



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

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## SECTION I: GENERAL GRANT INFORMATION

### A. Grant Identification

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

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

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

**Date:** August 13, 2009

**Reporting Period:** April 1 through June 30, 2009

**Submitted by:**

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### B. Summary of General Grant Activities

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

#### General Activities

##### **WIRED Leadership Council**

Two WIRED Leadership Council meeting were held during the second quarter.

At the April 17, 2009 Leadership Council meeting:

- It was announced that Thomas P. Miller and Associates (TPMA) was selected to perform the WIRED Sustainability Research Project. It was also announced that WIRED is hiring

a project manager, who will also act as a liaison to the Leadership Council's Executive Committee and TPMA. TPMA has already started interviewing key people in the region.

- A draft of the career education materials was discussed. The Colorado Department of Labor and Employment (CDLE), Labor Market Information (LMI), will design a brochure for each of the WIRED industries. Finished brochures will be distributed to school districts in the region.
- In addition to the brochures, the Leadership Council discussed other products such as an adult brochure for career changers, job aids to help teachers use the youth brochures more effectively, pre-vocational electronic activities for middle school students, and printing the youth brochures in Spanish.
- A debriefing of the Career Academy Convening was provided. There were more than 100 people there including members of the State Board of Education. WIRED received 30 Letters of Intent, and subsequently received 23 proposals. The proposals will all be scored by April 24, a proposal review meeting will take place April 29, and grant awards will be announced in late April or early May.
- A debriefing of the Renewable Energy Forum was also provided. The forum was specifically designed for front-line staff in the public workforce system who work directly with job seekers. There were 132 people in attendance. The forum delivered three key messages: what the jobs are in renewable energy; the skills and aptitudes employers look for in successful employees; and where to find training programs for these jobs. Video of the event is available on Denver's Channel 8 public access channel, and will be posted online soon. Sixty people completed the evaluation forms and the comments were positive overall. Many requested similar forums for other industries.
- A communications committee has been convened to create a unified message among communications people and leaders actively promoting STEM. Common themes that emerged: STEM is important in civil society, workforce development, sustainable economic development, lifelong education, and quality of life. Arts Street students are creating a web-based map with layers of the STEM-based region which is GIS coded.
- An update on the aerospace and IT videos was provided. The vendor has been selected. The IT video is in post-production and is being edited. The aerospace video is being filmed. This project should be complete by the end of May.
- Ledy noted that the grantees have trained many students, but placements are lower than expected due to the economic downturn.

At the May 29, 2009 Leadership Council meeting:

- Clif Harald was introduced as the newly hired Project Manager for the Sustainability Project. He updated the Leadership Council on activity to date. The five key elements of this project are:
  - 1) regional research which comprises interviews with stakeholders in the region about current activity in talent development;
  - 2) national research which is an external scan on current activity in talent development;
  - 3) compiling results of these two pieces of research into a set of options, recommendations and strategies for the Leadership Council's consideration;
  - 4) obtaining input from the Leadership Council and other stakeholders in the region on draft options, recommendations, and strategies; and
  - 5) developing a draft sustainability plan.
- A workforce, stimulus funding and Jobs Cabinet update was provided:

- Linda Murphy reported that workforce directors and community college presidents have met to discuss how to align their systems. Workforce directors have also met with community college corporate trainers to develop a collaboration to serve incumbent workers. Finally, a data mining project is underway to help workforce centers collect, share and analyze data to better inform the workforce system in its decision-making process.
- Paula Gomez-Farrell added that workforce directors have come to an agreement on how to collaborate on data mining at a higher level.
- Paula also asked how the balance of WIRED funds would be spent and aligned with American Recovery and Reinvestment Act (ARRA) funds, noting that there's an opportunity to do something really innovative by combining these funds to get Coloradoans back to work.
- Mary Russell invited the Leadership Council to participate in the Jobs Cabinet meeting scheduled for June 17. She also reported that 70% of the ARRA funds must be spent by February of 2010 and that the workforce system will not be allowed to use these funds for normal administrative expenses. In addition to ARRA funds, there will be waves of funding coming into Colorado for energy and health careers. A regional collaboration has already been formed in the area to help determine the best course of action.
- Holli Baumunk announced that the Metro Denver EDC is developing a website to promote collaboration among industry, workforce, education, and economic development that will allow for sharing of resources and collaboration on proposals. The website is [www.stimuluscolorado.org](http://www.stimuluscolorado.org).
- Ledy Garcia-Eckstein reported that about \$500,000 allocated to JumpStart grants and Metro Denver EDC personnel have not been spent. These funds will have to be recaptured and reallocated. Ledy will be asking the Leadership Council for recommendations; the funds must be spent as soon as possible since the grant ends January 31, 2010. Some of the items discussed:
  - A forum to bring grantees together to discuss best practices from their programs.
  - More funding allocated to successful grantees.
  - Funds allocated to the workforce system to leverage ARRA funding.
  - Funding common training for teachers.
  - Funds directed to helping businesses and job seekers.
  - Funding an additional career academy.

Ledy will send a survey out to the Leadership Council with these and other ideas for ranking. A value will be assigned to each idea, and this will be discussed further at the next meeting.
- Randy Dalton provided an update on the BETR project, which is now part of CDLE and has become a statewide project. He noted:
  - 272 businesses are now participating in Tuesday Tours, 60 of which are located within the WIRED region.
  - BETR has started working with workforce centers to provide their services to businesses.
  - ReelBiz (<http://www.betrproject.org/reelbiz-overview>) taping has begun on WIRED industries.
  - Lesson plans are being shared.
  - Massive outreach to all schools in the WIRED region will begin in August.
  - There are now paid scholarships for teachers to participate in Tuesday Tours.

Ledy reminded the Leadership Council that WIRED has paid for curriculum development, and asked if it could be placed on the BETR website. BETR is already connected to e-Colorado, where all of the WIRED curriculum has been posted.

- The newly produced IT career video was played for the Leadership Council. The key messages the video presents are: IT is an industry; IT is found in all other industries; technology is critical no matter what career you choose; and there's a diverse range of jobs in IT. The video was very well received for its quality and substance. The IT video will be ready for release in late June, and the Leadership Council will play a part in the distribution plan.
- At the April meeting, the Leadership Council expressed interest in some additional products for the industry brochures. Holli provided a cost breakdown:
  - Job Aids will cost an additional \$5,000
  - Brochures printed in Spanish will cost an additional \$8,500

### **Colorado Department of Labor & Employment (CDLE)**

During this quarter, CDLE facilitated positive examples of leveraging WIRED training resources, as well as supported the development of emerging green collar jobs report, attended a June graduation event with CDLE's executive director, Don Mares. Additionally, Governor Ritter attended the grand opening of Ascent Solar's new factory and launched the Colorado STEM Network.

- CDLE leveraged WIRED training programs for two separate grants. The first grant is the NEG/BRAC (Base Realignment and Closure). Staff from CDLE and the Pikes Peak workforce center worked with iCAST to facilitate an energy efficiency auditing course for its participants. Based out of the Pikes Peak workforce center in Colorado Springs, Colorado, the NEG/BRAC grant works to serve displaced military spouses and Department of Defense civilian personnel impacted by base closures and realignments. Twenty participants successfully completed the energy efficiency auditing class conducted by iCAST as well as establishing a new relationship with the Colorado Springs Joint Electrical Apprenticeship Training Center.
- The second grant CDLE leveraged WIRED training for was the Adams County Workforce and Business Center. Due to the economic downturn many oil industry businesses in Colorado capped their wells and slowed to a standstill resulting in stalling the training program for the oil extraction industry at Adams County. Staff from CDLE and Adams County proactively worked to modify the training from oil extraction to renewable energy. Again, leveraging the WIRED training programs developed by iCAST, Adams County was able to provide solar installation training to forty additional participants. iCAST was able to conduct this training as it has already exceeded its WIRED performance obligations for this training.
- Reframing the Construction Industry for Colorado report outlines the transferrable skills of the construction trades to green energy employment. iCAST enlisted a team of graduate students to conduct research on various construction trades. The students' analyzed transferrable skills and developed new "green energy" job descriptions that would require minimal transition time. The report is located on the e-Colorado website at: <http://e-Colorado.org/Item.aspx?ID=47186>.

- Note: not in this quarter but important to note the Governor's visit at the grand opening of Ascent Solar's new manufacturing plant in Thornton, Colorado. Due to space limitations, the guest list was kept to a minimum. The grand opening received positive media attention which put WIRED's Adams County solar grant on the map for working with new businesses in the renewable energy industry. (To watch the coverage, visit the following URL: Governor Ritter's March 24, 2009 visit to Ascent Solar Grand Opening (Media Coverage, [http://www.youtube.com/watch?v=RnP\\_v2dyaBU](http://www.youtube.com/watch?v=RnP_v2dyaBU)).
- Governor Ritter launched the COMSTEC coalition which, over the past two years, with funding from the National Governors Association Center for Best Practices, the Bill & Melinda Gates Foundation, the Intel Corporation, and the Metro Denver WIRED Initiative, has worked with businesses, government, education, and community groups concerned about STEM education and the competitiveness of Colorado's workforce in light of the new demands of a global, high-tech world.
- Attended the following meetings:
  - Monthly meetings with Adams County to discuss project status of solar grant; roll-in of participants from oil extraction grant; graduation details; budget adjustments; energy industry liaison work.
  - Monthly meetings with WIRED project lead(s) to discuss WIRED project status as whole.
  - WIRED weekly meetings;
  - Department of Labor WIRED Academy in June;
  - Budget meetings with LMI
  - Telephone meetings with various grantees to discuss JobLink enrollments; ITA activities;
  - Monthly green energy industry report meetings;
  - Budget negotiation meeting for the Fort Collins High School Career Academy grant
- Prepared monthly reports depicting financial activity for CDLE-managed grants.

