



LARIMER COUNTY
ECONOMIC & WORKFORCE DEVELOPMENT



WORKFORCE
COLORADO
LARIMER



WIOA Annual Plan Executive Summary

Program Year 2024-2027
(Updated Program Year 2026)

Larimer County Economic & Workforce Development (LCEWD)
Workforce Colorado-Larimer

Submitted to the Colorado Department of Labor and Employment
August 2026

Executive Summary

Investing in People - Strengthening Businesses - Building Opportunity

Larimer County Economic & Workforce Development (LCEWD), operating as Workforce Colorado–Larimer, is part of a statewide and national workforce system focused on a shared goal: connecting people to meaningful employment and economic opportunity while helping businesses find, develop, and retain the talent they need to succeed.

The PY2026–2027 WIOA Local Plan provides Larimer County’s roadmap for achieving that goal. It establishes a shared direction for how our workforce system will invest resources, strengthen partnerships, respond to employer needs, remove barriers to employment, and prepare individuals and businesses for a changing economy.

A System Built to Respond to Change

Workforce development has evolved for nearly a century as communities have responded to economic shifts, changing industries, new technologies, and the evolving needs of workers and employers. The Workforce Innovation and Opportunity Act (WIOA), enacted in 2014, represents the current federal framework for this work. WIOA strengthened the connection between workforce development, education, economic development, and employers and established a greater focus on coordinated services, career pathways, employer engagement, and measurable outcomes.

Colorado’s workforce system is organized into 10 federally recognized local workforce areas, each with workforce centers that provide free services to job seekers, workers, and employers. Local Workforce Development Boards provide strategic leadership, bringing together business, government, education, economic development, labor, and community partners to develop workforce solutions that reflect local needs.

In Larimer County, the Larimer County Workforce Development Board serves in that strategic role. Together with LCEWD and our regional partners, the Board helps translate the broader goals of WIOA into a workforce strategy that reflects the realities and opportunities of Larimer County and Northern Colorado.

Our Local Plan: Turning Strategy into Action

This plan is more than a federal requirement. It is a shared commitment to action.

The PY2026–2027 Local Plan connects federal and state workforce priorities with local data, employer needs, community priorities, and the experiences of the people we serve. It recognizes that workforce development does not happen in isolation. Strong outcomes depend on employers, educators, workforce organizations, government, and community partners working together.

The plan focuses on building a workforce system that:

- Connects people to opportunity through employment, training, career pathways, and economic mobility.
- Responds to employers by helping businesses access, develop, and retain the talent they need.
- Strengthens partnerships across workforce, education, business, government, and community organizations.
- Uses data to drive decisions and align investments with changing labor market and employer needs.
- Improves access and reduces barriers so more residents can participate in and benefit from the region's economy.
- Measures results through clear goals, outcomes, and accountability.
- Prepares for the future as technology, industries, occupations, and skill requirements continue to evolve.

Six Themes Guiding the Next Two Years

The Local Plan is organized around six themes that represent the priorities we believe will have the greatest impact on our workforce system over the next two years.

Together, these themes provide a framework for moving from strategy to implementation. They connect the needs of individuals and families, employers and industries, education and training providers, and the broader Northern Colorado community.

They also reflect an important principle: a strong workforce system is not simply about getting people jobs. It is about creating pathways to sustainable

careers, helping businesses remain competitive, and ensuring our community is prepared for what comes next.

Looking Ahead

The PY2026–2027 WIOA Local Plan builds on the foundation of the workforce system while looking toward its future. It recognizes the strengths of our region while acknowledging that workforce challenges are becoming increasingly complex.

Our success will depend on our ability to work across organizational boundaries, listen to employers and residents, use data to inform decisions, and continually adapt as conditions change.

This plan is our roadmap for doing that work together, strengthening the workforce, supporting businesses, expanding economic opportunity, and building a more connected and resilient Northern Colorado.

The Six Strategic Themes

Strategic Themes for Larimer County Economic & Workforce Development/Workforce Colorado-Larimer

1. Data-Driven Workforce Strategy

Theme: Leveraging labor market intelligence to guide workforce investments and regional decision-making.

Key Initiatives

- TIP Strategies' Northern Colorado labor market analysis
- NoCo Labor Market Profile
- Labor market intelligence
- Data-informed sector partnerships and workforce planning2. Regional Collaboration and Workforce System Alignment

Theme: Building a coordinated regional workforce ecosystem that serves employers and job seekers seamlessly across Northern Colorado.

Key Initiatives

- Joint Larimer-Weld Workforce Development Boards (MOU)
- Workforce Colorado unified statewide brand

- Regional employer engagement
- NoCo Works participation
- Cross-county workforce planning and resource sharing
- Colorado HB26-1317 implementation and statewide workforce system modernization

3. Employer-Led Talent Development

Theme: Aligning education and workforce development with employer demand to strengthen regional talent pipelines.

