



Accelerating Work-Based Learning October 15-17, Keystone, Colorado

In Colorado we are accelerating our work toward creating world-class, industry-led, competency-based talent development systems to provide businesses with skilled talent and individuals with meaningful employment.

- 74% of the jobs in Colorado will require some form of postsecondary education by 2020.

“How might we triple the number of quality work-based learning opportunities in Colorado?”

Help take these efforts to the next level at the [TalentFOUND Sectors Summit 2017](#): Accelerating Work-Based Learning. Utilizing best practices and existing efforts this summit will focus on competency-based hiring, education, and training.

Join leaders from business, economic development, workforce development, education, and support organizations, from across Colorado at this dynamic, working Summit, which will include four segments and four concentrations. Each attendee will participate in a segment and each segment will address the same concentrations from the lens of the customers they serve.

If you are a Colorado business, state or local organization, community based organization, or any other entity in Colorado working to serve students, job seekers, workers, or businesses, **you are invited to join us as a PARTNER** in the Colorado talent development network: TalentFOUND, and receive a 50% discount off registration!!! Be sure to select a partner category when registering!

Which segment should I attend?

You will select one segment to attend for all working sessions on Sunday and Monday. The segments are: Industry, K-12 Education, Postsecondary Education and Training, or Workforce Development. On Tuesday the segments will come together by economic development region for action planning.

Industry Segment Chaired by the CWDC & Skillful	Workforce Segment Chaired by CDLE and Skillful	K-12 Education Segment Chaired by CDE and CareerWise Colorado	Postsecondary Education & Training Segment Chaired by CDHE and CareerWise Colorado.
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<ul style="list-style-type: none"> • Businesses (employers) • Sector partnership members (business and public partners from workforce, education, economic development) • Trade associations and their business members • Other business intermediaries • Economic development partners 	<ul style="list-style-type: none"> • Workforce development professionals • Practitioners who serve job seekers (opportunity youth and adult) by connecting them to education, training, supportive services, and careers • Those who serve businesses by connecting them to skilled talent and resources • Public workforce system partners under WIOA 	<ul style="list-style-type: none"> • School and district leaders and practitioners (teams of 2 or 3 are recommended) • Public/private education and training partners that work with schools and districts 	<ul style="list-style-type: none"> • Practitioners who serve students through postsecondary education • Training providers who offer postsecondary credentials
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AGENDA

SUNDAY, OCTOBER 15, 2017

- 8:00 am Registration Opens**
- 10:30 am Coffee Served, find your table, and get connected**
- 10:45 am Welcome Activity, Connect with Peers and Regional Partners**
This session will set the tone for collaboration across segments and across communities, don't be late ... you don't want to miss this!
Special Guest Speaker: Michael Simpson, CEO Pairin
- 11:45 am Lunch Served**
- 12:00 noon Welcome from your hosts: Commitment to Cross-System Collaboration**
- Ellen Golombek, Executive Director, CO Dept of Labor and Employment
 - Dr. Katy Anthes, Commissioner, CO Dept of Education
 - Dr. Kim Hunter-Reed, Executive Director, CO Dept of Higher Education
 - Dr. Diana Hegeman, Provost CCCS, CO Career & Technical Education
 - Andi Rugg, Executive Director, Skillful Colorado
 - Stephanie Veck, Director, CO Workforce Development Council
- 12:50 pm General Session: The Future of Work**
 Presenter: Josh Davies, CEO, Center for Work Ethic Development
 Response: Jason Gaulden, America Succeeds.
- 2:00 pm Segment Work-sessions: Industry-led, Why Competency-based**
- **Industry-led**, means that businesses with common challenges or goals work collectively to identify priorities, resources, and commitment to work with public partners to develop solutions and implement them together. These public-private partnerships operate in a culture of respect for the value that all partners bring.

- **Competency-based**, means focusing on the knowledge, skills, and abilities required for success. These include both technical skills and foundational skills, along with demonstrating the knowledge and ability to apply them successfully. This requires a combination of theory, practice and application.

Industry Segment

2:00 pm COMPETENCY-BASED TRENDS

Let's set the stage by reviewing the trends in business and education in the shift to being more competency-based.

