

# Preparing for Colorado's Demographic Future

Kate Watkins, PhD

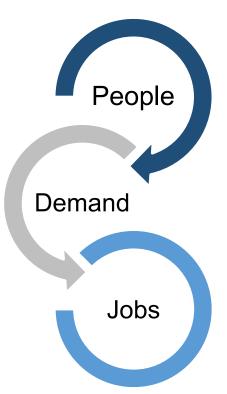
State Demographer

In the Game

April 1, 2025 Greeley, Colorado



# People and the Economy



"Jobs are people"

"Houses are where those jobs go to sleep"





# Key Population Trends

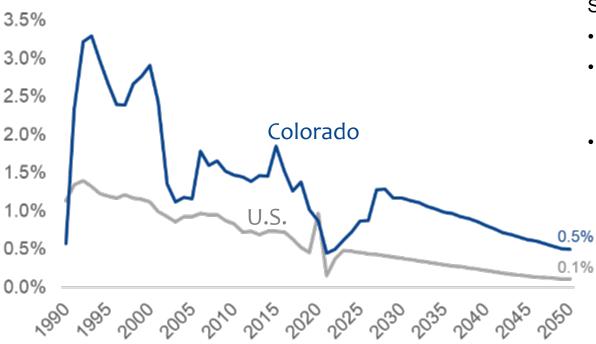
- Lower fertility rates = Fewer births
- Aging = More deaths
  - Slower population growth
- Net migration a key population growth driver
- Increasingly more diverse



# Population growth rates are slowing



#### Annual Population Percent Change



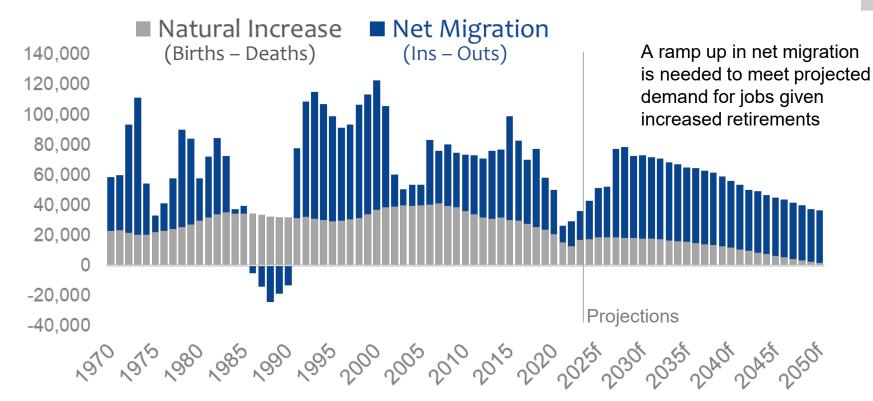
#### Slowing U.S. Population Growth

- Several states are shrinking
- U.S. expected to enter natural decline (more deaths than births) in 2038
- Slower U.S. growth will impact Colorado's growth





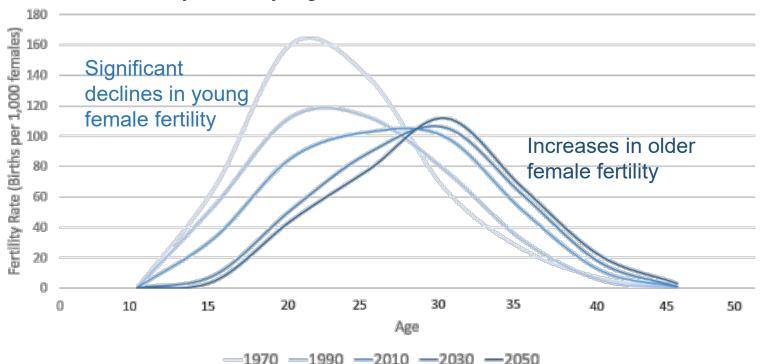
### Colorado Components of Population Change





### Fertility rates continue to decline

#### Colorado Fertility Rate by Age

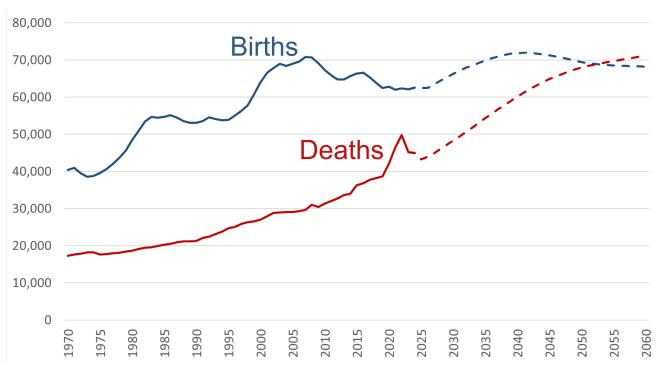






### Colorado deaths expected to overtake births in 2053

#### Colorado Births and Deaths



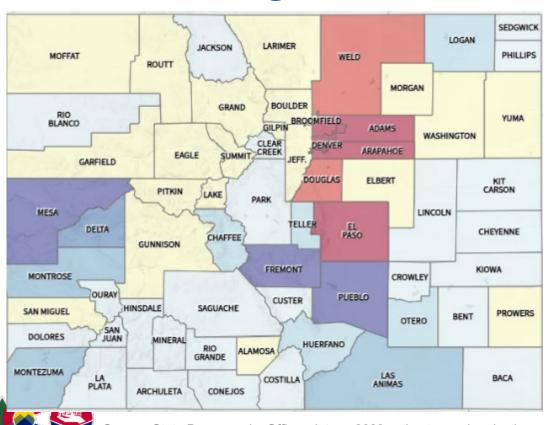
- Births expected to increase as Millennials reach peak fertility age
- More deaths due to population aging
- Colorado enters natural decline in 2053 vs. the U.S. in 2038





# Natural change, 2020 to 2030



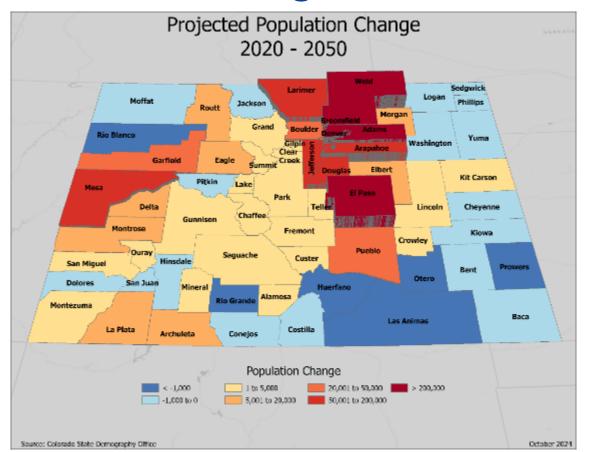


From 2020 to 2030, 35 counties expected to experience natural decline

```
<= -2.329
    -2.327
            to -1.630
           to -931
    -1.629
     -930
              -466
     -465
               3.654
    3,655
              7,307
     7.308
           to 12,788
   12,789 to 18,268
   18.269 to
              27,402
   27,403
Total population change
```

due to births and deaths

# Colorado's long-term forecast



Statewide of increase 1.5 million people between 2023 and 2050

1.4 million along the Front Range (90%)

- 768,800 Denver-Boulder (50%)
- 339,177 North Front Range (22%)
- 260,500 South Front Range (27%)

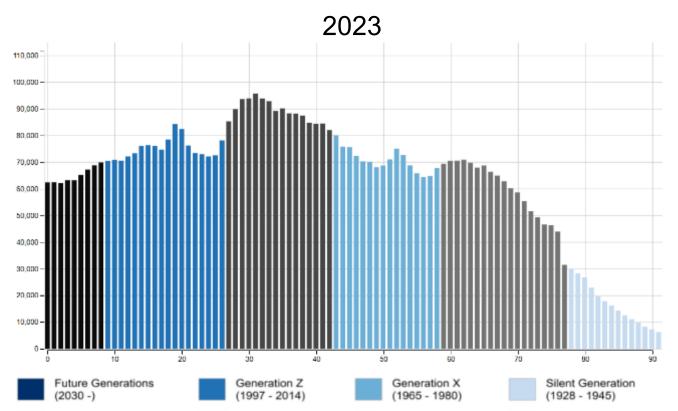
Net migration to the state is needed to support this growth

Source: State Demography Office, vintage 2023 estimates and projections.

