

Talent Development, ADW PY06 – PY07 to date

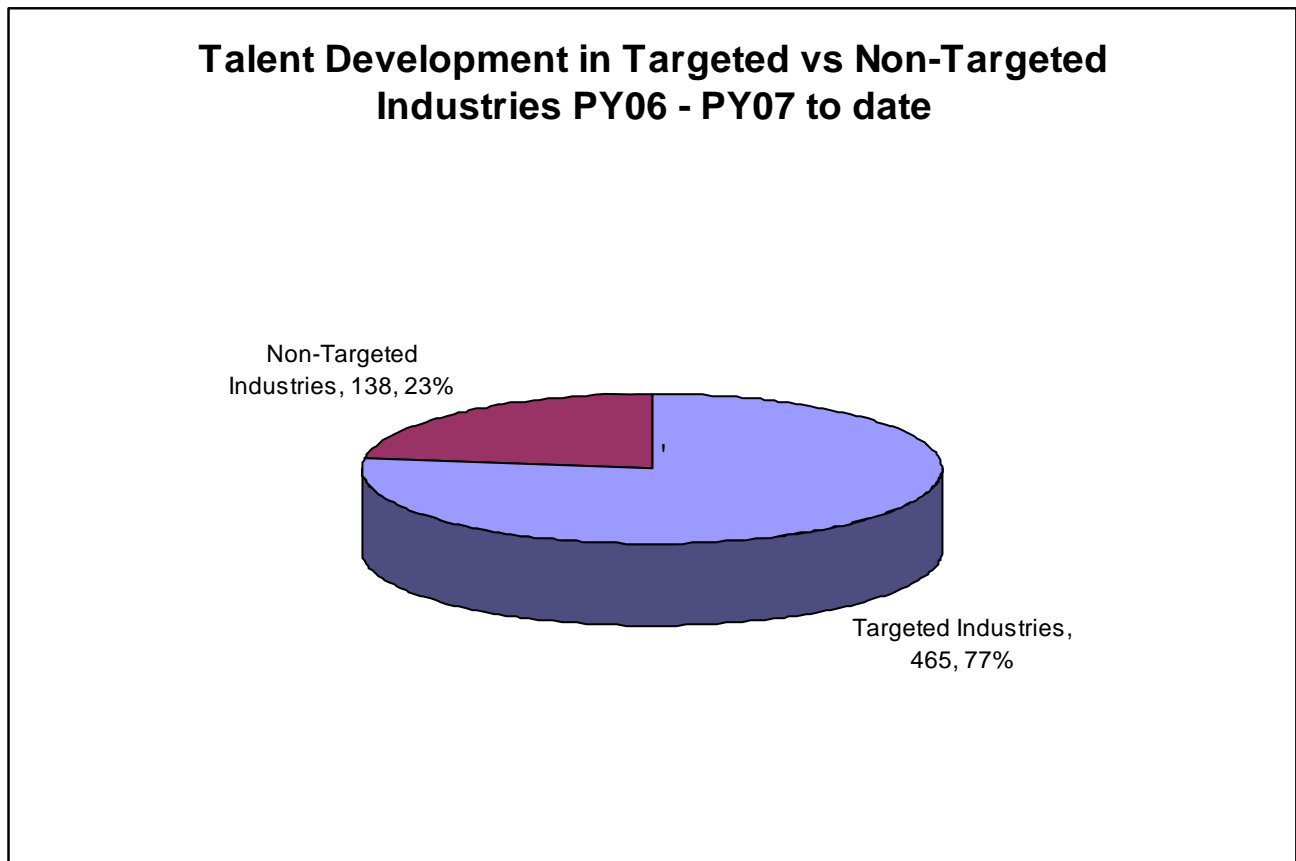
Background

The CPEx exercise during the summer of 2007 showed that if ADW is to be a peak performer, it must become much more sophisticated at how it segments its customers and how it manages its data and organizational knowledge vis-à-vis its strategic goals. As part of the effort to build such sophistication in data collection, the RTIA and OD Coordinators offer the following information. This data in raw form was produced by the MIS Supervisor because Community College of Aurora had requested information on how many students ADW had sent and to what programs.

Analysis of Overall Talent Development Effort

Chart 1 shows how ADW has spent its talent development efforts between July 1, 2006 and present date. Note that each industry name is followed by the number of people trained in that industry and the percent of the total.

