



**Metro Denver Regional Partnership  
Quarterly Narrative Progress Report  
Submitted August 14th, 2008**

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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

**Date:** August 14<sup>th</sup>, 2008

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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**

##### **Staffing**

25 applications were received for the position of WIRED IT and Communications Coordinator. WIRED staff, together with the Metro Denver Economic Development Corporation's Director of Marketing and Technology short-listed six candidates, interviewed five, and the successful candidate is expected to join the team in August.

WIRED's accounting specialist resigned in June to pursue an opportunity with the Colorado Department of Labor and Employment. Her role in this new position will include coordinating the State's WIRED-related activities, in particular relating to WIRED subgrantees with whom the state has directly contracted. Two part-time accounting professionals were hired this quarter to replace WIRED's account specialist.

## **Revised Implementation Plan**

WIRED's 2008-2009 Implementation Plan has been finalized and approved, and will be available through the Metro Denver WIRED web site in August.

## **Workforce Innovation Grant II**

A major focus of activity for WIRED staff and coordinators during the quarter related to the second Workforce Innovation RFP that was released in March to obtain additional training and placements in the WIRED targeted industries. WIRED's Bioscience Industry Coordinator led the process, developing the RFP documentation and facilitating the evaluation procedure.

WIRED staff delivered two briefing sessions for prospective grant applicants. The first was a Pre-Proposal Conference that included a walk-through of the application process, question and answer session, and was followed by an informal networking session. The networking part of the meeting provided the opportunity for individuals and organizations to discuss possible partnership and collaboration opportunities when developing their grant application. The session was well attended (56 attendees) and WIRED staff received many comments that it had been very useful for making connections.

The second briefing session focused on identification, development and correct reporting of WIRED performance goals that include (but are not limited to) U.S. Department of Labor Common Measures for adult education and training placement.

A total of ten proposals was received, which were then reviewed by a panel of 19 WIRED industry, education, workforce and economic development partners. Reviewers attended a day long meeting to discuss the merits of each proposal, and decide which to recommend for funding. The review team subsequently recommended seven proposals be funded, subject to conditions and revisions the team believed would improve performance and return on investment.

Prior to contracts being finalized, meetings will be held with each proposal team recommended for funding, to clarify any questions or conditions for funding the review team had. It is expected approximately \$1.7 million will be awarded to the seven Workforce Innovation Grant II proposals.

## **Career Attitude Polling**

Hill Research Consultants, the consultant selected to conduct two High-Tech Career Attitude Polling research projects (targeting [Youth](#) and [Workforce/Community College](#) populations), began its research this quarter. Polling and focus groups were conducted with the following groups throughout the nine-county WIRED region:

- K-12 students, teachers, parents and career counselors;
- Community college students
- Workforce Center job seeker customers

In addition, Hill will be conducting polling with workforce center staff and community college staff. Preliminary results are expected early next quarter, and these will play a key role in WIRED's communication and outreach activities moving forward.

## **Curricula Inventory**

WIRED's Energy Industry coordinator has compiled a list of existing curricula, and curricula under development, currently being delivered by WIRED subgrantees, which will be disseminated among current and future training programs in this region and elsewhere.

## **Small Business Development Center Network (SBDC) Cluster Survey**

SBDC staff conducted the official presentation on the results of the small business cluster survey to WIRED staff (to view a copy, [please click here](#)). It was decided to convene a meeting of WIRED partners to develop a plan for utilizing and disseminating the results particularly with regard to identifying what programs/services can be created or enhanced to assist the small business cluster communities. The SBDC will be focusing on the entrepreneurial training program (existing businesses) for the cluster industries and also the Youth programs. The SBDC is looking at a start date of October, 2008 for these programs to be rolled out.

## **Curriki Project**

The WIRED Bioscience Industry Coordinator has assisted with contract preparation and a definition of scope for the Curriki project, an online open-source-sharing model for curriculum information developed by WIRED subgrant projects.

## **New Developments**

### **The Business and Education Talent Readiness (BETR) Project**

BETR was initiated by Pikes Peak Workforce Investment Board with the Pikes Peak Workforce Center in Colorado Springs in May 2007. It's primary objective and vision is to promote ways to address the workforce problems that business has had with the quality of applicants for employment openings in Southeastern Colorado. As a result, BETR activity focuses on forming sustainable, cooperative connections between business and education while encouraging more high school graduates to continue with post-secondary education that includes career and technical, community colleges and four-year universities. BETR promotes 21<sup>st</sup> century work readiness using 21<sup>st</sup> century methods through high-tech web resources such as pod casts, virtual collaboration, assessment and training, and regional company videos.

Metro Denver workforce regions and the Workforce Board of Metro Denver have endorsed this project and their application for a US DOL STEM grant. Regardless of the outcome of that grant application, local regions have committed funding and in-kind staff to the statewide rollout of the BETR project. The Workforce Board of Metro Denver will also re-examine its budget to see if Board funding can be used to support the project.

BETR Project goals and activities are closely aligned with WIRED industry panel recommendations to promote greater exposure to, and experience of, WIRED industries to students, parents and teachers. A proposal to support expansion of the BETR project to the Metro Denver region is currently under development, and will be presented to the WIRED Leadership Council for consideration for funding next quarter.

### **The Front Range Workforce Funding Collaborative (FRWFC)**

The goal of the FRWFC is to develop a workforce funding collaborative to support the development of low-income low-skill workers for jobs in the construction/skilled trades industry, the energy industry, and the healthcare industry. In June, Mile High United Way and seven other

funding partners, who collectively committed \$670,000, submitted a proposal to the National Fund for Workforce Solutions (NFWS) to obtain a three-year grant for \$450,000 (\$150,000/yr) to support development of the collaborative. The NFWS will visit with the funding partners, potential partners, and other stakeholders in August. A final decision from the NFWS is expected in October.

### **US Department of Labor Employment and Training Administration SGA for the STEM Opportunities in the Workforce System Initiative**

The Denver Office of Economic Development/Division of Workforce Development coordinated development of a proposal on behalf of the Front Range STEM Collaborative (FRSC). FRSC is an innovative partnership among business, education and government stakeholders from across the Front Range area (Denver and seven surrounding counties) to address the skilled workforce needs of employers by providing disadvantaged youth with the education and training they need to compete in STEM careers. In May it was announced that the FRSC was not awarded a grant, but the Denver Office of Economic Development intends to continue working with partners to pursue development of the FRSC.

### **Meeting/Outreach Activity**

#### **Solutions Teams**

This quarter each of the four WIRED Solutions Teams met for the first time. Each team includes members from education, industry and the public workforce system and focuses on developing strategies and activities – using WIRED funds and leverage – that address recommendations developed by WIRED panels and research. WIRED’s Aerospace, Bioscience and Energy Coordinators and WIRED’s Higher Education Panel Convener each convene a team, which are also chaired or co-chaired by a WIRED partner. Full details on the four Solutions Teams and their scopes of work can be found by [clicking here](#)).

- 1) Connecting to Industry
- 2) Growing Our Own
- 3) Optimizing Today’s Workforce
- 4) Metro Denver 2010

WIRED held an initial meeting in May that convened all four teams for a briefing on their overall goals and scope, followed by individual team meetings. Each team met again in June, and will continue to meet on a monthly basis through at least September.

#### **Key Outcomes:**

Connecting to Industry: - panel members have identified 36 potential projects for funding. These will be refined and prioritized, and statements of need will then be developed for each project the Team recommends for submission to the Leadership Council for approval for funding.

Optimizing Today’s Workforce: - the team is focused on the need for consistent, well-organized data; a communications plan to conduct outreach to untapped populations (e.g. veterans, non-completers, ex-offenders, etc.); and the need for program alignment. The team has also been looking at promising practices for recruiting and training untapped sources of labor, including

programs funded by WIRED, to determine if there are existing programs that could be expanded rather than creating yet another new program.

Growing Our Own: - The Growing Our Own team has been discussing projects that focus on communications, including identifying appropriate messages, messengers, audiences, media, and timing. This team has also been considering an industry/education partnership lab school, and reaching deeper into education – beyond superintendents to principals and back – on an as-needed basis.

Metro Denver 2010: - The team has defined its scope as identifying the attributes, competencies and successful approaches required of a regional, industry-driven “transformational talent development model”. Its findings will form the basis of an RFP for a research and consulting project to identify successful talent development model structures in other regions, that could potentially be replicated or adapted for the Metro Denver region. The research will also include a gaps analysis of the required talent development model attributes and approaches identified by the 2010 Team, and the regional/organizational infrastructure currently in place to support them.

### **Rocky Mountain Workforce Development Association Conference**

The theme of this year’s Rocky Mountain Workforce Development Association Conference was “Opportunity is Everywhere...When You Know Where To Look!”. WIRED staff both attended and participated as session presenters. Ledy Garcia-Eckstein, WIRED’s Executive Director, and Vicky Lea (Aerospace Industry Coordinator) delivered [a presentation on the principles of Sector Strategies in Workforce Development](#), which also included examples of how the United Kingdom is tackling its employment and skills needs through a sector based approach. Mary Jeffrey’s, WIRED’s Energy Industry Coordinator, also made a presentation on “The Energy Industry in Colorado”, and a copy of her presentation can be accessed by [clicking here](#).

### **WIRED Leadership Council**

The first meeting of the re-structured WIRED Leadership Council was held in May, and featured presentations by two WIRED subgrantees. Discussion focused on the scope and outcomes of the newly-formed Solutions Teams, and how this activity supports the sustainability of the WIRED Initiative. A copy of the meeting minutes can be accessed [by clicking here](#).

### **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 second quarter, the Aerospace Industry Coordinator:

- Attended National Space Symposium in Colorado Springs (staffed Colorado Space Coalition Booth, and developed aerospace education & career resource handout for students and educators).
- Presented WIRED update to Workforce Boulder County staff.
- Met with the CEO of SEMTA, the UK’s Sector Skills Council for science, engineering and manufacturing technologies. Discussed best practice recommendations (and lessons learned) from the UK for: improving industry and training provider collaboration, mapping skills needs, implementing delivery mechanisms and benchmarks, and monitoring changing

business needs. Shared key findings from the meeting at the Rocky Mountain Workforce Development Association Conference.