## **Subgrant Management**

### Quarterly Meetings

Regular quarterly meeting visits are scheduled between the WIRED Contract Administration team and WIRED subgrantee staff to discuss program/project implementation strategies and to gauge progress being made toward meeting the Scope of Work and Performance Measures. This forum provides an excellent opportunity for open dialogue, and to offer technical assistance as and where needed. Four quarterly visits took place this quarter. Quarterly Review visits were held with the following Innovation I and II sub-grantees: CAMT; Friends of Arts Street, Poudre School District, and Denver Public Schools.

### Compliance Monitoring Review Meetings

The Mid-Year Contract Compliance Monitoring Report, consisting of responses to questions presented in the **Metro Denver WIRED Initiative Monitoring Guide** which includes a five-section matrix: Administrative Systems and Internal Processes, Financial Systems and Internal Controls, Segregation of Duties Charts identifying levels of authority and supervision, Participant Data Collection and the process to ensure accuracy of the data collected; and Training

Site Reviews which includes any/all curricula, marketing material, websites URLs, or video productions which have been developed using WIRED funds and submitted to the state of Colorado for posting on E-Colorado as well as submitted to the USDOL for posting on Workforce3One as per the WIRED Dissemination Policy. Sub-grantees continue to submit products and deliverables on an on-going basis for submission, as appropriate, for the duration of the WIRED Initiative.

The WIRED Contract Administration team conducted several Mid-Year Contract Compliance Monitoring Review meetings with Innovation I sub-grantees this quarter. Mid-Year Monitoring Review meetings were conducted with: eSpace – Center for Space Entrepreneurship; Turnabout; Goodwill; Arts Street; and Denver Public Schools.

### Annual Monitoring Reviews

Annual monitoring reviews and final close-out of JumpStart contracts were completed during the second quarter. The Annual Monitoring Review process includes a thorough examination of all contractual Services and Key Deliverables to determine the successful completion of each subcontractor's Scope of Work. An evaluation is made by the Contract Administration team members to determine if individual Services and Key Deliverables are met, and included in a final Annual Monitoring Report. A copy of the Report is then provided to the subcontractor to conclude the Monitoring process; and a letter from the WIRED Executive Director officially terminates the WIRED Contract Agreement and closes out the grant.

Final Monitoring and close-out meetings took place with two JumpStart grantees (Community College of Denver and Red Rocks Community College) during the quarter, and final reports will be completed early next quarter.

### Close-out Meetings

Close-out meetings are conducted consecutively with the Annual Monitoring Review meetings and their purpose is to ensure subgrantees submit the documentation specified in their contracts. The Close-out packet includes the following documents: 1) Individual Close-out cover letters; 2) *Reference Guide* featuring specific Contract Clauses and Excerpts; 3) Contract Close-out Report Checklist; 4) The Final Release and Receipt Form; 5) Intellectual Property Rights Inventory List requesting itemized identification of Copyrighted material, Patents and Patented Devices, Materials and/or Processes, any academic research, teaching, or publications retained by the subcontractor, and any Equipment or Controlled Assets listings; 6) Listing of the names of organizations or employers who provided student internships, job shadow opportunities or job placement during the grant contract period; 7) Active Client List (for JobLink purposes, where applicable); 8) Development of Curriculum Form; 9) the Final Close-Out Activity Report; 10) WIRED Dissemination Policy; 11) Letter introducing the WIRED Dissemination Policy and expectations during close-out; and 12) the WIRED Dissemination Policy Form.

Official close-out letters and final monitoring reports were sent to eight WIRED grantees during the quarter: Community College of Aurora, Denver School of Science and Technology, Jobs for America's Graduates, Thompson School District, Math Science & Engineering Achievement (MESA), Council for Adult and Experiential Learning, Regis University, and University of Denver.

### Additional WIRED Funding to Existing Grantees

In November, the Leadership Council approved additional funding for WIRED subgrantees to support Individual Training Accounts (ITAs). Contract amendments to include ITAs were completed in 2Q 2009, and final allocations for ITAs are as follow:

Arapahoe/Douglas Works	\$60,000	10 ITAs
Broomfield Workforce Center	\$40,000	20 ITAs
Denver Office of Economic Development/Workforce	\$70,000	14 ITAs
Jefferson County Workforce Center	\$70,000	25 ITAs
Larimer County Workforce Center	\$15,000	15 ITAs
Employment Services of Weld County	\$25,000	8 ITAs
Workforce Boulder County	\$60,000	20 ITAs

### **Responses to OED/DWD Quarterly Report**

Denver OED submitted its quarterly monitoring report to Metro Denver WIRED and CDLE for review and comments during this quarter.

### **Career Academy Convening RFP**

Four Career Academy grants were awarded, two focused on energy and two focused on bioscience.

### **Career Information Brochures**

In this quarter, WIRED worked with Colorado Department of Labor and Employment (CDLE) on the production of career information brochures for each of WIRED's four target industries, aerospace, bioscience, energy and IT-software. The strength of these brochures will be their breadth of exposure and connection to further information about careers in WIRED industries. They will also compliment College in Colorado's training for guidance counselors. The brochures are almost completed and will be printed very shortly. Electronic copies of the brochures will be available online next quarter and housed in many different locations. Next quarter, we will also begin working on a "Teacher's Guide," which will help teachers understand how to include the brochures into their coursework.

### **Career Videos**

The WIRED Leadership Council approved funding for creation of two career interest videos - one for the aerospace industry and one for the IT Industry. Each video will include interviews with industry representatives as well as footage of people at work in the industry. The videos will be exciting in nature and entice the audience to seek more information about pursuing a career in that industry.

After an in-depth RFP and evaluation process, a vendor was chosen to create these two videos. WIRED staff worked to determine the key messages that needed to be incorporated in the videos, individuals and companies that should be featured in the videos, and the feel and design concept of the videos. The videos are almost complete and a DVD is being created with a unique menu design. The videos will be handed out as DVDs as well as located online next quarter.

## **Meeting/Outreach Activity**

### **STEM Communicator Convenings**

WIRED held meetings on March 31 and April 28 around the topic of STEM communications. These events were held because it was apparent that state and local STEM organizations were not coordinating their messages and as a result, their messages were losing the power to engage others, and creating confusion. Additionally, the uncoordinated efforts among stakeholders were wasteful of resources and diffused the potential strength of groups with effectively similar goals. Work products created for this event include a [STEM Glossary of Terms](#) and an asset map which will be housed on the Colorado STEM Network's Web site once refined next quarter.

On June 11, 2009, the Metro Denver WIRED Sub-grantee Networking Meeting took place at the Metro Denver EDC from 1:30 to 4:00 p.m. Guests included JumpStart and Innovation I and II sub-grantees. Feature presentations were made by Joan Smith, Dean of Instruction and Strategic Planning, and principal investigator for the Red Rocks Community College Energizing Metro Denver's Workforce JumpStart Grant. Terry Talty, Director of Marketing and Communications, Trish O'Connor, Manager of Youth Services, and Leslie Gomez-Meyer, trainee from the Friends of Arts Street, "Put Me On The Map" Program presented the visual informatics resume blogs.

Speakers for this event included Peggy Herbertson, Director, Employment and Training Division, CDLE; Deputy Executive Director, CDLE; and Bill Thoennes, Media Contact, CDLE. Speakers provided information about placing WIRED job seekers in this slow economy; and discussed how WIRED sub-grantees can benefit from the federal American Recovery and Reinvestment Act (ARRA). They also discussed how sub-grantees can become involved in the September Workforce Month event, currently in the planning stages by CDLE, and heard tips and ideas for engaging resources and participating in outreach efforts.

### **WIRED Executive Director Activity**

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

- Participation at Jobs Cabinet meetings and in meetings with staff to discuss WIRED promising practices and lessons for expanding it statewide.
- Leadership role in WIRED Academy Planning Committee and attendance at the Policy Academy. Presented on WIRED lessons learned and organized green jobs panels with many panelists from Colorado.
- Participation in CDLE's SECTR Policy Academy leadership team meetings.
- Attendance at the USDOL Forum on Women in Renewable Energy, at the invitation of Secretary Solis.
- Attendance at meetings of the region's community college presidents and workforce directors.
- Participation in Steering Committee of Front Range Workforce Funding Collaborative (renamed SkillBuild)
- Participation in Governor's launch of Colorado STEM Network, where the Governor recognized WIRED's efforts in this area.

