



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

**Reporting Period:** July 1 – September 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**

A WIRED Leadership Council meeting was held on September 29, 2009, where the following topics were discussed:

## Sustainability Plan

Thomas P. Miller and Associates (TPMA) presented its final draft report to the Council. TPMA focused on four key areas: 1) Collaboration (which the Metro Denver Region does very well; 2) Cluster/sector based strategies (also something this region has practiced for some time); 3) Sustainability (of funding, programs, and looking for new networks that should be formed; and 4) Talent Development System (which needs to be agile, nimble and responsive).

TPMA made the following assumptions when conducting its work:

- WIRED will eventually hand off the baton to an interim transition team that will develop a permanent structure for the new talent development system – to be completed by mid-2010.
- The Leadership Council will continue to guide the transition, building on the Council's work and possibly expanding its membership.
- It is important to link WIRED-generated assets to new assets.

TPMA made the following recommendations to address the transition during the next nine months:

- At the same time that TPMA's report is being distributed, begin soliciting new partners.
- Form a Transition Council that will last for the next six to nine months.
- Charge the Transition Council with identifying permanent Governance Council, recruiting talent development staff, and committing resources.
- Charge the new talent development system with creating a business plan for approval by the new Governance Council.
- Create a new website platform to create social networking tools for talent development.

TPMA provided the following clarifications in response to Leadership Council questions:

- Do recommendations include creating an independent entity that would be financially sustained and managed separately? *No, the recommendation is to bring together groups that already exist within the current asset base. This new system could be virtual and able to link to/leverage other resources that already exist. TPMA is suggesting the need of a staff person or small group of people to facilitate the needs of the new system.*
- Does the report address the need for adequate funding? *Yes, but there won't be any additional WIRED-type funding. Staff would have to look for partners from the private sector and/or economic development, as well as pursue grant funding with leverage from other sources.*

Council members were asked to provide further feedback on the TPMA draft report to Ledy Garcia-Eckstein by no later than October 5. The final report is expected to be complete on October 19.

## WIRED Extension

Ledy reported that the Colorado Department of Labor & Employment (CDLE) had been granted a 5-month, no-cost extension from the US Department of Labor (USDOL). The official close-out date for WIRED is now June 30, 2010. This extension will allow WIRED more time to finish out projects successfully, especially since the economic downturn has caused some of the

subgrantees' projects to stall. The Metro Denver Economic Development Corporation's participation in WIRED will still end on January 31, 2010.

Peggy Herbertson added that CDLE requested the extension to provide enough time to expend WIRED funds on current projects, and transfer any unexpended funds to the local workforce centers in the region. This funding will help workforce centers support and extend existing WIRED projects, as well as handle the greater number of people needing services due to the economic downturn. Some of the funds can be used for Individual Training Accounts or to support community colleges that are training people in the four targeted industries.

### Career Academies

Jerry McCarthy reported that five career academy grants have been awarded. Four of the contracts have been executed, with the fifth contract nearing completion. WIRED will provide \$455,000 to support the following career academies:

- Red Rocks Community College/Warren Tech - \$115,065
- St. Vrain School District/Skyline High School for a STEM Academy Advanced Placement program in biology - \$49,889
- Greeley-Evans School District 8 and Weld County District RE-8 - \$114,873
- Fort Collins High School Bioscience Core Academy - \$124,986
- Adams 14/Adams City High School Renewable Energy Academy - \$50,372

### Berkeley Policy Associates

Ledy reported that Berkeley Policy Associates (BPA) was contracted through the USDOL to do an evaluation of the Generation One WIRED Regions across the country. BPA will be in Denver this November to interview key WIRED partners. BPA has visited the Metro Denver WIRED Initiative for the last two years and recently provided a draft report of its findings. Ledy asked Council members to please make themselves available for interviews with BPA during its November visit.

### Career Brochures and Videos

Kevin Weiner presented the Council with a complete set of the finished career interest brochures, along with career interest videos for the aerospace and IT industries. These materials were designed to provide a quick and easy way for students, parents, teachers, career counselors, job seekers and others to learn more about careers and requirements to enter the fields of aerospace, bioscience, energy and IT. A portal was also created to feature these resources and others - [www.metrodenvercareers.com](http://www.metrodenvercareers.com). Kevin continues to work with CDLE to create a teacher's guide that will easily enable them to incorporate the career interest resources into their curriculum. Kevin is also working with CDLE to finalize Spanish versions of the career interest brochures. In addition, two-minute trailers of the longer aerospace and bioscience career videos have been created for those with less time or a shorter attention span. The aerospace and IT trailers were presented to the Leadership Council.

## Colorado Department of Labor & Employment (CDLE)

During the fourth quarter, CDLE staff:

- Participated in all WIRED team meetings and WIRED management meetings.
- Worked with all subgrants for data validation verification.
- Gathered information on ITAs:
  - ITAs funded by WIRED report positive feedback from employers;
  - ITAs are approximately 65% expended; and
  - The Broomfield ITA program successfully enrolled participants into the BioScience Boost program offered at FRCC. The program at FRCC was able to launch the Fall semester due to the interest received from our Broomfield customers;
- Received a five-month no-cost extension from the US DOL for the WIRED grant. The additional time will benefit the programs currently affected by the slow economy.
- Received a report that an Adams County Solar Manufacturing participant was hired by Vestas Wind Systems for its plant in Pueblo.
- CDLE's LMI unit completed the WIRED career industry brochures and educator guide. All of the brochures can be found at [www.metrodenvercareers.com](http://www.metrodenvercareers.com).
- Provided technical assistance to all grantees managed by CDLE.
- Completed work for the BETR Project Tuesday Tours. In October, there will be a kick-off for the metro Denver region
- SECTOR planning grants now include three of the metro Denver workforce regions: Jefferson, Weld, and Denver counties. The planning phase for the regions participating in SECTOR work revealed regional efforts that support WIRED industries.

## Subgrant Management

### Close-out of Jumpstart Contracts

All ten Jumpstart programs, including the Community College of Denver, and Red Rocks Community College, were successfully closed out this quarter. This included the write-up, distribution and mail out of the final reports and official close-out letters. Grantee Mid-Year Monitoring Reviews and completion of the Mid-Year Monitoring Review Report write-ups with Innovation I and II subgrantees were also conducted. Regular quarterly meetings with all WIRED subgrantees were discontinued during this quarter. After reconciliation and balancing of all Jumpstart Grant invoices with the Metro Denver Economic Development's checks and ledgers, it was necessary for the WIRED Initiative to request revised final receipts from the following Jumpstart sub-grants: Community College of Aurora, Regis University, and Jobs for America's Graduates – in order to complete the official and final close-out of the Jumpstart Contracts. The revised receipts are in being retrieved and will be provided to the City of Denver and the Colorado Department of Labor, as appropriate.

### Compliance Monitoring Review Meetings

The Mid-Year Contract Compliance Monitoring Report, consists 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. Subgrantees continue to submit products and deliverables on an ongoing basis for submission, as appropriate, for the duration of the WIRED Initiative.

All Mid-Year Monitoring Reviews for Innovation I and II subgrantees were completed this quarter by the WIRED Contract Administration team. Reviews conducted this quarter with the remaining WIRED Innovation subgrantees, included: Colorado State University, Denver University, Front Range Community College, Poudre School District, and the Colorado Association for Manufacturing and Technology (CAMT). Mid-Year Monitoring Reports were drafted, reviewed by individual subgrantees for response to Observations, finalized, distributed to the City of Denver, and CDLE, and mailed out to respective subgrantees to complete final Reviews. The three Innovation subgrantees' reports that were not completed this quarter are Colorado State University, CAMT, and Front Range Community College. These are currently being reviewed by the WIRED Executive Director, and will be finalized as quickly as possible for distribution and mail-out. Updates regarding these particular reports will be provided in the next Quarterly Report.

WIRED subgrantees continue to submit products and deliverables on an ongoing basis. New curricula, marketing, and other products created with WIRED funds, continue to be submitted to the state of Colorado for posting on e-Colorado. All additional products and deliverables will be combined and submitted to the USDOL for posting on the Workforce3One website, as per the WIRED Dissemination Policy, no later than mid-January, 2010.

