

# WELD COUNTY WORKFORCE DEVELOPMENT BOARD

## GENERAL MEMBERSHIP MEETING

### MINUTES

MARCH 17, 2020

12:00PM TO 1:30PM

SKYPE MEETING

#### **Board Members:**

*Present:* Sylvia Robinson, Tolmar, Inc. and Board Chair; Commissioner Scott James, Weld County; Kyle Majchrowski, Banner Health; Amanda Ericson, HRx Services; Greg Farris, Front Range Roofing; Zach Huston, Noble Energy; Susan Ditson, Renewable Fiber, Inc.; Geoff Herrig, UA 5 State Pipe Trades Association; Sam Gluck, APCO Electric; Joshua Johnson, University of Colorado; Shayna Howell, Aims Community College; Matt Hottt, High Plains Library District; Rich Werner, Upstate Colorado; Elise Lowe-Vaughn, Colorado Department of Labor and Employment.

*Absent:* David Thompson, FMS Bank; Dwight Steele, Property Management; Elizabeth Barber, The Greeley Dream Team; Jeff Sloan, Christian Brothers Automotive; Lisa Taylor, Immigrant and Refugee Center of Northern Colorado; Stacy Evans, Division of Vocational Rehabilitation; Ryan Rose, Weld County Communications; **Peggy Decker, Kaiser Permanente.**

**Quorum Present:** No, a quorum was not present when the meeting was called to order.

#### **Others Present:**

*ESWC Workforce Director:* Lora Lawrence

*ESWC Staff:* CeCe Moreno, Business Services Manager; Heather Roberts, Support Specialist and Board Liaison; Tami Grant, DHS Deputy Department Head; Amber Duchaine, Business Services Representative.

*Other:* Brad Roller, CDLE; Maria Seacrest, Office of U.S. Senator Cory Gardner; Ron Stock, Renewable Fiber Inc.

#### **I. Call to Order**

*Meeting called to order at 12:00 p.m. by CeCe Moreno. Board Chair, Sylvia Robinson, was present, however Sylvia was experiencing technical issues with the microphone and could not speak during the meeting.*

#### **II. Approval of Minutes**

Discussion: The minutes from the January 21, 2020 meeting were not available for approval. These will be sent out after the meeting for approval.

#### **III. Membership Spotlight**

##### **a. Joshua Johnson**

Discussion: Joshua Johnson was welcomed to the WDB as a new member. Joshua is the Employment Coordinator for the University of Colorado's [Go On and Learn \(GOAL\) Program](#). GOAL is a Comprehensive Transition Program (CTP) for students with intellectual and developmental disabilities.



GOAL's mission is competitive, integrated employment (at or above minimum wage) for graduates. Joshua recently moved to Colorado from South Carolina.

#### **IV. Reports**

##### **a. Awareness Committee – CeCe Moreno**

Discussion: During the March 10, 2020 Awareness Committee meeting, COVID-19 was briefly discussed as was the upcoming Breastfeeding and Hiring Veterans Employer Seminars. Marketing strategies have not gone as planned. As funding fluctuates year-over-year, ESWC consistently looks for leads on additional funding. If you are aware of any funding ESWC could apply for, please contact CeCe Moreno.

##### **b. Youth Committee – Lisa Taylor**

Discussion: Lisa Taylor, Committee Chair, and Elizabeth Barber, Committee Vice Chair were not in attendance to present. The only update given was on the huge success of the Young Adult Hiring Event even with emerging public health concerns. The event took place days prior to the Stay-at-Home order issued by Governor Polis. The event was well attended, and youth in attendance were well prepared.

##### **c. Grants Performance Measures Dashboard – Heather Roberts**

Discussion: A hard copy of the PY19 Q2 Dashboard was handed out. If there are any questions on the report, please contact Heather Roberts.

##### **d. Talent Pipeline Report - Amber Duchaine**

Discussion: Amber Duchaine, ESWC Business Services Representative presented highlights from the [Talent Pipeline Report](#). Since the first Talent Pipeline Report, more than 50 bills to support talent development have passed. Skills based hiring is being promoted more and more throughout Colorado. There are growing concerns about the impact of automation in the workforce as jobs transform due to technology taking over. Examples of occupations with high automation potential include Packaging and Filling Machine Operators and Tenders (100%), Food Preparation Workers (91%), Payroll and Timekeeping Clerks (87%) and Light Truck or Delivery Services Drivers (78%). Historically, Colorado has been a young state, but because people love Colorado so much and tend to stay, we are now also one of the fastest aging states in the nation. Strategies for moving forward include: Skills based hiring, providing multiple career pathways, and staying up to date on changes in the workforce. The power point presentation is attached.

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#### **V. Old Business**

##### **a. Review of WDB Regional Meeting**

Discussion: Weld and Larimer County WDBs met in February for the second annual regional meeting. Both boards agree that a regional aspect is considered a high priority. CDLE Workforce Development Regional Liaison, Brad Roller, was really impressed with the collaboration between both boards. Weld and Larimer are the first Planning Regions to come together and CDLE applauds our efforts and hopes it will become a best practice for other regions. In general, overwhelming positive feedback regarding the meeting was received.

