



Colorado Workforce
Development Council

COUNCIL MEETING JULY 17-18, 2014

Arapahoe / Douglas Region



Welcome

Toya Paynter, Chair

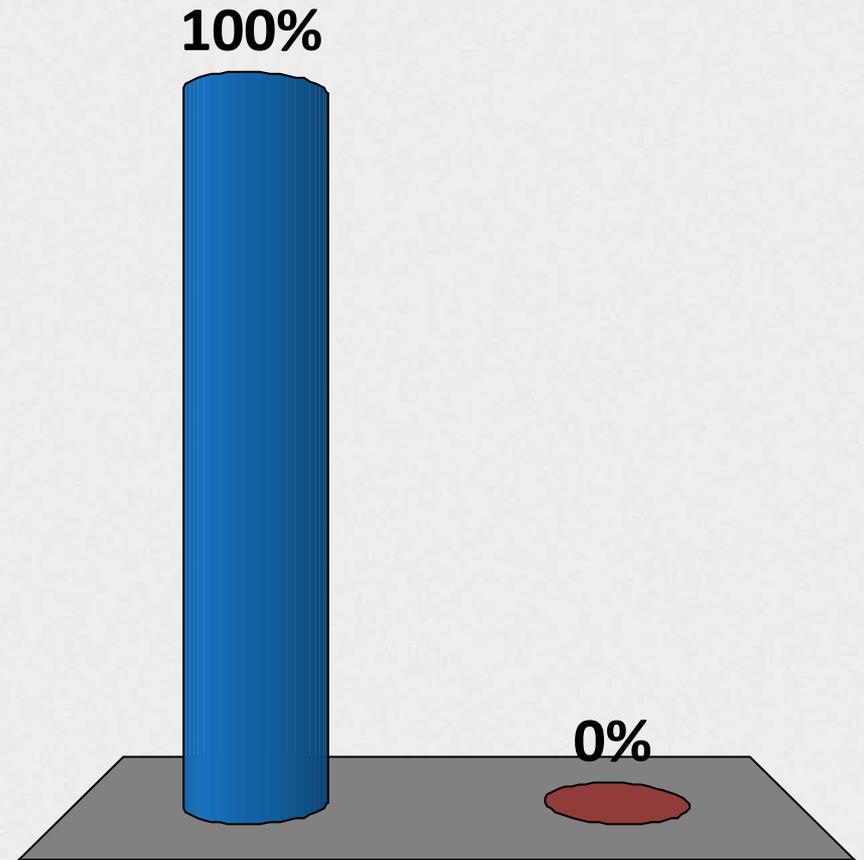
- Call Meeting to Order
- Approval of the Agenda
- Approval of May Meeting Minutes



Do you approve of the July agenda?

A. Yes

B. No



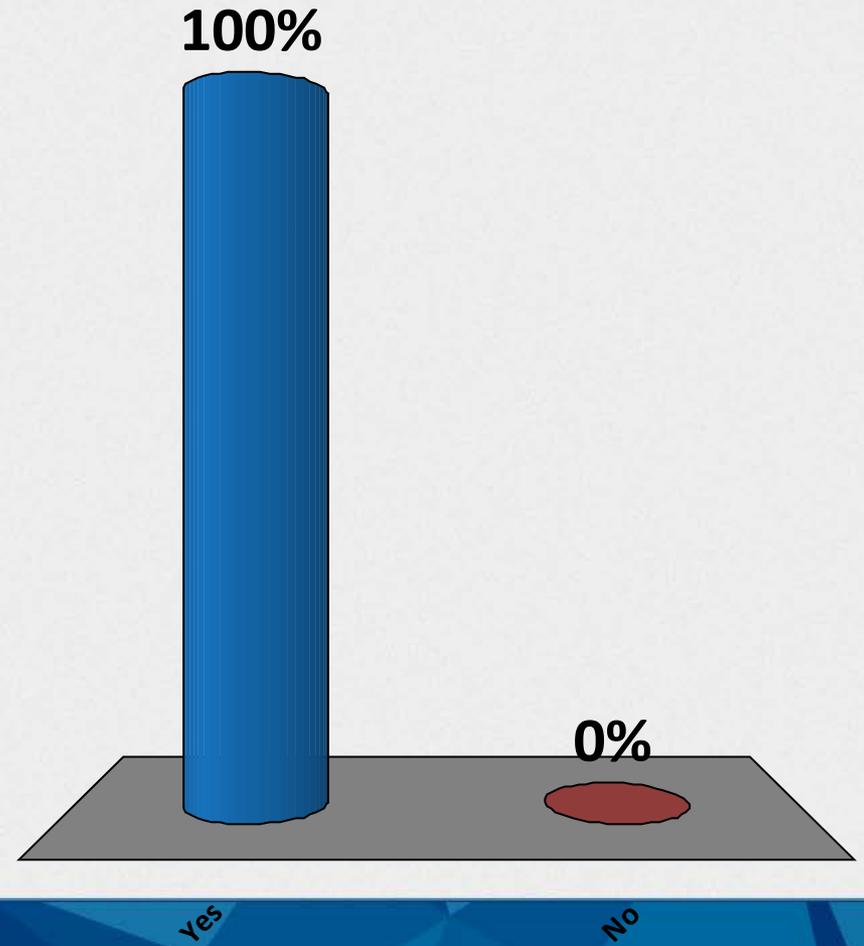
Yes

No

Do you approve of the May meeting minutes?

A. Yes

B. No



Meeting Goals

Updates:

- PY 14 Local Plan Approvals
- STEM Roadmap
- Colorado Opportunity Scholarship Initiative
- H-1B Grant

Learn, discuss, set direction:

- Workforce Innovation and Opportunity Act
- Sector Partnerships & Career Pathways
- [REDACTED]
- Business Services Standardization
- Tackling Poverty Together



Meeting Goals

Action:

- Select October meeting location
- Strategy for approval of annual budget

Great Experience:

- Learn about the local community and the collaboration between workforce, economic
[REDACTED] t and education.



Introductions

Round-Robin – 45 seconds each

- Name
- Organization
- Role
- Affiliation with CWDC
- Business, Region or Industry Update



Council Business

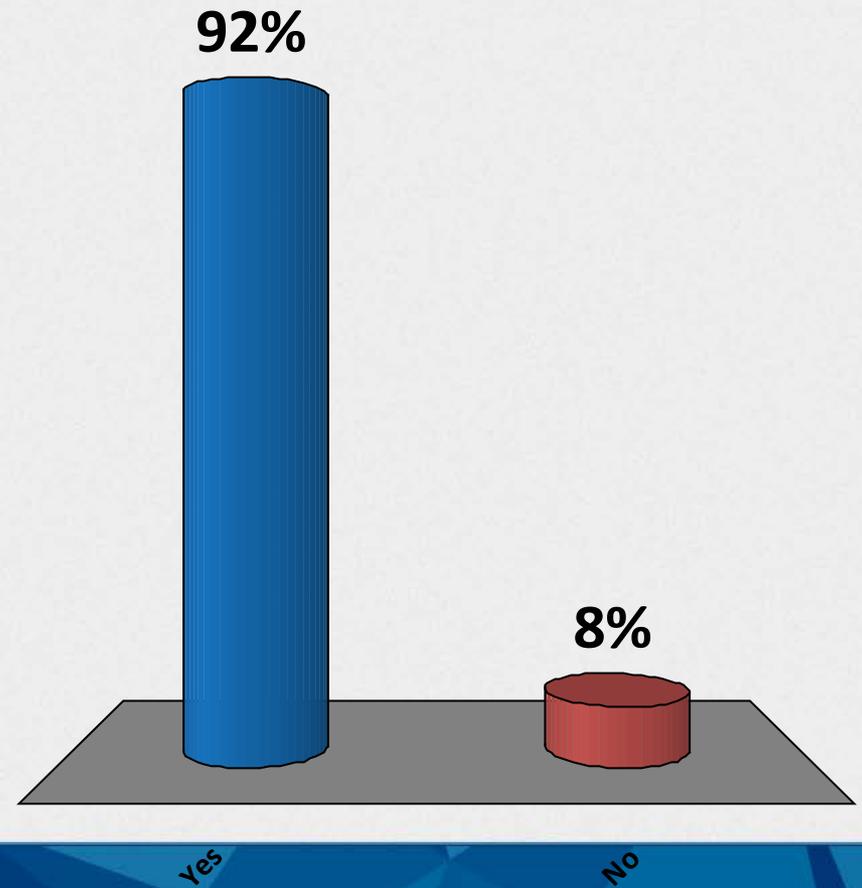
- Review of PY14 Local Plan Approvals
- October Meeting Location Proposal
- Strategy to Approve Budget



Do you approve of the October Meeting Location Proposal?

