

ARAPAHOE/DOUGLAS WORKFORCE INVESTMENT BOARD
MEETING MINUTES / NOVEMBER 7, 2013

FIRST RELEASE

In Attendance

Members

Pat Pierson (Arapahoe/Douglas WIB Chair), Mary Riebe (Arapahoe/Douglas WIB Vice Chair), Andrew Bercich, Matt Cohrs, Dr. Diana Doyle, Mame Fuhrman, Kevin Hougen (WIB Past Chair), Commissioner Nancy Jackson, Cathy Kohl, Caren Swales, Scott Van Ramshorst, Susan Rogers, Tim Ryan, Fannie Stokes, Judy Taylor, Leslie Tillman and Sandra Wagner

Guests

Maureen Alexander, Andrea Amonick, Lee Blum, John Fleck, Steve Lindauer, Charlyn McCallum, Nicholas Morris and Sherman Swafford

Staff

Joe Barela, Judy Emery, Patrick Holwell, Najwa Khalaf, Tanya Muniz, Yanet Ocampo and Ron Perea

Excused

Evan Abbott, Lynn Dawson, Larry Lemmons, Don Klemme, Mimi Leonard, Commissioner Bill Holen, Kandice McKeon, Lynn Myers, Linda Murphy, Dr. Betsy Oudenhoven, Commissioner Jill Repella and Che Yi

Absent

Ed Knox, Tammy Fornelius, Theresia Smith, and Cheryl Ternes

Welcome & Introductions (All)

Jerry Rogers General Manager of Bass Pro Shops: Willie Robertson, and maybe his wife Corey, will be at this location on November 20th. Statistics: Our annual traffic count – We have about 2.5 million people come through each year. The only other tourist attraction in the state higher than us is the Rocky Mountain National Park. Outdoors, conservation and education is a top priority for us. We are always looking for new avenues for exposure if you are interesting in partnering. Fannie Stokes: We also have a tracker boats and tracker marines service center and a full-service restaurant. Our Christmas Wonderland will be up and running soon. This event is fun for the family. Kids are welcome to visit Santa and get a picture for free.

WIB Member Announcements (All)

Kevin Hougen: We were able to recruit Steven Roberts Original Desert manufacturing. Right now they have 380 employees and are going up to 800.

Matt Cohrs: The Arapahoe Road Interchange, a partnership between CDOT, Arapahoe County and Greenwood Village, will be a very fast-paced project, 18-24 months. It is about a \$74 million dollar project with about \$54 million of that being grant funded.

Kevin Hougen: Destination Health was held last week. Charlyn McCallum and Judy Emery assisted with a little under 300 people in attendance. This event was only about the Affordable Healthcare Act, but also wellness in the workforce. It was the first event of its kind.

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Sandra Wagner: Arapahoe/Douglas Works! just made it possible to fill all but 6 of our slots in Arapahoe county. Your staff has done an outstanding job. This is a program targeted to low-income seniors putting them in positions 18hrs/week at minimum wage.

Andrea Amonick: We are meeting today with Colorado Department of Public Health and Environment to discuss the demolition of the Fan Fair building so that ten acres will be ready for businesses to come on site.

Joe Barela: The Anschutz Campus is looking at a project that would stimulate opportunities for populations that live around the area to use as a hub.

Andrew Bercich: Charles Schwab is in the process of building a new campus to allow us to add about 500 more people. We are starting to hire the first 150 of those, which are new-to-Denver positions since they previously were offshore. These positions will be in corporate finance and accounting with an average pay rate in the 70K range.

County Updates (Arapahoe Commissioner Nancy Jackson; Douglas Commissioner Jill Repella):

Commissioner Nancy Jackson:

- We are going over the budget process and the theme for the year is "Hold the Line." While property values are holding up, we are having to spend more with inflation. We are not cutting programs, but not expanding either.
- Don Klemme, Najwa Khalaf and I met with the warden at the women's correctional center to come up with a plan to work with people while they are still incarcerated to help them transition from inmate to productive citizen.

Commissioner Jill Repella:

- Update to be given at next meeting.

Don Klemme:

- Update to be given at next meeting.

Director's Report (Joe Barela, Arapahoe/Douglas Works!)

