

WORK IN NORTHERN COLORADO

Connecting People and Employers





One Stop Shop for Work-Based Learning

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Agenda

- What is Work-Based Learning
- Why is Work-Based Learning Important
- Alignment of Efforts
- Access = One Stop Shop for Work-Based Learning

What is Work-Based Learning?

COLORADO'S WORK-BASED LEARNING CONTINUUM

Work-based learning is a continuum of activities that occur, in part or in whole, in the workplace, providing the learner with hands-on, real world experience.

LEARNING ABOUT WORK

Career awareness and exploration help individuals build awareness of the variety of careers available and provides experiences that help inform career decisions.

- Career Counseling
- Career Planning
- Career Fairs
- Career Presentations
- Industry Speakers
- Informational Interviews
- Mentoring
- Worksite Tours

LEARNING THROUGH WORK

Career preparation supports career readiness and includes extended direct interaction with professionals from industry and the community.

- Clinical Experiences
- Credit-for-work Experiences
- Internships
- Pre-apprenticeship
- Project-based Learning

LEARNING AT WORK

Career training occurs at a work site and prepares individuals for employment.

- Apprenticeship
- On-the-job Training
- Employee Development

EDUCATION COORDINATED



BUSINESS LED

OUTCOMES:

Skilled Talent for Business + Meaningful Careers for Students & Job Seekers

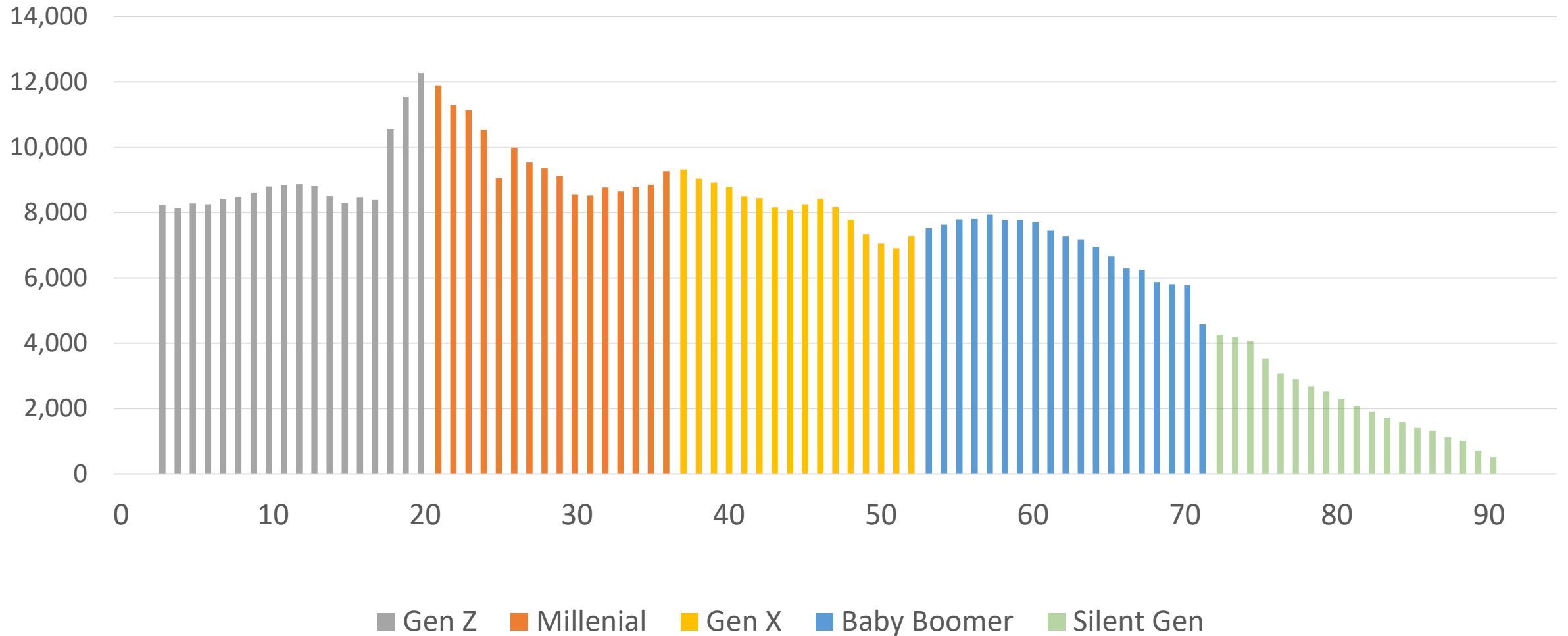
What was your first job?