Chart 1



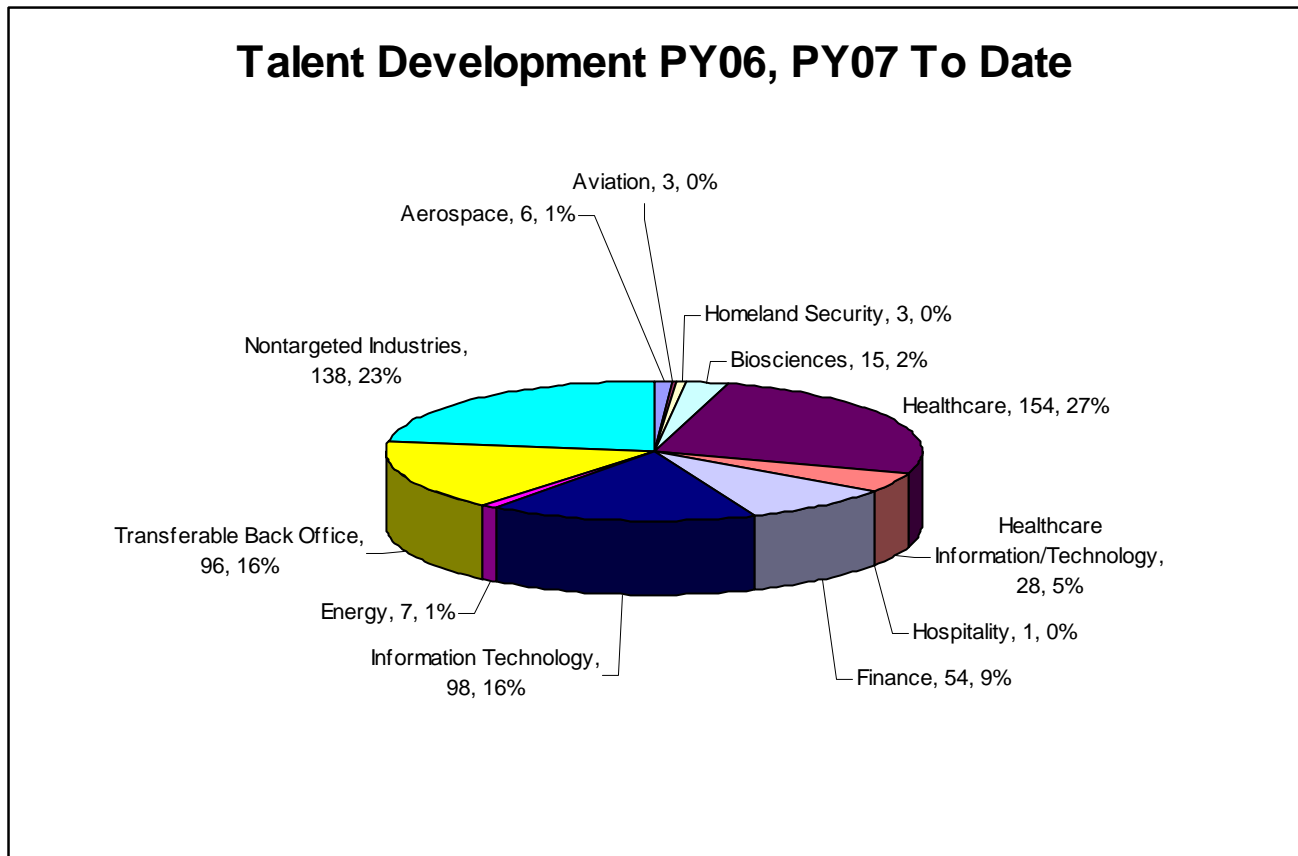
Overall, Chart 1 suggests that

- Our efforts at educating staff about targeted industries seem to have been effective overall
- The overall percentage of talent development effort in the targeted industries should increase as we
 - Become more sophisticated about segmenting employers in our targeted industries

- Continue to favor talent development in targeted industries with larger tuition assistance amounts

Chart 2 differentiates by targeted industry. As can be seen, ADW is training low numbers of people in Aerospace, Aviation, and Homeland Security suggesting that it would be wise to better segment those employer markets to predict demand and adjust talent development upward in those industries

