



Colorado Workforce
Development Council

Taking Sector Partnerships to Scale



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Vision:

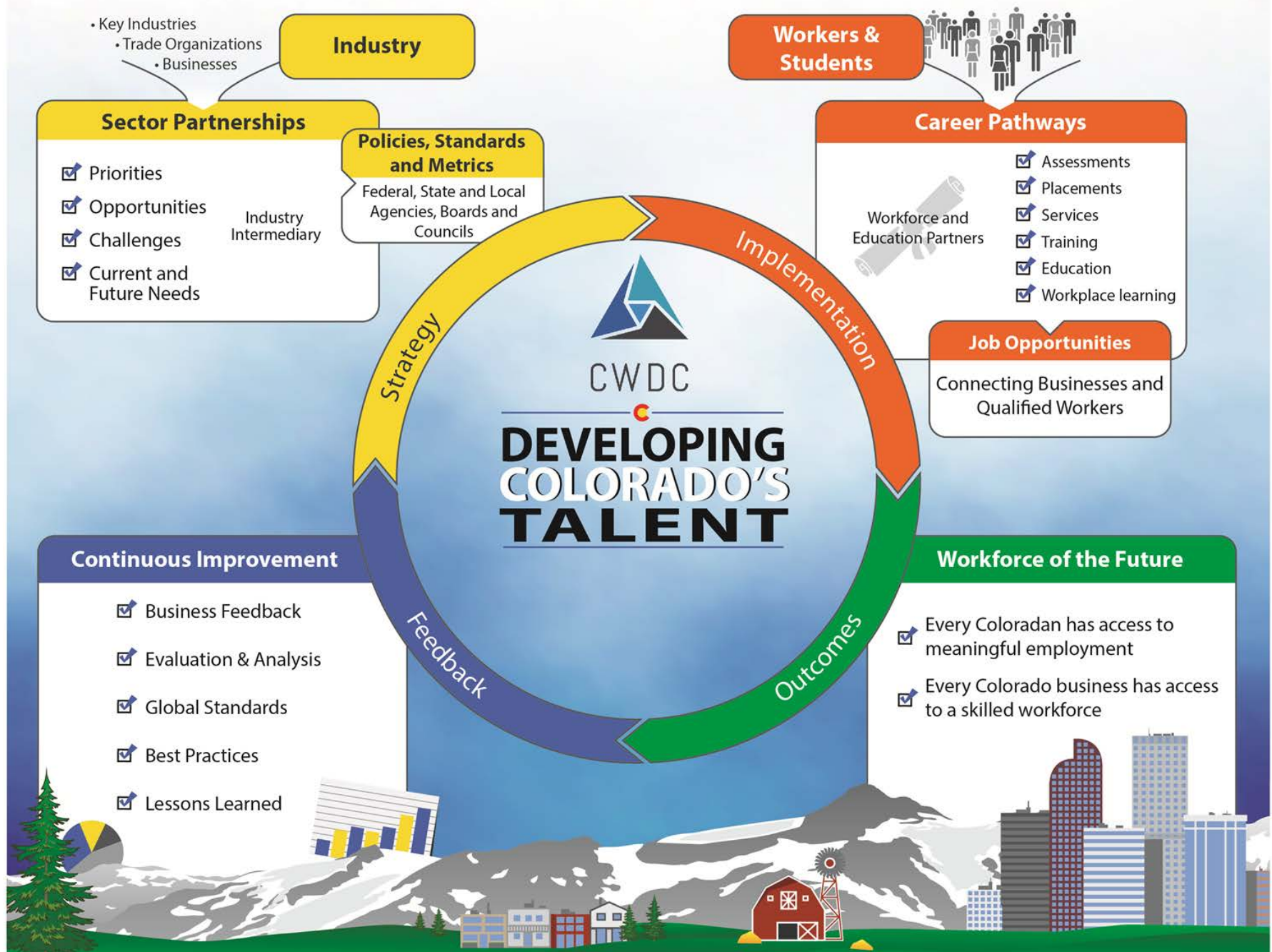
Every Colorado business has access to a skilled workforce and every Coloradan has access to meaningful employment, resulting in statewide economic vitality.

