

Colorado Chamber Foundation | Aspen Tech Labs

Colorado Jobs Report

Q4 2025



Contents

[Introduction](#)

[Job Posting Summary](#)

[Salary Insights](#)

[Industry Spotlight: Aerospace and Defense](#)

[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 10 million job vacancies worldwide from over 350,000 companies, these reports are designed to highlight key trends and insights shaping Colorado's economy.

Looking Back: Colorado's Workforce in 2025

Colorado's labor market cooled modestly in 2025, but remained comparatively resilient. Monthly active job postings declined 2.4% year over year, from 151,000 in December 2024 to 147,000 in December 2025, outperforming the national decline of 3.0%. Colorado ranked 15th among states for year-over-year vacancy change. Hiring softened across most categories and metros, though Denver remained stable (+0.4% year over year), helping anchor statewide demand.

At the same time, wages continued to rise. Colorado's median advertised full-time salary reached \$65,000 in December 2025 (+6.0% year over year), above the U.S. median of \$62,400, and ranked 12th highest nationally. Median part-time wages rose to \$19.29 per hour (+1.1% year over year). Official labor indicators also remained relatively strong: Colorado's unemployment rate fell to 3.8% in December, below the U.S. rate of 4.4%.

Quarterly Benchmark: Q4 2025 Job Market Data

In Q4 2025, Colorado vacancies declined 5.8% from September to December, compared with a 4.4% decline nationally. This Q4 2025 pullback was broadly in line with typical year-end seasonality, as postings expire and many employers pause or refresh openings ahead of the new year. Colorado ranked 33rd among states in Q4 vacancy change, with performance landing near the middle of a wide national range (from Alabama at +5.3% to Montana at -10.3%).

Industry Spotlight: Aerospace & Defense

Colorado's aerospace and defense sector emerged as a notable bright spot in 2025, with Colorado job postings in the sector up 47% over the year. Indexed trends show this growth substantially outpaced both national aerospace and defense hiring (115.9% of December 2024 levels) and Colorado's overall job market (97.6%), indicating concentrated demand even as broader statewide hiring moderated.

Hiring activity was led by technical roles such as Software Developer, Systems Engineer, and other engineering positions, with strong concentration in Colorado Springs, Littleton, and Aurora. Compensation also remained competitive, with an industry median annual salary of \$124,623 and top-paying roles including Network Architect, Chief Engineer, and Software Architect.

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.

Job Posting Summary

151K

Vacancies as of
December 2024

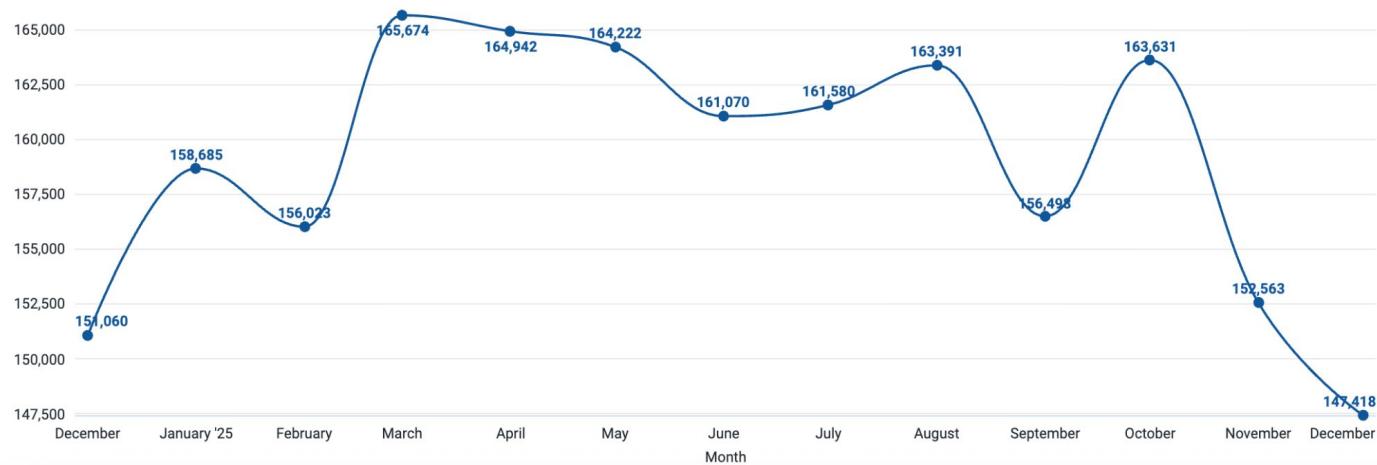
-2.4% (-3.6k)