## **Industry Coordinator Activity**

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

### Aerospace:

During the first quarter, the Aerospace Industry Coordinator:

- Held the following meetings for introductions and to identify collaboration opportunities:
  - Met with the Director of the Jefferson County Workforce Center, the Director of the 8<sup>th</sup> Continent Project at the Colorado School of Mines and the Chair of the Aviation and Aerospace Science Department at Metropolitan State College of Denver to discuss how they might work with the workforce system. Meeting resulted in continued involvement with 8<sup>th</sup> Continent that included preparation for and presentation to the Jefferson County WIB.
  - Met with the Director of the Jefferson County Workforce Center and the Director of the Center for Space Entrepreneurship to discuss how the two organizations might work together. Meeting resulted in ongoing involvement with eSpace including a joint effort to contact aerospace suppliers.
  - Represented Jefferson County Workforce Center at Jefferson Economic Council's Manufacturing Advisory Council meeting where discussion focused on collaboration among the county's manufacturing advocacy groups.
  - Met with the Senior Human Resources Manager with Ball Aerospace to discuss ideas to: a) meet Ball's immediate workforce needs and b) facilitate the company's future interactions with the educational and workforce development communities. Have continued to work with Ball to engage the workforce system in Ball's employee recruitment.
  - Met with Community Relations Manager and Human Resource Director of Lockheed Martin, to discuss partnering opportunities. Conversations continue on possibilities.
  - Met with Economic Development Specialist, City of Lakewood, and Vice President, Jefferson Economic Council to discuss collaboration on aerospace company outreach activities. Working with both on developing aerospace company contact information.
  - Met with Director, Boulder Workforce Center, to discuss regional aerospace coordination approach and potential collaborations in the county.
  - Met with lead business services rep in Arapahoe County to discuss regional aerospace coordination and potential collaborations in the county.
  - Met with President, Broomfield Economic Development Corp., to discuss regional aerospace coordination approach and collaboration on aerospace company outreach activities.
  - Met with the Director of the Pre-Aerospace Engineering program at the Community College of Denver, about ramping up a new aerospace technician curriculum at the college. Have since participated with program's advisory board and aided development of company survey and contact list.
  - Met with Contract Specialist and Assistant to the CFO, United Launch Alliance, to discuss ways the WIRED can work with the company. Have begun to make further contacts within the company.
  - Met with the President of the Colorado Space Business Roundtable about partnering on projects. President participated in Denver WIRED's sustainability conference on June 30.
  - Met with CEO of Slipglass, a small software firm with aerospace products, to

- generate ideas concerning STEM and aero supplier issues. CEO participated in Denver WIRED's sustainability conference on June 30.
- Participated in the following conferences and meetings:
    - Participated in a meeting of the Colorado Space Coalition, a leadership group in Colorado aerospace, to listen to the program and to meet members of the group.
    - Attended WIRED Academy in Washington, D.C.
    - Attended Governor's Jobs Cabinet meeting to network and hear STEM recommendations.
    - Attended Aurora Chamber of Commerce defense council meeting to network with aerospace representatives.
    - Attended semi-annual conference of the Economic Developers' Council of Colorado (EDCC).
    - Participated in Metro Denver WIRED sustainability workshop on June 30.

#### Bioscience:

- Attended and monitored the WIRED-supported BioTech Connect meeting at Colorado State University.
- Researched health information technology/workforce needs (in light of ARRA funding for electronic health records) with CORHIO (Colorado's HIT organization and the administrative organization for HIT ARRA funds in the state).
- Evaluated and announced intent to award Lead School for Connecting to Industry grant (1) and Career Academy grants (4).
- Began negotiations and contracting process for Lead School and Career Academy grants.
- Executed contract for Sustainability study project manager.
- Consulted with Denver Museum of Nature and Science on distance learning for science education.
- Consulted with Judy Emery on distance learning infrastructure.

#### Energy:

During the second quarter, the Energy Industry Coordinator:

- Drafted the competitive analysis report, "Resource Rich Colorado," which compares Colorado to 10 states (Rocky Mountains, West Coast, and Texas). Worked with industry experts on various sections – Xcel Energy (wind and solar capacity), Bentek Energy (natural gas issues), and Meta Vu (federal public policy issues). The draft report was given to members of the Colorado Energy Coalition (CEC) for review and input. It will be completed, and the results presented to various audiences, in the third quarter.
- The CEC Education Committee continues to develop a pilot project where energy industry professionals will serve as ad-hoc teachers for students in grades 11 and 12. Since Colorado recently enacted dual credit legislation, it is likely that the ad hoc teachers will provide instruction in community college classrooms. The committee is working with industry to verify that such a program would be useful, as well as on design of the pilot.
- Met with representatives of Thomas P. Miller and Associates to discuss what should be included in the sustainability for WIRED. Invited Roy Vanderford to attend a meeting of the CEC Education Committee (he attended the May meeting).

- Participated in a joint meeting between the Colorado Renewable Energy Collaboratory, Colorado Community Colleges, and CDLE on the Collaboratory's proposal to develop tech training centers for wind and solar where community college students would have 80 hours of hands-on experience on the technology as part of earning an associate's degree.
- Participated in the Climate and Prosperity meeting with the City and County of Denver to prepare for a presentation in San Jose, CA in May.
- Attended the Economic Developers Council of Colorado Spring meeting in Grand Junction, CO
- Edited transcripts from March 4 Renewable Energy Forum to post on various websites. To view the Employer Panel Part 1, click on the following link:  
[http://denver.granicus.com/MediaPlayer.php?view\\_id=18&clip\\_id=2960](http://denver.granicus.com/MediaPlayer.php?view_id=18&clip_id=2960)
- Attended grand opening of Siemens R&D's new office in Boulder. Learned that Siemens and NREL are installing a 30 meter wind tower in October and verified that the construction will be filmed, and that WIRED/Metro Denver EDC will have access to that video.
- Participated in two Leadership Council meetings.
- Made a presentation on sector-based economic development at the Basic Economic Development Course in Denver.
- Concluded the four-part quarterly Balanced Energy Economy Series for 2008/2009 and developed topics for the 2009/2010 series.
- Attended the New Energy Finance meeting hosted by Fairfield and Woods, making new contacts with venture capitalists and entrepreneurs.
- Attended the graduation ceremony for Adams County's WIG II grant for solar training.
- Participated in Thomas P Miller and Associates' strategic doings meeting of WIRED stakeholders to discuss the post-WIRED model for sustainability. Facilitated two break-out sessions.

#### IT/Communications:

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

- Developed and distributed the third issue of a revised quarterly newsletter, [GetWIRED](#). The newsletter featured the latest developments coming from WIRED, and highlights successes the program is having.
- Led CSIA's "Colorado's Technology Association" development of an [IT Education Portal](#). The portal is designed as a resource for students, teachers, parents, business professionals and community leaders to find information related to "IT" and "education."
- Managed the creation of IT and aerospace career interest videos. The videos are designed to show the range of careers and workers in each industry and ultimately to persuade people to consider a career in each sector. The videos are near complete and will be "released to the world" next quarter.
- Worked with CDLE to create a career interest brochure for each of the four WIRED industries. Among other thing, the brochures provide information on industry occupations, skills and education needed for each occupation and where those skills and education can be attained.
- Started creating a WIRED microsite, an extension of the existing Web site, to house the career interest videos and brochures as well as other resources. This site is designed to

peak people's interest in occupations within the four WIRED industries. This microsite should be completed in the next quarter.

- Worked with the University of Colorado at Denver (UCD) to plan and host two STEM communications convenings. The second of this two part event was held April 28th and enabled people that communicate or create STEM messaging to work together and create unified messages to use when communicating to their target audiences. In addition, UCD created a STEM asset map which will be housed on a regional STEM organization's Web site.
- Participated in the last WIRED Academy held in Washington DC. The Academy was a great opportunity to meet and network with other regional WIRED staffers who have run into similar issues and had a lot of success in their regions.
- Coordinated efforts of IT business professionals to approach the workforce directors to set up an industry/workforce forum.
- Started generating a list of key decision-makers that the IT industry should focus on to help grow the industry. Groups include workforce, education, economic development and government.
- Developed three success stories about individuals who have completed a WIRED training and landed jobs as a result.
- Worked with IT-software industry grantees, providing connections to industry and education contacts, and creating networking opportunities for sharing of promising practices and curricula.
- Worked with WIRED sub-grantees to help them communicate and promote their considerable achievements and successes.
- Worked with local and regional media outlets to facilitate coverage on WIRED, its mission and grantees, and garner positive media placements.
- Continued to develop relationships with members of the Metro Denver IT community to work with them on the issues they are facing, and help create a regional talent development system.

### **Resolution of Previous Issues and Challenges**

None to report at this time.

### **C. Status Update on Strategic Partnership Activities**

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

*The provision of this information allows you to reflect critically on your own partnership and contributes to broader discussions among grantees on partnership development and management. This section may: (1) Discuss how partners have been engaged during the current phase of the project; (2) Outline specific roles and contributions of each partner during this*

*quarter; (3) Identify any challenges encountered/resolved in the development and management of the partnership; and (4) Report new partners that may have been brought into the project.*

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

During the second quarter of 2009, the WBMD continued to focus on strengthening and expanding its partnerships within and outside the Metro Denver region. Examples include:

- Co-sponsored a one-day forum on Entrepreneurship attended by workforce staff, WIB members, community college and economic development partners. As a result, an Entrepreneurship Team Room has been established on Connecting Colorado to continue to share information and resources. The entrepreneurs that were recruited for our panel are now working with several local workforce regions to serve as resource people for job seekers interested in starting their own businesses. In addition, several local WIBs have expanded their membership to include more entrepreneurs. As a result of the success of this meeting, a series of informational forums are planned on entrepreneurship. The CDLE has agreed to look at ways that our workforce system can encourage to support entrepreneurship within our WIA and W/P programs.
- Co-sponsored a Strategic Doing Workshop that brought together Metro Denver workforce, business, education, economic development and state partners to develop a dialogue for collaboration on what we could do, what we should do, what we will do and how we will continue to communicate and stay connected as we move forward in building a regional talent development system. As a result, several of the workforce regions have taken what they developed at this workshop and moved the plans forward with their local WIBS. In addition, this successful strategic planning tool was used at the WIRED Leadership Council meeting in June, 2009.
- The WBMD continues to partner with Thomas P. Miller and Associates, the WIRED Leadership Executive Committee and Council to build a transition plan and system to sustain all of the successful. Clif Harald, Sustainability Coordinator and Andre Pettigrew, WIRED Leadership Council Chair met with the WBMD membership to advance the transition plan and solicited feedback from the WBMD on next steps.
- Members of the WBMD, and CDLE pooled non-WIRED funding to contract with three universities (University of Colorado at Boulder, University of Colorado at Colorado Springs and Colorado State University) to prepare a state-wide data mining report to advance our sector-based approach to workforce investment. This report will be shared with our workforce center regions, business, education, economic development, and non-profit partners. The report will be released at our Colorado Business Services Summit in July. As a result, all of the partners will also receive training and ongoing support on how to analyze and use the data from economists at each of the universities. Once the report is released, the local regions have agreed to share this data with their local WIBs to further support the WIBs commitment to the development of an industry led, sector-based and data-driven workforce investment system.
- In June of 2009, the Adams County and Arapahoe/Douglas County WIBs held a joint strategic planning retreat. As a result, the WIBS agreed on 2 industry sectors to target in the coming year (Healthcare and Energy/Renewable Energy/Energy Efficiency). They are establishing WIB workgroups for each sector that will work on a strategic workforce investment strategy to respond to business needs. In addition, at the encouragement of the WBMD, Skill Build Colorado a workforce funding collaborative and the Adams,

Arapahoe Douglas WIB collaborative will combine their healthcare workgroups rather than run separate workgroups as originally planned.

