

Skilled Worker Outreach, Recruitment, and Key Training Act - WORK Act (HB15 – 1276) Annual Report to the Legislature

April 2017

Background

On May 26, 2015, the Skilled Worker Outreach, Recruitment, and Key Training Act (House Bill 1276), also known as the WORK Act, was signed into law by the Governor. The purpose of the WORK Act is to increase awareness of, and enrollment in, skilled worker training programs to increase Colorado's skilled workforce. Partnering with business and industry to determine critical workforce needs, the program awards matching grants to eligible applicants to engage in outreach and recruitment efforts to increase enrollment in and completion of skilled worker training programs, provide skilled worker training, or both. Eligible applicants include any government or non-government entity that offers or plans to offer a skilled worker training program and has partnered with industry sectors. A training program must be an accredited educational training program, occupational education training program, apprenticeship, or similar training program; it does not include funding for bachelor's or higher degrees.

Grant Awards

The Act requires the Colorado Department of Labor and Employment (CDLE) to administer the program, and creates a grant review committee to review proposals and make recommendations to the Executive Committee for awarding matching grants. On April 1, 2016, six grants were awarded, totaling \$2,132,584.70. As of the last reporting cycle, grantees were reimbursed \$934, 941 and 2,817 individuals had been recruited to the funded training programs.

The following are brief summaries of the six grants awarded. The projects offered by the grantees are not equivalent in structure or planned outcomes. The grants vary from a one-week, hands-on "101" class to a 30-day boot camp to a four-year apprenticeship. All data are current through December 31, 2016. Grantees report quarterly and the most recent report is not yet available. The grant outcomes are summarized in a chart on p. 4.

1. Construction Careers Now (CCN)

Grantee: Associated General Contractors (AGC)

Project Description: CCN is a pre-apprenticeship boot camp offered through Emily Griffith Technical College (EGTC). The pre-apprenticeship lasts four weeks, and provides hands-on experience to understand construction industry basics and improve basic skills. An embedded job fair takes place in the third week and completers receive OSHA certification.

Amount Awarded: \$1,013,272.90

Amount Reimbursed: \$448,010.52 (44% of grant)

Individuals Enrolled: 177 (197% of goal)

Individuals Completing Program: 136 (151% of goal)

Program Completers Employed: 73 (53% of completers)

2. Colorado Construction Careers

Grantee: Colorado Building and Construction Trades Council

Project Description: Colorado Construction Careers recruits apprentices in partnership with local, national and international unions in 11 trades through Joint Apprenticeship and Training Committees (JATCs). The apprenticeships take 4-5 years to complete, and include hands-on and classroom training, as well as employment in the skilled trades.

Amount Awarded: \$470,990

Amount Reimbursed: \$192,830.45 (41% of grant)

Individuals Enrolled and Placed at JATC programs: 238 (44% of goal)

103 placed in Denver in 8 trades; 135 placed in Colorado Springs, Pueblo, Western Slope in 5 trades.

Individuals Completing Program: 0 – Apprenticeships take 4-5 years to complete so there are no completers yet. Wage increases will count as completion.

3. Home Builders Association Constructional Skills Development Initiative

Grantee: Colorado Construction Institute

Project Description: This grant has four separate components:

- Denver Youth Build is a 12 month pre-apprenticeship training that result in GED and certification
- Construction Bootcamp is a four-week hands-on training in residential construction for adults
- Building Pathways is a career exploration and hands-on building practice with two courses offered during the senior year of high school
- Highway Infrastructure Bootcamp is a one week course offered in partnership with the Community College of Denver

Amount Awarded: \$116,068.80

Amount Reimbursed: \$26,245.96 (23% of grant)

Individuals Enrolled: 241 (120% of goal)

Individuals Completing Program: 210 (124% of goal)

Program Completers Employed: 28 (13% of completers)

4. Workforce Initiative Now (WIN)

Grantee: Community College of Denver

Project Description: WIN is a peer-to-peer outreach program that provides support services and career opportunities through job skills development and training for underserved populations. Grant funds are for a marketing campaign to continue program efforts.

Amount Awarded: \$16,840

Amount Reimbursed: \$0 (0% of grant) – anticipate increase as industry ramps up hiring in the spring

Individuals Enrolled: 73 (28% of goal) – anticipate increase as industry ramps up in the spring

Individuals Completing Wraparound Services: 41 (47% of goal)

Program Completers Employed: 10 (25% of completers)

5. Industrial Maintenance Apprenticeship

Grantee: Pueblo Community College

Project Description: Registered Apprenticeship in mechanical or electrical industrial maintenance, or both (mechatronics). The program takes 4-5 years to complete.

