



CRWC Workforce Investment Board Meeting
September 25, 2015
GoToWebinar / 8:30 a.m. – 10:30 a.m.
Meeting Minutes

Attendance:

George Avgares, Colorado Student Care
Clarke Becker, Colorado Rural Workforce Consortium
Keith Brown, Colorado Rural Workforce Consortium
Lucian Burt, Rural Resort Sub Area
Debbie Bell, Fremont County Commissioner
Vicky Casey, Upper Arkansas Area Council of Governments
Bill Dowling, Colorado Department of Labor & Employment
Keenan Ertel, Montezuma County Commissioner
Diana Esquibel, Pueblo Sub Area
Dawn Farrington, SUCAP/The Training Advantage
Brad Foster, Foster Construction Ltd.
Peggy Gair, Royal Gorge Bridge & Park
Shannon Garcia, Southeast / South Central Sub Area
Ray Garcia, Huerfano County Commissioner
Ron Geary, IBEW L.U. 111
Ellen Golombek, Colorado Department of Labor & Employment
Christy Gonzales, Colorado Rural Workforce Consortium
David Griffin, Colorado Rural Workforce Consortium
Eugene Hainer, Colorado State Library
Robert Hanni, Colorado Department of Labor & Employment
Danielle Kirkpatrick, Durango Motor Company
Dan Kraus, Pueblo Electrical JATC
Audrey Krebs, Colorado Department of Human Services
Jeannie Larsen, Southeast Health Group

Merrit Linke, Grand County Commissioner
Judy Lohnes, Upper Arkansas Area Council of Governments
Ray Lucero, Western & Southwest Sub Area
Teresa Malone, Durango Adult Education Center
John Martinez, Pueblo Sub Area
Breeanna McClure, DoubleTree by Hilton
Tish Nelson, Education Now
Leon Ortega, Rocky Mountain SER
Angie Oswalt, Colorado Rural Workforce Consortium
Darcy Owens-Trask, Rural Resort & Northwest Sub Area
Joe Pentlicki, Oliver Manufacturing
Jim Rizzuto, Otero Junior College
Chris Romer, Vail Valley Partnership
Diane Roybal, Colorado Rural Workforce Consortium
Jessie Ruiz, Jr., 21st Century Equipment/John Deere
Jennifer Scilacci, Division of Vocational Rehabilitation
Kathy Stang, Confluence Energy
Karn Stiegelmeier, Summit County Commissioner
Bill Strutton, Colorado Rural Workforce Consortium
Betty Velasquez, South Central & Southeast Sub Area
Lee Wheeler-Berliner, Colorado Workforce Development Council
Chloe Wiebe, Southwest Workforce Area
Elena Wilken, CASTA
Roni Wisdom, SLV Development Resources Group
Nancy Wrigley, Colorado Rural Workforce Consortium

Welcome

Commissioner Debbie Bell, LEO Chair, called the meeting to order at 8:30 a.m., and welcomed the board and guests to the meeting.

June 24-25, 2015, Minutes Approval

Motion: Eugene Hainer
2nd Peggy Gair
All approved

LEO Chair Motion Karn Stiegelmeier
2nd Merrit Linke
All Approved

September 25, 2015, Meeting Agenda Approval

Motion Breeanna McClure

2nd Audrey Krebs

All approved

LEO Chair Motion Ray Garcia

2nd Keenan Ertel

All Approved

Introduction of the *new* Workforce Development Board

Commissioner Debbie Bell and Board Liaison, Christy Gonzales shared the introduction of the newly appointed Workforce Development Board. All were welcomed.

WDB Chair and Vice Chair Election

Roni Wisdom for Chair

Motion Peggy Gair

2nd Jeannie Larsen

All approved

LEO Chair Motion Karn Stiegelmeier

2nd Ray Garcia

All Approved

Jessie Ruiz, Jr., for Vice Chair

Motion Roni Wisdom

2nd Peggy Gair

All approved

LEO Chair Motion Ray Garcia

2nd Keenan Ertel

All Approved

Youth Projects Proposal

Dave Griffin introduced the Youth Committee:

- Chris Romer, Rural Resort
- George Hanzas, Southeast
- Dawn Farrington, Southwest
- Vicky Casey, Upper Arkansas
- Dan Marler, Eastern

Dave also shared that the Youth Committee will continue to recruit additional members throughout the year.

George shared:

- The Youth Committee has established the following priorities for 2016:
- Support 2016 Youth Case Manager Conference
- Support the Allocation and Distribution of Funds for Sub Area Projects
- Organize and Promote Consortium wide Entrepreneurial Efforts
- Recruit Additional Members to the Youth Committee

The Youth Committee requested \$60,000 of the regular, formula allocated *youth* WIOA funds be set aside for the purpose of sponsoring sub area projects, based on approved project proposals and sponsoring the 2016 Youth Case Management Conference in the Spring.

