



Workforce News

January 2024

Happy New Year!

Hot off the Press

Paid Family Leave Portal Is Live [CDLEcolorado.gov](https://cdle.colorado.gov)

My FAMILI+ Employer is the online employer services portal Colorado businesses, third-party administrators (TPA's) and local government employers will use to manage their FAMILI accounts. If you have not registered, you will need to register your business with My FAMILI+ Employer. My FAMILI+ Employer operates similarly to My UI Employer, allowing employers to report wage data, remit premium payments, apply for exemption with a private plan, and upload letters of declination votes.

Registration details are available [HERE](#).

2023 Colorado Talent Pipeline Report cwdc.colorado.gov

In 2023 Colorado had one of the top economies in the country, but the demand for qualified workers continues, and opportunities exist to equip Colorado workers and learners with the skills they need to advance and meet the needs of businesses. Key recommendations:

- Strengthen Support for Employers' Talent Development
- Increase the Availability of Career-connected Learning Opportunities
- Establish a Statewide Longitudinal Data System
- Invest in High-impact Opportunities

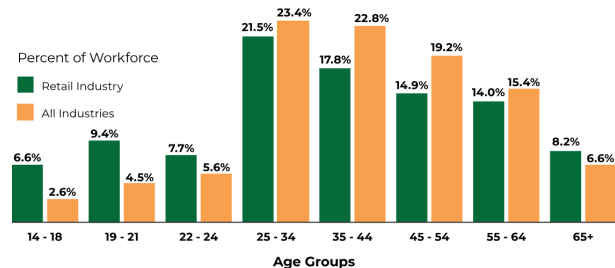
View the full report [HERE](#).

Sector Spotlight

The **Retail Sector** employs 230,790 people in 13,323 establishments. In 2022 the sector had \$33.3B in sales and contributed \$19.8B to the region's Gross Regional Product. The Retail Sector makes up 8.6% of the total employment across Colorado's urban front range.

Retirement Risk for the Retail Sector

The retirement risk in this sector is slightly higher than that across all industries in the region. The sector has a high supply of workers in the 14 to 24 age group while the 55 and older age group is 0.2% above that for all industries.



Technology is dramatically accelerating the worlds of aviation and hospitality—will your frontline workforce be ready? deloitte.com

Travel, along with service industries more broadly, has recently faced unprecedented workforce challenges. The onset of lockdowns in 2020 sent workers home from their jobs in hotels, airports, and

Community College of Denver Registered Veterinary Technology Apprenticeship Program

Employees can train to become a Registered Veterinary Technician in less than 3 years while maintaining their employment with you! For more information contact: Jennifer Gunther at 720-841-8633 or Jennifer.Gunther@ccd.edu.

Small Business Equity Fund Grant Program

CDPHE's [Colorado Green Business Network](#) is now accepting applications for the [Small Business Equity Fund grant program](#) for businesses located in Aurora and Commerce City, Colorado. The program aims to help businesses transition to energy-efficient equipment, which can save money through reduced energy use.

The Colorado Green Business Network will assess applications according to eligibility and application submission on a first-come, first-served basis while funds last. Businesses that meet the following eligibility requirements should fill out an online application. Applications are reviewed as they come in. This opportunity will conclude when funding is no longer available or by August 1, 2024, whichever comes first. Read about the program [HERE](#).

Metro Denver Retail Partnership Annual Conference: Leap Forward Into 2024

This no-cost conference is an opportunity to network and collaborate with professionals from retail, hospitality, and the food and beverage communities in the metro Denver area.

Hear from local business leaders Elizabeth Garner - Colorado State Demographer, Stacy Garmon - President/CEO, Castle Rock Chamber, and Lynda Campbell - Vice President of Corporate Operations, 5 Senses Hospitality.

Join us on January 31, 2024, from 10:00 a.m. to 12:00 p.m. at CentrePoint Plaza, 14980 E. Alameda Drive, Aurora, CO 80012. Please register to attend [HERE](#).

