

**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

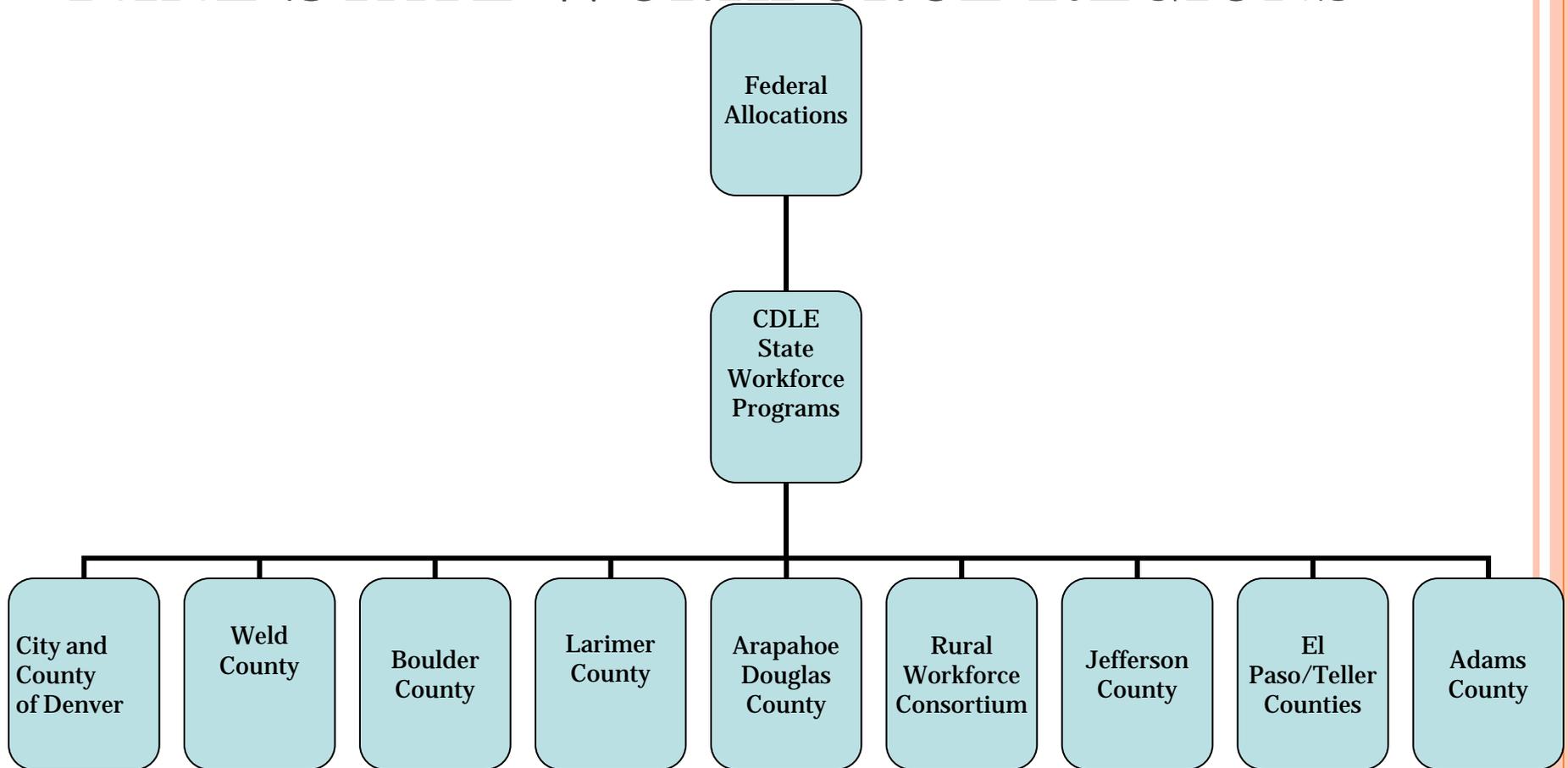
Community colleges

Business is number one customer

Unless wheel squeaked...

