Local Economic Presentation
October 23, 2015

#SoCoEcon

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Director, Southern Colorado Economic Forum
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Downtown Partnership of Colorado Springs
dpiX, LLC
GH Phipps Construction Companies
Hoff & Leigh
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State Assets
Local Assets…

Welcome to Colorado Springs, Colorado
America's Olympic City
Home of Team USA
Colorado Springs Assets

UCCS
University of Colorado
Colorado Springs
More Colorado Springs Assets…

WWGSD

Women Who Get Stuff Done
First, a little humor…

What do you get when you cross the Godfather with an economist?

An offer you can’t understand.
A little humor…

Economics is the only field in which two people can get a Nobel Prize for saying exactly the opposite thing.
A little humor…

Remember, economists have accurately forecasted 9 out of the last 5 recessions.
Overview

- National Indicators – The Big Picture
- Employment – Local Emphasis
- Other Local Indicators
- Workforce and the Skills Gap
Real Growth in GDP vs. Year Ago

Q2: 2.7%*

Forecasts:
- GDP 2015: 2.2% 2016: 2.6%
- GSP 2015: 2.9% 2016: 3.2%
- GMP 2015: 2.4% 2016: 2.2%

Source: Federal Reserve Bank of St. Louis, U.S. Bureau of Economic Analysis; Forecasts by CO Office of State Planning & Budgeting

*Real GDP Percent Change from Q2 Year Ago, SA
University of Michigan Consumer Sentiment

Forecasts:
2015: 92.0  2016: 89.0

Source: University of Michigan; Forecasts by UCCS Southern Colorado Economic Forum
Interest Rates

Forecast
Prime: 3.27 ('15) 3.96 ('16)
30 Yr MR: 3.86 ('15) 4.13 ('16)
Fed Funds: 0.15 ('15) 0.83 ('16)

Sept. 2015:
30 Yr: 3.89
Prime: 3.25
Fed Funds: 0.14

Sources: Board of Governors of the Federal Reserve System (US); Forecasts by Wells Fargo
Per Capita Personal Income

EPC: 86% of Colorado; 91% of U.S.

Source: Bureau of Economic Analysis; El Paso County 2014 is estimate by UCCS Southern Colorado Economic Forum
Data not available for Teller County in 2014.
Overview

➢ National Indicators – The Big Picture

➢ Employment – Local Emphasis

➢ Other Local Indicators

➢ Workforce and the Skills Gap
Survey Employer Data through January 2014
Total U.S. Monthly Non-Farm Job Openings SA (000's)

Job Openings (000's)

Jan-01  Jul-01  Jan-02  Jul-02  Jan-03  Jul-03  Jan-04  Jul-04  Jan-05  Jul-05  Jan-06  Jul-06  Jan-07  Jul-07  Jan-08  Jul-08  Jan-09  Jul-09  Jan-10  Jul-10  Jan-11  Jul-11  Jan-12  Jul-12  Jan-13  Jul-13  Jan-14

Survey Employer Data through August 2015
Total U.S. Monthly Non-Farm Job Openings SA (000's)

Growth Forecasts:
U.S. 2015: 2.0% 2016: 2.0%
CO 2015: 2.9% 2016: 3.0%
EPC 2015: 2.6% 2016: 2.7%

U.S. Employment in Food Services and Drinking Places

Monthly Unemployment Rate – NSA

Sources: BLS-LAUS; Forecasts (NSA) for U.S. and CO from Colorado Office of Budgeting and Planning, EPC from Forum...
September 2015 BLS Data...

- Total nonfarm payroll employment rose by 142,000 in September (avg. 167,000/mo for last 3 months).
- Last 12 months, average hourly earnings up 2.2%.
- Most gains in health care and IT; declines in mining jobs.
- Civilian participation rate declined to 62.4%
U.S. Employment/Population, Labor Force Participation Rate SA

Percentage

Jan-01 Jan-02 Jan-03 Jan-04 Jan-05 Jan-06 Jan-07 Jan-08 Jan-09 Jan-10 Jan-11 Jan-12 Jan-13 Jan-14 Jan-15

Data through September 2015
Household Data: U.S. Civilian Participation Rates SA
Employment/Population SA

Data through September 2015
U.S. Civilian Participation and Unemployment Rates, NSA

