

Workforce Supply & Match

KEY PERFORMANCE MEASURES

- *Size of valley workforce; top job occupations*
- *Unemployment rate by age*
- *Median pay per employee by peer county*
- *% households housing cost burdened (owners/renters)*
- *Workforce commuter costs bus vs drive alone*
- *Employer purchased bus passes (by type and season)*

Desired Outcome: A sufficient supply of well-qualified workers is available to Aspen businesses. Local schools and colleges, locally-held training programs, and other professional development venues compliment Aspen's resort economy and provide the opportunities needed for potential, existing, and returning employees to hone their skills and knowledge. Employer support of training opportunities is strong, and wages are competitive with other resorts on a total-cost-of-living basis, leading to high retention rates in key job classes. Workers who must live down-valley have the ability to commute to Aspen jobs via excellent transportation options and reasonable commute costs and times.

Learn more about [Workforce Supply & Match](#) as a key economic sustainability theme for the community.

Size of valley workforce

What is it? Why is it important?

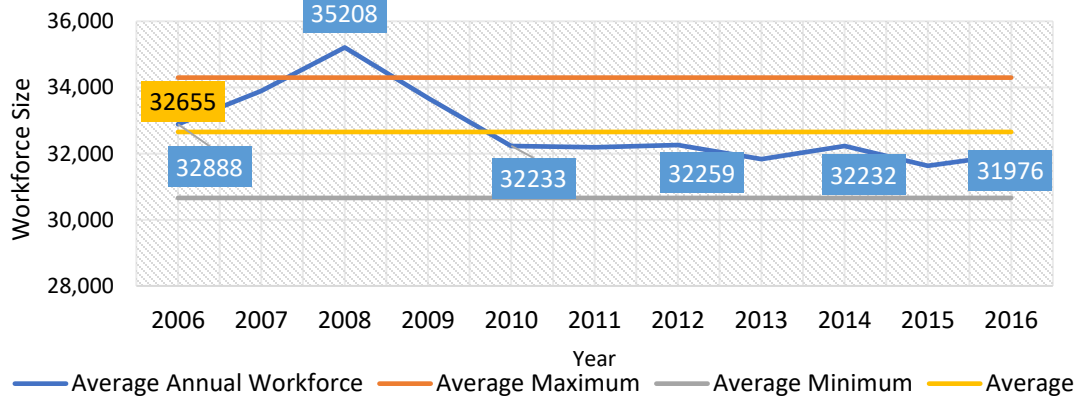
The Roaring Fork Valley is one of the most prosperous regions in Colorado and the U.S. It is also one of the most populous and economically vital areas of the Colorado Western Slope.¹ The Valley includes the communities of Aspen, Snowmass Village, Basalt, Carbondale, Glenwood Springs, among others. The economic engine of the valley is the Aspen/Snowmass recreational skiing complex which directly or indirectly drives the related tourism, hospitality, retail, construction, real estate, professional service and property maintenance industries. Other activities and cultural events such as the *Aspen Ideas Festival*, *Aspen Music Festival*, *Aspen Food & Wine Festival* attract visitors in peak summer months and year-round. The right number of employees with the right capabilities and qualities is critical in supporting Aspen's tourist based economy with residents and visitors from around the world and high service standards.



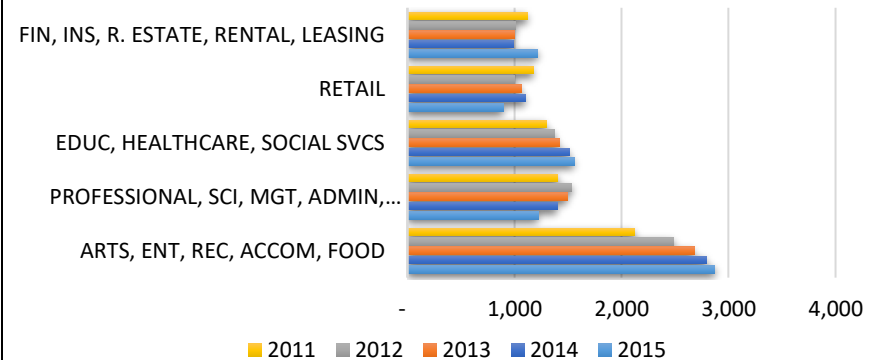
What does the data/trend say?

