

Colorado Department of Labor and Employment Strategic Policy Initiatives

Department performance plan summary (brief 3-5 sentences and link to performance plan)

SPI 1: Goal: Increase employment in Colorado's total 14 key industries by 31,871 from 1,364,770 to 1,396,641.

(NOTE: This goal was updated Oct 2019. CDLE creates a seasonally adjusted Key Industry series and, using Bureau of Labor Statistics seasonally adjusted monthly total nonfarm payroll data as a proxy and a ratio methodology, creates a monthly KI series estimate. Estimates will be replaced with a final count as Quarterly Census of Employment and Wages data are available.)

The key strategies to achieve this SPI are as follows:

- To address workforce shortages and provide greater equity, CDLE will increase outreach and services to individuals with multiple barriers to work, including people who are justice-involved, veterans, people experiencing homelessness, people who struggle with mental health issues, and opportunity youth
- Employment and Training and the CWDC--Enhance career exploration platforms that allow for effective searching and occupational interest development for students, underemployed workers, and incumbent workers
- Prepare public systems to be responsive to the shifts in future work models through implementation of research, aligned data analysis, and tangible solutions to existing issues

(NOTE: The following goal falls within the Energy Office and was REMOVED as a CDLE goal in October 2019.)

SPI 2: Increase net new jobs in the renewable energy sector from 2,574 jobs to 3,074 jobs by June 30, 2020.

The key strategies to achieve this SPI are as follows:

- Increase available education credentials, training programs, and credentials that are relevant to the demands of green occupations/jobs
- Increase work-based learning models (e.g. apprenticeships, internships, on the job training and work experiences) that support the renewable energy job sector

SPI 3: increase the number of public retail EV charging stations and hydrogen fueling stations in Colorado by 20% from 700 to 840 by June 30, 2020

(NOTE: This goal baseline and goal was updated in Oct 2019 due to more accurate data)

The key strategies to achieve this SPI are as follows:

- Promote redevelopment of disused petroleum properties that incorporate or support zero emission vehicle (ZEV) charging infrastructure by providing funding from the petroleum cleanup and redevelopment fund



- Partner with local, state, and federal agencies to raise awareness and attract infrastructure investment for hydrogen production and fueling stations in Colorado
- Assist workers displaced by the change from a non-renewable to renewable energy economy, and increase awareness around the career opportunities and certifications workers earn in the renewable energy industry
- Increase the number of renewable energy businesses certified in our workers' compensation premium cost containment program to reduce the number of injuries to workers in this sector

SPI 4: Lead the conversation and set Colorado's strategy for the Future of Work by producing 5 deliverables by June 30, 2020

The key strategies to achieve this SPI are as follows:

- Conduct a landscape analysis of research on the topic and recommend policy initiatives for the state
- Convene a statewide stakeholder summit to define and create awareness about the future of work
- Equip local workforce boards to be ambassadors for the future of work in their communities
- Help stay-at-home childcare providers (providers and parents/relatives) enter the full time workforce through the Colorado Workforce Center system

SPI 5: Expose no fewer than 5000 Colorado job seekers to career opportunities (career pathways and jobs) in Early Childhood Education through the Colorado Workforce Development Council ecosystem by June 30, 2020.

(NOTE: This goal was updated in Oct 2019 due to data source/data collection revision. CDE does not have full data on employed Kindergarten teachers until spring due to collection methods. Created new baseline and goal for Q2/2020 reporting based on data from Co Workforce Dev Council dashboard).

Strategies:

- State-wide hiring events at all local AJCs/Colorado Workforce Centers
- Direct notification campaign with all Unemployment Insurance recipients
- RESEA Program collaboration
- Targeted campaign to address ECE shortages in select regions
- Sector initiatives with regional ECE providers

Operational Measures

SPI 1: Goal: Increase employment in Colorado’s total 14 key industries by 31,871 from 1,364,770 to 1,396,641.

| Measure (s) | FY18 Actual | FY19 Actual | Q1 YTD FY20 | Q2 YTD FY20 | Q3 YTD FY20 | Q4 YTD FY20 | 1-Year Goal | 3-Year Goal |
|---|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Increase employment in Colorado’s total 14 key industries by 31,871 from 1,364,770 to 1,396,641. | | 1,347,269 | 1,369,778 | 1,371,519 | 1,379,230 | | 1396641 | |

