

Colorado Chamber of Commerce | Aspen Tech Labs

Quarterly Jobs Report

Q4 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 8 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. To conclude 2023, this Q4 report also includes data with a full year look-back on Colorado's job market landscape.

Quarterly Benchmark: Q4 Job Market Data

During the fourth quarter of 2023 the number of job vacancies in Colorado saw a slight decline, with a 3.5% drop observed between October to December. Colorado was above the national average which saw a -6.8% decrease in vacancies in Q4.

Wages in the state also saw a decline in Q4, with a 3.5% decrease in the median salary from October 2, 2023. Part time wages remained the same this quarter. Colorado had the 8th highest median full-time salary compared to all other states, moving up 3 places from last quarter. Colorado is above the national average in full-time salaries and just at the median for part-time salaries.

Looking Back: Colorado's Workforce in 2023

Overall in 2023 the number of job vacancies in Colorado decreased 7.3%. Colorado was slightly above the national average, which saw a 8.8% decrease in vacancies for the year. Colorado ranks 10th in the nation for vacancies per capita with a weekly average of 117,224 vacancies.

In Q1, the number of job vacancies in Colorado saw a slight decrease, with a 2% drop observed between the beginning and end of the period (3% nationally). 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 relatively stable in Q3 (1.1% increase) and Q4 (3.5% decrease), both in Colorado and nationally.

Wages increased slightly in 2023, with a 0.4% increase in the median salary from January to December. Notably, part time wages also increased \$0.50. Colorado has the 11th highest median full-time salary compared to all other states and D.C., and 13th highest median part-time salary. Colorado is just above the national average in both full and part-time salaries.

Data Notes:

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. With Job Market Pulse, customers use real-time jobs data to make critical business and competitive decisions, including learning who's hiring, wage benchmarking, market trends, and more.

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 2024.

Vacancy Summary

116K

Vacancies as of Oct. 2

-3.5% (-4,047)



112K

Vacancies as of Dec. 18*

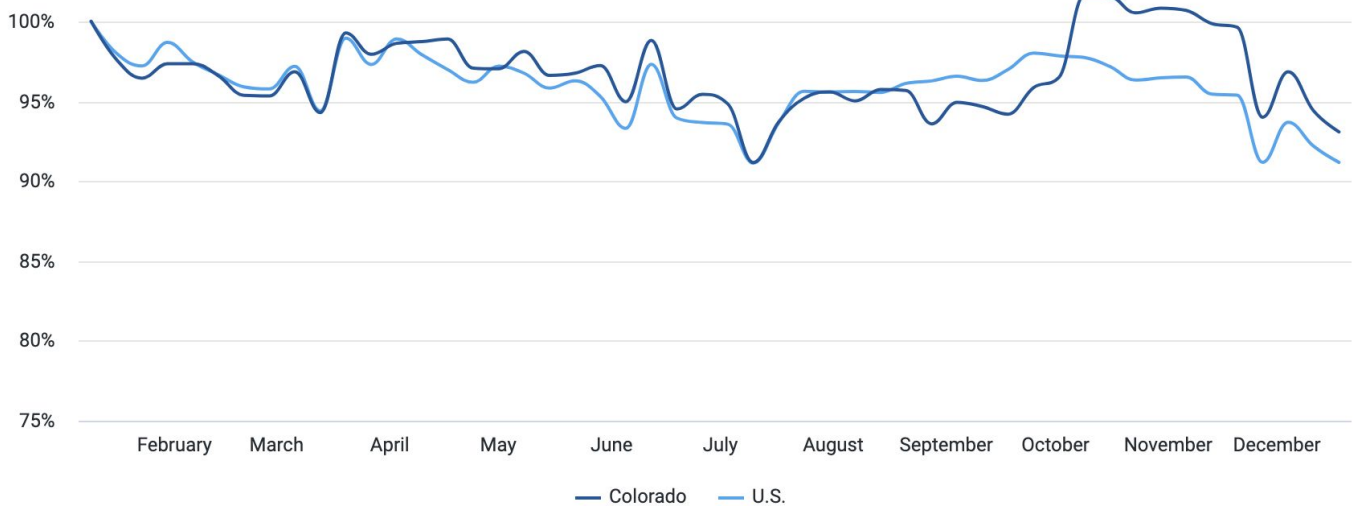
Q4 2023 Vacancy Trend

Weekly vacancy totals



Vacancy Trend for 2023: CO vs. U.S.

Indexed to Jan. 9



*The final week of the year is excluded to minimize the effect of jobs that expire and are re-added around the end of the year.

