

Office of Future of Work

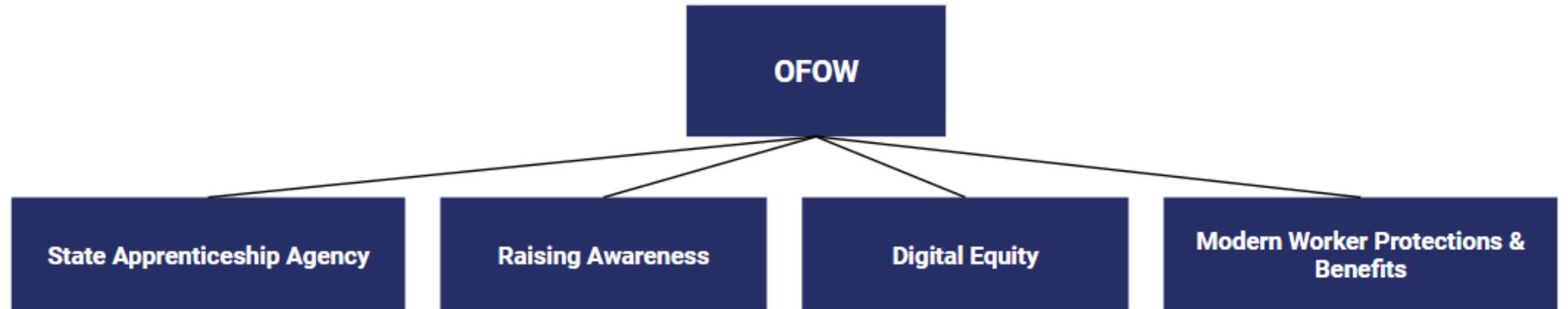
Hello! I am Katherine Keegan.

Director of the Office of the Future of Work
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Office of Future of Work

Vision: A future where all Coloradan workers have access to education and skill training that is connected to meaningful and sustainable employment.



COLORADO
Department of
Labor and Employment

What is the future of work?



Globalization



**Demographic
Shifts**



**Technological
Advances**



**Market
Forces**

Looking Post-Pandemic

As we enter the endemic phase of COVID-19, our economy is facing significant challenges:

- Worker Shortages
- SHEcession
- Great Resignation/Great Job Shift
- Accelerated technological adoption
- Impact on low wage workers
- The expansion of the independent worker
- Need for definitive and urgent action in EDI - Not one potential worker to leave behind or leave out

Talent strategies need to evolve:

- Lifelong, career-connected education and training: Creating on ramps to education for all Coloradans to learn throughout their career (Reskilling, Next-Skilling and Upskilling)
- Skills-based hiring ecosystems
- Employers engaged and investments in talent development for recruitment/attraction and retention
- Experiential earning that doesn't separate learning from earning, such as apprenticeships

Apprenticeship Overview

Industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, related instruction, and a portable, nationally-recognized credential.

Employer Benefits:

- Provides a skilled and qualified workforce
- Increased productivity, safety, and retention
- For every \$1.00 invested, a return on investment of \$1.47

Apprentice Benefits

- Earn while you learn
 - Gain skills that employers are looking for
- \$70,000 - Average starting salary post-program

Five Elements of a RAP

1. Direct business involvement
2. On-the-job learning (OJL),
3. Related instruction (RI),
4. Progressive wage increase
5. National industry credential

