Colorado Chamber Foundation | Aspen Tech Labs

Colorado Jobs Report

Q2 2026

Contents

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 returned to growth in Q2 2026 and over the last year. Monthly active job postings reached 127,508 in June 2026, up 1.5% from June 2025 and 1.1% above March, reversing the year-over-year declines reported in Q1. Colorado ranked 35th among states for year-over-year vacancy change, against national growth of 3.7%. Seven of the fifteen largest metro areas posted annual gains, led by Durango (+14.5%), Alamosa (+12.8%), and Boulder (+9.9%), while Denver, which accounts for more than half of state postings, rose 2.0%.

Category performance was split. Engineering (+19.5%), information technology (+14.1%), and business services (+12.4%) grew well ahead of the statewide pace, while restaurants (-9.9%) saw the steepest decline of any category and the state's largest by volume. Wages continued to rise. Colorado's median advertised full-time salary reached $67,590 in June 2026 (+4.4% year-over-year), $5,356 above the U.S. median of $62,234, and ranked 11th highest nationally, up from 13th in Q1.

Quarterly Benchmark: Q2 2026 Job Market Data

In Q2 2026, Colorado vacancies rose 1.1% from March to June, ranking 26th among all states and roughly in line with the national quarterly gain of 1.0%. That ranking is down from 5th in Q1, when Colorado's seasonal rebound off the December low outpaced most states; Q2 rankings reflect steadier spring-to-summer conditions across the country. Postings peaked in April at the strongest monthly total since August 2025, then eased through May and June while holding most of the spring gain. The Western Slope drove the quarter's momentum, with Montrose (+21.5%), Grand Junction (+18.9%), and Durango (+15.9%) posting the largest quarterly increases, a sharp reversal from their Q1 declines. White-collar postings rose 7.2% year-over-year against a 2.4% decline in blue-collar postings, with engineering, information technology, and business services leading the gain.

Industry Spotlight: Outdoor Recreation

Colorado's outdoor recreation employers posted 1,580 vacancies in June 2026, up 17.3% year-over-year and well ahead of the 1.5% growth in overall Colorado postings. Hiring in this sector peaks in late summer as resorts recruit for the winter season, so June marks the start of that cycle. Demand is concentrated in resort communities led by Aspen, Vail, and Keystone, though the Denver metro accounts for roughly a quarter of postings. The work is largely hospitality, with food and beverage roles making up 40% of postings. Median full-time compensation of $47,840 sits well below the statewide median of $67,590.

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.

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.