As depicted in Figure 1 below the average size of the Valley workforce is approximately 32,655 employees. There was a peak in workforce size (up to 35,208) in 2008/2009 with a rapid decrease to about the average during the financial downturn.² By 2016 the total size of the workforce has declined to 31,976 from pre-crisis levels. Per the *Labor Force Statistics from the Current Population Survey*, the US civilian labor force shrank from 154,655 (in thousands) in 2008 to 153,111 (in thousands) in 2009. By 2012 the civilian workforce rebounded above pre-crisis levels at 155,557 (in thousands).³ Pitkin County's Top 5 Occupations during the period from 2011-2015 are represented in Figure 2 below. These are consistent with the primary activities of a tourist based economy described above. Consistently the "Arts, Entertainment, Recreation, Accommodation, and Food" occupational category made the top of the list.⁴

Figure 1. Average Annual Valley Workforce Size (2006-2016)



Pitkin County's Top Occupations (2011-2015)



Targets

A target for this measure has not been set by Council. The historical data (2006-2016) generates an average valley workforce size of 32,655.

Data Sourcing & Considerations

The monthly workforce numbers for the Roaring Fork Valley were assembled by the Colorado Department of Labor. The demographic data was aggregated for each of the towns within the valley boundary. To have comparative data year on year it is important to query the data source in the same manner. It should be noted that the data obtained this year slightly varied for the years 2012-2015. The US data was sourced from the Bureau of Labor Statistics (2006 – 2016). Data should be queried as per the research protocol or may vary. For occupation data, an error was found and corrected from last year's release.

Sources: [1] About Aspen Location. Web. April/July 2016. https://en.wikipedia.org/wiki/Aspen,_Colorado. [2] Colorado Department of Labor. See emails from D. Johnson April/May 2016. [3] Census/Bureau of Labor Statistics. Web. June 2016. <http://data.bls.gov/timeseries/LNS11000000>. [4] US Census Bureau. 2015. https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_5YR_S2405&prodType=table. [5] Babbie, Sheila. 2016.

Unemployment rate by age group

What is it? Why is it important?

The unemployment rate represents the number of unemployed people as a percentage of the civilian labor force. Unemployment is the total number of individuals 16 years and older actively seeking a job who do not currently have one. Unemployment by age means the rate by age group as established by the American Community Survey. Pitkin data represents averaged rates from Aspen, Snowmass Village, Woody Creek, Redstone, and Basalt. Local unemployment rates lend key insight into the state of the area economy more broadly and health of the job market more specifically. Unemployment results in loss of jobs and income. This adversely impacts the economic viability of households and economy more broadly with decreased consumption and reinvestment in the community. High unemployment in the community effects worker employability, service levels, general attraction, and well-being.



What does the data/trend say?

Averaged annual unemployment rates for Aspen and Pitkin County (Figure 1). Percentage of Unemployment by age (Figure 2). To provide a baseline of comparison, averages over 2009 to 2015 are indicated for all rates. The Aspen unemployment rate averaged at 5.1% per year, while the averaged Pitkin unemployment rate was 5.6% from 2009-2015. Both rates increased from 2010 to 2012. Since 2012, the Aspen and Pitkin rates converged and remained relatively consistent with one another. A significant majority of unemployment in Aspen is for ages 65-74 at nearly 30% per year (Figure 2).

