

# 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/>



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# *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)



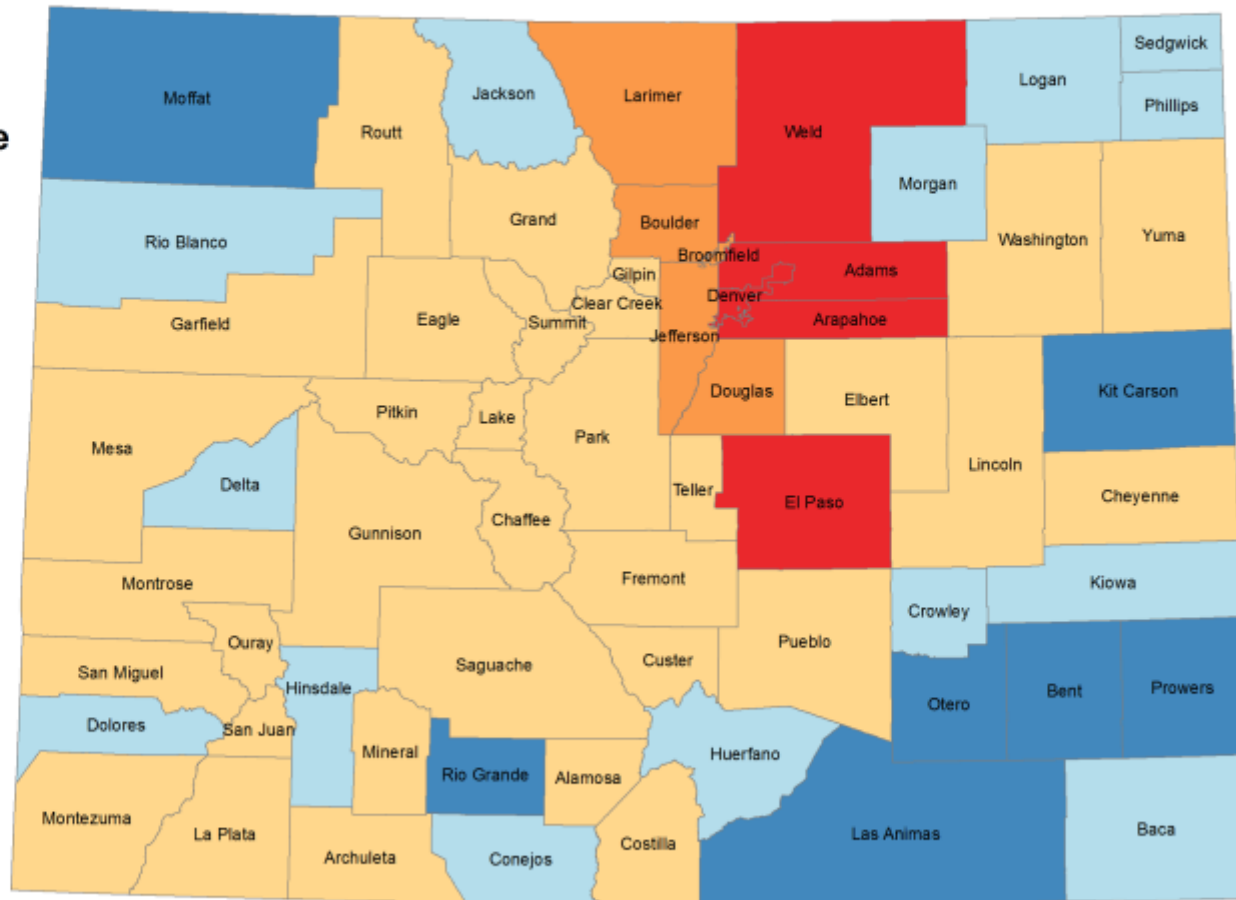
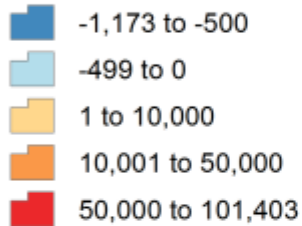
## *Big Picture - 2016-2017 Pop Change*

- US - 325.7 million, + 2.3 million or .7%
- Colorado - 5,607,154
- Ranked 9<sup>th</sup> fastest 1.4% - ID, NV, UT, WA, FL
- 8<sup>th</sup> 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

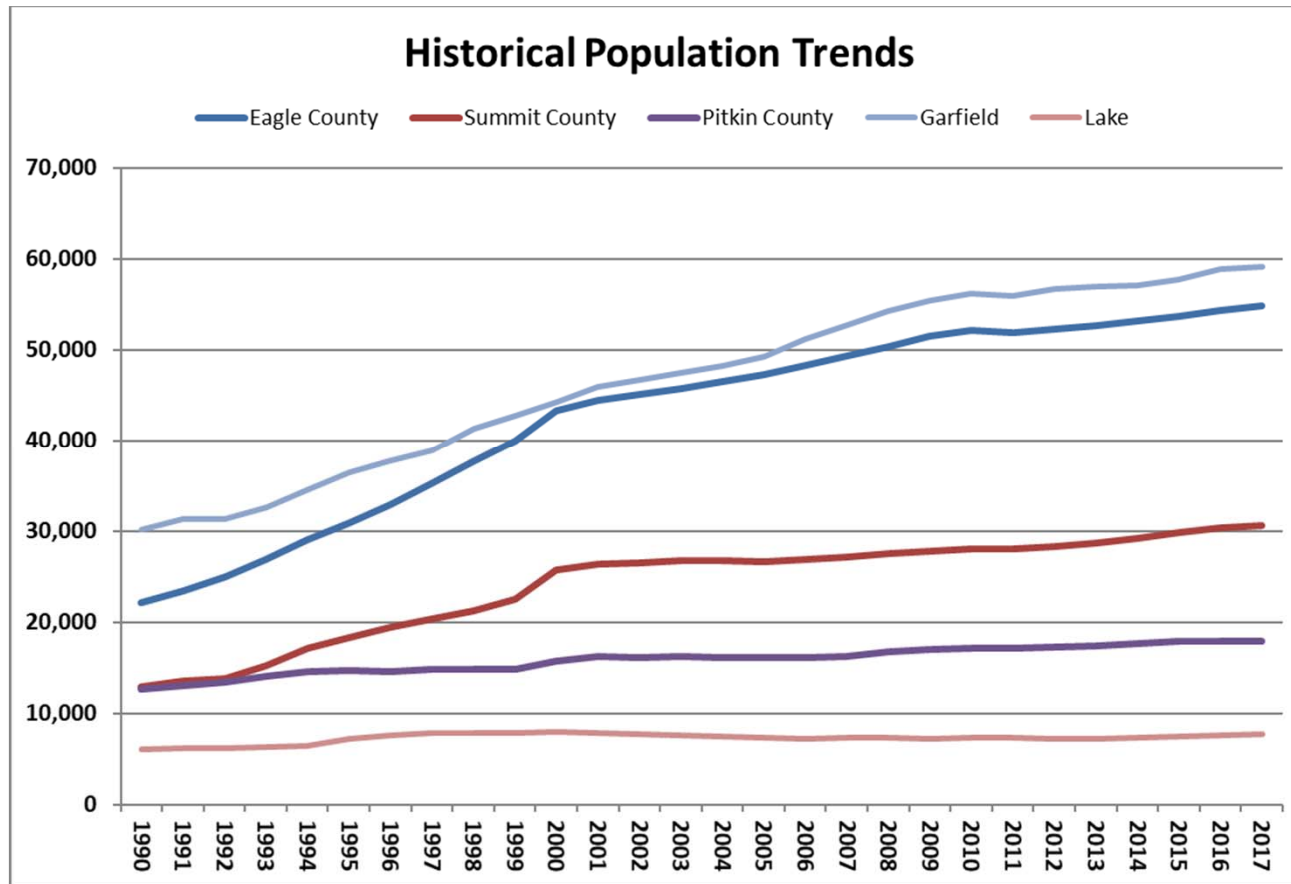
## Population Change



Colorado State Demography Office, 03/22/2018



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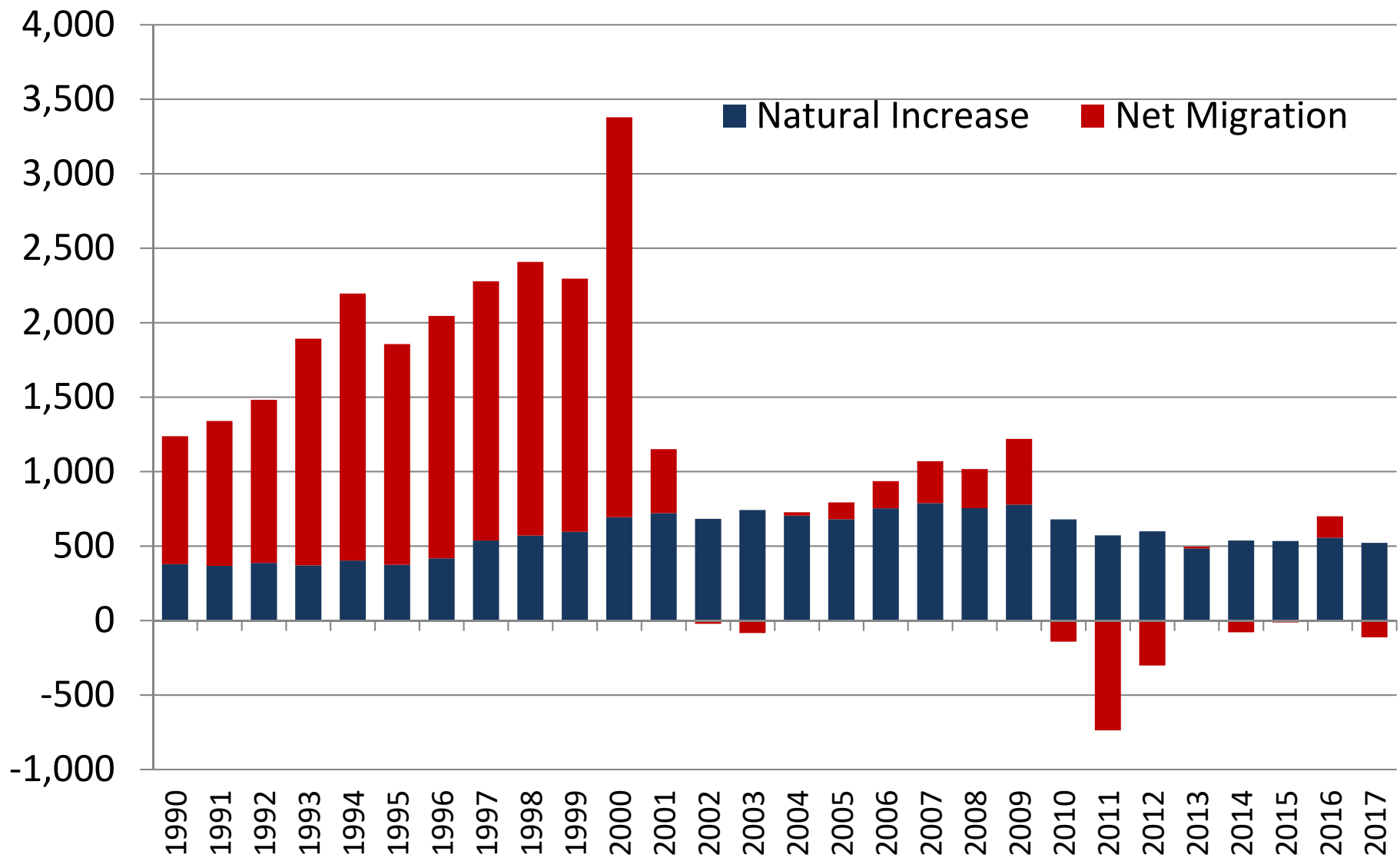


#### Recent Population Trends

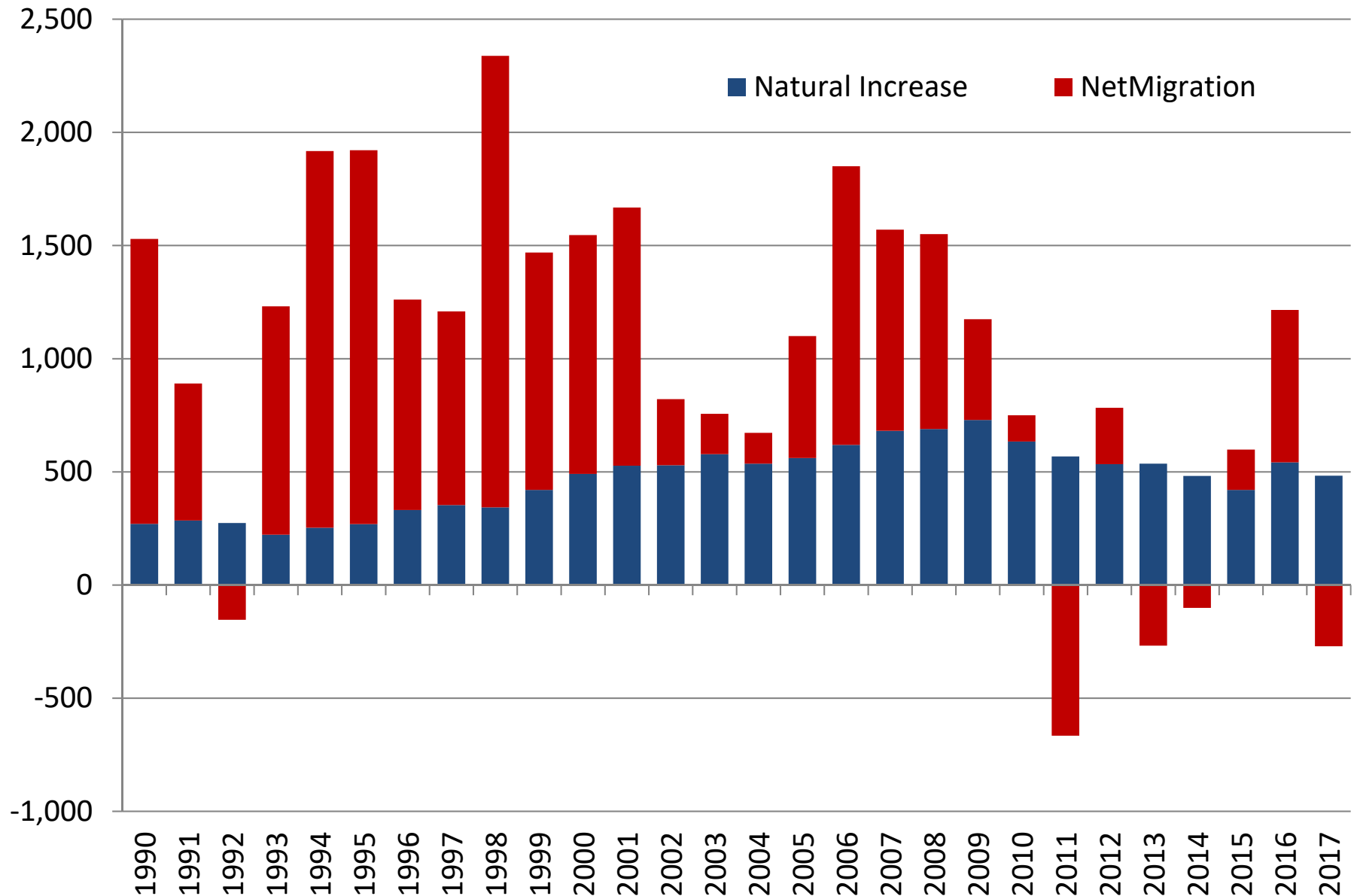
	2010	2011	2012	2013	2014	2015	2016	2017	Ch. 2010-17	Ann. Ave. Pct Ch
Eagle County	52,102	51,892	52,189	52,685	53,143	53,664	54,364	54,772	2,670	0.72%
Garfield	56,098	55,964	56,694	56,888	57,120	57,691	58,906	59,118	3,020	0.75%
Lake County	7,282	7,281	7,195	7,214	7,272	7,399	7,534	7,705	423	0.81%
Pitkin County	17,156	17,146	17,259	17,425	17,664	17,862	17,894	17,890	734	0.60%
Summit County	28,068	27,988	28,229	28,655	29,186	29,852	30,332	30,585	2,517	1.23%
Colorado									578,000	1.4%



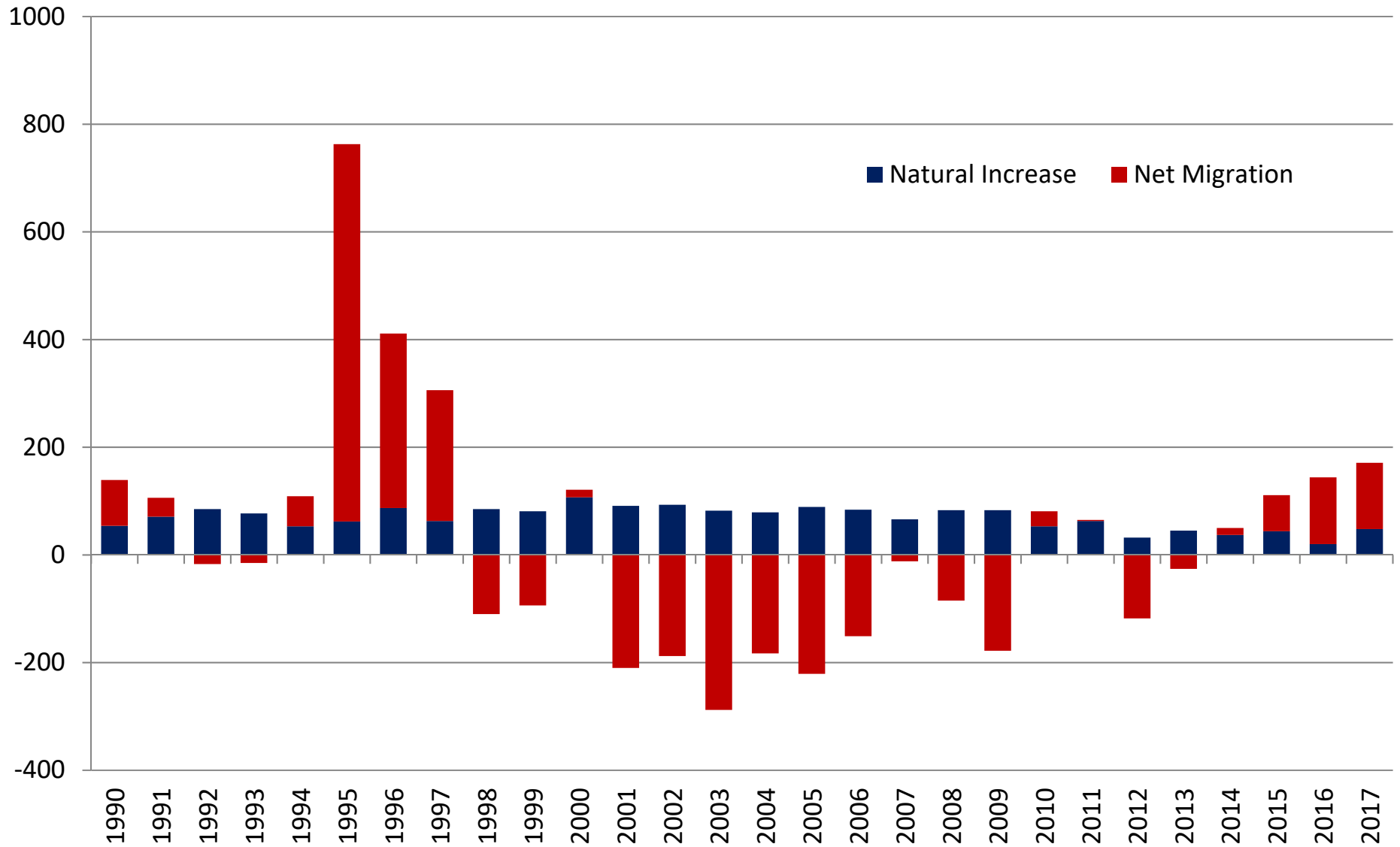
# Eagle County Components of Population Change



