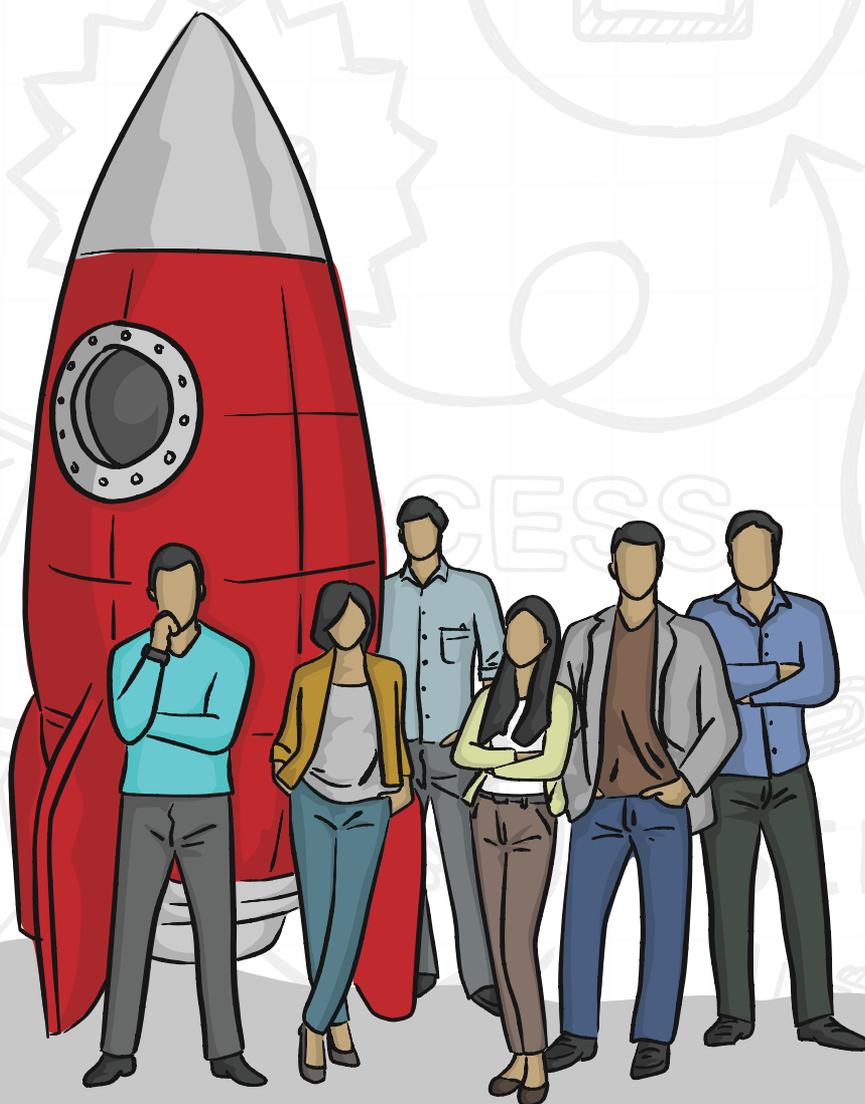


next

Your Guide to Life After High School



COOL STUFF

- Region plays host to manufacturers of neat stuff

CAREER AVENUES

- Local community colleges open centers to centralize program options

HELP WANTED

- Workforce shortages to continue into future

JOB APPS

- Online aids help with job searches

MAKE YOUR MARK

WITH

**AIMS' CAREER & TECHNICAL
PROGRAMS—a vehicle
to greater things**

For a list of over 35 Career & Technical
programs, go to AIMS.EDU
and apply today!

Aims

COMMUNITY COLLEGE

BE REMARKABLE

GREELEY | FORT LUPTON | LOVELAND | WINDSOR | ONLINE

*Aims Community College is an EEO Employer, an equal opportunity educational institution
and is accredited by the Higher Learning Commission.*

**TOP
WORK
PLACES
2019**

**THE DENVER POST
TOP 150**

The return of 'Colorado next'

Welcome to what's next.

This publication, Colorado Next, represents both a revival and a transformation. The revival brings back a name and brand, Colorado Next, that BizWest's predecessor publications — the Boulder County Business Report and the Northern Colorado Business Report — employed way back in 2004-2005.

Colorado Next was envisioned as a guide for high-school students planning for life after graduation, whether that be directly entering the workforce or venturing into a community college or university.

It's a transformation because it represents a rethinking and expansion of Stuff, a magazine that BizWest launched in 2018, featuring highlights of products manufactured in the Boulder Valley and Northern Colorado, and educating young people that the trades constituted a viable career option.

But "Stuff" as a publication really wasn't limited to careers in manufacturing. All along, we included valuable information on other sectors, including health care, construction, etc.

What name to give a publication that covered everything from the trades to degree programs, providing ideas and career options for high schoolers? Why, "Colorado Next" seemed like the perfect choice.

So that's what you now hold in your hands. Colorado Next — Your Guide to Life After High School represents a perfect vehicle to address the state's critical labor shortages. With distribution not only through BizWest but also through the region's high schools, it will educate high-school students about:

- Vocational and trade schools.
- Opportunities directly in the workforce.
- Colorado colleges and universities.

Colorado's critical labor shortage demands innovative ideas for reaching and educating the people who will fill the jobs of the future. We believe that Colorado Next can fill that role.

Jeff Nuttall can be reached at jnuttall@bizwest.com.

Christopher Wood can be reached at cwood@bizwest.com.



CHRIS WOOD



JEFF NUTTALL

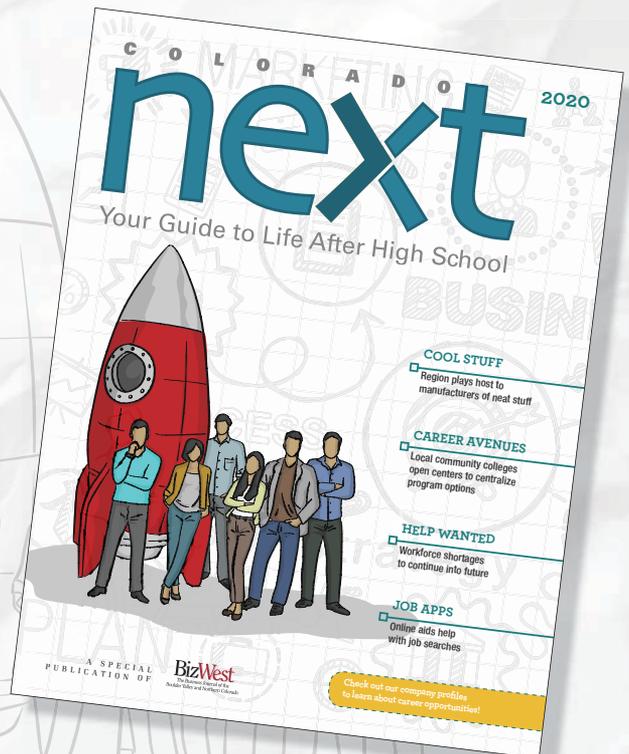


Table of Contents

Features

Welcome letter	1
Cool stuff	3
Ganahl's SheFactor looks to inspire young women	10
Tech centers give students jump on post-secondary plans	12
Local community colleges open centers to centralize program options	14
Workforce shortages to continue into future	16
Meaning can be found in all professions	17
Healthy organizations start with clarity of purpose	18
State tries to determine future of work	19
Here's how today's kids determine their careers	20
Job apps	22
Tips for a job interview	23

Lists

Commercial General Contractors	24
Electrical Contractors	25
Manufacturers	27

Manufacturing Resources	28
--------------------------------------	----

Profiles @ Advertisers *Local companies and employers of interest*

Advanced Energy	9
Columbine Health Systems	30
Broadcom	32
Poudre Valley REA	34
Good Samaritan Society - Loveland Village	36
Ward Engineering	38
UCHealth	40
Aims - Emico Media	Inside front cover
Vestas	Back cover

BIZWEST
LLC
MEDIA

Copyright © 2020, BizWest Media LLC. Reproduction or use of editorial or graphic content without written permission is prohibited.

THE ALLIANCE
OF AREA BUSINESS PUBLISHERS
BRINGING YOUR MESSAGE CLOSE TO YOUR MARKET

CIRCULATION VERIFICATION COUNCIL
coloradopress
2018 Member

Publishers

JEFF NUTTALL
jnuttall@bizwest.com
970-232-3131 | 303-630-1955

CHRISTOPHER WOOD
cwood@bizwest.com
303-630-1942 | 970-232-3133

Controller

DIANE CRISPIN
dcrispin@bizwest.com
970-232-3151 | 303-630-1963

Boulder Office

1600 Range St., Suite 101, Office #8, Boulder, CO 80301
Fax: 303-440-8954

Fort Collins Office

736 Whalers Way, Bldg. G, Suite 100, Fort Collins, CO 80525
P.O. Box 270810, Fort Collins, CO 80527 | Fax: 970-221-5432

To advertise

BOULDER/BROOMFIELD
303-630-1954

LARIMER/WELD
970-232-3144

Subscribe

BOULDER/BROOMFIELD
303-630-1965

LARIMER/WELD
970-232-3132

BizWest

The Business Journal of the
Boulder Valley and Northern Colorado



bizwest.com

COOL stuff

Think manufacturing is boring? Not so much. Here's a sampling of companies that make or design products right here in the Boulder Valley or Northern Colorado.



MM SOLUTIONS

No matter their political leanings, customers look to Loveland-based MM Solutions to make America crate again. The company offers custom wooden crates and pallets to handle any packaging challenge and protect what's being shipped even in the most rigorous transit situations. MM uses heat-treated lumber, specialty fabrication and fastening systems, specific packaging for electronics, and custom crates designed for ease of inspection if what's being shipped has to go through Customs. Its crates range from the smallest box to the size of a building. MM can complete packaging projects in its facility or on site — including bracing, bolting and banding.

TRS PROSTHETICS

Folks are always willing to lend a hand — and Boulder-based TRS Prosthetics also manufactures and sells them. Its Lite Touch bio-mechanical hands come in children's or adult sizes. The adult model is a light- to medium-duty, voluntary-closing hand with anatomical features molded into its flexible polymer surfaces. The company advises that the cosmetic prostheses can handle general domestic activities but aren't designed for heavy manual tasks or rigorous use and won't support an adult's body weight. The company offers an educational CD, but recommends training be either conducted or supervised by a registered physical therapist with experience in upper-limb prosthetics.



WOLF ROBOTICS

The robots are coming — and they're bringing welding torches! Fort Collins-based Wolf Robotics has been around long enough to see the inception of robotic use in general industry, but keeps innovating to create automation solutions that get things done in ever more efficient ways. Wolf's Fab-Pak robotic welding systems are a great example. The Fab-Pak FHS-B2B is a fixed-headstock, back-to-back robotic arc-welding solution that is delivered ready-to-weld for general industry. Wolf touts it as a cost-effective way for a manufacturer to automate its fabrication operations to cut costs and improve productivity, efficiency, profitability and the consistency and quality of welds.



BISON DESIGNS

Brian Kelleghan started Longmont-based Bison Designs in 1987 to produce belts manufactured from climbing webbing. His company originated a process that weaves patterns into the webbing to create unique styles. Bison has translated that process to include dog leashes and harnesses, designed to fit the ways customers live with their pets and providing safety and comfort for our four-legged companions. Bison also continues to innovate the paracord accessory market with survival basics wrapped in wearable bracelets, belts, key chains and more. A portion of the proceeds of all paracord products is donated to organizations that provide support for wounded veterans.

BURRIS OPTICS

Greeley-based Burris Optics sets its sights on improving the experience for hunters. The rifle scopes it manufactures build on 40 years of optical-engineering experience to give hunters a clear, reliable view. Its offerings aren't just limited to rifles, however; they help archers as well. Burris' Oracle range-finding bow sights not only give archery hunters a magnified view of distant targets but also provide them with the exact distance to those targets and an exact aiming point. The scope's built-in inclinometer keeps the distance accurate and is designed for rough use in the field, with all-aluminum construction and no glass lenses.



BLUE CANYON TECHNOLOGIES

The ways Blue Canyon Technologies' products are being used are simply out of this world. The 11-year-old Boulder-based company is building more than 60 spacecraft and satellite components of all sizes for government, commercial and academic missions, and has developed one-of-a-kind attitude-determination and control components that allow for industry-leading precision pointing platforms. Blue Canyon doubled its workforce in 2018 and expected to double it again this year. It's building seven identical three-unit cubesats for the TROPICS constellation, a mission led by NASA and the Massachusetts Institute of Technology and focused on temperature and humidity observations related to tropical cyclones.

LEPRINO FOODS

Who knew string cheese came in so many different shapes? They do at Greeley-based Leprino Foods, the world's largest producer of mozzarella cheese. The 69-year-old company's cheese and dairy products are found in more than 40 countries, and it employs more than 4,000 people worldwide. Its five varieties of string cheese are designed for different uses. The round and square ones are ideal for the familiar individually wrapped sticks as well as use in stuffed crusts, while the hexagonal and plank-shaped ones provide more surface area for breading, and the bite-sized nuggets are just right for snacking or yummy appetizers.



EXXEL OUTDOORS

The folks at Exxel Outdoors are in the process of breaking camp in Gunbarrel and moving their headquarters to Broomfield, but they'll still be doing research and development, design and prototypes of their camping gear in Colorado. The company produces many familiar brands of outdoor gear, and has come up with some popular innovations on some old standards. The Wenzel Pop Top sleeping bag, for instance, lets a camper zip the top-edge panel into a fluffy, functional hood to keep his or her head warm. When not in use, the panel tucks into a pillow pocket for an extra cushion.

BOBO'S OAT BARS

It wouldn't be autumn without the taste of pumpkin spice, and Boulder-based Bobo's Oat Bars decided to fall in line as well with a limited-edition treat. The bars combine all the ingredients of favorite pumpkin pie recipes: nutmeg, cinnamon and, of course, pumpkin. Bobo's started in 2003 as a mother-daughter operation and still bakes the same bars using the same recipes and the same pans in the same small batches and with the same simple ingredients found in our own kitchens. Over the years the recipe has been tweaked to make it healthier, including using vegan and non-GMO ingredients.



HEAD RUSH TECHNOLOGIES

Gear used in climbing — whether on an indoor wall or a Colorado fourteenner — had better be top quality, for reasons that carry a lot of gravity. Boulder-based Head Rush Technologies fills the bill with a full line of gear such as the TruBlue Auto Belay, for use anywhere people need protection from falls. Head Rush claims TruBlue is the only auto belay on the market to use magnetic braking technology that doesn't rely on friction to provide braking and automatically adjusts and responds to the weight of the climber, so adults and children alike can have similar rates of descent.

BIOCHAR NOW

Agricultural crops are getting a boost that's born of fire. The biochar process grinds wood down with a giant chipper, then piles the shreds into special kilns that can heat up 11 cubic yards of it at a time in oxygen-free environments and at three times the temperature of fire. Because of that vacuum, it doesn't turn to ash; what comes out instead is an organic bio-fertilizer. The process produces hardly any pollution. Berthoud-based Biochar Now, incorporated in 2011, is a pioneer in the industry and has gotten much of its raw material from timber felled by Colorado's bark-beetle infestation.



USHOOD

Erie-based Ushood sprang from a simple idea sketched on a cardboard box 20 years ago: a single-piece upper body base-layer shirt with attached hood and face mask. Its products are available online from Ushood.com, from Amazon and locally from the gift shop at the St Julien Hotel in Boulder. The Ushoods come in three styles for men, women and children. The heaviest, called Pinnacle, is designed for use with winter sports, while the Liteside is suitable for use when fishing or engaged in outdoor activities during warmer months. While not designed to be used in water, surfers say it protects against sun and rash.

