

Dec. 16, 2020

Virtual Series VII: 2020 Trends to Continue into 2021

Welcome! Thank you for attending today's session.

While we wait for attendees to join, please introduce yourself in the chat section.

Include your:

- Name
- Org/company
- County you live/work in

Thank you!



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Kim Woodworth

Operations Director, EDCC

EDCCOnline.org



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housekeeping items:

- All are muted for the general session for recording quality purposes.
- Ask questions! Type them into the CHAT section at the bottom of your screen.
- Provide your name and email address along with your question for follow up after session.
- Send questions to kim.woodworth@EDCOnline.org if you have questions after today's session.
- Links to the recording, presentation, and follow up materials will be provided to today's attendees and located at <https://edconline.org/product/2020-drive-lead-succeed-webinar-series/> under "2020 Trends to Continue into 2021"
- And finally, follow today's discussion on our social media outlets [@EDCofCO](#), [#DLS2020](#), [#EDCCEvents](#) and our guests:
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A statewide, membership based, industry association that supports economic development efforts across Colorado.

- Provide education, tools & resources, advocate for sound policy in support of economic development
- We are rural and urban, public and private-sector, for profit and not-for-profit, and include individual communities, counties and regional organizations, local and state government, chambers of commerce, universities and private industry.

Who is EDCC?



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Click on a virtual series below to watch live, watch On-Demand, and access supporting materials

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We've seen wide-scale disruption in our food system security. Dynamic paths to resiliency were explored in this session.



Virtual Series II: Supply Chain Interruption –...

Out of disaster comes opportunity. Discover how to seize new opportunities from gaps exposed by the pandemic to...



Virtual Series III: Special Districts –...

Our Special Districts including DDA's, BID's and URA's have seen the greatest impact during the current economic crisis.



Virtual Series IV: Why Should I Care About...

While the Gallagher Amendment was intended to address specific challenges at a specific time when it was proposed...

2021

- *Virtual Series*
- *Educational Podcasts*
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Spencer Levy

Chairman, Americas Research & Senior Economic Advisor

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Jessica Ostermick

Director, Capital Markets Industrial &
Logistic Services



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Shawn Rash

President & Founding Partner, Ally Energy Solutions


ally-energy.com | [linkedin.com/company/ally-energy-solutions](https://www.linkedin.com/company/ally-energy-solutions)



Joe Janes

Vice President Key Accounts - Denver,
Ally Energy Solutions



A photograph of a male worker in a warehouse setting. He is wearing a white face mask, glasses, a grey shirt, a yellow safety vest, and dark gloves. He is standing in front of a pallet of cardboard boxes. The background shows industrial shelving and equipment. The image is framed with a light blue border and a dark blue semi-transparent overlay at the bottom.

Safe-at-Work Covid-19 Indoor Wellness Plan
We're in This Together

November 13, 2020

Safe-at-Work Indoor Wellness Plan



The Indoor Wellness Continuous Action Cycle is Designed to Protect the Health of Both Employees and Visitors

The Covid-19 health and welfare imperative has led to a continuous cycle of discovery and action. Beginning with a foundation of awareness, education and preventative measures, indoor wellness planning has expanded from initial reactive interventions to include a growing suite of proactive measures and messaging that will produce health benefits for many years to come.

- Foundational Awareness and Actions
- Temperature Scanning
- Surface Disinfection
- Central Air Sanitization
- Local Air Sanitization
- Indoor Wellness Cooperative Messaging

As a suite of overlapping solutions, these measures and continuous cycle enhance the effectiveness of any single measure.

Foundational Awareness and Actions




Consistent with guidance from health authorities and government officials, the foundation of the Safe-At-Work plan includes masks, gloves, and hand washing, awareness and education regarding modes of virus transfer, the implementation of distancing protocols wherever possible and the individuals' strict adherence to stay-home mandates when feeling ill.




TOGETHER WE ARE:
HAND WASHING
Use hand sanitizer and wash hands often with soap and water for at least 20 seconds.



TOGETHER WE ARE:
MASK WEARING
Wear a mask when indoors or in close contact with others.



TOGETHER WE ARE:
SOCIAL DISTANCING
Maintain recommended distance between yourself and others.




TOGETHER WE ARE:
STAYING HOME WHEN SICK
If you think you might be sick, stay home from work and other public places.


Facility-Based Action



In order to reduce the possibility of indoor transmission, the Safe-at-Work wellness plan relies on operational updates including site-access temperature scanning, enhanced disinfection processes for common areas, and central and local air sanitization using UV-C light and bi-polar ionization.



WE HAVE INVESTED IN:
TEMPERATURE SCANNING
 Fast, accurate temperature checkpoints are positioned at building entry.



WE HAVE INVESTED IN:
SURFACE DISINFECTION
 Regular sanitization of high-use areas including door handles, bathrooms, light switches, etc.



WE HAVE INVESTED IN:
CENTRAL AIR SANITIZATION
 UV-C air sanitization and bi-polar plasma ionization is installed in this building's HVAC system to continually clean the air.