# Why Aging Matters

- Lower labor force participation mean more competition for talent
- Shifts in demand for goods and services
- Supply and demand for housing (near-term pressure)
- Income sources and amounts evolve as we age
- Downward pressure on federal, state, and local government tax revenue; upward pressure on government expenditures





Millennials

1981 - 1996)

Generation Alpha

(2015 - 2029)

Baby Boomers

(1946 - 1964)

Greatest Generation

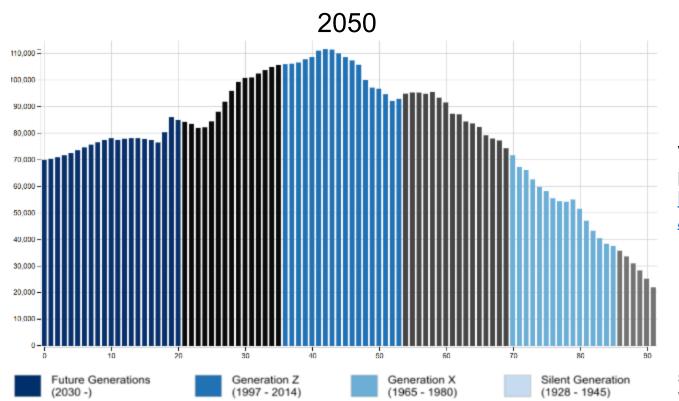
(-1927)

View animated changes in populations over time: <a href="https://gis.dola.colorado.gov/Age-Animation-Bars/">https://gis.dola.colorado.gov/Age-Animation-Bars/</a>

Source: State Demography Office, vintage 2023 estimates and projections.

#### Colorado's population by age and generation





Baby Boomers

1946 - 1964)

Millennials

1981 - 1996)

Generation Alpha

(2015 - 2029)

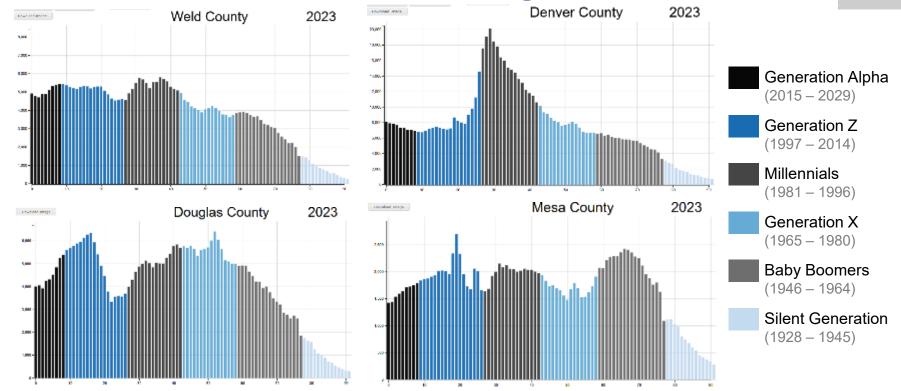
View animated changes in populations over time: <a href="https://gis.dola.colorado.gov/Age-Animation-Bars/">https://gis.dola.colorado.gov/Age-Animation-Bars/</a>

Source: State Demography Office, vintage 2023 estimates and projections.

Greatest Generation

(-1927)

### Every county has a unique age composition



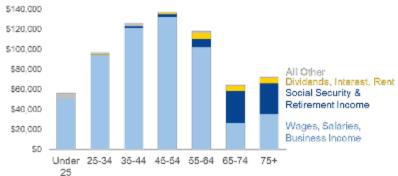


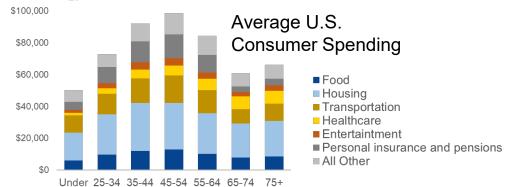


#### Income and spending rises and then falls with age









#### Average U.S. Income Tax



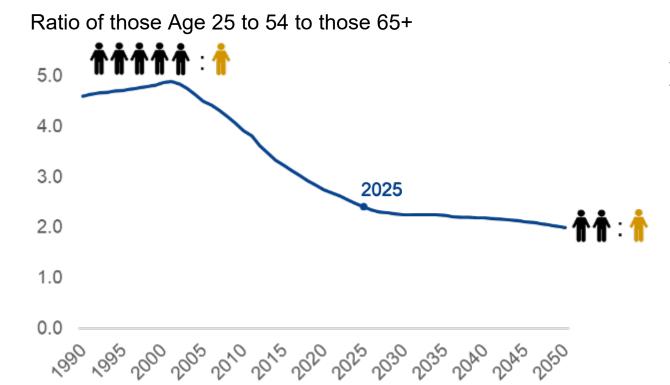
#### Aging will...

- Shift consumer activity
- Impact our labor markets
- Impact our tax base





#### Workers vs. Retirees in Colorado



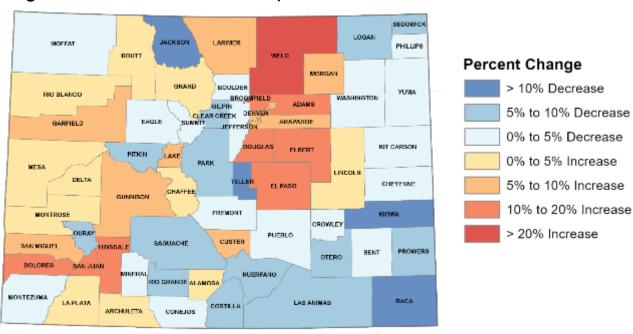
Economic impacts of aging will depend on several factors, including:

- Wealth, retirement saving, spending patterns
- Labor force participation among those 65+



# Declines in the traditional working age population expected in half of Colorado's counties

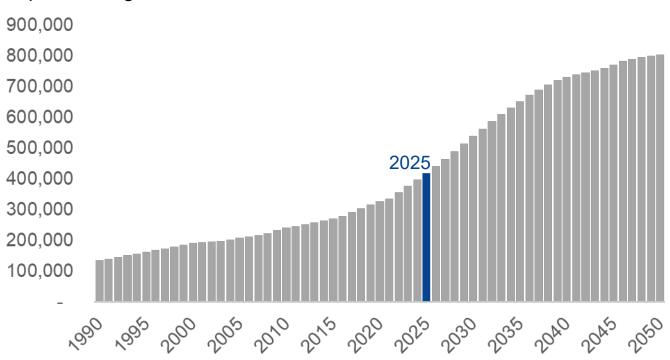
Change in 16 to 64 Year Old Population, 2020 to 2030





### The 75+ population is the fastest growing cohort

#### Population Aged 75+



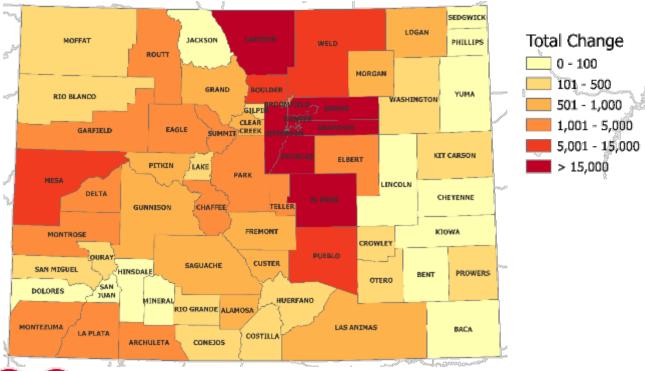
Health issues and need for assistance tend to increase at age 80+

230,000 new 75+ year olds expected over the next 10 years (56% increase)



### Change in the Age 75+ Population

Forecast Change in 75+ Year Old Population, 2020 to 2030





# Strategic Growth and Strategic Aging

- How do we meet the needs and wants of our aging populations?
- How can we better leverage the talents of our aging populations?
- How do we grow economies (or rethink economic growth) when our population and labor force shrinks?
- How might we better leverage technology?

