



**Metro Denver Regional Partnership
Quarterly Narrative Progress Report
Submitted May 13, 2009**

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SECTION I: GENERAL GRANT INFORMATION

A. Grant Identification

Grantee: Colorado Department of Labor and Employment on behalf of the Metro Denver Region

Name of Project: *Growing our Own: A Model for Reducing Dependence on Imported Skills*

Grant Agreement Number: WR-15401-06-60; CFDA #: 17.261

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Reporting Period: January 1st to March 31st, 2009

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B. Summary of General Grant Activities

This narrative section is an important part of each report summarizing that quarter's activities including a general overview of project progress and results, new developments, promising innovations, and resolution of previous issues and challenges identified in the previous quarter(s).

General Activities

WIRED Leadership Council

A WIRED Leadership Council meeting was held on January 31 but the March Leadership Council meeting was postponed to April due to a major snowstorm.

At the January meeting, the Leadership Council elected Andre Pettigrew from the City of Denver as Chair, and Mary Russell from the Jefferson County Workforce Center as Vice Chair. The Council also elected a four-member Executive Committee representing the four WIRED stakeholder groups: Andre Pettigrew (economic development), Mary Russell (workforce), Janice Rooney (industry) and Karen Newman (education).

Also discussed at the January meeting:

- Sustainability Planning Project Proposals
- Career Academy Convening
- Industry-Specific Career Information Brochures and Webpage
- Quarterly Reports
- Report on the Status of Jumpstart & Workforce Innovation I Grantees and Quarterly Activities Timeline

Professor Ken Shimoda Visit

On January 9, Professor Ken Shimoda, Reitaku University in Japan, visited the Metro Denver WIRED region to conduct research on public Technical Vocational Education and Training. The Energy Industry Coordinator arranged meetings with WIRED staff, representatives of Colorado's community college system, and representatives of Colorado's public workforce system. In the afternoon, Prof. Shimoda was given a tour of Red Rocks Community College's Process Technology Lab.

Subgrant Management

Quarterly Meetings

Regular quarterly meeting visits are scheduled between the WIRED Contract Administration team and WIRED subgrantee staff to discuss program/project implementation strategies and to gauge progress being made toward meeting the Scope of Work and Performance Measures. This forum provides an excellent opportunity for open dialogue, and to offer technical assistance as and where needed. Four quarterly visits took place this quarter.

Annual Monitoring Reviews

Annual monitoring reviews and final close-out of Jumpstart Contracts continued throughout the quarter. The Annual Monitoring Review process includes a thorough examination of all contractual Services and Key Deliverables to determine the successful completion of each subcontractor's Scope of Work. An evaluation is made by the Contract Administration team members to determine if individual Services and Key Deliverables are met, and included in a final Annual Monitoring Report. A copy of the Report is then provided to the subcontractor to conclude the Monitoring process; and a letter from the WIRED Executive Director officially terminates the WIRED Contract Agreement and closes out the grant. Annual Monitoring Reviews took place with two JumpStart grantees (Colorado MESA and DU) during the quarter, and final reports will be completed early next quarter.

Close-out Meetings

Close-out meetings are conducted consecutively with the Annual Monitoring Review meetings and their purpose is to ensure subgrantees submit the documentation specified in their contracts. The Close-out packet includes the following documents: 1) Individual Close-out cover letters; 2) *Reference Guide* featuring specific Contract Clauses and Excerpts; 3) Contract Close-out Report Checklist; 4) The Final Release and Receipt Form; 5) Intellectual Property Rights Inventory List requesting itemized identification of Copyrighted material, Patents and Patented Devices, Materials and/or Processes, any academic research, teaching, or publications retained by the subcontractor, and any Equipment or Controlled Assets listings; 6) Listing of the names of organizations or employers who provided student internships, job shadow opportunities or job placement during the grant contract period; 7) Active Client List (for JobLink purposes, where

partners, vendors and grantees to collect and submit to USDOL all of the products that have been created. WIRED had to ensure that all of the products submitted to USDOL had proper DOL disclaimer language on them and did not include certain logos. The Metro Denver WIRED region submitted over 250 products, which was more than any other WIRED region. WIRED received the following response from Angela Dayton who works within the Business Relations Group of the ETA, "I wish every grantee was as efficient and organized as you."

Career Information Brochures

WIRED is currently working with CDLE on the production of career information brochures for each of WIRED's four target industries, aerospace, bioscience, energy and IT-software. The brochures will be available in both hard copy and electronically. The strength of these brochures will be their breadth of exposure and connection to further information about careers in WIRED industries. They will also complement College in Colorado's training for guidance counselors. Work on production has begun and the first brochure for the bioscience industry has been drafted. Work on the production for the other three brochures will occur next quarter, with the goal of having all four brochures completed and printed by June.

Meeting/Outreach Activity

Colorado Renewable Energy Forum

On March 4, 2009, WIRED and its partners hosted a one-day forum on renewable energy specifically targeting front-line staff in the public workforce system to deliver three key pieces of information: what the jobs are, what skills and attributes employers look for in successful employees, and skills training programs available through the community colleges and unions. Economic developers were also invited to participate in the forum. Audience members had a chance to talk about training partnerships they have developed for renewable energy jobs. More than 130 people attended the forum. Of these, 60 people completed evaluation forms that indicated that the forum was successful in delivering its three key messages, and that additional sessions covering other industry sectors would be valuable to front-line staff. The event was also taped for later podcast, and has aired on Denver's public access channel. The final video product will include closed-captioning and a written transcript.

WIRED Third Anniversary Event

On January 30, 2009, WIRED held its Third Anniversary event, as well as a subgrantee information session that was conducted by Carol Young and Karen Benker, contract Administrators. Featured speakers at the information session were Andre Pettigrew, Director of Denver's Office of Economic Development, Stella Yu with Friends of Arts Street, and Lynn Vossler with Front Range Community College.

WIRED Executive Director Activity

During the fourth quarter, the meeting and outreach activity of WIRED's Executive Director included:

- Additional meetings and conference calls with staff of Governor's Jobs Cabinet and participation at Jobs Cabinet meetings to discuss WIRED promising practices and lessons for expanding it statewide.

- Participation in CDLE’s SECTR Policy Academy leadership team meetings and January local SECTR Academy.
- Membership in Steering Committee of Front Range Workforce Funding Collaborative
- Presentation to staff at Denver’s Office of Economic Development on WIRED progress.
- Presentation to the Metro Denver Economic Development Board of Governors on WIRED progress.
- Initiated and participated in a meeting with community college presidents and workforce directors.
- Participated in the Colorado Department of Higher Education’s forum with WIRED businesses on what makes a student “workforce ready and higher ed-ready.”
- Participated in the planning committee for the June 2009 WIRED Policy Academy.

Industry Coordinator Activity

WIRED industry coordinators have participated in many industry/education/workforce-related meetings and activities throughout the quarter. Key activities include:

Aerospace:

During the first quarter, the Aerospace Industry Coordinator:

- On January 5, testified to the State Legislature’s Committee on Job Creation and Economic Growth on WIRED’s industry research and findings about workforce issues in the aerospace industry.
- Participated in COMSTEC and STEM-EC joint planning meeting
- Facilitated Colorado Space Coalition Task Force Meeting to explore regional Aerospace Research Collaboratory
- Participated in Colorado Space Coalition Committee meeting
- Met with new Chair of CU Boulder’s Aerospace Engineering department to discuss industry partnerships and further partnership opportunities with Colorado Space Coalition
- Participated in COMSTEC board meetings
- Delivered presentation to Mapleton School District Science and Math teachers on result of Career Attitude Polling
- Participated in DPS, eSpace and CAMT Innovation Grants quarterly review meeting
- Participated in the Career Interest Video proposal review and award process
- Conducted the Sustainability Planning proposal review process: including a meeting with review team, and follow up interviews with shortlisted candidates.
- Prepared quarterly report and updated performance metrics data

Bioscience:

During the first quarter, the Bioscience Industry Coordinator:

- Facilitated Career Academy Forum (Feb 9)
- Attended Medical Device Manufacturers Trade Show in Anaheim, CA (Feb)
- Managed the RFP process for Lead School for Connecting to Industry
- Managed the RFP process for Career Academy

Energy:

During the first quarter, the Energy Industry Coordinator:

- Conducted a competitive analysis between Colorado and its potential competitor states on Tier 1 Resources (oil and natural gas, coal, wind and solar), looking at factors such as production, reserves, potential production (wind and solar), prices, tax and regulatory policies, incentives, cost of doing business, cost of living, education, etc. A written report from this analysis is expected to be available in August of 2009.
- Worked with the CEC Education Committee on identifying specific actions to address four buckets: infrastructure (teacher tracking and content standards); teacher licensure; STEM teacher attraction and retention; and teacher preparation. This committee is also looking at piloting a K-12 adjunct teacher project in one urban, one suburban, and one rural school district.
- Coordinated meetings and hosted Professor Ken Shimoda, who was visiting from Japan.
- Led the planning efforts for the March 4, Colorado Renewable Energy Forum.
- Made a presentation to the Swedish Embassy in Washington DC on renewable energy initiatives in Colorado.
- Had input on the draft Climate Prosperity Project plan for the metro Denver area, which was presented in San Jose, California in March.
- Testified at a Colorado Public Utilities Commission meeting regarding WIRED efforts to train and place energy workers in support of electric utilities.
- Met with the relocation representative for a Spanish wind company considering locating a facility in Colorado.
- Joined the COMSTEC board in place of Vicky Lea.
- Was recruited to join the Colorado Renewable Energy Collaboratory's education task force which is focused on creating technology training centers in wind and solar. These centers would provide community college students with equipment and technology so they could obtain hands-on experience.

