

CITY MANAGER'S OFFICE MEMORANDUM
#28-2024

DATE: Oct. 14, 2024

TO: Honorable Mayor Meredith Leighty and City Council Members

FROM: Heather Geyer, City Manager 

SUBJECT: Rocky Mountain Partnership

PURPOSE

To provide information regarding the Rocky Mountain Partnership (RMP) presentation scheduled for Oct. 14.

BACKGROUND

Lisandra Gonzales, CEO of RMP, is scheduled to present to City Council. The City has partnered with RMP since 2019 per City Council direction. Previously, the City teamed with RMP on the Youth Vaping Study in 2020. City Manager Heather Geyer has served on its Leadership Council. Currently, Council Member Jody Roper is the Council liaison to RMP. Geyer attends Leadership Council meetings when her schedule allows. Elected officials have gone to past State of the Partnership and HA. HA. (High Action. High Alignment) Sisterhood events.

BUDGET/TIME IMPLICATIONS

The City is a member of the Community Leadership Council at a contribution level of \$5,000 annually from the General Fund budget. City Council has the option of increasing this participation amount if desired based on the contribution levels outlined in Attachment 3.

STAFF RECOMMENDATION

This item is for informational purposes only.

STAFF REFERENCE

If Council Members have any questions, please contact Heather Geyer, City Manager, at hgeyer@northglenn.org or 303.450.8706.

ATTACHMENTS

1. Presentation
2. Civic Influencer Recruitment Flyer
3. Community Leadership Council Levels and Benefits



Rocky Mountain Cradle to Career



About Rocky Mountain Partnership



Mission

We unite the community to support children and young people up to age 35 in achieving critical milestones from cradle to career.

Vision

Every child and young person, regardless of their background or circumstance, is thriving and contributing to a vibrant economy.

Values

Results: We strive for outcome-level improvements for community members.

Community: We are best when working together as a collective.

Inclusion: We engage community members most impacted by our work.

Shared Vision: We are committed to a common vision with measurable goals.

Accountability: We hold ourselves responsible to drive actions and measure outcomes.

Innovation: We create solutions to complex problems.

National Alignment

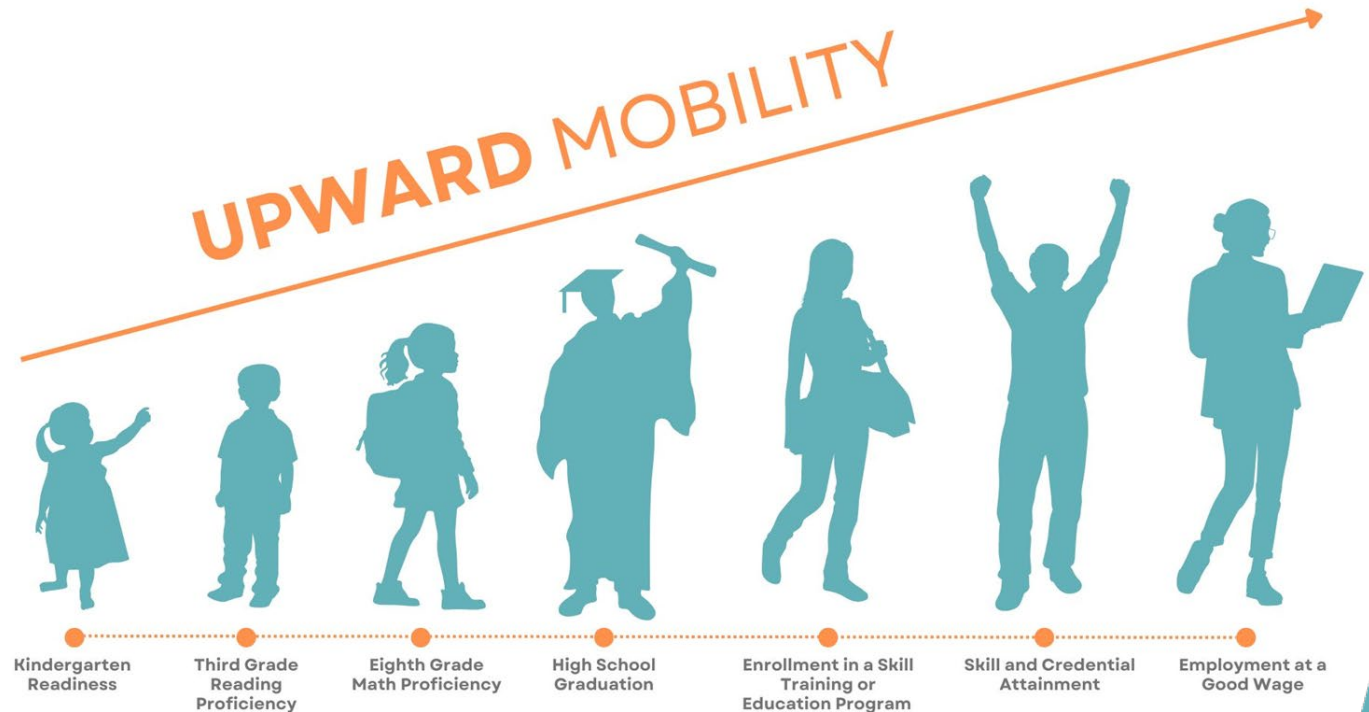
We are one of nearly 70 networks that are part of our national affiliate StriveTogether, utilizing their evidence-based framework to enhance community well-being, empower individuals from early childhood through their careers, and encourage sustainable and inclusive economic growth.

