Welcome to Day 1

Meeting will begin promptly at 10:30 am
Welcome

Jay Hardy, Past-Chair

• Introductions
• Meeting goals
• Approval of agenda
• Approval of last meeting minutes
• Success stories
Introductions

Jay Hardy, Past-Chair

- Name
- Organization/Company
- Region/Industry
Goals of the meeting

Jay Hardy, Past-Chair

• Efficiently conduct CWDC business
• Explore solutions to the workforce impacts of our state’s K-12 education system and changing population demographics
• Discover insights on what is driving the economy in northern Colorado
• Members individually advance in their understanding and engagement of the work of the CWDC
• Get to know your fellow Council members and HAVE FUN!
## The Six Levels of Commitment

<table>
<thead>
<tr>
<th>Level</th>
<th>Evidence</th>
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<tbody>
<tr>
<td>1. Interested</td>
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</tr>
<tr>
<td>6. Innovative</td>
<td>6. Recognized as “the” leader in the field</td>
</tr>
</tbody>
</table>

Do you approve the September meeting agenda?

A. Yes
B. No
Do you approve the May meeting minutes?

A. Yes
B. No
Success Stories

Jay Hardy, Past-Chair
Council Business
CWDC Office New Structure

Lee Wheeler-Berliner, CWDC
Staff Structure

Staff Alignment
• Managing Director: Sam
• Director: Lee
• Project Team: 7 FTE
• Operations Team: 7.5 FTE

Practices
• Networks
• Talent Development
• Advocacy
Discretionary Budget and Finance Update

Madison Murphy, CWDC
## 2018-19 Budget Update

<table>
<thead>
<tr>
<th>Name</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Year 2018 Discretionary</td>
<td>$2,822,925</td>
</tr>
<tr>
<td>HB15-1170 Postsecondary &amp; Workforce Readiness</td>
<td>$110,180</td>
</tr>
<tr>
<td>HB15-1230 Innovative Industries Workforce Development</td>
<td>$87,375</td>
</tr>
<tr>
<td>HB15-1274 Creation of Career Pathways for Students</td>
<td>$477,988</td>
</tr>
<tr>
<td>HB16-1288 Industry Infrastructure Grant Program</td>
<td>$300,000</td>
</tr>
<tr>
<td>Operating</td>
<td>$580,296</td>
</tr>
<tr>
<td>Lives Empowered Grant</td>
<td>$1,130,281</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$5,509,045</strong></td>
</tr>
</tbody>
</table>
I. CWDC Initiatives

1. Industry-led state and regional sectors networks
   1. Sector Partnerships*
      1. Grants________________________________________________________ $900,000
      2. Academy____________________________________________________ $200,000
      3. Technical Assistance__________________________________________ $100,000
   2. Industry Intermediaries
      1. Consortium____________________________________________________ $3,196
   3. Workforce Development Boards*
      1. Statewide training____________________________________________ $25,000
      2. Sponsorships_________________________________________________ $25,000
      3. Council Expenses____________________________________________ $42,000

2. Talent development innovation initiatives*
   1. Work based learning
      1. Technical assistance and grants to scale WBL activities___________ $100,000
      2. WBL learning lab_____________________________________________ $125,000
   2. State youth council____________________________________________ $75,000

3. Talent Development communications and information*
   1. Eligible training provider list____________________________________ $100,000
   2. Umbrella system________________________________________________ $200,000
   3. Talent pipeline report___________________________________________ $50,000
   4. State data experts______________________________________________ $20,000

I. CWDC Initiatives $1,965,196
18/19 Discretionary Gov. Letter

II. CDLE Workforce Development Programs Service Augmentation  $432,729

Improving quality through technical assistance and evaluations for Local workforce areas*

III. CDLE Workforce System Performance Incentive Funds  $425,000

To provide incentive funds to local workforce boards for exemplary performance, regional cooperation among local boards and local coordination of program activities across systems, for better alignment outcomes.

* Required by WIOA
I approve the PY 18 discretionary budget, based on CWDC priorities set in April, and the Governor’s approval.

