COUNCIL MEETING MINUTES
January 25-26, 2019
Aurora, CO

ATTENDEES


State Agency Representatives: Bill Dowling, Jamie Hackbarth, Katie Zaback, Max Math, Misti Ruthven, Nathan Betchelder, Ronnie Hines, Katie Griego.


MATERIALS

- Agenda
- Meeting Slides
Kyle Sickman, Chair, called the meeting to order at 10:30 a.m. and welcomed attendees to the January meeting.

Commissioner Nancy Jackson welcomed the council to Arapahoe County and shared some important facts about the county:

- It is the oldest county
- It is a very diverse county
- It has one of the wealthy communities in the USA

Kyle asked people to introduce themselves. He also welcomed the new cabinet from the Governor’s administration: Joe Barela, Betsy Markey, and Dr. Angie Paccione.

Approval of the agenda: Kyle called for a vote to approve the January meeting agenda. The agenda was approved unanimously.

September meeting minutes: Kyle called for a vote to approve the September meeting minutes. The September meeting minutes were approved unanimously.

Afterward, Kyle read some success stories and reminded council members of the importance of the council’s work.

**Council Business**

Lee welcomed the new cabinet members to the council and asked them to share any updates about the departments.

Joe Barela, Department of Labor and Employment:

- He thanked everyone and especially Tina McConnell, Commissioner Jackson for speaking highly about him, which was very important for his appointment.
- Joe mentioned the government shutdown and what CDLE is doing about it.
He talked about the digitalization of jobs and artificial intelligence. These are important topics for the Governor.

Dr. Angie Paccione, Department of Higher Education:

- Working on accessibility, apprenticeships, etc.

Pre-work process:

- Lee explained how the pre-work process works. Questions will be addressed during the meeting.
- He talked about the Work Act Review Committee (GRC) and passed a flyer around so that council members can help spread the word. Lee and Alba will contact the executive committee regarding GRC.
- Information in digital format will be sent out too.

State Youth Council (SYC) - Jenny Smith, CWDC

- Jenny talked about the three strategies that were shared in the pre-work.
- Everything with youth, nothing without youth.
- Kaiser gave some funds so that youth leaders can get pay.
- Youth is making recommendations, we don’t want decisions to be made without them.
- SYC has 13 youth leaders.
- SYC is trying to recruit more people.
- The fund from Kaiser will run out, they are submitting a grant and they are also working on the Think Big conference.
- To continue supporting the SYC, we put out the idea of engaging business:
  - Sponsorships: Minimum of $1000. The youth will need to be engaged with the businesses. Their logo will be recognized.

Questions/comments:

- Great work. Is an authentic youth voice. Jenny encourages business leaders to get involved with this job.
- Send to the council members a one-pager for them to share with other boards.

National Governors Association Meeting (NGA)-Lee Wheeler-Berliner

The NGA meeting is twice a year. The February meeting is in Washington, D.C. and they rotate the location of the second meeting. This year, the second meeting will likely be Colorado Springs (week of
August 12th). Kyle is an active participant, Lee attends as the director. More details will be shared in the upcoming months, please flag that week.

**Advocacy steering committee- Lee Wheeler-Berliner**

Lee thanked the council members for the feedback received in the pre-work. Lee mentioned that Ryan Keiffer is the Chair of the Advocacy committee and Britta Blodgett is the CWDC staff member that supports the committee.

- The committee is focused on communications, legislation, and data.
- People can attend these meetings in-person or by phone.
- The meetings are 90 minutes long.
- The committee meets three times a year. The next meeting is on March 5th.
- Lee talked about the subcommittees. He explained that people do not need to be experts, but if somebody has skills or interest in any of the topics, please consider participating.
- Those committees will recommend things to the full council meeting.
- The liaisons for the committees are:
  - Renise Walker- Sectors Steering Committee
  - Britta Blodgett - Advocacy Steering Committee
  - Thomas Hartman- Education & Training Committee

**Questions:**

- Can you delegate?
  - Yes, you can delegate. The chair of the committee has to be a council member, but other members can delegate. Lee explained the task force of the committees to answer the question.

Lee recognized the work of the CWDC staff and thanked the team for all their hard work.

**TalentFOUND quarterly conversations-Lee Wheeler-Berliner**

- It is not a new group; it is a new name of something that already existed.
- Conversations will be facilitated by the CWDC staff primarily.

**Comments:**

- About the February topic, Paul said that these conversations are needed to be better aligned.
- Frannie: We are a very diverse country and it’s difficult to get to everyone. A/D works! has done a good job, but there are some people that it is important to have at the table.
- Joe: Please engage your chamber if it is not already.
Lee: We will have an agenda for the February 19 conversation. If you have any feedback, please let us know. We want to send a save the date tomorrow and then we will send final locations.

