

Minutes

Workforce Development Board Meeting

Thursday – February 7, 2019 • 11:00 a.m. – 1:00 p.m.

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

Attendance

M	Evan Abbott, Vice Chair, MSEC
M	Andrea Amonick, City of Aurora
A	Kimberly Ardo-Eisenbeis, Core-Mark
M	Andrew Bercich, Chair, IBM
E	Randy Berner, Adolfson & Peterson Construction
M	JB Bettinger, Stonebridge Companies
P	Alex Cowsky, DSEDP (Lynn Myers Proxy)
A	Krista Dann, Arapahoe County Human Services
M	William Dowling, CDLE
E	Dr. Diana Doyle, ACC
P	Eric Dunker, ACC (Diana Doyle Proxy)
S	Sasha Easton, ADW!
E	Judith Emery, CUWA
M	John Fleck, CO Sheet Metal Workers
S	Kelly Folks, ADW!
M	Mame Fuhrman, Tri-County Health Department
G	Andrew Galloway, CDLE
E	Lacey Golonka, Xcel Energy
G	Joy Griffin, Douglas County School District
M	Peter Hancock, Professional Employment Group
S	Patrick Holwell, ADW! WDB
M	Kevin Hougén, Past Chair, Aurora Chamber
M	Dennis Houston, Parker Chamber
M	Comm. Nancy Jackson, Arapahoe County
G	Jennifer Jasinowski, Skilled Trades & Tech Science

E	Darcy Kenney, Arapahoe County Government
P	Gary Knight, Xcel Energy (Lacy Golonka Proxy)
M	Don Klemme, Arapahoe County Government
M	Mimi Leonard, Littleton Public Schools
G	Heidi McDonald, LeaderQuest
E	Douglas Melphy, Painters & Allied Trades
G	Sam Moreno, CU South Denver
M	Sarah Mesmer, American Federation of Teachers
A	Andrew Mullen, Bank of the West
S	Tanya Muniz, ADW! WDB
E	Lynn Myers, Denver South EDP
P	Becky Nelson, Douglas County (Lora Thomas P)
G	Aurora Ogg, Office of Congressman Coffman
E	Dr. Betsy Oudenhoven, CCA
A	Mary Riebe, Past Chair, Kaiser Permanente
A	Nina Sonovia, The Center for Work Ethic Dev.
E	Amber Spiewak, Charles Schwab
A	Fannie Stokes, Atrium Hospitality
E	Cheryl Ternes, Arapahoe County Human Serv.
G	Raven Stuart, Douglas County Human Services
E	Comm. Lora Thomas, Douglas County
E	Scott Van Ramshorst, American Family Comm.
E	Sandra Wagner, AARP Foundation
M	Che Yi, American Fidelity Admin Services, LLC

M=Present Member, P=Proxy, A=Absent, E=Excused, S=Present Staff, G=Present Guest

Quorum: Yes – 53% of voting members in attendance

11:00 a.m. **Welcome/Call to Order**

Evan Abbott, [Employers Council](#), [WDB Vice Chair](#)

11:05 a.m. **WDB Member Announcements**

Evan Abbott, [Employers Council](#), [WDB Vice Chair](#)

Becky Nelson: Big news to be announced tomorrow as a new employer has chosen Lone Tree as a new site just north of Sky Ridge and will bring 850 jobs.

Jennifer Jasinowski: Colorado Technology Association is having a state conference from 02.21.19-02.22.19 and is in need of judges for a student competition. Details will be sent to Tanya Muniz to send out.

Gary Knight: Lacy has been deployed to Afghanistan.

Andrea Amonick: Carsure North American Facility is moving distribution and headquarters to Aurora.

William Downing: New governor and new directors started last month.

JB Bettinger: Stonebridge is going to take over 9 more hotels

Randy Berner: Building Aurora's new rec center.

Lynn Meyers: Big employer in Lone Tree. Five out of six new business announcements will reside in Arapahoe County. Arrow Electronics is expected to bring in 1000 jobs. Mike Fitzgerald is retiring in March, Tom Brooke will take over.

Don Klemme: We survived the shutdown with 90% of staff relying on grants.

Peter Hancock: I am officially the owner of PEG. Thanks ADW! for use of HUB while he had no office.

Eric Dunker: Community tour of collaborative campus occurred, pictures will be on LinkedIn. The campus is under budget and on schedule.

11:20 a.m. **Self-Sufficiency Report**

Duranya Freeman, [CO Center for Law & Policy](#)
Laura Ware, [CO Center for Law & Policy](#)

- Please view presentation for Self-Sufficiency Report.
- Does Arapahoe County have recommendation for a standard living wage?
 - Kelly Folks: Arapahoe County takes only 1 person in account for living wage
- What is Ban the box?
 - Ban the Box is a movement to the background screening process, and something that will have a huge impact on your hiring process. These new laws are confusing for employers, cities, counties and contractors to comprehend. The reason that these initiatives exist is to remove barriers to employment for certain classes of people who have experienced disparate impact simply by having a criminal background.

