Colorado Chamber Foundation | Aspen Tech Labs

Quarterly Jobs Report

Q2 2025

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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 9 million job vacancies worldwide from over 200,000 companies, these reports are meant to provide big-picture data to highlight key insights on Colorado's economy.

Quarterly Benchmark: Q2 2025 Job Market Data

From April to July 2025, Colorado's labor market experienced slight growth, with job postings increasing by 0.7% – outperforming the national decline of 2.8%. This placed Colorado seventh among all states in vacancy growth during the quarter.

Among regions with the highest number of vacancies, Breckenridge led with a 20% increase in job postings, adding 247 new positions. Fort Collins, by comparison, saw a modest decline, losing 314 job openings – a 5% decrease. Remote job listings trended downward, falling 4.4% over the same period.

Median full-time salaries in statewide job listings rose 3.9% to $64,823, while part-time wages increased slightly by 0.4% to $19.09 per hour. This jump in salaries pushed Colorado's nationwide ranking up one spot, from 12th to 11th this quarter.

By industry, personal services and health care saw the largest percentage gains in postings, rising 51% and 23%, respectively. In terms of absolute growth, health care added the most jobs (3,191), followed by nursing (1,627). Meanwhile, demand declined in other sectors: agricultural job postings dropped 61%, and animal care fell 22%.

This quarter's Market Spotlight focuses on entry-level occupations. Entry-level job postings declined 38% quarter-over-quarter in Q2 2025, dropping from 2,019 in April to 1,244 in July. While postings remain 21% higher year-over-year, the recent decline has created a more competitive landscape for new graduates entering the workforce.

Data Notes:

The jobs data used in the JobMarketPulse Intelligence platform comes directly from Aspen's JobsIndex, which is the largest pool of organic jobs collected directly from corporate career sites and applicant tracking systems. With JobMarketPulse, customers use real-time jobs data to make critical business and competitive decisions. As in previous reports, we excluded employers that were added to our database during the quarter.

Given the breadth and diversity of the JobMarketPulse, Aspen's data is geographically representative and covers all industries. The coverage of JobMarketPulse has and will continue to grow in 2025.

Vacancy Summary

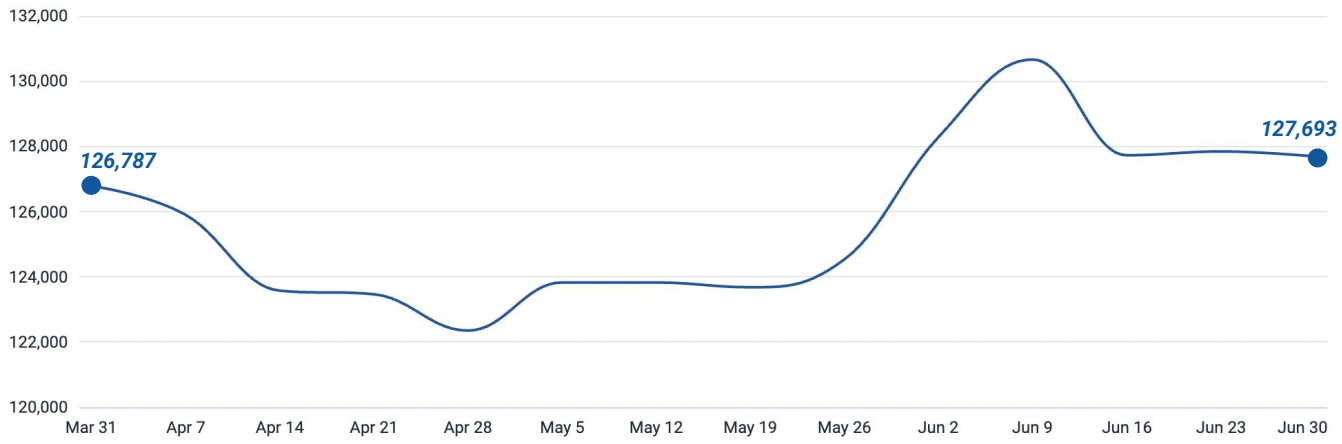
126.7K
Vacancies as of April 1

+0.7% (+906)

