



Informing Strategy

August 3, 2017

Key to Sustained Growth in a Full Employment Market



To remain competitive in a tight labor market, the Arapahoe/Douglas Workforce Development Board must work with others in the community to maintain a high quality of life and a business friendly environment that keeps existing business, attracts new business and grows jobs.

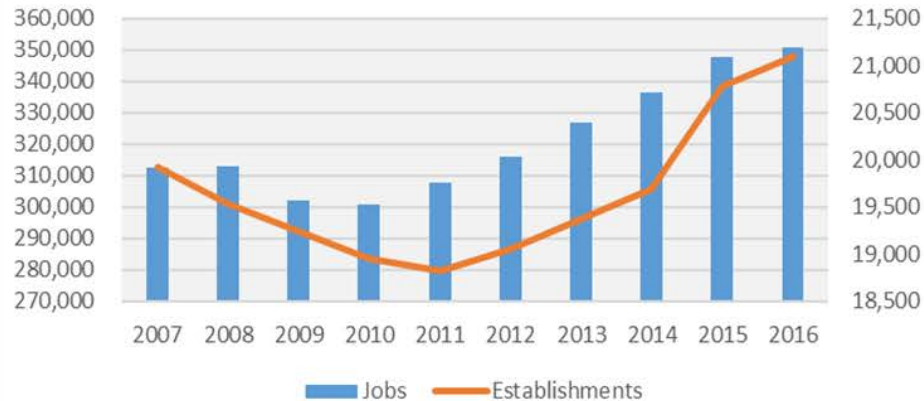
This means we need to address some challenges we face together.

Strengths

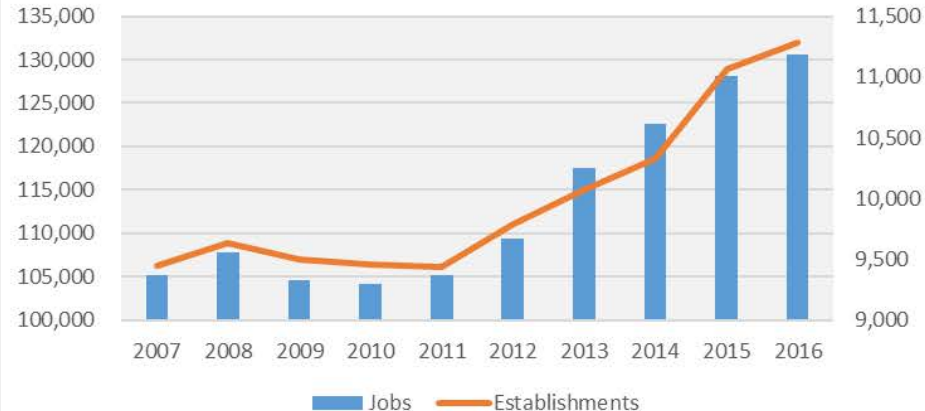
- Board
 - Nationally recognized
 - High performing
 - Well connected
- Economy
 - Strong, growing, diverse
 - Highly educated & skilled labor force
 - High in-migration