A. Yes  
B. No  
C. I would like more discussion
Board Recruitment and Officer Recruitment

Jay Hardy, Past-Chair
Nominations and vote for Chair-Elect

A. Tim Fry
B. Other
Nominations and vote for Treasurer

A. Lisanne McNew
B. Other
Nominations and vote for Secretary

A. Liddy Romero
B. Other
Proposed Changes to Bylaws

Jay Hardy, Past-Chair

- Responses to pre-work comments
Executive Committee Make-up

- Chair - B
- Chair Elect/Past Chair - B
- Treasurer – B
- Secretary – WF
- Sectors Chair - B
- Education & Training Chair - ?
- Advocacy Chair - B
- BEL Commission Chair - B
- Executive Director CDLE - G
- Executive Director CDHE - G
- Executive Director OEDIT - G
- Commissioner of Education - G

- **Business**
  - 6/12 or 50%
- **Workforce**
  - 1/12 or 8.3%
- **Government**
  - 4/12 or 33%
- **Other**
  - 0/12 or 0%
Do you approve the proposed changes to the Bylaws?

A. Yes
B. No
2019 Meeting Calendar

Jay Hardy, Past-Chair

In-Person Meeting – Metro Denver
(Aurora - Pickens Technical College)
Thursday/Friday, January 24-25, 2019

In-Person Meeting – TBD
Thursday/Friday, May 16-17, 2019

In-Person Meeting – TBD
Thursday/Friday, September 26-27, 2019
Do you approve the 2019 meeting calendar?

A. Yes
B. No
WORK Act Update

Lee Wheeler-Berliner, CWDC
Education Career Pathways Progress Update

Thomas Hartman, CWDC
CAREERS IN COLORADO

POWERED BY talentFOUND

Dr. Thomas Hartman
Colorado Workforce Development Council
1. Pre Launch Education Sector Partnership (August 2018)
   a. Establish conveners, industry champions, timelines & deliverables.
   b. Establish launch date.

2. Launch Education Sector Partnership (October 2018–April 2019)
   a. Launch state-wide Education Sector Partnership.
   b. Engage Education Sector Partnership to validate critical occupations, identify opportunities in training and education, competencies, and to refine and regionalize career pathway maps and data.
   c. Share data and information collected with stakeholders.

3. Launch Regional Sector Partnerships / Engage ECE groups (August 2018–April 2019)
   a. ECE groups and sector partnerships meeting. Working on identifying critical occupations and competencies for ECE.
   b. Launching regional sector partnerships. Work to identify regional critical occupations, competencies and credentials for education professionals.
1. Document Talent Pipeline, Education and Training Landscape for Education (~8/18-12/18)
   a. Identify Top Jobs
   b. Document Demand, & Salary
   c. Competencies
   d. Training Programs
   e. Career Pathways Programs
   f. WBL Initiatives
   g. Target Populations
   h. Support Services
   i. Develop Baseline Career Pathway Maps and Data

2. Engage Industry and Public Partners to Inform and Validate Education Pathways (~1/19-4/19)
   a. Engage Industry Leaders to Identify Critical Occupations
   b. Engage Public Partners to Identify opportunities in Training and Education
   c. Refine and Regionalize Career Pathway Maps and Data
   d. Share data and information collected

3. Engage Public Partners, Education and Training Providers, & Organizations to Provide Training, Marketing and Continuous Improvement of the Career Pathway System (~5/19-8/18)
   a. Provide Recommendations for Continuous Improvement, Conduct User Acceptance Testing, and Release on Careers in Colorado Website
   b. Market, Train, and Inform Key Stakeholders
Thank you!

