

Colorado Chamber Foundation | Aspen Tech Labs

Colorado Jobs Report

Q1 2026



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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 10 million job vacancies worldwide from over 300,000 companies, these reports are designed to highlight key trends and insights shaping Colorado's economy.

Looking Back: Colorado's Workforce Over the Past Year

Colorado's labor market continued to cool on a year-over-year basis, though Q1 brought a meaningful seasonal rebound in hiring activity. Monthly active job postings reached 130,131 in March 2026, up 11.9% from December 2025 but down 4.6% compared to March 2025, underperforming the national year-over-year decline of 2.0%. Colorado ranked 36th among states for year-over-year vacancy change. Boulder and Alamosa were the only metro areas to post year-over-year gains, while Denver remained comparatively resilient at -3.4%.

Year-over-year declines were widespread across categories, with maintenance (-9.4%), education (-9.0%), and retail (-7.3%) seeing the steepest softening, while business services (+1.6%) was the lone bright spot among the top ten categories. Despite the annual softening, wages continued to rise. Colorado's median advertised full-time salary reached \$66,560 in March 2026 (+4.0% year over year), above the U.S. median of \$64,147, and ranked 13th highest nationally.

Quarterly Benchmark: Q1 2026 Job Market Data

In Q1 2026, Colorado vacancies rebounded 11.9% from December to March, outpacing the national quarterly gain of 9.4% and ranking Colorado 5th among all states for quarter-over-quarter vacancy growth. The Q1 rebound is consistent with typical seasonal patterns, as postings that expired or were paused at year-end re-enter the market heading into spring. The recovery was broad-based across categories, led by education (+39.9%), business services (+19.6%), health care (+17.4%), and maintenance (+14.9%). At the metro level, Colorado Springs (+16.0%), Greeley (+15.7%), and Denver (+12.9%) drove much of the statewide volume recovery, while resort markets including Edwards (-7.8%) and Breckenridge (-7.4%) bucked the trend with continued quarter-over-quarter declines.

Industry Spotlight: Child Care Industry

Child care roles proved more durable than the broader market, falling just 0.7% year-over-year with 2,957 vacancies recorded in March 2026. Demand is concentrated in the Denver metro, which accounts for nearly a third of all child care postings statewide, followed by Colorado Springs and Boulder. Top hiring categories span the full child care workforce - from Babysitter & Child Care Aide roles to Kindergarten & PreK Teachers and Special Education - while median compensation of \$41,600 annually (\$18.50/hr) reflects the ongoing wage pressures defining the sector.

Data Methodology

Data Source

Job postings in this report are sourced exclusively from direct employer career websites and are collected and updated on a daily basis. While the dataset is not exhaustive of all job postings in the U.S., it captures a substantial share of employer hiring activity and is designed to reflect changes in hiring demand over time.

Trend Comparability

To focus on underlying job market trends, the analysis excludes employer additions or removals resulting solely from improvements to Aspen's data coverage. This helps ensure reported changes reflect real shifts in hiring activity rather than database expansion or methodological updates.

Job Count Definition

Job counts represent unique active job postings per month, unless otherwise identified. Listings are deduplicated and refreshed regularly to reflect current market availability, helping ensure the data captures active hiring intent rather than reposted or stale listings.

Salary Definition

Salary data is derived from advertised compensation extracted directly from job listings and may not reflect the final compensation offered or negotiated. Changes in wages reflect aggregate trends in advertised compensation across job postings and do not imply changes within identical roles at the same employer.

Q1 2026 Note: Beginning in Q1 2026, jobs sourced from recruitment agencies are excluded from this analysis, which may result in slightly lower job counts compared to prior quarters.