- Attended May Colorado Space Coalition meeting and provided WIRED update to members.
- Attended “Inside Aerospace - An International Forum for Aviation and Space Leaders”, held in Arlington, Virginia in May. The forum was organized by the American Institute of Aeronautics and Astronautics (AIAA), and brought together leaders from the United States and the international community for an open discussion of all aspects of aerospace workforce development, from government, industry, and academic perspectives. Sessions and panel discussions reinforced the Metro Denver WIRED’s focus on promotion of a STEM-competent workforce, promotion of hands-on experience, and consistent exposure to, and experience of, industry for students, parents and educators.
- Continued to represent WIRED seat at COMSTEC board meetings. Working closely with COMSTEC members on WIRED involvement at STEMapalooza event in October 2008.
- Met with GeoCounsel, a technical and project management company specializing in engineering, mapping, GIS and project management services worldwide.
- Attended Community College of Denver’s Aerospace Summer Program Finale; high school students participating in the JumpStart into Aerospace summer program presented their accomplishments, and were awarded certificates of completion.

### **Bioscience:**

In addition to his facilitation and leadership in activities mentioned elsewhere in this report, the Bioscience Industry Coordinator:

- **Attended both regular and special purpose industry meetings:** including BioTech Connect career promotion meeting at CSU; HR Pharma meeting of key pharmaceutical HR staff (attended and spoke); BioBootcamp; and a CBSA HB 1360 Seminar meeting at National Jewish Healthcare.
- **Attended Workforce System Meetings:** Provided a WIRED update with the Aerospace Industry Coordinator to the Boulder Workforce Board; attended the Rocky Mountain Workforce Development Association meeting; attended and spoke at the Philadelphia region ETA Carpe Diem Summit meeting on financial sustainability of workforce programs and services.

### **Energy:**

During the second quarter, the Energy Industry Coordinator:

- Participated in the Green Collar Jobs (GCJ) Task Force with the Governor’s Energy Office (GEO). The GCJ includes representatives from industry, education, workforce, and economic development. On behalf of the task force, GEO contracted with the American Solar Energy Association (ASES) and the Management Information Systems Inc. (MISI) to conduct a study of the economic impacts of renewable energy and energy efficiency in Colorado. The final report is expected to be released in November, 2008.
- Attended the Statewide Energy meeting convened by the Colorado Department of Labor & Employment, held at the Jefferson County Workforce Center.
- Participated in ETA/Goodwill conference calls around collaboration between the public workforce system and Goodwill Industries. The Metro Denver region has a long history of working with Goodwill. WIRED recently awarded Goodwill with grant funding to provide energy career classes to 60 students in two area high schools.

- Continued in her role on the Steering and Outreach committees for the Rockies Energy Workforce Collaborative (REWC). Attended the quarterly meeting in Rifle, CO. During this meeting, toured a flex rig capable of drilling up to 22 natural gas wells from one platform. Also developed strategy for outreach for this seven-state collaborative.
- Worked on the restructuring of the Colorado Energy Coalition (CEC), including developing value-added programming in the form of a quarterly balanced energy economy series.
- Participated in the Green Jobs and Building Trades Summit hosted by FRESC and the International Brotherhood of Electrical Workers Local 68.
- Assisted the Colorado Nanotechnology Alliance with presentations to a renewable energy/nanotechnology company prospect.
- Participated in the monthly Women in Sustainable Energy (WISE) meetings.
- Introduced Janice Rooney (Community Outreach Manager at NREL) to Seth Portner (deputy director at GEO) to see how they could work together. They are currently in discussions for NREL to provide GEO with an executive on loan.

**Resolution of Previous issues and challenges:**

Work continues between the City, State and the Metro Denver WIRED Initiative to streamline the contracting process. To address the challenge of streamlining the contracting process, the State has accepted being the direct contracting agent with any Metro Denver WIRED subgrantees that are local workforce centers.

For the period April 1 to June 30, 2008, the Colorado Department of Labor and Employment (State) worked with the Metro Denver WIRED Initiative (WIRED) and the Denver Office of Economic Development (City) to ensure a smooth transition to directly manage four Workforce Innovation I WIRED subgrantee contract agreements. These four subgrantees were transferred from the WIRED RFP and award process to the State because each subgrantee has a local workforce center as the fiscal agent and can be managed under the State's local grant agreement. The four local workforce center WIRED subgrantees are: Adams County Workforce and Business Center, Arapahoe/Douglas Works!, Jefferson County Workforce Center (on behalf of iCAST), and the Employment Services of Weld County.

Under the local grant agreement, the State will manage, coordinate, monitor, and provide technical assistance to the WIRED subgrantees. The subgrantees will follow the terms of the grant agreements and provide the State with all needed WIRED information.

The State has worked closely with the four subgrantees to confirm the required processes for reporting activities and expenditures stated for the WIRED programs and has shared the reported information with the staff at WIRED.

On June 16, 2008, the State hired Angel Moreno to assist in coordinating the WIRED subgrantees.

### **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.*

### **Workforce Board of Metro Denver (WBMD)**

1. The WBMD continued its work on key partnership activities related to the energy sector during this quarter.

- Led the **Metro Denver Energy Workgroup** in the development of a collaborative plan to address the extractive and renewable energy workforce demands in Metro Denver. Key partners include energy-related private sector companies, five local, state and national labor union representatives, the Colorado Department of Labor and Employment (CDLE), the Governor's Energy Office, local school districts, four community colleges in the Metro Denver area and universities, local economic development staff, Goodwill Industries and other private non-profit organizations, the Metro Denver WIRED Initiative partners, and all eight Metro Denver local workforce regions.

Key outcomes – CDLE incorporated the collaborative plan developed by the Metro Denver Energy Workgroup into a statewide proposal that responded to the US Department of Labor SGA for the *High Growth Job Training Initiative Grant for Energy Industry and Construction and Skilled Trades in the Energy Industry*. After submission of the grant, the Metro Denver Energy Workgroup membership unanimously agreed to continue to meet on a bi-monthly basis to work toward the goals proposed in the plan, regardless of the outcome of the grant application. Many partners acknowledged that this was the first time they had worked so closely with the large cross section of entities and thanked the Metro Board for bringing the partnership together.

- **Joined the Governor's Energy Office's Green Jobs Taskforce** which includes representatives from the CDLE, and other state departments, the Governor's Office, Colorado Energy Collaboratory, Front Range research institutions, community colleges, Metro Denver workforce regions, Metro Denver WIRED, non-profit organizations, labor representatives-including the Apollo Alliance, renewable and energy efficiency private-sector companies and private foundations.

The Board's participation includes serving on the education subcommittee. The subcommittee's charge is to conduct an inventory (asset map) of all of the education certificate/credential, and degree courses and programs currently available in Colorado that impact the state's growing New Energy Economy. The Workforce Board and

WIRED participation on this committee will help the taskforce build upon the previous energy and education asset maps that were done by WIRED partners.

Key outcomes - In June, the Workforce Board of Metro Denver agreed to contribute up to \$5,000 of WIRED funds to support the \$90,000 *Colorado Green Jobs* study that is being developed by the American Solar Energy Society and Management Information Services. In addition, the Energy Business Services Representative from the Denver Office of Economic Development wrote a grant application to the City that resulted in an additional \$10,000 to support the study, and CDLE has contributed \$10,000. These funding contributions are in large part due to the fundraising efforts of the WIRED Energy Industry Coordinator..

The study is expected to be released in the fall of 2008 and will be used by the State (and the Workforce Board of Metro Denver) to further shape our work in addressing the workforce demands of the renewable and energy efficiency industry in Colorado and the Front Range region.

Work is progressing on the education inventory (asset map). The education subcommittee is identifying new credential and degree programs that were not included in earlier education and energy asset maps done by WIRED. The work of this subcommittee has identified several other educational programs related to emerging sub sectors, such as water treatment, that are currently being developed. This inventory will be used by all partners, including WBMD, and local regions, to build and support local education and training pipeline for this emerging energy sub sector.

- **Continued support of energy industry partnerships** established through the WIRED funded Multiple Industry System Technician (MIST) project led by the Weld County Workforce Center, and multiple Adams County projects (both existing and proposed), led by the Adams County Workforce Center. Each of these projects include at least four Metro Denver workforce regions, private sector companies, secondary and post-secondary schools, and some community based organizations or associations.

Key outcomes - The Board participated in the MIST kick-off meeting, sharing resources and information with employers, local school districts, local workforce regions and community college partners on the Competency Model for the Energy Sector (utility specific but applicable across all energy sub sectors). The Board will continue to recruit employers for MIST internships, placement and the education advisory committee. The Board is also a partner in the successful WIRED Innovation II proposal for the Adams County on-line training in renewable energy manufacturing program for ex-offenders.

- The Workforce Board of Metro Denver assisted in the planning and marketing for the *Green Jobs and the Building Trades Summit* sponsored by the Apollo Alliance and IBEW. More than 150 people attended the all day summit which provided information on the role skilled trades will continue to play as Colorado develops their New Energy Economy.

Key Outcomes - New partnerships have been formed between skilled trade labor representatives, the Apollo Alliance and the Workforce Board of Metro Denver. Labor

partners have asked to join the Metro Denver Energy Workgroup. Through these growing partnership efforts we are strengthening the bridge between apprenticeship, education and the Metro Denver workforce development system.

- A growing number of local workforce regions have identified representatives from their Business Service staff to specialize in green jobs, energy efficiency and other related energy sub sectors. Information learned and issues raised by these targeted staff are shared with both the statewide energy committee, the Workforce Board of Metro Denver and the Governor's Energy Office.

Key Outcomes - These representatives have been asked to participate in the Metro Denver Energy Workgroup to establish a link between what each is doing in their local workforce region and the activities and plans established by the groups listed above.

- The staff to the Workforce Board of Metro Denver continues to meet regularly with the CDLE staff for the Colorado Energy Workforce Committee to share information on the Metro Denver activities and statewide activities.

Key Outcomes - Local Business Service Representatives from the Metro Denver region regularly attend the Colorado Energy Workforce Committee. During this quarter, the Colorado Energy Workforce Committee began planning a series of Energy Career Expos/Job Fairs. They will be held during Colorado's Workforce Development Month (September). The northern Metro Denver Energy Expo will be organized by local workforce staff and supported by the Workforce Board of Metro Denver and held in conjunction with the Northern (Larimer and Weld counties) Clean Energy Expo. The event for the other seven counties in the Metro Denver region will be organized by local workforce staff and support by the Workforce Board of Metro Denver. This Expo will be held in conjunction with the Colorado E-3 Expo in September.

