Growth Matters

Workforce Board
Rural Resort
Eagle, Garfield, Lake, Pitkin, Summit

State Demography Office
Colorado Department of Local Affairs
2018
https://demography.dola.colorado.gov/
Transitions to Watch

- Workforce is the balance between people and jobs
- Disparity - growth, income, jobs, education.
- Migration - attracting and retaining the right fit.
- Aging - labor force, income, housing, jobs
- Changes to industries - booms, downturns, automation, retail, manufacturing, construction.
- Increasing racial and ethnic diversity.
- Slowing income growth - spending, industries, taxes
- Population growth (but slowing) - planning for the people (and everything that comes with them)
Big Picture - 2016-2017 Pop Change

- US - 325.7 million, + 2.3 million or .7%
- Colorado - 5,607,154
- Ranked 9th fastest 1.4% - ID, NV, UT, WA, FL
- 8th in total growth 77,049 - TX, FL, CA, WA, NC, GA, AZ
- Growth of 578,000 since 2010 and Ave. Annual Growth rate of 1.5%
Colorado: Total Population Change
2010 - 2017

Population Change
-1,173 to -500
-499 to 0
1 to 10,000
10,001 to 50,000
50,000 to 101,403
### Recent Population Trends

<table>
<thead>
<tr>
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<th></th>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Eagle County</td>
<td>52,102</td>
<td>51,892</td>
<td>52,189</td>
<td>52,685</td>
<td>53,143</td>
<td>53,664</td>
<td>54,364</td>
<td>54,772</td>
<td>2,670</td>
<td>0.72%</td>
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<tr>
<td>Garfield</td>
<td>56,098</td>
<td>55,964</td>
<td>56,694</td>
<td>56,888</td>
<td>57,120</td>
<td>57,691</td>
<td>58,906</td>
<td>59,118</td>
<td>3,020</td>
<td>0.75%</td>
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<tr>
<td>Lake County</td>
<td>7,282</td>
<td>7,281</td>
<td>7,195</td>
<td>7,214</td>
<td>7,272</td>
<td>7,399</td>
<td>7,534</td>
<td>7,705</td>
<td>423</td>
<td>0.81%</td>
</tr>
<tr>
<td>Pitkin County</td>
<td>17,156</td>
<td>17,146</td>
<td>17,259</td>
<td>17,425</td>
<td>17,664</td>
<td>17,862</td>
<td>17,894</td>
<td>17,890</td>
<td>734</td>
<td>0.60%</td>
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<tr>
<td>Summit County</td>
<td>28,068</td>
<td>27,988</td>
<td>28,229</td>
<td>28,655</td>
<td>29,186</td>
<td>29,852</td>
<td>30,332</td>
<td>30,585</td>
<td>2,517</td>
<td>1.23%</td>
</tr>
<tr>
<td>Colorado</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>578,000</td>
<td></td>
<td>1.4%</td>
</tr>
</tbody>
</table>
Eagle County Components of Population Change

Natural Increase
Net Migration
Garfield County Components of Population Change

- Natural Increase
- NetMigration
Lake County Components of Population Change

- Natural Increase
- Net Migration

[Bar chart showing the components of population change for Lake County from 1990 to 2017.]
Summit County Components of Population Change

- Natural Increase
- Net Migration

Graph showing the components of population change from 1990 to 2017.
Colorado New Jobs and Net Migration

Source: State Demography Office

JOBS ARE PEOPLE
JOBS ARE PEOPLE
<table>
<thead>
<tr>
<th></th>
<th>Total Change 2008-17</th>
<th>Pct.(%) Change 2008-17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statewide</td>
<td>381,314</td>
<td>13.0%</td>
</tr>
<tr>
<td>Eagle</td>
<td>743</td>
<td>1.8%</td>
</tr>
<tr>
<td>Garfield</td>
<td>-2,721</td>
<td>-7.4%</td>
</tr>
<tr>
<td>Lake</td>
<td>251</td>
<td>8.8%</td>
</tr>
<tr>
<td>Pitkin</td>
<td>-976</td>
<td>-4.4%</td>
</tr>
<tr>
<td>Summit</td>
<td>2,566</td>
<td>10.6%</td>
</tr>
</tbody>
</table>
2016 Base Industries (without Indirect)

Eagle County

<table>
<thead>
<tr>
<th>Base Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tourism</td>
<td>61.2%</td>
</tr>
<tr>
<td>Regional Services</td>
<td>12.1%</td>
</tr>
<tr>
<td>Other Income</td>
<td>9.7%</td>
</tr>
<tr>
<td>Retiree(s)</td>
<td>7.2%</td>
</tr>
<tr>
<td>Government</td>
<td>4.3%</td>
</tr>
<tr>
<td>Agriculture</td>
<td>2.1%</td>
</tr>
<tr>
<td>Other Household</td>
<td>1.8%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>0.9%</td>
</tr>
<tr>
<td>Commuter</td>
<td>0.7%</td>
</tr>
<tr>
<td>Mining</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

Source: State Demography Office Print Date: 04/12/2018
2016 Base Industries (without Indirect)

Garfield County

Percentage

Regional Services: 26.6%
Retiree(s): 21.5%
Tourism: 17.8%
Government: 12.2%
Other Income: 9.1%
Agriculture: 5.6%
Mining: 4.7%
Other Household: 2.6%
Manufacturing: 1.8%
Commuter: -1.8%