127.6K
Vacancies as of July 1

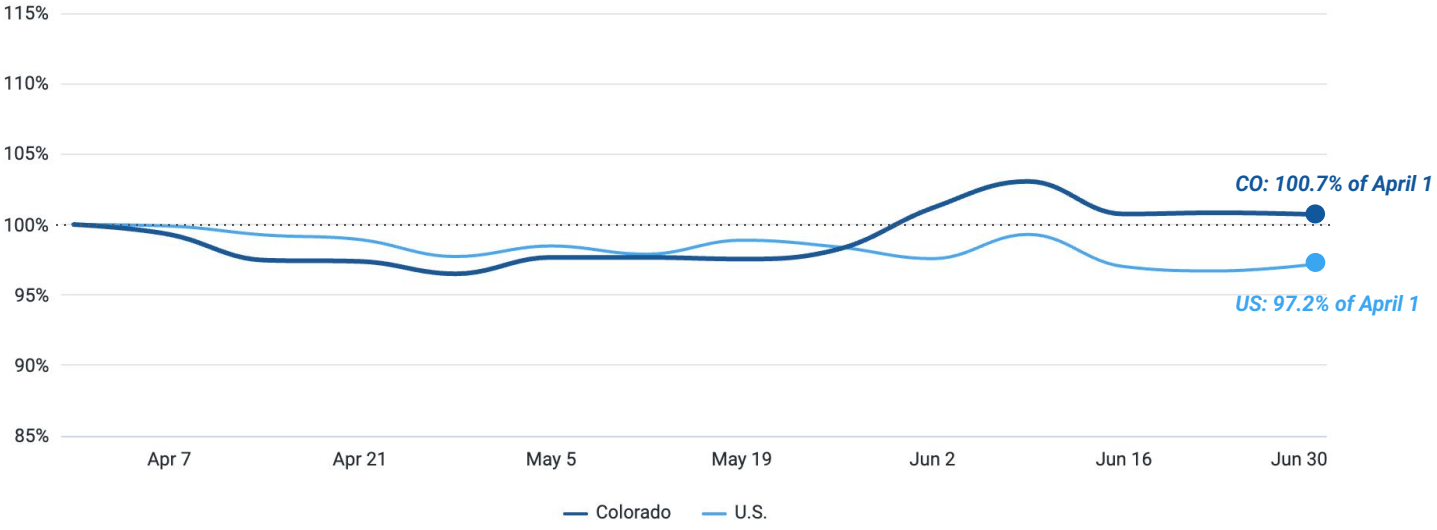
Q2 2025 Vacancy Trend

Weekly vacancy totals



Q2 2025 Vacancy Trend: CO vs. U.S.

Weekly vacancy totals; indexed to April 1st



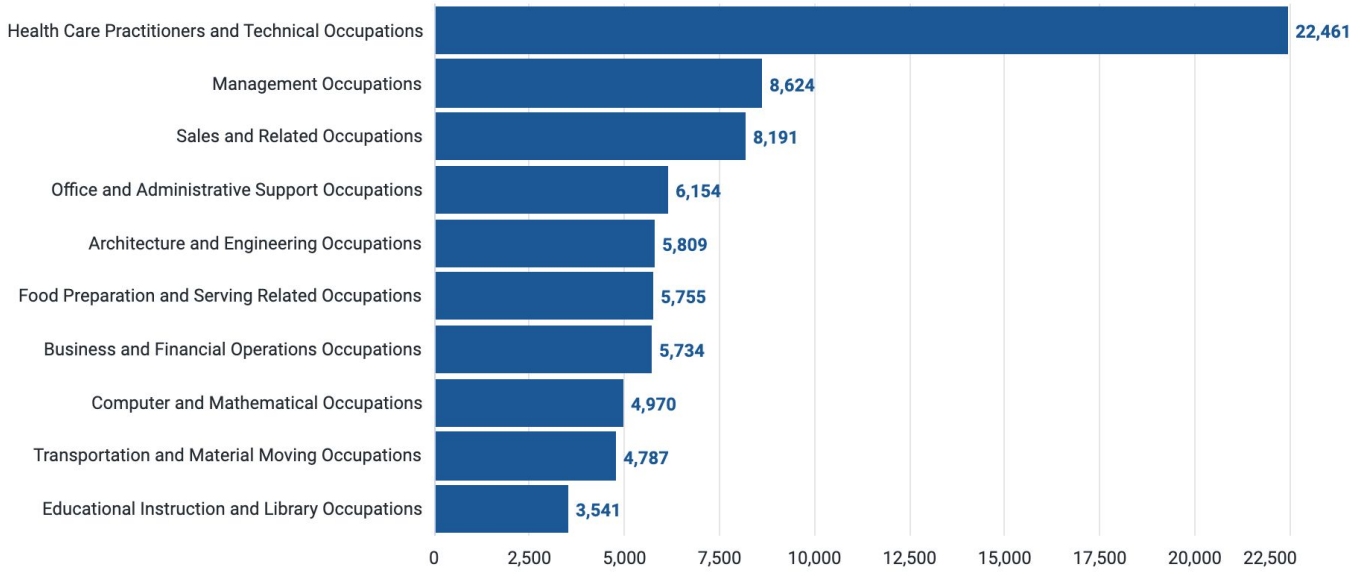
Q2 2025 Average Weekly Vacancy Inflow
An average of 15K new vacancies were added each week

10.5% of Total

These new vacancies accounted for 10.5% (up **0.1% points** from last qtr.) of the 126K **Average Weekly Total Vacancies**

Vacancies by Category

ONET Major Groups as of Qtr. End



Vacancies by Metro

	Metro	Start of Qtr.	End of Qtr.	Change	Percent Change
1	Denver-Aurora-Centennial, CO	69,908	67,855	-2,053	-3%
2	Colorado Springs, CO	13,985	13,938	-47	-0%
3	Fort Collins-Loveland, CO	6,474	6,160	-314	-5%
4	Boulder, CO	6,390	6,492	102	2%
5	Greeley, CO	4,357	4,207	-150	-3%
6	Grand Junction, CO	3,567	3,721	154	4%
7	Rifle, CO	2,796	3,020	224	8%
8	Pueblo, CO	2,735	2,962	227	8%
9	Edwards, CO	1,621	1,592	-29	-2%
10	Breckenridge, CO	1,255	1,502	247	20%

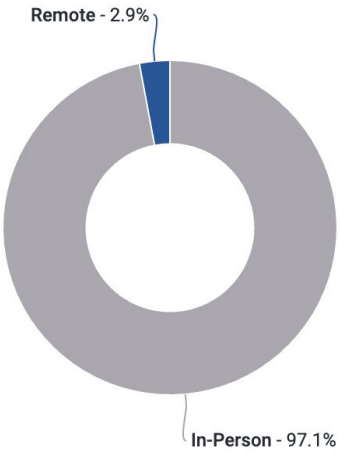
Remote

3.8K
Remote Vacancies as of Qtr. Start

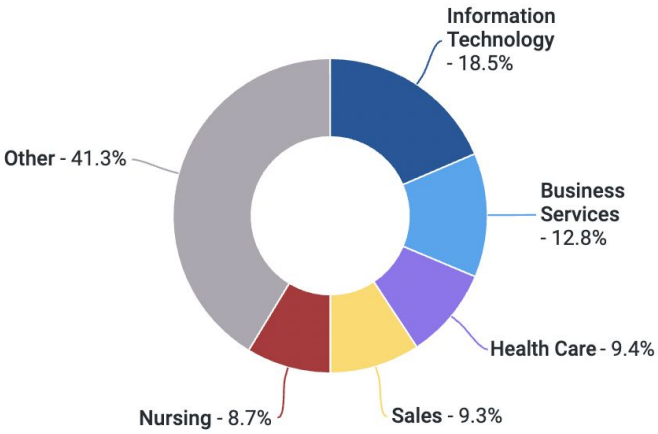
-4.4% (166)