Figure 1. Aspen vs. Pitkin Unemployment Rate (2009-2015)

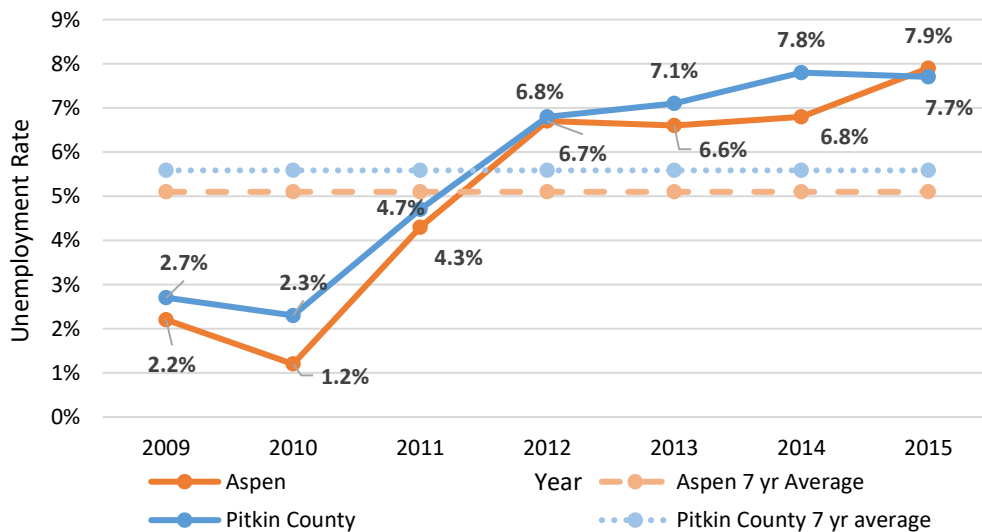
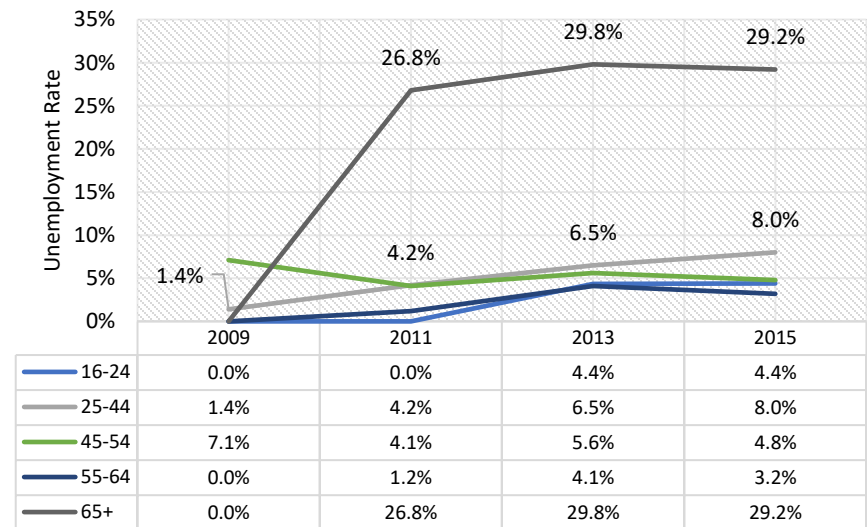


Figure 2. Unemployment by Age Group (2009-2015)



Targets

A target for this measure has not been set by Council. The historical data (2006-2016) generates an average unemployment rate of 5.1% (Aspen) and Pitkin County (5.6%).

Data Sourcing & Considerations

Unemployment rate data for Aspen and Pitkin County was sourced from the American Community Survey (ACS).¹ ACS data for Aspen and Pitkin are not available for years prior to 2009.

Sources: [1] American FactFinder, n.d. Web. May 2017. <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml/>. [2] Colorado Department of Labor and Employment. Workforce Center. 2017. Web. <https://www.colorado.gov/pacific/cdle/wfc>. [Photo] Babbie, Sheila. 2016.

% of households housing cost burdened (owners/renters)

What is it? Why is it important?

