

# ECONOMIC IMPACT OF WORKFORCE CENTER OPERATIONS

## EMPLOYMENT SERVICES OF WELD COUNTY



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[www.eswc.org](http://www.eswc.org)

PROGRAM YEAR 2021  
JULY 1, 2021 - JUNE 30, 2022



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# BACKGROUND

**WELD COUNTY IS THE LOCAL WORKFORCE DEVELOPMENT AREA AND PLANNING REGION, KNOWN AS THE UPSTATE REGION, AND IS A GOOD PLACE TO LIVE, WORK, AND DO BUSINESS.**

Local industry leaders have increasingly turned to Workforce Centers (WFC) and other public partners to help them address critical needs. Workforce centers have become a go-to resource for labor force expertise. Weld and Larimer County collaborate regionally to provide the best and most timely services to regional businesses. Customers utilizing WFC services include individual businesses, local and regional economic developers, chambers of commerce, industry and business associations, postsecondary and K-12 educators, and other partners.

Publicly funded WFCs invest in human capital for economic vitality and are an integral part of a region's infrastructure. By partnering with K-12 and postsecondary educators, economic developers, chambers of commerce, Sector Partnerships, and other community organizations, workforce development programs help key industries in the region stay competitive by ensuring an ongoing adequate supply of skilled labor.

A number of business-led sectors have created partnerships to address critical outreach, staffing, and training needs for various key industry groups along Colorado's Northern Front Range. Partnerships specific to Weld and Larimer Counties include:

- Northern Colorado Health Sector Partnership
- NOCO Manufacturing Partnership
- Northern Colorado Construction Sector Partnership
- NOCO Hospitality Sector Partnership
- Coming Soon: 2023 Launch of the NOCO Non Profit Sector Partnership

The following pages provide an economic and workforce development profile for the Upstate Region. Outcome data is used to illustrate the positive impact which federal job training programs have on our region, its people, and its businesses.

## **WOULD YOU LIKE MORE INFORMATION?**

Employment Services of Weld County (ESWC) performs a variety of functions. To learn more about the services offered or to request additional Labor Market Information (LMI) for your industry, specific occupations, or other data types, learn about the services available to employers, and funding opportunities, please contact ESWC's Business Services Team at (970)400-6714.

## **ECONOMIC IMPACT OF WORKFORCE DEVELOPMENT**

The method used to assess the positive impact of federally funded workforce development programs is to calculate the participants served and the funds expended to determine the cost per participant. When comparing the cost for one participant with current median earnings reported in wage records, the return on the region's workforce investment is substantial.



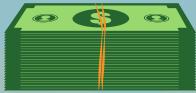
# ECONOMIC IMPACT

## Wagner-Peyser



**10,946**

Job Seekers  
Completed  
Self Service



**\$949,833K**  
Expended



**\$86.77**  
Cost Per  
Participant



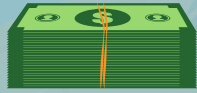
**\$9,620**  
Median Earnings  
of 6,522  
Participants Who  
Entered  
Employment

## WIOA Adult



**277**

Job Seekers  
Receiving Case  
Management



**\$697,891K**  
Expended



**\$2,519.46**  
Cost Per  
Participant



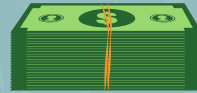
**\$6,666**  
Median Earnings  
of 100  
Participants Who  
Entered  
Employment

## WIOA Dislocated Worker



**84**

Job Seekers  
Receiving Case  
Management



**\$385,696K**  
Expended



**\$4,591.61**  
Cost Per  
Participant



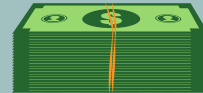
**\$11,999**  
Median Earnings  
of 68  
Participants  
Who Entered  
Employment

## WIOA Youth



**179**

Job Seekers  
Receiving Case  
Management



**\$342,611K**  
Expended



**\$1,914.02**  
Cost Per  
Participant



**\$5,018**  
Median Earnings  
of 86  
Participants  
Who Entered  
Employment

Data from Program Year 2021 (July 1, 2021-June 30, 2022)

# IN-DEMAND SKILLS

## TOP HARD SKILLS

Job-specific abilities or knowledge learned through education, experience, or training

- 1 NURSING
- 2 WAREHOUSING
- 3 MERCHANDISING
- 4 MARKETING
- 5 ACCOUNTING



## TOP SOFT SKILLS

Character traits that positively affect how you work and interact with others

- 1 COMMUNICATION
- 2 CUSTOMER SERVICE
- 3 VALID DRIVER'S LICENSE
- 4 MANAGEMENT
- 5 OPERATIONS



## TOP QUALIFICATIONS

A skill or type of experience or knowledge obtained after successfully finishing an educational course that makes someone suitable to do a particular job or activity.

