

# Tying it All Together

- ▶ Implementation of Career Pathways
- ▶ Workforce & Education Summit – January 2013



# **Sector Strategies Coming of Age**

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Presented by Garrett Groves of  
The National Governors Association  
At the Sectors Academy - Denver, Colorado  
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# New Realities:

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## EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

- I. There is increasing evidence of a widening **skills gap**.
  
- II. We are witnessing deep and long-term impacts from **stagnant job growth**.
  
- III. We must address these challenges with **fewer resources**.

# New Realities: Skills Gap

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## EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

- 64% of companies say they cannot find qualified applicants for management, scientific, engineering or technical positions.

*-McKinsey Survey*

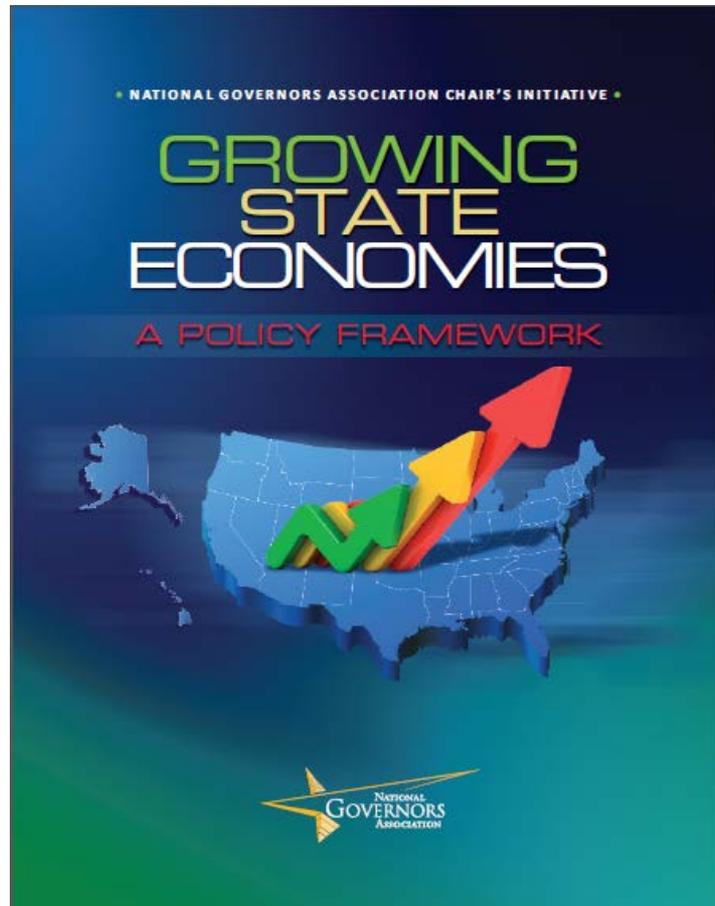
- 67% of small and midsize manufacturers report moderate to severe workforce shortages, and they predict this will get worse not better.

*-National Manufacturing Institute Survey*

# New Realities: Stagnant Job Growth



## EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT



- **Entrepreneurs**, the individuals who seed, grow, and renew businesses;
- **Education and skills**, the concentration of highly educated, highly skilled individuals within economies;
- **Innovation and technology**, the new ideas and technologies that enter the economy and change what is produced, how it is produced, and the way production itself is organized;
- **Private capital**, the sufficiency and availability of debt and equity financing at all stages of company formation;
- **Global markets and linkages**, the businesses competing successfully in global markets; and
- **Industry clusters**, the firms embedded in regional clusters supported by institutions providing education, training, finance, and marketing services, which experience higher rates of job and wage growth than comparable firms not embedded in such clusters.

