

Colorado's Talent Landscape

Colorado's Talent Pipeline Report

- *Lauren Victor, Ph.D.*

State and Regional Strategies to Grow Colorado's Talent Pipeline

- *Emily Templin Lesh*

Conversation with Lt. Governor Garcia and Executive Director Golombek

- *Moderated by Stephanie Steffens*



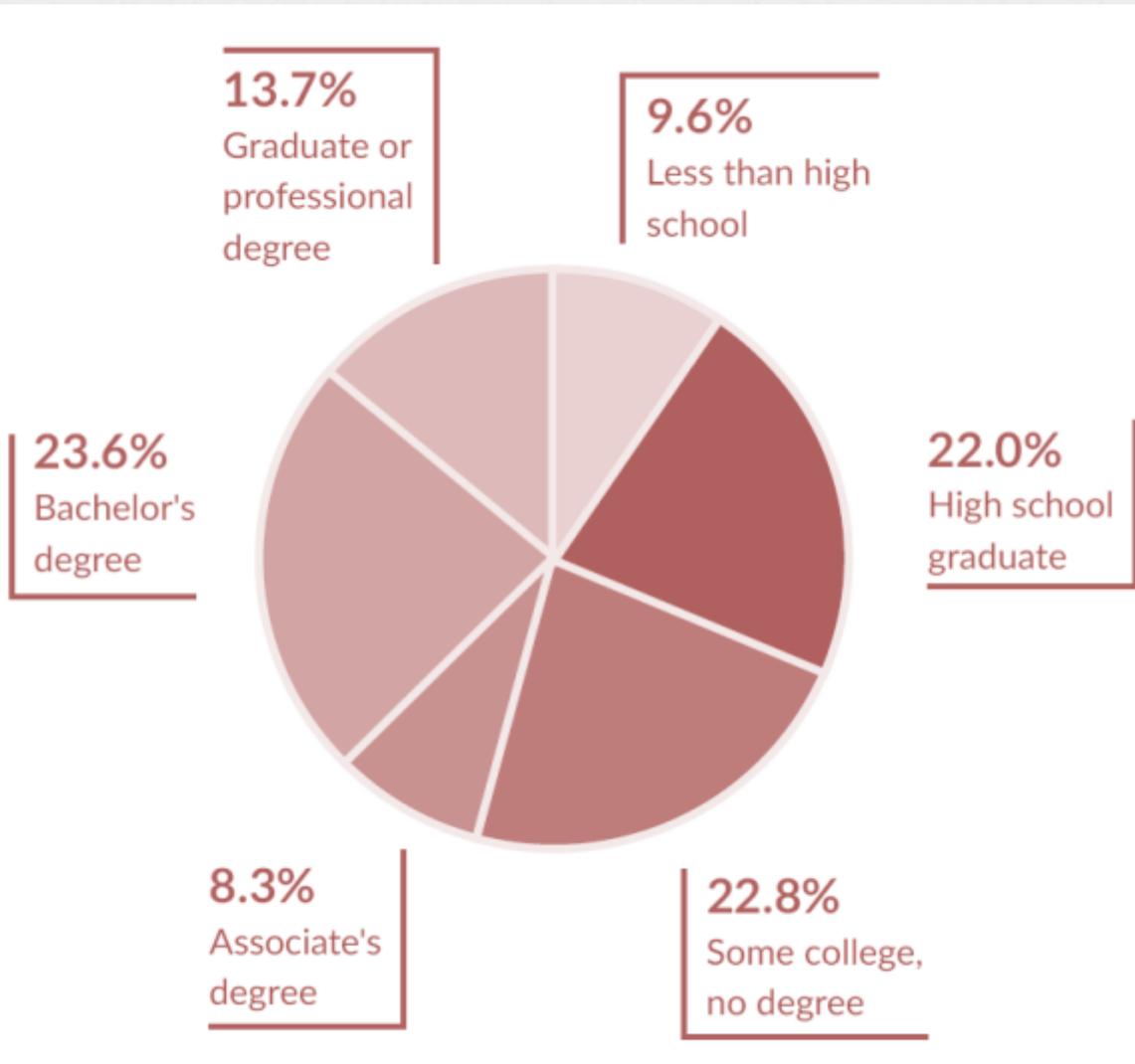
THE COLORADO TALENT PIPELINE REPORT

PRESENTED TO THE COLORADO STATE LEGISLATURE JANUARY 2, 2015

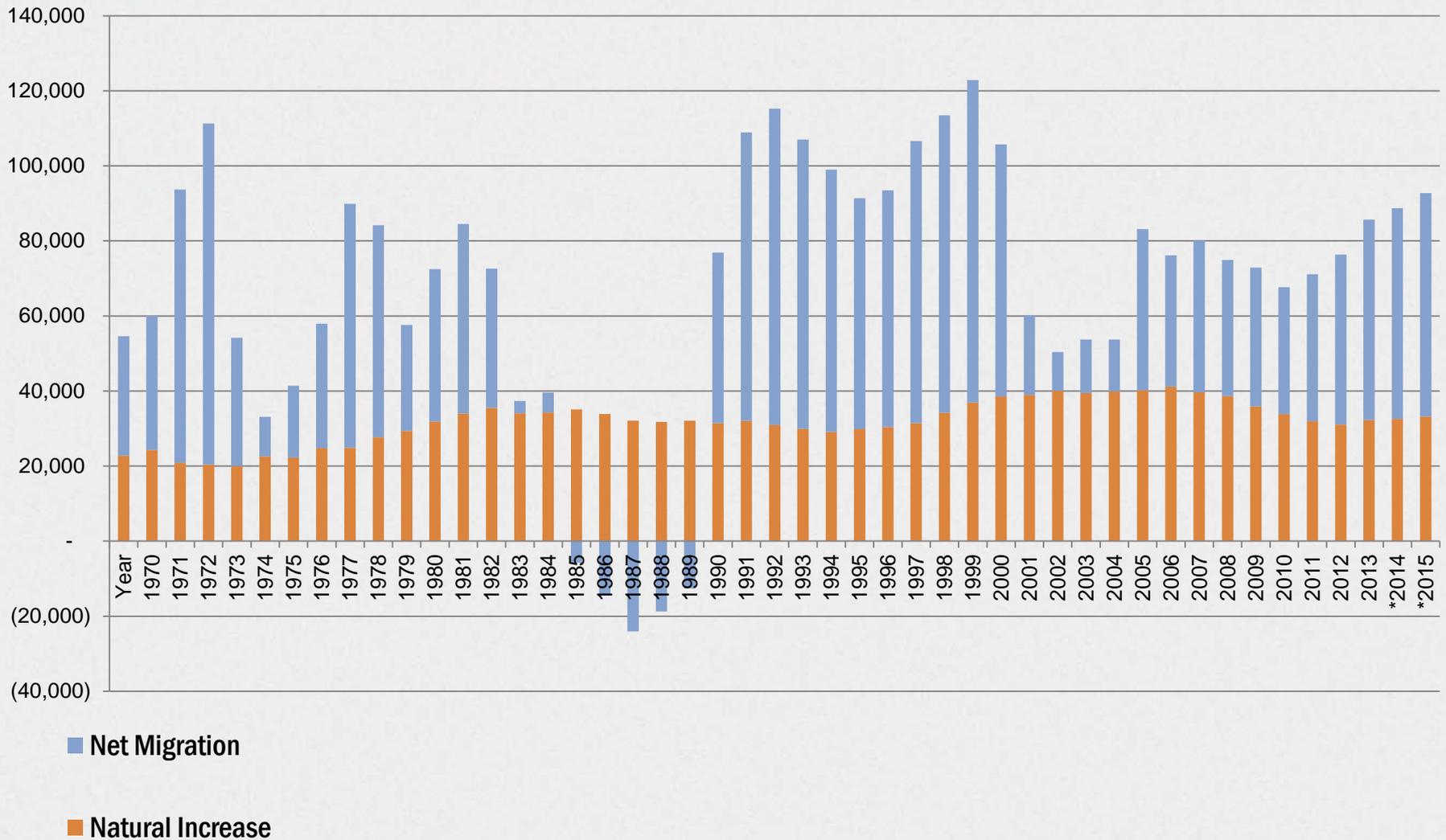
<https://www.colorado.gov/pacific/cwdc/colorado-talent-pipeline-report>