Mission: To facilitate the creation and sustainability of a business-led Colorado talent development system that appropriately integrates the work of economic development, education, training and workforce development to meet the needs of businesses, workers, job-seekers and students.

Led by business, and driven by a powerful collaboration of state agencies, regional & community organizations



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Taking Sector Partnerships to Scale – Think Different

- Business as a Partner
- State Role
- Regional Role

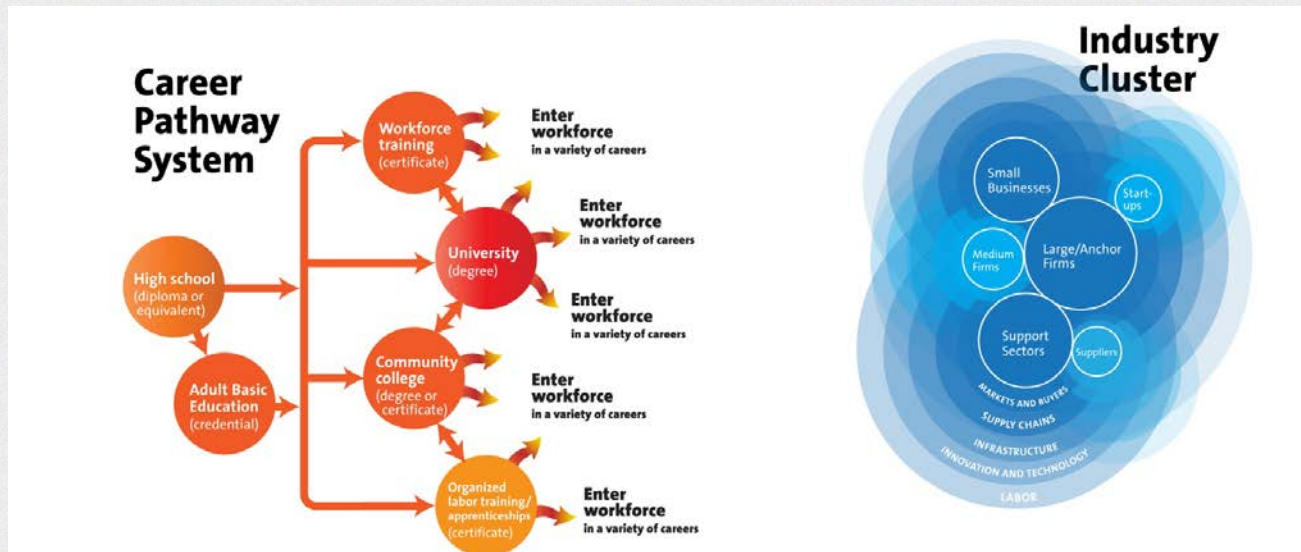
Sector Strategies Coming of Age:

