



Why Bridging the Talent Gap?

For Employers

Welcome to Bridging the Talent Gap — The Colorado Workforce Development Council, along with partners in the TalentFOUND network, is leading efforts to administer an employer and employee survey designed to understand the skills gaps Colorado businesses and workers are facing and identify how education and training programs can help close those gaps, including by increasing credential attainment.

This effort is about gathering data that will help address skills shortages in Colorado.

Basics

- Human resource directors or those responsible for talent development at employers across Colorado will be asked to complete a 15-minute survey to understand the hiring environment, talent needs and current talent development focus in Colorado.
- Employers can choose to administer an employee survey to assess the needs and interests of their employees, and will receive individualized information.
- Everyone will be able to access interactive dashboards with regional data that can be benchmarked to the statewide and national responses.

This data is not simply to have but to act upon. It gives employers and employees a voice and helps Colorado ensure we develop lasting solutions for increasing attainment, meeting talent needs, and ensuring our state has a skilled and educated workforce. It also provides opportunities to increase equity and ensure more Coloradans prosper.

What's in it for you?

- Allows your organization to communicate your organization's talent needs and learn how other organizations are addressing their needs
- Data dashboard reflects talent gap information about your local employer ecosystem
- Custom reports compare you to the statewide and national ecosystem of employers and other businesses of your size and industry sector
- Internal talent development solutions are identified using the expertise of the TalentFOUND network
- Partnerships with learning providers such as workforce development centers, higher education institutions, and technical and community colleges are discovered



In addition to informing our TalentFOUNd network, Bridging the Talent Gap Provides tools for you. The dashboards, which align with national data, can be used to understand what is happening within your industry and across industries with talent development. Check out an example of the tools by viewing the dashboard here: <https://bridgingthetalentgap.org/>

For Human Resource Professionals

- Allows you to communicate your organization’s talent needs and learn how other organizations are addressing their needs
- Data dashboard empowers your community of HR professionals to work with other local, regional, and state leaders to solve talent gap issues
- Custom reports help you solve your business’s unique talent gap needs
- Should not take more than 15 minutes of your time

For Employees

If you choose to survey your employees then the employee survey:

- Allows them to communicate their training needs to you and helps them understand statewide training needs to help them understand how they can achieve greater upward mobility.
- Only takes a few minutes of their time but helps to create a system that works better for them.

Timeline



What’s Next?

1. Fill out or have the person in charge of talent development at your organization fill out the survey: <https://bridgingthetalentgap.org/colorado-employer-survey/>
2. Download the outreach [toolkit](#) and help get the word out
3. Have us come present to your membership or the employers you represent
4. Checkout our website for more information and to see the results this fall: <https://tgnbttg1.wixsite.com/bttgcolorado>

Contact Katie Zaback kathleen.zaback@state.co.us with any additional questions.