- The Workforce Board of Metro Denver and several local Directors and CDLE staff are active partners in the **Rocky Mountain Energy Workforce Collaborative**, a six state energy collaborative lead by the American Petroleum Institute.

Key Outcomes - Workforce Board staff sit on the Immediate Hiring Need Subcommittee and are working together to develop a plan that addresses core competencies for soft skills, which the subcommittee has identified as work ethic, integrity, communication skill, consultative skills, collaborative skills and team work; and, produce an educational CD that details the strong performance of the industry, environmental stewardship, investment into alternative energy strategies, the regulatory climate and community partnerships. Participation in the RMEWC has lead to a greater understanding of the energy industry workforce needs, an opportunity to share information on what the Metro Denver workforce system can offer to help meet these needs and valuable contacts with local energy employers.

2. The WBMD also continued its work on key partnership activities related to bioscience sector:
  - As mentioned in previous quarterly reports, under the leadership of the WIRED Bioscience Coordinator, WBMD (including the workforce leadership from Boulder,

Jeffco and Arapahoe/Douglas) has continued its work with the Colorado Bioscience Association (CBSA) as the **Metro Denver Workforce Steering Committee**.

During this quarter the Workforce Steering Committee met with Battelle (the CBSA contractor) to establish several key deliverables. These include: a map/inventory of public workforce system activity, resources and assets for sub cluster planning using the model from the Larimer County plan; and, generating a list of recommended actions for the next steps in Colorado bioscience workforce development. These next steps will address current and future approaches to meeting the workforce needs of the cluster.

Additionally the WIRED Bioscience coordinator facilitated WBMD's contribution to the CBSA/Battelle **5-Year Roadmap strategic plan study**, wrote and facilitated completion of contract, formation of Workforce Steering Group for the study, convened its meetings with Battelle staff, and distributed preliminary finding materials. The study is due to be completed in September, and will result in increased attention to workforce and talent development issues in the current CBSA Battelle study.

Key Outcomes - Battelle will brief the workforce steering committee on the draft *Colorado Bioscience Strategy Update: 2008* early next quarter. The Workforce Steering Committee also discussed possible next steps, including:

- A WIRED and WBMD co-sponsored CBSA BizBio lunch program in the fall of 2008 on workforce indications from the Battelle Study and,
  - CBSA and the Workforce Steering Committee to use the study to engage the Metro Denver workforce leadership in becoming key partners in the design and implementation of a strategic plan that fuels the bioscience and related sub sectors' workforce pipeline.
- **A Manufacturing sub sector forum** was organized by the Tri-County Workforce Center (Jefferson, Gilpin and Clear Creek counties) that focused on responding to the manufacturing sub sector need in bioscience - especially medical devices, energy and aerospace. More than 80 people (with the largest number being large and small manufacturers from Jeffco, Boulder and Arapahoe/Douglas Counties) attended the event. Focus group findings were shared by Tri-County and validated by the businesses in attendance.

Key Outcomes - Tri-County Workforce Center is forming a Manufacturing Advisory Council for Metro Denver. This business-led council will assist the workforce regions in developing a strategic response that addresses the manufacturing workforce needs that cut across the bioscience, energy and aerospace sectors.

3. The WBMD also continued its work on key partnerships that go beyond industry sectors and WIRED specific grant activities, and that focus on transformation in the Metro Denver region.
  - The Workforce Board of Metro Denver was pleased to be asked to take the lead in organizing a **Metro Denver Regional Forum for the Governor's Jobs Cabinet**. Governor Ritter directed his Jobs Cabinet to conduct a series of regional forums

throughout Colorado to discuss the Cabinet's goals. The Governor has designated the Front Range as one of these regions. The WBMD coordinated with Pikes Peak workforce region to divide the Front Range and hold one forum in Colorado Springs and another forum that covered the remaining nine counties (Metro Denver). The Metro Denver Forum is scheduled for July 28<sup>th</sup>.

- Two of the regions represented on the WBMD have scheduled a combined WIB meeting for September. These regions self-selected because of their similar targeted industries and long history of collaboration. After their meeting, they will report out to the rest of the Board. The goal is to have other WIBs follow the lead of these two regions during the coming year.
- The Board recognized that the need to collect and report out on sector activity extended beyond WIRED specific projects and began a discussion on the need to collect and report data on targeted industries. A/D Works volunteered to pull the data for the Metro Denver region to show all enrollment, training and placement activities by sector. This information could be used by the Workforce Board of Metro Denver and local regions to guide a strategic plan for target industries and document return on investment. It could also be used by WIRED to show the workforce investment that goes beyond WIRED funding.

Key Outcome - A/D Works staff spent considerable time attempting to pull the data and compile the reports. They learned that to be able to most fully meet the needs of employers in high growth industries that can be met through the workforce system, there must be continued efforts to build consortia of employers in targeted industries. To this end, they created a crosswalk between NAICS codes and its targeted industry clusters, and obtained lists of employers in their specific region that can be separated into targeted industries and proactively contacted. As consortia are built, they will be able to work with other regional workforce centers and education partners to identify/develop customized training programs that address both current and projected employer need.

The WBMD has engaged in a series of meetings with our partners at CDLE to help establish a system that allows us to collect and report this information. The Board will use the report that A/D Works was able to generate for their region as a model. WBMD staff, and a representative that worked on the A/D Works data project will meet with the MIS staff during their statewide meeting in August to continue this project.

- **WIRED Solutions Teams.** The Workforce Board Director co-chairs the Optimizing Today's Work Force Solutions Team along with Judy Emery who serves on three local WIBs. The Metro Denver 2010 Solutions Team is chaired by the Executive Director of Denver's Office of Economic Development. Local workforce directors and their staff serve on each of the four solutions teams.

Key Outcomes - Details of the Solutions Team outcomes are prepared by the WIRED conveners. This information will be shared with the Workforce Board of Metro Denver.

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

CEPA's activity for this quarter centered on convening the Growing Our Own Solutions Team and strategizing with other Solutions Teams conveners and co-chairs. Beverly Buck, CEPA's Director of Communications and Development identified and recruited foundation, K-12, and Higher Education representatives to serve on WIRED's Solutions Teams and Leadership Council, in addition to convening two meetings of the Growing Our Own Solutions Team.

CEPA also completed a first draft of the WIRED Network Analysis Report, which was distributed for comment to WIRED staff, and is now in the process of incorporating requested revisions. The report is the baseline analysis of the first round of surveys of Metro Denver's WIRED Initiative's individual sectors, as they existed in the Initiative's early stages through December 2007. WIRED plans to utilize the results of this analysis to support its goals for cross-sector transformation to strengthen the regional economy.

In addition, CEPA continued to:

- Represent WIRED and the NGA Colorado STEM grant as a partner in implementation planning of DOLETA STEM Coordinating Center;
- Work with STEM partners to design, plan, and participate in statewide STEM meetings;
- Develop 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;
- Maintain presence of Denver Metro WIRED in various activities, *e.g.*, through staffing of Governor Ritter's P-20 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.

Key Outcomes – CEPA's efforts continue to help increase WIRED's geographic influence both in Colorado and nationally. In addition, work with the various stakeholders, *e.g.*, Colorado Department of Higher Education, Western Interstate Commission on Higher Education, Colorado Creative Economy Taskforce, and P-20 Coalition 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**

Judy Emery, from Colorado WIN Partners/UCD:

- Held twice monthly conference calls with Connecticut's "WIRED from a Disability Perspective" staff in preparation for a "WIRED from a Disability Perspective" US DOL Webinar, which she presented in June.
- Co-Chaired May and June meetings of WIRED's "Optimizing Today's Workforce" Solutions Team;
- Attended WIRED Leadership Council Meeting;
- Reviewed Round II of WIRED's Innovation Grants;
- Attended Round II of WIRED's Innovation Grant RFP Review Process Meeting;

### **Colorado Energy Coalition (CEC)**

During the quarter, a new structure was developed to grow the cluster, including all energy subsectors. The new CEC is being formed around four focus areas: **Education** will focus on building the region's workforce capacity by building on the work of the Metro Denver WIRED Initiative; **Finance** will include investors and bankers with a focus on finance (oil and gas initially); **Infrastructure** will focus on natural resources (*e.g.*, access, permits, protection/remediation, exploration and production, etc.); and **Support Services** will initially focus on developing an "energy court," attorneys and judges with a specialty in energy law to adjudicate legislative and court matters.

### **Colorado Space Coalition (CSC)**

WIRED's Aerospace Industry Coordinator provided updates on WIRED activity at two CSC meetings during the quarter. CSC members continue to explore ways in which STEM education and workforce development might be more formally integrated within the CSC's remit. As a result, the CSC has decided to form a subcommittee to examine the possibility of developing a collaboratory research organization for aerospace in Colorado. The initial thought is that such an organization might be developed following a concept similar to the Colorado Renewable Energy Collaboratory (a research partnership formed last year that works with public agencies, private enterprise and education).

### **Kauffman Pilot Project**

WIRED's Bioscience Industry Coordinator continued development and contracting for the Kauffman Pilot Project, in consultation with Dr. Keith Gary and Paul Scianna of the Kansas City WIRED region (OneKC WIRED). This activity included attending the Western Tech Set annual meeting, as well as having individual meetings with WTS members, the University of Denver, University of Wyoming, and Colorado School of Mines regarding smaller tech transfer office/institution interest in tech translation services and other forms of collaborative assistance. A meeting with the Longmont Entrepreneurial Network was also held.

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

Full details about each of the 20 grant recipients' strategic partnership activities can be accessed through each grantee's [Quarterly Report](#). Highlighted examples of partnership activities and issues include:

#### **JumpStart**

##### **Colorado Mathematics, Engineering, Science Achievement (MESA)**

- Colorado School of Mines hosted MESA's High School Jamboree. Nearly 380 students participated, exceeding the previous year's attendance by 150 – a 52% gain. Fifty-four volunteers from several companies helped make this event a success. MESA was also awarded the "Colorado School of Mines MEP (Minority Engineering Program) Impact Award" for its work with under-represented students in the state.
- Colorado State University (CSU) will continue their relationship with Colorado MESA for the upcoming 2008 – 2009 school year.
- Many different activities were completed this quarter with various levels of participation from the Weld, Larimer and Adams County schools.