# Sector Strategies Coming of Age:



## NATIONAL:

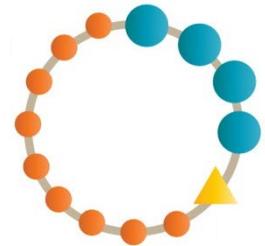
### EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

I. Education → Career Pathways

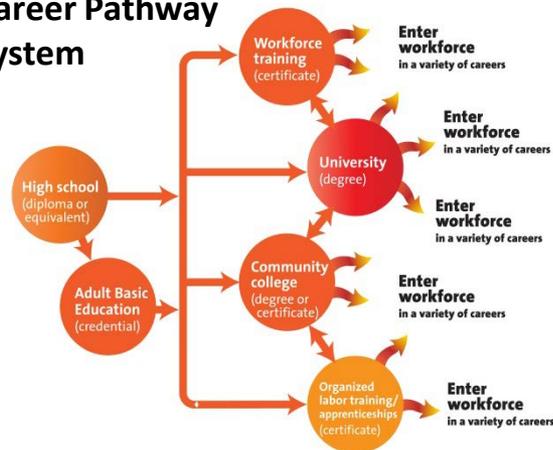
II. Workforce Development → Sector Strategies

III. Economic Development → Industry Clusters

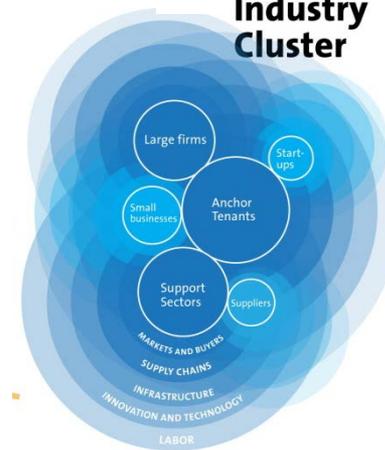
### Sector Partnership



### Career Pathway System

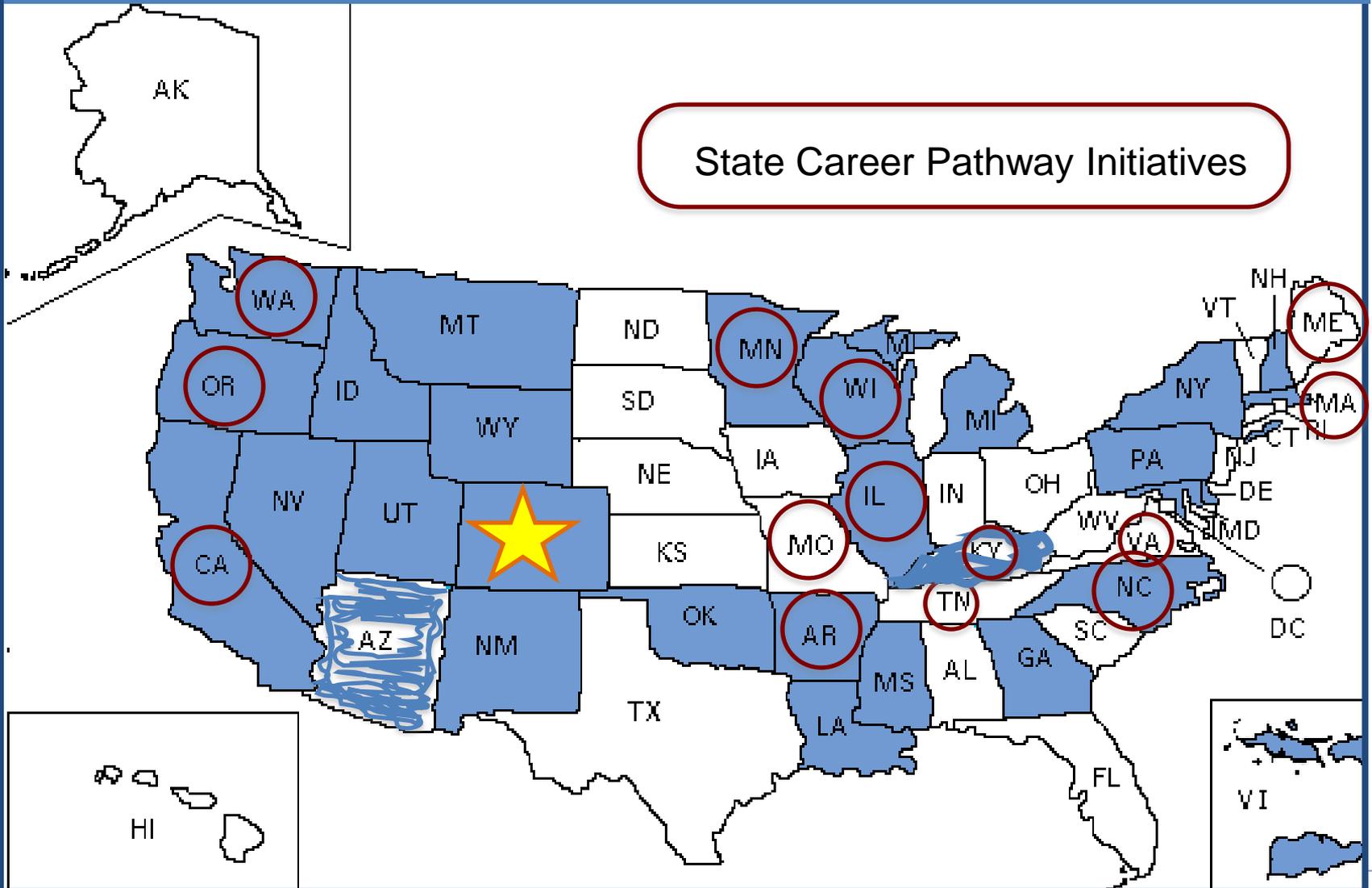


### Industry Cluster



# Today Over 25 States are Designing or Implementing Sector Strategies

State Career Pathway Initiatives