12:15 p.m. **County Updates:**

[Arapahoe County: Commissioner Nancy Jackson](#)

- There are a number of newly elected folks in Arapahoe County and the onboarding process is proceeding.
- Continuing to work on a long term budget plan.
- Working with Representative Wiseman about separating district 18.

[Douglas County: Commissioner Lora Thomas \(Becky Nelson\)](#)

- There is a new Treasurer in Douglas County.

- The I-25 Gap Project is underway. It will be a mess for a couple years but will help flow.
- The C470 expansion is wrapping up this year.
- Southeast light rail opens on Friday May 17th.
- A new comprehensive master plan will be finalized soon.

12:30 p.m. **Directors Report**

Kelly Folks, [A/D Works!](#)

- Andrew Bercich will become the chair of NAWB, and with his job requiring him to travel often, he will be stepping down as chair. We will have an election process at the next meeting.
- The Governance Committee approved the Supportive Service Policy for full-board vote. We will send this out for an electronic vote.
- The local area and regional plans will need to be written and submitted. The WDB staff will be working on these with the Governance Committee.
- The Data Integrity Policy was approved by the Governance Committee for immediate release.
 - Per the law, the Data Integrity Policy is required as WIOA establishes performance accountability indicators and performance reporting requirements to assess the effectiveness of States and local areas achieving positive outcomes for individuals served by the system. This policy ensures comparable data collection and reporting across all programs is occurring.
- We have selected the One-Stop Operator, SHG Advisors.
 - The Governance Committee and WDB Staff have begun working with her to outline further the scope of work we are expecting.
- Through our DEI (Disability Employment Initiative) grant, we have brought in a gentleman with expertise to assess the Workforce Centers accessibility for disabled customers, we are working to update accessibility, resources and tools to ensure we meet the needs of all customer bases.
- We will be releasing an RFP for the website to be completely redone, it has been 10 years since we did this so we are looking to make it more relevant to all our customers.
- The Business Development Team will be doing presentations at the Castle Rock Chamber in March, April and May.
 - Topics include: Overview of business services, discussion on work-based learning opportunities and process and employee retention.
- We created a Work-based Learning Team to specifically work with EF, TANF and STEP participants, with the goal to eventually grow the team to serve all programs at ADWI.
- In response to business and industry feedback, the Career Services Team developed an Emotional Intelligence workshop. It discusses the four components of EQ and how it can impact professional effectiveness. Includes strategies on improving EQ and relates it to the job search process.

12:40 p.m. **Administrative Services Update**

Kelly Folks, [A/D Works!](#)

- Please view [handout](#) for fiscal dashboard.

12:50 p.m. **WDB Taskforce Updates:**

Veterans Engagement Taskforce: Kevin Hougen

- The Disabled Veterans Outreach Program (DVO) staff and ADW staff have been collaborating efforts with the Generations@Work staff to ensure Veterans over 50 years of age are utilizing the resources available to them. Our veteran population are mostly "mature workers" seeking to upgrade their careers. In addition to the monthly Veterans and Spouses Networking event, a weekly "Connections Network" (job club) is available for Veterans to listen to guest speakers and discuss job search strategies. Veterans are also included in the monthly STAR Success Stories workshop which participants work with each other to compose answers to interview questions using the STAR (Situation Task Action Result) model.

Opportunity Works! Taskforce: Commissioner Nancy Jackson

- The Opportunity Works Taskforce met on November 1st.
- An update on the STEP (Colorado Works work based learning grant) and DEI (disability employment initiative) grants were provided. Both grants are doing important work to help our "opportunity" populations.
- One pagers are being designed to market our general customers, those with disabilities and justice-involved customers to businesses. This is a direct action item helping the group meet the 2018 Priority/goal of "educated/provide awareness to employers about clients". The group is continuing to collect pertinent data to help with the content of the documents.
- It was determined that the group really needs to work more closely with the Youth Committee and they would like to invite them to attend our January 10th meeting. The meeting will be at 9:30am.
- It was discussed that next year's priority could focus on educating customers up front about ADW offerings

Young Adult Subcommittee: Mimi Leonard

- Update will be provided at next meeting The Young Adult Committee discussed the Governor's Summer Job Hunt and opportunities to utilize young adult funding and GSJH funding to better provide services to young adults in the area. The committee recommended we reach out to Chafee foster care to develop and provide more services to individuals in foster care and recommended their interaction on the committee.

1:00 p.m. **Meeting Adjournment**

Evan Abbott, [WDB Vice Chair, MSEC](#)

Next WDB Meeting: February 7, 2019 • 11:00 a.m. to 1:00 p.m.
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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.