

# State of Colorado's Talent Development: Competing in the 21<sup>st</sup> Century Economy

## DATA COMPENDIUM

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Prepared for  
The Colorado Workforce Development Council

*Colorado*  
Workforce Development Council

Prepared by  
Corporation for a Skilled Workforce



900 Victors Way, Suite 350  
Ann Arbor, MI 48108  
(734) 769-2900 (voice)  
(734) 769-2950 (fax)



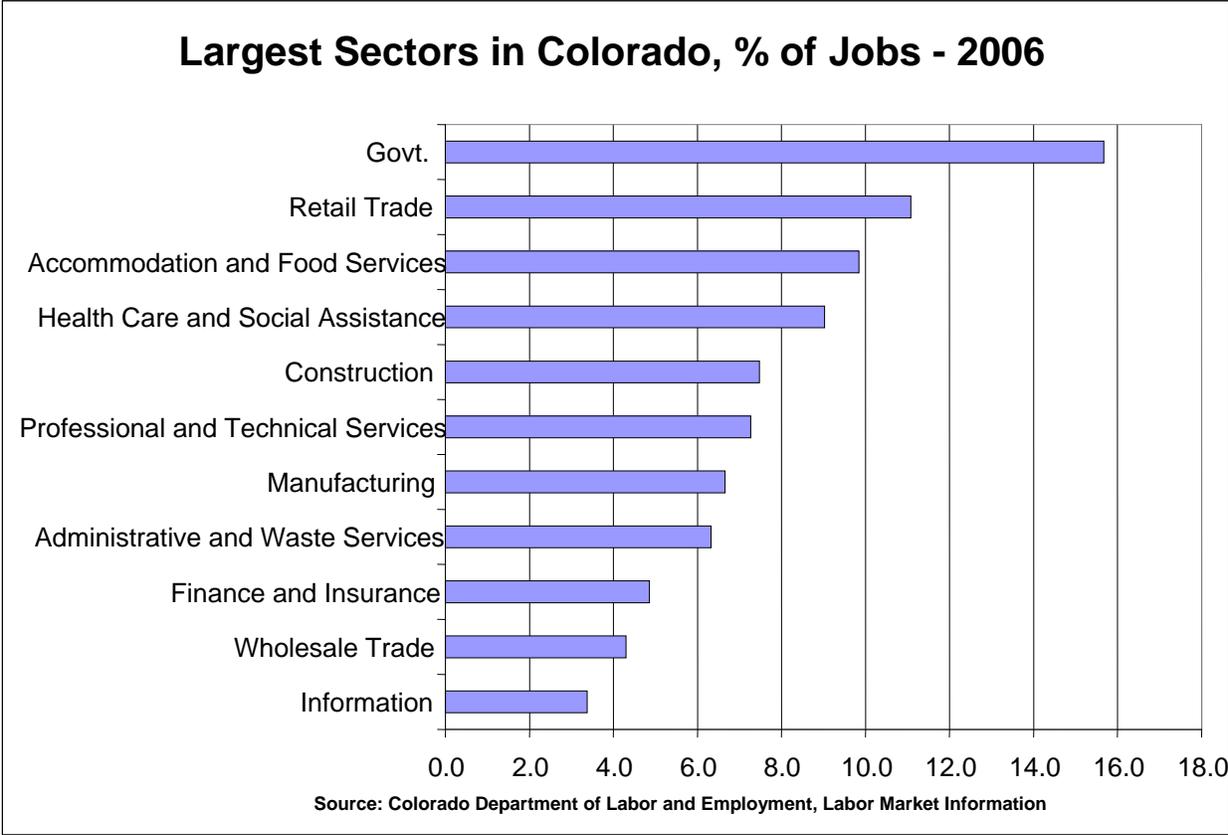


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# DEMAND INFORMATION

## Employment and Wages by Major Industry



Industry		Employed		Average Annual Wage
		Number	% of Total	
11	Agriculture, Forestry, Fishing & Hunting	14,834	0.7%	\$25,376
21	Mining	20,680	0.9%	\$84,292
22	Utilities	8,102	0.4%	\$92,508
23	Construction	167,647	7.5%	\$43,212
31	Manufacturing	149,158	6.7%	\$54,860
42	Wholesale Trade	96,368	4.3%	\$61,620
44	Retail Trade	248,455	11.1%	\$25,844
48	Transportation and Warehousing	62,097	2.8%	\$42,016
51	Information	75,629	3.4%	\$76,016
52	Finance and Insurance	109,065	4.9%	\$65,104
53	Real Estate and Rental and Leasing	47,694	2.1%	\$41,080



Industry		Employed		
		Number	% of Total	Average Annual Wage
54	Professional and Technical Services	163,023	7.3%	\$71,552
55	Management of Companies and Enterprises	26,992	1.2%	\$101,816
56	Administrative and Waste Services	141,841	6.3%	\$30,524
61	Educational Services (Private)	25,758	1.1%	\$33,072
62	Health Care and Social Assistance	202,394	9.0%	\$40,196
71	Arts, Entertainment, and Recreation	44,226	2.0%	\$29,588
72	Accommodation and Food Services	220,765	9.8%	\$15,548
81	Other Services, Ex. Public Admin	65,663	2.9%	\$30,108
99	Unclassified	268	0.0%	\$44,200
Gov	Total Government	351,372	15.7%	\$42,685
	Total All Industries	2,242,060	100.0%	\$43,506

Source: Colorado Department of Labor and Employment, Labor Market Information

## Colorado's Top Industries - Industry Modeling

### Top Ranking Industries in Colorado

Com- posite Ranking	NAICS Code	Industry	01-06 % Chng	2006 Avg Emp	Avg Ann \$	Total % Chng '05-'15	Loca- tion Quotient	01-06 % rank	2006 Avg Emp Rank	Avg Ann \$ Rank	Total % Chg '01- '15 Rank	Location Quotient Rank	Com- posite Totals
1	213	Support Activities for Mining	165.2	9,678	67,860	156.5	1.89	2	46	17	1	5	71
2	211	Oil and Gas Extraction	48.9	5,561	239,427	103.6	2.24	5	63	1	2	2	73
3	522	Credit Intermediation & Related Activity	19.7	53,756	54,236	41.2	1.1	10	6	25	18	30	89
4	541	Professional and Technical Services	7.2	163,023	71,552	31.5	1.33	27	2	15	29	17	90
5	551	Management of Companies and Enterprises	51.0	29,992	101,816	32.8	0.86	4	23	5	28	52	112
6	621	Ambulatory Health Care Services	16.7	82,920	50,856	39.9	0.95	12	5	33	19	44	113
7	238	Specialty Trade Contractors	0.3	112,780	38,376	59.4	1.41	42	4	46	8	14	114
8	236	Construction of Buildings	1.3	33,055	54,028	50.7	1.1	37	17	26	10	28	118
9	531	Real Estate	9.9	33,693	42,380	23	1.36	17	16	42	38	16	129
10	237	Heavy and Civil Engineering Construction	-2.4	21,812	52,000	69	1.31	50	28	32	4	19	133
11	561	Administrative and Support Services	4.0	135,155	29,276	71.1	0.99	34	3	62	3	40	142
12	511	Publishing industries	-18.1	28,516	72,904	24.1	1.92	72	20	13	35	4	144
13	444	Bldg Matl & Garden Supply Stores	10.5	23,709	30,628	43.4	1.08	17	25	59	16	32	148
14	516	Internet Publishing & Broadcasting	-2.3	1,078	71,760	63.6	2	49	77	14	6	3	149
15	722	Food Services and Drinking Places	9.1	179,774	13,884	37	1.15	19	1	86	21	24	151
16	622	Hospitals	12.5	60,143	45,396	29.6	0.68	14	1	39	31	68	161
17	713	Amusement, Gambling & Recreation Industries	5.3	34,978	21,476	25.8	1.51	32	124	76	33	11	166
18	486	Pipeline Transportation	8.6	832	119,600	18.9	1.3	23	80	3	47	20	173
19	423	Merchant Wholesalers, Durable Goods	-11.2	53,526	63,544	18	1.05	64	7	19	50	34	174
20	442	Furniture and Home Furnishings Stores	0.9	11,099	29,952	47.3	1.14	39	40	60	13	25	177

Source: Colorado Department of Labor and Employment, Labor Market Information



## About Industry Modeling

Industry modeling attempts to alleviate problems with looking at data through one-dimensional criteria such as employment (which distorts “top” lists towards entry-level industries) or wages (distorts towards high-wage industries), or historical or projected growth rates (which do not factor in employment base or wage), or location quotients (which similarly do not factor in employment base or wages or even growth rates.)

Through Industry Modeling, we can look at all five of these factors simultaneously, comparing each industry against each other industry in Colorado in any one of the criteria, and assigning a ranking of 1 to the best industry, 2 to the next industry, and so on. We then repeat this process for all five criteria, and create a total cumulative ranking (lower is better.) We believe this creates a list of industries that have some combination of strong employment base, large known or projected growth, high wages, or are competitive advantages in employment relative to the national average (location quotient.)

For those not familiar with location quotients, these represent the rate of employment for the state relative to the rate of employment in the same industry for the nation. A rate of 1.0 means that Colorado has the same rate of employment for that given industry as does the nation. Anything less than 1 means Colorado has a lower rate of employment in that industry compared to the nation. Economists believe location quotients of 2.0 or higher point to significant employment advantage for a given area relative to the nation.

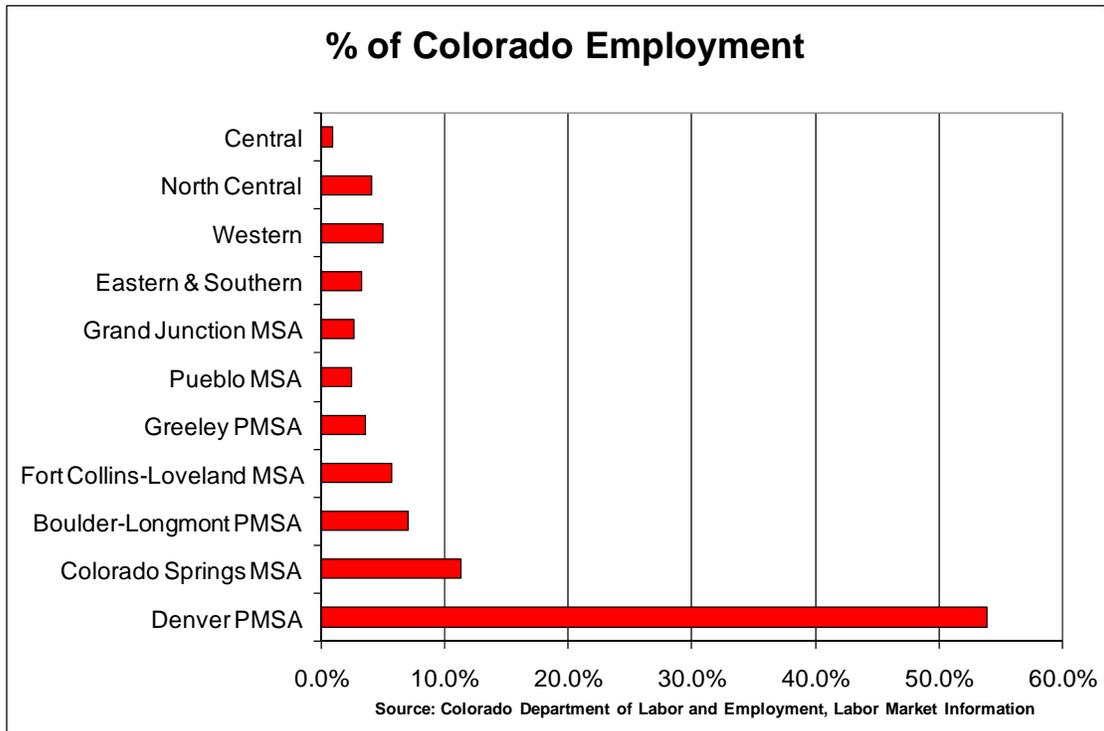
*It is important to note that industry modeling only includes private sector data.*

**Reading the table:** The first column of data represents the rate of known employment change between 2001 and 2006; the next column represents 2006 employment, the next column the annual wage, the next column the projected rate of change between 2005 and 2015, and then the location quotient as explained above. The next five columns are then the rankings for those industries (in the same order of the five elements of data) compared to all other industries in Colorado.

**For example:** Looking at the second ranked industry, Oil and Gas Extraction we see that the known rate of employment change between 2001 and 2006 was 48.9%. Looking at the ranking column five over, we see that this represented the fifth highest rate of change of all industries in Colorado. Similarly, we see an average annual wage of \$129,428 dollars for this industry; looking at the corresponding ranking column, we see that this represented the highest wage of all industries in Colorado.

The final column represents the total for the preceding five columns. If the user chose to create an average ranking, they could take this composite total and divide it by five (the number of criteria ranked in the model.)

## Employment and Wages by Region, 2006



Area	Average Annual Wage
<b>Colorado</b>	\$43,506
<b>Denver PMSA</b>	\$48,232
<b>Colorado Springs MSA</b>	\$38,323
<b>Boulder-Longmont PMSA</b>	\$50,946
<b>Fort Collins-Loveland MSA</b>	\$37,941
<b>Greeley PMSA</b>	\$35,144
<b>Pueblo MSA</b>	\$30,941
<b>Grand Junction MSA</b>	\$33,729
<b>Eastern &amp; Southern</b>	\$26,892
<b>Western</b>	\$32,925
<b>North Central</b>	\$35,909
<b>Central</b>	\$29,465

Source: Colorado Department of Labor and Employment, Labor Market Information



## Industry Evaluation

### Colorado's Largest Private Industries by Employment, 2006

NAICS Code	Industry	Average Employment	Avg. Annual Wage
722	Food Services and Drinking Places	179,774	\$13,884
541	Professional and Technical Services	163,023	\$71,552
561	Administrative and Support Services	136,155	\$29,276
238	Specialty Trade Contractors	112,780	\$38,376
621	Ambulatory Health Care Services	82,920	\$50,856
522	Credit Intermediation and Related Activity	53,756	\$54,236
423	Merchant Wholesalers, Durable Goods	53,526	\$63,544
622	Hospitals	50,143	\$45,396
452	General Merchandise Stores	47,104	\$20,578
445	Food and Beverage Stores	44,199	\$24,540
721	Accommodation	40,991	\$22,891
524	Insurance Carriers and Related Activities	37,610	\$57,980
623	Nursing and Residential Care Facilities	35,588	\$26,543
713	Amusement, Gambling and Recreation Industries	34,978	\$21,485
624	Social Assistance	33,744	\$20,709
531	Real Estate	33,693	\$42,354
236	Construction of Buildings	33,055	\$54,006
424	Merchant Wholesalers, Nondurable Goods	32,732	\$53,295
441	Motor Vehicle and Parts Dealers	31,533	\$41,870

Source: Colorado Department of Labor and Employment, Labor Market Information

### Colorado's Largest Growing Industries, 2001 to 2006

NAICS Code	Industry	2001 Avg. Employment	2006 Avg. Employment	2001 to 2006 Net Change
722	Food Services and Drinking Places	164,728	179,774	15,046
621	Ambulatory Health Care Services	71,060	82,920	11,860
541	Professional and Technical Services	152,006	163,023	11,017
551	Management of Companies and Enterprises	17,872	26,992	9,120
522	Credit Intermediation & Related Activity	44,923	53,756	8,833
213	Support Activities for Mining	3,650	9,678	6,028
622	Hospitals	44,563	50,143	5,580
561	Administrative and Support Services	129,945	135,155	5,210
624	Social Assistance	28,939	33,744	4,805
425	Electronic Markets and Agents/Brokers	5,548	10,110	4,562

Source: Colorado Department of Labor and Employment, Labor Market Information



## Colorado's Largest Declining Industries, 2001 to 2006

NAICS Code	Industry	2001 Avg. Employment	2006 Avg. Employment	2001 to 2006 Net Change
334	Computer and Electronic Product Mfg.	47,741	28,370	-19,371
517	Telecommunications	46,862	27,833	-19,029
423	Merchant Wholesalers, Durable Goods	60,298	53,526	-6,772
511	Publishing Industries	34,827	28,516	-6,311
518	ISPs, Search Portals, and Data Processing	11,011	7,086	-3,925
447	Gasoline Stations	15,526	12,562	-2,964
523	Financial Investment and Related Activity	17,448	14,611	-2,837
481	Air Transportation	16,107	13,302	-2,805
323	Printing and Related Support Activities	10,407	7,781	-2,626
311	Food Manufacturing	19,848	17,326	-2,522
515	Broadcasting (except Internet)	8,959	6,591	-2,368
453	Miscellaneous Store Retailers	18,729	16,430	-2,299
332	Fabricated Metal Product Manufacturing	17,133	14,954	-2,179

Source: Colorado Department of Labor and Employment, Labor Market Information

## Location Quotients (2005)

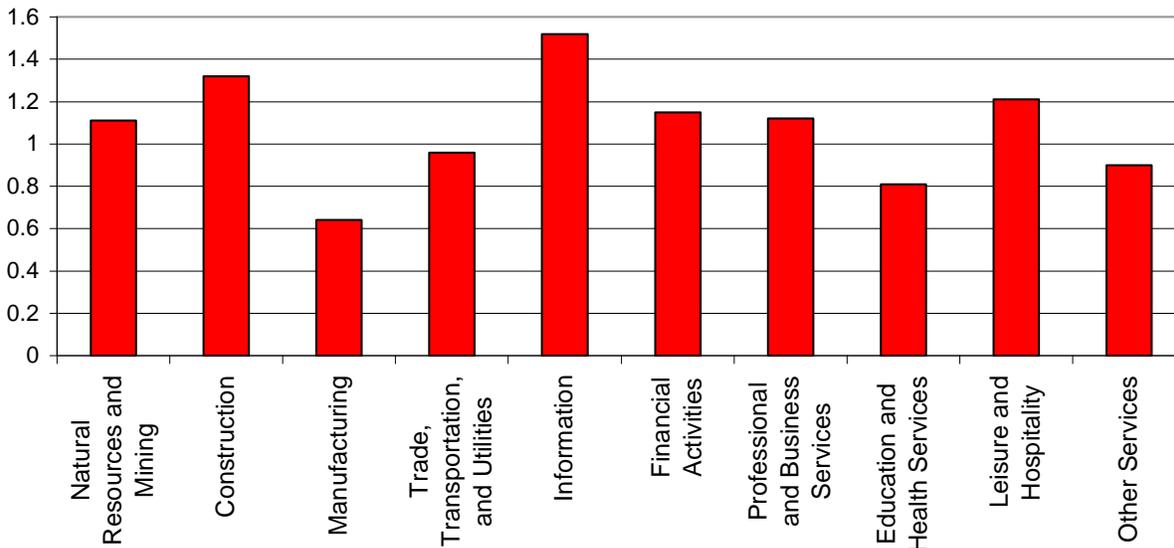
### Colorado's Location Quotients (Compared to U.S.)

Natural Resources and Mining	1.11
Construction	1.32
Manufacturing	0.64
Trade, Transportation, and Utilities	0.96
Information	1.52
Financial Activities	1.15
Professional and Business Services	1.12
Education and Health Services	0.81
Leisure and Hospitality	1.21
Other Services	0.9

Source: U.S. Department of labor, Bureau of Labor Statistics



### Colorado Supersector Location Quotients - 2005



Source: U. S. Dept. of Labor, Bureau of Labor Statistics

### Location Quotients – Sector level (2005)

Industry	Colorado -- Statewide
Base Industry: Total All Industries	1
11 Agriculture, forestry, fishing and hunting	0.77
21 Mining	1.82
22 Utilities	0.87
23 Construction	1.32
31-33 Manufacturing	0.64
42 Wholesale trade	0.98
44-45 Retail Trade	0.97
48-49 Transportation and warehousing	0.89
51 Information	1.52
52 Finance and insurance	1.08
53 Real estate and rental and leasing	1.32
54 Professional and technical services	1.33
55 Management of companies and enterprises	0.86



Industry	Colorado -- Statewide
56 Administrative and waste services	1.01
61 educational services	0.69
62 Health care and social assistance	0.83
71 Arts, entertainment, and recreation	1.39
72 Accommodation and food services	1.18
81 Other services, except public administration	0.9
99 Unclassified	0.06
Location Quotient: Ratio of analysis-industry employment in the analysis area to base-industry employment in the analysis area divided by the ratio of analysis-industry employment in the base area to base-industry employment in the base area.	

