Welcome Day 1

Meeting will begin promptly at 8:15 a.m.
Welcome

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

Kyle Sickman, Chair

- Name
- Organization
- Region/Industry
Goals of the Meeting

Kyle Sickman, Chair

- Solidify strategic focus for Talent Development efforts for the next four years
- Efficiently conduct CWDC business
- Get to know your fellow Council members and HAVE FUN!
## The Six Levels of Commitment

<table>
<thead>
<tr>
<th>Level</th>
<th>Evidence</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Interested</td>
<td>1. Aware of the basics and adding to that knowledge on a casual basis</td>
</tr>
<tr>
<td>2. Informed</td>
<td>2. Knowledgeable as a result of persistent, intentional study</td>
</tr>
<tr>
<td>3. Involved</td>
<td>3. Knowledgeable as a result of both study and activity</td>
</tr>
<tr>
<td>4. Immersed</td>
<td>4. Recognized as an expert of specialist</td>
</tr>
<tr>
<td>5. Invested</td>
<td>5. Recognized as “a” leader in the field</td>
</tr>
<tr>
<td>6. Innovative</td>
<td>6. Recognized as “the” leader in the field</td>
</tr>
</tbody>
</table>

Approval of agenda and last meeting minutes

Go to www.menti.com and use code 583614
Success Stories

Kyle Sickman, Chair
2018-2019 High Performing Local Boards!

Adams County Workforce Board

Arapahoe/Douglas Workforce Board

Boulder County Workforce Board

Larimer County Workforce Board
Council Business
Managing Director Updates

Staffing Changes

Results for America Fellowship

Income Sharing Agreements National Learning Community

My Colorado Journey
Pre-Work

Lee Wheeler-Berliner, CWDC Office

Thank you!

Questions and comments connected to agenda items will be addressed in context.

Comment: Generate list of key items for discussion
2020 Meeting Calendar

In-Person Meeting – Metro Denver
Thursday/Friday, January 23-24, 2020

In-Person Meeting – Front Range
Thursday/Friday, May 14-15, 2020

In-Person Meeting – TBD
Thursday/Friday, September 24-25, 2020
Meeting Calendar Vote

Go to [www.menti.com](http://www.menti.com) and use code 583614
2020 Meeting Locations

Lee Wheeler-Berliner, CWDC Office

January Meeting:
● Central Denver

May Meeting:
● Teller County
● Colorado Springs
● Lamar

September Meeting:
● Grand Junction
● Pueblo
Meeting locations

Go to www.menti.com and use code 583614
Updates from Committees

Sectors Steering Committee
- Lisanne McNew

Advocacy Steering Committee
- Ryan Keiffer

Education and Training Steering Committee
- Michael Macklin
Sectors Steering Committee

Lisanne McNew
# Sector Strategies (92% regional coverage)

<table>
<thead>
<tr>
<th>Sector</th>
<th>Partnerships</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Manufacturing</td>
<td>7 partnerships</td>
<td>CAMA</td>
</tr>
<tr>
<td>Aerospace</td>
<td>0 partnerships</td>
<td>COS pace Business Roundtable; CO Space Coalition</td>
</tr>
<tr>
<td>Bioscience</td>
<td>0 partnerships</td>
<td>Colorado Bioscience Association</td>
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<tr>
<td>Creative Industries</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Defense</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electronics</td>
<td>0 partnerships</td>
<td>Colorado Photonics Industry Association</td>
</tr>
<tr>
<td>Energy &amp; Natural</td>
<td>1 partnership</td>
<td>CO Cleantech; CO Oil and Gas.; Tree Care Industry.</td>
</tr>
<tr>
<td>Financial</td>
<td>0 partnerships</td>
<td>Colorado Bankers Association</td>
</tr>
<tr>
<td>Food &amp; Ag</td>
<td>1 partnership</td>
<td></td>
</tr>
<tr>
<td>Health &amp; Wellness</td>
<td>10 partnerships</td>
<td>Colorado Health Association (CHA)</td>
</tr>
<tr>
<td>Infrastructure Engineering</td>
<td>1 partnership</td>
<td>AGC CO; HBA; CCA; Bldg &amp; Construction Trades Council;</td>
</tr>
<tr>
<td>Technology &amp; Information</td>
<td>1 partnership</td>
<td>Colorado Technology Association</td>
</tr>
<tr>
<td>Tourism &amp; Outdoor Rec</td>
<td>2 partnerships</td>
<td>(retail, outdoor) CRA; CHLA.; Outdoor Industry Assoc.</td>
</tr>
<tr>
<td>Transportation &amp; Logistics</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>2 partnerships</td>
<td>EPDC, CEA</td>
</tr>
<tr>
<td>Retail</td>
<td>4 partnerships</td>
<td>CRA; CHLA.</td>
</tr>
</tbody>
</table>
TA Modules Update