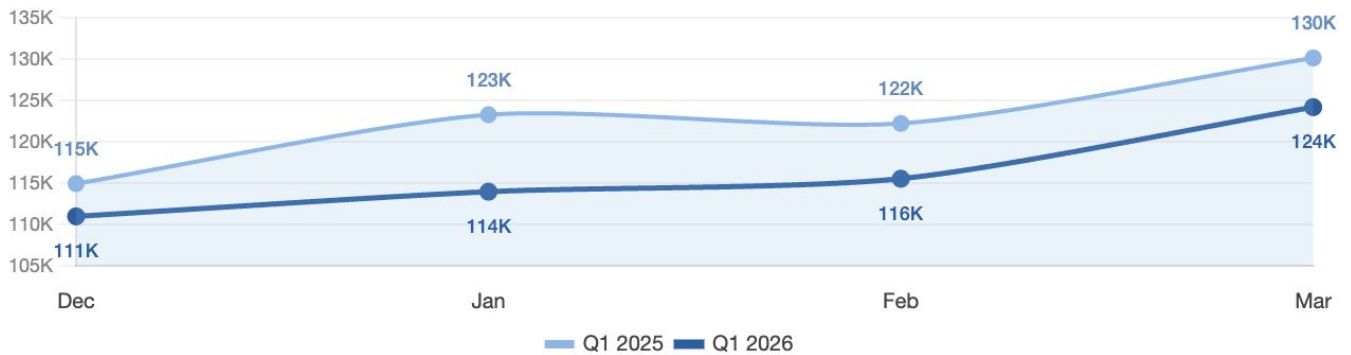
Job Posting Summary

Q1 2026 vs. Q1 2025 Vacancy Trend

Monthly active vacancy totals

▲ 11.9% QoQ
vs. Q4 2025

▼ 4.6% YoY
vs. Q1 2025

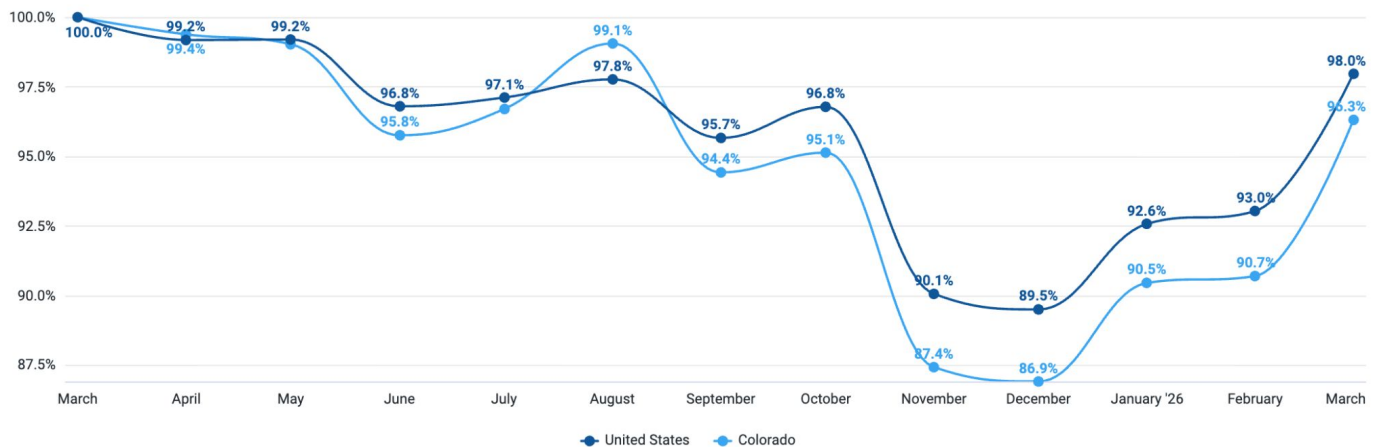


Colorado job postings in Q1 2026 followed a similar seasonal trend as Q1 2025, rising steadily from a December low through March and reflecting the typical end-of-year slowdown followed by an early spring rebound. Despite the parallel trend, Colorado posted 4.6% fewer vacancies year-over-year, reflecting softer underlying demand.

