

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

**FIRST RELEASE**

**In Attendance**

*Members*

Pat Pierson (Arapahoe/Douglas WIB Chair), Mary Riebe (Arapahoe/Douglas WIB Vice Chair), Matt Cohrs, Lynn Dawson, Dr. Diana Doyle, Commissioner Nancy Jackson, Cathy Kohl, Darcy Kennedy on behalf of Don Klemme, Ed Knox, Cathy Kohl, Mimi Leonard, Larry Lemmons, Kandice McKeon, Lynn Myers, Jerrod Paterson, Becky Nelson on behalf of Commissioner Jill Repella, Tim Ryan, Alton Scales, Theresia Smith, Fannie Stokes, Caren Swales, Judy Taylor, Scott Van Ramshorst, Sandra Wagner and Che Yi

*Guests*

Andrea Amonick, Charlyn McCallum and Sherman Swafford

*Staff*

Joe Barela, Judy Emery, Kelly Folks, Dawn Gardner, Patrick Holwell, Najwa Khalaf, Tanya Muniz, Ron Perea, Alisha Romero and Cassandra Snow.

*Excused*

Evan Abbott, Kevin Hougen (WIB Past Chair), Don Klemme, Mimi Leonard, Susan Rogers and Greg Rossman

*Absent*

Andrew Bercich, Tammy Fornelius, Mame Furhman and Cheryl Ternes

**Welcome & Introductions (All)**

**WIB Member Announcements (All)**

- Dr. Diana Doyle: Arapahoe Community College will be opening a Veterans Resource Center in Littleton Campus. The Veterans Club will be able to meet there. It should be open about March.
- Sandra Wager: We have a senior worker approved to work in the Generations @ Work! Resource Center in ADWI!
- Matt Cohrs: Fidelity announced they are opening an office in Greenwood Village.
- Ed Knox: May 26<sup>th</sup> will be Rick Crandall's dedication ceremony honoring fallen soldiers. For additional information visit <http://www.cfmf.net/home.asp>.

**County Updates** (Arapahoe Commissioner Nancy Jackson; Becky Nelson on behalf of Douglas Commissioner Jill Repella; Darcy Kennedy on behalf of Don Klemme, Arapahoe County)

Commissioner Nancy Jackson:

- We are looking at expanding our fairgrounds and anticipate there will be more development in that area.
- Watch the legislature - there are a number of economic development, labor and job creation bills.

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- The Smart Justice conference call was struck with movement to suggest that folks caught in the criminal justice system need jobs when they are released. There are programs to reduce recidivism and there is a movement to stop the recycling.

Becky Nelson on behalf of Commissioner Jill Repella:

- Commissioner Steve Boand's term has ended. Roger Patridge will be sworn in. Commissioner Jill Repella will fill in Steve's place on this Board.
- C470 & Water continue to be a big priority.
- Redwood Trust hoping to open 550 jobs in next five years and Charles Schwabb is consolidating their campus in Lone Tree.

Darcy Kennedy on behalf of Don Klemme:

- ADW! is one of seven divisions within the Community Resources Department. We are having some remodeling done in our Littleton building allowing more space for the Youth program to have some representation there. Hopefully this will be done by mid-march.
- Joe Barela: Don Klemme announced it was approved to do the remodel at Altura Plaza. ADW! is housed in the basement there. Since we have been at this location in July, our volume has increased, have more requests for hiring events there as well.