FEISTY SPIRITS DISTILLERY

The familiar melody of George Gershwin's "Rhapsody in Blue" is an American standard, and the folks at Fort Collins' Feisty Spirits Distillery hope their Rhapsody Blue Corn Bourbon gets a melodious reception as well. The distillery's website describes its creation as carrying flavors of butter, almond cream, brown sugar and caramel notes and being "easy drinking but complex enough to enjoy day after day." Its blue corn comes from a farm just over the state line in Nebraska. Feisty Spirits also produces Rockit 100% Rye Whiskey, Better Days Bourbon, Wild Thing Colorado Whiskey and a special-edition O'Feisty McBourbon. Feisty indeed.



COLORADO TEARDROPS

Camping trailers produced at Boulder-based Colorado Teardrops are smaller and more versatile than recreational vehicles and usually weigh less than 1,000 pounds. A Teardrop trailer can be towed by most vehicles with minimal impact on gas mileage, and its small size makes it easy to maneuver in the woods. A typical model, the Basedrop, is insulated in the walls, floor, ceiling and doors, then the exterior is covered in anodized aluminum available in many colors. The inside walls are light birch plywood, and interior shelving is maple. The trailer's suspension is rated to 2,200 pounds and rides on 15-inch tires.



VORTIC WATCH CO.

At Vortic Watch Co. in Fort Collins, watches aren't just for telling the current time. They're also time machines, offering a glimpse back into history. The mission of the small-batch, custom watch manufacturing and vintage restoration firm is to "preserve and enhance the legacy of manufacturing excellence in America." Its "Railroad Edition" watch" combines the geometry and functions of the watches carried for decades by engineers and conductors. Its case features a three-piece design with a cam-lock bezel that makes setting the time much easier than original railroad pocket watch cases and allows for a water-tight seal. Casey Jones would approve.



STICKER GIANT

What started 19 years ago with a bit of political snark — a bumper sticker stating "He's Not My President" — turned into a successful company that all sorts of customers are voting for. Longmont-based Sticker Giant sold stickers in an online retail store, then branched out when customers started asking to have their own custom stickers printed. It now prints custom product labels as well as stickers. As its website states, "We utilize wind energy to run our operation and strive to be as sustainable and environmentally friendly as possible with our production process." That's a philosophy they plan to stick to.

MOTHERLOVE HERBAL PRODUCTS

When Minnesota native Kathryn Higgins moved to a mountain home in Rist Canyon, she began incorporating the wild plants she found in the surrounding forests and meadows into her daily life for food, medicine, and teaching others. When she couldn't find herbal products to support her pregnancy and birthing needs, she started making her own and sharing them with other women. That led to the founding of Motherlove products in 1987; its products now are sold in nearly 20 countries. A typical Motherlove product is nipple cream, designed to provide relief for new mothers who are breastfeeding and pumping.



VERBLIO

Words are the products generated at Boulder-based Verblío. Not just any words, but the right ones, the ones that spur customers to act. They're used by marketing agencies and businesses across the United States and in 15 countries around the world. Verblío's stable of experienced and diverse writers provide custom content for blog posts, newsletters, press releases, websites, white papers, video, e-books, and product descriptions. They'll also revamp existing content to help a business present a clearer message. About all the team does not do are social media, case studies, email campaigns, human resources manuals, jumbotron text and term papers.

COLORADO CANDY CO.

Candy is more than a sweet sensation at Colorado Candy Co. in Fort Collins. It's also artistry. Handmade candies come in small artisan batches in natural flavors and colors to provide a bright highlight in gift baskets and other displays. Although primarily a manufacturer and wholesaler, Colorado Candy Co. also has a small retail space. According to its website, "Our founder worked for a candy shop for years when he was in his early 20s and had always wanted to get back into the business. So, together with his wife and a couple of good friends, he decided to establish a commercial candy kitchen."



PGS HYBRID SEED CO.

At PGS Hybrid Seed Co. in Longmont, business is growing — literally. That's not surprising given the continuing interest in farm-fresh produce in health-conscious Northern Colorado. Providing seeds for corn, silage, forage, alfalfa, small grains and sorghum, PGS touts "quality seeds for today's farmers," and also helps them configure refuges. "At PGS," its website states, "we are committed to keeping your farm on the leading edge of seed technology, and providing you with high-performing dependable seed products." Among its offerings are popular sweet corn varieties including Avalon, Primus, BC 0805, BC 0822, Serendipity, GSS 0966, Honey Select and Peaches & Cream.

SLOPPY CHOPS CO.

Taking care of dogs and cats is more than a pet project at Sloppy Chops in Loveland. Its founders say the company was founded to create "quality, customizable goods for well-loved animal companions. Every animal has its own personality and we want to help that shine by creating one-of-a-kind items that are just as unique as it is." Besides leashes, harnesses and other pet basics, Sloppy Chops offers items such as West Paw's Montana Nap, a soft but sturdy and stylish lightweight dog mat that fits comfortably in crates and in the back seats of cars to help keep upholstery clean.



LEFT HAND ROBOTICS

Would you believe there's a self-driving field mower that transforms into a snow-clearing robot that can be started and monitored via an app on your cell phone? Would you believe it has an onboard computer that connects to a Robot Operations Center? A device that should be featured on "The Jetsons" actually is a very real, state-of-the-art, fully autonomous outdoor robot that can complete multiple tedious outdoor tasks, and it's available from Longmont-based Left Hand Robotics, the company that created it. Left Hand claims the gas-powered gizmo can mow up to two acres or clear two miles of sidewalk per hour.

BEARPAW WILDERNESS DESIGNS

Tents are the intent at Fort Collins-based BearPaw Wilderness Designs, a small manufacturer of camping tents and related accessories all made in Colorado. The Luna 6 is a typical model; it sleeps up to six people with some gear or three to five with a lot of gear, but the company also can do custom designs, repair tents and other outdoor equipment, modify existing tents, and even produce hundreds of standard or custom products to order. BearPaw's designs are intended to have small footprints to be set up in the smallest locations, and be erected in a few minutes with uncomplicated setup.

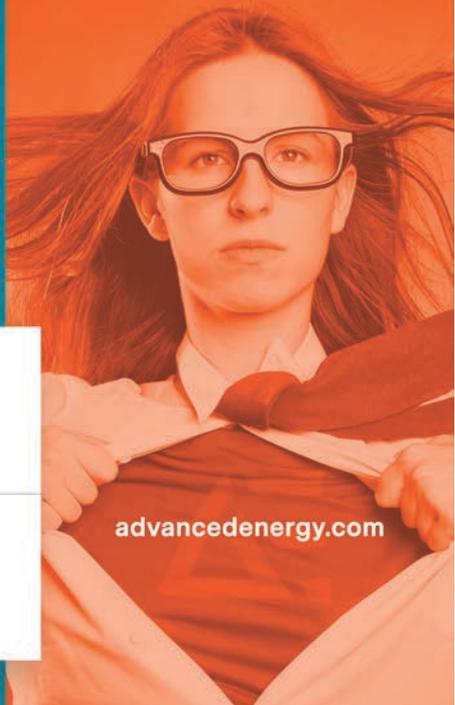


SURNA

Riding the 21st century wave of cannabis cultivation, Boulder-based Surna uses innovative technology to address the energy- and resource-intensive nature of indoor marijuana cultivation. Its energy-efficient climate-control systems are designed to lead to higher yields, more reliability, more security and more return on investment in properly controlled environments. Even though the company's roots are in growing cannabis, its cultivation solutions can succeed with any indoor farm-grown food. "In fact," brags Surna's website, "we believe that if you can succeed in growing cannabis, you can grow anything, anywhere — whether it's cannabis in Colorado or potatoes on Mars!"

POWER YOUR FUTURE: Build World-Class Experience Right Here in Colorado.

Advanced Energy brings together creators, builders, engineers, and innovators. With more than 20 locations around the world, we are enabling the 4th Industrial Revolution by designing and manufacturing highly-engineered precision power, measurement, and control solutions that make the future possible.



WE'RE PROUD TO SUPPORT NORTHERN COLORADO STUDENTS THROUGH:

- Outstanding employee benefits, including 401(K), Paid Time Off, and Volunteer Time Off.

- Partnerships with Front Range Community College, Colorado State University, and the University of Colorado.

- Internship and scholarship opportunities.

advancedenergy.com

Ganahl's *SheFactor* looks to inspire young women



By Ken Amundson

kamundson@bizwest.com

Here's the news: Women, as of this year, now account for more than half of the college-educated workforce.

Here's the old news: Women, regardless of education, still account for less than half of the workforce in general, even though they've been graduating from college at a higher rate than men for decades.

Yet barriers, such as child care, have prevented women from taking jobs and taking the lead in the college-educated workforce until this year.

The share of college-educated women in the workforce was reported this year by the Pew Research Center using an analysis of U.S. Bureau of Labor Statistics information. The historic passage of women into the majority in this category is important, Pew said, because educational attainment correlates to pay.

And there's still a lot of ground to make up in terms of pay equity. Incomes for college-education female workers (median \$51,600) still lag that of college-educated men (median \$74,900,) Pew said.

None of this is lost on Heidi Ganahl, the at-large University of Colorado regent, founder of enormously successful franchise company Camp Bow Wow, and now the founder of the SheFactor, a national effort to help young women find the place that they want in the economy. SheFactor is a trade name used by The Factor Companies PBC.

SheFactor includes a book that Ganahl authored called "SheFactor: Present Power — Future Fierce," the website theshefactor.com, an app, a blog, a podcast and dozens of workshops around the country that are the inspiration for organizations forming within companies and in multiple cities around the country.

"It came from my oldest daughter, Tori," Ganahl said in an interview with BizWest about the origins for her idea for the SheFactor. Tori was

attending the University of Oregon. “She came back for spring break, and she didn’t know what she wanted to do with her life. And she was a senior,” Ganahl said.

“I was being asked to write a book about Camp Bow Wow,” she said about an organization that now has 181 doggy daycare locations across the country. “I wanted to write a letter to my 20-year-old self. I ended up with the book, with an app, a blog, a podcast and now have locations around the country” that are continuing to develop the concept.

Tori came on board about a month ago and is heading up business development for the company.

Amazon, where the book is available along with local bookstore locations, describes the book like this:

“Society tells us, if you follow the plan, you can have everything: a terrific job, a great family, a perfect life. Unfortunately, too many women feel trapped and unfulfilled when they find out too late that the ‘plan’ is just an unattainable ideal. You need to discover who you are and what you really want while you’re still young, without chasing some arbitrary, one-size-fits-all, impossible dream.”

The SheFactor is being rolled out in three areas — companies, cities and colleges.

In cities, the emphasis of SheFactor squads or chapters is on networking, having fun, building on professional relationships. Within companies, the emphasis is on climbing the ladder of success to meaningful, challenging positions of responsibility. And within colleges, a rollout that will be happening next, the emphasis will be on recruiting and finding the right place to live and work.

Company squads are usually created with the blessing of executives, who recognize that their long-term success depends upon having a reliable, satisfied workforce. She said that on average, American workers stay with a company for 4.6 years. With young people, not just women, it’s 18 months because of a lack of connection and sense of community. SheFactor squads can help improve retention, she said.

City squads were to be launched in Denver in September, Washington, D.C., in October, then Chicago, then New York. “We’re rolling out one per month for the rest of the year,” she said.

SheFactor promotes directly to organizations and also sponsors “pop-up squads,” which are half-day events meant to get about 100 women signed up for a squad.

Ganahl’s book has nine themes, and programming for squad events taps into those themes. “This month, it’s [the theme] fuel,” she said. That could include discussions about food or about intellectual stimulation.

The inspiration for the themes came from young staff members at Camp Bow Wow, who shared their concerns and thoughts about how to address them.

The SheFactor app includes assessment tools “that are more fun and feminine.”

“The app spits out a She Factor that helps in accomplishing a professional goal,” she said.

Within squads, members are encouraged to form “Seal Team 6 — six people who you really trust; an inner circle.”

Ganahl, who is CEO of SheFactor, said the organization just launched in May. She expects to operate it directly for a couple of years to assure it remains on track with her vision, but then likely spin it off to other top managers to run on a day-to-day basis. At the time of the BizWest interview, she was planning a trip to Washington to train leaders. “We’ve visited 15 different cities since May,” she said about the pace of development.

Ganahl knows there’s a lot of work to be done, citing statistics that show women struggle to reach the C-Suite level of executives — only four percent of Fortune 500 companies have female CEOs, she said.

Yet companies that “get it” understand that they need to change



in order to get and keep qualified workers. Progressive companies are working on pay equity, parental leave benefits, flex time for young workers, she said.

“I just spoke at Liberty Oil’s women’s summit to about 150 women. They’re doing innovative, cool things [to get female workers.] They have a high number of women in the workforce, which is unlike most energy companies,” she said.

“I also just hung out with Julie [Gilbert] at Best Buy. Google her. They did an incredible job with how they built out their workplaces,” she said. Gilbert created the WOLF program, which stands for Women’s Leadership Forum. The program helped to create a more comfortable shopping environment for women as well as helping female employees develop leadership skills for use at work or in their private lives.

Gilbert’s “Wolf Packs” taught business skills to women and as a result decreased turnover among women, thereby reducing the amount spent on recruiting, according to published accounts of what she had done.

“At the end of the day, you have to partner with leadership on this issue,” Ganahl said. “Companies with women in top leadership have a 35 percent better return for their shareholders,” she said.

Ganahl said a lot has changed in how the workplace treats women and how women leaders consider their roles. At one time, it was thought that a successful female leader should “behave like a man.” Now, women are encouraged to use their own approaches.

For young women to advance, Ganahl advised that they surround themselves with good people who can help them see their blind spots, to learn to advocate for themselves and to improve relationship and networking skills.

“If there’s one lesson for young women, it’s to develop a sense of self confidence. A good portion of women aren’t as confident as they could be. There are a lot of opportunities these days to figure that out. Determine what personality you have. Surround yourself with great people. Learn to get your footing and confidence. Be clear about where you want to go and ask for help when needed,” she said.

“When I was growing Camp Bow Wow, it didn’t occur to me that I was different because I was a woman. But looking back, I can see gaps and why we have to push forward [as women,]” she said. “It doesn’t have to be women versus men; that’s destructive. We have to work together.”



Tech centers give students jump on post-secondary plans

By Shelley Widhalm
news@bizwest.com

Going to high school isn't just a matter of sitting in a classroom in a school building — many schools now have in-house or off-campus career centers to give students a head start on their post-secondary plans.

Greeley-Evans School District 6 has a district-wide Career Pathways and Career and Technical Education Program and a new Advanced Manufacturing Center at Greeley Central High School, one of five high schools in the district. St. Vrain Valley School District has an innovation center in a separate facility in Longmont. And Thompson School District has a yet-to-be named career center that will open in a former elementary school building in fall 2020.

Students attending classes in the three career programs and centers

can earn concurrent high school and college credits, obtain various certifications and get a hard start as they head to college or directly into the workforce.

The Career Pathways and Career and Technical Education Program at District 6 has 12 academies and 33 different career pathways within those academies and is designed in cooperation with Aims Community College. The academies include agriculture, health science, hospitality, advanced manufacturing and public safety, among other areas of study. A new pathway this year is early childcare education, which has about 25 students enrolled so far.

"There are so many different pathways for students to be successful, to be a thriving community member and to love the work they do," said Rhonda Haniford, assistant superintendent of secondary leadership for District 6.

District 6 opened the Advanced Manufacturing Center at Greeley Central High School for the 2019-20 school year, funded by a mill levy override, a \$200,000 grant and a \$200,000 donation from the city of Greeley. The money covered the costs of renovating existing space at the high school to turn it into the center.

The center “allows students to move seamlessly into an applied associate’s degree program at Aims Community College,” said Jennie Schilling, director of student support and CTE in Weld County. “I believe this . . . would be most beneficial to students in the advanced manufacturing classes (and others) to connect them to opportunities post-high school.”