EDUCATION, WORKFORCE & ECONOMIC DEVELOPMENT

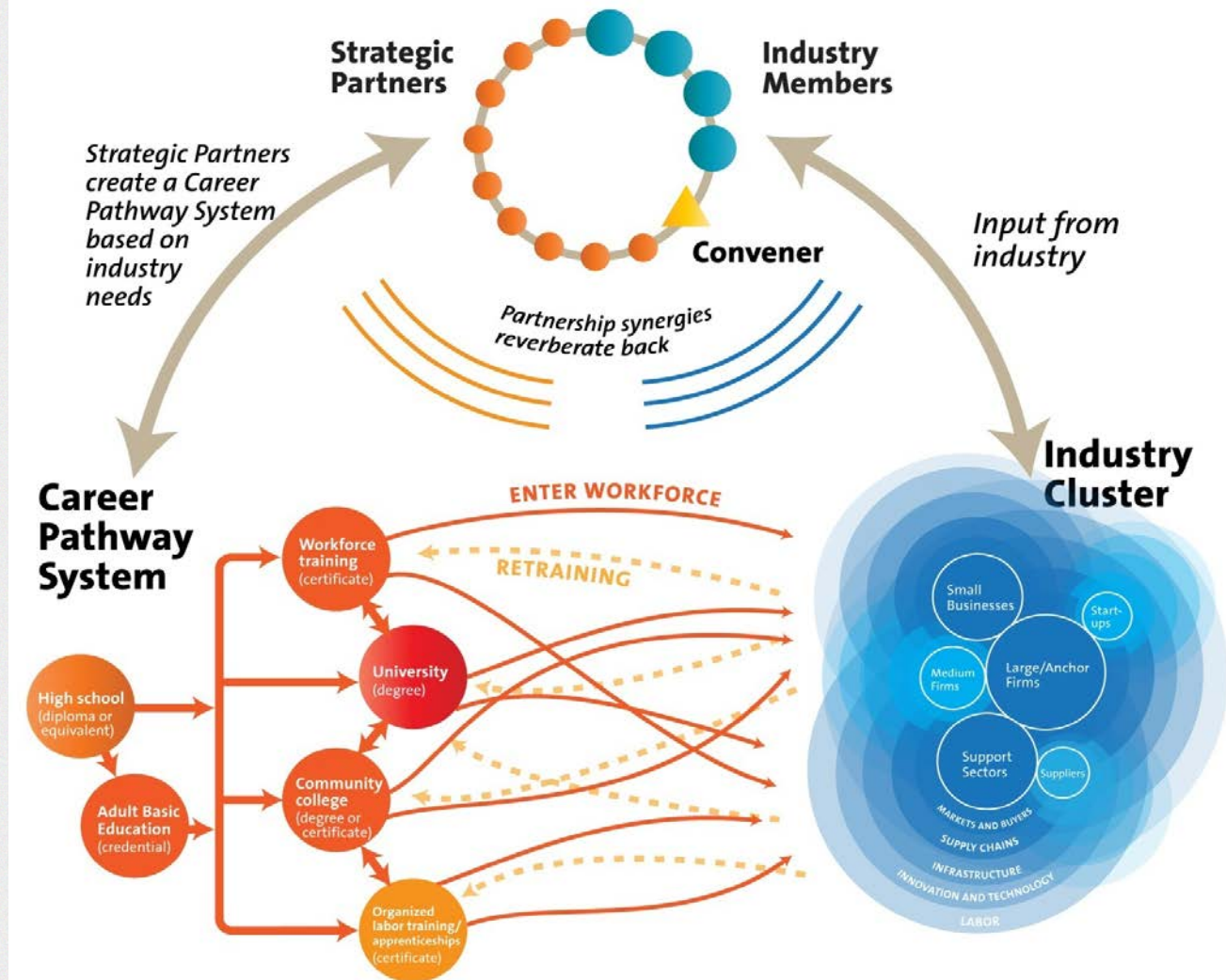


- I. Education —————> Career Pathways
- II. Workforce Development —————> Sector Partnerships
- III. Economic Development —————> Industry Clusters

