



2023 – 2024

Montezuma County

Jobs and Housing

Land Use Analysis

- COLORADO DEPT OF LOCAL AFFAIRS**
Visualization provided to public and decision makers by CO DOLA, includes conference with data managers
- KAUFFMAN FOUNDATION**
Long term study of Net New Jobs created, by county and state, referenced by Age of Business as 'Entrepreneurial Jobs Indicators'
- MONTEZUMA COUNTY**
Board of County Commissioners / Planning and Zoning
Includes Public Comment and observations
- CITY OF CORTEZ**
City Council and Staff
Includes Public Comment and observations
- CULTURAL & ENVIRONMENTAL**
Environmental / Cultural Factors to be emphasized
- POLICY RECOMMENDATIONS**
Recommendations of Charles Jeter based on data analysis, feedback, validation, and observation

Jobs Drive Homes

JOBS DRIVE HOME OWNERSHIP

Premise being that stability and growth in job opportunities keeps people interested in a region. Deed Restriction is an option.

Jobs regionally drive demand across two Reservations as well as other counties in the study area, and it appears that MoCo and Cortez are 'bedroom communities'

Retention of skilled labor across public and private sectors can provide a holistic long term growth for Montezuma County and its cities (Cortez, etc.)

Identifying the job market properly has been a confound creating a risk factor for Land Use policy and confusion for Public Engagement.

INSTITUTIONAL WISDOM

Retirees Provide Mentorship and Organic Entrepreneurial Business Growth

RETENTION

'Sticky' Area – High Quality of Life

TRAINING

OJT and Formal Education

GROWTH

Smart Growth Increases Demand for Real Estate

Risk Factor in Current Contracted Housing Study for Cortez

- The public cannot know what to do for policy if they are shown incorrect or conflicting jobs information because that drives home ownership as well as economic development.

Open The Black Box of Data

- Precinct to Precinct anonymized data showing job location and residence location is necessary at this point for transparency and reduction of confusion for the public interest.

Types of Jobs Matter

Accommodation and Food Services has nearly 1100 jobs and is a mid-wage job. Retail Trade has 1670 jobs and is a LOW-wage job.

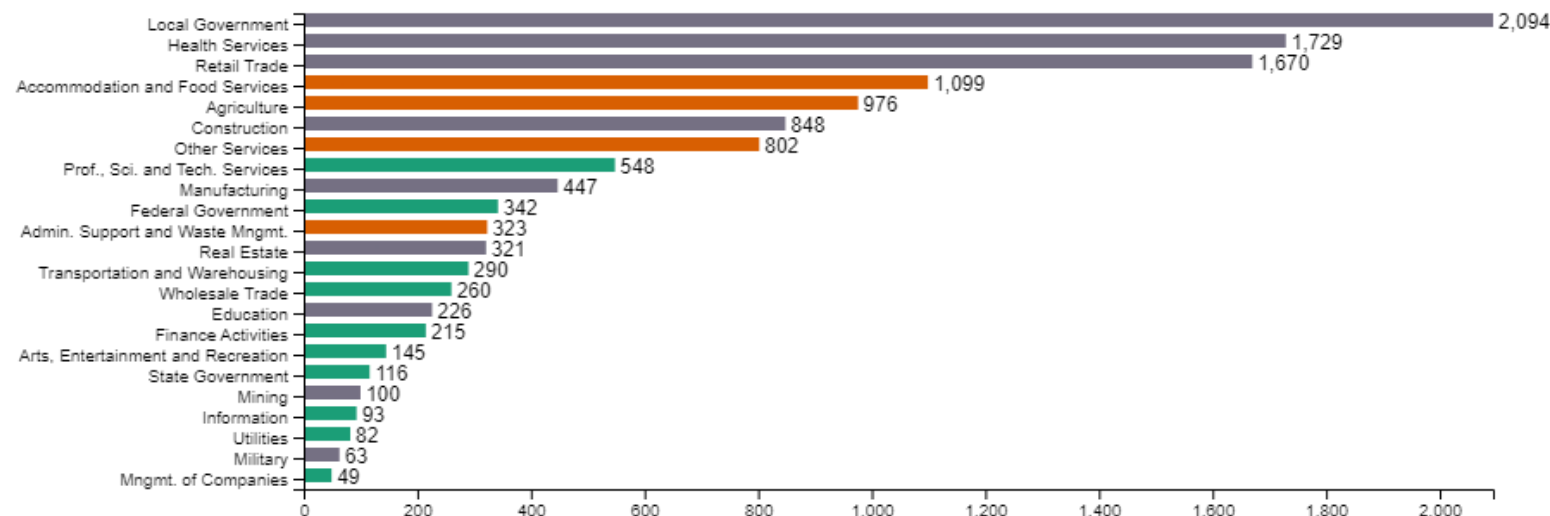
In the past six years, high paying jobs in mining, as one example, have decreased significantly even as the lower paying jobs in Health Services and Retail Trade (and Accommodation and Food Services) have increased.

