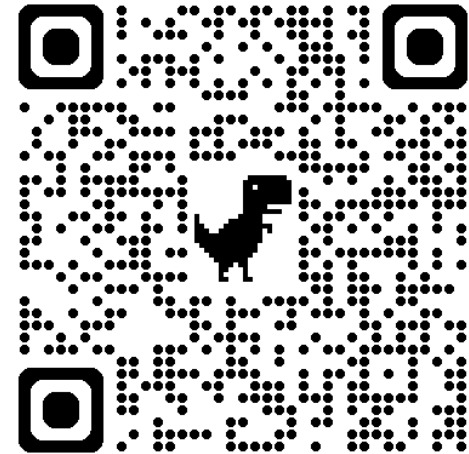


Bill Aiken

Deputy Director
Community & Economic Development

April 23, 2026





The Community & Economic Development Department serves Adams County through an integrated and equitable approach to planning and community investment. We partner with neighborhoods, businesses, agencies, and others to bring about positive change for Adams County.





SITE SELECTION

We provide data, site inventory information, and coordination with Planning & Development to support businesses locating, relocating, or expanding in unincorporated Adams County.



BUSINESS NAVIGATION

The Economic Development team is here to help you navigate county processes, including land use, permitting, and development. We can also connect you to our network of technical training, workforce, utility, and economic development partners at the municipal, regional, and state level.



INCENTIVES

Adams County evaluates performance-based financial and non-financial incentives on a case-by-case basis for eligible development projects.



ENTERPRISE ZONE

Adams County administers the local zone within the Colorado Enterprise Zone program, which provides state tax credits to businesses in designated areas. These incentives support job creation, capital investment, and business expansion. Contact us at enterprisezone@adamscountycolorado.gov to see if your business qualifies.



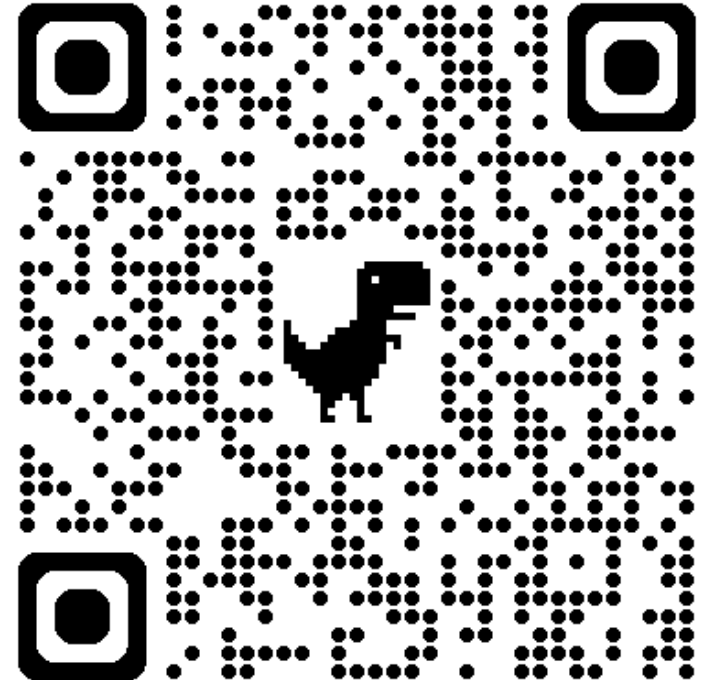
DATA & MARKET RESEARCH

We provide access to demographic, labor force, industry, and market data to support business planning, expansion, and site evaluation.



BUSINESS REGISTRATION

Register your business with Adams County, and you'll be the first to know about new developments and programs, as well as business tips, resources, and events.



<https://chooseadams.org/>



- Total Population (2025): 551,861
 - Persons under the age of 18 years: 24%
 - Persons 65 years and older: 12%
 - Median Age: 32 years old
- Minority Majority
 - White: 44.6%
 - Hispanic or Latino: 43.7%
 - Asian: 5.1%
 - Black: 4.8%
 - All other: 1.8%
- 1 of 6 Counties in the Denver MSA (3M)
- County Seat: Brighton
- Largest City: Thornton
- Nexus in the region's transportation network:
 - I-25, I-70, I-76, I-270, and E-47
 - Class I and Class III Rail lines
- +/- 98% of DIA bordered by Adams County







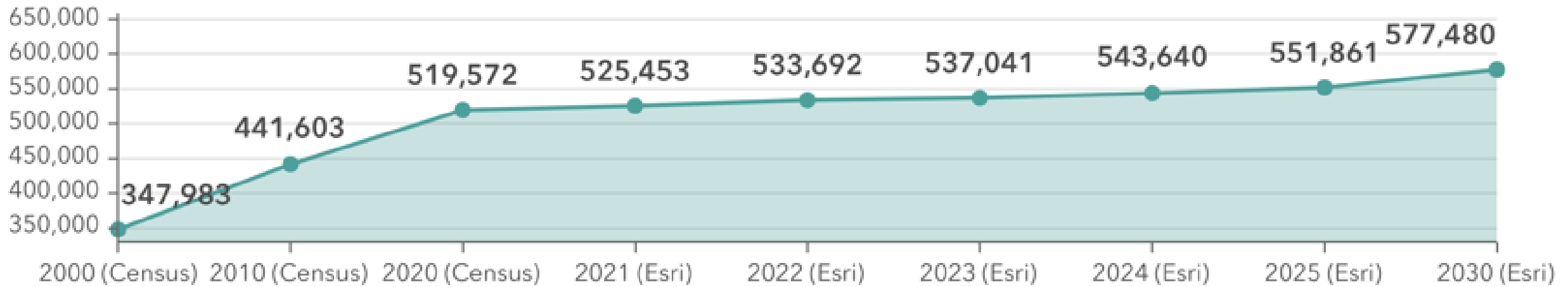
PLACE	Total Population
ADAMS COUNTY TOTAL	551,861
Arvada (Part)	2,763
Aurora (Part)	57,242
Bennett (Part)	3,935
Brighton (Part)	44,986
Commerce City	73,030
Federal Heights	14,398
Lochbuie (Part)	99
Northglenn	38,325
Thornton	147,900
Westminster (Part)	71,233
Unincorporated Adams County	97,950
Metro Denver Total	3,134,283
Colorado Total	6,096,340

Unincorporated population includes the communities of Henderson, Strasburg, and Watkins.