Sector Partnership



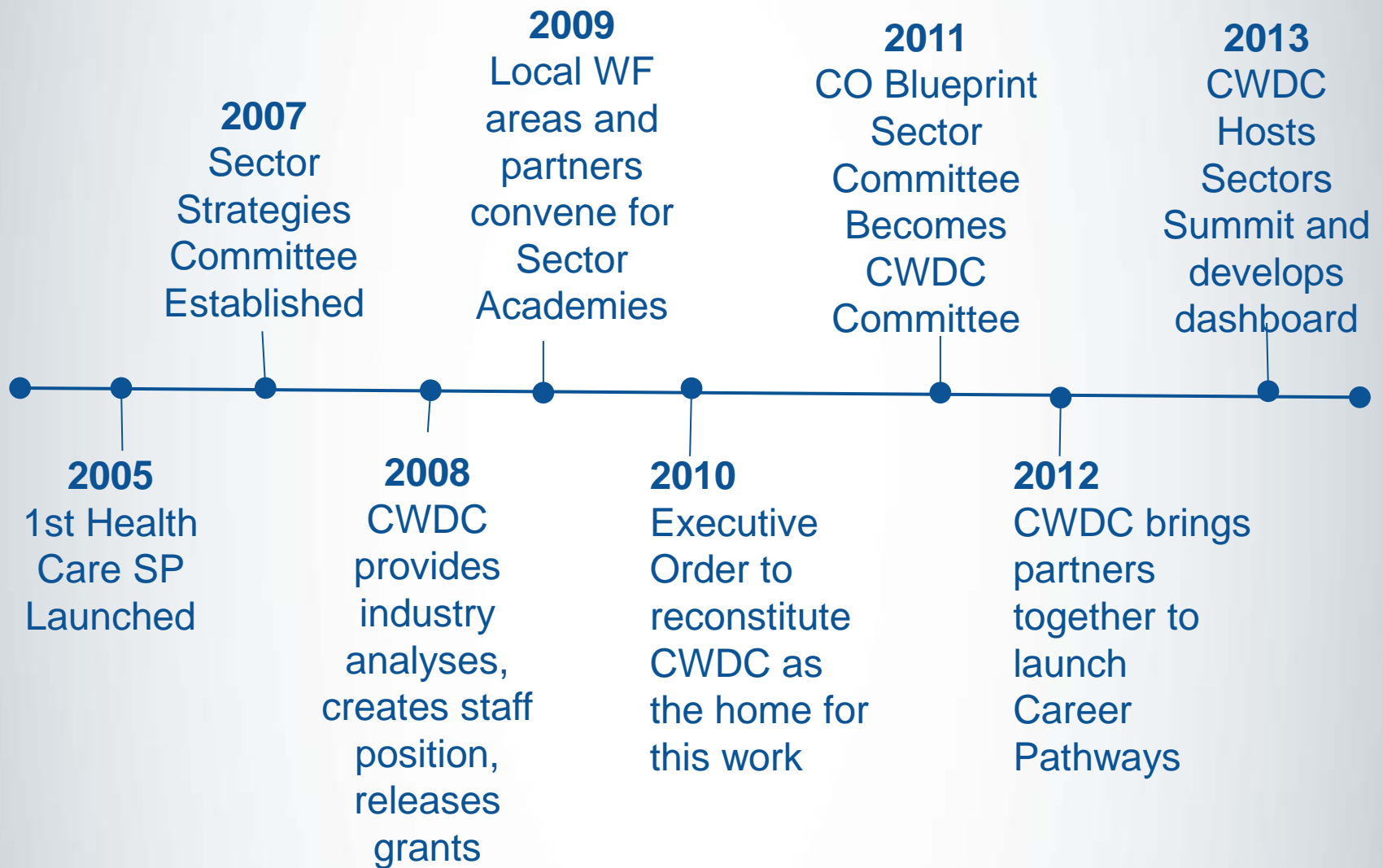
Sector Partnership



Today's Sector Partnerships:

- Are employer-driven
- Are regional
- Are convened by a credible third party
- Act as a coordinating body across multiple education, workforce development, economic development and other programs
- Create highly customized responses to a target industry's needs, and therefore highly accurate responses
- They are about more than workforce training
- Treat employers as partners, not just customers
- Are NOT a grant program, a short term project, a passing fad; they are a long term partnership





States Role:

Sector Partnerships that drive Career Pathways

- **Provide a state-level framework to align programs and resources.**
- **Proactively integrate sector strategies as a core way of doing business.**
- **Utilize a public-private steering committee that fosters business leadership.**
- **Recognize existing work and build upon regional differences and strengths.**
- **Technical Assistance to Regions and Industries**

State Role: Application

- **First, listen**, learn from existing partnerships in your state, learn from other states, build a strong local-regional state partnership as your foundation.
- **Next build a model, tools and resources for action locally scales statewide:**
 - **Adapt tools to fit your state**
 - **Act as a gateway to technical assistance, data tools and resources.**
 - **Broker collaborations through peer networking and sharing promising practices**
 - **Bring assets to the table** (staff capacity, grant dollars, existing programs or program elements etc.) that can be combined in different ways to respond to industry needs and support local partners.
 - **Provide project management support** to advance sector partnership priorities, tracking progress, holding partners accountable, and driving toward action and results.

