

**PUTTING WORKFORCE IN THE  
FOREFRONT**  
Southwest Colorado

- **Perspective of Workforce efforts in region**
- **Evolution**
- **Aha Moment**
- **Two Programs implemented**
- **Lessons learned**





## REGION 9 EDD

Promotes economic development throughout Southwest Colorado covering 5 counties, ten cities and towns and two Indian tribes





## REGION 9 PROGRAMS

- **Business Loan Fund**– USDA, CDBG, EDA, RMAP, Revolved
- **Growth Company Initiative**
- **Admin. Enterprise Zone tax credit program**
- **Economic Development Planning**
- **Comprehensive Economic Dev. Strategy (CEDS)**
- **Technical Assistance & Special Projects**
- **Regional Transportation**



# WORKFORCE

**Economic development is one of many partners that passively participate...**

**Top down**

**One-stop shops**

**Serve on Workforce Investment boards**

**Community colleges**

**Business is number one customer**

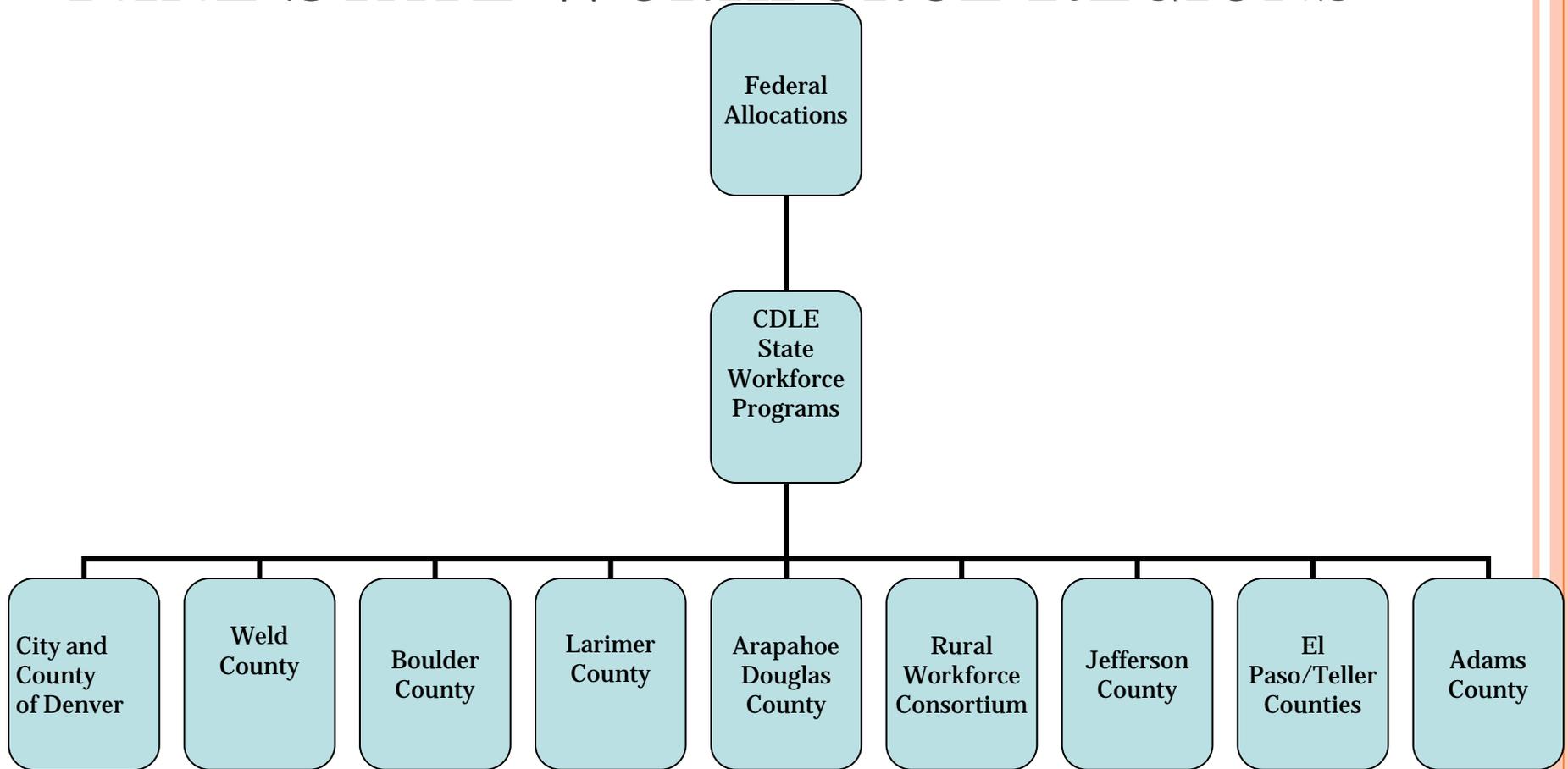
**Unless wheel squeaked...**

**Workforce efforts were reactive, not dynamic or effective**

○ Workforce Center Locations



# NINE STATE WORKFORCE REGIONS



# ECONOMIC DEVELOPMENT PERSPECTIVE

**Dramatic job loss nationwide**  
**Cash strapped States/Federal**  
**government**  
**Slow economic recovery**

**Trend of fewer new jobs**  
**+ More technology and efficiency**

- Job growth outside the US**
  - outsourcing**
  - Developing countries**
  - Immigration policies**
  - Mergers & acquisitions**

# REGIONAL WORKFORCE TRENDS

- Educated leave after college for urban area
- Our businesses recruit from outside community/state
- Underemployment
- Trying to keep and grow our direct based businesses
- Aging workforce
- Work ethic



