2020
Colorado
Talent
Pipeline
Report

# Responding & Adapting to the New Normal

**COVID-19 impacts**

**Business Resources**

**Workforce Roadmap**

# Demand

# Emerging Shifts in Demand

**DEMAND**

- Unpredictable pandemic progression and impact
  - Shift in how work gets done
- Skills to thrive in workforce
  - Digitally literate
  - Agile
  - Lifelong learning

# Region 2 Top Posted Occupations (March 2020 - Jan. 2021)

| Occupation | Unique Postings |
|---|---|
| Heavy and Tractor-Trailer Truck Drivers | 10,611 |
| Registered Nurses | 5,634 |
| Software Developers and Software Quality Assurance Analysts and Testers | 2,336 |
| Retail Salespersons | 2,336 |
| Stockers and Order Fillers | 1,949 |

Souce: EMSI 2021.1 Datarun

# Region 2
# Top Posted Healthcare Occupations (March 2020 - Jan. 2021)

| Occupation | Unique Postings |
|---|---|
| Registered Nurses | 5,634 |
| Home Health and Personal Care Aides | 1,742 |
| Nursing Assistants | 1,149 |
| Licensed Practical and Licensed Vocational Nurses | 1,016 |
| Family Medicine Physicians | 414 |

Souce: EMSI 2021.1 Datarun

# Top Posted Healthcare Skills (March 2020 - Jan. 2021)

## *Region 2*

**Essential Skills**

Communications

Compassion

Customer Service

**Technical Skills**

Nursing

Basic Life Support

Cardiopulmonary Resuscitation (CPR)

# Region 2 Top Posted Healthcare Certificates in Job Postings March 2020-January 2021

**online job postings only**

EMSI 2021.1 datarun

| Certificate/Qualification | Unique Postings from January - December 2020 |
|---|---|
| Licensed Practical Nurse | 1,555 |
| Certified Nursing Assistant | 1,550 |
| Critical Care Registered Nurse (CCRN) | 628 |
| Licensed Vocational Nurses | 558 |
| Bachelor of Science in Nursing (BSN) | 509 |
| CNOR Certification | 503 |
| Associates Degree in Nursing | 330 |
| Nurse Practitioner | 270 |
| Trauma Nurse Core Course (TNCC) | 188 |
| Medical Technologist | 183 |

The future is uncertain.

## Digital Literacy

Ability to use information and communication technologies to find, evaluate, create, and communicate information, requiring both cognitive and technical skills.