3.7K
Remote Vacancies as of Qtr. End

Remote Vacancies



Remote Vacancies by Category



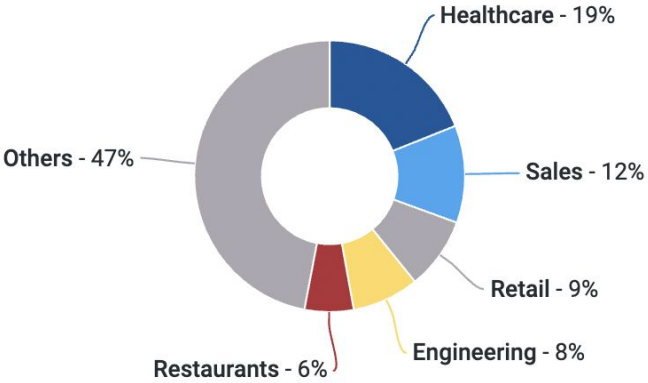
These job listings are only for Colorado companies offering remote positions

Internships and Apprenticeships

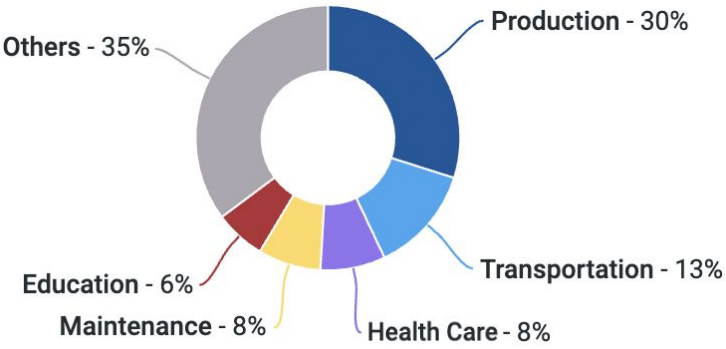
1,066 ▼ 28.5%
Internships as of Qtr. End

1,345 ▼ 4.5%
Apprenticeships as of Qtr. End

Internship Categories



Apprenticeship Categories



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

Cities with Internships

As of Qtr. End

	City	Number of Vacancies
1	Denver	255
2	Colorado Springs	124
3	Fort Collins	71
4	Aurora	56
5	Grand Junction	48
6	Boulder	47
7	Pueblo	27
8	Loveland	21
9	Littleton	21
10	Westminster	21

Cities with Apprenticeships

As of Qtr. End

	City	Number of Vacancies
1	Denver	318
2	Colorado Springs	95
3	Aurora	75
4	Pueblo	54
5	Fort Collins	46
6	Englewood	44
7	Lakewood	44
8	Littleton	32
9	Commerce City	30
10	Loveland	28

Category - Largest Job Growth

	Title - Top	Start of Qtr.	End of Qtr.	Change	Percent Change
1	Personal Service	703	1,063	360	51%
2	Health Care	13,698	16,889	3,191	23%
3	Construction	1,905	2,168	263	14%
4	Nursing	11,805	13,432	1,627	14%
5	Legal	504	556	52	10%
6	Pharmacy	1,080	1,183	103	10%
7	Banking	922	966	44	5%
8	Warehouse	2,035	2,087	52	3%
9	Finance	760	776	16	2%
10	Transportation	4,380	4,402	22	1%

Category - Largest Job Decline

	Title - Top	Start of Qtr.	End of Qtr.	Change	Percent Change
1	Agriculture	155	60	-95	-61%
2	Animal Care	379	294	-85	-22%
3	Administrative Support	2,072	1,680	-392	-19%
4	Scientist	191	158	-33	-17%
5	Researcher	121	101	-20	-17%
6	Real Estate	138	116	-22	-16%
7	Education	7,090	6,001	-1,089	-15%
8	Security	1,345	1,176	-169	-13%
9	Accounting	2,028	1,835	-193	-10%
10	Veterinary	574	523	-51	-9%

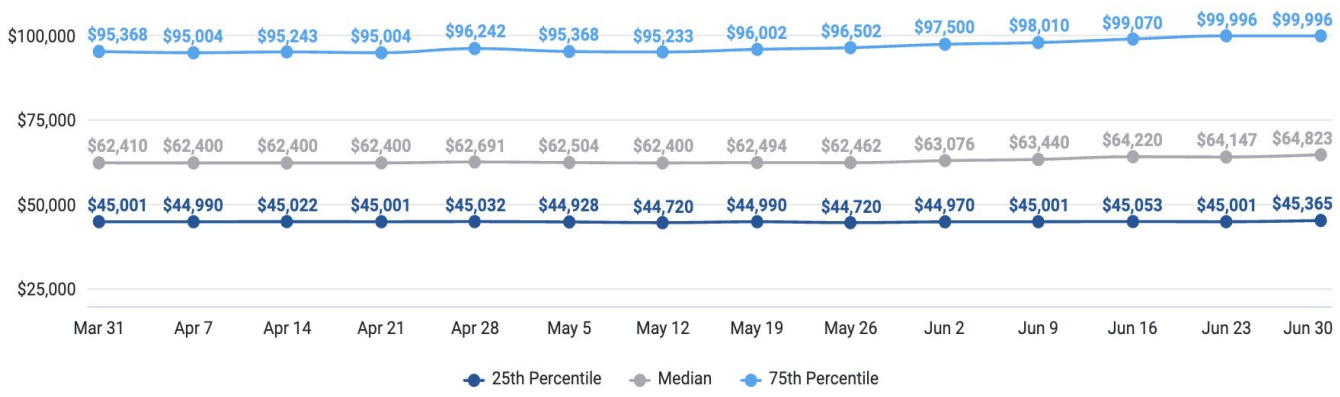
Salary Data

$62,410
Median Full-time Salary as of Qtr. Start

+3.9% (+$2,413/yr.)