WE HAVE INVESTED IN:
LOCAL AIR SANITIZATION
 The air in high-traffic areas and small spaces is cleaned with one or more of the following: enhanced filtration, UV-C & plasma ionization.

Temperature Scanning



Site-access temperature scanning was established early in the pandemic as a useful method for reducing the potential for viruses to enter the workplace. A variety of screening systems are now available including self-reporting, manual screening and automated access screening.

Many Ally clients have chosen to implement systems consisting of infrared thermal camera scanners with related software and a worker access queue with managed 6' spacing. This system allows for facility access only after a primary screen for normal body temperature. If the primary screen indicates need, the worker moves to a secondary screen conducted by health services staff.



WE HAVE INVESTED IN:

TEMPERATURE SCANNING

Fast, accurate temperature checkpoints are positioned at building entry.

Surface Disinfection



Enhanced disinfection processes for common area spaces may include the regular wiping down of surfaces with EPA registered List N Disinfectants that have been shown to be effective in killing SARS-COV-2 (Covid-19), or pathogens that are harder to kill than SARS-COV-2.



Indoor Wellness Proven Air Sanitization Technology



The combination of central and local **UV-C** and **Plasma Ionization** technology provides a comprehensive sanitization system with intentional overlap to mitigate potential gaps in any one system.

Bipolar Ionization Plasma Technology

Much like sunlight does in the atmosphere, bipolar ionization works to clean the air of pollutants, effectively neutralizing particulate matter including virus cells and bacteria. Plasma air technology produces a natural bioclimate rich in positive and negative oxygen ions. The negative ions contain an extra electron while the positive ions are missing an electron resulting in an unstable condition. To re-stabilize, these bipolar ions seek out atoms and molecules in the air to trade electrons with, effectively neutralizing particulate matter, virus cells, and bacteria.

UV-C Light Sanitization

UV light contains several unique properties and characteristics which can be used to disinfect viruses, bacteria, mold, spores, and other harmful microbes. This sanitizing method relies on UV-C wavelengths, i.e. UV bands within a range of 200 nm to 280 nm, to deactivate the cellular ribonucleic acid (RNA) and deoxyribonucleic acid (DNA), as well as the reproductive capabilities of microorganisms.

Central Air Sanitization



HVAC Integration of Plasma Ionization and UV-C Air Sanitization

Because HVAC systems can be potential avenues for virus circulation and transfer, the Safe-at-Work indoor wellness plan recommends the following measures for permanent HVAC-level air purification infrastructure upgrades.

- HVAC Survey: Plant level survey of common area HVAC systems identifies optimal points of purification system integration.
- UV-C Dosing: Addition of UV-C light sources in the air handler located downstream from the heating/cooling coil, sanitize the coil and the air that passes over it.
- Bipolar Ionization: Following UV-C pre-treatment at the air handler coil, plasma ionization is added downstream in the primary air ducts, providing a secondary means of purification before circulated air enters employee welfare areas.

This step adds a continuous purification cycle to the HVAC system, with two independent modes of sanitization.



Local Air Sanitization



High Traffic Area Local UV-C Air Sanitization and Bi-Polar Ionization

The Safe-at-Work indoor wellness plan also recommends the deployment of local UV-C air and bi-polar ionization sanitization systems for on-demand use. High traffic areas including cafeterias, locker rooms, offices, conference rooms, and other common areas benefit from additional sanitization to supplement central air solutions.

Permanent and portable units provide on-demand sanitization in unoccupied common areas, with short soaks ranging from 20-25 minutes and long cycle soaks taking from 30 minutes to several hours. Portable units are returned to the docking station when the space is occupied.

Central and local dosing combine to cover an entire room, continuously and effectively cleaning all circulated air.



Indoor Wellness Cooperative Messaging



Posters and Light/Thermostat Decals Educate and Remind Workplace Community of Wellness Measures and Responsibilities

The Safe-at-Work Indoor Wellness messaging component educates employees and visitors as to the measures that have been initiated within the building. The wellness posters also list employee expectations regarding personal social and cleanliness measures the individual must carry out to maintain and healthy workplace.

SAFE-AT-WORK
Indoor Wellness. We're in This Together.

The safety measures implemented throughout these buildings are designed to protect the health and well-being of both employees and visitors.

