

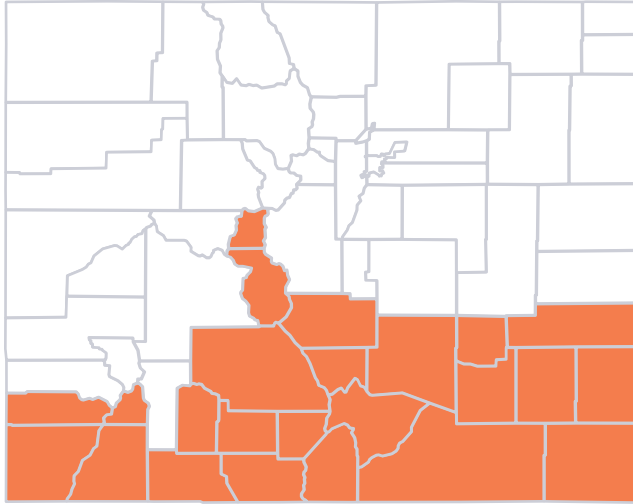


Colorado Talent Academy

Healthcare Employer Collaborative

Southern, South Central, and Southwest Regions

REGIONAL SNAPSHOT

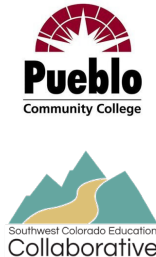


Priority industries from the Opportunity Now Regional Talent Summits:

- ▶ Advanced Manufacturing
- ▶ Agriculture
- ▶ Construction
- ▶ Healthcare
- ▶ Technology

Sector Partnerships:

- ▶ San Luis Valley Healthcare
- ▶ Southwest Broadband
- ▶ South Central Tech Sector Partnership



INDUSTRY FOCUS

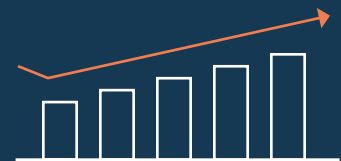
Healthcare

This collaborative is building a stronger healthcare workforce, addressing shortages from entry-level technicians to advanced practitioners.

- ▶ Healthcare is both a top employer and a critical community service.
- ▶ A strong local partnership (i.e., the Healthcare Workforce Pipeline) and aligned funding already exist among health systems, higher education, and workforce boards, creating momentum to act.
- ▶ Many roles are stackable: entry-level certifications can lead to higher-wage careers if pathways are clear and affordable.

THE CHALLENGE

Learners lack clear, affordable healthcare career pathways, and employers struggle to recruit and retain talent, often due to cost-of-living challenges. Persistent shortages in roles such as nurses, medical assistants, behavioral health providers, and allied health workers strain both employers and communities.



LABOR MARKET INSIGHTS

7% GROWTH

projected in Healthcare by 2029

13% GROWTH

in Nurse Practitioner job openings (2023-2025)

High-demand roles include registered nurses, medical assistants, certified nurse aides, behavioral health specialists, and allied health technicians.



Build a sustainable healthcare pipeline in Southwest Colorado where training leads to real job opportunities so people can stay, learn, earn, and thrive, strengthening both the economy and community health.

COLLABORATIVE APPROACH

Utilizing Opportunity Now grant funding to Axis Healthcare Systems in Durango, the Healthcare Workforce Pipeline (HWP) group (consisting of industry, education, and workforce partners) will leverage the training and strategies of Talent Pipeline Management® (TPM) to support the joint work of the joint work of increasing awareness of healthcare career options, identifying critical needed roles in the region, expanding hands-on learning and training opportunities, and supporting individuals in successfully transitioning into in-demand healthcare roles that meet community needs.



APR 2025

Organize Employer Collaboratives

Initial convening focused on healthcare careers.



JUL 2025

Engage in Demand Planning

Collect job descriptions and data needs from employers.



OCT 2025

Communicate Competency & Credential Requirements

Validate employer needs with survey data.



JAN 2026

Analyze Talent Flows

Identify gaps in dual credit, certifications, and paid work-based learning opportunities.



APR 2026

Build Talent Supply Chains

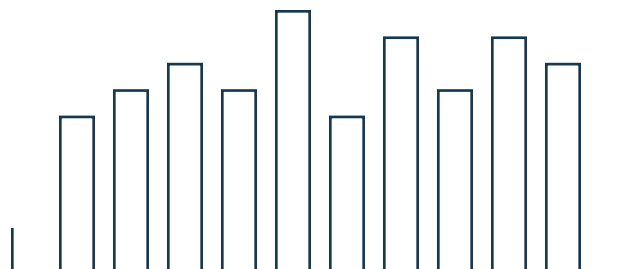
Connect job demand with talent supply.



JUL 2026

Continuous Improvement

Consider sustainability of talent supply chain & HWP convenings.



EXPECTED OUTCOMES

- 1 Create a regional critical occupations report identifying the top 2–3 hard-to-fill roles annually.
- 2 Standardize minimum qualifications across 70% of participating employers to support consistent training alignment.
- 3 Reach 200 students annually through healthcare career awareness events, job shadows, or presentations.
- 4 Place 150 job seekers in roles or upskilling opportunities by the end of 2026.
- 5 Maintain at least 90% enrollment capacity across all healthcare training programs.
- 6 Reduce local healthcare vacancy rates by 25% in a two-year period.

LEARN MORE

coloradosucceeds.org/talentacademy

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