



COLORADO
Department of
Labor and Employment

Executive Director's Office
633 17th Street, Suite 1200
Denver, CO 80202-3660

August 31, 2021

The Honorable Jared Polis, Governor of the Colorado
Chair, House of Representatives Business Affairs & Labor Committee
Chair, Senate Business Labor & Technology Committee
State Capitol Building
200 E Colfax Avenue
Denver, Colorado 80203

Dear Governor Polis and Chairs:

Please find attached the final report for House Bills 15-1276, 17-1357, 18-1316, and 20-1395, Skilled Worker Outreach, Recruitment, and Key Training Act (WORK Act).

Respectfully,

A handwritten signature in blue ink, appearing to read 'Joe W. Barela', with a long horizontal line extending to the right.

Joe W. Barela
Executive Director

Workforce Development Programs

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Skilled Worker Outreach, Recruitment, and Key Training Act - WORK Act

House Bill 15-1276; House Bill 17-1357; House Bill 18-1316; House Bill 20-1395

Final Report to the Colorado General Assembly

July 1, 2020 - May 31, 2021
Submitted August 31, 2021

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Executive Summary

On May 26, 2015, the Skilled Worker Outreach, Recruitment, and Key Training Act (HB15-1276), also known as the WORK Act, was signed into law by the Governor. The purpose of the WORK Act was to increase awareness of, enrollment in, and completion of skilled worker training programs designed to expand Colorado's skilled workforce. Grantees received competitive reimbursable awards to engage in outreach and recruitment efforts, provide skilled worker training, or a combination of the two as directed by the workforce needs of business and industry. Eligible applicants included any government or non-government entity that offered or planned to offer a skilled worker training program. Training programs could include:

- accredited educational training
- occupational education training
- apprenticeship, or similar programs

Training programs offering a bachelor's degree or higher were not eligible to apply for this program.

The WORK Act required the Colorado Department of Labor and Employment (CDLE) to administer the program by creating a grant review committee to review proposals and make recommendations to the Executive Committee, comprised of the Executive Director of Employment and Training and members of the Colorado Workforce Development Council, to award reimbursable grants. Per HB18-1316, the Colorado Workforce Development Council appointed members to serve on the review committee, and the Executive Committee determined who

received the awards. The projects varied in structure, duration and outcomes. Programs included options such as one-week hands-on “101” classes, 30-day boot camps, 8-week training, and four-year apprenticeships.

Following the initial House Bill (HB) 15-1276, HB17-1357 raised the annual spending cap and extended the performance period through June 30, 2019. House Bill 18-1316, effective July 1, 2018, extended the WORK Act through June 30, 2021. House Bill 20-1395 repealed the WORK Act, effective September 30, 2021. Grantees received a total of \$14.2 million over this timeframe to engage, recruit and provide skilled worker training for 13,212 Coloradans.

Use of Grant Funds

Across all grant cycles of the WORK Act, grantees utilized the funds for a wide variety of activities to support outreach, recruitment, and training activities, including:

- **Outreach and Recruitment:** Recruiters and career counselors, program branding, video production, media (TV, radio, newspapers, social media, ads on public transportation), print materials, tracking tools and processes, website development or improvement, event collateral, and recruiting and hiring events
- **Training:** Classroom and online instruction, instructional materials, and information about other resources or supports that may benefit the trainees
- **Infrastructure:** Data processing, accounting personnel and processes, management, cell phones, laptops, mileage, and printing

Program Administration

The Colorado Department of Labor and Employment (CDLE) led all associated grant administration, coordination, and monitoring activities, including:

- Supporting the grant review committee and administering the program;
- Hosting monthly meetings attended by grantees to address progress, updates, and questions; and
- Conducting on-site monitoring visits, providing technical assistance, meeting with stakeholders (grant administrators, recruiters, partners, instructors, trainees and recruits, and fiscal staff), observing career fairs, classes, and data tracking systems, and attending hiring events and graduations. After March 17, 2020, the team conducted these activities virtually.