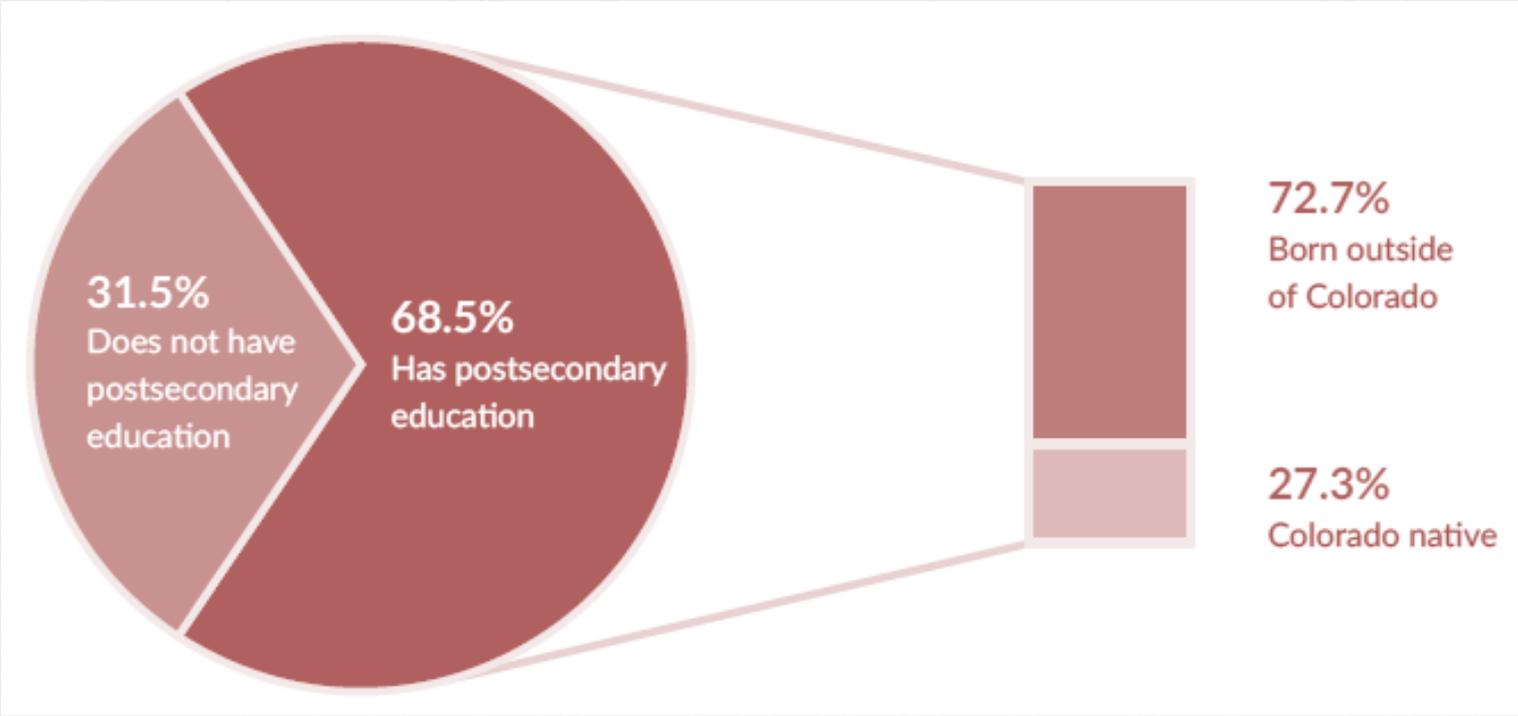
Colorado Adult Educational Attainment



Colorado Population Growth, 1970-2016

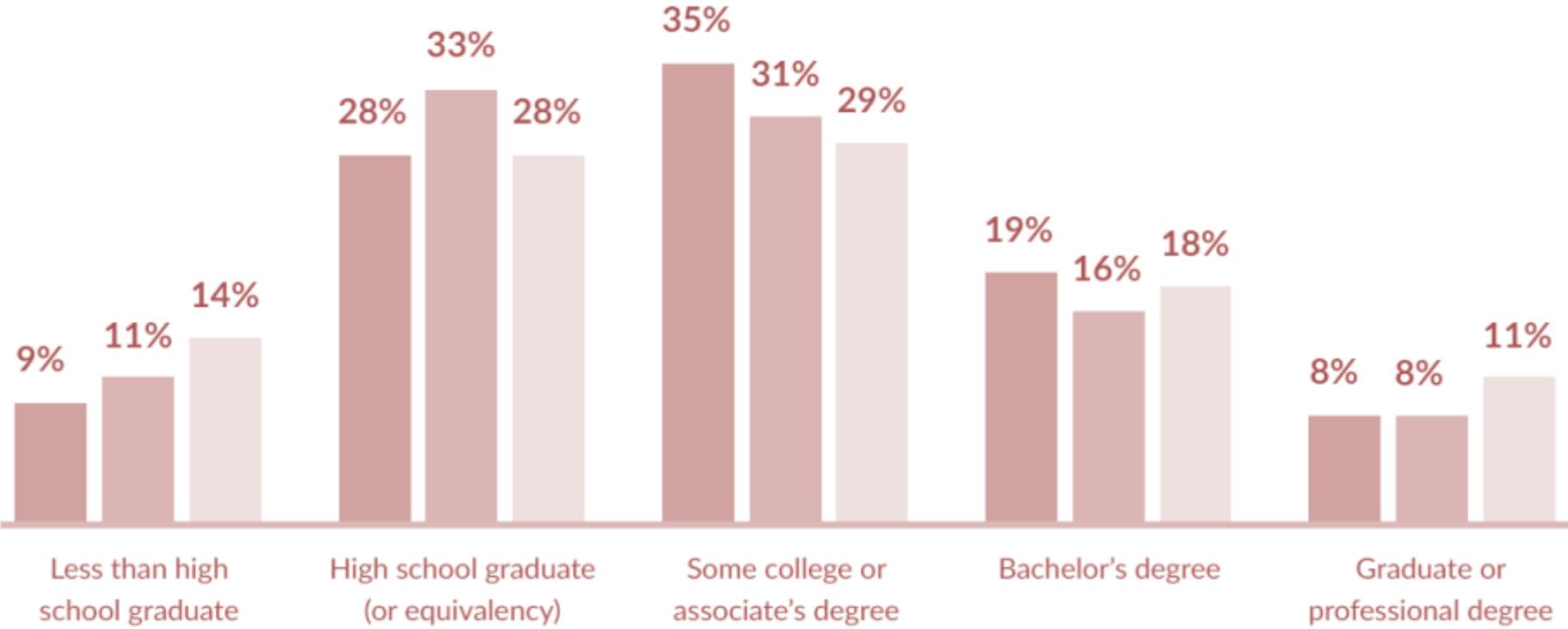


Colorado Postsecondary Education by Residency



Educational Attainment Levels by Residency

- Colorado-Born in Colorado and residing in CO
- United States-Born in state of residence
- United States overall educational attainment

