

Colorado Chamber of Commerce | Aspen Tech Labs

Quarterly Jobs Report

October 15, 2023



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Introduction

The [Colorado Chamber of Commerce](#) and [Aspen Tech Labs](#) (ATL) have partnered to provide quarterly data on Colorado's workforce statistics and trends. Utilizing ATL's database of more than 9 million job vacancies worldwide from over 120,000 companies, these reports are meant to provide big-picture data to highlight key insights on Colorado's economy.

During Q3 2023, the number of job vacancies in Colorado slightly increased by 1.1%. Colorado was right in the middle of states this quarter, with the 21st largest increase in vacancies as a percentage. Colorado's increase was above the national average, which saw a 1.2% decrease in vacancies in Q3.

In Q2, we saw a large 8% decrease in Colorado (6% decrease nationally), which excited employers and pointed to a loosening labor market. Things seem to remain pretty stable in Q3, both in Colorado and nationally.

Wages continued to decline slightly in Q3, with a 1.3% decrease in the median salary from July 1, 2023. Notably, part time wages also dropped \$0.50 this quarter. These trends could also point to a loosening labor market. Colorado has the 11th highest median full-time salary compared to all other states and D.C., and 17th highest median part time salary. Colorado is just above the national average in both full and part-time salaries.

A note about the data this quarter:

You may notice the raw number of vacancies is higher this quarter compared to the previous quarter. During the first half of the year, we added a number of new employers to our JobsIndex and broadened our coverage of the U.S. job market. We decided to incorporate these additional companies into our analysis after carefully waiting until we had accumulated a full quarter's worth of data, ensuring it would not skew the data. We want to clarify this increase is not reflective of an upswing in the job market but rather a result of our expanded coverage of the job market. In the future, additional employers will continue to be added after we have a quarter's worth of data.

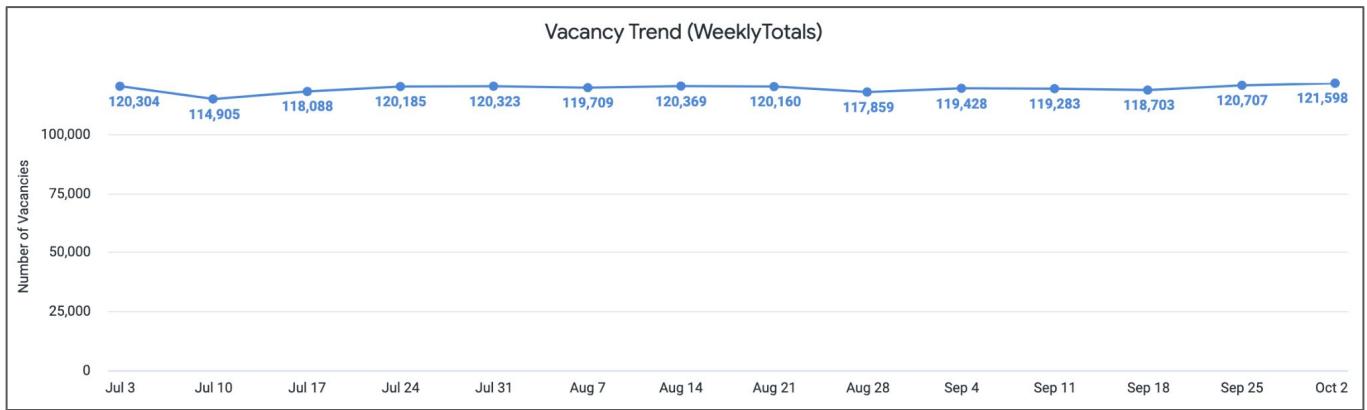
The jobs data used in the Job Market Pulse platform comes directly from ATL's [JobsIndex](#), which is the largest pool of organic jobs collected directly from corporate career sites and applicant tracking systems. ATL's data team analyzes the JobsIndex to learn who's hiring, where there are hot spots for jobs, what this data looks like over time, and more. Through ATL's analytics, the company created Job Market Pulse which allows customers to use real-time jobs data to make critical business and competitive decisions.

ATL uses proprietary techniques to retrieve and analyze data, such as the company's salary parser to collect salary information from job postings. ATL only collects original salary information published by employers. The company does not estimate salary data or modify the data in any way. ATL extracts this valuable salary information from the respective field, job titles, and/or job descriptions.

Given the breadth and diversity of the Job Market Pulse, ATL's data is geographically representative and covers all industries. The coverage of Job Market Pulse will continue to grow in 2023.