Base Industries

Source: State Demography Office Print Date: 04/12/2018
2016 Base Industries (without Indirect)

Lake County

Percentage

25.0%
20.0%
15.0%
10.0%
5.0%
0.0%

Retiree(s) 20.3%
Tourism 18.1%
Mining 17.9%
Regional Services 16.9%
Commuter 14.3%
Government 4.4%
Other Household 2.9%
Other Income 2.8%
Manufacturing 1.7%
Agriculture 0.9%

Base Industries

Source: State Demography Office, Print Date: 07/23/2018
2016 Base Industries (without Indirect)

Pitkin County

Percentage

Base Industries

Tourism: 59.2%
Other Income: 20.5%
Retire(s): 14.5%
Regional Services: 10.0%
Government: 2.4%
Other Household: 1.4%
Agriculture: 1.3%
Manufacturing: 0.2%
Mining: 0.0%
Commuter: -9.6%

Source: State Demography Office Print Date: 04/12/2018
Eagle County 2017 Employment by Industry & Wage

- Accommodation and food
- Construction
- Arts, Entertainment & Rec
- Retail Trade
- Real estate
- Local Government
- Admin and waste
- Other services
- Health Services
- Professional and Tech. services
- Transportation & warehousing
- Finance activities
- Private Education
- Wholesale trade
- Manufacturing
- Information
- Agriculture
- State Government
- Federal Government
- Management of companies
- Utilities
- Mining

Low Wage ($32,300-$34,400) - 36%
Mid Wage ($36,400 - $53,700) - 29%
High Wage ($55,800 - $129,700) - 35%
Eagle County 2017 Annual Employment Change by Industry & Wage

- Local Government
- Construction
- Retail Trade
- Professional and Tech. services
- Accommodation and food
- Transportation & warehousing
- Private Education
- Health Services
- Real estate
- Other services
- Agriculture
- Management of companies
- Finance activities
- Federal Government
- State Government
- Utilities
- Mining
- Information
- Arts, Entertainment & Rec
- Admin and waste
- Manufacturing
- Wholesale trade

2017 Employment Change by Wage

<table>
<thead>
<tr>
<th>Wage Level</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low Wage ($32,300-$34,400)</td>
<td>12%</td>
</tr>
<tr>
<td>Mid Wage ($36,400-$53,700)</td>
<td>61%</td>
</tr>
<tr>
<td>High Wage ($55,800-$129,700)</td>
<td>27%</td>
</tr>
</tbody>
</table>
Lake County 2017 Employment by Industry & Wage

- Local Gov: High
- Mining: Low
- Accommodation and food: High
- Construction: High
- Retail Trade: High
- Arts: High
- Other services: High
- Health Services: High
- Admin and waste: High
- Private Education: High
- Professional and Tech. services: High
- Real estate: High
- Manufacturing: High
- Federal Government: High
- State Government: High
- Wholesale trade: High
- Transportation & warehousing: High
- Finance activities: High
- Information: High
- Agriculture: High
- Utilities: High
- Management of companies: High

2017 Employment Share by Wage

- Low Wage ($16,600-$29,300): 40%
- Mid Wage ($34,700-$41,300): 43%
- High Wage ($47,800-$76,900): 17%

Excludes Mining & Utilities
Low Wage ($16,600-$29,300)
Mid Wage ($34,700-$41,300)
High Wage ($47,800-$76,900)

40% 43% 17%

2017 Employment Share by Wage
Excludes Mining & Utilities
Summit County 2017 Employment by Industry & Wage

- Accommodation and food
- Retail Trade
- Local Government
- Real estate
- Construction
- Arts, Entertainment & Rec
- Health Services
- Professional and Tech. services
- Other services
- Admin and waste
- Transportation & warehousing
- Private Education
- Finance activities
- Wholesale trade
- Information
- State Government
- Manufacturing
- Mining
- Agriculture
- Utilities
- Federal Government
- Management of companies

2017 Employment Share by Wage

<table>
<thead>
<tr>
<th>Wage Range</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low Wage ($27,500-$30,900)</td>
<td>46%</td>
</tr>
<tr>
<td>Mid Wage ($34,100-$45,400)</td>
<td>23%</td>
</tr>
<tr>
<td>High Wage ($51,000-$103,700)</td>
<td>31%</td>
</tr>
</tbody>
</table>

COLORADO Department of Local Affairs
Summit County 2017 Annual Employment Change by Industry & Wage

- Accommodation and food
- Arts, Entertainment & Rec
- Real estate
- Construction
- Manufacturing
- Transportation & warehousing
- Local Government
- Retail Trade
- Health Services
- Information
- Private Education
- Wholesale trade
- Agriculture
- Federal Government
- Management of companies
- Utilities
- Finance activities
- Other services
- Mining
- Admin and waste
- State Government
- Professional and Tech. services

2017 Employment Change by Wage

<table>
<thead>
<tr>
<th>Wage Range</th>
<th>Change %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low Wage ($27,500-$30,900)</td>
<td>69%</td>
</tr>
<tr>
<td>Mid Wage ($34,100-$45,400)</td>
<td>23%</td>
</tr>
<tr>
<td>High Wage ($51,000-$103,700)</td>
<td>9%</td>
</tr>
</tbody>
</table>

Low Wage ($27,500-$30,900)  Mid Wage ($34,100-$45,400)  High Wage ($51,000-$103,700)
Garfield County 2017 Employment by Industry & Wage

