



**COLORADO**

Department of  
Labor and Employment

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# Colorado Department of Labor and Employment

**Presentation to:**

Age-Friendly Workplace Programs:  
Recruiting and Retaining Experienced Employees Conference  
February 27, 2020

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## **Mission**

*Working together to promote a thriving employment environment with opportunity for every Coloradan to prosper.*

## **Vision**

*A working economy that elevates all of Colorado.*



# CDLE Priorities

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**Model Employer**

**Workers Prosper**

**Exceptional Services**

**Employers Thrive**

**Future of Work**

**Model Employer** - Lead the state in becoming a model employer

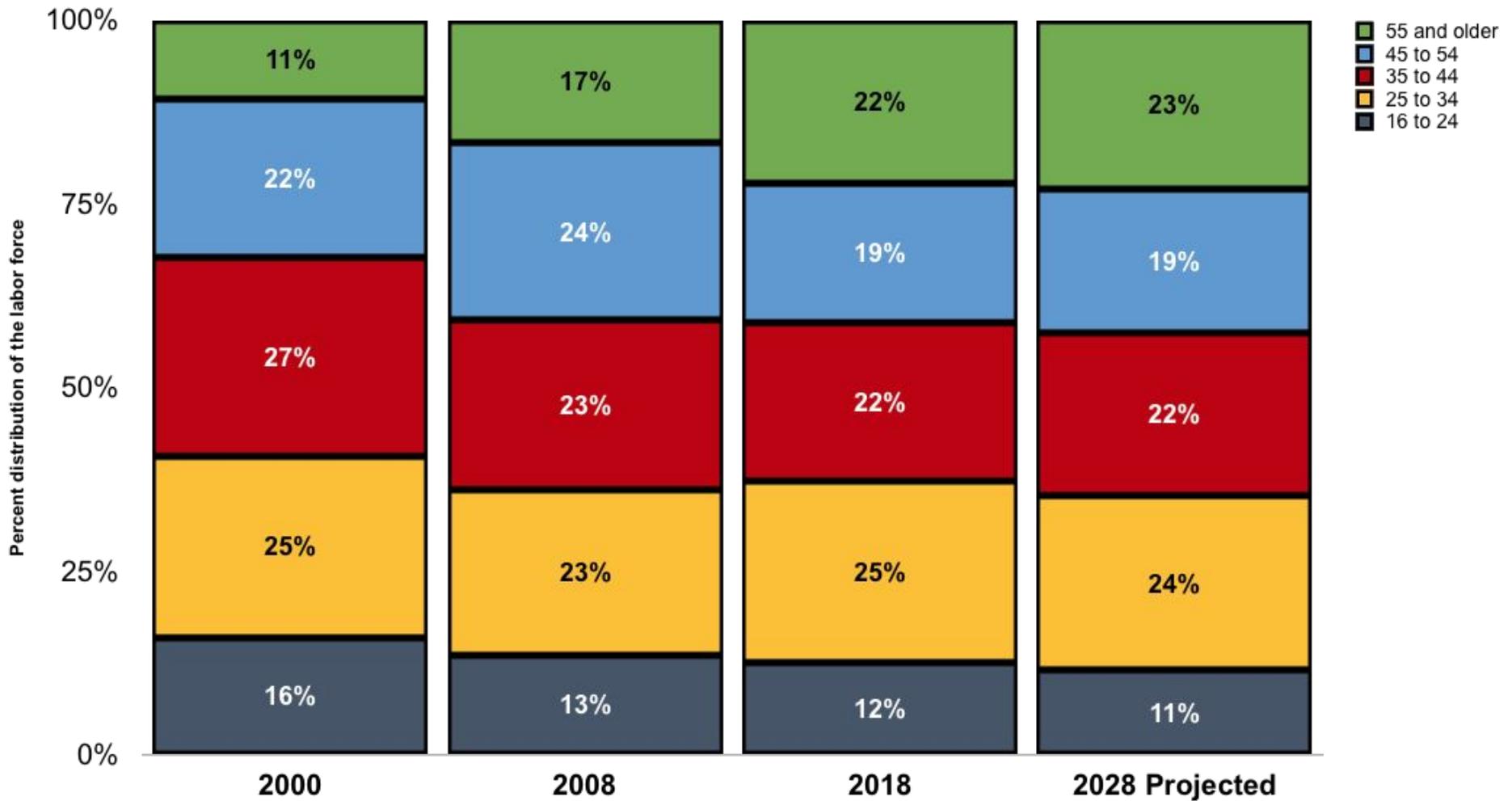
**Workers Prosper** - Through meaningful employment, every Coloradan prospers