- The WBMD and its PIT Crew partner, the Lancaster, PA WIB convened a meeting between the Jeffco and Pueblo workforce regions and local manufacturers to begin a dialogue on establishing a Megatronics Industry Collaborative.
- The WBMD, CDLE, Workforce Directors and Community College Presidents held their second collaborative meeting to share information and resources which will strengthen our regional/statewide talent development system. In addition, CDLE, the Workforce Directors and Community College Corporate Trainers also met during this quarter to strengthen our career and technical education alliance;
- Preliminary discussions have been held with an IT representative on the WIRED Leadership Council to convene a meeting in August that will bring together key workforce leaders, IT employers IT association members and WIRED to discuss ways in which to foster a better partnership between the IT private sector and the public workforce system.

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

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

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

During the past quarter, CEPA staff has:

- Attended Metro Denver WIRED Group meetings, Leadership Council meetings, and WIRED "webinars" as requested by the Contractor;
- Developed STEM Communications materials and tools to extend the WIRED principles;
- Through WIRED grant to Colorado STEM network, worked with WIRED contracts to develop and implement WIRED STEM Communications convening.
- Successfully transitioned the Colorado STEM Network grant to COMSTEC. At transition event in the Old Supreme Court Chambers, a standing room only crowd heard Governor Ritter publically attribute success of project to CEPA staff.
- Maintained presence of Metro Denver WIRED in various activities, *e.g.*, through staffing of Governor Ritter's P20 Council, work with the Creative Economies Task Force; and, work with the Colorado Department of Higher Education and the Western Interstate Commission on Higher Education to identify barriers to the adult learner in Colorado and Hispanic students entering STEM education tracks; and,
- Provided technical assistance to Contractor as requested, including speaking with contractors for WIRED transformation grants;
- Worked on second round of WIRED network analysis;

- Provided all administrative documents as requested by Contractor.

### Outcomes Reporting

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

### **Colorado WIN Partners, University of Colorado Denver**

During the second quarter, Colorado WIN Partners delivered the following final reports and products:

- **Refined Disability Program Navigators (DPN) Maturity Model State and Local inventories** (Submitted 3-27-09). Designed to help states and local One-Stop Career Center staff identify the phase of the DPN Initiative; educate partners about the growth of the program; orient new staff; provide policy direction; and identify priorities for technical assistance.
- **Online DPN Maturity Model Training-Two Series Webinar Archive** (Submitted 3-27-09). The following online trainings have been archived:
  - History of the DPN Initiative from Colorado and the US DOL/ETA
  - Brief history of the Maturity Model
  - Overview of the intent and interest behind the Maturity Model
  - Overview of the state and local Maturity Model Inventories
  - Review the purpose of the Inventories
  - Review the goal of the Maturity Model Inventories
  - Review who completes the Inventories
  - Highlight the variability in state and local profiles and answers
  - Demonstrate how the focus areas can be broken down further among each variable
  - Highlight the color coded bands for the phases
  - Highlight how the profiles assist with strategic planning
- **Demographic Snapshot of Metro Denver WIRED Region: [\*Status of Individuals with Disabilities\*](#)** which outlines status of individuals with disabilities within the Denver Metro WIRED region, with a focus on the education/employment "pipeline."
- **Report of the Metro Denver WIRED region's Strengths, Weaknesses, Opportunities, Threats as it relates to people with disabilities: [\*WIRED From a Disability Perspective: SWOT Analysis\*](#)** is a SWOT assessment of the metro Denver region in relation to people with disabilities.
- **30 PREP and REELBIZ Virtual Tour Videos (digitally archived and always accessible via the Web)** The Positive Role-Model Education Videos (PREP) provide insights into the accomplishments of teens, young adults and adults who share their own stories of overcoming personal adversity to become successful in school or work.

The REELBiz virtual tour videos of businesses within the WIRED Region help educators, students and parents, and job seekers understand required skills and career opportunities.

- **Tuesday Tours. All workforce regions within the WIRED region conducted outreach to businesses to provide teachers with tours of their businesses.**
- **Provided closed captioning for IT, bioscience and aerospace industry videos.**

### **The Business and Education Talent Readiness Project (BETR), in partnership with the Colorado Department of Labor and Employment's Bioscience Department**

During the second quarter, the [BETR project](#):

- Provided the following list of regions participating in BETR (programs being used):
  - Denver – (Tuesday Tours, REELBiz, and PREP)
  - Tri-County (Tuesday Tours, REELBiz)
  - Boulder (Tuesday Tours, REELBiz, PREP)
  - Adams (REELBiz)
  - Arapahoe/Douglas (Tuesday Tours, REELBiz, PREP)
  - Larimer (Tuesday Tours, REELBiz)
  - Broomfield (Tuesday Tours)
  - Weld (Tuesday Tours)
- Delivered outreach materials to Denver, Tri-County, Boulder, Adams, Arapahoe/Douglas, Larimer, Broomfield, and Weld County workforce regions.
- Added three new BETR partners including Colorado Nano Science, Colorado Department of Education, and The A Game.
- Using funds from Colorado WIN Partners, shot or scheduled 12 PREP videos, fulfilling its Statement of Work and obligations to WIN Partners.
- Produced a REELBiz video at Covidien in Boulder, using WIN Partners funds.
- Using WIRED funds, submitted an NFA to produce REELBiz videos in Larimer, Boulder, Tri-County, Denver, Arapahoe/Douglas, and Adams County workforce regions.
- Added four new businesses in Weld County to the Tuesday Tours including RR Donnelley, I-O Corp., Meadow Gold, and Weld County Human Services.
- Completed new website navigation for Tuesday Tours, PREP, and REELBiz.
- Received approval to use WIRED funds to complete STEMWORKS Release Version 1.0, which is scheduled for release during the third quarter.

### **Thomas P. Miller and Associates (TPMA), Clif Harald, WIRED Sustainability Project Manager**

During the second quarter, Clif Harald completed the following project management deliverables under the WIRED Sustainability Planning Research Project.

- Coordinated weekly project management conference calls with TPMA to discuss project status, requirements and input from the Executive Committee of the WIRED Leadership Team.

- Completed interviews with key metro Denver talent development leadership, including interviews with over 15 private employers. Private sector interviews were a new research objective added in May. Facilitated identification of prospective interviewees.
- Completed Internal Scan of programs and organizations engaged in metro Denver talent development. Draft profile for each talent development program, organization, etc. submitted by TPMA on May 29, 2009. Conducted review of draft profiles.
- Submitted an analysis of geographic distribution of talent development services.
- Submitted draft External Scan of promising talent development practices and case studies, based on nationwide research, interviews, etc. Reviewed draft External Scan and provided feedback.
- Developed the “Options Draft” with defined set of elements and models drawn from Internal and External Scan research and that are adaptable within metro Denver area, for the TPMA at June 30<sup>th</sup> Strategy Session.
- Coordinated planning and preparation for June 30<sup>th</sup> Strategy Session:
  - Facilitated identification of invitees for session, including WIRED Leadership Council, 2010 Solutions Team, Workforce Board of Metro Denver, and selected private sector and other invitees.
  - Coordinated with WIRED industry coordinators to recruit targeted private sector participants.
  - Reviewed session agenda to be submitted by TPMA.
- Conducted briefings for the Workforce Board of Metro Denver and the WIRED Leadership Council on the status of the Sustainability Project.
- Facilitated bi-weekly conference calls with the Executive Committee of the Leadership Council to discuss project status, research opportunities and challenges, and communications between TPA and the WIRED Executive Committee.
- Met with WIRED industry coordinators, Chris Gray and Jerry McCarthy, to enhance understanding of their role, industry perspectives on WIRED, and their view of WIRED sustainability.
- Attended June 17<sup>th</sup> outreach session held by the Governor’s Jobs Cabinet to elicit feedback on draft recommendations. Raised question about collaboration with WIRED, STEM, and other collaborations already underway, and recommended targeting mid-career, high-skilled job seekers in planning efforts, not only entry level talent.

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

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

#### **Strategic Partnership Activities: Workforce Innovation Grant I**

##### **Arapahoe/Douglas Works!**

- Many Expert Technician Academy students have used ADWorks and its 503 HR company to have their resumes critiqued and several of them attended a job fair held by HealthOne on June 25, 2009.

- Discussions with CSIA (Colorado Software and Internet Association) have taken place and CSIA has indicated it would like to promote the ETA classes to its members and it would like to work with ADW to create collaborative training programs to support its members.

### **Arts Street**

- Among the existing partners: iCAST employed some of its students in a video project and is accepting two new students; Very Special Arts Colorado is employing one student through Goodwill's SYEP grant as well as providing a sign-language education video contract; Global Health has contracted Arts Street students for a second educational video and Colorado Dragon Boat has also contracted our trainees for a second event promo video.
- New partners: STEM Broadcast Network is mentoring video production students on a national series pilot project on Science, Technology, Engineering, Arts and Math (STEAM) education; COLOURS TV is providing job shadowing in broadcasting; Jalbert Consulting is providing entrepreneurial business development.

