2016 Economic & Workforce Health Report
Larimer County Workforce Development Board
Combined Report and Winter 2017 Update
Civilian labor force participation rate includes people who are 16 years or older and either employed or unemployed seeking work. In general, Larimer has at least as high a participation rate as the state of Colorado as a whole.

Source: Bureau of Labor Statistics Labor Force Participation Rate (Series LNS11300000)

Larimer has a higher rate of labor force participation for people with disabilities than Colorado or the U.S. as a whole.

Unemployment Rate by Race/Ethnicity in Larimer, Colorado and the U.S.

Source: U.S. Census, ACS 2010-2014 via Colorado State Demography Office Census API. Table c23002b+ and table c18200, all States and Larimer County Census Blocks, accessed 7/20/2016.

Key Facts: Labor Force and Employment
Who Can Afford to Buy a Home in Larimer?

To purchase a home at the 2016 median price without being cost burdened, a household would need to earn at least $65,800 per year.

In 2015, fewer than 1/2 of Larimer County households had this level of income.
Top Occupations by Number of Jobs

- Office and Administrative Support: 25,915
- Sales: 17,378
- Food Preparation and Serving: 17,257
- Construction and Extraction: 8,583
- Business and Financial Operations: 8,087
- Healthcare Practitioners and Technical: 7,902
- Education, Training and Library: 11,005
- Installation, Maintenance and Repair: 5,606
- Building and Grounds Cleaning and Maintenance: 5,606
- Transportation and Material Moving: 6,880
- Production: 7,412
- Management: 6,101
- Personal Care and Service: 5,016
- Computer and Mathematical: 5,568
- Architecture and Engineering: 4,372
- All Other Occupations: 16,904

Of the 159,898 jobs in Larimer county, 16% are in office and administrative support, 11% are in sales and 11% are in Food preparation and serving.

Source: EMSI 2017.1 Occupation Table, Larimer County Colorado. 2016 Top Occupations (2-digit) in Larimer County, CO

Key Facts: Occupations and Jobs

County Job Counts by Typical Education Level Required for Entry Level

<table>
<thead>
<tr>
<th>Typical Entry Level Education</th>
<th>Annual Openings</th>
<th>2016 Jobs</th>
<th>% of total</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Educational Credential Required</td>
<td>2,823</td>
<td>45,752</td>
<td>29%</td>
</tr>
<tr>
<td>High School Diploma or Equivalency</td>
<td>2,820</td>
<td>53,421</td>
<td>34%</td>
</tr>
<tr>
<td>Postsecondary credential, Associate Degree or Some College</td>
<td>759</td>
<td>16,190</td>
<td>10%</td>
</tr>
<tr>
<td>Bachelor's Degree</td>
<td>1,740</td>
<td>33,978</td>
<td>21%</td>
</tr>
<tr>
<td>Professional or Doctoral Degree</td>
<td>567</td>
<td>9,868</td>
<td>6%</td>
</tr>
</tbody>
</table>

Source: EMSI 2017.1 Occupation Table, Larimer County Colorado. 2016 Top Occupations (5-digit) in Larimer County, CO with 10 or more jobs. Annual openings not available for some occupations due to insufficient data. Job counts not available for occupations with fewer than 10 people.

While many occupations may not require certifications or a specific educational credential for an entry level position, career advancement likely requires some combination of on-the-job training and additional education. The majority of occupations in Larimer require at least a high school diploma.
In 2014, 43 Larimer Census Blocks exceeded the countywide average for both the 150% poverty level and unemployment rates.

32 blocks were in or near Fort Collins, 8 were in Loveland, 1 was in Berthoud and 2 were near Estes Park.

A Census Block is the smallest geographic area for which Census estimates are available. Block designations are designed to capture both close geographic proximity and a small population. In urban areas, a block might be smaller than a city block; a suburb might include a small neighborhood; and in very sparsely populated areas, a block may be many square miles.

Census provides the only unemployment estimate at a very detailed geographic scale, but requires a longer time to produce and publish the data, and the values represent the Block over several years.