Compared to the United States, Colorado's decline was somewhat steeper, with Colorado down 4.6% year-over-year versus a 2% decline nationally, though both markets show encouraging upward momentum heading into 2026.

Monthly Job Postings Trend: Colorado vs. United States

Indexed to March 2026

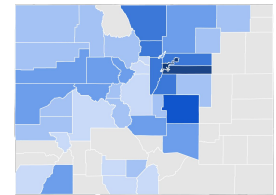


9,342 Unique Employers

All employers that had at least one Colorado job listing in Q1 2026

Job Postings by Metro Areas

Year over year, job postings declined across most Colorado metro areas as of March 2026. Denver remained comparatively resilient at -3.4%, while Grand Junction, Montrose, and Edwards saw steep contractions. Boulder and Alamosa were the bright spots, each posting year-over-year gains.



*Figures reflect data for the final month of the quarter (March 2026).

Metro Area	# of Job Postings	QoQ % Change	YoY % Change
Denver-Aurora-Centennial, CO	69,232	12.9%	-3.4%
Colorado Springs, CO	14,510	16.0%	-6.2%
Boulder, CO	7,110	14.1%	0.4%
Fort Collins-Loveland, CO	6,550	9.1%	-4.2%
Greeley, CO	4,514	15.7%	-5.1%
Grand Junction, CO	2,677	9.1%	-18.7%
Pueblo, CO	2,498	8.7%	-10.5%
Rifle, CO	2,104	1.7%	-6.1%
Edwards, CO	1,444	-7.8%	-14.1%
Breckenridge, CO	1,286	-7.4%	-7.3%
Durango, CO	1,087	4.1%	-2.9%
Steamboat Springs, CO	914	13.5%	-7.8%
Cañon City, CO	725	-2.4%	-6.0%
Montrose, CO	705	0.0%	-16.4%
Alamosa, CO	528	10.5%	14.8%

Internships

1,443

March 2026

Internship postings in Colorado totaled 1,443 in March 2026, down -12.5% quarter over quarter and -3.2% year over year. The quarterly decline is consistent with seasonal patterns, as summer internship roles tend to be posted earlier in the cycle and are largely filled by March.

The most common titles include Financial Specialist, Sales Intern, Engineering Intern, and Marketing Intern.

Apprenticeships

1,500

March 2026

Apprenticeship postings in Colorado totaled 1,500 in March 2026, up +22.6% quarter over quarter and -6.5% year over year - a notable contrast to the broader -4.6% YoY decline in overall Colorado postings.

This aligns with the continued strength seen in trades-related categories, with demand concentrated in Electrician, Automotive Technician, HVAC Technician, and Maintenance Technician roles.

Remote Jobs

3.1%

of all job vacancies
March 2025



3.4%

of all job vacancies
March 2026

At the end of Q1 2026, remote positions accounted for 3.4% of all job postings, up from 3.1% in March 2025 - a gain of 0.3 percentage points year-over-year. Remote vacancies increased 3.2% over the same period, bucking the overall Colorado trend. Remote roles were most concentrated in Marketing (12.7%), Finance (11.1%), and Information (10.0%).

Job Postings by Category & Segment

* Figures reflect data as of March 2026

Category	# of Job Postings	QoQ % Change	YoY % Change
Restaurants	14,985	-0.1%	-7.1%
Retail	12,233	9.5%	-7.3%
Health care	11,720	17.4%	-5.7%
Education	8,176	39.9%	-9.0%
Nursing	7,756	5.4%	-1.8%
Business Services	5,761	19.6%	1.6%
Sales	5,193	6.8%	-0.3%
Maintenance	4,514	14.9%	-9.4%
Information Technology	4,259	14.1%	-1.0%
Transportation	3,992	6.1%	-4.5%

Quarter over quarter, most categories rebounded meaningfully from the typical end-of-year slowdown, with education (+39.9%), business services (+19.6%), health care (+17.4%), and information technology (+14.1%) posting the strongest gains. The surge in education postings is likely seasonal, as hiring for the following school year typically begins in Q1. However, the year-over-year comparison shows education postings are still down 9.0% compared to March 2025. Health care tells a similar story: a strong 17.4% quarterly rebound, yet still down 5.7% year over year. More broadly, year-over-year declines were widespread, with maintenance (-9.4%), restaurants (-7.1%), and retail (-7.3%) all seeing notable softening alongside education.