- Sector Partnership Convener Cohort Module
  - Wrapped up
  - Follow up action items from discussion:
    - A Sector Partnership Playbook Template
    - Sustainability Tool
    - The creation of the above tools is a collaboration between the convener cohort participants and the CWDC
  - Participants gave positive feedback and asked to do a similar module next year

- Launch a Sector Partnership
  - Currently in the coaching phase of the module
    - Region 14 Retail Sector Partnership (Launched)
    - Region 13 Early Childhood Partnership (Planning Launch)
    - Region 3 Aerospace & Aviation Partnership (Planning Launch)
Purpose of Business—
Americans deserve an economy that allows each person to succeed through hard work and creativity and to lead a life of meaning and dignity. We believe the free-market system is the best means of generating good jobs, a strong and sustainable economy, innovation, a healthy environment and economic opportunity for all.

-Business Roundtable

To reach wide-spread employer practice change, we must “jump the chasm” of adoption

Bell-Curve Model of Corporate Behavior Change

Where we are today
↓
The Chasm
EARLY ADOPTERS  PROGRESSIVE  MAINSTREAM  CONSERVATIVE  LATE ADOPTERS

Transitioning from visionary early adopters to the more pragmatic progressive majority is the most difficult step in diffusing an innovation

Source: Adapted from Incandescent and Geoffrey Moore “Crossing the Chasm”
Policies and practices that enhance the competitiveness of companies while improving social and environmental conditions in the regions where the business operates.

**Sectors Summit Coming April 2020**

### 2019-2020 Committee Goals:

- Advise on the goals and agenda for a Shared Value Summit - *In progress*
- Provide input on a framework for high performing sector partnerships - *In progress*
- Support launch of 2-4 Education Sector Partnerships and 1-3 Energy Sector Partnerships - *In progress*
- Grow Sectors Steering Committee and identify sectors coaches - *Not started*
- Provide input on industry talent dashboards - *Not started*
- Provide direct advisement on schedule and strategy for Sector Summits and Sector Academies - *Complete*
- Recommend budget for sector activities (new sector partnerships, academies and training, existing sector partnerships) and advise as needed on grant disbursement - *In progress*
Join the Sectors Steering Committee

Steering Committee Purpose

Play an integral role in providing strategic guidance on how to best ensure that we remain an industry-led economic and talent development system in Colorado. In Colorado sector strategies include: sector partnerships, workforce development boards and industry associations.

- Advise
- Convene
- Connect
- Champion
- Recommend

To learn more about the Sectors Steering Committee, please contact:

Renise Walker, CWDC Office
303.229.1008
renise.walker@state.co.us
Advocacy Steering Committee

Ryan Keiffer
talentFOUND Gateway Improvement

- The CWDC Office hosted a high school summer intern through Denver Public Schools CareerConnect program

- Josh spent six weeks reviewing returns from the student and job seeker TalentFOUND gateway to identify areas of improvement.

- As a student user, Josh expressed that he was able to connect to employment and education resources much quicker through TalentFOUND than the typical online searches he was used to.
Summer Intern Findings

- Main areas for improvement identified:
  - Workforce Centers could be listed in more categories.
  - Job Seekers - categories “Job Seeker Support” and “Financial” are most scarce for resources (consistent across geographies).
  - Students - resource gaps are not as consistent across regions, but categories “Pre K-12 Education” and “School Support” tend to lack resources most frequently.
TalentFOUND Op-Ed