The most recent report from the Bureau of Labor Statistics (December 2016) estimates unemployment across Larimer County at 2.8%, Colorado at 3.0% and the U.S at 4.7%.
On-time High School Graduation

Class of 2015
All Larimer County Public Schools
78%

total completion rate: 81%
still enrolled rate: 10%

by district
78.6% Poudre R-1
77.5% Thompson R-2J
90.2% Estes Park R-3

Boulder County, both districts: 87%
Weld County, all districts: 81%
All Colorado: 77%

Fall 2015 Enrollment

Poudre R-1
29,527 +17%
Thompson R-2J
16,043 +6%
Estes Park R-3
1,143 -10%

by sub-category
81% white students
70% students of color
82% females
75% males
62% economic disadvantage
54% homeless
64% limited English proficiency
96% gifted talented

change since Fall 2005
+17% Poudre R-1
+6% Thompson R-2J
-10% Estes Park R-3

Detail: PK-12 Education

Percent of Students Eligible for Free and Reduced Price Lunch 2015-16

<table>
<thead>
<tr>
<th>Nation (2011-12)</th>
<th>Colorado</th>
<th>Poudre R-1</th>
<th>Thompson R-2J</th>
<th>Estes Park R-3</th>
<th>Total of All Larimer Districts</th>
</tr>
</thead>
<tbody>
<tr>
<td>49.6%</td>
<td>42.2%</td>
<td>31.2%</td>
<td>36.0%</td>
<td>36.1%</td>
<td>33.0%</td>
</tr>
</tbody>
</table>

In 2015, children in a family of four with an annual income below $44,863 would qualify for reduced price lunch. If the same family made less than $31,525, the children would qualify for free school lunch.

School Lunch Program eligibility is a proxy for socioeconomic disparities in schools. Students whose families are at or below 130% of the federal poverty level qualify for free lunch. 185% of the poverty level is the maximum income to qualify for reduced price lunch.

Larimer Public Elementary Schools by percent of students eligible for school lunch program 2015-16

- less than 25% 13 schools
- 25% to 50% 21 schools
- 50% to 75% 15 schools
- more than 75% 2 schools

**Standardized Test Results**

![Composite ACT Scores](image)

**Percent of Students that Received “Met or Exceeded Expectations”, CMAS PARCC Results 2016**

<table>
<thead>
<tr>
<th></th>
<th>Estes Park R-3</th>
<th>Poudre R-1</th>
<th>Thompson RJ-2</th>
<th>Colorado</th>
<th>Consortium</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>English Language Arts</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3rd Grade</td>
<td>51.6</td>
<td>50.4</td>
<td>35.2</td>
<td>37.4</td>
<td>38.2</td>
</tr>
<tr>
<td>8th Grade</td>
<td>55.9</td>
<td>57.5</td>
<td>39.7</td>
<td>41.6</td>
<td>42.4</td>
</tr>
<tr>
<td>9th Grade</td>
<td>49.3</td>
<td>50.8</td>
<td>38.0</td>
<td>37.2</td>
<td>39.4</td>
</tr>
<tr>
<td><strong>Math</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3rd Grade</td>
<td>32.8</td>
<td>50.3</td>
<td>39.0</td>
<td>38.9</td>
<td>42.5</td>
</tr>
<tr>
<td>8th Grade</td>
<td>*</td>
<td>11.7</td>
<td>20.4</td>
<td>20.4</td>
<td>25.9</td>
</tr>
<tr>
<td>Algebra I</td>
<td>25.8</td>
<td>48.5</td>
<td>32.3</td>
<td>32.4</td>
<td>32.5</td>
</tr>
<tr>
<td>Algebra II</td>
<td>*</td>
<td>59.3</td>
<td>*</td>
<td>/0.9</td>
<td>23.2</td>
</tr>
<tr>
<td>Geometry</td>
<td>22.2</td>
<td>61.0</td>
<td>56.8</td>
<td>58.8</td>
<td>27.1</td>
</tr>
</tbody>
</table>

*value not reported by CDE. Test result summary from Colorado Department of Education. "CMAS - English Language Arts and Mathematics Assessments (PARCC)*

Through 2016, all Colorado high school Juniors took the ACT. Beginning 2017, Juniors will take the SAT instead.

