Industry/Sectors Committee

- Overview of purpose and structure
- Update on Sector Partnerships
- Update on Key Industry Networks
- Update on Business Services Standardization
Colorado Blueprint
Core Objectives

I. Build a Business Friendly Environment
II. Recruit, Grow and Retain Businesses
III. Increase Access to Capital
IV. Create and Market a Stronger Colorado Brand
V. Educate and Train the Workforce of the Future
VI. Cultivate Innovation and Technology
Creating Colorado’s Workforce of the Future

**Vision:** Every Colorado business has access to a skilled workforce and every Coloradan has access to meaningful employment, resulting in statewide economic vitality.

**Mission:** 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.

**Members & Partners**
Led by Colorado businesses, and driven by a powerful collaboration of state agencies, regional & community organizations

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<th>Markets</th>
<th>Businesses</th>
<th>Students</th>
<th>Out of School Youth</th>
<th>Adults</th>
<th>Special Populations</th>
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<td><strong>Strategic Focus Areas</strong></td>
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<td>More Colorado Jobs &amp; Employment</td>
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<td>Increased Capital Investment</td>
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<td>Talented &amp; Competitive Workforce</td>
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<td>Customer Satisfaction</td>
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<td>Increased Employment Diversity</td>
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**Statewide Initiatives**

**Key Industry Networks**
- 14 Key Industry Networks
- Led by the Governors Office of Economic Development
- Championed by Industry Assn’s
- Umbrella for *state-wide* industry collaboration

**Sector Partnerships**
- 37 Regional / Industry Specific
- Led by Colorado Dept. of Labor
- Championed by Industry
- Convened by Workforce, Education and Economic Development
- Informs KSA for Career Pathways

**Career Pathways**
- Occupation specific
- Led by Education
- Developed to meet industry identified needs
- Built regionally, scaled statewide
- Integration of STEM Action Plan

**Foundation**
- Governor Hickenlooper’s bottom-up economic development plan
- Commitment to collaboration from all State Agencies and Partners
- Empowerment & Support of and by Local and Regional Partners
Lessons Learned

- Industry led by multiple businesses within one industry
- Select a convener trusted by business
- Return on Investment (ROI): data collection & communication
- Create sustainability & flexibility through employer investment
- Make time for productive & short meetings
- Engage subject matter experts from industry
- Let task-focused subcommittee do the heavy lifting
- Value incumbent worker training
- Be flexible to meet needs

CO Sector Grant Evaluation Reports:
http://www.sectorssummit.com/toolkit/
Key Elements: Taking Sector Partnerships to Scale in Colorado

• Provide a state-level framework to align programs and resources.
• Proactively integrate sector strategies as a core way of doing business.
• Utilize a public-private steering committee that fosters business leadership.
• Recognize existing work and build upon regional differences and strengths.
Ongoing Support for Regional Sector Partnerships

**TRAININGS**
In person
Online
Monthly peer networking calls

**INTENSIVE COACHING**
1:1 customized coaching
Third party

**CAPACITY BUILDING**
Statewide
Regionally
Key Industry Update

Convene industry leaders to id priorities and opportunities for each of the 14 industries statewide.

• Energy, Infrastructure and Engineering, and Healthcare just launched
• Finance to launch by end of the year
Core Objective V: Educate and Train the Workforce of the Future

Common Themes

• Improve the perception & awareness of career paths

• Increase opportunities for hands on experience

• Identify career pathways by industry

• Teachers need industry experience: on-going training opportunities for educators from industry experts (externships)
Colorado Business Development Services

Colorado Workforce Development Council Update

October 18, 2013
Colorado Business Development Services
Vision and Mission

• **Vision:** is to provide seamless access to business development services for all Colorado businesses that produces positive economic returns for businesses, industries and all of our communities.

• **Mission:** is to create an integrated system that responds rapidly to Colorado business needs through ease of use in technology and services which results in ready access to a skilled and competitive workforce.
PY12 Business Services Outcomes

- Outcomes of PY12 Plan
- Lean Event - May 2013
- Rocky Mountain Workforce Development (RMWDA) Training
RMWDA Conference Training

• From Clueless to Clued: Unleashing the Power of Connecting Colorado

• Gearing Up: Understanding the Big Picture Through Market and Workforce Intelligence

• Success Through Business Relationship Strategies
PY13 Business Services Plan

- Develop a Statewide Knowledge Management System

- Promote a Data Driven and Outcome Focused Culture

- Develop Account Management Focused Service Delivery Model
Business Services Outcome Metrics

Access to Facilities:
- Purpose of use?
- Were you satisfied with facilities?
- Did staff meet your needs?

Assessments:
- Name of Assessment Tool?
- How many people took the assessment?
- Did the results impact your hiring decision?

Business Education:
- How was Education Delivered?
  - Seminar, Round Table, Workshop, Focus Group?
- Were you satisfied with the Topic?
- How beneficial was the information?
- Were the objectives met?
- Will you recommend this service to others?
Business Services Outcome Metrics, continued

Hiring Event/Job Fair (B & M and Virtual):
- Were you satisfied with number of applicants?
- Were you satisfied with quality of applicants?
- Did our staff meet your needs?
- How many job openings did you have?
- How many job openings did you fill?

Rapid Response:
- How satisfied were you with RR Facilitator?
- How satisfied were you with RR Services?
- How likely are you to use RR again?
- How likely are you to refer RR services?

Screening:
- Did the screening services assist in your hiring decision?
Questions??

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Evidence Based

All need to ensure alignment with businesses need.