

STATE OF COLORADO

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John W. Hickenlooper
Governor

B 2015 007

EXECUTIVE ORDER

Updating the Colorado Workforce Development Council

Pursuant to the authority vested in the Governor of the State of Colorado and, in particular, pursuant to Article IV, Section 2 of the Colorado Constitution, I, John W. Hickenlooper, Governor of the State of Colorado, hereby issue this Executive Order rescinding Executive Orders B 2010-012 and 2010-014, and updating the Colorado Workforce Development Council.

I. Background and Purpose

Our ability to grow the economy, support businesses and industry, and create quality jobs hinges on the knowledge, productivity, and ingenuity of our people. As industries, the economy, and geographic regions of our state have evolved, so must our workforce system to best connect talent to employment opportunities and employers to the talent they need to succeed. Colorado has become a national leader in talent development by focusing both on innovative and proven practice—such as sector strategies and career pathways to align education and training with the current and future needs of employers for a skilled workforce.

The Colorado Blueprint, released in 2011, created a framework for strengthening Colorado's economy in part by focusing on educating and training the workforce of the future. Colorado's success in a competitive global economy will be based on the state's ability to meet the current and future needs of Colorado employers and the ability align and connect the various entities that support our workforce. This alignment can be accomplished through a combination of existing workforce development boards, a more focused outreach to business and economic development, enhanced electronic and data sharing systems, and continued emphasis on Colorado's P-20 educational system.

Section 3111 of the Workforce Innovation and Opportunity Act of 2014, 29 U.S.C. § 3101, *et seq.* (hereinafter referred to as "WIOA"), authorizes the Governor to establish a workforce development board to assist the Governor in the development of the State workforce development plan and to carry out additional specified functions. In accordance with § 3111 of WIOA, this Executive Order shall update the workforce development board in Colorado, which

will continue to be known as the Colorado Workforce Development Council ("Council"). This Executive Order rescinds and replaces Executive Orders B 2010-012 and 2010-014. The Workforce Development Council is hereby reinstated as directed herein.

II. Mission and Scope

The Council shall have the duties, responsibilities, and powers authorized in § 3111 of WIOA, as well as the following:

- A. Identify opportunities to align current initiatives in education, training, and workforce/economic development in order to ensure a well-educated and well-trained workforce is available and prepared to meet the needs of a growing and changing economy.
- B. Develop a comprehensive statewide strategic plan and other specific functions as provided for in § 3112 and §3113 of WIOA. In addition to meeting the criteria set forth by WIOA, the strategic plan shall also reflect the regional strategic workforce plans as required in § 3122 of WIOA.
- C. Work with each local workforce development board to ensure that local workforce development board membership is composed of local businesses, economic development entities, workforce development entities, and higher education institutions. The Council may assist the boards in meeting the requirements of § 3122 of WIOA, and in implementing local and regional strategic planning efforts.
- D. Understand and engage industry as economic changes occur in the marketplace. Utilize the strategic partners (education, higher education, labor and employment, human services and economic development) to ensure the industry needs of each sector are being met. The Council shall work with each local workforce development board in order to identify specific targeted sectors. When necessary, the Council may also assist the regions in conducting ongoing evaluations of local industry, support and training needs.
- E. Promote talent development programs, sector initiatives, and career pathways in order to effectively engage Colorado business. The Council shall also work to ensure that information and workforce services are easily accessible to local businesses.
- F. Facilitate the communications among the partners (education, higher education, labor and employment, human services, and economic development)

to share data across workforce regions as well as within other partnerships. The Council shall serve as the governing voice representing all regions of the state with a focus on united common goals, interests, sectors, and delivering best practices among the regions. The Council shall have the responsibility to ensure the communication and information among the workforce development boards is utilized in the most effective manner.

- G. Assist various entities, including but not limited to the Colorado Department of Labor and Employment, the Colorado Office of Economic Development and International Trade, the Colorado Department of Higher Education, the Colorado Department of Education, the Colorado Department of Human Services, and other departments, in promoting the use and development of statewide training credential certificates, degree completion programs, work-based learning, and other collaborative opportunities;
- H. Undertake such additional functions, responsibilities, and missions promoting the development of the state's talent pipeline as requested by the Office of the Governor.
- I. Further, the Council is delegated the authority to act on behalf of the Governor, in consultation with him or her, to implement the requirements of WIOA.

