

Talent Pipeline Report Review & Discussion

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Second Annual Talent Pipeline Report

- **Highlight changes/additions from the previous Talent Pipeline Report**
- **Review recommendations**

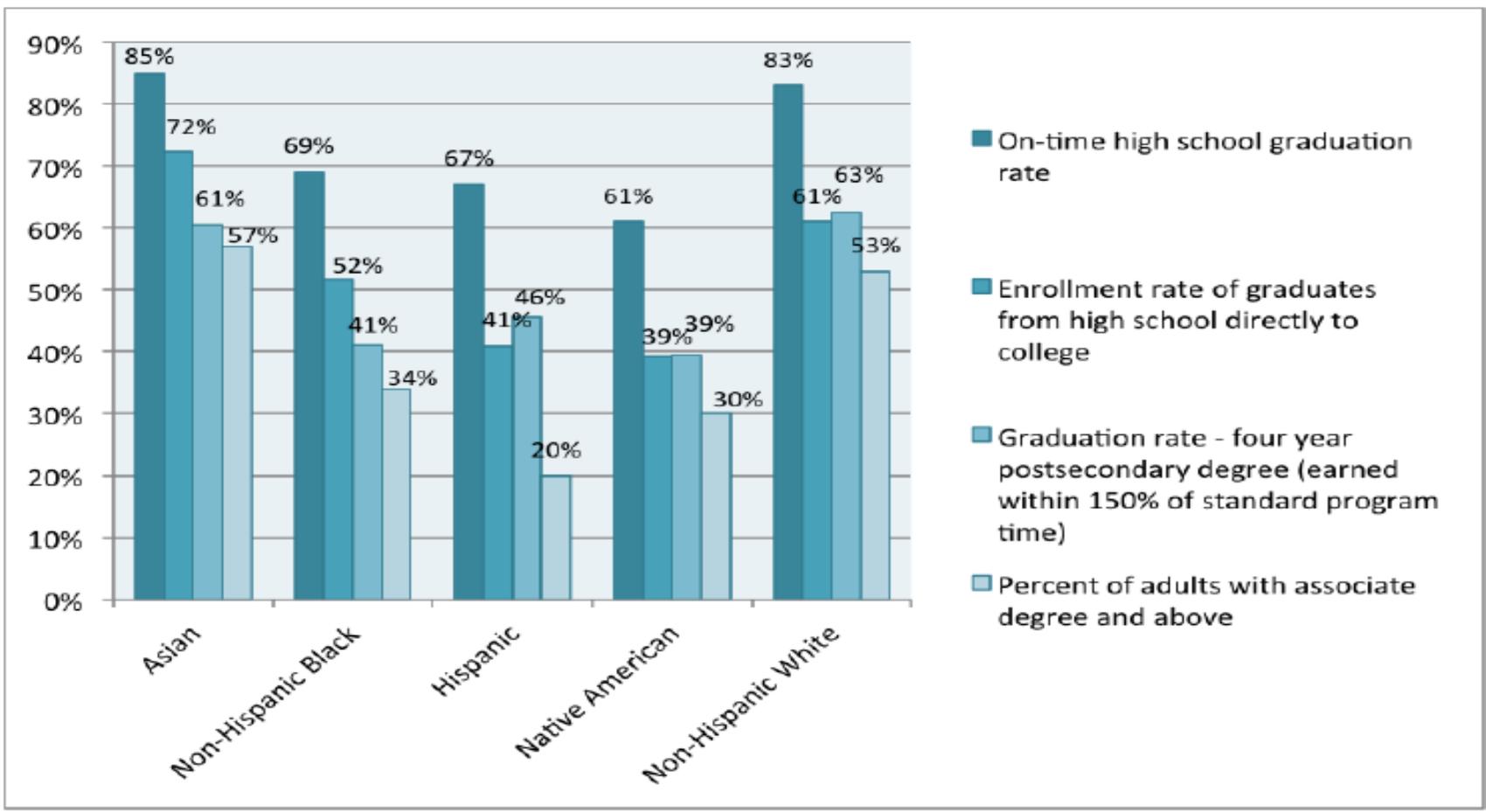


Additional Nuance in Talent Pipeline Trends

- **Educational attainment gaps for Hispanic, black and Native American adults, as compared to Asian and white adults.**
- **Demographer's projections of future education levels in Colorado**