Local Government
Construction
Retail Trade
Accommodation and food
Health Services
Professional and Tech. services
Other services
Admin and waste
Real estate
Mining
Arts, Entertainment & Rec
Transportation & warehousing
Wholesale trade
Agriculture
Private Education
Finance activities
State Government
Manufacturing
Utilities
Federal Government
Information
Management of companies

![Graph showing employment by industry and wage](image)

<table>
<thead>
<tr>
<th>Industry</th>
<th>Low Wage ($21,700-$37,800)</th>
<th>Mid Wage ($44,000-$56,800)</th>
<th>High Wage ($58,500-$96,500)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Employment Share by Wage</td>
<td>38%</td>
<td>33%</td>
<td>29%</td>
</tr>
</tbody>
</table>

COLORADO Department of Local Affairs
### Rural Workforce Area 2017 Employment w/ Proprietor Share

<table>
<thead>
<tr>
<th>Industry</th>
<th>Total Jobs</th>
<th>Wage &amp; Salary Jobs</th>
<th>Proprietors</th>
<th>Share Proprietors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture</td>
<td>1,229</td>
<td>569</td>
<td>660</td>
<td>54%</td>
</tr>
<tr>
<td>Mining</td>
<td>1,621</td>
<td>1,531</td>
<td>90</td>
<td>6%</td>
</tr>
<tr>
<td>Utilities</td>
<td>431</td>
<td>404</td>
<td>27</td>
<td>6%</td>
</tr>
<tr>
<td>Construction</td>
<td>11,739</td>
<td>8,656</td>
<td>3,083</td>
<td>26%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>1,425</td>
<td>1,193</td>
<td>232</td>
<td>16%</td>
</tr>
<tr>
<td>Wholesale trade</td>
<td>1,760</td>
<td>1,432</td>
<td>328</td>
<td>19%</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>12,464</td>
<td>11,290</td>
<td>1,174</td>
<td>9%</td>
</tr>
<tr>
<td>Transportation &amp; warehousing</td>
<td>2,563</td>
<td>1,892</td>
<td>671</td>
<td>26%</td>
</tr>
<tr>
<td>Information</td>
<td>1,020</td>
<td>762</td>
<td>258</td>
<td>25%</td>
</tr>
<tr>
<td>Finance activities</td>
<td>2,139</td>
<td>1,580</td>
<td>559</td>
<td>26%</td>
</tr>
<tr>
<td>Real estate</td>
<td>9,474</td>
<td>4,959</td>
<td>4,515</td>
<td>48%</td>
</tr>
<tr>
<td>Professional and Tech. services</td>
<td>7,298</td>
<td>3,979</td>
<td>3,319</td>
<td>45%</td>
</tr>
<tr>
<td>Management of companies</td>
<td>347</td>
<td>347</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Admin and waste</td>
<td>7,106</td>
<td>5,397</td>
<td>1,709</td>
<td>24%</td>
</tr>
<tr>
<td>Private Education</td>
<td>2,286</td>
<td>1,745</td>
<td>541</td>
<td>24%</td>
</tr>
<tr>
<td>Health Services</td>
<td>7,890</td>
<td>6,833</td>
<td>1,057</td>
<td>13%</td>
</tr>
<tr>
<td>Arts, Entertainment &amp; Rec</td>
<td>9,716</td>
<td>8,285</td>
<td>1,431</td>
<td>15%</td>
</tr>
<tr>
<td>Accommodation and food</td>
<td>23,013</td>
<td>22,524</td>
<td>489</td>
<td>2%</td>
</tr>
<tr>
<td>Other services</td>
<td>7,542</td>
<td>5,245</td>
<td>2,297</td>
<td>30%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>587</td>
<td>587</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>State Government</td>
<td>941</td>
<td>941</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Local Government</td>
<td>13,209</td>
<td>13,209</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>126,234</strong></td>
<td><strong>103,794</strong></td>
<td><strong>22,440</strong></td>
<td><strong>18%</strong></td>
</tr>
<tr>
<td>Proprietors as Share of Total Employment</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>----------------------------------------</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2017</td>
<td>2016</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lake</td>
<td>19.6%</td>
<td>20.1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Garfield</td>
<td>19.1%</td>
<td>19.1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pitkin</td>
<td>17.6%</td>
<td>17.7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Eagle</td>
<td>17.6%</td>
<td>17.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Summit</td>
<td>16.3%</td>
<td>16.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Statewide</strong></td>
<td><strong>15.5%</strong></td>
<td><strong>15.4%</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Denver-Boulder MSA</td>
<td>14.6%</td>
<td>14.4%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
# 2017 Unemployment Rates

<table>
<thead>
<tr>
<th>Area</th>
<th>Labor Force</th>
<th>Employed</th>
<th>Unemployed</th>
<th>Unemp. Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eagle County</td>
<td>35,052</td>
<td>34,240</td>
<td>812</td>
<td>2.3%</td>
</tr>
<tr>
<td>Garfield County</td>
<td>31,778</td>
<td>30,863</td>
<td>915</td>
<td>2.9%</td>
</tr>
<tr>
<td>Lake County</td>
<td>4,731</td>
<td>4,629</td>
<td>102</td>
<td>2.2%</td>
</tr>
<tr>
<td>Pitkin County</td>
<td>11,032</td>
<td>10,691</td>
<td>341</td>
<td>3.1%</td>
</tr>
<tr>
<td>Summit County</td>
<td>22,008</td>
<td>21,598</td>
<td>410</td>
<td>1.9%</td>
</tr>
<tr>
<td>Colorado</td>
<td>2,992,307</td>
<td>2,907,468</td>
<td>84,839</td>
<td>2.8%</td>
</tr>
</tbody>
</table>
## Unemployment Changes from 2007

