CWDC Board Meeting
March 19-20, 2015
Denver, CO

Attended by:

State Agency Representatives: Margaret Kirkpatrick, Inta Morris, Chantal Unfug, Susan White

Staff members: Amy Hodson, Abby Hull, Eric Mergens, Mary Probst, Stephanie Steffens, Emily Templin-Lesh, Lauren Victor, Lee Wheeler-Berliner

Others Present: Kate Anderson, Colorado Department of Labor and Employment; Rebecca Balu, Denver Office of Economic Development – Workforce Development; Clarke Becker, Colorado Rural Workforce Consortium; Bill Dowling, Colorado Department of Labor and Employment; Judy Emery, Colorado Urban Workforce Alliance; Kelly Folks, Arapahoe/Douglas Works!; Fred Franko, Colorado Department of Labor & Employment; Tracey Garchar, Mesa County DHS; Dawn Garcia, Eastern Workforce Region; Nina Holland, Colorado Department of Labor and Employment; Cindy LeCoq, Colorado Community College System; Elise Lowe-Vaughn, Colorado Department of Labor and Employment; Ray Lucero, Southwest & Western Workforce Regions; John Martinez, Pueblo & Upper Arkansas Workforce Regions; Tom Miller, Workforce Boulder County; Phil Noble, Adams County Workforce & Business Center; Frank Schoengarth, Broomfield Workforce Center; Jessica Valand, Colorado Department of Human Services; Betty Velasquez, South Central & Southeast Workforce Regions; Charlie Whelan, Pikes Peak Workforce Center; Chloe Wiebe, Southwest Workforce Region; Scott Wasserman, Lt. Governor’s Office

Thursday, March 19, 2015 – The Oxford Hotel

Chair Toya Paynter called the meeting to order at 12:10 p.m. (see “Council Business” slides).

Introductions
Each attendee introduced themselves and gave a brief update from their region/industry/organization.

Approval of the Agenda and Old Business
Toya asked for approval of the agenda. Kyle Sickman made the motion, and Jay Hardy seconded. The agenda was approved without further discussion. Toya then asked for an approval of the October meeting minutes. Buzz Moore made the motion, and Jeff Macco seconded. Without further discussion, the October meeting minutes were approved.
**New Business**
Toya went over the goals of the meeting:

1. Gain an understanding of Colorado’s Talent Landscape
2. Cast Vision for the Council’s marketing and outreach plans
3. Discover how current/proposed legislation impacts workforce development in Colorado
4. Become current on the status and provide input/make policy recommendations on the Workforce innovation & Opportunity Act (WIOA)

**Colorado’s Talent Landscape**
(See the “Colorado Talent Landscape” slides.)

CWDC staff members Dr. Lauren Victor and Emily Templin-Lesh presented data and next steps from the Talent Pipeline Report, followed by a panel discussion with Lt. Governor Joe Garcia, Executive Director of the Colorado Department of Higher Education (CDHE), and Ellen Golombek, Executive Director of the Colorado Department of Labor & Employment (CDLE). Data in the report shows that although a large share of our adult workforce is imported, many of our highly educated Colorado natives are leaving. This is typical amongst highly educated citizens, and Colorado has high retention compared to other states. The Talent Pipeline Report highlights that the key area of growth needed in Colorado is closing the attainment gap in relation to Colorado’s Hispanic population. The Hispanic population is growing rapidly and is underserved. Emily Templin-Lesh continued the conversation, and reported on Colorado’s “leaky” talent pipeline. The Talent Pipeline Report shows that out of 100 Colorado high school freshmen, only 23 will go on to gain a post-secondary credential within 150% of standard completion time, and 18 of those graduates will immediately join the Colorado workforce. Colorado is utilizing Sector Partnerships and the development of Career Pathways in order to ensure more Coloradans are able to successfully join the workforce and to close gaps in our talent pipeline. Colorado is also working with the National Governors Association as a part of their Aligning the Education and Training Pipeline to meet the Needs of the Economy policy academy.

Stephanie Steffens then facilitated a discussion with Lt. Governor Joe Garcia and Ellen Golombek. Both discussed the importance of having a unified vision when talking about Education and Workforce. Each mentioned the importance of removing the negative stigma towards apprenticeships, and other pathways to the workforce, aside from a 4-year degree. Ellen discussed the need for businesses to inform the State of their projected workforce needs in order for the talent to be available. Lt. Governor Garcia discussed his priority of lowering the attainment gap, specifically regarding Colorado’s Hispanic population.

**Advocacy Committee**
(See “Creating Advocacy”slides.)

Toya Paynter introduced Ryan Keiffer, the new Chair of the Advocacy Committee. The committee’s mission is changing to focus on marketing and outreach for Council initiatives. Ryan spoke about the ever-changing aspects of marketing and the importance of a communications plan. He discussed the need for CWDC to align a brand, message and strategy in order to have the most effective plan. Ryan asked meeting attendees to break into small groups and work on important messaging that would be required for all of the CWDC audiences. The Advocacy Committee will be moving forward to create the communications plan using input from the Council members and meeting attendees.

**Legislative Update**
Ellen Golombek began the update stating that it has been a very busy legislation session thus far, very focused on workforce development. There is currently a package of 10 workforce bills endorsed by both parties; however, at this point it is not clear which bills will pass. The JBC has agreed that the Division of Vocational Rehabilitation will be moving from the Department of Human Services to the Department of Labor and Employment no later than July 2016. Next, Gordon Bronson spoke on behalf of Representative Pabon. He mentioned that Representative Pabon is very focused on the Colorado Tech Hire initiative. This initiative is connecting with IT Sector Partnerships and discussing skills needed, etc.
Toya then wrapped up the day with an overview of each agenda item.