- 1 BASIC LIFE SUPPORT CERTIFICATION
- 2 COMMERCIAL DRIVER'S LICENSE
- 3 CERTIFIED NURSING ASSISTANT
- 4 LICENSED PRACTICAL NURSE
- 5 ADVANCED CARDIOVASCULAR LIFE SUPPORT CERTIFICATION

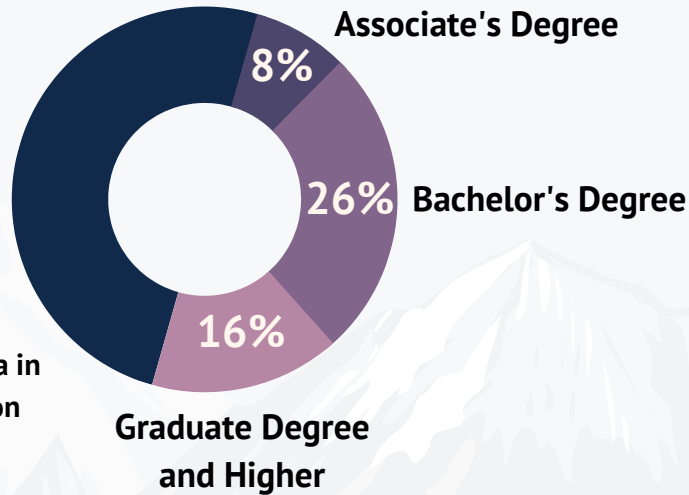


# EDUCATION ATTAINMENT

## REGIONAL DATA

### BY LEVEL

8% of individuals had less than a High-School Diploma in 2021. 50% of the population has an associate degree or higher.



### BY INSTITUTION



In 2020, 67.2% of individuals completing a secondary education received their credentials from the University of Northern Colorado. With the remaining 32.8% coming from Aims Community College.

### BY RACE/ETHNICITY



In 2021, only 16.5% of the population with a college degree were a race other than White.

### BY GENDER



In 2021, 34% of the population with a college degree were male and 40% were female

## LIVE AND WORK

### HOUSING



**74.5%**

Housing units that were owner-occupied between 2016-2020.



**\$1,143**

Median gross rent between 2016-2020



**19.3%**

Language other than English spoken at home, percent of persons age 5 years+, between 2016-2020.

### COMMUTING PATTERNS

Understanding where talent in Weld County, CO currently works compared to where talent lives can help you optimize site decisions.

### TRANSPORTATION



**27.6**

Mean travel time to work, 27.6 minutes, for workers age 16 years+ between 2016-2019.

### TOP ZIP CODES

#### Where Talent Works

- 1 80634, Greeley
- 2 80631, Greeley
- 3 80504, Longmont
- 4 80550, Windsor
- 5 80621, Fort Lupton

