

Colorado Chamber Foundation | Aspen Tech Labs

Colorado Jobs Report

Q3 2025



Contents

[Introduction](#)

[Vacancy Summary](#)

[Salary Data](#)

[Industry Spotlight: Manufacturing](#)

[How Colorado Compares](#)

[Conclusion](#)

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: Q3 2025 Job Market Data

From July through September 2025, Colorado's labor market contracted slightly, with job postings declining 0.8% - from 122,878 in early July to 121,897 by October 1. Colorado landed in the middle of the pack, ranking 24th in change in Q3 vacancies while maintaining its ranking as 18th in total number of vacancies. Across the U.S., vacancies held steady with just a 0.1% decline.

Among Colorado's 10 largest metro areas by job postings, trends were mixed in Q3. Denver (+2%) and Colorado Springs (+2%) each saw modest growth, while Boulder posted the strongest increase at +3%. Breckenridge also ticked up +4%, though from a smaller base. In contrast, several metros experienced sharper pullbacks, led by Grand Junction (-24%) and Rifle (-20%). Greeley and Pueblo both declined by -8%, while Fort Collins remained essentially flat. Internships saw a significant 67% increase in Q3 as employers began posting Summer 2026 opportunities, indicating now is a good time for candidates interested in internships. Remote jobs also bounced back in Q3 with a 1.9% increase after a decline in Q2.

In Q3, job postings rose sharply in accounting (+18%), insurance (+15%), and pharmacy (+14%). On the other hand, education (-15%) and creative (-14%) saw the largest declines. Median full-time salaries declined slightly, falling 0.8% to \$64,480, while part-time wages dipped 1.6% to \$19.00 per hour. Even with the quarterly decrease, Colorado's median full-time wage remained above the national average (\$62,400), ranking 12th highest among states compared to 11th last quarter.

This quarter's spotlight highlights the Manufacturing sector, where vacancies grew modestly year over year (+1.2%) and demand remained concentrated in engineering and production roles. Colorado continues to track closely with national manufacturing trends, with Denver and Colorado Springs driving much of the activity.

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 added during the quarter to ensure consistent trend comparisons.

In Q3, we observed inconsistencies with the online career pages of two large Colorado employers. To ensure accuracy, we excluded these postings from this quarter's analysis. As a result, the total vacancy count is lower than it would have been otherwise.

Vacancy Summary

122.8K

Vacancies as of July 1

-0.8% (-999)

