

## Minutes

### Workforce Development Board Meeting

Thursday – June 7, 2018 • 11:00 a.m. – 1:00 p.m.

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

#### Attendance

E	<b>Evan Abbott, Vice Chair, MSEC</b>
M	Andrea Amonick, City of Aurora
A	Kimberly Ardo-Eisenbeis, Core-Mark
M	<b>Andrew Bercich, Chair, IBM</b>
M	Randy Berner, Adolfson & Peterson Construction
M	JB Bettinger, Stonebridge Companies
A	Stacey Bibik, Focused on Machining
G	Joann Brennan, CU South Denver
P	Jessica Cassarino, CCA
E	Matt Cohrs, City of Greenwood Village
G	Sade Cooper, CHIC
E	Krista Dann, Arapahoe County Human Services
E	William Dowling, CDLE
A	Dr. Diana Doyle, ACC
M	Judith Emery, CUWA
A	John Fleck, CO Sheet Metal Workers
S	Kelly Folks, ADW!
M	Mame Fuhman, Tri-County Health Department
E	Lacey Golonka, Xcel Energy
M	Peter Hancock, Professional Employment Group
S	Patrick Holwell, ADW! WDB
M	<b>Kevin Hougén, Past Chair, Aurora Chamber</b>
M	Comm. Nancy Jackson, Arapahoe County
E	Don Klemme, Arapahoe County

M	Mimi Leonard, Littleton Public Schools
A	Paul Loupe, Focus Points
A	Douglas Melphy, Painters & Allied Trades
G	Tom Morgan, CDLE
E	Andrew Mullen, Bank of the West
S	Tanya Muniz, ADW! WDB
M	Lynn Myers, Denver South EDP
G	Becky Nelson, Douglas County
G	Aurora Ogg, Office of Congressman Coffman
E	Dr. Betsy Oudenhoven, CCA
G	Bob Prevost, Arapahoe County Human Serv.
M	<b>Mary Riebe, Past Chair, Kaiser Permanente</b>
A	Nina Sonovia, The Center for Work Ethic Dev.
E	Fannie Stokes, Atrium Hospitality
P	Sherman Swafford, CDLE
E	Judy Taylor, Client Experience Marketing
M	Cheryl Ternes, Arapahoe County Human Serv.
E	Betty-Jo Tindall, 24-7 intouch
M	Comm. Lora Thomas, Douglas County
M	Scott Van Ramshorst, American Family Comm.
M	Sandra Wagner, AARP Foundation
E	Jason Wardrip, CO & Construction Trades Coun.
A	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**

Andrew Bercich Abbott, [WDB Chair, IBM](#)

11:10 a.m. **WDB Member Announcements**

Andrew Bercich Abbott, [WDB Chair, IBM](#)

Mame Fuhman: Both Eric Dunker and I graduated from Leadership Douglas County.

Eric Dunker: The ground breaking took place for the collaboration campus in Castle Rock. Ideally, it will open in August of 2019.

Lynn Myers: Aerotek is hiring.

11:15 a.m. **Data on Early Childhood**

Patrick HOLwell, [ADW! WDB](#)

- Please view [presentation](#) for Data on Early Childhood.

11:25 p.m. **Early Childhood Professional Development (ECPD) Advisory Workgroup**

Tom Morgan, [ECPD Advisory Workgroup Chair](#)

- Was early childcare on your radar as a business?
  - Kevin Hougen: Buckley AFB has hundreds of employees that need assistance with childcare. The pay is not enough to support them.
  - Andrea Amonick: There are not enough spaces. Our HR Department is looking to build a childcare center specifically for our employees. It should be considered to build in own centers.
  - Peter Hancock: Yes, the cost is astronomical and it is cheaper for spouse to stay at home. We have lots of clients that can't work certain shifts because they can't find childcare.
  - Andrew Bercich: More companies used to have onsite childcare, but don't now due to liabilities.
  - Joann Brennan: Biggest areas of concern is pay rate of caregivers. We need to address the pay gap.
  - Mimi Leonard: Secondary schools are looking at this and have several different programs in hope to fill the pipeline. We have a teen parenting program with a full nursery onsite for all teen parents with licensed childcare workers. This helps them to attend school. We are starting to offer free preschool opportunities for families in the community. We also have an early childhood program for high school juniors and seniors to try and get them in the pipeline; unfortunately, we find there is low interest in the program mainly because of the low pay.
  - Mame Furhman: We have 400 employees and childcare hasn't been on the radar, but transition is. We have a program where you can bring your infant to work between 6 weeks and 6 months old, but it has to be job appropriate.
  - Eric Dunker: We have a childcare center onsite that we run and use to educate. Our enrollments have been declining and eventually we will have to decide if it makes sense to continue the program.
- Does this issue come up in economic development?
  - Lynn Myers: we don't get that side of it. People are looking at us for the incentive/financial side.
  - Becky Nelson: It's a higher level of cost of living.
  - Kevin Hougen: It depends on the audience. When we talk about our P4 initiative at Buckley, it does.
- Is there a lot of concern about the pay scale being able to attract qualified workers? Where does the responsibility lie? Governmental solution/Private/Partnership?
  - Kelly Folks: It's hard with lower-income families on TANF and/or childcare assistance – we want to get them higher wages, but then they lose their assistance.

- Joann Brennan: Our school of education and human development with ACC – we provided funding for those students to continue on the earning their associates to earning their bachelors, but the pay is so low in this field, people aren't choosing it.
- Nancy Jackson: We also need to talk about the low wages and the families are paying a lot for childcare. We need to look at the system that does not value education.
- Sandra Wagner: If you take this program to the mature workers, they would like it.
- Fred Franko: Andrew asked where the profits go...multiple centers will pay into a third party to do admin work, so looking to shift it to this model.