Conversations were sparked immediately following the event, which Tami Grant has been involved in to move forward. Sylvia and Tami are participating in local initiatives as well with opportunities to achieve common collective goals. One example is bringing the GEARS2 group into alignment with ACE.

To support regionalism, the WDB may host future meetings offsite of ESWC. The goal being to spread awareness of the Workforce system and its strategies. If you are willing to Host the WDB at your business, please contact Heather Roberts.



The High Plains Library District is expanding facilities to include an Innovation Center focused on Workforce Development. Including a research and development space for local businesses, and museum quality aspects to inspire children and adults on what the future of workforce could be. The HPLD want to change the perception of what a Library is. They have recently updated their mission, with Workforce Development and the future of workforce at the forefront. ESWC is looking forward to the partnership.

**b. PY20-23 Regional and Local Plan Draft (Vote) – Heather Roberts**

Discussion: The WIOA PY20-23 Regional Plan is a fluid document during the development process. ESWC staff will be making changes throughout the required 30-day public comment period. Staff will keep the board apprised of updates to the plan throughout the process. The first step of the plan development process was during the regional meeting, which was to identify and capture regional priorities to incorporate into the plan. As there was not a quorum present at the beginning of the meeting, Heather Roberts will send out a survey monkey via email to vote posting the plan for public comment.

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**VI. New Business**

**a. COVID-19 Workforce Initiatives**

Discussion: This morning, Heather sent an email on actions ESWC and the county have taken to keep the public and staff healthy as the COVID-19 pandemic unfolds. While the office is closed to the public, staff are still fully engaged with customers virtually through phone, email and video calls. We continue to provide fingerprinting and accepting Child Care Payments in one location, Building A. With public safety in mind, ESWC has taken the following precautions:

- Unemployment compensation flexibilities
- All Workshops and TANF/EF Orientations Canceled until, at a minimum, May 1st.
- Lobbies have been closed to public and services offered virtually until a minimum of April 8th.
- All meetings will be conducted virtually until a minimum of April 8th.
- Continuing to provide services and are available to help the community.
- Our support staff are available via phone to provide job search, resume and other services.

Other initiatives regarding workforce include:

- Businesses can receive financial assistance through the Small Business Association through a low-interest long-repayment loan. Rules on qualified loan applicants are being revised to increase funding availability. If you as a local employer or small business, have questions related to COVID-19, please contact CeCe Moreno.
- The Weld County Board of County Commissioners have taken an active role in the pandemic, participating in multiple meetings a day. Department of Human Services employees have access to the rapidly changing information through daily Skype calls provided by DHS Department Heads.
- Banner Health is working on preventing the overwhelming spread of the virus to the community. If hospitals become overwhelmed, they will have to pick and choose who to serve.  
Recommendations to decrease the spread include:
  - teleworking and doing business remotely
  - screening individuals entering organizations.
- ESWC realizes that the effects of the pandemic will put additional stresses on the community, which is why we are continuing to provide services.
- In the event of continued virus spread in shelters, community housing, etc., there is currently not enough housing available to increase social distancing.



- Childcare is going to be an issue.
- District 6 has an enrichment learning plan and is deploying chrome books at 6pm today. Check with local school districts as they work on deploying resources to help students and families. Two issues identified are not having enough laptops to send home with students. Additional laptops have been ordered, though they need to come through the supply chain in China. The other is educators are concerned that students will not have access to WIFI at home and no longer having access to public hotspots (i.e. libraries, community centers). Comcast does have a program that allows low-income customers access to services. While this is always available, Comcast is heavily advertising this program. More information can be found at <https://www.internetessentials.com/covid19>.
- Health Center impacts are significant across multiple sectors, including mental health. North Range Behavioral Health (NRBH) have closed their offices to the public though employees continue to work. The crisis center remains open to provide crisis intervention, including in-patient services. NRBH is researching innovative approaches to continue to offer services virtually.
- The [Centers for Medicare and Medicaid Services \(CMMS\)](#) has [waived](#) certain federal requirements which may allow facilities to switch from specialized areas like behavioral health to medical health.

**b. Board Bylaw Revisions - Heather Roberts**

Discussion: The revised bylaws were distributed prior to the meeting for review. The document was in track changes. The revisions bring the bylaws into alignment with the scoring matrix for the Colorado Local High Performing Board application. As there was not a quorum present at the beginning of the meeting, Heather Roberts will send out a survey monkey via email to vote on the approval of the revised Bylaws.

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**VII. Adjournment**

*Meeting adjourned at 1:30 p.m.*

Minutes submitted by Board Liaison, Heather Roberts.

**Next Meeting:** May 19, 2020

**Hosted By:** Employment Services of Weld County

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*The Workforce Development Board's (WDB) mission is to keep the workforce system responsive to employers, employees and job seekers.*

