

ARAPAHOE/DOUGLAS WORKFORCE INVESTMENT BOARD
MEETING MINUTES / JUNE 5, 2014

FIRST RELEASE

In Attendance

Members

Mary Riebe (Arapahoe/Douglas WIB Chair), Andrew Bercich (Arapahoe/Douglas WIB Vice Chair), Evan Abbott, Andrea Amonick, Jennifer Carleton, Matt Cohrs, Lynn Dawson, Lisa Eichar, Commissioner Nancy Jackson, Don Klemme, Betsy Oudenhoven, Linda Murphy, Lynn Myers, Becky Nelson on behalf of Commissioner Jill Repella, Caren Swales, Sandra Wagner, Ashley Walker, Andrea Warfield and Che Yi

Guests

Chad Argentar, Steve Barone, Elias Cobb, Barbara Lindsay, Barbara McBride, Matthew McKeever, Will Temby

Staff

Joe Barela, Judith Emery, Kelly Folks, Dawn Gardner, Patrick Holwell, Najwa Khalaf, Tanya Muniz, Yanet Ocampo, Ron Perea, Alisha Romero and Yvette Yeon

Excused

William Dowling, Kevin Hougen (WIB Past Chair), Mimi Leonard, Kandice McKeon, Fannie Stokes, Judy Taylor, Jackie Tischler, Scott Van Ramshorst

Absent

Dr. Diana Doyle, John Fleck, Mame Fuhrman, Cathy Kohl, Susan Rogers, Tim Ryan, Theresia Smith, Cheryl Ternes

Welcome & Introductions (All)

WIB Member Announcements (All)

Matt Cohrs: Greenwood Village cannot share updates as of now. However, Shay has started working on 2nd building at center. COBank is now the primary tenant. Construction is currently going on now. Fiddler's Green has undergone major renovations and is looking very nice. Owned by AEG. Hotel is still in planning process right now.

Linda Murphy: CUWA is procuring about \$7 million in grant application to DOL. Focus on technology sector for long-term underemployed & small number of incumbent workers. ADW! is one of the partners in the grant, along with Denver, Jeffco, and other partnering regions. Strong application tied to H1B Occupations. CO Tech Association as a partner. Companies relying on middle to upper level skills in related occupations. The application will be submitted on June 19th.

Sandra Wagner: We are seeing more and more individuals, lower to no income, smoking recreational marijuana.

Dr Betsy Oudenhoven: CCA received a grant award for a tech program targeting unemployed workers. Some areas are CNA, EKG and Phlebotomy, and targeting students to gain employable

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skills. Trying hard to increase what they are doing in health professions. Offering CNA's an incentive that we will hire them and send back to CCA.

Caren Swales: Collbran had 30 million cubic yards of debris. The center is okay and students are sandbagging. They are ready to evacuate if needed.

Jennifer Carlton: Kelly Services just put out first installment in Global engaging active and passive job seekers.

Barbara McBride: The Governor signed the Hospitality Bill.

Lynn Myers: Judy Emery was voted Aurora Chamber of Commerce Woman of the Year!

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

Commissioner Nancy Jackson:

- The new performance report was passed out. All items should be included regarding Arapahoe County. Using a triangle performance management system. The key programs are highlighted.
- The Arapahoe County Fair is approaching and on July 24th, there will be a dinner.

Becky Nelson on behalf of Commissioner Jill Repella:

- Job growth is currently second in the nation. Higher Ed, CSU, is hosting classes in the county starting Fall 2014.
- We completed the 8th Annual Citizens Survey.
- The Fair and Rodeo is coming up.

Don Klemme:

- There will be a career event for the ex-offender population on July 26th. The flyer is available in English and Spanish. When reentering the community, we want to ensure that this population has a livable wage to be successful.

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

- June 4, 2014...Online advertised vacancies were down 18,900 to 4,904,100 in May, according to *The Conference Board Help Wanted OnLine®* (HWOL) Data Series, released today. The April Supply/Demand rate stands at 1.98 unemployed for each vacancy with a total of 4.8 million more unemployed workers than the number of advertised vacancies. The number of unemployed was 9.8 million in April.
 - The **West... Colorado** was the only bright spot in the large States with a rise of 4,000, reflecting increases for workers in a range of occupations including office workers, food workers, and construction workers as well as production workers.
- Private-sector employment increased by 179,000 from April to May, on a seasonally adjusted basis.
 - Small businesses (1-49 employees) +82,000
 - Medium businesses (50-499 employees) +61,000

