

STATE OF COLORADO

EXECUTIVE CHAMBERS

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Roy Romer
Governor

EXECUTIVE ORDER

CREATING A STATEWIDE NETWORK OF ONE-STOP CAREER CENTERS

- WHEREAS, changes in the world of work, coupled with reduced federal funding for employment and training programs, necessitate a new approach to the delivery of employment and training programs in Colorado; and
- WHEREAS, creating a new, efficient workforce development system – offering access to the resources and services necessary to connect job seekers and jobs – is the best way to ensure that Colorado remains competitive into the 21st century; and
- WHEREAS, a flexible, locally administered workforce development system – rooted in the principles of universality, customer choice, integration, and outcomes-based performance criteria – will be most responsive to the needs of Colorado employers and job seekers; and
- WHEREAS, the state is committed to consolidating programs for the delivery of employment and training services, and will provide local workforce development regions with technical support and capacity-building assistance, as budgetary constraints allow, to create the best system possible; and
- WHEREAS, the U.S. Department of Labor has recognized Colorado's commitment to workforce development reform by awarding a three-year grant to implement the state's vision for a network of One-Stop Career Centers;

NOW, THEREFORE, I, Roy Romer, Governor of the State of Colorado, under the authority vested in me by the laws and Constitution of the State of Colorado, DO HEREBY ORDER THAT:

1. The Workforce Coordinating Council, referred to in this order as the "Council," will continue in its role as the state's Human Resource Investment Council (HRIC), performing all duties and functions assigned to HRICs by federal law.

2. The Colorado Department of Labor and Employment, with the advice of the Council, will set policy, develop performance and fiscal accountability standards, and allocate funds for the operation of One-Stop Career Centers. The Department of Labor and Employment also will be responsible for developing and maintaining a centralized computer system that links workforce development programs.
3. Specifically, the Council shall:
 - a) ensure that the new workforce development system and the network of One-Stop Career Centers are meeting the needs of business and labor;
 - b) recommend performance standards for the new system;
 - c) advocate for business-developed skill and competency standards;
 - d) coordinate with the School-to-Career initiative, welfare-to-work, vocational education, vocational rehabilitation, adult education and economic development programs;
 - e) provide policy advice on workforce development issues to the governor, the Legislature, and appropriate state departments; and
 - f) bring private sector quality initiatives to the workforce development system.
4. The Council shall have no more than 21 members appointed by the governor, including the Colorado Commissioner of Education; the president or designee of the Community College and Occupational Education System; the executive director of the Department of Labor and Employment; the executive director or managing director of the Department of Human Services; and the director of the Office of Business Development. Additionally, the Council shall have a representative of local public education, a representative of a post-secondary institution, a representative of secondary or post-secondary vocational education institution, two representatives of community-based organizations, three representatives of business and industry, three representatives from organized labor, and three locally elected officials.
5. Colorado shall be divided into workforce development regions for local service delivery, planning, and administrative purposes of the One-Stop system. Regions shall be comprised of a single county or group of counties.
6. The operation of the One-Stop Career Centers within each region shall be governed by the county commissioners representing the counties in that region, with policy guidance from a workforce development board appointed by said commissioners.

In the case of the City and County of Denver, the One-Stop Career Center(s) will be governed by the mayor, with policy guidance from a workforce development board appointed by the mayor. In the event that the county commissioners representing the counties in a region do not appoint a workforce development board, the state shall appoint a workforce development board comprised of regional representatives to oversee the region's One-Stop system.

7. Local workforce development boards shall be comprised of more than 50 percent representation by the private business sector and shall be chaired by a member representing the private business sector. There should be at least one representative from organized labor and one representative from a community-based organization. Representation of these two entities shall constitute not less than 15 percent of the board membership, and to the extent practicable, it shall be evenly divided. Each board shall be responsible for developing a workforce development plan, determining optional services and service variations to meet local employers' and job-seekers' needs, overseeing the One-Stop(s)' operations and monitoring for quality assurance in the region. The governor or his designee must certify the membership of each workforce development board and shall be responsible for delineating any other membership requirements or responsibilities of the boards.
8. The commissioners (or mayor in the case of Denver) shall also have the authority to assume the administrative control of the region's One-Stop Career Center(s), including fiscal agent responsibility, by entering into a performance-based contract with the Department of Labor and Employment. If the commissioners (or mayor in the case of Denver) decline to assume the administrative or fiscal agent responsibility for the regional One-Stop Career Center(s), the Department of Labor and Employment shall administer, or contract for the administration of, the centers in such region(s) with guidance from the regional workforce board for such region. In the event the Department of Labor and Employment administers, or contracts for the administration of, a regional One-Stop Career Center, it shall do so with guidance from the regional workforce board for such region.
9. Each region shall provide a universal set of core services in its One-Stop Center system, as required by its performance-based contract with the Department of Labor and Employment.
10. One-Stop Career Centers shall operate on an annual basis, with a new program year beginning on July 1 of each calendar year. For fiscal years after fiscal year 1997-1998, the commissioners (or mayor in the case of Denver) in each region must submit a workforce development plan to the Council and the Department of Labor and Employment by March 1 of the current program year before funds can be released for the next program year. The workforce development plan shall be prepared by the workforce development board, approved by the county

commissioners of each county in the region (or mayor in the case of Denver), and submitted to the state. If the region does not submit an approved plan, the Department of Labor and Employment will devise a plan for the region.

11. Upon receipt, each plan shall be reviewed first by the Council for consistency with the state's overall workforce development strategy. Following this review, the Council must submit the plan, with its recommendations for approval or disapproval, to the Department of Labor and Employment for review. After the department's review of the plan, the department shall submit the plan, with its recommendations for approval or disapproval, to the governor for final approval. Simultaneously, the department must also submit its recommendations to the Council.
12. Upon final approval of a region's plan by the governor, the Department of Labor and Employment shall prepare any necessary contracts for implementation of the plan and provide draft contracts to the county commissioners (or mayor in the case of Denver) for that region. After fiscal year 1997-1998, draft contracts shall be provided to the regions on or before April 15; execution of contracts shall occur on or before May 15 for the program year beginning on July 1.
13. Rapid Response, a statewide early intervention assistance program for mass layoffs, must remain flexible to be able to respond quickly to layoffs which may occur around the state. Therefore, this activity shall remain at the state level.
14. One-Stop Career Centers shall comply with Title I of the Americans with Disabilities Act as it applies to the provision of employment and training services. Programs and services for persons with disabilities shall be coordinated with and integrated into the regional One-Stop Centers to the greatest extent feasible.
15. All those provisions of Executive Order B 001 94 creating the Colorado Workforce Coordinating Council shall continue to be in effect to the extent they do not conflict with any of the provisions herein.



GIVEN under my hand and the Executive Seal of the State of Colorado, this 7th of July, 1997.

A handwritten signature in cursive script, reading "Roy Romer".

Roy Romer
Governor