Table
Discussion

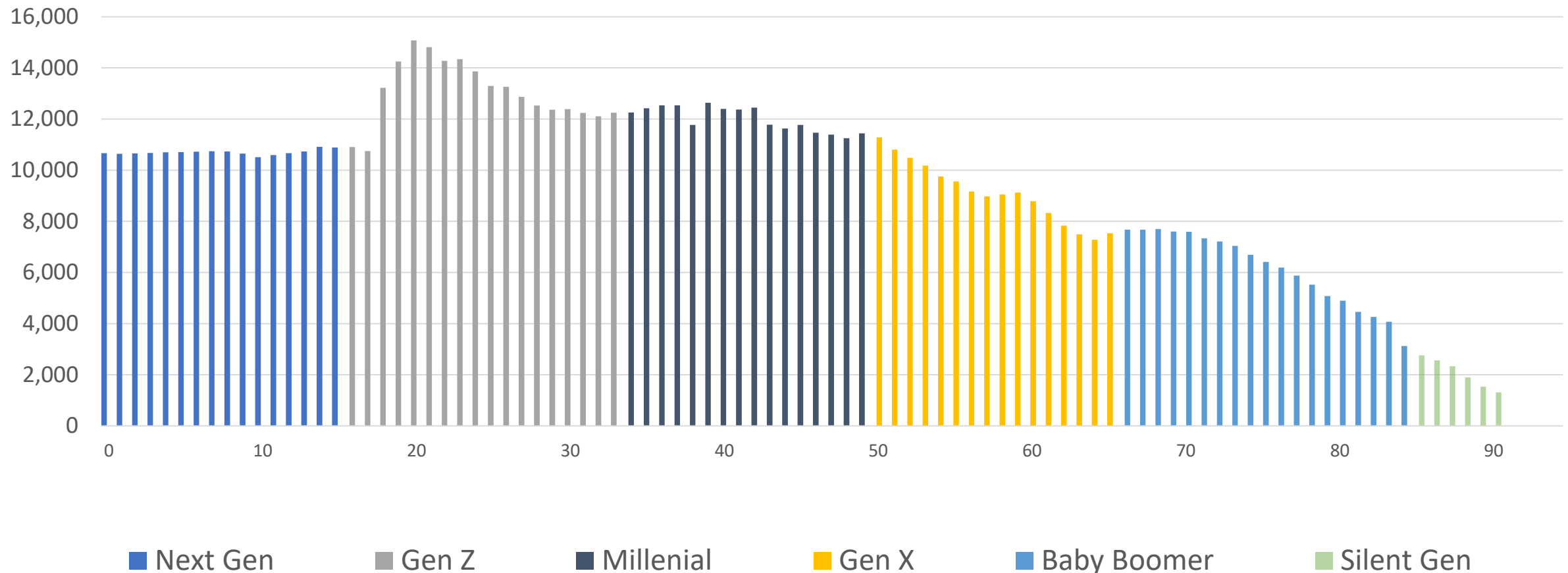
Labor Force Participation – United States

<u>Age</u>	<u>1998</u>	<u>2018</u>
16-19	52.8%	35.1%
20-24	77.5%	71.1%
25-34	84.6%	82.5%
35-44	84.7%	82.9%
45-54	82.5%	80.8%
55-64	59.3%	65.0%
65-74	17.7%	27.0%
75 and over	4.7%	8.7%

