Attended by:
Council members: Kyle Sickman, Jay Hardy, Kristin Corash, Liddy Romero, Josh Davies, Ryan Keiffer, Kristie LaRose, Evan Abbott, Joe Anzures, Joel Buchanan, Kelly Causey, John Fleck, Peggy Gair, Nancy Jackson, Carol Lewis, Sean McCarville, Rachel Patrick, Heather Terenzio, Paul Harter, Kevin Cory, Frannie Matthews, Michael Hess, Bryan Dear, Ashley Valdez, Tara Hosick, Kristin Haveman Todd, Nancy McCallin, Teina McConnell, Kelly Ann Folks, Katy Anthes, Stephanie Copeland, Lisanne McNew

State Agency Representatives: Misti Ruthven, Max Math, Inta Morris

Staff Members: Stephanie Veck, Lee Wheeler-Berliner, Wendy Brors, Alba Duque, Britta Blodgett, Abby Ault, Thomas Hartman, Katalina Garcia, Jenny Smith

Others Present: Clarke Becker, Dominic Martinez, Tami Grant, Phil Noble, Bill Dowling, Mike Macklin, Michael Muszynski, Traci Marques, Judy Emery, Danielle Ongart, Allen Golden, Elise Lowe-Vaughn, Kristina Hogan, David Shapiro

Thursday, January 25, 2018.
Location: Adams County Workforce and Business Center

Chair Kyle Sickman called the meeting to order at 11:10 am

Welcome
Kyle welcomed the attendees to the January Council meeting and reviewed the meeting goals. Next, each attendee introduced themselves. Stephanie mentioned that there are ten new council members, one council member who was reappointed and Kyle was appointed as Chair. Afterwards, Adams County case managers shared some success stories.

• Approval of agenda: Kyle called for a vote to approve the January meeting agenda and it was approved unanimously.
• Approval of last meeting minutes: Kyle called for a vote to approve the August meeting minutes. Jay made the first motion and Kristie seconded. The August meeting minutes were approved.

Council business
Pre-Work: There were some comments related to the pre-work format:
• Pre-work does take more than 30 minutes
• It will be good to know how many questions are left
• The pre-work helps to be prepared for the meeting
• The orientation for the new council members needs to be done before the pre-work
Sectors Steering committee
Wendy Brors, assistant director, CWDC, opened her presentation with one of the TalentFOUND videos. Next, she talked about sector partnerships and the importance of serving all industries in Colorado. She mentioned that the continuous engagement of business in Colorado is a challenge for sector partnerships and trade associations; they want to make sure the grants are more systemic.

Wendy explained some of the initiatives and asked people to reach out to her if they want to get involved in any of them. Some of those initiatives were:

- Blueprint 2.0: Launch sector partnerships, career pathway program developer skills, work-based learning community accelerator, high performing boards, collective impact integrator, industry competency management system, talentFOUND data steward
- Business engagement: Is better if businesses are working together
- Per industry scorecards with key talent development strategies: Know where the labor market really is and have a common point that we can make reference to
- Business experience in TalentFOUND

Activity: Attendees were divided into four groups to answer the following questions

1. As a business or as an organization serving businesses, when you think about searching for resources to support your people needs, what topics would make the most sense and be the most useful?
2. As a council member aligned to one or more of the key economic industries, what role could you play to help advance our sectors strategies work?

The Sector steering committee is currently looking for people and Wendy encouraged attendees to join the committee.

Welcome from host
Kyle introduced Phillip Noble, Workforce Business Center Administrator and Local Area Director. He welcomed attendees and talked about the new building and the history behind the names of the rooms. They were originally in another building in Brighton, but the population-base was too far from that area. They moved to the current location, which is very accessible for public transportation and close to their base population. They have an average of 350 visitors daily. Afterwards, the attendees toured the building.

Council member spotlight
(See Employers Council slides)
Kyle introduced Evan Abbott, director of organizational development and training from the Employers Council. He shared their history of service, vision, and mission. He mentioned that they have merged with the UTAH Employers association and changed their name to Employers Council. Their focus is on employers’ needs and they want to help create successful and creative employers. They support 4000 employers from public, private and non-profit organizations.
Career Pathways Strategies

Next, Lee Wheeler-Berliner, CWDC assistant director, encouraged attendees to get involved on any of the committees and asked to let him know if anybody was interested.