- Private sector employment increased by 130,000 jobs from September to October according to the August *ADP National Employment Report*®, which is produced by ADP®, a leading provider of human capital management solutions, in collaboration with Moody's Analytics. The report, which is derived from ADP's actual payroll data, measures the change in total nonfarm private employment each month on a seasonally-adjusted basis. **Revisions:** September's job gain was revised down from 166,000 to 145,000.
 - Online advertised vacancies were down 257,900 in October to 4926,800, according to *The Conference Board Help Wanted OnLine*® (HWOL) Data Series released October 13th. The September Supply/Demand rate stands at 2.2 unemployed for each vacancy, with a total of 6.1 million more unemployed workers than the number of advertised vacancies.
- Colorado's Unemployment percentage fell to 6.7% for September 2013. We were at 8.1% unemployment in August of 2012 and 8.6% in August of 2011.
- NerdWallet: a consumer advocacy site recently featured the Arapahoe/Douglas Works! Workforce Center in a study that found Castle Rock, Centennial and Parker among the

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top ten places for job seekers in Colorado <http://www.nerdwallet.com/blog/2013/best-places-colorado-job-seekers/>

- In partnership with the AARP Foundation, ADW! Generations @ Work! successfully sponsored a career hiring event in September that attracted over 500 job seekers and over 30 employers.
- AARP Foundation funded us at about \$100,000 last year with a pilot project. They are funding us another year, broadening their focus from healthcare and going to expand to an additional 21 sites using our model.
- We have received the PY11 CDLE Compliance Monitor Report containing no compliance issues, no findings and two “best practice” mentions. The review/monitoring occurred in late March/April of 2013.
- Government Shutdown: There was about \$2.7 million in funding that was tied up in the shutdown that has now been released. As we move forward, we may come to you to ease the income restriction now that we have secured. We think we will be able to serve the numbers we originally planned, but we are going to keep the training caps where they are.
 - Commissioner Nancy Jackson: Do people who start those programs usually finish? Joe Barela: We have about a 3% dropout rate, but we still work with them to put them back to work. We can help people make smart decisions by showing them that if they train in a certain area they will most likely get a job in that area, instead of going to school and hoping to get a job in that area when they graduate.
 - Cathy Kohl: if there is another government shutdown in a couple months, how will that affect you? Joe Barela: We will be in the same boat, but it will impact fiscal year 14.
 - Kelly Folks: If we do take the income guidelines off, we will still keep the residency in place.
- The State of Colorado applied for an emergency grant for the flood. Arapahoe County was stated as a flood county. If you know of any one or a business that was affected, contact me as we have availability to apply for that money.

Financial Update (Joe Barela on behalf of Darcy Kennedy)

- Our year goes from July 1 – June 30. The report given (handout) shows where the county is at financially with grants through October. We are going to be okay operating at the current service levels.

Arapahoe and Douglas Counties Profiles (Patrick Holwell, Arapahoe/Douglas Works!)

- Impact of Retail, Metro Denver: Retail is the fourth largest industry group in Metro Denver, employing over 150,000 people. Regionally, general merchandise stores are the top employers, followed by food and beverage stores. The industry as a whole is expected to grow only 0.35% per year through 2018, with the fastest growth in general merchandise (13.2%) and electronics and appliance stores (7.0%).
- Contribution to GRP: Gross Regional Product is the final market value of all goods and services produced in a region. Metro Denver's GRP is \$158.1 billion, and the retail sector contributes nearly \$7.2 billion (4.5%) to that total output.