Source: Esri, 2025



Total Population



14.3%

Baby Boomer: Born
1946 to 1964



18.8%

Generation X: Born
1965 to 1980



28.1%

Millennial: Born
1981 to 1998



24.8%

Generation Z: Born
1999 to 2016

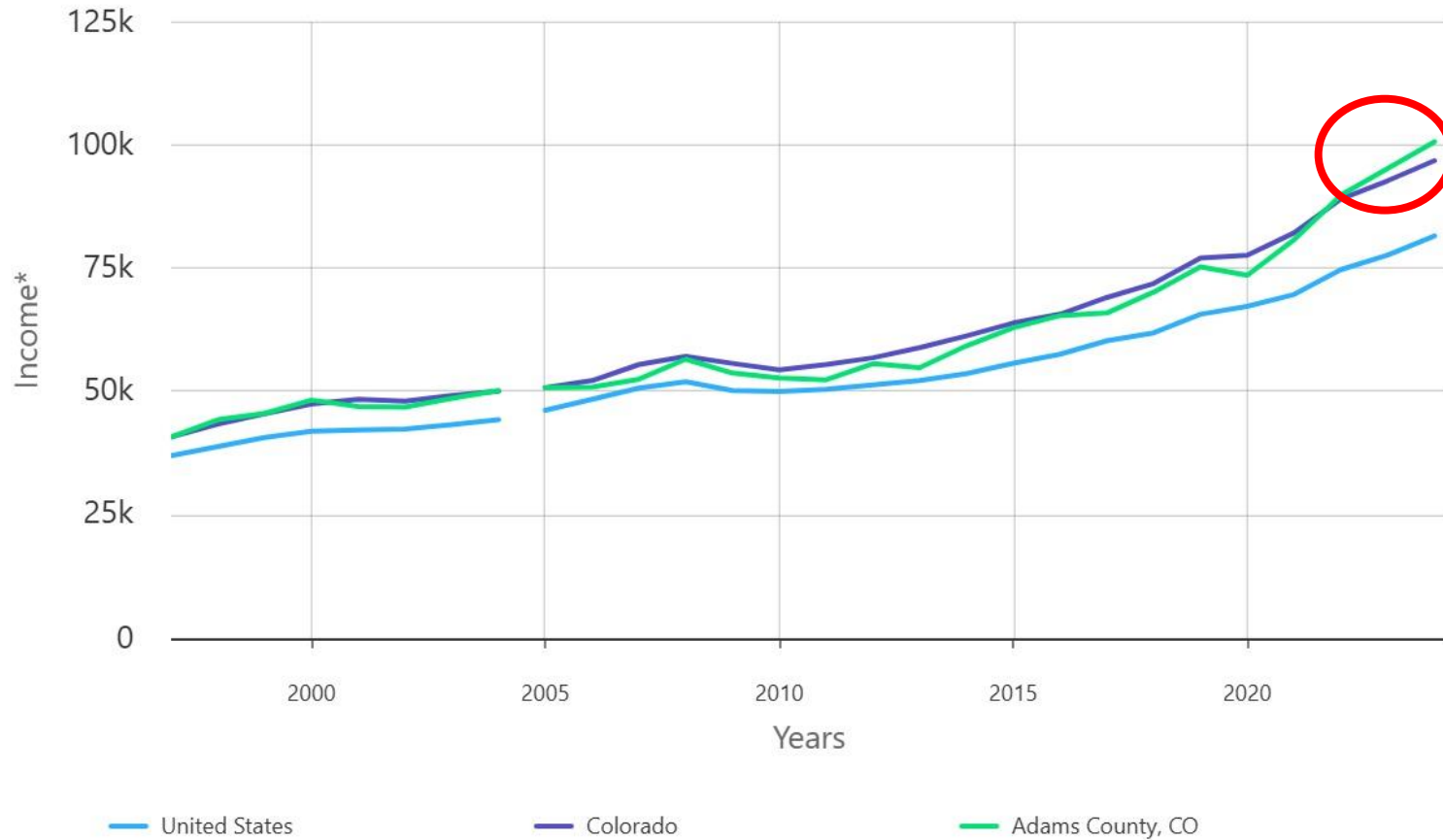


11.5%

Alpha: Born 2017
to Present



Median Household Income (1997 to 2024)



Source: U.S. Census Bureau, Small Area Income and Poverty Estimates.

Jurisdiction	Median Household Income 2024
Adams County	\$100,686
Colorado	\$96,871
United States	\$81,604

- Adams County now exceeds both state and national medians.





AVIATION & AEROSPACE

Establishments: **90**
Employees: **1,529**



WHOLESALE TRADE & LOGISTICS

Establishments: **1,877**
Employees: **45,403**



ENERGY & GREEN TECH

Establishments: **81**
Employees: **2,532**



ADVANCED MANUFACTURING

Establishments: **514**
Employees: **13,483**



CONSTRUCTION

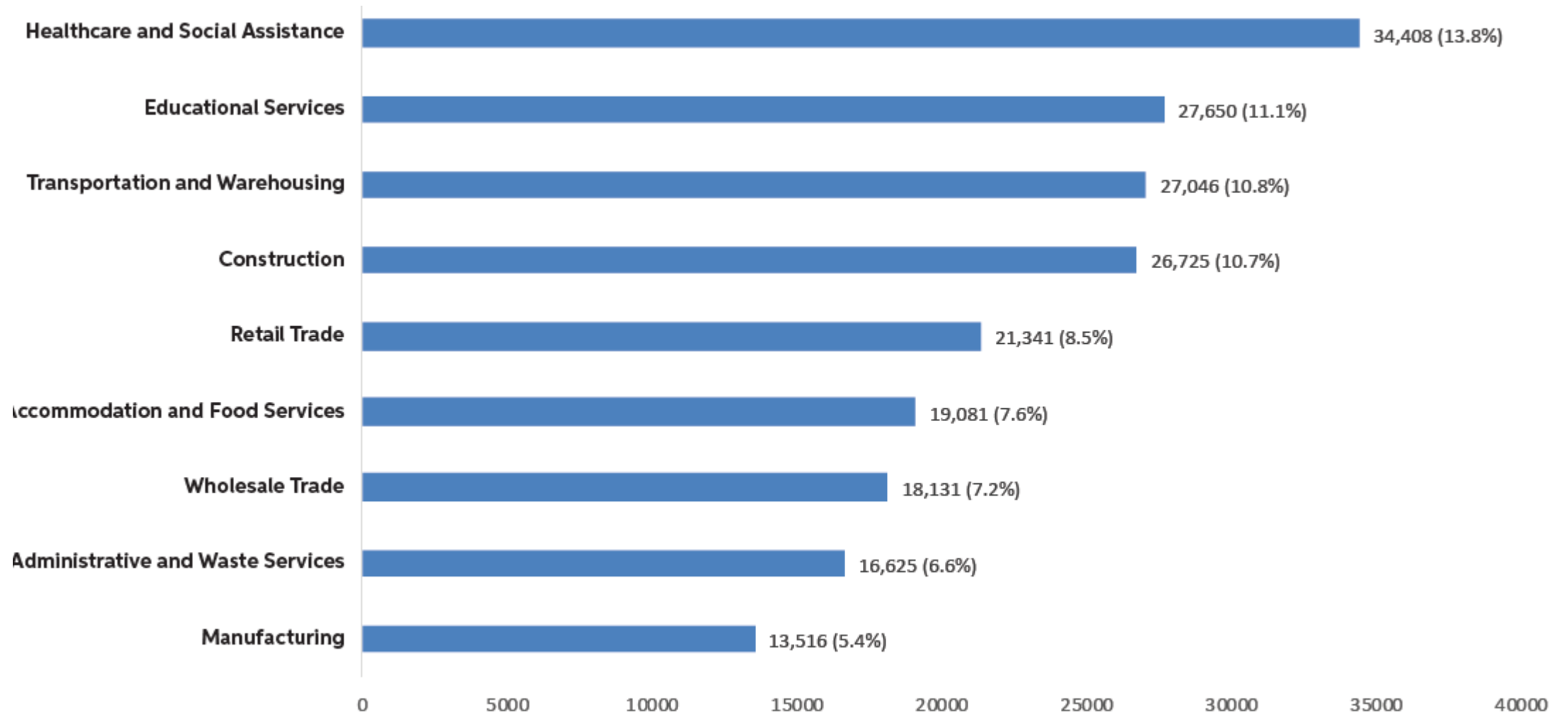
Establishments: **1,954**
Employees: **26,491**