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- Large businesses (500 or more employees) +37,000
- National Unemployment Rate for April fell to 6.3%; Laborforce participation rate was at 62.8%.
 - Colorado's Unemployment percentage fell to 6.3% for April 2014.
 - Arapahoe/Douglas Region: 5.0%
 - Arapahoe County: 5.5%
 - Douglas County: 4.4%
- Public Workforce System Reauthorization: on May 21, 2014 a bipartisan Bill was Introduced: The Workforce Innovation and Opportunity Act of 2014 (WIOA). The *Workforce Innovation and Opportunity Act*, overdue for renewal for more than a decade, is legislation that will reauthorize the public workforce development system. It emphasizes access to real-world training opportunities by increasing the ability of local boards to use on-the-job training, incumbent worker training, and customized training. It includes a strong focus on sector and career pathway strategies, prioritizes services for disconnected youth, and strengthens the connection between adult education, postsecondary education, and the workforce
- Have completed two CDLE Program audits: Fiscal and Programmatic.
 - Final Fiscal Report was No findings/No Recommendations
 - Final Draft Program Audit just released - No Compliance or Action Items.
- Remember to Follow AD Works! on Tweeter at @adworks303
- Youth Academies are going very well. We have completed a Healthcare, Construction and an IT session and will start a Hospitality and another Healthcare later in June. As well as an Aerospace Academy in July.
- Have held two very successful Governor's Summer Job Hunt Hiring events (1 in Aurora and 1 in Centennial).
- Veteran's Hiring Event in partnership with the City of Centennial.
- We would like to publicly recognize Linda Murphy, as her last day is tomorrow. CUWA has really grown. We appreciate all of the hard work she has done.

Financial Update (Joe Barela on behalf of Darcy Kennedy)

- We will add a third year of H1-B funding and additional funding for VWIP Program.
- County audit is still underway. We do not anticipate any findings.
- There were no findings with the CDLE Fiscal audit of ADW!.

Action Item (Joe Barela, Arapahoe/Douglas Works!)

- Please view the full presentation on our [website](#).
- Annual plan is due to CDLE. We wanted to provide you with a visual, so please refer to the handout (PY2014 Workforce Investment Act (WIA) & Wagner Peyser Plan) in your packet. Biggest thing is with Youth. 31,000 individuals will be served through Wagner Peyser. 7 Targeted Industries, OJT's Career Pathways, Higher Ed, etc...
 - We need a motion to pass for how we would like to spend the monies. It will be posted online for your reading pleasure as well. Because of how we are funded, we reserve a certain allotment to bridge gap with customers we have in our programs currently. Program Year allocation which is 10% of total allocation and

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Fiscal Year allocation will get the remaining 90% in October. With reauthorization, we are hopeful that this rule will be eliminated, so that we could receive the entire allocation at once, instead of playing catch up.

- o Kelly Folks: The funding on the chart is the new money and carry-in. There is a breakdown on the other page. We look at marketability of each customer. Wages are about \$19.00 for the Adult Program and about \$22.00 for the Dislocated Worker Program. The cost per participant is currently the lowest in state, but the wages are currently the highest.
 - Motioned: Andrew; Second: Nancy Jackson; All in favor.

Working Poor and Livable Wage (Patrick Holwell, Arapahoe/Douglas Works!)

- Patrick's PPT Presentation on Using Quintiles in Workforce Development. 20% of population = Quintile.
 - o Graph on page 2: If you look at people we train (these are individuals who we have assessed), we look at if they are marketable, etc...
 - Joe: Lowest skilled get a job, but we need to look at each individual and see where we need to boost them up, along with see which skills they need assistance with.
- Receive a lot of this data from BLS Survey as it is pretty accurate. 20% of population who has the lowest income, is the group who were surveyed for the circle pie chart.

Discussion Item (Evan Abbott, Mountain States Employers Council)

- Recreational and Medical Marijuana in the Work Place
 - o Handout provided by Evan from MSEC.
 - o Evan: I am not an attorney, but can speak to a few components. The bottom line is that even with the 2 amendments, it is still a schedule 1 federal substance. It is still illegal and employers can conduct drug screenings and are able to hire or not hire the individuals. There is a lot of discussions around these topics. As of now, there is not a specific test that can adequately measure levels of intoxication. Although an individual may possess a medical marijuana card, that does not give them special rights. Employers do not have to accommodate to this.
 - o We don't allow drinking on the job, we don't allow someone to come to work smelling of alcohol, so the same goes for marijuana.
 - o Connecting Colorado: We are not allowed to place or list jobs in this specific industry, because we receive federal funding. We can take credit if they land that employment, but we cannot promote it.

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

Opportunity Works Taskforce –Commissioner Nancy Jackson:

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- WIA \$170,000 towards new program. Great, enthusiastic board, and we have had one meeting so far. Micro loans for entrepreneurship to help support folks with growing businesses. Very exciting and the PPT highlighted so much of this.

Veterans Taskforce – Kevin Hougen:

- Update to be given at next meeting.

Mature Worker Taskforce – Judy Taylor:

- Update to be given at next meeting.

Healthcare Taskforce –Judy Emery:

- Report with findings in 2013. It is in your packet and contains an executive summary. Moving forward with new targeted occupations. MA, LPN, PT, Community College for Nursing. Partner with Front Range Community College.

Adjournment: (Mary Riebe, WIB Chair, Kaiser Permanente)

Next WIB Meeting: August 7, 2014