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

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

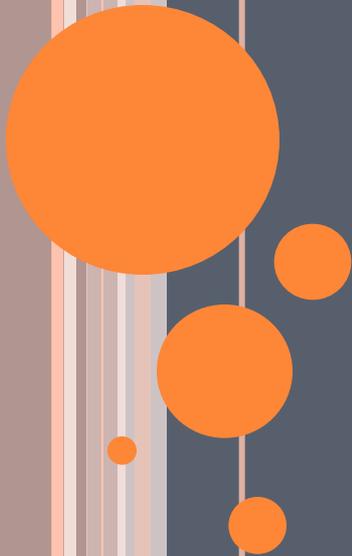
Retention and contraction program



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

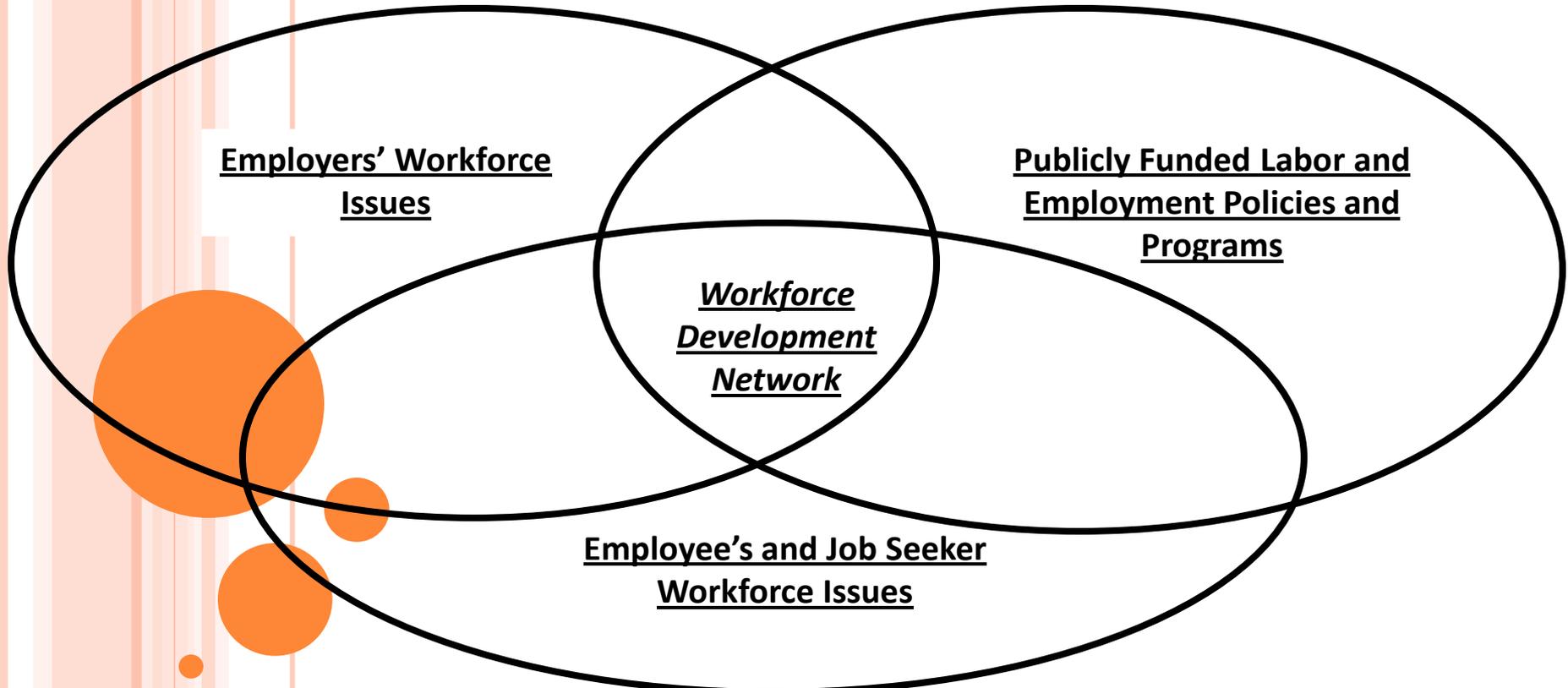
*Availability of employment opportunities *Rate of pay
Benefits: Health Workman's Comp Unemployment Insurance
*Training and advancement *Fair hiring practices and non-
discrimination *Unions *Workplace safety *Quality work
environment *Satisfied cost effective and efficient workforce
*Child care

