



2026 SALARY GUIDE - COLORADO SPRINGS

Key Insights into Talent Acquisition and
Salary Benchmarking



CONTENTS

Letter from The President	2
Salary Benchmarking	3-4
Job Seeker Statistics	5
Client Success Stories	6
Additional Resources	7

LETTER FROM OUR PRESIDENT



Julie DeGolier

As President of Job Store Staffing, I'm pleased to share our outlook on Colorado's labor market for 2026.

Colorado enters the year with steady, more measured economic growth. Statewide employment is expected to rise modestly, signaling a shift from rapid expansion to a more sustainable pace. Within this environment, industries that rely on skilled labor, particularly advanced manufacturing or aerospace, remain resilient, supported by ongoing innovation, long-term investment, and consistent demand across Colorado Springs, Denver and Northern Colorado.

Despite slower overall job growth, **Colorado's labor market** remains tight, especially for technical and production-based roles. Employers continue to face a limited supply of qualified workers due to slower population growth, an aging workforce, and rising skill requirements. Over the next decade, retirements are expected to remove tens of thousands of experienced workers from the labor force, placing continued pressure on talent pipelines. Demand remains strong for skilled professionals such as CNC machinists, assemblers, quality technicians, engineers, and production support roles. These positions require reliability, precision, and consistency, making the right talent fit more important than ever.

What This Means for Employers in 2026

For Colorado employers, success in 2026 will favor those who hire strategically:

- Skilled labor will remain scarce, even as overall job growth moderates
- Compensation matters, but dependability, technical ability, and long-term fit matter more
- Upskilling and targeted hiring strategies will be essential to offset retirements and evolving skill needs

At **Job Store Staffing**, we remain committed to helping Colorado companies build strong, dependable teams by delivering talent that aligns with your operational needs, skill requirements, and culture.

Stronger teams build stronger futures and we're proud to be part of that work.

Julie DeGolier -President, Job Store Staffing

MANUFACTURING SALARY BENCHMARKING

2026 Manufacturing Salary Guide- Colorado Springs		
Job Title	Minimum Pay	Maximum Pay
Assembler	\$16.00	\$20.00
Machine Operator	\$17.00	\$22.00
Production Worker	\$16.00	\$20.00
Quality Control Technician	\$22.00	\$25.00
Welder	\$25.00	\$35.00
Manufacturing Technician	\$16.00	\$20.00
Grinding Operators	\$16.00	\$19.00
Maintenance Technician	\$20.00	\$25.00
Inventory Control Specialist	\$17.00	\$20.00
Packager	\$16.00	\$18.00
Process Technician	\$20.00	\$24.00
Fabricator	\$18.00	\$23.00
Shipping and Receiving Clerk	\$17.00	\$20.00
Material Handler	\$17.00	\$20.00
Laborer	\$16.00	\$20.00
CNC Operator	\$18.00	\$22.00
Tool and Die Maker Apprentice	\$23.00	\$28.00
Production Assistant	\$17.00	\$20.00
Assembly Line Worker	\$17.00	\$20.00
Warehouse Associate	\$16.00	\$18.00
Chemical Process Operator	\$22.00	\$26.00
Equipment Operator	\$18.00	\$22.00
Test Technician	\$19.00	\$24.00
Electronic Technician	\$20.00	\$24.00
Mechanical Assembler	\$17.00	\$20.00
Paint Line Operator	\$18.00	\$22.00
Soldering Technician	\$17.00	\$20.00
Production Scheduler Assistant	\$20.00	\$26.00
Quality Assurance Inspector	\$17.00	\$20.00

**Disclaimer: This document is intended to provide additional value to our clients. The salary data is based on positions we have placed in the last 18 months and should be considered interpretative and indicative, rather than conclusive.