**AH HA MOMENT!!!!**

**WE ARE IN A JOBLESS RECOVERY  
economic development measures value  
through job creation and retention**

**NEW MEASURES OF VALUE**

**Quality of jobs/ not number**

**Technology transfer**

**Sales**

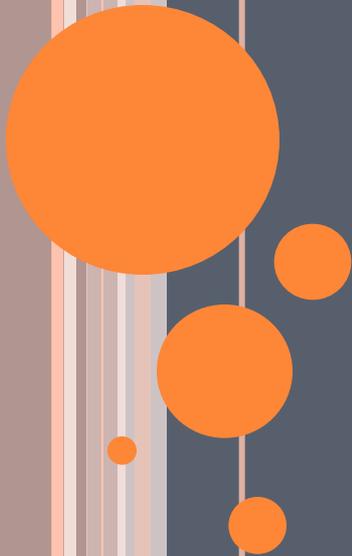
**Retention and contraction program**



# NEED WORKFORCE IN FOREFRONT

Recognition that we **NEED** to make  
our workforce the backbone of our  
economy.

If don't put Workforce and Education  
in forefront as economic developers  
we will lose.



# NEED WORKFORCE IN FOREFRONT

“Heroes were not made on a  
good day”

Implemented two programs  
–both recognized with  
NADO Innovation Awards

# WORKFORCE DEVELOPMENT NETWORK

- Focus on strengthening Workforce Board
- Increasing involvement, relevancy
- Buy-in of private sector
- Expand outside Workforce Center funding focus
- Strategic Plan



# WDN STRATEGIC PLAN

- Targeted Industries: oil & gas, mining, healthcare, construction, tourism, computer skills/technology/IT, and renewable energy
- Implement a local collaboration forum to align education, economic development, workforce training and business recruitment efforts.



## Publicly Funded Labor and Employment Policies & Programs

- \*Workforce Investment Act (WIA) \* Wagner/Peyser
- \*Federal Department of Labor \*Federal Workforce Areas
- State Department of Labor and Employment (DLE) \*Rural Consortium
- \*Local Elected Officials (LEO) \*Workforce Development Council
- \*Programs targeted to low income or displaced persons
- \*Training programs target to youth
- \*Performance Contracts with the State Program Requirements
- \*Workforce Centers \*Workforce Investment Boards
- \*Politics and Bureaucracy**

