Council Meeting

January 24-25, 2019

Aurora, Colorado
Welcome to Day 1

Meeting will begin promptly at 10:30 am
Welcome

Kyle Sickman, Chair

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

Kyle Sickman, Chair

- Name
- Organization/Company
- Region/Industry
Welcome New Cabinet Members

Colorado Department of Labor and Employment: Joe Barela

Office of Economic Development and International Trade: Betsy Markey

Department of Higher Education: Angie Paccione

Department of Local Affairs: Rick Garcia

Department of Corrections: Dean Williams

Department of Human Services: TBD
Welcome New Council Members

Danielle Kirkpatrick, Doubletree Hotel
Daniel Kraus, Pueblo Electrical Joint Apprenticeship & Training Committee
Francis Vigil, Colorado Springs Electrical JATC
Jason Wardrip, Colorado Building & Construction Trades Council
Joe Garcia, Colorado Community College System
John Knapp, Agriculture
Lawrence Wagner, Spark Mindset
Welcome New Council Members

Lisa Taylor, Immigrant & Refugee Center of Northern Colorado
Michael Stelling, Northglenn High School
Michael Trotter, Front Range Roofing Systems, LLC
Nilesh Parikh, Bank of America Merril Lynch
Paul Zeckser, Home Advisor
Phillip Allen, Boomers Leading Change
Ryan Irsik, Walmart
**Goals of the meeting**

*Kyle Sickman, Chair*

- Efficiently conduct CWDC business
- Gain insight into economic drivers and promising practices that can shape our long-term strategy
- Discover what is driving the economy in southeast metro Denver
- 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

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<th>Evidence</th>
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<td>6. Innovative</td>
<td>6. Recognized as “the” leader in the field</td>
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</tbody>
</table>

Do you approve the January meeting agenda?

A. Yes
B. No
Do you approve the September 2018 meeting minutes?

A. Yes
B. No
Success Stories

Kyle Sickman, Chair
Council
Business
Updates

Lee Wheeler-Berliner, CWDC Office

• Welcome New Cabinet Members
• State Youth Council
• NGA Summer Meeting
• Advocacy Steering Committee in 2019
2019 Steering Committee Dates

Lee Wheeler-Berliner, CWDC Office

- Jan. 23 – **Sectors**
- First week of March* – **Advocacy**
- March 19 – **Executive**
- May 29 – **Education & Training**
- First week of June* – **Advocacy**

- July 16 – **Executive**
- Sept. 26 – **Sectors**
- Nov. 19 – **Executive**
- Dec. 9 – **Education & Training**

* Exact dates TBD based on what works best for committee members.
TalentFOUND Quarterly Conversations

Lee Wheeler-Berliner, CWDC Office
TalentFOUND Quarterly Conversations

2019 Agenda

• One day sessions focused on aligning different aspects of the talent development network
• February, May, August, November
• One rural location, one urban location
• Topics
  ─ February: Workforce Boards, Chambers of Commerce, & Economic Development
  ─ May: Workforce Boards and Community & Technical Colleges
  ─ August & November: to be set by Advocacy Committee
Subsequent Designation of Local Workforce Areas

Lee Wheeler-Berliner, CWDC Office
Subsequent Designation of Local Workforce Areas

- History of Local Workforce Areas
- Meaning of the “designation” process
- Prior changes to the map
- Changes based on external factors
Do you approve the subsequent designation of all 10 local workforce areas?

A. Yes
B. No
Finance Update

Lisanne McNew, Treasurer
Madison Murphy, CWDC Office
# 2018 / 2019 Budget to Actuals

## Year to date

<table>
<thead>
<tr>
<th>Fund name</th>
<th>Budget</th>
<th>Actuals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discretionary (Annualized PY16-PY18)</td>
<td>$3,122,543</td>
<td>$1,798,294</td>
</tr>
<tr>
<td>HB 15-1170 Postsecondary &amp; Workforce Readiness</td>
<td>$110,180</td>
<td>$66,511</td>
</tr>
<tr>
<td>HB 15-1230 Innovative Industries Workforce Development Program</td>
<td>$87,375</td>
<td>$75,795</td>
</tr>
<tr>
<td>HB 15-1274 Career Pathways</td>
<td>$477,988</td>
<td>$257,987</td>
</tr>
<tr>
<td>HB 16-1288 Industry Infrastructure Grant Program</td>
<td>$300,000</td>
<td>$300,000</td>
</tr>
<tr>
<td>Operating</td>
<td>$580,296</td>
<td>$213,395</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$4,678,382</strong></td>
<td><strong>$2,711,982</strong></td>
</tr>
</tbody>
</table>
## Business Investment Portfolio