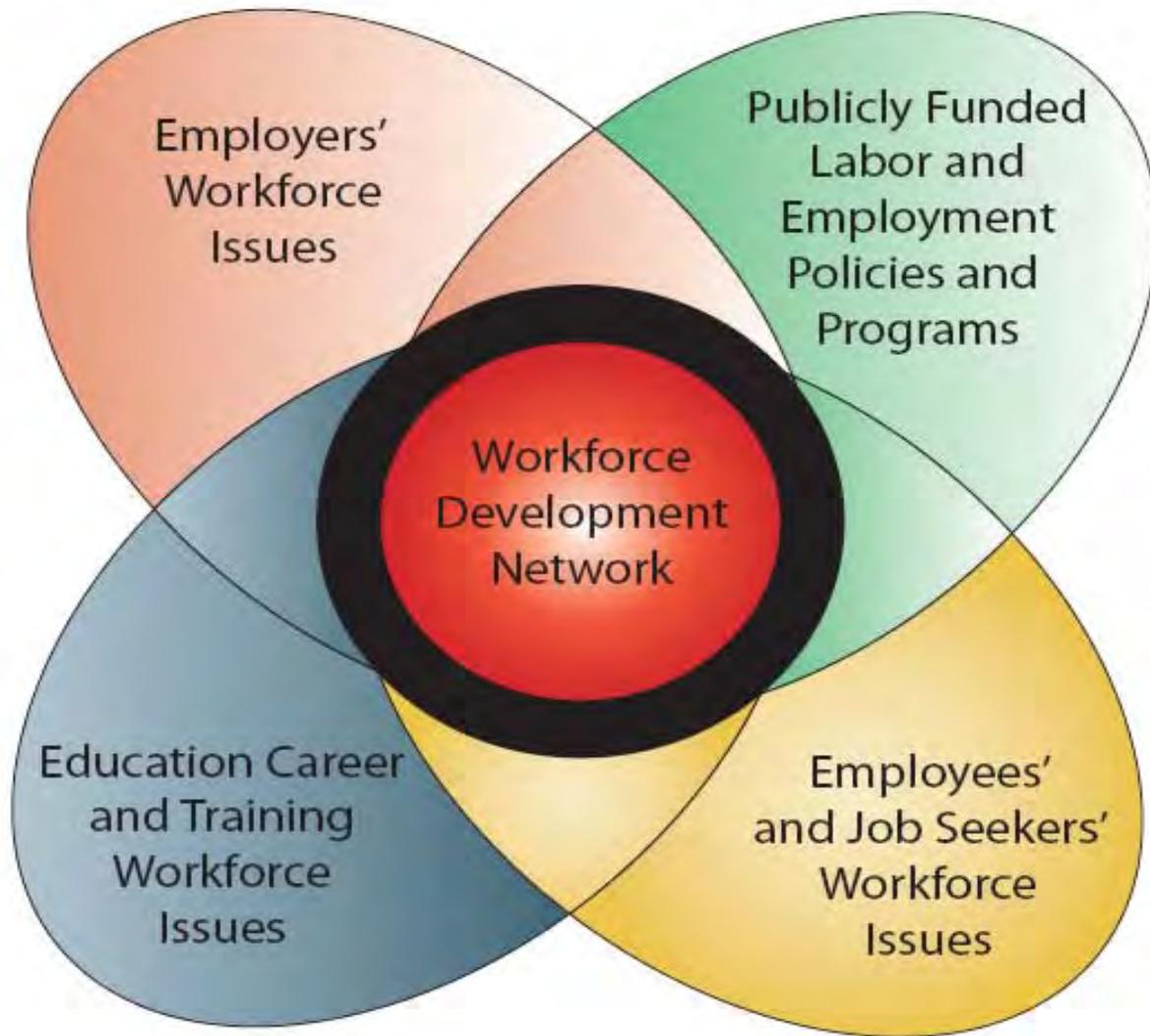
Employers' Workforce
Issues

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 or 970-375-4502 no later than 4 PM on 9/19/11 if you will be attending the luncheon (\$15/person).

Inside this issue:

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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 19th. 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



+

- 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 21st Century workplace.
- ❑ Received \$15K initially
- ❑ Placed 8 students--pilot
- ❑ STEM Committee