## **Employee and Job Seeker Workforce Issues**

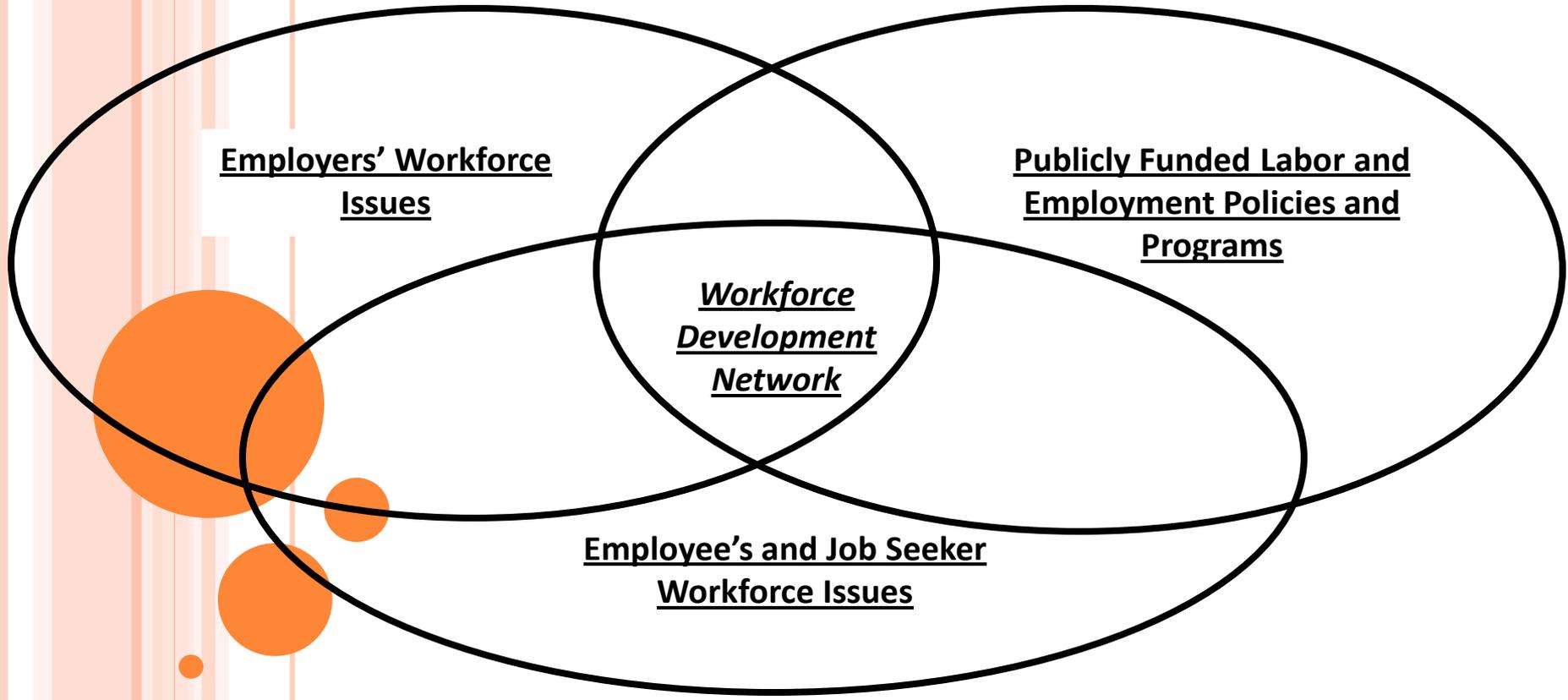
\*Availability of employment opportunities \*Rate of pay  
Benefits: Health Workman's Comp Unemployment Insurance  
\*Training and advancement \*Fair hiring practices and non-  
discrimination \*Unions \*Workplace safety \*Quality work  
environment \*Satisfied cost effective and efficient workforce  
\*Child care

Employers' Workforce  
Issues

Publicly Funded Labor and  
Employment Policies and  
Programs

Workforce  
Development  
Network

Employee's and Job Seeker  
Workforce Issues







# Workforce Development Network

*Lunch & Information Exchange sponsored by the Region 9 Economic Development District of Southwest Colorado and the Southwest Workforce Board*

Volume 1, Number 5

August/September 2011

## Next Meeting:

**September 21, 2011  
Strater Hotel**

The Workforce Board Meeting will be held from 10:30-12 in the Centennial Room.

The Workforce Development Network will be joining the Durango Human Resource Managers in the Pullman Room from 12-1:30.

Please RSVP to Danielle Kirkpatrick at [danielle@durangoherald.com](mailto:danielle@durangoherald.com) or 970-375-4502 no later than 4 PM on 9/19/11 if you will be attending the luncheon (\$15/person).

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## Executive Director of the Colorado Department of Labor & Employment Visits Durango

Ellen Golombek, Executive Director of CDLE, spoke to the SW Colorado Workforce Board and the Workforce Development Network on July 19<sup>th</sup>. She explained that the CDLE has approximately 1,200 employees in four divisions: Division of Labor, Division of Employment & Training, Division of Workers Comp, and Division of Oil & Public Safety. The CDLE is funded through cash funds that come in the form of premiums – no funding is received from the state budget. Regarding Employment & Training, Colorado is one of the few states that have county-run and state-run regions.