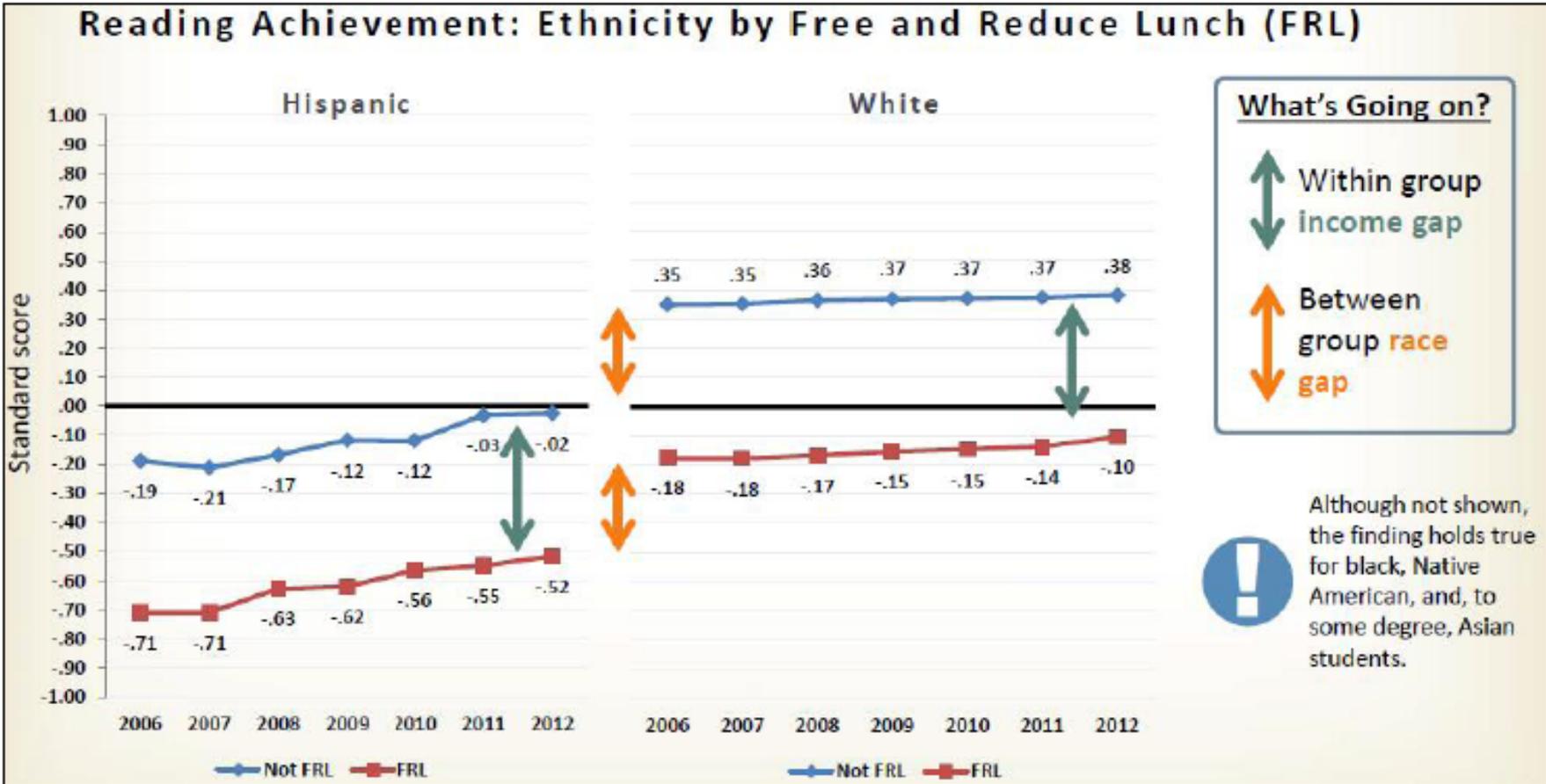


Significant educational attainment gaps between Asian and white adults, as compared to Hispanic, black and Native American adults.