Amount Awarded: \$114,413

Amount Reimbursed: \$24,787.88 (22% of grant)

Individuals Enrolled: 0 (0% of goal) – due to an industry downturn in Pueblo, manufacturers are laying off existing apprentices. One employer committed to start 6 trainees beginning in January. Thirty-six individuals are completing industrial maintenance skills training at correctional facilities and will be ready for enrollment as soon as they are released.

Individuals Completing Program: 0 (0% of goal) – see above.

Program Completers Employed: 0 – see above.

6. Solar Ready Colorado

Grantee: Solar Energy International

Project Description: Solar Ready Colorado offers four courses ranging from one day to one week through hands-on and online training. Completion of all four courses results in a SEI Solar Professional's Certificate.

Amount Awarded: \$401,000

Amount Reimbursed: \$141,006.82 (35% of grant)

Individuals Enrolled: 176 (50% of goal)

Individuals Completing Program: 107 (30% of goal)

Program Completers Employed: 0 – program began tracking employment in April 2017.

How Grant Funds Are Being Used

- **Outreach and Recruitment:** Hired recruiters, program branding, video production, media (TV, radio, newspapers, social media, ads on public transportation), print materials, tracking tools and processes, website development, event collateral, recruiting events
- **Training:** Instructional materials
- **Infrastructure:** data processing, accounting personnel and processes, management, cell phones, laptops, mileage, printing

Program Administration

- CDLE hired a full-time grant coordinator in September 2015 to support the grant review committee and administer the program.
- The grant coordinator conducted on-site reviews and desk audits; met with stakeholders (grant administrators, recruiters, partners, instructors, trainees and recruits, and fiscal staff); observed career fairs, hiring events, classes, and data tracking systems; and provided technical assistance.
- Grantee monitoring started in April 2017, and will continue through the end of the grant to verify the outcomes reported by grantees.

Summary of Grant Outcomes
***April 1, 2016 – December 31, 2016 (mid-cycle)**

Grantee and Industry(ies) Grant Duration	Award Amount	Participants Recruited	Program Enrollees: Prior to WORK Act/ Current/Target	Program Completers: Prior to WORK Act/ Current/Target	Completers Employed
1. Associated General Contractors of Colorado Infrastructure Engineering, 5/26/16 – 6/30/17	\$1,013,272.90	395	16/177/90	8/136/90	73
2. Colorado Building and Construction Trades Council, Infrastructure Engineering 6/1/16 – 6/30/17	\$470,990.00	996	400/238/540	280/0/540+	238
3. Colorado Construction Institute Infrastructure Engineering; Denver Youth Build, Construction Bootcamp, Building Pathways, Highway Infrastructure Bootcamp 5/17/16 – 6/30/17	\$116,068.80	404	97/241/200	70/210/170	28
4. Community College of Denver Transportation and Logistics, Infrastructure Engineering, 7/26/16 – 6/30/17	\$16,840.00	116	97/73/261	69/Participants continue to receive services while active/87	18
5. Pueblo Community College Advanced Manufacturing, 6/3/16 – 6/30/17	\$114,413.00	6	20/0/30~	19/0/30+	0
6. Solar Energy International Energy and Natural Resources, Infrastructure Engineering, Technology and Information Electronics, 6/14/16 – 6/30/17	\$401,000.00	900	170/183/350	0/107/350^	0
Total for all Grantees/Target		2,817	800/912/1471	147/453/679	357
Total Amount Awarded	\$2,132,584.70				
Total Reimbursed	\$ 934, 941.23				

Footnotes:

*Award announced April 1, 2016 – met required deadline in legislation

+ Apprenticeships take 4-5 years to complete, so none can be completed in Cycle 1. Tracked progress will include raises and certificates for number of hours completed

^ International Program - did not track Colorado completers specifically prior to the WORK Act but they have hired someone to track employed completers

~ Due to economic downturn in Pueblo, employed apprentices were laid off and businesses were unable to hire new ones

Other Notes:

- The projects offered by the grantees are not equivalent. They vary from a one-week hands-on 101 class to a 30-day boot camp to a four-year apprenticeship
- All projects were on going before the WORK Act funding was received, and some have additional programming offered simultaneously