Weld County, Colorado
North Weld Labor Shed

Workforce Availability
Production Labor

April 2021
EMSI

Employment Services of Weld County

315B North 11th Avenue
Greeley, Colorado 80631

822 7th Street, Suite 550
Greeley, Colorado 80631

North Weld Labor Shed Summary

KEY TAKEWAYS

- 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 Highway 34 and Highway 257.
- The region's workforce is willing and accustom to commuting by car, with the average commute time at 27 minutes.
- The median wage for manufacturing occupations (SOC 47 & 51) is $20.84 an hour.
- The unemployment rate for general manufacturing labor is approximately 10%.

POPULATION GROWTH IN REGION

Weld County is the 6th fastest growing MSA in the nation. The current median age in Weld County is approximately 34 years old, which is 4 years younger than the national median age. By 2025, the 20-39 age cohort is expected to be the largest age group as the population grows by an estimated 80,691 individuals. As of April 2021, the unemployment rate for general production labor is approximately 10%, vs. an unemployment rate of 8% in February of 2019. It is likely that this increase can be attributed to the increase in the general unemployment rate due to COVID-19. High in-migration contributes to a growing workforce but the low unemployment rates in Northern Colorado can make finding and retaining 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 Q1 2021 the Weld County **unemployment rate is 7.2%, however the unemployment rate for general production labor is approximately 10%.** The oil & gas industry has a strong presence in the region and the production sector 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**. The professional, scientific, and technical services industry is growing quickly and helps to strengthen the production sector. 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 pay, culture and employee benefits are key in the attraction and retention of workers**. Providing 4-day work weeks, flex days, and the observation of holidays are examples of additional employee benefits.

ATTRIBUTES OF THE NORTH WELD LABOR SHED

The North Weld labor shed is situated in northwest Weld County and central Northern Colorado. Proximity to major highways, as well as the I-25 corridor facilitates a **regional workforce**. 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 North Weld labor shed has **great transportation accessibility for the local workforce**, with access to I-25, HWY 34, HWY 257, HWY 392 and HWY 85. The Greeley/Evans Transit (GET) offers a **regional transit route** connecting Greeley, Windsor, and Fort Collins and began operations in January of 2020.

The labor shed is defined by a 25-mile radius around the intersection of Highway 34 and Highway 257. **High density employment centers** are dark green on the following labor shed map (page 7), indicating strong concentrations of manufacturing labor. Over the past 5 years, job growth in Weld County has increased by 8.7%, outpacing the national growth rate by 7.4%.