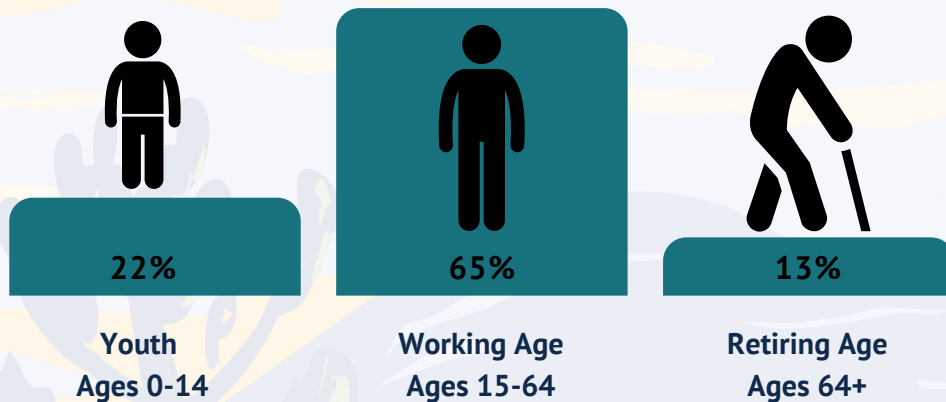


#### Where Talent Lives

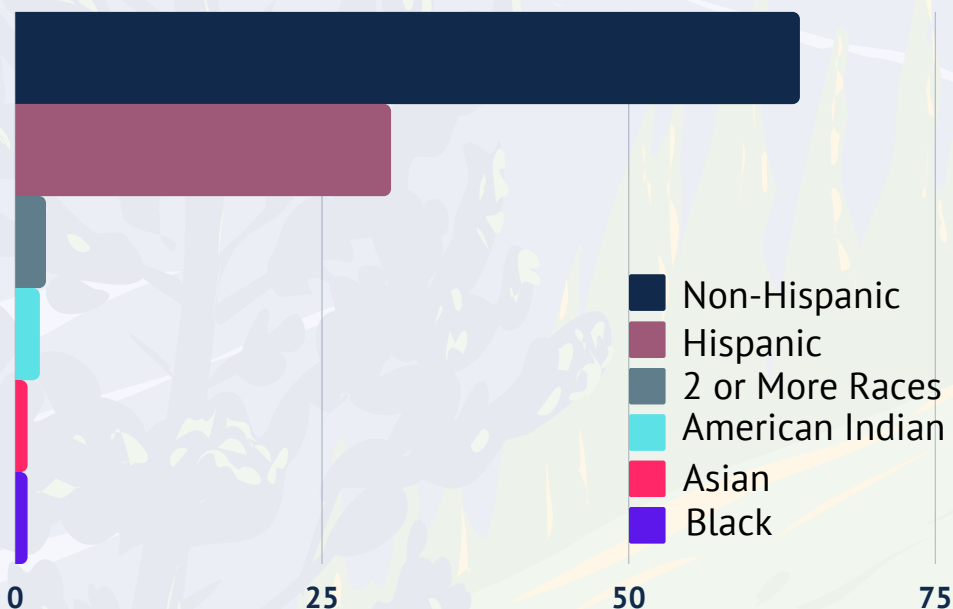
- 1 80634, Greeley
- 2 80504, Longmont
- 3 80631, Greeley
- 4 80550, Windsor
- 5 80620, Evans

# POPULATION

## BY AGE



## BY RACE/ETHNICITY



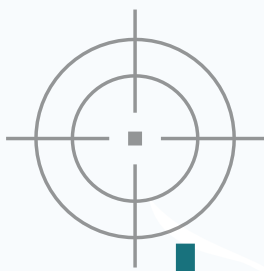
## BY GENDER



Distribution of the male (50.8%) vs. female (49.2%) population in 2021.

# REGIONAL DATA





# TARGETED INDUSTRIES

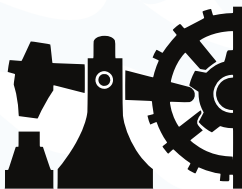
## HOW ARE TARGETED INDUSTRIES IDENTIFIED?

The top 10 industries in Weld County are identified based on the number of jobs projected for 2025, earnings per worker and payrolled business locations are analyzed. In addition to the top 10, Transportation and Mining were identified as significant industry for the area and is included, bringing the number of targeted industries to 11.



### GOVERNMENT

- 2022 Jobs: 18,457
- Total GRP: \$1,184,418,050
- Current Year Establishments: 155
- Average Annual Wage: \$59,512



### MANUFACTURING

- 2022 Jobs: 13,808
- Total GRP: \$1,986,568,980
- Current Year Establishments: 359
- Average Annual Wage: \$75,619



### CONSTRUCTION

- 2022 Jobs: 13,869
- Total GRP: \$1,436,920,294
- Current Year Establishments: 1,195
- Average Annual Wage: \$74,786



### RETAIL TRADE

- 2022 Jobs: 11,903
- Total GRP: \$919,381,477
- Current Year Establishments: 673
- Average Annual Wage: \$45,626



### HEALTH CARE & SOCIAL ASSISTANCE

- 2022 Jobs: 11,162
- Total GRP: \$786,453,507
- Current Year Establishments: 798
- Average Annual Wage: \$62,880



### ACCOMMODATION & FOOD SERVICES

- 2022 Jobs: 9,084
- Total GRP: \$343,626,638
- Current Year Establishments: 489
- Average Annual Wage: \$25,112





# TARGETED INDUSTRIES



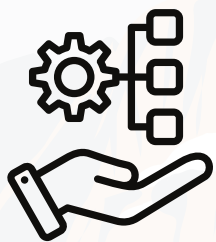
## AGRICULTURE, FORESTRY, FISHING & HUNTING

- 2022 Jobs: 7,248
- Total GRP: \$672,472,864
- Current Year Establishments: 228
- Average Annual Wage: \$56,732



## ADMINISTRATIVE, SUPPORT, WASTE MANAGEMENT & REMEDIATION SERVICES

- 2022 Jobs: 6,826
- Total GRP: \$462,435,617
- Current Year Establishments: 513
- Average Annual Wage: \$50,976



## OTHER SERVICES

(except Public Administration)

- 2022 Jobs: 6,962
- Total GRP: \$346,912,636
- Current Year Establishments: 605
- Average Annual Wage: \$39,256



## PROFESSIONAL, SCIENTIFIC & TECHNICAL SERVICES

- 2022 Jobs: 5,197
- Total GRP: \$543,350,303
- Current Year Establishments: 1,067
- Average Annual Wage: \$85,215



## MINING, QUARRYING, AND OIL & GAS EXTRACTION

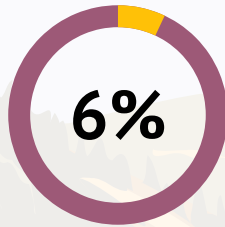
- 2022 Jobs: 4,358
- Total GRP: \$917,980,483
- Current Year Establishments: 247
- Average Annual Wage: \$120,048



