

DENVER ECONOMIC DEVELOPMENT & OPPORTUNITY'S
WORKREADY DENVER

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Program Administrator: Centro Humanitario Para Los Trabajadores

Term: May 1, 2024 – June 30, 2025

Amount: \$2,250,000

Service: WorkReady Denver, a component of the Denver Asylum Seeker Program (DASP), aims to build a pipeline of talent into jobs by providing individuals who are on a path to work authorization with the opportunity to connect to education, training, and employment opportunities. This initiative combines classroom learning, industry-recognized credentialing and unpaid on-the-job training to provide individuals with the best chance at success post work authorization.



*Denver Economic Development & Opportunity
is creating an economy that works for everyone.*



Images courtesy of Visit Denver / Rebecca Todd & Adam Boka

Business Development & Global Engagement

Supports business recruitment, retention, and expansion. Builds Denver's capacity to engage with and secure investment from global markets. Leads innovation & entrepreneurship initiatives.

Division of Small Business Opportunity (DSBO)

Creates and expands contract opportunities for small, minority, and women-owned businesses.

Workforce Development

Connects employers to a skilled talent pipeline. Connects jobseekers to employment and training opportunities. Houses the Denver Construction Careers Program.

Neighborhood Equity & Stabilization (NEST)

Creates opportunities for residents and businesses in neighborhoods experiencing change.

Executive Office

Drives overall strategic planning, agency operations, communications, and personnel management.

Denver Workforce Development

- Workforce Services
- Workforce Partnerships
- Colorado Urban Workforce Alliance
- Technology Employment in Colorado Partnership (TEC-P)
- Denver Construction Careers Program (DCCP)
- Workforce Development Board



WorkReady Denver

Objective:

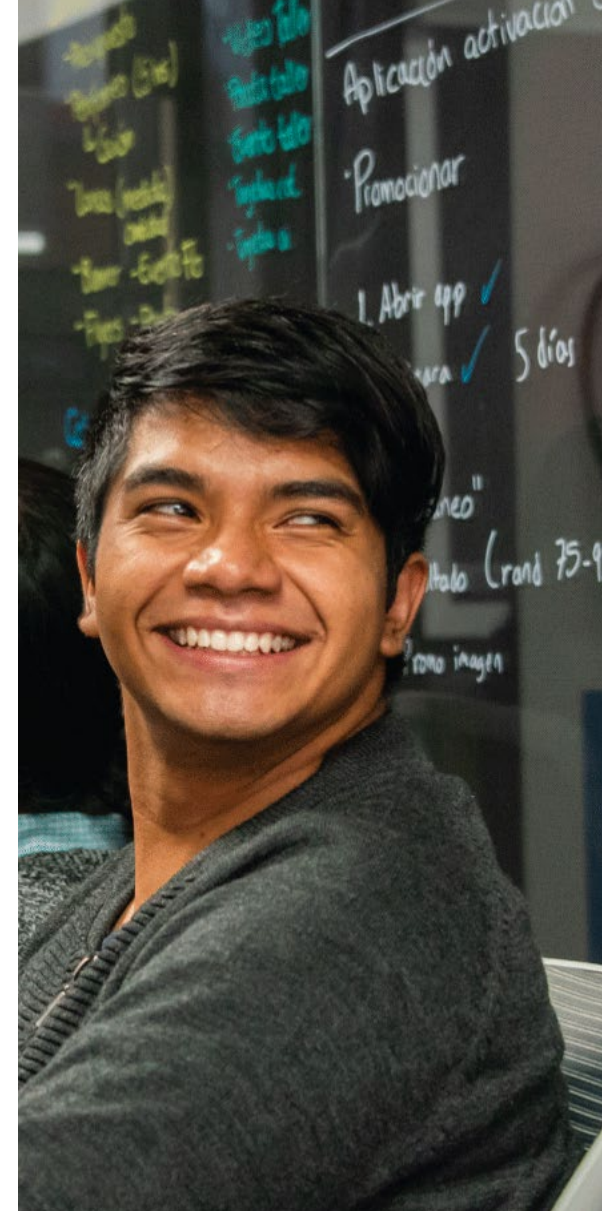
Build a pipeline for **jobs that are experiencing significant labor shortages** in Metro Denver through the upskilling of a new talent pool

Model:

- Comprehensive skills assessment and individual employment plans
- Foundational skills training including English Language Learning, Financial Literacy, Digital Literacy, Basic Job Readiness
- Industry training including pathways to credentials and work-based learning opportunities

Outcome:

WorkReady Denver will equip participants with transferable skills and industry-recognized certifications that align with the **needs of businesses, fostering a smooth transition into the workforce.** Employers will have access to a new talent pipeline and will have the opportunity to assist in the training of these individuals, resulting in a better prepared workforce.