A. Yes

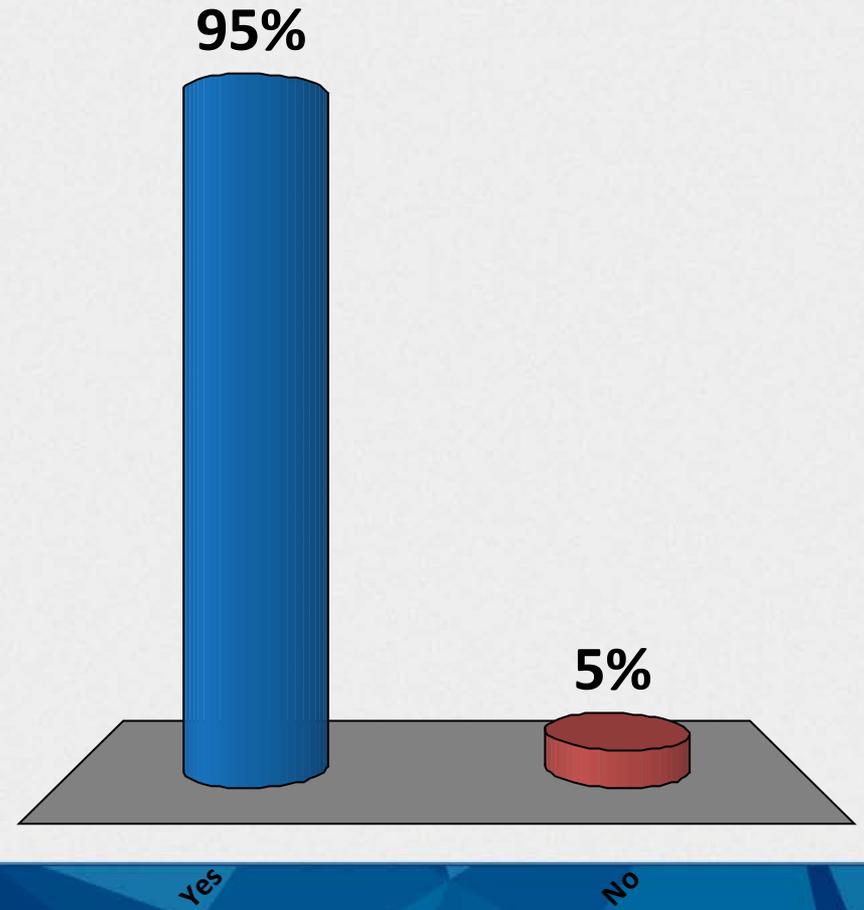
B. No



Do you approve the stated motion for budget approval?

A. Yes

B. No



Centennial Airport Tour

Amy Hodson – CWDC Liaison

- Mike Fronapfel, Centennial Airport
- Guided bus tour of the airport
- Lunch will be served afterward



Working Lunch

Grab your lunch and return to your seats.



Updates & Work Session

Stephanie Steffens, Director

- Colorado Opportunity Scholarship Initiative (COSI) Update
- Colorado STEM Road Map Update
- H-1B Grant Update - Kristie LaRose
- Workforce Innovation & Opportunity Act (WIA Reauthorization)



Workforce Innovation & Opportunity Act (WIOA)

Stephanie Steffens, Director

Workforce Innovation & Opportunity Act

- Reauthorization / Replacement of WIA
Workforce investment Act (1998)
- Was approved by landslide votes in both the Senate and the House
- Has been sent to the President for Signature
- Could require implementation by July 1, 2015



Workforce Innovation & Opportunity Act (WIOA)

Some Key Changes in WIOA:

- State Workforce Board Functions
- Sector Partnerships and Career Pathways
- Regional Designation /Regional Planning
- State Youth Council



Workforce Innovation & Opportunity Act (WIOA)

State Workforce Board Membership

- The Governor may select the chairperson.
- The current board may be grandfathered.
- Representation of multiple categories is prohibited.
- Changes to board composition.

Discussion:

What are the pros/cons of grandfathering current board, and other considerations for Council membership structure?



Workforce Innovation & Opportunity Act (WIOA)

Governor's 15% Set-Aside

- Preserves the ability of governors to reserve 15%
- Based on annual appropriations.
- The required activities are similar to current law
- Allowable activities have been expanded

Discussion:

What suggestions do we have to utilize this year's budget process to help ensure that we are positioned for the best utilization of these additional funds if we receive them next year?



Workforce Innovation & Opportunity Act (WIOA)

Performance Measures

- Secretaries of Labor and Education are tasked with developing one or more national indicators
- States can determine additional performance indicators

Discussion:

What thoughts do you have regarding input to the national indicator(s) for effectiveness in serving employers?



BREAK

The meeting will resume at 1:35 p.m.



Sector Partnerships : Carrying the Momentum Forward

Emily Templin Lesh, Assistant Director

Session Goal:

Identify specific action steps Colorado Workforce Development Council business members can take to help move sector partnerships forward across Colorado.



Sector Partnerships : Carrying the Momentum Forward

What We Will Cover

1. Setting the stage: What are sector partnerships & why do they matter ?
2. What do Colorado sector partnerships look like & where are they?
3. Work Session: What can you do?



Sector Partnerships : Carrying the Momentum Forward

Setting the Stage: What are Sector Partnerships & Why Do They Matter

First, let's hear from you!

- What is a sector partnership?
- Why do they matter?



Sector Partnerships : Carrying the Momentum Forward

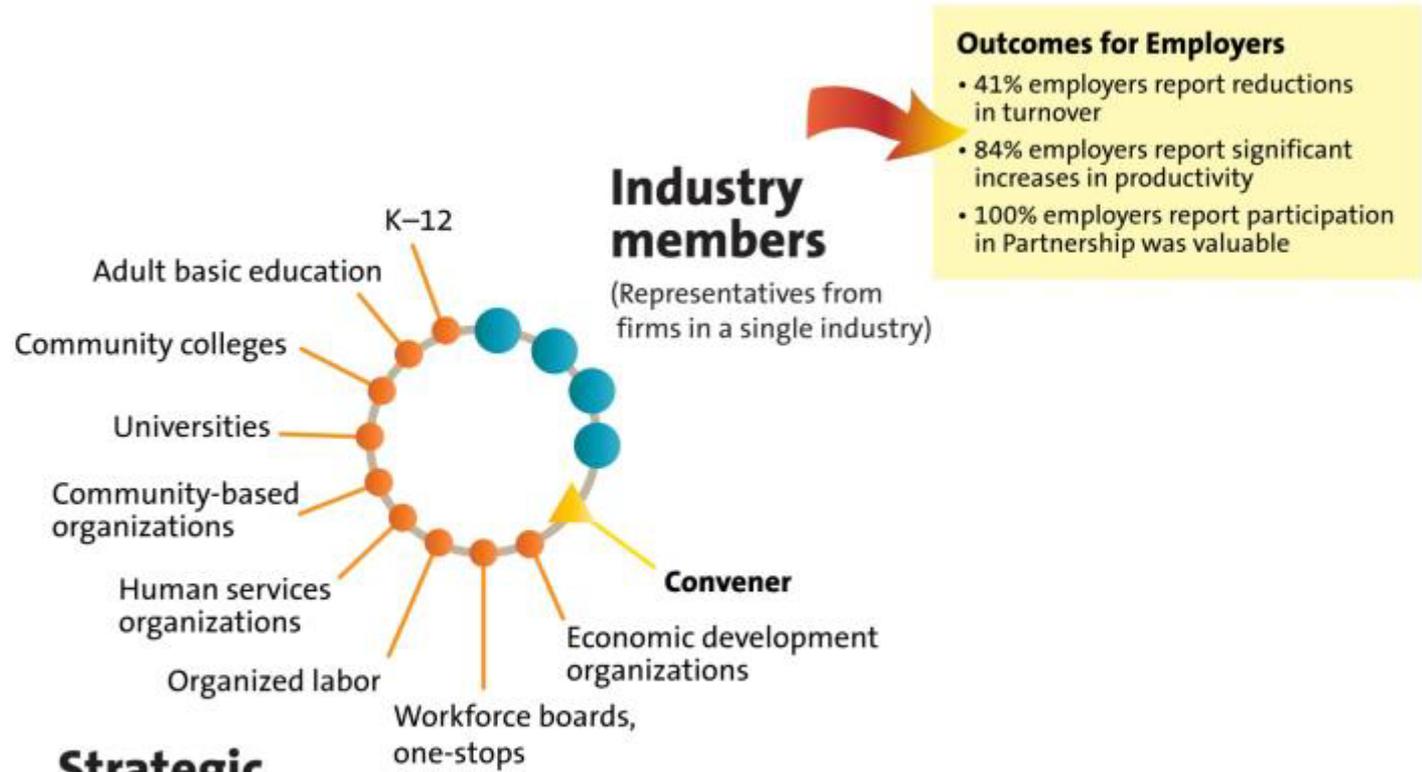
Important Characteristics

- Are **employer-driven**
- Are **regional**
- Are **convened by a credible third party**
- Act as a **coordinating body** across multiple education, workforce development, economic development and other programs
- Create **highly customized responses** to a target industry's needs, and therefore highly accurate responses
- They are about more than workforce training (as infrastructure, broadband, supplier development)
- Treat **employers as partners**, not just customers
- Are NOT a grant program, a short term project, a passing fad; they are a **long term partnership**



Sector Partnership

The partnership addresses common needs of employers and generates coordinated solutions that benefit workers.