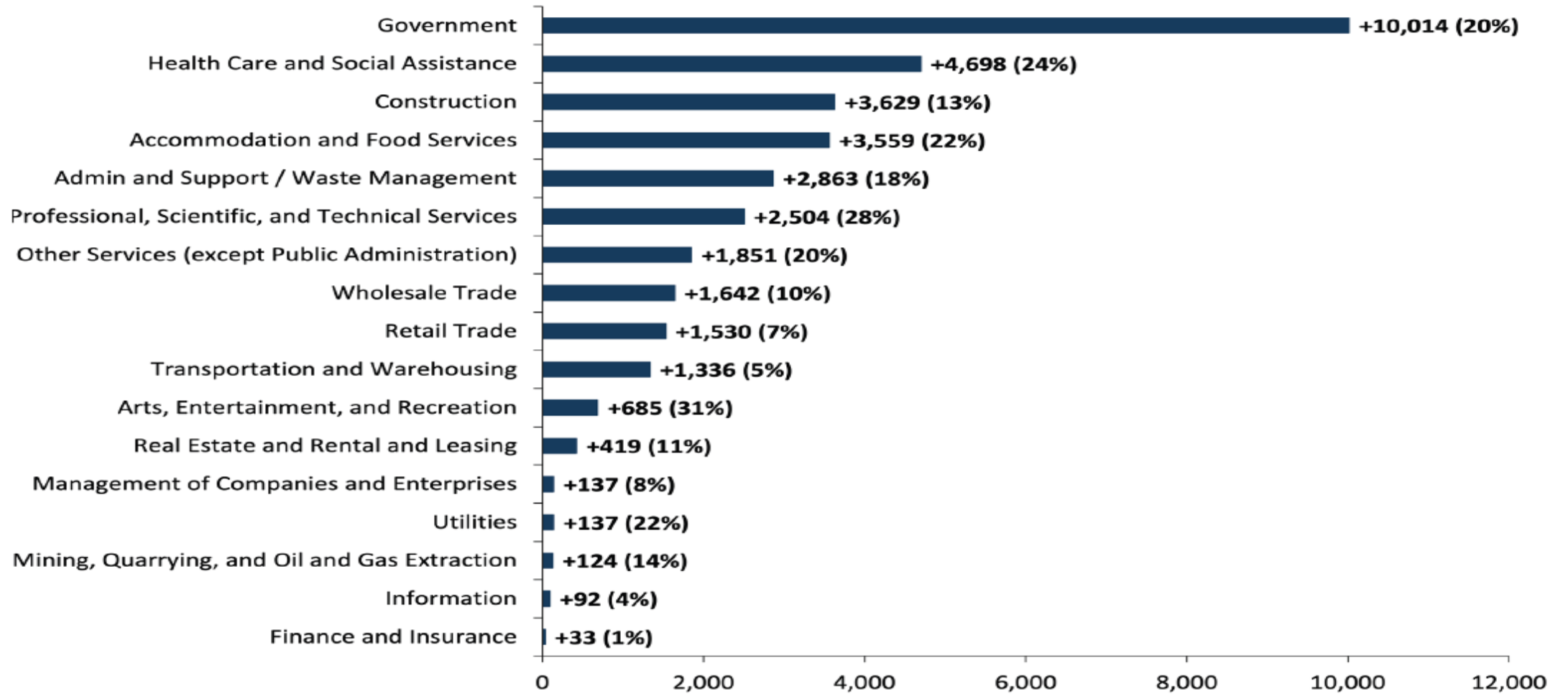


HEALTHCARE & LIFE SCIENCES

Establishments: **894**
Employees: **32,130**







Source: Lightcast, 2025



LARGEST PRIMARY EMPLOYERS

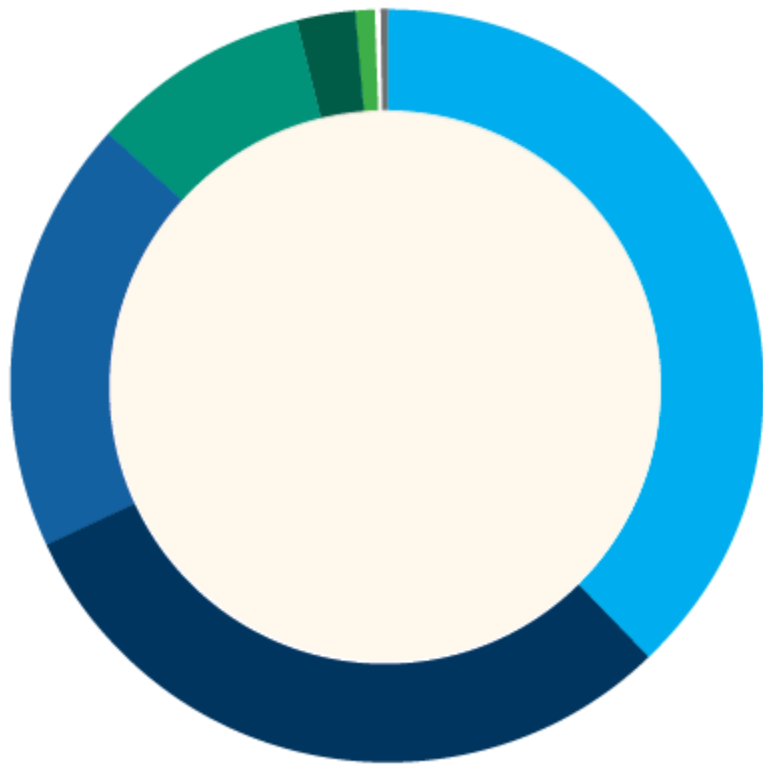
Largest Private Non-Retail Employers

Rank	Company	Product/Service	Employment*
1	Amazon	Warehousing & Distribution Services	12,000
2	UCHealth	Healthcare, Research	10,500
3	Children's Hospital Colorado	Healthcare	6,000
4	United Parcel Service	Logistics	4,700
5	FedEx	Shipment & Logistics Services	2,550
6	Sturgeon Electric	Electrical Services	1,500
7	Shamrock Foods	Food Distribution	1,400
8	Gaylord Hotels	Accommodation	1,350
9	SROriginals	Bakery Product Manufacturer & Distributor	1,000
10	HCA HealthOne	Healthcare	1,000

Source: Adams County Economic Development; Metro Denver EDC, July 2025



BUSINESS SIZE



	Percentage	Business Count
● 1 to 4 employees	37.8%	7,509
● 5 to 9 employees	30.3%	6,020
● 10 to 19 employees	18.5%	3,685
● 20 to 49 employees	9.4%	1,865
● 50 to 99 employees	2.6%	525
● 100 to 249 employees	0.9%	185
○ 240 to 499 employees	0.3%	60
● 500+ employees	0.1%	22

