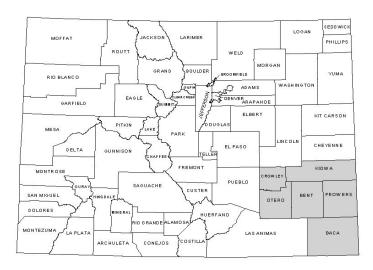
Overview

The central work of the State Demography Office is the research and production of population data and information and of the forces (fertility, mortality, migration) that lead to population change. Data and information about the population and the factors that lead to population change are critical for program and local area planning. This profile pre-



sents data on the economy and the population for the different Planning and Management Regions of Colorado. Included are:

The Economy

Estimated Total Jobs by Industrial Sector.

Personal Income by Source.

The Economic Base in terms of Industrial Clusters.

An Economic Forecast for the Base Industry Groups.

The Population

Population Estimates, 2000 - 2009.

The Relationships of Population, Households, and Housing.

Population Forecasts, 2010 – 2035.

Population by Age, 2009 and 2035.

Labor Market Highlights.

Labor force and participation rates by age

Forecasting Worksheets

Worksheets which show the relationship of the job forecast to the population forecast relate jobs to the population.

Region 6—Baca, Bent, Crowley, Kiowa, Otero & Prowers Counties

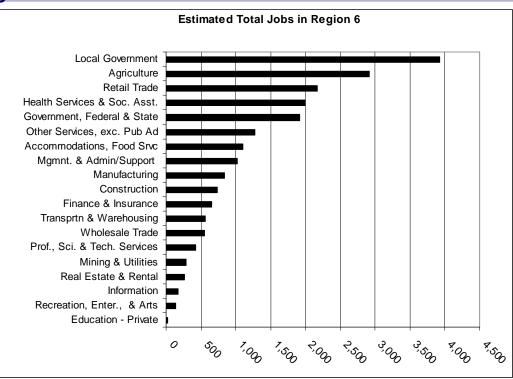
Economic Highlights

Jobs

The region had 21,086 jobs in 2009. The largest portion of these were in local government (3,923, 18.6 percent), agriculture (2,919, 13.8 percent), retail trade (2,165, 10.3 percent), and health services and social assistance (1,993, 9.5 percent).

Job growth in the re-

gion annually declined an average of 1.3 percent from 2001 to 2009, and shrank 1.7 percent (-371 jobs) from 2008 to 2009. Accommodations and food services experienced the greatest losses, shedding 102 jobs (-8.5 percent). Construction also posted significant losses with 89 fewer positions. Management and administrative support, meanwhile, created 62 new positions and 10 new private sector positions were created in professional, scientific, and tech-



Source: Colorado State Demography Office www.dola.state.co.us/demog_webapps/jobs_sector_naics

ESTIMATED TOTAL JOBS - REGION 6 COUNTIES, 2009 By Industrial Sector

Industry Group	Region 6	Baca	Bent	Crowley	Kiowa	Otero	Prow- ers
ESTIMATED TOTAL JOBS	21,086	2,078	2,012	1,598	943	8,291	6,165
Agriculture	2,919	519	471	256	388	611	674
Mining & Utilities	293	24	17	19	17	85	131
Manufacturing	833	16	5	0	0	488	323
Government, Federal & State	1,914	59	316	335	34	780	390
Construction	733	65	37	57	33	272	269
Wholesale Trade	546	54	11	7	19	316	139
Transprtn & Warehousing	567	72	20	14	24	290	146
Information	176	7	0	0	0	107	62
Finance & Insurance	654	63	54	28	22	237	250
Real Estate & Rental	268	4	0	17	5	126	116
Prof., Sci. & Tech. Services	421	43	13	23	13	190	139
Mgmnt. & Admin/Support	1,024	0	268	332	0	244	179
Retail Trade	2,165	168	97	107	55	901	837
Education - Private	27	0	0	0	0	27	0
Health Services & Soc. Asst.	1,993	45	66	79	0	1,355	447
Recreation, Enter., & Arts	132	11	0	0	0	81	40
Accommodations, Food Srv	1,098	42	60	29	19	546	402
Other Services, exc. Pub Ad	1,275	145	88	87	33	467	455
Local Government	3,923		456	201	247	1,166	1,149

nical services.