The Advanced Manufacturing Center houses two of the district’s pathways within advanced manufacturing, industrial technology and robotics, and aims to meet industry demands over the next decade. This year, about 100 students are taking courses at the center.

Additional pathways are housed at all of the district’s high schools, such as the business academy and the hospitality program, and others are in some schools like construction at Greeley West and Jefferson high schools, while automotive and collision starts at North Ridge High School and continues at Aims Community College. The district also provides paid summer internships for the various pathways, as well as a paid apprenticeship program during the school year, where students partner with a journeyman or higher level mentor for on-the-job training.

“Upon graduation, they can launch into their post-secondary plans. They’re doing it at a high skill level,” Haniford said. “They already practiced a pathway while in high school and already had success. . . . Kids have a clear launch after high school already having had success in it while they were with us as young people.”

The Innovation Center of St. Vrain Valley Schools is in a 50,000-square-foot building at 333 Quail Road, where it moved last year out of a shared district site. The larger space allows the district to expand offerings and is available to students attending the district’s seven high schools, instead of just to students at Skyline High School.

Currently, the center houses five main programs and 19 different courses. The programs include technologies, aeronautics with access to an on-site runway, media audio visual that operates a radio station, augmented reality, robotics and computer science. There also is a P-8 maker space with outreach and field trips for students in grades preschool to eighth around the STEM subjects of science, technology, engineering and math.

The center also has several facilities, such as a bioscience lab, a user interface lab and a woodworking room.

“We’re trying to prepare students to be ready to go into jobs not created yet,” said Kristen Brohm, STEM program manager at the Innovation Center, adding that the programs are targeted to give students specific skills sought by different companies. “For students it’s really amazing. We get out of the way of students. They get to make it meaningful and pursue the path they want to.”

Thompson School District plans to open a career and technical education center in August 2020 in new construction on the campus



Courtesy SVVSD.

The St. Vrain Valley School District innovation center provides a home for students to learn new technologies.

of the former Van Buren Elementary School. The school will house the alternative Ferguson High School and next to it the career center, which has not yet been named.

“It expands options for all students,” said Steve Moos, career and technical education coordinator for Thompson School District. “Now everybody will have equal access to all of the programs. We can go deeper into the pathways.”

The center will have four program areas, including health care, advanced manufacturing, construction and computer science. Health care will be a new offering, while advanced manufacturing was at two of the district’s high schools and the other programs were at all four. The offerings will have some additions, such as plumbing, electrical, and heating, ventilation and air-conditioning, or HVAC, in the construction trade. In the area of health care, the offerings are proposed to include Certified Nursing Assistant, or CNA, phlebotomy and medical assistance. The automotive program will remain at Thompson Valley High School, and other career and technical education programs offered at all five high schools also will remain.

The center likely will start with 150 students and will be able to house up to 300 students. The students will participate in the programs during a half-day, combining two block periods for a year’s worth of content in one semester. The subjects of English, math and science will be integrated into the classes, at least one or more.

“We are trying to meet demands of local business and the community, too,” Moos said, adding that for the students, the district wants to get them into living wage careers in their home town. “We really looked at high-growth occupation areas. . . . Those were four industries that we felt we really could address at our school.”

The idea is to give students an opportunity to personalize their learning, Moos said.

“We are wanting to personalize learning and let students have a voice and choice of where they want to go,” Moos said.



Aims
COMMUNITY COLLEGE

Courtesy Aims Community College

The Aims flight school will include not only pilot training but also training for air traffic controllers — both fields that will have a shortage of workers in the coming years.

Local community colleges open centers to centralize program options

By Shelley Widhalm
news@bizwest.com

Community colleges along the Front Range offer a variety of programs from health care to manufacturing that place students in the workforce, while also addressing the growing needs of the various industries.

Front Range Community College has two new facilities that target specific career avenues, that of the Health Care Careers Center and the Center for Integrated Manufacturing. Aims Community College offers an aviation program for student pilots and air traffic controllers through a partnership with the Northern Colorado Regional Airport in Loveland.

The Health Care Careers Center, scheduled to open in summer 2020 at the Larimer campus in Fort Collins, will centralize 12 of the school's degree programs and several certificates that are focused on educating and training students in the allied health and nursing programs. The center, which spans 61,000 square feet, will bring in programs from the Prospect Center, a lease-based facility off campus in Fort Collins, and Thompson School District in Loveland.

"The programs that will be in it are mostly existing programs that are taught at the campus in Fort Collins," said Jessica Peterson, public relations director for Front Range Community College.

The programs, which currently serve more than 1,000 students, include nursing, medical assistance, dental assistance and Emergency Medical Services, plus integrative health and massage therapy. The programs are taught by 25 full-time faculty members and nearly 80 adjunct faculty.

In October, Front Range Community College launched a new RN (registered nurse) to BSN (bachelor's of science in nursing) completion program with most of the content delivered online. The school also is

considering future programming in dental hygiene, occupational therapy assistance and physical therapy assistance as it explores industry needs and job availability and wages.

By centralizing the programs, the school will give students more opportunities to work alongside practitioners with access to a simulation suite where they can interact with mannequins and other technology, said Jean Runyon, vice president of the Larimer campus.

"We really see this as an opportunity for students to work alongside their counterparts," Runyon said, adding that students will be better prepared for the workforce. "When they graduate, they will have the best experience to provide the best health care for members of our community."

The various health care programs address the needs of a growing and aging population, plus fill a gap from retirements, Peterson said.

"Health care is the number one industry for job openings over the next 10 or so years," Peterson said. "There will be jobs for these students when they finish this program, so investing in a training facility makes sense."

Front Range Community College opened the Center for Integrated Manufacturing near the Boulder County campus in August 2019 in a 27,000-square-foot leased space. The center combines two existing programs with two new programs. The existing programs include precision machining and optics technology, which launched in January 2018. The new programs are in automation and engineering technology and in electronics engineering technology. The programs are a result of conversations with industry, business and community partners who noted a need to fill high-tech manufacturing jobs.

"A lot of what we're seeing in Boulder County are high-tech or modern manufacturing facilities and businesses that are using electronics and computers and automation and robotics," Peterson said. "They

require a different kind of training than old-fashioned manufacturing would have required, a different kind and specialized training. . . . Businesses were having trouble hiring people with the training they needed.”

The center has 75 students registered in the four programs and another 20 in the night fast-track noncredit machining program and has room to grow to 150 students. There are 15 instructors teaching the programs.

Front Range Community College chose Longmont to locate the center to meet student needs but also because of the large number of manufacturing businesses between Longmont and Broomfield, said George Newman, advanced manufacturing program director at the center.

“These occupations are extremely hands-on and very technical,” Newman said.

The center, however, is expensive to run, and the cost of equipment and operation isn’t covered by tuition, Newman said. The school initiated a \$2 million fundraising campaign last fall and so far has raised half of that, he said.

“The overall need is that there is a critical lack of quality, skilled employees for these positions, not just Northern Colorado or Colorado but nationwide,” Newman said, pointing to the retirement of Baby Boomers and the re-shoring of manufacturing jobs from overseas. “If they can’t find enough employees, they have to turn away business. This is an economic issue also.”

Aims Community College, which has offered an aviation program since 1968, opened the Aims Flight Training Center at the Northern Colorado Regional Airport on National Aviation Day on Aug. 19, 2019. The training center previously operated out of the Greeley-Weld County Airport for the program’s flight courses, which are taught alongside the aviation ground school and simulation classes at the Greeley campus.

“The Northern Colorado Regional Airport provides us an ability to grow the program,” said Eric Himler, director of aviation for Aims Community College and a 20-year retired U.S. Marine Corps pilot, who also flew Boeing 737s for Alaska Airlines. “It is a state-of-the-art facility. It’s amazing.”

The facility is a designated commercial airport that has a remote air control tower. It allows student pilots to fly in a controlled air space, providing them with increased safety, and gives them the educational benefit of communicating via radio with air traffic controllers, all on a daily basis.

“These are all significant enhancements and benefits in preparing student pilots for careers as commercial pilots,” Himler said.

Students in the aviation program can earn an associate of applied science degree in three areas that include general aviation pilot, professional pilot and air traffic controller. The aviation program is a Federal Aviation Administration collegiate flight program where graduates become eligible for a Restricted Airline Transport Pilot Certificate. The air traffic control program is one of 30 FAA-designated Collegiate Training Initiative (CTI) Air Traffic Control Programs nationwide that has one of the newest state-of-the-art air traffic control simulation labs in the country.

“It really is a quality standard. It means that we get annual audits by the FAA,” Himler said, adding that students need to earn an 80 percent pass rate on first time check rides for the school to continue receiving the CTI designation.

The designation gives Aims graduates a hiring advantage as they will compete with a smaller pool of applicants, Himler said. If they are hired, they are eligible to bypass the Air Traffic Basics Course, which is the first five weeks of qualification training at the FAA Academy in Oklahoma City, Oklahoma,

Visitors at the Aims Community College new flight school, located at the Northern Colorado Regional Airport, look over one of the program’s planes.

Courtesy Aims Community College



he said.

In the general aviation pilot program, students specialize in smaller aircraft for a private pilot’s license and in the professional pilot program, they begin their training as airline, corporate or cargo pilots. The air traffic controller program, which Aims added in 2008, trains students on how to direct air traffic in the National Airspace System.

Aims’ aviation program also includes nine different certificates, such as in single-engine and multi-engine airplanes, instrument rating and flight instructor.

At the flight training center, students can log in their flight hours in the school’s new fleet of aircraft, the Piper PA-28-181 Archer III TX. They train and fly with general aviation pilots, airline pilots, military pilots and air traffic controllers — there typically are 11 to 13 part- and full-time instructors on staff. They are teaching 50 student pilots, a number expected to grow to 80 by fall 2020.

The aviation program is the second longest lasting program at Aims and until 2007 was offered in classrooms on the main campus. That year, a separate aviations building was constructed for the ground and simulation classes.

“We do it for a very competitive price for our students, and we rival any collegiate aviation program in the country,” Himler said. “We have a wide breadth of instructors to help our students learn and get their degrees.”

The aviation program addresses staffing shortages within the air traffic and pilot industries, Himler said.

“The airlines are experiencing an unprecedented shortage of pilots, and the forecast for that extends beyond 20 years,” Himler said. “Aims is certainly well postured right now to provide our aviation students with the technical skills and tools they need to be highly successful in the aviation industry. . . . Our air traffic and flight programs are the best in Colorado and competes among the best nationwide.”

Workforce shortages to continue into future



By Ken Amundson

kamundson@bizwest.com

FORT COLLINS — Employers in Northern Colorado can expect worker shortages to continue long into the future, despite the efforts underway to fix workforce issues. And that shouldn't be a surprise to companies in the region.

Amanda Repella, who handles statistical analysis and research for the Larimer County Economic and Workforce Development department, told attendees at the annual Workforce Symposium in September at the Lincoln Center in Fort Collins that the trend lines show that Larimer and Weld counties have been dealing with the same issue since at least 1998. And with low unemployment rates — well below the state and national averages — along with anticipated retirements of older workers will mean that available jobs will outnumber people looking for work long into the future.

“The last time Larimer County was above 5 percent unemployment [when more workers are looking for work than jobs are created] was the recession years, and before that 1992,” she said. “We can assume we'll be feeling the shortage of workers ongoing because the entirety of our data shows that we've been short of workers.”

With such a shortage of workers, that means employers locally and across the country are looking to hire away already employed workers. The decision to leave a company for another isn't always about pay.

Eric Lea, who chairs the Workforce Development Board for the county, said work/life balance and company culture are more often the reasons for leaving a job than pay.

Jacob Castillo, economic development director for Larimer County, said the McKinsey and Co. study of the national

workforce concluded that 60 percent of jobs created by 2030 in the national economy will be clustered around 25 cities, which means that intense competition for workers will occur in the years ahead.

All workers, those in existing jobs and those in jobs to come, will likely face a new phenomenon in the workforce, namely that jobs will change and sometimes go away. Training and retraining will be essential, he said.

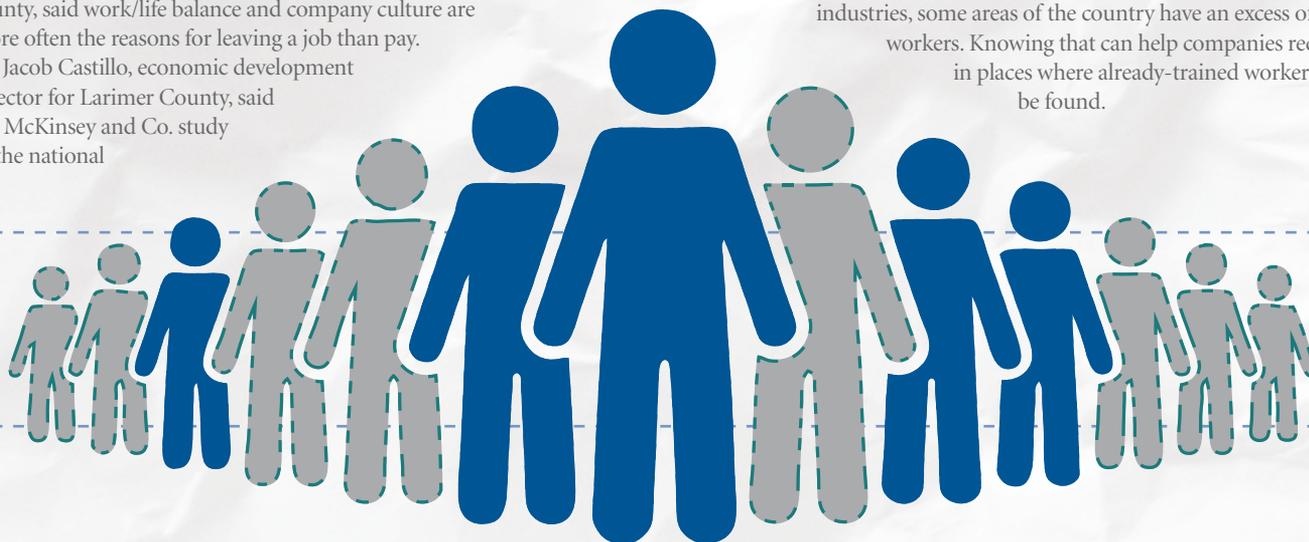
The old model, said Repella, was train-work-retire. The new model will be train-work-train-work-train-work, she said.

According to McKinsey: “Employers will be the natural providers of training and continuous learning opportunities for many workers.”

David May, president and CEO of the Fort Collins Area Chamber of Commerce, described the regional Talent 2.0 campaign to seek solutions to workforce issues. He said the regional research shows that between 2017 and 2020, 28,000 job openings will be created, “but we're producing only 2,000 new workers each year.”

The Talent 2.0 effort has created a workforce portal, www.workinnortherncolorado.com, that includes information about Larimer and Weld counties, tools for human resources and hiring managers, materials that can be shared with potential workers and jobs posted by employment category. May said 5,200 jobs have been posted to the website since its creation, and the jobs list is dynamic because it pulls listings from Indeed, an online jobs site.

May said the program has access to EMSI, a labor market analytics nonprofit, which is subsidiary of Indianapolis-based Economic Modeling LLC. EMSI provides workforce insights that show that in some industries, some areas of the country have an excess of workers. Knowing that can help companies recruit in places where already-trained workers can be found.



Meaning can be found in all professions

By Ken Amundson

kamundson@bizwest.com

FORT COLLINS — Most people — 90 percent — would give up almost a quarter of their lifetime income in order to have meaningful work.

Zach Mercurio, author of *The Invisible Leader* and an adjunct professor at Colorado State University, told attendees at the annual Larimer County Workforce Symposium that people yearn for significance, and finding meaning in their work is important to satisfying that desire. Even if it results in less income.

Mercurio said individual goals fall into two categories: Self-image goals that help individuals have

industries, health care for example, lend themselves to meaningfulness but they aren't alone. "You can be in a meaningful job without experiencing meaning," he said.