There's no better time than now to plan for the future.



# Questions?

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demography.dola.colorado.gov

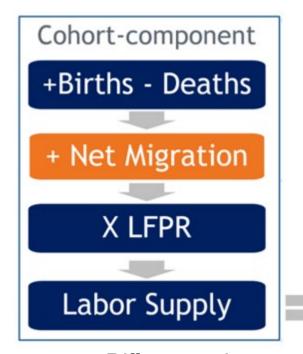




# Slides for Q&A



# Colorado Population Forecast Methodology





U.S. growth is important

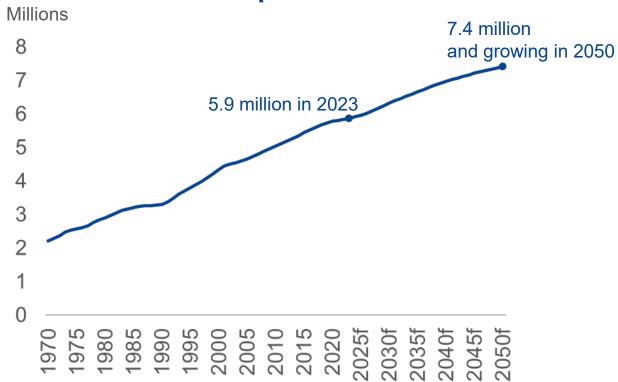
Jobs are people

Age matters

Job demand and expected retirements drive migration

Differences between supply and demand resolved by net migration

### Colorado's Population



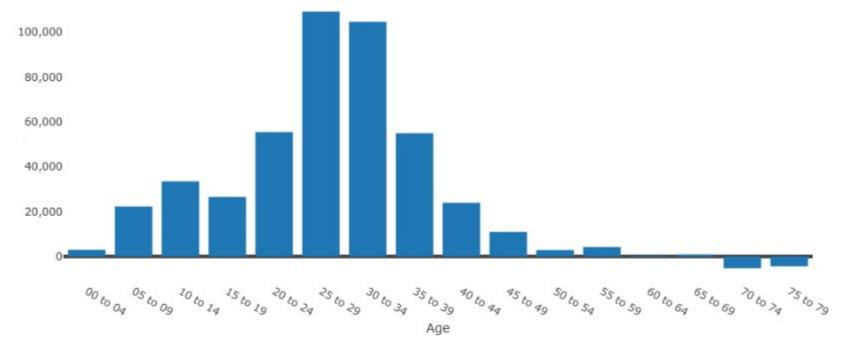
# Average Annual Growth by Decade

| 1970s | 68,000  | 2.7% |
|-------|---------|------|
| 1980s | 40,000  | 1.3% |
| 1990s | 104,000 | 2.8% |
| 2000s | 71,000  | 1.5% |
| 2010s | 73,000  | 1.4% |
| 2020s | 54,000  | 0.9% |
| 2030s | 65,000  | 1.0% |
| 2040s | 45,000  | 0.6% |
|       |         |      |



### Colorado Net Migration by Age

#### Net Migrants, 2010 to 2020

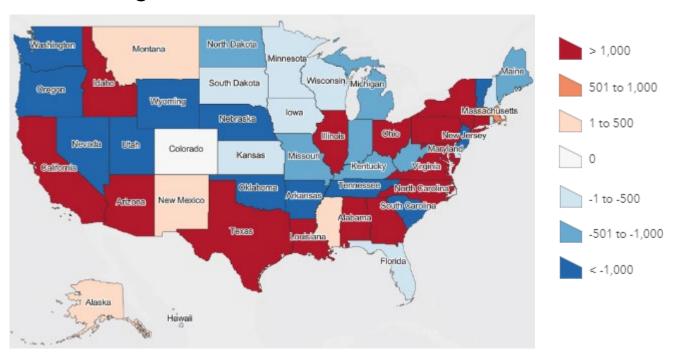




### Where do they come from? Where do they go?



#### 2023 Net Migration to Colorado



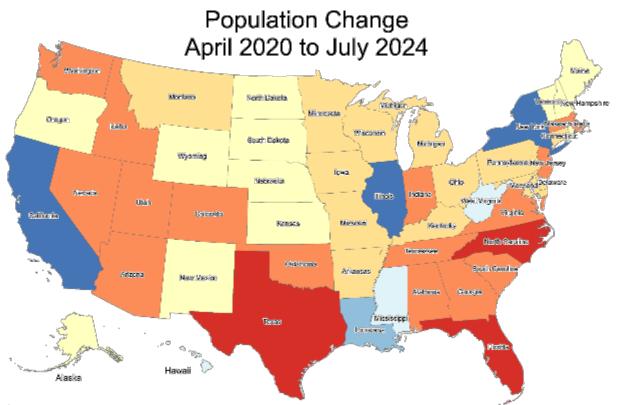
| In             | #      |  |  |
|----------------|--------|--|--|
| Texas          | 32,150 |  |  |
| California     | 26,148 |  |  |
| Florida        | 12,786 |  |  |
| Arizona        | 12,378 |  |  |
| North Carolina | 10,351 |  |  |
| Out            | #      |  |  |
| Texas          | 25,369 |  |  |
| California     | 14,784 |  |  |
| Florida        | 13,264 |  |  |
| Arizona        | 8,344  |  |  |
| Nevada         | 8,064  |  |  |
| Net            | #      |  |  |
| California     | 11,364 |  |  |
| Texas          | 6,781  |  |  |
| North Carolina | 5,958  |  |  |
| Virginia       | 4,795  |  |  |
| Arizona        | 4,034  |  |  |





#### Recent Growth Across States





#### **Shrinking**



#### Growing





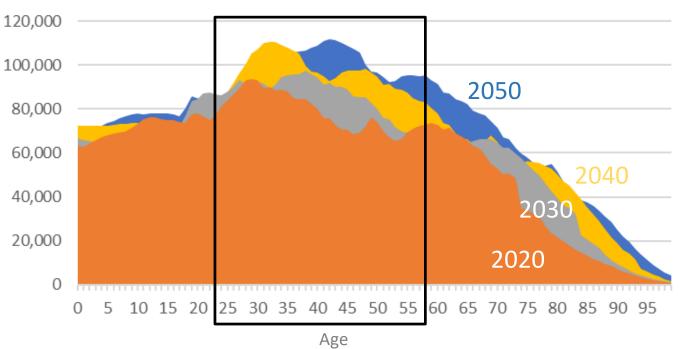


# Aging Matters



#### Colorado's population by age over time

#### Population



Populations aged 25 to 54 projected to grow through 2050

However, we need positive net migration to support this growth



Source: State Demography Office, vintage 2023 estimates and projections. https://demography.dola.colorado.gov/assets/html/population.html