Economic Highlights

Personal Income

PERSONAL INCOME for REGION 6 COUNTIES, 2008

Amounts (In thousands of \$)

	γαποαπιο (in thousands of ψ)								
	Region 6	Baca	Bent	Crowley	Kiowa	Otero	Prowers		
Per Capita Personal Income	\$27.708	\$31.626	\$22.479	\$14.553	\$41.408	\$30.842	\$29.747		
Ratio to U. S. PCPI	0.690	0.787	0.560	0.362	1.031	0.768	0.741		
Total Personal Income	\$1,364,267	\$119,610	\$136,178	\$94,567	\$52,671	\$574,861	\$386,380		
Earned Income by Residents	\$765,581	\$71,027	\$76,503	\$52,419	\$35,078	\$296,578	\$233,976		
Earnings by Place of Work	\$830,237	\$75,939	\$79,447	\$63,939	\$37,320	\$311,964	\$261,628		
- Contrib. For Social Ins.	-\$74,420	-\$5,170	-\$6,290	-\$5,574	-\$2,223	-\$33,241	-\$21,922		
Residency Adjustment	\$9,764	\$258	\$3,346	-\$5,946	-\$19	\$17,855	-\$5,730		
Transfer Payments	\$403,237	\$27,860	\$38,300	\$30,641	\$9,953	\$203,432	\$93,051		
Retirement & Disability	\$107,164	\$11,465	\$9,264	\$7,757	\$3,857	\$50,476	\$24,345		
Medical: Medicare,-caid, VA	\$211,415	\$12,098	\$18,702	\$15,288	\$4,718	\$111,359	\$49,250		
Other	\$84,658	\$4,297	\$10,334	\$7,596	\$1,378	\$41,597	\$19,456		
Dividends, Interest, and Rent	\$195,449	\$20,723	\$21,375	\$11,507	\$7,640	\$74,851	\$59,353		

Source: Bureau of Economic Analysis

From 2001 to 2008, per capita personal income increased 2.3 percent per year while that of the nation increased at an annual rate of 3.2 percent. Thus, the region's ratio (of per capita income) to that of the nation fell from 0.760 to 0.674 during the eight-year period. From 2001 to 2008 the earned income portion of personal income declined, falling to 56.1 percent in 2008 from 59.7 percent in 2001. Likewise, the portion comprised of dividends, interest, and rent also declined from 18.3 to 14.3 percent. These declines were countered by an increase in the portion comprised of transfer payments, which rose from 22.0 to 29.6 percent.

PERSONAL INCOME for REGION 6 COUNTIES, 2008

Percent of Total Personal Income

	Region 6	Baca	Bent	Crowley	Kiowa	Otero	Prowers
Total Personal Income	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Earned Income by Residents	56.1%	59.4%	56.2%	55.4%	66.6%	51.6%	60.6%
Earnings by Place of Work	60.9%	63.5%	58.3%	67.6%	70.9%	54.3%	67.7%
- Contrib. For Social Ins.	-5.5%	-4.3%	-4.6%	-5.9%	-4.2%	-5.8%	-5.7%
Residency Adjustment	0.7%	0.2%	2.5%	-6.3%	0.0%	3.1%	-1.5%
Transfer Payments	29.6%	23.3%	28.1%	32.4%	18.9%	35.4%	24.1%
Retirement & Disability Medical: Medicare,-caid,	7.9%	9.6%	6.8%	8.2%	7.3%	8.8%	6.3%
VA	15.5%	10.1%	13.7%	16.2%	9.0%	19.4%	12.7%
Other	6.2%	3.6%	7.6%	8.0%	2.6%	7.2%	5.0%
Dividends, Interest, and Rent	14.3%	17.3%	15.7%	12.2%	14.5%	13.0%	15.4%

Source: Bureau of Economic Analysis

Economic Highlights

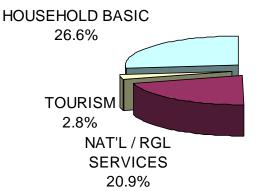
Base Analysis

SOUTHEAST COLORADO - REGION 6

ECONOMIC BASE (JOBS). 2009

Nearly one-third of the region's 13,661 basic jobs are in agribusiness, which accounts for 3,859 jobs created by outside dollars. Another 2,460 basic jobs are in government. Nearly 1,000 of these are in prisons in Crowley and Bent counties and another 460 at state educational institutions in Otero and Prowers Counties. Retirees account for another sixth, or 2,382, of the jobs funded by outside dollars. Much of the other outside dollars come from other transfer receipts and the dividends and interest from outside investments by residents.