Progress:

- Due to the COVID19 Pandemic, February is the last month of increases for Colorado’s 14 Key Industries. CDLE engaged in conversation with the Governor’s office about adjusting the reporting of this data and rather than mixing and matching tried up data with projections, we are continuing to report projections and will adjust the numbers when we have all the final data. We do not anticipate hitting this goal by the close out.
- For reference, the economic consequences Colorado has seen as of March the closures set in place by the pandemic resulted in the highest claims by industry being: Accommodation and Food Services: 12,411, Healthcare and Social Service: 2,560, Other Services: 1,672, Arts, Entertainment, and Recreation: 1,415, Retail Trade: 1,014.
- CDLE has engaged in the GECESG Committee on Labor, Employment and Education in order to assist employees and employers throughout the crisis and help prepare for economic recovery. This Subcommittee has submitted two rounds of policy recommendations that focused on sick leave, worker protections, and how employers approach hiring.
- In order to keep this goal in mind as we move to close out and next year, CDLE will focus on communities heavily impacted by economic disruption from COVID19 by promoting location neutral jobs, resources, training and support services to workers and employers.



SPI 2: increase in the number of public retail EV charging stations and hydrogen fueling stations in Colorado by 20% from 700 to 840 by June 30, 2020*

| Measure (s) | FY18 Actual | FY19 Actual | Q1 YTD FY20 | Q2 YTD FY20 | Q3 YTD FY20 | Q4 YTD FY20 | 1-Year Goal | 3-Year Goal |
|--|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Increase in the number of public retail EV charging stations and hydrogen fueling stations in Colorado by 20% from 700 to 840* by 06.30.2020 | n/a | 700 | 786 | 794 | 813 | | 816 | |

Progress: On track

SPI 3: Lead the conversation and set Colorado’s strategy for the Future of Work by producing 5 deliverables by June 30, 2020.

| Measure (s) | FY18 Actual | FY19 Actual | Q1 YTD FY20 | Q2 YTD FY20 | Q3 YTD FY20 | Q4 YTD FY20 | 1-Year Goal | 3-Year Goal |
|--|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Produce 5 deliverables by Jun 30, 2020 | | 0 | 2 | 3 | 4 | | 5 | |

Progress: On track.

- As a result of the COVID19 crisis, CDLE has shifted focus on our five deliverables to something achievable without large gatherings and CDLE has been working closely with the Governor’s office to ensure this goal is still met.
- To reach the fourth deliverable, CDLE has partnered with OnwardUS to launch [OnwardCO](#), a rapid response resource to help Coloradans impacted by job loss during the COVID19 Pandemic. Colorado was the second state to launch this initiative after California. Now, 35 states use the OnwardUS platform or are planning a launch soon.



- In order to complete the fifth deliverable, CDLE is working with the Office of the Future of Work to publish a series of blog posts highlighting job trends and in-person and online resources to connect workers with meaningful employment. This will be completed by the end of June 2020.

SP 4: Expose no fewer than 5000 Colorado job seekers to career opportunities (career pathways and jobs) in Early Childhood Education through the Colorado Workforce Development Council ecosystem by June 30, 2020.

| Measure (s) | FY18 Actual | FY19 Actual | Q1 YTD FY20 | Q2 YTD FY20 | Q3 YTD FY20 | Q4 YTD FY20 | 1-Year Goal | 3-Year Goal |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Expose no fewer than 5000 Colorado job seekers to career opportunities (career pathways and jobs) in Early Childhood Education through the Colorado Workforce Development Council ecosystem by June 30, 2020. | | NA* | 150 | 450 | 2700 | | 5000 | |

Progress: On track

- As we can no longer to in-person promoting of Early Childhood Education job opportunities, CDLE is in the process with the Colorado Workforce and Development Council to promote on the Connecting Colorado website, where anyone on Unemployment Insurance is required to register. Once this is launched, we anticipate reaching this goal fairly quickly.
- This will also be promoted through OnwardCO, the platform we are using to help connect Coloradans put out of work due to COVID19.