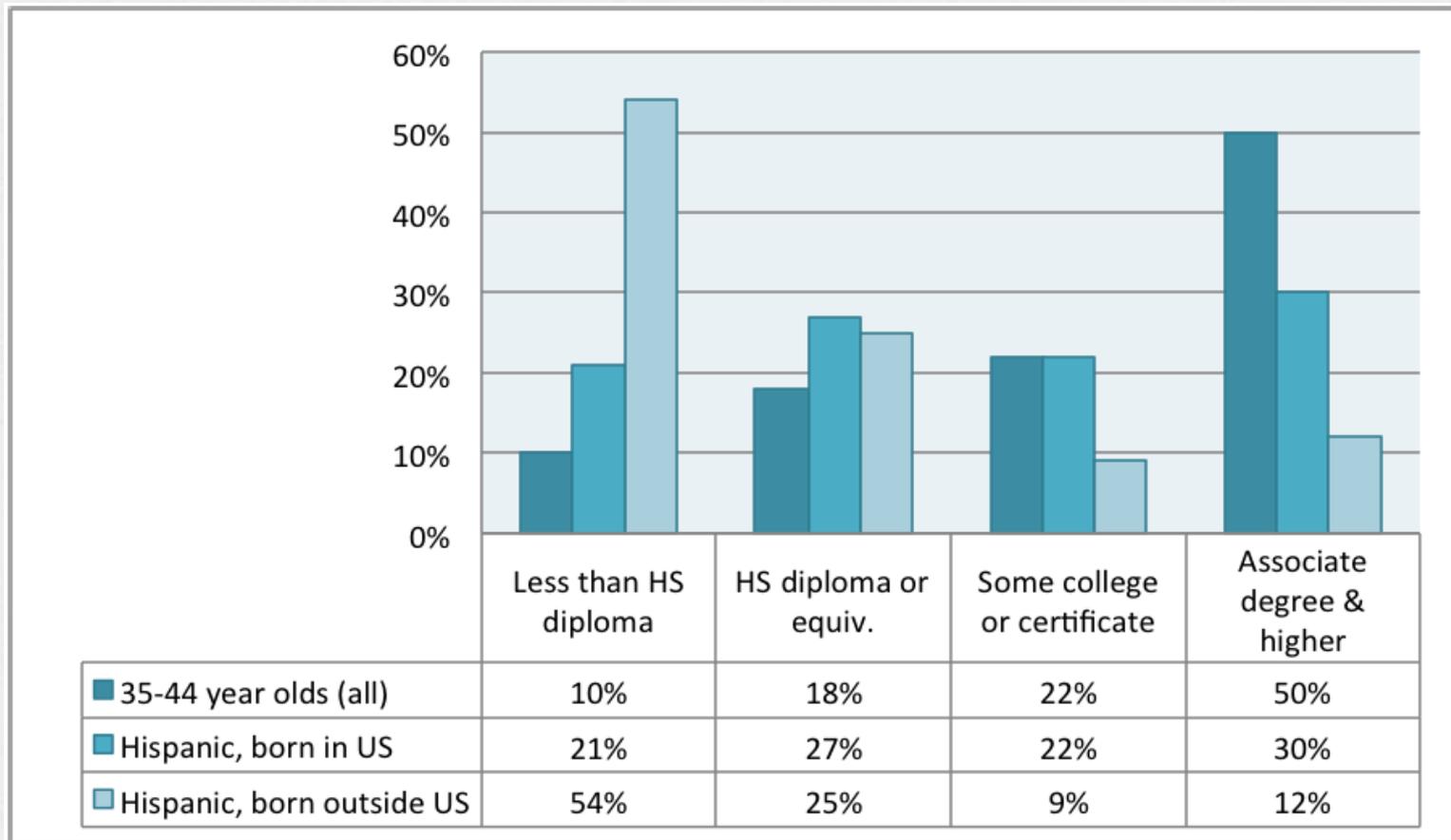
Income compounds racial/ethnic gaps

K-12 Reading Assessment Standard Deviation by Income and Race/Ethnicity



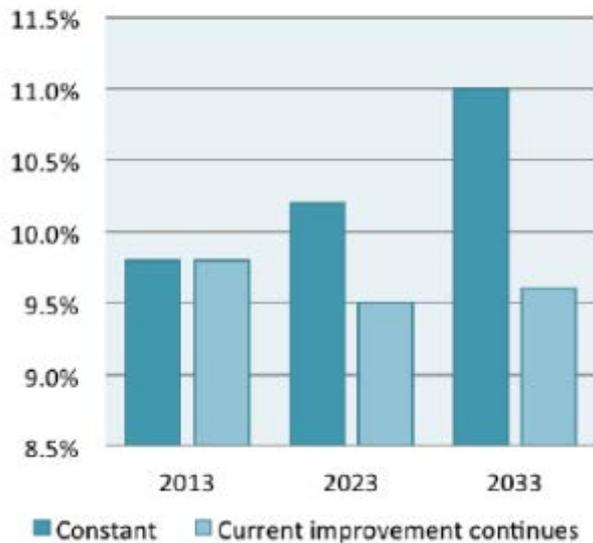
Gap in education levels between US-born Hispanic and foreign-born Hispanic adults

Highest Level of Education Attained by Ethnicity and Place of Birth (35 to 44 Year Olds)

