



Colorado Department of Labor and Employment
Skilled Worker Outreach, Recruitment, and Key Training Act - WORK Act
(HB15-1276 and HB17-1357)
Annual Report to the Legislature - April 2018

A. 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. In 2017, House Bill 1357 raised the annual spending cap and extended the performance period through June 30, 2019.

B. 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.

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 30-day boot camps and four-year apprenticeships.

Cycle 1 – On April 1, 2016, six grants were awarded totaling \$2,132,584.70. Grantees were reimbursed \$1,971,759.95 and 7,515 individuals were recruited to the training programs. Cycle 1 ended June 30, 2017. The following are brief summaries of the six grants awarded. The cycle outcomes are summarized on page 7.

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: \$969,332.82 (96% of grant)

Individuals Enrolled: 489 (543% of goal)

Individuals Completing Program: 376 (417% of goal)

Program Completers Employed: 214 (57% of completers)



2. Colorado Construction Careers (CCC)

Grantee: Colorado Building and Construction Trades Council

Project Description: CCC 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: \$381,623.31 (81% of grant)

Individuals Enrolled and Placed at JATC programs (employed): 418 (77% of goal)

178 placed in Denver in 8 trades; 240 placed in Colorado Springs, Pueblo, Western Slope in 6 trades

Individuals Completing Program: 0 – Apprenticeships take 4-5 years to complete. There were no enrollees who met the definition of “completer” in this cycle.

3. Home Builders Association Constructional Skills Development Initiative

Grantee: Colorado Construction Institute

Project Description: This grant has four separate components:

- Denver YouthBuild is a 12 month pre-apprenticeship training that results 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: \$115,243.04 (99% of grant)

Individuals Enrolled: 399 (199% of goal)

Individuals Completing Program: 379 (230% of goal)

Program Completers Employed: 106 (28% of completers)

4. Workforce Initiative Now (WIN)

Grantee: Community College of Denver

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

Amount Awarded: \$16,840

Amount Reimbursed: \$12,480.52 (74% of grant)

Individuals Enrolled: 214 (82% of goal)

Individuals Completing Program: 113 (139% of goal)

Program Completers Employed: 93 (82% of completers)

5. Industrial Maintenance Apprenticeship

Grantee: Pueblo Community College

Project Description: Registered with the U.S. Department of Labor, this is a Mechanical or Electrical Industrial Maintenance, or both (Mechatronics) Apprenticeship. The program takes 4-5 years to complete.



Amount Awarded: \$114,413

Amount Reimbursed: \$114,413 (100% of grant)

Individuals Enrolled: 17 (57% of goal) – Due to an unanticipated industry downturn in Pueblo, manufacturers laid off existing apprentices during this grant cycle. Grantee demonstrated agility by shifting efforts to the incarcerated population: 118 individuals completed industrial maintenance skills training at correctional facilities and are ready for enrollment in the program upon release.

Individuals Completing Program: 12 (40% of goal); earned completion certificate for 144 hours

Program Completers Employed: 12 (100% of completers)

6. Solar Ready Colorado (SRC)

Grantee: Solar Energy International

Project Description: SRC offers four courses ranging from one day to one week; hands-on and online training. Completion of all four courses results in a SEI Solar Professionals' Certificate.

Amount Awarded: \$401,000

Amount Reimbursed: \$378,667.26 (94% of grant)

Individuals Enrolled: 359 (102% of goal)

Individuals Completing Program: 300 (86% of goal)

Program Completers Employed: 63 (21% of completers)

Cycle 1E – On July 1, 2017, three successful grantees (#1, 2, 6 above) from Cycle 1 were awarded \$1,306,000 to extend their outreach and recruitment efforts through August 31, 2018. An additional program was deemed successful, but not extended due to a change in their organizational structure. Grantees have been reimbursed \$536,087.54 and an additional 3,526 individuals have been recruited to the training programs during the extension cycle. Data reported through December 31, 2017 are on page 8. Grantees report quarterly so more recent data is not available.

Cycle 2 – On March 24, 2017, ten grants were awarded totaling \$3,425,653.19. Two grantees were unable to utilize the funds due to unforeseen challenges. Consequently, \$3,213,523.19 was the revised amount awarded for Cycle 2 and 4,648 participants have been actively recruited thus far to the training programs. Data reported through December 31, 2017 is on page 9.

1. Maintenance Apprenticeship Program (MAP)

Grantee: Apartment Association of Metro Denver (AAMD)

Project Description: MAP is a 6-week internship offered through Emily Griffith Technical College (EGTC). Each week paid interns perform maintenance repair for at least 16 hours at a multi-family site and spend 8 hours in the classroom. Hiring of successful interns is anticipated.

Amount Awarded: \$474,400

Amount Reimbursed: \$210,989.76 (44% of grant)

Individuals Enrolled: 70 (70% of goal)

Individuals Completing Program: 43 (61% of goal)

Program Completers Employed: 25 (58% of completers)



2. Upskilling in Advance Manufacturing

Grantee: Colorado Community College System (CCCS)

Project Description: Outreach and recruitment efforts are to increase the number of incumbent workers who participate in training offered by the community colleges leading to pay raises and/or promotions. Participants will receive an industry recognized certificate of completion.

