Big Picture Trends

- Population growing at a slowing rate – births down, deaths up
- Migration and mobility slowing
  - Harder to attract and retaining the best and brightest
  - "In" migration similar levels, growing "out" migration
- Demand for labor (new jobs and retirements) drives migration
- Aging – impacts everything
  - Largest share of future growth is the 65+
  - Early working age and youth becoming smaller share of total pop
  - Growing race and ethnic diversity.

Big Picture Numbers

|	2010-2020		2020-2021		2021-2022		2022-23	
United States	22.3MM	7.4%	520k	0.1%	1.256MM	0.4%	1.643	.5%
Colorado	744.5k	14.8%	26.5k	0.5%	27.7k	0.5%	36.5	.6%
Colorado Rank	9th	6th	11th	20th	12th	19th	9th	18th

- 2010 – 2020 - Second slowest decade for US in terms of growth
- 2020 – 2021 – Slowest ever recorded growth rate -17 states lost population
- 2021 – 2022 – Some return to pre-COVID19 states lost population
- 2022 – 2023 - 8 states lost population – 19 states natural decline, immigration increases

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Total Population Change
2010 - 2020
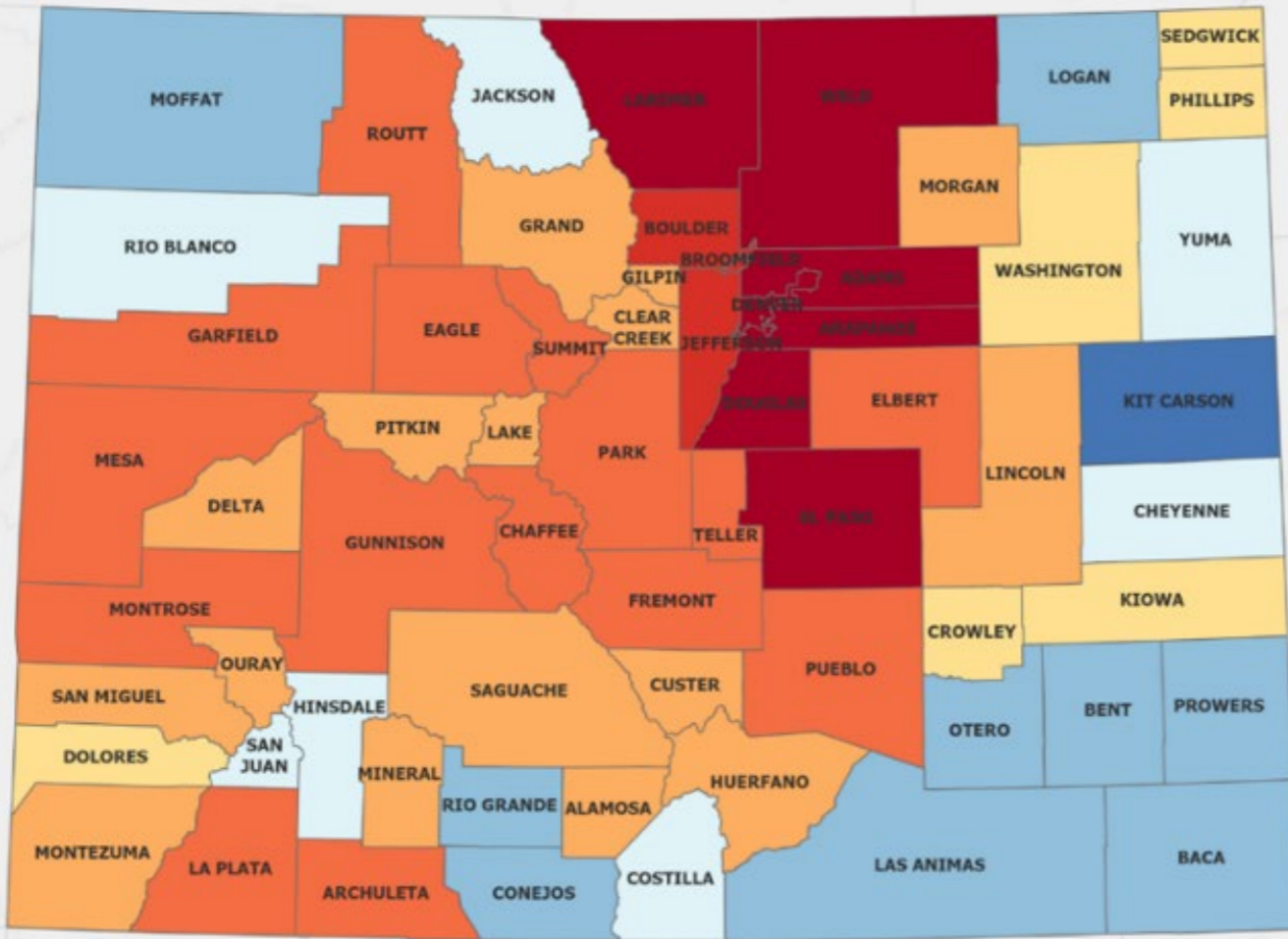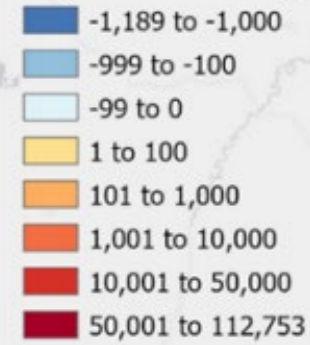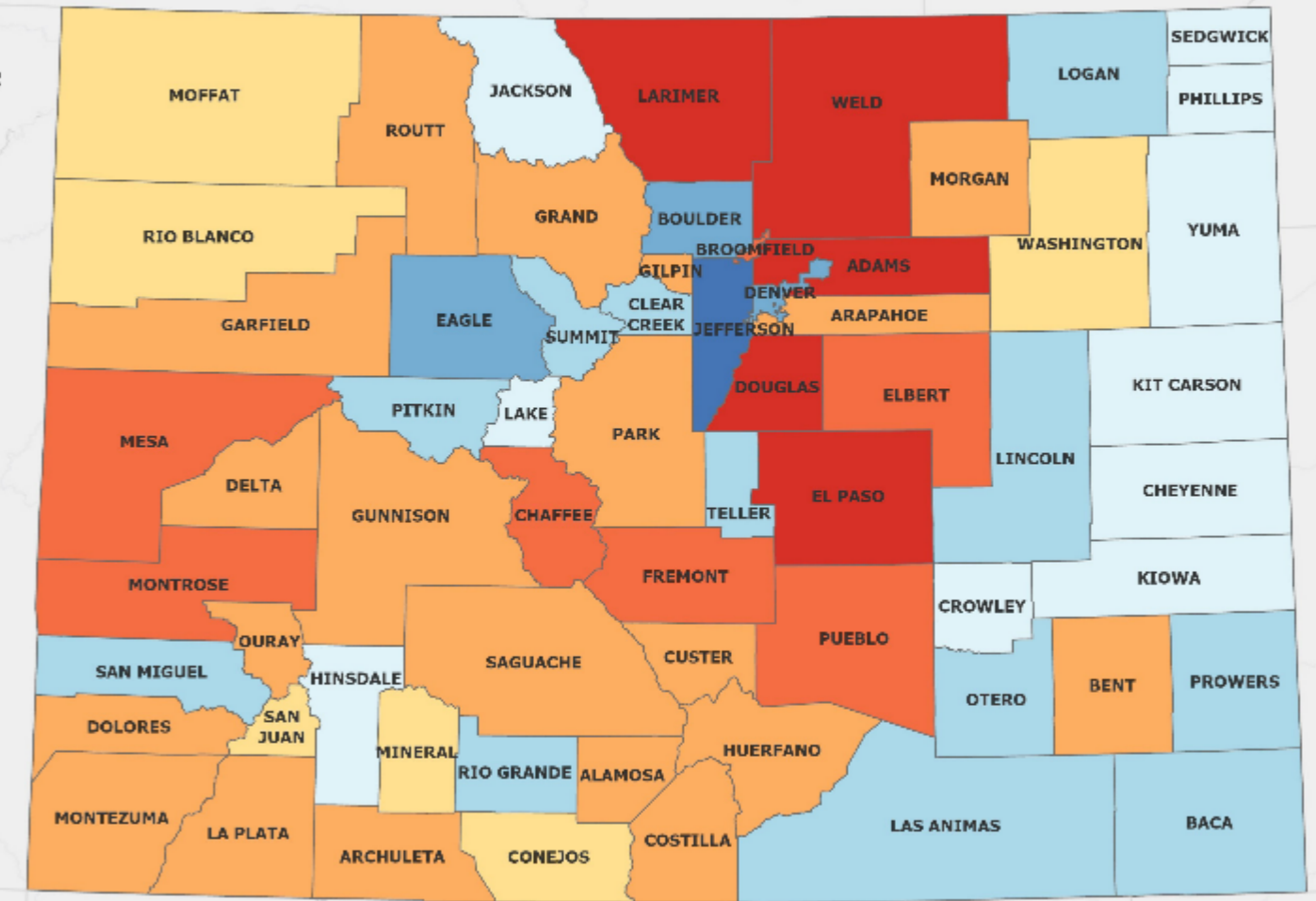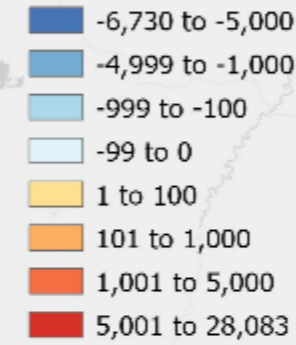
Source: Colorado State Demography Office — November 2021

Total Population Change
2020 - 2023

Source: Colorado State Demography Office — April 2024

2010 to 2020 - 95% of population and job growth along Front Range

2020 to 2022 – Decreased to 75%, with a number of Denver Metro Counties losing population

2022 to future – Forecast to return more of a pre-COVID trend
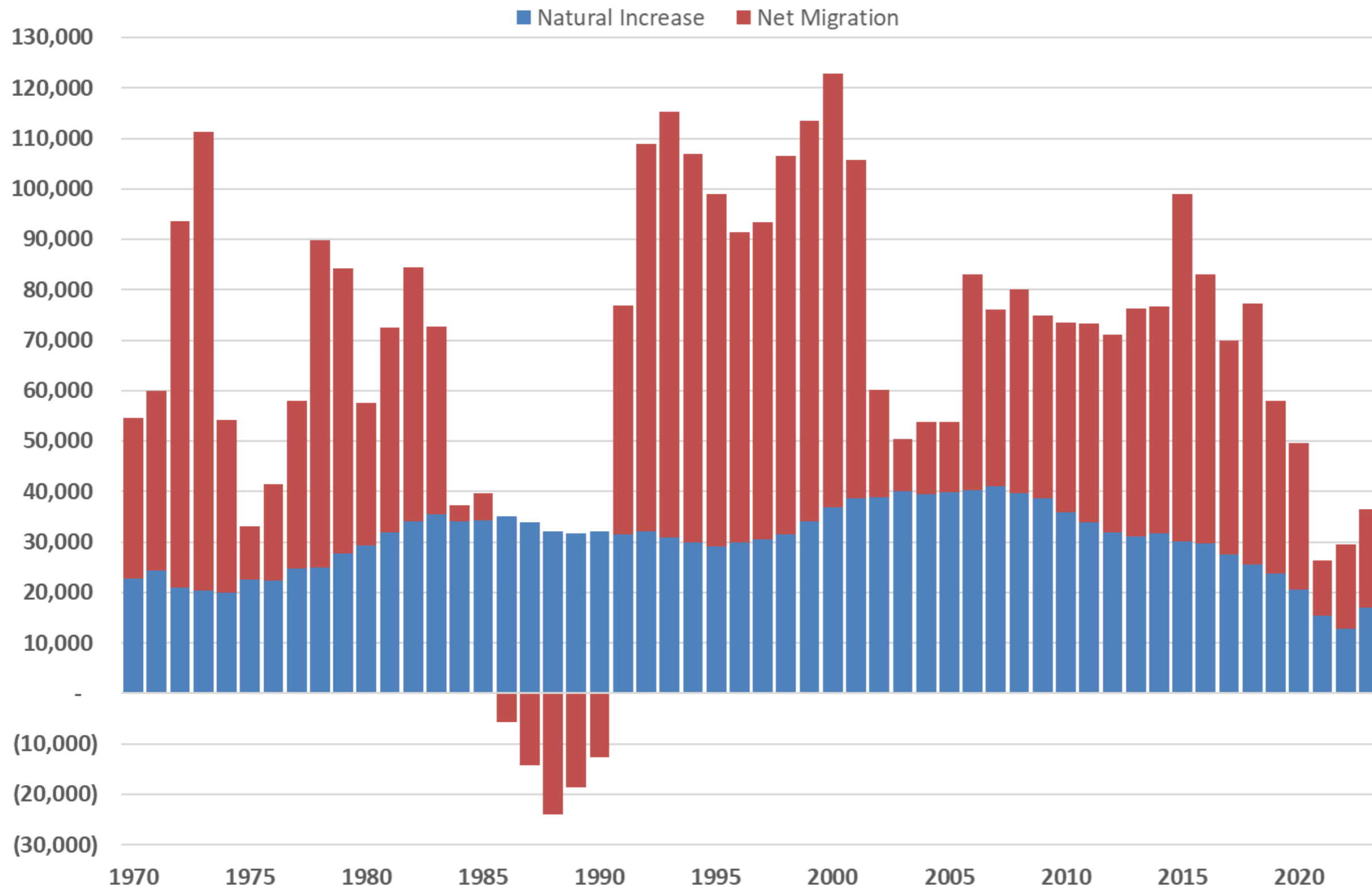
Components of Colorado Population Change 1970-2023

Legend: Natural Increase, Net Migration

2023
62K – Births
45K – Deaths
20K - Migration

Colorado growth slows from an annual average of 74K last decade to 30,000 average so far this decade