Outcomes for Employers

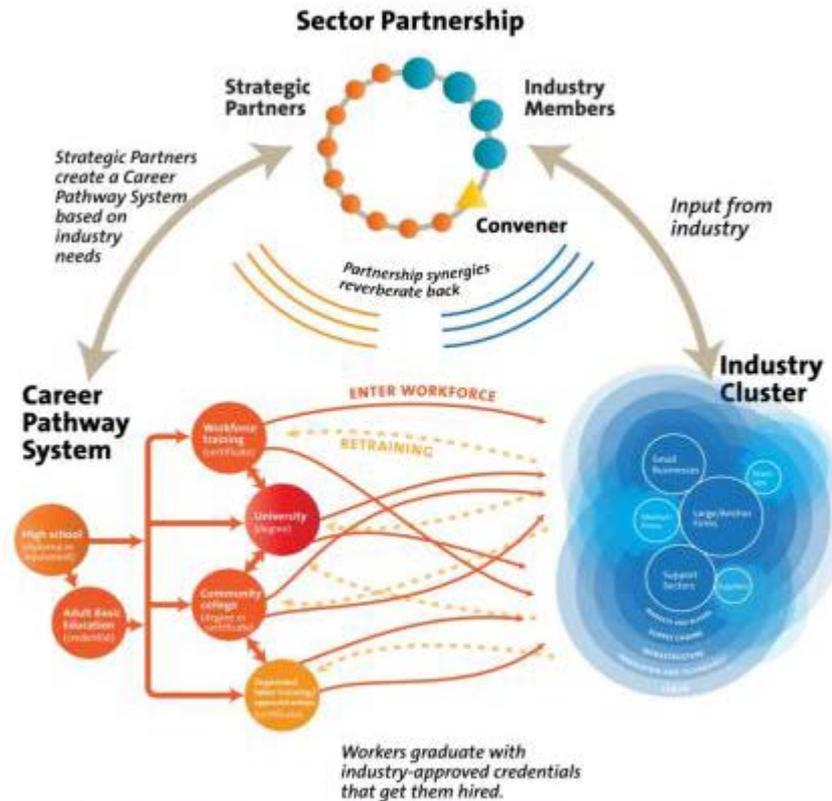
- 41% employers report reductions in turnover
- 84% employers report significant increases in productivity
- 100% employers report participation in Partnership was valuable

Outcomes for Workers

- 48% worker participants exited poverty
- 18% higher earnings
- more likely to work and in jobs with benefits

The Keystone to Connecting Career Pathways to Industry Cluster Growth

Sector Partnerships align education and training programs with industry needs to produce readily employable workers.



Sector Partnerships : Carrying the Momentum Forward

Outcomes from the Sectors Summit II

- Over 300 people attended
- 37 Sector Partnerships
 - 7 Active
 - 12 Emerging
 - 18 Exploring



Colorado Sector Partnerships



1 Emerging: Energy & Natural Resources

9 Emerging: Energy & Natural Resources
Exploring: Advanced Manufacturing
Exploring: Food & Agriculture

11 Exploring: Tourism & Outdoor Recreation
Exploring: Energy & Natural Resources

13 Active: Health & Wellness
Exploring: Tourism & Outdoor Recreation

2 Active: Health & Wellness
Active: Advanced Manufacturing
Emerging: Creative Industries
Exploring: Energy & Natural Resources
Exploring: Construction & Development

10 Active: Health & Wellness
Emerging: Advanced Manufacturing
Exploring: Tourism & Outdoor Recreation
Exploring: Food & Agriculture
Exploring: Energy & Natural Resources (mining)

12 Emerging: Health & Wellness

14 Exploring: Advanced Manufacturing
Exploring: Energy & Natural Resources
Exploring: Tourism & Outdoor Recreation

3 Active: Health & Wellness
Emerging: Technology & Information
Emerging: Advanced Manufacturing

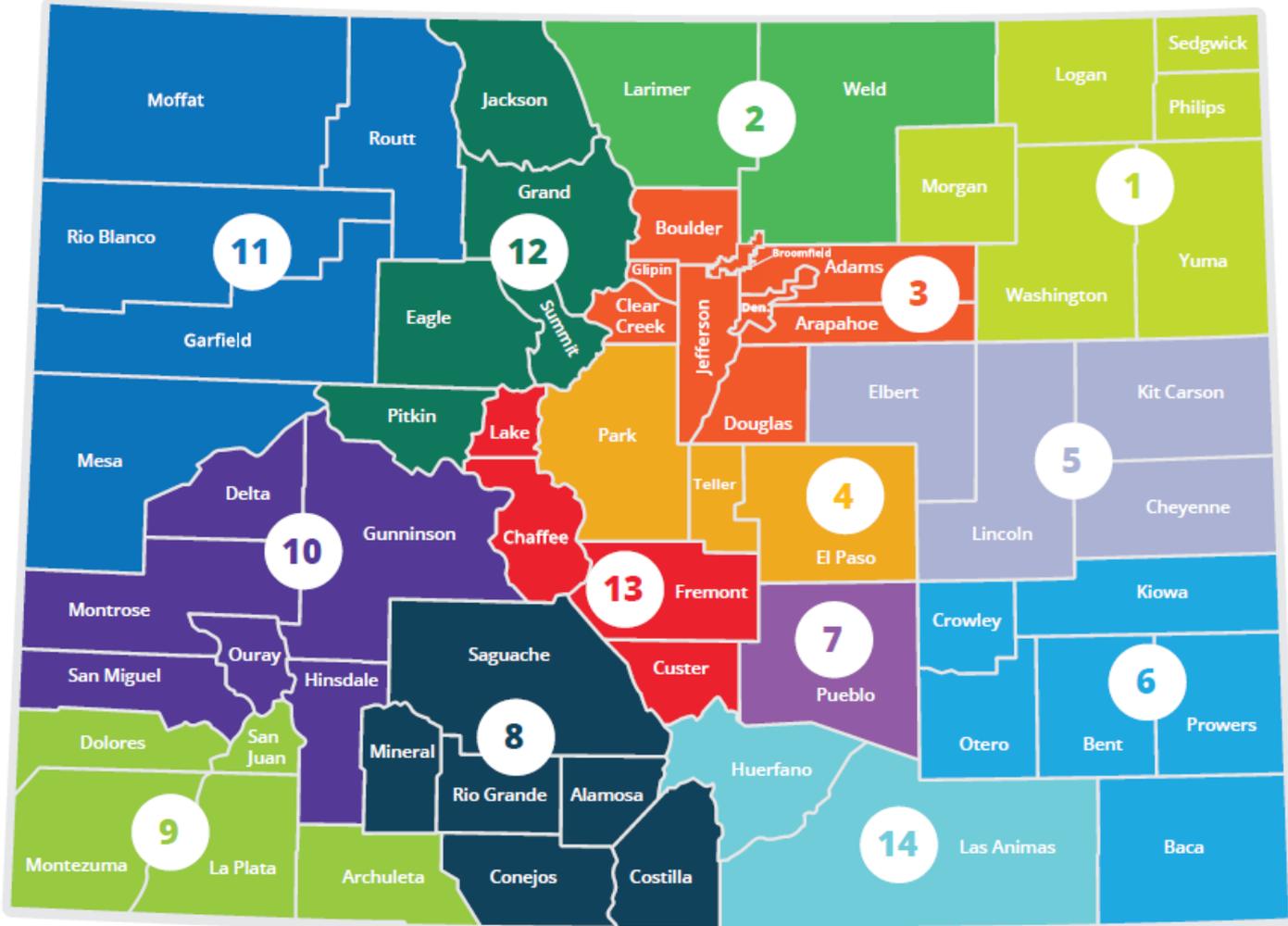
4 Emerging: Advanced Manufacturing
Exploring: Hospitality

5 Emerging: Health & Wellness
Exploring: Energy & Natural Resources
Exploring: Transportation & Logistics

6 Active: Advanced Manufacturing
Emerging: Health & Wellness
Exploring: Creative Industries

7 Active: Advanced Manufacturing
Emerging: Health & Wellness

8 Emerging: Health & Wellness
Exploring: Food & Agriculture



Sector Partnerships: Carrying the Momentum Forward

What Can You Do?

1. Engage in helping to start new partnerships
2. Foster the expansion or sustainability of existing partnerships
3. Build the buzz about the sector partnership approach



Sector Partnerships: Carrying the Momentum Forward

Opportunities and Support

1. Regional Trainings coming to you!
Week of Sept 8th
2. 1:1 Team Coaching Available
3. Monthly Peer Networking Calls

www.sectorssummit.com
Emily.Lesh@state.co.us or
Eric.Mergens@state.co.us



Sector Partnerships: Carrying the Momentum Forward

Building the Buzz

What are your circles of influence?

1. List “influencers” you know on one piece of paper



Sector Partnerships: Carrying the Momentum Forward

Building the Buzz

What are your circles of influence?

1. List “influencers” you know on one piece of paper
2. Grab the other paper - draw yourself as a circle the center of the page



Sector Partnerships: Carrying the Momentum Forward

Building the Buzz

What are your circles of influence?

1. List “influencers” you know on one piece of paper
2. Grab the other paper - draw yourself as a circle the center of the page
3. Draw circles for your “influencers” on the page:
 - bigger the circle the bigger the impact of that person;
 - proximity to you to depicts how close you are to them



BREAK

The meeting will resume at 3:45 p.m.



Colorado Business Development Services

Colorado Workforce Development Council Update

July 17, 2014

Colorado Business Development Services Vision and Mission

- **Vision:** is to provide seamless access to business development services for all Colorado businesses that produces positive economic returns for businesses, industries and all of our communities.
- **Mission:** is to create an integrated system that responds rapidly to Colorado business needs through ease of use in technology and services which results in ready access to a skilled and competitive workforce.