## TRANSPORTATION & WAREHOUSING

- 2022 Jobs: 4,758
- Total GRP: \$571,800,916
- Current Year Establishments: 426
- Average Annual Wage: \$79,544

## PROJECTED GROWTH



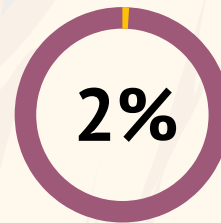
## INDUSTRY CONCENTRATION



## COMPETITIVE WAGE



## UNEMPLOYMENT



## TOP JOB POSTING QUALIFICATIONS

- 1 Communications
- 2 Valid Driver's License
- 3 Operations
- 4 Management
- 5 Problem Solving



## TOP SPECIALIZED SKILLS

- 1 Personnel Selection
- 2 Comparative Analysis
- 3 Appeals
- 4 Law Enforcement
- 5 SAP Applications

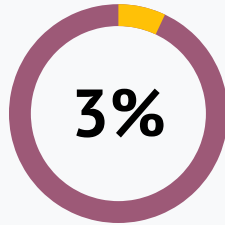


## TOP COMPANIES

- 1 Colorado State Government
- 2 Intervention Agency
- 3 U.S. Customs And Border Protection
- 4 CoreCivic
- 5 Food Safety And Inspection Service



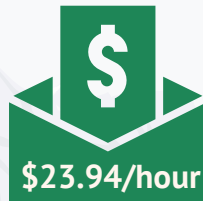
## PROJECTED GROWTH



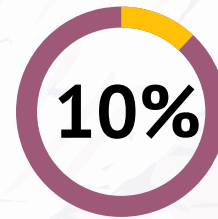
## INDUSTRY CONCENTRATION



## COMPETITIVE WAGE



## UNEMPLOYMENT



## TOP JOB POSTING QUALIFICATIONS

- 1 Communications
- 2 Management
- 3 Customer Service
- 4 Sales
- 5 Operations



## TOP SPECIALIZED SKILLS

- 1 Merchandising
- 2 Warehousing
- 3 Food Safety And Sanitation
- 4 Forklift Truck
- 5 Good Manufacturing Practices



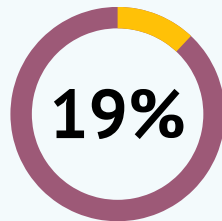
## TOP COMPANIES

- 1 Pilgrim's
- 2 Leprino Foods Company
- 3 Mansfield Oil Company
- 4 Agilent Technologies
- 5 Canyon Bakehouse



# MANUFACTURING

## PROJECTED GROWTH



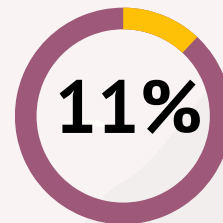
## INDUSTRY CONCENTRATION



## COMPETITIVE WAGE



## UNEMPLOYMENT



## TOP JOB POSTING QUALIFICATIONS

- 1 Valid Driver's License
- 2 Communications
- 3 Detail Oriented
- 4 Customer Service
- 5 Management



## TOP SPECIALIZED SKILLS

- 1 Construction
- 2 Subcontracting
- 3 Traffic Control
- 4 Customer Relationship Management
- 5 Machinery

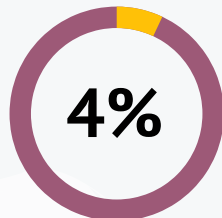


## TOP COMPANIES

- 1 Arnold Transportation
- 2 Area Wide Protective
- 3 AmeriPro Roofing
- 4 Mastec North America
- 5 Opal Foods



## PROJECTED GROWTH



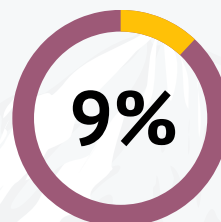
## INDUSTRY CONCENTRATION



## COMPETITIVE WAGE



## UNEMPLOYMENT



## TOP JOB POSTING QUALIFICATIONS

- 1 Customer Service
- 2 Sales
- 3 Communications
- 4 Management
- 5 Valid Driver's License



## TOP SPECIALIZED SKILLS

- 1 Merchandising
- 2 Cash Register
- 3 Product Knowledge
- 4 Selling Techniques
- 5 Warehousing



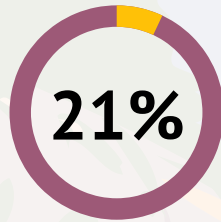
## TOP COMPANIES

- 1 Amazon
- 2 Walmart
- 3 Lowe's
- 4 Carvana
- 5 Kroger



RETAIL TRADE

## PROJECTED GROWTH



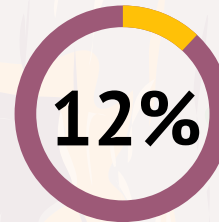
## INDUSTRY CONCENTRATION



## COMPETITIVE WAGE



## UNEMPLOYMENT



## TOP JOB POSTING QUALIFICATIONS

- 1 Communications
- 2 Valid Driver's License
- 3 Customer Service
- 4 Leadership
- 5 Management