El Paso County Population Change

Natural Increase · Net Migration
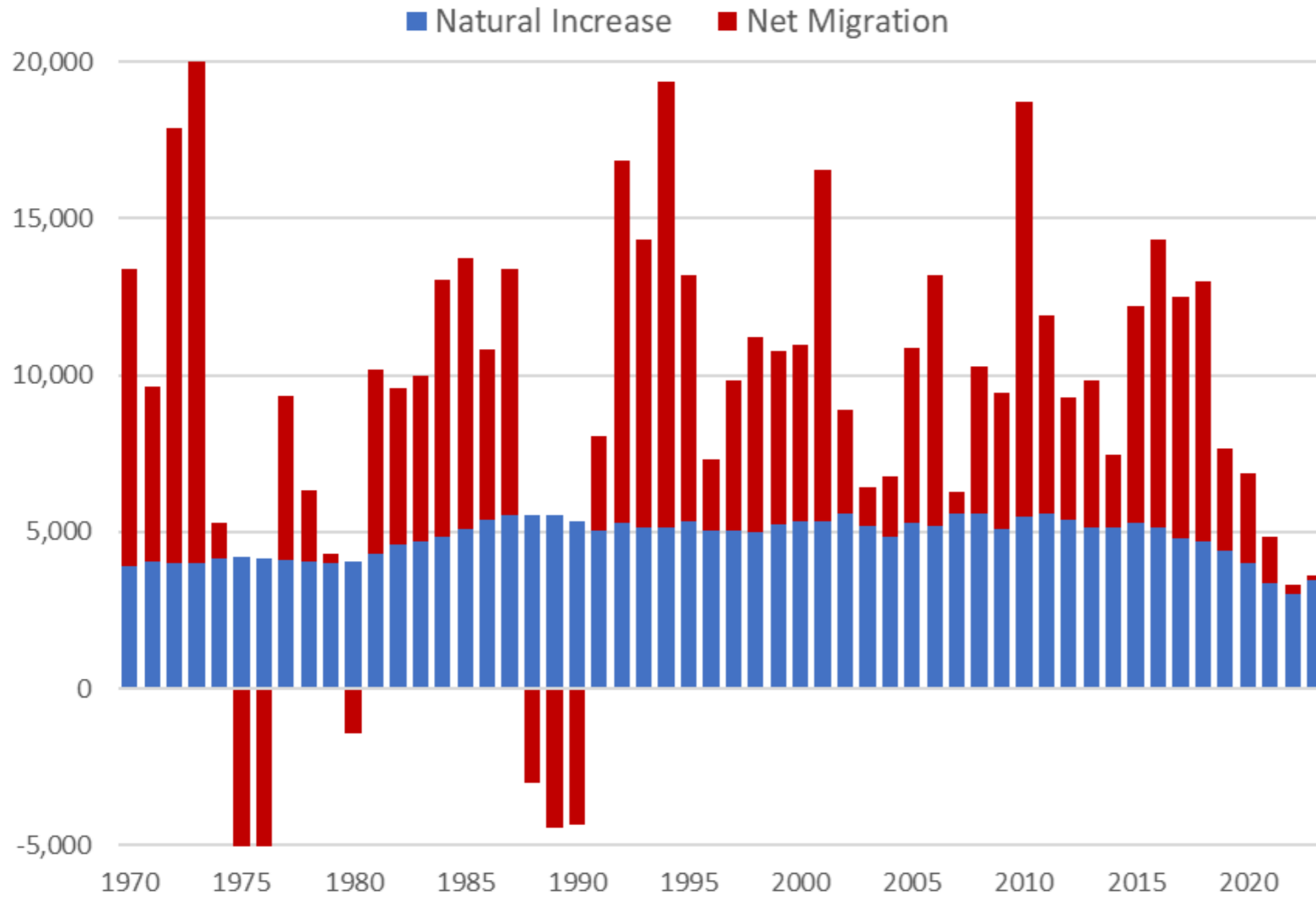
Births and Deaths
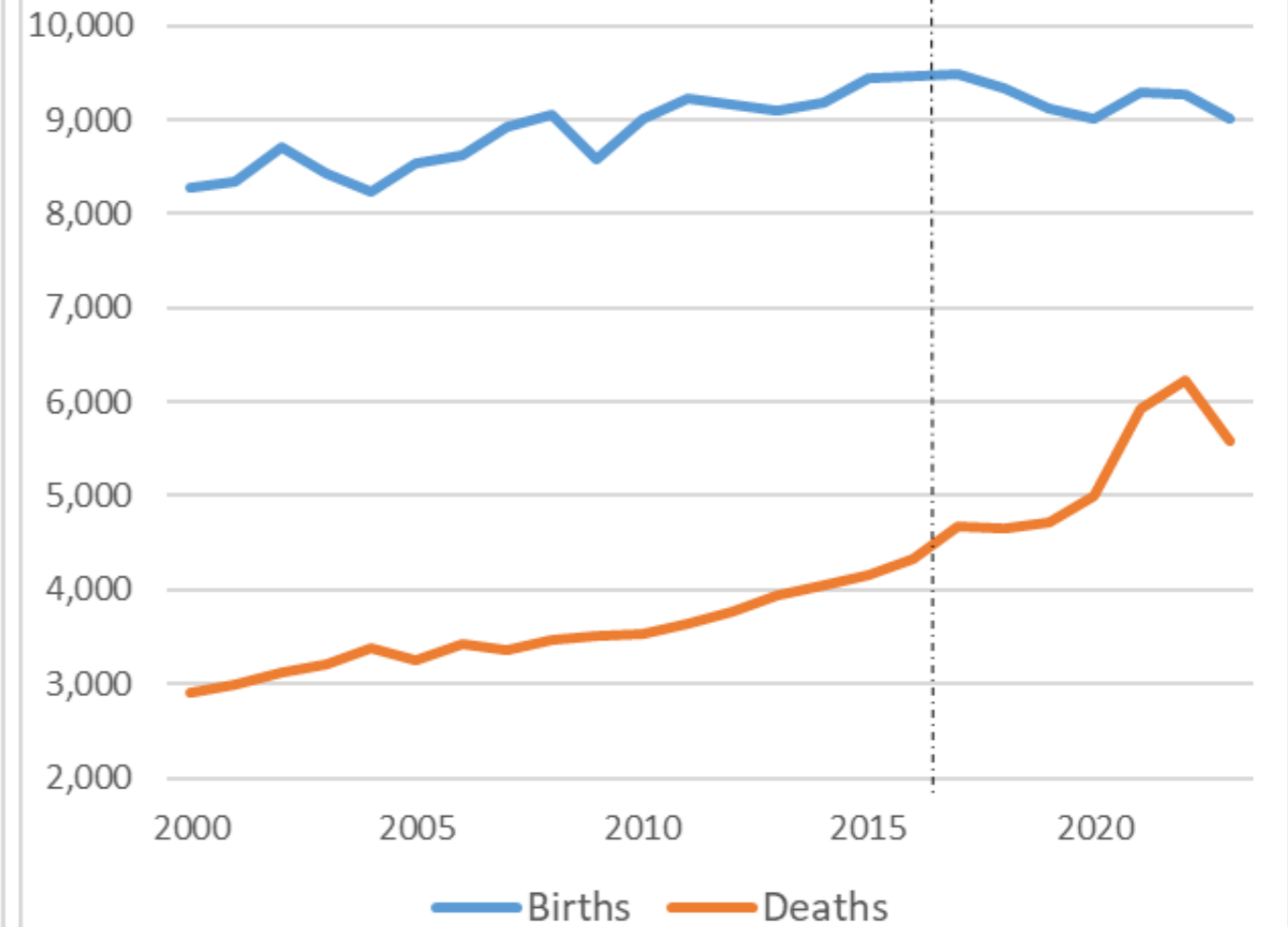
Births · Deaths

Peak birth in 2017

	Total Pop	Births	Deaths	Migration
2021	737,239	9,280	5,925	1,479
2022	740,539	9,267	6,238	277
2023	744,153	9,020	5,580	174
Total		27,567	17,743	1,930

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Change in Under 18 Populations 2010-2020

Percent Change
> 8% Loss | 0% to 4% Gain
4% to 8% Loss | 4% to 8% Gain
0% to 4% Loss | > 8% Gain
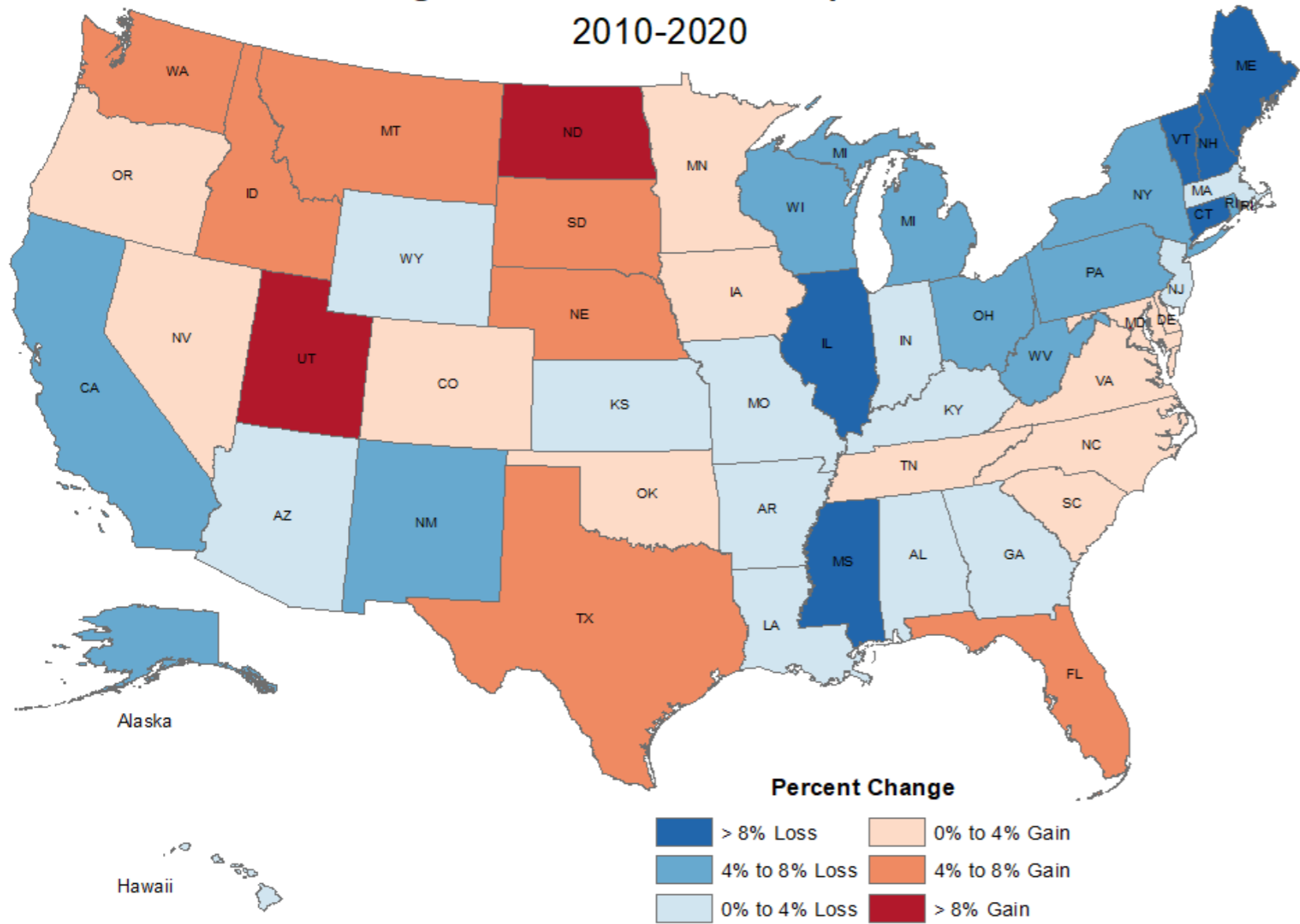
Source: US Census Bureau
Map by Colorado State Demography Office
Created October 13, 2021

Under 18 Population Change by County 2010 to 2020

Population Change
-5,246 to -1,000
-999 to -500
-499 to -100
-99 to 0
1 to 100
101 to 500
501 to 5,000
5,001 to 16,747
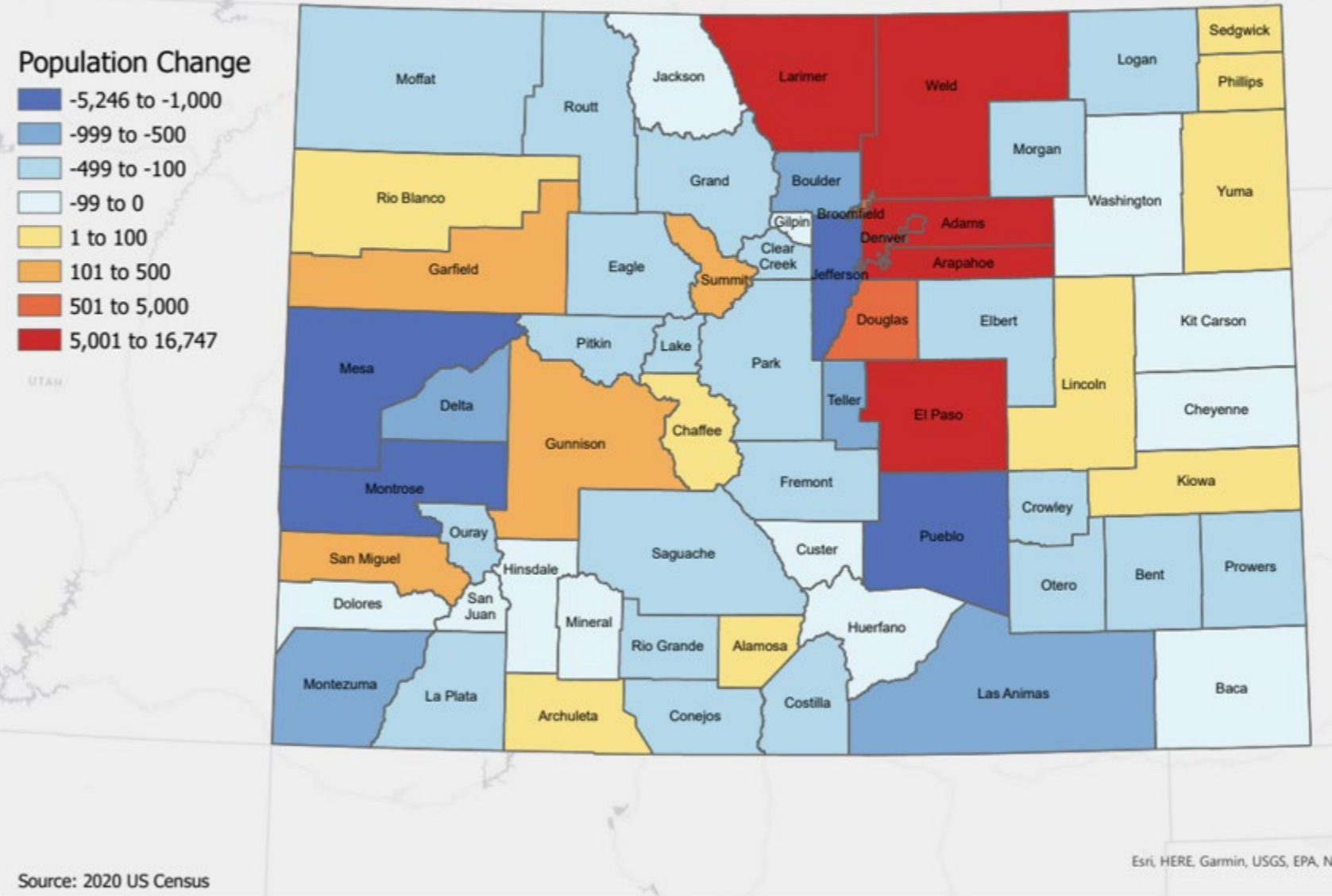
Source: 2020 US Census
Esri, HERE, Garmin, USGS, EPA, NPS

- Births down 650,000 in the US compared to peak in 2007.
- Population Under 18 Declined by over 1,000,000 over the decade
- 27 states lost population under 18
- Colorado births down 8K compared to peak in 2007 +38,000 over decade, 43 of 64 declined

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Census 2010 and 2020

Net Migration by Age — Who does Colorado attract?

