Pharmacy Technician

Denver, CO · 25-mile radius

5.6 / 10 Elevated



Pharmacy Technician in Denver, CO is Elevated: 5.6 out of 10.

DO THESE THREE THINGS

1 Post the recommended range
Lead the posting with the recommended offer range on this page.

2 Call these workplaces first
See Who you compete with.

3 Contact these colleges
See Colleges and programs.

JOBS NEARBY
~3,301
within 25 mi · federal wage survey

RECOMMENDED OFFER RANGE
$56,202 to $67,440 or more
published local pay

HIRING PACE
~35 days
Colorado · all jobs

Takeaway. Post the recommended offer range on this page before spending on ads.

CONTENTS

The answer	1	Why it's hard	2
Who you compete with	3	Where to find people	4
What to do	5-6	Interview kit	6-7
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Supply and demand

- ~3,301 people are employed in this occupation within 25 miles of the Denver-Aurora-Centennial metro area (federal wage survey).
- The full metro estimate is ~3,260.

LOCATION AND RURALITY

2.0

Denver County is a large-metro county.

ROLE TYPE

5.0

Preparation level 3 on a 1 to 5 scale for Pharmacy Technicians.

Pay position

Recommended range against published local pay.



LOCAL MIDPOINT

$50,970

half of published local pay is below it

PAY RANGE · RECOMMENDED OFFER RANGE

$56,202 to $67,440 or more

- Elevated market, 5.6 out of 10.
- About 3,301 people are employed in this occupation within 25 miles.
- Statewide hiring pace is about 35 days.
- The recommended range starts at the 65th percentile of local pay.

The range uses published local pay for this market.

Takeaway. The Hire-Difficulty Index for this role is 5.6 out of 10, rated elevated.

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Top places to find this profession

- Inside 25 miles, from the federal NPI registry.
- Ranked by likely headcount for this profession.
- Google ratings are in the client portal.

WORKPLACE AND ADDRESS	PHONE	TYPE	WHY IT RANKS	MILES
Walgreens Walgreen Co 801 16th St, Denver, CO	(303) 571-5314	Pharmacy	Walgreens: 110 stores in radius	<1 mi
Safeway Safeway Inc 2660 Federal Blvd, Denver, CO	(303) 477-1470	Community/Retail Pharmacy	Safeway: 42 stores in radius	1.6 mi
Walmart Pharmacy Walmart Inc. 5957 W 44th Ave, Wheat Ridge, CO	(303) 222-4474	Community/Retail Pharmacy	Walmart Pharmacy: 39 stores in radius	3.0 mi
CVS Pharmacy CVS Pharmacy Inc 1900 18th St, 1st Floor, Denver, CO	(303) 534-1110	Pharmacy	CVS Pharmacy: 37 stores in radius	<1 mi
Albertsons Albertsons LLC 323 S Broadway, Denver, CO	(303) 744-8660	Pharmacy	Albertsons: 14 stores in radius	3.5 mi
Kindred Kindred Hospitals West, LLC 1920 High St, Denver, CO	(303) 320-5871	Long Term Care Hospital	largest hospital campus in radius	2.0 mi
HCA Healthcare HCA-Healthone LLC 3773 E Cherry Creek North Dr Ste 140, Denver, CO	(720) 306-8261	General Acute Care Hospital	hospital campus	3.5 mi
Costco Costco Wholesale Corporation 5195 Wadsworth Blvd, Arvada, CO	(303) 463-3602	Pharmacy	Costco: 10 stores in radius	6.6 mi
Health One 1850 Bassett St Apt 1113, Denver, CO	(303) 919-8697	General Acute Care Hospital	hospital campus	<1 mi
Pikes Peak Neuro Care 1521 Blake St, Denver, CO		Special Hospital	hospital campus	<1 mi

531 workplaces are inside 25 miles. The table shows the 10 most likely, ranked by headcount, type, beds, distance. The Workplace Directory has them all. Distance is to the ZIP center.

> **Takeaway.** Call Walgreens and Safeway first. They are the top two workplaces for this profession inside 25 miles.