Further, local government as an employer leads all categories listed in Montezuma County...

Source:
<https://coloradodemography.github.io/economy-labor-force/data/jobs-by-sector/#jobs-by-sector-naics>

And
https://coloradodemography.github.io/Jobs_by_sector_chart/

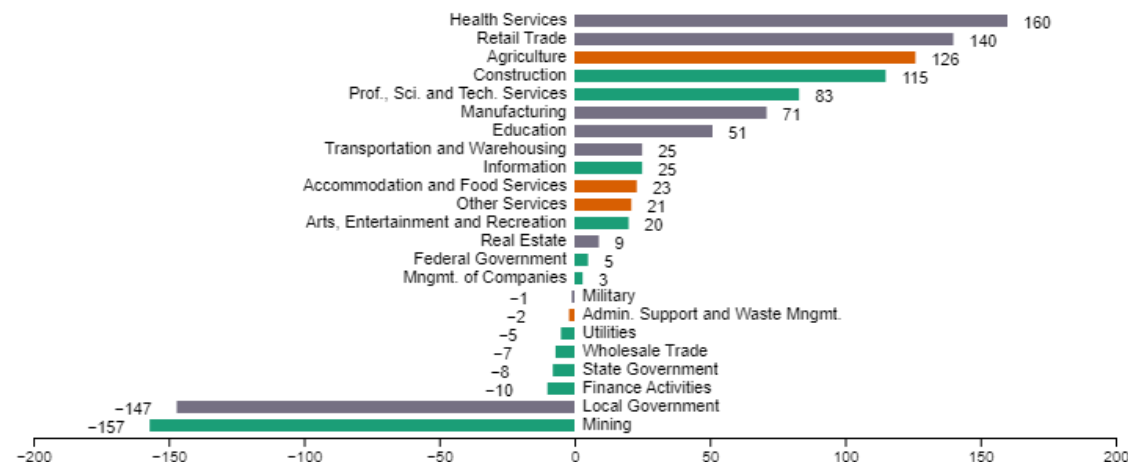
Jobs by Sector: Montezuma County, 2021



Job sector data is suppressed according to Bureau of Labor Statistics standards.
 Data Source: Bureau of Labor Statistics Source Date: July, 2022.
 Visualization by the State Demography Office, Print Date: 04/30/2023

12,838 Total Estimated Jobs
 \$43,156 Average Annual Wage
 2021 Employment Share by Wage
 Low Wage Jobs: (\$22,104 - \$32,998) 24.9%
 Mid Wage Jobs: (\$34,869 - \$51,154) 60.1%
 High Wage Jobs: (\$52,314 - \$104,081) 15.0%

Employment Change by Sector. Montezuma County 2015 to 2021



Job sector data is suppressed according to Bureau of Labor Statistics standards.
 Data Source: Bureau of Labor Statistics Source Date: July, 2022.
 Visualization by the State Demography Office, Print Date: 04/30/2023

540 Total Employment Change
 Less than 80% of Average Weekly Wage
 Between 81% to 120% of Average Weekly Wage
 Greater than 120% of Average Weekly Wage

Ages of Businesses Matters to Job Creation

BLUF:

New Job Creation matters, with new jobs created by new businesses which are predominantly SMALL businesses