COVID-19

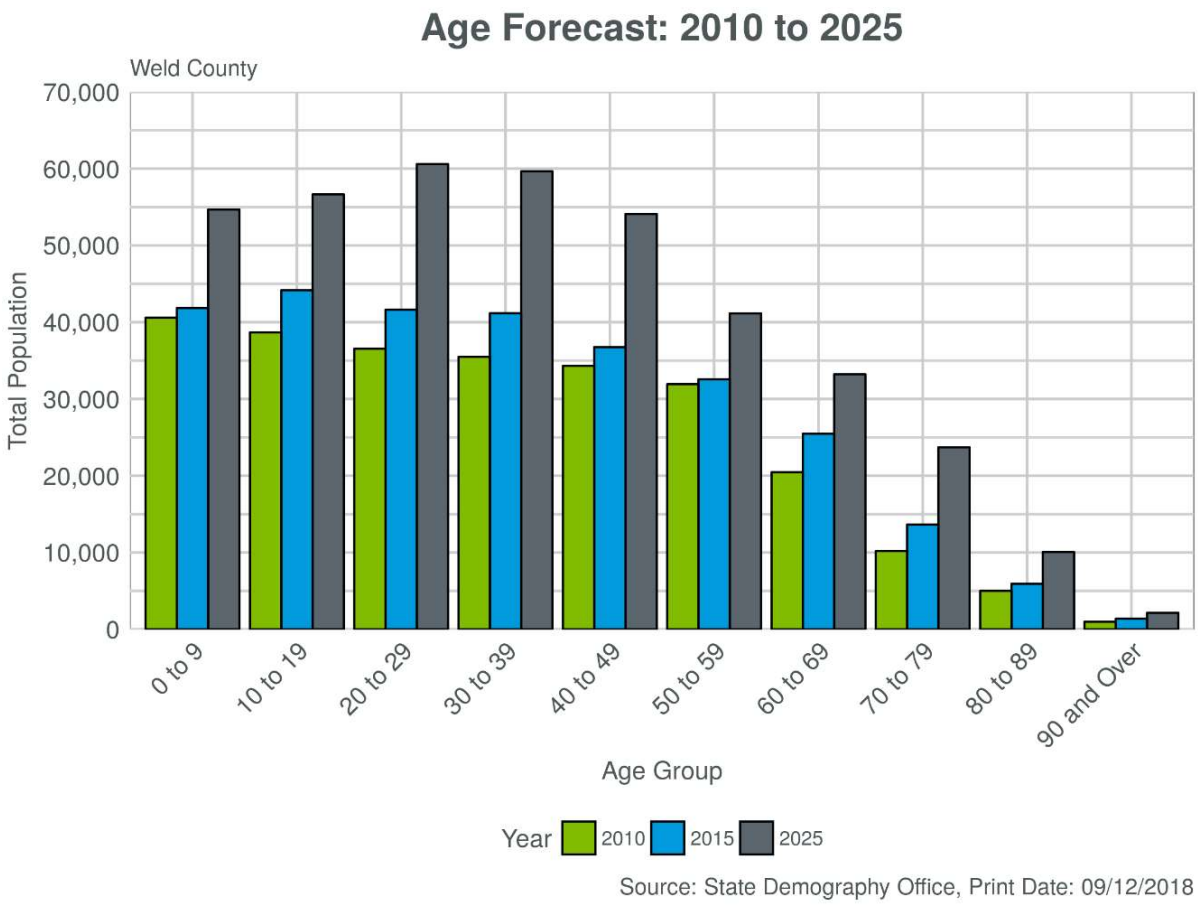
Production occupations were especially vulnerable to COVID-19 impacts given that the bulk of its workforce is employed in on-site jobs that cannot be done remotely. Supply chain disruptions and an increased unemployment rate will be key factors of a changed manufacturing landscape as the pandemic subsides.

Regional Population & Growth

Area	2016 Population	2021 Population	Change	% Change
Weld County	295,712	346,799	51,087	17%
Larimer County	338,984	370,911	31,927	9%
Colorado	5,539,215	5,940,296	401,081	7%
Nation	322,941,311	332,894,875	9,953,564	3%

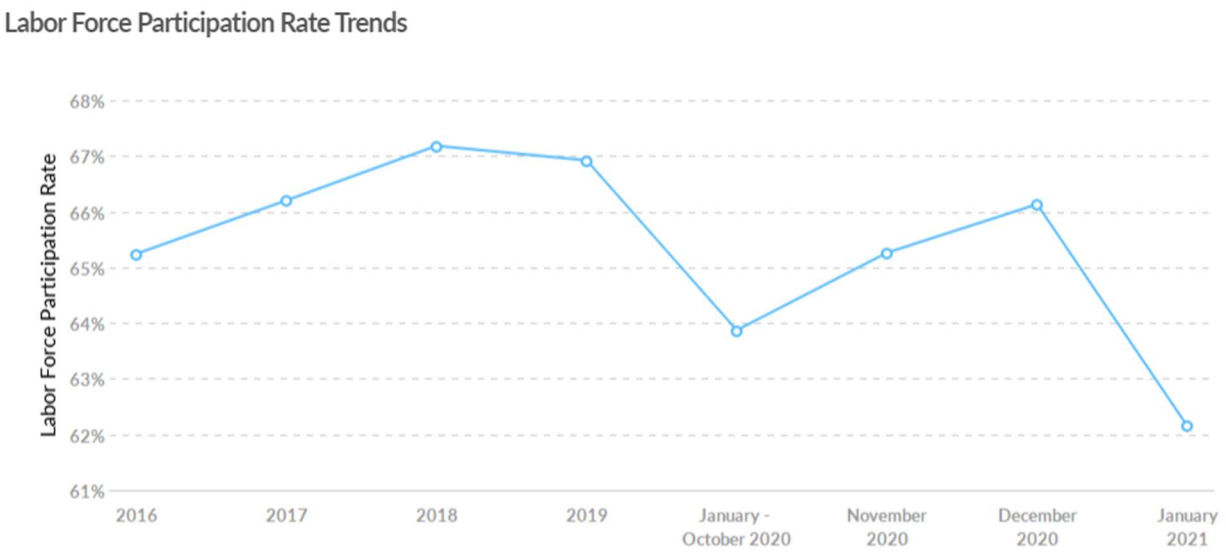
Source: Emsi Q2 2021 Data Set- County Demographics