StriveTogether has set a national goal to put 4 million more young people (up to age 35) on a path to economic mobility by 2030.



Milestones and Metrics for Success

Economic and social mobility can be understood and measured in various ways. Our network, in alignment with StriveTogether, focuses on key milestones that are [supported by strong evidence](#) and are essential for individuals to achieve upward mobility. These milestones also serve as metrics to measure our impact and the advancement of our community. There are many additional factors that impact these, which we track through the [Regional Well-Being Index](#)



Children and Young People in Colorado Are Not Meeting Milestones

In the State of Colorado, an estimated **826,616*** children and young people up to age 35 are not meeting crucial Cradle to Career milestones, hindering their upward mobility. The data tells a stark story:

- **14,705** children are **NOT** ready for kindergarten
- **33,512** third graders are **NOT** proficient in reading
- **35,036** eighth graders are **NOT** proficient in math
- **11,558** high schoolers are **NOT** graduating
- **44,295** young adults are **NOT** enrolling in skill training or education programs
- **30,589** individuals are **NOT** attaining a skill or credential
- **658,959** people are **NOT** employed at a good wage

Regions Currently Serving: Adams County, City of Arvada, City of Aurora and City and County of Broomfield. This region currently has 123,000 children and young people not on a path to upward mobility.

Our vision extends beyond this region: We are positioned to scale our efforts across the entire state.

*There are an estimated 2.6 M young people in Colorado

What This Looks Like in Northglenn

In the City of Northglenn, an estimated **7,686*** **children and young people up to age 35** are **NOT** meeting crucial Cradle to Career milestones, hindering their upward mobility. The data tells a stark story:



- **140** children are **NOT** ready for kindergarten
- **325** third graders are **NOT** proficient in reading
- **236** eighth graders are **NOT** proficient in math
- **76** high schoolers are **NOT** graduating
- **262** young adults are **NOT** enrolling in skill training or education programs
- **138** individuals are **NOT** attaining a skill or credential
- **6,509** people are **NOT** employed at a good wage

*There are an estimated 19,483 young people up to age 35 in the City of Northglenn

Critical Issues



Colorado's population is aging and growing more diverse, but upward mobility does not look the same for everyone.

