Hot off the Press

Small Business Apprenticeship Grant

May 30, 2023 - The Colorado Workforce Development Council (CWDC) is providing financial incentives of up to $50,000 in grant funding to small businesses to expand administrative support for launching new or expanding existing Registered Apprenticeship Programs (RAPs). The funding is anticipated to be released in July 2023.

Sign up to receive a notification when funding is available.

Examples of how an employer can utilize funding include:
- Hiring internal administrative support to launch or expand apprenticeship programs
- Provide training for managers and/or mentors
- Curriculum development

Funds for the award are provided through HB21-1264. The CWDC has produced the SLFRF Partnership Guide to prepare grantees with valuable information, best practices for record keeping, and helpful tips for managing grant requirements.

Learn more about the available TA modules Here
Apply via the CWDC TA Portal Here

Nonprofit Infrastructure Grant Program

The Nonprofit Infrastructure (NPI) Grant Program is a statewide grant program for small, community-based, nonprofit organizations with annual budgets between $150,000 and $2,000,000, that have been negatively affected by COVID-19. Funds can be used for organizational infrastructure needs, such as technology, human resources, and strategic planning.

The retirement risk for the biosciences sector is low, with 5.5% of its total employment aged 65 or older. This compares with a 6.6% retirement risk across all industries in the Denver-Aurora-Lakewood Metro Area.

Automation Strategies in a Structurally Scarce Labor Market

The labor market in Colorado is structurally scarce. In plain language, there simply aren’t enough workers available to fill all the open jobs, creating paint points for Metro Denver businesses. When we consider data on job openings and labor turnover in Colorado from the U.S. Bureau of Labor Statistics, we see that in April 2023, which is the latest data available from this source, there were 241,000 unfilled jobs in our state.
strategic planning, professional development for boards, marketing, technology, etc. It is not meant to fund the programs of the nonprofit. For more information please visit the NPI Grant Program page https://dlg.colorado.gov/nonprofit-infrastructure-grant-program/application. Applications are accepted from July 5, 2023 through August 31, 2023.

FOR PUBLIC COMMENT
Quality and In-Demand, Non-degree Credentials Framework CWDC.STATE.CO.US

The Colorado Workforce Development Council (CWDC), in partnership with the Colorado Department of Higher Education (CDHE) and Colorado Succeeds, invites employers to provide public comment on the Quality and In-Demand, Non-Degree Credentials definition and evaluation rubric.

We encourage you to review both the criteria for qualifying a credential as well as the rubric steps after a credential has been classified.

Multiple stakeholders from business, education, and governmental and non-governmental organizations provided input into this framework. The goal of this framework is to ensure that short-term, non-degree programs incorporate quality, stackability, and value.

You can view the framework and provide your feedback on elements via this feedback form or by attending one of the following listening sessions:

- July 11, 2023, 3:00 - 4:00 p.m. Register here
- July 12, 2023, 11:00 a.m. - 12:00 p.m. (in-person 633 17th St. Denver, CO 80202) Register here
- July 13, 2023, 11:30 a.m. - 12:30 p.m. Register here
- August 3, 2023, 1:00 - 2:00 p.m. Register here

Occupational Profiles

Want to know more about common career options in the Denver Metro area? Arapahoe/Douglas Works! is launching occupational profiles of the top 10 jobs posted in the Denver Metro area between April 1, 2023 – June 30, 2023. The profiles feature detailed information on the top occupations, including median wages, job growth projections, and the skills and education required for each role. View the profiles on our website: https://bit.ly/ADWOccupationalProfiles

Workers’ Compensation 101

If you have employees operating in Colorado, you need to carry workers’ compensation.

Check out this new video for a 101 level overview of workers’ compensation in Colorado.

Visit cdle.colorado.gov/dwc/employers to learn more about your responsibilities as an employer and how to get workers’ compensation insurance.

Automation Can Keep you Competitive With Fewer Staff

According to a 2023 data compiled by Imaginovation Insider, many small businesses are faced with work overload from managing existing business processes and so do not have time to develop innovation strategies to ease that workload and help them do more with fewer people.

Many business owners and executives are not sure how to even go about trying to automate.

- How can I make a sensible automation plan?
- How much would it cost to automate business processes?
- Which processes should I begin with?
- Will the workers I have now and am trying to keep quiet because they are scared they will lose their jobs if I automate?
- Who can help me?

