



# Workforce News

## November 2023

### Hot off the Press

#### November is Apprenticeship Month

November is Colorado Apprenticeship Month which is a statewide celebration that gives businesses, communities, and educators the opportunity to showcase their apprenticeship programs and apprentices while providing valuable information to career seekers.

Sponsors and employers of Registered Apprenticeship Programs are encouraged to sign up for this opportunity to promote their apprenticeship opportunities from the comfort of your office! Register for the [Colorado Apprenticeship Month Opportunity Fair](#) being held from November 13-15.

#### Building an Inclusive Talent Pipeline [askearn.org](#)

Some organizations choose to cultivate their own talent sources through work-based learning opportunities, such as internships and apprenticeships. [Internships](#) offer on-the-job experience within an organization. Most internships are paid, and some offer course credit for students. [Apprenticeships](#) are structured training programs that allow people to acquire skills in trades or crafts. Apprenticeships generally combine on-the-job training with classroom instruction to gain technical knowledge in a chosen field with a clear career path.

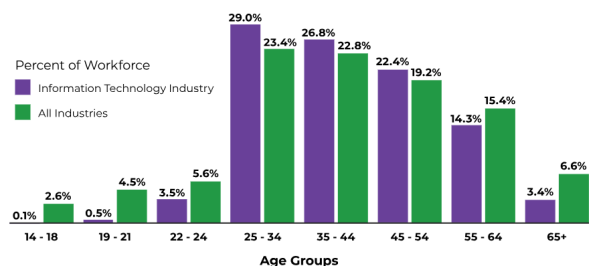
**National Career Development Month** is a month-long nation-wide initiative that emphasizes the significance of career development and planning. It aims to educate and inspire individuals to explore career options, set goals, and make strategic decisions about their professional futures.

### Sector Spotlight

The [Information Technology Industry](#) employs 122,405 people in 16,655 establishments. An establishment is one location. A business may have several locations and each location counts \$41.3B in sales and contributed \$30B to the region's Gross Regional Product. The Information Technology sector is vibrant and rapidly growing. It is supported by a skilled workforce and a collaborative tech community, making it an attractive hub for tech professionals and businesses alike.

#### Retirement Risk for the IT Industry

The retirement risk for this industry is much lower than that across all industries in the region. It reflects a younger labor force with significantly higher numbers in the 25 to 54 age bands than the regional average across all industries.



#### IT Job Outlook [bls.gov](#)

Employment of computer and information research scientists is projected to grow 23 percent from 2022 to 2032, much faster than the average for all occupations.

About 3,400 openings for computer and information research scientists are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.

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## 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.

Next meeting: December 1, 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@arapahogov.com](mailto:etapia@arapahogov.com)

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### 59th Annual Colorado Business Economic Outlook Forum

December 4, 2023 | 12:30 – 5:00 pm

Where: Grand Hyatt Denver

Curious about forthcoming changes to Colorado's economy? Join us for this free half-day program to gain valuable insight into Colorado's economic future as well as forecasted industry-specific impacts.

[RSVP HERE](#)

## More Business News

### Why candidates are not showing up for interviews and what you can do about it [Businessmanagementdaily.com](#)

The 'no-show' epidemic is yet another way that the workforce has changed post-pandemic, and it's clear that employers and employees need to redefine interview etiquette if it's ever going to stop.

- 1-Click apply causes oversaturation
- Low salary/lack of appealing benefits
- The past ghosting habits of employers

### A new survey finds young people are interested in pursuing alternate pathways, beyond four-year degrees, after high school [Inside Higher Ed](#)

A [January survey](#) from ECMC Group that was published in June 2023 found 35 percent of students do not believe education after high school is necessary, and 63 percent of teens are open to options other than a four-year degree. However, only 13 percent of students feel fully prepared to choose their path after high school.

The rising cost of higher education presents challenges to high schoolers looking at opportunities after high school; many students and their families do not see a return on investment in paying for a college degree.

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**Join the 2023 Talent Pipeline Report - Launch Event on December 15, 2023.** The Talent Pipeline Report examines the current issues impacting talent in all parts of Colorado and will be published on Dec. 15. The Colorado Workforce Development Council (CWDC) is hosting a virtual launch event for all those interested in learning more about this year's report. Register to attend virtually [HERE](#).

## Save the Dates!

### Business Events

There are no upcoming events.

**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@arapahogov.com](mailto:business.solutions@arapahogov.com)

### Recruiting Opportunities

A/D Works! is hosting a job fair on December 14th in Englewood for employees who are being displaced by the closure of a screen print manufacturing plant. Interested in participating? Please contact [rmccormick@arapahogov.com](mailto:rmccormick@arapahogov.com).

Impacted positions: **Embroidery workers, screen print operators, schedulers, custodians, shipping/receiving clerks, inventory and warehouse workers, sales, order entry, and purchasing agents, accounting clerks, and credit managers.**

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.

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Send business and newsletter suggestions and inquiries to [Business.solutions@arapahoegov.com](mailto:Business.solutions@arapahoegov.com).

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

[Unsubscribe cgonzales@arapahoegov.com](mailto:cgonzales@arapahoegov.com)

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