#### Annual Monitoring Reviews

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. A letter from the WIRED Executive Director officially terminates the WIRED Contract Agreement and closes out the grant.

Scheduling is currently underway to set and confirm meetings to conduct and complete Annual Monitoring Reviews with Innovation I and II subgrantees. The WIRED Industry Coordinators will join the WIRED Contract Administration team at the Annual Monitoring Review and Close-out meetings, in an effort to expedite the writing of annual reports so that WIRED staff can meet the deadline and directive to shut down the WIRED Initiative at the Metro Denver EDC by January 31, 2010. Updates and progress of these meetings will be forthcoming in the next Quarterly Report.

#### Close-out Meetings

Close-out meetings are conducted 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.

Close-out documents have been e-mailed to all WIRED Innovation subgrantees to initiate the close-out process and meetings. The WIRED Contract Administration staff request these documents be completed and returned to the WIRED office in duplicate, in advance, for review. Official close-out letters and final monitoring report write-ups will be sent to Innovation I and II subgrantees during next quarter to close-out all Innovation I and II grants, and transfer remaining WIRED business to the Colorado Department of Labor for official close-out of the Denver Metro WIRED Initiative.

Additional WIRED Funding to Existing Grantees

In November of 2008, 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 Academies**

WIRED initially awarded four Career Academies: 1) Red Rocks Community College/Warren Tech (Energy); 2) Skyline High School, St. Vrain School District – STEM Academy AP Biology (Bioscience); 3) Greeley-Evans District 6 and Weld County District RE-8 (Energy); and 4) Fort Collins High School Bioscience Core Academy (Bioscience). The Fort Collins Bioscience Academy fiscal agent is the Larimer Workforce Center, so it is monitored by CDLE. A fifth Career Academy, Adams 14 School District (Energy) is currently being funded by CDLE (with unexpended WIRED funds) through the Adams County Workforce Center.

The four active Career Academy projects are currently purchasing equipment, implementing classroom activity. The Fort Collins project has already held a Bioscience Academy Forum, bringing in experts from around the country to train and advise teachers on how best to establish a bioscience academy. The lead teacher for the RRCC/Warren Tech Academy, Matt Brown, has

completed the Green Advantage training and been certified. Additional personnel will be sent to this training in October, 2009.

### **Career Interest Brochures**

In this quarter, WIRED completed work with CDLE on the production of career interest brochures for each of WIRED's four target industries. The brochures have also been translated into Spanish. Electronic versions of the brochures have been created to enable schools and other organization to post the brochures online. Work has begun on a "Teacher's Guide," which will help teachers understand how to incorporate the brochures into their curricula. Next quarter an outreach campaign will target schools, educational organizations and others to make them aware and provide copies of the career interest brochures.

### **Career Interest Videos**

This quarter, career interest videos were created for the aerospace and IT industries. The videos showcase the breadth of Colorado companies, jobs and employees found in these industries, and dispel some common myths. In addition, shorter "trailers" were also created for each video. The trailers are designed for those with shorter attention spans to encourage them to watch the full-length video and pursue more information about careers in these fields. Next quarter, an outreach campaign will target schools, educational organizations and others to make them aware and provide copies of the videos.

### **Meeting/Outreach Activity**

#### **STEM Communicator Convening**

WIRED held two meetings earlier this spring 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. During this quarter WIRED partnered with the Colorado STEM Network to hold another STEM communications meeting. The event brought more than 25 professionals from STEM organizations across the region to discuss items including STEM communications products already developed, Race to the Top, and other communications opportunities.

#### **WIRED Executive Director Activity**

Most of the Executive Director's activities in this quarter were dedicated to supervising monitoring, close-outs, and the WIRED transition plan.

- Continued to participate in CDLE's SECTR Policy Academy leadership team meetings.
- Continued to participate in Steering Committee of Front Range Workforce Funding Collaborative (renamed SkillBuild)
- Worked with the Leadership Council's Executive Committee to review transition strategies recommended by TPMA for the post-WIRED regional talent development system.

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

- Participated in 47 meetings and events to meet industry players, learn issues, generate ideas and begin to implement initiatives for the industry.
- Organized a meeting between business services professionals from seven local workforce centers and Ball Aerospace recruiters and human resources managers to enhance relationships and communications between organizations.
- Participated on advisory board for technical education at Community College of Denver and, in that capacity, helped develop a survey of aerospace employers regarding new space-oriented curriculum.
- Participated in "Passport to the Future" STEM workshop and receptions for teachers presented by the American Institute of Aeronautics and Astronautics (AIAA) and sponsored in part by Lockheed Martin.
- Attended grand opening of Jack Swigert Space Academy (Grades 6-8) in Colorado Springs to learn about the model and make contacts in Colorado Springs.
- Attended networking event hosted by National Defense Industries Association and Colorado Space Business Roundtable.
- Participated in ongoing planning initiative of the Defense Council of Aurora Chamber of Commerce to develop technical training to serve needs of military personnel and contractors at Buckley Air Force Base.
- Created fact sheet summarizing aerospace jobs in Colorado job seeker database.
- Engaged with Arapahoe Douglas Works! Business Services team to flesh out pilot process to more efficiently and effectively help aerospace businesses recruit out of the job seeker database.
- Presented an overview of aerospace industry coordination activities to Jefferson County Workforce Investment Board.

### Bioscience:

During the quarter, the Bioscience Industry Coordinator:

#### Career Academies:

- Key activities during the quarter related to final spending initiatives of Metro Denver WIRED. Contracts were negotiated, drafted, and completed for four Career Academy grant awardees: Red Rocks Community College/Warren Tech (Energy); Skyline High School, St. Vrain School District (Bioscience); Greeley-Evans District 6 and Weld County District RE-8 (Energy); and Fort Collins High School Bioscience Core Academy. The total of WIRED funds awarded for these four projects was approximately \$405,000. The Adams 14 contract negotiation and draft contract were completed in September, but the grant will be administered through the Adams County Workforce System in a contract that will be completed for administration of remaining WIRED grant funds that will be distributed by CDLE to WIRED region Workforce Centers in the 4<sup>th</sup> quarter. The Adams 14 Career Academy (Energy) will receive approximately \$55,000 of funding.

The Lead School for Connecting to Industry contract was also negotiated, drafted, and completed in this quarter and work begun for a conference meeting that has been scheduled for November 3, 2009, and named the “In Sync” meeting.

A thorough survey process was conducted of Leadership Council members regarding their priorities for final WIRED funding as determined by the WIRED Solutions Forum process. These results were then drafted into a statement of work for consideration by the Leadership Council and fiscal partners for final expenditures.

Several topics were also researched in this quarter, including distance learning for science and workforce education (with DMNS), the potential workforce training needs of the clinical health care information technology field (with CORHIO, Children’s Hospital, and the Veterans Hospital), and mentoring resources and programs for clinical health care and medical research career interests (CACTE, USHSC, Aurora Public Schools).

#### Partnership Activities:

- The final meeting was held, and the report was completed, for Battelle Workforce Steering Group for the CBSA “Industry Roadmap” strategic planning process on August 27. The final meeting was focused almost entirely on how to build a functional relationship between the Workforce System, CBSA, and Industry. Program sponsorship by Workforce, workforce-specific program content, and center-of-excellence leadership for bioscience industry contact with Workforce (single point of contact) were recommendations that came out of the meeting.
- Attended CBSA Science Education Initiatives meeting and met several times with CBSA staff, leadership council members, and industry representatives on how to generate better educator interaction and educator/industry contact in the Bioscience cluster. CBSA is in the process of determining how it can add a student membership level and targeted programming for students and educators. CBSA/WIRED and a number of educators and industry representatives are also discussing a regular teleconference plan for educators/workforce/industry in support of increasing awareness, support and information sharing about education and training activities in the region.
- WIRED bioscience staff in four regions (Denver, Utah, Kansas, New Jersey) have compared notes on activities, programs, and documentation at the later stages of all our WIRED grant initiatives. The WIRED Bio Interest Group continues to have its monthly conference call for resource sharing and issue updates.