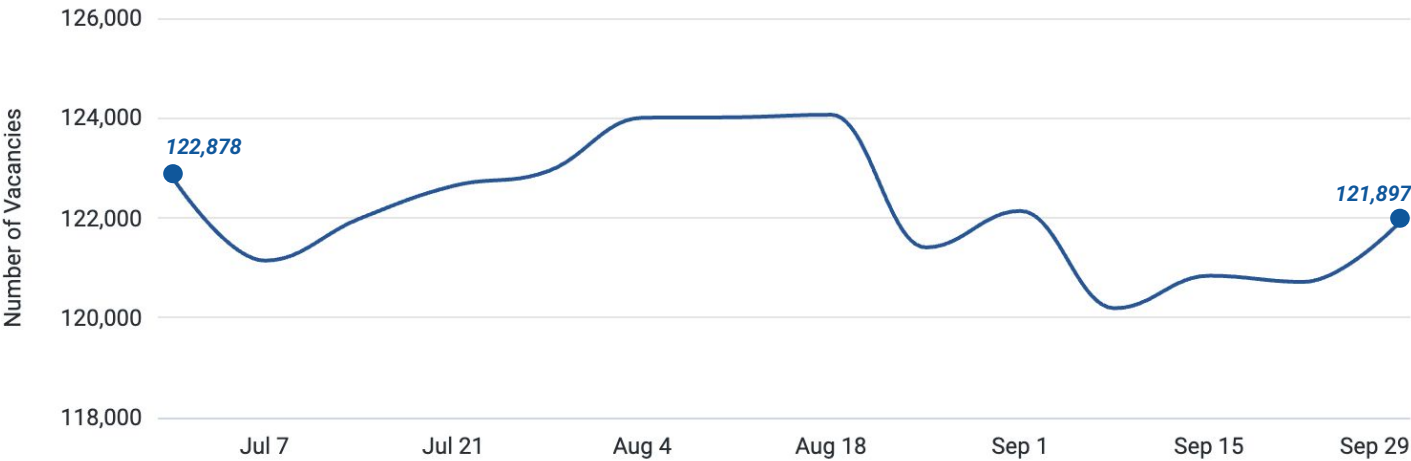


121.9K

Vacancies as of Oct. 1

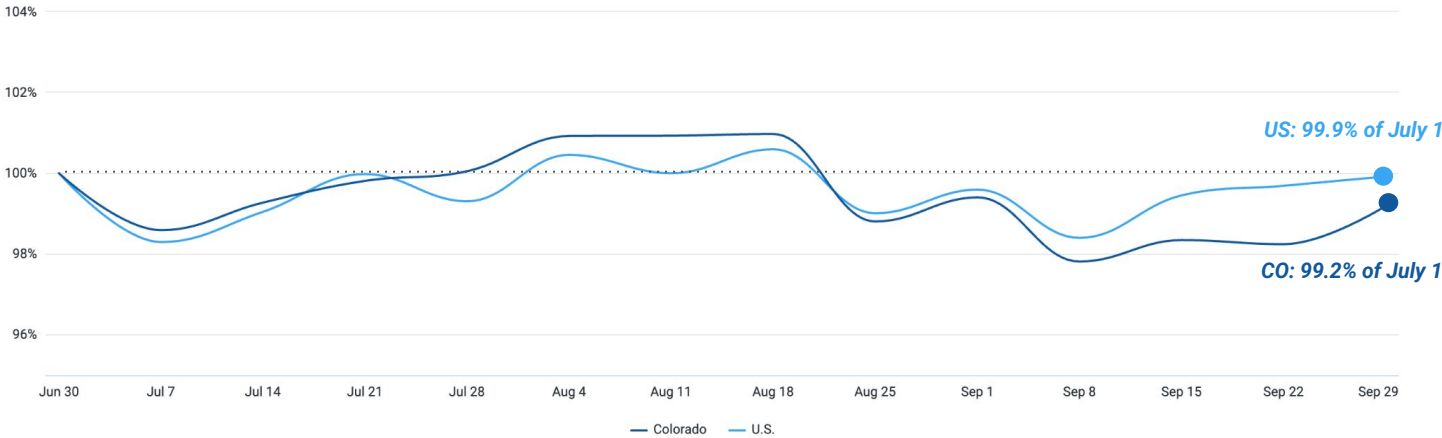
Q3 2025 Vacancy Trend

Weekly vacancy totals



Q3 2025 Vacancy Trend: CO vs. U.S.

Weekly vacancy totals; indexed to July 1st



Q3 2025 Average Weekly Vacancy Inflow

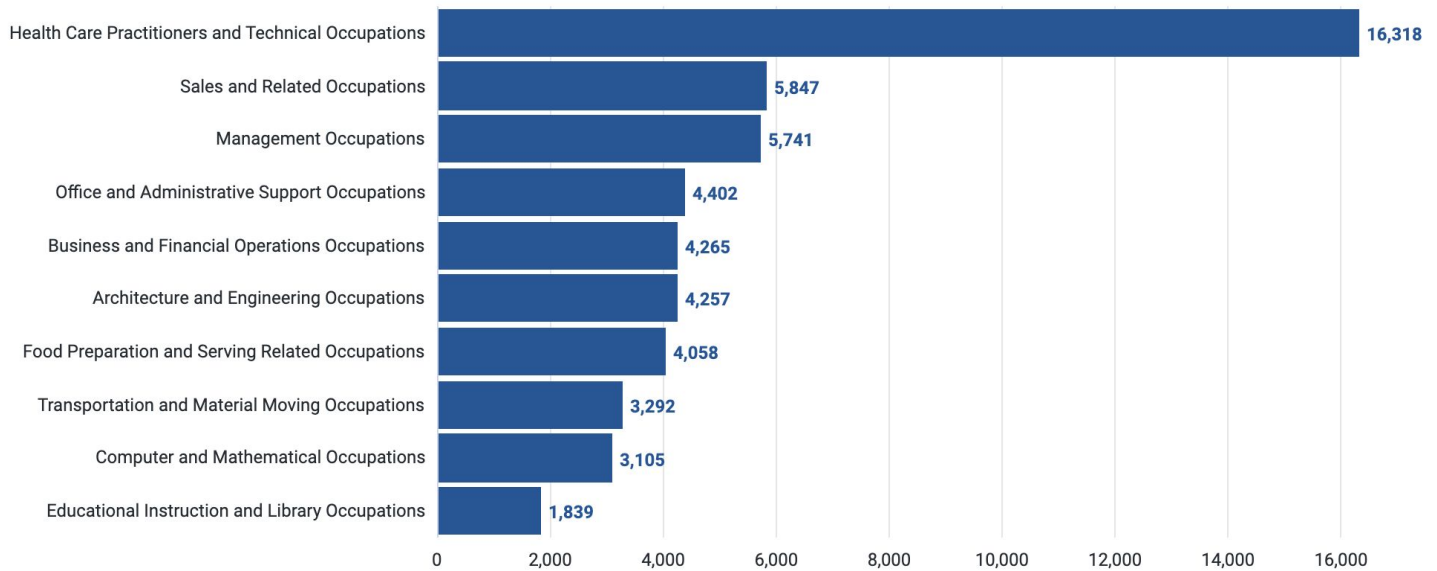
An average of 14K new vacancies were added each week

