



Colorado Department of Labor and Employment
Skilled Worker Outreach, Recruitment, and Key Training Act - WORK Act
(HB15-1276, HB17-1357, and HB18 - 1316)
Annual Report to the Legislature - October 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, enrollment in and completion of skilled worker training programs to expand 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, 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. HB 18-1316, effective July 1, 2018, extended the WORK Act through June 30, 2021.

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. Per HB 18-1316, the state Workforce Development Council appoints members to serve on the review committee, and the Executive Council will determine the awards.

The projects offered by the grantees vary in structure, duration and outcomes. The programs range from one-week hands-on "101" classes to 30-day boot camps and four-year apprenticeships.

Cycle 1E – On July 1, 2017, three successful grantees from Cycle 1 were offered \$1,306,000 to extend their outreach and recruitment efforts through August 31, 2018. Grantees have been reimbursed \$1,110,878.06, and an additional 6,892 individuals have been actively recruited to the training programs during the extension cycle. Data reported through June 30, 2018 are on page 8.

1. Construction Careers Now (CCN)

Grantee: Associated General Contractors (AGC)

Project Description: CCN is a pre-apprenticeship boot camp offered with Emily Griffith Technical College. 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: \$711,000

Amount Reimbursed: \$620,712.05 (87% of grant)

Individuals Enrolled: 583 (145% of target)

Individuals Completing Program: 428 (142% of target)

Program Completers Employed: 199 (46% 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). Apprenticeships take 4-5 years to complete, and include hands-on and classroom training, as well as employment in the skilled trades.

Amount Awarded: \$335,000

Amount Reimbursed: \$273,564.68 (81% of grant)

Individuals Enrolled and Placed at JATC programs (employed): 325 (65% of target)

Individuals Completing Program: 554 – While Apprenticeships take 4-5 years to complete, by contract definition this grantee tracked raises as an interim definition of completer

3. Solar Ready Colorado (SRC)

Grantee: Solar Energy International

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

Amount Awarded: \$260,000

Amount Reimbursed: \$216,601.33(83% of grant)

Individuals Enrolled: 326 (108% of target)

Individuals Completing Program: 208 (92% of target)

Program Completers Employed: 104 (50% of completers)

Cycle 2 – On March 24, 2017, ten grantees were awarded \$3,425,653.19. Two grantees were unable to participate due to unforeseen challenges; therefore eight grantees were awarded \$3,213,523.19 through June 30, 2018. Grantees have been reimbursed \$2,567,370.36 and 7,741 individuals have been actively recruited to the training programs during the cycle. Data reported through June 30, 2018 are on page 9.

1. Maintenance Apprenticeship Program (MAP)

Grantee: Apartment Association of Metro Denver

Project Description: MAP is a 6-week internship offered with Emily Griffith Technical College. 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 an anticipated outcome.

Amount Awarded: \$474,400

Amount Reimbursed: \$450,572.17 (95% of grant)

Individuals Enrolled: 115 (115% of target)

Individuals Completing Program: 104 (148% of target)

Program Completers Employed: 72 (69% of completers)

2. Upskilling in Advanced Manufacturing (no cost extension through October 31, 2018)

Grantee: Colorado Community College System

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: \$181,824.42 (94% of grant)

Individuals Enrolled: 1065 (38% of target)

Individuals Completing Program: 207 (33% of target)

Program Completers Employed: 0 (0% of completers)



3. **Health Education Recruitment & Outreach (HERO)** (no cost extension through September 14, 2018)

Grantee: Colorado Community College System

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: \$74,471.34 (38% of grant)

Individuals Enrolled: 798 (73% of target)

Individuals Completing Program: 402 (61% of target)

Program Completers Employed: 0 (% of completers)

4. **Culinary Quick Start Program (CQS)**

Grantee: Emily Griffith Technical College

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. Participants earn an industry-recognized certificate. An embedded Hiring Fair, targeted to trainee's interests along with industry need is held in the final week of class.