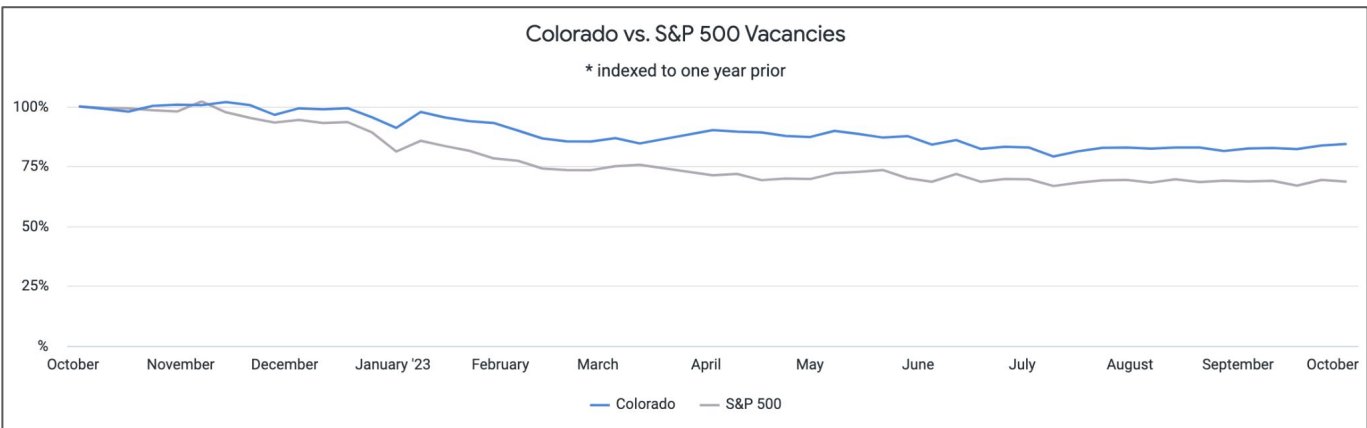
Vacancy Summary

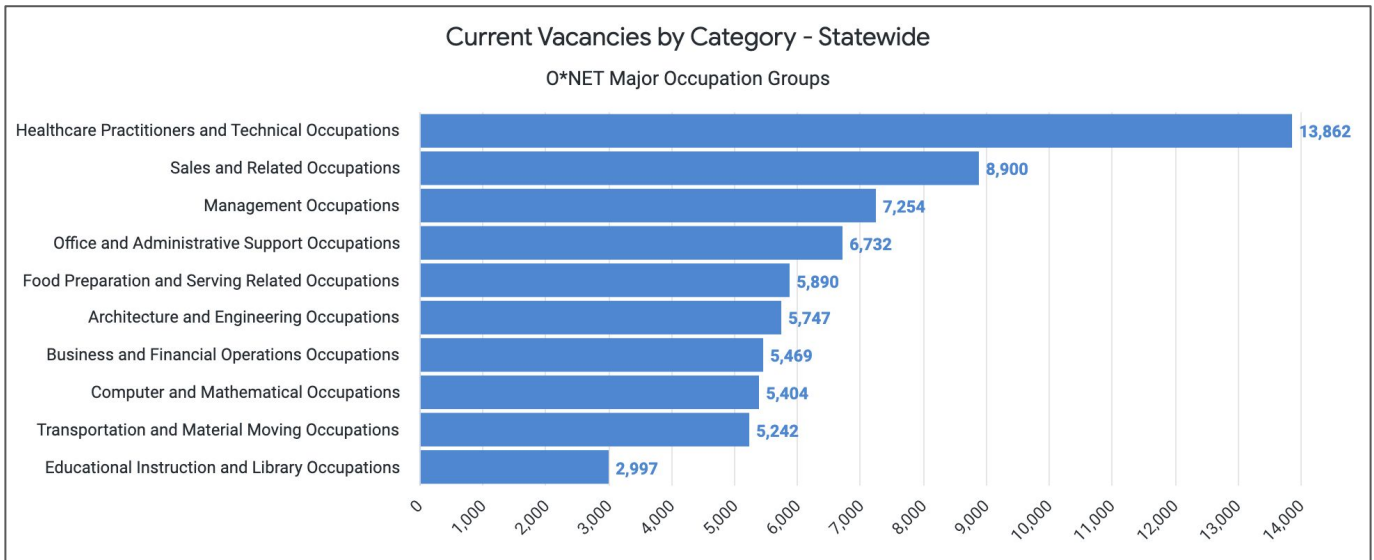
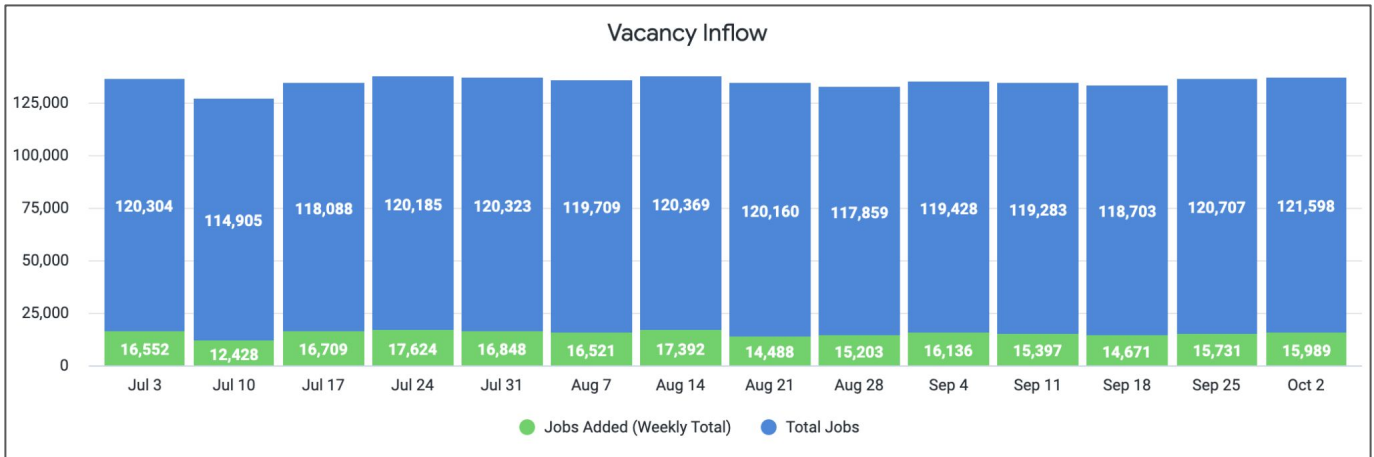
121,598
Current Vacancies as of Oct. 2, 2023