<table>
<thead>
<tr>
<th>Area</th>
<th>Labor Force</th>
<th>Employed</th>
<th>Unemployed</th>
<th>Unemp Rt</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eagle County</td>
<td>4,123</td>
<td>4,187</td>
<td>-64</td>
<td>-0.5%</td>
</tr>
<tr>
<td>Garfield County</td>
<td>-3,167</td>
<td>-3,225</td>
<td>58</td>
<td>0.4%</td>
</tr>
<tr>
<td>Lake County</td>
<td>703</td>
<td>745</td>
<td>-42</td>
<td>-1.4%</td>
</tr>
<tr>
<td>Pitkin County</td>
<td>-239</td>
<td>-276</td>
<td>37</td>
<td>0.4%</td>
</tr>
<tr>
<td>Summit County</td>
<td>4,879</td>
<td>4,935</td>
<td>-56</td>
<td>-0.8%</td>
</tr>
<tr>
<td><strong>Colorado</strong></td>
<td><strong>327,630</strong></td>
<td><strong>342,250</strong></td>
<td><strong>-14,620</strong></td>
<td><strong>-0.9%</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Area</th>
<th>Labor Force</th>
<th>Employed</th>
<th>Unemployed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eagle County</td>
<td>13%</td>
<td>14%</td>
<td>-7%</td>
</tr>
<tr>
<td>Garfield County</td>
<td>-9%</td>
<td>-9%</td>
<td>7%</td>
</tr>
<tr>
<td>Lake County</td>
<td>17%</td>
<td>19%</td>
<td>-29%</td>
</tr>
<tr>
<td>Pitkin County</td>
<td>-2%</td>
<td>-3%</td>
<td>12%</td>
</tr>
<tr>
<td>Summit County</td>
<td>28%</td>
<td>30%</td>
<td>-12%</td>
</tr>
<tr>
<td><strong>Colorado</strong></td>
<td>12%</td>
<td>13%</td>
<td>-15%</td>
</tr>
</tbody>
</table>
What Impacts Labor Force Participation Rates

- Age
- Trends
- Why would someone enter or leave the labor force?
Commuting Patterns

**Eagle**

**Inflow/Outflow Job Counts in 2015**

- 14,137 - Employed in Selection Area, Live Outside
- 9,843 - Live in Selection Area, Employed Outside
- 14,542 - Employed and Live in Selection Area

**Garfield**

**Inflow/Outflow Job Counts in 2015**

- 7,714 - Employed in Selection Area, Live Outside
- 12,822 - Live in Selection Area, Employed Outside
- 16,184 - Employed and Live in Selection Area

**Pitkin**

**Inflow/Outflow Job Counts in 2015**

- 9,949 - Employed in Selection Area, Live Outside
- 2,686 - Live in Selection Area, Employed Outside
- 6,686 - Employed and Live in Selection Area

Source: https://onthemap.ces.census.gov/
Why?
Preferences
Housing
Income
Service Demands
Labor Force
We are Aging Fast

• Currently very few people over the age 65.
  ◦ 6\textsuperscript{th} lowest share of all states in US (13\%) in 2015
  ◦ 3\textsuperscript{rd} fastest growing in the 65+

• Baby Boomers
  ◦ Born 1946 - 1964
  ◦ 1,360,000 Boomers in Colorado (25\% of pop. in 2015)

• 2015 - 2030 Colorado’s population 65+ will grow 719,000 to 1,270,000 (77\%) (primarily from aging)

• Transition age distribution from “young” to more US average between 2015 and 2030.
Aging Issues

- Numbers
- Economic Driver - wealthier .... depends
  - Impact on occupational mix
- Labor Force
- Housing - Universal Design, sidewalks
  - All price levels and need levels, fewer movers.
- Income - Downward Pressure
- Health / Disabilities
- Transportation
- Public Finance - Downward Pressure
- Aging Plans
Slower growth
Migration increases
Continued aging
Growth by Age 2015-2030

- Summit
- Pitkin
- Lake
- Garfield
- Eagle

0-17
18-24
25-44
45-64
65-100
Colorado Labor Force Transition, 60 year olds vs. 20 year olds

Average Age of Entrants and Retirees

Entrants

Retirees

State Demography Office, 2017
Population 65+ by County

- Eagle: 4,000 in 2015, 1,000 in 2030
- Garfield: 12,000 in 2015, 13,000 in 2030
- Lake: 1,000 in 2015, 1,000 in 2030
- Pitkin: 4,000 in 2015, 4,000 in 2030
- Summit: 5,000 in 2015, 5,000 in 2030
**Labor Force**

- Aging - one reason labor market so tight
- Boomers are 37% of the labor force (2010)
  - Staying longer in workforce - want and need to
  - Participation rates for ages 65+ increasing.
  - Approx. 1,000,000 workers aging out the next 20 years.
- Increase demands
  - Replacement and demands created by retiree needs
  - Largest increase in leavers between 2020-2025
- Participation falling at the younger end.
- Demands will vary by industry -
  - Education, Health, Utilities, Mining, Govt.
- Increase in demand for caregivers - leaving labor force to care for family/friends.
Forecast Change in the Working Age Population
2015 - 2025