### Aging and the Economy





#### Housing & Wealth

- Slower growth among young adults moving forward (less demand for housing?)
- Retirees aging in place
  - 82% of those 65+ are homeowners
  - Living longer
  - Moving less
  - 42% of those 65+ live alone
  - More demand for rehab/re-model to age in place?
- Housing transition and wealth transfer
  - Age 80-84 primary age group aging into needing care or moving into care communities

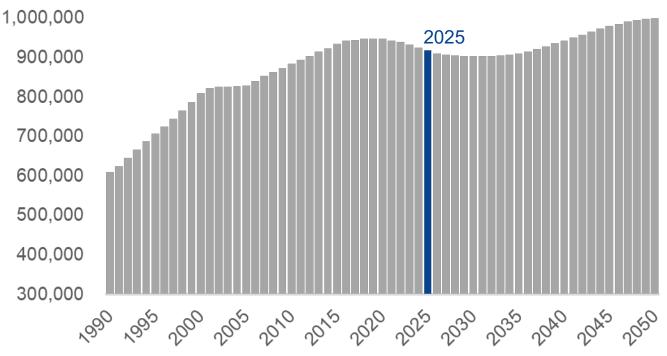
Pressure on the housing stock

- What will happen to these homes?
- Where will wealth be transferred?



# **School Age Population**

#### Population Aged 5 to 17



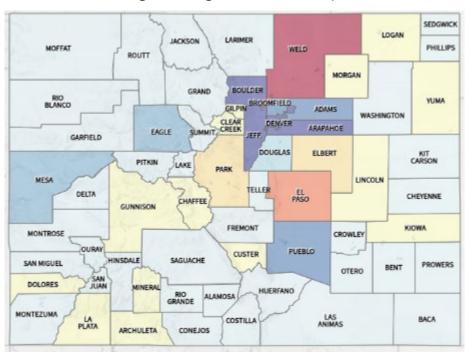
Declines in the school age population expected to slow as more Millennials reach peak child bearing age

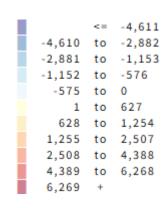
Trends differ significantly across regions of the state, with declines expected to continue in several areas, strong growth in others



### Change in the School Age population

Forecast Change in Age 5 to 19 Population, 2020 to 2030



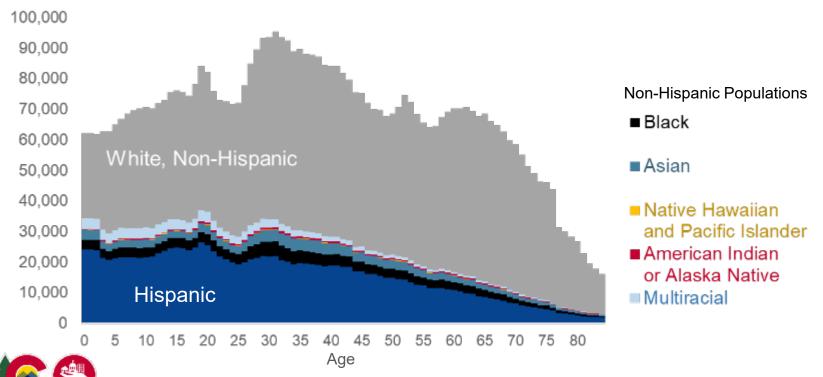






#### Colorado's population will become more diverse with age

#### 2023 Colorado Population by Age, Race, and Ethnicity

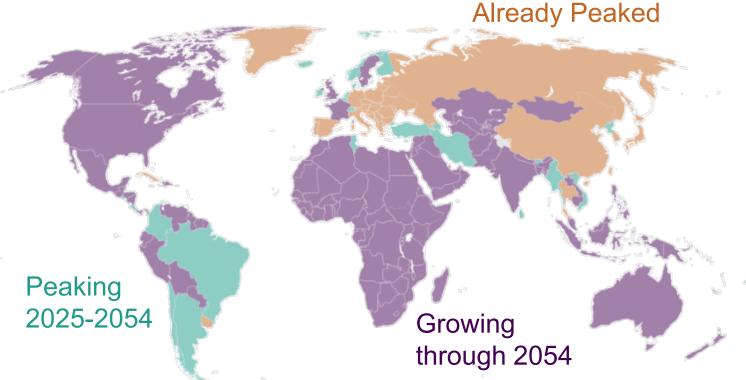


### **Global Trends**



# Growing, yet slowing



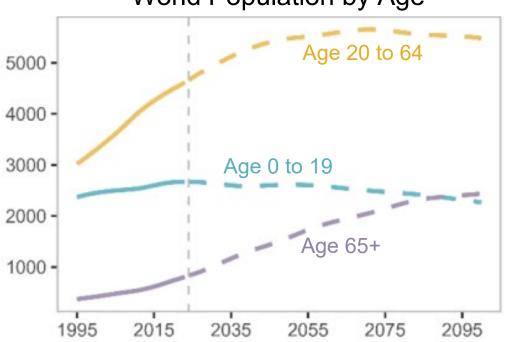




# Slowing and Aging



#### World Population by Age



- Strongest growth in the 65+ population
- School-age population in decline
- Near-term rise in the working-age population

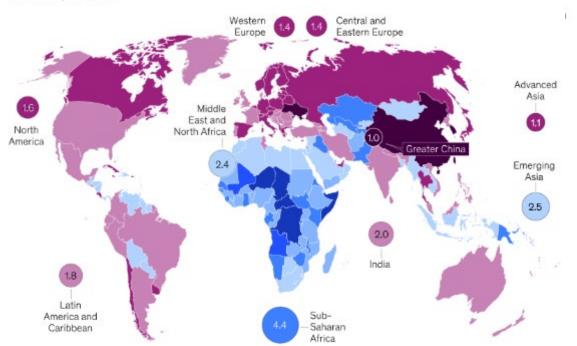




### Fertility rates are declining everywhere



Total fertility rate by country, live births per woman 2023









Source: McKinsey Global Institute analysis of the United Nations *World Population Prospects 2024*. https://www.mckinsey.com/mgi/our-research/dependency-and-depopulation-confronting-the-consequences-of-a-new-demographic-reality



Trends Affecting our
Communities:
Today and into the Future





What are the biggest trends affecting our communities today?





# The National Community Survey (The NCS)

The NCS was developed by NRC survey scientists @ Polco

A standard questionnaire administered in approximately 110 communities yearly across the nation

Opinions representing >= 33 million Americans

Inform budget, land use, strategic plan









# M GPAL

**GPAL** (gee-pal, Government Performance Action and Learning) is the premier system for government performance data, analytics, and visualization, helping government leaders better understand their performance metrics and the factors that impact them.

**400+ actionable indicators** measuring community livability

**Measures are a mix** of public data, resident evaluations, and organization inputs

**Data are standardized**, benchmarked, and presented over time

**Data dashboards** and advanced data analytics assist in summary and action planning

**Intentional alignment** with the United Nations Sustainable Development Goals and the Social Progress Index























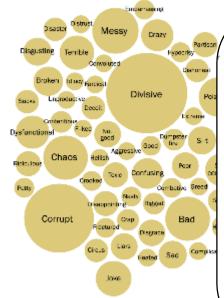


# Polarization

'Polarization' is Merriam-Webster's 2024 word of the year

#### 'Divisive,' 'corrupt,' 'messy' among the words used most frequently to describe U.S. politics today

What one word or phrose would you use to describe politics in the U.E. these days? I were entit!