IT/Communications:

During the first quarter, the Information Technology Industry and Communications Coordinator:

- Developed and distributed the second issue of a revised quarterly newsletter, [GetWIRED](#). The newsletter featured the latest developments coming from WIRED, and highlights successes the program is having.
- Participated as part of the CSIA (Colorado Software and Internet Association) Education Committee and discussed how the organization and WIRED can work closely together to develop an IT talent pipeline. Also worked with CSIA to have them create and host an IT Education Portal on their Web site. This portal will hopefully be the "go to" place for individuals seeking information related to IT and education.
- After submitting an RFQ seeking a vendor to create IT and aerospace career interest videos, managed the judging process where a vendor was ultimately selected to move forward with the project. Additionally, worked with the vendor to create scopes of work, messaging for the videos and began identifying individuals who will be filmed in the videos.
- Created a detailed WIRED program that contains information on WIRED's mission, its work and its plans moving forward.
- Worked with WIRED staff to hold a very successful third anniversary celebration and networking event. More than 100 individuals attended the event.

- Worked with other WIRED staff to fill out the ETA WIRED Dissemination spreadsheet of “products” created during the grant. Then collected, edited and submitted the products to ETA.
- Worked with the University of Colorado at Denver to plan and host two STEM communications convenings. The first of this two part event was held March 31st and enabled people that communicate or create STEM messaging to work together and create unified messages to use when communicating to their target audiences.
- Worked with IT-software industry grantees, providing connections to industry and education contacts, and creating networking opportunities for sharing of promising practices and curricula.
- Worked with WIRED sub-grantees to help them communicate and promote their considerable achievements and successes.
- Worked with local and regional media outlets to facilitate coverage on WIRED, its mission and grantees, and garner positive media placements.
- Continued to develop relationships with members of the Metro Denver IT community to work with them on the issues they are facing, and help create a regional talent development system.
- Participated in the first 2009 STEMapalooza planning committee and worked to determine WIRED’s involvement in this event.

Resolution of Previous Issues and Challenges

None to report at this time.

C. Status Update on Strategic Partnership Activities

This narrative section of the report captures critical aspects of your partnership activities during the implementation of your grant. Please describe how the partnership is working together to adopt a comprehensive workforce and economic development approach for transformation (as outlined in the SGA) - document the dynamic growth and development of your partnership, rather than list every partner meeting or communication. It should also describe the partnership activities related to measuring performance and other outcomes.

The provision of this information allows you to reflect critically on your own partnership and contributes to broader discussions among grantees on partnership development and management. This section may: (1) Discuss how partners have been engaged during the current phase of the project; (2) Outline specific roles and contributions of each partner during this quarter; (3) Identify any challenges encountered/resolved in the development and management of the partnership; and (4) Report new partners that may have been brought into the project.

City and County of Denver, Office of Economic Development, Division of Workforce Development (OED-DWD)

OED-DWD is a partner in the University of Colorado at Denver’s (UCD) Global Energy Management (GEM) program. In January, the USDOL awarded UCD a \$502,000 grant under the Technology-based learning program. Liz Ojeda and Michelle Tenorio were the OED staff leads

and Tobin Lopes (formerly with OED-DWD, and now with UCD) will be the lead for the GEM program. The following is from the letter of partnership between OED-DWD and UCD:

As a partner of the GEM program OED-WD agrees to:

- Facilitate relationships with energy firms (fossil, renewable and otherwise) in the Denver Metro Region in order to share information about the program and its potential.
- Provide data and information regarding energy industry workforce trends and needs.
- One OED staff member will serve on the GEM Board of Advisors to shape the direction and content of future initiatives of the program, particularly those focused on workforce development.
- Provide 0.1 FTE annually (\$5,789 + 31% Fringe) of MIS/IT support for software and training to staff to register and track program participants into the JobLink system that will allow GEM participants to be tracked according to Workforce Investment Act Common Measures; and provide technical assistance on common measures and tracking processes required by the grant. This staff time will be funded by the grant. A software installation (single license) to allow GEM staff to connect to the JobLink system will cost approximately \$80.
- Provide 0.1 FTE annually (\$4,692 + 31% Fringe) of Business Development Associate/Representative support towards recruitment and referral of 5 qualified people to the program through the first three years of the program. This staff time will be funded by the grant during this period.

The GEM program is a Masters Degree program specifically targeted to the energy sector. It is industry-driven, innovative, replicable, leveraged, transformational, and ultimately sustainable.

Workforce Board of Metro Denver (WBMD)

- Served on the Interview Committee for the second and final interviews for the Director of the Front Range Workforce Funding Collaborative (FRWFC) in January and February. Enrique Orozco was selected for the position in March. WIRED and the WBMD are partners with the FRWFC.
- Organized the PIT Crew visit to Lancaster, PA (Mary Russell, Joni Friedman, Chris Kline, Heidi Bimmerle, Sherman and Linda Murphy). As a result of this visit, the PIT Crew decided to pursue the purchase of the EMSI Strategic Advantage web-based software package and integrate its usage with our planned Business Services (BS) alignment model, explore establishing Metro Denver Regional Industry Consortia, and continue our commitment to developing regional sector strategies and collaborations.
- Linda Murphy represented the WBMD on the Business Services Alignment Steering Committee and continues to work with the Committee to develop the Alignment Plan and organize the June Alignment Forum. The purpose of the forum is to bring together Business Services teams from throughout the state to share information on best practices, align goals and responsibilities that address demand-driven employment and training gaps across sectors.
- Linda Murphy served on the Governor's Energy Office (GEO) Workforce Committee as it develops the next steps for workforce and education involvement in growing our new energy economy. As of this date, Seth Portner of the GEO has met with five Metro WIBs or Workforce leaders to discuss how the workforce community can partner with GEO to build our new energy economy.

- Partnered with WIRED on the 2010 Sustainability RFP committee. This is part of WBMD commitment made at last year's Driving Transformation summit to develop a Regional Talent Development system after the WIRED grant ends. Of the four proposals, the committee selected Thomas P. Miller and Associates. TPMA started work on the project during this quarter.
- Organized site visit for Scott Sheely (PIT Crew Mentor) with State Directors, visits to two workforce centers and Red Rocks Community College.
- Participated in the Sector Academy. Brought Alex Hall, CDLE LMI Director, into the discussion regarding the PIT Crew's interest (the WBMD and Rural Consortium) in using EMSI to build an integrated, data-driven Sector focus for our state. Both Alex Hall and the Colorado Workforce Development Council have agreed to support local workforce regions use of the EMSI database.
- Partnered with WIRED, AD/Works, CDLE and Denver to plan and host the Renewable Energy Forum for Workforce Staff which was designed to inform the workforce system on the skills needed and employment and training opportunities available in Colorado's renewable energy sector. The forum was attended by 132 people from around the state. Plans are being discussed to hold similar forums for workforce staff that target other in-demand industry sectors.
- At the National Association of Workforce Boards (NAWB) conference, organized a meeting of workforce directors, CDLE and Scott Sheely. The meeting was intended to be a training session on the use of EMSI in developing our sector initiatives.
- Partnered with WIRED and CDLE to expand our planned Metro Denver meeting into a statewide meeting with all Community College presidents and Workforce directors. The meeting resulted in a better understand of the new programs that community colleges have developed (especially in the renewable and energy efficiencies sector), providing community colleges with a better understanding of workforce components of ARRA and an agreement that we will work together to strengthen our relationship to serve the business and workforce community. Next step: CDLE has invited community college corporate (workforce) staff to meet with the state workforce directors in April.
- Established a committee to plan Strategic Doing Workshop with Ed Morrison in collaboration with CDLE (part of the PIT Crew Initiative and the Colorado Driving Transformation Initiatives). The workshop is scheduled for May 13th.
- Pursuing agreement to purchase a statewide EMSI license for Metro Denver workforce regions through the Rocky Mountain Workforce Development Association (RMWDA). This arrangement will allow one user ID apiece for Adams, Arapahoe/Douglas, Boulder, Denver, Jefferson, Larimer, and Weld counties, and the WBMD. We will also see about allowing CSU and CU limited use of a Metro User ID as they work with us on Phase One of our Sector Strategy. Training will occur by early May.

