

Colorado Department of Labor and Employment Strategic Policy Initiatives

The Department of Labor and Employment identified five strategic policy initiatives for FY19/20, For this performance evaluation, the Department has updated progress on the initiatives in the [FY2020 Performance Plan](#) that capture the Department’s strategic and operational priorities, and reflect the overall direction as identified by Department leadership.

SPI 1: Goal: Increase employment in Colorado’s total 14 key industries by 31,871 from 1,364,770 to 1,396,641.

Measure (s)	FY19 Actual	Q1 YTD FY20	Q2 YTD FY20	Q3 YTD FY20	Q4 YTD FY20	1-Year Goal
Increase employment in Colorado’s total 14 key industries by 31,871 from 1,364,770 to 1,396,641.	1,364,770	1,373,451	1,385,578	1,377,868	1,279,965	1,396,641

The key strategies to achieve this SPI are as follows:

- To address workforce shortages and provide greater equity, CDLE will increase outreach and services to individuals with multiple barriers to work, including people who are justice-involved, veterans, people experiencing homelessness, people who struggle with mental health issues, and opportunity youth
- Employment and Training and the CWDC--Enhance career exploration platforms that allow for effective searching and occupational interest development for students, underemployed workers, and incumbent workers
- Prepare public systems to be responsive to the shifts in future work models through implementation of research, aligned data analysis, and tangible solutions to existing issues

Progress:

- Though this goal was not met due to the unforeseen challenges presented with the COVID19 Pandemic, CDLE has shifted focus on getting all Coloradans back to work to help with the economic recovery.
- Since the devastating impact the virus has had, the Office of the Future of Work in partnership with the Division of E&T, Office of Just Transition and the CWDC are all enhance the diversification of employment opportunities that were heavily impacted through promoting location neutral jobs, resources, training and support services to workers and employers.



SPI 2: Increase the number of public retail EV charging stations and hydrogen fueling stations in Colorado by 20% from 700 to 840 by June 30, 2020.

(NOTE: This goal baseline and goal was updated in Oct 2019 due to more accurate data)

Measure (s)	FY19 Actual	Q1 YTD FY20	Q2 YTD FY20	Q3 YTD FY20	Q4 YTD FY20	1-Year Goal
Increase in the number of public retail EV charging stations and hydrogen fueling stations in Colorado by 20% from 700 to 840* by 06.30.2020	700	771	794	813	872	816

The key strategies to achieve this SPI are as follows:

- Promote redevelopment of disused petroleum properties that incorporate or support zero emission vehicle (ZEV) charging infrastructure by providing funding from the petroleum cleanup and redevelopment fund
- Partner with local, state, and federal agencies to raise awareness and attract infrastructure investment for hydrogen production and fueling stations in Colorado
- Assist workers displaced by the change from a non-renewable to renewable energy economy, and increase awareness around the career opportunities and certifications workers earn in the renewable energy industry
- Increase the number of renewable energy businesses certified in our workers' compensation premium cost containment program to reduce the number of injuries to workers in this sector

Progress: Exceeded

- We exceeded our goal of 840 stations by June 2020 and this has helped increase the network of available charging stations throughout the state. We are also engaged with stakeholders on regulations related to Retail EV charging to ensure equity in the marketplace.

SPI 3: Lead the conversation and set Colorado's strategy for the Future of Work by producing 5 deliverables by June 30, 2020.

Measure (s)	FY19 Actual	Q1 YTD FY20	Q2 YTD FY20	Q3 YTD FY20	Q4 YTD FY20	1-Year Goal
Produce 5 deliverables by Jun 30, 2020	0	2	3	4	5	5



The key strategies to achieve this SPI are as follows:

- Conduct a landscape analysis of research on the topic and recommend policy initiatives for the state
- Convene a statewide stakeholder summit to define and create awareness about the future of work
- Equip local workforce boards to be ambassadors for the future of work in their communities
- Help stay-at-home childcare providers (providers and parents/relatives) enter the full time workforce through the Colorado Workforce Center system

Progress: Met

- CDLE continues the work that this goal set in motion with the Office of the Future of Work.
- The article on this office published “Successfully Transitioning to a Remote Workforce: Case Studies on Best Practices,” received 272 views on LinkedIn and 299 views on Google.
- My Colorado Journey is a free-to-use, innovative statewide platform that provides user-friendly, personalized information to students and job seekers to connect them with the education, training, and support services, and, ultimately, a good job.
- As of Sunday, October 25th, 2020, OnwardCO has connected 80,767 users to match to atleast one resource and there are 39,380 jobs available for Coorandans to access on OnwardCO. This platform is committed to serving Coloradan workers displaced by COVID19 and producing data to help inform actions around that goal.

SPI 4: Expose no fewer than 5000 Colorado job seekers to career opportunities (career pathways and jobs) in Early Childhood Education through the Colorado Workforce Development Council ecosystem by June 30, 2020.

Measure (s)	FY19 Actual	Q1 YTD FY20	Q2 YTD FY20	Q3 YTD FY20	Q4 YTD FY20	1-Year Goal
Expose no fewer than 5000 Colorado job seekers to career opportunities (career pathways and jobs) in Early Childhood Education through the Colorado Workforce Development Council ecosystem by June 30, 2020.	NA*	150	500	2700	130,572	5000

Strategies:



- State-wide hiring events at all local AJCs/Colorado Workforce Centers
- Direct notification campaign with all Unemployment Insurance recipients
- RESEA Program collaboration
- Targeted campaign to address ECE shortages in select regions
- Sector initiatives with regional ECE providers

Progress: Exceeded

- In April, CDLE posted the ECE job opportunities on the Connecting Colorado website which all claimants receiving unemployment insurance benefits are required to register on. Due to this, CDLE was able to expose 96,000 people to ECE opportunities through the website platform.
- CDLE and CWDC continue the work of this goal through working with two Early Childhood Education sector partnerships and promoting the industry through myColorado journey and teachColorado.org.