- Denver has served over **40,000 newcomers** in the past 15 months
- Assisted **1,600+** newcomers with work authorization
- Majority of new arrivals are asylum seekers and will require **150-day (five-month)** waiting period for asylum
- Work authorization is applied for and obtained after mandatory 150-day waiting period



- Denver will launch the **WorkReady Denver** program to provide training into key industries including:
 - Retail & Hospitality
 - Construction
 - Childcare
 - Healthcare
 - Logistics



- Raise support from **private industry** to build model and support pipelines

Intake and Enrollment (Month 1)

- Contact information
- Skills assessment
- Work authorization timeline
- Supportive services needs determination
- Individual employment plan development

Industry Training (Months two-six)

- Pathways to short-term industry-recognized credentials
- Variety of industries (Construction, Retail & Hospitality, Healthcare, Childcare, Logistics)
- Provided through 3rd-party training providers

Work-based Learning (Months four-six)

- Work-based learning opportunities

Employment Placement & Retention Support (After month six/Ongoing)

- Support in connecting to employment
- Retention services for both employee and employer
- Continued case management, supportive services and follow up

Foundational Skills Training (Ongoing)

- English Language Learning
- Digital literacy
- Basic job readiness (job search, applications, resume, interviewing, etc.)
- Financial literacy
- Career pathway exploration

Outcome

Successful integration of newcomers into the workforce with enhanced language skills, industry-specific knowledge, and nationally-recognized certifications, benefitting both the participants and supporting companies in their talent acquisition efforts.

Budget



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Total Budget: \$2.25M

Breakdown:

- Admin - 10%
- Personnel - 40%
- Participant Direct - 50%

Total Cost/Participant: \$4,500
(Includes \$2,250 per person for direct training & supportive services)



WorkReady Denver

Contract Approval Request

Centro Humanitario Para Trabajadores

- Contract Amount - \$2,250,000
- Period of Performance - May 1, 2024 - June 30, 2025
- Outcome - 500 individuals served
 - Goals:
 - 90% completing foundational skills training
 - 70% completing industry training component
 - Credential training
 - Work-based learning
 - 70% employed
 - Average wage - \$20.00/hr



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WorkReady Denver

Centro de los Trabajadores, formerly Centro Humanitario, is Denver's only day laborer center promoting work, dignity and community.

Since 2002, thousands of workers have accessed El Centro's programs including know your rights training, direct access to jobs, workforce development and job skills training as well as leadership development and community building.

Mission: To strengthen the working class' talents and skills through training and capacity building and boost sustainable economic processes.

