

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

Markets

Businesses	Students	Out of School Youth	Adults	Special Populations
------------	----------	---------------------	--------	---------------------

Strategic Focus Areas

More Colorado Jobs & Employment	Talented & Competitive Workforce	
Increased Capital Investment	Customer Satisfaction	Increased Employment Diversity

Statewide Initiatives

Key Industry Networks	Sector Partnerships	Career Pathways
-----------------------	---------------------	-----------------

State's ROLE

<ul style="list-style-type: none"> ❖ 14 Key Industry Networks ❖ Led by the Governors Office of Economic Development ❖ Championed by Industry Assn's ❖ Umbrella for <u>state-wide</u> industry collaboration 	<ul style="list-style-type: none"> ❖ 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 	<ul style="list-style-type: none"> ❖ 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



Colorado Sector Partnerships

1 Exploring/Expanding: Energy & Natural Resources
Exploring: Food & Agriculture
Exploring: Health & Wellness

2 Emerging: Advanced Manufacturing
Emerging: Energy & Natural Resources (*Oil & Gas*)
Exploring: Health & Wellness (*Long Term Care*)

3 Expanding: Health & Wellness
Emerging: Advanced Manufacturing
Exploring: Technology & Information
Exploring: Bioscience

4 Exploring: Advanced Manufacturing
Emerging: Hospitality

5 Exploring: Energy & Natural Resources
Expanding: Transportation & Logistics
Expanding: Health & Wellness

6 Exploring/Expanding: Health & Wellness
Expanding: Advanced Manufacturing
Expanding: Food & Ag

7 Expanding: Advanced Manufacturing

8 Exploring/Expanding: Food & Ag

9 Emerging: Energy & Natural Resources
Exploring: Food & Ag
Exploring: Advanced Manufacturing

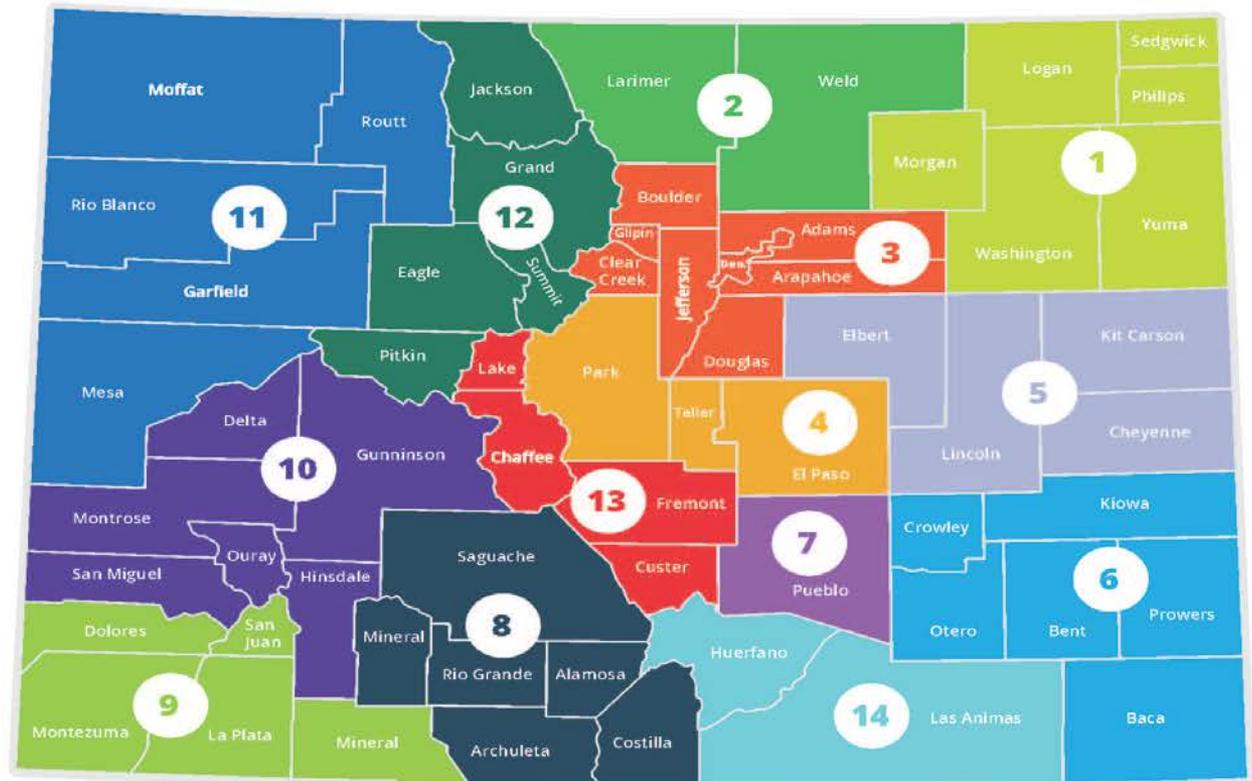
10 Emerging: Health & Wellness
Exploring: Food & Ag
Exploring: Energy & Natural Resources
Exploring: Tourism & Outdoor Recreation

11 Exploring: Energy & Natural Resources
Exploring: Advanced Manufacturing (*Outdoor Apparel*)
Exploring: Health & Wellness

12 Exploring: Tourism & Outdoor Recreation
Emerging: Health & Wellness
Exploring: Creative Industries

13 Exploring: Health & Wellness
Exploring: Aerospace

14 Exploring: Energy & Natural Resources
Exploring: Advanced Manufacturing
Exploring: Tourism & Outdoor Recreation



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??

Contact Information:

David Griffin

David.griffin@state.co.us

303-503-2739

Linda Murphy

Lmurphy@arapahoegov.com

303-636-1279

Chris Carman

Chris.carman@state.co.us

303-318-8825



Evidence Based

STEM

CAREER PATHWAYS

BUSINESS SERVICES

SECTORS

All need to ensure alignment with businesses need.





SECTORS SUMMIT II
March 2014