- 22% of Black and African American youth and 17% of Latino/a/e youth in the state are living in poverty, compared to 7% of white youth.



Our biggest economic asset is our untapped talent, but education and training systems aren't preparing everyone for the future job market. This is known as the "Colorado Paradox."

- 90% of in-demand jobs that provide a living wage require some type of post-high school education or training, but 66% of Coloradans will not earn a post-high school credential.
- Colorado demands one of the country's best-educated workforces, but its high school graduation rate is 46th in the country, and many of Colorado's highly educated students leave the state.



High costs for housing, healthcare, childcare, and transportation make it hard for many people to thrive in Colorado.

- 52% of renters and 23% of owners are paying more than 30% of their monthly income on housing.
- Two in five Coloradans say they are worse off financially than they were a year ago

What these Issues Look Like in Northglenn



11% of young people up to age 35 in Northglenn live below the poverty line



Only 34% of Northglenn community members 25 and older have some sort of post high school credential or degree



61% of renters and 24% of owners in Northglenn are paying more than 30% of their monthly income on housing

Impact on The State

The challenges we face in Colorado are interconnected, and solving them can lead to shared economic growth.

- Currently, Colorado has more than two job openings for every unemployed person.
- If 79,000 more workers gained some level of post high school attainment, matching employers' future demand, this would have the following economic benefits:
 - 25,630 additional jobs
 - \$2.851 billion in GDP
 - \$4.902 billion in output
 - \$3.981 billion in personal income

The labor shortage costs the state \$46 billion annually in GDP.

- If workforce needs were met this would result in a 10% increase in state GDP

In fiscal year 2021, Colorado spent approximately \$11.9 billion on public assistance.

- Without proactive measures, our region, and the larger state, faces widening economic disparities, unmet workforce needs, and a strained community fabric

Our Role

To empower young people towards upward mobility, the RMP Core Team brings together and supports a network of decision-makers, community members, and partners. Our approach is multi-faceted, involving the following key actions:



CONVENE KEY STAKEHOLDERS- Convene partners towards shared vision and targets



AMPLIFY COMMUNITY VOICES- Engage those most impacted



DRIVE AND MEASURE RESULTS- Facilitate data driven decision making



MANAGE DATA HUB- Operate a centralized knowledge base



COACH AND SUPPORT PARTNERS- Provide technical assistance to partners



ADVOCATE FOR POLICY- Improve policies at the organizational, local, state and national levels



ALIGN CRITICAL FUNDING- Align funding to what works



ROCKY MOUNTAIN
PARTNERSHIP
StriveTogether® *thrive together*

THE RESILIENCY PROJECT: Empower 71K by 2030

2030 Strategic Plan

Shared Regional Target



71,000

RMP has set an ambitious target to ensure an additional 71,000 children and young people (up to age 35) who are not currently meeting Cradle to Career milestones, achieve these critical steps for upward mobility by 2030.



RMP Civic Influencers Sarah Justice Hughes and Naseem Samuel learn more about the organizations who have stepped up as Regional Target Champions.

Our Phased Approach

RMP is dedicated to ensuring that thousands of young people in our region achieve crucial Cradle to Career milestones, paving the way for upward mobility.

The 'Resiliency Project' is just the first phase of this longer term work.

Phase 1: Resiliency (2030 Strategic Plan)

- **Goal:** Return to the rate we had before the COVID-19 pandemic
- **Result:** This would lead to around 71,142 more young people achieving important milestones in their economic and social journey.