Growing, Educated, Diverse

Historical Trends, All Industries,
Arapahoe County, Colorado



Historical Trends, All Industries,
Douglas County, Colorado



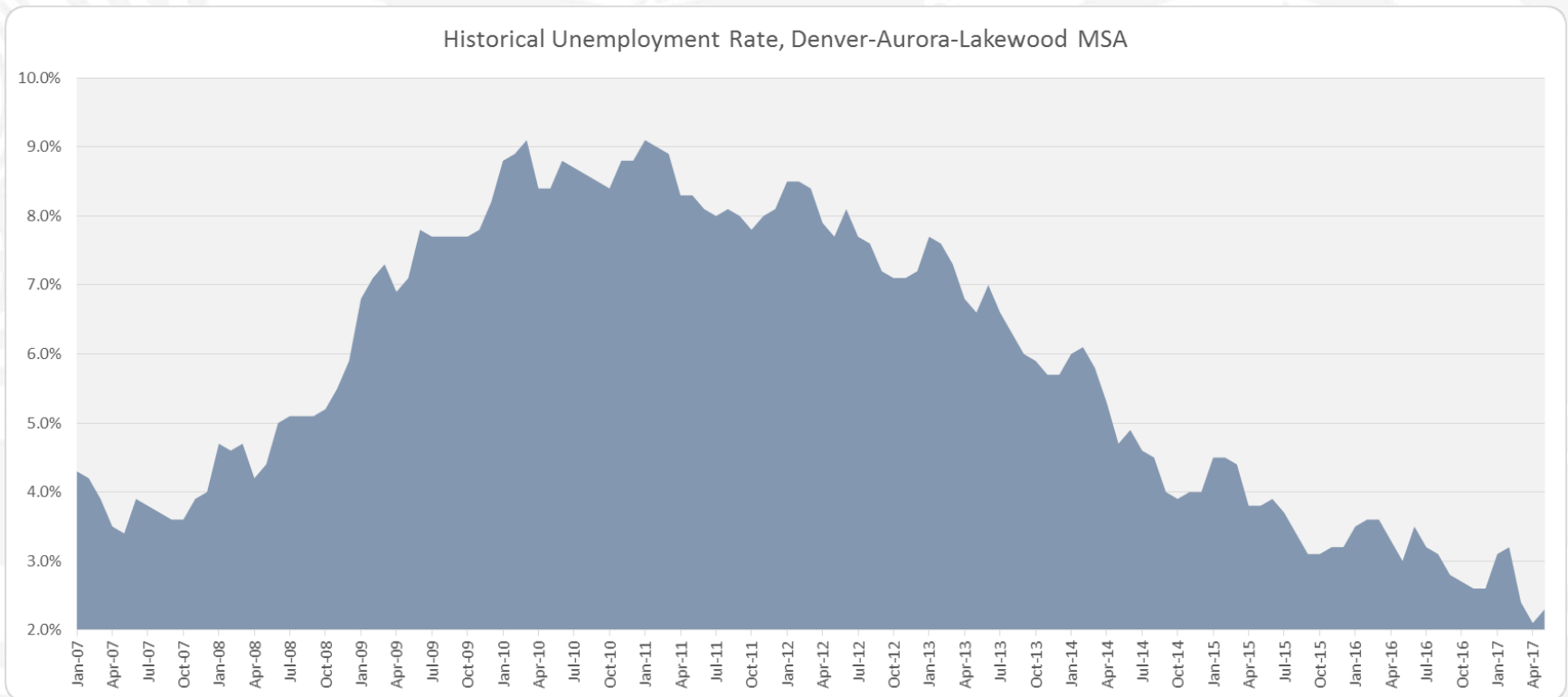
In Arapahoe County, between 2007-2016 overall jobs growth was 12.2%. High growth industry groups:

- Management of companies & enterprises - 47.7%
- Healthcare - 40.5%
- Educational services - 25.4%
- Oil & gas – 19.3%
- Professional, scientific & technical services -18.2%

In Douglas County, during the same period overall jobs growth was 24.1%. High growth industry groups:

- Healthcare - 80.0%
- Educational services - 86.7%
- Oil & gas – 78.4%
- Administrative support – 67.6%
- Professional, scientific & technical services – 56.7%

Weaknesses



- Businesses throughout metro Denver are feeling the pinch
 - In January 2011, there were 129,309 people between jobs
 - In May 2017, that number is down to 36,496 (2.3%)
 - Difficult to keep up with growth
 - How can we help?

Threats

The Arapahoe/Douglas Workforce Development Board is dedicated to identifying and promoting workforce development strategies to positively impact the economic wellbeing of Arapahoe and Douglas Counties.