1%
% Change from July 3, 2023

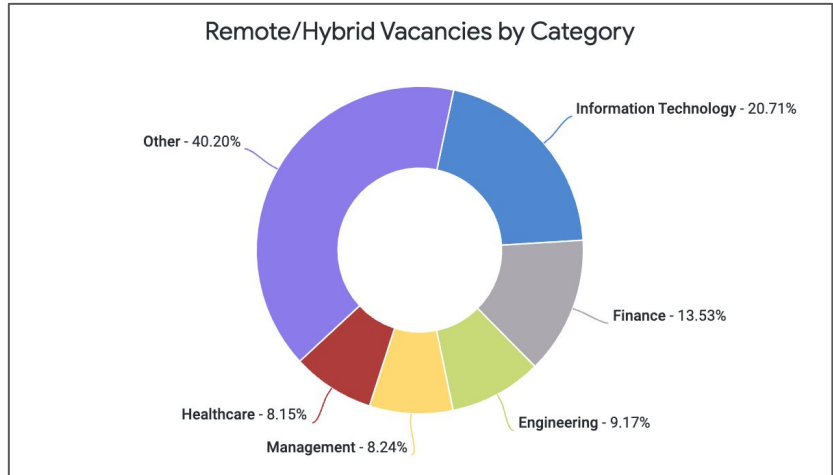
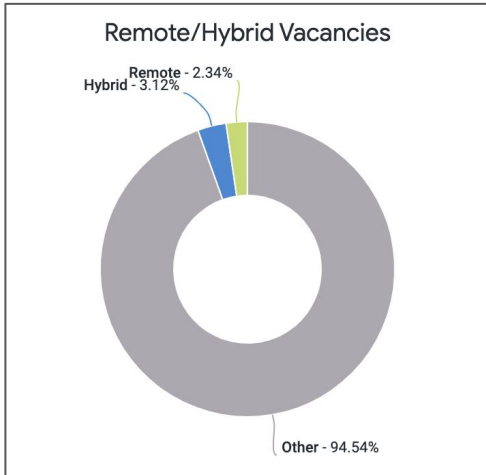
1,294
Change from July 3, 2023





Vacancies by Metro

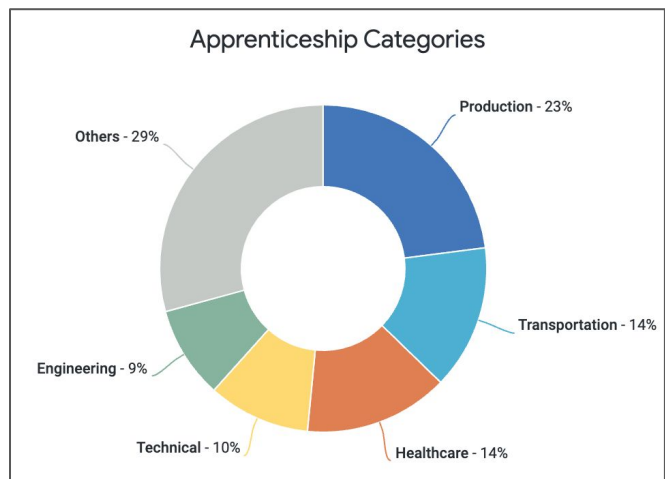
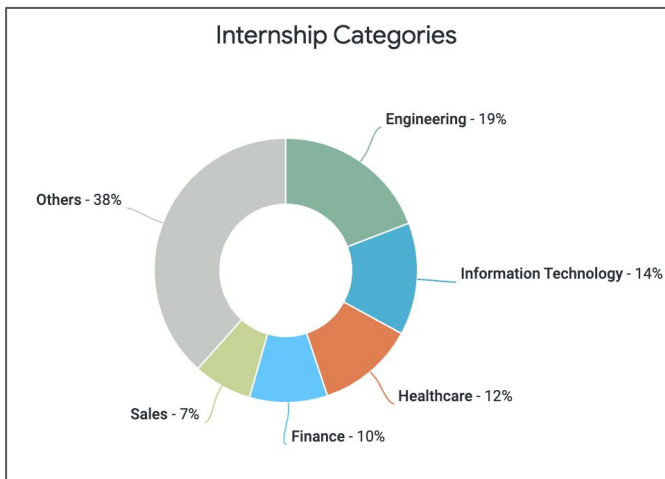
	MSA Name	Current Vacancies	Change from July 2nd	Percent Change
1	Denver, CO	67,729	176	0%
2	Colorado Springs, CO	12,979	170	1%
3	Fort Collins, CO	5,541	-243	-4%
4	Boulder, CO	6,830	-12	-0%
5	Pueblo, CO	2,654	85	3%
6	Greeley, CO	3,849	-28	-1%
7	Grand Junction, CO	2,518	81	3%
8	Durango, CO	993	25	3%
9	Glenwood Springs, CO	1,945	21	1%
10	Montrose, CO	689	24	4%



