



# DIRECTOR OF EDUCATION AND TRAINING INNOVATION

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## VISION

*A connected system of education that is more responsive to supporting our students, families, businesses, and economy*

The Office of Education and Training Innovation for Colorado was initiated in collaboration with the Governor's Office, the Colorado Department of Labor and Employment (CDLE), the Colorado Department of Higher Education (CDHE), the Colorado Department of Education (CDE), the Colorado Workforce Development Council (CWDC) and business partners to support expansion of work-based learning through apprenticeship and modernization of our education and training systems for all Coloradans to earn a living wage in our state. The office was initiated through the leadership of Governor Jared Polis, Executive Director Joe Barela and Business Leader Noel Ginsburg.

## TODAY'S LANDSCAPE

As automation, artificial intelligence, and other emerging technologies continue to transform the way we learn and work, employers and workers are working to remain competitive in an increasingly digital and global economy. In order to ensure Colorado's near- and long-term prosperity, workers of all backgrounds need opportunities to upskill or reskill and employers need a deeper talent pool in order to address their skills gaps.

## OPPORTUNITY IS ABUNDANT

To address the challenges facing Colorado's workforce, the **Office of Education and Training Innovation** is working on:

- » Determining what credentials exist in high schools, higher education, and at work, and who has access to them. This work helps Colorado better understand how to equip its residents with the skills they need to succeed.
- » Advocating for skills-based education and training to support student learning through increased engagement and relevance.
- » Adapting our existing systems to better respond to business and industry skills needs. modernize and be more responsive to the skills needed by business and industry.

*We envision a future where employees will no longer need to stop-out of work to learn, but be able to learn on-the-job to gain marketable skills to advance and meet business needs.*

**- BEL Commission -**

# Colorado Talent

(By the numbers)

90%

of Colorado's top jobs require a credential past high school (2020 TPR)

77%

of all Colorado jobs require digital skills (2020 FOW Report)

60%

of Coloradans have a certificate or degree (CDHE)

30%

of workers are transitioning jobs or resigning (Visier 2020)

The goal of this position is to support development of a responsive and better aligned education and training system that encompasses our education, training, and business partners throughout our education ecosystem in Colorado. Our team works at the intersection of work-based learning and skill-based hiring to support updating our policies and strategies as a state to more intentionally connect education and business.

## EARLY GOALS

- » Support policy, strategy, and collaboration between education and business
- » AlignBuild coherence between state agency and business efforts to better connect theour supply and demand sides of our economy
- » Identify and address myths and misconceptions that are informing our education and workforce systems
- » Connect existing on-the-job and work-based learning programs and pilots

There is substantial work already underway across our state and several promising pilots with early outcomes. We look forward to learning from these pilots and scaling their work to serve all Coloradans who are seeking to upskill or reskill.

## THEORY OF ACTION

The office will use human-centered design and design thinking to increase stakeholder engagement and collaboration in education, higher education, industry, and business. In pursuit of this goal, it will (1) scale existing pilots that are effective in supporting work-based learning WBL and apprenticeship programs and (2) align existing incentives and systems levers toward the goal of WBL to ensure Colorado builds a connected education and training system to support business through collaboration, policy, and strategy.

- » **Skills-based Hiring**  
Hiring based on knowledge, skills, and abilities specific to the job in the position description and hiring process. This reduces potential barriers for applicants and allows for reduced bias in hiring procedures by providing a direct description of skills developed and demonstrated through education, training, and past experiences.
- » **Work-Based Learning**  
Learning opportunities which occur in part or in whole in the workplace and provide the learner with hands-on, real world experience. Work-based learning opportunities include but are not limited to: internships, apprenticeships, and residencies and incumbent worker training. Many employers pay wages for work-based learning jobs.

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## CONTACT

**Misti Ruthven, Director**  
misti.ruthven@state.co.us  
303-905-6338