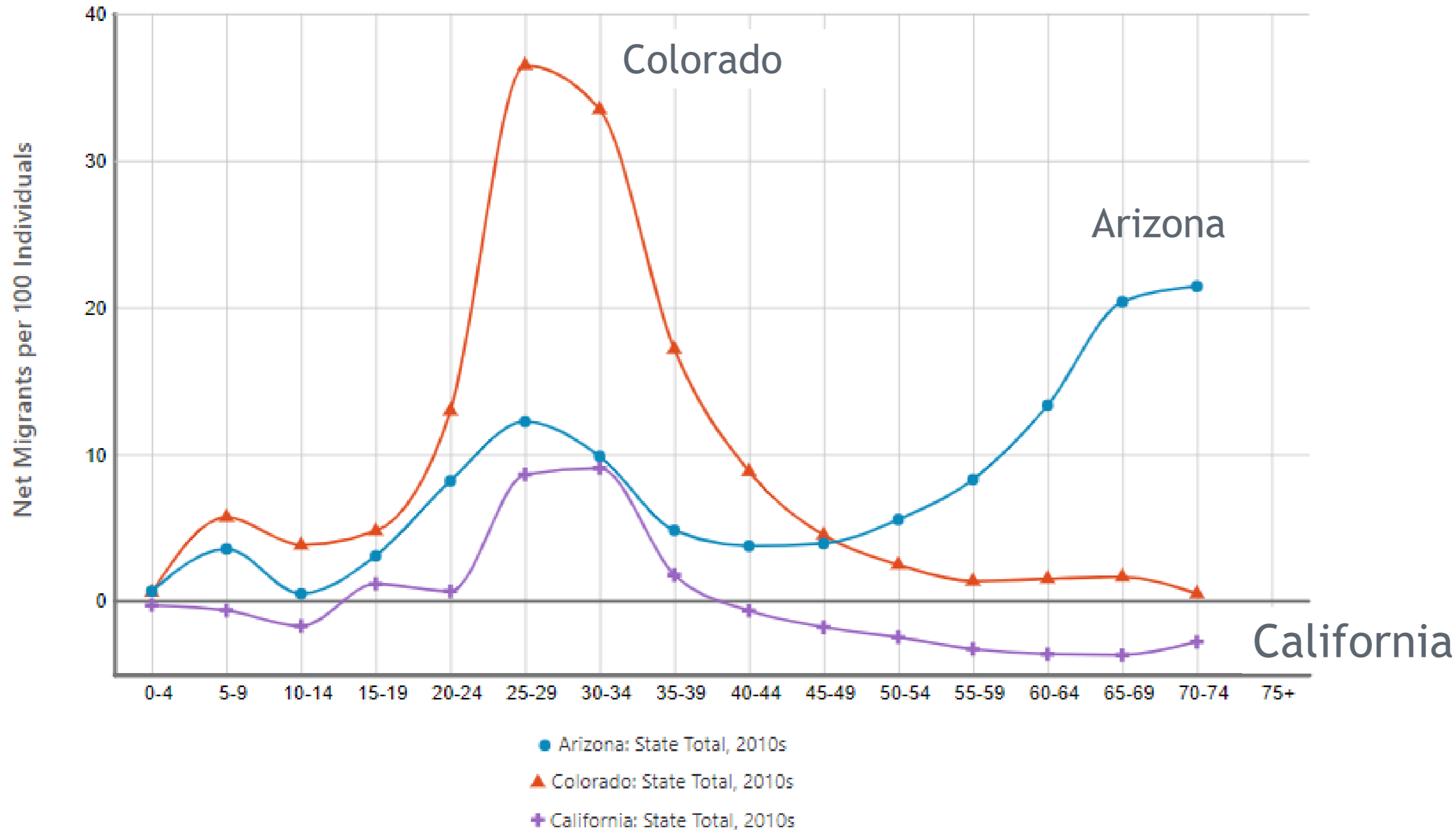Egan-Robertson, David, Katherine J. Curtis, Richelle L. Winkler, Kenneth M. Johnson, and Caitlin Bourbeau, Age-Specific Net Migration Estimates for US Counties, 1950-2020. Applied Population Laboratory, University of Wisconsin – Madison, 2023 (Beta Release). Web.

Characteristics
- Colorado attracts early career young adults, families, and university students
- Most older adults age in place
- Same since 1970s
- Fewer young adults to attract in future – impact?

States - https://netmigration.wisc.edu/
Counties - https://demography.dola.colorado.gov/assets/html/netmigcomp.html

El Paso County

El Paso County Net Migration By Age, 2010s
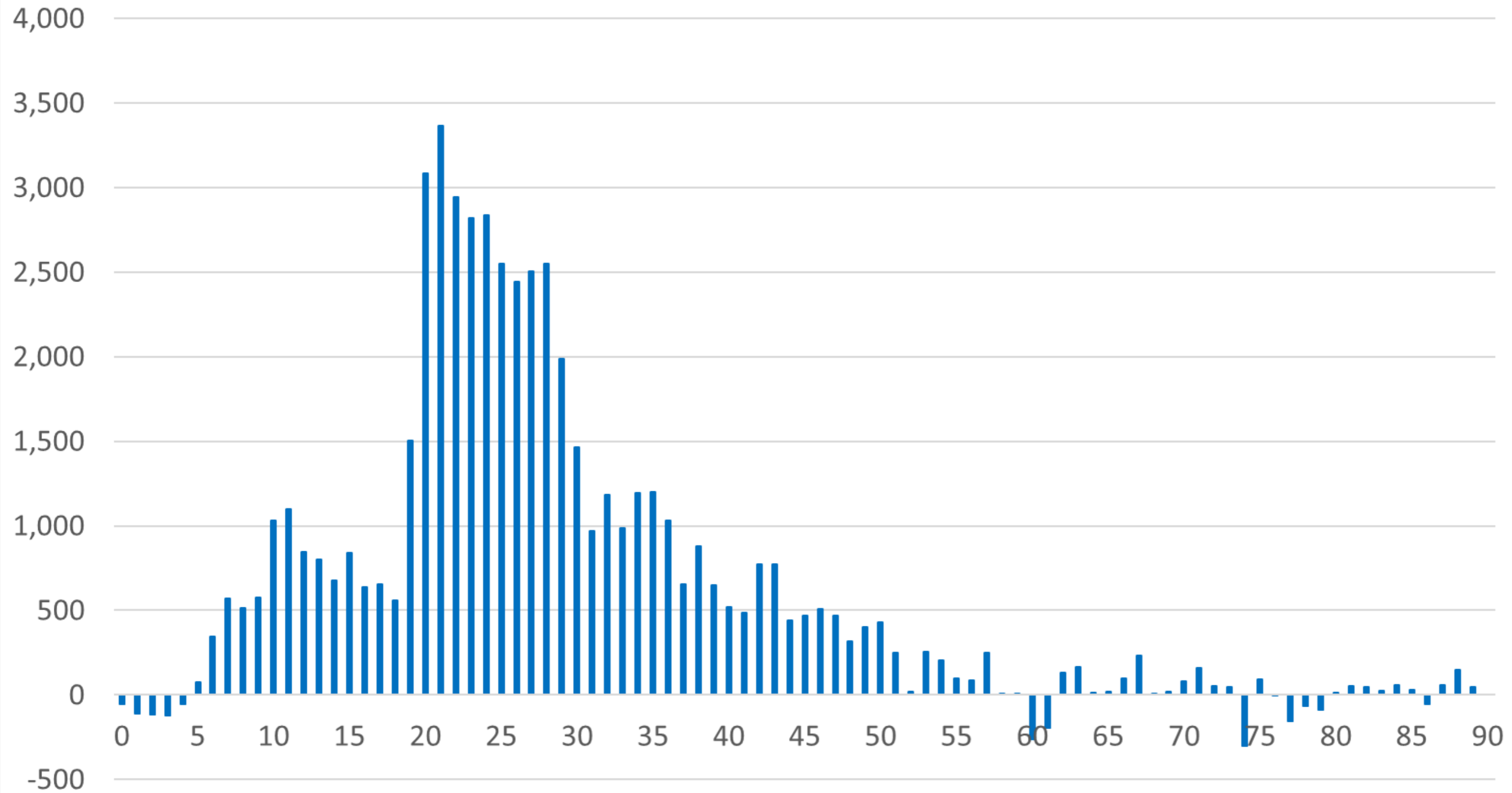
Characteristics

Military, university, early career and young family

Migration, El Paso

Source: Census Bureau Population Estimates V2023
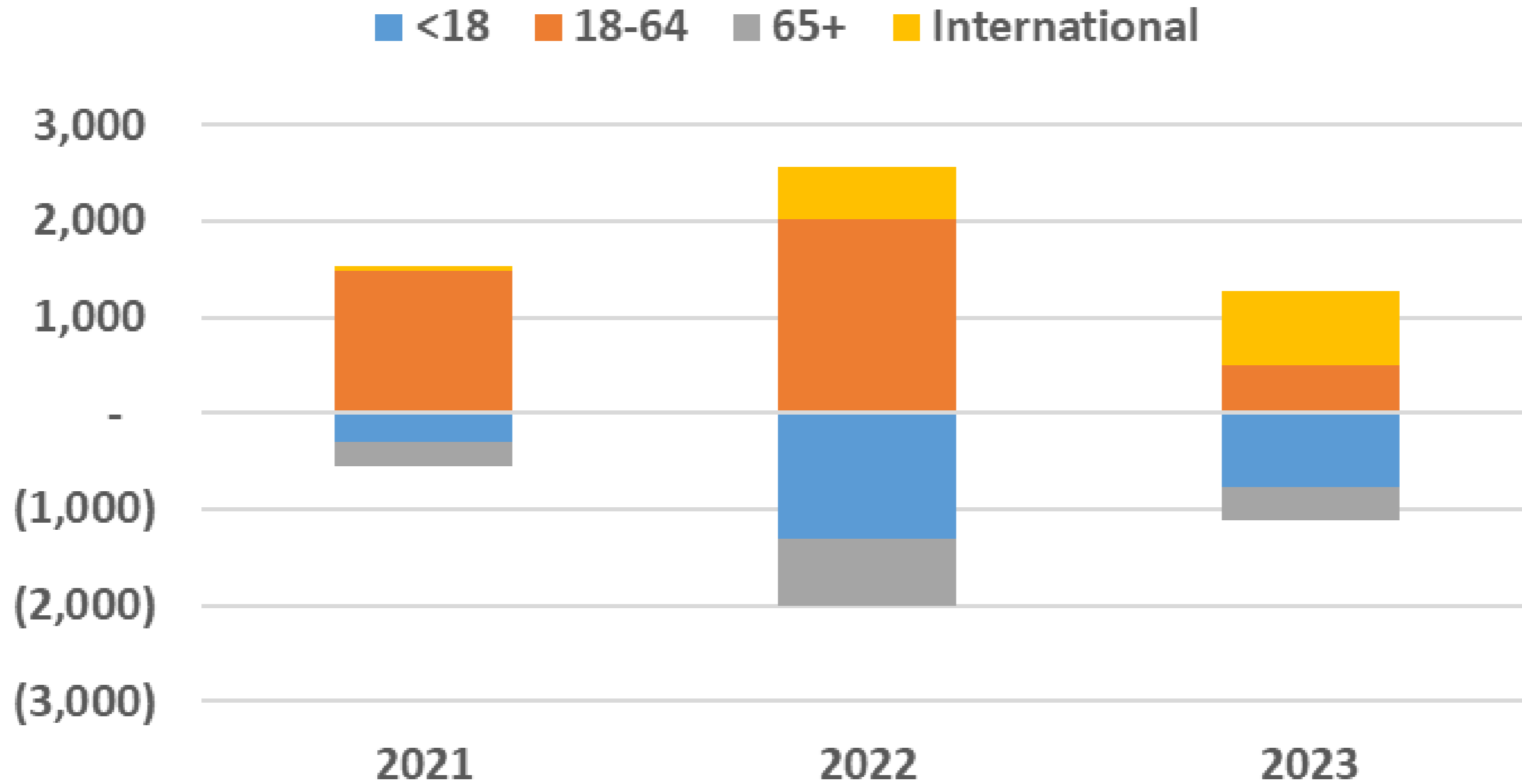
Colorado New Jobs and Net Migration
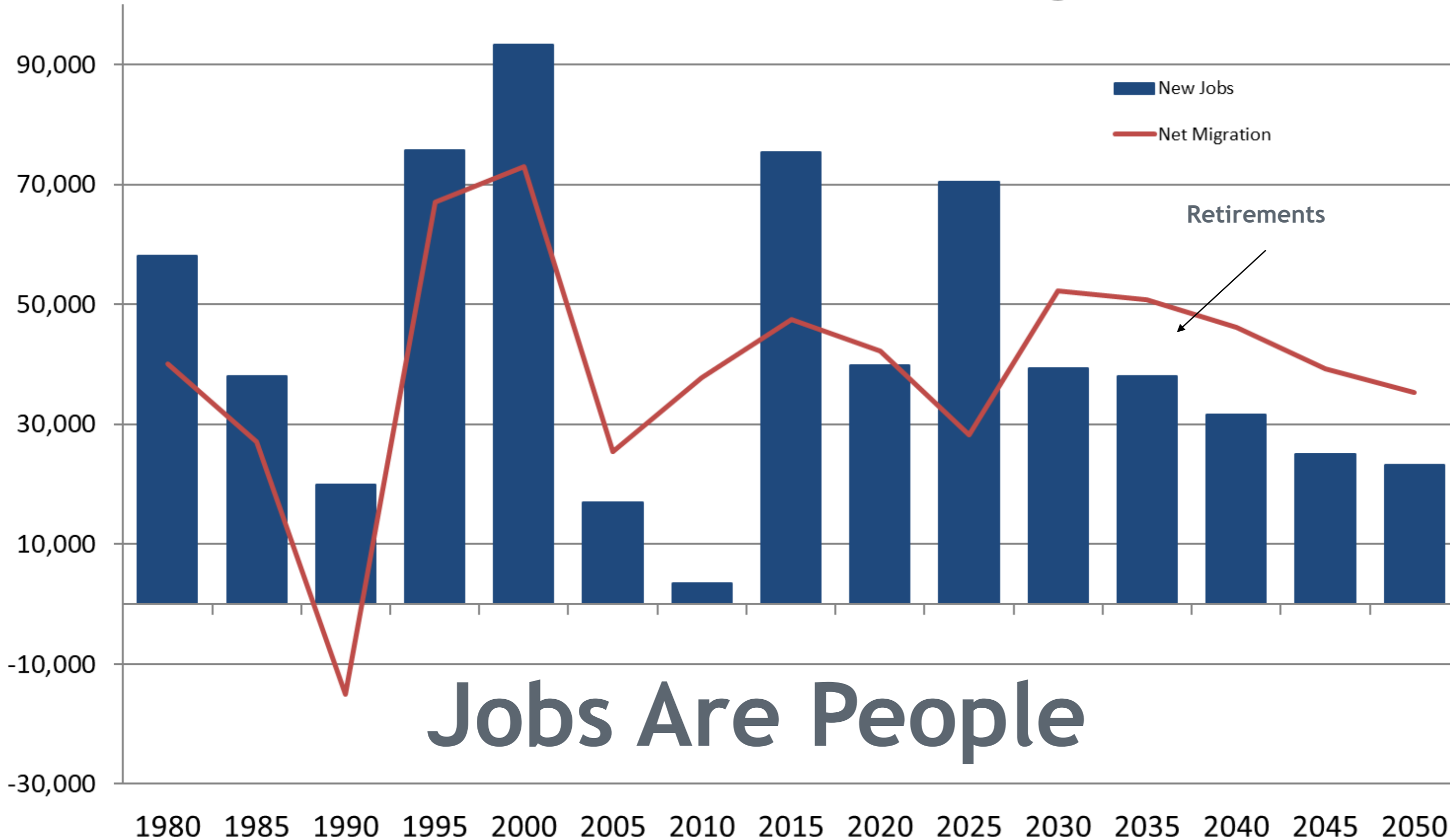
New Jobs + Retirements
= Demand for Migration