Percent Change Working Age
- Less than 0%
- 0% to 5%
- 5% to 10%
- 10% to 25%
- > 25%

Sources: Esri, USGS, NOAA
Colorado Labor Force by Age
Source: State Demography Office

Age Group
- Less than 24
- 25 to 34
- 35 to 44
- 45 to 54
- More than 55
Share of labor force by age group

1990

- 55+ 11%
- < 24 15%
- 45-54 16%
- 35-44 28%
- 25-34 30%

2010

- 55+ 19%
- < 24 14%
- 45-54 23%
- 35-44 22%
- 25-34 22%

2030

- 55+ 23%
- < 24 13%
- 45-54 20%
- 35-44 22%
- 25-34 22%
Ethnicity/Race increasing
Colorado Population by Race/Ethnicity

- White not Hispanic
- Hispanic
- Black
- Asian
- American Indian

- 2040
- 2010
- 1970

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

COLORADO Department of Local Affairs
2010 Colorado Population by Race/Ethnicity and Age

- WhiteNonHispanic
- Hispanic
- BlackNonHispanic
- AsianNonHispanic
- AmIndNonHispanic

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Less than 5</th>
<th>05 to 17</th>
<th>18 to 24</th>
<th>25 to 34</th>
<th>35 to 44</th>
<th>45 to 54</th>
<th>55 to 64</th>
<th>65 &amp; over</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage</td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>
Share of Net Increase in Working Age Population, 2015-2020

- American Indian, NH
- Black, NH
- White, NH
- Asian, NH
- Hispanic
Educational Attainment Gap

- Colorado has 2\textsuperscript{nd}/3\textsuperscript{rd} highest educational attainment gap in nation between White - non Hispanic and Hispanic - 30 points
  - 1. Washington D.C. - 51
  - 2. California - 31
  - 3. Colorado - 30
  - 4. Hawaii - 28
  - 5. Massachusetts - 28
  - 16. Arizona - 23
  - 17. Utah - 22
  - 18. Washington - 21

- Influenced by being one of the highest attainments in US by White-non Hispanics (46%) but Colorado is 24th in attainment by Hispanics (16%)
# Population by Race

## Population by Race/Ethnicity

<table>
<thead>
<tr>
<th>Name</th>
<th>Percent Hispanic</th>
<th>Percent White, Non-Hispanic</th>
<th>Percent Other Minority</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pitkin</td>
<td>9.80%</td>
<td>86.09%</td>
<td>4.11%</td>
</tr>
<tr>
<td>Garfield</td>
<td>27.93%</td>
<td>68.84%</td>
<td>3.22%</td>
</tr>
<tr>
<td>Eagle</td>
<td>29.73%</td>
<td>67.18%</td>
<td>3.08%</td>
</tr>
<tr>
<td>Summit</td>
<td>14.15%</td>
<td>81.42%</td>
<td>4.43%</td>
</tr>
<tr>
<td>Lake</td>
<td>34.51%</td>
<td>62.84%</td>
<td>2.65%</td>
</tr>
</tbody>
</table>

*Source: ACS 2016 5-yr Estimate*
Other Labor Force Factors
## Cost-Burdened Renters and Owners

<table>
<thead>
<tr>
<th>Area</th>
<th>Owner Number</th>
<th>Owner Share</th>
<th>Renter Number</th>
<th>Renter Share</th>
<th>Owners pay &gt;35% of income</th>
<th>Renters pay &gt;35% of income</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eagle County</td>
<td>12007</td>
<td>68.2%</td>
<td>5606</td>
<td>31.8%</td>
<td>28.7%</td>
<td>34.6%</td>
</tr>
<tr>
<td>Garfield County</td>
<td>13695</td>
<td>65.9%</td>
<td>7076</td>
<td>34.1%</td>
<td>32.5%</td>
<td>38.6%</td>
</tr>
<tr>
<td>Lake County</td>
<td>1737</td>
<td>55.7%</td>
<td>1384</td>
<td>44.3%</td>
<td>16.7%</td>
<td>35.9%</td>
</tr>
<tr>
<td>Pitkin County</td>
<td>4774</td>
<td>62.8%</td>
<td>2827</td>
<td>37.2%</td>
<td>26.4%</td>
<td>33.6%</td>
</tr>
<tr>
<td>Summit County</td>
<td>6532</td>
<td>67.2%</td>
<td>3182</td>
<td>32.8%</td>
<td>32.5%</td>
<td>43.4%</td>
</tr>
<tr>
<td><strong>Colorado</strong></td>
<td><strong>1320617</strong></td>
<td><strong>64.4%</strong></td>
<td><strong>730999</strong></td>
<td><strong>35.6%</strong></td>
<td><strong>21.5%</strong></td>
<td><strong>41.3%</strong></td>
</tr>
</tbody>
</table>
2016 American Community Survey
Median home value ($)

Select one of the characteristics below to display.

