



COLORADO

Colorado Department of Labor and Employment FY 21 Annual Performance Report (October 2021)

Wildly Important Goals

The Colorado Department of Labor and Employment (CDLE) has identified several wildly important goals (WIGs) for FY 2020-21 and beyond. For this annual performance report, the Department has updated progress on those goals identified in its FY 2020-21 Performance Plan that capture the Department's WIGs and reflect the overall direction as identified by Department leadership.

Additional detail for these, and other, WIGs are available in the Department's Performance Plan, which may be accessed [here](#).

WIG 1 –Reduce Colorado's Unemployment Rate from 11.1% to 6.5% by June 30, 2021. This is part of the long term recovery efforts to reduce Colorado's Pandemic High Unemployment Rate from 12.1% to 3.6% by June 30, 2023.

CDLE has worked to reduce the unemployment rate and has hit that target successfully. CDLE was also able to accomplish the associated lead measures of recovering 60% of lost jobs, launching a marketing campaign for location neutral opportunities, and successfully matching location neutral employers and job seekers.

WIG 2 – Facilitate Colorado employers within private and public sectors to increase skills-based job descriptions and hiring from 5% to 10%.

CDLE fell short of reaching our goal of an increase to 10% skills-based hiring job descriptions, but we are encouraged by the progress we were able to make. Though we did not hit the goal, we were successful in reaching our targets set for lead measures that all promoted skills-based hiring and upskilling workers through various efforts. A key lesson learned during FY21 is that the complexities related to shifting hiring processes are significant and that those hurdles must be overcome in order to move employers from awareness to training to action. While we have heard feedback from employers that financial incentives would help advance this work, a new source of funding to implement that approach has not been approved. A very limited amount of stimulus funding through HB21-1264 may be directed towards this work, but the implementation will ultimately be up to local workforce areas to prioritize this concept over other workforce solutions. As we move into FY22, we are shifting the action strategy to changing the



COLORADO

**Colorado Department of Labor and Employment
FY 21 Annual Performance Report (October 2021)**

practices of the Colorado state government as an employer. To accomplish this task a budget request of \$650K is being made, and we believe that the state government can become a case study that will help future work with other employers to move in this direction. In addition, we are keeping this goal as a lead measure with adjusted targets to be reported on through the Dashboard next fiscal year.

WIG 3 – Increase the total number of individuals who enroll in apprenticeship programs by 5% from 5,959 to 6,256. CDLE fell short of this goal due to the COVID-19 pandemic’s detrimental effects on enrollment. In order to continue the effort to increase the usage of apprenticeship programs, CDLE is aiming to increase apprenticeship program offerings by 20% next year. Though the goal was missed, CDLE successfully created and published the Talent Equity Agenda and exceeded the goal of providing a minimum of 4,800 support services to individuals involved in work-based learning opportunities.

Performance Measures

**WIG 1
Unemployment Rate**

Measure	Q1 FY21	Q2 FY 21	Q3 FY 21	Q4 FY 21	FY21 Goal	3-Year Goal
WIG: Reduce Colorado’s Unemployment Rate of 6.2% (June 2021) to 4.5% by June 30, 2022. This is part of the long term recovery effort to reduce Colorado’s pandemic high unemployment rate of 12.1% to 3% or lower by June 30, 2024.	7.0%	6.9%	6.4%	6.2%	4.5%	3% or below
Recover 60% of jobs lost during Spring 2020 by increasing the total nonfarm payroll jobs from 2,565,500 in June 2020 to 2,668,680 by June 30, 2021.	2,639,000	2,626,700	2,672,800	2,719,600	N/A	N/A
Launch a marketing campaign to business and workers about location neutral opportunities, including in other languages such as ASL or Spanish, as appropriate.	10%	40%	90%	100%	N/A	N/A



COLORADO

**Colorado Department of Labor and Employment
FY 21 Annual Performance Report (October 2021)**

Partner with the Colorado Office of Economic Development & International Trade (OEDIT) on matching location neutral industries/employers with job seekers within impacted communities with businesses participating in OEDIT tax credit programs and to attract location neutral jobs.	40%	80%	95%	100%	N/A	N/A
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**WIG 2
Skills Based Hiring**

Measure	Q1 FY21	Q2 FY 21	Q3 FY 21	Q4 FY 21	FY21 Goal
WIG: Facilitate Colorado employers within private and public sectors to increase skills-based job descriptions/hiring from 5% to 10%	5.50%	6%	6.70%	7.4%	Increase employers trained in skills-based hiring from 3,750 to 5,500
Create a baseline for skills-based hiring by employers with whom the Division of Vocational Rehabilitation (DVR) will work and train employer partners on skills based hiring.	0%	5%	35%	100%	N/A
Promote skills-based practices and skills gaps through a campaign with chambers of commerce, Skillful, and the department.	10%	10%	90%	100%	N/A
Create a survey to identify the number of state agencies currently using any type of skills based assessment as part of the hiring process for the purpose of sharing best practices across state agencies and promoting skills based hiring.	5%	50%	100%	100%	N/A
The Office of the Future of Work will partner with community	15%	65%	70%	100%	N/A



COLORADO

**Colorado Department of Labor and Employment
FY 21 Annual Performance Report (October 2021)**

stakeholders, state and municipal partners, and others to research digital literacy and the programmatic, technological, and educational infrastructure required to ensure all Coloradans are prepared to participate in the future of work. The study will define digital literacy competencies, a framework to measure digital literacy, as well an overview of interventions to increase digital literacy rates across Colorado.					
Provide technical assistance to the talentFOUND Network members to advance equity objectives and open more doors of opportunity.	100%	100%	100%	100%	N/A

**WIG 3
Apprenticeships**

Measure	Q1 FY21	Q2 FY 21	Q3 FY 21	Q4 FY 21	FY21 Goal
WIG: Increase the total number of individuals who enroll in apprenticeship programs by 5% from 5,959 to 6,256.	5,981	5,904	5,653	5,566	Increase apprenticeship programs by 20%
Create and publish The Talent Equity Agenda for the talentFOUND network that highlights specific targets and activities to combat inequities in education and training opportunities in Colorado.	100%	100%	100%	100%	N/A
Provide a minimum of 4,800 support services to individuals involved in work based learning opportunities.	1,284	2,521	3,762	4,947	N/A