

Appendix: The 2024 Oil & Gas Worker and Community Transition Report

Note: percentages show the percent of respondents (broken down by the workers and community respondents from each county) who provided a specific response to each question. Count refers to the number of workers or community members selecting an option, while “percent” refers to the portion of the whole sample or county, and these decimals are rounded to the nearest 1000th.

These percentages are not necessarily representative of the relevant demographic group, all oil and gas workers in Colorado, or a specific county constituent’s more broadly. Rather, this survey is meant to present preliminary findings on the priorities of workers and communities. Further sampling is necessary to reach statistical significance and more deeply explore disparities in responses across various geographies and reach more substantive conclusions about differences across race, gender, age, and other demographic differences.

Worker Survey Data by County

County	Count	Percent
Weld	9	0.265
Adams	6	0.176
Arapahoe	2	0.059
El paso	2	0.059
Montezuma	1	0.029
Mesa	1	0.029
Denver	8	0.235
Broomfield	1	0.029
Jefferson	2	0.059
Larimer	1	0.029
Park	1	0.029
Grand Total	34	1

Marital status	Count	Percent
Single	12	0.353
Married, with dependents	6	0.176
Single with dependents	4	0.118
Married, no dependents	3	0.088
Married, spouse works part time	2	0.059
blended household	1	0.029
Single with dependents	1	0.029
Married, spouse is not employed	1	0.029
Married with dependents	1	0.029
Married, spouse works full time	1	0.029
Married, with dependents,Married, spouse is not employed in the labor force	1	0.029
Married, with dependents,Married, spouse works full time	1	0.029
Grand Total	34	1

What is your gender?	Count of "What is your gender?"	Percent
Man	24	0.706
Woman	9	0.265
Non-binary	1	0.029
Grand Total	34	1

Race/ethnicity	Count	Percent
White/Caucasian	27	0.794
Black or African American	4	0.118
Some other race, ethnicity, origin	1	0.029
Asian	1	0.029
Some other race ethnicity origin	1	0.029
Grand Total	34	
Hispanic, Latino, Latina or Spanish origin	8	0.235
Not of Hispanic, Latino, Latina or Spanish origin	26	0.765

What sector do you work in?	Count	Percent
Oil and gas exploration and extraction	9	0.265
Oil and gas transportation and storage	7	0.206
Energy transmission or supply	7	0.206
Construction (pipefitting, concrete installation, etc)	6	0.176
Oil refining	2	0.059
Utilities	1	0.029
Renewable Energy	1	0.029
Government	1	0.029
Grand Total	34	1

Which benefits do you currently have access to? Select all that apply.	Count	Percent
Health insurance (I am covered as an individual)	17	0.5
Health insurance (I have coverage for my family)	15	0.441
Some sort of Health Insurance (total with either individual or family)	27	0.794
Paid family leave	17	0.5
Retirement contributions	22	0.647
Vision insurance	19	0.559
Disability insurance	18	0.529
Paid vacation	25	0.735
Paid sick leave	19	0.559
Dental insurance	19	0.559

What is your gross yearly income from oil and gas employment or downstream industry employment (including overtime)?	Count	Percent
Less than \$20,000	1	0.029
\$20,000 to \$34,999	3	0.088
\$35,000 to \$49,999	3	0.088
\$50,000 to \$74,999	9	0.265
\$75,000 to \$99,999	6	0.176
\$100,000 to 129,999	7	0.206
\$130,000 or above	5	0.147
Grand Total	34	

What is your level of education? Select your highest level or all that apply.	Count	Percent
(highest level only + apprenticeship noted here)		
High school or equivalent (GED)	3	0.088
Some college, no degree	9	0.265
Associate degree	5	0.147
Bachelor's degree	9	0.265
More than bachelor's degree	8	0.235
Apprenticeship or on-the-job training	1	0.029

