



# LARIMER COUNTY WORKFORCE SYMPOSIUM 2019

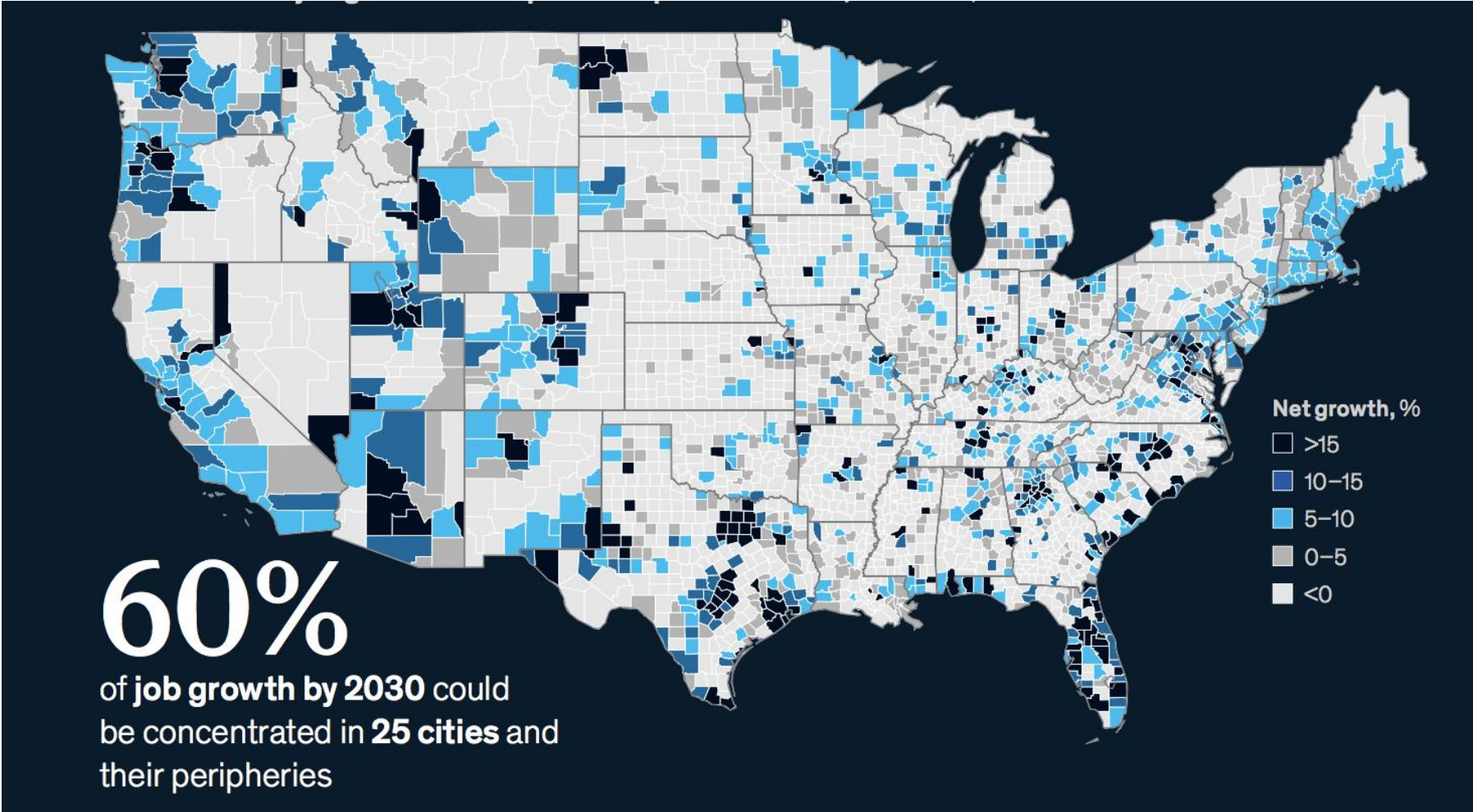
SEPTEMBER 20, 2019



“ The day-to-day nature of work could change for nearly everyone as intelligent machines become fixture in the American workplace. ”

McKINSEY & COMPANY  
THE FUTURE OF WORK IN AMERICA:  
PEOPLE AND PLACES, TODAY AND TOMORROW

Geography matters... A lot



Job mix also matters... Occupational make-up impacts growth prospects.

Almost

# 40% of Americans

are in occupational categories that could shrink by 2030.

Demographics matter, too.

Less educated workers are most likely to be displaced, while the youngest and oldest workers face unique challenges.