Civilian Participation Rate vs. Unemployment Rate

- **Civilian Participation Rate**
  - 60% to 72%

- **Unemployment Rate**
  - U-3: 4.9%
  - U-6: 9.6%

- **Recession Period**
  - From Jan-01 to Jul-01

Data through September 2015
Colorado Springs MSA Job Openings

Real Time Job Market Data for September 2015

- Total number of open jobs (15,652)
- Average posting duration (44 days)
- Median salary of posted jobs ($54,000); similar to Colorado median ($52,825)

Sources: WANTED Analytics™; Pikes Peak Workforce Center
Top job titles September 2015:

1) Software Engineer (784 jobs)
2) Customer Service Rep (693 jobs)
3) Registered Nurse (645 jobs)
4) Administrative Assist (576 jobs)
5) Sales Rep (521 jobs)
6) Teller (458 jobs)
7) Physical Therapist (458 jobs)
8) Systems Engineer (450 jobs)
9) Project Manager (445 jobs)
10) Systems Admin (408 jobs)

<table>
<thead>
<tr>
<th>August 2015</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Demand for Labor</td>
<td>Supply of Labor</td>
</tr>
<tr>
<td>15,652</td>
<td>14,166</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>June 2015</th>
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<tbody>
<tr>
<td>Demand for Labor</td>
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</tr>
<tr>
<td>16,413</td>
<td>17,446</td>
</tr>
</tbody>
</table>

Sources: WANTED Analytics™; Pikes Peak Workforce Center; U.S. Bureau of Labor Statistics; UCCS Southern Colorado Economic Forum
Colorado Springs MSA Job Openings

Top job titles August 2015:

1) Software Engineer (785 jobs)
2) Customer Service Rep (692 jobs)
3) Registered Nurse (636 jobs)
4) Administrative Assist (570 jobs)
5) Sales Rep (515 jobs)
6) Physical Therapist (460 jobs)
7) Project Manager (444 jobs)
8) Systems Engineer (440 jobs)
9) Teller (406 jobs)
10) Systems Admin (402 jobs)

August 2015

<table>
<thead>
<tr>
<th>Demand for Labor</th>
<th>Supply of Labor</th>
</tr>
</thead>
<tbody>
<tr>
<td>15,652</td>
<td>14,166</td>
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</tbody>
</table>

Sources: WANTED Analytics™; Pikes Peak Workforce Center; U.S. Bureau of Labor Statistics; UCCS Southern Colorado Economic Forum
El Paso County Employment for Selected Sectors for 2006 and Q1 of 2015

Source: Colorado Department of Labor QCEW
Overview

- **National Indicators – The Big Picture**

- **Employment – Local Emphasis**

- **Other Local Indicators**

- **Workforce and the Skills Gap**
National Picture - Housing

- U.S. home prices increased 8.2% comparing Q2 – 2015 to 2014. Colorado Springs: 10.0% (93% of MSAs showed price gains Q2; Denver 14.7% increase)

- 42 consecutive months of year over year gains

- New home construction is not happening quickly enough in most major U.S. markets to abate the housing shortage and unhealthy price growth.

- Secret sauce: job gains, low interest rates, high consumer confidence, increasing rents

Source: National Association of Realtors
Home Sales – Our Region

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Homes</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001</td>
<td>9,624</td>
</tr>
<tr>
<td>2002</td>
<td>9,750</td>
</tr>
<tr>
<td>2003</td>
<td>10,204</td>
</tr>
<tr>
<td>2004</td>
<td>11,746</td>
</tr>
<tr>
<td>2005</td>
<td>13,118</td>
</tr>
<tr>
<td>2006</td>
<td>11,890</td>
</tr>
<tr>
<td>2007</td>
<td>9,995</td>
</tr>
<tr>
<td>2008</td>
<td>8,339</td>
</tr>
<tr>
<td>2009</td>
<td>8,346</td>
</tr>
<tr>
<td>2010</td>
<td>8,185</td>
</tr>
<tr>
<td>2011</td>
<td>8,459</td>
</tr>
<tr>
<td>2012</td>
<td>9,146</td>
</tr>
<tr>
<td>2013</td>
<td>10,786</td>
</tr>
<tr>
<td>2014</td>
<td>11,197</td>
</tr>
</tbody>
</table>

Forecasts:
2015: 13,000
2016: 15,000

Source: PPAR (RSC)
Forecasts by UCCS Southern Colorado Economic Forum
Pikes Peak Single and Multi-Family Permits