Motion Danielle Kirkpatrick
2nd Tish Nelson
All approved

LEO Chair Motion Keenan Ertel
2nd Ray Garcia
All Approved

Performance & Highlights

The Rural Consortium reported all Common Measures were met for PY15.

The following chart reflects how the CRWC compares to the Statewide numbers.

	Rural Consortium	Statewide
Measures		
Entered Employment Rate	59.57%	61.93%
Six Month Retention Rate	80.19%	82.05%
Six Month Average Earnings	\$14,292.00	\$16,410.00

Additional statistics were shared and can be reviewed in the associated PowerPoint presentation.

In PY15, the Consortium trained 965 participants.

Western Energy Sector Grant.

This was a \$2 million Community Based Job Training grant the Consortium received directly from the US Dept of Labor and the period of the grant was April 1, 2008 through March 31, 2011. The CRWC expended 100% of the \$2 million.

During this time, the Western and Southwestern Workforce Centers developed Energy Sector Partnerships which included representatives from the energy industry, workforce centers, community/technical colleges, and economic development. Based on the creation and input from these partnerships, industry specific training was developed and delivered to eligible job seekers and workers.

Industry specific training that was provided/developed for this energy sector partnership were:

- Energy Work Preparation
- Mining Technician
- New Energy Worker
- Current Energy Worker
- Electronics Technician
- Work Readiness (MSHA, OSHA, First Responder, Basic Fire Safety)
- Transportation Skills (CDL - A, Heavy Equipment)
- Welding (specific to the energy industry)

State Energy Sector Partnership (SESP) Grant

The CRWC received a total of \$1,597,133.00 of the \$5,998,050.00 grant received by CDLE. The period of performance for this grant was 6-01-2011 through 6-30-2013. Of these funds, \$1,160,419.00 (73%) was used for direct training costs. This grant contained incumbent worker and new job seeker training for regional industry needs, registered apprenticeship training, youth specific training, and smart grid specific training.

The grant was administered through CDLE's Workforce Programs Unit and included a Rural Consortium Team and an Urban Team that collaborated and organized training that was specific to the needs of rural and/or urban Renewable related businesses.

A total of 1,041 certificates/credentials were earned by the 718 individuals who completed training. of the 525 who entered employment, 495 entered "Training Related" employment.

In addition to these outcomes a couple of positive results were:

The Sterling WFC collaborated with Northeastern Junior College and Industry representatives to create the "Wind Technician Program" to meet the needs of the up and coming Wind industry businesses in Colorado. This program continues to this day and provides needed workers for the growing Wind Power Generation industry in Colorado and the Nation.

The Pueblo WFC collaborated with Pueblo Community College and industry representatives to create a "Recruitment, Screening, Selection, and Training" process that directly benefited the Renewable Energy industry in the Pueblo area. Some of the employers/businesses that were directly involved were and are Vestas Towers & Evraz.

Pueblo:

The Pueblo Youth Council was a partner in the Pueblo County Community Health Improvement Plan, or CHIP. The community identified obesity and teen and unintended pregnancies to focus on from 2013-2017. Pueblo has realized a significant decrease in teen pregnancy rates with 391 fewer births from 2009-2013. Estimated total savings to Pueblo County = \$1,512,405

The Youth Employment Council increased visits to the MyYouthLink.com website by over 5%. The website provides information for teens on jobs, scholarships, educational opportunities and more to promote positive youth behaviors and choices.

The Pueblo Youth Employment Council created the MyYouthLink.com web site. This was key to increasing agency participation on the council. This is also the platform the council used to create an agency matrix of services that is available on Google maps for youth who prefer mobile applications.

In 2014, the Pueblo Workforce Center launched an initiative to enhance our ability to quickly fill the pipeline with existing available workforce in high demand occupations and ensure that future workforce needs are met through customer education and significant input from business. The most important change was the culture shift from a program driven strategy (WIA and Wagner-Peyser) to a system's approach that requires all staff to function as a whole to achieve the common goal of the Pueblo Talent Pipeline.

Southern Colorado Manufacturing Group - 2007 - Representatives from Pueblo Workforce Center (PWFC) and Pueblo Community College (PCC) convened initial meetings of this group in late 2007. This very active group made up of representatives from regional manufacturing companies and workforce, economic development and education agencies continues to meet quarterly. Ongoing goals of the group include: working closely with the secondary and post-secondary educational systems to improve the understanding of and interest in manufacturing by students and educators; develop and

implement plans and programs to address the "skills shortages" faced by manufacturing companies; and continue planning and development of a "Manufacturing Innovation Center" in Southern Colorado.

Manufacturing - Education Partnership - A subgroup of the Southern Colorado Manufacturing Group, this extremely effective partnership was implemented in 2011 with representatives from manufacturing, PWFC, Pueblo's two secondary school districts, PCC, and Colorado State University-Pueblo (CSU-P). Activities of the group include tours of manufacturing companies, a two week summer "Manufacturing Institute", and a mentorship component. Funding for the projects comes from the school districts, manufacturing companies and grant funds from the Colorado Workforce Development Council and a local foundation.