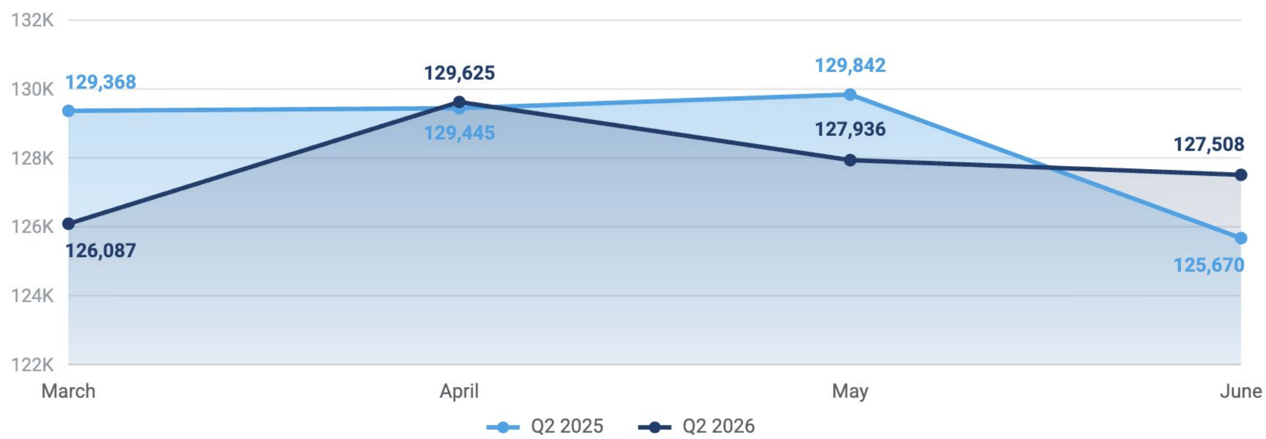
Job Posting Summary

Q2 2026 vs. Q2 2025 Vacancy Trend

Monthly active vacancy totals

▲ **1.1%** QoQ
vs. Q1 2026

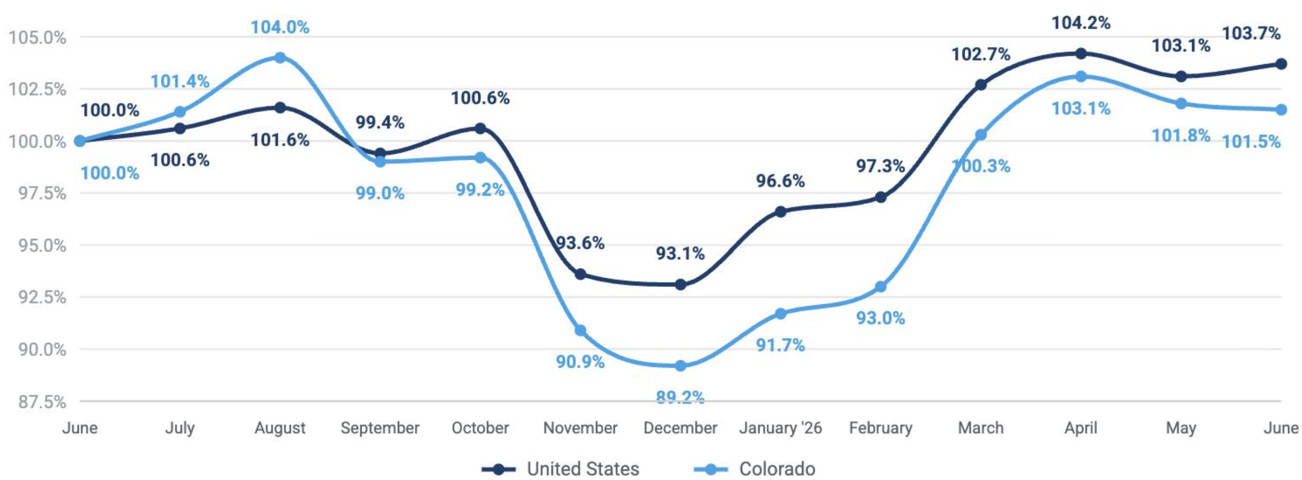
▲ **1.5%** YoY
vs. Q2 2025



Colorado job postings peaked in April, the strongest month since August 2025, then eased through May and June. The quarter closed 1.5% above June 2025 and 1.1% above March, so the state held most of the spring gain. In Q2 2025 postings held flat from March through May before dropping sharply in June. Colorado entered this quarter below year-ago levels and ended it above. The national market ran ahead, with U.S. postings ending June 3.7% above their June 2025 level. Both bottomed in December and rebounded through April, but Colorado fell further in the trough and has given back more of its gain since.

Monthly Job Postings Trend: Colorado vs. United States

Indexed to June 2025



9,733 Unique Employers

Employers with at least one Colorado job posting in Q2 2026

Job Postings by Metro Areas

Job postings were mixed across Colorado metro areas year-over-year, with seven metros gaining and seven declining. Denver, which accounts for more than half of state postings, rose 2.0%. Durango (14.5%), Alamosa (12.8%), and Boulder (9.9%) led the gains. Mountain communities were the soft spot, with Edwards, Breckenridge, and Steamboat Springs all down year-over-year.

In Q2, the Western Slope rebounded sharply, with Montrose up 21.5%, Grand Junction up 18.9%, and Durango up 15.9%.