Forecasts:
Single Family
2015: 2,600  2016: 2,800
Multi-Family
2015: 494   2016: 534

Source: Pikes Peak Regional Building Department; Forecasts by UCCS Southern Colorado Economic Forum with input from PPRBD
Local Annual Average & Median (Single-Family) Home Prices

September 2015:
- Average: $267,612
- Median: $240,000

Source: PPAR (RSC); Forecasts from UCCS Forum and PPAR
Average & Median (Single-Family) Home Prices, More Recent Data

Forecasts:
Average 2015: $272,000     2016: $291,000
Median 2015: $239,000     2016: $257,000

Source: PPAR (RSC); data through September; Forecasts by UCCS Southern Colorado Economic Forum
Number of Foreclosures, El Paso County

Average from 2005-2007: 233 per month

Source: El Paso County Public Trustee
El Paso County Population Projections

Projected Population Change
2010 to 2040

Source: Colorado State Demography Office
El Paso County Population Projections

Annual Population by Age Group

Source: Colorado Department of Local Affairs
Median HH Wealth & Housing Affordability

Housing Affordability Indices: higher indices mean greater affordability
Sources: BLS American Community Survey and National Association of Realtors
Colorado Springs Industrial, Shopping Center, Office and Medical Vacancy Rates

Source: Turner Report

September 2015
- Industrial: 8.2%
- Shopping Center: 10.0%
- Office: 12.7%
- Medical Office: 10.7%
Colorado Springs Industrial, Shopping Center, Office and Medical Rents

Source: Turner Report

<table>
<thead>
<tr>
<th>Year</th>
<th>Industrial</th>
<th>Shopping Center</th>
<th>Office</th>
<th>Medical Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>$7.04</td>
<td>$13.37</td>
<td>$10.60</td>
<td>$12.16</td>
</tr>
</tbody>
</table>

September 2015
- Industrial: $7.04
- Shopping Center: $13.37
- Office: $10.60
- Medical Office: $12.16
Comparing Colorado Springs to Denver
Rents per Square Foot

<table>
<thead>
<tr>
<th>August 15, 2015</th>
<th>Retail</th>
<th>Office</th>
<th>Industrial</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Colorado Springs</strong></td>
<td>$13.69</td>
<td>$12.16</td>
<td>$7.33</td>
</tr>
<tr>
<td><strong>Denver</strong></td>
<td>$20.97</td>
<td>$22.16</td>
<td>$7.67</td>
</tr>
</tbody>
</table>

Source: LoopNet, Inc
Annual Hotel RevPAR
Colorado and Colorado Springs

Forecasts:
Colorado 2015: $99  2016: $104
Colorado Springs 2015: $64  2016: $67

Tourism

Hotel Occupancy Rate

Colorado Springs: 12 Month Moving Average

Hotel Occupancy Rate
September 2015

<table>
<thead>
<tr>
<th>Location</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Colorado Springs</td>
<td>78.2%</td>
<td>79.5%</td>
<td>79.3%</td>
<td>79.1%</td>
</tr>
<tr>
<td>Denver</td>
<td>82.5%</td>
<td>83.0%</td>
<td>82.7%</td>
<td>82.4%</td>
</tr>
<tr>
<td>Colorado</td>
<td>75.8%</td>
<td>76.1%</td>
<td>75.9%</td>
<td>75.7%</td>
</tr>
</tbody>
</table>

Source: Colorado Hotel and Lodging Association, Rocky Mountain Lodging Report

Hotel RevPAR

Colorado Springs RevPAR

Hotel RevPAR
September 2015

<table>
<thead>
<tr>
<th>Location</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Colorado Springs</td>
<td>$85.40</td>
<td>$93.10</td>
<td>$100.74</td>
<td>$107.54</td>
</tr>
<tr>
<td>Denver</td>
<td>$117.49</td>
<td>$124.20</td>
<td>$130.83</td>
<td>$137.56</td>
</tr>
<tr>
<td>Colorado</td>
<td>$107.54</td>
<td>$114.27</td>
<td>$121.90</td>
<td>$128.63</td>
</tr>
</tbody>
</table>

