Council Meeting
September 27-28, 2018
Greeley, CO

Attendees:
Council Members: Evan Abbott, Heather Terenzio, Jay Hardy, Joel Buchanan, John Fleck, Kelly Causey, Kelly Folks, Kevin Cory, Kevin Cory, Lisanne McNew, Mike Hess, Nancy Jackson, Paul Harter, Peggy Gair, Ryan Keiffer, Sam Walker, Tara Hosick, Teina McConnell.

State Agency Representatives: Katie Griego, Katie Zaback, Laura Bravo, Lt. Governor Donna Lynne, Michael Macklin, Misti Ruthven.

CWDC Staff: Thomas Hartman, Lee Wheeler-Berliner, Madison Murphy, Britta Blodgett, Alba Duque.


Thursday, September 27, 2018
Location: Aims Community College

Past-Chair Jay Hardy called the meeting to order at 10:30 a.m.

Welcome
Introductions: Jay asked attendees to introduce themselves- Name, company, and the region they represent. Next, he shared the goals of the meeting and reviewed the six levels of commitment.

September meeting agenda: Jay called for a vote to approve the September meeting agenda. The September meeting agenda was approved.

Meeting minutes: Jay called for a vote to approve the May meeting minutes. The May meeting minutes were approved.

Success stories: Jay shared success stories from Weld County.

Council Business
CWDC new structure- Lee Wheeler-Berliner, CWDC Director:
Lee talked about the changes in the CWDC office and the new structure.

One of the things the CWDC office is working on is the terminology that sometimes can be confusing.

He clarified that when he makes reference to the CWDC, he is talking about the voting council members. The CWDC office is the staff.

Regarding the new structure, Lee explained that he is the CWDC director, and Sam Walker is currently the Managing Director who is also the Executive Director of CDLE.

The CWDC office has two teams: the project team and the operations team. All that information is available on the Business Management System (living document on Google drive) The link to this document will be sent out again to all the council members as a follow-up to this conversation.

Finance update:

The treasurer, Kristie LaRose was absent due to a family emergency and Lee gave the finance update.

He explained the different categories in the budget and shared a little bit about Lives and Power, which is a partnership with Walmart. This is the first time they give money to a public organization. Lee will give a complete update about this partnership during the Friday session.

18/19 Discretionary Governor Letter:

Lee explained each of the CWDC initiatives: Industry-led state and regional sectors network, talent development innovation initiatives, talent development communications and information.

$432,729 will be put out to workforce development programs.

$425,000 for CDLE workforce system performance incentive funds.

Questions/comments:

❖ Was anything different from last year?

➢ More money is going to be put in for consulting and technical assistance. This money is good for three years

❖ Changes that impact the federal level?

➢ Decrease in this money because of the good economy in Colorado. CDLE will try to update the formula because they are using old data

➢ Working on developing a module of technical assistance which is one of the shifts we want to do to help with capacity. Stakeholder input once the module is finished.

Jay called for a vote to approve the PY 18-19 discretionary budget based on the CWDC priorities set in April and the Governor’s approval. Ryan made the first motion and Lisanne seconded. The PY18-19 discretionary budget was approved.
Board recruitment:
● Council members voted for the future Executive Committee team.
● Chair-Elect: Tim Fry was nominated by Kristie LaRose and he accepted the nomination. He
was absent.
● Mike asked Jay to talk about the terms for this position and Lee explained some of the
responsibilities and the time commitment. Lee shared some more information about Tim to
address concerns from some council members who were not sure to remember him. John
Fleck also talked highly about Tim
● Jay added that during his time in the council, all the Chairs have been from the Front Range
and that this was a unique opportunity.
● There were no other nominations from the floor.
● Jay called for a vote to name the Chair-Elect. The council approved Tim Fry as Chair-Elect.
● Treasurer: Kristie LaRose nominated Lisanne McNew for Treasurer and she accepted the
nomination. Lisanne talks about her time as Chair of the Pikes Peak Workforce Center. There
were no other nominations from the floor. Jay called for a vote to name Treasurer. The council
approved Lisanne as the new Treasurer.
● Secretary: Katy Anthes has nominated Liddy Romero for the second term as Secretary and
she accepted. Liddy was absent but Ryan and Sam speak highly of the work she has been
doing in the Secretary position. There were no other nominations from the floor. Jay called for a
vote to name Secretary. The council approved Liddy for a second term as Secretary.

