

Weld County, Colorado South Weld Labor Shed

Workforce Availability Production Labor

February 2019
EMSI

Employment Services of Weld County



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South Weld Labor Shed Summary

KEY TAKEAWAYS

- The population is rapidly growing, with young individuals contributing to a growing and stable workforce.
- There is a strong concentration of production-labor in the 25-mile labor shed of I-25 and HWY 52.
- The region's workforce is willing and accustomed to commuting by car, with the average commute time at 27 minutes.
- The median wage for manufacturing occupations (SOC 47 & 51) is \$18.52 an hour.
- The unemployment rate for general manufacturing labor is approximately 7%.

POPULATION GROWTH IN REGION

Weld County is the 3rd fastest growing MSA in the nation. The current median age in Weld County is approximately 34 years old, which is 3 years younger than the national median age. By 2025, the 20-29 age cohort is expected to be the largest age group as the population grows by an estimated 80,691 individuals. **High in-migration** contributes to a growing workforce but the low unemployment rates in Northern Colorado can make finding available workers difficult. Companies that offer competitive wages and benefits will attract employees, regardless of the unemployment rate.

PRODUCTION OCCUPATIONS AND INDUSTRY TRENDS IN REGION

Production labor tends to be shared by the manufacturing industry (including agriculture and food processing), construction, oil & gas, warehousing, and transportation. As of Q4 2018 the Weld County **unemployment rate is 2.7%, however the unemployment rate for general production labor is approximately 7%**. While the oil & gas industry has a strong presence in the region, the manufacturing industry leads Weld County's top employers. Agriculture and food processing are key industries in Weld's diverse economy. Historically, Weld County has enjoyed a lower cost of living than surrounding areas, which supports the **strong blue-collar workforce**. As the production labor market tightens, Employment Services of Weld County and Aims Community College work alongside businesses to help train and retrain existing workers and educate the future labor force in the trades. With a variety of production-employment opportunities available to workers in the region, **a company's culture and employee benefits are key in the attraction of workers**. Providing 4-day work weeks, flex days, and the observation of holidays are examples of additional employee benefits.