Lee and Wendy talked about the workbook they used last October during the summit and talked about TalentFOUND. They mentioned that the videos were set-up for the summit to help people understand all the concepts and explained briefly the four segments they had during the conference: Industry, workforce, K-12 education, and post-secondary education. Council members who attended the summit shared positive comments.

They mentioned that the next step will be to launch a Work-based Learning Community of practice and thriving Work-based Learning Community Grant. Up to $300,000 of grant funds will be available to communities to help them advance. Half will be for communities that are very rural (less than 10,000 people in population size) and the other half for larger communities. The announcement will go out next week and applications are due in early March. Lee asked attendees to share this information with other partners. There were no questions from the attendees.

Education and Training Committee

Lee talked about the structure of the committee, the goals, and the sub-committees. He mentioned the career pathways industry forums that will take place from Feb 15- March 15. He shared the goals of the forums and encouraged members to attend. Thomas Hartman, CWDC talent development coordinator, talked to attendees about business operations and cybersecurity and how the council, in a previous meeting, decided that those were the two paths to focus on first.

Lee mentioned that the new chair of the State Youth Council is Jenny Smith and thanked Kelly Folks for all she did while she was there. Lee explained the two new task groups: College in Colorado and Disability and Employment Initiative.

Inta clarified that the College in Colorado website is not going away; it will be replaced by another platform that hopefully will fulfill needs. They will try not to interrupt the service to cause the least problems with the transition.

Lee mentioned that the Disability Employment initiative is just forming; there are no dates for meetings yet. The next Education and Training committee meeting will be in June and on March 8 is the next Education and Training Learning Circles. Lee asked people to let him know if they want to attend.

WIOA Dashboard

Lee said that for the annual report was published along with the Talent Pipeline report, just like the last few years, but for the first time in this report, they have a WIOA strategic plan update. The link to the annual report was sent on the pre-work; there was an update on the activities that had occurred as a result of the state plan and the progress that has been made to accomplish the goals of the state plan. This is the first time it is done as a collective reporting. One of the biggest challenges has been how to track progress and what format to present the information.
State Plan Modifications

Lee explained that he wanted to talk about the state plan modifications, the questions from the pre-work, have a discussion about this, and then vote for a recommendation.

He began by explaining that this is a four year plan (July 1, 2016 – June 30, 2020). The Executive Committee had a conversation on how to involve the Council members on this group. Last December there was a public survey, the results were consolidated, and a recommendation was made. Lee said that a recommendation needs to be made regarding what changes are needed and explained the process:

- Public survey
- Consolidations of results and staff review
- Recommendations to CWDC
- Edits made
- Public comments with town hall meetings (in-person and webinars)
- Incorporation of comment and response
- CWDC Executive committee sign off
- Submission

Lee addressed questions from the pre-work:

- Why make changes?
- Apprenticeships
- Clarify meaning of changes
  - “Enhance response on work-based learning”
  - Align with partners not in plan
- Planning regional changes
- Employment first advisory partnerships additions
- Two-Gen report
- Clarity on goals in report v. slides

There were no other questions from the attendees. Lee opened for a discussion on the suggested additions:

- Promote early childhood education representatives on workforce boards
- Further beefing up of work-based learning information
- Medicaid work requirements alignment (looking forward)

Some of the comments from the attendees were:

- Is a childhood slot available for workforce set? Looking at the Medicaid option
- Government has created the early childhood commission recently. Counties are creating the early childhood programs
- Early childhood providers are struggling to find workforce for this, maybe there is an opportunity for apprenticeships or internships programs
- A good role in the workforce system state plan helping to convene on the role that CWDC does? Connector and promoter
Local plans have to be aligned with the state plan, so if changes are made on the state plan, they have to look at those changes as well.

- Strong recommendations to include early childhood on the state plan

Kyle called for a vote to approve the conceptual changes to the WIOA State plan recommended by CWDC staff and amended during the discussion. Ryan made the first motion and Lisanne seconded. The recommendation was approved.

Meeting adjourned at 4:05 pm

Friday, January 26, 2018
Location: The Westin Westminster

Chair, Kyle Sickman called the meeting to order at 7:30 am

Kyle opened the meeting by doing a recap of the Thursday session and he read a success story form the Workforce Investment Works website.

