

Business Services

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The Big Picture



What is Work-Based Learning?

Work-based learning is one of those terms that sounds good when you hear it. After all, what negative connotation could be attached to such a positive sounding term?

But the definition of work-based learning may not be clear to all who hear it. That's understandable considering the variety of activities that fall under the heading work-based learning.

Perhaps the most common activity associated with work-based learning is internships. Each year, we place scores of interns with a wide variety of area

Service Spotlight

Save the Date! September 21 is the Day You'll Grow Your Business



Are your employees as happy and productive as they could be? Do you face challenges finding the right employees? Or keeping your best?

On September 21, the region's foremost workforce experts will share their expertise and best practices for the challenges that all employers are facing in today's competitive employment market.

"Building a Purposeful Workforce," the **34th Annual Workforce Symposium**, will convene workforce thought leaders at the Lincoln Center in Fort Collins for a day of learning and networking. For only \$39 attendees will enjoy amazing breakout sessions, inspiring speakers and two meals.

This year's Symposium themes are skills-based hiring, purpose-driven workplaces and work-based learning. Our promise is that every session will deliver key takeaways that will strengthen and grow your organization.

This incredible learning day is made possible by generous sponsors who will share their expertise:

- Skillful
- Columbine Health Systems
- Tolmar
- City of Fort Collins

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

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. Our Keynote Speaker is Heather Terenzio, co-founder and CEO of Tectonic of Boulder, one of the nation's most innovative tech companies.

employers. Internships range from youth and young adults placed by our **CareerRise** team to experienced job seekers who are changing careers.

Our internships offer full funding of salary and workers' compensation for up to 16 weeks. Both the employer and the aspiring job candidate have the chance to see if they are ideally matched.

While internships are thriving, we're seeing growth in other forms of work-based learning.

CareerRise also partners with area school districts to stage frequent career tours of businesses in all sectors from IT to manufacturing to healthcare. By introducing young people to these workplaces, we are demonstrating that a variety of career pathways are available to them. The tours also help the industries paint a clear picture of the various types of present and future job opportunities.

On the other end of the work-based learning spectrum are registered apprenticeship programs being established in new business categories. Apprenticeships previously were viewed as relating only to trades such as plumbing and electrical work. Now employers in manufacturing, IT and healthcare see the value of investing in the onboarding and upskilling of high-potential prospects.

Register now for this opportunity to exchange ideas with your peers in thought leadership.

Business Insights

Rapid Response: A Helpful Hand with Managing Workforce Changes



Changes inevitably occur within businesses. From reorganizations to reductions, workforce changes are part of the employment life cycle.

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

Elevate Your Workforce

Are Your Interview Questions Penalizing Good Candidates?



Context gives the brain a better chance to analyze properly under pressure. Your job candidates deserve that benefit.

During interviewing, providing context gives your job candidates a better chance to respond successfully to the behavioral questions you ask. Framing better questions is just one of the exercises covered in Elevate Training's new program, **Skill Works Skills-Based Hiring**.

If you're interested in exploring any of these avenues, our **Economic Development Team** is more than glad to help.



Behavioral questions are useful in identifying what **Skill Works** refers to as “foundational competencies,” such as critical thinking, problem solving and conflict resolution. However, when the questions are too broad or vague, they can unnecessarily derail the interviewee’s thought process.

For example, an overly-broad question may be: “Talk about a time when you used active listening.” That well-intended question may send the candidate through a taxing “file search” in their head, struggling to identify a moment in time. They may also worry about interpreting the catch-phrase correctly.

Interviewers can add value to the candidate and to the interview process by adding context, as in this sample: “It’s unrealistic to think people never disagree. With that in mind, talk about a time when you disagreed with a co-worker about a work-related issue. How did you resolve the situation?”

The first sentence allows the interview subject to direct their thought process toward conflict resolution. It also sends a signal that it is safe to discuss a topic that is common in the workplace.

Each **Skill Works** trainee receives a Participant Guidebook that includes templates and exercises to help employers improve their employment practices, including interview processes.

For information about **Skill Works** and other training for your organization, contact Elevate Training Coordinator Mike Kohler at (970) 498-6658 or mkohler@larimer.org.

Upcoming Events

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

June 13	Skills Based Hiring	Fort Collins
June 21	Defining Workplace Harrassment	Fort Collins
June 27	Employee Onboarding & Retention	Fort Collins
July 10	Skills Based Hiring	Fort Collins
July 24	Employee Onboarding & Retention	Fort Collins
August 15	Tansform Your Org with Purpose	Fort Collins
August 21	Skills Based Hiring	Fort Collins
August 28	Employee Onboarding & Retention	Fort Collins
Sept. 21	Workforce Symposium	Fort Collins

Our Strategic Partners



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