Metro Area	# of Job Postings	QoQ % Change	YoY % Change
Denver-Aurora-Centennial, CO	70,018	-0.4%	2.0%
Colorado Springs, CO	14,985	2.3%	4.5%
Boulder, CO	7,570	4.8%	9.9%
Fort Collins-Loveland, CO	6,876	2.9%	2.4%
Greeley, CO	4,417	-3.3%	-5.8%
Grand Junction, CO	3,194	18.9%	-1.3%
Pueblo, CO	2,740	7.8%	0.0%
Rifle, CO	2,271	6.6%	-2.8%
Edwards, CO	1,520	-1.1%	-7.9%
Breckenridge, CO	1,307	0.5%	-7.5%
Durango, CO	1,280	15.9%	14.5%
Steamboat Springs, CO	958	3.3%	-3.7%
Montrose, CO	875	21.5%	2.3%
Cañon City, CO	738	-0.4%	-5.4%
Alamosa, CO	548	2.8%	12.8%

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

Internships

+10.7% YoY

vs. June 2025

Internship postings in Colorado totaled 1,180 in June 2026, down 18.2% quarter-over-quarter but up 10.7% year-over-year. The quarterly decline is seasonal, as internship hiring concentrates earlier in the academic year and most summer roles are filled by June. The annual gain is the more meaningful signal, running well ahead of the 1.5% growth in overall Colorado postings.

Apprenticeships

+11.7% YoY

vs. June 2025

Apprenticeship postings totaled 1,503 in June 2026, essentially flat quarter-over-quarter and up 11.7% year-over-year. The annual gain far outpaced the 1.5% growth in overall Colorado postings, pointing to continued employer investment in career-connected learning.

Remote Jobs

2.8%
of all job vacancies
June 2025

2.6%
of all job vacancies
June 2026

At the end of Q2 2026, remote positions accounted for 2.6% of all job postings, down from 2.8% in June 2025. Remote vacancies fell 3.8% over the same period, while total Colorado postings rose 1.5%.

Remote roles were most concentrated in Marketing (12.5%), Accounting (9.6%), and Finance (8.9%).

Job Postings by Category & Segment

** Figures reflect data as of June 2026*

Category	# of Job Postings	QoQ % Change	YoY % Change
Restaurants	14,988	-2.3%	-9.9%
Retail	13,297	7.1%	0.9%
Health care	11,658	-1.4%	-1.6%
Nursing	8,502	9.6%	10.4%
Education	7,804	-4.9%	-3.8%
Business Services	5,856	0.4%	12.4%
Sales	5,338	0.2%	-2.6%
Maintenance	4,621	-0.9%	-1.3%
Information Technology	4,342	1.9%	14.1%
Transportation	4,275	4.5%	0.6%

In Q2 category movement was muted compared with the sharp Q1 rebound. Production (+13.1%), warehouse (+10.4%), and nursing (+9.6%) posted the strongest gains, while education fell 4.9%, the mirror image of its Q1 surge, as hiring for the coming school year concentrates earlier in the calendar. Year-over-year the picture is sharper. Engineering (+19.5%), information technology (+14.1%), business services (+12.4%), and production (+10.7%) all grew well ahead of the statewide 1.5% gain, while restaurants declined 9.9%, the steepest drop of any category and the state's largest by volume. Health care and nursing moved in opposite directions. Nursing covers direct nursing roles (RNs, nurse practitioners, CNAs); health care covers the broader clinical and support workforce (physicians, technicians, therapists, administrative staff). Nursing rose 10.4% year-over-year while broader health care slipped 1.6%, pointing to demand concentrated in direct patient-care roles.

The segment split reversed from last quarter. White-collar postings rose 7.2% year-over-year against a 2.4% decline in blue-collar postings, where Q1 showed both segments falling. Engineering, information technology, and business services drove the white-collar gain, with engineering posting the largest year-over-year increase of any category. The blue-collar picture was more divided than the segment total suggests: production (+10.7%) and warehouse (+4.3%) both grew, but restaurants weighed heavily enough to pull the segment negative. The quarterly pattern ran the other way, with white-collar down 2.6% and blue-collar up 2.8%. Note that health care roles are tracked separately and are not included in either segment total.

