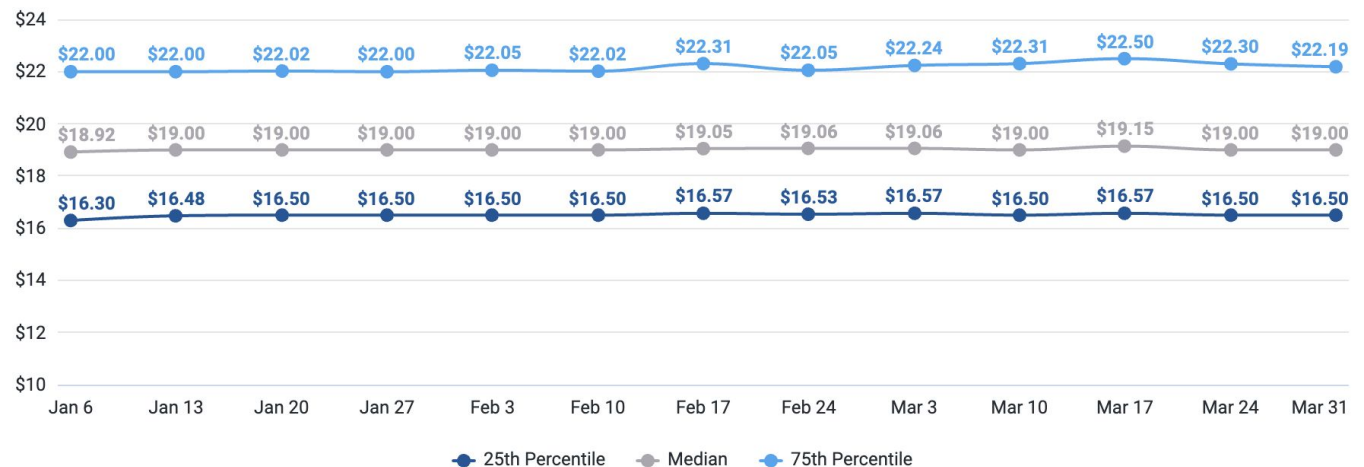
+0.4% (+\$0.08/hr.)



\$19.00

Median Part-time Salary
as of March 31

Part-Time Salary Trend



Median Salary by Metro

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

	Metro	Full-Time	Part-Time
1	Boulder, CO	\$65,000	\$19.50
2	Denver-Aurora-Centennial, CO	\$65,000	\$19.29
3	Pueblo, CO	\$62,691	\$16.68
4	Sterling, CO	\$62,400	\$21.35
5	Colorado Springs, CO	\$62,109	\$17.57
6	Grand Junction, CO	\$60,008	\$18.12
7	Edwards, CO	\$58,240	\$21.65
8	Fort Morgan, CO	\$58,105	\$17.31
9	Greeley, CO	\$56,909	\$18.00
10	Rifle, CO	\$56,753	\$21.77
11	Montrose, CO	\$56,129	\$20.65
12	Steamboat Springs, CO	\$55,546	\$21.43
13	Fort Collins-Loveland, CO	\$55,120	\$18.24
14	Breckenridge, CO	\$54,080	\$20.98
15	Durango, CO	\$53,997	\$19.00