LCOI	ACIVIIC I	DAJL	JUCL	33), Z	003		
	South-	Baca	Bent	Crow-	Kiowa		Prowers
	east	Cnty	Cnty	ley	Cnty	Cnty	Cnty
TRADITIONAL	6,791	727					•
Agribusiness	3,859		481		426	1,148	
Mining	34		0		2	0	
Manufacturing	438		_	_			
Government	2,460	84	571	675	26	735	368
NAT'L / RGL SERVICES	2,861	326	219	108	101	1,245	863
Mining, Construction	247	14	13	21	19	46	134
Trade & Transportation	247	8		0	3	63	167
Information, Comm.	64				0	50	
Financial Activities	80	5	5		1	31	34
Prof. & Business Srvcs	26					4	. 2
Health & Education	2,195	297	190	68	77	1,048	514
TOURISM	377	16	9	9	4	148	191
Recr., Lodging, Food	300		6		3	128	
Real Est., Construction	0	0	0	0	0	0	
Retail Trade	10		2	2	0		
Transportation	66	3	1	0	1	15	46
HOUSEHOLD BASIC	3,632	332	371	193	107	1,814	814
Retirees	2,382	240	219	180	79	1,044	620
Commuters	115	3	35	-83	0	230	-69
Trans <65	769						
DIR < 65	365	38	36	24	13	145	107
TOTAL DIRECT BASIC	13,661	1,400	1,651	1,260	666	5,357	3,327
TOTAL INDIRECT BASIC	1,844	158	62	43	42	892	648
TOTAL NON-BASIC	5,560						
(Wrkr LRS)							
TOTAL ALL JOBS	21,077	2,078	2,012	1,591	940	8,291	6,165
Ratio: Ind + NB / D. B.	0.54						
Ratio: Total / Dir. Basic	1.54	1.48	1.22	1.26	1.41	1.55	1.85





Region 6—Baca, Bent, Crowley, Kiowa, Otero & Prowers Counties

Population Highlights

Forecasts

From 2010 to 2015 the region's economy is expected to grow 1,280 total jobs at an annual average rate of 1.2 percent. Over this time 742 direct basic jobs should be created. From 2015 to 2025 total job growth should slow to 1.0 percent annually.

Re	egion 6			
	2010	2015	2025	2035
JOBS				
Direct Basic Jobs				
TRADITIONAL INDUSTRIAL BASIC JOBS	6,690	6,894	7,063	7,302
Annual Average Pct. Change	-1.7%	0.6%	0.2%	0.3%
REGIONAL & NATIONAL SERVICES	2,929	3,168	3,190	3,289
Annual Average Pct. Change TOURISM	0.1%	1.6%	0.1%	0.3%
Annual Average Pct. Change	-1.3%	1.9%	-0.2%	-0.7%
HOUSEHOLD BASIC	4,691	4,954	6,439	7,591
Annual Average Pct. Change	-0.1%	1.1%	2.7%	1.7%
Commuting	129	129	335	541
Retirees Public Assistance	2,514 1,151	2,794 1,135	3,922 1,208	4,688 1,380
Investment Income & Wealth	897	896	974	981
TOTAL DIRECT BASIC JOBS	14,684	15,427	17,093	18,557
Annual Average Pct. Change	-0.9%	1.0%	1.0%	0.8%
Secondary Jobs (Indirect Basic + NonBasic)	6,413	6,951	7,694	8,269
Ratio of Secondary/DB Jobs	43.7%	45.1%	45.0%	44.6%
TOTAL JOBS (DB + Secondary)	21,098	22,378	24,788	26,826
Annual Average Pct. Change	-0.9%	1.2%	1.0%	0.8%
Less: Military Jobs	126	111	90	75
TOTAL CIVILIAN JOBS (DEMAND)	20,972	22,266	24,697	26,751
Annual Average Pct. Change	-0.9%	1.2%	1.0%	0.8%

Source: Colorado State Demography Office

Population Highlights

Estimates

	Census	SDO Est.	SDO Est.	SDO Est	Average Annual Rate Of Change			ange
	April, 2000	July, 2007	July, 2008	July, 2009	00-07	07-08	08-09	00-09
COLORADO	4,301,261	4,895,652	4,987,672	5,074,528	1.8%	1.9%	1.7%	1.8%
REGION 6	52,449	49,868	49,930	50,207	-0.7%	0.1%	0.6%	-0.5%
Baca	4,517	4,171	4,105	4,032	-1.1%	-1.6%	-1.8%	-1.2%
Bent	5,998	5,893	6,150	6,653	-0.2%	4.3%	7.9%	1.1%
Crowley	5,518	6,093	6,105	6,037	1.4%	0.2%	-1.1%	1.0%
Kiowa	1,622	1,451	1,410	1,368	-1.5%	-2.9%	-3.0%	-1.8%
Otero	20,311	19,010	18,936	18,937	-0.9%	-0.4%	0.0%	-0.8%
Prowers	14,483	13,250	13,224	13,180	-1.2%	-0.2%	-0.3%	-1.0%