Max: A survey from WAC was sent out yesterday about economic growth.

Subsequent designation of local workforce areas- Lee Wheeler-Berliner, CWDC

Lee shared the history of local workforce areas and explained the meaning of designation:

- The federal law divides the map into local workforce areas.
- Nine different workforce areas were established under the Workforce Investment Act (WIA).
- When the Workforce Innovation and Opportunity Act (WIOA) passed, open the door for others to apply to be their own workforce area. A new area will impact everyone else’s funds.
- Workforce areas will receive funding depending on different things.
- Mesa County applied to be a local workforce area and it was approved, so now there are 10 local workforce areas.
- This is an opportunity to review if an area is not doing their job. If it’s not designated, it will lose funding. The factors to be considered were sent in the pre-work.
- The law is not open to different interpretations for the new administration
- The CWDC staff reviewed the documentation submitted for each local area and consulted with workforce development programs at CDLE. The staff recommends approving the subsequent designation of all the 10 local areas.

Kyle called for a vote to approve if the local areas remain unchanged on the regional plan and clarified that it was the official vote.

Kyle made the first motion and Danielle seconded. The council approved that the local workforce areas remain unchanged on the regional plan.

Finance Update- Lisanne McNew, Treasurer

- Lisanne thanked Madison for all her work. Lisanne explained the budget until December of this year and talked about the discretionary budget from the government.
- She explained how much it has been spent during the fiscal year (6 months) we have already spent about half of the discretionary.
- The conversation in May will be about the workforce infrastructure, which is the money that goes to the local workforce areas.
Proposed Council Meeting Locations:

Proposal for the May 2019 meeting: La Junta

- Meeting will be May 16-17, 2019.
- Rachel Patrick presented a proposal to have the meeting in La Junta.
- She talked about the region, shared some facts and mentioned that it’s about three hours from Denver.

Kyle called for a vote to approve the May meeting location. The location proposal for the May meeting was approved unanimously.

Proposal for the September 2019 meeting in Durango:

- The meeting will be on September 26-27, 2019.
- Bryan Dear sent a proposal to have the meeting in Durango.
- Bryan was absent. Danielle who also represents that region shared a few things about Durango.
- Lee mentioned that the CWDC can reimburse airline tickets up to the cost of the millage.

Kyle called for a vote to approve the meeting location proposal for the September meeting. The location proposal for the September meeting was approved unanimously.

Lunch speaker- Kourtney Brewer

Kyle introduced the speaker- Kourtney Brewer, Stolle Machinery.

Kourtney was honored at the 2018 celebration of Excellence in Apprenticeship at the Governor’s executive residence.

She took a mechanics class because she thought that it would be good for her to have some knowledge of mechanics if she was going to own a car and she became fascinated with this area. She talked about the apprenticeship program with Stolle Machinery.

Welcome to Pickens- Teina McConnell

Kyle introduced Teina McConell, Executive Director of Pickens Community College, and thanked her for hosting the January meeting. Teina welcomed attendees to Pickens Technical College and talked about
its history. Pickens has been the number one technical college two years in a row. Afterward, attendees were divided into groups to tour the campus.

Tour comments

- Quality and enthusiasm of instructors.
- CCCS needs to continue addressing the credit transfer from nursing to a degree.
- The connection between community college and high school needs to continue, kids need to explore.
- Businesses are always complaining about not having employees, but they are not sponsoring any programs. How we can do this?
- Career opportunities for 19-year-old kids.

**Economic Development State of Aurora** - Kevin Hogan

Kyle introduced Kevin Hogan, President and CEO, Aurora Chamber of Commerce. He joined the Aurora Chamber of Commerce in 1996 as Vice President of Sales and became President and CEO in 1999.

- This is an opportunity to look at what is happening in Adams County and Aurora.
- Aurora needs to work more on economic development than in job creation (housing, etc.).
- The aerospace industry is being explored in Colorado. This is a good opportunity.
- More than 400 aerospace companies.
- Very strong military presence.
- Agriculture is another good opportunity.
- Air transportation: A lot of opportunities to grow. 35000 people working on Denver International Airport. In Centennial airport more than 7200 full and part-time employees.
- Several colleges in Aurora.
- Oil and gas: Good to have that industry safely.
- Southeast of Aurora mall is the biggest one in Colorado.
- Extension of the 6th avenue. It will be extended to I-70. E-470 continues to grow
- Aerotropolis bring more commercial retail in the area.
- Aurora highland: In about 20 years anticipated to be bigger than highlands ranch.
- Panasonic is coming to Colorado.
- Tourism: Gaylord hotel opened on December 18, 2018, and 80% of the people who booked in that hotel have never been in Colorado before.
- Challenges: Transportation, high birth rate.
What are you hearing from business members about housing?