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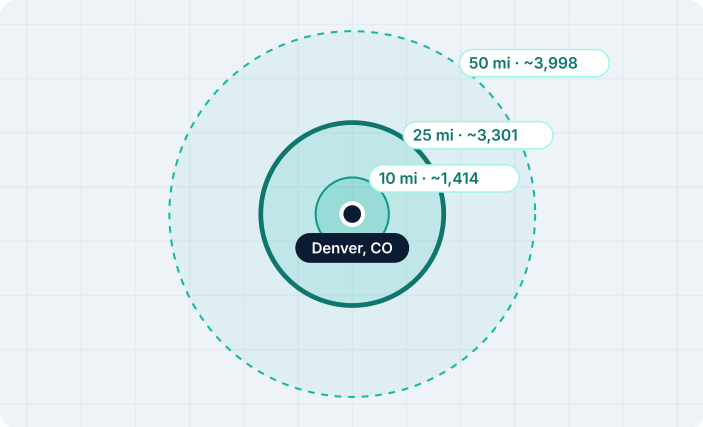
Candidate pool

- Miles are straight-line from Denver, CO, not drive time.
- The outer ring is 25 to 50 miles out. The drive is longer.



Supply by radius: 10, 25, 50 miles

EMPLOYMENT ESTIMATE

~3,301

within 25 miles · Denver-Aurora-Centennial metro area · federal wage survey

RING	EMPLOYED	POP.
0 to 10 mi	~1,414	1,295,689
10 to 25 mi	~1,887	1,729,480
25 to 50 mi	~697	639,208
Total 50 mi	~3,998	3,664,377

Colleges and programs

- Completions are one year, for this program.
- Miles are straight-line from the place point.

COLLEGE	PROGRAM	COMPLETIONS	MILES	CONTACT
Emily Griffith Technical College Denver, CO	Pharmacy Technician	7	0.7	Admissions
Pharmakeia Pre-Pharmaceutical School LLC Denver, CO	Pharmacy Technician/Assistance WIOA Eligible Training Provider List	Not reported	4.6	Program
Pima Medical Institute-Denver Denver, CO	Pharmacy Technician	7	5.5	Website
Front Range Community College Westminster, CO	Pharmacy Technician	11	10.6	Admissions
Pickens Technical College Aurora, CO	Pharmacy Technician	11	11.2	Website

6 training programs are inside 50 miles. The table shows the 5 nearest. Workforce-board and accreditor programs do not report graduate counts.

> **Takeaway.** Ask the local training programs about graduates and referrals, and widen the ring if applicants run thin.

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READY TO PASTE

Job posting

Pharmacy Technician, Denver, CO, $56,202 to $67,440+ a year.

People in this occupation work in pharmacies and hospitals.

Must-haves: a current state license, a certificate, and vocational training or related work experience.

To apply, use [apply link or phone].

OFFER BENCHMARK

Where the offer sits



- Recommended base $59,690, 75th percentile.

Pay points from the federal wage survey for this area.

OUTREACH

Outreach scripts

INMAIL
Hiring a Pharmacy Technician in Denver, CO. I can send the pay range.

TEXT
Denver, CO has a Pharmacy Technician opening. Reply yes for the pay range.

PHONE
Calling about a Pharmacy Technician opening in Denver, CO.

HIRING PACE

Time to fill

37 days to fill

Hire difficulty 5.6 / 10

Adjusted from the Colorado all-jobs pace of 35 days.

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LOCAL

Local selling points



- Denver-Aurora-Lakewood, CO is 105.5, above the U.S. average.
- Training programs for this role are in this pack.

BEA all-items regional price parity, 2023. United States is 100.

OPEN WEEK

Sign-on and an open week

$980 per open week

One week of the published median wage.

INTERVIEW KIT

Questions and scorecard

WORKING WITH THE TEAM

Peer alignment. Tell me about a time when a colleague disagreed with how you were handling a task at the counter.

- SITUATION The counter, the shift, and what the disagreement was about.
- TASK What the technician personally owned, apart from the team.
- ACTION What they said and did to keep the task moving.
- RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

LEARNING AND GROWTH

Own development. Tell me about a time when you received feedback on your own prescription filling.

- SITUATION The counter, the shift, and the feedback on the work.
- TASK What the technician personally owned in the moment.
- ACTION What they changed and how they checked it later.
- RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

PLANNING THE SHIFT

Today and later. Tell me about a time when the list in the fill queue had more on it than you could finish.

- SITUATION The counter, the shift, and the list that could not be finished.
- TASK What the technician personally owned and had to decide.
- ACTION What they did now and what they told the person waiting.
- RESULT The outcome and what they would do the same.

If vague, ask: What did YOU do? What was the result?