The North Weld County labor shed attracts its workers from a multi-county region consisting primarily of citizens from Weld County and Larimer County.



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

Regional Labor Force Participation

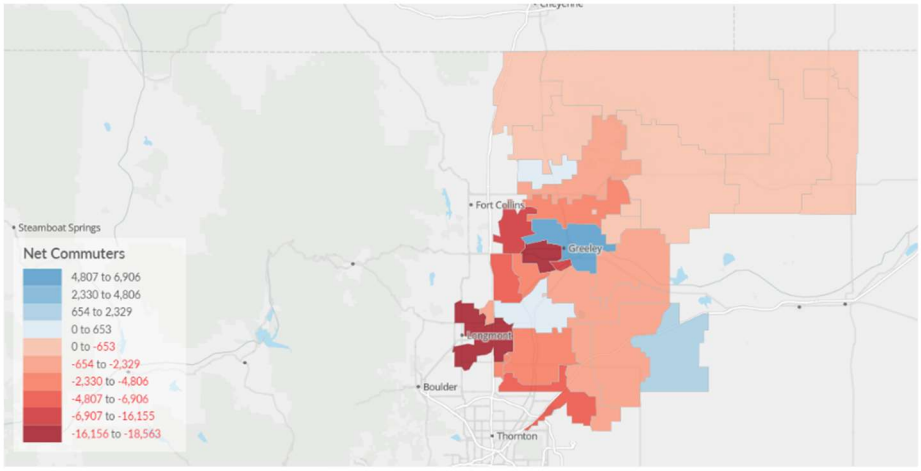


Source: Emsi Q2 2021 Data Set- Weld Economy Overview

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	2020 Employment
80631	Greeley, CO (in Weld county)	32,903
80634	Greeley, CO (in Weld county)	21,052
80504	Longmont, CO (in Weld county)	13,877
80550	Windsor, CO (in Weld county)	13,241
80621	Fort Lupton, CO (in Weld county)	5,452

Where Talent Lives

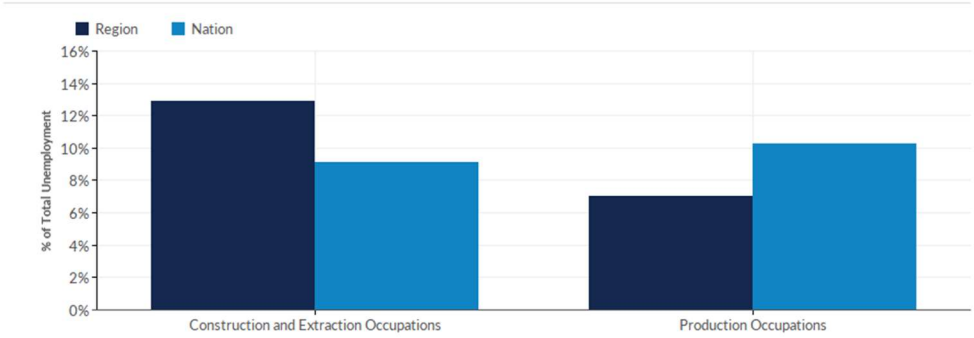
ZIP	Name	2020 Workers
80634	Greeley, CO (in Weld county)	37,208
80504	Longmont, CO (in Weld county)	32,440
80631	Greeley, CO (in Weld county)	26,984
80550	Windsor, CO (in Weld county)	20,570
80620	Evans, CO (in Weld county)	10,590