Populations Served

The WORK Act programs served a variety of populations including, but not limited to:

- Unemployed and underemployed
- Women, veterans, people of color, young adults, justice-involved citizens, single parents on public assistance
- Incumbent and displaced workers
- Career changers

Cumulative Impact of WORK Act Funding

Thanks to WORK Act funding, 4,788 Coloradans are now employed and engaged in career pathways that benefit them, their families, and their communities, in addition to the in-demand industries struggling to find skilled, trained workers.

WORK Act grantees:

- Actively recruited 62,983 participants
- Enrolled 13,212 individuals into training programs
- Saw 8,462 individuals complete their training programs (64% completion rate)
- Assisted 4,788 in obtaining employment

WORK Act grantees developed partnerships and collaborations that resulted in new facilities, promotional efforts, and strategies that exceeded all expectations. Training providers proved themselves to be agile in adapting to hybrid learning and virtual and hybrid job fairs during the COVID-19 pandemic. Newly Registered Apprenticeships received state and national recognition. Grantees improved methods of recruitment and outreach, streamlined and updated websites with relevant videos, and broadened target audiences. The growth the grantees have incorporated in programs not only to serve more trainees, but also to improve industry connections is noteworthy.

COVID-19 Impact and Adaptation

On March 17, 2020, WORK Act grantees stopped active outreach, recruiting, in-person training, and hiring fairs due to a statewide "Safer at Home" mandate in response to COVID-19. Grantees quickly pivoted and redesigned strategies. Recruiters transitioned to virtual tools for outreach and program orientation. Marketing tactics were modified to promote virtual or hybrid participation, with appropriate distancing and smaller class sizes. Instructors redesigned instruction for hybrid and virtual classrooms.

As the pandemic continued, it became clear that most grantees were going to fall short of their targets due to factors beyond their control. All industries continued to hire, although many at reduced levels. WORK Act program completers were at an advantage because of their training.

Summary of First 4 Funding Cycles

Cycle 1 - April 1, 2016 - June 30, 2017

Grantee: Associated General Contractors (AGC)

Training Program: Construction Careers Now (CCN)

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 target)

Individuals Completing Program: 376 (417% of target)
Program Completers Employed: 214 (57% of completers)

Grantee: Colorado Building and Construction Trades Council

Training Program: Colorado Construction Careers (CCC)

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 target)

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.

Grantee: Colorado Construction Institute

Training Program: Home Builders Association Constructional Skills Development Initiative

Project Description: This grant has four separate components:

- Denver YouthBuild is a 12 month pre-apprenticeship resulting 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 target)

Individuals Completing Program: 379 (230% of target)

Program Completers Employed: 106 (28% of completers)

Grantee: Community College of Denver

Training Program: Workforce Initiative Now (WIN)

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 target)

Individuals Completing Program: 113 (139% of target)

Program Completers Employed: 93 (82% of completers)

Grantee: Pueblo Community College

Training Program: Industrial Maintenance Apprenticeship

Project Description: Registered with the U.S. Department of Labor as a Mechanical or Electrical Industrial Maintenance (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 target) – 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 target) earned completion certificate for 144 hrs.

Program Completers Employed: 12 (100% of completers)

Grantee: Solar Energy International

Training Program: Solar Ready Colorado (SRC)

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 target)

Individuals Completing Program: 300 (86% of target)

Program Completers Employed: 63 (21% of completers)

Cycle 1 Extension - July 1, 2017 - August 31, 2018

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 were reimbursed \$1,278,780, and an additional 7,363 individuals were actively recruited to the training programs during the extension cycle.

Grantee: Associated General Contractors (AGC)

Training Program: Construction Careers Now (CCN)

Program 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 general skills. An embedded job fair takes place in the fourth week and completers receive OSHA certification.

Amount Awarded: \$711,000

Amount Reimbursed: \$701,928.97 (99% of grant)

Individuals Enrolled: 671(168% of target)

Individuals Completing Program: 496 (165% of target)

Program Completers Employed: 328 (66% of completers)

Grantee: Colorado Building and Construction Trades Council

Training Program: Colorado Construction Careers (CCC)

Program 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: \$316,854.78 (95% of grant)

Individuals Enrolled and Placed at JATC programs (employed): 377 (75% of target)

Individuals Completing Program: 643 – Enrollees from Cycle 1 may have become completers during cycle 1E.