10.5% of Total

These new vacancies accounted for 10.5% (equal to 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	66,513	67,974	1,461	2%
2	Colorado Springs, CO	13,090	13,343	253	2%
3	Boulder, CO	6,298	6,486	188	3%
4	Fort Collins-Loveland, CO	6,177	6,169	-8	-0%
5	Greeley, CO	4,157	3,830	-327	-8%
6	Grand Junction, CO	3,725	2,840	-885	-24%
7	Pueblo, CO	2,671	2,468	-203	-8%
8	Rifle, CO	3,053	2,457	-596	-20%
9	Edwards, CO	1,588	1,612	24	2%
10	Breckenridge, CO	1,236	1,291	55	4%

Remote

3.5K

Remote Vacancies as of Qtr. Start

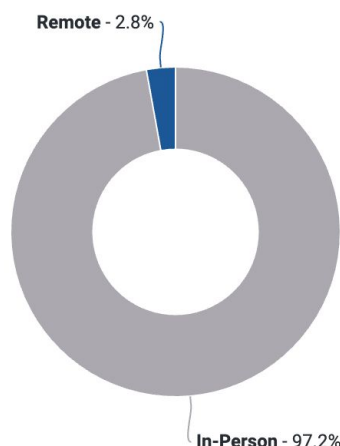
+1.9% (67)



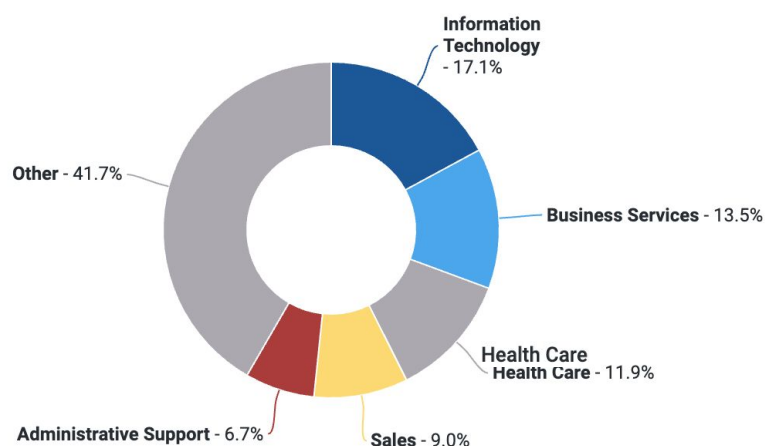
3.6K

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

1,777

▲ 66.7%

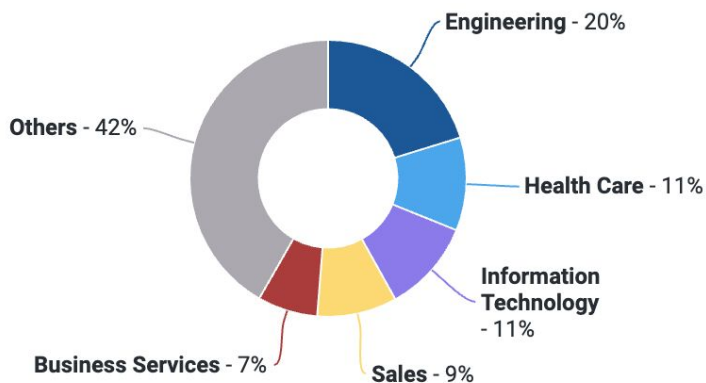
Internships as of Qtr. End

1,280

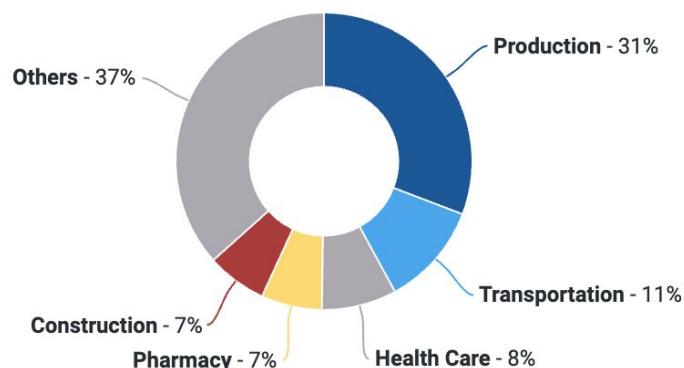
▼ 4.8%

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	526	
2	Colorado Springs	180	
3	Greenwood Village	146	
4	Boulder	92	
5	Fort Collins	82	
6	Aurora	77	
7	Englewood	72	
8	Lakewood	69	
9	Loveland	42	
10	Lone Tree	39	

Cities with Apprenticeships

As of Qtr. End

	City	Number of Vacancies	
1	Denver	294	
2	Colorado Springs	108	
3	Aurora	94	
4	Pueblo	59	
5	Fort Collins	43	
6	Lakewood	39	
7	Commerce City	31	
8	Longmont	30	
9	Centennial	30	
10	Loveland	29	

