

Conversations With Jeffco

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Selecting Next Year's Health Plan

Wednesday, September 02, 2015, 1:49:10 PM | Julie 

by Jennifer Fairweather, Human Resources Director
comments open from Sept. 2 until Sept. 21



Fall is often the kick-off period for enrollment into health insurance plans for the following year. Some of the key mistakes that can be made are making assumptions about the coverage associated with a plan and paying for more insurance than what you and your family needs.

In order to ensure you obtain coverage at the required levels, it is critical to understand your plan. Key things you should pay attention to include the type of plans available (PPO, HMO or HSA for example), what services, treatments and procedures are covered (i.e. copayment vs. coinsurance), savings opportunities for medical expenses and any deductibles that must be met. Also, pay attention to whether you can use services outside of a particular network or if a referral is required to utilize certain types of physicians. Reviewing your past years usage and expenses can be a good start toward estimating future needs.

Remember, it's always better to ask questions. Carefully read all of your plan documents. And remember -- your benefits plan administrator is a great resource!

Governor's Summer Job Hunt in Jefferson County

Friday, May 29, 2015, 4:10:12 PM | Julie 

by Lynn Johnson, Human Services Director
comments open from May 28 until June 12



Young adults are our future. They are just beginning to explore where their lives are headed and need mentorship, guidance, and advice to start the journey. The Governor's Summer Job Hunt (GSJH) is a place for young adults to start.

GSJH is a program designed to support youth, ages 14 to 21, with employment opportunities and services this summer. In Jefferson County, young adults can participate in job fairs, hiring events, job safari tips, and workshops. GSJH is hosting a job fair on Tuesday, June 2 from 2pm - 4pm at Peak Community and Wellness Center, 6612 South Ward Street in Littleton.

This event is a great opportunity for youth to connect directly with local employers hiring for the summer. Participating employers include restaurants, retail stores, Foothills Park and Recreation, Heritage Amusement Park, and many more! Youth can register for the fair online at surveymonkey.com/s/jobfairyouth.

GSJH will also be conducting a virtual job fair during the months of May and June. This virtual job fair takes place entirely online with over 50 participating employers including Elitch Gardens, McDonald's, Old Navy, and King Soopers. This event is open to all young adults ages 14 to 21 in the Denver Metro Area, including Jefferson County. Youth can register for the virtual job fair and learn about other GSJH events and employment opportunities at connectingcolorado.com.

For more information contact American Job Center Youth Services at youthservices@jeffco.us or 303-271-4613.

Looking for a New Job or Know of Someone Who is?

Wednesday, March 18, 2015, 3:00:07 PM | Julie →

by Jennifer Fairweather, Human Resources Director
comments open from March 18 until April 6



Please check out our newly designed Jeffco Jobs page where you can view and apply for open positions here at Jefferson County.

If you don't see the job you are looking for, sign up for Job Interest Alerts to receive up-to-date notifications when selected positions become open. Job interest alerts allow you to select job categories for which you would like to receive email notifications. Once you do this, you will receive an email notification each time a position opens with Jefferson County in a category that matches one of the categories you've chosen. The process takes only a few minutes.

To view open positions or sign up for Job Interest Alerts, please visit our jobs page at www.jeffco.us/jobs where you will find instructions on how to do this as well as information on the current positions we have available.

Open Enrollment Season

Monday, August 11, 2014, 1:44:34 PM | Julie →

by Jennifer Fairweather, Human Resources Director
comments open from August 11 until August 30



For many of us, open enrollment is just around the corner – the time to select your health insurance plan for the upcoming year. Here are some quick tips for selecting the right plan for you and your family.

- Take time to review what the plan covers and compare this to the particular needs of you and your family.
- Understand health insurance concepts such as deductible, co-pay, co-insurance and out-of-pocket maximum. Choosing the right benefits is an important decision.
- Research premiums and plan designs.
 - o Don't assume the most expensive plan is what you need. You may end up spending more on premiums than possible out of pocket costs.
 - o Don't assume the cheapest plan will provide what you need. You need to read the plan documents carefully to understand all out of pocket costs and how they might apply to your specific situation and those of your dependents.
- Make sure the facilities and doctors you wish to use are covered in the plan as part of the network. This generally provides for lower costs if you plan to use medical providers that are in the network.

- Carefully review the plan's prescription formulary to understand if your medications are covered and the associated cost. Be sure to find out the prescription formulary changes for the upcoming plan year.
- Ask about wellness programs that reward you financially and personally. Some employers offer programs that provide financial rewards, such as completing health assessments, participating in a wellness activities, lowering your cholesterol, and signing up for a health coaching program.
- Don't forget about other benefit options. Many employers offer a variety of benefits, such as dental and vision plans. Research shows there is a connection between oral health and overall health. Adding a dental and vision plan may help prevent larger medical problems.

