

John Hickenlooper  
Governor

Ellen Golombek  
Executive Director  
Department of Labor & Employment

Jay Hardy, Chair

Stephanie (Steffens) Veck, Director



Colorado Workforce  
Development Council

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**CWDC Board Meeting  
October 15-16, 2015  
Fort Collins, CO**

**Attended by:**

*Council Members:* Joe Anzures, Joel Buchanan, Kelly Causey, Dave Csintyan, Annie Davies, Aaron Fernandes, John Fleck, Peggy Gair, Ellen Golombek, Jay Hardy, Ryan Keiffer, Jeanie Larsen, Toya Paynter, Liddy Romero, Kyle Sickman, Paula Swenson, Grover Wallace

*State Agency Representatives:* Katie Griego, Tricia Johnson, Inta Morris, Chantal Unfug, Susan White

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

*Others Present:* Clarke Becker, Colorado Rural Workforce Consortium; Stephan Britz, Denise Bryant, Denver Office of Economic Development; RK Mechanical Inc.; Dave Carlson, Moyer Machine and Tool LLC; Bill Dowling; Colorado Department of Labor and Employment; Fred Franko, Colorado Department of Labor & Employment; Ryan Gensler, BASIC; Ann Hutchinson, Fort Collins Chamber of Commerce; Evan Hyatt, Pathways Hospice; Senator Linda Newell, Colorado State Senate; Governor Bill Ritter, Center for the New Energy Economy; Casey Sacks, Colorado Community College System; Jim Neubecker, Building Trades; Phil Noble, Adams County Workforce & Business Center; Geniphyr Ponce-Pore; CSU Office of Engagement

**Thursday, July 15, 2015 – CSU Energy Institute**

Chair, Jay Hardy, called the meeting to order at 1:00 p.m.

**Introductions**

Each attendee introduced themselves and gave an update from their region/industry/organization.

**Northern Colorado Manufacturing & Health Care Sector Partnership Updates**

(Please see [NoCO Health Care Sector Partnership Slides](#))

Mary Probst gave an introduction to Northern Colorado's Sector Partnerships. She explained how both the Health Care and Manufacturing Sector Partnerships have done outstanding work in moving their partnerships forward.

Mary then introduced Ann Hutchinson and Evan Hyatt, leaders of the Healthcare Sector Partnership in Northern Colorado. Ann and Evan reviewed the evolution of the Sector Partnership and all of the work that went into making it as strong as it now is. Throughout the presentation Evan and Ann reviewed keys to long term success, and stressed the importance of listening to what industry wants. The Health Care Sector Partnership has four working groups which help drive their work forward. Some of the partnership's greatest successes include: launching an effort to build a residential treatment facility, leading an effort to change out of date federal and state regulations, holding Train the Trainer diversity workshops and the Fort Collins Chamber Health Care Summit Job Fair.

(Please see [NoCO Manufacturing Slides](#))

Next, Mary introduced Dave Carlson and Geniphyr Ponce-Pore with the NoCO Manufacturing Partnership. This Sector Partnership has done a lot of great work creating a strong foundation. Among many successful projects, Geniphyr and Dave spoke about their Sector partnership led Career pathways. The partnership followed the Career Pathway Step-by-Step Guide and found great success. Two of the partnership's key findings after finishing the steps were:

- 1) It is not a ladder, it is a solar system. Pathways into manufacturing careers should be flexible.
- 2) Entry level employees need stronger essential, work readiness skills, as well as foundational technical skills.
- 3) Skilled and specialized occupations also need broader knowledge to help contextualizes and solve problems
- 4) Entry level engineering employees need more hands on experience on the shop floor.
- 5) Continuous conversations and ongoing collaboration between educators and manufacturers is critical to ensure workers prepared effectively.