**Exceptional Services** - Exceptional execution of core services in collaboration with partners and stakeholders

**Employers Thrive** - Cultivate policies and processes that help Colorado employers thrive

**Future of Work** - Ensure Colorado is prepared for the Future of Work

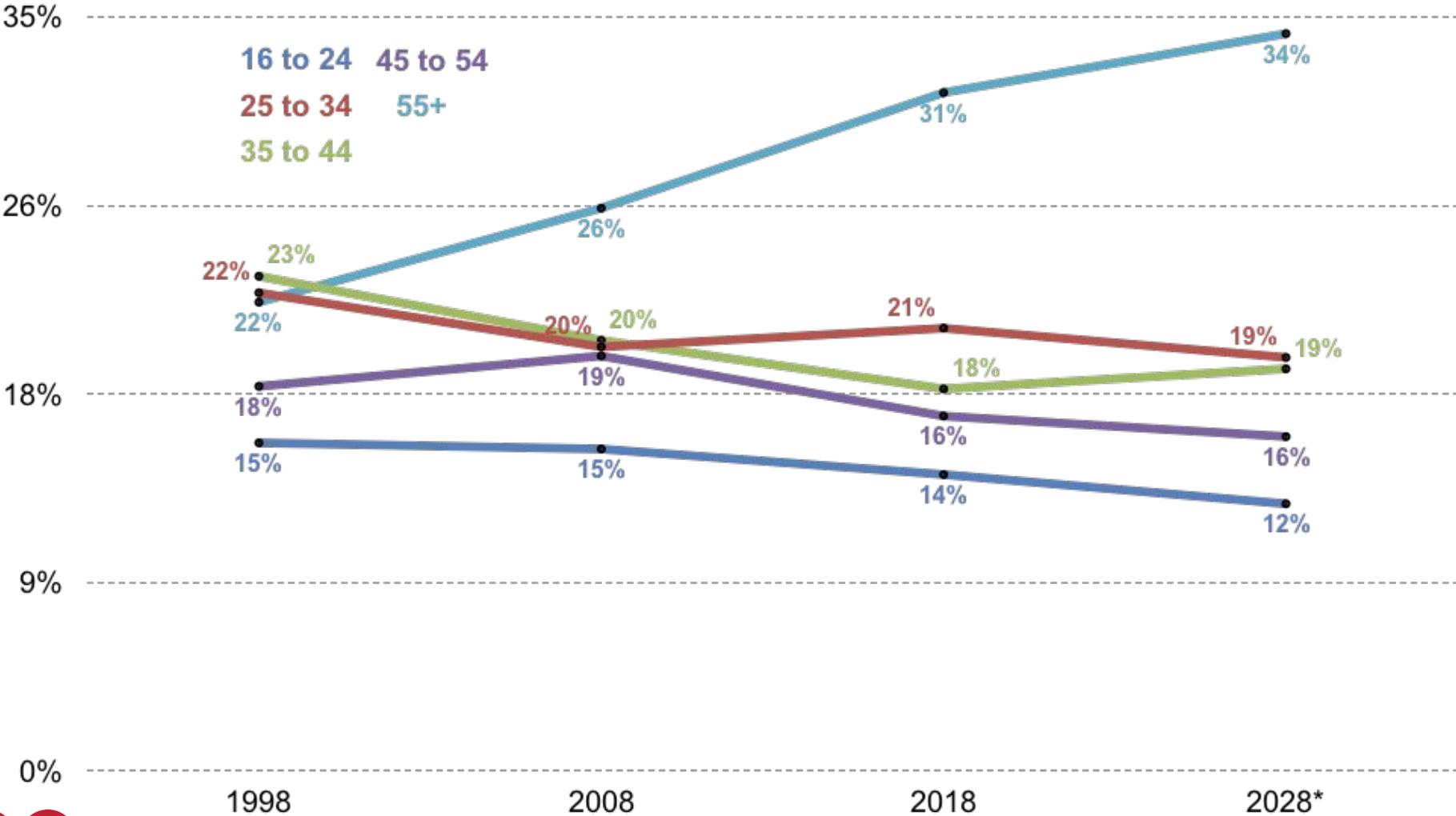
# Colorado's Labor Force is Aging



Source: CDLE, Labor Market Information/U.S. Bureau of Labor Statistics; Current Population Survey (CPS); Colorado State Demography Office