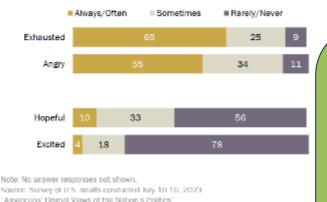
Note: Circle size incloates relative frequency of a word in responses to an open once quadrant Words off in resource soft are confidence (e.g., "thouses" "division"). Fur bit shows. For more details, refer to the survey topline.

Source Survey of II S induly conducted July 10-16, 2020. "Americans" Dismail Views of the Nation's Politics".

PEW RESEARCH CONTOR

#### Majorities of Americans are always or often exhausted and angry when thinking about politics

% who \_\_\_\_\_feel each of the following when thinking about politics these days



PEW RESEARCH CENTER

Many Americans have grown to distrust or dislike those from the "other side" even if their actual policy views aren't extremely opposed.

Campbell, David. Why Social Science? 2024



#### Impacts of polarization on local governments

- Resident trust of local government (73%)
- Resident engagement with local government (70%)
- Resident animosity, hostility or combativeness towards government employees (70%)

- Council interactions (63%)
- Election or appointment of highly partisan officials (50%)
- Ability to resolve community issues effectively (39%)

- Internal workforce issues (29%)
- Demographic shifts (people moving out) (18%)
- Ability to provide public services (13%)







90%

70%

50%

30%

## From Division to Unity

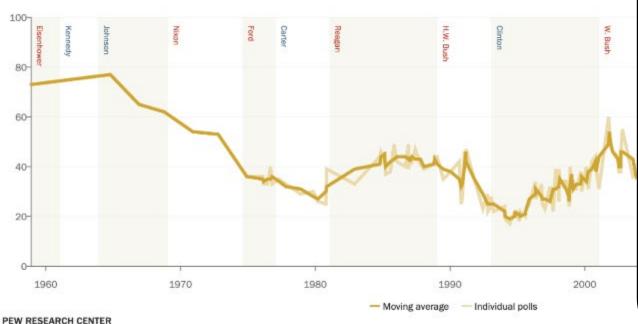
- 1. Encourage Dialogue from a Broad Group of Community Stakeholders
- 2. Promote Local Media and Reduce Misinformation
- 3. Focus Conversations on Outcomes and Local, Practical Issues
- 4. Increase Trust in Government
- 5. Leverage Technology for Community (Not Conflict)
- 6. Promote Constructive Dialogue

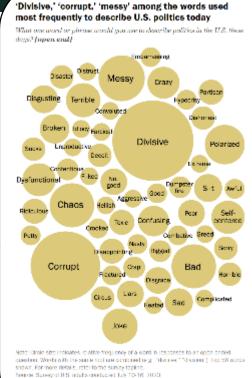


## **Declining Trust in Government**

#### Public trust in government near historic lows

% who say they trust the government to do what is right just about always/most of the time





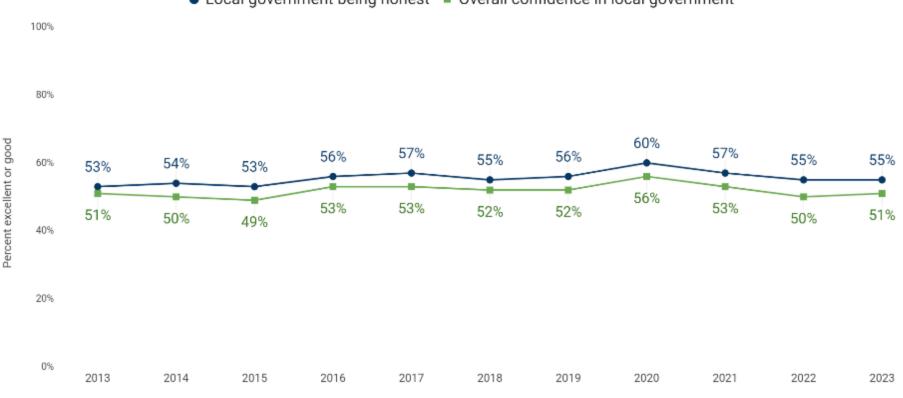
"Americans" Dismai Views of the Nellon's Politics"

PEW RESEARCH CONTOR



## **Local Government Trust**









- Poor Performance/Incompetence
- Large global shocks (2008 recession, COVID 19)
- Political polarization
- Misinformation, disinformation and echo chambers
- Decreasing economic mobility while Increasing economic inequality
- Racial disparities
- Corruption and perceived corruption Lack of Transparency



# Government: From Vending Machine to PotLuck





- Residents pay taxes
- Select their services
- Expect to get what they paid for

- Everyone brings something to the table
- The quality of the system depends on collective contributions

Then kick the machine when the service is not provided as expected!



3

# Technology, AI and Data Driven Decision Making

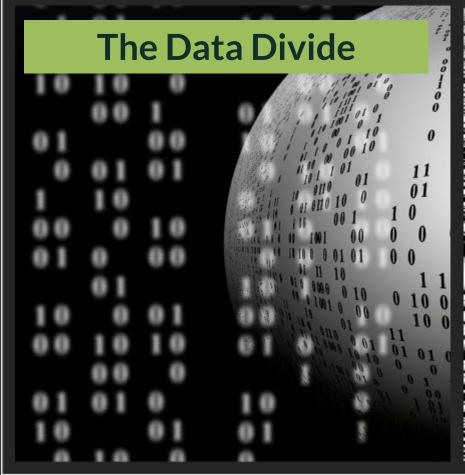
"Big data is the new oil"

The companies, governments, and organizations that are able to mine this resource will have an enormous advantage over those that don't.

Jeff Bertolucci, Information Weekly











## Hey Polly, can you help me...

#### **Planning**

- Create a strategic plan
- Create a downtown economic development plan

#### **Budgeting**

- Create an outcome based budget
- Engage residents in the budget process

#### **Resource Generation**

- Write a grant application for safe streets
- Develop a meeting agenda for the Chamber of Commerce to ask for support in our new redevelopment project

#### **Policy Generation**

- Draft a new policy for short term rentals
- Write a Short Term Rental policy justification to present to council?

#### **Constituent Engagement**

- Create a resident engagement plan
- Identify resident priorities to include in our parcel redevelopment work
- Gauge resident support and interest in new activities in the downtown



#### What are the benefits and challenges of adopting a STR policy:

#### Pros of Adopting a Short Term Rental Policy

#### 1. Regulation & Compliance:

- Provides clear rules for property owners and renters, reducing disputes.
- Ensures compliance with zoning, health, and safety standards.

#### 2. Revenue Generation:

- Allows municipalities to collect occupancy taxes, fees, and licensing revenue.
- Can stimulate local economies by attracting tourists who spend on dining, entertainment, and services.

#### 3. Community Protection:

- Helps mitigate noise complaints, parking issues, and disruptions in residential neighborhoods.
- Sets occupancy limits and code enforcement to maintain neighborhood character.

#### 4. Fairness to Hotels & Long-Term Rentals:

- Levels the playing field by ensuring STRs contribute to tax revenues like hotels.
- Helps prevent excessive STR conversions that could reduce available long-term housing.

#### 5. Safety & Accountability:

- Mandates safety requirements (e.g., fire codes)
- Creates accountability measures such as requiring local contacts or property managers.

#### Cons of Adopting a Short Term Rental Po

#### Enforcement Difficulties:

- Monitoring compliance and enforcing violations can be resource-intensive.
- Owners may operate illegally without proper permits or reporting.

#### 1. Impact on Housing Market:

- Excessive STRs can reduce long-term housing availability and drive up rental prices.
- Investors may buy up residential properties primarily for STRs, affecting affordability.

