

# Business Services

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## The Big Picture



### A Movement toward Skills-Based Hiring and Retention

As educators, business leaders and parents, we've done a good job of promoting to younger generations the value of attaining a traditional college degree.

*Perhaps a bit too good.*

With the dramatic changes in both employer needs and the composition of today's workforce, there is a growing movement toward hiring workers based on the core skills

## Service Spotlight

### September Workforce Symposium to Convene Workforce Experts – Are You One of Them?



To say that today's workforce has changed would be a significant understatement. But have employers and their human resources professionals changed along with the workforce?

That's just one of the questions workforce experts will discuss when the Larimer County Workforce Center hosts its 31st annual Workforce Symposium on September 30 at the Lincoln Center in Fort Collins.

If workforce management matters to you, then you need to be part of this dialogue.

This year's Workforce Symposium focuses on skills-based hiring and retention, everything from recruitment to professional development. HR professionals, leadership and management consultants, and other business leaders will exchange ideas and best practices.

**Calling all experts!** If you or someone you know would be ideal as a guest speaker or panelist, please respond to or share this [Request for Speaking Proposals form](#).

**Mark your calendar now ... we'll see you there!**

## Business Insights

### Marine Veteran's Career in Transportation Comes Full Circle

Randy Elam understands the employment life cycle as well as anyone at the Larimer County Workforce Center (LCWC). He

needed for the jobs. Business categories like IT and advanced manufacturing are posting for both the technical skills required for their jobs and the soft skills needed to achieve long-term success.

Our 31st Annual **Workforce Symposium on September 30** invites workforce thought leaders to address the shortages in today's workforce market. Through educational panels and breakouts to inspiring speakers, Symposium participants will learn to strengthen northern Colorado's workforce.

Key takeaways will include tools and tips for achieving great results in key business metrics like reducing the time-to-hire and decreasing overall hiring costs.

**Join us** in growing the coalition of employers who are committed to skills-based hiring.



has lived it.

He came to LCWC to find work and now, as a recruiter, he's helping others to do the same.

Referred by Veteran Services, the Marine veteran came to LCWC's ReHire Program with work history in commercial driving. However, his commercial license had lapsed, so upon relocation to Colorado, Elam was intent on becoming recertified.

According to his ReHire coach, Theresa Zabala, "Randy could have added 'always prepared' to the Marine motto of 'always faithful.' He was primed and on-point at every meeting." Elam passed his recertification class with flying colors.

While exploring truck-driving opportunities, Elam met with JBS Trucking in Greeley. They were impressed with his background as a sergeant in the Marine Corps, with his supervisory experience at hazardous waste facilities, and his drive to "get a job done." He was offered a position with JBS Trucking ...

(wait for it) ...

**as a Recruiter!**

Now Elam's responsibility is to hire others to become commercial drivers.

"Randy's story is a win-win in every sense," said Zabala. "We are so proud to be part of his story."

## Strengthening the Workforce

**June Workshop to Feature Focus on Millennials in the Workforce**



Leadership guru Ariana Friedlander takes the prize for June's most provocative training workshop title.

"**Love Millennials, Hate Millennials: We All Need to Just Get Along**" will be presented **June 21** on one of today's hottest workforce topics.

### Strategic Partners



Does the first half of the title sound a bit extreme? Perhaps. Yet it's understandable when you hear the simmering discussions among employers about the influx of millennials in the workforce.

But the other half of the title is the business reality. Simply put, "getting along" is a must in order to achieve business success.

"We need to dispel generational stereotypes and focus on what really motivates people, regardless of age," said Friedlander.

Friedlander's workshop is for both young and seasoned professionals that want to create a more inclusive work environment for Millennials, Gen Xers and Boomers alike.

If you're tired of having intergenerational conflicts in the workplace, register for this workshop at our [Workshops Page](#).

## Upcoming Training Events

**June 15** Engaging Employees in Profit Growth [Fort Collins](#)

**June 21** Millennials in the Workforce [Fort Collins](#)

**June 22** Grooming Bench Strength [Fort Collins](#)

**June 28** Crisis Communications [Fort Collins](#)

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