Data Driven with Tools and Assistance

THE COLORADO TALENT PIPELINE REPORT

PRESENTED TO THE
COLORADO STATE
LEGISLATURE
OCTOBER 15, 2015

COLORADO REGIONAL SECTOR PARTNERSHIP CONVENER TRAINING WORKBOOK



Colorado Workforce
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November 2015

Prepared by Collaborative Economics
and the Woolsey Group, LLC



Colorado Workforce
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CREATING CAREER PATHWAYS IN COLORADO

A STEP-BY-STEP GUIDE
VERSION 2.0

Regional & Local Role:

Sector Partnerships that drive Career Pathways

- Utilize and customize the frameworks to leverage resources across system partners.
- Proactively integrate industry-led sector strategies as a core way of doing business.
- Build a core team of public partners that foster support for business led priorities.
- Recognize the value of frameworks and sharing across the state while adapting for regional differences and strengths.
- Utilize Technical Assistance and share lessons learned and promising practices with other Regions and Industries

Regional & Local Role: Application

- **First, listen** and make space for the industry voice to emerge.
- **Once industry leaders have defined their own agenda for action:**
 - **Interpret industry priorities and develop responsive solutions** in partnership with industry and other public partners;
 - **Act as a gateway into your institution**, engaging others as needed, helping others understand how supporting the sector partnership's priority aligns with the organization's core mission or goals.
 - **Broker collaborations across programs** to develop customized solutions, (as opposed to relying on pre-existing programs within institutional silos);
 - **Bring assets to the table** (staff capacity, grant dollars, existing programs or program elements etc.) that can be combined in different ways to respond to industry needs.
 - **Provide project management support** to advance sector partnership priorities, tracking progress, holding partners accountable, and driving toward action and results.

Impact

Nearly every active or emerging sector partnership **increased participation by businesses** in the target industry and region, as well as education, training, and student/jobseeker support organizations (K-12, postsecondary, workforce programs, etc) over the last year.

86% of partnerships implemented **joint or shared projects** across community partners.

