

Workforce Development Board Meeting

Thursday – October 2, 2025

In-person Meeting: Arapahoe Community College, 5900 South Santa Fe Drive, Littleton CO 80120 - Half Moon Room

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

Peter Hancock, **PEG**

Action Item:

- o August 7, 2025 Meeting Minutes
 - Approved: Dr. Stephanie Fujii
 - Second: Robert Newbold

11:05 a.m. **ACC Introduction**

Leadership, **ACC**

Dr. Stephanie Fujii provided the background of ACC. Per the "About ACC" (<https://www.arapahoe.edu/>): "Arapahoe Community College, founded in 1965 as Arapahoe Junior College, was the first 2-year college in the greater Denver metro area. The college grew out of a grassroots effort by Littleton residents who wanted to provide post-high school education in the area. In addition to the Littleton Campus, ACC provides programs at the Sturm Collaboration Campus at Castle Rock, a partnership with Douglas County School District and CSU."

Dr. Fujii also discussed the **ACC Strategic Vision for 2025-2030**. "ACC's Strategic Vision 2025-2030 is our college wide collaborative process to "Move Mountains for You." Our Strategic Plan is informed by the work of our employees and their commitment to improve outcomes for our students and communities as aligned with the strategic plan of the Colorado Community College System."

11:10 a.m. **ADWDB Strategic Priorities**

Leadership, **A/D Works!**

1. Expand connection to the workforce development system: promote awareness of services through strategic outreach and by building on community partnerships in ways that foster economic vitality for businesses and economic mobility and self-sufficiency for job seekers.

- 104 outreach events in Program Year 2024
- Co-locating at partner and A/D Works! locations
- Hiring events
- Serving special populations

Highlights Following Group Discussion:

Increase partnerships. Having ADW! be an intermediary or facilitator between partners. How can we best identify work-based learning opportunities (in addition to apprenticeships)? Identify what is working well (e.g., relationship with DVR). Possible opportunities could include adding ADW! information on additional partner sites (e.g., community catalogs, websites, etc.). Early education in the classroom and explore career pathways. The HUB is a spot of connections and increasing awareness. Talked about how employers can assist ADW! to increase employer attendance at events. Increase social media presence. Currently, a great job with one-on-one relationships, but need to figure out how to expand past smaller relationships. Leveraging events (e.g. chamber events). Seen an increased engagement. Need stronger connections.

2. Increase equitable access to quality jobs within sustainable career pathways and affordable training through workforce development services and system collaboration for the benefit of the local workforce.

- Grants and diversifying funding
- Teacher externships
- Tech Talent Denver Sector Partnership
- WIDE group
- Douglas County Justice Center partnership
- Second Chance Center partnership
- Apprenticeship Hub and RAPs
- Data and LMI Taskforce
- Benefits Cliff Effect/Human Services partnership
- PACE
- School districts and State Youth Council

Highlights Following Group Discussion:

Sustainability and how this can be incorporated more into the ETPL – possibly to view corresponding wages. Talked about stackable credentials. Careers aren't necessarily a straight ladder (e.g., transferrable skills) and educating the job seeker to best pursue their career. Talked about untapped job pool (e.g., incarcerated population). Provide credentials and then once out of incarceration and entering employment, look at providing incentives. Discussed emphasis on trades and technical. Increasing second chance programs. Identify needs by determining what jobs will be needed in the future and identify corresponding skills.

3. Act to maximize the workforce development system's capacity to provide innovation and agility in addressing the rapidly changing opportunities and challenges of the future Arapahoe/Douglas Local Plan of work to ensure a skilled workforce and economic vitality in the region.

- Grants and diversifying funding
- Aerospace sector partnership
- Data and LMI Taskforce
- Economist's Corner
- Colorado Health Careers Collaborative
- SPARC

Highlights Following Group Discussion:

Focus on the connections with youth and schools. Pursuing skills first focus (e.g., focusing on what young adults enjoy doing and are passionate about). Applies to adults looking to explore a new career pathway. Looking at how this can be put into action.

4. Advance partnerships throughout the workforce development ecosystem to further collaborative work that holistically meets the needs of job seekers in mitigating barriers to employment and provides the skilled talent for businesses to thrive.

- Grants and diversifying funding
- Oxford Vista/Family Tree
- East Community Center

- Division of Vocational Rehabilitation (DVR)
- Community partner relationships
- Professional Development Sessions

Next Steps:

- Compile information and insights from discussion
- Development an evaluation/measurement tool to track progress towards strategic priorities
- Governance Committee will review the tool
- Include measurement tool on dashboard.

12:05 p.m. **Lunch Break** (food provided for working lunch)
Lunch provided by Arapahoe Community College

12:10 p.m. **County Updates**

Arapahoe - Commissioner Warren-Gully
Douglas - Commissioner Laydon

Arapahoe - Commissioner Warren-Gully

Thanks to ACC. Highlighted amazing partnership with Dr. Fuji and ACC. Local partnerships will assist in finding solutions. Middle of budget season. Thoughtful of longevity of budget. Tracking of federal level – a few concerns with human services departments and wrap around services. Decreased funding and increased requirements. Human Services works closely with Arapahoe/Dougals Works! and this funding has been slightly reduced.

