DOLA Planning and Management Region 2 Socioeconomic Profile

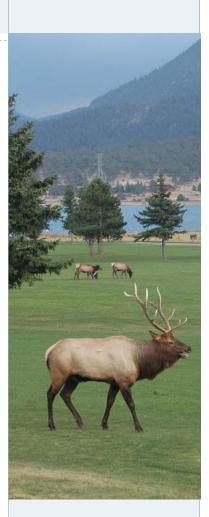


Regional Profile

NORTH CENTRAL COLORADO

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 presents data on the economy and the population for the North Central section of Colorado.





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http://colorado.gov/demography



THE STATE OF COLORADO

Colorado's population as of April 2010 was 5,029,196. Over the decade the population increased by 728,000 and was the 9th fastest growing state in the US. A natural increase (births-deaths) of 392,000 and net migration of 320,000 contributed to the population change in the state over the decade.

Positive net migration of this magnitude was a surprise for many. Most people who migrate to Colorado do so for job opportunities, and over the past decade Colorado experienced two recessions. Colorado's economy during the first recession at the beginning of the decade was relatively worse than the rest of the US, and this was reflected in low net migration. Conversely, Colorado fared relatively better than the rest of the nation during the second recession at the end of the decade. Despite this downturn net migration has consistently been between 30,000 and 40,000 since 2006.

"In strategic partnership with local communities, the Department of Local Affairs produces the most authoritative demographic and economic data for Colorado's regions and counties." - Reeves Brown, Executive Director

COLORADO QUICK FACTS FROM CENSUS 2010

5,029,196-April population

716,000—Population change since 2000

9th—Colorado's rank in US for growth rate

17% —Colorado's population growth vs. US 9.6%

85% —Growth of 60-64 year olds, the fastest growing age group

2.53 to 2.49—Decline in average household size

16% —Family household growth

24% —Nonfamily household growth

26% —Single person households

67% to 65% —Drop in Home ownership rate

EXPECTATIONS

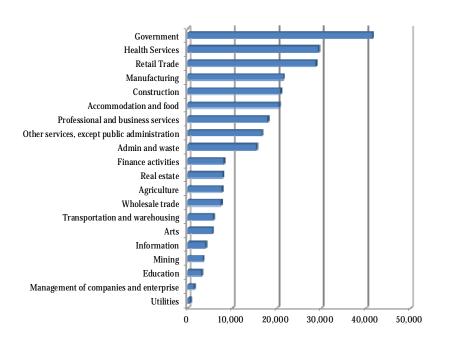
Colorado's population is forecast to increase from 5,029,196 in 2010 to 6 million in 2020 and 7.01 million by 2030. This is an average annual growth rate of 1.7% followed by 1.5%. The forecasted growth rate s are slightly slower than the previous decade yet faster than the US rate of 0.9%. The largest share of the population (82.4%) will continue to be along the Front Range with a growing share in the Western Slope, growing from 11% to 12% between 2010 and 2020.

Over the next decade (2010 to 2020) the Colorado population will also change significantly due to aging baby boomers (born 1946 to 1964), many of whom moved in to the state during the energy boom of the 1970's. As this generation ages Colorado's population over the age of 65, a historically small portion of the population, will increase rapidly. 550,000 people over 65 will expand to 892,000 – an increase of 60% over the ten year period.

Job growth, a significant factor in predicting population growth, is expected to improve in 2012 and 2013 returning to pre-recession employment levels by 2014. Between 2010 and 2015 total jobs (including wage and salary and proprietors) are forecast to increase by 350,000, gaining back the 130,000 lost between 2008 and 2010. An additional gain of 340,000 jobs is expected between 2015 and 2020. Many of these jobs—approximately 10% -are forecast to be driven from growth by retiree spending. Another bright spot is the tourism industry which has also been recovering nationally. Jobs in extractive industries, health services, and business services are also forecast to experience stronger increases.

