



November 28, 2018





Today's Agenda

- Background
- Services
- Success Measures
- Projects
- Success Stories
- Budget Request

The Challenge

Through a series of stakeholder roundtable sessions hosted by Colorado Department of Transportation, the following issues were identified in regard to **local construction hiring efforts**:

- Limited shared measures of success
- Siloed funding environments
- Disjointed connectivity among support and training organizations
- Community need for an expanded pipeline of local industry workers

About Colorado Resource Partners (CORE)

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represent an alliance of training and resource organizations, resourced through the Center for Workforce Initiatives, to achieve three main objectives:

- Foster demand-driven skills attainment and employment using regional infrastructure projects as a catalyst
- Enable upward mobility for all metro Denver residents and families
- Align and integrate programs and services and promote exchange of effective and innovative practice



About **WORKNOW**

CORE presents **WORKNOW**, a two-generational approach to ensuring that working families living in communities directly affected by economic development projects benefit from those project opportunities.

WORKNOW provides:

- Comprehensive construction workforce readiness
- Expanded training and supportive service access
- Effective hiring and advancement connections

WORKNOW is co-convened by Community College of Denver's Center for Workforce Initiatives and Denver Workforce Service through CORE



Building More, Building You

WHO

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WHAT

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HOW

+

WHEN

+

WHERE

=

WHY



A collaboration of organizations known as (CORE), working in a new way

WE PROVIDE TRAINING, EMPLOYMENT, SERVICES & SUPPORT, PRESENT, SPONSOR, PRODUCE, PROVIDE, PROGRAM AND PARTNER



(Through an employment platform called WORKNOW, presented by (CORE))

NOW

**COMMUNITY/
NEIGHBORHOOD
FOCUSED**

**TO BUILD INCOMES FOR
FAMILIES THROUGH HIGH-WAGE
JOBS AND TARGETED RESOURCE
SUPPORT.**

Existing Organizations Aligning for Impact

CORE Resource Partners

- Colorado HomeBuilders Academy
- Construction Careers Now
- Denver Area Labor Federation
- Denver Housing Authority
- Denver Workforce Services (ResCare and FACE)
- Denver Works
- Focus Points Family Resource Center
- Mi Casa Resource Center
- Mile High Youth Corp
- mPowered
- WorkLife Partnership

Center for Workforce Initiatives serves as the **CORE** backbone

Training Connections

- Associated General Contractors
- Colorado Contractors Association
- Community College of Aurora
- Community College of Denver
- Collaborative Healing in Communities (CHIC)
- Emily Griffith Technical College
- HCC Contractor Academy
- Master's Apprentice
- Registered Apprenticeship JATC's

What we do: Resource Navigation

Support for services that may act as a barrier to employment--gas cards, or driver's license reinstatement fees, or apprentice books etc.

- Since October, 68% of enrollees accessed supports

Navigators to support assessment and pathway development

- 7 current across CORE partners; expanding to 9 by January

All partners share communication tools to ensure standard industry information

- Launch of project management portal to share data and resources

Support for existing workers in the industry to share their experience and success with others

- Quarterly Mentor Network Nights



What we do: Training

Foundational and Entry-level

- General work readiness and resume or interview prep
- Boot camps & Pre-apprenticeship programs combining hands-on skills & industry expectation
- Industry appropriate certificates (such as Flagging, OSHA 10)
- Math tutoring

Upskilling and Advancement

- Registered Apprenticeship pathways (tuition & book support)
- Professional service upgrades such as blue print reading, erosion control, and estimating
- Heavy equipment experience (40 week hands-on overview/introduction)
- Welding Fundamentals
- Office skills including certified payroll and document control

Since October launch

- **307** have completed a certificate
- **WORKNOW** launched Saturday soft skills sessions, CORE partners offering joint workshops, new tutoring pilot support apprentice applicants with math assessments

What we do: Placement and Development

592 active WORKNOW members as of September 30

- 251 have secured new industry employment
- 190 or 32% entered employed and seeking development
- **Avg. Starting Wage** for new hires **\$18.73**

Project Hiring and Retention Service activity included:

- C70
- Denver Art Museum
- DIA
- Gaylord Hotel
- I-25 North
- National Western Center



What we do: Retention and Advancement

Navigators check-in at 7 days, 30 days, 90 days and 6 months to support success

- Added 7 day check-in post training completion or post-employment

Access to training upgrades

- Currently 38% of enrollees return for an “upgrade” within 60 days

Quarterly peer to peer mentoring circles and family friends community events

- Three sessions to date—Industry Networking, Pay Raises & Negotiations, and Conflict Resolution
- Average 25 to 35 per session