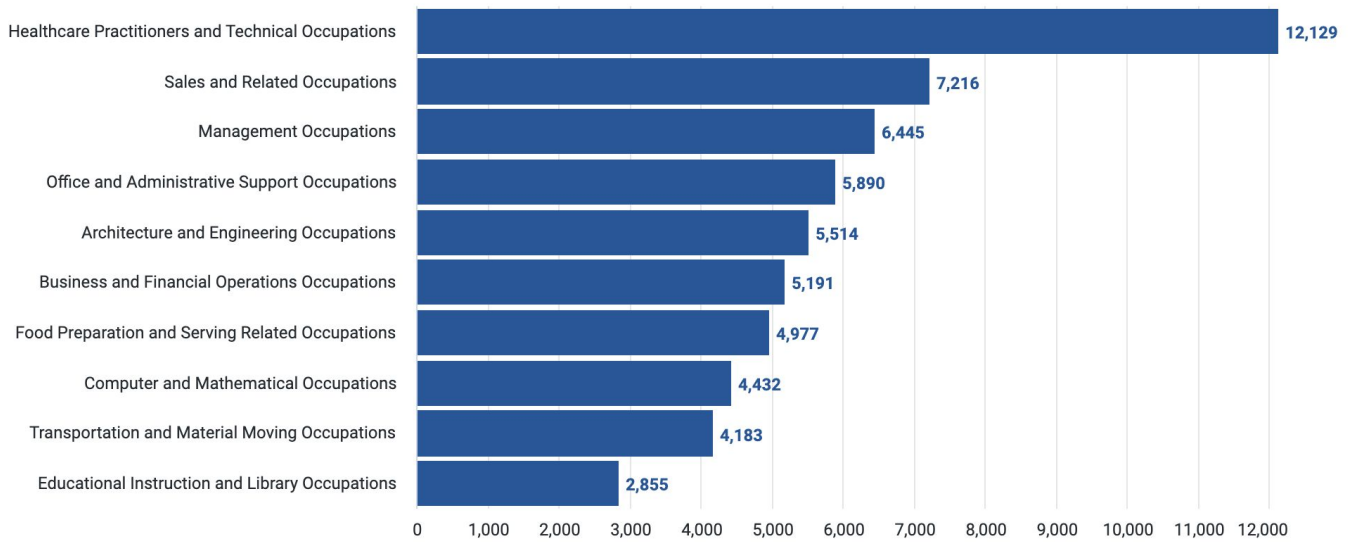
Average Q4 2023 Weekly Vacancy Inflow
 An average of 13K new vacancies were added each week



These new vacancies accounted for 12.23% of the 119K **Average Weekly Total Vacancies**

Vacancies by Category

ONET Major Groups as of Dec. 18



Vacancies by Metro

	MSA Name	Dec. 18	Change from Oct. 2	Percent Change
1	Denver-Aurora-Centennial, CO	61,408	-3,360	-5%
2	Colorado Springs, CO	12,145	-471	-4%
3	Fort Collins-Loveland, CO	5,441	182	3%
4	Boulder, CO	6,138	-145	-2%
5	Greeley, CO	4,045	159	4%
6	Pueblo, CO	2,467	-83	-3%
7	Grand Junction, CO	2,473	163	7%
8	Durango, CO	951	4	0%
9	Rifle, CO	1,843	25	1%
10	Montrose, CO	677	36	6%

Remote and Hybrid

7.5K

Remote/Hybrid Vacancies as of Oct. 2

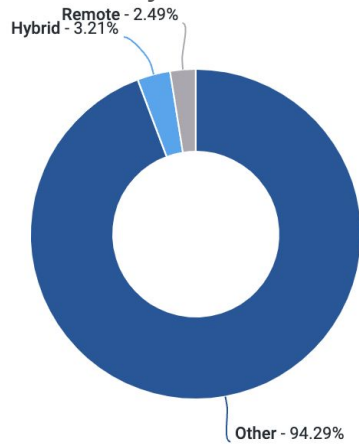
-5.6% (-422)