Population by Age, Larimer, Weld 2017



Population by Age, Larimer, Weld 2030

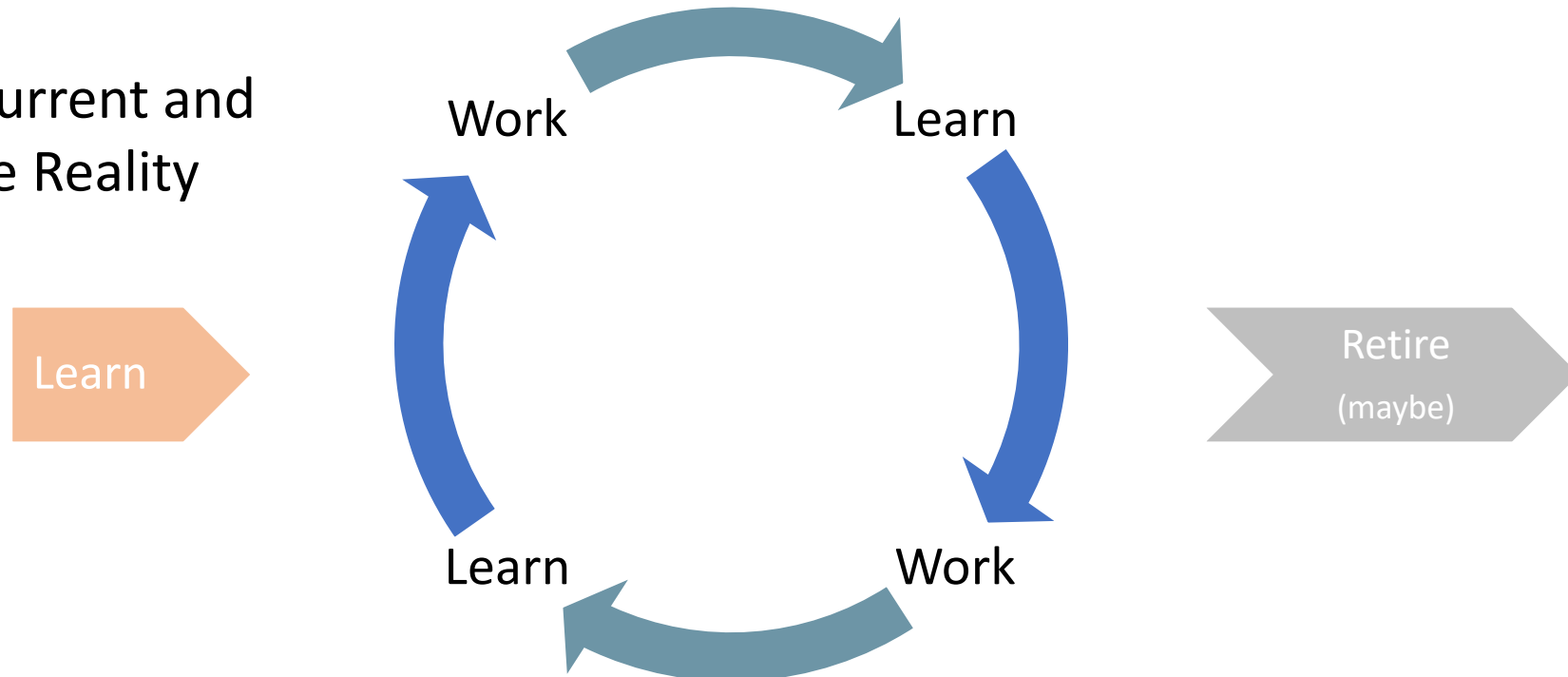


The Future of Work

The Old Model



The Current and Future Reality



Talent 2.0

1

Over the last five years, the Fort Collins–Loveland economy added almost 20,000 jobs but only 11,000 workers. This imbalance, combined with low unemployment and high underemployment, has resulted in many employers having difficulty finding the talent they need.

