CWDC Board Meeting
July 16-17, 2015
Gunnison, CO

Attended by:
Council Members: Andrea Anderson, Laurie Brown, Julie Charneskie, Dave Csintyan, Annie Davies, Josh Davies, Clay Drake, Aaron Fernandes, John Fleck, Peggy Gair, Ellen Golombek, Karla Grazier, Jay Hardy, Dennis Hisey, Ryan Keiffer, Kristie LaRose, Buzz Moore, Toya Paynter, Susan Rogers, Mark Spiecker, Trish Sullivan, Paula Swenson, Grover Wallace, Roni Wisdom, Julie Zinn

State Agency Representatives: Tricia Johnson, Chantal Unfug, Susan White

Staff members: Amy Hodson, Abby Hull, Lauren Victor, Stephanie Veck, Lee Wheeler-Berliner

Others Present: Clarke Becker, Colorado Rural Workforce Consortium; Scott Clarkson, Crested Butte Mountain Resort; Ian Billick, Rocky Mountain Biological Laboratory; Joel Buchanan, Steelworkers Organization of Active Retirees; Dick Bratton, Community Foundation of the Gunnison Valley; Russ Forest, Gunnison County; Fred Franko, Colorado Department of Labor & Employment; Mark Fugere, Mesa County Workforce Center; Kurt Giesselman, Gunnison Crested Butte Tourism Assoc.; Michelle Haynes, Region 10; Cathie Pagano, Gunnison County; Greg Salsbury, Western State Colorado University; Rob Santilli, Gunnison Valley Health; Bryan Wickenhauser, I Bar Ranch

Thursday, July 16, 2015 – Western State Colorado University, Field House

Chair Toya Paynter called the meeting to order at 10:31 a.m. (see “Council Business” slides).

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

Spotlight on Local Business
Bryan Wickenhauser, owner of I Bar Ranch, spoke to the Council about his experiences owning a small business in Gunnison County. Bryan is involved in multiple businesses in the area in addition to the I Bar Ranch, including an upcoming local brewery. He explained that it takes partnerships with his fellow business leaders to keep all of their businesses successful. Bryan believes that the businesses that partner and collaborate find greater successes than businesses that tend to build silos.

Approval of the Agenda and Old Business
Toya went over the goals of the meeting:
- Learn about the local area and how workforce development, economic development, and education collaborate for economic vitality.
- Reach consensus on the vision, values, and direction of the state's workforce system.
- Examine and provide necessary input on policies that will shape workforce development services in our state.
Toya asked for approval of the agenda. Ryan Keiffer made the motion, and Paula Swenson seconded. The agenda was approved without further discussion. Toya then asked for an approval of the March meeting minutes. Grover Wallace made the motion, and Aaron Fernandes seconded. Without further discussion, the March meeting minutes were approved.

Cross-Agency Updates
Tricia Johnson, Director of Adult Education Initiatives at the Colorado Department of Education (CDE), noted that her office is viewing their work as an integral piece in the development of the talent pipeline. Adult Education has received grants that will be used to build on great work that is already happening. They are working towards removing redundancy, as well as partnering closer across agencies, with the goal of serving more Coloradans.

Chantal Unfug, Director of the Division of Local Government at the Department of Local Affairs (DOLA), spoke about their Rural Economic Development Initiative Program. They are planning to give 20 grants to businesses in hopes of diversifying local economies in rural communities that are overly dependent on a single large employer.

Lauren Victor, Talent Development Research and Policy Analyst with the Colorado Department of Higher Education (CDHE) (and CWDC), announced the recent release of the Skills for Jobs Report which ties postsecondary completions to projected future workforce needs. She also mentioned she is gearing up to create the second annual Colorado Talent Pipeline Report to come out in the fall.

Susan White, Assistant Director of the Division of Adult Parole at the Colorado Department of Corrections (CDOC), explained that they have recently worked to get employment and training navigators in place and are coming up with specific projects based on each local area’s needs.

Ellen Golombek, Executive Director of the Colorado Department of Labor & Employment (CDLE), announced that 12 bills passed in the 2015 legislative session that affect CDLE. One of the bills moves the Division of Vocational Rehabilitation from the Colorado Department of Human Services (CDHS) to CDLE. This will help us when thinking about how to create more innovation and synergy in workforce centers, etc. Leadership has already started integrating DVR into CDLE’s work.

