

Business Services

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The Big Picture



To “Hire for Fit,” Maximize the Bookend Interview Questions

On our Career Services side, we provide training workshops that either fully or partially focus on interviewing skills. In those workshops, we prepare our well-qualified candidates for answering the most common questions that employers may ask.

On the flip side, we also work with employers on positioning themselves as

Service Spotlight

New Series Gives Employers and Jobseekers the “Inside Edge”



In almost any business endeavor, who doesn't want to gain an inside edge?

It's a natural tendency, and it probably applies to most things in our personal lives as well.

In current marketplace conditions, it makes great sense to have insider knowledge about the best employment opportunities and the talent pool needed to fill them. And that's what the “**Inside Edge on Hiring**” series is all about.

Inside Edge and a wide array of other hiring-related events are designed to match the mutual interests of employers and well-qualified career explorers.

That's why Loveland Business Librarian Amanda Armstrong and Workforce Center Business Consultant Jackie Tuck crafted Inside Edge. “Our goal was to design something more than standard speed interviewing,” said Tuck. “We wanted a forum that would allow employers to tell why candidates should want to work for them.”

The first Inside Edge, for example, featured a panel of recruiters and attracted an audience of jobseekers exploring new career pathways. The next Inside Edge will be held at the Loveland Library on March 22.

In fact, a surge in hiring is expected in the March-May time period with several job fairs scheduled across Larimer County, from the Estes Park Job Fair, also on March 22, to the WY-CO Workforce Partnership Regional Job Fair on May 10.

A full schedule is listed below in Upcoming Events.

For more information about job fairs and hiring events, contact Workforce Center Business Services at (970) 498-6665 or

employers of choice. As many of them are interested in “hiring for fit,” we also talk with them about how they are conducting their interviews and what they glean from their frequently asked questions.

The common theme between the two groups? The “bookend” interview questions that start and end most interviews. Even if you haven’t interviewed lately, they will ring familiar:

- Can you tell us a little bit about yourself?
- Do you have any questions for us?

Our career counselors and business workshop instructors often give the same advice: Maximize those questions! To put it another way: Don’t waste those opportunities!

Too often, both sides under-value those bookends. The opening question and, more important, answer tend to get lost amid the “settling in” period of shuffling chairs and papers. The final question may also be discounted as an obligatory “we’re wrapping up now” moment.

A shame in both cases, as these questions and answers afford both parties the opportunities to understand the back stories, the off-the-resume characteristics that may offer more accurate portrayals. Imagine the value if an aspiring candidate answered that final question with a statement instead of a question. For

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Elevate Your Workforce

**Elevate Training Provides
“Special Delivery” to
Larimer Employers**



Amerimax Plant Manager David McCarthy deals with logistical issues every day. As the manufacturer of high-quality doors and windows, McCarthy’s Loveland-based company coordinates a web of complex processes that achieve high productivity.

So when it came to coordinating a training program for an Amerimax leadership group, McCarthy needed a solution that maximized efficiency in terms of both time and location. His company was interested in the Elevate Training Program’s offerings, but surrendering a large group of leaders for several mornings of training in Fort Collins wasn’t feasible.

The solution was custom-designed training on-site at Amerimax.

“We believe the professional development of our supervisors is a good investment, but we need it to fit our business model,” said McCarthy. “That’s why working with the Workforce Center made sense for the training we needed.”

Estes Park businesses feel that way, too. With the Big Thompson Canyon closed to through traffic, recent field training at the Estes Valley Library attracted businesses large and small for a focus on managing employee performance issues. The Workforce Center will be following up with additional Estes Park training workshops in until high season gets under way.

Elevate Training Coordinator Mike Kohler notes that workshops will still be offered on a publicly-published basis, but the trend is toward responsive scheduling. “We want Larimer employers to know that our workshops can be scheduled at their convenience,” said Kohler. “Not only that, we’ll work with employers to customize training topics according to their specific needs.”

For more information about Elevate Leadership and Workforce Development Training, contact Elevate at (970) 498-6658 or mkohler@larimer.org .

Business Insights

**Workforce Trainees Upskill
Quickly to Strengthen the
Local Talent Pool**

example: "It's not really a question, but I'd like to leave you with something you really should know about me and my value to your team." Wouldn't that be refreshing?

Our advice to both sides of the interview table is to give careful consideration of what's being said in those critical moments of truth.



In a skills-based recruitment environment, employers posting positions that demand technical skills hope to identify qualified candidates – quickly!

At the same time, the local talent pool includes otherwise well-qualified candidates in need of upskilling to fill those positions. To those candidates, a new career pathway may seem like a long journey.

Christa Menning, Career Transition Counselor with the Workforce Center, has good news for both sides.

"Through local training partnerships, our team is often able to address the upskilling needs of our customers rapidly," said Menning. "In many cases, we can equip candidates with highly marketable skills within months or even weeks, which is a big benefit to employers who need those talents."

One such partnership is the alliance between the Workforce Center and the Digital Workshop Center (DWC), a training outlet that arms enrollees with tech skills ranging from graphic design to web development.

DWC founder Stu Crair said many trainees quickly align with employers in a timely manner. "Sometimes people assume that retraining for a career change may be a long, arduous process, but in the digital marketplace, that's not the case," said Crair.

Menning urges both employers and people exploring new career pathways to investigate the advantages of the Workforce Center's various training and retraining programs.

Learn more about these programs by contacting Menning and the Career Transition Team at (970) 498-6694.

Upcoming Events

Upcoming Elevate Training Events

Learn more at our [Business Services Page](#) .

March 10 Building Better Bosses Fort Collins

March 22 Crisis Communication Planning Loveland

March 22 Estes Park Job Fair Estes Park

March 22 Inside Edge on Hiring Loveland

March 24 Successful Manager Series, Part 1 Fort Collins

March 29 Find and Keep the Best Talent Fort Collins

March 30 Front Range Comm College Job Fair Fort Collins

April 4 Build Colorado/Construction Panel Fort Collins

April 5 Healthcare in Your Future Job Fair Loveland

April 13 Your Brain at Work Fort Collins

April 24 NoCoNet Job Fair Fort Collins

Our Strategic Partners



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