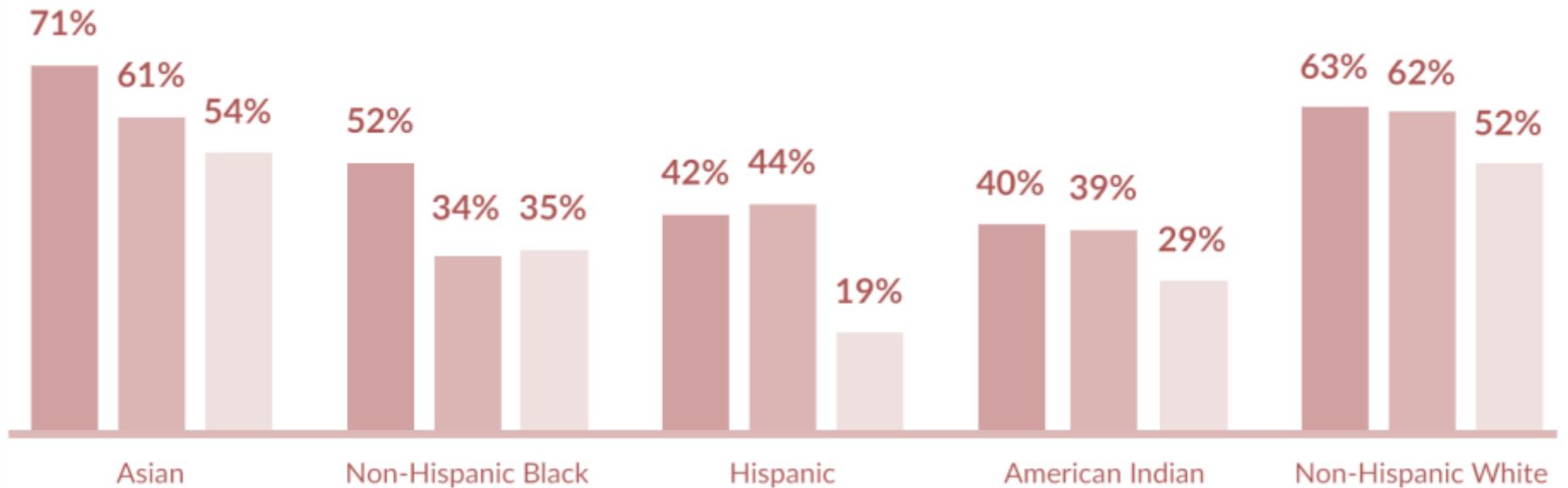


Educational Attainment Behavior by Race/Ethnicity

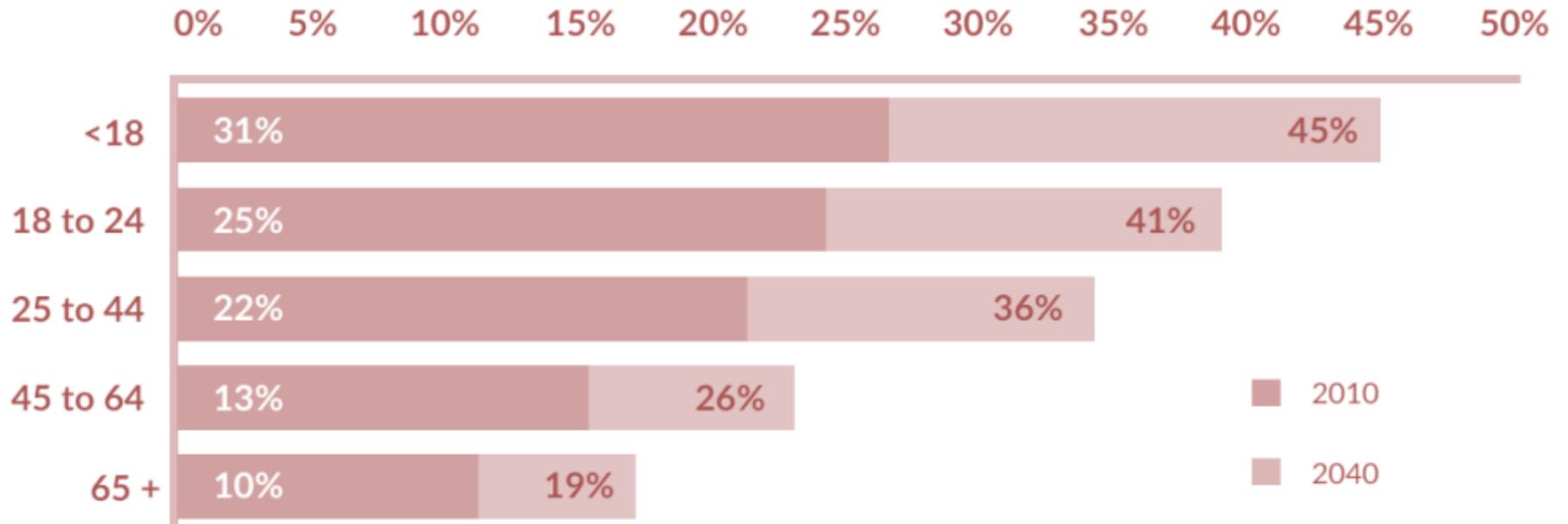
■ Enrollment Rates from High School Direct to College

■ Graduation Rates from College (degree earned within 150% of standard program time)

