

STATE OF COLORADO

OFFICE OF THE GOVERNOR

136 State Capitol
Denver, Colorado 80203
Phone (303) 866-2471
Fax (303) 866-2003



John W. Hickenlooper
Governor

B 2015-004

EXECUTIVE ORDER

Creating the Business Experiential-Learning Commission

Pursuant to the authority vested in the Governor of the State of Colorado and, in particular, pursuant to Article IV, Section 2 of the Colorado Constitution and to C.R.S. § 24-1-109, I, John W. Hickenlooper, Governor of the State of Colorado, hereby issue this Executive Order creating the Business Experiential-Learning Commission.

I. Background, Need, and Purpose

Although much of Colorado has recovered from the Great Recession, many individuals continue to be unemployed or under-employed. At the same time, businesses are struggling to find the skilled workforce they need, especially in occupations that require a combination of education and on-the-job training (experiential-learning). Colorado must address this issue in order to establish an environment where our economy can continue to grow.

The Colorado Workforce Development Council coordinates the engagement of business, state agencies, and local system partners to align the needs of Colorado's economy with the efforts of state and local authorities in building Colorado's talent pipeline. These efforts include continuous improvement of programs, process, and infrastructure in Colorado to provide information that will connect people with careers and match employers with skilled talent. Business-led public-private partnerships, including the Key Industry Networks that resulted from the Colorado Blueprint Process and Regional Sector Partnerships, conduct this work through their respective networks. Over the last four years, through a variety of industry engagement, several businesses have identified the most common obstacle to thriving and expanding is finding skilled workers with work experience.

This executive order creates the Business Experiential-Learning Commission, which will leverage the strength of public-private partnerships to address this challenge by creating a partnership with public and non-profit entities. This partnership is tasked with developing a systemic solution for integrated work-based education and training to meet the needs of Colorado's economy.

II. Directives and Declarations

A. Creation of the Business Experiential-Learning Commission

There is hereby created the Business Experiential-Learning Commission, hereinafter referred to as the "Commission." The Commission shall be under the Department of Labor and Employment ("CDLE") in partnership with the Office of Economic Development and International Trade ("OEDIT") and the Workforce Development Council ("CWDC"). The Commission is directed to engage Colorado's business and industrial communities with respect to three issues: (1) developing a systematic approach to business involvement in educating and training students and workers in partnership with the State's K-16 education system, workforce development system, and related civic agencies; (2) creating a digital badging system to provide the opportunity for students, interns, apprentices, and workers to document skills they have obtained in the work-place and to share that information with the K-16 system to support curriculum development; and (3) leveraging existing resources to create a portal of information to connect students, job-seekers, schools, employers, and civic agencies with experiential learning, training opportunities, and careers.

The Commission shall exist until such time that the members of the Commission, CDLE, OEDIT, CWDC, and the Governor determine that the work can be transitioned to a public entity for sustainability. The Commission shall establish policies and procedures it deems appropriate for conducting its meetings. These procedures shall not be subject to the State Administrative Procedure Act, C.R.S. § 24-4-101, *et seq.*, but shall be subject to the Colorado Open Records Act, § 24-72-201, *et seq.*, and the Colorado Open Meetings Law, § 24-6-401, *et seq.*

B. Mission and Scope

The Commission is directed to study, evaluate, and along with its partners, implement a system that:

- i. Engages business and industry in developing and implementing solutions for work-based (experiential) learning in partnership with education systems as well as the public-private sector partnerships supported by the CWDC;
- ii. Increases industry engagement in schools through a coordinated structure;
- iii. Establishes a digital badging system to document combined work-based (experiential) and related class-room training;
- iv. Utilizes the data collected through the digital badging system and shares such information with the K-16 education system for use in developing and adjusting curriculum in real time as the market demands shift;

- v. Aligns work-based training competencies with theory taught in the classroom;
- vi. Establishes a system of businesses that become Certified Centers of Learning (“CCOL”);
- vii. Provides customized options for engagement of individual businesses as well as replicable models that can be used by multiple businesses with emphasis on addressing challenges to small- and medium-sized companies;
- viii. Creates a portal of information and access to experiential learning opportunities that leverages and integrates existing technology;
- ix. Partners with the CWDC to create system alignment across agencies, local system partners, and industry in accordance with the Governor’s blueprint framework; and
- x. Develops a sustainability model for
 - a. Achieving a critical mass of business engagement,
 - b. Creating turn-key models for ease of implementation in a variety of industries and education systems,
 - c. Making available information about education, training, skills, competencies, scholarships, grants, career pathways, salaries, work-based learning opportunities, soft-skill building, and other resources for employment opportunities (including but not limited to those requiring four-year degrees),
 - d. Addressing the attainment gap of minorities and women,
 - e. Addressing cultural and societal stigmas that detrimentally affect workforce placement in skilled trade careers.

C. Yearly Report

The Commission shall partner with the CWDC in the development of recommendations to be included in the Annual Talent Pipeline Report. The Commission shall submit this annual report to the Governor in September 2016, and every September thereafter. The Commission shall make policy and, if necessary, legislative recommendations to develop Colorado’s talent pipeline and connect people with available employment opportunities.

D. Membership/Organization

The Commission shall consist of fourteen members. The members shall be appointed and serve at the pleasure of the Governor. Initial appointments to the Commission shall be for two-year or three-year terms, and, thereafter, members shall serve two-year terms. The Commission shall be composed of the following:

- i. The chairperson of the Commission who shall be a business leader and shall help to recruit the remaining business members;
- ii. A business member of the CWDC Executive Committee;
- iii. The executive director of the CDLE;
- iv. The executive director of the OEDIT;
- v. The director of the CWDC;
- vi. Eight members representing the business or industrial communities; and
- vii. One member representing the Colorado AFL-CIO

The chairperson shall set meetings of the Commission as necessary, but the first meeting of the Commission may occur no later than September 30, 2015. The Commission may establish subcommittees as necessary.

III. Duration

This Executive Order shall continue in existence unless modified or terminated by further Executive Order.



GIVEN under my hand and the
Executive Seal of the State of
Colorado this ninth day of
June, 2015.

A handwritten signature in blue ink, which appears to read "John W. Hickenlooper".

John W. Hickenlooper
Governor