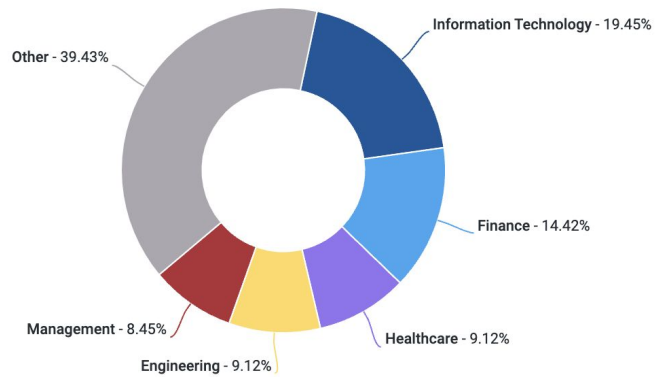
7.1K

Remote/Hybrid Vacancies as of Dec. 18

Remote/Hybrid Vacancies



Remote/Hybrid Vacancies by Category



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

Internships and Apprenticeships

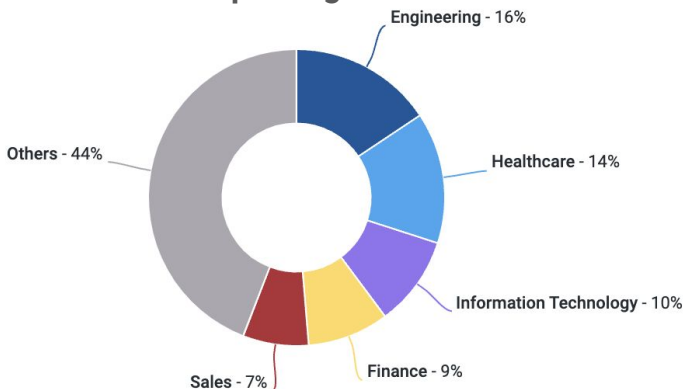
1,604

Internships as of Dec. 18

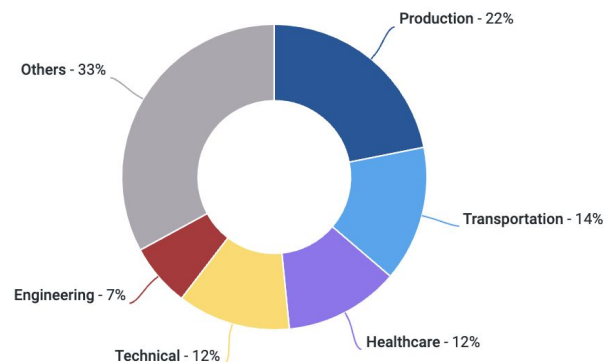
1,268

Apprenticeships as of Dec. 18

Internship Categories



Apprenticeship Categories



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

Cities with Internships

	City	Number of Vacancies
1	Denver	478
2	Colorado Springs	169
3	Boulder	75
4	Golden	69
5	Greeley	61
6	Greenwood Village	59
7	n/a	58
8	Aurora	53
9	Lakewood	42
10	Englewood	41

Cities with Apprenticeships

	City	Number of Vacancies
1	Denver	267
2	Colorado Springs	124
3	Greeley	102
4	Aurora	78
5	Pueblo	40
6	n/a	39
7	Littleton	36
8	Englewood	34
9	Fort Collins	29
10	Henderson	27

ONET Categories - Largest Job Growth

	Major Group	Oct. 2 Vacancies	Dec. 18 Vacancies	Change	Percent Change
1	Protective Service Occupations	1,177	1,196	19	2%
2	Life, Physical, and Social Science Occupations	739	748	9	1%

ONET Categories - Largest Job Drop

	Major Group	Oct. 2 Vacancies	Dec. 18 Vacancies	Change	Percent Change
1	Computer and Mathematical Occupations	6,089	5,161	-928	-15%
2	Food Preparation and Serving Related Occupations	6,656	5,695	-961	-14%
3	Construction and Extraction Occupations	1,453	1,252	-201	-14%
4	Building and Grounds Cleaning and Maintenance Occupations	1,820	1,595	-225	-12%
5	Architecture and Engineering Occupations	7,211	6,423	-788	-11%
6	Office and Administrative Support Occupations	8,077	7,236	-841	-10%
7	Production Occupations	3,220	2,913	-307	-10%
8	Legal Occupations	399	363	-36	-9%
9	Installation, Maintenance, and Repair Occupations	2,983	2,720	-263	-9%
10	Management Occupations	8,306	7,592	-714	-9%