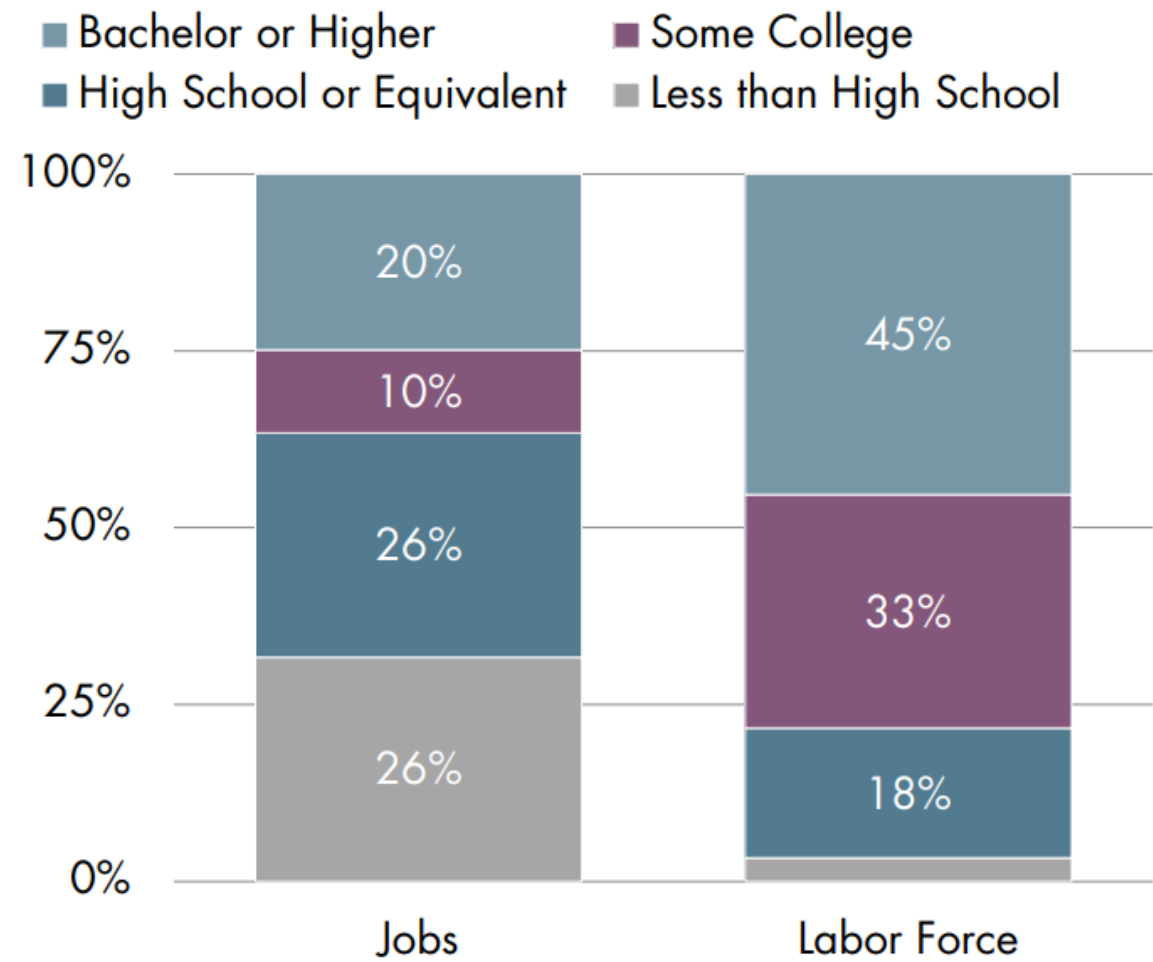
2

Over the next five years, employers will have at least 28,000 openings to fill. The labor force adds only about 2,000 to 3,000 workers each year. As a result, the labor market will likely tighten.

3

Almost one-quarter of all workers in the MSA are 55 or older. With the upcoming wave of retirements, employers will need to start succession planning now in order to prepare for the loss of those key individuals.

Jobs vs Labor Force





“Just **25 cities** (megacities and high-growth hubs, plus their urban peripheries) have accounted for more than **two-thirds of job growth** in the last decade”

“By contrast, **trailing cities** have had virtually **no job growth** for a decade—and the counties of Americana and distressed Americana have **360,000 fewer jobs** in 2017 than they did in 2007.”