Grantee: Solar Energy International

Training Program: Solar Ready Colorado (SRC)

Program Description: SRC provides industry-leading technical training in renewable energy. Courses range from one day to one week and are designed for continuous learning, including offerings for those with transferable skills from other industries. There are hands-on and online classes to choose from and participants can become certified as an SEI Solar Professional if they complete all of the courses.

Amount Awarded: \$260,000

Amount Reimbursed: \$259,996.60 (100% of grant)

Individuals Enrolled: 411 (183% of target)

Individuals Completing Program: 254 (113% of target)

Program Completers Employed: 127 (50% of completers)

Cycle 2 - March 24, 2017 - June 30, 2018

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. Grantees were reimbursed \$2,775,636.25 and 8,841 individuals were actively recruited to the training programs during the cycle.

Grantee: Apartment Association of Metro Denver

Training Program: Maintenance Apprenticeship Program (MAP)

Program Description: MAP is a paid internship opportunity offered with Emily Griffith Technical College. Six weeks of training led by an established professional teach students about interior and exterior maintenance repair. Interns spend at least 16 hours at a multi-family site and eight hours in the classroom each week. Hiring of successful interns is highly anticipated.

Amount Awarded: \$474,400

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

Individuals Enrolled: 115 (115% of target)

Individuals Completing Program: 104 (149% of target)

Program Completers Employed: 72 (69% of completers)

Grantee: Colorado Community College System

Training Program: Upskilling in Advanced Manufacturing

Program 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 (no cost extension through October 31, 2018)

Amount Reimbursed: \$187,743.31 (97% of grant)

Individuals Enrolled: 1,184 (43% of target)

Individuals Completing Program: 231 (37% of target)

Program Completers Employed: 74 (32% of completers)

Grantee: Colorado Community College System

Training Program: Health Education Recruitment & Outreach (HERO)

Program 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: \$194,390 (no cost extension through September 14, 2018)
Amount Reimbursed: \$185,116.06 (95% of grant)
Individuals Enrolled: 1,230 (113% of target)
Individuals Completing Program: 395 (60% of target)
Program Completers Employed: 257 (65% of completers)

Grantee: Emily Griffith Technical College

Training Program: Culinary Quick Start Program (CQS)

Program 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 instruction. Participants earn an industry-recognized certificate.

Amount Awarded: \$635,648.69

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

Individuals Enrolled: 759 (152% of target)

Individuals Completing Program: 445 (99% of target)

Program Completers Employed: 227 (51% of completers)

Grantee: Greater Denver Metro Healthcare Partnership

Training Program: Greater Denver Metro Healthcare Partnership

Program 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)

Grantee: MEP Alliance

Training Program: (a) Skilled Trades Education Program (STEP) & (b) Joint Apprenticeship and Training Committee (JATC) Apprenticeship Program

Program 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 (no cost extension through December 31, 2018)

Amount Reimbursed: \$579,969.85 (92% of grant)

Individuals Enrolled: 197 (70% of target)

(a) STEP Pre-Apprenticeship

Individuals Completing Program: 121 (64% of target)

Program Completers Employed: 12 (14% of completers)

(b) JATC Apprenticeship

Individuals Enrolled: 533 (642% of target)

Individuals Completing Program: 481 (962% of target)

Program Completers Employed: 481 (100% of completers)

Grantee: Pikes Peak Community College

Training Program: Career Boost

Program 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. Additional courses in electronics, production and welding are offered. All 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: 145 (151% of target)

Program Completers Employed: 10 (7% of completers)

Grantee: Tectonic Group

Training Program: Software Developer Apprenticeship

Program 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 - January 1, 2018 - May 31, 2019

HB17-1357 extended the performance period of the WORK Act to June 30, 2019. On October 31, 2017, eight grantees were awarded \$3,098,218. Grantees were reimbursed \$2,849,843.74 and 22,206 individuals were actively recruited to the training programs during the cycle.