# Garfield County Components of Population Change

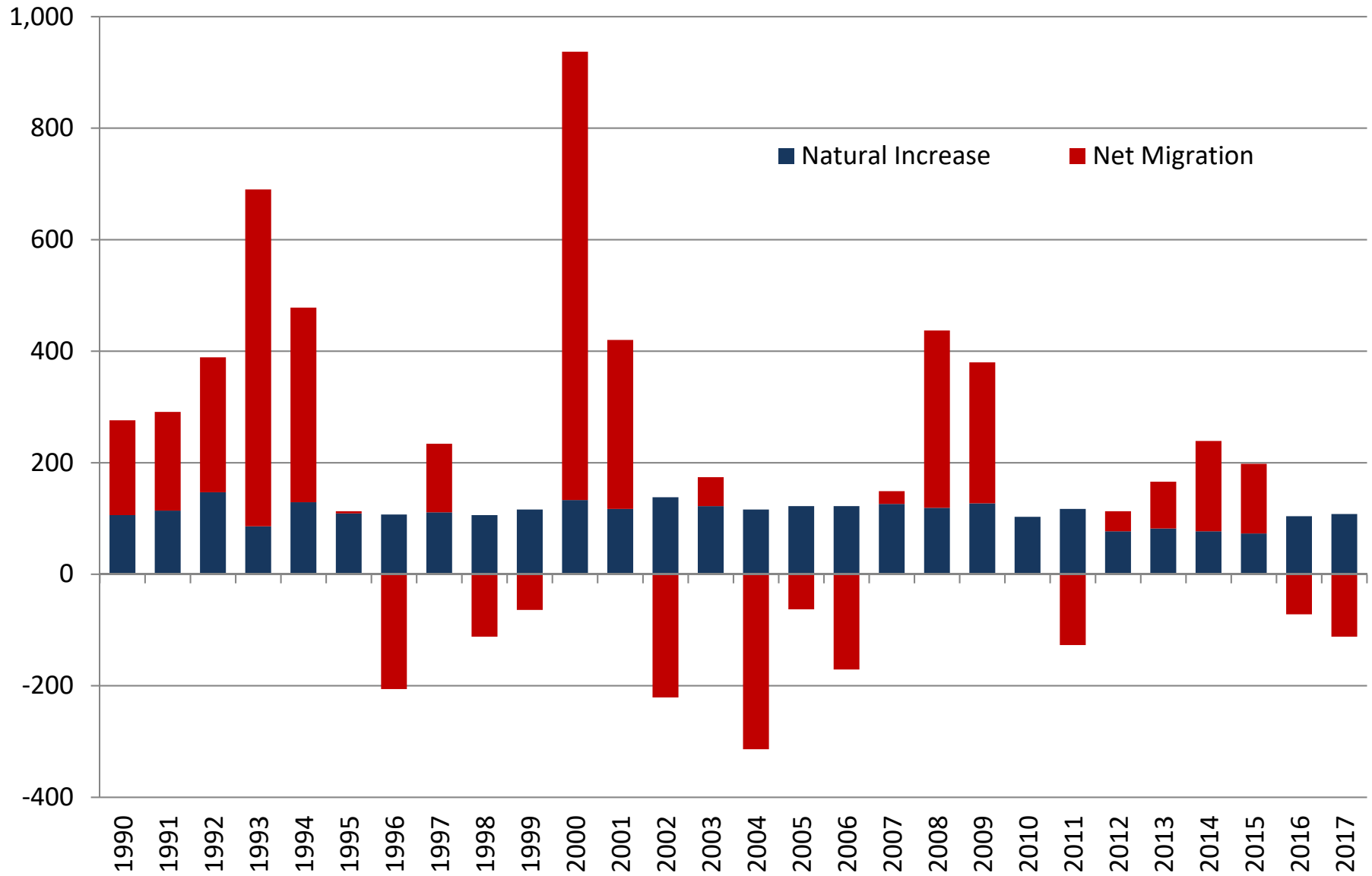


## Lake County Components of Population Change

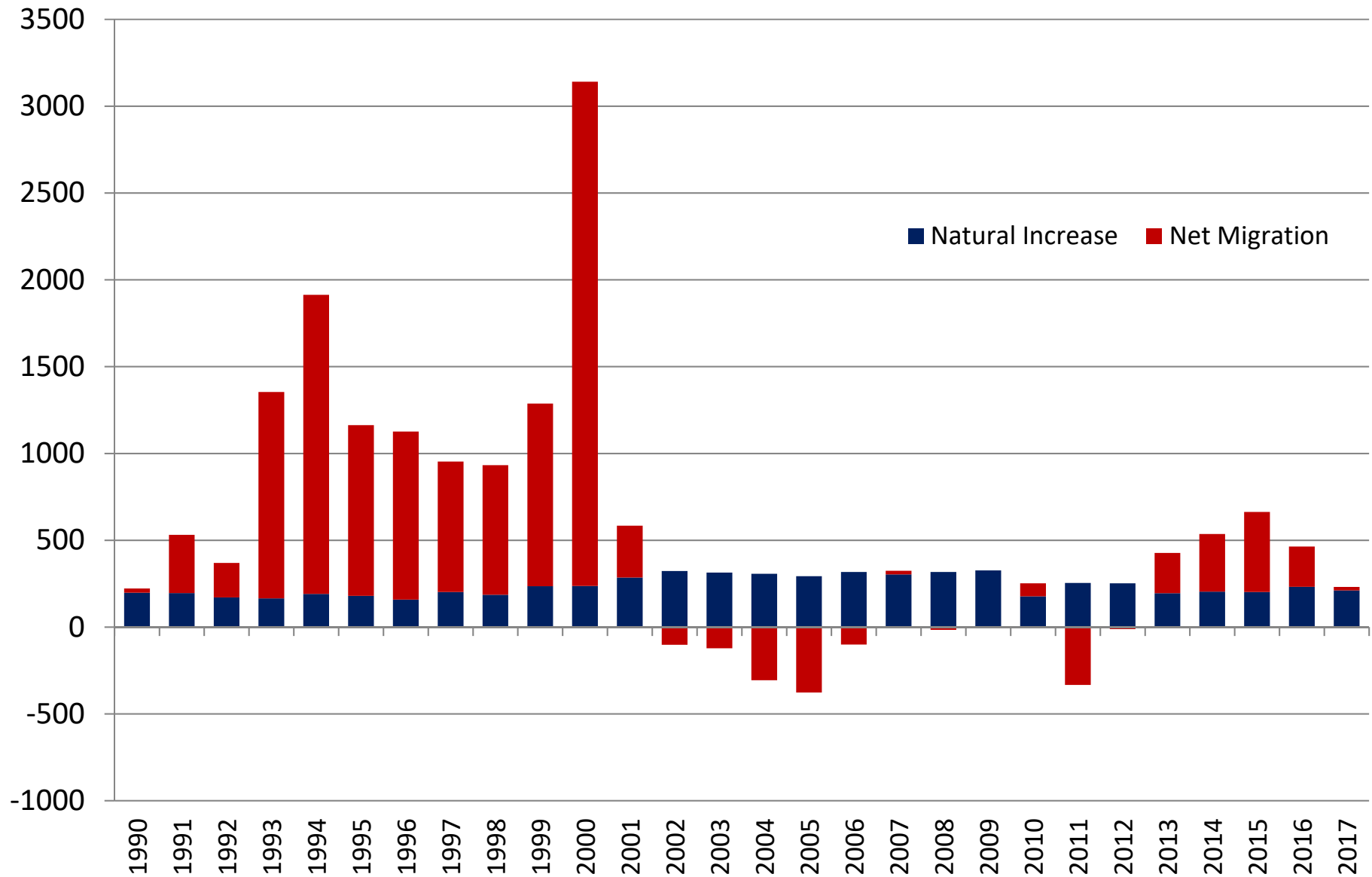




## Pitkin County Components of Population Change

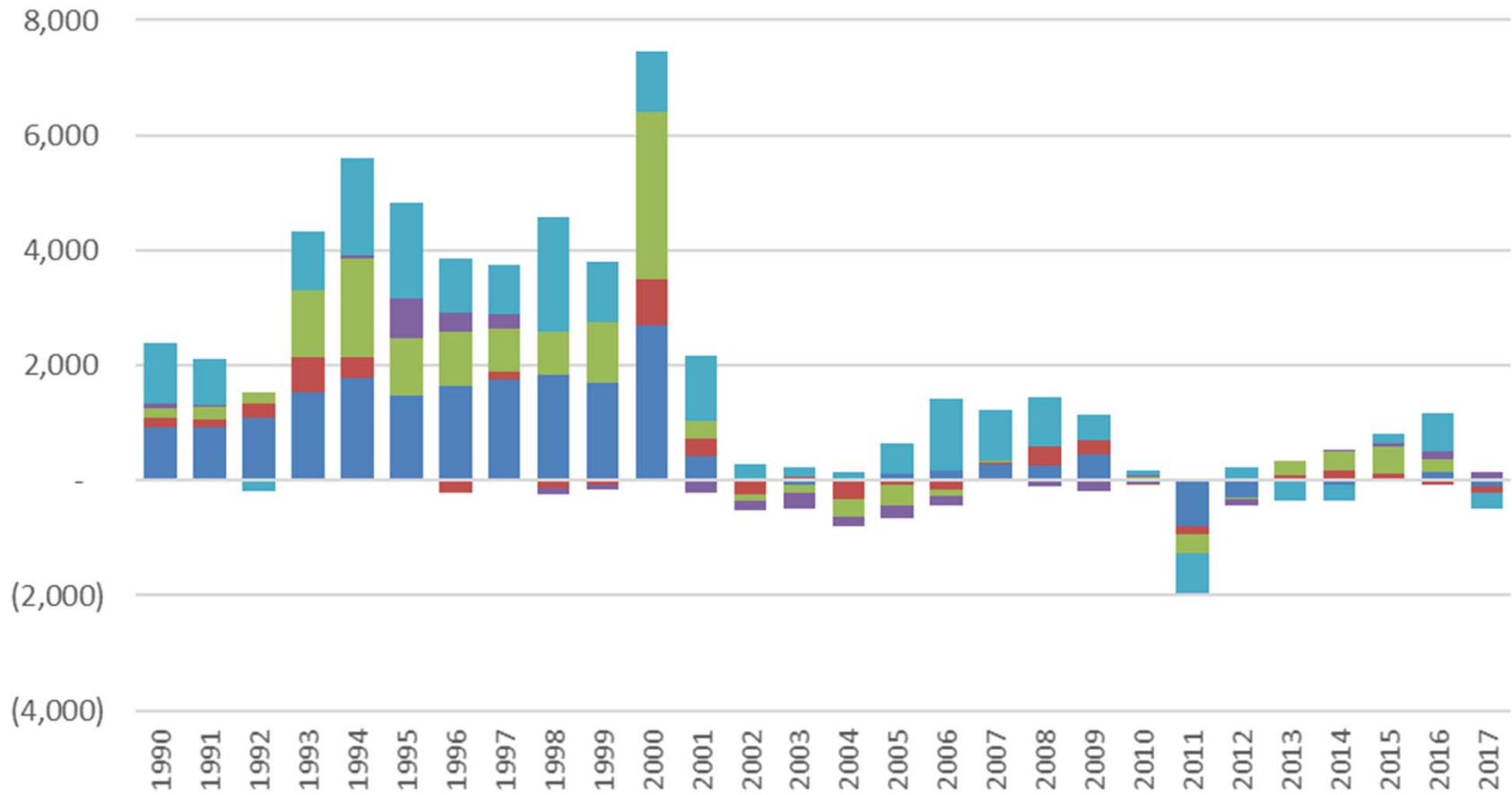


## Summit County Components of Population Change



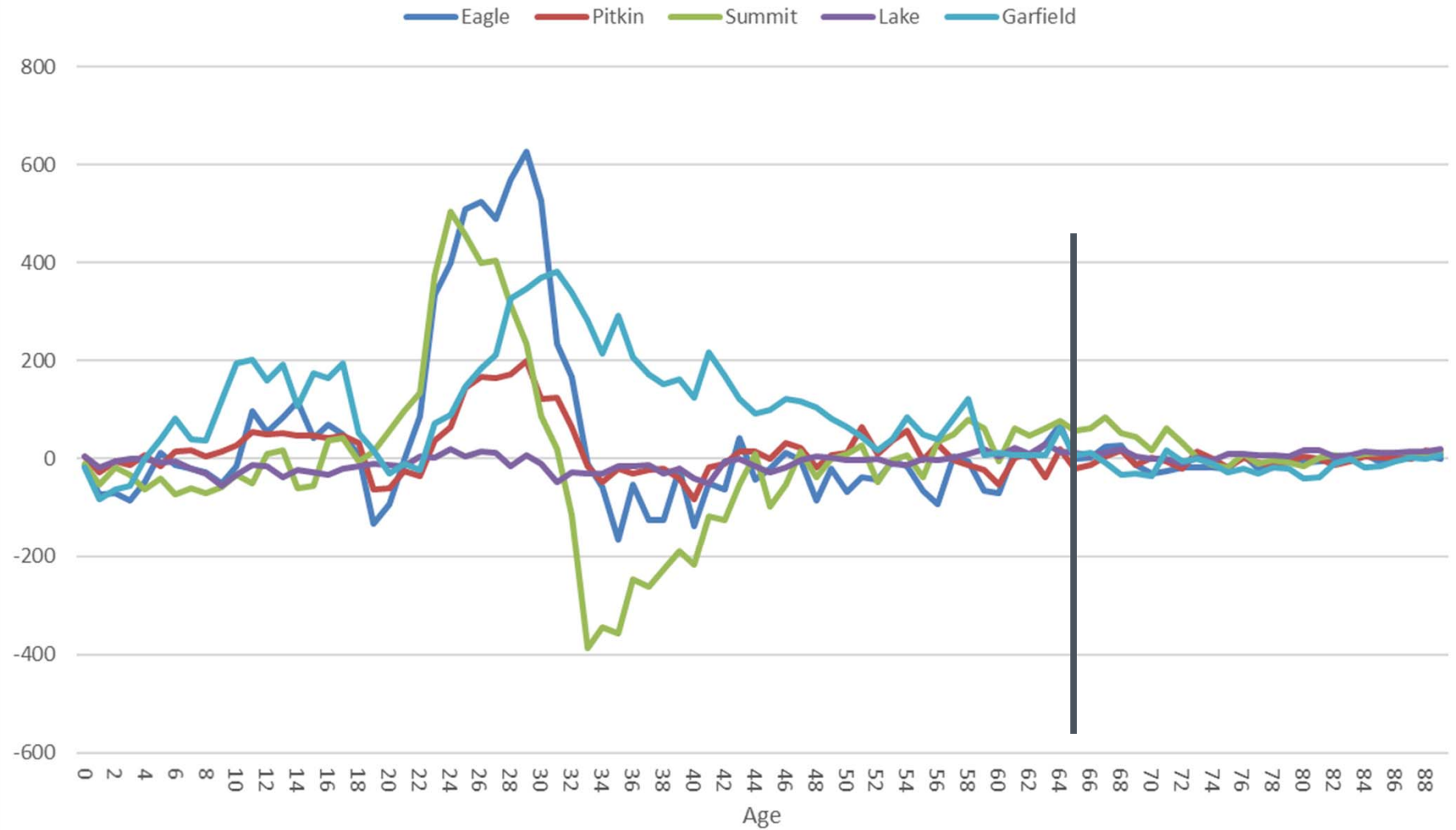
## Net Migration Trend

■ Eagle ■ Pitkin ■ Summit ■ Lake ■ Garfield

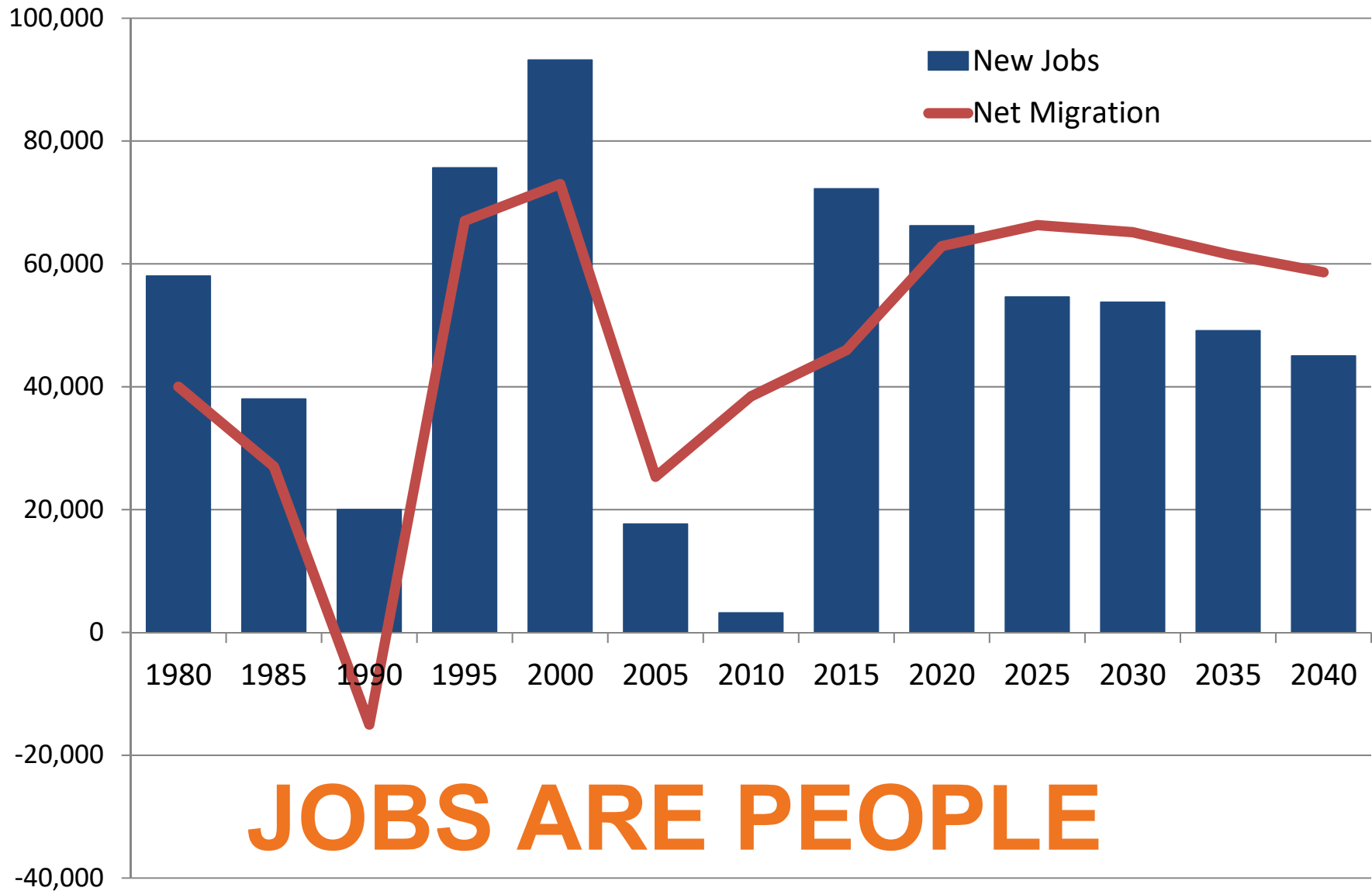


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## Net Migration By Age



# Colorado New Jobs and Net Migration

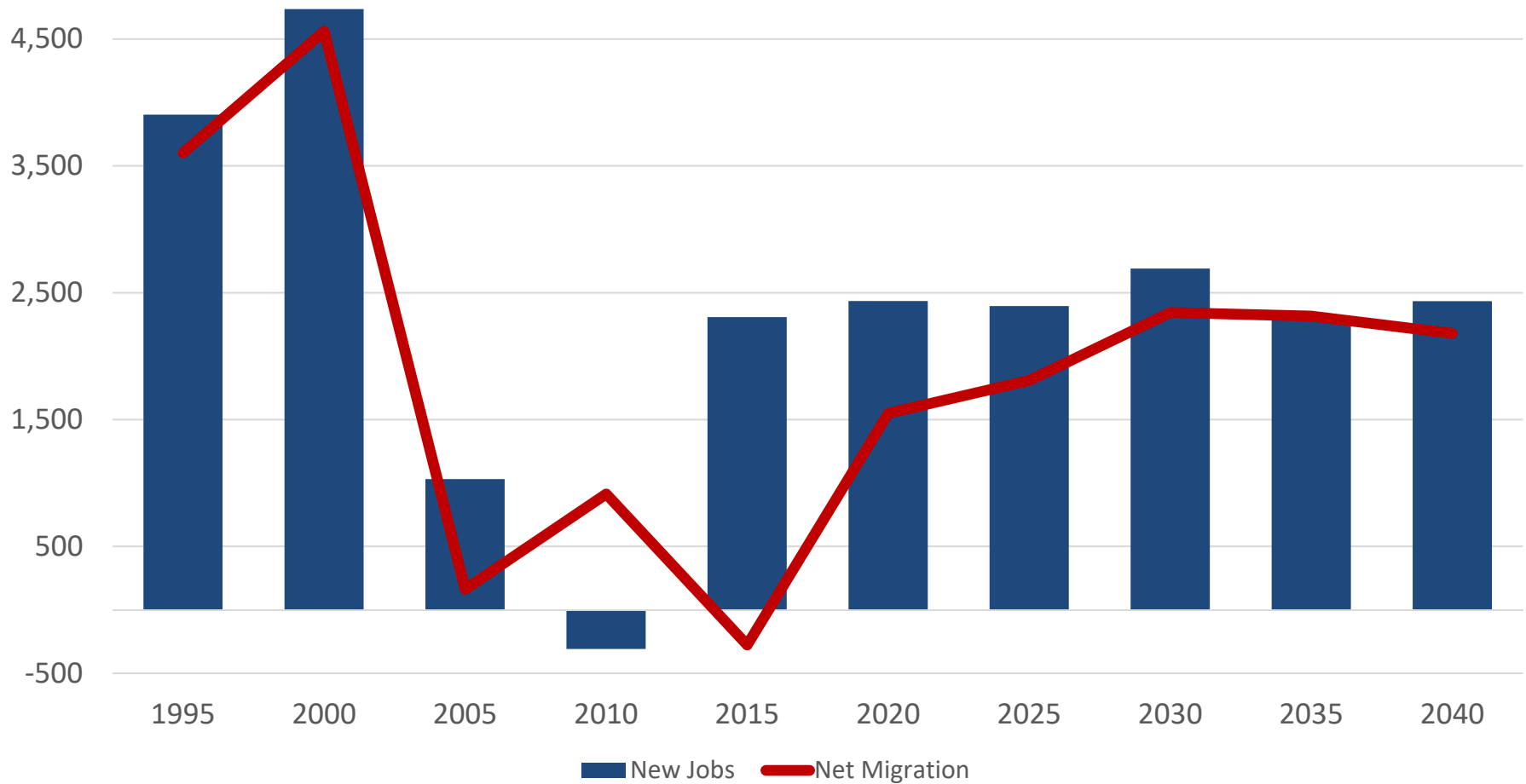


Source: State Demography Office



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## Rural Workforce (Eagle, Garfield, Lake, Pitkin & Summit) New Jobs & Net Migration

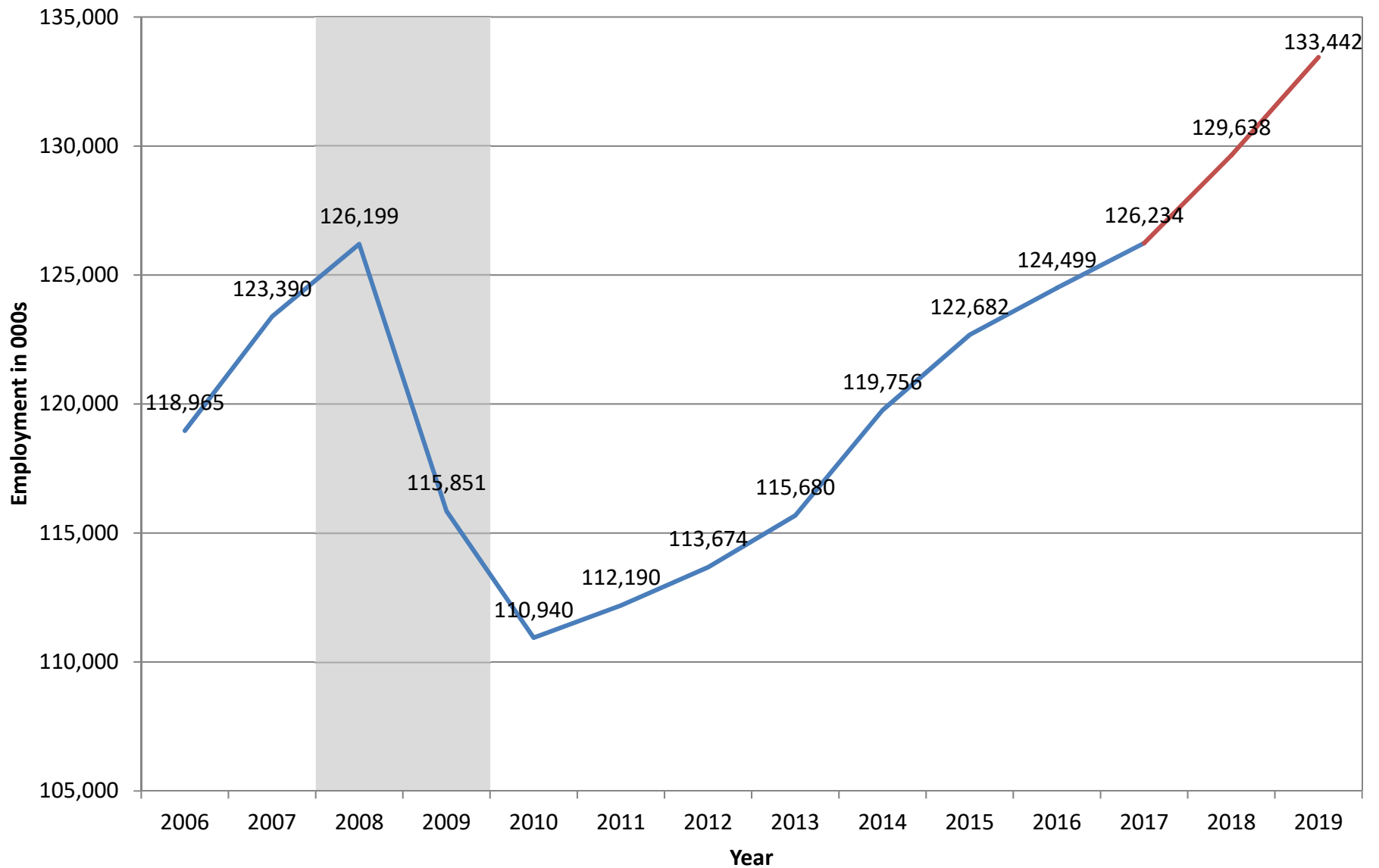


# JOBS ARE PEOPLE



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**Eagle, Garfield, Lake, Pitkin & Summit Total Estimated Jobs (2006-17 Actual, 18-19 Forecast)**



<b>Total Employment Pre-Recession to 2017</b>		
	Total Change 2008-17	Pct.(%) Change 2008-17
<b>Statewide</b>	<b>381,314</b>	<b>13.0%</b>
Eagle	743	1.8%
Garfield	-2,721	-7.4%
Lake	251	8.8%
Pitkin	-976	-4.4%
Summit	2,566	10.6%



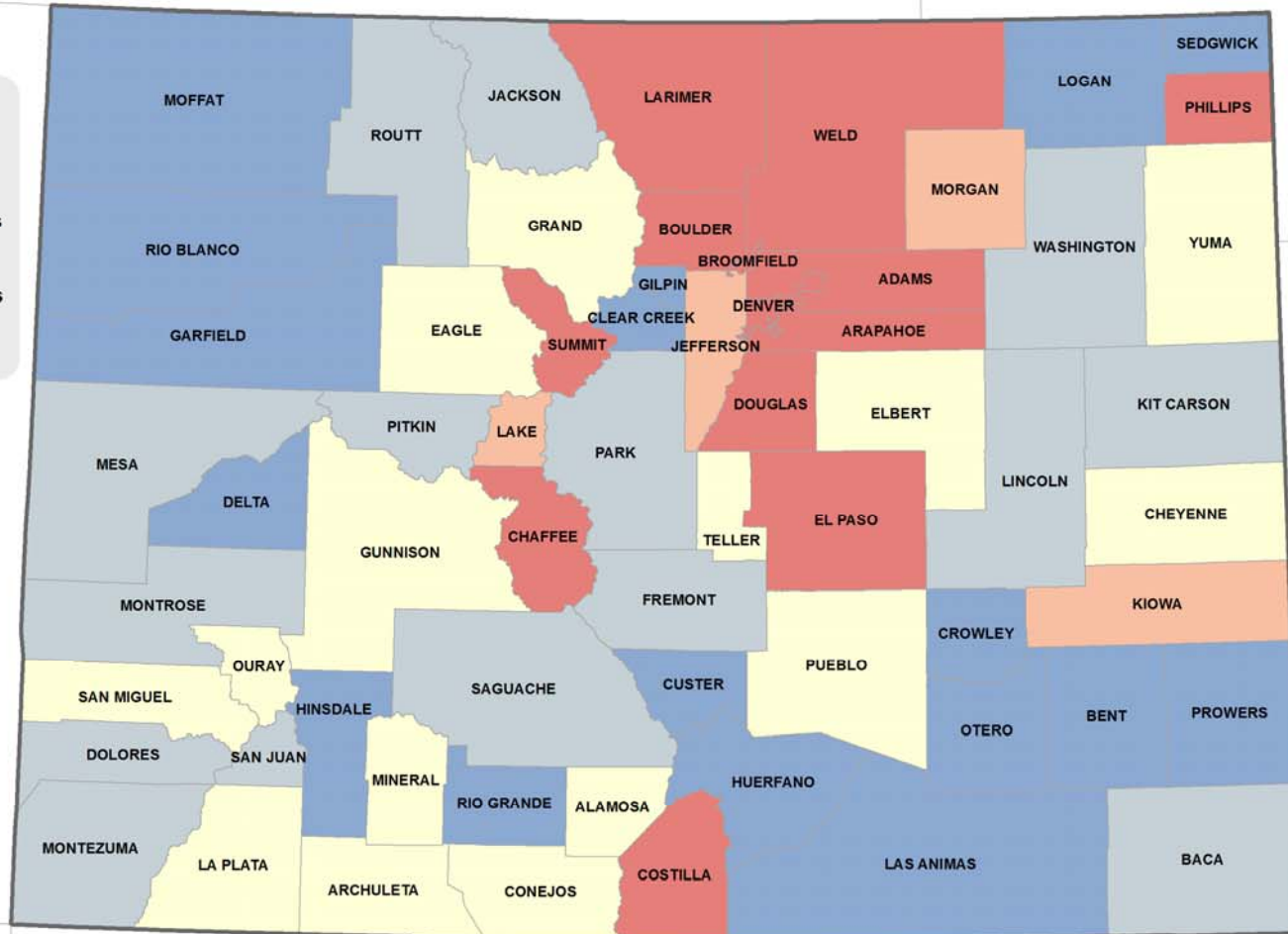


# 2017 Jobs Relative to Pre-Recession Peak

## Previous Peak: 2005-2009

### 2017 Jobs vs Pre-Recession Peak

- > 5% Fewer Jobs
- 0% to 5% Fewer Jobs
- 0% to 5% More Jobs
- 5% to 10% More Jobs
- > 10% More Jobs

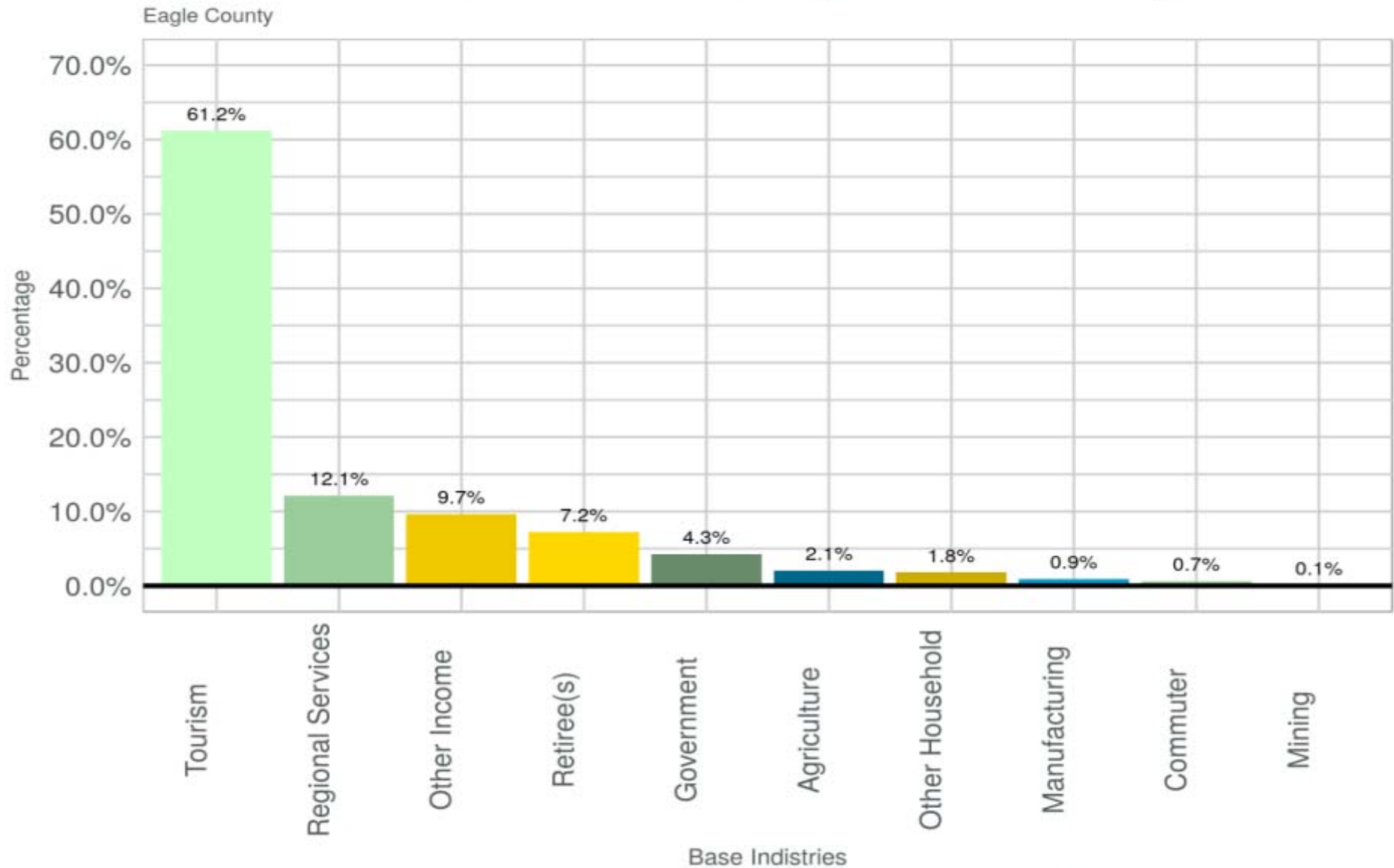


Colorado State Demography Office, 07/24/2018



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## 2016 Base Industries (without Indirect)



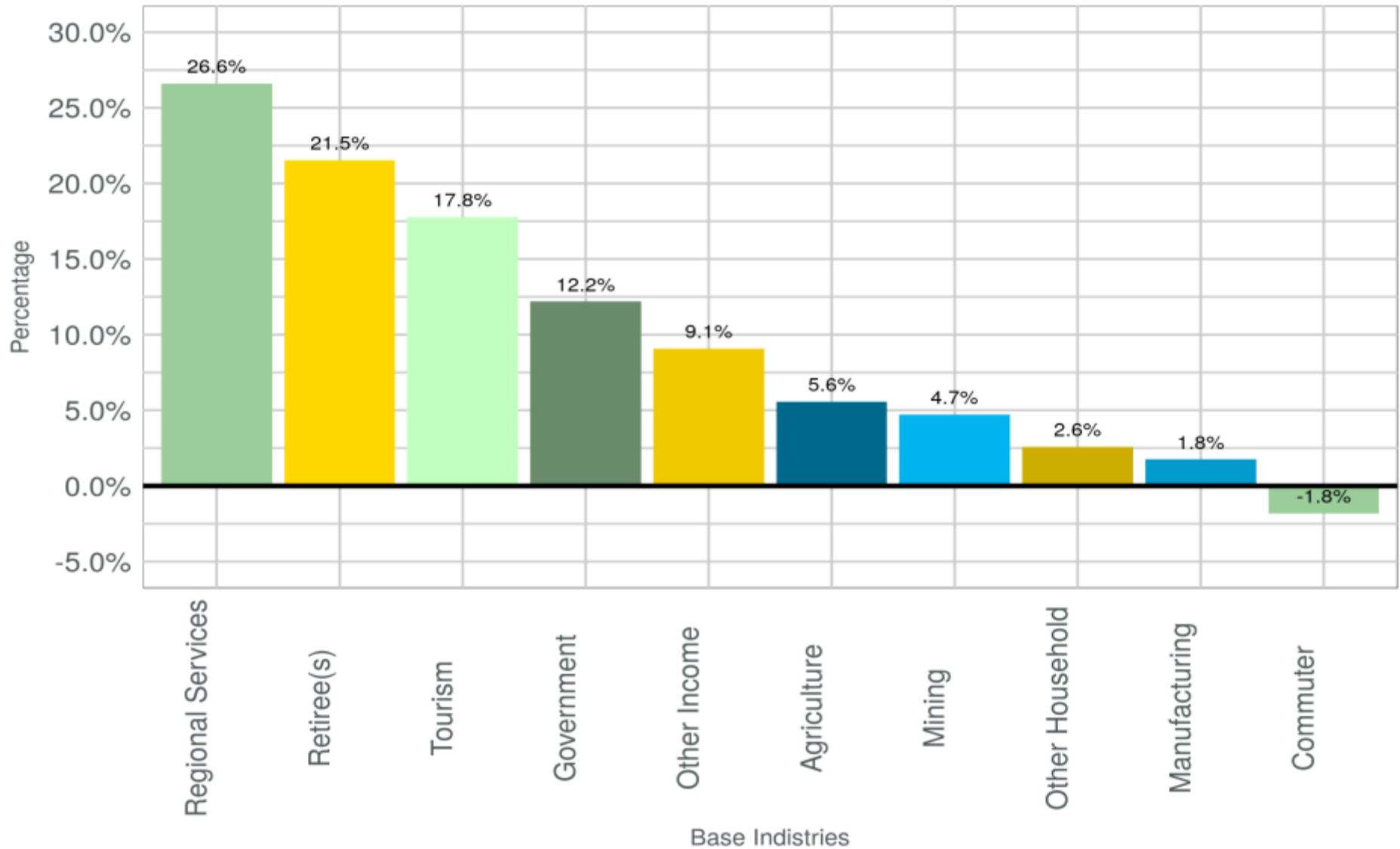
Source: State Demography Office Print Date: 04/12/2018



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## 2016 Base Industries (without Indirect)