Phase 2: Sustaining

- **Result:** This means helping an additional 108,352 people achieve key milestones in their economic and social mobility journey compared to 2023
- **Goal:** Maintain pre-pandemic rate of progress

Phase 3: Growth

- **Goal:** Gradually increase the rate of progress
- **Result:** Approximately 149,722 more people

Phase 4: Acceleration

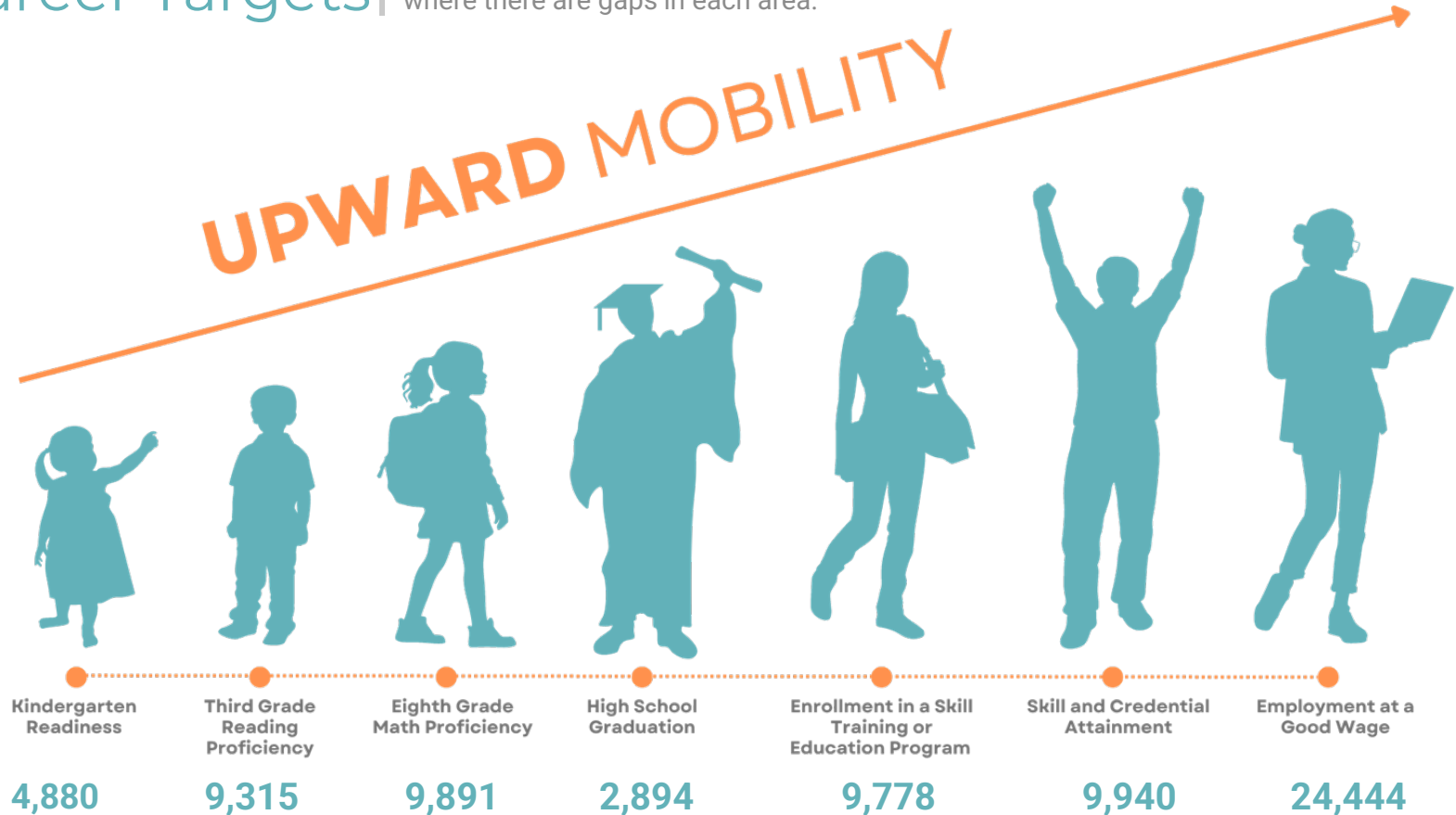
- **Goal:** Speed up the rate of progress
- **Result:** Approximately 150,218 more people

All numbers are based on calculations and projections from 2024-2030, and account projected population growth over the next several years and for fluctuations in who is on/off a pathway.

