PROMISING PRACTICES

BUSINESS ENGAGEMENT
I AM KATIE
PURPOSE

To learn and discuss

Promising Practices in Business Engagement

&

Ideas… Sector Strategies, Technology, and Apprenticeship
MEETING BUSINESS NEEDS
B U S I N E S S  E N G A G E M E N T
Promising Practice:
Connecting Job Seekers to
Employers

FISHING FOR TOP
TALENT?
COLORADO’S GOT IT!

Are you looking for resources to help you recruit, train, hire and retain your next great hire? Your local workforce center can help make sure you’re fishing in the right spot by connecting you with Talent Pool.

Talent Pool is a diverse group of pre-screened, motivated, and skilled job seekers from a wide variety of industries, backgrounds, and regions of the state. All of these candidates are qualified, prepared, and most importantly committed to working for your!

Our Talent Pool Candidates have:

- Experience and Qualifications Targeted for your Industry
- A Targeted Resume Detailing Relevant Knowledge and Skill Sets
- Effective Interviewing Skills
- Initiative and Interest
- Availability and Readiness to Work

Visit Your Local Workforce Center:

Jefferson County Business & Workforce Center:
3220 W. 87th Ave.
Glenwood, CO 80403
303-922-1174
jenjefferson@jesco.com
jeffco/jobcenter/workforce-center

Talent Pool
Launched in Jefferson County Colorado at the Business and Workforce Center now a Statewide initiative

Goal: Quickly connect ready to work, high skilled, professionals to employers
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Promising Practice: Connecting Job Seekers to Employers

• **Qualifications**
  • Show a strong and serious commitment to finding a career
  • Have the qualifications, experience, and interest in at least one industry
  • Provide a targeted, detailed resume
  • Demonstrate effective interviewing skills
  • Be ready and available to work
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Promising Practice: Connecting Job Seekers to Employers

Benefits of Talent Pool Membership

• Head to the front of line and be referred first to employers looking to hire

• Become eligible for specialized training and resources tailored to your specific needs

• Receive invitations to Talent Pool member exclusive hiring events and networking opportunities
RETHINKING FOLLOW UP SERVICES
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Promising Practice: Enhanced follow up services to retain employees

GST Michigan Works- Business Resource Network
Public/Private Partnership with business creating a network for employers to find resources to assist employees on the job site.

In the past 6 months have you had an employee:

• Late for/absent from work due to issues not related to work?
• Requesting a loan from 401K or you as an Employer?
• Come to you with a non-work related problem?
• Having disciplinary issues even when their work is generally good?
• Had an employee quit due to wage/hour increase and loss of benefits?
• Leave for another job due to workplace culture?
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Promising Practice: Enhanced follow up services to retain employees

Success Coaches
• Essential skills development
• Connects to services in the community
• On site at the employer ½ day a week
• Funded by employers
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Promising Practice: Enhanced follow-up services to retain employees

TRENDING concept
SECTOR STRATEGIES
SECTOR STRATEGIES

ALIGNMENT

• Alignment of funds and work

• Establishment of a Regional Workforce Strategy Group

• Work and staff will likely grow through the alignment efforts

• Staff Organization- by sector

• Sectors are few- established “Watch” industries
TECHNOLOGY
TECHNOLOGY

WorkSource Seattle King County

Partners4Work

New Jersey Career Connections

American Job Center Staff also provide outreach and remote services on an as-needed basis in communities not directly served by a CEN.

Southeast KANSASWORKS, Inc. - Tour of Services
TECHNOLOGY

Could this be a resource to invest in?

Will it build business engagement and reach untapped partners?
APPRENTICESHIP
**APPRENTICESHIP**

**CAREERWISE COLORADO**

**GOAL- 20,000 NEW APPRENTICES BY 2027**

<table>
<thead>
<tr>
<th>HOW IT WORKS</th>
<th>YEAR 1</th>
<th>YEAR 2</th>
<th>YEAR 3</th>
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</thead>
<tbody>
<tr>
<td><strong>HIGH SCHOOL</strong></td>
<td>3 DAYS PER WEEK</td>
<td>2-3 DAYS PER WEEK</td>
<td>NONE</td>
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<tr>
<td>ACADEMIC CLASSES</td>
<td></td>
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<tr>
<td><strong>ON-THE-JOB TRAINING</strong></td>
<td>12-16 HOURS PER WEEK</td>
<td>20-24 HOURS PER WEEK</td>
<td>32+ HOURS PER WEEK</td>
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<td><strong>HIGHER ED PARTNERS</strong></td>
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<td>COLLEGE-LEVEL COURSEWORK</td>
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<td>ALIGNED WITH YOUR PATHWAY</td>
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<tr>
<td><strong>COLLEGE COURSES BASED ON YOUR GOALS &amp; READINESS</strong></td>
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<td>The instruction you receive here will provide you debt-free college credit and the knowledge you need for your nationally recognized industry certification. Typically, courses are taken in the second half of the apprenticeship.</td>
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Every apprentice’s schedule is unique. If you’re starting as a junior your schedule will resemble this model.
• Data
• Growth in Businesses Partners
• Skill Demonstration and Certification
THE BEGINNING...

Take the time to try something new…

• It is okay to be risky, make sure evaluation is part of your program or initiative development

• Talk to all partners and stakeholders- new initiatives often fall apart because communication did not happen

• Keep going- adjust and find the right fit