University of Colorado at Denver/Health Sciences Center, Center for Education Policy Analysis (CEPA)

In the first quarter of 2009, CEPA's efforts centered around technical assistance as needed to the WIRED Executive team; participation in the Creative Economy taskforce; and, implementation of the NGA Colorado STEM Centers grant:

- As a result of CEPA success at asset mapping, the US Department of Labor requested a briefing at the Labor Re/Employment Works 2009 Conference in Baltimore in January 2009. The presentation, "Asset Mapping Roadmap: A Skills Building Webinar to Support State Nursing Education Capacity Summit Teams," provided Denver's lessons learned in asset mapping. This presentation resulted in

- Forwarding Colorado Energy Asset map to Bernard Reynolds, GWIB Budget & Administration, Bioscience, Energy, Hospitality & Tourism, Retail Services, State of Maryland
- Invitation from Vanderbilt School of Nursing to present workshop on regional asset mapping to Tennessee Healthcare Workforce Summit, in Nashville in June 2009
- Developed materials and tools to extend the WIRED methods and processes for assessing the STEM-related assets and for building community support for STEM education to regional compacts;
- Through WIRED grant to Colorado STEM network, worked with WIRED contacts to develop and implement WIRED STEM Communications convening.
- Maintained presence of Denver Metro WIRED in various activities, *e.g.*, through staffing of Governor Ritter's P20 Council, work with the Creative Economies Task force; and, work with the Colorado Department of Higher Education and the Western Interstate Commission on Higher Education to identify barriers to the adult learner in Colorado and Hispanic students entering STEM education tracks;
- Provided technical assistance to Contractor as requested, including speaking with contractors for WIRED transformation grants; and
- Worked on second round of WIRED network analysis;

Outcomes Reporting

CEPA efforts have helped increase WIRED's geographic influence both in Colorado and nationally.

Worked with the various stakeholders, *e.g.*, members of Growing Our Own Solutions Team, Colorado Department of Higher Education, Western Interstate Commission on Higher Education, Colorado Creative Economy Taskforce, Colorado STEM Network, US department of Labor Education and training personnel on planning for presentation on asset-mapping to national workforce summit in 2009 has widened exposure of Metro Denver WIRED to more practitioners and policymakers as they see WIRED's logo and read its materials.

Colorado WIN Partners, University of Colorado Denver

- Served as a reviewer for the Lead School for Connecting to Industry RFP.
- Continued to work with Randy Dalton with the BETR Project and the Prep videos.
- Attended the WIRED Leadership Council meeting and celebration in January.
- Attended the Sector Academy in February.
- Attended the NAWB conference in March.
- Conducted a two-part national webinar for the US DOL in January and February on the Disability Program Navigator Maturity Model and Inventories that we developed for ETA

The Business and Education Talent Readiness Project (BETR) as part of The Colorado Department of Labor and Employment

- Strengthened its relationship with the Tri-County, Boulder, Larimer County workforce regions.

- Formed strong new alliances with the Denver Region, Weld, Adams, and Arapahoe/Douglas Workforce Centers during the period.
- Each company or organization listed below has become a partner of BETR and has taken an active part in the project during this period. Five REELBiz virtual tours were taped for companies as noted below (these can be viewed at www.betrproject.org), and Tuesday Tours were expanded.
 - Aurora/Denver: ViaWest
 - Boulder: AeroGrow International, Inc.; Covidien; Google, Inc.; The University of Colorado
 - Denver: Business Controls; CH2M Hill; Denver Health; Denver Health EMS Education; Healthone/Rose Medical Center; Istonish, Inc. (2 REELBiz virtual tours); Kaiser Permanente; Metro Denver Economic Development Corporation; Petroleum Field Services; Sun Microsystems, Inc.; Waste Management of Denver (REELBiz)
 - Englewood: Prototest
 - Golden: The Kong Company; The Warranty Group; Jefferson County Fairgrounds
 - Longmont: Longmont United Hospital; Left Hand Brewing Company; Marriott Hotels
 - Fort Collins: Columbine Health Systems (REEL Biz); Front Range Community College; Larimer County Human Resources Department; Larimer County Workforce Center; Lee E. Christian P.C. Attorney at Law; Nennan Archistruction (REEL Biz); New Belgium Brewing Company; TechniGraphics, Inc; Value Plastics, Inc.
 - Loveland: US Engineering Company

Update on Strategic Partnerships Activities for JumpStart and Workforce Innovation Grant Recipients:

Full details about each of the active grant recipients' strategic partnership activities can be accessed through each grantee's [Quarterly Report](#). Highlighted examples of partnership activities and issues include:

Strategic Partnership Activities: JumpStart

Red Rocks Community College (RRCC)

- Industry partnerships have been formed with water quality and treatment employers and wind energy employer Wazee Wind. Two new degree programs are undergoing state approval to begin offering classes fall, 2009.
- The Solar Industry Advisory Council has completed the course guides for two additional solar degrees and a new certificate in Energy Efficiency.

Strategic Partnership Activities: Workforce Innovation Grant I

Arapahoe/Douglas Works!

- Business partners from the IT industry and from workforce presented to the classes and met for advisory board meetings. These representatives are from Express Employment

Professionals, HealthOne, Sky Ridge Medical Center, CH2M Hill, Mentus Broadband and Avaya.

- In addition to the companies listed above, the ETA has been working with the South Metro Denver Chamber's STEM-EC group and with CSIA, Colorado's Technology Association. The ETA will start to expand its outreach to industry associations as well as to individual company partners.

Arts Street

- Among the existing partners: Denver Open Media delivered Drupal web engineering training; Ripcord conducted job shadowing and introduction to other related businesses; Asian Public Media of Colorado has committed funds for the production of another video this July; Fusion Box is interviewing our trainees as paid interns; Remember When has volunteering to teach a class; and the Denver Public Schools GIS Dept continues to contribute instructor services for the GIS special project training.
- New partners: RTD, University of Colorado Center for Education Policy Analysis, iCAST, Denver Safe City, and Very Special Arts Colorado are funding client projects; Denver Channel 8 provided studio, equipment and mentoring for the production of the "Truancy" video; GIS Colorado Yahoo Group delivered 8 volunteers to assist with GIS classes; Pashmina Lalchandani of CQG mentored a class about "User Experience" as a career; Xcel Energy and Denver HiDef offered more job shadowing opportunities.

Employment Services of Weld County

- Work continued regarding developing stronger partnerships with employers in the MIST project and the first Employer Advisory group meeting was held on February 10th, 2009 after a number of postponements in previous quarters due to scheduling conflicts.

eSpace: The Center for Space Entrepreneurship

- eSpace held its first board meeting on March 20, 2009. It was a very successful meeting for eSpace in that members were helpful in discussing outreach, incubator, and funding issues.
- eSpace has finalized a contract with the AFRL (Air Force Research Laboratory) for \$100,000 in support of starting an eSpace node in New Mexico.
- eSpace has become a member of the Colorado Space Coalition.
- eSpace was an exhibitor at the National Space Symposium, sharing a booth with its first incubated company, Special Aerospace Services (SAS).
- Through a letter of support from the Lt. Governor to Congressman Polis, we were given the opportunity to brief the Congressman on eSpace activities. As a result of this meeting, we were recently notified that he has forwarded a request for funding

Front Range Community College (FRCC) – Energy Boost

- FRCC staff met with Resource MFG, a staffing agency for manufacturing and they have agreed to partner and attend the FRCC job fair when they have adequate staff. The City of Fort Collins Utilities Department and Poudre Valley REA have also agreed to partner and will attend the job fair.
- As a byproduct of the Energy Boost program, FRCC has developed the Clean Energy Technology certificate and degree program which will begin Fall/09. Students will earn credits in core competencies the first year and the second year will choose an area of focus in manufacturing/mechanical, electrical or power. Fifteen companies and agencies have

worked with the college to develop the curriculum and provide internships/students for the program.

