

MESA COUNTY WORKFORCE DEVELOPMENT BOARD

Policy and Procedure

Title: WIOA Criteria for the Certification of One-Stop Center by Local Boards

Program: One-Stop Center

State Policy Guidance Letter: WIOA-2015-02

Effective Date: 5/23/2016

Revision Date:

Authorized Signature(s):

I. References:

- Title I of the Workforce Innovation and Opportunity Act (WIOA) of 2014, WIOA Section 101(d)(6), 121(e), and 121(g).
- Colorado One-Stop System Policy Guidance Letter #: 15-01-WIA/WIOA, Local Area Designation and Appeals Process

II. Purpose:

To provide guidance, process and deadlines for the certification of the one-stop center in Mesa County and the one-stop delivery system that is to be conducted by the Mesa County Workforce Development Board.

III. Certification Criteria:

In order to be certified, the Mesa County one-stop center and the one-stop delivery system needs to meet, or exceed the standards established for each of the following areas:

A. Focus Area - Effectiveness:

Criteria to be used:

1. Performance accountability as outlined in grant agreements and expenditure authorizations.
2. Local performance measures.
3. Sector partnerships.
4. Career pathways.
5. Enrollment objectives for targeted populations.
6. Alignment of services with needs of area.
7. Fiscal responsibility.
8. Service hours.

Standards to meet:

1. Outcomes defined in grant agreements and expenditure authorizations.
2. Thresholds related to negotiated performance targets.
3. Coordination of goal setting across programs exists.
4. Active involvement in initiatives and discretionary grants and expected outcomes for initiatives and discretionary grants are met.
5. Demonstrate that strategies are based on an analysis of the area.
6. Satisfaction of employers with services provided.
7. Expenditure rate exceeds the minimum requirement to maintain compliance.

B. Focus Area - Physical and programmatic accessibility:

Criteria to be used:

1. ADA Guidelines

Standards to meet:

1. In compliance as shown by an inspection, audit, or review within last 3 years.

C. Focus Area - Continuous improvement of one-stop centers and the one-stop delivery system:

Criteria to be used:

1. The Colorado Workforce Development Council's (CWDC) established Continuous Improvement Management System (CIMS) incorporated into the annual planning process.

Standards to meet:

1. Business Services activities in compliance with annual goals.
2. Re-employment and Youth activities in compliance with annual goals.
3. Marketing and Outreach activities in compliance with annual goals.

D. Focus Area - Integration of available services: (At a minimum)

Criteria to be used:

1. Service coordination agreements.

Standards to meet:

1. An MOU is in place.
2. The MOU includes all required partners.
3. Co-enrollment is addressed.
4. A referral procedure for all programs is in place
5. Demonstrate that the level of integration has improved in the past 3 years.

On an annual basis, the required partners in Mesa County will work with Workforce Development Programs to reach agreed upon levels of performance that apply to Focus Area 1 and with the CWDC to reach agreed upon CIMS goals that apply to Focus Area 3.

The chair of the local board shall be copied on all local plan quarterly and annual reports provided to the CWDC so that the board can maintain data on an ongoing basis. At the request of the Mesa County Workforce Development Board, when it engages in the certification process for the one-stop centers and the one-stop delivery system, the CWDC will provide to the local board a summary of the performance data that has been provided to the CWDC on the above criteria. The state agencies of required partners shall forward quarterly or annual reports to the CWDC so that data on partner programs can be maintained and shared with the Mesa County Workforce Development Board during the assessment process. The Mesa County Workforce Development Board should contact their Workforce Development Programs Regional Liaison to obtain information on performance measurements.

The Mesa County workforce development board is responsible for assessing the one-stop center and the one-stop delivery system with these criteria and submitting a record of the assessment and certification determination to the CWDC via email to cwdc@state.co.us within 10 days of completing the certification determination.

A statement of certification will be submitted as a component of the local plan as well.

Mesa County's Certification Criteria

I. Focus Area - Effectiveness

A. Standards Met

1. Outcomes defined in grant agreements and expenditure authorizations
2. Thresholds related to negotiated performance targets

Performance Outcome Tables Adult/Dislocated Worker.