In performing more upfront research, you can ensure you have the coverage you and your family need while proactively managing your costs. Now is the time to educate yourself about your health benefits!

Personal Branding

Wednesday, June 25, 2014, 4:49:39 PM | Julie →

by Jennifer Fairweather, Human Resources Director
comments open from June 25 until July 14



Have you heard of the term **"personal branding"** and wondered, "what is this?"

Personal branding is creating a specific image for yourself as an employee or job candidate through items such as your resume, your social media pages and your personal interactions. The goal of personal branding is to differentiate yourself from others in the skills and talents you have to offer.

How do I build a personal brand?

- First, focus on your talents and strengths.
- Second, know your mission and vision – what it is you are doing now and what you want to do in the future.
- Next, incorporate your values into your personal brand.
- Finally, develop a statement that describes your personal brand and use this throughout all of the arenas where you are marketing yourself as a potential candidate.

When searching for a job, thinking about the process as a marketing campaign will ensure you set yourself apart through your personal brand!

Make Time to Focus on Professional Goals

Tuesday, January 28, 2014, 9:42:17 AM | Julie →

by Jennifer Fairweather, Human Resources Director
comments open from January 28 until February 16



One thing we often forget to do at the beginning of the New Year is to spend some time focusing on professional goals. Here is a checklist of things to do:

1. Make a list of the career goals you want to work toward.
2. Challenge yourself to improve your performance in your current role. Perhaps taking on a new project or cross training to learn a new skill would add some inspiration to your daily routine.
3. Think about your educational goals and how additional courses or training may augment your career plans. Now is also a great time to explore degree opportunities with the local colleges and universities.
4. Update your resume and your professional social media sites. You never know when a new opportunity may come up!
5. Consider a new networking opportunity such as joining a professional association.

These easy steps will chart your path for 2014. Be sure to check out jeffco.us/jobs for job opportunities with Jefferson County!

Evaluate your Benefits Needs During Open Enrollment

Tuesday, October 29, 2013, 2:51:12 PM | Julie →

by Jennifer Fairweather, Human Resources Director
comments open from Oct. 29 until Nov. 17



If you are among the millions of American's who receive health insurance through an employer, you will probably receive your 2014 open enrollment material shortly. It's important to take this opportunity to review all of the information in order to avoid costly mistakes.

Here's why: Health insurance has undergone major changes since the 2012 Affordable Care Act was passed, including: the elimination of annual and lifetime coverage limits and preexisting conditions exclusions; preventative care has been expanded to be free; and children up to age 26 can remain on their parents' plans.

Be sure to check with your employer to see if your benefit plans have been altered. If your employer offers flexible spending accounts and you are not participating, you're leaving a valuable tax break on the table.

Common changes include:

- Increased monthly premiums, deductibles and copayment amounts
- Revised prescription drug formularies
- Favored doctors or hospitals in the network may vary from year to year
- Changes to the annual limits on care/medical equipment (physical therapy, chiropractic, durable medical equipment, etc.)
- Additional services offered (clinical trials, obesity counseling, etc.)

Compare your employer's plans alongside those offered by your spouse's employer when deciding which options will best benefit you and your family.

It's worth taking the time to review your benefit coverage options for next year, especially when you consider the potential financial consequences.

Pay attention to spousal surcharges. It's becoming more common for employers to impose a spousal surcharge if the spouse has access to healthcare at his or her workplace but elects to be covered under their spouse's plan instead.

Don't forget to cover the kids! Make sure you and your spouse talk over who is going to cover the kids so you don't forget to add them mistakenly thinking the other one has covered them on their plan.

Be sure to carefully compare all costs and features of the different plans offered and what's changing for next year.

Young Adults Exploring Career Possibilities at YouthWorks Job Fair

Wednesday, February 13, 2013, 9:49:03 AM | Julie →

by Lynn Johnson, Human Services Director
comments open from February 13 until March 4



Young adults are our future. They are just beginning to explore where their lives are headed and need mentorship, guidance, and advice to start the journey. The Jeffco YouthWorks Young Adult Job Fair is a place for young adults to start.

This is the final young adult job fair taking place in the state of Colorado for the year and a chance for young adults to discover career possibilities and opportunities in the work force. Be sure to share this opportunity with any young adults, ages 14 to 21.

All are invited to the **2013 Jeffco YouthWorks Young Adult Job Fair from 1:30 to 5:30 p.m. on March 5 at the Jefferson County Fairgrounds**, 15200 W. 6th Ave in Golden.

Local businesses are also invited to participate in the fair. Jeffco YouthWorks is still accepting businesses with available full-time, part-time, summer jobs, or career opportunities for young adults. What a great way to recruit and support young adults in the community!

Businesses that will be at this year's event include Bandimere Speedway, DISH Network, Home Depot, JetStream Ground Services, Pirates Cove Family Aquatic Center, Safeway, and many more.