147K

Vacancies as of
December 2025

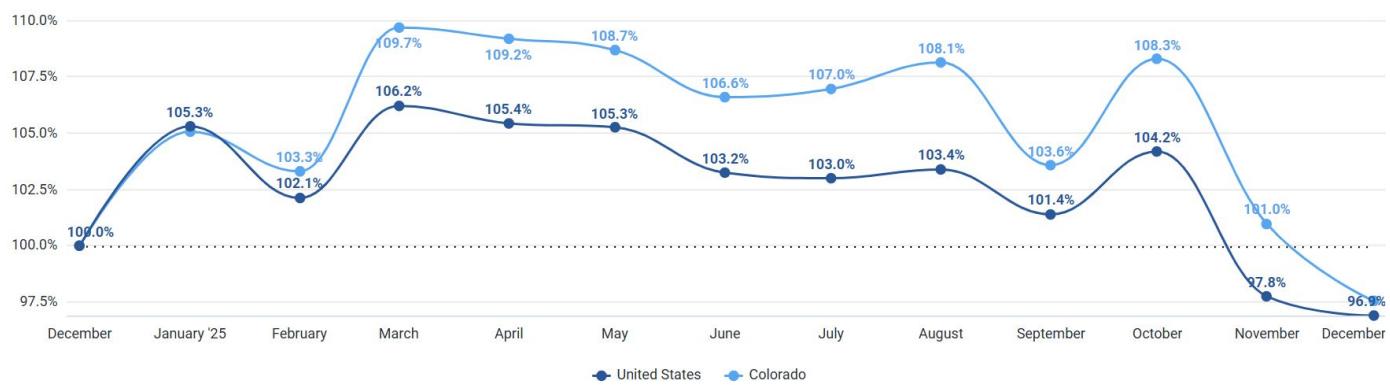
2025 Vacancy Trend

Monthly active vacancy totals - includes any job live during the month



2025 Vacancy Trend: CO vs. U.S.

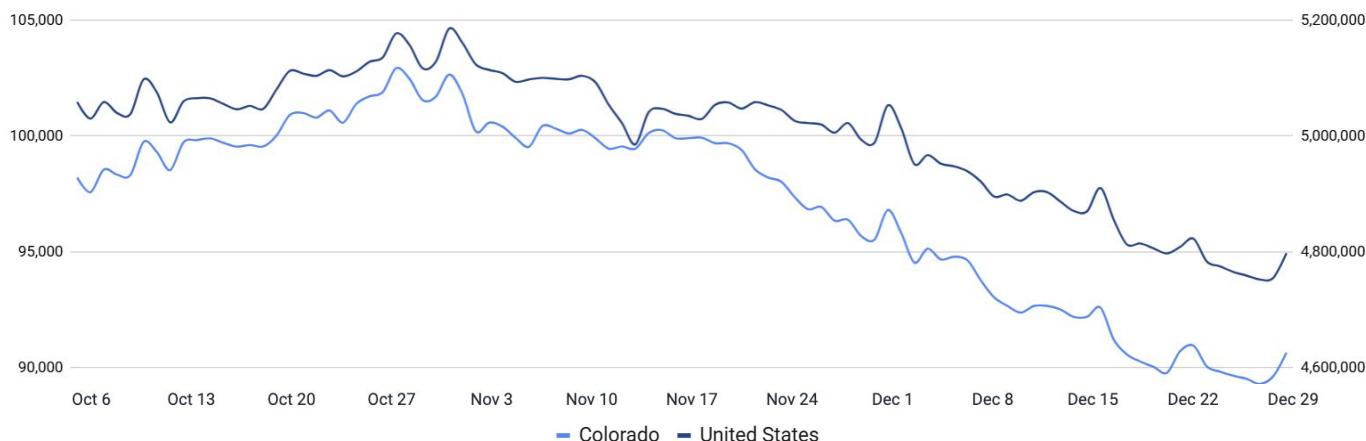
Monthly active vacancy totals; indexed to December 2024