Source: Emsi Q2 2021 Data Set, Weld and Larimer Counties Economy Overview

Unemployment of Manufacturing Occupations in the Region

36,598

Total Unemployment (1/2021)



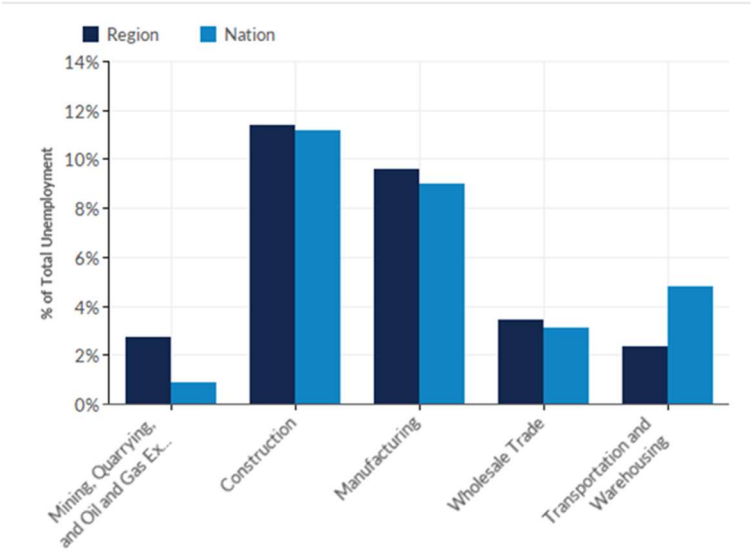
SOC	Occupation	Unemployed (1/2021)	% of Regional Unemployment	% of National Unemployment
47-0000	Construction and Extraction Occupations	4,710	13%	9%
51-0000	Production Occupations	2,571	7%	10%

Source: Emsi Q1 2021 Data Set, 2 Occupations in Weld, Larimer, and Boulder Counties

Unemployment of Production Industries in the Region

36,598

Total Unemployment (1/2021)



NAICS	Industry	Unemployed (1/2021)	% of Regional Unemployment	% of National Unemployment
21	Mining, Quarrying, and Oil and Gas Extraction	988	3%	1%
23	Construction	4,157	11%	11%
31	Manufacturing	3,505	10%	9%
42	Wholesale Trade	1,257	3%	3%
48	Transportation and Warehousing	863	2%	5%

Source: Emsi Q1 2021 Data Set, 5 Industries in Weld, Larimer, and Boulder Counties

Top Weld County Employment Industries & Employment Competition

The highlighted industries and companies below compete for production labor.

