

Workforce Pathway Program Report

ACT Program – ARPA

April 21, 2025



Commerce
CITY

Overview

Background

- City Strategies
- Workforce Partners Engaged
- Outreach Takeaways and Program Building Blocks

Workforce Pathway Program

- Program Objectives
- Program Map
- GED Partnership – MSU-Denver
- Commerce City Promise – Community College of Aurora
 - Eligible Training Programs
 - Targeted Jobs & Avg Wage

Rocky Mountain Partnership Cradle to Career Initiative

- Background
- Target Champion
- Metrics

Background

- Comprehensive Plan
 - Key outreach takeaway: need for workforce development
 - “Support and encourage an educated and skilled workforce”
- City Strategic Plan
 - “Create and improve connections with nearby workforce partners”
 - “Implement recommendations from workforce analysis to leverage the growing workforce for business attraction”
- Economic Development Strategic Plan
 - “Identify and amplify support for programs (e.g. mentorship, career/tech ed) that develop youth and young adult skills to promote workforce readiness”
 - “Increase access to tools that promote upward mobility, including skills training, education, apprenticeship and mentorship programs, and others, as appropriate”
- \$500,000 ARPA Allocation for Workforce Development
- Community Wellbeing Education and Employment Navigator

Workforce Partners Engaged

- MSU-Denver
- Community College of Aurora
- Rocky Mountain Partnership
- Adams County Workforce Center
- Front Range Community College
- Adams 14 Schools
- Colorado Department of Higher Education
- Colorado Opportunity Scholarship Initiative
- Colorado Workforce Development Council
- Gary Community Ventures
- Colorado Pay it Forward Fund
- Commerce City Community Wellbeing Team

Takeaways & Building Blocks

- City of Commerce City High School Equivalency Rate is lagging comparative communities
 - 18% of residents ages 18-24, and 15% of 25+ have not completed high school equivalency
 - 66% of residents ages 18-24, and 47% of 25+ have not completed any post-secondary education beyond high school
- A skilled workforce is integral to the success of Commerce City existing and future businesses
- Highest employment concentration by industry in Commerce City with annual projected growth exceeding 1% that is aligned with economic development strategic retention and attraction objectives
 - Transportation and Warehousing
 - Construction
 - Manufacturing
- Targets for future economic diversification and growth
 - Healthcare
 - IT
- GED/ESL Resources are limited
- Lack of a clear pathway to a meaningful job is a key challenge in workforce development
- Access and awareness of programs is a key challenge for learners
- Not all workforce Development programs are achieving their intended outcomes
- Obstacles exist for the learner outside of education such as social isolation, housing and food insecurity, daycare needs, transportation, lack of funds
- Every individual is at a different stage in their career journey. One size fits all programs can have limited success. Programs that meet individuals where they are have the most success
- Many training programs are not achieving a livable wage job outcome
- Program confusion exists for learners
- Short term credentials provide meaningful pathway to employment at a living wage

Program Objectives: Commerce City Role

- Build resources around a workforce pipeline that meets the workforce need of the present and future Commerce City business community
- Eliminate barriers to accessing educational opportunities for Commerce City residents
- Cultivate a pathway to in demand Tier 2 jobs
 - Tier 2 Job: Living wage for a single adult - \$51,000
- Support economic development strategies for Commerce City
- Leverage and maximize existing high impact programs
- Focus on the individual
- Impact-driven
- Efficient with low administrative burden
- Potential for scale and employer engagement
- Enable long-term economic benefit for individual, community, and economy

Workforce Pathway Program Map



Education Support – Economic Development
Navigation & Wraparound Services – Community Wellbeing
Community Building – Community Wellbeing

GED Program

- No-cost GED preparation services
- Spanish and English
- All Commerce City Residents
- Grant alignment – enables 5 year deployment
- Up to 150 students in first 18 months
- \$100,000 ARPA Allocation



Commerce City Promise

- No cost to student for select short-term credentials
 - IT, Construction, Logistics, Healthcare/Nursing, Manufacturing
 - ESL
- Workforce need aligned
- Tier 2 Job focused
 - Living wage for a single adult - \$51,000
- All Commerce City Residents
- 150+ Students
 - Double current
- \$400,000 ARPA Allocation



**COMMUNITY
COLLEGE
of AURORA**

Eligible Training Programs

Credentials	
Construction Management Cert	Certified Nursing Assistant
Electrician Short-term Credential	Phlebotomy Cert
Project Management Fundamentals Badge	Patient Care Tech Cert
CDL - Class A, B, C, Hazardous	EMT Basic Cert
Diesel Mechanics Associates	Qualified Behavioral Health Assistant Cert
Computer Support Technician Cert	Addiction Recovery Cert
Manufacturing Applications Badge	Translation/Interpretation
Manufacturing Fundamentals Badge	ESL

Targeted Jobs & Avg Wage

Credentials	
Construction Managers - \$115,000	Production Clerks, Engineering Technicians, Machinists - \$58,000-80,000
Cost Estimator - \$85,000	Nursing Assistants - \$43,000
Electrician - \$65,000	Phlebotomists - \$50,000
Project Management Specialist - \$100,000	EMT - \$43,000
Truck Drivers, Equipment Operators, Bus Drivers - \$53,000-63,000	Community Health Workers - \$53,000
Mechanics - Heavy Equipment, Diesel - \$61,000-70,000	Interpreters & Translators - \$74,000
Computer Network Support Specialists - \$90,000	
Computer User Support Specialists - \$72,000	

Rocky Mountain Partnership

Rocky Mountain Partnership Cradle to Career™ is a group of decision makers and community members who are WORKING TOGETHER to ensure that every young person across our region has the opportunity to embark on a successful journey toward upward mobility.