Q4 2025 Vacancy Trend

Job postings in Colorado declined 5.8% in Q4 2025. While postings increased in October, volumes fell from November through December. This pattern is typical for year-end, as job postings expire and hiring activity slows seasonally. An early January rebound is already visible in the final days of December. By comparison, U.S. job postings declined 4.4% in Q4, broadly tracking Colorado's trend.

Daily active job postings in Q4. Left axis represents Colorado, right axis represents the United States.



Job Postings by Category

Year over year, job postings declined across the majority of job categories in Colorado, with 26 categories posting decreases and 9 recording increases as of December 2025. Growth was concentrated in select health care and construction related roles, while declines were more widespread across retail, administrative, and support functions.

By volume, hiring demand remained concentrated in a small number of large categories, led by nursing, health care, restaurants, retail, and business services, which together accounted for a substantial share of total job postings statewide.

Top 10 Biggest Job Categories

Job Category	# of Job Postings
Nursing	17,947
Health care	16,884
Restaurants	16,347
Retail	12,322
Business Services	6,071
Education	5,974
Information Technology	5,786
Sales	5,492
Transportation	5,249
Engineering	4,569

* Figures reflect data as of December 2025

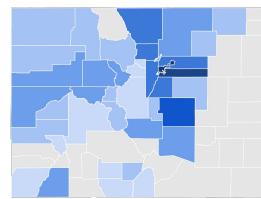
Top 5 Growing and Declining Categories

Job Category	# of Job Postings	YoY Change
Nursing	17,947	15.2%
Dental	655	8.8%
Construction	2,105	5.1%
Engineering	4,569	3.9%
Marketing	862	3.2%
Retail	12,322	-11.3%
Warehouse	2,621	-12.6%
Legal	561	-18.3%
Security	1,567	-19.1%
Administrative Support	2,154	-21%

*Showing categories with more than 300 job postings

Job Postings by Metro Areas

Year over year, job postings declined across most Colorado metro areas. Denver was relatively stable year over year, while many other large and mid-sized metros posted moderate declines. Several smaller markets experienced sharper contractions, with only a handful showing year-over-year growth.



*Figures reflect data for the final month of the quarter (December 2025).

Metro area	# of Job Postings	QoQ % Change	YoY % Change
Denver-Aurora-Centennial, CO	82,352	-5.1%	0.4%
Colorado Springs, CO	14,975	-11.1%	-7.2%
Boulder, CO	7,821	-6.1%	-4.3%
Fort Collins-Loveland, CO	7,524	-5.6%	-5.4%
Greeley, CO	4,828	-2.5%	-4.7%
Rifle, CO	3,789	8.2%	12.7%
Grand Junction, CO	3,645	-6.3%	-15.6%
Pueblo, CO	3,035	-3.6%	1.3%
Edwards, CO	1,952	-12.4%	-7.7%
Steamboat Springs, CO	1,435	-16.9%	-2.2%
Breckenridge, CO	1,190	-10.7%	-0.3%
Durango, CO	1,188	-3.9%	-15.0%
Cañon City, CO	1,013	-9.7%	-15.0%
Montrose, CO	846	-14.2%	-20.6%
Alamosa, CO	619	2.1%	2.7%

Remote Job Trend

At the end of Q4, remote positions accounted for 2.9% of all job postings. Over the past year, the number of remote vacancies declined by 12.5%.

4,900

December 2024
vacancies



4,289

December 2025
vacancies

Top Categories by Percent of Remote Jobs



Internships

1,650

December 2025

As of Q4 2025, Colorado had approximately 1,650 active internship postings, down from 1,777 in Q3 2025 but up year over year from 1,605 in Q4 2024. Internship postings were concentrated in technical and business-oriented roles, led by Engineer, Financial Specialist, Software Engineer, and Electrical Engineer positions.

