

Study Workforce Transitions

REP RUBY DICKSON | REP JUDY AMABILE

DEVELOPED IN COLLABORATION WITH
The Colorado Office of the Future of Work

PROVIDES FOR A STUDY TO EXPLORE TRANSITIONS IN TWO AREAS OF COLORADO'S ECONOMY: OIL AND GAS INDUSTRIES AND INDUSTRIES DISRUPTED BY AUTOMATION

As the future of work continues to evolve, there is a need to understand the transitions workers and employers will face in the near future in order to identify appropriate interventions and strategies to mitigate their impact. The Office of Future of Work (OFOW) in the Colorado Department of Labor and Employment is well positioned to partner with research institutions, employers, and other stakeholders to undertake a study that explores transitions in two areas of Colorado's economy: oil and gas industries and industries experiencing disruptions due to automation.

PART ONE: OIL & GAS WORKER TRANSITIONS

- Evaluate the transferrable and non-transferable roles and skills of workers in Oil and Gas Extraction jobs (support activities - 7,087, crude petroleum extraction - 3,447, natural gas extraction - 1,096, drilling oil and gas wells - 621).
- Identify emerging industries related to these fields and job transferability to these sectors including but not limited to adjacent energy and carbon management industries like hydrogen fuels, enhanced geothermal systems, and carbon capture, utilization, and sequestration.
- In partnership with the Colorado Energy Office, identify potential workforce needs in the abovementioned fields in the short- and medium-term, and workforce gaps.
- Explore skill development needs, training availability, and transition strategies for workers and employers from heritage oil and gas roles to these emerging industries in the region, including consultation with other Western states and their workforce transition ideas.
- Develop policy and incentive proposals for programs to transition workers in Colorado and the surrounding region including analysis of federal funding opportunities.

PART TWO: AUTOMATION DISRUPTION

- Given that technology is simultaneously replacing existing work and creating new work, the study will explore the occupations in Colorado that are facing the most disruption due to automation.
- For occupations that are displaced due to automation, the study will identify skill transferability to growing industries (either new or existing) and develop transition strategies for these workers and employers.
- For new work that is created, the study will identify the skills needed and explore availability of training.
- For displaced workers and new work, the study will provide recommendations for funding, programs, and policies needed to prepare employers and workers for these transitions.

FISCAL IMPACT

- The fiscal impact for this proposal would include 0.25 FTE to project manage the study in the OFOW and \$200,000 to partner with a third-party to complete the research.