With the community wrapped around young adults in this way, the future of our young adults and our community look very bright.

For more information visit www.jeffcoyouthworks.org or call 303-271-4613.

[AddONE will Generate New Jobs and Boost Economic Recovery in Jefferson County](#)

Tuesday, October 02, 2012, 3:33:33 PM | Julie →

by Lynn Johnson, Human Services Director
comments open from October 2 until October 21



Could your business, or even your employer, help turn the economy around? Yes! Local businesses can help boost Jefferson County's economy by doing one simple thing - adding one new employee. Working in Human Services, I am often asked by businesses in our community what they can do to help our citizens. Now I simply tell them to just AddONE new position at their company.

[AddONE](#) is a grassroots effort started by business owners, community stakeholders and government agencies. **This initiative is designed to generate jobs and boost the economy.** At the launch of the AddONE campaign on September 12, Jefferson County Commissioner Donald Rosier encouraged local businesses to add one...or two, or three, or four, or five, or six.

"The possibilities around AddONE are endless. Imagine the number of jobs that will be created and the positive impact on our economy. Companies will thrive," says President and CEO of Jefferson County Economic Development Corporation, Kevin McCasky.

The best way to help boost the economy is to get people back to work. When people are working they spend more money and businesses thrive. When businesses do better, more jobs are created and the economy starts to improve. With over 20,000 businesses in Jefferson County, if only 5 percent of businesses hired one person, 1,000 additional people are employed.

Think about the impact that 1,000 additional people in the work force would have on Jefferson County! Think about the domino effect of AddONE ... people working again, people spending money in our Jeffco Communities. This supports our businesses, which enables our businesses to thrive, which energizes the economy, and at the end of the day enhances the quality of life for everyone in Jefferson County and beyond. It can all happen one job at a time.

For more information, please visit www.AddONE.org or call the Jefferson County Economic Development Corporation at 303-202-2965.

Winterize Your Home

Thursday, September 27, 2012, 9:33:26 AM | Julie →

by Becky Baker, Building Safety Division Director
comments open from September 27 until October 16



Fall is a prelude to falling winter temperatures; what a great time to start thinking about preparing your home for dipping temperatures. Here are a few tips to help you winterize.

Furnace

Stock up on furnace filters and change them monthly. Yes, it is easy to forget but it is important to replace or clean furnace filters once a month during the heating season. Dirty filters restrict airflow and increase energy demand. Consider switching out your thermostat for a programmable thermostat. If a hot-water radiator heats your home, bleed the valves by opening them slightly and when water appears, close them.

Fireplace

Cap or screen the top of the chimney to keep out rodents and birds. If the chimney hasn't been cleaned for a while, call a chimney sweep to remove soot and creosote. Store firewood in a dry place away from the exterior of your home. Inspect the fireplace damper for proper opening and closing.

Exterior, Doors and Windows

Inspect exterior for crevice cracks and exposed entry points around pipes; seal them. Use weather-stripping around doors to prevent cold air from entering the home and caulk windows. Replace cracked glass in windows and, if you end up replacing the entire window, prime and paint exposed wood. If your home has a basement, consider protecting window wells by covering them with plastic shields that can be easily removed in case of an emergency. Switch out summer screens with glass replacements from storage.

Roof, Gutters & Downspouts

With weather temperatures falling below 32 degrees in the winter, adding extra insulation to the attic will prevent warm air from creeping to your roof and causing ice dams. Check flashing to ensure water cannot enter the home. Replace worn roof shingles or tiles. Clean out the gutters and use a hose to spray water down the downspouts to clear away debris. Consider installing leaf guards on the gutters and extensions on the downspouts to direct water away from the home.

Prevent Plumbing Freezes

Locate your water main in the event you need to shut it off in an emergency. Drain all garden hoses. Insulate exposed plumbing pipes. Drain air conditioner pipes and, if your AC has a water shut-off valve, turn it off. If you go on vacation, leave the heat on, set to at least 55 degrees. Don't forget the lawn sprinkler system – drain any portion that may freeze due to cold weather.

Remember, taking time to prepare your home to withstand winter conditions can help prevent time consuming and costly repairs.

Total Compensation

Monday, July 23, 2012, 9:42:05 AM | Julie →

by Jennifer Fairweather, Human Resources Director
comments open from July 23 until August 11



When most of us hear the term “Compensation”, we typically think of the money we receive in our paycheck each payday. However, “Total Compensation” goes beyond salary, it is the complete pay package we receive as employees at our work place. This includes money, health care benefits, retirement options, training, flexible schedules, paid time off, work environment and so much more. Total Compensation can be defined as all of the resources available to employees, which are used by employers to attract, motivate and retain employees.