Source: Lightcast, 2025; Business Data by DatabaseUSA.com



LABOR FORCE:

White Collar



57.4%

Blue Collar



25.9%

Services



16.7%

Unemployment:

4.1%

Total Labor Force:

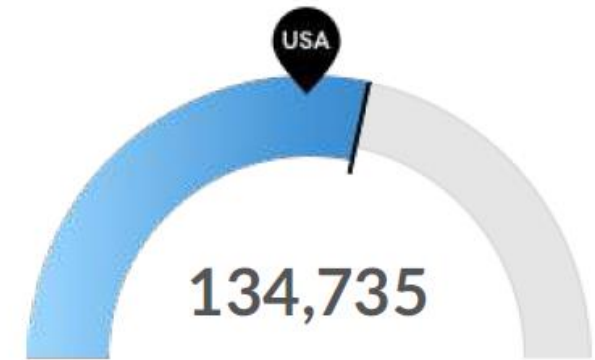
304,465

Labor Force Participation:

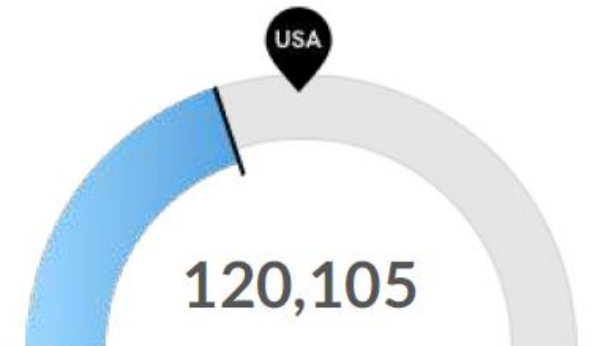
70.7%

Number of Jobs:

279,612



Millennials



Retiring Soon





Calendar Year	Applications Received	Permits Issued	Reviews Completed	Inspections Completed	Total Permit Revenue
2022	4,026	3,592	3,341	11,760	\$ 3,821,221
2023	4,391	4,177	2,285	12,108	\$ 4,983,254
2024	4,661	4,456	2,090	13,217	\$ 4,405,551
2025	4,245	3,999	2,084	11,859	\$ 4,461,379
2026 (Q1)	798	717	438	3,136	\$ 994,387



ADAMS COUNTY INDUSTRIAL

INVENTORY SF

103M

+0.9%

Prior Period 102M

UNDER CONSTRUCTION SF

2M

-14.9%

Prior Period 2.3M

12 MO NET ABSORPTION SF

1.9M

-43.4%

Prior Period 3.4M

VACANCY RATE

10.4%

-1.1%

Prior Period 11.5%

MARKET ASKING RENT/SF

\$9.80

-1.8%

Prior Period \$9.98

MARKET SALE PRICE/SF

\$164

-4.1%

Prior Period \$171

MARKET CAP RATE

7.5%

+0.3%

Prior Period 7.2%

ADAMS COUNTY OFFICE

INVENTORY SF

10.3M

+0%

Prior Period 10.3M

UNDER CONSTRUCTION SF

0

Prior Period 0

12 MO NET ABSORPTION SF

(39.4K)