# Sector Partnership

**NATIONAL:**

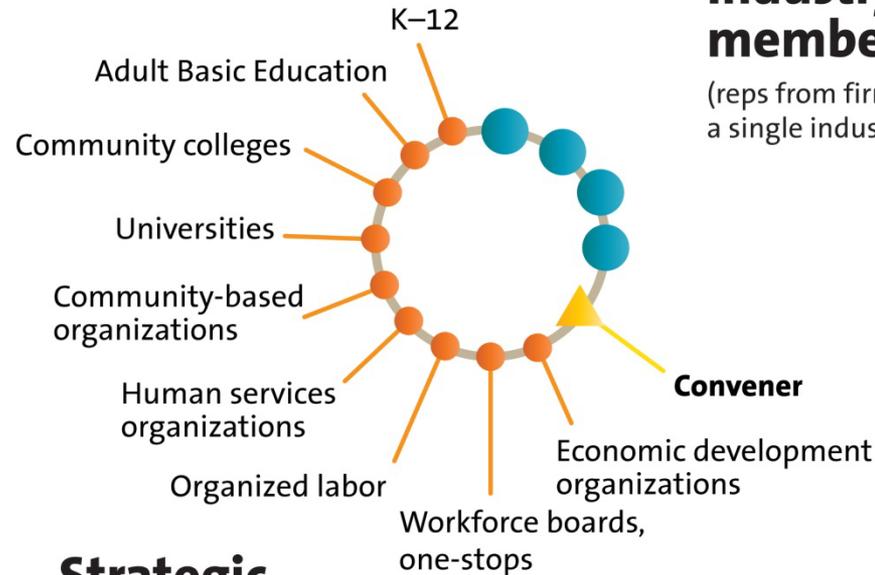
## Outcomes for Employers

- 41% employers report reductions in turnover
- 84% employers report significant increases in productivity
- 100% employers report participation in Partnership was valuable



## Industry members

(reps from firms in a single industry)



## Strategic partners

## Outcomes for Workers

- 48% worker participants exited poverty
- 18% higher earnings
- more likely to work and in jobs with benefits