- 40K new jobs
- 40K retirements
- ?? remote jobs
= 80K+ workers

Retirements

Jobs Are People

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https://gis.dola.colorado.gov/Jobs_Migration_Chart/

Evaluation of net migration

Colorado Unemployment Rate State Rank vs. Net Migration V23
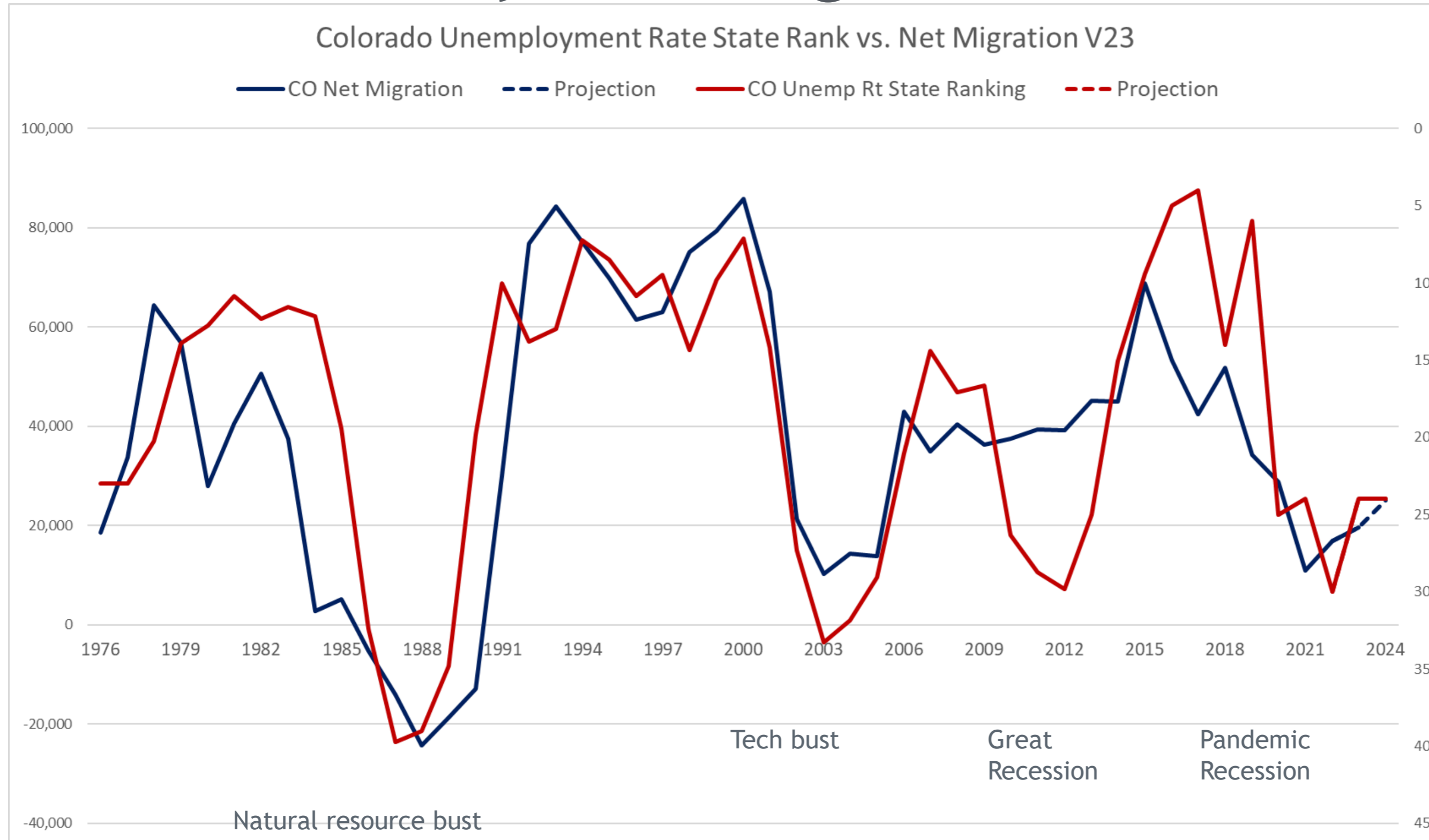
The Economy

Economy Doing Relatively Well

- State ranked middle of the pack in key variables

- +171,000 jobs since 2019

- Fast growth in high wage jobs like Professional Business Services

- Wage growth – especially in low wage jobs

- Low Unemployment, High Levels of Labor Force Participation

- 1.5 Job Openings to every 1 Unemployed

- Job growth drives demand for labor (people)

  - Retirements – estimated 40,000 per year

  - Attract and retain best and brightest – competition

- Remote Workers? – Depends – consider cost of living and wages

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Commuting – El Paso

Inflow/Outflow Job Counts in 2021 All Workers

- 64,330 - Employed in Selection Area, Live Outside
- 75,902 - Live in Selection Area, Employed Outside
- 198,223 - Employed and Live in Selection Area

Inflow/Outflow Job Counts (All Jobs)

|	2021 Count	Share
Employed in the Selection Area	262,553	100.0%
Employed in the Selection Area but Living Outside	64,330	24.5%
Employed and Living in the Selection Area	198,223	75.5%
Living in the Selection Area	274,125	100.0%
Living in the Selection Area but Employed Outside	75,902	27.7%
Living and Employed in the Selection Area	198,223	72.3%

Jobs by Distance - Work Census Block to Home Census Block

	2021 Count	Share
Total All Jobs	262,553	100.0%
Less than 10 miles	152,722	58.2%
10 to 24 miles	46,992	17.9%
25 to 50 miles	21,910	8.3%
Greater than 50 miles	40,929	15.6%

Job Counts by Counties Where Workers Live - All Jobs

	2021 Count	Share
All Counties	262,553	100.0%
El Paso County, CO	198,223	75.5%
Pueblo County, CO	7,905	3.0%
Arapahoe County, CO	7,079	2.7%
Jefferson County, CO	6,080	2.3%
Douglas County, CO	6,039	2.3%
Denver County, CO	5,778	2.2%
Adams County, CO	4,338	1.7%
Teller County, CO	3,302	1.3%
Larimer County, CO	3,164	1.2%
Weld County, CO	2,678	1.0%
All Other Locations	17,967	6.8%

Where workers in El Paso County live

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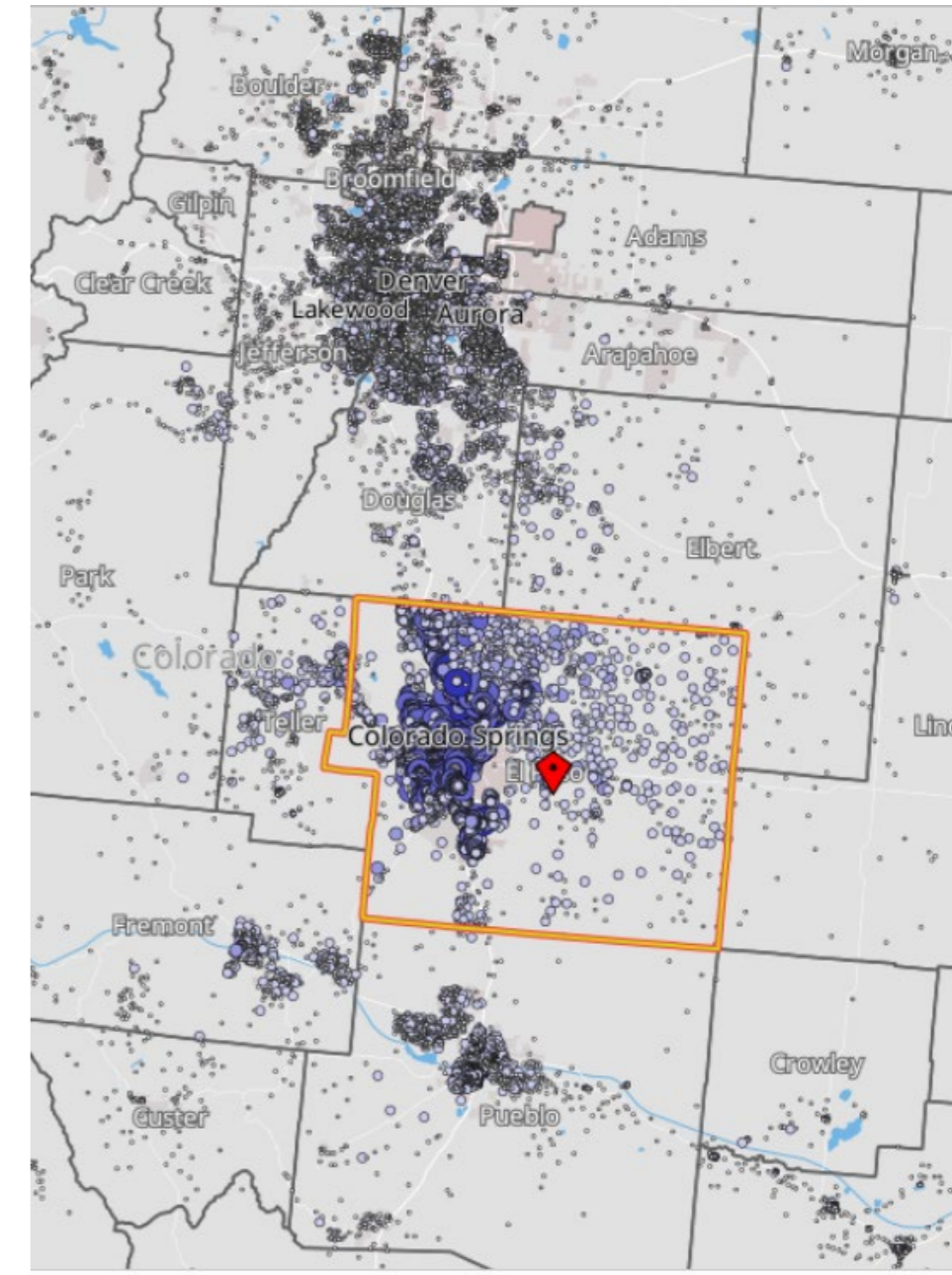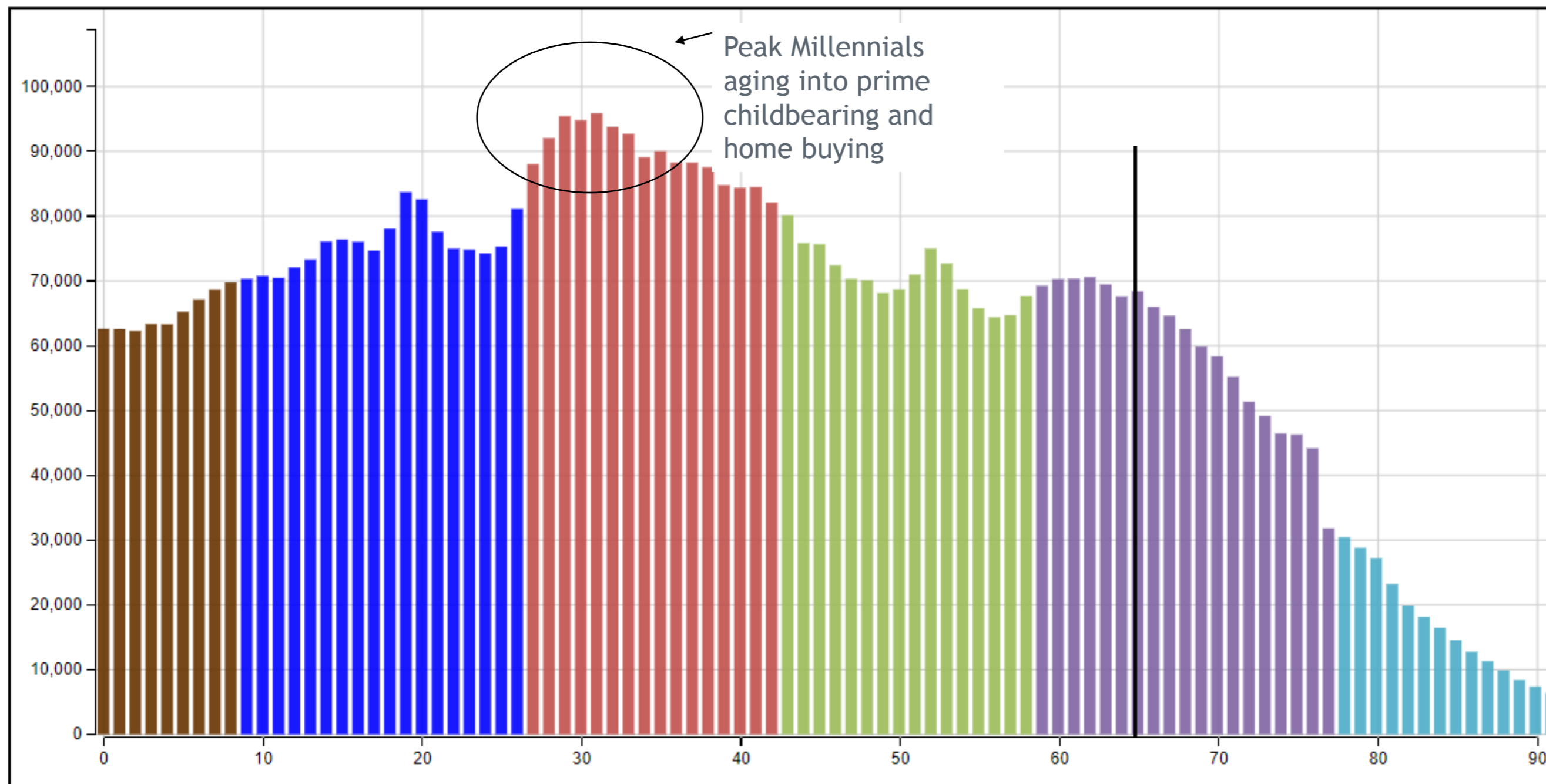
Age Matters
Colorado is young but aging

- Preferences – where people shop and what they buy.

