



**COLORADO**  
Department of  
Labor and Employment  
Office of Labor Market Information

OCCUPATIONAL EMPLOYMENT AND WAGE STATISTICS

..... **WAGE** .....

**REPORT**

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# Contents

Introduction: Colorado Occupational Employment Statistics (OEWS)	3
Highlights	4
Statewide Overview	5
Employment Distribution by Occupation	5
Occupational Employment Distribution in Colorado and the U.S.	7
Employment Distribution by Industry	8
Historical Employment and Wages	10
Historical Wage Growth	10
Historical Employment Gains and Losses	15
Historical Wage and Employment Changes	15
Top 20 Occupations by Employment	21
Top 20 Occupations by Wage	22
Bottom 20 Occupations by Wage	23
Percentile Hourly Wages by Major Occupational and Industry Groups	24
Regional Overview	28
Regional Employment and Wages	29
Regional Employment and Wages in Major Occupational Groups	31
Regional Employment Distribution in Major Occupational and Industry Groups	39
Regional Employment Distribution in Major Occupational and Industry Groups (continued)	42
State and Regional Location Quotients (LQs)	45

Boulder MSA	48
Colorado Springs MSA	51
Denver-Aurora-Lakewood MSA	54
Grand Junction MSA	60
Greeley MSA	63
Pueblo MSA	66
Eastern & Southern Colorado	69
Southwest Colorado	72
Northwest Colorado	75
Technical Notes for May 2020 OEWS Estimates	78
Scope of the survey	78
The occupational coding system	78
The occupational coding system (continued)	79
The industry coding system	79
Survey sample	79
Concepts	79
Estimation methodology	80
Confidentiality	80
Changes and special procedures in the May 2020 estimates	81
Definitions	81
Frequently asked questions about OEWS data	81
Colorado Regions: Metropolitan Statistical Areas (MSAs) and Balance of State (BOS) Areas	82
Visit LMI Gateway for complete 2020 OEWS estimates	83

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[colmigateway.com](http://colmigateway.com) and [bls.gov/OEWS/home.htm](http://bls.gov/OEWS/home.htm).

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## Introduction

# Colorado Occupational Employment Statistics (OEWS)

May 2020

The Occupational Employment and Wage Statistics (OEWS) program is a Federal-State cooperative program that provides estimates of employment and hourly and annual wages for over 800 non-military detailed occupations in 22 major occupational groups.

In Colorado, 3,635 businesses were initially surveyed beginning in November of 2019 and 3,673 were initially surveyed beginning in May of 2020.

OEWS uses the Standard Occupational Classification (SOC) system, which was designed to be used by all Federal statistical agencies reporting occupational data.

In addition, the OEWS program uses definitions of industries found in the North American Industry Classification System (NAICS). The NAICS is used throughout the Federal Government to group establishments into industries based on the goods or services they produce.

After excluding establishments that were out of business or out of scope, a total of 81.1 percent of 6,833 businesses provided information on the job titles and wages of their employees. These data were combined with responses from the previous two years (four biannual surveys) to produce the May 2020 occupational estimates contained in this document. A detailed description of methodological aspects of the OEWS program can be found in the Technical Notes and Methodology section beginning on page 78.

This section will briefly describe cross-industry occupational employment and wage dynamics in statewide Colorado and its substate areas.

Tables and charts provide details of the cross-industry occupational statistics. Industry-specific employment and wage tables are also included.

# Highlights



*The list of 20 highest-earning occupations in Colorado (Table 6) continues to be dominated by health/medical-related occupations, while half of the lowest-earning 20 occupations are in food preparation and serving (Table 7).*

## *The real estate brokers occupation*

is nearly five times as prevalent in Colorado as it is in the U.S. as a whole (Table 12a).



## *There are more Coloradans working as retail salespersons*

(70,060) than in any other occupation, accounting for 2.7 percent of total covered employment (Table 5).



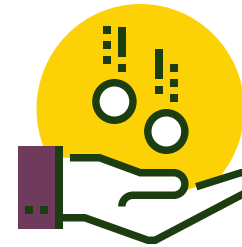
## *The average hourly wage in 2020*

was \$1.52 higher than the average hourly wage in 2019 (\$27.73) and \$2.41 higher than the average hourly wage in 2018 (\$26.84) (Table 3).



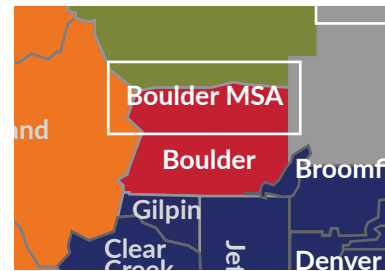
## *The health care and social assistance, retail trade, and professional, scientific, and technical services industries employ the most people*

(829,250) among the 20 industry groups surveyed, accounting for 32.2 percent of total employment (Table 2).



## *Colorado's average hourly wage*

(\$29.25) is \$2.18 higher than the national average (\$27.07).



## *Where you work matters: The Boulder Metropolitan Statistical Area*

has the highest average (\$33.87) and median (\$26.33) wages in Colorado, while the Eastern and Southern Colorado Balance of State Area has the lowest average (\$21.32) and median (\$17.37) wages (Table 9).

# Statewide Overview

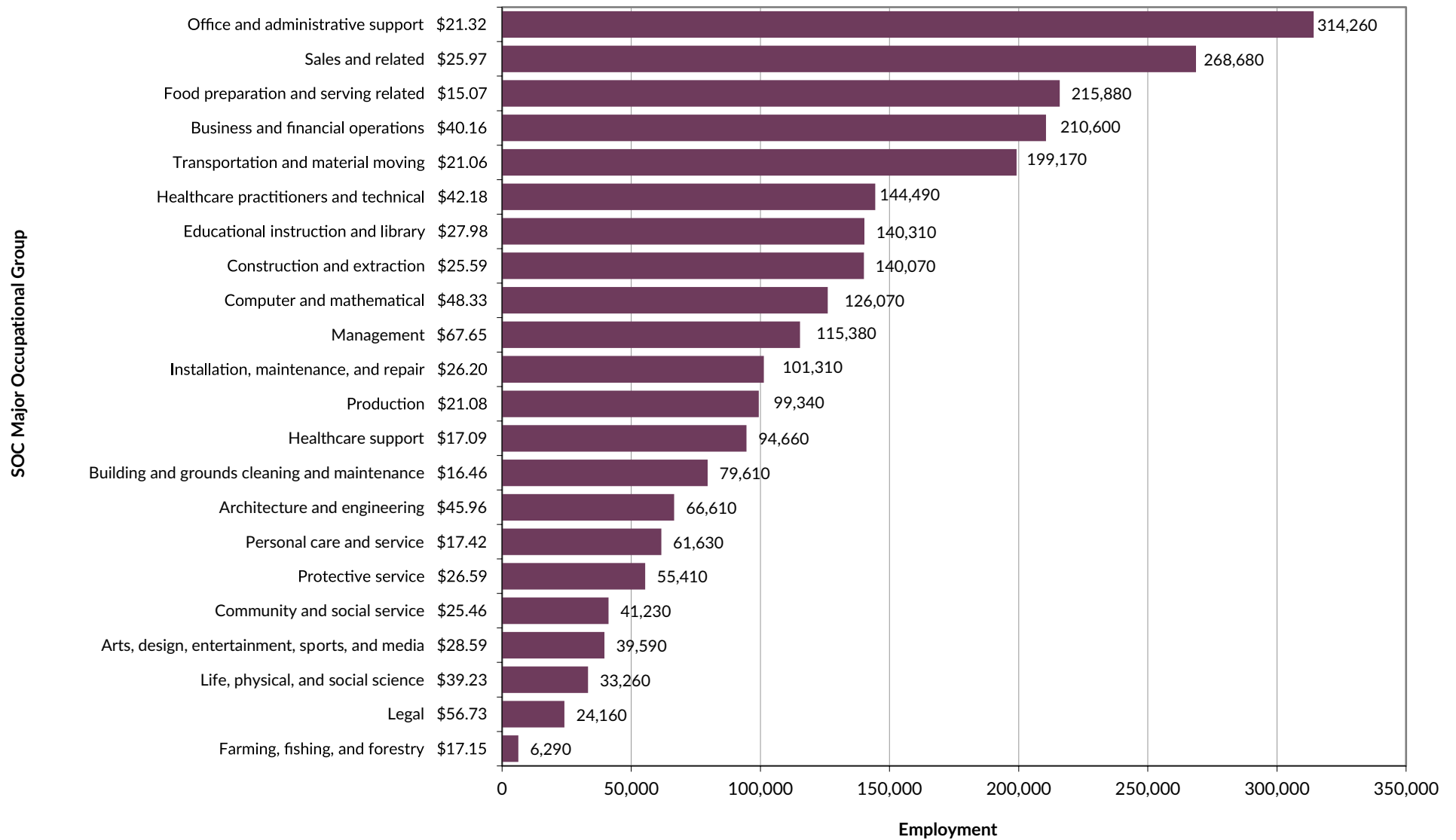
## Employment Distribution by Occupation

Total covered employment in Colorado was 2.58 million, decreasing by 100,490 over May 2019. Table 1 and Figure 1 show the distribution of employment and list average hourly wages among major occupational groups. The top three major groups (**office and administrative support**, **sales and related**, and **food preparation and serving related**) account for 31.0 percent of total employment in the state. Major groups with average hourly wages below the overall average of \$29.25 comprise 72.0 percent of total employment.

**Table 1. Employment Distribution and Average Hourly Wage in Major Occupational Groups (Colorado, May 2020)**

SOC Major Occupational Group	Average Hourly	Employment	Percent of Total Employment
Total all occupations	\$29.25	2,578,000	100.0%
Office and administrative support	\$21.32	314,260	12.2%
Sales and related	\$25.97	268,680	10.4%
Food preparation and serving related	\$15.07	215,880	8.4%
Business and financial operations	\$40.16	210,600	8.2%
Transportation and material moving	\$21.06	199,170	7.7%
Healthcare practitioners and technical	\$42.18	144,490	5.6%
Educational instruction and library	\$27.98	140,310	5.4%
Construction and extraction	\$25.59	140,070	5.4%
Computer and mathematical	\$48.33	126,070	4.9%
Management	\$67.65	115,380	4.5%
Installation, maintenance, and repair	\$26.20	101,310	3.9%
Production	\$21.08	99,340	3.9%
Healthcare support	\$17.09	94,660	3.7%
Building and grounds cleaning and maintenance	\$16.46	79,610	3.1%
Architecture and engineering	\$45.96	66,610	2.6%
Personal care and service	\$17.42	61,630	2.4%
Protective service	\$26.59	55,410	2.1%
Community and social service	\$25.46	41,230	1.6%
Arts, design, entertainment, sports, and media	\$28.59	39,590	1.5%
Life, physical, and social science	\$39.23	33,260	1.3%
Legal	\$56.73	24,160	0.9%
Farming, fishing, and forestry	\$17.15	6,290	0.2%

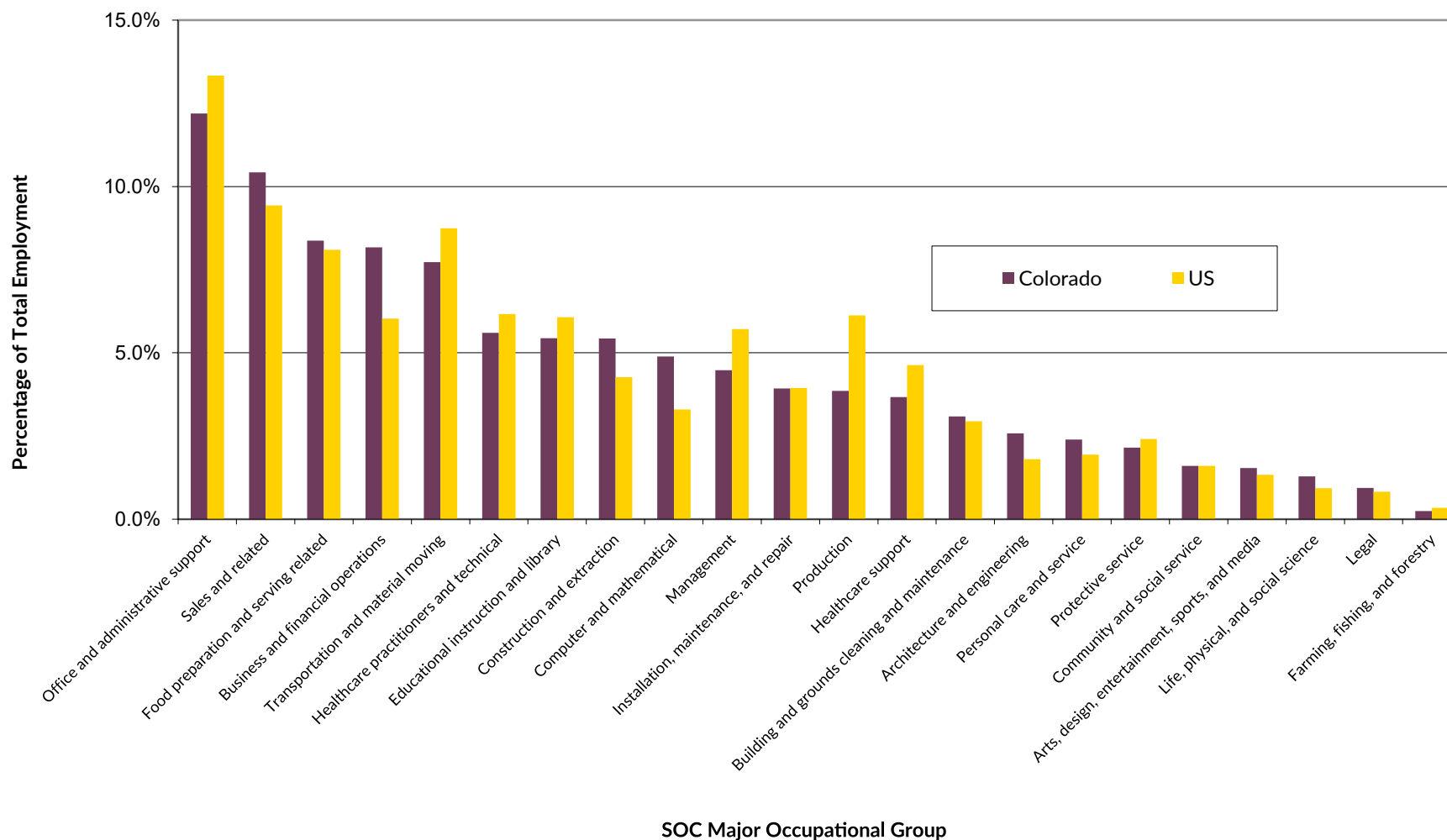
**Figure 1. Employment Distribution and Average Hourly Wage in Major Occupational Groups (Colorado, May 2020)**



## Occupational Employment Distribution in Colorado and the U.S.

The distribution of employment among major occupational groups in Colorado and the U.S. is shown in Figure 2. With the exception of **production** occupations, which account for 6.2 percent of occupational employment nationwide but for only 4.0 percent in Colorado, differences between the State and the country as a whole were minimal. Colorado had higher proportions of employment in **computer and mathematical** (4.7 percent versus 3.1 percent nationwide), **construction and extraction** (5.5 percent versus 4.2 percent), **business and financial operations** (7.9 percent versus 5.6 percent), and **sales and related** occupations (11.0 percent versus 9.8 percent) and a smaller share of **transportation and material moving** (7.5 percent versus 8.5 percent) and **management** occupations (4.5 percent versus 5.5 percent). All other occupational groups differed by less than one percentage point.

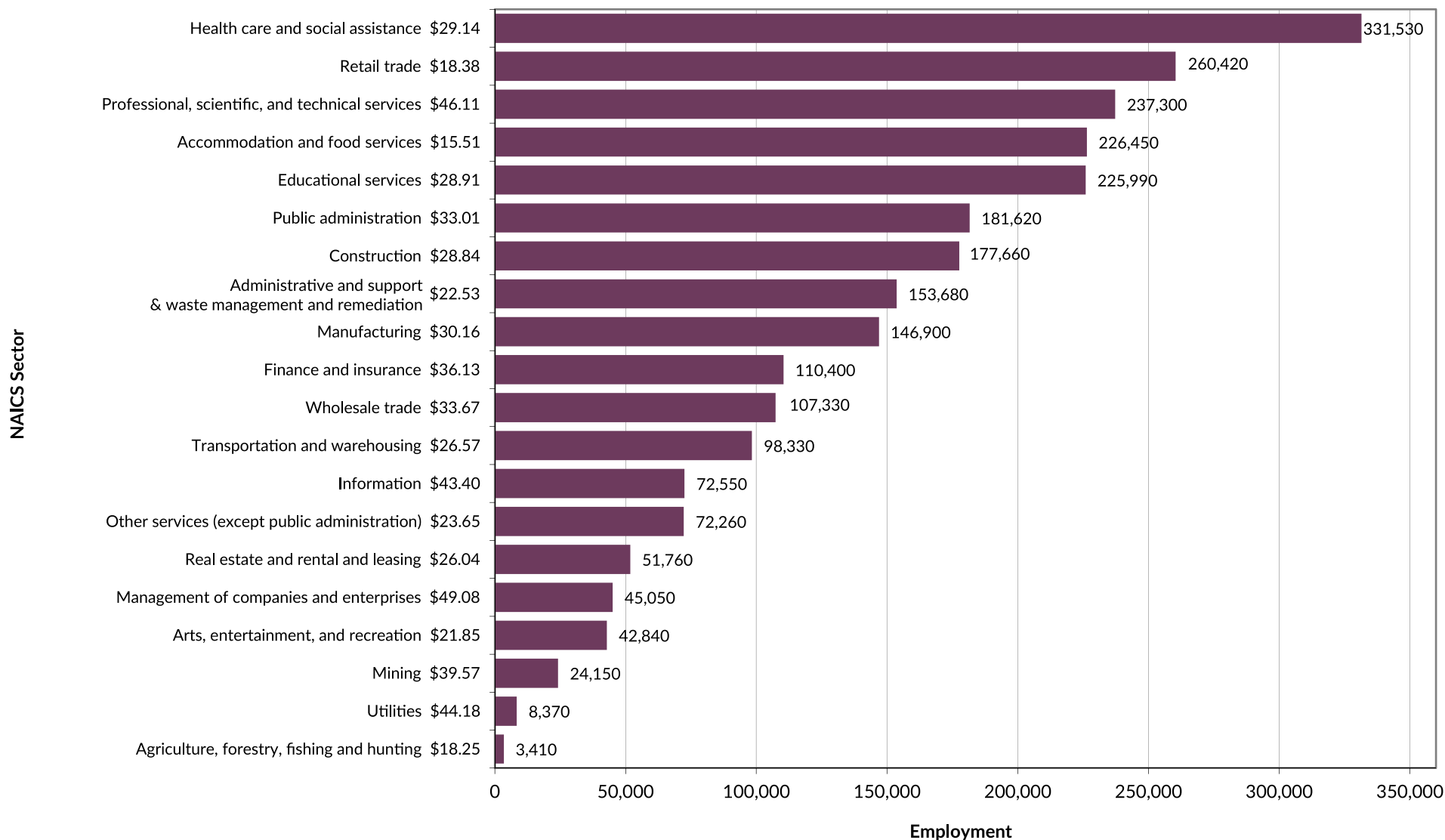
**Figure 2. Employment Distribution in Major Occupational Groups, Colorado vs United States (May 2020)**



## Employment Distribution by Industry

As shown in Table 2 and Figure 3, five industries account for half of employment in Colorado, with more than 200,000 workers each: **health care and social assistance; retail trade; professional, scientific, and technical services; accommodation and food services; and educational services**. On the other end of the scale, the six smallest industries are **real estate and rental and leasing; management of companies and enterprises; arts, entertainment, and recreation; mining; utilities; and agriculture, forestry, fishing, and hunting**. These employ less than 60,000 workers each and, when combined, account for 6.8 percent of total employment.

**Figure 3. Employment Distribution and Average Hourly Wage in Major Industry Groups (May 2020)**





**Table 2. Employment Distribution and Average Hourly Wage in Major Industry Groups (Colorado, May 2020)**

NAICS Sector	Average Hourly	Employment	Percent of Total Employment
Total all industries	\$29.25	2,578,000	100.0%
Health care and social assistance	\$29.14	331,530	12.9%
Retail trade	\$18.38	260,420	10.1%
Professional, scientific, and technical services	\$46.11	237,300	9.2%
Accommodation and food services	\$15.51	226,450	8.8%
Educational services	\$28.91	225,990	8.8%
Public administration	\$33.01	181,620	7.0%
Construction	\$28.84	177,660	6.9%
Administrative and support & waste management and remediation services	\$22.53	153,680	6.0%
Manufacturing	\$30.16	146,900	5.7%
Finance and insurance	\$36.13	110,400	4.3%
Wholesale trade	\$33.67	107,330	4.2%
Transportation and warehousing	\$26.57	98,330	3.8%
Information	\$43.40	72,550	2.8%
Other services (except public administration)	\$23.65	72,260	2.8%
Real estate and rental and leasing	\$26.04	51,760	2.0%
Management of companies and enterprises	\$49.08	45,050	1.7%
Arts, entertainment, and recreation	\$21.85	42,840	1.7%
Mining	\$39.57	24,150	0.9%
Utilities	\$44.18	8,370	0.3%
Agriculture, forestry, fishing and hunting	\$18.25	3,410	0.1%

# Historical Employment and Wages

Total and major occupational group wages and employment from the 2010 through 2020 surveys are shown in Tables 3, 4a, and 4b. Since the composition of the OEWS sample changes from year to year, these are properly interpreted as a series of snapshots of employment and wages over the years rather than as a time series. Tables 4c and 4d show major occupational groups ranked by net percentage change in employment and average (or mean) hourly wage in 2020 versus 2010. In order to better compare wage changes over time, an adjusted 2010 wage was calculated using the BLS Employment Cost Index (ECI) that is computed for the entire country and varies by industry and year (Table 4e). The ECI employed in this analysis is a general national index (not geography- or goods-specific) and was created by the U.S. Department of Labor.

## Historical Wage Growth

For unadjusted hourly wages in all occupations combined, 2020 shows an average wage more than 30 percent higher and a median wage 27 percent higher than the average and median seen in 2010 (Table 3).

A comparison of changes in adjusted hourly mean wage by occupational group (Table 4e) indicates that “real” wage increases of 3.0 percent or more occurred not only in higher-paying **management** (4.25 percent) and **legal** (4.51 percent) occupations, but also in the relatively lower-paying **food preparation and serving related** (9.28 percent); **personal care and service** (6.48 percent); **sales and related** (5.31 percent); **farming, fishing, and forestry** (5.09 percent); and **building and grounds cleaning and maintenance** (4.71 percent) occupational groups. Real wage increases of less than 1 percent occurred in **construction and extraction, computer and mathematical, and community and social service occupations**.

The remaining 12 major occupational groups lost ground in adjusted wages with decreases ranging from 1.22 percent (**production**) to 6.15 percent (**healthcare support**).

**Table 3. Employment and Hourly and Annual Wages, \*All Occupations (Colorado, 2010-2020)**

Year/ Survey Panel	Total Employment	Average Hourly Wage	Median Hourly Wage	Average Annual Wage	Median Annual Wage
2010 May	2,157,690	\$22.48	\$17.72	\$46,767	\$36,851
2011 May	2,179,060	\$22.85	\$17.82	\$47,522	\$37,068
2012 May	2,226,160	\$23.09	\$17.83	\$48,035	\$37,093
2013 May	2,295,000	\$23.52	\$18.04	\$48,923	\$37,521
2014 May	2,367,780	\$23.97	\$18.28	\$49,851	\$38,024
2015 May	2,451,480	\$24.60	\$18.65	\$51,177	\$38,801
2016 May	2,507,680	\$25.34	\$19.09	\$52,714	\$39,712
2017 May	2,555,300	\$25.99	\$19.65	\$54,049	\$40,879
2018 May	2,620,640	\$26.84	\$20.34	\$55,818	\$42,307
2019 May	2,678,490	\$27.73	\$21.28	\$57,686	\$44,254
2020 May	2,578,000	\$29.25	\$22.52	\$60,836	\$46,845

\*Unadjusted historical data

**Table 4a. Employment in Major Occupational Groups (Colorado, 2010-2020)**

SOC Major Occupational Group	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Management	91,400	92,990	95,180	100,910	103,470	108,200	109,620	112,920	116,770	118,210	115,380
Business and financial operations	133,330	141,130	47,930	156,810	160,300	166,760	169,260	178,980	190,330	207,380	210,600
Computer and mathematical	86,510	88,030	90,870	91,820	96,120	97,840	104,170	109,450	116,930	123,040	126,070
Architecture and engineering	52,660	50,880	51,330	54,580	56,640	61,170	61,700	62,950	61,970	64,100	66,610
Life, physical, and social science	25,150	25,530	26,790	27,820	28,760	29,600	30,100	30,350	30,330	32,050	33,260
Community and social service	29,450	29,680	30,500	31,590	31,260	33,410	35,150	36,890	39,470	40,810	41,230
Legal	19,480	20,520	20,840	21,100	21,440	21,610	20,370	20,620	22,540	23,830	24,160
Educational instruction and library	131,690	131,390	132,020	135,440	140,480	143,360	144,710	142,930	143,090	143,990	140,310
Arts, design, entertainment, sports, and media	37,760	37,340	35,310	35,560	36,530	38,610	39,060	39,390	40,640	42,270	39,590
Healthcare practitioners and technical	114,240	114,970	117,620	119,290	124,530	130,580	136,200	142,130	146,200	144,680	144,490
Healthcare support	53,730	55,870	55,880	54,850	62,490	60,360	63,140	61,600	65,740	95,560	94,660
Protective service	52,660	54,440	55,390	53,660	52,750	54,260	55,520	56,150	59,080	60,210	55,410
Food preparation and serving related	202,670	207,680	211,710	218,920	228,960	236,170	244,780	247,640	255,250	259,440	215,880
Building and grounds cleaning and maintenance	74,070	72,670	75,000	75,430	78,670	80,880	83,310	83,630	83,120	84,190	79,610
Personal care and service	56,220	59,630	64,130	68,700	69,830	76,980	83,330	87,330	93,270	70,150	61,630
Sales and related	241,880	242,480	249,970	260,530	267,090	277,910	291,380	296,130	291,900	287,130	268,680
Office and administrative support	350,850	352,370	358,340	364,090	362,760	363,030	359,720	360,490	361,390	325,200	314,260
Farming, fishing, and forestry	3,290	3,270	3,670	4,020	4,510	4,820	5,260	6,750	7,050	7,010	6,290
Construction and extraction	108,540	103,900	105,010	110,760	122,030	129,730	130,190	133,900	140,690	143,530	140,070
Installation, maintenance, and repair	83,570	83,520	85,050	86,190	90,950	94,720	97,010	95,960	101,450	104,660	101,310
Production	90,210	92,740	94,680	96,190	97,640	103,700	103,290	102,730	102,540	105,080	99,340
Transportation and material moving	118,340	118,010	119,050	125,420	130,560	137,780	140,430	146,380	150,880	195,980	199,170

**Table 4b. Average Hourly Wage (Adjusted\*) in Major Occupational Groups (Colorado, 2010-2020)**

SOC Major Occupational Group	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Management	\$64.89	\$66.09	\$66.13	\$66.12	\$65.99	\$67.19	\$67.80	\$66.82	\$66.74	\$66.39	\$67.65
Business and financial operations	\$41.30	\$41.37	\$40.80	\$40.96	\$41.32	\$41.41	\$41.02	\$40.11	\$39.90	\$40.10	\$40.16
Computer and mathematical	\$48.09	\$47.16	\$47.87	\$47.73	\$48.61	\$48.76	\$49.76	\$49.19	\$48.98	\$48.52	\$48.33
Architecture and engineering	\$47.25	\$46.95	\$47.48	\$47.59	\$47.81	\$47.68	\$47.25	\$46.69	\$46.04	\$46.47	\$45.96
Life, physical, and social science	\$41.39	\$41.77	\$40.94	\$39.79	\$39.47	\$39.66	\$39.75	\$39.22	\$38.51	\$39.73	\$39.23
Community and social service	\$25.40	\$25.39	\$25.10	\$24.91	\$25.31	\$25.59	\$25.33	\$25.53	\$25.21	\$25.64	\$25.46
Legal	\$54.28	\$56.63	\$56.76	\$57.91	\$54.30	\$54.31	\$55.18	\$55.83	\$57.35	\$58.49	\$56.73
Education, training, and library	\$28.97	\$28.82	\$28.73	\$27.98	\$27.40	\$27.70	\$27.68	\$27.80	\$27.76	\$27.78	\$27.98
Arts, design, entertainment, sports, and media	\$29.17	\$28.53	\$27.89	\$27.27	\$27.27	\$26.89	\$27.65	\$27.79	\$27.92	\$28.00	\$28.59
Healthcare practitioners and technical	\$43.13	\$42.84	\$42.69	\$42.32	\$42.51	\$42.59	\$43.26	\$43.00	\$42.43	\$41.75	\$42.18
Healthcare support	\$18.21	\$18.04	\$17.97	\$18.46	\$18.77	\$18.78	\$18.77	\$18.67	\$18.62	\$17.18	\$17.09
Protective service	\$27.09	\$26.65	\$26.21	\$26.52	\$26.86	\$26.17	\$26.34	\$26.30	\$26.23	\$25.84	\$26.59
Food preparation and serving related	\$13.79	\$13.42	\$13.46	\$13.38	\$13.34	\$13.48	\$13.71	\$13.92	\$14.31	\$14.45	\$15.07
Building and grounds cleaning and maintenance	\$15.72	\$15.90	\$15.77	\$15.74	\$15.63	\$15.74	\$16.09	\$16.35	\$16.38	\$16.28	\$16.46
Personal care and service	\$16.36	\$15.90	\$15.71	\$15.60	\$15.63	\$15.39	\$15.76	\$16.14	\$16.38	\$17.30	\$17.42
Sales and related	\$24.66	\$24.68	\$24.02	\$24.09	\$24.01	\$24.01	\$24.28	\$24.58	\$24.89	\$25.48	\$25.97
Office and administrative support	\$21.75	\$21.69	\$21.33	\$21.14	\$21.10	\$21.24	\$21.19	\$21.02	\$21.00	\$21.36	\$21.32
Farming, fishing, and forestry	\$16.32	\$16.16	\$16.34	\$16.02	\$15.90	\$15.77	\$15.32	\$15.66	\$16.52	\$16.59	\$17.15
Construction and extraction	\$25.35	\$25.51	\$25.51	\$25.20	\$24.81	\$24.88	\$24.87	\$25.13	\$25.45	\$25.51	\$25.59
Installation, maintenance, and repair	\$26.56	\$26.68	\$26.40	\$26.46	\$26.51	\$26.48	\$26.20	\$26.45	\$26.42	\$26.29	\$26.20
Production	\$21.34	\$21.44	\$21.21	\$21.30	\$21.16	\$20.99	\$20.75	\$20.99	\$21.12	\$21.19	\$21.08
Transportation and material moving	\$21.96	\$21.93	\$22.22	\$21.98	\$22.59	\$22.62	\$22.67	\$22.45	\$22.28	\$21.28	\$21.06

\*Historical wage data adjusted using national Employment Cost Index (ECI) factors.

**Table 4c. Employment Change in Major Occupational Groups (Colorado, 2010-2020)**

SOC Major Occupational Group	Employment Change (%)
Farming, fishing, and forestry	91.19%
Healthcare support	76.18%
Transportation and material moving	68.30%
Business and financial operations	57.95%
Computer and mathematical	45.73%
Community and social service	40.00%
Life, physical, and social science	32.25%
Construction and extraction	29.05%
Architecture and engineering	26.49%
Healthcare practitioners and technical	26.48%
Management	26.24%
Legal	24.02%
Installation, maintenance, and repair	21.23%
Sales and related	11.08%
Production	10.12%
Personal care and service	9.62%
Building and grounds cleaning and maintenance	7.48%
Educational instruction and library	6.55%
Food preparation and serving related	6.52%
Protective service	5.22%
Arts, design, entertainment, sports, and media	4.85%
Office and administrative support	-10.43%

**Table 4d. Wage Change in Major Occupational Groups (Colorado, 2010-2020)**

SOC Major Occupational Group	Mean Hourly Wage Change (%)
Food preparation and serving related	41.77%
Personal care and service	38.14%
Sales and related	35.83%
Building and grounds cleaning and maintenance	35.81%
Management	30.93%
Farming, fishing, and forestry	29.92%
Transportation and material moving	28.26%
Legal	28.23%
Protective service	27.35%
Production	26.45%
Office and administrative support	26.23%
Construction and extraction	24.83%
Installation, maintenance, and repair	23.82%
Computer and mathematical	23.32%
Community and social service	23.00%
Business and financial operations	22.10%
Healthcare support	21.72%
Arts, design, entertainment, sports, and media	20.28%
Healthcare practitioners and technical	20.00%
Architecture and engineering	19.35%
Educational instruction and library	18.51%
Life, physical, and social science	16.31%

**Table 4e. 2020 vs Adjusted 2010 Wage in Major Occupational Groups (Colorado, 2010-2020)**

SOC Major Occupational Group	2010 Adjusted Hourly Wage*	2020 Hourly Wage	2020 vs Adjusted 2010	2020 vs Adjusted 2010 (%)
Food preparation and serving related	\$13.79	\$15.07	\$1.28	9.28%
Personal care and service	\$16.36	\$17.42	\$1.06	6.48%
Sales and related	\$24.66	\$25.97	\$1.31	5.31%
Farming, fishing, and forestry	\$16.32	\$17.15	\$0.83	5.09%
Building and grounds cleaning and maintenance	\$15.72	\$16.46	\$0.74	4.71%
Legal	\$54.28	\$56.73	\$2.45	4.51%
Management	\$64.89	\$67.65	\$2.76	4.25%
Construction and extraction	\$25.35	\$25.59	\$0.24	0.95%
Computer and mathematical	\$48.09	\$48.33	\$0.24	0.50%
Community and social service	\$25.40	\$25.46	\$0.06	0.24%
Production	\$21.34	\$21.08	(\$0.26)	-1.22%
Installation, maintenance, and repair	\$26.56	\$26.20	(\$0.36)	-1.36%
Protective service	\$27.09	\$26.59	(\$0.50)	-1.85%
Office and administrative support	\$21.75	\$21.32	(\$0.43)	-1.98%
Arts, design, entertainment, sports, and media	\$29.17	\$28.59	(\$0.58)	-1.99%
Healthcare practitioners and technical	\$43.13	\$42.18	(\$0.95)	-2.20%
Architecture and engineering	\$47.25	\$45.96	(\$1.29)	-2.73%
Business and financial operations	\$41.30	\$40.16	(\$1.14)	-2.76%
Educational instruction and library	\$28.97	\$27.98	(\$0.99)	-3.42%
Transportation and material moving	\$21.96	\$21.06	(\$0.90)	-4.10%
Life, physical, and social science	\$41.39	\$39.23	(\$2.16)	-5.22%
Healthcare support	\$18.21	\$17.09	(\$1.12)	-6.15%

\*Wages adjusted using national Employment Cost Index (ECI) factors.

## Historical Employment Gains and Losses

The 2020 Colorado estimates indicate an overall employment increase of 420,310 compared to the 2010 estimates. Total covered employment in Colorado, at a five-year low of 2,157,690 in 2010, increased to an all-time high of 2,678,490 in 2019 before decreasing to 2,578,000 in 2020.

When comparing 2020 employment with that in 2010, the **transportation and material moving** category showed the largest absolute employment increase of any group with a net gain of 80,830 (+68.3 percent), followed by **business and financial operations** (+77,270, +57.9 percent), **healthcare support** (+39,560, +76.2 percent), and **computer and mathematical occupations** (+45,710, +45.7 percent) (Table 4a). The largest percentage increase was seen for **farming, fishing, and forestry occupations** at 91.2 percent (+3,000), followed by **healthcare support, transportation and material moving, and business and financial operations occupations**. Only one occupational group lost employment over the same period: **office and administrative support** (-36,590, -10.4 percent).

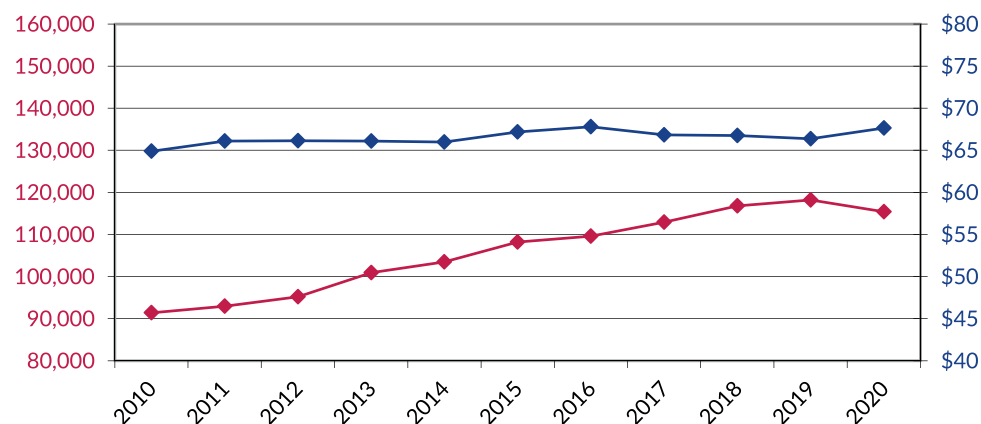
## Historical Wage and Employment Changes

There is no obvious relationship between overall wage changes and employment changes during 2010-2020. Comparison of adjusted wage and employment changes for all major occupational groups over the 10-year period yielded no relationship (correlation coefficient of -0.19).