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

- Aims Community College continues to provide classes for the MIST I and MIST II certificate levels and classes will continue to be available each semester from this point forward. ESWC and Aims continue to work on improving the program to structure the MIST certificate courses so they are available at multiple locations and are available at various times.
- Work continued regarding developing stronger partnerships with employers in the MIST project and a MIST Advisory/Employer Advisory group meeting was held on April 14th. Discussion at this meeting included suggestions for improving the program and the potential to expand course offerings to include solar specific, wind specific, etc.

### **eSpace: The Center for Space Entrepreneurship**

- SpaceDev, now the Space Division of Sierra Nevada Corporation, continues to support eSpace by providing space, infrastructure, and manufacturing and testing facilities for their participating companies should they need them.

### **Front Range Community College (FRCC) – Energy Boost**

- FRCC had a good response from most of its business partners at the last two job fairs, even though hiring has slowed down. They encouraged the businesses to be present and visit with the students even if they were not going to hire in the near future.
- Woodward brought additional people from its operations area to visit with FRCC students. Participation continues to be strong as businesses participate in the class. Vestas makes a presentation at each class, and Woodward provides a tour for each class. Other tours are provided by Western Area Power Administration, Poudre Valley Rural Electric Association, Platte River Power Authority and Solix Biofuels.
- The City of Fort Collins is providing an instructor for the Basic Electricity class. FRCC is looking for additional partners in the Longmont and Brighton areas.

### **Goodwill Industries of Denver**

- Lauren Coyne of Namaste Solar participated in Goodwill's May Energy Advisory Board meeting and the curriculum work group to plan for 2009-2010 school year. Lauren also attended the Meet & Greet Student Celebration event on April 30<sup>th</sup>.

- Troy Wanek owner of Solar Energy Environment attended the Meet & Greet Student Celebration on April 30<sup>th</sup>. At this event he met Jennifer Butler a Goodwill student. Troy was so impressed by Jennifer he offered her an internship focusing on CAD projects, in additions to various office projects. She will start in July and work part-time.

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

- The International Brotherhood of Electrical Workers (IBEW) & Denver Joint Electrical Apprenticeship Training Committee (DJEATC) continue to provide access to their facilities to host iCAST trainings and are providing their OSHA instructors. Their mission to train quality apprentices and workers is in alignment with iCASTs mission to educate, train, and help transition workers into energy efficiency and renewable energy careers. The IBEW and DJEATC have been critical to the success of this program.
- The Jefferson County Workforce Center continues to provide fiscal oversight to the grant project. Additionally, they are processing final enrollment applications, reviewing for completeness and then entering the data into the workforce database. When iCAST has job placements their workforce professionals verify and process the results.

### **Turnabout, Inc.**

- Green Power Company, LLC has hired and trained one Turnabout client in the area of solar panel installation. The company is continuing to bid on new projects and will provide training and employment to Turnabout's clients as upcoming projects demand.
- Sun Power Inc. has become a training provider for Turnabout's insulation installation course.

## Workforce Innovation Grant II

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

- Richard Garb, a partner of B&H Industries has been a very active participant/leader of Solar Networking Opportunities. His involvement in the overall solar/renewable energy industry has allowed him to provide support and guidance as well as job leads to ACWBC trainees as they seek work after completing the training.
- Referrals from all partners to the ACWBC training continue to flow in on a regular basis.

### **Colorado Association for Manufacturing and Technology (CAMT)**

- CAMT is now working with Arapahoe and Douglas County to form a Manufacturing Group based on the conversations and work with this WIRED program.

### **Colorado State University**

- Colorado BioScience Association (CBSA) continues to provide advertising for RTC-PT courses. They will also be hosting the networking events for the 3<sup>rd</sup> course, "Navigating Clinical Trials" at the Medical Center of the Rockies in Loveland.
- The Larimer Bioscience Initiative continues to provide advertising for RTC-PT courses. Additionally, they have created a grant sub-committee to help Larimer Bioscience Initiative members apply for new funding.
- Kelly Scientific Resources has completed all the guaranteed interviews for the first and second courses, and have committed to perform guaranteed interviews for interested participants from the third course as well.

### **Denver Public Schools (DPS)**

- A representative from Newmont Mining Corporation responded to DPS' invitation to the robotics event and encouraged the district to apply for funding through the Newmont Mining Foundation.
- DPS' resource specialist visited the Jefferson County Workforce and held discussions with the Adams County Workforce in order to explore further opportunities for job readiness and job placement assistance for students.
- DPS also added Colorado State University as an education partner and they are providing assistance on curriculum development.

### **Front Range Community College (FRCC) – Research Animal Technology**

- The Larimer County Workforce Center supplied funding for seven FRCC students to enroll in American Association for Laboratory Animal Science (AALAS) certification training.

### **Poudre School District (PSD)**

- Four completers from PSD's Get Wired Clean Energy Manufacturing program interviewed at Woodward for their new Clean Energy Program. The program reimburses students to go through Front Range Community College's new Clean Energy Technology program while working part-time at Woodward. Woodward hired 2 of PSD's students. PSD spoke with Keith Korasick, Woodward's Director of Manufacturing, who said how pleased he is with the outcome of PSD's program and is intending on hiring four interns every year. He sees PSD's class as a "pipeline" for filling vacancies at Woodward.
- Larimer County Workforce Center has been very helpful in many areas. They provided a guest speaker to help with soft skill training, best interview practices and business culture. They also assisted in PSD's "Mock interviews" for both classes.

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

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

### Economic Indicator Baseline Data

Denver OED plans to subcontract with Development Research Partners, the Metro Denver Economic Development Corporation's research economist, to develop baseline and annual

updates for the following economic indicators. A scope of work has been developed and the contract has been executed, and most of the data will be provided by October 30, 2009.

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

WIRED continues to work with CDLE to process annual Common Measures performance data from individual workforce regions within the WIRED region, including data that captures and reflects economic conditions just prior to the awarding of the first round of WIRED JumpStart grants (*i.e.*, April-September 2007).

#### Tracking Subgrantee Common Measure Performance

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

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

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

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

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

8. Number of participants to be exited prior to the end of the grant: 486
9. Number of low income/minority students completers: 720

#### **D. Status Update on Leveraged Resources**

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

#### **1) Total Funds Leveraged by end of Q2 2009: \$17,282,192**

- Funds leveraged Q1 2007 through Q1 2009: **\$10,594,626**  
 \$8,085,529 sub-grantee  
 \$2,436,971 Metro Denver EDC non-federal leverage  
 \$72,126 for Denver’s Office of Economic Development
- Funds leveraged during Q1 2009: **\$6,687,566**  
 Breakdown:
  - Since all JumpStart grants wrapped up during Q2 2009, there will be no additional leveraged funds to report after this quarter. Total funds leveraged by JumpStart grantees by the end of Q2 2009 were **\$3,637,212**, or approximately 130% of total projected leverage for JumpStart projects.
  - **\$6,512,242** Workforce Innovation I subgrantee leverage. By the end of Q2 2009, Workforce Innovation I subgrantees had leveraged a total of **\$9,302,010**, or approximately 106% of total projected leverage for Workforce Innovation I projects.
  - **\$156,127** Workforce Innovation II subgrantee leverage. By the end of Q2 2009, Workforce Innovation II subgrantees had leveraged a total of **\$401,430**, or approximately 50% of total projected leverage for Workforce Innovation II projects.
  - **\$10,025** Denver Office of Economic Development
  - **\$9,172** Workforce Board of Metro Denver

#### **2) Subgrantee Expenditure and Projected Leverage**

All JumpStart subgrantee expenditures have been submitted and reimbursed. The later Workforce Innovation subgrantees have expended a total of \$3,120,149 to date, which amounts to approximately 68% of their grant funds.

Total original projected leveraged funds from WIRED JumpStart, Workforce Innovation I and II sub-grantees is **\$12,362,724**. The table below provides a breakdown by sub-grantee. Please note, subgrantee amounts spent as of 6/30/09 are self reported from their quarterly reports and have not necessarily been reimbursed by WIRED, OED or CDLE at this point. They may therefore show up as accrual in WIRED’s year-end/quarter-end reports.

### Subgrantee Expenditure and Projected Leverage

<b>JumpStart Grantees</b>	<b>Total Grant Award</b>	<b>\$ Amt Spent as of 6/30/2009</b>	<b>Total Leveraged Funds Pledged</b>	<b>Total Leveraged Funds as of 6/30/2009</b>
Community College of Aurora	\$430,000	\$412,380	\$154,219	\$165,891
Community College of Denver	\$363,000	\$335,920	\$393,180	\$1,758,938
CAEL	\$350,000	\$336,246	\$110,350	\$150,257
DSST	\$160,000	\$153,721	\$0	\$0
JAG	\$350,000	\$320,327	\$212,475	\$276,373
MESA	\$350,000	\$349,925	\$944,033	\$891,241
Regis University	\$450,000	\$415,519	\$67,619	\$67,619
RRCC	\$400,000	\$400,000	\$425,400	\$0
Thompson School District	\$400,000	\$314,397	\$305,709	\$326,893
University of Denver	\$450,000	\$450,000	\$187,809	\$0
	<b>\$3,703,000</b>	<b>\$3,488,435</b>	<b>\$2,800,794</b>	<b>\$3,637,212</b>
<b>Innovation 1</b>				
A/D Works	\$483,412	\$396,623	\$1,238,225	\$936,161 Pending, Jul 25
Adams WFC--oil	\$157,498	\$157,498	\$450,540	\$169,654
Arts Street	\$198,200	\$176,190	\$185,585	\$54,196
FRCC -- Energy Boost	\$318,108	\$181,641	\$74,388	\$165,420
Jeffco-iCAST	\$439,226	\$360,619	\$136,106	\$173,480
Goodwill	\$235,100	\$151,945	\$216,755	Pending
eSpace	\$432,081	\$186,374	\$492,100	\$40,530
Turnabout	\$284,552	\$193,083	\$44,591	\$7,632,839
University of Denver	\$405,000	\$287,103	\$5,687,116	\$129,730
Weld WFC	\$334,768	\$248,586	\$231,306	
	<b>\$3,287,945</b>	<b>\$2,339,662</b>	<b>\$8,756,712</b>	<b>\$9,302,010</b>
<b>Innovations 2</b>				
Adams WFC--solar	\$388,681	\$285,464	\$87,941	Pending, Jul 25
CSU	\$99,007	\$80,733	\$56,400	pending
CAMT	\$284,483	\$141,531	\$440,853	\$214,052
Denver Public Schools	\$107,030	\$75,097	\$108,911	\$162,516
FRCC -- RAT	\$259,260	\$114,568	\$98,633	\$24,862
Poudre School District	\$115,186	\$83,094	\$12,480	Pending; Jul 27
	<b>\$1,253,647</b>	<b>\$780,487</b>	<b>\$805,218</b>	<b>\$401,430</b>
<b>TOTAL WIRED FUNDS</b>	<b>\$8,244,592</b>	<b>\$6,608,584</b>	<b>\$12,362,724</b>	<b>\$13,340,652</b>