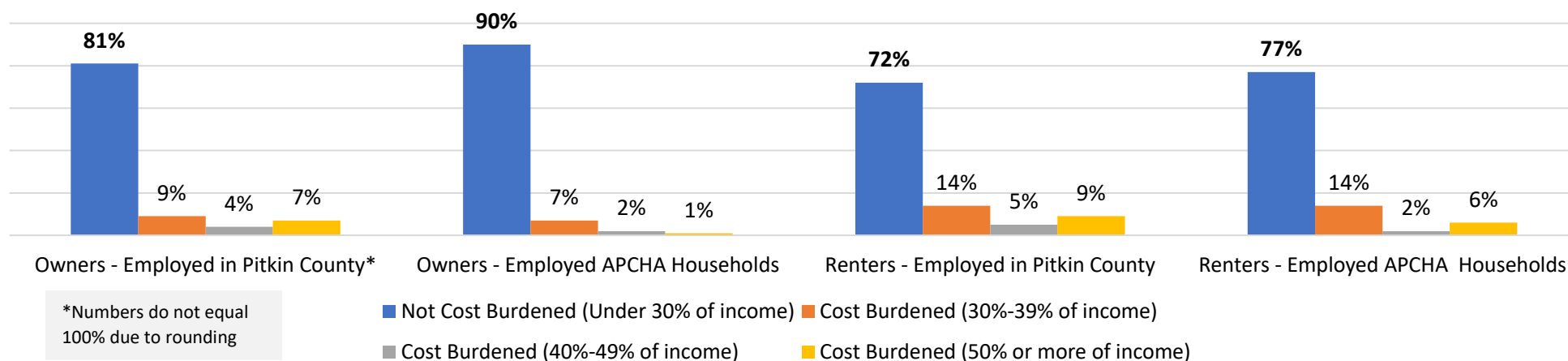
This measure is defined as households employed in Pitkin County and APCA employed households that are housing cost burdened. The US Department of Housing and Urban Development (HUD) defines housing costs above 30% of one's annual income as housing cost burdened.¹ HUD housing costs include rent or mortgage, and PITI+HOA fees. Households are *severely cost-burdened* when housing costs comprises 50% or more of gross income.² From an economic sustainability perspective, disproportionate housing costs can present a burden for the workforce, households, and individuals which limits spending on other living costs (necessities). APCA "exists to help people who work within Pitkin County seeking home ownership or long and short-term rental opportunities, and who would not otherwise have the opportunity to build a life as part of our community."³



What does the data/trend say?

The Aspen/Pitkin employee housing program has 2,967 units including those for sale and rent.⁴ The program applies to full-time employees working in Pitkin County and who meet the income and asset guidelines. There is an ongoing demand for affordable housing in the Aspen community that exceeds supply. As demonstrated in Figure 1 below, approximately 20% of owners employed in Pitkin County and 10% of owners employed APCA households are housing cost burdened. As for rental properties, approximately 28% of Pitkin County employed households and 23% of employed APCA households are burdened with costs more than 30% of their income.⁵

Figure 1. Employed Households Housing Cost Burdened - Owners & Renters



Targets

A target for this measure has not been set by Council.

Data Sourcing & Considerations

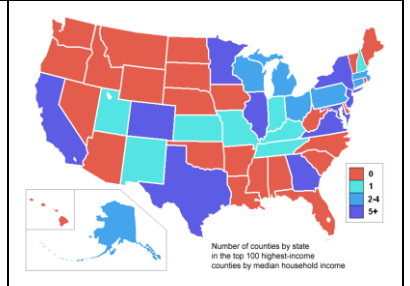
This data was sourced from the APCA's Policy Study (February, 2016), p. 39. The first series of numbers do not equal 100% due to rounding. Note that there is an inherent shortage within price-capped markets, including APCA.

Sources: [1] US Housing & Urban Development website. Web. March 2016. http://portal.hud.gov/hudportal/HUD?src=/program_offices/comm_planning/affordablehousing. [2] Ibid. [3] APCA. Web. May/July 2016. <http://www.apcha.org/>. [4] Navigate LLC., Rees Consulting, WSW Consulting. Policy Study. Aspen/Pitkin County Housing Authority Affordable Housing Guidelines. p. 41. February 8, 2016. [5] Ibid. [Photo] Babbie, Sheila. 2016.