- The MESA Awards Banquet was held with a very large level of participation from business and community representatives as well as MESA program advisors, students and local political figures. WIRED's Executive Director also received an award, in recognition of WIRED's contribution to the very successful growth of MESA's program during the past year.
- University of Colorado at Boulder hosted the MESA/SHPE 2008 Summer Camp. Approximately 30 underrepresented students participated from the greater Denver area in hands-on activities learning about engineering careers. The camp included a trip to National Renewal Energy Laboratory (NREL), learning about and building wind turbines, plus the students participated in a boat building team competition.
- A new relationship with the Lakewood New America School netted 35 new students in the MESA program.

### **Community College of Denver (CCD)**

- CCD worked with Metropolitan State College of Denver (MSCD) and finished the Satellite Tool Kit (STK) laboratory in June. Plans are currently in the works for integrating the STK lab into numerous STEM courses at CCD and MSCD. Additionally, JumpStart into Aerospace (JSA) is working closely with MSCD to recruit WIA-eligible adults from the Aerospace-related degree programs offered at MSCD.
- JSA is working with aerospace-interested students at North High School to get them registered for fall aerospace course offerings at CCD through the Pre-Collegiate program.
- After working with Denver Workforce Development, JSA and DWD (Division of Workforce Development), CCD developed a new strategy to secure WIA-JSA new enrollments in WIA and the Aerospace program at CCD and MSCD. Instead of looking for enrollments from current WIA clientele, JSA is recruiting from internal and external student populations that are likely to contain WIA eligible students. Through June 2008, four individuals co-enrolled in JSA's continuum and WIA: two WIA youth enrolled in the 2008 JSA Summer program and two WIA youth enrolled in the ACES program.

### **Council for Adult and Experiential Learning (CAEL)**

- Xcel Energy and IBEW (International Brotherhood of Electrical Workers) 111 with the assistance of CAEL, implemented a major career connection activity - Xcel Energy Career Day on April 9, 2008. Additionally, CAEL staff promoted and assisted high school students in the "Light Up Your Future" program to help them apply for summer job shadow opportunities at Xcel Energy.
- United Power worked with CAEL and provided a career presentation to students at Brighton High School while also reviewing career opportunities available at United Power.
- CAEL and Bismarck State College coordinated registering students into the online courses; Industrial Aptitude Test Prep and Orientation to the Electrical Industry.

### **Jobs for America's Graduates (JAG)**

- The JAG program at Ft. Lupton High School worked with Weld County School District and AIMS Community College to organize a career fair for the entire student body of Ft. Lupton High School. On April 17, over 35 career speakers visited the high school to share information with students about their various industries. Each student attended up to seven sessions with different speakers.

### **Red Rocks Community College (RRCC)**

- One RRCC full time employee was placed full time at the Laramie Building of the Jefferson County Workforce Center to aid with recruitment from Workforce Investment Act (WIA) clients into energy careers. There have been nine WIA referrals into water quality management.
- RRCC is also adding one full time Workforce employee to Arvada Process Tech Lab to increase workforce clients' exposure to energy careers and training.
- RRCC is partnering with iCAST (International Center for Appropriate and Sustainable Technology), Governor's Green Jobs, and SELA (Smart Energy Living Alliance), to complete ENY workforce inventory and develop entry pathways in Energy Audit for Workforce Clients.
- RAPT (Rockies Alliance for Process Technology) met for two days in Billings, Montana at the University of Montana for the RAPT Best Practices Conference, June 26-27. This was a working and developmental meeting aimed at surfacing best practices found at member colleges.

### **Regis University**

- The School of Computer and Information Sciences hosted Red Rocks Community College (RRCC) on May 14<sup>th</sup>. This was an opportunity for Regis SCIS faculty to meet the RRCC faculty and establish personal relationships. RRCC faculty reviewed Regis' degree completion program where students take three years at a community college then transfer to Regis to complete their CIS/CS/BTM degree in one year. Regis is working on an articulation agreement with RRCC modeled after the Community College of Aurora agreement.
- Regis is pursuing Articulation Agreements with RRCC, Front Range Community College, and Arapahoe Community College. The Regis New Student Enrollment group will be sending an advisor/representative to the above community colleges once a week. They will have a table where students can drop by and ask questions about transfers to Regis. The community colleges were much in favor of this.

### **Thompson School District (TSD)**

- University of Colorado at Denver (UCD) and Thompson administrators designed a year-long training plan that began with a class of Berthoud High staff in June 2007, continued with follow-up classes in math and science and teacher visitations to successful STEM schools and businesses throughout the year, and culminated with a class of Loveland High staff in June 2008. This training/capacity building process included 82 science and math teachers, 44 non-science and math teachers, and two administrators.
- More than 350 elementary school teachers attended a seminar on teaching literacy through science, and a network of Front Range science and curriculum coordinators was trained by Dr. Ken Wesson from the Stanford Research Institute.
- A partnership was formed with several WIRED school districts and the Colorado Community College System (CCCS) to provide approximately \$55,000 in funding to implement a Math-in-CTE training pilot.

### **University of Denver (DU)**

- Castle View High School sent seven teachers to the DU program in 2008. Plans are being finalized for DU to mentor Castle View students for the First Robotics competition next year along with DU faculty providing guest lectures at Castle View High School in the fall of 2008.

- One Gold Crown Foundation teacher participated in the first summer camp of 2008 and one student is scheduled to attend the second camp.
- Lockheed Martin gave a presentation to students during both camp sessions in 2008. The students enjoyed the presentation and were excited by the discussions about the aerospace industry.
- Xcel Energy Foundation provided \$10,000 in student scholarship and high school implementation support for the 2008 program.

## Workforce Innovation Grant I

### **Arts Street**

- Martin Luther King Jr. Early College worked with Arts Street and delivered Interactive Media classes to the High School track, an intensive study that combines web, video and GIS mapping. Examples of students' web site are beginning to be posted on [www.VisualInformatics.org](http://www.VisualInformatics.org).
- Emily Griffith Opportunity School, College of Business and Technology worked with Arts Street and is delivering a three-semester cluster study of Web, Video and GIS Mapping.
- Merrick Engineering worked with Arts Street to guide three students for a three-hour job shadowing experience in their GIS Division, engaging students in using their proprietary software.
- The Colorado Dragon Boat Festival worked with Arts Street to partner with eight students to produce a marketing video for the 2008 festival.
- CWB2 TV worked with Arts Street to provide three students and two teachers with job shadowing in live TV show and editing. In addition, Alice 105.9, a local radio station, provided job shadowing for three students in radio show production.
- Arts Street worked with the Denver Mayor's Office for Education & Children who is partnering with Comcast and Denver Channel 8, to involve five to seven students in a Team Project of producing a PSA on drop-out prevention.

### **Employment Services of Weld County**

- Aims Community College continues to work on developing the MIST (Multi-Industry Systems Technician) I and MIST II certificate levels for the first class to be offered beginning in August 2008.
- Both Greeley School District 6 and Weld County School district RE-8 began marketing the MIST Program to their students in April and May.

### **Front Range Community College (FRCC)**

- Curriculum in the Basic Training for the Energy industry program at FRCC is being based off input from their partners which include Vestas, Platte River Power Authority, Woodward and Schlumberger.

### **International Center for Appropriate and Sustainable Technology (iCAST)**

- University of Colorado and COSEIA (Colorado Solar Energy Industries Association) attended industry meetings and advised iCAST on course curriculum.
- Xcel participated in the EE Industry committee meeting and may provide someone to address EE economic incentive programs in one or two courses.

### **Goodwill Industries of Denver**

- Goodwill has been working intensively with principals, counselors, teachers, and other staff at East and Montbello high schools to lay the groundwork for the program, including securing classroom and office space and approval for elective course credit. Goodwill has also been working with counselors to promote class enrollment.
- During spring 2008, Goodwill WIRED staff recruited students for the Xcel Energy job shadow program. Goodwill (with partner CAEL) developed curriculum to prepare students to take the Edison Electric Institute (EEI) exam to qualify for employment with Xcel following their paid, summer job shadow experience.
- Goodwill worked with instructors at Red Rocks Community College in the Process Technology department to run the Science and Technology Preview (STeP) program. Goodwill worked with instructors to design a curriculum, and then taught the five-day camp for 26 students from Denver and Jefferson County Schools.
- In May, Goodwill WIRED staff conducted a site visit at the Waste Management methane gas extraction facility. Staff learned about opportunities within the field and discussed the possibility of taking students to the plant during the school year.

### **Center for Space Entrepreneurship (CSE)**

- Eighth Continent (8C), an entity that is also supporting space entrepreneurship, and SpaceDev are partnering through a Boulder Innovation Center investment to share resources and support each other's missions. Companies and workforce developed through 8C will be supported by CSE and therefore will become a part of the CSE workforce development results.

### **Turnabout, Inc.**

- Aspen Well Drilling will hire and train Turnabout's clients in entry level rigging positions or provide job opportunities for previously skilled workers.
- Rocky Mountain Chapter IEC (independent electrical contractors) is developing courses in introduction to electrical for PV solar panel and wind turbine installation.
- Colorado Alliance of Sustainable Business Associations has been invaluable in helping Turnabout to establish industry contacts and has forwarded them information that encompasses all energy fields.
- Green Power Company, LLC, a residential alternative energy (wind & solar) installation company, has agreed to provide on the job training and job opportunities for clients as upcoming projects begin.

*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?*

### Common Measures Baseline Data

A meeting among WIRED staff, the Colorado Department of Labor and Employment, and the Denver Office of Economic Development has been scheduled for August to develop a process for extrapolating baseline and annually updated Common Measure data for the nine-county WIRED region. This will involve processing quarterly performance data from individual workforce regions within the WIRED region, and will include 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 Grantee 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. Contracts and common performance metrics for Workforce Innovation II grants are currently being finalized, but the following list provides a **summary of Common Performance Goals for Workforce Innovation I subgrantees:**

1. Starting number of participants enrolled in Job-Related Education/Training: **1,373**
2. Number of participants to complete Job-Related Education/Training: **1,120**
3. Number of participants to attain degree, certificate or industry credential as a result of Job-Related Education/Training: **984**
4. Number of Job-Related Education/Training participants to be placed in WIRED target Industry employment: **966**
5. Number of WIRED participants to be co-enrolled in WIA: **148**
6. Number of participants to be retained in employment for six months: **801**
7. Number of participants to be exited prior to the end of the grant: **270**
8. Number of low income/minority students completers: **308**

### Tracking participants in JobLink

The State initiated a meeting with all WIRED partners, including representatives of metro Denver workforce centers, to identify the best way to track Workforce Innovation I and II clients in JobLink. Twenty-one people representing six of the nine WIRED workforce regions, and representatives from the State, City, and WIRED offices, and one of the WIRED industry grantees, attended the meeting. Coding for tracking WIRED participants was agreed to by the regions. This ability to capture and report data from specific programs is an essential element in supporting a demand driven talent development system. It is also expected that this tracking of program participants will provide more complete information on program success and better demographics of the WIRED population.