12:20 p.m. **County Updates:**

**Arapahoe County:** Commissioners Nancy Jackson, Bill Holen, Jeff Baker, Nancy Sharpe

- Arapahoe County Fair will be end of August.

**Douglas County:** Commissioner Lora Thomas

- Commissioner Weaver has accepted position and US Marshall.
- Douglas County Fair will be in August.

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

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

- Governance Committee update:
  - The Governance Committee approved to up the training cap from \$4000 to \$6000 for customers
  - Staff will be looking to bring some additional policy changes to the Governance Committee in the coming months to ensure 100% customer service may occur
- Arapahoe/Douglas WDB staff submitted the necessary paperwork under WIOA law to re-certify the WDB. We are awaiting a response and recertification.
- As you all are aware we sent a WDB survey out to measure how we are doing as a Board. If you are interested in seeing the results, please email Tanya and she will send them electronically.
- Based on the results of the survey the WDB staff submitted an application to the CWDC for funding to support improvement efforts for the WDB. The application was submitted based on the results, therefore, we requested funding to be able to enhance services for the WDB in the following areas:
  - Creation and implementation of an WDB onboarding
  - Creation and implementation of an WDB orientation
  - Ongoing opportunities for education for the WDB regarding Workforce Development and the Workforce Center
- The Governance Committee has extended/amended the current contract with Threshold HR, WDB staff are currently finalizing an RFP with the County Procurement office to go back out to bid.

- CDLE has received the PY18 WIOA and Wagner-Peyser state allotment from USDOL. We are pleased to report that there is good news because of the higher than expected funding in the Omnibus bill. However, Colorado's very low unemployment rate saw us still getting cuts though they are less than the 10% we were told to expect. Additionally, ESF will remain at the same level as PY17. Colorado as a whole saw 6.29% cut for WIOA Adult funding, a 7.84% cut for WIOA Dislocated Worker funding, a 6.57% cut in WIOA Youth funding and a .75% cut for Wagner Peyser funding in comparison to last year's allotments. CDLE is currently working on the in-state allocation distribution.
- CDLE's LMI works to formulate the local allocations, we anticipate having these numbers no later than next week.
- Dawn Gardner will be officially retiring in mid-June. We wish her the best and will definitely miss the passion, creativity, drive, dedication and partnership work that she has provided for A/D Works! over the years. Once she retires, we will look to back-fill her position.
- Colorado State WIOA Plan, the Regional and Local Plans have all now been modified as well. A/D Works! has submitted our plan and are awaiting approval from the Colorado Workforce Development Council.
- We continue to explore co-location opportunities with partners.
- We are excited about being able to expand service delivery in Castle Rock at the Human Service building in late fall, early winter of this year.

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](#)

- Breakdown of the Veterans Service to Career grant;
  - \$115,525.39 has been spent on Training and Supportive Services (2/9/2017—5/18/2018)
  - \$68,996.79 spent on supportive "wrap-around"
  - \$46,528.60 spent on training
  - \$6,955.40 spent on administrative
  - 49% of funding was utilized for housing
  - 40% of funding for training
  - 6% of funding for transportation
  - 2% of funding in King Sooper's gift cards (\$50 per card)
  - The remainder was spent on counseling and work interview attire

[Healthcare/GMDHP Taskforce: Judith Emery](#)

- Now hiring for a Medical Assistant Apprentice Program. Earn while you learn:
  - The four metro area workforce centers are currently recruiting for a new cohort of medical assistant apprenticeships. Working in collaboration with its partners, Centura and Arapahoe Community College, The Greater Metro Denver Healthcare Partnership has launched a marketing effort to recruit 20

medical assistants. Through this joint effort, more than 125 prospective job seekers attended seven different information sessions to learn more about Apprenticeships, the program and its application process.

- This exciting partnership offers paid, on-the-job training and accredited college coursework to help caring, service-oriented individuals pass. During the month of May, Centura will select and interview candidates for their June 4th starting date. Upon completion, Centura Health will help graduates identify opportunities at its numerous medical clinic locations.
- Apprenticeships are a proven solution for businesses to recruit, train and retain highly skilled workers. It's a proven strategy since this is Centura's second year in offering medical assistant apprenticeships. In April, seven students graduated from their pilot program with NIMAA (National Institute for Medical Assistant Advancement).
- The Greater Metro Denver Healthcare Partnership advocates for healthcare careers by offering opportunities, connections and choices through its unique collaborative partnership structure. The Partnership has insights on emerging trends, skills gaps and available training programs. "We are continually sharing information that insures the best curriculum and training available and access to reliable resources through its partner connections," said Jeana Capel-Jones, project coordinator for the Partnership.
- To find out more information on what the Partnership is doing visit us on our new website [www.healthcaredenver.com](http://www.healthcaredenver.com)

**Opportunity Works! Taskforce: Commissioner Nancy Jackson**

- Yolanda Johnson did a training with our business development team. She provided an overview of the services Providers Resource Clearinghouse provides to employers and discussed how referrals can be made between A/D Works and her organization. She also offered some guidance for business development representatives when engaging with businesses on how to talk about hiring people with mental illness and disabilities. This training was one of the goals that the taskforce had developed for this year.

**Young Adult Subcommittee: Evan Abbott**

- Update will be provided at next meeting

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

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

**Next WDB Meeting: August 3, 2017 • 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.