#### Challenges:

- As the WIRED Initiative moves toward its end, it was becoming more difficult to recruit industry members to participate in planning and evaluation sessions for WIRED.
- The recession has also slowed, if not eliminated, hiring for many companies in our industry clusters and a great number of highly-skilled, well-paid professionals have been laid off. The volume of displaced workers has placed a great burden on the workforce system and CDLE and funding has begun to be used in different ways (work experience ‘internships,’ for example).

## Energy:

During the third quarter, the Energy Industry Coordinator:

- Completed and released the competitive analysis report, “Resource Rich Colorado,” which compares Colorado to 10 states (Rocky Mountains, West Coast, and Texas). The report was launched at an event on September 15 (The Balanced Energy Economy Series), and received wide media attention, including an interview with Tom Clark on Colorado Public Radio.
- The CEC Education Committee has made progress in the development of its pilot Guest Instructor project. A survey of energy businesses verified that such a program would be useful, and that businesses would be willing to provide staff to serve as guest instructors. The committee is also working with local schools (Thompson School District and Jefferson County R-1 Schools) to ensure their interest and participation in the pilot.
- Attended the Colorado Oil and Gas annual conference, “Rocky Mountain Energy Epicenter,” and met several new companies to recruit to the Colorado Energy Coalition (CEC).
- Worked with the CEC Finance Committee to investigate potential incentives that could be created at the state level for renewable energy companies. Work at this stage is around research and positioning, with actual proposals for incentives being made once the state’s economy starts growing again.
- Assisted a number of job seekers with advice and leads in the energy industry.
- Made a presentation on jobs in the energy industry to a group of “Baby Boomers” on behalf of the Jefferson County Workforce Center and St. Anthony Hospital’s Passages program.
- Participated in a meeting with the Colorado STEM Network on creating an online resource for internships.
- Responded to a call from Roaring Forks Valley economic development organization on aspects of WIRED that would help them with their economic development efforts.
- Met with a number of energy business prospects (start-ups, expansions and relocations) to provide information on the workforce in the region, and to introduce them to various contacts the Coordinator has made in the industry over the last three years.
- Met with members of a Chinese delegation seeking contacts and partnerships with energy businesses in Colorado. Made one significant contact with a Colorado biofuels company that may result in an international partnership.
- Worked with the National Renewable Energy Lab to design a new speed networking event in conjunction with the upcoming 22nd Annual NREL Growth Forum that will take place in November.

## IT/Communications:

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

- Developed and distributed the fourth issue of a revised quarterly newsletter, [GetWIRED](#). The newsletter featured the latest developments coming from WIRED, and highlights successes the program is having.
- Completed the creation of IT and aerospace career interest videos. The videos show the range of careers and workers in each industry and will hopefully persuade people to consider a career in each sector.

- Worked with CDLE to complete the creation of a career interest brochure for each of the four WIRED industries. The brochures provide information on industry occupations, skills and education needed for each occupation and where those skills and education can be attained. The brochures are also being translated into Spanish. An “Educator Guide” is being developed to help teachers incorporate the brochures into their curriculum.
- Finished the creation of a WIRED microsite, [MetroDenverCareers.com](http://MetroDenverCareers.com), an extension of the existing WIRED Web site. This site is designed to peak people’s interest in occupations within the four WIRED industries. This microsite houses the career interest videos and brochures as well as other resources on the four WIRED industries.
- Promoted [MetroDenverCareers.com](http://MetroDenverCareers.com) and the resources the site contains to various groups who will benefit from the information. These groups include high schools, colleges, pre-collegiate programs and education-related organizations.
- Helped promote the IT industry in the region by promoting the largest IT event held in the region, DemoGala. DemoGala will bring together 1,000 people interested in IT and showcase the industry in the state on October 8. Worked to have the IT career interest video and brochures displayed at DemoGala. Reached out to workforce center staff to have them learn more about the IT sector in Colorado by attending DemoGala.
- Worked with the Colorado STEM Network on a STEM Communicators meeting that brought together STEM communicators from around the state to talk about current issues and ways of working together going forward.
- Worked on messaging for IT companies to encourage them to get involved in workforce development issues. In addition created and distributed information to IT businesses about ARRA funding that they may be eligible for.
- Worked on 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.
- Began planning an IT Forum designed to educate workforce personnel about the current and future job opportunities found in the IT industry and IT jobs found in other industries. In addition the Forum will inform attendees about the skills and education needed for positions and places individuals can go to attain necessary skills and education.
- 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 subgrantees 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 third quarter of 2009, the WBMD continued to focus on strengthening and expanding its partnerships within and outside the Metro Denver region. Examples include:

- On July 16-17 the WBMD, the Rural Consortium and CDLE, convened the first State Business Services Summit in Vail Colorado. More than 110 people attended from workforce, community colleges and economic development organizations. The purpose of the Summit was to present best practices and data that promote and enhance sector-based partnerships among the disciplines.

One of the highlights of the conference was the release of the Colorado Data Mining Report that includes LMI and other economic data on all 64 state counties, a separate section for each of 7 Metropolitan Statistical Areas (MSAs), and 18 designated workforce regions and sub-regions. The WBMD gave the report to Summit attendees. Electronic copies were also posted on CDLE, local workforce region, WIRED, education and economic development websites.

In the months following the Summit:

- The WBMD worked with university economists (CSU, CU and CUCS) to schedule trainings with local WIBs, workforce staff and community partners on how to interpret and use the data to identify key sectors within and across regions. The WBMD also formed the Metro Denver EMSI user group to support the E3 partnership's use of the EMSI software, including technical assistance from EMSI, CDLE LMI, the Lancaster WIB and other data mining experts. The group will establish a meeting/conference call schedule for the year.
- Adams, Arapahoe, Boulder and Larimer counties have established E3 committees and partnerships to identify key sectors that cross geographic boundaries; convened forums to validate the data with employers and are developing implementation plans for sector-based regional talent development strategies. Several of the WIRED sectors (Energy and IT) are included in the target industries that have already been identified.
- In July, the WBMD and Denver OED convened a series of meetings with all Metro Denver workforce regions, WIB members, WIRED, businesses, community colleges and

labor representatives to vet a concept for a US DOL proposal for a Metro Denver Energy Training Partnership grant. Energy is one of the four target WIRED industries.

- In August, the WBMD and WIRED convened a meeting with the Colorado Bioscience Association, economic development, community colleges and the Directors of each of the local workforce regions represented by the WBMD to discuss aligning various organizations' missions and leverage resources to build the bioscience pipeline. Workforce regions will now participate in the CSA Education Committee to strengthen the connection established at this meeting.
- In August, the WBMD convened a meeting with CDLE's WIRED staff to discuss the anticipated unspent WIRED funds that would be turned over to CDLE when the Metro Denver EDC WIRED contract ended and develop a strategy for using these funds to support the four WIRED industries. CDLE and the local workforce regions agreed to use the unspent WIRED funds for ITAs within the four WIRED industries.
- In September, the WBMD worked with the Colorado Workforce Development Council to develop a proposal in response to a US DOL Solicitation for Grant for a State Energy Training Partnership. The proposal has an Urban/Front Range partnership component that will be supported by the WBMD. This key component will be supported by a regional council that will work collaboratively to recruit, train and place individuals with renewable and energy efficiency businesses and develop a system to support the growth of entrepreneurs in Colorado's new energy economy.
- The Denver Office of Economic Development conducted a systems monitoring for the WBMD WIRED grant with Arapahoe County. All systems were found to be in compliance. The two recommendations were that the WBMD use the established template when submitting WIRED Quarterly Reports and submit a budget modification by September 1, 2009 (submitted).
- The WBMD and WIRED began planning an October IT Sector Forum for the Metro Denver workforce system. The purpose of the forum is to provide information on the state of the IT industry in Metro Denver, and an opportunity for attendees to hear directly from IT business in healthcare, energy, manufacturing and other industries that train and hire IT workers.

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

In the third quarter of 2009, CEPA's efforts centered around technical assistance as needed to the WIRED Executive team and participation on the Leadership Council.