Myth 3 — You need to quit your job to find meaningfulness. He said 60 percent of workers can't leave their jobs to search for meaning. "Extraordinary people do ordinary things with extraordinary perspective," he said.

Myth 4 — It's not the leader's or organization's responsibility to cultivate meaning. Meaning isn't achieved by individual effort alone. The environment has to support meaningfulness, he said.

Young and old search for meaning in work, he said. It isn't generational.

When employees find meaning in their work, companies benefit. Meaningfulness results in less turnover, longer tenure, greater motivation, engagement and satisfaction, Mercurio said.

He told a story about three medieval age stone cutters to define the "craftperson's mindset."

The first stone cutter grumbled about the tedious, dirty, hot and labor intensive nature of the work as he hammered at the stone. The second accepted his fate with "it's a job." The third saw beyond the stone with "I'm building a cathedral."

"The craftperson cultivates in himself the skill to discern meaning that is already there," he said.

Musicians and athletes spend most of their working lives practicing, not performing. "We cannot escape that our lives are filled with mundane and routine moments," he said.

To adopt a craftsperson mindset, he advised workers to consider four questions.

- How does the work impact another human being. If the work wasn't done, what would happen?
- What end outcome does the work make possible? Establish a clear link to an end outcome.
- How can I use my strengths or enact my values more to do it?
- Who can help me?

Leaders can help workers by showing them how their work matters, by removing barriers to meaningfulness and by rewarding contribution. "If you reward only individual achievement, you get competition and not collaboration," he said.

a positive image of self. Compassionate goals are those that contribute to the well-being of others. It's the compassionate goals that result in meaningful work.

Mercurio shared four myths often associated with the search for meaning in work.

Myth 1 — Meaningful work is a privilege or luxury or nice to have. He said every field of work has places of meaning that can be found with the right outlook.

Myth 2 — Only certain jobs are meaningful. Some jobs and



Courtesy Larimer County Workforce Center

Zach Mercurio speaks about how workers can find meaning in their jobs and professions.

Healthy organizations

start with clarity of purpose

By Ken Amundson

kamundson@bizwest.com

FORT COLLINS — Healthy companies focus on strategic clarity in order to propel teams to higher levels of performance.

Chris Hutchinson, CEO of the Trebuchet Group, tradename for the Trebuchet Group International LLC, provided companies and workers with tips for creating healthy teams and for positioning companies for higher performance at a seminar during last year's Workforce Symposium in Fort Collins.

"Most organizations are smart. But they're not healthy with minimal politics, clear communication, minimal confusion, high morale, low turnover and high productivity," he said.

He said a healthy company follows a formula, like a mathematical formula. Team health X strategic clarity X reinforcement = organizational health. "And like math, if any of those areas is a zero, you know what the answer is," he said.

Health results from trust within the team, from healthy conflict, joint commitment, accountability within the team, and shared ownership of results.

Strategic clarity boils down to five basic questions, he said.

- Why do we exist? It has to be more than just generating cash.
- How do we behave? Does behavior reflect what we believe?
- What do we do? The desired outcomes drives the answer to this question.
- How will we succeed? Tactics to achieve success will change as conditions change.
- What's most important, right now? How we respond to conditions right now, and to emergencies, shows a unified focus.



Courtesy Trebuchet Group

Chris Hutchinson speaks to a group at the 2019 Workforce Symposium.

Hutchinson said companies and teams can get healthier by sharing personal stories, spending time together off the job so team members know each other as people first, by establishing norms and by encouraging disagreement. Leadership should ask for comment early and often.

Then, teams should measure what matters and share recognition and rewards. Goals can't all be competitive, but achievement should recognize the role of the whole team and spotlight the positive company outcomes in the community, he said.

State tries to determine future of work

By Jeff Thomas
news@bizwest.com

The new Office of Future of Work at the Department of Labor and Employment (CDLE) ought to benefit most everyone short of retirement, according to two of its chief architects.

"I'm a product of someone who (took the traditional route) — went to high school, went to college," said CDLE Executive Director Joe Barela. "But that doesn't take into account that people have to change throughout their work life. Learning doesn't have to stop; it's a continual investment."

Colorado Gov. Jared Polis created the new office by executive order on Sept. 4 last year, saying it will serve as a central point for the state's efforts to respond to Colorado's rapidly changing economy and workforce. While that may sound like an invitation to forecast the future of technological change, Barela said that's not the whole perspective of the office.

"The technological part of it is important, but also we have to have good places for people to up ramp their skills," he said. While other states have designed transition programs, especially for displaced workers, Barela said "I think they've been sort of myopic."

Katherine Keegan, who has been named director of the Office of Future Work, was another architect of the program, along with Barela. She said creating the nuts and bolts of the program will take time, beginning with looking at programs in other departments, such as the Colorado Department of Education, that are already paying dividends.

Rural areas of the state will obviously create a particular challenge, the duo said. However, beginning with K-12 education, the landscape for all young people could change dramatically — for instance, looking at programs that might allow high school students to graduate with an associate's degree.

"We don't want to start at ground zero; we'll make changes where



Courtesy Poudre Futures Lab

Futures Lab MobileMakers and Unmanned Aerial Systems students share their learning with PSD.

change can be made, Keegan said. Working with Colorado businesses and other organizations, such as the Brookings and Aspen institutes, may lead to some ground-floor programming.

With state unemployment currently at about 2.8 percent, Barela said providing industry with workers with the right skill sets is the No. 1 priority today. "How do we get skilled employees to industry in a quicker and more efficient way?" he asked.

On the other hand, the new agency should also be aware of trends that will eliminate existing jobs, such as people working in coal-based power plants. "We need to realize that's going to happen and get out in front of that," Barela said.

"All Coloradans should have the ability to prosper," he said. "There are many who are not doing well."

Here's how today's kids determine their careers



By Dan England
news@bizwest.com

When Scott Elias went to high school — and if you must know, it was more than 20 years ago — he was presented with a choice: He could go to college, or he could not go to college.

Those who didn't go to college were probably shuffled off to a place many schools called "Vo-Tech," a place where they could learn how to work on cars or ace the so-called "shop" courses.

Those days are over. School districts still prepare students for college, but they also now present pathways to careers that may or may not involve college, offer opportunities for students to try out many different life skills to help them figure out possible careers and, yes, use a new-and-improved Vo-Tech model that may still prepare students for a career in auto mechanics but also prepare them for studying mechanical engineering at a university.

This trend emerged as long as 10 years ago, but it's gained strength in the last few years as businesses grew concerned about replacing an aging baby boomer generation with an unskilled labor force. Jobs were changing every few years and administrators wanted to provide students with options other than tens of thousands in college debt for a marginally better job.

"We want to change the thinking that you go to college, and that's where you figure it out," said Nick Peterson, career and technical education specialist and counselor for the Poudre School District in Fort Collins. "No, you should have an idea of what you want to do once you graduate from high school."

Students don't have to have their careers mapped out, of course, and the Futures Lab, Poudre's answer to this trend, doesn't expect them to. The program offers students a chance to explore as well as dive deep into many career opportunities. The classes offered this year include learning how to fly a drone, iPhone app development, an incubator that could inspire students to start their own business and a class to prepare students for a university. The program is in its first year, so it's located at Fort Collins High School, but it's for high school students in all schools, who will be bused out when it's time for their classes at the Lab. Administrators hope to have the Lab in a more permanent location in



Courtesy Poudre Futures Lab

Futures Lab MobileMakers students learn about augmented reality from Madwire.

Courtesy Poudre Futures Lab

Futures Lab business incubator students collaborate with Mantooth Marketing on branding and logo design.

the next couple of years.

“This extends and enhances the classes we are offering at our regular high schools,” Elias said. “For us, it’s how can we supplement the opportunities already out there.”

Greeley-Evans School District 6 uses a model called Career Pathways that involves counselors sniffing out student interests and matching them with a path to get there. College, said Rhonda Haniford, assistant superintendent for secondary schools, is now just one of those ways.

“We will find different ways for students to be successful,” Haniford said. “If we can help them while they are here to reach that goal, they are much more engaged in school because there’s a relevancy there.”

It’s “lovely,” Haniford said, if students take the initiative and talk to their counselor and get an idea on what pathway they should be on, but many students, of course, don’t do that. So counselors are charged with finding the interests of their students with one-on-one meetings. They know the likes and dislikes of the students and hand them off to other counselors after a pow-wow as the students move up in grades all the way through high school.

“We don’t let the kids just figure it out on their own,” Haniford said. “But they have a LOT of input as to what they pick.”

Last year up to 300 students earned industry certification from the pathways program, which may or may not lead to college in their lifetime. But it could lead to a worthwhile career.

The Boulder Valley School District embraces the Vo-Tech concept. In fact, there’s a school for that now called the Boulder Technical Education Center, or Boulder TEC. The school provides real-life career opportunities that include, yes, working on cars (a worthwhile, potentially lucrative career in high demand, by the way) but also construction trades, cosmetology and college preparation for careers in such fields as forensic science and mechanical engineering.

“If they’ve never had their hands on a piece of equipment, when they get to engineering school, they will be at a major disadvantage,” said Arlie Huffman, career and technical education director for the Boulder



Valley School District. “We can help them with that. There’s still a lot of perception that this is the old vo-tech education model, and that’s the furthest thing we’ve got now.”

More than 5,000 students in the district take TEC courses every year, Huffman said, and the idea isn’t to shuffle them into jobs. The idea is to help them figure out some possibilities.

“They shouldn’t have to feel the pressure to pick,” Huffman said. “They should have the opportunity to experience a variety of things. There’s just so many opportunities that are just phenomenal right now that aren’t your four-year institution model and that aren’t dead-ends.”

Job apps



Finding the right career, and finding a job within that career, can be daunting tasks and certainly ones that have bedeviled many a student. Or adult still trying to find the right path. But there are numerous resources available on the Internet or in the app store for download onto your smartphone. Here are just a few to check out.



Glassdoor — Want to know about a company — what it pays, whether staff members like it and other hard-to-find information is available on the app Glassdoor, which can be found at Glassdoor.com.



LinkedIn — OK, Instagram, Facebook and other social apps may have more general purpose uses, but LinkedIn is THE business networking app that professionals use to connect with one another and to hunt for jobs. Try it free; buy a premium version if you want.



Ummo — This app was created by students from Harvard and MIT. It resides on smartphones and listens in on your speech. Then, it analyzes and helps you improve how you speak. For those who are self-conscious speaking in front of others, or in interviews, it can help improve speech and, in turn, give you confidence.



Pathsource — As seen on the Pathsource website, this app does two very significant things: It helps people pick a career, then helps them build a resume with all the fancy options that help job applicants stand out.



Good & Co. — This application helps employees — and prospective employees — figure out if they're a good fit and how to get along. Using personality tests and teamwork tools, it helps people discover who they are and, if considering a job, whether they'd fit with their target company.



Career Confidential — At careerconfidential.com, job seekers will find coaches, podcasts, webinars, videos, free reports and paid services.



Google maps — What? Is this a useful app for job seekers? Well, yes, if you want to arrive on time for your interview.

Tips for a job interview

Sitting for a job interview can be a stressful experience, not only for first-time job seekers but also for seasoned professionals. Fortunately, a few important tips can ease the stress of an interview, while boosting confidence.

So how should job seekers prepare for a conversation with someone who holds your future in their hands? Here are some tips:

Clean up your social media. Are you comfortable with everything you've posted on social media over the years? Is there anything you've posted that you might not want an interviewer — let alone your grandma — to read? Are there compromising photos, overly political musings or foul language on Twitter, Facebook or Instagram? If so, clean it up! And think before you post!

Update resume, cover letter, LinkedIn profile. It should stand to reason that a resume and cover letter should be updated, but you should also tailor them to fit the particular job opportunity. If you have experience in multiple areas but the job opportunity focuses on one in particular, that's the piece that should be highlighted. Also, proofread your resume and cover letter many times, and ask others to do so. Use spell-check. And make sure your LinkedIn profile is up to date.

Filter your job possibilities. Read job postings carefully, ensuring both that you meet all of the desired qualifications and that the job for which you're applying is one you actually want. If a would-be employer posts a position that requires five years experience, it probably doesn't make a lot of sense to apply if you're fresh out of school.

Do your homework. The more you know about a company or organization, the better you'll be able to respond to questions from an interviewer. What does the company do? What is its target market? What have been major news announcements about the company in recent years? No one likes to interview a candidate who hasn't bothered to learn about the company, its customers or its products. In the Internet age, there's no excuse for lack of knowledge about an organization.

Be enthusiastic. Interviewers want to hire people who want to work for them. Start the interview off right by expressing enthusiasm for the company or organization, how you've followed them for a long time and would love to be part of the team.

Ask questions. As you become familiar with a company, think of some pertinent questions about its strategy, target market, growth opportunities, challenges and opportunities. This will impress the interviewer in multiple ways: It will demonstrate that you've done your homework, have a grasp of the company's objectives, aren't afraid to ask questions and could be an asset to the company as a creative, forward-thinker.

Make a good impression. Be respectful of those with whom you come in contact, whether it's a receptionist, an interviewer or someone else. Dress appropriately for the situation, whether it's business attire or jeans. Arrive early for the interview. Look people in the eye. Sit up straight. Speak clearly and not too softly. Most importantly, have fun, and be yourself!

Don't bad-mouth former bosses. Nothing will turn an interviewer off more than having someone speak ill of a prior manager or boss. If you've left a prior position, find a diplomatic way of relating that information, but don't talk negatively about previous supervisors or employers.

Identify your selling points. What makes you the ideal person for this position? Perform an honest self-evaluation, and be prepared to sell an interviewer on your knowledge, creativity, sales ability, communication skills, mechanical inclination or whatever is most required. Don't just say you have certain skills — go prepared with examples of how you've put your skills to use to solve problems.

Practice, practice, practice. Prepare for your interview by rehearsing with a friend, family member or career coach. Perform a complete dry run by introducing yourself, answering questions and asking questions. Do this as many times as it takes for you to get comfortable. It will help ease your nerves for the real thing!