ATTRIBUTES OF THE SOUTH WELD LABOR SHED

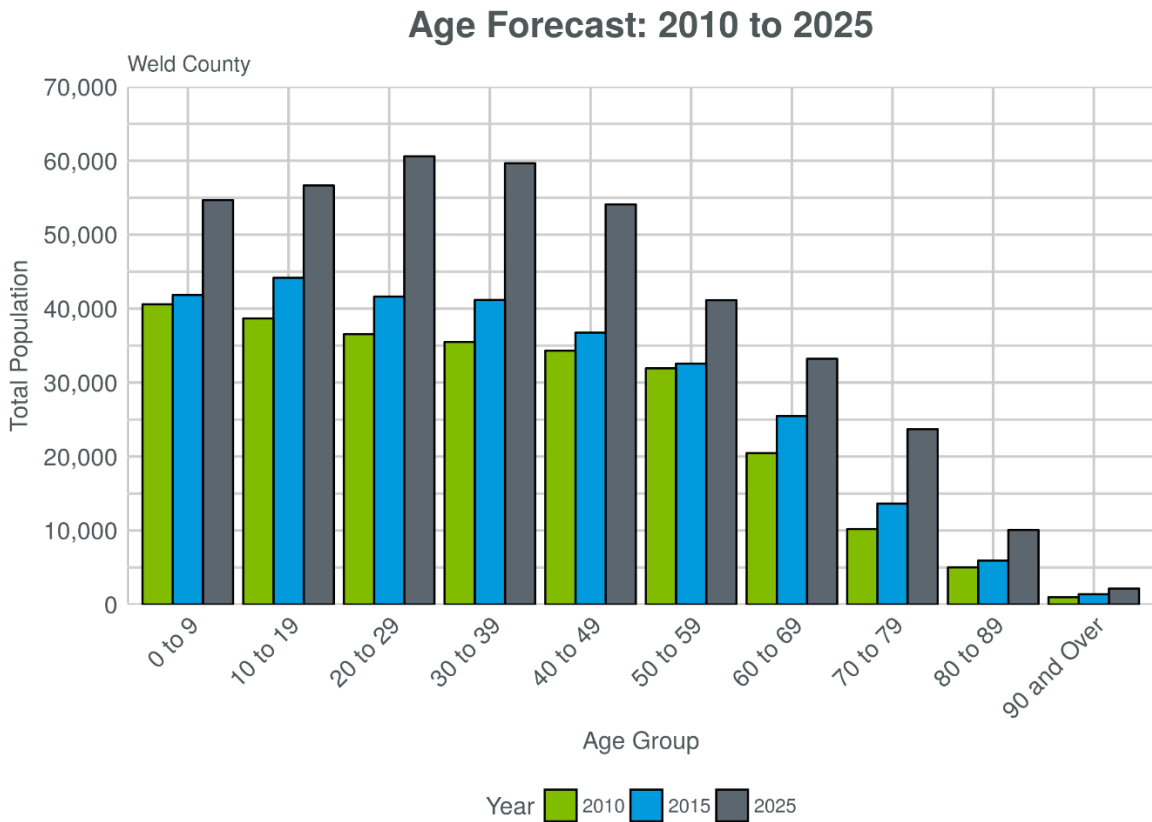
The South Weld labor shed is situated in south west Weld County, in the Northern Colorado region. Proximity to major highways, as well as the I-25 corridor facilitates a **regional workforce**. Labor force participation has increased since 2016, which is a product of a healthy job market. Commuting patterns for Weld County indicated that the workforce is not averse to traveling for work, with the **average commute time at 27 minutes**. The South Weld labor shed has **great transportation accessibility for the local workforce** and is able to take full advantage of the Boulder and Denver labor pools.

The labor shed is defined by a 25-mile radius around the intersection of I-25 and Highway 52. **High density employment centers** are dark green on the following labor shed map, indicating strong concentrations of manufacturing labor. Over the past 5 years, job growth in Weld County has increased by 18.2%, outpacing the national growth rate by 10.4%.

Regional Population & Growth

Area	2014 Population	2019 Population	Change	% Change
Weld County	275,590	318,993	43,403	16%
Boulder County	312,461	329,010	16,549	5%
Colorado	5,342,314	5,761,545	419,231	8%
Nation	318,622,518	330,162,148	11,539,630	4%

