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
Goals of the meeting

Kyle Sickman, Chair

• Determine how the CWDC can best support statewide goals for talent development
• Set financial priorities for 2019-2020
• Discover what is driving the economy in southeast Colorado
• Members individually advance in their understanding and engagement of the work of the CWDC
• Efficiently conduct CWDC business
• Get to know your fellow Council members and HAVE FUN!
# The Six Levels of Commitment

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Approval of agenda and last meeting minutes

• Go to www.menti.com and use the code 72 05 63
Success Stories

Kyle Sickman, Chair
Welcome

Cynthia Nieb
La Junta Economic Development
Executive Director
Council Business
Updates

Lee Wheeler-Berliner, CWDC Office

- Pre-work
- TalentFOUND op-ed
- Legislative session report
- Education pathways update
- Affordable housing workgroup
- Unemployment insurance and improper payment rate
Pre-Work

Lee Wheeler-Berliner, CWDC Office
TalentFOUND

Ryan Keiffer, A-Train Marketing Communications

Timeline:
• Currently - Finalizing list of target publication across state
• Summer – Drafting Op-Ed
• Late summer/fall – Reach out to publications to place
TalentFOUND

- Go to [www.menti.com](http://www.menti.com) and use the code **83 32 69**
Legislative session report

Daniel Chase, CDLE
Lee Wheeler-Berliner, CWDC Office
Education pathways update

Katy Anthes, Ph.D. Colorado Department of Education
Misti Ruthven, Colorado Department of Education
Thomas Hartman, CWDC Office
Education is Colorado’s 4th largest employer
Top Colorado Industries by Employment

1. Health Care & Social Assistance
   343,108 Employees

2. Accommodation & Food Services
   279,364 Employees

3. Retail
   269,302 Employees

4. Educational Services
   225,070 Employees

https://www.colmigateway.com/vosnet/analyzer/results.aspx?enc=jaHZmiTull9VphauVQ7dVg==
The Impact of Education Industry

Educational Services is 8.6% of all jobs in Colorado

More than 60 occupations measured in the sector

Education, Training and Library Occupations are projected to have annual openings of 16,000 composed of growth, transfers and exits

Payroll was $10.3 billion for the 2017-18 academic year

Employment in this industry is captured by the Quarterly Census of Employment and Wages (QCEW) in the Educational Services Sector (611)
Priorities of the Statewide Sector Partnerships

1. Pathway and Skill Development
2. Mapping the Education System
3. Policy and Legislation through Awareness
4. Creating a PR Campaign and Recruiting Platform (TEACHColorado.org)
5. Compensation
TEACH Colorado
Purpose of TEACHColorado.org

• To create a one-stop-shop
• that ignites interest and
• guides people into the profession of teaching.
Outreach Campaign & Tools

**Personalized Roadmap**

**Talk to a Teacher**

**My Application Coach**

**Digital & Social**

**TV**

**Audio**
TEACHColorado.org Project Timeline

**Fall 2018 – Spring 2019** develop strategic partnerships and obtain funding for 3 year cycle

**March - May 2019** – Launch series of informational webinars and socialize platform

**Winter 2019- Summer 2019** engage educator preparation programs and districts in partnering efforts

**Fall 2019 - 2022** – Launch online TEACHColorado.org and continue socialization, learning and engagement

**Contact:** Brit Havey, Interim Senior Program Manager for TEACH Colorado, BHavey@TEACHColorado.org or Colleen O’Neil, CDE Associate Commissioner of Educator Talent, oneil_c@cde.state.co.us
Education Career Pathway Mapping Project

**Fall 2018 – Spring 2019** document the talent pipeline, education, and training landscape

**Winter 2019- Summer 2019** engage education industry and public partners to receive feedback and create online pathway (set for summer 2019 delivery)

**Summer 2019 – Fall 2019** engage public partners, education and training providers, community-based organizations, and state entities to provide training, marketing, and continuous improvement of the Education Career Pathways system.