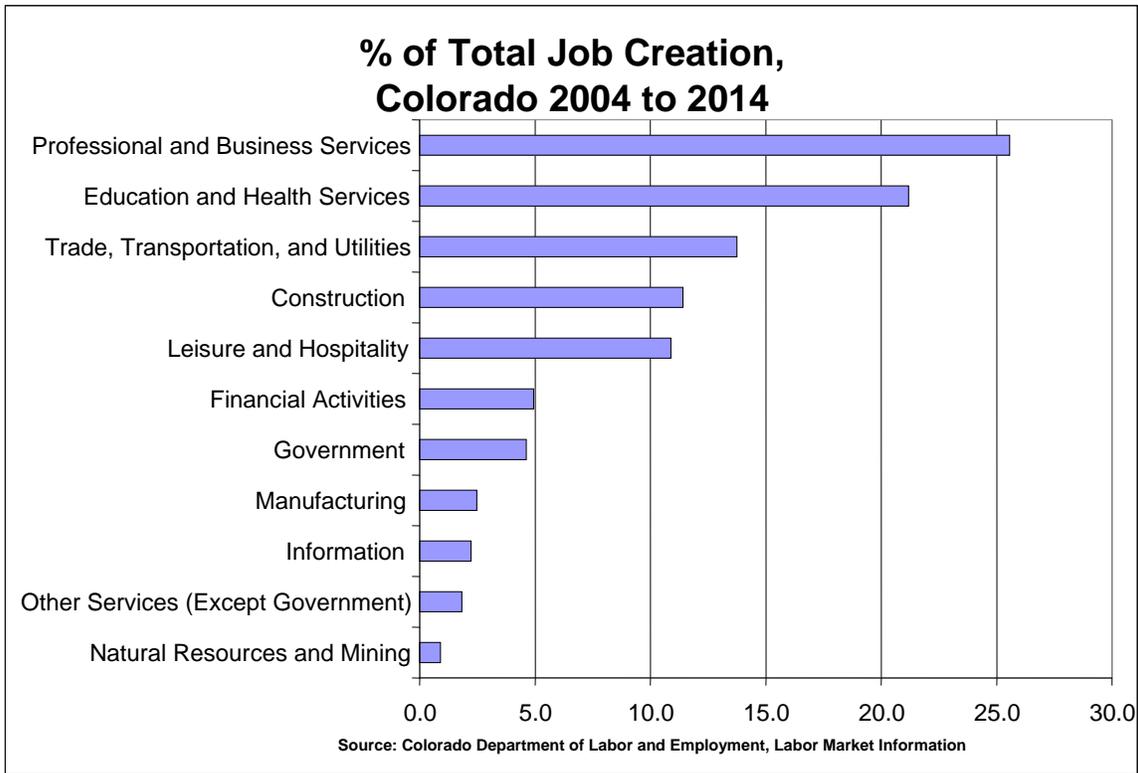
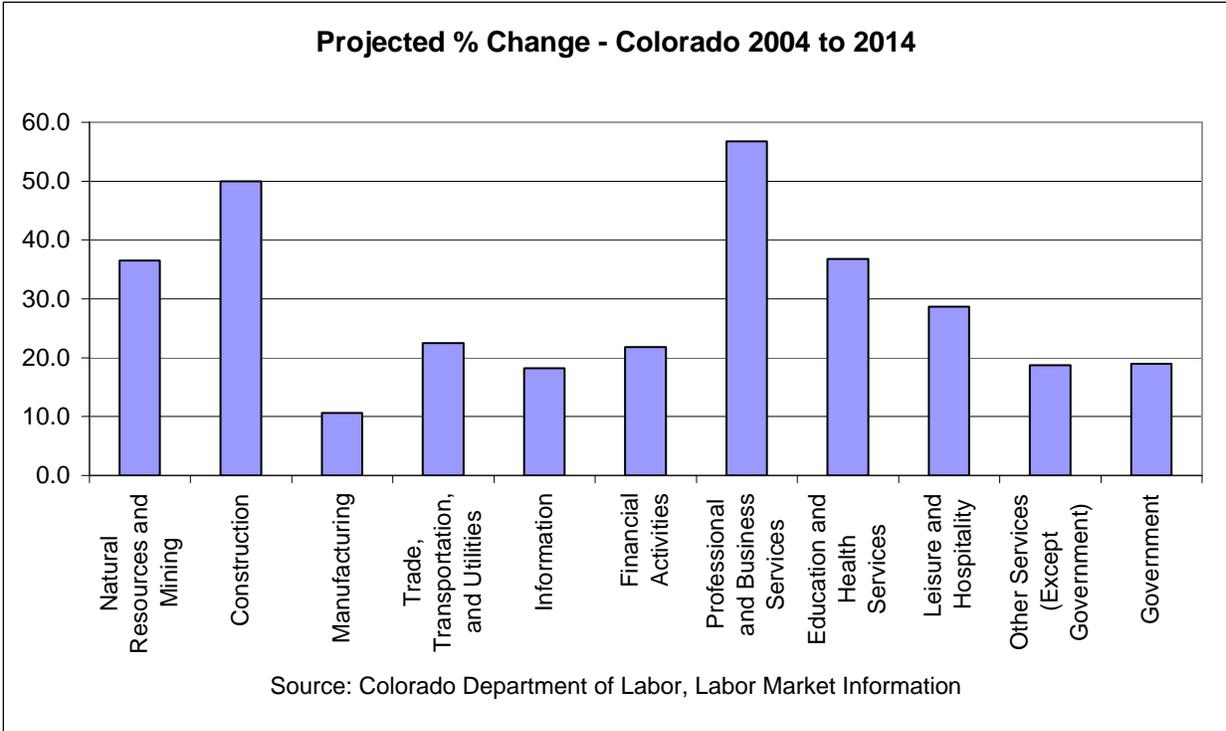
Source: U.S. Department of labor, Bureau of Labor Statistics

## Industry Projections for Colorado

### Industry Employment & Projections Data in Colorado 2004 to Projected Year 2014

Industry title	Estimated Employment	Projected Employment	Total Employment Change	Annual Avg. Percent Change	Total Percent Change
Total Employment, All Jobs	2,129,170	2,792,490	663,320	2.8	31.2
Goods, Producing	322,520	420,710	98,190	2.7	30.4
Natural Resources and Mining	16,620	22,690	6,070	3.2	36.5
Construction	151,430	227,120	75,690	4.1	50.0
Manufacturing	154,470	170,900	16,430	1.0	10.6
Services, Providing	1,796,450	2,360,450	564,000	2.8	30.6
Trade, Transportation and Utilities	405,690	496,870	91,180	2.1	22.5
Information	81,270	96,070	14,700	1.7	18.2
Financial Activities	150,390	183,160	32,770	2.0	21.8
Professional and Business Services	298,790	468,340	169,550	4.6	56.7
Education and Health Services	382,010	522,590	140,580	3.2	36.8
Leisure and Hospitality	251,350	323,560	72,210	2.6	28.7
Other Services (except Gov't.)	65,270	77,460	12,190	1.7	18.7
Government	161,680	192,400	30,720	1.8	19.0

Source: Colorado Department of Labor and Employment, Labor Market Information





## Colorado Industries Expected to Decline or Have Little Growth 2004 to 2014

NAICS Code	Industry	Estimated Employment	Projected Employment	Total Employment Change	Total Percent Change
425000	Wholesale Electronic Markets and Agents and Brokers	8,580	7,600	-980	-11.4
336000	Transportation Equipment Mfg.	9,770	9,000	-770	-7.9
333000	Machinery Manufacturing	8,630	8,070	-560	-6.5
326000	Plastics & rubber Products Mfg.	5,120	4,830	-290	-5.7
323000	Printing and Related Support Activities	8,070	7,810	-260	-3.2
315000	Apparel manufacturing	970	720	-250	25.8
221000	Utilities	7,930	7,720	-210	-2.6
314000	Textile Product Mills	1,880	1,730	-150	-8
331000	Primary Metal Manufacturing	1,910	1,880	-30	-1.6
313000	Textile Mills	170	170	0	0
322000	Paper Manufacturing	2,470	2,470	0	0
521000	Monetary Authorities – Central Bank	250	250	0	0
486000	Pipeline Transportation	840	850	10	1.2
312000	Beverage and Tobacco Product Mfg.	5,870	5,890	20	0.3
316000	Leather and Allied Product Mfg.	610	650	40	6.6

Source: Colorado Department of Labor and Employment, Labor Market Information

## Colorado Industries Expected to Have the Most Growth 2004 to 2014

NAICS Code	Industry	Estimated Employment	Projected Employment	Total Employment Change	Total Percent Change
541000	Professional, Scientific, and Technical Services	144,730	236,660	91,930	63.5
561000	Administrative and Support Services	133,830	192,220	68,390	55.2
611000	Educational Services	173,340	237,750	64,410	37.2
722000	Food Service and Drinking Places	169,950	223,580	53,630	31.6
238000	Specialty Trade Contractors	102,610	155,440	52,830	51.5
621000	Ambulatory Health Care Services	79,190	110,850	31,660	40
622000	Hospitals	64,120	86,530	22,410	35
522000	Credit Intermediation and Related Activities	51,530	65,140	13,610	26.4
236000	Construction of Buildings	29,690	42,200	12,510	42.1
623000	Nursing and Residential Care Facilities	34,130	45,400	11,270	33
624000	Social Assistance	31,230	42,060	10,830	34.7



NAICS Code	Industry	Estimated Employment	Projected Employment	Total Employment Change	Total Percent Change
444000	Building Material and Garden Equipment and Supplies Dealers	22,450	32,950	10,500	46.8
531000	Real Estate	31,880	42,340	10,460	32.8
237000	Heavy and Civil Engineering Construction	19,130	29,480	10,350	54.1
721000	Accommodation	39,260	48,970	9,710	24.7
551000	Management of Companies and Enterprises	22,400	31,430	9,030	40.3
445000	Food and Beverage Stores	42,430	50,780	8,350	19.7
423000	Merchant Wholesalers, Durable Goods	51,710	59,810	8,100	15.7
452000	General Merchandise Stores	44,700	52,480	7,780	17.4
441000	Motor Vehicle and Parts Dealers	32,410	40,060	7,650	23.6
453000	Miscellaneous Store Retailers	17,280	24,440	7,160	41.4
713000	Amusement, Gambling, and Recreation Industries	33,740	40,530	6,790	20.1
811000	Repair and Maintenance	22,780	29,190	6,410	28.1
517000	Telecommunications	32,530	38,280	5,750	34.7
451000	Sporting Goods, Hobby, Book and Music Stores	15,620	21,040	5,420	29.5
311000	Food manufacturing	17,770	23,020	5,250	29.5
511000	Publishing Industries	29,700	34,830	5,130	17.3

Source: Colorado Department of Labor and Employment, Labor Market Information

## Industry Projections for Local Areas

### Industry Employment & Projections Data in Boulder-Longmont MSA 2004 to Projected Year 2014

Industry title	Estimated Employment	Projected Employment	Total Employment Change	Annual Avg. Percent Change	Total Percent Change
Total Employment, All Jobs	151,555	197,615	46,060	2.69	30.4
Goods, Producing	25,485	27,305	1,820	0.69	7.1
Natural Resources and Mining	410	430	20	0.48	4.9
Construction	6,175	7,855	1,680	2.44	27.2
Manufacturing	18,900	19,020	120	0.06	0.6
Services, Providing	125,210	168,405	43,640	3.01	34.9
Trade, Transportation and Utilities	22,210	27,555	5,790	2.18	26.1
Information	9,355	9,845	490	0.51	5.2
Financial Activities	7,255	8,855	1,600	2.01	22.1
Professional and Business	26,995	46,830	19,835	5.66	73.5



Industry title	Estimated Employment	Projected Employment	Total Employment Change	Annual Avg. Percent Change	Total Percent Change
Services					
Education and Health Services	31,725	41,195	9,470	2.65	29.9
Leisure and Hospitality	15,740	20,485	4,745	2.67	30.1
Other Services (except Gov't.)	4,215	4,830	615	1.37	14.6
Government	7,715	8,810	1,095	1.34	14.2

Source: Colorado Department of Labor and Employment, Labor Market Information

### Industry Employment & Projections Data in Colorado Springs MSA 2004 to Projected Year 2014

Industry title	Estimated Employment	Projected Employment	Total Employment Change	Annual Avg. Percent Change	Total Percent Change
Total Employment, All Jobs	241,835	322,330	80,495	2.91	33.3
Goods, Producing	53,430	44,595	8,590	-1.79	16.1
Natural Resources and Mining	425	590	165	3.33	38.8
Construction	32,890	20,585	5,120	-4.58	15.6
Manufacturing	20,115	23,420	3,305	1.53	16.4
Services, Providing	204,285	274,780	70,495	3.01	34.5
Trade, Transportation and Utilities	39,020	48,545	9,525	2.21	24.4
Information	10,030	14,745	4,715	3.93	47
Financial Activities	16,690	22,055	5,365	2.83	32.1
Professional and Business Services	35,385	56,360	20,975	4.76	59.3
Education and Health Services	44,965	60,444	15,590	3.02	34.7
Leisure and Hospitality	29,655	39,405	9,750	2.88	32.9
Other Services (except Gov't.)	9,865	11,210	1,345	1.29	13.6
Government	18,675	21,905	3,230	1.61	17.3

Source: Colorado Department of Labor and Employment, Labor Market Information

## Industry employment & Projections Data in Denver-Aurora MSA 2004 to Projected Year 2014

Industry title	Estimated Employment	Projected Employment	Total Employment Change	Annual Avg. Percent Change	Total Percent Change
Total Employment, All Jobs	1,150,980	1,493,375	342,395	2.64	29.7
Goods, Producing	158,410	190,135	31,725	1.84	20
Natural Resources and Mining	5,840	5,366	-475	-0.84	-8.1
Construction	80,660	108,510	27,850	3.01	34.5
Manufacturing	71,910	76,260	4,350	0.59	6
Services, Providing	984,075	1,283,565	299,490	2.69	30.4
Trade, Transportation and Utilities	230,590	279,890	49,300	1.96	21.4
Information	51,430	58,640	7,210	1.32	14
Financial Activities	96,005	113,445	17,440	1.68	18.2
Professional and Business Services	183,180	268,145	84,965	3.88	46.4
Education and Health Services	189,090	277,435	88,345	3.91	46.7
Leisure and Hospitality	118,140	149,885	31,745	2.41	26.9
Other Services (except Gov't.)	35,595	41,740	6,145	1.61	17.3
Government	80,045	94,385	14,340	1.66	17.9

Source: Colorado Department of Labor and Employment, Labor Market Information

## Industry Employment & Projections Data in Fort Collins-Loveland MSA 2004 to Projected Year 2014

Industry title	Estimated Employment	Projected Employment	Total Employment Change	Annual Avg. Percent Change	Total Percent Change
Total Employment, All Jobs	121,660	163,390	41,730	3.0	34.3
Goods, Producing	24,480	28,645	4,165	1.6	17.0
Natural Resources and Mining	380	575	195	4.2	51.3
Construction	9,485	11,550	2,065	2.0	21.8
Manufacturing	14,615	16,520	1,905	1.2	13.0
Services, Providing	96,680	131,110	34,430	3.1	35.6
Trade, Transportation & Utils	21,485	27,965	6,480	2.7	30.2
Information	2,415	3,060	645	2.4	26.7
Financial Activities	5,275	6,735	1,460	2.5	27.7
Professional & Business Svcs	14,190	25,850	11,660	6.2	82.2
Education & Health Services	26,790	33,725	6,935	2.3	25.9
Leisure and Hospitality	16,270	20,095	4,825	2.8	31.6
Other Services (except Gov't.)	3,200	4,230	1,030	2.8	32.2
Government	8,055	9,450	1,395	1.6	17.3

Source: Colorado Department of Labor and Employment, Labor Market Information

## Industry Employment & Projections Data in Grand Junction MSA 2004 to Projected Year 2014

Industry title	Estimated Employment	Projected Employment	Total Employment Change	Annual Avg. Percent Change	Total Percent Change
Total Employment, All Jobs	53,425	70,185	16,760	2.77	31.4
Goods, Producing	8,680	11,665	2,985	3	34.4
Natural Resources and Mining	825	1,195	370	3.77	44.8
Construction	4,425	6,470	2,045	3.87	46.2
Manufacturing	3,430	4,000	570	1.55	16.6
Services, Providing	44,400	67,215	12,815	2.57	28.9
Trade, Transportation and Utilities	11,920	14,680	2,760	2.1	23.2
Information	950	880	-70	-0.76	-7.4
Financial Activities	2,975	3,745	770	2.33	25.9
Professional and Business Services	5,150	9,655	4,505	6.49	87.5
Education and Health Services	11,290	13,315	2,025	1.66	17.9
Leisure and Hospitality	6,490	8,435	1,945	2.66	30
Other Services (except Gov't.)	1,555	1,820	265	1.59	17
Government	4,070	4,685	615	1.42	15.1

Source: Colorado Department of Labor and Employment, Labor Market Information

## Industry Employment & Projections Data in Greeley MSA 2004 to Projected Year 2014

Industry title	Estimated Employment	Projected Employment	Total Employment Change	Annual Avg. Percent Change	Total Percent Change
Total Employment, All Jobs	71,690	96,180	23,490	2.87	32.8
Goods, Producing	18,995	26,050	7,055	3.21	37.1
Natural Resources and Mining	1,875	2,255	380	1.86	20.3
Construction	7,025	10,200	3,175	3.8	45.2
Manufacturing	10,095	13,595	3,500	3.02	34.7
Services, Providing	52,330	67,615	15,285	2.6	29.2
Trade, Transportation and Utilities	13,690	16,360	2,670	1.8	19.5
Information	1,080	1,205	125	1.1	11.6
Financial Activities	4,095	4,580	485	1.13	11.8
Professional and Business Services	6,500	12,360	5,860	6.64	90.2
Education and Health Services	14,390	17,350	2,960	1.89	20.6



Industry title	Estimated Employment	Projected Employment	Total Employment Change	Annual Avg. Percent Change	Total Percent Change
Leisure and Hospitality	6,300	7,990	1,690	2.4	26.8
Other Services (except Gov't.)	1,690	2,065	375	2.02	22.2
Government	4,585	5,705	1,120	2.21	24.4

Source: Colorado Department of Labor and Employment, Labor Market Information

## Industry Employment & Projections Data in Pueblo MSA 2004 to Projected Year 2014

Industry title	Estimated Employment	Projected Employment	Total Employment Change	Annual Avg. Percent Change	Total Percent Change
Total Employment, All Jobs	53,030	61,895	8,865	1.56	16.7
Goods, Producing	7,880	8,760	880	1.06	11.2
Natural Resources and Mining	50	90	40	6.05	80
Construction	3,705	4,855	1,150	2.74	31
Manufacturing	4,125	3,815	-310	-0.78	-7.5
Services, Providing	45,140	52,285	7,145	1.48	15.8
Trade, Transportation and Utilities	10,340	11,470	1,130	1.04	10.9
Information	795	795	0	0	0
Financial Activities	2,190	2,515	325	1.39	14.8
Professional and Business Services	4,455	7,330	2,875	5.11	64.5
Education and Health Services	15,070	15,740	670	0.44	4.4
Leisure and Hospitality	5,955	7,510	1,555	2.35	26.1
Other Services (except Gov't.)	1,410	1,540	130	0.89	9.2
Government	4,925	5,385	460	0.9	9.3