Worth noting against the statewide YoY decline of 4.6%, business services (+1.6%) and information technology (-1.0%) both outperformed meaningfully, suggesting relative resilience in office-oriented and professional roles. This is consistent with white-collar postings overall, which fell just 3.0% year over year. Blue-collar postings also rebounded quarter over quarter (+6.9%), though the annual decline was steeper at -6.5%, reflecting more pronounced pressure across a segment led by retail associate, restaurant manager, and customer service roles. Note that health care roles are tracked separately and are not included in either segment total.

White-collar

▲ **21.3%** quarter-over-quarter

31,566 job postings ▼ **3.0%** year-over-year

* Figures reflect data as of March 2026

Blue-collar

▲ **6.9%** quarter-over-quarter

46,744 job postings ▼ **6.5%** year-over-year

* Figures reflect data as of March 2026

Colorado Salary Insights

Advertised wage increases in Colorado remained broadly in line with national trends in Q1 2026, with full-time salaries rising 4.0% year over year and part-time hourly wages up 1.3%, closely tracking the national increases of 4.3% and 1.4% respectively. Absolute wages remain higher in Colorado, with a median full-time salary of \$66,560 versus the U.S. median of \$64,147, and a median part-time rate of \$19.50 compared to \$18.25 nationally.

**Salaries are extracted directly from job listings and reflect advertised pay; they may not represent the final amount offered.*

Full-Time Salary Trend

\$63,981

Median Full-time Salary as of March 2025

YoY: **+4.0%**

QoQ: **+2.4%**

\$66,560

Median Full-time Salary as of March 2026



Part-Time Salary Trend

\$19.25

Median Part-time Salary as of March 2025

YoY: **+1.3%**

QoQ: **+1.0%**

\$19.50

Median Part-time Salary as of March 2026



Median Full-Time Salary for Top 10 Metros

* Showing the March 2026 median full-time salary, quarter-over-quarter change (vs. December 2025), and year-over-year change (vs. March 2025) for Colorado's top 10 metro areas by job count.

Metro Area	Median Full-time salary	QoQ % Change	YoY % Change
Denver-Aurora-Centennial, CO	\$68,640	0.9%	4.8%
Colorado Springs, CO	\$66,560	2.7%	1.9%
Boulder, CO	\$71,999	3.3%	8.2%
Fort Collins-Loveland, CO	\$59,998	-0.5%	7.8%
Greeley, CO	\$59,280	-1.2%	3.6%
Grand Junction, CO	\$55,006	-0.1%	-3.1%
Pueblo, CO	\$64,750	0.4%	1.1%
Rifle, CO	\$55,921	0.4%	2.4%
Edwards, CO	\$57,200	5.8%	-1.8%
Breckenridge, CO	\$54,080	2.0%	-1.7%

