

The **#1 ISSUE** identified by small and large employers is the **LACK OF A QUALIFIED WORKFORCE**. This skills and people gap means that employees are not prepared to meet the needs and grow the economic base of Arvada and Jefferson County. This will have major implications on our local economy long-term.

## THE DEMAND

**74%**  
of jobs in Arvada require some sort of post-secondary training

**YET ONLY**

**25%**  
of students are graduating with post-secondary training in 150% of normal time

**WE BELIEVE**

**100%**  
of people deserve an opportunity to find their career passion

**JEFFERSON COUNTY SCHOOLS PIPELINE**

**86,000**  
Future employees

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**ADULT PIPELINE**

**77,282**  
Current adults with no post-secondary education

**What would happen if...** we started asking "What do you want to be when you grow up?" instead of "What college do you want to go to?" #careerfirst

## THE PROCESS

The Arvada Chamber of Commerce will serve as a convener for local industry to connect with education and community partners who are preparing our future workforce. By bringing stakeholders together, the Chamber will champion improved communication, breakdown of negative stigmas and, ultimately, necessary system changes.



**Convene industry leaders** through **employer collaboratives** to improve understanding around industry demand, skill requirements and opportunities.

**80+** employers engaged to date



**Partner with local suppliers** who are working to engage the youth and adult pipeline locally in an effort to improve clarity and strategic opportunity.

**30+** supplier partnerships to date



**Develop communication tools** to assist in improved communication between industry and suppliers on career pathways and demand.



**Increase work-based learning opportunities** including job shadowing, mentorships, internships, apprenticeships and more.

**What is work-based learning?**  
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.



**Analyze our local talent supply chain** on an industry-by-industry basis to determine gaps in the system that must be improved upon to ensure a seamless talent flow.



## OUR 2019 GOALS

**100**  
Youth or adults connected to work-based learning opportunities.

  
100+ Employees attending an Arvada Works Summit or Training

  
Clearly defined documentation of the talent pipeline roles for each selected industry

  
An increase in the number of students completing post-secondary training

## ENGAGE IN 2019

### How can you get involved?

- Sign-up for a monthly Stakeholder update
- Join an employer collaborative
- Attend an Arvada Works Summit, Training or Event
- Complete our work-based learning interest survey
- Sign-up as a Pathway Partner
- Volunteer for Career Exploration Week



### 2019 Collaborative Meetings

#### Professional Services

- January 23 @ 3 pm
- April 24 @ 3 pm
- July 24 @ 3 pm
- October 23 @ 3pm

#### STEM + Manufacturing

- January 22 @ 3pm
- April 23 @ 3 pm
- July 23 @ 3 pm
- October 22 @ 3 pm

#### Construction + Trades

- February 4 @ 1:30 pm
- April 15 @ 2:30 pm
- June – Coming soon!
- August – Coming soon!
- October – Coming soon!

#### Healthcare

- January 29 @ 11:30 am
- April 30 @ 11:30 am
- July 30 @ 11:30 am
- October 29 @ 11:30 am

**What is an EMPLOYER COLLABORATIVE?** Through a collective impact approach, employers work together to align skills and demand, and share resources to ensure long-term success for their industry.

\*Collaborative meetings hosted at the Arvada Chamber of Commerce office unless otherwise noted. Participation fee based on employer may apply.



#### Training Partnerships

QUARTERLY: Jefferson County Workforce Center presents "How To Host An Intern"  
*\*More training partnerships coming soon!*



#### Quarterly Workforce Summits

- March 13 @ 3:30 pm: The Student Perspective on Workforce Readiness
- Hiring for success – Job postings, interviews, onboarding | *Details coming soon!*
- Our Changing Education System – A School Level View | *Details coming soon!*
- Retention Woes – Tips To Keeping Employees  
*Details coming soon!*



#### Career Exploration Week

April 22-26 - New in 2019! The Arvada Chamber will work with education and community partners to raise awareness around the Career First concept by giving the youth and adult workforce pipelines an opportunity to experience careers across Arvada.



#### 2019 Arvada Works Special Events

June 21, 2019 @ 7:15 am: Community Impact Breakfast – Improving The Talent Pipeline



**All Arvada Works events are designed to connect the moving pieces of our local workforce system for suppliers and employers.**