Post placement retention and upskilling coaching provided by WORKLIFE partnership



Success Measures: Year One

592 individuals enrolled

476 individuals completing plan of advancement

307 individuals completing training certification

251 individuals securing new industry employment

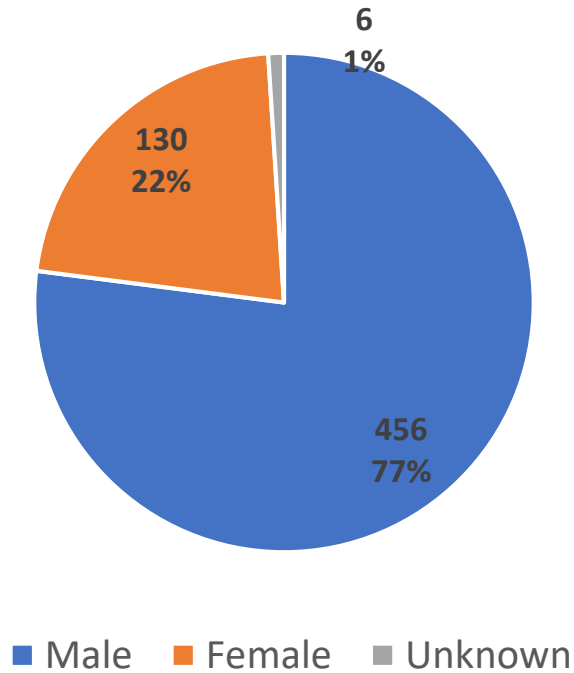
190 incumbent workers enrolling to advance

81% of WORKNOW members showed increased household income within 6 months of enrollment