Top Paying Category

As of Qtr. End

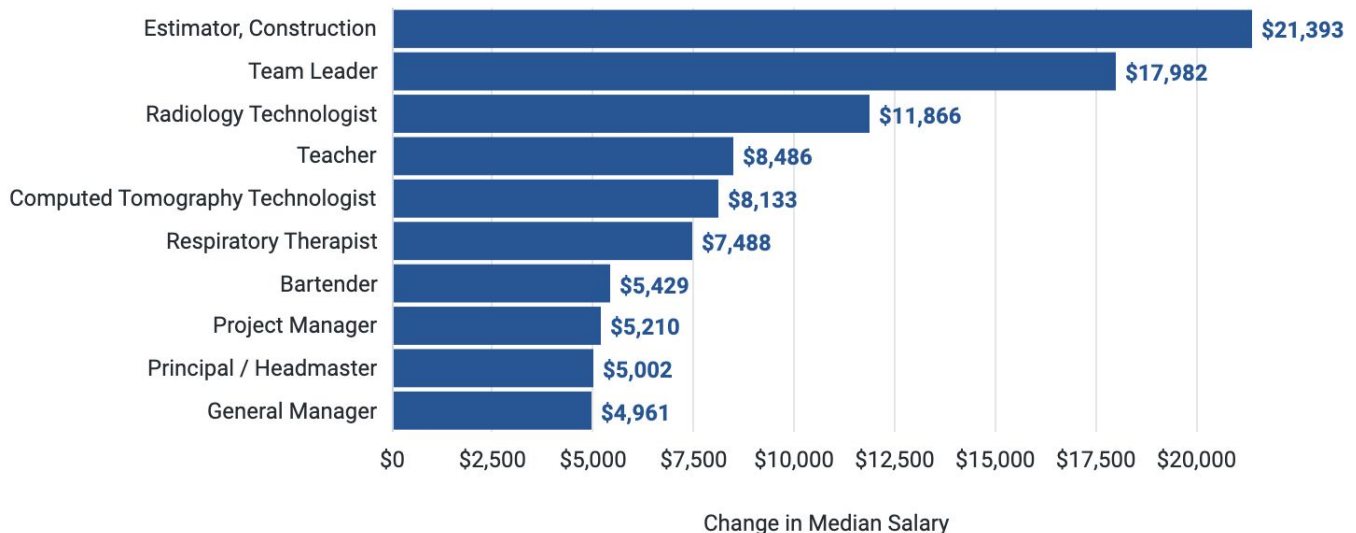
	Title - Top	Median Salary
1	Information Technology	\$117,998
2	Real Estate	\$108,784
3	Engineering	\$107,494
4	Legal	\$104,998
5	Finance	\$95,004
6	Nursing	\$94,723
7	Scientist	\$91,000
8	Business Services	\$87,506
9	Healthcare	\$87,360
10	Marketing	\$78,000

Highest Paying Job Titles

As of Qtr. End

	Job Title	Salary Midpoint - 50th Percentile (annual) ▼	Number of Vacancies w/ Salary
1	Radiologist	\$450,008	30
2	Medical Director	\$400,005	309
3	Psychiatrist	\$324,002	176
4	Physician / Doctor, Internal Medicine	\$299,322	853
5	Dentist	\$274,997	203
6	Nurse Anesthetist	\$249,995	33
7	Family Physician / Doctor	\$239,990	125
8	Associate Professor	\$221,000	97
9	Vice President	\$199,992	283
10	Chief Financial Officer	\$189,998	39
11	Counsel, Patent	\$179,993	30
12	Technical Program Manager	\$166,494	33
13	Physician Assistant	\$165,006	532
14	Software Development Engineer	\$164,549	64
15	Engineering Manager	\$163,998	89
16	Solutions Architect	\$161,252	120
17	Senior Product Manager	\$160,992	67
18	Product Manager, Software	\$157,508	31
19	Hospitalist	\$156,000	53
20	Director of Engineering	\$154,991	30
21	Principal Software Engineer	\$153,598	76
22	Principal Engineer	\$153,598	97
23	Pharmacy Manager	\$151,840	61
24	Associate Attorney	\$149,999	61
25	Clinical Pharmacist	\$148,013	41