Douglas - Commissioner Laydon
Out ill today.

12:20 p.m. **Task Force Updates**

Task Force Representatives

- Young Adult Outreach/Engagement
 - Finalized the role and duties of a youth ambassador to support outreach and spread awareness
 - Finalize design elements of [ambassador guide/handbook](#)
 - Utilize handbook for Work Experiences
 - Now that the handbook is wrapping up, the taskforce will focus on determining the next project it will tackle. The next meeting will be on November 6th.
- Marketing/Outreach/Engagement
 - Social media content to target key audiences
 - Including: Spotlight on specific jobs/employers that are hiring, spotlight on recognized months
 - Increase board member engagement
 - Next Meeting: November 6, 2025, from 10am-11am, virtual
- Data & Labor Market Information
 - Expand audience and reach through social media posts, specifically focusing on tagging/hashtags, relevant content, and animated “hooks”
 - Increase in LMI/data post engagement and interactions on LinkedIn since the taskforce formation
 - Now focusing on posts with wage data
 - Next Meeting: October 22, 2025, from 8:00am-9:00am, virtual

12:30 p.m. **Director's Report**

Action Item:

- ADWDB-XX-2025 - TALENT DEVELOPMENT - Supportive Services for Arapahoe-Douglas Works!
 - Approved: Andrew Bercich
 - Second: Joe Weiner
 - All in favor and none opposed.

Policy outlines allowable use of funds to provide supportive services to program-attached customers. The new standard conflict of interest policy was also included with the proposed changes.

- Both Arapahoe and Douglas Counties recognized September as Workforce Development with proclamations.
- In celebration of Workforce Development Month in September, ADW! hosted a legislative open house at the Centennial Workforce Center location. The open house welcomed 3 representatives and a state senator to attend a panel discussion and tour with key A/D Works! partners, including ACC, CCA, Denver South, Douglas County School District, our board chair, Auroa Chamber of Commerce, and Lockheed Martin.
 - The panel focused on highlighting key workforce issues, such as workforce pipelines and training credentials. The elected officials who attended asked poignant questions and were genuinely engaged.
 - Thank you to our board members, Peter, Dr. Brownlee, Naomi Colwell, and Julie Nathan, for participating on the panel.
- Arapahoe/Douglas skills-first proposal was not selected by CWDC.
- The Colorado Apprenticeship Hub, under the direction of the Arapahoe/Douglas Workforce Development Board, announces \$3 million in grant funding through the Colorado Apprenticeship Incentive (CAI) Grant. This funding supports the development and expansion of Registered Apprenticeship Programs (RAPs) and high-quality pre-apprenticeship programs across Colorado. Approximately 20–30 grants will be awarded through a competitive process, with individual awards up to \$150,000.
- A/D Works! has hired its 2nd instructor for the AELA/GED program. This program will start enrolling participants on 10/7 for digital literacy and will expand to begin providing GED services in October.
- Fair Chance Employment Workshop: In September, A/D Works! rolled out its new Fair Chance Employment workshop. The first in-person workshop was held at the Castle Rock office and had three attendees. The virtual offering saw 18 attendees! A/D Works! plans to bring this to the DC Justice Center in October through a recording so it can reach more participants in custody.

Arapahoe/Douglas WDB Member Updates:

- Julie Nathan (Denver South)- New Member
- Kelsi Little (BMO Harris Bank)- Resignation

12:50 p.m. **Member Announcements**

Jodi Page - Motion Flow Control Products – Recently opened in Dove Valley. Went from a staff of 10 to 25.

Travis Amonson – Seniors are getting ready for apprenticeships. 162 applicants.

Kathy Smith – Open Spaces and Trails advisory board is looking to fill 2 vacancies on their board (District 2 and District 3).

Lauren Price – On October 9th, they are hosting their 2nd career resource fair for current and alumni student (had their first fair earlier this year).

Jennifer Jasinowski – Still need employer input on strategic priorities. She will forward a link to the survey, but wanted to provide context prior. In the spring, there were a few education bills that changed funding.

Julian Local 68 – 5-year program is now a 4-year program. 135 apprenticeships turned out.

Cindy Nowak – On October 14th they have a Earn and Learn event. Will be here at ACC. Skills Advanced Grant.

Dan Katsank - Last week they had an owners meeting resulting in breaking down walls between communities and franchise locations. According to Dan, they are the only staffing company to be a full-service shop (licensed medical as well as other skills trades).

Andrew Bercich – At national level NAWB, CBO recently resigned. Need advocacy. Ron Painter and Bob Knight both will help advocate for the system and the locals. Andrew/SummitWorx Solutions will be partnering with Microsoft to develop credentials for workforce and generative AI. Platform will focus on 3 main groups – job seekers, employers, and workforce administrators. The goal is to have 50K credentials by June 2026.

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

Peter Hancock, [PEG](#)

Next WDB Meeting: December 4, 2025 • 11:00 a.m. to 1:00 p.m.

Location Information: Lockton Companies, 8110 E. Union Ave., Suite 100, Denver, CO 80237

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.