Colorado is one of 21 states that uses one of these tests as a mandatory evaluation for students.

**College Enrollment for the Class of 2014**

Through 2016, all Colorado high school Juniors took the ACT. Beginning 2017, Juniors will take the SAT instead.

Colorado is one of 21 states that uses one of these tests as a mandatory evaluation for students.
University 6-Year Graduation Rates
full-time, first-time freshman students

<table>
<thead>
<tr>
<th></th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSU Fort Collins</td>
<td>65%</td>
<td>64%</td>
<td>65%</td>
<td>67%</td>
<td>68%</td>
<td>67%</td>
</tr>
<tr>
<td>CU Boulder</td>
<td>68%</td>
<td>68%</td>
<td>70%</td>
<td>70%</td>
<td>71%</td>
<td></td>
</tr>
<tr>
<td>UNC Greeley</td>
<td>45%</td>
<td>46%</td>
<td>46%</td>
<td>46%</td>
<td>48%</td>
<td></td>
</tr>
<tr>
<td>All U.S.</td>
<td>59%</td>
<td>59%</td>
<td>59%</td>
<td>60%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>All U.S., Public Only</td>
<td>57%</td>
<td>57%</td>
<td>58%</td>
<td>58%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

76 APPLICANTS ACCEPTED (2014): CSU Fort Collins 80%  CU Boulder 84%  UNC Greeley 71%

Top Bachelor's Degrees
# awarded by Department, CSU 2016
- 295 Human Development & Family Studies
- 276 Health and Exercise Science
- 245 Biology
- 222 Psychology
- 193 Communication Studies
- 187 Finance or Real Estate
- 176 Management
- 159 Journalism & Media Communication
- 155 Economics
- 154 Marketing
- 152 Mechanical Engineering
- 143 Sociology

Top Associate Degrees
# awarded by Major, FRCC, Larimer 2016
- 286 Associate of Arts
- 121 Associate of Science
- 111 Associate of General Studies
- 52 Nursing AAS
- 43 Associate of Arts (Business)
- 29 Veterinary Technology AAS
- 21 Accounting AAS
- 18 Associate of Arts (Psychology)
- 18 Network Administration AAS
- 15 Interior Design AAS
- 13 Welding Technology AAS
- 12 Automotive Technology AAS

Top Certificates
# awarded by Topic, FRCC, Larimer 2016
- 158 Nurse Aide
- 147 Emergency Med. Technician
- 94 Welding Fundamentals
- 55 Business Specialization
- 40 Networking Basics
- 40 Computer Technician A+
- 39 Phlebotomy
- 39 Management Basics
- 38 Wildlife
- 35 Automatic Transmission/Transaxle
- 31 Yoga Teacher
- 30 Oxyacetylene Welding

Community College Completions
full-time, first-time degree seeking students

<table>
<thead>
<tr>
<th></th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Front Range, all campuses</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>cohort</td>
<td>1,134</td>
<td>1,395</td>
<td>1,647</td>
<td>1,542</td>
<td>1,362</td>
<td>1,290</td>
<td>1,090</td>
</tr>
<tr>
<td>completed within 3 years</td>
<td>18%</td>
<td>20%</td>
<td>18%</td>
<td>19%</td>
<td>22%</td>
<td>23%</td>
<td>18%</td>
</tr>
<tr>
<td>transferred to 4-year program</td>
<td>25%</td>
<td>26%</td>
<td>23%</td>
<td>22%</td>
<td>23%</td>
<td>26%</td>
<td>15%</td>
</tr>
<tr>
<td>Aims, all campuses</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>cohort</td>
<td>226</td>
<td>426</td>
<td>539</td>
<td>329</td>
<td>432</td>
<td></td>
<td></td>
</tr>
<tr>
<td>completed within 3 years</td>
<td>27%</td>
<td>21%</td>
<td>22%</td>
<td>29%</td>
<td>25%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>transferred to 4-year program</td>
<td>8%</td>
<td>14%</td>
<td>12%</td>
<td>19%</td>
<td>22%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The U.S. 3-year completion rate is ~21% (2009)

Sources: Enrollment and graduation statistics are from "Common Dataset" reports accessible through Front Range and Aims websites and U.S. Department of Education IPEDs database. Blank values are due to lack of available data. College facts are from FRCC and Aims websites. Data downloaded December 2016.