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

1,809
Number of Internships

1,423
Number of Apprenticeships



**These numbers are based on the job descriptions that contain either 'Internship' or 'Apprenticeship'*

Cities with Internships

	City	Number of Vacancies
1	Denver	525
2	Colorado Springs	163
3	Greenwood Village	95
4	Boulder	79
5	Aurora	69
6	Englewood	69
7	Greeley	65
8	Lakewood	60
9	Fort Collins	57
10	London	48

Cities with Apprenticeships

	City	Number of Vacancies
1	Denver	285
2	Colorado Springs	135
3	Aurora	76
4	Lakewood	48
5	Englewood	44
6	Fort Collins	43
7	Pueblo	43
8	Henderson	40
9	Littleton	36
10	Loveland	30

ONET Categories - Largest Job Growth

	Major Group	July 3rd Vacancies	Oct. 2nd Vacancies	Change	Percent Change
1	Farming, Fishing, and Forestry Occupations	50	60	10	20%
2	Legal Occupations	337	395	58	17%
3	Food Preparation and Serving Related Occupations	6,045	6,636	591	10%
4	Sales and Related Occupations	8,694	9,421	727	8%
5	Personal Care and Service Occupations	1,961	2,067	106	5%
6	Management Occupations	7,882	8,295	413	5%
7	Business and Financial Operations Occupations	6,174	6,406	232	4%
8	Installation, Maintenance, and Repair Occupations	2,979	3,067	88	3%
9	Arts, Design, Entertainment, Sports, and Media Occupations	3,236	3,309	73	2%
10	Transportation and Material Moving Occupations	6,099	6,149	50	1%

ONET Categories - Largest Job Drop

	Major Group	July 3rd Vacancies	Oct. 2nd Vacancies	Change	Percent Change
1	Educational Instruction and Library Occupations	4,342	3,366	-976	-22%
2	Protective Service Occupations	1,367	1,165	-202	-15%
3	Community and Social Service Occupations	1,417	1,248	-169	-12%
4	Production Occupations	3,696	3,351	-345	-9%
5	Life, Physical, and Social Science Occupations	818	755	-63	-8%
6	Construction and Extraction Occupations	1,748	1,617	-131	-7%
7	Computer and Mathematical Occupations	6,507	6,121	-386	-6%
8	Building and Grounds Cleaning and Maintenance Occupations	1,756	1,701	-55	-3%
9	Healthcare Support Occupations	3,163	3,130	-33	-1%
10	Office and Administrative Support Occupations	8,234	8,234	0	0%

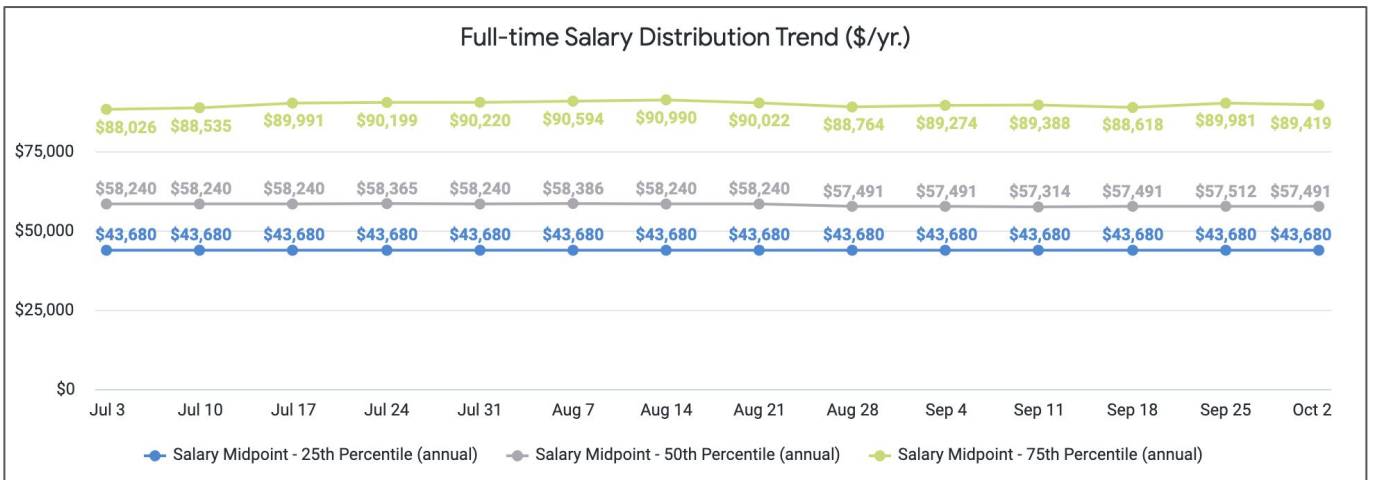
Full-time Salary Data

Full-time Salary (\$/yr.)		
25th Percentile	Median	75th Percentile
\$43,680	\$57,491	\$89,419