-129.3%

Prior Period 134K

VACANCY RATE

5.8%

+0.4%

Prior Period 5.4%

MARKET ASKING RENT/SF

\$26.63

+1.0%

Prior Period \$26.11

MARKET SALE PRICE/SF

\$149

-7.1%

Prior Period \$160

MARKET CAP RATE

10.4%

+0.6%

Prior Period 9.8%

ADAMS COUNTY RETAIL

INVENTORY SF

24.1M

+0.5%

Prior Period 23.9M

UNDER CONSTRUCTION SF

45.8K

-31.2%

Prior Period 217K

12 MO NET ABSORPTION SF

229K

+5.6%

Prior Period 461K

VACANCY RATE

3.1%

-0.5%

Prior Period 3.6%

MARKET ASKING RENT/SF

\$24.71

+2.2%

Prior Period \$24.17

MARKET SALE PRICE/SF

\$278

+0.8%

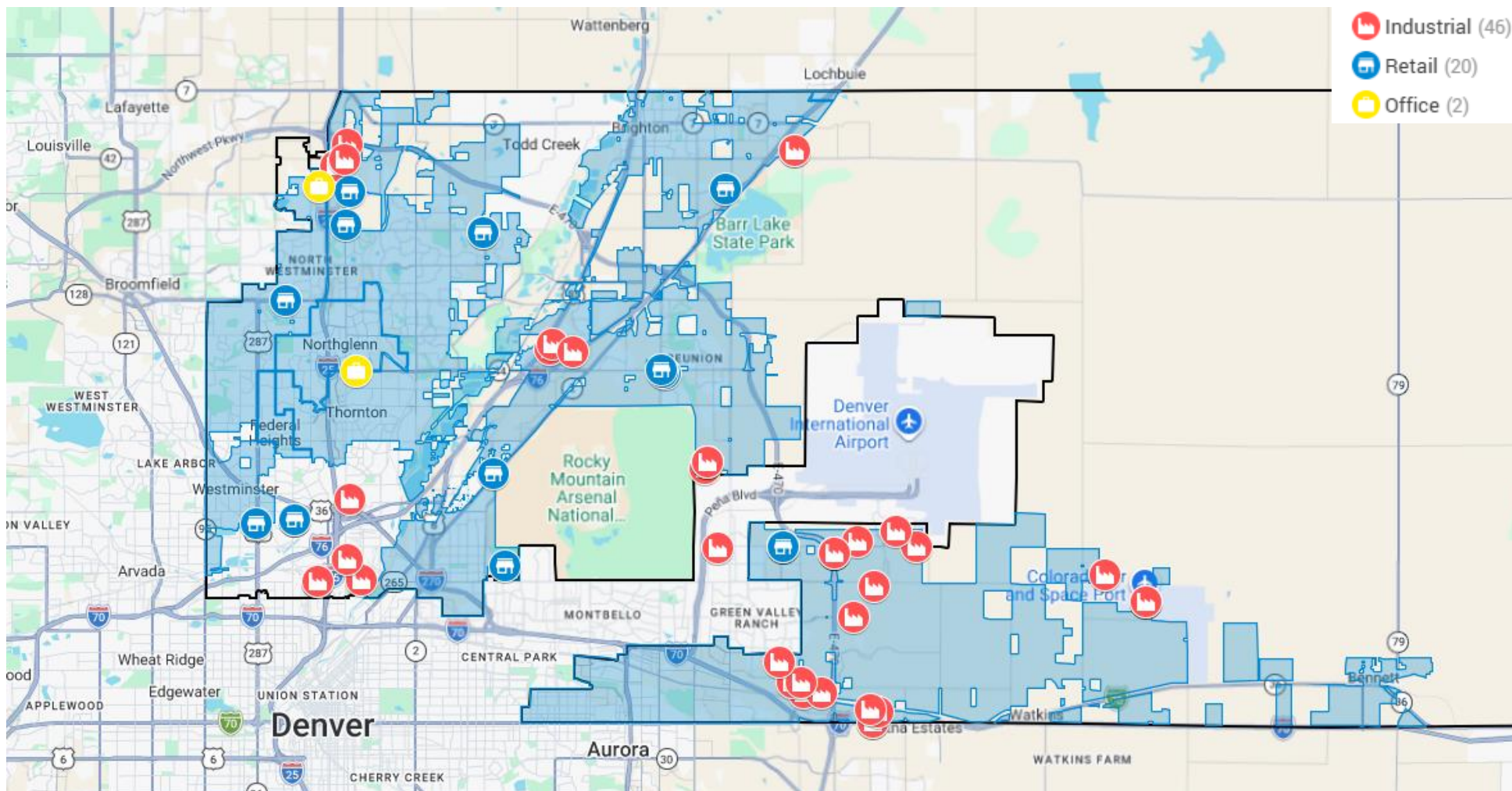
Prior Period \$276

MARKET CAP RATE

6.5%

+0.1%

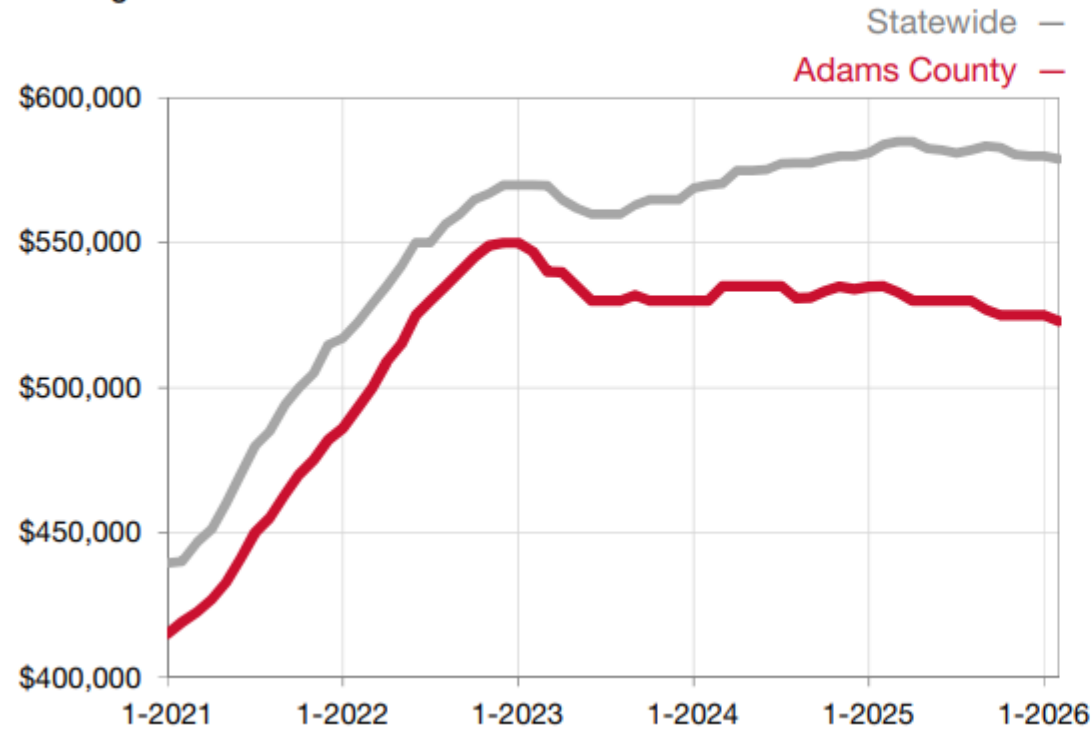
Prior Period 6.4%



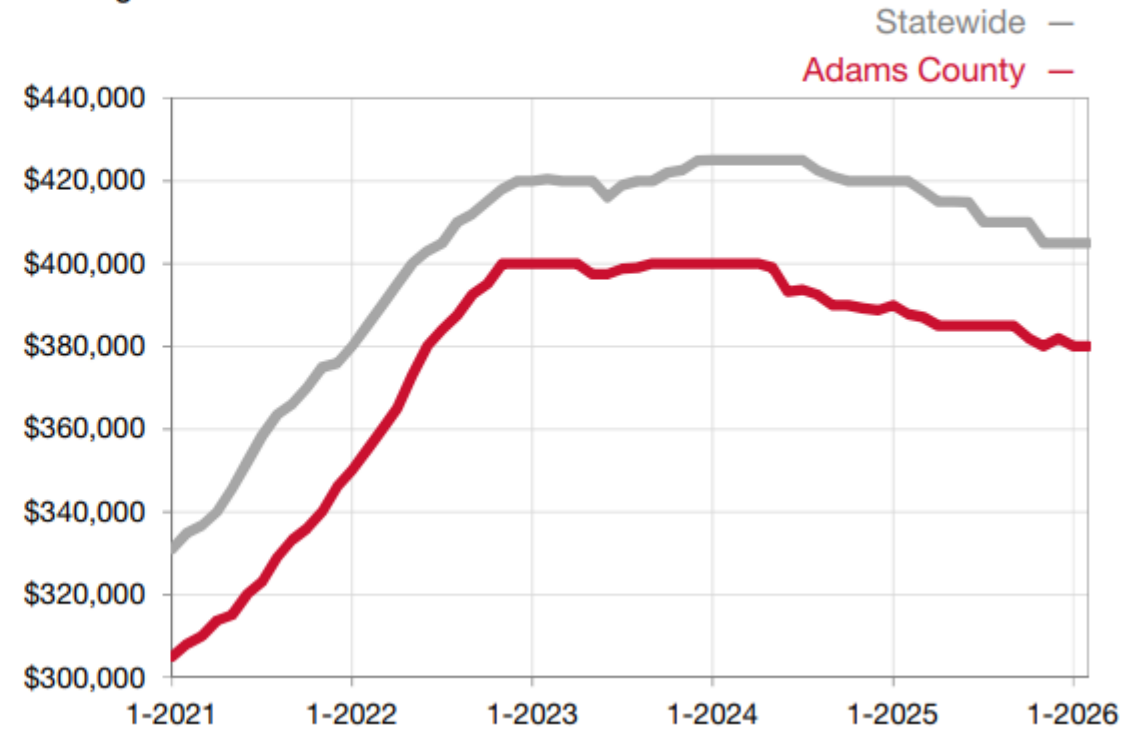




Median Sales Price – Single Family Rolling 12-Month Calculation



Median Sales Price – Townhouse-Condo Rolling 12-Month Calculation





Housing Needs Assessment (2025 - 2026)

- **Strong Growth Driving Demand**
 - 90,000 residents since 2010
 - 98,000 projected by 2036
- **Housing Supply is Constrained**
 - ✓ Vacancy at only 3.5%, indicating a tight market
 - ✓ Development pipeline dominated by single-family homes
- **Affordability Gap is Significant**
 - Median home price \$517,000 (nearly doubled since 2015)
 - Household income needed to afford median home: \$164,000+
- **Majority of Need is Lower-Income**
 - 54–61% of renters are cost-burdened
 - 95% of unmet need is for households \leq 80% AMI
- **Future Need**
 - 8,435 units needed in unincorporated Adams County by 2036
 - 37,000+ units needed countywide by 2036
 - 55% of future demand is expected to be rental housing





- ✓ **Notable Initiatives:**
 - Invested \$21M of ARPA in housing projects, creating & preserving 1,200 affordable units.
 - Updated Development Standards and Comp Plan to support housing needs.
 - Water Master Plan (2026) to support utility/infrastructure planning for future demand.