Key Initiatives

- Talent Pipeline Management (TPM)
- Skills-based hiring
- Work-based learning
- Apprenticeships
- Employer-led curriculum design
- Sector partnerships

4. Expanding Workforce Participation and Economic Mobility

Theme: Reducing barriers so more residents can successfully enter, remain, and advance in the workforce.

Key Initiatives

- Supportive services
- Childcare investments (Larimer County Childcare Tax)
- Transportation assistance
- Digital access
- Support for public assistance recipients (work requirements)
- Career navigation
- Flexible service delivery
- Community-based workforce services

5. Preparing for the Future Economy

Theme: Positioning Northern Colorado's workforce to succeed in emerging industries and evolving economic opportunities driven by technological innovation, including Artificial Intelligence (AI).

Key Initiatives

- NSF Climate Resilience Engine
- Climate resiliency workforce development
- Clean energy and water infrastructure training
- Environmental technology careers
- Industry innovation partnerships
- Artificial Intelligence (AI) workforce readiness and digital skill development

6. Customer-Centered Workforce System

Theme: Delivering modern, responsive workforce services that adapt to changing customer and employer needs.

Key Initiatives

- Hybrid service delivery
- Virtual case management
- Electronic eligibility processes
- Multilingual services
- Individualized career coaching
- Continuous program modernization

What Success Looks Like

- Residents gain skills, credentials, and employment that support long-term economic mobility.
- Employers have stronger access to talent and more responsive workforce solutions.
- Regional partners coordinate investments and services across Northern Colorado.
- Workforce services are accessible, flexible, modern, and responsive to customer needs.
- Workforce investments are guided by labor market intelligence and measurable outcomes.
- Workers and employers are better prepared for emerging industries, technology, and changing skill demands.

Accountability & Performance

LCEWD uses WIOA performance measures and local performance information to guide strategic discussion, resource allocation, and continuous improvement. Primary measures include employment after exit, median earnings, credential attainment, measurable skill gains, and effectiveness in serving employers.

In the most recently reported Statistical Adjustment Model (SAM) results described in the local plan, LCEWD achieved 18 out of 18 WIOA performance measures, demonstrating a strong record of meeting or exceeding required performance targets.

Looking Ahead

PY2026–2027 represents a continued evolution of Larimer County's workforce system: more regional, more data-informed, more employer-driven, more accessible, and more focused on long-term economic mobility.



Strengthening Northern Colorado: The Power of the Workforce Development Board

The Larimer County Workforce Development Board (WDB) acts as a strategic convener, translating federal priorities into local action. By aligning education, government, and labor with real-time employer needs, the WDB ensures a resilient and competitive regional economy.

A Collaborative Ecosystem

54%

Private Sector Leadership

The board is mandated to be majority-employer-led to ensure talent pipelines match industry demand.

An Intersection of Diverse Perspectives

The board integrates voices from Labor Unions, Higher Education, Local Government, and Community Organizations.

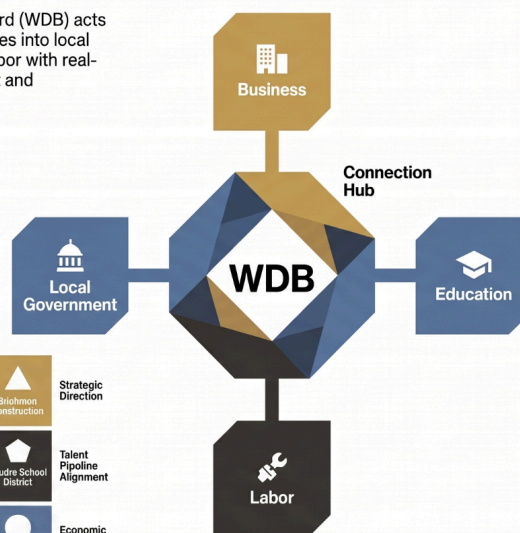
The Strategic Convener

The WDB connects Larimer and Weld counties to manage Northern Colorado as a single, fluid labor market.

Industry Heat Map

Industry	 Broadcom	 Lincoln Electric	 Brighthouse Construction	Strategic Direction
Education	 Colorado State University	 Front Range Community College	 Poudre School District	Talent Pipeline Alignment
Public/Labor	 Teamsters Local 287	 Pipeliners Local 208	 Economic & Health Offices	Economic Stability & Equity

Data Table (Member Affiliations & Roles)



Roadmap for the Future: Six Strategic Themes

- 1 Data-Driven Strategy**
Guide investments using real-time labor market intelligence.
- 2 Regional Collaboration**
Align the Larimer-Weld ecosystem for seamless service.
- 3 Employer-Led Talent**
Strengthen pipelines through apprenticeships and skills-based hiring.
- 4 Economic Mobility**
Reduce external barriers like childcare and transportation.
- 5 Future Economy**
Equip workers for technological innovation and AI.
- 6 Customer-Centered**
Deliver modern, responsive, and multilingual services.