2023 Vacancy Summary

2023
#1 Job
By total vacancies

Registered Nurse

Total Jobs: 48K

Growth: +20.0%

Top Employer: Centura Health

**top jobs only including titles with more than 30 unique employers*

2023
#1 Job
By largest growth

Radiology Technologist

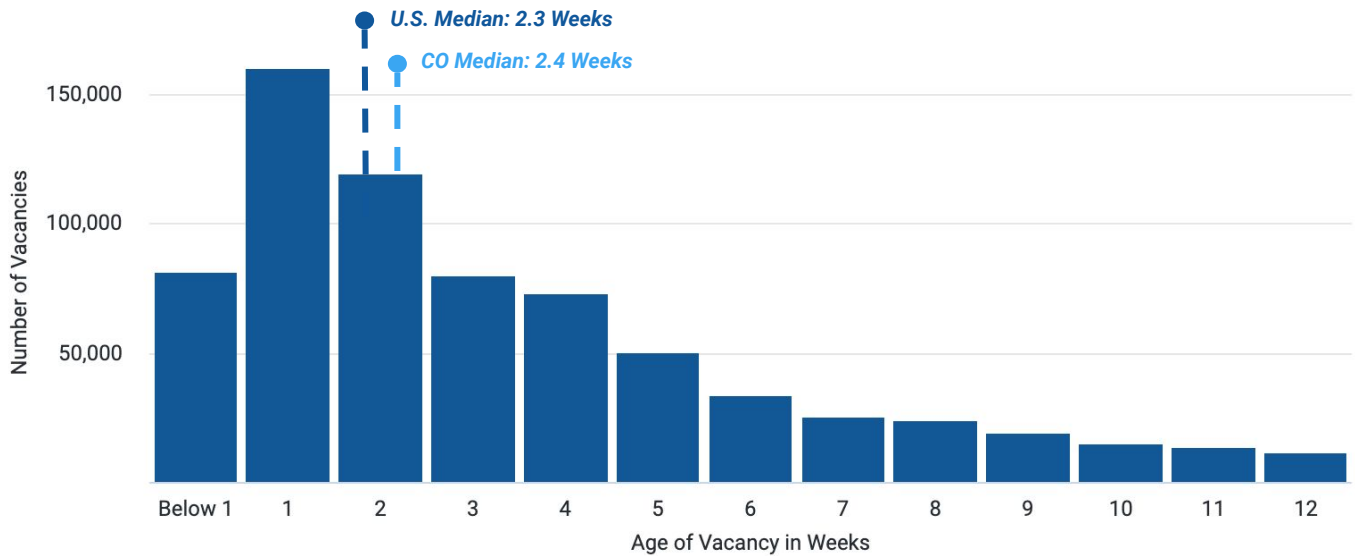
Growth: +74.6%

Total Jobs: 3,528

Top Employer: HCA Healthcare

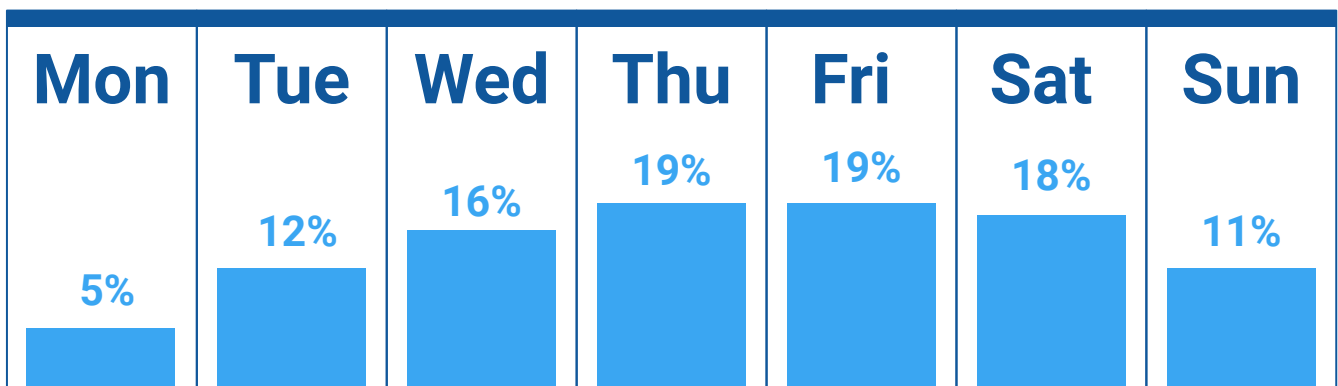
Distribution of Vacancy Duration in Weeks

Data from all of 2023



Breakdown of Job Created Date by Day of Week

Data from all of 2023. All created dates in Eastern Time



Salary Data

\$57,200

Median Full-time Salary
as of Oct. 2

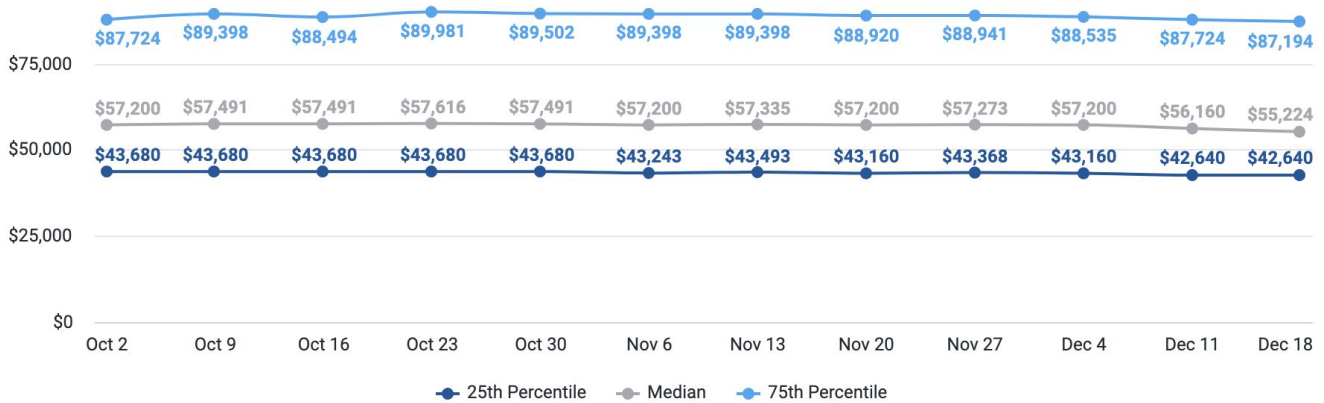
-3.5% (-\$1,976/yr.)



\$55,224

Median Full-time Salary
as of Dec. 18

Full-time Salary Trend



\$17.50

Median Part-time Salary
as of Oct. 2

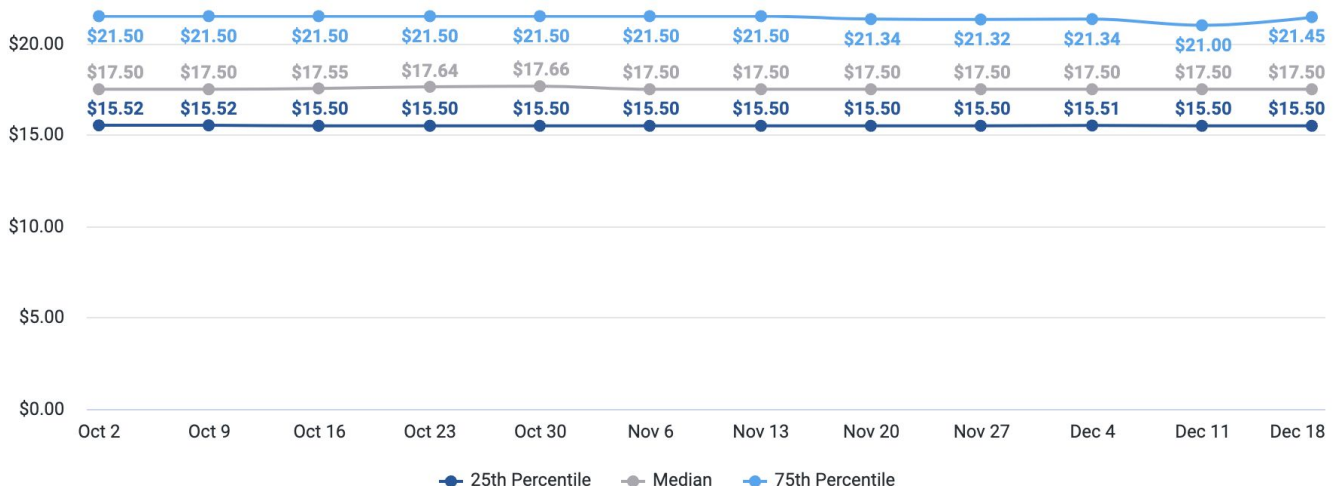
0% (+\$0/hr.)