PRESCRIPTION ACCURACY

When the person changes. Tell me about a time when the person waiting changed while you were at the counter.

- SITUATION The change in the customer, the first sign, and when it showed.
- TASK What the technician personally owned, apart from the team.
- ACTION What they noticed in the customer, who they brought in, and what they heard.
- RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

Stopping a step that is not safe. Tell me about a time when you believed the next step of the fill was not safe.

- SITUATION The step in the fill that was not safe and who pushed on.
- TASK What the technician personally owned, apart from the team.
- ACTION What they stopped in the fill and what they asked and heard.
- RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

The handoff you will not shorten. Tell me about a time when you gave the handoff at the counter when the prescription still needed a clear next step.

- SITUATION The handoff at the counter and what was still open on the prescription.
- TASK What the technician personally owned, apart from the team.
- ACTION What they passed on about the prescription, and what they asked and heard.
- RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

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WHAT YOU WILL NOT HAND OUT

The first look does not match. Tell me about a time when your first look at the prescription did not match what you expected.

- SITUATION The first look at the prescription and what did not match.
- TASK What the technician personally owned in the moment.
- ACTION What they rechecked on the prescription, what they changed, and how they reasoned.
- RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

Two needs at once. Tell me about a time when two people needed the fill at the same time at the counter.

- SITUATION Two demands on the fill at once and who each affected.
- TASK What the technician personally owned in the moment.
- ACTION What they did first on the fill, what waited, and who they coordinated with.
- RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

The usual way is not holding. Tell me about a time when the way you usually do the fill was not holding up.

- SITUATION The usual way of handling the fill that stopped working.
- TASK What the technician personally owned in the moment.
- ACTION What they tried next on the fill, who they asked, and how they reasoned.
- RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

THE COUNTER QUEUE

More than you can finish safely. Tell me about a time when the work in front of you at the counter was more than you could finish safely.

- SITUATION More work on the fill than the day could hold.
- TASK What the technician personally owned and had to decide.
- ACTION What they asked for on the fill and who they coordinated with.
- RESULT The outcome and what they would do the same.

If vague, ask: What did YOU do? What was the result?

A demand to skip the last step. Tell me about a time when someone wanted the fill marked complete before the last step.

- SITUATION The push to call the fill finished before the last step.
- TASK What the technician personally owned in the moment.
- ACTION What they said about the fill and what they asked and heard.
- RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

THE LABEL AND THE LAW

A rule and the moment disagree. Tell me about a time when a rule and the moment at the counter did not match during the fill.

- SITUATION The rule and the moment at the counter that did not match.
- TASK What the technician personally owned, apart from the team.
- ACTION What they followed in the fill, what they raised, and how they reasoned.
- RESULT How it turned out and what they learned.

If vague, ask: What did YOU do? What was the result?

A miss you caught yourself. Tell me about a time when you caught a miss while doing the fill, before it reached the person waiting.

- SITUATION The miss in the fill and how they found it.
- TASK What the technician personally owned and had to decide.
- ACTION What they fixed in the fill, who they told, and what they confirmed.
- RESULT The outcome and what they would do the same.

If vague, ask: What did YOU do? What was the result?

TRAINING AT THE BENCH

A new person beside you. Tell me about a time when a new person was learning the fill beside you at the counter.

- SITUATION The new person learning the fill beside them.
- TASK What the technician personally owned in the moment.
- ACTION What they showed on the fill and what the learner tried.
- RESULT How it ended and what they would repeat or change.

If vague, ask: What did YOU do? What was the result?

What has kept you in the work. Tell me about a time when you stayed doing the fill through a hard week.

- SITUATION The hard stretch of work at the counter and why it was hard.
- TASK What the technician personally owned and had to decide.
- ACTION What they leaned on at the counter and what they would change.
- RESULT The outcome and what they would do the same.

If vague, ask: What did YOU do? What was the result?

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SCORECARD

Candidate _____ **Date** _____

1-2 vague or hypothetical. 3 specific example with clear action. 4-5 specific example with a measurable result and what they learned.