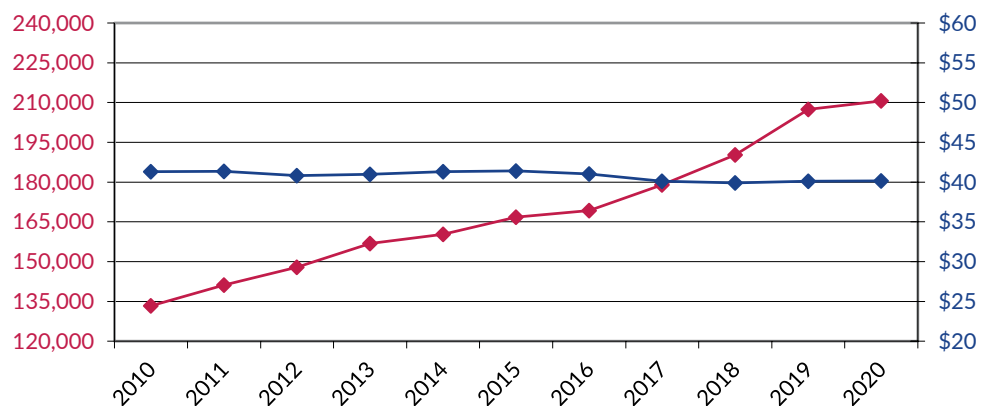
Within major occupational groups, negative correlations between employment change and wage change were observed for **educational instruction and library** (-0.89); **business and financial operations** (-0.81); **life, physical, and social science** (-0.81); **protective service** (-0.80); **healthcare support** (-0.76); **production** (-0.75); **installation, maintenance, and repair** (-0.72); **transportation and material moving** (-0.67); and **architecture and engineering** (-0.61) (Tables 4a and 4b and Historical Figures 1-22). **Management** (+0.70), **building and grounds cleaning and maintenance** (+0.66), and **legal occupations** (+0.54) showed positive correlations between employment and wage changes.

Historical wage and employment changes by SOC major group are shown in Historical Figures 1-22. Note that some of the marked increases and decreases in employment observed between the 2018 and 2019 estimates are related to implementation of the 2018 SOC revision starting with the 2019 estimates. For example, the decrease observed for **personal care and service** occupations and the increase in **healthcare support** occupations is primarily due to the reclassification of **personal care aides** as a **healthcare support** occupation. Likewise, the drop in **office and administrative support** and the rise in **transportation and material moving** has to do partly with the elimination of the 2010 SOC code **stock clerks and order fillers** (an **office and administrative support position**) and the addition of the 2018 SOC code **stockers and order fillers** (a material moving occupation).

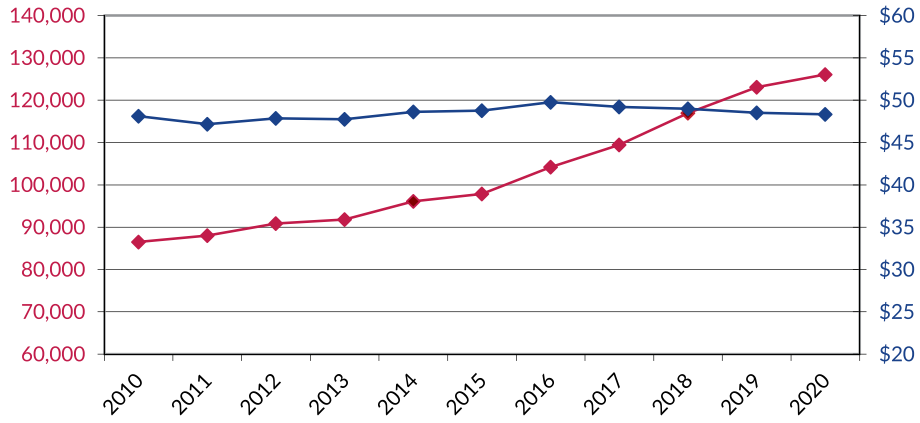
**Historical Figure 1.**  
Employment and adjusted hourly mean wage 2010-2020  
Management occupations



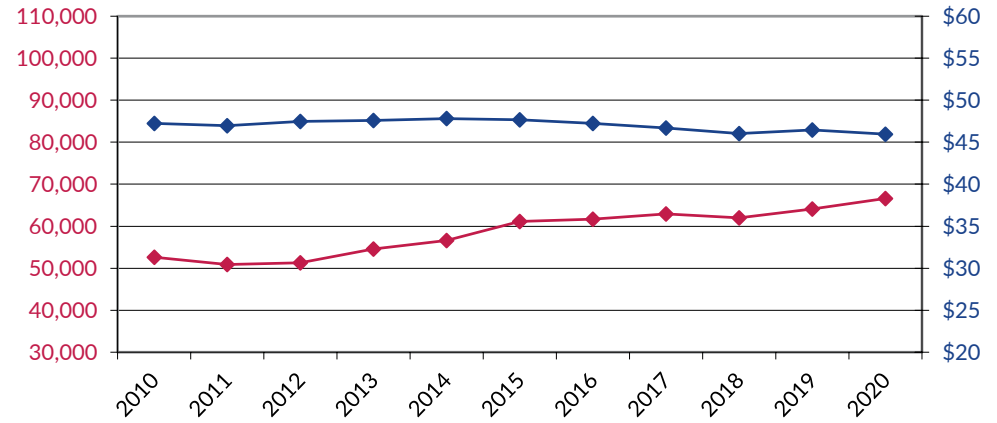
**Historical Figure 2.**  
Employment and adjusted hourly mean wage 2010-2020  
Business and financial operations occupations



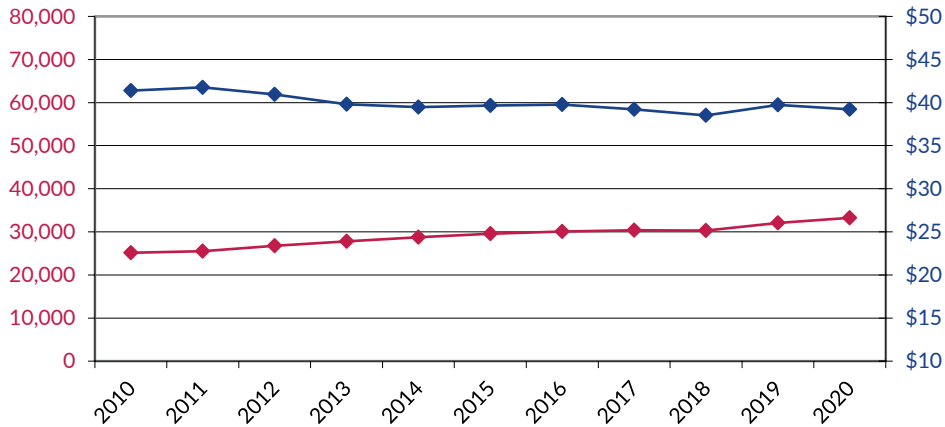
**Historical Figure 3.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Computer and mathematical occupations**



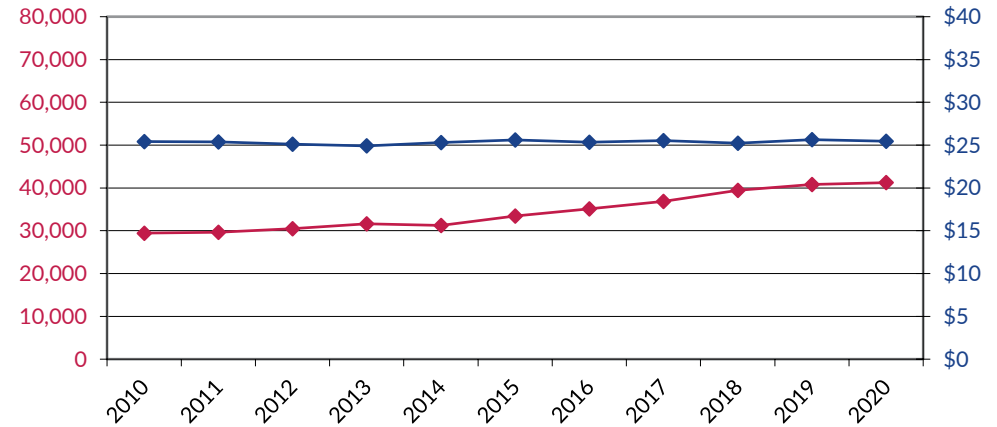
**Historical Figure 4.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Architecture and engineering occupations**



**Historical Figure 5.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Life, physical, and social science occupations**

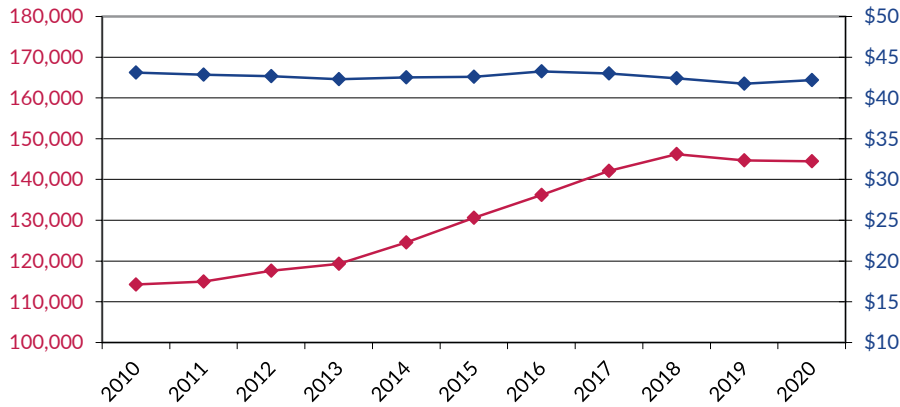


**Historical Figure 6.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Community and social service occupations**

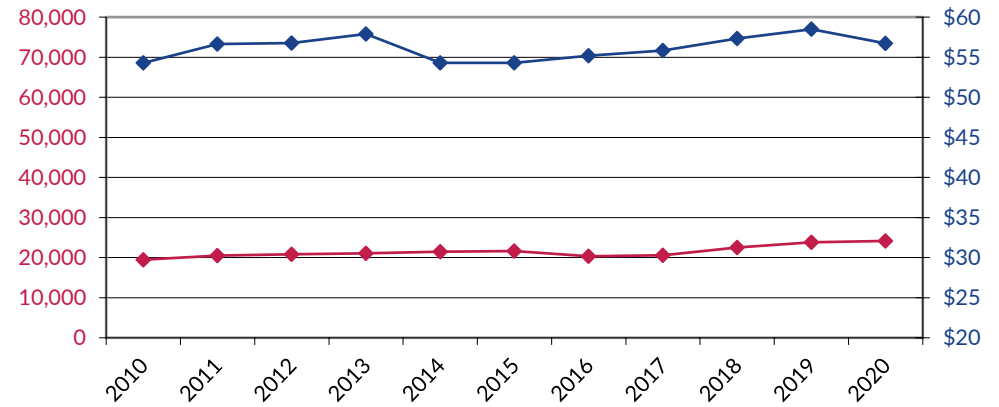




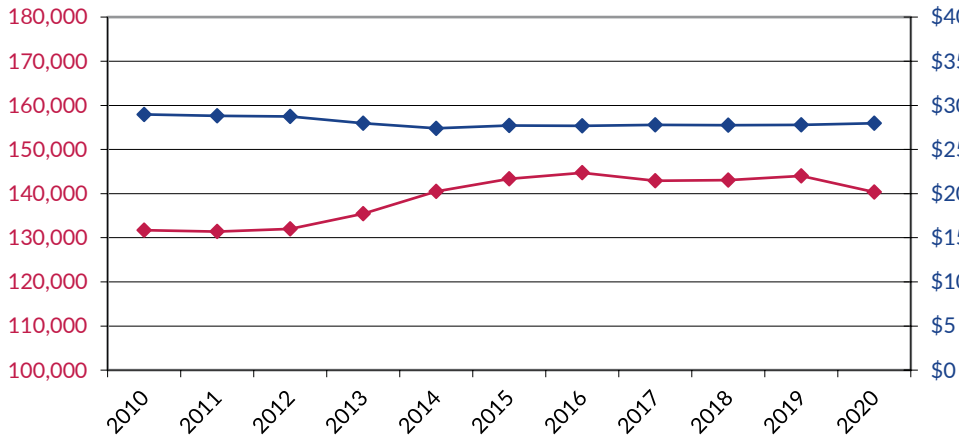
**Historical Figure 7.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Healthcare practitioners and technical occupations**



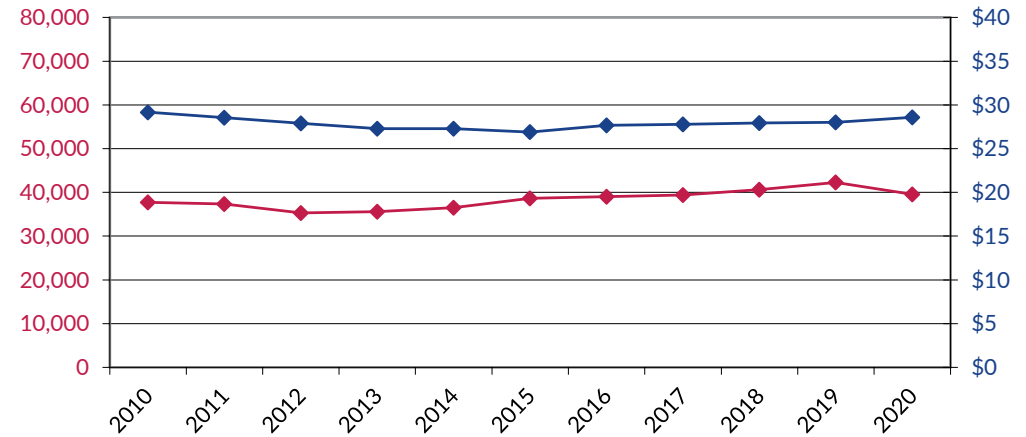
**Historical Figure 8.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Legal occupations**



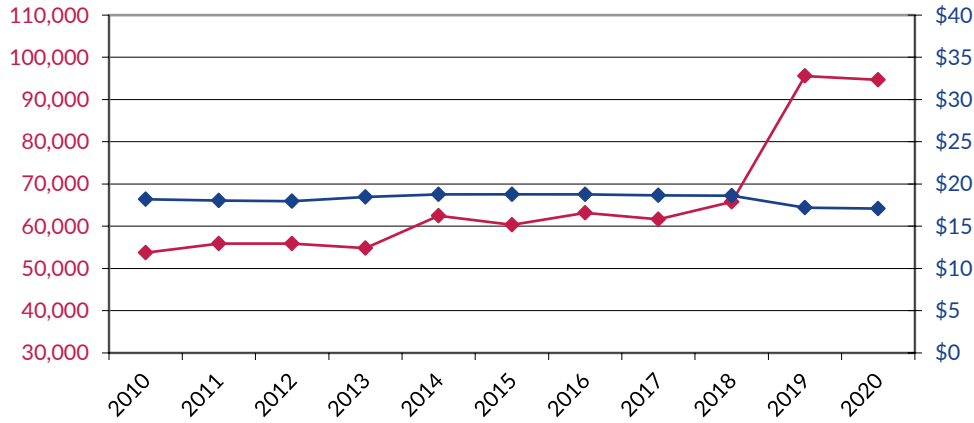
**Historical Figure 9.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Education, training, and library occupations**



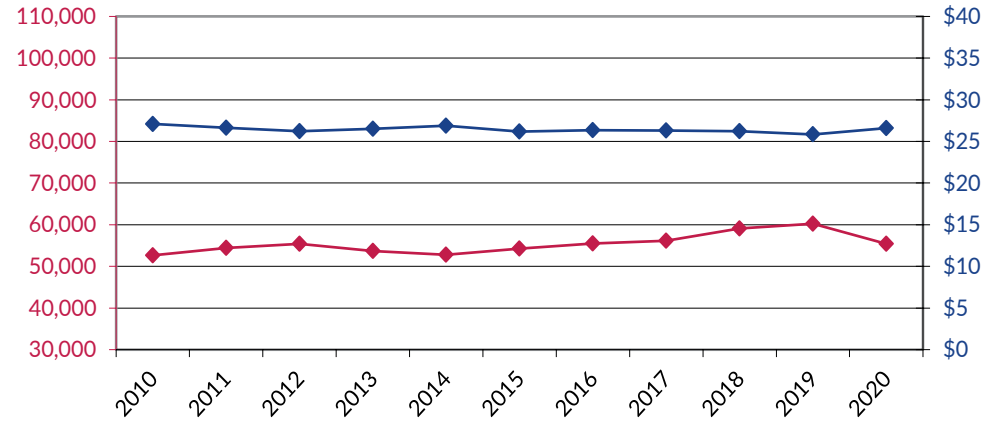
**Historical Figure 10.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Arts, design, entertainment, sports and media occupations**



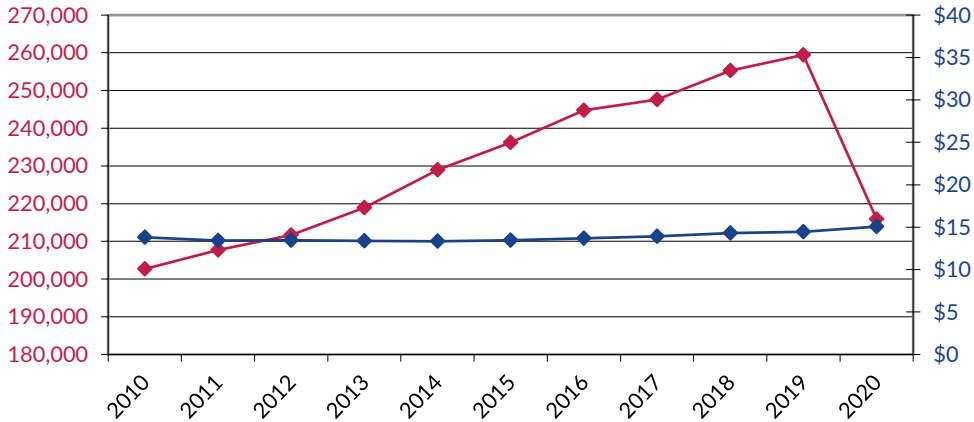
**Historical Figure 11.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Healthcare support occupations**



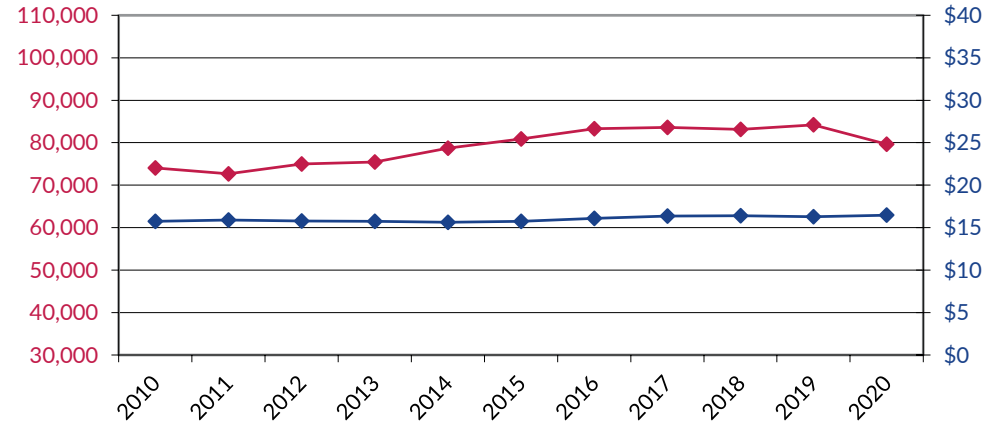
**Historical Figure 12.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Protective service occupations**



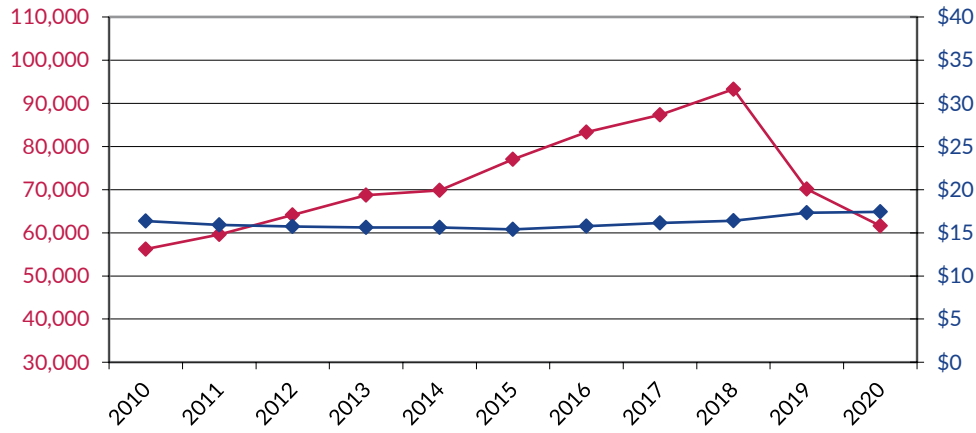
**Historical Figure 13.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Food preparation and serving-related occupations**



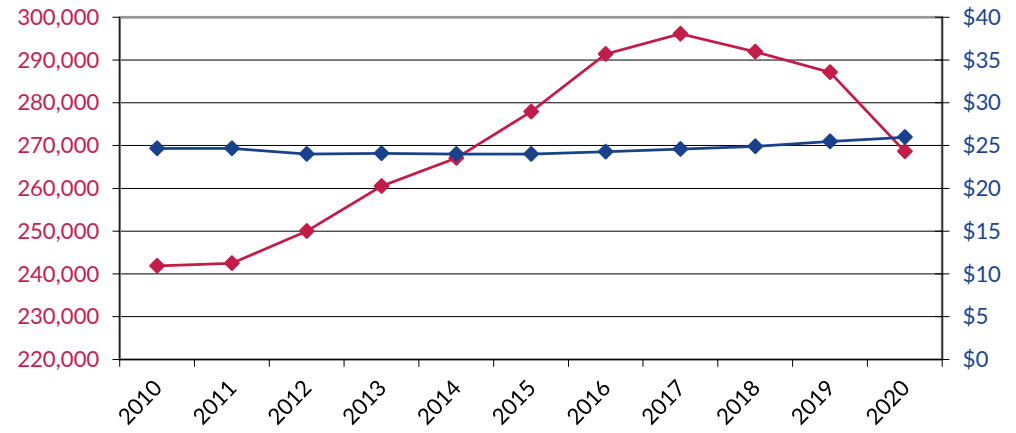
**Historical Figure 14.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Building and grounds cleaning and maintenance occupations**



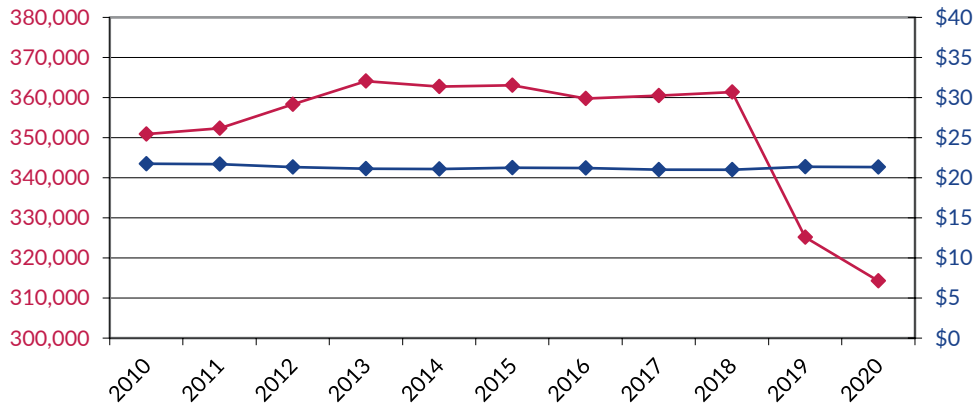
**Historical Figure 15.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Personal care and service occupations**



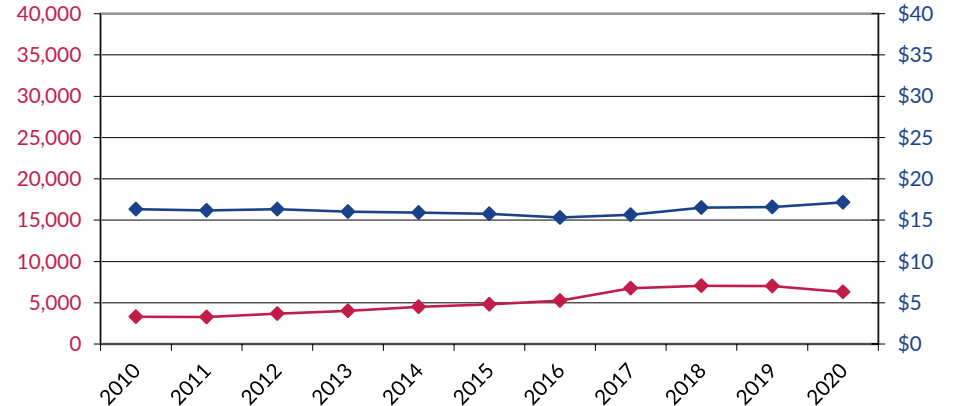
**Historical Figure 16.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Sales and related occupations**



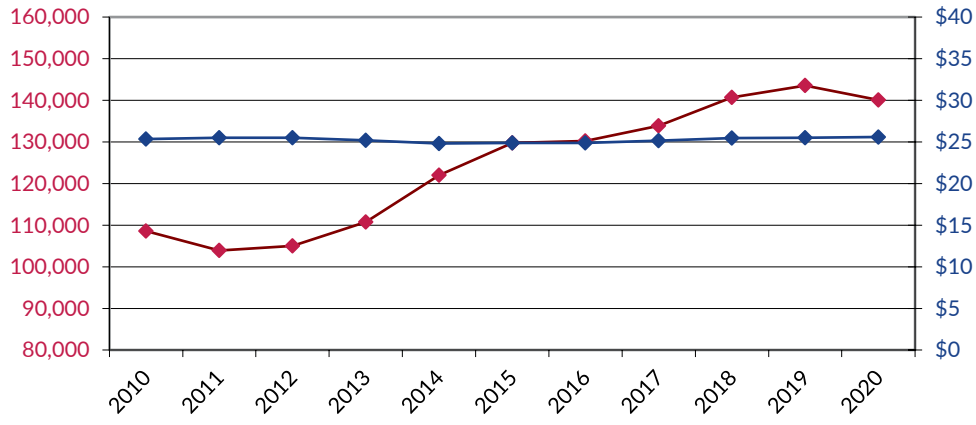
**Historical Figure 17.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Office and administrative occupations**



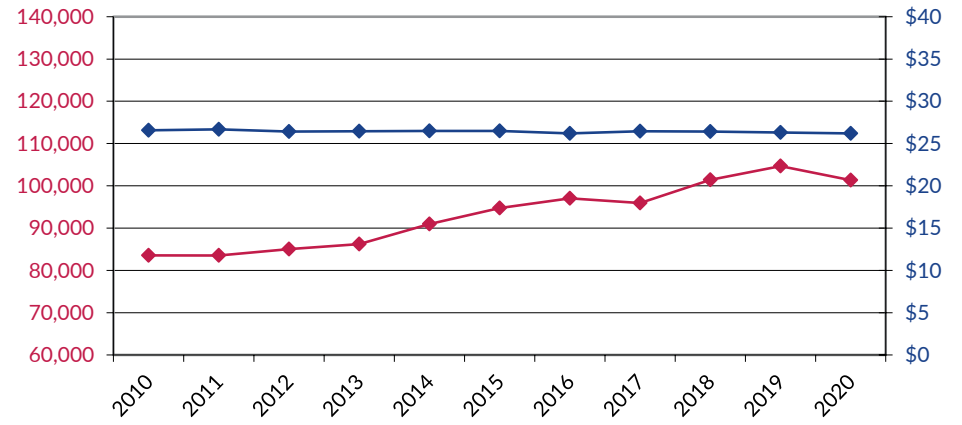
**Historical Figure 18.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Farming, fishing, and forestry occupations**



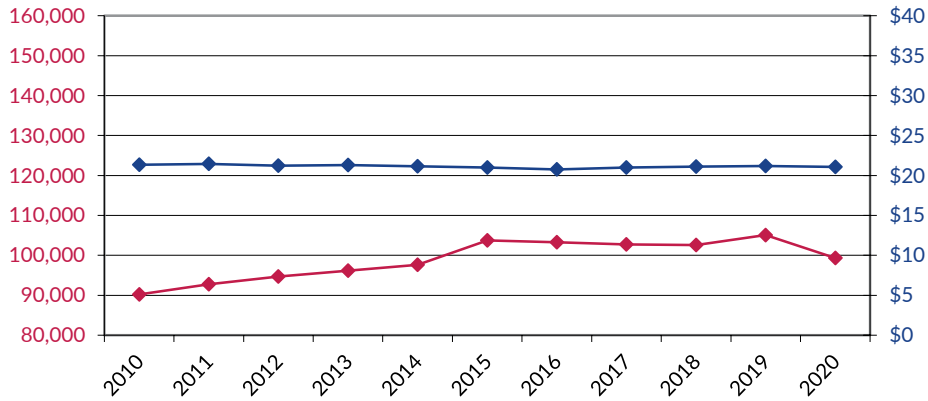
**Historical Figure 19.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Construction and extraction occupations**



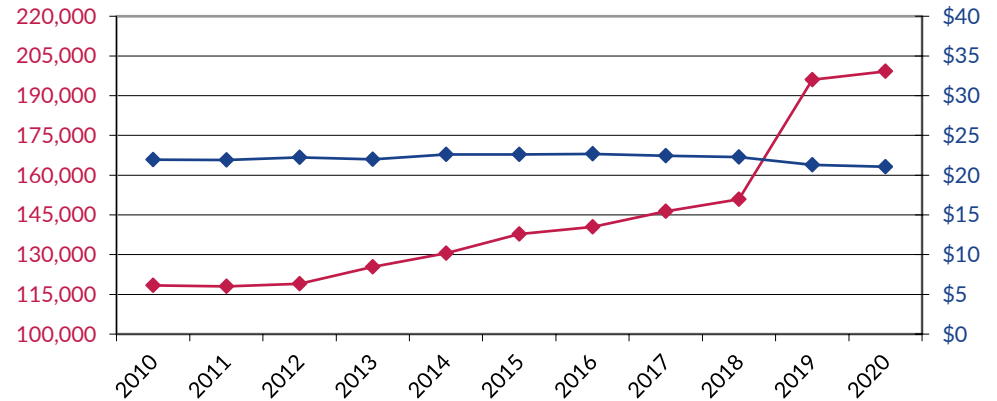
**Historical Figure 20.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Installation, maintenance, and repair occupations**



**Historical Figure 21.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Production occupations**



**Historical Figure 22.**  
**Employment and adjusted hourly mean wage 2010-2020**  
**Transportation and material moving occupations**



## Top 20 Occupations by Employment

The group of 20 occupations that employ the largest number of workers is similar to that seen in previous years, with some minor changes in ranking. The largest changes were seen for **home health and personal care aides** which jumped up from being off the top 20 last year to number 10 this year; **waiters and waitresses** which dropped from number 6 to number 12; and **restaurant cooks** which dropped from number 14 to number 19.

**Table 5. Top 20 Occupations by Employment (Colorado, May 2020)**

SOC Occupational Title	Employment	Average Hourly Wage	Median Hourly Wage	Average Annual Wage	Median Annual Wage	Rank Last Year
Retail salespersons	70,060	\$16.30	\$13.84	\$33,895	\$28,788	1
Fast food and counter workers	64,720	\$13.23	\$12.51	\$27,524	\$26,023	2
Project management specialists and business operations specialists, all other	53,490	\$43.30	\$39.69	\$90,057	\$82,554	5
Registered nurses	52,330	\$37.43	\$36.78	\$77,863	\$76,502	4
Cashiers	51,730	\$14.21	\$13.10	\$29,565	\$27,245	3
Customer service representatives	48,440	\$18.79	\$17.39	\$39,078	\$36,177	7
Software developers and software quality assurance analysts and testers	48,230	\$54.18	\$53.32	\$112,702	\$110,898	8
Stockers and order fillers	46,420	\$16.27	\$15.34	\$33,839	\$31,908	9
Office clerks, general	39,090	\$21.46	\$20.12	\$44,631	\$41,841	10
Home health and personal care aides	36,610	\$14.59	\$13.83	\$30,346	\$28,760	--
Accountants and auditors	36,470	\$40.93	\$36.89	\$85,125	\$76,729	12
Waiters and waitresses	35,710	\$14.98	\$12.01	\$31,158	\$24,977	6
General and operations managers	35,550	\$69.42	\$58.46	\$144,395	\$121,607	11
Secretaries and administrative assistants, except legal, medical, and executive	33,600	\$19.81	\$19.19	\$41,214	\$39,911	13
Janitors and cleaners, except maids and housekeeping cleaners	32,540	\$15.13	\$14.16	\$31,473	\$29,453	15
Sales representatives of services, except advertising, insurance, financial services, and travel	29,770	\$39.01	\$31.06	\$81,137	\$64,614	16
Laborers and freight, stock, and material movers, hand	28,470	\$17.30	\$16.62	\$35,989	\$34,579	17
Sales representatives, wholesale and manufacturing, except technical and scientific products	28,380	\$38.99	\$32.70	\$81,103	\$68,017	18
Cooks, restaurant	27,060	\$15.30	\$14.81	\$31,816	\$30,813	14
Bookkeeping, accounting, and auditing clerks	26,920	\$21.60	\$21.09	\$44,935	\$43,874	19

## Top 20 Occupations by Wage

Health professions such as **anesthesiologists; obstetricians and gynecologists;** and **surgeons** dominate the 20 occupations that earn the highest wages, taking 8 of the top 10 slots. **Athletes and sports competitors** jumped from number 20 to number 12, while **oral and maxillofacial surgeons** dropped off the list altogether.

**Table 6. Top 20 Occupations by Wage (Colorado, May 2020)**

SOC Occupational Title	Employment	Average Hourly Rate	Median Hourly Wage	Average Annual Wage	Median Annual Wage	Rank Last Year
Anesthesiologists	520	\$139.38	N/A	\$289,918	N/A	2
Obstetricians and gynecologists	530	\$137.36	N/A	\$285,706	N/A	1
Surgeons, except ophthalmologists	780	\$133.03	N/A	\$276,699	N/A	4
Physicians, all other and ophthalmologists, except pediatric	3,730	\$119.00	N/A	\$247,517	N/A	6
Psychiatrists	330	\$108.51	N/A	\$225,691	N/A	5
General internal medicine physicians	660	\$105.44	\$101.00	\$219,313	\$210,826	9
Chief executives	660	\$96.90	\$88.00	\$201,543	\$182,035	8
Airline pilots, copilots, and flight engineers	3,540	N/A	N/A	\$200,037	\$185,718	11
Family medicine physicians	3,020	\$95.76	\$95.61	\$199,189	\$198,868	7
Pediatricians, general	350	\$90.82	\$80.65	\$188,899	\$167,752	19
Dentists, general	1,840	\$88.72	\$69.87	\$184,547	\$145,320	16
Athletes and sports competitors	280	N/A	N/A	\$178,996	\$167,239	20
Architectural and engineering managers	3,370	\$85.63	\$80.22	\$178,119	\$166,856	12
Nurse anesthetists	370	\$84.50	\$85.99	\$175,756	\$178,865	13
Computer and information systems managers	8,080	\$83.68	\$78.03	\$174,064	\$162,311	14
Financial managers	7,450	\$82.89	\$75.52	\$172,404	\$157,085	18
Marketing managers	4,050	\$82.76	\$79.17	\$172,147	\$164,674	15
Sales managers	5,220	\$81.97	\$74.96	\$170,500	\$155,925	17
Advertising and promotions managers	410	\$78.39	\$76.99	\$163,043	\$160,139	--
Judges, magistrate judges, and magistrates	560	\$78.13	\$81.44	\$162,520	\$169,401	--

## Bottom 20 Occupations by Wage

Among occupations with at least 500 workers statewide, the food preparation and serving related group accounted for a significant portion of occupations earning the lowest average wages: **fast food and counter workers**; **fast food cooks**; **dishwashers**; **dining room and cafeteria attendants**; and **hosts and hostesses**. The remaining bottom 20 primarily comprised **personal service and recreation occupations**, including **amusement and recreation attendants**; **parking attendants**; **home health and personal care aides**; and **animal caretakers**.

**Table 7. Bottom 20 Occupations\* by Wage (Colorado, May 2020)**

SOC Occupational Title	Employment	Average Hourly Wage	Median Hourly Wage	Average Annual Wage	Median Annual Wage	Rank Last Year
Ushers, lobby attendants, and ticket takers	2,130	\$13.02	\$12.19	\$27,079	\$25,345	3
Baggage porters and bellhops	830	\$13.08	\$12.35	\$27,200	\$25,698	1
Fast food and counter workers	64,720	\$13.23	\$12.51	\$27,524	\$26,023	4
Cooks, fast food	6,080	\$13.31	\$12.96	\$27,695	\$26,958	7
Dishwashers	8,300	\$13.52	\$12.86	\$28,117	\$26,748	5
Lifeguards, ski patrol, and other recreational protective service workers	4,240	\$13.60	\$12.52	\$28,285	\$26,048	9
Laundry and dry-cleaning workers	3,690	\$13.71	\$12.95	\$28,518	\$26,939	10
Dining room and cafeteria attendants and bartender helpers	6,900	\$13.81	\$12.23	\$28,724	\$25,447	6
Hosts and hostesses, restaurant, lounge, and coffee shop	7,610	\$13.95	\$12.66	\$29,015	\$26,326	12
Maids and housekeeping cleaners	17,610	\$14.11	\$13.48	\$29,356	\$28,036	14
Food servers, nonrestaurant	5,800	\$14.15	\$12.93	\$29,442	\$26,894	18
Amusement and recreation attendants	7,990	\$14.20	\$13.11	\$29,539	\$27,265	13
Cashiers	51,730	\$14.21	\$13.10	\$29,565	\$27,245	15
Food preparation and serving related workers, all other	1,520	\$14.27	\$12.35	\$29,682	\$25,682	8
Packers and packagers, hand	7,740	\$14.45	\$12.75	\$30,053	\$26,510	19
Parking attendants	1,820	\$14.51	\$13.74	\$30,181	\$28,581	17
Home health and personal care aides	36,610	\$14.59	\$13.83	\$30,346	\$28,760	--
Animal caretakers	5,160	\$14.67	\$13.12	\$30,516	\$27,287	20
Gambling dealers	910	\$14.70	\$12.01	\$30,566	\$24,977	2
Manicurists and pedicurists	1,180	\$14.80	\$13.70	\$30,790	\$28,492	--

\*Occupations with estimated employment of 500 or more.