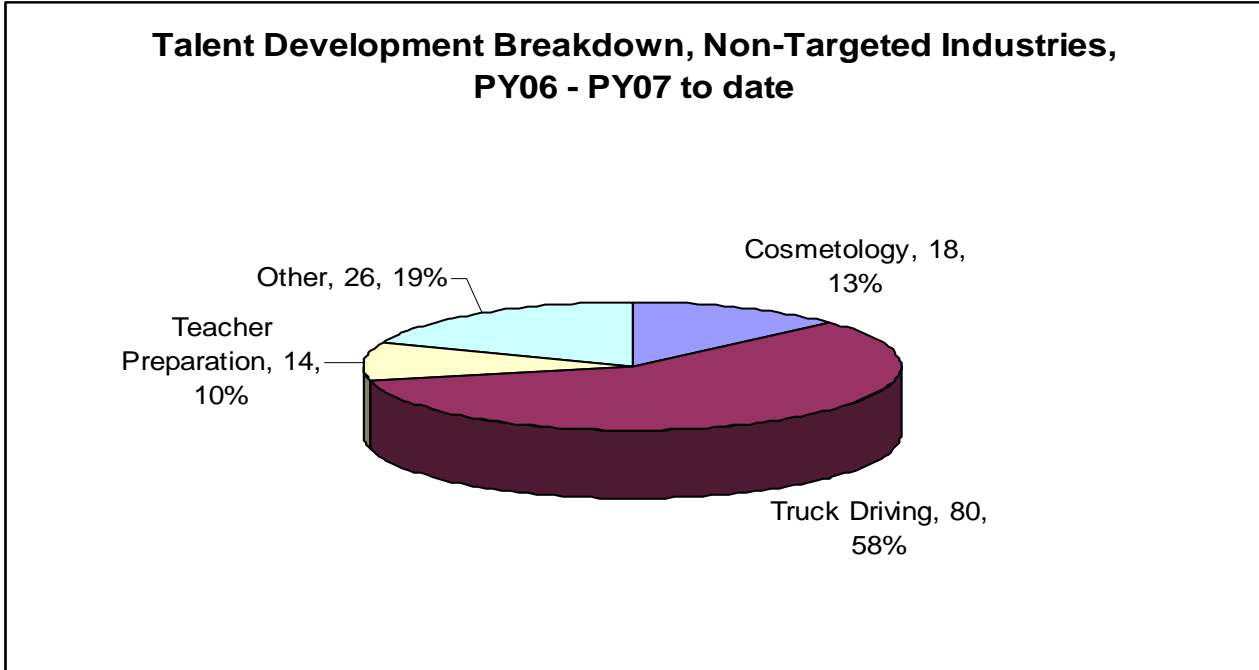
Chart 2



Analysis of talent development in non-targeted industries

Since talent development in non-targeted industries makes up about 23% of the total talent development done by ADW, Chart 3 gives a more specific picture. As can be seen, the three major areas of talent development in non-targeted industries are cosmetology, truck driving and teacher preparation. Given the major growth in secondary schools within ADW’s region, and the constant turnover endemic to the transportation industry, ADW may be doing an overall service to promote economic vitality in the Denver Metro Area by training in these industries. Cosmetology, however, is more questionable in terms of our mission. The reader should note that other non-targeted talent development done during the timeframe covered by this data includes culinary arts (3), veterinary technician (3), advertising (1), applied horticulture (1), ethnic studies (2), liberal arts (3), massage therapy (4), and various counseling and social work preparation (4).

Chart 3



Community College and other Talent Development Partners

Chart 4 shows our utilization of community college partners for talent development.

