

Business Services

Inside Today's Edition

- Service Spotlight
- Elevate Your Workforce
- Business Insights
- Upcoming Events
- Our Strategic Partners

The Big Picture



Jobseekers are “Thinking Outside the Box” – Are Employers?

Our career counselors often advise their job search candidates to **“think outside the box”** and break away from the confinement of past job titles. By broadening the scope of their career visioning, our talented jobseekers discover that their innate characteristics, not their titles, make them good matches for more types of organizations.

Service Spotlight

Fully-Funded Internship Helps Healing Warriors Solve Problems

ReHireColorado
Improving lives. Strengthening the economy.

Charissa came to the Workforce Center to turbo-boost her job search. With her Bachelor's Degree and a desire to work, she hadn't identified opportunities in her areas of interest. Also, her specific needs in terms of hours, workspace, and contact with others offered a challenge to some employers.

She successfully applied for the ReHire Colorado internship program, and that's when her momentum picked up. Internship Coordinator Theresa Zabala worked with Healing Warriors to offer Charissa an internship, fully funded by the Workforce Center, that utilized her skills and recognized her needs. The local nonprofit was a job site empathetic to providing accommodations to their clientele and staff.

After a successful internship, **Healing Warriors**, which serves area military veterans, was able to offer Charissa an employment contract. Realizing that they could not do without her administrative and accounting skills, they raised adequate funds to offer Charissa a full-time position.

Charissa says she couldn't be happier with her employment and the opportunities she's been given to grow and heal. Her site supervisor, Ana Yelen, stated that Charissa “always works from integrity and doing the right things. I wish everyone had Charissa's positive, can-do attitude.”

For more information about how your organization can benefit from a fully-funded internship, contact the **ReHire Colorado** program at **(970) 498-6665**.

Elevate Your Workforce

The Common Business Blind Spot: Crisis Communication

In fact, we have an example on our team. One of our employees is enjoying a work role that he hadn't imagined before coming to the Workforce Center. Nothing in his work history suggested a match, but his personal traits and aptitudes shouted "perfect fit."

I'll suggest that area employers would be well-served to employ the same kind of recalibration in their thinking and their visioning as they compete for top talent. As I discussed last month, conventional wisdom and conventional methods may not be giving employers the full picture of available talent. **Some of the overlooked talent pools are veterans, workers with disabilities, and young adults exploring career pathways other than four-year college degrees.**

"Over-posting" and keyword matching too often play a part in hiding these talented people from hiring managers. We see evidence of these missteps in the work we do with well-skilled, seasoned workers who get lumped into the "overqualified" bin.

Our **Career Services workshops** are seeing tremendous success in coaching jobseekers who are bumping into various biases working against them. In fact, more experienced professionals in our workshops are able to laugh at some of the misguided assumptions

When do many businesses think of developing their crisis plans? **Right after they've had a crisis.** That's a shame, considering how easy it can be to prepare a crisis communication plan and how long-lasting that critical business continuity document can be.

And it's why the **Elevate Leadership and Workforce Development Training program** offers this core essential course regularly to employers throughout Larimer County.

"This is the last planning piece that should be pushed to the back burner," said Elevate Training Coordinator Mike Kohler. "Jokes are often made about strategic plans that gather dust on the shelf, but a crisis communication plan is no joking matter."

Kohler, whose responsibilities for several large corporations included crisis planning, noted special concerns about smaller businesses who don't contemplate worst-case scenarios. In a recent crisis comms workshop, attendees brainstormed case studies in which business disruption and even loss of life had devastated small businesses.

The next crisis workshop is scheduled for **May 11 in Fort Collins**. You may register for **Crisis Communication: What Every Business Organization Should Know NOW**.

However, Kohler notes that Crisis Comms and many other Elevate courses are now available to individual organizations or groups at any time, scheduled according to customer convenience.

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

Business Insights

"A Layoff by Any Other Name ..."

Pick a name, any name. Reduction in force (RIF). Re-org. Workforce optimization. Layoff.



Why so many euphemisms for what comes down to the same basic workforce challenge? No matter what we call these changes, they are common business realities, yet employers often struggle with the communication of them.

Sometimes those changes are seen as debilitating for both the company as well as the employees. However, it doesn't have to

made about them. These include MBAs who must counter wrong judgments made about whether they are technology-savvy.

Quite amusing, I'm sure, to the recent workshop participant whose expertise is in creating technology platforms that young workers love to use!

As always, the **Workforce Center** tries to make it easier for candidates and employers to find the right match. Our jobseeker and employer coaching can provide big benefit to both sides of the employment equation. We encourage you to collaborate with us.



be that way. **The Larimer County Workforce Center (LCWC)** offers a service to both parties called **Rapid Response**. If an employer is facing these adjustments, rapid response service helps change leaders minimize turbulence in the organization.

Many businesses recognize the fact that being proactive about changing situations can result in positive outcomes for their employees as well as themselves. "We offer a no-cost option which is as good as or better than expensive outplacement services," said **Jackie Tuck, Rapid Response Coordinator**. "Once an employer contacts us, we quickly provide information and even on-site visits. It is critical for an employee to leave the company with the best possible outlook and to know where to go for assistance."

Using **rapid response service** positions a business as one that cares about and respects its employees. In the case of workforce reductions, LCWC can direct employees to valuable resources and help them manage the stress of change.

For more information on rapid response, please contact **Jackie Tuck** at the **Larimer County Workforce Center** at **970.498.6647** or tuckje@co.larimer.co.us.

Upcoming Events

Upcoming Elevate Training Events

Training and Hiring Events-Learn more at our [Business Services Page](#).

May 10 [WY-CO Regional Partnership Job Fair](#) Loveland

May 11 [Crisis Comms: Prepare for Anything](#) Fort Collins

May 18 [Keep Your Top Talent on Board](#) Estes Park

May 24 [Managing Multi-Generations](#) Fort Collins

Our Strategic Partners





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