Source: Emsi Q1 2019 Data Set- County Demographics

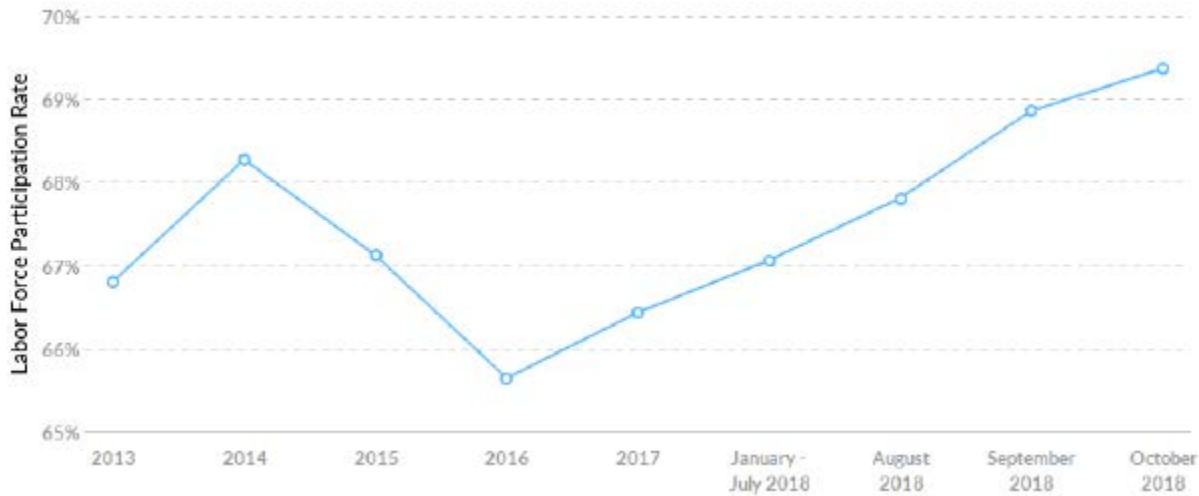


Source: State Demography Office, Print Date: 09/12/2018

As the region’s population continues to grow, in-migration of young individuals will contribute to the growing labor force.



Regional Labor Force Participation

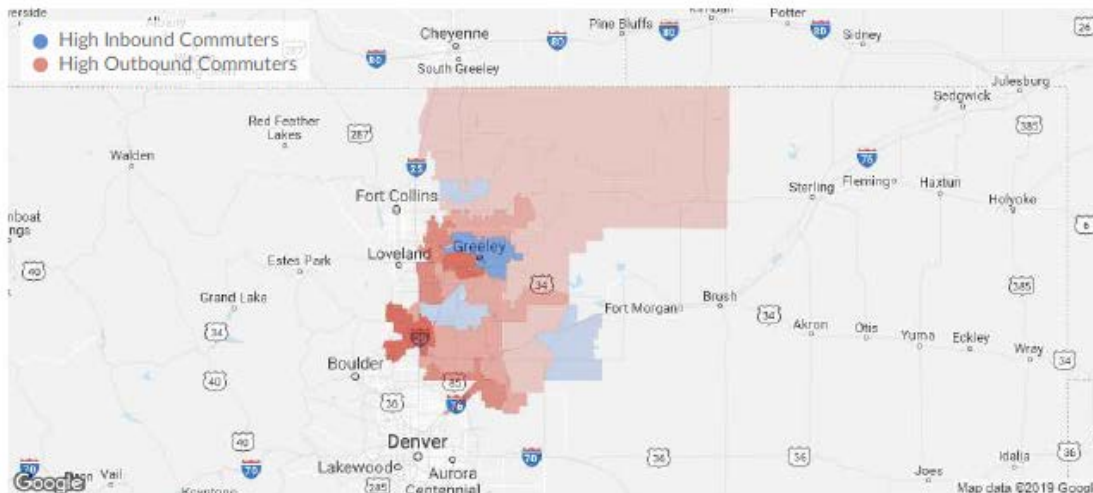


Source: Emsi Q1 2019 Data Set- Weld Economy Overview

Regional Commuting Workforce

Place of Work vs Place of Residence

Understanding where talent in Weld County, CO currently works compared to where talent lives can help you optimize site decisions. For example, the #1 ranked ZIP for employment ranks #3 for resident workers. The top ZIP for resident workers is 80634.



Where Talent Works

ZIP	Name	2018 Employment
80631	Greeley, CO (in Weld c...	31,711
80634	Greeley, CO (in Weld c...	19,859
80504	Longmont, CO (in Weld...	13,128
80550	Windsor, CO (in Weld ...	13,122
80621	Fort Lupton, CO (in W...	5,420

Where Talent Lives

ZIP	Name	2018 Workers
80634	Greeley, CO (in Weld c...	34,331
80504	Longmont, CO (in Weld...	30,024
80631	Greeley, CO (in Weld c...	25,657
80550	Windsor, CO (in Weld ...	18,417
80620	Evans, CO (in Weld co...	13,817