-1.3%
% Change from July 3, 2023 (Median Salary)

-\$749
Change from July 3, 2023 (Median Salary)

Full-time Salary (\$/hr.)		
Salary Midpoint - 25th Percentile (hourly)	Salary Midpoint - 50th Percentile (hourly)	Salary Midpoint - 75th Percentile (hourly)
\$21.00	\$27.64	\$42.99

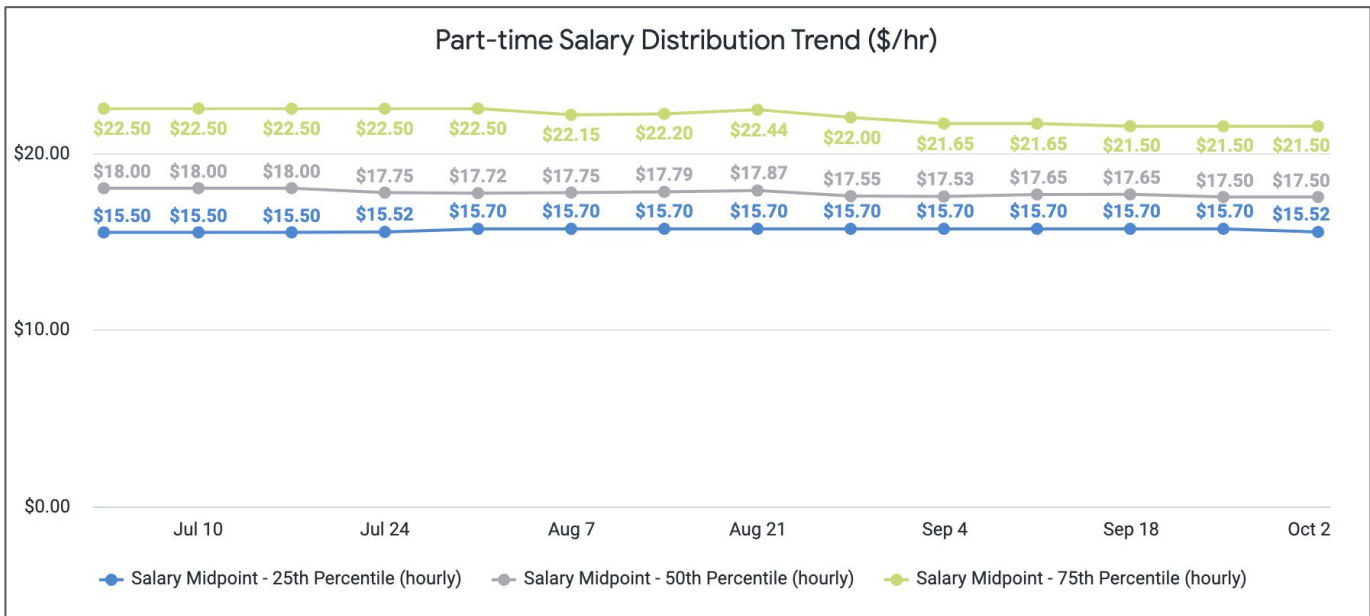


Part-time Salary Data

Part-time Salary (\$/hr.)		
Salary Midpoint - 25th Percentile (hourly)	Salary Midpoint - 50th Percentile (hourly)	Salary Midpoint - 75th Percentile (hourly)
\$15.52	\$17.50	\$21.50

-2.8%
% Change from July 3, 2023 (Median Salary)

-\$0.50
Change from July 3, 2023 (Median Salary)



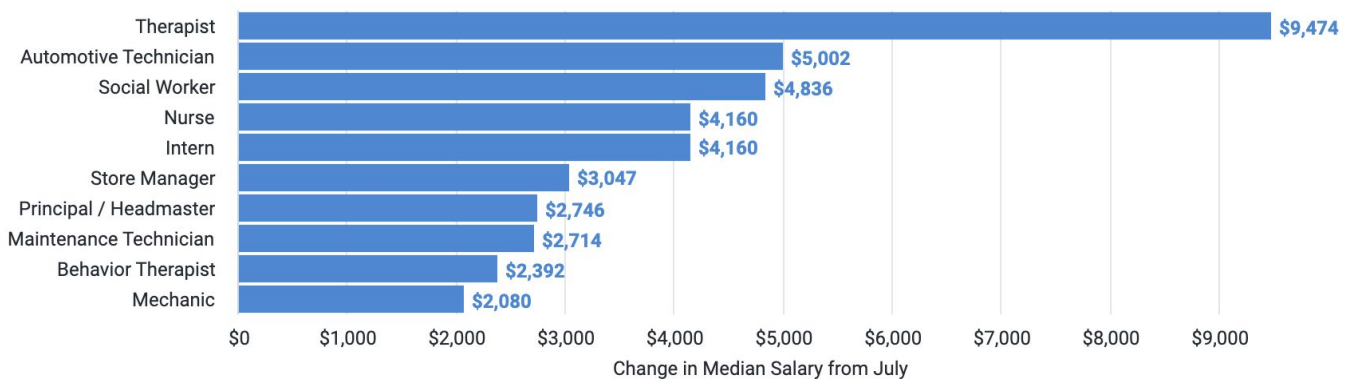
Median Salary by Metro (Previous 3 Months)			
	MSA Name	Full-time	Part-time
1	Boulder, CO	\$62,410	\$17.79
2	Denver, CO	\$60,694	\$18.00
3	Colorado Springs, CO	\$59,998	\$16.00
4	Glenwood Springs, CO	\$56,243	\$21.57
5	Edwards, CO	\$55,120	\$21.01
6	Fort Collins, CO	\$52,489	\$17.00
7	Pueblo, CO	\$52,489	\$15.70
8	Craig, CO	\$52,447	\$21.50
9	Greeley, CO	\$52,000	\$16.85
10	Grand Junction, CO	\$50,960	\$17.18