\$17.50

Median Part-time Salary
as of Dec. 18

Part-time Salary Trend



Median Salary by Metro

Using all of 2023 data

	MSA Name	Full-time	Part-time
1	Denver-Aurora-Centennial, CO	\$59,998	\$17.79
2	Colorado Springs, CO	\$58,989	\$16.00
3	Boulder, CO	\$58,240	\$17.30
4	Rifle, CO	\$55,890	\$21.50
5	Edwards, CO	\$54,600	\$20.40
6	Cañon City, CO	\$53,560	\$15.50
7	Pueblo, CO	\$52,322	\$15.70
8	Greeley, CO	\$52,000	\$16.82
9	Montrose, CO	\$51,272	\$19.00
10	Grand Junction, CO	\$50,960	\$17.75
11	Steamboat Springs, CO	\$49,920	\$20.29
12	Breckenridge, CO	\$49,192	\$19.50
13	Fort Collins-Loveland, CO	\$48,880	\$16.82
14	Alamosa, CO	\$47,341	\$16.99
15	Durango, CO	\$46,800	\$16.50

Top Paying Categories

ONET Minor Groups

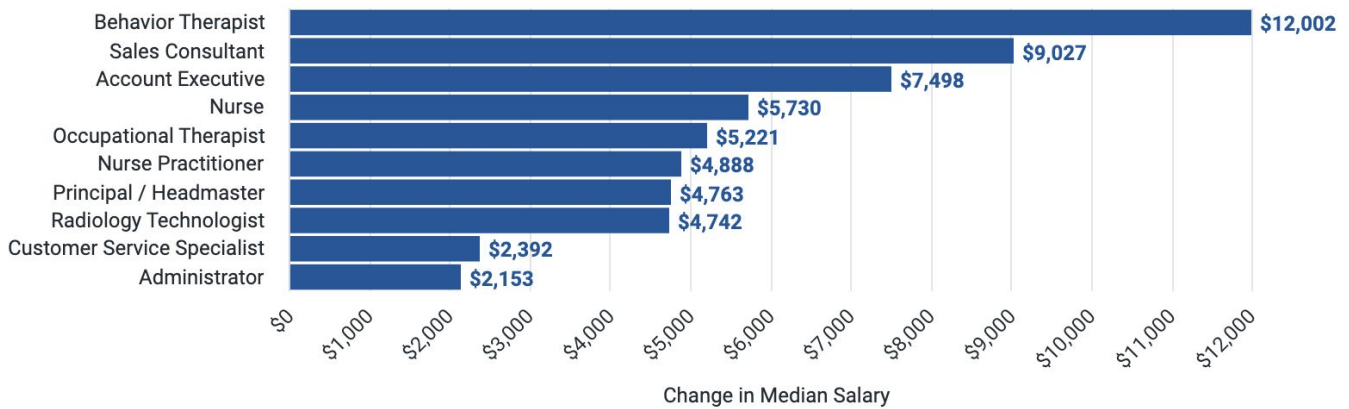
	Category	Salary Midpoint - 50th Percentile (annual)
1	Computer Occupations	\$117,000
2	Engineers	\$102,565
3	Lawyers, Judges, and Related Workers	\$101,639
4	Architects, Surveyors, and Cartographers	\$99,996
5	Mathematical Science Occupations	\$94,983
6	Operations Specialties Managers	\$93,985
7	Social Scientists and Related Workers	\$91,395
8	Healthcare Diagnosing or Treating Practitioners	\$87,797
9	Occupational Therapy and Physical Therapist Assistants and Aides	\$83,200
10	Physical Scientists	\$79,997

Highest Paying Job Titles

Using all of 2023 data

	Job Title	Salary Midpoint - 50th Percentile (annual)	Numbers of Vacancies
1	Dermatologist	\$508,061	22
2	Oncologist	\$449,987	127
3	Radiologist	\$424,986	209
4	Gastroenterologist	\$309,993	34
5	Neurologist	\$299,998	45
6	Psychiatrist	\$275,496	640
7	Physician / Doctor, Internal Medicine	\$249,995	2,499
8	Hospitalist	\$249,600	167
9	Pediatrician	\$249,122	34
10	Pediatric Cardiology	\$234,988	92
11	Family Physician / Doctor	\$232,440	556
12	Chief Executive Officer	\$219,991	59
13	Medical Director	\$214,989	354
14	Pediatric Neurologist	\$213,990	49
15	Nocturnist	\$208,000	51
16	Head of Sales	\$204,142	23
17	Tax Director	\$199,982	62
18	Nurse Anesthetist	\$194,990	80
19	Vice President	\$192,722	1,168
20	Chief Operating Officer	\$192,494	23
21	Associate Professor	\$187,491	735
22	Dentist	\$187,200	972
23	Senior Engineering Manager	\$186,191	31
24	Vice President Marketing	\$184,995	23
25	Vice President Finance	\$182,499	51