## TOP SPECIALIZED SKILLS

- 1 Nursing
- 2 Cardiopulmonary Resuscitation (CPR)
- 3 Caregiving
- 4 Meal Planning And Preparation
- 5 Companionship



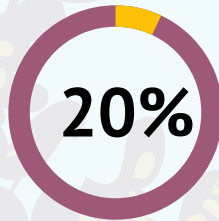
## TOP COMPANIES

- 1 Banner Health
- 2 CareInHomes
- 3 UC Health
- 4 North Range Behavioral Health
- 5 Regional West Medical Center





## PROJECTED GROWTH



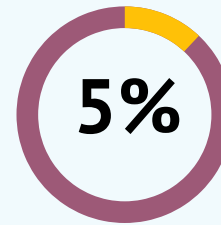
## INDUSTRY CONCENTRATION



## COMPETITIVE WAGE



## UNEMPLOYMENT



## TOP JOB POSTING QUALIFICATIONS

- 1 Customer service
- 2 Interpersonal Skills
- 3 Food Preparation Worker Skills
- 4 Basic Skills
- 5 Cashier Skills

## TOP SPECIALIZED SKILLS

- 1 Customer service
- 2 Positive attitude
- 3 Food preparation
- 4 Attention to detail
- 5 Problem solving

## TOP COMPANIES

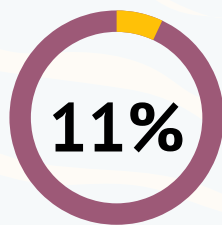
- 1 Pizza Hut, Inc.
- 2 Qdoba Restaurant Corporation
- 3 McDonald's Corporation
- 4 Taco Bell Corp.
- 5 Starbucks Corporation



# ACCOMMODATION & FOOD SERVICE

# AGRICULTURE, FORESTRY, FISHING & HUNTING

## PROJECTED GROWTH



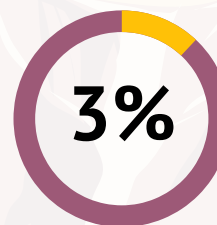
## INDUSTRY CONCENTRATION



## COMPETITIVE WAGE



## UNEMPLOYMENT



## TOP JOB POSTING QUALIFICATIONS

- 1 Management
- 2 Communications
- 3 Operations
- 4 Valid Driver's License
- 5 Customer Service



## TOP SPECIALIZED SKILLS

- 1 Database Software
- 2 Cannabis
- 3 Project Coordination
- 4 Pulmonology
- 5 Warehousing

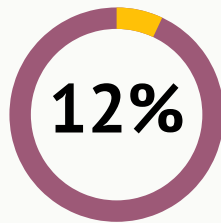


## TOP COMPANIES

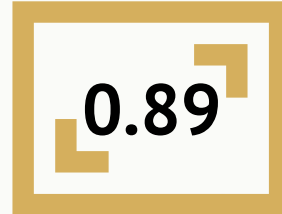
- 1 Five Rivers Cattle Feeding
- 2 Sparboe Farms
- 3 Natures Herbs And Wellness
- 4 Aurora Organic Dairy
- 5 Anderson Ag Farms



## PROJECTED GROWTH



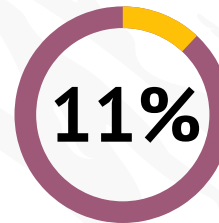
## INDUSTRY CONCENTRATION



## COMPETITIVE WAGE



## UNEMPLOYMENT



# ADMINISTRATIVE, SUPPORT, WASTE MANAGEMENT & REMEDIATION SERVICES

## TOP JOB POSTING QUALIFICATIONS

- 1 Customer Service
- 2 Communications
- 3 Valid Driver's License
- 4 Management
- 5 Detail Oriented



## TOP SPECIALIZED SKILLS

- 1 Customer Support
- 2 Nursing
- 3 Warehousing
- 4 Vehicle Inspection
- 5 Accounting

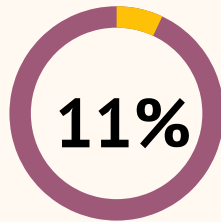


## TOP COMPANIES

- 1 GPAC
- 2 Waste Management
- 3 Aerotek
- 4 AppleOne
- 5 Allied Universal



## PROJECTED GROWTH



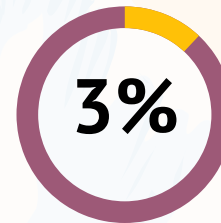
## INDUSTRY CONCENTRATION



## COMPETITIVE WAGE



## UNEMPLOYMENT



## TOP JOB POSTING QUALIFICATIONS

- 1 Customer Service
- 2 Communications
- 3 Valid Driver's License
- 4 Management
- 5 Operations