Region 2 Socioeconomic Profile

Number of Jobs by Sector, 2010

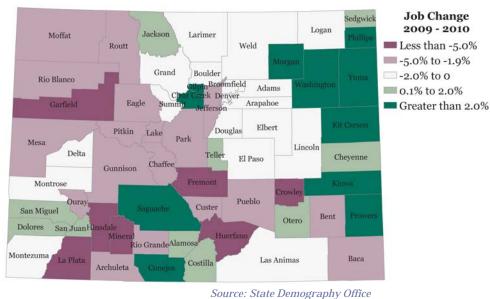


Source: State Demography Office

Region 2 had 267,019 jobs in 2010. The largest portion of these were in government (41,439 or 15.5%), health services and social assistance (29,335 or 11%), retail trade (28,742 or 10.7%), and manufacturing (21,411 or 8%).

Average annual job growth in the region was 1.5% from 2001 to 2008, but decreased 3.9% or 10,939 from 2008 to 2010. Reflecting national trends, the greatest decreases were in construction (-3,321), manufacturing (2,751), retail trade (-1,954). Health care and social assistance continued to grow (2,768) as did agriculture (852) and arts (334).





JOB CHANGE BY SECTOR, '09 - '10

Total Jobs -861 (-0.3%)

Accommodation and food -258 (-1.2%)

Admin and waste 1075 (7.5%)

Agriculture 922 (13.8%)

Arts 287 (5.5%)

Construction -449 (-2.1%)

Education -149 (-4.7%)

Finance activities -235 (-2.8%)

Government -2230 (-5.1%)

Health Services 2117 (7.8%)

Information -321 (-7.4%)

Management of companies 40 (2.8%)

Manufacturing -1134 (-5%)

Mining -58 (-1.7%)

Other services, except pub-262 (1.6%)

Professional and business -14 (-0.1%)

Real estate -423 (-5.1%)

Retail Trade -220 (-0.8%)

Transportation and ware--30 (-0.5%)

Utilities 2 (0.4%)

Wholesale trade -42 (-0.6%)

3

PER CAPITA PERSONAL INCOME (2009)

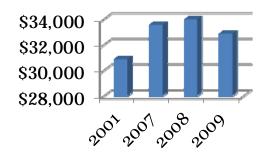
Larimer Weld	\$37,844 \$27,186
Colorado	\$41,895
US	\$39,635

INCOME

Income is an important measure of economic health and widely reported. It cannot simply be viewed by itself; equally important are demographic characteristics that impact income levels.

Real (inflation adjusted) per capita personal income in Region 2 declined between

Real Per Capita Personal Income (2009 Dollars)



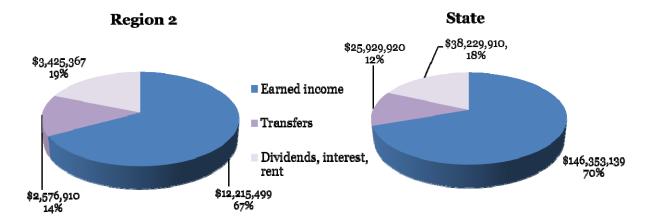
2001 to 2009, declining an average of -0.6% annually compared to the State which showed a modest annual average increase of 0.3%. Declines in the region are attributable to the economic recession starting in 2007.

Residents of Region 2 receive about 67% of their income from earnings, which is lower than the state average of

Source: Bureau of Economic Analysis,

70%. Investment income represents about 18% of the income in the region, similar to the state. Region 2 receives a larger share of government transfers (government payments to individuals) than the state as a whole due to the larger share of retirees in the region.

Indeed, income from transfers was the only portion that noticeably grew since 2001, and it did so quickly—an average of 9.9% annually over the past eight years. Payments for health services such as those from Medicare or Medicaid and Retirement & Disability account for most transfer payments and most of the growth.



Components of Income (2009)

Source: Bureau of Economic Analysis

While not the largest sources of income, dividends, interest, and rent as well as transfer payments have been increasing as a portion of total income

Source: Bureau of Economic Analysis

ECONOMIC BASE, 2010

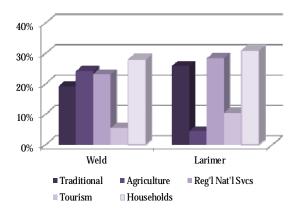
Traditional	34,231
Mining	3,195
Manufacturing	11,767
Government	19,270
	-
Agriculture	17,796
Ag. Inputs	3,091
Ag. Production	6,315
Processing - trade, transport.	2,986
Processing - food, bev.	5,404
Regional and national	-
services	38,913
Prof. business svcs.	10,997
Information	1,423
Reg'l. constr. & utils.	4,405
Edu. & health svcs.	16,289
Finance	1,361
Trade & transport.	4,408
	-
Tourism	12,566
Accommodations	8,878
Second homes	1,406
Tourism retail	1,524
Tourism transport	757
	-
Households	43,951
Commuting	9,718
Retirees	17,874
Transfers (age < 65)	7,712
Investments (age < 65)	8,647
	0
Total Direct Basic	147,457
Indirect Basic	23,167
Non-Basic	170,624
Total Jobs	267,019
Spinoffs per base job	1.31
Overall multiplier	2.31