Annual wages per employee by peer county

What is it? Why is it important?

This measure compares the annual wages per employee in Pitkin County and five counties with peer resort communities. Per the Bureau of Labor Statistics, average annual wages per employee for any given industry are computed by dividing total annual wages by annual average employment.¹ When comparing annual wages per employees across locations there are many reasons for discrepancies in wages. This includes the type of role, employment conditions, and other benefits on offer. In terms of workforce supply & match, competitiveness on wages is important as it is often the primary factor that attracts workers to jobs in a place over another. If places like Aspen have highly competitive wages, it may attract a more suitable and stable workforce that meets the needs of its citizens, visitors, and businesses.



What does the data/trend say?

Figure 1 below displays comparative annual wages per employee for five peer counties. In 2015, Pitkin County (Aspen/Snowmass) had the highest annual wages reported at \$59,488. It is followed by Routt County (Steamboat Springs) at \$46,956 and Eagle County (Vail/Beaver Creek) at \$46,748. San Miguel County (Telluride) and Summit County (Breckenridge) are at the lower end of the range with \$37,284 and \$36,660, respectively.² Pitkin County annual average wage increased by approximately 29% from 2011 to 2015 which is likely attributed to a rebound in hiring and wages post the economic downturn in 2008/2009. Figure 2 lists the Colorado state minimum wage values for regular and tipped employees respectively. It shows the effective dates with the current year highlighted in yellow.

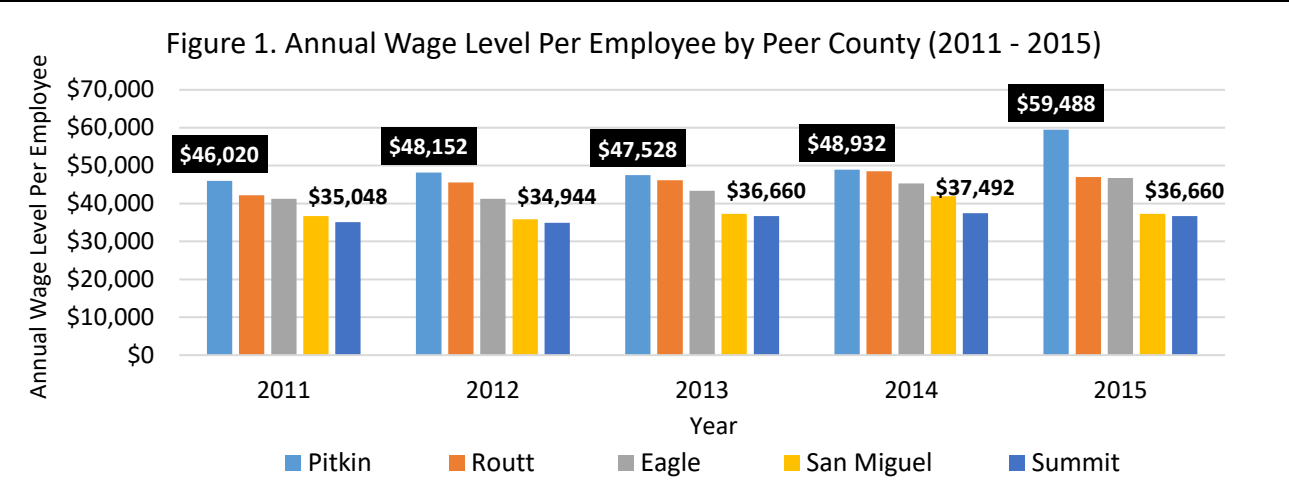


Figure 2. Colorado State Minimum Wage Per Hour

Effective Date	Minimum Wage	Tipped Employee Minimum Wage
January 1 2020	\$12.00	\$8.98
January 1 2019	\$11.10	\$8.08
January 1 2018	\$10.20	\$7.18
January 1 2017	\$9.30	\$6.28
January 1 2016	\$8.31	\$5.29
January 1 2015	\$8.23	\$5.29
August 8, 1998	\$5.15	\$2.13

As of January 1, 2017, employers in Colorado should pay their employees \$9.30 per hour under Colorado law.⁵

Targets

A target for this measure has not been set by Council. The historical data (2011-2015) generates an average Pitkin County annual wage per employee at \$50,224.

