

## **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
<b>Increase employment in Colorado’s total 14 key industries by 31,871 from 1,364,770 to 1,396,641.</b>		1,347,269	1,369,778	1,371,519	1,379,230	1,270,117	1396641	

Progress:

- Due to the COVID19 Pandemic, CDLE was not able to reach this goal and has focused efforts on recovery and getting Colordans back to work after the initial hit from the Pandemic. Colorado saw a dramatic decrease in employment April, though there has been an uptick employment in May and June which is promising for economic recovery.

**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
<b>Increase in the number of public retail EV charging stations and hydrogen fueling</b>	n/a	700	786	794	813	872	816	



stations in Colorado by 20% from 700 to 840* by 06.30.2020								
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Progress: Exceeded

**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	4	5	5	

Progress: Met

- Launch of myColorado Journey - complete
  - Creation of the Office of the Future of Work - completed
  - Deployment of regional FOW convenings - completed
  - Launch of OnwardCO - completed
  - Successfully Transitioning to a Remote Workforce: Case Studies on Best Practices - published on the 27th
    - Each case study highlights key insights the company learned during their transition and links to tools and resources the employer leveraged. Learning will be integrated into next section of Talent Development Playbook, to inform grantmaking for the CDOT CanDo Community Challenge, and to develop remote work resources for workers and employers
      - Small employer - [A-Train Marketing](#)
      - Medium employer - [Pax8](#) (first employer to get approved for OEDIT Location Neutral Employment Program Incentive)
- Large employer - [Colorado Department of Labor & Employment](#)

**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



<p><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></p>		<p>NA*</p>	<p>150</p>	<p>450</p>	<p>2700</p>	<p>96,000</p>	<p>5000</p>	
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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.