



TALENT KAPS COUNCIL

Roles + Responsibilities for Members

What is a KAPS Council?: KAPS stands for Kick-Ass Problem Solvers. These groups of business and community leaders are brought together to work diligently toward an aligned outcome that will solve a persistent problem.

The Vision: We will ensure Arvada and Jefferson / Adams Counties develop, retain, and attract the skilled workers needed by area employers; we will ensure a competitive advantage for area employers through quality workers and for workers through quality jobs that grow our economic base and lead to a thriving economy for all.

The Commitment:

- Full completion of the application process is found [HERE](#).
- Prepare for and attend monthly KAPS Council in-person meetings - must attend at least 8 per year.
- Attend the annual Talent Summit
- Bring knowledge, experience, and commitment to the group
- Plan to serve on the KAPS Council for a minimum of 2 years - terms can be renewed up to 3 times.
- Represent the interests of your company/organization and industry. Participants should be able and willing to vote on behalf of their company and ensure they are representing the impacts on their industry.

Benefits of Participating:

- Timely access to talent information, trends, and data.
- Connections with other committed business and community leaders who want to ensure a favorable talent ecosystem.
- Connections and credibility with local, regional, and state elected officials and policy leaders.
- Leadership skill development through training programs and Cloverleaf personality software.
- Marketing and branding opportunities via online platforms and events.

TALENT KAPS Council Scope of Work:

- Develop and implement the **vision and strategies** that will lead to a better-coordinated talent ecosystem.
- Review and provide **data** sources that assist in making data-informed decisions regarding needs and focus.
- Identify and implement **funding sources and strategies** that increase the sustainability and function of our local talent system (ie. grants, government funds, private investment, sponsorships).
- Support the launch of in-school **Career Hubs** across Jefferson County High Schools by reviewing data around on-demand careers, supporting design, and promoting the importance.
- Support the **development of tools and resources** that will help businesses to engage and thrive in their hiring and retention efforts.
- Support the active **engagement of businesses and partners** in work-based learning and the use of the tools provided through the KAPS Council.
- Develop the vision and concepts behind a **community-wide marketing and PR campaign** around talent needs for the region.

TALENT KAPS Council Member Skills:

- **Working Knowledge of Regional Talent Systems:** Direct working knowledge of our local talent system and ability to remove obstacles and influence change that allows the council to move quickly and effectively to improve our talent system.
- **Active Listening:** Active listening involves listening with all senses. As well as giving full attention to the speaker, it is important that the 'active listener' is also 'seen' to be listening. Otherwise, the speaker may conclude that what they are talking about is uninteresting to the listener.
- **Emotional Intelligence:** The capacity to be aware of, control, and express one's emotions, and to handle interpersonal relationships judiciously and empathetically.
- **Patience:** The ability or willingness to suppress restlessness or annoyance when confronted with a delay or challenge.
- **Positivity:** The practice or tendency to be positive or optimistic in life. When we are positive, we engage in positive thinking, positive emotions, and positive behaviors like kindness and generosity.
- **Open Communication:** When people can openly express their thoughts and ideas to one another.
- **Growth Mindset:** A growth mindset means that someone thrives on challenges, and doesn't see failure as a way to describe themselves, but as a springboard for growth and development of their abilities. It's the knowledge that one's intelligence and talents are all susceptible to growth.