- Total population
- Median age
- Median home value ($)
- Median household income ($)
- Below poverty (%)
- Foreign born (%)
- High school graduate or higher (%)
- Without health insurance (%)
- Households with a broadband Internet subscription (%)

Sortable State List

<table>
<thead>
<tr>
<th>State</th>
<th>Median Home Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hawaii</td>
<td>592,000</td>
</tr>
<tr>
<td>District of Columbia</td>
<td>576,100</td>
</tr>
<tr>
<td>California</td>
<td>477,500</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>366,900</td>
</tr>
<tr>
<td>New Jersey</td>
<td>328,200</td>
</tr>
<tr>
<td>Colorado</td>
<td>314,200</td>
</tr>
<tr>
<td>Maryland</td>
<td>306,900</td>
</tr>
<tr>
<td>Washington</td>
<td>306,400</td>
</tr>
<tr>
<td>New York</td>
<td>302,400</td>
</tr>
<tr>
<td>Oregon</td>
<td>287,100</td>
</tr>
<tr>
<td>Connecticut</td>
<td>274,600</td>
</tr>
<tr>
<td>Alaska</td>
<td>267,800</td>
</tr>
<tr>
<td>Virginia</td>
<td>264,000</td>
</tr>
<tr>
<td>New Hampshire</td>
<td>251,100</td>
</tr>
</tbody>
</table>

Estimates are based on a sample survey and are subject to sampling variability and nonsampling error. 2016 American Community Survey 1-year estimates were used. For more information about these data or Puerto Rico estimates, go to [https://www.census.gov/acs](https://www.census.gov/acs)
Median Home Value, ACS 2012-16

- 282,500
- 19th highest value
- 8th largest increase from 2007-11 of $37,900
<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Denver</td>
<td>272,505</td>
<td>292,700</td>
<td>53,179</td>
<td>56,258</td>
<td>5.1</td>
<td>5.2</td>
<td>0.08</td>
</tr>
<tr>
<td>Summit</td>
<td>520,828</td>
<td>496,100</td>
<td>76,036</td>
<td>70,192</td>
<td>6.8</td>
<td>7.1</td>
<td>0.22</td>
</tr>
<tr>
<td>Lake</td>
<td>192,120</td>
<td>184,200</td>
<td>45,391</td>
<td>46,928</td>
<td>4.2</td>
<td>3.9</td>
<td>-0.31</td>
</tr>
<tr>
<td>Garfield</td>
<td>384,799</td>
<td>299,700</td>
<td>71,573</td>
<td>61,300</td>
<td>5.4</td>
<td>4.9</td>
<td>-0.49</td>
</tr>
<tr>
<td>Pitkin</td>
<td>743,736</td>
<td>552,900</td>
<td>76,402</td>
<td>69,789</td>
<td>9.7</td>
<td>7.9</td>
<td>-1.81</td>
</tr>
<tr>
<td>Eagle</td>
<td>593,600</td>
<td>438,500</td>
<td>79,394</td>
<td>78,763</td>
<td>7.5</td>
<td>5.6</td>
<td>-1.91</td>
</tr>
</tbody>
</table>

American Community Survey 5 Yr. 2007 and 2016
# Educational Attainment for Population 25 Years and Over

US Census Bureau Table: S1501

2012-2016 American Community Survey 5-Year Estimates

<table>
<thead>
<tr>
<th>Geographic Area</th>
<th>High school graduate (includes equivalency)</th>
<th>Percent</th>
<th>Percent High School Plus</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Colorado</td>
<td>21.70%</td>
<td>91.00%</td>
<td>38.70%</td>
<td></td>
</tr>
<tr>
<td>Eagle County</td>
<td>17.90%</td>
<td>88.80%</td>
<td>45.00%</td>
<td></td>
</tr>
<tr>
<td>Garfield County</td>
<td>28.70%</td>
<td>86.90%</td>
<td>29.10%</td>
<td></td>
</tr>
<tr>
<td>Lake County</td>
<td>33.60%</td>
<td>92.80%</td>
<td>30.90%</td>
<td></td>
</tr>
<tr>
<td>Pitkin County</td>
<td>13.80%</td>
<td>95.40%</td>
<td>60.40%</td>
<td></td>
</tr>
<tr>
<td>Summit County</td>
<td>17.00%</td>
<td>94.70%</td>
<td>49.90%</td>
<td></td>
</tr>
</tbody>
</table>
More Growth but Slowing
Colorado Population Change 1970-2050

- Natural Increase (Births - Deaths)
- Net Migration

Data Source: Colorado Department of Local Affairs
Colorado Population Forecast by Region 2010-2050

- Front Range
- Western Slope
- Central Mountains
- San Luis Valley
- Eastern Plains

Population increase from 2010 to 2050:
- 2010: 4,000,000
- 2015: 5,000,000
- 2020: 6,000,000
- 2025: 7,000,000
- 2030: 8,000,000
- 2035: 9,000,000
- 2040: 10,000,000
- 2045: 11,000,000
- 2050: 12,000,000
Projected Population Change
2015 to 2050