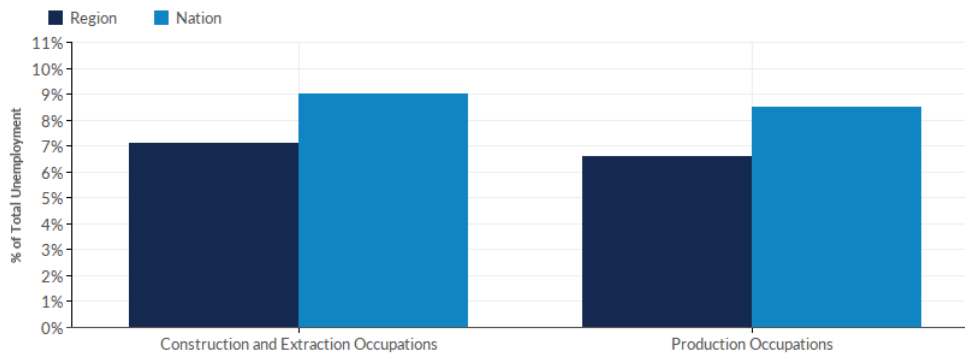
Source: Emsi Q1 2019 Data Set, Weld County Economy Overview



Unemployment for Manufacturing Occupations in Region

37,842

Total Unemployment (10/2018)



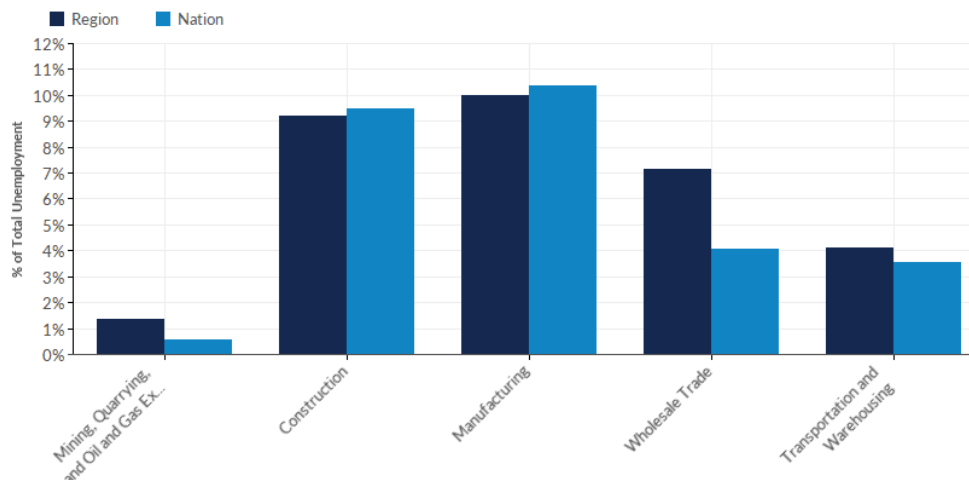
SOC	Occupation	Unemployed (10/2018)	% of Regional Unemployment	% of National Unemployment
47-0000	Construction and Extraction Occupations	2,695	7%	9%
51-0000	Production Occupations	2,500	7%	8%

Source: Emsi Q1 2019 Data Set, 2 Occupations in Weld, Larimer, Broomfield, Boulder, Denver, and Adams Counties

Unemployment of Production Industries in the Region

37,842

Total Unemployment (10/2018)



NAICS	Industry	Unemployed (10/2018)	% of Regional Unemployment	% of National Unemployment
21	Mining, Quarrying, and Oil and Gas Extraction	505	1%	1%
23	Construction	3,486	9%	9%
31	Manufacturing	3,778	10%	10%
42	Wholesale Trade	2,712	7%	4%
48	Transportation and Warehousing	1,555	4%	4%

Source: Emsi Q1 2019 Data Set, 5 Industries in Weld, Larimer, Broomfield, Boulder, Denver, and Adams Counties



Top Weld County Employment Industries & Employment Competition

The highlighted industries and companies below compete for production labor.

