

## **Colorado Department of Labor and Employment Strategic Policy Initiatives**

Department performance plan summary (brief 3-5 sentences and link to performance plan)

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

**(NOTE: This goal was updated Oct 2019. CDLE creates a seasonally adjusted Key Industry series and, using Bureau of Labor Statistics seasonally adjusted monthly total nonfarm payroll data as a proxy and a ratio methodology, creates a monthly KI series estimate. Estimates will be replaced with a final count as Quarterly Census of Employment and Wages data are available.)**

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

**(NOTE: The following goal falls within the Energy Office and was REMOVED as a CDLE goal in October 2019.)**

**SPI 2: Increase net new jobs in the renewable energy sector from 2,574 jobs to 3,074 jobs by June 30, 2020.**

The key strategies to achieve this SPI are as follows:

- Increase available education credentials, training programs, and credentials that are relevant to the demands of green occupations/jobs
- Increase work-based learning models (e.g. apprenticeships, internships, on the job training and work experiences) that support the renewable energy job sector

**SPI 3: 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)**

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

**SPI 4: Lead the conversation and set Colorado's strategy for the Future of Work by producing 5 deliverables by June 30, 2020**

**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

**SPI 5: 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.**

**(NOTE: This goal was updated in Oct 2019 due to data source/data collection revision. CDE does not have full data on employed Kindergarten teachers until spring due to collection methods. Created new baseline and goal for Q2/2020 reporting based on data from Co Workforce Dev Council dashboard).**

**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

**Operational Measures**

**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)	FY18 Actual	FY19 Actual	Q1 YTD FY20	Q2 YTD FY20	Q3 YTD FY20	Q4 YTD FY20	1-Year Goal	3-Year Goal
Increase employment in Colorado’s total 14 key industries by 31,871 from 1,364,770 to 1,396,641.		1,347,269	1,369,778	1,371,519			1396641	

Progress:

- The Unemployment Insurance Division’s Reemployment Program team is working to develop a standard process in workforce centers throughout CO with the aim of increasing participation and completion rates within the RESEA program.
- The CWDC reviewed applications for the Bridge + Growth and Retail Grant opportunities, and awarded 15 sector partnerships across Colorado more than \$462,000. The Bridge + Growth grants are intended to support the sustainability and growth of sector partnerships, and the retail grant is intended to convene retail industry employers with community partners to develop upskilling opportunities for incumbent workers. The partnerships that received funding represent various industries including manufacturing, healthcare, tree care, retail, recreation, and technology.
- In celebration of Apprenticeship Month, the BEL Commission and its partners hosted the 2019 Apprenticeship Excellence Awards on Nov. 5 at the Governor’s Residence. Learn more about the event and Colorado Apprenticeship Month.
- Lumina Foundation Recognition: CDLE continues its partnership with DOC and DHE to ensure that justice-involved individuals have the opportunity to build industry-relevant skills and further their education while incarcerated. Denise Miller, State Coordinator for Apprenticeships, represented the Work-based Learning Unit at the Lumina Foundation's All Learning Counts conference. The Colorado team was recognized for its innovation in apprenticeships, postsecondary articulation, and career assessments.



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

Measure (s)	FY18 Actual	FY19 Actual	Q1 YTD FY20	Q2 YTD FY20	Q3 YTD FY20	Q4 YTD FY20	1-Year Goal	3-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	n/a	700	786	794			816	

Progress: On track

**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)	FY18 Actual	FY19 Actual	Q1 YTD FY20	Q2 YTD FY20	Q3 YTD FY20	Q4 YTD FY20	1-Year Goal	3-Year Goal
Produce 5 deliverables by Jun 30, 2020		0	2	3			5	

Progress: On track.

- GIG Focus Groups: November 18-21, Workforce Development Programs partnered with the National Governors Association (NGA) and Colorado State University to conduct focus groups in three locations in Colorado: Denver Metro, Pueblo, and Grand Junction. Colorado is part of NGA's Collaborative State Consortium to Understand and Support the On-Demand Workforce, and the intent of the focus groups is to gather Colorado-specific information on the gig economy. An additional employer focus group is scheduled in December in Denver.



**SP 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)	FY18 Actual	FY19 Actual	Q1 YTD FY20	Q2 YTD FY20	Q3 YTD FY20	Q4 YTD FY20	1-Year Goal	3-Year Goal
<b>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.</b>		NA*	150	450			5000	

Progress:

- In November 2019 business and community partners in Region 13 launched a sector partnership focusing on early childhood education. It was well attended with more than 40 attendees, including representatives from 15 industry partners and approximately 20 public partners including County Commissioners, ECHO & Family Center Early Childhood Council, Fremont Economic Development Council, Pueblo Community College, Colorado State University Pueblo and Canon City Workforce Center.