During the past quarter, CEPA staff has:

- Attended Metro Denver WIRED Group meetings, Leadership Council meetings, and WIRED "webinars" as requested by the Contractor;
- Presented on network analysis to WIRED Executive Committee.
- Worked with consultants from Thomas P Miller on Talent Development model as requested

- Maintained presence of Denver Metro WIRED in various activities, *e.g.*, through staffing of Governor Ritter's P20 Council, work with the Creative Economies Task force; and, work with the Colorado Department of Higher Education and the Western Interstate Commission on Higher Education to identify barriers to the adult learner in Colorado and Hispanic students entering STEM education tracks;
- Informed WIRED about its links to Race to the Top processes
- Provided technical assistance to Contractor as requested, including speaking with contractors for WIRED transformation grants and career academies;
- Provided all administrative documents as requested by Contractor.

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

#### Partnership Activities:

- As noted above, work with the various stakeholders, *e.g.*, members of Frontrange 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, has widened exposure of Denver Metro Wired to more practitioners and policymakers as they see WIRED's logo and read its materials.

#### Challenges:

- Maintaining interest of education community to comment on Higher education assessment, leadership panel recommendations, etc. Tailoring second round of Network Analysis to meet needs of Denver Metro WIRED.

### **Small Business Development Center (SBDC) Network, Colorado Office of Economic Development and International Trade**

This quarter the SBDC submitted its final report on WIRED. The following is a summary of the SBDC's work for WIRED:

- A small business survey was conducted to gather data on the information needs of new businesses in the nine-county WIRED region. The study evaluated the most important needs of businesses in the four WIRED industries – Aerospace, Bioscience, Energy, and IT/Software. A final report of survey results was provided to WIRED staff and key stakeholders.
- 35,000 Small Business Resource Guides were published and promoted to the four WIRED industries. The guide provides information for start-up and existing businesses, and includes website links, a list of industry associations, and a list of assistance providers to help grown businesses in the WIRED industries.
- A Business Plan Program for High School Youth, Buzz on Biz, was conducted in Greeley during the second quarter of 2009. Fifteen students attended the course, which covered the fundamentals of marketing including pricing, sales, introduction to advertising and promotions, product concept creation, expansions on entrepreneurship, business entities, marketing mix, business plan design, and more. Based on the success of this course, additional courses will be conducted in 2010.
- The Boulder SBDC Training Program was scaled up. 151 people attended a series of five workshops. Content was taken directly from the small business survey, and specific

workshop curriculum was developed based on the results of the survey, including access to capital, access to SBIR/STTR grants, building an effective sales team, how to pitch to an Angel investor, and how to attract, motivate, compensate and retain your management team. Ongoing mentoring with 8 to 10 existing business in WIRED industries is a result of the training course – 20-40 jobs have been retained, and 240 hours of training have been provided.

- A series of five NxLevel workshops for Clean Tech/Energy companies were conducted, 33 people attended, and potential job creation as a result if 1,129 jobs.
- A two-day workshop, Listening to Your Business, was conducted jointly by the SBDC and the Eighth Continent Project. Eleven people attended to learn about strategic planning and funding opportunities. The workshop focused on WIRED industries.

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

During the third quarter, Colorado WIN Partners:

Maturity Model Progress Report:

- Colorado WIN Partners has been working with a programmer to automate the scoring of the Maturity Model Inventories and to create customized reports for state and local respondents. This process will make the Inventories and the custom reports accessible for use around the country. A draft of the automated process has been developed. Revisions were made. The beta test version is due to be delivered in October.
- Inventories were created for Maine. They have not completed the inventories. They are interested in helping to beta test the automated version of the inventories.
- The Colorado DPN's and state leads have also offered to beta test the automated version of the inventories.

WIRED from a Disability Perspective:

- Interviews were conducted with eight (8) of the Metro Denver WIRED Innovation grant recipients to determine how they conducted outreach and served underrepresented populations. A draft report of the results is attached along with 2 attachments highlighting the questions asked and the sites interviewed.

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

During the third quarter, the [BETR Project](#):

- Provided 51 Tuesday Tours to teachers and parents in the WIRED region.
- Produced three REELBiz virtual tours using WIRED dollars provided through Workforce Center Partners, explaining the skills that workforce applicants need to be considered the highest qualified candidates have been videoed and are in place on the [www.betrproject.org](http://www.betrproject.org) website.
- WIRED region teachers have submitted lesson plans and, in some cases, implementation videos. These items have been placed on the BETR website to be shared among all WIRED region schools and teachers
- Continued improvement of relevance of BETR website. Added many engaging and useable functionalities.

- Strengthened relationship with these Workforce regions: Jefferson County, Boulder, Larimer, Denver, Broomfield, Weld, Adams, and Arapahoe/Douglas.
- The following companies, representing the four WIRED industries, became a partner of the BETR Project:
  - ViaWest, Aurora
  - CH2M Hill, Denver
  - Ishtonish, Inc., Denver
  - Petroleum Field Services, Denver
  - Encore Electric, Inc., Englewood
  - Prototest, Englewood
  - Covidien, Boulder
  - The National Center for Atmospheric Research, Boulder
  - McLane Company, Inc., Western Division, Longmont
  - Heli-Support, Inc., Ft. Collins
  - Neenan Archistruction, Ft. Collins
  - New Belgium Brewing Company, Ft. Collins
  - Colorado Department of Transportation, Evans, Colorado

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

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

Thomas P. Miller and Associates Oversight Deliverables:

- Coordinated regular project management conference calls with TPMA to discuss project status, requirements and input from the Executive Committee of the WIRED Leadership Council.
- Presented TPMA's findings from the Internal and External Scans and talent development model options the WIRED Executive Committee, and recommended approval.
- Facilitated review of project timeline and deliverables for next steps, including TPMA preparation of draft "pre-report" materials for review by the WIRED Executive Committee and the draft report for public distribution.
- Coordinated Executive Committee meeting with TPMA in July to narrow Talent Development Model (TDM) options and define an optimal model for recommendation in TPMA's draft report.
- Coordinated draft hybrid TDM concept paper by TPMA for review by the WIRED Executive Committee. Participated in the Committee meeting and the decision to set meetings with SkillBuild and Metro Denver EDC to discuss hybrid concept.
- Provided feedback to TPMA from WIRED Executive Committee on draft talent development model concept paper. Advised TPMA that meetings with SkillBuild and Metro Denver EDC would be scheduled as soon as possible but that the project timeline might require pushing out to accommodate the meetings.
- Worked with TPMA on evaluation criteria for the Executive Committee's review of Jobs Cabinet recommendations. Debriefed TPMA on the Committee's review and provided direction to begin drafting sustainability report.
- Facilitated project management conference call with TPMA regarding direction from the Executive Committee, draft report content, project timeline, and contract modification.

- Coordinated timeline for production of drafts of the final sustainability report by TPMA for review by the WIRED Executive Committee. Set agendas and facilitated conference calls between TPMA and the Committee to provide feedback on draft reports.
- Worked with TPMA to produce evaluation guidelines/criteria to be used by Executive Committee in reviewing draft reports. Distributed guidelines to the Committee with reports.
- Presented draft sustainability findings and recommendations to the Workforce Board of Metro Denver.
- Presented draft sustainability report to the WIRED Leadership Council in September.

#### Sustainability Planning Deliverables:

- Facilitated bi-weekly conference calls or meetings with the Executive Committee of the Leadership Council to discuss project status, research opportunities and challenges, and communications between TPMA and the Committee.
- Worked with Andre Pettigrew, Ledy Garcia-Eckstein and TPMA to develop timeline for next steps and upcoming deliverables in the sustainability project. Established role for Executive Committee as the “design team” for TDM for the Denver region. Identified preliminary target audiences to receive TPMA’s draft report presenting the recommended TDM.
- Scheduled planning meetings between Andre and Ledy with key stakeholders whose interests overlap with TDM options favored by the Executive Committee.
- Coordinated with WIRED and Denver OED staff to schedule meetings with SkillBuild and Metro Denver EDC.
- Worked with Ledy and Andre on a revised project timeline and contract extension.
- Participated in meetings with the Metro Denver EDC and Denver OED, as well as a joint meeting between the Metro Denver EDC and SkillBuild.
- Revised project timeline, including draft report distribution and review, and potential contract extension.
- Provided a Sustainability Project update to the WIRED team in September.