BASE ANALYSIS

A base analysis identifies key economic drivers that bring money into a region.

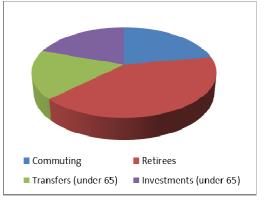
Households – primarily retirees – support over 44,000 jobs in Region 2. Regional services like education and health services are also important drivers employing almost 39,000 jobs. Government employment is also an important driver, employing around 19,000 workers. Agricultural employment in the region accounts for 17,000 jobs in the Region. While income from agriculture may be volatile and fluctuate with global markets and growing conditions, Households, Government, and Education and health services tend to be relatively stable. This is not to say that they are entirely insulated from an economic downturn as governments search for cost savings.

Base Industries as Percentage of Direct Basic Jobs



Source: State Demography Office

HOUSEHOLD BASIC



Source: State Demography Office

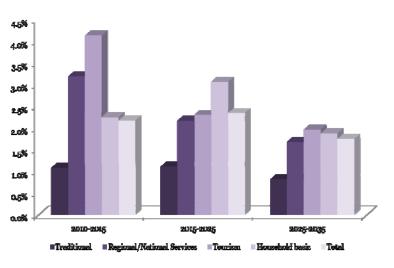
Retirees drive 41% of household basic jobs. This segment of the population is expected to increase an average of 6% annually from 2010—2020.

LOOKING TO THE FUTURE

The outlook for direct basic job growth in Region 2 is positive, growing by 2.2% per annum through 2015. Over the fiveyear period from 2010 to 2015, the region should add about 17,600 new direct basic jobs.

Regional center and national services jobs coupled with tourism basic industry jobs will account for the majority of the new base industry jobs over the next several years.

Total job growth from 2010-2015 (direct basic, indirect, and non-basic jobs) is forecasted to be 30,500, or 2.2% per annum.

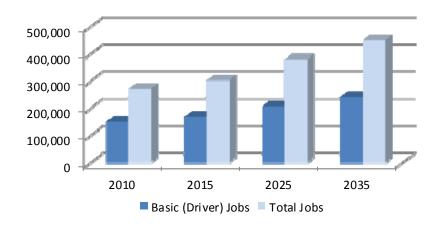


Average Annual Job Creation by Direct Basic Sector

Source: State Demography Office

From 2010 to 2015 the region's economy should add approximately 30,500 new jobs, averaging 2.2% annual growth.

ECONOMIC GROWTH



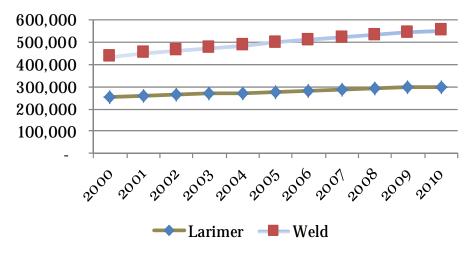
Region 2 Forecast of Direct Basic and Total Jobs

Not all base industries support the same number of local resident service positions. Short term increases in regional and national service industries will likely lead to higher numbers of spin off jobs increasing the ratio of secondary jobs to total direct base industry jobs. However, similar growth in household basic jobs will temper the increases in the ratio as retirees tend to have lower incomes and thus spend less than those earning income during their working years.

