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
- 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

Project and Contractor Benefits

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- 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

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- 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

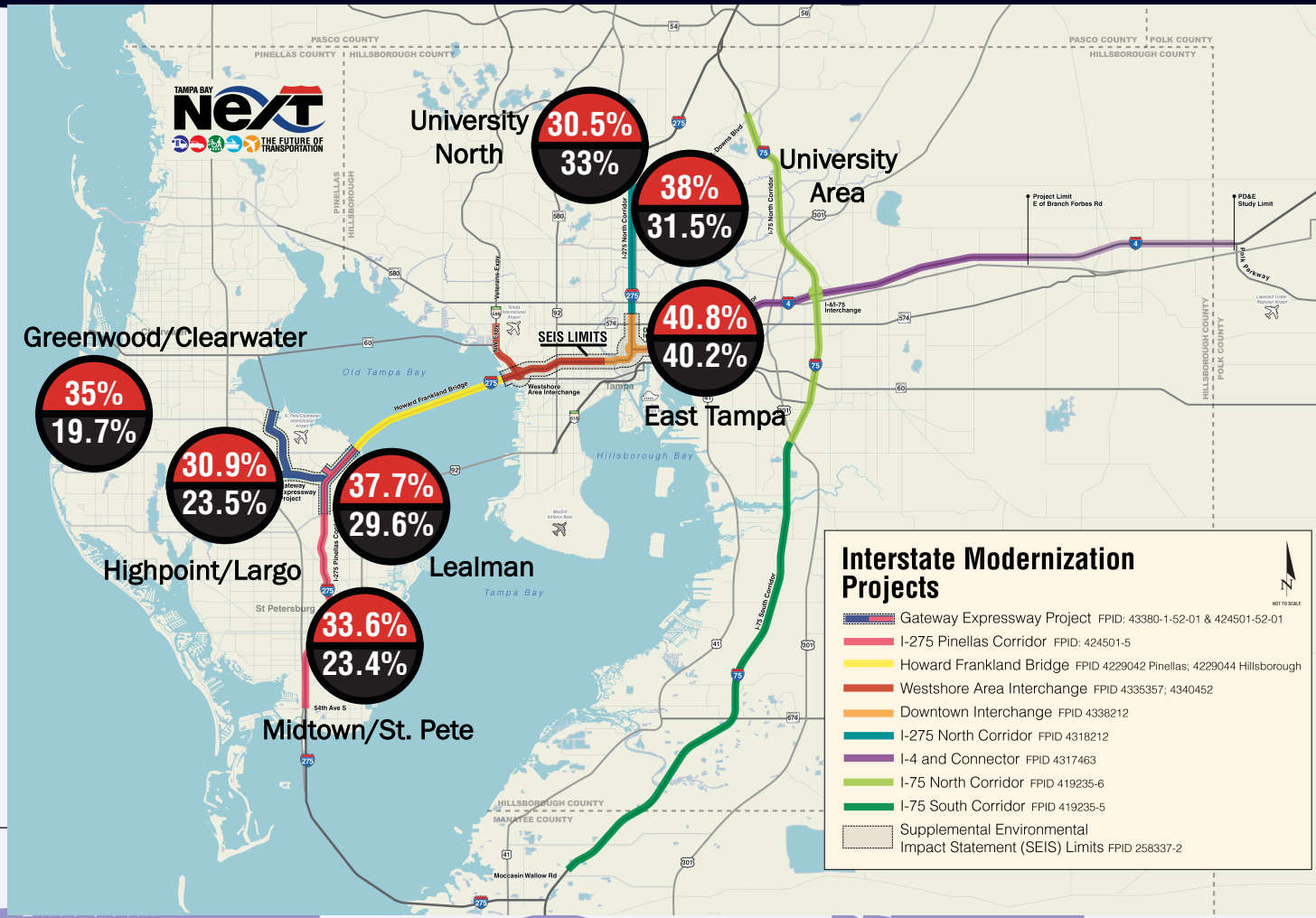
	Progress to Date
1 Find and Prepare Workers	• 1119 enrolled members (on track to exceed four-year goal of 2000) • 59% industry employment rate—70% general employment rate • Maintained minimum of 49% of members from target zips
2 Integrate and Scale Resources	• Decentralized access across 5 CORE partner 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

- 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

	Adults Not Working	Poverty Rate
U.S.	27.6%	15.1%



Source: Distressed Communities Index 2018