#### **Update on Strategic Partnerships Activities for Workforce Innovation I and Workforce Innovation II 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!**

- Arapahoe/Douglas Works! is part of a planning team that is developing an upcoming “IT Forum” on October 28. The event will enable workforce specialists to learn directly from IT professionals about: the current state of IT jobs and how they are evolving; Short-term IT training that individuals can take to gain the skills needed for today’s jobs; The IT skills needed for almost any job in any industry; IT jobs found in other industries with specific sessions devoted to industries of critical importance in today’s economy - energy and healthcare.

## **Arts Street**

- Through the partnership with Emily Griffith, a previous contact of Arts Street is now an employee of the Jefferson County Workforce Center (JCWC). Arts Street was also able to successfully enroll one trainee into the JCWC WIA paid internship program. Five others are now in the process of being qualified for WIA through JCWC.

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

- Two groups of University of Colorado (CU) faculty members are developing relationships with two of eSpace's incubated companies because there is research that is mutually beneficial. An SBIR has been submitted jointly between one of eSpace's participating companies and a group of faculty members at CU.
- eSpace is in negotiations with Lockheed Martin to become a primary sponsor of eSpace.

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

- FRCC continues to have a strong partnership with the Larimer County Workforce Board. In addition, they have worked closely with Boulder County Workforce Center, Adams County Workforce Center and Employment Services of Weld County. They also work closely with Northern Colorado Economic Development Corporation and the Loveland Business Group. Additional partnerships have been formed with Abound Solar, Adecco Staffing Agency, City of Longmont, City of Brighton, Economic Development offices in Brighton and Longmont, United Power, Vestas Nacelles and possibly, Ascent Solar.

## **Goodwill Industries of Denver**

- Goodwill has scheduled a 10 hour General Construction OSHA certification training for DPS' fall break October 28 & 29.
- Goodwill partnered with NREL's Richard Shin in coordination with East High School's Alternative Energy Project. Mr. Shin has agreed to teach concepts of electricity and wind energy to East's Energy Workforce students. Goodwill also plans to contract with NREL in October to bring their curriculum trailer out for three days and six school sites to provide expanded exposure to students around renewable energy concepts.
- Goodwill was contracted to provide work to 200 youth through the stimulus funded Summer Youth Employment Program.

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

- In order to create and deliver the next training programs iCAST is developing new relations with the commercial energy efficiency and small wind industry. Smart Energy Living Alliance and iCAST have spent the last quarter trying to secure new wind industry partners and committee members to develop the curriculum for the Wind Training. iCAST assembled the wind industry committee for initial research and curriculum development. New wind industry partners include: Sangre De Cristo Electric, CHEN, Southwest Energy Efficiency Project, Energy Environmental, NREL and Headwaters Energy.
- iCAST and Lightly Treading have spent the last quarter trying to secure new commercial energy efficiency industry partners and committee members to develop the curriculum for the Commercial EE Audit Training. They assembled the commercial EE industry committee for initial research and curriculum development. New commercial EE industry partners include: Standard Renewable Energy, Envergent, EMC Engineers, Long Energy Solutions, American Mechanical Services of Denver and Energy Efficiency Business Coalition.

- The purpose of each advisory group is to gather industry professionals to help guide development of curriculum for an introductory course. This advisory group has been gathered to advise iCAST on developing curriculum to meet the needs of both industries. iCAST depends on the expertise of industry professionals to ensure the development of relevant courses that will help job seekers learn about the field. Most of these partners will also instruct the course.
- For facilities iCAST has expanded a relationship with Community College of Denver to provide alternate facilities for hosting training courses. Its main facility provider is the International Brotherhood of Electrical Workers (IBEW) and Denver Joint Electrical Apprenticeship Training Committee (DJEATC) and we have begun collaborating for future grant training opportunities.

## Workforce Innovation Grant II

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

- ACWBC was successful in its quest to receive \$75,000 to train 25 of its solar trainees for BPI Certification. These training activities will occur during the final quarter of the WIRED grant.
- Adams School District 14 received a WIRED career academy grant and the ACWBC Solar Training Course will be a part of the curriculum. ACWBC will also serve as fiscal agent for the grant beginning next quarter.

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

- A Boeing representative came back out in July to Colorado to visit with three additional companies to promote the CAMT program. Boeing is requiring that second and third tiered suppliers be Lean certified so individuals going through these programs can help ensure their companies are investing in Lean practices.

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

- FRCC has scheduled the first Animal Laboratory Technology Program advisory committee meeting for October 28, 2009.

*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:*

- Have you begun the collection of data to enable the calculation of the Common Measure performance outcomes for your region?*
- Describe the processes that have been established for tracking and collecting performance data, including the data necessary to calculate the Common Measure performance outcomes.*
- Have the local and state workforce partners been engaged to assist in this process?*
- Which entities are collecting the necessary data?*
- Is your region co-enrolling participants in Workforce Investment Act (WIA) programs, tracking WIRED participants separately, or a combination of the two?*
- 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

This quarter, Denver OED subcontracted with Development Research Partners (DRP), the Metro Denver EDC'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. DRP will provide a final part of its research by mid-January 2010.

- 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 subgrantees:**

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 Q3 2009: \$20,280,049**

- Funds leveraged Q1 2007 through Q2 2009: **\$18,182,037**  
 \$15,510,011 sub-grantee, including Career Academy grantees  
 \$2,589,875 Metro Denver EDC non-federal leverage  
 \$82,151 for Denver's Office of Economic Development
- Funds leveraged during Q3 2009: **\$2,098,012**  
 Breakdown:
  - **\$1,195,869** JumpStart subgrantee leverage. While JumpStart grants wrapped up during Q2 2009, University of Denver and Red Rocks Community College reported leverage in Q3 2009. As a result, total funds leveraged by JumpStart grantees by the end of Q3 2009 were \$4,833,081, or approximately 174% of total projected leverage for JumpStart projects.
  - **\$709,123** Workforce Innovation I subgrantee leverage. By the end of Q3 2009, Workforce Innovation I subgrantees had leveraged a total of **\$10,011,133**, or approximately 113% of total projected leverage for Workforce Innovation I projects.
  - **\$176,557** Workforce Innovation II subgrantee leverage. By the end of Q3 2009, Workforce Innovation II subgrantees had leveraged a total of **\$577,987**, or approximately 72% of total projected leverage for Workforce Innovation II projects.
  - **\$16,463** Denver Office of Economic Development
  - **\$0** 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 \$3,695,818 to date, which amounts to approximately 81% of their grant funds.

Total original projected leveraged funds from WIRED JumpStart, Workforce Innovation I and II subgrantees is **\$12,431,190**. The table below provides a breakdown by sub-grantee. Please note, subgrantee amounts spent as of 9/30/09 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>Tot. Grant Award</b>	<b>\$ Amt Spent as of 9/30/2009</b>	<b>Tot. Leveraged Funds Pledged</b>	<b>Tot. Lev. Funds as of 9/30/2009</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	\$50,312	\$67,619
RRCC	\$400,000	\$400,000	\$425,400	\$996,567
Thompson School District	\$400,000	\$314,397	\$305,709	\$326,893
University of Denver	\$450,000	\$450,000	\$187,809	\$199,302
	<b>\$3,703,000</b>	<b>\$3,488,435</b>	<b>\$2,783,487</b>	<b>\$4,833,081</b>
<b>Innovation 1</b>				
A/D Works	\$483,412	\$441,892	\$1,238,225	\$960,462
Adams WFC--oil	\$157,498	\$157,498	\$450,540	Pending, 10/30
Arts Street	\$198,200	\$191,493	\$198,655	\$191,397
FRCC -- Energy Boost	\$318,108	\$230,857	\$100,874	\$104,859
Jeffco-iCAST	\$439,226	\$350,756	\$171,257	\$167,653
Goodwill	\$235,100	\$195,159	\$227,821	\$217,368
eSpace	\$432,081	\$360,981	\$492,100	\$284,967
Turnabout	\$284,552	\$265,002	\$44,591	\$49,085
University of Denver	\$405,000	\$307,259	\$5,687,116	\$7,801,623
Weld WFC	\$334,768	\$256,481	\$231,306	\$233,719
	<b>\$3,287,945</b>	<b>\$2,757,378</b>	<b>\$8,842,485</b>	<b>\$10,011,133</b>
<b>Innovations 2</b>				
Adams WFC--solar	\$388,681	\$321,351	\$87,941	\$21,445
CSU	\$99,007	\$86,983	\$56,400	\$58,860
CAMT	\$284,483	\$229,783	\$440,853	\$318,367
Denver Public Schools	\$107,030	\$96,766	\$108,911	\$166,835
FRCC -- RAT	\$259,260	\$105,368	\$98,633	pending
Poudre School District	\$115,186	\$98,189	\$12,480	\$12,480
	<b>\$1,253,647</b>	<b>\$938,440</b>	<b>\$805,218</b>	<b>\$577,987</b>
<b>Tot. Subgrantee WIRED Funds</b>	<b>\$8,244,592</b>	<b>\$7,184,253</b>	<b>\$12,431,190</b>	<b>\$15,422,201</b>
<b>Career Academies</b>				
Greeley Evans/Weld RE 8	\$114,873	\$37,004	\$315,813	\$27,418
Red Rocks Com College	\$115,065	\$5,901	\$77,475	\$60,392
Skyline High School	\$49,039	\$0	\$4,464	\$0
Ft. Collins High School	\$124,986	\$0	\$12,000	\$0
<b>Total Career Academies</b>	<b>\$403,963</b>	<b>\$42,905</b>	<b>\$409,752</b>	<b>\$87,810</b>
<b>TOTAL WIRED FUNDS</b>	<b>\$8,648,555</b>	<b>\$7,227,158</b>	<b>\$12,840,942</b>	<b>\$15,510,011</b>