ADMIN SALARY BENCHMARKING

2026 Admin Salary Guide- Colorado Springs		
Job Title	Minimum Pay	Maximum Pay
Data Entry Clerk	\$16.00	\$18.00
File Clerk	\$16.00	\$18.00
Mail Clerk	\$16.00	\$18.00
Office Runner/Delivery Clerk	\$16.00	\$18.00
Receptionist	\$17.00	\$21.00
Administrative Assistant	\$17.00	\$21.00
Payroll Clerk (Entry-Level)	\$17.00	\$21.00
Compliance Assistant	\$17.00	\$21.00
Marketing Assistant (Entry-Level)	\$17.00	\$21.00
Research Assistant (Administrative)	\$17.00	\$21.00
IT Support Administrator (Entry-Level)	\$17.00	\$21.00
Event Coordinator Assistant (Entry-Level)	\$17.00	\$21.00
Client Relations Associate (Entry-Level)	\$17.00	\$21.00
Administrative Support Specialist (Entry-Level)	\$17.00	\$21.00
Project Coordinator Assistant	\$17.00	\$21.00
Executive Assistant (Entry-Level)	\$18.00	\$22.00
Accounts Receivable Clerk	\$18.00	\$22.00
Customer Service Representative	\$18.00	\$22.00
Office Coordinator	\$18.00	\$22.00
Scheduling Coordinator	\$18.00	\$22.00
Human Resources Assistant	\$18.00	\$22.00
Accounts Payable Clerk	\$18.00	\$22.00
Billing Clerk	\$18.00	\$22.00
Help Desk Support (Entry-Level)	\$20.00	\$24.00
Administrative Assistant II	\$20.00	\$24.00
Bookkeeper	\$20.00	\$25.00
Administrative Assistant III	\$25.00	\$30.00
Executive Assistant	\$25.00	\$30.00
Staff Accountant	\$28.00	\$32.00

**Disclaimer: This document is intended to provide additional value to our clients. The salary data is based on positions we have placed in the last 18 months and should be considered interpretative and indicative, rather than conclusive.

JOB SEEKER STATISTICS YOU SHOULD KNOW:

- **42%** of US workers are actively looking for new job opportunities in 2026. (PR Wire)
 - **42%** better growth opportunity
 - **41%** work/life balance
 - **36%** better compensation
- By 2030, nearly **60%** of all workers will need retraining or reskilling to remain relevant in the labor market (SecondTalent)
- **85%** of employers are using some form of skill-based hiring in 2025. Up from **81% in 2024** (iMocha)
- **27%** of US employers have dropped degree requirements from job postings (ZipRecruiter)

CLIENT SUCCESS STORIES

Building a Call Center from the Ground Up

Background

Our client is a global lifestyle brand recognized for its iconic footwear and apparel, embodying style, comfort, and performance. With a rich history spanning decades, their portfolio of brands inspires individuals to express themselves and embark on their unique journeys. While headquartered in California, they sought to expand their operations by establishing a new call center in Colorado.

Challenge

Recognizing the strategic advantages of a Colorado location, our client made the decision to open a new call center facility in Broomfield, CO, with the goal of housing 100 call center representatives. The challenge was to quickly and efficiently recruit and onboard a full team of qualified representatives to meet their ambitious launch timeline. They required a staffing partner that could provide both recruitment expertise and logistical support during the initial setup phase. Job Store was selected out of many in a thorough proposal process.

Job Store Staffing's Solution

Job Store partnered with our client to provide a comprehensive staffing solution for their ramp-up:

- Dedicated On-Site Support - our On-Site Manager assisted with first day activities, onboarding, and any questions/issues
- Early Support for Infrastructure - before the facility building was even available, Job Store provided space and conference rooms for the client's work as well as planning sessions and interviews for new members of their team
- Rapid Recruitment and Onboarding - our team implemented a streamlined recruitment and onboarding process to support a positive experience for candidates and a rapid ramp up of staffing

The Client's Results

- Successfully hired 100 Call Center Representatives within 90 days, ensuring them to launch their new call center on schedule
- Reduced time primary onboarding partner for new hires from 3 weeks to 2 weeks
- Provided ongoing support and expertise
- Increased client competitiveness and business by providing a superior candidate experience and onboarding process
- The client was able to quickly establish a fully staffed call center that supported their most critical business events up to the team being needed

Contact Us
 Denver Corporate Office
 303-757-7366
 www.jobstorestaffing.com
 Locations: Denver, Broomfield, Aurora, and Colorado Springs

From Staffing Vendor to Strategic Partner

Client Profile

A leading claims management company specializing in handling property and casualty insurance claims. They provide a suite of services including claims adjusting, third-party administration, and risk management solutions for businesses and insurers. By optimizing the claims process, they help companies minimize financial loss and maintain smooth operations.

Background

They experienced significant growth within their Denver operations, with positions ranging from administrative assistants to billing and claims coordinators. They were experiencing challenges finding a reliable staffing partner to support all of their various positions. Needs assessment was a priority for all new hires, due to the training investment associated with each hire.

Recognition

After partnering with Job Store, the client experienced significant turnover within the first 2 weeks, as well as communication challenges and inconsistent quality of candidates by their staffing provider. They realized they needed to make a change from a staffing vendor to a staffing partner. A few weeks after our initial meeting, Job Store Staffing was selected.