Grantee: CareerWise Colorado

Training Program: CareerWise Youth Apprenticeship

Program Description: Offers 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: \$717,550.93 (98% of grant)

Individuals Enrolled: 218 (67% of target)

Individuals Completing Program: 68 (57% of target)

Program Completers Employed: 68 (100% of completers)

Grantee: Community College of Denver

Training Program: Building Crafts

Program Description: As part of the architectural technology program, Community College of Denver offers basic and advanced building crafts certificates that can be completed in two semesters. Each certificate features an intensive hands-on construction practicum where skills are introduced and developed through guided work on an active construction site.

Amount Awarded: \$670,996 (no cost extension through December 31, 2019)

Amount Reimbursed: \$542,524.16 (81% of grant)

Individuals Enrolled: 131 (164% of target)

Individuals Completing Program: 1 (2% of target)
Program Completers Employed: 0 (0% of completers)

Grantee: Foundation for Educational Excellence dba Colorado Homebuilding Academy

Training Program: CO Homebuilding Academy

Program Description: Colorado Homebuilding Academy offers an eight-week Construction Skills Bootcamp with an industry recognized pre-apprenticeship certificate, Basics in Concrete Construction (6 sessions of 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: \$426,495.92 (96% of grant)

Individuals Enrolled: 510 (100% of target)

Individuals Completing Program: 324 (75% of target)

Program Completers Employed: 52 (14% of completers)

Grantee: Goodwill Industries of Denver

Training Program: BankWork\$

Program 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: \$134,327.54 (88% of grant)

Individuals Enrolled: 192 (64% of target)

Individuals Completing Program: 137 (61% of target)

Program Completers Employed: 117 (85% of completers)

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

Training Program: Careers in Construction (CIC)

Program 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: \$581,608.67 (99% of grant)

Individuals Enrolled: 700 (123% of target)

Individuals Completing Program: 171 (101% of target)

Program Completers Employed: 91 (53% of completers)

Grantee: Master's Apprentice (MA)

Training Program: Master's Apprentice Program

Program Description: Offers a seven-week pre-apprenticeship, including hands-on training, in the building trades that provides basic occupational skills to enter a registered apprenticeship.

Amount Awarded: \$265,753

Amount Reimbursed: \$247,738.15 (93% of grant)

Individuals Enrolled: 319 (266% of target)

Individuals Completing Program: 107 (119% of target)

Program Completers Employed: 94 (88% of completers)

Grantee: Western Colorado Area Health Education Center

Training Program: Personal Care Provider (PCP)

Program 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: \$101,799.59 (70% of grant)

Individuals Enrolled: 211 (121% of target)

Individuals Completing Program: 182 (146% of target)

Program Completers Employed: 117 (64% of completers)

Grantee: Work Options for Women (WOW)

Training Program: Work Options for Women (WOW)

Program Description: WOW offers a six-week core culinary training for people with barriers to employment, including justice system involvement. 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: \$97,798.78 (97% of grant)

Individuals Enrolled: 269 (91% of target)

Individuals Completing Program: 207 (134% of target)

Program Completers Employed: 149 (72% of completers)

Cycle 4 - March 6, 2019 - June 30, 2020

On December 28, 2018, five grantees were awarded \$1,253,652 through June 30, 2020. Grantees have been reimbursed \$154,401.55 and 5,661 individuals have been actively recruited to the training programs through June 30, 2019. All awardees are previous WORK Act grantees and plan to expand their efforts to new communities or populations, partner with other grantees to leverage marketing and/or adapt curriculum and completion requirements to meet industry needs this cycle. Data through June 30, 2021 are reported on Attachment 1.

Grantee: Associated General Contractors (AGC)

Training Program: Construction Careers Now (CCN)

Program 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 general skills. An embedded job fair takes place in the fourth week and completers receive OSHA certification.