### Year to date

<table>
<thead>
<tr>
<th>Goal</th>
<th>$ Funding</th>
<th>% Total Funding</th>
<th>$ Discretionary Funding</th>
<th>% Discretionary Funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career Pathways</td>
<td>$750,918</td>
<td>28%</td>
<td>$198,395</td>
<td>11%</td>
</tr>
<tr>
<td>Council Operations</td>
<td>$273,246</td>
<td>10%</td>
<td>$59,715</td>
<td>4%</td>
</tr>
<tr>
<td>Sectors</td>
<td>$568,700</td>
<td>21%</td>
<td>$485,885</td>
<td>27%</td>
</tr>
<tr>
<td>TalentFOUND</td>
<td>$150,486</td>
<td>6%</td>
<td>$150,486</td>
<td>8%</td>
</tr>
<tr>
<td>Workforce Infrastructure</td>
<td>$968,632</td>
<td>35%</td>
<td>$903,813</td>
<td>50%</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td><strong>$2,711,982</strong></td>
<td></td>
<td><strong>$1,798,294</strong></td>
<td></td>
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Proposed Council Meeting Locations for the 2019 Meetings

Meeting Date
Thursday/Friday, May 16-17, 2019

Location Proposal
La Junta

Board Meeting
Rachel Patrick
Do you approve the meeting location proposal for the May meeting?

A. Yes
B. No
Proposed Council Meeting Locations for the 2019 Meetings

Meeting Date
Thursday/Friday, September 26-27, 2019

Location Proposal
Durango

Board Member
Bryan Dear
Do you approve the meeting location proposal for the September meeting?

A. Yes
B. No
Lunch

Provided by the Culinary Arts program

The meeting will resume at 12:20 p.m.
Lunch Speaker:
2018 Outstanding Apprentice

Kourtney Brewer, Stolle Machinery
Welcome and Tour
Pickens Technical College

Senator Nancy Todd
Teina McConnell, Executive Director
Break

The meeting will resume at 2:10 p.m.
Tour Debrief

Kyle Sickman, Chair
Economic Development
State of Aurora

Kevin Hogan, President/CEO
Aurora Chamber of Commerce
Break

The meeting will resume at 3:40 p.m.
Aurora South Metro Small Business Development Center (SBDC)

Marcia McGilley, Executive Director
Success Story: Grandma’s Rockin’ Rolls, LLC

- Worked with the SBDC from 2016-present for over 30 hours of consulting and 40 hours of events (Leading Edge Biz Plan course)

- Milestones:
  - Launched business in February 2016 Loan
  - Baked from home and attended festivals
  - Expanded 440% by building a commercial kitchen to expand to 90 markets with over 20,000 rolls annually
  - Built Concession Trailer
  - Purchased “encruster” equipment
Concession Trailer

Grandma's Rockin' Rolls
A delectable taste sensation

www.GrandmasRockinRolls.com

Handcrafted Caramel Cinnamon rolls,
.ActionBar the recipe Grandma created when we were young!
We use farm fresh,
all-natural ingredients,
with no additional preservatives.
Taste is little bit of happiness!
14 Network Locations
SBDC Services

Services:
• Free and confidential one-on-one consulting with business experts
• Workshops (start-up to advanced)
• Events

Three offices:
• City of Aurora (Host: full-time)
• Innovation Pavilion in Centennial (Satellite – 2 - 2 ½ days/week)
• City of Englewood (Satellite – 1 day/month)
How to Access Services

• Start-Up citizens:
  • Register at website: Aurora-SouthMetroSBDC.com
  • Attend two workshops prior consulting

• Existing business citizens may go straight to 1:1 consulting with business experts

• We assess and refer over 4,000 citizens to the right programs and/or resources
SBDC History with Aurora

Sept 2014
  > City of Aurora became the Host to the SBDC
    o Like minded goals of economic growth
    o Fiduciary and physical Host
    o Rebranded Aurora-South Metro SBDC
    o Expanded reach beyond Aurora to metro area (Arapahoe, Douglas & south Jefferson/Adams counties)
    o Executive Director relocated to COA

Fall 2015
  > Bid awarded to host the SBDC Center - 5 years (2016 – 2020)

Fall 2016
  > Passed CORE & Technology Accreditation - 5 years (2017 – 2021)

Ongoing
  > Passed all Federal and State financial/program audits without findings
City of Aurora Citizen Impact