What is your current employment status?	Count	Percent
I am currently a full-time salaried employee in the oil and gas or downstream industry	17	0.5
I am currently a full-time hourly employee in the oil and gas or downstream industry	7	0.206
I am currently working as a contract employee in the oil and gas or downstream industry	3	0.088
I am currently a full-time hourly employee in the oil and gas or downstream industry	3	0.088
I am currently a part-time hourly employee in the oil and gas or downstream industry	2	0.059
Full time employee no longer in oil and gas industry	1	0.029
Currently unemployed, not looking for work	1	0.029
Grand Total	34	1

Do you believe any of the following may have an impact on the number of jobs in your field? Rank in order of most (1) to least impact (5).					
Selection as #1 driver	Count	Percent	selection as #2 driver	Count	Percent
Ranked commodity pricing as #1:	9	0.265	Ranked commodity pricing as #2:	8	0.235
transition to renewables as #1:	10	0.294	transition to renewables as #2:	8	0.235
automation:	5	0.147	automation:	6	0.176
decreasing workers	4	0.118	decreasing workers	6	0.176
safety	6	0.176	safety	6	0.176
	34			34	1

What should the State or Local government (if anything) do to support workers? Please select your top 3 priorities.	Count	Percent
Financial assistance to relocate for a new job	9	0.265
Verification/certification of skills	9	0.265
Paid health benefit extension	10	0.295
Paid training for a new field of work	17	0.5
Wage replacement if laid off	10	0.294
Glide path to retirement (or wage replacement for early retirement if 60-64)	8	0.235
Pension guarantees	10	0.294
Information and access to paid training pathways for jobs requiring similar skills	9	0.265
Child care assistance	6	0.176

Community Descriptive Statistics:

Gender by County

	Man	Woman	Non-binary	Transgender	Grand Total
Adams	6	14			17
Alamosa		1			1
Arapahoe	7	2			7
Boulder	2	3			5
Broomfield		1			1
Costilla		1			1
Delta		1			1
Denver	11	18			28
Douglas	2	2			3
Eagle		1			1
El Paso	3	4			7
Elbert		1			1
Garfield	5	8			10
Jefferson	1	9			10
La Plata		3			1
Larimer	6	9			15
Las Animas		1			1
Logan		1			1
Longmont		1			1
Mesa	6	12		1	17
Montezuma	1				1
Montrose		1			1
Morgan	1	1			2
Pueblo	11	9			19

Rio Grande	1				1
Saguache		1			1
Weld	17	33	3		47
Grand Total	80	138	3	1	222

Approximate Total Annual Gross Household Income (before taxes) by County

	Less than \$20,000	\$20,000 to \$34,999	\$35,000 to \$49,999	\$50,000 to \$74,999	\$75,000 to \$99,999	\$100,000 to 129,999	130,000 or above	Grand Total
Adams	3	3	3	3	6	2		17
Alamosa	1							1
Arapahoe		2	1	1	3	2		7
Boulder	1		1	2	1			5
Broomfield		1						1
Costilla	1							1
Delta					1			1
Denver	7	2	4	5	4	3	4	28
Douglas	1		1				2	3
Eagle							1	1
El Paso	1	2	2		1	1		7
Elbert							1	1
Garfield		3		2	4	3		10
Garfield				1				1
Jefferson		3		5	2			10
La Plata	1					1	1	1
Larimer	1	3		3	2	4	2	15
Las Animas			1					1
Logan	1							1
Longmont				1				1
Mesa	3	2	2	4	3	3	2	17
Montezuma				1				1

Montrose		1							1
Morgan	1			1					2
Pueblo	2	2	4	3	3	5	1		19
Rio Grande	1								1
Saguache	1								1
Weld	11	6	4	12	7	4	9		47
Grand Total	37	30	23	44	37	28	23		222