Today's Take-a-Ways

- **Program Year 13 Outcomes**
- **Lean Event Impact**
- **Accessing Resource & Staff Development**
- **Business Services Data Capture**



PY13 Business Services Plan

- **Develop a Statewide Knowledge Management System**
- **Promote a Data Driven and Outcome Focused Culture**
- **Develop Account Management Focused Service Delivery Model**



PY13 Business Services Outcomes

- **Access to Resources**
- **Staff Development**
- **Data Capture**



Accessing Business Services



CONNECTING TALENT WITH OPPORTUNITY!

EMPLOYERS

We can help you find and hire the right people for your business.
Connecting Colorado offers a more cost effective way of recruiting and hiring. Here, you can post job openings, review résumés and connect with qualified workers.

[LEARN ABOUT OUR SERVICES >](#)

[REGISTER & POST A JOB >](#)

[LOG IN >](#)

JOB SEEKERS

Connecting Colorado is part of a state and county-run system that delivers immediate, tangible results for your future.
You can post your résumé, apply for a specific job or do a self-directed job search through our jobs database.

[REGISTER & UPLOAD YOUR RESUME >](#)

[FIND A WORKFORCE CENTER >](#)

[FIND A JOB >](#)



FIND A WORKFORCE CENTER IN CO

Search

[Workforce Centers](#) | [Unemployment Insurance Benefits](#) | [Labor Market Information](#) | [Department of Labor & Employment](#) | [Colorado State Government](#)



Vetran comes first messaging place holder.



Accessing Business Services

The screenshot displays the 'Connecting Colorado' website interface. At the top left is the logo, and at the top right is a search bar. Below the header is a navigation bar with 'User Name', 'Password', 'Employer Login', and 'Register' buttons. The main content area is titled 'Home > Employer Services' and features a 'EMPLOYER SERVICES' section with a gear icon. This section includes a paragraph of placeholder text and six service cards: 'Recruiting & Screening', 'On-Boarding & Training', 'Planning & Strategic Development', 'Layoff & Separation', 'Get Involved', and 'Support Veterans'. To the right, there is a 'FIND A WORKFORCE CENTER' section with a location pin icon, a search input field, and a 'Search' button. Below that is a 'PREVIEW OUR JOB SEEKERS' section with a person icon, a paragraph of placeholder text, and a 'Browse the job seekers' database >' button. Further down is a 'SUCCESS STORIES' section with a video player icon, a paragraph of placeholder text, and a video player showing a play button and a progress bar. At the bottom, there is a 'SELF SERVICES & LEARNING' section with two 'PLACE HOLDER' boxes. The footer contains the 'COLORADO WORKFORCE CENTER' logo, the text 'Veteran comes first messaging place holder.', and two buttons: 'Need Assistance ?' and 'Rate Our Website'.

Connecting Colorado

Search...

User Name Password **Employer Login** | Register

Home > Employer Services

EMPLOYER SERVICES

Aenean sed luctus massa. Mauris elementum tortor justo, a lobortis eros fermentum vitae. Donec ornare, magna vitae vestibulum ultrices, nisi nibh mollis diam, vel lobortis mi elit a dui. Nunc eget suscipit elit. Nullam tempor, lorem placerat accumsan convallis.

- Recruiting & Screening**
Identify, attract and select the best-qualified candidates
- On-Boarding & Training**
Improve the knowledge, skills and competencies of your employees.
- Planning & Strategic Development**
Making informed decisions to move your workforce forward
- Layoff & Separation**
Layoff assistance, information and resources available
- Get Involved**
Improve the knowledge, skills and competencies of your employees.
- Support Veterans**
Meeting workforce demands with qualified Veterans.

FIND A WORKFORCE CENTER

Enter a zip code, address or city to find a workforce center.

Search

PREVIEW OUR JOB SEEKERS

Preview our job seekers' database before registering. You must login to view job seekers' contact information.

Browse the job seekers' database >

SUCCESS STORIES

Lorem ipsum dolor sit amet, consectetur adipiscing elit. In vitae est quis nulla fringilla dictum. Sed convallis elementum volutpat.

0:04 / 0:45

SELF SERVICES & LEARNING

PLACE HOLDER PLACE HOLDER

COLORADO WORKFORCE CENTER

Veteran comes first messaging place holder.

Need Assistance ? Rate Our Website



Accessing Business Services

San Juan Mountains

User Name Password Employer Login Register

Home > Employer Services > Recruiting & Screening

RECRUITING & SCREENING



Identify, attract and select the best qualified candidates for your current workforce needs.

Post a Job

Post your open positions through our statewide database at www.connectingcolorado.com. To save valuable time, please review the guidelines before posting.



Customized Hiring Events

Meet qualified candidates at an event tailored to your company's needs.

Job Fair

Join other employers at a larger recruiting event.

Applicant Screening

Assistance with the process of resume review and candidate assessment.

Assessments

Measure job seeker, new hire skills, interests and/or job fit for candidates from over 1200 individual assessments.

Virtual Job Fair – Tutorials

Join other employers at a unique online recruiting event. Meet job seekers in a virtual environment using chat rooms, teleconferencing, webcast and a variety of other tools.

Access to Facilities

Meeting and training rooms available to businesses for a variety of purposes including, but not limited to: Meetings, trainings, orientations, interviewing and conferences rooms.

H2A - Migrant Seasonal Farm Workers

Program designed to allow foreign nationals entry into the U.S. to work in the agricultural industry, to meet needs that are temporary and seasonal in nature.

Layoff & Separation

Layoff assistance, information and resources.

Rapid Response

Workforce services related to restructuring and/or downsizing your business. Services include, but are not limited to, onsite workshops for employees in transition, job placement assistance, and information on unemployment benefits.

FIND A WORKFORCE CENTER

Enter a zip code, address or city to find a workforce center.

PREVIEW OUR JOB SEEKERS

Preview our job seekers' database before registering. You must login to view job seekers' contact information.

SUCCESS STORIES

Lorem ipsum dolor sit amet, consectetur adipiscing elit. In vitae est quis nulla fringilla dictum. Sed convallis elementum volutpat.



Vetran comes first messaging place holder.



Increasing Staff Knowledge

- 2014 Business Services Summit
- 76 BDRs attended
- Training Sessions
 - Business Intelligence – LMI Gateway
 - Business Relationships
 - Outreach/Marketing Strategies
 - Regional Promising Practices
 - Recruiting and Sales Techniques
 - Employer Panel



Business Services Outcome Metrics

Access to Facilities:

Purpose of use?

Were you satisfied with facilities?

Did staff meet your needs?

Assessments:

Name of Assessment Tool?

How many people took the assessment?

Did the results impact your hiring decision?



Business Services Outcome Metrics, continued

Business Education:

How was Education Delivered?

Seminar, Round Table, Workshop, Focus Group?

Were you satisfied with the Topic?

How beneficial was the information?

Were the objectives met?

Will you recommend this service to others?

Business Information:

Type of information provided such as Overview of WFC,
Tax Credits, Labor Laws, Training Programs, etc.



Business Services Outcome Metrics, continued

Hiring Events/Job Fair (Brick & Mortar and Virtual):

Were you satisfied with number of applicants?

Were you satisfied with quality of applicants?

Did our staff meet your needs?

How many job openings did you have?

How many job openings did you fill?

Job Postings:

Web employer job orders will be measured by the number of orders approved. The A7 report in Connecting Colorado will be used to measure.



Business Services Outcome Metrics, continued

Labor Market Information:

What purpose is the customer requesting the data?

Rapid Response:

How satisfied were you with RR Facilitator?

How satisfied were you with RR Services?

How likely are you to use RR again?

How likely are you to refer RR services?



Business Services Outcome Metrics, continued

Screening:

Did the screening services assist in your hiring decision?

Training and Re-Training:

Type of service such as On-the-Job Training, Work Experience, Incumbent Worker training.



PY14 Business Services Plan

- **Enhance and Standardize the Tools used to support the Delivery of Services**
- **Identify, Strengthen and/or Develop Partnerships that support Economic Vitality**
- **Improve Delivery of Demand-Driven Services**



Questions?

Contact Information:

David Griffin

David.Griffin@state.co.us

Tony Anderson

Tony.Anderson@denvergov.org



Aligning These Efforts

Stephanie Steffens, Director

Bringing it all together

- WIOA
- Initiatives
- Sector Strategies
- Career Pathways
- Business Services



Depart for Museum

There will be a bus to the Madden Museum of Art for a reception, dinner, and speaker. Please be on the bus in front of this building by

5:15



Wrap up and reminders for Friday

Need details for Toya even though we will not have AV at dinner put it on a slide for the deck for consistency for her.

Details for introducing the keynote:
Mike Fitzgerald, CEO Denver South Economic
Development Partnership

How the Denver South EDP collaborates with its education and workforce partners to address the needs of business in South Denver.



Wrap up and reminders for Friday

Reminders for tomorrow:

Headed back to the hotel, if you're interested, please meet in the hotel lounge for a nightcap.

In the morning, check out of your room and be at The Wildlife Experience by 7:50, meeting and breakfast will start at 8:00. Drive your own vehicle.