Source: Colorado Department of Labor and Employment, Labor Market Information

# ENTREPRENEURSHIP INDICATORS<sup>1</sup>

## Entrepreneurship Indicators: State of Colorado Calculated by the Center for the Study of Rural America, Summer 2006

Data from Bureau of Economic Analysis, 20027 2003 U.S. Census Non-Employer Receipts, 2002

Update of Fall 2004 Release of 2001 Entrepreneurship Indicators

Breadth = 2003 nonfarm proprietor employment/2003 nonfarm employment, BEA  
(e.g. "Ratio of Self-Employed/Proprietors to Total Employment")

Income = 2003 nonfarm proprietor income/2003 nonfarm proprietor employment, BEA  
(e.g. "Ratio of Self-Employed Income to the Number of Self-Employed")

Value Added = 2002 nonfarm proprietor income, BEA/ 2002 non-employer receipts, Census  
(e.g. "Ratio of Self-Employed Income to All Income")

County	FIPS	Breadth	Depth-Income	Depth-Value Added
Adams	8001	0.23	20,665	0.51
Alamosa	8003	0.17	15,910	0.49
Arapahoe	8005	0.27	46,051	n/a
Archuleta	8007	0.46	10,123	0.26
Baca	8009	0.36	12,010	0.37
Bent	8011	0.28	9,750	n/a
Boulder	8013	0.22	20,990	0.44
Broomfield	8014	0.18	21,913	n/a
Chaffee	8015	0.31	10,535	0.30
Cheyenne	8017	0.31	16,319	0.56
Clear Creek	8019	0.47	15,712	n/a
Conejos	8021	0.39	9,615	0.27
Costilla	8023	0.33	6,595	n/a
Crowley	8025	0.25	7,705	n/a
Custer	8027	0.50	14,380	0.34
Delta	8029	0.35	10,653	0.31
Denver	8031	0.13	82,910	1.55
Douglas	8035	0.21	19,187	0.40
Eagle	8037	0.24	27,642	n/a
Elbert	8039	0.46	11,280	0.24
El Paso	8041	0.19	22,570	0.56
Fremont	8043	0.24	13,046	0.37
Garfield	8045	0.28	18,766	0.39
Gilpin	8047	0.06	13,749	n/a
Grand	0.49	0.31	19,877	0.43
Gunnison	8051	0.28	20,360	0.51
Hinsdale	8053	0.48	7,377	n/a
Huerfano	8055	0.34	11,130	0.30
Jackson	8057	0.42	10,431	0.28

<sup>1</sup> [http://www.kansascityfed.org/RegionalAffairs/Mainstreet/MSE\\_0904.pdf](http://www.kansascityfed.org/RegionalAffairs/Mainstreet/MSE_0904.pdf)



### Entrepreneurship Indicators: State of Colorado

Calculated by the Center for the Study of Rural America, Summer 2006  
Data from Bureau of Economic Analysis, 2002-2003 U.S. Census Non-Employer Receipts, 2002  
Update of Fall 2004 Release of 2001 Entrepreneurship Indicators

County	FIPS	Breadth	Depth-Income	Depth-Value Added
Jefferson	8059	0.16	44,516	1.08
Kiowa	8061	0.38	5,511	n/a
Kit Carson	8063	0.27	17,107	0.47
Lake	8065	0.31	11,572	n/a
La Plata	8067	0.27	21,883	0.50
Larimer	8069	0.23	23,587	0.53
Las Animas	8071	0.21	12,928	0.35
Lincoln	8073	0.22	9,469	0.33
Logan	8075	0.20	20,232	n/a
Mesa	8077	0.23	16,374	0.39
Mineral	8079	0.34	9,973	n/a
Moffat	8081	0.27	15,578	0.52
Montezuma	8083	0.26	11,119	0.35
Montrose	8085	0.30	23,977	0.62
Morgan	8087	0.20	18,797	0.50
Otero	8089	0.21	12,343	0.43
Ouray	8091	0.44	15,904	0.35
Park	8093	0.58	8,794	0.23
Phillips	8095	0.31	12,101	0.37
Pitkin	8097	0.21	41,159	n/a
Prowers	8099	0.20	17,774	0.52
Pueblo	8101	0.18	25,279	0.70
Rio Blanco	8103	0.26	30,805	1.00
Rio Grande	8105	0.30	18,080	0.49
Routt	8107	0.25	26,300	0.56
Saguache	8109	0.30	17,229	0.63
San Juan	8111	0.42	15,868	0.63
San Miguel	8113	0.34	13,625	0.27
Sedgwick	8115	0.35	7,796	0.29
Summit	8117	0.24	12,520	n/a
Teller	8119	0.34	12,504	0.27
Washington	8121	0.33	12,840	0.42
Weld	8123	0.22	27,061	0.58
Yuma	8125	0.29	11,974	0.34

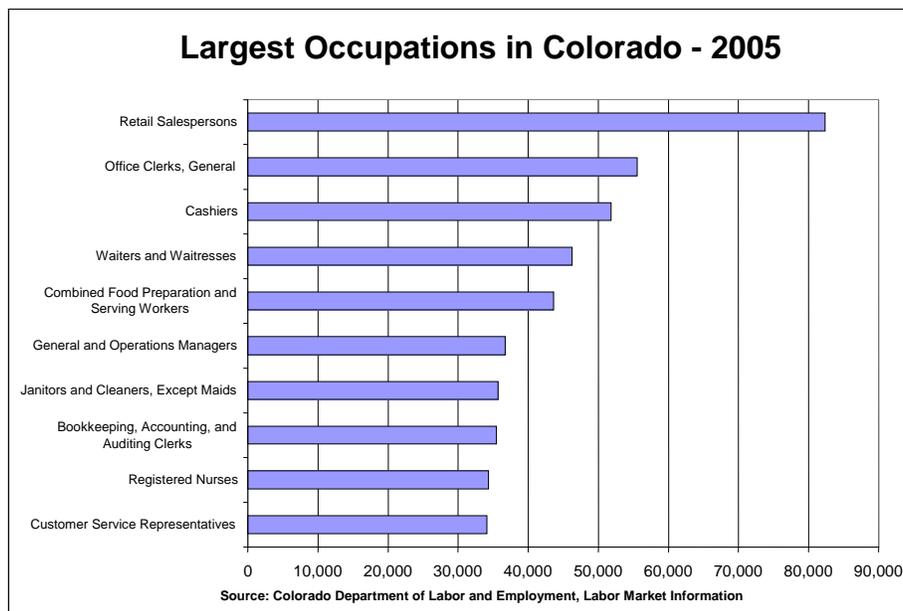
Source: [http://www.kansascityfed.org/RegionalAffairs/Mainstreet/MSE\\_0904.pdf](http://www.kansascityfed.org/RegionalAffairs/Mainstreet/MSE_0904.pdf)

# Occupational Employment by Major Category

## Colorado 2006

Occ. Code	Title	Jobs	Percent of Total
00-0000	All Occupations	2,207,120	100.0
11-0000	Management occupations	107,070	4.9
13-0000	Business and financial operations occupations	114,640	5.2
15-0000	Computer and mathematical occupations	77,980	3.5
17-0000	Architecture and engineering occupations	54,890	2.5
19-0000	Life, physical, and social science occupations	28,390	1.3
21-0000	Community and social services occupations	26,380	1.2
23-0000	Legal occupations	17,630	0.8
25-0000	Education, training, and library occupations	120,890	5.5
27-0000	Arts, design, entertainment, sports, and media occupations	31,630	1.4
29-0000	Health care practitioners and technical occupations	99,920	4.5
31-0000	Health care support occupations	41,610	1.9
33-0000	Protective service occupations	46,580	2.1
35-0000	Food preparation and serving related occupations	197,070	8.9
37-0000	Building and grounds cleaning & maintenance occupations	76,160	3.5
39-0000	Personal care and service occupations	60,700	2.8
41-0000	Sales and related occupations	257,450	11.7
43-0000	Office and administrative support occupations	372,340	16.9
45-0000	Farming, fishing, and forestry occupations	3,450	0.2
47-0000	Construction and extraction occupations	141,740	6.4
49-0000	Installation, maintenance, and repair occupations	89,030	4.0
51-0000	Production occupations	103,820	4.7
53-0000	Transportation and material moving occupations	137,740	6.2

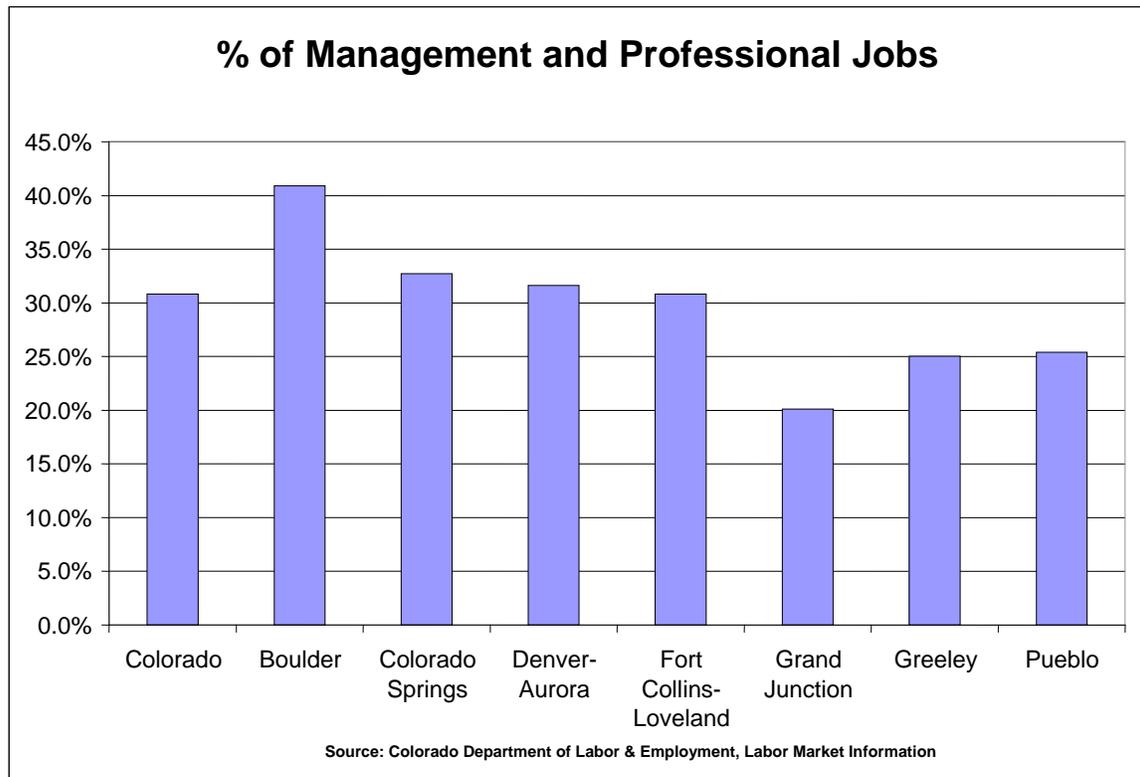
Source: U.S. Department of Labor, Bureau of Labor Statistics, Occupational Employment Statistics Program (OES)



## Local Area Select Occupational Categories, 2006

	Management/ Professional	Service	Sales & Office	Construction/ Repair & Installation/ Extraction	Production/ Transportation
Colorado	30.8%	19.1%	28.5%	10.5%	10.95%
Boulder	40.9%	17.3%	25.7%	5.7%	9.4%
Colorado Springs	32.7%	19.5%	28.8%	9.4%	6.6%
Denver-Aurora	31.6%	18.0%	29.5%	9.9%	10.9%
Fort Collins-Loveland	30.8%	18.9%	28.6%	10.2%	11.4%
Grand Junction	20.1%	19.4%	30.2%	13.4%	12.4%
Greeley	25.0%	17.0%	27.0%	13.6%	17.1%
Pueblo	25.4%	23.8%	28.1%	10.6%	12.0%

Source: U. S. Department of Labor, Bureau of Labor Statistics, Occupational Employment Statistics Program (OES)





## Occupational Projections

### Occupational Projections by Major Category

SOC Code	Occupational Title	Estimated Employment				Average Annual Openings		
		2004	2014	Change	% Change	New Jobs	Replacements	Total Openings
00-0000	Total, All Occupations	2,325,990	2,990,350	664,360	28.6%	67,020	55,150	122,170
11-0000	Management Occupations	132,450	168,730	36,280	27.4%	3,630	2,480	6,110
13-0000	Business and Financial Operations Occupations	116,160	154,070	37,910	32.6%	3,790	2,070	5,860
15-0000	Computer and Mathematical Occupations	80,490	123,140	42,650	53.0%	4,270	990	5,260
17-0000	Architecture and Engineering Occupations	55,260	74,450	19,190	34.7%	1,920	1,190	3,110
19-0000	Life, Physical, and Social Science Occupations	26,460	34,730	8,270	31.3%	830	640	1,470
21-0000	Community and Social Services Occupations	26,070	34,560	8,490	32.6%	850	500	1,350
23-0000	Legal Occupations	19,470	25,970	6,500	33.4%	650	230	880
25-0000	Education, Training, and Library Occupations	116,680	159,430	42,750	36.6%	4,280	2,440	6,720
27-0000	Arts, Design, Entertainment, Sports, & Media Occupations	42,080	51,790	9,710	23.1%	970	820	1,790
29-0000	Health Care Practitioners and Technical Occupations	99,760	138,500	38,740	38.8%	3,870	1,860	5,730
31-0000	Health Care Support Occupations	41,590	58,300	16,710	40.2%	1,670	690	2,360
33-0000	Protective Service Occupations	47,980	60,820	12,840	26.8%	1,280	1,460	2,740
35-0000	Food Preparation and Serving Related Occupations	197,740	257,130	59,390	30.0%	5,940	7,870	13,810
37-0000	Building and Grounds Cleaning and Maintenance Occupations	85,110	113,690	28,580	33.6%	2,860	1,710	4,570
39-0000	Personal Care and Service Occupations	73,420	91,260	17,840	24.3%	1,790	1,760	3,550
41-0000	Sales and Related Occupations	273,620	335,380	61,760	22.6%	6,180	8,680	14,860
43-0000	Office and Administrative Support Occupations	388,070	464,310	76,240	19.6%	8,060	8,730	16,790
45-0000	Farming, Fishing, and Forestry Occupations	5,470	7,080	1,610	29.4%	160	150	310
47-0000	Construction and Extraction Occupations	152,600	214,150	61,550	40.3%	6,160	12,950	9,110
49-0000	Installation, Maintenance, and Repair Occupations	94,210	119,660	25,450	27.0%	2,550	2,170	4,720
51-0000	Production Occupations	110,230	128,160	17,930	16.3%	1,880	2,650	4,530
53-0000	Transportation and Material Moving Occupations	141,070	175,050	33,980	24.1%	3,460	3,110	6,570

Source: Colorado Department of Labor and Employment, Labor Market Information

## Colorado's Top Occupations - Occupational Modeling

Overall Ranking	Code	Occupational Title	2005 Emp.	2015 Emp.	% Change '05 to '15	Avg. Ann. Wage (\$)	Employment Ranking	Percent Change Rank	Wage Ranking	Total Ranking Score	Unemployment Quartile	Part-Time Quartile	Percent self-employed	Education and Training - Primary Source
1	151031	Computer Software Engineers, Applications	13,867	21,711	56.6	85,570	38	38	43	119	L	VL	2.4	Bachelor's degree
2	151032	Computer Software Engineers, Systems Software	10,903	16,601	52.3	85,420	50	55	45	150	L	VL	2.4	Bachelor's degree
3	119021	Construction Managers	12,583	18,526	47.2	76,410	46	80	69	195	VL	VL	54.2	Bachelor's degree
4	151081	Network Systems and Data Communications Analysts	6,354	10,510	65.4	69,300	92	16	99	207	L	VL	19.9	Bachelor's degree
5	111021	General and Operations Managers	36,730	49,702	35.3	97,480	6	174	29	209	VL	VL	0.6	Bachelor's plus experience
6	151051	Computer Systems Analysts	11,946	17,218	44.1	73,840	48	98	78	224	L	VL	5.0	Bachelor's degree
7	151071	Network and Computer Systems Administrators	7,107	10,758	51.4	70,630	82	60	93	235	L	VL	0.6	Bachelor's degree
8	471011	First-Line Supervisors/Managers of Construction Trades and E	16,404	25,522	55.6	56,130	32	43	176	251	L	VL	24.7	Work experience in a related occupation
9	291051	Pharmacists	3,900	5,631	44.4	93,480	141	96	32	269	VL	H	1.7	First professional degree
10	131199	Business Operations Specialists, All Other	24,056	32,912	36.8	67,730	20	149	106	275	L	L	0.0	Bachelor's degree
11	113021	Computer and Information Systems Managers	4,505	6,155	36.6	108,760	121	152	20	293	L	VL	1.2	Bachelor's plus experience
12	131051	Cost Estimators	5,181	8,114	56.6	57,790	107	39	166	312	VL	VL	2.2	Work experience in a related occupation
13	132072	Loan Officers	7,292	10,329	41.6	61,540	76	114	134	324	VL	VL	2.7	Bachelor's degree
14	119032	Education Administrators, Elementary and Secondary School	3,503	4,998	42.7	75,940	160	109	70	339	VL	L	3.6	Bachelor's plus experience
15	132011	Accountants and Auditors	26,884	36,095	34.3	61,420	14	189	136	339	VL	L	10.9	Bachelor's degree
16	112021	Marketing Managers	3,770	5,084	34.9	96,900	145	181	30	356	L	VL	3.6	Bachelor's plus experience
17	131111	Management Analysts	10,035	13,079	30.3	84,260	53	263	47	363	L	L	24.7	Bachelor's plus experience
18	472111	Electricians	14,000	22,113	58	43,860	36	34	295	365	H	VL	9.5	Long-term on-the-job training
19	113031	Financial Managers	6,139	8,033	30.9	104,290	96	254	21	371	VL	VL	3.2	Bachelor's plus experience
20	472152	Plumbers, Pipefitters, and Steamfitters	10,730	17,489	63	43,600	52	22	299	373	H	VL	23.3	Long-term on-the-job training

Source: Colorado Department of Labor and Employment, Labor Market Information; and the U.S. Bureau of Labor Statistics



## ***About Occupational Modeling***

Occupational modeling attempts to alleviate problems with looking at occupational data ranked by employment (which distorts the list towards entry-level jobs) or wages (distorts towards high-wage jobs) or growth (which does not factor in employment base or wage). Through occupational modeling we look at all three of these characteristics equally, by comparing each occupation against each other occupation in Colorado, and assigning a ranking of 1 to the best occupation, 2 to the next occupation, etc. We then add the rankings together, with the lowest total appearing first on the list. We believe this creates a list of “middle class jobs” that can become priorities of the workforce system.

**Reading the table:** The first column of data represents the employment total in 2005, the next column the projected total in 2015, the next the projected rate of change between 2005 and 2015, and finally the average annual wage. These are then assigned rankings and added together. We chose to rank the rate of change rather than the 2015 total because to rank them both would be placing double emphasis on the expected change. The Total Ranking Score then represents the cumulative ranking and determines the sort for the table.

**About the Quartiles:** Every occupation is assigned a national quartile ranking of unemployment and likelihood of part-time work. The quartile rankings represent national likelihoods and are Very High, High, Low, and Very Low. The rate of self-employment represents the rate of people in the rate of all employment in this occupation that represent self-employment. The education and training requirement indicates the lowest level of education and training acceptable for this occupation. These last four columns of data are national; all other data in this table is Colorado specific.

**For example:** Looking at the top ranked occupation, Computer Software Engineers-Applications, we see that the 2005 employment of 13,867 represents the 38<sup>th</sup> highest occupational employment compared to all other occupations in Colorado. As for quartiles, it has a low susceptibility to unemployment and a very low likelihood of being a part-time occupation. 2.4% of all jobs of this type in the U.S. are filled by self-employed persons.

**Top Occupations by Employment:** The chart below provides a look at the same criteria, but sorts the list based on 2005 employment. The first column indicates where the occupation ranks against other Colorado occupations based on the occupational modeling (e.g. retail salespersons is the 223<sup>rd</sup> ranked occupation using the modeling technique).