Apprenticeships

1,223

December 2025

Apprenticeship postings in Colorado declined modestly in Q4 2025, totaling 1,223 active postings, down slightly from both the prior quarter and year-ago levels. Demand remained concentrated in skilled trades, led by Electrician, Automotive Technician, HVAC Technician, and Maintenance Technician roles.

Colorado Salary Insights

Advertised wages in Colorado outpaced national trends in 2025. Median full-time salaries in Colorado reached **\$65,000 in December 2025**, exceeding the **U.S. median of \$62,400** and rising **6.0% year over year**, compared with **3.4% nationally**. In Q4, full-time wages increased **2.6%**, pointing to continued upward momentum late in the year.

Part-time wages also increased modestly, with the median hourly rate rising to **\$19.29**, up **1.1% year over year**. Together, these trends indicate resilient wage growth in Colorado, even as broader hiring activity softened in 2025.

Full-Time Salary Trend

\$61,350

Median Full-time Salary as of Dec 2024

YoY: +6.0% (+\$3,650/yr.)

\$65,000

Median Full-time Salary as of Dec 2025

QoQ: +2.6% (+\$1,643/qt.)



Part-Time Salary Trend

\$19.08

Median Part-time Salary as of Dec 2024

YoY: +1.1% (+\$0.21/h)

\$19.29

Median Part-time Salary as of Dec 2025

QoQ: +1.5% (+\$0.29/h)



Median Full-Time Salary for Top 10 Metros

* Smaller metros may show higher median salaries due to health care-heavy samples.

Metro area	Median Salary	QoQ % Change	YoY % Change
Boulder, CO	\$69,004	6.16%	8.66%
Denver-Aurora-Centennial, CO	\$67,496	2.66%	6.71%
Pueblo, CO	\$65,000	4.17%	8.32%
Colorado Springs, CO	\$64,397	0.0%	9.15%
Cañon City, CO	\$62,400	0.0%	14.90%
Fort Collins-Loveland, CO	\$60,320	4.28%	10.43%
Montrose, CO	\$60,008	-0.94%	9.09%
Greeley, CO	\$59,998	3.33%	7.83%
Steamboat Springs, CO	\$56,919	-2.27%	3.85%
Rifle, CO	\$56,160	2.66%	3.41%

Annual Full-Time Salary as of December 2025

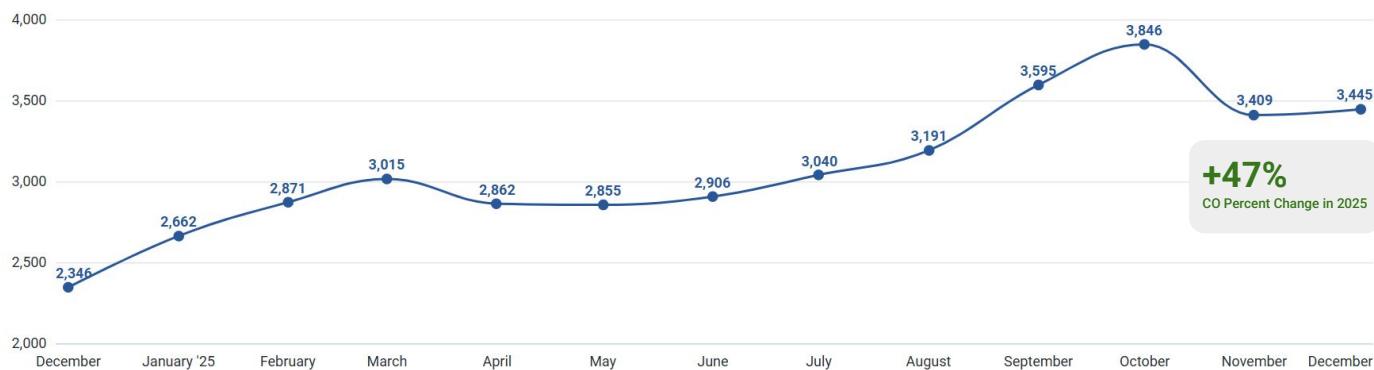
Top 10 Highest Paid Job Titles

Job Title	Median Salary	# of Job Postings
Physician	\$286,000	510
Dentist	\$274,997	139
Medical Director	\$252,720	86
Nurse Anesthetist	\$237,994	85
Litigation Attorney	\$169,998	72
Engineering Manager	\$169,780	106
Financial Advisor	\$155,501	164
AI Engineer	\$150,311	87
Pharmacist	\$148,512	324
Data Engineer	\$148,502	137

* Figures are based on data as of December 2025.