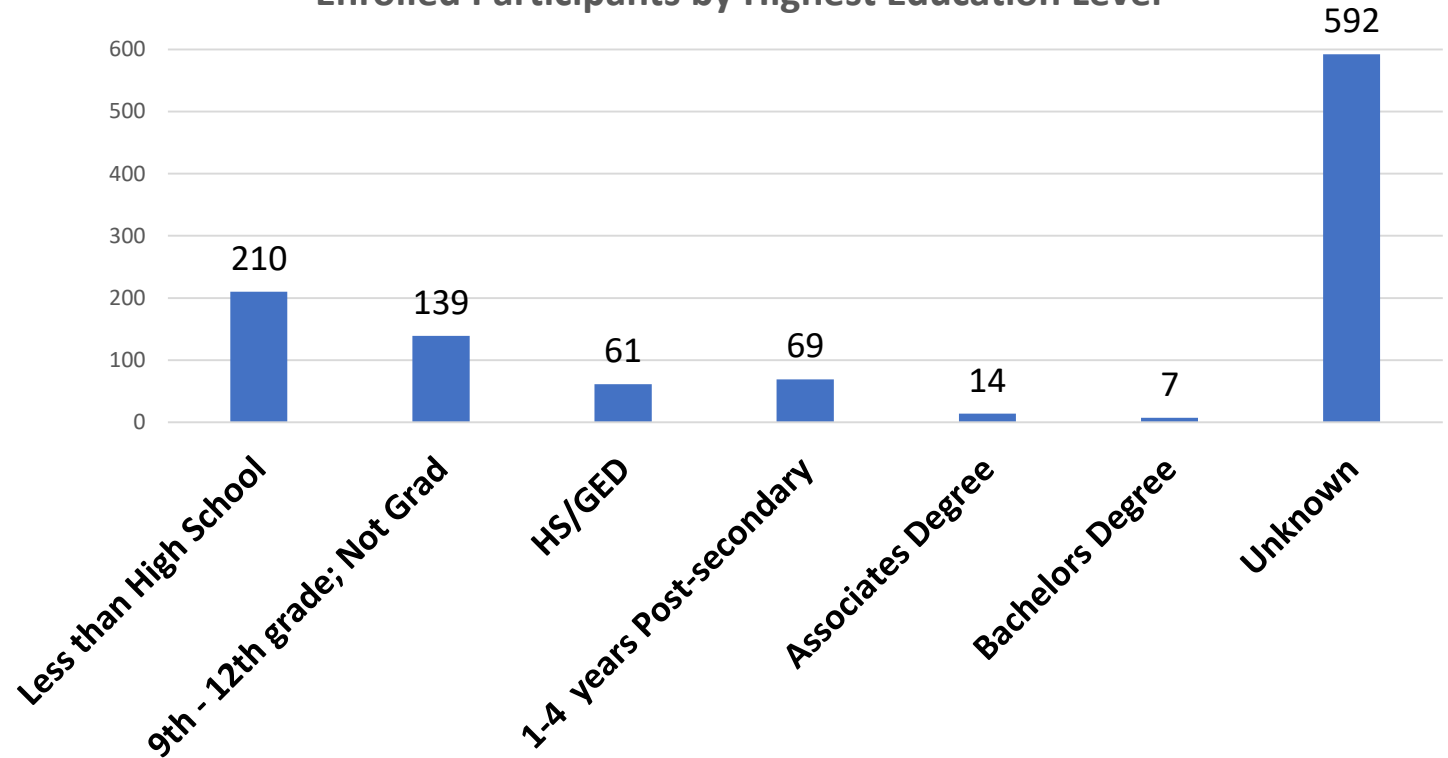


Who we serve: Gender and Education Level (Year One)

Enrolled Participants by Gender

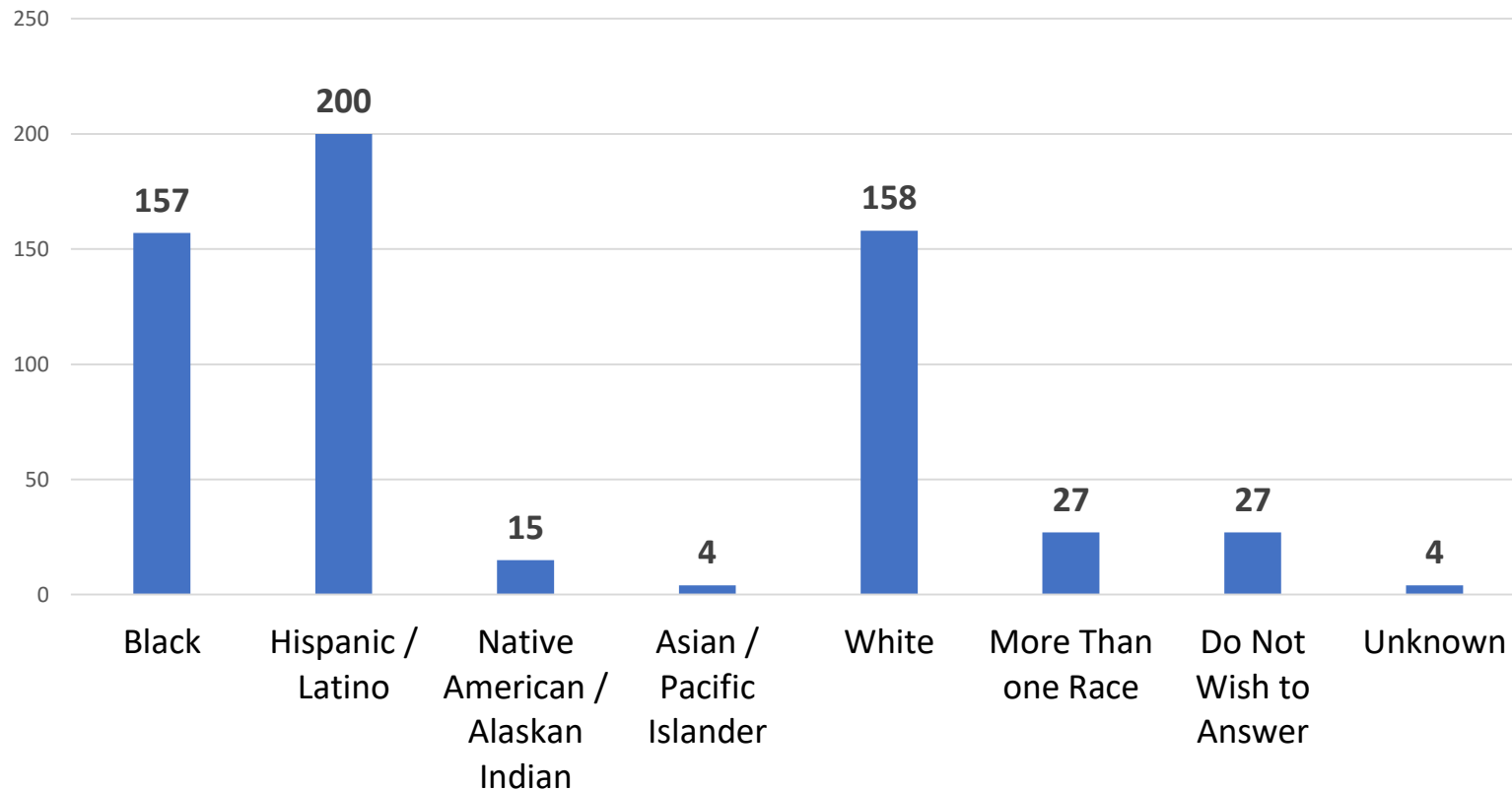


Enrolled Participants by Highest Education Level



Who we serve: Race and Ethnicity (Year One)