- Moderator --- **Jason Gaulden, America Succeeds**
- HR trends --- **Kathleen Brenk SPHR, SHRM-SCP Director, HR Strategy & Implementation, CareerWise**
- Business Case -- **Michael Simpson, Pairin and Roy Dockery, Vice President, Swisslog**
- Education trends --- **Becky Takeda-Tinker, CSU Global**

2:30 pm SKILLS-BASED HIRING WORKSHOP

Are you looking for the best employee or the best resume? If you can't find the right talent, you might not be looking at the right people. Skillful makes it easier to find, retain and develop the right employees with the right skills. Come learn how to take a competency based approach to selecting and managing your talent.

- **Drew Petty, Skillful**
- **Trevor Pruitt, Skillful**

4:00 pm COMPETENCY-BASED CAREER PATHWAYS WORKSHOP

Colorado Workforce Development Council has worked with partners to develop a comprehensive career pathways framework. This framework defines what a career pathway is and shares the knowledge necessary for you to get involved with this work as an employer, career navigator, service provider, or job seeker. Come learn how you can use the ideas in this framework to drive competency-based career pathways.

- **Thomas Hartman, CWDC**

Workforce Segment

2:00: Opening Remarks by Ellen Golombek, Executive Director, Department of Labor and Employment

2:15: Our Connected System and Sectors: Lee Wheeler-Berliner

3:00: What is Work Based Learning: Michael Muszynski

3:30: Sectors and Work Based Learning: Allison Gerber, Annie E. Casey Foundation

4:20: How Sectors Really Work and How the Workforce System Can Support Them – the Employers Perspective: Colorado Energy Workforce Consortium Gigi Eschenberg - Tri-State Generation & Transmission

4:30: Rural Health Care Sector Partnership: Chloe Wiebe, Southwestern Workforce Center and Russelyn Connor, Nursing Programs Manager, Southwestern Colorado Area Health Education Center

K-12 Education Segment

2:00: Warm Up and Group Discussion

2:35: Competency Based Education and Why this Matters to Students, Marjorie D. Cohen, senior technical assistance specialist at American Institutes for Research

2:55: PANEL: Districts making shift to competency based education

- Matthew Diers, Executive Director of High Schools/Academic Alternative Schools
- Kathy Hansen, Career & Technical Education Coordinator, Poudre School District

3:50: Tools Review: What tools exist to help?

Postsecondary Education & Training Segment

2:00-3:20pm:

Facilitated by: Charla Long, C-BEN Executive Director and Deb Bushway, Lumina Consultant, Amber Garrison-Duncan,

- 1) Review common definitions and understanding of what competency-based learning is and how it can be used to create meaningful pathways for learners.
- 2) Myth busting- what CBL is and is not.
- 3) What does a focus on competency-based learning look like? Discussion of different types of programs and how they include employers so the curriculum is developed with information from employers.
- 4) Introduce CBE Quality Framework to guide the design of quality programs that are provided by institutions.

3:35-4:35pm:

Facilitated by: Charla Long, C-BEN Executive Director and Deb Bushway, Lumina Consultant, Amber Garrison-Duncan, Lumina

Panel includes the following speakers:

- JoAnn Burkhart, IT faculty member, Community College of Aurora
- Janet Colvin, Manufacturing Pathways Campus Coordinator, CCD
- Dr. Elizabeth Parmelee, Director, Center for Individualized Learning, MSUD
- Bitsy Cohn, Director, Prior Learning, CCCS

4:35-4:55pm:

Question and Answer session with panelists.

4:45 pm Break and transition

5:00 pm Sharing of Highlights from Work Sessions

5:15 pm DINNER & PROGRAM:

Colorado's Work-Based Learning Framework

WHAT IT REALLY means: Meet students, workers, and businesses who are succeeding through work-based learning.

**6:15 pm Colorado 2017 Talent Champions Award Ceremony
Special Guest Carol Lewis Zilli, United States Olympian and Colorado Talent Advocate**

6:30 pm **BREAK and Reception and Team Building**
Denver Broncos Watch Party {Sponsorship opportunity available}

MONDAY, OCTOBER 16, 2017

7:00 am **Breakfast Served**

8:00 am **General Session: Public-Private Partnerships leading Talent Development**
Welcome: Noel Ginsburg, CEO Intertech Plastic, BEL Commission Chair
Panel moderated by: Ellen Golombek, BEL Commission Co-Chair
Dynamic business leaders from across Colorado will share best practices for industry-led talent development.