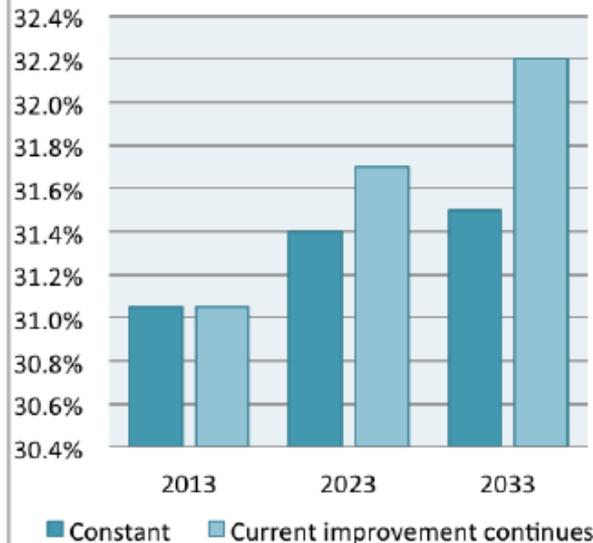


Demographer's projections of future education levels of Colorado adults

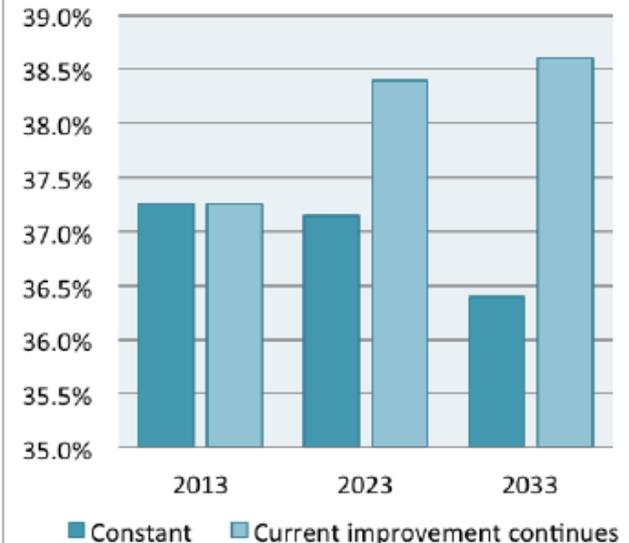
Share of Coloradans with less than high school education