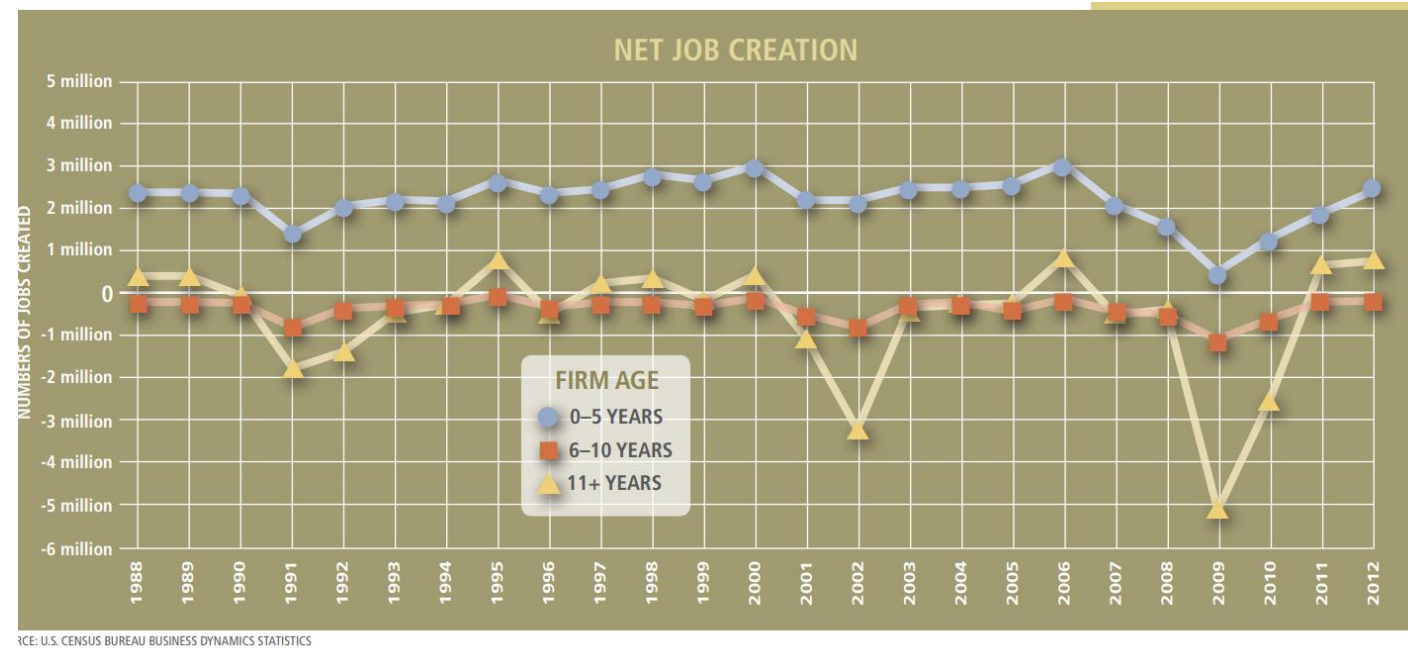
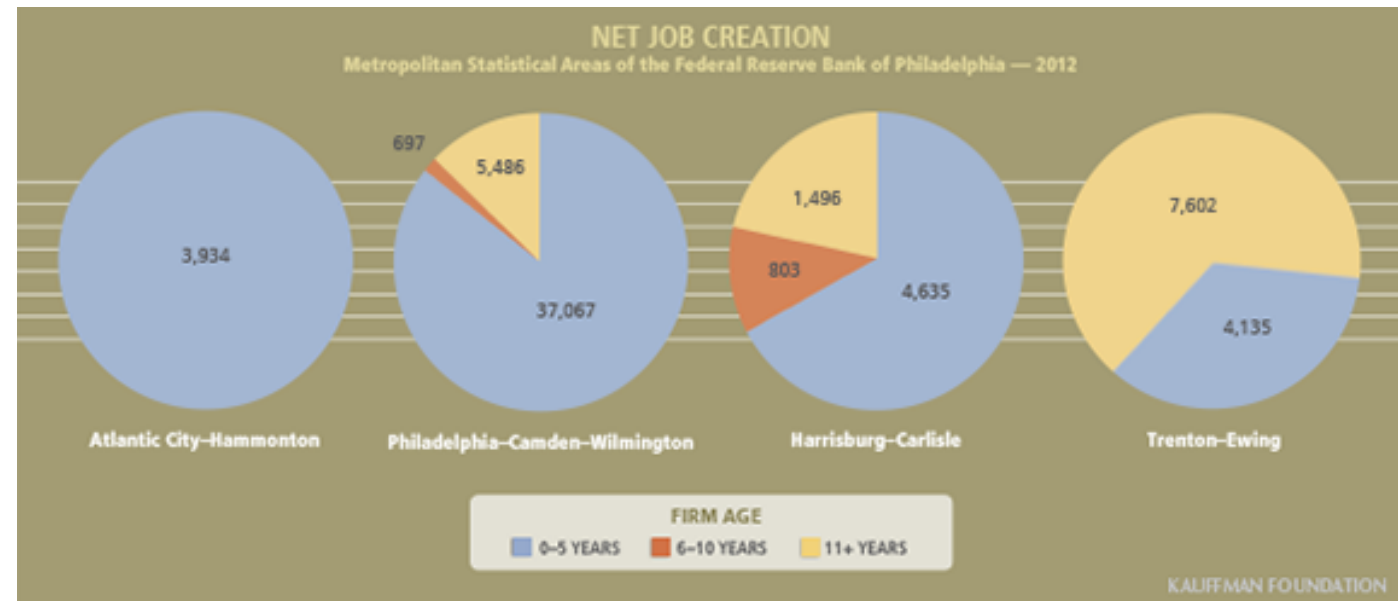
“YOUNG FIRMS DRIVE JOB GROWTH AND ECONOMIC DYNAMISM (Ewing Marion Kauffman Foundation)

- New businesses account for nearly all net new job creation and almost 20 percent of gross job creation, whereas **small businesses do not have a significant impact on job growth** when age is accounted for.

- Companies less than one year old have created an average of 1.5 million jobs per year over the past three decades.”

