

# Business Services

## Inside Today's Edition

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

## The Big Picture



### Employers Need Pathways to Work-Based Learning Success

Building our future workforce ranks near the top of Northern Colorado's list of pressing issues.

One pathway to bridging the skills gap is work-based learning. Through sector partnerships and other avenues, we are trying to raise awareness of work-based learning opportunities.

Our Business Services

## Service Spotlight

Summer's Here and the Time is Right ...

... for registering for the 33rd Annual Workforce Symposium, of course!

Thought leaders from throughout Northern Colorado share their wisdom at "Be the Employer of Choice" on September 29 at the Lincoln Center in Fort Collins. As the title promises, speakers and breakouts throughout the day will focus on what it takes for your organization to effectively recruit and retain top talent in a tight employment market.

"Be the Employer of Choice," with *Our Presenting Sponsor, Skillful*, will present experts sharing innovative models and best practices related to 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.

The event will include presentations from local experts, panel discussions, best practice showcases, and the popular, fast-paced "Elevate Bytes" in small-stage format.

Early-bird registration starts July 17. For just \$39, enjoy an entire day of learning and networking, including two meals and prize drawings. Visit our [Symposium 2017 site to register](#).

## Business Insights

Be Proactive and Help Us



elevate  
Leadership and Workforce Development Training

## Save the Date!

Larimer County Workforce Center

### Workforce Symposium

"Be the Employer of Choice"

September 29, 2017

The Lincoln Center • Fort Collins

The 32<sup>nd</sup> Annual Workforce Symposium returns this year with its best lineup of keynote speakers, interactive breakout sessions and popular Elevate Bytes!

#### This year's themes:

- Recruitment as marketing ... and vice versa
- Skills-based recruitment, hiring and training
- Purpose-driven engagement and recruitment

Mark your calendar NOW! We'll convene from 8:00 a.m. to 2:30 p.m. on another fabulous 5<sup>th</sup> Friday!

Keep a sharp eye out – Registration will open soon.



Team (BST) recommends a pathway for employers to benefit from work-based learning with little or no impact on their budgets.

### Step 1: Career Tours

Several times each school year, the BST collaborates with area school systems to conduct Career Tours for high school student groups. These tours help students, their instructors and hopefully even their parents develop new perspectives on what businesses are really about.

For example, tours of modern manufacturing facilities dispel myths about the world of manufacturing. Students discover clean, safe, computer-based operations that pay well and offer long-term careers.

### Step 2: Internships

Internships are not what they used to be. Today, internships are meaningful work experiences calling for critical thinking skills, not just menial labor augmenting work crews. Internships offer both employers and job seekers the opportunity to see if they are well-matched.

Even better, the Workforce Center offers fully-funded internships that cover wages and worker's compensation. This allows the employer and intern to focus on skill-building that benefits both parties.

## Change the Name of Rapid Response

It's called Rapid Response. Or at least that's what it's been called, but it's time for at least half of that name to change.

Historically, Rapid Response has involved the Workforce Center providing timely information to employees at organizations that are undergoing workforce reductions or reorganizations. Too often, businesses are reluctant to call for Rapid Response until the 11th hour because of concern about controlling communication. It doesn't need to be that way.



Changes inevitably occur within businesses. Workforce changes are part of the employment life cycle.

Sometimes those changes are unnecessarily seen as devastating for both the company and its employees. If an employer is facing these adjustments, rapid response service helps leaders minimize turbulence during change.

Now, more businesses recognize that being proactive about change can result in positive outcomes for all involved. "Rapid Response offers a no-cost option that provides employees with access to valuable resources," 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 for their future."

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.

That's why we think the more appropriate title may be "Proactively Helping Employees Navigate through the Uncertainty and Fears Surrounding Change."

But then, Rapid Response has a more alliterative ring to it.

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](mailto:tuckje@co.larimer.co.us).

### Step 3: Apprenticeships

Perhaps the strongest employer committed to building a pipeline of skilled workers is to offer apprenticeships.

Apprenticeship is a combination of on-the-job training and related instruction in which workers learn the practical and theoretical aspects of a highly skilled occupation.

Apprenticeship programs can be sponsored by individual employers, joint employer and labor groups, or employer associations.

Attendees at this year's Workforce Symposium will learn a lot more about these and other work-based learning opportunities.

## Elevate Your Workforce

### NoCo Growth Company's Answers are Blowin' in the Wind



In 1964, the world took notice of Dr. Jack Cermak's pioneering work in wind engineering at Colorado State University during the design of the World Trade Center Twin Towers of New York City. The high-profile project introduced wind tunnel testing of buildings to design professionals worldwide.

In the early 80s, Dr. Cermak and his collaborators founded CPP Wind Engineering, the first U.S. company to provide services to architects and engineers. Today, the employee-owned Fort Collins company ensures that structures around the world are safer, more comfortable and more efficient.

How does CPP sustain its growth and its sterling reputation globally? By investing in their number one asset – their team.

"We believe in developing our team's full range of skills, not just our scientific knowledge," said Kristi Lovette, CPP's Manager of Business Development. "Using training programs like Elevate help us develop well-rounded professionals."

Lovette noted that workforce development is critical to the company's continued growth. Also, CPP hopes to identify a new Fort Collins location that will consolidate its engineering, design and wind tunnel operations.

At their location in Fort Collins and one in Sydney, Australia, CPP uses 3D printing to fabricate complex models with efficiency and accuracy that clients worldwide value for such structures as high-rise hotels and sports complexes. In fact, one of those sports venues is CSU's new football stadium.

To meet the needs of CPP and other management and leadership training clients, Elevate Training will implement **"training on demand" responsive scheduling starting in Fourth Quarter 2017.**

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).

## Upcoming Events

### Upcoming Elevate Training Events



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

July 13 | Engaging Employees in Profit Growth | Fort Collins

July 14 | Be Prepared: Crisis Communication | Loveland

July 20 | HR Documents You Should Love | Loveland

July 25 | Finding and Keeping Top Talent | Fort Collins

Also, Elevate Training will implement new scheduling in which courses will be offered in response to requests from the TAB.

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.

418 E. 4th Street  
Loveland, CO  
(970) 619-4650