Share of Coloradans with some college or associate degree



Share of Coloradans with a bachelor's degree or higher

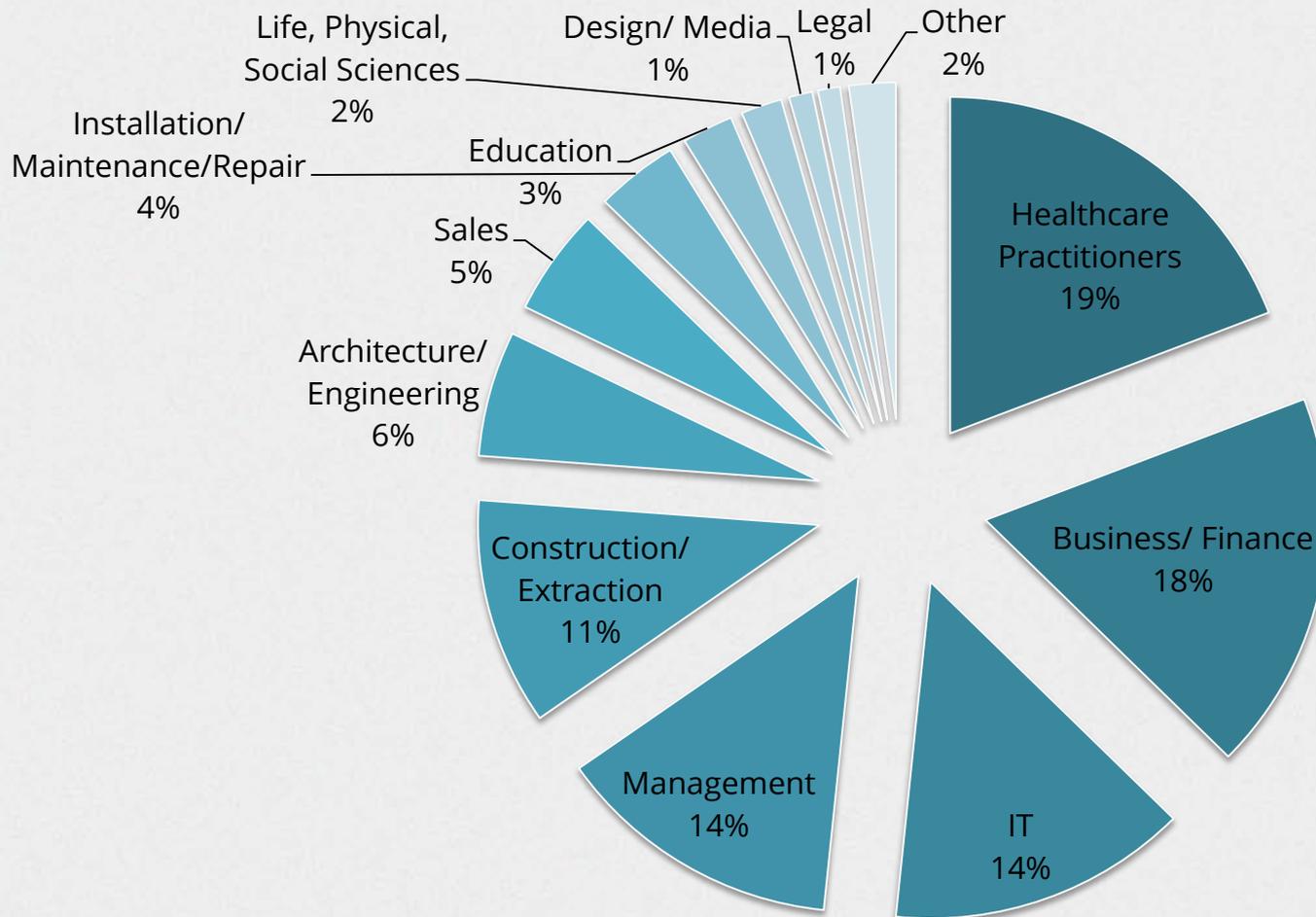


Top Jobs

- **Updated “Top Jobs”—High growth rates, large number of openings and typically offer a living wage**
 - **Concentrated in IT, healthcare, construction/extraction, finance/business**
 - **88% of job openings in this list are for occupations that typically require some level of formal postsecondary education or training for entry**
 - **Occupations on this list that require less than a bachelor’s degree are primarily concentrated in the skilled trades and healthcare.**