White-collar

29,310 job postings

▼ 2.6% quarter-over-quarter

▲ 7.2% year-over-year

** Figures reflect data as of June 2026*

Blue-collar

49,154 job postings

▲ 2.8% quarter-over-quarter

▼ 2.4% year-over-year

** Figures reflect data as of June 2026*

**Segments are defined by job category: white-collar includes office and professional categories (IT, engineering, business services, sales, administrative); blue-collar includes hands-on and service categories (restaurants, retail, production, warehouse, transportation).*

Colorado Salary Insights

Colorado wages remain above the national market, with a median full-time salary of $67,590 versus the U.S. median of $62,234, and a median part-time rate of $19.63 compared to $18.38 nationally. That puts Colorado full-time pay $5,356 ahead of the national median, a premium of 8.6%, with part-time wages running 6.8% higher. Full-time salaries rose 4.4% year-over-year and 1.5% over the quarter, while part-time hourly wages gained 2.1% and 0.7% over the same periods. National increases ran 6.1% and 2.4% year-over-year, so the gap narrowed modestly while Colorado held its advantage on both measures.

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

Full-Time Salary Trend (Annual)

$64,750
Median Full-time Salary as of **June 2025**

YoY: +4.4%
QoQ: +1.5%

$67,590
Median Full-time Salary as of **June 2026**

Part-Time Salary Trend (Hourly)

$19.23
Median Part-time Salary as of **June 2025**

YoY: +2.1%
QoQ: +0.7%

$19.63
Median Part-time Salary as of **June 2026**

Median Full-Time Salary for Top 10 Metros

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

Metro Area	Median Full-time salary	QoQ % Change	YoY % Change
Boulder, CO	$75,920	4.7%	11.4%
Denver-Aurora-Centennial, CO	$71,001	3.4%	6.7%
Colorado Springs, CO	$67,267	-0.4%	3.5%
Pueblo, CO	$61,776	-6.4%	-7.6%
Breckenridge, CO	$58,864	-0.7%	8.9%
Greeley, CO	$58,240	-1.5%	1.8%
Fort Collins-Loveland, CO	$57,845	-3.6%	1.1%
Edwards, CO	$57,200	-1.1%	0.0%
Grand Junction, CO	$56,784	3.0%	-2.3%
Rifle, CO	$54,080	-3.3%	-3.7%

Annual Full-Time Salary as of June 2026

Colorado Wage Index: Advertised Pay by Title and Category

** Titles represent a cross-section of commonly posted roles spanning major employment categories and wage levels.*

TITLE	Q2 2025	Q2 2026	YOY % CHANGE
TRADES/MANUAL			
Maintenance Technician	$52,000	$54,080	4.0%
Production Worker	$46,800	$48,880	4.4%
Electrician	$75,005	$81,120	8.2%
SERVICE/FRONTLINE			
Retail Associate	$17.82/hr	$18.58/hr	4.3%
Customer Service Representative	$20.50/hr	$21.50/hr	4.9%
Cook	$19.00/hr	$20.58/hr	8.3%
PROFESSIONAL			
Software Developer	$134,160	$135,200	0.8%
Project Manager	$106,496	$115,003	8.0%
Administrative Assistant	$47,549	$50,960	7.2%
HEALTH CARE			
Certified Nurse Assistant	$22.00/hr	$22.84/hr	3.8%
Physician	$292,656	$292,240	-0.1%
Registered Nurse	$93,600	$102,294	9.3%

Industry Spotlight: Outdoor Recreation

Colorado Outdoor Recreation Vacancy Trend

Based on a selected sample of 50 Colorado employers in outdoor recreation, including ski and mountain resorts, golf courses and clubs, parks and recreation districts, and camps and outdoor programs.