The population of the region in 2009 was 50,207. This represents a slight gain (0.6 percent) since 2008. The region declined at -0.6 percent per year between 2000 and 2008. The decline affected all counties, though the addition of prisoners in Bent County in the early part of the decade offset losses there, and those in Crowley County resulted in significant increases to the population.

Of the region's 50,207 people, 6,125 live in group quarters, and the remaining 44,082 in households. Of those living in group quarters, 4,065 are prisoners in Bent (1,374), and Crowley (2,637) County correctional facilities. The region averages 2.54 persons per household (occupied housing units) with Prowers County having a higher ratio (of 2.67) relative to other counties in the region. The region's 22.3 percent vacancy rate includes some houses used for seasonal recreational purposes

Housing and Households

2009	Total Population	Group Quarter Population	Household Population	Persons Per Household	Total Housing Units	Occupied Housing Units	Vacant Housing Units	Vacancy Rate
COLORADO	5,074,528	113,530	4,960,998	2.55	2,204,528	1,946,542	257,982	11.70
REGION 6	50,207	6,125	44,082	2.54	22,377	17,385	4,992	22.31
Baca	4,032	85	3,947	2.32	2,407	1,698	709	29.46
Bent	6,653	2,216	4,437	2.53	2,445	1,751	694	28.38
Crowley	6,037	2,938	3,099	2.60	1,590	1,193	397	24.97
Kiowa	1,368	18	1,350	2.40	827	562	265	32.04
Otero	18,937	568	18,369	2.50	9,074	7,360	1,714	18.89
Prowers	13,180	300	12,880	2.67	6,034	4,821	1,213	20.10

Region 6—Baca, Bent, Crowley, Kiowa, Otero & Prowers Counties

Population Highlights

POPULATION FORECASTS BY REGION AND COUNTY 2010 - 2035

Forecast

Avg. Annual % Chg

					9 .)
	July, 2010	July, 2015	July, 2025	July, 2035	10-15	15-25	25-35
COLORADO	5,160,189	5,622,019	6,700,765	7,658,215	1.7%	1.8%	1.3%
REGION 6	50,355	52,000	55,436	57,650	0.6%	0.6%	0.4%
Baca	4,013	4,026	4,100	4,191	0.1%	0.2%	0.2%
Bent	6,694	6,890	7,214	7,185	0.6%	0.5%	0.0%
Crowley	6,083	6,414	7,220	7,989	1.1%	1.2%	1.0%
Kiowa	1,383	1,432	1,530	1,644	0.7%	0.7%	0.7%
Otero	18,961	19,656	20,910	21,427	0.7%	0.6%	0.2%
Prowers	13,221	13,582	14,462	15,214	0.5%	0.6%	0.5%

Source: State Demography Office, October, 2010 Website: www.dola.state.co.us/dlg/demog/pop_colo_forecasts.html

The region is expected to grow somewhat after 2010. Some of this is related to some recovery and extensions in agriculture. Lastly, the region will see some increases in retirees as its own baby-boomers retire and as others in the state are attracted to the region's low cost of living and rural life style.

<u>Age</u>

Population by Age, Colorado and Region, 2009 and 2025

		Regio	on 6			Colorado				
	July	1, 2009	July 1	, 2025		July 1, 2009		July 1	, 2025	
. ~					Age					
Age Groups	Amount	% of Total	Amount	% of Total	Groups	Amount	% of Total	Amount	% of Total	
0 - 4	3,135	6.2%	3,440	6.2%	0 - 4	358,087	7.1%	469,094	7.0%	
5 - 17	8,917	17.8%	9,155	16.5%	5 - 17	884,888	17.4%	1,155,037	17.2%	
18 - 24	4,304	8.6%	4,294	7.7%	18 - 24	546,255	10.8%	652,848	9.7%	
25 - 44	11,523	23.0%	13,578	3 24.5%	25 - 44	1,410,605	27.8%	1,750,183	26.1%	
45 - 64	14,246	28.4%	13,138	3 23.7%	45 - 64	1,358,328	26.8%	1,528,618	22.8%	
65 - 74	4,074	8.1%	6,599	11.9%	65 - 74	280,162	5.5%	671,067	10.0%	
75 - 84	2,848	5.7%	3,692	6.7%	75 - 84	176,543	3.5%	356,980	5.3%	
85+	1,155	2.3%	1,540	2.8%	85+	59,697	1.2%	116,936	1.7%	
Total	50,202	2 100.0%	55,436	100.0%	Total	5,074,567	100.0%	6,700,765	100.0%	