Source for Top: Ewing Marion Kauffman Foundation analysis of data from the U.S. Census Bureau Business Dynamics Statistics, Philadelphia Fed

Source for Bottom: Ewing Marion Kauffman Foundation analysis of data from the U.S. Census Bureau Business Dynamics Statistics. Previously published in the Kauffman Foundation *Entrepreneurship Policy Digest*, September 25, 2014, available at <http://ow.ly/Ocbls>



Comparison: Chaffee Cty and Montezuma Cty

Comparison of several counties

- Similar job count
- Similar Large percentage of 'Local Gov'
- Salida, Buena Vista, Arkansas River as tourism destination

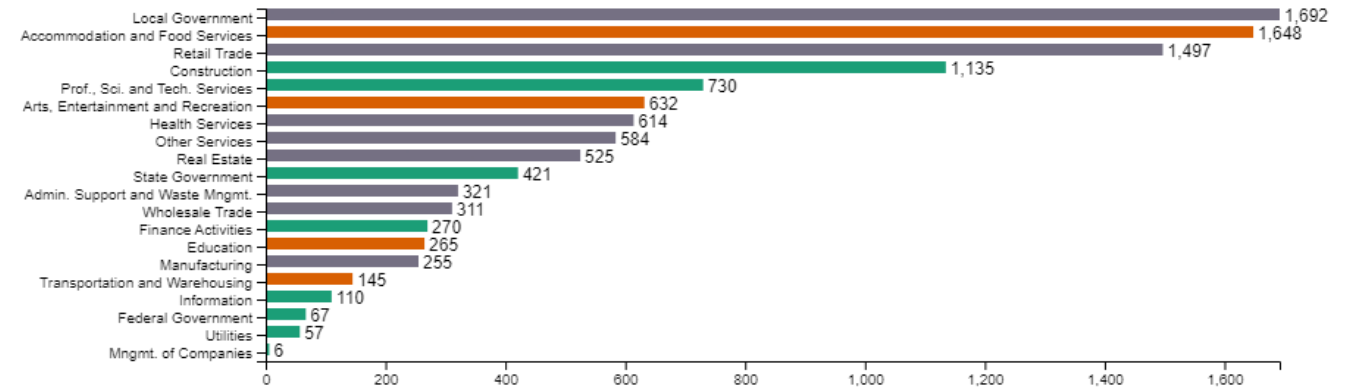
No Ute or other tribal 'confound' for an explanation of the high number

Breakdown of private sector compensation comparison to MoCo seen elsewhere in this study

Source: <https://coloradodemography.github.io/economy-labor-force/data/jobs-by-sector/#jobs-by-sector-naics>

And https://coloradodemography.github.io/Jobs_by_sector_chart/

Jobs by Sector: Chaffee County, 2021



Job sector data is suppressed according to Bureau of Labor Statistics standards.

Suppressed Job Sectors:

Agriculture
Military
Mining

Data Source: Bureau of Labor Statistics Source Date: July, 2022
Visualization by the State Demography Office, Print Date: 08/20/2023

11,710 Total Estimated Jobs

\$44,979 Average Annual Wage

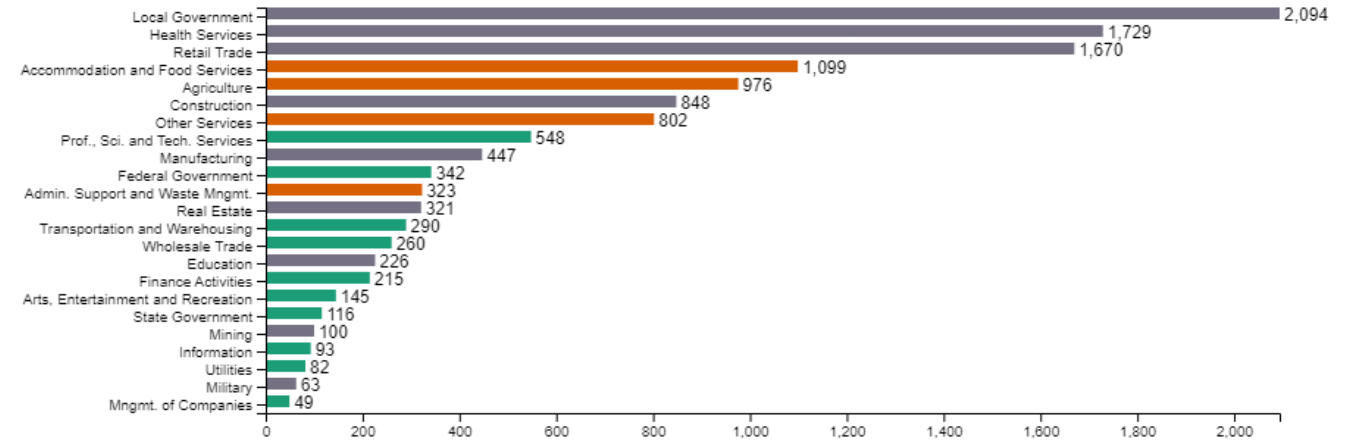
2021 Employment Share by Wage

Low Wage Jobs: (\$21,728 - \$35,615) 23.0%

Mid Wage Jobs: (\$36,131 - \$51,557) 55.5%

High Wage Jobs: (\$59,317 - \$97,149) 21.6%

Jobs by Sector: Montezuma County, 2021



Job sector data is suppressed according to Bureau of Labor Statistics standards.

