

ARAPAHOE/DOUGLAS WORKFORCE INVESTMENT BOARD  
MEETING MINUTES / AUGUST 7, 2014

**FIRST RELEASE**

**In Attendance**

*Members*

Mary Riebe (Arapahoe/Douglas WIB Chair), Matt Cohrs, Lynn Dawson, William Dowling, Dr. Diana Doyle, Ashley Eagon, John Fleck, Commissioner Nancy Jackson, Don Klemme, Mimi Leonard, Dr. Betsy Oudenhoven, Fannie Stokes, Caren Swales, Judy Taylor, Scott Van Ramshorst, Ashley Walker

*Guests*

Tony Smith, Sandra Stenmark

*Staff*

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

*Excused*

Evan Abbott, Andrew Bercich (Arapahoe/Douglas WIB Vice Chair), Jennifer Carleton, Mame Fuhrman, Cathy Kohl, Sandra Wagner

*Absent*

Kevin Hougen, Kandice McKeon, Lynn Myers, Commissioner Jill Repella, Susan Rogers, Tim Ryan, Theresia Smith, Cheryl Ternes, Jackie Tischler, Che Yi

**Welcome & Introductions (All)**

**WIB Member Announcements (All)**

Joe Barela: Judy Emery has accepted a new position as the CUWA Director in place of Linda Murphy.

Mary Riebe: Kaiser Permanente has experienced growth in members from 550,000 to 618,000 members since the affordable care act. We are working hard to respond to that demand.

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

Commissioner Nancy Jackson:

- We had a wonderful County Fair.
- You will be seeing in the paper and on the ballet to expand gambling to the Arapahoe County Racetrack.

Commissioner Jill Repella:

- Update to be given at next meeting.

Don Klemme:

- Update to be given at next meeting.

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

- Financially in good health. Allocations for PY14 is higher than expected. We are underspent in AD/DW due to the government shutdown. We will spend it in time. We did spend all of PY12 money, which expired June 30<sup>th</sup> at the local level.
- We will not get the department of corrections money that we had last year. That is going out to RFP. We will continue to work with that population.
- WIOA is now law. We think guidelines will be coming out in six months. We will be posting the side-by-side on the website.
  - William Dowling: One thing that will be a requirement is you must secure a board operator. We may get to work more with incumbent workers. We will switch from in school focus to out of school focus with youth. Age also changes from 16-24.
  - Joe Barela: Preliminary numbers are in for PY13. ADW was the only region to exceed all 12 measures at the 100% or higher level. Congratulations to my staff.
- Unemployment rate for June in Arapahoe County 5.4%; Douglas County 4.6%.

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

- Because of the sequestration, we reduced our caps. We are asking those caps to go back up. Motion: First – Caren Swales; Second – Lynn Dawson; All in favor

**Higher on the Ladder is Best for Health** (Sandra Stenmark, Kaiser Permanente)

- Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.
- Many factors drive and shape health.
  - Environmental and Social Factors 20%
  - Personal Behaviors 40%
  - Family History and Genetics 30%
  - Medical Care 10%
- Health is influenced by multiple factors
  - Individual/Family
  - Home/School/Worksite
  - Neighborhood/Community
  - Society
- Risk of premature deaths decreases as income increases.
- Your position on the ladder predicts how long you live and how healthy you are during your lifetime.
- Relationship between health and ladder position.
- Location and policies influence health.
  - Barriers to walking
  - Barriers to play
- Disease risk decreases as income increases.
- You can help others reach a healthier life
- See the full presentation [here](#).

**Trends in Healthcare** (Patrick Holwell, Arapahoe/Douglas Works!)

- The highest growth will be in private hospitals, followed by ambulatory care centers.
- Modest growth in existing University of Colorado facilities.

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- HMOs are expected to grow 4% per year, adding 1,00 jobs by 2019.
- See the full presentation [here](#).

**GMDHP/CUWA** (Judy Emery, CUWA)

- Overview:
  - Who Are We?
    - Industry, workforce, economic development, education
  - How were we formed?
    - Local WIBS, CUWA as convener, Chamber of Commerce/neutrality
  - How are we structured?
    - Industry led and rooted
    - Targeted occupations/focused
- Results through December 2013:
  - Number served
    - 97 new enrollees
    - 56 incumbent workers from eleven partner facilities
  - 89 % entered employment rate
  - Total ITA investment was \$345,772
  - Cost/benefit ratio was 4.72
  - 50 experienced nurses as Clinical Scholars
- New activities/goals:
  - New targeted occupations
    - Pharmacy Tech survey
    - Medical Assistant pilot project
    - New nurse specialty training
  - Committed ITA dollars from regions
  - Customized regional recruitment
  - New targeted occupations
    - Pharmacy Tech survey
    - Medical Assistant pilot project
    - New nurse specialty training
  - Committed ITA dollars from regions
  - Customized regional recruitment
- Lessons Learned:
  - Always keep focus on the needs of employers
    - Find an industry champion(s) that will lead the Partnership
    - Use demand driven data
  - Validate the data by industry on an on-going basis
  - Designate a Project Manager – neutral/trusted
  - Define specific roles and expectations for all partners
  - Establish task focused work groups
  - Focus on a quick success
  - Hold minimal and efficient meetings
  - Dedicate Individual Training Account (ITA) dollars for the Partnership
  - Develop Responsive Training
    - Discuss skill gaps with all partners



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- Target occupations
- Gather feedback and validate with SME's
- Strategize solutions with training programs
- Develop criteria for enrollment/funding
- Work with Workforce Regions/Process and Procedure to enroll
- Track and report metrics
  - Number of individuals enrolled in training
  - Money invested in training from the Partnership and workforce regions
  - Training outcomes
  - Pre- and post-training salaries and career advancement
  - In-kind and leveraged funding
  - Overall economic impact and cost/benefit ratio
- Sterile Processing
  - SME's did not establish criteria for enrollment
- Hospitals had curriculum and shared
- VP's and SME's didn't have forum to discuss issues across the partner facilities
- What we have achieved/influenced:
  - Influenced training programs
  - Influenced regional workforce approach
  - Achieved one voice and "rooted"
  - Expanded Partnership with new healthcare system, workforce region and youth programs
  - Workforce provided better customer service
  - Established a replicable model across industries
  - Created ownership
    - People come and go and industry partners remain the same
- See the full presentation [here](#).

**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:

- Update to be given at next meeting.

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:

- Presentation given earlier in meeting.

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

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Next WIB Meeting: October 2, 2014