Annual Full-Time Salary as of March 2026

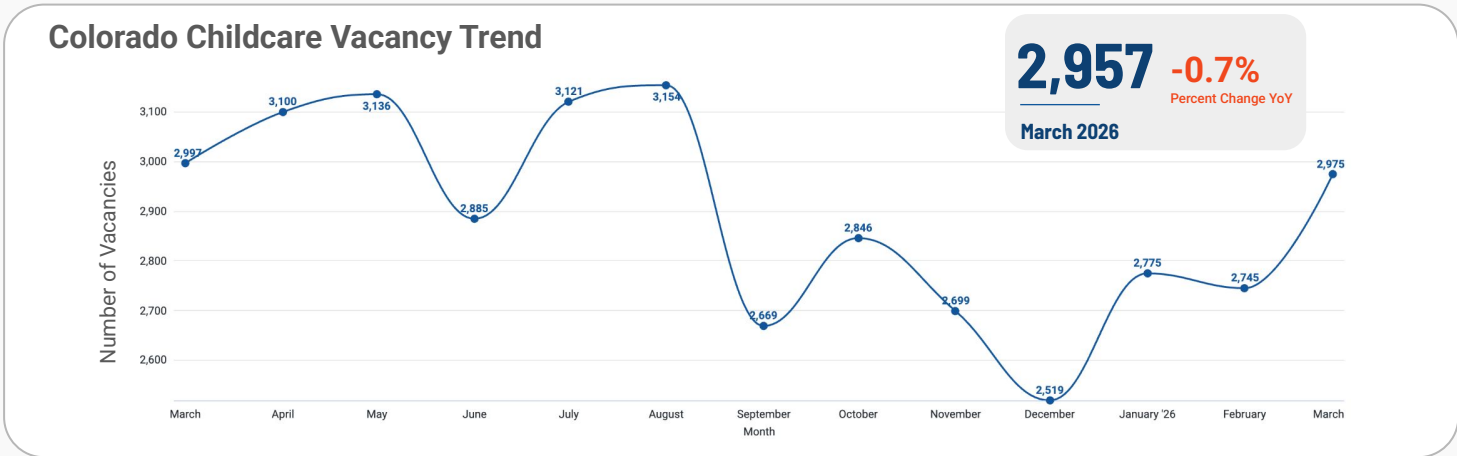
Colorado Wage Index: Selected Titles Across Five Job Categories

Job Title	Median Salary Q1 2025	Median Salary Q1 2026	# Postings Q1	YoY Change
Home Health Aide	\$19.00/hr	\$20.00/hr	2,690	5.26%
Certified Nurse Assistant	\$22.66/hr	\$22.82/hr	2,608	0.71%
Medical Assistant	\$23.30/hr	\$23.48/hr	1,737	0.77%
Project Manager	\$105,009	\$115,003	2,749	9.52%
Marketing Associate	\$64,802	\$65,520	667	1.11%
Operations Associate	\$60,819	\$66,498	641	9.34%
Software Developer	\$134,160	\$139,994	3,575	4.35%
Network Administrator	\$117,499	\$119,132	584	1.39%
AI Specialist	–**	\$150,311	324	
Production Worker	\$22.69/hr	\$24.75/hr	1,405	9.08%
Electrician	\$36.00/hr	\$40.00/hr	896	11.11%
Automotive Mechanic	\$32.45/hr	\$33.15/hr	495	2.16%
Retail Associate	\$36,920	\$38,324	10,125	3.80%
Fast Food Team Member	\$16.25	\$16.25	2,867	0%
Customer Service Representative	\$21.00/hr	\$21.00/hr	3,856	0%

* Figures are based on data as of Q1 2026.

** Not enough data for AI Specialists in Q1 2025

Industry Spotlight: Child Care Industry



Top Titles by Job Postings

Note: Unique job postings in March 2026

- #1 **Babysitter & Child Care Aide**
669
- #2 **Kindergarten & PreK Teacher**
566
- #3 **Special Education**
372

Salary Insights

As of Qtr. End

\$41,600
Industry Median Annual Salary

\$18.50/hr
Industry Median Hourly Salary

Top Cities by Job Postings

City	# Job Postings
Denver-Aurora-Centennial, CO	947
Colorado Springs, CO	250
Boulder, CO	180
Fort Collins-Loveland, CO	179
Greeley, CO	82

Note: Unique job postings in March 2026

While Colorado job postings declined 4.6% year-over-year, child care roles proved more durable, falling just 0.7% over the same period. With 2,957 vacancies recorded in March 2026, demand for child care workers remains relatively steady despite broader market softening.