Thomas Hartman, Ph.D.
Consultant, Talent Development Coordinator
Colorado Workforce Development Council

[Email Address]
Lunch

The meeting will resume at 12:30 p.m.
Welcome and Tour
Aims Community College

Julie Cozad, Weld County Commissioner
Jeff Smith, Dean of Business and Technology
Tour Debrief

Jay Hardy, Past-Chair
Break

The meeting will resume at 2:00 p.m.
TalentFOUND Update

Ryan Keiffer, A-Train Marketing Communications
Education Leadership Council

Lieutenant Governor Donna Lynne
David Padrino, Chief of Staff
Colorado’s Aging Workforce and the CWDC Response

Wade Buchanan, Senior Advisor on Aging
Christian Itin, Co-Chair Workforce Committee of the Strategic Action Planning Group on Aging (SAPGA)
Tony Tapia, Co-Chair Workforce Committee of the Strategic Action Planning Group on Aging (SAPGA)
Frank Waterous, Senior Research Fellow in the Governor's Office
Aging and the Workforce in Colorado

Colorado Workforce Development Council
Greeley, CO
September 27, 2018

Wade Buchanan
Senior Advisor on Aging

Christian Itin and Tony Tapia
Co-Chairs, SAPGA Committee on Workforce
47.3
82.8
75.1
47.3 years
82.8 years
75.1%
47.3 years  
Colorado life expectancy at birth in 1900
82.8 years
75.1%
47.3 years
Colorado life expectancy at birth in 1900

82.8 years
Projected Colorado life expectancy at birth in 2050

75.1%
47.3 years

Colorado life expectancy at birth in 1900

82.8 years

Projected Colorado life expectancy at birth in 2050

75.1%

Increase in life expectancy from 1900-2050 (35.5 years)
47.3 years
Colorado life expectancy at birth in 1900

82.8 years
Projected Colorado life expectancy at birth in 2050

75.1%
Increase in life expectancy from 1900-2050 (35.5 years)

This is Good News
47.3 years
Colorado life expectancy at birth in 1900

82.8 years
Projected Colorado life expectancy at birth in 2050

75.1%
Increase in life expectancy from 1900-2050 (35.5 years)

This is Good News
It’s also a HUGE Challenge
Longer lives result in more older people
Longer lives result in more older people

Share of Colorado Population 60 and older
Longer lives result in more older people

Share of Colorado Population 60 and older

0% 5% 10% 15% 20% 25% 30%

Longer lives result in more older people

Share of Colorado Population 60 and older
Longer lives result in more older people
Longer lives result in more older people

Share of Colorado Population 60 and older
Longer lives result in more older people

This is how it feels
**Longer lives result in more older people**

But this is what is actually happening

This is how it feels

**Share of Colorado Population 60 and older**

- **0%**
- **5%**
- **10%**
- **15%**
- **20%**
- **25%**
- **30%**

- 1900
- 1910
- 1920
- 1930
- 1940
- 1950
- 1960
- 1970
- 1980
- 1990
- 2000
- 2010
- 2020
- 2030
- 2040
- 2050
Colorado Population Distribution by Age

- 0-19: 34.7%
- 20-39: 30.3%
- 40-59: 22.4%
- 60+: 12.6%

Comparison between 1950 and 2050:
- 0-19: Decrease from 34.7% to an estimated 25.5%
- 20-39: Decrease from 30.3% to an estimated 25.4%
- 40-59: Decrease from 22.4% to an estimated 22.5%
- 60+: Increase from 12.6% to an estimated 15.0%

Source: Colorado Department of Revenue
Colorado Population Distribution by Age

- 1950:
  - 0-19: 34.7%
  - 20-39: 30.3%
  - 40-59: 22.4%
  - 60+: 12.6%

- 2050:
  - 0-19: 24.2%
  - 20-39: 24.9%
  - 40-59: 25.4%
  - 60+: 25.5%
Colorado Population Distribution by Age

- **1950**
  - 0-19: 34.7%
  - 20-39: 30.3%
  - 40-59: 22.4%
  - 60+: 12.6%
  - 80+: 1.4%

- **2050**
  - 0-19: 24.2%
  - 20-39: 24.9%
  - 40-59: 25.4%
  - 60+: 25.5%
  - 80+: 7.0%
Colorado Population Distribution by Age

Our systems, infrastructure and policies are largely designed for this Colorado, which will never exist again.
Our systems, infrastructure and policies are largely designed for this Colorado, which will never exist again.

Our job is to prepare for this Colorado, which is the new normal.