Enrollments - WIA PY 15 (Required to meet total served at 85%)

Participants Served	Planned	Actual	Percent
Adult Program			
Carry-In	50	66	132%
New Enrollments	203	201	99.01%
Total Served	253	267	105.53%
Dislocated Worker Program			
Carry-In	30	39	130%
New Enrollments	78	83	106.41%
Total Served	108	122	112.96%

Enrollments - WIOA PY 16 YTD (Required to meet total served at 85%)

Participants Served	Planned	Actual	Percent
Adult Program			
Carry-In	51	50	98.04%
New Enrollments	145	176	121.38%
Total Served	196	226	115.31%
Dislocated Worker Program			
Carry-In	18	18	100.00%
New Enrollments	36	49	136.11%
Total Served	54	67	124.07%

Priority of Service - WIA PY 15

Priority of Service Participants Enrolled	Total Program Participants Enrolled	% Served as Priority of Service	% State Standard
Adult Program			
146	201	72.64%	51%

Priority of Service - WIOA PY 16 YTD

Priority of Service Participants Enrolled	Total Program Participants Enrolled	% Served as Priority of Service	% State Standard
Adult Program			
175	237	73.84%	61%

Common Measures - WIA PY 15 (4th Quarter)

Program	Achieved	State Standards
Adult Measures		
Entered Employment Rate	85.05%	67.10%
6 Month Retention Rate	87.60%	80.49%
6 Month Average Earnings	\$16,288.08	\$13,266.00
Dislocated Worker Measures		
Entered Employment Rate	85.93%	67.61%
6 Month Retention Rate	89.96%	83.45%
6 Month Average Earnings	\$16,617.95	\$15,289.00

** Required to meet State standards at 80% or higher

Common Measures - WIOA PY 16 YTD

Program	Currently At (2 to 4 Quarters lag)	State Standards
Adult Measures		
Entered Employment Rate	74.78%	67.10%
6 Month Retention Rate	77.12%	80.49%
6 Month Average Earnings	\$12376.62	\$13266.00

Dislocated Worker Measures		
Entered Employment Rate	76.71%	67.61%
6 Month Retention Rate	85.45%	83.45%
6 Month Average Earnings	\$13442.28	\$15289.00

** Meeting required State standards at 80% or higher

Performance Measures - WIOA PY 16 YTD (New baseline measures)

Program	Meeting State Standard at 80%
Adult	
Employment Rate Q2 (7/1/15-12/31/15)	Exceeding
Employment Rate Q4 (1/1/15-6/30/15)	Exceeding
Median Earnings (7/1/15-12/31/15)	No
Credential Rate (1/1/15-6/30/15)	Exceeding
Measurable Skill Gains (7/1/16-12/31/16)	Exceeding
Dislocated Worker	
Employment Rate Q2 (7/1/15-12/31/15)	Exceeding
Employment Rate Q4 (1/1/15-6/30/15)	Yes
Median Earnings (7/1/15-12/31/15)	No
Credential Rate (1/1/15-6/30/15)	Exceeding
Measurable Skill Gains (7/1/16-12/31/16)	Exceeding

3. Coordination of goal setting across programs exists

The Mesa County Workforce Center has implemented the 4 Disciplines of Execution which is a tool that allows us to set and accomplish a goal with each team that in turn allows us to accomplish our division goal. The goals that were established by each team and division are as follows:

- Workforce Center Division goal: Through staff assisted services, the Workforce center will increase obtained employment from 0 to 2,500 by 12/31/17. - **Currently at 959**
- WIOA Title I AD, DW: Increase the number of work experience and OJTs from 0 to 200 by 12/31/17 - **Currently at 118**
- WIOA Title I Youth: Place 60 young Adults in unsubsidized employment or post-secondary education through work based training or education by 12/31/17. - **Currently at 21**
- Wagner Peyser (Title III): Increase entered employment from 0 to 400 by 12/31/2017 - Currently at 186