#### 1. Resident Opposition & Complaints:

- Homeowners may resist STRs due to concerns over noise, transient guests, etc.
- Some HOAs and neighborhood associations may outright ban STRs.

#### 1. Legal & Regulatory Complexities:

- Striking a balance between property rights and community concerns is challenging.
- State and local laws may conflict with municipal STR policies.

#### 1. Administrative Costs:

- Developing, implementing, and maintaining an STR policy requires staffing and funding.
- Municipalities may need technology solutions

How can your community use this project/or a downtown redevelopment project to help build community and trust in organizations?





## **Thank You!**

polco.us



**Data and Engagement Tools for City Leaders:** 

A self-guided demo

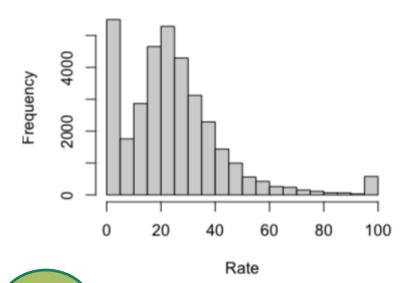




Extra slides

# 4 The Housing Crisis

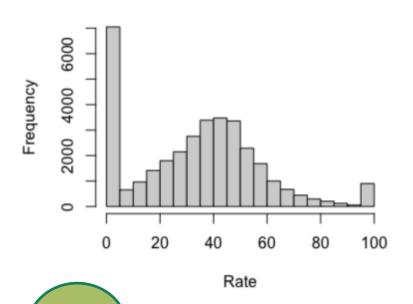
#### Housing burden (owners)



of homeowners are housing cost-burdened

24%

#### Housing burden (renters)



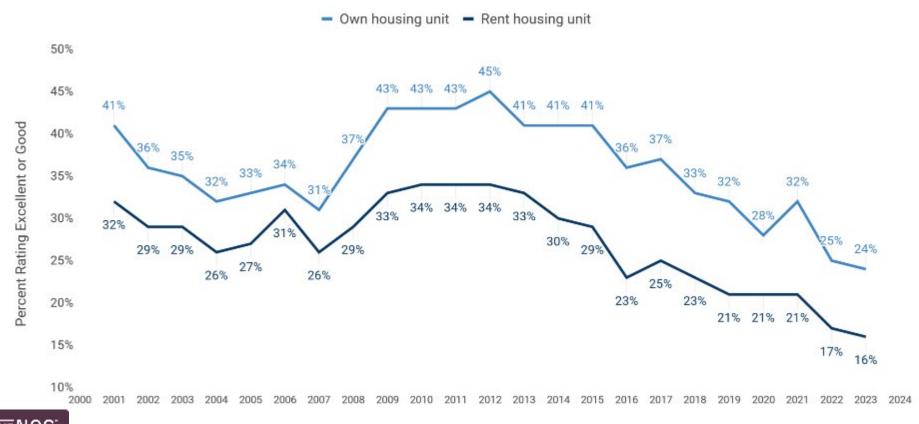
33%

of renters are housing cost-burdened



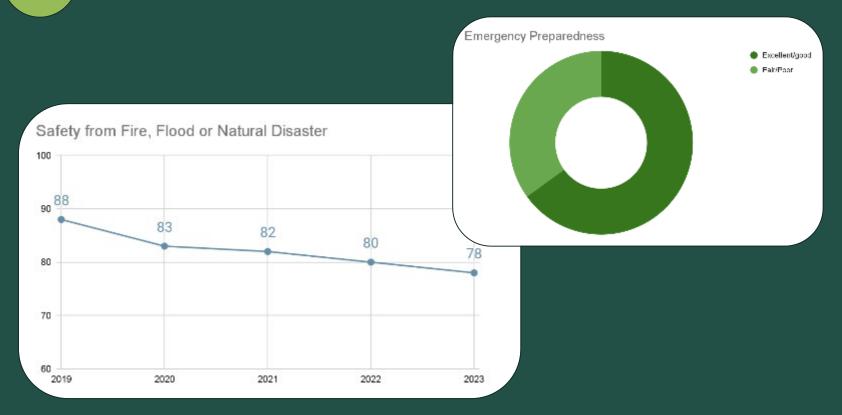
## Availability of Affordable Quality Housing by Tenure (Rent or Own Housing Unit)