Garfield County

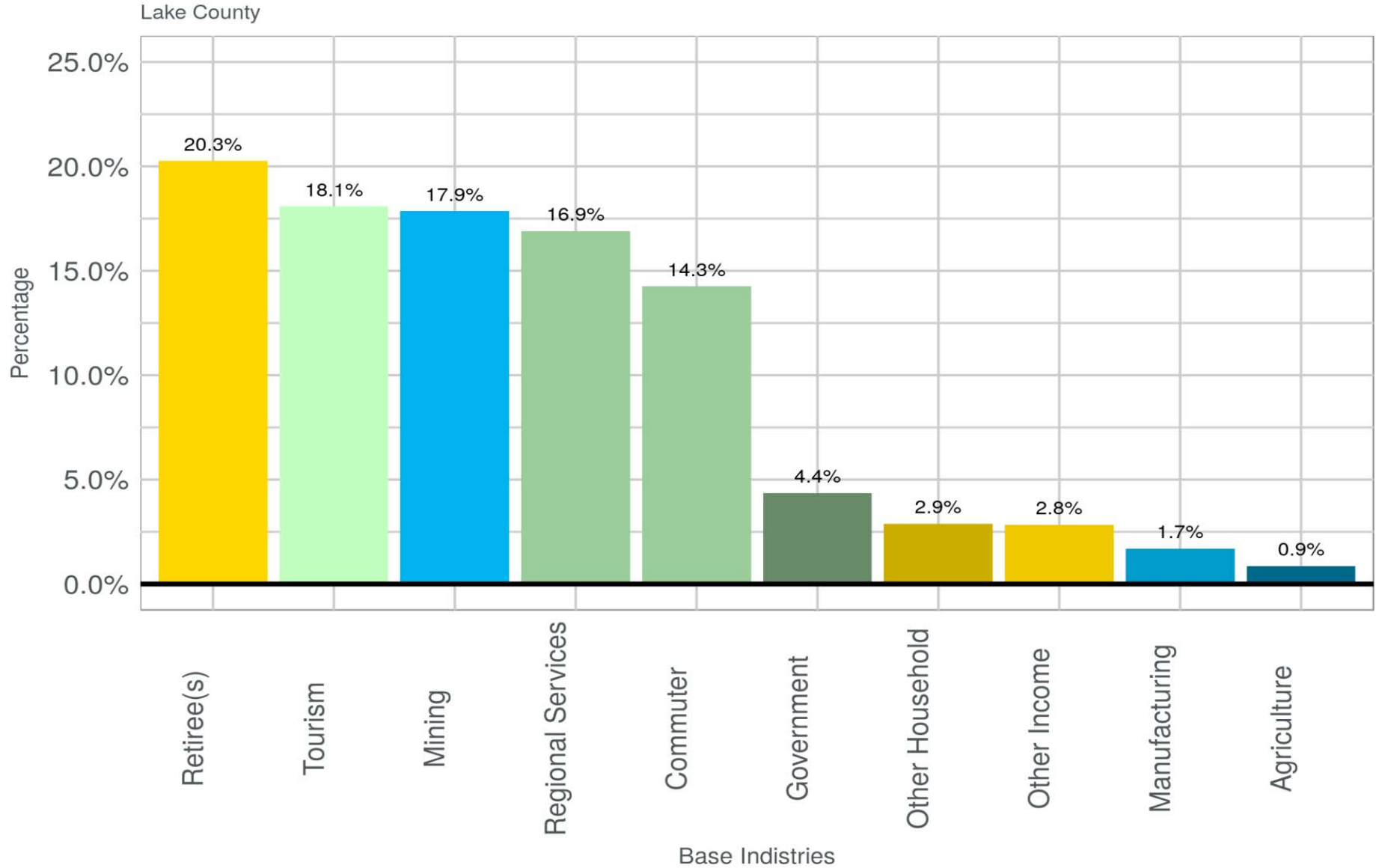


Source: State Demography Office Print Date: 04/12/2018



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## 2016 Base Industries (without Indirect)

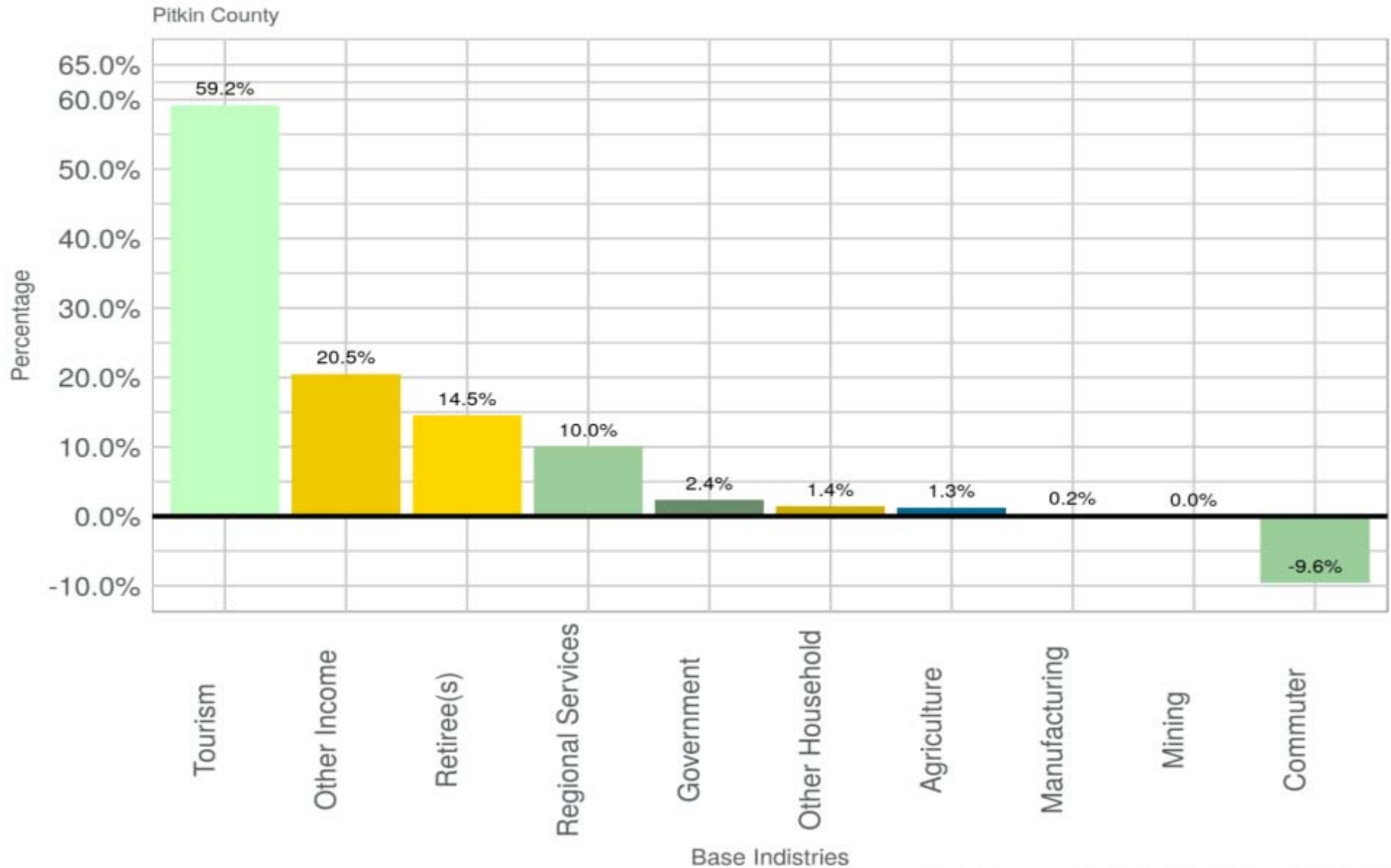


Source: State Demography Office, Print Date: 07/23/2018



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## 2016 Base Industries (without Indirect)



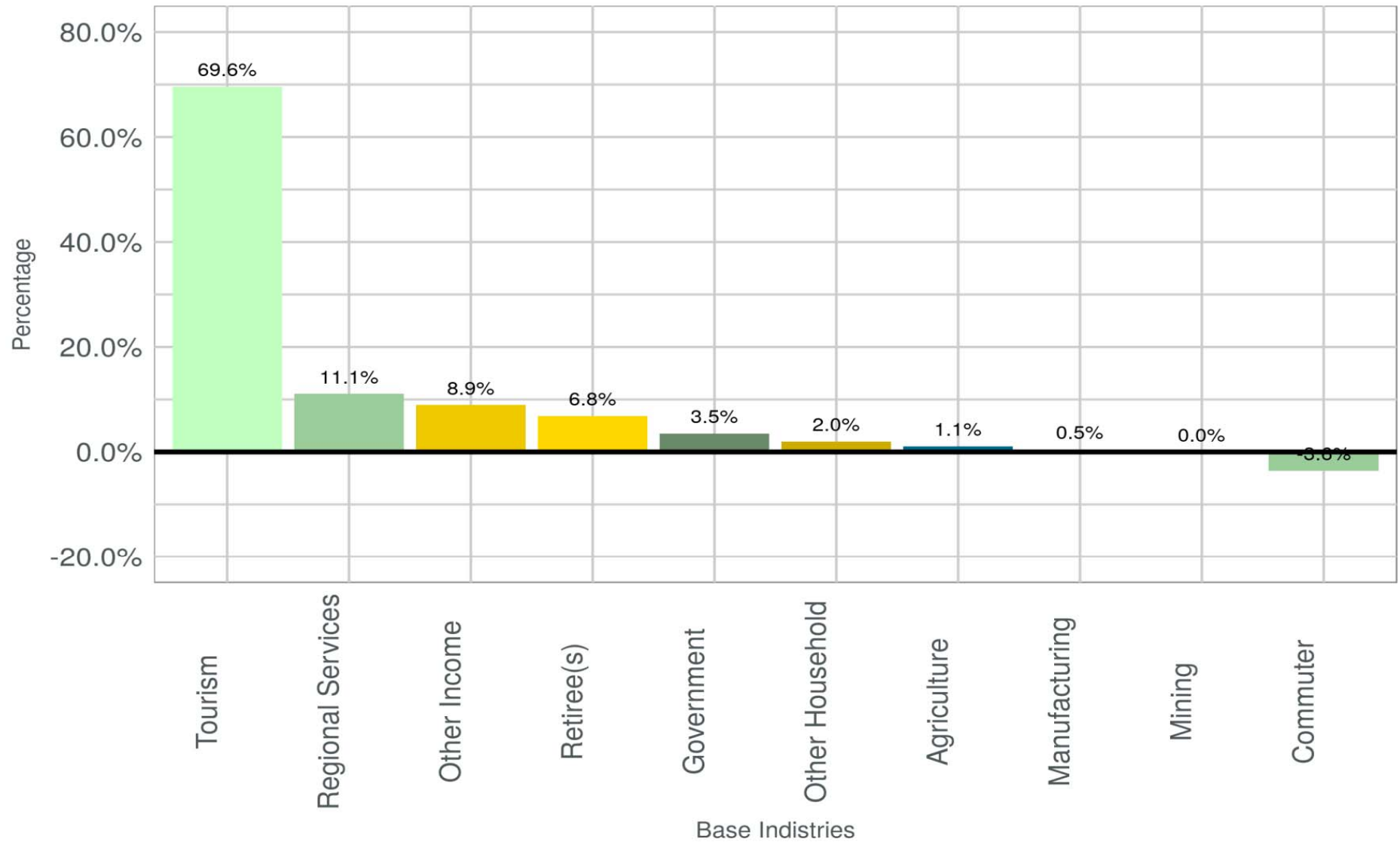
Source: State Demography Office Print Date: 04/12/2018



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## 2016 Base Industries (without Indirect)

Summit County

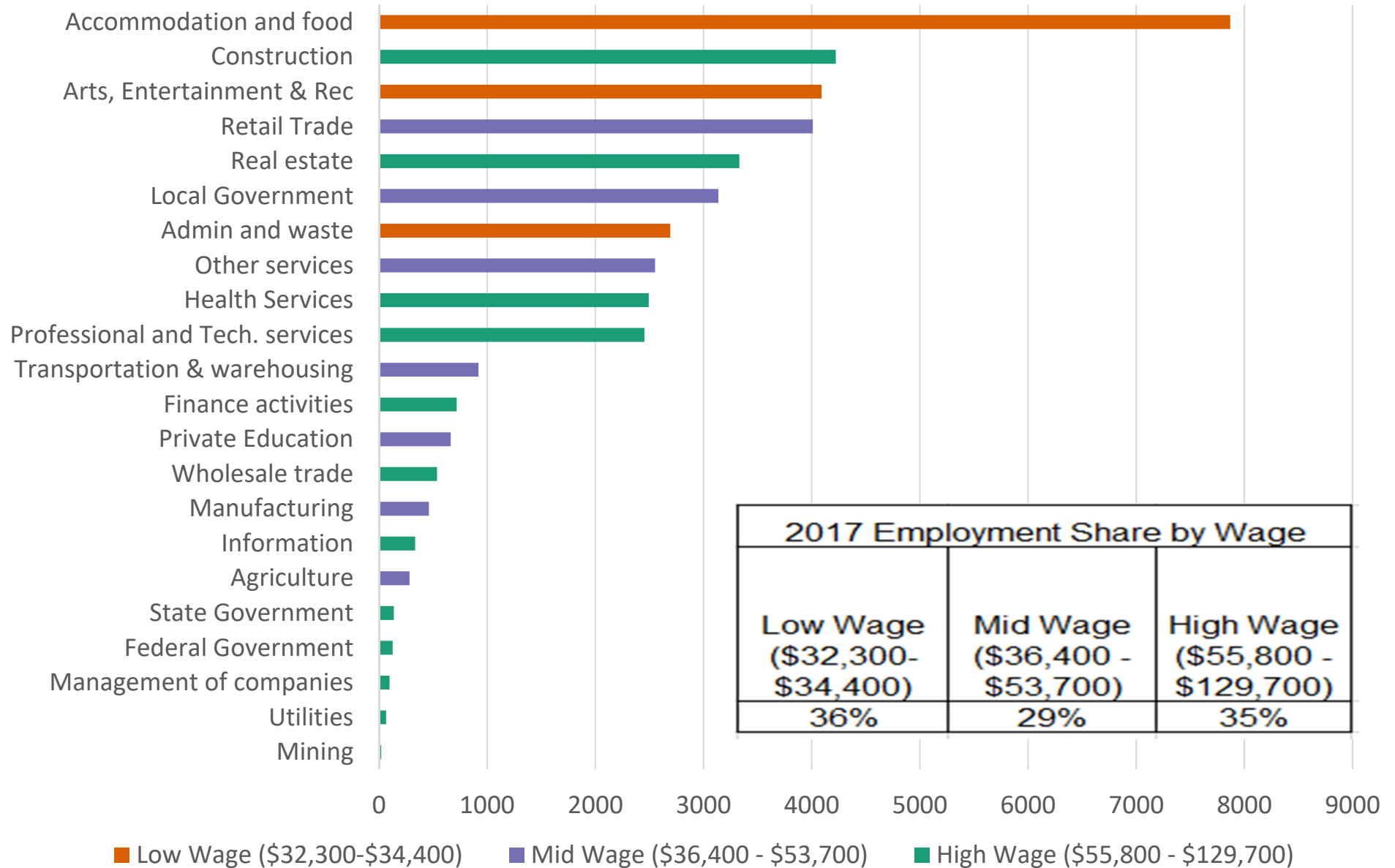


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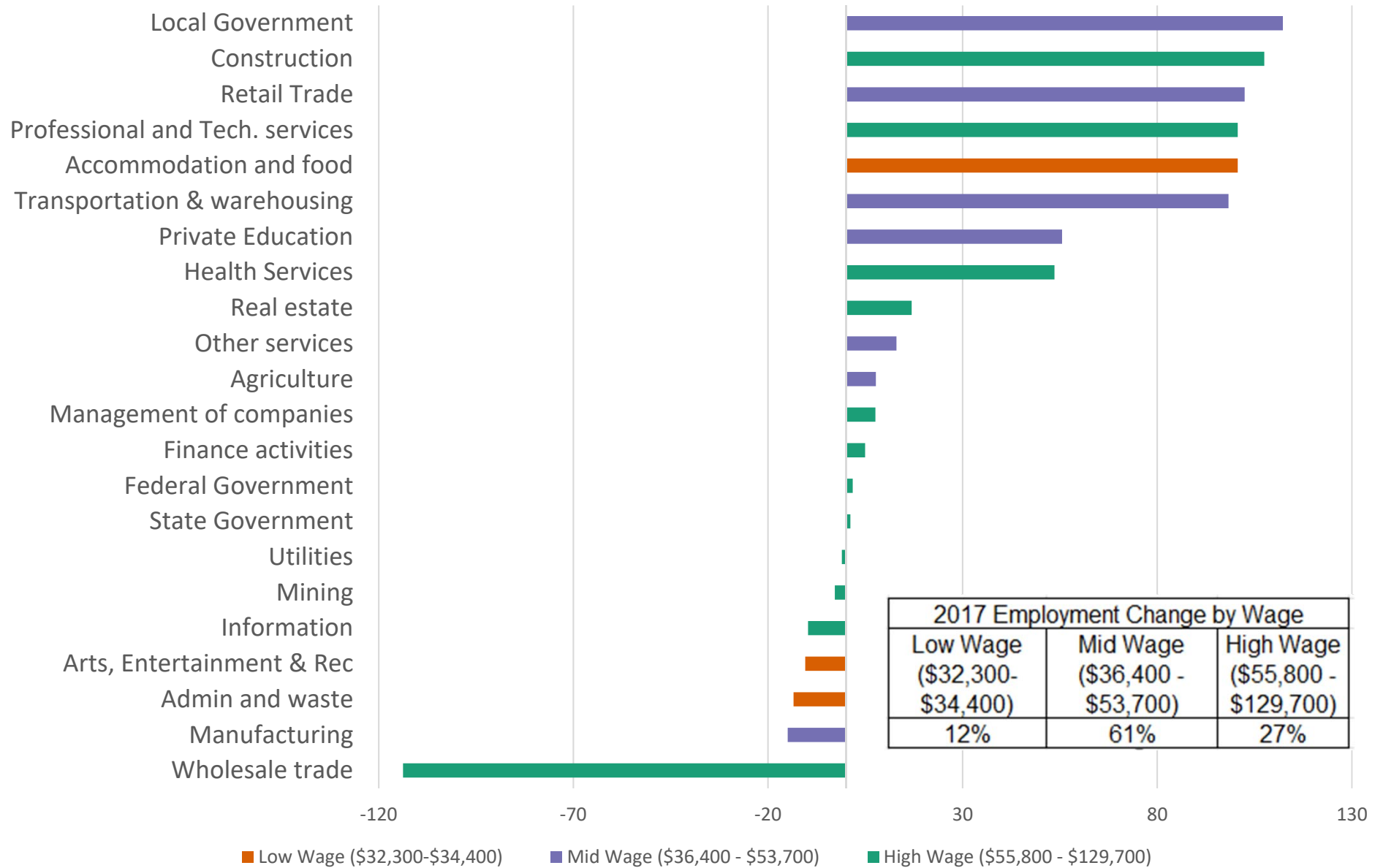
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# Eagle County 2017 Employment by Industry & Wage



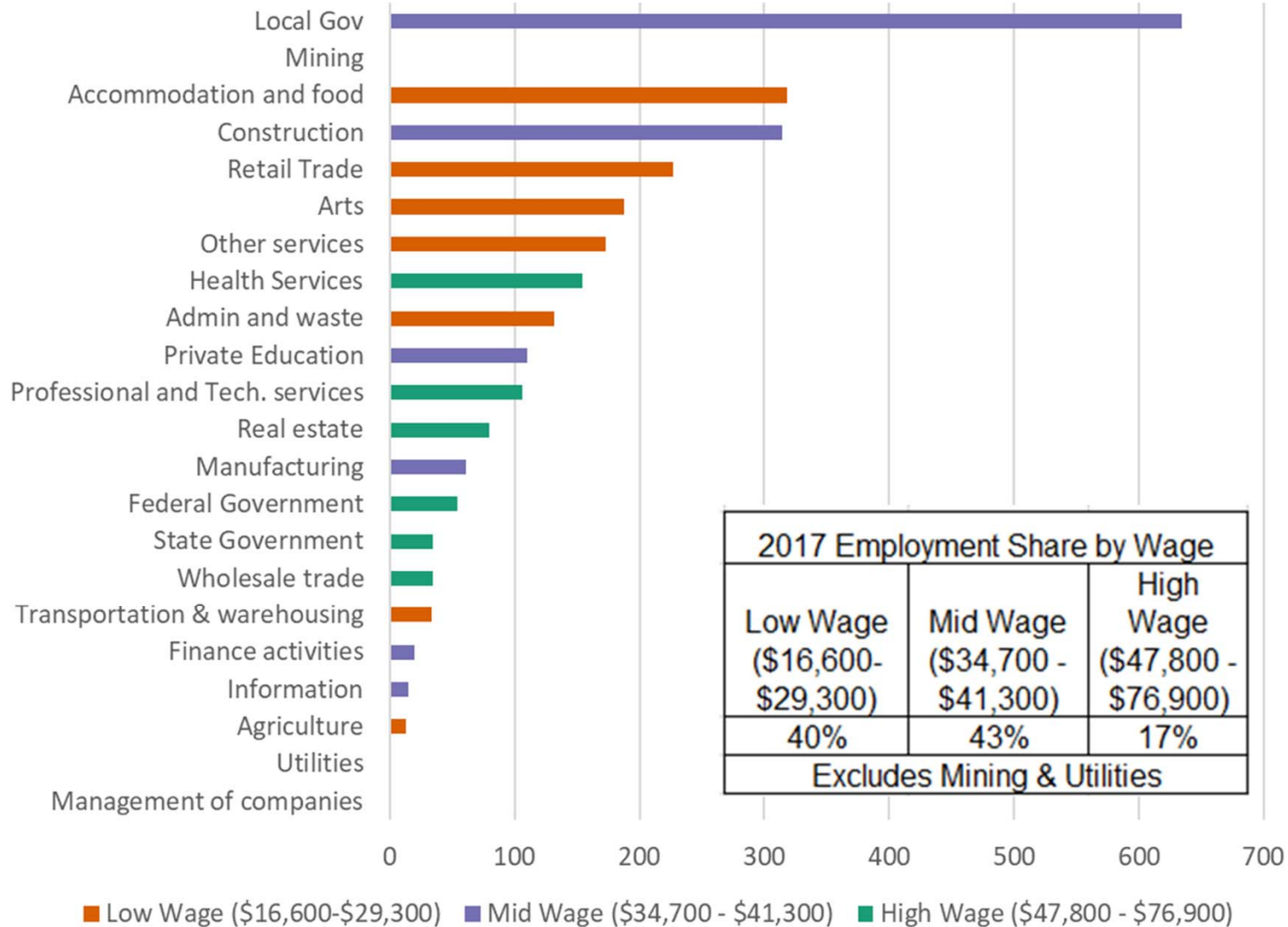


## Eagle County 2017 Annual Employment Change by Industry & Wage

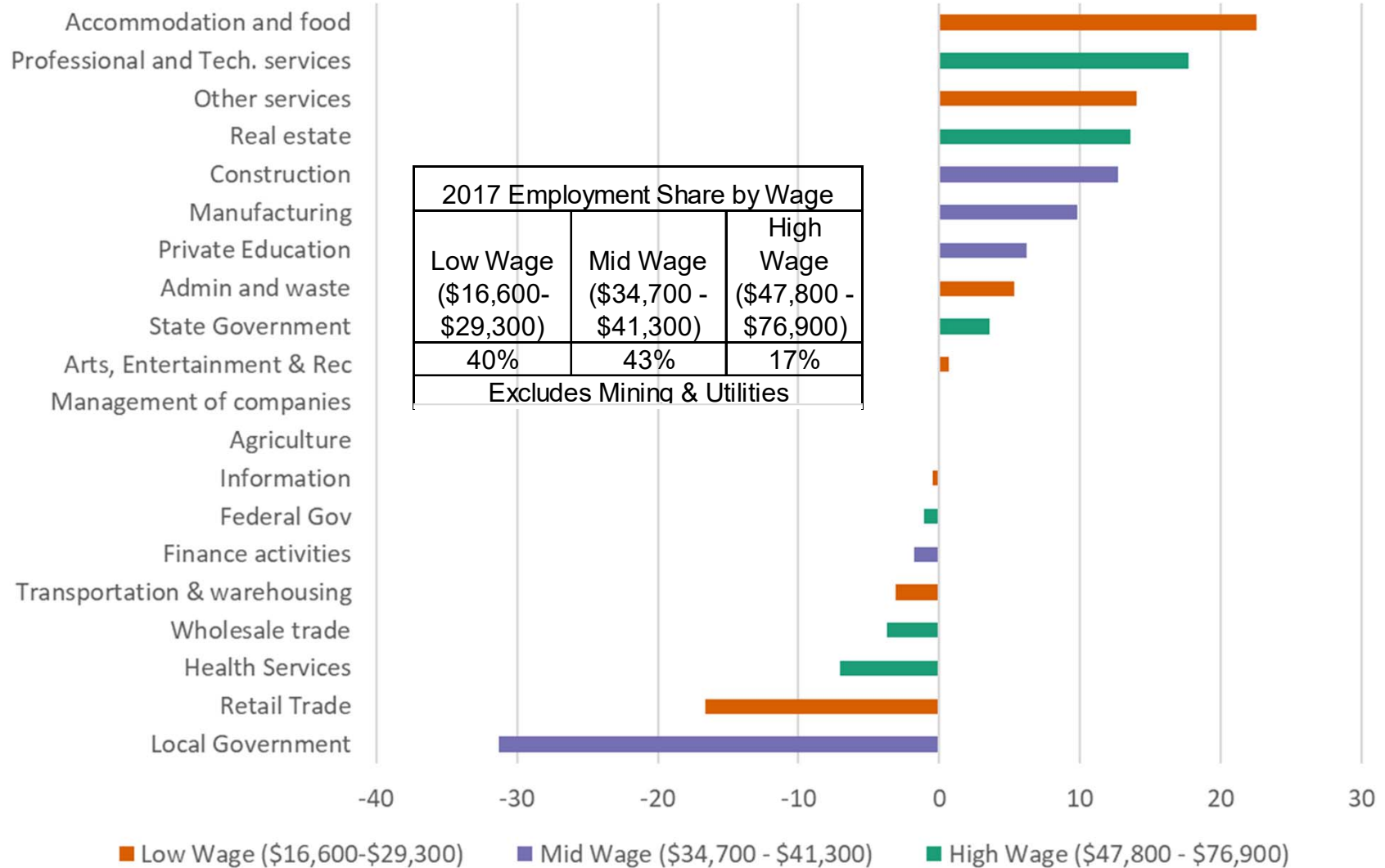




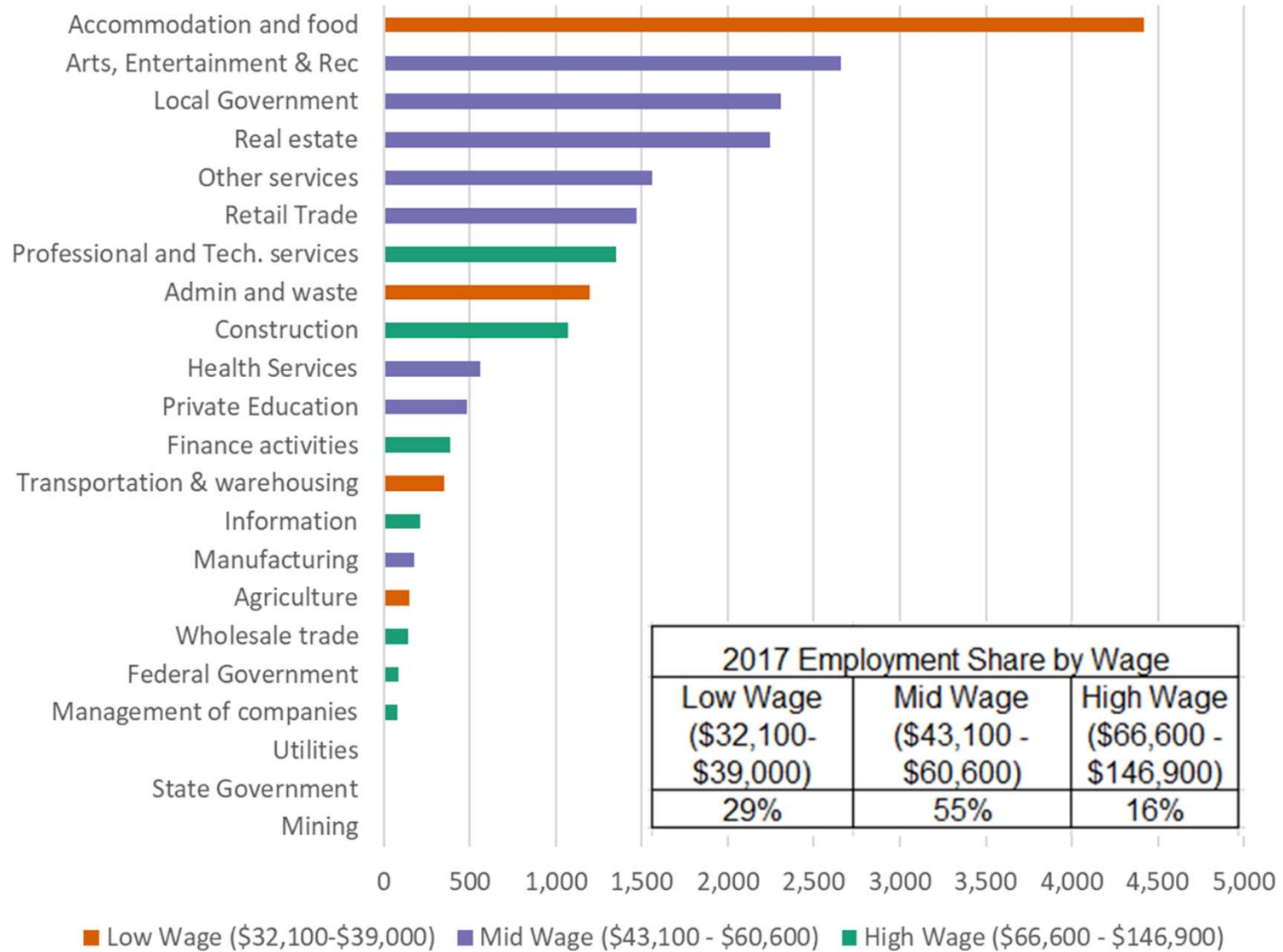
## Lake County 2017 Employment by Industry & Wage