Good Morning – Grab Breakfast

During breakfast, we would like to recognize members whose terms expire in September and thank these members for their hard work and dedication to the Colorado Workforce Development Council:

- Don McClure
- Jim Neubecker
- Jessie Ruiz, Jr.
- Kathy Worthington



Welcome

Tony Smith, Executive Director,
University of Colorado South Denver



CU South Denver Tour

Tony Smith will take us in two separate groups on a hard hat tour of the CU South Denver Campus.

Be back in your seats by 9:30 a.m.



BREAK

The meeting will resume at 9:30 a.m.



Poverty in Colorado By the Numbers

Elizabeth Garner, State Demographer,
Department of Local Affairs



Tackling Poverty Together

Goal: Develop two or three action items that the CWDC can achieve on this subject within the next 60 days. Action items should be specific, measureable and attainable.

More discussion is needed. For this reason, we ask that you break out into smaller groups of 8 - 10 and as a group, address the five following questions.



Tackling Poverty Together

1. Is there a role for the CWDC to address the issue of poverty?
Yes or No
2. If yes, how do you see the role of the CWDC in addressing this very broad and complex issue?
3. How do you see the CWDC integrating and addressing poverty into *existing* CWDC initiatives?
4. What overall goal and/or specific issues would you most like to see the CWDC address when it comes to poverty?
5. Please put together one or two specific action items that the local regions and state agencies could achieve within the next 60 days.



GRAB LUNCH

The meeting will resume at 11:45 a.m.



Working Lunch: Next Steps

Choose one of three focus groups:

- Education & Training -- Josh Davies
- Sectors Strategies -- Dean McCall
- Advocacy -- Don McClure



Key Take Aways and Action

From the LENS of your focus group identify:

- Key Take-Aways from our discussions
- Opportunities for action

Discussions:

- Workforce Innovation & Opportunity Act
- Sectors & Career Pathways
- Business Services Standardization
- Tackling Poverty Together



Review Meeting Goals and Actions

A quick survey to see how we did, use your clicker to give your feedback on our meeting goals.

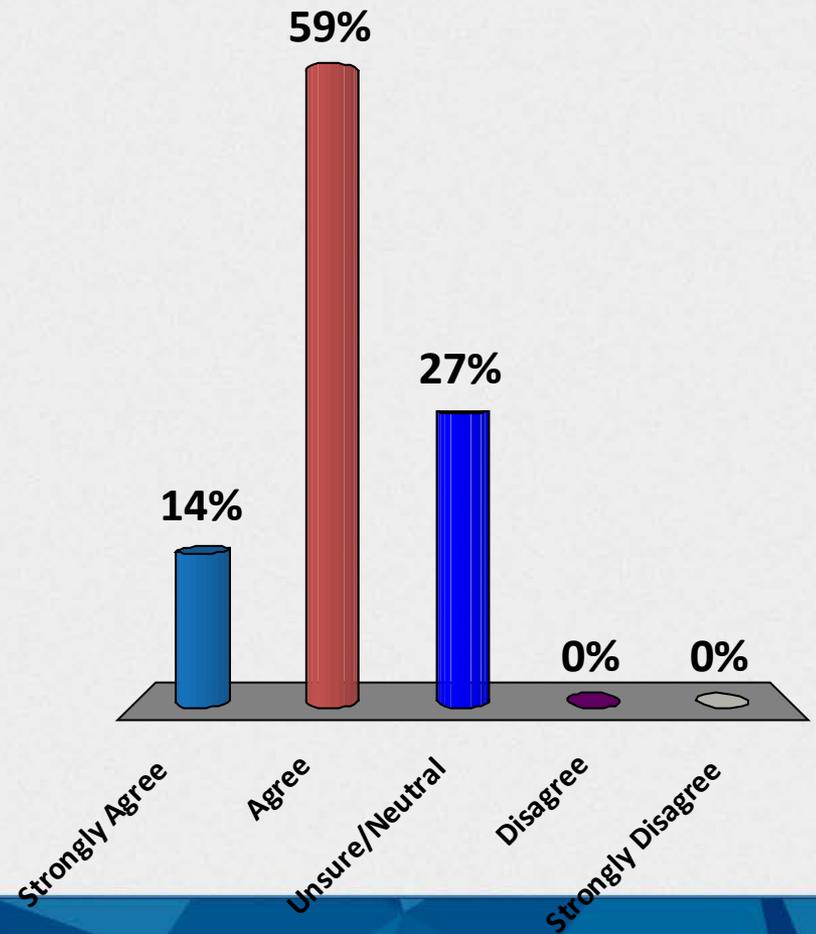
Updates:

The updates were interesting, timely and a valuable use of my time



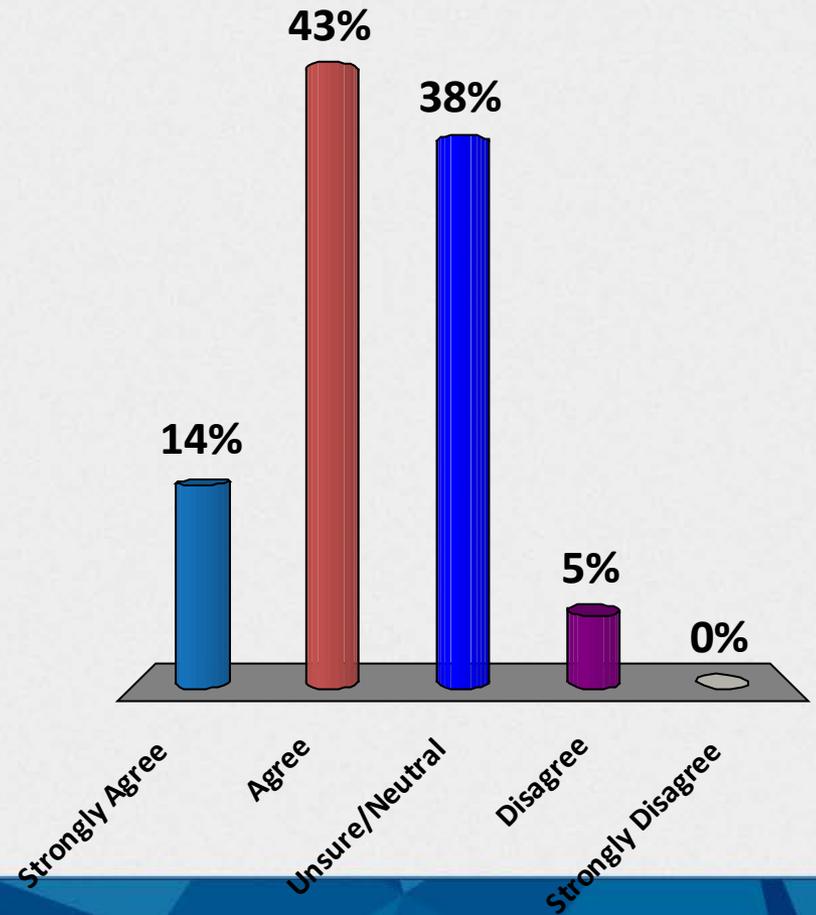
The **Local Plan Approval** update was interesting, timely and a valuable use of my time

- A. Strongly Agree
- B. Agree
- C. Unsure/Neutral
- D. Disagree
- E. Strongly Disagree



The **STEM Roadmap** update was interesting, timely and a valuable use of my time

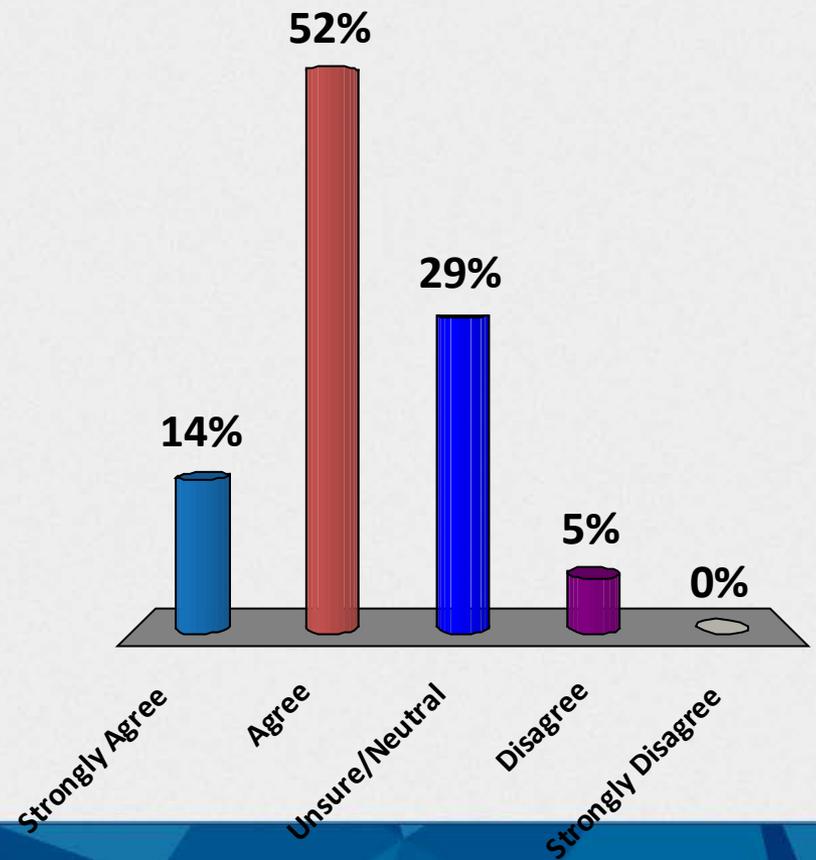
- A. Strongly Agree
- B. Agree
- C. Unsure/Neutral
- D. Disagree
- E. Strongly Disagree