**Union Station Tour**
Interested Council members had the opportunity to participate in a comprehensive tour of the newly renovated Union Station.

**Friday, March 20, 2015 – The Oxford Hotel**

Toya led a recap of Thursday and asked for any comments from Council Members and attendees. Josh Davies pointed out that Colorado is a leader in comparison to many states regarding Sector Partnerships and Career Pathways work. John Martinez thanked the CWDC for all of its Sector Partnership support.

**Office of Economic Development & International Trade Update**
Stephanie Steffens introduced Fiona Arnold, the newly appointed Executive Director of the Colorado Office of Economic Development & International Trade (OEDIT). Stephanie asked Fiona to provide the Council with an introduction and an overview of her goals for OEDIT. Fiona gave a brief description of her background and then discussed how workforce and economic development overlap. Fiona spoke about OEDIT’s goal of creating an Economic Blueprint 2.0 in order to strengthen more areas of Colorado’s industry. OEDIT plans to have economic development summits around the state, spending about three days in each location and creating a business brand for each area.

**Workforce Innovation & Opportunity Act (WIOA)**
(See “WIOA Policies” slides.)
Toya introduced Lee Wheeler-Berliner, the WIOA Project and Change Manager for the CWDC. First, Lee gave a general update on WIOA implementation. Lee shared that there are still no federal regulations; however we expect them to be released soon. The Council has a shared vision with our partners; that services are visible and accessible to all of our customers, job seekers and employers, especially those with barriers to employment. In order to ensure all partners have a voice, we are utilizing and have created group platforms such as: the Workforce Cabinet Group, the WIOA Implementation Team, the WIOA “road-show”, state legislation, and several small work groups made up of state agency and regional subject matter expert staff. Lee then introduced Kate Anderson, with the Colorado Department of Labor and Employment, to discuss partnerships and tactical steps. Kate discussed all of the steps local boards and areas are taking to ensure they are compliant with WIOA. She mentioned that CDLE is working on 100 policies for our system that will need updates, as will corresponding local updates.

(See PGL 15-04-WIOA.)
Lee then discussed WIOA’s requirement for the State Board to designate local areas. He explained the process the Council will go through when designating local areas. Toya called for a vote to approve Policy Guidance Letter 15-04-WIOA. Kyle Sickman made the motion, Paula Swenson seconded, and the plan was unanimously approved. Following the discussion, Lee informed the Council of Mesa County’s request to be its own local area. Lee asked Buzz Moore, Mesa County WIB Chair, and Clarke Becker, Director of the Colorado Rural Workforce Consortium, for comments regarding this request. Buzz expressed the importance of local control to Mesa County, and explained the already strong, independent, and collaborative board Mesa County has that supports this move. Clarke expressed the Consortium’s support for Mesa County to be a separate local area, and mentioned the impact to the Consortium is minimal. The Council will be voting on this via email in late April.

(See Proposed Planning Regions Map.)
Lee then presented the WIOA requirements of Planning Regions, and the CWDC’s responsibility to recommend the planning regions to the Governor. Lee explained that a work group has created the proposed map to ensure it lines up with other regional maps as best as possible. The planning regions shown are small enough to make intentional
decisions, and also to connect to the areas’ economic development goals. We are still able to make adjustments to this map, and Lee asked that Council Members get the map in front of their local elected officials and inform the CWDC of any feedback.

(See PGL 15-05-WIOA.)

Lee then gave an overview of the One-Stop Certification Criteria PGL and the requirements given to the CWDC by WIOA law. The Council must develop criteria for one-stop certification. However, these criteria should be at a minimum level, since every single one-stop in Colorado will be assessed on it. Each local area can then create more rigorous criteria around their needs. The Council should agree to criteria as quickly as possible to allow the local areas time to set up any needed policies and implement. In addition, WIOA requires an RFP process for the one-stop operator. The criteria the council and local areas come up with can then be plugged into the RFP. Toya called for a vote to approve PGL 15-05-WIOA; Paula Swenson made the motion, Mark Spiecker seconded, and the vote was unanimously approved.

Lee then gave a brief overview of future policies the Council will need to tackle. The State Plan will need to include all four core partners that were not required to work together on a plan before, and Colorado could choose to also include additional programs that are already required to give services through the one-stop system. Lee plans to continue capturing input from all partners throughout the system so that every partner affected can participate in this decision process. Another future policy is around infrastructure cost sharing. There is a call in WIOA for local areas to develop cost sharing agreements with each of their partners. At the state level, we need to ensure the requirements are met by each local area.

Program Year 2015 Local Plan Strategic Priorities
(See “Council Business” slides.)

Stephanie Steffens announced that we would like to keep the same local area strategic priorities as last year.

- Sector Strategies/Sector Partnerships
- Career Pathways
- Business Services
- Local Workforce Development Board & Committee Engagement
- Marketing and Outreach

In our guidance letter to the local areas, we will ask that they maintain the momentum of those priorities, and focus on a transition to WIOA, as well. Toya asked for approval of the strategic priorities. Ryan Keiffer made the motion, and Paula Swenson seconded, and the vote was unanimously approved. Stephanie asked for volunteers to serve on a local plan review task group; Kyle Sickman, Clay Drake, Trish Sullivan, and Paula Swenson volunteered.

Wrap Up
Toya Paynter wrapped up the meeting by thanking all of our presenters and attendees. It was a meeting full of great discussion and suggestions. Toya adjourned the meeting at 12:30 p.m.