



# Community Foundation of Northern Colorado June Issue Briefing June 8, 2023

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# Our Priority:

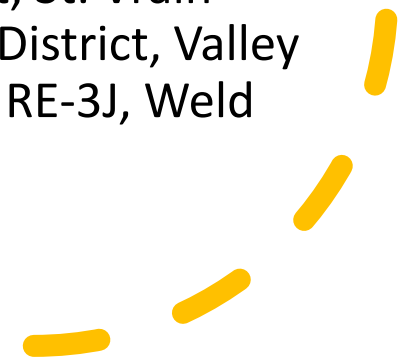
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- Creating good jobs
- Supporting business to create a talent pipeline
- Helping youth, job seekers, and career changers to find their passion for a fulfilling career
- Coordinating workforce and education with business at the forefront



# Education Pathway to Employment Asset Mapping

- Partnership with Community Foundation of Northern Colorado and The Weld Trust
- The report includes:
  - Asset maps for 15 school districts including: Ault-Highland RE-9, Briggsdale RE-10, Colorado Early College, Eaton RE-2, Estes Park, Fort Lupton RE-8, Greeley 6, Johnstown-Milliken RE-5J, Platte Valley RE-7, Poudre School District, St. Vrain Valley Schools, Thompson School District, Valley RE-1, Weld County School District RE-3J, Weld RE-4 (Windsor-Severance)



# Interviews conducted by Colorado Succeeds

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Key insights from stakeholder interviews with Aims Community College, Colorado State University, Front Range Community College, and University of Northern Colorado



Key insights from stakeholder interviews with Larimer County Economic and Workforce Development and Employment Services of Weld County



K12 Work-Based Learning Business Liaison from the Workforce Innovation Grant



Labor	Labor market data for the region [August 2022]
Key	Key recommendations for collaboration based on asset maps, labor market data and landscape analysis
Landscape	Landscape analysis of key opportunities for the region

# Four Recommendations:



Collaborate and Converge Around a Regional Talent Agenda



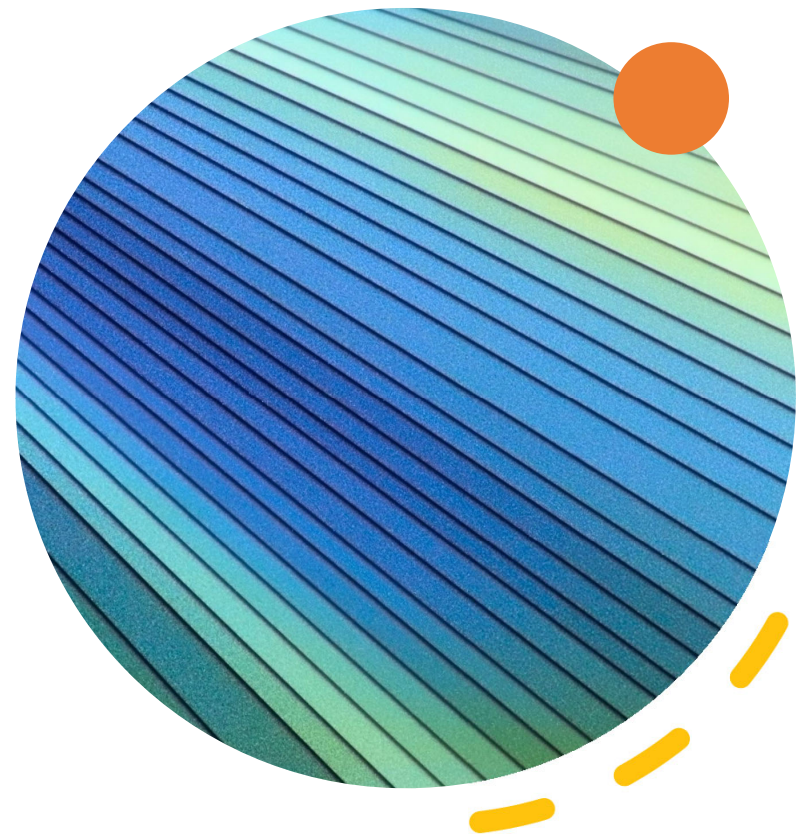
Make it as easy as possible for students and business to connect