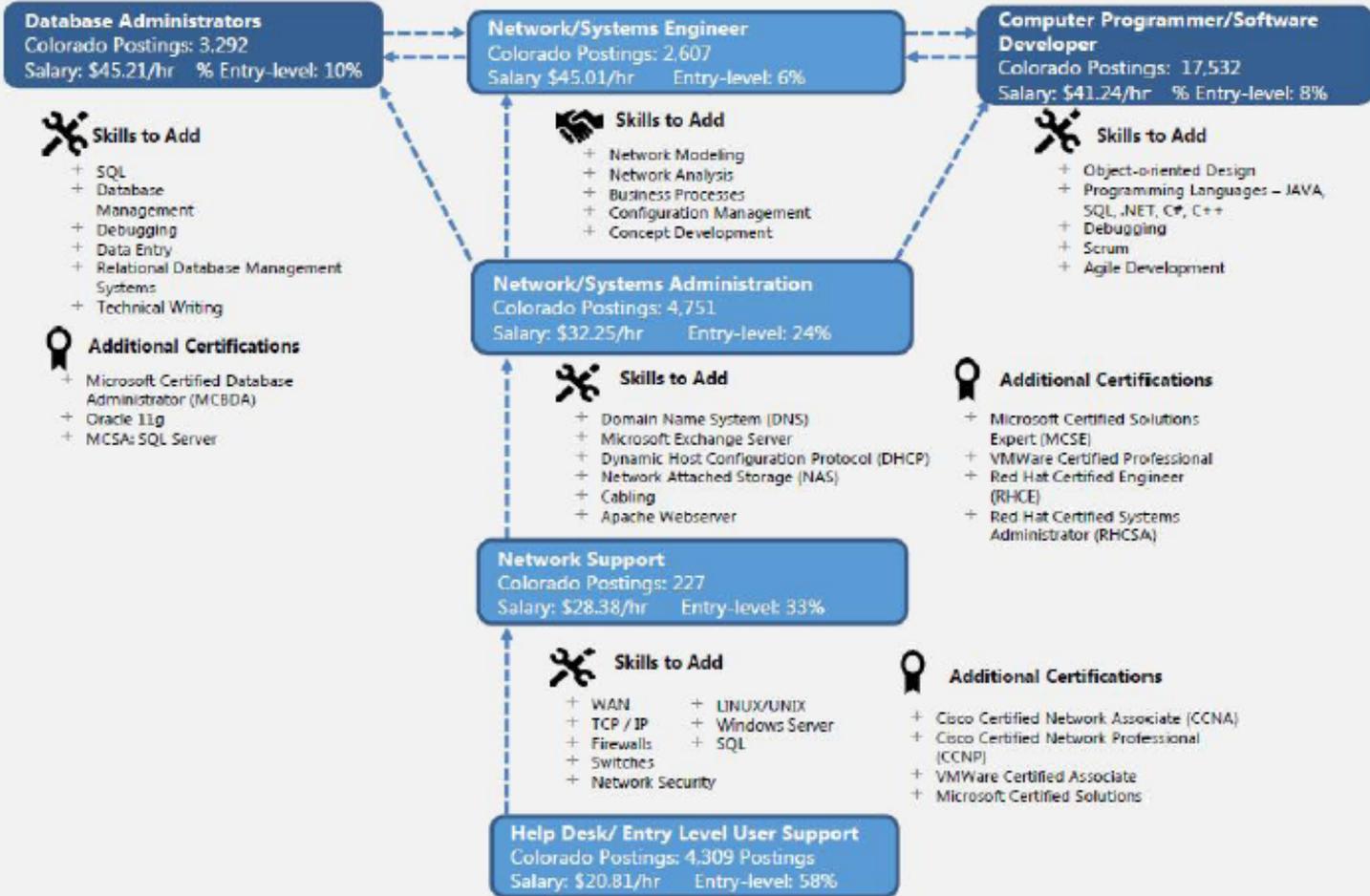


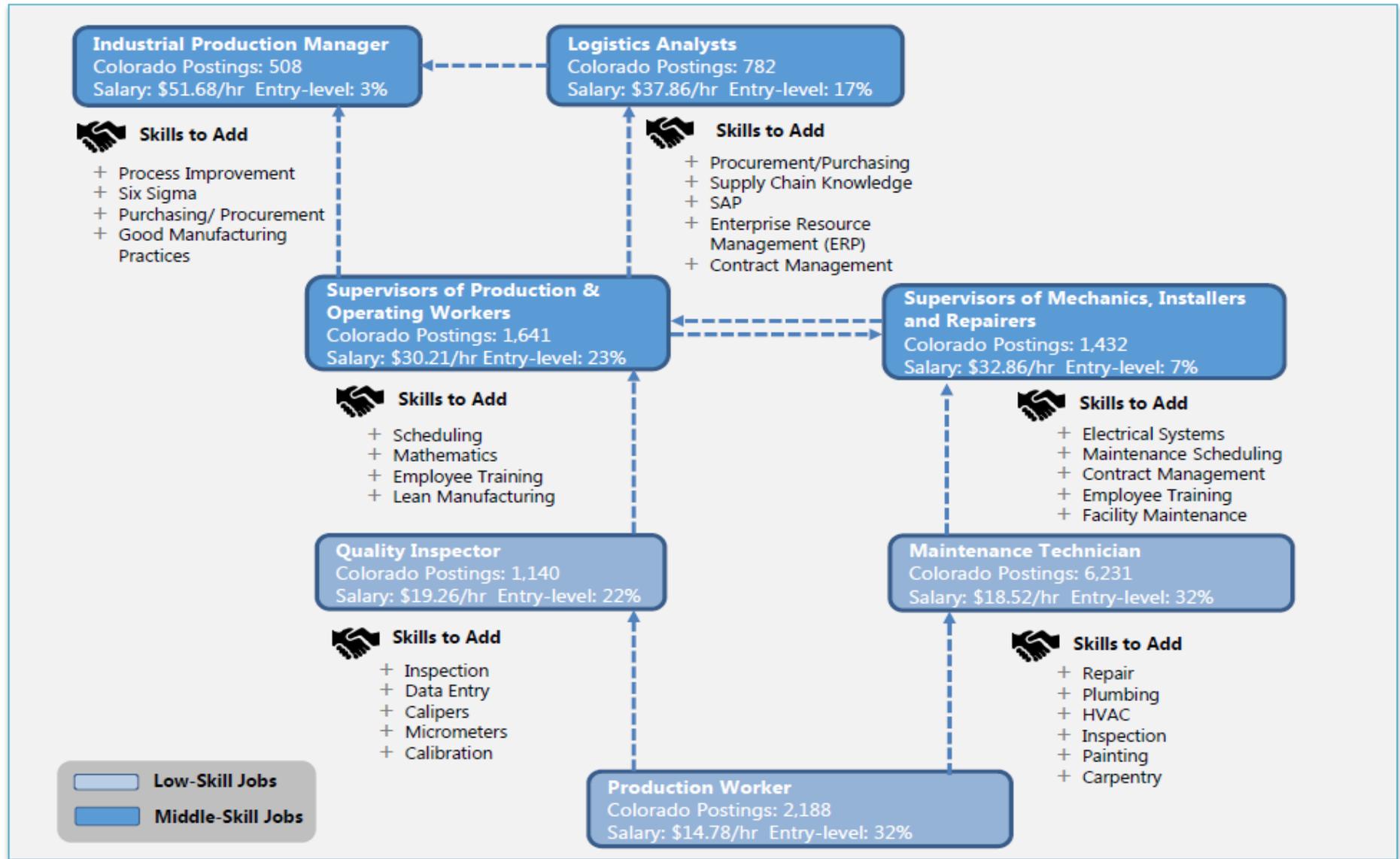
Updated “Top Jobs”—High growth rates, openings and typically offer a living wage



