

Colorado Department of Labor and Employment (CDLE)

Making a Difference in People's Lives



CDLE's Goals to Reduce Poverty

- Provide individuals and families with strategic opportunities for economic success
 - Sustain individuals and families during an economic downturn using the Unemployment Insurance (UI) system
 - Provide comprehensive work readiness and vocational training that leads to a high demand occupation
 - Create a pipeline of skilled workers that meet the needs of the private sector
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CDLE Invests in:

- Communities, Individuals, Families, Jobseekers, Private industry and Non-profit organizations
 - By implementing quality programs and creating innovative approaches that promote self-sufficiency for the low-income, unemployed and underemployed customer
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Workers' Compensation

- Colorado first adopted the Workers' Compensation system in 1915.
- The goal of the Workers' Compensation Act is to assure the quick and efficient delivery of disability and medical benefits to injured workers at a reasonable cost to employers, without the necessity of any litigation.

Workers' Compensation – A No Fault System

- Workers' compensation is a no fault system which provides medical care and, if the injury is serious enough, indemnity benefits to injured workers.
 - Injured workers are entitled to all reasonable and necessary medical care that is related to the workplace injury.
 - Provides partial wage replacement compensation for those employees who are unable to work as a result of the injury.
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Unemployment Insurance

- Provides economic stability through temporary and partial wage replacement to unemployed workers who have lost their jobs through no fault of their own.
- UI payments help maintain financial stability until the worker can be re-employed.

Economic Impact to Communities

- The UI benefits paid to unemployed workers stimulate the economy.
 - From January 2009 to July 31 2009, over \$850 million dollars in regular and extended benefits have been paid to citizens living in Colorado communities.
 - Over 177,000 Colorado residents have received at least one benefit.
 - Thousands of unemployed workers use their benefits to temporarily replace a portion of their income while looking for new jobs, allowing them to continue to make mortgage, car, grocery, and other payments.
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UI Benefits to Local Communities

- By the end of 2009, the UI system will have paid out over \$1 billion dollars in regular UI benefits to Colorado residents.
 - The \$1 billion in benefits circulate through our local townships, cities and counties. Funds are reinvested in our communities and help support Colorado's economy in times of economic downturn.
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Building Financial Stability through Modernization of the UI Laws

- The modernization of laws and rules allow for payments to be made for:
 - Military Spouse Killed in Combat
 - Alternative Base Period
 - Compelling Family Reasons
 - Domestic Violence
 - Relocation Due to a Spouse's Employment
 - Caring for Ill or Disabled Family Member
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Increasing Educational and Vocational Opportunities

- CDLE is implementing outreach strategies to UI claimants informing them of the availability of educational and vocational training available through Workforce Development Programs.
 - The focus of the outreach is on underserved populations.
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Workforce Development Programs and Local Workforce Centers

- Most employment and training programs are delivered through Workforce Centers, or One Stop Career Centers
- Workforce Investment Act (WIA)
 - WIA provides vocational and work readiness training programs for adults, youth and individuals who have lost their jobs to prepare them for employment in demand occupations – to ensure success.
 - WIA also provides case management and supportive services to customers, as well as job placement and follow-up services to ensure job retention.

WIA Adult Program

- The adult program targets low income individuals and provides additional services to increase earning potential.
 - Some of those services may include:
 - Intensive case management
 - Skill upgrades and occupational training for high-growth industry sectors including new energy and green jobs.
 - Last year, 90% of customers served under WIA found employment.
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Wagner-Peyser

- National labor exchange system that provides services to all job seekers and services to employers.
 - WP services matches people with jobs and jobs with people.
 - Services to employers may include:
 - Recruitment and screening
 - Referral of qualified applicants
 - 416,844 people received staff or self assisted WP services statewide
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Youth Services

- Both WIA and WP provide services to youth. WIA serves low income or at risk youth and provides training, education, work experience, assessment, counseling and support services.
 - WP serves all youth. The Governor's Summer Job Hunt program is a perfect example of a WP youth program. The Governor's Summer Job Hunt program finds employments for kids during the summer months to enhance their work experience.
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Reducing Poverty through Special Projects **Stop the Revolving Door (SRD) Offender Employment**

- CDLE's SRD offender employment re-entry program is a national model that reduces recidivism and promotes self-sufficiency.
 - The SRD program has served over 450 offenders
 - All offenders who have entered into the SRD program live below the poverty line, most are unemployed and many are living in shelters.
 - The SRD program provides offenders with vocational training and supportive services.
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Vocational Training is Key Reducing Poverty and Recidivism

- The SRD offenders who entered a short-term, high skills vocational training in a demand industry sector (energy or construction) earned at least \$14.00 per hour compared to those who are unskilled earning \$11.06 per hour.
 - When an offender has a job that pays a livable wage, s/he can pay retribution, child support, reconnect with family and disconnect from reliance on the public system.
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Residual Effects

- When an offender re-enters society, obtains viable training, has a job that pays a livable wage, cares for himself and family, the offenders relationship with the children and community strengthens.
 - The SRD 6 month recidivism rate is 5 percent and 7.5 at 12 months.
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Reducing Silos while Reducing Recidivism

- ❑ The SRD program, as well as other CDLE programs are not operated in silos. Partners include:
- ❑ Community and faith-based organizations
- ❑ The Department of Corrections
- ❑ The Department of Public Safety
- ❑ The Department of Human Services
- ❑ Private Industry/Business
- ❑ Several Training Providers
- ❑ The Federal Bureau of Prisons
- ❑ The National Institute of Corrections
- ❑ The Department of Education
- ❑ The Department of Revenue
- ❑ Rocky Mountain SER

Veteran's Programs

- **Priority of Service allows veterans and their spouses a priority of service for employment**
 - **Approximately 11.6% of Colorado's population are veterans.**
 - **Vietnam Era 36%**
 - **Gulf War 19.2%**
 - **Other 8.1% (Operation Enduring Freedom/Iraqi Freedom**
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Veteran's Program

- The single most significant barrier to employment for the veteran re-entering the job market today are disabilities, either mental or physical.
 - Many are suffering from Post Traumatic Stress Disorder (PTSD)
 - Transfer of military skills to civilian market or outdated skills
 - National Guard or reserve issues (Jobs may no longer exist)
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Trade Adjustment Act (TAA)

- TAA offers training for employees who have lost their jobs as the result of foreign competition. This is an entitlement program all those who are TAA eligible.
 - Some of the benefits include:
 - Training up to \$10,000
 - Health Care
 - Reemployment Benefits
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