## Expenditures and Obligations

By September 30, 2009, more than \$11 million of the \$15 million grant had been expended by all the Metro Denver WIRED partners. This represents about 74% of the total grant amount. Approximately \$1.7 million was expended during this quarter, a decrease of about \$200,000 from last quarter. All unobligated funds from one partner will be obligated by another partner. This will be accomplished by final amendatory agreements between the Colorado Department of Labor and Employment and the Denver Office of Economic Development, and between the Denver Office of Economic Development and the Metro Denver Economic Development Corporation. These final amendatory agreements are expected to be executed by the fourth quarter of 2009.

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, one more grant was awarded that will be administered by CDLE: Adams County Workforce and Business Center's Adams 14 Career Academy (\$55,000).

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, including the following:

- Lessons learned event and focus groups
- Aerospace and IT forums
- Promising practices event
- Construction Career Days
- Bioscience Job Fair
- Involvement in the second annual STEMapalooza 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. As stated above, 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 will be executed in the fourth quarter to realign financial resources among the partners to reflect and accomplish the planned grant activities during the remaining grant period.

The Colorado Department of Labor and Employment received a no-cost five-month grant extension on September 10, 2009. This action will extend the grant between the State and US DOL from January 31, 2010, through June 30, 2010. Denver OED does not plan to extend either its agreement with Metro Denver EDC nor with Arapahoe County for the Workforce Board of Metro Denver. Denver OED is currently negotiating a two-month extension of its agreement with the State from January 31, 2010, until March 31, 2010, basically to close out the EDC and Arapahoe County contracts and to start the close out process with the State. The State intends to expend any remaining unobligated grants funds until late spring through the workforce centers

primarily for Individual Training Accounts and Career Academies that will enhance employment/placement and training outcomes for the targeted industries.

## **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	107.5%
People completing WIRED-funded training	107.4%
People attaining degree, certificate or other credential	126.4%
*People trained and placed	34.5%
People retained in employment for 6 months	33.0%
Low-income/minorities completing program	120.4%
Educators trained using WIRED funds	105.7%
Students trained by these educators	82.3%
Curriculum, training programs developed	108.2%
Students trained using new curriculum, training programs	65.2%

\*The current economic recession has made it more challenging to place individuals in jobs in any industry, including the four WIRED industries. As a result, some WIRED participants have been placed in jobs in other industries. The 34.5 percent of goal attained in placements represents 389 individuals placed in WIRED industries, and 124 individuals placed in other industries.

While the Metro Denver WIRED Initiative is just a few 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**

Nine Workforce Innovation I grantees, and four Workforce Innovation II grantees reported project activity during Q3. 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**

- 46 clients started the Ensuring Oil Extraction for Adequate Energy program this quarter, bringing the current total to 94. 76 of these clients have completed training and attained a degree, certificate or credential. To date, 14 of these individuals have been placed in targeted industry employment.

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

- 12 adults completed training this quarter bringing the cumulative total to 77 adults and six youth.
- Three new adult trainees attained their degree, certificate or industry credential.
- Two new clients were placed in targeted industry employment bringing the cumulative total to 14.

### **Arts Street**

- Nine additional students have been placed in industry employment, bringing the current total to 50. 12 of these employed individuals have been retained in employment for at least six months.
- 11 new clients applied for business licenses bringing the cumulative total to 33.

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

- The Multi-Industry Systems Technician (MIST) II Certificate was first offered in the spring semester which started January 12, 2009 and the first students were enrolled in the level II certificate during this semester. As of September 30, 2009 a total of 12 individuals completed the MIST II Certificate requirements.
- 28 new clients attained a degree, certificate or credential bringing the cumulative total to 84.
- Three new clients were placed in targeted industry employment bringing the cumulative total to 14.
- A new career guidance strategy was developed.

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

- 17 new clients entered the program bringing the cumulative total to 65. Of the 65 clients, 16 are considered to be low-income/minority.
- Two new clients completed training bringing the cumulative total to 18. Nine clients attained a degree, certificate or credential, bringing the cumulative total to 17.
- This past quarter, 18 clients were placed in targeted industry employment bringing the cumulative total to 27.
- 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**

- 36 additional clients started training this quarter, bringing the total to 249.
- 41 additional clients completed training this quarter, for a cumulative total of 246. All of these clients have attained a degree, certificate or credential. Of the clients that have completed training, 69 of them were minority/low-income.
- 30 additional individuals were placed in targeted industry employment bringing the current total to 76.

### **Goodwill Industries of Denver**

- Seven additional clients started training bringing the cumulative total to 73. 63 of these clients have been low income/minority.
- 29 clients were placed in targeted industry employment this quarter bringing the cumulative total to 42.
- Nine new work-based strategies were developed this past quarter.

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

- 42 new clients started training bringing the cumulative total to 352. 42 new clients completed six – week long energy efficiency and solar energy trainings and attained a degree, certificate or credential, bringing the cumulative total to 280. 180 of these clients have been low income/minority.

- Ten new clients were placed in targeted industry employment bringing the cumulative total to 36.

#### **Turnabout, Inc.**

- 29 new clients entered the program and completed training bringing the cumulative total to 77. Five of these clients are enrolled in WIA.
- 23 new clients attained a degree, certificate or credential bringing the cumulative total to 68.
- 17 Turnabout clients have been employed in the areas of energy efficiency and renewable energy and fossil fuel. An additional 40 clients/potential clients are employed in traditional areas of employment. 13 of these clients have been retained in employment for at least six months.

### 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 and 147 new clients completed training and have been presented a certificate.

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

- 121 clients started the Advanced Manufacturing Industry Training program this quarter, 117 of them completed training, and attained a degree, certificate or credential. This brings the cumulative total to 216 clients who have attained a degree, certificate or credential, and all of these incumbent workers have retained employment.

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

- 27 clients completed training bringing the cumulative total to 35. Six of these clients have been low-income/minority.
- 13 additional clients attained a degree, certificate or industry certified credential this quarter bringing the cumulative total to 19.

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

- 40 new students entered the renewable energy course this quarter.

### **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 Subgrantees:**

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 subgrantees during the quarter.

#### **Workforce Innovation I**

##### **Arts Street**

- Art Street reports that traditional workforce trainees enter the job market through entry-level employment. Career paths for self-employed entrepreneurs take on a different track. In union situations, they begin as apprentices; but there are no such options in many current businesses and industries. Self-employed individuals are at a disadvantage at start-up because of lack of skills, experience and expertise. The WIRED grant has been invaluable in providing that support to individuals in self-employment.