Create strategic pathway expansion that benefits students in the short- and long-term



Utilize and share regional data to understand demand, outcomes, and resource allocation





# Next Gen Sector Partnerships in NoCO

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- Advanced Manufacturing
- Health Care
- Construction
- Hospitality
- Nonprofit
- Launching Financial Services



# Grant funds into Northern Colorado

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- \$150,000 Workforce Innovation Grant – Work-based Learning Business Liaison
- \$217,000 Regional Sector Partnership Expansion
- \$500,000 Work-Based Learning Incentive Program (WBLIP)
- \$30,000 Building Evidence for Sector Partnerships







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# Work-Based Learning Incentive Program (WBLIP) Grant

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Reimbursements for employers to create a new or enhance an existing work-based learning program

# COLORADO'S WORK-BASED LEARNING CONTINUUM

Work-based learning is a continuum of activities that occur, in part or in whole, in the workplace, providing the learner with hands-on, real world experience.

## LEARNING ABOUT WORK

Career awareness and exploration helps individuals build awareness of the variety of careers available and provides experiences that help inform career decisions.

- Career Counseling
- Career Planning
- Career Fairs
- Career Presentations
- Industry Speakers
- Informational Interviews
- Mentoring
- Worksite Tours
- Project-based Learning

## LEARNING THROUGH WORK

Career preparation supports career readiness and includes extended direct interaction with professionals from industry and the community.

- Clinical Experiences
- Credit-for-work Experiences
- Internships
- Pre-apprenticeship
- Industry-sponsored Project
- Supervised Entrepreneurship

Experience

## LEARNING AT WORK

Career training occurs at a work site and prepares individuals for employment.

- Apprenticeship
- On-the-job Training
- Employee Development

## What is Work Based Learning?

Education Coordinated



Business Led

# Why Does This Matter to You?

Incentive dollars paid to employers as reimbursement for completing work-based learning (WBL).

- Learning **ABOUT** work – Reimbursement \$1,500-\$2,500
- Learning **THROUGH** work – Reimbursement \$4,500-\$6,000
- Learning **AT** work - \$8,000 - \$10,000

# Examples of WBL programs

- Develop a WBL program at a business for the first time
- Start a new Incumbent Worker Program
- Restarting a dormant WBL program at a business
- Increasing the complexity and/or employer commitment of an existing program, e.g., move from hosting job fairs to an internship
- Recruiting and placing non-traditional participants in an existing program, e.g., adding a youth component to an adult program
- Developing a more robust WBL program
- Expanding the variety of WBL opportunities



# Intent of the Grant?

Assist businesses with the start-up costs associated with starting or enhancing a WBL program.

Businesses must provide documentation of this development or enhancement and associated allowable costs to receive the reimbursement.



Incentive  
payments  
employers may  
receive

- Staffing costs
- New personnel or increases to existing personnel
- Salaries and benefits to accomplish the goals of the WBLI Program
- Start-up management costs for employers to create WBL programs including training for employers to establish and manage a WBL program
- Training costs including enrollment, registration, and course fees for participation in classroom training and certifications aligned with WBL.



# Incentive Payment Add-Ons

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- The maximum incentive to a business is \$10,000
- Small (less than 25 employees) OR rural businesses are eligible for an additional \$100 (over the \$10,000)
- Small Rural business are eligible for an additional \$200 (over the \$10,000)





## Population Incentive

*Includes any household with an income not more than 150% of the federal poverty level as determined by the most current guidelines*

- Individuals who are:
  - 50 years or older
  - Are or were incarcerated
  - Veterans
  - Individuals with disabilities
  - Recently immigrated to the US and reside in Colorado
  - English language learners
  - With low levels of literacy
  - Residing primarily in rural areas
  - Experiencing homelessness
  - Youth



## How Do I Learn More?



Contact:



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Thank you!



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