



Executive Summary January 2023

Across Weld and Larimer County, Northern Colorado **recognizes the importance of regionalism** and the **power of collaboration**, specifically pertaining to talent and workforce. This is not just an idea or a grand goal, **it's the truth**.

Growing from the **success of the Talent 2.0 initiative**, NoCo Works is composed of collaborators from across **Weld and Larimer** counties. A Purple Wall facilitated process was held in spring 2022, where a guided discussion broke down complex workforce and talent issues into manageable chunks so the group could work **strategically** to implement **motivating goals**.

In fall 2022, the next step was a thorough review of **strategic plans** and **annual reports** of **50-plus organizations** and initiatives who are **key contributors** to **economic** and **workforce development** in the region. These reiterated an overwhelming **acknowledgment of regionalism** which extends from **business** to **government** to **nonprofits** to **education**.

Based upon the review of **existing efforts** and **initiatives**, as well as demonstrated **needs** and **commitment** to action from **key stakeholders**, **NoCo Works** was formed. A curated **steering committee** will have program oversight and **six subcommittees** will move the work forward pertaining to regional talent and workforce development encompassing the Northern Colorado ecosystem.

Six Key Themes

Economic Inclusion	All community members have equal access and opportunity to utilize workforce and talent services, Digital literacy , bilingual and monolingual Spanish upskilling and reskilling . These include but are not limited to: under-represented and minority populations .
External Barriers	Advocacy and policy reform to address Transportation , Childcare , and Housing which affect access to job opportunities and limit how people can thrive in the community.
Business Resources	Provide a one-stop shop with resources , tangible services , and information to help local businesses accomplish necessary business goals .
Training and Development	Create regional access for businesses to provide training and development opportunities for incumbent employees . This may include access to certifications and credentials , soft skills training , upskilling , etc.
Talent Pipeline	Holistic strategy for attracting and retaining the future workforce , with the goal to increase labor pool and positively contribute to the local economy . The aim is to generate career pathways and sector career pathway models .
Work-based Learning	Regional commitment to expanding internships , pre-apprenticeships , apprenticeships , on-site career learning opportunities , and more.