- Coloradoan (Fort Collins)
- BizWest
- Loveland Reporter-Herald
- Greeley Tribune
- Fairplay Flume
- Aurora Sentinel
- The Villager (Arapahoe County)
- Colorado Springs Gazette
- Colorado Springs Business Journal

- Pueblo Chieftain
- Alamosa Courier
- Salida Mountain Mail
- Rocky Ford Daily Gazette
- La Junta Tribune
- Grand Junction Daily Sentinel
- Denver Business Journal
- Colorado Sun
- Denver Post
Education & Training Steering Committee

Mike Macklin
2019-20 Playbook

Lee Wheeler-Berliner, CWDC Office

Questions from Pre-Work:
● Alignment to the Office of Future of Work
● What can the CWDC do about an economic system that continues income disparity?
● Decision making clarity
● Worker measurements are missing
● What are working practices that the CWDC has to change in order to be truly demand-driven?
## Target Industries Update

**Renise Walker, CWDC Office**

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Phase 1) Sector Development</strong></td>
<td>Energy</td>
<td>(Agriculture) or (Transportation)</td>
<td>(Agriculture) or (Transportation)</td>
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<td></td>
</tr>
<tr>
<td><strong>Phase 2) Career Pathway Systems Development</strong></td>
<td>Behavioral Health</td>
<td>Energy</td>
<td>(Agriculture) or (Transportation)</td>
<td>(Agriculture) or (Transportation)</td>
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</tr>
<tr>
<td><strong>Phase 3) Career Pathway Program Development &amp; Outreach</strong></td>
<td>Education</td>
<td>Behavioral Health</td>
<td>Energy</td>
<td>(Agriculture) or (Transportation)</td>
<td>(Agriculture) or (Transportation)</td>
</tr>
</tbody>
</table>

**Updating Phase**

| Career Pathway Systems Development | Healthcare | (Advanced Manufacturing) | (IT) | (Construction) | (Cybersecurity) | (Business Operations) |
WIOA Policies

Abby Ault, CWDC Office

Performance Incentive Funds PGL

2019 Changes

- Merge of Career Pathways & Work-based Learning Categories
- The Reemployment Services and Eligibility Assessments Category
  - RESEA is a federally-funded partnership program between Workforce Development Programs and Unemployment Insurance determines UI claimants’ likelihood of benefit exhaustion, and targets those most likely to exhaust for delivery of early-intervention career and training services in Workforce Centers.
WIOA Policies

*Abby Ault, CWDC Office*

**PIF PGL Changes from Pre-Work Comments**

- Added Adult Education to the report template wherever K-12 and Postsecondary partners were already referenced
## WIOA Policies

*Abby Ault, CWDC Office*

### Planning Region Designation PGL

The state of Colorado currently has three federally recognized planning regions:

<table>
<thead>
<tr>
<th>Central Planning Region</th>
<th>Rural Planning Region</th>
<th>Weld County Planning Region</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Adams County</td>
<td>● Colorado Rural Workforce Consortium</td>
<td>● Weld County</td>
</tr>
<tr>
<td>● Arapahoe/Douglas</td>
<td>● Mesa County</td>
<td></td>
</tr>
<tr>
<td>● Boulder County</td>
<td></td>
<td></td>
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<tr>
<td>● City and County of Denver</td>
<td></td>
<td></td>
</tr>
<tr>
<td>● Larimer County</td>
<td></td>
<td></td>
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<tr>
<td>● Pikes Peak Area</td>
<td></td>
<td></td>
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<tr>
<td>● Tri-County Area</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
WIOA Policies

Planning Region Designation PGL

(1) Every two years the state council, in consultation with local elected officials, shall conduct a process to identify planning regions. A local area must not be placed in a planning region without the support and agreement of the workforce development board and the chief elected official.

