

# Workforce Development Networks in Jefferson County, CO

## Data Summary of the Jeffco CPRM

Fall 2023



### Background

In partnership with the Colorado Gives Foundation, [Visible Network Labs \(VNL\)](#) launched a project in September 2023 to develop the Jeffco CPRM. A CPRM is a Community Partner Relationship Management platform. The Jeffco CPRM includes a database of organizations in Jefferson County working on various issues (e.g. social, economic, educational, mental health, health, and more), the services and resources they provide, and maps and measures the relationships among them.

This project began with a focus on four key areas: Workforce, Early Childhood, Older Adults, and Food Systems. Using a social network analysis (SNA), the Jeffco CPRM allows us to answer:

- what types of programs and resources are being provided and where,
- who is working collaboratively (or not) across various domains,
- what priorities, indicators, and outcomes community organizations are working towards,
- what gaps in resources and issues exist that are contributing to the larger problem, and
- how additional systems building can strengthen collective community efforts.

A subset of 119 organizations were invited to participate in the Jeffco CPRM data collection. Organizations identified as primarily Workforce Development were included in the first phase of data collection.

This report provides an overview of the results from the angle of Workforce Development.

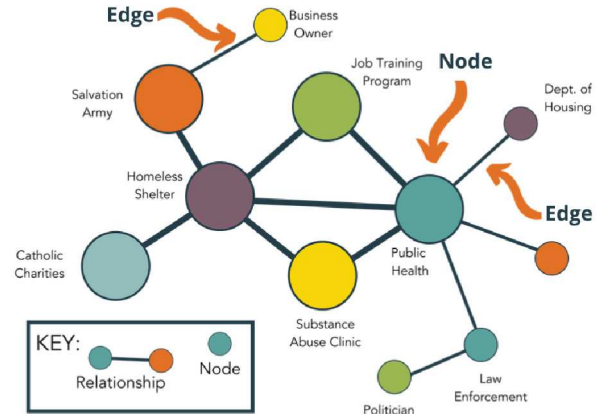
Total number of organizations providing workforce development services

38

# Workforce Overview

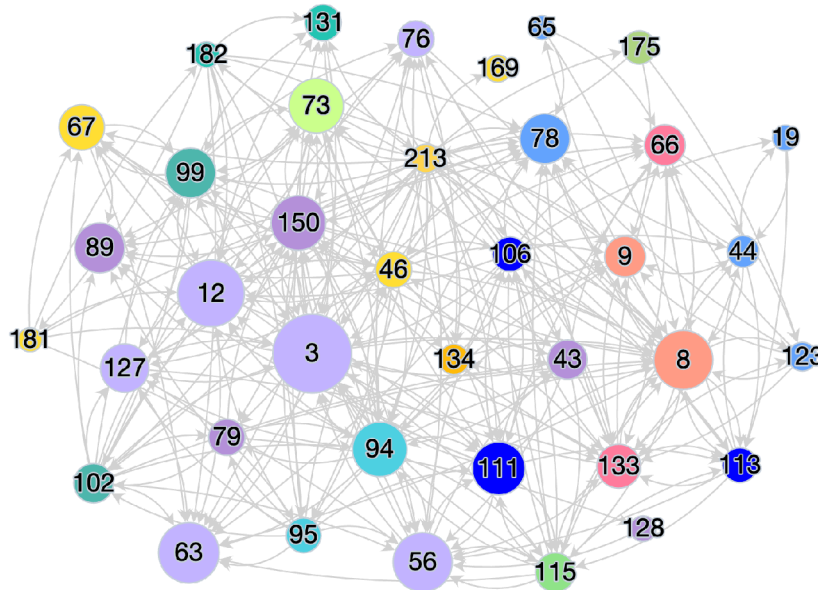
## HOW TO INTERPRET A NETWORK MAP

In a network map, partnerships are visualized as “nodes” (circles) and “edges” (lines) which represent the network members and the relationships between them. Nodes may be color-coded by certain organizational characteristics, such as jurisdiction or sector. Nodes can also be different sizes with larger nodes indicating more relationships.



This network map shows the organizations that responded **Yes** to providing workforce development services and colored by primary sector.

