Talent Pipeline Report Review & Discussion
Dr. Lauren Victor, Talent Development Research & Policy Analyst & Stephanie Veck, Director
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

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**What’s Going on?**

- Within group income gap
- Between group race gap

Although not shown, the finding holds true for black, Native American, and, to some degree, Asian students.
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)

<table>
<thead>
<tr>
<th></th>
<th>Less than HS diploma</th>
<th>HS diploma or equiv.</th>
<th>Some college or certificate</th>
<th>Associate degree &amp; higher</th>
</tr>
</thead>
<tbody>
<tr>
<td>35-44 year olds (all)</td>
<td>10%</td>
<td>18%</td>
<td>22%</td>
<td>50%</td>
</tr>
<tr>
<td>Hispanic, born in US</td>
<td>21%</td>
<td>27%</td>
<td>22%</td>
<td>30%</td>
</tr>
<tr>
<td>Hispanic, born outside US</td>
<td>54%</td>
<td>25%</td>
<td>9%</td>
<td>12%</td>
</tr>
</tbody>
</table>
Demographer’s projections of future education levels of Colorado adults
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

- Healthcare Practitioners: 19%
- Business/ Finance: 18%
- IT: 14%
- Management: 14%
- Construction/ Extraction: 11%
- Architecture/ Engineering: 6%
- Sales: 5%
- Education: 3%
- Installation/ Maintenance/ Repair: 4%
- Life, Physical, Social Sciences: 2%
- Design/ Media: 1%
- Legal: 1%
- Other: 2%
- Design/ Media: 1%
- Legal: 1%
- Other: 2%
Skilling up for a top job
Integrating new data sources... 
Gains of Skillsets from Individuals Moving to Colorado

6% of Colorado LinkedIn members with Statistical Analysis and Data Mining skills arrived in the last 12 months

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

1. Exploring: Energy & Natural Resources
   Emerging: Energy & Natural Resources

2. Active: Health & Wellness
   Emerging: Energy & Natural Resources

3. Active: Advanced Manufacturing
   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

9. Emerging: Energy & Natural Resources

10. Emerging: Health & Wellness

11. Emerging: Health & Wellness
    Emerging: Advanced Manufacturing (Mesa County)

12. Emerging: Health & Wellness

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

14. Exploring: Health & Wellness

Updated: October 2015
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**