Data Source: Bureau of Labor Statistics Source Date: July, 2022.

Visualization by the State Demography Office, Print Date: 04/30/2023

12,838 Total Estimated Jobs

\$43,156 Average Annual Wage

2021 Employment Share by Wage

Low Wage Jobs: (\$22,104 - \$32,998) 24.9%

Mid Wage Jobs: (\$34,869 - \$51,154) 60.1%

High Wage Jobs: (\$52,314 - \$104,081) 15.0%

Comparison: Delta Cty and Montezuma Cty

Comparison of several counties

- Similar job count

- Agricultural and small manufacturing as base economy

- More water there, more agricultural jobs

- Health Services and Retail Trade align with MoCo numbers 'roughly'

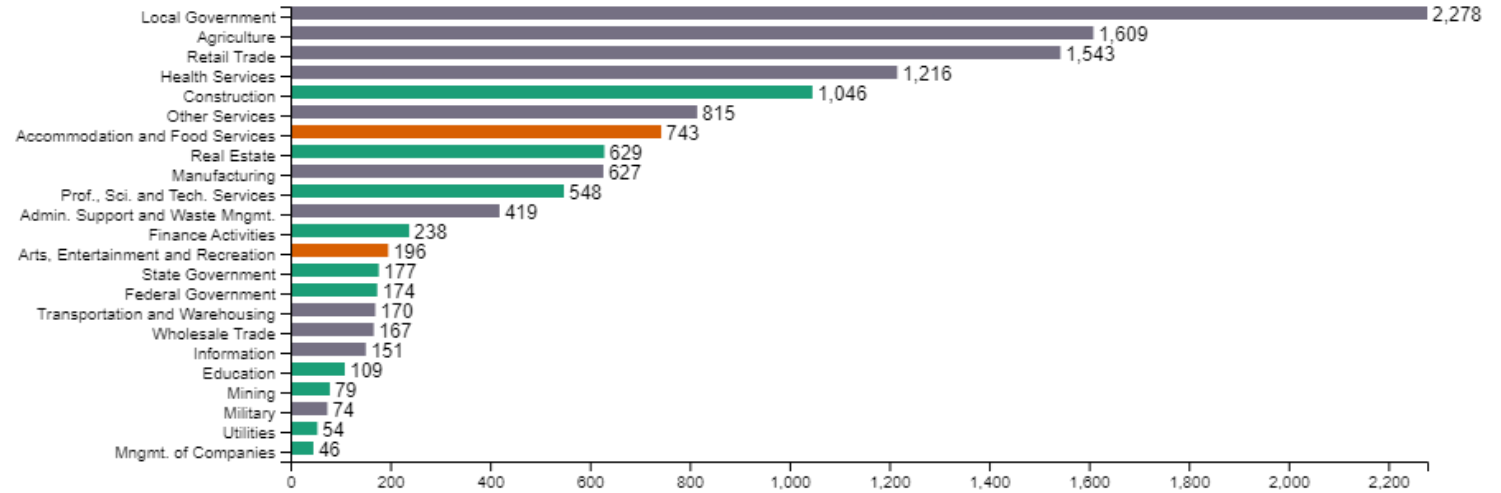
No Ute or other tribal 'confound' for an explanation

Compensation differences are explained further in this study

Source: <https://coloradodemography.github.io/economy-labor-force/data/jobs-by-sector/#jobs-by-sector-naics>