Impact: 9/1/14 – 12/31/18

- Jobs Created: 721; Jobs Retained: 421
- New Businesses Started: 35
- Capital Formation: $16.7M
- Increased Sales: $69.8M
- Contract/Amount: 60 @ $18.4M

(*Arapahoe, Douglas and south Jefferson/Adams counties)
Funding Sources

• U.S. Small Business Administration
• State of Colorado: Leading Edge program
• OEDIT: Minority Business Office
• Dept of Transportation: Connect2DOT
• Manufacturer’s Edge: Manufacturing
• Municipalities: City of Aurora, City of Englewood, City of Centennial, City of Greenwood Village, Town of Parker, Douglas County
• Public Private Partnership: Ent Credit Union
• Education: Community College of Aurora and Arapahoe Community College
Annual Funding: $169,000

SBA Grant (general funds):
  $163,000
State of Colorado (Leading Edge):
  $6,000
Total:
  $169,000

City of Aurora: Grant Match
  $235-250,000 from General Fund
In-kind - Workshop & Office Space
Additional Funding Received: $130,000

- SBA Supplemental Funds: $10,000
- Transportation: $63,000
- Minority Business Office: $22,500
- Leading Edge: $10,000
- HB1002: $20,000
- Manufacturing: $2,000
- Economic Gardening: $2,500
Quality Control

One-on-one consulting:
63% Existing / 37% Start-up businesses

Exceptional Customer Service:
• One-on-one consulting: 97%
• Workshops: 97%

(Client Satisfaction reported by clients on follow-up online surveys)
Consulting Expertise

- CPAs
- Attorneys
- Government Contracting
- Dispute Resolution
- Grant Writing
- Technology and Funding
- VC/Angel/Equity Specialist
- Natural Resources/Ag
- Manufacturing
- Lean Specialist
- SBIR/Commercialization

- Exporting/International Trade
- Energy Specialists
- Aerospace
- Intellectual Property
- E-Business, Social Media
- Patents
- Medical Devices
- Business Specialists/Coaches
- Natural Food Product
- Retail Specialists
- Human Resources
- Marketing/Strategy
Strategic Partnerships

• Core industry focus: Retail/Restaurant, Transportation/Construction, Energy and Aerospace

• Aurora Business Advisory Board:
  - Technical & Business Advisory Team (ATB&T) – 30 citizens referred
  - Aurora Business Recognition Awards
  - Recommend workshops and needs for small businesses

• Economic Dev – Loan & Oppty Zones
Strategic Partnerships

• CYBER CYA! (Cover Your Assets) – Aurora Chamber and COA IT Department

• Innovation & Opportunity Conference: Advancing Aerospace and Defense (Aurora Hyatt, City of Aurora sponsor) – Nov 7-8, 2018 – NASA/Dept Defense

• Arapahoe/Douglas Works! – workforce training workshops, Hiring Fairs
Strategic Partnerships

• Community College of Aurora, CEDS Financial, City of Aurora - Office of Internatl & Immigrant Affairs - Entrepreneurial Business Planning Course

• Government Certification Program:
  - Minority Business Office Grant (OEDIT)
  - Minority, Women and Veterans
  - Certification process
  - Consulting and Workshops
  - Local, State and Private contracting
  - PTAC Partnership – Fed contracting
Strategic Partnerships

- Black Chamber of Commerce workshops
- Ethiopian Chamber workshops
- Pickens Technical College
- Community College of Aurora
- Arapahoe Community College
- Aurora Public Libraries
SBA Strategic Partnerships

- Boot2Business
- U.S. SBA Administrator Linda McMahon visited Stanley Marketplace and held small business round table
- SBA District VIII Small Business Awards
- District Veterans Small Business Week Event
- Resource & Lender’s Fair (3 annually)
- SBA Small Business Saturday, Nov 24th
Workshop Partnerships

• Financial Capacity Building

• Workshops:
  - Look B4U Lease (COA)
  - Business Start-Up Series (libraries)
  - Business Planning
  - Spanish language (MBO)
  - Working with the Govt (PTAC)
  - Govt Certifications (MBO)
SBDC Program Partnerships

Colorado Leading Edge
  > 10–12 week Strategic Planning Series

Connect2DOT
  > Transportation and Project Opportunities matching

Small Manufacturer’s AdvantEDGE
  > Small manufacturing program

TechSource
  > Assisting technology companies
Small Manufacturer’s AdvantEDGE

Areas of Consulting:

• Lean/ISO
• New opportunity leads
• SEO
• Access to capital
• Facility layout
• Supply Chain Optimization

• National Manufacturing Day Events (statewide)
Assists innovative and technology driven companies through custom fit expert consulting and relevant tech programs:

- Consulting for SBIR/STTR and Advanced Industry grant proposals and compliance
- Technology Commercialization
- IP protection/assistance with the patent process
- Market research, market sizing, strategic and tactical planning
- Business development
- Building sales and distribution channels
- Building management teams
- Export and international trade development
- Access to capital
Regional Cooperation

- Name change to Aurora-South Metro SBDC from South Metro Denver SBDC
- Regional representation at all workshops & events
- Satellite offices in Denver Tech Center and City of Englewood
- Funding from: Douglas County, municipalities, Arapahoe Community College, Ent Credit Union
- South Metro Business Resource Network (Arapahoe County) & DoCo Economic Forum
- Arapahoe, Aurora Libraries and Douglas Co: market research and workshops
Economic Impact for the whole territory:
(*Arapahoe, Douglas and south Jefferson/Adams counties)

Jobs Created: 1294; Jobs Retained: 948
• New Businesses Started: 84
• Capital Formation: $32.8M
• Increased Sales: $130M
• Govt Contract/Amount: 115 for $47.5M
• Over 4,000 Inquiries annually
Annual Success Story: Dry Dock Brewing Company

- Worked with the SBDC from 2011-present for over 33 hours of consulting

- Milestones:
  - Received a $4.5M - SBA 504 Loan
  - Began with 2 employees
  - Currently - 24 F/T and 22 P/T
  - Expanded from 900 sq ft to 30,000 sq ft
  - Won 22 Great American Beer Festival medals
“Dry Dock has grown tremendously in the past 10 years, and the Aurora-South Metro SBDC has been with us every step of the way. Working with any government agency can be daunting, so it’s great to have a partner to help you through regulations, training or just to point you in the right direction if you have question.”

- Kevin DeLange,
  Co-owner of Dry Dock Brewing Company
Thank you for your time!

Marcia McGilley, Executive Director
mmcgille@auroragov.org
(303) 326-8694

To refer a citizen to the SBDC, please send them to our website or have them call our office!

Aurora-SouthMetroSBDC.com
(303) 326-8686
Council Member Spotlight

Tenia McConell, Executive Director
Pickens Technical College

https://www.facebook.com/PTCollege/videos/1396437657158658/
CWDC
Member Spotlight

Teina McConnell
Executive Director
Pickens Technical College
my roots run deep
REMEMBER WHO YOU ARE, AND WHERE YOU CAME FROM."
THE GRANDS

McConnell

Hallmark
THE PARENTS
MIDDLE SCHOOL SWEETHEARTS
1954
MY EDUCATION

High School
STEPHEN F. AUSTIN STATE UNIVERSITY

BS HUMAN ECOLOGY
FASHION
MERCHANDISING
AND ART
TEXAS WORLD OF WORK
(RETAIL MANAGEMENT, INTERIOR DESIGN, CUSTOMER SERVICE, HS FACS TEACHER, PRINCIPAL INTERN)
TEXAS WOMEN’S UNIVERSITY
GRADUATE SCHOOL 1999
EDUCATION
LEADERSHIP
2000

WELCOME TO COLORFUL COLORADO
2000 AND BEYOND
COLORADO EDUCATION THAT WORKS
2011 AND BEYOND

PICKENS
TECHNICAL COLLEGE
Education That Works.
Vision - Pickens Technical College prepares all students for Post-Secondary and Workforce Readiness (PWR).

Mission – Pickens Technical College provides unsurpassed, equitable Career and Technical Education.
Non-Traditional Leader
Education That Works

CAREER AND TECHNICAL EDUCATION
NON TRADITIONAL PATHWAYS
HANDS ON
PROJECT BASED LEARNING
WORK BASE LEARNING
ESSENTIAL SKILLS
INDUSTRY PARTNERS
INTERNSHIPS
CLINICALS
APPRENTICESHIPS
CONTEXTUAL AND APPLIED ACADEMICS
CAREER AND TECHNICAL EDUCATION ACADEMIC CREDIT
Focus and Direction

• Community Connections and Increase Awareness
• Tours
  • HS
  • MS
  • Elementary
  • Parents
  • Legislators
  • Senators
  • Community Leaders
  • Business and Industry Leaders
• Establish Partnerships
  • Community College of Aurora
  • Aurora Public Schools
  • Aurora Business and Industry
Institution and Occupational Advisory Committees

- Subaru University
- Havana Motor Mile
- Hunter Electrical
- Stolle Manufacturing
- Walgreens
- Colfax Community Network
- Anshutz
- HS CTE
- Colorado Department of Ed (CDE)
- City of Aurora