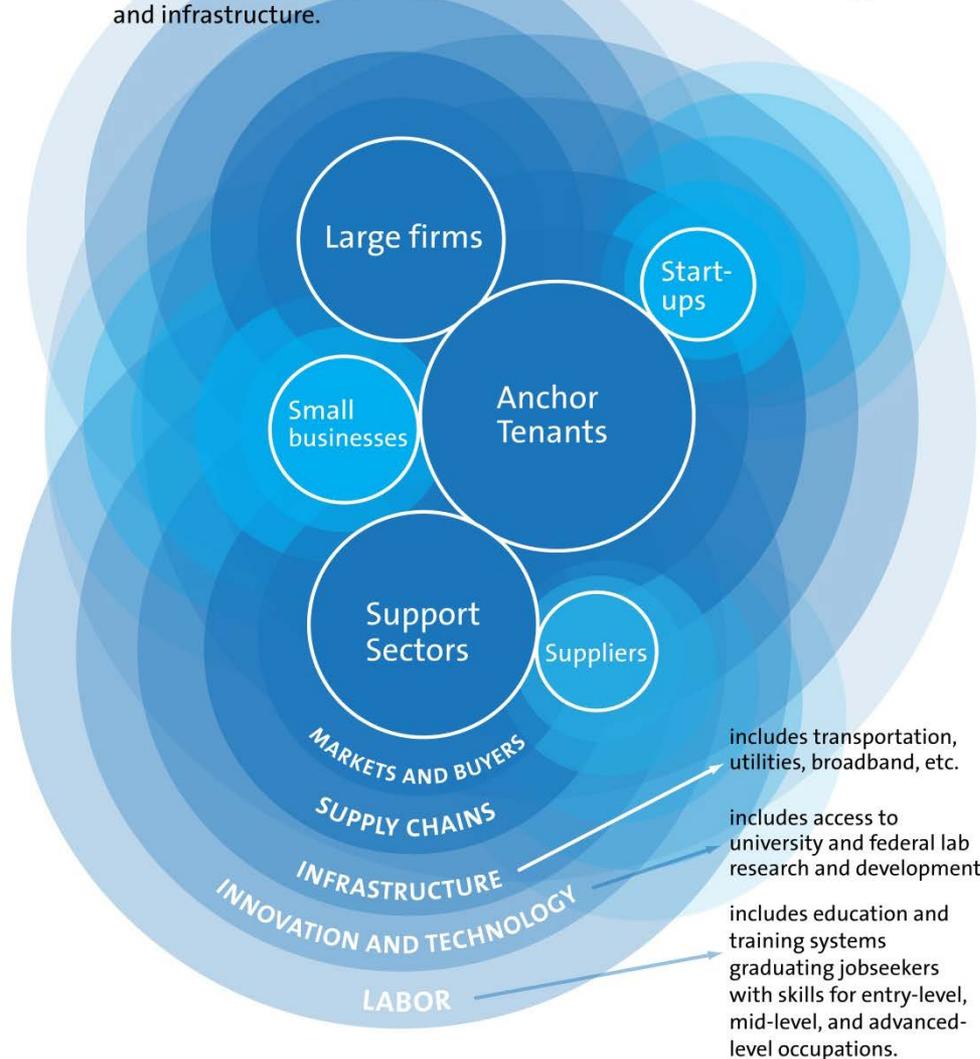
## Colorado SECToRS Partnerships

Successful Regional Partnerships have laid the foundation for creating Sector Partnerships as the way ...

**Colorado does Business with Business**

# Industry Cluster

An industry cluster consists of large and small firms in a single industry. Firms in industry clusters benefit from synergies of association related to shared labor, sources of innovation, suppliers, markets, technology and infrastructure.