Your annual salary is only one piece of the total compensation package. Think about how much your work place contributes to your medical, dental, basic life insurance, accidental death and dismemberment (AD&D), long-term disability, retirement plan, Medicare and Social Security tax to name a few components. These are all important measures of your Total Compensation that can help provide the value of your position/job. Most employers perform an annual analysis of your Total Compensation; this can include comparisons to other “like” businesses or entities depending on the compensation strategy. There can also be different methodologies used to compare positions/jobs within the market.



The example above lays out some of the things that may be considered as "Rewards of Work." Contact your employer today to find out more about your Total Compensation in order to fully understand the value in what your employer provides, which is more than just a paycheck.

Sign up for Job Interest Alerts from Jefferson County

Wednesday, March 21, 2012, 1:01:07 PM | Julie →

by Jennifer Fairweather, Human Resources Director
comments open from March 21 until April 9



Want to receive notifications about jobs with Jefferson County that interest you?

Sign up for **Job Interest Alerts** to receive up-to-date notifications when selected positions become open. Job

interest alerts allow you to select job categories for which you would like to receive email notifications. Once you do this, you will receive an email notification each time a position opens with Jefferson County whose category matches one of the categories you've chosen.

The process takes only a few minutes. To sign up for Job Interest Alerts, please **visit our jobs page at jeffco.us/jeffcojobs.htm** where you will find instructions on how to do this as well as information on the current positions we have available.

Assisting Youth with Career Possibilities in Today's Economy

Friday, January 27, 2012, 8:46:27 AM | Julie →

by Lynn Johnson, Human Services Director

comments open from January 27 until February 15



With the recession, adults are becoming more willing to take jobs that pay less, which used to be reserved for teens. Nearly 25 percent of teens faced unemployment last summer, according to the Bureau of Labor Statistics. Andrew Sum, head of the Center for Labor Market Studies at Northeastern University, states that proportionally, more teens have lost their jobs recently than they did during the Great Depression.

Colorado youth are facing similar struggles, but Jeffco YouthWorks is working to help youth change these statistics. Jeffco YouthWorks helps connect youth with educational opportunities and experiences that help them get a first job, a better job or a career. Youth can also receive help obtaining a GED and acquiring necessary training in order to become better qualified for a position.

During the month of March, Jeffco YouthWorks is hosting a young adult job fair to bring businesses with available positions together with youth to meet face-to-face. This hiring event gives teens a chance to explore career possibilities with Jefferson County businesses that have full time, part time, summer jobs and career opportunities available for young adults.

While unemployment increases teen susceptibility to drugs and crime, a job can teach youth responsibility, leadership and the opportunity to learn about employment. Jeffco YouthWorks focuses on youth employment because, not only does it provide such benefits, but it also helps teens transition to adulthood, while promoting social development and decreasing poverty.

For more information contact Christa Hittle at chittle@jeffco.us or 303-271-4608 or visit jeffcoyouthworks.org.

The New Year Can be About Developing Personal and Professional Goals

Wednesday, January 04, 2012, 3:37:18 PM | Julie →

by Jennifer Fairweather, Human Resources Director
comments open from January 4 until January 23



New Year's is a great time to set personal goals. But don't forget to also focus some attention on developing your career.

1. Think about where you want to be in your career (short-term and long-term) and take note of what you need to do to get there.
2. You may want to initiate a meeting with your boss to discuss your long-range goals and discuss how he or she can help you get there.
3. If your goals include a change in career, it may be a great time to explore networking and educational opportunities that may help you with that transition.
4. Finally, don't underestimate the value of enhancing your current skills through training classes and opportunities to work on new or different job functions.

These are just some of the things you can do to focus on your career in 2012. And be sure to check out [the Jeffco Jobs page](#) for job opportunities with Jefferson County!

Answering Supplemental Questions on Applications

Tuesday, March 29, 2011, 8:47:09 AM | Julie →

by Jennifer Fairweather, Human Resources Director
comments open from March 29 until April 17



You may find that the application process includes open ended questions for many of our positions at Jefferson County. These questions generally ask that you provide additional information about your skills, qualifications or work experience.

The answers to these questions are often used to further determine the best qualified applicants for a particular position. Because of this, it's very important to answer these questions thoroughly and with enough detail to provide an overview of the skills you have.

Here are some quick tips for answering these types of questions:

1. Read the question thoroughly and respond to the information being requested.
2. Do not leave the response blank or answer the questions "see resume."
3. Check your responses for proper grammar and spelling mistakes.
4. Provide responses that are detailed yet succinct. Remember the reviewers have several responses to read.
5. When asked about your experience, be sure you provide specific information – where, when, what and how.

These simple tips are additional ways to aid in a successful job search. Job opportunities for Jefferson County are posted on our website at www.jeffco.us/jeffcojobs.htm.