Hispanic workers potential displacement rate: **25.5%**

**14.7M** young workers are in highly automatable jobs,

**11.5M** workers over age 50 are at risk.

Colorado has it's own unique challenges and opportunities



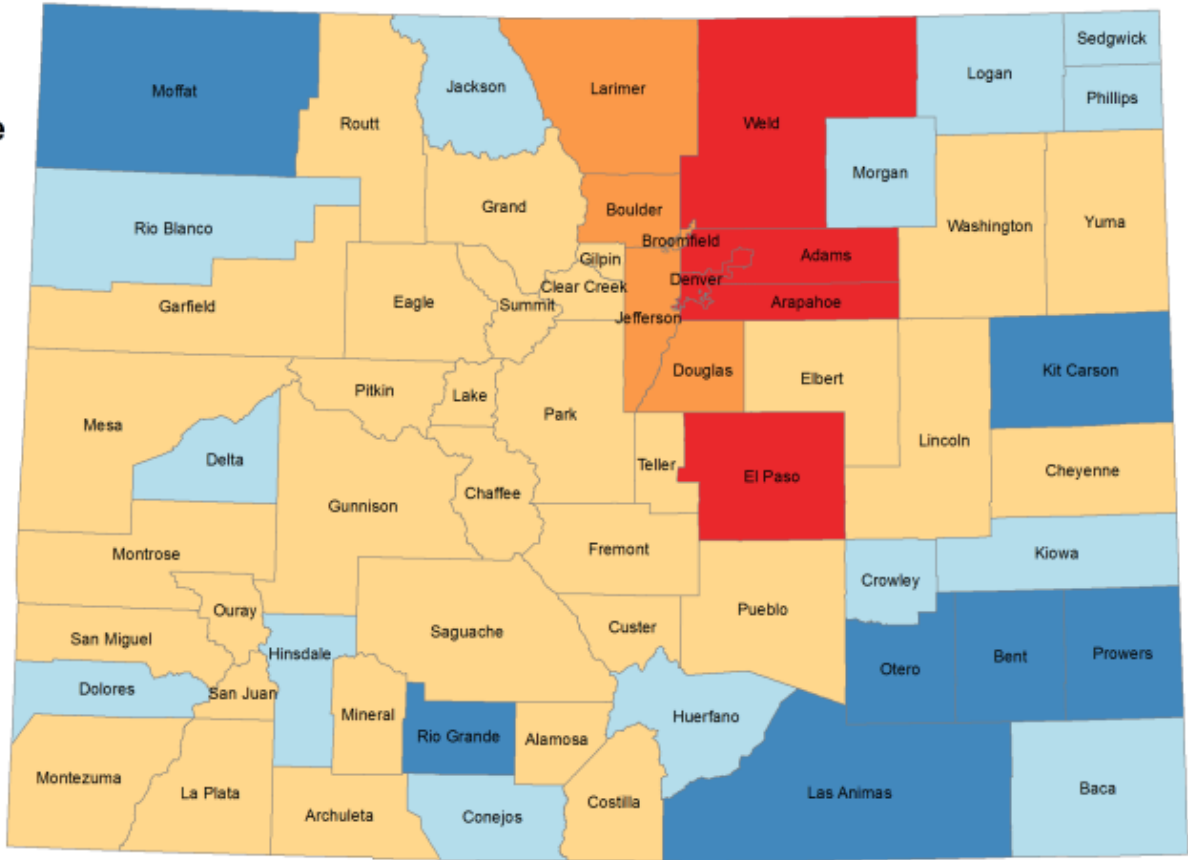
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**CO L O R A D O**