$64,823
Median Full-time Salary as of Qtr. End

Full-Time Salary Trend

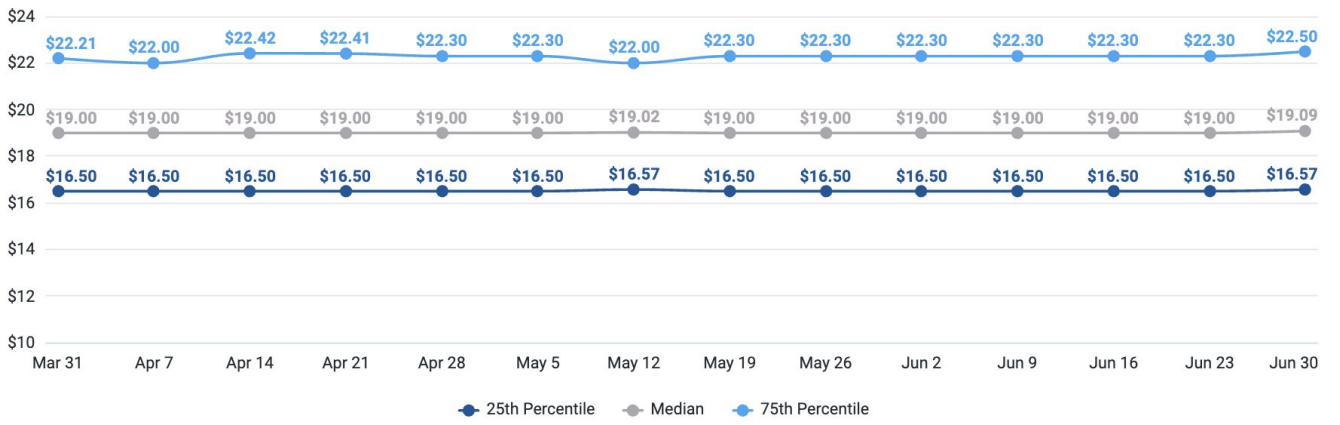


$19.00
Median Part-time Salary as of Qtr. Start

+0.4% (+$0.09/hr.)

$19.09
Median Part-time Salary as of Qtr. End

Part-Time Salary Trend



Median Salary by Metro

$/Yr. and $/Hr. Respectively - As of Qtr. End

	Metro	Full-Time	Part-Time
1	Boulder, CO	$67,600	$20.06
2	Denver-Aurora-Centennial, CO	$67,319	$19.30
3	Sterling, CO	$64,490	$17.25
4	Colorado Springs, CO	$62,400	$17.75
5	Grand Junction, CO	$62,400	$19.64
6	Pueblo, CO	$62,400	$17.50
7	Edwards, CO	$60,216	$22.50
8	Montrose, CO	$58,708	$19.50
9	Steamboat Springs, CO	$58,604	$20.50
10	Fort Morgan, CO	$58,105	$16.68
11	Rifle, CO	$58,084	$22.25
12	Fort Collins-Loveland, CO	$57,824	$18.15
13	Breckenridge, CO	$56,295	$21.65
14	Greeley, CO	$56,160	$18.25
15	Durango, CO	$55,744	$19.00

Top Paying Category

As of Qtr. End

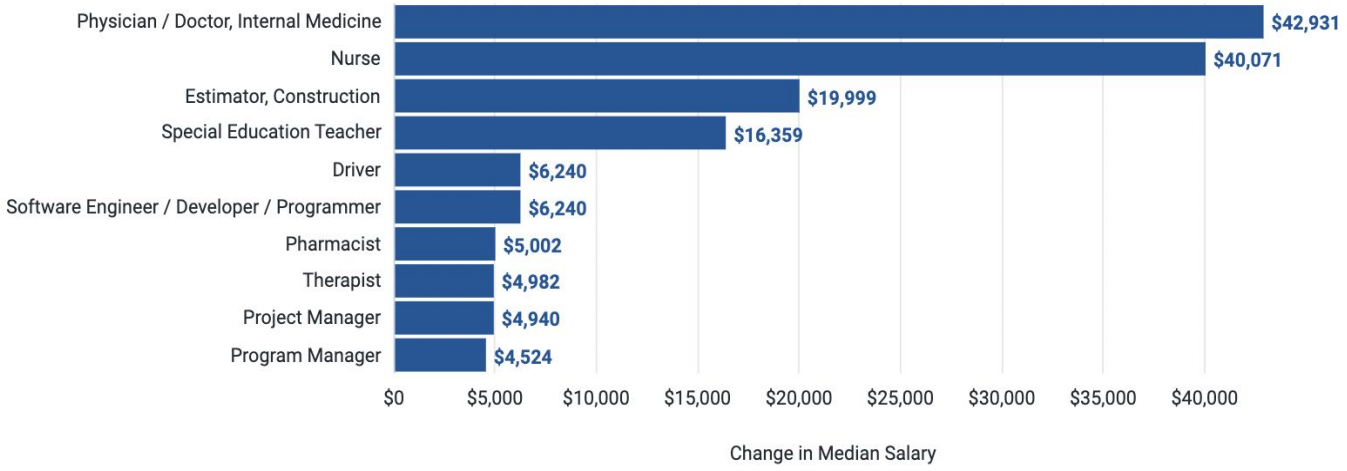
	Title - Top	Median Salary
1	Information Technology	$118,997
2	Real Estate	$109,200
3	Engineering	$107,390
4	Legal	$104,998
5	Finance	$95,004
6	Nursing	$94,193
7	Scientist	$92,394
8	Business Services	$87,506
9	Healthcare	$86,247
10	Marketing	$78,499