<p>WE USE AIRFLOW TO CENTRAL AIR SANITIZATION UV-C air sanitization and Bi-polar plasma ionization is installed in the building's HVAC system to continuously clean the air.</p>	<p>WE USE AIRFLOW TO LOCAL AIR SANITIZATION The air in high-traffic areas and small spaces is cleaned with one or more of the following enhanced filtration, UV-C or plasma ionization.</p>
<p>WE MONITOR TEMPERATURE SCANNING Fast, accurate temperature checkpoints are implemented at building entry.</p>	<p>WE USE AIRFLOW TO SURFACE DISINFECTION Regular sanitization of high-use areas including door handles, bathrooms, light switches, etc.</p>
<p>PLEASE BE AWARE HAND WASHING Use hand sanitizer and wash hands often with soap and water for at least 40 seconds.</p>	<p>PLEASE BE AWARE MASK WEARING Wear a mask when indoors or in close contact with others.</p>
<p>PLEASE BE AWARE SOCIAL DISTANCING Maintain recommended distance between you and others.</p>	<p>PLEASE BE AWARE STAYING HOME WHEN SICK If possible, stay home to help slow down the spread of illness.</p>

Scan the QR Code for More Information About Central HVAC Air Sanitization and Local, or Room-by-Room Air Sanitization Units.
Strategic Wellness Implementation Provided by Ally Energy Solutions, Inc. at www.ally-energy.com

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Indoor Wellness

LOCAL AIR SANITIZATION
The Air in This Room is Cleaned 24/7 with One or More of the Following Enhanced Filtration, UV-C & Plasma Ionization.

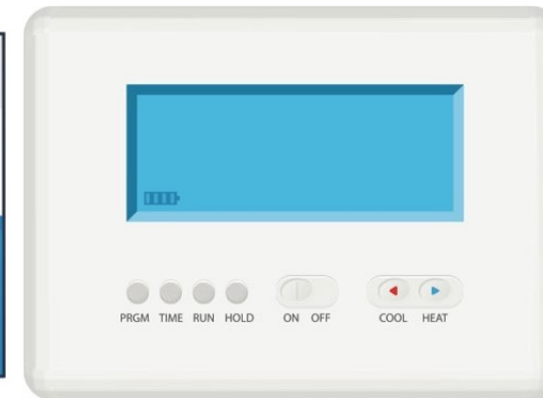
Provided by Ally Energy Solutions
www.ally-energy.com



SAFE-AT-WORK
Indoor Wellness

CENTRAL AIR SANITIZATION
The Air in This Building is Cleaned 24/7 Using HVAC UV-C Air Sanitization & Bi-Polar Plasma Ionization.

Provided by Ally Energy Solutions
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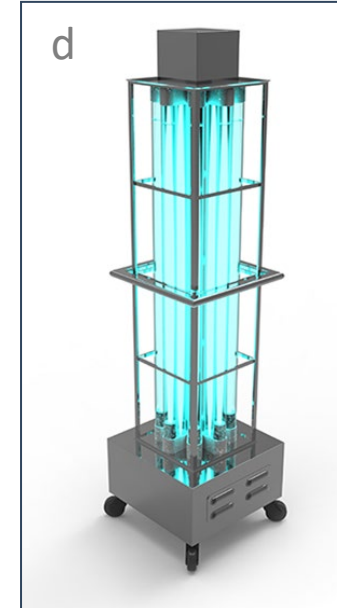
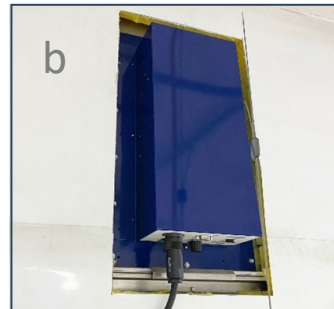
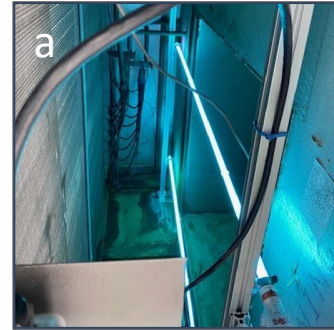
Successful Deployment in Situ



Throughout the pandemic, Ally has completed multiple Safe-at-Work indoor wellness rollouts for important essential businesses across the United States. Our supply chains are established, and we are prepared to immediately begin deployment at your facility.

Central and Local Integration of UV-C and Plasma Ionization

- a. UV-C Dosing – In Situ
- b. Plasma Ionization – In Situ
- c. UBC Hybrid Troffer – Deployed
- d. UV-C Dosing Cart – Deployed
- e. Needlepoint Bi-Polar Ionization – Deployed



Ongoing Discovery and Action Cycle



These measures are the first steps in an ongoing imperative to improve the health and welfare of frontline workers. We believe that continuing to monitor the efficacy of these measures will allow us to make improvements and identify next stage actions such as adding telemetry to the dosing systems and providing visibility, dosing history, and reliability through continuous monitoring.

The collective efforts of our clients, engineers and supply chain partners continues to be instrumental in the development and rapid deployment of these solutions.