STEM Internship Program of Southwest Colorado

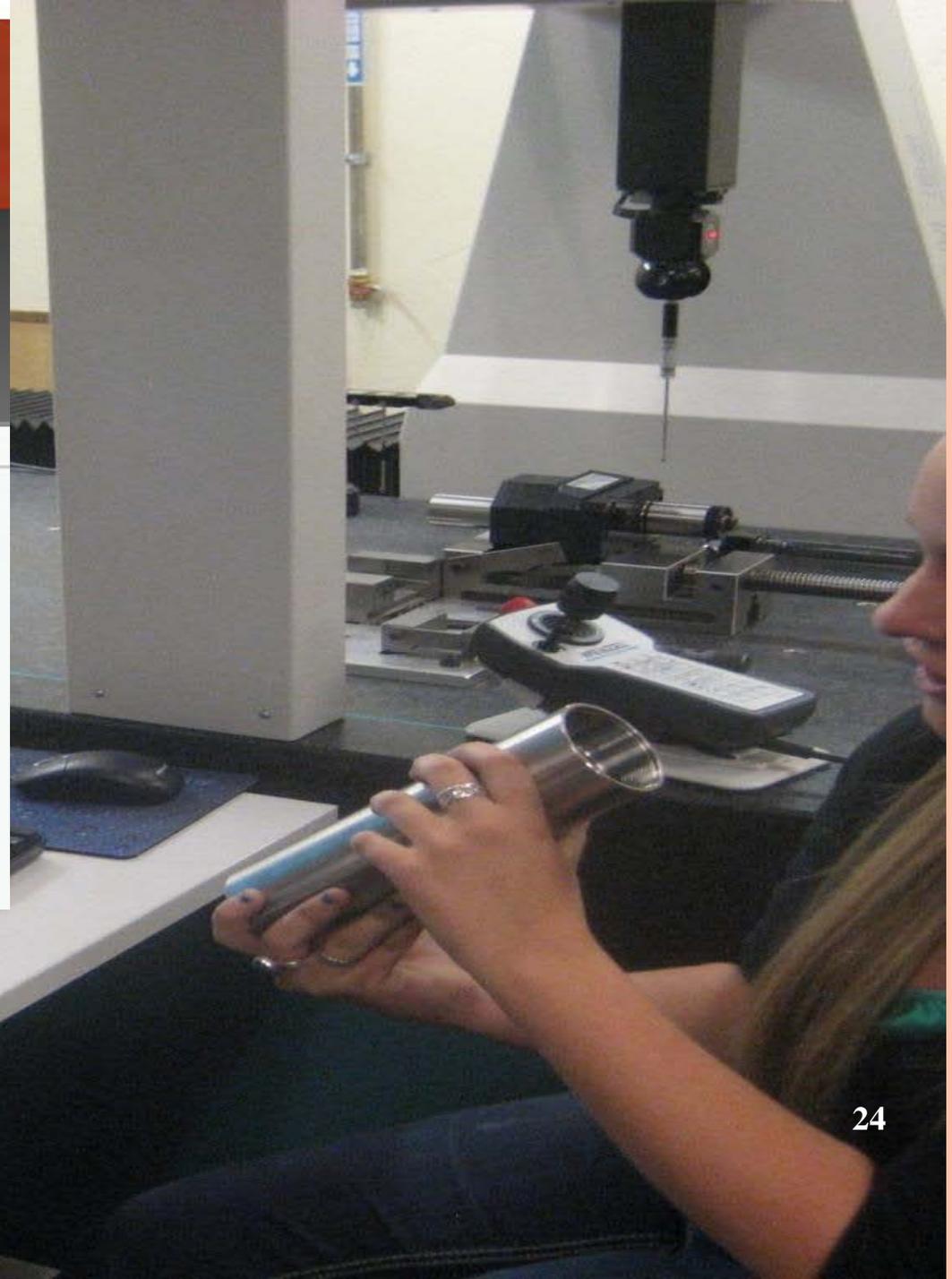
Partnering Students of the Southwest with Science, Technology, Engineering & Math Internships

Contact Us

- [Student Procedures/Application](#)
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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



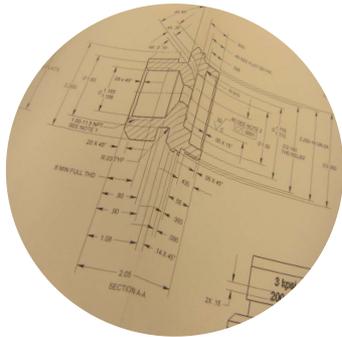
OTHER BENEFICIAL ASPECTS

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

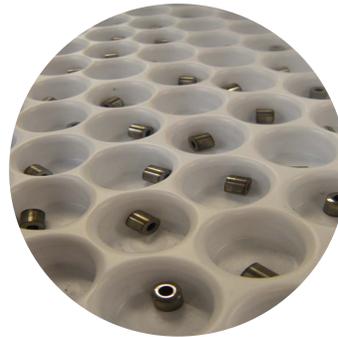
-- I learned how to better communicate with the people that I work with

-- 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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