New Urban Ag Position Coming Available at Jeffco CSU Extension

Tuesday, March 01, 2011, 9:44:34 AM | Julie →

by Rusty Collins, CSU Extension County Director
comments open from March 1 until March 20



There is a sweeping movement in the metropolitan areas of [Jefferson County](#) and surrounding urban communities towards Urban Agriculture, which includes activities like community and school gardens, raising backyard chickens and bees, container and rooftop gardening, utilization of greenhouses for food production, locally grown food being brought into the schools, aquaponics (raising fish), analysis of local food systems and more.

In response to this trend, key Extension personnel from campus participated in an Urban Ag tour last fall, including Tom Hoby and Amy Ito from [Jefferson County Open Space](#), and Rusty Collins from [CSU Extension](#). Campus representatives included the Economic Development Coordinator Kathay Rennels, the Dean of the School of Agriculture Dr. Craig Beyroudy, CSU Extension Northern Region Director JoAnn Powell, and the Director of CSU Extension /Vice President of Engagement for Colorado State University, Dr. Lou Swanson.

As a result of the Urban Ag tour, combined with increased citizen demand for information and resources related to Urban Ag activities, **CSU Extension will be creating a part time position to serve a one-year appointment as an Urban Ag Coordinator.** This will be a contract position for 12 months, at 50% time. The position will be located out of the Jefferson County CSU Extension office and serve the urban and metropolitan areas of Jefferson County and Denver. The successful candidate will be expected to conduct programming, build partnerships, develop resources and lay groundwork for future efforts.

The position will focus on start-up and existing producers/growers who employ commercial agriculture or growing practices in an urban environment to either generate revenue or to share their product with others. **This position will serve as a resource in the metro and urban areas for knowledge and technical information regarding business practices for urban agriculture and micro-farming enterprises.**

The job description will be posted soon on [the Jefferson County Jobs Posting page](#).

This is an exciting time at CSU Extension in Jefferson County! Please contact me if you have any questions, comments or feedback at rcollins@jeffco.us.

Join Us at the Jeffco YouthWorks Young Adult Job Fair

Friday, February 25, 2011, 12:54:54 PM | Julie →

by Public Information

comments open from February 25 until March 16



All youth between the ages of 14 and 21 are invited to come to the Jeffco YouthWorks Job Fair where full-time, part-time, summer job or career opportunities will be available. It is scheduled for March 1 from 1:30 to 5:30 at the Jefferson County Fairgrounds, located at 15200 W. 6th Avenue in Golden.

Bring your resume & charm to apply directly with employers. Dress to impress for potential interviews. Explore career possibilities in emerging industries. Visit with community partners and school representatives. If you're 18-21, check out your customized hiring zone.

Preregistering online at www.jeffcoyouthworks.org is encouraged. Or call 303-271-4613.

Everyone starts somewhere. Brad Pitt moved refrigerators. Stephen King cleaned offices. Tommy Hilfiger sold pants from the trunk of his car. Wherever a person is in his or her life, in school, out of school, searching for a first job or wanting a better one, he or she has the same opportunities to be successful. Attend the Jeffco YouthWorks Job Fair and let us show you how to get started.

Take Charge of Your Professional Development

Tuesday, February 22, 2011, 3:11:27 PM | Julie →

by Jennifer Fairweather, Human Resources Director
comments open from February 22 until March 13



One of the best ways to keep pace with the changing workplace of today is to be committed to your own professional development. It can be as simple as volunteering for new responsibilities or learning a new task. It could involve enrolling in training classes you have through your workplace or courses offered through local colleges and universities.

Another option is to network with others in your field, perhaps through a social network or a professional association. Finding a volunteer role within a community or non-profit organization is another great way to expand your skills while meeting new people and exploring your interests.

Finally, you might seek out a mentor -- someone who can share his or her valuable knowledge and experiences with you. By taking charge of your professional development, you can be prepared for the rapid changes in today's workplace through maintaining or enhancing your skills.

Remember -- you're never too experienced to learn something new.

Assisting Veterans Who Have Given So Much

Monday, November 22, 2010, 4:55:39 PM | Julie →

by Lynn Johnson, Human Services Director
comments open from November 22 until December 11



In November, Jefferson County Human Services, along with the entire country, celebrated Veterans Day with a great deal of respect and gratitude for all the men and women who sacrifice so much for our freedom. As engraved on the Korean War Veterans Memorial in Washington D.C., "Freedom is not free." I feel that everyone at Jefferson County Human Services understands the special meaning of this quote and strives to give back to the veterans in our community.

The Jefferson County Veterans Service Office, for example, assists veterans and their dependents in applying for benefits they may be eligible to receive. Benefits and services include compensation, dependent and survivor benefits, home loan guarantees, vocational rehabilitation, health care, burial, pension and life insurance. The mission of the Veterans Services Office is to help veterans in any way possible. For more information please call Henry Mondragón at 303-271-4205, contact vs@jeffco.us or visit www.jeffco.us.