NAICS	Description	2016 Jobs	2021 Jobs	2016 - 2021 Change	2016 - 2021 % Change	2021 Location Quotient	Avg. Earnings Per Job
90	Government	17,475	18,988	1,513	9%	0.96	$55,466
31	Manufacturing	13,748	14,655	907	7%	1.44	$68,932
23	Construction	11,276	14,678	3,403	30%	1.94	$72,625
44	Retail Trade	10,740	11,499	759	7%	0.91	$41,934
62	Health Care and Social Assistance	9,899	10,598	699	7%	0.61	$59,710
72	Accommodation and Food Services	7,910	8,484	574	7%	0.87	$22,738
11	Agriculture, Forestry, Fishing and Hunting	6,536	6,837	301	5%	4.29	$57,145
56	Administrative and Support and Waste Management and Remediation Services	6,458	6,789	332	5%	0.86	$47,798
21	Mining, Quarrying, and Oil and Gas Extraction	5,552	6,875	1,323	24%	14.23	$118,021
81	Other Services (except Public Administration)	5,484	6,664	1,180	22%	0.98	$35,600
42	Wholesale Trade	4,082	4,514	432	11%	0.95	$81,639
48	Transportation and Warehousing	3,866	4,786	920	24%	0.90	$77,396
54	Professional, Scientific, and Technical Services	3,587	4,699	1,112	31%	0.52	$81,617
52	Finance and Insurance	3,432	3,277	(155)	(5%)	0.59	$85,398
53	Real Estate and Rental and Leasing	1,772	1,995	223	13%	0.89	$68,168
55	Management of Companies and Enterprises	1,443	2,040	597	41%	1.06	$162,390
71	Arts, Entertainment, and Recreation	1,440	1,288	(152)	(11%)	0.66	$30,340
61	Educational Services	1,045	1,344	299	29%	0.40	$31,734
51	Information	793	669	(124)	(16%)	0.28	$80,358
22	Utilities	348	465	117	34%	1.03	$140,883