■ Percent of Adults with Postsecondary Degree



Hispanic Share of Colorado Population by Age Group

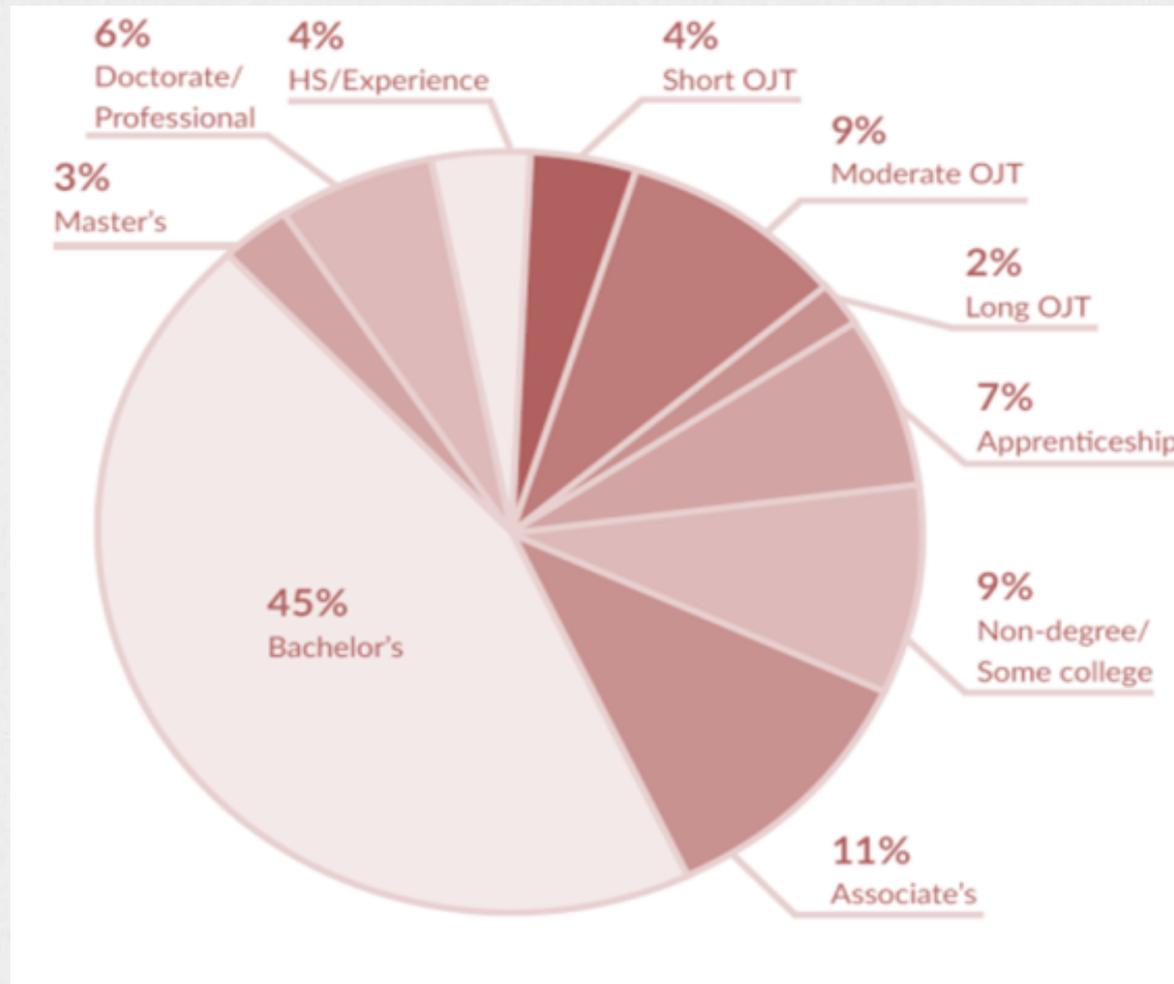


Unemployment and Earnings by Education Level

Educational Attainment	Unemployment Rate	Median Earnings (\$)
Less than high school graduate	8.9%	21,624
High School graduate	4.7%	30,011
Some college or associate's degree	4.4%	33,594
Bachelor's degree	3.1%	46,891
Graduate or professional degree		61,730

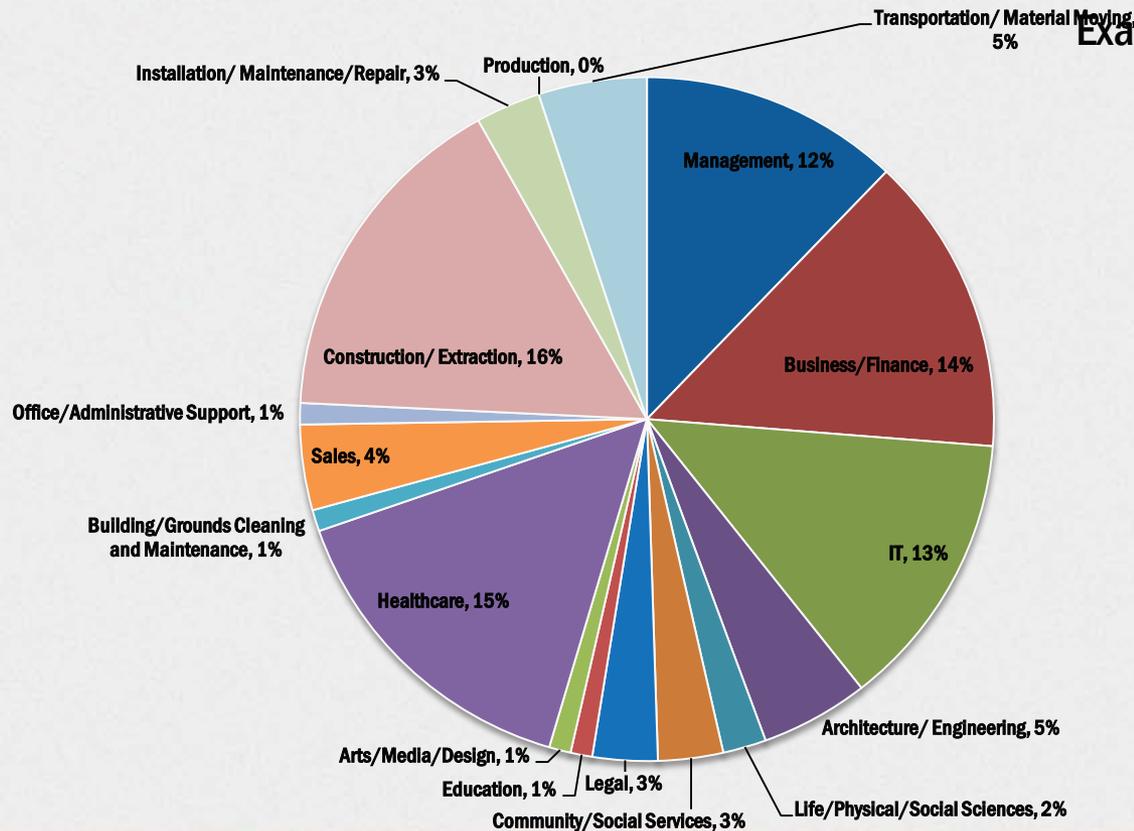


“Top Job” Openings by Typical Entry Level Education above average growth + high openings + sustainable wage



“Top Job” Opportunities

Share of Openings in Top Jobs List by Occupation Cluster



Examples of Occupations from List

Skilled Trades

Carpenters
Electricians
Industrial Machinery
Mechanics
Plumbers,
Pipefitters,
Steamfitters

Finance

Accountants and
Auditors
Credit Analysts
Financial Analysts
Personal Financial
Advisors

Healthcare

Dental Hygienists
Occupational
Therapists
Pharmacists
Physician Assistants
Registered Nurses

IT

Computer Network
Architects
Computer User
Support Specialists
Software Developers
Web Developers



High Ranking O*NET Skills across Key Industry

Active Listening— Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Critical Thinking— Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Complex Problem Solving— Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

Judgment and Decision Making— Considering the relative costs and benefits of potential actions to choose the most appropriate one.

Reading Comprehension— Understanding written sentences and paragraphs in work related documents.