Category - Largest Job Growth

	Job Category	Start of Qtr.	End of Qtr.	Change	Percent Change
1	Accounting	1,847	2,180	333	18%
2	Insurance	389	447	58	15%
3	Pharmacy	1,191	1,358	167	14%
4	Security	1,205	1,366	161	13%
5	Banking	974	1,086	112	11%
6	Warehouse	2,125	2,345	220	10%
7	Engineering	3,630	4,003	373	10%
8	Hotels	1,700	1,869	169	10%
9	Production	2,748	2,937	189	7%
10	Human Resources	440	470	30	7%

*Showing categories with more than 300 job postings

Category - Largest Job Decline

	Job Category	Start of Qtr.	End of Qtr.	Change	Percent Change
1	Education	6,071	5,140	-931	-15%
2	Creative	986	849	-137	-14%
3	Dental	489	450	-39	-8%
4	Marketing	706	659	-47	-7%
5	Health care	14,473	13,635	-838	-6%
6	Restaurants	14,575	13,735	-840	-6%
7	Legal	577	545	-32	-6%
8	Information Technology	4,950	4,723	-227	-5%
9	Personal Service	1,067	1,035	-32	-3%
10	Business Services	5,164	5,046	-118	-2%

*Showing categories with more than 300 job postings

Salary Data

\$65,000

Median Full-time Salary
as of Qtr. Start

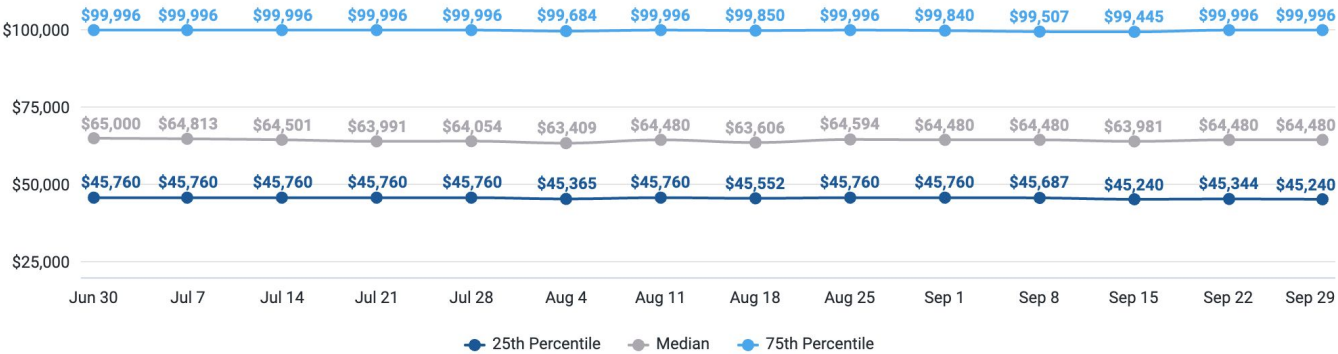
-0.8% (-\$520/yr.)



\$64,480

Median Full-time Salary
as of Qtr. End

Full-Time Salary Trend



\$19.30

Median Part-time Salary
as of Qtr. Start

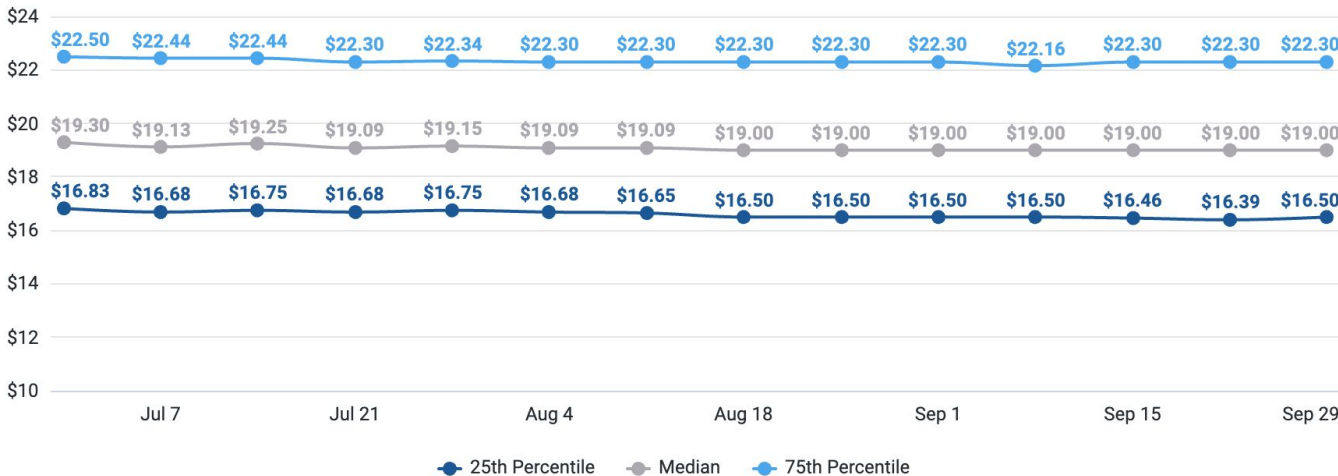
-1.6% (-\$0.30/hr.)