## Percentile Hourly Wages by Major Occupational and Industry Groups

Table 8a and Figure 4a show percentile hourly wage distributions in occupational groups; Table 8b and Figure 4b show percentile hourly wage distributions in industry groups. In addition to the professional occupational groups, **protective service; construction and extraction; and installation, maintenance, and repair workers** also had median wages higher than the overall median of \$22.52.

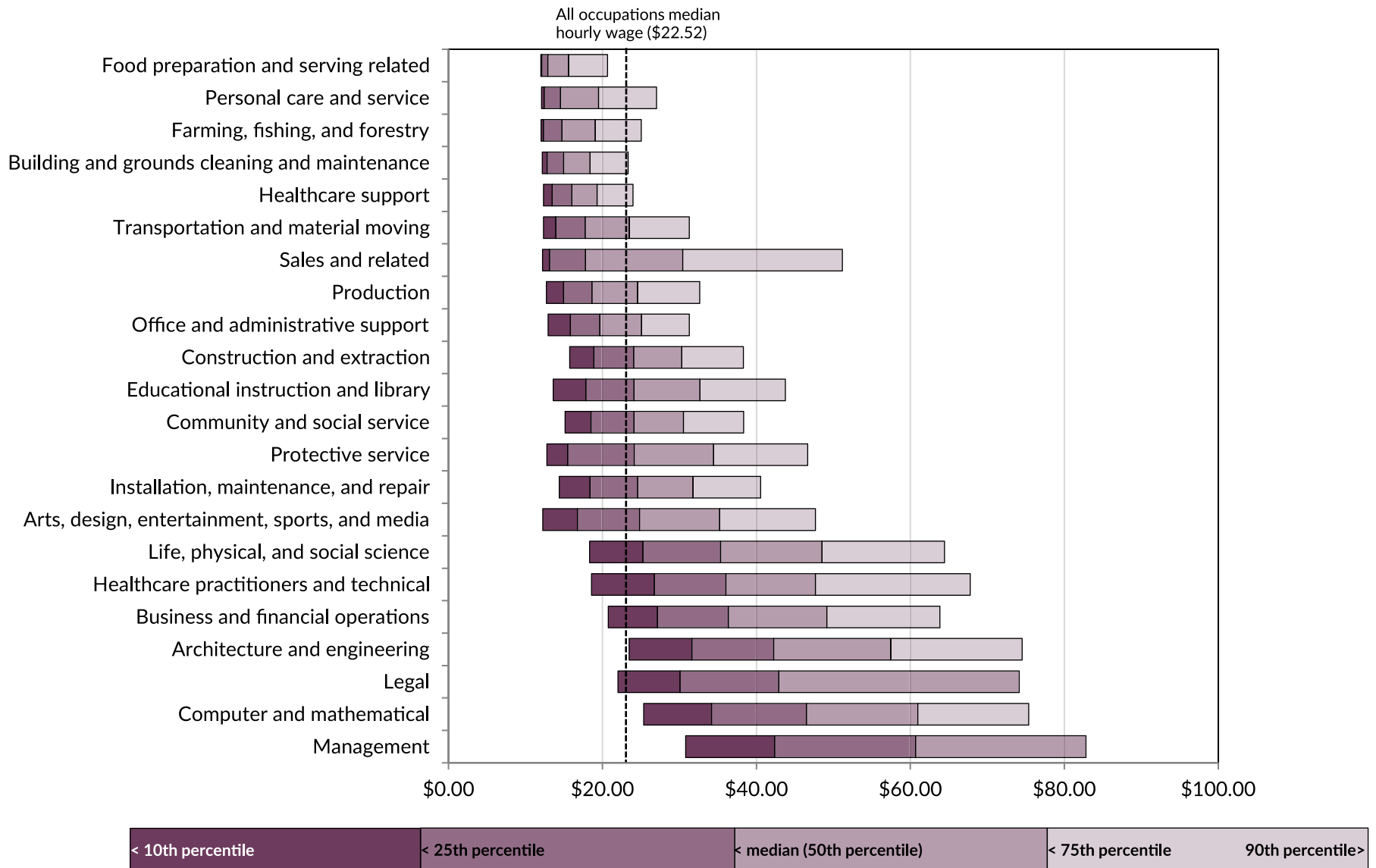
As expected, the **utilities** sector had the highest median wage among industry groups, followed by **management of companies and enterprises; professional, scientific, and technical services; information; and mining.**

**Table 8a. Percentile Hourly Wages by Major Occupational Groups (Colorado, May 2020)**

Major Occupational Group	Employment	10th Percentile	25th Percentile	50th (Median) Percentile	75th Percentile	90th Percentile
Management	115,380	\$30.80	\$42.36	\$60.68	\$82.81	N/A
Computer and mathematical	126,070	\$25.36	\$34.19	\$46.49	\$60.98	\$75.37
Legal	24,160	\$22.01	\$30.08	\$42.92	\$74.13	N/A
Architecture and engineering	66,610	\$23.47	\$31.63	\$42.25	\$57.44	\$74.52
Business and financial operations	210,600	\$20.76	\$27.14	\$36.37	\$49.14	\$63.82
Healthcare practitioners and technical	144,490	\$18.58	\$26.75	\$36.04	\$47.66	\$67.78
Life, physical, and social science	33,260	\$18.33	\$25.26	\$35.36	\$48.53	\$64.44
Arts, design, entertainment, sports, and media	39,590	\$12.24	\$16.75	\$24.81	\$35.23	\$47.66
Installation, maintenance, and repair	101,310	\$14.38	\$18.38	\$24.57	\$31.75	\$40.55
Protective service	55,410	\$12.77	\$15.50	\$24.13	\$34.44	\$46.65
Community and social service	41,230	\$15.14	\$18.52	\$24.11	\$30.53	\$38.34
Educational instruction and library	140,310	\$13.60	\$17.85	\$24.11	\$32.66	\$43.77
Construction and extraction	140,070	\$15.74	\$18.90	\$24.06	\$30.29	\$38.32
Office and administrative support	314,260	\$12.93	\$15.85	\$19.65	\$25.08	\$31.29
Production	99,340	\$12.71	\$14.96	\$18.64	\$24.55	\$32.62
Sales and related	268,680	\$12.23	\$13.12	\$17.80	\$30.42	\$51.16
Transportation and material moving	199,170	\$12.34	\$13.96	\$17.76	\$23.47	\$31.28
Healthcare support	94,660	\$12.33	\$13.47	\$16.02	\$19.32	\$23.96
Building and grounds cleaning and maintenance	79,610	\$12.18	\$12.82	\$14.96	\$18.39	\$23.34
Farming, fishing, and forestry	6,290	\$12.04	\$12.35	\$14.74	\$19.05	\$25.04
Personal care and service	61,630	\$12.09	\$12.43	\$14.55	\$19.49	\$27.02
Food preparation and serving related	215,880	\$12.01	\$12.13	\$12.90	\$15.58	\$20.65



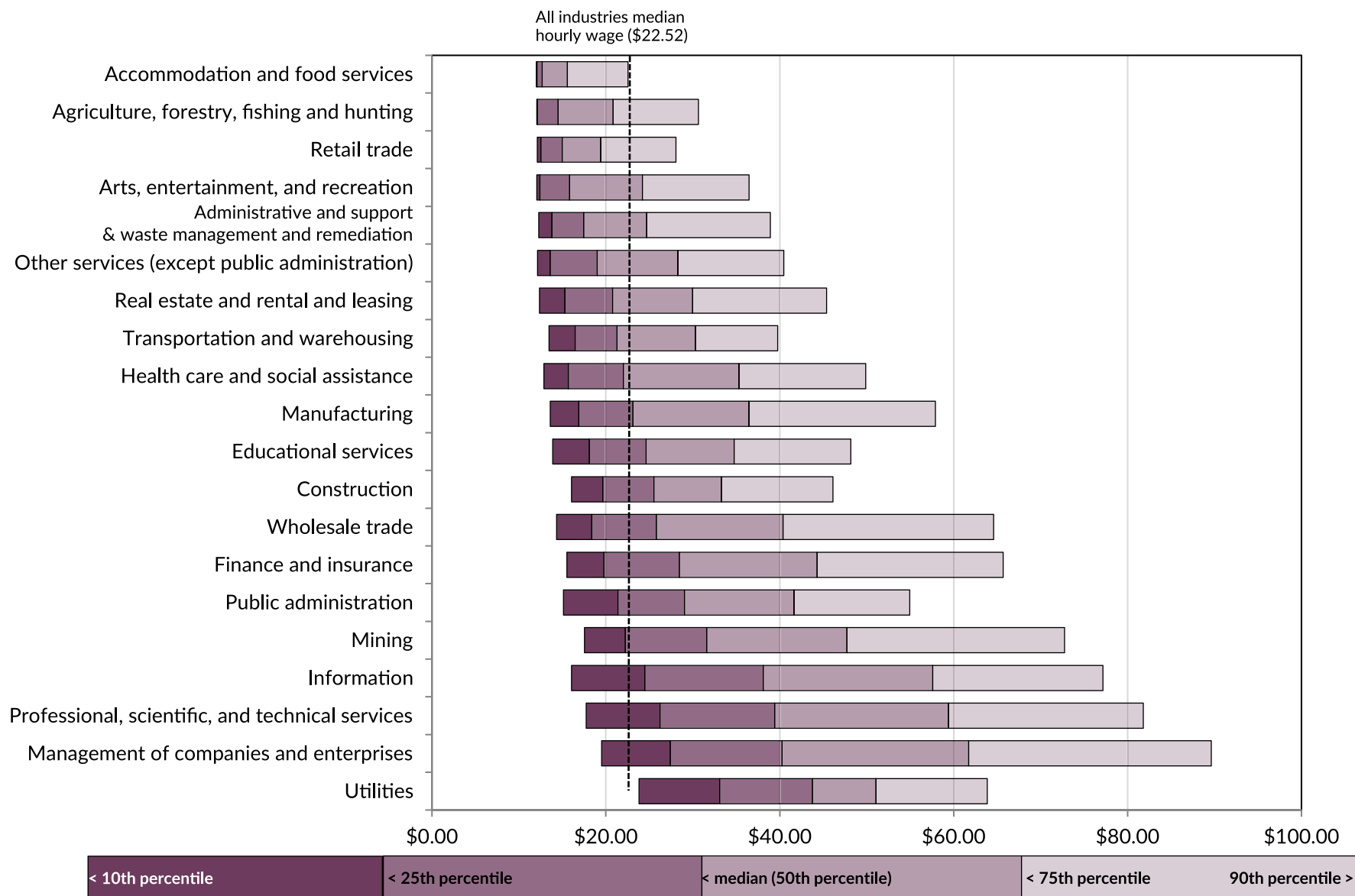
**Figure 4a. Hourly Wage Percentiles by Major Occupational Group (Colorado, 2020)**



**Table 8b. Percentile Hourly Wages by Major Industry Groups (Colorado, May 2020)**

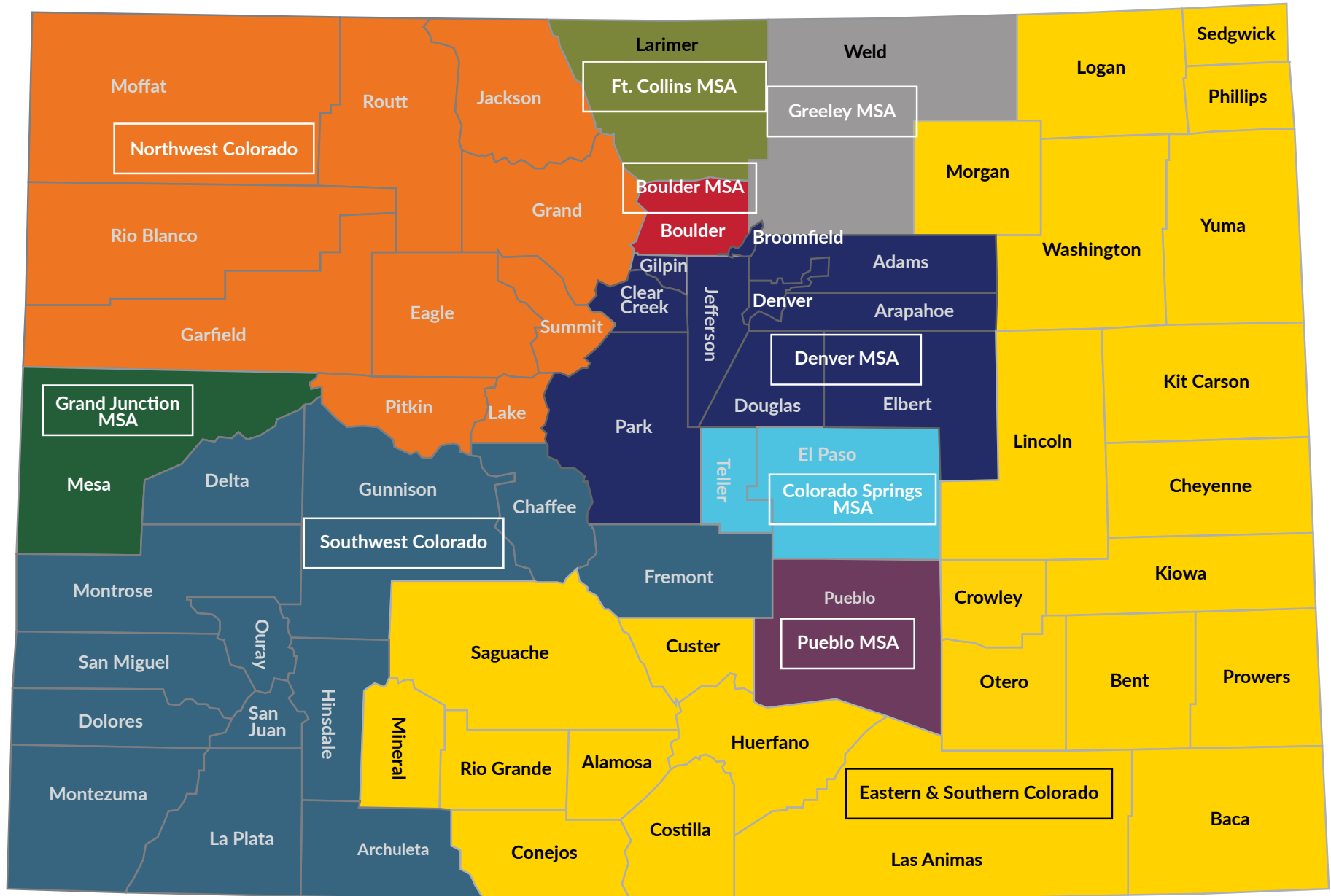
NAICS Sector	Employment	10th Percentile	25th Percentile	50th (Median) Percentile	75th Percentile	90th Percentile
Utilities	8,370	\$23.82	\$33.09	\$43.76	\$51.07	\$63.86
Management of companies and enterprises	45,050	\$19.51	\$27.42	\$40.28	\$61.73	\$89.63
Professional, scientific, and technical services	237,300	\$17.75	\$26.24	\$39.41	\$59.40	\$81.81
Information	72,550	\$16.06	\$24.50	\$38.09	\$57.59	\$77.16
Mining	24,150	\$17.53	\$22.25	\$31.61	\$47.73	\$72.76
Public administration	181,620	\$15.11	\$21.40	\$29.05	\$41.62	\$54.95
Finance and insurance	110,400	\$15.52	\$19.78	\$28.44	\$44.28	\$65.70
Wholesale trade	107,330	\$14.34	\$18.39	\$25.82	\$40.37	\$64.59
Construction	177,660	\$16.06	\$19.65	\$25.52	\$33.26	\$46.13
Educational services	225,990	\$13.87	\$18.10	\$24.63	\$34.75	\$48.18
Manufacturing	146,900	\$13.59	\$16.90	\$23.10	\$36.43	\$57.91
Health care and social assistance	331,530	\$12.87	\$15.69	\$22.02	\$35.30	\$49.89
Transportation and warehousing	98,330	\$13.45	\$16.46	\$21.28	\$30.29	\$39.76
Real estate and rental and leasing	51,760	\$12.37	\$15.29	\$20.77	\$29.96	\$45.40
Other services (except public administration)	72,260	\$12.14	\$13.60	\$19.01	\$28.25	\$40.46
Administrative and support & waste management and remediation services	153,680	\$12.28	\$13.79	\$17.47	\$24.69	\$38.91
Arts, entertainment, and recreation	42,840	\$12.06	\$12.43	\$15.83	\$24.22	\$36.46
Retail trade	260,420	\$12.12	\$12.54	\$14.97	\$19.40	\$28.06
Agriculture, forestry, fishing and hunting	3,410	\$12.05	\$12.14	\$14.49	\$20.83	\$30.65
Accommodation and food services	226,450	\$12.01	\$12.08	\$12.67	\$15.56	\$22.56

**Figure 4b. Hourly Wage Percentiles by Industry Sector, Colorado 2020**



# Regional Overview

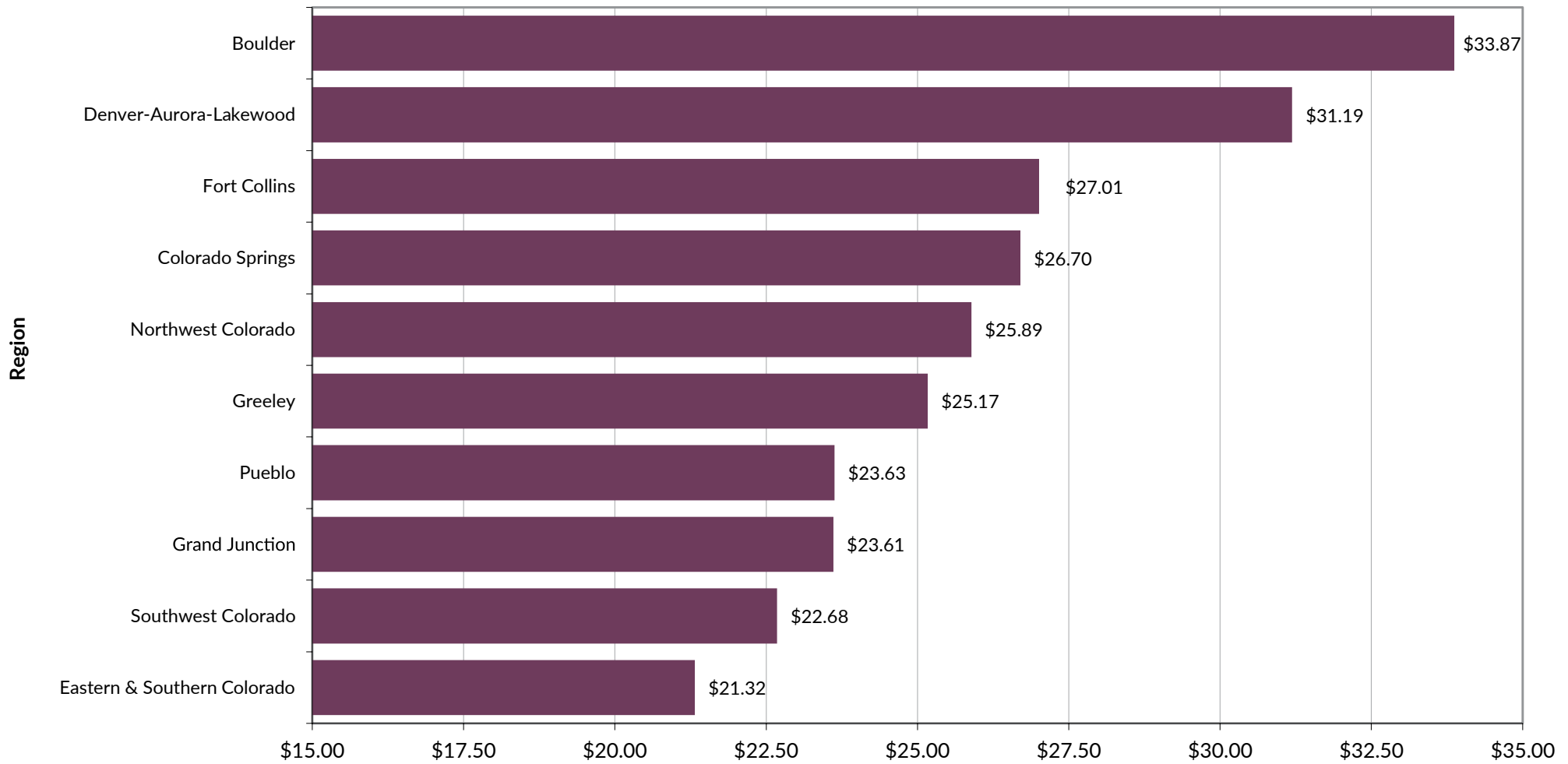
May 2020 OEWS Data Estimating Area and Component Counties



# Regional Employment and Wages

The Denver-Aurora-Lakewood Metropolitan Statistical Area (MSA), with more than five times the employment of any other region of the State, ranks second in terms of both average and median wages (Table 9 and Figure 5). The Boulder MSA, third largest in terms of employment, ranks first, while the Eastern and Southern Colorado Balance of State (BOS) Area, with the third-lowest employment, ranks last in wages. Denver and Boulder both have average and median wages higher than the statewide average and median.

**Figure 5. Average Hourly Wage, All Occupations, by Region (Colorado, May 2020)**



**Table 9. Hourly and Annual Wages by Region (Colorado, May 2020)**

Metropolitan Statistical Area (MSA) or Balance of State (BOS) Area	Employment	Average Hourly Wage	Median Hourly Wage	Entry* Hourly Wage	Experienced* Hourly Wage	Average Annual Wage	Median Annual Wage	Entry* Annual Wage	Experienced* Annual Wage
Boulder MSA	181,420	\$33.87	\$26.33	\$14.74	\$43.44	\$70,453	\$54,772	\$30,658	\$90,351
Denver MSA	1,457,420	\$31.19	\$24.12	\$14.35	\$39.61	\$64,880	\$50,165	\$29,853	\$82,394
Fort Collins MSA	156,030	\$27.01	\$21.05	\$13.59	\$33.72	\$56,184	\$43,776	\$28,264	\$70,144
Northwest CO BOS	114,480	\$25.89	\$20.87	\$14.26	\$31.70	\$53,842	\$43,399	\$29,661	\$65,932
Greeley MSA	104,510	\$25.17	\$20.64	\$13.91	\$30.79	\$52,347	\$42,935	\$28,935	\$64,053
Colorado Springs MSA	278,210	\$26.70	\$20.12	\$13.09	\$33.50	\$55,537	\$41,856	\$27,237	\$69,687
Pueblo MSA	59,490	\$23.63	\$18.74	\$12.91	\$28.99	\$49,151	\$38,979	\$26,843	\$60,305
Grand Junction MSA	58,920	\$23.61	\$18.66	\$12.94	\$28.95	\$49,114	\$38,803	\$26,915	\$60,213
Southwest CO BOS	94,530	\$22.68	\$18.52	\$12.90	\$27.57	\$47,177	\$38,531	\$26,825	\$57,354
Eastern & Southern CO BOS	65,790	\$21.32	\$17.37	\$12.76	\$25.61	\$44,354	\$36,137	\$26,531	\$53,265

\*OEWS does not collect information on whether an individual wage is entry or experienced level. The estimate of an “entry” wage is the mean of the lower one-third and the estimate of an “experienced” wage is the mean of the upper two-thirds of the wage distribution.

## Regional Employment and Wages in Major Occupational Groups

Tables 10a and 10b show employment and average hourly wages for the major occupational groups in each of the seven MSAs and three BOS areas.

The amount of variability in wages between regions is highest for occupations in the **management, legal, and computer and mathematical** groups. With some exceptions, these groups tend to have higher wages in the Boulder, Denver, Colorado Springs, and Fort Collins MSAs and lower wages in the Pueblo MSA and in the Eastern and Southern Colorado and Southwest Colorado BOS areas. Occupational groups showing relatively little variation by region include **building and grounds cleaning and maintenance; food preparation and serving related; healthcare support; and installation, maintenance, and repair.**

**Table 10a. Employment by Region for Major Occupational Groups (Colorado, May 2020)**

Major Occupational Group	Boulder MSA	Colorado Springs MSA	Denver-Aurora-Lakewood MSA	Fort Collins MSA	Grand Junction MSA	Greeley MSA	Pueblo MSA	Eastern & Southern Colorado	Southwest Colorado	Northwest Colorado
All occupations	181,420	278,210	1,457,420	156,030	58,920	104,510	59,490	65,790	94,530	114,480
Management	9,430	10,770	71,460	5,920	1,760	3,920	1,970	2,250	3,040	4,590
Business and financial operations	17,690	20,990	139,870	9,610	2,350	5,410	2,260	2,280	4,070	5,550
Computer and mathematical	15,400	16,640	82,730	5,300	630	1,410	670	450	1,010	1,180
Architecture and engineering	8,590	6,410	40,000	4,840	760	2,020	850	300	920	1,770
Life, physical, and social science	6,280	1,730	15,880	3,920	570	1,000	620	600	1,460	1,190
Community and social service	2,540	5,510	20,790	2,470	1,280	1,400	1,560	2,050	2,250	1,370
Legal	1,370	1,780	17,530	790	380	330	240	420	630	680
Educational instruction and library	11,760	17,810	70,560	9,780	3,380	6,540	3,410	5,490	6,010	5,410
Arts, design, entertainment, sports, and media	3,970	4,210	23,440	2,200	480	940	400	470	1,010	1,990
Healthcare practitioners and technical	9,240	17,240	78,240	10,750	5,060	3,790	5,100	3,940	5,550	5,460
Healthcare support	5,420	13,520	49,470	6,190	3,230	2,670	4,550	3,120	4,010	2,350
Protective service	2,270	6,770	29,010	2,220	1,240	2,350	2,210	2,650	3,740	2,950
Food preparation and serving related	14,450	24,640	113,410	14,290	5,780	8,010	5,360	5,500	10,160	14,270
Building and grounds cleaning and maintenance	4,160	8,490	40,270	5,290	1,980	3,010	1,710	2,420	4,140	7,810
Personal care and service	4,420	5,600	36,150	3,790	1,420	1,540	850	960	2,280	4,620
Sales and related	17,470	29,380	151,430	16,420	6,500	9,530	6,630	6,460	10,770	13,320
Office and administrative support	19,660	37,250	176,950	19,050	8,040	11,450	8,220	8,330	12,140	12,220
Farming, fishing, and forestry	220	330	2,640	270	70	520	N/A	1,180	430	350
Construction and extraction	4,700	12,820	71,990	8,880	4,500	11,950	2,920	3,380	6,830	11,470
Installation, maintenance, and repair	4,580	10,090	53,650	5,790	3,270	5,270	2,590	3,890	4,870	6,820
Production	9,440	8,410	48,970	7,320	2,320	9,740	3,020	4,350	3,210	2,400
Transportation and material moving	8,340	17,810	122,950	10,930	3,920	11,700	4,120	5,300	5,980	6,720

**Table 10b. Average Hourly Wage by Region for Major Occupational Groups (Colorado, May 2020)**

Major Occupational Group	Boulder MSA	Colorado Springs MSA	Denver-Aurora-Lakewood MSA	Fort Collins MSA	Grand Junction MSA	Greeley MSA	Pueblo MSA	Eastern & Southern Colorado	Southwest Colorado	Northwest Colorado
All occupations	\$33.87	\$26.70	\$31.19	\$27.01	\$23.61	\$25.17	\$23.63	\$21.32	\$22.68	\$25.89
Management	\$73.86	\$60.15	\$71.93	\$60.10	\$53.07	\$59.63	\$52.80	\$45.17	\$49.79	\$56.39
Business and financial operations	\$42.29	\$37.10	\$41.52	\$36.40	\$32.49	\$35.68	\$32.02	\$30.61	\$32.63	\$37.43
Computer and mathematical	\$50.15	\$47.11	\$49.26	\$42.70	\$34.62	\$40.35	\$35.81	\$31.88	\$35.26	\$39.85
Architecture and engineering	\$49.97	\$45.40	\$45.82	\$45.10	\$32.40	\$42.23	\$42.92	\$38.42	\$41.09	\$48.94
Life, physical, and social science	\$49.37	\$35.75	\$39.21	\$33.72	\$33.83	\$33.68	\$36.25	\$30.26	\$31.92	\$31.56
Community and social service	\$26.08	\$24.73	\$26.29	\$25.86	\$22.66	\$24.73	\$24.07	\$21.39	\$24.84	\$25.84
Legal	N/A	\$46.52	\$58.91	\$49.17	\$40.06	\$44.00	\$32.02	N/A	\$37.60	N/A
Educational instruction and library	\$30.29	\$24.41	\$30.38	\$29.47	\$22.16	\$25.66	\$25.11	\$20.19	\$21.58	\$24.36
Arts, design, entertainment, sports, and media	\$31.93	\$27.36	\$29.77	\$25.28	\$21.11	\$27.00	\$24.06	\$17.71	\$22.92	\$25.34
Healthcare practitioners and technical	\$47.26	\$40.85	\$42.90	\$42.67	\$42.82	\$37.47	\$41.04	\$34.62	\$36.62	\$41.52
Healthcare support	\$18.03	\$16.77	\$17.44	\$16.94	\$16.04	\$16.67	\$15.66	\$15.13	\$15.83	\$19.24
Protective service	\$29.34	\$23.90	\$27.51	\$28.27	\$24.78	\$25.34	\$25.17	\$23.61	\$26.50	\$25.87
Food preparation and serving related	\$15.56	\$14.19	\$15.35	\$15.02	\$13.59	\$13.97	\$13.44	\$13.54	\$14.04	\$17.07
Building and grounds cleaning and maintenance	\$18.25	\$15.29	\$16.39	\$16.26	\$16.15	\$16.99	\$15.31	\$14.86	\$16.67	\$17.77
Personal care and service	\$19.44	\$16.41	\$17.48	\$16.35	\$14.98	\$16.60	\$16.01	\$14.66	\$16.99	\$19.14
Sales and related	\$28.17	\$22.61	\$28.71	\$22.68	\$20.44	\$22.43	\$18.31	\$18.03	\$18.75	\$21.90
Office and administrative support	\$22.10	\$19.49	\$22.32	\$20.25	\$19.01	\$20.13	\$18.91	\$18.26	\$19.00	\$21.60
Farming, fishing, and forestry	\$20.04	\$16.09	\$16.71	\$17.02	\$15.70	\$17.55	\$18.10	\$16.00	\$16.88	\$23.03
Construction and extraction	\$24.93	\$23.47	\$26.63	\$25.54	\$23.70	\$24.40	\$23.09	\$21.46	\$24.37	\$26.32
Installation, maintenance, and repair	\$26.62	\$25.03	\$26.94	\$25.74	\$24.69	\$26.92	\$25.33	\$22.97	\$23.60	\$26.15
Production	\$21.32	\$19.73	\$21.05	\$21.80	\$20.03	\$21.33	\$22.14	\$19.33	\$20.58	\$25.76
Transportation and material moving	\$20.10	\$17.22	\$22.23	\$17.77	\$19.27	\$21.98	\$18.67	\$19.26	\$17.47	\$21.65



**Table 11. Comparing Occupational Wages by Areas (Colorado, 2020)**

**Architecture and engineering**

REGION	MEAN HOURLY	MEAN ANNUAL
<b>Boulder</b>	<b>\$49.97</b>	<b>\$103,934</b>
Northwest Colorado	\$48.94	\$101,801
<b>Colorado</b>	<b>\$45.96</b>	<b>\$95,591</b>
Denver-Aurora-Lakewood	\$45.82	\$95,309
Colorado Springs	\$45.40	\$94,438
Fort Collins	\$45.10	\$93,804
Pueblo	\$42.92	\$89,269
Greeley	\$42.23	\$87,830
Southwest Colorado	\$41.09	\$85,458
Eastern & Southern Colorado	\$38.42	\$79,908
Grand Junction	\$32.40	\$67,384

**Arts, design, entertainment, sports, and media**

REGION	MEAN HOURLY	MEAN ANNUAL
<b>Boulder</b>	<b>\$31.93</b>	<b>\$66,423</b>
Denver-Aurora-Lakewood	\$29.77	\$61,926
<b>Colorado</b>	<b>\$28.59</b>	<b>\$59,464</b>
Colorado Springs	\$27.36	\$56,913
Greeley	\$27.00	\$56,156
Northwest Colorado	\$25.34	\$52,702
Fort Collins	\$25.28	\$52,581
Pueblo	\$24.06	\$50,039
Southwest Colorado	\$22.92	\$47,671
Grand Junction	\$21.11	\$43,907
Eastern & Southern Colorado	\$17.71	\$36,846

**Building and grounds cleaning and maintenance**

REGION	MEAN HOURLY	MEAN ANNUAL
<b>Boulder</b>	<b>\$18.25</b>	<b>\$37,952</b>
Northwest Colorado	\$17.77	\$36,971
Greeley	\$16.99	\$35,344
Southwest Colorado	\$16.67	\$34,665
<b>Colorado</b>	<b>\$16.46</b>	<b>\$34,241</b>
Denver-Aurora-Lakewood	\$16.39	\$34,092
Fort Collins	\$16.26	\$33,826
Grand Junction	\$16.15	\$33,591
Pueblo	\$15.31	\$31,835
Colorado Springs	\$15.29	\$31,807
Eastern & Southern Colorado	\$14.86	\$30,900

**Business and financial operations**

REGION	MEAN HOURLY	MEAN ANNUAL
<b>Boulder</b>	<b>\$42.29</b>	<b>\$87,953</b>
Denver-Aurora-Lakewood	\$41.52	\$86,352
<b>Colorado</b>	<b>\$40.16</b>	<b>\$83,527</b>
Colorado Springs	\$37.43	\$77,863
Fort Collins	\$37.10	\$77,162
Greeley	\$36.40	\$75,707
Northwest Colorado	\$35.68	\$74,219
Grand Junction	\$32.63	\$67,861
Pueblo	\$32.49	\$67,571
Southwest Colorado	\$32.02	\$66,609
Eastern & Southern Colorado	\$30.61	\$63,675

### Community and social service

REGION	MEAN HOURLY	MEAN ANNUAL
<b>Denver-Aurora-Lakewood</b>	<b>\$26.29</b>	<b>\$54,693</b>
Boulder	\$26.08	\$54,252
Fort Collins	\$25.86	\$53,789
Northwest Colorado	\$25.84	\$53,757
<b>Colorado</b>	<b>\$25.46</b>	<b>\$52,962</b>
Southwest Colorado	\$24.84	\$51,665
Colorado Springs	\$24.73	\$51,440
Greeley	\$24.73	\$51,436
Pueblo	\$24.07	\$50,059
Grand Junction	\$22.66	\$47,141
Eastern & Southern Colorado	\$21.39	\$44,495

### Computer and mathematical

REGION	MEAN HOURLY	MEAN ANNUAL
<b>Boulder</b>	<b>\$50.15</b>	<b>\$104,314</b>
Denver-Aurora-Lakewood	\$49.26	\$102,462
<b>Colorado</b>	<b>\$48.33</b>	<b>\$100,523</b>
Colorado Springs	\$47.11	\$97,997
Fort Collins	\$42.70	\$88,808
Greeley	\$40.35	\$83,924
Northwest Colorado	\$39.85	\$82,881
Pueblo	\$35.81	\$74,482
Southwest Colorado	\$35.26	\$73,347
Grand Junction	\$34.62	\$72,012
Eastern & Southern Colorado	\$31.88	\$66,304

### Construction and extraction

REGION	MEAN HOURLY	MEAN ANNUAL
<b>Denver-Aurora-Lakewood</b>	<b>\$26.63</b>	<b>\$55,395</b>
Northwest Colorado	\$26.32	\$54,738
<b>Colorado</b>	<b>\$25.59</b>	<b>\$53,223</b>
Fort Collins	\$25.54	\$53,132
Boulder	\$24.93	\$51,844
Greeley	\$24.40	\$50,754
Southwest Colorado	\$24.37	\$50,689
Grand Junction	\$23.70	\$49,298
Colorado Springs	\$23.47	\$48,825
Pueblo	\$23.09	\$48,036
Eastern & Southern Colorado	\$21.46	\$44,637

### Educational instruction and library

REGION	MEAN HOURLY	MEAN ANNUAL
<b>Denver-Aurora-Lakewood</b>	<b>\$30.38</b>	<b>\$63,184</b>
Boulder	\$30.29	\$63,008
Fort Collins	\$29.47	\$61,299
<b>Colorado</b>	<b>\$27.98</b>	<b>\$58,206</b>
Greeley	\$25.66	\$53,378
Pueblo	\$25.11	\$52,225
Colorado Springs	\$24.41	\$50,771
Northwest Colorado	\$24.36	\$50,663
Grand Junction	\$22.16	\$46,091
Southwest Colorado	\$21.58	\$44,880
Eastern & Southern Colorado	\$20.19	\$41,988

### Farming, fishing, and forestry

REGION	MEAN HOURLY	MEAN ANNUAL
<b>Northwest Colorado</b>	<b>\$23.03</b>	<b>\$47,897</b>
Boulder	\$20.04	\$41,692
Pueblo	\$18.10	\$37,649
Greeley	\$17.55	\$36,502
Colorado	\$17.15	\$35,668
Fort Collins	\$17.02	\$35,408
Southwest Colorado	\$16.88	\$35,116
Denver-Aurora-Lakewood	\$16.71	\$34,752
Colorado Springs	\$16.09	\$33,469
Eastern & Southern Colorado	\$16.00	\$33,278
Grand Junction	\$15.70	\$32,649