Each organization is represented as a circle (called a "node") and coded by its primary sector. The larger nodes were selected most often as a partner by the respondents. The nodes are labeled with a map label identification. The list of map labels and organizations can be found in the network report.



### Primary Sector

- Advocacy/Policy
- Convene/Connect
- Early Education/Childcare
- Economic Development
- Employment/Workforce
- Faith Based
- Family Services
- Food Security/Food Access
- Foundation/Funder
- Health
- Higher Ed
- Housing Stability/Homelessness
- Human Services
- Library
- Local Government
- Mental/Behavioral Health
- Older Adults/Aging
- Parks & Recreation
- Public Health
- Schools K12

When broken down by corridor of poverty, we observed the same pattern in responses across all of the corridors.

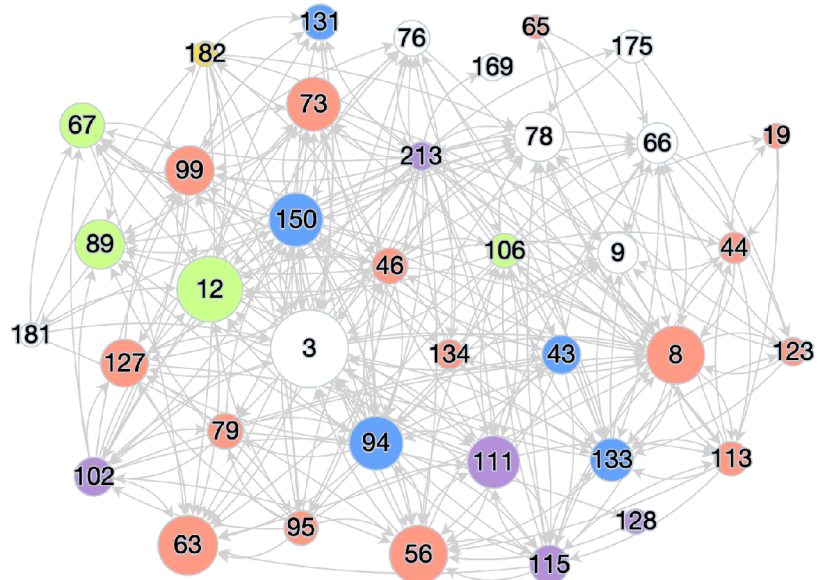
	Yes	No
Arvada Corridor	27	17
Wheat Ridge, Edgewater and Lakewood Corridor	27	20
South Lakewood/Golden Corridor	22	20
Unincorporated- Rural Jefferson County	20	18
Other, please specify	6	2

# Workforce Overview

This map shows only the organizations that self identified as providing workforce development services. The larger nodes were selected most often as a partner by the respondents (in-degree score). They are colored by their perception of the level of success around building collaborative networks. **Overall, the organizations with higher in-degree scores are also the ones who believe there has been success at building collaborative networks.** However, there are a few larger nodes that selected **very unsuccessful** for this question. Addressing why these organizations believe the building of collaborative networks has not been a success is important to the health and effectiveness of the overall network.

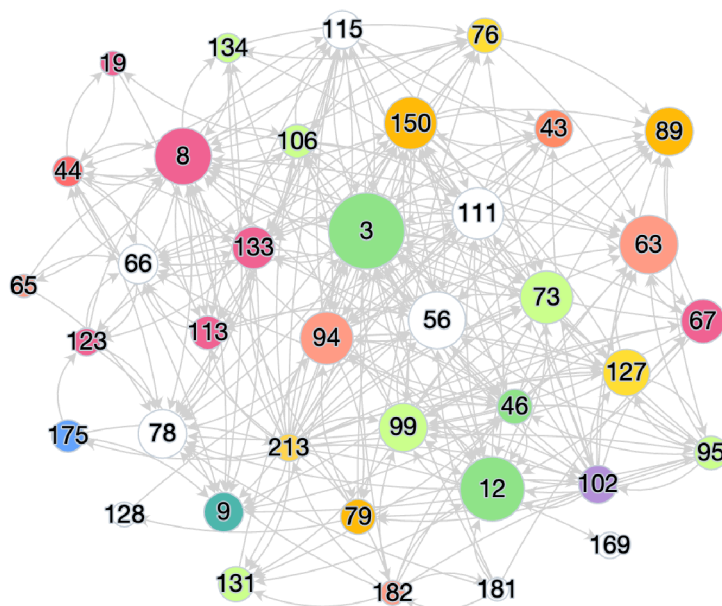
Question 29: Collaboration is a core value among many organizations in Jefferson County. From your perspective, how successful have we been as a community of partners at successfully building collaborative networks to serve the people of Jefferson County? (Select one)