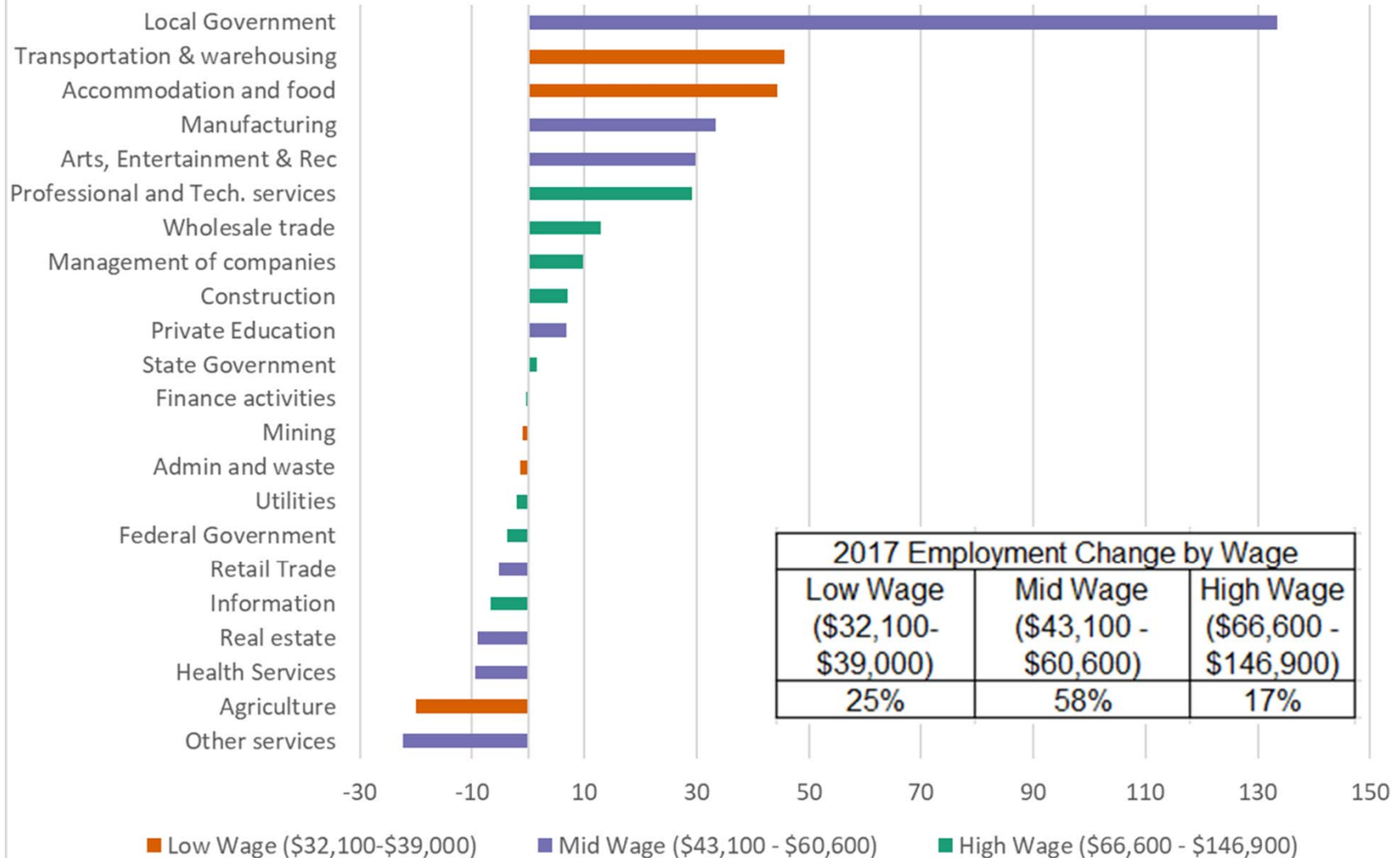
## Lake County 2017 Annual Employment Change by Industry & Wage



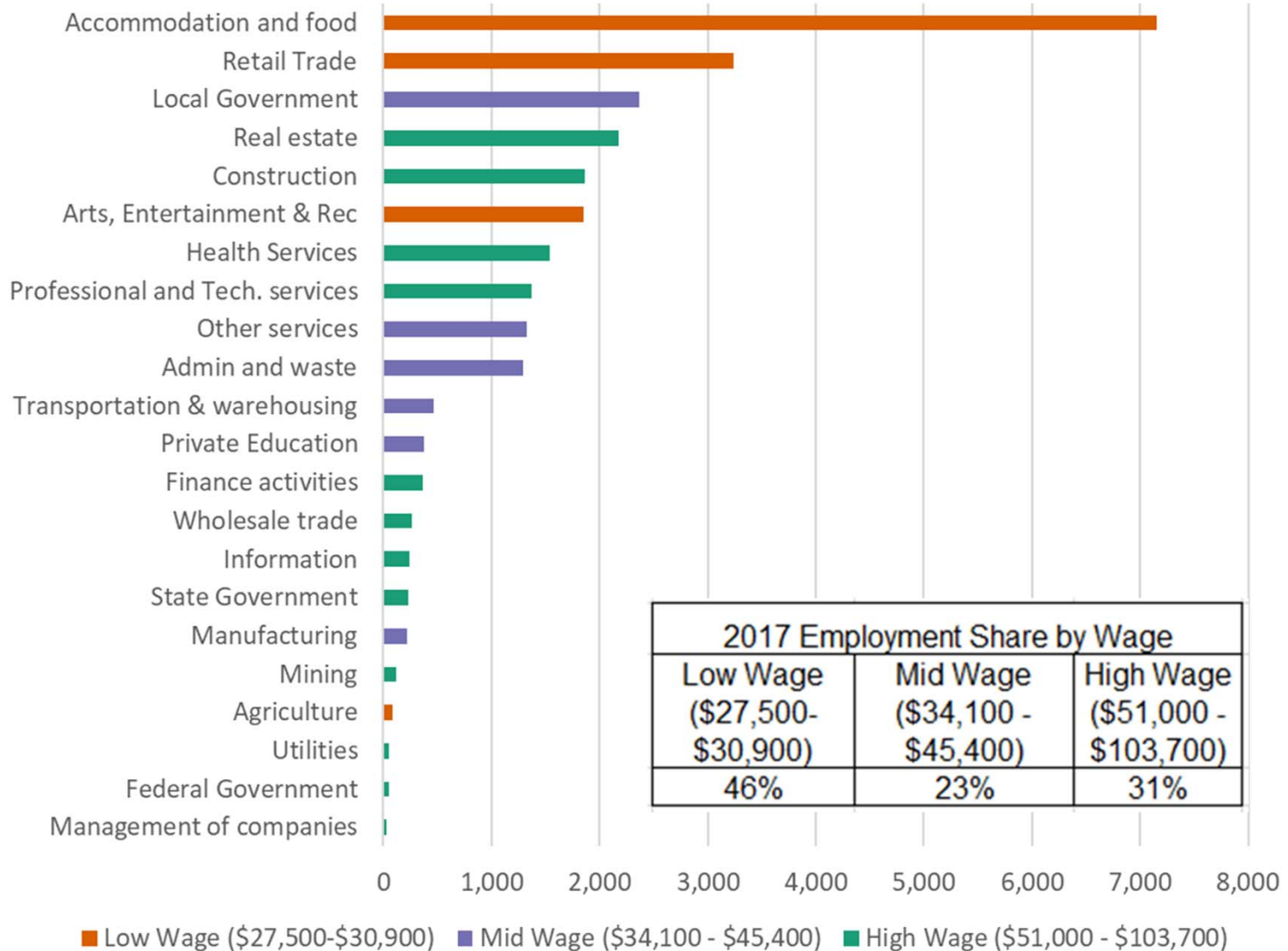
## Pitkin County 2017 Employment by Industry & Wage



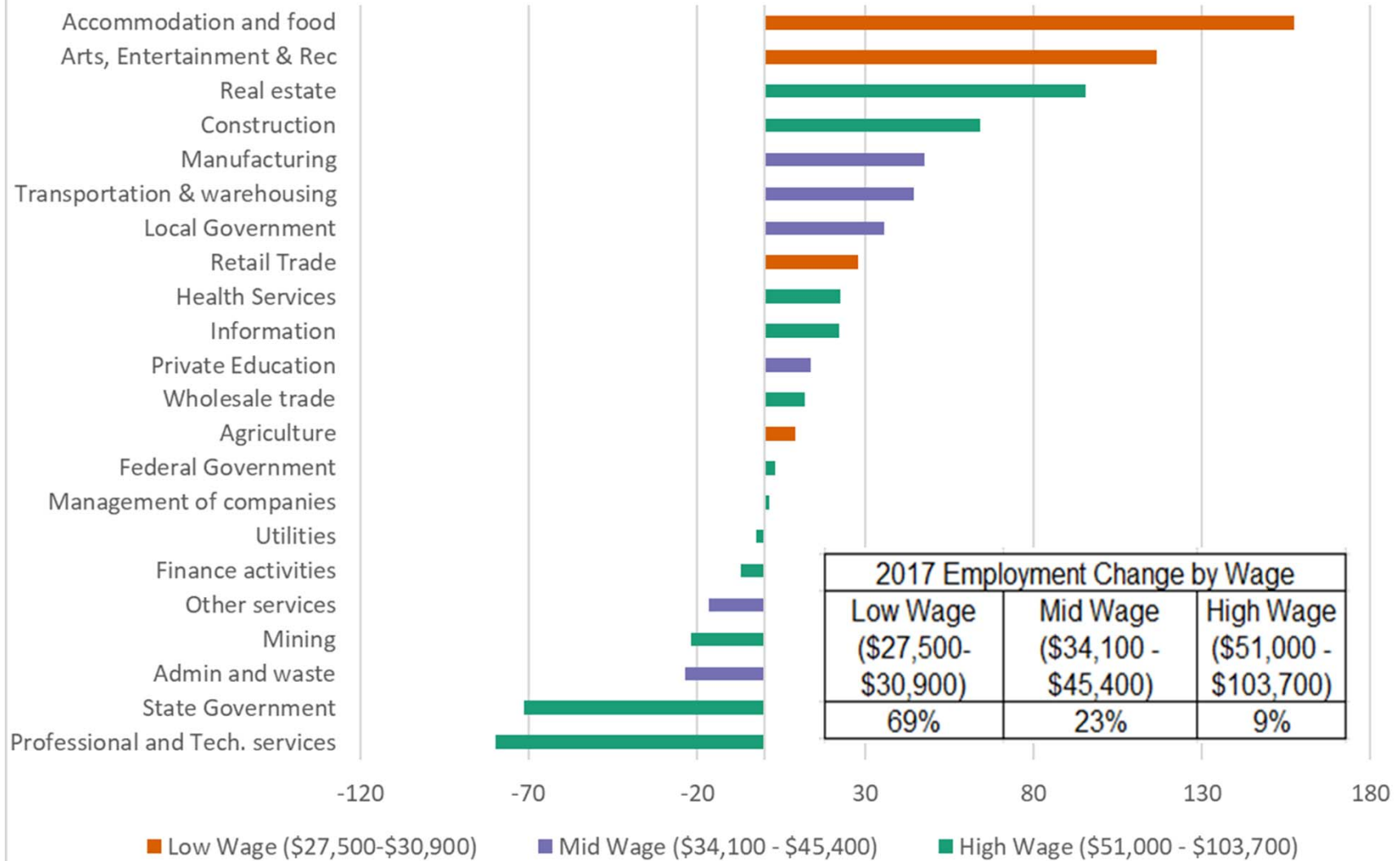
## Pitkin County 2017 Annual Employment Change by Industry & Wage



## Summit County 2017 Employment by Industry & Wage

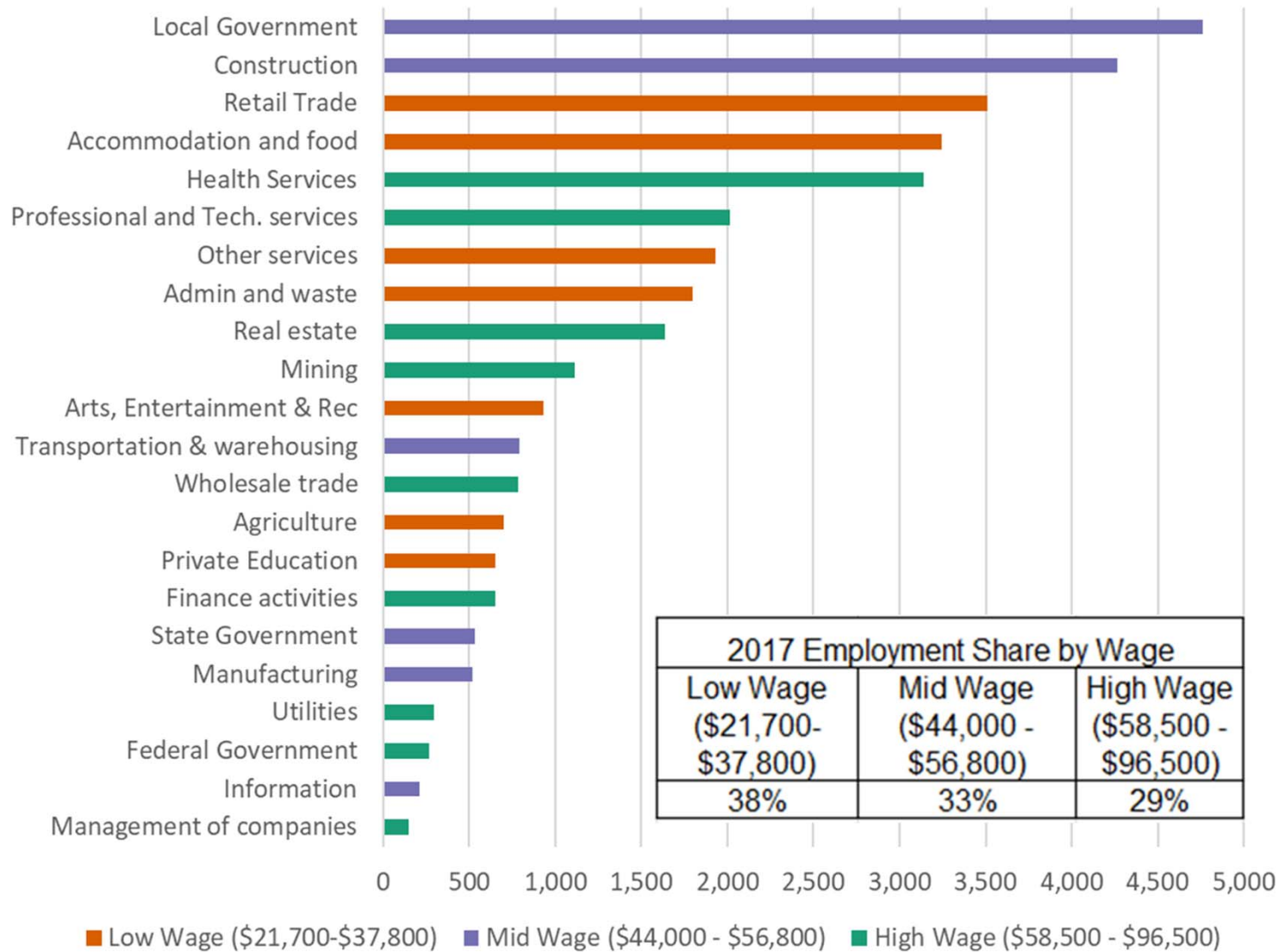


## Summit County 2017 Annual Employment Change by Industry & Wage

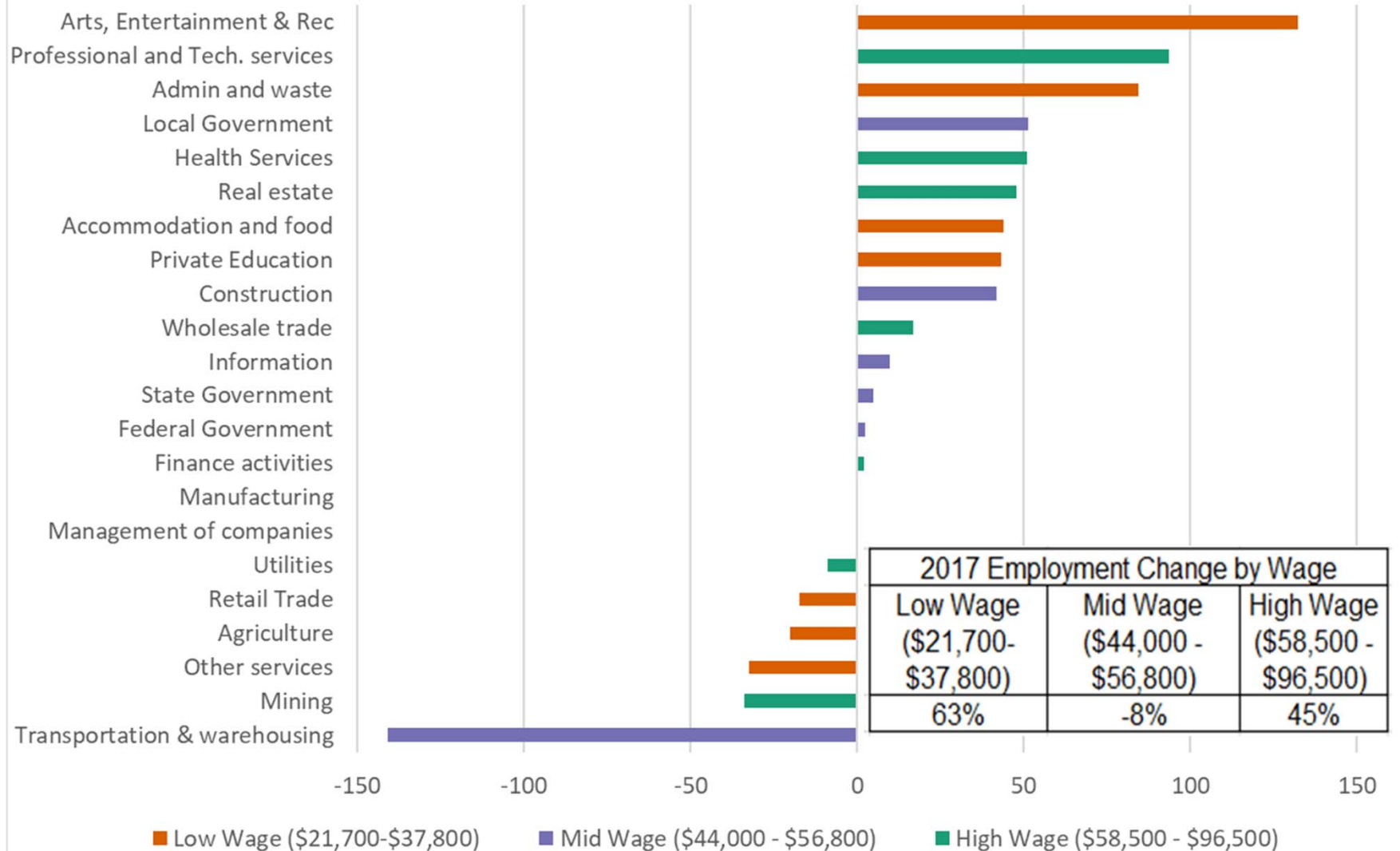




## Garfield County 2017 Employment by Industry & Wage



## Garfield County 2017 Annual Employment Change by Industry & Wage





# Rural Workforce Area 2017 Employment w/ Proprietor Share

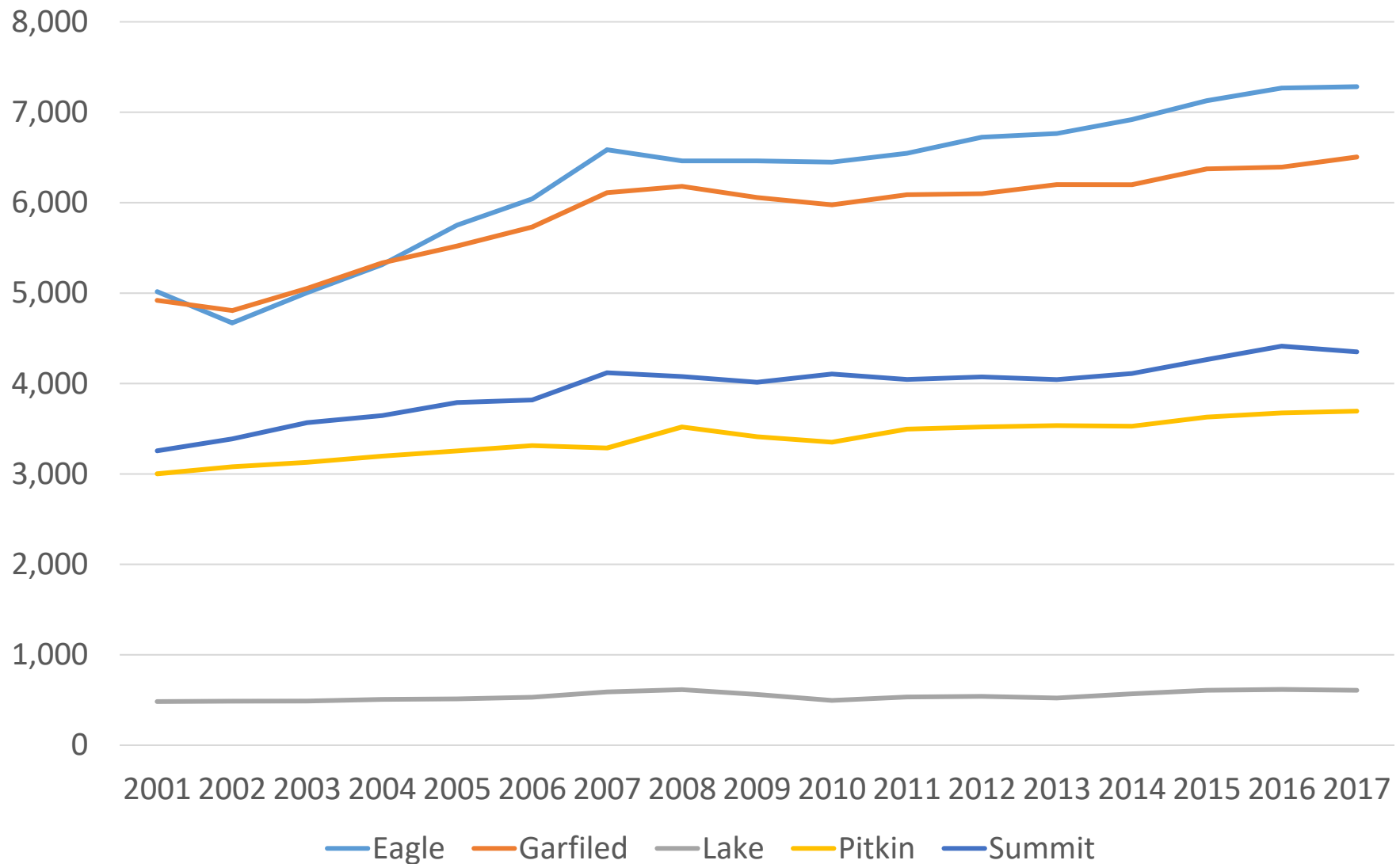
Industry	Total Jobs	Wage & Salary Jobs	Proprietors	Share Proprietors
Agriculture	1,229	569	660	54%
Mining	1,621	1,531	90	6%
Utilities	431	404	27	6%
Construction	11,739	8,656	3,083	26%
Manufacturing	1,425	1,193	232	16%
Wholesale trade	1,760	1,432	328	19%
Retail Trade	12,464	11,290	1,174	9%
Transportation & warehousing	2,563	1,892	671	26%
Information	1,020	762	258	25%
Finance activities	2,139	1,580	559	26%
Real estate	9,474	4,959	4,515	48%
Professional and Tech. services	7,298	3,979	3,319	45%
Management of companies	347	347	0	0%
Admin and waste	7,106	5,397	1,709	24%
Private Education	2,286	1,745	541	24%
Health Services	7,890	6,833	1,057	13%
Arts, Entertainment & Rec	9,716	8,285	1,431	15%
Accommodation and food	23,013	22,524	489	2%
Other services	7,542	5,245	2,297	30%
Federal Government	587	587	0	0%
State Government	941	941	0	0%
Local Government	13,209	13,209	0	0%
<b>Total</b>	<b>126,234</b>	<b>103,794</b>	<b>22,440</b>	<b>18%</b>



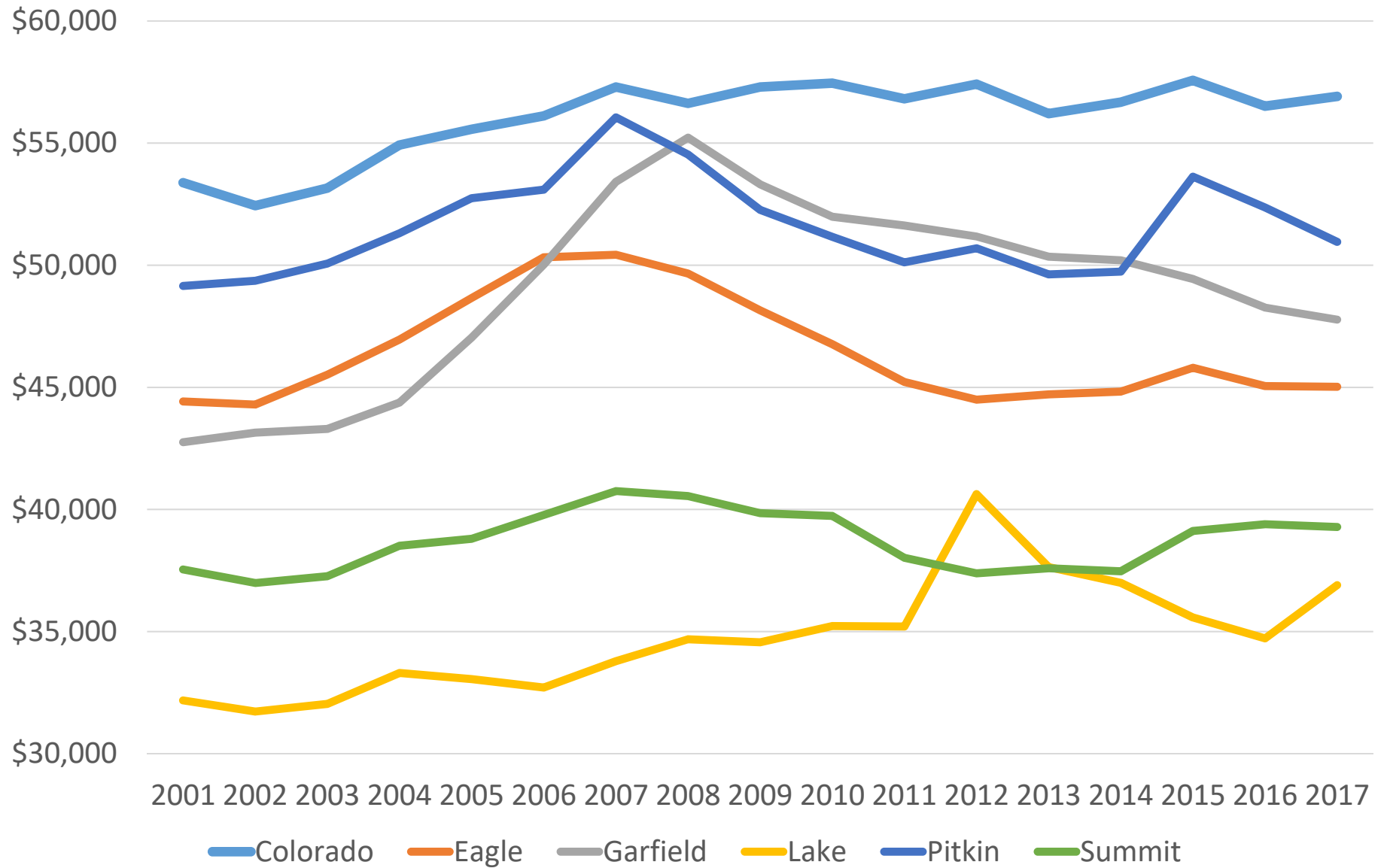
<b>Proprietors as Share of Total Employment</b>		
	<b>2017</b>	2016
Lake	19.6%	20.1%
Garfield	19.1%	19.1%
Pitkin	17.6%	17.7%
Eagle	17.6%	17.8%
Summit	16.3%	16.8%
<b>Statewide</b>	<b>15.5%</b>	<b>15.4%</b>
Denver-Boulder MSA	14.6%	14.4%



# Proprietor Trends 2001 to 2017



## Annual Wages (Real, 2017 \$) 2001 to 2017



# 2017 Unemployment Rates

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



# Unemployment Changes from 2007

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

Area	Labor Force	Employed	Unemployed
Eagle County	13%	14%	-7%
Garfield County	-9%	-9%	7%
Lake County	17%	19%	-29%
Pitkin County	-2%	-3%	12%
Summit County	28%	30%	-12%
Colorado	12%	13%	-15%



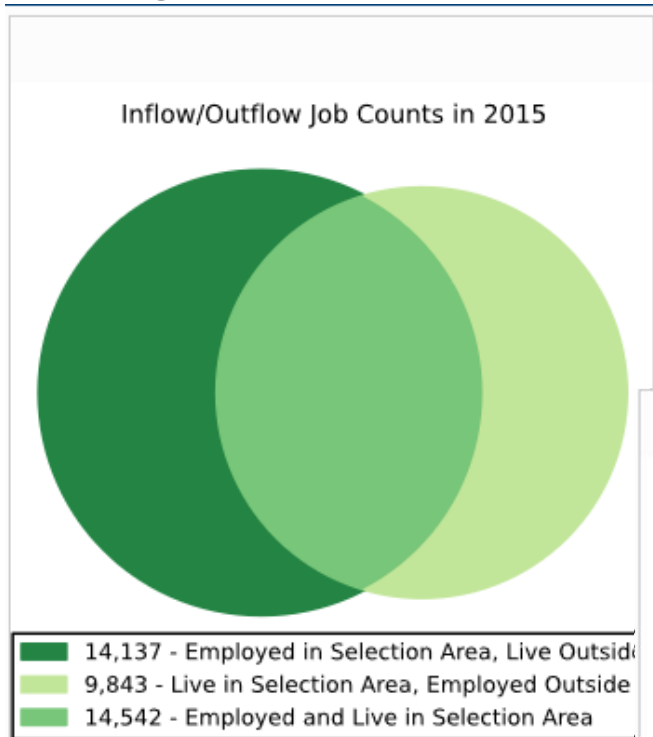
# *What Impacts Labor Force Participation Rates*