Highest Paying Job Titles

As of Qtr. End

	Job Title	Salary Midpoint - 50th Percentile (annual)	Number of Vacancies w/ Salary
1	Radiologist	$450,008	36
2	Medical Director	$400,005	301
3	Psychiatrist	$331,001	133
4	Physician / Doctor, Internal Medicine	$299,322	849
5	Dentist	$274,997	204
6	Nurse Anesthetist	$249,995	37
7	Family Physician / Doctor	$239,990	132
8	Associate Professor	$221,000	97
9	Vice President	$197,506	285
10	Chief Financial Officer	$189,998	38
11	Hospitalist	$187,117	56
12	Counsel, Patent	$176,363	30
13	Technical Program Manager	$166,494	33
14	Physician Assistant	$165,006	529
15	Engineering Manager	$165,006	86
16	Software Development Engineer	$164,549	64
17	Solutions Architect	$161,252	117
18	Senior Product Manager	$160,992	66
19	Product Manager, Software	$157,508	31
20	Director of Engineering	$154,991	31
21	Principal Software Engineer	$153,598	76
22	Principal Engineer	$153,598	95
23	Pharmacy Manager	$151,840	59
24	Clinical Pharmacist	$148,013	41
25	Associate Attorney	$147,503	60

Largest Median Salary Increases by Job Title

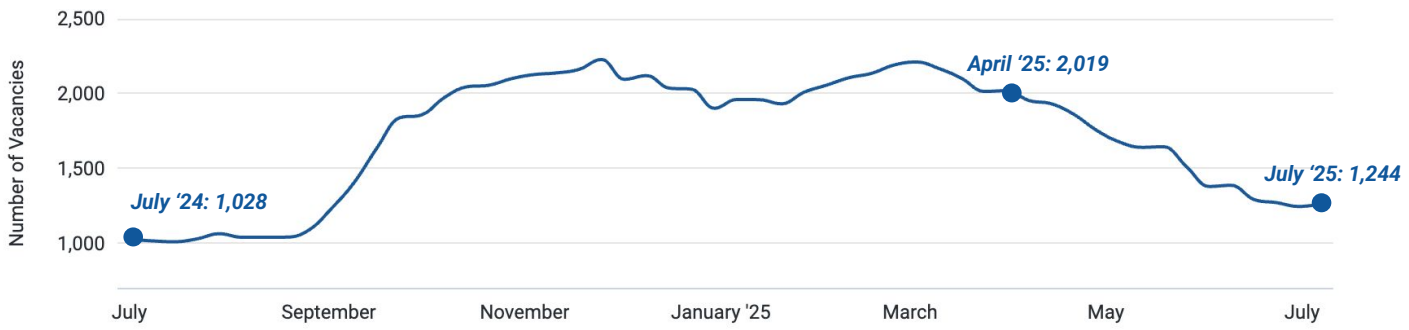


Industry Spotlight: Entry Level Jobs

The data on this page represents job postings for intern, junior, and graduate related titles