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Working Remotely

Dec. 16, 2020

Remote Work Initiative



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Katherine Keegan

Director of the Office of the Future of Work, CDLE

cdle.Colorado.gov



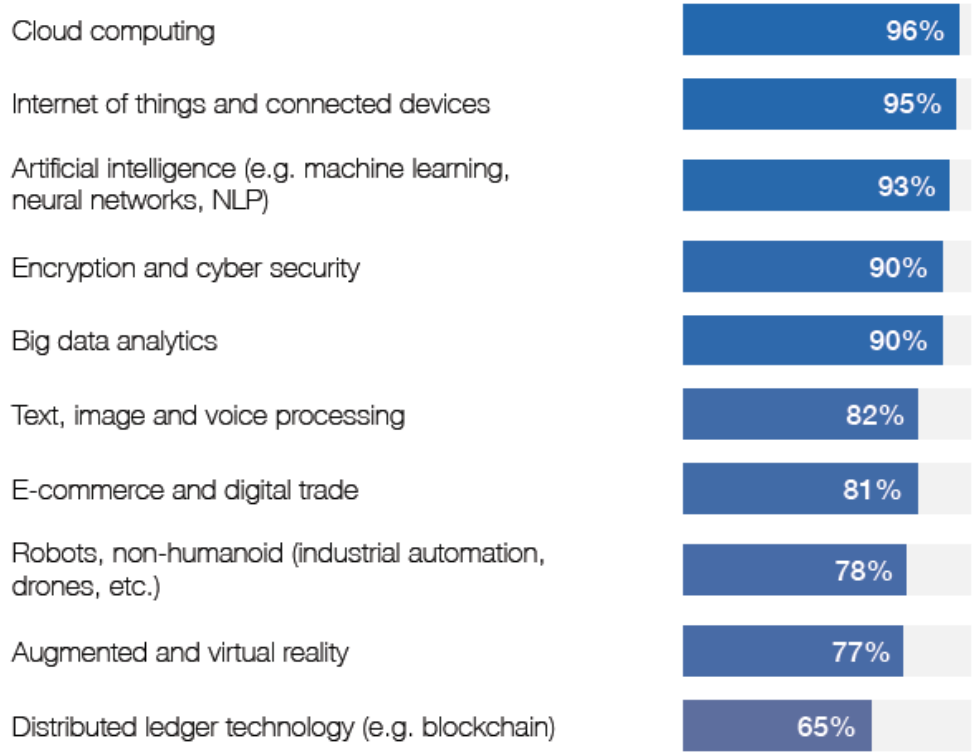
COVID-19 Workplace Shifts

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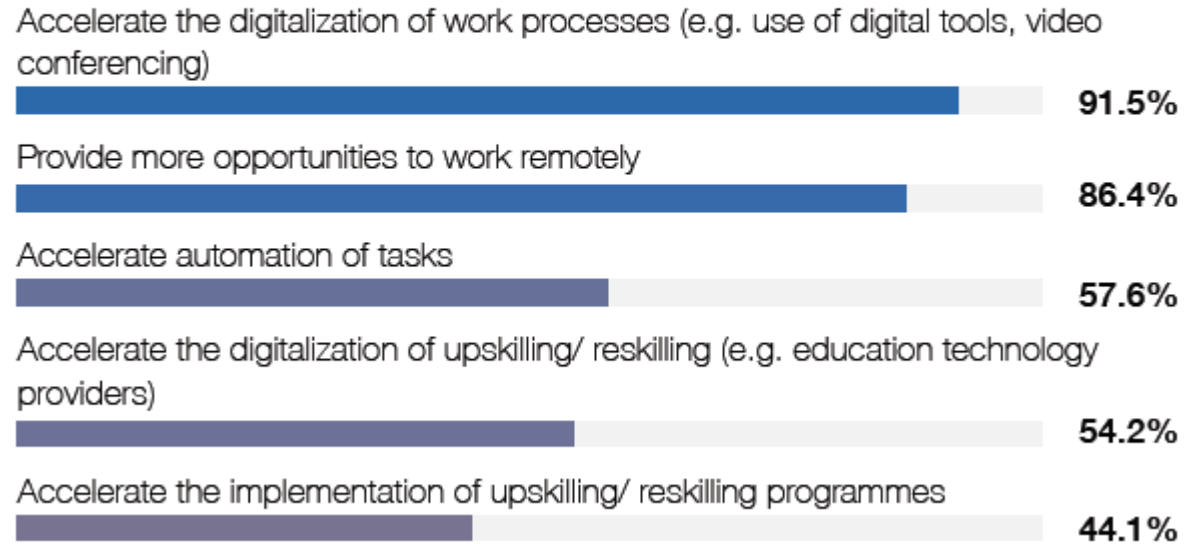
Technology adoption

Share of companies surveyed



Impact of COVID-19 on companies' strategy

Share of companies surveyed looking to adopt this strategy as a result of COVID-19