- ✓ **Private Activity Bonds (PAB)**
 - \$6.4M in 2022 – Development of 94 units at 60% AMI or below in Commerce City.
 - \$6.9M in 2023 – Preservation of 160 units at 60% AMI or below in Thornton.
 - \$7.3M in 2024 – Development of 100-150 units at 80% AMI or below in Welby.
 - \$7.6M in 2025 – Development of 117 units at 70% AMI or below in Welby & Renovation of 51 units (senior housing) at 60% AMI or below in Northglenn.
 - \$8.0M in 2026 – Letters of Interest currently in review

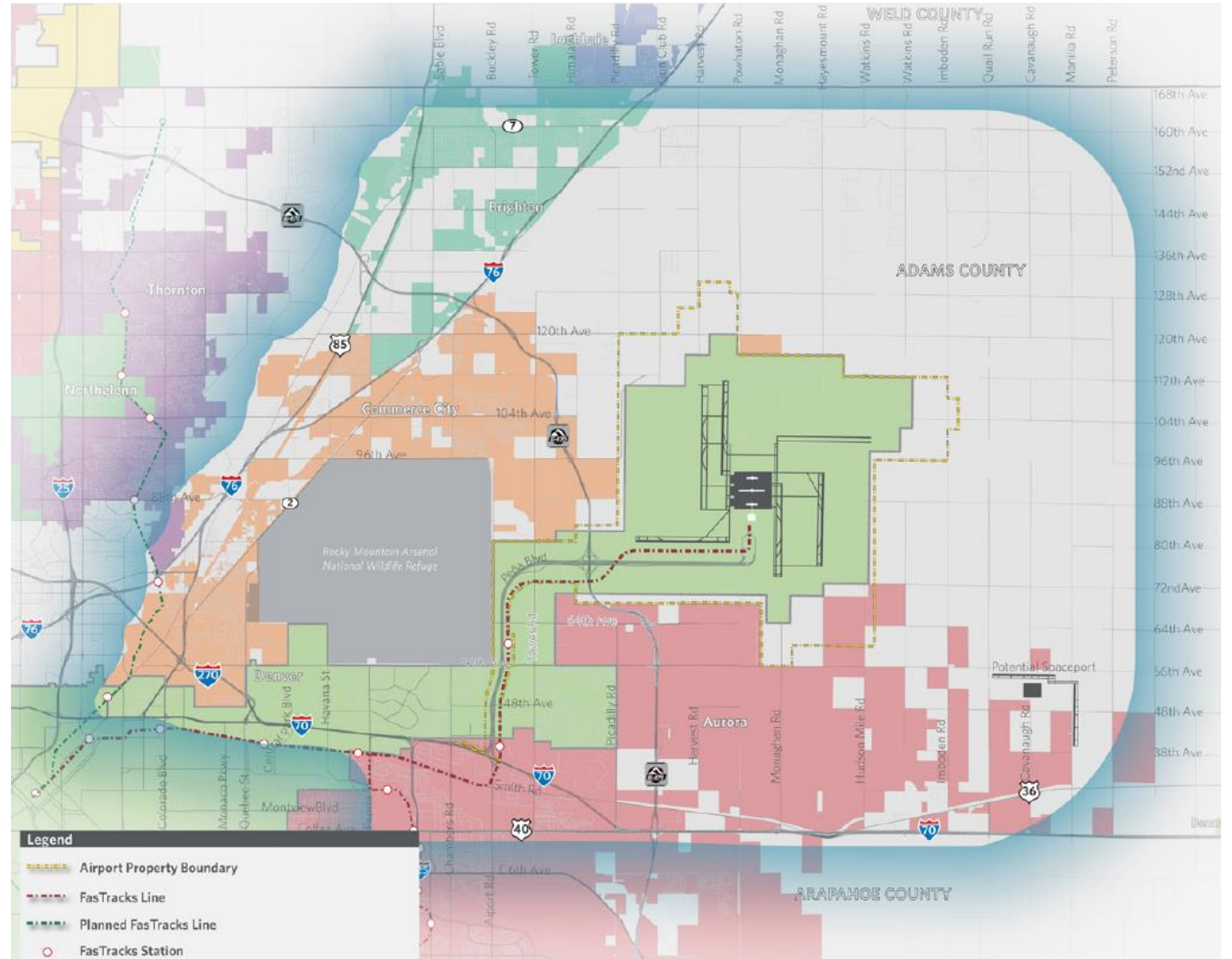
- ✓ **Housing Strategic Plans (2026)**
 - Nexus Study
 - Housing Needs Assessment
 - Balanced Housing Plan
 - Consolidated Housing Plan