Top Paying Categories (ONET Minor Groups)	
Category	Salary Midpoint - 50th Percentile (annual)
1 Architects, Surveyors, and Cartographers	\$122,886
2 Computer Occupations	\$114,993
3 Mathematical Science Occupations	\$105,737
4 Engineers	\$102,482
5 Social Scientists and Related Workers	\$97,989
6 Operations Specialties Managers	\$93,548
7 Lawyers, Judges, and Related Workers	\$88,764
8 Healthcare Diagnosing or Treating Practitioners	\$87,714
9 Occupational Therapy and Physical Therapist Assistants and Aides	\$83,720
10 Physical Scientists	\$81,494

Highest Paying Job Titles - Statewide

	Job Title	Salary Midpoint - 50th Percentile (annual) ▼	Numbers of Vacancies
1	Gastroenterologist	\$574,995	37
2	Oncologist	\$449,987	109
3	Radiologist	\$431,496	189
4	Dermatologist	\$374,982	71
5	Vice President Technology	\$303,732	22
6	Neurologist	\$299,998	49
7	Vice President Engineering	\$292,916	22
8	Psychiatrist	\$275,496	830
9	Dentist	\$274,997	906
10	Physician / Doctor, Internal Medicine	\$249,995	3,320
11	Hospitalist	\$249,600	177
12	Director, Product Development	\$235,435	25
13	Head of Sales	\$224,994	21
14	Pediatric Cardiology	\$224,994	70
15	Family Physician / Doctor	\$224,994	528
16	Chief Technology Officer	\$219,991	33
17	Principal Consultant	\$217,994	42
18	Medical Director	\$214,989	468
19	Pediatric Neurologist	\$213,990	34
20	President	\$211,494	21
21	Associate General Counsel	\$210,319	24
22	Nocturnist	\$203,892	41
23	Security Architect	\$203,861	34
24	Vice President	\$199,992	1,216
25	Assistant General Counsel	\$199,992	60

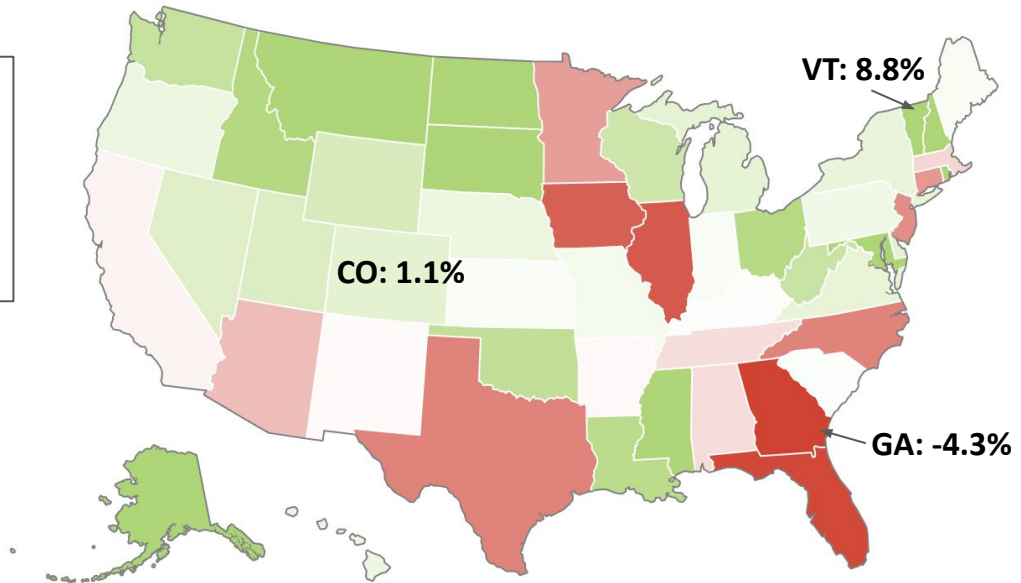
Biggest Median Salary Increases by Job Title



