DOLA Planning and Management Region 13 Socioeconomic Profile


## Regional Profile

## UPPER ARKANSAS REGION

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 Upper Arkansas region of Colorado.

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## 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 $9^{\text {th }}$ fastest growing state in the US. A natural increase (birthsdeaths) 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 rates 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 1970s. As this generation ages Colorado's population over the age of 65, a historically small portion of the population, will increase rapidly. More than 550,000 people over 65 will expand to 892,000 - an increase of $60 \%$ over the ten-year period.

J ob 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. J obs in extractive industries, health services, and business services are also forecast to experience stronger increases.

JOBS
Number of J obs by Sector, 2010


Source: State Demography Office

Region 13 had approximately 29,230 jobs in 2010, a figure that includes the selfemployed as well as wage earners. This is down -1,382 or (-4.5\%) from 2009 and down $-2,730(-8 \%)$ from peak employment in 2008. The largest declines between 2009 and 2010 were in Government -1,400 (-17\%) and Construction -160 (-6\%). There were slight increases in Accommodations and Food Service (180) and Retail Trade (120).

The largest sources of jobs in the region are from Government (including local government) $23 \%(6,800)$, Retail Trade $12 \%(3,590)$, Health Services $11 \%(3,143)$ and Accommodations 10\% $(2,878)$.
Net J ob Change by County, 2009 to 2010


J OB CHANGE BY SECTOR, '09-'10

Total J obs
-1382 (-4.5\%)

Accommodation and food 182 (6.8\%)

Admin and waste

$$
15 \text { (2.1\%) }
$$

Agriculture
89 (10.4\%)
Arts

$$
-17(-1.4 \%)
$$

Construction

$$
-157(-6 \%)
$$

Education

$$
8 \text { (3.9\%) }
$$

Finance activities
-29 (-4.2\%)
Government
-1402 (-17.1\%)
Health Services

$$
10 \text { (0.3\%) }
$$

Information
$-8(-2.5 \%)$

Management of companies

$$
-1(-18.5 \%)
$$

Manufacturing

$$
-59(-6 \%)
$$

Mining

$$
-13 \text { (-12.3\%) }
$$

Other services, except pub-

$$
-56(-2.8 \%)
$$

Professional and business

$$
-54 \text { (-4.3\%) }
$$

Real estate
-42 (-4.3\%)
Retail Trade
119 (3.4\%)

Transportation and ware-
55 (9.9\%)
Utilities

$$
3 \text { (1.8\%) }
$$

Wholesale trade

$$
-26 \text { (-6.2\%) }
$$

| PER CAPITA PERSONAL INCOME (2009) |  |
| :---: | :---: |
| Chaffee | \$32,766 |
| Custer | 34,232 |
| Fremont | 26,032 |
| Lake | 26,504 |
| Colorado | \$41,895 |
| US | \$39,635 |
| Source: Bureau of Economic Analysis |  |

## 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 13 increased by an

Real Per Capita Personal Income (2009 Dollars)


Source: Bureau of Economic Analysis, average of $1.8 \%$ annually compared to the State, which showed a modest annual average increase of $0.3 \%$. Increases in real per capita personal income occurred in Region 13 through 2008 with subsequent declines due to the recession.

Residents of Region 13 receive about $54 \%$ of their income from earnings, which is lower than the state average of 70\%. Investment income represents about $22 \%$ of the income in the region, above the state average of $18 \%$. Region 13 receives a larger share of government transfers (government payments to individuals) at $24 \%$ compared to the state at $12 \%$.

Income from transfers grew faster than other portions of income since 2001, and it did so rapidly - an average of $8 \%$ annually over the past eight years. Payments to Retirements, Medicare, Medicaid and income maintenance (welfare payments) account for the growth in Transfer Payments.


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


## BASE ANALYSIS

Households in Region 13 especially retirees - bring significant amounts of money and support nearly 9,000 jobs. This is not to diminish the importance of Tourism a traditional driver in the region supporting more than 4,400 jobs.

Regional and National Services (like education and health services) and the Government are also important drivers in the region, with both supporting approximately 3,000 jobs.

