

Emsi Webinar | May 13th, 2021
Rethinking Workforce Development
Additional Questions answered by panelists

What are the top 3 things you're considering in your long-term planning now that things are getting back to "normal?"

Adam

- Building career pathways into "good jobs" for all residents in our community, but specifically, people displaced by the pandemic and other economic factors like automation
 - "Good jobs" provide for basic needs like housing, food, healthcare, childcare, time off, etc. and they offer flexibility, understanding for personal demands, opportunities to learn and advance, respect, etc.
- Continue to recruit workers to our community
- Redouble our efforts on local childcare and affordable housing initiatives.

Nilda

- Virtual career counseling and coaching services
- Develop methodology for determining ROI, value to the communities we serve
- Development and implementation of learn & earn models that provide experiences

How can workforce boards remain relevant and become even more indispensable with more and more organizations focused on talent development/upskilling/reskilling?

Adam

- Partner with like-minded business serving organizations to ask businesses/employers what they need and then work with those businesses to build programs/services/resources that meet their needs. Ask a lot of questions and be responsive.
 - Example: Our local healthcare and manufacturing employers struggle to engage and recruit young talent so we partnered with them to create a summer high

school internship program. We administer the program and the businesses cover all the costs, including the interns' wages and our staff's salary.

Nilda

- Relevant – deliver services at the pace of business; embrace technology; offer customers various ways to engage
- Indispensable – use your data to develop the proof points to articulate value, outcome, impact. Use LMI to guide / support strategic conversations
- Innovative ways to re-engage individuals back to the workforce and support businesses in developing value-added programs, services for their employees to retain and grow their workforce

Are you currently working on any equitable projects either internally or with your community partners?

Adam

All of the above. We, like every other community and organization, have a lot of work to do in this area. Internally, our County has a couple different employee groups focused on identifying and addressing systemic inequities through policy change, training other awareness building practices. We're doing this same work within our own department as well as working hard to eliminate bias in our hiring process. Our organizational mission statement is "Larimer County Economic and Workforce Development connects people to meaningful work and businesses to talent and resources, improving our community's economic well-being. We care, and our customers matter." Equity may be the most important focus for our organization moving forward because it is embedded in every aspect of our mission. So, we are supporting our staff with DEI training and working with them to improve all our practices and expand our services in key areas, such as digital literacy. Our leadership team is also learning as fast as we can, including me. Externally, we are engaging diverse community members and businesses through our Larimer County Recovery Equity Advisory Board and other similar organizations. We also

hope that this work springboards our efforts to connect with the underserved populations in our community. This topic is so big that I know I'm forgetting something, hopefully this gives you a sense of our work on equity.

Nilda

We are partnering with Valencia College's Peace and Justice Institute to engage in internal conversations around diversity and inclusion. Through these conversations we want to understand how to increase our internal capacity as well as gain insights to the various communities we serve. Additionally, we are partnering with two counties to explore how to invest American Reinvestment Act resources in key communities to engage residents in training in emerging and growing occupations.