Job Store Staffing's Solution

Our team went right to work. Job Store Staffing collaborated with the client to craft a customized workforce solution focused on finding right fit candidates to assist in their growth. Our plan included:

- Assigning a Recruiting Manager, specialized in administrative
- In-depth analysis with their management team to identify the key characteristics of an ideal hire
- Implementing behavioral screening questions to identify right fit candidates
- Weekly quality control meetings to discuss new hires, turnover rates, and success
- Real-time feedback from current associate employees on their satisfaction on the job
- High frequency communication with our Recruiting Manager, Area Manager, and VP of Operations available whenever needed

Client's Results

- Client has experienced 100% retention (increased by 8% and continues today)
- Due to a strong partnership, Job Store was awarded their exclusive contract and their partner for 18 months
- Job Store continues to meet regularly with our client partner to ensure retention and a staffing company that understands their culture, extensive screening requirements, and type of candidate that would be successful. They reached out to Job Store Staffing.

Contact Us
 Denver Corporate Office
 303-757-7366
 www.jobstorestaffing.com
 Locations: Denver, Broomfield, Aurora, and Colorado Springs

Staffing Up a 900+ Workforce Project

Background

Our client is a large Colorado County responsible for managing multiple elections each year, including major elections every four years. The County requires a flexible staffing partner capable of adapting to varying needs, from full-time recruiting and on-site management to comprehensive payroll services.

Client's Challenge

The county faced a significant challenge: staffing a critical election that required over 900 temporary workers. This project demanded meticulous attention to detail, including specific documentation, background checks, and training for each employee. The county needed a staffing partner who could handle the volume, compliance, and ability to respond swiftly to their changing needs. Success in managing this project was extremely important.

Job Store Staffing's Solution

Job Store Staffing collaborated closely with the County to develop a comprehensive strategy for a seamless election process:

- Customized Onboarding - created electronic signature system for all onboarding paperwork, including county-specific documents
- Customized Time Entry Training - for all new employees
- Rapid Deployment - successfully managed 900+ temporary employees within two months
- Dynamic Workforce Management - managed daily changes in employees job location, pay rates, and billing criteria
- On-Site Support - provided two employees for on-site support for election day to ensure smooth operations
- Continued Improvement - implemented automated feedback system for employees to gather insights and improve processes
- Responsive Communication - maintained highly responsive communication channels for efficient problem-solving with the client

The Client's Results

- Achieved 99.2% pay accuracy with over 900 employees
- Employee satisfaction of 4.3 out of 5 for the assignment
- Employee rated Job Store 9.2 out of 10 on our communication
- Job Store continues to be their staffing partner for over 8 years

Contact Us
 Denver Corporate Office
 303-757-7366
 www.jobstorestaffing.com
 Locations: Denver, Broomfield, Aurora, and Colorado Springs

Rotating Staff to Reliable Talent

Client Profile

We worked with a faith-based nonprofit organization that sends missionaries to children in need around the world. The goal is to provide not just physical gifts but also make sure they're children often in areas affected by poverty, war, or natural disasters.

Background

This faith-based organization had worked with many staffing companies for years all over the US. When they came to Colorado, they were looking for a staffing partner that cared about their purpose and would take the time to build a team of associate employees who also believed in their mission. In other locations, attendance/turnover issues were major issues for their launch project that required 120 associate employees over 2 shifts. When Job Store was referred to them, our team committed to making an impact for their organization, which made a difference to so many others around the world.

Job Store Staffing's Solution

We created a workforce solution focused on retention and attendance for the launch of their new 120 associate employees. We focused on the people who understood and took pride in the purpose of their work.

- Outreach to faith-based organizations and recruiting partners that understand the mission of this organization and recruit people who lead to make a difference
- 120 week coverage to identify right fit candidates
- Created a robust reach to recruit associate employees and hired Rotators to be available for each shift as needed
- Created a robust reach to recruit associate employees and hired Rotators to be available for each shift as needed
- Along with the client, implemented training for each area to ensure employees were ready to go on their first day
- Created one shift and worked managers promptly if absences
- Created a retention bonus program for leading the entire project
- Met daily during the project with managers and supervisors to ensure everyone was on track for the right discipline to take the shift.

The Client's Results

- Lower hiring lead time during the 6 week project
- Successfully ramped up and staffed 120 positions for the 2 weeks
- Reduced time to hire from 3 weeks to 2 weeks
- Reduced time to capture and timely communication with attendance
- Increased communication with managers and supervisors
- The Job Store team was available through both 1st and 2nd shift

Contact Us
 Denver Corporate Office
 303-757-7366
 www.jobstorestaffing.com
 Locations: Denver, Broomfield, Aurora, and Colorado Springs

From Service Provider to Business Ally

Client Profile

Job Store Staffing has excellent communication with our clients. They quickly respond to multiple requests for services and provide performance analytics. They are a trusted staffing partner and have made a significant impact on our HR team.