Entry Level Jobs Vacancy Trend

Weekly vacancy totals



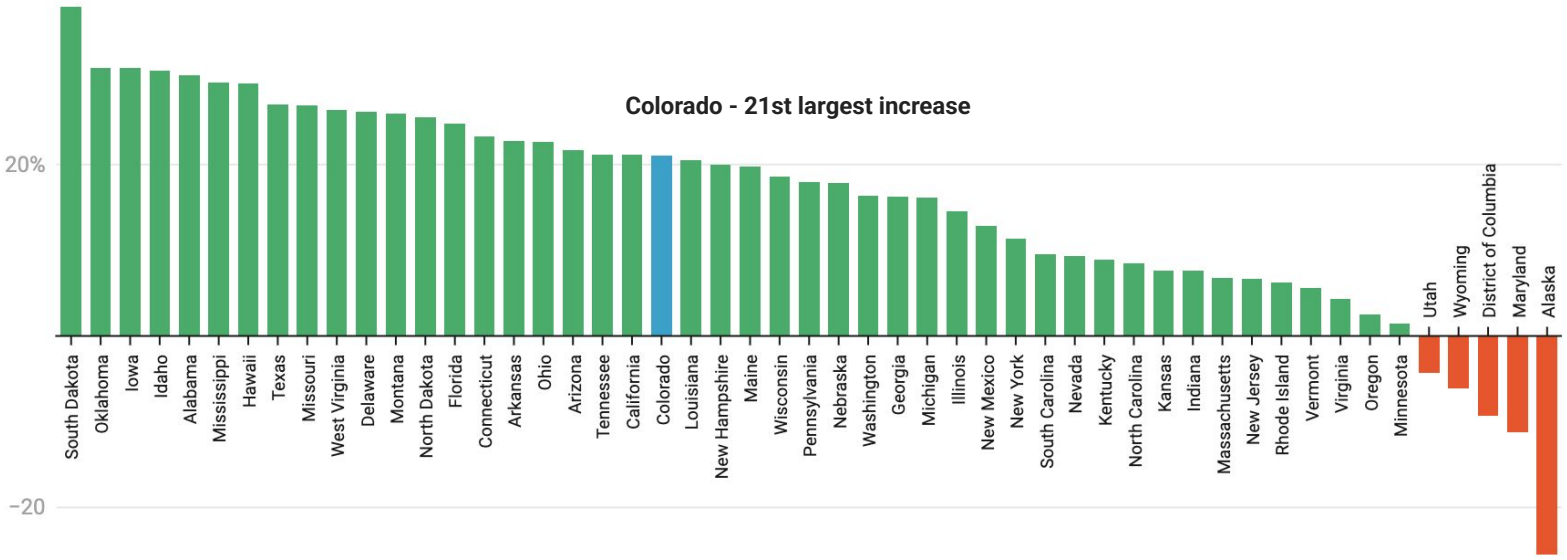
-38%

QoQ Percent Change

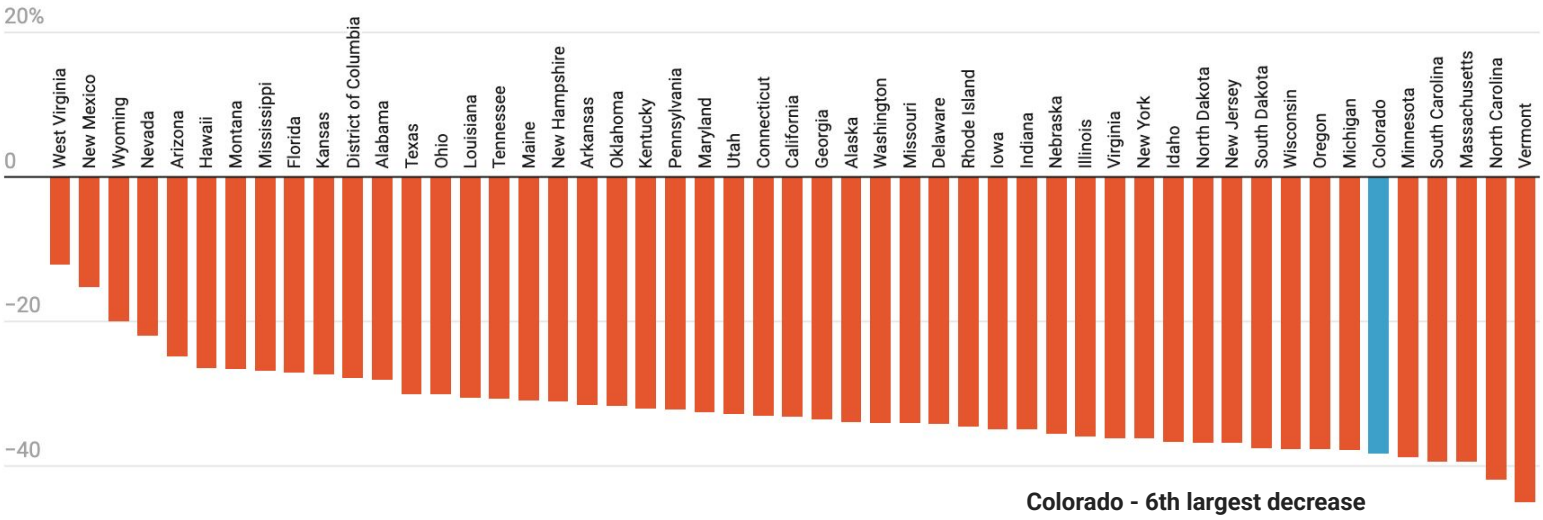
+21%

YoY Percent Change

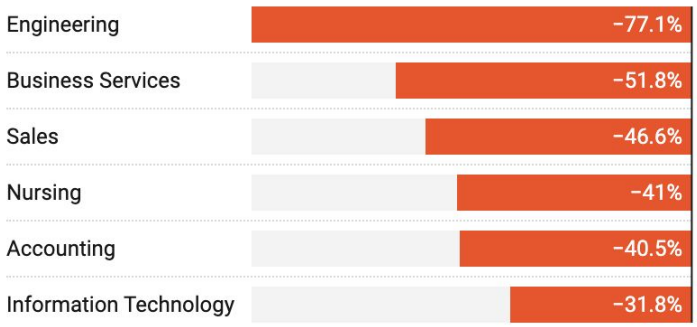
YoY Percent Change in Entry Level Jobs by State



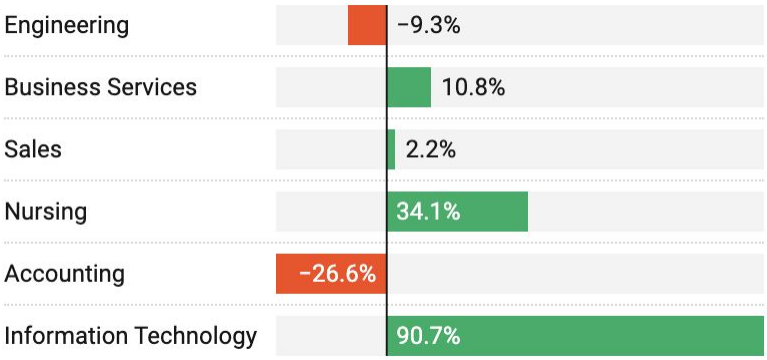
QoQ Percent Change in Entry Level Jobs by State



QoQ Percent Change in Entry Level Jobs by Category



YoY Percent Change in Entry Level Jobs by Category



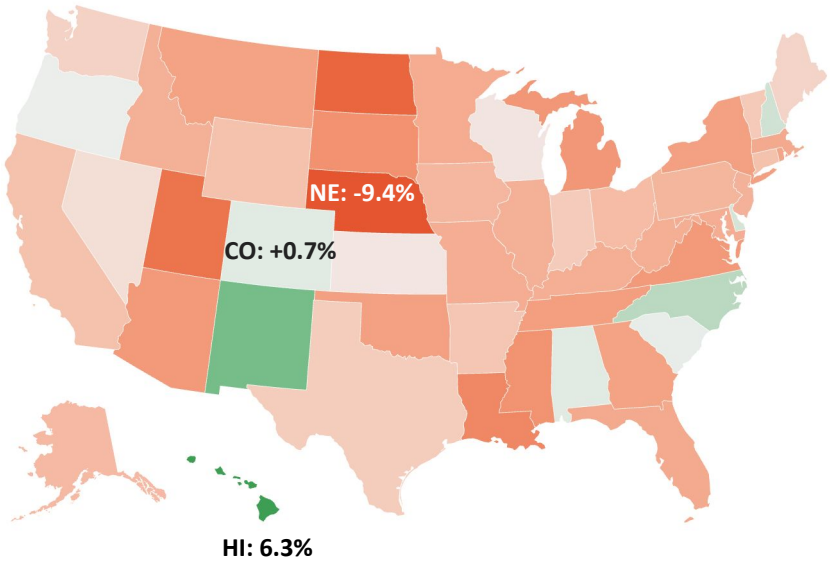
How Colorado Compares

Calculations showing the percent change in vacancies from the start to end of Q2 2025

