

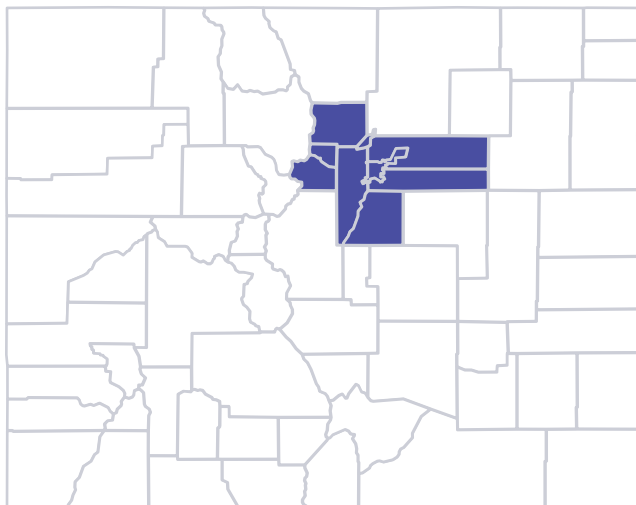


Colorado Talent Academy

Advanced Manufacturing Employer Collaborative

Denver Region

REGIONAL SNAPSHOT



INDUSTRY FOCUS

Advanced Manufacturing

This collaborative will co-design a stronger advanced manufacturing workforce to fill high-need roles such as manufacturing engineers, machinists, quality inspectors, electrical technicians, and mid-level managers.

Advanced Manufacturing was selected because:

- ▶ Strong regional momentum in advanced manufacturing supports aerospace, bioscience, and other top industries.
- ▶ Persistent outreach and overlapping initiatives have created employer fatigue; a coordinated, employer-driven approach through Talent Pipeline Management® (TPM) is needed.
- ▶ Some key regional partners are already bought into the TPM process.

Priority industries from the Opportunity Now Regional Talent Summits:

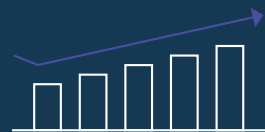
- ▶ Advanced Manufacturing
- ▶ Aerospace & Defense
- ▶ Clean Energy

Sector Partnerships:

- ▶ Tech Talent Boulder/Broomfield
- ▶ Aerospace
- ▶ Denver Metro Construction
- ▶ Boulder Area Advanced Manufacturing
- ▶ Boulder Area Food
- ▶ Beverage & Hospitality
- ▶ Metro West Advanced Manufacturing
- ▶ Metro West Construction Alliance
- ▶ Tech Talent Denver
- ▶ Behavioral Health Sector Partnership

THE CHALLENGE

Career pathways remain siloed and unclear, and public perception often paints manufacturing careers as outdated or undesirable. There is a skill mismatch between open jobs and candidates, while training programs lack the instructors, equipment, and funding needed to scale.



LABOR MARKET INSIGHTS

93,500

Advanced Manufacturing Jobs in Denver metro

20,000+

workers each in Jefferson, Boulder, & Denver counties

4% GROWTH

projected by 2029

100+

Postsecondary and CTE programs in relevant skills such as engineering, welding, and manufacturing



Build a coordinated, employer-led manufacturing ecosystem where students have clear pathways into high-demand roles across sub-sectors, training is aligned and well-resourced, and businesses have the skilled workforce needed to compete and innovate.

GOALS & ACTIVITIES

This collaborative will apply the Talent Pipeline Management® framework to align employers, educators, and training providers to build pipelines in Advanced Manufacturing.



AUG 2025–JUN 2026

Organize Employer Collaboratives

Coordinate with existing collaboratives and initiatives to avoid duplication, and identify a neutral convener to coordinate cross-sector stakeholders without bias.



SEP 2025–FEB 2026

Engage in Demand Planning

Distribute and analyze employer survey on demand, barriers, and opportunities.



OCT 2025–FEB 2026

Communicate Competency & Credential Requirements

Identify core competencies and clarify pathways, especially how subsector career tracks intersect.



OCT 2025–MAR 2026

Analyze Talent Flows

Assess trainer availability, program capacity, and resource restraints; map current hiring sources and drop-off points.



DEC 2025–JUN 2026

Build Talent Supply Chains

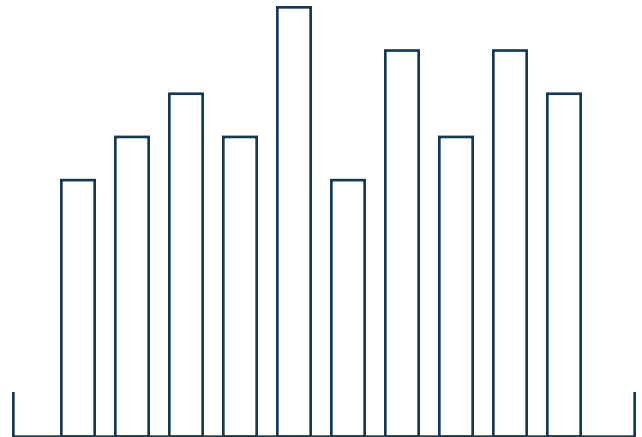
Partner with preferred providers to co-design curricula and “train-the-trainer” models; define measures for placement, time-to-hire, and retention.



MAR–JUN 2026

Continuous Improvement

Track progress with shared scorecards and build sustainability through governance, funding, and knowledge transfer strategies.



EXPECTED OUTCOMES

- 1** Validate Tier 1 and Tier 2 preferred training providers across all collaborative members.
- 2** Increase enrollment and completion rates in Tier 1 programs aligned to Manufacturing Engineer roles.
- 3** Reduce the regional shortage of Manufacturing Engineers.
- 4** Improve retention, product quality, and workplace morale through access to higher-quality talent.

LEARN MORE

coloradosucceeds.org/talentacademy

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