Rank	Company	Number of local employees	Services provided/	Phone Website Year founded	Person in charge, Title
1	Hensel Phelps Construction Co. 420 Sixth Ave. Greeley, CO 80631	357	Planning and design, construction and facility management.	720-592-2000 www.henselphelps.com 1937	Michael Choutka, president & CEO
2	FCI Constructors Inc. 4015 Coriolis Way Frederick, CO 80504	123	Construction management, design-build and general contracting.	970-535-4725 www.fcicol.com 1978	Jeff Erker, senior vice president
3	Sun Construction & Design Services Inc. 1232 Boston Ave. Longmont, CO 80501	121	Construction and renovation of industrial and commercial buildings.	303-444-4780 www.sunconstruction.com 1985	Andrew Welch, president
4	The Neenan Co. 3325 S. Timberline Road, Suite 100 Fort Collins, CO 80525-4427	120	Integrated design-build firm specializing in education, health-care, government and commercial buildings.	970-493-8747 www.neenan.com 1966	David Shigekane, president
5	Brinkman Construction 3528 Precision Drive, Suite 100 Fort Collins, CO 80528	112	Brinkman Construction is a 100% employee owned company providing commercial construction services for a wide range of product types along the Front Range.	970-267-0954 www.brinkmanconstruction.com 2005	Jim Ciesla, president & CEO
6	Roche Constructors Inc. 361 71st Ave. Greeley, CO 80634	71	Construction manager/general contractor.	970-356-3611 www.rocheconstructors.com 1971	Tom Roche, CEO/president
7	Saunders Heath 1212 Riverside Ave., Suite 130 Fort Collins, CO 80524	69	Commercial, industrial construction management and general contracting.	970-221-4195 www.saundersheath.com 1977	Dave Sandlin, president
8	Golden Triangle Construction Inc. 700 Weaver Park Road Longmont, CO 80501	67	Commercial construction, general contractor, including office, medical facilities, retail, educational, parks and warehouse construction.	303-772-4051 www.gtc1.net 1977	Brian Laartz, President; Jeff Nading, CEO
9	Haselden Construction 330 S. College Ave., Suite 300 Fort Collins, CO 80524	56	General contracting, construction management, design-build, real estate development, on-call/small projects construction	970-232-2096 www.haselden.com 1973	Ken Baumgartner, regional director
10	Dohn Construction Inc. 2642 Midpoint Drive Fort Collins, CO 80525	55	General contracting and construction management.	970-490-1855 www.dohnconstruction.com 1992	Doug Dohn, president; Connie Dohn, owners
11	Bryan Construction Inc. 4700 Innovation Drive, Building C Fort Collins, CO 80525	55	Construction management, general contracting, preconstruction services, new construction, design/build, renovations and tenant finish.	970-377-0937 www.bryanconstruction.com 1978	Todd Blanks, executive manager, Northern Colorado group
12	Melton Design Build 3082 Sterling Circle Boulder, CO 80301	49	Design-build remodeling company for residential and commercial projects, with an in-house architecture and design department.	303-473-9542 www.meltondesignbuild.com 1993	Ty Melton, president
13	ECI Site Construction Management Inc. 2526 14th St. S.E. Loveland, CO 80537	46	General contractor and construction manager of multi-faceted infrastructure and recreation projects. Typical projects include turn-key public spaces, parks, drainageway and redevelopment construction	970-669-6291 www.ecisite.net 1983	Ted Johnson, president
14	Hall-Irwin Corp. 301 Centennial Drive Milliken, CO 80543	45	Vertical construction, water storage and land development construction.	970-587-6928 www.hall-irwin.com 1963	Ed Lafferty, CEO
15	GH Phipps Construction Cos. 4800 Innovation Drive Fort Collins, CO 80525	44	General contracting. Hospitals and other medical facilities, higher-education facilities, K-12, high tech, office buildings, religious facilities and civic buildings.	970-776-5500 www.ghiphps.com 1952	Kurt Klanderud, president
16	Deneuve Construction Services 2344 Spruce St., Suite B Boulder, CO 80302	40	Commercial and multifamily construction, affordable housing	303-444-6633 www.deneuveconstruction.com 1977	David Garabed, president
17	Elder Construction Inc. 7380 Greendale Road Windsor, CO 80550	38	Construction management, general contracting, pre-construction services and design-build.	970-744-4731 www.elderconstructioninc.com 1994	Christopher Elder, president & CFO
18	Symmetry Builders Inc. 5069 Silver Peak Ave., Suite 1 Dacono, CO 80514	34	Commercial general contractor headquartered in Dacono with projects across the Front Range and Mountain regions.	303-444-1044 www.symmetrybuilders.net 2011	Henry Zurburg, president; CJ McCray, partner; Andy Wood, vice president; Brad Choje, partner; Jack Hliett, partner; Josh Brasseal, partner
19	McCauley Constructors Inc. 650 Innovation Circle Windsor, CO 80550	32	Commercial and light industrial construction management; general contractor.	970-686-6300 www.mccauleyconstructors.com 2005	Leon McCauley, President & CEO
20	PG Arnold Construction Inc. 3109 28th St. Boulder, CO 80304	30	Commercial general contractor - tenant finish and ground up	303-818-3042 www.pgarnold.com 2015	Paul Arnold, president; Shannon Rogers, executive vice president
21	Evergreen Industrial Ltd. 206 E. Fourth St., Suite 210 Loveland, CO 80537	30	Design/build general contracting and steel erection.	970-461-5799 www.evergreen-ind.com 2014	Curt Brinker, COO & CEO
22	Sampson Construction Co. Inc. 4508 Endeavor Drive Johnstown, CO 80534	30	Construction management, preconstruction services, design-build, general contractor and owner agent.	970-203-1370 www.sampson-construction.com 1952	Thaddeus Lienemann, vice president
23	Krische Construction Inc. 605 Weaver Park Road Longmont, CO 80501	28	Commercial building, municipal and community projects, medical, lab and clean room facilities, educational buildings and upgrades. Pre-construction services, estimating and project management.	303-776-7643 www.krischeconstruction.com 1987	Mark Pilkington, president
24	Coe Construction Inc. 2302 E. 13th St. Loveland, CO 80537	22	Commercial general contractor.	970-663-7636 www.coeconstruction.com 1990	Gregg Meisinger, president
25	Milo Construction Corp. 1898 S. Flatiron Court, Suite 100 Boulder, CO 80301	18	General contractor, pre-construction services, design services, commercial construction, tenant improvement, structural repairs and historic remodel.	303-444-7775 www.miloconstruction.com 2000	Patrick Minniear, owner

Regions surveyed include Boulder, Broomfield, Larimer and Weld counties and the city of Brighton.

* 2019 data.

Researched by BizWest

Electrical Contractors

(Ranked by number of employees)

Rank	Company	Number of employees Number of electrical contractors	Products/Services	Phone Website	Person in charge, Title Year founded
1	Ward Electric Co. Inc. 3690 Stagecoach Road Longmont, CO 80504	210 ¹ 12 ¹	Full-service electrical contractor. Residential, commercial, industrial, overground & underground, transmission, distribution, substations, renewable energy, boring, fiber optics, engineering.	303-682-0066 www.wardelectriccompany.com	Mark Ward, CEO; Matt Ward, VP 2005
2	Interstates 1409 Duff Drive Fort Collins, CO 80524	120 90	Single-source electrical construction & service, electrical engineering, instrumentation, automation control systems and UL listed panel fabrication services for industrial and commercial facilities.	970-221-1776 www.interstates.com	Joshua Barber, regional director 1953
3	Encore Electric Inc. 225 N. Lemay Ave., Unit 5 Fort Collins, CO 80524	110 600	New construction, service & maintenance, preconstruction services, prefabrication, technology and system integration services.	970-221-3311 www.encoreelectric.com	Andrew Gordon, director of Wyoming and Northern Colorado 2003
4	Barnes Electrical Contracting Inc. 1375 Horizon Ave. Lafayette, CO 80026	100 28	Commercial and residential electrical contracting. Apartment complexes, housing communities, hotels, office and big-box retail.	303-665-6188 www.barneselectrical.com	David Barnes, president 1986
5	Gregory Electric 3317 N. Lincoln Ave. Loveland, CO 80538	95 41	Electrical contracting and service.	970-669-7609 www.gregoryelectricinc.com	Rod Bryant, president 1988
6	Bret's Electric LLC 8312 Raspberry Way, Suite A Frederick, CO 80504	95 25	Electrical contractor for design-build projects, commercial, industrial, multi-family, schools and medical facilities.	720-494-8944 www.bretselectric.com	Janet Martin, vice president 1993
7	Accent Electrical Services Corp. 7223 W. 118th Place, Unit L Broomfield, CO 80020	69 ¹ 26 ¹	Commercial electrical contractor specializing in design-build, new construction, tenant finish and service work. Licensed in Colorado and Wyoming.	303-466-8966 www.accentes.com	Donna Neddeau, president 2003
8	Core Electric Inc. 168 CTC Blvd., Suite A Louisville, CO 80027	65 ¹ 1 ¹	Commercial, industrial, residential and service.	720-887-3877 www.coreelec.com	Wayne Nemitz, president 2001
9	Malm Electrical Contractors LLC 5641 Iris Parkway, Suite A Frederick, CO 80504	50 36	Commercial, industrial, multi-family and design-build services.	970-532-9900 www.malmelectrical.com	Trent Malm; Roy Maynes; Chris Raskay, partners 2002
10	Eckstine Electric Co. 13739 Weld County Road 25 1/2 Platteville, CO 80651	30 ¹ 12 ¹	Design-build, industrial and commercial.	970-785-0601 www.eckstineelectric.com	Rick Hiatt, president, owner; Ean Logan, vice-president, owner 1954
11	EMF Electrical Corp. 7240 Weld County Road, No. 1 Longmont, CO 80504	28 ¹ 24 ¹	Power and data distribution.	303-772-2530 www.emfelectrical.com	Joseph Walck, president 1961
12	Conduct All Electric 7352 Greenridge Road, Suite A2 Windsor, CO 80550	20 14	Electrical services for commercial and residential.	970-685-4490 www.conductall.com	Evan Worsley, president 2016

Region surveyed includes Boulder, Broomfield, Larimer and Weld counties and the city of Brighton.
1 2019 data.

Researched by BizWest



CONNECTING PEOPLE WITH BUSINESS
 CUSTOM PUBLICATIONS | E-NEWSLETTERS | CONTENT MARKETING | EVENT MANAGEMENT
 AUDIENCE DEVELOPMENT | MOBILE | WEBSITES | BOOK OF LISTS/DIRECTORIES

BizWest
 The Business Journal of the
 Boulder Valley and Northern Colorado

JEFF NUTTALL | PUBLISHER
 [970] 232-3131 | [970] 227-7103
 JNUTTALL@BIZWEST.COM | WWW.BIZWEST.COM

Rank	Company name	Employees 2019 Employees 2018	Products/Services	Phone Email Website	Person in charge Year founded
1	JBS USA 1770 Promontory Circle Greeley, CO 80634	4,600 4,600 ^a	Animal meat producer and exporter.	970-506-8000 margaret.mcdonald@jbsusa.com www.jbsusa.com	Andre Nogueira, CEO 1953
2	Vestas Blades America Inc. 11140 Eastman Park Drive Windsor, CO 80550	2,700 ^a 2,700 ^a	Wind turbines, blades, nacelles, towers.	970-674-6100 vestas@vestas.com www.vestas.com	Anders Runevad, CEO 1979
3	Ball Corp. 10 Longs Peak Drive Broomfield, CO 80021	2,000 2,000	Aerospace and defense.	303-469-3131 N/A www.ball.com	John Hayes, president & CEO; Rob Strain, president, Aerospace 1880
4	Broadcom Inc. 4380 Ziegler Road Fort Collins, CO 80525	1,747 ^a 1,500	Designs and develops analog, digital, mixed signal and opto-electronics components and subsystems, with a focus in III-V compound semiconductor design and processing.	970-288-2575 N/A www.broadcom.com	Hock Tan, CEO/president 2005
5	Woodward Inc. 1081 Woodward Way Fort Collins, CO 80524	1,712 ^a 1,307 ^a	Components and systems that enable energy control, efficient operations and lower emissions in large industrial engines.	970-482-5811 corpinfo@woodward.com www.woodward.com	Thomas Gendron, president, CEO & chairman 1870
6	Ball Aerospace & Technologies Corp. 1600 Commerce St. Boulder, CO 80301-2734	1,600 1,600	Develops and manufactures spacecraft, advanced instruments and sensors, components, data exploitation systems and RF solutions for strategic, tactical and scientific applications.	303-939-6100 info@ball.com www.ballaerospace.com	John Hayes, CEO, president 1956
7	Seagate Technology PLC 389 Disc Drive Longmont, CO 80503	1,300 ^b 1,300 ^b	Data-storage company.	720-684-1900 N/A www.seagate.com	Stephen Luczo, CEO/president 1979
8	Maxar Technologies Inc. 1300 W. 120th Ave. Westminster, CO 80234	1,207 ^b 861 ^b	Provides high-resolution satellite imagery.	303-684-4000 info@maxar.com www.maxar.com	Dan Jablonsky, CEO 1992
9	Halliburton Energy Services Inc. 2990 Weld County Road 27 Fort Lupton, CO 80621	1,030 ^b 1,030	Providers of products and services to the global energy industry.	303-825-4346 N/A www.halliburton.com	1919
10	Hunter Douglas Inc., Window Fashions Division 1 Duette Way Broomfield, CO 80020	1,000 950	Window shades and blinds, window shadings, modern Roman shades, privacy sheers, Hunter Douglas Platinum technology.	303-466-1848 consumer@hunterdouglas.com www.hunterdouglas.com	Doug Barr, president & general manager 1946
11	Otter Products LLC 209 S. Meldrum St. Fort Collins, CO 80521	1,000 1,000	Creates waterproof, protective cases for phones and other electronic devices.	970-493-8446 customerservice@OtterBox.com www.otterbox.com	Steve Nisbet, president; Curt Richardson, founder & chairman; Jim Parke, CEO 1998
12	Emerson Process Management, Micro Motion Division 7070 Winchester Circle Boulder, CO 80301	830 ^b 830 ^b	Coriolis flow and density measurement technology.	03-530-8400 InfoCentral@EmersonProcess.com www.micromotion.com	David Farr, CEO 1977
13	Hach Co. 5600 Lindbergh Drive Loveland, CO 80539	800 800	Water-analysis systems and hydro lab instruments.	970-669-3050 umuller@hach.com www.hach.com	Kevin Klau, president 1947
14	Tolmar Inc. 701 Centre Ave. Fort Collins, CO 80526	700 727	Fully integrated pharmaceutical company. Product development, clinical trial expertise and manufacturing.	970-212-4500 info@tolmar.com www.tolmar.com	Anil D'Souza, CEO 2006
15	Sierra Nevada Corp. Space Systems 1722 Boxelder St. Louisville, CO 80027	580 580	SNC's Space Systems is a full-service space mission provider & product supplier of space technologies & advanced spacecraft for civil, commercial & national security applications.	303-530-1925 ssg@snrcorp.com www.snrcspace.com	Eren Ozmen, owner and president ; Fatih Ozmen, owner and CEO 1963
16	Anheuser-Busch Fort Collins Brewery 2351 Busch Drive Fort Collins, CO 80524	570 760 ^a	Brewing company.	970-490-4500 media@anheuser-busch.com www.anheuser-busch.com	Eugene Bocis, general manager 1852
17	Circle Graphics 120 Ninth Ave. Longmont, CO 80501-4594	550 500	Billboards, wall decor, business & retail signs & banners.	303-532-2370 info@CircleGraphicsOnline.com www.circlegraphicsonline.com	Andrew Cousin, CEO 2000
18	Aurora Organic Dairy 7388 Colorado Highway 66 Platteville, CO 80651	550 500	Certified organic milk and butter.	720-564-6296 info@aodmilk.com www.aodmilk.com	Scott McGinty, CEO 2003
19	Leprino Foods 1302 N. First Ave. Greeley, CO 80631	535 535	Dairy food and ingredient company.	970-351-6041 N/A www.leprinofoods.com	Mike Durkin, president 1950
20	New Belgium Brewing Co. 500 Linden St. Fort Collins, CO 80524	425 425	Belgian-style, hoppy and experimental craft beers.	970-221-0524 nbb@newbelgium.com www.newbelgium.com	Kim Jordan, co-founder; Steve Fehcheimer, CEO 1991
21	Intel Corp. 4701 Technology Parkway Fort Collins, CO 80528	415 415	Data-storage solutions.	970-267-2267 bill.mackenzie@intel.com www.intel.com	1968
22	Carestream Health Inc. 2000 Howard Smith Ave. West Windsor, CO 80550	400 400	Medical film.	970-304-4600 N/A www.carestream.com	2007
23	Advanced Energy Industries Inc. 1625 Sharp Point Drive Fort Collins, CO 80525	400 584	Power and control technologies for high-growth, precision power conversion solutions.	970-221-4670 carol.anderson-reinhardt@aei.com www.advanced-energy.com	Yuval Wasserman, CEO/ president 1981
24	Corden Pharma Colorado Inc. 2075 55th St. Boulder, CO 80301-2880	350 350 ^a	Develops and produces pharmaceutical intermediates and active ingredients.	303-442-1926 boulder.reception@cordenpharma.com www.cordenpharma.com	Brian McCudden, CEO 1946
25	Carefree of Colorado 2145 W. Sixth Ave. Broomfield, CO 80020	325 300	Develops, manufactures, markets and sells shade products and accessories in recreational, residential and commercial applications.	303-469-3324 N/A www.carefreeofcolorado.com	1971
26	Spectra Logic Corp. 6285 Lookout Road Boulder, CO 80301	312 312	Scalable "deep storage" solutions that utilize automated tape libraries and disk systems to store data.	303-449-6400 sales@spectrallogic.com www.spectrallogic.com	Nathan Thompson, CEO 1979
27	Colorado Premium Foods 2035 Second Ave Greeley, CO 80631-7201	250 250	Provides a variety of fresh, frozen or consumer-ready meats to major U.S. retailers, restaurant chains and food-service companies worldwide.	970-313-4400 zack.henderson@coloradopremium.com www.coloradopremium.com	Kevin LaFleur, co-founder & president 1998