The median age of the region on July 1, 2009 was 39.4 as compared to the state's median age of 35.1. This is mainly due to somewhat lower proportions of the population 25 – 44, 23.0% for the region versus 27.8% for the state. The median ages of the region and the state are expected to rise to 41.3 and 36.6, respectively, by 2030 with the aging of the baby boomers age during this period.

Region 6—Baca, Bent, Crowley, Kiowa, Otero & Prowers Counties

Labor Market Highlights

Forecasts

Integrating the Economic and Population Forecasts by way of Analysis of the Labor Market

The separate forecasts of the economy (jobs) and the population are *integrated* -- or made consistent with each other -- by way of an analysis of the labor market. The analysis reviews whether the population forecast in the demographic models and the workforce they are expected to provide (supply) will be sufficient (or too great) to meet the demands of the economy. If not, the population forecast – migration – may have to be adjusted so that the jobs supplied by the population is

more in line with the jobs South East—Region 6

forecast.

Working from the bottom of the upper table, labor force participation rates applied are to noninstitutional populations over 16 - by age and gender to produce a forecast of the labor force for an existing or projected population. When the forecasted number unemployed sons are subtracted from the labor force, a forecast of the number of employed

	2010	2015	2025	2035
= CIVILIAN JOBS SUPPLIED	20,692	22,635	25,007	26,398
Annual Average Pct. Change	-1.0%	1.8%	1.0%	0.5%
+ Commuters	-64	-501	-547	-291
= JOBS HELD BY RESIDENTS	20,757	23,135	25,555	26,689
+ 2nd & 3rd Jobs of Rsdnts	1,940	2,256	2,494	2,603
Multiplie Job Holding Rate	9.6%	10.4%	10.4%	10.4%
= EMPLOYED PERSONS (RES)	18,816	20,880	23,061	24,086
- Unemployed Persons	1,295	826	949	959
Unemployment Rate	6.4%	3.8%	4.0%	3.8%
= LABOR FORCE (RESIDENTS)	20,112	21,706	24,009	25,045
x Labor Force Participation Rate	0.6	0.6	0.6	0.6
NON-INSTITUTIONAL POP >16	35,412	36,798	39,750	41,491
TOTAL POPULATION	50,737	52,411	55,876	58,128
Annual Average Pct. Change	-0.3%	0.7%	0.6%	0.4%
	+ Commuters = JOBS HELD BY RESIDENTS + 2nd & 3rd Jobs of Rsdnts Multiplie Job Holding Rate = EMPLOYED PERSONS (RES) - Unemployed Persons Unemployment Rate = LABOR FORCE (RESIDENTS) x Labor Force Participation Rate NON-INSTITUTIONAL POP >16 TOTAL POPULATION	= CIVILIAN JOBS SUPPLIED 20,692	= CIVILIAN JOBS SUPPLIED 20,692 22,635 Annual Average Pct. Change -1.0% 1.8% + Commuters -64 -501 = JOBS HELD BY RESIDENTS 20,757 23,135 + 2nd & 3rd Jobs of Rsdnts 1,940 2,256 Multiplie Job Holding Rate 9.6% 10.4% = EMPLOYED PERSONS (RES) 18,816 20,880 - Unemployed Persons 1,295 826 Unemployment Rate 6.4% 3.8% = LABOR FORCE (RESIDENTS) 20,112 21,706 x Labor Force Participation Rate 0.6 0.6 NON-INSTITUTIONAL POP >16 35,412 36,798 TOTAL POPULATION 50,737 52,411	= CIVILIAN JOBS SUPPLIED 20,692 22,635 25,007 Annual Average Pct. Change -1.0% 1.8% 1.0% + Commuters -64 -501 -547 = JOBS HELD BY RESIDENTS 20,757 23,135 25,555 + 2nd & 3rd Jobs of Rsdnts 1,940 2,256 2,494 Multiplie Job Holding Rate 9.6% 10.4% 10.4% = EMPLOYED PERSONS (RES) 18,816 20,880 23,061 - Unemployed Persons 1,295 826 949 Unemployment Rate 6.4% 3.8% 4.0% = LABOR FORCE (RESIDENTS) 20,112 21,706 24,009 x Labor Force Participation Rate 0.6 0.6 0.6 NON-INSTITUTIONAL POP >16 35,412 36,798 39,750 TOTAL POPULATION 50,737 52,411 55,876

persons results. This number + the number of 2nd and 3rd jobs supplied by multiple job holders + those provided by commuters living outside the region – those who will work outside equals the number of jobs supplied by the population.