NAICS	Description	2014 Jobs	2019 Jobs	2014 - 2019 Change	2014 - 2019 % Change	2019 Location Quotient	Avg. Earnings Per Job
90	Government	16,582	18,377	1,795	11%	0.95	\$51,047
31	Manufacturing	11,983	14,049	2,066	17%	1.40	\$63,175
23	Construction	11,986	13,799	1,813	15%	1.93	\$64,308
44	Retail Trade	9,650	11,214	1,564	16%	0.86	\$36,477
62	Health Care and Social Assistance	8,950	10,698	1,748	20%	0.65	\$54,850
21	Mining, Quarrying, and Oil and Gas Extraction	8,474	8,902	428	5%	16.84	\$103,450
72	Accommodation and Food Services	7,163	8,749	1,586	22%	0.78	\$19,820
56	Administrative and Support and Waste Management and Remediation Services	6,801	6,904	103	2%	0.85	\$40,112
11	Agriculture, Forestry, Fishing and Hunting	6,292	6,420	128	2%	4.26	\$44,011
81	Other Services (except Public Administration)	4,501	5,841	1,340	30%	0.95	\$31,775
48	Transportation and Warehousing	4,130	4,630	500	12%	0.99	\$71,131
42	Wholesale Trade	4,099	4,405	306	7%	0.93	\$80,131
54	Professional, Scientific, and Technical Services	3,263	4,015	752	23%	0.48	\$66,747
52	Finance and Insurance	3,404	3,274	(130)	(4%)	0.63	\$73,223
53	Real Estate and Rental and Leasing	1,680	2,082	402	24%	0.96	\$52,926
55	Management of Companies and Enterprises	1,345	1,759	414	31%	0.95	\$152,050
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71	Arts, Entertainment, and Recreation	1,253	1,450	197	16%	0.64	\$24,091
61	Educational Services	850	1,255	405	48%	0.38	\$29,398
51	Information	723	857	134	19%	0.36	\$69,850
22	Utilities	328	412	84	26%	0.92	\$128,768

Source: Emsi Q1 2019 Data Set, Weld County Industry Table

Ten Largest Employers in Weld County

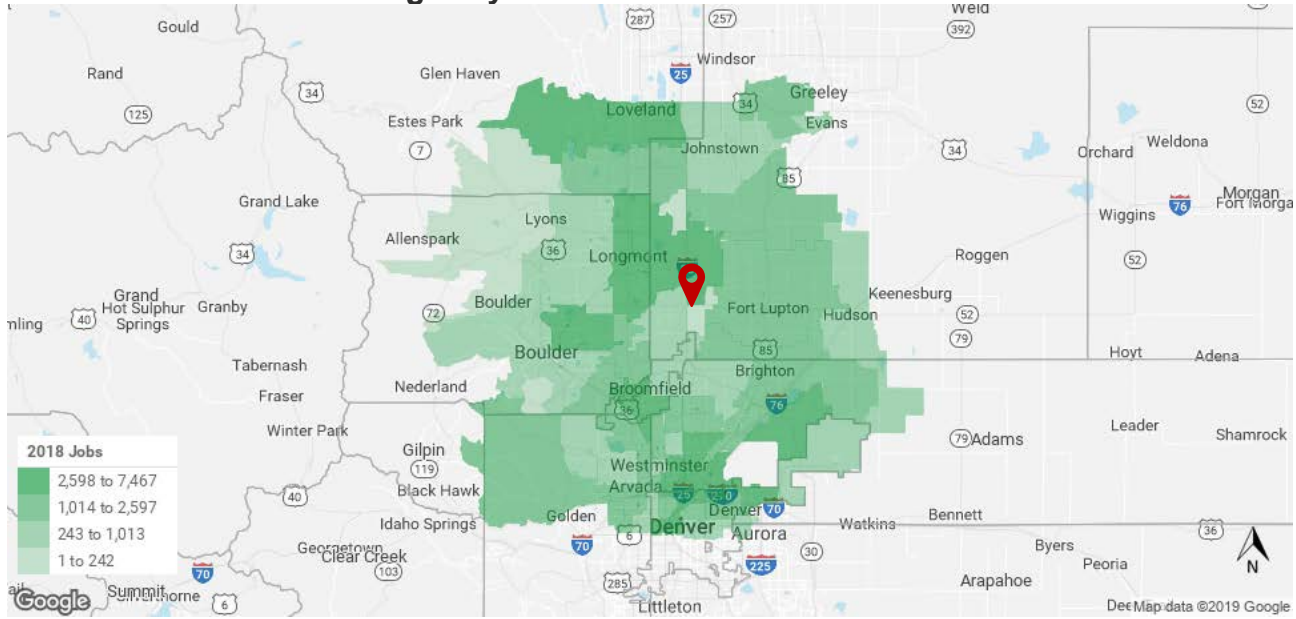
Company Industry	Industry	Local Employees
JBS USA & Affiliates	Beef Processing/Corporate Office	4,590
Banner Health: North Colorado Medical Center	Healthcare	3,560
Vestas	Wind Turbine Manufacturing	2,270
State Farm Insurance Companies	Insurance	1,200
Halliburton Energy Services, Inc.	Oil & Gas Development	1,030
TTEC (Formerly TeleTech)	Financial Services Support	620
Aurora Organic Dairy	Dairy Product Production	550
Anadarko Petroleum	Oil & Gas Development	520
Noble Energy	Oil & Gas Development	500
Leprino Foods	Cheese & Dairy Foods Manufacturing	450