Another resource is Jefferson County Workforce Center. We know it's not always easy to find a job after military service. Jefferson County Workforce Center works with Jefferson County Veterans to utilize, promote and expand upon training, work ethic and skill sets to find a perfect career, post military service. Under Public Law 107-288, the Jobs for Veterans Act, we are charged with ensuring that all eligible veterans receive Priority of Service and are provided with maximum employment and training opportunities. Those services include, but are not limited to, registration, counseling, referral to supportive services, referral to job openings, job development, education and training. For more information regarding veteran job services and Jefferson County Workforce Center contact John Koontz at 303-271-4769, jkoontz@jeffco.us or Joel Levitt at 303-271-4715, jlevitt@jeffco.us or visit www.jeffcoworkforce.org.

All veteran services provided by Jefferson County Human Services are simple ways we give back to these brave men and women as well as our community. If you are a veteran who can benefit from these services or knows of someone who can, please contact us. We are standing by, at your service.

Human Resources Celebrates Customer Service Week

Tuesday, October 05, 2010, 11:09:55 AM | Julie →

by Jennifer Fairweather, Human Resources Director
comments open from October 5 until October 24



Along with the rest of Jefferson County, the [Human Resources Department](#) is celebrating Customer Service Week! The business of Human Resources is all about customers; and Customer Service Week provides a great opportunity for us to focus on ways to improve our service delivery and reconnect with employees, future employees and other visitors to our department.

What are the key components for Human Resources to provide great service? For us they are "Sharing, Empowering, and Connecting" – the three ways we believe we best serve Jefferson County. And, by the way, this happens to also be our new "tagline" for the department.

[Governor Ritter Launches CareerReady Colorado at Jeffco Workforce Center](#)

Wednesday, January 20, 2010, 4:59:42 PM | Julie →

by Lynn Johnson, Human Services Director
comments open from January 12 until January 31



On Thursday, December 10, Governor Ritter visited the [Jefferson County Workforce Center](#) to officially launch the CareerReady Colorado Certificate, a tool that helps match the right person with the right job.

The CareerReady Colorado Certificate is awarded after an individual completes a skills assessment at any workforce center. The assessment, a WorkKeys system from ACT, verifies workplace skills in reading for information, locating information and applied mathematics.

While job seeking, David Bebout used his certificate to land a job at Envergent, an environmental assessment company. "This is gauging intellectual qualities, commitment, team work analysis and analytical skills," Bebout said. "These are all things that any business can utilize and so can any job-seeker."

Ameristar is one of those businesses realizing the benefits of the CareerReady Colorado Certificate. "At Ameristar Casino Resort Spa, we just opened our 4 star hotel in October, and found that utilizing the WorkKeys assessments that can lead to a CareerReady Colorado certificate helped us to identify the best qualified candidates in the most timely manner. Working with the Jeffco Workforce Center to administer the assessments has made it very easy for us," says Reggie Fullwood, Sr. VP & GM, Ameristar Casino Resort Spa, Black Hawk.

In addition to launching the CareerReady Colorado Certificate, the governor unveiled three legislative proposals intended to help employees and small businesses with job training and retraining programs:

- Incentives for health care professionals to work in rural areas.
- Extended eligibility of the existing CollegeInvest nurse loan forgiveness program.
- Implementing employee funded job-retraining accounts which would offer incentives to businesses that match contributions.

Gov. Bill Ritter told the crowd that this is the worst economy since the Great Depression. "Government can't solve the unemployment problem by itself, but it does have a role," Ritter said. "We're making significant investments in job training and retraining programs so that Coloradans have the right skills for the new jobs that we're able to build in this economy," Ritter said.

The eTrain Mobilizes Career Development

Friday, September 25, 2009, 11:40:26 AM | Julie 

**by Lynn Johnson, Human Services Director, and Mary Russell, Workforce Center Director
comments open from September 25 until October 14**

Are you a business struggling to provide relevant education to your employee base? Are you unable to serve your customer base with current, timely, accessible career development training? Jefferson County has the answer for you with the 'classroom on wheels' approach to education and career development.

The eTrain Mobile Training Lab has launched in Jefferson County, thanks to a collaborative effort between the Jefferson County Workforce Center, a Division of Human Services, and the Jefferson County Public Library. You can see the video of the event on the Jefferson County [Media-on-Demand page](#).

The eTrain will be hitting the road to visit chamber events, businesses and not-for-profit organizations, offering classes and workshops designed to meet the individual needs of each organization.



The eTrain offers seven computer stations so users can access many helpful databases and resources and a knowledgeable instructor able to assist with career search, resume writing, skill assessment and workshop registration activities.

If you are a not-for-profit group or organization and would like more information or to schedule an eTrain class from Jefferson County Public Library, please contact Stacy McKenzie, program and education coordinator, at 303-275-6236 or via [email](#).

If you are a business or non-profit organization and would like more information or to schedule an eTrain workshop from the Jefferson County Workforce Center, please contact Linda Sollars via [email](#).

