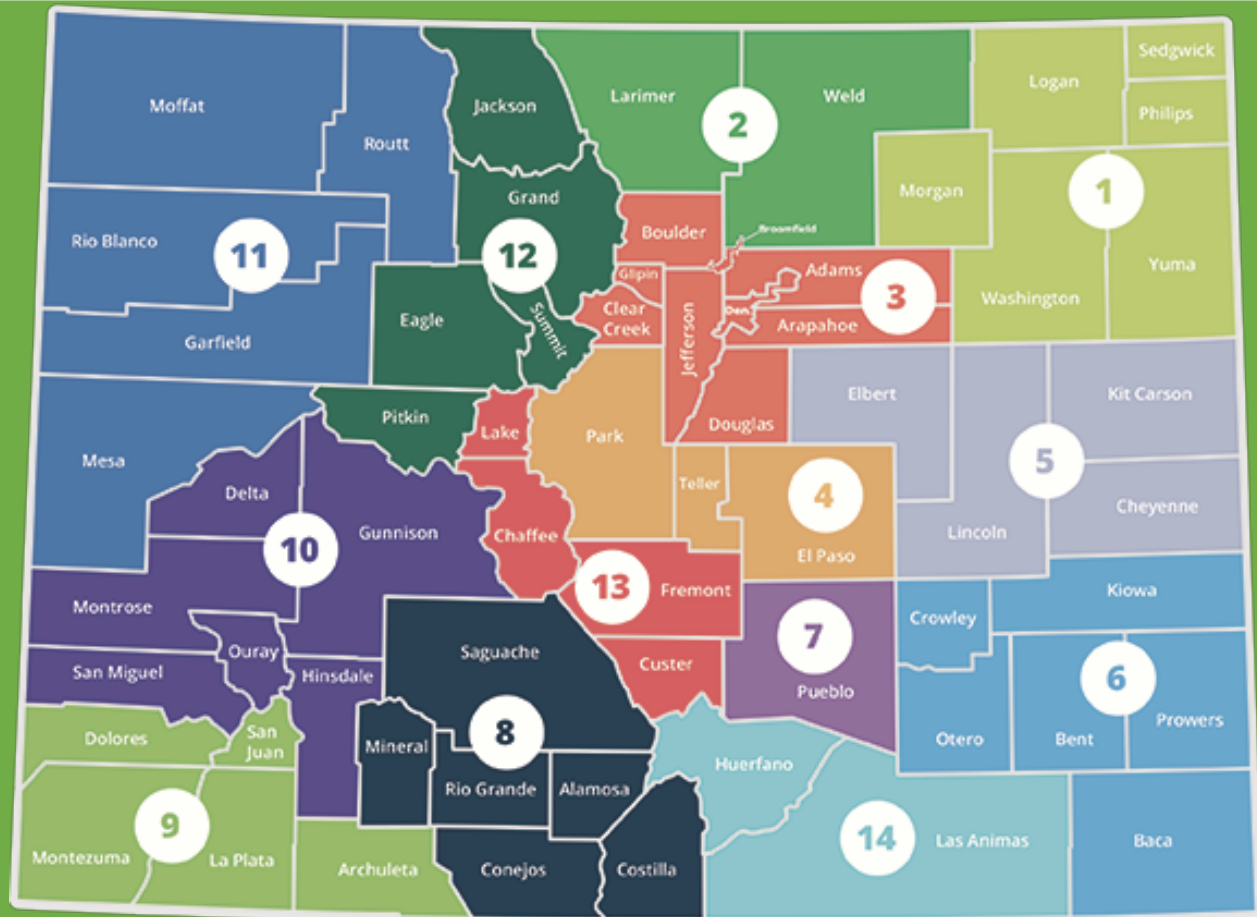


# COLORADO SECTOR PARTNERSHIPS



## Region 1

- Northeastern Colorado Manufacturing

## Region 2

- NOCO Health Sector Partnership
- NOCO Manufacturing Partnership

## Region 3

- Aerospace & Aviation Partnership
- Metro Denver Retail, Hospitality, Food & Beverage Partnership
- Colorado Tree Care Partnership
- Greater Metro Denver Healthcare Partnership
- Metro Denver Construction Sector Partnership
- Denver Metro Tech Partnership
- Metro Manufacturing Sector Partnership
- Early Childhood Partnership
- Tech/Talent Boulder/Broomfield Partnership
- Colorado Media & Journalism Sector Partnership
- Boulder Healthcare Sector Partnership

## Region 4

- COS Health
- Colorado Springs Manufacturing
- Colorado Springs Retail & Hospitality

## Region 5

- Region 5 Health Enrichment Partners

## Region 6

- Southeast Colorado Manufacturing Partnership

## Region 7

- Southern Colorado Healthcare Partnership
- Southern Colorado Manufacturing Partnership

## Region 8

- SLV Value-Added Agriculture Sector Partnership
- SLV Healthcare Sector Partnership

## Region 9

- Southwest Colorado Healthcare Sector Partnership

## Region 11

- Mesa Manufacturing
- Mesa Healthcare

## Region 13

- Upper Arkansas Health and Wellness Partnership
- Upper Arkansas Tourism & Outdoor Recreation Partnership
- Upper Arkansas Early Childhood Education

## Region 14

- Spanish Peaks Retail and Tourism Partnership

# COLORADO SECTOR PARTNERSHIPS

Colorado industry-led sector partnerships continue to be a proven strategy for growing Colorado's regional economies. Colorado sector partnerships are highly effective when they are operated in a regional labor market, led by business, focused on industry identified priorities, supported by public partners from multiple organizations, organized for long term success, and achieve meaningful and measurable results. Businesses, job seekers, and students thrive exponentially when systems come together to solve challenges facing their communities.

Colorado sector partnerships are tackling tough challenges in their communities, including early childhood education, K-12 and postsecondary education, workforce development, economic development, transportation, and housing. These challenges are met with a proven methodology of next-generation sector partnerships to not only address the workforce, but also other competitive and community needs.