**Colorado Commission of Higher Education Master Plan (Colorado Rises)**

Kyle introduced Inta Morris from the Department of Higher Education. Inta thanked people for the good comments in the pre-work. She talked about the work they do and explained that they are required by statute to develop a master plan for higher education every five years. This plan looks at the entire system of higher education in the state, what it is doing, what it is not doing and what are the necessities.

- The Department of Higher Education thinks that degrees are important, but they recognized the necessities for other paths so that they can have some sort of education after high school (credentials)
- Need to do better serving the underserved population (Hispanic, Afro-Americans, rural areas, etc.)
- We are not doing better or worse than other states; Colorado attracts a lot of educated people. Need to do better helping their own population to get the education they need
- Make education a public good and not a private good.

Comments from the attendees:

- Clarify specific actions you would want from people
- Department of Education is trying to help people to access this path through schools paid programs
- It is not helpful to have people with credentials that have no value for the individual
- Rural areas do not necessarily need degrees, but some type of path or credentials

Inta asked attendees to contact her if they have other comments.
Advocacy Committee
(See TalentFound slides)

Ryan Keiffer, Advocacy Committee Chair, introduced himself and explained briefly what the committee is about.

Stephanie Veck, CWDC Director, gave a policy and legislation update. She talked about communications (newsletter, executive update) and asked people for feedback. She talked about the Talent Pipeline report and the comments from council members on the pre-work. She mentioned that there will be a recorded webinar available.

Stephanie mentioned the possibility of doing a work session in May about what to do with those jobs that are not top-jobs, but are close, or any other topic that people would like to discuss in the May meeting. She also talked about the legislative update tool that is available and suggested people use it.

Next, Ryan gave an overview of TalentFOUND for the new council members and talked about the marketing group, which has more than 50 people across the talent development network. He also mentioned that there is a BEL communications committee and explained briefly what TalentFOUND is. He talked about the communications plan and the importance of increasing access and knowledge about these resources, as well as having a consistent message.

Ryan talked about the charter affiliates and noted that there is no cost to become one, all they are asking is for help promoting TalentFOUND. He encouraged council members to sign-up as charter affiliates, if they have not done so yet.

Activity: Attendees were divided into four groups to answer the following questions:

Building the Network
  o As an affiliate, what would you like to see from the network to add value to your organization?
  o What kinds of activities would add value and help you build a sense of belonging to the network?
  o What would keep you engaged over time? Are there examples from other organizations or efforts that work well to add continuous value?

Messaging review
  o Does this help you understand why you should become an active affiliate of TalentFOUND and the Talent Development network? Why or why not?
  o What messaging resonates most? Least?
  o What questions do you have before you would become an active affiliate?
  o What potential objections do you have that might make you not become an active affiliate?
Legal Marijuana in the Workplace  
(See Legal Marijuana in the Workplace Slides)  
Kristie LaRose introduced Kristina Hogan, president of KCG Drugs and Alcohol Solutions. She started by explaining what they do and mentioned that the Department of Transportation is the leader on drug tester in the nation. She explained the difference between medical marijuana and recreational marijuana. DC and 28 states have medical marijuana laws. Colorado’s law allows employers to decide whether to accommodate employees who use medical marijuana.

The State of Colorado does not have a state policy law that requires testing; it is suggested to include in a job posting that the company does a test for illegal drugs. It is important to be consistent with the consequences, have a policy, and let the employees know about it.

Executive Partnering to Invest in Children (EPIC)  
(See EPIC slides)  
Liddy Romero introduced David Shapiro, EPIC Business relations manager. He explained that EPIC is a membership organization of Colorado executives and that they currently have over 70 members. He talked about the family-friendly assessment and EPIC, which is what they call the initiative.

David talked about the suggestions from the 2Gen report:
- The use of a language the business community understands
- Presenting 2Gen (or family friendly) as an investment that supports profitability

EPIC is one of the TalentFOUND charter affiliates. David explained how family-friendly workplaces impact families and business leaders.

Closing  
Kyle reminded attendees that the next in-person meeting will be on May 10-11 in Vail.  
Meeting adjourned at 11:30 am