- Very Unsuccessful
- Unsuccessful
- More Unsuccessful Than Successful
- More Successful Than Unsuccessful
- Successful
- Very Successful
- No Data



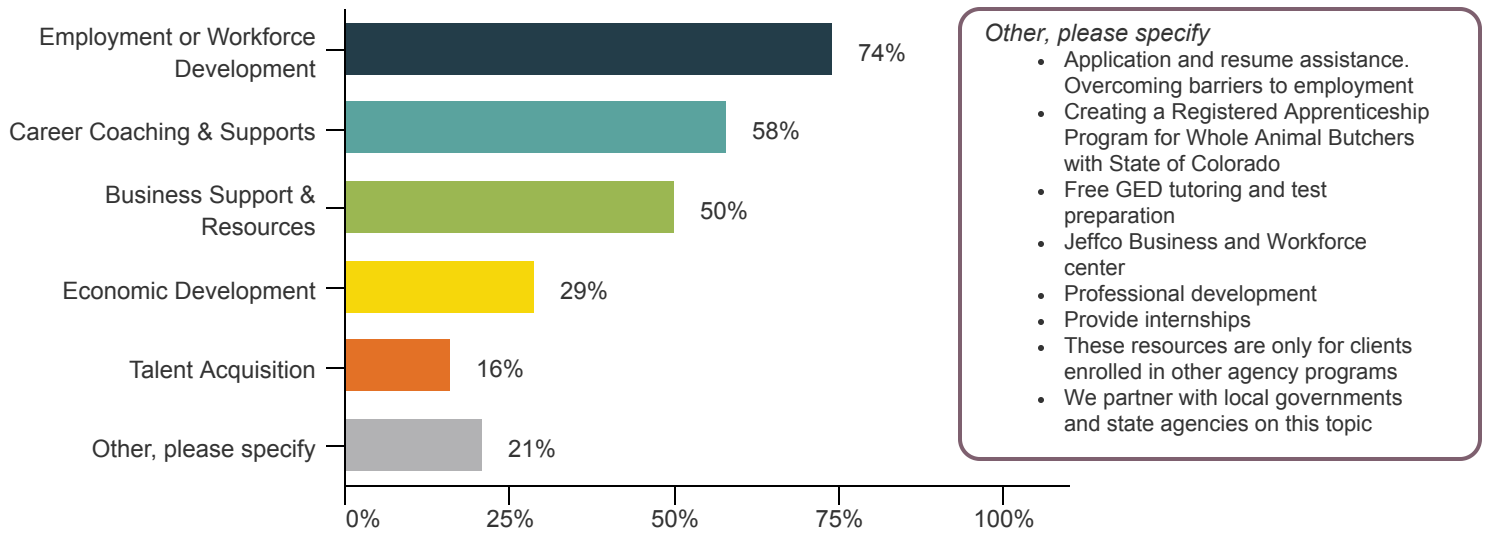
## What is your organization's most important resource contribution to providing services to people in Jefferson County?

This map shows workforce development respondent organizations and the most important resource they contribute. **Various areas of expertise/services** and **workforce training** are among the most important resources contributed by respondent organizations.



- Advocacy and Policy Change
- Community Connections
- Community Organizing or Convening
- Content area expertise
- Data Resources including data sets, collection and analysis
- Expertise/services in early learning
- Expertise/services in social, emotional, and mental health
- Expertise/services in family support and parent education
- Expertise/services in other wrap-around support
- Knowledge/Resource-Sharing with Other Organizations
- Paid Staff
- Volunteers and Volunteer staff
- Workforce training and professional developmental opportunities
- Other, please specify
- No data

## What types of Workforce Development does your organization provide? (Select all that apply) N=38



**Employment or workforce development** and **career coaching & supports** are the most common services provided. When broken down by corridor of poverty, we observed the same pattern in responses across all of the corridors.

