



### **Tech Talent Denver Meeting Minutes**

**March 24, 2021 8am-9am (Virtual)**

**Co-Chairs:** Michael Simpson & Sarah Herzog

**Co-Conveners:** Shannon Jahn, Matt Wendel, Jamie Fisher, Mike Aman

#### Tech Talent Denver Purpose:

**We support connections to ensure Colorado has the tech talent needed for our industry to grow and thrive.**

Colorado companies joined together to help share local tools and resources that have helped them find and develop the talent they need by:

- \*Connecting to local education and training organizations.
- \*Providing feedback when new solutions are needed in the market
- \*Sharing best practices they use internally in their companies.

#### **Co-Chairs:**

Michael Simpson, CEO of Pairin

Sarah Herzog, Senior Director of Strategy & Collaboration at Ardent Mills

#### **2020 Survey Feedback Responses - [link](#)**

#### **2021 Industry Workshop Series:**

Workshop #1: Demystifying Non-traditional Hires - Overview

Workshop #?: How to write or rewrite a job description

Workshop #?: Get better at onboarding non-traditional hires

Workshop #?: How to choose a workforce program partner

Hiring Fair? What's the best time for that? **Suggestion to consider Q3 for this event with Training Partners included.**

**Suggestion to rework the order of workshops to start with an overview and breakdown into separate sessions.**

#### **Upcoming Session Feedback:**

Workshop #1: **Demystifying Non-Traditional Hires Overview - Topics**

- **Where to locate Non-Traditional Hires/How to Attract**  
(<https://www.techtalentcolorado.com/>)
- **Gateway roles, preparing for future success**
- **Scott Fast Segment - Onboarding Supports**
- Corporate Profiles/Successes
- Stats on approval rates, longevity
- Reasons/Argument for hiring with supporting data. (Send a callout to workforce programs for data around hiring success rates)

- Top 10 things to think about hiring non-traditional hires
- What are things to be aware of?
- Myth Bust: Employer Solutions with Facts/Stats
- Interview Practice for Justice-Involved
- How to communicate diversity effectively
- Diversity, Equity and Inclusion promises kept and how it works.
  - Successful industry partner(s) to present
  - Keys to Success/Best Practices
- How to vet and provide wrap around support
- See the world through the eyes of a non-traditional hire. What are the barriers (meeting etiquette, transportation issues, childcare, attire, etc.)?

### **Public Partner Ask:**

We need your help and expertise in creating a presentation that illustrates the value of non-traditional hires in the workplace. Please take a few moments to complete the Google Form found [here](#).

### **Tech Talent Colorado Web Tool:**

If you have not listed your organization to the <https://www.techtalentcolorado.com/> webtool please do so.

It is free to use and can help companies find and develop the talent they need by:

- Connecting to local education and training organizations.
- Providing feedback when new solutions are needed in the market
- Sharing best practices they use internally in their companies.

### **Tech-P 2.0:**

More info to share in the coming months on programs and ways TTD can support this grant.

### **Invitation to Technology and Cyber Security Career Pathway Forums:**

As a TTD member you've been invited to the following forums facilitated by Thomas Hartman, Ph.D., Consultant, Colorado Workforce Development Council, and Scott Fast, Workforce + Technology Strategist, Innovate Educate. These forums are highly interactive and will provide critical career development information for students and jobseekers on [My Colorado Journey](#).

The Career Pathway Forums' purpose is to engage industry professionals (subject matter experts) in a highly-interactive facilitated discussion to identify critical occupations for Colorado's growing tech sector. This information will be used to inform students and job seekers across the state on career pathways in information technology and cybersecurity.

[Register here Tuesday, April 20, 2021, from 8:30 a.m. to 10:00 a.m.](#)

and / or

[Register here for Thursday, April 22, 2021, from 11:30 a.m. to 1:00 p.m.](#)

### **Next Steps:**

- Public Partners to complete the [Google Form](#) to support Non-Traditional Hiring.
- Create or update your profile on Tech Talent Colorado.  
<https://www.techtalentcolorado.com/>
- Dates and times to be shared with the group on Industry Workshop Series for 2021.

- Please share any feedback or questions on ways you can support TTD by emailing any of the following:
  - Michael Simpson: [msimpson@pairin.com](mailto:msimpson@pairin.com)
  - Sarah Herzog: [Sarah.Herzog@ardentmills.com](mailto:Sarah.Herzog@ardentmills.com)
  - Shannon Jahn: [Shannon.Jahn@denvergov.org](mailto:Shannon.Jahn@denvergov.org)
  - Jamie Fisher: [JFisher@arapahogov.com](mailto:JFisher@arapahogov.com)
  - Matt Wendel: [matt@coloradotechnology.org](mailto:matt@coloradotechnology.org)
  - Mike Aman: [maman@jeffco.us](mailto:maman@jeffco.us)

**Thank you to those who attended today!**