Amount Awarded: \$248,200

Amount Reimbursed: \$73,703.95 (30% of grant)

Individuals Enrolled: 101 (24% of target)

Individuals Completing Program: 50 (18% of target)

Program Completers Employed: 30 (60% of completers)

Grantee: Emily Griffith Technical College

Training Program: Culinary Quick Start (CQS)

Program 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 instruction. Participants earn an industry-recognized certificate.

Amount Awarded: \$460,339

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

Individuals Enrolled: 76 (9% of target)

Individuals Completing Program: 35 (5% of target)

Program Completers Employed: 16 (46% of completers)

Grantee: Goodwill Industries of Denver

Training Program: BankWork\$

Program 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: \$112,918

Amount Reimbursed: \$6,689.81 (6% of grant)

Individuals Enrolled: 0 (0% of target)

Individuals Completing Program: 0 (0% of target)

Program Completers Employed: 0 (0% of completers)

Grantee: Western Colorado Area Health Education Center

Training Program Personal Care Provider (PCP)

Program Description: New to this cycle is an opportunity to continue training through a year-long USDOL Registered Apprenticeship.

Amount Awarded: \$150,000

Amount Reimbursed: \$29,342.26 (20% of grant)

Individuals Enrolled: 52 (27% of target)

Individuals Completing Program: 26 (19% of target)

Program Completers Employed: 15 (63% of completers)

Registered Apprentices Enrolled: 3 (not counted above)

Grantee: Work Options for Women

Training Program: Work Options for Women (WOW)

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

Amount Awarded: \$282,195

Amount Reimbursed: \$11,269.06 (4% of grant)

Individuals Enrolled: 6 (2% of target)

Individuals Completing Program: 0 (0% of target)

Program Completers Employed: 0 (0% of completers)

Cycle 4 Extension - July 1, 2020 - November 30, 2020

The pandemic revealed a significant need for workers in the healthcare industry to address the rise of COVID-19. Due to the demand for healthcare workers and the fact that the Western Colorado Area Health Education Center, a grantee on the Western slope, exceeded performance targets and offered a

one week training that leads into an apprenticeship, a grant extension was provided through November 30, 2020.

Grantee: Western Colorado Area Health Education Center

Training Program: Personal Care Providers

Program 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. New to this performance period is an opportunity to continue training through a year-long United States Department of Labor (USDOL) Registered Apprenticeship (RA).

Amount Awarded: \$69,000 (April 27- November 30, 2020)

Amount Reimbursed: \$68,932.00 (99% of grant)

Individuals Enrolled: 206 (163% of target)

Individuals Completing Program: 154 (140% of target)

Program Completers Employed: 36 (72% of completers)

Registered Apprentices Enrolled: 29 (target not specified in application)

Cycle 5: the final phase of WORK Act performance - July 1, 2020 - June 30, 2021

On September 2, 2019, eight grantees were awarded \$3,160,859 to conduct activities through May 31, 2021. Per HB 18-1316, two-thirds of the funding was awarded to five organizations that were awarded WORK Act grants in a prior year and one-third was awarded to three organizations that had not previously received a WORK Act grant. The three new grantees are Mi Casa, Master's Apprentice, and The Housing and Building Association of Colorado Springs and the Pikes Peak Region.

Grantee: Associated General Contractors

Training Program: Construction Careers Now

Program Description: Construction Careers Now is a pre-apprenticeship program and four week boot camp that provides hands-on experience to understand construction industry basics and improve general skills. An embedded job fair takes place in the fourth week and completers receive OSHA certification.

Grantee began Cycle 5 activities and spending on July 1, 2020.

Amount Awarded: \$435,000

Amount Reimbursed: \$434,372.65 (99.8% of grant)

Individuals Enrolled: 421 (109% of target)

Individuals Completing Program: 310 (112% of target)

Program Completers Employed: 121 (80% of target)

Grantee: Emily Griffith Technical College

Training Program: Culinary Quick Start

Program Description: Culinary Quick Start, a 4-week program, is delivered in 20 hours per week and 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 needs, is held in the final week of class. Grantee began Cycle 5 activities and spending on July 1, 2020.