1,580
June 2026

+17.3%
Percent Change YoY

Top Categories by Job Postings

Note: Unique job postings in June 2026

1. Food & beverage **40%**
2. Lodging & guest services **16%**
3. Management & administration **13%**
4. Facilities & grounds **12%**
5. Recreation & instruction **8%**

Salary Insights

As of Qtr. End

$47,840
Industry Median Full-Time Salary

$19.07/hr
Industry Median Part-Time Salary

Top Outdoor Recreation Job Postings by City

City	# Job Postings
Aspen*	307 (▲ 184% YoY)
Vail	132 (▲ 18% YoY)
Keystone	98 (▲ 3.2% YoY)
Centennial	75 (▲ 2.7% YoY)
Steamboat Springs	71 (▼ 20% YoY)

Note: Unique job postings in June 2026. Aspen's job counts are driven largely by Aspen Skiing Company, one of the sample's two largest employers

Colorado's outdoor recreation employers posted 1,580 vacancies in June 2026, up 17.3% year-over-year and well ahead of the 1.5% growth in overall Colorado postings. Hiring peaks in late summer as resorts recruit for the winter season and bottoms in February. June marks the start of that cycle, so the annual gain signals stronger seasonal staffing ahead.

Demand is concentrated in resort communities led by Aspen, Vail, and Keystone, though the Denver metro accounts for roughly a quarter of postings through parks and recreation districts and golf clubs. The work is largely hospitality: food and beverage roles make up 40% of postings and lodging and guest services 16%, while recreation-specific roles such as ski coaches and lifeguards account for 8%. Median full-time compensation of $47,840 sits well below the statewide median of $67,590, with part-time roles at $19.07/hr.

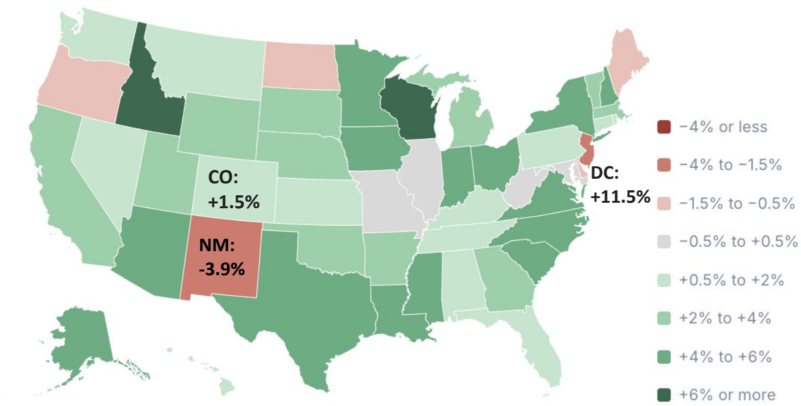
Note: Based on a selected sample of 50 Colorado employers; it does not represent all outdoor recreation hiring in the state. Resort and club employers hire across their full operations, so postings include hospitality, facilities, and administrative roles.

How Colorado Compares

YoY Vacancy Percent Change by State

+3.7%
Total U.S. Percent Change

35th (▲ from 36th in Q1)
CO Vacancy Change Ranking by State



Top 5 Growing and Declining States

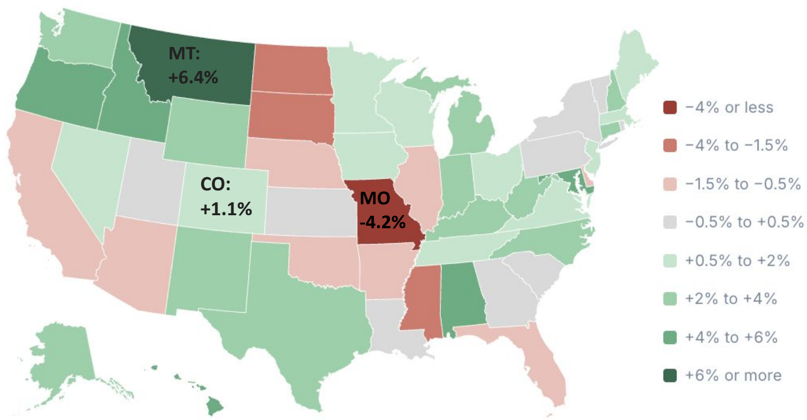
State	YoY Change
Washington D.C.	11.5%
Wisconsin	7.4%
Idaho	6.6%
Texas	5.9%
Virginia	5.8%
Delaware	-0.5%
North Dakota	-0.8%
Maine	-1.0%
New Jersey	-2.6%
New Mexico	-3.9%