Rank	Company name	Employees 2019 Employees 2018	Products/Services	Phone Email Website	Person in charge Year founded
28	Nite Ize Inc. 5660 Central Ave. Boulder, CO 80301	250 225	Nite Ize designs and manufactures inventor-driven products that organize your life, protect your gear, light your way, and creatively solve your everyday problems.	303-449-2576 info@niteize.com www.niteize.com	Rick Case, CEO & founder 1989
29	Noosa Yoghurt LLC 4120 County Road 25E Bellvue, CO 80512	250 160	Cultured dairy products.	970-493-0949 info@noosayoghurt.com www.noosayoghurt.com	Wade Groetsch, president/COO 2010
30	O-I Glass Container 11133 Eastman Park Drive Windsor, CO 80550-3398	208 208	Glass containers	970-674-3800 N/A N/A	2005
31	Array BioPharma Inc. 3200 Walnut St. Boulder, CO 80301	200 200	Discovers, develops and commercializes targeted small molecule drugs to treat patients afflicted with cancer.	303-381-6600 info@arraybiopharma.com www.arraybiopharma.com	Ron Squarer, CEO 1998
32	Xilinx Inc. 3100 Logic Drive Longmont, CO 80503	200 200*	All programmable FPGAs, SoCs, 3DICs, design tools.	720-652-3600 N/A www.xilinx.com	Moshe Gavrielov, president/CEO 1984
33	ARC Colorado Inc. 7040 Weld County Road 20 Fireston, CO 80504	200 450	Metal injection molding.	303-833-6000 N/A www.aftrmim.com	Jed Rust, executive vice president 1993
34	SomaLogic Inc. 2945 Wilderness Place Boulder, CO 80301	200 200	Develops clinical diagnostics and research tools based on its proprietary and novel proteomics technologies.	303-625-9000 information@somallogic.com www.somallogic.com	Byron Hewett, CEO 2000
35	DMC Global Inc. 5405 Spine Road Boulder, CO 80301	195 195*	Explosion welding, explosion-welded clad products and advanced perforating systems and components.	303-665-5700 info@dmcglobal.com www.dmcglobal.com	Kevin Longe, president & CEO 1965
36	Walker Manufacturing Co. 5925 E. Harmony Road Fort Collins, CO 80528	193 205	Manufacturer of commercial-grade riding lawn mowers and attachments.	970-221-5614 bobw@walkermowers.com www.walkermowers.com	Bob Walker, president 1959
37	Kodak Alaris 9952 Eastman Park Drive Windsor, CO 80551	185 185*	Imaging	970-686-7611 kodakalaris.com www.kodakalaris.com	Stephen Kozak, Kodak Alaris site manager 2013
38	Intel Corp. 1921 Corporate Center Circle, Suite 3B Longmont, CO 80501	185 185	Data-storage solutions.	503-264-1330 bill.mackenzie@intel.com www.intel.com	1968
39	Water Pik Inc. 1730 E. Prospect Road Fort Collins, CO 80553	180 180	Waterflossers, sonic toothbrushes and replacement showerheads.	970-484-1352 cafitzgerald@waterpik.com www.waterpik.com	Bart Prins, CEO 1962
40	Boulder Scientific Co. 4161 Specialty Place Longmont, CO 80504	177 177	Manufacturer of advanced organometallic catalysts, ligands, and co-catalysts.	970-535-4494 dlmorrison@bouldersci.com www.bouldersci.com	Don Morrison, director of business development 1972
41	Agilent Technologies Inc., Nucleic Acid Solutions Division 5555 Airport Road Boulder, CO 80301	175 175	Flexible therapeutic oligonucleotide development services and manufacturing for the biotech and pharmaceutical industries.	303-222-4900 N/A www.agilent.com	1999
42	Golden Aluminum Inc. 1405 E. 14th St. Fort Lupton, CO 80621	173 173	Aluminum coil manufacturing.	303-654-8301 sales@goldenaluminum.com www.goldenaluminum.com	Ted Blakely, vice president of operations 1983
43	Avery Brewing Co. 4910 Nautilus Court N Boulder, CO 80301-3242	150 150	Craft-beer manufacturing and sales to distributors. Retail beer sales, tap room and restaurant with draft and growler beer sales, full-service food and retail merchandise	303-440-4324 info@averybrewing.com www.averybrewing.com	Adam Avery, president/owner 1993
44	Meadow Gold Dairy 450 25th St. Greeley, CO 80631	148 148	Dairy products.	970-352-7860 scott_johnson@deanfoods.com www.deanfoods.com	Scott Johnson, sales manager; John Guerin, general manager 1937
45	Viega LLC 12303 Airport Way, Suite 395 Broomfield, CO 80021	145 145	Manufactures pipe-fitting installation technology.	800-976-9819 insidesales@viega.us www.viega.us	Dave Garlow, president & CEO 1899
46	Sparkfun Electronics 6333 Dry Creek Parkway Niwot, CO 80503	140 140	Online retail store that sells the bits and pieces to make your electronics projects possible. Our products and resources are designed to make the world of electronics more accessible.	303-284-0979 spark@sparkfun.com www.sparkfun.com	Nathan Seidle; Nathan Seidle, CEOs 2003
47	In-Situ Inc. 221 E. Lincoln Ave. Fort Collins, CO 80524	130 130	Manufactures environmental monitoring and sampling systems used to assess the quantity and quality of groundwater and surface water.	970-498-1500 sales@in-situ.com www.in-situ.com	John Pawlikowski, president & CEO 1976
48	Tharp Cabinet Co. 380 W. 37th St. Loveland, CO 80538	130 135	Full-service manufacturer of custom residential, commercial, and specialty cabinets.	970-667-7144 info@tharpcabinets.com www.tharpcabinets.com	Garth Rummery, president 1971
49	GE Healthcare - Dharmacon 2650 Crescent Drive, No. 100 Lafayette, CO 80026	125 125	Life science research reagents and consumables including CRISPR Gene Editing, siRNA, shRNA, miRNA, custom RNA, cDNA, PCR/qPCR and other molecular biology applications.	303-604-9499 ts.dharmacon@ge.com www.gelifesciences.com/dharmacon	Michael Deines, vice president and general manager 1995
50	ARC Colorado Inc. 33 S. Pratt Parkway Longmont, CO 80501	125 125	One of the industry's leading injection molding companies and injection mold manufacturers that services the medical clean room molding community. Parents company is ARC Group Worldwide.	303-772-2525 sales@atcmold.com www.atcmold.com	1999

Regions surveyed include Boulder, Broomfield, Larimer and Weld counties

1 Includes all locations in region.

2 Includes Brighton plants.

3 Includes 1,313 employees and 434 contingent workers.

4 Includes facilities in Fort Collins, Loveland and Windsor.

5 BizWest estimate.

6 Includes 1,005 in Westminster, plus Longmont and Boulder locations.

7 DigitalGlobe also employs 199 people at its Longmont location.

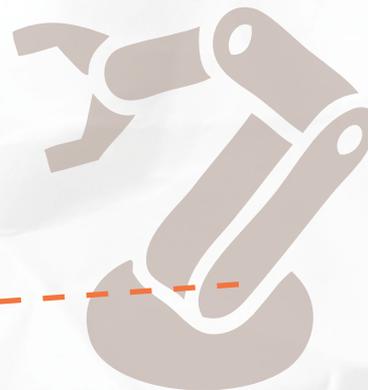
8 2018 data.

9 Did not respond. 2015 data

10 Includes employees at 4876 Sterling Drive in Boulder.

 Researched by BizWest
Not previously published

Manufacturing Resources



EDUCATION

Aims Community College

5401 W. 20th St.
Greeley, CO 80634
970-330-8008
www.aims.edu

Products & services: Community college offering more than 200 different programs and degrees, including industrial-technology programs.

Aims Community College

260 College Ave.
Fort Lupton, CO 80621
303-857-4022, ext. 4022
fortlupton@aims.edu
www.aims.edu

Products & services: Community college.

Aims Community College

104 E. Fourth St.
Loveland, CO 80537
970-667-4611
loveland@aims.edu
www.aims.edu

Products & services: Community college.

Aims Community College

Automotive and Technology Center
1120 Southgate Drive
Windsor, CO 80550
970-339-6610
nan.printz@aims.edu
www.aims.edu

Products & services: Automotive and technology center, public-safety institute.

APICS Northern Colorado

2150 Orchard Ave.
Boulder, CO 80304
apicsnoco@gmail.com
www.apicsnoco.org

Products & services: APICS Northern Colorado provides educational and networking opportunities for supply-chain and operations-management professionals in Northern Colorado, Wyoming and Western Nebraska.

Black Fox Training Institute

701 Delaware Ave., Suite B
Longmont, CO 80501
303-684-0135
sharonm@blackfox.com
www.blackfox.com

Products & services: Training in electronics manufacturing.

Boulder Technical Education Center

www.bvbsd.org/high/arapahoe/Pages/TEC.aspx
Boulder TEC coursework is coordinated with the Colorado Community College System's coursework. This crosswalk provides the opportunity for students to receive free community college credit for successful completion of a TEC program. Most TEC programs have a number of community college classes that can be transferred to a transcript without charge by the agreeing community college once a student certifies in the program and enrolls in a particular community college and transcripts one class. Students must complete the certification requirements within a program to transfer credits to the community college.

CareerRise

200 W. Oak St., Suite 5000
Fort Collins, CO 80521
970-498-6600 970-498-6670
www.larimer.org/ewd/young-adults/careerrise

Products & services: Helps young action-takers take on more responsibility for realizing early career achievements. This program of the Larimer County Workforce Center partners with resources across Larimer County to provide forward-thinking training, employment skills development, paid opportunities, entrepreneurial workshops, and educational assistance for the younger job-seekers in the community to serve, work, and excel using their unique talents.

Careers in Colorado

www.careersincolorado.org
Products & services: Career guide for advanced manufacturing, business operations, construction, cybersecurity, health care and information technology.

CollegeAmerica

4601 S. Mason St.
Fort Collins, CO 80525
970-221-2769
www.collegeamerica.edu
Products & services: Offers programs in health care, business, technology and graphic arts.

Colorado State University

www.colostate.edu
Products & services: Advanced manufacturing research, including advanced materials and process development; credit manufacturing-engineering courses; noncredit business and manufacturing-related courses; and much more.

EduFactor

www.edufactor.org
Products & services: Resources and tools for educators and business leaders to inspire the next generation of makers.

Emily Griffith Technical College

www.emilygriffith.edu
Products & services: School offering courses in health care, creative arts, skilled trades, English language, high-school equivalency and apprenticeships.

Front Range Community College — Larimer Campus

4616 S. Shields St.
Fort Collins, CO 80526
970-226-2500
www.frontrange.edu
Products & services: Community college that offers almost 100 degrees and certificates, including machining and manufacturing, advanced-manufacturing technology, and many more.

Front Range Community College — Boulder County Campus

2190 Miller Drive
Longmont, CO 80501
303-678-3722
www.frontrange.edu
Contact: George Newman, machining program director
george.newman@frontrange.edu
Products & services: Community college that offers almost 100 degrees and certificates, including machining and manufacturing, advanced-manufacturing technology, and many more.

Greeley-Evans/Weld County District 6 Career Pathways

www.greeleyschools.org/Page/2711
Products & services: Students have the option to follow a number of career pathways including but not limited to Health Academy, STEM, International Baccalaureate, Advanced Placement, and The High School of Business, as well as participate in concurrent enrollment and the Career Academy Scholarship program with various Colorado colleges.

Institute of Business & Medical Careers

3842 S. Mason St.
Fort Collins, CO 80525
970-223-2669
www.ibmc.edu
Products & services: Provides career training.

Institute of Business & Medical Careers

2863 35th Ave.
Greeley, CO 80634
970-356-4733
www.ibmc.edu
Products & services: Provides career training.

Institute of Business & Medical Careers

2315 N. Main St.
Longmont, CO 80501
303-651-6819
www.ibmc.edu
Products & services: Provides career training.

NoCo Inspire

Contact: Tanya Alcaraz, talcaraz@psdschools.org
www.nocoinspire.org
Products & services: NoCo Inspire gives Poudre School District students a chance to explore careers and industries by connecting them with local employers and community mentors. The goals are to give students career readiness skills by having them interact and build relationships with businesses and future employers, and to support a sustainable future workforce.

Northern Colorado Health Sector Partnership

www.nocohealthsector.org
Products & services: Brings health-sector employers together with educators and workers to meet growing workforce needs.

PaCE (Professional and Community Experience) Program

Fort Collins High School — Pamela Davidson, pdavidso@psdschools.org
Fossil Ridge High School — Tanya Alcaraz, talcaraz@psdschools.org
Poudre High School — Rob Breshears, rbreshea@psdschools.org
Rocky Mountain High School — Robert Papp, rpapp@psdschools.org
Through PaCE, juniors and seniors in the Poudre School District gain job skills through internships, apprenticeships, paid work and volunteer experiences. Students explore careers through industry tours, real-world professional experiences, and by building a professional network.

PWR (Post-secondary and Workforce-Ready) Internships

Contact: Kelly Kappel | kkappel@psdschools.org
www.pwrinternshipspsd.com
Products & services: The PWR Internship program through Poudre School District gives students opportunities to explore careers they are interested in while earning high school credit. Students spend 75 hours one semester with an employer/mentor, participating in professional experiences to help determine their career or educational choices after high school. Students earn five elective credits. College credit through concurrent enrollment is not available.

Thompson Valley School District — CareerWise

Contact: Susan Scott, susan.scott@thompsonschools.org.
Products & services: Modern youth apprenticeships are offered in the fields of financial services, information technology, advanced manufacturing, business operations and health care, and are designed to create education and career options in a rigorous combination of work-based and classroom learning. Administered in Loveland and Berthoud through the Thompson Valley School District and the Larimer County Economic and Workforce Development Department.

University of Colorado Boulder

www.colorado.edu
Products & services: Advanced-degree and continuing-education programs.

WorkNow

www.work-now.org
Products & services: Colorado Resource Partners integrates training and community-resource partners for comprehensive construction workforce readiness and career success through the employment platform WorkNow.

EMPLOYER RESOURCES

Associated General Contractors of Colorado

1114 W. Seventh Ave., Suite 200
Denver, CO 80204
303-388-2422
www.agcolorado.org
Products & services: Professional association for the state's commercial building industry.

CareerWise Colorado

400 S. Colorado Blvd., Suite 700
Denver, CO 80246
303-997-5990
info@careerwisecolorado.org
www.careerwisecolorado.org
Products & services: Modern apprenticeships that provide students with multiple pathways to success.

Colorado Advanced Manufacturing Association

1449 Seventh St., Suite 435
Denver, CO 80204
720-274-9776
www.coloradomanufacturing.org

Colorado Procurement Technical Assistance Center

www.coloradoptac.org
Products & services: Colorado Procurement Technical Assistance Center helps small businesses grow with federal, state and local government contracts.

EWI Colorado

815 14th St. SW, Bldg. D190
Loveland, CO 80537
970-635-5100
www.ewi.org
Products & services: EWI develops and deploys new technologies that enable companies to bridge the gap between R&D and manufacturing implementation.