- Housing and daycare is a huge necessity in Aurora.
- Working with home builders so that a percentage of their projects can be built as affordable.
- There are a lot of people living with their parents to save money.

**Aurora South Metro Small Business (SBDC) - Marcia McGilley**

Kyle introduced Marcia McGilley, Executive Director, SBDC.

- She talked about herself and her professional background.
- All their consultants at SBDC own or have owned businesses, so they know what they are talking about.
- She shared a success story about a small business.
- They have 14 network locations, but there will be 15 soon (two in the Durango area).
- She talked about the services SBDC offers.
- SBDC offer workshops and other special events. It is free and confidential. They do 1:1 consulting.
- They work with strategic partners. They work with the Chamber constantly, Pickens, Arapahoe Community College, Ethiopian Chamber, Black Chamber, Aurora Public Library, among others.
- Diversity in Aurora is much larger than in other regions.

**Council members Spotlight, Teina McConnell**

- Teina McConnell is the executive director of Pickens and a council member.
- She introduced her staff and thanked them for their hard work. She answered questions about Pickens.
- She is being with Pickens for eight years.
- She talked about the vision and the mission of Pickens.

Kyle mentioned details about the night and asked attendees for feedback about the first day of the meeting.
Kyle called the meeting to order at 7:35 am. He welcomed people to the meeting and made a recap about the first day of the meeting:

- Digitalization of jobs.
- State Youth Council presentation. Their approach is highly innovative.
- TalentFOUND alignment conversations.
- Teaching the essentials and principles can always be applied to digitalization and new technology.
- Promote curiosity.
- People were very impressed with Pickens.
- Most of the people that work on the oil field hate school but they are very smart.
- Entry level jobs and getting people experience.

**Lives Empowered update** - Renise Walker, CWDC

- Six out of ten people get their first job in retail.
- There are a lot of misconceptions about retail and we want to work around that.
- How to help those people move up in retail or to transfer skills to another job?
- In December 2018, Colorado became the first state to receive $4.1 million grant from Walmart to invest in scale retail opportunities.
- With part of the money from the grant, CWDC hired additional people to help do this job.
- 285,920 jobs open only in retail and hospitality.
- Network and sector partnerships. There is a story of collaboration.
- Hosting two statewide convenings.
- Tell the story, people need to know what is happening so that they can duplicate the job.
- Project phases:
  - Scaling, monitoring, and continuous improvement: October 2019- August 2021.
  - Project closure: September 2021.
- Opportunities to support:
  - Champion to businesses in retail, hospitality and food & beverage.
  - Encourage regional stakeholders to engage.
Leverage Walmart grant to attract new funding.
Help identify training partners and incumbent workers.
Please share stories of success, share with your team and community.

2019 legislation update - Pat Teegarden

Kyle introduced Pat Teegarden, Director of Policy and Legislation in the Department of Labor and Employment (CDLE). Pat made a few comments:

- Wonderful bipartisan cooperation with all the issues that have been brought forward.
- Not a lot going on since everything involves transition.
- Not too much focus on work-based learning or workforce right now.
- Pat asked attendees to let him know if anyone needs something from him.

Questions/Comments:

- Where are we in regards to how to measure technology?
  - Computer science has been on the mind of people.
  - Grant program, six thousand dollars. There is money on the table for teachers to upskill on computers.
  - Career incentives for students to get credentials.
- There is an initiative from the Governor to fund kindergarten. It will require to train enough teachers. Teachers do not get paid very well.
  - Kelly Causey is working with the Governor’s office in regards to the daycare.
- Student’s loans forgiveness. That has not been funded.
  - Education sector partnership model allows us to get this information out, it is too good to have education as a new career pathway.
- A lot of bills about workforce and apprenticeships, what do you think it will be introduced?
  - There are a lot of efforts on the road, but Pat does not have many details.
- Lee mentioned the track bill tool in that is in the CWDC website. The link and all the presentations from this meeting will be sent out and posted on the CWDC website.
Gaylord Rockies Resort and Convention Center- Judith Emery

Kyle introduced Judith Emery from the Colorado Urban Workforce Alliance. She shared information about the role the workforce centers played in the staffing effort for the project.

- The workforce center has been helping staff the hotel and it has helped with job fairs.
- The Gaylord also has over 12 vendors and they were in need of staffing and the workforce center held an event to help them.