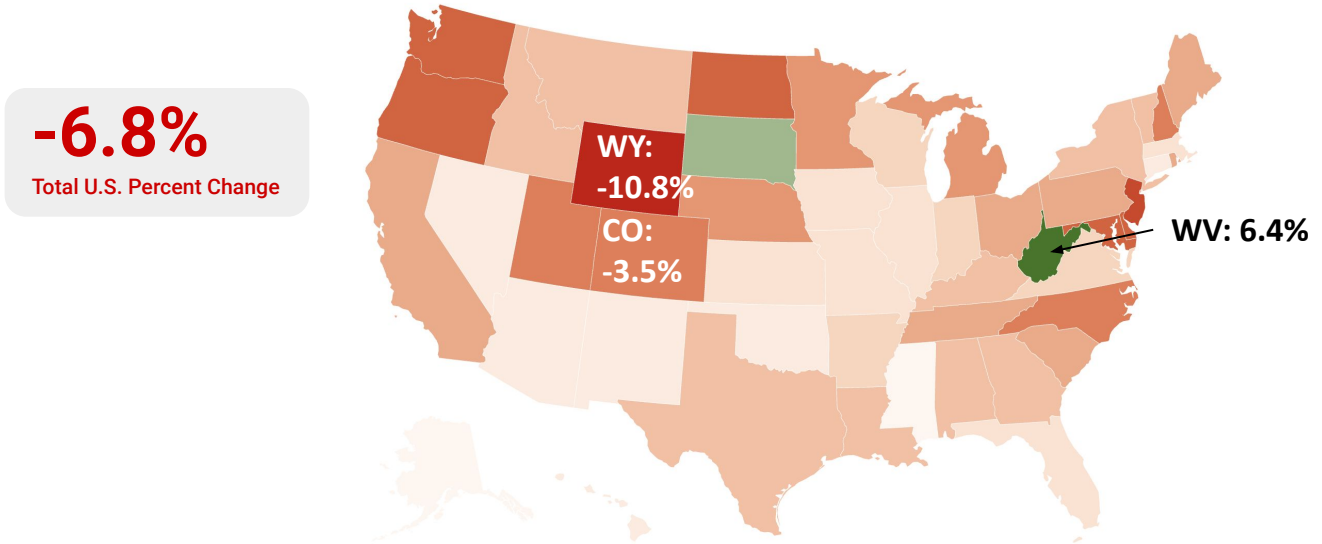
Largest Median Salary Increases by Job Title