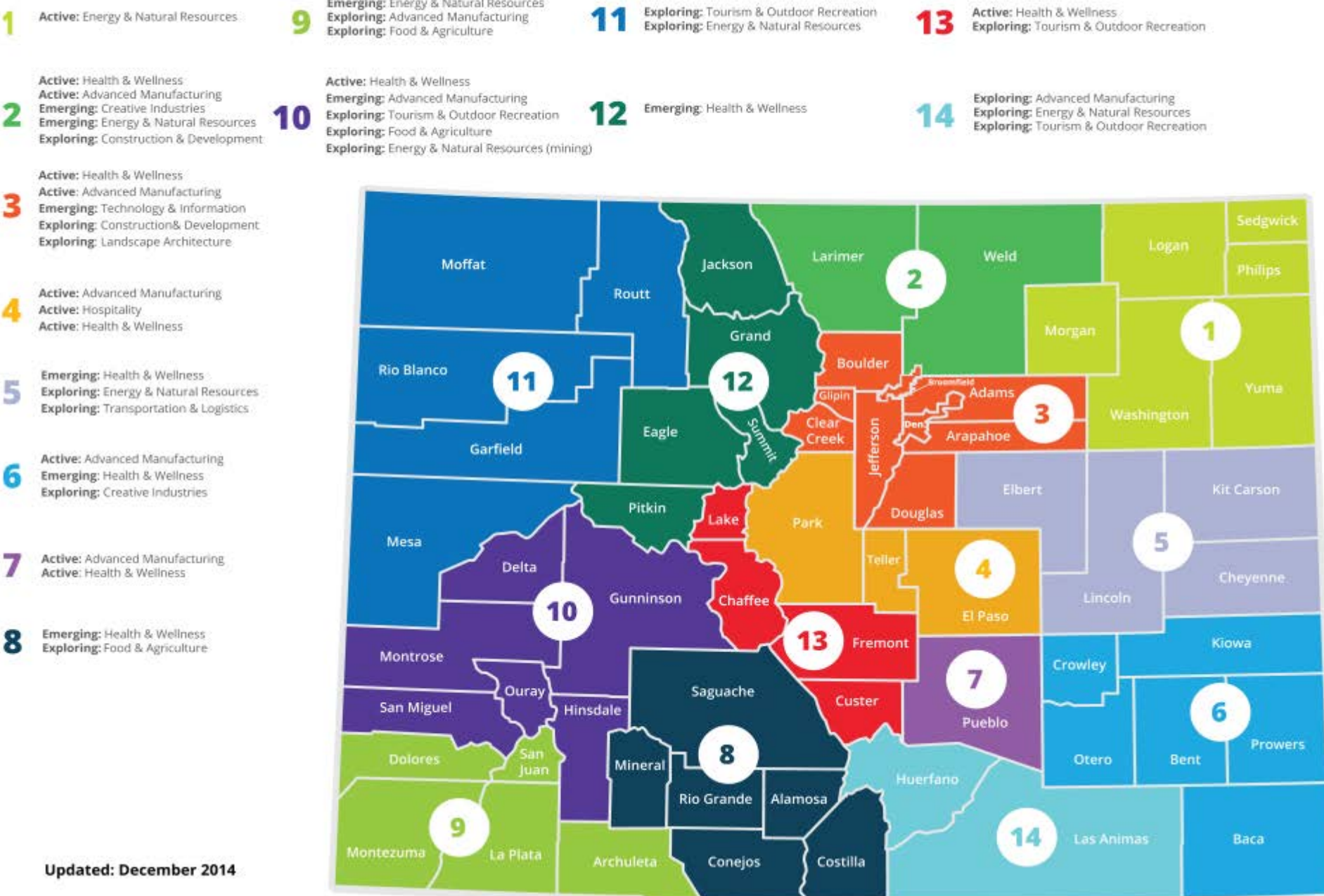
71% of partnerships increased student/jobseeker **awareness of training/education programs**.

62% of businesses experienced **improvements in HR policies** and/or employee development practices.

35% of businesses **found support in connecting with employees** with the skills and experiences their business needs as a result of their participation in the partnership.

42% of businesses formed **new or enhanced joint ventures**.





Outcomes

An additional **\$1.43 in earnings goes back into the community**, for every dollar invested by the Metro Denver Healthcare Partnership.

Over **1,100 people received training** through Colorado's pilot sector partnerships in the last four years and 93% received industry-recognized credentials.

At least 83% have **entered employment, retained or advanced in their jobs** to date as a result of training.



Leveraging Policy and Partnerships

- Create a baseline for conversations with data
- Empower industry to lead (follow it)
- Act in partnership with industry and policy makers
- Leverage data and industry support for valuable legislative and policy support
- Focus on long-term sustainable solutions, but don't under-estimate the importance of quick wins and measurable outcomes

Thank you

Resources:

DATA:

- www.coworkforcecouncil.com find the Colorado Talent Pipeline Report
- <http://www.coloradotalentdashboard.com/>

TOOLS & RESOURCES:

- www.sectorssummit.com and
- www.NextGenSectorPartnerships.com

EXAMPLE OF USING SECTOR STRATEGIES FOR WORKBASED LEARNING

- www.careerwisecolorado.org
- YouTube: Colorado's Bold Move

Currently in beta form but available:

- www.careersincolorado.org Career Pathway Hubs
- www.talentfound.com Statewide Talent Development Network Brand