Tour Gaylord Hotel

Tour Debrief

Kyle made a few comments about the tour to the Gaylord hotel and asked people to share any comments.

A/D Works! - Early Childhood Education Initiative/Apprenticeships in Health & Advanced Manufacturing- Kelly Folks

Kyle introduced Kelly Folks, director of A/D Works!

- To remain competitive in the labor market, business leaders must work with others in the community to maintain a high quality of life and an environment that keep existing businesses, attract new ones, and grows jobs.
- The workforce center provides:
  o Training assistant.
  o Career pathways opportunities.
  o Support development of apprenticeships.
  o Lay off prevention services.
  o Connect qualified candidates to business.
  o Offers work-based learning opportunities.
  o Provides labor force data and analysis.
  o Partners/collaborates with the chamber of commerce, economic development, and education.
- 50% of the members on a workforce development board are businesses.
- It is very important to have business voices at the table. Economic development partners count as business and they are very important to have at the table too.
- All services in the workforce centers are there. They are paid out of taxes.
Cost saving staffing. Helping business to find the right staff.
Employers don’t care where the workforce is coming from, they just need people with the skills needed to do the job.
They try to provide data to business to help them make long term decisions.

Questions/Comments

- Number of business using the workforce center?
  - More than 500 active business.
- AD/Works help people with disabilities; they are renovating their website to be more accessible. Kudos to Ad/Works!
- Judy mentioned a need to redesign the curriculum for apprenticeships.
- The Early Childhood Professional Academy was developed in collaboration with the Arapahoe County Early Childhood Development Council. This is an example of how collaboration can work.
- Medical assistance apprenticeship with Centura Health. This is another example of good partnership in action.
- Business hours in the workforce centers can be a challenge for people who need the services but have a job.
- There are some workforce centers that are already looking to offer other options. They are trying to get out into the community more with satellite workforce offices.

TalentFOUND Update - Ryan Keiffer

Kyle introduced Ryan Keiffer from A-Train Marketing Communications.

- TalentFOUND is here to help connect people with the resources that are already out there.
- Colorado workforce system is very good but people need to get the information.
- Ryan started with a campaign overview and then he talked about data.
- The goal is to build the brand and connect people with the right resources.
- Students and job seekers are our primary audiences:
  - The audience on YouTube is mostly youth.
  - Facebook is mostly students.
  - LinkedIn focuses more on employers and job seekers.
  - We are not on other platforms like Hulu because of the budget.
- We want to generate brand awareness.
● Colorado broadcast association is helping with radio announcements.
● We are trying to reach a bilingual audience.
● Ryan and/or Britta can send background information to the new people in the room.
● There is a tool kit available to people to help promote TalentFOUND.
● Please take a look at the emails about this and help us spread the word.
● Thank you page is used to promote TalentFOUND.
● Working on a list of first movers to help promote how they can benefit.
● How we can help mobilize these efforts? Are this work been promoted at schools?
  o Some affiliates will help us mobilize this. Career counselors are not the primary audience but there is a place they go to. There is an opportunity to grow in this area.
  o Not sure how this could look like for sector partnerships. Maybe they can help us build the brand and coordinate efforts.

Denver International Airport (DIA) - Adam Giombetti

Kyle introduced Adam Giombetti, Deputy CFO and Senior Vice President of Finance of DIA. Gisela Shanahan could not attend due to a last minute inconvenience.

● He has been with DIA for five years.
● DIA is the number one airport according to the Wall Street Journal and the fifth busiest airport in the USA.
● DIA generates over 150 thousand indirect jobs.
● DIA can grow without closing concords.
● International travel has increased by 35%.
● They have been adding more destinations nationwide and internationally.
● There are three main projects happening:
  o Great Hall:
    ▪ Security will be moved from level 5 to level 6.
    ▪ New checkpoints.
    ▪ New testing equipment.
  o Gate Expansion:
    ▪ Total of 39 new gates in concords A, B, and C.
    ▪ New opportunities for concessions and employment opportunities.
    ▪ Better waiting area: Improve seating, working space, outdoor area for travelers to enjoy.
  o Development Opportunities:
Strategic land use plan.
Bike/pedestrian system.

Closing

Kyle went over the goals of the meeting and asked people for feedback about the meeting. He reminded the new members the structure of the council:

- We are a decision-making body.
- We make recommendations for legislation.
- He encouraged people to get involved in a committee.

Kyle thanked people for attending the meeting. The next in-person meeting will be May 16-17 in La Junta.

Meeting adjourned at 1:35 pm.