How Colorado Compares

Quarterly % Change in Vacancies by State

All U.S.
-1.2%
 % Change from July 3, 2023



	State	Percent Change
1	Vermont	8.8%
2	Rhode Island	8.8%
3	North Dakota	8.7%
4	Alaska	7.1%
5	Maryland	6.4%
6	New Hampshire	5.9%
7	Montana	5.8%
8	Mississippi	4.3%
9	South Dakota	3.8%
10	Ohio	3.6%

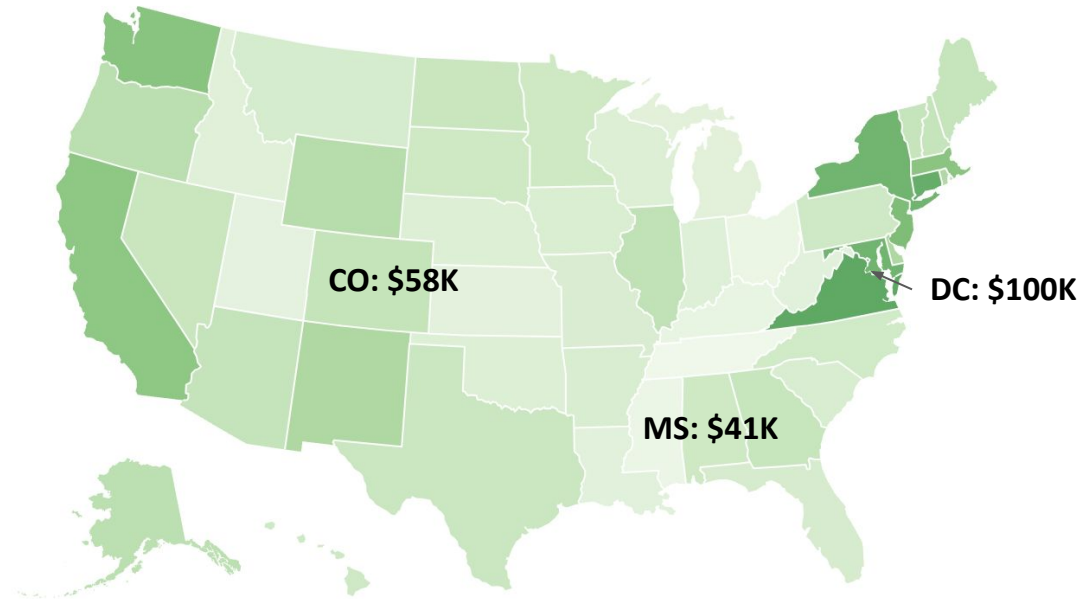
	State	Percent Change
1	Georgia	-4.3%
2	Iowa	-4.1%
3	Florida	-3.9%
4	Illinois	-3.9%
5	Texas	-2.7%
6	North Carolina	-2.7%
7	New Jersey	-2.6%
8	Connecticut	-2.3%
9	Maine	-2.0%
10	Minnesota	-2.0%

- Colorado had the 21st largest increase in vacancies in the U.S. as a percentage (1.1%)
- Colorado’s 1.1% increase was ahead of the national average for Q3 (1.2% decrease)

Median Full-time Salary by State (Quarterly Avg.)

U.S. Median Full-Time
\$57,491

U.S. Median Part-Time
\$17.50



**Colorado Ranking: #11 Highest Full-time Median Salary,
#17 Highest Part-time Median Salary**

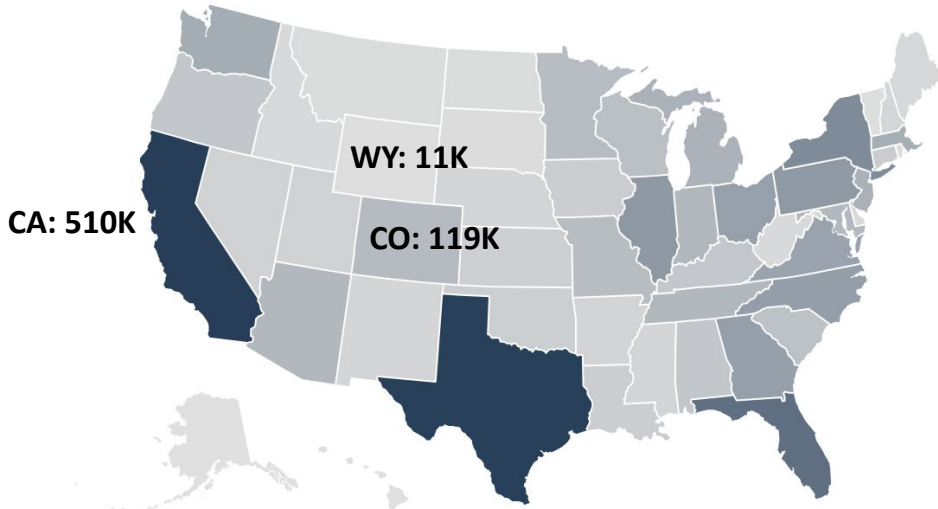
	State	Median Full-time Salary	Median Part-time Salary
1.	DC	\$99,986	\$18.75
2.	MD	\$69,170	\$17.25
3.	CA	\$68,307	\$18.50
4.	CT	\$66,560	\$18.30
5.	VA	\$65,000	\$16.50
6.	WA	\$64,397	\$19.90
7.	NY	\$64,241	\$18.00
8.	NJ	\$61,984	\$17.78
9.	DE	\$59,987	\$16.00
10.	AK	\$59,218	\$19.00
11.	CO	\$57,886	\$17.75
12.	MA	\$56,493	\$18.95
13.	WY	\$54,402	\$15.50
14.	IL	\$54,382	\$16.51
15.	NV	\$53,300	\$15.00
16.	MN	\$52,489	\$18.00
17.	RI	\$52,000	\$18.00