Digital skills for daily life

Digital skills for education, training, and work

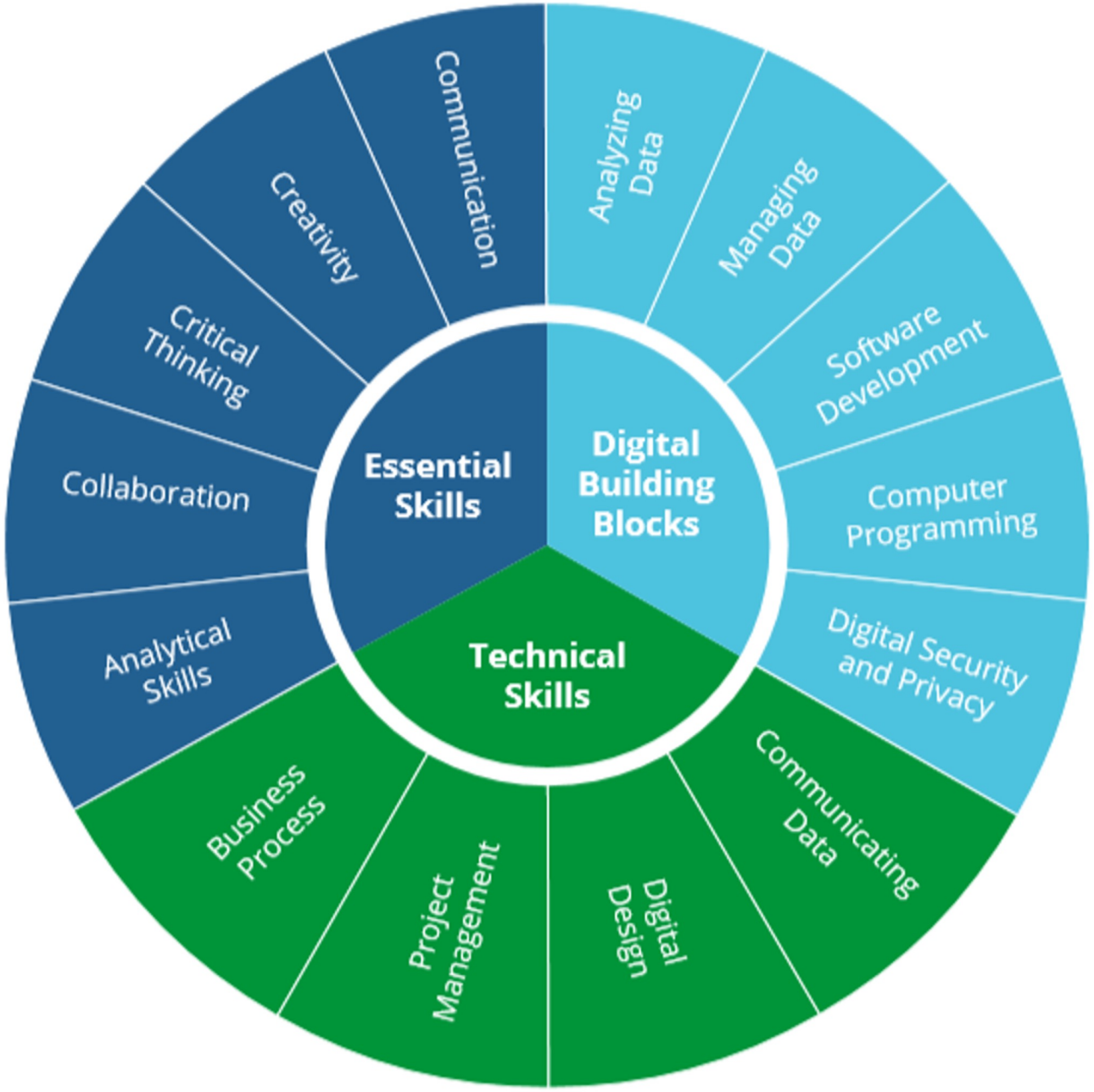
## Digital Inclusion

Activities necessary to ensure that all individuals and communities, including the most disadvantaged, have access to and use of Information and Communication Technologies.

Connectivity/ Infrastructure

Equipment

# Foundational Skills of the Digital Economy




*Source: Adapted from Burning Glass Technologies' 'The New Foundational Skills of the Digital Economy'*