**CWDC Deliverables and Ongoing Work**

- **July 2019** Education Career Pathways on [Careers in Colorado](#) are released
- **December 2019** Summary Report to be included in the [Talent Pipeline Report](#)
- **Ongoing**: Develop and map Education Career Pathways in a continuous improvement cycle
THANK YOU
Affordable Housing Workgroup

Lee Wheeler-Berliner, CWDC Office

• 2019 Session Discussion convened by Majority Leader KC Becker, Representative Jim Wilson, Senator Don Coram, and Senator Dominick Moreno
• 15 Members in the Working Group
• 2 Meetings: Have focused on scope, and policy priorities
• Currently drafting a recommendation document that will look at thematic policy solutions, aimed at both the rental and homeownership markets.
• Late Summer Completion
• The final product will be vetted by public and private stakeholders and used to guide policy decisions focused on increasing access to affordable housing and driven by business
Unemployment insurance and improper payment rate

Lee Wheeler-Berliner, CWDC Office

• Letter sent in April from USDOL to the CWDC requesting support to decrease the improper payment rate in Colorado
• Biggest driver is verifiable work search documentation
• Use of the talent development network is not required, and the RESEA program is determined by the local area
• Policy levers can be explored this summer
Unemployment insurance and improper payment rate

- Go to www.menti.com and use the code 72 05 63
Strategic Priorities for the State of Colorado

Joe Barela
Colorado Department of Labor and Employment
Lunch

The meeting will resume at 1:05 p.m.
Strategic Vision

Lee Wheeler-Berliner
Colorado Workforce Development Council
Status of Current Strategies

**Strategy**

1. Assess, improve and integrate services
2. Establish an integrated system of measurements and outcomes
3. Strengthen and fully utilize a CWDC network
4. Utilize the CWDC committee and task-forces to convene partners, increase collaboration, leverage resources
5. Champion the creation of user-friendly information sources.

**Results**

1. Shared staff, shared approaches
2. TalentFOUND Dashboard
3. Enhanced comms with updates, round ups, newsletters, leg tracker, op-ed
4. 3 active and ongoing
5. TalentFOUND, Talent Pipeline Report, Apprenticeship Evolution
Strategy Session

- Go to [www.menti.com](http://www.menti.com) and use the code **72 05 63**
Sharing Ideas
Vision (the dream)

Every Colorado business has access to a skilled workforce and every Coloradan has access to meaningful employment, resulting in statewide economic vitality.

Mission (the what and why)

To facilitate the creation and sustainability of an industry-led, competency-based Colorado talent development system that appropriately integrates the work of education, training, economic and workforce development to meet the needs of businesses, workers, job-seekers and students.
Discussion Questions

1. What steps could the CWDC take to best fulfill its mission in the next four years?

2. Of the current strategies, are there items that should carry forward in some way, and if so which ones?

3. What must be done with the Talent Development Network to best support the Governor’s goals?

4. What types of activities should the CWDC focus on to best create success?
Welcome
Otero Junior College

Timothy A. Alvarez, Ph.D.
Otero Junior College
President
Mental and Behavioral Health

Nancy Jackson, Ph.D
Arapahoe County Commissioner

Joseph (JC) Carrica III, Ed.D.
Southeast Health Group
Chief Executive Officer
Break

The meeting will resume at 3:00 p.m.
Career Pathways Industry Selection
2019-2020

Thomas Hartman
Colorado Workforce Development Council
## Career Pathway Multi-Year Phased Methodology

<table>
<thead>
<tr>
<th>Industry Phase (Year)</th>
<th>Responsible/Leads</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Sector Development</td>
<td>Industry/Local Partners</td>
</tr>
<tr>
<td>2. Career Pathway Systems Development</td>
<td>Career Pathway Project Team</td>
</tr>
<tr>
<td>3. Career Pathway Program Development &amp; Outreach</td>
<td>Public Partners</td>
</tr>
</tbody>
</table>
# Career Pathway Multi-Year Phased Methodology