	State	Median Full-time Salary	Median Part-time Salary
18.	AZ	\$51,490	\$16.02
19.	OR	\$51,480	\$19.00
20.	ME	\$51,189	\$18.00
21.	NM	\$50,814	\$16.00
22.	AL	\$49,993	\$15.00
23.	TX	\$49,920	\$15.00
24.	SD	\$49,920	\$19.50
25.	UT	\$49,795	\$15.50
26.	HI	\$49,608	\$18.00
27.	GA	\$49,327	\$15.00
28.	MT	\$48,984	\$17.00
29.	NH	\$48,880	\$18.00
30.	ND	\$48,880	\$17.50
31.	VT	\$47,840	\$18.00
32.	IA	\$47,840	\$16.50
33.	NC	\$47,840	\$15.00
34.	FL	\$47,486	\$15.50

	State	Median Full-time Salary	Median Part-time Salary
35.	WV	\$47,445	\$14.00
36.	WI	\$46,800	\$17.00
37.	PA	\$46,800	\$16.65
38.	MO	\$46,592	\$15.50
39.	MI	\$46,290	\$15.50
40.	IN	\$46,238	\$15.48
41.	LA	\$45,760	\$14.50
42.	OH	\$45,760	\$15.00
43.	KY	\$45,344	\$15.00
44.	NE	\$44,990	\$15.75
45.	KS	\$44,720	\$15.00
46.	SC	\$44,491	\$14.88
47.	TN	\$43,888	\$15.00
48.	ID	\$43,347	\$16.00
49.	AR	\$43,306	\$14.00
50.	OK	\$41,818	\$13.25
51.	MS	\$40,560	\$12.50

*values calculated using all salary data from Q3 2023

Vacancies by State (Quarterly Avg.)



Colorado Ranking: #19 Highest Number of Avg. Job Vacancies and #11 Highest Number of Avg. Vacancies Per 1,000 People

	State	Avg. Number of Vacancies	Vacancies per 1,000 People
1.	CA	509,537	13
2.	TX	506,464	17.2
3.	FL	340,840	15.6
4.	NY	274,130	13.8
5.	PA	226,778	17.5
6.	IL	223,991	17.7
7.	NC	221,053	21
8.	OH	209,308	17.8
9.	GA	204,776	19
10.	VA	197,066	22.8
11.	NJ	160,948	17.4
12.	MA	159,512	22.8
13.	AZ	159,453	21.9
14.	MI	152,194	15.1
15.	IN	134,239	19.7
16.	WA	133,664	17.3
17.	TN	133,220	19.1

	State	Avg. Number of Vacancies	Vacancies per 1,000 People
18.	MD	129,678	21
19.	CO	119,402	20.5
20.	MN	113,671	19.9
21.	MO	113,075	18.3
22.	SC	102,267	19.7
23.	WI	99,482	16.9
24.	AL	87,077	17.3
25.	KY	83,367	18.5
26.	OR	72,409	17.1
27.	LA	66,178	14.3
28.	CT	65,130	18.1
29.	IA	62,889	19.7
30.	OK	60,787	15.2
31.	KS	57,462	19.6
32.	UT	53,952	16.2
33.	NV	49,130	15.6
34.	AR	44,044	14.6

	State	Avg. Number of Vacancies	Vacancies per 1,000 People
35.	NM	41,590	19.7
36.	MS	40,013	13.6
37.	NE	39,366	20
38.	NH	35,765	25.7
39.	DC	29,434	43.9
40.	WV	28,630	16.1
41.	ME	28,204	20.6
42.	ID	27,407	14.4
43.	HI	22,057	15.3
44.	MT	19,801	17.9
45.	DE	19,192	19.1
46.	ND	18,526	23.9
47.	AK	18,181	24.8
48.	RI	17,176	15.7
49.	SD	16,402	18.3
50.	VT	12,592	19.5
51.	WY	11,038	19.1

Conclusion

About Aspen Tech Labs

Aspen Tech Labs is a global leader in web data management services and recruitment technology founded in 2008. The company is headquartered in Aspen, Colorado with teams throughout the U.S. and Europe. ATL provides web scraping, business intelligence, and data/analytics services for a wide variety of industries. ATL'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.

This report is a high-level demonstration of ATL's Job Market Pulse, a powerful, real-time competitive tool to assist ATL 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 Gabby Schulte at gabby.s@aspentechlabs.com for feedback on the data in this report or to learn more about ATL's 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 Teresa Busk tbusk@cochamber.com.

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