- South Metro Small Business Development Center
- Aurora Chamber of Commerce
- University Physicians Inc
- ADWorks
- Kaiser
- Greater Metro Denver Healthcare & CO Urban Workforce Alliance
- Adams County Workforce
- DAFC Community Readiness Buckley AFB
- JR Butler Manufacturing
Program Growth and Expansions

• New Programs
  • Culinary Arts
  • Hospitality and Tourism
  • Pharmacy Tech
  • Cyber Security
  • Small Business Management/Tax Help Colorado
  • Medical Assisting

• Restructures
  • Academic Teachers of Record
  • Career Advisors
  • Job Placement Coordinators
  • Secondary CTE Coordinator
MY PERSONAL AGENDA

ACADEMIC CREDIT FOR

CAREER AND TECHNICAL EDUCATION

GIVE CREDIT WHERE CREDIT IS DUE!
Academic Credit In CTE

**Math**
- Automotive Technology (yr 1)
- Collision Repair (yr 1)
- Construction Technology (yr 1)
- Culinary Arts
- General Electronics
- Urban Horticulture
- Motorcycle Service
- Pharmacy Technician
- Advanced Manufacturing
- Veterinary Assistant

**Science**
- Automotive Technology (yr 1)
- Collision Repair (yr 1)
- Cosmetology (yr 1)
- Culinary Arts
- Dental Assisting (yr 1)
- HVAC
- Urban Horticulture
- Medical Assistant
- Motorcycle Service
- Pharmacy Technician
- Advanced Manufacturing
- Veterinary Assistant
THE FUTURE
Doctoral Candidate:
Education Leadership and Policy Studies
Completion June 2019

UNIVERSITY of DENVER
Morgridge College of Education
CAREER AND TECHNICAL EDUCATION
EDUCATION THAT WORKS!

Oh, you didn't know? A ratio of one CTE class for every two academic classes minimizes the risk of students dropping out.

CareerTechEd Works!

They didn't tell you? The more CTE courses students take, the less likely they are to suffer periods of unemployment.

CareerTech Ed Works!
THANK YOU
QUESTIONS?
Wrap Up
The Council Business was conducted efficiently and effectively.

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

78% Strongly Agree
22% Agree
0% Unsure/Neutral
0% Disagree
0% Strongly Disagree
The Pickens Technical 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 Economic Development-State of Aurora 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 Aurora South Metro Small Business Development Center 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**

5:00 p.m.- 6:30 p.m.
Check-in at Radisson Hotel

6:30 p.m.- 8:00 p.m.
Networking activity/ Dinner On your own
Stanley Marketplace- 2501 Dallas St, Aurora, CO 80010

**Bus Departs:** 6:15 pm

**Tomorrow:**
Pickens Technical College

- Breakfast at 7:15 am
- Meeting will begin at 7:30 am
- 8:25 a.m. Travel to Gaylord Hotel – Transportation will be provided.
Welcome to Day 2

Meeting will begin promptly at 7:30 am
Welcome

Kyle Sickman, Chair

• Recap day 1
• Success stories
Lives Empowered Update

Renise Walker
CWDC Office
2019 Legislative Session

Pat Teegarden
Colorado Department of Labor and Employment
Tour: Gaylord Rockies Resort and Convention Center

Judith Emery
Colorado Urban Workforce Alliance
Break

The meeting will resume at 11:00 a.m.
Lunch

Provided by the Culinary Arts Program

The meeting will resume at 11:55 a.m.
A/D Works!-Early Childhood Education Initiative/Apprenticeships in Health & Advanced Manufacturing

Kelly Folks, Director
Denver International Airport Presentation

Gisela Shanahan, Chief Financial Officer
TalentFOUND Update

Ryan Keiffer, A-Train Marketing Communications
Goals of the meeting

Kyle Sickman, Chair

• Efficiently conduct CWDC business
• Gain insight into economic drivers and promising practices that can shape our long-term strategy
• Discover what is driving the economy in southeast metro Denver
• 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 Legislative session overview 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 Gaylord Rockies Resort 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 A/D Works!-Early Childhood Education Initiative/Apprenticeships in Health & Advance Manufacturing 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

- 29%
- 47%
- 0%
- 6%
- 18%
The DIA 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 TalentFOUND update 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
Did you complete the pre-work for the January 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
The CWDC staff was well prepared for the meeting

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

83%
17%
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
# The Six Levels of Commitment

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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

![Bar Chart]

- 50%
- 19%
- 19%
- 13%
- 0%
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:
May 16-17, 2019
Location: TBC
THANK YOU for your time and contribution