Goodwill Industries of Denver

- Goodwill partner, EnCana, hosted a career panel at East and Montbello High School, highlighting the diverse employment opportunities within such a large company. EnCana brought all of the students t-shirts that said “Fuel your Future” and the students were very excited. EnCana employee Leslie Batey has also committed to being part of Goodwill’s Energy Advisory Board. She attended the advisory board’s first meeting on March 12th, 2009.
- Albert Wallace, owner of Energy Environmental Corporation, was the instructor for the Renewable Energy Trades Workshop held for twenty Goodwill students at East High School over spring break. Al brought his staff in as well as coordinated with our companies to help teach portions of the class and curriculum in their area of expertise. Al has also agreed to serve as a member of our Energy Advisory Board and attended the first meeting on March 12th, 2009.

Turnabout, Inc.

- Turnabout has referred several of its clients to Red Rocks Community College and currently has two attending classes in the Gateway Program.
- Second Chance of Colorado/ Environmental Education, a non-profit agency is partnering with Turnabout in the insulation school. They currently provide state certified Asbestos / Hazmat training programs. The training center has a certified OSHA trainer on staff, is equipped with classrooms, and has a hands-on training module. Turnabout is in the later stages of curriculum development.

University of Denver (DU)

- DU advertised reciprocally WIRED programs with Deana Scott and Colorado State University, another WIRED grant recipient. The two WIRED grantees continue to explore their ability to provide a larger on-site regulatory program with the GMP/GLP (Good Manufacturing Practice/Good Laboratory Practice course.

Workforce Innovation Grant II

Adams County Workforce & Business Center (ACWBC) – Renewable Energy

- Ascent Solar has been very active in ACWBC grant activities by attending all meetings, providing professional input on grant products and accepting appropriate referrals for open jobs which, at this time, are not production techs. It will begin hiring production techs as soon the new plant assembly is completed in May.
- Workforce Boulder County and DenverWorks both started their on-site training during February.
- Metro Denver Workforce Board continues to refer potential trainees and referrals to the ACWBC WIRED Grant Project.

Colorado Association for Manufacturing and Technology (CAMT)

- Boeing Supply Chain Manager, Ray Wersel, met with Boeing's suppliers to promote the CAMT program the week of March 23. The supplier companies loved the visit!
- CAMT expanded the program to the other WIRED counties (Adams, Arapahoe, Broomfield, Denver, Douglas, Larimer, and Weld). Cindy Nowak of Jefferson County Workforce Center and Jo Ann Galvan of CAMT are coordinating meetings with their respective Economic Development Organizations and Workforce Centers to discuss the programs, as well as mass marketing to the manufacturers in those counties.

Colorado State University

- Colorado State University's (CSU) professional organization partners, Colorado BioScience Association (CBSA) and the Larimer County BioScience Initiative both advertised the second course via direct e-mailing and by posting CSU's course flier on their websites. The Larimer BioScience Initiative has offered additional support to the Regional Training Center for Product Translation (RTC-PT) by identifying potential funding sources through the formation of a grant subcommittee. To reciprocate partner assistance, all WIRED grant partners were invited to send one individual from their organization to attend the second course free of charge. Inviragen, Tolmar and Amgen were able to take advantage of this offer.
- CSU's first Advisory Board Meeting was held March 11, 2009. The primary purpose of this meeting was to identify a topic for the third course. Two of our industry partners, Array BioPharma and Poudre Valley Health Systems have offered to identify speakers for the course. Overall, the Advisory Board meeting was very positive, and members found that the CSU training center was addressing the unmet needs in the region and has a bright future ahead.

Denver Public Schools (DPS)

- DPS' WIRED students participated in the FIRST robotics competitions in San Diego (March 5-7) and the Colorado FIRST regional (March 26-28). Lockheed Martin provided 11 mentors to three robotics teams. The grant resource specialist confirmed Lockheed Martin's participation for 6 DPS students and 1 teacher for summer internship/employment.
- The Division of Workforce Development (DWD) provided JobLink training and additional assistance regarding job fairs and job placement to youth participants in March.
- College in Colorado provided training to the grant resource specialist to use its program as a tool to assist in identifying STEM students, student college planning and career interest research for students.
- Robotics teams were able to identify and secure additional funding and mentors at employers that included High County Waterjet, Google, Williams Engineering, Chipotle and LGS innovations.
- Colorado School of Mines hosted the robotics team for a competition scrimmage in February and engineering students assisted the teams with programming.

Front Range Community College (FRCC) – Research Animal Technology

- High Quality research currently has one FRCC student completing an internship to meet the requirements of the Laboratory Animal Certificate.

Poudre School District (PSD)

- Woodward is planning on hiring 4-5 PSD high school graduates part-time and paying for them to go through the new Clean Energy Technology certificate and associates degree program at Front Range Community College. PSD's Clean Energy Manufacturing class is one of the few places from which they will be drawing students.
- Scott Simmons from TechniGraphics was a guest speaker at PSD's Mapping Technologies class. PSD also toured their facility and many students reported that they could see themselves working for the company. TechniGraphics remains on a hiring freeze but are optimistic that the GIS industry as a whole will be less affected than most. When hiring resumes, they are willing to interview PSD students.
- Scott Crouch from Spatial Data Technologies spoke to the PSD Mapping Technologies class. He demonstrated his product loaded on \$10,000 GPS units. The students practiced using the technology and Scott commented that the students picked it up quicker than most employees do. He has agreed to interview students upon completion for internships and possible employment.

In addition to the type of information your WIRED Region would normally provide in this area, ETA requests that your region include a special update on the status of collecting data to enable reporting on the Common Performance Measures, including:

- a. Have you begun the collection of data to enable the calculation of the Common Measure performance outcomes for your region?*
- b. Describe the processes that have been established for tracking and collecting performance data, including the data necessary to calculate the Common Measure performance outcomes.*
- c. Have the local and state workforce partners been engaged to assist in this process?*
- d. Which entities are collecting the necessary data?*
- e. Is your region co-enrolling participants in Workforce Investment Act (WIA) programs, tracking WIRED participants separately, or a combination of the two?*
- f. If your WIRED strategy includes providing services to Youth, are there plans to collect information to enable the calculation of outcomes using the Youth Common Performance Measures?*

Economic Indicator Baseline Data

Denver OED plans to subcontract with Development Research Partners, the Metro Denver Economic Development Corporation's research economist, to develop baseline and annual updates for the following economic indicators. A scope of work has been developed and the contract should be executed, and the data provided in the next quarter.

- Number of new jobs created, by industry
- Average wage, by industry
- Number of new business startups or expansions
- New seed and venture capital investments
- Government investments

WIRED continues to work with CDLE to process annual Common Measures performance data from individual workforce regions within the WIRED region, including data that captures and

reflects economic conditions just prior to the awarding of the first round of WIRED JumpStart grants (*i.e.*, April-September 2007).

Tracking Subgrantee Common Measure Performance

The focus of WIRED's first round of grant funding (JumpStart) was on capacity building; therefore, the majority of Common Measure performance data will be provided by participants in WIRED's subsequent Workforce Innovation I and II grants. Where applicable, subgrantees' Common Measure's performance is tracked through participant enrolment in JobLink, outcomes reported in subgrantee quarterly reports, and through the Contract Administration team's quarterly monitoring visits with subgrantees.

All WIRED JumpStart and Workforce Innovation subgrants include a partnership with a local workforce center, whose role includes providing JobLink registration and update for program participants, or JobLink training support if the subgrantee is performing JobLink entry separately.

One of the JumpStart grants and eight of the Workforce Innovation grants are also tracking a number of WIRED participants who are also enrolled in WIA.

The following list provides a **summary of Common Performance Goals for Workforce Innovation I and II sub-grantees:**

1. Starting number of participants enrolled in Job-Related Education/Training: 2,399
2. Number of participants to complete Job-Related Education/Training: 2,031
3. Number of incumbent workers to be trained: 250
4. Number of participants to attain degree, certificate or industry credential as a result of Job-Related Education/Training: 1,479
5. Number of Job-Related Education/Training participants to be placed in WIRED target Industry employment: 1,489
6. Number of WIRED participants to be co-enrolled in WIA: 370
7. Number of participants to be retained in employment for six months: 1,090
8. Number of participants to be exited prior to the end of the grant: 486
9. Number of low income/minority students completers: 720

D. Status Update on Leveraged Resources

This update should describe the cumulative amount of leveraged resources provided by the grantee and partners along with expenditures each quarter. Leveraged resources are those resources that you and your partners may be providing to support your WIRED funds in the implementation of your grant activities. Leveraged resources may take the form of cash or in-kind donations and may include federal funds such as WIA, TAA, as well as other public or private investments.