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

- eSpace's reports that one of the most significant challenges to progress on this project has been the overwhelming amount of time it has taken to work with WIRED and its changes in policies, changes in requirements, shortening of the contract, and the never-ending requests for additional documentation above and beyond what was specified in our contract or what has been requested of other subgrantees. In addition, much of the documentation that we submitted was asked for numerous times. Working with WIRED has accounted for 90% of our Business Administrator's time, 30% of the Director's time, and 10% of the Executive Director's time. This time has significantly hampered our ability to accomplish and enhance the actual goals of the eSpace grant.

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

- FRCC reports that the \$50 registration fee for their program was a great way to gain commitment and buy-in from the students. This fee made it possible to get a firm commitment for registration and was enough to keep attrition to a minimum of one or two students per class. Attendance was excellent with only a few classes missed due to emergency accidents or illness. They were able to present these students to the employers with the knowledge that they had attended the classes, retained the information and gained the skills we presented. However, WIRED decided that it was against the grant regulations to charge the \$50 registration fee. As a result, FRCC has had a difficult time getting a firm registration number and, ended up with less than the maximum number in the class and people on the wait list did not get into the program. The attrition has been significant and attendance has been scattered. It is going to be impossible for the instructor to bring all of the students up-to-speed by the end of the class and so several students will only have a portion of the information. FRCC believes it is a mistake to allow students to take the training completely free-of-charge, with no financial commitment on their part.

## **Goodwill Industries of Denver**

- The Goodwill Energy Workforce Program is a high school based program, working primarily with senior students. Given the age of our students it automatically serves as a challenge to reach the six month employment retention standard articulated by the WIRED grant.
- Goodwill had anticipated all three Energy Workforce staff to continue into the 2009-2010 school year. They developed a plan to expand the program into West High School and have each staff member teach the Increasing the Energy Workforce Pipeline (EWP) curriculum at East, Montbello and West High Schools. At the end of July, staff member Claude Harris turned in his resignation and left the program mid-August, just before the start of school. With this last minute staff change Goodwill decided as a measure of quality control not to pursue EWP classes for fall 2009 semester at Montbello and instead seek out a qualified staff member to fill the open position. They look forward to continuing the program at Montbello for the spring 2010 semester.
- When Goodwill wrote our WIRED grant in January of 2008 they had a strong partnership established with Xcel Energy and anticipated that relationship would continue. For three consecutive summers, Xcel Energy had hired an increasing number of students to their Summer Job Shadow Program. In Goodwill's WIRED grant they wrote in funds to our grant request to support and train Xcel Energy staff, which managed the Summer Job Shadow Program interns. With the changing economy Xcel Energy canceled the Summer Job Shadow Program, removing Goodwill's ability to spend the money allocated in our WIRED grant to support Xcel Energy staff training. As a promising approach encouraged by our partners at EnCana Oil and Gas, Goodwill started an Energy Workforce Advisory Board. In July, Goodwill wrote a scope of work request asking to use the funds previously earmarked for Xcel Energy to support the work of the Energy Advisory Board. Unfortunately, the change to the scope of work request (to utilize the money previously declared for Xcel Energy to support planning and training of the Energy Advisory Board) was denied through the City of Denver and WIRED. Therefore, Goodwill is finding it very challenging to appropriately spend those very specific funds with the end of the WIRED contract quickly approaching.
- In September of 2009 Goodwill found out that their contract end date with WIRED had been moved from November 15<sup>th</sup> to October 30<sup>th</sup>, 2009. This date change has provided additional challenges to Goodwill's ability to adequately meet the key deliverables of the grant; specifically their energy placement numbers and billing capabilities.

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

- iCAST reports that they encountered resistance from certain commercial and wind industry partners due to some industry misconceptions about training workforce students. There is a myth that unemployed from workforce centers are not the caliber audience for entry to mid level jobs in these industries. They don't always realize that in this economy there are higher skilled workers who are more competitive and able to transfer into these industries more easily. They also don't always understand the concept of a career ladder and progressive stepped training. iCAST is in the process of getting feedback from industry about our workforce audience and any concern over quality. If there are steps which can be taken to alleviate concerns from the industry iCAST will make changes where necessary.
- Despite iCAST's current efforts to inform students and industry on the purpose and goals of the WIRED fundamentals courses there is still a misperception that iCAST's program is designed to certify workers in one week. It is taking a concerted effort to provide clearer

messaging that iCAST's purpose is to expose a broad audience to get them ready for more training, education and work experience.

## Workforce Innovation II

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

- FRCC has said that student recruitment will remain a challenge to enrollment in their program. The care and management of animals in research is not a popular career path but an industry void exists for properly trained employees. Federal regulations as to the care and use of animals in biomedical research assure a continual need by industry for training of current and future employees. The Animal Laboratory Technology Program will appeal to a very specific individual with a broad and open perspective as to the use of animals in biomedical research.

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

- PSD reports challenges for time, money, space and commitment.
  - Time: The school district schedule gives PSD a total of 65 (or so) contact hours with their trainees. This is too short of a time to sufficiently teach them everything they should know to enter a job in this area. However they do expose them to an enormous world that is theirs for the taking if they persevere.
  - Money: Tools and equipment the professionals use cost tens of thousands if not hundreds of thousands or even millions of dollars. PSD simulates professional processes the best they can with their existing equipment.
  - Space: Along with big equipment comes the need for lots of space. PSD feels cramped in their shops when they try to run their manufacturing simulations. Maybe the district and community will notice and help out someday.
  - Commitment: Many high school students, at their frail age, are not ready to commit to a career yet. PSD presents unimaginable possibilities knowing that it will make a difference at some point in their lives.

## **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 subgrantees during the quarter.

### Workforce Innovation I

#### **Arts Street**

- Arts Street reports that formal training for large groups of students is based on “one-size fits all” approach. However, Interactive Media is a complex field and is best taught through small groups that fit the different ability levels of trainees. Art Street says their most successful training classes are smaller hands-on classes, with repeated options for trainees to practice through on-the-job situations.

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

- FRCC is combining the job fairs to better leverage the time and effort asked for from industry partners. They will combine all three of the Brighton courses into one job fair which we they renamed a “Meet and Greet” with employers. This is an attempt to lessen the “pressure” that employers feel at a job fair when they have no available positions and are asked to talk with prospective employees. FRCC is hoping that this will increase attendance by the employers.

#### **Goodwill**

- Goodwill reports that one of its promising practices is to model workplace expectations in the classroom to alleviate some of the challenges the students are experiencing in the “real world.” Goodwill staff has students fill out a time card daily as they enter the classroom. The teacher, Karen McChesney has found there are many teachable moments using the time cards as a tool in her classroom. Additionally, students in West High School’s Energy Workforce Program complete their own Code of Conduct outlining their behavior expectations in the classroom. Finally, Goodwill staff also host an interview workshop.
- Goodwill also reported an exciting collaboration with Namaste Solar, NREL and the students of East High School Energy Workforce Program. The partners have created a six week project where students learn the basic concepts of electricity, wind turbines and solar energy. Packaged within this project are many work force readiness soft skills like: team work, effective communication, problem solving, initiative and presentation skills.

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

- DU said that the email and phone process to track the participant job placement, although time consuming, was a useful method for tracking results faster than JobLink.

## Workforce Innovation II

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

- ACWBC found that its WIRED grant is truly an example of the success that workforce centers can experience when working with employers. They say that had the economy not fallen apart this would have been a very successful venture for all involved. Unfortunately it did not work out that way. The positive outcome is that there is a highly trained group of individuals in the solar production/installation and energy efficiency industries that will be readily employable.

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

- The success of the FIRST robotics program at the DPS high school level depends entirely on the degree to which the students and teachers involved in the program take initiatives regarding securing funding and professional volunteers.
- DPS robotics teams need to be more proactive in upcoming years reaching out to the school board and other senior level DPS administrators.
- The university contacts are very responsive in their efforts toward scholarships for students, including camps and other summer activities associated with their colleges.
- Community feedback from employee partners has been positive, but schools need to have a clear vision for their program in order to take full advantage of the opportunities associated with vocational guidance and employment.

