

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 goals and corresponding strategies identified in the FY20-21 Performance Plan that capture and reflect the overall direction as identified by Department leadership. The updates reflect data as of January 28, 2021. Additional detail for these, and other, WIGs is available in the Department's Performance Plan, which may be accessed [here](#).



Ensure Colorado is Prepared for the Future of Work

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).

Context: 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 began the year considerably behind the baseline measurement FY20 due to the COVID19 Pandemic effect on job losses and overall economic activity. The department is on track for completing the strategies implemented to help achieve this goal through launching a marketing campaign for location neutral jobs and matching employers with employees in specific communities heavily impacted from the COVID 19 Pandemic.



Measure	Baseline	Q1	Q2	1-Year Goal	3-Year Goal
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	81,414	83,963	88,200
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%	40%	100%	N/A
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%	80%	100%	N/A

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

Context: 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 with challenges* to be reached by the end of FY21. The three strategies to be completed for this WIG are all on track to be completed. Though there were some initial challenges with certifications and the transition to primarily working remote, the department is working to make up those lags as quickly as possible to ensure the strategies are all completed.

Measure	Baseline	Q1	Q2	1-Year Goal	3-Year Goal
Facilitate Colorado employers within private and public sectors to increase skills based job descriptions/hiring from 5% to 10%.	5%	5.5%	6%	10%	25%
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%	0%	5% (3)	100% (60 skill based-practices)	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.	0%	5%	50%	100%	N/A
Promote skills-based practices and skills gaps through a campaign with chambers of commerce, Skillful, and the department.	0%	10%	10%	100%	N/A



<p>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 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.</p>	0%	15%	65%	100%	N/A
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Through Meaningful Employment, Every Colorado Worker Prospers

WIG 3: Increase the total number of individuals who enroll in apprenticeship programs by 5% from 5,959 to 6,256.

Context: 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. As CDLE has already completed the “Racial Equity Agenda” and is currently on track to hit the goal of providing 4,800 support services. The department is also looking at alternative ways of measuring the individuals enrolled in apprenticeship programs in order to capture people who have participated in them over the year, rather than just a snapshot of current participation. This is proposed in order to show a broader view of individually the department is working with and include those who have graduated over the year as well.



Measure	Baseline	Q1	Q2	1-Year Goal	3-Year Goal
Increase the total number of individuals who enroll in apprenticeship programs by 5% from 5,959 to 6,256.	5,959	5,981	5,904	6,256	15%
Provide a minimum of 4,800 support services to individuals involved in work based learning opportunities.	0	1,284	2,521	4,800	N/A
Create The Equity Agenda that highlights specific targets and activities to combat inequities in education and training opportunities in Colorado.	0%	100%	100%	100%	N/A
Provide technical assistance to the talentFOUND Network members to advance equity objectives and open more doors of opportunity.	0%	10%	35%	100%	N/A