Agility Explained: Achieving Vision 2030
Background

In 2017 Colorado Succeeds launched the Vision 2030 framework – our north star for the state. Since then we’ve built on this Vision by engaging numerous leaders and practitioners representing K-12, postsecondary, students, alternative learning providers, employers, policymakers, and the intermediaries that knit them together.

This work included:

• A Landscape Analysis to identify high-quality student experiences that are developing agile learners. Through this research, we built definitions of success, identified proof points, and opportunities for impact.

• Sharing Vision 2030 with top policymakers at the Capitol as well as all 2018 gubernatorial candidates.

• Working alongside diverse stakeholders from across Colorado through the Education Leadership Council to build agility into the state’s vision and strategic plan for improving education in Colorado.

• Meeting with over 150 education, business, and government partners to create the Colorado Roadmap to Work-Based Learning, a web-based tool to support the development of high-quality career pathway opportunities.

• Convening a roundtable of a dozen local philanthropists from both corporations and private foundations to identify aligned funding to this vision of agility in the near, mid, and long-term.

The result of these activities is the report here, “Agility Explained,” an evolution of how business, education and government can work each day to achieve Vision 2030. The report provides a framework and a path for how we ensure ALL of Colorado’s children are education to their greatest potential; and that ALL of Colorado’s businesses have the talented and innovative homegrown workforce they need.
We imagine a future where...

Vision 2030

All of Colorado’s children develop transferable competencies that will prepare them for a future we cannot predict & commit them to continuous skill development.

Colorado’s education system and all of its learning providers are responsive to the diverse needs and interests of all learners and the dynamically changing needs of learners, communities, economies, and labor markets.

Colorado’s policies, systems, and business stakeholders support adaptive learning environments that combine education and career-connected learning outcomes.
To achieve our vision, we need to support actions that create agile learners, educators, and systems.
Agile learners, educators, and systems are responsive to changes in the economy and in society

**Agile Learners**
Agile learners learn how to learn, not just what to learn. They develop transferable competencies that will prepare them for an uncertain future and at the same time are committed to lifelong learning and development.

**Agile Educators**
Agile educators understand and adapt to rapid change in the economy and translate it back to programs and curricula. They create relevant educational experiences that help students learn about themselves and the world. They equip students to make choices about what and how they learn.

**Agile Systems**
Agile systems allow for the emergence of various types of learning experiences and educational opportunities that respond to diverse needs and interests of learners, as well as changes in the economy and in society.

**Enabling conditions:** Advancing the objectives above requires creating the right conditions for change, including community engagement, durable mechanisms for cross-sector collaborations and philanthropic capital to seed new innovation.
The Career-Connected Continuum prepares agile learners for these changes

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<tr>
<th>Stages of the Career-Connected Learning Continuum (i.e., pathway)</th>
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<td><strong>Self-Identity and Career Awareness</strong></td>
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<td>Help students across diverse backgrounds develop awareness of their strengths, interests, and values, as well as careers and training opportunities</td>
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<td><strong>Educational and Career Pathways Exploration</strong></td>
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<td>Provide students with more in-depth learning of their strengths, interests, and values as well as careers and training, often through interaction with professionals or in a work environment</td>
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<td><strong>Essential and Technical Skills Development</strong></td>
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<td>Develop relevant skills and provide necessary credentials and social capital tied to workforce demands and opportunities</td>
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<td><strong>Career Entry and Progression</strong></td>
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<td>Provide students with opportunities to gain actual work experience that supports development of job skills and offers a clear path to a sustainable career</td>
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**Definition**

**Program Model Examples**

- Preference questionnaires
- Aptitude surveys
- Career fairs and presentations
- Classroom speakers

- Mentoring
- Job shadowing
- Worksite tours
- Capstones

- K-12 institutions
- Traditional higher education
- Bootcamps
- Technical colleges

- Apprenticeships
- Internships
Establishing clear 10-year targets will guide our approach to identifying investments and opportunities

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<th>Learners</th>
<th>Educators</th>
<th>Systems</th>
<th>Enabling Conditions</th>
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<td>• There is a sufficiently large and diverse supply of high-quality, career-connected learning programs across the state to meet the educational and career needs of learners from all backgrounds</td>
<td>• Educators have access to high-quality training and professional development programs that empower them with the skills and knowledge necessary to prepare learners for navigating their future paths</td>
<td>• Policies are in place to ensure seamless transitions and credit recognition across diverse K12, postsecondary, and work-based learning programs</td>
<td>• There is increased philanthropic capital supporting interventions and programs targeting learners and educators as well as support for core infrastructure at state and regional levels</td>
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<td>• Learners, their families, and their mentors across the state demonstrate demand for high-quality, career-connected models</td>
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<td>• There is a robust marketplace for, and widespread adoption of, learner-facing tools for navigating career options that are relevant to local and regional economies.</td>
<td>• There are effective regional collaboration forums across the state for employers and education providers to regularly coordinate training and upskilling efforts</td>
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## Colorado Succeeds Strategic Priorities

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<th>POLICY</th>
<th>PRACTICE</th>
<th>PHILANTHROPY</th>
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<td>We use public policy as a lever for removing barriers to innovation in education and incentivizing promising practices to scale.</td>
<td>Policy on its own is not enough. We put these policies into practice by working with innovative early adopters who help to inform the efficacy of our policy changes and areas for improvement.</td>
<td>We supercharge these efforts through the infusion of philanthropy to collaboratively invest in creating conditions for agile learners, educators, and systems and building out proof points in communities.</td>
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<td>We advocate for system changes that give schools and families the flexibility and freedom to experiment with new models and approaches to learning.</td>
<td>Despite our best intentions, we know that all policy changes have unintended consequences and so by creating partners in practice, we can now develop a deep understanding of its impact and nuance the path forward for communities, students, and educators.</td>
<td>Through increased coordination and communication, we can leverage dollars from corporations, private philanthropists, and the state’s general fund to create a synergistic approach to funding innovation at scale.</td>
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Who We Are
Colorado Succeeds is a nonprofit, nonpartisan organization that brings business leaders across the state together to ensure all of Colorado’s children are educated to their greatest potential. We are business leaders who use our leadership and acumen to improve education.

Vision for Colorado
Education must prepare students for jobs that don’t exist, to work with tools that haven’t been created, and to solve problems that haven’t been identified. By engaging the business community through policy, practice, and philanthropy, we strive to support the creation of agile learners, educators and systems ready to meet the needs of an evolving workforce.
Our Network