NEW OPPORTUNITIES FOR WORKFORCE:

A COLLABORATIVE WORKFORCE PARTNERSHIP
Presenters

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A systems problem

Despite their well-meaning efforts, workforce agencies struggle to move potential employees beyond entry-level, low-wage jobs that require minimal skills.

Issues:
• 60 population/task driven agencies with high duplication of efforts
• No shared data or measures of success
• Inconsistent quality of service delivery for employees/employers
• Competitive, “siloed” funding environment
• No alignment between “work support” and training agencies
• Incremental impact “if you are lucky” to get the right “helper”
• Good programs too expensive to scale
• Uncoordinated service environment with “soft” referrals for assistance
• Limited communication

The result? Low-income working parents and their children are stalled by service barriers . . . and stay reliant on public assistance programs.
Current system faces challenges to serve both families and employers
Creating a “collective impact” model

Gary Community Investments, the Center for Workforce Initiatives, Denver Workforce Services and nonprofit partners are forming the “collective impact” backbone for this new workforce delivery model

Improvements:
• Common operating agreement set for participating agencies
• Collaborative funding model includes employer buy-in for access to quality employees
• Established and shared technology to complement navigators or case managers for greater alignment of service delivery
• Shared measurement and data to drive improved decision-making by all participants
• New model enables scaling by coordinating growth among multiple agencies
• Expanded communication and other leveraged operational resources for participating agencies

Two-generation strategy ensures children and parents are simultaneously receiving services

AND

Accountability for shared outcomes and for low-income working parents and their children
Vision: A new, coordinated workforce model

NEW WORKFORCE MODEL

- EMPLOYERS
- CDOT
- NWC
- DENVER WORKFORCE
- DENVER HOUSING AUTHORITY
- OTHER NONPROFIT SERVICE PROVIDERS

I am able to navigate the workforce development system and find quality work.

We know how to find skilled workers for our projects.

Oh, we’ve got 1,000s of jobs in our pipeline too!
A major employer’s perspective: CDOT Central 70 opportunities

Short Term:
**4,000 workers** (43% low-income working parents)
~30 service providers
3 government agencies with associated contract employers

Longer Term (within 8 years):
**30,000 workers across projects** (26% low-income working parents),
~30 service providers
7 government agencies with associated contract employers

This new collaboration is the catalyst to making a change in the workforce development system that’s been needed for more than a decade.
The optimum collaborative model

- Resource Navigation
- Inclusive Economy
- Family Sustainability
- Community-building
- Training
- Advancement
Goals of the optimum collaborative model

**Resource Navigation**
- Multiple access points for intake and assessment
- Comprehensive wrap around services & career navigation

**Training**
- Entry-level and middle skill
- Contextualized adult education
- Stackable pathways

**Advancement**
- Post-placement support and wrap around services
- Pipeline supports multiple projects to ensure career growth
- Upskill training & mentoring

**Community Building**
- Aligned community investment
- Sustainable model
- Build individual organization and collective capacity to serve families
Naming and Visual Branding . . .