- Housing – type, size, mobility

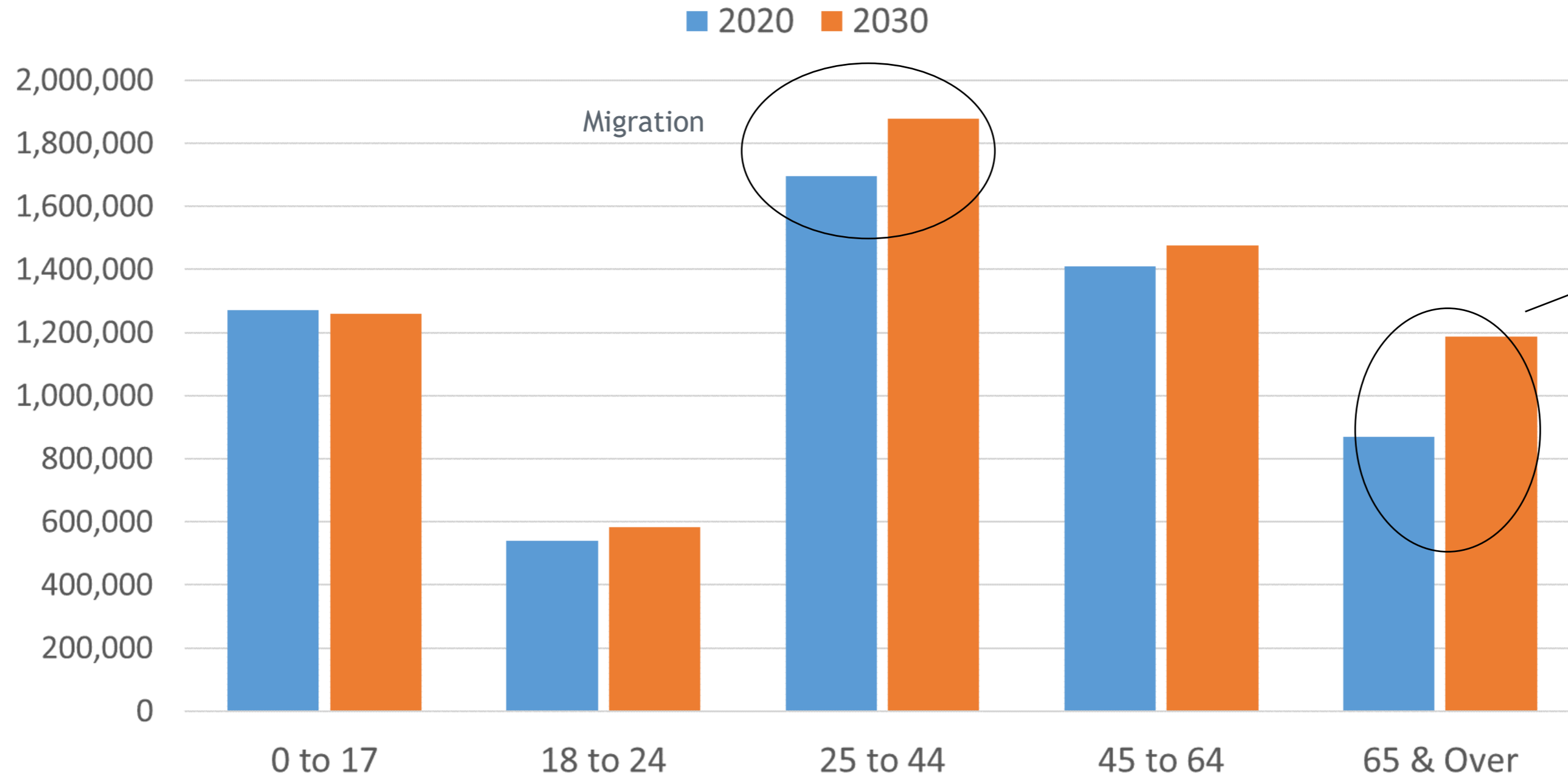- Labor Force

- Income

- Service Demands

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Colorado   2023

Peak Millennials aging into prime childbearing and home buying

Colorado Population By Age, 2020 to 2030

■ 2020 ■ 2030

Migration

Most of these folks already live here and most of them own their house.

	0 to 17	18 to 24	25 to 44	45 to 64	65 & Over	Total
2020	1,270,519	539,144	1,694,991	1,410,374	869,556	5,784,584
2030	1,260,203	584,329	1,878,133	1,477,443	1,186,435	6,386,542
Change	-10,316	45,185	183,142	67,069	316,879	601,958
Pct Ch	-0.8%	8.4%	10.8%	4.8%	36.4%	10.4%

Colorado Population Change By Age,
With Zero Net Migration, 2020-2030
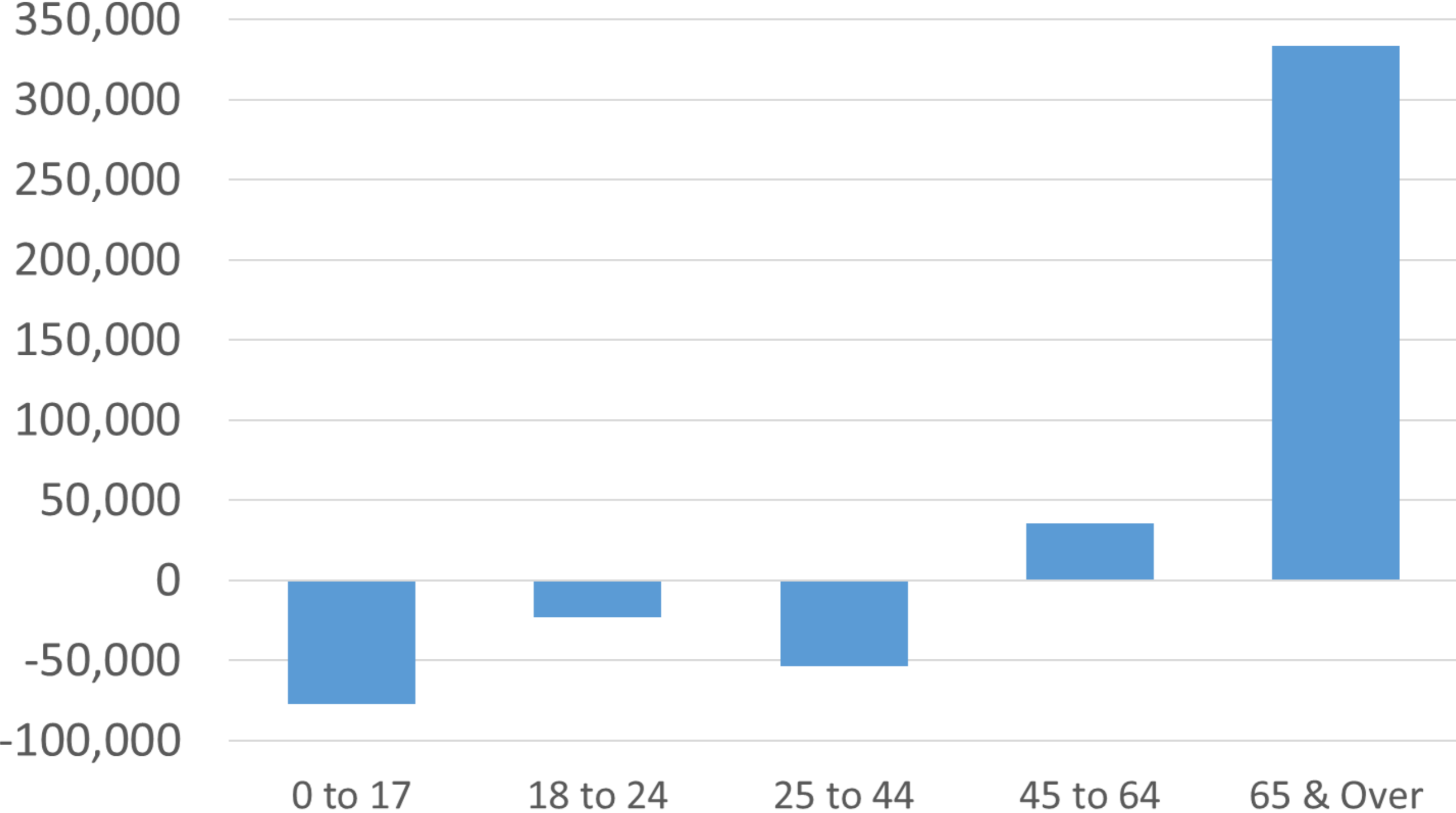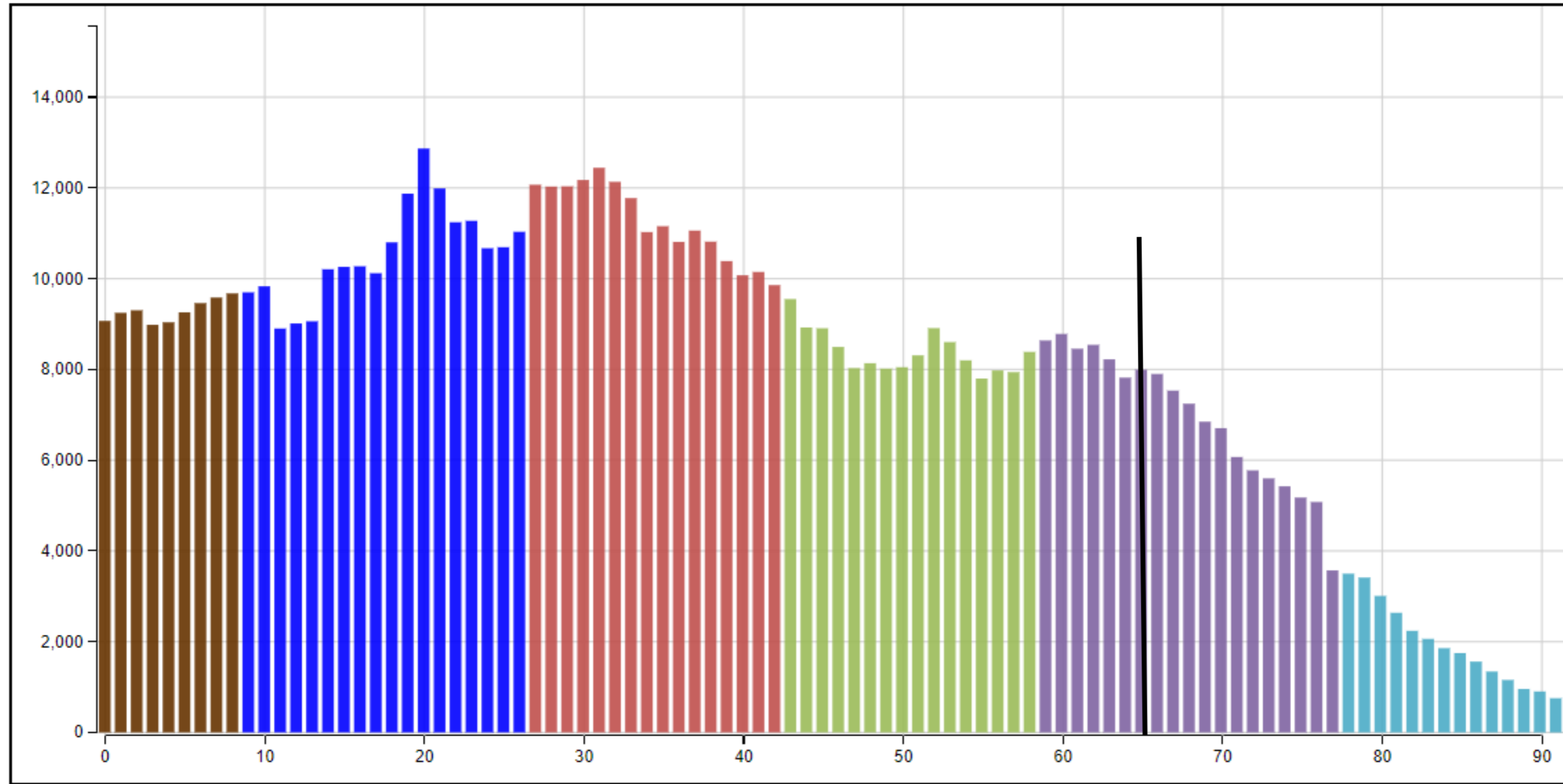
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State Demography Office

El Paso County 2023

Population by Age in El Paso
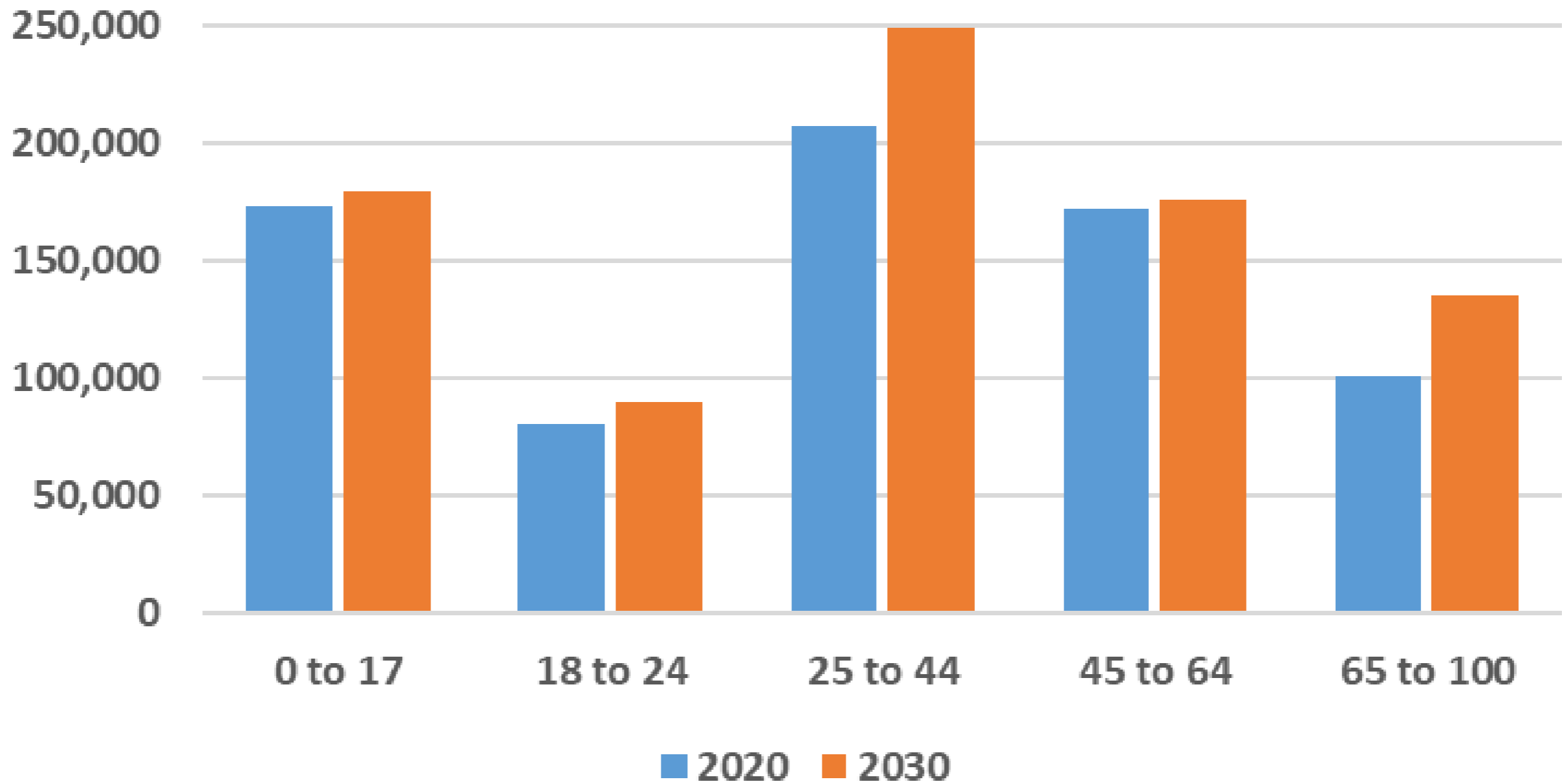
	0 to 17	18 to 24	25 to 44	45 to 64	65+	Total
2020	172,522	80,328	207,321	171,974	100,221	732,366
2030	179,681	89,273	248,642	175,604	135,189	828,389
Change	7,159	8,945	41,321	3,630	34,968	96,023

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Change in the School Age Population
2020-2030

	<= -4,103
	-4,102 to -2,564
	-2,563 to -1,026
	-1,025 to -513
	-512 to 0
	1 to 676
	677 to 1,352
	1,353 to 2,704
	2,705 to 4,733
	4,734 to 6,761
	6,762 +