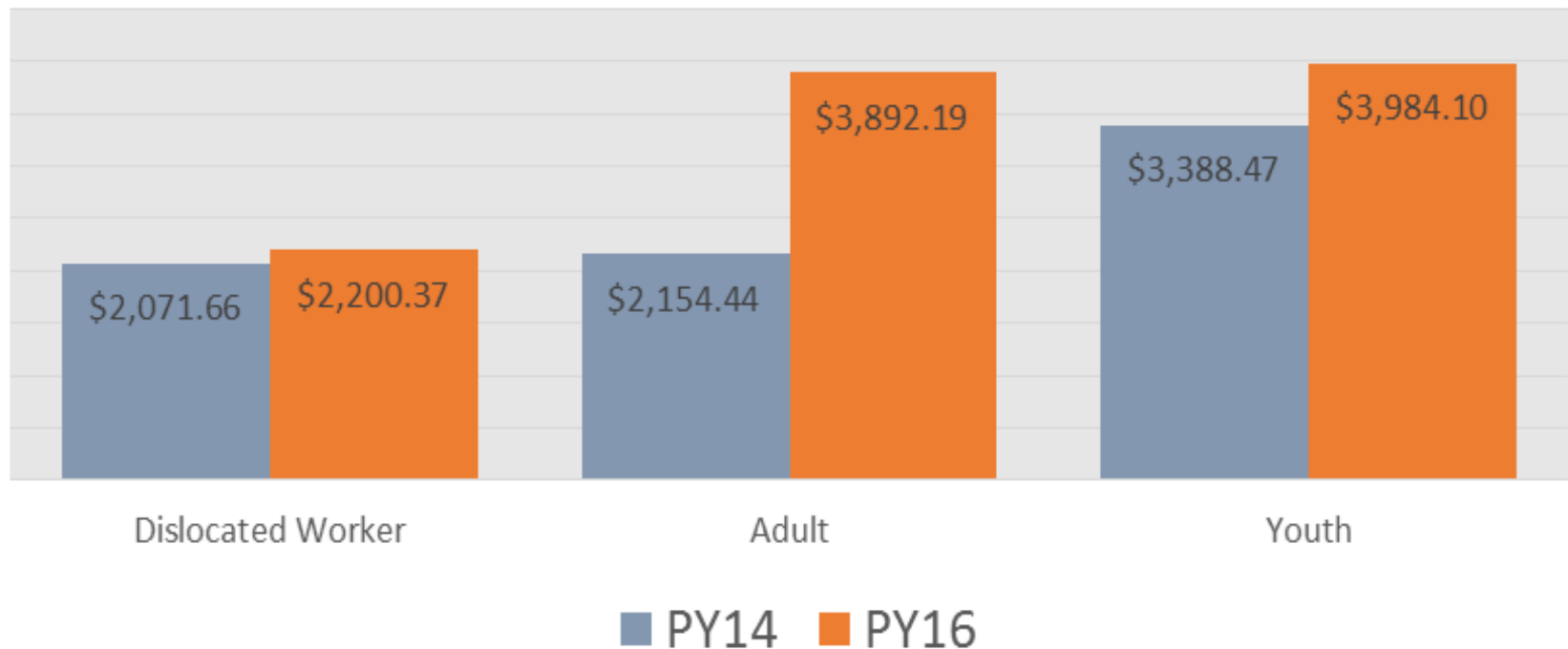
Budget cuts threaten this capability:

- 14.72% budget cut in adult
- 11.87% cut in dislocated workers
- 14.98% cut in young adult

Priority of Service

- New provisions in WIOA requiring expanded services to people with multiple barriers to success have increased
 - Time in service
 - Cost per customer served

Cost Per Participant by WIOA/WIA Program,
Arapahoe/Douglas Works!



Training Pipeline Example

Regional Training Pipeline Summary, Computer Systems Analysts	
Number	On Subject, At Typical Entry Level Education
42	Completions on Subject at or above Typical Entry Level Education
800	Completions off Subject at or above Typical Entry Level Education
341	Completions on Subject BUT BELOW Typical Entry Level Education
397	Completions off Subject AND BELOW Typical Entry Level Education
367	Projected Openings, greater Metro Denver