Colorado Population Distribution by Age

- 1950:
  - 0-19: 34.7%
  - 20-39: 30.3%
  - 40-59: 22.4%
  - 60+: 12.6%
  - 80+: 1.4%

- 2050:
  - 0-19: 24.2%
  - 20-39: 24.9%
  - 40-59: 25.4%
  - 60+: 25.5%
  - 80+: 7.0%
Question: What are the workforce implications of this demographic shift?
Strategic Action Planning Group on Aging

- House Bill 15-1033 created SAPGA as “a multi-disciplinary private and public sector stakeholders' group.”

- 23 members appointed by the Governor.

- Charged with developing “a comprehensive strategic action plan on aging in Colorado through the year 2030.”

- The first iteration of plan was submitted in November, 2016. Two additional iterations of the plan are due in November of 2018 and November of 2020.
Strategic Action Planning Group on Aging

• Charged with providing “comprehensive data on and specific recommendations regarding private and public options for addressing this demographic shift,” with the expressed intent that these recommendations “will lead to the implementation of programs, services, projects, policies, and procedures . . . in both the public and private sectors.”

• Explicitly identifies workforce issues as a priority area for data collection and policy analysis, and suggests that one of SAPGA’s “special purpose subcommittees” focus on “workforce development.”

• SAPGA has had an active workforce subcommittee since it began its work in 2015.
Strategic Action Planning Group on Aging

Current chairs of SAPGA Workforce Committee:
• Christian Itin, professor, Department of Social Work, Metropolitan State University
• Tony Tapia, program consultant, Colorado Latino Age Wave, Latino Community Foundation of Colorado.

Partial list of stakeholders engaged in process:
• Greater Metro Denver Healthcare Partnership
• Society for Human Resource Management
• State Demographer’s Office
• Department of Regulatory Agencies
• Metropolitan State University Programs
• Colorado Workforce Development Council
• Colorado Health Care Association & Center for Assisted Living
• InnovAge
• Boomers Leading Change
The Questions SAPGA Asked

1. Who will see the impact of aging population?
SAPGA Goal 5 (of 8)

“There will be enough skilled, educated and trained workers, paid commensurate to their abilities and training, to meet the needs of employers and industries serving Colorado’s growing senior population.”
Who Will Care for Us?

“Without a direct care workforce, there is no way to meet the looming need, yet today these workers are poorly trained, poorly compensated, disrespected and restricted in their duties. This state of affairs is problematic for several reasons. First, we will need to attract more people to the field as demand grows, but today’s pay and work conditions make that a hard sell. Second, . . . improving the jobs would improve care and reduce health care costs, neither of which is likely to happen without such improvement. Finally, with no shift in the nature of direct care work, these workers will continue to swell America’s low-wage workforce, and the corrosive inequality that characterizes the job market will become even more entrenched.”

-- Paul Osterman, Who Will Care for Us? (Underlining added)
The Questions SAPGA Asked

2. Where will "new
The Questions SAPGA Asked

3. How will we accommodate the diverse workplace needs and interests of older Coloradans, including employment, self-employment, entrepreneurship and volunteerism?
SAPGA Goal 2 (of 8)

Older adults will be able to stay engaged in the labor force and volunteer sector for as long as they want or need.

Includes paid, self-employed and volunteer options.
SAPGA Recommendation 5 (partial)
(from November 2016 state plan)

“Colorado must work to ensure its workforce meets the service needs of its aging population, including nursing homes, assisted living communities, home health agencies, caregivers, and other professionals who support the state’s aging population. Colorado should address the employment and skill development needs of workers who serve older Coloradans.”

“The state should build on the effective talent development strategies already in place . . . led by the Colorado Workforce Development Council . . .”

“The CWDC also should ensure that older workers have access to training and support services required for meaningful employment.”
Strategy

Colorado already does a very good job on workforce development.

We propose building on existing infrastructure and practices with two recommendations to enhance the CWDC’s ability to focus attention on the emerging workforce challenges of our aging population and to develop effective strategies to address those challenges.

_in other words, we propose giving CWDC the tools to figure this out themselves, since they are the experts._
Specific Recommendations for the CWDC

1. Establish a collaborative “Workforce & Aging Steering Committee” within the Council focused on these issues, similar in concept and operation to the existing Education & Training Committee, and comprised of a broad range of private sector/industry partners, key governmental agencies/entities, and nonprofit organizations.