The Colorado Opportunity Scholarship Initiative

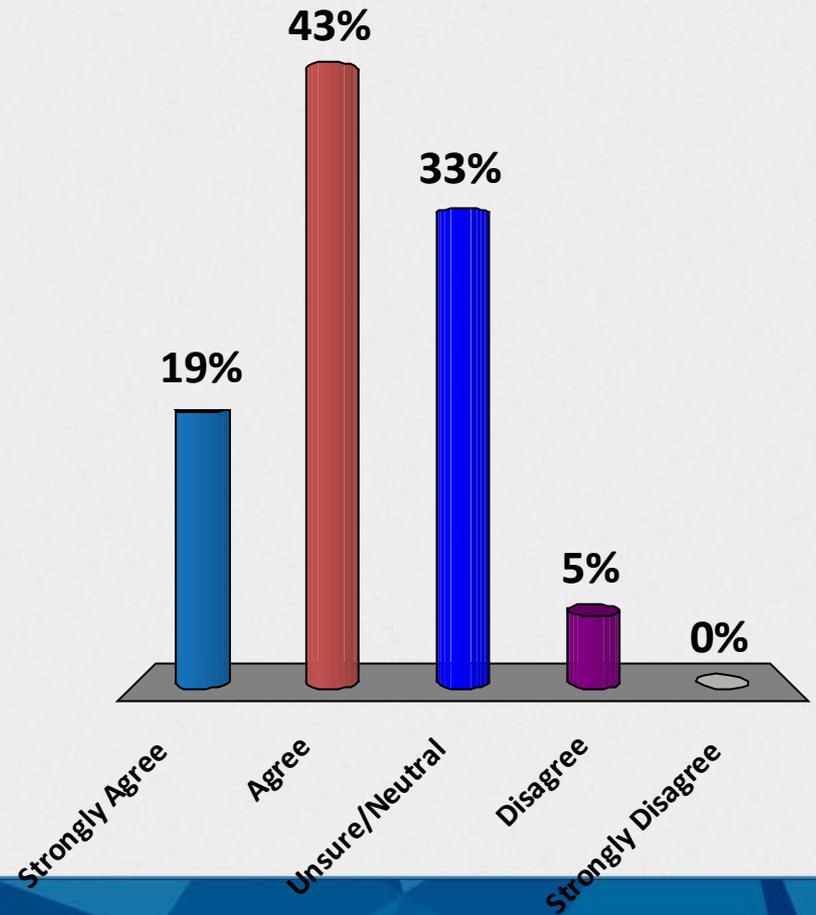
update was interesting, timely and a
valuable use of my time

- A. Strongly Agree
- B. Agree
- C. Unsure/Neutral
- D. Disagree
- E. Strongly Disagree



The **H-1B Grant** update was interesting, timely and a valuable use of my time

- A. Strongly Agree
- B. Agree
- C. Unsure/Neutral
- D. Disagree
- E. Strongly Disagree



Review Meeting Goals and Actions

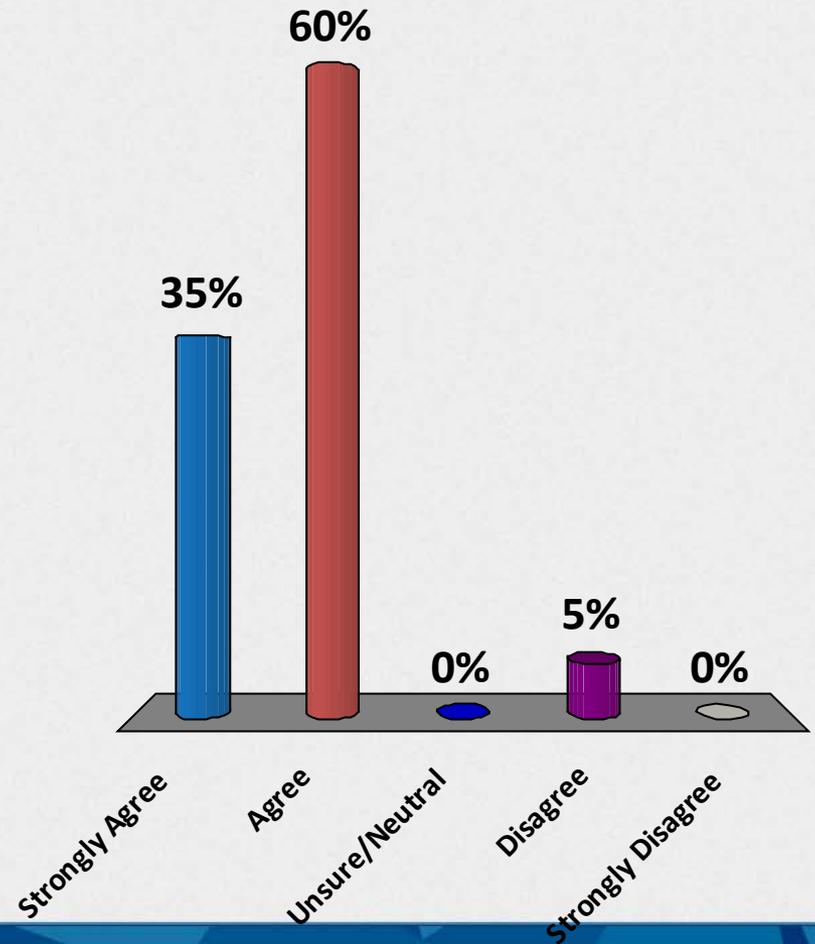
Discussions:

The large and small group discussions were well coordinated and a good use of my time



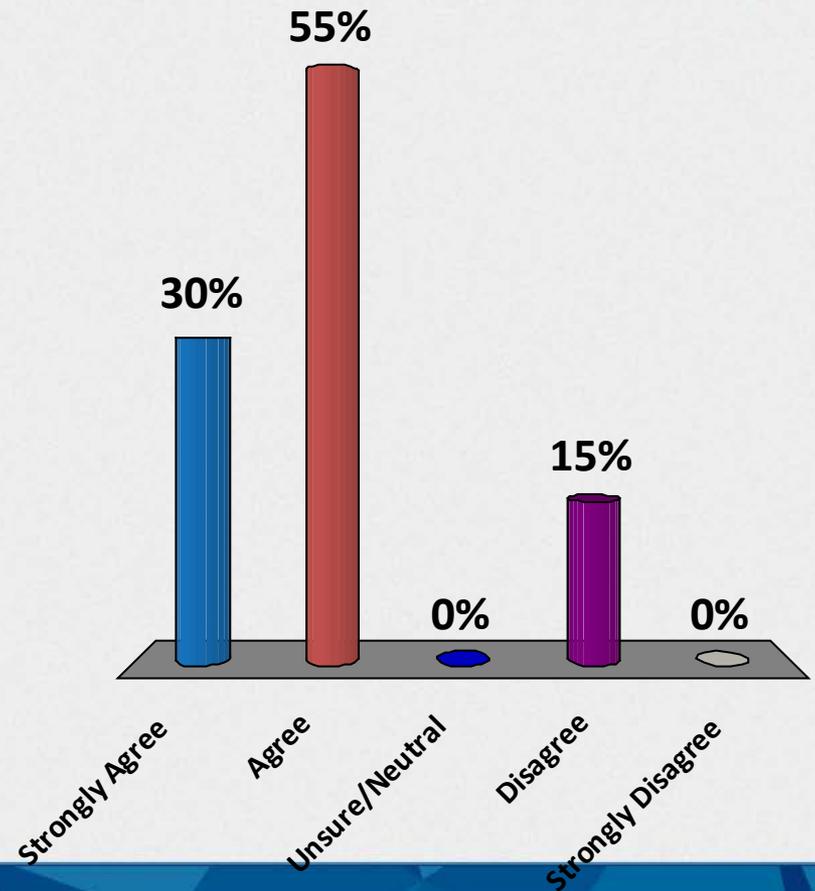
The group discussion on the **Workforce Innovation and Opportunity Act** was well coordinated and a good use of my time

- A. Strongly Agree
- B. Agree
- C. Unsure/Neutral
- D. Disagree
- E. Strongly Disagree