### Food preparation and serving related

REGION	MEAN HOURLY	MEAN ANNUAL
<b>Northwest Colorado</b>	<b>\$17.07</b>	<b>\$35,504</b>
Boulder	\$15.56	\$32,369
Denver-Aurora-Lakewood	\$15.35	\$31,927
Colorado	\$15.07	\$31,346
Fort Collins	\$15.02	\$31,250
Colorado Springs	\$14.19	\$29,518
Southwest Colorado	\$14.04	\$29,212
Greeley	\$13.97	\$29,060
Grand Junction	\$13.59	\$28,269
Eastern & Southern Colorado	\$13.54	\$28,161
Pueblo	\$13.44	\$27,945

### Healthcare practitioners and technical

REGION	MEAN HOURLY	MEAN ANNUAL
<b>Boulder</b>	<b>\$47.26</b>	<b>\$98,306</b>
Denver-Aurora-Lakewood	\$42.90	\$89,237
Grand Junction	\$42.82	\$89,058
Fort Collins	\$42.67	\$88,764
Colorado	\$42.18	\$87,734
Northwest Colorado	\$41.52	\$86,360
Pueblo	\$41.04	\$85,363
Colorado Springs	\$40.85	\$84,962
Greeley	\$37.47	\$77,941
Southwest Colorado	\$36.62	\$76,170
Eastern & Southern Colorado	\$34.62	\$72,009

### Healthcare support

REGION	MEAN HOURLY	MEAN ANNUAL
<b>Northwest Colorado</b>	<b>\$19.24</b>	<b>\$40,028</b>
Boulder	\$18.03	\$37,498
Denver-Aurora-Lakewood	\$17.44	\$36,283
Colorado	\$17.09	\$35,542
Fort Collins	\$16.94	\$35,245
Colorado Springs	\$16.77	\$34,879
Greeley	\$16.67	\$34,683
Grand Junction	\$16.04	\$33,370
Southwest Colorado	\$15.83	\$32,936
Pueblo	\$15.66	\$32,575
Eastern & Southern Colorado	\$15.13	\$31,476

## Installation, maintenance, and repair

REGION	MEAN HOURLY	MEAN ANNUAL
Denver-Aurora-Lakewood	\$26.94	\$56,043
Greeley	\$26.92	\$55,991
Boulder	\$26.62	\$55,362
Colorado	\$26.20	\$54,493
Northwest Colorado	\$26.15	\$54,388
Fort Collins	\$25.74	\$53,538
Pueblo	\$25.33	\$52,683
Colorado Springs	\$25.03	\$52,061
Grand Junction	\$24.69	\$51,355
Southwest Colorado	\$23.60	\$49,088
Eastern & Southern Colorado	\$22.97	\$47,780

## Life, physical, and social science

REGION	MEAN HOURLY	MEAN ANNUAL
Boulder	\$49.37	\$102,690
Colorado	\$39.23	\$81,607
Denver-Aurora-Lakewood	\$39.21	\$81,564
Pueblo	\$36.25	\$75,393
Colorado Springs	\$35.75	\$74,362
Grand Junction	\$33.83	\$70,368
Fort Collins	\$33.72	\$70,138
Greeley	\$33.68	\$70,054
Southwest Colorado	\$31.92	\$66,400
Northwest Colorado	\$31.56	\$65,638
Eastern & Southern Colorado	\$30.26	\$62,946

## Legal

REGION	MEAN HOURLY	MEAN ANNUAL
Denver-Aurora-Lakewood	\$58.91	\$122,525
Colorado	\$56.73	\$117,993
Fort Collins	\$49.17	\$102,276
Colorado Springs	\$46.52	\$96,761
Greeley	\$44.00	\$91,518
Grand Junction	\$40.06	\$83,323
Southwest Colorado	\$37.60	\$78,207
Pueblo	\$32.02	\$66,593
Boulder	N/A	N/A
Eastern & Southern Colorado	N/A	N/A
Northwest Colorado	N/A	N/A

## Management

REGION	MEAN HOURLY	MEAN ANNUAL
Boulder	\$73.86	\$153,638
Denver-Aurora-Lakewood	\$71.93	\$149,612
Colorado	\$67.65	\$140,717
Colorado Springs	\$60.15	\$125,108
Fort Collins	\$60.10	\$125,002
Greeley	\$59.63	\$124,032
Northwest Colorado	\$56.39	\$117,295
Grand Junction	\$53.07	\$110,375
Pueblo	\$52.80	\$109,817
Southwest Colorado	\$49.79	\$103,567
Eastern & Southern Colorado	\$45.17	\$93,963

### Office and administrative support

REGION	MEAN HOURLY	MEAN ANNUAL
<b>Denver-Aurora-Lakewood</b>	<b>\$22.32</b>	<b>\$46,420</b>
Boulder	\$22.10	\$45,962
Northwest Colorado	\$21.60	\$44,927
Colorado	\$21.32	\$44,345
Fort Collins	\$20.25	\$42,112
Greeley	\$20.13	\$41,872
Colorado Springs	\$19.49	\$40,543
Grand Junction	\$19.01	\$39,543
Southwest Colorado	\$19.00	\$39,523
Pueblo	\$18.91	\$39,339
Eastern & Southern Colorado	\$18.26	\$37,979

### Personal care and service

REGION	MEAN HOURLY	MEAN ANNUAL
<b>Boulder</b>	<b>\$19.44</b>	<b>\$40,431</b>
Northwest Colorado	\$19.14	\$39,806
Denver-Aurora-Lakewood	\$17.48	\$36,356
Colorado	\$17.42	\$36,224
Southwest Colorado	\$16.99	\$35,329
Greeley	\$16.60	\$34,534
Colorado Springs	\$16.41	\$34,143
Fort Collins	\$16.35	\$34,011
Pueblo	\$16.01	\$33,294
Grand Junction	\$14.98	\$31,153
Eastern & Southern Colorado	\$14.66	\$30,497

### Production

REGION	MEAN HOURLY	MEAN ANNUAL
<b>Northwest Colorado</b>	<b>\$25.76</b>	<b>\$53,575</b>
Pueblo	\$22.14	\$46,050
Fort Collins	\$21.80	\$45,350
Greeley	\$21.33	\$44,373
Boulder	\$21.32	\$44,346
Colorado	\$21.08	\$43,852
Denver-Aurora-Lakewood	\$21.05	\$43,782
Southwest Colorado	\$20.58	\$42,804
Grand Junction	\$20.03	\$41,666
Colorado Springs	\$19.73	\$41,043
Eastern & Southern Colorado	\$19.33	\$40,202

### Protective service

REGION	MEAN HOURLY	MEAN ANNUAL
<b>Boulder</b>	<b>\$29.34</b>	<b>\$61,025</b>
Fort Collins	\$28.27	\$58,797
Denver-Aurora-Lakewood	\$27.51	\$57,221
Colorado	\$26.59	\$55,302
Southwest Colorado	\$26.50	\$55,129
Northwest Colorado	\$25.87	\$53,815
Greeley	\$25.34	\$52,710
Pueblo	\$25.17	\$52,355
Grand Junction	\$24.78	\$51,535
Colorado Springs	\$23.90	\$49,720
Eastern & Southern Colorado	\$23.61	\$49,117

### Sales and related

REGION	MEAN HOURLY	MEAN ANNUAL
Denver-Aurora-Lakewood	\$28.71	\$59,719
Boulder	\$28.17	\$58,604
Colorado	\$25.97	\$54,014
Fort Collins	\$22.68	\$47,177
Colorado Springs	\$22.61	\$47,030
Greeley	\$22.43	\$46,663
Northwest Colorado	\$21.90	\$45,561
Grand Junction	\$20.44	\$42,518
Southwest Colorado	\$18.75	\$39,005
Pueblo	\$18.31	\$38,093
Eastern & Southern Colorado	\$18.03	\$37,499

### Transportation and material moving

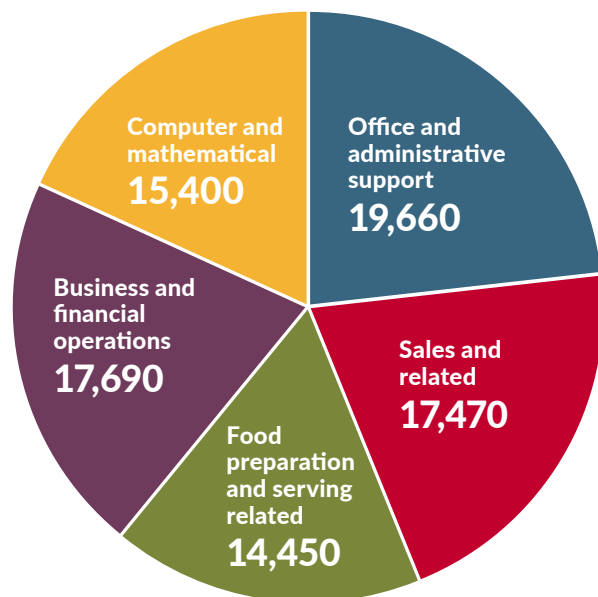
REGION	MEAN HOURLY	MEAN ANNUAL
Denver-Aurora-Lakewood	\$22.23	\$46,249
Greeley	\$21.98	\$45,728
Northwest Colorado	\$21.65	\$45,038
Colorado	\$21.06	\$43,800
Boulder	\$20.10	\$41,817
Grand Junction	\$19.27	\$40,091
Eastern & Southern Colorado	\$19.26	\$40,070
Pueblo	\$18.67	\$38,842
Fort Collins	\$17.77	\$36,962
Southwest Colorado	\$17.47	\$36,336
Colorado Springs	\$17.22	\$35,823

## Regional Employment Distribution in Major Occupational and Industry Groups

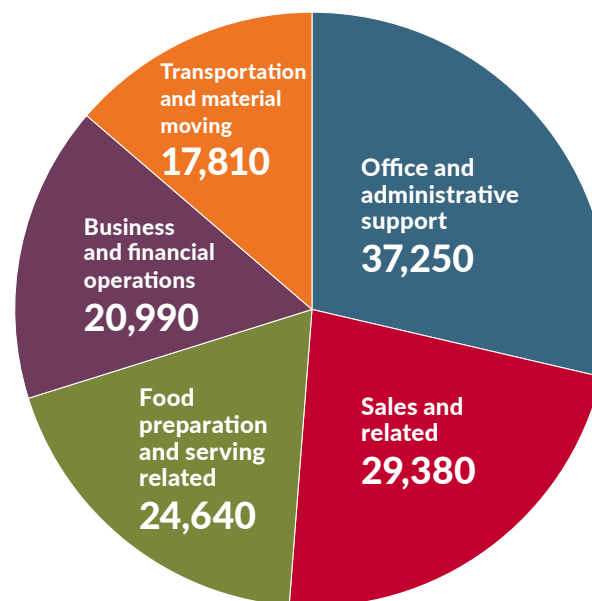
The top five occupational groups and industry sectors (by employment) for each MSA and BOS area are shown in Figures 6a-j and 7a-j, respectively. Employment distribution and average hourly wages for major occupational and industry groups for each MSA and BOS area are shown in Figures 8 through 17. Percentile wages for major industry groups in each region are included in Tables 13 through 22.

The **office and administrative support**; **sales and related**; and **food preparation and serving related** occupational groups were consistently included in the top five occupational groups for almost all areas. Occupational groups also ranking in the top five across multiple areas included **construction and extraction**; **business and financial operations**; **healthcare practitioners and technical**; **educational instruction and library**; and **transportation and material moving**. Groups that consistently have relatively lower employment across most regions include **farming, fishing, and forestry**; **legal**; **community and social service**; **life, physical, and social sciences**; and **arts, design, entertainment, sports, and media** occupations.

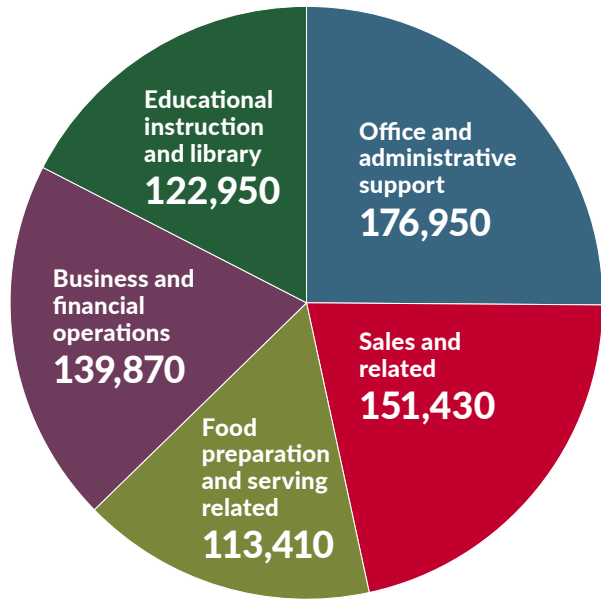
**Figure 6a. Boulder MSA  
Top 5 Occupational Groups, 2020**



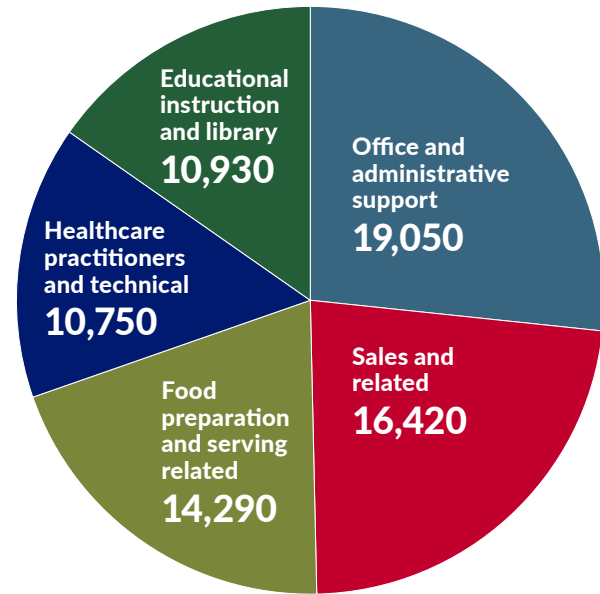
**Figure 6b. Colorado Springs MSA  
Top 5 Occupational Groups, 2020**



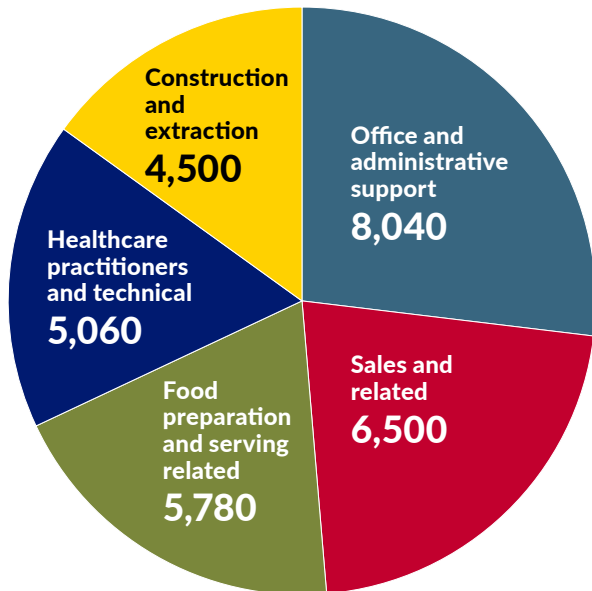
**Figure 6c. Denver-Aurora-Lakewood MSA  
Top 5 Occupational Groups, 2020**



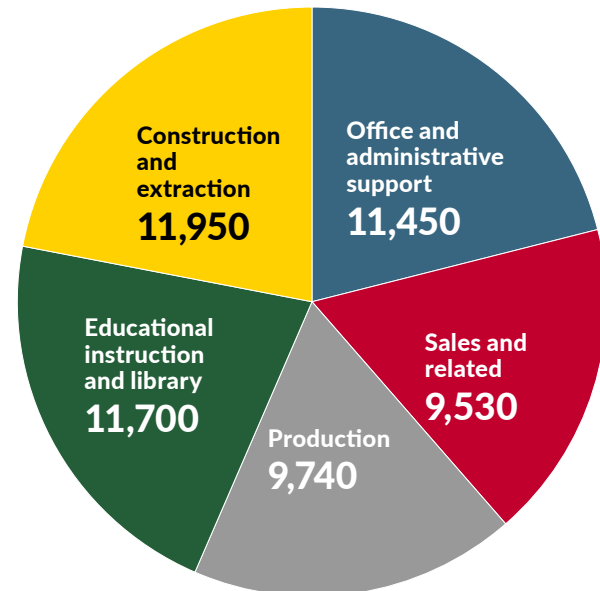
**Figure 6d. Fort Collins MSA  
Top 5 Occupational Groups, 2020**



**Figure 6e. Grand Junction MSA  
Top 5 Occupational Groups, 2020**



**Figure 6f. Greeley MSA  
Top 5 Occupational Groups, 2020**

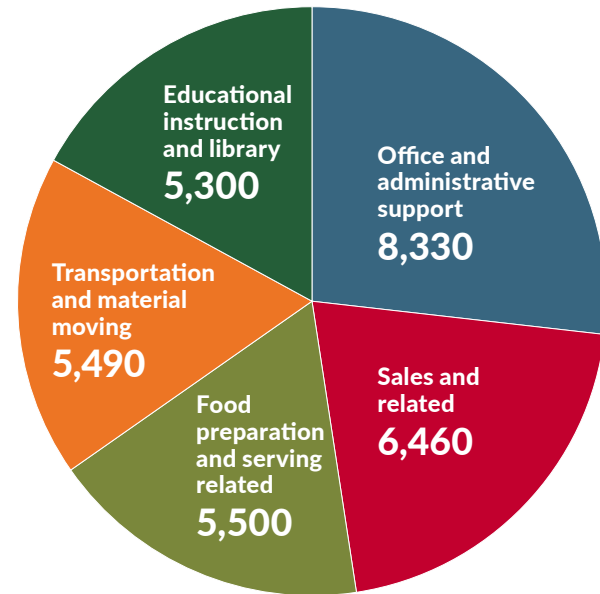




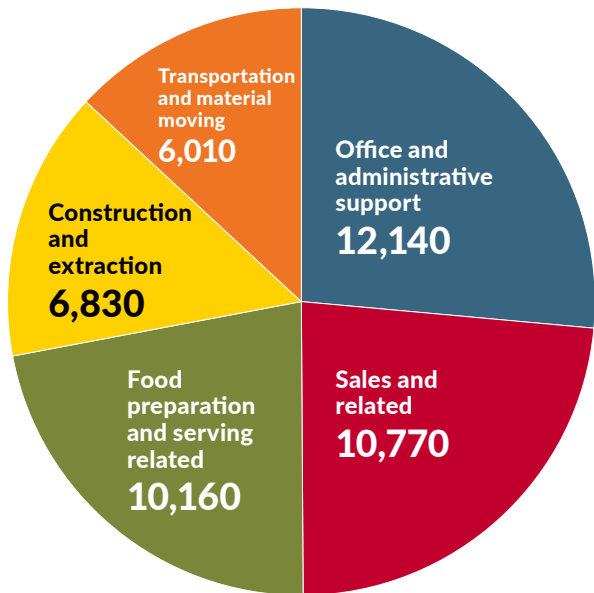
**Figure 6g. Pueblo MSA  
Top 5 Occupational Groups, 2020**



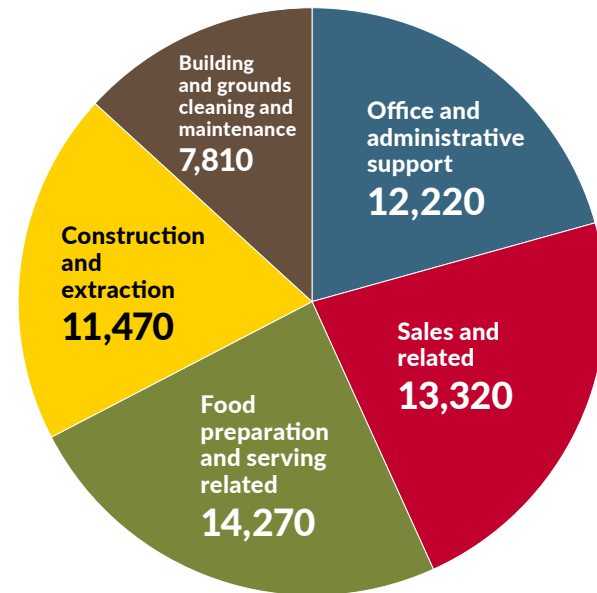
**Figure 6h. Eastern and Southern Colorado  
Top 5 Occupational Groups, 2020**



**Figure 6i. Southwest Colorado  
Top 5 Occupational Groups, 2020**



**Figure 6j. Northwest Colorado  
Top 5 Occupational Groups, 2020**

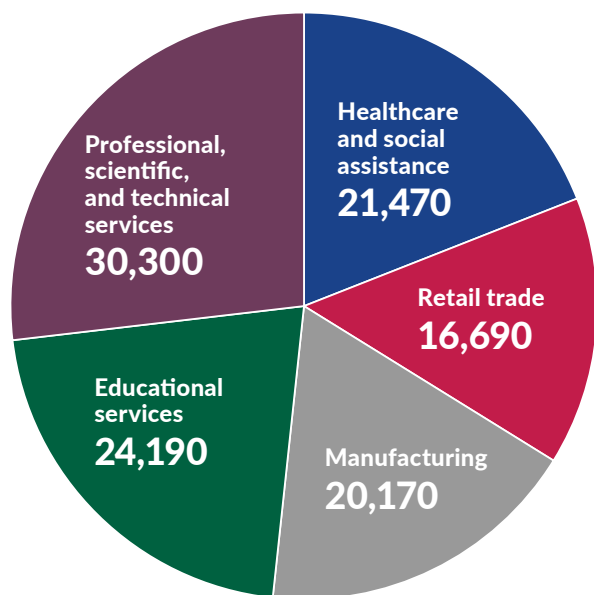


## Regional Employment Distribution in Major Occupational and Industry Groups (continued)

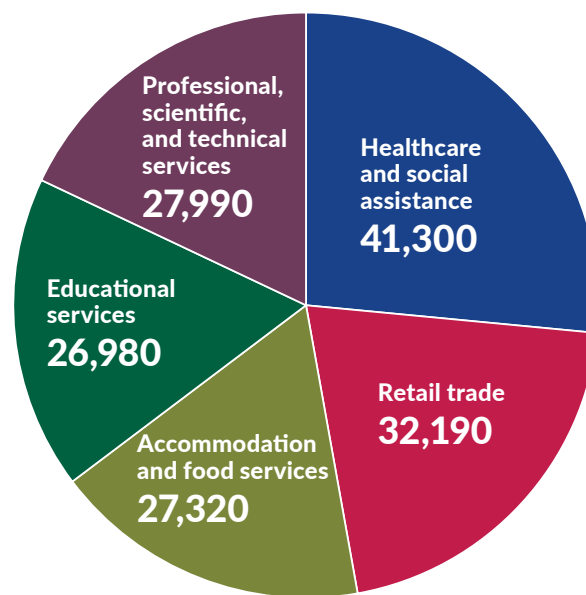
With regard to major industry sectors, **retail trade**, **health care and social assistance**, **educational services**, and **accommodation and food services** are consistently among the top five employers in most if not all Colorado regions. **Public administration** is a relatively more important employer in the three BOS areas and the Pueblo and Grand Junction MSAs and is the largest or second-largest industry in terms of employment in the Eastern and Southern Colorado and Southwest Colorado BOS areas, partly due to the presence of correctional facilities in these locations. The **manufacturing** industry is one of the top five employers in the Boulder, Fort Collins, and Greeley MSAs.

Industries employing relatively fewer workers in most areas include **utilities**; **management of companies and enterprises**; and **agriculture, forestry, fishing, and hunting**. Industries for which employment is relatively more prominent (in the top ten) in a few areas include **professional, scientific, and technical services** in the Boulder, Colorado Springs, and Denver MSAs and **construction** in the Greeley MSA and Northwest Colorado BOS area.

**Figure 7a. Boulder MSA  
Top 5 Industry Sectors, 2020**



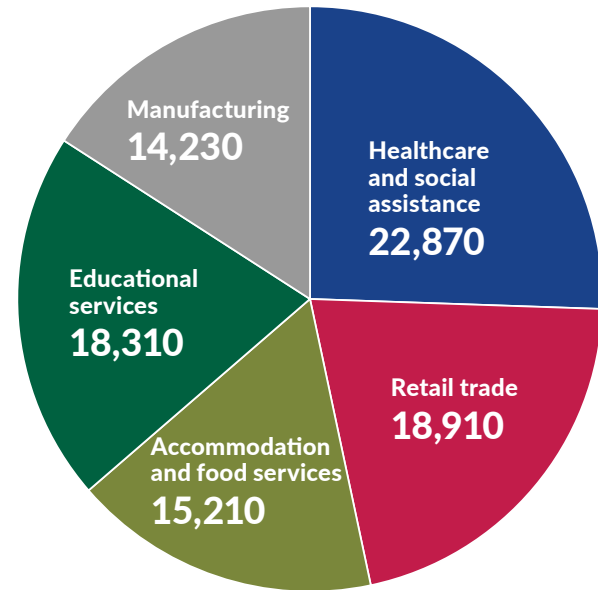
**Figure 7b. Colorado Springs MSA  
Top 5 Industry Sectors, 2020**



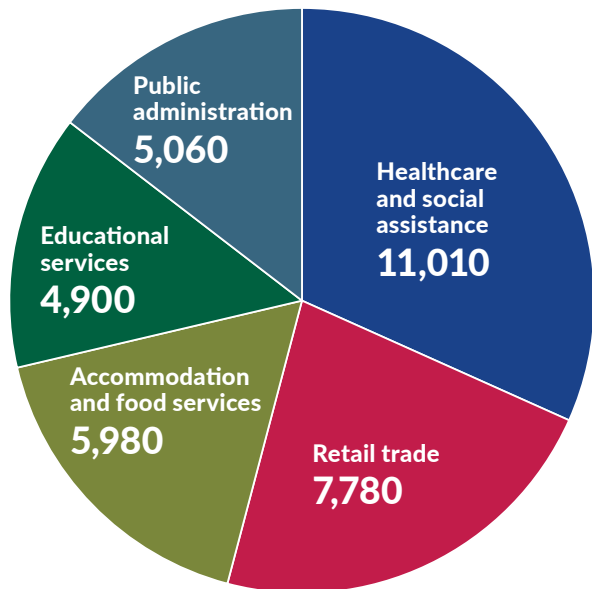
**Figure 7c. Denver-Aurora-Lakewood MSA  
Top 5 Industry Sectors, 2020**



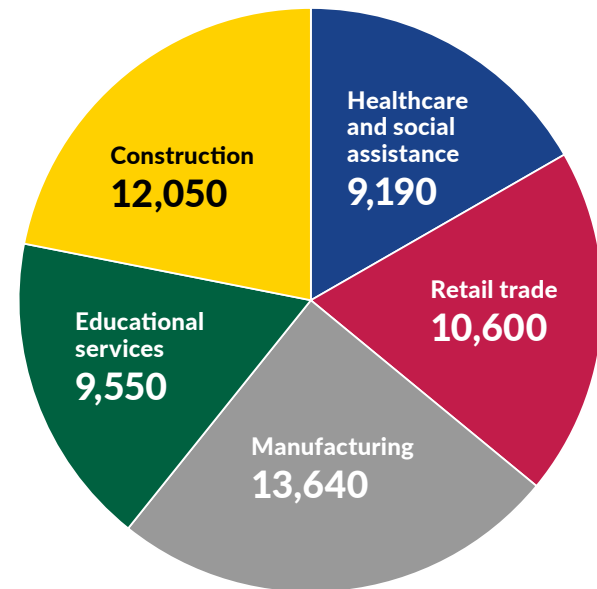
**Figure 7d. Fort Collins MSA  
Top 5 Industry Sectors, 2020**



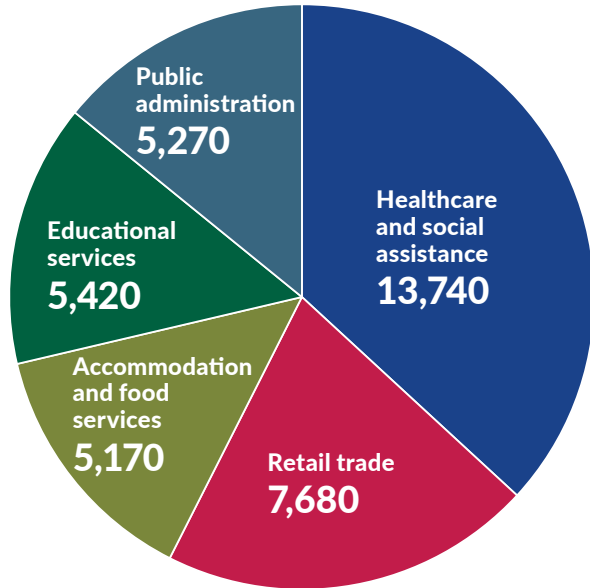
**Figure 7e. Grand Junction MSA  
Top 5 Industry Sectors, 2020**



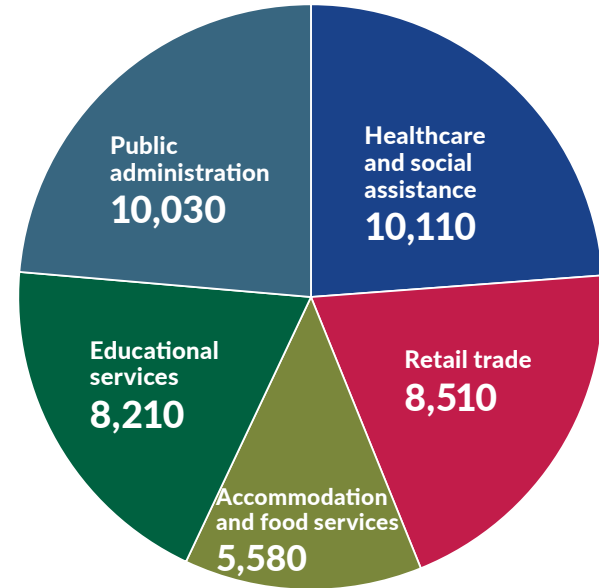
**Figure 7f. Greeley MSA  
Top 5 Industry Sectors, 2020**



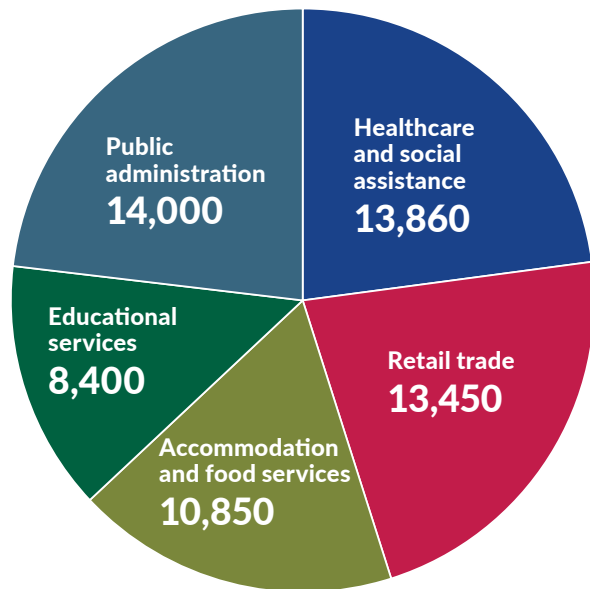
**Figure 7g. Pueblo MSA  
Top 5 Industry Sectors, 2020**



**Figure 7h. Eastern and Southern Colorado  
Top 5 Industry Sectors, 2020**



**Figure 7i. Southwest Colorado  
Top 5 Industry Sectors, 2020**



**Figure 7j. Northwest Colorado  
Top 5 Industry Sectors, 2020**



## State and Regional Location Quotients (LQs)

Location quotients in OEWS describe the concentration of an occupation in a specific area relative to the nation as a whole. Reflecting the importance of the extraction industry and the presence of national atmospheric and environmental laboratories, the state of Colorado has higher than expected concentrations of mining occupations (**mining and geological engineers; hydrologists; cartographers and photogrammetrists; geoscientists; wellhead pumpers; service unit operators; roustabouts; and petroleum engineers**) in addition to **conservation scientists; physicists; environmental scientists and specialists; and aerospace engineers** (location quotients ranging from 1.63 to 4.72).

The ten occupations with the highest location quotients statewide and in each region are shown in Tables 12a and 12b. Location quotients for detailed occupations are included in Tables 23-33.