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

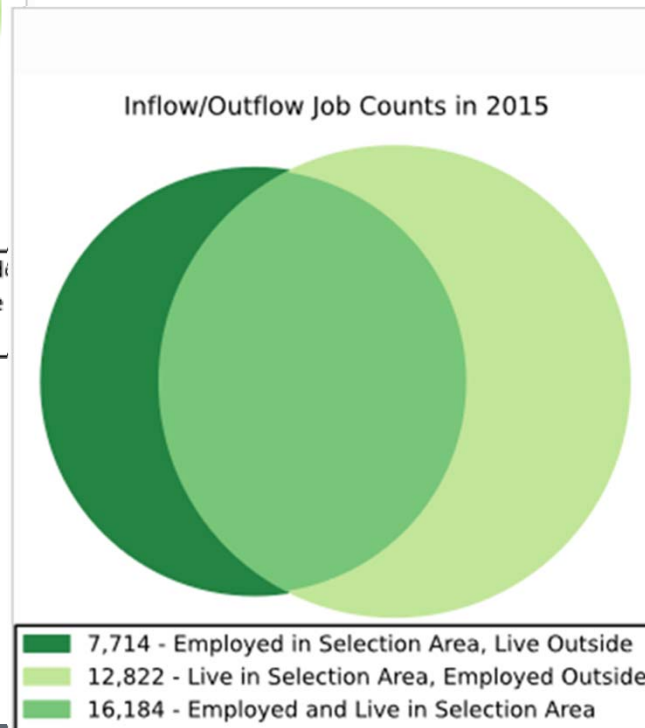


# Commuting Patterns

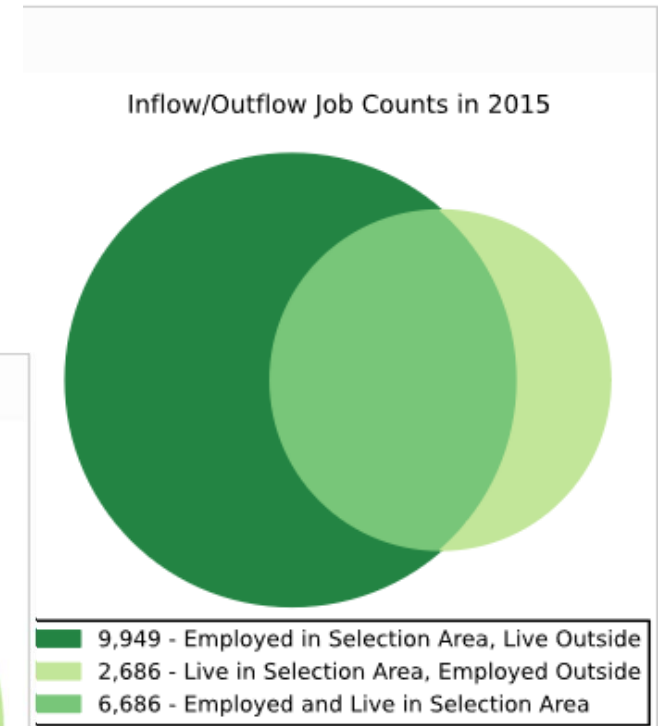
Eagle



Garfield

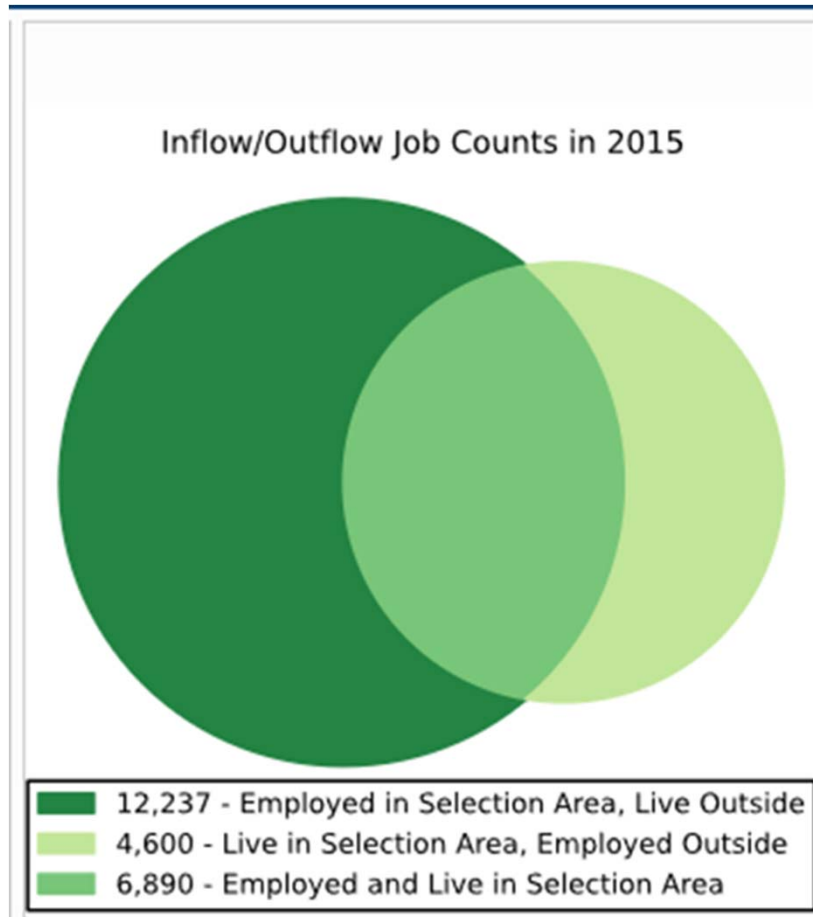


Pitkin

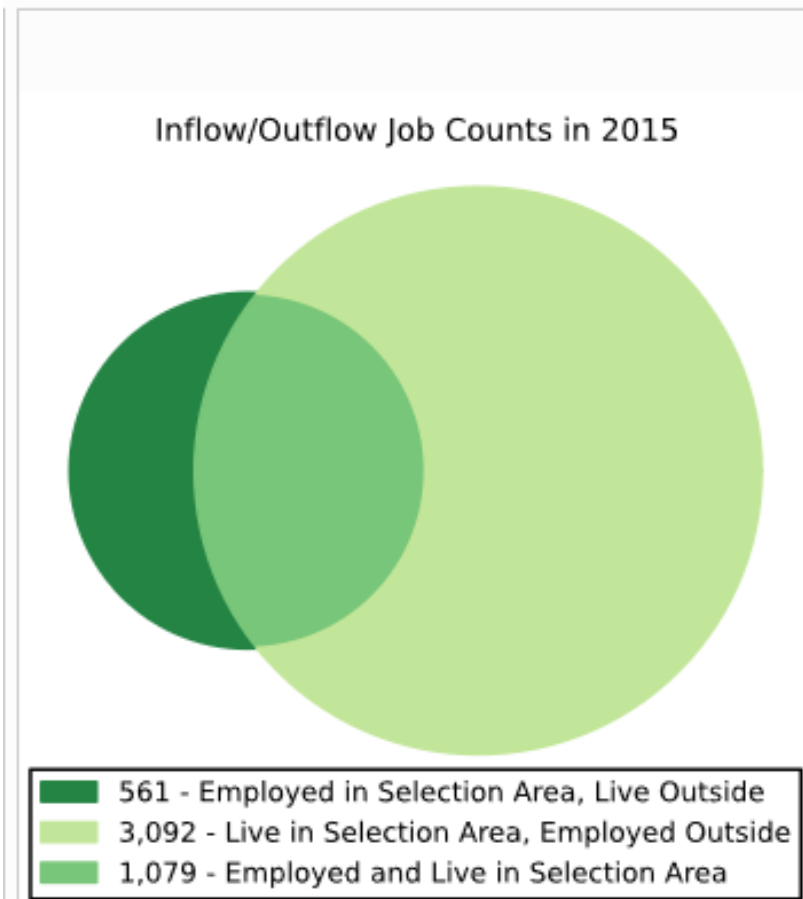




## Summit



## Lake



# AGE

Why?

Preferences

Housing

Income

Service Demands

Labor Force



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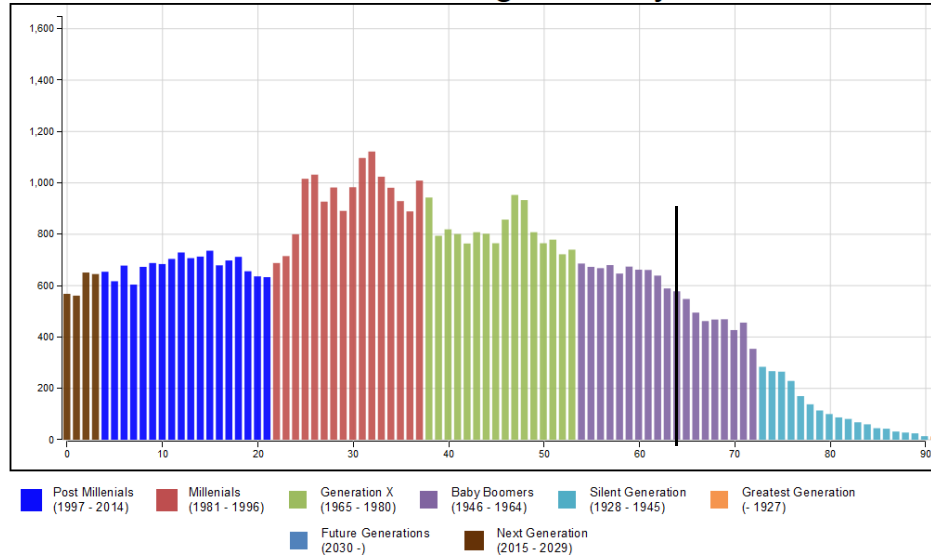
Eagle 2018

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## Eagle County 2018



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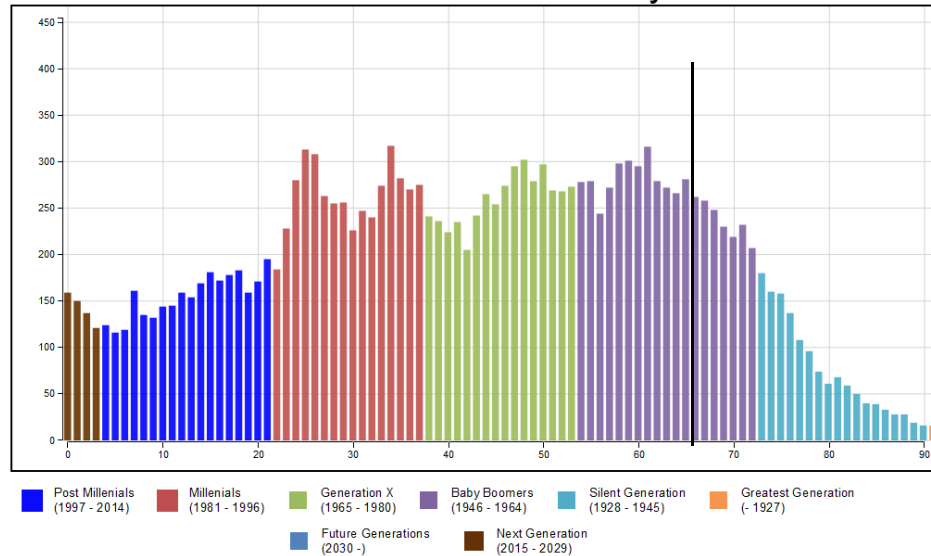
Pitkin 2018

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## Pitkin County 2018



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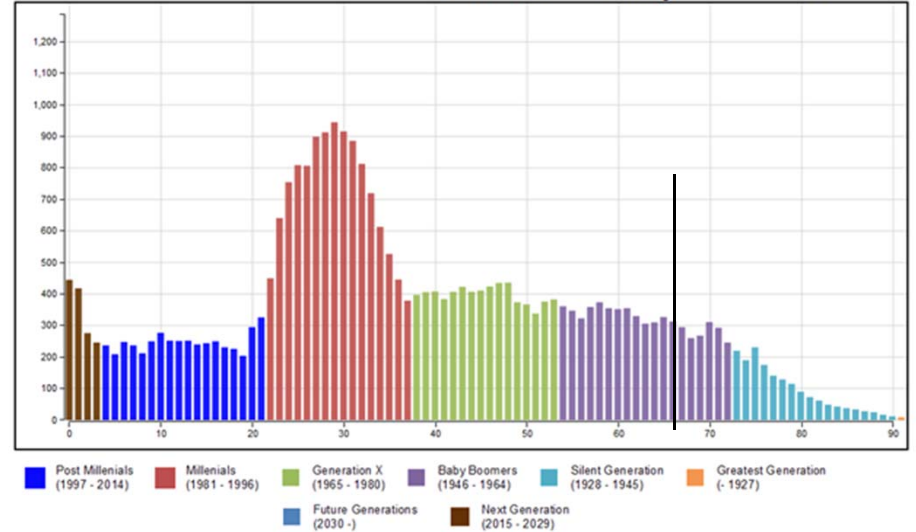
Summit 2018

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## Summit County 2018



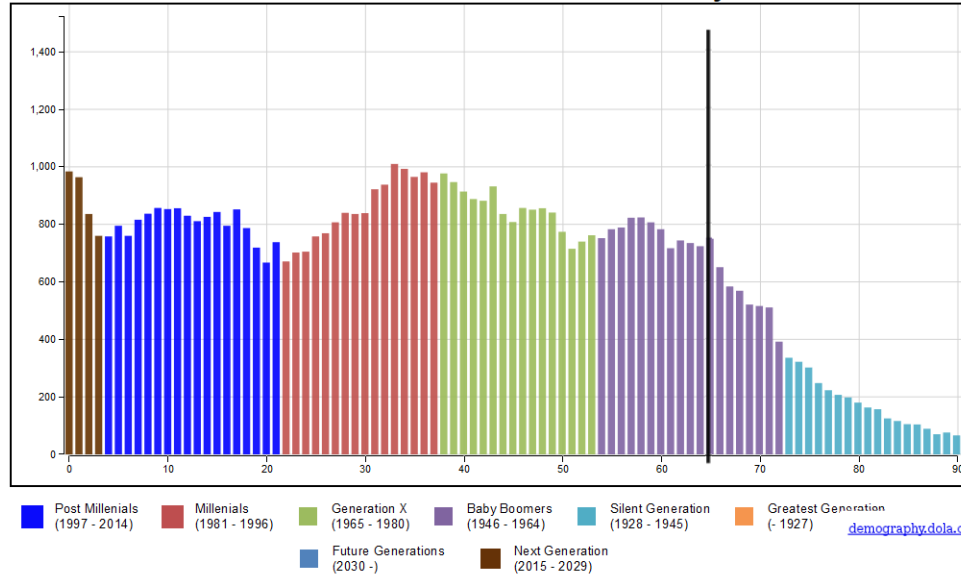
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Garfield 2018

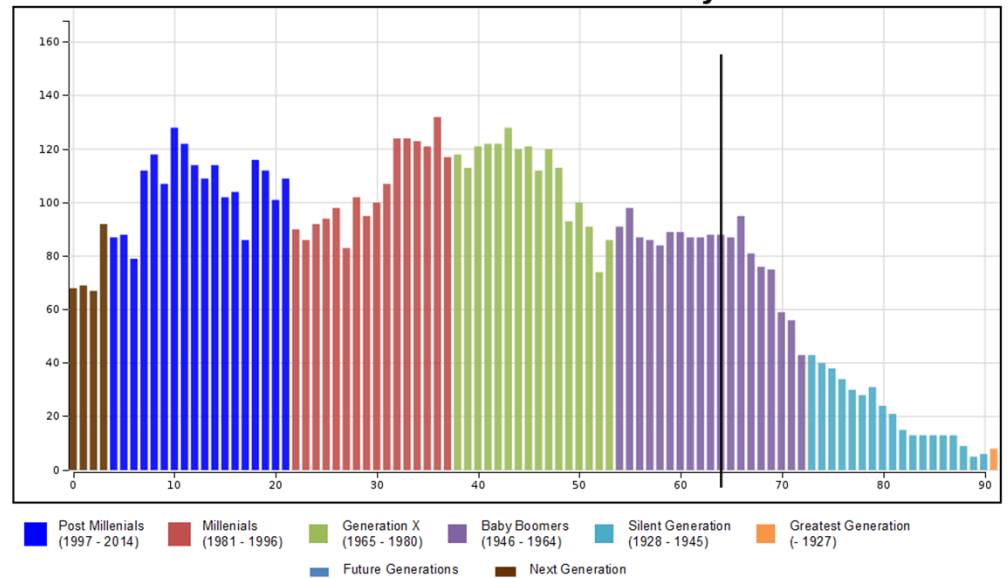
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## Garfield County 2018



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## Lake County 2018



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# *We are Aging Fast*

- Currently very few people over the age 65.
  - 6<sup>th</sup> lowest share of all states in US (13%) in 2015
  - 3<sup>rd</sup> 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.

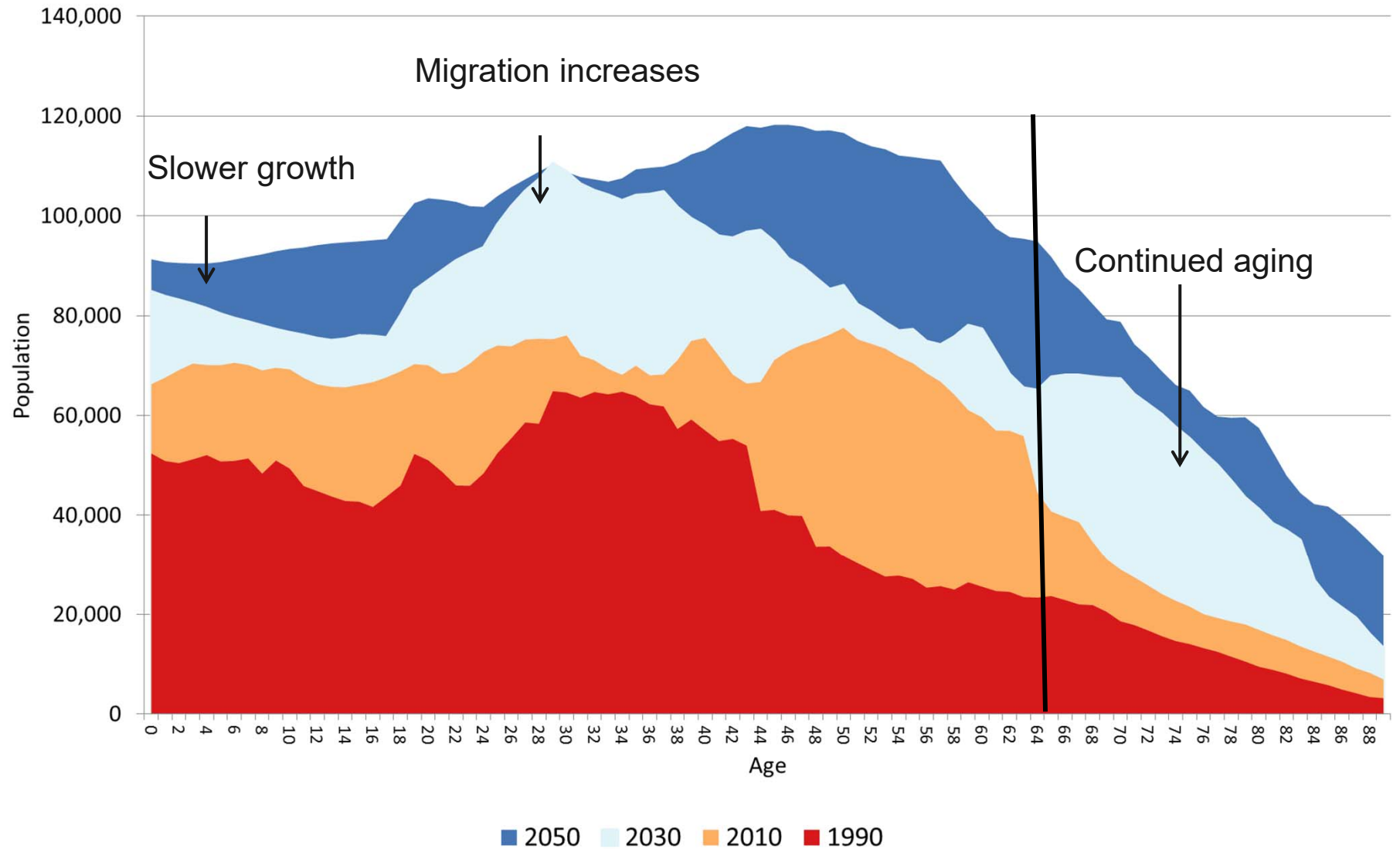


# *Aging Issues*

- 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



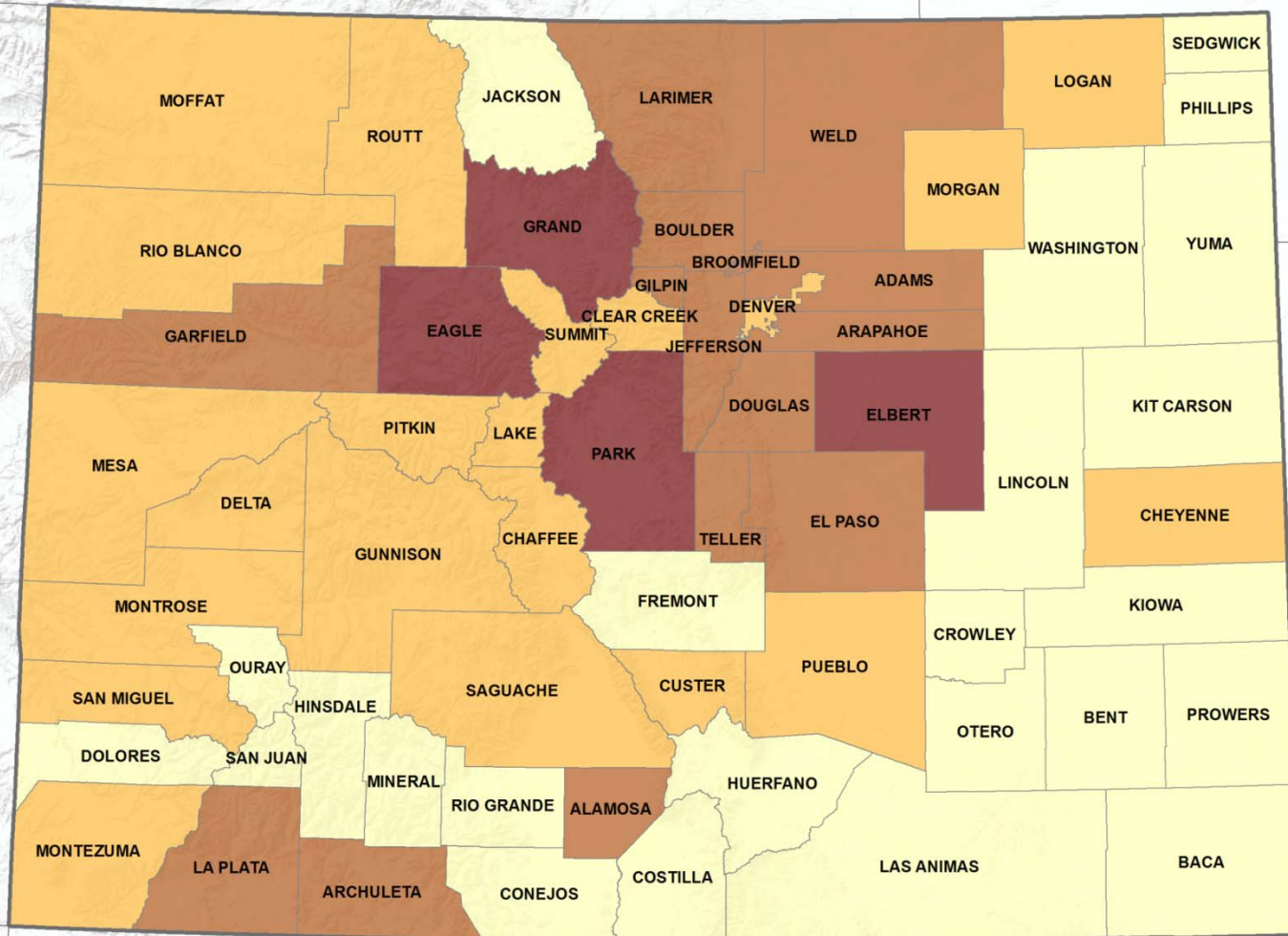
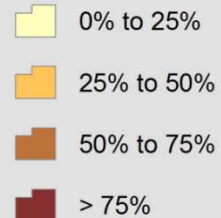
## Colorado Population by Age 1990-2050





# Forecast Change in the Population 65+ 2015 - 2025

## Percent Change 65+



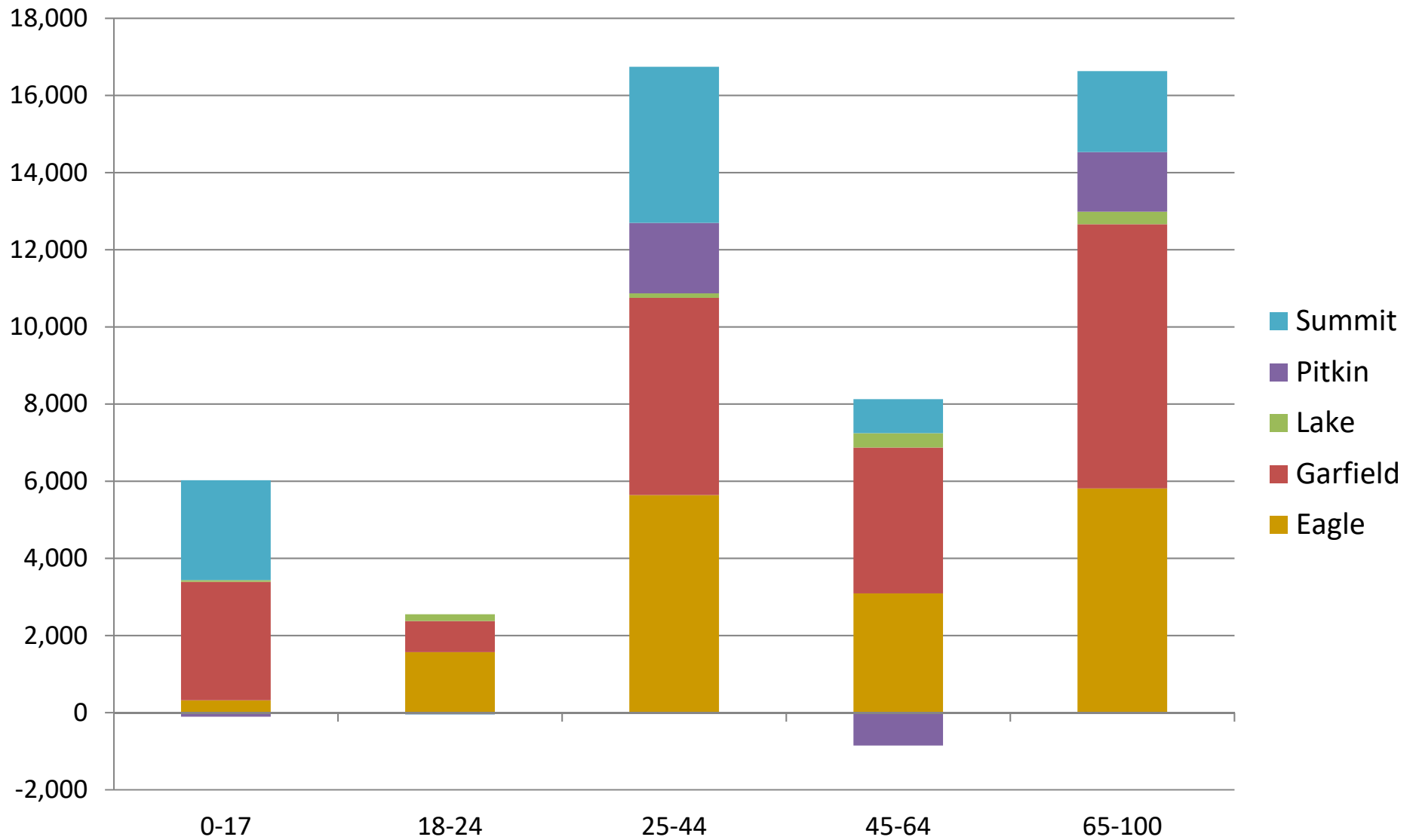
Sources: Esri, USGS, NOAA



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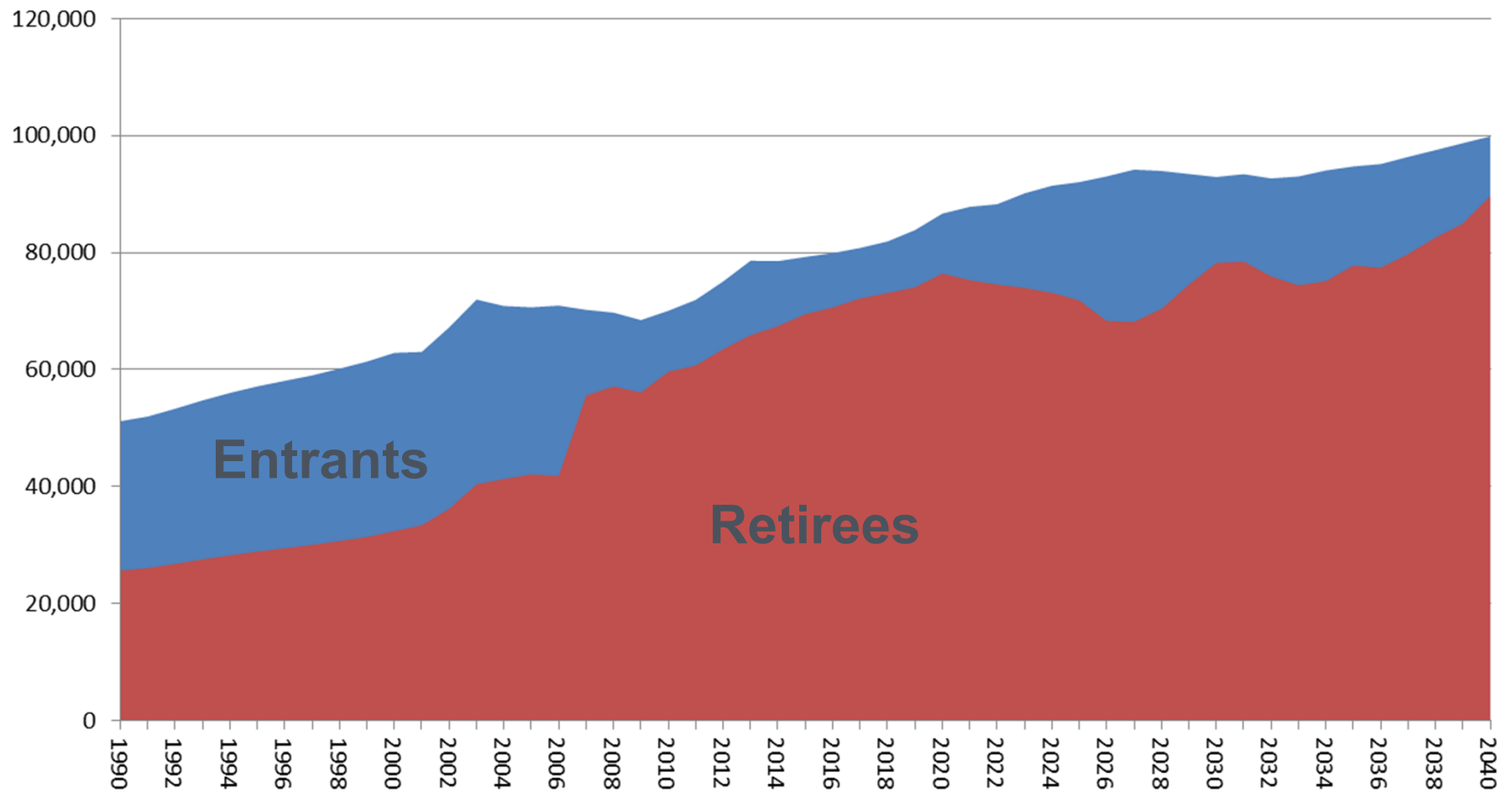
## Growth by Age 2015-2030