Year to year change
in selected age groups
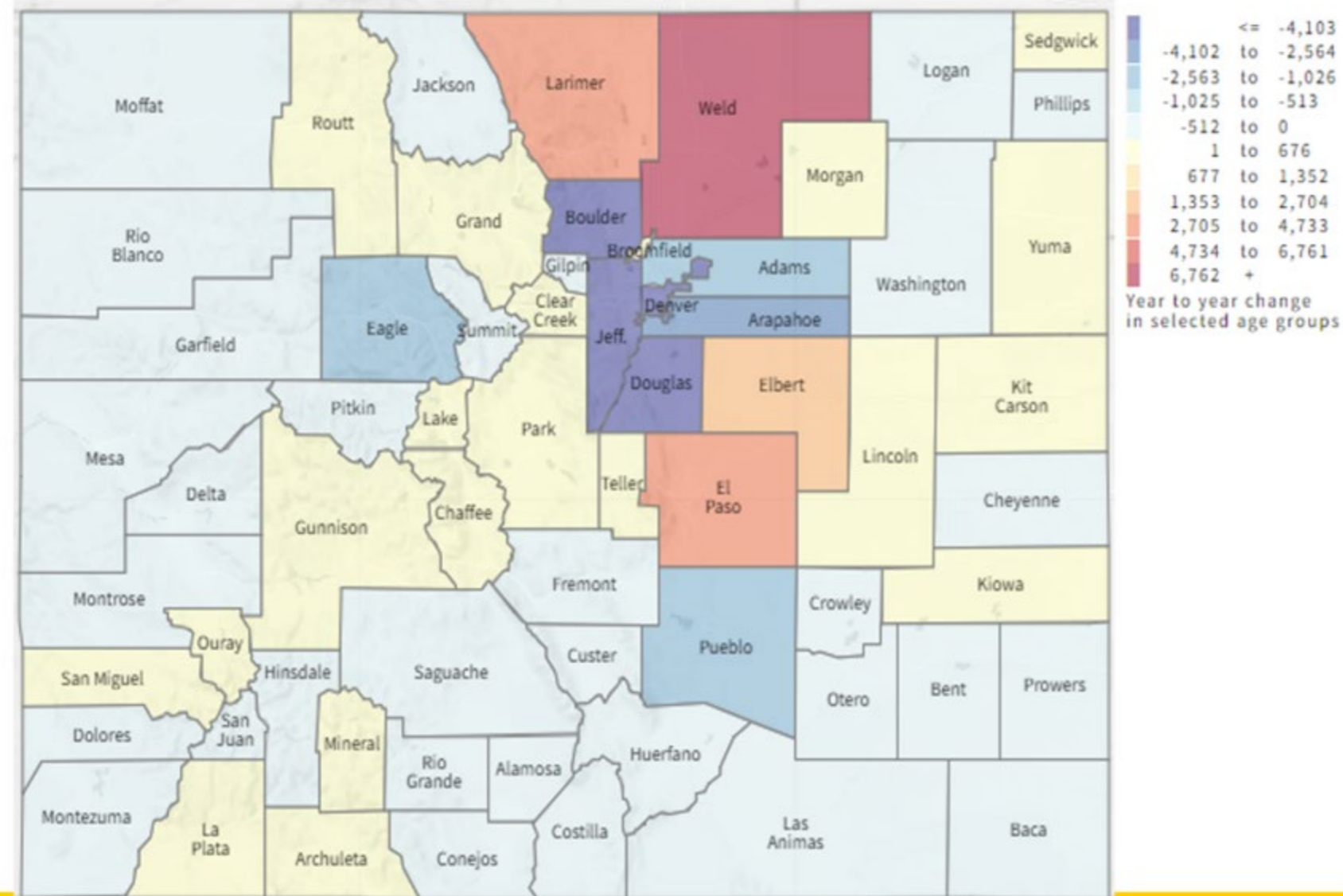
Change in Prime Working Age 25-64
2020-2030

	<= -6,961
	-6,960 to -4,351
	-4,350 to -1,740
	-1,739 to -870
	-869 to 0
	1 to 2,378
	2,379 to 4,757
	4,758 to 9,513
	9,514 to 16,648
	16,649 to 23,783
	23,784 +

Year to year change
in selected age groups

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https://gis.dola.colorado.gov/AgeMap/
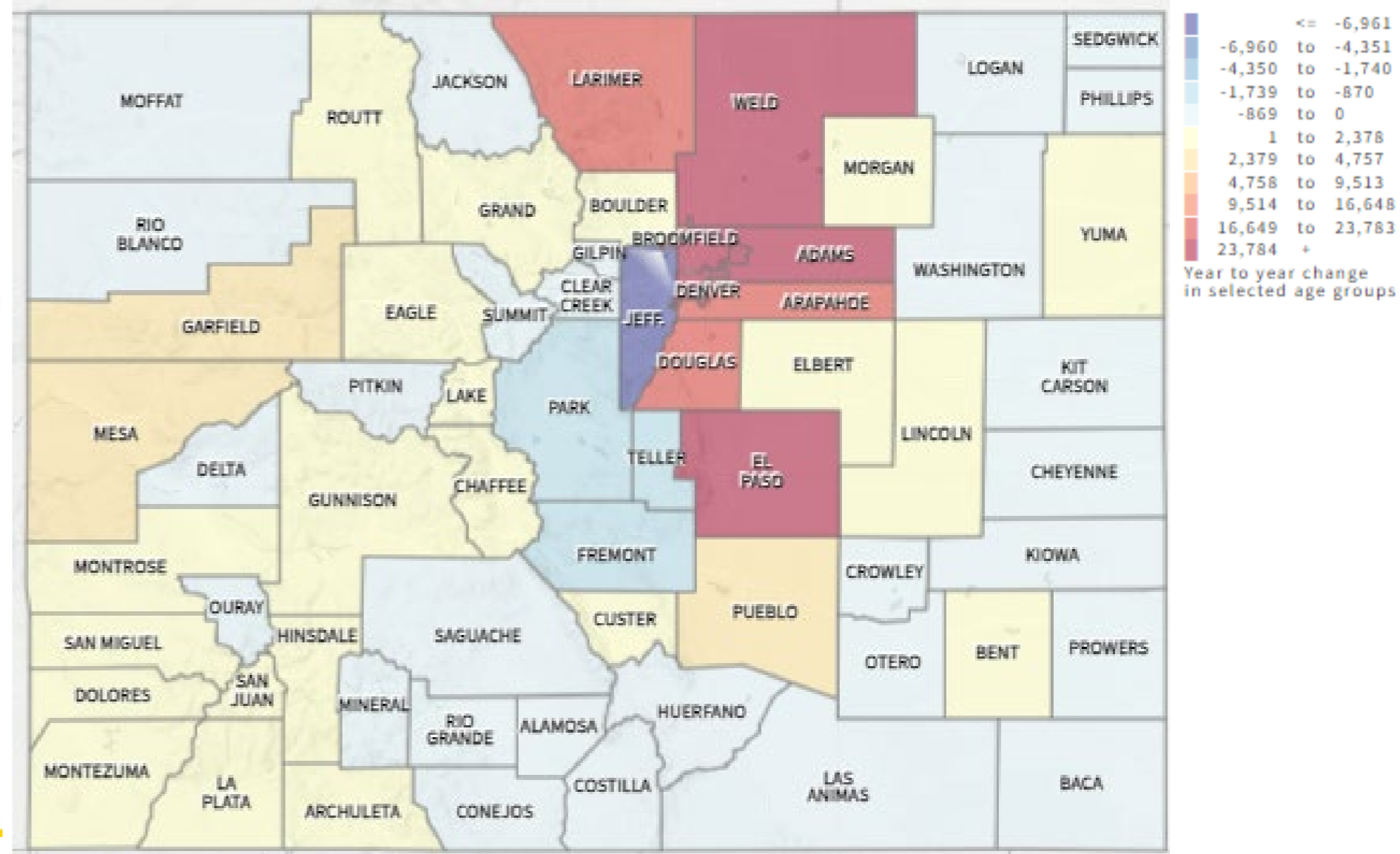
Population by Single Year of Age and Race and Ethnicity, 2022

Legend:
- White Alone NH
- Hispanic
- Black Alone NH
- Asian Alone NH
- Native Hawaiian/Pacific Islander Alone NH
- American Indian, NH
- Two or More Races, NH
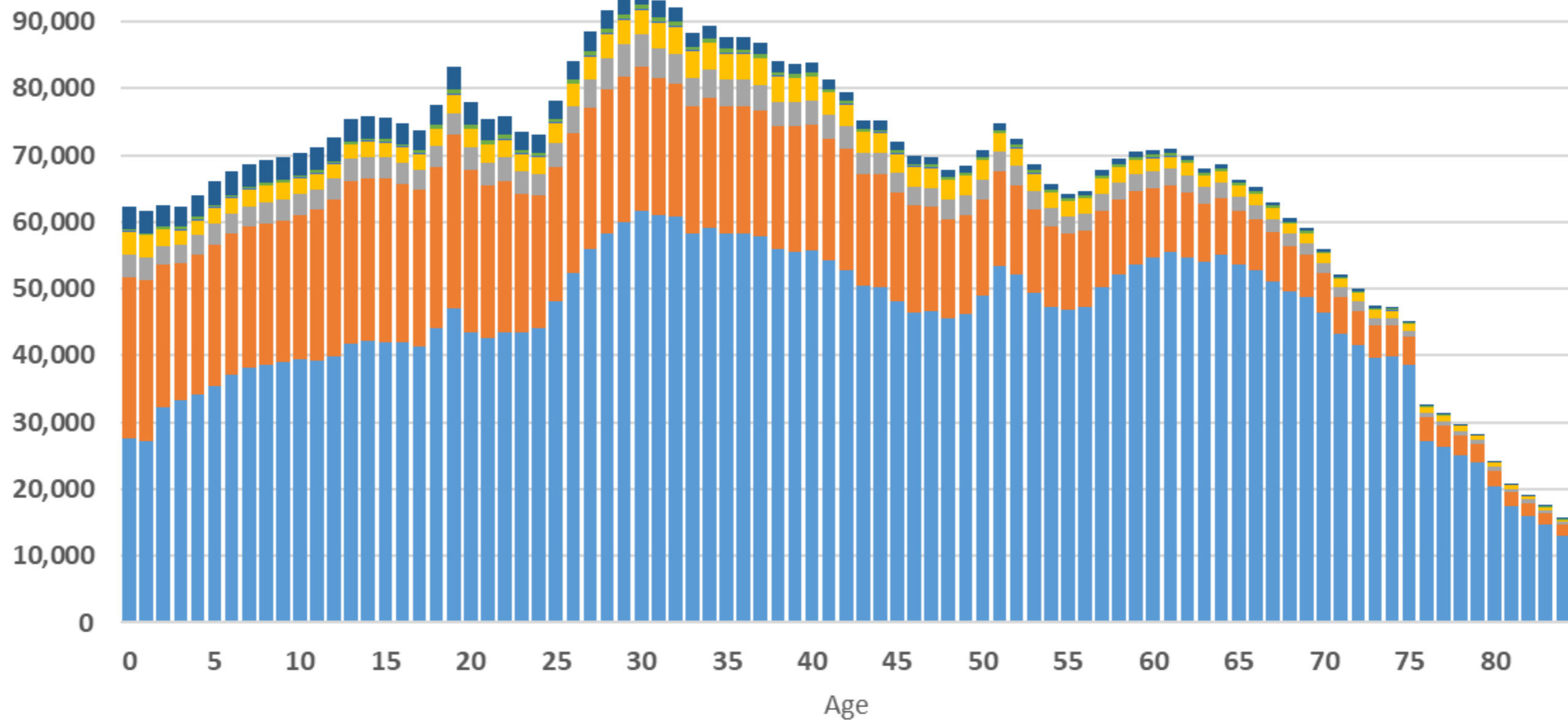
Implications From Age and Aging

- Consumer demand
  - Older – fastest growth, services vs. goods
  - Younger – more diverse

- Labor force
  - Faster growth in retirees (40K/year), slower growth in new entrants
  - Young entrants more diverse
  - Migration will be needed if jobs are to be filled – more competition

- Housing
  - Demand from retiree replacements
  - Aging home owners – rehab, move less, owners, transition planning
  - Millennials aging into prime home buying and second home buying
  - Gen Z – entering into rentals and first time home buying
  - Gen Alpha will be smaller

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Housing and Households Impacts from Jobs and Aging

Households and Housing Are Complicated

Demand

- Occupied Housing Units = Households
  - Jobs = New + Retirements + Remote
    - Income vs. Cost of housing
  - Non -Workers
  - Age – growth different by age groups
    - HH size, mobility, tenure, income
    - Worker/Non-Worker
  - Interest Rates/Price
- Vacant/ Non-primary Residence
  - Seasonal, Second home, VRBO
  - Investor – VRBO or Vacant
 - Other – remodel, hold, probate, storage

Supply

- Single family, multi-family
- Boom and Bust Cycle
- Financing dried up in Great Recession
- Slow industry to start and stop
- Water
- Public will
- Interest rates