While income from Tourism
may be volatile and fluctuate with weather conditions and consumer wealth, employment and income from Households 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 J obs



Source: State Demography Office HOUSEHOLD BASIC


## LOOKING TO THE FUTURE

The outlook for direct basic job growth in Region 13 from 2010-2015 is forecast to be stronger than the previous 5 years, increasing by around $2.1 \%$ per year. Much of the growth will be in regainingjobs lost since 2008.

J ob growth between 2010 and 2015 is forecast across most base industries with the strongest growth in Household Basic - primarily related to retiree spending - ( $+1,000$ ), Tourism ( +800 ), Regional and National Services ( +500 ), and Traditional (+200). Part of the Tourism growth is related to second home construction driven by growth in the population 55-70 years old.


Source: State Demography Office

## From 2010 to 2015 the region's economy should add approximately 4,000 new jobs, averaging 2.5\% annual growth.

## ECONOMIC GROWTH

Region 13 Forecast of Direct Basic and Total J obs


Not all base industries support the same number of local resident service positions. Retiree and Tourism generated jobs tend to be in service industries with lower income. The secondary jobs created from their spending are fewer compared to higherpaying industries. However, over time in Region 13, the ratio of secondary jobs to direct basic jobs will remain close to the same given increases in Traditional and Regional and National Services base jobs.

[^0]
## POPULATION

Region 13 Population Estimates by County



Source: State Demography Office

The population of the region in 2010 was 76,204 . This represents a $0.8 \%$ annual increase from 2009. The region grew at 0.3\% per year from 2000 to 2010. More than $70 \%$ of the region's increase of 2,062 since 2000 has been in Chaffee County ( 1,497 ). However, Custer County has grown at the fastest rate ( $2.0 \%$ annually) during the period. Lake County is the only county that shows a decrease during the period with the annual decline of $0.9 \%$.

Colorado Population by County, 2010


[^1]
## 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 nonHispanics increased 19\% (3.7\% of total), White nonHispanics increased 9.9\% (70\% of total) and all other nonWhite non-Hispanic race/ ethnic groups decreased $11 \%$.

While Region 13 race/ ethnic groups can vary greatly by county, the largest race/ ethnic group overall is White nonHispanics, which account for $80 \%$ of the total population. From 2000 to 2010, the Hispanic population increased $16 \%$. White non-Hispanics increased 3\%, while all other non-White non-Hispanic groups declined - $16 \%$, and the population as a whole increased 3\%.

| REGION 13 POPULATION BY ETHNICITY |  |  |  |
| :--- | ---: | :--- | :---: |
|  | TotalWhite non- <br> Hispanic | HispanicOther, non- <br> White |  |
| Chaffee | 17,809 | 15,417 | 1,678 |

## AGE, RACE, AND ETHNICITY



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


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 13 is less diverse by race and age than the state, although there remains a significant difference between the under 18 and over 65 age groups. The Hispanic and other non-White population under 18 are $23 \%$ of the population compared to $7 \%$ of the population over 65.

By age, $57 \%$ of the Region's population was between the ages of 25 and 64 in 2010, followed by $18 \%$ of the population less than 18 . In 2010, $7 \%$ of the population was between the ages 18 and 24 and $18 \%$ were older than 65.

## HOUSEHOLDS

Of the region's 76,204 people, 10,423 live in group quarters and the remaining 65,781 in households. Of those in group quarters, 9,439 (91 percent) are in correctional facilities. The region averages 2.26 persons per households (occupied housing units) with Lake County having a higher ratio (2.42) relative to other counties in the region. The region's 22.5 percent vacancy rate includes a large number of homes used for seasonal and recreation purposes.

Population by group, 2010


Source: US Census Bureau

Persons per household, 2000 to 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. Region 13 has a higher portion of family households than the state average except Lake County. A lower portion of these households have children than the state average in all counties.
Non-family households, especially single person nonfamily households, grew faster in Lake County than the state average. Region 13 has a higher concentration of households comprised of a single person over age 65 than the state except Lake County.