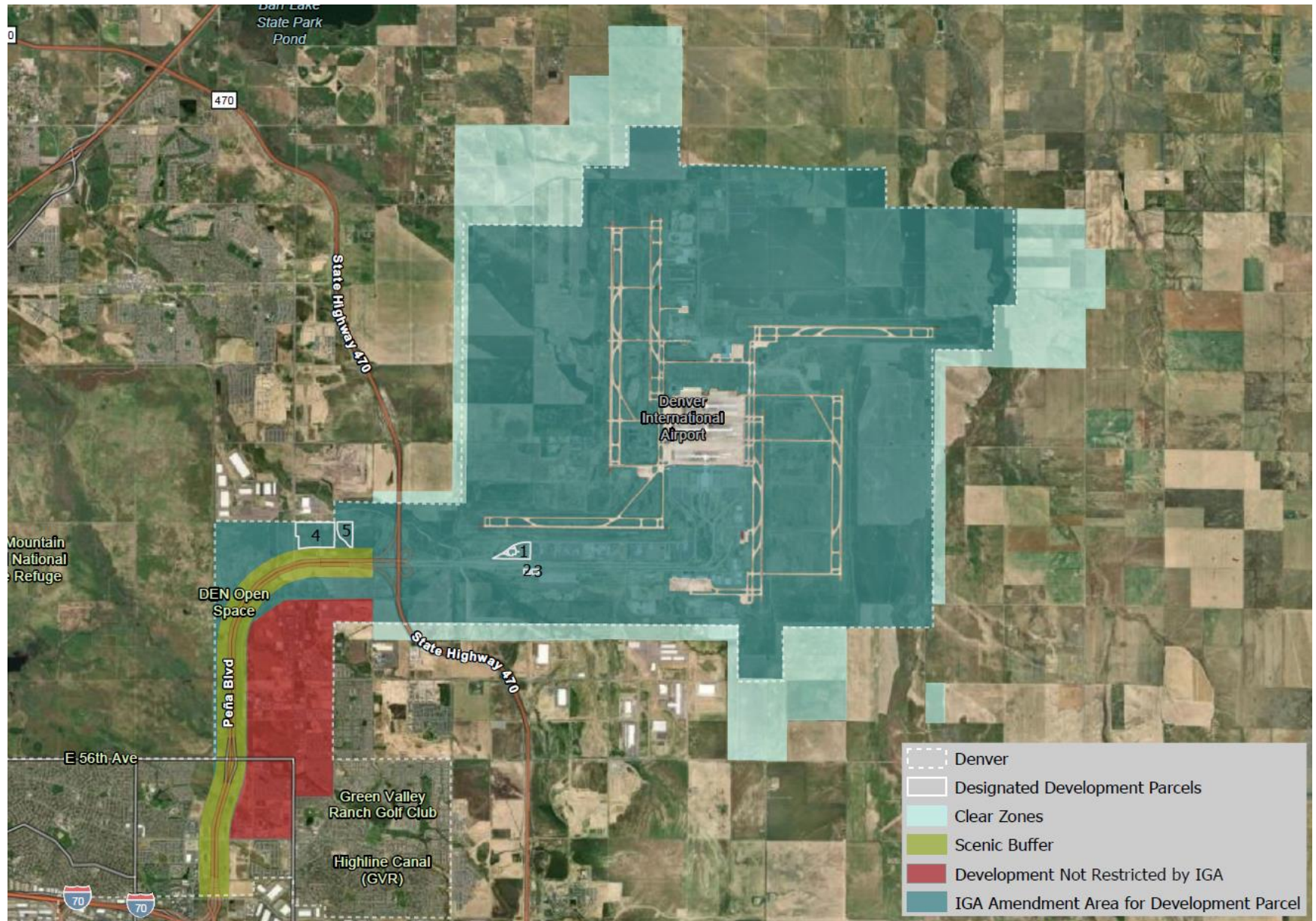




Colorado Aerotropolis:

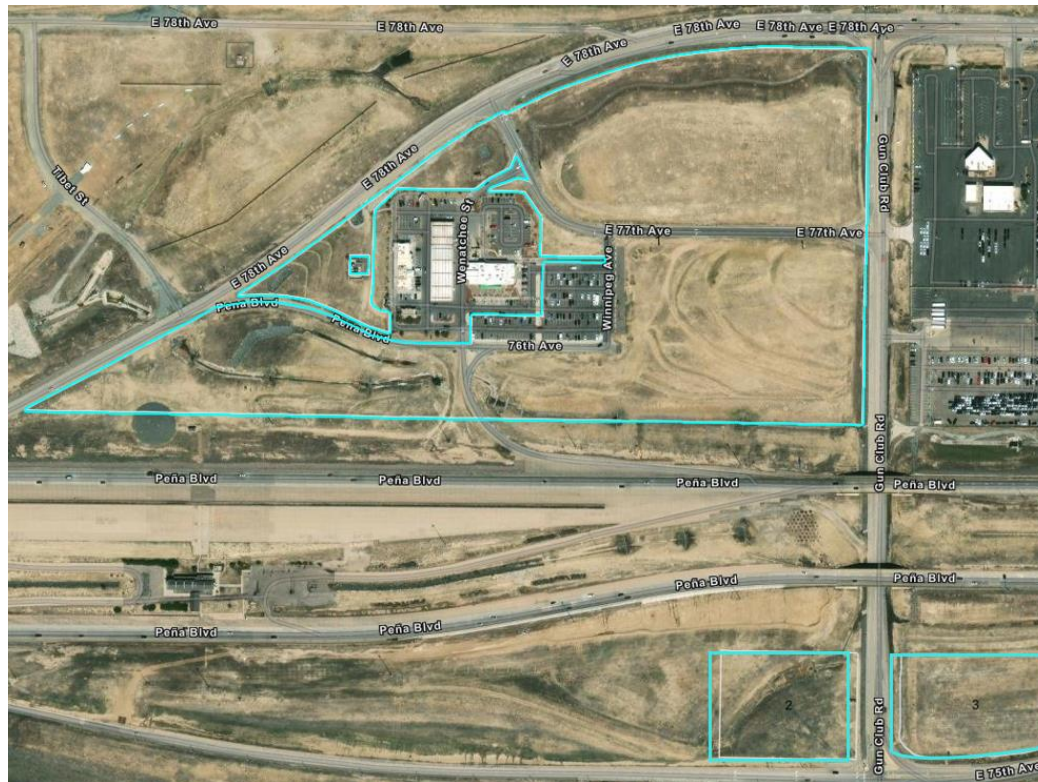
An urban development model where infrastructure, land use, and economic activity are centered around an airport. The 2016 “conceptual boundary” represents the area of influence that impacts or will be impacted by the current and future economic conditions, both on and off the airport.



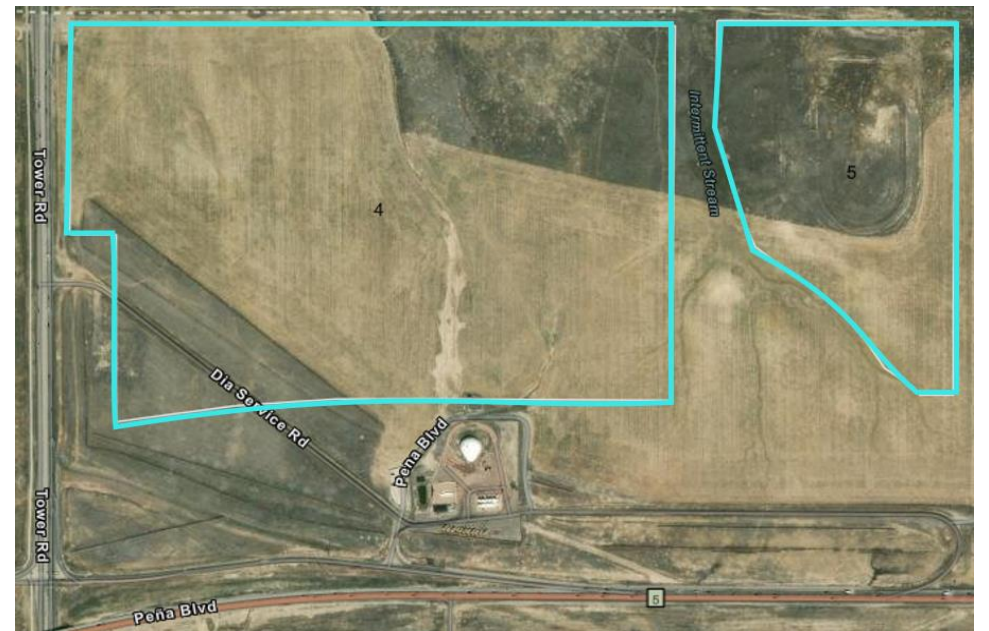




Development Parcel Tracking	Acres
Total Allowed	1,500.000
Total Designated	168.437
Total Remaining	1,331.563



Dated	Certificate No.	Acres
24-Feb-22	000001	35.320
24-Feb-22	000002	3.012
24-Feb-22	000003	3.105
31-Mar-23	000004	97.000
31-Mar-23	000005	30.000
	Total	168.437





Colorado Air and Space Port (CASP), owned by Adams County, is set to become America's hub for commercial space transportation, research, and development. Located just seven miles from DEN, CASP supports general aviation, research and development, and horizontal launches while serving as a testbed for cutting-edge aerospace projects.