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

- PSD is very optimistic that it has created a train that can't be stopped. Tying clean energy, local business and 21<sup>st</sup> century skills together in a high school class has created an unstoppable program that should last for years. They report that with partners like Woodward who want a pipeline of teenagers to train and hire the possibilities are endless.

## **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 continued to document some of these individual successes. A short snippet from one individual's success story is below.

Tamer Mohamed was born in the African country of Sudan and moved to the United States with his family at the age of nine. Mohamed's parents moved to this country for one main reason: a better education for their children. When Mohamed arrived in the United States and started school, he knew no English.

During Mohamed's sophomore year at Denver Public School's CEC Middle College, he and many of his fellow Mathematics Engineering Science Achievement (MESA) classmates formed a team to participate in the FIRST Robotics Competition. Mohamed also participated in the WIRED-sponsored FIRST Robotics program his junior and senior years at CEC.

Mohamed reported many benefits from the First Robotic program, "The program helped us apply things we were learning in classes like physics that we never thought we would actually use. FIRST Robotics also helped me and others learn how to better work in teams, communicate and hone our leadership skills."

In his senior year at CEC, Mohamed found out that he won a prestigious Daniels Scholarship given to deserving students who are at risk of not being able to afford a college education. Applicants for Daniels Scholarships are evaluated on strength of character, academic promise, leadership potential, potential to contribute to one's community and well-rounded personality.

Mohamed is taking his Daniels Scholarship to the University of Colorado at Boulder where he will be studying chemical engineering while also taking pre-med classes. After his undergraduate degree, Mohamed plans on getting a medical degree so he can accomplish his ultimate goal of being a radiologist. "Radiology seems like a great combination of science and engineering," Mohamed says.

"Looking back at the First Robotics program, I realize that it really helped spark my interest in engineering and technology. FIRST Robotics was one of the best things I was involved in during high school."

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

### **Workforce Innovation I**

#### **Arts Street**

- Stella Yu, Art Street's Executive Director says "through repeated opportunities to increase her skills – paid and unpaid internship and small contract work – Ingrid (an Arts Street student) has gained much self-confidence in her ability as a video editor, teacher and producer. She has recently taken on the role as "Production Team Leader" in the management of a promotional video for Colorado State University, and has developed curriculum for the Colorado Juvenile Probation Video Training Project."
- Arts Street says that aside from the direct benefit of employment and increased earnings through the WIRED funds, the products delivered through this program are powerful communication tools that have far reaching community benefits. A grandmother informed them that the short public service TV commercial on "Realize Your Dreams - Stay in School" produced by our trainees has convinced her eight year old grandson to "do the right thing."

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

- Weld County reports that recruitment for, and interest in, its WIRED program, Multi-Industry Systems Technician (MIST), continues to grow. In the past quarters, enrollments in the MIST Program have exceeded the course capacity of the community college.

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

- Several students in FRCC’s Energy Boost program have been employed by Western Area Power Administration (WAPA). WAPA has asked its new employees to continue the Clean Energy Technology program. One of the students, Chris Mabry, was recently taken out of the program and asked to move to Montrose, Colorado as a promotion within the company.
- Another FRCC student who asked to remain anonymous reported that he was living in his car while attending the Energy Boost training and was able to find employment after completing the training.

### **Goodwill Industries of Denver**

- Since graduating Goodwill’s WIRED program, Marquis has become an inside wireman apprentice in his grandfather’s company and loves what he’s doing. “I love waking up every day to go to work. This is much better than school. I come home and spend time with my son and then I study every night (for his inside wireman exam),” he said. “I’m going to do like I told Goodwill and do the apprentice program at IBEW, then make my dream come true of going on to college to study electrical engineering.”
- Goodwill’s Energy Workforce Program at West High School has taken a new approach to assignments and technology. Students participating in the fall semester level 1 classes have found themselves in the blogosphere. Goodwill Energy Workforce Program uses blogs to post assignments for students as well as have a location for students to post their replies to the assignments. Goodwill has found that students in the past have taken to blogging and become even better writers.

### **Turnabout, Inc.**

- Turnabout tells a story about one of its clients: CJ is a 29 year old male who made contact with Turnabout in April, 2009. After completing Turnabout’s intake process and the Work Readiness Program (2-day Employment Search Program), he was certain he could take his resume and get employed. His skills were good but his criminal record was a real problem. He had a lot of first interviews and all seemed well until he was asked about his felonies - then the interest ran out. After a month of his job search he asked for help in writing a letter of explanation about his felonies and subsequent training at Turnabout. This documentation was then attached to his resume. He was also trained for Insulation through the WIRED program but still, no job offers. In August he decided to complete CDOT flagger training to add to his skill base. He got hired immediately (they needed flaggers that could drive) and Turnabout assisted with his work equipment purchases so he could begin work right away. He started at \$9.00 per hour and now works the night shift on the Fast Track project and is making \$16.73 per hour. Additionally, he still works for the same property owner at all his transitional housing properties and has started volunteering his time for Turnabout in the office. He always comes to mentoring and has become a familiar site at Turnabout functions. He says he wants to give back to the people who did not give up on him.

### Workforce Innovation II

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

- ACWBC reports that with the guidance and support they have provided, the support group, Solar Networking Opportunities (SNO), which has emerged from this project, has been

outstanding. The group meets weekly to share job openings, new industry practices and hear guest speakers on appropriate subject.

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

- CAMT says that where available, they have included dislocated workers registered with the workforce centers in their program. One of the dislocated workers was hired by Level 3 and she credits attending the Lean Six Sigma and ISO Lead Auditor programs will helping her get hired.

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

- DPS reported that East High School has received a \$30,000 sponsorship award from Williams Engineering for the 2010 FIRST Robotics Competition.

### **Press Hits**

In the third quarter of 2009, WIRED and its grantees were covered 24 times in local, regional and national media. Below are a few of the highlights:

7/31/2009: “School, Bioscience Firms to be WIRED Together,” – *Northern Colorado Business Report*

<http://www.ncbr.com/article.asp?id=101408>

8/1/2009: “Grant Aims to Integrate Schools and Businesses” – *Greeley Tribune*

<http://www.greeleytribune.com/article/20090801/NEWS/907319937/1007/NONE&parentprofile=1001>

8/5/2009: “CSU Gets WIRED to Industry for \$50,000” – *Northern Colorado Business Report*

<http://www.ncbr.com/article.asp?id=101484>

8/20/2009: “FCHS Kicks Off Bioscience Program with Morgue Tour” – *Fort Collins Coloradoan*

<http://www.coloradoan.com/apps/pbcs.dll/article?AID=2009908220337>

8/27/2009: “RRCC Receives WIRED Grant for Green Jobs” – *Denver Newspaper Agency - Your Hub*

<http://denver.yourhub.com/Golden/Stories/Archive/Education/College/Story~650386.aspx>

8/30/2009: “Upgrading in a Down Economy” – *Longmont Times-Call*

<http://www.timescall.com/tcBusiness/business-story.asp?ID=17831>

8/31/2009: “Initiative 'Wires' Colorado's Workforce” – *Colorado State University Competitive Edge*

<http://edge.colostate.edu/pages/email-september2009-partnerships.asp>

9/8/2009: “Program Gives FCHS Students Taste of Bioscience Careers” – *Fort Collins Coloradoan*

<http://74.125.47.132/search?q=cache:VIQOokcygKEJ:www.coloradoan.com/article/20090908/N EWS01/909080316/Program-gives-FCHS-students-taste-of-bioscience->

[careers%3FFORM%3DZZNR2+Program+gives+FCBS+students+taste+of+bioscience+careers  
&cd=1&hl=en&ct=clnk&gl=us](http://www.metrodenvercareers.com/careers%3FFORM%3DZZNR2+Program+gives+FCBS+students+taste+of+bioscience+careers&cd=1&hl=en&ct=clnk&gl=us)

9/8/2009: “Job Seekers Can Get WIRED Into Tech Careers” – *Northern Colorado Business Report*

<http://www.ncbr.com/article.asp?id=102017>

9/11/2009: “MetroDenverCareers.com Launches as Resource for Career Information” – *Workforce3one*

<http://www.workforce3one.org/view/4010925428936160400/info>