Source: State Demography Office

POPULATION

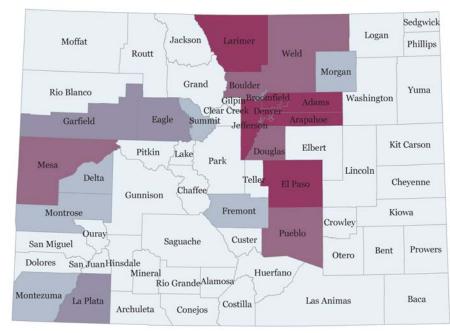
Region 2 Population Estimates by County



Source: State Demography Office

The population of the region in 2010 was 554,907. This represents an increase of 1.5% since 2009. The population in the region in the year 2000 was 436,164. This represents an annual population increase of 2.4%, which is higher than the annual population increase of 1.5% statewide during the decade of 2000 to 2010. Weld County experienced a marked population boost during the past decade. The population increased from 183,076 in 2000 to 254,270 in 2010, which represents an annual increase of 3.3% since 2000.

Colorado Population by County, 2010



POPULATION TOTALS

2008 State 4,901,938

Region 2	536,510
Larimer	292,394
Weld	244,116

2009

3
1
2
9

2010	
State	5,050,870
Region 2	554,907
Larimer	300,637
Weld	254,270

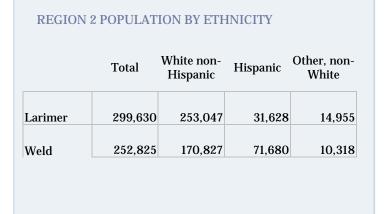
Colorado Population by County, 2010



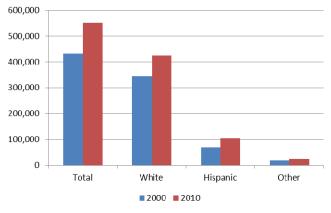
Source: State Demography Office

POPULATION CHANGE BY RACE AND ETHNICITY

From 2000 to 2010 the Asian population grew faster than any other race or ethnic group, increasing 45% to comprise 2.8% of the state population. The Hispanic population, Colorado's second largest racial/ethnic group, increased 41% to comprise 20% of the state population. Black non-Hispanics increased 19% (3.7% of total), White non-Hispanics increased 9.9% (70% of total) and all other non-White non-Hispanic race/ethnic groups decreased 11%. The largest race/ethnic group in Region 2 is White non-Hispanics, which accounted for 77% of the total population in 2010. The Hispanic population within the region increased 48% from 2000 to 2010, increasing its share of the total population from 16% to 19%. The non-white, non-Hispanic population grew by 23% during this same time period.



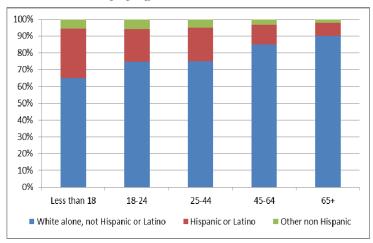
Population Change by Race, Ethnicity, '00 to '10



Source: US Census Bureau

Source: US Census Bureau

AGE, RACE, AND ETHNICITY



Race, Ethnicity by Age Cohort

Source: US Census Bureau

Colorado's population is becoming more diverse, especially at the younger ages. The Hispanic and Other non -White population under 18 are 42% of the population and are 15% of the population over 65. Region 2 is more diverse by race and age than the state, although there remains a significant difference between the under 18 and over 65 age group. The Hispanic and other non-White population under 18 are 35% of the population compared to 10% of the population over 65.

The age group with the largest share of the total population is the 25-44 year olds at 27% of the population. Region 2 is home to the state's largest share of the population between the ages of 18-24, or 13%. The 45-64 year olds are 25% and the 65 and over constitute 11%.

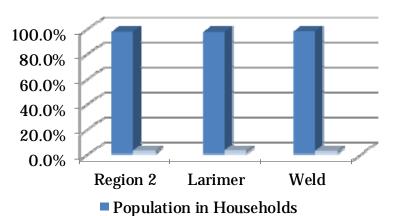
HOUSEHOLDS

Of the region's 554,907 people, 14,425 live in group quarters, the remaining 540,482 in households. A large part of the group quarters population is students in dormitories at Colorado State University in Fort Collins and the University of Northern Colorado in Greeley. The region averages 2.59 persons per household (occupied housing units) with Weld County having a higher ratio (2.76) than Larimer County (2.42). The region's 8.45% vacancy rate includes houses, mainly in Larimer County, used for seasonal and recreation purposes.