Households by Type (2010)



Source: US Census Bureau

## POPULATION CHARACTERISTICS

## HOUSING AND INCOME

Percent of Households spending greater than 30 percent on housing:

## Colorado

Renter: 48\%(+/-0.4)
Owner: 37\% ( $+/-0.3$ )
Chaffee
Renter: $45.6 \%(+/-9.1)$
Owner: 42.2\%(+/-5.2)

## Custer

Renter: 51.2\%(+/-16.1)
Owner: 51.6\% (+/-13.2)

## Fremont

Renter: 60.5\% (+/-5.6)
Owner: 39.2\%(+/-3.6)

## Lake

Renter: 61\% (+/-11.9)
Owner: 30.2\%(+/-9.9)

## POVERTY

The percentage of the total population in 2010 in poverty in Region 13 is higher than the state average of $12.2 \%$. Many of the counties in Region 13 rank among the highest percentage in poverty in the state. The percentage of children in poverty is also higher in Region 13 than the state average of $16.2 \%$, especially Lake County.

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 ACS 5 yr. smpl.
Percentage of Population with a Bachelor's Degree or Higher


[^2]
## POPULATION AND AGING

The median age of the region on J uly 1, 2010 was 44.2 as compared to the state's median age of 36.1, placing the region as the oldest on the Western Slope. This is mainly due to somewhat larger proportions of the population over 45-48.8\% for the region versus $37.6 \%$ for the state. The median age of the region is expected to decline slightly to 41.3 but remain above that of the state, which is expected to rise to 37.6 by 2030 with the aging of the baby boomers.

Residents by Age, 2010


Source: State Demography Office

## From 2010 to 2020, the population over the age of 65 will grow an average of 3.6 percent annually, slower than the state average of 4.9 percent.

## FUTURE POPULATION CHANGE

The region is expected to grow strongly - approximately 2.0\% per year - after 2010 reaching 101,279 by 2025. Some of these increases will be the result of further increases in prison employment and in the tourism industry. Increases in the number of commuters to El Paso and Pueblo counties are also expected to occur. Lastly, the region is expected to see increases in retirees as its own baby boomers retire and, even more, as others in the state are attracted to the region's amenities, mild climate and low cost of living.

## Total Population



Population Change by Age Group


## LABOR MARKET HIGHLIGHTS

## Integrating the Economic and Population Forecasts by way of Analysis <br> 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.


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 forecast of the number of employed

J ob and Population Growth


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.
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 2015job growth in the region is expected to be $2.5 \%$ 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, after which the 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 BASICJ OBS | 22,578 | 25,040 | 29,210 | 32,031 |
| Total J obs / Total Direct Basic J obs | 1.4 | 1.4 | 1.4 | 1.3 |
| TOTALJ OBS | 30,643 | 34,682 | 40,068 | 43,077 |
|  |  |  |  |  |
| Average Annual Percent Change | $0.3 \%$ | $2.5 \%$ | $1.5 \%$ | $0.7 \%$ |
|  |  |  |  |  |
| *Statistical Discrepancy | 1,233 | 164 | $-2,643$ | $-4,627$ |
|  |  |  |  |  |
| J OBS HELD (In Area by Res. \&Non-Res) | 31,113 | 36,790 | 46,523 | 52,618 |
| Average Annual Percent Change | $-0.7 \%$ | $3.4 \%$ | $2.4 \%$ | $1.2 \%$ |
| +Commuters (+ IN) | $-1,898$ | $-2,478$ | $-4,036$ | $-5,153$ |
| =J OBS HELD BY RESIDENTS | 31,113 | 36,790 | 46,523 | 52,618 |
| $\quad$ +2nd \& 3rd Jobs Held by Res. | 2,686 | 2,988 | 3,769 | 4,267 |
| =Employed Persons (Residents) | 28,427 | 33,802 | 42,753 | 48,352 |
| - Unemployed Persons | 2,212 | 2,114 | 2,509 | 2,846 |
| $\quad$ Unemployment Rate | $7.2 \%$ | $5.9 \%$ | $5.5 \%$ | $5.6 \%$ |
| LABOR FORCE (RESIDENTS) | 30,639 | 35,916 | 45,262 | 51,197 |
|  |  |  |  |  |
| Labor Force Participation Rate | $56.9 \%$ | $59.9 \%$ | $61.8 \%$ | $61.1 \%$ |
|  |  |  |  |  |
| POPULATION - CENSUS BASED | 76,161 | 83,561 | 101,127 | 114,897 |
| Average Annual Percent Change | $0.3 \%$ | $1.9 \%$ | $1.9 \%$ | $1.3 \%$ |

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.