<table>
<thead>
<tr>
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<th></th>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Phase 1) Sector Development ----------</td>
<td>Industry 2</td>
<td>Industry 3</td>
<td>Industry 4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Phase 2) Career Pathway Systems Development ----&gt;</td>
<td>Industry 1</td>
<td>Industry 2</td>
<td>Industry 3</td>
<td>Industry 4</td>
<td></td>
</tr>
<tr>
<td>Phase 3) Career Pathway Program Development &amp; Outreach ---&gt;</td>
<td>Education</td>
<td>Industry 1</td>
<td>Industry 2</td>
<td>Industry 3</td>
<td>Industry 4</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Updating Model</th>
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</thead>
<tbody>
<tr>
<td>Career Pathway Systems Development</td>
</tr>
</tbody>
</table>

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[Diagram showing the phased methodology for career pathways with different industries and phases.]
Career pathways industry selection 2019-2020

• Go to www.menti.com and use the code 72 05 63
Selecting New Industries

1. Is there a significant concentration of Top Jobs (present & future) within an industry?

2. Is there a critical need for a specific industry in our state?

3. Is the industry (sector partnership/industry association) already organized and engaged or prepared to engage in career pathway development?

4. Have state entities or public stakeholders already identified this industry as a strategic priority?
Recommended Industries

1. Sciences
2. Behavioral Health
3. Creative Industries
4. Protective Services
5. Agriculture
6. Energy
7. Transportation
Career pathways industry selection 2019-2020

• Go to www.menti.com and use the code 72 05 63
Agriculture Industry and Labor Challenges

John Knapp
Agriculture
Knapp Farms
Rocky Ford, Colorado
2017
Break

The meeting will resume at 4:55 p.m.
Financial Prioritization Exercise

Lisanne McNew
McNew & Associates
CWDC Treasurer
## CWDC Funding Sources

<table>
<thead>
<tr>
<th>Name</th>
<th>Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discretionary (Annualized)</td>
<td>Fed multi-year</td>
</tr>
<tr>
<td>Postsecondary &amp; Workforce Readiness (HB 15-1170)</td>
<td>State annual</td>
</tr>
<tr>
<td>Innovative Industries Workforce Development Program (HB15-1230)</td>
<td>State annual</td>
</tr>
<tr>
<td>Career Pathways (HB 15-1274)</td>
<td>State annual</td>
</tr>
<tr>
<td>Industry Infrastructure Grant Program (HB 16-1288)</td>
<td>State annual</td>
</tr>
<tr>
<td>Operating</td>
<td>Fed annual</td>
</tr>
<tr>
<td>Lives Empowered (Walmart)</td>
<td>Private</td>
</tr>
</tbody>
</table>
Spending snapshot (18/19 YTD)

- Workforce Infrastructure: 30% ($1,176,428)
- Sectors: 26% ($998,387)
- TalentFOUND: 5% ($160,062)
- Council Operations: 11% ($404,839)
- Career Pathways: 28% ($1,072,778)

Total Spending: $4,048,387
## Business Investment Portfolio 18/19

<table>
<thead>
<tr>
<th>Name</th>
<th>$ spent to date all funds</th>
<th>% spend to date all funds</th>
<th>$ spent to date discretionary funds</th>
<th>% spend to date discretionary funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career Pathways</td>
<td>1,072,778</td>
<td>28%</td>
<td>263,627</td>
<td>13%</td>
</tr>
<tr>
<td>Council Operations</td>
<td>404,839</td>
<td>11%</td>
<td>68,640</td>
<td>4%</td>
</tr>
<tr>
<td>Sectors</td>
<td>998,381</td>
<td>26%</td>
<td>511,783</td>
<td>24%</td>
</tr>
<tr>
<td>TalentFOUND</td>
<td>160,062</td>
<td>5%</td>
<td>159,878</td>
<td>7%</td>
</tr>
<tr>
<td>Workforce Infrastructure</td>
<td>1,176,428</td>
<td>30%</td>
<td>1,074,068</td>
<td>52%</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td><strong>3,812,448</strong></td>
<td><strong>100%</strong></td>
<td><strong>2,077,996</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>
Spending snapshot portfolio (discretionary) 18/19

- Career Pathways: 13% ($263,627)
- Council Operations: 4% ($68,640)
- Sectors: 24% ($511,783)
- TalentFOUND: 7% ($159,878)
- Workforce Infrastructure: 52% ($1,074,068)
## Investment Activities