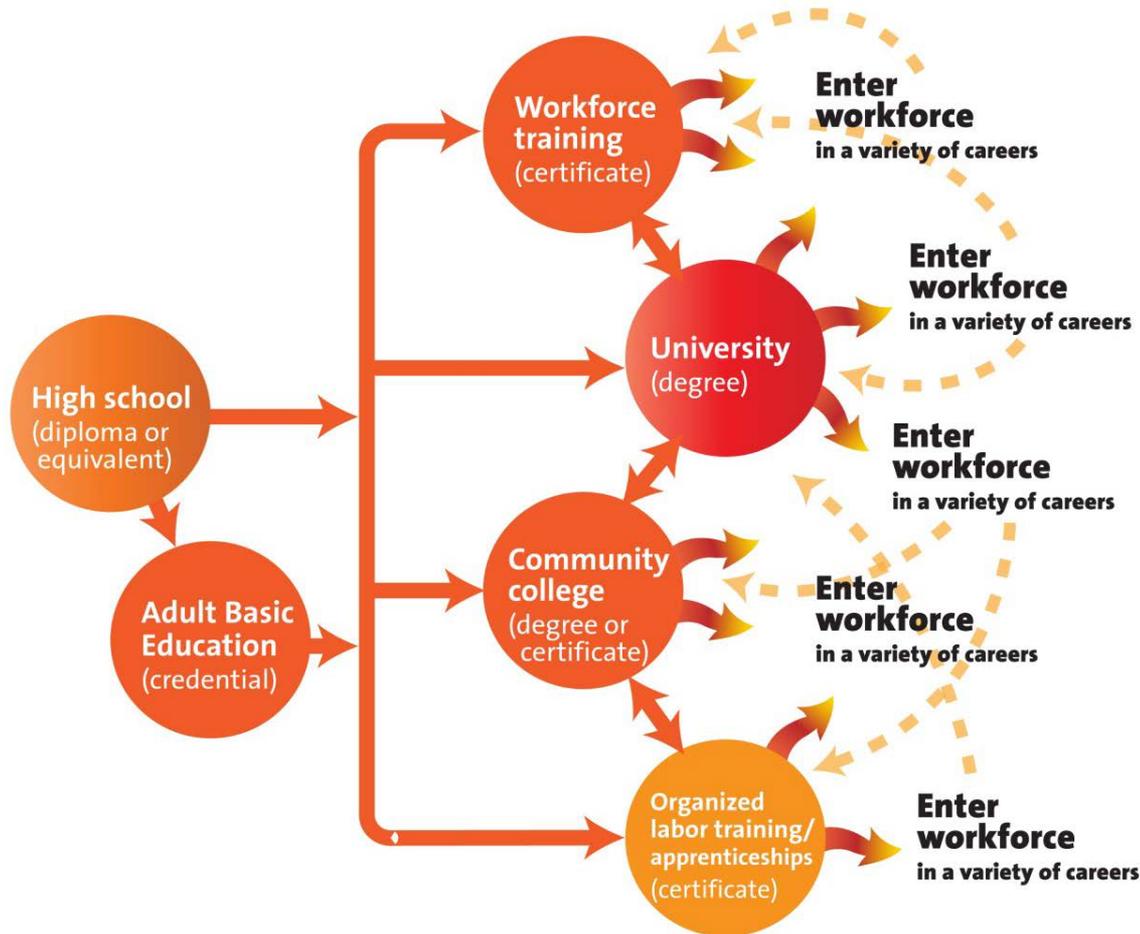


## Colorado (KINs) Key Industry Networks

More broad approach to providing the Statewide Economic Development Umbrella Strategy by Industry

# Career Pathways

Effective career pathways rely on coordination across education and training programs in order to offer a clear sequence of industry-relevant coursework and credentials to jobseekers. Today's education and training programs include online and in-person opportunities.