With Colorado's strong sector strategies approach to building and sustaining 30 sector partnerships since 2015, it is no surprise that businesses and public partners continue to engage in building the talent pipeline for future workers. Ten industries in Colorado have recognized that in order for their industry to thrive they must be actively involved in creating a talented workforce that meets their demand for a high-quality workforce. As a result, sector partnerships are experiencing an increase in work-based learning programs and initiatives.

More than 880 business partners and 360 public partners are involved with sector partnerships by either participating as a convener, industry champion, adviser, or sponsor or by attending a variety of sector partnership events. In 2019 sector partnerships collaborated on industry-led initiatives with businesses, workforce, education, and economic development.

## Highlights from the 2019 Sector Partnership Impact Survey

### **Tech Talent Boulder/ Broomfield**

To build industry's understanding of workforce topics identified in early stages of the sector partnership, the convening group helped create a rotating Workforce Lunch and Learn series which focuses on topics of the tech sector's choosing. Topics range from learning how to obtain an intern through the local university, hiring and maintaining a multigenerational workforce, apprenticeships, and externships. The first topic covered was "How to Get an Intern at CU" and a subsequent guide and internship fair through the University, followed by a training on hiring 55+ and becoming a workplace ally. The convening group also worked with a local partner, Skillful Colorado, to create a staff person at the Boulder Chamber who can train businesses in the Skillful Training Series, a skills-based hiring approach to retaining and attracting talent. The Skillful Talent Series has helped the tech industry reframe job descriptions and hone in on the skills they are looking for in a qualified candidate. Thus far, over 20 local organizations have participated in the four-part series.