III. Membership

- A. The Council shall be a business-driven body comprised of business representatives, workforce representatives, state and local elected officials, and government entities. The composition of the Council shall conform to the minimum requirements laid out in § 3111(b) of WIOA and include additional members appointed by the Governor as allowed by that same section. The voting membership shall be as follows:
 - 1. The Governor, or a designee who has authority to act on his or her behalf;
 - 2. Two members of the Senate, not more than one of whom shall be from the same political party, one to be appointed by the President of the Senate and one to be appointed by the Minority Leader of the Senate;
 - 3. Two members of the House of Representatives, not more than one of whom shall be from the same political party, one to be appointed by

the Speaker of the House and one to be appointed by the Minority Leader of the House of Representatives;

4. The majority of the Council must consist of representatives of business who: are owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policy-making or hiring authority, and who, in addition, may be members of a Local Board described in section §3122(b)(2)(A)(i); represent businesses (including at least one representative of small business), or organizations representing businesses and provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the State; and are appointed from among individuals nominated by State business organizations and business trade associations.
5. Not less than 20 percent of the voting members of the full Council shall be workforce representatives within the State and shall be individuals with optimum policymaking authority within the organizations, agencies, or entities they represent and experience in workforce development activities—who must include:
 - a. Two or more representatives of labor organizations, who have been nominated by State labor federations;
 - b. One or more representative, who must be a member of a labor organization or a training director, from a joint labor- management registered apprenticeship program, or if no such joint program exists in the State, such a representative of a registered apprenticeship program in the State;
 - c. In addition to the representatives enumerated above, the Governor may appoint one or more representatives of the following organizations to contribute to the 20 percent requirement: representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of individuals with barriers to employment, including organizations that serve veterans or that provide or support competitive, integrated employment for individuals with disabilities; and training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth.

6. The balance of State Council membership shall include:
 - a. The Executive Director of the Department of Labor and Employment;
 - b. The Commissioner of Education;
 - c. The Executive Director of the Office of Economic Development and International Trade;
 - d. The Executive Director of the Department of Higher Education;
 - e. The Executive Director of the Department of Human Services;
 - f. Two chief elected officials (collectively representing both cities and counties, where appropriate); one representing rural communities and one representing urban communities, and
 - g. Such other representatives and state agency officials as the Governor may designate.

- B. The non-voting, ex-officio members of the Council shall consist of the following:
 - a. The Executive Director of the Department of Corrections;
 - b. The Executive Director of the Department of Local Affairs;
 - c. The President of the Colorado Community College System; and
 - d. The Chair of the State Workforce Directors Coalition or the President of the Rocky Mountain Workforce Directors Association.

- C. The Governor shall appoint a chairperson for the Council from one of the representatives of business.

- D. The members of the Council shall represent diverse regions of the State, including urban, rural, and suburban areas.

- E. For the purposes of determining a conflict of interest by any member of the

Council, a member of the Council may neither vote on matters under consideration by the Council regarding the provision of services by such member that would provide direct financial benefit to such member or the immediate family of such member, nor engage in any other activity determined by the Governor to constitute a conflict of interest as specified in the state plan.

IV. Staffing and Resources

The Council shall have a director and supporting staff. The Council may receive support from state agencies and partners, based on each department's resource availability.

The staff of the Council, in consultation with its Executive Committee and the Governor, shall establish an annual budget for basic Council functions, activities, meetings, travel, per diem, reports, and staff. Funding for the Council's budget and staff shall come from a portion of the administrative funds available to each of the mandatory and additional federal partner programs specified in §§ 3151(b)(1) and (2) of WIOA.

The amount of the administrative funds from each mandatory and additional federal partner program to be transferred to the Council shall be established by the Governor, proportionate to the annual federal program or activity grant amounts to the state. In addition to the federal programs grant funding, the Council shall seek other federal, state and private grants, gifts and contributions to fund Council special studies, demonstration projects, and initiatives.

V. Duration

This Executive Order shall remain in force until modified or rescinded by future Executive Order of the Governor.



GIVEN under my hand and the
Executive Seal of the State of
Colorado this first day of
October, 2015.

A handwritten signature in blue ink, appearing to read "John W. Hickenlooper".

John W. Hickenlooper
Governor