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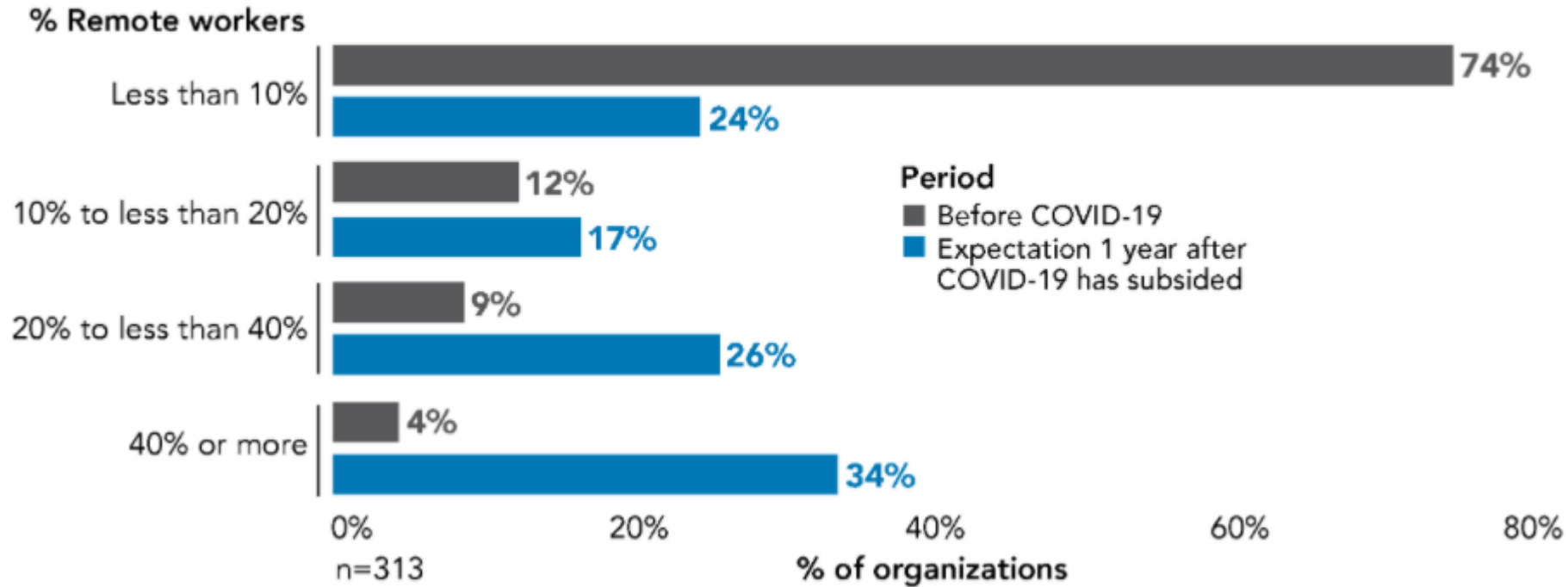
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COVID-19 Workplace Shifts

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What percent of your US full-time employees are working primarily virtually/remotely (at least three days a week)?



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Source: The Conference Board

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COVID-19 and Digital Inequities

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Access
18 million

households do not have internet access

including 14 million low-income households in urban areas and 4 million in rural areas.¹⁷



Skills
32 million

adults can't use a computer

and 1/3 of U.S. workers and 1/2 of Black and Latino workers have limited or no digital skills.¹⁸



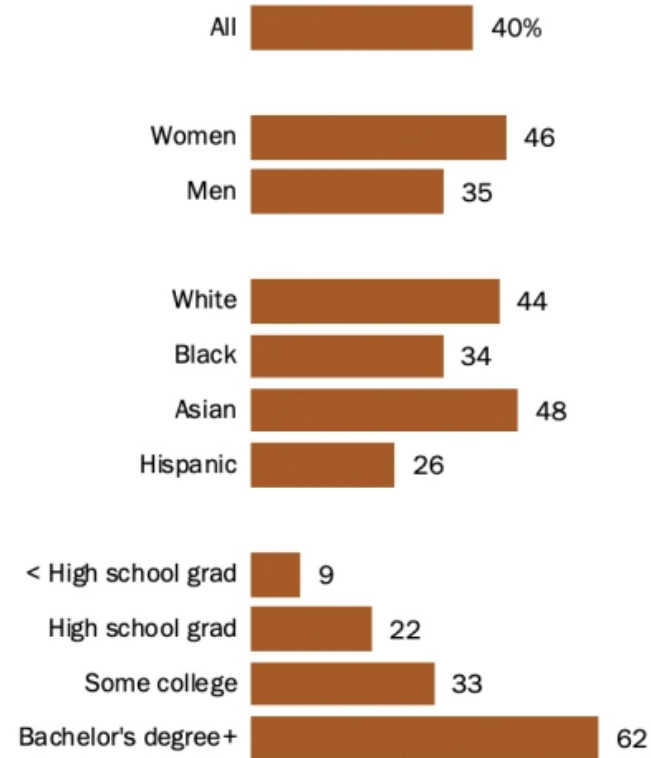
Resilience
1/2

of Americans aren't comfortable using technology to learn

and OECD found that 72% of US lack sufficient digital problem-solving skills, including 58% of millennials.¹⁹

College graduates more likely to have the option to telework, as are women, white and Asian workers

% of workers in jobs that could be teleworked, February 2020



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Digital Skills Gaps

Selected industries	Percentage of workers with no digital skills	Percentage of workers with limited digital skills	Combined percentage of workers with limited or no skills*
Construction, transportation and storage	22%	28%	50%
Retail, wholesale, and auto repair	14%	23%	37%
Hospitality and other services	18%	18%	36%
Manufacturing	16%	19%	35%
Administrative and support services; arts, entertainment and recreation	13%	22%	35%
Health and social work	12%	21%	33%
Finance, insurance, and real estate (FIRE)	6%	14%	19%*
Education	5%	11%	15%*