Largest Median Salary Increases by Job Title



Industry Spotlight: Information Technology

The data on this page represents job postings for tech related titles

Annual Vacancy Trend

Weekly vacancy totals

4,505

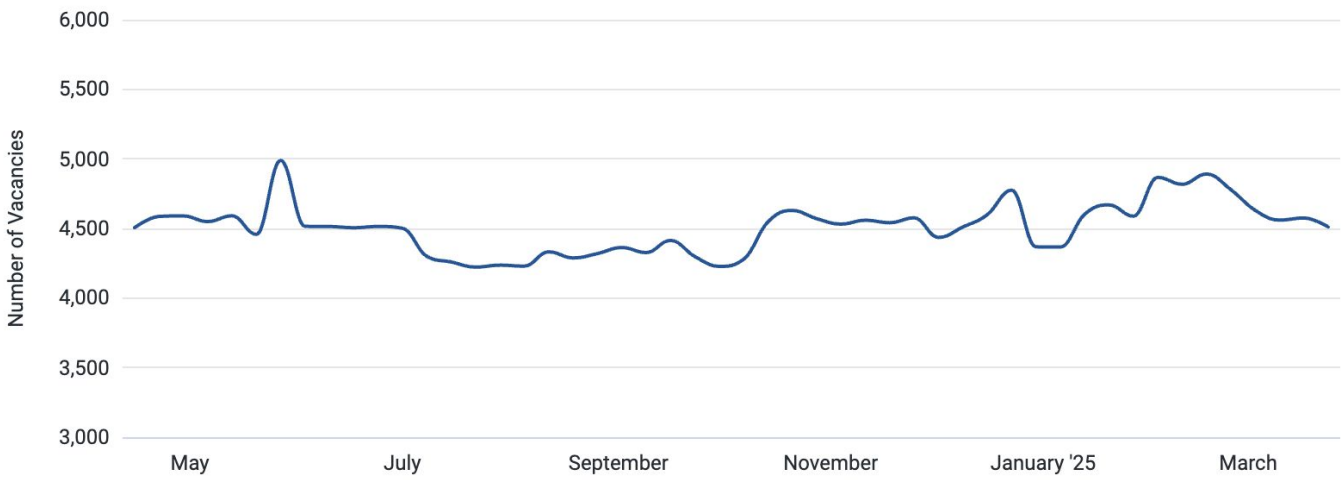
Vacancies as of Apr. '24

+0.1% (+5)



4,510

Vacancies as of Apr. '25



Top Employers by Vacancies

As of Qtr. End

	Employer Name	Number of Vacancies
1	Lockheed Martin	104
2	Cymertek	90
3	Keylent, Inc.	75
4	Contact Government Services, LLC	73
5	Spectrum	49
6	Amazon	47
7	Sierra Nevada Corporation	45
8	Raytheon Technologies	43
9	Northrop Grumman	40
10	Marathon TS	40

Top Titles by Vacancies

As of Qtr. End

#1 **Software Engineer**
777

#2 **Network Engineer**
255

#3 **System Administrator**
217

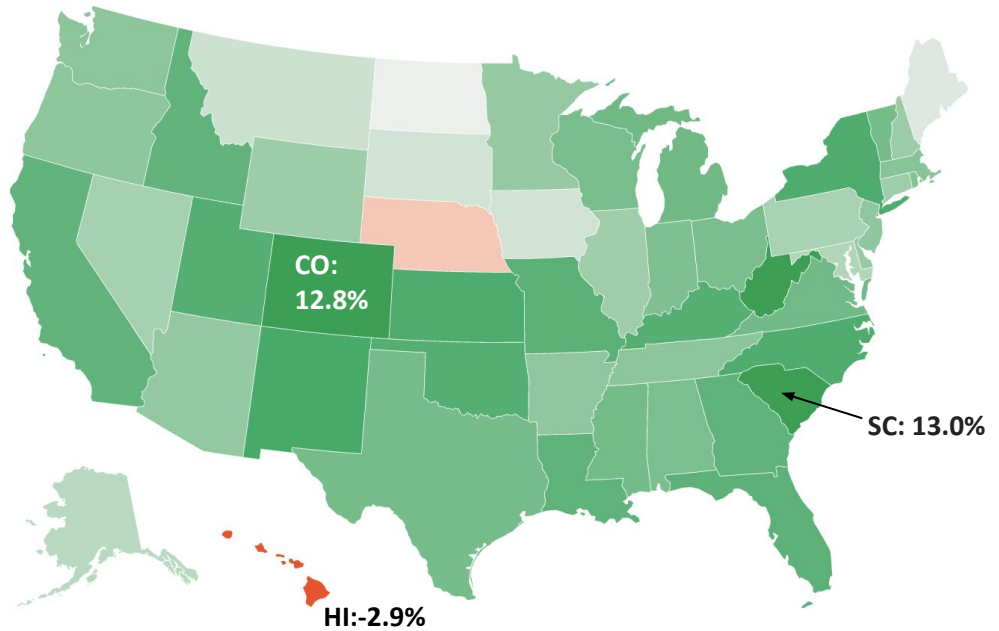
How Colorado Compares

Calculations showing the percent change in vacancies from the start to end of Q1 2025