Amount Awarded: \$701,974

Amount Reimbursed: \$660,224.52 (94% of grant)

Individuals Enrolled: 254 (48% of target)

Individuals Completing Program: 229 (48% of target)

Program Completers Employed: 27 (6% of target)

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

Training Program: Careers in Construction

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

Amount Awarded: \$772,863.27

Amount Reimbursed: \$738,592.00 (96% of grant)

Individuals Enrolled: 1,361 (194% of target)

Individuals Completing Program: 1,544 (772% of target)

Program Completers Employed: 291 (194% of target)

Grantee: Mi Casa Resource Center

Training Program: Financial Services Training Program

Program Description: The four-week Financial Services Training Program prepares completers for employment in the financial service industry or related fields.

Amount Awarded: \$165,354

Amount Reimbursed: \$163,123.37 (98.6% of grant)

Individuals Enrolled: 95 (72% of target)

Individuals Completing Program: 39 (35% of target)

Program Completers Employed: 26 (33% of target)

Grantee: Master's Apprentice (MA)

Training Program: The Master's Apprentice Program

Program Description: The Master's Apprentice Program is a seven-week pre-apprenticeship in the building trades, including hands-on training, that provides basic occupational skills required for trainees to enter a registered apprenticeship.

Amount Awarded: \$278,750

Amount Reimbursed: \$248,429.50 (89% of grant)

Individuals Enrolled: 153 (87% of target)

Individuals Completing Program: 81 (58% of target)

Program Completers Employed: 70 (56% of target)

Grantee: National Institute for Medical Assistant Advancement, Inc.

Training Program: Medical Assistant Training Program

Program Description: The eight month Medical Assistant Training Program includes an externship at a healthcare facility, completion of program courses, and the opportunity to sit for the nationally recognized credentialing exam.

Amount Awarded: \$272,788.32

Amount Reimbursed: \$272,788.32 (100% of grant)

Individuals Enrolled: 52 (80% of target)

Individuals Completing Program: 66 (124% of target)

Program Completers Employed: 41 (93% of target)

Grantee: Teach.org Inc.

Training Program: Alternative Teacher Training Program

Program Description: The Alternative Teacher Training Program allows individuals to be employed by a local school district as full-time teachers while completing their training program. Upon completion, participants can earn a professional teaching license in the grade and subject area for which they were trained.

Amount Awarded: \$316,434

Amount Reimbursed: \$316,431.72 (99.9% of grant)

Individuals Enrolled: 579 (96% of target)

Individuals Completing Program: 391 (109% of target)

Program Completers Employed: 579 (96% of target)

Grantee: Work Options for Women (WOW)

Training Program: WOW

Program Description: WOW offers six-week **Core Culinary Training** for people with barriers to employment, including justice system involvement. The curriculum offers three certificates including an industry recognized prep cook certification which affords program completers the skills to enter a career pathway in the culinary arts. Grantee began Cycle 5 activities and spending on July 1, 2020.

Amount Awarded: \$217,696

Amount Reimbursed: \$188,927.01 (86.8% of grant)

Individuals Enrolled: 111 (55% of target)

Individuals Completing Program: 73 (45% of target)

Program Completers Employed: 40 (33% of target)

Commitment to Success & Pandemic Agility

Despite navigating a global pandemic and Stay Safe at Home orders, grantees exceeded their goal of program completers (**154% of target**), and stayed on track with their budgets (**95% expended**).

Success Stories

Housing and Building Association of Colorado Springs and the Pikes Peak Region

Employer - Kenny Electric

Angelique M. – Career Placement

Angelique enjoys the ever-changing work environment at Kenny Electric. “Every day I learn so much because there is always something new or different that needs to be done.” Angelique has had so much opportunity to learn new skills since starting with Kenny Electric a month ago. She welcomes a new task as a great opportunity for growth. Angelique shared about entering her new job, “I knew going into this career that women are the minority. From the first day, I made it clear to my coworkers that when I’m on site I am here to work and learn.” Angelique is an employee who is driven and competitive about her career. She feels respected and valued as a woman on her work crew. She advocates for her goals and

will be a great mentor one day. I asked Angelique if she could give High School Seniors advice. She said, "Don't be intimidated by construction. If you feel passionate about something you must follow your gut." Angelique said she finally got to turn the lights on a 4th floor installation she has been working on. "It was such a gratifying feeling to see our hard work pay off."

