Presentation to:

Age-Friendly Workplace Programs: Recruiting and Retaining Experienced Employees Conference
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Joe Barela
Executive Director
Vision
A working economy that elevates all of Colorado.

Mission
Working together to promote a thriving employment environment with opportunity for every Coloradan to prosper.
CDLE Priorities

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

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

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 4th, 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