Clarke Becker, Director of the Colorado Rural Workforce Consortium, explained that being responsible for 51 of Colorado’s 64 counties has its significant challenges when implementing WIOA. They have a big challenge in providing necessary tools to all of the counties. Currently, there is a tour to members of the consortium to explain all of the changes and help with process improvement.

Fred Franko, Industry Partnerships Coordinator at CDLE, discussed the H1-B Technical Skills Training grant, the Hospitality Grant program, and several of the state bills that created programs or initiatives in CDLE. For more information, please see the last page of the minutes.

Welcome from Western State Colorado University President, Dr. Greg Salsbury
(See “Western State” slides.)
Dr. Greg Salsbury, the President of Western State Colorado University, welcomed the Council and talked about his strategies to increase enrollment at the university.

Gunnison Business Leader Panel
Several Gunnison County business leaders joined Dr. Salsbury a panel: Scott Clarkson, Crested Butte Mountain Resort; Ian Billick, Rocky Mountain Biological Laboratory; Dick Bratton, Community Foundation of the Gunnison Valley; Kurt Giesselman, Gunnison Crested Butte Tourism Assoc.; and Rob Santilli, Gunnison Valley Health. Together, this group represents a strong cross-sector partnership that has come together to solve problems keeping Gunnison County from economic growth. Together, the team identifies and promotes the greatest components of services that
are available in their community. The key issues the team focuses on include air access, infrastructure (especially housing), workforce, population numbers, and identifying a common voice and direction for the area.

**Updates and Introduction to Strategic Planning Conversation: Application of Partnerships**

Next, Stephanie Veck spoke about the Council’s most pertinent updates. Stephanie explained the current work that is happening, which connects to the Council’s strategic plan. Current efforts pushing our strategic plan forward include: Business Services Standardization, the Governor’s Workforce Cabinet, the Talent Pipeline Report, CWDC networks, CWDC committees and task forces, as well as the cross-agency teams. The group then spoke about the current push for work experience for our youth. The Council recognizes that a four-year degree is not always the best option for everyone, and would like to highlight apprenticeship and credential opportunities moving forward in Colorado as another viable option. Stephanie then asked the Council to confirm whether or not they see our strategic goals as relevant; the group agreed that the goals are still relevant and important to strive toward.

**Strategic Planning Conversation**  
(See “Strategic Planning” slides.)

Lee Wheeler-Berliner, WIOA Project and Change Manager, re-introduced the purposes of the Workforce Innovation & Opportunity Act (WIOA), and discussed the next steps, which include ensuring the Council’s strategic plan and the WIOA state plan are aligned. One of the biggest steps in the creation of our WIOA State Plan is gathering input. Lee asked the meeting attendees to break into small groups and discuss what they see as Colorado’s future vision, values, and goals in relation to the WIOA State Plan.

**Friday, July 17, 2015 – Western State Colorado University, Field House**

Friday began with a thank you to Toya Paynter for serving as Chair of the CWDC for the past two years. Toya will hand over the chairmanship to Jay Hardy beginning with the October meeting. She then led a recap of Thursday’s meeting.

**WIOA Topics for the Next 12 Months**  
(See “WIOA Topics PY15” slides.)

Lee Wheeler-Berliner led a conversation recapping the results from Thursday’s small group discussions regarding strategic planning. In summary, the Council’s vision for the State of Colorado would be an integrated workforce system across all levels of education and careers focused on meeting the needs of businesses and job seekers. To see more information on what the Council mentioned in their small groups regarding outcomes, value, partnership, capabilities, and barriers, please see the related slides.

Lee then spoke about the Infrastructure Cost Formula and explained the guidance needed from the Council. The state board must develop a cost allocation formula to be used in the event that a local area does not successfully come up with their own local funding mechanism. Every local area needs to have their MOU in place by July 1, 2016. Therefore, it is our goal to have the State formula finished by the end of 2015 for local areas to work off of and hopefully make their process easier.

Lee then spoke about the Eligible Training Provider List. He explained that WIOA strengthens the data that has to be provided to the job seeker and reinforces customer choice. The list is being transferred to CDHE to ensure data matching that maintains student privacy. Toya called for a motion to vote to approve recommending the policy guidance letter 15-10-WIOA to the Governor. Roni Wisdom gave the motion and Trish Sullivan seconded. During the discussion, it was expressed that we should not require the use of social security numbers when accessing the ETPL due to identity theft concerns. The vote ended in approval to recommend the policy guidance letter to the Governor; comments will also be shared regarding the use of social security numbers.