Persons per household, 2000 to 2010

Weld

Source: US Census Bureau



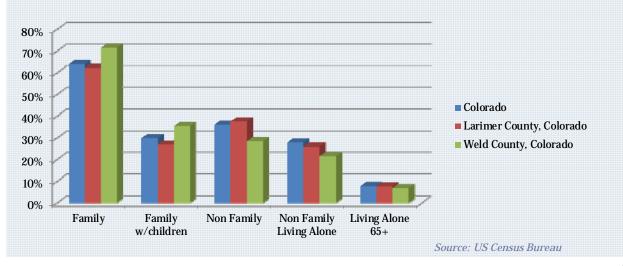
Population by group, 2010

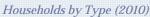
Source: US Census Bureau

HOUSEHOLDS BY TYPE

The household population can be split into several different types. This is especially useful in determining housing needs and planning communities. Family households, which have been declining as a portion of all households statewide and in Region 2 over the past 10 years, contain two or more related individuals. A higher portion of these households in Weld County have children than the state average.

Non-family households, especially single person nonfamily households, grew the fastest over the past decade in Larimer County. Larimer County has a larger concentration of these than the state average.





Larimer

2000 2010

3.00

2.50

2.00

POPULATION CHARACTERISTICS

HOUSING AND INCOME

Percent of Households spending greater than 30 percent on housing:

Colorado

Renter: 48% (+/-0.4) Owner: 37% (+/-0.3)

Larimer

Renter: 53.9% (+/-1.9) Owner: 37% (+/-1.2)

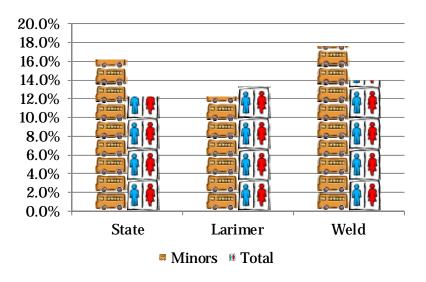
Weld

Renter: 48% (+/-2.3) Owner: 36.9% (+/-1.4)

POVERTY

The percentage of the total population in 2010 in poverty in Region 2 is slightly higher than the state average of 12.2%. The overall percentage of children in poverty was lower in Region 2 than the state average of 16.2%, although Weld County's percentage was higher.

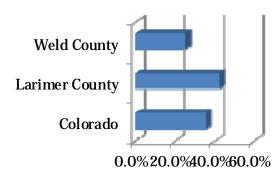
The US Department of Health and Human Services annually sets the income thresholds by family size. The Census Bureau then determines the number of people and children (and other characteristics) above and below that income threshold. The income threshold for a family of four (in this case age does not matter) with two minors, for example, was \$22,350 in 2010. Poverty Rates, 2006-2010



Source: 2010 Census American Community Survey, 5 year sample

Source: 2010 Census ACS 5 yr. smpl.

Percentage of Population with a Bachelor's Degree or Higher



EDUCATION

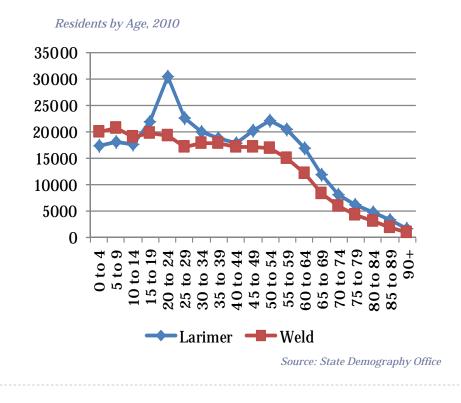
Larimer County has a higher share of the population with a bachelor's degree or higher compared to Weld County. The Region 2 average (34.9%) is equal to the state's average of 35%. On average for the region, 23.5% of the population has high school degrees and another 31.3% have some college or an associate's degree.

Source: 2010 Census American Community Survey, 5 year sample

POPULATION AND AGING

The median age of the region on July 1, 2010 was 34.5 as compared to the state's median age of 36.1. This is mainly due to somewhat larger proportions of young people and its college student populations. The median ages of the region and the state are expected to rise to 36.5 and 37.8, respectively, by 2030 with the aging of the baby boomers during this period. The Region's population over 65 will increase just over 100 percent during the next fifteen years, shifting this age group's proportion of the total from being 10.8 percent in 2010 to 15.7 percent in 2025.