Amount Awarded: \$635,648.69

Amount Reimbursed: \$557,469.55 (88% of grant)

Individuals Enrolled: 759 (151% of target)

Individuals Completing Program: 445 (98% of target)

Program Completers Employed: 227 (51% 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: \$246,476.20 (86% of grant)

Individuals Enrolled: 1,496 (153% of target)

Individuals Completing Program: 1,145 (148% of target)

Program Completers Employed: 802 (70% of completers)

6. **Skilled Trades Education Program (STEP)** (no cost extension through December 31, 2018)

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: \$358,869.89 (57% of grant)

Individuals Enrolled: 216 (76% of target)

Individuals Completing Program: 161 (84% of target)

Program Completers Employed: 73 (45% 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: \$196,854.59 (66% of grant)

Individuals Enrolled: 120 (114% of target)

Individuals Completing Program: 86 (151% of target)

Program Completers Employed: 10 (12% 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: \$500,832.20 (99% of grant)

Individuals Enrolled and Placed (Employed): 38 (76% of target)

Individuals Completing Program: 10 – Apprenticeship takes 6 months to complete.

Cycle 3 – Eight grantees were awarded \$3,098,218, to be expended January 1, 2018 through May 31, 2019. Grantees have been reimbursed \$468,321.88 and 4,191 individuals have been actively recruited to the training programs during the cycle. Data reported through June 30, 2018 are on page 10.

1. CareerWise Youth Apprenticeship

Grantee: CareerWise Colorado

Project Description: Offer a three-year youth apprenticeship in high school and first year of college leading to an industry-recognized certificate. Apprentices receive hands-on work experience in different fields including: Advanced Manufacturing, Business Operations, Healthcare, Financial Services, and IT.

Amount Awarded: \$730,469.00

Amount Reimbursed: \$48,422.00 (6% of grant)

Individuals Enrolled: 121 (37% of target)

Individuals Completing Program: 0 (0% of target)

Program Completers Employed: 0 (0% of completers)

2. BuildYou

Grantee: Community College of Denver

Project Description: CCD plans to offer new 15-week middle-skills Building Technology Certification classes at each of two levels: Basic Building Crafts and Advanced Building Crafts. The program includes a 7.5 week hands on internship comprised of a labor construction experience.

Amount Awarded: \$670,996

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

Individuals Enrolled: 0 (0% of target)

Individuals Completing Program: 0 (0% of target)

Program Completers Employed: 0 (0% of completers)



3. CO Homebuilding Academy

Grantee: Foundation for Educational Excellence dba Colorado Homebuilding Academy

Project Description: Colorado Homebuilding Academy offers an eight-week Construction Skills Bootcamp with an industry recognized pre-apprenticeship certificate, Basics in Concrete Construction (6 session hands on training), Construction Management and Estimating (in partnership with the Community College of Aurora) and a Youth Construction Apprenticeship (24 weeks plus internship).

Amount Awarded: \$444,470

Amount Reimbursed: \$100,222.64 (22% of grant)

Individuals Enrolled: 71(14% of target)

Individuals Completing Program: 30 (7% of target)

Program Completers Employed: 0 (0% of completers)

4. BankWork\$

Grantee: Goodwill Industries of Denver

Project Description: BankWork\$ is an eight week program that utilizes a nationwide industry curriculum to prepare trainees with skills for entry level jobs including tellers, customer service representatives and personal bankers. A hiring fair is provided as part of graduation day and completers receive industry recognized certificates.

Amount Awarded: \$153,469

Amount Reimbursed: \$41,046.23 (27% of grant)

Individuals Enrolled: 54 (18% of target)

Individuals Completing Program: 48 (21% of target)

Program Completers Employed: 37 (77% of completers)

5. Careers in Construction (CIC)

Grantee: The Housing and Building Association of Colorado Springs and the Pikes Peak Region

Project Description: The CIC program utilizes the construction industry-recognized Pre-Apprenticeship Certificate Training (PACT) in area high schools. This competency-based curriculum includes classroom and hands-on training. Trainees earn stackable certificates for satisfactory completion.

Amount Awarded: \$587,276.00

Amount Reimbursed: \$130,511.82 (22% of grant)

Individuals Enrolled: 0 (0% of target)

Individuals Completing Program: 0 (0% of target)

Program Completers Employed: 0 (0% of completers)

6. Master's Apprentice (MA)

Grantee: Master's Apprentice

Project Description: MA offers an eight-week pre-apprenticeship, including hands-on training, in the building trades that provides basic occupational skills for trainees to enter a registered apprenticeship.