Housing & Building Associates of Colorado Springs

Jace L. - Internship

Jace L. is a CICC graduate from the 2020-2021 school year. Jace was enrolled in CICC classes all four years of high school and discovered a passion for construction. As a student, he took great pride in his work. Throughout his high school career Jace was named SkillsUSA Plumbing State Champion, Skills USA Chapter President, and School Home Build Foreman. Jace is a natural born leader and continuously takes action to improve processes and projects that he is involved in. During the winter months of heavy snowfall, Jace took the initiative on a snow-days to go to the home build site at the school and shovel out the unroofed house to ensure it did not get ruined but to also make sure at the next available opportunity to work on the home, the students could get to work right away. In addition, Jace saw a need for a ramp to speed up the efficiency of the project, so he built one. These are just a few examples of Jace's leadership. Upon graduation, Jace was nominated and awarded the Best and Brightest of 2021. Jace is currently working an internship with GE Johnson and slotted to attend CSU Pueblo to study Construction Management in the fall.

Colorado Construction Careers Now (AGC)

Within the last two months 19 of our 36 graduates report having been hired, however what has been most impressive about the outcomes of this Pre-Apprenticeship program and innovative model is that our graduates are continuing to upskill and be promoted with their companies and within this industry – and sharing with us when they are! Here we will share a few of the reports that have been recently shared from alumni:

Loreli B, CCN Alumni 2016 - Career Placement

"It is July 2021 and I am officially an Electrician Journeywoman! Yes, I've worked for 3 different electrical companies throughout my career thus far, but I've finally found the one that I can grow with as a woman in this industry. I am with DURO Electric, and they have continued to support me and my education at IECRM. I would not be where I am today without CCN."

Miles C. CCN Alumni 2020 - Career Placement

Miles is retired military and has finished his coursework at Metro State University. Prior to graduating however, he took Construction Careers Now in order to get his OSHA 10 but little did he know he would be connected with prime employer Hensel Phelps where he'd become a Project Engineer at the Colorado Convention Center Expansion project.

He will be on the same project as another CCN Alumni, Jennifer who is a Safety Engineer and in her second year of working with Hensel Phelps.



Mi Casa

Destionee - Career Placement

As someone who cares deeply about her community, volunteering has always been a value and passion for Destionee. Prior to working with Mi Casa Resource Center, she spent two decades focusing her time and energy on raising her children and volunteering extensively. She joined Mi Casa's Financial Services Training to work on focusing more on herself.

Through the training, Destionee practiced technical skills and learned how to shine, particularly in an interview. She reflected, "I was bombing interviews before, but the training helped me whittle down what to say to do better." Beyond developing her interview skills, Destionee's biggest challenge was building her confidence. "I felt like I had no options. I was feeling like I couldn't do anything other than things that were hard work for a small amount of money," she said. "Working with Mi Casa built my confidence. Sharing my skills and presenting myself in a better light builds up my confidence so much." Although she had entered the training to develop herself, Destionee found ways to support others throughout the training. When it came time to vote for a class speaker at graduation, her classmates chose her to represent them. She shared a speech that warmed the hearts of all that were present. After completing the training and many successful interviews, Destionee was offered positions at two different credit unions before she decided to accept a position at Bank of America. "I am really looking forward to my future. I finally have a career path and that feels very exciting!" While making the brave choice to focus inward, Destionee found a position that will allow her to serve her community in a new way and still invest in herself.



“Working with Mi Casa built my confidence. Sharing my skills and presenting myself in a better light builds up my confidence so much.”

- **Destionee**

Financial Services Trainee, Mi Casa