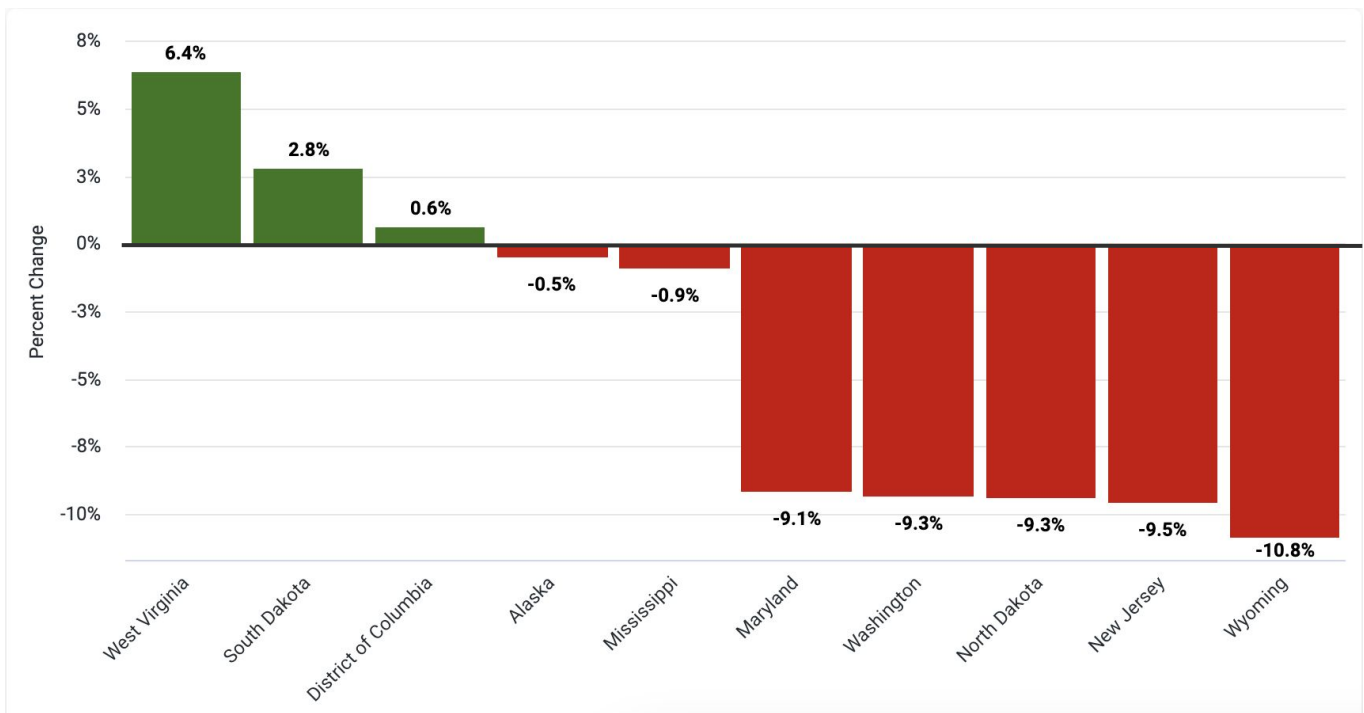
How Colorado Compares

Calculations showing the percent change in vacancies from the start to end of Q4 2023

Vacancy Percent Change by State

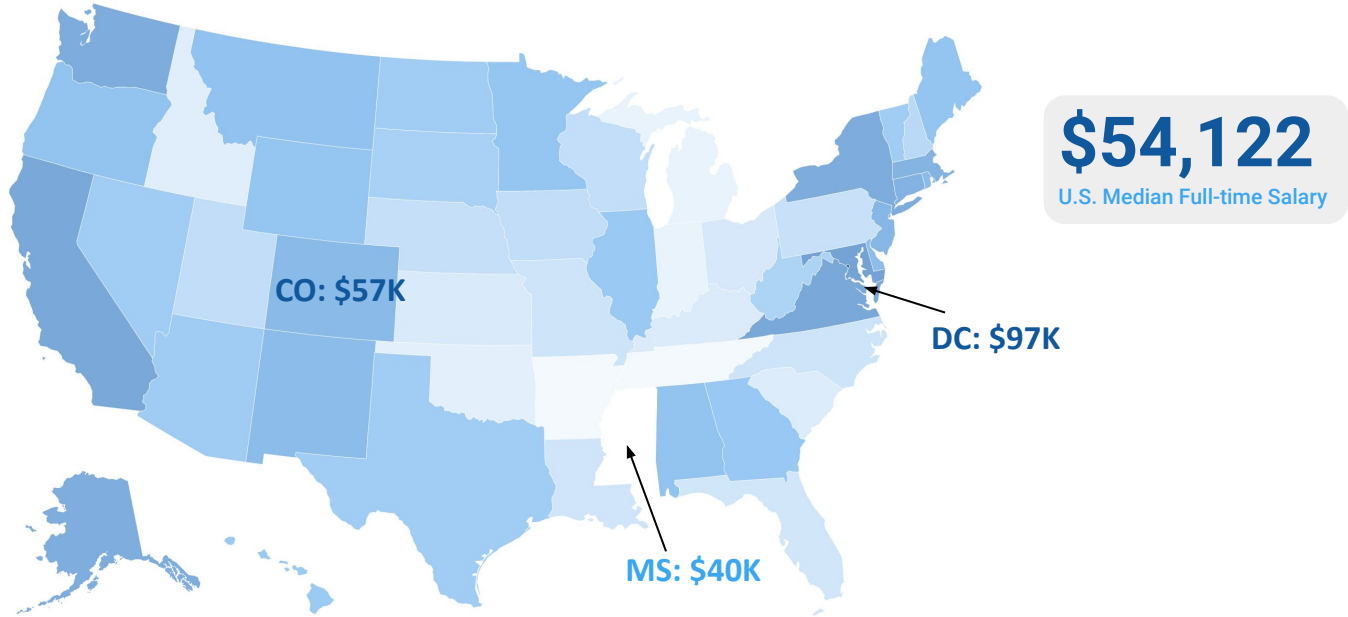


Top and Bottom States by Vacancy Percent Change



Median Full-time Salary by State

Calculations made from all Q4 2023 salary data



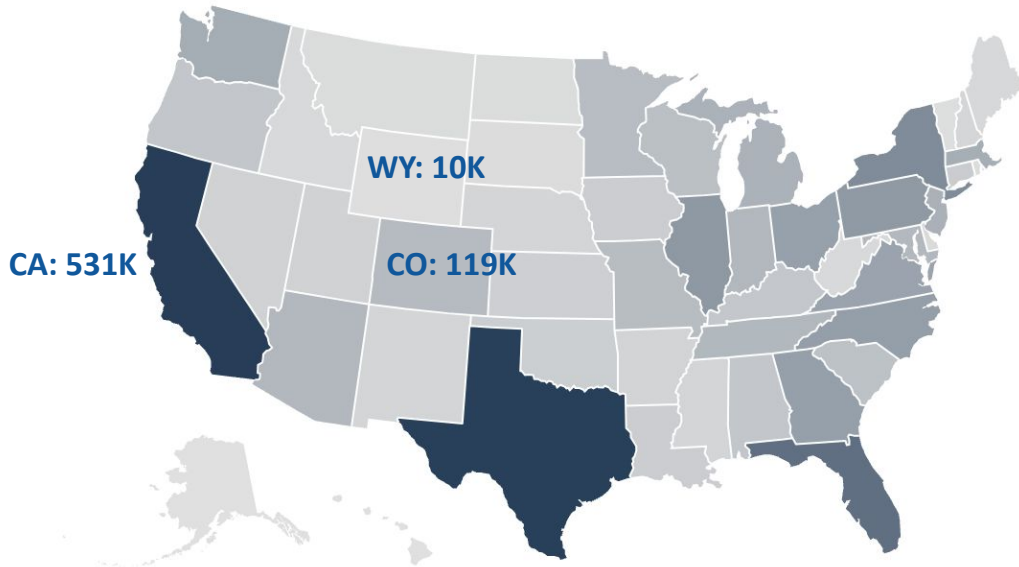
	State	Median Full-time Salary	Median Part-time Salary
1.	DC	\$97,490	\$19.00
2.	CA	\$68,952	\$18.50
3.	MD	\$68,505	\$17.00
4.	WA	\$67,246	\$20.35
5.	VA	\$64,990	\$16.70
6.	NY	\$60,996	\$18.00
7.	AK	\$60,746	\$19.50
8.	CO	\$57,200	\$17.50
9.	CT	\$56,992	\$18.30
10.	NJ	\$55,619	\$18.00
11.	MA	\$54,985	\$18.95
12.	OR	\$53,498	\$19.50
13.	MN	\$52,000	\$18.00
14.	RI	\$52,000	\$18.00
15.	WY	\$52,000	\$16.00
16.	IL	\$52,000	\$16.70
17.	DE	\$52,000	\$16.01