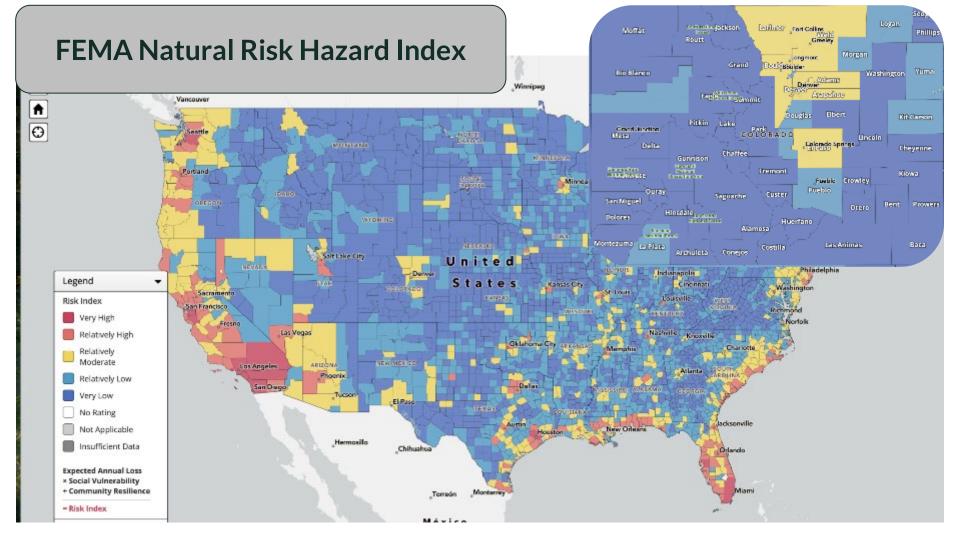


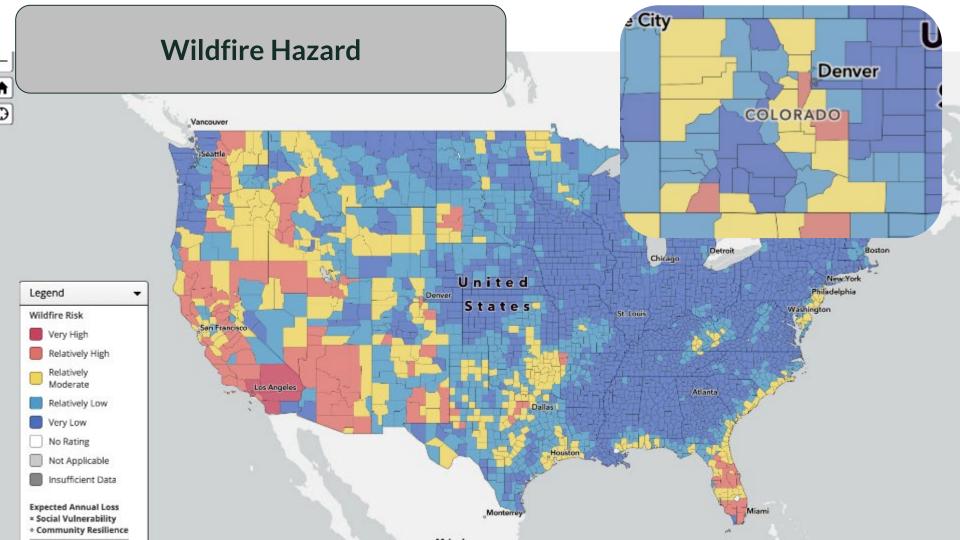




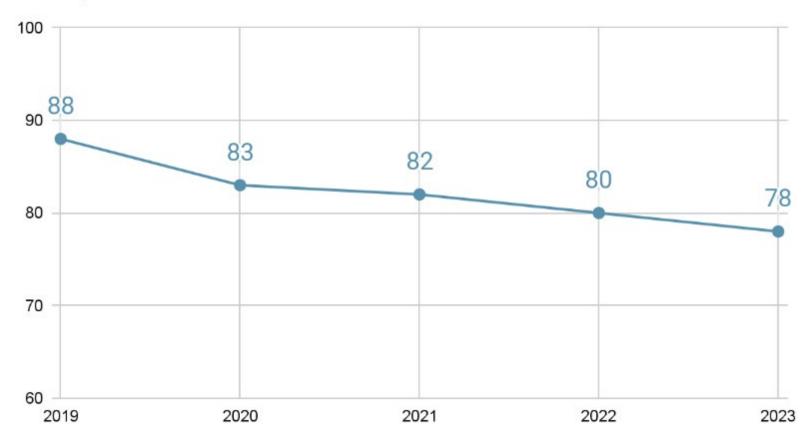
# Climate Resilience







### Safety from Fire, Flood or Natural Disaster



#### Planning your Future your Data:

The Economy, Business and Food Landscape



Dr. Dawn Thilmany, Professor and Director
Dept of Ag and Resource Economics, NW Rocky Mountain Food Center and REDI
February 2025









# Inflation is top of Mind

#### Consumer Price Index (CPI)

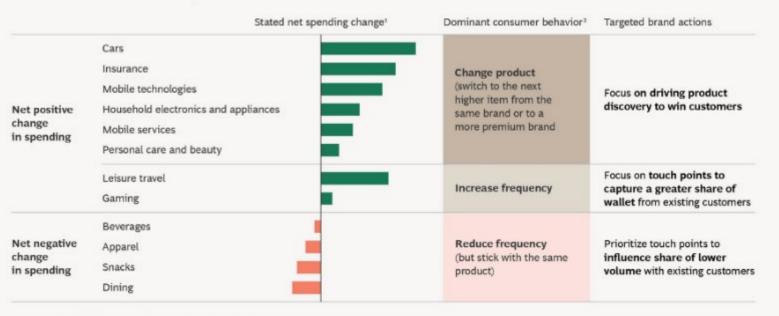
- Unchanged from November 2024 to December 2024
  - ❖ Up 2.9% from December 2023.
  - ❖ Food prices were 2.5% higher than in December 2023.
- In 2025, prices for all food are predicted to increase 2.2%
- Food-at-home prices are predicted to increase 1.3%,
- Food-away-from-home prices are predicted to increase 3.6%





# Responses to Inflation.....

#### Brands can take targeted actions to benefit from how consumers behave ...



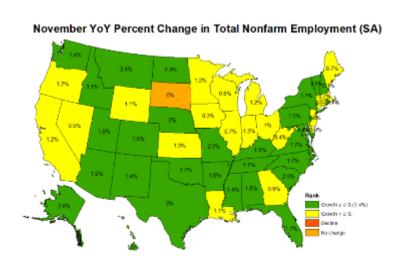
Source: BCG CCI Global Consumer Radar, September 2024, n = 23,130.

"You said you are spending more or less on [category] today compared with six months ago. What did you change?"

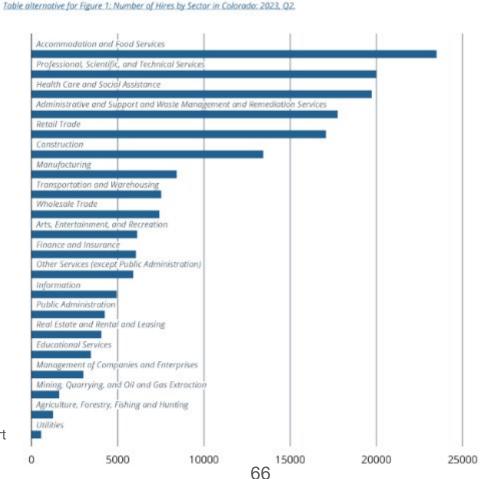
<sup>&</sup>quot;In the past six months, how much has your total household spending changed compared with the prior six months?" (% consumers increasing spending minus % consumers decreasing spending.)

Figure 1: Number of Hires by Sector in Colorado: 2023, Q2 Source: U.S. Census Bureau, Center for Economic Studies, LEHD

# Colorado jobs to grow....but more slowly



https://cwdc.colorado.gov/resources/colorado-talent-pipeline-report

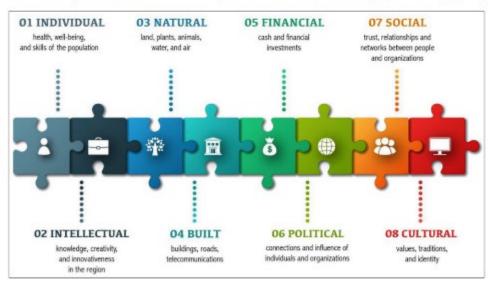


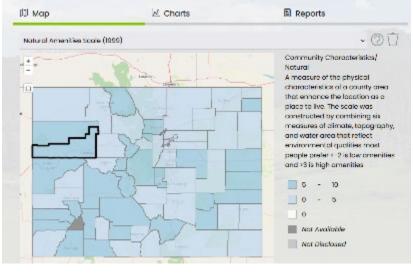


# **Mapping Your Community's Wealth**

#### **Assets and Community Capitals**

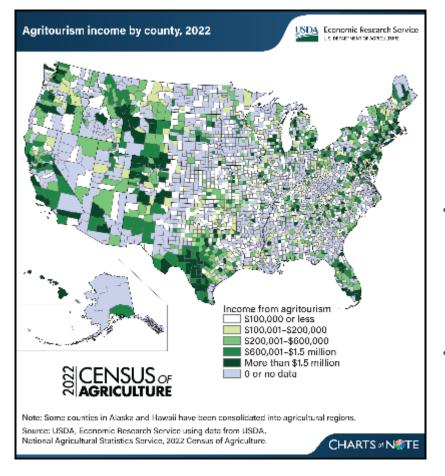
The foundation of the wealth creation framework is the recognition that all communities and regions have assets on which to build. The wealth creation framework as introduced by **WealthWorks** and its network, begins with understanding and inventorying assets, using eight capitals.





Communities can use these capitals to inventory assets, design strategies, and measure impacts.

https://co.foodsystemsmap.org/



# Leveraging Natural Resources and Ag Legacy

- In 2022, U.S. farms and ranches generated \$1.26 billion in income from agritourism services, an increase of 12.4 percent from 2017 after adjusting for inflation,
  - USDA's 2022 Census of Agriculture.
- About 57 percent of counties reported agritourism income, with the median county income at \$161,000.

# **Understand your Current Capacity**

#### **Quick-Start - Create Your Own One-Pager**

You can create your own one-page report for a County of interest. Click on the button to the right to visit the Report Generator.



