

Minutes

Workforce Investment Board Meeting

Thursday – June 4, 2015 • 9:30 - 1:30 p.m.

Arapahoe Board Room 6954 S Lima Street, Centennial, CO 80112

FIRST RELEASE

In Attendance

Members

Kevin Hougen, Andrew Bercich, Susan Rogers, Hillary Prag, Jennifer Carleton, John Fleck, Jason Wardrip, Kynnie Martin, Andrea Amonick, Chase Dinkler, Fannie Stokes, Kimberly Ardo-Eisenbeis, Matt Cohrs, *Ashley Eagan, Mame Fuhrman, Nancy Jackson, Cathy Kohl, Sioban Moore, Scott Van Ramshorst, Che Yi, Betsy Oudenhoven, Tony Smith, Mimi Leonard, Judy Taylor, Lynn Myers, Ashley Walker, Douglas Melphy, Cheryl Ternes, Mary Riebe, Jason Wardrip, Representative for Dave Weaver, Gill Thompson*

Guests

Lee Wheeler, Rich Wagner

Staff

Kelly Folks, Judy Emery, Darcy Kennedy, Najwa Khalaf, Sasha Easton, Ron Perea, Patrick Holwell, Tanya Muniz, Alisha Romero, Yanet Ocampo, Dawn Gardner, *Don Klemme*

Excused

Joe Barela, Evan Abbott, Jennifer Bellmire, William Dowling, *Dave Weaver, Sandra Wagner*

Absent

Chad Argentar, Steve Barone, Sherry Boyce-White, Kelly Brown, Elias Cobb, Dr. Diana Doyle, Barbara Lindsay, Matthew McKeever, Becky Nelson, Chaer Robert, Nancy Sharpe, Corri Spiegel, Stephanie Steffens, Jackie Tischler, Ben Van Dorn, Andrew Watson, Yvette Yeon, Tim Ryan, Gus Skinner, Drew Kerin

9:30 a.m. **Welcome/Call to Order**

Andrew Bercich, [WIB Chair](#), [Comcast](#)

Andrew: Attended Workforce Boards Forum and had a fantastic time. We learned quite a bit.

WIB Member Announcements

Susan Rogers, [WIB Vice Chair](#), [thresholdHR](#)

Andrew: Comcast made a commitment to hire 10000 veterans in a year. Greater initiative than just hiring. Looking for a head of global veterans. Chief Vet Officer position is available. Former or current vet. If you know someone, please let them know. They would live in Philadelphia.

Kim CoreMark: Tremendous deals on office furniture, reach out to me if interested.

Xcel: Signed commitment at the White House. Hiring veterans throughout the upcoming years. Working with Xcel energy foundation now, so I may or may not have a replacement for the board. Fort Carson just graduated students. Hiring veterans.

Mame Goodwill: Just met with Nate. Challenged with finding retail staff. ADW! has an awesome paid internship program for youth. If anyone is interested, please reach out to Nate.

Kevin: We got a grant for \$300,000 last year for military installations in the state. Twice as big as industry. 27 billion dollar industry, employing many in the state of Colorado. I will try to get the report to Patrick to work with the data.

9:40 a.m. **County Updates**

Arapahoe Commissioner Jackson
Douglas Commissioner Weaver

Commissioner Jackson: Beginning to develop budget, look forward to another great year. Opportunity Works Task Force working very hard on opportunities for folks for livable wages. City of Aurora itself, as well as, rest of Arapahoe County, have pockets of poverty, so we are looking at homelessness and alleviating those issues. Job to job training.

Andrew: Acceleration of housing costs. Tough for a lot of people.

Don: Serving lower income lower demographic, forged a wonderful relationship with Arapahoe County Human Services (Cheryl Ternes) with working closely with RATE Program. Employment First, Altura Plaza was opened two years ago. Looking to ask County for more space in that building, as we need it due to it being heavily used.

10:00 a.m. **WIOA Presentation**

Lee Wheeler, [Colorado Workforce Development Council](#)

Presentation:

- Introduction to changing landscape of direction we are moving towards. Brought in Lee Wheeler to assist. Changing from WIA to WIOA. He presented in DC at NAWB.
 - Lee: Gave presentation (PPT) – Will be posted on site.
 - Innovation and Opportunity are key words.
 - Basic objectives: Shifting landscape, governance, future of local boards
 - As we move forward – any training or program (connect individuals to jobs) is a part of a Workforce. Education, work-based learning, apprenticeships so they are ready to take on jobs that are here today. This requires a culture change.
 - At end of day, we want to focus on sharing this info effectively and training everyone. A series of trainings for staff will begin next month. October there will be a meeting for policy changes/decisions. Planning together and working together across all the diff programs for a seamless 1stop program.
 - Core Programs – Titles I, II, III, IV (IV will be effect July 1, 2016)
 - Colorado has been ahead of this for awhile now. We are going to keep it going because it is a good idea, but also because now it is strongly suggested.
 - 4 Levels of Governance: Federal Level – Stronger partnerships between DOL and Department of Ed. Released a joint set of regulations. We are in Region 4. State Level – Funding comes to state agencies. Council: Our primary role is to be the convener. Direct connection to local boards. Local Area – Chief Elected Official are the Commissioners. They will appoint local board members, designate fiscal agent or sub