### **Southern Colorado Healthcare Sector Partnership**

The Southern Colorado Healthcare Sector Partnership sponsored the third annual youth "Club Care" event on Thursday, September 19, 2019. The event was held at St. Mary Corwin from 9 a.m. to 2 p.m. Fourteen healthcare employers and two educational institutions provided 15 hands-on healthcare occupational activities; everything from CPR to physical therapy. Five middle schools, a total of 100 students, had the opportunity to participate in the day's activities: Craver, Pleasant View, Summit, Vineland, and Skyview. The event was organized by staff from the Center at Park West, CMHIP - Colorado Mental Health Institute at Pueblo, Pueblo Community College, and the Pueblo Workforce Center. Lunches and snacks for this event were provided by the Center at Park West.

### **Denver Colorado Media & Journalism Sector Partnership**

Several organizations in the media & journalism sector have been working for years to establish a strong sector partnership. Each organization and association bring their own priorities and agenda, and while they each try to be industry-led, none were truly following the Next Generation Sector Partnership Model. The Open Media Foundation had

been coordinating one such association, the Colorado Media Alliance, and when the industry identified workforce diversity as a primary goal for the sector, we began working with CDLE and the CWDC. We weren't seeking a new model for sector partnership, but the approach appeared to be a perfect model to help unify the work of the four or five main associations already working (separately) to unify the sector.

### **Region 14 Hospitality and Retail**

In June 2019, the Spanish Peaks Business Alliance and Huerfano County Economic Development Inc. convened the first meeting of the Region 14 Retail and Hospitality Sector Partnership. This meeting was facilitated by staff from Colorado Workforce Development Council and it was well attended by business owners and representatives from across Huerfano County as well as leaders from county government, the City of Walsenburg, the Colorado Rural Workforce Consortium, and the Southern Colorado Economic Development District. True to the sector partnership model, business leaders sat around a table while public support team members set around the edge of the room. Members of the public support team were called on to answer questions, but business leaders drove the discussion and highlighted the issues that were important to them. Discussion revolved around many areas but settled on three topics: (1) signage; (2) home rule; and (3) an ongoing "think tank" with public leadership. Since that June meeting the Spanish Peaks Business Alliance has convened committee meetings on these topics to discuss how to move forward and set priorities. Since then we have been slowly making progress on these topics.

### **Southwest Colorado Health Sector Partnership Alliance**

The Southwest Colorado Health Sector Partnership Alliance has brought together organizations to discuss, plan, and implement educational programming related to the healthcare workforce. Several new programs developing at local colleges were informed by the conversations at the SPA- including health sciences and medical assistant programs and apprenticeships. Additionally, the model of the SPA brought area hospitals together to facilitate local HTP efforts that are now happening independently of SPA (but members still come for advisement). Career prep programs at area high schools have also been informed by SPA and important relationships have been fostered to facilitate practicum placements and additional employment skills workshops.

### **Greater Metro Denver Healthcare Partnership**

Our sector partnership has been solid and has completed great things in work-based learning. We added another employer, HealthOne, and created two registered apprenticeships bringing our total to three (two medical assistant, one patient care technician). We will have two more added in 2020 (sterile processing tech and pharmacy tech) to begin in January 2020. We also have been successful in our healthcare pre-apprenticeship cohorts and have had five participants enroll into the two registered apprenticeship programs. We are exploding in the work-based learning realm and looking forward to the apprenticeship position as our healthcare partners are seeking additional assistance and knowledge (both new and existing).

### **Region 5 Healthcare Enrichment Partners**

Our flailing partnership needed focus and a "project" to help our communities address the shortage of healthcare workers in our four-county region. Every healthcare related facility in the four-county area was approached to be a part of the committee. Business/community partners were approached to help. Grants were written with the goal in mind to train 30 people in the healthcare industry in five years (29 were trained in three years). The grant required each county to agree with the project and the commissioners to sign support letters. We got 100 percent backing which is next to impossible in our communities. Besides doing the recruiting and following those in training, the committee participated in educating community members and doing career fairs, youth education projects, and extensive networking to promote the programs.