QUESTION	S	T	A	R	1-5
Peer alignment	☐	☐	☐	☐	
Own development	☐	☐	☐	☐	
Today and later	☐	☐	☐	☐	
When the person changes	☐	☐	☐	☐	
Stopping a step that is not safe	☐	☐	☐	☐	
The handoff you will not shorten	☐	☐	☐	☐	
The first look does not match	☐	☐	☐	☐	
Two needs at once	☐	☐	☐	☐	
The usual way is not holding	☐	☐	☐	☐	
More than you can finish safely	☐	☐	☐	☐	
A demand to skip the last step	☐	☐	☐	☐	
A rule and the moment disagree	☐	☐	☐	☐	
A miss you caught yourself	☐	☐	☐	☐	
A new person beside you	☐	☐	☐	☐	
What has kept you in the work	☐	☐	☐	☐	
Total					

Hire · 60 or higher | Maybe · 45 to 59 | Pass · 44 or lower

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BENEFITS THAT WIN THIS ROLE

Benefits that win this role

Ranked for technicians and support staff.

Survey results for healthcare workers in general.

1 **Paid time off & leave** — EXPECTED BASELINE

Time off ranks as the most valued benefit beyond pay in healthcare.

2 **Health insurance** — EXPECTED BASELINE

The most chosen benefit among U.S. workers overall.

3 **Flexible work & scheduling** — DIFFERENTIATOR

Ranks just behind time off; flexible arrangements are how healthcare talent defines balance.

4 **Health & wellbeing support** — DIFFERENTIATOR

Wellbeing and mental-health support help people recover from demanding shifts.

5 **Retirement & financial security** — EXPECTED BASELINE

A core part of the package in healthcare and across U.S. workers.

6 **Dental & vision insurance** — EXPECTED BASELINE

A standard add-on U.S. workers rank among their top benefits.

Sources. Randstad, Randstad Employer Brand Research (REBR) 2026: Healthcare Sector Report; Becker's Hospital Review (reporting Indeed Hiring Lab), Indeed Workforce Insights Survey, 2025; Randstad, Work life balance in healthcare: what talent wants in 2026 (REBR 2026 summary).

- Expected baseline is the floor candidates look for.
- A differentiator is what sets an offer apart.
- Offer the same benefits to every candidate for the role.

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Impress a candidate in Denver

- Places a visiting recruiter or hiring manager can take a candidate to entertain or impress them.
- Each group starts within 25 miles and widens to 40, 60, 90, then 150 miles until it has enough good options.
- Every line shows its distance.

UPSCALE DINING FOR A SENIOR OR EXECUTIVE HIRE

STK Denver
Upscale
1550 Market Street, Denver, CO · 1 mi est. drive
Energetic modern steakhouse; good for a younger finalist who likes a lively room.
stksteakhouse.com

Ocean Prime
Upscale
1465 Larimer Street, Denver, CO · 1 mi est. drive
Modern supper club for seafood and steaks; sleek setting for a recruiting dinner.
ocean-prime.com

Fogo de Chão
Upscale
1513 Wynkoop Street, Denver, CO · 1 mi est. drive
Brazilian churrascaria with tableside carved meats; a memorable group dinner.
fogodechao.com

BUSINESS LUNCH OR DINNER WITH AN APPLICANT

The Cheesecake Factory
Business meal
1201 16th Street, Denver, CO · 1 mi est. drive
Huge menu so every candidate finds something; easy for a first meal.
thecheesecakefactory.com

Yard House
Business meal
1555 Court Place, Denver, CO · 1 mi est. drive
Large menu and big beer list; casual-upscale for a relaxed team meal.
yardhouse.com

Maggiano's Little Italy
Business meal
500 16th Street, Denver, CO · 1 mi est. drive
Family-style Italian with private rooms; good for a panel lunch with an applicant.
maggianos.com

COFFEE FOR A FIRST CHAT

Local coffee house for a casual first chat.

Pigtrain Coffee
Coffee
1701 Wynkoop Street, Denver, CO · 1 mi est. drive
pigtraincoffee.com

Hello Darling
Coffee
1610 Little Raven Street, Denver, CO · 1 mi est. drive
hellodarling.cafe

Sapor Coffee & Concepts
Coffee
2795 Speer Boulevard, Denver, CO · 1 mi est. drive

EXPERIENCES: GOLF, BOWLING, BREWERIES, WINERIES, TOPGOLF-TYPE OUTINGS

Topgolf
Entertainment
East Easter Avenue, Centennial, CO · 17 mi est. drive
Climate-controlled driving-range bays with food and drinks; a low-pressure way to get to know a candidate.
topgolf.com

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EXPERIENCES: GOLF, BOWLING, BREWERIES, WINERIES, TOPGOLF-TYPE OUTINGS (CONTINUED)