[Powering Climate and Infrastructure Careers for All](#) is a collaborative philanthropic effort to help tackle the serious workforce implementation challenges facing the United States on its path toward a net-zero economy and 21st-century infrastructure. This groundbreaking, \$50 million initiative propels the Fund's total commitments to more than \$110 million, up from an initial \$7 million invested at launch in April 2020. Combining grants and technical assistance to nonprofits, state and local governments, training and education providers, and private sector employer groups, the new initiative aims to help advance at least one million uplifting careers in the booming clean energy and infrastructure industries. Apply [HERE](#).

planes almost overnight. Many months later, as occupancy rates and flown passenger volume rebounded from pandemic lows, staffing lagged these demand metrics. Workers from the front lines of travel had seemingly landed elsewhere.

Alongside these workforce dynamics, another long-term industry shift has continued: greater automation and general tech integration across the travel experience and the processes and humans that support it. Much of this technology augments or alters human labor, such as digital room keys and data analytics for flight crew planning. Tech adoption is changing workforce management—from required skillsets and training and onboarding to career pathing and development.

Colorado Department of Early Childhood in partnership with EPIC develop an Employer Based Child Care Lab [Coloradoepic.org](https://coloradoepic.org)

Employers have been hit hard by the childcare deficit, as employees from entry to executive level are leaving the workforce and struggling to return. Employers and entities across the state are taking action to help relieve the pressure on working families, through the development of on or near-site childcare programs and other creative family benefits that aim to offer both access, flexibility, and affordability for their employees, while building critical child care supply in their region.

To continue guiding this incredible effort to success, the Colorado Department of Early Childhood (CDEC) has partnered with Executives Partnering to Invest In Children (EPIC) to bring back the Employer-Based Child Care Design Lab, a unique opportunity for employers to gain the knowledge necessary to plan an on-site or near-site child care facility through direct support and community partnerships while developing a competitive grant application for up to \$800,000 in state funding for their projects. The Design Lab 3.0 will run from February 2024 through May 2024. Apply [HERE](#).

New Standard mileage rates for 2024 [IRS.gov](https://irs.gov)

The IRS announced that the optional standard mileage rate for business use of an automobile will *increase* by 1.5 cents starting January 1, 2024, to 67 cents per mile. The depreciation element increases to 30 cents. The rates apply to electric, hybrid, and gasoline-powered vehicles.

The mileage rate for medical/moving purposes decreases to 21 cents per mile. The mileage rate for service to charitable organizations remains at 14 cents per mile. The charitable mileage rate is a statutory rate and not indexed. See news release [IR-2023-239](#) and [Notice 2024-08](#).

Highlights from our Workforce Development Board

More Business News

New Teacher Externship Program Will Connect

CWDC Recognizes High-Performing Board

During its December meeting, the Arapahoe/Douglas Workforce Development Board was publicly recognized by the Colorado Workforce Development Council as one of Colorado's high-performing workforce boards. Its mission is identifying and promoting workforce development strategies to positively impact the economic well-being of Arapahoe and Douglas Counties.

If you are interested in receiving more information, participating with, or applying to serve on the Workforce Development Board, please complete the [FORM](#) at the bottom of the web page.

The Arapahoe/Douglas Workforce Board meets on the first Thursday, bi-monthly from 11:00 am – 1:00 pm.

Next meeting: February 1, 2024 • 11:00 a.m. to 1:00 p.m. Location to be announced.

Host a Workforce Development Board meeting at your business. Please contact Sydney at (303) 636-1178 or by email at sgolditch@arapahoegov.com.

Arapahoe County Board of County Commissioners arapahoegov.com

The Arapahoe County Board of County Commissioners holds business meetings at 9:30 a.m. on the second and fourth Tuesday of each month in the Administration Building's East Hearing Room and are [streamed live and archived](#). Public comment is taken during these meetings.

