

Business Services

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The Big Picture



Put Experts to Work for YOU September 21

Our annual Workforce Symposium on September 21 is taking a different direction. That day, we'll all be rolling up our sleeves at the Lincoln Center and putting some elbow grease into how we can strengthen the region's economy.

Yes, we'll continue to feature inspiring speakers. That's a Workforce Symposium tradition.

But our greater focus this year will be on breakout sessions marked by discussions, hands-on exercises and key takeaways that can be

Upcoming Events

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

May 9 [Skill Works Hiring](#) Fort Collins

May 16 [Transform with Purpose](#) Fort Collins

May 23 [Skill Works Employee Retention](#) Loveland

June 13 [Skill Works Hiring](#) Fort Collins

June 21 [Define the Line](#) Fort Collins

June 26 [Effective Employee Communication](#) Fort Collins

June 27 [Skill Works Employee Retention](#) Fort Collins

Business Insights

NoCo Call Center Finds a Keeper in a Hidden Talent Pool

It takes more than a visual impairment to keep Dorothy down. And she has the proof.

Declared legally blind,

Dorothy knew she had the skills and competencies to be productive in the workforce. Her performance in a Workforce Center internship demonstrated it.

Her Workforce Center internship coach knew it, too. So when the coach heard what Simon had to say as a recent Inside Edge employer panelist, she recognized a potential match in the making.

Simon, who heads a major service center in the area, had described his interest in finding candidates with the right skills, regardless of credentials or prior work experiences. When Dorothy was presented as

Inside Edge

applied immediately in our workplaces.

With an increasing skills gap in the region, it's more important than ever for us to collaborate.

That's why the Symposium also will feature more networking time for presenters and attendees.

Elizabeth Garner from the Colorado State Demography Office will set the agenda for the day with a morning General Session that forecasts our challenges in the coming years.

Please mark your calendar for the Workforce Symposium on September 21. You'll be investing in the economic health of your business and the entire region.

And by the way, if you've read this far, you are certain to receive our Symposium registration announcement.



a job candidate, he was open to the discussion, although with some reservations.

As employers often do, Simon questioned the payoff of investing in accommodations for someone with a special challenge. But he was willing to explore a talent pool he hadn't considered.

A strong phone interview with Dorothy convinced Simon of her value. He weighed the investment in accommodating a potentially long-term employee against the cost of rehiring due to turnover. The equation made sense to him.

Dorothy called it a "life-changing experience" to be allowed to prove herself.

And Dorothy is just one of the internship talent pool that the Workforce Center can help employers explore. For more information, call Business Services at (970) 498-6665.

Elevate Your Workforce

The Top 5 Flawed Assumptions about Workforce Training



You've heard these before. Perhaps you've said them.

They're the most common ways to complete the statement, "I know I should train my people, but..."

- "Our budget is tight. I can't afford it."
- "It takes so much time away from production."
- "I need training that solves my specific problems."
- "I need to know how it improves my bottom line."
- "I don't know who the good trainers are."

Elevate Leadership and Workforce Development Training is a one-stop solution to all those "yeah, but" objections. Elevate helps employers throughout Larimer County address their workforce training challenges with affordable access to northern Colorado's best trainers.

Elevate delivers rapid response and solid results as a direct provider or as a referral partner to other great training programs in the region. For example, an employer reached out to Elevate for help with business planning. We provided a quick handoff to our partners at the Small Business Development Center who offer that support.

For workforce challenges in communication, employee engagement and hiring, Elevate will schedule training according to employer needs and convenience.

For information about other leadership and management training for your organization, contact Elevate Training Coordinator Mike Kohler at

Service Spotlight

Free Market Info Eliminates Guesswork from Workforce Planning



Business and hiring decisions are inherently difficult, but they're even harder without access to reliable information. Our Economic and Workforce Development team and the Colorado Department of Labor and Employment offer a variety of options for accessing economic, workforce, and labor market data.

Through these resources, most of which are free of charge, employers can set competitive wages, understand industry trends and find regional demographic data.

Employers may contact a Business Development Consultant for guidance. Depending on your specific LMI needs, we may be able to customize a data report for you.

Meanwhile, there are resources available that you may explore on your own.

- [Colorado Monthly Labor Force Statistics](#)
Access the most up to date Labor Force Summary which includes wage and salary data for Colorado counties and select cities.
- [LMI Gateway](#)
The Colorado LMI Gateway is a powerful labor market information system which collects and analyzes information about employment in Colorado, including data about industry and occupation employment and wages as well as current and future demand for workers
- [EMSI Economic Blog](#)
The EMSI Blog provides data, links, articles, and other information related to labor market trends, national economics, and workforce and economic development.

You can explore NoCo's public libraries for a variety of eResources available with your library card. Here are just a few of those resources:

BusinessDecision: A demographic and mapping service that enables local businesses to access accurate and reliable consumer, demographic and market information. Download a range of reports, graphs and maps to understand your market and choose the right location.

Business Plans Handbook Collection (Gale): Actual business plans compiled by, and aimed at, entrepreneurs seeking funding for small businesses. Presents sample plans taken from businesses in the manufacturing, retail and service industries which serve as examples

of how to approach, structure and compose business plans.

Plunkett Research: Access and understand vital industry trends (including finance, markets, technologies, deregulation, research/development and globalization) in order to understand how individual industries work today and where they will be tomorrow. Useful for conducting market research, looking for business prospects, writing a business plan, or planning a business strategy.

Reference USA: Locate and research all registered companies for details on millions of U.S. businesses, including executive contact names, business descriptions, revenues and company size.

Our Strategic Partners



A proud partner of the  **americanjobcenter**® network

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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