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

QoQ Vacancy Percent Change by State

+1.0%
Total U.S. Percent Change

26th (▼ from 5th in Q1)
CO Vacancy Change Ranking by State



Top 5 Growing and Declining States

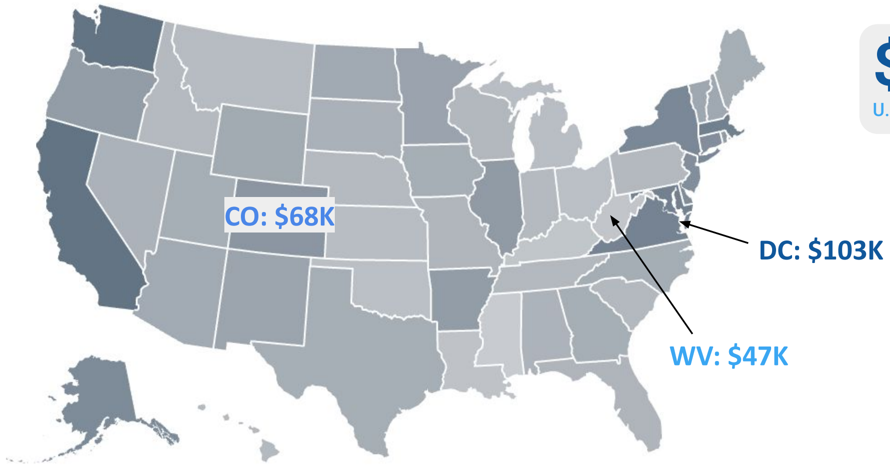
State	QoQ Change
Montana	6.4%
Alabama	5.6%
Oregon	5.2%
Idaho	5.0%
Maryland	4.7%
Illinois	-1.3%
Mississippi	-1.6%
North Dakota	-1.6%
South Dakota	-2.8%
Missouri	-4.2%

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

Median Full-time Salary by State

Calculations made with June 2026 salary data

Colorado's median advertised full-time salary reached $67,590 in June 2026, ranking 11th among all states and the District of Columbia, and $5,356 above the U.S. median of $62,234. Colorado climbed two places from 13th in Q1. The state also ranked 10th in median part-time hourly wages at $19.63, up from $19.50 in March. 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.



$62,234
U.S. Median Full-time Salary

	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	$102,502	$21.00	18.	WY	$62,400	$18.50	35.	KS	$55,006	$16.00
2.	WA	$81,702	$21.76	19.	ND	$61,360	$19.00	36.	UT	$54,995	$16.54
3.	CA	$80,007	$20.50	20.	GA	$60,601	$16.50	37.	PA	$54,486	$16.88
4.	MA	$77,501	$20.73	21.	TX	$60,320	$16.44	38.	TN	$54,080	$16.00
5.	MD	$74,963	$18.70	22.	MN	$59,904	$18.50	39.	SC	$54,080	$16.25
6.	NY	$74,256	$19.00	23.	AZ	$59,280	$17.31	40.	NE	$53,342	$17.00
7.	VA	$72,800	$17.57	24.	NC	$59,051	$16.55	41.	ID	$53,300	$16.50
8.	CT	$70,002	$19.50	25.	AL	$58,791	$16.00	42.	IN	$52,998	$16.50
9.	NJ	$70,002	$19.19	26.	HI	$58,240	$19.63	43.	MI	$52,811	$17.00
10.	RI	$69,732	$19.00	27.	IA	$58,240	$17.50	44.	MT	$52,000	$20.00
11.	**CO**	**$67,590**	**$19.63**	28.	WI	$58,126	$18.00	45.	MS	$52,000	$15.00
12.	AK	$67,496	$21.63	29.	VT	$57,200	$20.00	46.	OH	$52,000	$16.00
13.	NM	$66,061	$17.25	30.	SD	$57,200	$20.75	47.	AR	$52,000	$15.00
14.	OR	$65,520	$20.50	31.	ME	$57,200	$18.34	48.	OK	$52,000	$15.00
15.	IL	$65,000	$18.00	32.	NV	$57,200	$16.75	49.	KY	$49,962	$15.75
16.	DE	$64,688	$17.38	33.	FL	$56,420	$17.00	50.	LA	$49,920	$16.00
17.	NH	$62,972	$18.75	34.	MO	$55,505	$17.50	51.	WV	$46,800	$14.50