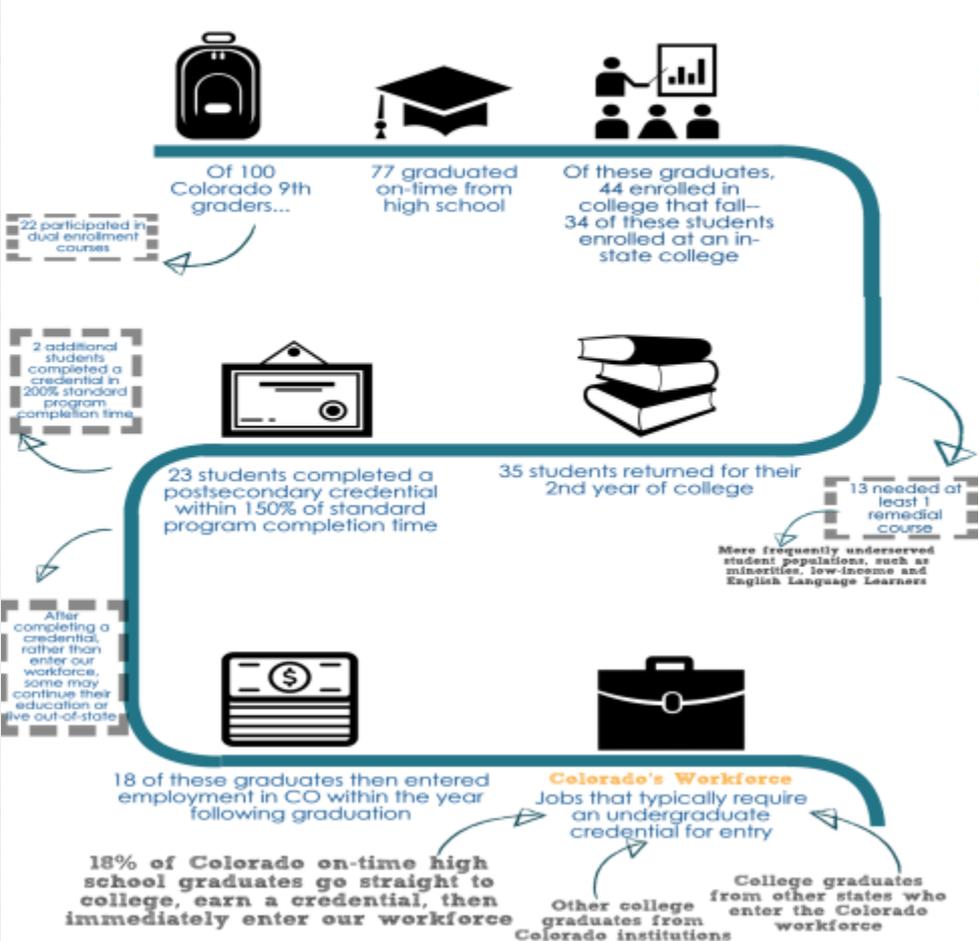
Speaking— Talking to others to convey information effectively.

For more information, visit: <http://www.onetonline.org/skills/>



The Colorado

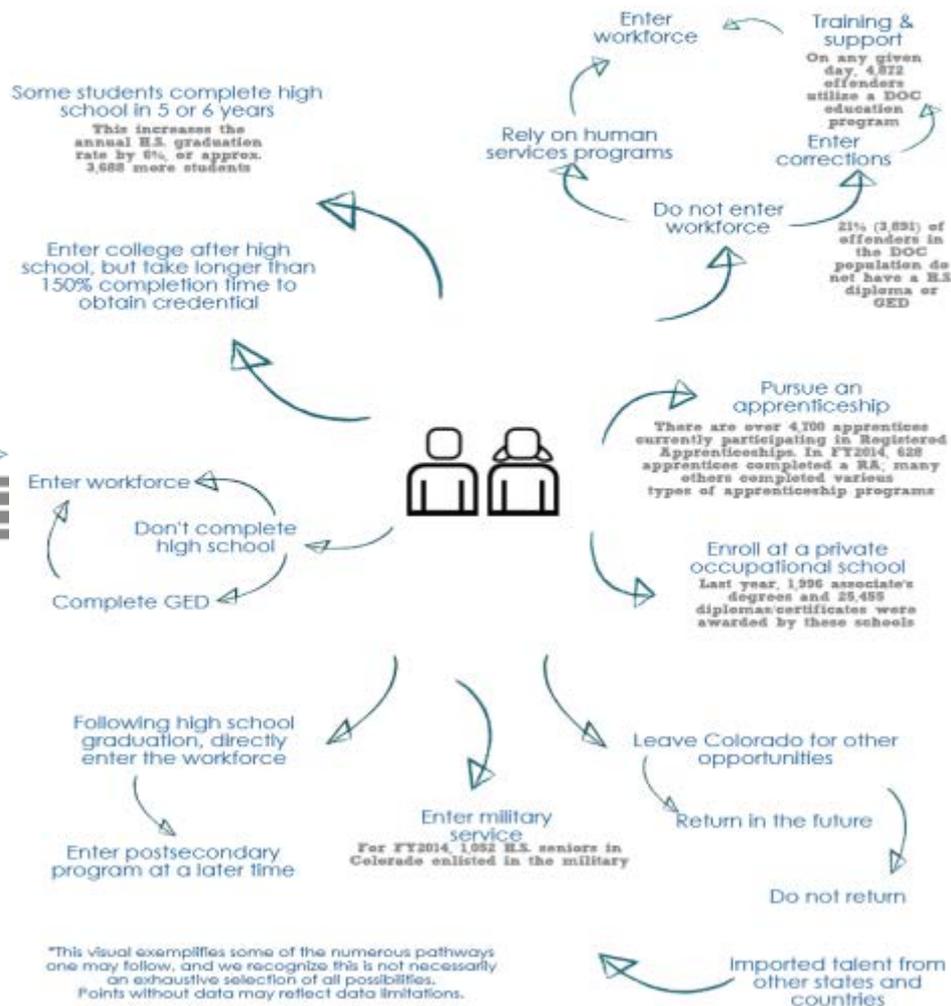
Our conventional concept of a talent pipeline is the progression of our high school graduates who enroll directly in college, complete a credential, then enter our workforce, as depicted below...



Talent Pipeline



...but it is also important to understand the numerous points of entry into education/training opportunities and/or our state's workforce.



*This visual exemplifies some of the numerous pathways one may follow, and we recognize this is not necessarily an exhaustive selection of all possibilities. Points without data may reflect data limitations.