1) Total Funds Leveraged by end of Q1 2009: \$10,492,478

- Funds leveraged Q1 2007 through Q4 2008: \$9,653,181
\$7,523,968 sub-grantee
\$1,933,690 in other leverage*
\$195,023 Denver Office of Economic Development)
- Funds leveraged during Q1 2009: **\$839,297**
Breakdown:
 - Since JumpStart grants wrapped up during Q1 2009, there are no additional leveraged funds to report for this quarter. Total funds leveraged by JumpStart grantees by the end of Q1, 2009 were **\$3,717,960** (or approximately 133%) of total projected leverage for JumpStart projects.
 - **\$449,873** Workforce Innovation I grantee leverage. By the end of Q1, 2009 Workforce Innovation I grantees had leveraged a total of **\$2,789,768** (or approximately 32%) of total projected leverage for Workforce Innovation I projects.
 - **\$166,152** Workforce Innovation II grantee leverage. By the end of Q4, Workforce Innovation II grantees had leveraged a total of **\$245,303** (or approximately 30% of total projected WIG II leverage).
 - **\$223,272** Denver Office of Economic Development

*Corrected mis-reported number in Q4 2008 for DMNS NIH grant. Should have reported \$655,000; reported \$655,500.

2) Subgrantee Expenditure and Projected Leverage

JumpStart subgrantees have spent 100% of their grant funds. The later Workforce Innovation subgrantees have expended a total of \$2,317,463 to date, which amounts to approximately 32% of their grant funds.

Total original projected leveraged funds from WIRED JumpStart, Workforce Innovation I and II sub-grantees is **\$12,362,724**. The table below provides a breakdown by sub-grantee. Please note, subgrantee amounts spent as of 3/31/09 are self reported from their quarterly reports and have not necessarily been reimbursed by WIRED, OED or CDLE at this point. They may therefore show up as accrual in WIRED's year-end/quarter-end reports.

Subgrantee Expenditure and Projected Leverage

WIRED Subgrantee	Total Grant Award	\$ Amt Spent as of 3/31/09	Total Leveraged Funds Pledged	Total Leveraged Funds as of 3/31/09
Jumpstart Grantees				
Community College of Aurora	\$430,000	\$412,380	\$154,219	\$165,891
Community College of Denver	\$363,000	\$335,920	\$393,180	\$1,195,202
CAEL	\$350,000	\$336,246	\$110,350	\$150,257
DSST	\$160,000	\$153,721	\$0	\$0
JAG	\$350,000	\$320,327	\$212,475	\$226,373
MESA	\$350,000	\$349,925	\$944,033	\$414,496
Regis University	\$450,000	\$415,519	\$67,619	\$67,619
RRCC	\$400,000	\$400,000	\$425,400	\$971,927
Thompson School District	\$400,000	\$314,397	\$305,709	\$326,893
University of Denver	\$450,000	\$450,000	\$187,809	\$199,302
	\$3,703,000	\$3,488,435	\$2,800,794	\$3,717,960
Innovation I				
A/D Works	\$483,412	\$337,892	\$1,238,225	\$484,005
Adams WFC	\$157,498	\$99,248	\$450,540	
Arts Street	\$198,200	\$140,505	\$185,585	\$155,878
FRCC - Energy Boost	\$318,108	\$118,264	\$74,388	\$40,084
Jeffco - iCAST	\$489,226	\$314,890	\$136,106	\$30,687
Goodwill	\$235,100	\$198,103	\$216,755	\$121,931
SpaceDev	\$432,081	\$97,345	\$492,100	\$0
Turnabout	\$284,552	\$147,168	\$44,591	\$26,496
University of Denver	\$405,000	\$98,771	\$5,687,116	\$1,900,000
Weld WFC	\$334,768	\$198,103	\$231,306	\$30,687
	\$3,337,945	\$1,750,289	\$8,756,712	\$2,789,768
Innovation II				
Adams WFC	\$388,681	\$223,319	\$87,941	\$14,105
CSU	\$99,007	\$54,511	\$56,400	\$51,222
CAMT	\$284,483	\$104,304	\$440,853	\$126,264
Denver Public Schools	\$150,186	\$52,549	\$108,911	\$37,205
FRCC - RAT	\$259,260	\$74,454	\$98,633	\$9,014
Poudre School Dist.	\$115,186	\$58,037	\$12,480	\$7,493
	\$1,296,803	\$567,174	\$805,218	\$245,303
Total WIRED Funds	\$8,337,748	\$5,805,898	\$12,362,724	\$6,753,031

Expenditures and Obligations

By March 31, 2009, almost \$8 million of the \$15 million grant had been expended by all the Metro Denver WIRED partners. This represents more than 53% of the total grant amount. Approximately \$1.14 million was expended during this quarter. All but about \$728,000 of the unexpended funds are already obligated, and this last remaining amount is expected to be fully obligated during the second quarter of 2009. The remaining obligations are primarily for two Sustainability Solutions grants: Lead School for Connecting to Industry, and Career Academies, both of which are currently in the final phases of a Request for Proposals and award process.

The Colorado Department of Labor and Employment (CDLE) has increasingly taken a larger role in the subgrantee process, especially when the subgrantees are with other state agencies (e.g., the Governor's Office) and with the local workforce regions. CDLE already has a financial relationship with each workforce region and it has proven more expedient and efficient for CDLE to issue subgrants to agencies with which it already has a fiscal relationship. In this quarter, this has been true for the granting and disbursement of approximately \$340,000 in Individual Training Accounts (ITA) funds to the workforce regions to support the four WIRED targeted industries. Approximately \$49,000 of this amount was possible because of the return of funds originally budgeted to the Workforce Board of Metro Denver (WBMD).

Another strategy that has been used to ensure full expenditure and obligation of grant funds has been to increase the funds and time available for current/existing high performing subgrantees to continue their work beyond their original subgrantee award period. In these cases, the planned outcomes and expectations are for additional trainings and placements to occur. Amendatory agreements were executed in this quarter for five of these existing contracts.

Additional details on individual partner expenditures and obligations can be found in the [Metro Denver WIRED Monthly Expenditures and Obligations Tracking Summary Report](#), which is prepared at the end of each month. Next quarter, continuing modifications to the CDLE-Denver Office of Economic Development (OED) agreement, the Denver OED-WBMD agreement, and the Denver OED-Metro Denver EDC agreement will occur that will realign financial resources among the partners to reflect and accomplish the planned grant activities during the final program year.

SECTION II: REGIONAL METRICS

This section should provide information on all education, training, economic development, employer, key innovations, and grant deliverable results each quarter, as described in your grant agreement. This data is very important as we track the success of grantees each quarter and compile cumulative information about all WIRED grantees.

- **WIRED Performance Measures and Results**

Please list your regional performance metrics/measures and the outcomes associated with them. This information can be provided in the narrative progress report itself, or as an addendum. A template that grantees should consider as a model for this addendum is provided at the end of this Appendix.

- **Discussion of Results**

It is critical that the results or outcomes of grantee activities are sufficiently documented. Grantees should provide narrative information on the measures negotiated with ETA. In addition, grantees also may describe other important outcomes, including employer measures, captured during the quarter.

The purpose of many WIRED investments is to improve the capacity for education and training institutions to provide training linked to employer demand, to provide support for entrepreneurship, and networks that will facilitate regional economic growth. This section of the quarterly report also may be used to describe changes in policy, systems, and operations that have been made as a result of WIRED activities.

A. Progress Report Metrics and Results Addendum:

WIRED staff has revised the example Progress Report Metrics and Results Addendum Template provided by ETA to capture additional performance measures and results that will be outcomes of JumpStart, Workforce Innovation I and Workforce Innovation II grant activity. The [Metro Denver WIRED's Progress Report Metrics and Results Table](#) includes current and projected program numbers for JumpStart, Workforce Innovation I and Workforce Innovation II grant activity in both Education/Training and Capacity Building performance categories.

Progress of program participants is tracked quarterly through the subgrantees' inclusion of this data in their quarterly reports.

B. Subgrantee Performance Outcomes

Two JumpStart grantees, eight Workforce Innovation I grantees, and six Workforce Innovation II grantees reported project activity during Q1. Full quarterly reports submitted by each grantee can be accessed [by clicking here](#). In addition to the performance metric numbers referred to above, highlights of grantee deliverables and performance outcomes completed this quarter include:

JumpStart

Community College of Denver (CCD)

- An additional 235 students were impacted by CCD's curriculum bringing the cumulative total to 1,033.

Red Rocks Community College (RRCC)

- High schools continue their commitment to offering process technology science and math dual enrollment courses for Fall 2009. Some of these schools include Wheat Ridge High School in Jefferson County and Fort Lupton High School and Adams City High School in Adams County.
- In the past quarter, one additional adult was placed in industry employment bringing the cumulative total to 35 placements.