The Board also holds study sessions on Mondays and Tuesdays as well as regular meetings for county staff updates. These study sessions (except for executive sessions) are open to the public.

Douglas County Board of County Commissioners Douglas.Co.US

The Douglas County Board of Commissioners holds public Business Meetings, Land Use Meetings, and Public Hearings, on the second and fourth Tuesday of each month at 1:30 and 2:30 p.m. respectively in the Commissioners' Hearing Room, 100 Third Street in Castle Rock. Special meetings may be scheduled at different times as needed. View the [2024 Business Meeting/Land Use Meeting Public Hearing schedule](#).

Educators to STEM Businesses CDLE.gov

You are invited to participate in an exciting new program that will help shape the future of education and workforce development in Colorado! With the enactment of Colorado House Bill 23-1198, the Department of Labor and Employment is launching a K-12 [Teacher Externship Program](#) focused on STEM occupations.

CDLE's Teacher Externship Program connects K-12 teachers with STEM-based employers offering hands-on, immersive, work-based learning opportunities. These experiences provide teachers with a deeper understanding of industry practices, empowering them to deliver more relevant content to students to better prepare them for the workforce.

We want to hear from you! Please take 5 minutes to learn more and answer a few questions on [THIS SURVEY](#) about your interest in being part of this new, innovative initiative. We look forward to partnering with you to inspire the next generation of STEM professionals.

Current CWDC Programs and Support

The CWDC offers a variety of no-cost programs and assistance to help Colorado businesses measure and improve the quality of their jobs. Additionally, the CWDC provides support to local stakeholders and partners, such as workforce professionals, to engage in job quality efforts. This section will be updated with opportunities as they are made available.

Workforce Strategies for Small Business Series

Job quality webinar series available on-demand, presented as a collaboration between the Colorado Small Business Development Center (SBDC) network and the CWDC.

- [Competitive Hiring & Retention](#)
Looking at wages and benefits that fit your budget
- [Growth Opportunities](#)
From apprentice to manager, prep your business to retain and promote your team
- [Workforce Belonging](#)
Enhance engagement to increase profitability

Find the complete list of no-cost consulting and low-cost training opportunities, visit the [Colorado SBDC](#) website. Download the Job Quality Checklist for Employers [HERE](#).

Save the Dates!

Business Events

Discovering A/D Works! Business Services
Hear about the many no-cost services that the Business Services Team has to offer you. Held virtually from 12:00 p.m. - 1:00 p.m. on the third Wednesday of each month: January 17th, February 21st, March 20th, April 17th, and May 15th. Interested businesses should email sgarno@arapahoegov.com.

Recruiting Opportunities

Virtual Career Fair For Tech Professionals
Tuesday, January 30, 2024; 10:00 a.m. to 1:00 p.m. Interested businesses hiring Software Developers and Engineers, Business Operations, Data, and IT professionals should email a list of open positions to rmccormick@arapahoegov.com.

A/D WORKS! Programs Virtual Career Fair, February 21, 2024; 11:00 a.m. to 2:00 p.m. Interested

We are accepting ideas for 2024 business topics for our in-person events and our newsletter.

What topics would you like to hear about?

Email us: business.solutions@arapahoegov.com

businesses should email
d Wittmer@arapahoegov.com.

Need help with your recruiting goals? Connect with a Business Development Representative today!

Call **303-636-1359** or fill out a [request form](#) and one of our representatives will contact you.

Send business and newsletter suggestions and inquiries to Business.solutions@arapahoegov.com.

Produced exclusively for
Arapahoe & Douglas County Businesses.



ARAPAHOE COUNTY



Arapahoe/Douglas Works! is an equal opportunity employer/program.
Auxiliary aids and services are available upon request to individuals with disabilities.

Arapahoe/Douglas Works! | 6974 S. Lima St., Centennial, CO 80112

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