Guided by a globally recognized framework and data, we strive to create impactful, large-scale solutions. We break down silos within existing efforts, optimize regional resources, and advance impactful policies and strategies.

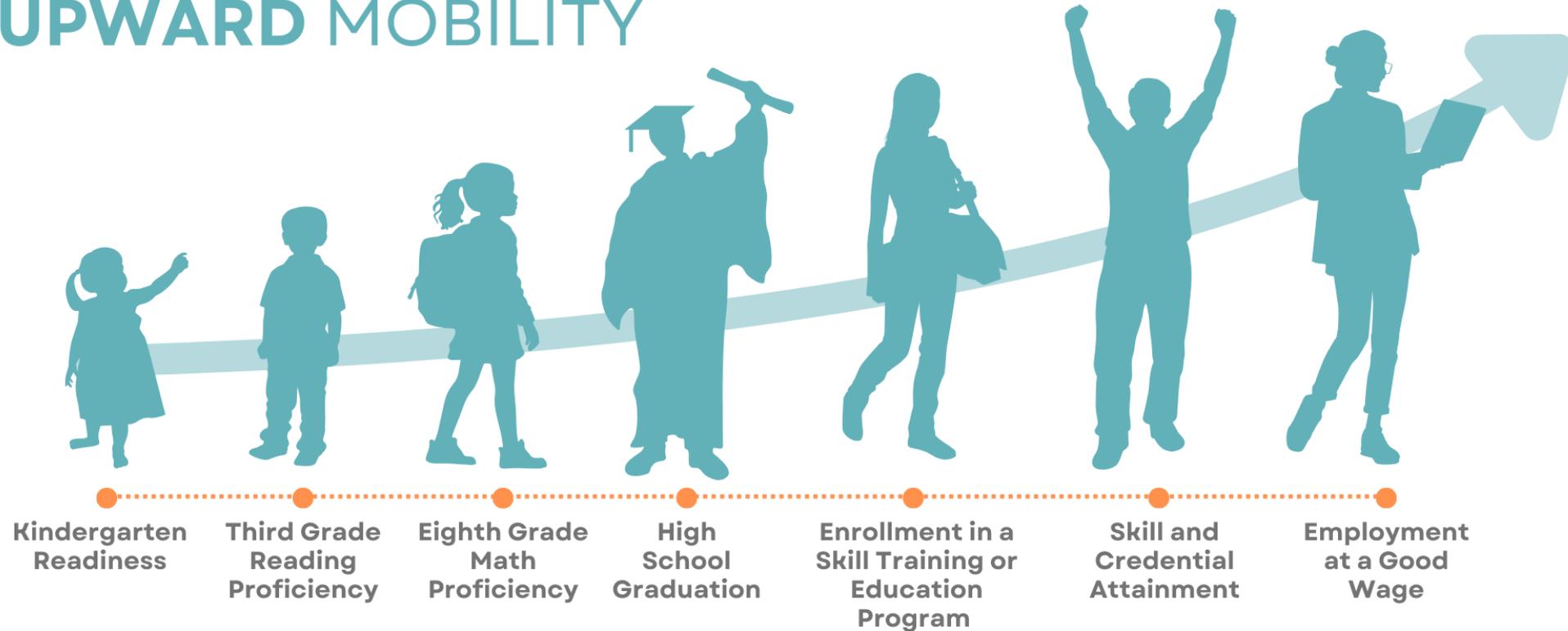
Through diligent goal setting, data monitoring and accountability, we ensure significant and lasting change.

ROCKY MOUNTAIN PARTNERSHIP
Cradleto**Career**™

Cradle to Career Initiative

- Community Coalition Target: 71,142 more young people achieve a key Cradle to Career Milestone

Cradle to Career Milestones and Metrics for UPWARD MOBILITY



Target Champions

- Organizations that set and commit to specific, measurable goals aligned with at least one Cradle to Career milestone
- Commerce City's new workforce program is positioned to impact several milestones
 - High school graduation / GED
 - Education enrollment
 - Skill attainment
 - Employment at a good wage
- Commerce City Leadership
 - Proposed first municipality to become a target champion
- Pledge
 - To join effort as a target champion
 - Set and track targets for workforce program
 - Work with RMP community to track, iterate, and grow impact



Workforce Pathway Program Metrics

- Number of Commerce City residents enrolled in eligible programs
- Number of Commerce City residents supported
- Number of participants completing eligible educational program
- Number of participants achieving employment of a Tier 2 job
- Number of Commerce City residents advancing to next stage of career pathway
- Local economic and business impact
 - Wages achieved
 - Sectors supported
- Additional metrics as partnerships grow