Strength of training pipeline for
computer systems analyst

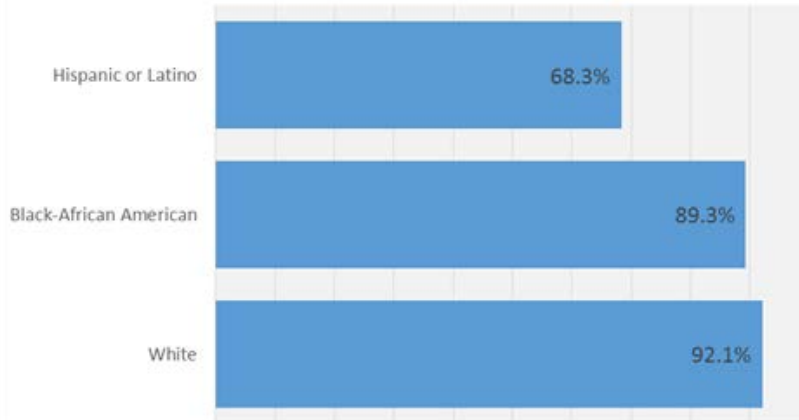
Inadequate

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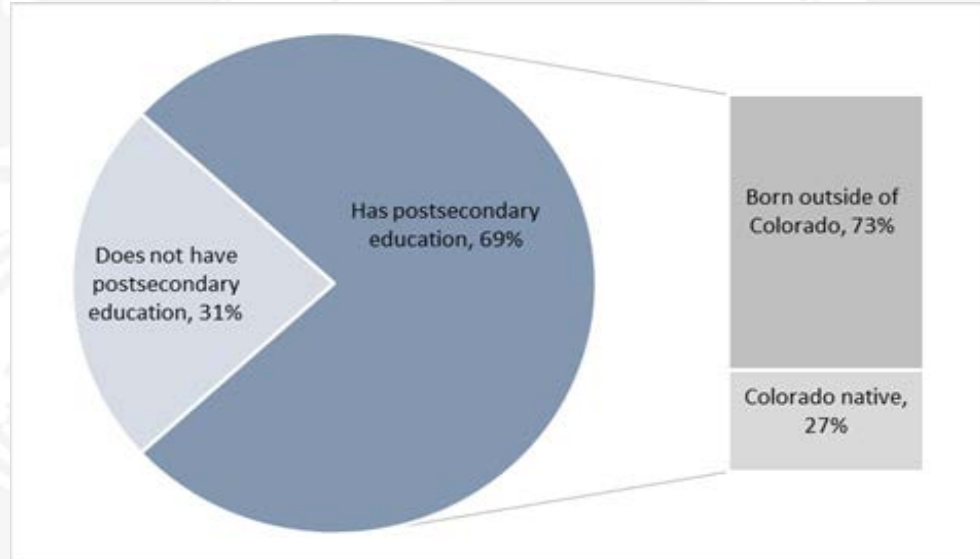
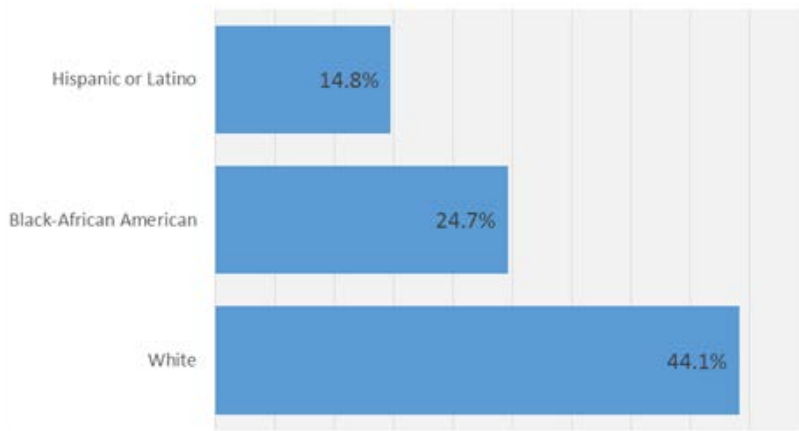
This type of analysis can be very beneficial in helping businesses work with postsecondary educators to make training pipeline outcomes more relevant to growing business needs

The Colorado Paradox

Percent High School Diploma or Above,
Denver-Aurora-Lakewood Metro Area



Percent Bachelor's Degree or Above
Denver-Aurora-Lakewood Metro Area



For many years, Metro Denver has relied on a substantial influx of new skilled workers from other counties in Colorado, other states and foreign countries. According to the Colorado Demographer, this in-migration will decrease over the next decades.

- Only 27% of the people in Colorado with postsecondary education are natives while 73% came here from other places.
- There is a serious disparity in educational outcomes for minorities; by 2050 the Colorado Workforce Development Council projects that ethnic and racial minorities will make up 48% of the state's labor force.

Opportunities



Trends

- Employers more confident in their ability to cooperate through sector partnerships
- Emphasis on alternative training and credentialing
- More creativity in reaching out to underutilized and underemployed labor sources