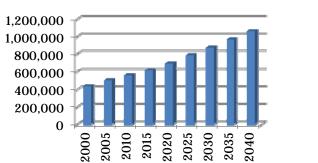
Total Population



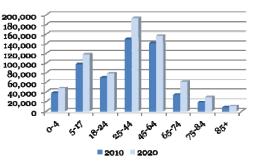
From 2010 to 2020, the population over the age of 65 will grow an average of 5.2 percent annually, faster than the state average of 4.9 percent.

FUTURE POPULATION CHANGE

The region is expected to continue to grow strongly after 2010, at annual growth rates of 2.5% or more. Most of this growth will continue to come from industrial activities related to the Denver Metro area and further increases in commuters, though there will also be industrial growth in the northern part of the region. Furthermore, the region will see strong increases in retirees as its own baby-boomers retire and as others in the Front Range are attracted to the region's beautiful rural environment, university culture, and strong urban services.



Population Change by Age Group



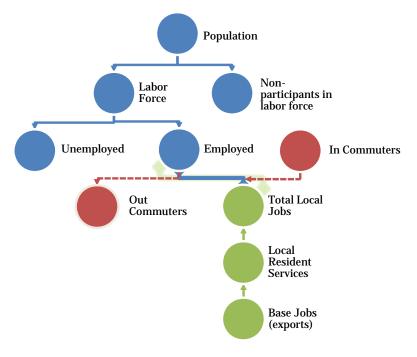
Source: State Demography Office

LABOR MARKET HIGHLIGHTS

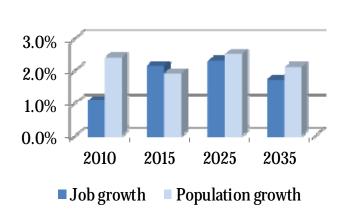
Integrating the Economic and Population Forecasts by way of Analysis of the Labor Market

The separate forecasts of the jobs and the population of a county are integrated through an analysis of the labor market. The analysis reviews whether the population forecast in the demographic model and the workforce they are expected to supply will be sufficient to meet the demands of the economy created through the jobs forecast. If not, the migration assumption in the demographic model is adjusted so that the jobs supplied by the population are more in line with the jobs forecast.

Job and Population Growth



The analysis begins with the labor force participation rates being applied to the population forecasts of the noninstitutional population over age 16 by age and gender to produce a forecast of the labor force for the projected population. The forecasted numbers of unemployed persons are then subtracted from the labor force and a



Source: State Demography Office

Retirees generate fewer jobs than traditional base industries, so retiree growth can cause the population as a whole to increase more quickly than jobs. This in part explains the large gap between job and population growth through 2025.

forecast of the number of employed persons results. This number combined with the number of second third jobs held by multiple job holders yields the total number of jobs held by residents. The net number of commuters is then added or subtracted resulting in the number of total local jobs as derived from the population. This number is then reconciled with the number of total jobs as it is derived from a forecast of the base jobs (exports) within a county. A multiplier is applied to the forecasted number of base jobs to derive the resulting number of local resident service jobs that are then added to the forecast of base jobs to determine the final number of total local jobs. This analysis is essential to establishing an appropriate relationship between the forecasted number of jobs and the forecast of the population within a county.

LABOR FORECASTS

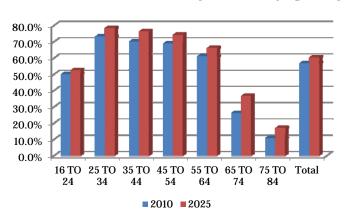
FORECASTING WORKSHEETS

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 2.2% per year while population growth will be 1.9%. This faster growth in jobs relative to population is the result of an increase in the labor force participation rate of residents. The participation rate is expected to continue to increase through 2025; subsequently, labor force growth will begin to slow relative to population growth as a result of the growing share of persons over the age of 65.