Demand is concentrated in the Denver-Aurora-Centennial metro, which accounts for nearly a third of all child care postings statewide, followed by Colorado Springs and Boulder. The top hiring categories reflect the full spectrum of the child care workforce: Babysitter & Child Care Aide roles lead, followed by Kindergarten & PreK Teachers and Special Education roles. Median compensation of \$41,600 annually (\$18.50/hr) reflects the wage pressures that continue to define the child care sector.

Note: Informal child care arrangements - including many nanny and babysitter positions - are often filled outside of traditional job posting channels. This analysis reflects postings captured from corporate career sites and may not represent all child care hiring activity in Colorado.

How Colorado Compares

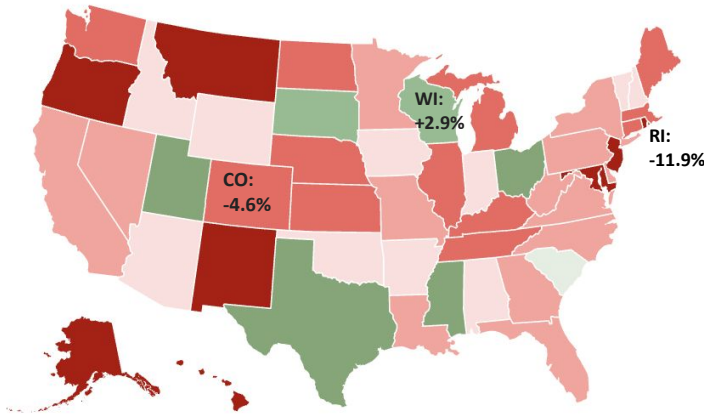
YoY Vacancy Percent Change by State

-2.0%

Total U.S. Percent Change

36th (-4.6%)

CO Vacancy Change Ranking by State



Calculations show percent change in monthly active job postings from March 2025 to March 2026.

Top 5 Growing and Declining States

State	YoY Change
Wisconsin	2.9%
South Dakota	1.2%
Mississippi	0.7%
Ohio	0.4%
Utah	0.4%
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New Mexico	-8.2%
Maryland	-8.3%
Alaska	-8.3%
Oregon	-10.4%
Rhode Island	-11.9%

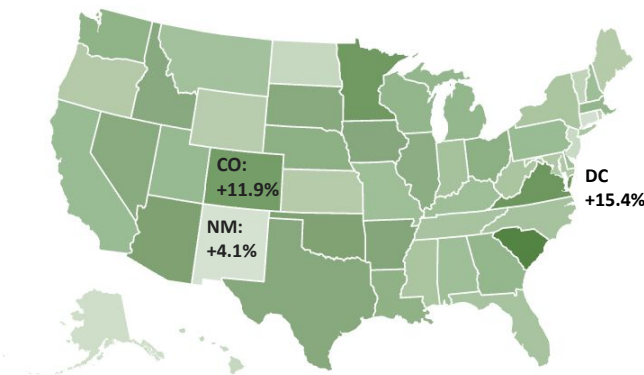
QoQ Vacancy Percent Change by State

9.4%

Total U.S. Percent Change

5th (+11.9%)

CO Vacancy Change Ranking by State



Calculations show percent change in monthly active job postings from December 2025 to March 2026.