Bylaws review:
● Lee shared some background information and explained the proposed changes:
  ○ Allow for the chair of the Education & Training Steering Committee to come from any
    membership category of the CWDC.
  ○ Stipulate that the Executive Committee must be at least 50% business members.
Questions/comments:
❖ Were the request came from? From the staff
❖ Do we have a required number of business members in the committee?
  ➢ The committees work a little different. We have partners like Colorado Success that
    are part of the committee, but the Chair has to be a council member.

Jay called for a vote to approve the changes to the bylaws. Sam made the first motion and
Ryan seconded. The changes to the bylaws were approved.
Meeting Calendar:
● Jay explained how the in-person meetings work and asked council members to think about hosting a meeting and show-up their community.
● Jay reviewed the proposed dates:
  ○ January 25-25, 2019
  ○ May 16-17, 2019
  ○ September 26-27, 2019
Jay called for a vote to approve the 2019 meeting calendar. The calendar was approved.

Work Act update:
● Lee explained briefly what the Work Act was and why the council was involved.
● Britta read the membership requirements.
● A total of 13 members need to be on the committee.
● One CWDC member is required on this committee, if somebody is interested please let Lee or Alba know.

Education and career pathways update - Thomas Hartman, CWDC:
○ Last May the council approved education as the next industry to focus on career pathway development on 2018-19.
○ Thomas gave an update regarding this process and shared the timeline:
  ■ Pre-launch education sector partnership- August 2018.
  ■ Launch regional sector partnerships/engage ECE groups- August 2018-April 2019.

Questions/comments:
❖ CDE and CWDC working together on how to look education inclusively (K12+HE, etc.)
❖ One of the challenges is the need for hiring a lot of people.
❖ Conscious about intersections on housing, etc.

Welcome and tour Aims Community College
Julie Cozad, Weld County Commissioner.
● She welcomed attendees and talk about the low unemployment rates and the challenges they face to find people for positions on public safety, human services. Transportation is another challenge.
Jeff Smith, Dean of Business and Technology.
● He welcomed attendees and talked briefly about himself. Afterward, he invited attendees to tour one of the buildings.
Tour debrief

Comments:
● Nice tour. The facilities are clean and organized.
● Students have the opportunity to do hands-on work which is very good.

TalentFOUND update:
Ryan Keiffer, A-Train Marketing Communications
● He reminded people what TalentFOUND is.
● Colorado is recognized to have a good workforce system; however, people sometimes do not know how to access all the tools and resources.
● Gateway is now live.
● He briefly explained how the website works.
● They have been working on the campaign since the last council meeting. They have achieved a lot with a relatively limited budget. Colorado Broadcasting Association is one of the partners and they have helped a lot.
● Resources are available in the toolkit. More resources to come.
● TalentFOUND is the best tool to navigate a very complex system
● They have over 120 affiliates now.
● We need your help spreading the word about this campaign.
● There will be a press release out the middle of October.
● If you haven't already, please sign up to become a talentFOUND affiliate.
● Britta and Ryan asked attendees to go to mentimenter.com to answer two questions:
  ○ What are you going to do to help make talentFOUND successful?
  ○ What else do you need to help spread the information?

Council member spotlight:
Kevin Cory, Noble Drilling, LLC/Noble Casing, Inc.
● Kevin welcomed attendees and thanked for visiting Greeley. He talked about the power of teachers and mentors coaches and how they helped him through his professional life.

Education Leadership Council (ELC):
Lieutenant Governor Donna Lynne
David Padrino, Chief of Staff
● Lt Governor is responsible for the ELC and she works closely with the Department of Education.
● The ELC is a connection between education and the workforce.
● Purpose: Develop a vision and strategic plan to drive improvements to Colorado’s education system, from early childhood to the workforce.
● ELC was created in summer 2017 through Executive Order B-2017 01.
● ELC is made up of 25 leaders from government, business, and the non-profit community with experience in early childhood, education, and economic development.
● ELC is working on developing a unified vision for the education system.
● David explained the ELC goals and mentioned that they want engagement from public partners and stakeholders.
● There are five questions that are driving the work the ELC is doing:
  ○ How is our education system performing today?
  ○ What collective vision do we share for the future of our students?
  ○ What are the strengths and opportunities for improvement in today’s education system?
  ○ What strategies should we implement to achieve our vision?
  ○ How will we put our improvements into action?
● Subcommittees focus on one area:
  ○ Responsive systems.
  ○ Community and family partnerships.
  ○ Student learning and transitions.
  ○ Teachers and leaders.

