WHERE DO WE GROW FROM HERE?

POPULATION PROJECTIONS

Cindy DeGroen
State Demography Office
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THE PROJECTIONS

• Colorado Outlook, Slowing Growth
  - National perspective
  - Sources and changing age distribution

• Brief Methodology

• What it means for Colorado
GROWING & SLOWING
Colorado and U.S. Growth Rate, 1990 - 2050

Colorado, 8.1 million by 2050
U.S., 389 million by 2050

Colorado's Share of U.S. Population, 1970 to 2050

Expectations of Growth 2018-2050
Population Growth Rate

Average Annual Growth Rate
- Less than US: < 0.6%
- Between the US and CO: 0.6% to 1.1%
- Greater than CO: >1.1%

Colorado State Demography Office, 11/2/2018
METHODOLOGY
Population forecast methodology

Economic forecast

Jobs

- 2\textsuperscript{nd} & 3\textsuperscript{rd} job

- Commuters

Labor Demand

Cohort-component

+Births - Deaths

+ Net Migration

X LFPR

Labor Supply

Differences resolved by net migration
Colorado Change in Jobs Demand and Labor Supply, 1990-2040

- Growth in Jobs Demand
- Projection
- Growth in Labor Supply
- Projection
LAbOR FOrCE SUPPLY - TIGHTENING

• Dependent on growth in population ages 16+
  - Fewer children aging into labor force

• Labor Force Participation Rates
  - Structural Change in participation, aging
  - Cyclical Change in participation, recession
WHAT IT MEANS FOR COLORADO

- Population growing but slowing
- Migration - attracting and retaining the right fit
- Aging - labor force, income, housing, jobs
- Increasing racial and ethnic diversity - education, labor force
COLORADO’S RAPID AGING

• Every County experienced growth in the population over age 65 from 2010-2017.

• Currently 6th youngest (share of population 65+)

• 3rd fastest growth in 65+ population in Nation from 2016-17.

• By 2030 we will look more like the Nation.

• Median age is forecast to increase from 36.5 to 41.7 by 2050.

• Statewide current residents aging 95% of growth 65+. 
IMPACTS OF AGING

- Economic impacts from retiring spending
- Changing housing needs
- Health care demands
- Public finance concerns
- A tightened labor market
GROWTH IN RACE AND ETHNIC DIVERSITY
Diversity by Age

Hispanic, Black, Asian, and other minority share

<table>
<thead>
<tr>
<th>Age Group</th>
<th>2015</th>
<th>2050</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;18</td>
<td>43%</td>
<td>58%</td>
</tr>
<tr>
<td>18-24</td>
<td>38%</td>
<td>57%</td>
</tr>
<tr>
<td>25-44</td>
<td>33%</td>
<td>52%</td>
</tr>
<tr>
<td>45-64</td>
<td>23%</td>
<td>43%</td>
</tr>
<tr>
<td>65+</td>
<td>16%</td>
<td>32%</td>
</tr>
</tbody>
</table>
INCREASING DIVERSITY

The Hispanic, Black, Asian and other minority share of the state’s total population will increase from 29% in 2010 to 48% by the year 2050.
IMPACTS OF INCREASING DIVERSITY

• Health outcomes
• Social & cultural
• Labor force
  • Entrants to the labor force
  • Preparedness of the entrants
Share of Net Increase in Working Age Population, 2015-2020

- American Indian, NH: 0%
- Black, NH: 5%
- White, NH: 10%
- Asian, NH: 15%
- Hispanic: 65%
OVERALL PICTURE AND RISKS
Colorado Population Forecast by Region 2010-2050

- Front Range
- Western Slope
- Central Mountains
- San Luis Valley
- Eastern Plains
Risks to the Forecast

- Automation, Technology, Robots and AI
  - May boost productivity in absence of workers
- Competitiveness - Affordability, Infrastructure, Education
- State budget/policies, National policies
- Immigration, water & climate, natural disasters
- Aging - will we retain them, labor force, services, cost
SUMMARY

• Growing and slowing population.
• Disparate growth across the state.
• As we grow jobs, we grow people.
• Age transitions.
• Can we continue to attract and retain the best and brightest for the labor force?
• Increasing racial and ethnic diversity.

Everything is connected - population to jobs to education to housing to daycare to infrastructure to population...
Thank You!

https://demography.dola.colorado.gov/
Cindy.degroen@state.co.us
303-864-7752