



City Council Communication

AGENDA DATE: January 5, 2026

LEGISTAR ITEM #: 26-002

PRESENTER: Charles Dukes
Office

DEPARTMENT: City Manager's

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|---|--|
| <input type="checkbox"/> Administrative Business | <input checked="" type="checkbox"/> Noticed Council Business |
| <input type="checkbox"/> Informational Presentation | <input type="checkbox"/> Consensus-Building Presentation |

BACKGROUND/REQUEST

I move to direct the City Attorney to draft a Resolution establishing a Future-Ready City Workforce Advisory Committee charged with assessing Commerce City's current and future workforce needs and returning policy recommendations to the City Council.

This Advisory Committee will support the Commerce City Strategic Plan by advancing economic vitality, expanding local job pathways, strengthening our business environment, and ensuring City policies are guided by data, partnerships, and long-term workforce trends.

The Resolution should clearly define the Advisory Committee's purpose and responsibilities, including:

- **Strengthening Local Talent Pipelines:** Identify strategies that connect residents to high-quality jobs, expand training and upskilling opportunities, and support local hiring.
- **Reviewing Policy Levers for Workforce Growth:** Examine how incentives, land use and zoning, transportation access, childcare availability, and other City policies impact both workforce participation and business competitiveness.
- **Engaging Cross-Sector Partners:** Collaborate with K-12 school districts, institutions of higher education, local and national employers, Adams County Workforce & Business Center, unions, and community organizations to align efforts and reduce duplication.

CITY COUNCIL COMMUNICATION CONTINUED

- **Serving as a Stakeholder in Workforce Analysis and Recommendations:** Participate as a key stakeholder in reviewing data and the recommendations developed by staff as part of the Workforce Needs Report outlined in the Economic Development Strategic Plan. The Committee will help ensure that the findings are informed by community and industry perspectives and translated into actionable short-term, mid-term and long-term policy recommendations for Council consideration, including opportunities to adopt a Commerce City “Talent Roadmap.”

- **Advancing Strategic Workforce Alignment Through Regional Collaboration:** Rather than duplicating organizational functions, the Advisory Committee will serve as a collaborative forum to elevate market data, community insights, and partner feedback into the public conversation. This work will help inform strategic business decisions—whether through Council action or administrative steps under City Manager authority. The Committee will be facilitated by workforce partner organization, which is already coordinating regional workforce targets and includes many of the likely participants. As Commerce City was the first municipal Target Champion, this partnership provides a strong foundation to track progress on shared goals and connect local workforce priorities to broader regional strategies.

- **Two-year commitment:** The AC should commit for a minimum of two years, with year one focused on understanding the current needs, data, and policy recommendations, and year two focused on support with implementation and targeted outcomes.

The overarching mission of the Advisory Committee is to help Commerce City build a future-ready economy, one that prepares residents for good jobs, supports local businesses, and strengthens our long-term competitiveness as our community continues to grow.

Co-Sponsor: José Guardiola