The vast majority of undergraduates enrolled in CSU, CU-Boulder and UNC are full-time degree-seeking students. Full-time students are a smaller proportion of enrollments in FRCC or Aims. These community college students are more likely to be part-time, and many are seeking a non-degree credential.
### Top 10 Sectors by # Jobs in Larimer County

<table>
<thead>
<tr>
<th>Sector</th>
<th>Jobs</th>
<th>1 Year Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government</td>
<td>37,773</td>
<td>+3%</td>
</tr>
<tr>
<td>Accommodation and Food Services</td>
<td>19,154</td>
<td>-9%</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>17,769</td>
<td>-2%</td>
</tr>
<tr>
<td>Health Care and Social Assistance</td>
<td>14,841</td>
<td>+5%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>13,239</td>
<td>+2%</td>
</tr>
<tr>
<td>Professional, Scientific and Technical</td>
<td>10,755</td>
<td>+5%</td>
</tr>
<tr>
<td>Construction</td>
<td>10,740</td>
<td>+5%</td>
</tr>
<tr>
<td>Administrative, Support, Waste</td>
<td>8,696</td>
<td>+2%</td>
</tr>
<tr>
<td>Other Services (except Public Administration)</td>
<td>5,771</td>
<td>+2%</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>4,233</td>
<td>0%</td>
</tr>
</tbody>
</table>

### Top Jobs by Annual Openings and Typical Education Required for Entry Level

<table>
<thead>
<tr>
<th>Annual Openings</th>
<th>No Credential</th>
<th># Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>406 Food Prep. and Serving Workers</td>
<td>4,900</td>
<td></td>
</tr>
<tr>
<td>302 Waiters and Waitresses</td>
<td>3,779</td>
<td></td>
</tr>
<tr>
<td>302 Retail Salespersons</td>
<td>6,191</td>
<td></td>
</tr>
<tr>
<td>201 Cashiers</td>
<td>3,560</td>
<td></td>
</tr>
<tr>
<td>165 Restaurant Cooks</td>
<td>2,348</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>High School or Equivalency</th>
<th># Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>243 Secretaries and Admin. Assistants</td>
<td>4,921</td>
</tr>
<tr>
<td>215 Gen. Office Clerks</td>
<td>3,926</td>
</tr>
<tr>
<td>109 Gen. Maintenance &amp; Repair Workers</td>
<td>1,710</td>
</tr>
<tr>
<td>99 Wholesale &amp; Manufacturing Sales Reps</td>
<td>1,414</td>
</tr>
<tr>
<td>94 Customer Service Representatives</td>
<td>2,428</td>
</tr>
<tr>
<td>123 Registered Nurses</td>
<td>2,805</td>
</tr>
<tr>
<td>120 General and Operations Managers</td>
<td>2,093</td>
</tr>
<tr>
<td>114 Business Operations Specialists</td>
<td>2,057</td>
</tr>
<tr>
<td>101 Accountants and Auditors</td>
<td>1,459</td>
</tr>
<tr>
<td>76 Systems Software Developers</td>
<td>1,321</td>
</tr>
</tbody>
</table>

### Post-Secondary Certificate, Some College or Associate Degree

<table>
<thead>
<tr>
<th># Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>67 Bookkeep., Accounting &amp; Auditing Clerks</td>
</tr>
<tr>
<td>60 Heavy and Tractor-Trailer Truck Drivers</td>
</tr>
<tr>
<td>55 Teacher Assistants</td>
</tr>
<tr>
<td>52 Nursing Assistants</td>
</tr>
<tr>
<td>49 Computer User Support Specialists</td>
</tr>
</tbody>
</table>

Source: EMSI 2016.4 Larimer County Colorado, Occupations (5-digit) Larimer County, CO. Annual Openings include new jobs and replacements based on 2011 - 2016 period.
Employee-to-Employer Dynamics in Larimer County (2014)
Larimer Residents that are Employed (131,787 workers)