Race by County

	Black or African American	Asian	Latino	White/Caucasian	Native American, Indigenous or Alaskan Native	Native Hawaiian or other Pacific Islander	Multiple races	Other	Grand Total
Adams		2	1	16	1				20
Alamosa				1					1
Arapahoe				7			2		9
Boulder		1		4					5
Broomfield				1					1
Costilla				1					1
Delta				1					1
Denver	1	1		22		1	3	1	29
Douglas				3	1				4
Eagle				1					1
El Paso	1			6					7
Elbert				1					1
Garfield				10			1	1	12
Jefferson	1			9					10
La Plata				3					3
Larimer	1			13			1		15
Las Animas				1					1

Logan					1				1
Longmont				1					1
Mesa	2		1	16					19
Montezuma				1					1
Montrose				1					1
Morgan				2					2
Pueblo		2		15	2	1			20
Rio Grande				1					1
Saguache				1					1
Weld	2		1	44	3			3	53
Grand Total	8	6	3	176	8	2	10	2	221

Ethnicity by County

	Hispanic, Latino, Latina or Spanish origin	Not of Hispanic, Latino or Latina origin	Some other race, ethnicity or origin	
Adams	3	16	1	20
Alamosa	1			1
Arapahoe	1	6	2	9
Boulder	1	4		5
Broomfield		1		1
Costilla		1		1
Delta			1	1
Denver	2	26	1	29
Douglas		4		4
Eagle		1		1
El Paso	1	5	1	7
Elbert		1		1
Garfield	4	8	1	13
Jefferson		10		10

La Plata		2	1	3
Larimer	4	10	1	15
Las Animas		1		1
Logan		1		1
Longmont		1		1
Mesa	5	14		19
Montezuma		1		1
Montrose			1	1
Morgan		2		2
Pueblo	6	12	2	20
Rio Grande		1		1
Saguache	1			1
Weld	9	41	3	53
Grand Total	38	165	15	222

Age by County

	18 - 24	25 - 34	35 - 44	45 - 54	> 54	Grand Total
Adams	4	4	1	3	8	20
Alamosa					1	1
Arapahoe	2		2		5	9
Boulder			1	1	3	5
Broomfield			1			1
Costilla			1			1
Delta					1	1
Denver	2	5	10	4	8	29
Douglas		2	2			4
Eagle					1	1
El Paso			1		6	7
Elbert					1	1
Garfield	2	2	1	1	6	12

Jefferson		1	1	1	7	10
La Plata			1		2	3
Larimer		5	1	3	6	15
Las Animas		1				1
Logan					1	1
Longmont		1				1
Mesa	2	3	6	3	5	19
Montezuma					1	1
Montrose			1			1
Morgan					2	2
Pueblo	2	3	7	2	6	20
Rio Grande					1	1
Saguache	1					1
Weld	5	12	9	9	18	53
Grand Total	20	39	46	27	89	221

Educational Attainment by County

	Less than high school	High school or equivalent (GED)	Some college, no degree	Technical school	Associate	Bachelor	More than Bachelor	Master	Other	Grand Total
Adams	1	7	3		1	3	5			20
Alamosa		1								1
Arapahoe		2	2		1	3	1			9
Boulder		1	1		2	1				5
Broomfield			1							1
Costilla		1								1
Delta		1								1
Denver		7	6	1	2	6	5	1	1	29
Douglas			1		1	1	1			4
Eagle						1				1

El Paso	1	2	1		1	1	1			7
Elbert						1				1
Garfield		3	5			5				13
Jefferson		2			3	3	1	1		10
La Plata		1				2				3
Larimer		2	4		2	6	1			15
Las Animas					1					1
Logan						1				1
Longmont			1							1
Mesa		3	3		3	8	2			19
Montezuma							1			1
Montrose			1							1
Morgan			2							2
Pueblo	1	5	6			3	4	1		20
Rio Grande					1					1
Saguache		1								1
Weld	1	16	13		5	13	5			53
Grand Total	4	55	50	1	23	58	27	3	1	222

Community Survey Responses

What, if any, specific concerns do you have about transitioning to renewable energy in your community? Select all that apply.