Data Sourcing & Considerations

This data was sourced from the Quarterly Census of Employment & Wages – Bureau of Labor Statistics by querying its QWEC database. Average annual wages per employee for any given industry are computed by dividing total annual wages by annual average employment. A further division by 52 yields average weekly wages per employee. Annual pay data is only approximate annual earnings, because an individual may not be employed by the same employer all year or may work for more than one employer at a time.⁴

Sources: [1] Bureau of Labor Statistics. Quarterly Census of Employment & Wages (2014). Web. July 2016. <http://www.bls.gov/cew/cewbultncur.htm#Wages> [2] Ibid. [3] Ibid. [4] Ibid. [5] Colorado Department of Labor and Employment/labor Laws/Minimum Wage. Web. July 2017. <https://www.colorado.gov/pacific/cdle/minimumwage>. Graphic of US Median Income Counties. Web. May/June 2016. https://en.wikipedia.org/wiki/List_of_highest-income_counties_in_the_United_States#/media/File:USA_highest_income_counties.PNG

Workforce cost of commuting by bus vs. drive alone commuting

What is it? Why is it important?

This measure is the average cost that a typical valley bus commuter would incur as a portion of Pitkin County’s average annual wage. This measure assumes a 30% discounted pass is purchased. The Roaring Fork Transportation Authority (RFTA) bus system provides public transit between Aspen and Glenwood Springs (and beyond). A large part of the workforce commute to and from work along this corridor every day. Since basic cost of living is relatively high in the Aspen area, it is important to provide affordable transportation and/or commuting options for the workforce. Commuting by bus reserves disposable income for other necessities in support of sufficient living standards. It also reduces traffic and emissions by less personal vehicles which is especially important during peak visitor seasons (winter/summer).



What does the data/trend say?

In these/this figure(s), commuting cost for a round trip flat rate fare to mid-valley was discounted by 30% to account for purchase of a value card.¹ Under these assumptions, the total average cost to commute by bus is \$2,100. From 2011-2015, the average annual wage per employee (Pitkin County) increased from \$46,020 (2011) to \$59,488 (2015).³ Meanwhile, daily bus fares remained the same over the period.² As depicted in Figure 1, by calculating the ratio between annual commuting cost (discounted) and annual average wage there appears to be a 1% decrease in the commuting cost burden (ratio) over the period. Figure 2 compares the 2015 commuting cost by bus to the annual round trip cost for drive alone commuting for Aspen/Carbondale and Aspen/Glenwood Springs routes, respectively.⁴ The 2015 AAA average of \$0.56 per mile was used for the fuel, maintenance, and insurance costs input in the calculator.⁵

Figure 1. Average Commuting Cost & Burden Based on Value Pass Discount (2011-2015)