#### **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 Q2 2008: \$3,650,739\***

- Funds leveraged Q1 2007-Q1 2008: **\$2,387,377**
- Funds leveraged during Q2 2008: **\$1,263,362**  
Breakdown:
  - **\$1,037,068** JumpStart grantee leverage. By the end of Q2, 2008, JumpStart grantees had leveraged a total of **\$2,858,643** (or approximately 102%) of total projected leverage for JumpStart projects.
  - **\$226,294** Workforce Innovation I grantee leverage. This is the first quarter of reportable Workforce Innovation I leverage, which amounts to approximately 2.5% of total projected leverage for these projects. Please note, two subgrantee projects have a July 1<sup>st</sup> start date, so no reportable leverage until Q3.

\*Please note additional Q2 leverage from the following sources will be reported in Metro Denver WIRED's Q3-08 report:

- Colorado Department of Labor and Employment
- Metro Denver Economic Development Corporation
- Denver Office of Economic Development
- Colorado Small Business Development Center Network

#### **2) Other leverage:**

- The Community College of Aurora is developing an online incumbent worker training program for the Bioscience industry in regulatory and quality issues that was originally developed as a proposal to WIRED (which was never submitted) and now is being implemented without WIRED investment.

#### **3) Projected Leverage**

Total projected leveraged funds from WIRED JumpStart and Workforce Innovation I subgrantees is **\$11,539,235**.

Additionally, projected leverage from Workforce Innovation I subgrantees (whose contracts are currently being finalized) is **\$1,280,717**.

The table below provides a breakdown by JumpStart and Workforce Innovation I subgrantee:

	<b>WIRED Grant Award</b>	<b>Reported WIRED Expenditures as of 06/30/08</b>	<b>Leveraged Expenditures as of 06/30/08</b>	<b>Total Projected Leveraged Amount</b>
<b>JumpStart Grantee</b>				
Community College of Aurora	\$430,000	\$430,000	\$154,219	\$154,219
Community College of Denver	\$360,000	\$253,279	\$393,180	\$393,180
Council for Adult & Experiential Learning	\$350,000	\$276,231	\$100,556	\$110,350
Denver School of Science & Technology	\$160,000	\$142,285	\$ -	\$ -
Jobs for America's Graduates	\$350,000	\$241,801	\$261,373*	\$212,475
Math Engineering Science Achievement	\$350,000	\$309,878	\$891,241	\$944,033
Red Rocks Community College	\$400,000	\$120,166	\$469,867*	\$425,400
Regis University	\$450,000	\$328,701	\$47,523	\$71,622
Thompson School District	\$400,000	\$347,000	\$369,593*	\$305,709
University of Denver	\$450,000	\$408,311	\$171,091	\$187,809
<b>Subtotal</b>	<b>\$3,700,000</b>	<b>\$2,857,652</b>	<b>\$2,858,643*</b>	<b>\$2,804,797</b>
<b>Workforce Innovation I Grantee</b>				
A/D Works	\$483,412	July 1 start date	-	\$1,238,225
Adams County Workforce Center	\$157,498	\$43,471	-	\$450,540
Arts Street	\$178,200	\$34,018	\$42,637	\$185,585
Front Range Community College	\$192,108	\$26,573	\$11,859	\$74,388
Goodwill	\$215,100	\$3,272	\$11,491	\$216,755
iCAST	\$389,226	\$49,900	\$7,939	\$171,257
Center for Space Entrepreneurship	\$432,081	\$12,215	\$73,732	\$434,675
Turnabout	\$284,552	\$24,772	\$1,534	\$44,591
University of Denver	\$405,000	July 1 start date	-	\$5,687,116
Weld County Workforce Center	\$334,768	\$84,922	\$77,102	\$231,306
<b>Subtotal</b>	<b>\$3,071,945</b>	<b>\$279,143</b>	<b>\$226,294</b>	<b>\$8,734,438</b>
<b>TOTAL</b>	<b>\$6,771,945</b>	<b>\$3,136,795</b>	<b>\$3,084,937</b>	<b>\$11,539,235</b>

\* To date, three JumpStart subgrantees have exceeded their projected leverage amounts by a combined total of \$157,249

## 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 and Workforce Innovation I grant activity in both Education/Training and Capacity Building performance categories.

Program number for Workforce Innovation II Grants are currently being finalized, but *projected* numbers for Workforce Innovation I and II Grant participants trained and placed in employment. are included in the table below. Progress of these participants will be tracked quarterly through the subgrantees' inclusion of this data in their quarterly reports.

# METRO DENVER WIRED INITIATIVE

## Workforce Innovation Grants Projected Number of Clients Trained and Placed

Innovation I	Clients Trained	Clients Placed
1 A/D Works	275	238
2 Adams WFC	175	158
3 Art Street	115	95
4 FRCC	160	130
5 Goodwill	60	48
6 iCAST	250	170
7 SpaceDev	68	68
8 Turnabout	70	60
9 University of Denver	100	75
10 Weld WFC	120	102
<b>TOTAL</b>	<b>1,393</b>	<b>1,144</b>

### Innovation II (Pending Final Award)

	Clients Trained	Clients Placed
1 Adams WFC	350	289
2 CAMT	200	0
3 CSU	100	40
4 Denver OED	100	75
5 Denver Public Schools	80	20
6 FRCC	120	42
7 Poudre School Dist.	50	30
<b>TOTAL</b>	<b>1000</b>	<b>496</b>
<b>GRAND TOTAL</b>	<b>2,393</b>	<b>1,640</b>

## Regional Data Discussion

David Ford, Denver WIRED Grant Manager, and Greg McBoat, Research Economist with the metro Denver based Development Research Partners, presented a Metro Denver WIRED update and report on use of data (*Growing our Own with a WIRED Future*) at the Workforce Information in Regional Economic Development Conference hosted by US Department of Labor ETA Regions 4 and 6 on April 10-11. As a follow up to the conference, a meeting of local data specialists convened in June with plans to further address specific Metro Denver WIRED data needs and build upon best practices from other states and regions.

Participants at this meeting included WIRED State, City, workforce and economic partners. There was agreement that all partners had a vested interest in obtaining accurate and up-to-date data for many of the regional economic data indicators WIRED is attempting to capture, and that further discussion as to how the partners might work more collaboratively on obtaining and sharing this data would be useful.

In the meantime, it was agreed that WIRED would subcontract Development Research Partners, the Metro Denver Economic Development Corporation's research economist, to develop baseline and annual updates for the following economic indicators:

- 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

This contract work should be finalized in the next quarter.

## Monitoring of Subgrantees

The WIRED Initiative began the monitoring process of the JumpStart grantees the first quarter of 2008. At the beginning of the second quarter of 2008, the WIRED Initiative's monitoring team (comprised of three WIRED staff), conducted the mid-year monitoring reviews for nine of the ten JumpStart grantees. (The remaining JumpStart subgrantee had a later program start date, and will be monitored in August). The team scheduled individual site visits, which included:

- An entrance conference with each respective grantee's executive and program management staff.
- A comprehensive review of the administrative systems and internal policies, internal financial and accounting systems, and the contract's scope of work and performance outcome measures was facilitated.

The information collected during each monitoring review formed the basis of an Exit Conference, which was attended by the appropriate grantee program personnel to discuss issues of concern in an open forum. Feedback and comment from the grantee clarified issues, and were incorporated into the final monitoring report; thereby providing the grantee the opportunity to actively participate in the monitoring process.

To date, nine monitoring reports have been drafted, grantee responses have been incorporated and re-reviewed by respective grantees, and information has been compiled and incorporated into a final written Mid-Year Monitoring Report.

## **B. Subgrantee Performance Outcomes**

All JumpStart grantees, and eight Workforce Innovation I grantees reported project activity during Q2. 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**

#### **Colorado Mathematics, Engineering, Science Achievement (MESA)**

- As of June 30, 2008, 1,590 middle and high school students are enrolled in MESA. This exceeds the original goal of 1,309 students by 281 students – a 21.5% gain.
- 100% of MESA seniors graduated in June.
- 90% of this year's graduates enrolled in a two or four-year college.

#### **Community College of Denver (CCD)**

- 30 CCD students participated in an Aerospace career exploration/presentation, bringing the total to 427.
- 62 high school students participated in a JSA (JumpStart into Aerospace) informational presentation, bringing the total to 1,161.
- In June 2008, 16 students from 11 different schools, age 16 and over, participated in the second JSA Summer program which is four weeks in length. This program for high school students focuses on the integration of math, science, communications, professional skills, research skills, and career exploration within an Aerospace context.
- JSA participated in the Auraria Campus Spring Fling, an information fair, where 30 CCD, Metro State, and UCD students attended the event, discussing the Aerospace degree and career pathway.
- JSA met with 45 high school students participating in the Douglas County School District visit to CCD.
- JSA presented the Aerospace degree pathway and CCD to a group of 25 teachers and administrators involved with the New America School.
- CCD added three new members to the ACES (Access to Collaborative Education in the Sciences) program advisory board to support the expanded goals of JSA.
- CCD completed the Satellite Tool Kit Lab with a goal to incorporate it into many math, physics, and engineering courses from both CCD and MSCD during fall semester.
- Ten youth completed Aerospace Systems Technology Skills training.

#### **Council for Adult and Experiential Learning (CAEL)**

- CAEL prepared, promoted and assisted the on-site coordinators in recruiting students for online BSC (Bismarck State College) courses, Industrial Aptitude Test Prep and Orientation to the Electrical Industry.
- Thirty three students and five high schools received educational career and skills assessment/planning.

