



## MILESTONES AND ACTION

### QUARTER 1

- ✓ **Ten large employers commit to this effort\*** and:
  - Are oriented to the work
  - Take a benchmark survey to establish a baseline for what their hiring, retention, and employee advancement practices currently look like\*\*
  - Set goals for improving them



**RMP Team develops workshops, trainings, and other supports for employers** based on identified needs (*these opportunities will be provided ongoing, and further developed and refined based on employer needs*)



**RMP network identifies opportunities for alignment** with other local, state, and national policy coalitions **and develops action** where appropriate

*\*Employers are able to join this work at any time*

*\*\*This is done using a Benchmark tool developed by RMP with support from Colorado Inclusive Economy*

### QUARTER 2

**Participating employers receive coaching, training, technical assistance, peer-to-peer learning opportunities, and an expert-informed toolkit\* to support them to improve their internal practices** (*including garnering feedback and input from employees*)



**Ten additional large employers commit to the effort** (*Employers can join this effort at any time, and will receive the same supports as those that participated from the beginning*)

**RMP network takes action on bills** that support employers to improve their hiring, retention, and employee advancement practices during 2022 State Legislative Session



*\*A tool developed by RMP with support from Colorado Inclusive Economy*

### QUARTER 3

**Participating employers begin supporting employees to:**

- Connect with community support services that help them stay employed
- Connect employees with navigators to support them to gain the skills and credentials needed for career advancement *and/or* offer up-skilling opportunities internally



**Participating employers continue to receive ongoing coaching, training, technical assistance, and peer-to-peer learning opportunities**



**Employers take benchmark survey again to assess progress**



**RMP network tracks the impact of bills passed during the 2022 State Legislative Session that impact this effort and lift opportunities for improvement to legislators** (bills tracked on RMP Scorecard)



**RMP network, including employers and their employees, identify policy priorities that support employers to improve their hiring, retention, and employee advancement practices** to include in the 2023 RMP Policy Agenda

**RMP network begin working with state legislators to draft legislation** that supports employers to improve their hiring, retention, and employee advancement practices if appropriate

### QUARTER 4

**Participating employers continue connecting employees with community navigators** to support them to:

- Access basic needs support
- Gain skills needed to advance in their careers

**Participating employers continue to receive ongoing coaching, training, technical assistance, and peer-to-peer learning opportunities to employers**

**RMP network drafts and file State legislation** in advance of the 2023 Legislative Session (if applicable)



### 2023

**Pilot expands** and additional employers join effort to improve hiring, retention & employee advancement practices

### TARGETS

**Targets TBD**



Employers begin to set individual targets in Quarter

**2022 Goals:**

- At least 20 Large Employers in top industry clusters and critical industries engage in this effort to improve their hiring, retention, and employee advancement efforts
- At least x employers will improve the diversity of their entire workforce by x%
- At least x employers will improve the diversity of their leadership team by x%
- At least 10 Large Employers in top industry clusters and critical industries improve their practices
- Specifically, increase the number of employers who remove unnecessary degree requirements in job postings, and instead establish competency-based requirements for jobs (where possible)