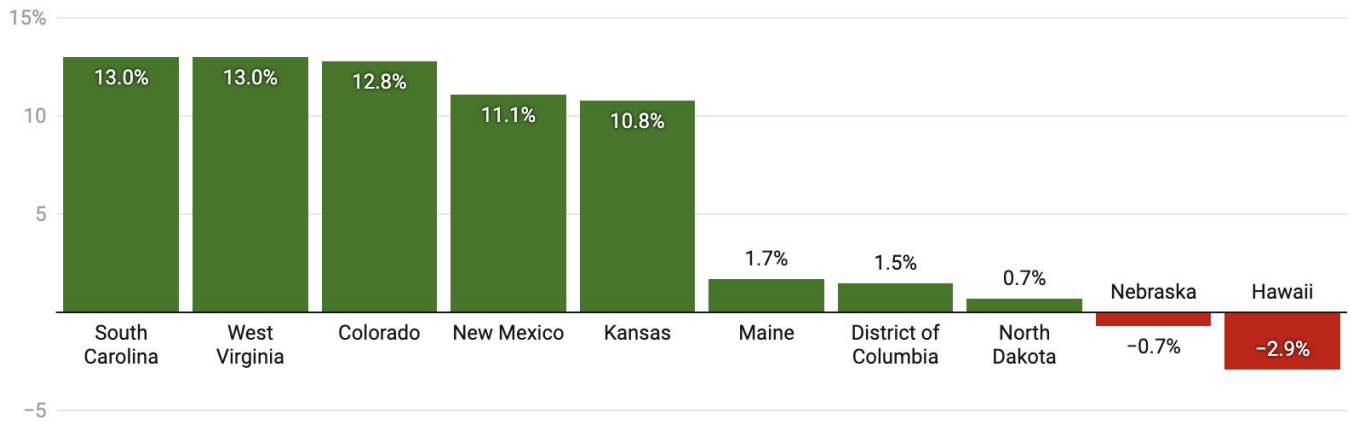
Vacancy Percent Change by State

+7.7%
Total U.S. Percent Change

3rd
Colorado's Vacancy Change Ranking by State

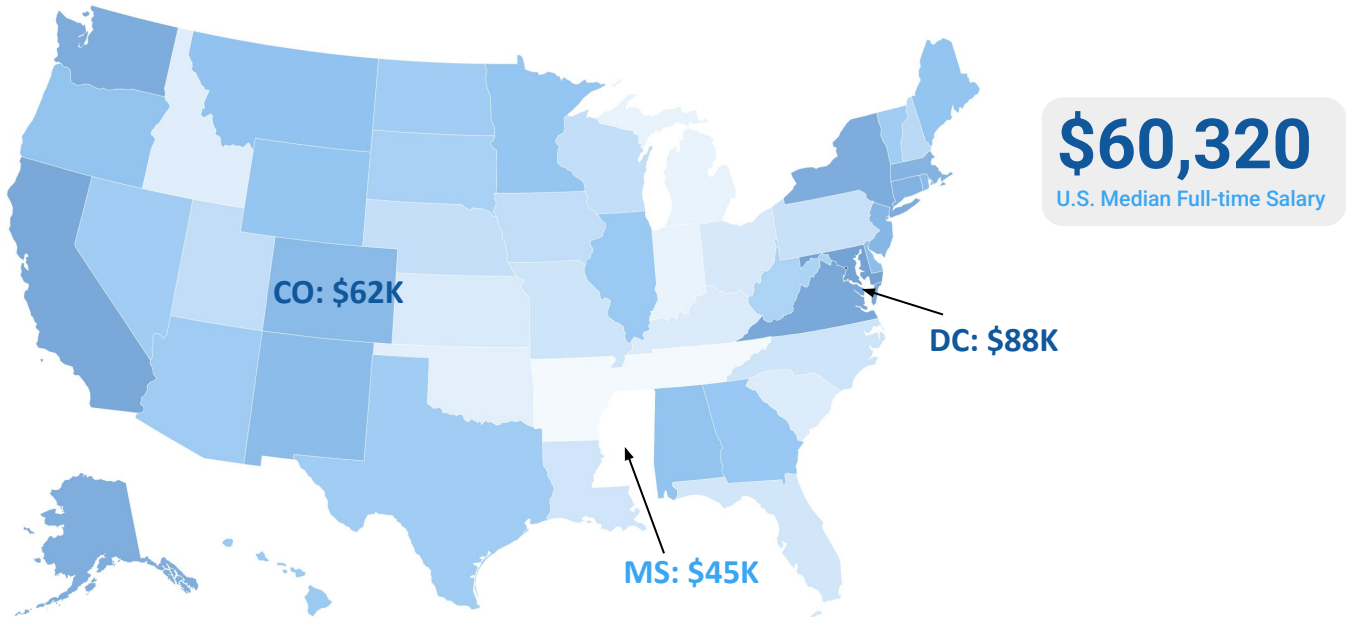


Top and Bottom States by Vacancy Percent Change



Median Full-time Salary by State

As of Qtr. End



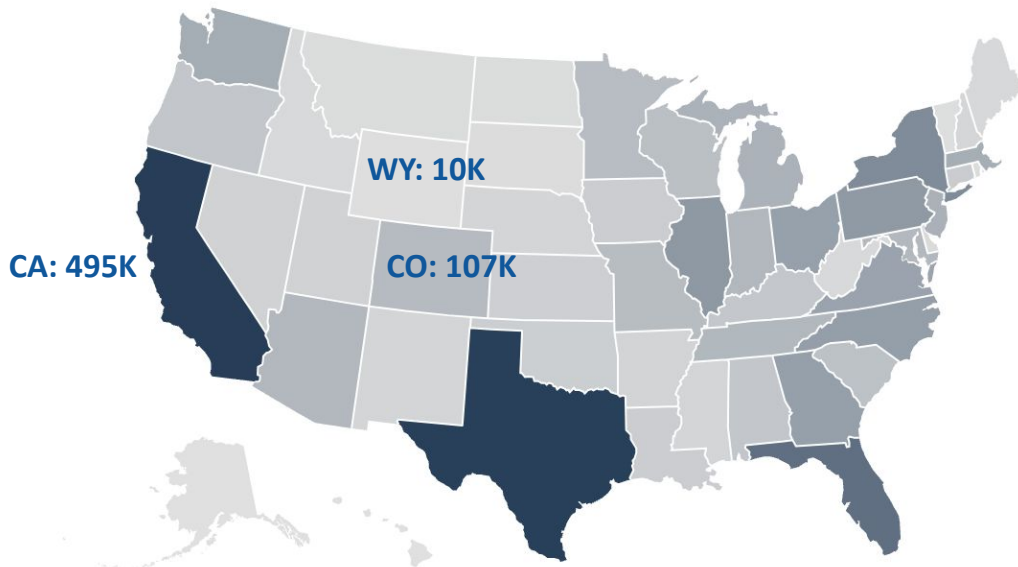
	State	Median Full-time Salary	Median Part-time Salary
1.	DC	\$88,057	\$19.50
2.	WA	\$77,210	\$20.76
3.	CA	\$75,993	\$20.00
4.	VA	\$71,167	\$17.50
5.	MA	\$70,002	\$19.80
6.	MD	\$70,002	\$18.13
7.	NY	\$69,430	\$18.00
8.	AK	\$67,330	\$20.00
9.	CT	\$65,520	\$18.75
10.	NJ	\$64,501	\$19.00
11.	OR	\$62,504	\$20.50
12.	CO	\$62,410	\$19.00
13.	VT	\$62,400	\$20.50
14.	IL	\$62,400	\$17.00
15.	DE	\$61,058	\$17.00
16.	MN	\$60,008	\$18.50
17.	WY	\$59,998	\$18.50