Cradle to Career Targets

By setting smaller targets for each Cradle to Career Outcome, we can track progress towards our overall goal of 71K. This helps us focus on where we need to make the most impact and understand where there are gaps in each area.

UPWARD MOBILITY



What We Aim to Achieve in the 2024-2025 School Year

We've detailed the breakdown of our overarching goal of 71,000 by 2030 for each Cradle to Career Outcome area annually. Our Target for the 2024-2025 school year is 3,398.

| | 2024-2025 School Year | 2025-2026 | 2026-2027 | 2027-2028 | 2028-2029 | 2029-2030 | 2030-2031 |
|---|-----------------------|--------------|--------------|---------------|---------------|---------------|---------------|
| Kindergarten Readiness | +233 | +438 | +610 | +759 | +895 | +985 | +1,023 |
| Third Grade Reading Proficiency | +445 | +836 | +1,164 | +1,448 | +1,708 | +1,881 | +1,953 |
| Eighth Grade Math Proficiency | +472 | +887 | +1,236 | +1,538 | +1,814 | +1,997 | +2,073 |
| High School Graduation | +138 | +260 | +362 | +450 | +531 | +584 | +607 |
| Enrollment in a Skill Training or Education Program | +467 | +877 | +1,222 | +1,520 | +1,793 | +1,974 | +2,049 |
| Skill and Credential Attainment | +475 | +892 | +1,242 | +1,545 | +1,822 | +2,007 | +2,083 |
| Employment at a Good Wage | +1,168 | +2,193 | +3,055 | +3,800 | +4,482 | +4,936 | +5,124 |
| TOTALS | 3,398 | 6,383 | 8,891 | 11,060 | 13,045 | 14,364 | 14,912 |

Strategies to Meet Our Target



Regional Target Champions



High Impact Projects



Advance Policy Initiatives

Target Champions

- Target Champions are key groups or organizations that set and commit to setting their own goals aligned with at least one Cradle to Career milestone.
- They determine how many more children and young people will meet these outcomes as a direct result of their efforts.
- They can include nonprofits, coalitions, local governments, neighborhood groups, school districts, higher education, businesses, and others that *directly* impact Cradle to Career outcomes.
- **We are currently positioned to support up to 2,600 youth through 6 of the 9 confirmed Target Champions.** We anticipate their impact alone to be up to 51,000 by 2030. This will increase as more targets are confirmed!



- **Engagement Opportunity:** City of Northglenn to participate as a Target Champion as a major employer with the ability to impact enrollment, attainment and employment at a good wage

High Impact Projects (HIPs)

Our second strategy is about tackling challenges that are too big for any single organization to handle alone. High Impact Projects (HIPs) are groundbreaking initiatives designed to address the root causes hindering children and young people from achieving success, from early childhood through to their careers.

These projects fill the critical gaps in our collective efforts to meet Cradle to Career milestones, identified through key drivers and thorough assessments.

HIPs fall into two categories:

Addressing Common Barriers Among Target Champions: Some HIPs are specifically designed to help multiple Target Champions overcome common barriers that hinder the success of the young people they support. These projects directly accelerate progress toward our regional goal of 71,000 more children and young people achieving Cradle to Career outcomes by 2030.

Incubating Innovative Solutions: Other HIPs focus on developing and testing new approaches or models to address the unique challenges and gaps that young people face, which impede their ability to reach Cradle to Career milestones.

