

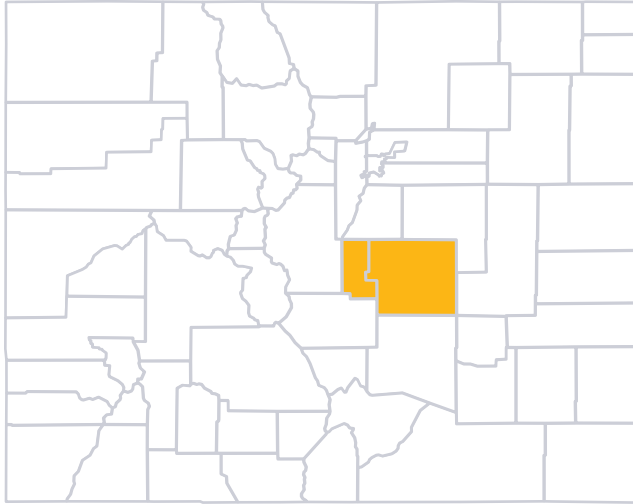


Colorado Talent Academy

Tech & Cyber Employer Collaborative

Pikes Peak Region

REGIONAL SNAPSHOT



ActivateWork
OPPORTUNITY TO IMPACT

ACC
ARAPAHOE COMMUNITY COLLEGE

WORKS!
Arapahoe/Douglas
Workforce Centers

**COLORADO
SPRINGS**
OLYMPIC CITY USA

PPBEA
SSC Startup
Support Center

**PIKES PEAK
WORKFORCE CENTER**
A proud partner of the American Job Center network

Priority industries from the Opportunity Now Regional Talent Summits:

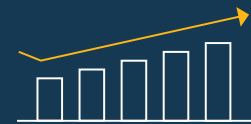
- ▶ Technology
- ▶ Aerospace/
Defense
- ▶ Advanced
Manufacturing

Sector Partnerships:

- ▶ Southern
Colorado
Healthcare
- ▶ Pikes Peak
Hospitality
- ▶ Creative Sector
Partnerships

THE CHALLENGE

Colorado tech employers face shortages in IT, software, data, and cyber roles. Barriers include limited, uncoordinated pipelines that fail to connect local talent to open jobs, strict security clearance requirements, and persistent diversity gaps. Employers are wary of more disconnected initiatives, making alignment and sustainability essential to maintain Colorado's competitive edge.



LABOR MARKET INSIGHTS

11% GROWTH

Projected in the Colorado
Tech Sector by 2029

SECURITY CLEARANCE

#1 most in-demand skill
in tech job postings

ONLY 90/147

Computer User Support
job openings filled on
average monthly in the
Pikes Peak region

65% MALE 78% WHITE

Current workforce
demographics

INDUSTRY FOCUS

Tech & Cybersecurity

This collaborative will expand and sustain Colorado's tech and cybersecurity workforce pipeline, focusing on high-demand roles such as IT Support Specialists, Software Developers, Data Analysts, and Cyber SOC Analysts.

Tech and cybersecurity were selected because:

- ▶ Persistent program fragmentation and duplicative outreach have created employer fatigue, but there is an opportunity to align efforts under the nationally proven Talent Pipeline Management® (TPM) framework to better connect local talent to industry needs.
- ▶ Colorado already has a sizeable local talent pool in tech and cyber, but employers often bypass it and recruit from out of state or offshore.
- ▶ Existing strong tech partnerships in the region: Cyber Leaders Roundtable, Cybersecurity First Friday, Colorado Springs Chamber & EDC, Chambers, Workforce Colorado, Denver/Colorado Springs ISSA, and AFCEA Rocky Mountain Chapter & Military.



Build a flexible, results-driven ecosystem that supports ongoing improvement in developing tech talent, helping education and training providers adapt their programs as employer needs for skilled talent change.

GOALS & ACTIVITIES

This collaborative will scale the **Tech Talent Partnership**, which has already convened 20 employers, and apply the TPM framework to modernize hiring practices, expand upskilling opportunities, and create clear local pathways into high-demand careers.



SEP-NOV 2025

Organize Employer Collaboratives

Identify strong existing partnerships and build on coalitions already committed to local pipelines.



NOV-DEC 2025

Engage in Demand Planning

Identify current and projected hiring needs for high-demand roles.



JAN 2026

Communicate Competency & Credential Requirements

Identify and communicate standardized hiring requirements with providers.



JAN 2026

Analyze Talent Flows

Begin back-mapping to understand current pipelines.



MAR-JUN 2026

Build Talent Supply Chains

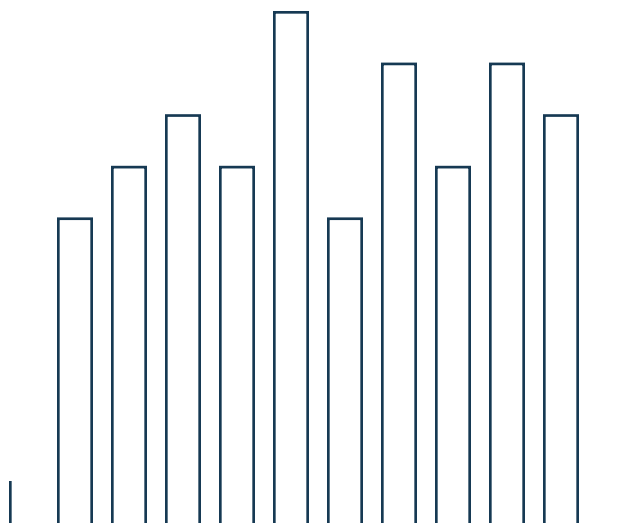
Develop preferred providers list, align curriculum development, and leverage recent legislation to meet emerging needs.



JUN 2026

Continuous Improvement

Track placement, retention, and skills match.



EXPECTED OUTCOMES

- 1** Recruit 7-10 new employers into the Tech Talent Partnership coalition from the Colorado Springs region.
- 2** Refine and execute an employer survey for new partners.
- 3** Reorient old and new business partners.

LEARN MORE

coloradosucceeds.org/talentacademy

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