**Table 12a. Statewide Location Quotients (Colorado, May 2020)**

SOC CODE	SOC TITLE	EMPLOYMENT	LQ
41-9021	Real estate brokers	3,920	4.74
17-1021	Cartographers and photogrammetrists	1,100	4.72
27-2023	Umpires, referees, and other sports officials	1,350	4.38
43-4199	Information and record clerks, all other	11,620	4.21
53-7073	Wellhead pumpers	940	4.21
49-3091	Bicycle repairers	810	3.88
17-2061	Computer hardware engineers	4,350	3.63
19-2012	Physicists	1,000	3.35
19-2043	Hydrologists	380	3.34
31-9011	Massage therapists	5,240	3.32

**Table 12b. Regional Location Quotients (Colorado, May 2020)**

AREA NAME	SOC CODE	SOC TITLE	EMPLOYMENT	LQ
Boulder	19-2012	Physicists	890	42.24
Boulder	17-2031	Bioengineers and biomedical engineers	300	12.53
Boulder	19-1021	Biochemists and biophysicists	450	10.89
Boulder	17-2011	Aerospace engineers	810	10.26
Boulder	17-2041	Chemical engineers	310	9.30
Boulder	19-2041	Environmental scientists and specialists, including health	990	8.98
Boulder	17-2061	Computer hardware engineers	750	8.85
Boulder	25-1032	Engineering teachers, postsecondary	420	8.42
Boulder	17-1021	Cartographers and photogrammetrists	130	7.61
Boulder	51-8091	Chemical plant and system operators	290	7.56
Colorado Springs	21-2099	Religious workers, all other	180	10.01
Colorado Springs	17-2061	Computer hardware engineers	930	7.21
Colorado Springs	47-2171	Reinforcing iron and rebar workers	200	5.32
Colorado Springs	27-4098	Lighting technicians and media and communication, equipment workers, all other	220	5.05
Colorado Springs	31-9011	Massage therapists	810	4.76
Colorado Springs	43-4199	Information and record clerks, all other	1,360	4.55
Colorado Springs	11-9039	Education administrators, all other	380	4.41
Colorado Springs	15-1212	Information security analysts	1,080	3.92
Colorado Springs	53-3099	Motor vehicle operators, all other	370	3.61
Colorado Springs	53-3031	Driver/sales workers	2,990	3.56
Denver-Aurora-Lakewood	17-1021	Cartographers and photogrammetrists	840	6.38
Denver-Aurora-Lakewood	41-9021	Real estate brokers	2,490	5.32
Denver-Aurora-Lakewood	27-2023	Umpires, referees, and other sports officials	880	5.09
Denver-Aurora-Lakewood	43-4199	Information and record clerks, all other	7,080	4.54
Denver-Aurora-Lakewood	19-2042	Geoscientists, except hydrologists and geographers	1,180	4.05
Denver-Aurora-Lakewood	53-2011	Airline pilots, copilots, and flight engineers	3,410	3.90
Denver-Aurora-Lakewood	49-3091	Bicycle repairers	450	3.80
Denver-Aurora-Lakewood	53-3099	Motor vehicle operators, all other	2,020	3.75
Denver-Aurora-Lakewood	19-3092	Geographers	60	3.68
Denver-Aurora-Lakewood	31-9011	Massage therapists	3,240	3.64

AREA NAME	SOC CODE	SOC TITLE	EMPLOYMENT	LQ
Fort Collins	19-1031	Conservation scientists	620	24.93
Fort Collins	17-2061	Computer hardware engineers	830	11.47
Fort Collins	19-1013	Soil and plant scientists	170	10.58
Fort Collins	51-9012	Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders	520	9.74
Fort Collins	33-9021	Private detectives and investigators	270	7.48
Fort Collins	19-1032	Foresters	80	7.31
Fort Collins	19-4042	Environmental science and protection technicians, including health	240	6.74
Fort Collins	49-3091	Bicycle repairers	80	5.99
Fort Collins	43-4199	Information and record clerks, all other	960	5.73
Fort Collins	25-2051	Special education teachers, preschool	130	5.67
Grand Junction	47-5071	Roustabouts, oil and gas	320	16.84
Grand Junction	17-3031	Surveying and mapping technicians	160	6.90
Grand Junction	49-3052	Motorcycle mechanics	40	6.62
Grand Junction	33-9091	Crossing guards and flaggers	230	6.32
Grand Junction	29-1215	Family medicine physicians	220	5.24
Grand Junction	49-3093	Tire repairers and changers	170	4.15
Grand Junction	43-4199	Information and record clerks, all other	260	4.07
Grand Junction	21-1029	Social workers, all other	100	4.04
Grand Junction	51-5113	Print binding and finishing workers	70	3.83
Grand Junction	53-3099	Motor vehicle operators, all other	80	3.83
Greeley	53-7073	Wellhead pumpers	390	42.75
Greeley	47-5013	Service unit operators, oil and gas	1,030	31.16
Greeley	47-5071	Roustabouts, oil and gas	960	28.59
Greeley	47-5081	Helpers--extraction workers	100	10.69
Greeley	27-2023	Umpires, referees, and other sports officials	130	10.49
Greeley	47-5012	Rotary drill operators, oil and gas	110	9.19
Greeley	49-9081	Wind turbine service technicians	40	9.08
Greeley	45-2011	Agricultural inspectors	70	6.99
Greeley	51-8099	Plant and system operators, all other	70	6.71
Greeley	51-9012	Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders	240	6.63

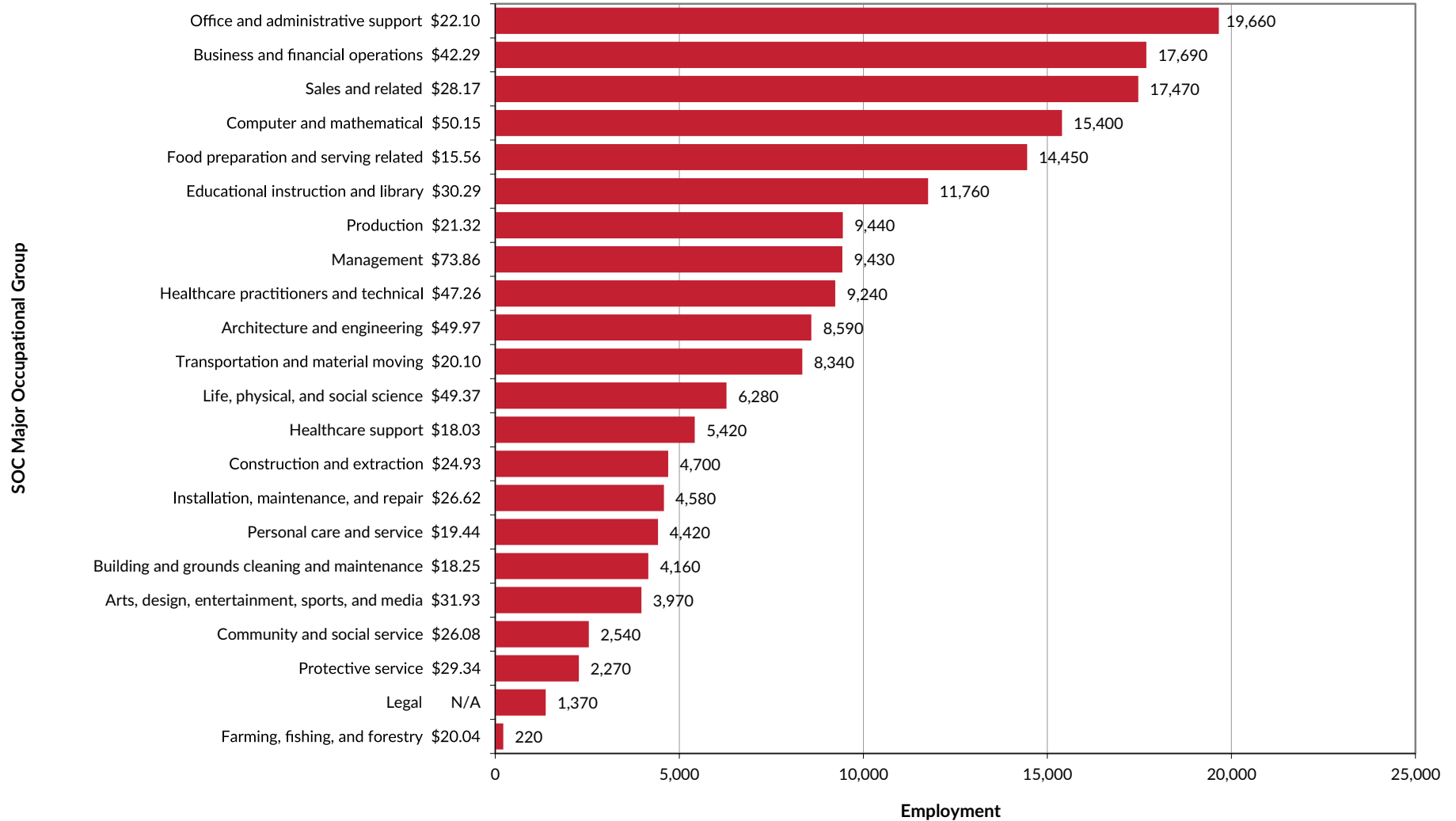
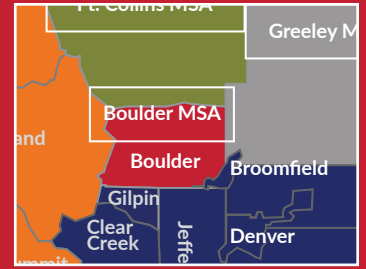
**Table 12b. Regional Location Quotients (Colorado, May 2020) continued**

AREA NAME	SOC CODE	SOC TITLE	EMPLOYMENT	LQ
Pueblo	53-2012	Commercial pilots	110	7.02
Pueblo	47-4041	Hazardous materials removal workers	110	5.95
Pueblo	47-4071	Septic tank servicers and sewer pipe cleaners	50	4.26
Pueblo	33-9091	Crossing guards and flaggers	150	4.20
Pueblo	21-1018	Substance abuse, behavioral disorder, and mental health counselors	480	3.79
Pueblo	43-4199	Information and record clerks, all other	230	3.68
Pueblo	21-1023	Mental health and substance abuse social workers	180	3.54
Pueblo	53-7199	Material moving workers, all other	40	3.46
Pueblo	29-2057	Ophthalmic medical technicians	90	3.43
Pueblo	33-3012	Correctional officers and jailers	590	3.42
Eastern & Southern Colorado	45-2041	Graders and sorters, agricultural products	520	38.15
Eastern & Southern Colorado	45-2011	Agricultural inspectors	100	15.89
Eastern & Southern Colorado	45-2093	Farmworkers, farm, ranch, and aquacultural animals	250	14.55
Eastern & Southern Colorado	53-7011	Conveyor operators and tenders	140	12.71
Eastern & Southern Colorado	49-3041	Farm equipment mechanics and service technicians	180	10.63
Eastern & Southern Colorado	53-3011	Ambulance drivers and attendants, except emergency medical technicians	70	10.03
Eastern & Southern Colorado	51-9021	Crushing, grinding, and polishing machine setters, operators, and tenders	130	8.66
Eastern & Southern Colorado	11-1031	Legislators	190	7.79
Eastern & Southern Colorado	11-9131	Postmasters and mail superintendents	50	7.77
Eastern & Southern Colorado	51-8013	Power plant operators	110	7.20

AREA NAME	SOC CODE	SOC TITLE	EMPLOYMENT	LQ
Southwest Colorado	47-5043	Roof bolters, mining	90	60.85
Southwest Colorado	19-4071	Forest and conservation technicians	350	17.08
Southwest Colorado	19-3091	Anthropologists and archeologists	80	15.88
Southwest Colorado	19-1023	Zoologists and wildlife biologists	80	6.84
Southwest Colorado	33-3012	Correctional officers and jailers	1,850	6.72
Southwest Colorado	39-7010	Tour and travel guides	170	6.47
Southwest Colorado	33-1011	First-line supervisors of correctional officers	200	5.57
Southwest Colorado	45-2093	Farmworkers, farm, ranch, and aquacultural animals	130	5.16
Southwest Colorado	51-8092	Gas plant operators	50	4.98
Southwest Colorado	19-1031	Conservation scientists	70	4.75
Northwest Colorado	19-4071	Forest and conservation technicians	270	10.88
Northwest Colorado	17-2151	Mining and geological engineers, including mining safety engineers	50	9.71
Northwest Colorado	47-5022	Excavating and loading machine and dragline operators, surface mining	310	9.32
Northwest Colorado	11-9081	Lodging managers	230	8.93
Northwest Colorado	51-9193	Cooling and freezing equipment operators and tenders	60	8.59
Northwest Colorado	39-6011	Baggage porters and bellhops	190	8.10
Northwest Colorado	47-5071	Roustabouts, oil and gas	260	7.10
Northwest Colorado	27-2023	Umpires, referees, and other sports officials	100	7.07
Northwest Colorado	39-6012	Concierges	210	6.93
Northwest Colorado	33-9092	Lifeguards, ski patrol, and other recreational protective service workers	540	5.78

# Boulder MSA

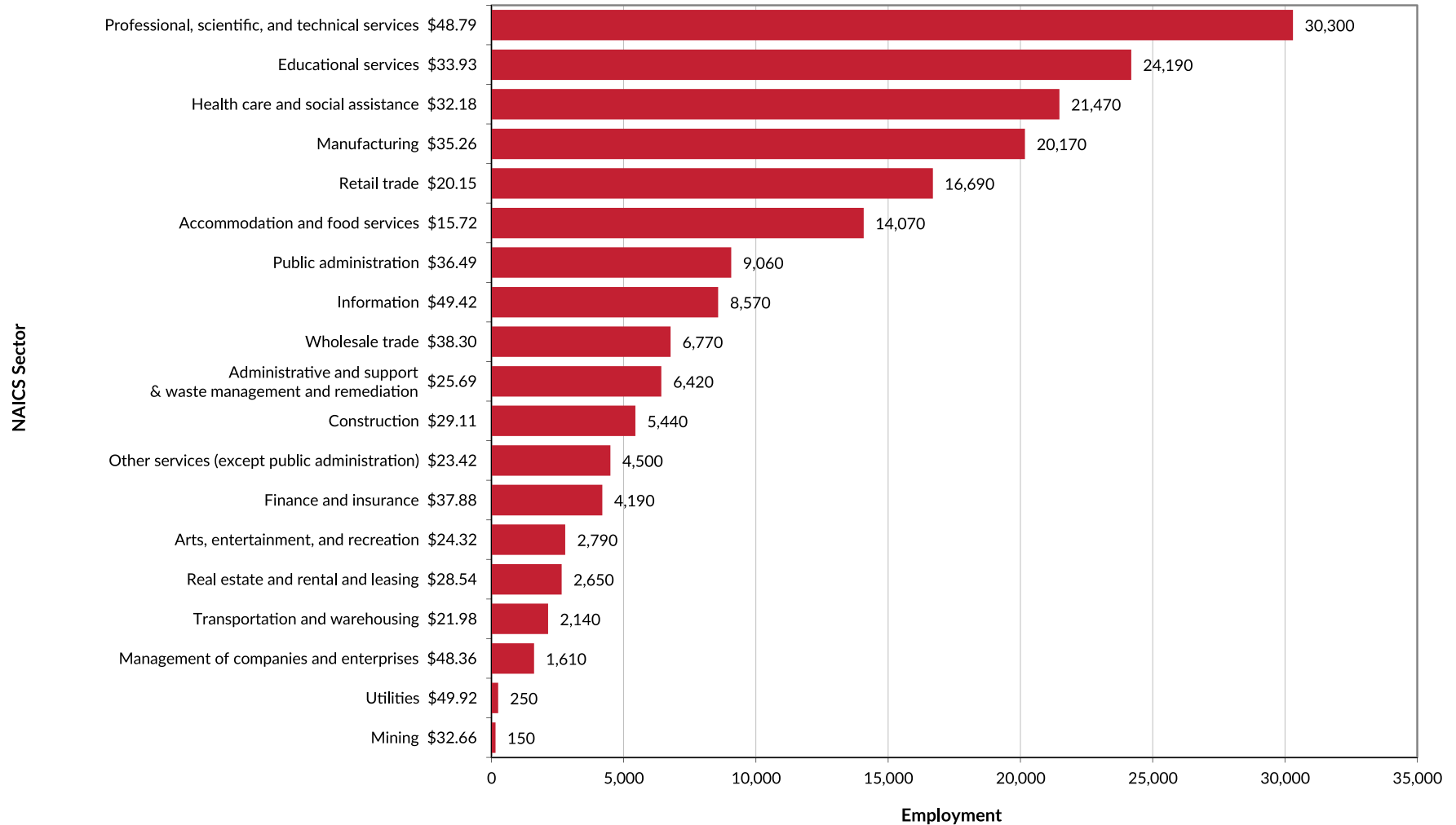
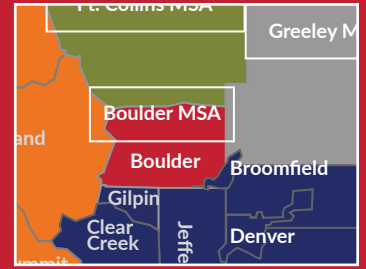
**Figure 8a.** Employment Distribution and Average Hourly Wage in Major Occupational Groups (Boulder, May 2020)





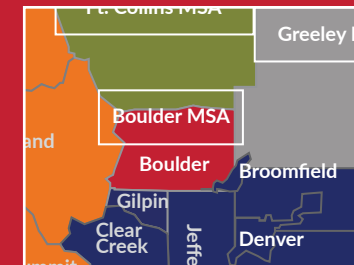
# Boulder MSA

**Figure 8b.** Employment Distribution and Average Hourly Wage in Major Industry Groups (Boulder, May 2020)



# Boulder MSA

**Table 13. Percentile Wages by Industry (Boulder MSA, May 2020)**

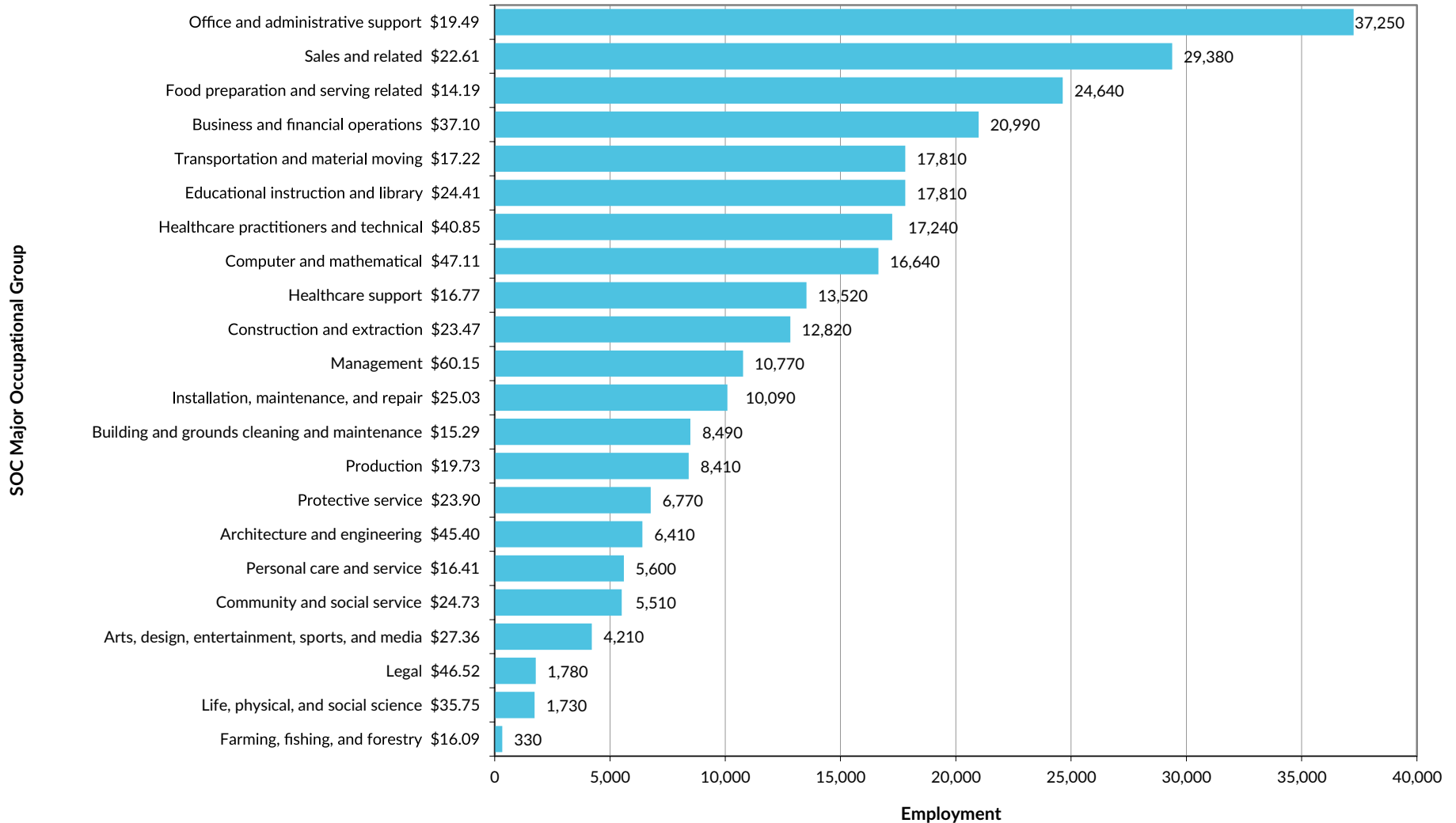
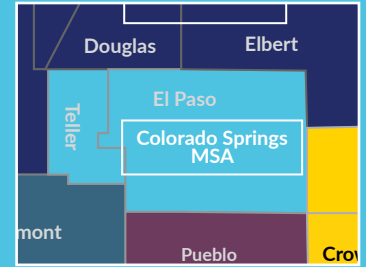


NAICS Sector	Average Hourly	Average Annual	PRSE*	10th Percentile Hourly	10th Percentile Annual	25th Percentile Hourly	25th Percentile Annual	Median Hourly	Median Annual	75th Percentile Hourly	75th Percentile Annual	90th Percentile Hourly	90th Percentile Annual
Utilities	\$49.92	\$103,843	2.80	\$25.45	\$52,941	\$32.43	\$67,449	\$46.03	\$95,739	\$53.89	\$112,082	\$78.40	\$163,067
Professional, scientific, and technical services	\$48.79	\$101,490	1.67	\$20.96	\$43,600	\$29.87	\$62,132	\$43.59	\$90,659	\$62.29	\$129,570	\$82.81	\$172,238
Information	\$49.42	\$102,804	3.19	\$21.24	\$44,173	\$29.31	\$60,957	\$43.50	\$90,490	\$63.94	\$132,999	\$84.74	\$176,269
Management of companies and enterprises	\$48.36	\$100,589	11.92	\$16.06	\$33,398	\$22.77	\$47,363	\$36.47	\$75,865	\$61.11	\$127,099	\$102.06	\$212,281
Public administration	\$36.49	\$75,899	5.30	\$16.91	\$35,167	\$23.32	\$48,503	\$31.91	\$66,374	\$45.79	\$95,251	\$66.30	\$137,900
Wholesale trade	\$38.30	\$79,663	4.10	\$15.79	\$32,838	\$20.49	\$42,614	\$29.98	\$62,356	\$49.05	\$102,025	\$73.65	\$153,191
Educational services	\$33.93	\$70,574	5.04	\$15.10	\$31,399	\$21.02	\$43,712	\$29.80	\$61,987	\$41.72	\$86,784	\$58.39	\$121,453
Manufacturing	\$35.26	\$73,339	4.38	\$14.17	\$29,466	\$18.16	\$37,767	\$27.94	\$58,115	\$45.78	\$95,219	\$69.35	\$144,251
Finance and insurance	\$37.88	\$78,783	5.36	\$14.97	\$31,141	\$19.29	\$40,130	\$27.76	\$57,750	\$44.50	\$92,569	\$75.92	\$157,910
Mining	\$32.66	\$67,927	11.80	\$15.49	\$32,216	\$20.26	\$42,141	\$26.16	\$54,409	\$40.75	\$84,759	\$60.62	\$126,096
Construction	\$29.11	\$60,551	2.11	\$16.31	\$33,929	\$19.85	\$41,294	\$25.91	\$53,893	\$34.06	\$70,848	\$45.19	\$94,002
Health care and social assistance	\$32.18	\$66,933	3.14	\$13.55	\$28,179	\$16.55	\$34,424	\$22.56	\$46,919	\$37.97	\$78,987	\$56.29	\$117,081
Real estate and rental and leasing	\$28.54	\$59,361	10.51	\$13.20	\$27,458	\$15.99	\$33,254	\$21.86	\$45,466	\$29.88	\$62,157	\$47.20	\$98,168
Transportation and warehousing	\$21.98	\$45,711	2.83	\$12.72	\$26,465	\$16.00	\$33,275	\$19.90	\$41,385	\$27.30	\$56,791	\$31.92	\$66,396
Administrative and support & waste management and remediation services	\$25.69	\$53,439	5.20	\$12.72	\$26,455	\$14.87	\$30,931	\$19.32	\$40,179	\$26.84	\$55,828	\$45.27	\$94,160
Other services (except public administration)	\$23.42	\$48,719	3.26	\$12.11	\$25,197	\$13.28	\$27,621	\$18.10	\$37,642	\$28.51	\$59,308	\$40.46	\$84,148
Arts, entertainment, and recreation	\$24.32	\$50,580	6.41	\$12.10	\$25,170	\$12.52	\$26,038	\$17.63	\$36,673	\$29.35	\$61,058	\$46.52	\$96,770
Retail trade	\$20.15	\$41,917	2.32	\$12.21	\$25,395	\$13.01	\$27,056	\$15.74	\$32,741	\$21.46	\$44,647	\$32.72	\$68,063
Accommodation and food services	\$15.72	\$32,690	3.33	\$12.01	\$24,974	\$12.07	\$25,112	\$13.12	\$27,284	\$15.86	\$32,999	\$23.98	\$49,879

\*Percent relative standard error of the average wage

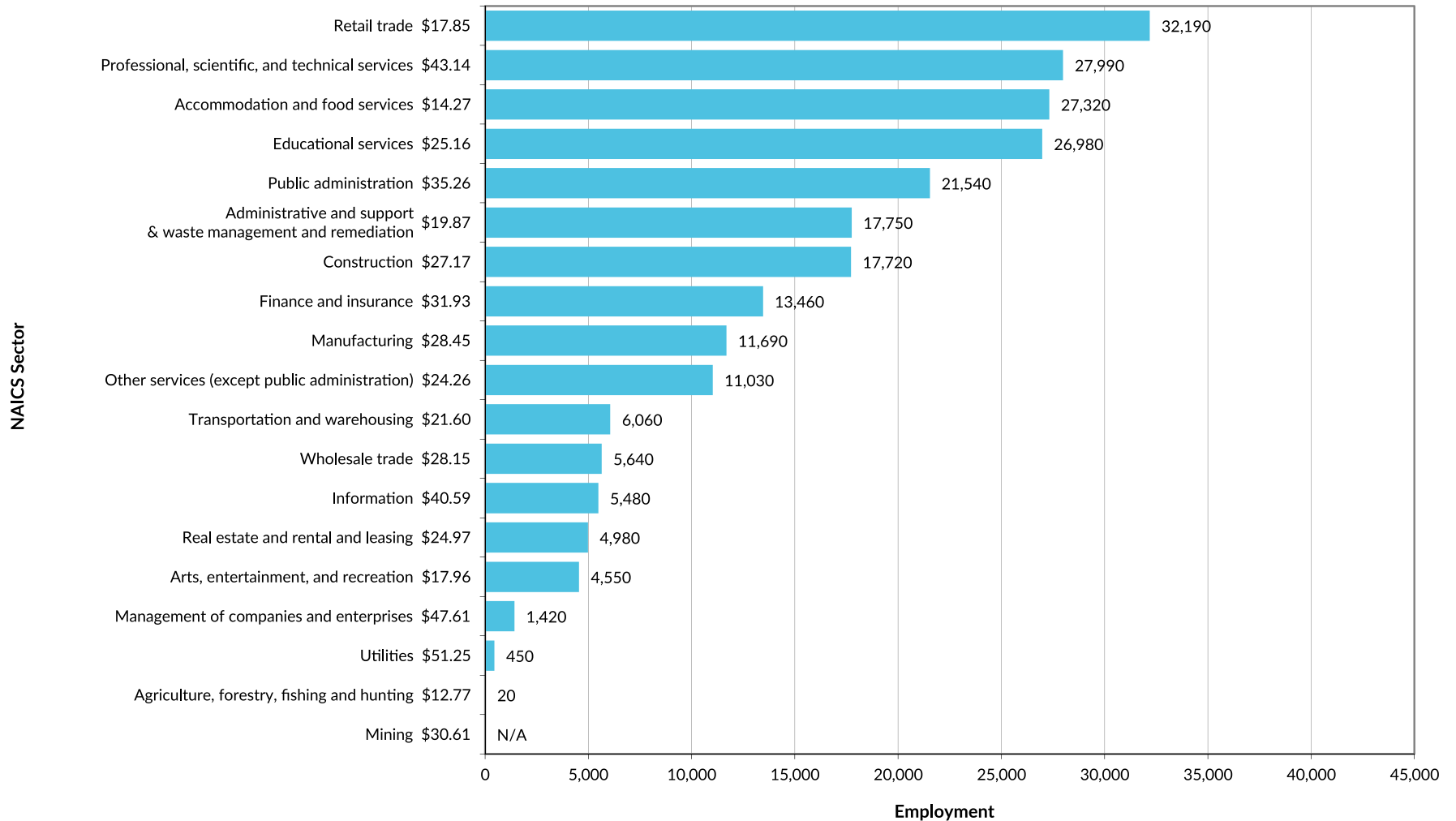
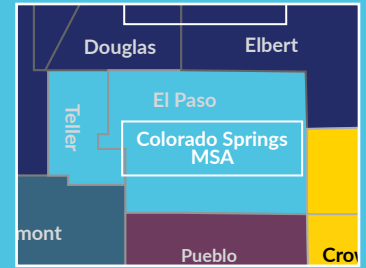
# Colorado Springs MSA

**Figure 9a.** Employment Distribution and Average Hourly Wage in Major Occupational Groups (Colorado Springs, May 2020)



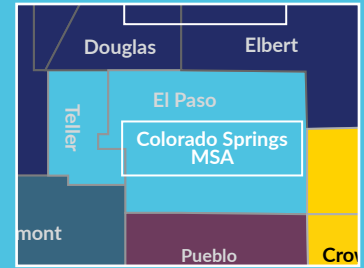
# Colorado Springs MSA

**Figure 9b.** Employment Distribution and Average Hourly Wage in Major Industry Groups (Colorado Springs, May 2020)



# Colorado Springs MSA

**Table 14. Percentile Wages by Industry (Colorado Springs MSA, May 2020)**

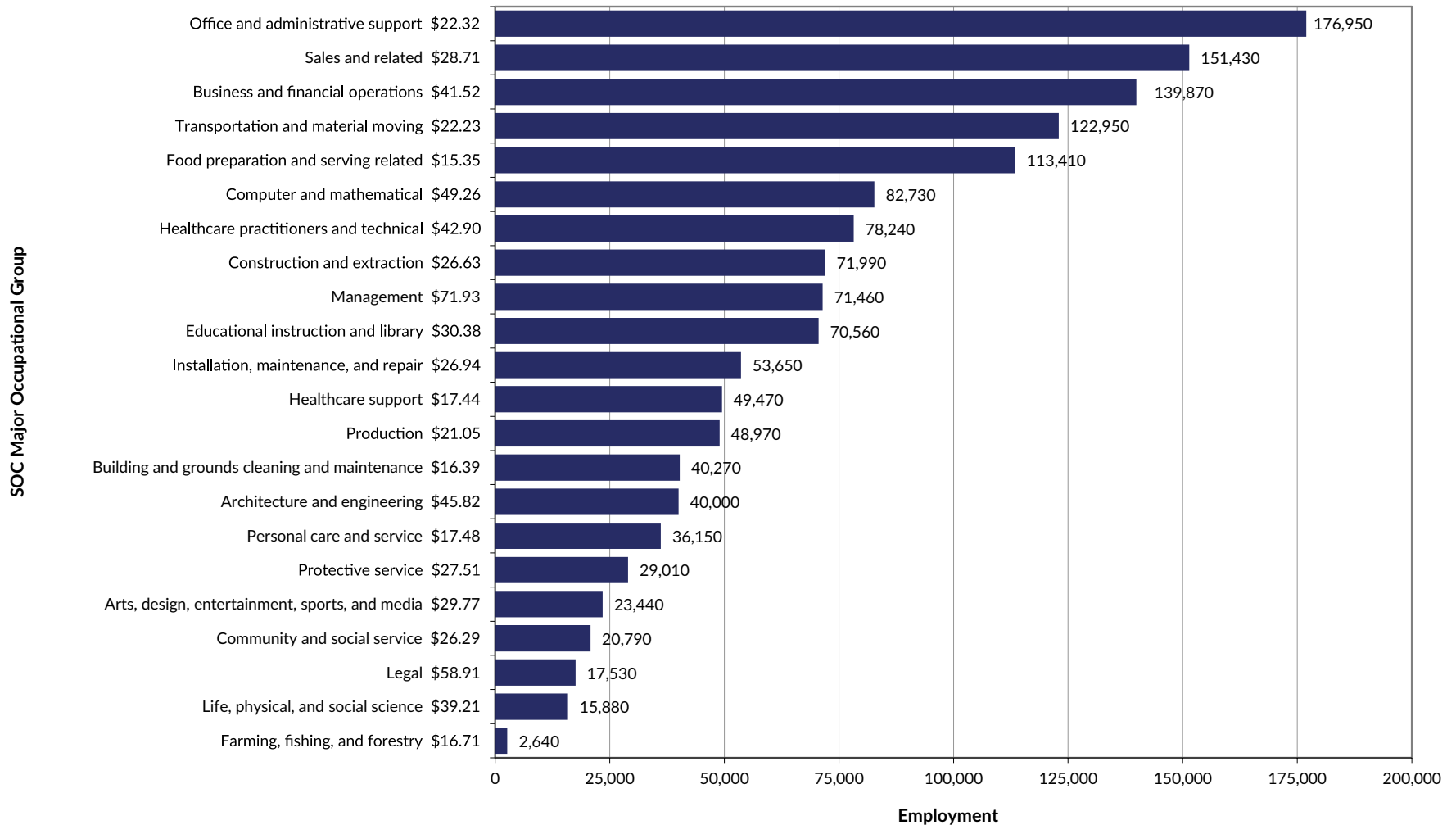
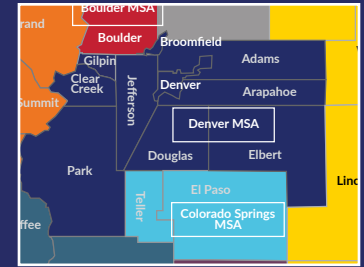


NAICS Sector	Average Hourly	Average Annual	PRSE*	10th Percentile Hourly	10th Percentile Annual	25th Percentile Hourly	25th Percentile Annual	Median Hourly	Median Annual	75th Percentile Hourly	75th Percentile Annual	90th Percentile Hourly	90th Percentile Annual
Utilities	\$51.25	\$106,610	8.11	\$24.80	\$51,586	\$34.80	\$72,392	\$48.72	\$101,329	\$65.18	\$135,566	\$83.33	\$173,329
Management of companies and enterprises	\$47.61	\$99,027	7.10	\$15.42	\$32,071	\$24.63	\$51,221	\$41.47	\$86,258	\$67.31	\$140,001	\$89.09	\$185,317
Professional, scientific, and technical services	\$43.14	\$89,736	2.51	\$14.86	\$30,910	\$23.71	\$49,307	\$39.35	\$81,840	\$57.58	\$119,770	\$76.37	\$158,850
Information	\$40.59	\$84,425	4.93	\$14.39	\$29,937	\$21.33	\$44,358	\$34.95	\$72,705	\$56.35	\$117,199	\$74.05	\$154,014
Public administration	\$35.26	\$73,336	2.23	\$17.78	\$36,983	\$23.24	\$48,338	\$32.30	\$67,189	\$44.79	\$93,172	\$56.43	\$117,376
Mining	\$30.61	\$63,667	1.69	\$14.45	\$30,065	\$19.86	\$41,309	\$27.29	\$56,763	\$37.29	\$77,558	\$53.52	\$111,318
Finance and insurance	\$31.93	\$66,412	3.77	\$15.30	\$31,816	\$19.37	\$40,286	\$24.72	\$51,408	\$37.78	\$78,585	\$58.69	\$122,085
Construction	\$27.17	\$56,507	1.82	\$15.03	\$31,254	\$18.34	\$38,148	\$23.73	\$49,354	\$31.51	\$65,549	\$42.95	\$89,338
Educational services	\$25.16	\$52,325	2.08	\$12.93	\$26,885	\$16.42	\$34,162	\$22.18	\$46,144	\$29.84	\$62,068	\$40.95	\$85,175
Manufacturing	\$28.45	\$59,186	3.07	\$12.83	\$26,696	\$15.89	\$33,043	\$21.75	\$45,245	\$34.29	\$71,318	\$55.83	\$116,131
Wholesale trade	\$28.15	\$58,542	3.91	\$12.45	\$25,890	\$15.54	\$32,321	\$21.11	\$43,915	\$32.45	\$67,496	\$51.66	\$107,459
Health care and social assistance	\$27.25	\$56,685	1.63	\$12.66	\$26,332	\$15.03	\$31,272	\$19.71	\$40,993	\$32.80	\$68,229	\$47.00	\$97,770
Other services (except public administration)	\$24.26	\$50,467	2.86	\$12.19	\$25,346	\$13.58	\$28,251	\$19.31	\$40,164	\$28.88	\$60,079	\$42.47	\$88,341
Transportation and warehousing	\$21.60	\$44,933	2.48	\$12.58	\$26,168	\$14.93	\$31,051	\$19.24	\$40,019	\$27.40	\$56,987	\$32.60	\$67,812
Real estate and rental and leasing	\$24.97	\$51,941	10.96	\$12.20	\$25,381	\$13.90	\$28,907	\$18.98	\$39,480	\$27.73	\$57,674	\$47.12	\$98,011
Administrative and support & waste management and remediation services	\$19.87	\$41,338	2.51	\$12.22	\$25,414	\$13.32	\$27,697	\$16.14	\$33,564	\$21.31	\$44,331	\$31.41	\$65,329
Retail trade	\$17.85	\$37,118	1.55	\$12.08	\$25,133	\$12.37	\$25,723	\$14.53	\$30,231	\$18.96	\$39,430	\$26.61	\$55,347
Arts, entertainment, and recreation	\$17.96	\$37,352	3.70	\$12.01	\$24,984	\$12.13	\$25,220	\$13.41	\$27,895	\$20.81	\$43,292	\$29.59	\$61,555
Accommodation and food services	\$14.27	\$29,684	1.53	\$12.01	\$24,976	\$12.07	\$25,111	\$12.29	\$25,563	\$14.13	\$29,397	\$18.96	\$39,429
Agriculture, forestry, fishing and hunting	\$12.77	\$26,570	5.73	\$12.01	\$24,977	\$12.03	\$25,032	\$12.08	\$25,135	\$13.70	\$28,491	\$14.74	\$30,652

\*Percent relative standard error of the average wage

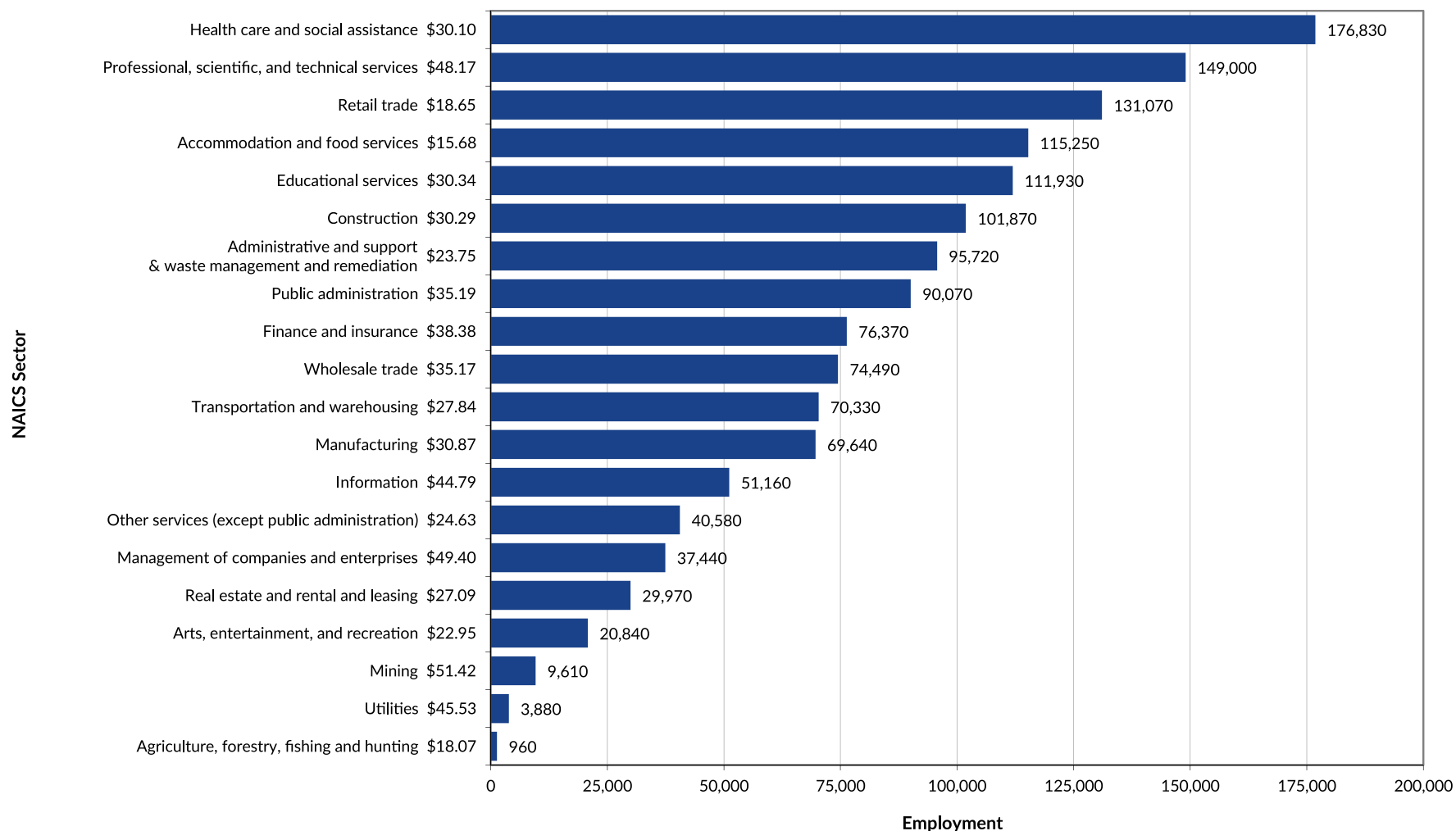
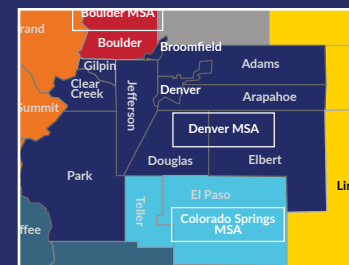
# Denver-Aurora-Lakewood MSA