# Top Jobs

# 2020 Top Jobs Criteria

## DEMAND

**Projected high net annual openings (>40)**

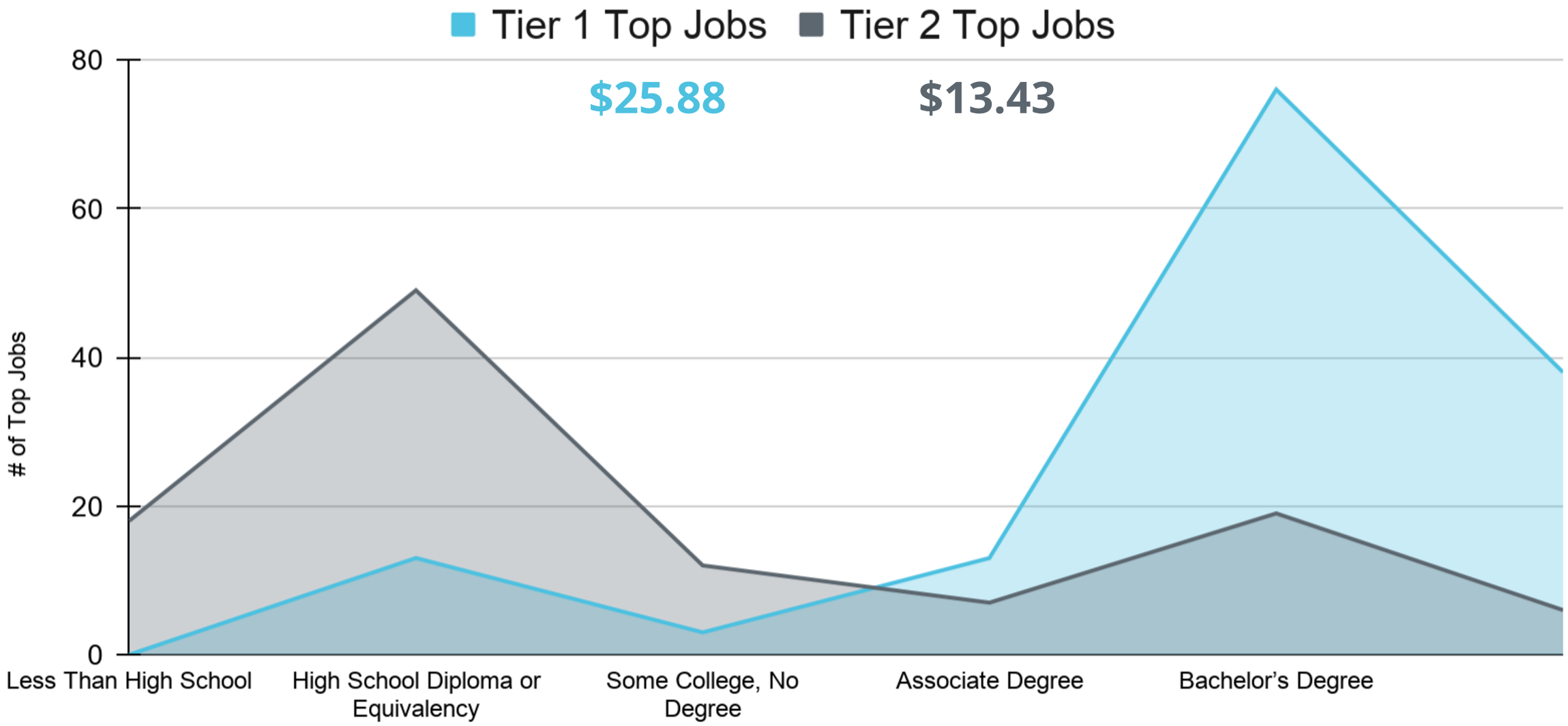
**Above-average growth rate (>10% over 10 years)**

**A good wage**

Tier 1
**$25.88**

Tier 2
**$13.43**

# 2020 Top Jobs by Typical Education



# Top Job Characteristics

**DEMAND**

36 Jobs Meet 2019 Criteria
(>20.5% 10 year growth)

Tier 1
28 Jobs

Tier 2
8 Jobs

**Majority fall into**

- **Computer and Mathematical**
- **Educational Instruction**
- **Healthcare**

# DEMAND

| MSA Name | SOC Code | Occupation Title | Median Hourly Wage ($) |
|---|---|---|---|
| Fort Collins, CO | 29-1141 | Registered nurses | $34.86 |
| Greeley, CO | 29-1141 | Registered nurses | $33.72 |
| Fort Collins, CO | 29-2056 | Veterinary technologists and technicians | $17.27 |
| Fort Collins, CO | 31-1014 | Nursing assistants | $15.41 |
| Fort Collins, CO | 31-9011 | Massage therapists | $22.43 |
| Fort Collins, CO | 31-9092 | Medical assistants | $16.61 |
| Greeley, CO | 31-9092 | Medical assistants | $16.02 |

# Supply

# Characteristics of Colorado's Labor Force *SUPPLY*

- **Colorado ranked 5th in labor force participation**
- **Men** and **individuals with higher education** are more likely to be in the labor force
- 2nd fastest in growth of **individuals 65+**