Questions/comments:
❖ What do you think could be more vulnerable especially with a new administration?
➢ Funding is the biggest one.
➢ One of the challenges for a new Governor is that the next Executive Director of CDLE has a strategic focus.
❖ Who from the council is participating on these committees?
➢ Kelly Causey, Kyle Sickman, Sam Walker, and Katy Anthes is the Co-Chair.
❖ Mike is representing people with disabilities and he is very interested in an education system that is inclusive.

**Colorado’s aging workforce and the CWDC response:**
Wade Buchanan, Senior Advisor on Aging
Christian Itin, Co-Chair SAPGA Committee on Workforce
Tony Tapia, Co-Chair SAPGA Committee on Workforce
Frank Waterous, Senior Research Fellow in the Governor’s Office
● 75.1% is the increase in life expectancy from 1900-2050. Longer lives result in more old people.
● By 2050 more people 60 years old and older will be 25.5% of the population: Massive increase.
● HB 15-1033 created the Strategic Action Planning Group on Aging (SAPGA)
● This group has 23 members appointed by the Governor and they are in charge of developing a comprehensive strategic action plan on aging in Colorado through the year 2030.
● The group is in charge of providing recommendations regarding private and public options for addressing this demographic shift.
● One of the SAPGA special subcommittees will focus on workforce development.
● Wade gives attendees a few minutes to talk to each other about the implications of this increase in numbers

Comments:
❖ Slowdown retirements of baby boomers- Flexible work schedules, mentorships, etc.
❖ Not a lot of babies were born in 2007 and this is a domino effect, was this considered?
❖ People begin to forget things with the years and that is new for HR.

SAPGA members posted the following questions and made recommendations.

Questions:
● How are systems going to prepared to feed our workforce?
● How’s it going to serve older people?
● How will we accommodate the diverse workplace needs and interest of older Coloradans, including employment, self-employment, entrepreneurship, and volunteerism?

Recommendations:
● Establish a collaborative workforce and aging steering committee within the CWDC
● Create a fund. A new position workforce and aging statewide coordinator position on the CWDC staff (similar to the postsecondary & workforce readiness statewide coordinator position)
● Attendees made comments about the data presented. There was not a consensus or decision made about the recommendations presented for the SAPGA.
● Lee suggested scheduling phone calls within the next six months to talk deeper about the data presented and made recommendations for other possible questions before making a final recommendation.
● Recommendation: Created a short time task group to examine this topic.

Jay asked for a vote to approve the task group. Ryan made the first motion and Nancy seconded. The creation of a task group to examine the issues related to the aging workforce was approved.
Meeting adjourned at 4:19 pm

Friday, September 28, 2018
Location: Aims Community College

Past-Chair, Jay Hardy welcomed everyone to the meeting.

Recap day 1:
- Attendees shared positive comments about the Thursday session.
- Kelly suggested more time to talk about the aging workforce topic and the education piece.
- Jay shared success stories.
- Jay was recognized for this work during his time with the council.

Sector partnership efforts in Northern Colorado:
Paul Harter, Aqua-Hot Heating Systems Inc.
- Paul talked about sector partnerships and their structure.
- Two sector partnerships in Northern Colorado have been recognized at a national level: NOCO Health Sector Partnership and NOCO Manufacturing Partnership.
- He talked about the sector partnerships in region 2 and some of the programs they have.

Tour to Vestas:
Attendees went to Vestas Blades America and toured the facilities.

Tour Debrief:
Comments:
- Amazing tour
- Interesting the way they bring people to the workforce
- Jay thanked Kevin for helping organize the tour.
- Great to see people actually working.

Lives empowered overview:
Lee Wheeler-Berliner, CWDC Director
- The CWDC has received a grant received from Walmart Giving. The total of the grant is around $4.1 million and it is a three-year grant.
- This is an infrastructure building grant. It is designed to build a set up a network of retail sector partnership on the state of Colorado.
The National Retail Federation definition includes hospitality and food services.
Retail is an industry with retention issues.
Establish a sector partnership will create opportunities.
The wages on retail may not be very good but the competencies developed can be used in other areas.
CWDC is working with the Governor’s office to do a press event in November. Please do not share information until we communicate that to you. We will let you know about the event.
There will be new positions to support this work. Job posts will be out soon. If you know about any good candidates, please let them know.
If you think that a sector partnership makes sense in your area, please talk with your local workforce.