	Job losses	Loss of Tax Base	Higher energy costs for households	Percent of total concerned about Job losses in the community	Percent concerned about taxbase	Percent concerned about energy costs
Adams	3	4	11	0.15	0.2	0.55
Alamosa			1	0	0	1
Arapahoe	2	3	7	0.222	0.333	0.778

Boulder	1	1	2	0.2	0.2	0.4
Broomfield			1	0	0	1
Costilla				0	0	0
Delta				0	0	0
Denver	8	7	16	0.276	0.241	0.552
Douglas		2	2	0	0.5	0.5
Eagle				0	0	0
El Paso	3	2	5	0.429	0.286	0.714
Elbert		1		0	1	0
Garfield	4	7	7	0.308	0.538	0.538
Jefferson	2	3	8	0.2	0.3	0.8
La Plata		1	2	0	0.333	0.667
Larimer	4	6	12	0.267	0.4	0.8
Las Animas	1	1	1	1	1	1
Logan				0	0	0
Mesa	9	12	14	0.474	0.632	0.737
Montezuma		1	1	0	1	1
Montrose	1		1	1	0	1
Morgan	1	1	2	0.5	0.5	1
Pueblo	7	6	12	0.35	0.3	0.6
Rio Grande				0	0	0
Saguache			1	0	0	1
Weld	20	23	32	0.370	0.426	0.593

If your community had the opportunity to use newly available federal funding to support regional economic prosperity, which of the following areas should be prioritized? Please select your top 3 preferences.

The following shows the percentage of respondents from each county who ranked each in their top 3.

County	Total	Cleaning up historical environmental damage, such as plugging and remediating abandoned oil and gas wells	Workforce training, such as apprenticeship programs for high demand industries	Invest in community economic development needs like health care, public safety, childcare, utility services, and food access	Affordable housing investments, such as affordable single-family units for seniors and disabled people	Public transportation investments, such as free public bus options	Home energy efficiency, electrification, and weatherization improvements, such as improving insulation to save low-income communities on energy
Adams	20	0.25	0.15	0.05	0.3	0.1	0.35
Alamosa	1	0	0	0	1	0	0
Arapahoe	9	0	0.333	0.111	0.111	0.222	0
Boulder	5	0	0	0.8	0.8	0.4	0
Broomfield	1	0	0	1	1	0	0
Costilla	1	0	0	1	1	0	0
Delta	1	1	0	0	0	0	0
Denver	29	0.069	0.207	0.241	0.552	0.276	0.276
Douglas	4	0	0.25	0.5	0.5	0	0.25
Eagle	1	0	0	1	0	1	0
El Paso	7	0	0.571	0.143	0.286	0.143	0
Elbert	1	0	0	0	0	0	1
Garfield	13	0.077	0.308	0.308	0.462	0.154	0.231
Jefferson	10	0.3	0.4	0.4	0.3	0.1	0
La Plata	3	0	0	0.667	0.333	0.333	0
Larimer	15	0.267	0.467	0.2	0.467	0	0.2
Las Animas	1	0	0	0	1	0	0
Logan	1	0	1	0	0	0	0
Longmont	1	0	1	0	0	0	0
Mesa	19	0.263	0.158	0.263	0.263	0.105	0.105

Montezuma	1	0	1	0	1	0	1
Montrose	1	0	0	0	0	0	0
Morgan	2	0	0	0.5	1	0	0.5
Pueblo	20	0.1	0.25	0.35	0.3	0	0.2
Rio Grande	1	0	0	1	1	0	0
Saguache	1	0	1	1	0	0	0
Weld	54	0.259	0.222	0.407	0.222	0.056	0.204