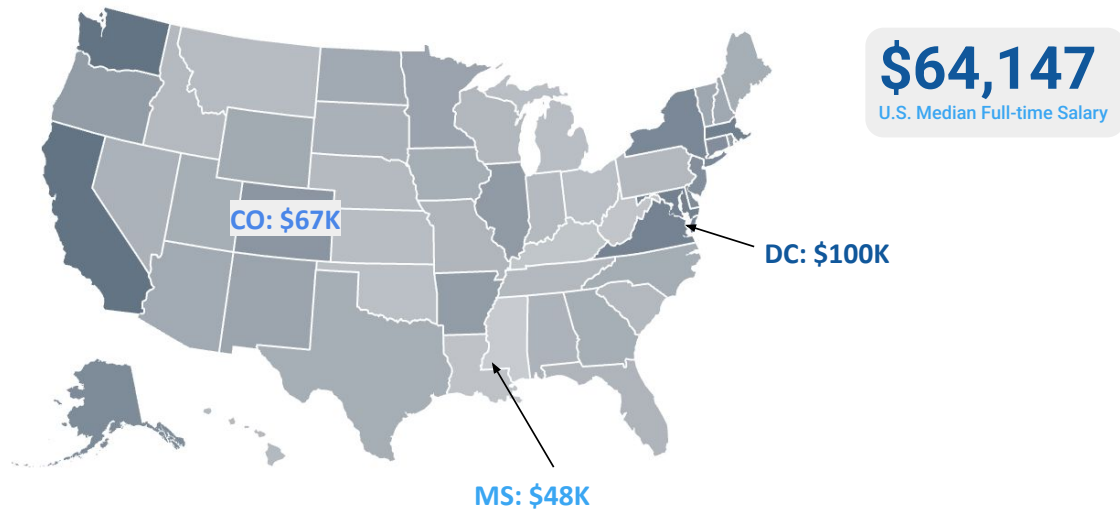
Top 5 Growing and Declining States

State	QoQ Change
Washington D.C.	15.4%
South Carolina	13.5%
Virginia	12.2%
Minnesota	12.1%
Colorado	11.9%
<hr/>	
North Dakota	5.2%
New Jersey	5.0%
Alaska	4.6%
Connecticut	4.2%
New Mexico	4.1%

Median Full-time Salary by State

Calculations made with March 2026 salary data

Colorado's median advertised full-time salary reached \$66,560 in March 2026, ranking 13th among all states and above the U.S. median of \$64,147. Colorado also ranked 10th in median part-time hourly wages at \$19.50. As with national figures, state-level salary medians reflect both occupational mix and salary disclosure practices, with health care-heavy markets tending to report higher median pay.



	State	Median Full-time Salary	Median Hourly Salary		State	Median Full-time Salary	Median Hourly Salary		State	Median Full-time Salary	Median Hourly Salary
1.	DC	\$99,518	\$20.50	18.	WY	\$60,320	\$17.00	35.	HI	\$54,600	\$19.50
2.	CA	\$79,778	\$20.50	19.	NH	\$59,998	\$18.50	36.	TN	\$54,080	\$16.00
3.	WA	\$79,737	\$21.65	20.	MN	\$59,623	\$18.25	37.	MO	\$53,841	\$17.00
4.	MA	\$74,880	\$20.90	21.	NC	\$59,405	\$16.50	38.	MI	\$53,040	\$16.75
5.	MD	\$73,840	\$18.40	22.	GA	\$59,280	\$16.00	39.	ID	\$53,040	\$16.50
6.	VA	\$72,998	\$17.50	23.	TX	\$58,885	\$16.00	40.	KS	\$52,936	\$15.50
7.	NY	\$72,498	\$19.00	24.	WI	\$58,240	\$18.00	41.	IN	\$52,874	\$16.88
8.	CT	\$69,992	\$19.07	25.	ND	\$58,240	\$18.50	42.	NE	\$52,759	\$16.85
9.	DE	\$69,004	\$17.38	26.	SD	\$57,834	\$20.00	43.	SC	\$52,114	\$16.00
10.	RI	\$68,754	\$19.00	27.	AL	\$57,200	\$15.25	44.	MT	\$52,000	\$19.54
11.	NJ	\$68,505	\$19.00	28.	AZ	\$57,200	\$17.14	45.	OH	\$51,106	\$15.75
12.	AK	\$66,664	\$20.63	29.	UT	\$57,200	\$16.50	46.	AR	\$50,003	\$15.00
13.	CO	\$66,560	\$19.50	30.	IA	\$57,200	\$17.00	47.	WV	\$49,920	\$15.00
14.	IL	\$65,354	\$18.00	31.	NV	\$56,160	\$16.50	48.	KY	\$49,920	\$15.50
15.	OR	\$63,024	\$20.00	32.	ME	\$55,120	\$18.50	49.	LA	\$49,504	\$16.00
16.	NM	\$62,400	\$17.00	33.	FL	\$55,120	\$16.60	50.	OK	\$49,171	\$15.00
17.	VT	\$60,320	\$20.00	34.	PA	\$54,766	\$16.82	51.	MS	\$48,256	\$15.00