The share of work demanding substantial digital literacy is mounting

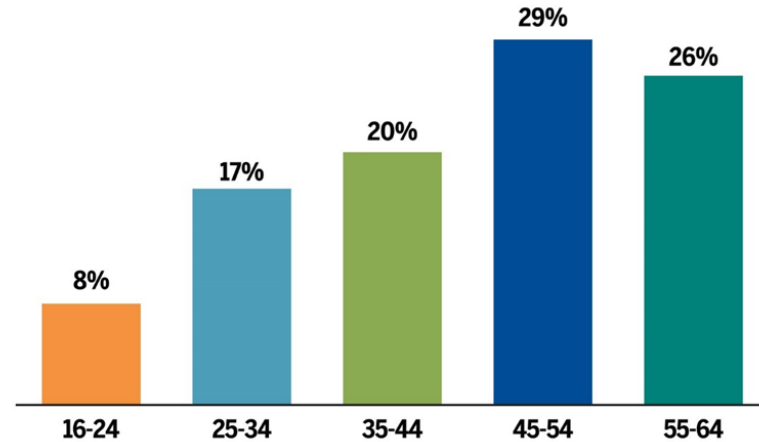
Percent of American workers employed in jobs requiring low, medium, and high digital skills



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WORKERS WITH NO DIGITAL SKILLS EXIST IN ALL AGE GROUPS, BUT ARE MORE PREVALENT AMONG AGES 45+



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Katharina Papenbrock

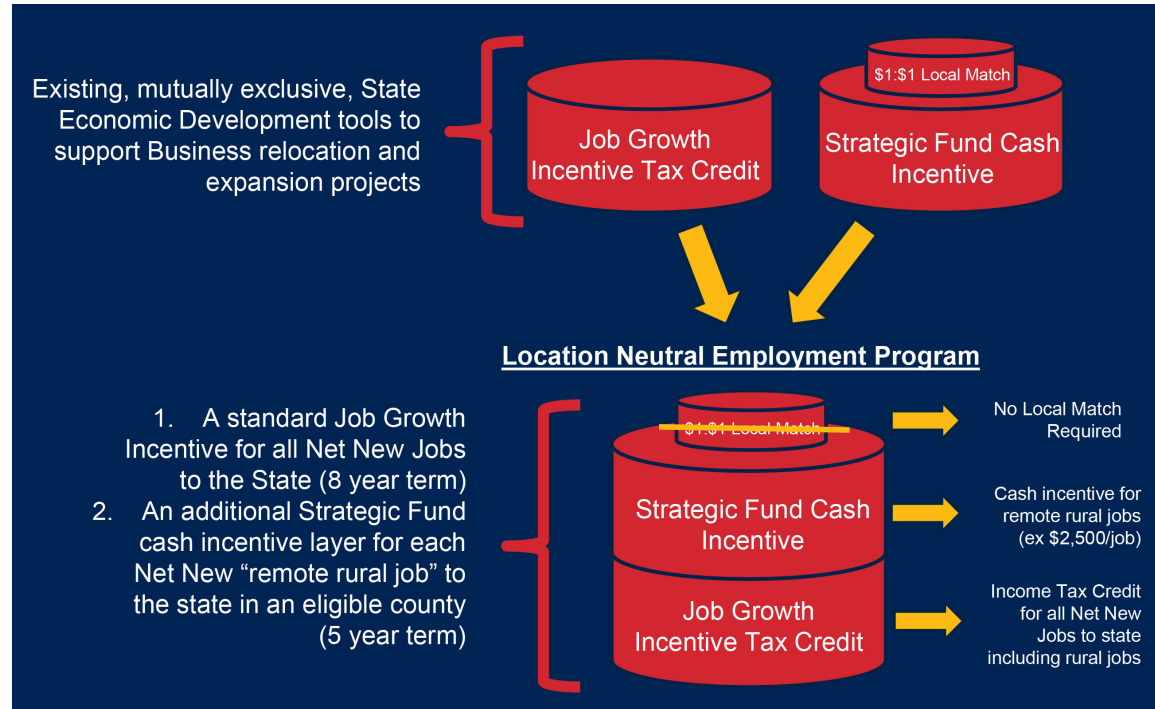
Western Rural Opportunity Rep., OEDIT

Choosecolorado.com | [@ColoradoEcoDevo](https://twitter.com/ColoradoEcoDevo)





- 1) Timeline of OEDIT Remote Work Support
- 2) Current OEDIT Remote Work Programs & Incentives
 - Location Neutral Employment (LONE) Incentive
 - Location Neutral Employment Community Marketing Grant
- 3) Other State Support for Remote Work
 - CDOT CanDo Community Telework Program