\$19.00

Median Part-time Salary
as of Qtr. End

Part-Time Salary Trend



Median Salary by Metro

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

	Metro	Full-Time	Part-Time
1	Sterling, CO	\$68,640	\$16.00
2	Denver-Aurora-Centennial, CO	\$66,560	\$19.29
3	Alamosa, CO	\$66,144	\$20.13
4	Colorado Springs, CO	\$64,594	\$17.97
5	Pueblo, CO	\$64,480	\$16.41
6	Boulder, CO	\$64,407	\$19.22
7	Fort Morgan, CO	\$63,440	\$16.00
8	Montrose, CO	\$61,984	\$18.50
9	Edwards, CO	\$59,998	\$21.77
10	Steamboat Springs, CO	\$58,271	\$20.00
11	Greeley, CO	\$58,240	\$17.97
12	Grand Junction, CO	\$57,897	\$18.00
13	Fort Collins-Loveland, CO	\$57,845	\$18.28
14	Rifle, CO	\$55,515	\$22.50
15	Breckenridge, CO	\$55,120	\$21.74

Top Paying Category

As of Qtr. End

	Job Category	Median Salary
1	Information Technology	\$117,499
2	Engineering	\$106,995
3	Legal	\$104,208
4	Real Estate	\$97,500
5	Finance	\$95,004
6	Nursing	\$93,933
7	Scientist	\$92,758
8	Business Services	\$87,506
9	Health care	\$87,162
10	Marketing	\$78,946

Highest Paying Job Titles

As of Qtr. End

	Job Title	Salary Midpoint - 50th Percentile (annual) ▼	Number of Vacancies w/ Salary
1	Radiologist	\$484,994	32
2	Medical Director	\$400,005	247
3	Psychiatrist	\$324,002	150
4	Physician / Doctor, Internal Medicine	\$299,322	674
5	Dentist	\$274,997	162
6	Hospitalist	\$248,102	44
7	Nurse Anesthetist	\$242,008	31
8	Family Physician / Doctor	\$239,990	106
9	Associate Professor	\$224,994	78
10	Vice President	\$187,502	204
11	Engineering Manager	\$170,383	64
12	Physician Assistant	\$165,006	411
13	Solutions Architect	\$164,320	89
14	Software Development Engineer	\$162,802	46
15	Senior Product Manager	\$161,002	47
16	Financial Advisor	\$155,501	38
17	Principal Software Engineer	\$153,598	49
18	Principal Engineer	\$153,598	76
19	Pharmacy Manager	\$151,840	48
20	Associate Attorney	\$147,493	47
21	Cloud Engineer	\$146,702	40
22	Litigation Attorney	\$144,997	30
23	Executive Director	\$144,997	70
24	Senior Software Engineer / Developer / P...	\$142,501	147
25	Psychiatric Nurse Practitioner	\$142,501	79

Industry Spotlight: Manufacturing

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

Annual Vacancy Trend

967

Vacancies as of Sep. '24

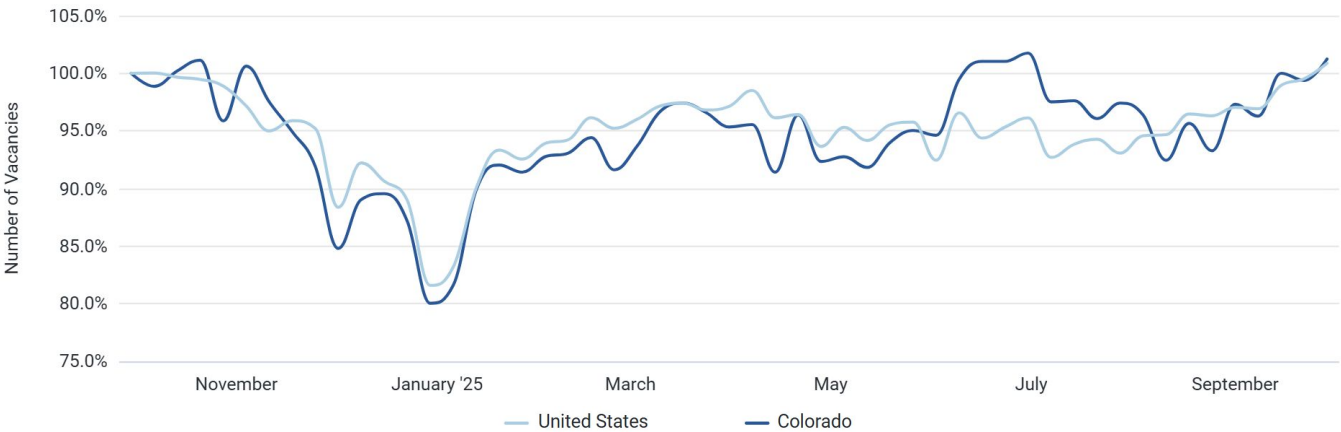
+1.2% (+12)



979

Vacancies as of Sep. '25

Colorado and US Comparison (Base: September 2025 = 100%)