Vision: A prosperous working class

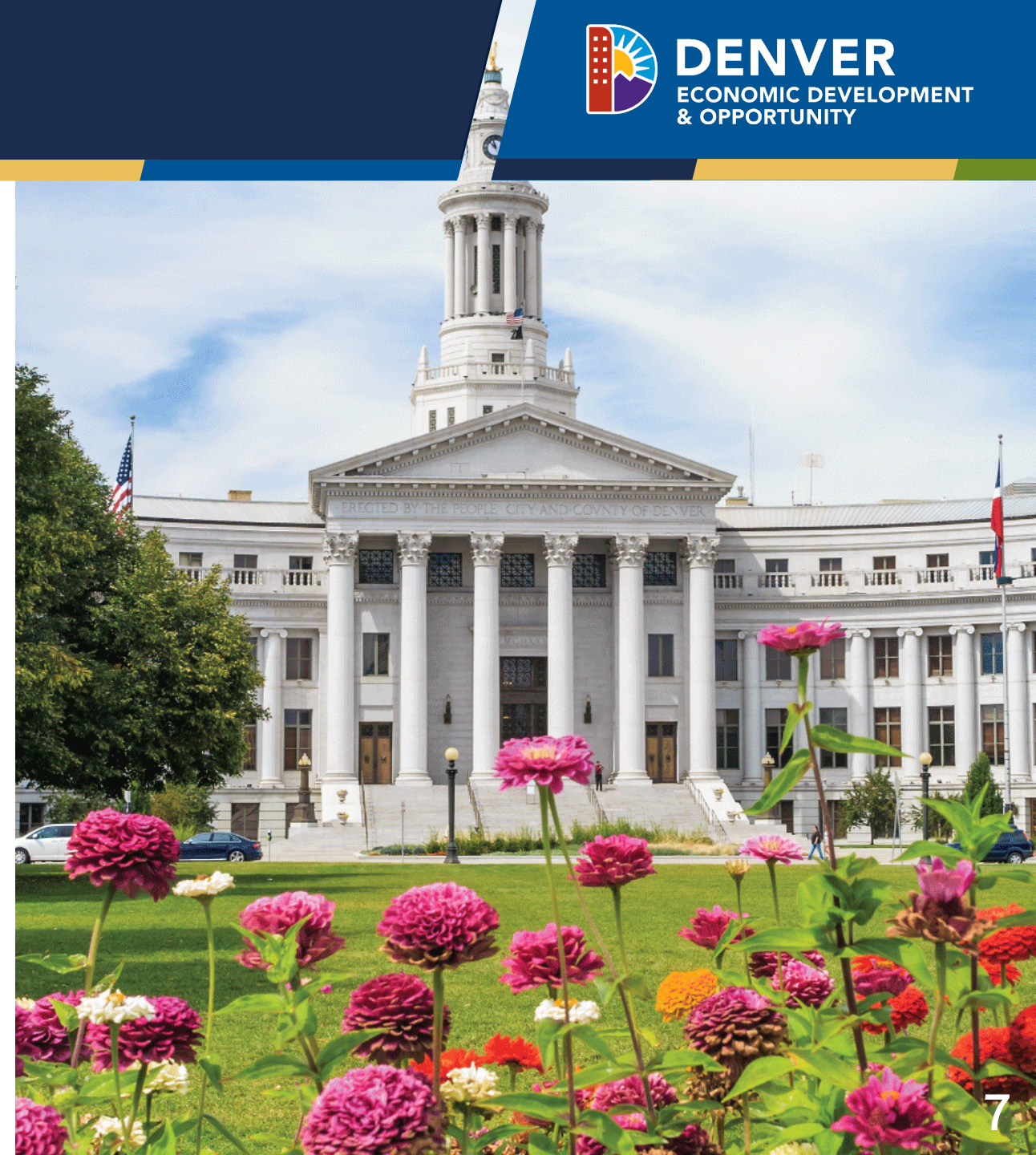
Values: Work, Dignity, Community



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Action Requested

Action Requested:
**Your support as we move
Resolution 24-0544 through
the City Council process**



THANK YOU

Tony Anderson

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Appendix



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Colorado Urban Workforce Alliance (CUWA)