Chart 4

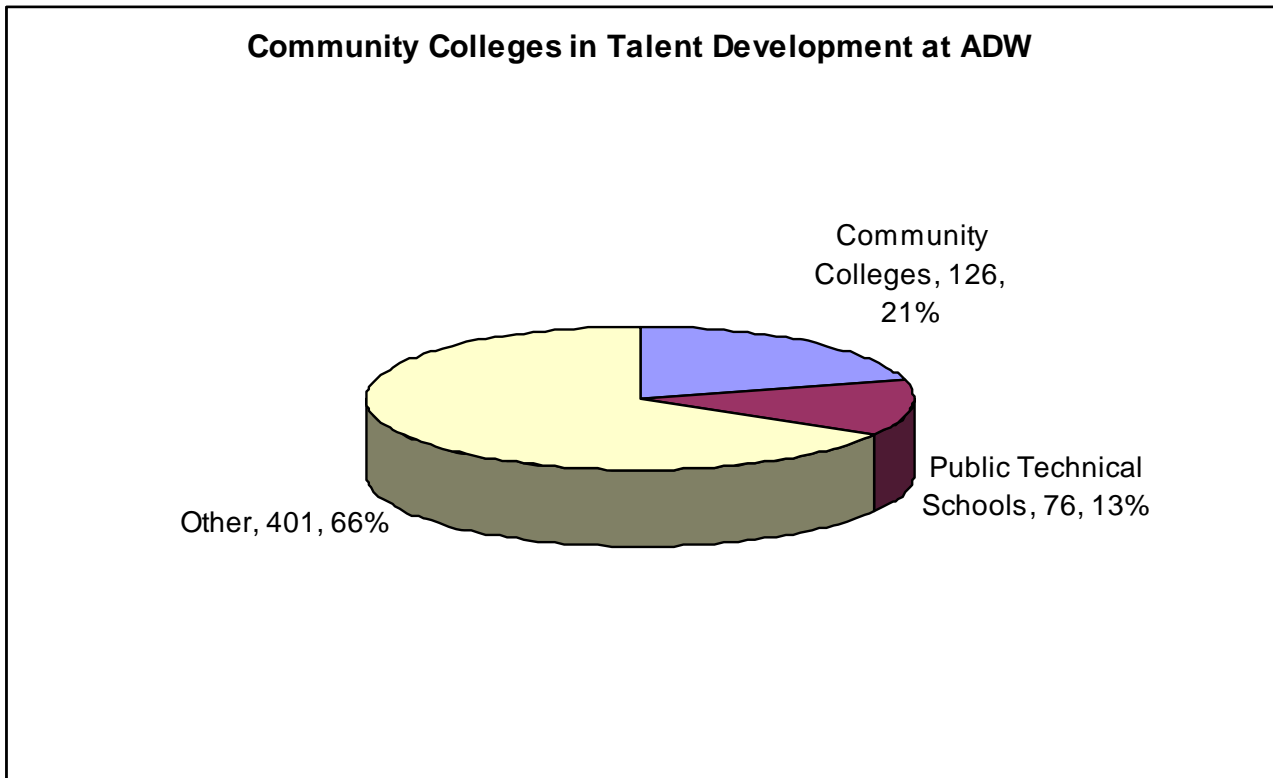
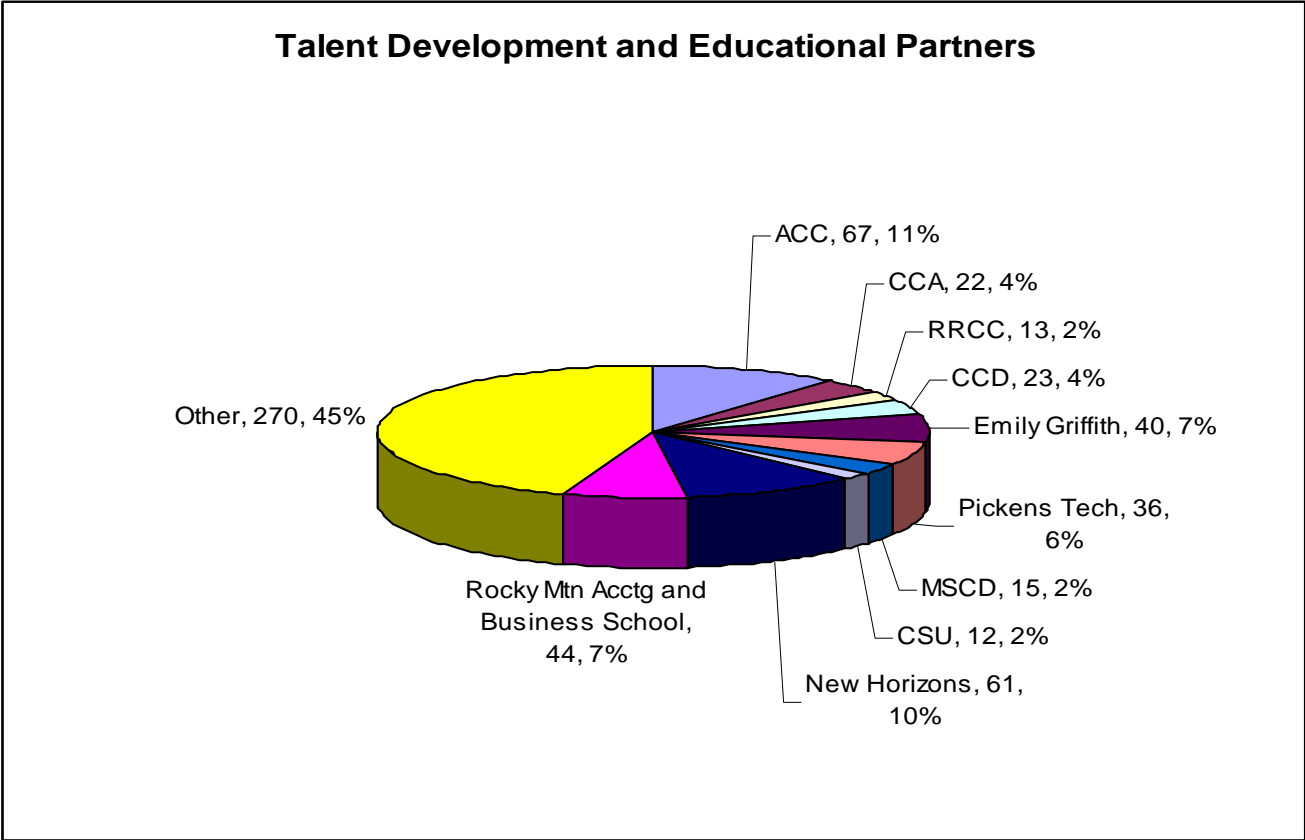