	State	Median Full-time Salary	Median Part-time Salary
18.	NM	\$51,844	\$16.00
19.	ME	\$50,440	\$18.00
20.	AL	\$50,211	\$15.00
21.	UT	\$49,993	\$16.00
22.	AZ	\$49,993	\$16.13
23.	NV	\$49,982	\$15.25
24.	TX	\$49,920	\$15.50
25.	SD	\$49,494	\$19.50
26.	ND	\$49,192	\$18.00
27.	NH	\$49,046	\$18.00
28.	HI	\$47,798	\$18.00
29.	GA	\$47,518	\$15.00
30.	IA	\$47,486	\$16.38
31.	NC	\$47,486	\$15.50
32.	WI	\$46,800	\$17.00
33.	WV	\$46,800	\$15.00
34.	MO	\$46,259	\$16.00

	State	Median Full-time Salary	Median Part-time Salary
35.	NE	\$45,989	\$16.00
36.	FL	\$45,760	\$16.00
37.	PA	\$45,760	\$16.50
38.	VT	\$45,760	\$17.38
39.	SC	\$44,990	\$15.00
40.	LA	\$44,970	\$15.00
41.	OH	\$44,741	\$15.00
42.	MI	\$44,720	\$16.00
43.	IN	\$44,200	\$16.13
44.	KS	\$43,680	\$15.00
45.	ID	\$43,368	\$16.03
46.	TN	\$43,202	\$15.00
47.	KY	\$42,640	\$15.50
48.	MT	\$42,557	\$17.75
49.	OK	\$41,600	\$13.50
50.	AR	\$41,600	\$13.50
51.	MS	\$39,998	\$13.00

Average Weekly Vacancy Totals by State

Calculations made from all weeks in Q4 2023



Colorado Ranking: #19 Highest Number of Avg. Job Vacancies and #13 Highest Number of Avg. Vacancies Per 1,000 People

State	Avg. Number of Vacancies	Vacancies per 1,000 People
1. CA	531,386	13.5
2. TX	501,022	17
3. FL	341,722	15.7
4. NY	287,321	14.5
5. PA	237,850	18.3
6. IL	224,483	17.7
7. NC	217,771	20.6
8. OH	213,156	18.1
9. VA	205,562	23.8
10. GA	203,688	18.9
11. MA	163,179	23.4
12. AZ	162,700	22.4
13. NJ	155,970	16.8
14. MI	155,329	15.5
15. WA	135,332	17.5
16. TN	133,386	19.1
17. MD	133,379	21.6

State	Avg. Number of Vacancies	Vacancies per 1,000 People
18. IN	131,676	19.3
19. CO	118,825	20.4
20. MO	115,241	18.7
21. MN	110,969	19.4
22. WI	105,251	17.9
23. SC	101,820	19.6
24. AL	86,862	17.2
25. KY	82,929	18.4
26. OR	72,041	17
27. CT	66,684	18.5
28. LA	66,438	14.4
29. OK	62,173	15.6
30. IA	61,487	19.3
31. KS	57,154	19.5
32. UT	53,884	16.1
33. NV	50,759	16.1
34. AR	43,824	14.5

State	Avg. Number of Vacancies	Vacancies per 1,000 People
35. NM	43,282	20.5
36. MS	40,859	13.9
37. NE	39,011	19.9
38. NH	36,695	26.4
39. DC	31,604	47.2
40. WV	31,145	17.5
41. ME	28,386	20.7
42. ID	28,104	14.8
43. HI	22,734	15.8
44. MT	22,185	20.1
45. DE	19,418	19.4
46. ND	19,149	24.7
47. AK	19,066	26
48. RI	18,661	17
49. SD	17,122	19.1
50. VT	13,353	20.7
51. WY	10,460	18.1

Conclusion

About Aspen Tech Labs

Aspen Tech Labs (ATL) 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 Rink at gabby.s@aspentechlabs.com for feedback on the data in this report or to learn more about ATL's products and 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 Cynthia Eveleth-Havens, cynthiae@cochamber.com.

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