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Total Single and Multi Family Building Permits
Colorado
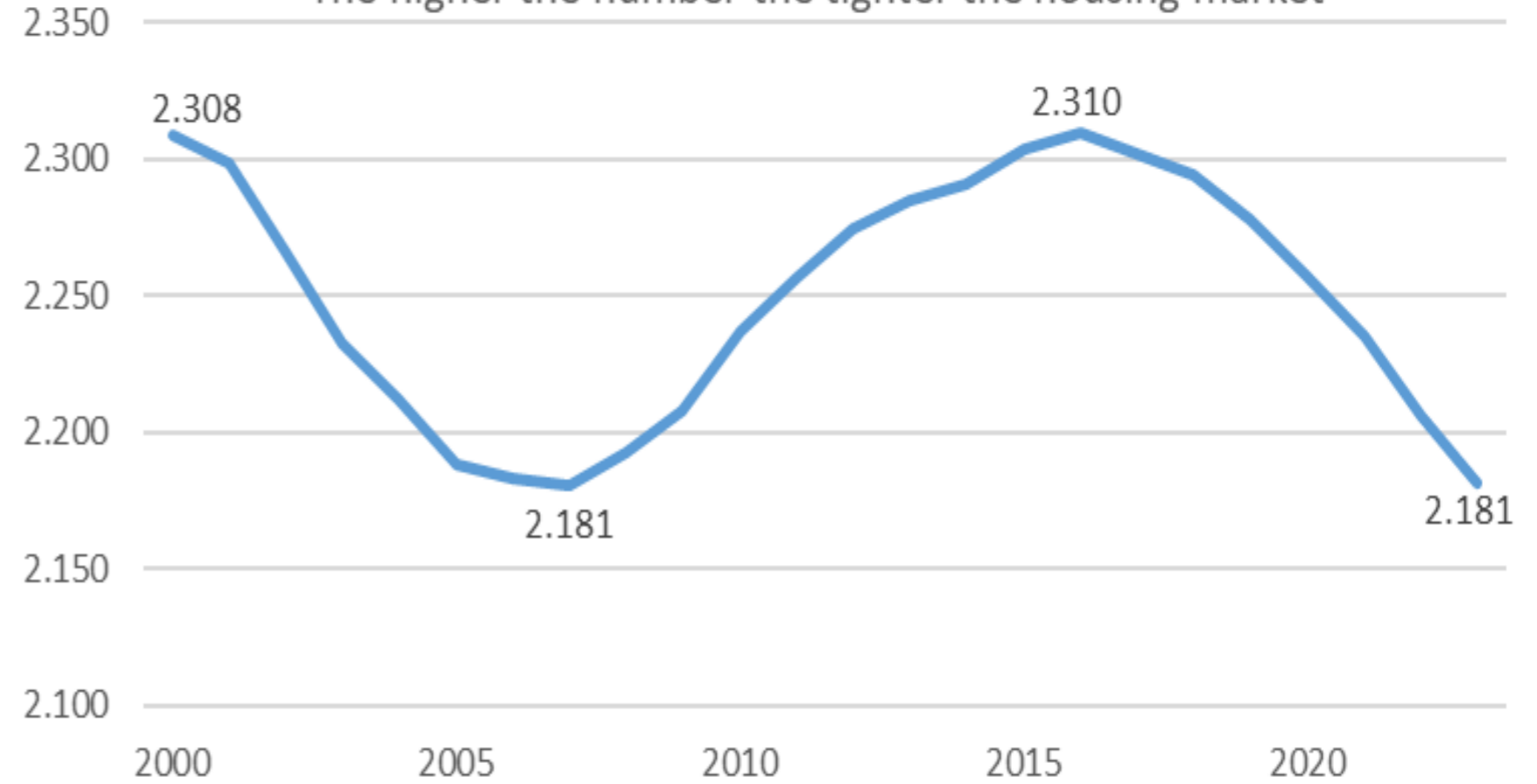
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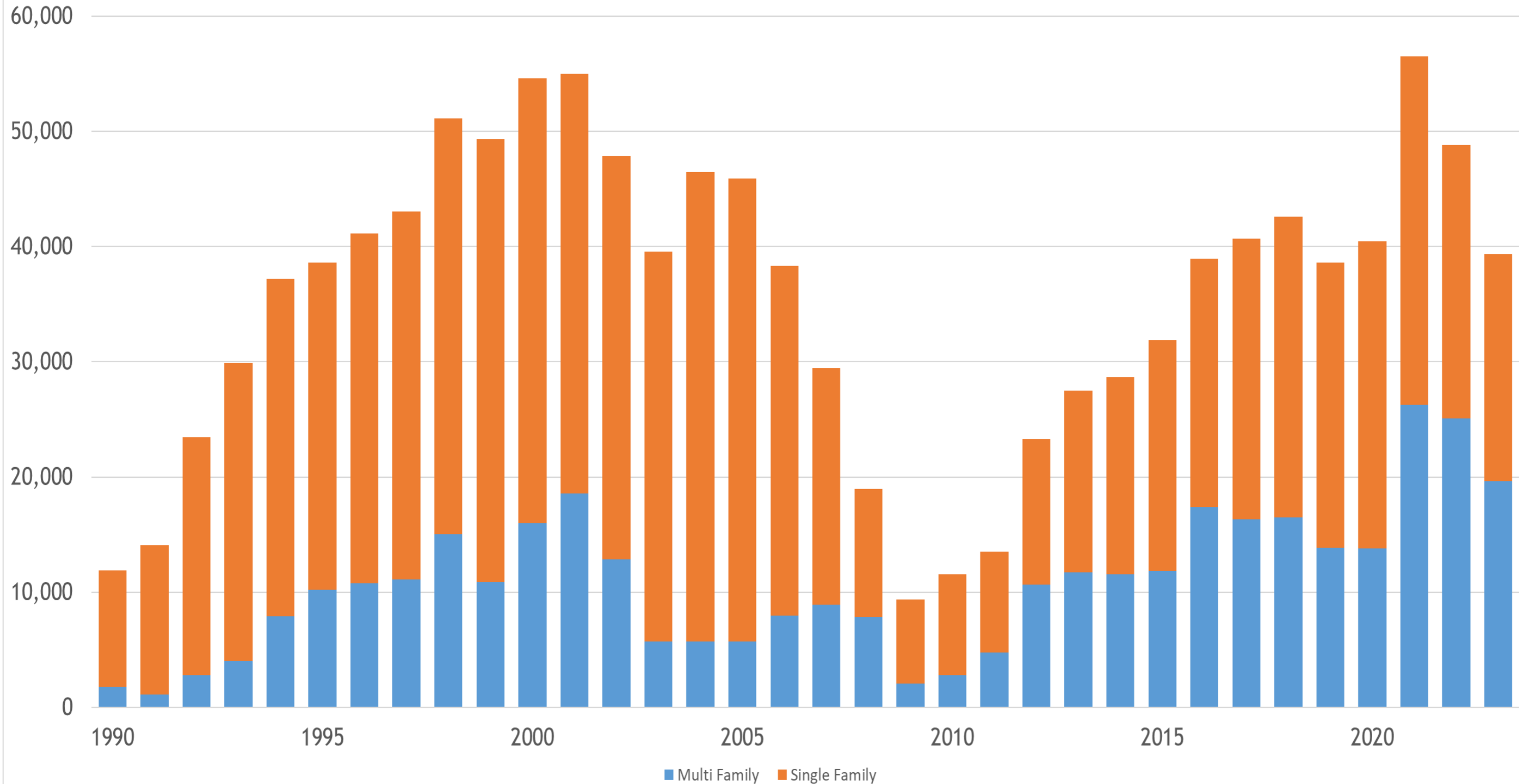
Household Growth and Housing Unit Growth
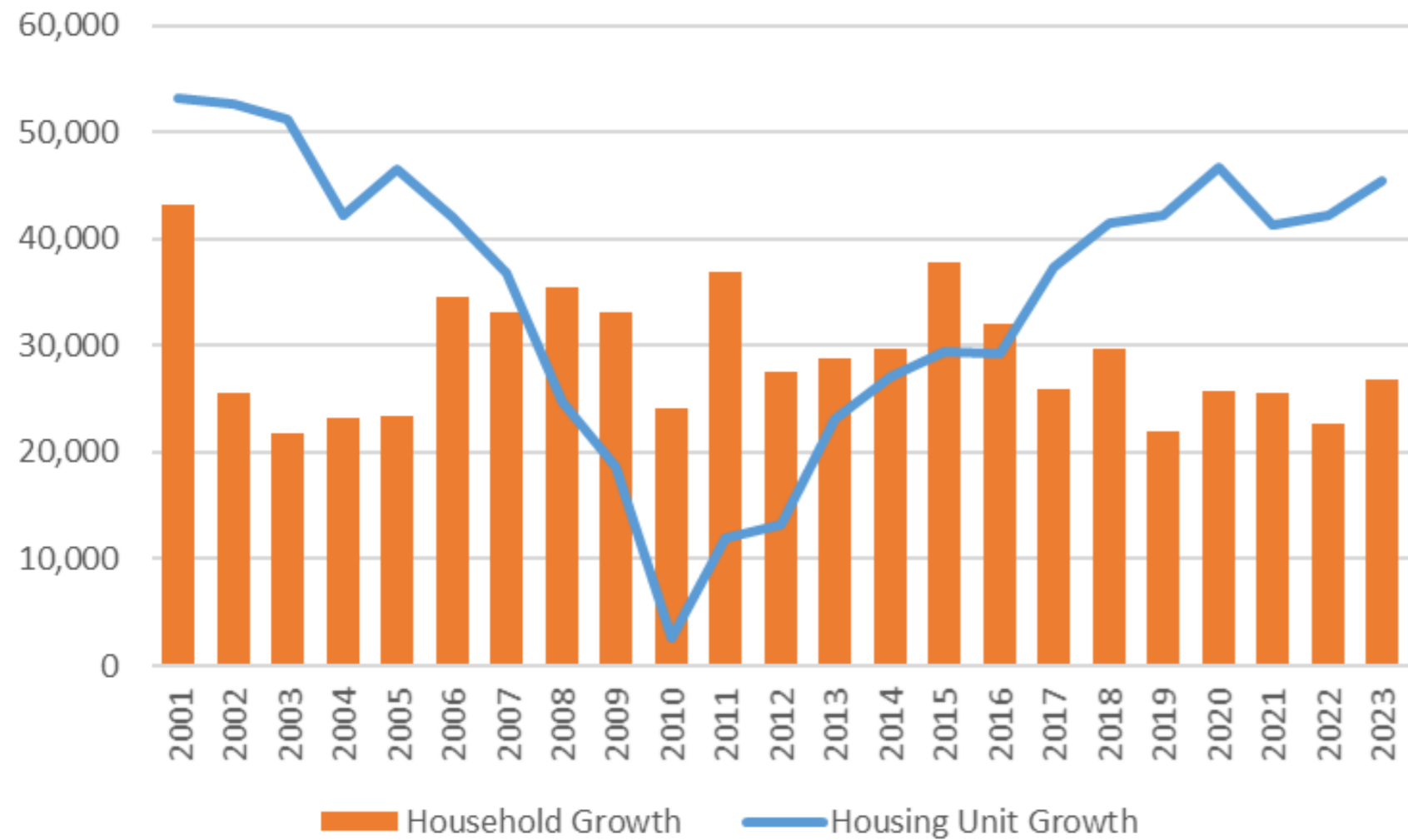
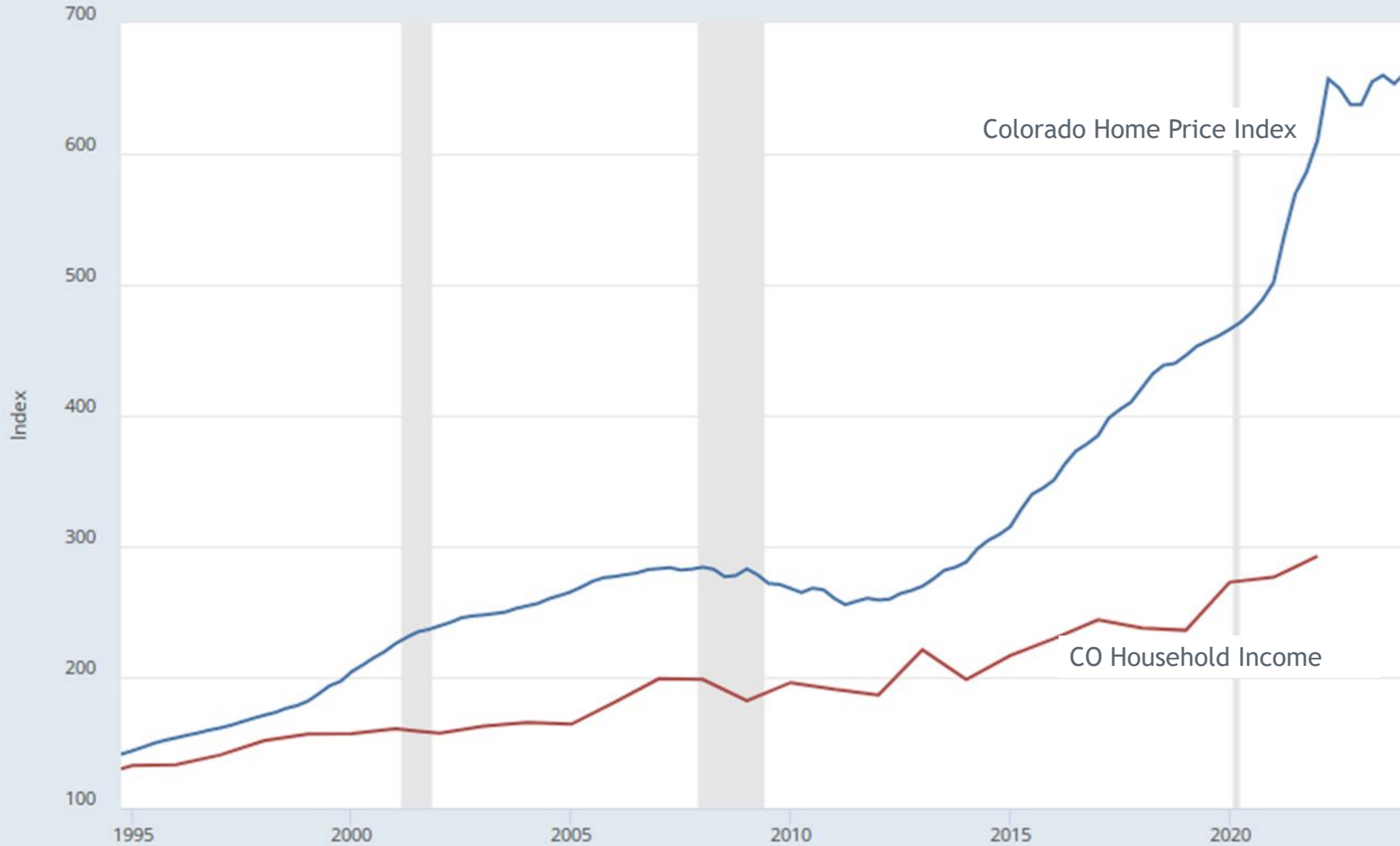Household Population to Housing Unit Ratio
The higher the number the tighter the housing market

Concern with:

• Boom and bust cycle of housing construction.

• Creates long run impacts on the industry.

• Long run impact on housing costs – affordability will remain an issue

• Ability to support business & community

Long run impact on affordability.
- How to temper prices
- Build units priced below median?
- "Average" price to build a "door" is about the median home price.
- How to raise incomes?
- How to support home-ownership?

Summary: Factors Influencing Housing

Demand
- Job growth = workers = housing
- Aging – smaller household size, non workers
- Household formation rates by age
- Changes in where people live/work - remote
- Investors

Supply
- Built 40K + units per year since 2018
- Interest Rates – downward pressure on building
- Increased cost of construction
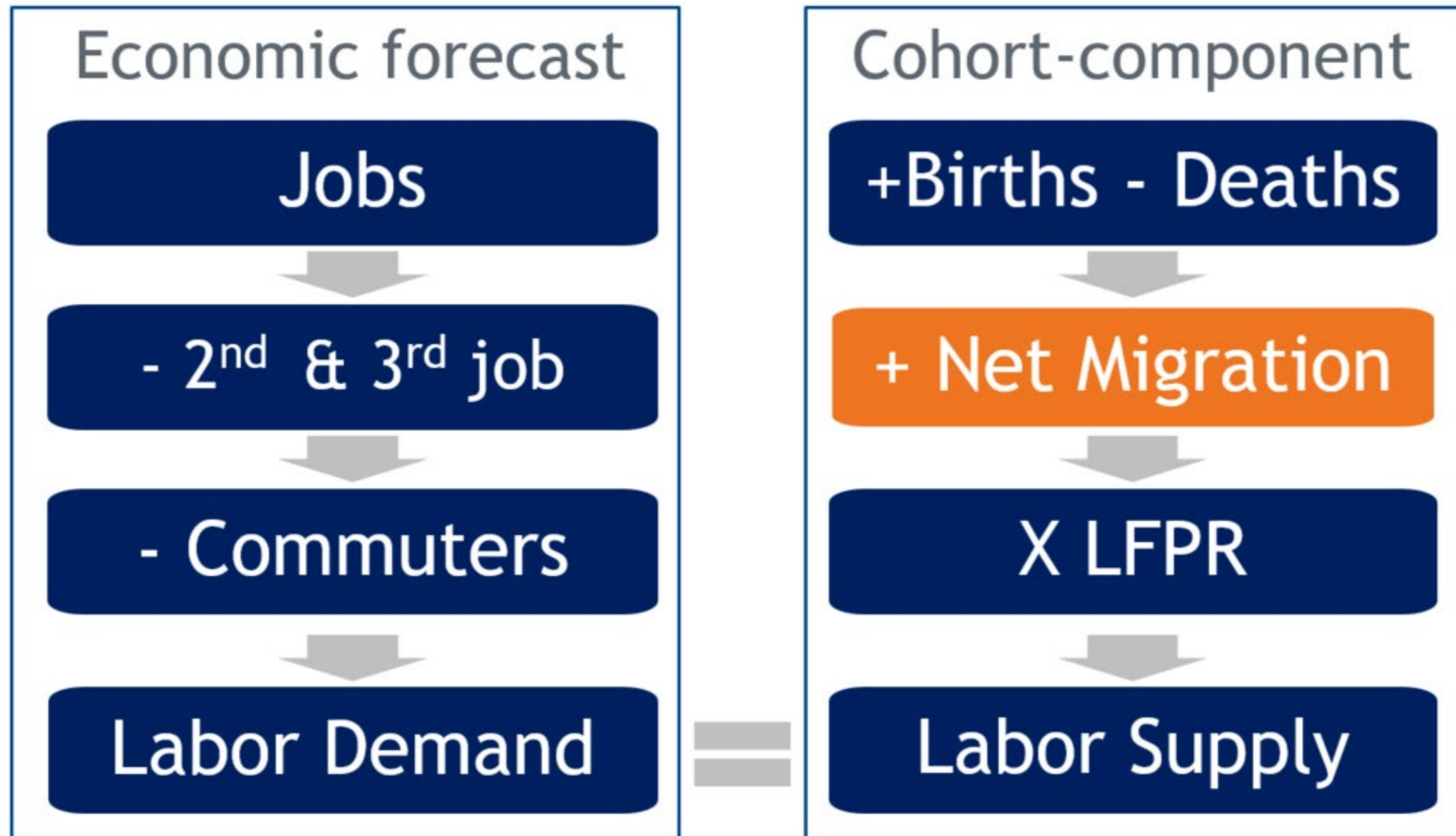- Supply chain and tight labor
- Water, infrastructure