- Resource Room: Increase the number of DW enrollments through R.R. referrals from 0 to 25 by 12/31/2017. - Currently at 4
- Professional Services: Increase the number of silver and above NCRC's from 0 to 1,193 by 12/31/17. - **Currently at 796**
- GED/AEFLA: Increase the number of students passing on all 4 practice tests from 0 to 30 by 12/31/17. - **Currently at 31**
- Employment First: Increase the full time employment of clients from 0 to 2100 by 12/31/17 through referrals to WFC and DHS Partners. - **Currently at 1,018**
- Child Care (CCCAP): Increase WFC program referrals from 0 to 600 by 12/31/17 - **Currently at: 535**
- Colorado Works: Reduce average length of time on TANF from 17 months to 14 months by 12/31/2017 - **Currently at 23 months**

80% of our teams are on pace to either meet or exceed their goal. This process has developed a new level of collaboration and integration with our partners.

4. Active involvement in initiatives and discretionary grants and expected outcomes for initiatives and discretionary grants are met

The goals of this initiative are to expand work-based learning; align services with other federal, state or local programs and agencies, such as Unemployment Insurance, Trade Adjustment Assistance, Temporary Assistance for Needy Families; build upon existing sector strategies and career pathways; and, build new sustainable partnerships with businesses and education partners to quickly reemploy dislocated workers in high demand occupations and enhance their employability and earnings.

Targeted industries for this initiative are the manufacturing industry and the healthcare industry.

Participants Served	Planned	Actual	Percent
NEG			
Participants	12	16	133%
On-the-Job Training	4	10	150%
Classroom Training	3	0	0
Career Services	12	16	133%
Entered Employment	10	9	90%

Work Ready Community Initiative:

Mesa County recently became the first Certified Work Ready Community in the state of Colorado through the Work Ready Community Initiative. Through this initiative we are able to objectively map our skilled workforce through the National Career Readiness Certificate (NCRC). The NCRC is a nationally recognized, evidence based, work ready assessment that tests in math, reading and locating information. A test taker is graded out on one of four different levels:

- Bronze - Foundational skills associated with 17% of the 21,000 jobs in the ACT database
- Silver - Foundational skills associated with 67% of the 21,000 jobs in the ACT database
- Gold - Foundational skills associated with 93% of the 21,000 jobs in the ACT database
- Platinum - Foundational skills associated with 99% of the 21,000 jobs in the ACT database

Since we began this initiative we have accomplished the following:

- Administered 2,563 NCRC's
- 62% of test takers test out at the silver level or higher
- 17% of test takers test out at the gold level or higher
- 127 employers supporting and recognizing the NCRC and Work Ready Initiative

CareerWise Initiative:

Mesa County was selected as a pilot sight to incorporate the Swiss based learning model into high school curriculum. The model allows for a high school student (starting sophomore year) to graduate with a high school diploma, Associate's Degree, and work experience. The Mesa County Workforce Center was able to collaborate with the Chamber of Commerce, School District, Community College and employers to help establish 25 unique apprenticeship opportunities in the first year. Mesa County is leading the way in this initiative and we envision this to grow as the community continues to get more involved.

5. Demonstrate that strategies are based on an analysis of the area

Analyses of occupational demand in Mesa County and the State of Colorado are conducted and utilized to develop strategies for services. These types of demand reports inform us of current occupational demand, provide labor market information, and provide occupational demand projections. This information is valuable in determining what type of training programs to fund, what initiatives to get involved with, and identifying what career sectors and career pathways exist in our local area. (See Attachment A)

6. Satisfaction of employers with services provided

We believe the increased demand for our services, particularly the paid work experience and on-the-job training programs with the Career Development Program (WIOA) demonstrate a high level of satisfaction with our employer community in Mesa County. We have seen a tremendous growth in employer participation in our work-based learning programs over the past 3 program years, which means good word of mouth is spreading. We have also seen a significant increase in repeat service requests, which means that employers are satisfied with the services they are receiving.