And https://coloradodemography.github.io/Jobs_by_sector_chart/

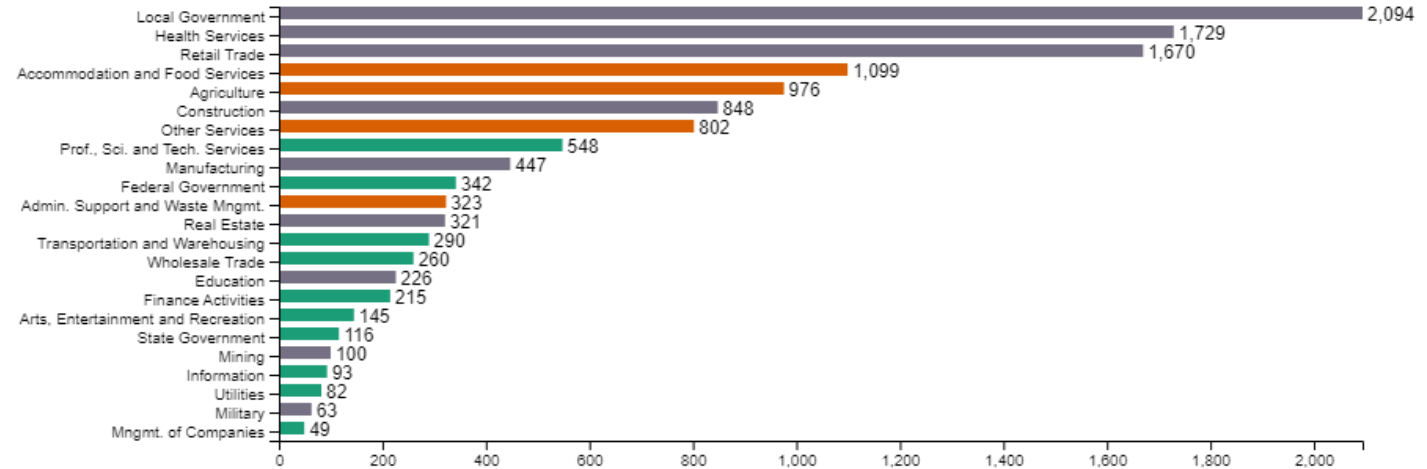
Jobs by Sector: Delta County, 2021



Job sector data is suppressed according to Bureau of Labor Statistics standards.
Data Source: Bureau of Labor Statistics Source Date: July, 2022.
Visualization by the State Demography Office, Print Date: 08/20/2023

13,108 Total Estimated Jobs
\$40,301 Average Annual Wage
2021 Employment Share by Wage
Low Wage Jobs: (\$19,986 - \$23,110) 7.2%
Mid Wage Jobs: (\$32,355 - \$45,017) 71.0%
High Wage Jobs: (\$48,516 - \$87,883) 21.8%

Jobs by Sector: Montezuma County, 2021



Job sector data is suppressed according to Bureau of Labor Statistics standards.
Data Source: Bureau of Labor Statistics Source Date: July, 2022.
Visualization by the State Demography Office, Print Date: 04/30/2023

12,838 Total Estimated Jobs
\$43,156 Average Annual Wage
2021 Employment Share by Wage
Low Wage Jobs: (\$22,104 - \$32,998) 24.9%
Mid Wage Jobs: (\$34,869 - \$51,154) 60.1%
High Wage Jobs: (\$52,314 - \$104,081) 15.0%

Comparison: Gunnison Cty and Montezuma Cty

Comparison of several counties

- Similar job count

No Ute or other tribal 'confound' for an explanation

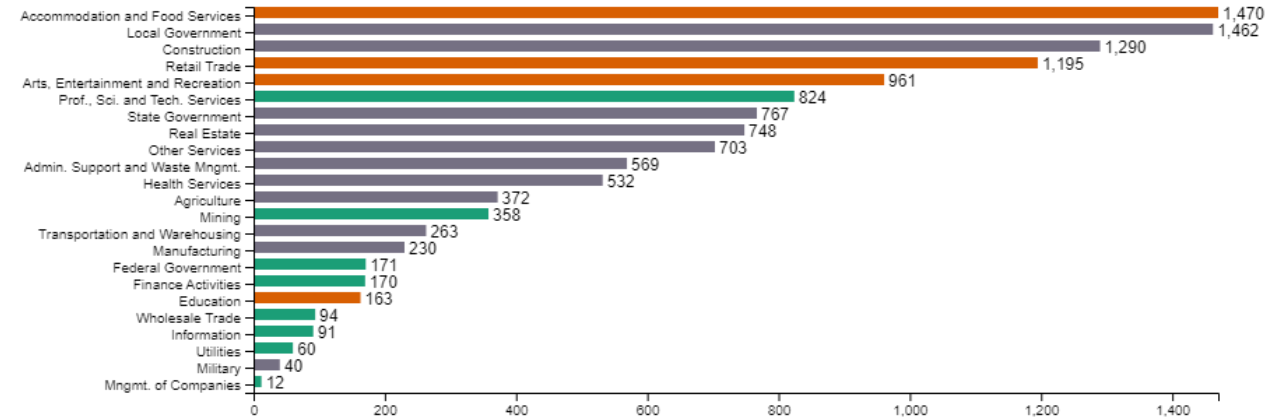
Ski town of Crested Butte is an outlier from others, explaining high accommodation / food services

Gunnison also has Western College, possibly explaining higher state employee count

Source: <https://coloradodemography.github.io/economy-labor-force/data/jobs-by-sector/#jobs-by-sector-naics>