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- Job Listing Volume: The retail sector lists an average of 260 jobs per week in Metro Denver. Top companies listing positions in the last 120 days are Nordstrom (375), Sears (325), Macy's (317), Auto Nation (276), and Best Buy (211). These companies have increased listings 56% over the same time period last year reflecting strong recovery in consumer spending.
- Occupations Adding Most Jobs: Personal Financial Advisors and Securities, Commodities, & Financial Services Sales Agents have among the largest educational gaps in Metro Denver. With the region's hospitals moving to 'magnet' status, 80% of registered nurses must be at the BSN level by 2020.
- Commute Patterns: Metro Denver is a labor shed, which is defined as that geographic area within which people are willing to commute to go to work. Based on this, we could say that 63.5% of the labor force living in Arapahoe County goes to work in other counties, while 65.4% of the jobs located in Arapahoe County are filled by people commuting in. It is a migratory labor force.
- Economic Impact of Arapahoe/Douglas Works!: Difference in earnings is the way Arapahoe/Douglas Works! gauges its impact in the community. The 16,199 people Arapahoe/Douglas Works! helped in their job search earned an average of \$12,206 more per year than those who did not use workforce centers in their job search. Arapahoe/Douglas Works! added over \$197.7 million in value!
- Where Those Earnings are Spent: This graphic (\$22 million on entertainment, gifts and personal care; \$24 million on food, apparel and services; \$39 million on investments and insurance; \$98.2 million on housing, healthcare and transportation) shows how that \$197.7 million was spent in the region. This is based on national data from the U.S. Bureau of Labor Statistics, Consumer Expenditure Survey. Arapahoe/Douglas Works! pays taxpayers back in 10.2 months!
- Earnings & Tax Benefits: The Talent Enhancement team manages the poverty prevention programming for Arapahoe/Douglas Works! The aggregate cost of Talent Enhancement programming was just under \$1.96 million, while the savings to taxpayers was nearly \$4.4 million – a cost/benefit ratio of 2.23.
- Talent Development Pays: Arapahoe/Douglas Works! gauges its impact on the community by the difference in earnings for people who used its services versus those who did not. Of the \$24.3 million in aggregate earnings, over \$8.15 million (33.6%) was the difference Arapahoe/Douglas Works! made.
- Reverse Hiring Events: Arapahoe/Douglas Works! is always in search of ways to add value. Recently, we worked with Denver Office of Economic Development and Workforce to help place workers about to be laid off by JP Morgan Chase in jobs BEFORE they had to collect unemployment benefits. Fourteen businesses came to JP Morgan Chase to interview affected workers. Of the 40 workers attending, 30 were hired.
 - If these 30 people had applied for unemployment, they would receive an average of \$250/week in unemployment benefits for 26 weeks (average duration of unemployment nationally is currently 36.9 weeks).
 - This means this one reverse hiring event SAVED taxpayers 30 X \$250/week X 26 weeks, or \$195,000.
 - In addition, since the average earnings in this industry are \$82,205 per worker, the community did not lose out on \$2.5 million in demand for goods and services.

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WIB Taskforce Updates: (Kevin Hougen, WIB Past Chair, Aurora Chamber of Commerce; Judy Taylor, Leading Edge Advisors; Mary Riebe, Kaiser Permanente; Judy Emery, GMDH Project Manager)

Veterans Taskforce – Kevin Hougen:

- Thank you Andrew for hosting the fair. The more we reach out the more this is growing. The challenge is how we collectively work together with all that are assisting Veterans.
- Charlyn McCallum: Concorde is assisting Veterans and their families with dental care. We have a dental hygiene clinic next to the school providing free dental services for Veterans and \$5 services for their spouses and dependents.
- Najwa Khalaf: We are working with Lockheed Martin doing a 5-week training. We are trying to get some female Vets in the program. There are 59 Vets in the VWEP program - 9 in training and 1 just got a job. About another 8-9 are going to start training. If you have any Vets that need customized training, please send them my way.
- The Veterans taskforce will be meeting in this room after the tour if you are interested in attending.
- Thank you to the City of Aurora for hosting the Veterans Salute yesterday, honoring the Korean War Vets. Spalding Rehab is a huge contributor of this as well. There were 40+ tables at the resource fair.

Mature Worker Taskforce – Judy Taylor:

- I recently attended the Mature Worker Career Fair and Employer Panel. It was standing room only.
- We have met our general committee goals and will continue to track trends and research. There is a bubbling problem with workers over 62 and their benefits.
- Target group discussions are going well – Andrew Hudson from the Job List was in attendance.
- Ronald Perea: We are looking for more HR representatives to do a dialogue and discuss what they would like to see and what is coming through the door.
- Joe Barela: There is a surprisingly unprepared workforce for the mature worker. There is going to be a lot of discussion on how they need to accommodate work spaces, work flow, etc.

Healthcare Taskforce –Judy Emery:

- We were asked to present at the National Governors Association.
- Pilot Periop 101 OR Nurse Program - There were about 15 students and the hospitals used their tuition reimbursement to pay for the training along with the workforce funding.
- We have vetted data and selected new targeted occupations. They are more mid-level positions as well as a new emphasis on youth.
- The overall entered employment rate is at 87%. It isn't at 100% because some participants are still in training.
- For every dollar spent \$5.31 goes back into the community.

Adjournment: (Pat Pierson, WIB Chair, Advantage Staffing)

- Joe Barela: February agenda items will be focusing on P-12 education.

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Next WIB Meeting: February 6, 2014