Workforce Innovation I

Adams County Workforce & Business Center (ACWBC) – Ensuring Oil

- Seven clients started the Ensuring Oil Extraction for Adequate Energy program this quarter, bringing the current total to 19. All 19 clients completed training, attained a degree, certificate or credential, and to date 14 have been placed in targeted industry employment.

Arapahoe/Douglas Works!

- 31 adults and one youth completed training this quarter, with eight adults taking certification tests and passing them to earn industry certified credentials. To date, three adults have been placed in targeted industry employment.
- Two additional educators were trained to deliver instruction, one new program was developed and two Work-Based Strategies were developed (internships).

Arts Street

- 29 new clients entered the program while 22 clients completed training.
- Seven additional students have been placed in industry employment, bringing the current total to 31.
- Five new instructors were trained to deliver instruction bringing the cumulative total to 14 instructors. Delivering the Visual Informatics program using hands-on learning methods in an integrative manner helps trainees apply their skills to current industry and job needs.
- One new program and one career guidance strategy was developed.

Employment Services of Weld County

- 12 additional clients entered the Multi-Industry Systems Technician (MIST) program bringing the cumulative total to 150.
- Four new clients were placed in targeted industry employment bringing the cumulative total to eight.

eSpace: The Center for Space Entrepreneurship

- The Venture Design program was finalized with \$90,000 going to five University of Colorado at Boulder aerospace projects with a total enrollment of 31 students.
- In the Straight to Space program, eSpace has placed two individuals into entrepreneurial space companies
- 31 new clients entered the program bringing the cumulative total to 33.
- One new education program was developed.

Front Range Community College (FRCC) – Energy Boost

- 80 additional clients started training this quarter, bringing the total to 154.
- 85 additional clients completed training this quarter, for a cumulative total of 149. Of the 85 that completed training, 21 of them were minority/low-income, bringing the cumulative total to 42 minority/low-income individuals who have completed training.
- Six additional individuals were placed in targeted industry employment bringing the current total to 26.

Turnabout, Inc.

- Nine new clients entered the program and completed training bringing the cumulative total to 25.
- Six new clients attained a degree, certificate or credential bringing the cumulative total to 11.
- Four new clients were placed in industry employment bringing the cumulative total to seven.
- 25 WIRED clients and 95 potential clients have been recruited, screened, and attended Turnabout's 2-day Employment Search Program (ESP). Since Turnabout has recruited and qualified these 120 individuals, when they have employers ready to hire them, they can rely on this additional data to feel confident in their ability to retain employment.

University of Denver

- Two new students this quarter have entered the Innovative Partnership for Colorado Job Creation and Employment program which will place unemployed and underemployed participants into higher paying jobs in the IT, Aerospace and Bioscience industries. The two new students bring the total to 15.
- The program's Good Manufacturing Practice/Good Laboratory Practices curriculum is largely completed. There are 120 students registered for these courses, with five on the waiting list.
- 120 students entered the biosciences program this past quarter with 108 of them completing training and 107 of them attaining a degree, certificate or credential. Additionally, 10 students in the IT program attained a degree, certificate or credential.

Workforce Innovation II

Adams County Workforce & Business Center (ACWBC) – Renewable Energy

- 126 clients started the Renewable Energy: Building a Skilled Workforce for Solar Solutions program this quarter, 17 clients completed training, and attained a degree, certificate or credential. 65 of the 126 clients were minority/low-income.
- One new program has been developed.

Colorado Association for Manufacturing and Technology (CAMT)

- 17 clients started the Advanced Manufacturing Industry Training program this quarter, 16 clients completed training, and attained a degree, certificate or credential. Two of the 17 clients were minority/low-income.

Colorado State University

- 55 clients completed training this quarter (training targets undergraduate, graduate, incumbent workers and academic faculty looking to advance their marketability and regulatory understanding) and attained a degree, certificate or credential. This brings the cumulative total to 113.
- Three clients were placed in targeted industry employment.

Denver Public Schools

- 29 new WIRED students entered into the FIRST Robotic Competition this past quarter bringing the cumulative total to 80, all of whom have completed training. 59 of the 80 students who have completed training are minority/low-income.
- One additional workforce partnership was developed.

Front Range Community College (FRCC) – Research Animal Technology

- 16 additional clients started training this quarter, bringing the cumulative total to 23.
- Five clients attained a degree, certificate or credential this quarter.

Poudre School District (PSD)

- Four new clients started the renewable energy course and three new clients started the GIS course. This brings the cumulative total to 27 renewable energy participants and 21 GIS participants.

SECTION III: CHALLENGES to PROJECT PROGRESS

This section provides an opportunity to highlight challenges and barriers that may slow project progress as well as any actions that are being taken to address challenges and barriers. ETA is fully committed to providing support to WIRED grantees to help them successfully achieve the goals and objectives of their project. To that end, please describe any specific technical assistance (TA) needs that you have currently or anticipate in the future in this section. Examples of TA may include: requesting assistance connecting to the workforce investment system, creating innovation networks, receiving clarification on grant management requirements, or requesting advice on leveraging third-party resources.

Challenges Identified by Sub-grantees:

Complete reports are included in each sub-grantee's individual quarterly report, which can be accessed by [clicking here](#). The following is a summary of the main challenges identified by Workforce Innovation I and Workforce Innovation II sub-grantees during the quarter.

Workforce Innovation I

Arts Street

- Art Street reports that the economic climate has made placement almost impossible for those with little experience. However, they are finding freelance work for their students, especially when they can work in a team to enhance each other's abilities. Those who are downsized from their jobs but have prior experience in the target fields are beginning to find work quicker because the Arts Street training has enhanced their skills. They have become more valuable in the same industry where they were previously laid off.

eSpace: The Center for Space Entrepreneurship

- eSpace's reports that the economic downturn has had a very significant impact on the aerospace industry's interest and ability to hire both scientists and technicians into part-time or full-time positions, even with training grant assistance.

- When eSpace's Center for Space Entrepreneurship was launched, the University of Colorado (CU) had agreed to make funding it a priority as it went forward with its requests to Colorado's congressional representatives. With the changing political and economic climate, CU pulled all but two of its requests, and eSpace was one of the ones it pulled. As a result, eSpace is more heavily reliant on developing their own funding through foundations and other organizations.

Front Range Community College (FRCC) – Energy Boost

- FRCC reports experiencing a slow-down in hiring from their partner companies. Advanced Energy stepped out completely. Woodward is currently on a hiring freeze. Abound Solar (AVA Solar) has been on a hiring freeze during the last two months. It is sometimes difficult to get the companies to come to the FRCC job fairs if they are not currently hiring. Vestas continues to interview every student that expresses an interest in Vestas at their facility. They are very slow in the process, conducting several interviews, exams and assessments before actually hiring. They continue to tell us that they will be hiring an additional 350 people at the Blades plant in Windsor and 900 people at the Blades Plant and Nacelles Plant in Brighton.

Goodwill Industries of Denver

- Xcel Energy, who has over the years been a strong partner to Goodwill through the Summer Job Shadow program, has internally undergone a restructuring process. This changed the leadership of the Diversity Committee which in the past has been responsible for implementing Goodwill's Job Shadow program. Last year Xcel hired 22 high school students to work for eight weeks to expose them to career opportunities in both energy supply and energy distribution. This year Xcel Energy has decided against continuing the Summer Job Shadow program. Goodwill is still maintaining relationships with IBEW 111 the union who works in conjunction with Xcel Energy and is trying to plug graduates into apprentice programs through IBEW 111 that do not go through Xcel Energy. We hope that once the economy rebounds, Xcel Energy will reconsider their position on the job shadow program and restate this fabulous opportunity for students.
- Many of Goodwill's Energy Workforce Program students have identified themselves as "college bound" after graduation. Goodwill's concern is that with so many students focused on going to college this could negatively impact their employment placement numbers for the purpose of the WIRED grant. Their case managers have been diligently working with students to make sure the students who have identified themselves as college bound have actually completed the FASFA paperwork, and an application to a college. They are also working with students to help them realize the opportunities available through apprenticeship programs and the option to work in a facet of the energy industry while they take classes at the community college level.

University of Denver

- The economic climate in the state presents a significant obstacle to helping participants find jobs after training. The MFA program appears to be having success in finding sufficient job openings within IBM itself. GMP/GLP (Good Manufacturing Practice/Good Laboratory Practice) staff found approximately nine companies with six or more openings to work their career fair but at the 11th hour more than half the companies bowed out due to hiring freezes. They anticipate GLP/GMP will still do well as we had several companies send emails of

inquire out to their students announcing positions. However, the mechantronics program is in jeopardy largely due to the downturn in the aerospace sector.