9:00 am **Break and transition**

9:15 am **Segment Work-sessions: Partnering – sounds easy, right?**
Roles of Partners, and how to partner. By intentionally focusing on the needs of the customers served we can more easily work past the perceived challenges to collaboration. Participants will gain a better understanding of the different and important roles of each partner and with tools for creating sustainable partnerships.

Industry Segment
<p>9:15 am PARTNERS Meet Colorado’s Talent Development Network, profiles of players, how to work well together</p> <ul style="list-style-type: none">• Business• K12 / CTE• Post-secondary• Workforce Centers• Economic Development• Community-based Organizations
<p>10:00 am PLATFORMS AND FRAMEWORKS Meet some of Colorado’s talent development platforms and frameworks</p> <ul style="list-style-type: none">• TalentFOUND --- Britta Blodgett, CWDC• CareerWise Community Readiness Framework --- Ashley Carter, Chief Strategy Officer, CareerWise• Leveraging the Talent Pipeline Report in your Talent Planning --- Jay Hardy, CEO, Brinkman Partners• Working with Workforce Investment - WIOA, Workforce Centers Funding Overview --- Lee Wheeler-Berliner, CWDC

Workforce Segment
<p>Participants will have the ability to go to three of the following applied learning sessions:</p> <ul style="list-style-type: none">• Digital Badging: Michael Macklin, Colorado State University• Career Pathways and Assessments: Thomas Hartman / Fred Franko / CJ Juleff• Apprenticeship Tool Box: Jennifer Jirous-Rapp

- Inclusivity and 2 Gen: Tara Smith / Krista Dan / Dan Katzenberg

K-12 Education Segment

9:15: Warm Up and the Engagement Game!

9:40: A Human-Centered Approach to Creating Work Based Learning Partnerships by Trent Sharp a Senior Consultant at American Institutes for Research

10:00: Listening to the Needs of Industry Panel

10:40: Experience Mapping by Trent Sharp a Senior Consultant at American Institutes for Research

Postsecondary Education & Training Segment

9:40-10:10am: Sector Partnerships

- Lynn Vosler, Director, Workforce Development; Front Range Community College
- Dave Carlson, Talent Committee of the NoCo Manufacturing Partnership; J&B Machine
- Genipher Ponce-Pohr; Colorado State University
- Josh Weissman; Instructor, Poudre School District

10:25-11:30am: Content/Activities

- Share examples of different partnerships that are being leveraged between education institutions and industry/employers using competency-based learning (panel).

Panel facilitated by: Charla Long, C-BEN Executive Director and Deb Bushway, Lumina Consultant, Amber Garrison-Duncan, Lumina

Panel includes the following speakers:

- o Dr. Jennifer Capps, Interim Dean, Office of the Dean of the College of Professional Studies, Metropolitan State University Denver
- Are there certain competencies that more easily lend themselves to work-based learning approaches? How are those currently being taught?
- What are 2-3 things you could do to create partnerships that could lead to more work-based learning opportunities for learners?

11:40am-12:00pm: Share out ideas

Facilitated by: Charla Long, C-BEN Executive Director and Deb Bushway, Lumina Consultant, Amber Garrison-Duncan, Lumina

12:00 noon Break and transition

12:15 pm Lunch Served, networking

12:30 pm Sharing of Highlights from Work Sessions

12:45 pm General Session: What is a Thriving Work-Based Learning Community?

Partners across all segments will share a work-based learning ready community framework that will provide clarity on roles and the many partners required to fully implement meaningful work-based learning efforts in your community.

1:45 pm Break and transition

2:00 pm Segment Work-sessions: Work-Based Learning Ready Communities

Work-Based Learning Communities, exist where all partner entities understand their role and are willing to champion work based learning opportunities through a partnership where individuals and businesses are both successful. Throughout the Summit participants will work toward identifying actions to create a culture of work-based learning in their communities across all partners. Each segment will explore their role in working across partners and preparing their organizations for long-lasting work-based learning programs.

Industry Segment
<ul style="list-style-type: none"> • Apprenticeship, in school youth, CareerWise --- Casey Coghlan, HR, Pilatus Business Aircraft • Apprenticeship --- Michael Smith, HBA, Colorado Construction Academy • Apprenticeship, adult in healthcare --- Teri Brogdon, Salud Family Health Centers • Project-based WBL, New OEDIT Linked Program --- Pam Moore, OEDIT • Apprenticeship Toolbox --- Jennifer Jirous-Rapp, CDLE • Apprenticeship, Adult in Tech Apprenti Overview --- Kelly Underall, Colorado Technology Foundation • Internship (Innovative Industries Recipient) --- Barry Walter Sr.