Sensible Planning for Automation

Many believe that automation will cut jobs 1:1, but this is not true. Automation merely allows you to do more with fewer staff. Consider these real life examples:

- A customer shopping for tires at a number of retailers can now identify the right tires for their car, purchase those tires, as well as mounting and balancing, and even set a service appointment on a company’s website.
- A customer can now fill an online shopping cart at some major supermarket chains, pay and set a curbside pickup appointment. This allows these supermarket retailers to continue to meet demand in the face of labor scarcity at all levels.
- Manufacturers have applied robotics to leverage productivity on the factory floor, and the latest new SCARA technology (Selective Compliance Articulated Robot Arm) allows these robotic arms to be programmed to switch between tasks depending on orders, and to operate accurately at very high speeds.

If this all feels overwhelming, you are not alone.

- Partners such as the Aurora and South Metro Small Business Development Center can offer free or very low cost consulting services to help you get started.
- If you are looking for grants that may help with the funding, please visit OEDIT’s grant page.
- Join our discussion on September 20th at 10:00 a.m. to discover innovative ways to incorporate automation into your business.

Automating parts of your business can have real financial benefits. Doing it the right way can help you do more with the people you have, produce and deliver products and services more efficiently, and keep you competitive in today’s economy.
Highlights from our Workforce Development Board

Join a Workforce Board Task Force

The Arapahoe/Douglas Workforce Development Board is seeking taskforce members! Click HERE to view the various committees and sign up to join.

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

The next meeting is August 3, 2023 • 11:00 a.m. to 1:00 p.m. Location to be announced.

Host a Workforce Development Board meeting at your business.

Please contact Emily at (303) 636-1226 or by email at ETapia@arapahoegov.com

Sector Spotlight

The Bioscience Industry employees 135,245 people in 4706 payrolled business locations along Colorado’s Urban Front Range. In 2020 the sector had $54.1B in sales and contributed $23.8B to the region's Gross Regional Product.

Males make up 61% of the bioscience sector in the Denver-Aurora-Lakewood Metro Area, as opposed to 53% across all industries in the region. Racial and ethnic diversity is low in the bioscience sector, with total diversity of 26.2%, while that figure is 31.3% across all industries in the region.

More Business News

1 in 5 employees are ‘loud quitting.’ Here’s why it’s worse than ‘quiet quitting’ CNBC.com

Almost 1 in 5, or 18%, of global employees are loudly quitting or actively disengaged, according to a new report from Gallup of more than 120,000 global employees.

At some point along the way, the trust between employee and employer was severely broken. Or the employee has been woefully mismatched to a role, causing constant crises.’

Low-engagement workers are costing the global economy an estimated $8 trillion and account for 9% of global GDP, according to Gallup.

Unsurprisingly, employees who are actively disengaged are also more likely to turn loud quitting into an actual resignation — 61% of them are actively seeking a new job, compared to 43% of engaged workers, the report added.

2023 Global Life Sciences Outlook; Innovating and collaborating for tomorrow

The COVID-19 pandemic magnified the importance of digital advances as companies raced to meet the demand for new testing, vaccines, and treatments to combat the pandemic. However, with increased competition, a shifting regulatory landscape, and growing demands from patients and health care providers, life sciences companies face significant challenges and must find ways to differentiate themselves and remain competitive.

Our 2023 Global Life Sciences Outlook explores seven trends that are expected to shape the sector. In the coming year, the focus will remain on embracing digital technologies, navigating a changing regulatory landscapes and market volatility, and addressing health inequities. By adopting the right strategies and capabilities, life sciences companies can continue to deliver value to patients, health care providers, and other stakeholders. Read about the seven key issues at deloitte.com.

Save the Dates!

Business Events

Join Arapahoe/Douglas Works! Business Services staff as they lead a discussion on Automation Strategies in a Scarce Labor Market.

Wednesday, September 20, 2023, 10 a.m. to 12 p.m. Arapahoe Boardroom at Lima Plaza.

Space is limited. Please register to attend https://rebrand.ly/n9h204m.

Recruiting Opportunities

Sign up HERE to be notified of future recruiting opportunities.

Need help with your recruiting goals. We can help!

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.

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

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