## TOP SPECIALIZED SKILLS

- 1 Cosmetology
- 2 Automotive Services
- 3 Safety Standards
- 4 Brakes
- 5 Tax Credits



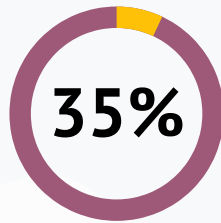
## TOP COMPANIES

- 1 Great Clips
- 2 Brakes Plus
- 3 Sport Clips
- 4 United Way
- 5 Service Corporation International



**OTHER SERVICES**  
(except Public  
Administration)

## PROJECTED GROWTH



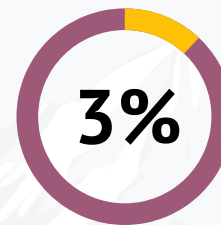
## INDUSTRY CONCENTRATION



## COMPETITIVE WAGE



## UNEMPLOYMENT



## TOP JOB POSTING QUALIFICATIONS

- 1 Communication (Verbal and written skills)
- 2 Cooperative/Team Player
- 3 Analytical
- 4 Problem Solving
- 5 Project Management



## TOP SPECIALIZED SKILLS

- 1 Microsoft Office
- 2 Mathematics
- 3 Microsoft Excel
- 4 Python
- 5 Data Analysis



## TOP COMPANIES

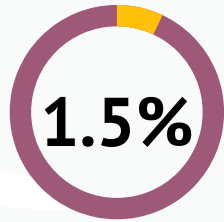
- 1 University of Colorado
- 2 State of Colorado
- 3 Department of the Interior
- 4 Colorado State University
- 5 Jacobs



# PROFESSIONAL, SCIENTIFIC & TECHNICAL SERVICES

# MINING, QUARRYING, AND OIL & GAS EXTRACTION

## PROJECTED GROWTH



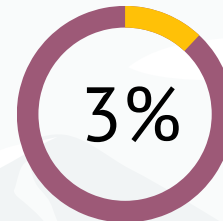
## INDUSTRY CONCENTRATION



## COMPETITIVE WAGE



## UNEMPLOYMENT



## TOP JOB POSTING QUALIFICATIONS

- 1 Operations
- 2 Communications
- 3 Valid Driver's License
- 4 Management
- 5 Troubleshooting (Problem Solving)



## TOP SPECIALIZED SKILLS

- 1 Oil and Gas
- 2 Environmental Compliance
- 3 Environment Health and Safety
- 4 Operations Management
- 5 Clean Air Act



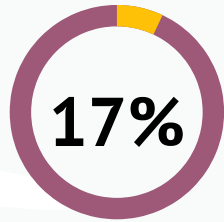
## TOP COMPANIES

- 1 Halliburton
- 2 Pdc Energy
- 3 Select Energy Services
- 4 Occidental Petroleum
- 5 Championx

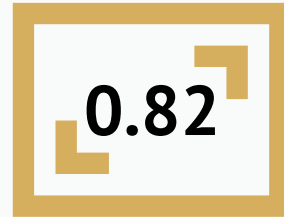




## PROJECTED GROWTH



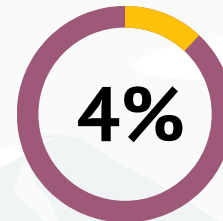
## INDUSTRY CONCENTRATION



## COMPETITIVE WAGE



## UNEMPLOYMENT



## TOP JOB POSTING QUALIFICATIONS

- 1 Valid Driver's License
- 2 Loading And Unloading
- 3 Customer Service
- 4 Sorting
- 5 Communications



## TOP SPECIALIZED SKILLS

- 1 Warehousing
- 2 Truck Driving
- 3 Customer Support
- 4 Colocation
- 5 Balancing (Ledger/Billing)



## TOP COMPANIES

- 1 FedEx
- 2 Transwest
- 3 UPS
- 4 United States Postal Service
- 5 YRC Freight



# TRANSPORTATION & WAREHOUSING

## ECONOMIC NEWS AND HAPPENINGS

Weld County, the Upstate Planning Region, is a leader along the Front Range. The Workforce Development Board comes together to grapple with issues affecting economic vitality and set new visions for the future that provide solutions for the issues of an acute labor shortage as a result of the COVID-19 pandemic.