2. Create and fund a “Workforce & Aging Statewide Coordinator” position on the CWDC staff (perhaps through legislation similar to HB15-1170, which created the Postsecondary & Workforce Readiness Statewide Coordinator position). This position would lead and coordinate efforts on workforce and aging strategies, initiatives, and actions.
Break

The meeting will resume at 4:10 p.m.
Council Member Spotlight

Kevin Cory, Chief People Officer
Noble Drilling, LLC/Noble Casing, Inc
Wrap Up
The Council Business was conducted efficiently and effectively

A. Strongly Agree
B. Agree
C. Unsure/Neutral
D. Disagree
E. Strongly Disagree

- Strongly Agree: 68%
- Agree: 32%
- Unsure/Neutral: 0%
- Disagree: 0%
- Strongly Disagree: 0%
The Aims Community College Tour provided a good opportunity to learn and was beneficial use of my time as a Council member.

A. Strongly Agree
B. Agree
C. Unsure/Neutral
D. Disagree
E. Strongly Disagree
The Education Leadership Council was interesting, timely and valuable use of my time as a council member?

A. Strongly Agree
B. Agree
C. Unsure/Neutral
D. Disagree
E. Strongly Disagree

46% 42%

13% 0% 0%
Colorado’s Aging Workforce presentation was interesting, timely and valuable use of my time as a council member?

A. Strongly Agree
B. Agree
C. Unsure/Neutral
D. Disagree
E. Strongly Disagree
Meals & Tour

Tonight: Downtown Greeley

5:00 p.m.-6:00 p.m.
Check-in at DoubleTree hotel

6:00 p.m.-8:00 p.m.
Networking activity/Dinner
Rio Grande
825 9th St, Greeley, CO 80631
(walking distance from hotel)

Tomorrow: Aims Community College

- Breakfast at 7:15 am
- Meeting will begin at 7:45 am
- 8:30 a.m. Travel to Vestas – Transportation will be provided.

Please remember:
- Sign Non-Disclosure Agreement
- Wear long pants and closed-toe shoes for the tour.
Welcome to Day 2

Meeting will begin promptly at 7:45 am
Welcome

*Jay Hardy, Past-Chair*

- Recap day 1
- Success stories
Sector Partnership Efforts in Northern Colorado

Paul Harter, Aqua-Hot Heating Systems Inc.
Tour: Vestas Blades America
Break

The meeting will resume at 11:20 a.m.
Tour Debrief

Jay Hardy, Past-Chair
Columbine Health Systems

Yvonne Myers, Health Systems Director
Lunch

Grab lunch

The meeting will resume at 12:40 p.m.
WIOA Implementation: Performance Incentive Funds Discussion and Vote

Lee Wheeler-Berliner, CWDC
Do you approve the proposed changes to the performance incentive funds criteria?

A. Yes
B. No

88% Yes
12% No
WIOA Implementation: Waiver Request Approval

Bill Dowling
Department of Labor and Employment
WIOA allows states to request waivers of many of the provisions of the law

Waivers requests can be submitted at any time, and are considered to be modifications to the state WIOA plan

Colorado has consulted with other states, partners and local areas to identify two waiver requests of greatest interest and impact
Waiver Request #1:

Definition of Work Experience for Youth

Major focus of WIOA - Increasing work-based learning opportunities

• 20% of Youth program funds must be spent on paid/unpaid work experiences

Registered apprenticeships considered occupational skills training, NOT work experiences
Waiver Request #1:

Definition of Work Experience for Youth

- Disincentive for local areas to develop Registered apprenticeships for youth

- **Waiver Request:** Change definition of work experience for youth to include registered apprenticeships (and OJTs as component of RA)
Waiver Request #2:
Formula Methodology For Title I Youth/Adult Programs

WIOA establishes formulas for distributing funds within the state to the 10 local areas.

The Adult and Youth formulas include a 1/3 factor for excess unemployment (unemployment rate above 4.5%).

