



**COLORADO**

Governor Jared Polis

**B 2019 009**

**EXECUTIVE ORDER**

**Creating the Office of Future of Work**

Pursuant to the authority vested in the Governor of the State of Colorado and, in particular, pursuant to Article IV, Section 2 of the Colorado Constitution, I, Jared Polis, Governor of the State of Colorado, hereby issue this Executive Order creating the Office of Future of Work.

**I. Background and Purpose**

Colorado's policymakers from all sectors face significant challenges in responding to the rapidly changing nature of work. A changing global economy, rapidly emerging technology, demographic changes, new economic demands, shifting skill needs, and the rising cost of education, healthcare, and housing are just a few factors leading to labor disruptions. While these changes have brought immense economic benefit for some, they have also contributed to stagnant wages, declining worker benefits, weakened workplace protections, and, in some cases, permanent job losses.

Policymakers, government officials, employers, education and training institutions, and other critical stakeholders must work together to create an economy that helps workers adapt to the new and changing job landscape. We must use all tools available to us to ensure that workers and employers withstand future job disruptions caused by changes in technology, trade, and organizational structure.

Colorado must understand, prepare for, and develop effective strategies to respond to these changes. Specifically, our State must evaluate future availability, conditions, and nature of work, as well as workforce composition. For the State to develop and evaluate policy solutions, it must solicit input from a range of key stakeholders in various fields, including business, labor, workforce, education, research, and policy.

The Office of Future Work (Office) will serve as the central point of contact for the State's efforts to respond to the rapidly changing nature of work. The Office will increase awareness of the challenges associated with the future of work and will develop priorities to focus State resources on meeting these challenges. The Office will centralize responsibility and accountability for researching, analyzing, and developing recommendations on this broad-ranging and multi-faceted issue. The Office will encourage and convene participation from a variety of sectors and stakeholders in Colorado's economy.

The Office will help our State develop a shared knowledge and interpretation of existing data and future trends, and identify potential policy and programmatic solutions to respond to the challenges ahead. The Office will also ensure that any new proposals align with and build upon



existing infrastructure and programming, and help foster stakeholder connections and support for my bold goals for Colorado.

The Office, in close collaboration with the Governor's Office, creates a unique opportunity to prepare the State and local communities for the many ways that work is changing.

## **II. Directives and Declarations**

By this Executive Order, I hereby order the Executive Director of the Colorado Department of Labor and Employment (CDLE) to establish the Office of Future of Work within CDLE. The Office shall align its efforts to tackle future of work challenges with the appropriate intra-agency offices, such as the Just Transition Office, and across state agencies. The Office shall develop an ongoing working taskforce, and host, organize, and convene summits and other appropriate meetings with diverse stakeholders. Such summits and meetings shall be designed to improve the State's understanding of the varied social and economic impacts of the changing nature of work. Additionally, the Office will explore ways that the State can prepare for these current and future impacts, including through the modernization of worker benefits and protections and the development of a skilled and resilient workforce.

The Office shall be led by the Executive Director of CDLE.

## **III. Mission and Scope**

The Office will shape an equitable, sustainable, and inclusive economy of the future. The Office will ensure Colorado's people are equipped with the necessary education, training, skills, competencies, and other tools to fully and productively participate in the labor force. The Office shall identify opportunities for Colorado's communities to transition effectively to emerging industries and, where appropriate, consult with the Just Transition Office to align such efforts.

The Office will ensure that Colorado embraces and takes advantage of its position as a leader in both technological innovation and workplace justice to provide global leadership on creating good jobs and a skilled workforce.

The Office will ensure the inclusion of key stakeholders from all sectors and will engage innovative partnerships across public and private sectors, including industry, academia, employers/employees, technological innovators, nonprofits, and government.

The Office will periodically make recommendations to the Executive Director of CDLE for adjustments to the scope and expected work product of the Office, as the Office deems necessary according to changing economic conditions. The Executive Director will submit a report to the Governor, to include recommendations for potential policy initiatives, at least once per calendar year, beginning in 2020.

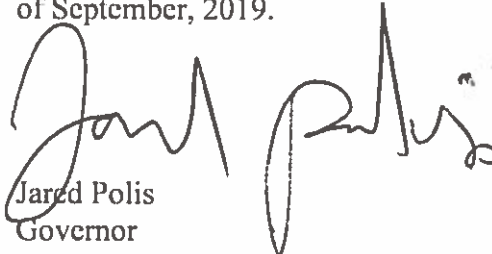
CDLE shall implement current fiscal year actions within existing budgets and authorities. If necessary, CDLE shall engage with the Office of State Planning and Budgeting to identify resource requirements and incorporate those requirements into the annual budget development process for any actions to be implemented in future fiscal years.

**IV. Duration**

This Executive Order shall remain in effect unless modified or rescinded by future Executive Order of the Governor.



GIVEN under my hand and the  
Executive Seal of the State of  
Colorado, this fourth day  
of September, 2019.

  
Jared Polis  
Governor