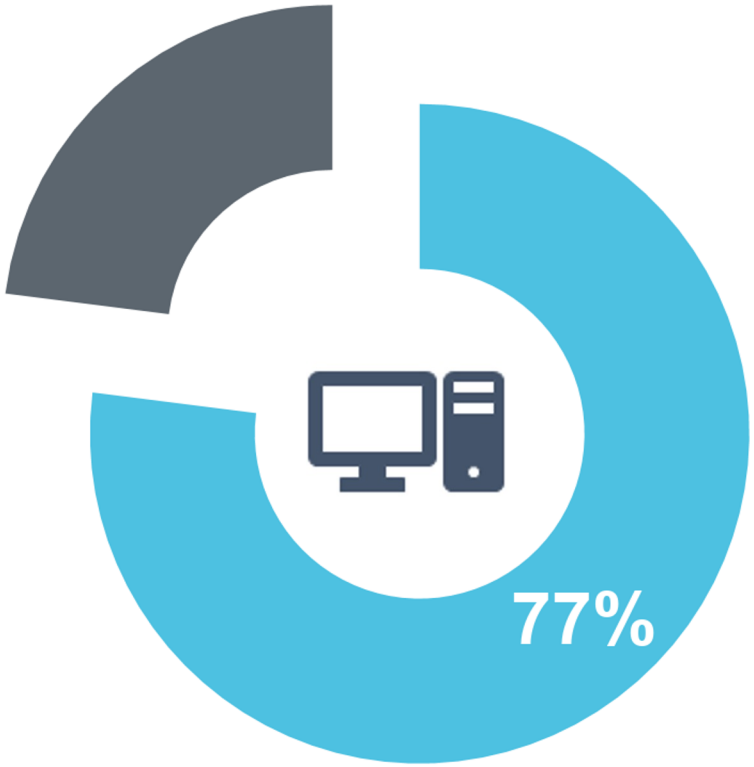
# Strategies

# Equity

The **Talent Equity Agenda** makes the case for targeting resources, raising awareness, and accelerating shared strategies to close racial economic disparities in the state and measure the results.

# Skills-Based Hiring & Equitable Hiring Practices

# Digital Literacy and Inclusion




**77% of all jobs require digital skills**

**84% of small businesses are using at least one digital platform**

# Digital Literacy and Inclusion

Address Digital Inequities

1. Access to affordable, high-speed internet
2. Access to affordable, web-enabled technology
3. Access to relevant, high-quality, and effective training and support for digital skill development

# COLORADO'S WORK-BASED LEARNING CONTINUUM

Work-based learning is a continuum of activities that occur, in part or in whole, in the workplace, providing the learner with hands-on, real world experience.

## LEARNING ABOUT WORK

Career awareness and exploration helps individuals build awareness of the variety of careers available and provides experiences that help inform career decisions.

- Career Counseling
- Career Planning
- Career Fairs
- Career Presentations
- Industry Speakers
- Informational Interviews
- Mentoring
- Worksite Tours
- Project-based Learning

## LEARNING THROUGH WORK

Career preparation supports career readiness and includes extended direct interaction with professionals from industry and the community.

- Clinical Experiences
- Credit-for-work Experiences
- Internships
- Pre-apprenticeship
- Industry-sponsored Project
- Supervised Entrepreneurship Experience

## LEARNING AT WORK

Career training occurs at a work site and prepares individuals for employment.