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MULTI-TIERED COLLABORATIVE

Remote Work Ecosystem

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Step 1: Build Ecosystem

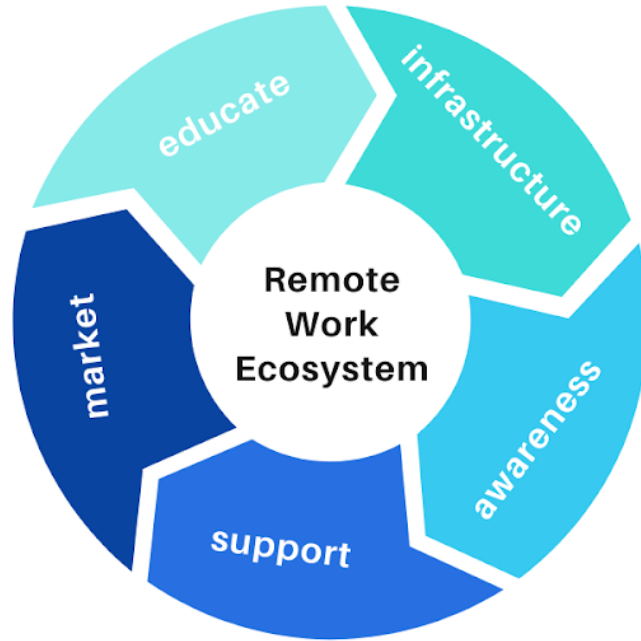
Convene network of strategic partners, each providing resources and tools to support the Remote Work Ecosystem

Step 2: Educate

Increase skills and competencies required for the digital working environment

Step 3: Infrastructure

Increase digital capacity in underserved communities across Colorado



Step 4: Awareness

Build widespread adoption of remote workers in business hiring practices and incentivize

Step 5: Support

Build support capacity for remote workers through our library and co-working systems

Step 6: Market

Create Designated Remote Worker Hubs that value and support the Remote Work ecosystem

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Renise Walker

Senior Consultant, Colorado Workforce Development
Council (CWDC)

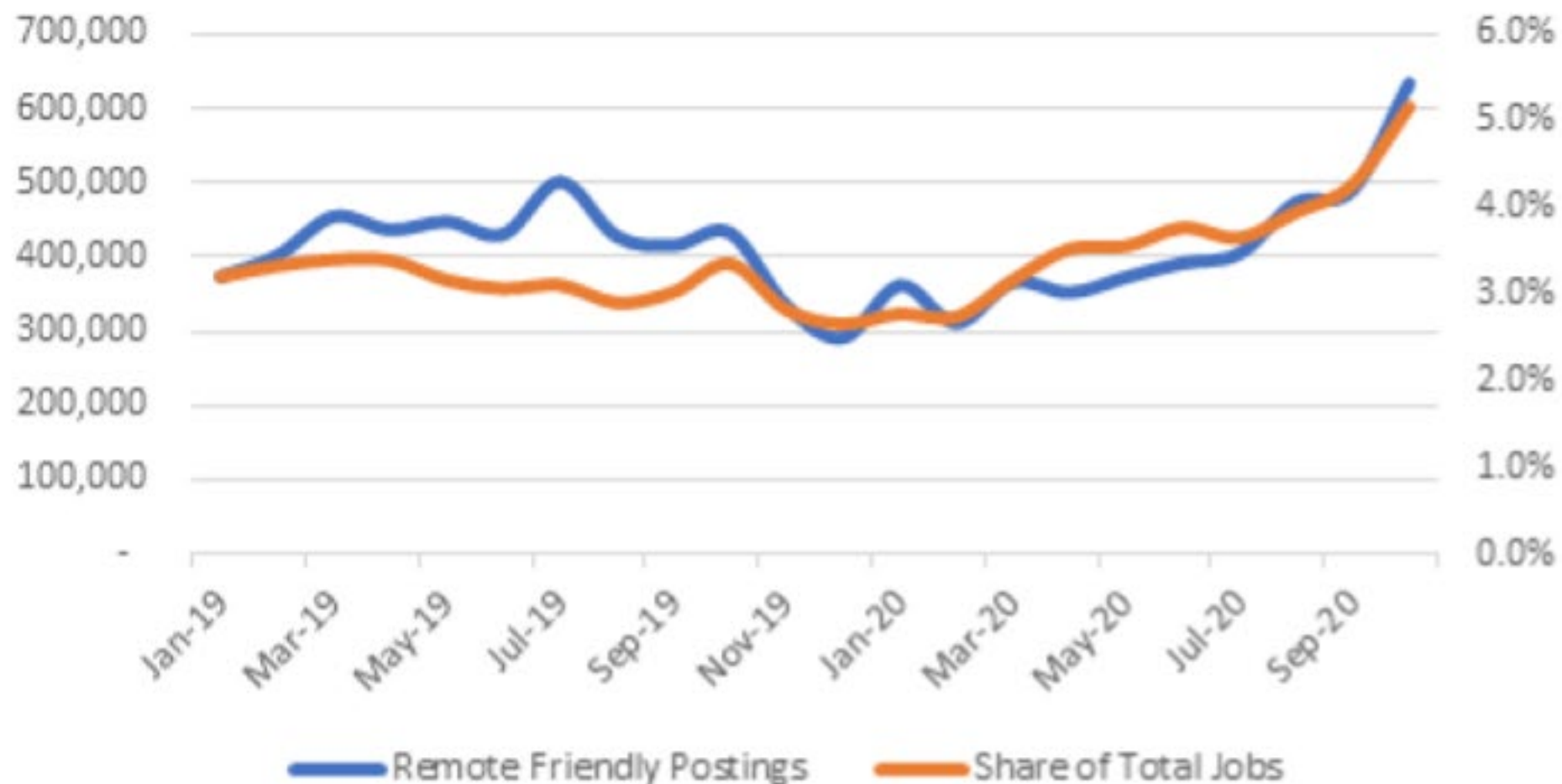
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Remote Work Certification