	2010	2015	2025	2035
TOTAL DIRECT BASIC JOBS Total Jobs / Total Direct Basic Jobs TOTAL JOBS	150,803 1.8 271,395	168,471 1.8 301,898	207,215 1.8 379,991	240,450 1.9 451,177
Average Annual Percent Change	1.1%	2.2%	2.3%	1.7%
*Statistical Discrepancy	12,380	-1,729	-17,200	-33,232
JOBS HELD (In Area by Res. & Non-Res) Average Annual Percent Change + Commuters (+ = IN) = JOBS HELD BY RESIDENTS + 2nd & 3rd Jobs Held by Res. = Employed Persons (Residents) - Unemployed Persons Unemployment Rate LABOR FORCE (RESIDENTS)	$\begin{array}{c} 280,004\\ 1.0\%\\ -22,378\\ 280,004\\ 21,524\\ 258,480\\ 24,844\\ 8.8\%\\ 283,325\end{array}$	331,738 3.4% -29,521 331,738 23,585 308,153 18,274 5.6% 326,427	$\begin{array}{c} 434,322\\ 2.7\%\\ -38,571\\ 434,322\\ 31,023\\ 403,299\\ 22,917\\ 5.4\%\\ 426,216\end{array}$	$530,654 \\ 2.0\% \\ -47,704 \\ 530,654 \\ 38,121 \\ 492,534 \\ 28,370 \\ 5.4\% \\ 520,904$
Labor Force Participation Rate	66.0%	68.9%	69.8%	69.1%
POPULATION - CENSUS BASED Average Annual Percent Change LABOR FORCE PARTICI	554,591 2.4% PATION	609,736 1.9%	782,939 2.5%	964,432 2.1%

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 2 Socioeconomic Profile

COMMUTING

Commuter flows are significant in reconciling a region's jobs with its population. A region could have a completely different population during business hours compared to night time, and often different regions are inextricably connected by these flows.

The US Census Bureau, in cooperation with several other federal agencies, compiles information that reconciles place of residence with place of employment.

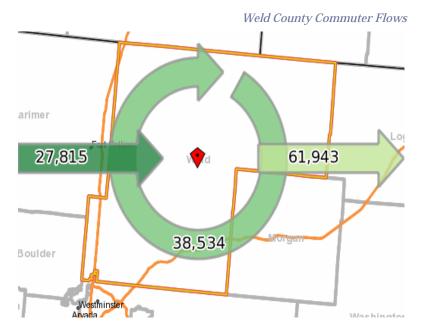
The specific employment numbers differ from those used in the forecasting worksheets because both the labor and population data come from different sources than those used by the State Demography Office. This resource still provides valuable information about commuter flows.

Each map presented shows the number of in-commuters, the number of residents who live and are employed in the specified county, and the number of out-residents. Additionally, a table next to each map shows origin and destination counties of commuters.

The most recent year of data available at the time of this publication was 2010. All jobs are primary jobs—second job holders are excluded from commuting numbers.



WELD COUNTY



Source: Census LEHD

COMMUTING (2010 DATA)

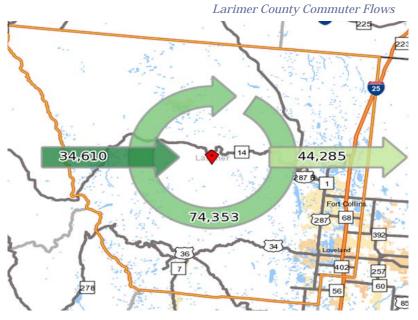
Top 5 In-Commuter Origins

Larimer County, CO ⁸ ,	
Adams County, CO 4,	119
	296
Jefferson County, CO	939
Arapahoe County, CO 1,	839

Top 5 Out-Commuter Destinations

Larimer County, CO	11,973
Boulder County, CO	11,441
Denver County, CO	10,226
Adams County, CO	7,839
Arapahoe County, CO	5,384

COMMUTING-LARIMER COUNTY



COMMUTING (2010 DATA)

Top 5 In-Commuter Origins	
Weld County, CO	11,973
Boulder County, CO	3,349
Jefferson County, CO	3,247
Arapahoe County, CO	2,606
El Paso County, CO	2,406

Top 5 Out-Commuter Destinations

Boulder County, CO	8,770
Weld County, CO	8,575
Denver County, CO	6,092
Arapahoe County, CO	3,789
Jefferson County, CO	3,628

Source: Census LEHD

STATE DEMOGRAPHY OFFICE

The State Demography Office is the primary state agency for population and demographic information. Its data are used by state agencies to forecast demand for facilities and services. These data are also used by local governments and nonprofit organizations in the state to anticipate growth or decline and to plan and develop programs and community resources. The office's location in the Department of Local Affairs insures that its data and information is developed in ways that account for local input and needs. The office makes the data publicly available on their website. answers requests for economic and demographic data and provides training workshops on accessing and using the data.