- Apprenticeship
- On-the-job Training
- Employee Development

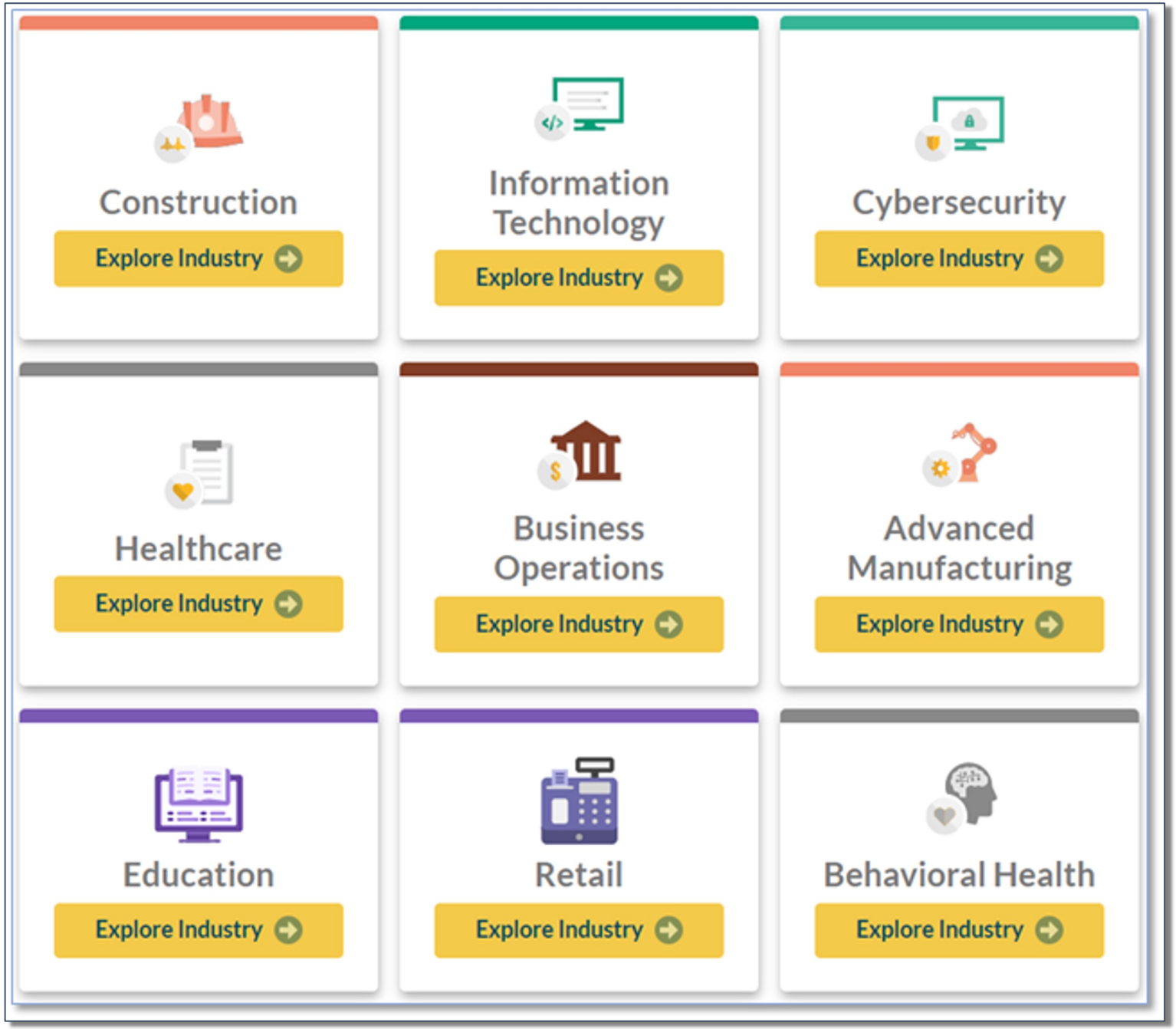
**Education Coordinated** ⟷ **Business Led**

## OUTCOMES:

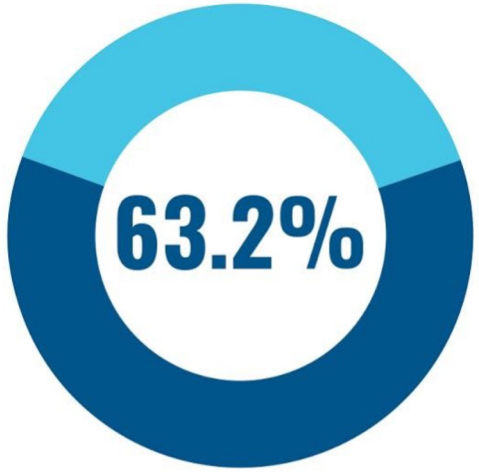
Skilled Talent for Business + Meaningful Careers for Students & Job Seekers

# My Colorado Journey

## & Career Pathways



# 313,370
## JOB SEEKERS
UTILIZED THE PUBLIC
**WORKFORCE SYSTEM**
IN PY2019




**OF JOB SEEKERS WERE SUCCESSFULLY EMPLOYED**

COLORADO WORKFORCE CENTER

# $453,333,190
## IN WAGES RETURNED TO THE ECONOMY

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**441,647 JOBS POSTED**

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# 9,045
## BUSINESSES
**WERE SERVED BY THE PUBLIC WORKFORCE SYSTEM IN PY2019**

# 70,835
**job seekers received in-person services through our statewide network of workforce centers, such as resume assistance and interview skills in PY2019**

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coworkforcecouncil.org

# TPR Resources

- TPR Landing Page
- MIT Living Wage Calculator
- Brooking's Automation and Artificial Intelligence analysis
- Statewide Top Jobs (Appendix B)
- Statewide Job Demand Visual
- Top Jobs by Region (Appendix C)
- Lumina Foundation: A Stronger Nation Attainment Tool
- Talent Equity Agenda
- Strategy Design for Digital Skill Attainment Technical Assistance Module
    - Point of contact: paula.gumina@state.co.us
- 2020 TPR Presentation Request Form