recipient (ADW! has been approved to be a designated local area – Letter is in your packet), accountable for funds, set bylaws for board, set board nomination and appointment process. In partnership with the board, they will set policy, develop local plan and participate in regional planning. Desire to ensure that services provided.

- Question: How many local workforce areas are there?
 - Lee: We have 10 local workforce areas starting July 1, 2016, increase from 9 because Mesa County has been approved to be a local area workforce.
- Question: How does money from DOE work in this flow that comes from DOE down to DVR.
 - Lee: As law is written, the funding streams are maintained separately based off of the distinction of the titles.
- **WDB** – Workforce Development Board not WIB, not just about activities and what it is putting in, we are looking at developing. Local Board means same thing as WIB.
- 2 main requirements to be on board:
 - Optimum Policy Making Authority – Should have ability to make a commit on behalf of your agency and direct that agency down a specific path.
- 2 small business representatives; companies who have hiring opportunities
 - Adequate experience/expertise in those specific areas.
- Youth Councils are no longer required to happen, but there can be a standing committee to look at areas for youth.
- Standing committees
- Changes to board must be implemented by October 1, 2015. Information will be sent out and hopefully out to all by July 1st.
- A one-stop – Access to all programs eligible for.
 - Nancy: Who convenes regional boards and how is that? Own or same bylaws dictated by state?
 - Lee: Don't have all answers yet, but there is a requirement to develop a regional plan.
 - Kelly: We have been participating with CUWA and a lot of regions that we work with are apart of CUWA. How do we need to bring partners from key areas? A lot of the work is already being done. Sector partnership work is happening. Steps ahead with a little bit of things to work out.
 - Susan: If there is not a person or entity assigned a specific responsibility, it won't happen. But it appears that we are ahead of the game.
 - Judy: CUWA is the convener of 3 so far. Exciting because it is great work and we are working together and maintaining consistency.
- The future of local boards – Strategic vs Operational, Structure, Duties. The intent will have boards function at a strategic level and create agreements that ensure things happen. Handout in your packet that will reference things.
- Resources:
 - Dedicated to WIOA: www.colorado.gov/cwdc/wioa

11:00 a.m. **Directors Report**
Financial/Budget Update

Kelly Folks, *A/D Works!*
Darcy Kennedy, *CRD – Admin. Services*

Darcy: Went over Fiscal dashboard. Financial Report to look at the allocated monies for next year. Back page shows a snapshot of WIOA Funds. *Keep in mind that the majority of funds are DW.* Total participants are there to show cost per participant.

Andrew: Do you have something to show the comparison for the previous year?

Darcy and Kelly: Went over those numbers.

Susan: Difference between AD and DW?

Kelly: Gave definition of AD and DW.

Darcy: Carrying in over \$300,000 Hire4 Colorado funds. There is a lot of money.

April we went through monitoring and had no findings.

Kelly: Unemployment Rate is going down. We continue to improve nationally.

Moving to maintain necessary partnerships to be in compliance with WIOA.

Program went under an audit – Program compliance audits with no findings.

Standing committees effective July 1st is something we will be going over today. Refer to the handout: *Local Workforce Development Board Structure.*

Accessibility of services is something that will go under one-stop/oversight.

A voting member will have to chair the standing committees. Evan Abbott will be the chair/voting member of the standing committee as of now, since he has been the chair of the Youth Council. We will look at other members to chair the One-Stop/Oversight and Regional Planning Standing Committees.

We will have Task forces although they are not mandatory. They do not need to be chaired by voting members, so again if you are interested, please notify me.

ADW! Workforce Center will be Joe, Kelly and Staff.

ADW! Local Designation:

- As discussed in previous meetings, the WIOA Legislation Regulations (Law) States that it is required that all one-stop operators (in essence Arapahoe/Douglas Works! Workforce Center) must go through a competitive procurement process-go out for bid to receive funding and provide service delivery. We have until July 1, 2017 to complete this process.
- As we discussed last meeting the first step in this process is our Workforce Board requesting that the Governor grant Arapahoe/Douglas Works! initial designation as a Local Workforce Development Area.
- We sent our request forward through a letter to the Governor from the County Commissioners and the WIB to remain as Local Workforce Development Areas in April. As you can see in your packet the Governor has approved that request.

- Thank you to all of you and the Commissioners, because we were able to become a local designated area. Your help over the last month was appreciated!