Lee then gave a timeline of future decisions the Council will need to make in relation to WIOA over the coming months.
Communications Plan Update
(See “Communications Plan” slides.)
Toya then introduced Ryan Keiffer, Advocacy Committee Chair, to give an update on the communications plan. Since the last Council meeting, Ryan has met with multiple groups to discuss and gather input for communication goals. He reviewed the goals that have been established, as well as what he sees our current brand to be. Ryan then explained our current communications strategic plan. We are in the middle of solidifying our strategies, next we will be delving deeper into the strategies to come up with individual tactics. Ryan reviewed and led a discussion regarding the current objectives and strategies he has come up with based on the feedback gathered. Ryan asked for Council members who would like to become more active in this work to let him know as he plans to broaden the Advocacy Committee.

Region 10 Panel
CWDC Member and Gunnison County Commissioner facilitated a panel featuring Russ Forest, Gunnison County Planner; Michelle Haynes, Executive Director of Region 10 League for Economic Assistance and Planning; and Cathie Pagano, Gunnison County Director of Community Development. The three of them discussed their efforts on the One Valley Prosperity Project. One of their main initiatives is to bring broadband to all of Region 10, to help with their goal of creating a more diversified and resilient community not fully dependent on tourism and natural resources.

Additional CWDC Business and Review of Meeting Goals
Toya Paynter called for a motion to vote to give the Executive Committee authority to approve the CWDC budget. John Fleck made the motion, Julie Zinn seconded, and the authority to approve the budget was given to the Executive Committee. The budget will still be presented to Council Members.

Amy Hodson asked that anyone who is interested in hosting the October Council Meeting fill out the form and speak with her as soon as possible. Next, Amy thanked all of the Council members who took the time to serve on the PY15 Local Plan review committee and gave their recommendations on approving the local plans.

Stephanie Veck announced a new partnership titled, Rework America Connected – Colorado. At this point, Rework America Connected is only working with Colorado and one city (Phoenix, AZ). This is a partnership with LinkedIn and the Markle Foundation, and is focused on looking at middle skill jobs and the philosophy of not needing a four-year education to be successful.

Wrap Up
Toya Paynter wrapped up the meeting by thanking all of our presenters and attendees. She also thanked the staff and Council for their support during her tenure as Chair. Toya adjourned the meeting at 1:05 p.m.
Update from Fred Franko, Industry Partnerships Coordinator at Colorado Department of Labor & Employment:

H-1B Technical Skills Training Grant Program
- Federal grant to upskill high-skill and high wage workers, both incumbent and long-term unemployed
- Four year grant ends in six months (January 2016)
- Significant progress in serving the long-term unemployed

Hospitality Grant Program (HB14-015)
- State legislation passed in 2014 and grant implemented in 2015
- Purpose of grant is to accelerate growth and improve and expand the development of hospitality programs in secondary schools across Colorado
- Grant(s) to providers of hospitality secondary education programs
- Program administered through CDLE Workforce Development Program unit

Veterans Pilot Program (HB15-1030)
- State legislation to provide grant for follow-along services for veterans who are employed; employment services provided to eligible veterans after employment
  - For example: job retention, job mentoring
- Administered through CDLE Workforce Development Program unit

Postsecondary and Workforce Readiness (HB15-1170)
- Creates the position of Postsecondary and Workforce Readiness Statewide Coordinator (PWR coordinator) to work under the CWDC in a shared position with CDE.
- PWR coordinator will work with local education providers, businesses, industry, area vocational schools, community colleges, CDE, CDHE, and the career and technical education division within the community college system to raise the level of PWR achieved by high school graduates.

Innovative Industries Workforce Development (HB15-1230)
- Purpose of the grant is to reimburse business for one-half of its expenses related to qualifying internship
- Administered through CDLE Workforce Development Program unit
- Oversight by CWDC

Career Pathways (HB15-1274)
- Building on the manufacturing career pathway initiative (legislation from 2013)
- Develop three new career pathways – construction and skilled trades, information technology, and healthcare
- Administered through CWDC; will work with closely with partners in talent pipeline development

Skilled Worker Outreach, Recruitment and Training (HB15-1276)
- Creates the Skilled Worker Outreach, Recruitment, and Key Training Grant Program in CDLE.
- Starting January 1, 2016, the program accepts applications for matching grants from public and private providers of qualified skilled worker training programs.
- Qualified grant recipients offer training for skills that are needed in the workplace, with a credential or other evidence of achievement awarded at the completion of training.