County	Total	Assistance for your local utility to establish new clean energy systems	Electric and Telecommunications, such as broadband access	Funding for local farmers, ranchers, and rural small businesses to purchase renewable energy systems or energy efficiency improvements	Repurposing energy infrastructure such as transmission lines, refineries and power plants, for example repurposing coal power plants	Meeting community construction and/or physical infrastructure needs, such as repairing roads and bridges
Adams	20	0.5	0.15	0.35	0.3	0.25
Alamosa	1	1	0	1	0	0
Arapahoe	9	0.556	0.222	0.22	0.556	0.333
Boulder	5	0.2	0	0.4	0.4	0
Broomfield	1	0	0	0	0	1
Costilla	1	0	0	1	0	0
Delta	1	1	0	1	0	0
Denver	29	0.276	0.138	0.276	0.241	0.2769
Douglas	4	0	0	0.25	0	1
Eagle	1	1	0	0	0	0
El Paso	7	0.429	0.286	0.429	0.571	0.143
Elbert	1	1	0	1	0	0

Garfield	13	0.154	0.154	0.231	0.077	0.462
Jefferson	10	0.4	0.3	0.2	0.1	0.3
La Plata	3	0.667	0.333	0.333	0	0.333
Larimer	15	0.133	0	0.6	0.067	0.467
Las Animas	1	1	0	1	0	0
Logan	1	0	0	1	0	1
Longmont	1	1	0	0	1	0
Mesa	19	0.263	0.263	0.684	0.211	0.421
Montezuma	1	0	0	0	0	0
Montrose	1	0	0	1	0	0
Morgan	2	0	0	1	0	0
Pueblo	20	0.35	0.2	0.55	0.25	0.4
Rio Grande	1	0	1	0	0	0
Saguache	1	0	0	1	0	0
Weld	54	0.259	0.222	0.426	0.146	0.407

Oil and Gas Worker Survey

Q1 Thank you so much for taking this survey. The goal of this survey is to better understand the priorities of oil and gas workers as Colorado transitions to cleaner forms of energy. We want to make sure that your voice is heard as state and local leaders are planning for a clean energy future. Your insights and perspectives will be incredibly valuable to ensure Colorado's energy transition is fair and equitable. This survey is intended to collect the input of people working in the oil and gas industry, either in exploration and production, or a downstream industry in

Colorado. "Downstream industry" refers to industry sectors such as oil refining or other activities like pipefitting or steel work related to the distribution or use of products derived from crude oil and natural gas.

Q2 What sector do you work in?

- Oil and gas exploration and extraction
- Oil refining
- Energy transmission or supply
- Oil and gas transportation and storage
- Construction (pipefitting, concrete installation, etc)
- Other

Q3 What is your current or your most recent role and job title in the oil and gas industry or related downstream industry?

Q4 How long have you been working in the oil and gas industry or related downstream industry? Answer in years.

Q5 What county do you live in?

Q6 What county do you work in? Provide zip codes or specific areas if possible.

Q7 What is your level of education? Select your highest level or all that apply.

- Less than high school
- High school or equivalent (GED)
- Some college, no degree
- Associate degree

- Bachelor's degree
- More than bachelor's degree
- Apprenticeship or on-the-job training

Q8 What is your gross yearly income from oil and gas employment or downstream industry employment (including overtime)?

- Less than \$20,000
- \$20,000 to \$34,999
- \$35,000 to \$49,999
- \$50,000 to \$74,999
- \$75,000 to \$99,999
- \$100,000 to 129,999
- 130,000 or above

Q9 What is your current employment status?

- Currently unemployed, not looking for work
- Currently on unemployment, looking for work
- I am currently a full-time salaried employee in the oil and gas or downstream industry
- I am currently a full-time hourly employee in the oil and gas or downstream industry
- I am currently a part-time hourly employee in the oil and gas or downstream industry
- I am currently working as a contract employee in the oil and gas or downstream industry
- I am currently a daily rate employee in the oil and gas or downstream industry
- Other

Q10 How many hours do you spend commuting per week to and from work?

Q11 How many hours do you spend working per week?

Q12 Do you believe any of the following may have an impact on the number of jobs in your field? Rank in order of most (1) to least impact (5).

	0	1	2	3	4
Commodity pricing					
Decreasing the number of workers on a given job site					
Reduced attention to safety protocols					
Automation					
Transition to renewable energy					

Q13 Are there any additional factors that you think are impacting the number of jobs in your field of work?