Note that the number of jobs supplied by the population and their rates of growth are not the same as the growth (rates) of the population. Hence this analysis is essential to establishing an appropriate relationship between jobs and population.

2010				2025			
			Labor				Labor
	Labor	Non-Inst	Force Part.		Labor	Non-Inst	Force Part.
Age	Force	Pop. >16	Rate	Age	Force	Pop. >16	Rate
16 TO 24	2,460	4,919	50.0%	16 TO 24	2,858	5,450	52.4%
25 TO 34	3,996	5,464	73.1%	25 TO 34	4,063	5,182	78.4%
35 TO 44	4,277	6,100	70.1%	35 TO 44	5,244	6,875	76.3%
45 TO 54	5,247	7,616	68.9%	45 TO 54	5,403	7,279	74.2%
55 TO 64	3,924	6,424	61.1%	55 TO 64	4,764	7,201	66.1%
65 TO 74	944	3,598	26.2%	65 TO 74	2,156	5,885	36.6%
75 TO 84	237	2,174	10.9%	75 TO 84	441	2,612	16.9%
Total	20,112	35,412	56.8%	Total	24,009	39,750	60.4%

Changes in the overall or total labor force participation rate(s) (LFPR) are really a function of changes LFPR by age and gender and changes in the relative proportions in each. In general, LFPR for each age-gender group are expected to rise slightly to 2025. Those of women - especially those in upper age groups -- are expected to increase more substantially, as the result of greater women's participation in younger age groups in past decades. Changes in the overall or total LFPR of a region, if it's declining, are due to increases in the number of people in younger or older age groups where participation rates are expected to remain relatively low.

Region 6—Baca, Bent, Crowley, Kiowa, Otero & Prowers Counties

Forecasting Worksheet R	Region	6
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Forecastir	<u>ig Workshee</u>	t Region 6		
	2010	2015	2025	2035
TOTAL DIRECT BASIC JOBS	14,684	15,427	17,093	18,557
Total Jobs / Total Direct Basic Jobs	1.4	1.5	1.5	1.4
TOTAL JOBS	21,098	22,378	24,788	26,826
Average Annual Percent Change	-0.9%	1.2%	1.0%	0.8%
*Statistical Discrepancy	280	-369	-310	353
JOBS HELD (In Area by Res. & Non-Res)	20,757	23,135	25,555	26,689
Average Annual Percent Change	-1.0%	2.2%	1.0%	0.4%
+ Commuters (+ = IN)	-64	-501	-547	-291
= JOBS HELD BY RESIDENTS	20,757	23,135	25,555	26,689
+ 2nd & 3rd Jobs Held by Res.	1,940	2,256	2,494	2,603
= Employed Persons (Residents)	18,816	20,880	23,061	24,086
- Unemployed Persons	1,295	826	949	959
Unemployment Rate	6.4%	3.8%	4.0%	3.8%
LABOR FORCE (RESIDENTS)	20,112	21,706	24,009	25,045
Labor Force Participation Rate	56.8%	59.0%	60.4%	60.4%
POPULATION - CENSUS BASED	50,737	52,411	55,876	58,128
Average Annual Percent Change	-0.3%	0.7%	0.6%	0.4%

Source: Colorado State Demography Office website: http://www.dola.colorado.gov/dlg/demog/economy_worksheets.html

The forecasting worksheets attempt to integrate and / or reconcile the economic forecast of total jobs with the population forecast. The rates of growth of these two key variables can differ somewhat because of changes in the labor market, i.e., labor force participation rates, unemployment rates, multiple job holding, and/or commuting. For example, between 2010 and 2015 job growth in the region is expected to be 1.2% per year while population growth will be 0.7%. This slower growth in the population relative to jobs is the result of slightly higher labor force participation rates and a lower unemployment rate. These differences can vary over time; in the last ten years of the forecast period, 2025 – 2035, in most of the state, the population grows at a faster rate than jobs as the baby-boomer population retires and causes overall labor force participation rates to decline.