



# An Opportunity Driven by Growth



- 96,000 vacancies by 2025 — a 38% increase from today<sup>1</sup>
- Highest job growth in Colorado **last year**
- Good pay - **\$27.35** average hourly wage **in 2016**
- Stable income - **2.5%** local industry unemployment rate
- Opportunity - **1/3** of construction workforce will retire in the next **3 to 5** years

<sup>1</sup> Estimate according to experts at Colorado State University's department of construction management

Source: <https://www.denverpost.com/2017/07/02/colorado-massive-shortage-construction-workers/>

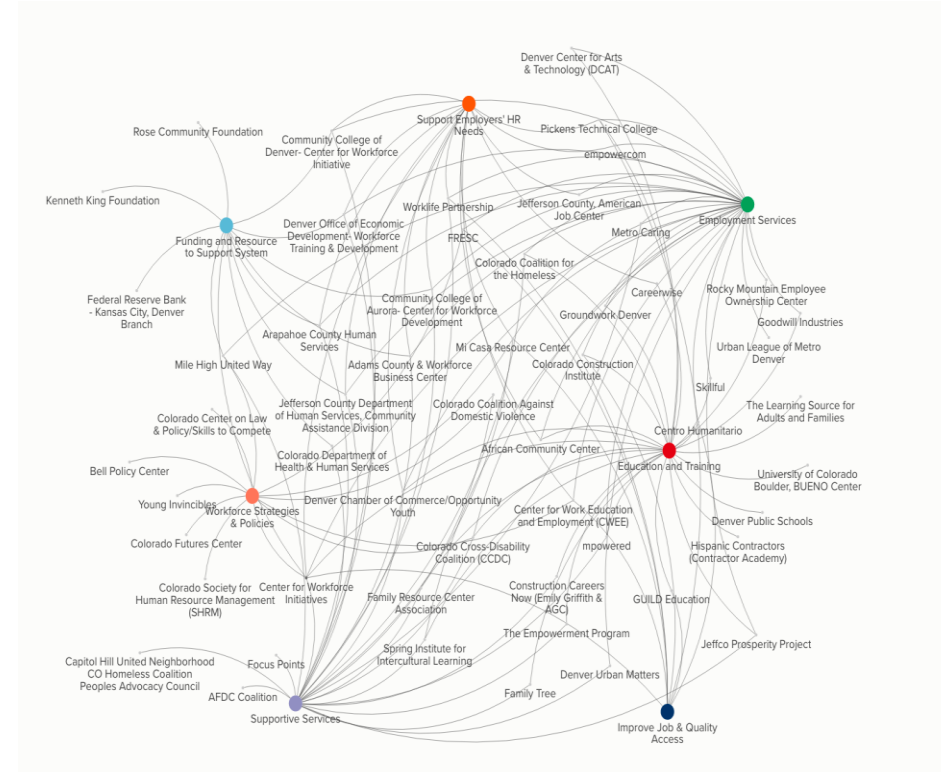
# An Opportunity Driven by Need



- C70 secured Local Hire Pilot Project status and needed to ensure access to a local workforce
- Community Workforce Needs Assessment revealed gaps in construction workforce services, alignment and access
- Neighborhoods across metro Denver felt the impact of multiple planned large scale infrastructure projects
- Resource programs desired deeper partnerships

**Despite their well-meaning efforts, workforce agencies struggle to move potential employees beyond entry-level, low-wage jobs that require minimal skills.**

- 60 population/task driven agencies with high duplication of efforts
- No shared data or measures of success
- Inconsistent quality of service delivery for employees/employers
- Competitive, “siloe” funding environment
- Limited alignment between “work support” and training agencies
- Good programs too expensive to scale
- Uncoordinated service environment with “soft” referrals for assistance



# Building on An Opportunity

## Improvements:

- Common operating agreement set for participating agencies
- Establish and share technology to complement navigators for greater alignment of service delivery
- Share measurement and data to drive improved decision-making by all participants and improve accountability for outcomes
- Enable scaling by coordinating growth among multiple partners
- Expand communication and other leveraged operational resources for participating agencies
- Connect two-gen and workforce resources





Colorado Resource Partners present WORKNOW, a two-generational approach to ensuring that working families living in communities directly affected by economic development projects benefit from those project opportunities.



### Additional Training Connections:

- Associated General Contractors
- Emily Griffith Technical College
- Mile High Youth Corp
- Community College of Aurora
- HCC Contractor Academy
- Master's Apprentice
- Colorado Contractors Association
- Athletics & Beyond (math tutoring)
- Registered Apprenticeship JATC's

Programming launched in late 2017 to support local and target hire efforts on regional infrastructure projects

- Find & prepare workers for craft & office positions
- Expand & integrate supportive resources
- Identify & remove barriers to industry success
- Provide technical assistance to support partners in building an inclusive economy



# Project and Contractor Benefits



- Recruitment of entry-level employees and skilled personnel through local training programs and community organizations
- Resources for new hires and existing employees such as boots, bus passes, gas cards and tools
- Support for large and small companies to navigate and utilize hiring incentives offered through city and state resources
- Opportunity to tailor or pilot training that is suitable to project scope



## Job Seeker or Incumbent Worker Benefits

- Support for services to support successful employment and retention like gas cards, or driver's license reinstatement fees, child care support, boots, etc.
- Access to Navigators and Coaches to support industry pathway development
- Foundational or Upgrade training to help build skills for career advancement
- Support with apprenticeship tuition or books and navigating application



# REFLECTIONS on Service Strategies

## Progress to Date

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### Find and Prepare Workers

- **1282** enrolled members (on track to exceed four-year goal of 2000)
  - 63% industry employment rate—80% general employment rate
  - Maintained minimum of 49% of members from target zip
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### Integrate and Scale Resources

- Decentralized access across 5 CORE partner locations
  - Improved use of Aunt Bertha as a resource navigation directory
  - 100% of CORE partners report increase used of supportive service resources
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### Resolve Barriers

- Implemented peer to peer mentors and Community Advisory Circle (CAC) to build industry awareness and role models
  - 61% of members increased household income within six months
  - 34% of members reported industry advancement
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### Provide Technical Assistance

- Implemented PM portal
  - Launched bi-annual “101” sessions for CORE partners and hosted first inclusive workforce forum
  - Standardized industry career navigation tools
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# Addressing Improvement Opportunities



- Expanded partnerships through establishing affiliate and ambassador framework—including grassroots organizations like tutoring programs
- Launched Community Career Conversations and Peer Mentor Hiring focused on priority enrollment areas
- Implementing customized construction budgeting classes through CORE partner mPowered—launching at seven partner locations in August
- Building out inclusive hiring support for members & contractors



- Over 500 placements on partner projects and industry positions
- Nearly 650 certifications earned by job seekers and current industry workers
- Six member launched construction related businesses
- Funders and project owners exploring new policy pilots
- Partners facilitate 4 action committees to guide progress and improvements
- Funded 6 pilot training program expansions
- CORE partners launched 3 new social enterprises



# Get Connected

## **Program questions**

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## **Community Engagement questions**

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