Chart 5 gives a more complete picture of all educational partners. Note New Horizons and the Rocky Mountain Accounting and Business School.

Chart 5



Other data on accomplishments of the Community Colleges and Public Vocational Schools vis-à-vis talent development in our targeted industries is shown in Charts 6-9.

Chart 6

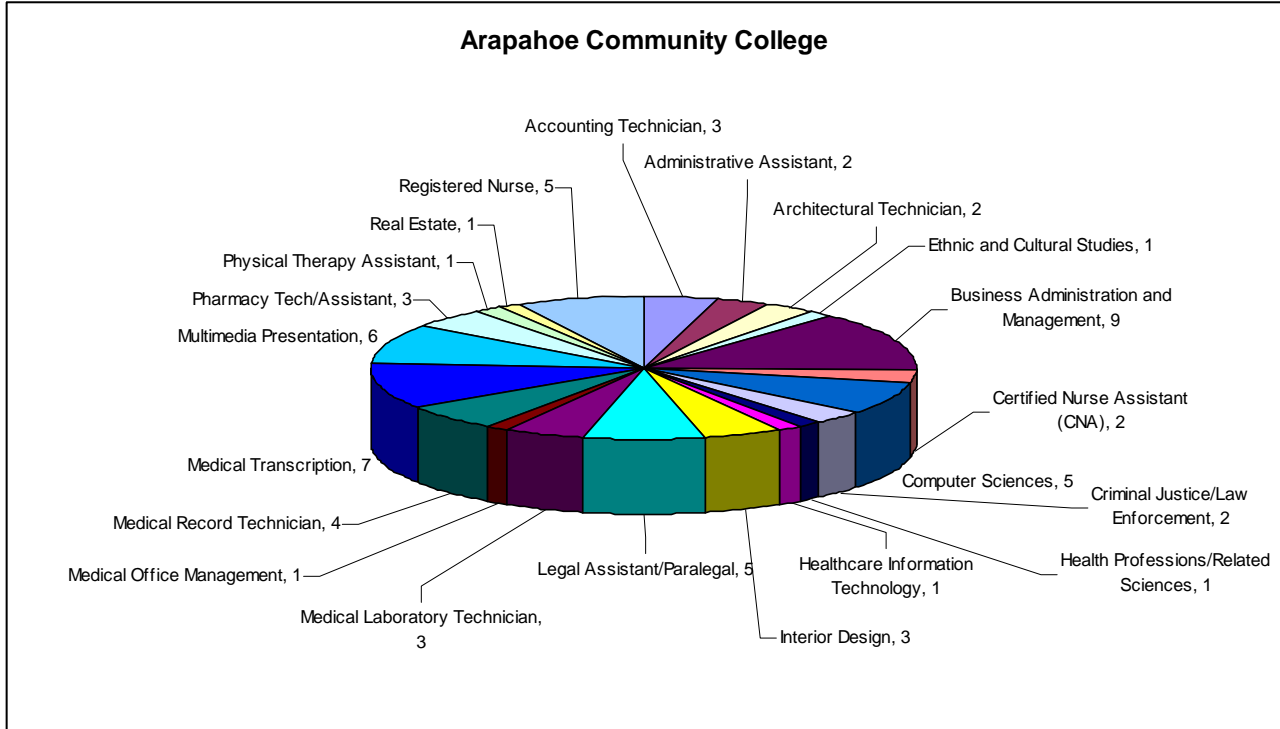


Chart 7

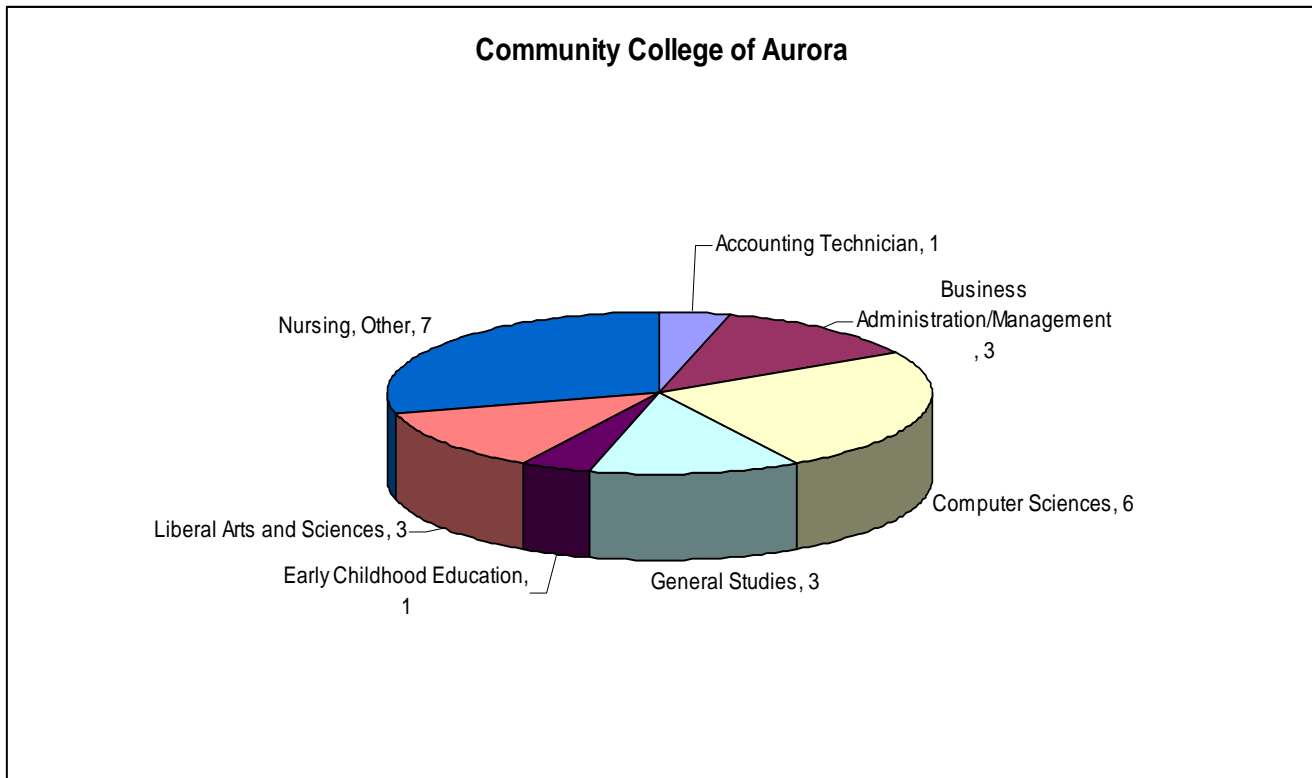


Chart 8