Q14 When considering a new job, which of the following describes you the most?

(SingleSelection)

- I would prioritize staying in my current location even if it meant I would have to move into a different industry
- I would prioritize staying in my current location with a preference for staying in the oil and gas or related industry
- I would follow the job opportunities to remain in the oil and gas or related industry even if that would require me to work in an area 50 miles or more from where I am currently living

Q15 When considering a new job, which of the following aspects of job quality are most important to you? Please select your top 3.

- Comparable pay
- Comparable benefits
- Workplace health and safety
- Provides continued employment within the U.S./family stability
- Access to free training for new skills required
- Does not require relocation
- Job security (contract length)
- Flexible work schedule, (compressed/alternative scheduling or extended time off)
- Verification of current skills to allow smooth transitions to similar opportunities (no retraining required)
- Availability of overtime opportunities

Q16 Which benefits do you currently have access to? Select all that apply.

- Health insurance (I am covered as an individual)
- Health insurance (I have coverage for my family)
- Paid family leave
- Retirement contributions
- Vision insurance
- Disability insurance
- Paid vacation
- Paid sick leave
- Dental insurance

Q17 Do you have any concerns about moving into other fields of work that are outside of the oil and gas industry?

Q18 Would you be interested in receiving free training or education to help you move to a new part of the energy sector in any of the following fields? Please select your top 3 fields of interest.

- Environmental remediation and plugging abandoned wells
- Pipeline removal
- Utility-scale solar
- Wind
- Electrical grid management and construction
- Battery and energy storage technologies
- Geothermal
- Carbon capture and storage
- Zero emission vehicle construction and maintenance
- Clean hydrogen
- Home and building weatherization and electrification
- Nuclear
- Not interested
- Other

Q19 Is there any other industry outside of the energy sector you would be interested in receiving training for or consider working in? Please select your top 3 fields of interest.

- Waste and Wastewater management or water processing
- Health care
- City maintenance
- Emergency services (EMT, firefighter, police officer)
- Transportation
- Manufacturing

- Retail/Sales
- Information technology (IT)
- Construction/civil engineering
- Electrical distribution and maintenance
- Other

Q20 Are you a member of a labor union?

- Yes
- No

Q21 If yes; how important is it to you that your union plays a role in helping you transition to new opportunities that utilize similar skill sets?

- Very important
- Somewhat important
- Neutral
- Not important

Q22 Would you consider joining a union in another sector or the renewable energy sector if there was the opportunity to do so?

- Yes
- No
- Maybe, I need more information

Q23 Would you be interested in working with an employee-owned company* if it included the following benefits: increased transparency, opportunities for workers to participate in decision making, and opportunities to buy holdings in the company? *Employee owned companies are businesses where no one person has a majority of shares or control over an organization. Models can be as simple as granting workers stock shares or highly structured with democratic governance.

- Yes
- No
- These benefits are important to me, but I would need more information

Q24 What should the State or Local government (if anything) do to support workers? Please select your top 3 priorities.

- Financial assistance to relocate for a new job
- Verification/certification of skills
- Paid health benefit extension
- Paid training for a new field of work
- Wage replacement if laid off
- Glide path to retirement (or wage replacement for early retirement if 60-64)
- Pension guarantees
- Information and access to paid training pathways for jobs requiring similar skills
- Childcare assistance
- Other

Q25 If asked to train for a new job, under what terms would you be interested in retraining? Select ALL that you would consider

- The training is free; either subsidized by the state or employers (but I would not be compensated for my time)
- I would be paid for my time participating in the training opportunities
- Other

Q26 If retraining was required to transition to a new job opportunity, how long of a training program would you be interested in participating in? *If you are compensated for your training*

- 1 week of training or less
- 2 weeks of training or less

- 3-4 weeks or less
- A month or less
- 1-3 months or less
- 4-6 months or less
- 7 months to a year or less
- 1-2 years or less
- 2-4 years
- 4 years+

Q27 If retraining was required to transition to a new job opportunity, how long of a training program would you be interested in participating in? *If training was free but you aren't paid for your time*

- 1 week of training or less
- 2 weeks of training or less
- 3-4 weeks or less
- A month or less
- 1-3 months or less
- 4-6 months or less
- 7 months to a year or less
- 1-2 years or less
- 2-4 years
- 4 years+

Q28 Please select all below that best describes your household work situation:

- Single
- Single with dependents
- Married, no dependents

- Married with dependents
- Married, spouse is not employed
- Married, spouse works full time
- Married, spouse works part time
- Other

Q29 What is your gender?