Degree Brewpub
Brewery
1190 Auraria Parkway, Denver, CO · 1 mi est. drive
Local brewery or taproom; relaxed for an after-hours meet-up.
degreebrewpub.com

Carboy Winery
Winery
400 East 7th Avenue, Denver, CO · 2 mi est. drive
Winery or tasting room; a memorable afternoon outing.
carboywinery.com

PRO AND MINOR-LEAGUE SPORTS

Denver Broncos
NFL · September to January
Empower Field at Mile High · 1701 Mile High Stadium Circle, Denver, CO · 2 mi est. drive
An NFL game at Empower Field at Mile High. Premium seats or a suite make it a closing-stage outing.
Tickets · denverbroncos.com/tickets · Premium seating

Denver Nuggets
NBA · October to June
Ball Arena · 1000 Chopper Circle, Denver, CO · 1 mi est. drive
An NBA game at Ball Arena.
Tickets · nba.com/nuggets/tickets

Colorado Rockies
MLB · March to October
Coors Field · 2001 Blake Street, Denver, CO · 1 mi est. drive
An MLB game at Coors Field.
Tickets · mlb.com/rockies/tickets

Colorado Avalanche
NHL · October to June
Ball Arena · 1000 Chopper Circle, Denver, CO · 1 mi est. drive
An NHL game at Ball Arena. Premium seats or a suite make it a closing-stage outing.
Tickets · nhl.com/avalanche/tickets · Premium seating

Before you book.

- Hand-checked rooms and known brands come first: upscale dining, restaurants that take reservations, Topgolf-type outings, and pro and minor-league clubs.
- OpenStreetMap listings fill in local restaurants, coffee, golf, bowling, breweries, and wineries, and the list is not ranked by reviews.
- Barbecue counters, dessert shops, fast food, escape rooms, schools, community centers, and hotels are left off.
- Miles are an estimated drive (straight-line times 1.25; past 150 miles, straight-line distance), so confirm hours before you book.
- Venue locations: © OpenStreetMap contributors, ODbL, https://www.openstreetmap.org/copyright.

Your outing, your responsibility.

- Your organization is responsible for the visit, including contracts, deposits, alcohol service, insurance, guest safety, transportation, and accessibility.
- Offer the same kinds of meetings to every qualified candidate, alongside your usual job posting.
- Do not pick a setting that discourages someone because of age, sex, race, religion, disability, national origin, or any other protected trait.
- A listing is not an endorsement, and this is planning information, not legal advice.

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Driver table

DRIVER	SCORE	EVIDENCE
Supply vs demand	**7.8**	See Why it's hard.
Pay competitiveness	Not scored	See Why it's hard.
Req history	Not scored	Time open is not in this score.
Location and rurality	**2.0**	See Why it's hard.
Role type	**5.0**	See Why it's hard.
Hire-Difficulty Index	**5.6**	Drivers without a published figure are left out.

Data used in this pack

SOURCE	USED FOR	RELEASE
U.S. Bureau of Labor Statistics	Local wages and how many people work in this job.	May 2025
U.S. Census Bureau	Map point for this place.	2024
U.S. Census Bureau	Which county this place is in.	2020
U.S. Census Bureau	The metro area of the county.	July 2023
U.S. Department of Agriculture	How urban or rural the county is.	2023
U.S. Census Bureau	County population.	2024
U.S. Bureau of Labor Statistics	Statewide pace of hiring.	2024-2026
Centers for Medicare and Medicaid Services	Professionals with an NPI by practice location.	September 14, 2026
U.S. Census Bureau	Population inside each distance ring.	2019-2023
U.S. Department of Labor, Employment and Training Administration	How much preparation this occupation takes.	31.0
Centers for Medicare and Medicaid Services	Workplace names near this search.	September 14, 2026
National Center for Education Statistics	Training-program completions and the campus admissions address	2022-23
The ordering organization	Role title, seniority level.	2026-10-23
ReqRadius	Hire-difficulty scoring for this opening.	2026-10-23
U.S. Bureau of Economic Analysis	Metro price parity in the local selling points	2023

O*NET 31.0 Database by USDOL/ETA. Used under CC BY 4.0. O*NET is a trademark of USDOL/ETA. National job-openings data (BLS JOLTS), used as the statewide pace of hiring. Benefit surveys: Randstad; Becker's Hospital Review (reporting Indeed Hiring Lab).

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