What is CareerReady Colorado Certification?

Wednesday, July 29, 2009, 10:01:32 AM | Julie [→](#)

by Mary Russell, Workforce Development Division Director
comments open from July 29 until August 17



The CareerReady Colorado Certificate is a tool that helps match the right person with the right job. It enables employers to make important hiring and training decisions, while career seekers can use it to prove they possess the real-world workplace skills to qualify for better jobs.

The certification also indicates the recipient is a motivated individual who is willing to learn and highly trainable, which is a valuable asset when seeking either an entry-level job or a promotion within the company. Now recognized in more than 40 states, this portable skills credential can be used to facilitate job placement, retention and advancement in our mobile society.

The CareerReady Colorado Certificate is awarded after an individual completes a skills assessment using the respected WorkKeys™ system from ACT. The assessment verifies workplace skills in three business critical areas:

1. Reading for Information
2. Locating Information
3. Applied Mathematics

Individuals are then certified on one of three skill levels, based upon their performance:

- Bronze indicates skills for approximately 35% of jobs
- Silver indicates skills for approximately 65% of jobs
- Gold indicates skills for approximately 90% of jobs

The CareerReady Colorado Certificate is being offered by the Jefferson County Workforce Center. For more information, please contact [Caren Swales](#), program manager.

Jefferson County Implements Online Application System

Wednesday, July 15, 2009, 2:03:41 PM | Julie →

by Todd Leopold, Administrative Services Director
comments open from July 14 until August 2



A new online recruitment process and applicant tracking system, NeoGov, has been implemented at Jefferson County. The new system became live as of Monday, June 22. The application will automate the entire recruitment process from the creation of the position requisition to the completion of the hiring.

Aside from the obvious elimination of paper processing, the online application will actually decrease the

application processing time for potential candidates and should provide greater ease when looking and being notified of the status of the recruitment process.

According to Pat Maher, Human Resource Director for Jefferson County, "Potential candidates now will be able to utilize a comprehensive, centralized online recruitment tool which will allow applicants to apply for jobs in any of the county's various departments, such as the Sheriff Office, Library and Public Health area; eliminating thousands of paper documents and dramatically reducing processing time within the Human Resources division."

Enhanced functionality for job applicants include the development of an individual profile that will allow an applicant to submit multiple job applications for positions that they feel meet their individual skills without having to fill out the same information multiple times. Applicants are also able to attach their own personal work history to the application and, once in the process of applying, they are able to save their application and return to it later.

The County will also realize a great deal of benefits to the new online system. Such tasks as eliminating the need for duplicate entry of job applications and reduced processing times will result from the change as well. Ultimately, our goal of streamlining the administrative processes will create greater ease for users and department staff moving forward.

Currently, the Human Resources department and the Sheriff's Office recruitment staff have the system online; however, the District Attorney, Public Health, and the Library are soon to follow. To learn more, check out the FAQ section on the [Human Resources Web site](#).

Fourth Annual Casino Job Fair (open 5/8 to 5/14)

Wednesday, May 13, 2009, 12:31:14 PM | Julie →

by Mary Russell, Workforce Development Division Director



The Jefferson County Workforce Center will host the Fourth Annual Casino Job Fair at the Jefferson County Fairgrounds on May 12 from 11:00 a.m. to 3:00 p.m. Interested job seekers will meet Black Hawk and Central City casino employers, and learn about gaming license requirements and what it's like to work in the casino industry.

Black Hawk and Central City casinos anticipate hiring for a variety of jobs this summer from food services to

gaming dealers. The hiring fair is in response to regulations effective July 2, which allow casinos to operate 24-hours-a-day, 365-days-a-year, increase table stakes from \$5 to \$100, and add craps and roulette gaming tables.

This is an excellent time to consider a career in the casino industry. The advantages include above average wages, great benefits, exciting work environment and room for advancement.

The workshop schedule is:

>> Noon: Seminar, Division of Gaming

Presentation on requirements for a gaming license and working in the industry.

>> 1:00 p.m.: Keynote speaker, Don Gallegos

Gallegos is the former president of King Soopers and author of the book "Win the Customer, Not the Argument."

>> 2:00 p.m.: Career Seminar

Get an inside look at what it is like to work in the casino industry and find out what career opportunities are available.

The doors open at 11:00 a.m. at the Jefferson County Fairgrounds located at 15200 West Sixth Avenue, Golden, Colorado, 80401. For more information call the Casino Job Fair Hotline at 303-271-4560.

The Jefferson County Workforce Center is committed to preparing individuals for successful career transitions promoting self-reliance and ensuring a quality workforce for our business and future industry needs. For more information visit [the Jefferson County Workforce Center Web site](#).