Members and Partners

- Colorado Business & Industry Representatives
- Governors Office – Office of John Hickenlooper
- CDLE – Colorado Department of Labor & Employment
 - Workforce Development Programs
 - Colorado Workforce Centers & LWIBs
- OEDIT – Colorado Office of Economic Development and International Trade
- CDHE – Colorado Department of Higher Education
 - CIC – College in Colorado
 - CCCS – Colorado Community College System
- Governors STEM Action Plan – A partnership with Colorado Education Initiative
- CDE – Colorado Department of Education
 - K-12 and Adult Basic Education
 - Colorado Public Library System
- CDHS – Colorado Department of Human Services
- DOC – Colorado Department of Corrections
- DOLA – Colorado Department of Local Affairs
- CEO – Colorado Energy Office
- CDA – Colorado Department of Agriculture
- CDPHE – Colorado Department of Public Health and Environment
- OIT – Colorado Office of Information Technology
- EDCC – Economic Development Council of Colorado
- Rocky Mountain Workforce Development Assn.



- Key Industries
- Trade Organizations
- Businesses

Industry

Workers & Students



Sector Partnerships

- ✓ Priorities
- ✓ Opportunities
- ✓ Challenges
- ✓ Current and Future Needs

Policies, Standards and Metrics

Federal, State and Local Agencies, Boards and Councils

Career Pathways

Workforce and Education Partners

- ✓ Assessments
- ✓ Placements
- ✓ Services
- ✓ Training
- ✓ Education
- ✓ Workplace learning

Job Opportunities

Connecting Businesses and Qualified Workers

Continuous Improvement

- ✓ Business Feedback
- ✓ Evaluation & Analysis
- ✓ Global Standards
- ✓ Best Practices
- ✓ Lessons Learned

Workforce of the Future

- ✓ Every Coloradan has access to meaningful employment
- ✓ Every Colorado business has access to a skilled workforce



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



Strategic Focus Areas



Statewide Initiatives



State's ROLE

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

- ❖ 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

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

Foundation

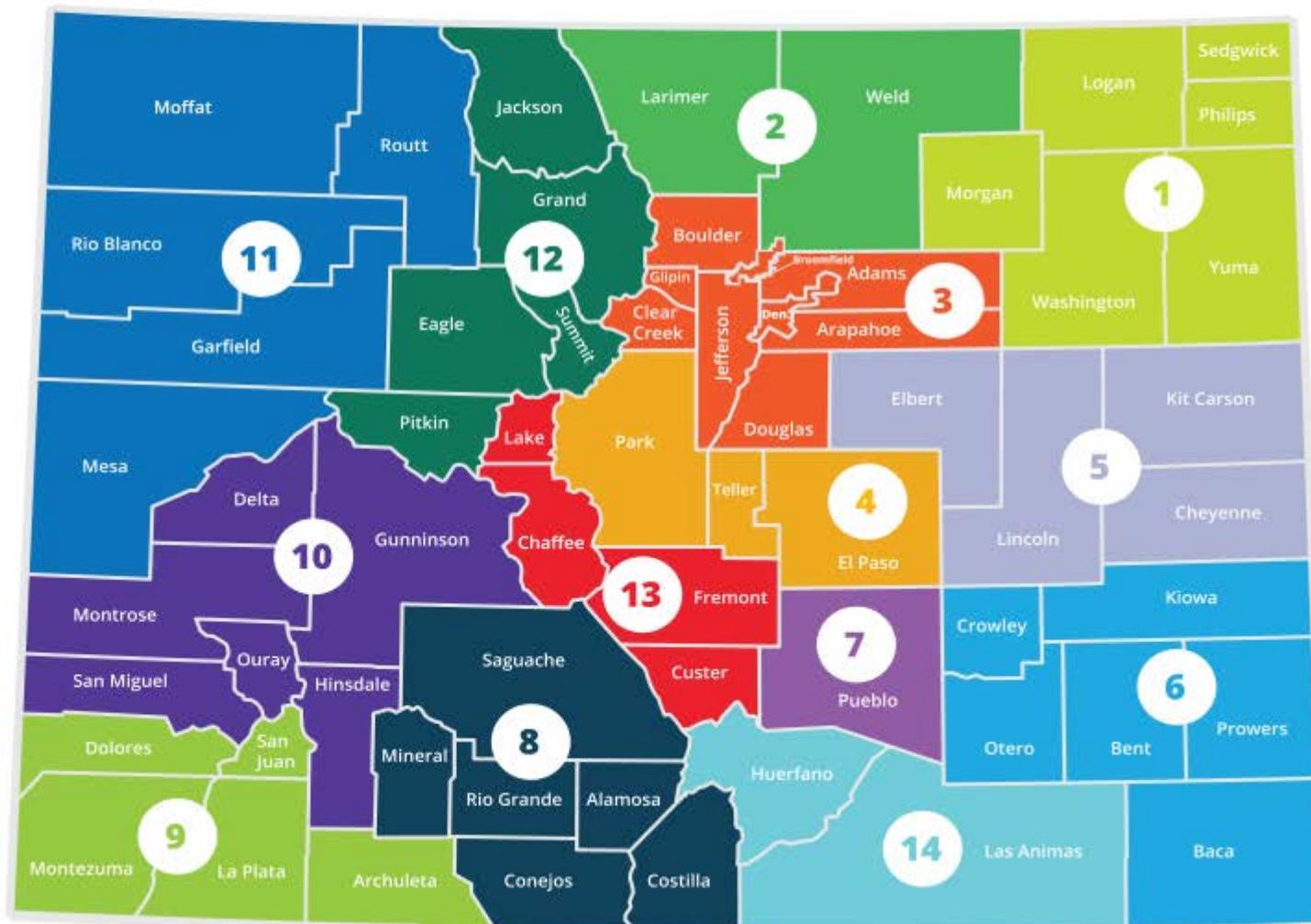


- Governor Hickenlooper's bottom-up economic development plan
- Commitment to collaboration from all State Agencies and Partners
- Empowerment & Support of and by Local and Regional Partners