Workforce Innovation II

Adams County Workforce & Business Center (ACWBC) – Renewable Energy

- Due to the timelines of the WIRED grant, ACWBC felt compelled to start the training for the grant prior to being able to totally beta test the training modules and associated testing. Thus, the first 25 people taking the training were the more or less “the testers.” In retrospect, ACWBC reports they would have postponed starting the training until the testing phase was complete.

Colorado Association for Manufacturing and Technology (CAMT)

- CAMT said that they under-scoped the time required to manage the “paper requirements” for the USDOL. As a result, they may need to ask for additional funding for the Jefferson County coordinators’ time.
- Some companies considering the CAMT program are in a Catch 22. They are extremely excited about the program but due to the economy, it is difficult for them to take some staff out of work to attend training. CAMT is trying to determine if there is a way to use any Economic Stimulus money coming to workforce centers to pay for the salary of people attending training.

Colorado State University (CSU)

- A challenge CSU is facing is getting course participants to fill out the affidavit of immigration status forms. Incumbent workers, academic professionals and students that are not seeking new employment are not willing to divulge their social security numbers. Likewise, they are having the same trouble with those individuals searching for a job and/or interesting in a job interview. CSU has notified their project manager at WIRED, and are working with her and the Larimer Workforce Center to resolve this issue.
- CSU reports that employment placement during this economically challenged time has been difficult. Kelly Scientific Resources is seeing start-up companies hit the hardest during this recession. The majority of these small companies are therefore not in the financial position to hire new workers, and unfortunately they represent 80% of the bioscience industry in Colorado. Of the larger corporations, Amgen-Boulder and Amgen-Longmont are not expected to hire in 2009; Array BioPharma reduced their work force by 10%, GlobeImmune; and, ThermoFisher, Martek Biosciences, OSI, and Caridian BCT are all on hiring freezes. Medium sized companies such as Tolmar are only hiring interns, and CoorsTek has laid off all laboratory staff with the exception of the management.

Denver Public Schools

- DPS reports that one of the challenges thus far has been in meeting the WIA requirements for employment barriers. Although 59 students have been identified as low income, no students have been identified as meeting one of the following barriers to employment: homeless, ex-offender, pregnant or parent of a child, dropout, disability, or TABE-tested basic skills deficient.

Poudre School District (PSD)

- PSD reports that the current economy and unemployment rate will certainly effect the number of trainees placed in entry level jobs or internships. Many experienced people are applying for the same jobs their trainees will be applying for.
- The time PSD staff has with students is limited to be able to teach all the skills needed to be successful. Students are required to be in class for a total of 65 hours over the course of the term. Staff is looking into making the classes two terms in the future.

CEPA

Maintaining interest of education community to comment on Higher education assessment, leadership panel recommendations, etc.

SECTION IV: PROMISING INNOVATION PROCESSES and SUCCESS STORIES

This section provides the grantee an opportunity to illustrate the positive effects that the initiative is having on regional economic transformation.

A. Promising Approaches, Processes, and Lessons Learned

As applicable, describe any promising approaches, innovative processes, and lessons learned to date. *The discussion can revolve around the following elements, among others relevant to your regional strategy: (1) project implementation; (2) project administration and management; (3) new and innovative solutions to economic and workforce development challenges; (4) strategic partnership relationships; (5) leveraging resources; (6) sustainability; and (7) replication.*

Promising Approaches, Processes and Lessons Learned from Subgrantees:

Full details are included in each sub-grantee's individual quarterly report, which can be accessed [by clicking here](#). The following section highlights key promising approaches, processes and lessons learned identified by Workforce Innovation I and Workforce Innovation II sub-grantees during the quarter.

Workforce Innovation I

Arapahoe/Douglas Works!

- ADWorks! reports that keeping all partners up to date with developments and continuous communication is a challenge as there are several partners involved. The Expert Technician Academy (ETA) has developed an Intranet site using Google sites and has been working with partners to train them on the use of this tool.
- ADWorks! said the Career Academy and Themed School Forum that WIRED held this past quarter was very interesting and it reinforced that the ETA is a program that is developing with the best nation-wide practices that were discussed.

Arts Street

- The Weekend Intensives run by Arts Street are highly demanding on the trainees and on the program but brought greater results than the traditional training, especially when the students were more mature and had some prior experience.

- Arts Street also found that in difficult economic times when entry-level jobs are rare, workers need more in-depth knowledge in their training than what they can provide within the grant. However they still found that while workers are being laid off in huge numbers, the work still needs to be done. Freelance work is a good alternative to full-time employment.

eSpace: The Center for Space Entrepreneurship

- eSpace found that their Public Relations efforts really worked and resulted in many companies being drawn to the program. Approximately 20 ventures contacted eSpace in the first two months. Of those, 10 are good eSpace candidates, and of these we are choosing the first four to be eSpace companies. This high grade of inflow is allowing us to be very selective and hopefully partner with companies that we can provide great benefit to.
- AFRL (Air Force Research Laboratory) has proven to be a significant partner for eSpace. The partnership is proving to be powerful. In addition to providing \$100K in funding this year, and a promise of additional funding in out years, their close connection to the SBIR process is turning out to be one of the more powerful elements that eSpace can provide.
- The approach of including very high quality individuals within the incubator both on the Board and as Advisors has proven key to positioning eSpace as an exclusive incubator that individuals need to be “chosen” to join. This context is attracting talent that we believe we can help.

Front Range Community College (FRCC) – Energy Boost

- FRCC is continuing to stay close to both the students and the companies/agencies that hire. Timing is very important. They are trying to time the courses so that they will finish in time (and not too soon before) to provide companies with a pipeline of employees to hire in their new plants and facilities. They are very honest with the students and try to keep them up-to-date on hiring. They are using our Energy Boost Blog a great deal to keep students in the loop as the Energy Industry is changing on a daily basis.
- FRCC fills their classes to 22 with a wait list of 20 so that they can come as close as possible to finishing the class with 20 graduates. They are seeing an increase in attrition especially as they get further away from initial registration date. They are learning to not open up the class too far before the session begins to stay closer to students and employers.

Goodwill

- Since returning from the holiday break the Goodwill Energy Workforce Team has begun to meet together on a weekly basis. This has helped to improve communication within the team, increase productivity, and help with clarity around roles and expectations.
- In January of 2009, Goodwill began working with Denver Public Schools’ Post Secondary Pathways Department to evaluate the possibility of developing an Energy Workforce Program for at least two DPS High Schools. The course would build on our experience this year; with the Level 1 course focusing on STEM, IT and Energy career exploration, post secondary options, employability skills and exploring home energy use and conservation. The Level 2 class will focus more on energy production, OSHA certification, and comparing and contrasting renewable energy production and sources to traditional energy sources.
- Goodwill participated in The Global Sustainability Summit on March 18th and 19th. Goodwill had staff attend the career fair and host a table at the event. The event was a great way to network with potential employers and was an effective way to let the energy community know what Goodwill is doing to help develop the future energy workforce.

Workforce Innovation II

Adams County Workforce & Business Center (ACWBC) – Renewable Energy

- The most significant “promising approach” ACWBC found is the significant effort on the part of all involved partners both private and public. All partners have been extremely active and participatory which has made the project run very smoothly and on-time.

Colorado Association for Manufacturing and Technology (CAMT)

- CAMT has incorporated hands-on workshop style in the programs and this seems very effective for the student to reinforce the methodologies taught.

Colorado State University (CSU)

- CSU found that a registration and database link is invaluable and allows easier course sign-up and payment tracking demographics, and reconciliation of accounting.
- CSU discovered that job opportunities continue to arise from training events, partner discussions, and marketing derived interactions, such as internship positions leading to part or full-time employment options.
- Significant effort and planning was required by CSU to assist individuals in finding a job, especially during this time of employee cut-backs and conservative company management strategies. Creativity and innovation, as well as working with workforce partners is critical; however perseverance and diligence are the best tools.

Poudre School District (PSD)

- PSD is encouraged about placing a GIS class in the Tech Ed department. A past attempt to start a GIS class in the Social Studies department failed. GIS is a vocational skill and it is proving to now be located in the proper place.

B. Sharing “Success Stories

As applicable, highlight any “success stories” resulting from WIRED activities. For example, these stories may be about a new business start-up, an individual participant moving from unemployment to a successful career in a high-growth industry, or other relevant successes. We ask that you include a photo with the story as appropriate and ensure that the business entity or participant has granted express written permission for use of the story.

Career Academy and Themed Schools Forum

On February 9, WIRED, working with Colorado Succeeds, hosted the Career Academy and Themed Schools Forum at the University of Denver. This interactive day-long event brought institutions that already have an "academy program" and those considering creating an academy program together to learn promising practices from across the nation.