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

- AARP Mature Worker and Healthcare Sector Grant: We have partnered with AARP for the BACK TO WORK 50+ program, a 1-year pilot grant to match low income/entry level skilled workers to Healthcare and Allied Health Cares.
- CWDC Sectors Summit was held last week in Golden. Over 250 Education, Economic Development, Workforce and Industry stakeholders convened to begin the process of selecting regional sector initiative for the coming years.
- Colorado OEDIT, Brooking and Colorado Space Foundation sponsored LAUNCH! Taking Colorado's space economy to the next level on Tuesday at the Colorado History Museum.
- USDOL H1-B Grant awarded to CDLE – A/D Works! And Lockheed are well into spending the \$500K in year one of this 3-year grant for their incumbent workforce. Total award is for \$868,676 through 6.30.15.
- PY13 Funding, if Sequestration is realized, it is estimated at a minimum reduction of 7.8% from the PY12 federal funding level.
- The 2013 NAWB Forum will be held on March 9<sup>th</sup> -12<sup>th</sup> in Washington, DC.
- Federal DOC Initiative: We are still in negotiation to look at opportunities to provide similar services to justice involved participants from the federal corrections.

**Action Item:**

- Modification to ITA Policy – Bring VWIP training voucher process into alignment with ADW! WIA Policies. Training alignment for all program participants. Agency training cap of \$6,000 is still in effect. Moved by: Ed Knox; Seconded by: Matt Cohrs; Outcome: All in favor.
- Addition of key/targeted industries to the existing ITA Policy. Adds bioscience, information technology and broadband to industries eligible for the \$6,000 ITA cap. Moved by: Commissioner Nancy Jackson; Seconded by: Lynn Dawson; Outcome: All in favor.

**CWDC News & Alignment** (Susan Rogers, thresholdHR)

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- Update will be given at next meeting.

**Employer Services (Open Discussion)**

- Discussion about employers services at Arapahoe/Douglas Works! in regards to the recent list of "Top Ten Worst Places to Work." Joe Barela: Do we want to put those types of employers (with high turnover/low wage) in front of customers? One industry has a 75-77% turnover rate.
  - Andrea Amonick: We do have a number of residents in the city of Aurora that do not have jobs currently. Our policy within the city is there are enough people out there that are unemployed, if these employers are providing jobs within the community, there is a sector of our residents that need those jobs.
  - Matt Cohrs: Have we seen people get employment at these organizations and come right back here? Joe Barela: In some cases, but it could be a stepping stone for an employee to get the experience they need.
  - Commissioner Nancy Jackson: We need some kind of study to see if this is really a stepping stone up or if it is some type of cycle that keeps them in a poverty cycle.
  - Sandra Wagner: If it is not in the best interest of the customer, inform them of the employer's history so they at least are aware.
  - Cathy Kohl: There is a segment of people that I need to place that need those kind of jobs. They understand they are not going to get the CEO type positions. These are positions youth, people with resume gaps, etc. can use on their resume.
- Joe Barela: Right now, any company can fill in a job order or have a hiring event if they are legitimate jobs/min wage, etc. We do not have a policy for standards. We have the ability to tier additional services, but not postings.
- We had 19 hiring events in December and 22 in January. In April, we can have Dawn Gardner talk about what services we have for employers to give you a better idea, if we talk about the tiered service approach.
  - Scott Van Ramhorst: It is a supply and demand issue - some workers have great skills, low skills, etc, it is our job to match supply with demand.
  - Sherman Swafford: When customers come into the workforce center, they have a certain level of trust. We have to make sure we maintain that trust.
  - Che Yi: It depends on what we trying to achieve? Once we figure that out, we can go from there.

**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, Cassandra Snow, Arapahoe/Douglas Works!)

SESP/FREC – Cassandra Snow:

- 335 individuals will complete education/training activities (to date, 1,260 participants have completed training)
- 335 individuals will receive a degree or certification (to date, 1,256 participants have received a degree/certification)
  - The reason for this slight difference in completions and certificates is because some individuals participated in On-the-Job Training (and no certificates are received after the completion of an OJT)



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- 305 individuals will be placed in unsubsidized employment after training (to date, 1,034 have retained/obtained unsubsidized employment)
  - 398 of these individuals have received a job title change and/or pay increase as a result
- 281 individuals will retain their employment status the first and second quarters following placement (to date, 909 have retained their employment status)
- As of our December fiscal report, our SESP budget is 98.07% spent and on target to be fully expended by the end of our grant (6.30.13).