# Colorado Labor Force Transition, 60 year olds vs. 20 year olds

Average Age of Entrants and Retirees

■ 20 ■ 60

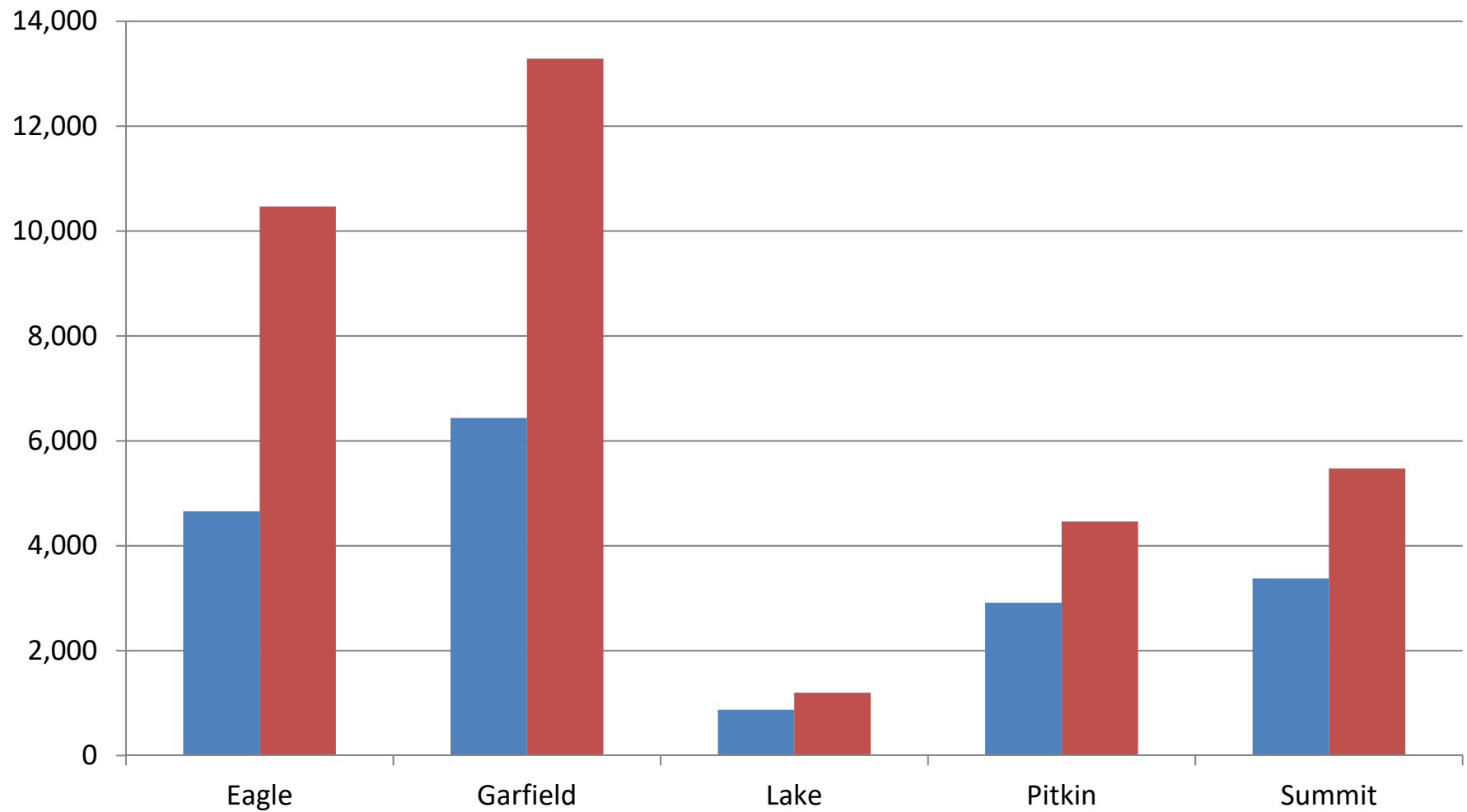


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State Demography Office, 2017

# Population 65+ by County

■ 2015 ■ 2030



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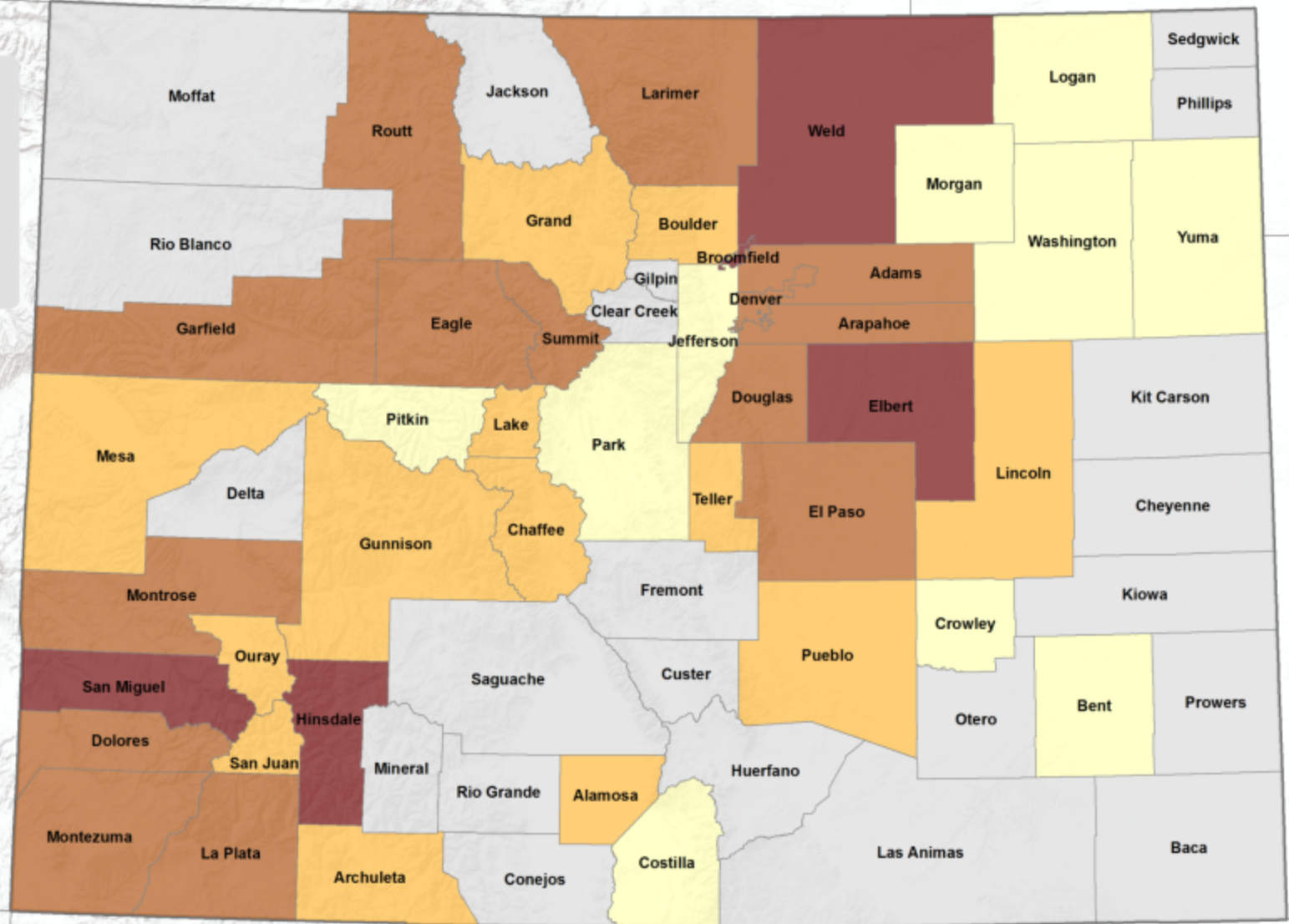
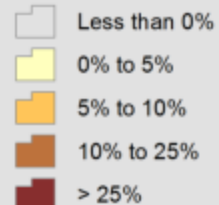
# *Labor Force*

- 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.

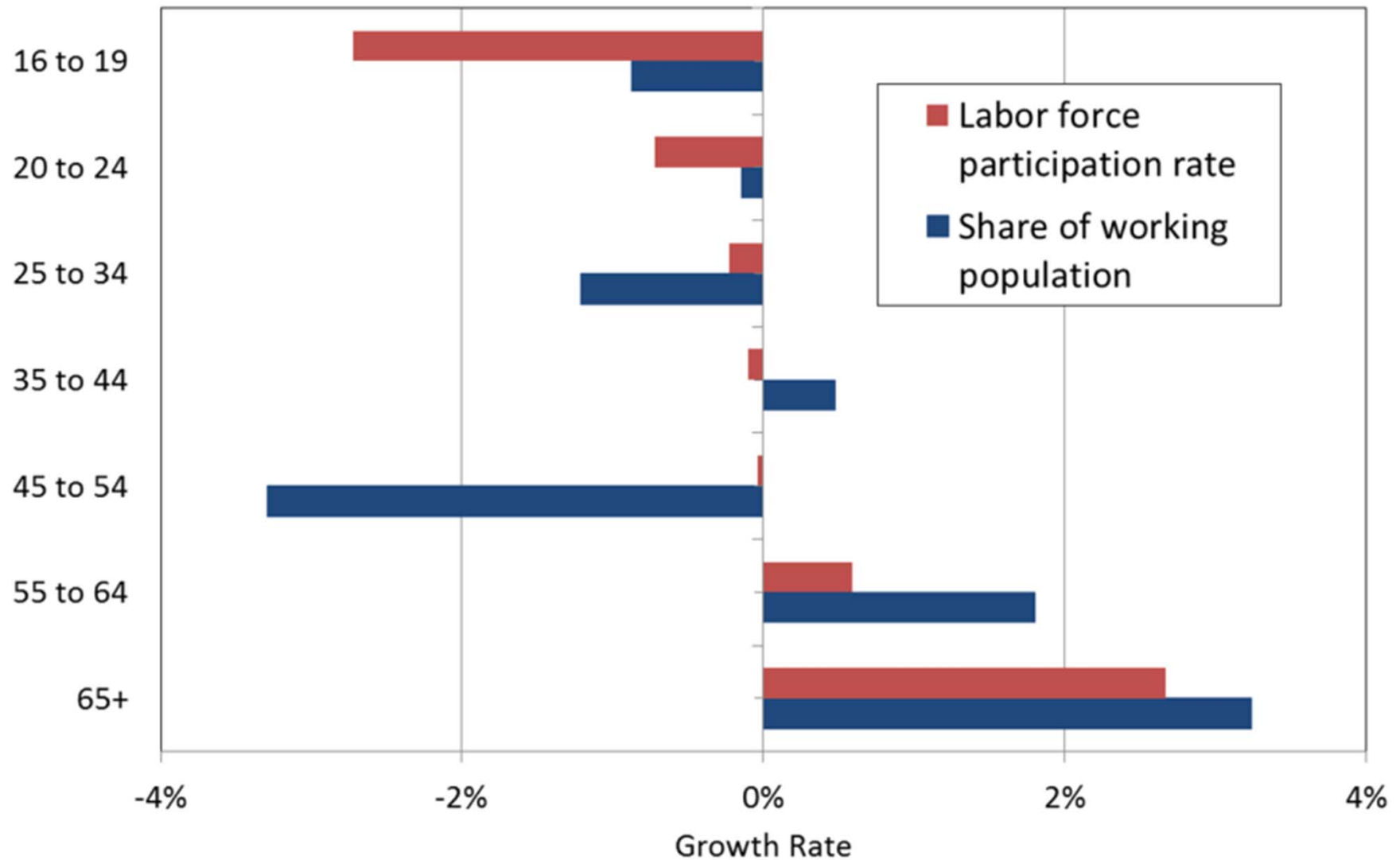


# Forecast Change in the Working Age Population 2015 - 2025

## Percent Change Working Age

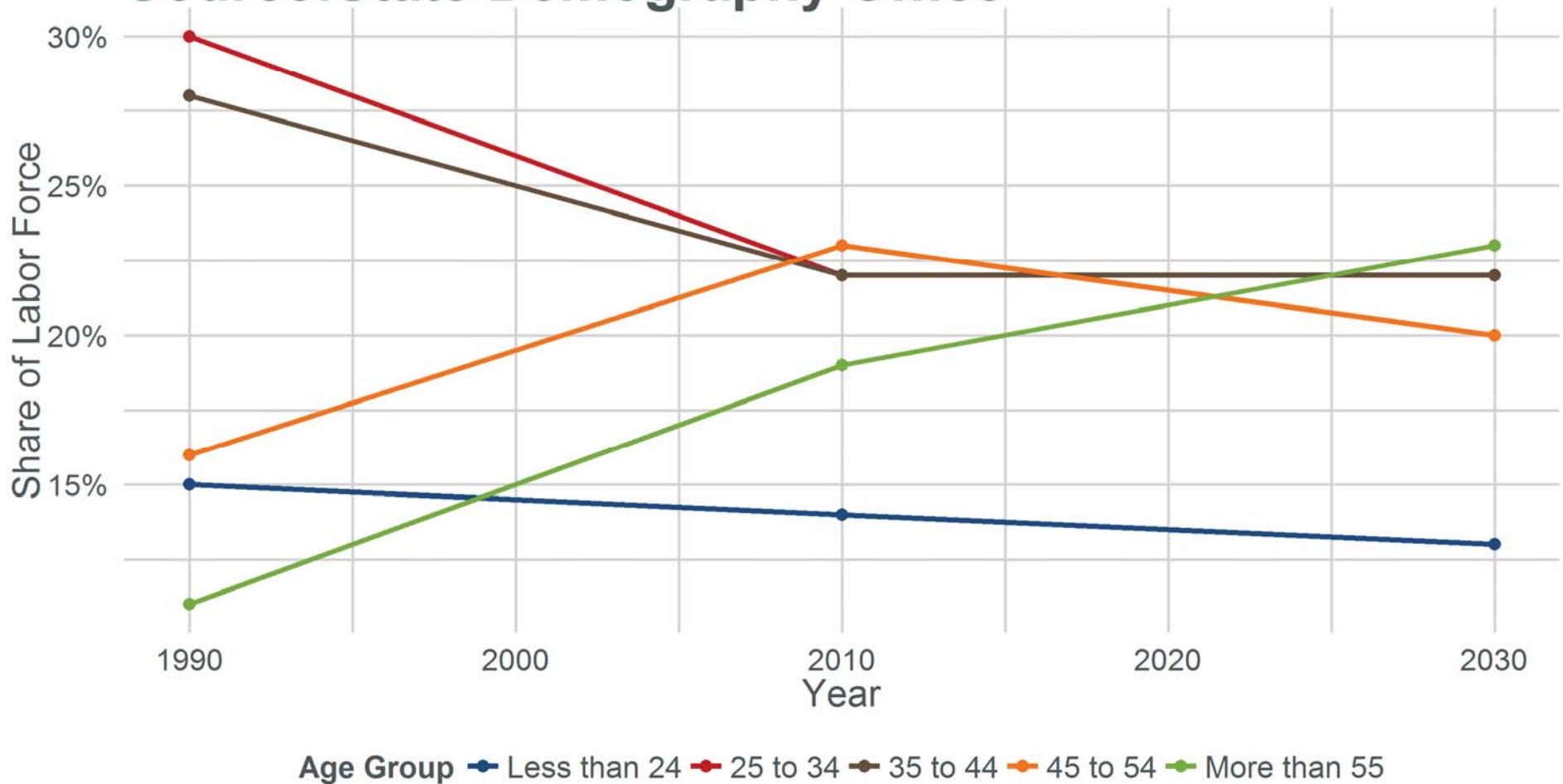


## Colorado, 2010-2020



# Colorado Labor Force by Age

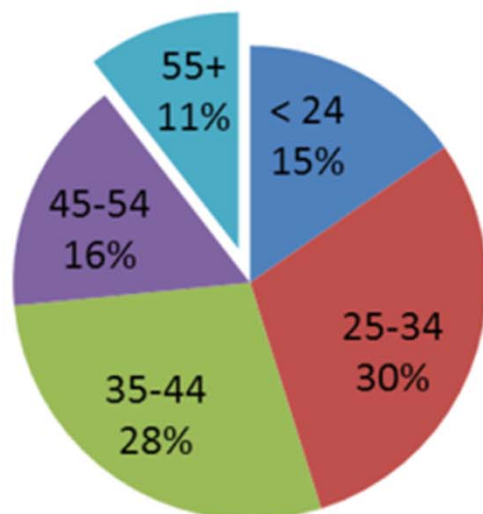
Source: State Demography Office



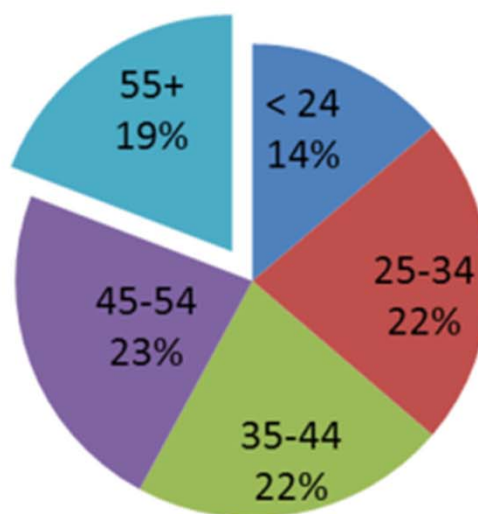


# Share of labor force by age group

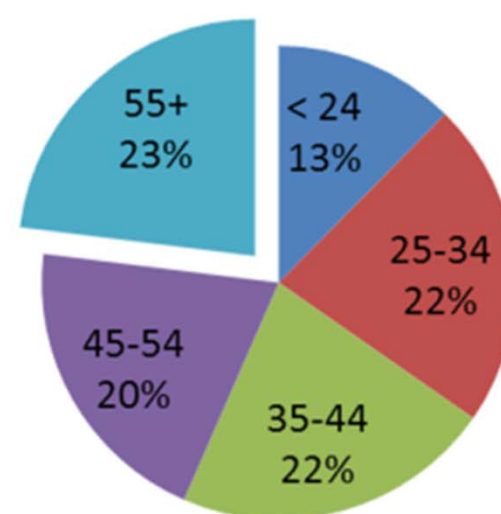
**1990**



**2010**



**2030**





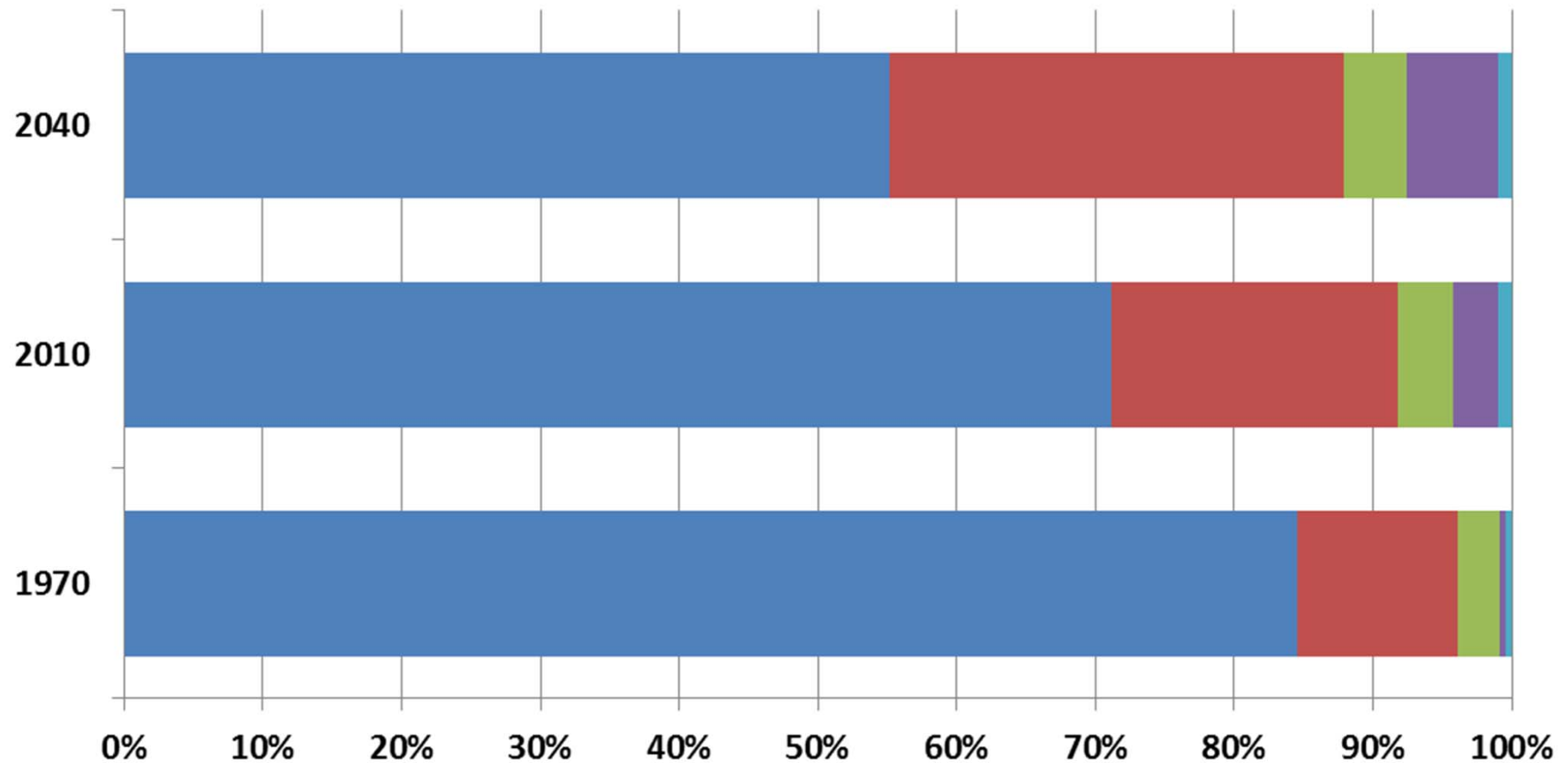
# Ethnicity/Race increasing



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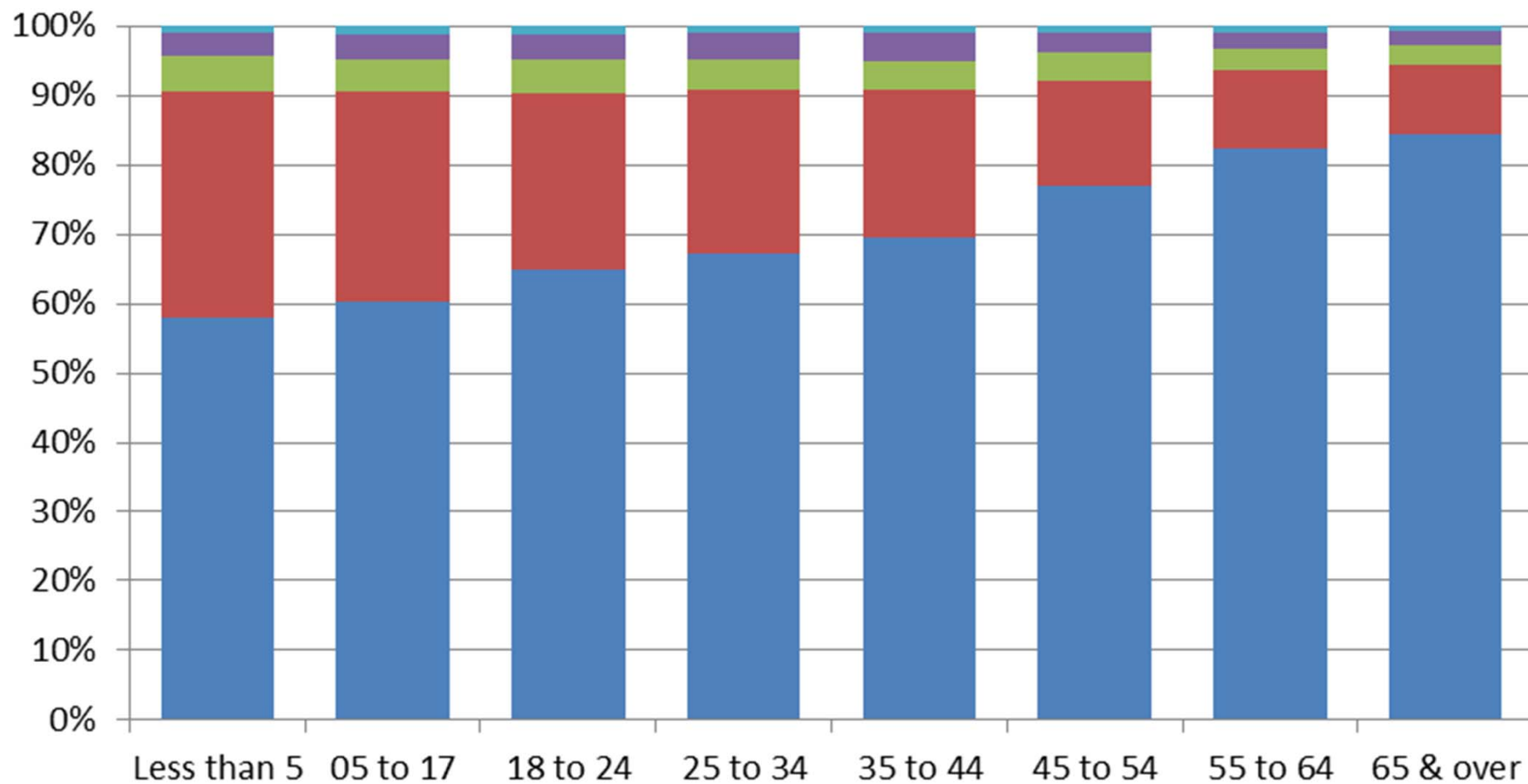
## Colorado Population by Race/Ethnicity