Program Year 16 ends 6/30/17

	Program Year 14	Program Year 15	Program Year 16
Total Employer Participation	24	83	74
Savings to Employers	\$104,272	\$362,678	\$397,561
New Employers	20	79	40
Repeat Employers	4	4	34

7. Expenditure rate exceeds the minimum requirement to maintain compliance

Expenditure rate through three quarters ending March 31,2017

Spending							
Prog	Year	Amount	Total Amount Spent + Obligations + Accruals Thru 3/31/17	% Spent	Projected Spending Thru 6/30/2017	Carry Out % Carry Out As of 6/30/2017	
AD	PY15 WIOA Adult carry-in	\$39,766.93	\$39,766.93	100%	\$39,766.93	\$0.00	0%
	FY16 WIOA Adult carry-in	\$524,565.50	\$578,264.27	110%	\$524,565.50	\$0.00	0%
	PY16 WIOA Adult	\$57,493.00	\$0.00	0%	\$57,493.00	\$0.00	0%
	FY17 Adult	\$548,982.00	\$0.00	0%	\$202,216.17	\$346,765.83	63%
	Total:	\$1,170,807.43	\$618,031.20		\$824,041.60	\$346,765.83	30%
DW	PY15 WIOA Dislocated Worker carry-in	\$4,670.41	\$4,670.41	100%	\$4,670.41	\$0.00	0%
	PY15 25% Enhanced Dislocated	\$4,336.45	\$4,336.45	100%	\$4,336.45	\$0.00	0%

	Worker carry-in						
	FY16 WIOA Dislocated Worker carry-in	\$193,425.50	\$181,668.82	94%	\$193,425.50	\$0.00	0%
	FY16 25% Enhanced Dislocated Worker carry-in	\$54,198.00	\$6,145.03	11%	\$54,198.00	\$0.00	0%
	PY16 WIOA Dislocated Worker	\$46,772.00	\$0.00	0%	\$46,772.00	\$0.00	0%
	FY17 Dislocated Worker	\$124,604.00	\$0.00	0%	\$5,049.95	\$119,554.05	96%
	FFY17 25% Enhanced Dislocated Worker	\$30,376.00	\$0.00	0%	\$0.00	\$30,376.00	100%
	Total:	\$458,382.36	\$196,820.71		\$308,452.31	\$149,930.05	33%
YT	PY15 WIOA Youth carry-in	\$114,316.29	\$114,316.29	100%	\$114,316.29	\$0.00	0%
	PY16 WIOA Youth	\$481,023.00	\$257,332.25	53%	\$381,259.71	\$99,763.29	21%
	Total:	\$595,339.29	\$371,648.54		\$495,576.00	\$99,763.29	17%

II. Focus Area - Physical and programmatic accessibility

A. Standards Met

1. In compliance as shown by an inspection, audit, or review within last 3 years (See Attachment B)

III. Focus Area - Continuous improvement of one-stop centers and the one-stop delivery System

A. Standards met

1. Business Services activities in compliance with annual goals

Business Services Goals PY16	Planned	Actual	Percent
Employers served	300	431	144%
Job openings posted	5900	7600	129%
Youth Served		4,026	

2. Re-employment and Youth activities in compliance with annual goals -

Reemployment Services and Eligibility Assessment (RESEA)

RESEA 6/1/16-3/31/17	Referred to RESEA	Completion of all Requirements	# of No Shows	Completion Rate
Mesa County	156	120	36	77%

Links to Reemployment - 7/1/2015-6/30/2016

Links to Reemployment was established in Mesa County prior to RESEA. Mesa County served **62** individuals through Links to Reemployment prior to transitioning to RESEA.

Performance Outcome Tables Youth Program.