Official Unemployment Indicators

Colorado Unemployment Rate

3.9%

▼ **-0.4% percentage points vs. Feb 2025**

February 2026

National Unemployment Rate

4.4%

▲ **+0.2% percentage points vs. Feb 2025**

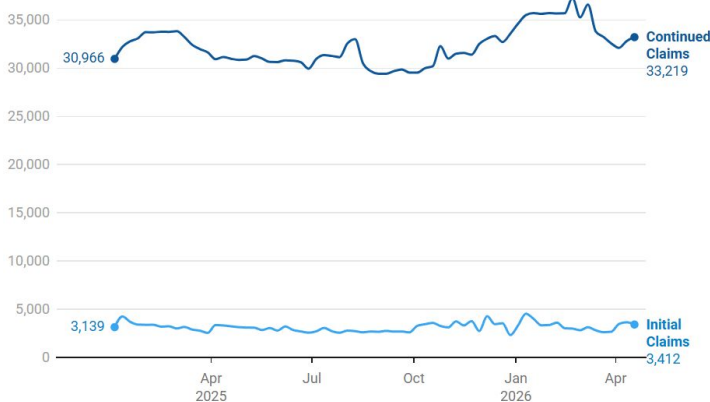
February 2026

Official labor market indicators also point to a cooling but still relatively tight employment environment in Colorado. The state's unemployment rate fell to 3.9% in February 2026, down 0.4 percentage points year over year and remaining below the national rate of 4.4%, which increased modestly over the same period.

At the same time, initial and continued unemployment claims trended slightly higher toward year-end, suggesting some easing in labor market conditions without a sharp increase in layoffs. Labor force participation in Colorado remained elevated relative to the U.S., despite a modest decline over the course of the year, indicating continued workforce engagement even as hiring activity softened.

Because these measures tend to lag changes in hiring activity, they may adjust more gradually than job posting trends.

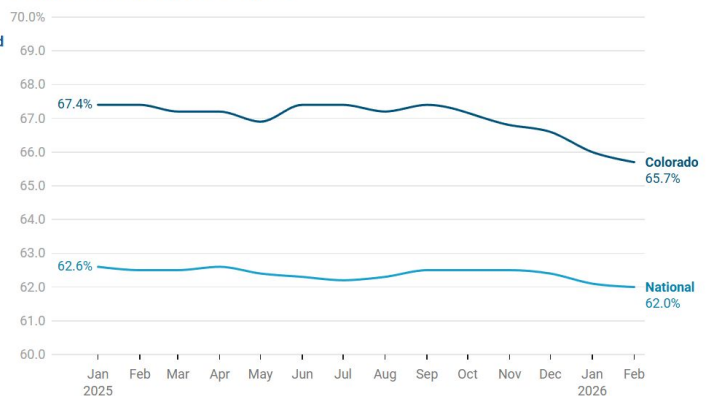
Colorado Continued and Initial Unemployment Claims



Labor Force Participation Rate (Seasonally Adjusted)

Note: October 2025 data is unavailable due to federal government shutdown.

Colorado vs. United States



Source: U.S. Bureau of Labor Statistics (Local Area Unemployment Statistics; Current Population Survey), via FRED

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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