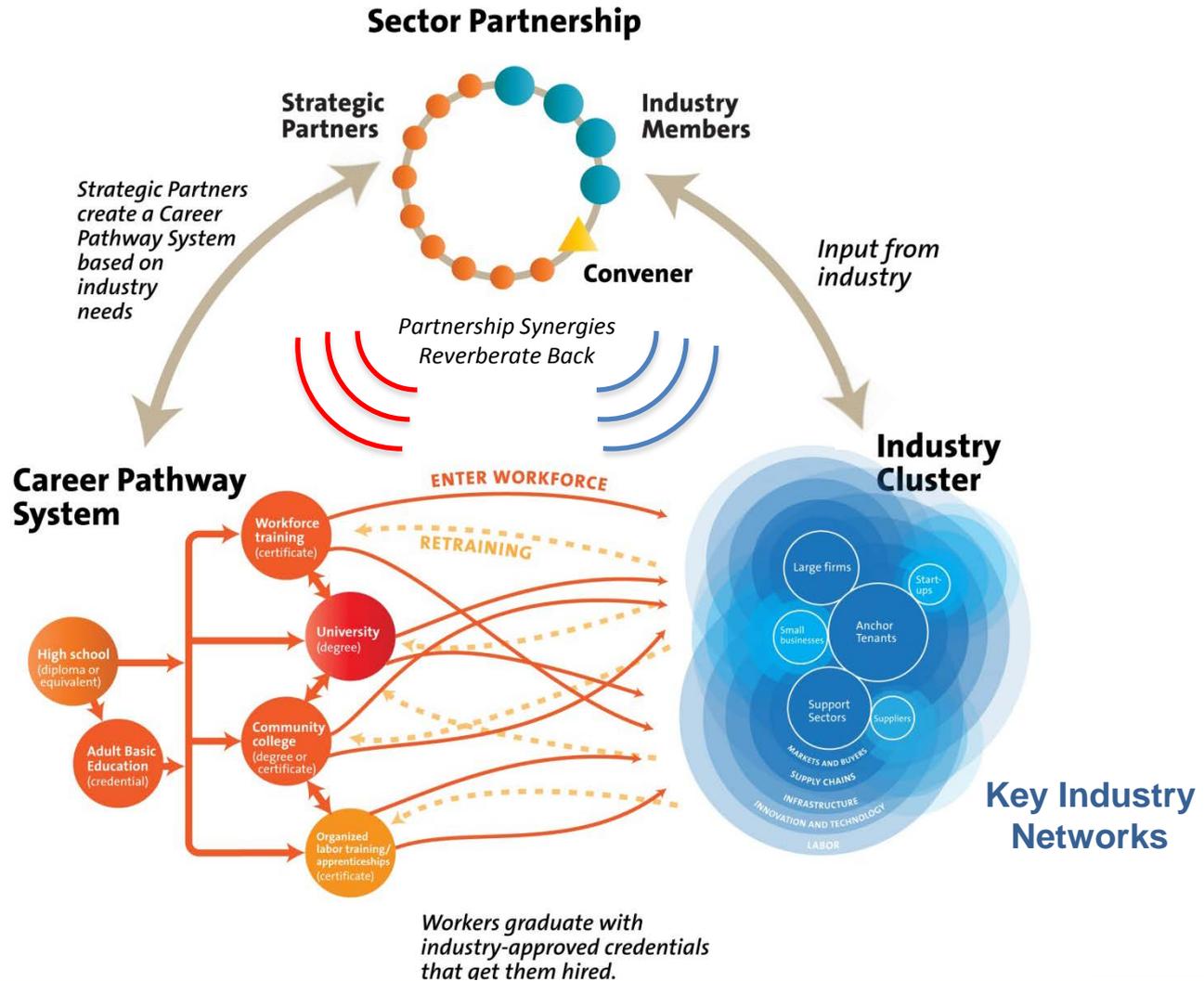
After being in the workforce, a person may choose to go back for more credentials to make an upward or lateral career move.

Collaborating to develop a Colorado Career Pathway Infrastructure

- Workforce Development
- Education
- Adult Education
- Higher Education
- Human Services

# 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.



# CWDC's Role

## Vision:

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

## Mission:

*The mission of the Colorado Workforce Development Council is to create a business-focused workforce system that effectively helps to prepare Coloradans for the jobs of today and tomorrow.*

*The Council accomplishes this by aligning the efforts of economic development, education/training, workforce development, government and business stakeholders at the local, regional and state levels. We convene partners, leverage resources and work to remove communication and regulatory barriers in order to help businesses create jobs, retain jobs and access a highly competitive workforce.*

# CWDC Goals & Priorities

**Goal #1:** Align the efforts of economic development, education/training, workforce development, government and business stakeholders at the local, regional and state levels.

**Goal #2:** Transform systems that impact Colorado's businesses by viewing workforce needs with a business focus.

**Goal #3:** Ensure the work of the Council's sub-committees continues to support the vision and mission of the Council, and remain current and valuable in improving Colorado's economic vitality.

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- Sector Strategies & Sectors Regional Partnerships
  - Sectors is the way Colorado Does Business with Business
  - Customized Regional Implementation of Statewide Industry Strategies
- Career Pathways / State Youth Council
  - Building stronger alliances with public and private partners to provide comprehensive clear and implementable pathways to career success for every individual both Youth and Adult
- Policy & Legislative
  - Educate and inform from the industry perspective issues related to workforce, education and economic development
- Marketing and Outreach
  - Statewide Awareness
  - Clarity in messaging

# **Sector Strategies Coming of Age**

**Implementing outcomes of KIN's at the regional level**

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**Colorado can be the State that finally aligns  
Workforce Development, Education and Economic Development  
with INDUSTRY to meet the needs of Industry!**

**SECTORS SUMMIT – The Next Generation**  
Bringing tools and resources together with  
local partners and industry to implement  
multiple sector partnerships across the state  
in multiple Key Industries