<table>
<thead>
<tr>
<th>Workforce Infrastructure</th>
<th>Sectors</th>
<th>Career Pathways</th>
<th>talentFOUND</th>
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<tbody>
<tr>
<td>• Performance Incentives</td>
<td>• Next Gen Sector Partnerships</td>
<td>• Work Based Learning</td>
<td>• Network Development</td>
</tr>
<tr>
<td>• Local Board Support</td>
<td>• Industry Intermediaries</td>
<td>• BEL Commission</td>
<td>• Gateway Development and Maintenance</td>
</tr>
<tr>
<td>• Business Services</td>
<td>• Convener Training</td>
<td>• Pre-apprenticeships</td>
<td>• Gateway Adoption</td>
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<tr>
<td>• Job Seeker Services</td>
<td>• Convener Support</td>
<td>• Pathway Program Development</td>
<td>• Brand Awareness</td>
</tr>
<tr>
<td>• Labor Market Information*</td>
<td></td>
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<tr>
<td>• Data Platforms*</td>
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<tr>
<td>• Regional Implementation</td>
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<tr>
<td>• Regional Planning</td>
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* Indicates areas of focus for regional implementation.
Financial Prioritization

- Go to **www.menti.com** and use the code **72 05 63**
Wrap Up
Feedback

• Go to www.menti.com and use the code 72 05 63
Meals & Tour

**Tonight**

After the meeting:
Check-in at the hotel (Hampton Inn or Holiday Inn Express)

6:45 p.m.- 8:45 p.m.
Networking activity/ Dinner
Koshare Museum
115 W 18th St, La Junta, CO 81050

**Tomorrow: Otero Junior College**

– Breakfast at 7:30 am
– Meeting will begin at 8:00 am
– 9:20 a.m. Travel to Innovative Water Technology (Transportation will be provided)
Welcome to Day 2

Meeting will begin promptly at 8:00 a.m.
Welcome

Kyle Sickman, Chair

• Recap day 1
• Success stories
Financial Prioritization Exercise - Continued

Lee Wheeler-Berliner
Managing Director
CWDC
Top items – Workforce Infrastructure

Top 3:
• Job seeker services
• Business services
• Performance incentives

Write Ins:
• Future of work
• Underserved populations
Top items - Sectors

Top 3:
• Next Gen Sector Partnerships
• Convener Training
• Convener Support

Write Ins:
• Industry champion training
• Rural outreach
• Employer education about Sectors
Top items – Career Pathways

Top 3:
• Work based learning
• Pre-apprenticeships
• Pathways program development

Write Ins:
• Registered apprenticeships: adults and out of school youth
• Life long learning and reskilling
Top items - talentFOUND

Top 3:
• Brand awareness
• Network development
• Gateway adoption

Write Ins:
• Infrastructure of the gateway
• Usage tracking
• Functionality
Council Member Spotlight

Rachel Patrick
Southeast Small Business Development Center
Director
Tour: Innovative Water Technologies Inc
Grab Lunch

The meeting will resume at 11:45 a.m.
Tour Debrief
Older Workers Taskforce

Lee Wheeler-Berliner
Colorado Workforce Development Council
Managing Director
Participants

• Phil Nash
• Nilesh Parikh
• Janice Blanchard, Governor’s Office
• Doug Jones, The Daniels Fund
Course of Action

2019

- Conducting Research: landscape of activity in Colorado; Best Practices landscape analysis in other states; query of Foundation supported activity that has scaling potential; Grad student option

- Invite Next50 to present findings at the January 2020 CWDC Meeting
Course of Action

2019

• Examine updating the toolkit and releasing that as a TA module for employers or to train workforce representatives

• Examine emerging professions and explore quality control or rating opportunities
Course of Action

2019

• Flesh out Encore Campaigns through unions or other groups to promote
2020 Actions

• Develop a Silver Print Colorado or similarly named white paper to promote activity

• Develop technical assistance module for communities connected to future of work

• Examine options to shore-up new occupations being created based on demand
Questions?
WIOA 2020 State Plan

Lee Wheeler-Berliner
Colorado Workforce Development Council
Managing Director
Goals of the meeting

Kyle Sickman, Chair

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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:
September 26-27, 2019
Location: Durango
THANK YOU for your time and contribution