Colorado State Demography Office, 11/3/2017
## Forecasts

<table>
<thead>
<tr>
<th></th>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Garfield</td>
<td>57,779</td>
<td>64,119</td>
<td>77,404</td>
<td>91,836</td>
<td>105,711</td>
<td>19,625</td>
<td>13,285</td>
<td>13,875</td>
<td>1.7%</td>
</tr>
<tr>
<td>Eagle</td>
<td>53,320</td>
<td>57,571</td>
<td>69,748</td>
<td>83,001</td>
<td>94,459</td>
<td>16,428</td>
<td>12,177</td>
<td>11,457</td>
<td>1.6%</td>
</tr>
<tr>
<td>Pitkin</td>
<td>17,845</td>
<td>18,562</td>
<td>20,218</td>
<td>21,854</td>
<td>23,209</td>
<td>2,373</td>
<td>1,655</td>
<td>1,355</td>
<td>0.8%</td>
</tr>
<tr>
<td>Summit</td>
<td>29,928</td>
<td>32,760</td>
<td>39,540</td>
<td>45,859</td>
<td>51,828</td>
<td>9,612</td>
<td>6,779</td>
<td>5,969</td>
<td>1.6%</td>
</tr>
<tr>
<td>Lake</td>
<td>7,502</td>
<td>7,777</td>
<td>8,536</td>
<td>9,361</td>
<td>9,868</td>
<td>1,034</td>
<td>759</td>
<td>507</td>
<td>0.8%</td>
</tr>
</tbody>
</table>
### Job Forecast by Economic Driver

<table>
<thead>
<tr>
<th>Job Growth 2015-2025</th>
<th>Garfield</th>
<th>Eagle</th>
<th>Pitkin</th>
<th>Summit</th>
<th>Lake</th>
</tr>
</thead>
<tbody>
<tr>
<td>TRADITIONAL INDUSTRIAL BASIC JOBS</td>
<td>622</td>
<td>311</td>
<td>70</td>
<td>55</td>
<td>70</td>
</tr>
<tr>
<td>REGIONAL &amp; NATIONAL SERVICES</td>
<td>1,136</td>
<td>732</td>
<td>103</td>
<td>238</td>
<td>86</td>
</tr>
<tr>
<td>TOURISM</td>
<td>250</td>
<td>1,630</td>
<td>184</td>
<td>472</td>
<td>53</td>
</tr>
<tr>
<td>COMMUTING JOBS</td>
<td>46</td>
<td>(71)</td>
<td>(13)</td>
<td>(28)</td>
<td>20</td>
</tr>
<tr>
<td>RETIREE GENERATED JOBS</td>
<td>2,551</td>
<td>1,332</td>
<td>659</td>
<td>704</td>
<td>141</td>
</tr>
<tr>
<td>PUBLIC ASST. GENERATED JOBS</td>
<td>67</td>
<td>79</td>
<td>11</td>
<td>70</td>
<td>4</td>
</tr>
<tr>
<td>INVESTMENT INCOME &amp; WEALTH</td>
<td>13</td>
<td>201</td>
<td>(117)</td>
<td>182</td>
<td>(9)</td>
</tr>
<tr>
<td>TOTAL DIRECT BASIC JOBS</td>
<td>4,685</td>
<td>4,214</td>
<td>897</td>
<td>1,693</td>
<td>365</td>
</tr>
<tr>
<td>RESIDENT SV. JOBS</td>
<td>1,664</td>
<td>3,346</td>
<td>425</td>
<td>1,424</td>
<td>(11)</td>
</tr>
<tr>
<td>TOTAL JOBS</td>
<td>6,349</td>
<td>7,560</td>
<td>1,322</td>
<td>3,117</td>
<td>353</td>
</tr>
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</table>
## EAGLE FORECASTING WORKSHEET