Industry Spotlight: Aerospace and Defense

2025 Colorado Vacancy Trend



Top Titles by Job Postings

Note: Unique job postings in Dec 2025.

#1 Software Developer
501

2# Systems Engineer
354

#3 Other Engineer
251

Salary Insights

As of Qtr. End

\$124,623

Industry Median
Annual Salary

Highest Paid Titles	Median Salary
Network Architect	\$213,699
Chief Engineer	\$209,539
Software Architect	\$208,052

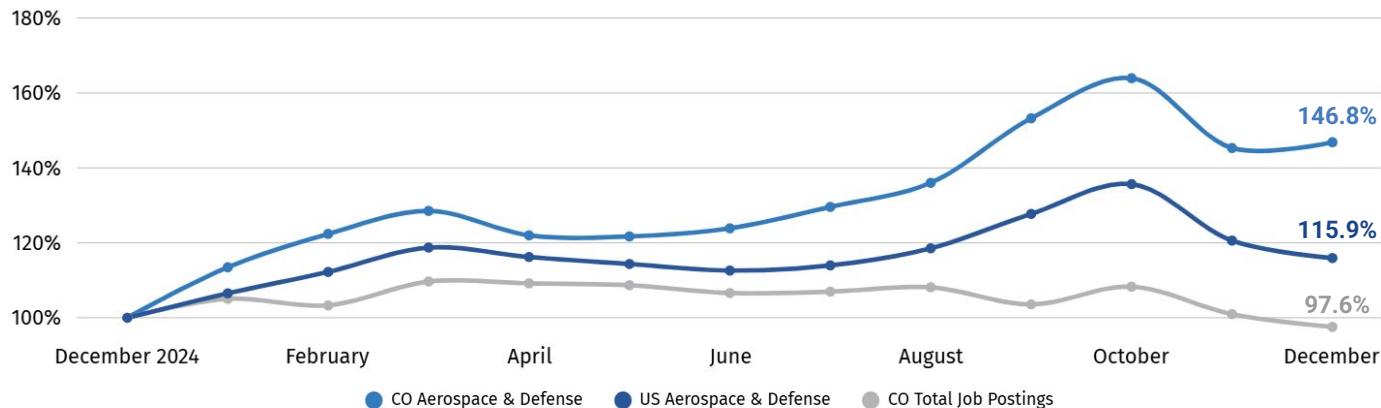
Top Cities by Job Postings

City	# Job Postings
Colorado Springs	644
Littleton	518
Aurora	364
Westminster	269
Boulder	181

Note: Unique job postings in Dec 2025.

Monthly Job Posting Trends: Aerospace and Defense vs Colorado Total

Note: Data indexed to December 2024 = 100%.



How Colorado Compares

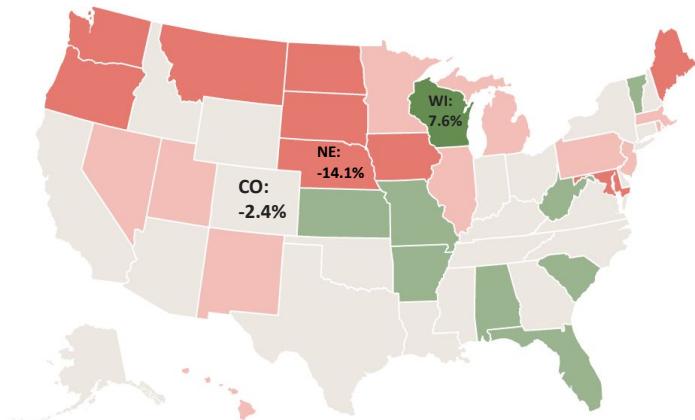
YoY Vacancy Percent Change by State

-3.0%

Total U.S. Percent Change

15th

CO Vacancy Change Ranking by State



Top 5 Growing and Declining States

State	YoY Change
Wisconsin	7.6%
Alabama	4.7%
Kansas	4.7%
South Carolina	4.3%
Arkansas	1.5%
Washington	-11.7%
Oregon	-11.8%
Maine	-12.3%
District of Columbia	-14.0%
Nebraska	-14.1%

Calculations show percent change in monthly active job postings from December 2024 to December 2025.