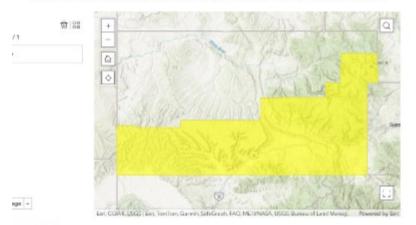
#### **Explore Capacity Areas**



(Click on a capacity area to view an overview of the area and a breakdown of its unique indicators.)

https://disgeoportal.egs.anl.gov/EDCI/?page=Institutions-%26-Partnerships-Card

(Choose a state and county from the report generator below to populate the capacity boxes and the report template.)



download a spreadsheet containing all of the EDCI indicators, please click here,



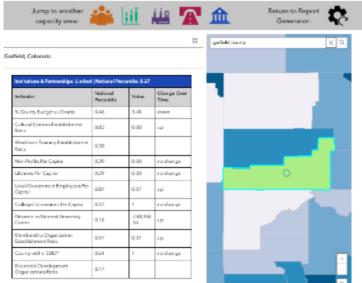
EDCI Report for: Garfield Colorado

# Another Online Tool

#### Parachute/Garfield County

#### Institutions & Partnerships Capacity

The EDCI provides a data-driven estimation of capacity, including relative strengths and potential areas for growth or maturation across five capacity areas composed of 53 unique indicators.



# **Food Market Dynamics**



Figure 1 Food and beverage manufacturing start-ups (dependent variable), 2013–15

"AgriCulture" drives food business start ups (Low et al, 2021) 'AgriCulture' variables include direct sales of food, organic sales, and a continuum of crop enterprise choices.



Figure 5. Food Hub Service by County (Source: Nourish Colorado. 2024. Colorado Food Hubs. Available at <a href="https://guidebook.nourishcolorado.org/2024/02/02/know-who-sells/">https://guidebook.nourishcolorado.org/2024/02/02/know-who-sells/</a>)





# Center purpose & design

#### The USDA Regional Food Business Centers (RFBCs)

are established to drive economic opportunities across their region, creating a more diversified and resilient food system.

#### RFBCs are designed to:

- Create opportunities for targeted, region-specific solutions.
- Maximize locally driven investment impact.
- Complement and support other USDA programs.
- Collaborate with USDA Agricultural Marketing Service to ensure ongoing, regionally appropriate support and coordination.



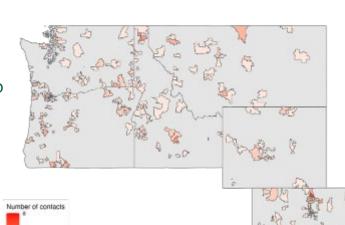


# Center activities support

**Coordination** - Act as regional hubs coordinating across geographic areas, with USDA, other federal, state, and tribal agencies with relevant resources, regional commissions, and the other Regional Food Centers. They also conduct outreach to underinvested communities and businesses.

**Technical Assistance** - Provide direct business technical assistance to small- and mid-sized food and farm businesses (producers, processors, distributors, and other businesses within the food supply chain) and food value and supply chain coordination.

**Capacity Building** - Provide financial assistance through business builder subawards up to \$100,000 to support projects focused on emerging regional needs and businesses that are working towards expansion and other investment.



#### Dr. Dawn Thilmany, Professor

#### USDA Northwest Rocky Mountain Food Business Center Director

Dept of Ag and Resource Economics

NW Rocky Mountain Food Business Center, https://nwrockymountainregionalfoodbusiness.com/

Co-Director, Regional Economic Development Institute, https://csuredi.org/

CSU Food Systems Institute Affiliate, https://foodsystems.colostate.edu/

Local Food Economics Community of Practice, co-lead, https://localfoodeconomics.com/

Colorado Food Systems Advisory Council, Member

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https://scholar.google.com/citations?user=6eMunYkAAAAJ&hl=en







## Colorado In-Demand Industries

#### Table 3: In-demand Industries in Colorado

Source: Colorado Department of Higher Education (CDHE) Return on Investment Report, 2023; Integrated Postsecondary Data System (IPEDS); CDHE; Office of Labor Market Information, CDLE, 2023.

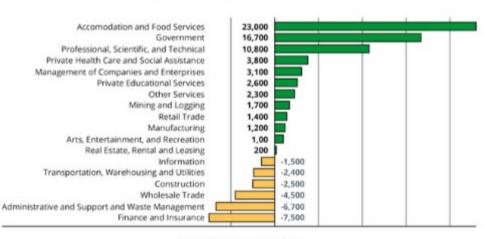
Supplemental data for Table 3: In-demand Industries in Colorado.

| Industry   | Current<br>Employment | Current<br>Average<br>Annual<br>Wage | 5-year<br>Forecast<br>Employment<br>Growth | 5-year<br>Forecast<br>Annual %<br>Growth |
|--|-----------------------|--------------------------------------|--|--|
| Health Care and Social<br>Assistance                                       | 377,324               | \$65,721                             | 35,378                                     | 1.9%                                     |
| Professional, Scientific, and<br>Technical Services                        | 312,348               | \$117,534                            | 26,645                                     | 1.7%                                     |
| Retail Trade   | 286,433               | \$42,395                             | 6,925                                      | 0.5%                                     |
| Accomodation and Food<br>Services  | 286,282               | \$31,620                             | 30,598                                     | 2.1%                                     |
| Educational Services   | 232,216               | \$70,730                             | 13,598                                     | 1.2%                                     |
| Construction   | 224,094               | \$70,730                             | 12,244                                     | 1.1%                                     |
| Administrative and Support<br>Waste Management and<br>Remediation Services | 174,893               | \$58,047                             | 10,152                                     | 1.2%                                     |
| Manufacturing  | 159,654               | \$82,840                             | 5,743                                      | 0.7%                                     |

Figure 7: Change in Job Growth by Industry Sector, August 2022 - August 2023

Source: Office of Labor Market Information, CDLE, 2023.

Table alternative for Figure 7: Change in Job Growth by Industry Sector, August 2022 - August 2023.



Total Nonfarm: +42,700

## MARKETING AND PRODUCT BRANDING

**Elevating Colorado Products** in Food Markets

Respondents care more about WHERE their food is grown, instead of HOW their food is grown



MARKETING CLAIMS THAT **INFLUENCE FOOD PURCHASES** 



Grown or raised in Colorado



Colorado Proud



**72**%

would buy more Colorado products if available, branded and affordable

MORE THAN

believe farmers markets, farm stands and CSAs are very supportive of Colorado farms and CO Proud, and 2/3 purchase some of their food there

Pueblo Chilis' growth in awareness and placements in stores/restaurants is one successful example of origin-based marketing





# Changes in the retail landscape

- Pandemic
- E-commerce
- Emphasis on fresh
- Prepared foods/meal solutions/grocerants



The pandemic drove record supermarket sales as consumers were forced to eat more meals at home.

That drove accelerated acceptance of online grocery shopping, bringing 5 years of anticipated growth in a span of just a few months.

Grocers that up until then had little or no web presence were forced to offer **online shopping**, **pickup or delivery to meet the demand from people hesitant to shop in person**, despite grocery being declared an essential business during the pandemic.

Grocers have **invested aggressively in the fresh perimeter** to enhance the shopping experience. Despite inroads by ecommerce, fresh areas remain a draw for in-person shoppers.

While the pandemic stalled in-store dining, grocers pivoted to offer **restaurant-quality meals in pre-packaged formats** (grab & go, heat & eat).

Rural Grocery Succession Planning: Beyond Grocery Webinar, Kansas State University Rural Grocery Initiative Webinar. Spring 2022



# Increasing Portfolio of Federal and State Purchasing Programs

- Colorado Department of Human Services (CDHS) Local Food Purchase Assistance Program (LFPA) through \$12.5 million in federal funds
- CDHS Food Pantry Assistance Grant Program (FPAG) through \$4.5 million in state funds
- Colorado Department of Education (CDE) Local Food for Schools Cooperative Grant Program through \$2.6 million in federal funds
- CDE Local Food Pilot Program (LFPP) through \$1.5 million in