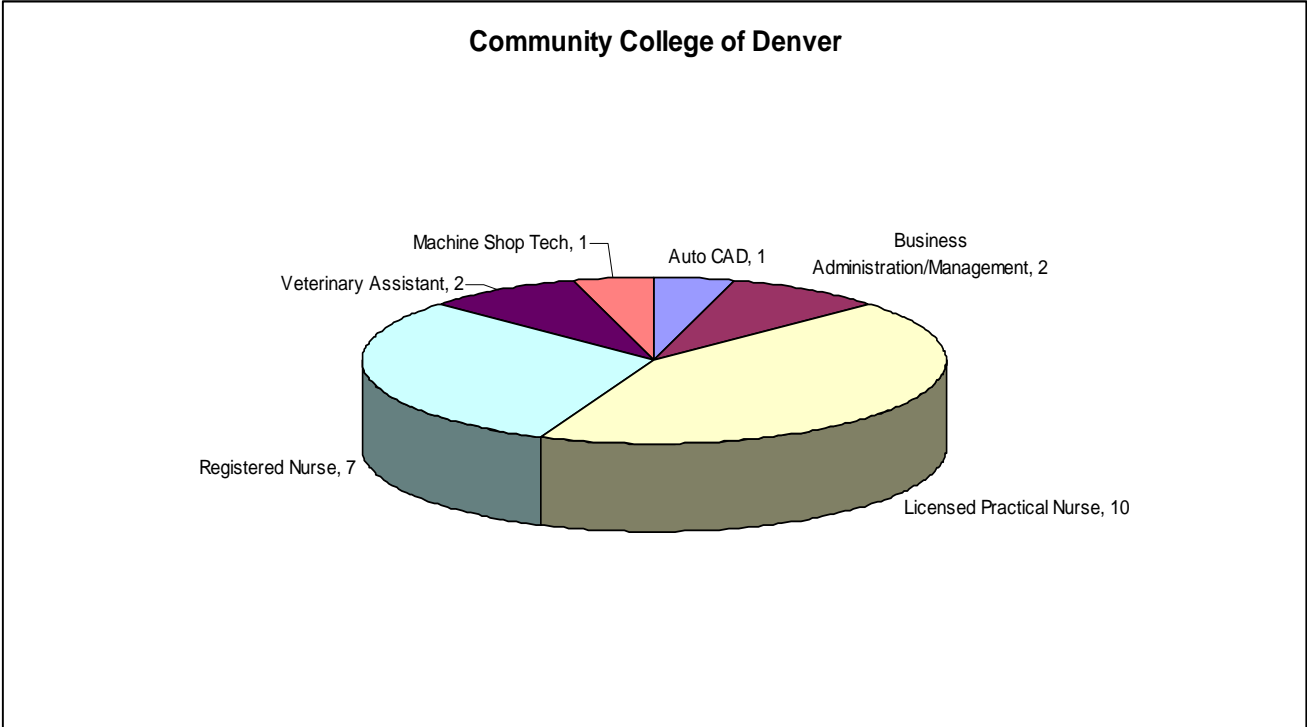


Chart 9

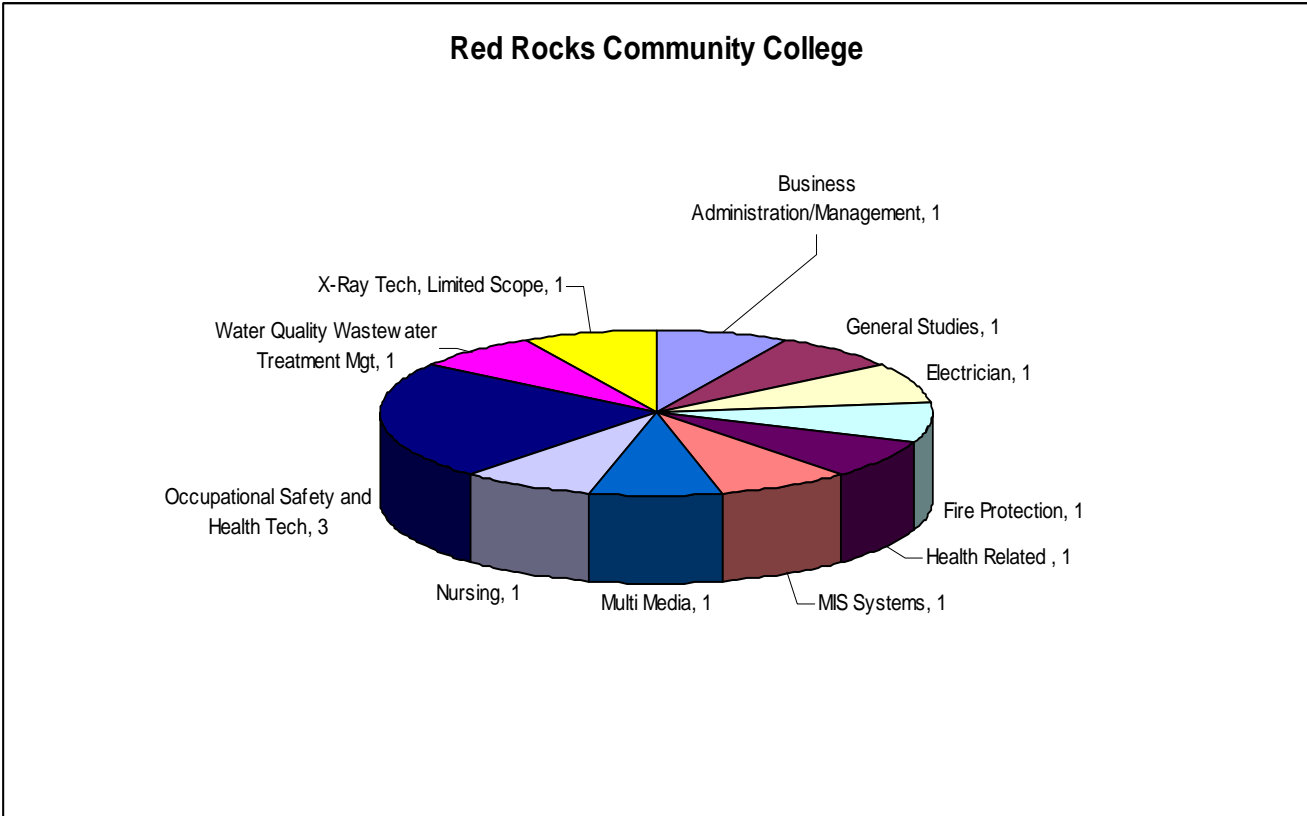


Chart 10

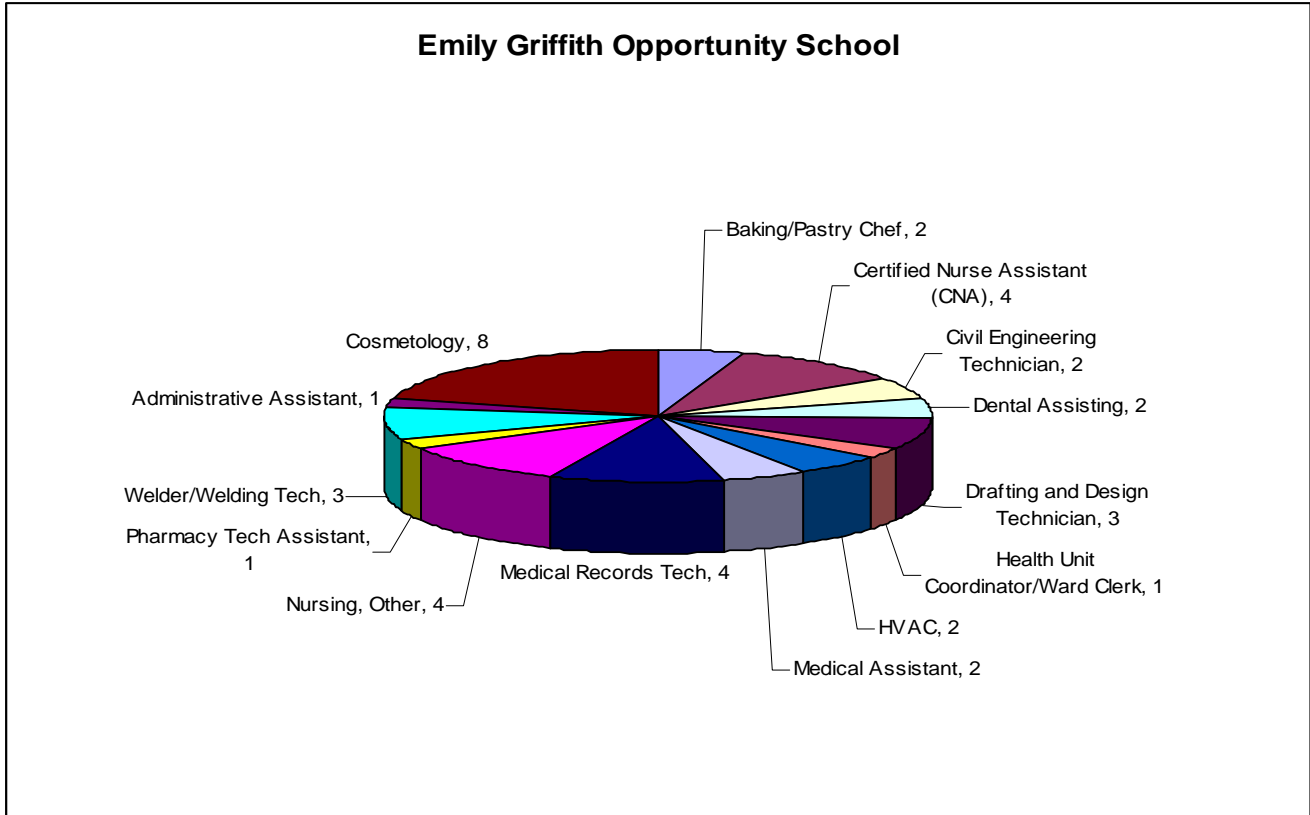


Chart 11