- Colorado unemployment rate drops to 5.6% in September, but job gains lag (**The Denver Post, October 23, 2021**)
  - Colorado's unemployment rate continued to fall in September despite another month of below-average job gains tied to weaker-than-expected hiring in the public sector, according to an update Friday from the Colorado Department of Labor and Employment.
  - Gedney said the past two months of weaker employment gains coincide with the rise in COVID-19 cases tied to the delta variant. But for months now, employers have complained they can't fill openings and that could also be holding back hiring.
- "We are seeing a lower level of labor force participation now than at any time going back to the 1970s," Wobbekind said. "Right now we are not seeing people jump back into the workforce...We don't see the workforce out there to fill these new jobs that are being added in Colorado." (**BizWest, January 27, 2022**)
- Daily market swings have become routine on Wall Street amid worries that too-aggressive rate hikes by the Fed may force the economy into a recession. Even if it can avoid choking off the economy, higher rates put downward pressure on stocks and other investments regardless. High inflation is meanwhile eating into corporate profits, while the war in Ukraine and business-slowness, anti-COVID-19 restrictions in China have also weighed on markets. (**Greeley Tribune, Associated Press, June 1, 2022**)

### How is Weld County poised to deal with such issues?

The Weld County Board of Commissioners recently approved the 2022 budget for the gross amount of \$374,739,671. The board also extended the 20+ year practice of charging below the TABOR limit (which is 22.038 mills) for property taxes by agreeing to keep the mill levy at 15.038 mills.

The county is in excellent financial condition with no debt, no sales tax, one of the lowest mill levies among all Colorado counties, a significant cash reserve, and a fully-funded pension plan.

The major factors impacting the 2022 budget continue to be dominated by oil and gas development in Weld County, population growth, state, and federal budget issues, service restructuring in Weld County Government, and the added impact of the COVID-19 pandemic on the local and national economy. (North Forty News, January 9, 2022)

To recover from the effects of the COVID-19 pandemic and continue the economic growth and prosperity within the region, Employment Services of Weld County is committed to strategies that take transportation, affordable and accessible post-secondary training opportunities, childcare, and other quality-of-life issues into account.

# REGIONAL OPPORTUNITIES

## CAREER PATHWAYS

Our goal at ESWC is to help educational institutions and employers work together to create an individual career pathway that job seekers and students can move through more seamlessly, that provides education, training, Work-Based Learning, On the Job Training, Job Shadowing, or Registered Apprenticeship opportunities to meet each industry's demands. Building skills and credentials in this way helps prepare the student or job seeker for long-term careers in those fields with good pay and can also create less turnover for those industries and be cost-effective in the long run for the companies involved.

## WORK-BASED LEARNING NAVIGATOR

Registered Apprenticeships and other forms of WBL are growing in the Upstate Region. ESWC's WBL Navigator has been working hard to increase awareness about the WBL options available and increase the number of local employers participating as WBL sites for Weld County Residents to gain critical employment skills.

## CNA, MA, & SKILLED NURSE SHORTAGE ADDRESSED

ESWC partnered with the University of Northern Colorado (UNC) to address students participating in an unpaid internship (also known as clinical). Approximately thirty (30) students participated in this pilot program, where through braided funding, we provided limited income during their unpaid internships.

With the demand for Medical Assistants, the sector partnership and Business Services Unit (BSU) assisted employers in using WBL to build their career pathway pipeline utilizing Workforce Innovation and Opportunity Act (WIOA) and Reskilling, Upskilling, and Next-Skilling (RUN) funding for training and supportive services.

## NEW AMERICANS TOOLKIT

ESWC partnered with IRCNOCO and the Colorado Office of New Americans to create a New Americans Toolkit designed to assist front-line staff and other employers of Colorado WFCs in serving New Americans. The three entities provided a variety of data to create the toolkit, which rolled out in December 2021. The toolkit's purpose is to enhance the inclusion of New Americans and the community organizations that assist them; In public workforce programs by creating tools, toolkits, and training.

## DISASTER RECOVERY PROGRAMS

Weld County's job seekers affected by the pandemic continued to have the following two Disaster Recovery programs available to them:

**COResponds** – Continuing from PY20, ESWC's partnership with the Weld County Department of Human Services (DHS) Emergency Rental and Utility Assistance (ERA) team provided work experience to job seekers. The ERA program was available to Weld residents who experienced financial hardship due to the COVID-19 pandemic and met monthly household income requirements. COResponds program participants placed in the ERA unit learned basic computer and office skills and assisted with eligibility determinations decreasing the processing time of the many applications received.

**RecoverCO** – Participants were co-enrolled in WIOA programs to take advantage of braided funding. Many participants received case management services including, Adult Basic Education; Comprehensive Assessment; Counseling; Literacy/Numeracy; and Work Search. Career Guidance; Job Search Workshop; Veteran's priority of Service. Use of the Resource Room, and Resume Prep Assistance are available to all visitors of ESWC, but were heavily stressed with RecoverCO participants.

