



Growing Our Own: Developing Talent for the Region's High-Demand Jobs

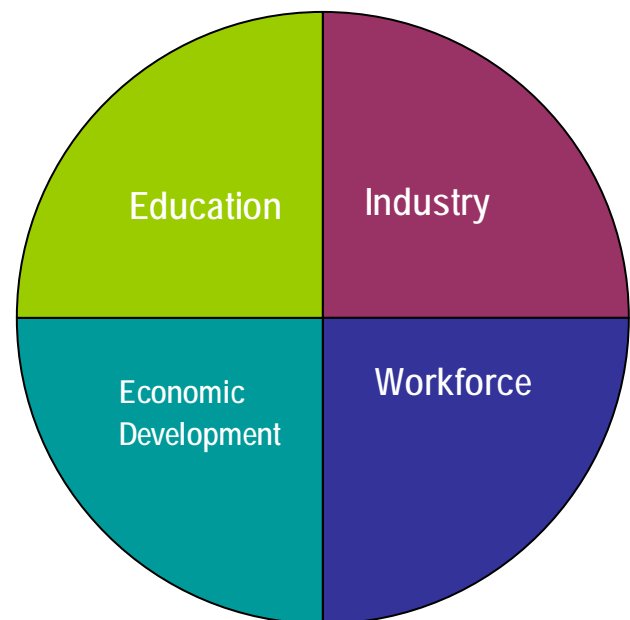
A partnership of Workforce Development, Economic Development, Education, and Industry in the Metro Denver region

WHAT IS WIRED?

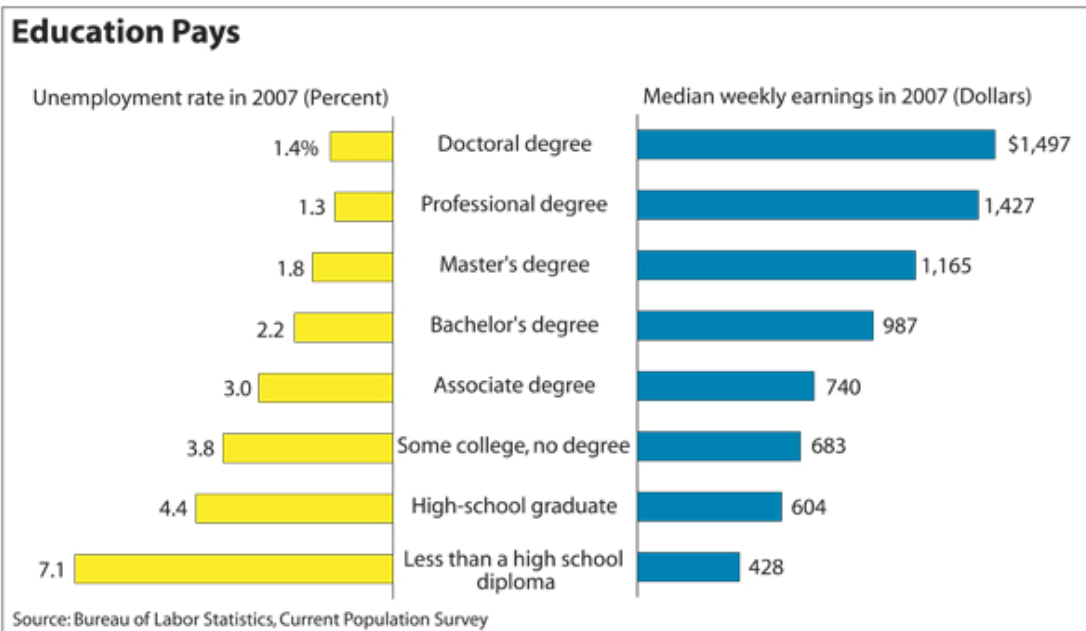
The Metro Denver WIRED (Workforce Innovation in Regional Economic Development) Initiative is a partnership among industry, workforce, education, and economic development in the nine-county Metro Denver region.