High Impact Projects (HIPs)

Within the two categories, a total of four HIPs are either launched or slated to launch in 2024:

Addressing Common Barriers Among Target Champions:

- Re-Engage Learners to Complete Credentials and Degrees
- Expand and Enhance Training Sites to Meet Employers' Workforce Needs and Help Learners Earn a Skill or Credential

Incubating Innovative Solutions:

- Improve Educational and Career Guidance to Equip Young People with the Supports they Need Along Their Journey to Earn a Skill or Credential
- Incubate the Launch of a Youth Resource and Assessment Center to Wrap Youth and Families with the Supports Needed for Cradle to Career Success

Advance Policy Initiatives

- We work to advance policy initiatives that break down systemic barriers preventing children and young people from reaching Cradle to Career milestones.
- This can only be achieved by addressing key policy issues and seizing opportunities for transformative change at the organizational, local, state, and federal levels.
- **Key components of this strategy include:**
 - **Statewide Policy Coalition:** This coalition aligns policy priorities and action with organizations with similar interests and priorities.
 - **Shared Policy Agendas:** Adopted collectively by RMP's partners.
 - **Civic Influencer Fellowship Program:** Supports young leaders (ages 16-24) to rise up to advocate for change, drive policy initiatives, and shape the future of our region, ensuring their voices are heard and their experiences inform the decisions that affect their lives.



RMP Civic Influencer Gabriela Chavez shares her higher education experience with state legislators.

RMP's 9-Month Civic Influencer Fellowship

Throughout the 9-Month Fellowship, these young individuals receive:

- **Training, Mentorship, & Experiential Learning:** Fellows receive top-notch training and guidance from experienced mentors and develop their leadership and professional skills in real-world settings.
- **Stipend:** All fellows will receive a stipend to support their participation.
- **Voice, Advocacy, & Impact:** Fellows collect and amplify diverse community voices and play a crucial role in regional projects, policy changes, and community mobilization.
- **Leadership Opportunities:** Fellows receive support to springboard into elected or appointed positions and continue to make an impact.
- **Engagement Opportunities:**
 - We are recruiting now and would like to ensure Northglenn youth are represented!
 - We are also looking for community leaders to serve as mentors for Civic Influencers, and also provide opportunities to learn more about local decision making bodies (for example: observe a City Council meeting).

The Community Leadership Council

Executive Committee



GABRIELA CHAVEZ
Civic Influencer



DR. CHRIS FIEDLER
City Council, City of Brighton



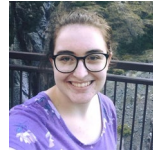
CHRIS GDOWSKI
Superintendent, Adams 12 Five Star Schools



RAYMOND H. GONZALES
President, Metro Denver Economic Development Corporation | Executive Vice President, Denver Metro Chamber of Commerce



DR. JENI GOTTO
Superintendent, Westminster Public Schools



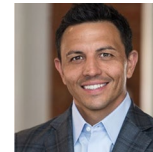
SARAH HUGHES
Civic Influencer



PETER LIFARI
Chief Executive Officer, Maiker Housing Partners



Will Pierce
Superintendent, 27J Schools



RANDY ROBERTS
President, Triple Peak Ventures



KAMI WELCH
President, Arvada Chamber of Commerce





ROCKYMOUNTAIN
PARTNERSHIP

StriveTogether® thrive together

RMPartnership.org



BECOME A CIVIC INFLUENCER



Are you a 16-24 year old who is ready to make a difference in your community?

Apply for the Rocky Mountain Partnership Civic Influencer Fellowship Program and start your journey of leadership and impact!

WHY APPLY?

Training, Mentorship, & Experiential Learning: Receive top-notch training and guidance from experienced mentors. Develop your leadership and professional skills in real-world settings.

Stipend: All fellows will receive a stipend to support their participation.

Voice, Advocacy, & Impact: Collect and amplify diverse community voices. Play a crucial role in regional projects, policy changes, and community mobilization.

Leadership Opportunities: Springboard into elected or appointed positions and continue to make an impact.

APPLY NOW





JOIN THE COMMUNITY LEADERSHIP COUNCIL

Rocky Mountain Partnership



Join Now!