And https://coloradodemography.github.io/Jobs_by_sector_chart/

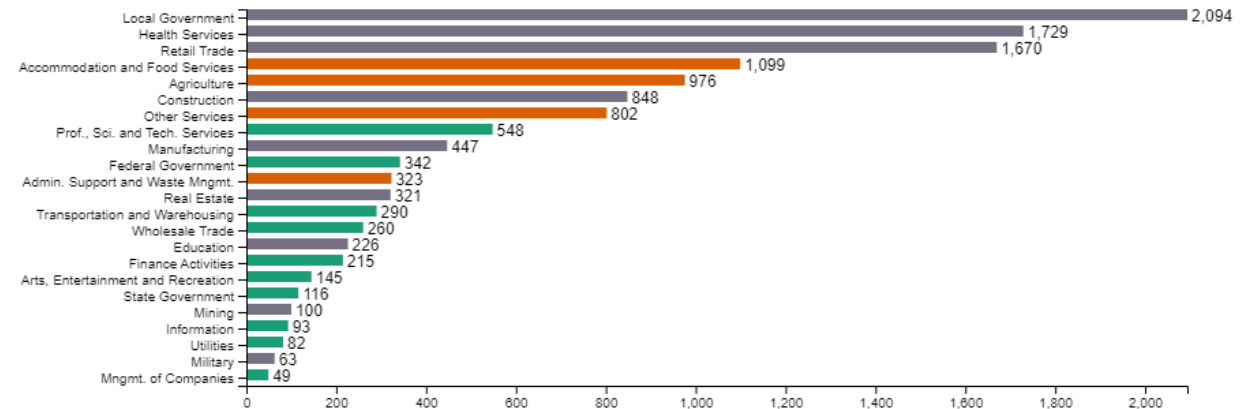
Jobs by Sector: Gunnison County, 2021



Job sector data is suppressed according to Bureau of Labor Statistics standards.
Data Source: Bureau of Labor Statistics Source Date: July, 2022.
Visualization by the State Demography Office, Print Date: 08/20/2023

12,545 Total Estimated Jobs
\$44,934 Average Annual Wage
2021 Employment Share by Wage
 Low Wage Jobs: (\$22,096 - \$33,220) 30.2%
 Mid Wage Jobs: (\$36,636 - \$52,020) 57.0%
 High Wage Jobs: (\$63,839 - \$141,716) 12.8%

Jobs by Sector: Montezuma County, 2021



Job sector data is suppressed according to Bureau of Labor Statistics standards.
Data Source: Bureau of Labor Statistics Source Date: July, 2022.
Visualization by the State Demography Office, Print Date: 04/30/2023

12,838 Total Estimated Jobs
\$43,156 Average Annual Wage
2021 Employment Share by Wage
 Low Wage Jobs: (\$22,104 - \$32,998) 24.9%
 Mid Wage Jobs: (\$34,869 - \$51,154) 60.1%
 High Wage Jobs: (\$52,314 - \$104,081) 15.0%

Comparison: Montezuma Cty Regional Young Firm Startups (First Year)

Comparison of several Colorado counties within the **Kaufmann Entrepreneurial Jobs Indicators***

Ranked second highest for Constancy (jobs created lasted at least three quarters) only behind Dolores County

Middle of pack for Creation (based on population of county as a ratio)

Fourth from bottom in Compensation (compared across United States)

Middle of pack for Contribution to the share of private sector jobs overall (4.94% of all jobs in MoCo were 0-1 year old in 2020)

Included are Utah and New Mexico neighboring counties, both named San Juan, denoted by state.

***What data sources are used to produce the Early-Stage Entrepreneurship series?**

The U.S. Census's Current Population Survey (CPS) and the Bureau of Labor Statistics (BLS) Business Employment Dynamics (BED) are the underlying data sources for the Early-Stage Indicators. The Business Formation Statistics (BFS), Business Dynamics Statistics (BDS), and Population Estimates Program (PEP) are the underlying data sources for the New Employer Business Indicators.

Source: <https://indicators.kauffman.org/data-tables/jobs/county/col/2020>

REGION	CONTRIBUTION	COMPENSATION	CREATION	CONSTANCY
	The share of private sector jobs held at firms aged 0-1 year old	Relative earnings of private sector jobs at firms aged 0-1 year old in a specific geography compared to the average earnings at firms of all ages across the U.S.	Number of net new jobs created at firms aged 0-1 year old per 1,000 people	Share of jobs held at firms aged 0-1 year old that are stable (lasting three or more quarters)
REGION	CONTRIBUTION	COMPENSATION	CREATION	CONSTANCY
Dolores County Colorado	12.13%	68.71%	N/A	76.43%
Ouray County Colorado	↑ 8.13%	63.85%	N/A	56.99%
Summit County Colorado	↑ 6.57%	62.12%	↑ -0.85	56.53%
La Plata County Colorado	→ 5.31%	60.79%	→ -2.03	62.25%
Montrose County Colorado	→ 4.46%	55.84%	↑ 0.25	65.43%
San Juan County New Mexico	↓ 2.86%	54.89%	↑ 2.34	54.15%
San Miguel County Colorado	↑ 6.33%	54.77%	→ -5.31	51.62%
Gunnison County Colorado	↑ 6.79%	53.63%	→ -2.67	54.27%
Chaffee County Colorado	↑ 6.28%	50.58%	→ -6.15	55.57%
Rio Blanco County Colorado	↓ 1.56%	50.45%	→ -3.78	57.14%
Archuleta County Colorado	↑ 5.98%	47.33%	↑ 0.42	62.26%
Moffat County Colorado	↓ 3.50%	46.45%	↑ -0.23	62.21%
Huerfano County Colorado	→ 3.94%	41.56%	↑ -1.6	53.37%
San Juan County Utah	↓ 3.30%	41.39%	↑ 2.49	50.11%
Montezuma County Colorado	→ 4.94%	39.27%	↑ -1.17	65.90%
San Juan County Colorado	N/A	34.90%	↓ -10.7	51.23%
Delta County Colorado	→ 5.75%	34.41%	↑ -0.19	64.02%
Alamosa County Colorado	→ 3.94%	34.15%	→ -2.35	63.16%

Comparison: Montezuma Cty Regional 2-3 year old Young Firm Businesses

Comparison of several counties within the Kaufmann Entrepreneurial Jobs Indicators*

MoCo...