Columbine Health Systems:
Yvonne Myers, Health Systems Director
They have two providers: Banner and IUC Health.
They are an inexpensive model.
Hospitals now prefer the provider’s network.
Nursing home takes care of people with conditions such as Dementia and Parkinson. They recently have been asked to take care of opium population. Nursing homes have a variety of different people like hospitals.
The sector partnership is a good model for them.
$5000 was collected in a little time
Sector partnership is a neutral place for the two providers to work together.
Mental health is a number one issue.
Northern Colorado is trying to do something about high healthcare costs.
Problem: There will not be people who can take care of seniors. They are working with Careerwise to adapt the apprenticeship model. They will support other partnerships anyway they can.
Another model that can be used: Nurses that have been out of the workforce for five years are behind, so they can go to a nurse home until they are ready to go back to hospitals.
Mental health and sector partnership could be a strong relationship of mental health with health.

Performance incentives:
Lee Wheeler-Berliner, CWDC Director
Background:
The CWDC set aside $425,000 of its PY18 statewide activities funds for
performance incentive grants.

- There is a list of performance incentive criteria for several years.
- We do not have to make any changes if we do not want to.
- Every year we had added something to the list and nothing has been taken out of.
- It could be hard to focus on a new priority when we have a long list.
- Sometimes those priorities become a habit and it is not required anymore.
- Can we short out the list? If so, what would be the most important items?

During the pre-work there were identified six items that were the most important:
- Work-based learning opportunities.
- Sector partnerships.
- Career pathway development.
- Business engagement.
- Increase in percentage of targeted groups enrolled in WIOA programs.
- Local workforce development boards

- Workforce directors completed the same survey, the more important items are:
  - Target enrollment
  - Work-based learning opportunities
  - Business engagement
  - Local workforce development board performance

- Can we reduce from 11 items to 6 at least?
- If we want to short out the list, what items would be taken out?

Comments/questions:
- How are these criteria been measured?
  - Lee explained that if someone doesn’t meet expectations in terms of specific criteria it will have cero (0), if it exceeds it will be six (6).
  - There are flexible dollars.

- If the changes are approved, the CWDC will draft a new policy guidance letter that will be posted two weeks for comments.
- Kelly mentioned the importance of making both parts accountable and not only the workforce center.
- Kevin suggested taking into consideration the comments of the people.

Suggestion: Reduce the list to four items with a 3 point scale:
- Work-Based learning opportunities (Youth, Adult/DW, transitional jobs, incumbent workers)
- Business Engagement, Enhancement, WIOA Services.
- Career Pathways Development.
- Local Workforce Development Performance.
Jay called for a vote to approve the changes proposed to the performance incentive funds criteria. John made the first motion and Nancy seconded. The changes proposed were approved.

Waiver request:
Bill Dowling, Colorado Department of Labor and Employment.
- Colorado has not submitted a waiver request.
- Waiver request can be submitted at any time and are considered modifications to the state WIOA plan.
- Colorado has consulted with other state, partners and local areas to identify two waiver requests of great interest and impact.
- One state submits the waiver and if it is approved, other states can have the waiver as well.
- Bill addresses the questions on the pre-work.
- Registered apprentices are not considered work experience, they are occupational skills training.
- Waiver 1: Change the definition of work experience for youth to include registered apprenticeships.
- WIOA established formulas for distributing funds within the state to the 10 local areas.
- USDOLA has not changed this formula in over 20 years.
- With unemployment at historic lows, standard results in major swings in funding levels for the adult and youth programs and that destabilizes the state’s workforce system.
- In 2018, some local areas had a 20% cut in youth and adult programs; others had up to 23% increase.
- Waiver 2: Allow Colorado to modify the formulas in one of the following ways:
  - Change the 4.5% standard
  - Replace the excess unemployment factor with a factor related to youth or adults barriers to employment.
  - Apply the state level cut or increase to all local areas.
- A lot of states are interested in this waiver (as a single state is less likely to get it)
- Bill explained the process for waiver requests.
- If a national association makes the request, there will be more opportunity. If it is approved, then the methodology of the formula needs to be reviewed.

Questions:
- What happens if the waiver is approved:
  - Very likely to see more involvement of youth apprentice.

● Vote to approve waiver request 1:
Ryan made the first motion and John seconded. Waiver request 1 was approved.

- Vote to approve waiver request 2:
  Tara made the first motion and Lisanne seconded. Waiver request 2 was approved.

**Closing:**
Jay had to step out from the meeting early. Lee thanked attendees for their participation and reviews the goals of the meeting. He reminded people about the next in-person meeting in Aurora on January 24-25, 2019.

Meeting adjourned at 2:00 pm