Enrollments - WIOA PY 15

Participants Served	Planned	Actual	Percent
Youth Program			
Carry-In	40	37	93%
New Enrollments	111	191	172%
Total Served	151	228	151%

Common Measures- WIA PY 15

Participants Served	% Achieved	Standard
Youth Program		
Literacy/Numeracy Gains	47.29%	41.00%

Placement Rate	76.73%	60.14%
Attainment of Degree/Cert	69.86%	62.00%

Employment Barrier - WIOA PY 15 YTD

Barrier	Total Current
Youth Program	
Low-Income Individuals	213
Ex-Offenders	36
Homeless/Runaway Youth	27
Current or Former Foster Care	8
Parenting	27
Disability	41

Enrollments - WIOA PY 16 (Before Modification)

Participants Served	Planned	Actual	Percent
Youth Program			
Carry-In	149	78	52.35%
New Enrollments	94	99	105.32%
Total Served	243	177	72.84%

Enrollments - WIOA PY 16 (After Modification)

Participants Served	Planned	Actual	Percent
Youth Program			
Carry-In	78	78	100%
New Enrollments	117	112	95.7%
Total Served	195	189	96.9%

Common Measures - WIOA PY 16 YTD

Program	Currently At (2 to 4 Quarters lag)	State Standards

Youth Measures		
Entered Employment Rate Q2	53.85%	65.00%
Entered Employment Rate Q4	70.00%	56.00%
Credential Rate (01/01/15 - 06/30/15)	12.50%	40.00%
Measurable Skill Gains (07/01/16 - 12/31/16)	21.43%	0.00%

Performance Measures - WIOA PY 16 YTD (New baseline measures)

Program	Meeting State Standard at 80%
Youth Program	
Employment Rate Q2 (7/1/15-12/31/15)	Yes
Employment Rate Q4 (1/1/15-6/30/15)	Exceeding
Credential Rate (1/1/15-6/30/15)	No
Measurable Skill Gains (7/1/16-12/31/16)	Exceeding

Employment Barrier - WIOA PY 16 YTD

Barrier	Total Current
Youth Program	
Low-Income Individuals	122
Ex-Offenders	18
Homeless/Runaway Youth	15
Current or Former Foster Care	3
Disability	18

3. **Marketing and outreach activities in compliance with annual goals**
 - a. The Mesa County Workforce Center redesigned the marketing strategy and the marketing budget for 2016 and 2017. Below are the successful strategies implemented in both 2016 and 2017.
 - i. Website redesign www.mcwfc.us: Mesa County utilized WIOA Incentive funding to redesign our website. The new website is user friendly, aesthetically pleasing and features a video that demonstrates the services and programs integrated at the Mesa County Workforce Center.

- ii. Business Connects-WFC Magazine: The Mesa County Workforce Center developed and published the first edition of Business Connects in early 2017. The magazine features high level overviews of all of the Workforce Center programs. It also features accurate and current labor market information. This magazine was distributed to the Community College, Mesa County offices, City of Grand Junction, Grand Junction Economic Partnership, Chamber of Commerce as well as all mandated partners.
- iii. Social Media Marketing - Due to budget constraints the Mesa County Workforce Center had to get creative with our marketing approach. We utilized social media to reach our citizens and boosted posts to ensure all customers were hearing about our events. The social media and Connecting Colorado we have seen a sharp increase in the hiring events attendance as well as workshop attendance. Through this new approach we have been able to save money while reaching a much larger population.

IV. **Focus Area - Integration of available services -**

A. Standards Met

- 1. An MOU is in place
- 2. The MOU includes all required partners
- 3. Co-enrollment is addressed
- 4. A referral procedure for all programs is in place
- 5. Demonstrate that the level of integration has improved in the past 3 years
(See Attachment C)

