



BUILDING AN ECONOMY FOR ALL

Colorado Workforce Development Council
October 20, 2022



Colorado Workforce
Development Council

The Colorado Workforce Development Council (CWDC) is a Governor-appointed, public-private partnership with the purpose to advise, oversee, and integrate the work of the Colorado talent development network.

<https://cwdc.colorado.gov>



Colorado Workforce
Development Council

Vision: Every Colorado employer has access to a skilled workforce and every Coloradan has the opportunity for meaningful employment, resulting in individual and statewide economic prosperity.

Mission: Enhance and sustain a skills-based talent development network that meets the needs of employers, workers, job seekers, and learners for today and tomorrow.

Values: Equity, agility, integration



**THINK:
WHAT MAKES A
GOOD JOB?**

Features of a good job



- **Wages** that provide predictable income that covers basic living expenses and allows for wealth building
- **Benefits** that facilitate a healthy, stable life
- A predictable **schedule** that enables workers to balance the other demands of life stable and predictable
- **Transparent Growth Opportunities** ability to advance along a career pathway, enhance skill development and increase pay
- **Working conditions** offer an environment that promotes physical, emotional, and psychological safety and wellness
- **Sense of belonging** in an inclusive and connected environment

Job quality & equity is a win for workers and employers

For Employers:

When jobs are designed that center on quality, equity and inclusion, employers improve attraction and retention of workers and have a competitive advantage.



shutterstock.com · 2008345355

For Workers:

Opportunities to work with dignity resulting in economic stability, economic mobility and inclusivity and respect at work.

Businesses increase recruitment and retention

- *Good jobs reputation solicits talented workforce*
- *Upskilled, adaptable workers*
- *Reduced turnover*

Workers increase economic mobility

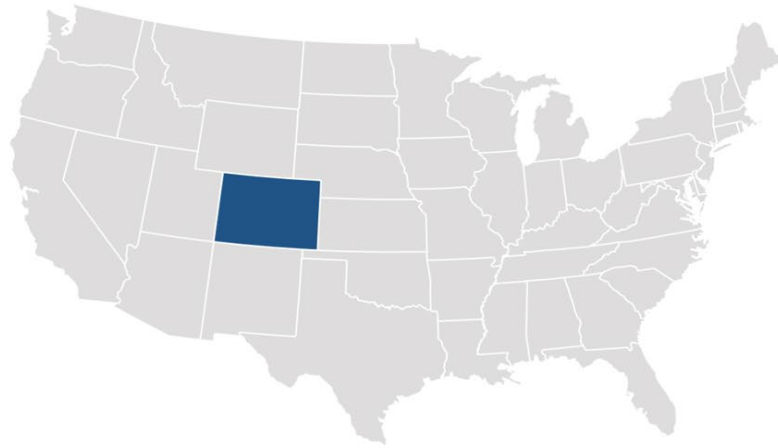
- *Family sustaining wage*
- *Accessible, responsible benefits*
- *Stable Scheduling Practices*
- *Job Security*
- *Increased training and advancement pathways*



HOW DO WE GET THERE?

The Challenge

Why? We can and must do better.

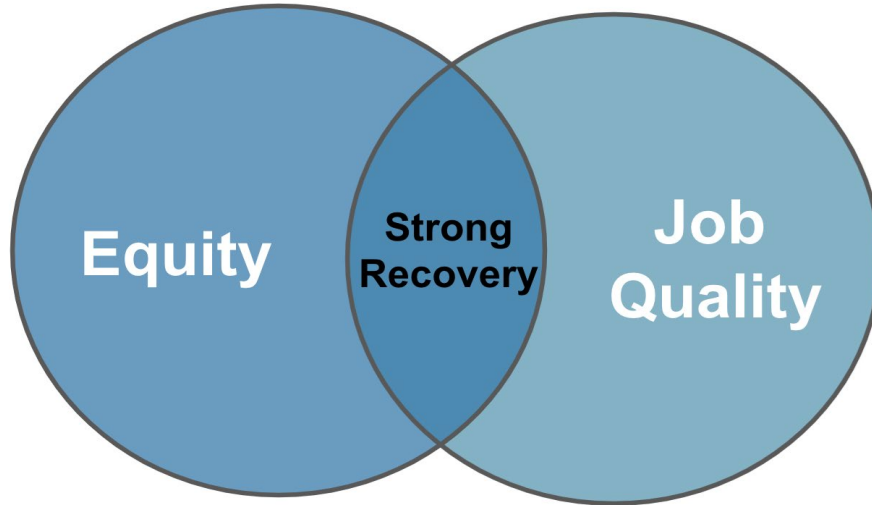


Colorado ranks
37th
out of 50 states

When it comes to racial disparities in relation to how well the state puts households of color on a pathway to economic prosperity.

A Solution

Reenvision How Colorado Works...



...and how we'll close Colorado's supply/demand gap

Increasing Job Quality in Colorado

Definition of a good job:

When the features of a job meet the needs of workers and allow the business to thrive.





Communities Attract



Communities ATTRACT and grow businesses committed to job quality

- **Coordinated policies and incentives** that promote the creation and growth of good jobs
- **Long-term attraction and retention plans** that prioritize quality jobs
- **Responsive education and training partners** that collaborate to meet the evolving needs of learners, businesses, and the economy



Companies Create



Companies CREATE good jobs that meet basic needs

- **Wages** that provide predictable income that covers basic living expenses and allows for wealth building
- **Benefits** that facilitate a healthy, stable life
- A **schedule** that enables workers to balance the other demands of life
- Working conditions offer an environment that promotes physical, emotional, and psychological **safety and wellness**
- Employers establish transparent **growth opportunities** to advance along a career pathway and increase pay
- **Sense of belonging** in an inclusive environment where individuals are accepted and connected to one another



Leaders Elevate



Leaders ELEVATE opportunities for growth, connection, and meaning

- Continuous opportunities for **personal growth**, creativity, and problem solving
- Open and transparent **communication** keeps employees informed and connected to broader organizational goals and decision makers

- **Worker voice and agency** are taken into account with key decisions and **workers are recognized** for their contributions to the organization
- Work is **meaningful** and provides a sense of satisfaction and purpose

Ensuring good jobs for Coloradans requires a commitment to equity and the individual and collective actions of communities, employers and leaders.



PANEL DISCUSSION

Adam Crowe - Economic Developer Larimer County
Nancy Zimmer - Pueblo Workforce Development Center
David Lewis - CFO of ActivArmor