Renise Walker, Colorado Workforce Development Council

Remote Jobs in the US, 2019 & 2020



Common Remote Work Industries and Roles

Remote work opportunities exist across a variety of industries and occupations. In Colorado, there are over 18,000 remote work jobs available. The top three industries for remote work in the state are computer and mathematical, management and financial operations ([Connecting Colorado](#) 12/2/2020).

Occupations (U.S.) with the most remote jobs:

- Customer Service Representatives
- Software Developers, Applications
- Insurance Sales Agents
- Computer Occupations, All Other
- Marketing Managers
- Telemarketers
- Accountants and Auditors
- Sales Managers
- Computer User Support Specialists
- Registered Nurses

Why remote work certification in Colorado?



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Remote Work Certification for Workers

Worker Certification Learning Outcomes

- Understand how remote work fits into your career path
- Work effectively from a remote location
- Use tools and strategies to meet expectations as a remote worker
- Identify strategies to connect with others for development, collaboration and support
- Mitigate security risks as a remote worker
- Build a remote work community of support



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Remote Work Certification for Employers (Supervisors)

Supervisor Certification Learning Outcomes

- Evaluate organizational culture and processes for readiness of remote workers
- Apply knowledge of change management frameworks to remote teams
- Analyze the primary factors that contribute to remote worker success and failure
- Design an organizational development plan to enhance remote worker performance
- Create an organizational structure that facilitates remote worker success
- Design employee performance plans that prompt, guide, and track remote worker performance
- Develop processes, and policies that facilitate remote worker success
- Apply communication and presentation best practices for effective management and leadership of individuals and teams that are working remotely
- Increase awareness of the benefits of remote work and connect learners with a virtual community of remote workers and employers for ongoing development , resource sharing and support

Interested? Please complete the form and you will be notified once the certification is available.



Thank you!

01

1) Support for the Remote Worker – broadband infrastructure, access to equipment, technical assistance, awareness this program exists

02

2) Widespread adoption to support talent development recruitment initiatives

03

3) What does a Remote Work Hub look like that supports all functions?



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01

Remote work – next steps for OEDIT – the Rural Technical Assistance Program

02

What does a Remote Work Initiative look like from the community's perspective?

Q + A Session

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Featured Speakers

- Spencer Levy, Chairman of Americas Research & Senior Economic Advisor, CBRE
- Jessica Ostermick, Director, Capital Markets Industrial & Logistic Services, CBRE
- Shawn Rash, President & Founding Partner, Ally Energy Solutions
- Joe Janes, Vice President of Key Accounts
- Katherine Keegan, Director of the Office of the Future of Work, CDLE
- Renise Walker, Senior Consultant, Colorado Workforce Development Council, CWDC
- Katharina Papenbrock, Western Rural Opportunity Representative, Colorado Office of Economic Development & International Trade (OEDIT)
- Kim Woodworth, Operations Director, Economic Development Council of Colorado



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Follow up items

- Send questions to kim.woodworth@EDCCOnline.org if you have questions after today's session.
- Links to the recording, presentation, outcomes and follow up materials will be provided to today's attendees and located at <https://edcconline.org/product/2020-drive-lead-succeed-webinar-series/> under "2020 Trends to Continue into 2021"





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EDCC's Drive|Lead|Succeed Virtual Series

Click on a virtual series below to watch live, watch On-Demand, and access supporting materials

<https://edconline.org/product/2020-drive-lead-succeed-webinar-series/>



Virtual Series I: Food Systems Disruption –...

We've seen wide-scale disruption in our food system security. Dynamic paths to resiliency were explored in this session.



Virtual Series II: Supply Chain Interruption –...

Out of disaster comes opportunity. Discover how to seize new opportunities from gaps exposed by the pandemic to...



Virtual Series III: Special Districts –...

Our Special Districts including DDA's, BID's and URA's have seen the greatest impact during the current economic crisis.



Virtual Series IV: Why Should I Care About...

While the Gallagher Amendment was intended to address specific challenges at a specific time when it was proposed...



2021

- *Virtual Series*
- *Educational Podcasts*
- *Drive | Lead | Succeed Conference – Oct. 20-22*





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