- **How to soften the Boom and Bust cycle?**
- **How to continue to build when macro factors are not in our favor? Interest rates? labor?**
- **Retrofitting and Renovations – old housing and older residents**
- **How to help people move when macro and demographic factors are against them?**
- **How do we preserve resident owned housing when there is demand by investors and second home owners.**
- **Once interest rates fall, demand will spike again impacting price.**
- **Better research on effective strategies and better public data on housing**

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Forecast

Colorado population forecast methodology

Economic forecast

- Jobs
- − 2nd & 3rd job
- − Commuters
- Labor Demand

Cohort-component

- +Births − Deaths
- + Net Migration
- X LFPR
- Labor Supply

Labor Demand = Labor Supply

Differences resolved by net migration

Forecast Factors

- US population growth is slowing – slowing economy
- Births have slowed, deaths increase
- Migration/Mobility slowing, International?
- Aging – impact on consumption and labor

- Labor Force – tight, more competition, new jobs + retirements (400K this decade) +remote workers
  - Reimagine, strategic, employee centered, housing
- Consumers/Jobs – Age drives consumption
  - Jobs drive migration
- Community Services
  - Housing – move less, household size,

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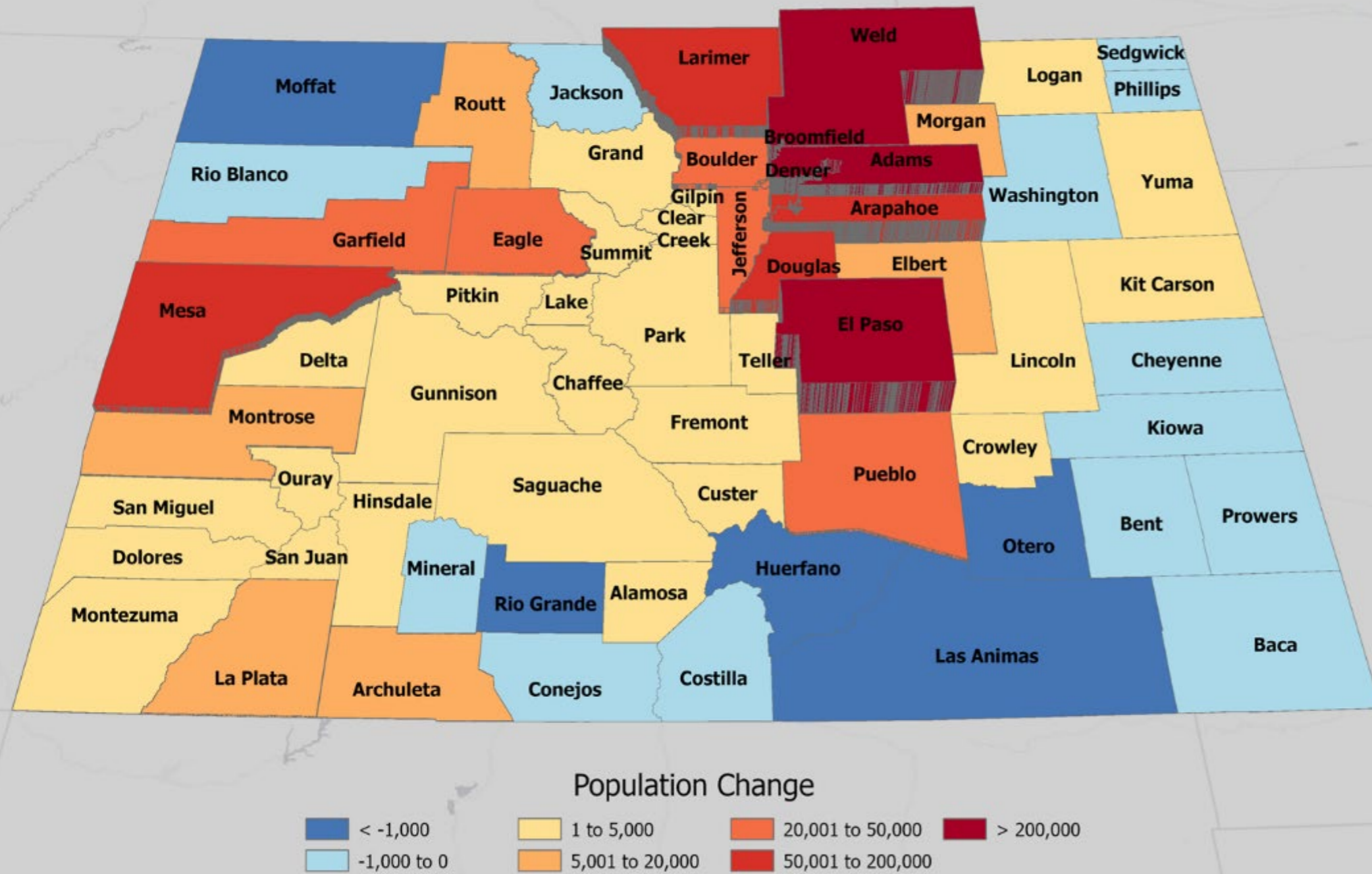# Population growth rates are slowing

Colorado and U.S. Growth Rate, 1990 - 2050
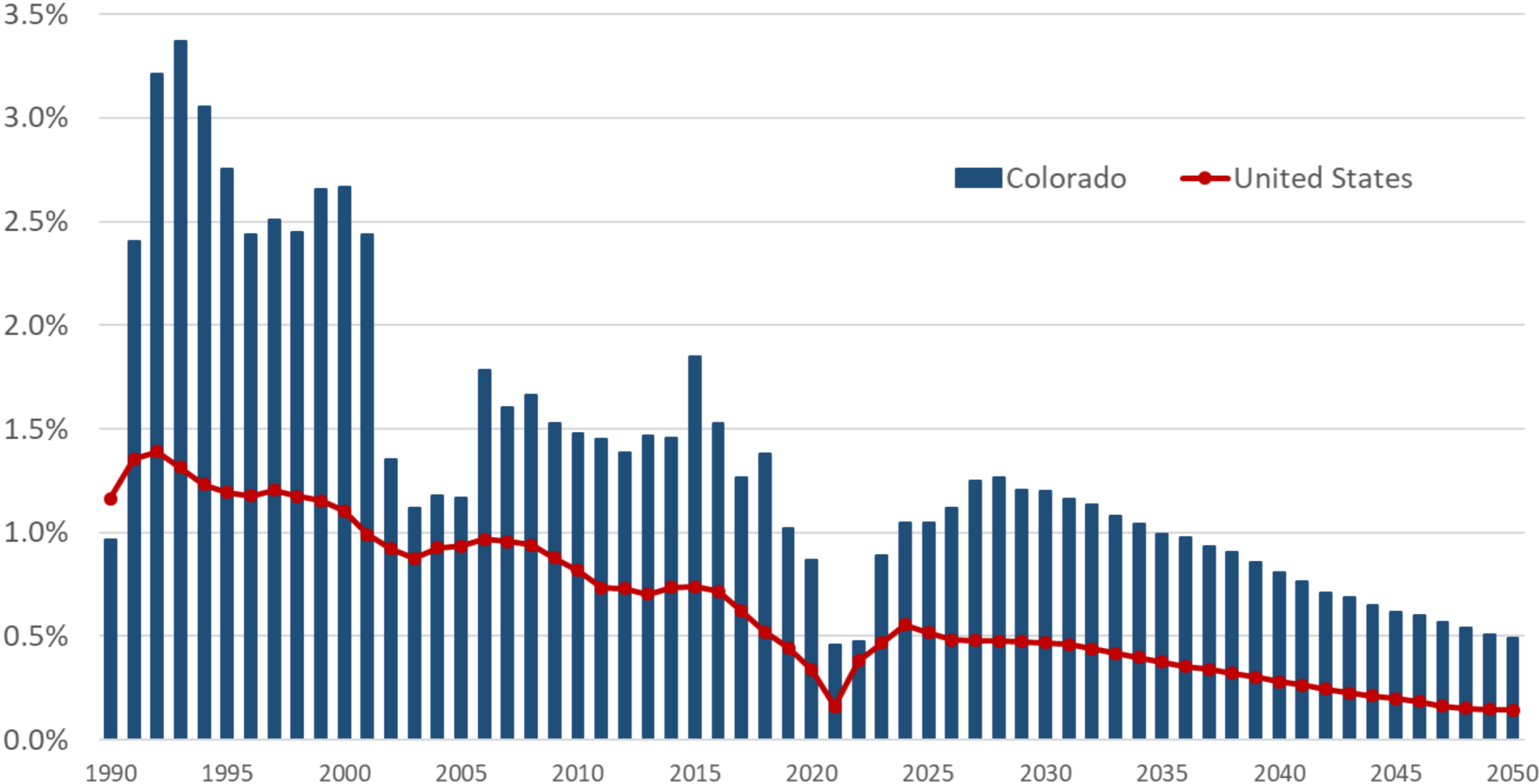
- Global population trends have changed, reached peak child

- U.S. and CO total fertility rates firmly below replacement

- 2020-2030
  - Top 5 Total – TX, FL, CA, GA, WA, CO (9th)
 - Top 5 % - UT, ID, TX, ND, NV, CO (6th)

Projected Population Change
2020 - 2050 5.7 to 7.4 Million

Source: Colorado State Demography Office

October 2023

Population Change
- < -1,000
- -1,000 to 0
- 1 to 5,000
- 5,001 to 20,000
- 20,001 to 50,000
- 50,001 to 200,000
- > 200,000

Change 2020-2050
State: 1.7 million
Front Range: 1.49M
Western Slope: 200K
Central Mtns: 4K
San Luis Valley: -2K
Eastern Plains: 11K

El Paso Growth By Decade

Net Migration — Births — Deaths
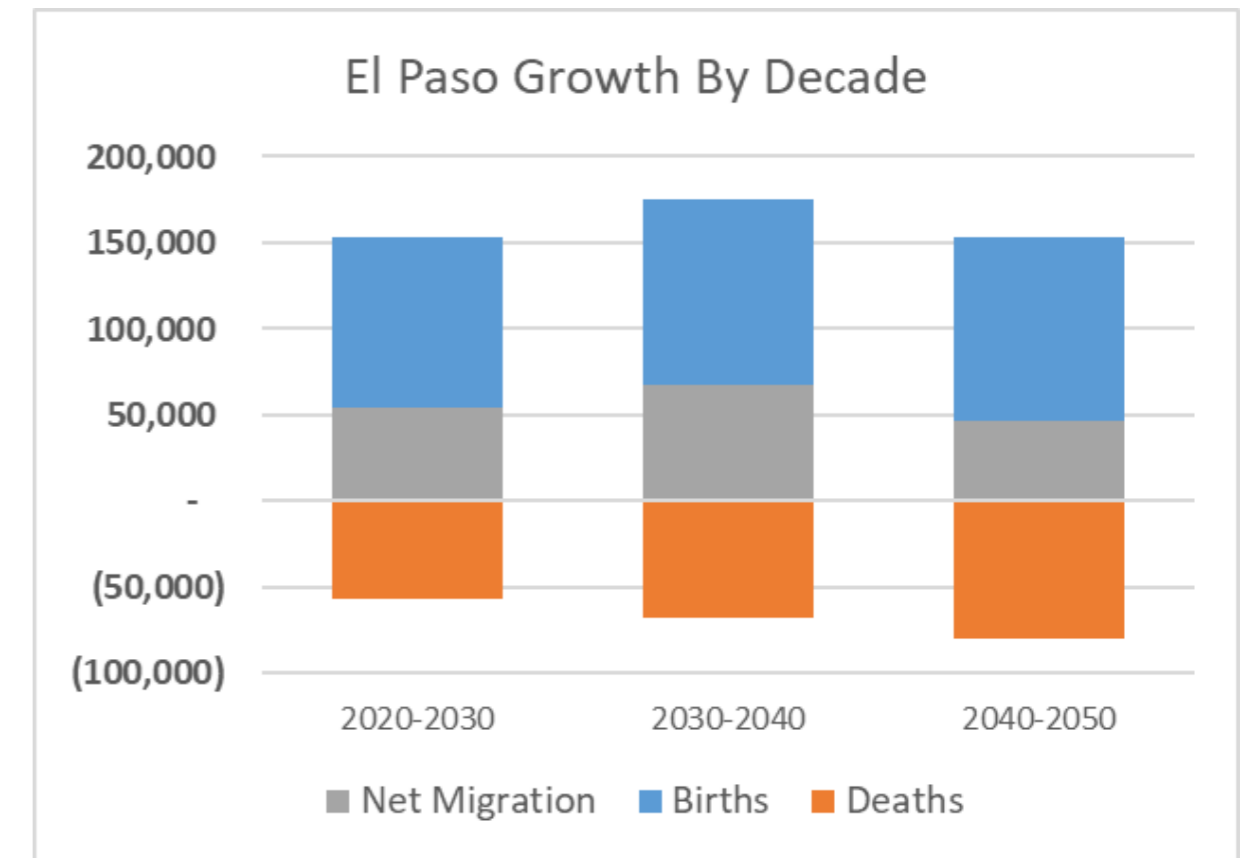
	Births	Deaths	Net Migration	Change	Total
2020-2030	98,487	(56,703)	54,246	96,030	828,394
2030-2040	107,878	(67,843)	66,942	106,977	935,373
2040-2050	107,227	(80,142)	46,028	73,113	1,008,489

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Uncertainties to the Forecast +/-

- **Intl' immigration**

- **Water**

- **Housing** – supply, price, type, location

- Industry changes – boom/bust, competitiveness

- Aging – labor force, prepared labor force

- Infrastructure/Transportation

- Natural disasters - nationally

- State Budget

Thank you

State Demography Office
Department of Local Affairs
Elizabeth Garner
Elizabeth.garner@state.co.us
303-864-7750
Demography.dola.colorado.gov

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