Top Titles by Vacancies

As of Qtr. End

#1

Mechanical Engineer

191

#2

Production Worker

107

#3

Manufacturing Worker

103

Salary Insights

As of Qtr. End

\$54,800

Manufacturing
Industry Median
Annual Salaries

Highest Paid Titles	Median Salary
Production Manager	\$152,495
Electronics Engineer	\$124,998
Mechanical Engineer	\$118,997

Top Cities by Vacancies

As of Qtr. End

City	# Vacancies
Denver	432
Colorado Springs	139
Aurora	93
Englewood	72
Longmont	65

How Colorado Compares

Calculations showing the percent change in vacancies from the start to end of Q3 2025

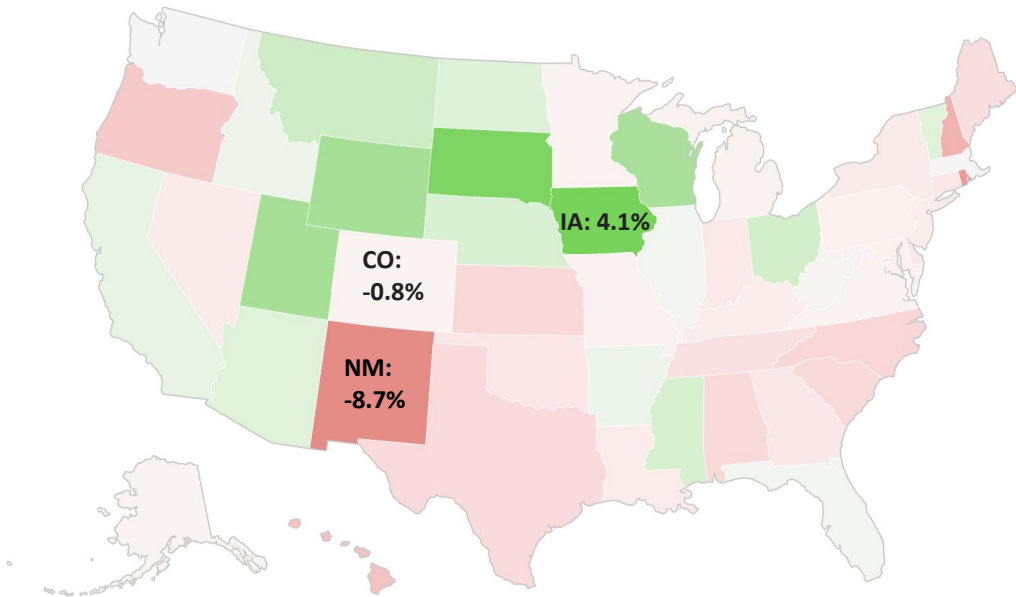
-0.1%

Total U.S. Percent Change

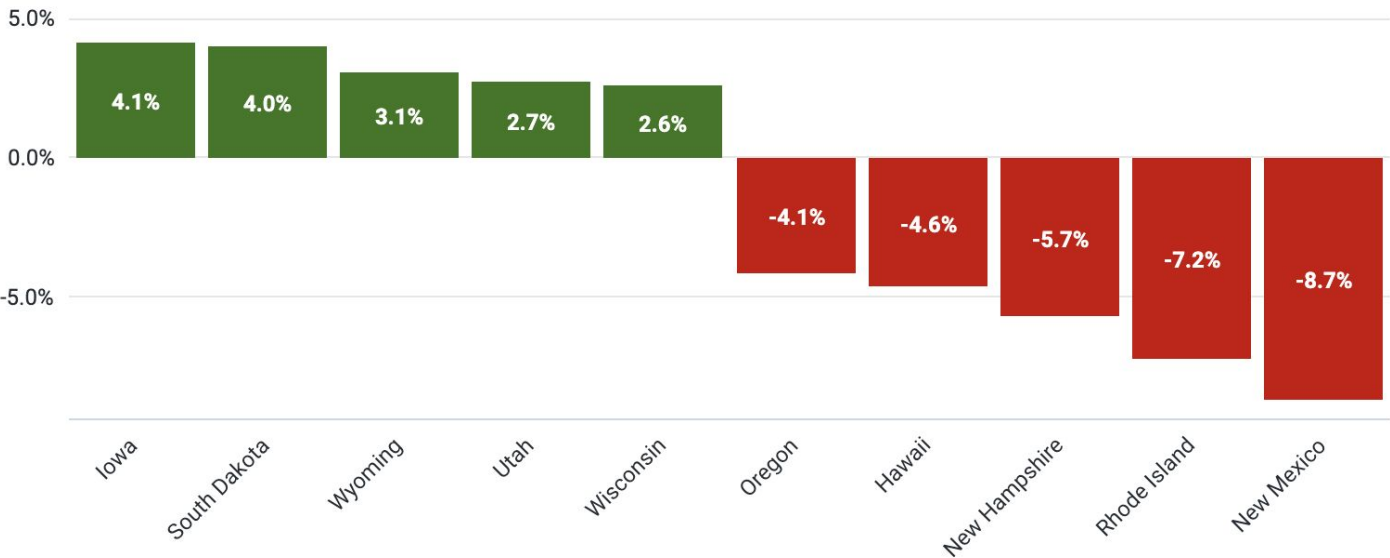
24th