**Figure 10a.** Employment Distribution and Average Hourly Wage in Major Occupational Groups (Denver-Aurora-Lakewood MSA, May 2020)



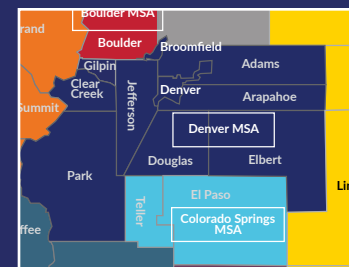
# Denver-Aurora-Lakewood MSA

**Figure 10b.** Employment Distribution and Average Hourly Wage in Major Industry Groups (Denver-Aurora-Lakewood MSA, May 2020)



# Denver-Aurora-Lakewood MSA

**Table 15. Percentile Wages by Industry (Denver-Aurora-Lakewood MSA, May 2020)**



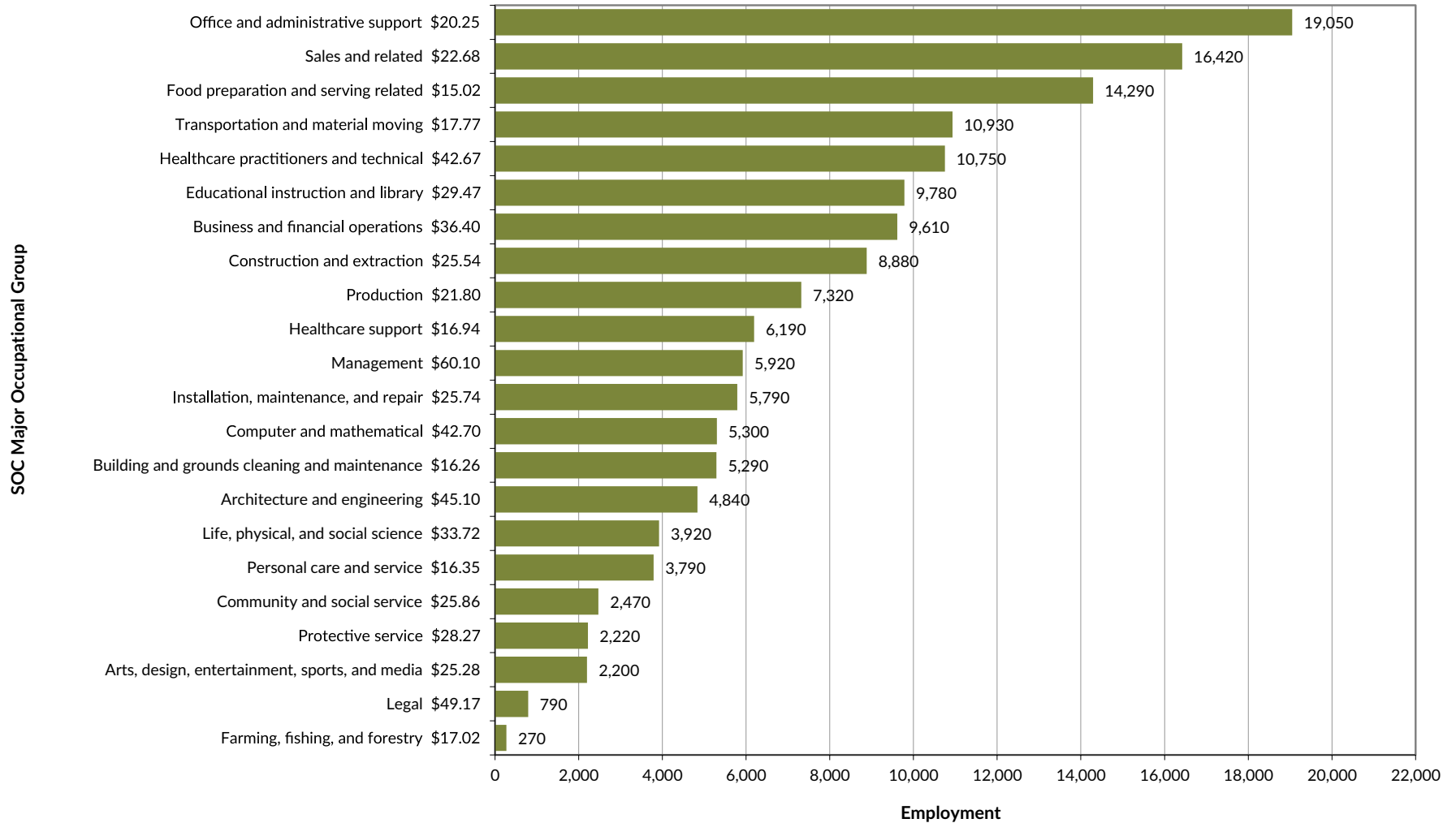
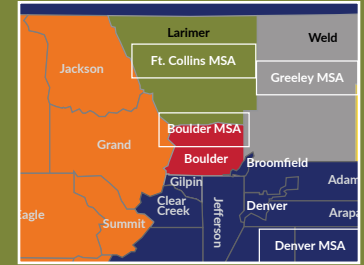
NAICS Sector	Average Hourly	Average Annual	PRSE*	10th Percentile Hourly	10th Percentile Annual	25th Percentile Hourly	25th Percentile Annual	Median Hourly	Median Annual	75th Percentile Hourly	75th Percentile Annual	90th Percentile Hourly	90th Percentile Annual
Utilities	\$45.53	\$94,710	2.52	\$24.84	\$51,660	\$34.71	\$72,188	\$44.49	\$92,544	\$51.87	\$107,895	\$64.46	\$134,070
Mining	\$51.42	\$106,949	4.10	\$20.45	\$42,544	\$27.97	\$58,184	\$43.06	\$89,574	\$64.01	\$133,132	\$96.28	\$200,271
Management of companies and enterprises	\$49.40	\$102,749	2.32	\$20.46	\$42,559	\$28.53	\$59,346	\$41.03	\$85,337	\$62.03	\$129,013	\$88.78	\$184,661
Professional, scientific, and technical services	\$48.17	\$100,195	1.69	\$19.35	\$40,254	\$27.76	\$57,733	\$40.55	\$84,353	\$61.66	\$128,255	\$85.27	\$177,360
Information	\$44.79	\$93,167	1.69	\$17.03	\$35,420	\$26.30	\$54,704	\$39.86	\$82,909	\$58.91	\$122,531	\$77.85	\$161,918
Public administration	\$35.19	\$73,186	0.89	\$15.48	\$32,199	\$22.73	\$47,272	\$31.32	\$65,145	\$45.31	\$94,238	\$58.76	\$122,218
Finance and insurance	\$38.38	\$79,830	2.02	\$16.22	\$33,732	\$21.16	\$44,013	\$30.73	\$63,916	\$47.45	\$98,696	\$69.52	\$144,595
Wholesale trade	\$35.17	\$73,150	2.55	\$15.00	\$31,200	\$19.12	\$39,772	\$27.40	\$56,987	\$42.53	\$88,461	\$67.56	\$140,526
Construction	\$30.29	\$63,003	1.26	\$16.74	\$34,810	\$20.65	\$42,948	\$26.76	\$55,658	\$35.39	\$73,616	\$48.70	\$101,292
Educational services	\$30.34	\$63,106	5.66	\$14.00	\$29,116	\$18.73	\$38,962	\$25.77	\$53,604	\$36.54	\$76,011	\$49.55	\$103,057
Manufacturing	\$30.87	\$64,215	4.02	\$13.46	\$28,000	\$16.86	\$35,075	\$23.48	\$48,846	\$37.38	\$77,743	\$60.01	\$124,815
Health care and social assistance	\$30.10	\$62,609	1.58	\$13.22	\$27,492	\$16.43	\$34,179	\$23.47	\$48,808	\$36.60	\$76,119	\$50.97	\$106,018
Real estate and rental and leasing	\$27.09	\$56,352	3.79	\$12.55	\$26,112	\$16.04	\$33,365	\$22.24	\$46,264	\$31.43	\$65,365	\$47.33	\$98,437
Transportation and warehousing	\$27.84	\$57,909	6.00	\$13.56	\$28,196	\$16.32	\$33,940	\$21.11	\$43,914	\$30.90	\$64,269	\$42.23	\$87,839
Other services (except public administration)	\$24.63	\$51,235	2.60	\$12.17	\$25,318	\$14.02	\$29,167	\$19.97	\$41,543	\$29.27	\$60,891	\$42.46	\$88,327
Administrative and support & waste management and remediation services	\$23.75	\$49,392	2.31	\$12.28	\$25,550	\$13.90	\$28,905	\$17.96	\$37,352	\$26.53	\$55,181	\$43.16	\$89,767
Arts, entertainment, and recreation	\$22.95	\$47,733	4.05	\$12.07	\$25,105	\$12.55	\$26,102	\$16.03	\$33,351	\$24.89	\$51,779	\$37.46	\$77,910
Retail trade	\$18.65	\$38,796	1.39	\$12.14	\$25,255	\$12.71	\$26,444	\$15.20	\$31,616	\$19.54	\$40,639	\$28.73	\$59,754
Agriculture, forestry, fishing and hunting	\$18.07	\$37,583	9.06	\$12.04	\$25,040	\$12.08	\$25,129	\$14.28	\$29,708	\$19.70	\$40,973	\$29.98	\$62,354
Accommodation and food services	\$15.68	\$32,605	1.65	\$12.01	\$24,973	\$12.09	\$25,150	\$13.09	\$27,234	\$15.70	\$32,655	\$23.05	\$47,938

\*Percent relative standard error of the average wage



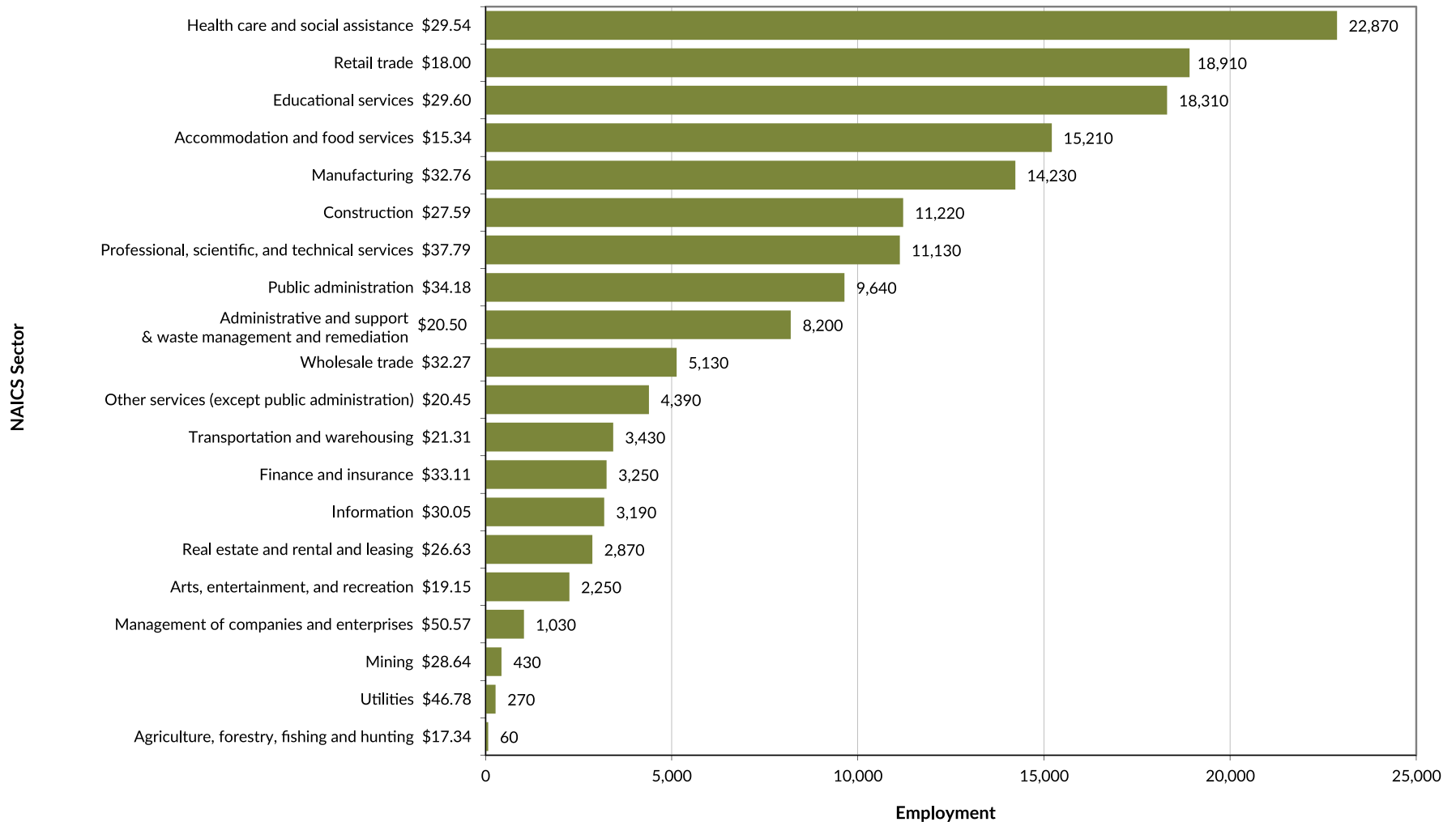
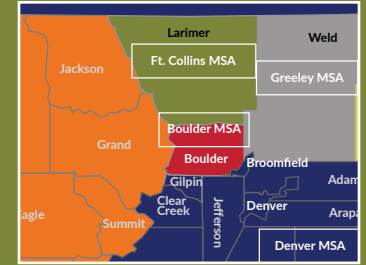
# Fort Collins MSA

**Figure 11a.** Employment Distribution and Average Hourly Wage in Major Occupational Groups (Fort Collins, May 2020)



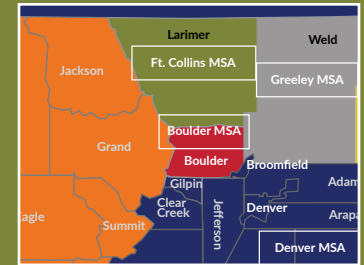
# Fort Collins MSA

**Figure 11b.** Employment Distribution and Average Hourly Wage in Major Industry Groups (Fort Collins, May 2020)



# Fort Collins MSA

**Table 16. Percentile Wages by Industry (Fort Collins MSA, May 2020)**

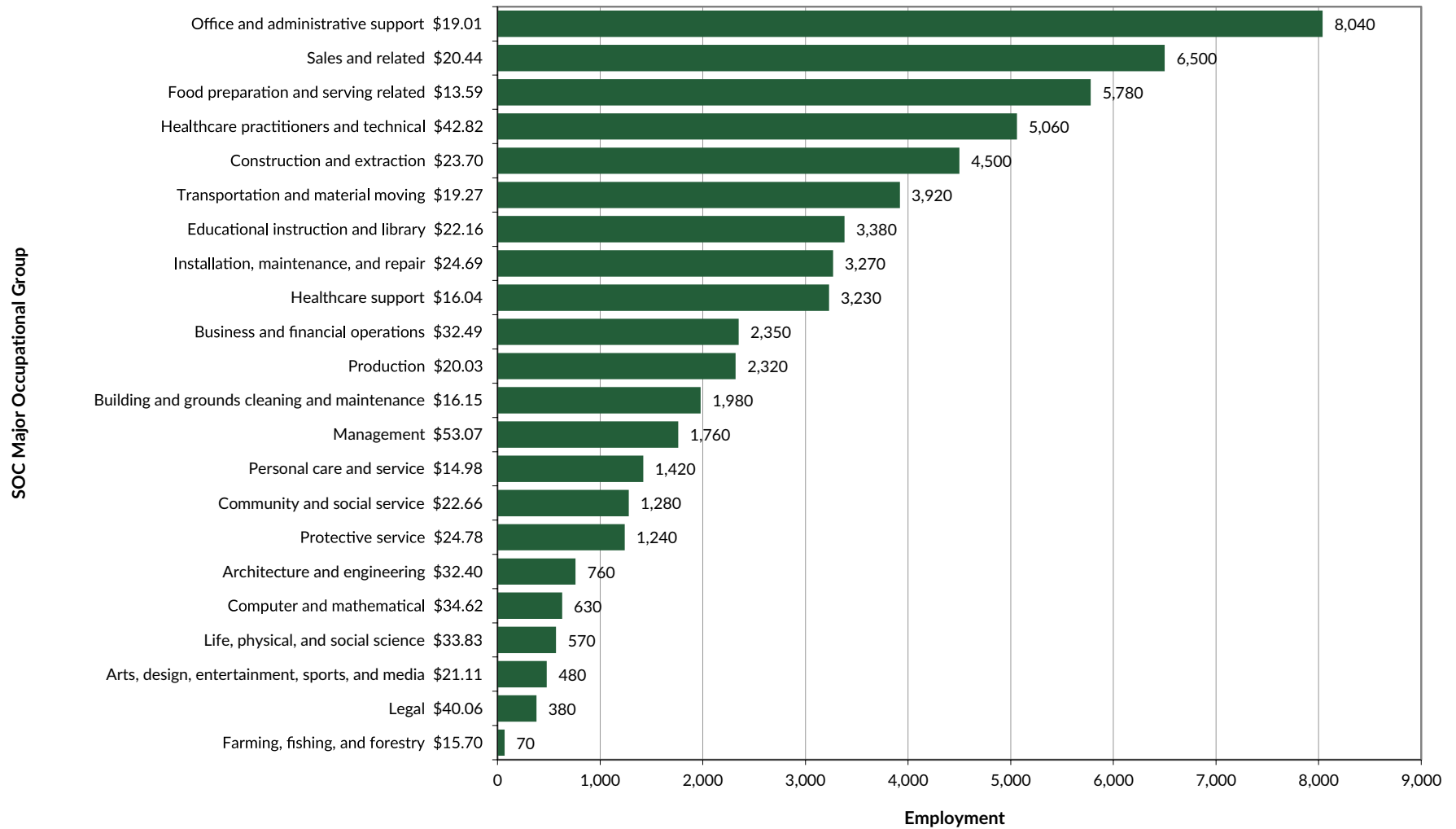
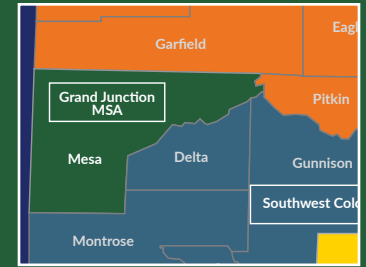


NAICS Sector	Average Hourly	Average Annual	PRSE*	10th Percentile Hourly	10th Percentile Annual	25th Percentile Hourly	25th Percentile Annual	Median Hourly	Median Annual	75th Percentile Hourly	75th Percentile Annual	90th Percentile Hourly	90th Percentile Annual
Utilities	\$46.78	\$97,292	11.10	\$19.79	\$41,163	\$33.04	\$68,732	\$44.32	\$92,184	\$53.86	\$112,029	\$77.03	\$160,228
Management of companies and enterprises	\$50.57	\$105,196	20.07	\$15.70	\$32,658	\$21.34	\$44,396	\$35.64	\$74,136	\$67.73	\$140,880	\$0.00	\$0.00
Professional, scientific, and technical services	\$37.79	\$78,595	3.38	\$14.87	\$30,937	\$20.66	\$42,966	\$32.06	\$66,685	\$47.87	\$99,569	\$68.09	\$141,618
Public administration	\$34.18	\$71,092	4.45	\$14.65	\$30,476	\$21.48	\$44,676	\$30.49	\$63,414	\$44.63	\$92,824	\$58.10	\$120,839
Manufacturing	\$32.76	\$68,151	2.15	\$14.93	\$31,046	\$18.29	\$38,052	\$26.43	\$54,966	\$40.20	\$83,609	\$60.42	\$125,682
Educational services	\$29.60	\$61,568	5.82	\$14.58	\$30,332	\$19.09	\$39,702	\$25.32	\$52,669	\$35.18	\$73,168	\$50.16	\$104,343
Construction	\$27.59	\$57,397	1.60	\$16.09	\$33,469	\$19.66	\$40,892	\$25.28	\$52,575	\$31.87	\$66,291	\$41.38	\$86,073
Finance and insurance	\$33.11	\$68,863	4.79	\$14.31	\$29,768	\$17.87	\$37,162	\$25.19	\$52,399	\$39.71	\$82,590	\$62.38	\$129,747
Wholesale trade	\$32.27	\$67,113	4.24	\$14.04	\$29,204	\$17.85	\$37,134	\$24.42	\$50,790	\$38.89	\$80,892	\$63.54	\$132,168
Information	\$30.05	\$62,496	6.08	\$12.39	\$25,771	\$16.38	\$34,061	\$23.90	\$49,709	\$37.27	\$77,514	\$54.54	\$113,437
Mining	\$28.64	\$59,574	9.83	\$16.08	\$33,439	\$18.18	\$37,812	\$23.12	\$48,100	\$36.83	\$76,606	\$51.01	\$106,096
Health care and social assistance	\$29.54	\$61,434	3.31	\$13.29	\$27,634	\$15.89	\$33,053	\$22.05	\$45,868	\$35.71	\$74,270	\$49.16	\$102,245
Transportation and warehousing	\$21.31	\$44,321	1.73	\$12.24	\$25,455	\$15.64	\$32,529	\$20.71	\$43,074	\$24.02	\$49,952	\$31.26	\$65,030
Real estate and rental and leasing	\$26.63	\$55,398	8.55	\$12.49	\$25,988	\$15.03	\$31,259	\$20.24	\$42,103	\$30.40	\$63,232	\$47.74	\$99,300
Administrative and support & waste management and remediation services	\$20.50	\$42,647	3.19	\$12.13	\$25,226	\$13.52	\$28,115	\$16.94	\$35,225	\$22.14	\$46,061	\$32.87	\$68,364
Other services (except public administration)	\$20.45	\$42,541	3.01	\$12.04	\$25,051	\$12.48	\$25,968	\$16.16	\$33,616	\$24.75	\$51,474	\$36.29	\$75,477
Arts, entertainment, and recreation	\$19.15	\$39,828	3.81	\$12.02	\$24,998	\$12.23	\$25,447	\$14.89	\$30,971	\$20.74	\$43,145	\$29.17	\$60,672
Retail trade	\$18.00	\$37,437	1.49	\$12.09	\$25,138	\$12.37	\$25,730	\$14.57	\$30,299	\$19.35	\$40,244	\$26.97	\$56,106
Agriculture, forestry, fishing and hunting	\$17.34	\$36,070	3.30	\$12.03	\$25,030	\$12.09	\$25,146	\$14.20	\$29,527	\$22.80	\$47,425	\$28.09	\$58,431
Accommodation and food services	\$15.34	\$31,901	1.75	\$12.01	\$24,972	\$12.07	\$25,102	\$12.63	\$26,277	\$15.76	\$32,791	\$22.63	\$47,074

\*Percent relative standard error of the average wage

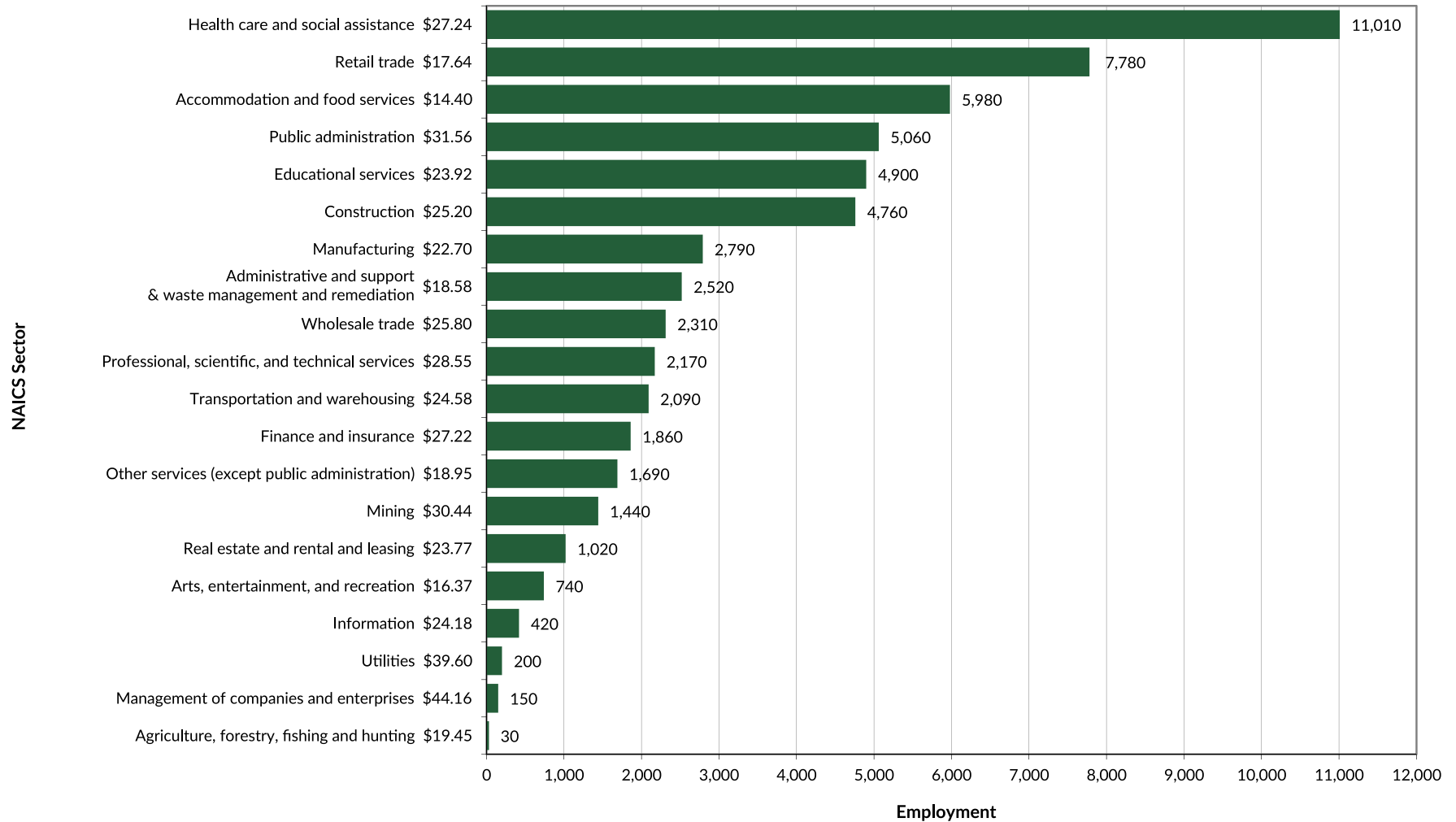
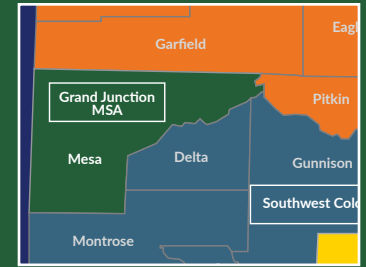
# Grand Junction MSA

**Figure 12a.** Employment Distribution and Average Hourly Wage in Major Occupational Groups (Grand Junction, May 2020)



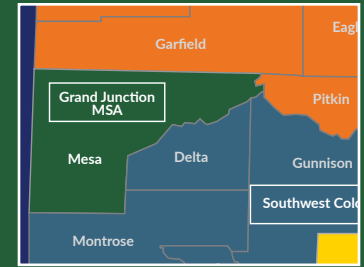
# Grand Junction MSA

**Figure 12b.** Employment Distribution and Average Hourly Wage in Major Industry Groups (Grand Junction, May 2020)



# Grand Junction MSA

**Table 17. Percentile Wages by Industry (Grand Junction MSA, May 2020)**

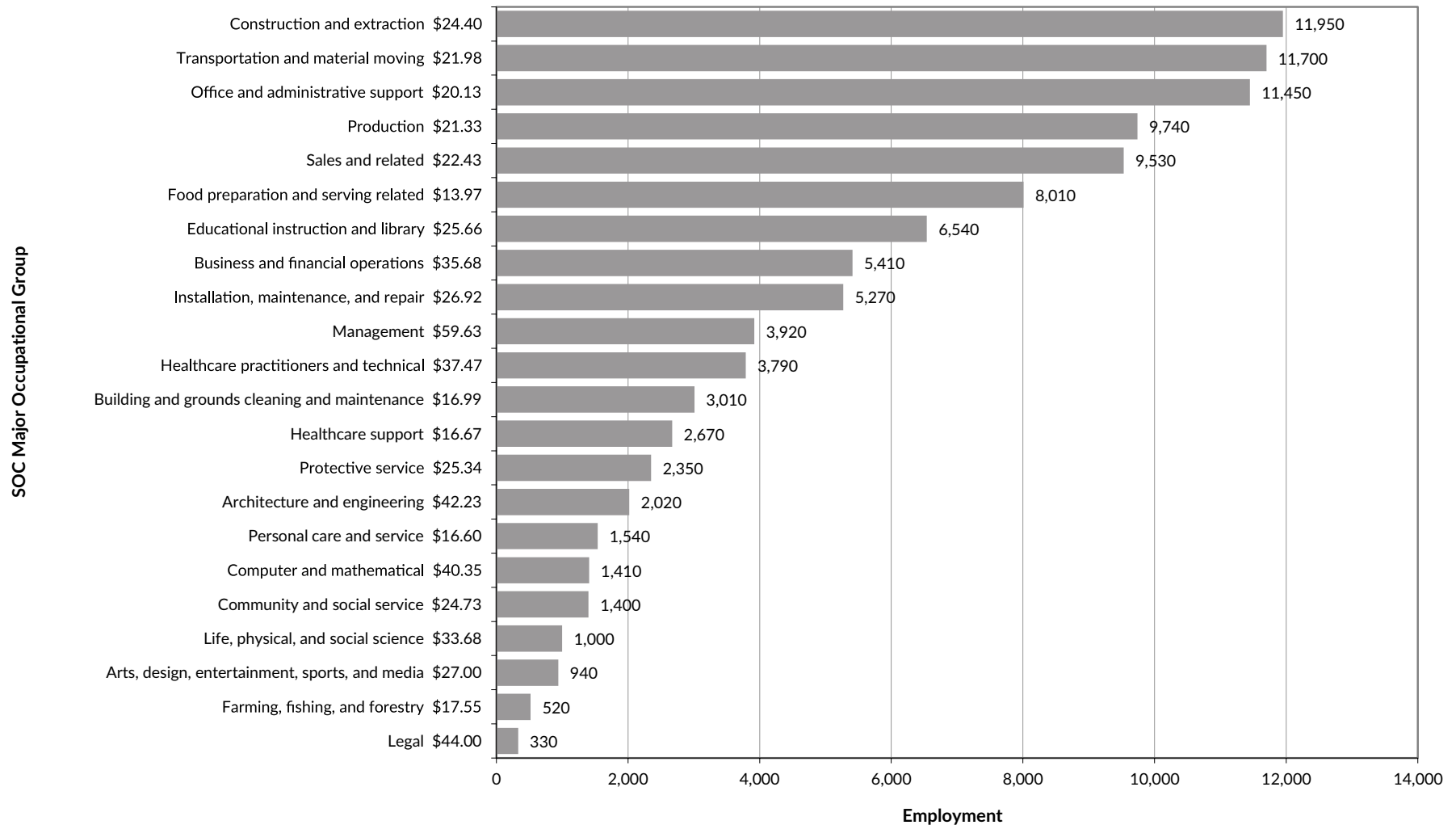
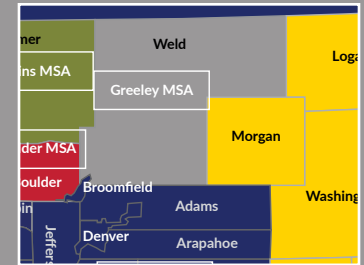


NAICS Sector	Average Hourly	Average Annual	PRSE*	10th Percentile Hourly	10th Percentile Annual	25th Percentile Hourly	25th Percentile Annual	Median Hourly	Median Annual	75th Percentile Hourly	75th Percentile Annual	90th Percentile Hourly	90th Percentile Annual
Utilities	\$39.60	\$82,360	9.33	\$20.32	\$42,275	\$26.08	\$54,250	\$39.64	\$82,453	\$49.22	\$102,371	\$53.99	\$112,291
Management of companies and enterprises	\$44.16	\$91,847	7.49	\$18.12	\$37,681	\$22.88	\$47,594	\$36.81	\$76,575	\$54.11	\$112,539	\$79.54	\$165,442
Mining	\$30.44	\$63,311	5.49	\$17.22	\$35,815	\$20.78	\$43,213	\$26.03	\$54,142	\$35.13	\$73,071	\$47.83	\$99,491
Public administration	\$31.56	\$65,640	6.89	\$15.01	\$31,219	\$20.30	\$42,222	\$26.01	\$54,095	\$36.39	\$75,684	\$48.93	\$101,783
Professional, scientific, and technical services	\$28.55	\$59,386	4.12	\$12.82	\$26,659	\$16.45	\$34,215	\$23.55	\$48,992	\$35.42	\$73,667	\$50.99	\$106,062
Construction	\$25.20	\$52,421	2.41	\$14.41	\$29,967	\$17.76	\$36,931	\$22.99	\$47,821	\$29.57	\$61,505	\$39.04	\$81,200
Transportation and warehousing	\$24.58	\$51,132	3.44	\$13.59	\$28,272	\$17.14	\$35,659	\$21.55	\$44,831	\$30.15	\$62,707	\$37.93	\$78,897
Wholesale trade	\$25.80	\$53,657	3.00	\$13.00	\$27,048	\$16.11	\$33,510	\$21.43	\$44,570	\$30.68	\$63,815	\$43.29	\$90,043
Educational services	\$23.92	\$49,749	1.53	\$13.63	\$28,347	\$16.48	\$34,289	\$21.15	\$44,000	\$28.70	\$59,700	\$38.56	\$80,203
Information	\$24.18	\$50,291	6.24	\$12.20	\$25,371	\$13.44	\$27,947	\$20.77	\$43,205	\$33.32	\$69,300	\$39.37	\$81,898
Finance and insurance	\$27.22	\$56,617	2.47	\$12.56	\$26,117	\$16.13	\$33,561	\$20.62	\$42,891	\$30.89	\$64,258	\$47.76	\$99,340
Health care and social assistance	\$27.24	\$56,649	3.00	\$12.24	\$25,460	\$13.97	\$29,067	\$19.26	\$40,051	\$32.96	\$68,560	\$47.56	\$98,916
Manufacturing	\$22.70	\$47,226	2.37	\$12.63	\$26,261	\$14.80	\$30,787	\$18.81	\$39,134	\$25.48	\$52,993	\$38.04	\$79,123
Real estate and rental and leasing	\$23.77	\$49,431	9.29	\$12.24	\$25,451	\$13.99	\$29,103	\$18.58	\$38,653	\$28.04	\$58,323	\$43.99	\$91,504
Administrative and support & waste management and remediation services	\$18.58	\$38,643	2.95	\$12.23	\$25,443	\$13.27	\$27,599	\$15.61	\$32,466	\$21.31	\$44,317	\$26.66	\$55,452
Other services (except public administration)	\$18.95	\$39,412	2.19	\$12.07	\$25,107	\$12.36	\$25,699	\$15.54	\$32,314	\$22.39	\$46,578	\$31.31	\$65,132
Agriculture, forestry, fishing and hunting	\$19.45	\$40,446	1.96	\$12.03	\$25,030	\$12.21	\$25,396	\$15.25	\$31,716	\$25.05	\$52,097	\$33.31	\$69,292
Retail trade	\$17.64	\$36,681	1.29	\$12.09	\$25,148	\$12.40	\$25,782	\$14.31	\$29,759	\$18.64	\$38,763	\$27.33	\$56,841
Arts, entertainment, and recreation	\$16.37	\$34,060	3.61	\$12.04	\$25,042	\$12.16	\$25,286	\$13.75	\$28,606	\$16.83	\$35,012	\$23.52	\$48,918
Accommodation and food services	\$14.40	\$29,948	3.13	\$12.00	\$24,970	\$12.03	\$25,029	\$12.23	\$25,437	\$14.12	\$29,370	\$18.87	\$39,243