A goal of the CDLE is to make sure that they "do what they do best and hand off the rest." They also want to align their work with their partners in workforce programs and training programs, and then align that work with the governor's vision and goals for the state. They want the Workforce Boards to be engaged in this process with them while everyone works to connect with businesses.

Ellen went on to explain the new structure of the Department of Labor. All of the senior staff positions were opened to the public early in 2011 (97 positions state-wide). The position of Director of Employment & Training was purposely left open and will be revisited in November. This decision was made because several agencies were moved out from under Employment & Training, leaving the current structure made up of the Colorado Rural Consortium and Workforce Development Programs. Clarke Becker is the Director of the Rural Consortium, and Elise Lowe-Vaughn is the acting Director of Workforce Development Programs – both of them report to Kristin Corasch, the new Deputy Executive Director.

Ellen Golombek, Clarke Becker, Elise Lowe-Vaughn, Kristin Corasch, and Stephanie Steffens will form a core subcommittee of Workforce Development and Employment & Training Programs. This subcommittee will be visiting all of the Workforce Investment Boards on a regular and continuing basis. They are committed to not becoming "Denver-centric." Ellen and Stephanie are also working together to align the work of the Office of Economic Development & International Trade (OEDIT), Higher Education, and Workforce Programs.

# PROS & CONS



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- **There is no box**
  - **Economic Development leadership**
- **More participation**
  - **Increasing awareness**
- **Identifying issues**

- **Extend our reach**
  - **Create action**
  - **What's next**
- **Primary education partners**





“First you grow your own garden. Then when you hit critical mass...you can go hunting.”

Dennis Donovan,  
Wadley-Donovan  
Group

# STEM INTERNSHIP PROGRAM

- ❑ Provides paid internship opportunities for high school upperclassmen in businesses where they can learn and apply STEM skills to succeed in the 21<sup>st</sup> Century workplace.
- ❑ Received \$15K initially
- ❑ Placed 8 students--pilot
- ❑ STEM Committee





# STEM Internship Program of Southwest Colorado

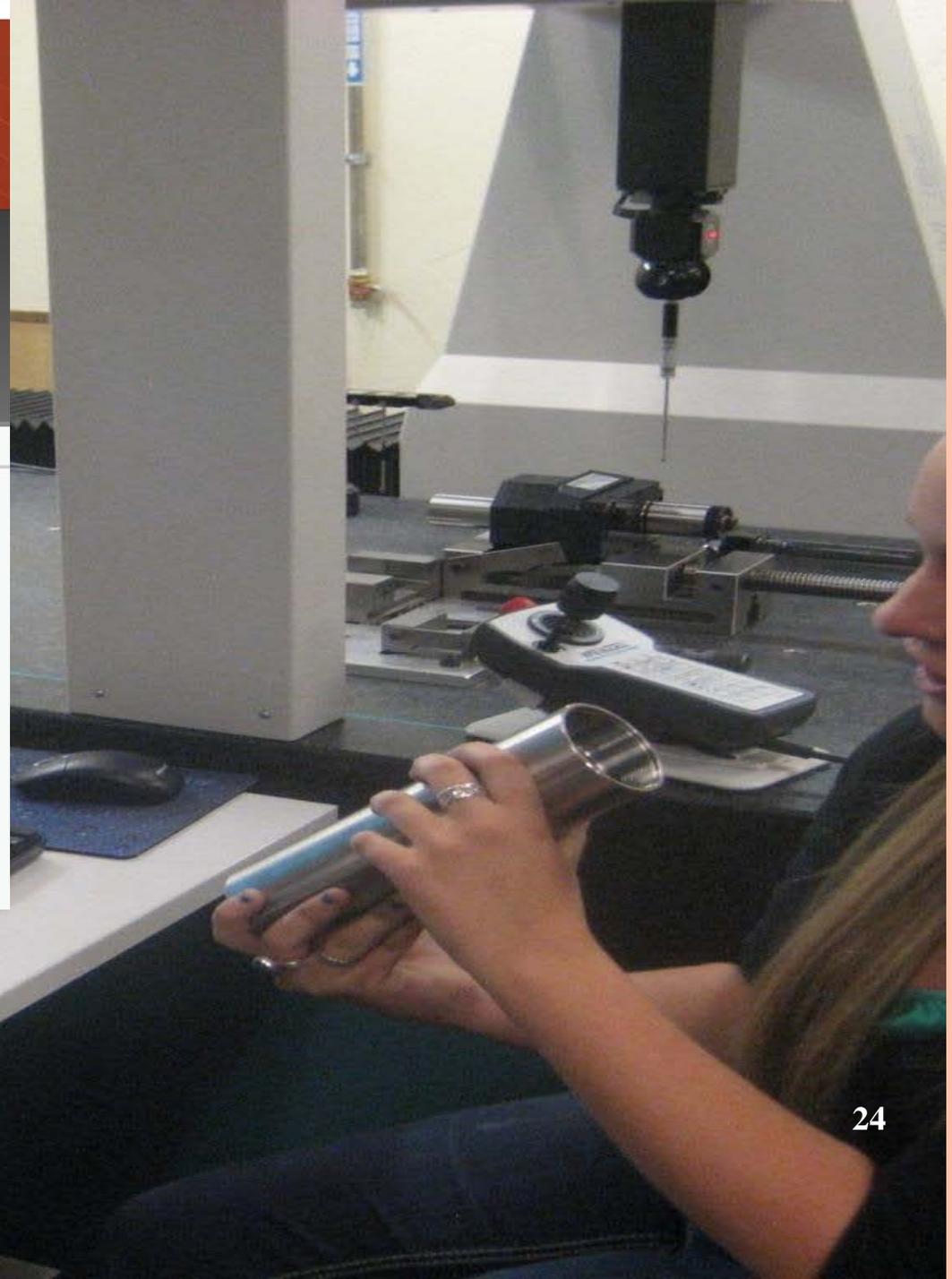
Partnering Students of the Southwest with Science, Technology, Engineering & Math Internships