Source: Colorado Hotel and Lodging Association, Rocky Mountain Lodging Report

Military

El Paso County Employment

Military Employment**

Expenditures in El Paso County

Military Economic Impact***

<table>
<thead>
<tr>
<th>Year</th>
<th>USAFA</th>
<th>Schriever</th>
<th>Fort Carson</th>
<th>Peterson</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>$1,200,000</td>
<td>$1,100,000</td>
<td>$1,000,000</td>
<td>$900,000</td>
</tr>
<tr>
<td>2010</td>
<td>$1,250,000</td>
<td>$1,150,000</td>
<td>$1,050,000</td>
<td>$950,000</td>
</tr>
<tr>
<td>2011</td>
<td>$1,300,000</td>
<td>$1,200,000</td>
<td>$1,100,000</td>
<td>$900,000</td>
</tr>
<tr>
<td>2012</td>
<td>$1,350,000</td>
<td>$1,250,000</td>
<td>$1,150,000</td>
<td>$950,000</td>
</tr>
<tr>
<td>2013</td>
<td>$1,400,000</td>
<td>$1,300,000</td>
<td>$1,200,000</td>
<td>$1,000,000</td>
</tr>
<tr>
<td>2014</td>
<td>$1,450,000</td>
<td>$1,350,000</td>
<td>$1,250,000</td>
<td>$1,050,000</td>
</tr>
<tr>
<td>2015</td>
<td>$1,500,000</td>
<td>$1,400,000</td>
<td>$1,300,000</td>
<td>$1,100,000</td>
</tr>
</tbody>
</table>

Source: Colorado Springs Regional Business Alliance; respective military installations

Additional Metrics

Colorado Springs Commercial Real Estate

Quarterly Vacancy Rates

<table>
<thead>
<tr>
<th>Year</th>
<th>Office</th>
<th>Medical Office</th>
<th>Industrial</th>
<th>Shopping Center</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013Q1</td>
<td>10.9%</td>
<td>9.8%</td>
<td>12.5%</td>
<td>8.4%</td>
</tr>
<tr>
<td>2013Q2</td>
<td>10.7%</td>
<td>9.5%</td>
<td>12.0%</td>
<td>8.2%</td>
</tr>
<tr>
<td>2013Q3</td>
<td>10.5%</td>
<td>9.4%</td>
<td>11.5%</td>
<td>8.1%</td>
</tr>
<tr>
<td>2013Q4</td>
<td>10.3%</td>
<td>9.2%</td>
<td>11.1%</td>
<td>8.0%</td>
</tr>
</tbody>
</table>

Note: Rents have stayed relatively stagnant in all four categories since 2013 Q1. (Turner Report)

Rent per Square Foot
2015 Q3

<table>
<thead>
<tr>
<th>Category</th>
<th>Rent per Square Foot</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office</td>
<td>$10.60</td>
</tr>
<tr>
<td>Medical Office</td>
<td>$12.16</td>
</tr>
<tr>
<td>Industrial</td>
<td>$7.04</td>
</tr>
<tr>
<td>Shopping Center</td>
<td>$13.37</td>
</tr>
</tbody>
</table>

Source: Turner Report

Monthly New Vehicle Registrations

El Paso County New Vehicle Registrations

Source: El Paso County Clerk and Recorder

All information provided by the UCCS, Southern Colorado Economic Forum, is made possible by the support of local businesses. For current and past quarterly updates and Forum booklets, as well as information on Forum sponsorship, please go to our website: www.southerncoloradoeconomicforum.com.

Last updated: 10/16/2015
Overview

➢ National Indicators – The Big Picture

➢ Employment – Local Emphasis

➢ Other Local Indicators

➢ Workforce and the Skills Gap
The Context: U.S. Global Dominance

- Strong K-12 System; High Literacy Rate
- Many People with Postsecondary Training
- Wide Spectrum of Workers Across Various Industries
- Rising Middle Class Livable Wages
- Higher Tax Base More Educational Opportunities
- ~Apprenticeships ~Certifications ~Degrees
- ~Fewer Transfer Payments
- ~Thriving Businesses
The Context: Today’s Skills Gap

- Workforce shortages particularly for middle skill jobs
- Undermines U.S. competitiveness
- ~47% of all jobs in middle skills range by 2020
- ~STEM: 40% of new job openings by 2023

Reduced access to postsecondary education

Lower quality of life, tax base & ability to reinvest in education, infrastructure, R&D

Decrease in the middle class due to lack of training for necessary jobs

~Some U.S. companies do not thrive

~Reduced civilian participation rate (67% to 62% and falling)
~Increased transfer payments

~47% of all jobs in middle skills range by 2020
~STEM: 40% of new job openings by 2023
Fewer Middle-skill Jobs – Decline in Middle Class

“Middle class” making within 50% of the median income (btw. $25,970 and $77,909 in 2013).