Background

Our client is a \$50 million-dollar pharmaceutical company that is continuing to experience tremendous growth. They specialize in delivering hospital products such as pre-filled syringes and IV bags. They needed volume hiring and a staffing company that understood their culture, extensive screening requirements, and type of candidate that would be successful. They reached out to Job Store Staffing.

Background

With significant growth within their Denver operations, they needed assistance in hiring data-entry clerks, maintenance technicians, pharmaceutical production assistants, as well as higher level positions like HR manager, director of quality, and more. They used a number of services with mixed results. No one stood above the rest.

Our Solution

Job Store collaborated with our new client to really understand the type of positions and people that would add to the success of their growth. We created a customized workforce solution that included:

- An assigned a main point of contact - our former recruiting manager - to lead the way with their high volume hiring needs
- An in-depth analysis with their management team to identify the key characteristics of an ideal hire with skills and soft skills that their business needed
- Our team went right to work. Job Store Staffing collaborated with the client to craft a customized workforce solution focused on finding right fit candidates that are the best fit for the job, the team, and the business
- High frequency communication with our Recruiting Manager, Area Manager, and VP of Operations available to our client whenever needed

Our Results

- Job Store has successfully hired 1000 positions since partnering in 2018
- Our client has reduced their staffing services from 5 down to 3, with Job Store as their preferred service of choice
- Job Store continues to meet regularly with our client partner to ensure retention and a staffing company that understands their culture and extensive screening requirements
- Job Store has become a trusted partner to our client with open communication and exceptional service

Contact Us
 Denver Corporate Office
 303-757-7366
 www.jobstorestaffing.com
 Locations: Denver, Broomfield, Aurora, and Colorado Springs

Seasonal Staffing: Staff Up or Step Aside

Background

How Job Store Staffing performed under pressure and started a strong partnership with an athletic supplement distribution center.

- They struggled with finding seasonal talent and retaining them throughout their necessary 3 month long projects
- They had stability with layoffs after each season, seasonal comp costs, and employee management during the project
- We shared how partnering with our team would save them time and money. While they had never partnered with a staffing firm before, they decided to engage Job Store Staffing with the understanding that we needed to staff up effectively during their busy season for their jobs
- Nearly a year later, our partnership together is strong

Job Store Staffing's Solution

HANGS ON STRATEGIC

Our team spent time with the client to really understand the needs of this client. Together with the client, we created a custom or seasonal plan for the role to ensure that associates were in their daily work prepared their first day on the job, reducing turnover. We provided a matter day pay analysis, reducing cost, and we always kept an open line of communication being available for questions and on-site problem-solving.

SEASONAL RECRUITING

For their peak months, our recruiters sourced candidates quickly that matched the requirements not only in skills but also individuals that were dedicated to show up each day. We stayed in communication with our associate employees during the project to ensure we answered any questions or concerns before they became an issue.

The Client's Results

- The client increased retention annually by 17%. Our team performed under pressure and succeeded in filling the immediate needs of this client and we created a hybrid ongoing partnership.
- Job Store's open communication channels and willingness to problem solve, empowered the managers, and Job Store became the primary source for their staffing needs.

Our Approach

- We reach highly qualified candidates consistently through our staffing strategies
- 20K+ applicants reached by mass communications
- 15K Website visitors in 2024

Contact Us
 Denver Corporate Office
 303-757-7366
 www.jobstorestaffing.com
 Locations: Denver, Broomfield, Aurora, and Colorado Springs

LEARN MORE

ADDITIONAL RESOURCES

Blogs on Workforce Planning and More

<https://www.jobstorestaffing.com/insights/>

Access Our Free Guide to Learn How to Lower Employee Turnover

<https://www.jobstorestaffing.com/customer-ebook-download/thank-you/>

Discover Top Talent for Any Role with Job Store Staffing

<https://www.jobstorestaffing.com/contact/>

Job Store Staffing brings over 52 years of expertise in connecting top talent with thriving businesses. Guided by our core purpose of building opportunities, we tackle hiring challenges with localized solutions. Recognized for excellence, including multiple Best of Staffing® awards, we deliver success for clients and candidates alike.

CONTACT US:



info@jobstorestaffing.com



@jobstorestaffing



info@jobstorestaffing.com



@jobstorestaffing



www.jobstorestaffing.com



@the-job-store-staffing