Colorado's Vacancy Change Ranking by State

Vacancy Percent Change by State

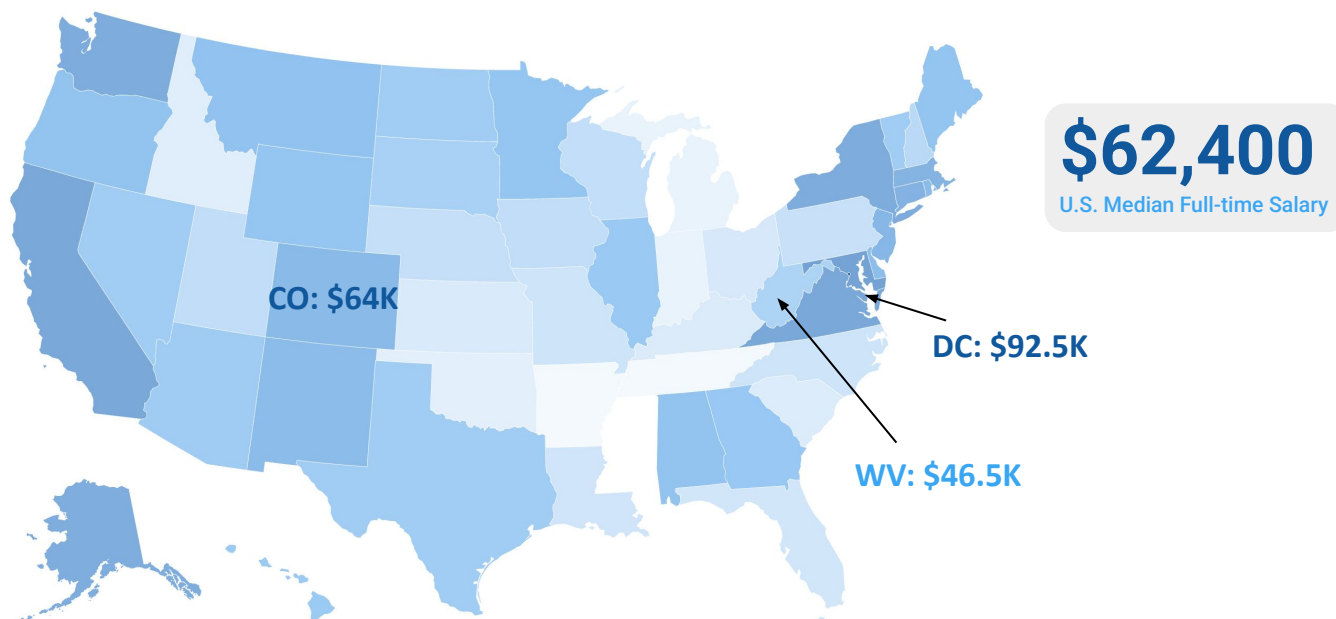


Top and Bottom States by Vacancy Percent Change



Median Full-time Salary by State

As of Qtr. End



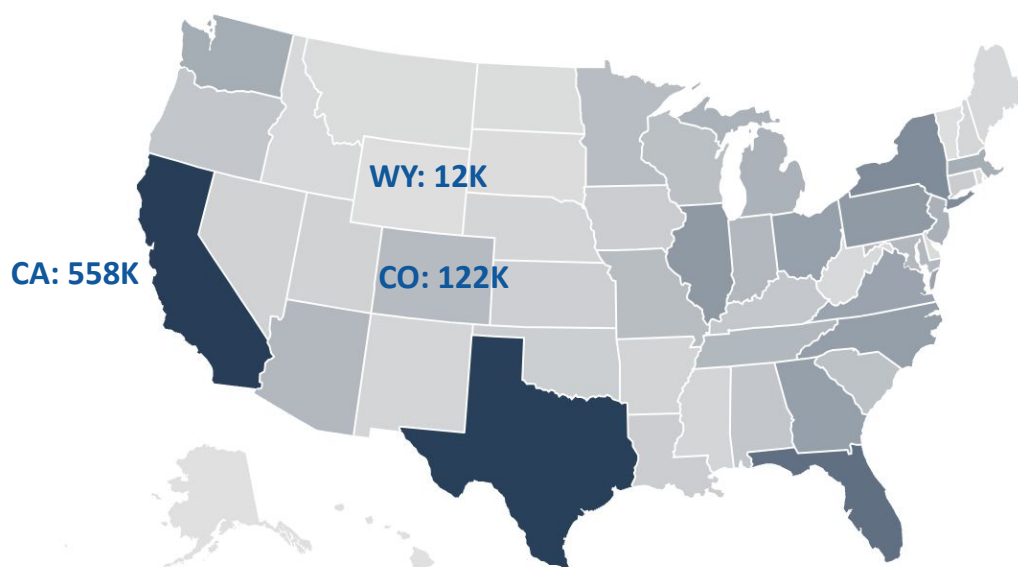
	State	Median Full-time Salary	Median Part-time Salary
1.	DC	\$92,508	\$20.00
2.	CA	\$78,000	\$20.25
3.	WA	\$77,626	\$21.00
4.	VA	\$71,510	\$17.64
5.	MA	\$71,240	\$20.00
6.	MD	\$71,001	\$18.36
7.	NY	\$70,002	\$18.40
8.	NJ	\$69,098	\$18.74
9.	DE	\$67,891	\$18.00
10.	CT	\$67,600	\$19.00
11.	AK	\$67,496	\$20.83
12.	CO	\$64,480	\$19.00
13.	IL	\$62,868	\$17.50
14.	OR	\$62,504	\$20.00
15.	RI	\$61,006	\$17.25
16.	NM	\$60,632	\$17.25
17.	MN	\$60,320	\$18.07