WIRED and its partners are implementing transformational and sustainable changes in our education and workforce systems to enhance our region's global competitiveness. WIRED is strengthening the talent pipeline at all levels to produce a workforce skilled in science, technology, engineering, and math (STEM) for some of the region's fastest growing, high-wage, industries that are also experiencing labor shortages - aerospace, bioscience, energy, and information technology-software.

Funded partially by a four-year, \$15 million grant from the U.S. Department of Labor, WIRED has invested in 27 programs that enhance partnerships among business, education, and workforce, as well as promote STEM education in our schools. WIRED also continues to build upon existing partnerships and to leverage public and private funding to sustain its work well beyond the life of the grant.



WHY IS WIRED IMPORTANT?



The Metro Denver WIRED region is a study in paradox. On one hand, it has a thriving and diversified economy propelled by growing technology sectors and one of the most highly educated workforces in the country. On the other hand, it has a low high school graduation rate and a talent development pipeline that is "leaking" at all stages, leaving local workers inadequately prepared to compete in the fast-growing, high-wage industries in the area.

WIRED responded to this challenge, known as the "Colorado Paradox," by building regional partnerships among industry, education, economic development, and the public workforce system to understand and address the leaking talent pipeline. WIRED and its partners researched industry needs and evaluated the attitudes and perceptions about education, industries and careers to help local workers get these jobs. Additionally, WIRED has provided financial support to innovative projects that educate, train, and place individuals in jobs.

OUR GOALS

- 1 For the benefit of Colorado's future, **develop a home-grown skilled workforce** for its fast-growing, high-wage, industries that are also experiencing labor shortages - aerospace, bioscience, energy, and information technology-software - so that our regional companies can remain competitive in the global economy.
- 2 Be one of the **best regions in the country in science, technology, engineering, and math (STEM) education**, supported by a full skill set of competencies and masteries. Metro Denver will be the "go to" region when companies are deciding to relocate or expand because our workforce has the best STEM skills.
- 3 Provide an **entrepreneurial climate for business creation and expansion** for companies in targeted industries.
- 4 Become the region where the **minimum acceptable educational standard for all becomes a post-secondary certificate or an associate degree**.
- 5 Create a regional system **that seamlessly integrates workforce, education, and economic development programs** to effectively meet the needs of individuals and business.

"The Metro Denver WIRED Initiative is transforming the way the region develops a globally competitive and prepared workforce, placing the region at the forefront of the worldwide economy."
Tom Clark, Executive Vice President, Metro Denver Economic Development Corporation

"WIRED has been transformational because it has brought all of the major players to the table - industry, education, workforce and economic development."
Linda Murphy, Director, Workforce Board of Metro Denver

"One of the key accomplishments of WIRED is that it is not just helping us train today's workforce, but also providing a pipeline of skilled workers for years to come."
Gary Barbosa, Director of HR, Lockheed Martin

"WIRED has provided the support to bring the knowledge and resources of higher education and industry into the high schools, enabling us to prepare students for a successful future."
Dr. Linda Bowman, President, Community College of Aurora

HOW WE ARE ACCOMPLISHING CHANGE

- **Collaboration** - Working with partners in industry, workforce, education, and economic development.
- **Transformation** - Creating a regional talent development system that provides employees with the skills and knowledge needed for jobs in the region's fast-growing industries with high-wage jobs.
- **Research** - Assessing the region's high-demand jobs, developing asset maps, identifying competencies and competitive advantages, analyzing issues, polling attitudes, and surveying businesses and entrepreneurs.
- **Outreach** - Communicating the availability of high-paying jobs and the skills needed for employment in high-growth sectors.
- **Supporting STEM and Related Initiatives** - Backing the National Governors Association STEM Grant, the Governor's P-20 Council and Jobs Cabinet, COMSTEC, STEM-EC, and the Colorado Energy Coalition.
- **Grants** - Investing in successful and new programs that address workforce pipeline leaks.
- **Sustainability** - Leading the effort to leave in place a transformational talent development model for the region.