		What types of Workforce Development does your organization provide?					
		Business Support & Resources	Career Coaching & Supports	Economic Development	Employment or Workforce Development	Talent Acquisition	Other, please specify
<b>Question 1: What part of Jefferson County does your organization serve?</b>	Arvada Corridor	15	18	8	18	5	6
	Wheat Ridge, Edgewater and Lakewood Corridor	15	16	6	19	5	7
	South Lakewood/Golden Corridor	14	15	6	14	5	5
	Unincorporated- Rural Jefferson County	12	13	5	15	4	5
	Other, please specify	3	3	3	6	1	1

The organizations in the network were categorized by respondents that identified themselves as providing workforce services. The top ten organizations that are information exchangers and network brokers among workforce service providers are listed below. **Action Center** (highlighted in purple), **Jeffco Human Services - Aging & Adult** (highlighted in orange) and **Arvada Chamber of Commerce** (highlighted in teal) are at the top of the lists in multiple categories. As such, they are the key players in the network around workforce development.

**Information Exchangers** are people or organizations close to a large number of network members. Information exchangers can communicate more quickly and easily with others in the network compared to less central nodes.

**Network Brokers** are people or organizations with high betweenness centrality scores. They are in a position to serve as facilitators or gatekeepers of information and resources.

**A possible limitation:** the highest centrality organizations for out-degree, betweenness, and closeness were invited to participate in the survey during the first two phases. We should be able to refine these types of centrality findings as we get data from additional members in the network (betweenness and closeness are also more sensitive to missing data so we expect them to change with additional data).

Information Exchangers	Network Brokers	Most often selected as a partner	Selected the most partners
Jeffco Head Start	Action Center	Action Center	Jeffco Human Services - Aging & Adult
Jeffco Human Services - Aging & Adult	Jeffco Human Services - Aging & Adult	Benefits in Action	Action Center
Action Center	Arvada Chamber of Commerce	Arvada Chamber of Commerce	Jeffco Public Health - Maternal and Child Health
Denver Regional Council of Governments	Denver Regional Council of Governments	Edgewater Collective	Jeffco Public Health - Food Equity and Nutrition Security
Mission Arvada The Rising	Healthy Jeffco Alliance	Family Tree	Triad Early Childhood Council
Jeffco Public Schools - Career Development	Benefits in Action	Triad Early Childhood Council	Jeffco Public Schools - Career Development
Community Table	Jeffco Public Schools - Career Development	Healthy Jeffco Alliance	Jeffco Public Schools - Family & Community Engagement
Healthy Jeffco Alliance	Triad Early Childhood Council	Jeffco Libraries - Kids and Families	Community Table
Jeffco Libraries - Public Services	Red Rocks Community College - Workforce Services	Jeffco Public Schools - Family & Community Engagement	Jeffco Libraries - Kids and Families
Benefits in Action	Mountain Resource Center	Jeffco Business and Workforce Center	Denver Regional Council of Governments

The organizations in the network were assigned a primary organizational function based on their primary role as an organization. These were not self-identified by the organizations and are slightly different than the previous list. The top organizations in each of the categories are listed below. The **Developmental Disabilities Resource Center** (highlighted in yellow) and the **Arvada Chamber of Commerce** (highlighted in teal) are at the top of the lists in all categories. **CO Succeeds** (highlighted in green) is also a key player in multiple categories. **The CO Workforce Development Council** (highlighted in orange) is listed as one of the organizations most often selected as a partner, but not in any of the other categories because they did not take the survey.

Information Exchangers	Network Brokers	Most often selected as a partner	Selected the most partners
Developmental Disabilities Resource Center	Arvada Chamber of Commerce	Arvada Chamber of Commerce	Developmental Disabilities Resource Center
Arvada Chamber of Commerce	Developmental Disabilities Resource Center	Developmental Disabilities Resource Center	Arvada Chamber of Commerce
CO Succeeds	CO Succeeds	Jeffco Business and Workforce Center	CO Succeeds
Manufacturer's Edge	Manufacturer's Edge	CO Workforce Development Council	Manufacturer's Edge
Forward Steps	Forward Steps	Jeffco Economic Development Corporation	Forward Steps
Careers in Construction Colorado	Careers in Construction Colorado	Arvada Economic Development Association	Careers in Construction Colorado