Colorado Sector Partnerships



- 1** Active: Energy & Natural Resources
- 2** Active: Health & Wellness
Active: Advanced Manufacturing
Emerging: Creative Industries
Emerging: Energy & Natural Resources
Exploring: Construction & Development
- 3** Active: Health & Wellness
Active: Advanced Manufacturing
Emerging: Technology & Information
Exploring: Construction & Development
Exploring: Landscape Architecture
- 4** Active: Advanced Manufacturing
Active: Hospitality
Active: Health & Wellness
- 5** Emerging: Health & Wellness
Exploring: Energy & Natural Resources
Exploring: Transportation & Logistics
- 6** Active: Advanced Manufacturing
Emerging: Health & Wellness
Exploring: Creative Industries
- 7** Active: Advanced Manufacturing
Active: Health & Wellness
- 8** Emerging: Health & Wellness
Exploring: Food & Agriculture
- 9** Emerging: Energy & Natural Resources
Exploring: Advanced Manufacturing
Exploring: Food & Agriculture
- 10** Active: Health & Wellness
Emerging: Advanced Manufacturing
Exploring: Tourism & Outdoor Recreation
Exploring: Food & Agriculture
Exploring: Energy & Natural Resources (mining)
- 11** Exploring: Tourism & Outdoor Recreation
Exploring: Energy & Natural Resources
- 12** Emerging: Health & Wellness
- 13** Active: Health & Wellness
Exploring: Tourism & Outdoor Recreation
- 14** Exploring: Advanced Manufacturing
Exploring: Energy & Natural Resources
Exploring: Tourism & Outdoor Recreation



Updated: December 2014

What is a Career Pathway?

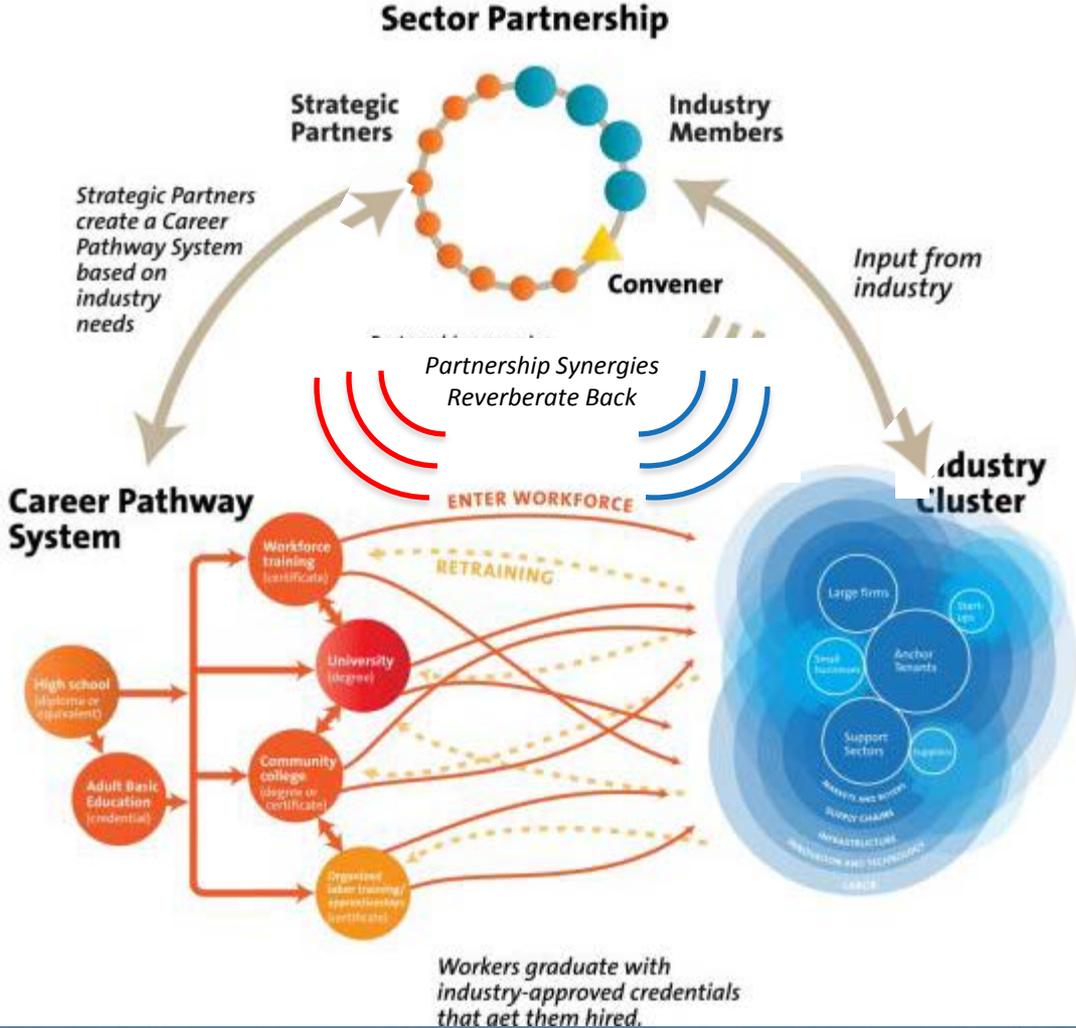
Career pathways offer a clear sequence of coursework and credentials aligned with the natural paths of advancement in and industry.

- Engage regularly with employers
- Coordinate among multiple education and training providers
- Not programs but are systems



Sector Partnerships: The Keystone to Connecting Career Pathways to Industry Cluster Growth

Sector Partnerships align education and training programs with industry needs to produce readily-employable workers.



Industry-led Career Pathways in Action: NoCo Manufacturing Sector Partnership

NoCo Manufacturing Vocational and Technical Skills Committee

- Education and business collaborating
- Facilitating skill panels of 10 critical occupations in NoCo to identify KSAs (Knowledge, Skills, and Abilities):
 - Assembler
 - Machinist
 - Tool/Die Maker/Senior Machinist
 - Technicians
 - Welder/Fabricators
 - Quality Control Analysis
 - Engineering Technician
 - Engineers
 - Managers
 - Sales



Colorado's Talent Landscape

**Conversation with Executive Director of Higher Education,
Lt. Governor Joe Garcia &
Executive Director of Labor and Employment, Ellen Golombek**