Presenters included representatives from successful career academies in Florida (including Florida’s Great Northwest WIRED Initiative), Texas, and Nevada as well as representatives from national consulting initiatives. Presentations included an environmental scan of career academy and themed school activities in Colorado and interactive discussions on the future of integrated post secondary and workforce readiness educational preparation in Colorado.

In addition to hosting the Career Academy and Themed Schools Forum, WIRED has released a request for proposals (RFP) to provide organizations with funding support for development and implementation of career academies in aerospace, bioscience, energy, and IT industries in the WIRED region. Organizations that respond to the RFP must have attended the Forum. WIRED expects to release the funds for this RFP in the second quarter of 2009.

WIRED Third Anniversary Celebration and Networking Event

WIRED turned three years old on January 30, 2009. In order to help commemorate the event, WIRED hosted a networking event at the Denver Metro Chamber of Commerce. The 100-plus people who attended networked and learned about WIRED's successes and its future plans. Ledy Garcia-Eckstein, Executive Director of the Metro Denver WIRED Initiative, thanked the many individuals in the crowd as well as those unable to attend for their help and support over the past three years.

WIRED Program Highlights the Grant and Its Future

WIRED recently developed a new [program](#) which it first distributed at its Third Anniversary Celebration and Networking Event. The publication provides details on WIRED's mission, its work and achievements, individuals and organizations that have contributed to its success, as well as its future plans. Extra copies of the program have been printed and are given to grantees and other organizations that request it as well as brought and handed out at events participated in by WIRED.

Success Stories from Workforce Innovation Grant I and II Program Activity:

Workforce Innovation I

Arapahoe/Douglas Works!

- Oracle's Profit Magazine conducted an interview about the ETA (Expert Technician Academy) and an article will be published in this quarterly magazine.
- An interview about the ETA was conducted by Comcast Newsmakers and will air in May on CNN Headline News.
- The Concurrent Credit legislation at the state legislature is promoting the use of concurrent (dual) credit for high school students in order to achieve the Governor's Promise. The programs at the ETA are perfect examples of a working model of this legislation.

eSpace: The Center for Space Entrepreneurship

- eSpace received numerous emails from individuals who had seen coverage of the organization in various media outlets. Here is one of the emails.
"Diane and Scott, I heard you guys on NPR this morning and your interview struck a chord with me. The part where you spoke of getting technically inclined younger folks to pursue aerospace as a career even though they may not have engineering degrees is exactly what America needs to be doing. What an awesome program to develop young talent and I just wanted to say good luck and go go go..."

Goodwill Industries of Denver

- Goodwill in conjunction with Energy Environmental Corporation hosted the Renewable Energy Trades Workshop for 20 students who gave up their spring break to attend this intensive training opportunity. From this experience students had the opportunity to learn about HVAC systems, geothermal heating and plumbing, energy efficiency within the home envelope and solar technology.
- Goodwill's Renewable Energy Trades workshop was picked up by Denver Post online. The Post spent a day during the workshop taping the lesson and interview students and staff. It was a great story and highlighted some really fantastic students and all that they were learning over the course of the workshop. The link to the story is:
<http://photos.denverpost.com/photoprojects/galleries/video.html?bcpid=1504364485&bclid=1419798684&bctid=1758665501>
- Montbello High School's Energy Workforce Program Careers Plus class was highlighted on Colorado Public Radio. The link to this story is:
http://www.kcfr.org/index.php?option=com_content&task=view&id=94&Itemid=234&target_pg=com_day&date=03/9/2009
- Charles Fubler, a Goodwill student, was accepted with a full ride to Notre Dame! He has wanted to go to Notre Dame since he was a little kid, and hopes to study engineering.

Turnabout, Inc.

- Gerald Terrell is a great Turnabout success story. He entered the Turnabout program in August and the WIRED program in December 2008. He expressed a great desire to enter into the renewable energy field. At the time there was nothing available. Gerald worked at a law firm at night filing documents and during the day he went door to door with a rake that Turnabout had purchased for him. When the opportunity presented itself to work at Green Power Company, out of Fort Collins, Gerald jumped at the chance even if this meant getting off his graveyard shift job at 7:00 am and driving straight to Fort Collins to put in another 8:00 hour shift. His sole motivation is to take care of his family. Gerald continues his employment with Green Power Co. and has enhanced his knowledge of PV solar installation by attending Thames Solar Electric's, Basic and Advanced Solar PV workshops.

Workforce Innovation II

Colorado Association for Manufacturing and Technology (CAMT)

- CAMT received a kind note from a student:
"Thanks Don!
I learned a lot in your class about things that had me wondering for years! It filled a much needed gap in my education and will serve me well for years to come! Not only my work, but my private life will benefit. My husband and both of my daughters are in Engineering and now I actually understand their work and passion a little better (that includes my daughter's high school analysis of microscopy data gathered at CSU, on the pollination of non-hybridized tomatoes. Her statistical work was totally beyond me until now!) Best wishes and good luck with future classes! Brigitte"

Colorado State University

- CSU received a positive testimonial from one of its students:

“While taking an undergraduate course “Laboratory Basics for the Biotech and Pharmaceutical Industries” at CSU, I decided to pursue a career in biopharmaceutical product development. I have since graduated with a degree in Microbiology from CSU and found employment in the biopharmaceutical industry. I have attended the first Regional Training Center for Product Translation short-course “The Product Translational Pathway and Related FDA Regulations” and found it immensely helpful to my work. I am registered for the next course, and plan to use the information I gain not only on my resume, but also in my current work.”

-- Jessica Mierkey, Quality Associate, BioMARC

Denver Public Schools

- Despite an abbreviated schedule due to weather, the robotics teams that are part of DPS’s WIRED program, successfully competed in the 2009 FIRST Colorado regional with the Kennedy High School team placing third out of 48 teams.

Poudre School District (PSD)

- Rob Ufer, Poudre School District Wired Grant Manager, reported:

“As a high school teacher for 12 years I have used guest speakers only a couple times. Because of the nature of the WIRED Grant, I felt that it was very important to expose the students to as many professionals as possible. Although we are only three weeks into class the students seem to have a much better understanding about the corresponding industries workforce and the skills required than hearing it in a lecture or reading it in a textbook. Taking students to our business partner’s facilities has also proven to strengthen their intrinsic motivation to learn.”

Press Hits

In the first quarter of 2009, WIRED and its grantees were covered in local, regional and national media 22 times. Below are some of the highlights:

1/26/2009: “CU-Boulder, SpaceDev Launch Space Nonprofit” – *Daily Camera*
<http://www.dailycamera.com/news/2009/jan/26/cu-boulder-spacedev-launch-space-nonprofit/>

1/27/2009: “SpaceDev, CU Form eSpace” – *Denver Business Journal*
<http://www.bizjournals.com/denver/stories/2009/01/26/daily5.html>

1/27/2009: “New Group Aids Aerospace Innovation” – *Denver Post*
http://www.denverpost.com/business/ci_11559853

1/28/2009: “CU-Boulder and SpaceDev Launch Center For Space Entrepreneurship” – *Space Daily*
http://www.space-travel.com/reports/CU_Boulder_And_SpaceDev_Launch_Center_For_Space_Entrepreneurship_999.html

2/1/2009: “Boosting R&D for Fresh Energy Breakthroughs” – *Washington Post* and syndicated nationally
<http://www.postwritersgroup.com/archives/peir090201.htm>

2/11/2009: “Boosting Colorado's Aerospace Industry” – *Colorado Public Radio - Colorado Matters*
http://www.kcfr.org/cgi-bin/comatters/comatters_play.aspx?play=4680&type=comatters.aspx

2/18/2009: “iCAST Helping Job-Seekers Train for 'Green Collar' Work” – *KDVR.com*
<http://www.kdvr.com/news/kdvr-icast-021809,0,807742.story>

2/23/2009: “Center Encourages Aerospace Entrepreneurs” – *CNN.com*
<http://www.cnn.com/2009/TECH/space/02/23/space.entrepreneurs/index.html?iref=newssearch>

3/10/2009: “Turning Kids on to Energy Careers” – *Colorado Public Radio - Colorado Matters*
http://www.kcfr.org/cgi-bin/comatters/comatters_play.aspx?play=4740&type=comatters.aspx

3/14/2009: “A Launchpad for Innovation” – *Denver Post*
http://www.denverpost.com/business/ci_11909874

3/27/2009: “Goodwill's Green Energy Youth Program” – *DenverPost.com*
<http://photos.denverpost.com/photoprojects/galleries/video.html?bcpid=1504364485&bclid=1419798684&bctid=17586655001>