	State	Median Full-time Salary	Median Part-time Salary
18.	WY	\$60,008	\$18.00
19.	AZ	\$59,998	\$17.00
20.	TX	\$59,779	\$16.50
21.	VT	\$58,500	\$19.88
22.	IA	\$58,240	\$17.50
23.	ND	\$58,240	\$18.81
24.	NV	\$58,240	\$16.00
25.	NC	\$57,824	\$17.00
26.	SD	\$57,533	\$19.85
27.	GA	\$57,502	\$16.88
28.	UT	\$57,502	\$16.50
29.	WI	\$56,514	\$17.75
30.	ME	\$56,160	\$19.00
31.	NE	\$55,931	\$16.76
32.	AR	\$55,120	\$17.31
33.	NH	\$55,120	\$18.40
34.	AL	\$54,995	\$16.50

	State	Median Full-time Salary	Median Part-time Salary
35.	FL	\$54,995	\$16.85
36.	MO	\$54,631	\$16.96
37.	SC	\$54,080	\$16.60
38.	IN	\$53,300	\$17.00
39.	KS	\$53,290	\$15.26
40.	TN	\$53,040	\$16.50
41.	MT	\$52,000	\$20.00
42.	PA	\$52,000	\$16.88
43.	HI	\$52,000	\$18.55
44.	ID	\$51,002	\$16.70
45.	MI	\$50,003	\$16.50
46.	OK	\$49,920	\$16.00
47.	OH	\$49,358	\$15.20
48.	LA	\$48,880	\$17.00
49.	MS	\$48,256	\$16.15
50.	KY	\$47,653	\$17.00
51.	WV	\$46,582	\$17.50

Average Weekly Vacancy Totals by State

All Qtr. Data



Colorado's Ranking: #18 Highest Number of Avg. Job Vacancies and #16 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	557,866	14.2	18.	CO	121,592	20.4	35.	AR	47,307	15.3
2.	TX	518,199	16.7	19.	MD	118,596	19.8	36.	MS	43,437	14.8
3.	FL	357,659	15.4	20.	WI	116,362	18.5	37.	NH	41,478	29.4
4.	NY	302,183	15.3	21.	SC	115,153	18.5	38.	NE	39,080	19.5
5.	PA	235,420	21.3	22.	MO	114,572	20.8	39.	WV	35,102	19.8
6.	NC	234,802	17.9	23.	MN	106,147	18.5	40.	ME	29,854	21.3
7.	IL	224,023	17.6	24.	AL	87,867	17.0	41.	ID	27,498	39.2
8.	OH	222,306	18.7	25.	KY	79,034	17.2	42.	DC	27,310	13.6
9.	GA	216,758	19.5	26.	OR	70,386	16.5	43.	HI	24,580	17.0
10.	VA	209,824	23.9	27.	LA	69,084	15.0	44.	MT	23,823	21.0
11.	MI	158,783	22.3	28.	CT	68,352	18.6	45.	DE	21,454	20.4
12.	MA	157,324	15.5	29.	OK	64,863	20.0	46.	AK	21,312	28.7
13.	NJ	151,857	15.9	30.	IA	64,226	15.7	47.	ND	20,045	25.2
14.	TN	135,626	18.0	31.	KS	60,801	20.4	48.	SD	19,286	17.3
15.	IN	133,235	18.5	32.	NM	50,583	15.4	49.	RI	19,251	20.8
16.	AZ	133,150	19.3	33.	NV	49,090	23.1	50.	VT	17,448	26.9
17.	WA	127,833	16.1	34.	UT	48,153	13.8	51.	WY	12,135	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 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.

Aspen Tech Labs, Inc.

600 E. Hopkins, Suite 303

Aspen, CO 81611

t: +1 970 429 5080

email: inquiry@webspidermount.com

<https://aspentechlabs.com/>



Colorado Chamber Foundation

1700 Broadway Suite #525

Denver, CO 80290

t: +1 303-831-7411

email: cynthiae@cochamber.com

<https://cochamber.com/>