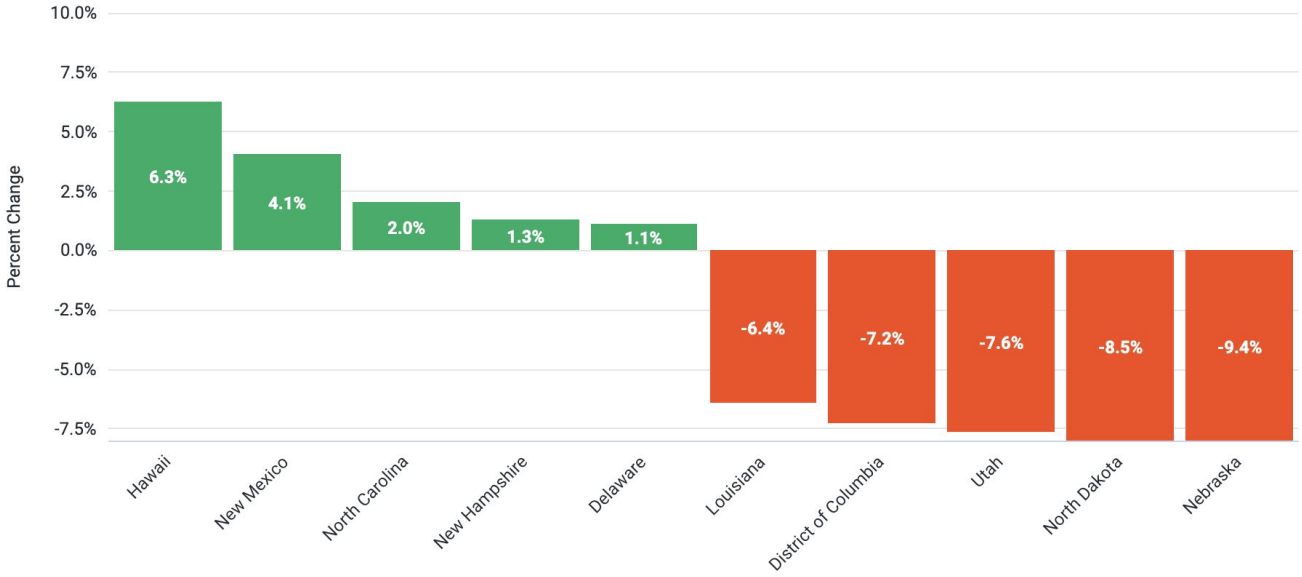
-2.8%
Total U.S. Percent Change

7th
Colorado's Vacancy Change Ranking by State

Vacancy Percent Change by State

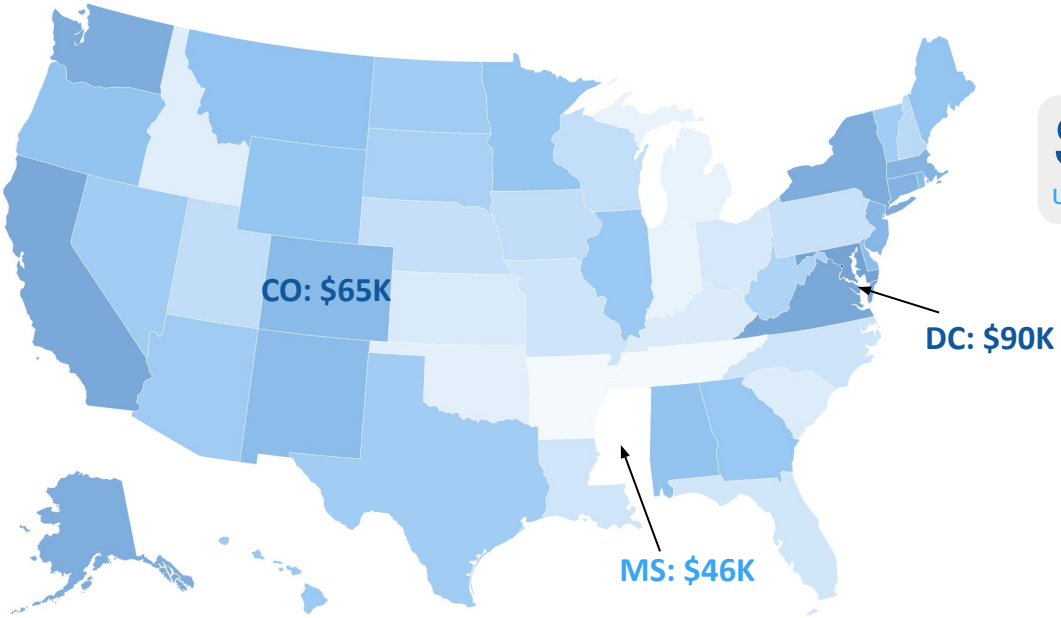


Top and Bottom States by Vacancy Percent Change



Median Full-time Salary by State

As of Qtr. End

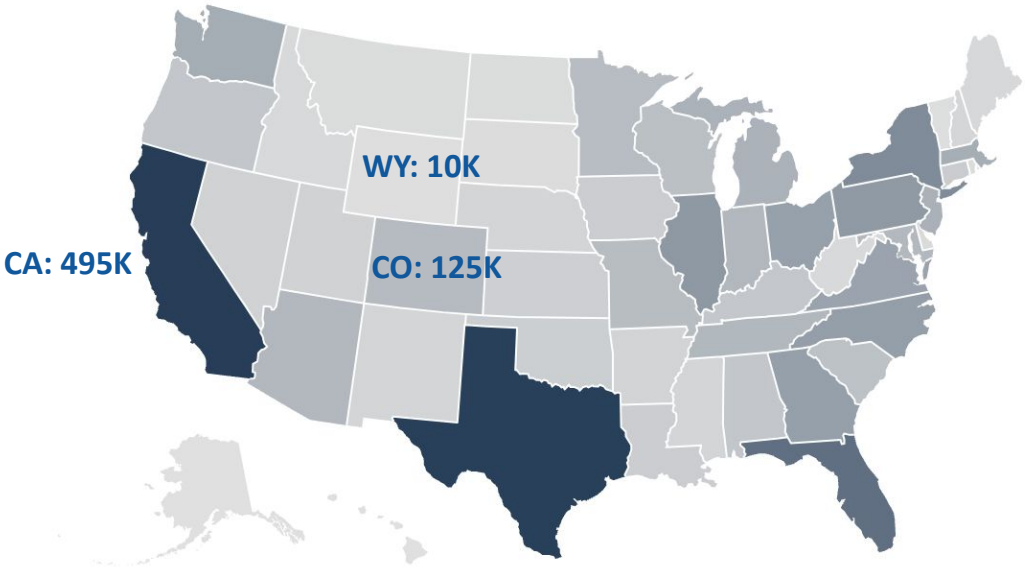


$62,494
U.S. Median Full-time Salary

	State	Median Full-time Salary	Median Part-time Salary
1.	DC	$90,002	$20.00
2.	CA	$77,501	$20.41
3.	WA	$77,501	$20.98
4.	MA	$72,498	$19.57
5.	VA	$70,720	$17.65
6.	NY	$69,992	$18.50
7.	NJ	$69,992	$18.57
8.	MD	$69,846	$18.60
9.	CT	$67,506	$18.75
10.	DE	$66,560	$17.00
11.	CO	$64,823	$19.09
12.	AK	$64,480	$20.00
13.	IL	$63,700	$17.73
14.	OR	$62,494	$20.09
15.	VT	$62,161	$20.00
16.	WY	$61,776	$16.19
17.	MN	$61,402	$18.50
18.	NM	$60,247	$17.30
19.	RI	$60,008	$17.63
20.	UT	$59,280	$17.00
21.	GA	$58,989	$16.25
22.	TX	$58,490	$16.31
23.	ND	$57,803	$18.50
24.	IA	$57,502	$16.70
25.	MT	$56,971	$20.00
26.	AZ	$56,160	$17.25
27.	SD	$56,150	$19.25
28.	IN	$55,786	$16.44
29.	WI	$55,546	$17.72
30.	NH	$55,505	$19.00
31.	ME	$55,214	$18.05
32.	NC	$54,891	$16.25
33.	NV	$54,382	$16.25
34.	NE	$54,257	$16.50
35.	AR	$54,080	$15.00
36.	ID	$53,643	$16.44
37.	HI	$53,508	$19.49
38.	AL	$53,435	$15.00
39.	FL	$52,998	$16.50
40.	KS	$52,998	$15.75
41.	SC	$52,499	$16.00
42.	PA	$52,000	$16.88
43.	MO	$51,584	$16.50
44.	OH	$51,303	$15.61