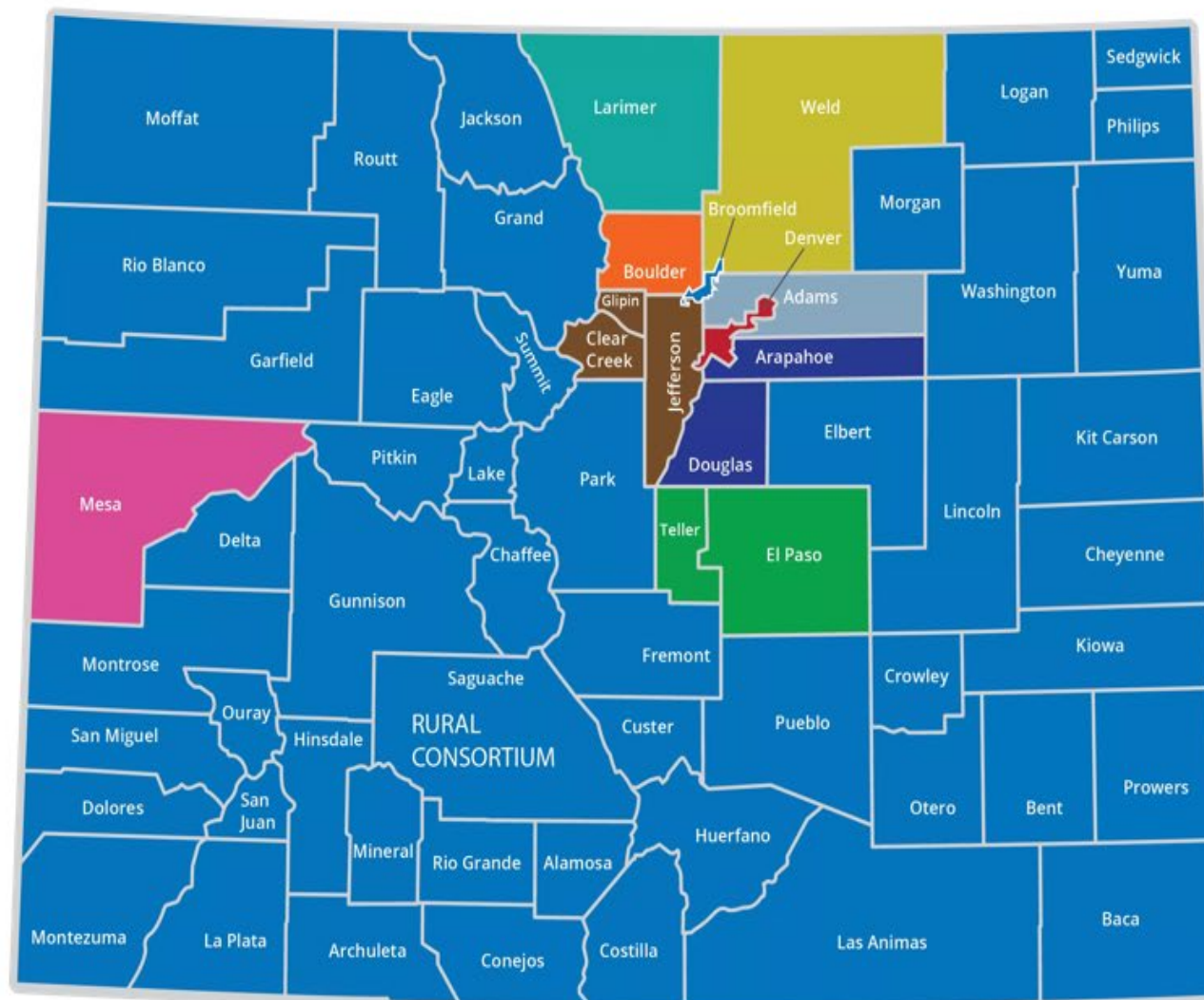


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Colorado Urban Workforce Alliance

- Adams
- Arapahoe/Douglas
- Boulder
- Broomfield
- Denver
- Jefferson (Clear Creek/Gilpin)
- Larimer
- Mesa
- Pikes Peak (El Paso/Teller)
- Weld



LOCAL AREAS

- Adams
- Arapahoe Douglas
- Boulder
- Denver
- Larimer
- Mesa
- Pikes Peak
- Rural Consortium
- Tri-County
- Weld

Technology Employment in Colorado Partnership (TEC-P)

Overview

- USDOL Grant
- \$7.38m, 4-year period of performance (1/31/25)
- 750 participants served
- Building a talent pipeline for IT, Advanced Manufacturing and Transportation careers

Priorities

- Grant outcomes
- Expansion (Rural)
- Sustainability



Denver Construction Careers Program (DCCCP)

100% OF THE CONSTRUCTION HOURS

Target/local hire

Target Hire Year One: 15%

Target Hire Year Two: 17%

Target Hire Year Three: 20%



- Target (Neighborhoods)
- Veterans
- Graduates of DEDO approved pre-apprentice programs



- Hours worked will count in all applicable categories
- Apprenticeship utilization and/or targeted hire goal(s) may be adjusted or eliminated where no apprenticeship or local performance is deemed possible.
- After Year 3, DCCCP will report back to City Council to determine if goals need to be adjusted/revise

Apprentice utilization

If Vertical

15% Apprenticeship Utilization
3.75% Apprenticeship hours 1st year apprentices
3.75% Apprenticeship hours Target Hire Populations

If Horizontal

Apprenticeship Utilization Year One:
3%

Apprenticeship Utilization Year Two:
4%

Apprenticeship Utilization Year Three:
5%

Denver Workforce Development Board



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Christine Dewhurst



Chris Carman



Cecil Courtney



Cecil Velazquez



Dan Hendricks



Dan Grady



Dan Weinstein



Valerie Greenhagen



Elise Lowe-Vaughn



Fabiana Nardi



Jon Alvino



Joseph Fiorini



Kelli Kelly



Lynda Campbell



Michael Williams



Maggie Bolden



Aimee Callahan



Robert Andrews



Scott Mangino



Turid Nagel-Casebolt



Matthew Sweeney