

# Business Services

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## The Big Picture



### Save the Date! The Workforce Symposium Returns September 21

It's evident that northern Colorado faces unusual workforce challenges. As employers, we need to learn all we can about population and workforce trends as well as innovative employment practices that address those trends.

Many of Colorado's foremost workforce experts will share timely information and best practices at the annual Workforce Symposium on September 21 at the Lincoln Center in Fort Collins. Breakout sessions throughout the day will

## Service Spotlight

### Internships Address Key Hiring Questions

Is your business growing? Are you seeking a specialized skill set? Are you interested in finding the best fit for your team?



Larimer County Economic & Workforce Development (LCWD) offers unique opportunities to connect with entry level and experienced professionals through fully-funded internships. Dozens of area employers have discovered the value of hosting an intern or customizing professional on-the-job training for a talented candidate.

An internship is a planned and structured training experience that allows employers and job candidates to get acquainted. The length, schedule, and activities are planned to benefit both the intern and the business. Typically, an internship takes place in a workplace for a limited period of time (3-4 months).

The benefits to business include no out-of-pocket expenses! All wages and Workers' Compensation are covered by LCWD. In addition, the business may gain additional productivity and build relationships with potential employees.

An internship often builds a bridge for an experienced, entry-level, or youth worker to participate in the workforce, expanding our tax base and promote a healthy Northern Colorado economy.

See the [Internships](#) web page for more information.

## Business Insights

### Are You Looking for Talent in All the Right Places?

.In today's tight job market,



focus on what it takes for your organization to effectively recruit and retain the best employees.

Thanks to our Presenting Sponsor, Skillful, the Symposium will showcase experts on the following themes:

- Work-based learning, such as apprenticeships and internships
- Competency-based employment practices, including hiring and retention
- Transforming organizational cultures with purpose

This year's event will shift its focus toward hands-on, workshop-style breakout sessions and more networking opportunities among attendees.

And starting our day will be Elizabeth Garner from the Colorado State Demography Office with a look at what the state and our region can expect in the coming years.

You'll be receiving registration information soon, but please schedule yourself for the Workforce Symposium on September 21. The dialogue needs your voice.



can you afford to overlook talent pools where well-qualified candidates may be “hiding” right before your eyes?

Innovative recruiters are expanding the scope of their searches and including more partners to help them.

One that we obviously recommend is our Connecting Colorado statewide system. Connecting Colorado is a dual-portal website where thousands of employers and candidates can “shop” for one another.

But in addition to this popular tool, recruiters are looking at high-potential talent pools that haven't been optimized, such as the Division of Vocational Rehabilitation and apprenticeship programs through the school systems and community colleges.

Much closer to home, smart employers are developing employee referral programs, some of which pay the referring employee for new team members who stay with the business. After all, who knows better than your best employees about what type of people are best suited to your workplace.

We invite you to visit our [Recruitment web page](#) for more ideas.

## Elevate Your Workforce

### Define the Line: Harassment Training for Today's Workplace



“As a personal victim of workplace harassment, Define the Line is the training tool I wish I had.”

That's how Nikki Larchar, co-founder of simplyHR, a Fort Collins-based human resource consulting firm, describes the firm's new “Define the Line” harassment training program.

Larchar and her partner, Tina Todd, have announced a kickstarter campaign to support their efforts to create a new workplace harassment training tool in the form of a comic book. This new and innovative training tool is designed to help educate, train, and empower employees, managers and business owners to create workplaces that are harassment free.

“With the magnitude of questions we received from our business community, and the personal stories that have flooded our conversations, we feel that it is our obligation to provide a better approach to harassment training,” said Todd.

“We hope to empower individuals to stand up when they see or hear something that's wrong, to support one another by swooping in and being the hero, and to have the courage to clearly and confidently



define the line,” added Larchar.

The Kickstarter effort aims to raise \$10,000 to help print the first 500 copies and make Define the Line available to business owners, HR managers, and employees across the nation.

Meanwhile, simplyHR is conducting Define the Line training in partnership with Elevate Training and the Larimer County Economic & Workforce Development Department. [Register here](#) for the next workshop, which will be held **May 3 in Fort Collins**.

For more information about simplyHR, visit [www.simplyHRpartners.com](http://www.simplyHRpartners.com)

For information about other leadership and management training for your organization, contact Elevate Training Coordinator Mike Kohler at (970) 498-6658 or [mkohler@larimer.org](mailto:mkohler@larimer.org).

## Upcoming Events

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

April 17	<a href="#">Skill Works</a>	Fort Collins
April 26	<a href="#">Skill Works</a>	Fort Collins
May 3	<a href="#">Define the Line</a>	Fort Collins
May 9	<a href="#">Skill Works</a>	Fort Collins
May 16	<a href="#">Transform with Purpose</a>	Fort Collins
May 23	<a href="#">Skill Works</a>	Fort Collins

## Our Strategic Partners





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Larimer County Workforce Center is an equal opportunity agency and supports Veterans priority of service. Accommodations for persons with disabilities provided upon request.

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