Supply Demand Report

01/01/2016 to 01/01/2017 for region ME

Total	Applicants				Job Orders						
	Total 13782		Web 9009	65.37	Total 5397		Web 1877	34.78	US.Jobs 2177	40.34	App/Job
29 - Healthcare	362	2.63%	264	2.93%	660	12.23%	183	9.75%	369	16.95%	0.55
19 - Science	180	1.31%	136	1.51%	69	1.28%	17	0.91%	45	2.07%	2.61
31 - Healthcare Support	947	6.87%	642	7.13%	318	5.89%	98	5.22%	136	6.25%	2.98
21 - Social Services	487	3.53%	364	4.04%	154	2.85%	24	1.28%	43	1.98%	3.16
41 - Sales	2825	20.50%	1933	21.46%	792	14.67%	252	13.43%	424	19.48%	3.57
13 - Business/Finance	555	4.03%	423	4.70%	135	2.50%	48	2.56%	56	2.57%	4.11
53 - Transportation	2166	15.72%	1332	14.79%	525	9.73%	250	13.32%	199	9.14%	4.13
17 - Architect/Engineer	325	2.36%	247	2.74%	72	1.33%	29	1.55%	23	1.06%	4.51
11 - Management	1370	9.94%	1067	11.84%	283	5.24%	124	6.61%	112	5.14%	4.84
15 - Computer/Math	393	2.85%	295	3.27%	79	1.46%	29	1.55%	19	0.87%	4.97
27 - Arts/Entertainment	507	3.68%	346	3.84%	100	1.85%	20	1.07%	63	2.89%	5.07
49 - Install/Maint/Repair	1419	10.30%	920	10.21%	274	5.08%	124	6.61%	88	4.04%	5.18
23 - Legal	106	0.77%	89	0.99%	20	0.37%	3	0.16%	4	0.18%	5.30
33 - Protective Services	428	3.11%	292	3.24%	79	1.46%	25	1.33%	30	1.38%	5.42
45 - Farm, Fish, Forestry	411	2.98%	266	2.95%	72	1.33%	6	0.32%	8	0.37%	5.71
39 - Personal Service	797	5.78%	467	5.18%	112	2.08%	44	2.34%	32	1.47%	7.12
43 - Office/Admin Support	5269	38.23%	3771	41.86%	717	13.29%	291	15.50%	224	10.29%	7.35
25 - Education	449	3.26%	333	3.70%	61	1.13%	20	1.07%	7	0.32%	7.36
37 - Building Maintenance	1561	11.33%	927	10.29%	162	3.00%	52	2.77%	21	0.96%	9.64
35 - Food Preparation	2775	20.13%	1701	18.88%	284	5.26%	61	3.25%	151	6.94%	9.77
51 - Production	1643	11.92%	1020	11.32%	163	3.02%	79	4.21%	37	1.70%	10.08
47 - Construct/Extract	4414	32.03%	2647	29.38%	212	3.93%	94	5.01%	39	1.79%	20.82

Industry Projections (Long-term) for Multiple Industries in Grand Junction MSA in 2014-2024

Industry Projections Table

The table below shows the long term industry projections for Multiple Industries in Grand Junction MSA for the 2014-2024 projection period.

Industry	Industry Code	2014 Estimated Employment	2024 Projected Employment	Total 2014-2024 Employment Change	Annual Avg. Percent Change	Total Percent Change
Total, All Industries	000000	65,109	76,234	11,125	1.59%	17.09%
Accommodation and Food Services	72	6,551	7,665	1,114	1.58%	17.01%
Administrative and Support and Waste Management and Remediation Services	56	3,260	4,181	921	2.52%	28.25%
Agriculture, Forestry, Fishing and Hunting	11	Confidential	Confidential	Confidential	Confidential	Confidential
Arts, Entertainment, and Recreation	71	917	1,149	232	2.28%	25.30%
Construction	23	3,718	4,796	1,078	2.58%	28.99%
Educational Services	61	4,548	5,413	865	1.76%	19.02%
Federal Government	91	1,452	1,340	-112	-0.80%	-7.71%
Finance and Insurance	52	1,957	2,195	238	1.15%	12.16%
Health Care and Social Assistance	62	9,215	11,950	2,735	2.63%	29.68%
Information	51	751	698	-53	-0.73%	-7.06%
Local Government	93	2,538	3,022	484	1.76%	19.07%
Management of Companies and Enterprises	55	127	149	22	1.61%	17.32%
Manufacturing	31	2,793	2,996	203	0.70%	7.27%
Mining	21	Confidential	Confidential	Confidential	Confidential	Confidential
Other Services (except Public Administration)	81	2,418	2,577	159	0.64%	6.58%
Professional, Scientific, and Technical Services	54	2,226	2,380	154	0.67%	6.92%
Public Administration	92	1,008	1,023	15	0.15%	1.49%
Real Estate and Rental and Leasing	53	1,111	1,424	313	2.51%	28.17%
Retail Trade	44	7,781	8,996	1,215	1.46%	15.62%
Transportation and Warehousing	48	2,398	2,714	316	1.25%	13.18%
Utilities	22	198	174	-24	-1.28%	-12.12%
Wholesale Trade	42	2,539	2,996	457	1.67%	18.00%

Source: Colorado Dept. of Labor, Labor Market Information
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Occupational Projections (Long-term) for Multiple Occupations in Grand Junction MSA in 2014-2024 Occupational Projections Table

The table below shows the long term employment projections for Multiple Occupations in Grand Junction MSA for the 2014-2024 projection period.