### **Business and Schools in Collaboration (BASIC)**

(Please see [BASIC slides](#))

Next, Jay introduced Stephanie Veck and Ryan Gensler. Stephanie and Ryan spoke about BASIC, an initiative presenting work-based learning best practices from the Swiss Apprenticeship system. Recently, the Business Experiential Learning Commission was created by Governor Hickenlooper's Executive Order B 2015-004. This is a business led commission, in partnership with the CWDC, with representation from CDLE, CDHE, and OEDIT. The BEL Commission will be focused on implementing BASIC in Colorado. This model uses a standard school model in core subjects through the age of 16, followed by an option to continue with higher education and/or a three to four year apprenticeship. The apprenticeship is facilitated by intermediaries, or industry groups. The vision for Colorado includes seeing businesses engaged with the education system by becoming Certified Centers of Learning, 70% of students spending two days in the classroom and three days in a residency program, and students participating in a parallel learning system with theory in the classroom and practice in industry. BASIC is going to be piloted through DPS. The BEL Commission will ensure that it is scaled throughout Colorado after ensuring effective implementation and practice through the pilot program.

### **Approval of the Agenda and Old Business**

Jay went over the goals of the meeting:

- Learn about the local community.
- Explore how to engage in sector partnerships, career pathways, and work-based learning.
- Lay the foundation for the future of our talent development system.
- Get to know other Council members and have fun!

Jay asked for approval of the agenda. Paula Swenson made the motion, and Ryan Keiffer seconded. The agenda was approved without further discussion. Jay then asked for an approval of the July meeting minutes. Grover Wallace made the motion, and Paula Swenson seconded. Without further discussion, the July meeting minutes were approved.

### **Friday, October 16, 2015 – CSU Energy Institute**

Friday began with a thank you and farewell to Amy Hodson as she moves on to a position in Minneapolis, MN. Jay then led a recap of Thursday and began the meeting at 7:45.

### **WIOA State Plan Update**

(See [WIOA State Plan Update slides](#))

Jay Introduced Lee Wheeler-Berliner to review the status of our WIOA State Plan. Lee discussed the status of the project including what has been working well, the opportunities to enhance the system that have been identified, and the vision for the future. Lee explained the various ways the team was able to reach out to as many partners as possible. The CWDC has engaged Thomas P. Miller and Associates to aide us in this work. Lee then discussed the

planning sessions, presented the resulting goals, and asked for any feedback. The goals of the state plan are not just for the CWDC; they are for all of the WIOA partners.

### **Local/Regional Plan Policy & State Legislation**

(See [WIOA Policy & State Legislation Slides](#), and [WIOA Regional and Local Plans Sheet](#))

Lee then continued with a presentation on the local/regional plan policy and State legislation. Lee explained that after we put together and input our State plan, each local area and planning region will be submitting a local and regional plan to the State. All of the local/regional plans need to be in alignment with the State plan.

Lee then explained that the current legislation our Council is guided by is the Workforce Innovation Act. We need to implement legislation during 2016's legislative session to ensure Colorado's legislation aligns with the Workforce Innovation and Opportunity Act. The CWDC is partnering with CCI to provide one bill that looks at all of the issues.

### **Former Governor Ritter's Address to the CWDC**

Next, Jay introduced Governor Ritter. Governor Ritter is the founder and director of the Center for the New Energy Economy (CNEE). CNEE is a policy center housed with engineers and social sciences that work on energy issues across disciplines. The Center wrote a report called Powering Forward which informs the Obama Administration on how they can move an energy agenda forward without passing legislation through Congress. The Center tries to work in a bipartisan manner. Other successes the Center has had include, work on a nature conservancy, holding a natural gas symposium, and leading the Colorado Water Watch. The Council then discussed the issue of dislocation of coal energy jobs, as energy alternatives are becoming more prevalent.

### **Talent Pipeline Report Review and Discussion**

(See the [Talent Pipeline Report Slides](#) and the [Talent Pipeline Report](#))

Jay then introduced Stephanie Veck and Lauren Victor to discuss the 2015 Talent Pipeline Report. Stephanie explained that the last report provided legislators with great information to inform the 2015 Legislative Session, and we hope that this report can do the same. Stephanie and Lauren reviewed the recommendations included in the report. The Council discussed the recommendations and gave feedback on potential ways to strengthen the work.

### **Council Business (See [proposed bylaws](#))**

Jay asked that anyone interested in helping set up the March Council Meeting in Denver contact Abby Hull. The Council discussed ideas in Denver's Rhino District.

Amy Hodson presented the proposed Council bylaws. Amy went through each update to the bylaws. After discussion, the Council members showed approval for the changes to the bylaws. The formal vote will follow within a virtual meeting.

### **Wrap Up**

Jay Hardy thanked everyone for their participation, and reviewed the day. Jay adjourned the meeting at 1:15pm.