

Business Services

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The Big Picture



Workforce – A Key to Business Retention & Expansion

Larimer County Workforce Center is unusual in many respects, and I prefer to think that most of them, if not all, are positive. Our history is marked by innovation and progressive thinking about workforce.

Symbolic of that is our strong partnership with the county's Economic Development Department (EDC), which is housed in the Workforce Center in downtown Fort Collins.

Our EDC is an instrumental player in an innovative (that recurring theme again) **Business Retention and**

Service Spotlight

Gaining an Inside Edge - How Do You See It?

In an incredibly tight employment market, getting a competitive edge is important – but for whom? Is it employers seeking the top talent? Or well-qualified job seekers looking for careers, not jobs?

Of course, the answer is “yes!”

Employers and candidates share a common goal – a need for connecting with the right people. The Workforce Center's “Inside Edge on Hiring” meets the needs of both stakeholder groups. For example, the next “**Inside Edge**” will feature a panel of area employers who will share their profiles and hiring philosophies with careerists who are serious about finding the right match.

At 3:30 p.m. on November 15 at the Loveland Public Library, Tolmar Inc., Enterprise Holdings, and Embassy Suites will engage in dialogue with professionals interested in learning more about career opportunities, company culture and best ways to get a foot in the door.

Based on the great success of prior events in Loveland, “**Inside Edge**” is looking at Fort Collins as a future location. If you are interested in participating, contact **Jackie Tuck in Hiring Services** at (970) 498-6647 or jtuck@larimer.org.

Business Insights

The “Epic Fails” of Outmoded Candidate Screening

Today's hiring practices are producing mixed results, with dramatic highs and lows.

On the plus side, a large manufacturer in the area trusted the 69-year-old female job candidate who said, “Yes, I can meet the physical requirements” and demonstrated it by easily accomplishing the 50-pound lift-above-the-head test.



Expansion (BR&E)

coalition. And thanks to our alignment, our **Business Services Team** gets a seat at that table. And for good reason.

The **BR&E** coalition is comprised of economic development departments and Chambers of Commerce across the region. The group sets aside their respective missions and doesn't allow city and county boundaries to define them. Instead, they pool their thinking and their resources in a way that would be the envy of any marketplace.

The coalition recognizes the value of workforce development as a crucial component in keeping vital businesses and aiding their growth. A by-product of **BR&E** collaboration is evidenced by recent hiring and recruitment training for participants from communities and counties throughout northern Colorado.

We look forward to boosting **BR&E's** success by fostering economic growth and addressing the region's skills gap by helping employers find and keep top talent.



On the downside, a landscape company lost out on a highly-qualified candidate with a master's degree in landscape architecture because the prospect "self-screened" due to a "required qualification" of five-year experience – and she had a mere four!

Obviously, the latter experience just shouldn't be happening.

That's why the new **Skill Works** recruitment, hiring and training program asks employers the question "Are you looking for the best employee or the best resume?"

Skill Works is a collaboration of the Workforce Center and Skillful, a nonprofit organization leading a national movement toward competency-based hiring practices. The series promotes the philosophy of limiting required qualifications to the "deal killers," the skills and competencies that truly must be applied from Day 1 on the job.

Education and years of experience are useful variables in comparing promising candidates, but they can fail both the hiring managers and the applicants as first-line predictors of success. If a hiring manager seeks problem-solving or conflict resolution skills, does a college degree tell the whole story? Those skills can be gained from a wide array of life experiences that are worth examining.

Skill Works training includes concepts and tools in several learning modules:

- Job postings
- Screening and assessments
- Interviewing and selection
- Onboarding and upskilling

For more information on Skill Works and other Elevate Training offerings, contact **Mike Kohler** at mkohler@larimer.org or (970) 498-6658.

Elevate Your Workforce

Elevate Training's Favorite Targets? Eager Learners!



With more than two years of serving area employers, Elevate Leadership and Workforce Development Training is honing both its content and outreach.

The program builds on a foundation of accessibility to quality instruction. Elevate "faculty members" are some of the most skilled, respected teachers and trainers in the Front Range. Workshops are offered at an excellent value for small and medium-sized organizations.

Elevate offers curriculum in three training tracks:

- Communication and Employee Engagement
- Workforce Management
- Leadership Development

What are the tracks about? Who are they for? Let's take a closer look.

Communication/Engagement: These workshops have the broadest scope, though they may be best suited for supervisors and managers or HR professionals in “train the trainer” mode.

Workforce Management: Coursework here is targeted to HR professionals at organizations with limited HR staffing or no staffing. Instruction covers fundamentals ranging from compliance and legal liability to performance coaching and conflict resolution.

Leadership Development: Aspiring leaders who recognize the difference between supervising and leading thrive in these skill-building opportunities to work with facilitators who can help them shape their career paths.

Training is offered in both scheduled and responsive modes. Groups of employers or employer teams may arrange tailored training plans through Elevate.

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

Our Strategic Partners



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