# Colorado's Top Occupations by Employment

## Largest Occupations in Colorado, 2005

Overall Ranking	Code	Occupational Title	2005 Emp.	2015 Emp.	% Change '05 to '15	Avg. Ann. Wage (\$)	Employment Ranking	% Change Rank	Wage Ranking	Total Ranking Score	Unemployment Quartile	Part-time Quartile	% Self-employed	Education & Training: Primary Source
223	412031	Retail Salespersons	82,350	107,168	30.1	25,040	1	269	599	869	H	VH	3.4	Short-term on-the-job training
285	439061	Office Clerks, General	55,546	69,083	24.4	27,590	2	399	556	957	H	VH	0.4	Short-term on-the-job training
486	412011	Cashiers	51,831	58,596	13.1	20,470	3	614	661	1278	VH	VH	0.9	Short-term on-the-job training
230	353031	Waiters and Waitresses	46,268	62,235	34.5	17,040	4	187	687	878	VH	VH	0.3	Short-term on-the-job training
209	353021	Combined Food Preparation and Serving Workers, including Fast Food	43,624	59,430	36.2	16,150	5	161	692	858	VH	VH	0.1	Short-term on-the-job training
5	111021	General and Operations Managers	36,730	49,702	35.3	97,480	6	174	29	209	VL	VL	0.6	Bachelor's plus experience
139	372011	Janitors and Cleaners, except Maids and Housekeeping Cleaner	35,696	52,087	45.9	22,280	7	90	642	739	H	H	4.8	Short-term on-the-job training
239	433031	Bookkeeping, Accounting, and Auditing Clerks	35,477	43,822	23.5	33,080	8	425	462	895	L	H	7.0	Moderate-term on-the-job training
31	291111	Registered Nurses	34,342	44,402	29.3	58,620	9	284	157	450	VL	H	0.7	Associate's degree
84	434051	Customer Service Representatives	34,136	47,885	40.3	30,770	10	122	495	627	H	H	0.3	Moderate-term on-the-job training
55	414012	Sales Representatives, Wholesale and Manufacturing, Except T	31,163	39,026	25.2	57,920	11	378	165	554	L	L	3.5	Moderate-term on-the-job training
253	537062	Laborers and Freight, Stock, and Material Movers, Hand	28,383	36,602	29.0	24,400	12	293	611	916	VH	H	0.6	Short-term on-the-job training
90	436011	Executive Secretaries and Administrative Assistants	28,073	36,114	28.6	41,430	13	303	321	637	L	H	1.2	Moderate-term on-the-job training
15	132011	Accountants and Auditors	26,884	36,095	34.3	61,420	14	189	136	339	VL	L	10.9	Bachelor's degree
274	411011	First-Line Supervisors/Managers of Retail Sales Workers	25,050	28,626	14.3	40,880	15	597	334	946	VL	L	31.9	Work experience in a related occupation
99	533032	Truck Drivers, Heavy and Tractor-Trailer	24,935	32,565	30.6	37,270	16	258	385	659	H	L	9.3	Moderate-term on-the-job training
111	373011	Landscaping and Groundskeeping Workers	24,647	36,683	48.8	24,860	17	71	602	690	VH	H	20.5	Short-term on-the-job training
24	472031	Carpenters	24,602	38,098	54.9	39,560	18	44	353	415	VH	VL	32.4	Long-term on-the-job training
94	472061	Construction Laborers	24,077	39,918	53.3	26,840	19	53	569	641	VH	L	12.9	Long-term on-the-job training
10	131199	Business Operations Specialists, All Other	24,056	32,912	36.8	67,730	20	149	106	275	L	L	0.0	Bachelor's degree
268	436014	Secretaries, Except Legal, Medical, and Executive	22,771	28,196	23.8	30,290	21	415	505	941	L	H	1.2	Moderate-term on-the-job training
496	435081	Stock Clerks and Order Fillers	21,551	23,022	6.8	25,340	22	677	596	1295	VH	H	0.3	Short-term on-the-job training
62	119199	Managers, All Other	20,730	24,572	18.5	97,940	23	527	28	578	VL	L	0.0	Work experience in a related occupation
47	252021	Elementary School Teachers, Except S	20,317	27,227	34.0	45,040	24	194	281	499	VL	L	0.0	Bachelor's degree
211	352014	Cooks, Restaurant	20,128	27,191	35.1	21,290	25	179	655	859	VH	VH	0.8	Long-term on-the-job training

Source: Colorado Department of labor and U.S. Department of Labor, Bureau of Labor Statistics



# Top Occupations for Top Industries

## Top Jobs in Key Industries, Colorado

NAICS	Industry	Occ. Code	% of Industry*
<b>213</b>	<b>Support Activities for Mining</b>		
	Roustabouts, Oil and Gas	47-5071	12.90
	Service Unit Operators, Oil, Gas, Mining	47-5013	8.80
	Rotary Drill Operators	47-5012	6.32
	Derrick Operators, Oil and Gas	47-5011	6.28
<b>211</b>	<b>Oil and Gas Extraction</b>		
	Wellhead Pumpers	53-7073	5.57
	Petroleum Engineers	17-2171	5.46
	Roustabouts, Oil and Gas	47-5071	4.16
<b>522</b>	<b>Credit Intermediation &amp; Related Activity</b>		
	Loan Officers	13-2072	11.09
	Customer Service Representatives	43-4051	7.08
	Loan Interviewers and Clerks	43-4131	6.99
<b>541</b>	<b>Professional and Technical Services</b>		
	Lawyers	23-1011	5.11
	Accountants and Auditors	13-2011	4.51
	Officer Clerks, General	43-9061	3.37
<b>551</b>	<b>Management of Companies and Enterprises</b>		
	Customer Service Representatives	43-4051	3.65
	Executive Secretaries and Administrative Assistants	43-6011	3.24
	Office Clerks, General	43-9061	3.08

Source: Colorado Department of Labor and Employment, Labor Market Information, Bureau of Labor Statistics.

\*Percentages are based on National staffing patterns.



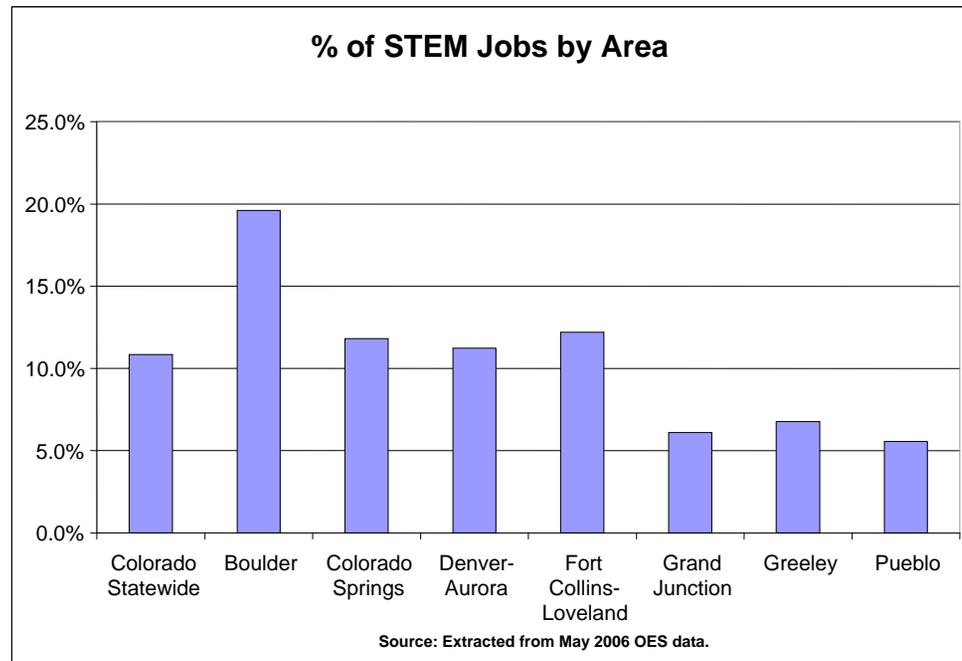
# STEM Profiles

## STEM Job Totals

Area	Total Jobs	Sum of STEM Jobs	% of STEM Jobs
Colorado Statewide	2,207,116	239,213	10.8%
Boulder	157,679	30,897	19.6%
Colorado Springs	251,920	29,784	11.8%
Denver-Aurora	1,203,199	135,063	11.2%
Fort Collins-Loveland	125,712	15,340	12.2%
Grand Junction	55,903	3,410	6.1%
Greeley	76,247	5,157	6.8%
Pueblo	54,228	3,008	5.5%

Source: Data was extracted from the May 2006 OES Estimates, Bureau of Labor Statistics

A complete list of STEM occupations, as assigned by the U.S. Bureau of Labor Statistics, is available through O\*Net at <http://online.onetcenter.org/find/>





## Projected STEM Job Totals (2015)

Area	Projected jobs	Projected STEM Jobs	STEM Jobs as % of total
Colorado Statewide	3,111,495	326,068	10.5%
Boulder	202,350	36,736	18.2%
Colorado Springs	345,066	44,173	12.8%
Denver-Aurora	1,643,018	185,208	11.3%
Fort Collins-Loveland	177,240	21,366	12.1%
Grand Junction	70,788	4,919	6.1%
Greeley	104,790	6,930	6.6%
Pueblo	70,157	4,025	5.7%

Source: Data was extracted from 2015 occupational projections – Colorado Department of Labor and Employment, Labor Market Information

	% Gain of STEM Jobs ('05 to '15)
Colorado Statewide	32.7%
Boulder	21.9%
Colorado Springs	37.7%
Denver-Aurora	29.2%
Fort Collins-Loveland	32.8%
Grand Junction	37.8%
Greeley	30.4%
Pueblo	23.8%

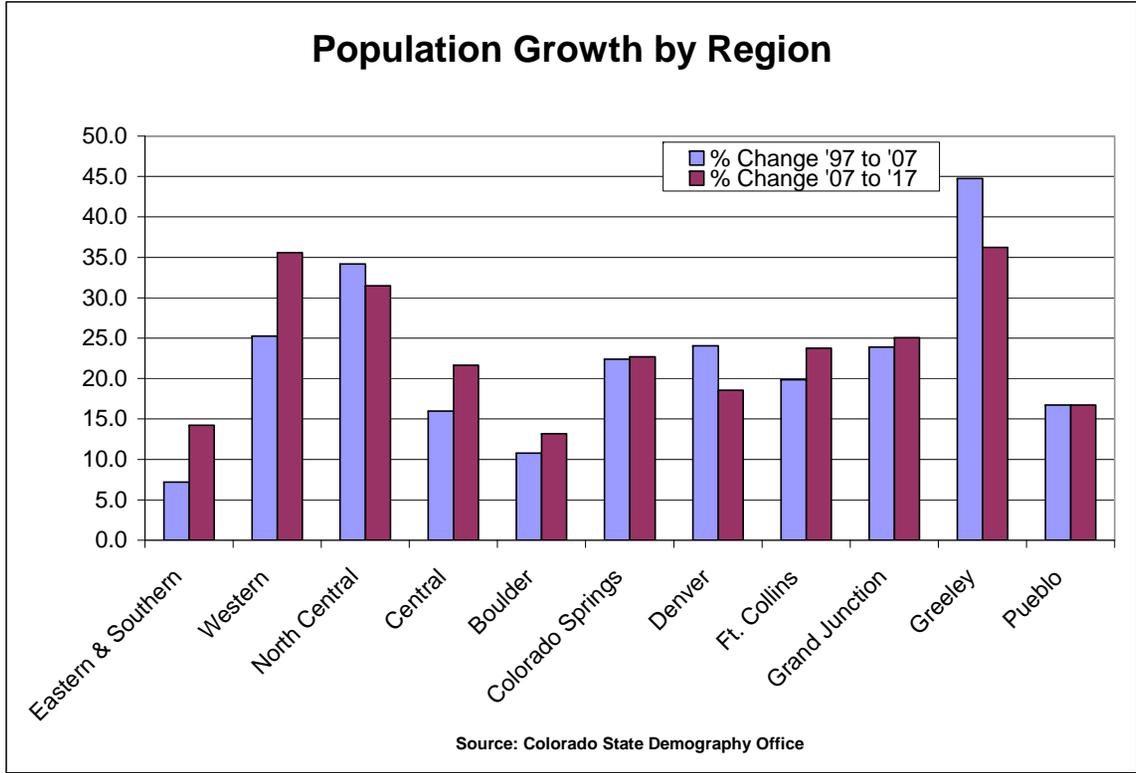


## DEMOGRAPHIC/SUPPLY INFORMATION

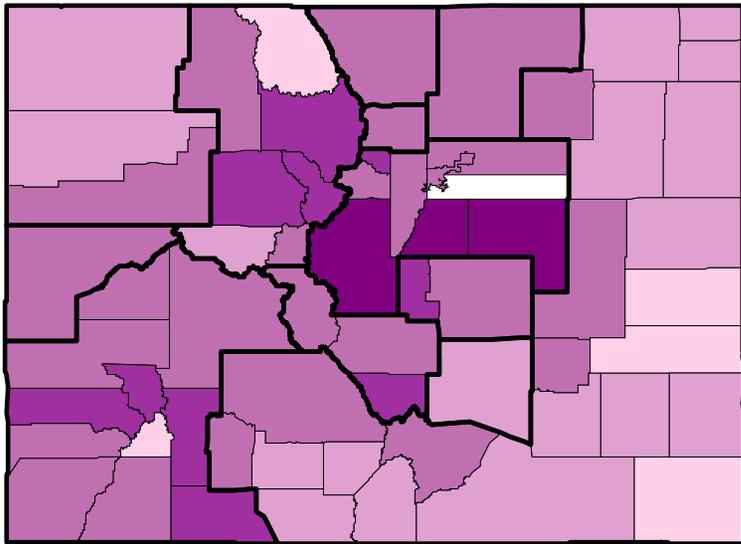
### Population Trends

Area	1997 Pop.	2007 Pop.	2017 Pop.	Net Change '97 to '07	% Change '97 to '07	Net Change '07 to '17	% Change '07 to '17
Eastern & Southern	203,006	217,550	248,527	14,522	7.2	30,977	14.2
Western	211,510	264,930	359,216	53,420	25.3	94,286	35.6
North Central	108,902	146,101	192,074	37,199	34.3	45,973	31.5
Central	61,323	71,127	86,531	9,804	16.0	15,404	21.7
Boulder	266,064	294,750	333,556	28,686	10.8	38,806	13.2
Colorado Springs	505,877	619,204	759,865	113,327	22.4	140,661	22.7
Denver	1,995,078	2,474,779	2,933,821	479,701	24.0	459,042	18.5
Fort Collins	232,800	279,033	345,328	46,233	19.9	66,295	23.8
Grand Junction	109,762	136,989	170,050	26,227	23.9	34,061	25.0
Greeley	166,839	241,514	328,970	74,675	44.8	87,456	36.2
Pueblo	134,794	157,346	183,668	22,552	16.7	26,322	16.7
<b>Totals</b>	<b>3,995,955</b>	<b>4,902,323</b>	<b>5,941,606</b>	<b>906,368</b>	<b>22.7</b>	<b>1,039,283</b>	<b>21.2</b>

Source: Colorado State Demography Office

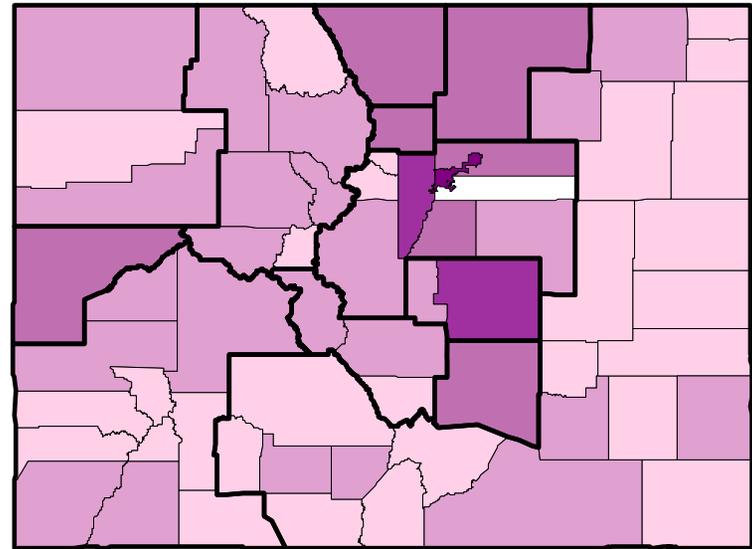


The maps on the pages below provide county level analysis of trends available through the decennial census of the U.S. Census Bureau.



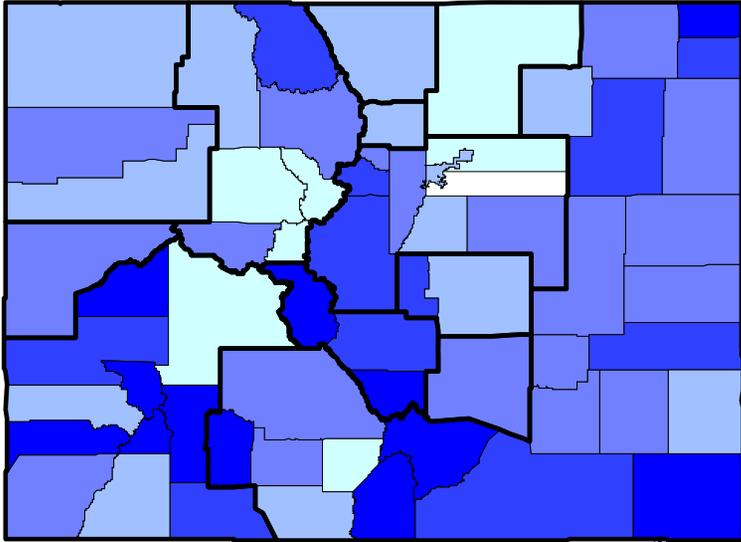
**Population Growth, 1990-2000**  
(Percent Increase)

100% or greater	(3)
50% to 99%	(10)
20% to 49%	(26)
0% to 20%	(18)
population declined	(5)

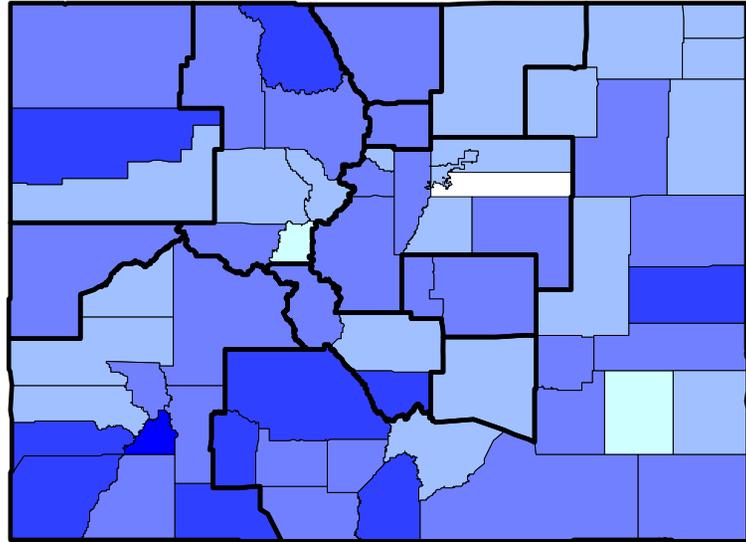


**2000 Population**

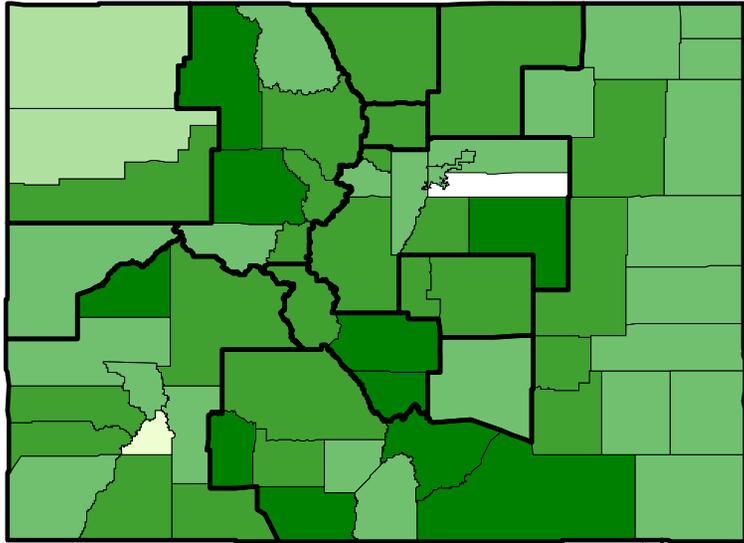
Greater than 1,000,00	(1)
500,000 to 1,000,000	(2)
100,000 to 499,999	(7)
10,000 to 49,999	(24)
less than 10,000	(28)