- 52% work for an employer less than 10 miles away
- 17% more than 50 miles
- 11% 25 - 50 miles
- 19% 10 - 24 miles

Detail: Cross Commute and Employer Locations

- People who live in Larimer but work outside of Larimer
  - less than 10 miles: 28%
  - 10 - 24 miles: 25%
  - 25 - 50 miles: 23%
  - more than 50 miles: 44%

- People who live in Larimer and work for Larimer-based employers (80,552 workers)
  - 83% work for an employer less than 10 miles away
  - 16% 10 - 24 miles
  - 1% more than 50 miles

- People who live outside of Larimer but work in Larimer
  - less than 10 miles: 30%
  - 10 - 24 miles: 23%
  - 25 - 50 miles: 40%
  - more than 50 miles: 7%

All Employees that Work in Larimer (124,146 workers)

- 56% live less than 10 miles from their employer's location
- 9% 25 - 50 miles
- 14% more than 50 miles
- 21% 10 - 24 miles

Top “Home” Counties of Employees in Larimer (2014)

- Larimer: 64.9%
- Weld: 13.7%
- Boulder: 3.0%
- Jefferson: 2.6%
- Arapahoe: 2.4%
- Denver: 2.4%
- Adams: 2.3%
- El Paso: 2.0%
- Douglas: 1.2%
- Broomfield: 0.4%
- All other locations: 5.1%

Top “Employer” Counties for Residents of Larimer (2014)

- Larimer: 61.1%
- Weld: 9.3%
- Boulder: 6.8%
- Denver: 5.2%
- Adams: 3.5%
- Arapahoe: 3.2%
- Jefferson: 2.8%
- El Paso: 2.0%
- Douglas: 1.2%
- Broomfield: 0.6%
- All other locations: 4%

U.S. Census Bureau. 2016. OnTheMap Application. Longitudinal-Employer Household Dynamics Program 2014 data. http://onthemap.ces.census.gov/ Numbers may not tally to 100% due to rounding. Pie chart sizes are proportional to the total number of individuals represented within the chart. This only includes employees/employers covered by Census LEHD. Distances are calculated as “home census block to work census block”. Some reported employer locations may not represent employee work site locations.
Primary Transportation to Work

75.2% drove alone
8.2% carpooled
4.3% rode a bike
3.4% walked
2.0% took public transit
0.9% went via other methods
(6.0%) work from home

Roadway Congestion

<table>
<thead>
<tr>
<th>Urban Area</th>
<th>annual hours delay per commuter</th>
<th>[peak] travel time index</th>
<th>annual congestion $ per auto commuter</th>
</tr>
</thead>
<tbody>
<tr>
<td>Denver-Aurora</td>
<td>49</td>
<td>1.3</td>
<td>$1,101</td>
</tr>
<tr>
<td>Boulder</td>
<td>35</td>
<td>1.2</td>
<td>$752</td>
</tr>
<tr>
<td>Fort Collins</td>
<td>19</td>
<td>1.11</td>
<td>$425</td>
</tr>
<tr>
<td>Longmont</td>
<td>12</td>
<td>1.08</td>
<td>$266</td>
</tr>
</tbody>
</table>

Travel Time to Work (2015)

73.7% less than 30 minutes

6.4% more than 1 hour
19.9% 30 to 60 minutes

Workers who live in Larimer County (2015)

By Federal standards, spending more than 30% of gross income on basic housing costs—mortgage or rent, required fees, and basic utilities—will burden a household. Spending more than 50% of household income on these costs creates a severe burden.

Renters are more likely to be cost-burdened than owners. Many socio-economic and demographic factors play into this, notably that the average renter is younger and makes less income than the average homeowner with mortgage. Paying a high percentage of income for housing can make building savings more challenging.

Since 2005 there has been a slight decrease in homeownership rates (by ~3% nationally, and ~4% in Larimer County). In Larimer, the proportion of households that rent grew for most age groups.

The rate of renting vs. owning in Larimer is similar to Colorado and the United States. Younger households are more likely to be renters.