Note: Income measure includes both earned and unearned income.
A Brief Look at the Past

Decline in unions, which used to provide:

- Career ladders tied to pay increases
- Apprenticeships and other OJT
- Life-long skills
- Careers for those who did not want to or couldn’t pursue university-level training
- 1954 - 30% of U.S. workforce unionized
- 2014 – 12% of workforce
Today’s Context

- K-12 moved away from introduction of middle-skill jobs (e.g. shop)
- Increasing emphasis on university attendance
- Number of manufacturing jobs has declined
  - More of a push to university training
- Realizations:
  - Need both middle-skill & high-skill training
  - Need strong linkages with industry to define today’s quickly changing, workforce needs
  - 74% of all jobs in CO will require some level of postsecondary training by 2020 (U.S. - 65%)
## Middle Skill Jobs

<table>
<thead>
<tr>
<th>Sample of Current US Job Openings</th>
<th>Number of Jobs</th>
<th>Median Annual Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer Support Specialists</td>
<td>607,100</td>
<td>$46,260</td>
</tr>
<tr>
<td>Electrical Technicians</td>
<td>151,100</td>
<td>$56,040</td>
</tr>
<tr>
<td>Industrial Engineering Technicians</td>
<td>62,500</td>
<td>$48,210</td>
</tr>
<tr>
<td>Cardiovascular Technicians</td>
<td>49,400</td>
<td>$49,410</td>
</tr>
<tr>
<td>Respiratory Therapists</td>
<td>112,700</td>
<td>$54,280</td>
</tr>
<tr>
<td>HVAC Installers</td>
<td>267,800</td>
<td>$42,530</td>
</tr>
<tr>
<td>Telecommunications Installers</td>
<td>194,900</td>
<td>$54,710</td>
</tr>
<tr>
<td>Food Science Technicians</td>
<td>21,300</td>
<td>$32,760</td>
</tr>
<tr>
<td>Environmental Science Technicians</td>
<td>29,600</td>
<td>$41,380</td>
</tr>
<tr>
<td>Semiconductors Processors</td>
<td>21,100</td>
<td>$33,130</td>
</tr>
</tbody>
</table>

Role of Community Colleges – Pivotal Role

- Prevalence (1,700)
- Train technicians, advanced manufacturing, other key certifications
- Help close the middle-skills gap
- Usually smaller and more nimble – can more easily create or fine-tune high need programs
- More affordable than 4-year programs
- Obtaining associate’s degree increases earnings:
  - 13% for men; 39% for women

Challenges for Community Colleges

- Student population often has many constraints (work, children, transportation issues, paying tuition)
- 15.5% of students complete programs within 3 years
- Almost half never receive degree or certification
- Problems with the data collection (e.g. 2+2 transfer students, not all seeking a certificate or degree, completing paperwork for graduation)
- Project Quest—only 10% drop out rate; $10k boost in salary
Role of Universities

Universities have a critical role:

- Next level of U.S. productivity, innovation and global competitiveness
- R&D, technological advancements
- HIGH degree of specialization (unparalleled in human history)
- Architects, engineers, doctors, teachers, economists (!)
- In-depth, rich training
Challenges for Universities

- University tuition out of reach for many families
- Concomitant increase in tuition with decline in middle class
- Since 1980, inflation-adjusted tuition and fees have increased 230% at state colleges and universities; 164% at CCs
- Colorado: reduced support for higher education by 77% from 1971 to 2011.
- State appropriations will reach zero in 6 yrs.