Amount Awarded: \$194,119

Amount Reimbursed: \$0 (0% of grant)

Individuals Enrolled: 259 (9% of goal)

Individuals Completing Program: 4 (.06% of goal)

Program Completers Employed: 0 (0% of completers)

3. Health Education Recruitment & Outreach (HERO)

Grantee: Colorado Community College System (CCCS)

Project Description: HERO provides an awareness campaign to recruit applicants to training at community colleges in five health care occupations: CNA, Pharmacy Tech, Medical Assisting, Medical Lab Tech, and Surgical Tech. Programs vary from 6 weeks to 2 year associate degrees. Completers receive industry recognized certificates and/or degrees.

Amount Awarded: \$194,119

Amount Reimbursed: \$0 (0% of grant)

Individuals Enrolled: 472 (43% of goal)

Individuals Completing Program: 181 (28% of goal)

Program Completers Employed: 163 (90% of completers)

4. Culinary Quick Start Program (CQS)

Grantee: Emily Griffith Technical College (EGTC)

Project Description: CQS is a 4-week training program with an embedded job fair. The 20 hour per week training includes classroom and hands-on hard and soft skills and participants earn an industry-recognized certificate.

Amount Awarded: \$635,648.69

Amount Reimbursed: \$87,172.12 (14% of grant)

Individuals Enrolled: 507 (101% of goal)

Individuals Completing Program: 262 (58% of goal)

Program Completers Employed: 122 (47% of completers)

5. Greater Denver Metro Healthcare Partnership

Grantee: Greater Denver Metro Healthcare Partnership

Project Description: Provides an awareness campaign to recruit applicants to metro community colleges, technical colleges and proprietary schools to enroll in courses in five "in demand" healthcare occupations prioritized by the partnership. Courses vary from 2-6 week CNA programs to 2 year associate degree for surgical technicians. Completers receive industry recognized certificates or degrees.

Amount Awarded: \$288,252

Amount Reimbursed: \$60,156.94 (21% of grant)

Individuals Enrolled: 958 (96% of goal)

Individuals Completing Program: 527 (68% of goal)

Program Completers Employed: 190 (36% of completers)



6. Skilled Trades Education Program (STEP)

Grantee: MEP Alliance

Project Description: STEP is a 4-week pre-apprenticeship program exposing trainees to four trades leading to an apprenticeship. Skilled program applicants not needing STEP can apply directly for JATC Apprenticeships and are counted as employed.

Amount Awarded: \$630,651

Amount Reimbursed: \$189,121.57 (30% of grant)

Individuals Enrolled: 115 (40% of goal)

Individuals Completing Program: 91 (48% of goal)

Program Completers Employed: 63 (69% of completers)

7. Career Boost

Grantee: Pikes Peak Community College

Project Description: Career Boost offers a variety of courses in Advanced Manufacturing. The 6-week Introduction to Manufacturing class is required with a curriculum based on employee input and completers receive certificates. Additional courses in electronics, production and welding are offered; completers receive industry-recognized certificates and are eligible for college credit.

Amount Awarded: \$295,025

Amount Reimbursed: \$106,312.38 (36% of grant)

Individuals Enrolled: 64 (61% of goal)

Individuals Completing Program: 31 (32% of goal)

Program Completers Employed: 1 (3% of completers)

8. Software Developer Apprenticeship

Grantee: Tectonic Group

Project Description: Registered with the U.S. Department of Labor, this is a competency-based 6-month Software Developer Apprenticeship program in which apprentices complete 1000 hours of approved curriculum and are employed by the grantee or their clients.

Amount Awarded: \$501,037.50

Amount Reimbursed: \$304,185.55 (60% of grant)

Individuals Enrolled: 17 and Placed (Employed): 17

Individuals Completing Program: 0 (0% of goal) – Apprenticeship takes 6 months to complete. There were no enrollees who met the definition of “completer” in this cycle.

Cycle 3 – On October 31, 2017, eight grantees received letters of intent to award for \$3,098,218, to be expended through May 31, 2019. Contracts will be finalized in early 2018. There are no outcomes to report at this time.

C. How Grant Funds Are Being Used

Across all grant cycles of the WORK Act program, the grantees use the funds for a wide variety of activities to support their outreach and recruitment efforts. The use of funds is summarized below.



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

D. 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 program visits, 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 for Cycle 1, conducted in the spring of 2017, found no significant findings in fiscal or programming practices.
- Monitoring for Cycle 2 will begin in spring 2018, and summer 2018 for Cycle 1E.