The future of work in America

People and places, today and tomorrow



July 2019

“...**focusing on the specific skills** needed in a given job, rather than on degree requirements, can vastly **increase the number of qualified job applicants** and create opportunities for more people.”

“It will be important to create a **wider variety of pathways** from high school to work, perhaps through apprenticeship.”

“...some **displaced older workers** who have spent much of their career doing one thing may not be willing or able to make a drastic change, millions more might embrace the opportunity to **train for different lines of work.**”

Talent 2.0

- 1. INCREASE ACCESS.** Actively support employers in finding, attracting, and retaining the talent that they need.
- 2. IMPROVE ALIGNMENT.** Align education and workforce resources more closely with the business community and the local talent pool.
- 3. REMOVE BARRIERS.** Collectively address structural issues that serve as barriers to a secure talent pipeline.

Talent 2.0

“Provide **opportunities for employers to build relationships with students** and showcase their place of work as well as opportunities for students to **learn about a wider range of career** options.”

“**Expand work-based learning** and career exploration opportunities for students such as internships, Career Road Trips, Career Rise, job shadowing, and career fairs.”

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Work-Based Learning Menu

Larimer County | Work-Based Learning Menu of Services

How can your business DEVELOP a robust and qualified pipeline of candidates to meet your workforce needs?

BUILD INDUSTRY AWARENESS AND EXPOSURE <i>Share what you know and let people learn about the work you do and the jobs and opportunities that exist.</i>	Who Can Help? <i>See back for key</i>
Career Fairs: Send out your brand ambassadors to share their enthusiasm for your company and the jobs and career options throughout your organization.	AIMS CSU DVR EPSD FRCC LCEWD PSD TSD
Career Industry Presentations: Get in front of students and job seekers and share what you know and love about the work you do.	AIMS CSU EPSD FRCC LCEWD PSD TSD
Career Mentoring: Consider being a resource to someone looking into your industry, providing ideas, answers and advice for how to pursue a career in your field.	CSU DVR EPSD LCEWD PSD SWAP TSD
Curriculum and Pathway Development: Consider sitting on an educational advisory board to help counselors and teachers to see options, opportunities, growth and the future in your industry and prepare job seekers for work now and in the future.	AIMS FRCC LCEWD PSD TSD
Informational Interviews: Be a resource for someone wanting to learn more about your company and/or the job you do.	CSU DVR EPSD LCEWD PSD SWAP TSD
Job Shadows: Offer opportunities for those interested in the field to shadow someone in your company, see first-hand the work environment and get a sense for what you do.	CSU DVR EPSD LCEWD PSD SWAP TSD
Onsite Career Tours: Host tours of your business. Show off your employees and all the great work you do.	CSU DVR EPSD LCEWD PSD SWAP TSD
GET STRATEGIC WITH HIRING AND ONBOARDING <i>Develop the talent pipeline you need to meet your workforce needs.</i>	Who Can Help? <i>See back for key</i>
Apprenticeships: Look into developing a robust training/onboarding program that combines on-the-job training with a classroom training program to meet your business needs.	AIMS CW DVR EPSD FRCC LCEWD PSD SWAP TSD
Clinicals/Externships: Consider hosting students / externs who are in process or completing a training program that supports your work. Share your real-world knowledge and allow students to see the application of their learning.	AIMS DVR FRCC PSD
Internships: Host interns seeking experience at your company. Give them a chance to show their fit and build skills that support your current or future needs.	CSU DVR EPSD FRCC LCEWD PSD SWAP TSD
On-The-Job Training: Find the right fit for your organization, then fine tune the technical skills through onsite training.	EPSD DVR LCEWD PSD
Project-based Learning: Utilize those wanting to gain real world application to their learning with short term, project-based work.	AIMS CSU DVR EPSD FRCC LCEWD PSD SWAP TSD
Service Learning: Give real world meaning to training by coordinating with schools and colleges to augment classroom instruction with relevant experiences that support your work.	AIMS EPSD PSD TSD
DEVELOP AND RETAIN YOUR CURRENT WORKFORCE <i>Grow a complete and well-trained workforce for the future.</i>	Who Can Help? <i>See back for key</i>
Credit For Work/Prior Learning Credit: Understand that some employees can get high school or college credit for work done at your place of business. Helping to document this experience can grow the workforce, support employee continuing education and increase retention.	AIMS CSU EPSD FRCC PSD TSD
Employee Development: Motivate your current employees by creating growth opportunities. Ensure you have the staff to manage future challenges with employee trainings that develop leadership, company culture, and helps the team move in coordination toward your business goals.	AIMS LCEWD
Employee Mentoring: Use your star employees to help develop and grow the next generation of your workforce within your organization.	LCEWD
On-the-Job Training: Keep up with market changes with continued on-the-job training technical training.	DVR LCEWD