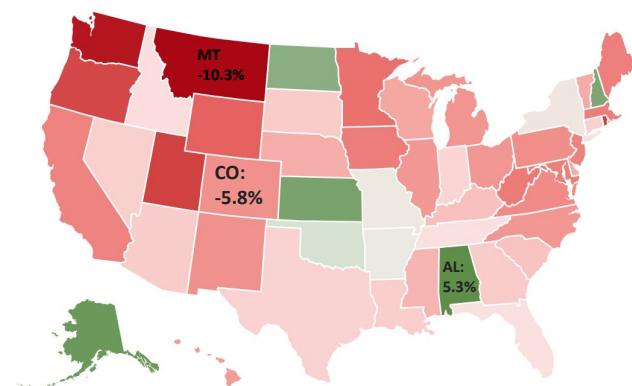
QoQ Vacancy Percent Change by State

-4.4%

Total U.S. Percent Change

33rd

CO Vacancy Change Ranking by State



Top 5 Growing and Declining States

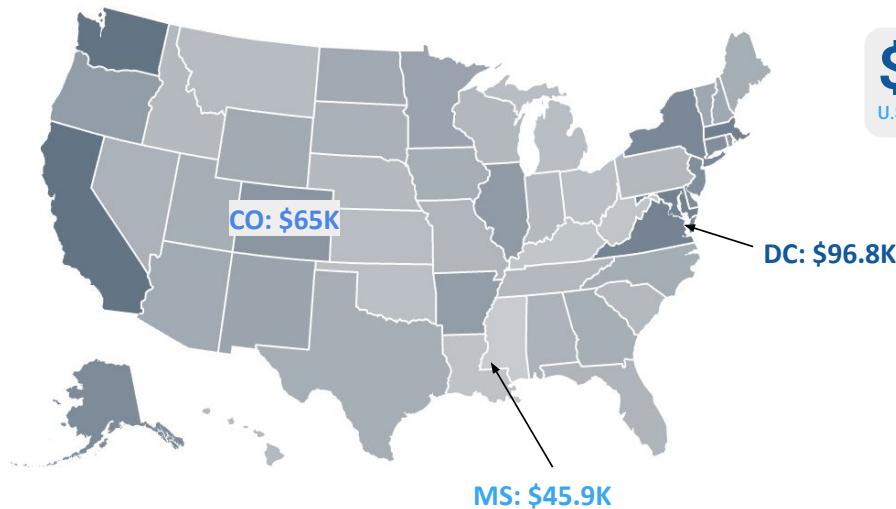
State	QoQ Change
Alabama	5.3%
Alaska	4.2%
Kansas	3.3%
New Hampshire	2.8%
North Dakota	2.4%
Oregon	-8.4%
Utah	-8.6%
Rhode Island	-8.8%
Washington	-9.8%
Montana	-10.3%

