



Colorado Department of Labor and Employment Q1 FY2020 Performance Evaluation (October 2020)

Wildly Important Goals

The Colorado Department of Labor and Employment has identified several wildly important goals (WIGs) for FY 2020-21 and beyond. For this performance evaluation, the Department has updated progress on the initiatives identified in the FY 2020-21 Performance Plan that capture the Department's WIGs, and reflect the overall direction as identified by Department leadership. The updates reflect data as of October 1, 2020.

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

Operational Measures:

WIG 1: Ensure Colorado is Prepared for the Future of Work

Covid-19 and other market conditions have had a devastating impact on communities and local economies across the State. Location-neutral jobs, support services and community supports will be the trend in the future, not the anomaly. CDLE and its partners can support our communities through local neutral job matching, virtual job fair and hiring events for employers, worker retraining and upskilling, etc.

Progress: WIG 1 is on track with challenges to be reached in FY21. CDLE is starting considerably behind the base measurement from FY20 due to the COVID19 Pandemic effect on job losses and is working through measurement challenges and ways to effectively implement strategies.



Measure	FY20 Actual	Q1 FY21	Q2 FY 21	Q3 FY 21	Q4 FY 21	1-Year Goal	3-Year Goal
WIG 1: Begin to enhance the diversification of employment opportunities within local communities, starting with communities that were heavily impacted by the economic disruption in quarter 1 and quarter 2 of 2020, through the promotion of location neutral jobs, resources, training and support services to workers and employers. Increase Number Entered Employment from 79,965 (the number in fiscal year 2019-2020) to 83,963 (the goal for fiscal year 2020-2021).	79,965	76,860				83,963	88,200
Lead Measure 1: Launch a marketing campaign to business and workers about location neutral opportunities, including in other languages such as ASL or Spanish as is appropriate	N/A	10%				100%	N/A
Lead Measure 2: 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	N/A	40%				100%	N/A

WIG 2: Ensure Colorado is Prepared for the Future of Work



Skills based hiring vs traditional proxies is at the intersection of Colorado employers who need a skilled workforce and workers needing reemployment opportunities. By creating an opportunity for this intersection, CDLE and its partners can serve as model employers, demonstrating best practices with skills-based job descriptions and hiring and consulting our state’s public and private sectors in models that work for their unique workforce needs.

Progress: WIG 2 is currently **on track** to be reached by the end of FY21. There are a few expected lags due to trainings and certifications, but it is expected to rapidly increase progress once those are completed.

Measure	FY20 Actual	Q1 FY21	Q2 FY 21	Q3 FY 21	Q4 FY 21	1-Year Goal	3-Year Goal
WIG 2: Facilitate Colorado employers within private and public sectors to increase skills based job descriptions/hiring from 5% to 10%.	5%	5.5%				10%	25%
Lead Measure 1: 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.	N/A	0%				100%	N/A
Lead Measure 2: Promote skills-based practices and skills gaps through a campaign with chambers of commerce, Skillful, and the department.	N/A	10%				100%	N/A
Lead Measure 3: The Office of the Future of Work will partner with community stakeholders, state and municipal partners, and others to research digital literacy and the programmatic, technological, and educational	N/A	15%				100%	N/A



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.							
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WIG 2: Through Meaningful Employment, Every Colorado Worker Prospers

Too many unskilled or low skilled workers are struggling to find meaningful employment that should be available to every Coloradoan as we create opportunity for everyone to prosper. Work-based and learn & earn training and credentialing will create opportunities for Coloradoans to access skills and competencies while on the job and ensure no worker is left behind.

Progress: WIG 3 is currently **on track** to be completed by the end of FY21. CDLE has already completed the “Racial Equity Agenda” which is the first step to reducing the inequities in training opportunities and education. The Division of Employment and Training is also evaluating a sustainable way to report on increasing the number of support services since they are varying greatly due to the COVID19 Pandemica and the goal of 1200 by December has been reached.

Measure	FY20 Actual	Q1 FY21	Q2 FY 21	Q3 FY 21	Q4 FY 21	1-Year Goal	3-Year Goal
WIG 3: Increase the total number of individuals who enroll in apprenticeship programs by 5% from 5,959 to 6,256.	5,959	5,981				6,256	15%
Lead Measure 1: Provide a minimum of 1,200 support services to individuals involved in work based learning opportunities		1,284				1,200	



Lead Measure 2: Reduce the gap by 2% between non-white and white early childhood professionals compared to non-white and white children from birth to age 5 in Colorado from 6% to 4%.		Data not yet available					
Lead Measure 3: Create The Equity Agenda that highlights specific targets and activities to combat inequities in education and training opportunities in Colorado.	N/A	100%				100%	N/A
Lead Measure 4: Provide technical assistance to the talentFOUND Network members to advance equity objectives and open more doors of opportunity.	N/A	10%				100%	N/A