Enrolled Participants by Race and Ethnicity

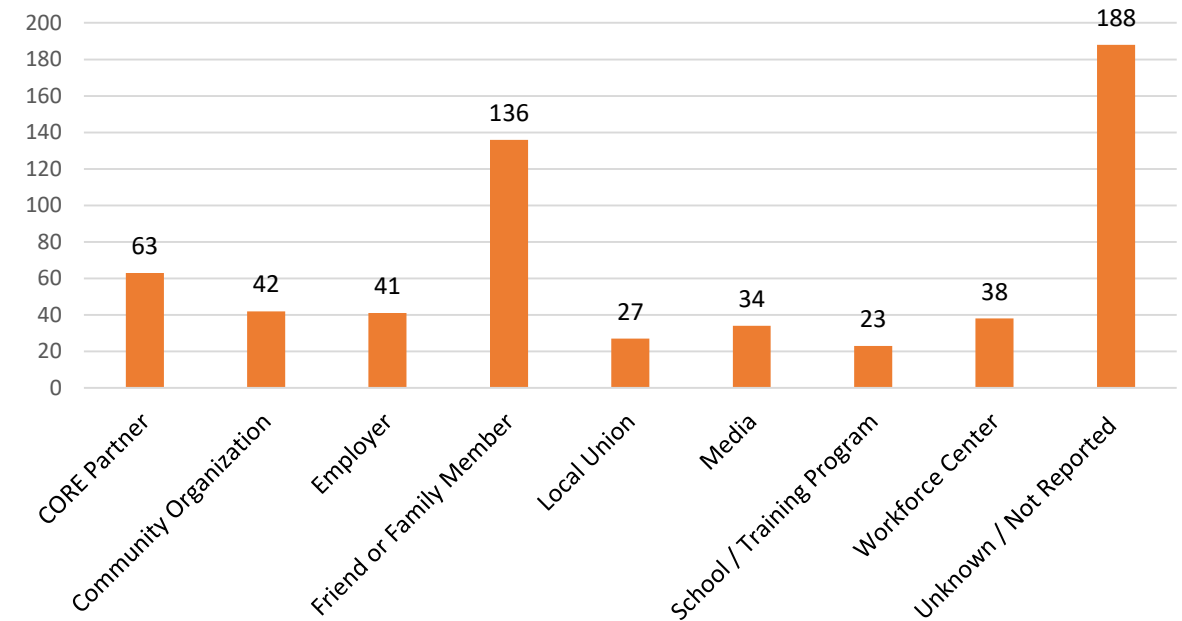


How do participants hear about us?

- Friend or Family member
- Weekly information sessions at NTC and Workforce Centers
- Program cards or website www.work-now.org



WORKNOW Information Source



WORKNOW Projects

ACTIVE PROJECTS

- CDOT Central I-70
- National Western Center



UPCOMING PROJECTS

- Select Elevate Denver Bond Programs
- Colorado Convention Center
- Denver International Airport





Patrick; 80010 resident

Action: Completed Estimating Certificate

Impact: Promoted at work 30 days later with \$4.00 wage increase (additional \$693 per month in family income)

"I tell everyone I meet about WORKNOW. I want to get everyone connected"



Richard; 80216 resident

Action: Accessed resume classes and tool purchase assistance

Impact: Hired with C70 contractor and enrolled as first-year electrical apprentice (shifted from \$0 income to \$15.91 per hour with full benefits)

"It is life changing, especially for someone coming out and trying to be stable again."



DeTonia, 80249 resident

Action: Accessed basic industry training and interview assistance

Impact: Hired as office manager for safety trainer and received raise within 2 months after saving company in bookkeeping services

"The follow up check-ins from my Navigators showed WORKNOW is really invested in my family's success."

Budget Request: \$564K

CATEGORY	DOLLAR AMT
Training	\$158,562
Navigator Support	\$121,380
Supportive Services	\$135,420
Employer Resources and Services	\$66,600
Marketing and Communications	\$70,000
Fiscal Support	\$12,140

- WORKNOW anticipates serving a minimum of 200 individuals through Training and Supportive Services
- The addition of 2.4 (FTE) new Navigators will help WORKNOW enrollees secure needed resources and tools for success
- Employer resources and services include activities such as post-placement career coaching for incumbent workers through CORE partners
- Marketing and Communications investments will assist WORKNOW promote opportunity on City projects

THANK YOU!

Questions?