## **Expenditures and Obligations**

By June 30, 2009, almost \$10 million of the \$15 million grant had been expended by all the Metro Denver WIRED partners. This represents about 66% of the total grant amount. Approximately \$1.9 million was expended during this quarter, an increase of almost \$800,000 over last quarter. All but about \$600,000 of the unexpended funds are already obligated. The remaining unobligated funds are planned to be fully obligated during the third quarter of 2009. A survey was sent to the Leadership Council late in the quarter for their input on the most appropriate use/investment of these funds.

The Colorado Department of Labor and Employment (CDLE) has continued to take a larger than originally anticipated role in the subgrantee process, especially when the subgrantees are with other state agencies (e.g., the Governor's Office) and with the local workforce regions. CDLE already has a financial relationship with each workforce region and it has proven more expedient and efficient for CDLE to issue subgrants to agencies with which it already has a fiscal relationship. During this quarter, an additional \$50,000 was awarded to iCAST/Jefferson County based upon successful demonstrated performance of their existing Workforce Innovation I Grant. In addition, Jefferson County was also awarded one of the SECTRS (Strategies to Enhance Colorado's Talent through Regional Solutions) grant awards for \$62,015. Two more grants were also awarded this quarter that will be administered by CDLE: Larimer County Workforce Center's Fort Collins High School Bioscience Career Academy (\$124,986), and funding for an Aerospace Industry Coordinator for the metro region being housed and operating out of Jefferson County Workforce Center offices.

Metro Denver EDC WIRED Initiative has obligated additional funds this quarter through newly executed contracts including professional services, personal services, and sustainability solutions grant awards. Based upon the WIRED Leadership Council survey results, additional possible sustainability grant awards still under consideration include:

- Concurrent enrollment pilot project for high school teachers
- Extension of successful WIRED practices
- Coordination of WIRED, WIA and ARRA funds
- Sustainability implementation
- Lessons learned focus groups
- Aerospace and IT forums
- Sharing curriculum
- Promising practices event

Additional details on individual partner expenditures and obligations can be found in the [\*Metro Denver WIRED Monthly Expenditures and Obligations Tracking Summary Report\*](#), which is prepared at the end of each month. Modifications to the CDLE-Denver Office of Economic Development (OED) agreement, the Denver OED-WBMD (Arapahoe County) agreement, and the Denver OED-Metro Denver EDC agreement are now planned for next quarter and will realign financial resources among the partners to reflect and accomplish the planned grant activities during the remaining grant period.

## **SECTION II: REGIONAL METRICS**

*This section should provide information on all education, training, economic development, employer, key innovations, and grant deliverable results each quarter, as described in your grant*

agreement. This data is very important as we track the success of grantees each quarter and compile cumulative information about all WIRED grantees.

- **WIRED Performance Measures and Results**

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

- **Discussion of Results**

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

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

**A. Progress Report Metrics and Results Addendum:**

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

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

Highlights that should be noted from this Metrics and Results Addendum (please see above link):

Measure	Percentage of Target Goal
People beginning WIRED-funded training	85.5%
People completing WIRED-funded training	80.3%
People attaining degree, certificate or other credential	92.1%
People trained and placed in WIRED industries	20.6%
People retained in employment for 6 months	18.4%
Low-income/minorities completing program	99.4%
Educators trained using WIRED funds	102.0%
Students trained by these educators	82.3%
Curriculum, training programs developed	106.1%
Students trained using new curriculum, training programs	64.1%

While the Metro Denver WIRED Initiative is several months from closeout, the training goals are very much on track. Placement results are lagging primarily due to the economic recession which began in the third quarter of 2008.

## **B. Subgrantee Performance Outcomes**

Eight Workforce Innovation I grantees, and six Workforce Innovation II 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:

### **Workforce Innovation I**

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

- 29 clients started the Ensuring Oil Extraction for Adequate Energy program this quarter, bringing the current total to 48. All 48 clients completed training, attained a degree, certificate or credential, and to date 14 have been placed in targeted industry employment.

#### **Arapahoe/Douglas Works!**

- 16 adults completed training this quarter, with six of them taking certification tests and passing them to earn industry certified credentials. Nine additional adults have been placed in targeted industry employment, bringing the current total to 12.

#### **Arts Street**

- 36 new clients completed training bringing the cumulative total to 78. All 78 have attained a degree, certificate or credential.
- Ten additional students have been placed in industry employment, bringing the current total to 41.
- One additional instructor was trained to deliver instruction bringing the cumulative total to 15 instructors.
- Ten new clients applied for business licenses bringing the cumulative total to 22.

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

- Eight additional clients entered the Multi-Industry Systems Technician (MIST) program bringing the cumulative total to 158. 78 of these clients have been enrolled in WIA and 124 have been low-income/minority/disabled clients.
- 13 new clients attained a degree, certificate or credential bringing the cumulative total to 56.
- Three new clients were placed in targeted industry employment bringing the cumulative total to 11.

#### **eSpace: The Center for Space Entrepreneurship**

- 15 new clients entered the program bringing the cumulative total to 48. 14 clients completed training bringing the cumulative total to 16. Six clients attained a degree, certificate or credential.
- In the Straight to Space program, eSpace has placed nine individuals into entrepreneurial space companies and are expecting to place another 10-12 in the next two months and another 10 following that.

### **Front Range Community College (FRCC) – Energy Boost**

- 59 additional clients started training this quarter, bringing the total to 213.
- 56 additional clients completed training this quarter, for a cumulative total of 205 who have all attained a degree, certificate or credential. Of the clients that have completed training, 61 of them were minority/low-income and 13 were enrolled in WIA.
- 20 additional individuals were placed in targeted industry employment bringing the current total to 46.

### **Goodwill Industries of Denver**

- 17 additional clients started training bringing the cumulative total to 66. 59 of the 66 clients have been low income/minority. Extrapolating from the numbers above, 15 students participated in the 10 hour General Construction OSHA training and 13 of those students successfully completed the OSHA certification on May 27<sup>th</sup> and May 28<sup>th</sup>.
- 62 students have completed the program and 48 of them have attained a degree, certificate or credential.
- 13 clients were placed in targeted industry employment this quarter.
- 14 education/industry/workforce partnerships were established this quarter.

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

- 157 new clients started training bringing the cumulative total to 310. 124 new clients completed six, week-long energy efficiency and solar energy trainings and attained a degree, certificate or credential, bringing the cumulative total to 238. 83 of these clients have been low income/minority.
- Nine new clients were placed in targeted industry employment bringing the cumulative total to 26, with at least 17 of them being retained in employment for at least six months.

### **Turnabout, Inc.**

- 23 new clients entered the program and completed training bringing the cumulative total to 48.
- 34 new clients attained a degree, certificate or credential bringing the cumulative total to 45.
- 13 Turnabout clients have been employed in the areas of energy efficiency and renewable energy and fossil fuel. An additional 20 clients/potential clients are employed in traditional areas of employment.

### **University of Denver**

- One client was placed in targeted industry (bioscience) employment this quarter.

### Workforce Innovation II

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

- 112 new clients started the Renewable Energy: Building a Skilled Workforce for Solar Solutions program this quarter, 77 new clients completed training, and have been presented a certificate. 403 individuals have been recruited and screened for entry into the training program.
- Nine clients were placed in targeted industry employment.

- To date 40% of those enrolled have completed computer-based training, many are near completion and it is anticipated that the goal of 90% completions will be met.

#### **Colorado Association for Manufacturing and Technology (CAMT)**

- 84 clients started the Advanced Manufacturing Industry Training program this quarter, 83 of them completed training, and attained a degree, certificate or credential. This brings the cumulative total to 99 clients who have attained a degree, certificate or credential, and all of these incumbent workers have retained employment.

#### **Colorado State University**

- 30 clients completed training this quarter (training targets undergraduate, graduate, incumbent workers and academic faculty looking to advance their marketability and regulatory understanding) and attained a degree, certificate or credential. This brings the cumulative total to 143.
- 40 clients were placed in targeted industry employment.

#### **Denver Public Schools**

- 31 new WIRED students entered into the FIRST Robotic Competition this past quarter bringing the cumulative total to 111, all of whom have completed training. 77 of the 111 students who have completed training are minority/low-income.
- Six new clients were placed in targeted industry employment.

#### **Front Range Community College (FRCC) – Research Animal Technology**

- 12 additional clients started training this quarter, bringing the cumulative total to 35.
- Seven new clients were placed in target industry employment.