(2) Local chief elected officials may review the planning region designation every two years before an updated state plan is submitted.
WIOA Policies

*Abby Ault, CWDC Office*

Planning Region Designation PGL

Requests should come from a local workforce board chair and local workforce director via email to [cwdc@state.co.us](mailto:cwdc@state.co.us) and include the following:

1. A statement regarding the actions a local area would like to pursue, including the planning region the local area wants to join
2. A brief statement of the reasons why this action is desired. Examples could include shifts in key industries that create alignment opportunities, commuting patterns, demographic data, or other partnerships opportunities
3. A statement of support from other local areas if joining a planning region with other local areas. This could be a signed letter attached to the email or a separate email to the CWDC from the other local areas
Council Initiatives Budget Approval

*Lisanne McNew, Treasurer*
*Madison Murphy, CWDC Office*
*Lee Wheeler-Berliner, CWDC Office*

<table>
<thead>
<tr>
<th>Council Initiatives</th>
<th>PY19</th>
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</thead>
<tbody>
<tr>
<td>Industry led networks</td>
<td>375,000</td>
</tr>
<tr>
<td>Talent development innovation</td>
<td>830,681</td>
</tr>
<tr>
<td>Talent development communication &amp; information</td>
<td>601,000</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>1,806,681</strong></td>
</tr>
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</table>
## Budget - Industry led networks

<table>
<thead>
<tr>
<th>Priority</th>
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<td>Industry led networks</td>
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<td>Technical Assistance/ CWDC Staff*</td>
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<td>Statewide Training</td>
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## Budget - Talent development innovation

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<td><strong>830,681</strong></td>
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## Budget - Talent development communication & information

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<th>Priority</th>
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<tr>
<td>Talent Dev Comms &amp; Info</td>
<td>Eligible Training Provider List*</td>
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<tr>
<td>Talent Dev Comms &amp; Info</td>
<td>Labor Market Information/ DLSS Commitment*</td>
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<td>Talent Dev Comms &amp; Info</td>
<td>Talent Pipeline Report</td>
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<td><strong>Totals</strong></td>
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<td><strong>601,000</strong></td>
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## Budget Request Summary

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</table>
Budget Approval Vote

Go to www.menti.com
Break

Meeting will resume 10:20 a.m.
Welcome from Local Representatives

Bryan Dear, The Payroll Department
Keenan Ertel, Commissioner
2020 State Plan Goals

Prosono
Sean VanBerschot
Jesus Salazar
Lunch

Meeting will resume 12:30 p.m.
Welcome

Dr. Tom Stritikus. President, Fort Lewis College
Commissioner Keenan Ertel. Montezuma County
Council Vision and Mission

Prosono
Sean VanBerschot
Jesus Salazar
Break

Meeting will resume 2:10 p.m.
The Hemp Industry in Colorado

Brian Koontz
Colorado Department of Agriculture
Wrap up
Feedback

Go to www.menti.com
Tour and Meals

Today after the meeting:
Tour Begins at 3:30 p.m.
Drive to Narrow Gauge Railroad Museum OR Park at Doubletree and walk to: 479 Main Avenue. Durango, CO 81301

6:30 p.m.- Group dinners on your own
Meet at Doubletree Lobby at 6:15 p.m. to walk, or at location at 6:30
Lee: Ore House        Renise: Ken and Sues       Madison: Gazpacho
Abby: Steamworks

Tomorrow Fort Lewis College:
Breakfast at 7:30 a.m.
Meeting will begin at 8:00 a.m.
Welcome to Day 2

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

Kyle Sickman, Chair

- Recap day 1
- Tour debrief
- Success stories
- Location Neutral Employment Program
Council Member Spotlight

Bryan Dear
The Payroll Department, Inc
Colorado Opportunity Scholarship Board (COSI)

Dr. Brandon McReynolds
Katie Zaback
Colorado Department of Higher Education
Lives Empowered

Renise Walker, CWDC Office
Employer Supportive Services

WorkLife Partnership is the only organization partnering directly with employers to address the challenges faced by frontline workers that lead to disengagement and distracted working.

WORKLIFE NAVIGATOR SERVICES
One-on-one support for employees when life gets tough
WorkLife Navigators work side-by-side with employees to help them find long-term solutions to life’s toughest challenges including:

- Affording energy & housing expenses
- Accessing reliable transportation
- Establishing a household budget & plan for managing debt
- Finding resources for mental & behavioral health
- Affording food
- Managing stress

First, WorkLife Navigators help employees address any immediate concerns. Then, they develop a plan so employees are better prepared to handle similar situations in the future.
IGrad

https://cwdc.enrich.org/
Break

Meeting will resume 9:50 a.m.
Older Workers Task Force

Lee Wheeler-Berliner, CWDC Office
Phil Nash, Boomers Leading Change
In the United States, only Utah and South Dakota have a total fertility rate above 2,100 per 1,000 women - the rate needed for a population to replace itself. The national rate is 1,765.5.