# Similar Aging Trends When Looking at Denver MSA's 16+ Population Since Late 1990s

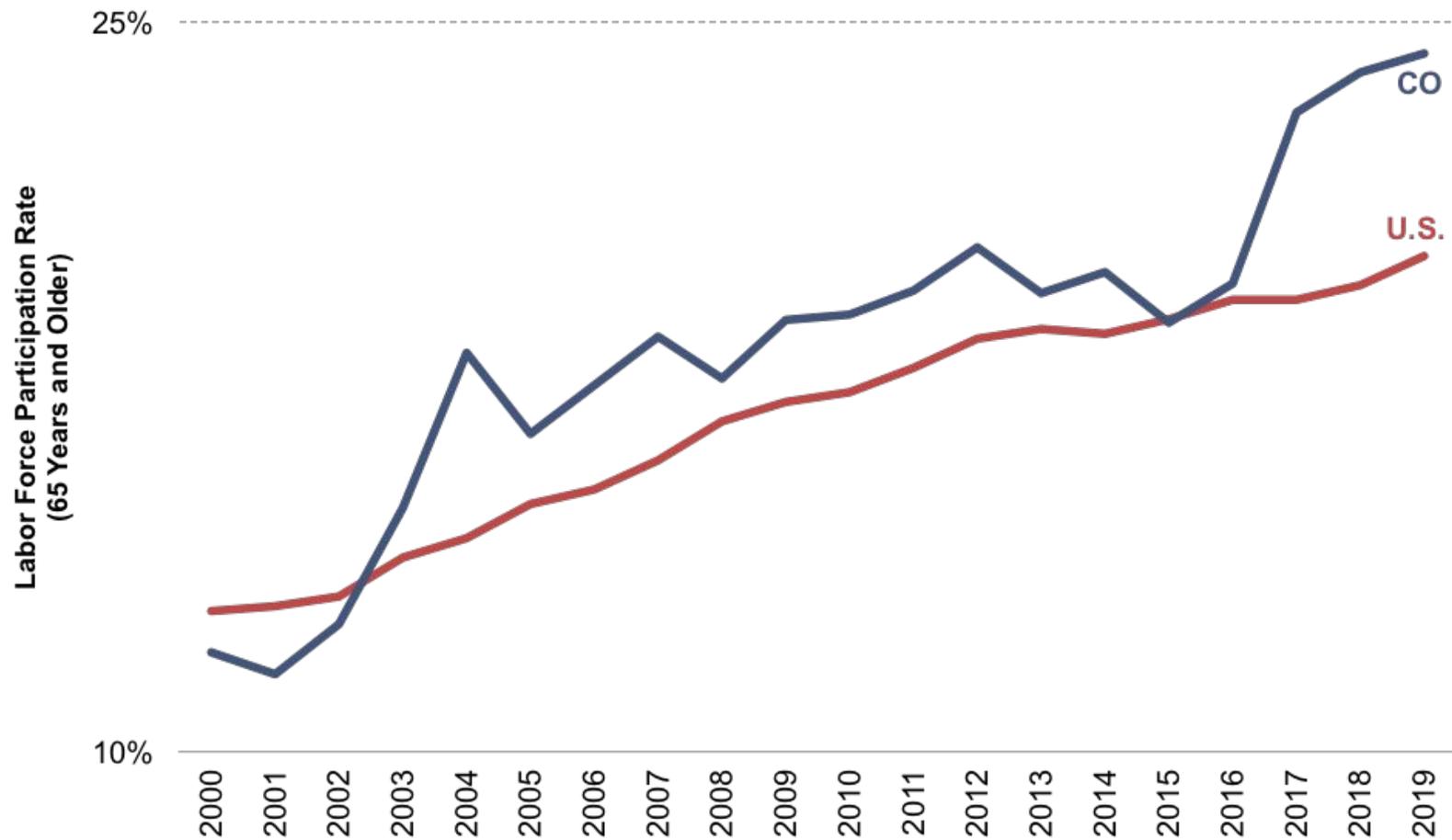


Source: Colorado State Demography Office

\*Forecast



# Older Workers are Participating in the Labor Force at a Higher Rate Than Ever Before



Source: CDLE, Labor Market Information/U.S. Bureau of Labor Statistics; Current Population Survey (CPS)



# The future means...

## **Almost no occupation will be unaffected by automation**

- From full displacement to tech-enabled work technology will be a key part of all work in the future

## **A culture of lifelong learning and career agility**

- Essential skills will be even more essential
- Half-life of tech skills will be five years
- No such thing as a single career pathway

## **Different impact for different people...**

- Men, youth, middle-skilled, and under-represented groups will be the most affected
- Low wage, contract, and contingent economy workers are at risk for harsher impacts

## **...and places**

- Less diverse economies will be more at risk

# Executive Order establishing the Office of the Future of Work

Signed by Governor Polis on September 4<sup>th</sup>, 2019

## **Will serve as the central point of contact for the State's effort to...**

- Understand, prepare for, and develop effective strategies to respond to the changing economy
- Raise awareness about the future of work
- Identify policy and programmatic solutions to respond to challenges

## **By ...**

- Working in partnership with other state departments
- Creating an ongoing working task force
- Convening summits with diverse stakeholders

## **To explore ways Colorado can...**

- Modernize worker benefits & protections
- Develop a skilled and resilient workforce
- Diversify economies

# 2020 Goals

- Publication of a Future Ready Colorado Roadmap to include policy and programmatic implications
- 5 key deliverables to inform the roadmap and implementation plan