Skilling up for a top job

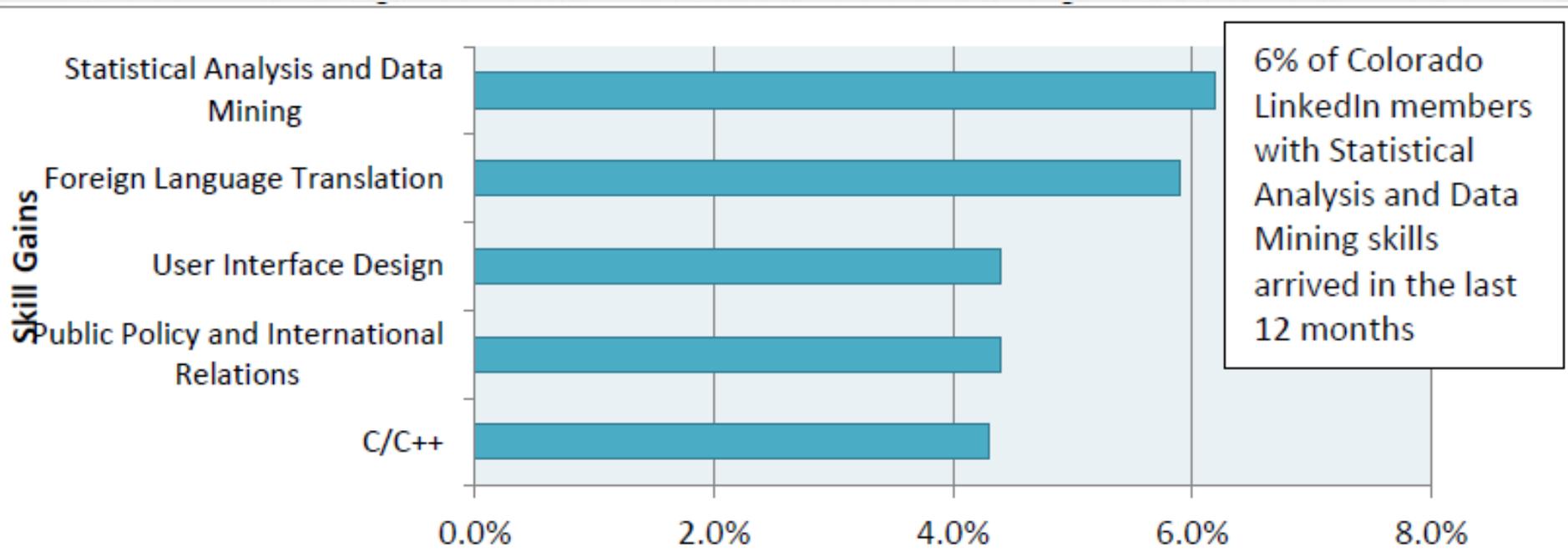
Network Administrator Career Pathway





Integrating new data sources...

Gains of Skillsets from Individuals Moving to Colorado



Source: LinkedIn



Updated Policy into Practice Section

- **Overview of innovative partnerships and initiatives**
- **Sector partnerships KPI survey**
- **Updates on first annual Talent Pipeline Report recommendations**



Colorado Sector Partnerships



Colorado Workforce
Development Council
Sector Partnerships

1 Exploring: Energy & Natural Resources

9 Emerging: Energy & Natural Resources

11 Emerging: Health & Wellness (Mesa, Delta, Montrose Counties)
Emerging: Health & Wellness (Garfield, Rio Blanco, Routt Counties)
Emerging: Advanced Manufacturing (Mesa County)

13 Active: Health & Wellness
Emerging: Tourism & Outdoor Recreation

2 Active: Health & Wellness
Active: Advanced Manufacturing
Emerging: Energy & Natural Resources

10 Emerging: Health & Wellness

12 Emerging: Health & Wellness

14 Exploring: Health & Wellness

3 Active: Health & Wellness
Active: Advanced Manufacturing
Emerging: Landscape Architecture
Emerging: Technology & Information
Exploring: Construction & Development