Please contact us to learn more about joining the Community Leadership Council.

 JodyNowicki@RMPBackbone.org |  RMPPartnership.org

JOIN THE COMMUNITY LEADERSHIP COUNCIL



A LETTER FROM RMP'S CEO AND EXECUTIVE COMMITTEE

We invite you to join the Rocky Mountain Partnership (RMP) Community Leadership Council. You will play a crucial role in realizing our mission to unite decision-makers and stakeholders, including those most impacted, in creating a future where the full potential of every young individual is realized. Together, we can contribute to the growth and prosperity of our community and region as a whole.

Our Mission: At the core of our efforts lies a steadfast mission - to unite decision-makers and stakeholders, ensuring that every young person, regardless of their background or circumstance, can embark on a successful journey toward economic and social advancement. Our vision is of an economically prosperous region where each young person has the opportunity to be successful, contributing to the overall advancement of our community.

We're Different: The Rocky Mountain Partnership is not just a group; it is a collective force of leaders and community members actively working together to ensure that every young person across our region has the opportunity for economic and social advancement. By becoming a Community Leadership Council Member, you will join forces with cross-sector leaders and community members to influence, shape, and execute transformational efforts in the RMP region.

Your Impact: As a Community Leadership Council Member, you will play a pivotal role in advancing high-impact projects and policy changes that address the most significant challenges facing our region. Our goal is ambitious - to ensure that 71,000 more young people up to age 35 are meeting critical milestones along their journey to economic and social mobility.

Benefits of Joining: Joining comes with unparalleled support from our dedicated Backbone team. You will receive access to curated data, best practices, policy tools, community insights, and technical assistance. Our customized reporting, data analysis support, forums for youth and community member engagement, and shared resources, empower our partners with differentiated insights and resources to inform your organization's decision-making and strategy design.

Together, we can go further and faster. We invite you to consider stepping up as a Community Leadership Council Member, contributing to the building of an inclusive and prosperous future for our region. Your commitment will make a tangible impact on the lives of young individuals and the overall well-being of our community.

In Partnership,

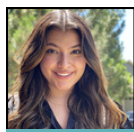
And RMP's Executive Committee

Lisandra Gonzales

RMP's CEO

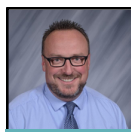


LISANDRA GONZALES



Civic Influencer
Chair

GABRIELA CHAVEZ
Civic Influencer



Education

DR. CHRIS FIEDLER
Superintendent,
27J Schools



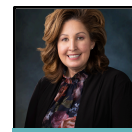
Education

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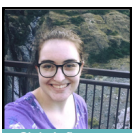
At Large

RAYMOND H. GONZALES
President, Metro Denver
Economic Development
Corporation | Executive Vice
President, Denver Metro
Chamber of Commerce



Education

DR. JENI GOTTO
Incoming Superintendent,
Westminster Public Schools



Civic Influencer
Vice Chair

SARAH JUSTICE
HUGHES
Civic Influencer



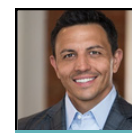
Education

WILL PIERCE
Incoming Superintendent,
27J Schools



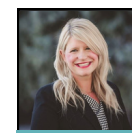
Social Sector

PETER LIFARI
Chief Executive Officer,
Maiker Housing Partners



RMP Board Chair

RANDY ROBERTS
President,
Triple Peak Ventures



Business

KAMI WELCH
President,
Arvada Chamber of
Commerce



LEVELS AND BENEFITS

Economic and Social Visionary
\$30,000

Milestone Champion
\$20,000

Mobility Advocate
\$10,000

Movement Ambassador
\$5,000



IMPACT OF YOUR INVESTMENT

Your investment will support the launch of High Impact Projects (HIPs)* in 2024.

**HIPs are multifaceted initiatives designed to catalyze incremental, systemic and behavioral change. They are each positioned to support at least 1K young people to meet cradle to career outcomes in 2024.*

Get One HIP off the ground, and develop plan for another.