7/2019

Your area public partners offer many services to ensure you have a skilled and ready workforce.



AIMS Aims Community College: Aims Community College provides knowledge and skills to advance quality of life, economic vitality, and success of the diverse communities we serve. Aims supports valued business partners with cost-effective access to state-of-art facilities, onsite customized training, clinical experiences, credit for prior learning, capstone projects and service learning.	Marie Meier 970-578-3626 workforce@aims.edu www.aims.edu/ed
CW CareerWise: Works with businesses to develop a viable apprenticeship program. Identify needs/gaps within the business where hiring a high school apprentice could greatly increase productivity, ultimately helping to generate a steady talent pipeline.	ed@careerwisecolorado.org www.CareerWiseColorado.org
CSU Colorado State University: Works with employers connect to CSU talent for internship, part-time and fulltime opportunities through services such as career fairs, networking events, job postings, and more. We aim to meet companies' recruiting needs by connecting them with the best campus resources and contacts to achieve their talent goals.	Sam Boren 970-491-5707 sam.boren@colorado.edu www.career.colostate.edu/employers
DVR Division of Vocational Rehabilitation: Assists businesses in building a diverse, qualified and skilled labor force by funding shadow experiences, internships and on-the-job training for individuals with disabilities.	Heather Brooks 970-692-4899 heather.brooks@dvrpa.co.us
EPSD Estes Park School District R-3: Works with businesses to develop internship and apprenticeship programs, source student interns and apprentices, coordinate job shadows, career tours, industry speakers to the classroom.	Maren Bosley 970-586-5321 X3345 Maren_bosley@epd3.k12.co.us
FRCC Front Range Community College: Works with businesses to participate in career planning, career fairs, industry presentations and worksite tour, job shadowing and mentorship. FRCC develops partnerships with businesses and organizations to coordinate clinical experiences, internships, and service-learning projects for students in a variety of programs.	Jean Runyon (970) 204-8300 jean.runyon@front-range.edu
LCEWD Larimer County Economic and Workforce Development: Works with businesses to develop internship programs, find and place both youth and adult interns, set up career tours, coordinate job shadows, develop and source talent for apprenticeship programs, assist in financing on-the-job training opportunities for new hires, and provide employee development trainings.	970-498-6654 workbasedlearning@larimer.org
PSD Poudre School District: Works with businesses to develop internship and apprenticeship programs, source student employees, interns and apprentices, coordinate job shadows, career tours, and industry speakers to the classroom.	www.psdccps.org NetCo Inspire allows businesses to post talent needs and connect with student talent.
SWAP School to Work Alliance Program: Works with business in hiring individuals with barriers to employment through work place tours and job shadows and developing internships with individualized on-the-job support services for successful employment.	PSD: Sean Risatt srisatt@psdpschools.org TSD: Ryan Kolo ryan.kolo@thompsonschools.org EPSD: Tony Stafford tony_stafford@epd3.k12.co.us
TSD Thompson School District: Works with businesses to develop internship and apprenticeship programs, source student interns and apprentices, coordinate job shadows, career tours, industry speakers to the classroom.	Susan Scott 970-613-5081 susan.scott@thompsonschools.org

The following list of definitions is intended to help explain the many, different work-based learning tools/activities available.