\*Percent relative standard error of the average wage

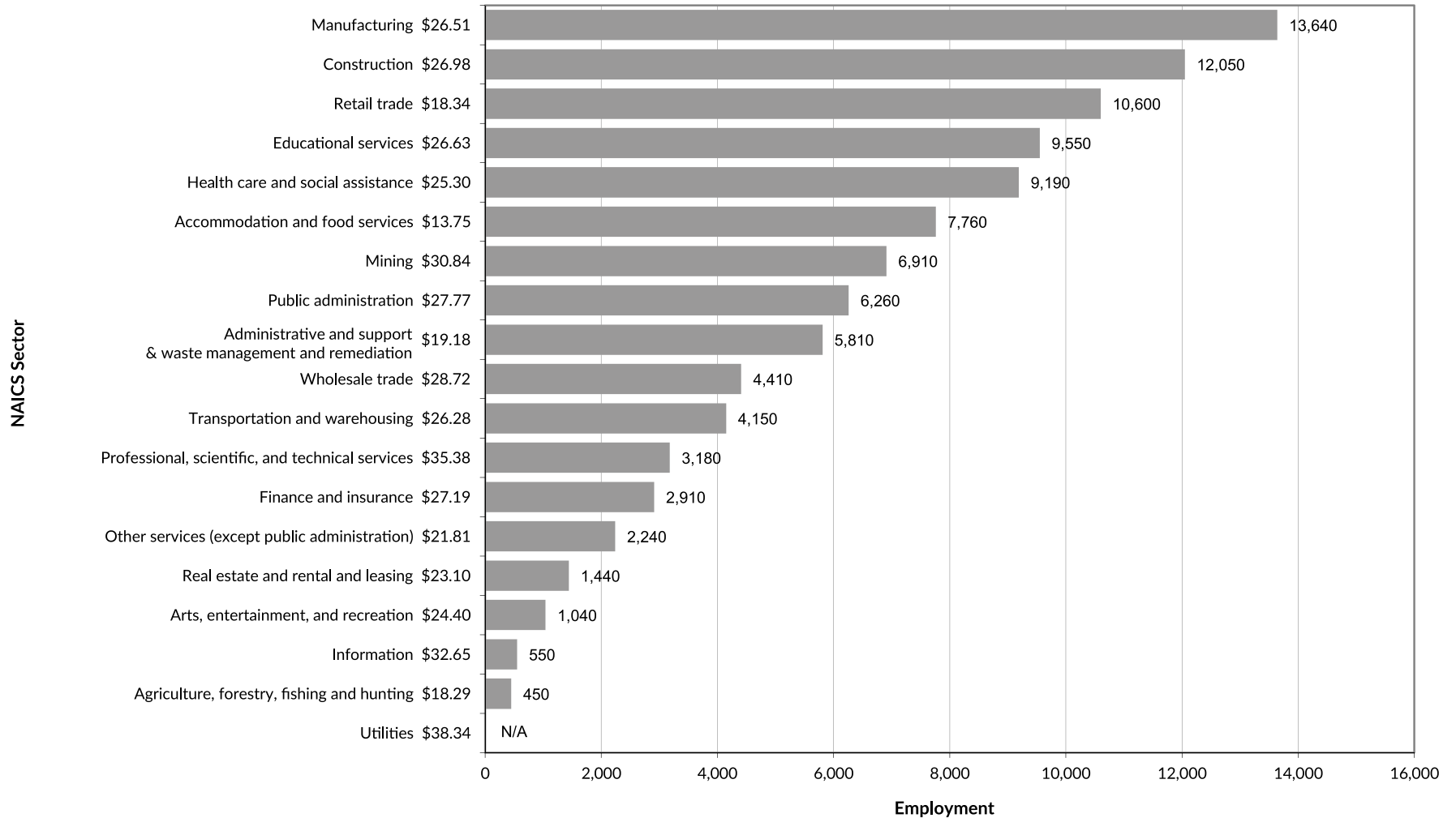
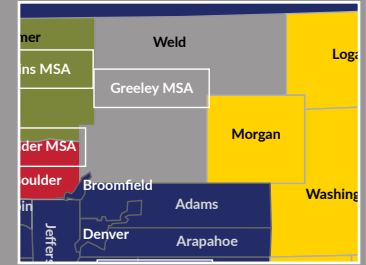
# Greeley MSA

**Figure 13a.** Employment Distribution and Average Hourly Wage in Major Occupational Groups (Greeley MSA, May 2020)



# Greeley MSA

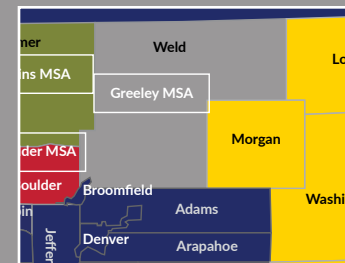
**Figure 13b.** Employment Distribution and Average Hourly Wage in Major Industry Groups (Greeley MSA, May 2020)





# Greeley MSA

**Table 18.** Percentile Wages by Industry (Greeley MSA, May 2020)

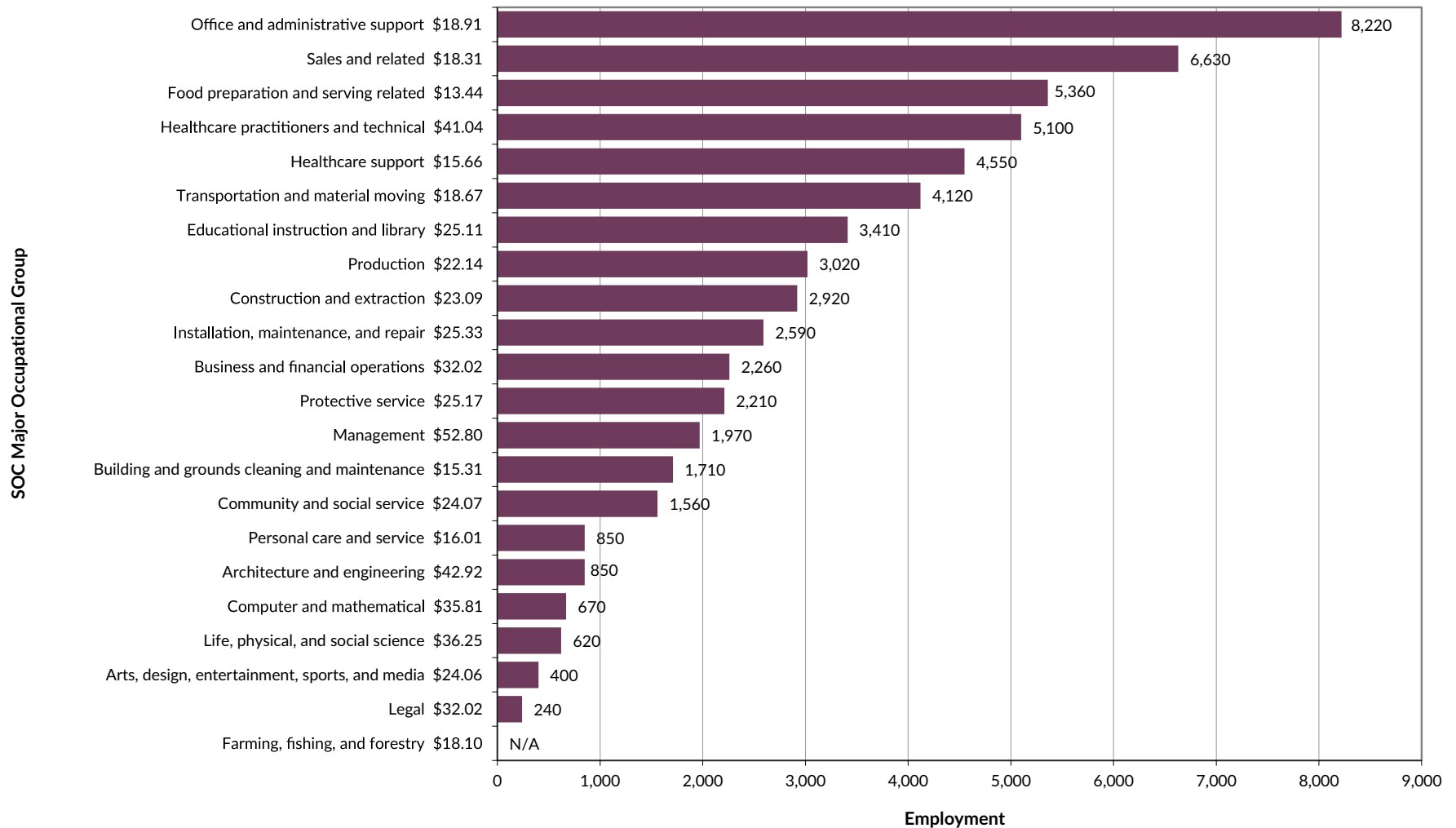
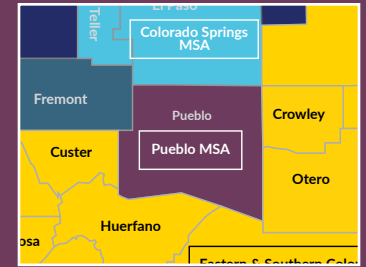


NAICS Sector	Average Hourly	Average Annual	PRSE*	10th Percentile Hourly	10th Percentile Annual	25th Percentile Hourly	25th Percentile Annual	Median Hourly	Median Annual	75th Percentile Hourly	75th Percentile Annual	90th Percentile Hourly	90th Percentile Annual
Utilities	\$38.34	\$79,755	7.36	\$21.32	\$44,351	\$26.20	\$54,493	\$36.71	\$76,360	\$48.54	\$100,968	\$58.30	\$121,263
Professional, scientific, and technical services	\$35.38	\$73,592	4.74	\$14.46	\$30,086	\$19.52	\$40,609	\$29.43	\$61,218	\$44.55	\$92,654	\$63.32	\$131,710
Public administration	\$27.77	\$57,760	1.78	\$12.37	\$25,734	\$18.40	\$38,279	\$25.51	\$53,058	\$34.28	\$71,311	\$44.96	\$93,513
Information	\$32.65	\$67,903	15.66	\$12.82	\$26,656	\$17.17	\$35,714	\$25.20	\$52,421	\$37.33	\$77,649	\$54.99	\$114,383
Mining	\$30.84	\$64,148	2.05	\$16.83	\$35,003	\$19.78	\$41,143	\$24.50	\$50,952	\$35.73	\$74,320	\$52.33	\$108,844
Transportation and warehousing	\$26.28	\$54,654	2.44	\$17.04	\$35,453	\$20.43	\$42,501	\$24.37	\$50,696	\$30.19	\$62,805	\$38.52	\$80,123
Construction	\$26.98	\$56,122	1.74	\$15.89	\$33,050	\$18.54	\$38,573	\$24.18	\$50,289	\$31.75	\$66,045	\$43.03	\$89,511
Wholesale trade	\$28.72	\$59,736	2.59	\$14.74	\$30,654	\$18.40	\$38,267	\$24.04	\$50,009	\$33.62	\$69,924	\$50.14	\$104,287
Educational services	\$26.63	\$55,392	1.84	\$14.29	\$29,726	\$17.80	\$37,031	\$23.05	\$47,949	\$31.36	\$65,228	\$44.64	\$92,860
Finance and insurance	\$27.19	\$56,552	3.31	\$14.21	\$29,562	\$17.13	\$35,627	\$22.73	\$47,277	\$32.05	\$66,668	\$47.38	\$98,556
Manufacturing	\$26.51	\$55,139	5.00	\$14.97	\$31,138	\$17.17	\$35,718	\$21.02	\$43,716	\$29.40	\$61,146	\$46.36	\$96,429
Health care and social assistance	\$25.30	\$52,628	3.13	\$12.42	\$25,838	\$14.60	\$30,369	\$19.25	\$40,043	\$31.10	\$64,686	\$43.02	\$89,486
Real estate and rental and leasing	\$23.10	\$48,056	7.78	\$12.19	\$25,356	\$14.25	\$29,632	\$18.77	\$39,041	\$25.59	\$53,230	\$38.10	\$79,253
Other services (except public administration)	\$21.81	\$45,360	4.71	\$12.17	\$25,309	\$13.67	\$28,429	\$17.87	\$37,178	\$26.76	\$55,663	\$35.68	\$74,221
Arts, entertainment, and recreation	\$24.40	\$50,748	12.24	\$12.03	\$25,027	\$12.42	\$25,841	\$17.65	\$36,702	\$28.61	\$59,517	\$41.82	\$86,993
Administrative and support & waste management and remediation services	\$19.18	\$39,885	3.73	\$12.29	\$25,570	\$13.16	\$27,374	\$16.62	\$34,560	\$21.55	\$44,820	\$28.28	\$58,832
Agriculture, forestry, fishing and hunting	\$18.29	\$38,044	7.79	\$12.09	\$25,142	\$12.20	\$25,385	\$14.94	\$31,082	\$21.96	\$45,669	\$27.56	\$57,334
Retail trade	\$18.34	\$38,141	2.45	\$12.10	\$25,168	\$12.38	\$25,757	\$14.35	\$29,852	\$19.02	\$39,560	\$28.46	\$59,188
Accommodation and food services	\$13.75	\$28,603	1.52	\$12.01	\$24,972	\$12.05	\$25,073	\$12.30	\$25,585	\$13.98	\$29,070	\$16.41	\$34,135

\*Percent relative standard error of the average wage

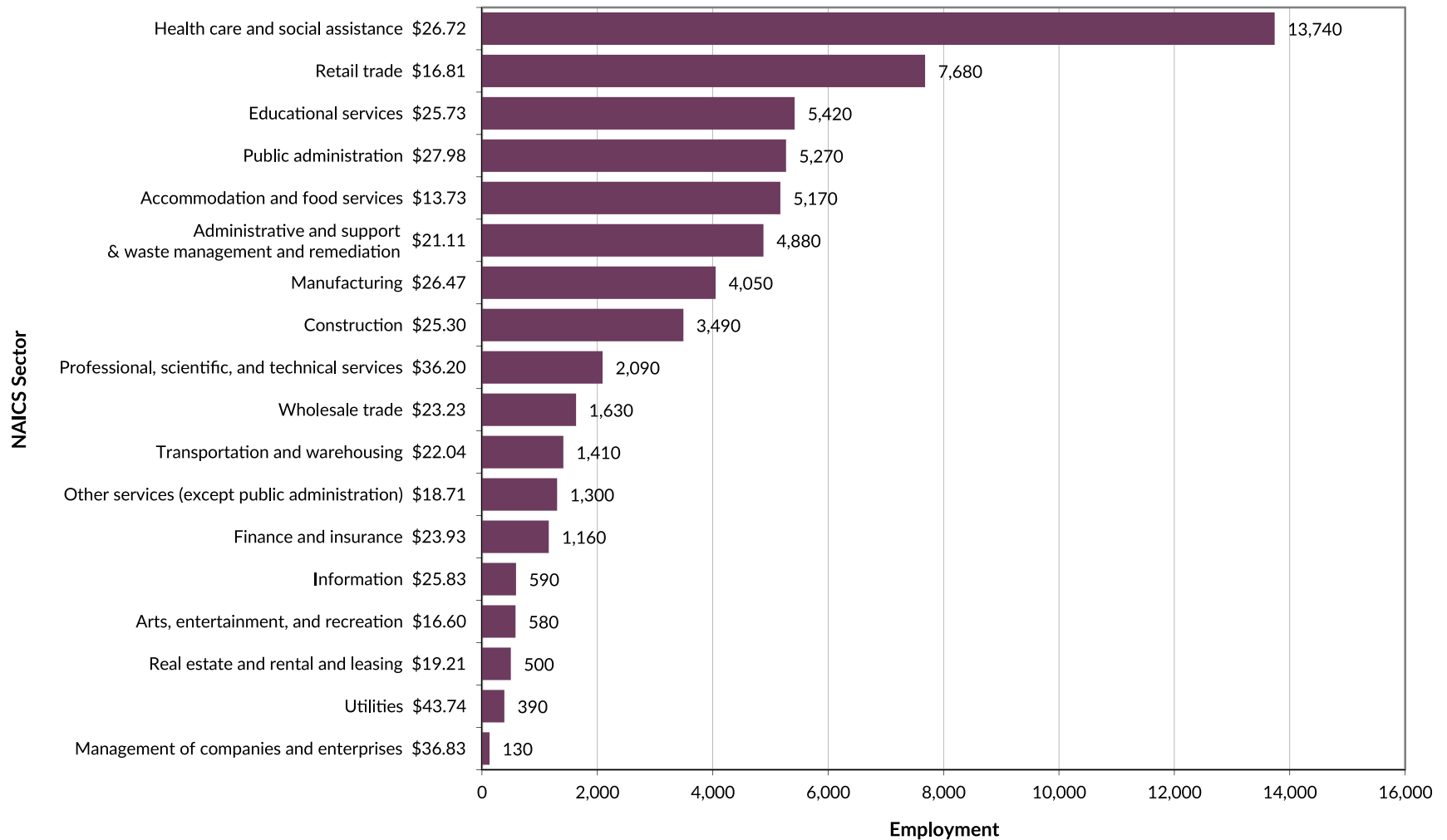
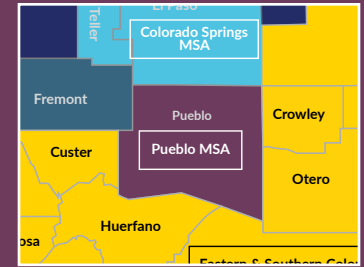
# Pueblo MSA

**Figure 14a.** Employment Distribution and Average Hourly Wage in Major Occupational Groups (Pueblo MSA, May 2020)



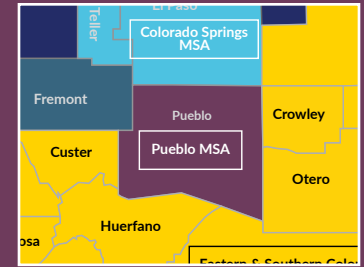
# Pueblo MSA

**Figure 14b.** *Employment Distribution and Average Hourly Wage in Major Industry Groups (Pueblo MSA, May 2020)*



# Pueblo MSA

**Table 19. Percentile Wages by Industry (Pueblo MSA, May 2020)**

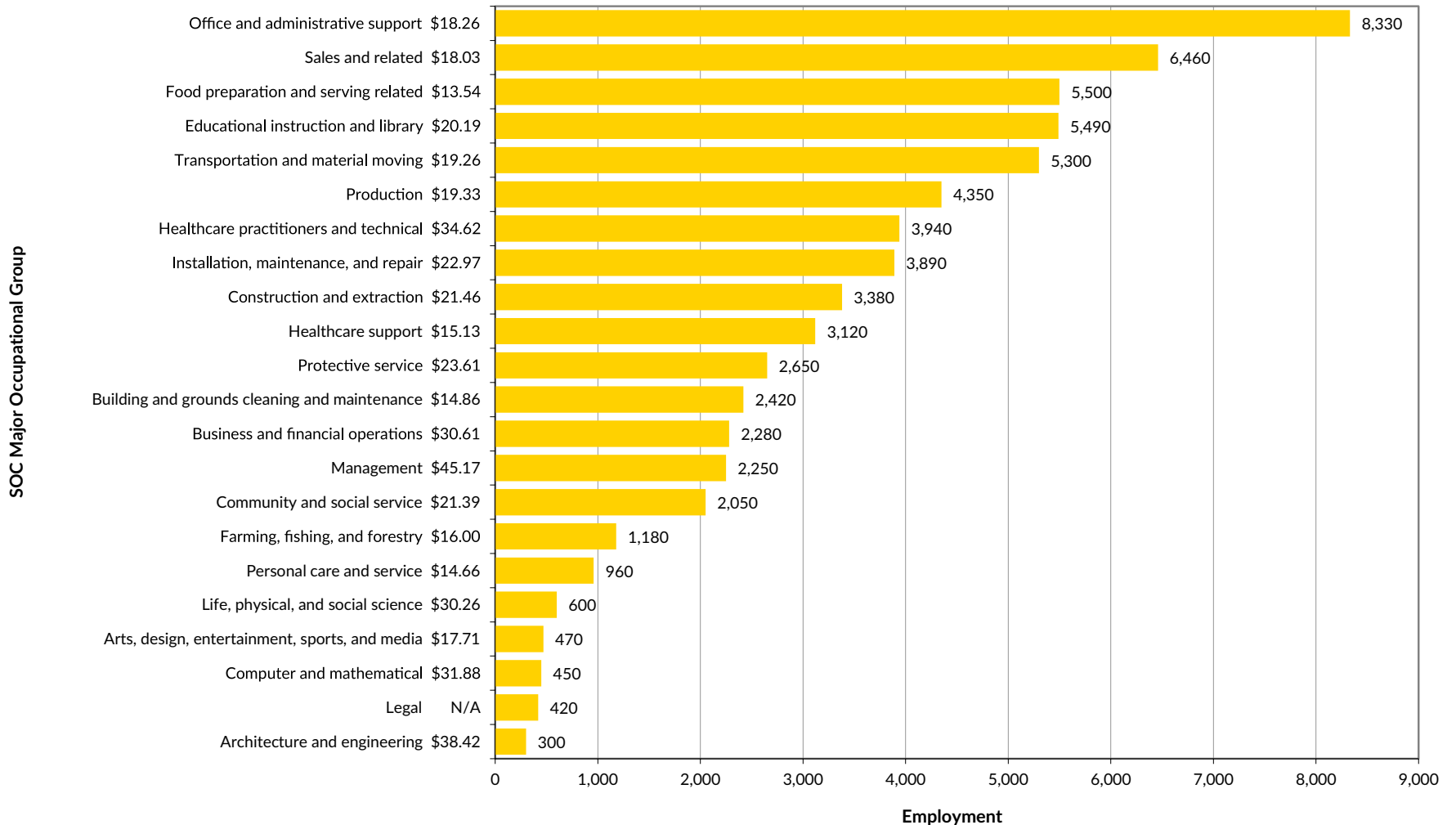


NAICS Sector	Average Hourly	Average Annual	PRSE*	10th Percentile Hourly	10th Percentile Annual	25th Percentile Hourly	25th Percentile Annual	Median Hourly	Median Annual	75th Percentile Hourly	75th Percentile Annual	90th Percentile Hourly	90th Percentile Annual
Utilities	\$43.74	\$90,978	1.49	\$29.64	\$61,648	\$36.64	\$76,202	\$44.52	\$92,597	\$50.30	\$104,632	\$53.89	\$112,090
Professional, scientific, and technical services	\$36.20	\$75,301	5.13	\$14.66	\$30,493	\$20.67	\$42,989	\$31.31	\$65,116	\$47.46	\$98,716	\$64.90	\$134,994
Management of companies and enterprises	\$36.83	\$76,615	6.85	\$17.31	\$36,010	\$21.75	\$45,233	\$30.29	\$63,000	\$46.81	\$97,357	\$67.74	\$140,898
Public administration	\$27.98	\$58,189	2.63	\$15.75	\$32,750	\$20.53	\$42,703	\$25.47	\$52,985	\$33.06	\$68,755	\$43.28	\$90,023
Educational services	\$25.73	\$53,527	2.50	\$13.74	\$28,571	\$18.06	\$37,573	\$23.35	\$48,565	\$30.84	\$64,140	\$40.81	\$84,895
Manufacturing	\$26.47	\$55,048	3.34	\$13.67	\$28,430	\$17.12	\$35,603	\$22.91	\$47,648	\$31.20	\$64,890	\$42.51	\$88,426
Construction	\$25.30	\$52,623	2.92	\$13.45	\$27,967	\$16.25	\$33,799	\$22.64	\$47,093	\$30.58	\$63,603	\$40.15	\$83,507
Information	\$25.83	\$53,731	7.94	\$12.18	\$25,325	\$15.68	\$32,621	\$21.55	\$44,820	\$32.67	\$67,947	\$44.47	\$92,505
Transportation and warehousing	\$22.04	\$45,839	2.27	\$13.56	\$28,207	\$17.07	\$35,504	\$20.96	\$43,596	\$24.52	\$51,000	\$31.27	\$65,035
Wholesale trade	\$23.23	\$48,316	3.20	\$13.17	\$27,387	\$16.03	\$33,343	\$20.43	\$42,498	\$25.51	\$53,059	\$35.07	\$72,937
Finance and insurance	\$23.93	\$49,785	4.43	\$12.42	\$25,834	\$14.69	\$30,548	\$19.73	\$41,034	\$27.72	\$57,668	\$40.10	\$83,398
Health care and social assistance	\$26.72	\$55,588	3.44	\$12.29	\$25,561	\$14.06	\$29,254	\$18.90	\$39,316	\$31.54	\$65,609	\$47.14	\$98,048
Administrative and support & waste management and remediation services	\$21.11	\$43,913	5.30	\$12.27	\$25,516	\$13.55	\$28,181	\$16.49	\$34,302	\$23.50	\$48,889	\$36.49	\$75,902
Real estate and rental and leasing	\$19.21	\$39,961	4.78	\$12.39	\$25,764	\$13.74	\$28,589	\$16.45	\$34,214	\$20.70	\$43,064	\$32.26	\$67,108
Other services (except public administration)	\$18.71	\$38,921	4.44	\$12.06	\$25,087	\$12.31	\$25,604	\$15.43	\$32,102	\$21.22	\$44,142	\$30.39	\$63,217
Retail trade	\$16.81	\$34,962	1.54	\$12.07	\$25,095	\$12.25	\$25,474	\$13.68	\$28,461	\$17.55	\$36,510	\$24.59	\$51,140
Arts, entertainment, and recreation	\$16.60	\$34,520	5.34	\$12.03	\$25,018	\$12.14	\$25,252	\$12.90	\$26,834	\$18.01	\$37,452	\$24.24	\$50,429
Accommodation and food services	\$13.73	\$28,552	2.71	\$12.01	\$24,974	\$12.05	\$25,067	\$12.22	\$25,421	\$13.30	\$27,668	\$15.78	\$32,822

\*Percent relative standard error of the average wage

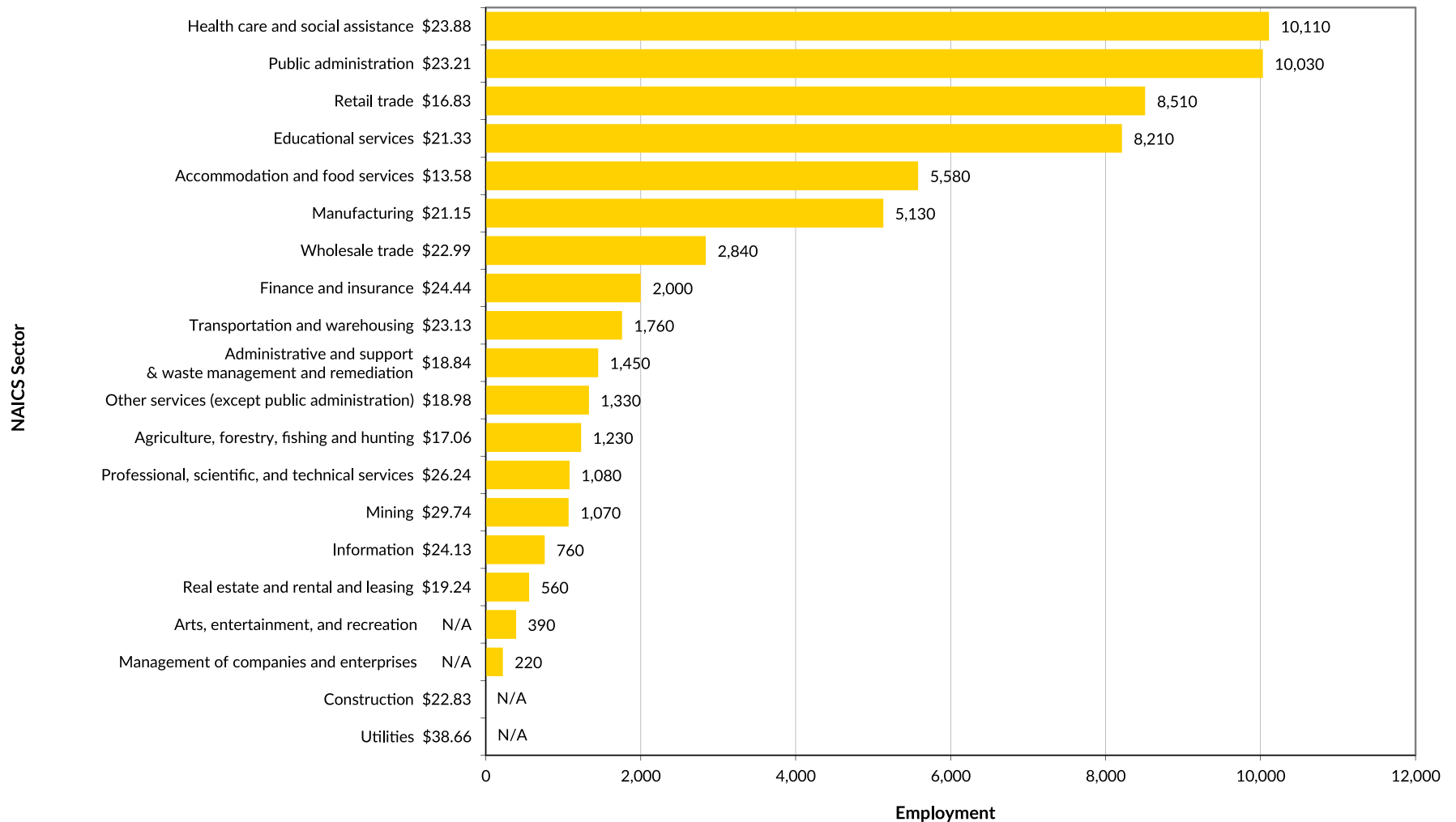
# Eastern & Southern Colorado

**Figure 15a. Employment Distribution and Average Hourly Wage in Major Occupational Groups (Eastern and Southern Colorado, May 2020)**

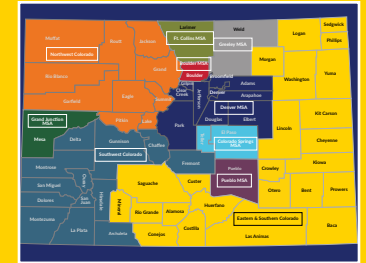


# Eastern & Southern Colorado

**Figure 15b. Employment Distribution and Average Hourly Wage in Major Industry Groups (Eastern and Southern Colorado, May 2020)**



# Eastern & Southern Colorado



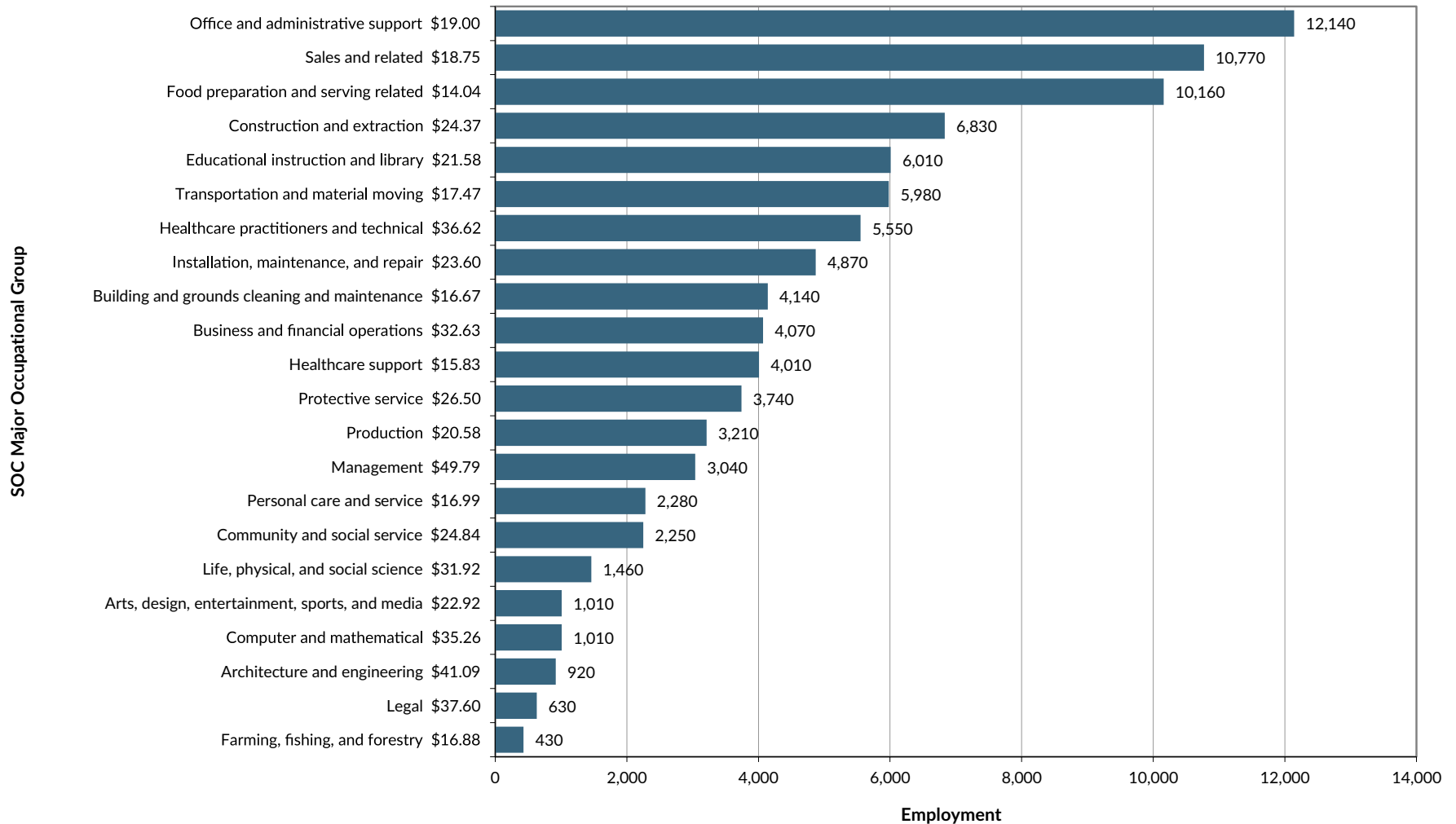
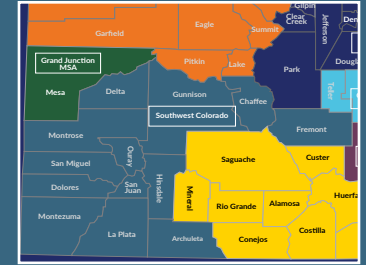
**Table 20. Percentile Wages by Industry (Eastern and Southern Colorado, May 2020)**

NAICS Sector	Average Hourly	Average Annual	PRSE*	10th Percentile Hourly	10th Percentile Annual	25th Percentile Hourly	25th Percentile Annual	Median Hourly	Median Annual	75th Percentile Hourly	75th Percentile Annual	90th Percentile Hourly	90th Percentile Annual
Agriculture, forestry, fishing and hunting	\$17.06	\$35,488	4.39	\$12.05	\$25,055	\$12.12	\$25,211	\$13.72	\$28,530	\$18.78	\$39,070	\$27.89	\$58,021
Mining	\$29.74	\$61,856	3.42	\$15.76	\$32,787	\$17.95	\$37,330	\$23.64	\$49,161	\$35.68	\$74,221	\$51.28	\$106,653
Utilities	\$38.66	\$80,417	3.24	\$19.48	\$40,510	\$29.06	\$60,447	\$40.74	\$84,742	\$47.48	\$98,751	\$52.10	\$108,378
Construction	\$22.83	\$47,496	3.99	\$12.58	\$26,171	\$15.33	\$31,885	\$19.36	\$40,277	\$26.33	\$54,759	\$35.33	\$73,489
Manufacturing	\$21.15	\$43,988	3.45	\$13.19	\$27,445	\$15.82	\$32,900	\$18.28	\$38,025	\$22.94	\$47,713	\$31.53	\$65,586
Wholesale trade	\$22.99	\$47,829	4.76	\$12.23	\$25,438	\$13.34	\$27,749	\$17.76	\$36,947	\$25.49	\$53,010	\$40.58	\$84,397
Retail trade	\$16.83	\$35,005	1.61	\$12.06	\$25,092	\$12.23	\$25,435	\$13.86	\$28,834	\$17.99	\$37,421	\$24.39	\$50,724
Transportation and warehousing	\$23.13	\$48,105	3.42	\$12.35	\$25,690	\$17.52	\$36,434	\$22.13	\$46,037	\$28.97	\$60,258	\$33.86	\$70,432
Information	\$24.13	\$50,196	4.98	\$12.04	\$25,043	\$13.47	\$28,018	\$19.04	\$39,596	\$29.94	\$62,270	\$41.37	\$86,051
Finance and insurance	\$24.44	\$50,842	5.93	\$12.13	\$25,237	\$13.86	\$28,835	\$18.65	\$38,784	\$28.93	\$60,178	\$45.09	\$93,780
Real estate and rental and leasing	\$19.24	\$40,027	10.70	\$12.01	\$24,979	\$12.52	\$26,039	\$15.74	\$32,737	\$19.12	\$39,780	\$28.41	\$59,090
Professional, scientific, and technical services	\$26.24	\$54,584	5.28	\$12.20	\$25,376	\$14.31	\$29,761	\$19.65	\$40,866	\$31.07	\$64,629	\$44.57	\$92,699
Administrative and support & waste management and remediation services	\$18.84	\$39,179	2.67	\$12.14	\$25,254	\$13.09	\$27,229	\$16.53	\$34,383	\$20.61	\$42,872	\$27.75	\$57,713
Educational services	\$21.33	\$44,368	1.91	\$12.44	\$25,870	\$15.35	\$31,921	\$18.97	\$39,465	\$24.58	\$51,128	\$32.40	\$67,395
Health care and social assistance	\$23.88	\$49,666	1.78	\$12.16	\$25,302	\$13.20	\$27,451	\$17.41	\$36,216	\$28.18	\$58,604	\$39.84	\$82,867
Accommodation and food services	\$13.58	\$28,246	1.97	\$12.01	\$24,976	\$12.05	\$25,064	\$12.17	\$25,321	\$13.14	\$27,336	\$15.61	\$32,478
Other services (except public administration)	\$18.98	\$39,482	3.35	\$12.01	\$24,978	\$12.24	\$25,459	\$15.54	\$32,326	\$22.47	\$46,732	\$30.02	\$62,443
Public administration	\$23.21	\$48,275	2.70	\$12.55	\$26,113	\$15.34	\$31,898	\$21.26	\$44,215	\$27.61	\$57,423	\$34.93	\$72,651