Amount Awarded: \$265,753

Amount Reimbursed: \$66,860.51 (25% of grant)

Individuals Enrolled: 106 (88% of target)

Individuals Completing Program: 47 (52% of target)

Program Completers Employed: 15 (32% of completers)



7. Personal Care Provider

Grantee: Western Colorado Area Health Education Center

Project Description: A one-week 40-hour program for Personal Care Providers, who earn stackable certificates including: First Aid, Blood Borne Pathogens, Qualified Medication Administration Personnel (QMAP), Automated External Defibrillator (AED) and CPR. A job shadow at partner healthcare facilities is included.

Amount Awarded: \$144,601

Amount Reimbursed: \$41,005.84 (28% of grant)

Individuals Enrolled: 79 (45% of target)

Individuals Completing Program: 74 (60% of target)

Program Completers Employed: 26 (35% of completers)

8. WOW

Grantee: Work Options for Women

Project Description: WOW offers a six-week core culinary training for women with barriers to employment. Curriculum offers three certificates including an industry recognized prep cook certification which affords program completers the skills to enter a career pathway.

Amount Awarded: \$101,184

Amount Reimbursed: \$40,252.84 (39% of grant)

Individuals Enrolled: 88 (41% of target)

Individuals Completing Program: 63 (40% of target)

Program Completers Employed: 38 (60% of completers)

Cycle 4 – HB18-1316 affords \$950,000 to be awarded to grantees, to the extent possible: two-thirds to fiscal agents that were given WORK Act grants in a prior fiscal year and one-third to fiscal agents that have not received a WORK Act grant previously. Grant applications shall be accepted no later than January 1, 2019.

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 employs a full-time grant coordinator to support the grant review committee and administer the program. Looking ahead one additional FTE will be hired to assist with the coordination of the 22 grants and support the grant review committees' duties.



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 5 (out of 8) Cycle 2 programs was conducted in June, 2018. There were no significant findings.
- Monitoring for Cycle 1E was completed in August 2018. There were no significant findings.
- Monitoring for the three Cycle 2 grantees who received extensions will be completed before December 31, 2018.

E. Success Stories

1. A student in the Advanced Manufacturing skilled worker training program at Pikes Peak Community College (PPCC) with a criminal background was on the brink of being homeless. He was able to live with a friend on the condition that he pays rent. He completed the Introduction to Manufacturing course and Beginning and Advanced Welding. His attendance was perfect, even though he had to take a bus and walk a mile from the bus stop to our classroom. He was Workforce Innovation and Opportunity Act eligible under the Road to Work program for ex-offenders and has started his paid work experience at a local welding company. He has also enrolled in the PPCC Welding program for this fall; a win for him and for PPCC.

2. “Before Culinary Quick Start (CQS) I was depressed and often stayed at home because I lacked motivation. I had applied to a number of restaurants in my neighborhood but was turned away because of my lack of experience. When I found the CQS program online I was searching for opportunities to change my life. I couldn’t believe it was a free program and I jumped at the chance to join and gave it my all. I cannot begin to tell you how this program changed my life. The chefs are amazing and the team is so supportive. It gave me the confidence I needed to get the job of my dreams and I am now working for one of the best restaurants in Denver, Vital Root. I love it and my kids think I’m the coolest. This program has helped me realize my dream and ignited my passion for cooking even more. I’m scared to think where I would be without Culinary Quick Start. Thank you.” April 2018 graduate

3. My journey was not easy joining the trades, but I was fortunate enough to have a good friend recommend joining the union. I went to the union hall, completed my application, and within the same day I was referred to an orientation class with the Skilled Trades Education Program (STEP).

After the 5 week course with exposure to four trades, I decided I wanted to become a runner so I applied for the Sheet Metal Union. I started the STEP Program mid-February 2018. I became indentured as a sheet metal worker April 2nd, 2018. Currently I am employed with Air Systems Inc.

It's definitely hard work and I'm the unicorn of the group being a black female in the trades, but if I want to survive in Colorado's economic meltdown I have to make sacrifices, and this is the best one. This is not an easy career but it is worthwhile. Choosing a career over a job, being taught everything about what you do and retiring in 30 years (and 55 years of age) is the best thing I can do for my family.



