

## SB 14-205 Talent Pipeline Working Group

Sen. Linda Newell and Rep. Dave Young

**Bill Summary:** The bill requires the state Workforce Development Council (state council), CDE, CDHE, CDLE, and OEDIT to work collaboratively to:

- **Grow Relevant Talent Pipelines.** Discuss and determine needs across key industries and occupations including challenges and opportunities in developing and growing relevant talent pipelines;
- **Ensure Robust Talent Pipeline Development Infrastructure.** Ensure that the talent pipeline development infrastructure includes certain elements;
- **Leverage Sector Partnerships to bring the right people to the table to build effective talent development programs.** Utilize sector partnerships to advise the development of career pathway programs for critical occupations in key industries and to ensure the coordination of education and workforce initiatives to develop a strong talent pipeline; and
- **Focus and Align through Annual Talent Report production.** Utilize existing measures and data systems to improve systems alignment and inter-agency communication.

### Collaboration

Workforce Development Council (CWDC)  
 Department of Higher Education (CDE)  
 Department of Education (CDHE)  
 Department of Labor and Employment (CDLE)  
 Office of Economic Development and  
 International Trade (OEDIT)

The bill authorizes the state council to seek and accept gifts, grants, or donations from private or public sources for the purposes of the state council. The bill creates the talent pipeline cash fund in the state treasury and specifies that the fund consists of any moneys that the state council receives from gifts, grants, or donations.

### Ensuring a Sustainable and Relevant Talent Pipeline

Colorado needs more focused collaboration and alignment to develop the skilled workforce in demand by the key industries in Colorado.

- **Skilled Workers in Demand.** Colorado's economy is diverse and constantly changing and its key industries are dependent on an accurately-skilled workforce to continue to thrive. Colorado's key industries' employers continue to lack the skilled workers they need to stay and grow in the state.
- **Career Pathways Programs Essential.** Coloradans miss opportunities for good jobs in growing industries because they do not have access to the right education, training, or hands-on experience at the right time to secure employment. Providing clear access to the industry-driven career pathways for education and employment advancement can result in long-term improvements in the economic well-being of Coloradans and will provide industries with the talent pipeline needed to thrive now and in the future.

*"Develop effective career pathways." 2014 Skills for Jobs Report Summary*

*While we are producing postsecondary graduates, we still are not graduating enough in certain program areas that meet the demands of our state's economy. Research has shown that countries with higher levels of educational attainment offer diverse pathways, as well as connect employers to the educational process to prepare students for certain careers (Symonds, Schwartz, & Ferguson, 2011)...In addition to the creation of specific career paths, focus should be put on the current effort of state and local partners that are working to create a statewide tapestry of career pathways including all high demand occupations and opportunities for all Coloradans."*

- **Collaboration Imperative.** Creating a coordinated system to advance the skills and educational attainment of Coloradans across workforce development and education, in alignment with economic development goals, and in partnership with industry is the most promising way to advance Coloradans and supply industry with the talent it demands
- **Employer Engagement Vital.** Deep, authentic and ongoing employer engagement and input is critical to ensure that education and training programs are aligned with the real and current needs of industry; and
- **Sector Partnerships To Span Colorado.** Sector partnerships are a proven, established model of engaging employers and coordinating workforce development, education and economic development in response to the needs of industry, and on behalf of jobseekers and workers seeking good jobs.

Nationally, business led public-private partnerships (sector partnerships) have shown:

Outcomes for Employers:

- 84% significant increases in productivity
- 41% reduction in turnover
- 23% reduction in customer complaints
- 100% reported that participation in a sector partnership was valuable

Outcomes for Workers:

- 48% of worker participants exited poverty
- 18% received higher earnings
- and reported to be more likely to find work, and in jobs with benefits.

In Colorado:

An additional \$6.00+ 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.
- In 2013, industry leadership along with public partners launched or expanded over 30 sector partnerships across 14 key industries.