



Colorado Workforce
Development Council

Colorado's Strategy for Talent Development

Priorities for the 2024-2028 State Plan

June 2023

Priorities for Workforce Planning



Colorado's talent development network will focus on enhancing **quality, equity, access,** and **affordability** of all programs that connect Coloradans to in-demand careers and pathways to prosperity.

Our Northstar: every learner can attain the skills and knowledge needed to find a job that supports themselves and their family.

Investments under WIOA will be directed to meet our state's unique workforce needs and include the flexibility for local areas to enhance wrap-around services to solve for challenges including transportation and child care. Investments will also focus on meeting regional needs and expanding business-led strategies for enhancing our state's talent pipeline.

Affordability



Education and training become more affordable when earn and learn models are widely used and credentials can be attained without prohibitive costs.

- **Zero-cost in-demand credentials**

- SB22-226: Care Forward Colorado paved the way for zero-cost in-demand credentials add 10,000 people with credentials to health care jobs)
- HB23-1246: Zero-cost credentials for in-demand jobs in education, early childhood, nursing, fire and forestry, and construction trades

- **Apprenticeship expansion and zero-cost upskilling**

- Skills-based hiring and apprenticeship executive orders
 - HB21-1264: \$ for reskill, upskill, next skill and COSI scholarships
 - SB22-192: Permeability Framework & Stackable Credentials

Quality Upskilling and Good Jobs



Coloradans demand public investments in high quality training programs and high quality work-based learning experiences that will lead to quality jobs. Actions that can be pursued include:

- Affirm definitions of quality in our state;
- Publish and examine the return on investment of programs; and
- Build the evidence-base to direct funding into programs that work and make a tangible impact for individuals, businesses, and communities.

Equity



Colorado's economy must work for all Coloradans, and we must do more to ensure that each person's success is not predetermined by their zip code, background, or income bracket. This includes:

- **Higher Education affordability and transparency**
 - Higher Ed strategic plan focusing on ROI (68,763 new credentials earned annually through public higher education)

Access



Colorado will enhance access to programming so more individuals and businesses can utilize available resources and obtain access to useful and actionable information about employment, education, and training. For youth the focus is on blurring the lines between high school and postsecondary education so that transitions between systems become seamless as learners are prepared for the workforce of the future.

- **Early credential attainment for all high school students**
 - 60% of HS students earn college credit and/or credentials now (10,000 credentials earned annually)
 - “The Big Blur” task force focusing on prioritizing credential attainment in HS
 - Colorado’s Graduations Guidelines support competency-based HS graduation
 - SB23-205: Universal high school scholarship, all students in the class of 2024 receive up to \$1,500 in scholarship for education and training beyond high school, such as apprenticeship, on-the-job training, technical training or 2 and 4 year colleges and universities.

Local Board Actions



Local Workforce Boards are already

- 1) Making information about careers and education more accessible,
- 2) Promoting work-based learning and apprenticeships for all ages.
- 3) Coaching and career advising job seekers, students, and workers to make informed decisions and to pursue their goals, whether that is to make a career change, upskill in their current industry, attend college, or start an apprenticeship.
- 4) Convening employers on a regional basis to create solutions for their industry

Discussion



1. What role can your board play in advancing these priorities?
2. What strengths does your local area have to build upon?
3. What is the biggest opportunity for impacting these priorities in your local area?
4. How would you define success by the end of the next plan (June 30, 2028)?
5. What types of additional resources would support your area in executing against these priorities?

Themes

Local Strengths

Opportunities for Impact

Resources Desired

Markers of Success within 4 years