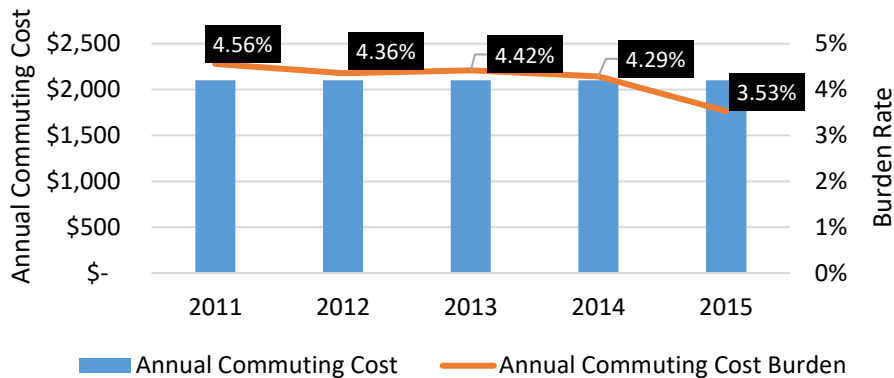
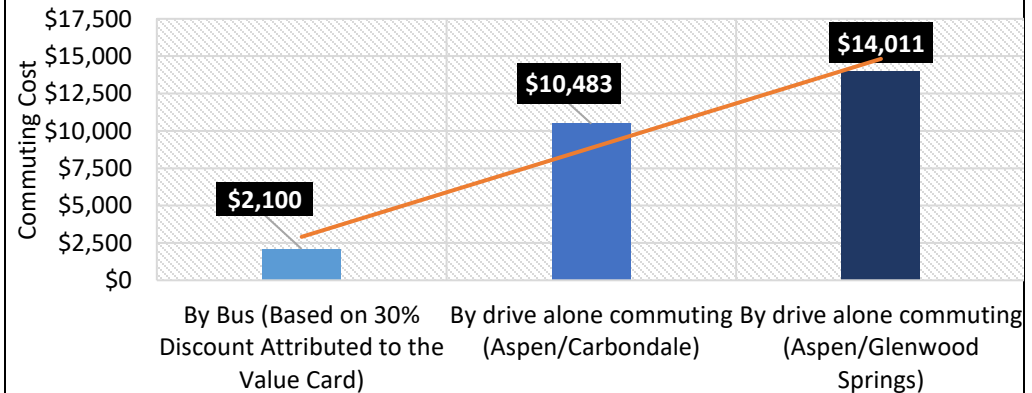


Figure 2. Comparative Annual Round Trip Commuting Costs (2015) by Bus (Carbondale) & Drive Alone Commuting (Roaring Fork Valley)



Targets

A target for this measure has not been set by Council. The historical data (2011-2015) generates an average cost burden of 4.23%.

Data Sourcing & Considerations

Data was sourced from RFTA, the City of Aspen Transportation Department, and the Census (Bureau of Labor Statistics), respectively. Different assumptions will change the typical commuter cost ratio/comparisons. The annual average wage (Pitkin County) was used instead of the median household income as believed to be more representative of the commuter population. However, further study of the “transit dependent” and “choice riders” is necessary to better understand how commuting costs and other factors such as time saved (avoiding traffic) are best leveraged to increase ridership.

Sources: [1] RFTA Rate Fares. See emails from M. Yang/D. Johnson (March–July 2016) [2] RFTA / CoA Transportation Department. See emails and meeting notes March – July 2016. [3] Bureau of Labor Statistics. Quarterly Census of Employment & Wages (2014). Web. <http://www.bls.gov/cew/cewbultnrcr.htm#Wages>. [4] Commute Cost Calculator, CoA Transportation Department Website/Carpool. Web. <http://www.rideshareonline.com/commuters/calculator.html>. Retrieved July 2016. [5] AAA. Your Driving Costs. 2013 Edition. p. 2. Web. July 2016. <http://exchange.aaa.com/wp-content/uploads/2013/04/Your-Driving-Costs-2013.pdf>. [Photo] Babbie, Sheila. 2016.

Employer purchased and subsidized zone bus passes (by season)

What is it? Why is it important?

The Roaring Fork Transit Authority (RFTA) allows area employers to purchase seasonal zone passes at a significant discount. Employers then offer these on to their employees for free or at a subsidized rate. In this measure, zone passes purchased by an employer is equated to passes used. This measure shows the total number of Aspen employers purchasing subsidized zone passes by season. This workforce benefit encourages employees to both commute to and from work by bus and reduce individual car trips. Additionally, commuting by bus helps to reduce workforce commuting costs, keeps traffic congestion at a minimum, and reduces air pollution and carbon impacts. Bussing also helps alleviate demand for parking where spaces in the core are scarce. In addition to subsidized passes, the City of Aspen has a comprehensive free transit system that provides frequent and convenient service around Aspen.



What does the data/trend say?