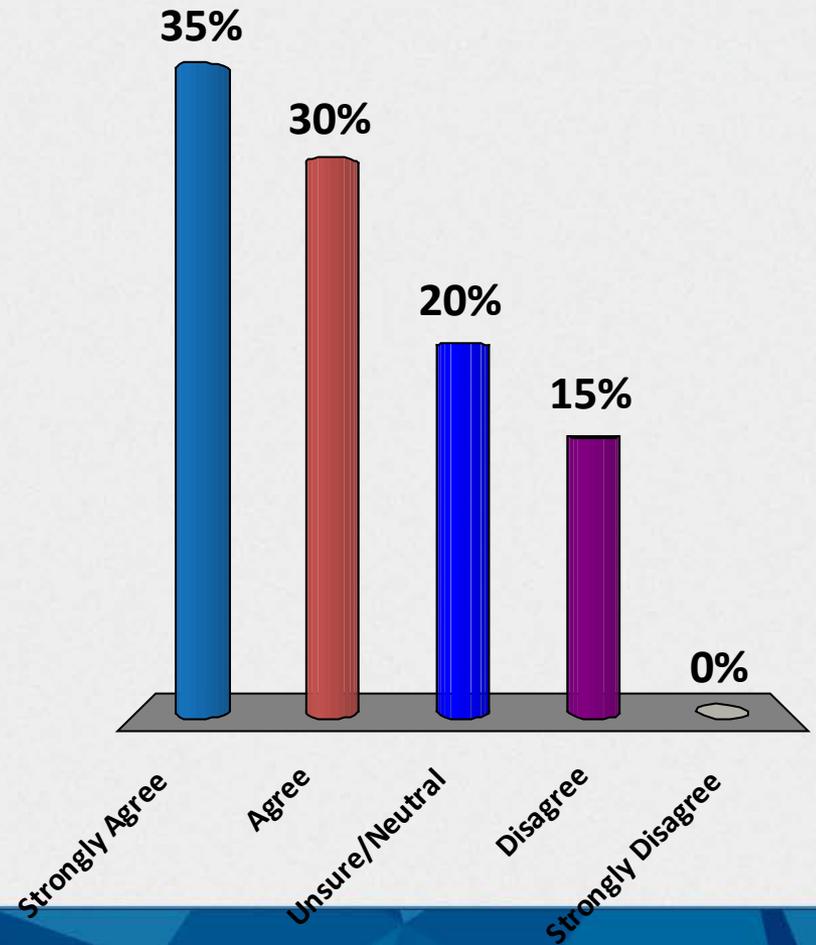
The group discussion on the **Sector Partnerships & Career Pathways** was well coordinated and a good use of my time

- A. Strongly Agree
- B. Agree
- C. Unsure/Neutral
- D. Disagree
- E. Strongly Disagree



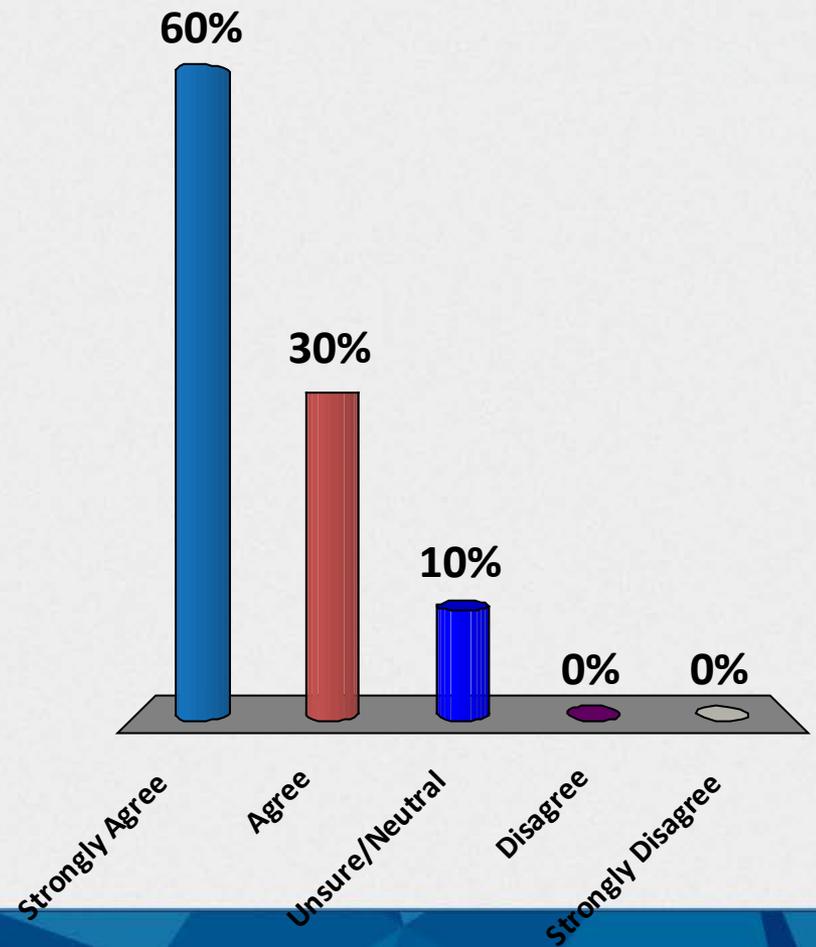
The group discussion on the **Business Services Standardization** was well coordinated and a good use of my time

- A. Strongly Agree
- B. Agree
- C. Unsure/Neutral
- D. Disagree
- E. Strongly Disagree



The group discussion on the **Tackling Poverty Together** was well coordinated and a good use of my time

- A. Strongly Agree
- B. Agree
- C. Unsure/Neutral
- D. Disagree
- E. Strongly Disagree



Review Meeting Goals and Actions

Action Items:

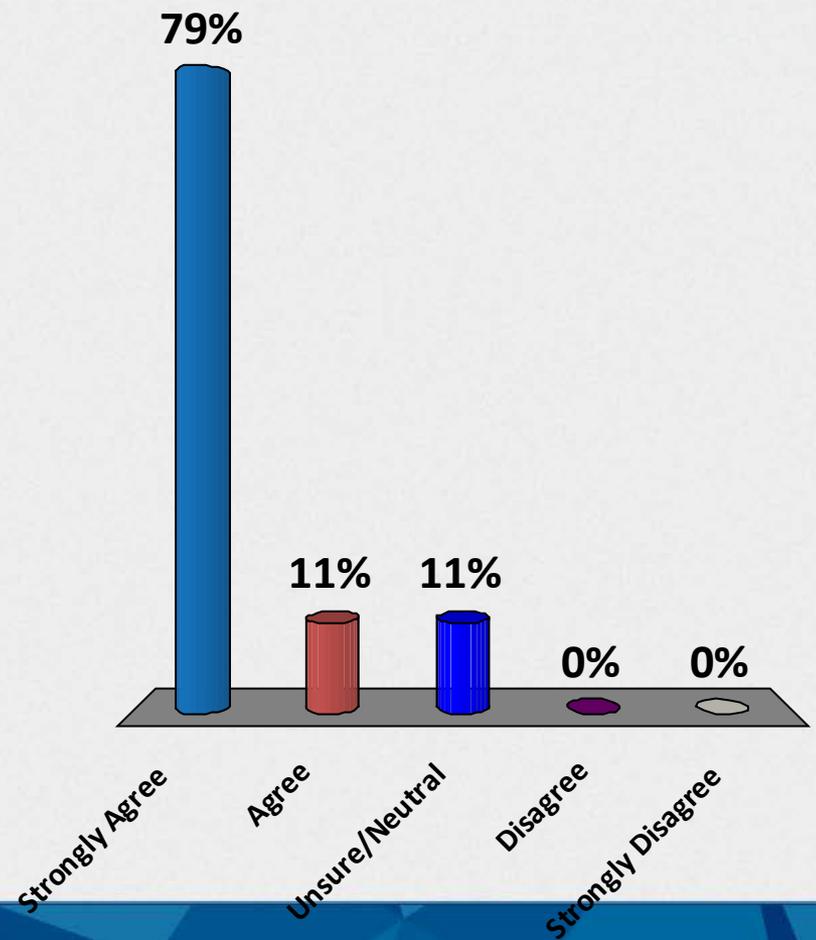
I had ample opportunity to provide feedback on the two decision items



I had ample opportunity to provide feedback

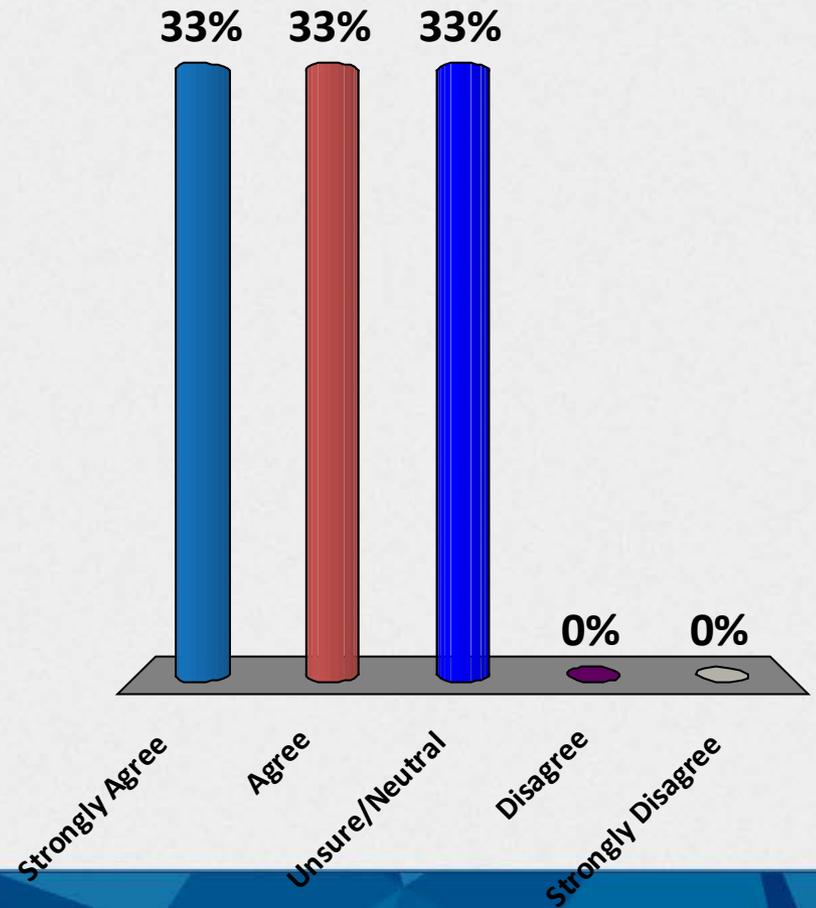
Selecting the October meeting location

- A. Strongly Agree
- B. Agree
- C. Unsure/Neutral
- D. Disagree
- E. Strongly Disagree



