

# Business Services

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## The Big Picture



### Thank You for Helping Us Help You

It happened again.

But this time it happened in greater numbers. Our annual Workforce Symposium attracted more than 220 workforce thought leaders for dialogue around the challenges facing northern Colorado in a hotly-competitive employment marketplace.

Thanks to you – northern Colorado's employers – we achieved great success.

Dozens of experts shared their wisdom at "Be the Employer of Choice" on September 29 at the Lincoln Center in Fort

## Service Spotlight

### Are You Looking for the Best Employee or the Best Resume?

A national movement is under way, and northern Colorado employers are invited to be part of it – because it's all starting in northern Colorado.



The Larimer County Workforce Center (LCWC) has developed an alliance with Skillful Colorado, a nonprofit initiative designed to move employers nationwide toward skills-based recruitment and hiring in place of the outmoded credentials- and resume-based approach.

At the recent Workforce Symposium in Fort Collins, Skillful and LCWC rolled out a demo of Skill Works, a centerpiece attraction in the overall skills-based initiative. The 4-part Skill Works training program makes it easier to find, retain and develop the right employees with the right skills.

Nationally, Skillful is reshaping employment with a skills-based model that matches the modern workforce. It takes employers beyond conventional requirements to highlight the competencies that particular jobs demand.

Here in northern Colorado, LCWC and Skillful are piloting Skill Works. Registrations are now being accepted at LCWC's [Workshops Page](#) on a limited-seating basis for charter participants in the program.

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

## Business Insights

### Rapid Response: A Helpful Hand with Managing Workforce Changes



Collins. As the title promised, speakers and breakouts throughout the day focused on what it takes to effectively recruit and retain top talent.

“Be the Employer of Choice,” presented by our major sponsors Skillful Colorado, Columbine Health Systems and the City of Fort Collins, highlighted these themes:

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

Perhaps the most notable takeaway from the event was that the “same old, same old” hiring philosophies and practices just aren’t working in today’s environment. Expert panelists urged innovation and even risk-taking in cultivating hidden talent pools of qualified candidates.

In the months ahead, our Business Services Team invites you to collaborate with us on strategies that best serve your organization.



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.

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).

## Elevate Your Workforce

### Advisory Boards to Bring Elevate Training to Your Community



Every community has attributes and challenges that are unique. That’s why Elevate Leadership and Workforce Development Training is bringing its training courses to all Larimer County communities.

In each community, a group of area business leaders has formed their own Training Advisory Board (TAB) to bring meaningful, relevant professional development opportunities to their business community.

All sectors of the business community are represented on the Elevate TAB. Each TAB will work with the Workforce Center to develop courses that are relevant and timely. 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).

## Upcoming Events

### Upcoming Elevate Training Events

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

- October 16 **NoCoNet Job Fair** Fort Collins
- October 17 **Core Fundamental: Crisis Planning** Fort Collins
- October 18 **Street-Smart Recruitment Strategies** Fort Collins
- October 25 **Skill Works Training Series** Fort Collins

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## Our Strategic Partners



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