Labor Force Participation Rates by Age Group


## 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.

## CHAFFEE COUNTY



Source: Census LEHD


COMMUTING (2010 DATA)

Top 5 In-Commuter Origins

| Fremont County, CO | 304 |
| :--- | ---: |
| Pueblo County, CO | 89 |
| El Paso County, CO | 84 |
| Jefferson County, CO | 75 |
| Arapahoe County, CO | 73 |

Arapahoe County, CO

Top 5 Out-Commuter Destinations
Denver County, CO
El Paso County, CO
Jefferson County, CO
Arapahoe County, CO
Pueblo County, CO

## COMMUTING-CUSTER COUNTY



Source: Census LEHD

## COMMUTING-FREMONT COUNTY

Fremont County Commuter Flows


| COMMUTING (2010 DATA) |  |
| :---: | :---: |
| Top 5 In-Commuter Origins |  |
| Fremont County, CO | 63 |
| Pueblo County, CO | 29 |
| El Paso County, CO | 15 |
| Jefferson County, CO | 15 |
| Huerfano County, CO | 13 |
| Top 5 Out-Commuter Destinations |  |
| Pueblo County, CO | 93 |
| El Paso County, CO | 71 |
| Fremont County, CO | 69 |
| Denver County, CO | 37 |
| Adams County, CO | 29 |
| Top 5 In-Commuter Origins |  |
| Pueblo County, CO | 1,218 |
| El Paso County, CO | 749 |
| Chaffee County, CO | 145 |
| Jefferson County, CO | 109 |
| Arapahoe County, CO | 108 |
| Top 5 Out-Commuter Destinations |  |
| El Paso County, CO | 1,957 |
| Pueblo County, CO | 1,332 |
| Denver County, CO | 845 |
| Arapahoe County, CO | 623 |
| Jefferson County, CO | 511 |
|  | 15 |

## COMMUTING-LAKE COUNTY



## 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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## 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.

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## Appendix: Sources and Web Locations for Data

| Topic | Website | Source |
| :---: | :---: | :---: |
| Total Estimated J obs | http:// www.colorado.gov/ cs/ Satellite? c=Page\&childpagename=DOLA-Main\% 2FCBONLay- | State Demography Office |
| Personal Income | http://www.bea.gov/iTable/iTable.cfm? ReqID $=70$ \&step $=1$ \&isuri $=1$ \&acrdn $=5$ | Bureau of Economic Analysis |
| Base Analysis | https:// dola.colorado.gov/ demog webapps/ eba parameters.jsf | State Demography Office |
| J ob Forecasts | http:/ / www.colorado.gov/ cs/ Satellite/ DOLA-Main/ CBON/ 1251593349151 | State Demography Office |
| Population Estimates | http:/ / www.colorado.gov/ cs/ Satellite/ DOLA-Main/ CBON/ 1251593300013 | State Demography Office |
| Population by Race | http:// dola.colorado.gov/ dlg/ demog/ 2010censusdata.html | $\begin{aligned} & \text { Census } 2010 \text { and Census } \\ & 2000 \end{aligned}$ |
| 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-Main\% 2FCBONLay- | American Community Survey, Census Bureau |
| Educational Attainment | http:// www.census.gov/ hhes/ socdemo/ education/ data/ acs/ index.html | American Community Survey, Census Bureau |
| Cost Burden Housing | http:// www.colorado.gov/ cs/ Satellite? c=Page\&childpagename=DOLA-Main\% 2FCBONLay- | American Community 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-Main\% 2FCBONLay- | State Demography Office |
| Labor Forecasts | http:// www.colorado.gov/ cs/ Satellite/DOLA-Main/ CBON/ 1251593349151 | State Demography Office |
| Labor Force Participation by Age and Gender | http:// www.colorado.gov/ cs/ Satellite? c=Page\&childpagename=DOLA-Main\% 2FCBONLay- | State Demography Office |
| Commuting | http:// onthemap.ces.census.gov/ | Census, Labor Employment Dynamics (LED) |


[^0]:    Source: State Demography Office

[^1]:    Source: State Demography Office

[^2]:    Source: 2010 Census American Community Survey, 5 year sample

