

WORKNOW

NEW OPPORTUNITIES FOR WORKFORCE



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

Project and Contractor Benefits



- Resources for new hires and existing employees such as boots, bus passes and gas cards
- Recruitment of entry-level employees and skilled personnel through local training programs and community organizations
- Support for large and small companies to navigate and utilize hiring incentives such as Work Opportunity Tax Credits or On-the Job-Training salary reimbursements offered through city 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 pathway development
- Foundational or Upgrade training to help build skills for career advancement
- Support with apprenticeship tuition or books



Year 2—REFLECTIONS on Service Strategies

Progress to Date

1

Find and Prepare Workers

- 1119 enrolled members (on track to exceed four-year goal of 2000)
- 59% industry employment rate—70% general employment rate
- Maintained minimum of 49% of members from target zip

2

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

3

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

4

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

Addition Service Strategy Improvements



Chloe L. | WORKNOW Member

"I was a stay-at-home Mom for six years and now I'm a working HVAC apprentice."

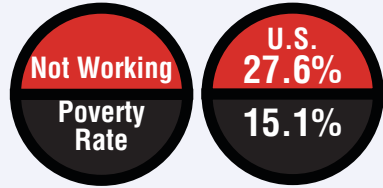
1119 ENROLLED

22% FEMALE

53% FAMILIES

- Expanded partnerships through establishing affiliate and ambassador framework
- Launched Community Career Conversations and Peer Mentor support focused on priority enrollment areas
- Piloted 4 new resource strategies, including implementation of customized construction budgeting classes through CORE partner mPowered—launching at seven partner locations in August

Where Opportunity Meets Need



Source: Distressed Communities Index 2018