	State	Median Full-time Salary	Median Part-time Salary
18.	UT	\$59,280	\$16.90
19.	TX	\$56,181	\$16.25
20.	WI	\$56,160	\$18.00
21.	SD	\$55,328	\$19.36
22.	AZ	\$55,120	\$16.85
23.	NM	\$54,995	\$16.96
24.	ND	\$54,704	\$19.00
25.	RI	\$54,600	\$17.71
26.	IA	\$54,382	\$17.11
27.	NH	\$54,080	\$18.75
28.	GA	\$53,997	\$16.25
29.	IN	\$53,955	\$16.80
30.	ME	\$53,498	\$19.00
31.	AR	\$53,248	\$16.00
32.	FL	\$52,104	\$16.25
33.	NC	\$52,000	\$16.00
34.	NE	\$52,000	\$16.99

	State	Median Full-time Salary	Median Part-time Salary
35.	PA	\$51,958	\$16.50
36.	HI	\$51,844	\$18.50
37.	MO	\$51,667	\$17.00
38.	KS	\$51,584	\$16.00
39.	NV	\$50,752	\$16.25
40.	SC	\$49,993	\$16.25
41.	ID	\$49,993	\$17.00
42.	MT	\$49,941	\$20.00
43.	TN	\$49,920	\$16.25
44.	KY	\$49,494	\$16.25
45.	OH	\$48,183	\$16.00
46.	AL	\$48,006	\$16.50
47.	WV	\$46,800	\$17.00
48.	LA	\$46,790	\$17.00
49.	MI	\$45,760	\$16.11
50.	OK	\$45,760	\$15.25
51.	MS	\$45,001	\$15.00

Average Weekly Vacancy Totals by State

All Qtr. Data



Colorado Ranking: #19 Highest Number of Avg. Job Vacancies and #15 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	495,494	12.6	18.	MD	109,207	17.4	35.	NM	41,282	19.4
2.	TX	465,298	14.9	19.	CO	106,885	17.9	36.	MS	40,829	13.9
3.	FL	323,846	13.9	20.	MO	104,148	16.7	37.	NE	38,396	19.1
4.	NY	271,421	13.7	21.	SC	99,401	18.1	38.	NH	35,917	25.5
5.	PA	216,388	16.5	22.	WI	99,374	16.7	39.	WV	30,610	17.3
6.	IL	202,611	15.9	23.	MN	97,717	16.9	40.	DC	25,974	37.0
7.	NC	200,967	18.2	24.	AL	77,994	15.1	41.	ME	24,784	17.6
8.	OH	199,176	16.8	25.	KY	72,910	15.9	42.	ID	24,035	12.0
9.	GA	195,447	17.5	26.	OR	64,877	15.2	43.	HI	21,890	15.1
10.	VA	193,834	22.0	27.	LA	62,696	13.6	44.	MT	21,014	18.5
11.	MI	144,765	14.3	28.	CT	61,321	16.7	45.	AK	19,862	26.8
12.	MA	144,057	20.2	29.	OK	59,654	14.6	46.	ND	19,537	24.5
13.	NJ	139,642	14.7	30.	IA	57,812	17.8	47.	DE	19,363	18.4
14.	AZ	127,140	16.8	31.	KS	55,861	18.8	48.	RI	16,919	15.2
15.	TN	126,292	17.5	32.	UT	44,353	12.7	49.	SD	16,254	17.6
16.	IN	121,881	17.6	33.	NV	43,753	13.4	50.	VT	14,250	22.0
17.	WA	114,748	14.4	34.	AR	43,697	14.1	51.	WY	10,448	17.8

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 Isabelle Woodrow at isabelle@aspentechlabs.com for feedback on the data in this report or to learn more about Aspen's products and services.

About the Colorado Chamber Foundation

The Colorado Chamber Foundation is a non-profit educational foundation whose purpose is to support programs, research, educational opportunities and other initiatives that encourage and enhance a healthy business climate. The organization works collaboratively in partnership with state business leaders to advance Colorado's economy and local communities through forward-thinking solutions. Using the power of research and data, community engagement, and strategic initiatives, the Foundation is committed to fostering a vibrant future for all Coloradans.

To learn more about investing in the Colorado Chamber Foundation, please contact Dave Tabor at dtabor@cochamber.com. For media inquiries about the Colorado Chamber Foundation or key insights from this report, please contact Cynthia Eveleth-Havens at cynthiae@cochamber.com.

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