## Contact Us

- [Student Procedures/Application](#)
- [About STEM](#)
- [Procedures for Business](#)
- [Press Releases](#)

## STEM of the Southwest

by admin — Categories: [Uncategorized](#) — Comments Off



# WHAT I DO?

*I work in the  
Quality Assurance  
Department*

*I inspect parts used for  
production to prove  
functionality and  
safety*



# PROJECTS THROUGHOUT MY INTERNSHIP

## Checking Parts

- Basic math skills
- Skills involved with measuring tools / gages
- Reading Solid Works Engineering Drawings

## Auto-frettaging

- taught me a process directly related to engineering
- Taught me more skills to be used during machining

## Reworking Bad Parts

- introduced me to using a lathe
- taught me machine shop techniques
- helped me to understand the necessary functionality of parts
- involves basic math skills



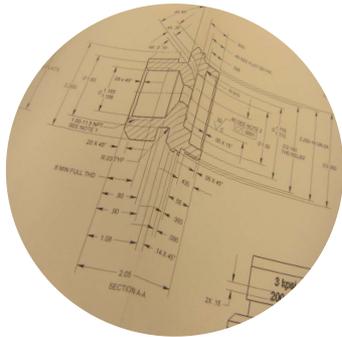
## **OTHER BENEFICIAL ASPECTS**

**-- This internship has taught me how engineering / manufacturing companies function**

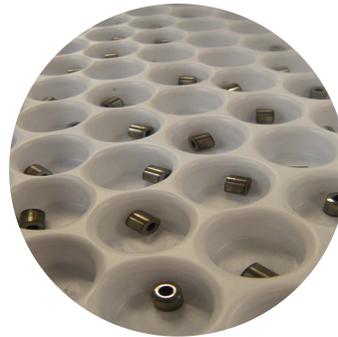
**-- I learned how to better communicate with the people that I work with**

**-- This opportunity has allowed me to build references and job experience**

# HOW THIS INTERNSHIP RELATES TO MY FUTURE CAREER



**Taught me about  
Tolerances and  
how to read  
Solidworks  
Drawings**



**Introduced me  
some processes of  
Mechanical  
Engineering**



**Allowed me to gain  
experience in a  
machine shop and  
with the tools used  
to inspect parts**

**Introduction to Engineering**

# THE NEXT STEP TOWARDS MY CAREER?



Chemical ... Mechanical...  
Petroleum...?



# PROS & CONS



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- Youth connection
  - involving small communities
  - Business buy-in
- Community support

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- Hassle factor
- STEM is limited
- Business participation



# LAST THOUGHTS

**“Today unlearning outmoded and ineffective ideas and ways of doing things is just as important as learning new ones.”**

**-Leslie Parks**

**<http://stemsw.org>**

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