- Man
- Woman
- Non-binary
- Transgender
- Other

Q30 What is your race?

- Black or African American
- Native American, Indigenous or Alaskan Native
- Asian
- Native Hawaiian or other Pacific Islander
- White/Caucasian
- Multiple races
- Some other race, ethnicity, origin

Q31 What is your ethnicity?

- Hispanic, Latino, Latina or Spanish origin
- Not of Hispanic, Latino or Latina origin
- Some other race, ethnicity or origin

Q32 Is there anything else you would like to share about your perspective or experience in the oil and gas or a downstream industry?

Oil and Gas Community Survey_Colorado

Q1 Thank you so much for taking this survey. The goal of this survey is to better understand the priorities of community members as Colorado and transitions to cleaner forms of energy. We want to make sure that your voice is heard as state and local leaders are planning for a clean energy future. Your insights and perspectives will be incredibly valuable to ensure Colorado's energy transition is fair and equitable. This survey is intended to collect the input of community members impacted by the oil and gas industry (exploration and production - also known as 'fracking') or a downstream industry in Colorado. "Downstream industry" refers to industry sectors such as oil refining, steel mills, or other activities related to the distribution or use of products derived from crude oil and natural gas.

Q2 What is your gender?

- Man
- Woman
- Non-binary
- Transgender
- Other

Q3 What is your race?

- Black or African American
- Native American, Indigenous or Alaskan Native
- Asian
- Native Hawaiian or other Pacific Islander

- White/Caucasian
- Multiple races
- Some other race, ethnicity, origin
- Other

Q4 What is your ethnicity?

- Hispanic, Latino, Latina or Spanish origin
- Not of Hispanic, Latino or Latina origin
- Some other race, ethnicity or origin
- Other

Q5 What is your highest level of education?

- Less than high school
- High school or equivalent (GED)
- Some college, no degree
- Associate degree
- Bachelor's degree
- More than bachelor's degree
- Other

Q6 What is your approximate total household income (before taxes) in a typical year?

- Less than \$20,000
- \$20,000 to \$34,999
- \$35,000 to \$49,999
- \$50,000 to \$74,999
- \$75,000 to \$99,999

- \$100,000 to 129,999
- 130,000 or above

Q7 What county do you live in?

Q8 The following counties in Colorado depend on oil and gas property taxes- which pay for local services like schools and fire departments- for over 1% of their assessed property value: Moffat (6.2%), Jackson (36.1%), Rio Blanco (40.2%), Garfield (40.3%), Mesa (5.1%), Gunnison (1.2%), Dolores (61.3%), Montezuma (45.8%), La Plata (16.3%), Archuleta (3.5%), Weld (43.6%), Broomfield (3.9%), Adams (2.8%), Washington (5.6%), Yuma (6.3%), Phillips (1.5%), Lincoln (6.7%), Cheyenne (26.5%), Kiowa (9.3%), Huerfano, (2.9%), Las Animas (15.7%), and Baca (5.1%). Did you know that your county of residence was dependent on oil and gas property tax revenue? (SingleSelection)

- Yes
- No
- I had some idea, but not this high a percentage
- I do not live in one of these counties, but my county is impacted by a downstream oil and gas related industry like a refinery or a steel plant

Q9 What industry do you work in?

Q10 What is your occupation/job title?

Q11 Do you believe that transitioning to renewable energy sources in Colorado can create new job opportunities and contribute to economic growth in your community?