Median Age, 2000	
42 to 46	(12)
39 to 42	(11)
36 to 39	(19)
33 to 36	(13)
30 to 33	(7)

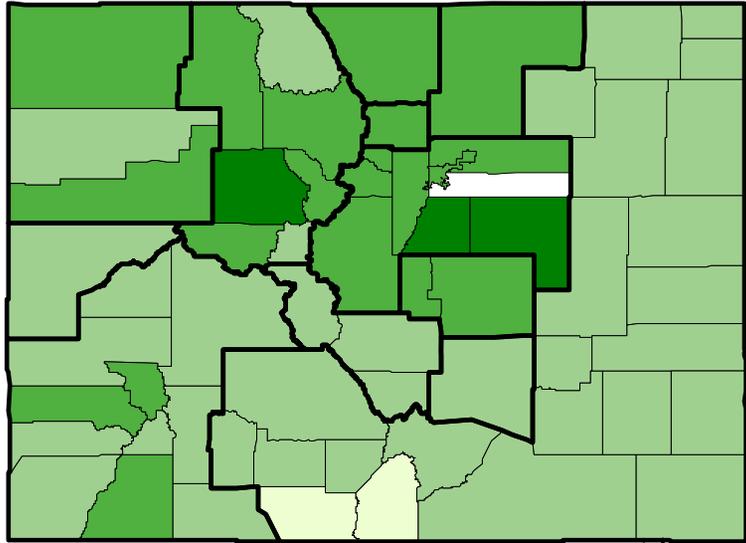


Change in Median Age, 1990-2000 (Percent Increase)	
31%	(1)
15% to 22%	(10)
7% to 14%	(28)
0% to 6%	(21)
median age declined (-1% to -4%)	(2)



**Change in Median Income, 1990-2000**  
(Percent Increase)

70% to 80%	(10)
55% to 69%	(24)
40% to 54%	(25)
25% to 39%	(2)
16.9%	(1)



**Median Household Income, 2000**

\$60,000 to \$84,000	(3)
\$40,000 to \$59,999	(20)
\$25,000 to \$39,999	(37)
less than \$25,000	(2)



## Migration

### Births, Deaths, and Net Migration by County, 2005

County	Births	Deaths	Net Migration	County	Births	Deaths	Net Migration
Adams	7,560	2,357	6,101	Kit Carson	108	68	-112
Alamosa	260	115	-23	Lake	115	26	-73
Arapahoe	8,088	3,014	1,426	La Plata	501	245	590
Archuleta	109	62	205	Larimer	3,318	1,530	1,047
Baca	38	56	-24	Las Animas	177	165	17
Bent	63	49	-67	Lincoln	46	49	-113
Boulder	3,510	1,378	-1,248	Logan	223	202	-237
Broomfield	649	193	725	Mesa	1,755	1,232	2,193
Chaffee	151	140	45	Mineral	0	5	-1
Cheyenne	22	27	-32	Moffat	172	91	-81
Clear Creek	99	60	-38	Montezuma	306	260	-10
Conejos	123	72	40	Montrose	515	309	741
Costilla	39	34	-115	Morgan	439	240	-208
Crowley	40	48	-79	Otero	300	245	-150
Custer	24	30	33	Ouray	35	23	114
Delta	336	336	177	Park	166	58	119
Denver	10,436	4,278	-3,223	Phillips	69	38	-22
Dolores	21	11	0	Pitkin	172	50	30
Douglas	4,159	589	8,682	Prowers	233	103	-180
Eagle	769	89	705	Pueblo	1,997	1,539	918
Elbert	202	89	220	Rio Blanco	75	58	-46
El Paso	8,543	3,252	5,474	Rio Grande	184	133	-189
Fremont	402	493	369	Routt	239	68	63
Garfield	832	271	787	Saguache	74	35	-18
Gilpin	55	20	38	San Juan	6	3	-3
Grand	146	73	-110	San Miguel	72	15	31



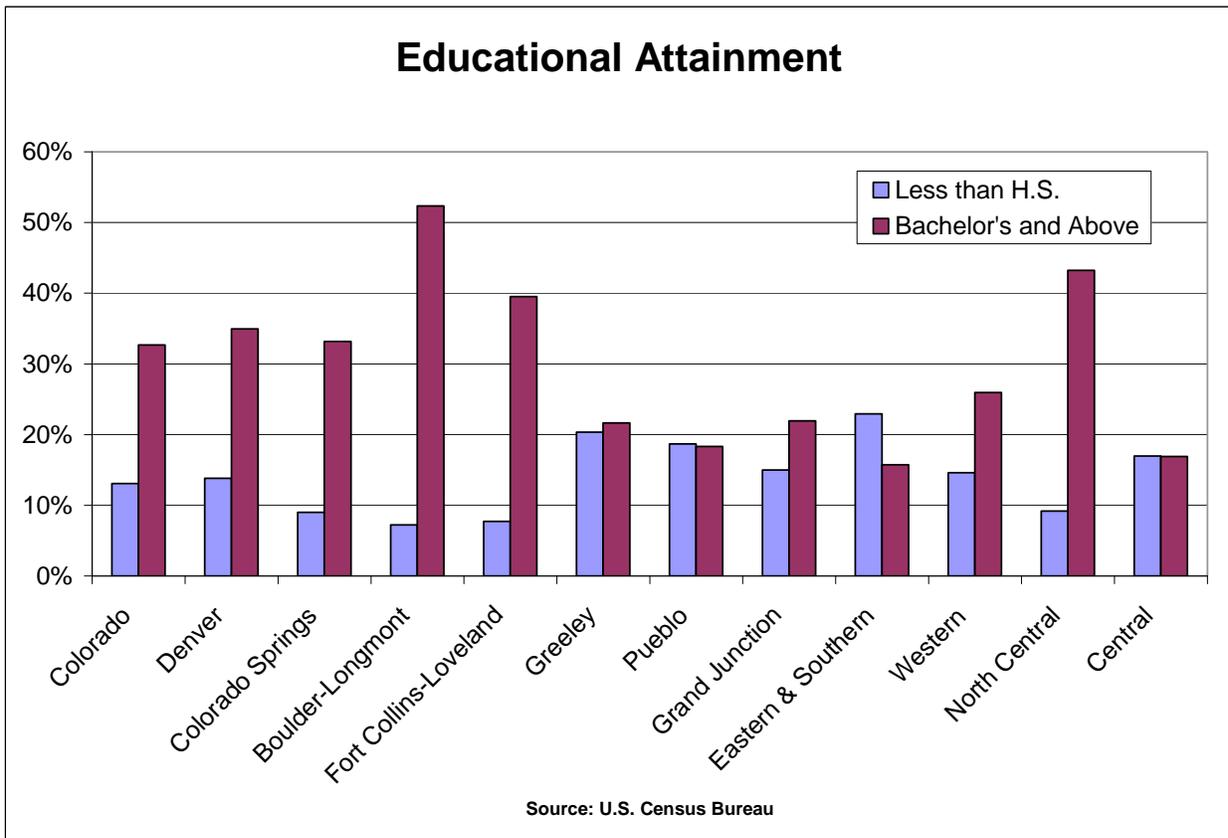
County	Births	Deaths	Net Migration	County	Births	Deaths	Net Migration
Gunnison	168	73	-21	Sedgwick	35	49	-6
Hinsdale	8	0	-25	Summit	339	46	-229
Huefano	61	95	-3	Teller	205	104	126
Jackson	9	12	-39	Washington	45	47	-16
Jefferson	6,183	3,338	-2,960	Weld	3,849	1,263	8,414
Kiowa	16	20	11	Yuma	142	105	-19

Source: State Demography Office

### Educational Attainment, Adults 25 years and over, 2000

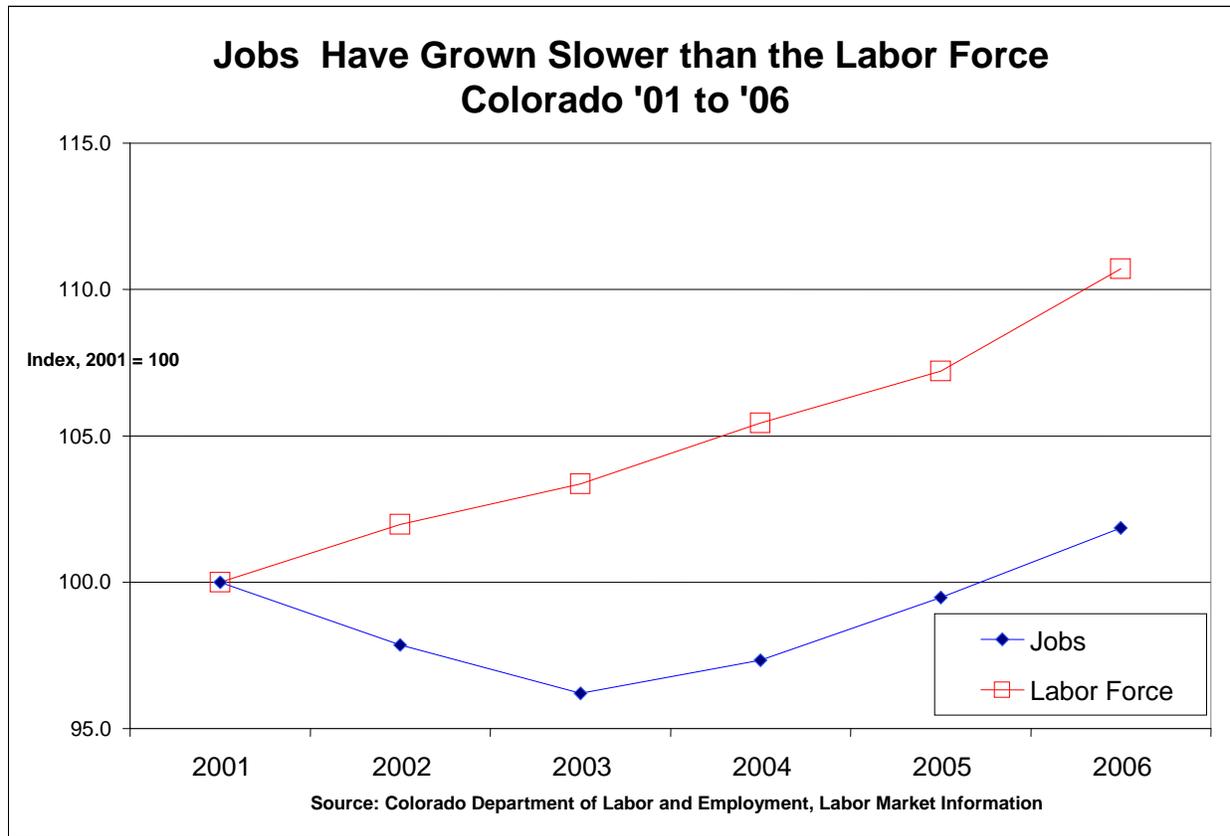
Educational Attainment	Colorado	Denver PMSA	Colorado Springs MSA	Boulder-Longmont PMSA	Fort Collins-Loveland MSA	Greeley PMSA	Pueblo MSA	Grand Junction MSA	Eastern & Southern	Western	North Central	Central
<b>Population 25 years or older</b>	2,776,632	1,378,147	320,420	186,126	156,426	106,245	92,080	76,358	133,441	150,221	81,941	47,599
Less than 9th grade	134,348	69,434	7,629	5,582	3,647	10,459	6,561	3,492	14,361	7,880	3,307	1,996
9th to 12th grade/no diploma	228,691	120,884	21,252	7,822	8,366	11,174	10,638	7,961	16,219	14,072	4,221	6,082
High school graduate	644,360	311,291	76,631	28,064	33,279	28,551	28,520	23,154	41,456	42,352	14,603	16,459
Some college, no degree	667,610	334,169	91,380	36,520	38,072	25,264	22,278	19,606	30,995	38,275	18,814	12,237
Associate degree	193,868	93,649	31,499	10,639	11,234	7,800	7,196	5,381	9,429	8,680	5,576	2,785
Bachelor's degree	599,028	324,464	67,683	58,012	39,319	15,462	10,974	11,174	13,633	26,988	26,212	5,107
Graduate/professional degree	308,727	157,644	38,586	39,487	22,509	7,535	5,913	5,590	7,348	11,974	9,208	2,933
<b>Educational Attainment</b>	<b>Colorado</b>	<b>Denver PMSA</b>	<b>Colorado Springs MSA</b>	<b>Boulder-Longmont PMSA</b>	<b>Fort Collins-Loveland MSA</b>	<b>Greeley PMSA</b>	<b>Pueblo MSA</b>	<b>Grand Junction MSA</b>	<b>Eastern &amp; Southern</b>	<b>Western</b>	<b>North Central</b>	<b>Central</b>
Less than 9th grade	5%	5%	2%	3%	2%	10%	7%	5%	11%	5%	4%	4%
9th to 12th grade/no diploma	8%	9%	7%	4%	5%	11%	12%	10%	12%	9%	5%	13%
High school graduate	23%	23%	24%	15%	21%	27%	31%	30%	31%	28%	18%	35%
Some college, no degree	24%	24%	29%	20%	24%	24%	24%	26%	23%	25%	23%	26%
Associate degree	7%	7%	10%	6%	7%	7%	8%	7%	7%	6%	7%	6%
Bachelor's degree	22%	24%	21%	31%	25%	15%	12%	15%	10%	18%	32%	11%
Graduate/professional degree	11%	11%	12%	21%	14%	7%	6%	7%	6%	8%	11%	6%

Source: U.S. Census Bureau



# Labor Force and Unemployment

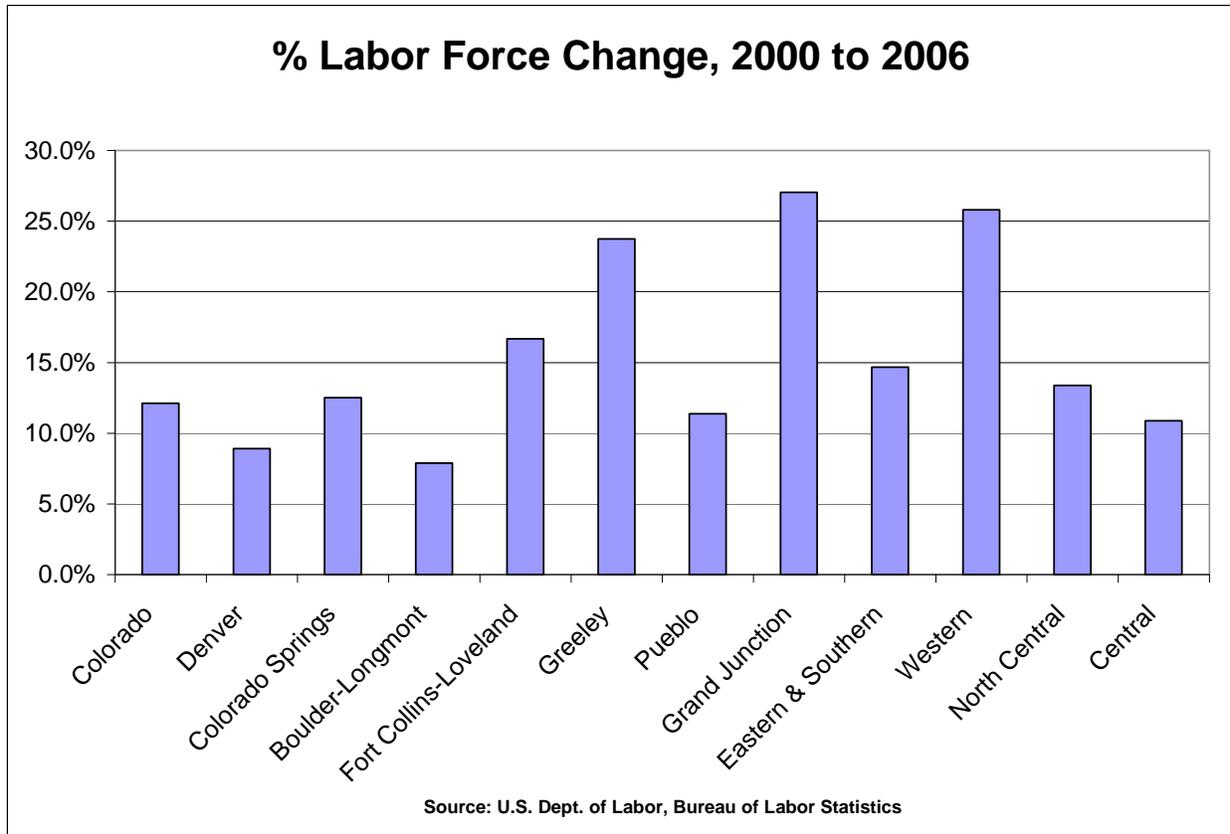
## Labor Force and Job Growth Trends



## Labor Force by Area (Annual Average)

	2000	2001	2002	2003	2004	2005	2006
Colorado	2,364,990	2,395,264	2,442,734	2,475,718	2,525,466	2,568,101	2,651,718
Denver	1,243,626	1,244,766	1,249,572	1,271,117	1,298,359	1,316,488	1,354,491
Colorado Springs	277,182	281,511	285,844	289,704	297,246	302,414	311,845
Boulder-Longmont	160,426	162,747	162,727	162,874	166,136	168,295	173,079
Fort Collins-Loveland	1456,678	149,699	153,590	157,881	163,270	166,194	171,145
Greeley	93,722	97,915	101,590	104,489	108,783	111,277	115,979
Pueblo	63,986	63,868	65,522	67,822	68,960	69,462	71,261
Grand Junction	58,945	60,173	63,444	66,293	69,159	70,923	74,880
Eastern & Southern	94,103	101,544	106,955	103,759	105,073	105,067	107,919
Western	122,310	126,470	132,421	132,037	138,143	144,649	153,856
North Central	77,122	79,091	81,148	79,057	81,416	83,837	87,434
Central	26,905	27,486	28,398	28,130	28,922	29,495	29,81