I had ample opportunity to provide feedback on the **strategy for approval of the annual budget**

- A. Strongly Agree
- B. Agree
- C. Unsure/Neutral
- D. Disagree
- E. Strongly Disagree



Review Meeting Goals and Actions

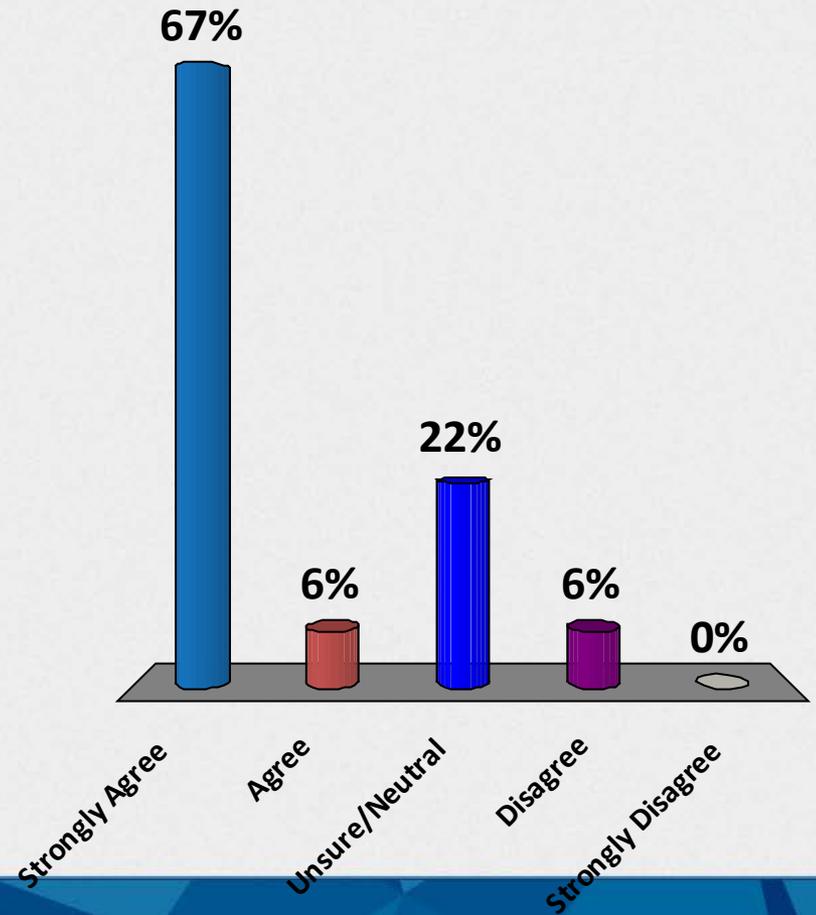
Experience:

These experiences were good opportunities to learn and network, and were a beneficial use of my time as a Council member.



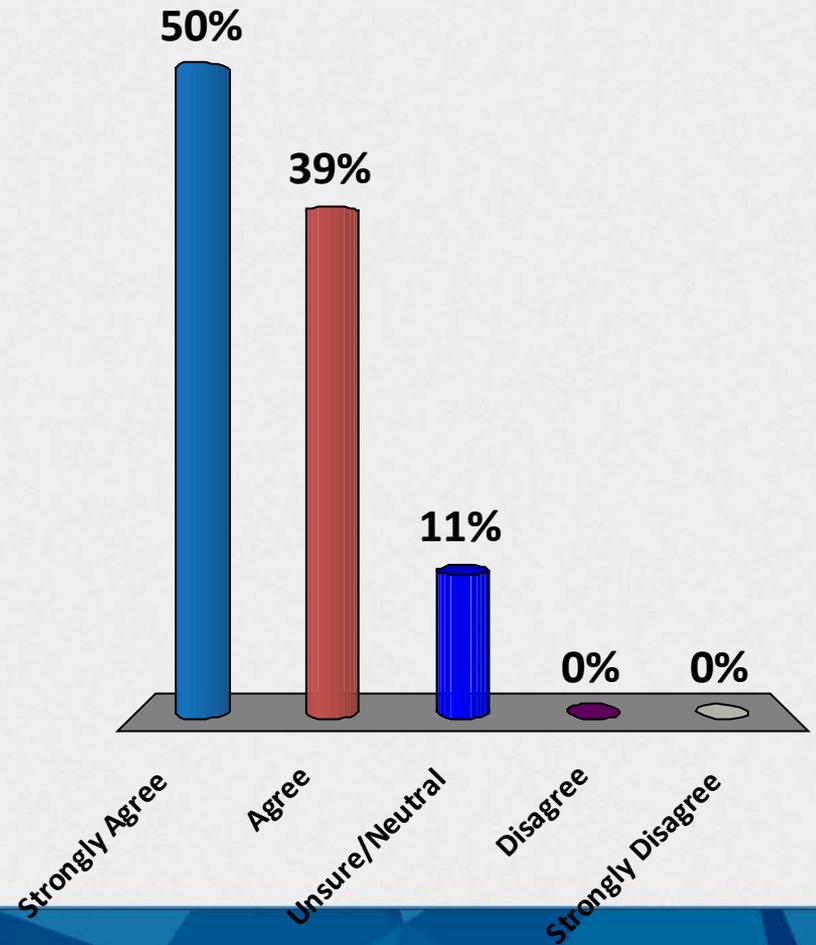
The Centennial Airport Tour provided a good opportunity to learn and was a beneficial use of my time as a Council member.

- A. Strongly Agree
- B. Agree
- C. Unsure/Neutral
- D. Disagree
- E. Strongly Disagree



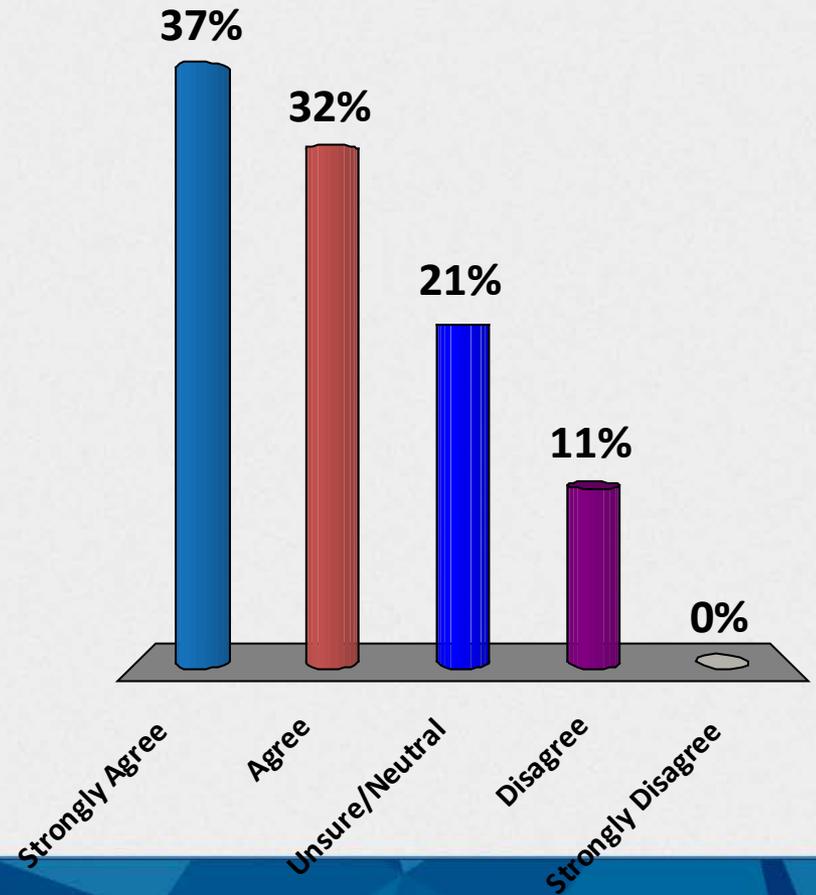
Thursday Dinner and Keynote provided a good opportunity to learn and network, and was a beneficial use of my time as a Council member.

- A. Strongly Agree
- B. Agree
- C. Unsure/Neutral
- D. Disagree
- E. Strongly Disagree



CU South Denver Tour provided a good opportunity to learn and was a beneficial use of my time as a Council member.

- A. Strongly Agree
- B. Agree
- C. Unsure/Neutral
- D. Disagree
- E. Strongly Disagree



Thank you

If you choose to stay, you have prepaid tickets to enter The Wildlife Experience exhibits.

Travel Home Safely