- Ten students were provided with information on industry-related associate and bachelor programs.
- CAEL communicated to an additional 260 students and school staff members about the energy industry and the online "Light Up Your Future" program.
- Twenty eight students were enrolled in the spring semester Virtual High School online courses for a total of 60 students enrolled for the year. A total of 38 students are enrolled in the online BSC courses.
- Thirty eight students enrolled in BSC online energy-related courses.
  - 7 students enrolled in the Orientation to the Electrical Industry course.
  - 31 students enrolled in the Industrial Aptitude Test Prep course.

### **Jobs for America's Graduates (JAG)**

- Eighty percent of students in the JAG program graduated from high school or received their GED.
- Ninety four percent of these graduates are moving on to post-secondary education.
- All students were provided with Adult Mentoring which helps improve self-confidence and creates opportunities to enter a career and become successful.
- JAG held the first Annual Career Development Conference, where over one hundred JAG students attended a full day of competitive events designed to showcase the skills they have acquired as a result of their participation in the program.

### **Red Rocks Community College (RRCC)**

- 282 students are enrolled in RRCC's Industrial Science ISOP (Industrial Science and Operations Programming) degrees that will produce job-ready technicians.
- The Introduction to Renewable Energy Technology, a year-long science and technology course for 11<sup>th</sup> and 12<sup>th</sup> grade students has been completed.
- During the first week of June, the Industrial Science and Operations Department hosted 28 high school students for the 3<sup>rd</sup> annual Science and Technology Preview (STeP) Program.
- 108 youth completed training this spring.
- 102 adults completed training in energy careers.

### **Regis University**

- Regis developed three new courses and revised six courses to launch the new Business Technology Management (BTM) degree.
- Regis created an IT Industry Advisory Group to provide feedback on BTM, provide internships, and employment opportunities.
- Relationships with the Hispanic Community flourished this quarter.
- In the Spring 2008 term thus far, there are 47 BTM students enrolled of which nine are Hispanic (19.1%). There were seven students that left the program this year making the retention rate 82%. Currently, there are 66 BTM students with only two that have left the program this quarter.
- Regis hired a bilingual Student Team representative.
- Regis' leveraged funds through the spring 2008 term for the Daniel's Fund (scholarships to Hispanic students) hit \$34,900, adding an additional \$16,900 in leveraged funds. Total leveraged funds are now \$67,346.

### **Thompson School District (TSD)**

- TSD participated in the PEBC (Public Education and Business Coalition), which worked with 30 principals, 13 assistant principals, 45 instructional coaches, nine central office administrators, and approximately 12 teacher leaders with an emphasis on higher order thinking and reading comprehension as essential for developing the P-12 portion of the “pipeline” necessary to create a skilled STEM workforce.
- There was a seven percent increase in students taking math classes and a two percent increase in students taking science classes.
- There was a 10% increase in females taking higher level math courses and a 39% increase in female Hispanic students taking higher level math courses.
- There was a 45% increase in male Hispanic students taking higher level math courses and an 8% increase in females taking higher level science courses. There was a 2% increase in female Hispanics taking higher level science courses and a 24% increase in male Hispanics taking higher level science courses.
- 82 science and math teachers took a UCD STEM course and 44 non-science and math teachers took a UCD STEM course.
- Two new teachers at Loveland High School will teach hands-on construction/business classes.

### **University of Denver (DU)**

- DU provided high school teacher training to five teachers to deliver engineering curriculum, for which they will earn three graduate credits.
- One hundred seventy-seven students completed the ski vibration, bungee, bike, and gait labs. Seventy-four students also completed most of the robotics program. Additionally, 10 students and two teachers from Castle View completed a three hour Computational Fluid Dynamics lab at DU. The demographics of the participants were 28% Hispanic, 8% African American, 2% Asian, 2% American Indian, and 41% female.
- To date, 441 people (students and teachers) have been trained in the program.
- The first of the two summer camps was completed. Sixteen students participated along with five teachers from Castle View, one from Montebello, and one from the Gold Crown Foundation. The demographics of the program included 19% Hispanic, 6% African American, and 31% female. The demographic for the teachers was 14% Asian and 57% female.
- The combined demographics for all high schools, for the after school programs and the first session of summer camp, for this quarter is: a total of 401 students, 28% female, 27% Hispanic, 12% African American, 1% American Indian, and 6% Asian.

### **Workforce Innovation I**

#### **Adams County Workforce & Business Center (ACWBC)**

- Curriculum has been developed for the four-day introductory training at Front Range Community College (FRCC).
- The Internet site and collateral marketing flyers and posters have been developed and produced by FRCC and the ACWBC.

#### **Arts Street**

- Twenty youth ages 16-18 participated in Interactive Media classes at Martin Luther King Jr. Early College for 90 hours of intensive class training in web, video and GIS mapping.

- Forty three young adults ages 18-24 began their first semester of the new year-long digital technology training combined with practical workplace experience with the goal to prepare them to be employed and earn income in the target industries by the end of the WIRED grant program.
- A business survey was collected to investigate the targeted industry's employment needs and for the Interactive Media skill standards of these workers.
- Six IT employers are expanding their internship plans: Merrick Engineering, Fusion Box, Green Chair Web Marketing, SmokeMuse, Razzamataz Productions and HRS Water.
- Twenty students have received completion certificates for Interactive Media training; 32 students have successfully completed one of three semesters of Visual Informatics.
- Among the 63 participants of the "Put Me on the Map" program so far, 70% are minorities and 40% are female. Eight of them qualify for WIA support and are proven as low-income.

### **Employment Services of Weld County (ESWC)**

- As of June 30, 2008, ESWC referred 77 individuals for the assessment portion of the Prep Academy and of those, 56 have completed assessments and have begun other portions of the Academy.
- ESWC developed the MIST program based on numerous studies and information from existing successful programs. Additionally, proposed courses under MIST were finalized after employer input.
- ESWC continued to promote the MIST program to energy employers, recruiting them to be involved in the Committee and Workforce Development Board.

### **Front Range Community College (FRCC)**

- Sixty students have been enrolled in the Energy Basic Training program. Twenty eight of them have graduated from the program.
- FRCC worked with industry partners and curriculum designer to develop curriculum for the 80-hour Energy Basic Training program.
- Instructors were hired for three sessions, and a train-the-trainer course was conducted for instructors.
- Brochures, newspaper ads and internal communications have been developed to recruit students.
- Four classes were taught to the Larimer County Workforce Center, Workforce Board of Boulder County, and Employment Services of Weld County to identify unemployed, underemployed and dislocated workers, and single parents in the region for short-term, high-impact training in math, technical skills and a basic understanding of processes.

### **International Center for Appropriate and Sustainable Technology (iCAST)**

- iCAST established an industry advisory council with at least 30 members, including all partners, to provide project oversight.
- iCAST performed a systematic needs assessment of energy efficiency businesses in the 9-county WIRED region and produced a report summarizing the findings.
- iCAST researched existing training programs and curricula for inclusion in training.
- iCAST prepared a market analysis of the energy efficiency industry area to determine the number of jobs that will be created over the next three years.

### **Goodwill Industries of Denver**

- Goodwill identified and selected 60 students for Energy Career classes at two high schools; Introduced and oriented the 60 students to careers with energy sector businesses; Supported and educated the students with instruction and mentoring to achieve career objectives.
- Goodwill placed 48 students in paid apprenticeships and employment with energy industry businesses and also retained 44 students for six months or longer in paid apprenticeships and employment with energy industry businesses.
- Energy industry employees have been contacted and will volunteer on career panels to discuss career paths and career choices.
- Goodwill provided information to parents about energy industry career opportunities.
- Goodwill assessed each student's reading and applied math skills using TABE assessment tests; curriculum will target any deficiencies that need to be addressed through tutoring.

### **Center for Space Entrepreneurship**

- Established the non-profit Center for Space Entrepreneurship's (CSE) administrative, board and facilities infrastructure.
- Established and administered a "Super Co-Op" program that will engage students enrolled in the University of Colorado at Boulder's Aerospace Engineering program for the summer following high school graduation and throughout their undergraduate program. The Co-Op program will combine study, with extended paid industry experience, to provide students with a self-funding pathway to a career in the aerospace industry.
- Established and administered a "Straight-to-Space" employment channel into vocational aerospace positions for high school graduates (including previous graduates and displaced workers).
- Established and administered an Entrepreneurial Space Company incubator to create new space companies in the Metro Denver region, provide immediate employment opportunities in aerospace, and further develop infrastructure for further workforce development.

### **Turnabout, Inc.**

- Forty seven potential clients have been recruited, screened, and attended Turnabout, Inc. orientation and two-day Employment Search Program (ESP). All potential clients have completed resumes and resumes are currently being distributed to employers.
- The ESP provided participants with "soft skills" training including filling out job applications, interviewing skills, work place conduct and ethics, how to spend free time wisely, short- and long-term goal setting, and resume writing.

### **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.*

#### Focusing Solutions Team activity

The process of identifying and developing Team suggestions for WIRED-funded activities is taking longer than initially expected. After two meetings, much of the discussion remains focused on the “30,000 foot” view of potential strategies. Team conveners will steer the Teams’ remaining meetings to the development and prioritizing of smaller, more immediate, solutions.

#### Community of Practice Workspace

The Near-Time online workspace for the BIG community of practice remains almost totally unused, except for postings by J. McCarthy and B. Wiggins. Phone conferences, one-to-one phone calls, group e-mailings, and face-to-face meetings continue to be the preferred methods of contact and information sharing.

#### Communication

One of the Workforce Board of Metro Denver’s biggest challenges continues to be communication. With the plethora of regional, state and national activity around the WIRED concept it is difficult to receive, send and process all the different information. The Workforce Board is developing a regional workforce asset map to track all workforce involvement in WIRED and non-WIRED funded activities. The Board is hopeful that this map will help it determine the existence and progress of these activities. The Board will then be able to determine where it needs to put more effort to help these activities and programs succeed. It is also hopeful that the upcoming hire of a Communications person on WIRED staff will help with this challenge.