Pueblo has received several significant grants which have assisted in the development of the manufacturing sector Southern Colorado. Among these are: a \$2 million "Community Based Job Training Grant" received by PCC in 2008 to develop and deliver manufacturing training based on input from regional companies. As part of the grant PWFC staff "convened" planning meetings and developed a "work readiness" curriculum; a \$500,000 "Sectors Grant" received by PWFC from the Colorado Workforce Development Council to develop advanced level manufacturing programs and continue development of the Manufacturing Innovation Center; a \$327,000 H-1B Technical Skills grant used for training of company's existing workforce and long term unemployed individuals; and the Colorado Helps Advanced Manufacturing Project (CHAMP) in which PWFC provides all of the "employer engagement" services of the project.

Manufacturing Extension Partnership (MEP) - PWFC, PCC, CSU-P, the Colorado State University system, and the Pueblo Economic Development Corporation (PEDCO) Foundation partnered with Manufacturer's Edge (ME) beginning in 2014 to initiate "startup" operations of the Manufacturing Innovation Center initially located at the PEDCO Business & Technology Center.

Southern Colorado Healthcare Sector Partnership –

Convened in 2014 by representatives from PWFC, PCC and regional health care providers, this group currently consists of three "work groups": a Workforce Data Group preparing a "Healthcare Infographic" depicting the healthcare sector; an Education & Training Group focusing on meeting the needs of healthcare providers for skilled workers; and an "Image & Assets Group" working on identification of the benefits of living in Pueblo and improved "branding" of the community.

Pueblo Retention & Expansion Program (PREP) - Initially convened in 2007 by PWFC, this "business visitation program" made up of staff from Pueblo City and County government, PCC, CSU-P, PEDCO, and other local organizations visits primary employers in Pueblo County to gather information used for community and economic development planning and to address issues being faced by local companies in doing business in Pueblo through the resources of the partner organizations. PREP is currently the longest "tenured" business visitation program in Colorado.

Three testimonials were shared with the Board.

Review of June 2015 Workforce Board Brainstorming

Breakout Session

WIOA Planning Regions – What's our Next Step? The Board, LEOs and Consortium Leadership broke into groups to brainstorm things to consider for the upcoming area planning meetings:

- Collective voice
- Emphasize our Regional Needs
- Sector Strategy
 - Healthcare
 - Manufacturing
 - Tourism
 - Agriculture
 - Renewable Energy
- Career Pathways
 - Youth / Adult Career Decisions
- Economic Development – win/win
- Colleges working together – Common goals
- Employment Engagement
- Talent Pipeline
 - High demand growth jobs
- Apprenticeships
 - Existing/New Opportunities
 - Commercial Pilots
 - Renewable Energy
- Mentoring
- Work Readiness – Soft Skills
- Education – Where/what are the opportunities
- Advocate for business
- Pre-Employment drug tests
 - Medical marijuana
- What barriers can we overcome?
- Help youth get work experience
- Economic Development – Who needs to be at the table?
 - Educators
 - Low Income Programs
- Youth Council
 - Generations
- Get in schools
 - ICAP
- Advantages in hiring individuals with barriers
- Focus on middle skills jobs
 - Skill development
 - Livable wages
 - Career pathways
 - Develop apprenticeship programs
- Work on Regional Partnerships
 - Knock down silos
- Enhance the use of technology
 - Communication – training, education, etc.
- Keep our young people
- Combine Sector Partnerships
- Education Partners
- Service Strategies
- Business Services
- Sector Strategies (Initiatives)
- Performance
- Workforce Pool
- Career Pathways
- Grow Our Own
 - High school counselors
 - Community College
 - Trade School
 - ReEntry
 - People with Barriers
 - Internships
 - Partner w/business
 - State supported
 - FFA
 - Vets (RVRS)
- Certifications
- Soft skills
- Pre-screening
- Outreach/Marketing
- In Demand Occupations
- Partner with local workforce centers
 - Business Roundtables
 - Business Services
 - People
 - Youth
 - School
 - Churches

Workforce Development Board Training Opportunity

Workforce Development Board training will be made available during the month of November, as well as in person before the meeting scheduled in Broomfield, CO. This training is available to all board members.

2016 Meeting Schedule

November 18, 2015, 1:30 p.m. – 3:00 p.m. via GoToWebinar *Established for Committee Work*

January 19, 2016, 11:00 a.m. – January 20, 2016 2:00 p.m. – Broomfield, CO with Board Training beginning at 9 a.m.

February 17, 2016, 1:30 p.m. – 3:00 p.m. via GoToWebinar *Established for Committee Work*

May 18-20, 2016 - location tbd

Board Chair Roni Wisdom adjourned the meeting at 10:31 p.m.