With unemployment at historic lows, the 4.5% standard results in major swings in funding levels for the Adult and Youth programs, destabilizing the state’s workforce system.
Waiver Request #2: Formula Methodology For Title I Youth/Adult Programs

This year, some local areas received up to a 20% cut in their youth and adult programs; others received up to a 23% increase.

**Waiver Request:** Allow Colorado to modify the formulas in one of the following ways:
1. Change the 4.5% standard
2. Replace the excess unemployment factor with a factor related to youth or adults with barriers to employment
3. Apply the state level cut or increase to all local areas
1. Develop waiver requests with stakeholder input

2. Obtain state workforce development council approval

3. Publish waivers for 30 days of public comment beginning October 1, 2018

4. Submit waivers and comments to USDOL USDOL response within 90 days – Yes, Conditional yes, or No
Do you approve waiver request #1?

A. Yes
B. No
Do you approve waiver request #2?

A. Yes
B. No
Lives Empowered Overview

Lee Wheeler-Berliner, CWDC
Goals of the meeting

Jay Hardy, Past-Chair

• Efficiently conduct CWDC business
• Explore solutions to the workforce impacts of our state’s K-12 education system and changing population demographics
• Discover insights on what is driving the economy in northern Colorado
• Members individually advance in their understanding and engagement of the work of the CWDC
• Get to know your fellow Council members and HAVE FUN!
Feedback

- Get your clickers ready
The **Sector Partnership in Northern Colorado** presentation was interesting, timely and valuable use of my time as a council member.

A. Strongly Agree
B. Agree
C. Unsure/Neutral
D. Disagree
E. Strongly Disagree

67% Strongly Agree
33% Agree
0% Unsure/Neutral
0% Disagree
0% Strongly Disagree
The **Vestas Tour** was interesting, timely and valuable use of my time as a council member

A. Strongly Agree
B. Agree
C. Unsure/Neutral
D. Disagree
E. Strongly Disagree
The **Columbine Health** presentation was interesting, timely and valuable use of my time as a council member

A. Strongly Agree
B. Agree
C. Unsure/Neutral
D. Disagree
E. Strongly Disagree
The **Performance Incentive Funds Discussion** was interesting, timely and valuable use of my time as a council member.

A. Strongly Agree
B. Agree
C. Unsure/Neutral
D. Disagree
E. Strongly Disagree

- 39%
- 39%
- 17%
- 6%
- 0%
Did you complete the pre-work for the September meeting?

A. Yes
B. No
I completed the Pre-work and it helped me to be prepared for the meeting (do not respond if you did not complete the pre-work)

A. Strongly Agree
B. Agree
C. Unsure/Neutral
D. Disagree
E. Strongly Disagree

40%
47%
0%
7%
7%
The CWDC staff was well prepared for the meeting

A. Strongly Agree
B. Agree
C. Unsure/Neutral
D. Disagree
E. Strongly Disagree

82%
18%
0%
0%
0%
There was a good balance between presentations and discussion-based sessions.

A. Strongly Agree
B. Agree
C. Unsure/Neutral
D. Disagree
E. Strongly Disagree
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<td>6. Recognized as “the” leader in the field</td>
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Remarkable Performance Feedback
This meeting provided content and structure that was helpful to in moving my self assessment in a positive way.

A. Strongly Agree
B. Agree
C. Unsure/Neutral
D. Disagree
E. Strongly Disagree
Remarkable Performance Feedback
The change in my self assessment from the beginning of this meeting to now is

A. I assess my level at more than one level higher
B. I assess my level at one level higher
C. I have definitely moved but not quite a level
D. I would not move my assessment level
E. I assess my level to be lower than where I started the meeting at
**No Additional Survey**

We value you and your time therefore we have merged the survey that usually follows the meeting into the feedback questions.

You will not receive a survey about this meeting.

If you have additional feedback, we would VALUE it, please email us at cwdc@state.co.us or if you’d prefer send it directly to Lee at lee.wheeler-berliner@state.co.us or feel free to reach out to Kyle as well.

THANK YOU for always giving us good meaningful feedback to help us serve you better!
Closing

Next in-person meeting:
January 24-25, 2019
Pickens Technical College, Aurora
THANK YOU for your time and contribution