



EDUCATION AND TRAINING INNOVATION

VISION

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

Through the leadership of Governor Jared Polis, Executive Director Joe Barela and Business Leader Noel Ginsburg, 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.

Today's landscape:

- » Re-inventing business and education in real-time
- » Modernizing education systems to be more responsive to the skills needed by business and industry
- » Upskilling workers to support available jobs and work alongside automation
- » Increasing skills-based education and training to support student learning through increased engagement and relevance

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. Our team works at the intersection of work-based learning and skill-based hiring to support state policies and strategies to more intentionally connect education and business.

Early Goals:

- » Support policy, strategy, and collaboration between education and business
- » Build coherence between state agency and business efforts to better connect the supply and demand sides of our economy
- » Identify myths and misconceptions that inform 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 seeking to upskill or pursue a better job.

THEORY OF ACTION

Leverage human-centered design and design thinking to engage stakeholders and increase collaboration in education, higher education, industry, and business by (1) scaling existing pilots that are effective in supporting work-based learning and apprenticeship programs and (2) aligning existing incentives and systems 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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