Andrew: When board members receive recognition, we want to have people aware of that. Lynn Meyers was awarded with the EDCC. She brought in over 30,000 new jobs.

Lynn: Thank you to everyone in this room. I was nominated by Dawn and Patrick. Thank you to all of you. The numbers that Patrick works with and places in charts always blows people away. I value everyone here.

Andrew: We want to acknowledge Patrick Holwell for receiving the Sar Levitan. Nominated by peers. Assisted other Workforce Regions. A lot of Workforce Regions are jealous that ADW! has him and his expertise.

Andrew: Speaking of NAWDP – Kelly Folks has been appointed to the board of directors.

Andrew: We have representation at NAWB with Joe.

11:30 a.m. **Strategic Planning**

Rich Wagner, **Dynamic Achievements**

Presentation:

- Gave overview of the happenings for today.
- Strategic Priorities will be how we break things out...
- Where do we want to go in comparison from what we have today

Pat: Gave a very brief breakdown

We work with and serve higher barriered individuals

Nancy: This is helpful, but I am wondering about economically disadvantaged and food stamp recipients. Can we break them down? What are their barriers?

Pat: Lower skill levels, educational levels. There is overlap amongst the groups, because some are multi-barriered.

Najwa: Working 30 hours a week, but most are in poverty. Education, skillset, ex-offender breakdown.

Nancy: That's what I want to see.

Kelly: I am going to hand it over to Rich to stay on task and time as we begin the Strategic Planning part of this meeting.

Methodology: Flip charts are near you. What I am looking for at your tables: There are post its and sharpies, please assign a person to be the note taker, and the other members will help guide the discussion. There will be a couple of questions to answer. Once you generate thoughts, Kelly and I will be taking them and giving them to Alisha to transcribe them.

WIB
Diversification on WIB
Continuous Improvement
Understanding Business Needs
Adding Sectors

Different – Marijuana Industry

Partnerships
Servicing different Sectors/Business Industries
SNAP ENT TANF Housing, Mental Health CUWA

Populations we Service or Need to Service – Align with Partnerships in order to assist Pops
Refugees
Mental Health

Marketing/Outreach
Good marketing and outreach
Market to Businesses/Job Seekers
Social Media
Up-to-date Website

Data Intelligence
More data we have, more we have business and industry
Return on Investment
Results Driven
WF Intelligence Data
LMI

Services to Business
Customizing hiring events
Sector Partnerships
Customized recruiting
Virtual Job Fairs

Services to Customers (Job Seekers)
Career Pathways
YRC
RATE to next level
Wrap Around Services
Apprenticeships
Job Search Assistance

Performance/Outcomes/Results
Repeat Customers
Increased income/numbers we serve/job orders
Results driven

How do we make changes in our community?

Meets needs of both WIB and One-Stop Center
Moving forward some of the sickies are more tactical and strategic. Rich will compile all of the information together, to create/develop items that will be apart of our strategic planning side.

Strategic Priorities

Local, Regional, State and National Workforce Development Advocacy

Increase Business and Industry Sector Awareness and Utilization

Spell out career pathways to be consistent with WIOA

Collaborate with In-Demand Businesses and High-Growth Industries on Local and Regional Education, Economic and Employment and Training (E3) Efforts for the Best Return on Investment (ROI)

Redefine In-Demand Businesses

Shortages

Redefine ROI

What about hard to place unemployed

Strategically Focused, Demand-Driven Training/Talent Development

How to make current population in need in more demand

What about business community

Strategically focused, business, lead

Driving Creative and Innovative Approaches to Meet Job Seeker and Business Needs

Improved efficiencies and accessible technology to meet ongoing needs

We have not addressed anything on being in compliance with WIOA

Being soundly prepared and in compliance with WIOA

Missing – Job Seeker Utilization

Get more people who are not using One-Stop Centers to start using them?

Increase Job Seeker and Business Utilization of ADW

We will put all of this together and then present it in a way that it is more laid out and aligned to each item. Will present in August.

Kelly – Vote needs to happen

VOTE: Are you okay with the Board Structure that we presented today? (Local Workforce Development Board Structure)

- Discussion:
 - o I would be more comfortable if job seekers were on top
 - o Local WDB not WIB With amended version
- Motion: Jason
- Second: Susan
- Motion Passed with the amended version.

1:30 p.m. **Meeting Adjournment**

Andrew Bercich, [WIB Chair](#), [Comcast](#)

Next WIB Meeting: August 6, 2015 • 9:30 to 11:00 a.m.
Arapahoe/Douglas Works! 6954 S. Lima Street, Centennial, CO 80112

OUR MISSION is to create a best in class regional system that is responsive to business/industry that results in a skilled workforce equipped with a work ethic, academic proficiency, and occupational specific talent that rivals our competition.