# Colorado: Total Population Change 2010 - 2017

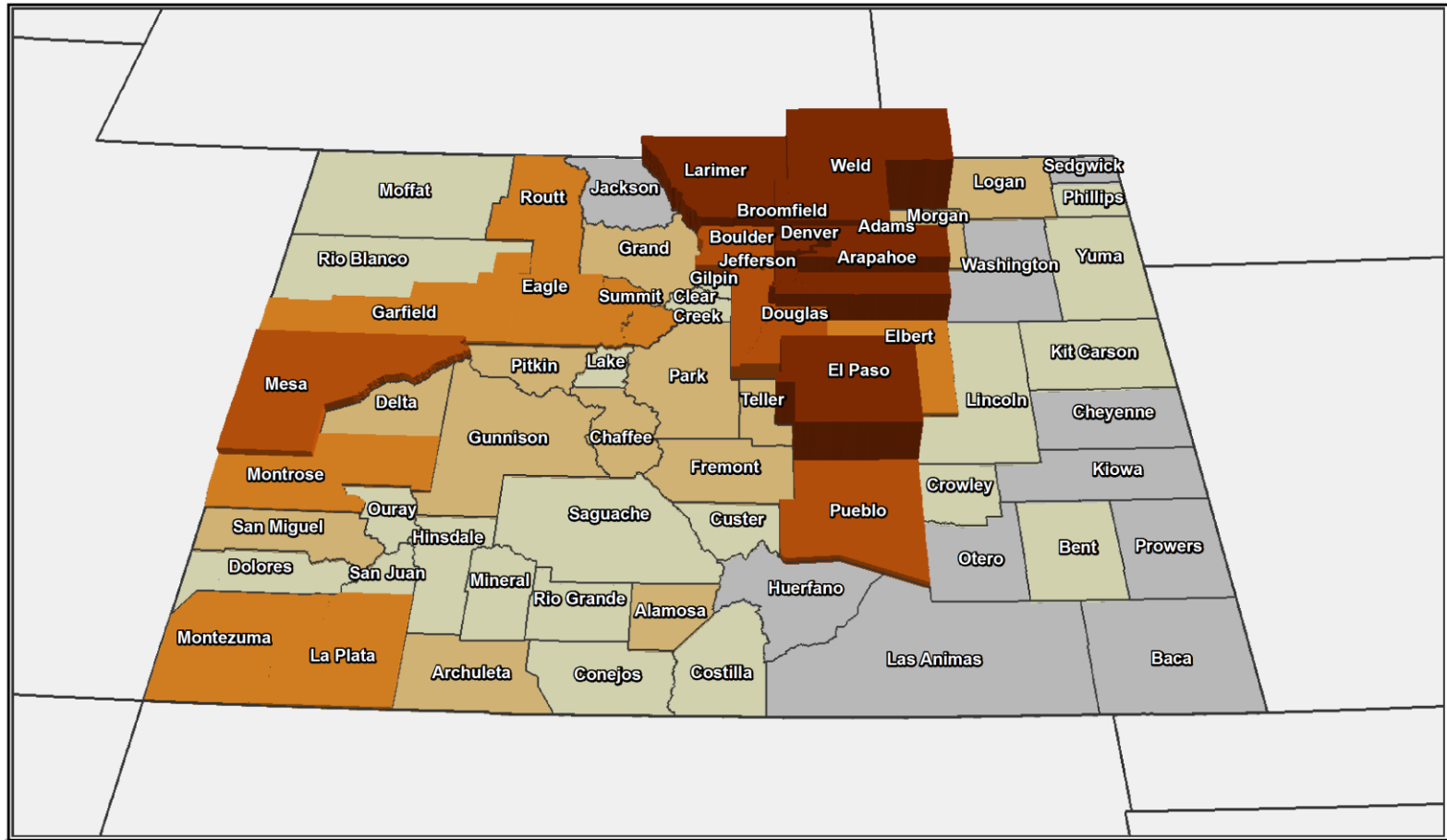
### Population Change

- 1,173 to -500
- 499 to 0
- 1 to 10,000
- 10,001 to 50,000
- 50,000 to 101,403

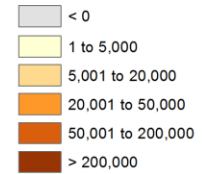


Larimer: 185,000

Weld: 396,000



### Projected Population Change 2015 to 2050



Colorado State Demography Office, 11/3/2017



Remember the three big things that matter:

- **Geography**
- **Occupational mix**
- **Demographics**

We cannot control these, but we may be able to influence them in a manner that creates more **resiliency, inclusion and equity** in Northern Colorado.

Geography:

**Optimize** how we use our limited resources

Consider where jobs (and people) will grow- **implications?**

- Housing costs
- Transportation
- Impact to natural environment

Take a **regional approach** to address regional issues

Occupational Mix:

**Focus.** Consider existing job and business mix in the region. Play to strengths, and find growth opportunities that meet our region's needs. Build **depth and breadth.**

Regional industry **cluster** analysis. Leverage knowledge, skills and abilities within existing workforce. Build **talent pipeline** for the future.

**Collaborate** with business, education, workforce, economic development, etc.

Demographics:

Nobody has a **crystal ball**, but we can tell a lot about the future by who is already here.

Change the things we can, e.g. **educational** attainment, **skills** acquisition, culture of **inclusion**.

Our **people** are our greatest asset; our **competitive advantage** for the future.

**Thank you**