Summary of Cycle 1E Grant Outcomes July 1, 2017 – August 31, 2018 (Data through June 30, 2018)

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	1,926	16/583/400	8/428/300	199
2. Colorado Building and Construction Trades Council, Infrastructure Engineering 7/1/17 – 8/31/18	\$335,000	2,347	400/325/500	280/554/500~	325
3. Solar Energy International Energy and Natural Resources, Infrastructure Engineering, Technology and Information Electronics, 7/1/17 – 8/31/18	\$260,000	2,144	170/326/225	0/208/225^	104
Total for all Grantees/Target		6,812	586/1,234/1,125	288/1,190/1,025	628
Total Amount Awarded	\$1,306,000				
Total Reimbursed	\$1,110,878.06				

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

~ While Apprenticeships take 4-5 years to complete, by contract definition this grantee tracked raises as an interim definition of completer

^ 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 (3 no-cost extensions)

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	628	0/115/100~	0/104/70~	72
2. Colorado Community College System Advanced Manufacturing, 6/9/17 – 10/31/18	\$194,119	761	2,142/1,065/2,782	403/207/620#	0
3. Colorado Community College System Health and Wellness, 5/25/17 – 9/14/18	\$194,390	1,572	989/798/1,088	1,004/402/653#^	0
4. Emily Griffith Technical College Tourism and Outdoor Recreation, 5/30/17 – 6/30/18	\$635,648.69	1,109	0/759/500~	0/445/450~	227
5. Greater Denver Metro Healthcare Partnership Health and Wellness, 6/30/17 – 6/30/18	\$288,252	1,481	878/1,496/975	700/1,145/771	802
6. MEP Alliance Infrastructure Engineering, 6/12/17 – 12/31/18	\$630,651	946	0/216/283~	0/161/190~#	73
7. Pikes Peak Community College Advanced Manufacturing, 6/20/17 – 6/30/18	\$295,025	305	45/120/105	36/145/96	10
8. Tectonic Group Technology and Information, 5/11/17 – 6/30/18	\$501,037.50	939	22/38/50	22/10/40	40*
Total for all Grantees/Target		7,441	4,076/4,580/5,883	2,165/2,619/2,890	1,224
Total Amount Awarded	\$3,213,523.19				
Total Reimbursed	\$2,567,370.36				

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 delays in hiring staff and marketing firms, no-cost extension will ensure fall 2018 data can be counted

^ Community Colleges are cutting nurse aide programs

• Apprentices enrolled prior to contract date were employed within the cycle

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
- Some projects were on going before the WORK Act funding was received, and some have additional programming offered simultaneously



Summary of Cycle 3 Grant Outcomes January 1, 2018 – May 31, 2019 (Data through June 30, 2018)

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. CareerWise Colorado Advanced Manufacturing ,Business Operations, HealthCare, Financial Services and IT, 4/9/18 - 5/31/19	\$730,469	391	116/121/325	0/0/120~	0
2. Community College of Denver Infrastructure Engineering, 1/22/18 - 5/31/19	\$670,996	0	0/0/80	0/0/50~#	0
3. Foundation for Educational Excellence dba Colorado Homebuilding Academy Infrastructure Engineering, 2/13/18 - 5/31/19	\$444,470	847	278/71/508	242/30/432	0
4. Goodwill Industries of Denver Finance, 1/4/18 – 5/31/19	\$153,469	401	186/54/300	90/48/225	37
5. The Housing and Building Association of Colorado Springs and the Pikes Peak Region Infrastructure Engineering , 1/26/18 - 5/31/19	\$587,276	861	320/0/570^	92/0/170	0
6. The Master’s Apprentice Infrastructure Engineering, 1/17/18 - 5/31/19	\$265,753	69	60/106/120	42/47/90	15
7. Western Colorado Area Health Education Center Health and Wellness, 1/10/18 - 5/31/19	\$144,601	814	0/79/175	0/74/125~	26
8. Work Option for Women Tourism and Outdoor Recreation, 1/4/18 - 5/31/19	\$101,184	808	150/88/297	60/63/155	38
Total for all Grantees/Target		4,191	1,100/519/2208	539/262/1131	116
Total Amount Awarded	\$3,098,218				
Total Reimbursed	\$468,321.88				

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 delays in hiring staff and marketing firms
- ^ Program is limited in recruitment timeframe for each semester

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 apprenticeships
- Some projects were on going before the WORK Act funding was received, and some have additional programming offered simultaneously