Apprenticeship: An employer-driven form of onboarding that combines on-the-job training as a paid employee with related classroom instruction. This increases an employee's skills level with wages and builds an employer's talent pipeline to ensure a steady flow of highly-trained, retainable employees.	Internship: A planned and structured training experience that is used to develop an intern's work or professional skills and build their network. A paid or unpaid experience over a limited period of time. Interns/students may or may not receive academic credit for the internship.
Career Fair: Also known as a "Job Fair" or "Career Expo", an event in which employers, recruiters, and schools give information to potential employees and students and learn about available career opportunities.	Job Shadowing: An opportunity for students or job seekers to observe, discuss and participate in daily routines and activities of a particular job in order to help them become confident, aware, and better prepared to make a career decision.
Career Presentations/Industry Speakers: On or off location professional engagement through a presentation of occupational and career pathway information.	Mentoring: Formal or informal relationship established between an experienced, knowledgeable employee and an inexperienced or new employee. Mentoring can also assist an employee, new to a specific job or area of responsibility, to quickly learn what they need to know to succeed in their job and role.
Clinical Experience: Experience for health science students to provide opportunities to interact with clients in a healthcare setting. Settings may include out-patient locations such as offices or clinics, inpatient settings such as hospitals or community settings such as long-term care. Initial experience may help to confirm students enjoy working with patients. Used later in training they help fine-tune patient care skills.	Onsite Career Tour: An interactive experience that allows students or job seekers to observe and investigate activities related to a specific industry and career development objectives. Also known as an industry tour, career road trip, worksite tour, field trip, or field experience.
Credit for Work Experience/Prior Learning Credit Options: Educational credit for paid or unpaid work experiences where academic and career-related skills are or have been learned.	On-the-Job Training: Training that is given to a paid employee while she or he is engaged in productive work and provides knowledge and skills essential to the full and adequate performance on the job.
Curriculum and Pathway Development: The use of labor market research and industry expertise to inform counseling, learning and career planning.	Pre-Apprenticeship: Program of coursework designed to prepare individuals to enter and succeed in a recognized apprenticeship program.
Employee Development: A process where the employee, with the support of her/his employer, undergoes various training programs to enhance her/his skills and acquire new knowledge and skills.	Project-based Learning: Teaching method in which students gain knowledge and skills by working for an extended period of time to investigate and respond to an authentic, engaging and complex question, problem or challenge. Also may be referred to as Capstone Project.
Externship: A temporary training program in a workplace, especially one offered to students or teachers as part of a course of study or work.	Service Learning: A teaching and learning activity that integrates meaningful community service with instruction and reflection to enrich the classroom education, teach civic responsibility and strengthen communities.
Informational Interviews: A meeting that the job seeker or student initiates with an individual who is working in a career of interest to gather information on the field occupation or organization and to expand their professional network.	

Alignment

Your area public partners offer many services to ensure you have a skilled and ready workforce.



AIMS | Aims Community College: Aims Community College provides knowledge and skills to advance quality of life, economic vitality, and success of the diverse communities we serve. Aims supports valued business partners with cost-effective access to state-of-art facilities, onsite customized training, clinical experiences, credit for prior learning, capstone projects and service learning.

Marie Meier | 970-378-3606

workforce@aims.edu

www.aims.edu/ced

CW | CareerWise: Works with businesses to develop a viable apprenticeship program. Identify needs/gaps within the business where hiring a high school apprentice could greatly increase productivity, ultimately helping to generate a steady talent pipeline.

info@careerwisecolorado.org

www.CareerWiseColorado.org

Access = One Stop Shop for Work-Based Learning

Table Discussion

Our goal is to make **Work-Based Learning** more **accessible** to Northern Colorado businesses.

Please provide **suggestions, feedback, questions and expectations** for this initiative.



Thank You

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WorkInNorthernColorado is a regional connection effort. Our partners believe that by working together, we can encourage job creation, attract qualified employees to our neighborhoods and provide resources to the partners and families of recruited new talent. Our goal is to help drive economic vitality and show what makes Northern Colorado a great place to work and live.