Occupation	Occupation Code	2014 Estimated Employment	2024 Projected Employment	Total 2014-2024 Employment Change	Annual Avg. Percent Change	Total Percent Change
Total All	000000	65,109	76,234	11,125	1.59%	17.09%
Architecture and Engineering	170000	919	993	74	0.78%	8.05%
Arts, Design, Entertainment, Sports, and Media	270000	1,114	1,204	90	0.78%	8.08%
Building and Grounds Cleaning and Maintenance	370000	2,075	2,457	382	1.70%	18.41%
Business and Financial Operations	130000	2,601	3,024	423	1.52%	16.26%
Community and Social Services	210000	1,302	1,585	283	1.99%	21.74%
Computer and Mathematical	150000	596	713	117	1.81%	19.63%
Construction and Extraction	470000	5,100	6,064	964	1.75%	18.90%
Education, Training, and Library	250000	3,209	3,843	634	1.82%	19.76%
Farming, Fishing, and Forestry	450000	282	334	52	1.71%	18.44%
Food Preparation and Serving Related	350000	6,397	7,502	1,105	1.61%	17.27%
Healthcare Practitioners and Technical	290000	4,230	5,215	985	2.12%	23.29%
Healthcare Support	310000	1,913	2,344	431	2.05%	22.53%
Installation, Maintenance, and Repair	490000	3,373	4,018	645	1.77%	19.12%
Legal	230000	442	481	39	0.85%	8.82%
Life, Physical, and Social Science	190000	572	626	54	0.91%	9.44%
Management	110000	2,786	3,192	406	1.37%	14.57%
Office and Administrative Support	430000	9,173	10,372	1,199	1.24%	13.07%
Personal Care and Service	390000	2,224	3,004	780	3.05%	35.07%
Production	510000	2,471	2,729	258	1.00%	10.44%
Protective Service	330000	1,317	1,618	301	2.08%	22.86%
Sales and Related	410000	8,888	10,183	1,295	1.37%	14.57%
Transportation and Material Moving	530000	4,125	4,733	608	1.38%	14.74%

Source: Labor Market Information, Occupational Employment Projections Unit Downloaded: 02/09/2016 10:46 AM

CERTIFICATE OF OCCUPANCY

MESA COUNTY BUILDING DEPARTMENT PERMIT

NUMBER 13-00342 DATE 2/3/2014

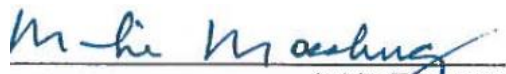
PERMISSION IS HEREBY GRANTED TO MESA COUNTY TO OCCUPY THE
BUILDING SITUATED AT 512 29 1/2 RD

TAX PARCEL NUMBER 2943-084-23-931

FOR THE FOLLOWING PURPOSE:

NEW WORKFORCE CENTER SEE 13-00741 FOR FOUND

THIS CERTIFICATE IS ISSUED IN CONFORMITY TO SECTION 110, INTERNATIONAL
BUILDING CODE, 2012 EDITION/SECTION 110, INTERNATIONAL RESIDENTIAL CODE,
2012 EDITION.


INSPECTOR

CERTIFICATE OF OCCUPANCY

MESA COUNTY BUILDING DEPARTMENT

PERMIT NUMBER 13-00342 DATE 2/3/2014


**PERMISSION IS HEREBY GRANTED TO MESA COUNTY TO OCCUPY
THE BUILDING SITUATED AT 512 29 1/2 RD**

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INSPECTOR

SCANNED