#### **Challenges Identified by Subgrantees:**

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

#### JumpStart

##### **Colorado Mathematics, Engineering, Science Achievement (MESA)**

- MESA was informed by USDOL via Metro Denver WIRED of the possibility that some middle school students (under 14) may not be funded by WIRED. As of the end of this quarter, MESA is still waiting for information as to how the issue will be resolved, and is awaiting clarification from USDOL via Metro Denver WIRED. Without a clear resolution this project cannot proceed. Considering the time was nearing the project end date, MESA requested an extension, without a budget modification, which was granted for 60 days. An additional extension to December 31<sup>st</sup> 2008 may also be approved.

### **Community College of Denver (CCD)**

- The main challenge to project progress continues to be WIA co-enrollment. Since approximately 44% of the DWD funding is still unspent, CCD requested that DWD provide additional resources to capitalize on the expected influx of students during registration. CCD also requested that additional individuals be assigned to assist with the necessary follow up and lengthy processing steps. The new MOU and Recruitment Strategy developed collaboratively between JSA and DWD should help the respective organizations meet the required WIA co-enrollments. CCD also spoke with a couple Workforce supervisors regarding additional human resources. They indicated that not enough staff members were available to conduct follow up phone calls with students who have expressed interest in WIA funding. CCD agreed to do the follow up phone calls for them.

### **Council for Adult and Experiential Learning (CAEL)**

- Job Shadow – Xcel Energy and the International Brotherhood of Electrical Workers 111's Joint Diversity team faced challenges getting a sufficient number of employees registered to work with a summer intern. However, Xcel Energy and IBEW 111 are committed to the Job Shadow program and its goals and they will continue to evaluate the job shadow program and look at ways to enhance the opportunities for more high school students.
- Student participation in the online Mathematics of Electricity course is a challenge. In some cases, the students' participation rate is low due to the high school not providing class time during the normal school hours in their school day. In addition to the students' regular scheduled daily classes, they had to schedule additional time to complete the online mathematics of electricity course and some had difficulty managing their time and completing all of their assignments in a timely manner. As a result, half of the students passed this course. In order to combat this, as CAEL looks to expand this program moving forward, they will strongly recommend to new high school partners that students must be given a period of the structured school day to participate in the online mathematics of electricity course with consistent oversight from the site coordinator.
- Encouraging high school students to enroll in non-credit courses was a challenge. However, CAEL was able to overcome this challenge by integrating a BSC course with the summer job shadow program.

### **Jobs for America's Graduates (JAG)**

- Academic challenges faced by students near the end of the school year resulted in lower attendance at an event at the CDC (Career Development Conference), however over 100 students were still able to attend. Partner schools were originally expected to provide transportation to CDC, but because of budget shortfalls at Denver Public Schools (DPS), JAG picked up the bill for transportation for DPS students. In future program years, JAG will increase the focus on academic support to ensure that students remain eligible for field trips through the end of the school year.

### **Red Rocks Community College (RRCC)**

- Recruitment continues to lag behind expectations amongst adults aged 21-35. In order to combat this challenge, RRCC is going to participate in major recruitment events featuring the Mobile Recruitment Center this fall. These events include STEMapalooza – STEM Career Showcase for K-12 students and teachers throughout metro Denver; Women in Engineering – Showcase for high school females; Workforce Month – Job Fair scheduled with CDLE in September; Adams County Education Consortium – Career Expo; Adams County Education Consortium – Thursday Night Education sessions throughout October.

### **University of Denver (DU)**

- DU has expressed concern as to the sustainability of the project at high schools with its WIRED and other programs. DU is currently exploring how it can add to teacher training and equipment in the project's (non-WIRED funded) second year. To address these issues DU is focusing teacher recruitment for the 2008 camp on the four partners that implemented the program in the 2007-2008 academic year.

### **Workforce Innovation I**

#### **Adams County Workforce & Business Center (Adams)**

- During the time period between the grant application and receiving WIRED funding, the project experienced loss in engagement from some partners. There have also been significant changes in the management and hiring practices by one of the key grant partners which has taken considerable time and energy to reestablish, rebuild and retool processes to ensure success of the grant. In order to combat this challenge, a special meeting was called involving the major partners. A frank discussion was held and most issues were resolved. The parameters of the grant have been reestablished and recruitment activities by all partners have increased and the first training class is now scheduled and should put activities back on schedule.

#### **Arts Street**

- PMM's (Put Me On The Map) deliverables are quite ambitious. The short window of preparation for the first training session does not provide enough time to recruit and prepare students for such in-depth training. To combat this challenge, Arts Street began planning and preparing for more than 100 hours of at least 30 meetings before the April 15 contract date. Student recruitments have been conducted at schools and career fairs since February.
- From the students' perspective, a one-year commitment to a non-stipend training program means that they have to adjust their personal and financial abilities in order to participate. Many of them have challenges with doing this, such as working more than one job, conflicting schedules, inadequate computer equipment or Internet hook-ups. To combat this, Arts Street directed students to temporary work to supplement their income so that they can stay in the training, and provided some of them with bus fares to attend class when the money was reserved for later internship travelling use.

#### **Employment Services of Weld County (ESWC)**

- The main challenge faced this quarter was the delay between the development and receipt of the Purchase Order to cover the first quarter's funds for the MIST Program. The delay placed the program a month behind in its ability to produce some of the outreach and program marketing materials they were going to use for recruitment. To combat this challenge, ESWC used other means of marketing instead of newspaper advertisements. ESWC also utilized the IVR system and sent out over 4,000 automated scripts informing individuals of their WIRED program.

#### **Front Range Community College (FRCC)**

- The poor economy has provided enough enrollees in the courses but slowed the number of jobs available with energy companies. Some of the initial students have been disappointed in the hiring process. FRCC is addressing this issue by continually looking for additional company partners to agree to interview. They recently recruited three additional companies

and are still making contacts. They are also setting student expectations early in the process, letting them know that it could take two-three months to find a job placement.

- FRCC has experienced more attrition than anticipated between the registration and beginning of class. To address this challenge, FRCC is increasing recruiting efforts and beginning to advertise the program to overbook the classes, which will accommodate for the attrition that they have experienced. Their plan is to register 25 students in each class in an effort to finish the program with 20 graduates.

### **Goodwill Industries of Denver**

- The Edison Electric Institute (EEI) Exam has proven to be a very difficult exam for high school youth to pass, and passing the exam is a requirement for employment in most energy production and transmission jobs at Xcel Energy. To combat this, Goodwill will be working to prepare students with the skills necessary to pass this exam.

### **Center for Space Entrepreneurship (CSE)**

- The primary challenge has been filling the Director position, which has slowed the results of the Center. However, with the very high quality of candidates under consideration for the role, CSE is confident that the successful candidate will be able to meet the program's timetable and deliverables, and ultimately ensure the sustainability of the program beyond the WIRED grant period. CSE expects the position to be filled in August.

### **Turnabout, Inc.**

- Challenges faced include restrictions on potential client's Driver's Licenses due to back child support, travel restrictions, and lack of consistency in correctional system regulations in regard to individual clients. In order to combat this challenge, Turnabout goes through a "courting" phase in order to acquaint potential employers and Human Resource management with the realities of their clientele. They feel that once these challenges are known and addressed that a very suitable and sustainable "marriage" can take place.

## 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.*

### **WIRED Bio Interest Group (BIG)**

The WIRED Bio Interest Group Community of Practice is a special interest/information sharing group among bio-interested WIRED regions. The group continues to develop, with the WIRED Bioscience Industry Coordinator, Jerry McCarthy, providing continuing communication services and content development. The Coordinator visited the mid-Jersey and Delaware Valley Innovation Network DVIN WIRED Communities, and met with the Assistant Director of the Delaware Bioscience Institute (within the DVIN) on education outreach support best practice issues. There have also been BIG community of practice meetings independent of Jerry's attendance, and smaller group meetings of BIG members (two or three clusters) within WIRED. BIG community of practice interactions (phone calls, emails, meetings and pre-meetings) are becoming more productive and comfortable as networking practices.

### **Kaufman Pilot Project**

Early indications from interactions with potential participants of the Kaufman Pilot Project suggest that there is a great hunger for collaborative support and facilitation of the tech transfer process among smaller institutions.

### Promising Approaches, Processes and Lessons Learned from Subgrantees:

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

### JumpStart

#### **Colorado Mathematics, Engineering, Science Achievement (MESA)**

- The successful relationship developed with the Lakewood, New America School, has proven fruitful, opening doors to four other New America Schools. A meeting was conducted with those schools and they have elected to initiate MESA's programs in each of the schools. We are expecting to gain at least 20 students per school.
- Throughout the program, new approaches have been developed to recruit more African Americans and Native American students into MESA. New relationships and greater outreach were developed because of the grant via the university center directors. These new relationships have increased exposure for MESA at the universities, in schools and in the community.
- The quality of MESA instruction is improving with the MESA Center Director's support and the increased university collaboration.

- The WIRED grant allowed the development of university offices and added center directors in part time positions. This increased the communication/accountability between the central Colorado MESA office and the multitude of MESA sites. Data collection on various program entities has been enhanced.

### **Community College of Denver (CCD)**

- CCD plans to leverage the success of the summer program and keep the summer program cohort engaged with the college and its aerospace programming.
- Money was allocated from Presidential Funds for the purchase of a portable planetarium. The portable planetarium will be an excellent teaching tool for classes at CCD. In addition, the portable planetarium will be a great asset for outreach, as students from classes will travel around Denver, giving public presentations on astronomy.
- The new wind tunnel will be an excellent learning tool to incorporate into Math, Physics, and Engineering courses at both CCD and MSCD. In addition, they plan to use the wind tunnel for outreach, allowing groups to utilize the wind tunnel for experiments.
- A Raytheon retiree invited JSA to discuss its programming and volunteer options at a Retiree Luncheon. As a result, numerous individuals expressed interest in volunteering in JSA programming, *e.g.*, curriculum development, guest teaching, career panels, etc.
- JSA/CCD is working on an aerospace section of exhibitors, projects, etc. to be present at October's STEMapalooza, an event amongst other things designed to bring industry, educational institutions and organizations together to create urgency and enthusiasm about the need for continuous and rigorous STEM education focused on the needs of the economy.

### **Council for Adult and Experiential Learning (CAEL)**

- In an effort to obtain feedback on the online courses, CAEL developed a student and site coordinator evaluation. This evaluation assesses both the on-site coordinator and the student's perspective of the online courses. These assessments help us make improvements in the program.
- One common motivator for the students was their interest in the energy industry and applying for the summer job shadow employment with Xcel Energy.
- The site coordinators agreed that the career connection activities (classroom presentations, facility and power plant tours) provided were useful information and increased the students' knowledge related to the electric power industry.