Official Labor Market Indicators

Colorado Unemployment Rate

3.9%

−0.1 percentage point vs. Jun 2025

June 2026

National Unemployment Rate

4.2%

+0.1 percentage point vs. Jun 2025

June 2026

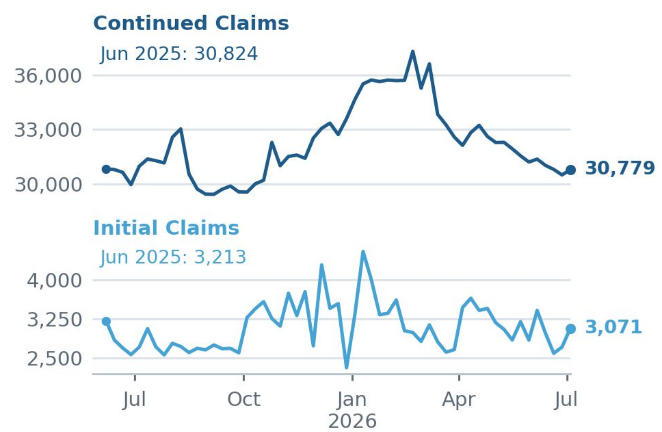
Official indicators still show a labor market tighter than the nation's. Colorado's unemployment rate stood at 3.9% in June 2026, 0.1 percentage point below June 2025 and under the national rate of 4.2%, though BLS does not treat a year-over-year change of that size as statistically significant.

Claims rose through the winter, with continued claims peaking near 37,300 in late February, then fell back through the first half of 2026. At roughly 30,800 in early July they sit close to year-ago levels, suggesting the earlier softening did not turn into sustained layoffs. Participation, however, kept falling: Colorado dropped from 66.9% in December to 65.6% in June, roughly twice the national pace, narrowing its gap with the U.S. to 4.1 points from 4.9 a year earlier.

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

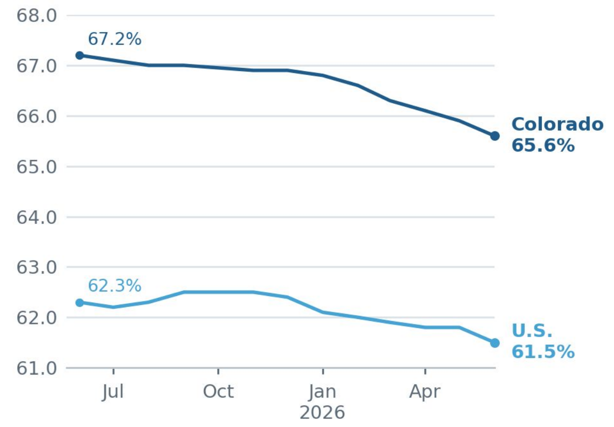
Colorado Continued and Initial Unemployment Claims

Note: Weekly, not seasonally adjusted. Rolling 13 months, weeks ending 06/07/2025 – 07/04/2026.



Labor Force Participation Rate

Note: Monthly, seasonally adjusted. Rolling 13 months, June 2025 – June 2026. October 2025 data is unavailable due to federal government shutdown.



Source: U.S. Bureau of Labor Statistics (Local Area Unemployment Statistics; Current Population Survey); U.S. Department of Labor, Employment & Training Administration (ETA 539).

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 Cardon 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 Camille Hammond at chammond@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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