



## HB 16-1288

Representatives Kraft-Tharp & Wist and Senator Tate & Merrifield

### Industry Infrastructure Grant Program

#### The Current Situation in Colorado:

- Colorado has a highly educated, albeit widely imported, workforce; however, too many of these individuals are under employed due to a lack of experiential training and work experience.
- Colorado is known nationally as a leader in public-private partnerships; through this work industry has acknowledged that business must play a critical role in not only determining and defining the competencies needed but also in providing opportunities for training in the workplace.
- In the US, roughly 30% of graduating high school students continue on to higher education but only half of those graduate within 150% of the expected time.
- Public education by itself is not providing students with the skills needed for the workplace
- Employers are in need of skilled workers; 54% of businesses interviewed recently by Deloitte cite a lack of skills for the number one reason for unfilled jobs in their companies.
- We have a growing demand for educational programs that prepare workers (600,000 unfilled jobs in U.S. manufacturing alone)

#### The Vision for Colorado...a new vision for the future of workforce development and education in Colorado where...

- Businesses are engaged in the education system by becoming centers of learning and as drivers of career-focused education content. This is not done in the typical philanthropic fashion American companies are used to; rather, as an operational imperative to the vitality of a business' talent pipeline and a direct positive impact on company profitability.
- Students learn in a system that is built to be competitive in the global economy of the future (not one that has looked the same for 100 years), where they learn theory in school and perfect their skills on the job – at the same time.
- Students are able to up-skill at any point in their professional career with transferrable credit from their previous education and work experiences.

In order to close our workforce gap, business must lead the development of generally accepted industry specific competencies. By working with trade associations and others, competencies that are needed for an industry will be identified. Because business and industry are defining the competencies necessary to do the jobs needed in the labor market, the lag between what is taught in school and what is needed in practice is reduced and thus we are able to meet the future needs of workforce.

#### What the bill does:

HB 16-1288 creates a grant program within the Colorado Workforce Development Council to assist Industry Associations and others with needed funds to identify industry competencies and collaborate with entities to facilitate training and education between the classroom and the workplace. The legislation specifically delineates what the grants shall be spent on as well as requiring a \$300,000 per grantee and affidavit that the private funds be spent in the same manner as awarded dollars.