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http://colorado.gov/demography Phone: 303-866-2156 E-mail: dlg.helpdesk@state.co.us



COLORADO DEPARTMENT OF LOCAL AFFAIRS

For many communities throughout Colorado, the Department of Local Affairs is the "face of state government" —that initial and primary point of contact where local communities work in partnership with the state. Our department's mission statement, "Strengthening Colorado Communities," exemplifies the level of responsiveness and attentiveness that lies at the heart of our services.

Through financial and technical assistance, emergency management services, property tax administration and programs addressing affordable housing and homelessness, our department works in cooperation with local communities. It is through that work where we learn firsthand how to build on the strengths, unique qualities and priorities of Colorado.

Strengthening Colorado Communities

DEMOGRAPHY STAFF

Elizabeth Garner, State Demographer

Media contact, demographic and economic overviews

Cindy DeGroen, Projections Demographer

Population forecasts, household and labor force forecasts

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Population estimates, demographic methods

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Barbara Musick, Marketing and Data Manager

Census and ACS data, data requests, user training, product development, demography webmaster

Sheila Dorrell, GIS Developer

Geographic information systems design, analysis, development, mapping support, GIS technical support

Appendix: Sources and Web Locations for Data.

Торіс	Website	Source
Total Estimated Jobs	http://www.colorado.gov/cs/Satellite?c=Page&childpagename=DOLA-	State Demography
	Main%2FCBONLayout&cid=1251593348674&pagename=CBONWrapper	Office
Personal Income	http://www.bea.gov/iTable/iTable.cfm?	Bureau of Economic
	<u>ReqID=70&step=1&isuri=1&acrdn=5</u>	Analysis
Base Analysis	https://dola.colorado.gov/demog_webapps/eba_parameters.jsf	State Demography Office
Job Forecasts	http://www.colorado.gov/cs/Satellite/DOLA-Main/	State Demography
	<u>CBON/1251593349151</u>	Office
Population Estimates	http://www.colorado.gov/cs/Satellite/DOLA-Main/	State Demography
	<u>CBON/1251593300013</u>	Office
Population by Race	http://dola.colorado.gov/dlg/demog/2010censusdata.html	Census 2010 and
		Census 2000
Households	http://dola.colorado.gov/dlg/demog/2010censusdata.html	Census 2010
Group Quarters	http://dola.colorado.gov/dlg/demog/2010censusdata.html	Census 2010
Poverty	http://www.colorado.gov/cs/Satellite?c=Page&childpagename=DOLA-	American Commu-
,	Main%2FCBONLayout&cid=1251593751983&pagename=CBONWrapper	nity Survey, Census
		Bureau
Educational Attainment	http://www.census.gov/hhes/socdemo/education/data/acs/index.html	American Commu-
		nity Survey, Census
		Bureau
Cost Burden Housing	http://www.colorado.gov/cs/Satellite?c=Page&childpagename=DOLA-	American Commu-
	Main%2FCBONLayout&cid=1251593751983&pagename=CBONWrapper	nity Survey, Census
		Bureau
Population by Age	https://dola.colorado.gov/demog_webapps/pag_category.jsf	State Demography
		Office
Population Forecasts	http://www.colorado.gov/cs/Satellite?c=Page&childpagename=DOLA-	State Demography
	Main%2FCBONLayout&cid=1251593346867&pagename=CBONWrapper	Office
Labor Forecasts	http://www.colorado.gov/cs/Satellite/DOLA-Main/	State Demography
	<u>CBON/1251593349151</u>	Office
Labor Force Participation	http://www.colorado.gov/cs/Satellite?c=Page&childpagename=DOLA-	State Demography
by Age and	Main%	Office
Gender	2FCBONLayout&cid=1251593348662&pagename=CBONWrapper	
Commuting	http://onthemap.ces.census.gov/	Census, Labor Em-
		ployment Dynamics
		(LED)