Manufacturer's Edge

2650 E. 40th Ave.
Denver, CO 80205
303-592-4087
info@manufacturersedge.com
www.manufacturersedge.com
Products & services: Manufacturer's Edge encourages the strength and competitiveness of Colorado manufacturers through coaching, training, and consulting, collaboration-focused industry programs, and by leveraging government, university and economic development partnerships.

Northern Colorado Manufacturing Partnership

NoCoMfg@gmail.com
www.nocomfg.com
Products & services: Supporting Northern Colorado manufacturers of all types, the NoCo Manufacturing Partnership works to expand sustainable manufacturing and support the industrial process. The organization embraces education, collaboration and community involvement.

Skillful: A Markle Initiative

1536 Wynkoop St., Suite 525
Denver, CO 80202
303-405-6728
www.skillful.com
Products & services: Skillful focuses on the skills it takes to do a job, helping employers find qualified candidates, empowering career coaches to better help job seekers and supporting job seekers in using their capabilities to advance their careers.

Society for Mining, Metallurgy & Exploration

303-948-4200
www.smenet.org
Products & services: SME advances the worldwide mining and underground construction community through information exchange and professional development.

TalentFound

633 17th St., Suite 1200
Denver, CO 80202
www.talentfound.org
Products & services: The TalentFound gateway connects individuals and businesses with the most relevant tools and resources of the Colorado talent-development network, helping students, job seekers, workers, and employers create their own unique paths to career and business success.

WORKFORCE CENTERS

Broomfield Workforce Center

100 Spader Way
Broomfield, CO 80020
303-464-5855
www.broomfield.org/1426/Workforce-Center

Colorado Workforce Development Council

633 17th St., Suite 1200
Denver, CO 80202
303 318-8038
cwdc@state.co.us
www.colorado.gov/pacific/cwdc

Employment Services of Weld County

315 N. 11th Ave., Building B
Greeley, CO 80631
970-353-3800 www.weldgov.com/departments/human_services/employment_services

Larimer County Workforce Center — Estes Park

1601 Brodie Ave.
Estes Park, CO 80517
970-577-2140
www.larimerworkforce.org

Larimer County Workforce Center — Fort Collins

200 W. Oak St., Suite 5000
Fort Collins, CO 80521
970-498-6600 970-498-6670
www.larimerworkforce.org

Larimer County Workforce Center — Loveland

418 E. Fourth St.
Loveland, CO 80537
970-619-4650
www.larimerworkforce.org

Workforce Boulder County

515 Coffman St.
Longmont, CO 80501
720-864-6600 www.bouldercounty.org/departments/community-services/workforce-boulder-county/

Workforce Boulder County

5755 Central Ave.
Boulder, CO 80301
303-413-7555 www.bouldercounty.org/departments/community-services/workforce-boulder-county



Who We Are

Columbine Health Systems is a network designed to address the care, comfort, and safety of your family, while maintaining their dignity. We provide elders and families opportunities to create an environment conducive to their lifestyles.

Products

We have Patio Homes and Independent Living. Our Assisted Living and Skilled Nursing facilities offer nursing care, rehabilitation, palliative/hospice care, and dementia care with a patient-centered focus. Our Medical and Non-Medical Homecare, Infusion Services and Medical Equipment retail locations support the needs of the public and our clients. Our GEC educates nursing assistants in the community and our personal care providers.

Markets/Customers

Our customers are the citizens of Northern Colorado. Some require the facilities and services we provide- whether in their home or for short-term or longer term health care. Our employees are also our customers. They are vital to our success. Local hospitals also value us as preferred providers in post-acute care. Our partnerships play a significant role in our community's success.

Fun Stuff

We enrich our community, we inspire, we connect, we care. Locally owned/operated since 1971, all decisions are made to affect the best possible outcomes for clients, employees and where we live – Northern Colorado.

Career Opportunities/Benefits

This is a great place to work with opportunities at all 3 campuses. Current openings: Dietary, Housekeeping, PCPs, CNAs, LPNs, RNs, Occupational, Physical & Speech Therapist. Career advancements are available within most positions.

Community Engagement

We are very involved and committed to our local communities. From our employees volunteering their time and talent for local not-for-profit boards to our sponsorship of numerous agencies and community fundraisers and needs- we value the role and connection we must play to ensure a high quality region.

Environmental Awareness

We are a "Gold" Climate Wise Partner in Energy, Waste, and Social Responsibility.

INFO

📍 802 West Drake Road, Suite 105
Fort Collins, CO 80526

Additional Company Locations:
Fort Collins, Loveland and Windsor, Colorado

📞 (970) 492-6231

🌐 www.columbinehealth.com

👥 Employees: 1650

🤝 Year founded: 1971

👤 President & Owner: J Robert Wilson

👤 HR Director: Joyce C Saffel

📞 (970) 492-6231

✉️ joyce.saffel@columbinehealth.com



Janelle Piers

Assistant Director
of Nursing (ADON)



Age: 27

Years at Company: 4-1/2

What are your job Duties?

I help guide our team and contribute to a smooth running facility. We work together as a cohesive unit to provide quality care for residents and open doors for employees to fulfill their potential.

What does this job and working at this Company mean to you?

Columbine helped me grow from a new graduate into a leader. I enjoy supporting our staff so they can provide personalized care for a vulnerable population. Columbine nurtures staff and residents alike.

The Job

Requirements/Skills:

- BSN degree and skilled nursing facility experience
- Open, positive communication for team building
- Collaboration with all staff for resident advocacy
- Thorough knowledge of procedures and resources

Career Path:

I began as a new graduate nurse working on the floor caring for residents. I then applied and was selected to become a charge nurse and nurse manager. Recently, I transitioned to ADON.

Salary, 3 wage increases within first year and annual raises

Jackie Archer

Social Services
Director

Age: 30

Years at Company: 6

What are your job Duties?

I oversee the social services department, Resident rights, social and emotional needs, and provide support for staff. I am able to help residents navigate difficult times and I can make a difference.

What does this job and working at this Company mean to you?

I am proud to work for Columbine. I know we provide quality care and I get to play a part in that. My opinions are valued and the work I do is appreciated.



The Job

Requirements/Skills:

- Manage department/ employees
- Requires critical thinking skills
- Effectively present information and respond to questions
- Bachelors or masters degree in social work/human services

What you'll do:

- Facilitate Resident Care Conferences
- Provide support and advocacy to residents and staff
- Develop and coordinate discharge planning
- Support and ease resident and family concerns

Career Path:

- Personal Care Provider
- Social Services
- Director of Social Services

Salary, 3 wage increases within first year and annual raises



Wo We Are

Broadcom Inc. (NASDAQ: AVGO) is a leading designer, developer and global supplier of a broad range of digital and analog semiconductor connectivity solutions. Broadcom's extensive product portfolio serves four primary end markets: wired infrastructure, wireless communications, enterprise storage and industrial & other.

Products

Broadcom's diverse product portfolio includes: Semiconductors for set-top/CMTS, cable modems, and PON/ DSL, Ethernet NICs, filters and amplifiers, ASIC, wireless connectivity solutions, embedded processors, HDD/SSD controllers, enterprise SAS/SATA/Fibre Channel connectivity, data center switches and routers, optical isolation/motion encoders/LEDs, and fiber optic solutions.

Markets/Customers

Broadcom Inc. is a leading designer, developer and global supplier of a broad range of digital and analog semiconductor connectivity solutions. Broadcom's extensive product portfolio serves four primary end markets: wired infrastructure, wireless communications, enterprise storage and industrial & other.

Career Opportunities/Benefits

The Fort Collins site is a 24x7 facility with openings for operators, technicians and equipment maintenance professionals. Production is in a clean room environment standard in the semiconductor industry. All employees are trained in manufacturing excellence and protocols to ensure a safe, high-quality environment and product.

Operators move material through the steps of the manufacturing process and are responsible for ensuring that it is done correctly and with quality. Operators move up in pay grade with experience. Individuals who demonstrate high levels of ability can be promoted to the Process Technician level.

Process Technicians are responsible for ensuring quality in an area, training operators and for performing investigations of area issues.

Equipment Maintenance Technicians are responsible for the function of tools in their area.

Broadcom offers a comprehensive benefits package for employees.



INFO

4380 Ziegler Road
Fort Collins CO, 80525

(970) 288-3800

For candidates with >2 years manufacturing experience, apply at <https://www.broadcom.com/company/careers/>

For other candidates, contact Manpower at 970-226-0113 or kathy.olson@manpower.com.

Employees: 1500

Year founded: 2005 as Avago Technologies

Local Executive/Owner/CEO: Carrie Pelton (VP of Operations, Wireless Semiconductor Division)



Community Engagement

Locally, Broadcom has actively participated in the annual United Way Campaign of Larimer County. The company has also been involved in the Corporate Food Fight where it has helped raise funds and collect food for the Food Bank of Larimer County. Many Broadcom employees participate in "Make a Difference Day" and other outreach programs where they volunteer their time for a wide array of community projects.

Environmental Awareness

Broadcom Inc. is a business committed to acting in an environmentally responsible manner in regard to its operations and products. By leveraging the framework of an environmental management system, Broadcom's commitment helps ensure compliance with applicable environmental legislation; continual improvement; supporting programs focused on recycling, conservation of resources, prevention of pollution and responsible use of hazardous materials. Broadcom is recognized by both the State of Colorado and City of Fort Collins for its environmental efforts.



Melissa Bieseemeier

Operations Supervisor

Age 42

Years at Company: 19

School: Eaton High School, University of Northern Colorado (BA), AIMS Community College Associates in Graphic Technology, AIMS Community College Certificate in CIS Web Design

What does this job and working at this Company mean to you?

I started at BroadCom (then Agilent) in 2000 as an operator on the assembly line. I moved to Logistics and was able to go back to college with the help of the Educational Reimbursement Program obtaining an Associates and Certificate from AIMS Community College and boosting my experience with computer technology, coding and databases. My education allowed me to be a part of bigger projects for Logistics including traveling to Singapore and implementing a Warehouse Management System back in Fort Collins. I built multiple databases for Logistics and Procurement and trained cross functional groups. I became a manager in Logistics in 2013 and moved to Operations as a manager in 2016. I enjoy supporting growth in employees and working with new technology. BroadCom values work life balance and employee enrichment activities, and the work environment is very gratifying and positive.

Trevor Kraeppis

Equipment Maintenance Technician

Age: 25

Years at Company: 7 years

School: High School & AS in Industrial Electronics and Electrical Maintenance Technology through Penn Foster College.

What does this job and working at this Company mean to you?

In 2012, I started as an Operator for Avago Technologies, now known as BroadCom. After 3.5 years, I became one of the first Chemical Handling Technicians and began pursuing my Associates Degree through Penn Foster College. One year later, I transitioned to the Technician Group Support role where I received on the job training as an Equipment Maintenance Technician, all while continuing my education. I have since completed my Associates Degree and am currently in the process of becoming a Fulltime Equipment Maintenance Technician. These opportunities at BroadCom have started me on an engaging and fulfilling career path.



BROADCOM[®]



Your Touchstone Energy® Cooperative 



Who We Are

Poudre Valley REA is an electric distribution cooperative. We work to efficiently deliver affordable, reliable and safe electricity to over 44,000 homes and businesses in Northern Colorado.

Products

The co-op provides rebates on energy efficient appliances, heating and cooling systems, and even electric vehicle chargers. Members can also participate in a Nest thermostat program and earn credit on their account.

Markets/Customers

We are a cooperative which means anyone who receives electricity from us is a member and owner. Members lead the organization by electing a Board of Directors to guide and govern the co-op. We operate under the 7 Cooperative Principles: Open Membership, Democratic Member Control, Member Economic Participation, Autonomy and Independence, Education and Information Training, Cooperation Among Cooperatives and Concern for Community.

Fun Stuff

PVREA offers scholarships to students in Northern Colorado every year for continuing education. The money can be used toward traditional college, community college or vocational school. Find application details on our website.

Career Opportunities/Benefits

Electric co-ops have many job opportunities- Member service, accounting, engineering, marketing, renewable energy, and journeyman lineman. Employees are offered a competitive benefit package with a pension plan and insurance with 100% employer paid premiums.



Dental Insurance



Health Insurance



401(k)



Bonuses



Paid on-site Training

INFO

 7649 REA Parkway
Fort Collins, CO 80528

 1-800-432-1012

 www.pvrea.coop

 hr@pvrea.coop

 Employees: 90

 Year founded: 1939

 President & CEO: Jeff Wadsworth



HR Director: Michelle Perzee

(970) 282-6417

mperzee@pvrea.coop

Facebook: www.facebook.com/poudrevalleyrea
Linkedin: www.linkedin.com/company/poudre-valley-rea
Youtube: https://www.youtube.com/channel/UCksI5fmPaHBatUTXkX_BreQ/videos
Twitter: www.twitter.com/poudrevalleyrea

Kyle Norden

Apprentice Lineman

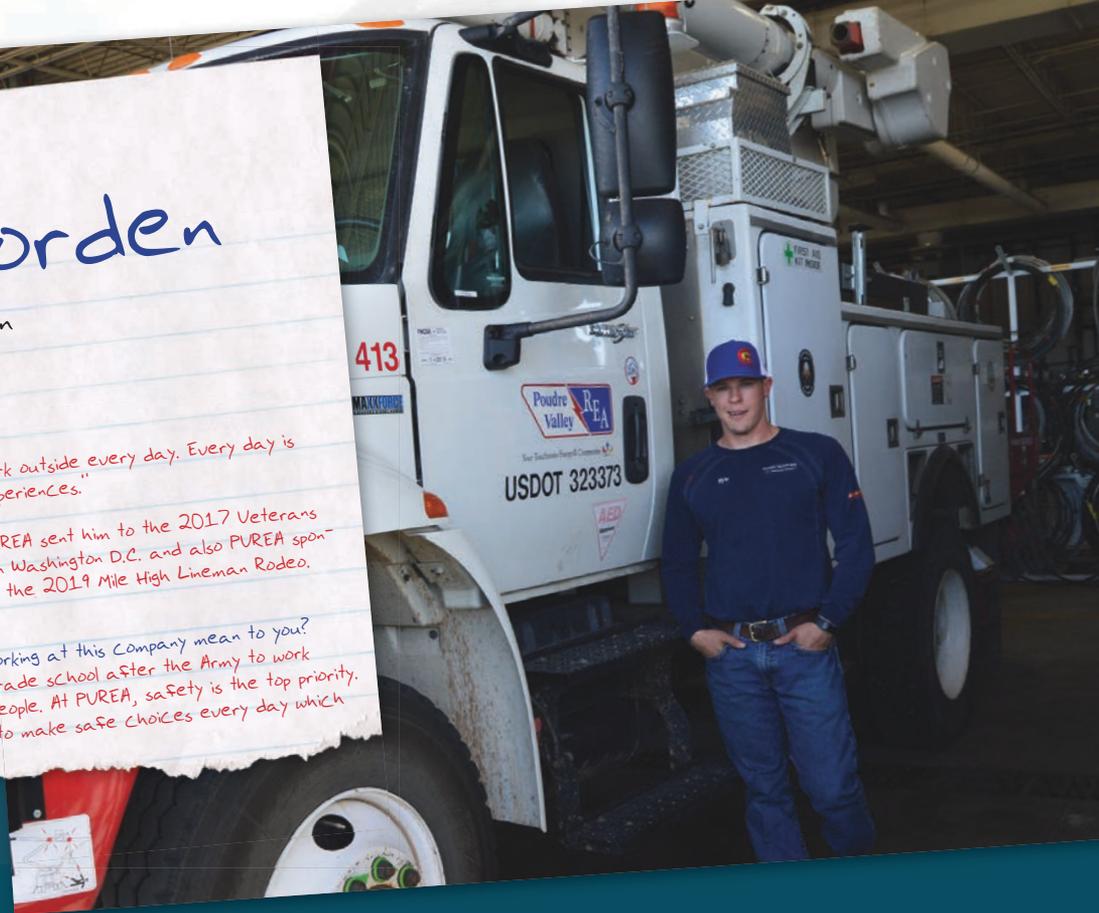
AGE: 29

Years at Company: 2-1/2

Why do you like your job?
"I like my job because I work outside every day. Every day is different and full of new experiences."