-  One of only **14 FAA-licensed spaceports** in the U.S.
-  **1,000+ acres** for development
-  Surrounded by **7,000 acres of master-planned industrial land** with rail and highway access
-  Partnership with the **University of Denver** to establish a Six Sigma Center of Excellence

Current Partnerships
LANTERIS
SPACE SYSTEMS

 **BOOM**

 **UNIVERSITY of DENVER**





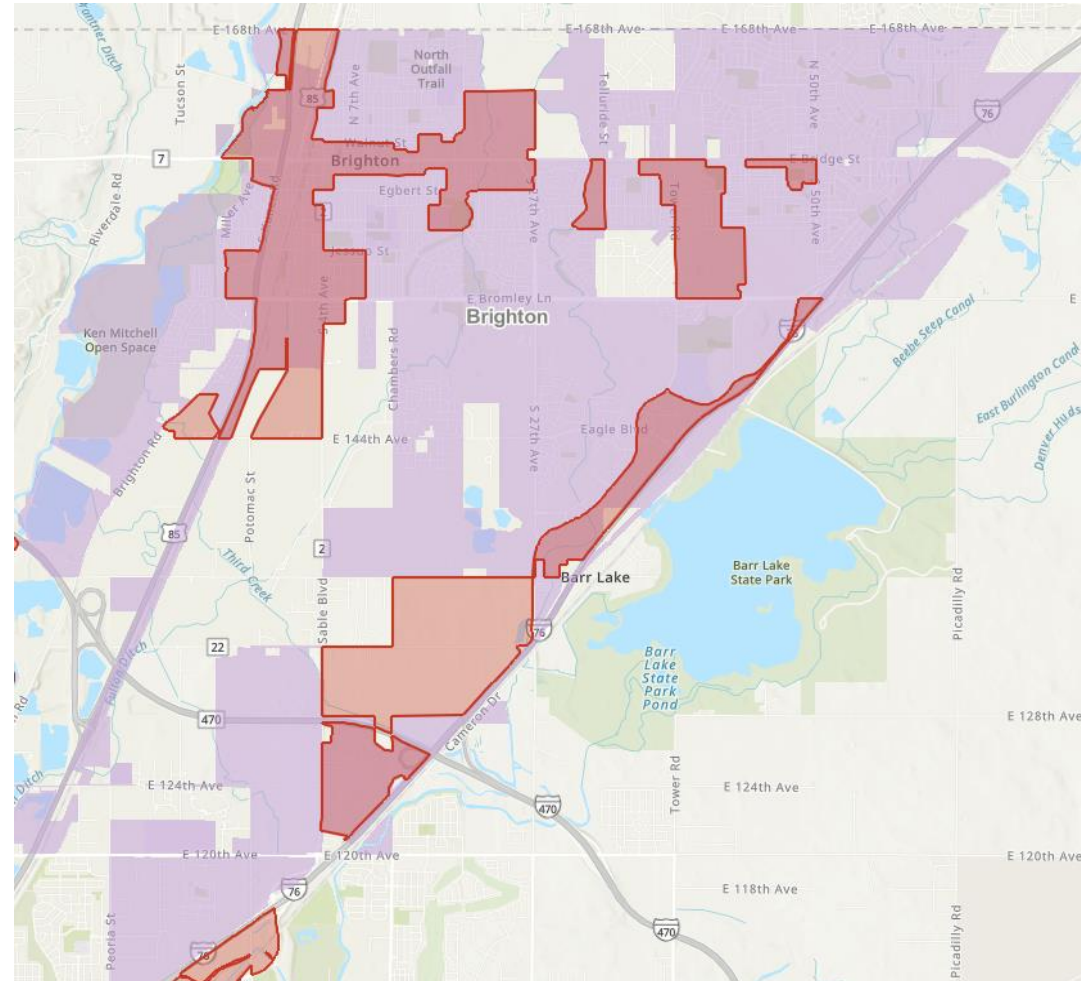
Benefits of an Enterprise Zone

- Lower Tax Burden
- Reduced Cost of Expansion
- Supports workforce and community improvements

SCAN ME



COLORADO
Office of Economic Development
& International Trade



EZ 2026

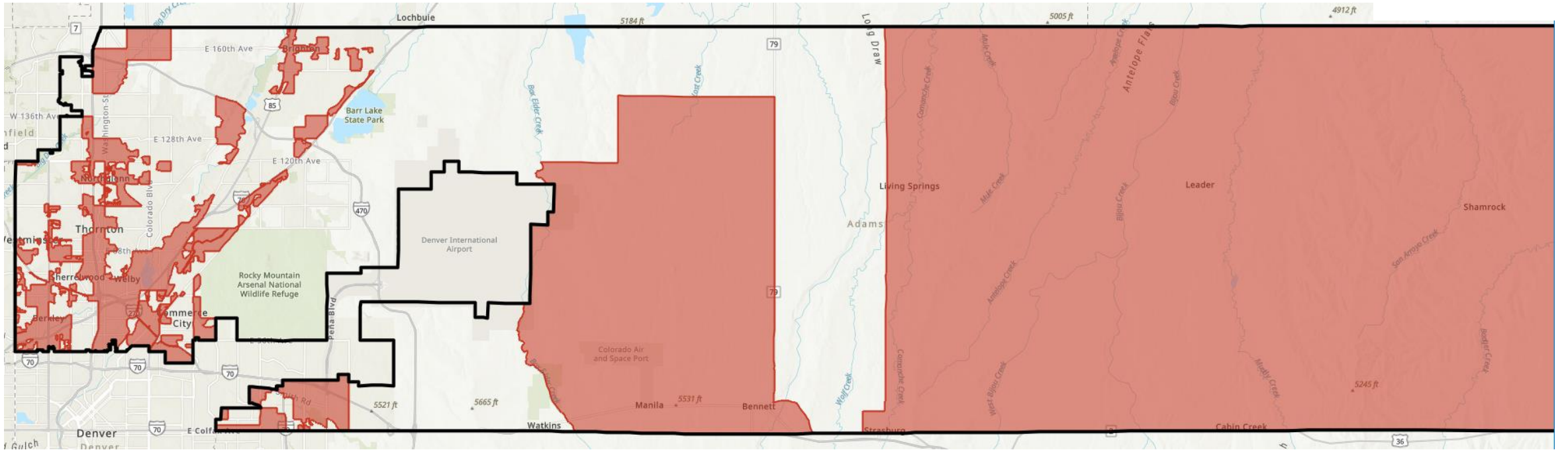


City Boundaries





EZ 2026





WHY ADAMS COUNTY

Adams County offers:

- ✓ Access to global markets and national distribution networks
- ✓ A young, growing, and diverse workforce
- ✓ Competitive costs within a top-tier metro economy
- ✓ Scalable sites for logistics, healthcare, aerospace, manufacturing, and services
- ✓ A county partner focused on certainty, coordination, and long-term competitiveness



Strategic Location



Inclusive Growth & Talent Development



Pro-Business, Partner-Oriented



Bill Aiken, AICP

Deputy Director, *Community & Economic Development*

4430 S. Adams County Pkwy, 1st Floor, STE W2000A

Brighton, CO 80601-8213

Direct: 720.523.6842 | baiken@adamscountyco.gov