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

Median Full-time Salary by State

Calculations made with December 2025 salary data

Colorado's median advertised full-time salary reached **\$65,000 in December 2025**, exceeding the U.S. median of **\$62,400**. 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	\$96,751	\$21.00	18.	NM	\$59,623	\$16.50	35.	WI	\$52,998	\$17.75
2.	CA	\$77,501	\$20.19	19.	VT	\$58,625	\$20.00	36.	TN	\$52,499	\$16.00
3.	WA	\$77,501	\$21.10	20.	NH	\$58,552	\$18.50	37.	SC	\$52,499	\$16.25
4.	MA	\$72,800	\$20.50	21.	ND	\$58,001	\$19.00	38.	PA	\$52,499	\$16.74
5.	MD	\$72,498	\$18.36	22.	WY	\$57,928	\$16.89	39.	ID	\$52,322	\$16.44
6.	VA	\$71,999	\$17.75	23.	AZ	\$57,741	\$17.07	40.	HI	\$52,125	\$19.25
7.	NY	\$69,992	\$18.50	24.	NC	\$56,846	\$16.50	41.	IN	\$52,000	\$16.25
8.	AK	\$69,087	\$22.40	25.	UT	\$56,472	\$16.50	42.	NE	\$52,000	\$16.29
9.	DE	\$68,245	\$17.85	26.	IA	\$56,160	\$17.00	43.	MT	\$51,376	\$20.00
10.	NJ	\$67,600	\$18.50	27.	GA	\$56,160	\$16.25	44.	KS	\$50,981	\$15.50
11.	CT	\$67,506	\$19.00	28.	TX	\$56,160	\$16.00	45.	MI	\$50,596	\$16.50
12.	CO	\$65,000	\$19.29	29.	ME	\$56,160	\$18.50	46.	OH	\$49,920	\$15.50
13.	IL	\$63,263	\$17.50	30.	SD	\$55,328	\$19.63	47.	OK	\$49,920	\$15.00
14.	RI	\$62,899	\$18.63	31.	NV	\$55,120	\$16.00	48.	LA	\$48,880	\$16.00
15.	AR	\$62,504	\$15.50	32.	AL	\$54,600	\$15.63	49.	KY	\$48,006	\$15.15
16.	OR	\$62,400	\$20.50	33.	FL	\$53,955	\$16.50	50.	WV	\$47,840	\$15.00
17.	MN	\$59,998	\$18.27	34.	MO	\$53,518	\$16.50	51.	MS	\$45,906	\$14.00

Official Unemployment Indicators

Colorado Unemployment Rate

3.8%

▼ -0.8% percentage points vs. Dec 2024

December 2025

National Unemployment Rate

4.4%

▲ +0.3% percentage points vs. Dec 2024

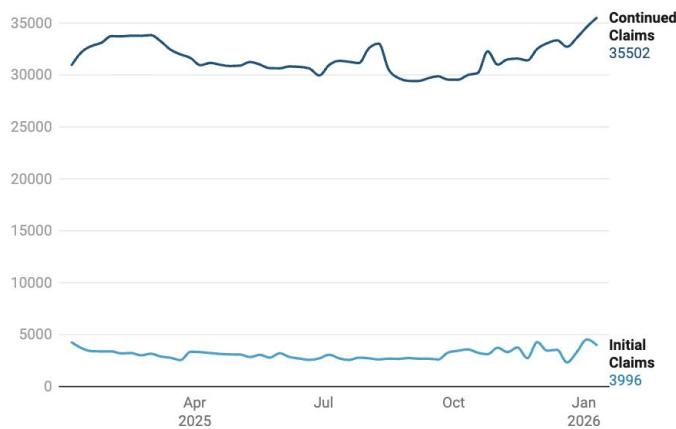
December 2025

Official labor market indicators also point to a cooling but still relatively tight employment environment in Colorado. The state's unemployment rate fell to 3.8% in December 2025, down 0.8 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.

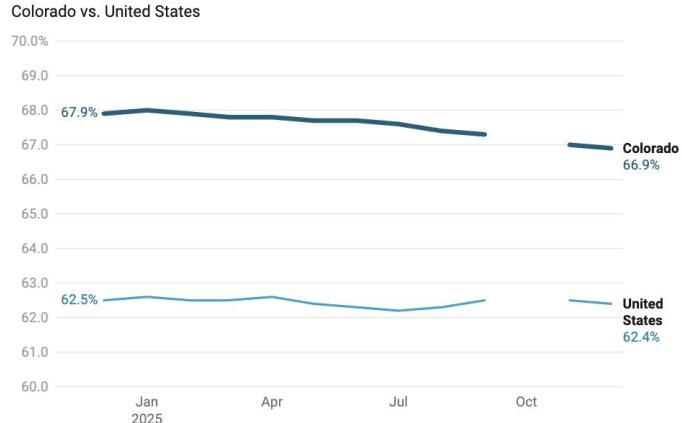
Because these measures tend to lag changes in hiring activity, they may adjust more gradually than job posting trends.

Colorado Continued and Initial Unemployment Claims



Labor Force Participation Rate (Seasonally Adjusted)

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



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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