Potential Impact once launched = 2K young people

Get One HIP off the ground.

Potential Impact = 1K young people

Develop plan for One HIP.

Potential Impact = 1K young people

Initial strategy for One HIP.

Potential Impact once launched= 1K young people

Be a recognized leader in transformational and collective work

Seat on the Community Leadership Council (CLC) alongside other C-Suite decision makers and Civic Influencers; the CLC is responsible for shaping and driving RMP's strategic initiatives



Opportunity to be nominated for a seat on the Executive Committee as open seats are available, which leads the Community Leadership Council



Opportunity to Host Quarterly Community Leadership Council meetings in your space and provide opening remarks, putting your organization at the center of influential decision-making and strategic discussions



Invitation to three exclusive Investing Champion Receptions; Hear updates on RMP's progress towards its 2030 Strategic Plan goals from RMP's Community Leadership, engage with esteemed guest speakers, and network with RMP Partners and fellow investors



Opportunity to provide opening remarks at Investor Roundtable Events, positioning you as a key contributor to shaping the narrative around regional progress



Strategic Organizational Supports, Including Data, Facilitation, and Capability Development

Opportunity to participate in specialized webinars and workshops as they are offered through RMP's Institute, such as facilitating meetings that move from talk to action, and leveraging the perspectives from the people you serve for action



Access to customized data, facilitation, and advisory support through RMP's Institute to advance YOUR organization's efforts that align to RMP's priorities



Access to discounts on customized data, facilitation, and advisory support through RMP's Institute to advance YOUR organization's efforts that are NOT aligned to RMP's priorities



Opportunity to receive a customized, interactive economic and social mobility data dashboard that shows the progress YOUR organization is making towards RMP's economic and social mobility goal



LEVELS AND BENEFITS (continued)

Economic and Social Visionary
\$30,000

Milestone Champion
\$20,000

Mobility Advocate
\$10,000

Movement Ambassador
\$5,000

Support with Authentic and Strategic Community Engagement

Receive comprehensive support and guidance to seamlessly launch and support a **Civic Influencer Network** within YOUR organization; includes access to a comprehensive toolkit and coaching / technical assistance from the RMP Team



Support from the RMP Team to design and facilitate the gathering of **community / youth voice and perspective** to help inform your work (surveys, focus groups, interviews, etc.)

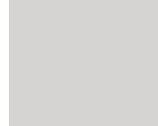


Grant Writing and Reporting Support

Support from the RMP Team in **scoping, writing, and developing joint grants** to advance collective projects with other partners or the RMP Team



Access dedicated support from the RMP Team in **scoping, writing, and developing select grants to advance YOUR work** towards economic and social mobility, including data tracking and impact measurement assistance



Early Access to Insights

Be among the first to receive **impact assessment reports** (which illustrate how policies and strategies will impact our community and economy) and **new RMP data dashboard releases**, ensuring you stay ahead of the latest insights



Get Prime Branding, Promotion, and Recognition for Your Organization

Receive **Digital Investing Partner Badge** to recognize your organization's annual commitment to the collective vision and work through the Rocky Mountain Partnership



Logo placement on RMP's website, digital collaterals, printed materials, and RMP's end-of-year 'Investor Thank You' email blast *Reach: 7K+ people*

Featured Logo

Featured Logo

Logo

Logo

Logo listed on pre-event rolling slides at the fall Annual State of the Partnership Event *Reach: 200+ attendees*

Featured Logo

Featured Logo

Logo

Logo

Logo featured on all qualitative and quantitative data reports, ensuring your brand is associated with impactful insights and strategic advancements *Reach: 7K+ people*



Logo featured on multiple RMP data hubs, reinforcing your integral role in shaping regional data tools *Reach: 7K+ people*



Join Now!



JodyNowicki@RMPBackbone.org



RMPPartnership.org