■ White not Hispanic ■ Hispanic ■ Black ■ Asian ■ American Indian



## 2010 Colorado Population by Race/Ethnicity and Age

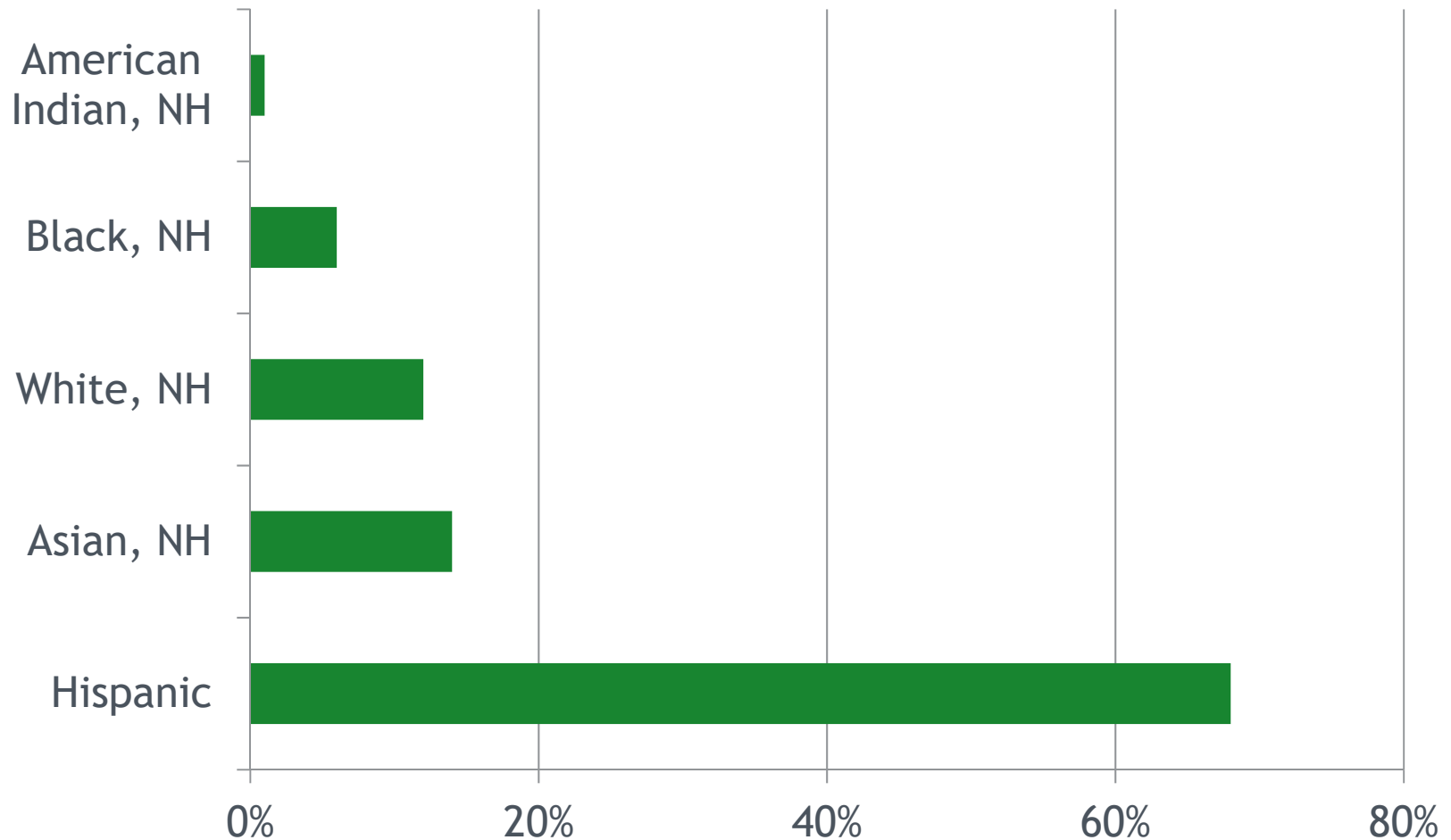
WhiteNonHispanic Hispanic BlackNonHispanic  
AsianNonHispanic AmIndNonHispanic



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## Share of Net Increase in Working Age Population, 2015-2020



# *Educational Attainment Gap*

- Colorado has 2<sup>nd</sup>/3<sup>rd</sup> 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			
Name	Percent Hispanic	Percent White, Non-Hispanic	Percent Other Minority
Pitkin	9.80%	86.09%	4.11%
Garfield	27.93%	68.84%	3.22%
Eagle	29.73%	67.18%	3.08%
Summit	14.15%	81.42%	4.43%
Lake	34.51%	62.84%	2.65%
<b>2016 5 Yr. ACS</b>			



# *Other Labor Force Factors*



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# *Cost-Burdened Renters and Owners*

Area	Owner Number	Owner Share	Renter Number	Renter Share	Owners pay >35% of income	Renters pay >35% of income
Eagle County	12007	68.2%	5606	31.8%	28.7%	34.6%
Garfield County	13695	65.9%	7076	34.1%	32.5%	38.6%
Lake County	1737	55.7%	1384	44.3%	16.7%	35.9%
Pitkin County	4774	62.8%	2827	37.2%	26.4%	33.6%
Summit County	6532	67.2%	3182	32.8%	32.5%	43.4%
<b>Colorado</b>	<b>1320617</b>	<b>64.4%</b>	<b>730999</b>	<b>35.6%</b>	<b>21.5%</b>	<b>41.3%</b>





# 2016 American Community Survey

## Median home value (\$)

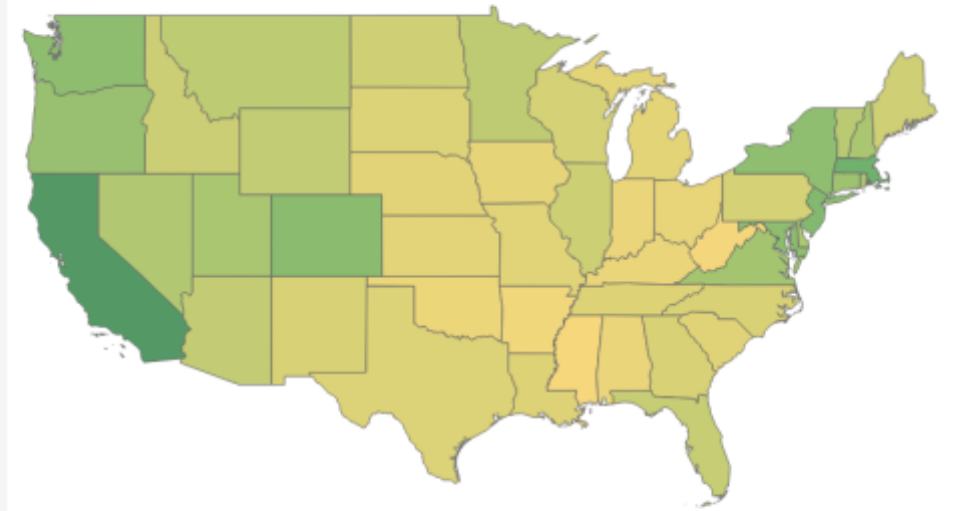
Select one of the characteristics below to display.

### Characteristics

- ☐ 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

Hawaii	592,000
District of Columbia	576,100
California	477,500
Massachusetts	366,900
New Jersey	328,200
Colorado	314,200
Maryland	306,900
Washington	306,400
New York	302,400
Oregon	287,100
Connecticut	274,600
Alaska	267,800
Virginia	264,000
New Hampshire	251,100



113,900 592,000

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>

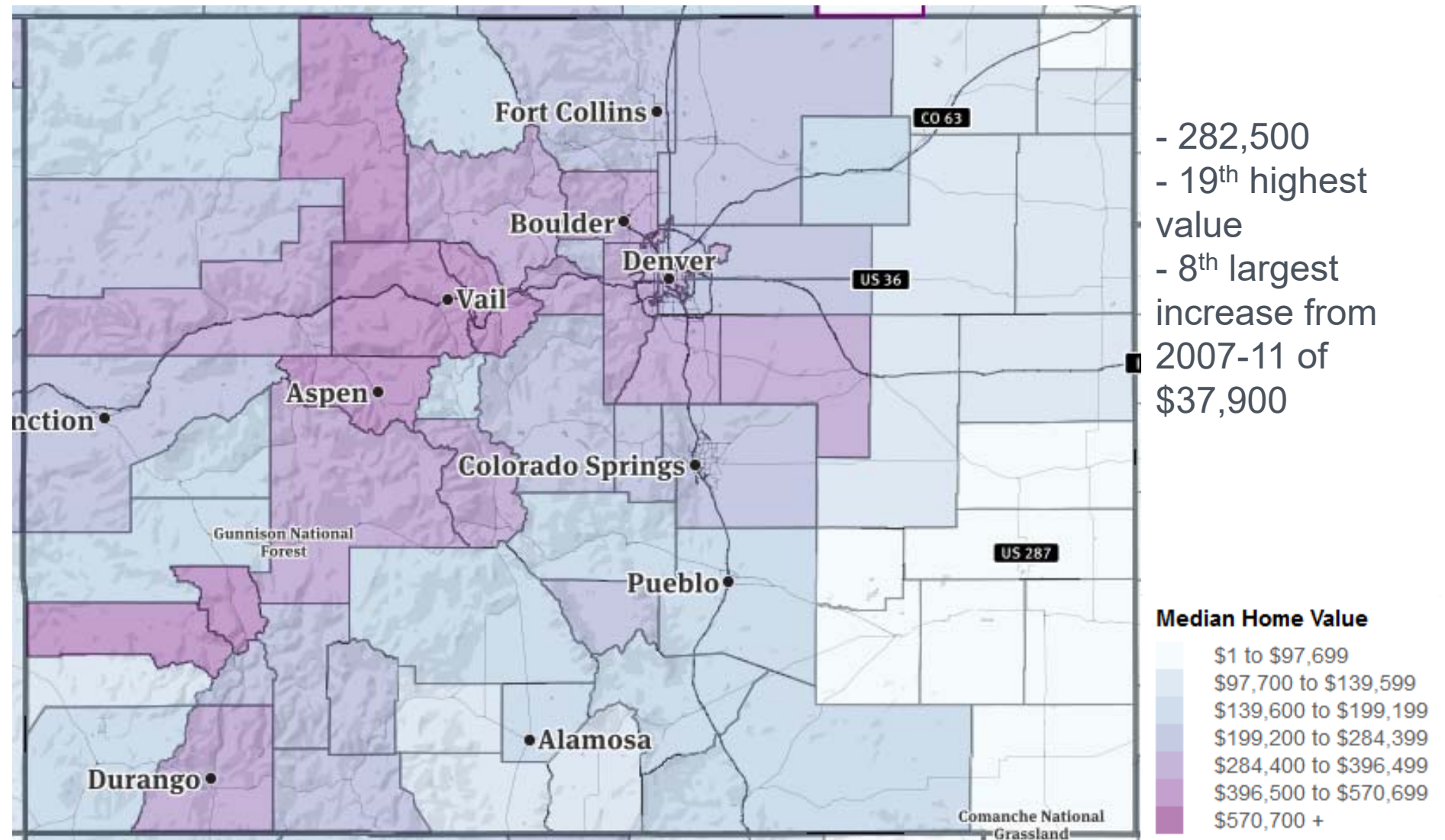
United States<sup>™</sup>  
**Census**  
Bureau

U.S. Department of Commerce  
Economics and Statistics Administration  
U.S. CENSUS BUREAU  
**census.gov**



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# *Median Home Value, ACS 2012-16*



<b>Housing Affordability</b>							
Geographical Area	Median Home Price 2007	Median Home Price 2016	HH Inc 2007	HH Inc 2016	home price to income ratio 2007	home price to income ratio 2016	chg
Denver	272,505	292,700	53,179	56,258	5.1	5.2	0.08
Summit	520,828	496,100	76,036	70,192	6.8	7.1	0.22
Lake	192,120	184,200	45,391	46,928	4.2	3.9	-0.31
Garfield	384,799	299,700	71,573	61,300	5.4	4.9	-0.49
Pitkin	743,736	552,900	76,402	69,789	9.7	7.9	-1.81
Eagle	593,600	438,500	79,394	78,763	7.5	5.6	-1.91
American Community Survey 5 Yr. 2007 and 2016							



## Educational Attainment for Populatio 25 Years and Over

US Census Bureau Table: S1501

2012-2016 American Community Survey 5-Year Estimates

Geographic Area	High school graduate (includes equivalency)	Percent High School Plus	Percent bachelor's degree or
	Percent	Percent	Percent
Colorado	21.70%	91.00%	38.70%
Eagle County	17.90%	88.80%	45.00%
Garfield County	28.70%	86.90%	29.10%
Lake County	33.60%	92.80%	30.90%
Pitkin County	13.80%	95.40%	60.40%
Summit County	17.00%	94.70%	49.90%



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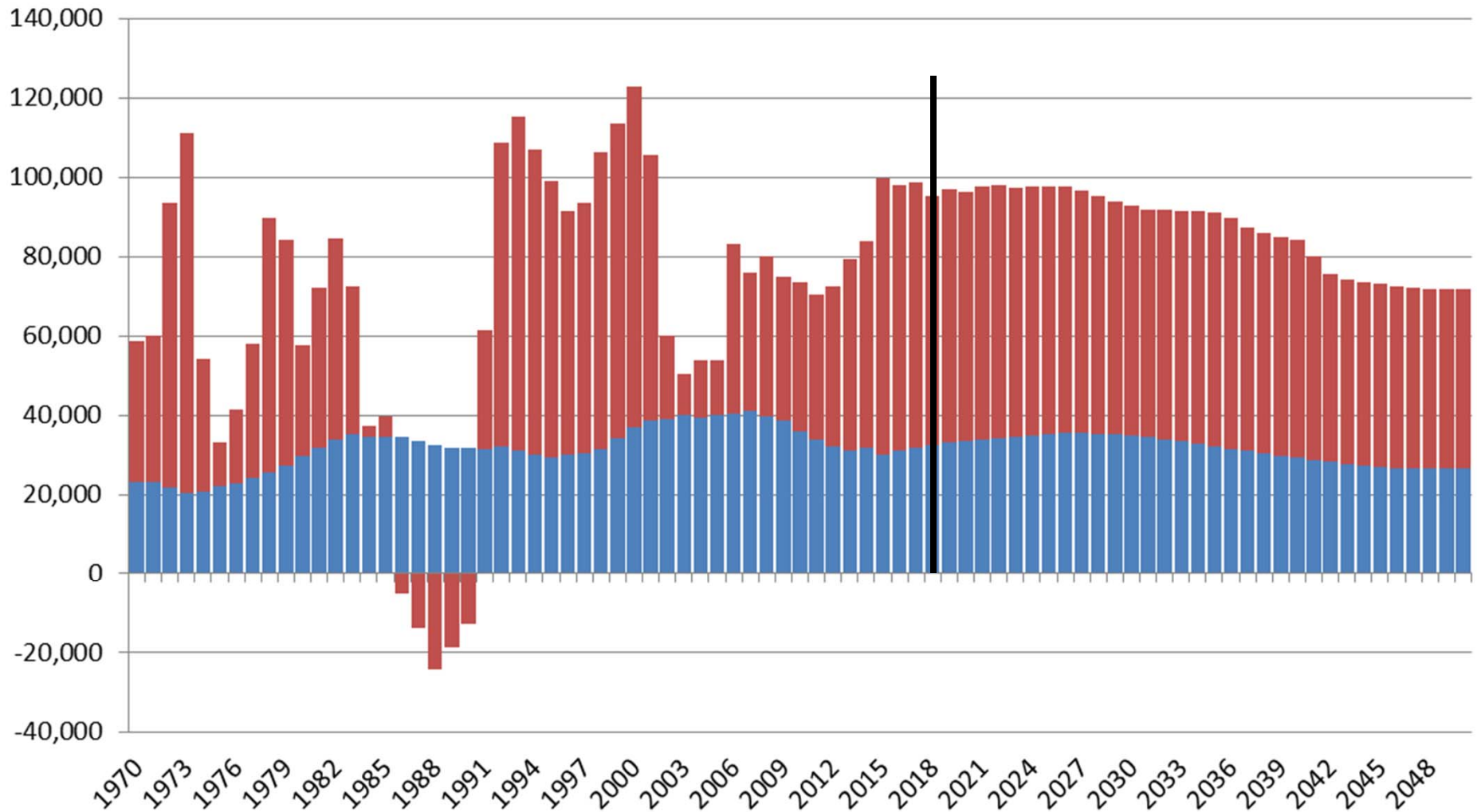
# More Growth but Slowing



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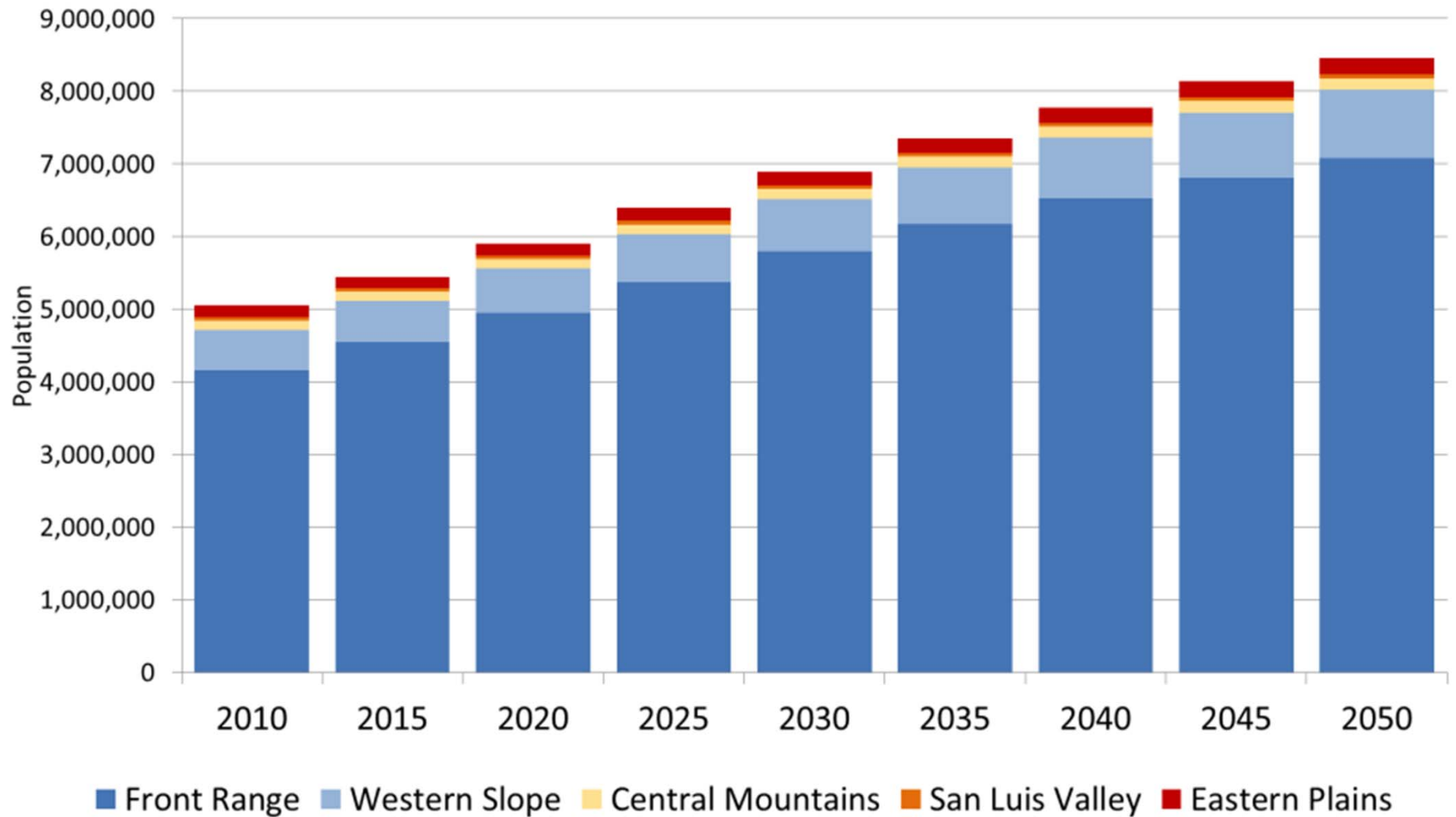
# Colorado Population Change 1970-2050

■ Natural Increase (Births - Deaths)    ■ Net Migration



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## Colorado Population Forecast by Region 2010-2050












































# Forecasts

Counties	July, 2015	July, 2020	July, 2030	July, 2040	July, 2050	Ch. 2015-30	Ch. 2030-40	Ch 2040-50	Ann. Ave Pct Ch. 2015-50
Garfield	57,779	64,119	77,404	91,836	105,711	19,625	13,285	13,875	1.7%
Eagle	53,320	57,571	69,748	83,001	94,459	16,428	12,177	11,457	1.6%
Pitkin	17,845	18,562	20,218	21,854	23,209	2,373	1,655	1,355	0.8%
Summit	29,928	32,760	39,540	45,859	51,828	9,612	6,779	5,969	1.6%
Lake	7,502	7,777	8,536	9,361	9,868	1,034	759	507	0.8%



# Job Forecast by Economic Driver

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



# EAGLE FORECASTING WORKSHEET

		2015	2020	2030	2040	Ch. 2015-40	Ann Ave. Pct Ch 2015-40
↓	TRADITIONAL INDUSTRIAL BASIC JOBS	2,038	2,146	2,520	2,817	779	1.3%
	REGIONAL & NATIONAL SERVICES	3,113	3,479	4,090	4,543	1,430	1.5%
	TOURISM	16,237	17,097	18,413	19,634	3,397	0.8%
	RETIREE GENERATED JOBS	1,892	2,593	3,851	5,200	3,308	4.1%
	PUBLIC ASST. GENERATED JOBS	510	545	648	764	254	1.6%
	INVESTMENT INCOME & WEALTH	2,781	2,875	3,369	4,290	1,509	1.7%
	NON-BASIC RESIDENT SV. JOBS	13,022	15,085	18,360	23,224	10,202	2.3%
	TOTAL JOBS	39,783	43,991	51,234	60,060	20,277	1.7%
↑	CIVILIAN JOBS HELD (SUPPLY)	38,512	40,013	48,917	60,670	22,158	1.8%
	COMMUTING (+ = IN)	2,256	2,229	3,184	5,998	3,742	4.0%
	JOBS HELD BY RESIDENTS	36,256	37,784	45,734	54,672	18,416	1.7%
	Plus:Jobs Multiply Held	5,257	5,403	6,581	8,254	2,997	1.8%
	Multiple Job Holding Rate	16.4%	16.2%	16.2%	17.1%	0	0.2%
	Employed Persons (Residents)	30,998	32,381	39,153	46,418	15,419	1.6%
	Unemployment Rate	3.2%	3.0%	3.4%	3.6%	0	0.5%
	Unemployed Persons	1,009	1,015	1,397	1,712	703	2.1%
	LABOR FORCE (RESIDENTS)	32,008	33,396	40,550	48,130	16,123	1.6%
	Labor Force Participation Rate	78.1%	75.5%	75.0%	75.4%	0	-0.1%
	Civilian Noninst. Population 16+	41,004	44,214	54,099	63,810	22,806	1.8%
	Civilian NI Pop 16+ / Total Pop	76.9%	76.8%	77.6%	76.9%	0	0.0%
	Total Population	53,320	57,571	69,748	83,001	29,681	1.8%

Source: State Demography Office



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# *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

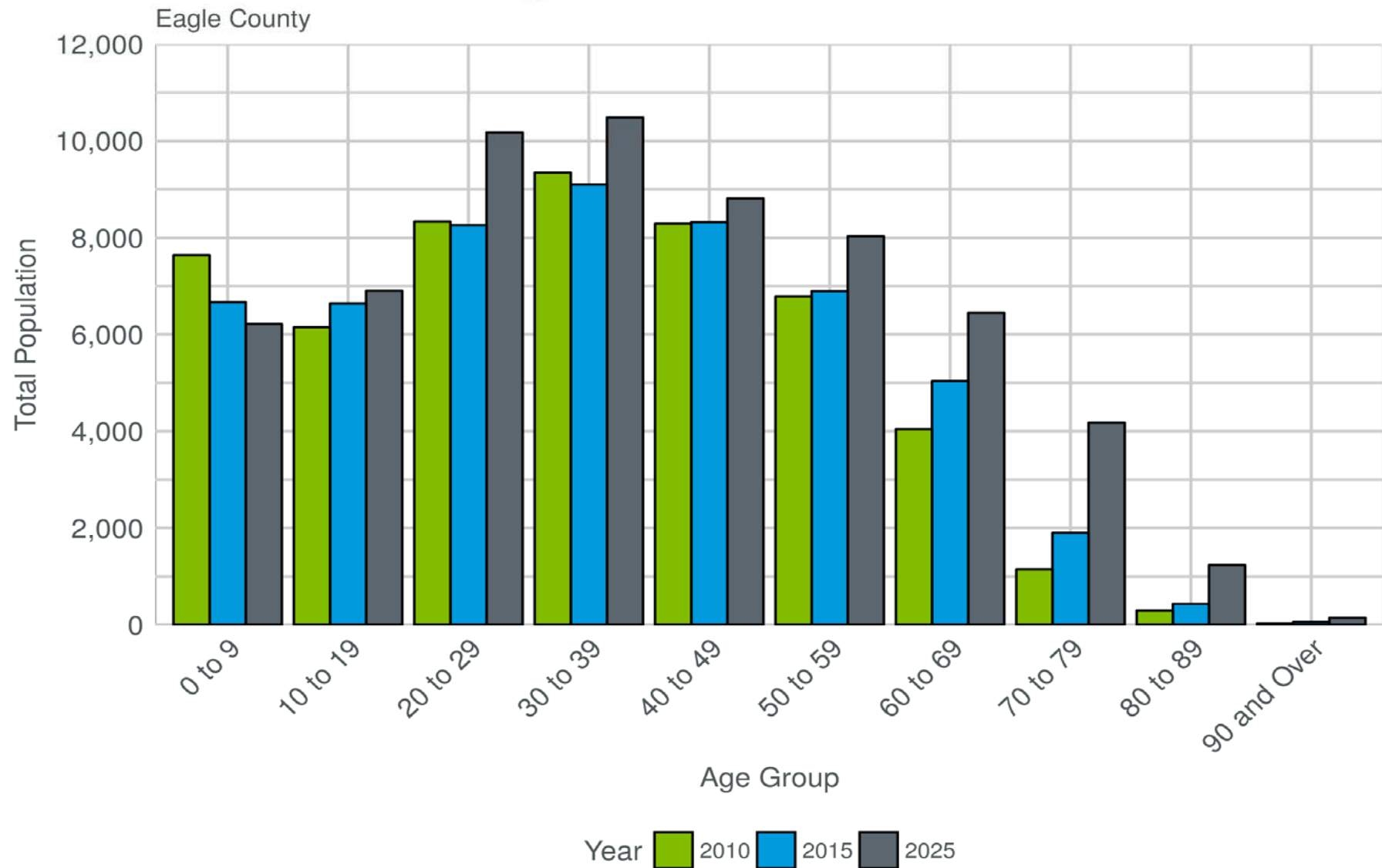
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Demography.dola.colorado.gov



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# Age Forecast: 2010 to 2025

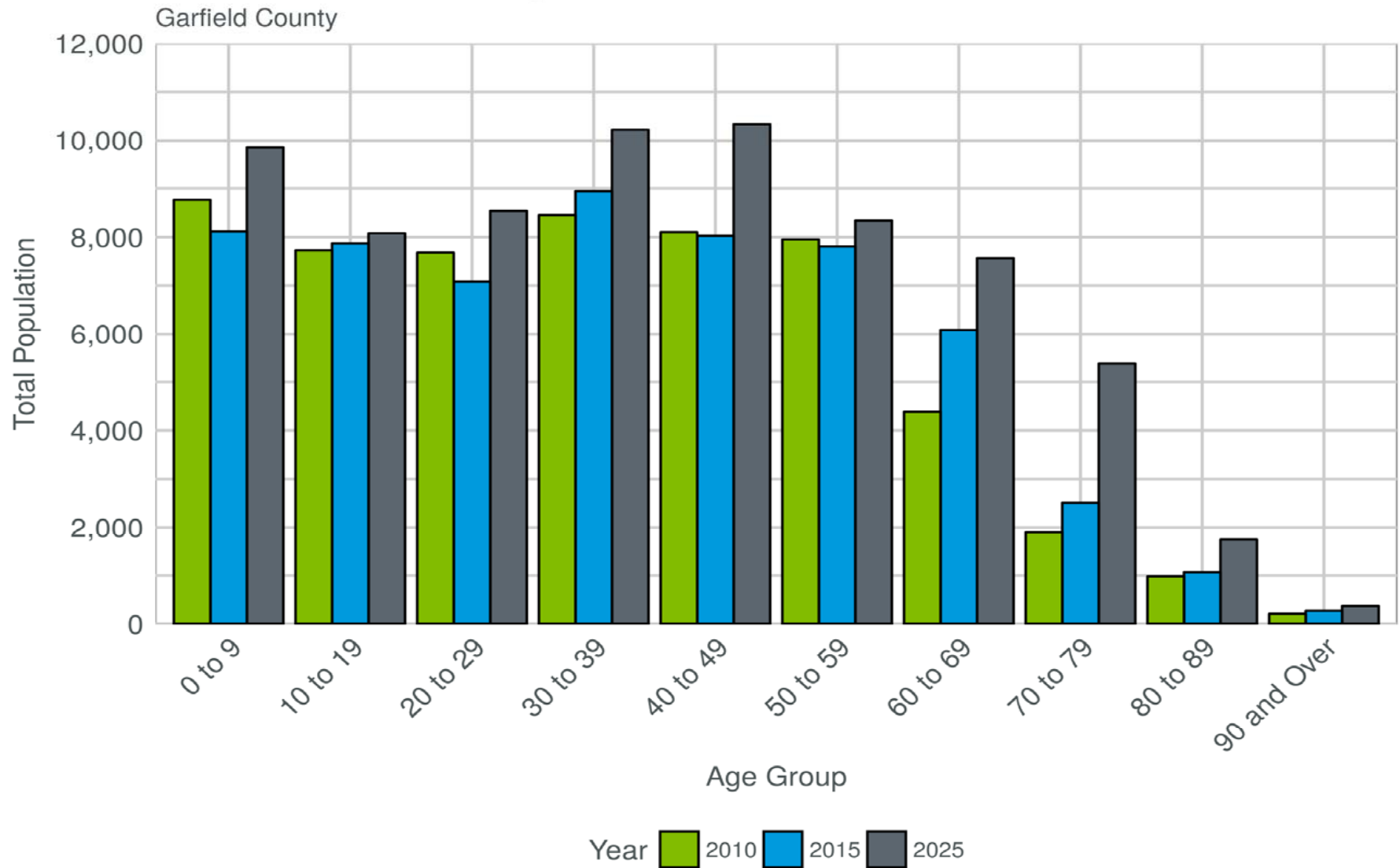


Source: State Demography Office, Print Date: 07/23/2018



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## Age Forecast: 2010 to 2025