Summary of Cycle 1 Grant Outcomes April 1, 2016 – June 30, 2017

Grantee and Industry(ies) Grant Duration	Award Amount	*Participants Recruited	Program Enrollees: Prior to Act/Current/Target	Program Completers: Prior to Act/Current/Target	Completers Employed
1. Associated General Contractors of Colorado Infrastructure Engineering, 5/26/16 – 6/30/17	\$1,013,272.90	1,611	16/489/90	8/376/90	214
2. Colorado Building and Construction Trades Council, Infrastructure Engineering 6/1/16 – 6/30/17	\$470,990.00	2,380	400/418/540	280/0**/540**	418
3. Colorado Construction Institute Infrastructure Engineering; Denver YouthBuild, Construction Bootcamp, Building Pathways, Highway Infrastructure Bootcamp 5/17/16 – 6/30/17	\$116,068.80	843	97/399/200	70/379/170	106
4. Community College of Denver Transportation and Logistics, Infrastructure Engineering, 7/26/16 – 6/30/17	\$16,840.00	321	97/214/261	69/113/87	93
5. Pueblo Community College Advanced Manufacturing, 6/3/16 – 6/30/17	\$114,413.00	41	20/17/30~	19/12/30**	12
6. Solar Energy International Energy and Natural Resources, Infrastructure Engineering, Technology and Information Electronics, 6/14/16 – 6/30/17	\$401,000.00	2,319	170/359/350	0/300/350^	63
Total for all Grantees/Target		7,515	800/1,896/1471	446/1,180/1,276	906
Total Amount Awarded	\$2,132,584.70				
Total Reimbursed	\$1,971,759.95				

Footnotes:

* Active recruitment takes effort on the part of the potential participant; passive recruitment efforts are significantly higher

** Apprenticeships take 4-5 years to complete. Progress was tracked through raises and certificates for number of hours completed

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

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

Other Notes:

- The projects offered by the grantees are not equivalent. They vary from a one-week, hands-on 101 class to 30-day boot camps and four-year apprenticeships.



Summary of Cycle 1E Grant Outcomes
July 1, 2017 – August 31, 2018 (Mid-Cycle, December 31, 2017)

Grantee and Industry(ies) Grant Duration	Award Amount	* Participants Recruited	°Program Enrollees: Prior to Act/Current/Target	°Program Completers: Prior to Act/Current/Target	Completers Employed
1. Associated General Contractors of Colorado Infrastructure Engineering, 7/1/17 – 8/31/18	\$711,000	1,086	16/290/400	8/225/300	82
2. Colorado Building and Construction Trades Council, Infrastructure Engineering 7/1/17 – 8/31/18	\$335,000	965	400/168/500	280/398/500~	168
3. Solar Energy International Energy and Natural Resources, Infrastructure Engineering, Technology and Information Electronics, 7/1/17 – 8/31/18	\$260,000	1,475	170/110/225	0/65/225^	0
Total for all Grantees/Target		3,526	586/568 /1,125	288/688/1,025	250
Total Amount Awarded	\$1,306,000				
Total Reimbursed	\$ 536,087.54				

Footnotes:

* Active recruitment takes effort on the part of the potential participant; passive recruitment efforts are significantly higher

° Prior to Cycle 1, targets are new for Cycle 1E

~ Participants may have completed the program or gained employment in this cycle but been enrolled during Cycle 1

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

Other Notes:

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



Summary of Cycle 2 Grant Outcomes
March 24, 2017 – June 30, 2018 (Mid-Cycle, December 31, 2017)

Grantee and Industry(ies) Grant Duration	Award Amount	*Participants Recruited	Program Enrollees: Prior to Act/Current/Target	Program Completers: Prior to Act/Current/Target	Completers Employed
1. Apartment Association of Metro Denver Infrastructure Engineering, 5/15/17 – 6/30/18	\$474,400	429	0/70/100~	0/43/70~	25
2. Colorado Community College System Advanced Manufacturing, 6/9/17 – 6/30/18	\$194,119	2,022	2,142/259/2,782	403/4/620#	0
3. Colorado Community College System Health and Wellness, 5/25/17 – 6/30/18	\$194,390	9	989/472/1,088	1,004/181/653# ^	163
4. Emily Griffith Technical College Tourism and Outdoor Recreation, 5/30/17 – 6/30/18	\$635,648.69	621	0/507/500~	0/262/450~	122
5. Greater Denver Metro Healthcare Partnership Health and Wellness, 6/30/17 – 6/30/18	\$288,252	569	878/938/975	700/527/771	190
6. MEP Alliance Infrastructure Engineering, 6/12/17 – 6/30/18	\$630,651	604	0/115/283~	0/91/190~	63
7. Pikes Peak Community College Advanced Manufacturing, 6/20/17 – 6/30/18	\$295,025	163	45/64/105	36/31/96	1
8. Tectonic Group Technology and Information, 5/11/17 – 6/30/18	\$501,037.50	231	22/17/50	22/0/40	17
Total for all Grantees/Target		4,648	4,076/2,442/5,883	2,165/1,139/2,890	581
Total Amount Awarded	\$3,213,523.19				
Total Reimbursed	\$ 957,938.55				

Footnotes:

- * Active recruitment takes effort on the part of the potential participant; passive recruitment efforts are significantly higher
- ~ New program therefore there were no previous enrollees
- # Program delayed in hiring and establishing processes
- ^ Community Colleges are cutting nurse aide programs

Other Notes:

- The projects offered by the grantees are not equivalent. They vary from a one-week, hands-on 101 class to 30-day boot camps and four-year apprenticeships.