#### **Poudre School District (PSD)**

- 24 students completed the renewable energy course and 19 completed the GIS course.
- Two PSD students are currently hired with Woodward as interns and are also enrolled in FRCC' Clean Energy Technology Program.
- One new educator was trained and one new renewable energy program was developed.

### **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.*

During the second quarter, CEPA identified challenges regarding maintaining interest of the education community to comment on higher education assessment, leadership panel

recommendations, etc. CEPA is tailoring second round of Network Analysis to meet needs of Metro Denver WIRED.

### **Challenges Identified by Sub-grantees:**

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

#### **Workforce Innovation I**

##### **Arapahoe/Douglas Works! (ADWorks)**

- The Expert Technician Academy's new electronics class was recently approved at the Community College Systems Office. ADWorks has found that getting the necessary enrollment numbers to run the class has been challenging. In order to appeal to a wider audience of potential students, they changed the name of this course to "Telecommunications and Smart Home Technology." They continue to have difficulty filling this class; while they do have a handful of people on the waiting list it is not enough to begin the class.

##### **Arts Street**

- Art Street reports that low-income students have many impediments: health issues, lack of family support or financial backing.

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

- Although not a direct challenge, ESWC reports the number of incumbent workers interested and served (57%) has been much greater than they originally anticipated. Based on the participants being employed at registration this may have some effect on the number of individuals exited who count as entered employment.

##### **eSpace: The Center for Space Entrepreneurship**

- eSpace's reports that as they have talked with the prime contracts (Ball Aerospace, Lockheed), it is clear that as they work to become incubators, they are relying on 3<sup>rd</sup> tier suppliers to provide components and subsystems to them, rather than hiring technicians directly. This has created a shift in focus towards the suppliers of the prime's for the Straight to Space program.
- eSpace has had extreme difficulty in finding underrepresented minority and women candidates for the Straight to Space program and for placement into companies.

##### **Front Range Community College (FRCC) – Energy Boost**

- FRCC reports that the lagging economy continues to be a challenge in getting students placed in the industry, although, they saw more placed in this quarter than in the last quarter. Twenty additional students were placed in the last four months. Vestas has delayed the opening of their Blades plant in Brighton. Vestas is reporting that they will not be hiring until after the beginning of 2010. We had planned to run the Brighton Energy Boost training programs as close to the end of the year as possible, to increase students' chances of employment.

##### **Goodwill Industries of Denver**

- Goodwill reports that as their students are successfully obtaining entry level employment they have seen them struggle with the expectations required of real world work. Employers need skilled employees who can hit the ground running on day one. With the demands of the economy and how fast industry is growing and changing employers don't have the time they had in the past to train and mentor new staff. Goodwill's youth are recent high school graduates and for many this is their first skilled job, and they are struggling to meet the expectations and demands of the workforce. As they refine their curriculum for the 2009-2010 school year they plan to incorporate more work ethic training and model real world work expectations in the classroom for their students. Hopefully this will help them successfully meet the expectations of industry in not only their skill level but their maturity and ability to advocate and navigate with their employers.

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

- iCAST reports that the only challenges to the success of their program seem to be beyond their control. The state of the economy has increased the number of potential students but has stagnated the employers' ability to hire new workers. This unforeseen problem has skewed their ability to place trainees into jobs. Until the stimulus funds reach main street and employers begin hiring most of their graduates remain in a holding pattern. Attending training is the perfect place to be for the unemployed during this down turn so they are ready to move quickly when hiring increases.
- The availability of funds to deliver repeat courses is also restricting iCAST's ability to meet the public demand.

### Workforce Innovation II

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

- ACWBC reports that the most major challenge to date is the economy's slowness to recover and thus jobs are in severe shortage. This will continue to be a major issue until recovery efforts start to result in new jobs.

#### **Colorado State University (CSU)**

- A challenge CSU is facing is the timing of their third course due to summer scheduling conflicts. The course will now be offered in mid-August instead of early June. This delay proved to be beneficial in the end, because returning students will now be able to attend.
- CSU is still waiting for a Memorandum of Understanding (MOU) to be established between their program and the Department of Continuing Education. This has delayed the online offering of the first two courses. The agreement is expected to be approved in early August.
- The timeline for the Larimer County Workforce Center (LCWC) Bio-Boot Camp has been pushed back from August to October because the LCWC is currently reassessing the workforce codes for the bioscience industry. A discrepancy between the coding system currently used and the titles of the jobs actually being posted has been found, and will need to be corrected prior to identifying what bioscience jobs are actually available in northern Colorado. Once accomplished the LCWC will roll out their workforce code re-assessment model to other workforce centers in the state.

#### **Denver Public Schools**

- DPS reports that the main challenge to its project as it enters the final months of completion is the lack of student interaction during the summer break and the poor availability of student jobs. They have kept this project on target to complete all deliverables by maintaining good contact information for the students and diversifying their communication methods. At times, the collection and availability of data has also been an issue as the tracking and evaluation of a few deliverables is entirely dependent on data gathered outside the direct control of this project.

### **Front Range Community College (FRCC) – Research Animal Technology**

- FRCC has said that online course development is late to start. Course development must follow the FRCC online course development timeline in order to assure content that is complete and professional. Not all approved ALT course will be ready for online implementation before the end of the grant period.
- FRCC has also said that grant administration and program development are reduced during summer semester as most faculty are off contract or have limited hours. Also, the semester system of the Community College limits the opportunity for client enrollment to only the start of the semester. Coupled with the late start of the grant, it seems unlikely that the number of clients they serve will meet the expected outcome.

### **Poudre School District (PSD)**

- PSD reports that one of its biggest challenges with this project is the age of the clients involved. Many 17-19 year olds lack the real world experiences to make career decisions at their young age. They commonly enroll in elective classes because their friends enroll, not necessarily for career training. Likewise, many older teens are not ready to commit to a profession hence the reason so many undergraduates change their major after a year or so of classes.
- Additionally, PSD reports that most employers are not willing to risk hiring a person without more real world experiences. They have found this to be especially true in today's job market, when there are many qualified people looking for work.

## **SECTION IV: PROMISING INNOVATION PROCESSES and SUCCESS STORIES**

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

### **A. Promising Approaches, Processes, and Lessons Learned**

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

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

Full details are included in each sub-grantee's individual quarterly report, which can be accessed [by clicking here](#). The following section highlights key promising approaches, processes and

lessons learned identified by Workforce Innovation I and Workforce Innovation II sub-grantees during the quarter.

### Workforce Innovation I

#### **Arapahoe/Douglas Works!**

- ADWorks! reports that it is expanding their Employer Outreach Group and planning a job fair for Expert Technician Academy's recent graduates. ADWorks! is also offering assistance with resume fine tuning and will then post on Big Biller software program to assist employers in identifying skilled workers.

#### **Arts Street**

- Arts Street continually receives industry acknowledgement for the focus of its WIRED Program. The magazine GIS Educator is requesting an article from us to share with 10,000 educators.

#### **eSpace: The Center for Space Entrepreneurship**

- eSpace found that the approach of helping catalyze businesses through the use of government money, Air Force Research Laboratory (AFRL), to fund aerospace companies that support aerospace infrastructure is proving to be a target-rich domain. eSpace had been concerned there might not be enough business opportunities in this area. This has turned out not to be the case, with more need than anyone has the ability to support.

#### **Front Range Community College (FRCC) – Energy Boost**

- FRCC is working directly with the Clean Energy Technology program as it builds partnerships and internships with area companies. Several community colleges have expressed an interest in running FRCC's Energy Boost training in their area and FRCC has provided them with curriculum; instructional materials and marketing materials. The program is versatile and can be duplicated in many other locations. Some companies have expressed an interest in bringing the Energy Boost program on site to their facility. Some have asked that we include additional course material such as solar installation, hydraulics and welding.

#### **Goodwill**

- Goodwill contracted with Cathy Rock of Red Rocks Community College to provide a ten-hour General Construction OSHA certification for some Energy Workforce students. Employers who they have told about this certification were very impressed and said it definitely gives their students an advantage in the workforce and with the hiring process. Going into the 2009-2010 school year they plan to hold another OSHA certification workshop for their energy students over their fall break at the end of October 2009.
- In working with students and employers on developing placements Goodwill has seen that their students struggle in a real life interview setting connecting their skills and experience to the questions asked during an interview. Many of their students are competing for employment with adults in their mid twenties to mid thirties and are coming up short in the interview. Employers say they want to hire Goodwill's young, skilled graduates but they do not compare to a mature adult in an interview environment. Goodwill has tackled this challenge with its Energy Advisory Board workgroups and brainstormed a promising new approach to be tested this summer and implement in the curriculum for next school year.

Goodwill is partnering with volunteers from Lockheed Martin to provide a four hour interview workshop to a group of 20 students. The format will have each student working one-on-one with a volunteer for 45 minutes to share their personal story, experiences, skills, and extra-curricular activities.

- Goodwill taught several lessons during the STEP camp which was held June 1-5th. One of the lessons that Goodwill taught was Energy Jeopardy. This was a lesson plan that came from NEED ([National Energy Education Development](#)). NEED is a consortium that was established in 1980 by President Carter, with the focus of providing energy education to our nation's schools. This is an excellent source of information relating to teaching energy and the science behind energy. This is something Goodwill plans to work into their curriculum for next school year.

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

- iCAST reports that its training model has proven to be a great success. The involvement of the industry has been incredible and made the program a hit with their students. The short but intense nature of the training means it is able to process feedback from the student evaluation forms quickly and make improvements or modifications to the next courses rapidly. After six training programs iCAST staff is getting quite good at customizing curriculum and always involving new members from the industry to critique the training.
- iCAST has made improvements to its Online Course by adding quizzes and final exams to evaluate student performance and make the online course more than just an information source but a training tool.