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# REFERENCES

## Sources

The Denver Post - October 23, 2021

Biz West - January 27, 2022

Greeley Tribune, Associated Press - June 1, 2022

## Emsi Burning Glass Developer

Used for most workforce analysis. EMSI is based in Moscow, ID, and aggregates data from the Colorado Department of Labor and Employment, the U.S. Bureau of Labor Statistics, Economic Analysis and Census, the U.S. Department of Education, and Career Builder. (<https://www.economicmodeling.com/>)

## JobsEQ/CHMURA

<https://www.chmura.com/>

## LMI Gateway

(<http://www.colmigateway.com/>)

## U.S. Bureau of Labor Statistics

- Local Area Unemployment Statistics
- Employment Situation
- Consumer Expenditure Survey

(<https://www.bls.gov/>)

## U.S. Census

- America Community Survey
- Longitudinal Employer-Household Dynamics
- On the Map
- Quarterly Workforce Indicators
- J2J(Job to Job)

(<https://www.census.gov/>)

## U.S. Department of Education

(<https://www.ed.gov/>)

## Career Pathway

A series of connected education and training programs, work experiences, and student support services that enable individuals to secure a job or advance in a demand industry or occupation.

## Job Seeker

A person who is unemployed and looking for work.

## Industry

A group of businesses that produce similar goods and services and share similar production processes for creating the goods and services they sell. Industries are classified using NAICS codes. – Source: Emsi

## Industry Concentration (IC)

Industry Concentration is a measurement of concentration in comparison to the nation. An IC of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An IC of 2.00 would mean the region has twice the expected employment compared to the nation and an IC of 0.50 would mean the region has half the expected employment in comparison to the nation.

## Key Industry

An industry whose output is essential to the successful operation of many other industries.

## Labor Market Information (LMI)

The body of information that deals with the functioning of labor markets and the determination of the demand for and supply of labor. It includes, but is not limited to, such key factors as changes in the level and/or composition of economic activity, the population, employment and unemployment, income and earnings, wage rates, and fringe benefits.

## Occupation

The term occupation refers to professions or careers in the workforce. In Emsi data, occupations are differentiated from jobs, as jobs show the count of positions held within a certain occupation. – Source: Emsi

# GLOSSARY

## **One-Stop**

The One-Stop delivery system provides universal access to an integrated array of labor exchange services so that workers, job seekers, and businesses can find the services they need in one stop and frequently under one roof in easy-to-find locations.

## **Postsecondary Education**

Educational options following the successful graduation from high school, or high-school equivalency, including but are not limited to: credential programs, 2-year colleges, 4-year colleges, or trade and vocational schools.

## **Registered Apprenticeship**

An employer-driven model that combines on-the-job learning with related classroom instruction that increases an apprentice's skill level and wages and is registered/approved with the US Department of Labor.

## **Sector**

A large group of companies in the economy is grouped together by the type of product they produce or describes their business activity in the economy.

## **Wagner-Peyser (WP)**

The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices known as the Employment Service. The Act was amended in 1998 to make the Employment Service part of the One-Stop services delivery system. Wagner-Peyser became embedded in the Workforce Investment Act of 1998.

## **Work-Based Learning (WBL)**

Learning opportunities that occur in part or in whole in the workplace and provide the learner with hands-on, real-world experience. Work-based learning opportunities include but are not limited to: internships, apprenticeships, and residencies, and incumbent worker training.

## **Workforce Center**

An office of a regional entity that operates public workforce development programming in a federally designated area. Employment Services of Weld County has one main and one satellite Workforce Center that serves clientele throughout Weld County.

## **Workforce Development**

Workforce development or workforce development system is the term used to generally refer to the network of One-Stop Career Centers or Workforce Centers funded and operated under the Workforce Innovation and Opportunity Act (WIOA). Workforce development and/or training refers to community efforts to train individuals for specific jobs or industries. Training may cover everything from soft skills (work ethic, attitude, getting to work on time) to basic skills (literacy, numeracy) to specific job skills (carpentry or website development). Community workforce efforts may also include job placement assistance, resumé writing, interview skills, and retention services such as legal advice and child care, that help people stay in a job once placed there. The goal of workforce training programs is to improve the quality and skillsets of individuals, to place them in jobs, and help businesses find an employee base in line with their needs. A good workforce training program, therefore, serves two customers: individuals and businesses.

## **Workforce Development Board (WDB)**

A body of local business and community leaders assembled to guide and oversee federally funded workforce development strategies and operations in a region.

## **Workforce Innovation and Opportunity Act (WIOA)**

Supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act of 1998, the Wagner-Peyser Act of 1933, and the Rehabilitation Act of 1973. WIOA preserves the nation's current program infrastructure allowing continuity in the delivery of federally-funded employment services, workforce development, basic education for adults, and vocational rehabilitation activities for people with disabilities.





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**Veterans receive priority of service in all programs. Employment Services of Weld County is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Dial 711 for Relay Services.**