Colorado’s birth rate is between 1,600 to 1,700 births per 1000 women.

US Fertility Rate Falls to ‘All Time Low,’ – CDC Says
– Jacqueline Howard – CNN – July 24, 2019
Survey Results and Retirement Data

Life Expectancy

- 1935 – Social Security created - average woman lives to 63.9 - average man to 59.9
- 2018 – average woman lives to 84 – average man to 80

Surveys of Those Who Say They Will Work Past 65

- 2018 Gallup – 41%
- 2017 Transamerica – 65%
- Approximately half surveyed expect to work past 65
Because of expanded life due to increased health, more people are living longer.

Additionally, birth rates are the lowest in 32 years and potentially going lower.

There are more than 250,000 people over 85 working in the United States today (REMIX – Lindsey Pollak – 2019).
Current and Future Talent Pipeline Composed of Every Generation

The Pillar

Gen Z, iGen, or Centennials: Born 1996 – TBD
Millennials or Gen Y: Born 1977 – 1995
Generation X: Born 1965 – 1976
Baby Boomers: Born 1946 – 1964
Traditionalists or Silent Generation: Born 1945 and before
Action Steps

Colorado Above-Fifty Employment Strategies Survey

Landscape Analysis

Future of Work tie-ins
Affordable Housing Solutions Policy Recommendations

Lee Wheeler-Berliner, CWDC Office
Recommendations

Previously Developed:

- **Increase the Workforce**  Create a flow of funds to increase capacity for training workers in residential construction and provide incentives to individuals who choose to gain credentials in residential construction or open businesses in the industry.

- **Housing Trust Funds**  Provide state and local level incentives to businesses that invest in local housing trust funds.

- **Transit**  Provide incentives for infill housing to add affordable mixed-use housing stock close to public transportation and other existing infrastructure.
Recommendations

Newly Suggested:

- Accessory Dwelling Units - Promote zoning and ease requirements for developers
- Tax credits for employers who offset housing costs for employees
- Promote Location Neutral Employment
Approval of policy recommendations

Go to www.menti.com
How are you using the Talent Pipeline Report?
2018 Recommendations

● Further develop infrastructure that supports all pathways to a meaningful career
● Eliminate attainment gaps along the education and career pipeline
● Strengthen collaboration and alignment at the state and local implementation levels to improve efficiency
2019 Legislative Recap

Education focused session

Prior Learning Assessment

Supportive services
Staffing Update

Jean Dougherty
Talent Analyst
CWDC/CDHE
jean.dougherty@state.co.us
Outline of Talent Pipeline Report

- Introduction & recap
- Demand
- Supply
- Strategies
- Conclusion
- Recommendations
LEAKY TALENT PIPELINE

Students start high school
Students reach graduation
Enroll in college
Return for a second year
Receive a post-secondary degree
Immediately enter employment in Colorado

1 Certificate, associates or bachelor’s degree within 150% of allotted time


THE TRADITIONAL PATHWAY WORKS FOR 18-25% OF STUDENTS
Grab Lunch
Council Members Recognition
Thank You for your Dedication to the CWDC!

Ryan Keiffer: 9 years

John Fleck: 5 years

Paul Harter: 19 months
Goals of the Meeting

Kyle Sickman, Chair

- Solidify strategic focus for Talent Development efforts for the next four years
- Efficiently conduct CWDC business
- Get to know your fellow Council members and HAVE FUN!
Feedback

Go to www.menti.com
The Six Levels of Commitment

Level
1. Interested
2. Informed
3. Involved
4. Immersed
5. Invested
6. Innovative

Evidence
1. Aware of the basics and adding to that knowledge on a casual basis
2. Knowledgeable as a result of persistent, intentional study
3. Knowledgeable as a result of both study and activity
4. Recognized as an expert of specialist
5. Recognized as “a” leader in the field
6. Recognized as “the” leader in the field

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

Next in-person meeting:
January 23-24, 2020
Location: Metro Denver

Drive Safe

THANK YOU for your time and contribution