WIRED GRANTS PARTICIPANTS AND PROJECTS

WIRED has funded programs that align industry, education, and the public workforce system. These grants provide outreach, training, and placement services to increase the number of skilled workers in its four targeted industries - aerospace, bioscience, energy, and information technology-software. A snapshot of these grants follows.



The Metro Denver WIRED Initiative has provided funding to 27 programs. These programs are expected to:

- Prepare more than 500 educators for instruction related to WIRED industries or STEM skills;
- Impact 10,000 students as a result of educator training;
- Place 1,500 in jobs within WIRED target industries;
- Develop more than 100 education, career guidance, and work-based programs;
- Provide industry training for more than 2,400 students and workers;
- Deliver education or industry-certified credentials to more than 700 participants.

For more information on the following investments, go to www.metrodenver.org/wired.

Community College of Denver - JumpStart into Aerospace

University of Denver - An Innovative Partnership for Educating Colorado's Aerospace & Bioscience Workforce

Community College of Aurora - A Replicable Model for Higher Education to Engage and Prepare High School Faculty and Staff in Emerging Technologies

Council for Adult and Experiential Learning - Light Up Your Future: Education Today, Energy Tomorrow

Red Rocks Community College - Energizing Metro Denver's Workforce: Building and Sustaining a Pipeline of Process and Maintenance Technicians

Denver School of Science and Technology - 11th Grade Internship Program

Regis University - Business and IT Management / Bilingual JumpStart Initiative

JAG Colorado - Jobs for America's Graduates

The Colorado Minority Engineering Association - Colorado Mathematics

Engineering Science Achievement (MESA)

Thompson School District - Sustaining Transformation Through STEM

Adams County Workforce and Business Center - Ensuring Oil Extraction for

Adequate Energy

Arapahoe/Douglas Works! - Expert Technician Academy

Arts Street - Put Me On the Map

Front Range Community College - Energy Boost: Basic Training for the Energy

Industry

International Center for Appropriate and Sustainable Technology (ICAST) -

Building the Energy Efficiency Workforce for Colorado

eSpace: The Center for Space Entrepreneurship - The Center for Space

Entrepreneurship

Goodwill Industries of Denver - Increasing the Energy Workforce Pipeline

Employment Services of Weld County - Multi-Industry Systems Technician

Turnabout, Inc. - Rays of Hope

University of Denver - Certificate Program in Database Services, Biosciences,

and Electro-mechanical Systems with an Aerospace Focus

Adams County Workforce and Business Center - Renewable Energy: Building a

Skilled Workforce for Solar Solutions

Poudre School District - Poudre Workforce Partnerships Project

Colorado Association for Manufacturing and Technology - Advanced

Manufacturing Industry Training

Front Range Community College - Laboratory Animal Technology Certification

and Training

Colorado State University Product Development and Manufacturing Core -

Building a Regional Training Center for Product Translation

Denver Public Schools - Building Colorado's Talent Pipeline to Aerospace and

Technology

City and County of Denver - Fueling the Energy Workforce

CONTACT INFORMATION / CALL TO ACTION

What does WIRED mean to you? If you are:

- Trying to decide what to study in school or
- Looking for a new career or to change careers or
- Looking for skilled people for your company . . .

And you understand that:

- 1 Shortages of labor in the region's fast-growing sectors with high-wage jobs (aerospace, bioscience, energy, and information technology-software) bring challenges and opportunities.
- 2 In order to fill the positions in these four key sectors, potential employees must have STEM education and skills and there is something you can do about this right now.
- 3 These jobs are high-demand, high-paying jobs that will bring prosperity to individuals and the region.

Then contact the WIRED team, check out the Web site at www.metrodenver.org/wired, and get connected to people, programs, and resources!

Contact us at:



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