Challenges for all of Higher Education

- Technology changing so quickly
  - Difficult to create new curricula & programs

- 40% of jobs by 2023 in CO will be STEM

- Only 15% of college attendees are pursuing STEM-related majors

- Only 27% of college graduates are hired for a job related to their majors – huge disconnect

Role of Universities

- Almost 3,000 four-year universities in U.S.
- Internationally acclaimed
- Infrastructure and systems in place
- Huge comparative advantage if funding and STEM challenges addressed
- Need a paradigm shift (e.g. UCCS has 28% first generation graduates and low in-state tuition)
Role of Private Industry

- Sheer need, many companies have started their own training programs
- Forward-thinking communities have coalesced various companies within an industry to attack the workforce gap together
- Even a revenue source for some training campuses
- Galvanize, Industry, etc. – digital workforce
  - 3-6 month programs, high graduation rates, high placements (98%), guaranteed minimum salaries, most make $80-110k
Colorado Assets

- CO in top five for state economic activity index since 2012 (Federal Reserve Bank of Philadelphia)
- Outperform the nation
  - Job growth, retail sales, entrepreneurial activity and educated workforce
- Highly diverse economic base
Colorado Assets

➢ Governor Hickenlooper identified workforce of tomorrow as 1 of 7 state priority areas

➢ Created the Colorado Workforce Development Council* – career pathways and sector partnerships

➢ Many of the out-of-state migrants into CO are highly educated (70% - CO; 50% - U.S. migrants)
Colorado Challenges & Opportunities

Hispanic population

- Brings many assets and diversity
- Typically, non-white segment of U.S. population is less educated due to SES
- 19% of Hispanic adults have college degrees; 52% of whites
- Non-white share of Colorado working population currently 26%
- Will be 43% by 2040
Colorado Challenges

Paradox:

➢ Our fantastic economic growth creates need for more educated individuals

➢ Yet, we have fewer Coloradans who will likely enter postsecondary training

➢ Sustainability of current, stellar economic
Colorado & Colorado Springs Assets

- # 2 in the nation for educational attainment
- Almost 40% of Coloradans have at least a bachelor’s degree; 46% hold at least an associate degree

<table>
<thead>
<tr>
<th>Population with Bachelor's Degree or Higher 2013</th>
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<tbody>
<tr>
<td>Colorado Springs (City)</td>
</tr>
<tr>
<td>Ages 18-24</td>
</tr>
<tr>
<td>Ages 25+</td>
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<table>
<thead>
<tr>
<th>Population with Some College or Associate's Degree</th>
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<tbody>
<tr>
<td>Colorado Springs (City)</td>
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<tr>
<td>Ages 18-24</td>
</tr>
<tr>
<td>Ages 25+</td>
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</tbody>
</table>

Source: U.S. Census Bureau, American Community Survey
Best Practices

1) Multiple employers cooperate with one another and educational institutions to train and help place graduates (for high-need occupations)

2) Integration of classroom education with actual or simulated work; internships

3) Training that focuses on career pathways

4) Better organization of work
Best Practices

5) Targeting underserved populations (minorities, veterans, youth, long-term unemployed, ex-offenders)
   - increase civilian participation rate, tax base, reduces transfer payments and gap between high and low-income populations

6) For Hispanics (esp. women) skills training related to starting a new business
   - Hispanic-owned female businesses increased 87% from 2007-2012 (68% for African-American women)*

Best Practices

7) Employers proactive in communication with K-12 and higher ed to convey their needs; present to schools about career pathways

8) Boost or create re-entry programs for mature student; will also help with low civilian participation rates
Final Thoughts

- We are highly educated and we have strong higher ed in the state and in Colorado Springs.
- We have abundant opportunity for our graduates within CO.
- Need to strategically align industry needs with training programs (across ed spectrum)
- Invest in long-term educational goals
- Colorado Springs can leverage what it already has - very well poised to attain sustainable economic growth in terms of workforce needs
Action Items

- Agreement between the RBA and the PPWC to unite efforts between existing sector groups that are addressing workforce issues (e.g. manufacturing and health care with perhaps IT being added soon).

- Consensus to create quarterly strategy meetings between industry leaders, K-12, community colleges, PPWC, UCCS and any other relevant entities to coordinate efforts & promote apprenticeships/internships.

- Forum will potentially work with the up and coming Latino Chamber to assess some meaningful ways to increase Hispanic participation in PSE.
Action Items

- **K-12:**
  - Harrison School District would participate in workforce, quarterly meetings to help inform their Career Tech program.
  - Approximately 50% of Colorado Springs HS now have Career Tech programs
  - Administrators predicts all schools will have some form of a Career Tech track in the next 5 years.

- Pikes Peak Library has an internship database (tzarsky@ppld.org (531-6333 ext. 2308).

- PPCC and UCCS also have their own career placement offices with internship postings.
Thank you to Panelists and all Forum participants!

Thank you Rebecca Wilder!