Figure 1 below presents data on the total number of businesses purchasing zone passes. It also shows seasonal (winter/summer) zone passes purchased by businesses. While the total number of employers purchasing zone passes has declined from 2011 to 2015, the total number of seasonal passes steadily increased. The average number of winter zone passes purchased over the period is 620. The average number of summer passes purchased over the period is 527. From 2011-2015, there was an absolute increase of passes; 37 in winter and 86 in summer. Meanwhile, there was a decrease in the number of businesses purchasing seasonal zone passes with 100 in 2011 down to 59 in 2015.¹ Based on the total number of passes sold over the period, it appears that some businesses (less capacity/employees) ceased to purchase zone passes while those with greater capacity (larger/more employees) continued to purchase them. Figure 2 shows the number of passes purchased from respective locations in 2015 (January-August).²

Figure 1. Seasonal Pass Type Purchased by Businesses vs. Number of Businesses Purchasing Zone Passes (2011-2015)

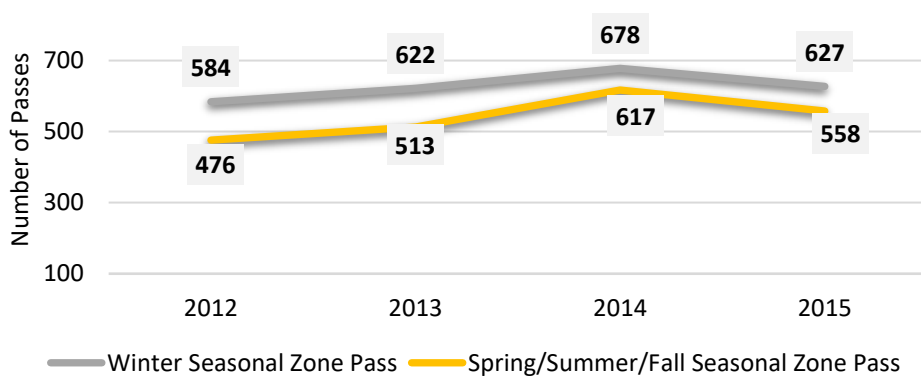
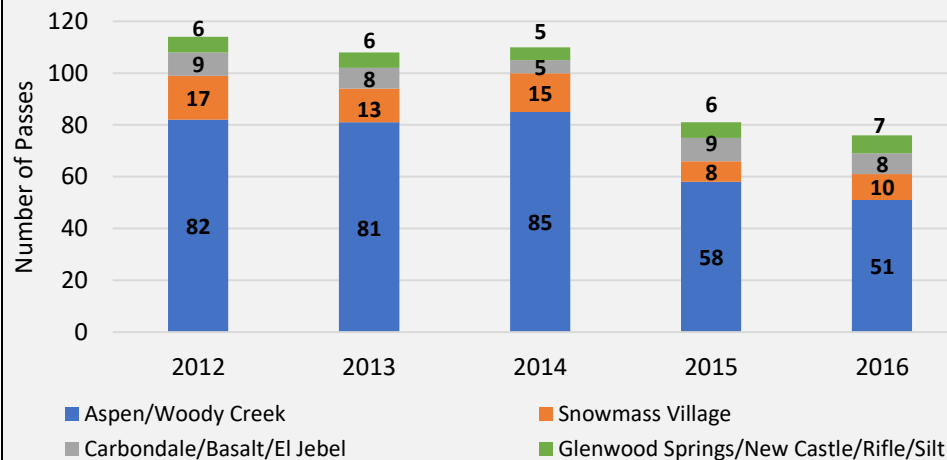


Figure 2. Employer Purchased Punch Passes by Location



Targets

A target for this measure has not been set by Council. The historical data (2012-2015) generates an average number of zone passes purchased by businesses at 1,169 (overall); 628 (winter); and 541 (summer).

Data Sourcing & Considerations

This data was sourced from RFTA and CoA Transportation department, respectively. This represents the total zone passes sold. The breakdown by location represents 2015 data (Jan-August) and therefore does not match the 2015 totals represented on Figure 1 (partial numbers?).