\*Percent relative standard error of the average wage

# Southwest Colorado

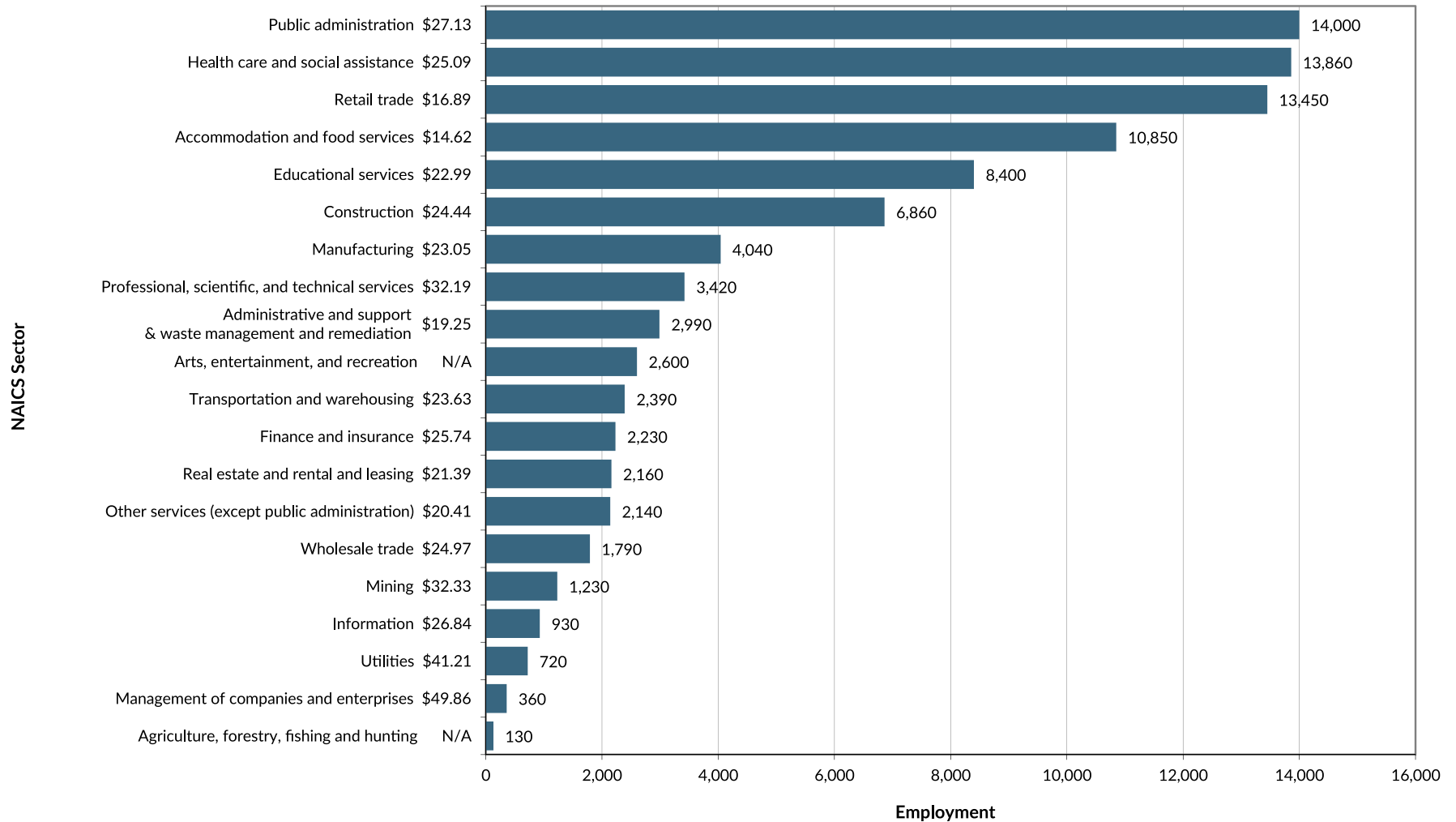
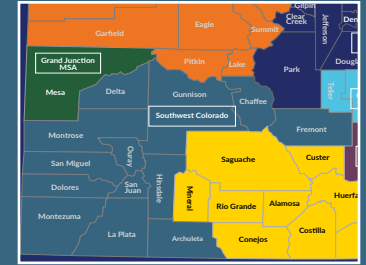
**Figure 16a.** Employment Distribution and Average Hourly Wage in Major Occupational Groups (Southwest Colorado, May 2020)





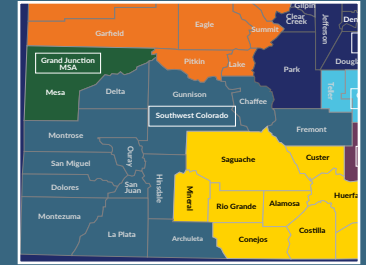
# Southwest Colorado

**Figure 16b.** *Employment Distribution and Average Hourly Wage in Major Industry Groups (Southwest Colorado, May 2020)*



# Southwest Colorado

**Table 21.** Percentile Wages by Industry (Southwest Colorado, May 2020)

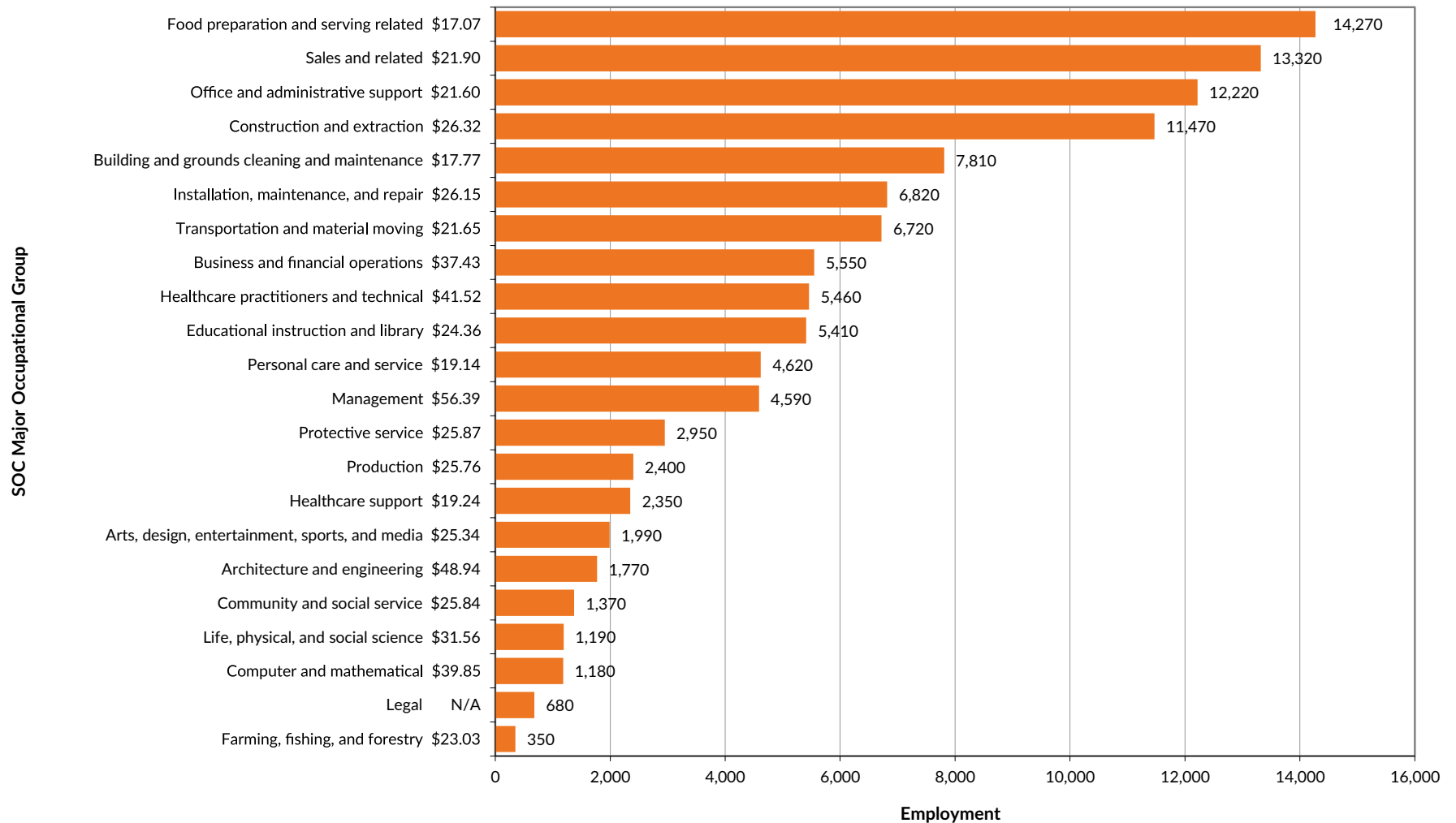


NAICS Sector	Average Hourly	Average Annual	PRSE*	10th Percentile Hourly	10th Percentile Annual	25th Percentile Hourly	25th Percentile Annual	Median Hourly	Median Annual	75th Percentile Hourly	75th Percentile Annual	90th Percentile Hourly	90th Percentile Annual
Mining	\$32.33	\$67,249	5.65	\$16.76	\$34,869	\$20.80	\$43,273	\$30.07	\$62,551	\$37.97	\$78,986	\$49.76	\$103,503
Utilities	\$41.21	\$85,707	6.79	\$20.22	\$42,064	\$28.44	\$59,145	\$40.04	\$83,275	\$49.66	\$103,292	\$64.27	\$133,675
Construction	\$24.44	\$50,834	2.60	\$13.65	\$28,402	\$17.24	\$35,853	\$22.53	\$46,865	\$29.50	\$61,359	\$36.56	\$76,037
Manufacturing	\$23.05	\$47,935	3.88	\$12.47	\$25,941	\$14.60	\$30,367	\$18.88	\$39,277	\$25.68	\$53,408	\$38.22	\$79,499
Wholesale trade	\$24.97	\$51,941	5.83	\$12.71	\$26,437	\$16.00	\$33,281	\$21.09	\$43,872	\$27.80	\$57,821	\$41.94	\$87,241
Retail trade	\$16.89	\$35,127	2.07	\$12.08	\$25,133	\$12.33	\$25,638	\$14.20	\$29,529	\$18.31	\$38,076	\$24.49	\$50,930
Transportation and warehousing	\$23.63	\$49,156	4.53	\$12.73	\$26,480	\$16.45	\$34,225	\$20.60	\$42,857	\$26.91	\$55,970	\$37.13	\$77,238
Information	\$26.84	\$55,835	6.12	\$13.05	\$27,151	\$16.43	\$34,171	\$22.64	\$47,094	\$33.77	\$70,237	\$46.93	\$97,615
Finance and insurance	\$25.74	\$53,546	3.64	\$13.97	\$29,051	\$16.83	\$35,001	\$20.51	\$42,655	\$28.60	\$59,482	\$45.26	\$94,142
Real estate and rental and leasing	\$21.39	\$44,485	5.31	\$12.09	\$25,146	\$14.22	\$29,573	\$19.05	\$39,615	\$25.08	\$52,158	\$34.17	\$71,066
Professional, scientific, and technical services	\$32.19	\$66,960	4.25	\$12.60	\$26,205	\$17.74	\$36,906	\$25.78	\$53,633	\$41.22	\$85,737	\$57.96	\$120,561
Management of companies and enterprises	\$49.86	\$103,700	22.86	\$17.37	\$36,130	\$23.21	\$48,275	\$31.01	\$64,502	\$64.38	\$133,914	\$0.00	\$0.00
Administrative and support & waste management and remediation services	\$19.25	\$40,035	4.53	\$12.09	\$25,142	\$13.23	\$27,514	\$15.86	\$32,987	\$20.09	\$41,794	\$29.87	\$62,134
Educational services	\$22.99	\$47,821	1.35	\$13.48	\$28,047	\$16.49	\$34,304	\$21.13	\$43,953	\$27.16	\$56,493	\$35.13	\$73,067
Health care and social assistance	\$25.09	\$52,182	2.01	\$12.30	\$25,581	\$13.94	\$28,994	\$18.24	\$37,948	\$29.85	\$62,098	\$42.62	\$88,652
Accommodation and food services	\$14.62	\$30,401	1.90	\$12.01	\$24,975	\$12.06	\$25,082	\$12.28	\$25,535	\$14.56	\$30,278	\$19.98	\$41,555
Other services (except public administration)	\$20.41	\$42,446	3.36	\$12.07	\$25,109	\$13.35	\$27,772	\$17.31	\$36,009	\$23.77	\$49,446	\$31.52	\$65,560
Public administration	\$27.13	\$56,432	1.30	\$14.46	\$30,082	\$19.28	\$40,108	\$25.22	\$52,462	\$31.78	\$66,108	\$40.71	\$84,683

\*Percent relative standard error of the average wage

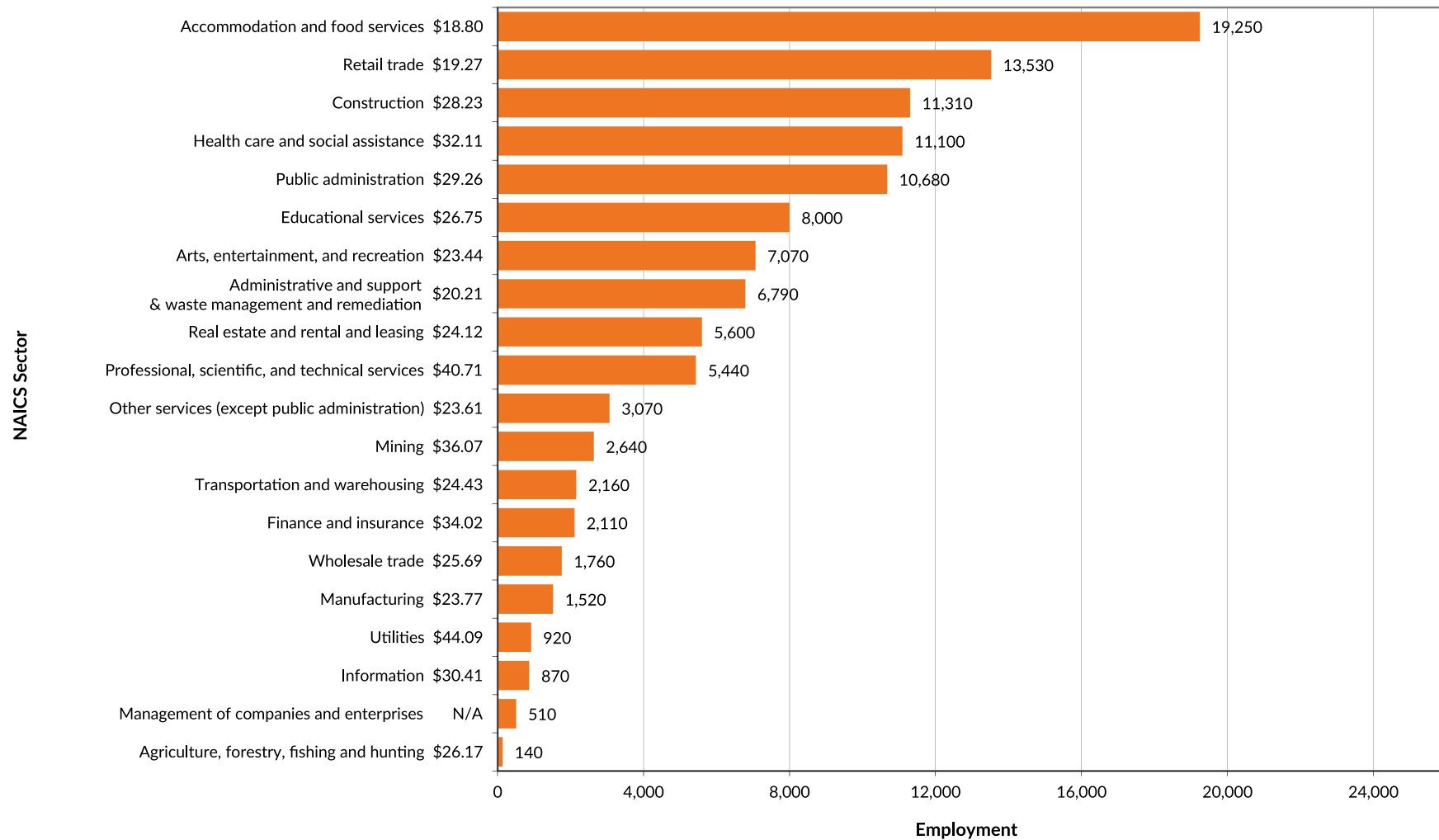
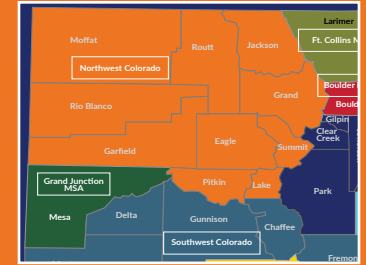
# Northwest Colorado

**Figure 17a.** Employment Distribution and Average Hourly Wage in Major Occupational Groups (Northwest Colorado, May 2020)



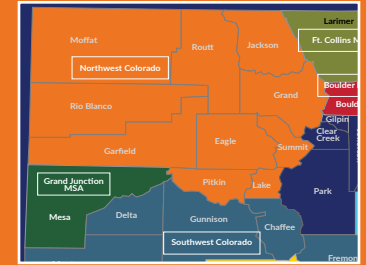
# Northwest Colorado

**Figure 17b.** Employment Distribution and Average Hourly Wage in Major Industry Groups (Northwest Colorado, May 2020)



# Northwest Colorado

**Table 22. Percentile Wages by Industry (Northwest Colorado, May 2020)**



NAICS Sector	Average Hourly	Average Annual	PRSE*	10th Percentile Hourly	10th Percentile Annual	25th Percentile Hourly	25th Percentile Annual	Median Hourly	Median Annual	75th Percentile Hourly	75th Percentile Annual	90th Percentile Hourly	90th Percentile Annual
Utilities	\$44.09	\$91,713	1.08	\$28.64	\$59,581	\$37.15	\$77,263	\$44.96	\$93,526	\$50.66	\$105,366	\$59.92	\$124,638
Mining	\$36.07	\$75,021	2.41	\$21.50	\$44,728	\$26.95	\$56,050	\$33.79	\$70,293	\$40.00	\$83,195	\$54.12	\$112,567
Professional, scientific, and technical services	\$40.71	\$84,676	5.01	\$15.03	\$31,260	\$22.38	\$46,541	\$32.16	\$66,898	\$48.42	\$100,711	\$74.11	\$154,145
Public administration	\$29.26	\$60,853	1.61	\$15.64	\$32,535	\$20.15	\$41,920	\$26.72	\$55,579	\$35.90	\$74,667	\$46.70	\$97,138
Finance and insurance	\$34.02	\$70,769	4.94	\$15.22	\$31,658	\$18.44	\$38,351	\$26.17	\$54,428	\$37.71	\$78,442	\$63.64	\$132,368
Health care and social assistance	\$32.11	\$66,797	2.24	\$14.68	\$30,538	\$18.02	\$37,476	\$25.73	\$53,522	\$39.48	\$82,127	\$53.28	\$110,824
Information	\$30.41	\$63,245	4.35	\$13.47	\$28,016	\$17.74	\$36,891	\$25.36	\$52,745	\$36.85	\$76,642	\$59.16	\$123,055
Construction	\$28.23	\$58,712	4.00	\$16.34	\$33,992	\$20.05	\$41,701	\$24.93	\$51,850	\$31.24	\$64,973	\$42.67	\$88,744
Educational services	\$26.75	\$55,631	2.35	\$15.19	\$31,601	\$18.86	\$39,234	\$24.09	\$50,097	\$31.23	\$64,961	\$41.07	\$85,422
Agriculture, forestry, fishing and hunting	\$26.17	\$54,433	12.95	\$14.14	\$29,402	\$17.34	\$36,069	\$23.44	\$48,757	\$32.05	\$66,665	\$45.71	\$95,085
Transportation and warehousing	\$24.43	\$50,815	3.26	\$12.34	\$25,663	\$17.51	\$36,423	\$22.63	\$47,062	\$30.64	\$63,736	\$37.97	\$78,980
Wholesale trade	\$25.69	\$53,435	4.11	\$13.30	\$27,657	\$16.90	\$35,151	\$21.67	\$45,074	\$28.82	\$59,950	\$40.74	\$84,737
Manufacturing	\$23.77	\$49,447	3.51	\$12.18	\$25,340	\$16.26	\$33,824	\$21.50	\$44,717	\$28.05	\$58,348	\$35.80	\$74,470
Other services (except public administration)	\$23.61	\$49,119	3.20	\$12.23	\$25,442	\$14.97	\$31,133	\$19.81	\$41,215	\$28.45	\$59,174	\$39.65	\$82,478
Real estate and rental and leasing	\$24.12	\$50,168	6.42	\$12.17	\$25,319	\$14.68	\$30,526	\$19.03	\$39,593	\$26.27	\$54,648	\$40.27	\$83,753
Arts, entertainment, and recreation	\$23.44	\$48,762	4.64	\$12.35	\$25,686	\$14.18	\$29,486	\$18.11	\$37,667	\$26.86	\$55,879	\$39.84	\$82,877
Administrative and support & waste management and remediation services	\$20.21	\$42,027	3.42	\$13.20	\$27,450	\$15.10	\$31,411	\$17.79	\$37,009	\$22.31	\$46,408	\$30.49	\$63,427
Retail trade	\$19.27	\$40,079	1.75	\$12.28	\$25,539	\$13.73	\$28,563	\$16.83	\$35,012	\$21.09	\$43,872	\$28.57	\$59,423
Accommodation and food services	\$18.80	\$39,112	2.64	\$12.01	\$24,973	\$12.28	\$25,538	\$15.80	\$32,854	\$19.78	\$41,148	\$29.64	\$61,647

\*Percent relative standard error of the average wage

# Technical Notes for May 2020 OEWS Estimates

In the spring of 2021, the Occupational Employment Statistics (OES) program began using the name Occupational Employment and Wage Statistics (OEWS) to better reflect the range of data available from the program. Data released on or after March 31, 2021 reflect the new program name. Data collection materials, including forms, emails, and letters, were updated for employers in the May 2021 survey panel. Web pages, publications, and other materials associated with previous data releases will retain the OES name.

## Scope of the survey

The OEWS survey is a semiannual survey measuring occupational employment and wage rates for wage and salary workers in nonfarm establishments in the United States. The OEWS data available from BLS include cross-industry occupational employment and wage estimates for the nation; over 580 areas, including states and the District of Columbia, metropolitan statistical areas (MSAs), nonmetropolitan areas, and territories; national industry-specific estimates at the NAICS (North American Industry Classification System) sector, 3-digit, most 4-digit, and selected 5- and 6-digit industry levels; and national estimates by ownership across all industries and for schools and hospitals.

The OEWS survey is a cooperative effort between BLS and the State Workforce Agencies (SWAs). BLS funds the survey and provides the procedures and technical support, while the SWAs collect most of the data. OEWS estimates are constructed from a sample of about 1.1 million establishments. Each year, two semiannual panels of approximately 180,000 to 185,000 sampled establishments are contacted, one panel in May and the other in November. Responses are obtained by mail, internet or other electronic means, email, telephone, or personal visit. The May 2020 estimates are based on responses from six semiannual panels collected over a 3-year period: May 2020, November 2019, May 2019, November 2018, May 2018, and November 2017. The unweighted sampled employment of 83 million across all six semiannual panels represents approximately 56 percent of total national employment. The overall national response rate for the six panels, based on the 50 states and the District of Columbia, is 69 percent based on establishments and 66 percent based on weighted sampled employment.

## The occupational coding system

The May 2020 OEWS estimates contain nearly 800 occupational categories based on the Office of Management and Budget's Standard Occupational Classification (SOC) system. Together, these occupations make up 22 of the 23 SOC major occupational groups.

Major group 55, Military Specific Occupations, is not included.

The major groups are as follows:

- Management occupations
- Business and financial operations occupations
- Computer and mathematical occupations
- Architecture and engineering occupations
- Life, physical, and social science occupations
- Community and social service occupations
- Legal occupations
- Educational instruction and library occupations
- Arts, design, entertainment, sports, and media occupations
- Healthcare practitioner and technical occupations
- Healthcare support occupations
- Protective service occupations
- Food preparation and serving related occupations
- Building and grounds cleaning and maintenance occupations
- Personal care and service occupations
- Sales and related occupations
- Office and administrative support occupations
- Farming, fishing, and forestry, occupations
- Construction, and extraction occupations
- Installation, maintenance, and repair occupations
- Production occupations
- Transportation and material moving occupations
- Military specific occupations (not surveyed in OEWS)

## The occupational coding system (continued)

For more information about the SOC system, please see the BLS SOC page at [bls.gov/soc/](https://bls.gov/soc/).

The May 2020 OEWS estimates use a hybrid of the 2010 and 2018 SOC systems. For more information on the hybrid classification system, please see the “Changes and special procedures in the May 2020 estimates” section of this technical note.

## The industry coding system

The May 2020 OEWS estimates use the 2017 North American Industry Classification System (NAICS). For more information about NAICS, see the BLS NAICS page at [bls.gov/bls/naics.htm](https://bls.gov/bls/naics.htm).

The OEWS survey excludes the majority of the agricultural sector, with the exception of logging (NAICS 113310), support activities for crop production (NAICS 1151), and support activities for animal production (NAICS 1152). Private households (NAICS 814) also are excluded. OEWS federal government data include the U.S. Postal Service and the federal executive branch only. All other industries, including state and local government, are covered by the survey.

## Survey sample

The OEWS survey draws its sample from state unemployment insurance (UI) files. Supplemental sources are used for rail transportation (NAICS 4821) and Guam because they do not report to the UI program. The OEWS survey sample is stratified by metropolitan and nonmetropolitan area, industry, and size.

To provide the most occupational coverage, larger employers are more likely to be selected than smaller employers. A census is taken of the executive branch of the federal government, the U.S. Postal Service, and state government.

## Concepts

**Occupational employment** is the estimate of total wage and salary employment in an occupation. The OEWS survey defines employment as the number of workers who can be classified as full- or part-time employees, including workers on paid vacations or other types of paid leave; workers on unpaid short-term absences; salaried officers, executives, and staff members of incorporated firms; employees temporarily assigned to other units; and employees for whom the reporting unit is their permanent duty station, regardless of whether that unit prepares their paycheck. The survey does not include the self-employed, owners and partners in unincorporated firms, household workers, or unpaid family workers.

**Wages** for the OEWS survey are straight-time, gross pay, exclusive of premium pay. Base rate; cost-of-living allowances; guaranteed pay; hazardous-duty pay; incentive pay, including commissions and production bonuses; and tips are included. Excluded are overtime pay, severance pay, shift differentials, nonproduction bonuses, employer cost for supplementary benefits, and tuition reimbursements.

OEWS receives wage rate data for the federal government, the U.S. Postal Service, and most state governments. For the remaining establishments, the OEWS survey data are placed into 12 intervals. The intervals are defined both as hourly rates and the corresponding annual rates, where the annual rate for an occupation is calculated by multiplying the hourly wage rate by a typical work year of 2,080 hours. The responding establishments are instructed to report the hourly rate for part-time workers, and to report annual rates for occupations that are typically paid at an annual rate but do not work 2,080 hours per year, such as teachers, pilots, and flight attendants. Other workers, such as some entertainment workers, are paid hourly rates, but generally do not work 40 hours per week, year round. For these workers, only an hourly wage is reported.

## Wage Intervals used for the May 2020 OEWS Survey

Interval	Hourly Wages	Annual Wages
Range A	Under \$9.25	Under \$19,240
Range B	\$9.25 to \$11.99	\$19,240 to \$24,959
Range C	\$12.00 to \$15.49	\$24,960 to \$32,239
Range D	\$15.50 to \$19.74	\$32,240 to \$41,079
Range E	\$19.75 to \$25.49	\$41,080 to \$53,039
Range F	\$25.50 to \$32.74	\$53,040 to \$68,119
Range G	\$32.75 to \$41.99	\$68,120 to \$87,359
Range H	\$42.00 to \$53.99	\$87,360 to \$112,319
Range I	\$54.00 to \$69.49	\$112,320 to \$144,559
Range J	\$69.50 to \$89.49	\$144,560 to \$186,159
Range K	\$89.50 to \$114.99	\$186,160 to \$239,199
Range L	\$115.00 and over	\$239,200 and over

## Estimation methodology

The OEWS survey is designed to produce estimates by combining six panels of data collected over a 3-year period. Each OEWS panel includes approximately 180,000 to 185,000 establishments. The full six-panel sample of nearly 1.1 million establishments allows the production of estimates at detailed levels of geography, industry, and occupation.

**Wage updating.** Significant reductions in sampling errors are obtained by combining six panels of data, particularly for small geographic areas and occupations. Wages for the current panel need no adjustment. However, wages in the five previous panels need to be updated to the current panel's reference period.

The OEWS program uses the BLS Employment Cost Index (ECI) to adjust survey data from prior panels before combining them with the current panel's data. The wage updating procedure adjusts each detailed occupation's wage rate, as measured in the earlier panel, according to the average movement of its broader occupational division.

**Imputation.** Some establishments do not respond for a given panel. For most employers, a "nearest neighbor" hot deck imputation procedure is used to impute missing occupational employment totals. A variant of mean imputation is used to impute missing wage distributions. In some cases, data for nonrespondents are available for earlier panels. In those cases, the older data may be used and aged to represent the current reference period.

**Weighting and benchmarking.** The sampled establishments are weighted to represent all establishments for the reference period. Weights are further adjusted by the ratio of employment totals (the average of November 2019 and May 2020 employment) from the BLS Quarterly Census of Employment and Wages (QCEW) to employment totals from the OEWS survey.

**Reliability of the estimates.** Estimates developed from a sample will differ from the results of a census. An estimate based on a sample survey is subject to two types of error: sampling and nonsampling error. An estimate based on a census is subject only to nonsampling error.

**Nonsampling error.** This type of error is attributable to several causes, such as errors in the sampling frame; an inability to obtain information for all establishments in the sample; differences in respondents' interpretation of a survey question; an inability or unwillingness of the respondents to provide correct information; errors made in recording, coding, or processing the data; and errors made in imputing values for missing data. Explicit measures of the effects of nonsampling error are not available.

**Sampling error.** When a sample, rather than an entire population, is surveyed, estimates differ from the true population values that they represent. This difference, the sampling error, occurs by chance and its variability is measured by the variance of the estimate or the standard error of the estimate (square root of the variance). The relative standard error is the ratio of the standard error to the estimate itself.

Estimates of the sampling error for occupational employment and mean wage rates are provided for all employment and mean wage estimates to allow data users to determine if those statistics are reliable enough for their needs. Only a probability-based sample can be used to calculate estimates of sampling error. The formulas used to estimate OEWS variances are adaptations of formulas appropriate for the survey design used.

## Confidentiality

BLS has a strict confidentiality policy that ensures that the survey sample composition, lists of reporters, and names of respondents will be kept confidential. Additionally, the policy assures respondents that published figures will not reveal the identity of any specific respondent and will not allow the data of any specific respondent to be inferred. The most relevant statute which governs BLS confidentiality is the Confidential Information Protection and Statistical Efficiency Act (CIPSEA). Each published estimate is screened to ensure that it meets these confidentiality requirements. To further protect the confidentiality of the data, the specific screening criteria are not listed in this publication. For additional information regarding confidentiality, please visit the BLS website at [bls.gov/bls/confidentiality.htm](https://bls.gov/bls/confidentiality.htm).



## Changes and special procedures in the May 2020 estimates

Due to features of the OEWS methodology, the May 2020 estimates do not fully reflect the impact of the COVID-19 pandemic. Because five of the six survey panels used to produce the estimates date from before the COVID-19 pandemic, only the most recent (May 2020) survey panel will reflect changes in occupational proportions related to the pandemic.

In addition, because the OEWS employment estimates are benchmarked to the average of QCEW employment for November 2019 and May 2020, the estimates will reflect only part of the pandemic's impact on employment as of May 2020. Although the May 2020 QCEW data reflect the early employment effects of the COVID-19 pandemic, the November 2019 QCEW employment data precede the COVID-19 pandemic, and therefore do not reflect its impact.

As a result of the pandemic, response rates for the November 2019 and May 2020 panels were lower in some areas. Lower response rates may negatively affect data availability and data quality.

For more information about the impact of the COVID-19 pandemic on OEWS, see the OEWS COVID-19 impact statement at [bls.gov/covid19/effects-of-covid-19-pandemic-on-occupational-employment-and-wage-statistics.htm](https://bls.gov/covid19/effects-of-covid-19-pandemic-on-occupational-employment-and-wage-statistics.htm).

With the May 2019 estimates, the OEWS program began implementing the 2018 Standard Occupational Classification (SOC) system. Because the May 2020 estimates are based on a combination of survey data collected using the 2010 SOC and survey data collected using the 2018 SOC, these estimates use a hybrid of the two classification systems that contains some combinations of occupations that are not found in either the 2010 or 2018 SOC.

These combinations may include occupations from more than one 2018 SOC minor group or broad occupation. Therefore, OEWS will not publish data for some 2018 SOC minor groups and broad occupations in the May 2020 estimates. The May 2021 estimates, to be published in spring 2022, will be the first OEWS estimates based entirely on survey data collected using the 2018 SOC.

In addition, the OEWS program has replaced some 2018 SOC detailed occupations with SOC broad occupations or OEWS-specific aggregations. These include home health aides and personal care aides, for which OEWS will publish only the 2018 SOC broad occupation 31-1120 Home Health and Personal Care Aides.

More information on the occupational classification system used in the May 2020 OEWS estimates is available on the OEWS 2018 SOC implementation page at [bls.gov/OEWS/soc\\_2018.htm](https://bls.gov/OEWS/soc_2018.htm) and in the OEWS frequently asked questions at [bls.gov/OEWS/OEWS\\_ques.htm](https://bls.gov/OEWS/OEWS_ques.htm).

The May 2020 OEWS estimates use the metropolitan area definitions delineated in Office of Management and Budget (OMB) Bulletin 17-01. For more information, please see the OEWS area definitions at [bls.gov/OEWS/current/msa\\_def.htm](https://bls.gov/OEWS/current/msa_def.htm).

## Definitions

**Covered Employment:** Employment covered by state unemployment insurance laws or, for federal workers, covered by the Unemployment Compensation for Federal Employees program.

**Establishment:** A business, usually at a particular physical location, that engages in one or more types of economic activity; for example, a factory, mine, store, or office. Generally, a single establishment produces a single good or provides a single service. An enterprise (a private firm, government, or non-profit organization) could consist of a single establishment or multiple establishments. A multi-establishment enterprise could have all its establishments in one industry (i.e., a chain), or could have various establishments in different industries (i.e., a conglomerate). Some establishments, such as construction firms, may have a small fixed base but perform the bulk of their economic activity at various jobsites.

**Occupation:** A set of activities or tasks employees are paid to perform. Employees that perform essentially the same tasks are in the same occupation, whether or not they are in the same industry. Some occupations are concentrated in a few particular industries; other occupations are found in the majority of industries.

## Frequently asked questions about OEWS data

Answers to frequently asked questions about the OEWS data are available at [bls.gov/OEWS/OEWS\\_ques.htm](https://bls.gov/OEWS/OEWS_ques.htm).

## Colorado Regions: Metropolitan Statistical Areas (MSAs) and Balance of State (BOS) Areas

MSA/BOS Code	County Code	County Name
<b>Boulder MSA</b>		
14500	013	BOULDER
<b>Colorado Springs MSA</b>		
17820	041	EL PASO
17820	119	TELLER
<b>Denver-Aurora-Lakewood MSA</b>		
19740	001	ADAMS
19740	005	ARAPAHOE
19740	014	BROOMFIELD
19740	019	CLEAR CREEK
19740	031	DENVER
19740	035	DOUGLAS
19740	039	ELBERT
19740	047	GILPIN
19740	059	JEFFERSON
19740	093	PARK
<b>Fort Collins MSA</b>		
22660	069	LARIMER
<b>Grand Junction MSA</b>		
24300	077	MESA
<b>Greeley MSA</b>		
24540	123	WELD
<b>Pueblo MSA</b>		
39380	101	PUEBLO

MSA/BOS Code	County Code	County Name
<b>Eastern &amp; Southern Colorado BOS Area</b>		
00001	003	ALAMOSA
00001	009	BACA
00001	011	BENT
00001	017	CHEYENNE
00001	021	CONEJOS
00001	023	COSTILLA
00001	025	CROWLEY
00001	027	CUSTER
00001	055	HUERFANO
00001	061	KIOWA
00001	063	KIT CARSON
00001	071	LAS ANIMAS
00001	073	LINCOLN
00001	075	LOGAN
00001	079	MINERAL
00001	087	MORGAN
00001	089	OTERO
00001	095	PHILLIPS
00001	099	PROWERS
00001	105	RIO GRANDE
00001	109	SAGUACHE
00001	115	SEDGWICK
00001	121	WASHINGTON
00001	125	YUMA

MSA/BOS Code	County Code	County Name
<b>Southwest Colorado BOS Area</b>		
00002	007	ARCHULETA
00002	015	CHAFFEE
00002	029	DELTA
00002	033	DOLORES
00002	043	FREMONT
00002	051	GUNNISON
00002	053	HINSDALE
00002	067	LA PLATA
00002	083	MONTEZUMA
00002	085	MONTROSE
00002	091	OURAY
00002	111	SAN JUAN
00002	113	SAN MIGUEL
<b>Northwest Colorado BOS Area</b>		
00003	037	EAGLE
00003	045	GARFIELD
00003	049	GRAND
00003	057	JACKSON
00003	065	LAKE
00003	091	MOFFAT
00003	097	PITKIN
00003	103	RIO BLANCO
00003	107	ROUTT
00003	117	SUMMIT

# Visit LMI Gateway for complete 2020 OEWS estimates

[colmigateway.com](http://colmigateway.com)

## Excel Download

To download an Excel file, visit our [Products and Resources](#) page and select “OEWS Employment and Wage Estimates, released April 2021.”



## Data Visualization

To interact with our data visualization tool, visit Occupational Employment and Wage Statistics (OEWS) at [colmigateway.com/oeswage](http://colmigateway.com/oeswage).

To navigate to this tool while on LMI Gateway, go to **Menu > [Data Trends] Employment and Wage Data > [Occupation Data] Occupational Employment and Wage Statistics (OEWS)**.

**Occupational Employment and Wage Statistics (OEWS)**

Find:

Wage Rate Type:  Hourly wage  Annual wage or salary

Area	Time Period	Occupation	Occupation Code	Industry	Employment	10th %	25th %	Entry level	Median	Mean	Experienced	75th %	90th %
Colorado	2020	Total All	000000	Total, All Industries	2,578,000	\$25,853	\$31,632	\$29,028	\$46,845	\$60,836	\$76,740	\$73,978	\$113,085
Colorado	2020	Management	110000	Total, All Industries	115,380	\$64,063	\$88,119	\$73,455	\$126,224	\$140,717	\$174,348	\$172,255	N/A
Colorado	2020	Business and Financial Operations	130000	Total, All Industries	210,600	\$43,181	\$56,480	\$48,311	\$75,642	\$83,527	\$101,135	\$102,221	\$132,752
Colorado	2020	Computer and Mathematical	150000	Total, All Industries	126,070	\$52,747	\$71,117	\$60,188	\$96,695	\$100,523	\$120,690	\$126,833	\$156,764