Source: U.S. Department of Labor, Bureau of Labor Statistics

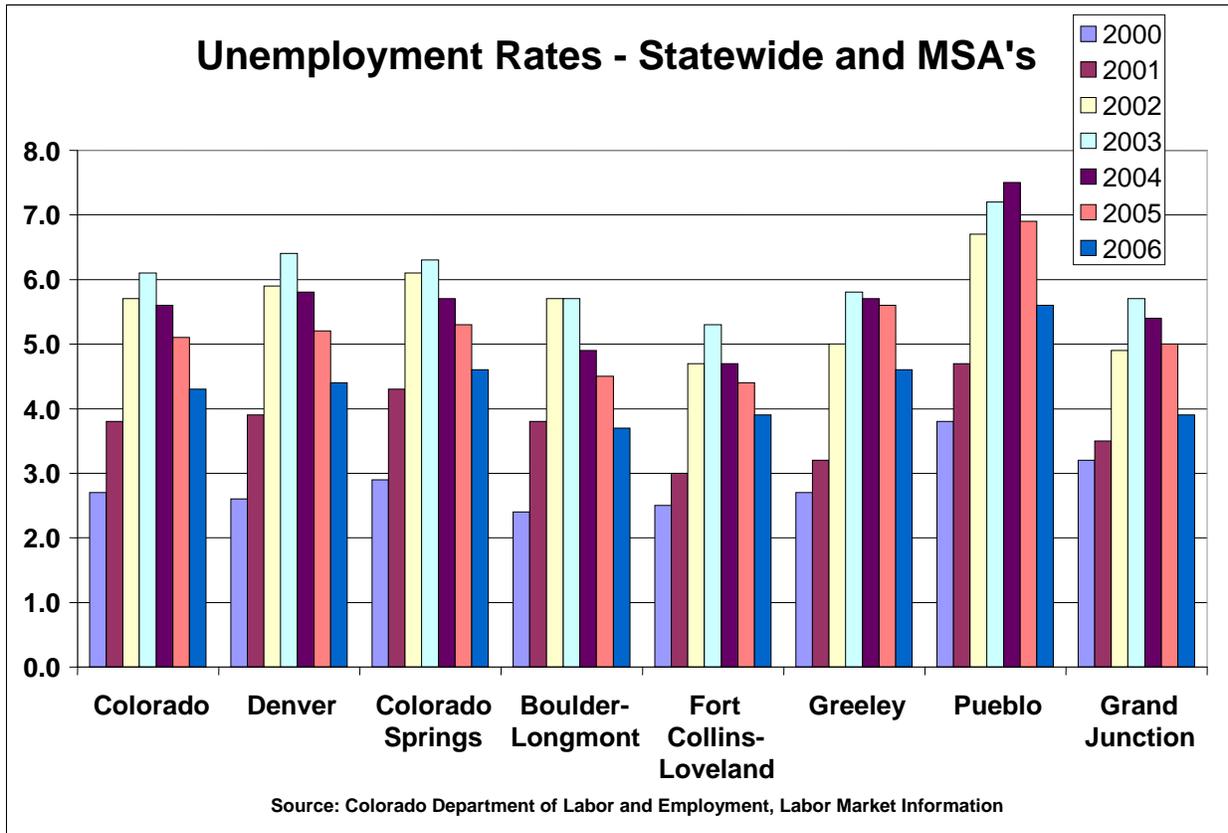


### Annual Unemployment Rates

	2000	2001	2002	2003	2004	2005	2006
Colorado	2.7	3.8	5.7	6.1	5.6	5.1	4.3
Denver	2.6	3.9	5.9	6.4	5.8	5.2	4.4
Colorado Springs	2.9	4.3	6.1	6.3	5.7	5.3	4.6
Boulder-Longmont	2.4	3.8	5.7	5.7	4.9	4.5	3.7
Fort Collins-Loveland	2.5	3.0	4.7	5.3	4.7	4.4	3.9
Greeley	2.7	3.2	5.0	5.8	5.7	5.6	4.6
Pueblo	3.8	4.7	6.7	7.2	7.5	6.9	5.6
Grand Junction	3.2	3.5	4.9	5.7	5.4	5.0	3.9
Eastern & Southern	3.5	3.7	4.9	5.9	5.2	5.1	4.5
Western	3.2	3.4	4.8	5.6	4.7	4.4	3.5
North Central	2.6	3.2	4.5	5.4	4.4	4.0	3.3
Central	3.7	4.4	6.1	7.1	6.5	5.9	5.2

Source: U.S. Department of Labor, Bureau of Labor Statistics

## Annual Unemployment Rates



## Labor Force Participation

### Labor Force Participation Rates

	2000	2001	2002	2003	2004	2005	2006
Colorado	71.5	71.2	71.6	71.8	71.8	70.7	69.9
Boulder-Longmont	74.7	73.7	73.7	73.0	73.0	71.0	70.0
Colorado Springs	73.5	72.6	72.8	72.8	72.7	71.3	70.5
Denver Aurora	73.4	73.1	73.3	73.3	73.1	71.8	70.9
Fort Collins-Loveland	73.7	73.2	73.6	74.0	74.0	73.0	73.0
Grand Junction	64.1	64.1	65.5	67.0	68.0	68.0	68.0
Greeley	68.0	68.3	69.3	70.0	71.0	70.0	70.0
Pueblo	59.5	60.0	61.1	62.0	63.0	63.0	63.0
Eastern & Southern	60.6	61.7	63.2	64.4	65.1	64.5	64.1
Western	66.3	66.0	66.8	67.4	67.9	67.4	67.0
North Central	77.0	75.9	75.3	74.4	73.7	72.4	71.3
Central	60.9	60.6	61.5	62.4	63.5	63.0	62.5

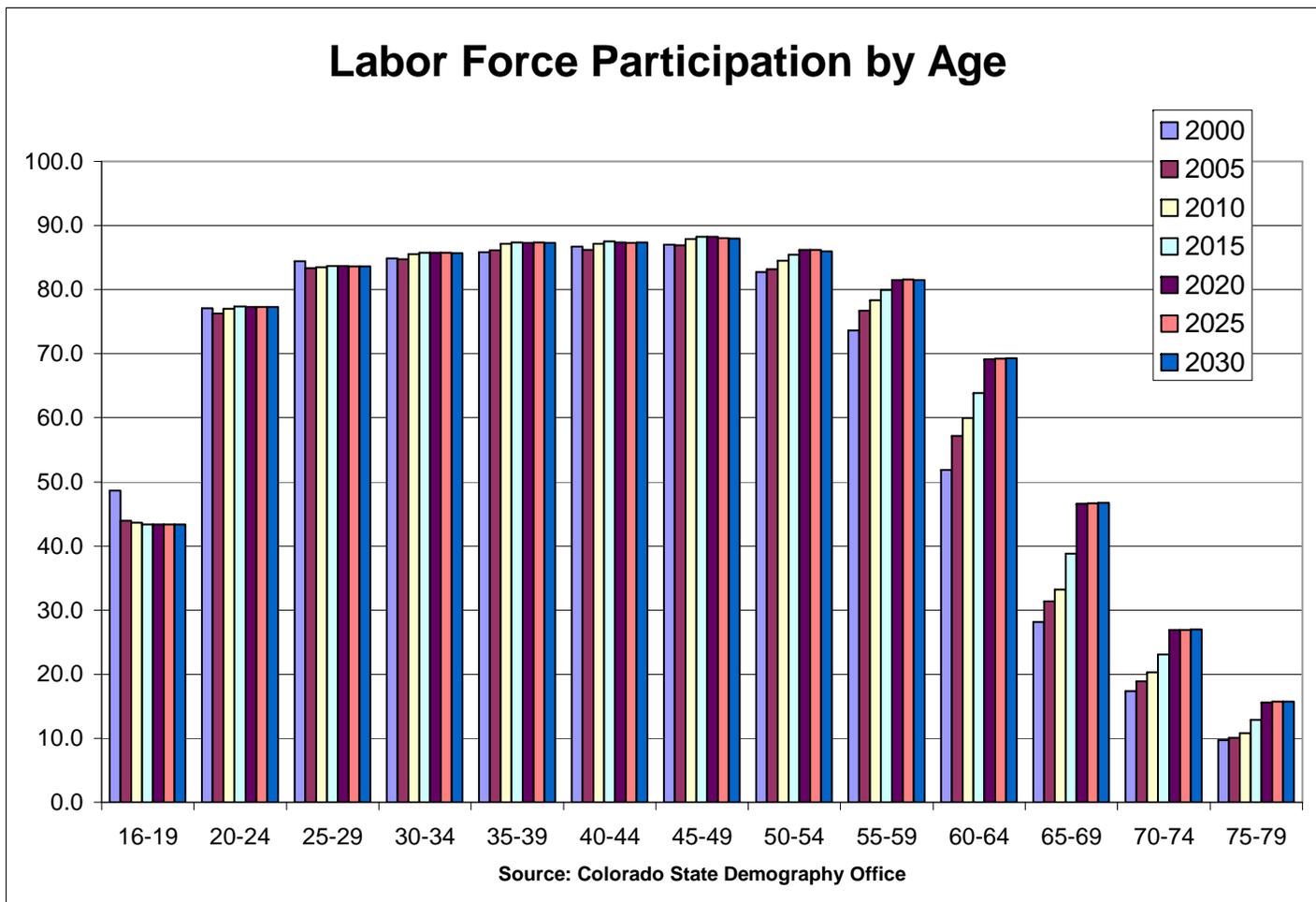
Source: Colorado State Demography Office



## Labor Force Participation Rates by Age

Age	2000	2005	2010	2015	2020	2025	2030
16 to 19	48.6	43.9	43.6	43.4	43.3	43.4	43.4
20 to 24	77.1	76.3	77.0	77.4	77.3	77.3	77.3
25 to 29	84.4	83.3	83.4	83.7	83.7	83.6	83.6
30 to 34	84.9	84.7	85.5	85.7	85.8	85.7	85.7
35 to 39	85.8	86.1	87.2	87.3	87.3	87.3	87.3
40 to 44	87.7	86.2	87.1	87.5	87.4	87.3	87.4
45 to 49	87.0	86.9	87.7	88.3	88.2	88.0	88.0
50 to 54	82.7	83.2	84.5	85.4	86.2	86.2	86.0
55 to 59	73.6	76.7	78.4	80.0	81.5	81.5	81.5
60 to 64	51.9	57.2	59.9	63.8	69.2	69.2	69.3
65 to 69	28.1	31.4	33.2	38.8	46.6	46.7	46.7
70 to 74	17.4	18.9	20.3	23.1	26.9	26.9	27.0
75 to 79	9.7	10.0	10.8	12.8	15.6	15.7	15.7
80 to 84	4.3	4.4	4.9	6.1	7.8	7.9	8.0
Total	71.5	71.2	71.6	71.8	71.8	70.7	69.0

Source: Colorado State Demography Office



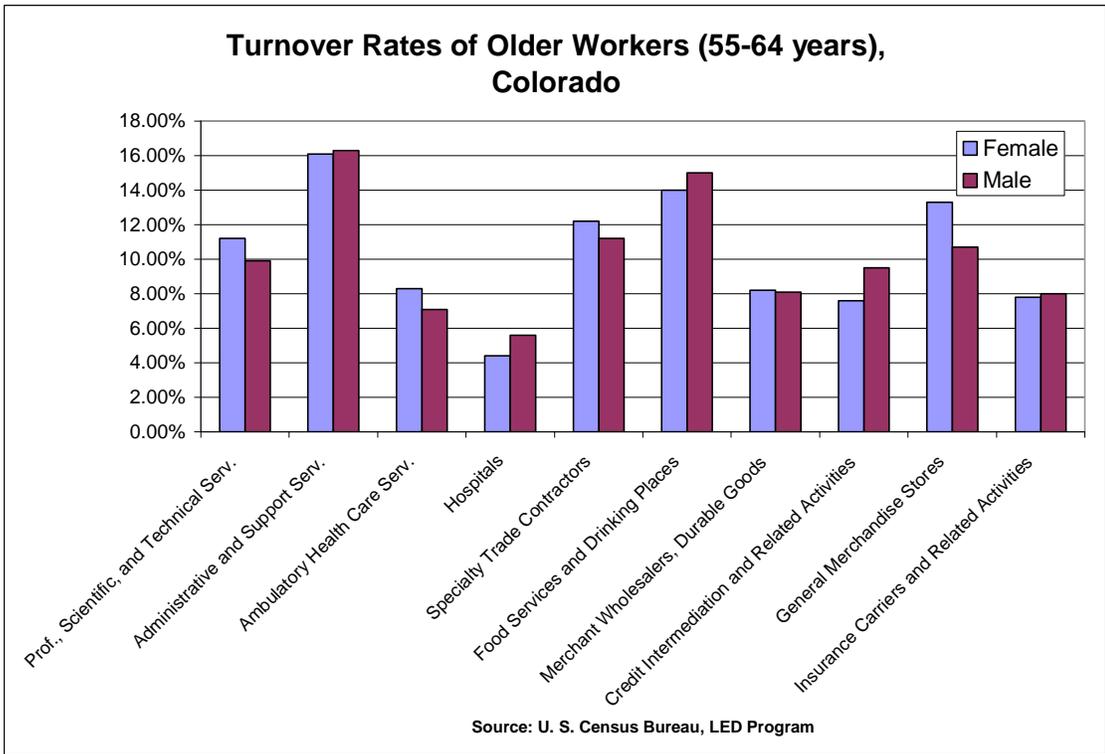


## OLDER WORKER DATA

### Turnover Rates for Persons 55-64 in Colorado

NAICS	Industry	Turnover Rates		All Ages	
		Female	Male	Female	Male
541	Prof., Scientific, and Technical Services	11.20%	9.90%	12.90%	11.40%
561	Administrative and Support Services	16.10%	16.30%	19.00%	19.80%
621	Ambulatory Healthcare Services	8.30%	7.10%	11.10%	10.20%
622	Hospitals	4.40%	5.60%	6.30%	7.00%
238	Specialty Trade Contractors	12.20%	11.20%	15.10%	14.80%
722	Food Services and Drinking Places	14.00%	15.00%	21.00%	21.30%
423	Merchant Wholesalers, Durable Goods	8.20%	8.10%	10.30%	10.10%
522	Credit Intermediation and Related Activities	7.60%	9.50%	11.20%	13.40%
452	General Merchandise Stores	13.30%	10.70%	15.70%	15.30%
524	Insurance Carriers and Related Activities	7.80%	8.00%	9.30%	9.80%

Source: U.S. Census Bureau, LEHD.



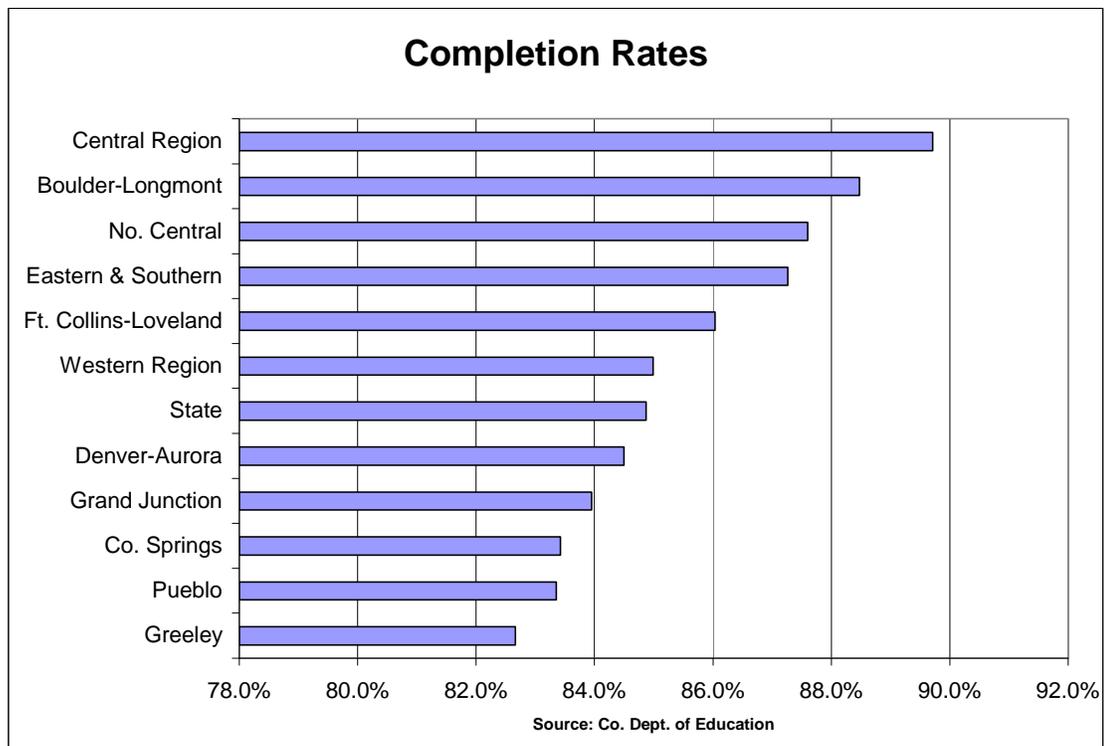
# EMERGING WORKFORCE SUPPLY INFORMATION

## School District Data

### Graduation Totals (2004-2005 School Year)

	Final Graduation Base	Graduates	Graduation Rate	Completers	Completion Rate
State	23,365	19,469	83.3%	19,831	84.9%
Boulder-Longmont	1,319	1,157	87.7%	1,167	88.5%
Colorado Springs	2,624	2,143	81.7%	2,189	83.4%
Denver-Aurora	11,499	9,528	82.9%	9,716	84.5%
Fort Collins-Loveland	1,232	1,051	85.3%	1,060	86.0%
Grand Junction	860	706	82.1%	722	84.0%
Greeley	1,165	941	80.8%	963	82.7%
Pueblo	787	653	83.0%	656	83.4%
Eastern & Southern	2,002	1,716	85.7%	1,747	87.3%
Western Region	1,219	1,003	82.3%	1,036	85.0%
Northern Region	379	329	86.8%	332	87.6%
Central Region	243	217	89.3%	218	89.7%

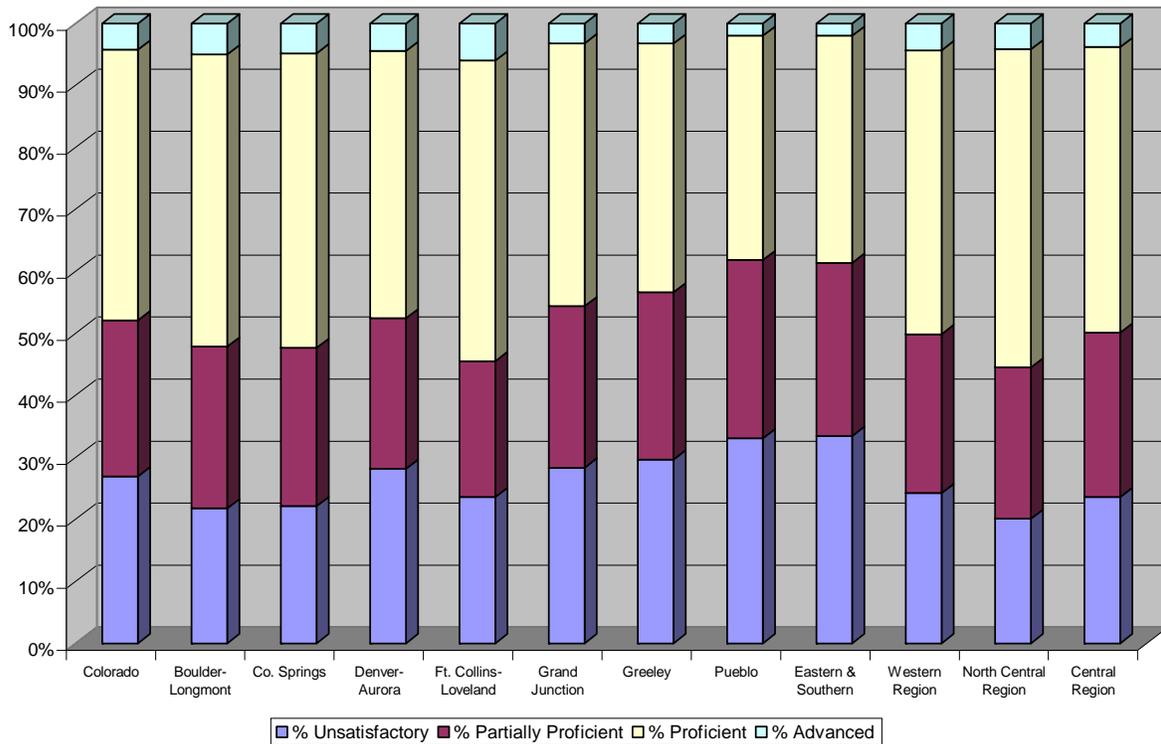
Source: Colorado Department of Education