Source: Development Research Partners, May 2018; Colorado State Demography Office, Upstate Colorado Economic Development, 12/2018



South Weld County Labor Shed

25 Mile Radius of I-25 & Highway 52



Source: Emsi Q1 2019 Data Set- Workforce Availability for Production & Construction and Extraction Occupations in 108 Zip

Manufacturing Occupations

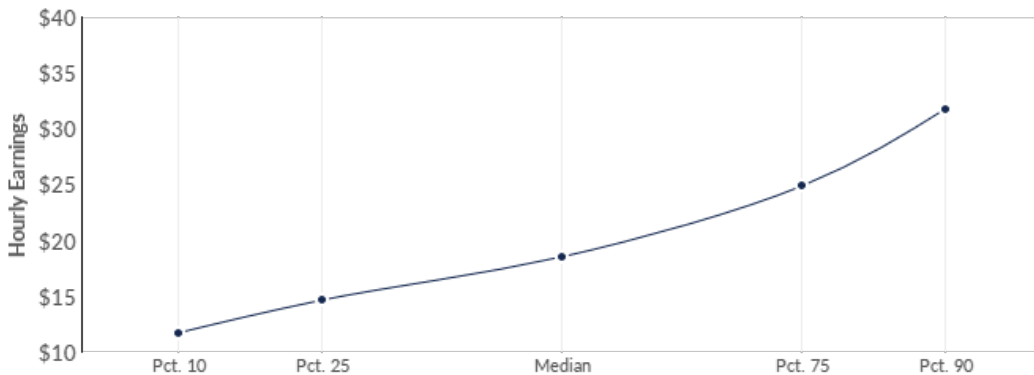
25 Mile Radius of I-25 & Highway 52

108,465	0.97	\$18.52/hr	2,305
Jobs	Concentration	Median Earnings	Educational Completions
Jobs increased by 15,563 over the last 5 years. Projected to increase by 11,413 over the next 5 years.	Regional job concentration is 0.97 times the national job concentration.	Regional median earnings are \$1.19/hr above the national median earnings of \$17.33/hr.	Related educational completions are produced by 12 institutions in the region.

Manufacturing Wage Scales

25 Mile Radius of I-25 & Highway 52

\$20.65/hr	\$14.65/hr	\$18.52/hr	\$24.86/hr
Average Earnings	25th Percentile Earnings	Median Earnings	75th Percentile Earnings



Source: Emsi Q1 2019 Data Set- 2 Occupations (47 & 51 SOC) in 108 Zip, Workforce Availability

