Education and Training Committee: Findings & Recommendation

November 14, 2016
SHG Advisors has over 10+ years of workforce development experience.

- Worked directly with homeless and low-income individuals to help prepare them for the workforce and place them in jobs
- Founded and managed a workforce intermediary for 6+ years
- Served as the D.C. Secretary of Labor under Mayor Fenty
The Education & Training Committee formed as a result of SB14-205.

The legislation mandated that a working group be created, comprised of representatives from the relevant state departments and offices to discuss and determine the most effective way to use sector partnerships at the regional level, and within the State, to align workforce development, economic development and education, to the needs of key industries.
The E&T Committee has a stated mission statement.

“To create and sustain a business-led Colorado talent system that appropriately integrates the work of economic development, education, training and workforce development to meet the needs of businesses, students and job-seekers.”
The E&T Committee is comprised of Voting & Non-Voting Members.

The Committee convenes cross-sector stakeholders, connects related projects, disseminates and communicates information, and develops policy and procedural recommendations regarding talent development.

- **Convene** all stakeholders
- **Connect** efforts across all those stakeholders
- **Communicate** and disseminate information
- **Recommend** how to remove barriers
The E&T Committee also provides guidance and recommendations to different sub-committees/task groups.
SHG completed over 15 interviews.

**Voting Members**

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<tr>
<th>Name</th>
<th>Organization</th>
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<tbody>
<tr>
<td>Randy Black</td>
<td>Colorado Association of School Boards</td>
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<td>Josh Davies</td>
<td>Center for Work Ethic Development</td>
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<tr>
<td>Bill Dowling</td>
<td>Colorado Department of Labor and Employment</td>
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<td>Scott Fast</td>
<td>Colorado Cradle to Career</td>
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<td>John Fleck</td>
<td>Sheet Metal Workers #9</td>
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<tr>
<td>Katie Greigo</td>
<td>Colorado Department of Human Services</td>
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<tr>
<td>Sarah Heath</td>
<td>Colorado Community College System</td>
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<tr>
<td>Judith Martinez</td>
<td>Colorado Department of Education</td>
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<tr>
<td>Inta Morris</td>
<td>Colorado Department of Higher Ed</td>
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<tr>
<td>Stephanie Veck</td>
<td>Colorado Workforce Development Council</td>
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**Non-Voting Members**

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<tr>
<td>Shelley Banker</td>
<td>Colorado Department of Higher Education</td>
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<tr>
<td>Carl Einhaus</td>
<td>Colorado Department of Higher Education</td>
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<tr>
<td>Liz Kuehl</td>
<td>Colorado Education Initiative</td>
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<td>Chaer Robert</td>
<td>Colorado Center on Law &amp; Policy</td>
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<td>Misti Ruthven</td>
<td>Colorado Department of Education</td>
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<tr>
<td>Jamie Trafficanda</td>
<td>Colorado Succeeds</td>
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<td>Steve Wright</td>
<td>CDLE State Youth Council</td>
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There were several key themes that emerged from the interviews.

• There is a tremendous amount of work going on across Colorado and it is confusing to determine who is doing what.

• There is a lack of clarity and understanding regarding the role of the Committee.

• The value of the Committee is dependent on the member’s role.

• Josh does a terrific job of facilitating a group that is hard to wrangle.
The biggest value that members receive from Committee participation is knowledge-sharing.

“It’s been helpful to get an update on what is occurring and trying to make linkages to other activities that we might not be aware of.”

“I go to the meetings because it helps me establish relationships.”

“Sharing information and awareness can be helpful, but then we should never have Senior Level Staff members going.”

“It’s helpful to know what is going on in the State and different agencies and different players. Connecting the different agencies to different workforce players is helpful.”

“I’ve found it to be a super helpful connection point. We’ve been able to get together with various partners. I like getting updates. It’s helpful to know what others are doing real time and to make connections.”
Committee members have high expectations of what could be accomplished in the future.

• Engage more youth in apprenticeships.

• Align the work of all agencies that touch workforce.

• Improve the overall workforce system to ensure that there are effective programs in place.

• Ensure that all workforce stakeholders are using consistent and coherent language.

• Increase awareness of the workforce system so that youth and adults know how to access the resources available to them.
Committee members had some specific requests and recommendations.

- Let’s be more proactive in informing and making policy recommendations.
- Ensure that we are being inclusive of all populations we are serving, as well as the smaller workforce providers.
- Continue to clarify how the different initiatives are aligned.
- Clarify the roles and expectations of committee members.
Committee members inquired about business participation.

- Participating on the Committee may not be of value to businesses
- Let’s solicit the voice of the business community when appropriate
- Sector Partnerships already do a very good job of engaging businesses
SHG has specific recommendations for next steps.

• Let the CWDC Executive Committee provide direction to the sub-committees. The Executive Committee is comprised of the leaders of the State Workforce Development Council, the Department of Higher Education, the Department of Education, the Department of Labor and Employment, and the Colorado Office of Economic Development.

• Create a Learning Circle for stakeholders to share information with one another. This is an opportunity to meet three times per year and provide a venue for deliberate information sharing.

• CWDC should execute additional leadership. In 2010, Governor Ritter issued an Executive Order appointing the Colorado Workforce Development Council as the convener of education, economic development and workforce entities across the State. Stakeholders want the Council to take more of a leadership role in aligning efforts.
Exercise: Let’s discuss how the work of the Committee could be redirected to be of value to them and the Council.

How: Small Groups – Rank the Possible Functions

Time: 15 minutes (approximately)

- Develop shared strategies to promote participation in apprenticeships
- Guide the creation of key performance indicators for career pathway programs, share information necessary to formulate a baseline, and review progress on a regular basis
- Guide the creation of a postsecondary workforce readiness framework
- Develop position statements on issues coming before the state legislature and disseminate statements with respective constituencies
- Strategically advise the creation of statewide career pathway maps and collaborate to develop regional career pathway programs in high-demand industries
There are some specific details on the role that the Committee could play for each function.

- **Develop shared strategies to promote participation in apprenticeships**
  - Committee role: Agree upon key talking points to promote apprenticeships and key industries to focus on; share information with constituencies; utilize other committee members to develop components of apprenticeship curricula as needed.

- **Guide the creation of key performance indicators for career pathway programs, share information necessary to formulate a baseline, and review progress on a regular basis**
  - Committee role: Debate and agree on key indicators for successful career pathway programs; share information on those indicators on their respective programs.

- **Guide the creation of a postsecondary workforce readiness framework**
  - Committee role: Advise and approve components of framework, including KSA's necessary for 4-8 optional routes after high school; implement framework within programs to support high school students.

- **Develop position statements on issues coming before the state legislature and disseminate statements with respective constituencies**
  - Committee role: Discuss issues, debate and agree on positions, share information.

- **Strategically advise the creation of statewide career pathway maps and collaborate to develop regional career pathway programs in high-demand industries**
  - Committee role: Review the work completed under HB15-1274 each spring; take information and develop career pathway programs; work with other committee members to design articulation agreements and tools needed for stackable credentialing.