Source: Emsi Q2 2021 Data Set, Weld County Industry Table

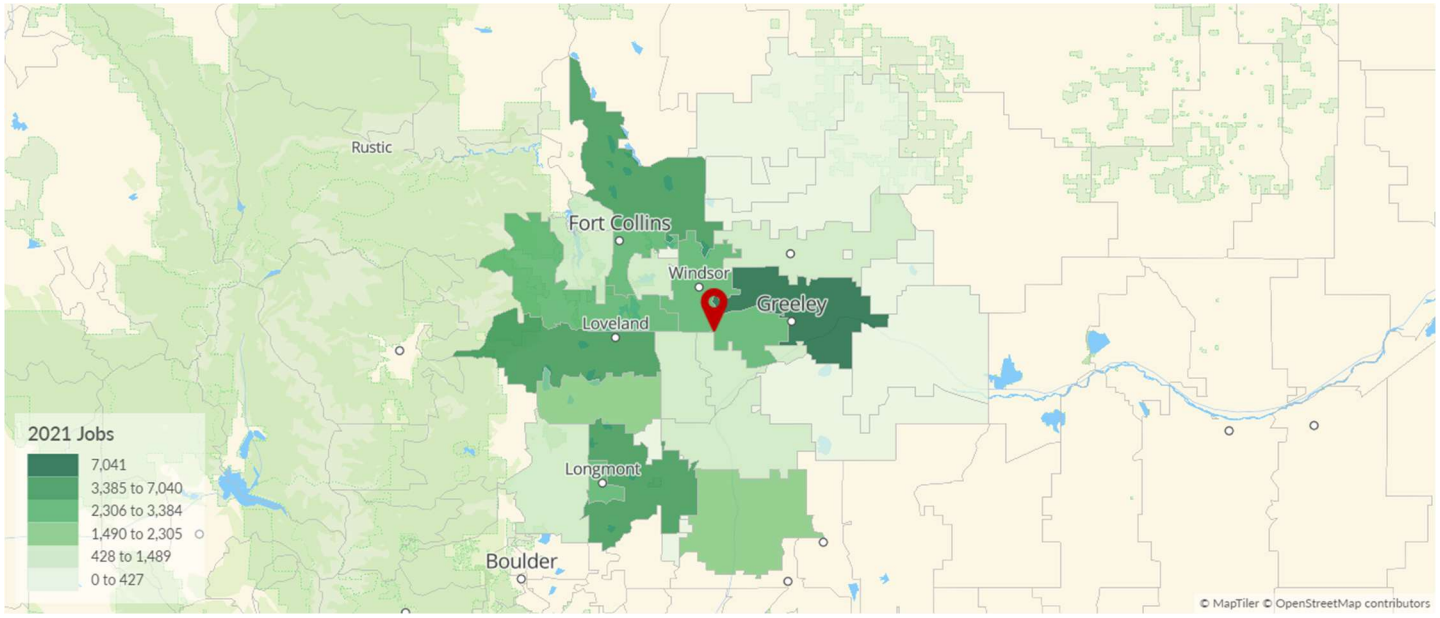
Ten Largest Employers in Weld County

Company Industry	Industry	Local Employees
JBS USA & Affiliates	Beef Processing/Corporate Office	6,000
Banner Health: North Colorado Medical Center	Healthcare	3,560
Vestas	Wind Turbine Manufacturing	2,710
Halliburton Energy Services	Oil & Gas Development	1,200
UCHealth	Healthcare	1,060
State Farm Insurance Companies	Insurance	950
Leprino Foods	Cheese & Dairy Food Manufacturing	550
Colorado Premium Foods (K2D)	Food Manufacturing	550
McLane Company, Inc.	Food Distribution	460
JM Smucker Company	Food Manufacturing	450

Source: Development Research Partners, June 2020; Colorado State Demography Office, Upstate Colorado Economic Development, 06/2021

North Weld County Labor Shed

25 Mile Radius of Highway 34 & Highway 257



Source: Emsi Q2 2021 Data Set- Workforce Availability for Production & Construction and Extraction Occupations in 48 Zip

Manufacturing Occupations

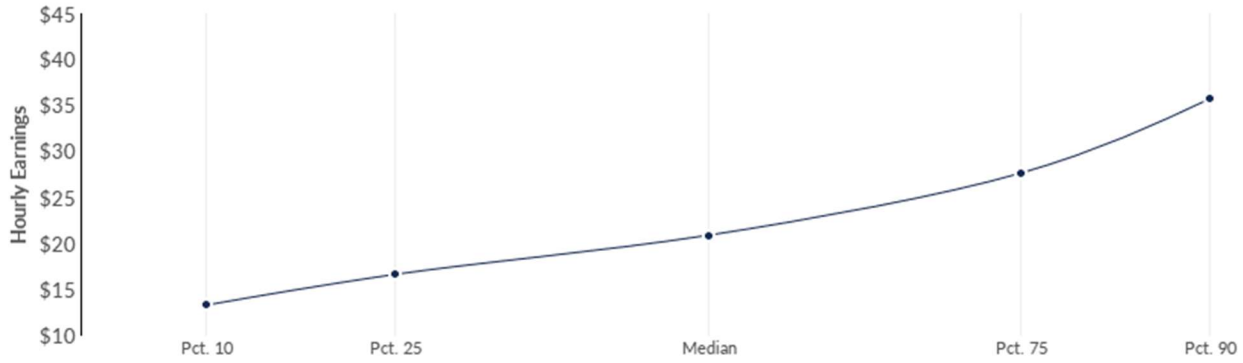
25 Mile Radius of Highway 34 & Highway 257

44,008	1.26	$20.84/hr	698
Jobs	**Concentration**	**Median Earnings**	**Educational Completions**
Jobs increased by 1,373 over the last 5 years. Projected to increase by 2,569 over the next 5 years.	Regional job concentration per capita is 1.26 times the national job concentration.	Regional median earnings are $1.29/hr above the national median earnings of $19.55/hr.	Related educational completions are produced by 3 institutions in the region.

Manufacturing Wage Scales

25 Mile Radius of Highway 34 & Highway 257

$23.24/hr	$16.59/hr	$20.84/hr	$27.61/hr
Average Earnings	25th Percentile Earnings	Median Earnings	75th Percentile Earnings



Occupation	Average Earnings	25th Percentile Earnings	Median Earnings	75th Percentile Earnings
Construction and Extraction Occupations (47-0000)	$24.70	$17.80	$22.79	$29.33
Production Occupations (51-0000)	$21.42	$15.46	$18.87	$24.61

Source: Emsi Q2 2021 Data Set- 2 Occupations (47 & 51 SOC) in 48 Zip, Workforce Availability