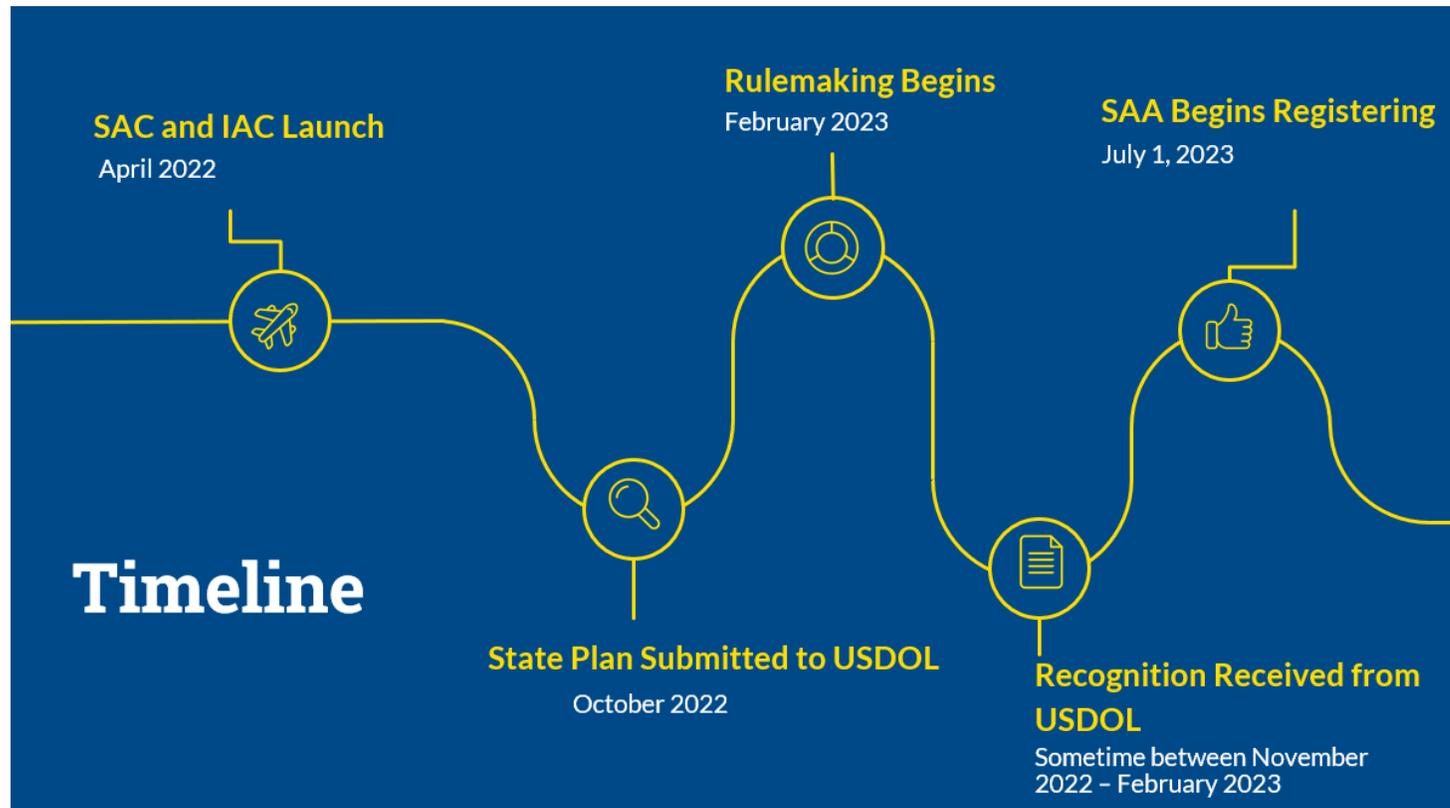
State Apprenticeship Agency

On June 23, 2021, Governor Polis signed HB21-1007: State Apprenticeship Agency (SAA) into law, codifying the state's commitment to increase access to earn-and-learn programs that lead to high quality jobs and to build the talent pipeline that industry needs. The State Apprenticeship Agency is designed to:

- Serve as the primary point of contact with the United States Department of Labor's Office of Apprenticeship concerning apprentices and registered apprenticeship programs;
- Accelerate new apprenticeship program growth and assist in promotion and development; and
- Oversee apprenticeship programs, including registration, required standards for registration, certification, quality assurance, record-keeping, compliance with federal laws and standards, and provision of administrative and technical assistance.

With oversight of the SAA, Apprenticeship Directory, and expansion of registered apprenticeships, the OFOW will play a direct role in ensuring more Coloradan workers and businesses have access to high quality apprenticeship programs that create a future-ready talent pipeline.

HB21-1007 Implementation



Expansion Resources



Scale-Up Grants

Broad, capacity-building grants to launch and expand apprenticeship programs



Technical Support

Apprenticeship Specialists and Consultants that streamline the registration of programs and coordinate resources



Apprentice Support

Tuition, tools, and supportive services through the Apprenticeship Hub



Employer Incentives

Financial incentives to encourage an equitable economic recovery.

Coming in fall!

Scale Up Grant



\$1,900,000 over a projected two rounds
Up to **\$1,200,000** in Cycle 1



Awards will range from **\$10,000** to **\$50,000**



18-month grant period ending no later than
December 31, 2023



Applications due
April 15, 2022 at 5 pm MST

Resources



CDLE Apprenticeship Website
Apprenticeship Resources for
Employers and Career Seekers



State Apprenticeship Directory
Directory of Colorado State
Apprenticeship Programs



Connect with a Consultant
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