# School Assessment Scores

## 10<sup>th</sup> Grade Science Scores, 2006

10th Grade Scores - Science



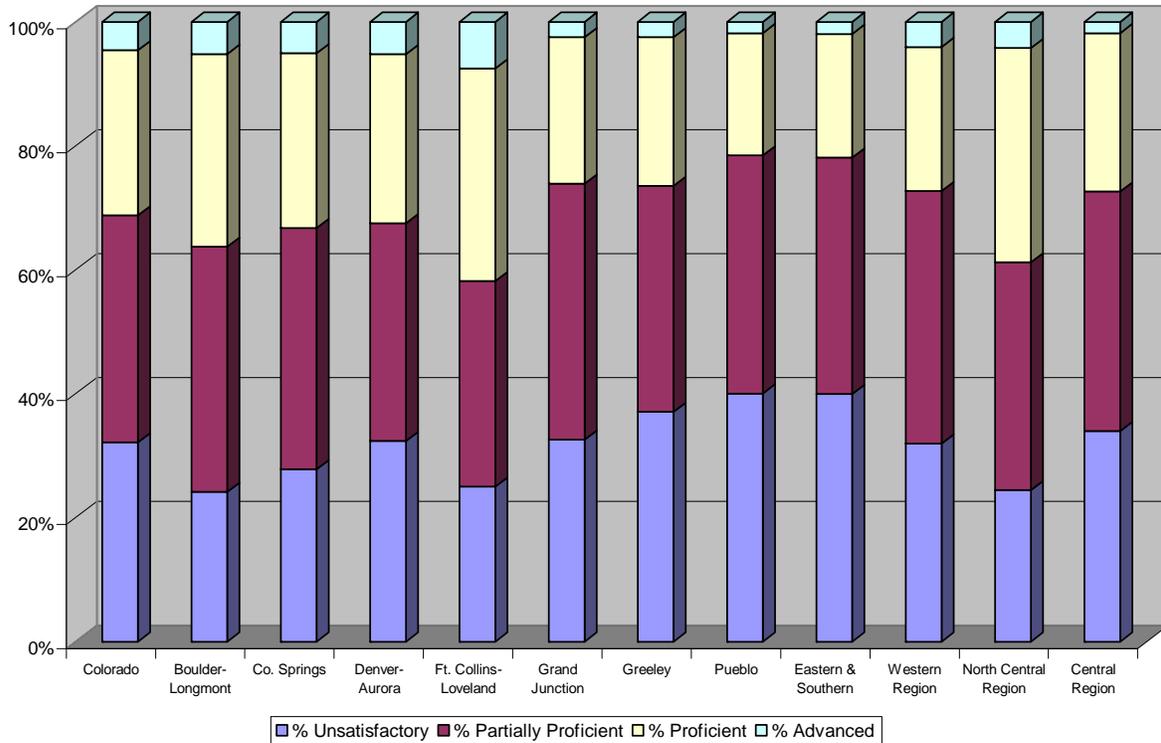
	% Unsatisfactory	% Partially Proficient	% Proficient	% Advanced
Colorado	26.2	24.5	42.5	4.1
Boulder-Longmont	21.4	25.6	46.2	4.9
Colorado Springs	21.8	25.1	46.7	4.8
Denver-Aurora	27.4	23.6	41.9	4.3
Fort Collins-Loveland	23.0	21.3	47.2	5.8
Grand Junction	27.5	25.3	41.2	3.1
Greeley	29.0	26.4	39.3	3.2
Pueblo	32.7	28.5	35.8	2.0
Eastern & Southern	32.7	27.3	35.9	2.0
Western Region	23.8	25.2	45.1	4.3
North Central Region	19.4	23.6	49.7	4.0
Central Region	23.4	26.3	45.7	3.8

Note: % excludes those not scored.

Source: Colorado Department of Education – CSAP Tests

## 10<sup>th</sup> Grade Math Scores, 2006

**10th Grade Scores - Math**



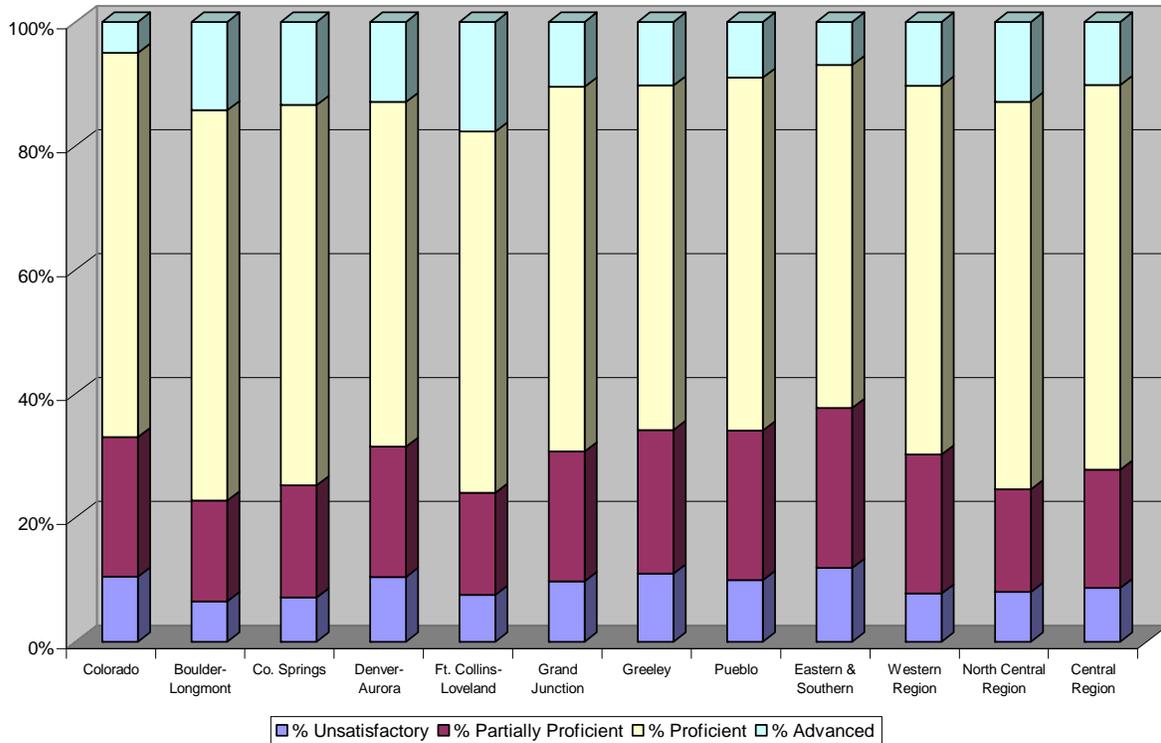
	% Unsatisfactory	% Partially Proficient	% Proficient	% Advanced
Colorado	31.4	35.8	26.0	4.5
Boulder-Longmont	23.8	38.9	30.6	5.1
Colorado Springs	27.4	38.4	27.8	5.0
Denver-Aurora	31.5	34.2	26.5	5.1
Fort Collins-Loveland	24.3	32.2	33.3	7.3
Grand Junction	31.8	40.3	23.1	2.4
Greeley	36.0	35.4	23.3	2.4
Pueblo	39.6	38.0	19.5	1.8
Eastern & Southern	38.8	37.0	19.4	1.9
Western Region	29.1	37.1	21.2	3.7
North Central Region	23.7	35.6	33.5	4.1
Central Region	33.6	38.2	25.3	1.8

Note: % excludes those not scored.

Source: Colorado Department of Education – CSAP Tests

## 10<sup>th</sup> Grade Reading Scores, 2006

10th Grade Scores - Reading



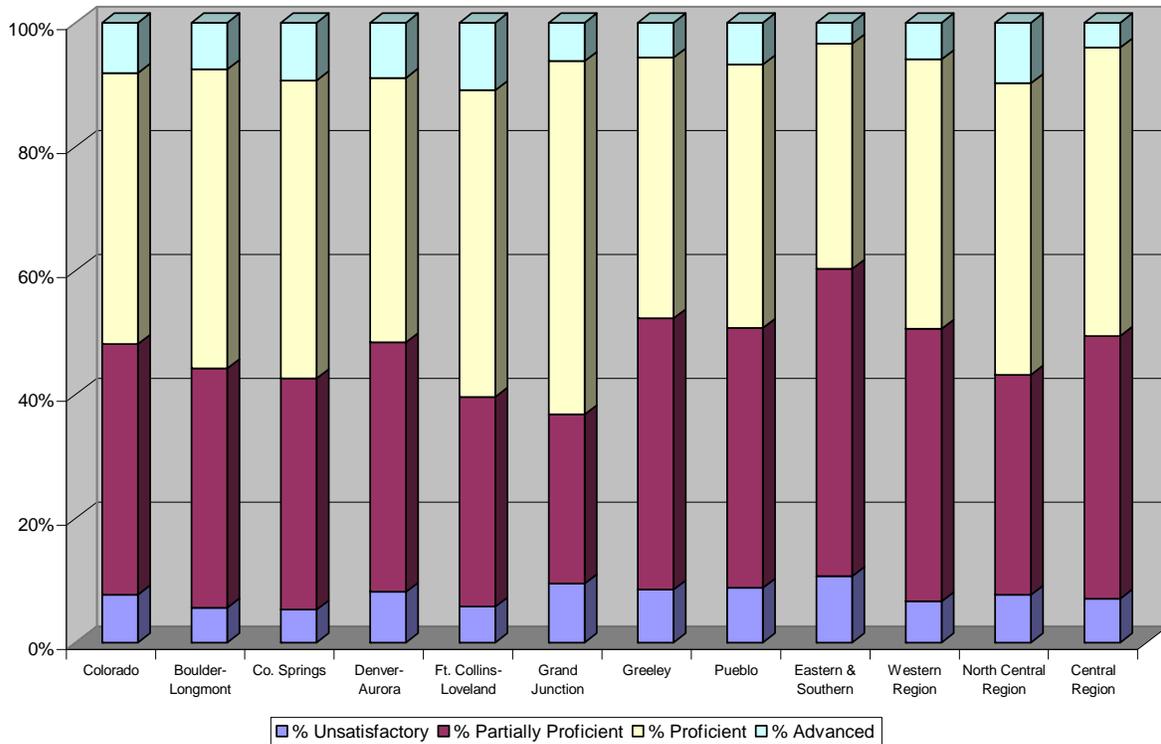
	% Unsatisfactory	% Partially Proficient	% Proficient	% Advanced
Colorado	9.4	20.2	55.6	4.5
Boulder-Longmont	6.4	15.9	61.8	14.0
Colorado Springs	7.0	17.8	60.4	13.2
Denver-Aurora	10.1	20.3	53.7	12.5
Fort Collins-Loveland	7.3	15.9	56.2	17.1
Grand Junction	9.5	20.4	57.4	10.2
Greeley	10.7	22.6	54.2	10.0
Pueblo	9.8	23.9	56.3	8.9
Eastern & Southern	12.1	26.2	56.2	7.1
Western Region	7.6	22.0	58.3	10.1
North Central Region	7.8	16.0	60.6	12.5
Central Region	8.6	18.9	61.5	10.1

Note: % excludes those not scored.

Source: Colorado Department of Education – CSAP Tests

## 10<sup>th</sup> Grade Writing Scores, 2006

**10th Grade Scores - Writing**



	% Unsatisfactory	% Partially Proficient	% Proficient	% Advanced
Colorado	7.5	39.3	42.5	7.9
Boulder-Longmont	5.5	37.8	47.2	7.4
Colorado Springs	5.2	36.8	47.4	9.2
Denver-Aurora	7.9	38.9	41.2	9.2
Fort Collins-Loveland	5.6	32.6	47.7	10.5
Grand Junction	7.2	20.7	43.3	4.7
Greeley	8.3	42.6	41.0	5.5
Pueblo	8.7	41.4	42.0	6.7
Eastern & Southern	9.8	45.4	33.3	3.1
Western Region	6.5	43.0	42.5	5.8
North Central Region	7.4	34.2	45.3	9.4
Central Region	7.0	41.9	46.0	4.0

Note: % excludes those not scored.

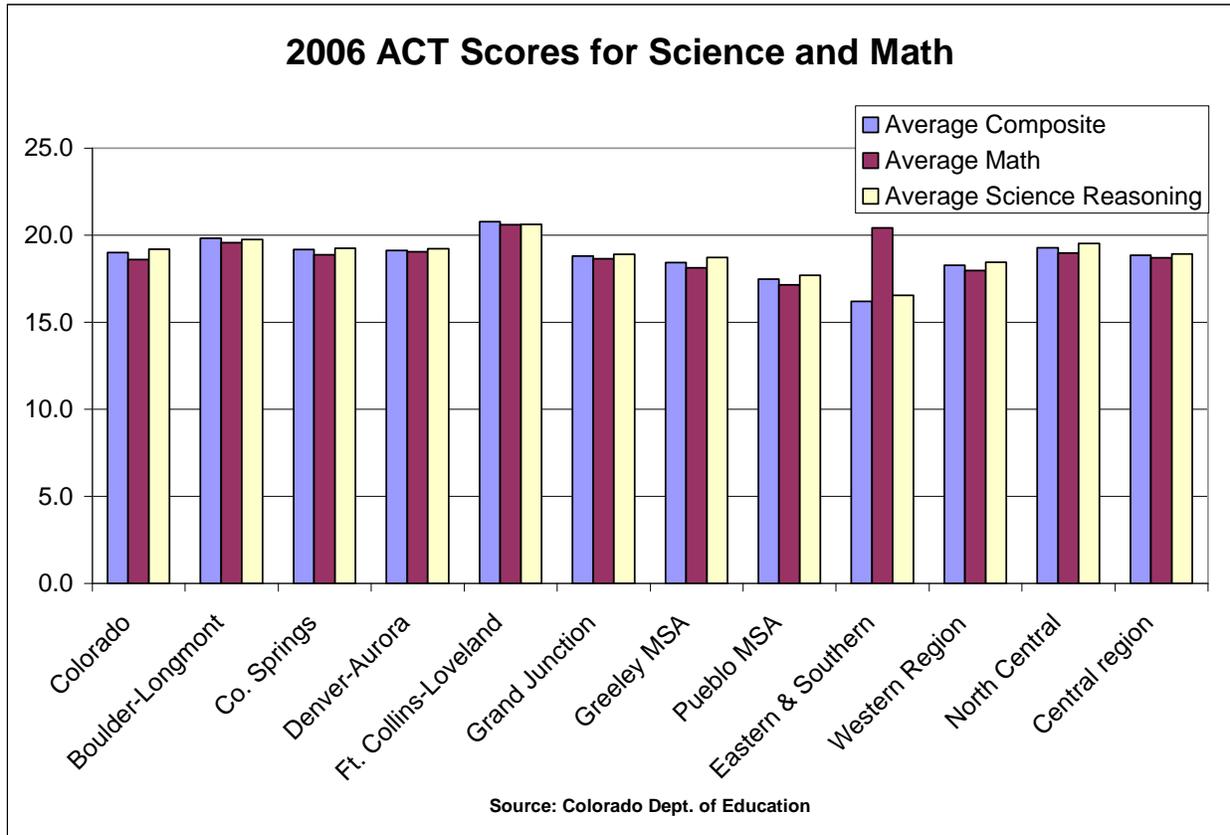
Source: Colorado Department of Education – CSAP Tests



## Act Test Scores in Colorado

<b>2005</b>	<b>Average Composite</b>	<b>Average English</b>	<b>Average Math</b>	<b>Average Reading</b>	<b>Avg. Science Reasoning</b>
Colorado	19.0	18.2	18.9	19.4	19.1
Boulder-Longmont	19.4	18.6	18.9	19.9	19.7
Colorado Springs	19.4	18.6	19.0	19.9	19.5
Denver-Aurora	19.0	18.4	18.8	19.4	19.2
Fort Collins-Loveland	20.4	19.7	20.2	21.1	20.3
Grand Junction	18.7	17.9	18.1	19.3	18.8
Greeley MSA	18.1	17.2	17.6	18.5	18.5
Pueblo MSA	17.6	16.9	17.0	17.9	18.0
Eastern & Southern	18.1	17.0	17.9	18.5	18.6
Western Region	18.7	17.8	18.2	19.3	18.9
North Central Region	19.8	19.4	19.2	20.2	20.0
Central Region	18.8	18.1	18.3	19.6	18.9
<b>2006</b>	<b>Average Composite</b>	<b>Average English</b>	<b>Average Math</b>	<b>Average Reading</b>	<b>Avg. Science Reasoning</b>
Colorado	19.0	18.2	18.6	19.4	19.2
Boulder-Longmont	19.8	19.0	19.6	20.5	19.8
Colorado Springs	19.2	18.5	18.9	19.6	19.2
Denver-Aurora	19.1	18.3	19.1	19.5	19.2
Fort Collins-Loveland	20.8	20.1	20.6	21.4	20.6
Grand Junction	18.8	18.0	18.6	19.2	18.9
Greeley MSA	18.4	17.5	18.1	18.9	18.7
Pueblo MSA	17.5	16.9	17.1	17.8	17.7
Eastern & Southern	16.2	15.3	20.4	16.4	16.6
Western Region	18.3	17.5	18.0	18.8	18.5
North Central Region	19.3	18.6	19.0	19.6	19.5
Central Region	18.8	18.2	18.7	19.2	18.9

Source: Colorado Department of Education



## Post-Secondary Completers

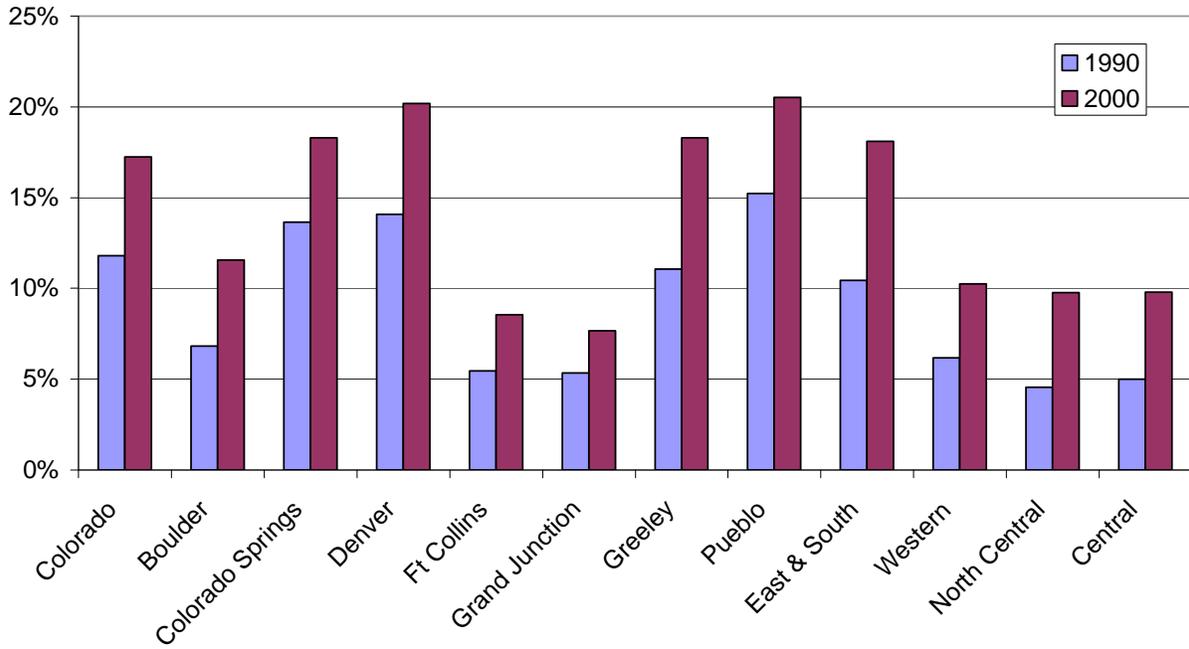
### Post-Secondary Completers, Colorado 2006