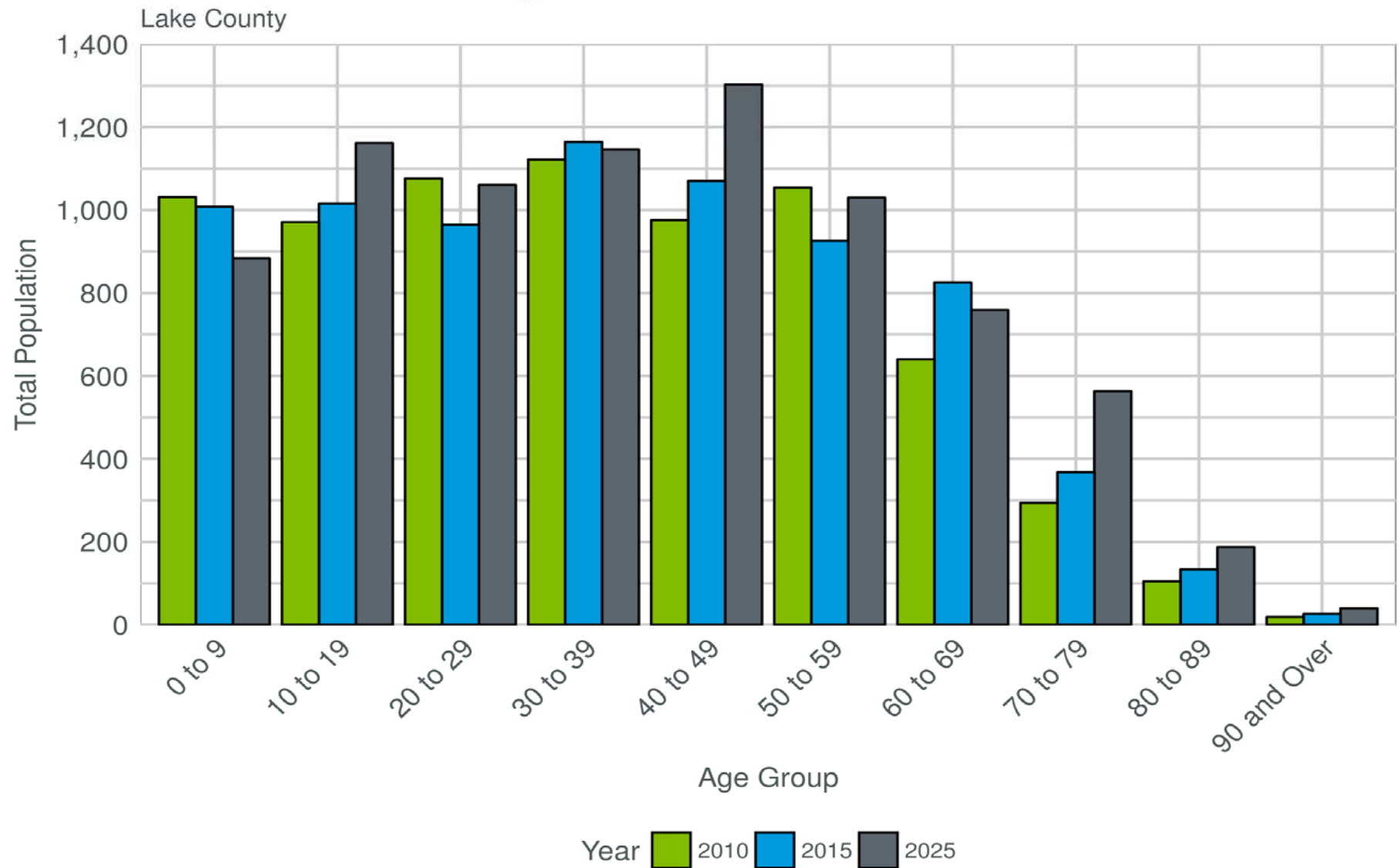
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## Age Forecast: 2010 to 2025

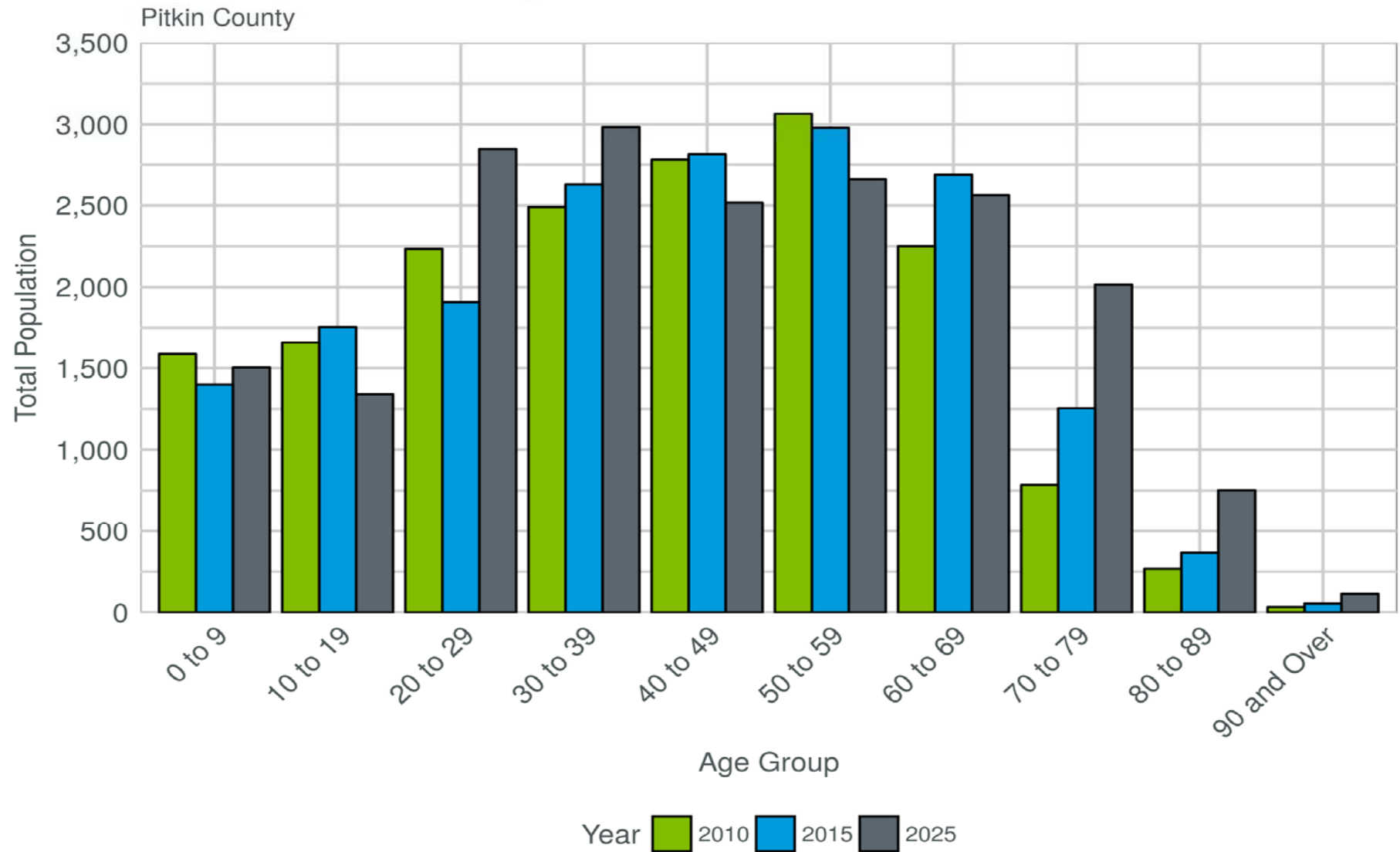


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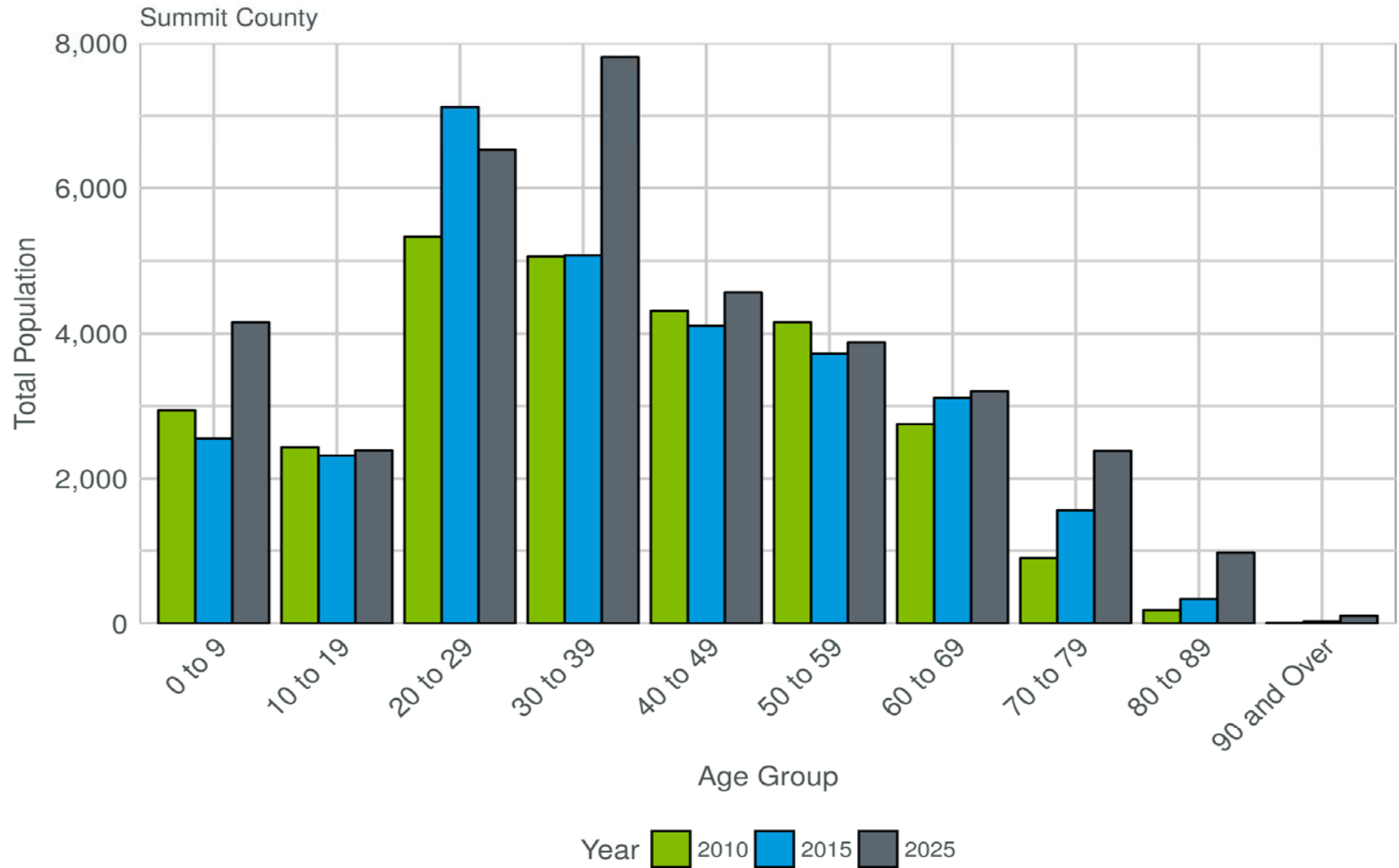


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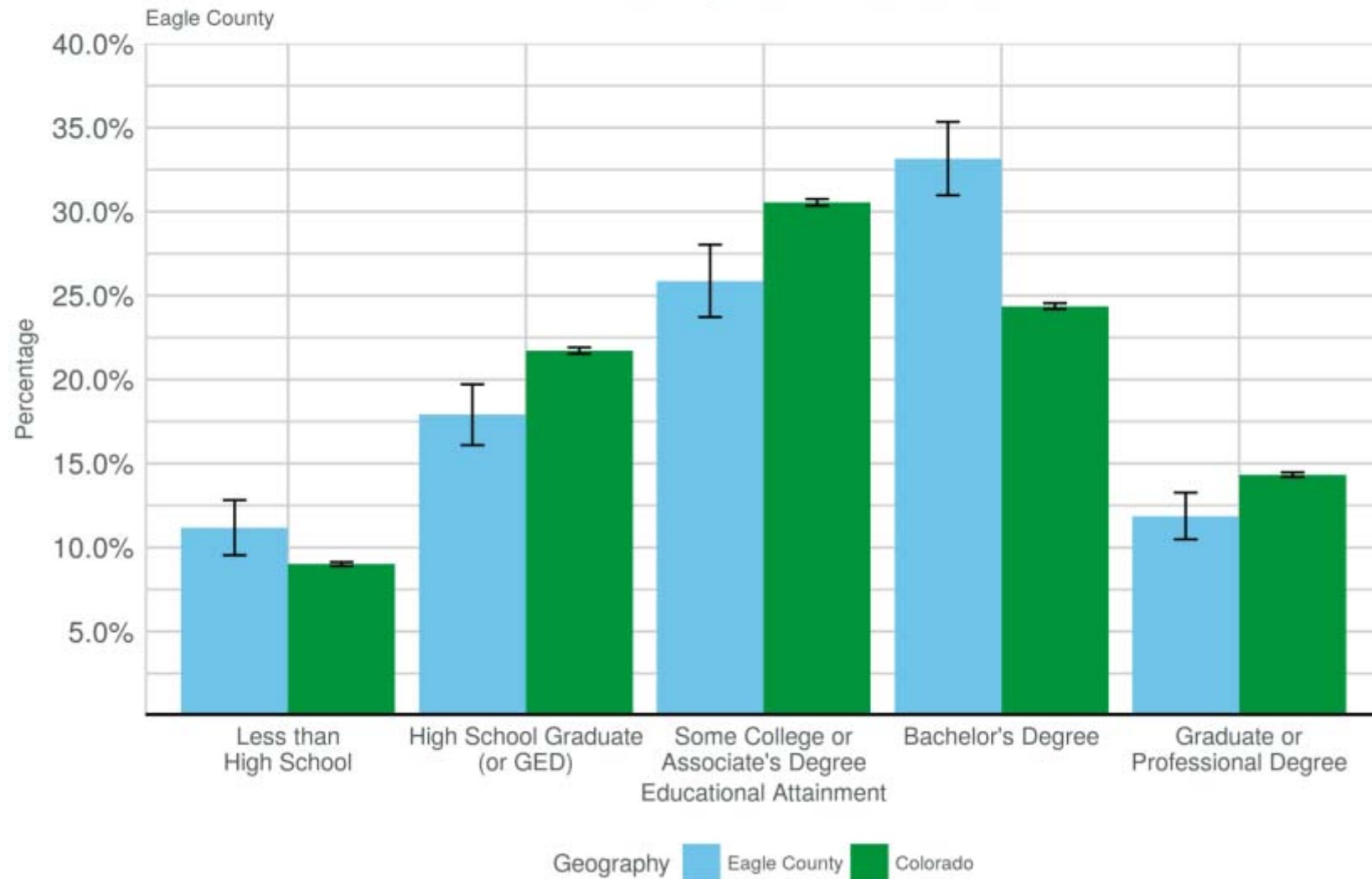


Source: State Demography Office, Print Date: 07/23/2018



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## Educational Attainment, Persons Age 25 and Older

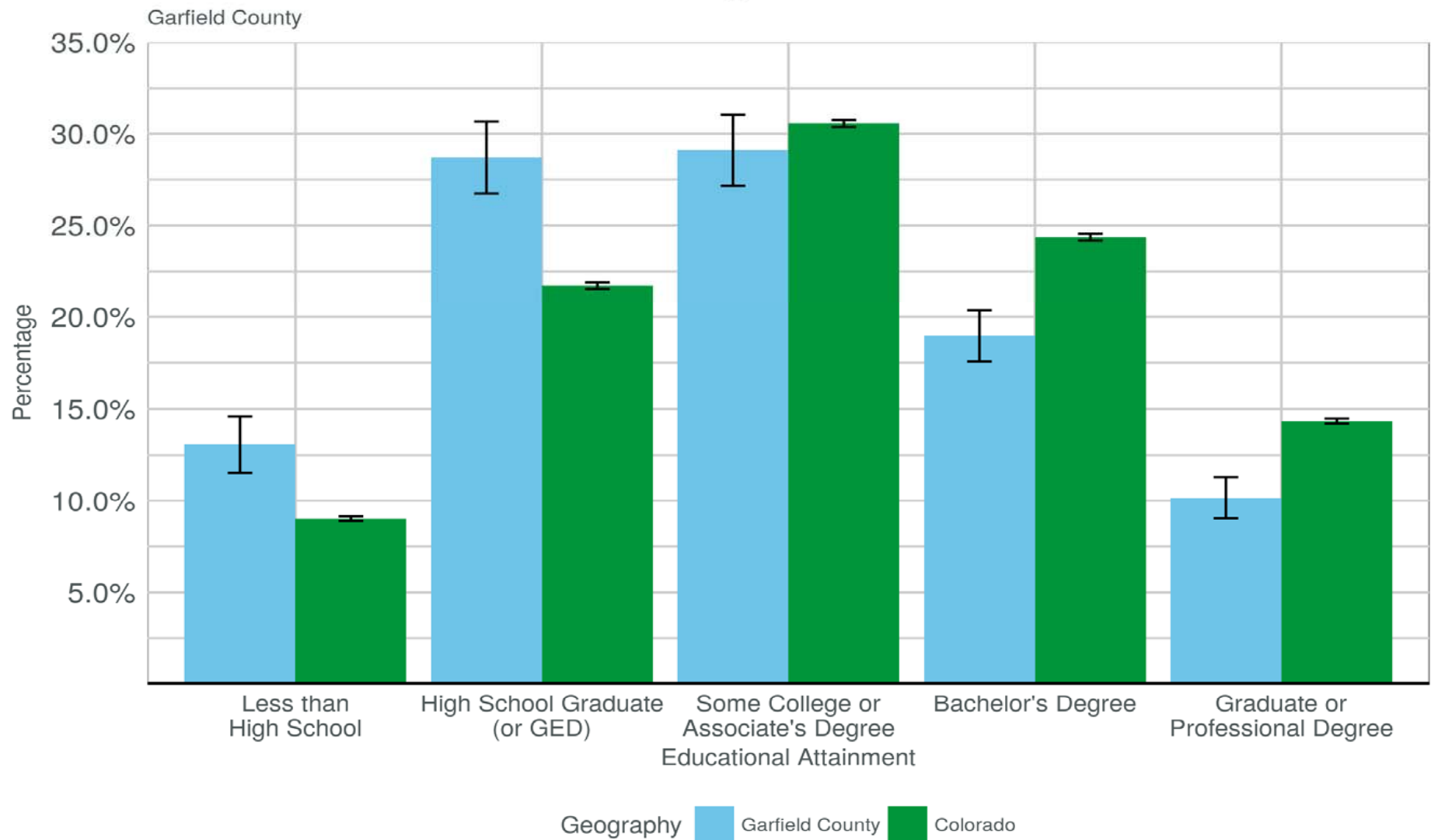


Source: U.S. Census Bureau, 2012-2016 American Community Survey. , Print Date: 04/20/2018



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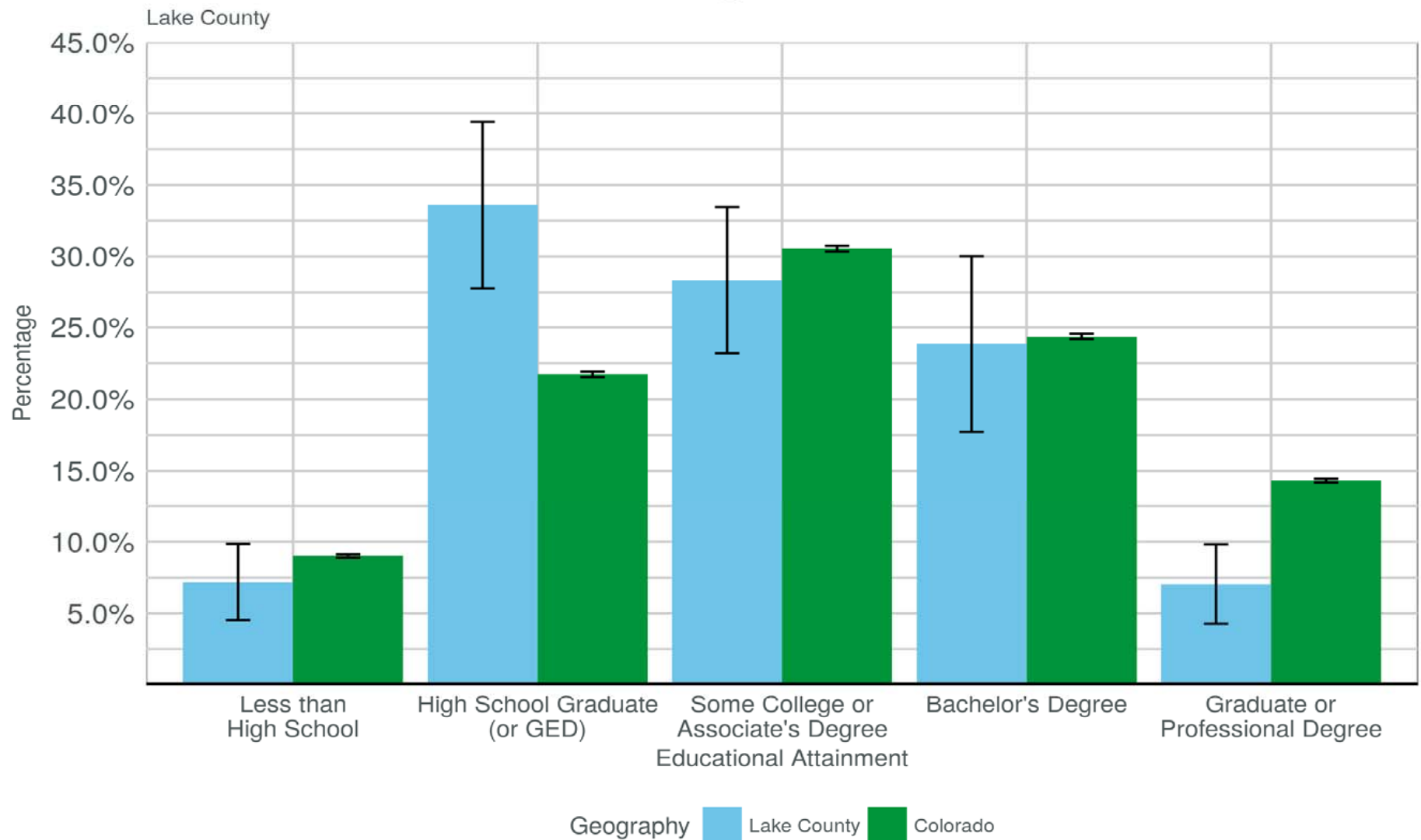


Source: U.S. Census Bureau, 2012-2016 American Community Survey, Print Date: 07/23/2018



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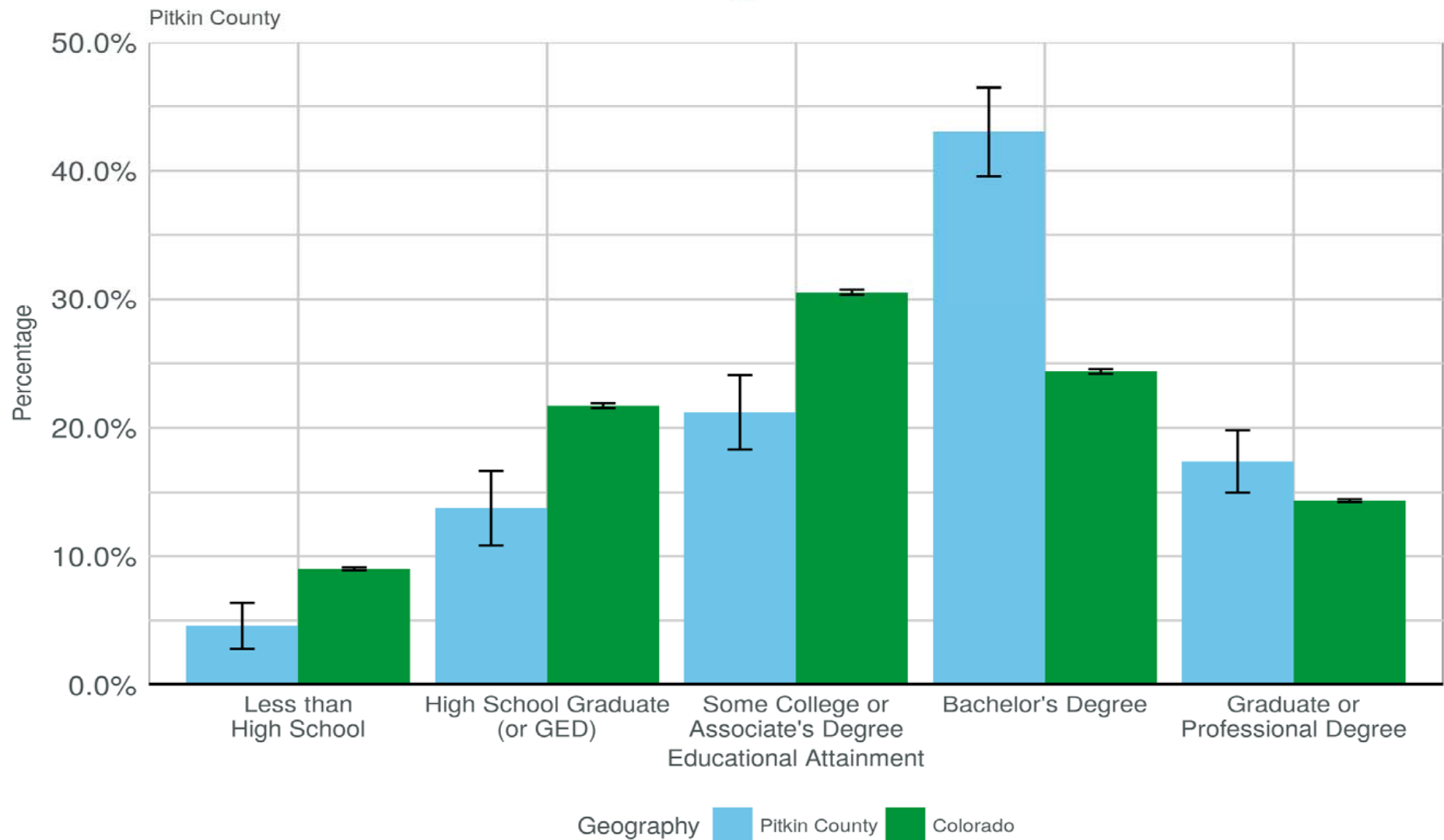


Source: U.S. Census Bureau, 2012-2016 American Community Survey, Print Date: 07/23/2018



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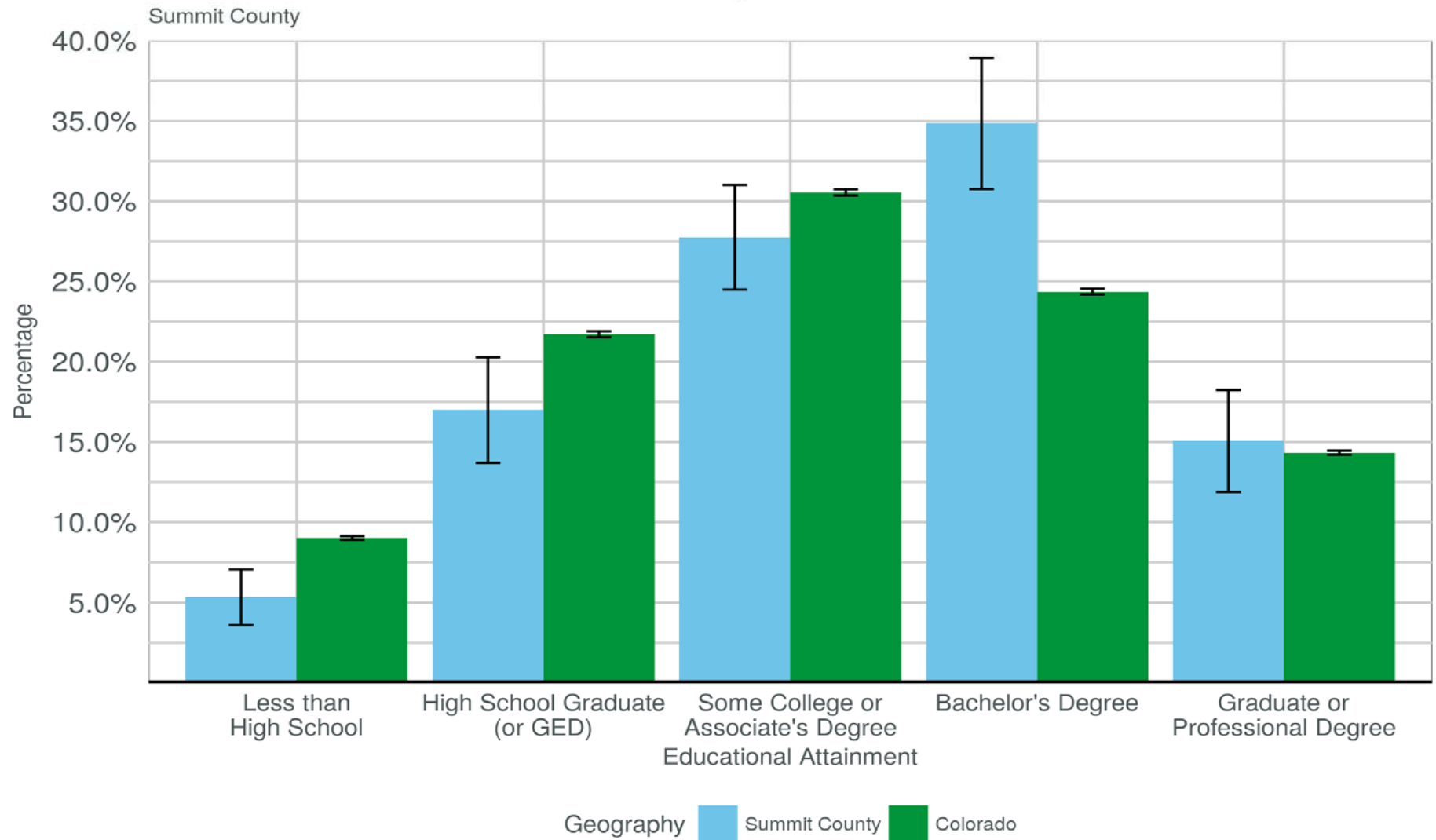


Source: U.S. Census Bureau, 2012-2016 American Community Survey, Print Date: 07/23/2018



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