



November 1, 2017

The Honorable Kent Lambert
Chair, Joint Budget Committee
State Capitol Building
Denver, CO 80203

Dear Honorable Senator Lambert,

Please find attached the annual submission for the request for information pursuant to HB 17-254 for the Colorado Department of Labor and Employment, Division of Employment and Training, Career-to-Service Pilot Program.

Sincerely,

Ellen Golombek

Cc: Amanda Bickel, JBC Staff



Colorado Department of Labor and Employment
Veterans Service to Career Pilot Program H16-1267
FY 2017-18
RFI # 2

1. Background

On May 20, 2016, Governor John Hickenlooper signed House Bill 16-1267 Colorado Veterans' Service-to-Career Pilot Program into law. The Act created the Colorado Veterans' Service-to-Career Pilot Program in the Colorado Department of Labor (CDLE) to serve veterans beyond what is allowable under Federal programs such as the Workforce Innovation and Opportunity Act (WIOA). Local workforce centers applied for the funds to support veterans, their spouses and other eligible participants seeking new employment and careers.

The program's success is measured through gainful employment¹ and participation in skills training or educational programs for eligible participants.

The legislature funded the program with a one-year appropriation of \$500,000 from the Marijuana Tax Cash Fund. CDLE can use up to five percent of any appropriated funds for development and administrative costs. Up to seven percent of the funds can be used by workforce centers for their administrative costs. These costs may be incurred by the workforce centers or by their contractors. The Act expires on June 30, 2018.

Grant Awards

1. Grantee: Arapahoe-Douglas WORKS!

Project Description: The workforce center used existing partnerships, resources and staff to provide wrap-around services to veterans such as housing, counseling, emergency food assistance, emergency car repair and backpack "survival" kits, which are not allowable under federal funding.

Amount Awarded through 6/30/18: \$120,000

Amount Expended to Date: \$60,530

Individuals Enrolled: 24 (96% of goal)

Program Participants Employed: 2

2. Grantee: Larimer County Workforce Center

Project Description: The workforce center, faced with staff layoffs due to reduced funding, used existing partnerships, resources, and staff to provide training and support services to veterans which are not allowable under Federal funding.

¹ A generally accepted definition of "gainful employment" in employment law: "an employment situation where the employee receives steady work and payment from the employer". *Black's Law Dictionary*, 2nd Ed.



Amount Awarded through 6/30/18: \$35,000

Amount Expended to Date: \$23,897

Individuals Enrolled: 18 (90% of goal)

Program Participants Employed: 2

3. Grantee: Pikes Peak Workforce Center

Contractor: Mt. Carmel Center for Excellence

Project Description: The Mt. Carmel Center focused service on five areas; Prep Connect 360 (an enhanced career transition and education program), internships, job coaching and placement, training, and supportive services.

Amount Awarded through 6/30/18: \$320,000

Amount Expended to Date: \$175,516

Individuals Enrolled: 150 (91 % of goal)

Program Participants Employed: 51

2. Summary of Activity

Two of the three grantees, Arapahoe-Douglas Works and the Larimer County Workforce Center, chose to deliver services under the Act with existing internal resources and augment existing programs. The Pikes Peak Workforce Center contracted with the Mt. Carmel Center for Excellence to deliver services under the grant award.

Larimer County Workforce Center: The Larimer County Veterans Service Office (VSO) is co-located within the Larimer County Workforce Center's Comprehensive One-Stop location in Fort Collins. Direct connection to Wagner-Peyer and WIOA services through the One-Stop provided an opportunity to tailor services through increased staff support for veterans and their eligible spouses and families. The collaboration between Veteran Services teams and the Larimer County Workforce Center staff led to the braiding of funding sources, which fully supported the employment and training needs of the people served.

Arapahoe-Douglas Works! (ADW): The Veteran Taskforce at ADW is comprised of leaders from the community, business, and local government who provide assistance for veterans. The grant funds allowed the Task Force and local veterans' service teams to provide wrap-around services not allowable nor available under WIOA. Those services include short-term rent assistance, mental health and substance abuse counseling, legal services, dependent child or elder care, emergency food assistance, emergency car repair, transportation assistance and emergency clothing. Additionally, ADW assembles and distributes backpack 'survival' kits that include toiletries, snacks, water and other items necessary to daily living while in job search or training.

Pikes Peak Work Force Center: The Pikes Peak Work Force Center contracted with the Mt. Carmel Center for Excellence to deliver program services. This approach provides wrap-around



services not allowable nor available under WIOA. The Mt. Carmel Center Veterans’ Services Office (MCVSO) helps qualified clients expand job search skills, provides on-the-job training, and short-term training certificates. MCVSO also conducts PrepConnect 360, which is an advanced follow-on to Department of Defense transition training. Critical to this program is job coaching for transitioning service members, veterans and eligible spouses. The MCVSO also administers a Peer Navigator program which focuses on transitioning service members and educates them on how military competencies transfer to civilian employment.

Detailed reports from the Local Areas are included with this report as required under the Act.

3. Program Performance Summary

- The cost per participant during the first year of the Pilot Program was \$1,484.
- The Pilot Program served 192 individuals in the first year: 170 Veterans, 17 spouses and 5 dependent children.
- 55 (29% of all participants) entered employment: 48 veterans, 5 spouses and 2 children.
- 21 professional or industry specific seminars were delivered.

VETERANS SERVICE TO CAREER PILOT PROGRAM	Eligible dependent children of veterans			TOTAL TRAINING EDUCATIONAL PROGRAM ENROLLMENT
	Veterans	Current spouses	Eligible dependent children of veterans	
Participating in Apprenticeships	1	0	0	1
Participating in Internships	21	7	1	29
Participants not reported above but who received other services	148	10	4	162
Total Participants	170	17	5	192
Total Entered Employment	48	5	2	55 (29%)
Average Hourly Wage Earnings	\$ 22.58	\$ 19.31	\$ 18.51	\$ 22.13

Twenty-seven individuals received special skills training or an educational program: 21 veterans, four (4) spouses and two (2) children. The training covered a broad range of skills:

- Teaching
- Fitness and Wellness Coordinator
- Certified Nursing Assistant
- Emergency Medical Technicians
- Information Systems
- Cyber Security Professional (CISSP)
- Psychology
- CDL (Commercial Driver)



- Massage Therapy
- Nursing
- Cyber Security
- Pilot Training
- Project Management
- Mortgage Originator
- Real Estate Agent
- Beverage Management
- Non-Profit Grant Writing
- Home Inspection
- Network/Linux Administration Certification
- Professional Interpreter/Translator (Spanish-English)
- Electrician's Apprentice
- Equine Therapy
- Paramedic Program