### **Turnabout, Inc.**

- The lack of entry-level training has been a challenge and has eventually led to Turnabout's partnership with Sun Power, Inc. It is an outcome based course with a lot of hands-on training and they have agreed to hire clients as positions become available.

## Workforce Innovation II

### **Colorado Association for Manufacturing and Technology (CAMT)**

- CAMT found that its program picked up significant momentum this quarter. Once the first two programs/classes were completed, positive feedback traveled fast and other companies moved quickly to participate. Asking the participating companies to help market it to their peer companies was a big success.

### **Colorado State University (CSU)**

- CSU found that with the current economic situation, training dollars are being allocated from the economic stimulus package through workforce centers towards certificate programs rather than accredited degrees. CSU's curriculum perfectly fits into this model. CSU has found that an accurate analysis of the current workforce needs is imperative in developing appropriate curricula. Most importantly, it has found that following the lead of other national experts in workforce education to be invaluable.

### **Denver Public Schools (DPS)**

- DPS' Career Resource Specialists and Counselors located at the various high schools have been instrumental in achieving several of the objectives for this quarter. Because the amount

of participants has nearly doubled from the initial grant projections, a greater amount of coordination, and to some extent delegation of duties, has occurred than previously planned. This has allowed for greater networking and more opportunities for key project resources to increase their ownership of this project. It has also allowed DPS' organization to explore various opportunities to maximize the impact that their programs achieve while reducing or spreading out their financial outlays to several programs.

## **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.*

### **Documenting Individual Success Stories That Have Come From WIRED**

There are many [success stories](#) from individuals who have completed Metro Denver WIRED Initiative-funded programs. In this quarter we began to document some of these individual successes. A short snippet from one individual's success story is below.

Robin Marsh was tired of missing her daughter's basketball and volleyball games and wanted to work in a strong and growing industry during "normal business hours." As a cosmetologist and hair stylist, Robin typically worked nights and weekends and did not have much control over her constantly shifting schedule. "I wasn't exactly sure what I wanted to do, but I knew that I needed a change," Marsh said.

A friend recommended a WIRED-funded program she heard about at Front Range Community College called Energy Boost. "I didn't know what I was getting into, but I knew the renewable energy field was strong and growing, and the jobs in the industry sounded exciting," Marsh said.

Robin continued to work while attending night and weekend classes in the Energy Boost program. Soon after completing the program, Marsh was hired as a Mechanical Technician at Solix Biofuels, a company headquartered in Fort Collins that mass-produces algae to make biodiesel. In her role at Solix, Marsh works in research and development, helping to design and implement cost-effective photobioreactors or storage environments for algae to grow and produce oil.

"I am proud and excited to do the work I am doing," Marsh happily proclaimed. "I now have a stable job at a great company that pays well and allows me to attend my daughter's games. The Energy Boost program provided me with the skills I need to successfully perform my job."

### **STEM Communicators Collaborate During Convenings**

On March 31 and April 28, WIRED, working with the School of Public Affairs at the University of Colorado at Denver, hosted workshops designed to bring communications personnel together from regional science, technology, engineering, and math (STEM) organizations to develop a set of common STEM messages and connect each organization's objectives with those of fellow stakeholders.

STEM education is critical to developing a local workforce equipped and ready to work in the region's high-growth industries. These workshops were held because it is also critical that STEM organizations work together to create and utilize common messaging that can engage target audiences, avoid confusion, and utilize common resources for groups that have similar goals.

The workshops were attended by representatives from STEM organizations throughout the region. Products created by the School of Public Affairs at the University of Colorado at Denver were presented during the workshops, including a draft of an interactive STEM asset map, which once refined, will be housed on the Colorado STEM Network's Web site. In addition to the asset map, a [STEM glossary of terms](#) was also developed.

Finally, another main objective of the workshops was to encourage those involved with and leading STEM messaging to meet on a regular basis to share messages, information, and best practices for communication. The Colorado STEM Network has agreed to put together the next workshop, slated for later this summer.

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

In the second quarter, Metro Denver WIRED's constellation of asset-mapping activities continued to gain national attention.

#### **Workforce Innovation I**

##### **Arapahoe/Douglas Works!**

- David Wooda, a student in all three Expert Technician Academy classes, passed the certification tests. He provided his assistance in conducting a certification prep workshop for students that were having trouble with preparing for the tests. Many people took advantage of his offer and Douglas County School District paid him for his assistance to other classmates.
- An article on ADWorks! Expert Technician Academy was published in Oracle's Profit magazine.
- The Expert Technician Academy program was highlighted on Comcast Newsmakers in April.

##### **Arts Street**

- The continued demand for independent equipment and facility use by Arts Street's trainees led to the need for a more spacious work area. Arts Street will be moving the Incubator Training Lab facility to a larger space across the street. The trainees are excited to have a dedicated work area that offers more security for equipment and a focused work environment. They are beginning to plod a cooperative management structure so that they can help each other succeed.

##### **eSpace: The Center for Space Entrepreneurship**

- In eSpace's Venture Design program, the Mini-Jet engine project is of interest to NASA Ames. They are connecting the faculty member with Ames to see if he can adjust the project work to match NASA's needs.

- The processes eSpace put together to evaluate candidate incubator companies resulted in an unexpectedly high quality group of first-round companies. The process included developing an effective set of questions to initially vet the viability of company, vetting the technology with potential funding partners, and then having the Investment Advisory Team, a subset of the Board of Directors, conduct an in-depth review of the candidate company.

### **Goodwill Industries of Denver**

- Colorado Biz Magazine highlighted Goodwill's Energy Workforce Program and Montbello's Green Team Project in the June 2009 edition of Sustainability Spotlight, <http://www.cobizmag.com/articles/sustainability-spotlight-goodwill-industries-of-denver/>.
- Goodwill received an email regarding the program from a student who attended its Spring Break Renewable Energy Trades Workshop. The email expressed his gratitude for the program: *"I am now working for Environmental Energy Corp, an engineering company. Thank you for the help and the creation of such a great program. I am thankful to have this job and it is because of your efforts. Thank you."*

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

- Through a partnership facilitated by the Colorado Department of Labor and Employment (CDLE), the Adams County Workforce Center contracted with iCAST to deliver its Solar Power Systems Installation Training to a group of students who completed the Adams County WIRED Solar Manufacturing Training. This collaboration was designed to provide the students with a well rounded training experience covering both the production and installation side of solar.
- Another new partnership facilitated by CDLE is between iCAST and Pikes Peak Workforce Center. During the first week of June, iCAST delivered a version of the Residential Energy Efficiency Auditing training to a group of veterans involved in the BRAC Military Spouses and Transitioning Service Men and Women program. This program helped veterans prepare for new careers in energy efficiency.

### **Turnabout, Inc.**

- Jeffrey Cole has been a client of Turnabout, since June, 2008. He was recommended for its WIRED program in April, 2009. His story is a remarkable one and needless to say he has struggled tremendously over the years. Jeff has gone through every program and training available through Turnabout. He is 28 years of age and is working in asbestos abatement. He is so grateful to this program that he has volunteered, every Saturday for the last year, remodeling Turnabout's facility. He is attending night classes at Red Rocks Community College two evenings a week. Most importantly, Jeff is hopeful.

## Workforce Innovation II

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

- ACWBC staff recognized the need and developed a support group for the individuals completing the renewable energy training. Since jobs are hard to come by because of the poor economy, the group has bonded together and become quite a resource for one another. ACWBC Staff have been able to arrange guest speakers, including potential employers to help boost the job seekers hope that jobs will be forthcoming. The group meets weekly. The

group independently decided to name themselves the “SNO” (Solar Networking Opportunities).

### **Colorado State University**

- CSU reports that because of its BioMARC Regional Training Center for Product Translation’s (RTC-PT) previous track record for delivering high quality training programs, CSU has been asked to develop a Bio-Boot Camp for the Larimer County Workforce Center this October. Additionally, the knowledge gained through its WIRED grant has allowed CSU to help the Poudre School District (PSD) apply for, and win a WIRED grant to JumpStart a bioscience career academy. The RTC-PT’s already established industry connections and partnerships enabled the PSD to make a seamless connection to local biotech companies. These examples demonstrate how the northern Colorado economy has been positively impacted thanks to the BioMARC RTC-PT and WIRED funds.

### **Poudre School District (PSD)**

- Rob Ufer, Poudre School District Wired Grant Manager, reported:  
“The Lego project I created and used worked great for demonstrating the importance of teamwork and systems in industry. I had five identical Lego kits. I broke the class into five groups and timed each group as they assembled the lego kits. The fastest time was about nine minutes and the slowest time more than 20 minutes. I explained that in this approach the class as a whole completed all five models in 20 minutes. We repeated this several times and learned enough to get the fastest time down to five minutes and the slowest down to eight minutes. Next I had the class discuss tactics that worked for their groups and we came up with a plan for the entire class to work as a single team. In only two tries the class assembled all five in less than four minutes. When I announced the time it took the entire class clapped and high fives spread through the group.”

### **Press Hits**

In the second quarter of 2009, WIRED and its grantees were covered in local, regional and national media many times. Below are a few of the highlights:

5/1/2009: “Mile-High Opportunity: Oracle Teams with Colorado School District to Provide Training” – *Oracle Profit Magazine*

[http://www.oracle.com/profit/exec/040309\\_coloradoschools.html](http://www.oracle.com/profit/exec/040309_coloradoschools.html)

6/1/2009: “Sustainability Spotlight: Goodwill Industries of Denver” – *ColoradoBiz*

<http://www.cobizmag.com/articles/sustainability-spotlight-goodwill-industries-of-denver/>

6/19/2009: “Getting Down to the WIRED” – *Denver Business Journal*

<http://denver.bizjournals.com/denver/stories/2009/06/22/story1.html>