- Yes
- No
- Other

Q12 What, if any, specific concerns do you have about transitioning to renewable energy in your community? Select all that apply.

- Job losses in the community
- Loss of tax base (local funding for schools, roads, etc)
- Higher energy costs for households
- None of the above
- Other

Q13 In which of these sectors do you see the greatest potential for job growth in your community? Please select your top 3 preferences.

- Zero emission electric vehicle construction and maintenance
- Battery and energy storage
- Electrical grid management and construction
- Nuclear
- Wind
- Carbon capture & storage
- Hydrogen
- Solar
- Home building weatherization and electrification
- Geothermal
- Not interested
- Other

Q14 Which of the following industries (if any) would you like to see come to your community to support a strong tax base, local economic development and/or job creation? Please select your top 3 preferences.

- Food and Agriculture
- Electronics

- Health and wellness
- Advanced manufacturing
- Transportation and Logistics
- Aerospace
- Bioscience
- Tourism/Outdoor Recreation
- Technology and Information (IT)
- Not interested
- Other

Q15 How important is it to you that any jobs and opportunities coming to your community provide family sustaining local jobs, (including job security and benefits)?

- Very important
- Somewhat important
- Neutral
- Not important

Q16 If your community had the opportunity to use newly available federal funding to support regional economic prosperity, which of the following areas should be prioritized? Please select your top 3 preferences.

- Assistance for your local utility to establish new clean energy systems
- Electric and Telecommunications, such as broadband access
- Funding for local farmers, ranchers, and rural small businesses to purchase renewable energy systems or energy efficiency improvements
- Repurposing energy infrastructure such as transmission lines, refineries and power plants, for example repurposing coal power plants
- Meeting community construction and/or physical infrastructure needs, such as repairing roads and bridges

- Cleaning up historical environmental damage, such as plugging and remediating abandoned oil and gas wells
- Workforce training, such as apprenticeship programs for high demand industries
- Invest in community economic development needs like health care, public safety, childcare, utility services, and food access
- Affordable housing investments, such as affordable single-family units for seniors and disabled people
- Public transportation investments, such as free public bus options
- Home energy efficiency, electrification, and weatherization improvements, such as improving insulation to save low-income communities on energy

Q17 Are there any other types of projects would you like to see in your community as part of the energy transition?

Q18 Are you aware of your community transitioning to renewable energy in any way?

- Yes
- No

Q19 Are current programs and/or tax incentives that support electrification and energy efficiency easy to navigate and financially accessible to you? For example, purchasing an electric vehicle, weatherizing your home, or installing solar panels?

- Yes
- No
- I am unaware of any programs or tax breaks related to electrification

Q20 Please list or describe the electrification or energy efficiency programs you are aware of. Have you participated in any? Or, if you are aware of programs but have not participated in any, why not?

Q21 On a scale of 1 to 10, how much does air or water pollution in your community impact the health of you and/or your family?

(10) Very impacted

(3) Somewhat impacted

(6) Moderately impacted

(0) No impact

Q22 On a scale of 1 to 10, how concerned are you about climate impacts such as increased wildfires, drought, or extreme heat in your community?

(0) Not concerned

(6) Moderately concerned

(3) Somewhat concerned

(10) Very concerned

Q23 Do you feel that your community members have opportunities to participate in decision-making related to the energy transition?

- Yes

- Some members of the community have the opportunity to have their voice heard, but historically underserved groups do not

- No, the public is not being engaged on this issue in my community

- Other

Q24 What, if anything, would you like to see from your state or local government to improve community engagement to ensure that the transition to renewable energy reflects your needs and the priorities of your community? Select all that apply.

- In-person, public engagement opportunities open to all individuals (community roundtables or events)

- Engagement organized through member-based groups and community spaces (for example, faith based organizations and community centers)
- Representative engagement; collecting indirect input from your community leaders like business leaders, faith and education leaders, and local elected officials
- Online engagement opportunities (surveys)
- Other

Q25 Is there anything else you would like to share?