

# Business Services

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## The Big Picture



### What Does "Overqualified" Really Mean?

If you missed my recent "star turn" on **NBC Nightly News**, I hope you'll find this segment on the national job market skills gap informative.

The U.S. unemployment rate is at record lows, and with Colorado leading the way in terms of full employment, the NBC news crew came to the Larimer County Workforce Center to find out why a job market

## Service Spotlight

### Workforce Event Highlights Competing for Talent



Want to know what it takes to attract and keep the top talent in a tight employment market?

Northern Colorado's foremost workforce experts will share best practices at the annual Workforce Symposium "Be the Employer of Choice" on September 29 at the Lincoln Center in Fort Collins.

Breakout sessions throughout the day will focus on what it takes for your organization to effectively recruit and retain the best employees.

"Be the Employer of Choice," with Our Presenting Sponsor, Skillful, showcases experts on the following themes:

- Recruitment as marketing ... and vice versa;
- Skills-based recruitment, hiring and training;
- Purpose-driven recruitment, engagement and retention; and
- Leadership development and work-based learning models.

Attendees will learn from model employers of choice, such as major sponsor Columbine Health Systems, in breakout sessions throughout the day. Other participating sponsors include the City of Fort Collins Office of Social Sustainability, Career Solutions Group and BizWest.

Register NOW for just \$39 for an entire day of learning and networking, including two meals and prize drawings. Group discounts are available in packages of 5 and 10 tickets. Visit our [Symposium 2017](#) site to register.

## Business Insights

### Find a Professional Talent Pool at the NoCoNet Job Fair



Summer vacation season hasn't ended, yet some retailers are already promoting Halloween

skills gap is leaving millions of U.S. jobs unfilled.

Nowhere is the skills gap paradox so greatly magnified as in northern Colorado. On one hand, population growth clearly is not our issue. Houses are filled as quickly as builders can build them. Instead, the issue is whether our population possesses the skills employers need to grow their businesses.

That's why, as I mentioned in the NBC interview, our Business Services Team is devoting increased focus to helping employers learn creative new methods of sourcing, selecting, training and retaining qualified workers.

In that context, the "hidden talent pool" is the new "hidden job market." On the Career Services side of the Workforce Center we commonly hear about well qualified jobseekers whose applications are unsuccessful based on what may be flawed assumptions by employers. For example, more seasoned professionals suffer the "overqualified" label due to factors like their experience and past salaries.

Frustrated candidates tell us they grow weary of the questions and concerns raised about salary demands or job satisfaction. Yet some of those same employers share frustrations with us about lack of loyalty, lagging work ethic and

specials. So it's not too early for you to "save the date" for the October 16 NoCoNet Job Fair in Fort Collins.

NoCoNet, northern Colorado's premier professional networking group, is a great sourcing alternative for employers seeking highly-skilled job candidates.

Founded in 2004, NoCoNet is an all-volunteer networking organization that builds and maintains pathways connecting its highly-skilled members with area employers, all free of charge to both members and employers. A few of the employer benefits offered by NoCoNet include:

- Job fairs twice annually that directly connect exhibitors with attending professionals.
- Speed interviews in a private room adjoining NoCoNet's weekly meetings.
- Up-to-date job board and announcement of opportunities at the weekly meetings.

Recent survey results indicate employers are looking for candidates who offer higher retention probability, proven ability to orchestrate multiple tasks and immediate availability. NoCoNet is the place to find candidates matching that profile.

Again, all NoCoNet services are available at no charge to both members and employers.

The Fall NoCoNet Job Fair will be held October 16 at the site of its weekly Monday morning meetings, Faith Church at 3920 South Shields in Fort Collins. To be a part of this popular sourcing event, contact NoCoNet at [employerliaison@noconet.org](mailto:employerliaison@noconet.org) or visit their site at [www.noconet.org](http://www.noconet.org).

## Elevate Your Workforce

### August Training Workshops Address Core Business Essentials



NFL training camps are under way, and 32 teams are pretty sure they're in the hunt for a Super Bowl title. Realistically, though, the New England Patriots are the odds-on favorites to reign again.

What sets them apart from the pack? It's their dedication to disciplined practices with hundreds of repetitions of core fundamentals. Sure, having Tom Brady at quarterback doesn't hurt, but his superstar status doesn't excuse the Pats from hours of focus on fundamentals.

That's why August is **Core Fundamentals Month in Elevate Training**.

The August schedule starts with "Street-Smart Recruitment Strategies"

absence of soft skills.

Our message to all employers is to “widen the net” and consider the skills and talents of candidates whose resumes don’t pass the infamous 8-second scan.



on August 17, a workshop that includes hands-on brainstorming among participants about the most effective “outside the box” methods for finding and keeping top talent.

On August 24, “Essentials of Crisis Planning” addresses a blind spot that most organizations have. We all know we should have a published plan in case of emergency. So why does it remain a back burner item? This workshop covers the basics that can reduce emergency to urgency and urgency to routine.

Finally, on August 30, simplyHR Partners will compare and contrast the ongoing hiring debate in “Employees vs. Contractors.” HR experts Nikki Larchar and Tina Todd will help you make sound business decisions about employment classifications.

Visit [Elevate Training Registration](#) today for a closer look at these workshop. Join the dialogue!

Psst! And while you’re there, you’ll notice the return of our most popular offering, the three-part series “Becoming a Highly Successful Manager.” Register your aspiring leaders today!

## Upcoming Events

### Upcoming Elevate Training Events

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

**August 8** | SBDC Healthcare Panel | Innosphere

**August 17** | [Street-Smart Recruitment Strategies](#) | Fort Collins

**August 24** | [Core Fundamental: Crisis Planning](#) | Fort Collins

**August 30** | [simplyHR: Employees vs. Contractors](#) | Fort Collins

**September 1, 8, 15** | [Becoming a Highly Successful Manager](#) | Fort Collins

**October 16** | NoCoNet Job Fair | Fort Collins

For more information about responsive scheduling through Elevate Leadership and Workforce Development Training, contact **Elevate at (970) 498-6658** or [mkohler@larimer.org](mailto:mkohler@larimer.org).

## 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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