### **Northern Colorado Manufacturing Partnership**

The NOCO Manufacturing Sector Partnership celebrated its sixth year in 2019! Our mission is focused on each day by our Executive Director, Christine Juker, with engagement from our 10 board members and over 100 volunteers. The goals for 2019 include growth in: Partnership awareness; Growing new engaged members in our region (created a new member onboarding system and ambassador sub-committee); Partnership participation in committee work; Growing expanding programs; Parents' Night (grow and diversify area), internships, externships, and career pathways programs and resources

(hosted 14 internships, two externships and created a quarterly talent pipeline education series); Expand NOCOM show by 25 percent (focusing on expanding industry areas in construction and established a focused committee on new exhibitors in Colorado and attendees); Created a funding committee and a strategic funding plan; Execute legislative education (provided education and updates to members).

### **Upper Arkansas Area Technology Sector Partnership**

The Upper Arkansas Area Technology Sector Partnership is growing based on our two focus areas: talent development and attraction and business development and attraction.

**Talent Development & Attraction:** We have partnered with our education partners in K-12 and community college to develop internship programs for students. This program is growing and we are working on developing program manuals to make sure each internship is teaching a similar curriculum. Under talent attraction, we have developed relocation USBs to help in our efforts to attract location neutral professionals to the area. These drives were also created for each county to customize for their particular assets. These drives have been a hit at trade shows highlighting our value proposition.

**Business Development & Attraction:** We have taken a similar approach to business attraction that we are using for talent attraction. These relocation guides that have been created can easily be used for business attraction as well. Under business development, we have one company that is currently completing time with the HAX Accelerator in China, and another company that is building a government/defense contracting business for service desk support. Our story has been shared in Forbes Magazine, our school has won awards in STEM education, and our intern program manager is nominated as a finalist for the Colorado Technology Association APEX Award for the work he is doing in our internship programs.

### **Denver Metro Construction Sector Partnership**

The construction sector partnership recently helped to promote opportunities for business partners to participate. The partnership hosted Melissa Martin, Director of Pathways, Colorado Community College System, and Denise Miller, CDLE, State Coordinator for Apprenticeships and Experiential Learning. Melissa and Denise asked for feedback on legislation concerning construction apprenticeship credit to college credit (HB 19-1294) and apprenticeship requirements in public projects and apprenticeship directories (SB 19-196). A survey was then sent out to the group for feedback.

### **Upper Arkansas Health and Wellness Sector Partnership**

The Upper Arkansas Health and Wellness Sector Partnership has taken two distinct directions. There is a focus on wellness highlighted by a medical tourism partnership between Heart of the Rockies Regional Hospital and Mt. Princeton Hot Springs. Another focus of the wellness aspect is encouraging communities to adopt Healthy Eating Active Living (HEAL) lifestyles. There is also a focus on career development for behavioral health professionals focusing on developing stackable certifications to allow people to enter the field earlier and work while they are earning other certifications.

### **Mesa Manufacturing Sector Partnership**

We have created an upskilling workforce development model to help employers promote and retain staff. We call the program the Workforce Innovation Program. It is powered by 180-degree skills online curriculum. We have one part time administrator to run the program and the program is all online. Cohorts are individualized down to each student, which is possible through the a la carte feature in the curriculum. We have partnered with our business incubator to host the classes through the Maker's Space facility which allows for hands on shop time when needed. This has been a huge success. Through our first two cohorts we have seen enrollment of 26 and 14 certificates of completion. Our third cohort starts this month and we have 19 students currently enrolled.

### **Denver Metro Tech Sector Partnership**

Denver Metro Tech Sector serves to attract, retain, and grow ambitious tech talent by pioneering a progressive culture of diversity and innovation where anyone can thrive. We are currently working on a Tech Talent Web Tool that will be a place for industry to get and give talent.