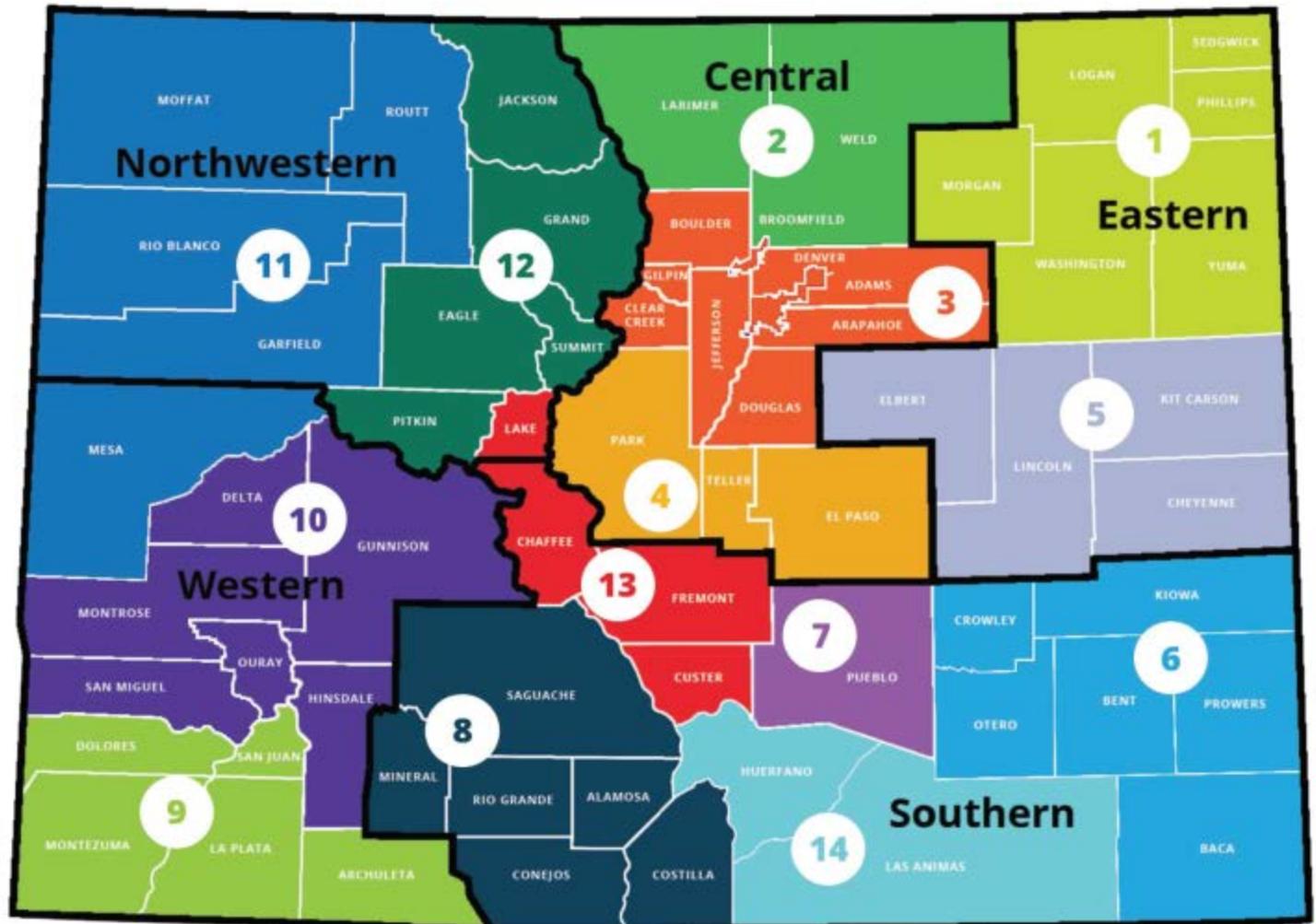
4 Emerging: Advanced Manufacturing
Emerging: Health & Wellness

5 Emerging: Health & Wellness

6 Active: Advanced Manufacturing
Exploring: Health & Wellness

7 Active: Advanced Manufacturing
Active: Health & Wellness

8 Exploring: Health & Wellness



Second Annual Talent Pipeline Report Final Recommendations

- ***Priority: Close the Attainment Gap***
- ***Priority: Align Resources and Provide Access to Information***
- ***Priority: Increase Job Placement, Retention and Wage Growth***