How Jefferson County Workforce Center Can Help You in these Hard Economic Times (open 3/12 to 4/1)

Wednesday, April 08, 2009, 10:17:54 AM | Julie →

by Mary Russell, Workforce Development Division Director



In yesterday's post, I discussed the downturn in the economy and how difficult it is for some people to get a job. Today, we'd like to tell you how the Jefferson County Workforce Center can help you. JCWFC offers an abundance of free services for job seekers to help them find the position that's right for them.

Here is what the center is doing to help in this time of need:

- Citizens may be eligible for training or retraining. This might include skills training, education, licensure or certification in a multitude of fields. Currently, there are over 750 citizens both Youth and Adults enrolled in some form of training to include: truck driving, education, medical coding, nursing, accounting, bookkeeping, energy efficiency and energy auditing, process technology, and more.
- The Jefferson County Workforce Center helps local businesses meet growth objectives, dramatically decrease costs and increase profits with little to no out of pocket cost. For example, there are 21 people currently working in wage subsidy programs. In exchange for training of new skills, the salary of the employee is paid by the center through the program. This enables businesses to survive.
- The Career Center located in the Laramie Building, provides free access to computers, the internet, fax machines, copiers, scanners and phones. They offer over 34 standard workshops on job readiness, resume writing, networking skills, and more. In the last six months, more than 3,000 citizens have attended these workshops. New workshops teach job seekers about Social Networking, Job Search Strategy and Financial Aid. Classes are also offered on Microsoft Word and Excel, basic requirements for people to go to work.
- The Jefferson County Workforce Center is a great partner. One example is with libraries where the center is delivering the "Right Mindset; Right Career" workshop focusing on the emotional and tactical ways to manage job loss and career transition. They are also partnering with St. Anthony's Hospital and the Passport Program, by offering workshops and training for the Boomer population. This partnership has allowed the center to bring the Boomer Job Club and Professional Job Club to the Colorado Mills Mall once a week.
- They are also great partners with local economic developers including Jefferson Economic Council and the local Chambers of Commerce. In an average year, the center serves more than 700 businesses. Although they are not giving as many job orders that they have in the past, the center is still working with them to see how the center can help them. For example, incumbent training. A local electrical company needed to have electricians trained in green energy competencies and in solar panel installation. This was critical for the electric company to remain competitive. The Workforce Center was able to provide some of the training funds.
- The center continues to host job fairs and hiring events. Ameristar recently had a hiring event at the center and interviewed over 40 people. From the candidates, they hired 3 dealers and 1 cashier. Dealers can make \$100k if they are really good at what they do.
- One of the most exciting programs is the Career Ready Certificate. This will enable employers to match the skills of career seekers to jobs. Six local businesses large and small have signed up to participate in a pilot program in Jefferson County. This will become part of larger statewide initiative expected to be launched this July, with Governor Ritter's signature.

For more information, you can visit www.jeffcoworkforce.org or call 303-271-4700.

Jefferson County Workforce Center Provides Solutions in these Hard Economic Times (open 3/11 to 3/31)

Wednesday, April 08, 2009, 10:17:41 AM | Julie →

by Mary Russell, Workforce Development Division Director



I'm sure you don't need to watch the news to know how bad the economy is. Almost everyone can point to someone they know who has recently lost their job as a result of the downturn. In Jefferson County, we are fairing better than other areas in the state, but even we are seeing increases in the numbers of people unemployed.

The numbers are telling:

- Currently, the unemployment rate for Colorado is 6.1%, compared to 4.0% a year ago.
- For Jefferson County, the unemployment rate is 5.7%, compared to 4.1% a year ago.
- The increase is having an impact on our county services. More people are asking for food stamps and Medicaid, as well as utilizing the products and services at the Jefferson County Workforce Center at a higher rate.
- Today, there are 20 applicants for every job, compared to four applicants for every job a year ago.
- Normally in a year's time, the Jefferson County Workforce Center would serve approximately 30,000 citizens. But in just eight months, the center has served almost 32,000 citizens, which is a 70% increase.

The Jefferson County Workforce Center is part of a statewide network of workforce centers promoting economic vitality by providing business and employment solutions. The center is federally funded and services are free to business and job seekers.

Most people have heard of the American Recovery and Reinvestment Act of 2009, aka Stimulus Package. Exact numbers are expected toward the end of the March, but the estimated stimulus funds projected for the Jefferson County Workforce Center will be nearly \$1.7 million (about 65% of current allocations.) This amount is a one-time fund in addition to their regular allocations.

Dollars will focus on training initiatives to include subsidized employment for skill readiness. If current spending patterns continue, approximately \$720,000 will be spent directly on these customer trainings. In addition, a Summer Youth Program will be funded with these dollars with the focus being work readiness.

As a citizen of Jefferson County, you can be proud of how tax dollars are used to promote economic vitality, whether it's helping job seekers find careers or helping business find well trained workers. This supports the County's vision to enhance the quality of life for all citizens.

For more information, you can visit www.jeffcoworkforce.org or call 303-271-4700.