<table>
<thead>
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<tbody>
<tr>
<td>TRADITIONAL INDUSTRIAL BASIC JOBS</td>
<td>2,038</td>
<td>2,146</td>
<td>2,520</td>
<td>2,817</td>
<td>779</td>
<td>1.3%</td>
</tr>
<tr>
<td>REGIONAL &amp; NATIONAL SERVICES</td>
<td>3,113</td>
<td>3,479</td>
<td>4,090</td>
<td>4,543</td>
<td>1,430</td>
<td>1.5%</td>
</tr>
<tr>
<td>TOURISM</td>
<td>16,237</td>
<td>17,097</td>
<td>18,413</td>
<td>19,634</td>
<td>3,397</td>
<td>0.8%</td>
</tr>
<tr>
<td>RETIREE GENERATED JOBS</td>
<td>1,892</td>
<td>2,593</td>
<td>3,851</td>
<td>5,200</td>
<td>3,308</td>
<td>4.1%</td>
</tr>
<tr>
<td>PUBLIC ASST. GENERATED JOBS</td>
<td>510</td>
<td>545</td>
<td>648</td>
<td>764</td>
<td>254</td>
<td>1.6%</td>
</tr>
<tr>
<td>INVESTMENT INCOME &amp; WEALTH</td>
<td>2,781</td>
<td>2,875</td>
<td>3,369</td>
<td>4,290</td>
<td>1,509</td>
<td>1.7%</td>
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<tr>
<td>NON-BASIC RESIDENT SV. JOBS</td>
<td>13,022</td>
<td>15,085</td>
<td>18,360</td>
<td>23,224</td>
<td>10,202</td>
<td>2.3%</td>
</tr>
<tr>
<td>TOTAL JOBS</td>
<td>39,783</td>
<td>43,991</td>
<td>51,234</td>
<td>60,060</td>
<td>20,277</td>
<td>1.7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>CIVILIAN JOBS HELD (SUPPLY)</td>
<td>38,512</td>
<td>40,013</td>
<td>48,917</td>
<td>60,670</td>
<td>22,158</td>
<td>1.8%</td>
</tr>
<tr>
<td>COMMUTING (+ = IN)</td>
<td>2,256</td>
<td>2,229</td>
<td>3,184</td>
<td>5,998</td>
<td>3,742</td>
<td>4.0%</td>
</tr>
<tr>
<td>JOBS HELD BY RESIDENTS</td>
<td>36,256</td>
<td>37,784</td>
<td>45,734</td>
<td>54,672</td>
<td>18,416</td>
<td>1.7%</td>
</tr>
<tr>
<td>Plus:Jobs Multiply Held</td>
<td>5,257</td>
<td>5,403</td>
<td>6,581</td>
<td>8,254</td>
<td>2,997</td>
<td>1.8%</td>
</tr>
<tr>
<td>Multiple Job Holding Rate</td>
<td>16.4%</td>
<td>16.2%</td>
<td>16.2%</td>
<td>17.1%</td>
<td>0</td>
<td>0.2%</td>
</tr>
<tr>
<td>Employed Persons (Residents)</td>
<td>30,998</td>
<td>32,381</td>
<td>39,153</td>
<td>46,418</td>
<td>15,419</td>
<td>1.6%</td>
</tr>
<tr>
<td>Unemployment Rate</td>
<td>3.2%</td>
<td>3.0%</td>
<td>3.4%</td>
<td>3.6%</td>
<td>0</td>
<td>0.5%</td>
</tr>
<tr>
<td>Unemployed Persons</td>
<td>1,009</td>
<td>1,015</td>
<td>1,397</td>
<td>1,712</td>
<td>703</td>
<td>2.1%</td>
</tr>
<tr>
<td>LABOR FORCE (RESIDENTS)</td>
<td>32,008</td>
<td>33,396</td>
<td>40,550</td>
<td>48,130</td>
<td>16,123</td>
<td>1.6%</td>
</tr>
<tr>
<td>Labor Force Participation Rate</td>
<td>78.1%</td>
<td>75.5%</td>
<td>75.0%</td>
<td>75.4%</td>
<td>0</td>
<td>-0.1%</td>
</tr>
<tr>
<td>Civilian Noninst. Population 16+</td>
<td>41,004</td>
<td>44,214</td>
<td>54,099</td>
<td>63,810</td>
<td>22,806</td>
<td>1.8%</td>
</tr>
<tr>
<td>Civilian NI Pop 16+ / Total Pop</td>
<td>76.9%</td>
<td>76.8%</td>
<td>77.6%</td>
<td>76.9%</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Total Population</td>
<td>53,320</td>
<td>57,571</td>
<td>69,748</td>
<td>83,001</td>
<td>29,681</td>
<td>1.8%</td>
</tr>
</tbody>
</table>

Source: State Demography Office
Risks (plus or minus)

- National Growth - National Policies - Intl’ immigration
- Water
- Housing - supply, price, type, location
- Infrastructure/Transportation
- State Budget/Policy
- Aging - labor force, prepared labor force
- Industry changes - downturn, bust, recession, competitiveness.
- Natural disasters - nationally
Summary

• Labor Force relates Jobs to the Population
• All connected - jobs, population, housing, infrastructure.
• Migration - how do we continue to attract and retain the best worker for the right job.
• Aging - fastest growing age group, labor force, jobs, income, housing, public finance
• Labor force - strategies to increase labor force participation.
• Growing diversity at youngest ages.
• Growing but slowing.
• Plan for risks - in industries, climate, labor, water, downturns
Thank you

State Demography Office
Department of Local Affairs
Elizabeth Garner
Elizabeth.garner@state.co.us
303-864-7750
Demography.dola.colorado.gov
Age Forecast: 2010 to 2025

Garfield County

Total Population

0 to 9
10 to 19
20 to 29
30 to 39
40 to 49
50 to 59
60 to 69
70 to 79
80 to 89
90 and Over

Age Group

Year
2010
2015
2025

Source: State Demography Office, Print Date: 07/23/2018
Age Forecast: 2010 to 2025

Pitkin County

Total Population

Age Group

Year 2010 2015 2025

Source: State Demography Office, Print Date: 07/23/2018
Educational Attainment, Persons Age 25 and Older

Garfield County

<table>
<thead>
<tr>
<th>Educational Attainment</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than High School</td>
<td>12.0%</td>
</tr>
<tr>
<td>High School (or GED)</td>
<td>28.0%</td>
</tr>
<tr>
<td>Graduate or Associate's Degree</td>
<td>35.0%</td>
</tr>
<tr>
<td>Some College or Bachelor's Degree</td>
<td>30.0%</td>
</tr>
<tr>
<td>Bachelor's Degree</td>
<td>25.0%</td>
</tr>
<tr>
<td>Graduate or Professional Degree</td>
<td>15.0%</td>
</tr>
</tbody>
</table>

Geography
- Garfield County
- Colorado

Source: U.S. Census Bureau, 2012-2016 American Community Survey, Print Date: 07/23/2018
Educational Attainment, Persons Age 25 and Older

Lake County

Less than High School
High School Graduate (or GED)
Some College or Associate’s Degree Educational Attainment
Bachelor’s Degree
Graduate or Professional Degree

Percentage

Geography
Lake County
Colorado

Source: U.S. Census Bureau, 2012-2016 American Community Survey, Print Date: 07/23/2018
Educational Attainment, Persons Age 25 and Older

Pitkin County

Percentage

Less than High School  High School Graduate (or GED)  Some College or Associate’s Degree  Bachelor’s Degree  Graduate or Professional Degree

Geography  Pitkin County  Colorado

Source: U.S. Census Bureau, 2012-2016 American Community Survey, Print Date: 07/23/2018