Sector Strategies: Sector Partnerships and Career Pathways in Colorado

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Colorado Workforce Development Council

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

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 create and sustain a business-led Colorado talent system that appropriately integrates the work of economic development, education, training and workforce development to meet the needs of businesses, students and job-seekers.
Key Industry Networks

Core Objective V: Educate and Train the Workforce of the Future

- Transportation & Logistics
- Tourism & Outdoor Recreation
- Technology & Information
- Infrastructure Engineering
- Health & Wellness
- Food & Agriculture
- Financial Services
- Energy & Natural Resources
- Electronics
- Creative Industries
- Bioscience
- Aerospace
- Advanced Manufacturing

Colorado’s transportation and logistics industry is enabled by multimodal transportation. While experiencing the outdoors is a large part of the lifestyle in Colorado, it is also a significant contributor. The technology industry has deep roots in Colorado and is a leading high-tech state, with the second-largest tech workforce in the U.S. World-class engineering, design, commercial, and civil construction companies call Colorado home, and they...
Core Objectives of Colorado Blueprint

I. Build a Business Friendly Environment

II. Recruit, Grow and Retain Businesses

III. Increase Access to Capital

IV. Create and Market a Stronger Colorado Brand

V. Educate and Train the Workforce of the Future

VI. Cultivate Innovation and Technology
Core Objective V: Educate and Train the Workforce of the Future

Common Themes

• Improve the perception & awareness of career paths

• Increase opportunities for hands on experience

• Identify career pathways by industry

• Teachers need industry experience: on-going training opportunities for educators from industry experts (externships)
What is a Sector Partnership

• “Sector partnerships are a convening of employers within one industry that bring government, education, training, economic development, labor and community organizations together to focus on the workforce needs of an industry within a regional labor market” (State Sector Strategies Coming of Age: Implications for State Workforce Policymakers, p. 2)
What is a Sector Partnership

- Employer Driven
- Regional
- Must have an Active Convener
- Focus on more than Workforce Issues

No sector Partnership is ever successful without members of industry acting as leaders, informers and champions!
What’s in it for me?

- For Companies
- For Educators
- For Workforce Developers
- For Economic Developers
What is a Career Pathway

- “A career pathway is a series of connected education and training programs, work experiences, and student support services that enable individuals to secure a job or advance in a demand industry or occupation.” (Creating Career Pathways in Colorado, A Step-by-Step Guide, p. 2)
What is a Career Pathway

Career pathways offer a clear sequence of coursework and credentials aligned with the natural paths of advancement in and industry.

- Engage regularly with employers
- Coordinate among multiple education and training providers
- Not programs but are systems
**Sector Partnerships:** The Keystone to Connecting Career Pathways to Industry Cluster Growth

Sector Partnerships align education and training programs with industry needs to produce readily-employable workers.

**Sector Partnership**

- **Strategic Partners** create a Career Pathway System based on industry needs.

**Career Pathway System**

- **High school diploma or equivalent**
- **Adult Basic Education (credential)**
- **Community college degree or certificate**
- **University degree**
- **Workforce training certificate**

**RETRAINING**

**ENTER WORKFORCE**

- Workers graduate with industry-approved credentials that get them hired.

**Convener** Input from industry

**Partnership Synergies** Reverberate Back

**Industry Cluster**

- Large firms
- Anchor tenants
- Support systems
- Start ups
- Small businesses
- Supply chains
- Infrastructure
- Innovation and technology

**Colorado Workforce Development Council**
Colorado Sector Partnerships

1. Active: Energy & Natural Resources
2. Active: Health & Wellness
3. Active: Advanced Manufacturing
4. Active: Hospitality
5. Active: Advanced Manufacturing
6. Active: Health & Wellness
7. Active: Advanced Manufacturing
8. Emerging: Health & Wellness
9. Emerging: Energy & Natural Resources
10. Emerging: Advanced Manufacturing
11. Exploring: Tourism & Outdoor Recreation
12. Emergin: Health & Wellness
13. Active: Health & Wellness
14. Exploring: Energy & Natural Resources

Updated: December 2014
Industry-led Career Pathways in Action: NoCo Manufacturing Sector Partnership

- Manufacturing Career Pathway Initiatives:
  - TAACCCT/CHAMP Grant
  - HB1165
- CWDC convening partners to align career pathway initiatives
- CWDC creating Career Pathways 3.0
  - NoCo Pilot/Model

- NoCo Manufacturing Vocational and Technical Skills Committee
  - Working with career pathways initiatives
  - Utilizing CWDC technical assistance for seamless industry engagement process
  - Engaging local school districts to work with sector partnership
  - Facilitating skill panels of 10 critical occupations in NoCo
    - Actual KSA’s
Contact us

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