

Workforce News

May 2023

Hot off the Press

Work-Based Learning Incentive Program - Employer Applications Are Open!

Colorado Department of Labor and Employment is now accepting online applications from Colorado employers interested in growing and diversifying Colorado's experiential learning system to create new, or enhance existing, work-based learning programs for youth and adults.

Developing one or more of the work-based learning opportunities on [Colorado's Work-Based Learning Continuum](#) can earn a business an incentive of up to \$10,000 to reimburse start-up costs—including staff time to develop the program and supervise participants, wages paid to participants, and other support—to help them succeed. Review the [Employer Incentive Checklist](#) for more details.

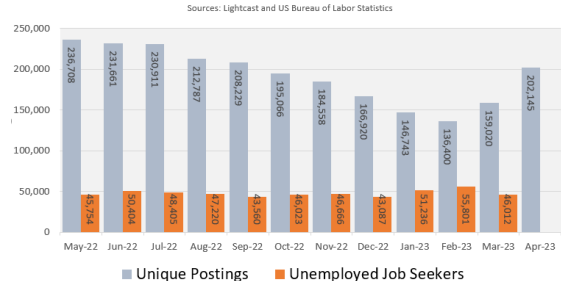
Applications are available now. For more information, a checklist to get organized, and instructions on how to apply, please visit <http://wbli.cdle.co/>

The Colorado Apprenticeship Hub works in tandem with Apprenticeship Colorado at the Colorado Department of Labor and Employment to expand and support registered apprenticeship programs within the state. The Hub provides no cost apprenticeship related services to employers and job-seekers, answering questions and offering guidance based on the unique needs and goals of the business.

The support services include education on the requirements and components of the registered apprenticeship process, and helping to determine whether the model is a good fit. Support services

Employers have slowed down on hiring except for critical talent and are still working hard to retain their current employees.

Unique Postings vs Unemployed Job Seekers
Denver-Aurora-Lakewood Metro Area



In April, employment continued to trend up in professional and business services (+43,000). Over the prior 6 months, the average monthly gain in the industry was 25,000. In April, professional, scientific, and technical services added 45,000 jobs. Employment in temporary help services continued to trend down over the month (-23,000) and is down by 174,000 since its peak in March 2022. [bls.gov](https://www.bls.gov)

What is Quiet Hiring, and Why You Should Consider It connecteam.com

Over the last few years, the US labor market has experienced all sorts of challenges—mass resignations, talent shortages, low employee engagement, and more.

You need to find new talent and retain your existing workers while cutting costs and sticking to low staffing budgets. Sounds impossible, right? Well, it's not. A growing number of companies have

also include connecting businesses with their local workforce center for recruitment, enrollment, retention and post-registration services. Connecting businesses to workforce center services also provides access to additional programs that may span multiple regions, and the IDEA Scholarship.

Learn more about the requirements and components of registered apprenticeships and the registration process. Connect with a consultant by email at BRosenberg@arapahoegov.com

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.

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

The next meeting is June 1, 2023 • 11:00 a.m. to 1:00 p.m. at the ACC Sturm Collaboration Campus, 4500 Limelight Ave, Castle Rock, CO 80109.

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 [Architecture & Engineering Sector](#) employs 4,461 people in 12,127 payrolled business locations along Colorado's Urban Front Range. In 2020, the sector had \$11.5B in sales and contributed \$6.9B to the region's Gross Regional Product.

been adopting a creative approach to recruiting. It's called quiet hiring, sometimes known as silent hiring. Essentially, it involves upskilling existing employees through training and mentorship. This is a new and promising strategy.

This strategy lets employers obtain new talent in their workforce without hiring new full-time employees. They save money on recruiting costs and they're cross-skilling and upskilling employees.

More Business News

4 Ways to Bring Empathy to Your Hiring Process:

Empathy is the one crucial piece missing from your hiring strategy; and with it, you'll attract the top talent in your industry. The hiring process doesn't stop once your employee starts. The onus is on you to continually make your company a great place for your employees to work. [Inc.com](#)

Engineering Services Industry Snapshot

Denver-Aurora-Lakewood Metro Area source: Lightcast

Aggressive Hiring Competition Over a Deep Supply of Regional Talent



Denver-Aurora-Lakewood, CO is a hotspot for this kind of talent. The national average for an area this size is 12,027* employees, while there are 27,454 here.



Earnings per job are about the same as the national average. The national average salary for Engineering Services in an area this size is \$125,076, while in Denver-Aurora-Lakewood, CO it is \$133,617. Earnings per jobs is the total industry earnings divided by the number of jobs in the industry.



Competition from online job postings is high in Denver-Aurora-Lakewood, CO. The national average for an area this size is 456* job postings/mo, while there are 907 here.

Save the Dates!

Business Events

There are no upcoming events scheduled at this time.

If you have an idea for a trending topic that you would like us to discuss, please email us at

business.solutions@arapahoegov.com

Recruiting Opportunities

Discuss your recruitment goals and customize a plan to hire, train and retain a qualified workforce with one of our experienced **Business Development Representatives** today! Call **303-636-1359** or fill out a [request form](#) and one of our representatives will contact you.

Sign up [HERE](#) to be notified of future recruiting opportunities..

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

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Arapahoe & Douglas County Businesses.