Kyle is an Army Veteran. PUREA sent him to the 2017 Veterans in Energy Conference held in Washington D.C. and also PUREA sponsored Kyle to participate in the 2019 Mile High Lineman Rodeo.

What does this job and working at this Company mean to you?
Kyle decided to go to a trade school after the Army to work around other motivated people. At PUREA, safety is the top priority. It is up to the employees to make safe choices every day which is important to Kyle.



The Job

Requirements/Skills:

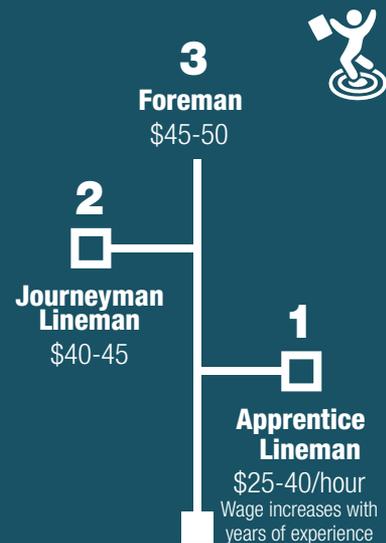
- Skilled at working with your hands
- Hardworking and dedicated
- Disciplined and focused
- Perseverance- there can be long days on the job
- Good attitude
- Knowledge of the electrical system
- Commitment to safety
- Focus on earning Journeyman Lineman certification in 4 years

Career Path:

- Line school- varies from 15 weeks to 2 years
- Apprenticeship- 4 years. Includes book work and 8,000 of hands-on experiences at a company or through the Union
- Test out of apprenticeship after completing 8,000 hours of work to become a Journeyman Lineman. Receive a completion certificate and Department of Labor certificate recognizing completion of apprenticeship and on the job training.

What You'll do:

- Build new powerlines
- Repair and maintain infrastructure
- Connect and upgrade electric services
- Restore power outages



\$25-40/hour

Wage increases with years of experience

Apprentice Lineman

\$40-45

Journeyman Lineman

\$45-50

Foreman



Who we are

Loveland Village provides housing and services for those 55 and over all on one campus. From housing with services that include both twin home and apartment style housing, assisted living, long term care, memory care, and post acute care, we strive to meet the needs of those we serve.

Products

The Good Samaritan Society – Loveland Village is proud to be a Christian Community of Care. We understand that senior communities are often places where people live for weeks, months and even years. In a care center setting, clinical practice and clean environment are important. Just as important are loving relationships, homey atmosphere and choices. It's a place where you will find warmth, friendship and a spirit of community. At Loveland Village, it's about healing the body and soul, embracing changes and experiencing God's amazing grace and never ending love.

Markets/Customers

Pete Stone and his wife Susan have been residents since January of 2018. They moved to the Village to discover a place where "Other people who are in a similar situation as I am can get together and talk about our experiences... it's another opportunity to fellowship." "One thing that amazes me is that everyone here has a story"

Fun Stuff

Our campus offers a culture of wellness. Walking trails, life enrichment activities to suit everyone's style, whether it's an excursion to the Denver Art Museum, or a competitive game of bridge.

Career Opportunities/Benefits

Loveland Village offers a wide range of jobs and career opportunities from caregivers, to maintenance, to dining, business, and finance. Competitive wages, educational opportunities, and a generous benefit package are available including membership to our own state of the art wellness center. Loveland Village has partnered with local high schools and colleges to provide both formal training and internships.

Community Engagement

Loveland Village works closely with many local organizations to improve the community as a whole. The Loveland Chamber, The Berthoud Chamber, The Salvation Army, Rotary, Thompson School District, KidsPak, and many more.

Environmental Awareness

Loveland Village is committed to minimizing waste which can be challenging in a community dedicated to taking care of elders. A group of senior living residents have formed a "green team" and is dedicated to education residents on recycling and creating minimal waste. (Is your company using economically-sound processes that minimize negative environmental impacts while conserving energy and natural resources? Include details and stats.)



INFO

2101 S Garfield Ave
Loveland CO, 80537

(970) 669-3100

www.good-sam.com

0010_Talent_Acquisition@good-sam.com

Employees: 240

Year founded: 1973

President & CEO:
Lisa Melby, Executive Director



Facebook: Evangelical Lutheran Good Samaritan Society
LinkedIn: The Evangelical Lutheran Good Samaritan Society



Dental Insurance



Vision Insurance



Health Insurance



401[k]



Bonuses



Paid Training

Chelsea Theiler

Sous Chef

AGE: 39

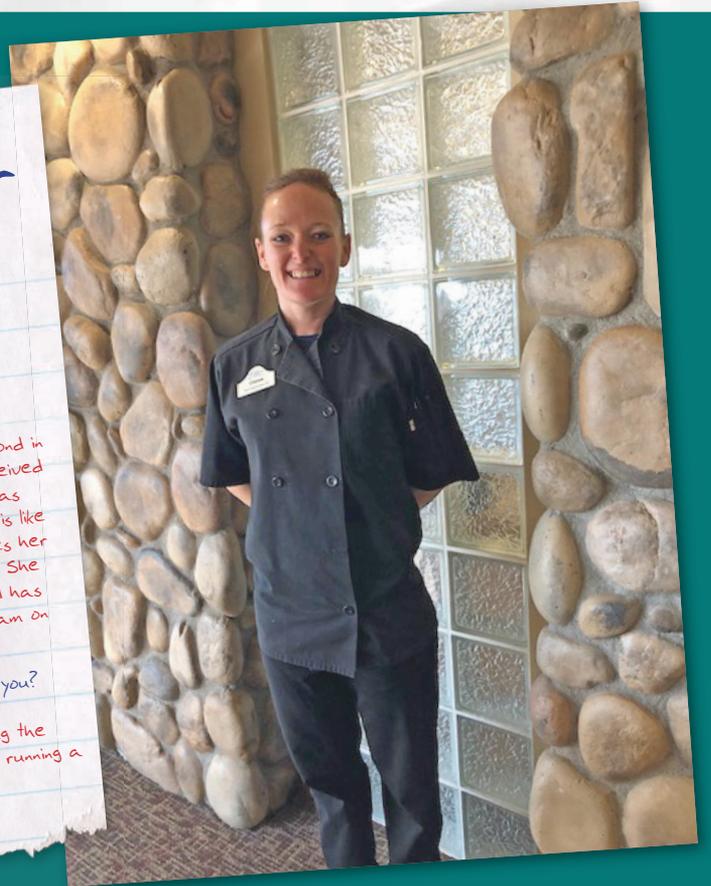
Years at Company: 7 Years

What are your job Duties?

Chelsea works closely with the chef and dining director in a variety of capacities in all of our kitchens. She is the second in command when it comes to running the show. She has received the opportunity to work closely with an amazing chef that has developed her skills. "Running the Mountain View Dining Room is like running a mini restaurant". Working at Loveland Village gives her the opportunity to serve our residents in a meaningful way. She has been cross-trained to work in a number of areas and has even branched out into joining the sales and marketing team on weekends.

What does this job and working at this company mean to you?

Learning a new way to love when it comes to care and compassion towards both residents and coworkers. Having the opportunity to see the complete picture when it comes to running a village. Loveland Village has an amazing team.



The Job

Requirements/Skills:

- People skills
- Leadership Skills and the ability to create a highly functional team.
- Adaptability
- Passion for learning

Career Path:

After high school graduation Chelsea started working in a restaurant as a busser and moved her way up. Chelsea has gotten to where she is today through determination and self-improvement.

3

Sous Chef

\$15-\$25 per hour

2

Lead Cook

\$13-\$16 per hour



1

Cook

\$12-\$15 per hour

\$12-\$15 per hour

Starter

\$13-\$16 per hour

Experienced

\$15-\$25 per hour

Expert

WARD ENGINEERING



Who We Are

Ward Engineering, Inc. is an electrical engineering company with emphasis on overhead and underground distribution, transmission, and substation design. We also have expertise in work order inspection, protection and controls, and surveying.

Products

With an understanding of construction, we use a hands-on approach and a keen eye for details to ensure that when a project is complete, we are proud to put our name on it!

Our services include, but are not limited to...

- Distribution and Transmission Design
 - Overhead and Underground
 - Staking
 - PLSCADD
 - Complete Substation Design
 - SCADA
 - Relay Upgrades
 - Generation Interconnection
 - Power System Studies
 - Switchgear Design
 - Permit Planning & Applications
 - Research for Land and Parcel Access
 - Right of Way and Easements
 - Utility Look-Ups
 - Preparation of Grant of Easement Documents
 - GIS Tracking
 - Geospatial and Photogrammetry Land Surveys
- Topography
 - Aerial Surveys
 - Infrared Line Imaging
 - Civil Basemaps
 - Conductor Damage Detection
 - System Protection
 - Project & Construction Management
 - Inspection
 - Design-Build Contractors
 - EPC Contracts
 - RUS Contracts

Fun Stuff

We truly believe in a team approach. We take pride in the fact that none of the decisions at Ward are made by one person. We work as a team and value the input/feedback of every single one of our employees.

Career Opportunities/Benefits

We are always looking for skilled employees! Currently, we are looking for surveyors, designers and interns. If you are interested in joining our team, give us a call at 303-682-0066.

Community Engagement

We make it a point to become a partner within our community. We are committed to doing our part and giving back.

Environmental Awareness

We are always working with our clients to create long-term solutions with the smallest possible carbon footprint.

INFO

📍 9586 E I-25 Frontage Rd. Suite B
Longmont, CO 80504

📞 (303) 682-0066

🌐 www.wardengineeringcompany.com

👥 Employees: 9

🤝 Year founded: 2013

👤 President: Mark Ward
Vice-President: Matt Ward

👤 Human Resources: Jared Bodammer

📞 (303) 682-0066

✉ jaredbodammer@wardelectriccompany.com

📘 Facebook: @wardelectriccompany

📷 Instagram: wardelectriccompany

🌐 LinkedIn: Ward Electric Company, Inc.



Tommy Farrell

Field Manager

AGE: 32

Years at Company: 6

What are your job Duties?

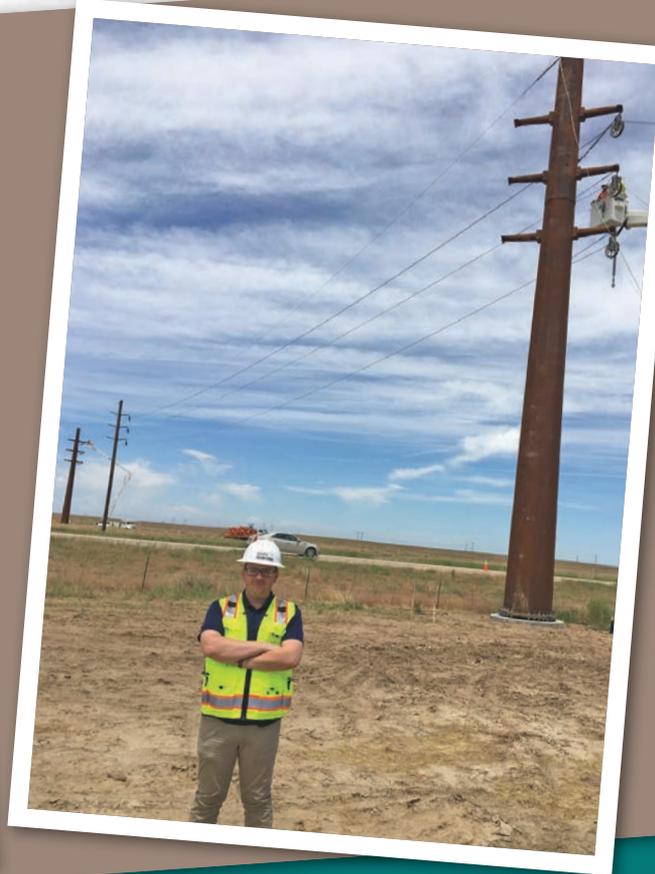
I am a field manager with Ward Engineering and serve in a variety of Capabilities for our Clients. I work as a right of way agent making sure that land rights and permits are in place for power lines to be constructed and I also do some design and staking of distribution lines as well as GIS work.

Why do you like working for Ward Engineering?

I enjoy the variety of work and believe that every day is a new opportunity to learn and tackle different challenges. There's not a chance to get bored with repetitive work when every new job offers change.

What does your job and working for Ward mean to you?

Working for Ward Engineering means I have the opportunity to travel to new places, learn new skills and regulations regarding power, and meet new people while doing work that helps ensure the lights come on when people flip their light switch.



The Job

Requirements for your job/special skills:

Training in various software including AutoCAD, PLS-CADD, GIS, and more. Coursework through the International Right of Way Association to become a certified Right of Way Agent.

Wages. What did you make when you started and how has that amount increased over time as you have gained experience?

I started as a contract meter reader making \$11/hour. As I learned new skills and moved up, wages increased to where I am now, making over \$31/hour plus quality benefits.





Who We Are

UCHealth is a Colorado-based health system that offers the most advanced care in the Rocky Mountain Region. We are dedicated to improving lives and providing the highest quality care with an exceptional patient experience.

Products

At UCHealth, we do things differently. We strive to promote individual and community health and leave no question unanswered along the way. We're driven to improve and optimize health care. We make communities healthier and improve modern medicine by attracting research funding, hosting clinical trials and improving health through innovation.

Markets/Customers

78.9% of our patients rated their overall experiences in our hospitals a 9 or 10 out of 10. We often hear positive feedback such as –
“The care at UCHealth was excellent. I was very pleased with my stay there and would recommend this hospital to everybody.”
“Good food, great nurses, cheerful staff, very accommodating. I have recommended this facility to friends.”

Fun Stuff

We believe in something different: a focus on the individuality of every person. Our success stems from building a team of exceptional people who consistently do what is right for the individuals we serve.

Career Opportunities/Benefits

We offer several types of impactful positions, including food service, housekeeping, facility maintenance, and direct patient care. UCHealth offers competitive benefits and an annual performance bonus.

Community Engagement

In our 2018 fiscal year (July 1, 2017–June 30, 2018), we invested \$854 million in programs, facilities, subsidies, research and more in our communities. It's part of our commitment to help as many people as possible live an extraordinary life.

INFO

1024 S. Lemay Avenue
Fort Collins, CO 80524

303-752-8338

www.uchealth.org

ryan.toedman@uchealth.org

Employees: 24,100

Year founded: 2013

President & CEO: Elizabeth B. Concordia,
UCHealth President and CEO



Facebook: www.facebook.com/uchealthorg

LinkedIn: <https://www.linkedin.com/company/university-of-colorado-health/>

Youtube: www.youtube.com/ucoloradohealth

Twitter: <https://twitter.com/uchealth>



Dental Insurance



Vision Insurance



Health Insurance



Retirement Savings



Bonuses



Paid on-site Training

Sustainability

in everything we do



Life at Vestas is many things – exciting, rewarding, fun and challenging.

Because we are part of a young industry there is a can-do, dynamic spirit, which inspires our people to keep pushing forward the boundaries commercially as well as technologically.

At Vestas, we offer a world of opportunities for people with a global mind-set and the desire to make a positive impact.

Working at Vestas you will meet people with a broad range of skills, from a variety of cultures and we are always on the lookout for more talented individuals.

Discover our many challenging and exciting opportunities and find your career path with Vestas.

For an alternative to fossil-fuel extraction, the answer is blowin' in the wind. Vestas, whose manufacturing facilities include plants in Windsor and Brighton, is the energy industry's global partner on sustainable energy solutions. Our team designs, manufactures, installs and services wind turbines across the globe.

Vestas®

[Vestas.com](https://www.VESTAS.com)