Veterans Taskforce – Najwa Khalaf on behalf of Kevin Hougen:

- We are working with the VWIP Program and providing more opportunities for veteran workforce involved programs.

Mature Worker Taskforce – Judy Taylor:

- We are increasing awareness and utilization. Studies found that a mature worker is considered to be at age 45.
- There are three generations working with characteristics. We felt the mature worker needs a lot of preparation.
- Adams County would like to look at our program and possible have their WIB join our taskforce.
- Looking at a reverse hiring effect.
- Joe Barela: The final draft of the report will be available at the next WIB Meeting.

Healthcare Taskforce – Judy Emery:

- We are enrolling twenty more incumbent worker nurses into the clinical scholar course.
- We were approved to support the medical lab tech internships and will enroll about twenty.
- Also approved to do one more cohort of medical technologist class in June. By the end of June we will have enrolled about 220 and our goal was 100.
- We had a few employers speak at the Sectors meeting and Linda Murphy Kevin Hougen, Mary Riebe and me will be presenting at NAWB on how this project began.
- We are in the process of developing an info video with testimonials from employers,
- The preliminary report was received from Rutkers and it was as very positive. We will hopefully have the final report to distribute in April.
- The subject matter expert group is revisiting new occupations and trainings.
- Linda Murphy: This project has relied predominately on funding from state and local regions, in addition from in kind funding. We are actively soliciting funding to continue with this project. If there is anyone who can help identify funding, we are committed to this program.

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**Economic Impact of Workforce Center Operations:** (Patrick Holwell, Arapahoe/Douglas Works!  
Joe Barela, Arapahoe/Douglas Works!)

- The Arapahoe/Douglas Workforce Investment Board adds value to the region.
  - Local Businesses & Regional Economy is supported by:
    - Workforce Investment Boards
    - Economic Developers
    - Local Government Planning Departments
    - Utilities
    - Transportation Infrastructure
    - Developers
    - P-20 Educators
    - Other Stakeholders
- The value-add is difference in earnings
  - Developed by the Colorado Department of Labor and Employment with local input
  - Earnings are from wage data reported by social security number to the Colorado Department of Labor and Employment's Unemployment Insurance Division
  - Earnings for workforce system users are annualized from earnings reported through Connecting Colorado, CDLE's statewide database
- Impact on Local Economy
  - Economic Impact and Return on Public Investment
    - Arapahoe/Douglas Works! placed 17,285 people in work in PY11. Of these, 9,831 were still working six months later. The aggregate difference in earning for this 9,381 people was \$127,132,012.
- The Central Message
  - Persons using Arapahoe/Douglas Works! in their job search had annual earnings over \$14,000 more than those who did not
  - This difference in earnings created nearly \$100 million in consumer spending activity
  - Revenues from the difference in earnings pay back taxpayers in 11.4 months; Arapahoe/Douglas Works! pays for itself!
  - For every \$1 spent on workforce development in Arapahoe and Douglas Counties, the difference in worker earnings is \$13.78
- Operational Effectiveness
  - Arapahoe/Douglas Works! serves 36% of the Denver Metro Area's Adult and Dislocated Worker customers with only 24% of the regional funding for those programs.
  - Arapahoe/Douglas Works! serves 30% of the Denver Metro Area's Youth customers with only 25% of the regional funding for this program.
- Education Pays
  - Arapahoe/Douglas Works! PY11 results:
    - GEDs attained = 67
    - Change in annual earnings for each person attaining their GED: \$9,635

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- Annual impact on region: \$645,543
- Arapahoe/Douglas Works! is on track to help 103 people obtain GEDs in PY12, a 54% increase over PY11
- There is nearly perfect (-92.6) correlation between earnings based on educational attainment and average time unemployed. Persons who did not have a high school diploma were unemployed 12.4% of the time and earned only \$21,455 annually when adjusted for time unemployed.

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

**Next WIB Meeting: April 4, 2013**