Workforce Segment
<p>2:00: Career Coach Connectivity by Joe Barela, Director, Skillful</p> <p>3:00: Human Centered Design 101</p> <ul style="list-style-type: none"> · Traci Marques Pikes Peak and Mt. Carmel - a model for Public-Private partnerships · Celina Kirnberger & Hollie VanRoosendaal- Mesa Workforce Center · Suzie Miller - Arapahoe Douglas Works! <p>4:00: Now what? A Group Conversation</p>

K-12 Education Segment
<p>What did we learn and where do we start? What are the next steps we can take in K-12 education?</p> <p>2:15: Warm Up and Group Discussion</p> <p>2:25: Education Policies & Programs: Preparing for Effective Partnership</p> <p>2:50: District perspective: Past, Present, Future</p> <p>3:15: What does this mean to you?</p> <p>4:00: Revisiting mythbusting and prep for regional conversations</p>

Postsecondary Education & Training Segment
<p>How do we move these best practices one step further?</p> <p><u>2:00-2:30pm:</u> Guest Speaker</p>

Facilitated by: Charla Long, C-BEN Executive Director and Deb Bushway, Lumina Consultant, Amber Garrison-Duncan, Dr. Jon Bellum, Provost and Executive Vice President, CSU Global

2:30-3:00pm: Creating collaborative and career-informed learning pathways

Facilitated by: Charla Long, C-BEN Executive Director and Deb Bushway, Lumina Consultant, Amber Garrison-Duncan, Lumina

3:00-3:45pm: *Content/Activities*

Facilitated by: Charla Long, C-BEN Executive Director and Deb Bushway, Lumina Consultant, Amber Garrison-Duncan, Lumina

- Small group breakouts
- o Based on what you do day to day, what resources might you need to help your campus better integrate work-based learning models?
- o Does your national, state or regional professional association support this type of work? If so, who can you connect with and learn from?
- o What are 3 things you will take action on after this meeting?

3:45-4:45pm: *Institution Team Time- Creating a Campus Agenda*

Facilitated by: Charla Long, C-BEN Executive Director and Deb Bushway, Lumina Consultant, Amber Garrison-Duncan, Lumina

- o What steps did each functional area identify was important to take?
- o Establish a timeline for action items.
- o How will you coordinate back on campus? Who will take the lead?
- o Who must be bought in for this to be successful? How can you create buy in?
- o What can be done to ensure every student has the opportunity to have a work-based learning experience?
- o What can the State do to support innovation?

4:45 pm Break and transition

5:00 pm Sharing of Highlights from Work Sessions

5:15 pm Lt. Governor Donna Lynne: Education Leadership Council (ELC)

A fun interactive session will use electronic polling to ensure that every participant has an opportunity to inform the future work of the ELC.

6:00 pm BREAK – ENJOY THE FRESH MOUNTAIN AIR

6:30 pm DINNER HOSTED BY SKILLFUL

Beth Cobert, CEO Skillful will facilitate a conversation with Lt. Governor Donna Lynne, and Denis McDonough, Sr. Principal, Markle Foundation (former Chief of Staff, President Obama) on the importance of industry leadership and public-private partnerships.

TUESDAY, OCTOBER 17, 2017

7:00 am Breakfast and Networking

7:45 am Transition to Regional Work-Sessions

8:00 am Regional Work-Sessions Begin

Participants will join each other by geographic area to share what they learned by segment, share goals, and determine next steps for carrying the efforts forward back at home.

Each region will create a fun, short report out, for the closing session and will ***compete against each other for prizes.***

10:30 am Break and transition

10:45 am General Session: IT'S A COMPETITION!

- **Is Your Community Ready?**
- **Who will invest in you?**
- **Each region will report back in a creative 2.5 minute presentation!**

11:45 am Lunch Served will votes are tallied

12:15 am Awards and Wrap Up

1:00 pm You're done ... well with the summit, now the real fun begins!

You'll be taking home, new friendships, new partnerships, inspired goals and a wealth of tools and supporters to help you ACCELERATE WORK BASED LEARNING in your community and your industry.

1:15 pm - 2:30 pm Optional Post-Summit Session: CareerWise Community Training

Interested in becoming a CareerWise Colorado youth apprenticeship community?
Learn what steps to take and dig deep with the CareerWise team.