45.	TN	$50,700	$16.15
46.	WV	$50,003	$15.30
47.	KY	$50,003	$16.25
48.	MI	$48,360	$16.00
49.	LA	$48,360	$16.00
50.	OK	$48,090	$15.00
51.	MS	$45,760	$14.50

Average Weekly Vacancy Totals by State

All Qtr. Data



Colorado's Ranking: #18 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	569,385	14.5
2.	TX	534,146	17.1
3.	FL	363,325	15.6
4.	NY	308,717	15.6
5.	PA	242,892	18.5
6.	NC	238,756	21.6
7.	IL	231,718	18.2
8.	OH	224,865	19.0
9.	GA	222,076	19.9
10.	VA	215,527	24.5
11.	MI	164,108	16.2
12.	MA	163,063	22.9
13.	NJ	155,792	16.4
14.	TN	140,875	19.5
15.	AZ	140,501	18.6
16.	IN	135,101	19.5
17.	WA	128,896	16.2
18.	CO	125,104	21.0
19.	MD	120,545	19.2
20.	SC	117,411	21.4
21.	MO	117,202	18.8
22.	WI	113,933	19.1
23.	MN	109,671	19.0
24.	AL	89,800	17.4
25.	KY	82,340	18.0
26.	OR	73,897	17.3
27.	LA	71,398	15.5
28.	CT	69,456	18.9
29.	OK	68,393	16.7
30.	IA	66,050	20.3
31.	KS	65,774	22.1
32.	NM	51,427	24.2
33.	NV	49,383	15.1
34.	AR	48,297	15.6
35.	UT	47,603	13.6
36.	MS	44,513	15.2
37.	NH	42,826	30.4
38.	NE	40,826	20.3
39.	WV	37,040	20.9
40.	ME	29,848	21.2
41.	DC	28,083	40.0
42.	ID	27,899	13.9
43.	HI	23,843	16.4
44.	MT	23,015	20.3
45.	AK	22,179	29.9
46.	DE	22,030	20.9
47.	ND	20,728	26.0
48.	RI	19,889	17.9
49.	SD	19,055	20.6
50.	VT	17,374	26.8
51.	WY	12,005	20.5

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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