### **Jobs for America's Graduates (JAG)**

- The Career Fair JAG held at Fort Lupton High School generated a significant amount of goodwill in the local employment community as well as with the school district.
- The Career Development Conference was an excellent opportunity to engage employers in program activities and showcase JAG students at their best.

### **Red Rocks Community College (RRCC)**

- The Governor's Energy Office (GEO) has been very supportive in promoting Red Rocks' energy workforce preparation. Through a GEO grant Solar Photovoltaic installation and maintenance training will be offered statewide.

### **Regis University**

- Regis is pleased with the success of the Business Technology Management program. In 10 months, they have 66 enrolled students. They increased enrollment 29% last quarter so the word is getting out to the public. They have found that using Computing faculty and staff for

promoting the BTM program both within Regis and without has made a difference. They will continue their community outreach and community college efforts as well. They believe that all of these efforts have enhanced the BTM program enrollments.

### **Thompson School District (TSD)**

- Numerous individuals began to see how critical thinking and hands-on (contextualized) learning opportunities can provide the rigor and relevance that needs to occur in order to engage more students in STEM related classes and career pathways.
- Thompson learned that teachers do not want to be absent from their classrooms for extended professional development. Some very effective programs need more modifications if they are to be sustained by teachers and school administrators who already have very busy schedules.

### **University of Denver (DU)**

- Working with Castle View High School, they learned that beginning the class with the robots sparked a high level of interest and involvement. They also learned they needed to be clearer on the instructions and expectations at the beginning of the project.
- Working with Montebello High School they found that since most of the kids are on the analytical side, they like to see how the physics (materials, friction, force, velocity, acceleration) cause different outcomes.
- Working with Denver School of Science and Technology, DU found that with the demands of the normal curriculum and school year, implementing the program is a long process that may take several years. Additionally, it has been difficult to work in some of these labs without having a lot of experience with the technology. Further, it would be nice if they could be somewhat flexible with the grant money because it is not possible to replicate every lab exactly due the fact that every school is different and operates in its own way.
- The Gold Crown Foundation reported that in the future, they plan to build a robotics program around special one day workshop/competitions that aren't dependent on weekly member participation.

## Workforce Innovation I

### **Arts Street**

- The Big Picture Learning Plan developed by Arts Street provides real meaning to students and creates an atmosphere of excitement for learning. It would be beneficial to emphasize Big Picture Learning prior to classroom studies.
- Team Projects are valuable practical trainings for students and help grow their resume of job experiences. In business, people are required to operate as a team; but students seldom have that opportunity in formal education.
- Finding the right partners is crucial to the success of training people, especially education partners. Teachers can inspire or discourage learning, and are influential to the success of their students beyond the classroom. More attention should have been devoted to finding the best possible partners.
- Cluster study of technology is valuable. It helps students see relationship among the different disciplines.
- Job shadowing reinforces classroom studies. Arts Street will infuse more job-shadowing in conjunction to class work.

### **Front Range Community College (FRCC)**

- The approach of a short-term training that leads directly to an interview has been positive. However, FRCC has learned to set expectations realistically for students.
- Students are also asking for more take-home material. FRCC did not budget for textbooks since the classes are short term, so it has had to be creative with handouts and online material.
- Students have asked for company tours later in the program so they can understand how their skills will be applied.
- Small, intensive class has provided opportunity for natural team-building and ethical discussions.

### **International Center for Appropriate and Sustainable Technology (iCAST)**

- Partners in the advisory committees as well as iCAST's industry contacts are willing and eager to participate in their program because iCAST placed such a high value on their input and have given them the option to choose their own level of involvement; from completing surveys, teaching course modules, to taking on interns.

### **Goodwill Industries of Denver**

- Goodwill has found that the majority of their students appear to be tactile learners benefitting from hands-on learning. With this being the case, they suspect that the one-on-one learning with their case managers and the daily interaction with students will yield better results than online learning alone.
- They have learned that students learn best when they are required to explain their knowledge to others and are convinced that students in their program will have their learning and understanding deepened by allowing for this.

### **Turnabout, Inc.**

- The extensive Intake process, allows Turnabout to get to know potential clients well, providing them with the best possible match for successful placement with employers.
- Going to Conventions/Expos and speaking with individual companies in regard to employment and educational opportunities has been very important.

## **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.

### STEM Centers

The implementation of the National Governors Association Colorado STEM Centers grant continues to be a success story. Data from the first round of the network analysis indicates that Metro Denver WIRED serves two roles in its mission to be transformational: as the steward of its own network and as a broker/catalyst between the individual sectors’ networks. The analysis provides useful strategies for WIRED to be a force for transformation. Metro Denver WIRED now has an opportunity to guide emergence and strengthen its current network, grow the network beyond its current members, and generate dialogue among policymakers and opinion leaders on the potential of this network and the importance of the WIRED model to strengthening the regional economy.

### Career Video

The Bioscience Careers promotional video produced by the Community College of Aurora with funding from an early JumpStart grant has proved impressive to all audiences that have seen it. The Leadership Council suggested that similar promotional videos be prepared for other WIRED industry clusters, and WIRED industry coordinators are exploring options for taking this forward.

## **Success Stories from JumpStart and Workforce Innovation I Grant Program Activity:**

### JumpStart

#### **Colorado Mathematics, Engineering, Science Achievement (MESA)**

- Nike Fridays, a brain child of Michele Towers, was a successful effort to get more students involved in MESA. There were a number of student, who were not comfortable breaking into an existing group. By creating a new project out of new students, students were able to connect with other students.
- The success at the New America School’s Lakewood location opened the doors to the other New America Schools in the greater Denver area.
- Lincoln Junior High has recruited a MESA alum as the advisor. Ms. Christine Manzanares is a certified science teacher and a bi-lingual educator. She brings enthusiasm and program development ideas to a school that is highly impacted.
- The final highlight for this quarter was participating in the MESA Awards Banquet. Michelle Towers reported, “it was a true joy to see students who have been a part of MESA for several years continue to grow in both experience and confidence. Many other students who were brand new to MESA attended the banquet with a great deal of enthusiasm and excitement. It was a wonderful time to share this year’s successes with teachers, students, and college and business supporters.”

### **Community College of Denver (CCD)**

- *“Thanks for pulling the Aerospace Career Panel together Troy--I'm sure I learned as much as the students, thanks to the well-qualified panel. It's was great to hear people who had 'paid their dues' speak from their hearts.”* –e mail from Jack Rickard, Sundyne Corp.
- Quotes from students who attended the JSA Summer Program:
  - *“Teachers were happy to answer questions and the fact that they were willing to help captured my attention.”*
  - *“The JSA program gave me a sense of foundation on my career interest. It has definitely given me knowledge on a subject that I knew little about.”*
  - *“I got new insights and knowledge. I also think that engineering seems more interesting than before the program.”*
  - *“The program got me more interested in robotics and rocketry.”*
- Pictures of the summer program may be found at:  
<http://JumpstartIntoAerospace.blogspot.com>.

### **Council for Adult and Experiential Learning (CAEL)**

- Comments from students regarding the “Light Up Your Future Program”:
  - *“The course was helpful because it made me see that we are going to need more engineers and chemists in the future which I am interested in. Touring the Cherokee Power Plant was pretty fun. I got to learn about magnetism and different things the engineers have to deal with over there. I also went on the tour to the training center and we learned more about the men who actually go out and deal with equipment being built. I enjoyed the online courses because I could work at my own pace.”*
  - *“In the online math course, I learned about electricity, power lines, circuits, and transformers. The course gave me an idea of what I might want to do, become an electrical engineer.”*
  - *“Today at the Xcel Energy career day, I found a lot of connections from what I learned during the course. I'm now interested in electricity industry career and am hoping I can get a job with Xcel Energy one day.”*

Photographs and more quotes from program participants can be accessed [by clicking here](#).

### **Red Rocks Community College (RRCC)**

- Many of the students put together videos which can be accessed from links included in RRCC's [quarterly report](#).

### **Thompson School District (TSD)**

- Major success stories include the districts commitment of over \$1M to extend work in math and science over the next two years.
- Thompson has had a lot of interest from the business community to partner with P-12 and higher education to sponsor a major regional conference within the next 6-8 months relative to 21st Century STEM Workplace skills.
- The program created increased leadership capacity at all levels of the organization helping tie teachers, site administrative, and district office leadership across all four feeder areas.

### **University of Denver (DU)**

- The biggest success for the program at Denver School of Science and Technology is that this elective has now become a feeder program for their after-school robotics team that competes in the FIRST competition.

## Workforce Innovation I

### **Arts Street**

- Trainees helped each other succeed in class. For example, students made sure that Veronica completed her work on time while she awaited the birth of her child. Josiah was born 5 days after Veronica completed her final mapping project with a “B” grade from the GIS class, as well as increased the class enrollment by one honorary member.
- Students were honest even when they failed, validating the work ethics Put Me On The Map instilled in them.
- Six trainees volunteered for the Team Project of a five minute promo video for the 2008 Colorado Dragon Boat Festival. They devoted two 12-hour days in the hot sun to collect footage of the event, and will be editing over ten hours of materials within the next four weeks. Tireless students will make dedicated employees.
- The Interactive Media class boasts 100% completion. Students completed an intense curriculum in a short time. Many of these results are now posted on [www.VisualInformatics.org](http://www.VisualInformatics.org).

### **Front Range Community College (FRCC)**

- The training has been successful in creating a “technical” interest in many of the students. FRCC will be providing information to students on continuing their learning process, if they would like, through the certificate and two-year degree program at Aims and the Process Technology program at Red Rocks Community College.
- The same business partners that were involved in Energy Boost are interested in working with FRCC to develop a longer-term program providing more engineering, electrical and mechanical training.

### **Goodwill Industries of Denver**

- Here are some comments from students regarding their participation in the Xcel Summer Job Shadow Program:
  - *“I have truly enjoyed getting my hands dirty in the plant while working with the mechanics because I am a visual learner.”* – DJ Schulz, summer shadow participant.
  - *“This experience is very fun and educational.”* – Adam Gurule, summer shadow participant.
  - *“I’ve learned how Colorado’s electrical system works”.* – Brent Bodkin, summer shadow participant.