Occ. Code	Title	Certificate Program	Associates Degree	Bachelor's Degree	Master's Degree	Doctorate or First Prof. Degree
11-0000	Management occupations	243	171	3589	1451	69
13-0000	Business and financial operations occupations	311	235	470	54	-
15-0000	Computer and mathematical occupations	48	44	594	244	27
17-0000	Architecture and engineering occupations	149	88	1555	752	102
19-0000	Life, physical, and social science occupations	-	68	6940	881	285
21-0000	Community and social services occupations	-	-	213	267	-
23-0000	Legal occupations	68	34	-	-	165
25-0000	Education, training, and library occupations	374	3190	3118	1453	-
27-0000	Arts, design, entertainment, sports, and media occupations	28	168	2553	215	33
29-0000	Healthcare practitioners and technical occupations	2,733	998	1359	367	455
31-0000	Healthcare support occupations	1,439	144	-	-	-
33-0000	Protective service occupations	458	266	265	39	-
35-0000	Food preparation and serving related occupations	-	36	-	-	-
37-0000	Building and grounds cleaning and maintenance occupations	18	21	-	-	-
39-0000	Personal care and service occupations	125	12	133	-	-
41-0000	Sales and related occupations	-	-	-	-	-
43-0000	Office and administrative support occupations	298	262	-	-	-
45-0000	Farming, fishing, and forestry occupations	58	21	-	-	-
47-0000	Construction and extraction occupations	83	24	-	-	-
49-0000	Installation, maintenance, and repair occupations	370	99	-	-	-
51-0000	Production occupations	124	61	-	-	-
53-0000	Transportation and material moving occupations	-	18	67	-	-

Source: Colorado Commission on Higher Education

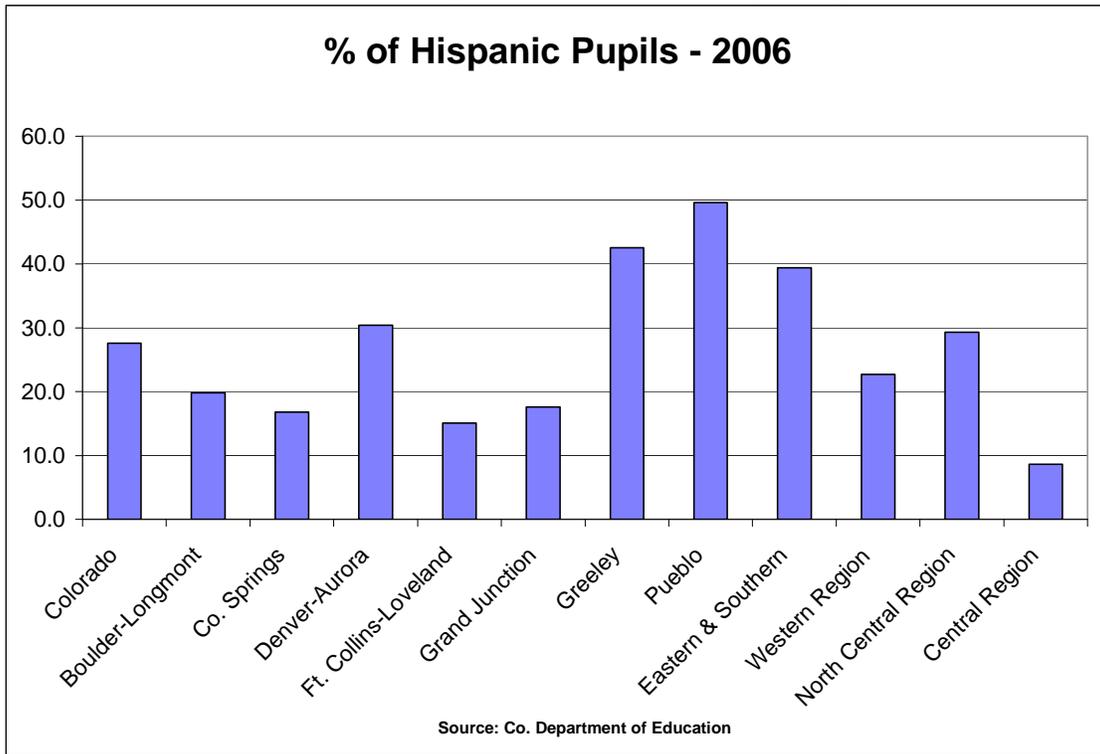


## Non-White Population, 1990-2000



Source: US Census Bureau

## Percent of Hispanic Students by Region



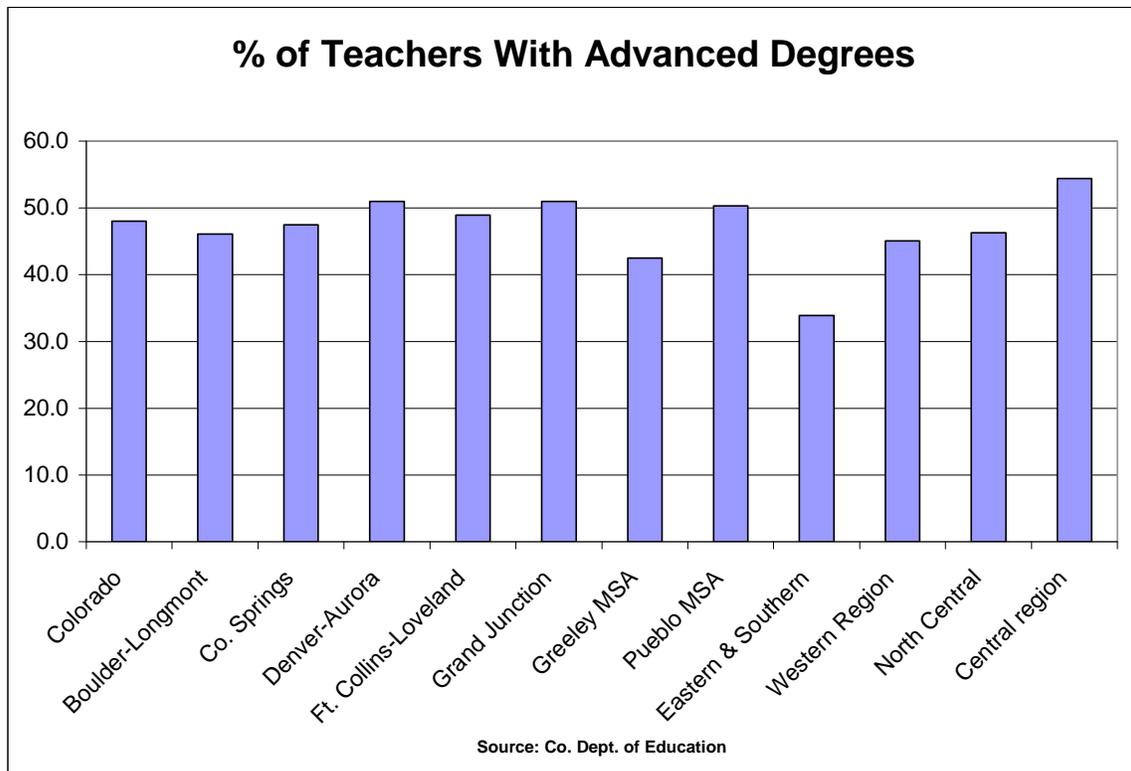
	2006
Colorado	27.6
Boulder-Longmont	19.8
Colorado Springs	16.8
Denver-Aurora	30.4
Fort Collins-Loveland	15.1
Grand Junction	17.6
Greeley	42.5
Pueblo	49.6
Eastern & Southern	39.4
Western Region	22.7
North Central Region	29.3
Central Region	8.6

Source: Colorado Department of Education

## Teacher Education Level, 2006 School Year

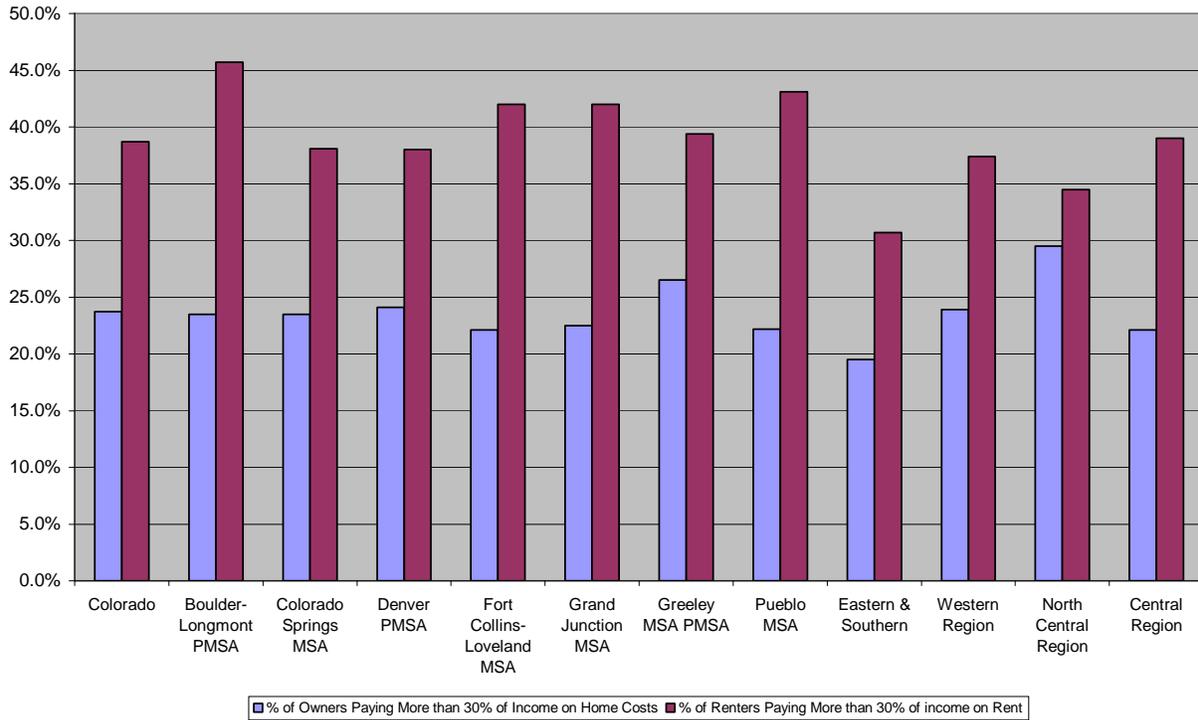
	% with BA	% MA & Above	% Less than BA
Colorado	51.4	48.0	0.6
Boulder-Longmont	52.2	46.1	1.7
Colorado Springs	52.2	47.5	0.3
Denver-Aurora	48.5	51.0	0.6
Fort Collins-Loveland	51.1	48.9	0.1
Grand Junction	48.4	51.0	0.5
Greeley MSA	57.3	42.5	0.1
Pueblo MSA	47.7	50.3	1.9
Eastern & Southern	65.0	33.9	1.0
Western Region	54.6	45.1	0.3
North Central Region	53.4	46.3	0.3
Central Region	45.0	54.4	0.7

Source: Colorado Department of Education



# COST OF HOUSING

## Housing Costs as % of Income



## Cost of Housing by Region

	% of Owners Paying More than 30% of Income on Home Costs	% of Renters Paying More than 30% of income on Rent
Colorado	23.7%	38.7%
Boulder-Longmont PMSA	23.5%	45.7%
Colorado Springs MSA	23.5%	38.1%
Denver PMSA	24.1%	38.0%
Fort Collins-Loveland MSA	22.1%	42.0%
Grand Junction MSA	22.5%	42.0%
Greeley MSA PMSA	26.5%	39.4%
Pueblo MSA	22.2%	43.1%
Eastern & Southern	19.5%	30.7%
Western Region	23.9%	37.4%
North Central Region	29.5%	34.5%
Central Region	22.1%	39.0%

Source: 2000 Census



## LITERATURE REVIEW

### Metro Denver Job Vacancy Survey, Spring 2005, CDLE

- 5,923 employers, representing 36% of the region's employment
- 320 large employers, 310 government, 5,293 are small to mid-size employers
  - Overall average wage of openings was \$16.10 – indicating a skill level well above high school in most cases;
  - Post-secondary education required for 65% of the openings
  - 82% of openings were full-time, 95% were permanent, 82% offered medical benefits

### Toward a More Competitive Colorado, October 2005, Metro Economic Development Corporation

#### Competitive Highlights for Colorado:

- 4<sup>th</sup> most highly educated state in percentage of college graduates
- 10<sup>th</sup> most productive workforce
- 9<sup>th</sup> highest concentration of doctorates in science and engineering
- 4<sup>th</sup> highest in venture capital investments
- 9<sup>th</sup> highest in patents per million population
- Lowest obesity rate in the nation
- 3<sup>rd</sup> lowest in heart disease deaths and diabetes death
- 4<sup>th</sup> lowest in cancer deaths

#### Competitive Challenges for Colorado:

- 49<sup>th</sup> in state and local support for higher education
- 32<sup>nd</sup> in high school graduates entering college within one year of graduation
- 48<sup>th</sup> in higher education spending per capita
- 37<sup>th</sup> in job growth in 2004
- 26<sup>th</sup> in per student spending on k-12 education
- 49<sup>th</sup> in k-12 spending as a percent of personal income
- 29<sup>th</sup> in high school graduation rates – down from 26<sup>th</sup> in 1995
- The cost of health care in Colorado has risen substantially. The average annual cost of employment-based health insurance for single coverage was \$3,645 in 2003, the



13<sup>th</sup> highest in the country. Further, over 17% of Coloradoans had no health insurance in 2004, up from 12.8% in 1990 (Kaiser Family, statehealthfacts.org, 2005)

- Colorado ranks 32<sup>nd</sup> in the percent of high school graduates entering college anywhere in the country within 12 months of graduation, indicating that much of our educated workforce tends to be supported by in-migration to the state as opposed to current state residents (Colorado Commission on Higher Education, 2000)
- Funding for public colleges and universities is diminishing rapidly. For example, state support for higher education plummeted 21% from 2001 to 2005. Colorado ranked 43<sup>rd</sup> in state and local public higher education support per capita in 2000. This position has eroded to 48<sup>th</sup> place in 2004. (NCHEMS Information Center, 2004)

### **Bell Policy Center:**

- Most who go to college in Colorado are recent high school grads from middle and upper income families. They are mostly white or Asian American, and to a lesser extent, black women. This is particularly troubling at a time when demographers predict that the number of Hispanic students in Colorado high schools will double in the next decade.
- In CO only 60% of freshmen attending public two-year colleges return for their sophomore year. 80% of freshmen attending 4-year colleges return. Just one-third of Colorado students pursuing an associate's degree will graduate within 3 years. AT 4-year colleges, about half the students will graduate within 6 years. Graduation rates for minority students are much lower, ranging from 36 to 43 percent at 4-year colleges.
- Opportunity for low-income students appears to be declining in Colorado. From 1992 to 2001, the share of Colorado students receiving federal financial aid fell from 23% to 18%, while the national average stayed at around 25%. Low-income students are more prevalent at rural community colleges and state universities. Colorado's flagship university, the University of Colorado at Boulder, did not fare particularly well compared to peer universities around the county - it ranked 46<sup>th</sup> for its share of low-income students with 13% of the student body classified as low-income.
- Most minority students attend public colleges or universities, and more than half of the state's minority students pursue a certificate or 2-year degree rather than a 4-year degree. Blacks, Hispanics, and Native Americans were 25% of the state's population in 2000, but in 2001 made up just 17% of Colorado's college student population.



## Measuring Up, The National Report Card on Higher Education

The National Center for Public Policy and Higher Education, 2006

Copied from state report at

<http://measuringup.highereducation.org/reports/stateprofilenet.cfm?myyear=2006&stateName=Colorado>

Colorado's strong performance in higher education could be undermined by large disparities in opportunity. The state is falling behind in the percentage of 9th graders graduating from high school in four years. And as the well-educated baby boomer generation begins to retire, the young population that will replace it does not appear as prepared educationally to maintain or enhance the state's position in a global economy. Since the early 1990s, colleges and universities in Colorado have become less affordable for students and their families. If these trends are not addressed, they could limit the state's access to a competitive workforce and weaken its economy over time.

2006 REPORT CARD	
Preparation	B+
Participation	A-
Affordability	F
Completion	B
Benefits	A-
Learning	I

### STRENGTHS

#### Preparation

Eighth graders perform well on national assessments in math, science, and reading.

Colorado has consistently been a top performer in the proportions of students taking and scoring well on college entrance exams.

#### Participation

- The chance that a high school student will enroll in college by age 19 has increased by 5%, compared with a national decline of 2%. Although a smaller percentage of 9th graders graduate from high school within four years, more of those who do graduate enroll in college.

- 
- A very large percentage of working-age adults enroll part-time in college-level education or training. However, Colorado has lost ground on this measure over the past decade.

### **Completion**

- A large percentage of first-year students at four-year colleges and universities return for their second year.
- Likewise, a large proportion of students complete certificates and degrees relative to the number enrolled. Over the past 12 years, Colorado has shown some of the greatest improvement among the states on this measure, primarily due to growth in certificates and associate's degrees awarded.

### **Benefits**

- Colorado has consistently performed very well on the percentage of residents who have a bachelor's degree, and this substantially strengthens the state economy. However, many residents earned their degrees in other states.

## **WEAKNESSES**

### **Preparation**

- Low-income 8th graders perform poorly on national assessments in math.

### **Participation**

- Among young adults (ages 18-24), the gap in college participation between whites and non-whites has widened substantially. White young adults are more than twice as likely to attend college as non-whites.

### **Affordability**

- Net college costs for low- and middle-income students to attend public two- or four-year colleges and universities represent more than one-third of their annual family income. (Net college costs equal tuition, room, and board after financial aid.) These institutions enroll 82% of students in the state.
- Since 1992, the state has increased its investment in need-based financial aid. Nonetheless, the share of family income, even after financial aid, needed to pay for college is large compared with other states.

### **Completion**

- The percentage of first-year students in community colleges returning for their second year has declined substantially.

### **Benefits**

- Whites are almost three times as likely as non-whites to have a bachelor's degree. This is among the widest gaps in the country.

## 2007 State New Economy Index

### Information Technology and Innovation Foundation

Measure	Rank	Score	Top State / Score	U.S. Average
Overall	9 <sup>th</sup>	78.3	Massachusetts (96.1)	62.1
IT Professionals	6	1.60%	Virginia (2.36%)	1.30%
Managerial, Professional, Technical Jobs	14	21.4%	Massachusetts (26.8%)	21.0%
Workforce Education	2	50.0	Massachusetts (52.4)	39.7
Immigration of Knowledge Workers	34	13.20	New Hampshire (15.34)	13.50
Manufacturing Value-Added	11	35.9%	Indiana (48.7%)	26.9%
High-Wage Traded Services	16	14.2%	Delaware (24.3%)	14.5%
Export Focus of Manufacturing and Services	33	\$17,489	Washington (\$59,547)	\$25,374
Foreign Direct Investment	32	2.45%	South Carolina (5.25%)	2.99%
Package Exports	32	0.10	Minnesota (0.25)	0.14
"Gazelle Jobs"	8	9.30%	Nebraska (16.63%)	8.03%
Job Churning	30	23.8%	Nevada (38.1%)	25.4%
Fastest Growing Firms	8	0.035%	Virginia (0.082%)	0.026%
IPOs	2	6.24	Nevada (7.2)	5.0
Entrepreneurial Activity	2	0.44%	Vermont (46.0%)	30%
Inventor Patents	12	0.104	California (0.143)	0.085
Online Population	9	65.1%	Alaska (72%)	59%
Internet Domain Names	11	3.07	Nevada (7.15)	2.94
Technology in Schools	44	4.05	South Dakota (7.43)	5.00
E-Government	38	4.46	Michigan (6.78)	5.00
Online Agriculture	10	6.13	Connecticut (7.18)	5.00
Broadband Telecommunications	21	4.51	Georgia (6.93)	5.00
High-Tech Jobs	3	5.8%	Massachusetts (6.46%)	3.75%
Scientists and Engineers	10	0.54%	Maryland (0.98%)	0.41%
Patents	2	1.33	Idaho (2.99)	0.75
Industry Investment in R&D	16	2.81%	Delaware (7.13%)	3.17%
Venture Capital	4	0.50%	Massachusetts (1.36%)	0.35%