Ranked sixth highest for Constancy (jobs created lasted at least three quarters)

Ranked third highest for Creation (based on population of county as a ratio) behind Dolores and San Miguel Counties

Seventh from bottom in Compensation (compared across United States)

Middle of pack for Contribution to the share of private sector jobs overall (5.36%% of all jobs in MoCo were 2-3 years old in 2020)

Included are Utah and New Mexico neighboring counties, both named San Juan, denoted by state. Of interest: Rio Blanco Compensation and Utah's San Juan County Compensation for firms 2-3 years old. We want to get these industries or businesses HERE!

*What data sources are used to produce the Early-Stage Entrepreneurship series?

The U.S. Census's Current Population Survey (CPS) and the Bureau of Labor Statistics (BLS) Business Employment Dynamics (BED) are the underlying data sources for the Early-Stage Indicators. The Business Formation Statistics (BFS), Business Dynamics Statistics (BDS), and Population Estimates Program (PEP) are the underlying data sources for the New Employer Business Indicators.

Source: <https://indicators.kauffman.org/data-tables/jobs/county/co/2020>

REGION	CONTRIBUTION		COMPENSATION		CREATION		CONSTANCY	
	The share of private sector jobs held at firms aged 2-3 year old		Relative earnings of private sector jobs at firms aged 2-3 year old in a specific geography compared to the average earnings at firms of all ages across the U.S.		Number of net new jobs created at firms aged 2-3 year old per 1,000 people		Share of jobs held at firms aged 2-3 year old that are stable (lasting three or more quarters)	
REGION		CONTRIBUTION		COMPENSATION		CREATION		CONSTANCY
Rio Blanco County Colorado	➡	7.01%		130.07%	⬆	-1.73		84.86%
San Juan County Utah	⬇	6.16%		88.06%	⬆	-2.68		77.25%
Summit County Colorado	⬇	4.84%		67.78%	➡	-4.64		52.58%
Mesa County Colorado	⬇	5.31%		62.12%	⬆	-1.7		61.25%
La Plata County Colorado	⬇	4.40%		60.78%	⬆	-1.84		63.23%
Ouray County Colorado	⬆	12.35%		60.53%	⬆	-0.6		59.24%
San Miguel County Colorado	➡	8.01%		59.51%	⬆	-0.12		55.47%
San Juan County New Mexico	⬇	3.12%		58.20%	⬆	-0.22		63.56%
Gunnison County Colorado	⬇	5.76%		51.73%	⬆	-0.68		54.50%
Archuleta County Colorado	➡	8.00%		48.83%	⬆	-0.35		54.00%
Saguache County Colorado	⬇	4.63%		48.16%	➡	-5.33		50.00%
Montrose County Colorado	⬇	4.63%		47.28%	⬆	-2.89		60.25%
Montezuma County Colorado	⬇	5.36%		47.08%	⬆	-0.19		62.21%
Chaffee County Colorado	➡	6.67%		46.47%	⬆	-0.05		59.07%
Moffat County Colorado	⬇	3.13%		46.09%	⬆	-0.53		58.22%
Dolores County Colorado	⬆	10.28%		45.92%	⬆	0.48		72.73%
Delta County Colorado	⬇	4.93%		42.45%	⬆	-3.28		56.29%
Alamosa County Colorado	⬇	3.55%		41.52%	⬆	-0.74		58.70%
San Juan County Colorado		N/A		29.06%	⬇	-12.03		42.06%

Request for Policy

Risk Factor in Current Contracted Housing Study for Cortez

- The public cannot know what to do for policy if they are not shown the truth in jobs that drive home ownership.

MoCo has preliminary data that shows discrepancies as well

- Request contracting parties provide data resources past the point of infographics

Open The Black Box of Data

- Precinct to Precinct anonymized data showing job location and residence location is necessary for transparency but must be requested (and possibly contractually negotiated as per CO DOLA staff discussion)

- Please direct staff to request more granular data from their contracted parties in the name of validation for the public interest
- Please request the procedure used by contracted parties to be detailed for validation by citizens for the public interest
- Please request that **precinct to precinct level jobs data** be requested by involved parties of their data providers (ESRI, CO DOLA, et al)
- **This is at no or little cost to taxpayers**