

WELD COUNTY WORKFORCE DEVELOPMENT BOARD

MEETING

MINUTES

OCTOBER 15TH, 2019

12:00PM TO 1:30PM, LUNCH SERVED AT 11:45AM

EMPLOYMENT SERVICES OF WELD COUNTY

315 N 11TH AVENUE, BUILDING B, GREELEY, CO 80632

Board Members:

Present: Staci Evans, DVR; Jeff Sloan, Christian Brothers Automotive; Geoff Herrig, UA 5 States Pipe Trades Association; Dwight Steele, Property Management; Lisa Taylor, IRCNOCO; Kyle Majchrowski, Banner Health; Shayna Howell, Aims Community College; Ron Stock, RFI Inc. proxy for Susan Ditson. *On Phone:* Elizabeth Barber, The Greeley Dream Team; Ryan Rose, Weld County Communications; Sam Gluck, APCO Electric.

Absent: Greg Farris, Front Range Roofing; Sylvia Robinson, TOLMAR; David Thompson, FMS Bank; Bob Grand, Lost Guide Media; Bonnie Babcock, Integrity CDL Academy; Dr. Margo Barnhart, Ala Carte Learning; Elise Lowe-Vaughn, CDLE; Peggy Decker, Kaiser Permanente; Pete Freeman, Covenant Testing Technologies; Rich Werner, Upstate Colorado; Commissioner Scott James, Weld County.

Quorum Present: No.

Others Present:

ESWC Division Head: Tami Grant.

ESWC Staff: Ted Long, Employment and Training Support; Heather Roberts, Support Specialist and Board Liaison.

Other: Maria Seacrest, Office of U.S. Senator Cory Gardner.

I. Call to Order

Meeting called to order at 12:06 p.m. by Tami Grant.

II. Approval of Minutes

Discussion: Tami Grant, ESWC Division Head, entertained a motion to approve the Workforce Development Board meeting minutes from August 2019 as circulated. Dwight Steel, Property Manager, moved to approve the minutes as written. Lisa Taylor, Immigrant and Refugee Center of Northern Colorado (IRCNOCO), seconded the motion. The motion did not pass as there was not a quorum present.

III. Reports

a. Awareness Committee

Discussion: Heather passed out two documents the Awareness Committee reviewed at their last meeting on September 10, 2019. The ESWC Leaflet (Team Dave) and the Youth Work-Based Learning (WBL) Myth Busters Document (Youth Committee). The Leaflet's intended purpose is for WBD members and other outreach efforts to help connect them to the services ESWC provides to employers. The



Awareness committee helped refine the document as well as Commissioner James (following up after the meeting). Additional suggestions include: under services, move facilities further down the list. (Reorder service by importance). Once finalized, these will be printed and made available to Board Members as an aid for marketing ESWC Services to Employers.

The Youth Myth Busters Document was an outcome of strategic doing process from the youth committee and was presented to the board. The information came from CWDC website. Team Griff refined the information down to a one-page, two-sided handout to make it more palatable to employers. This tool is designed to help employers make well educated decisions when working with youth. Hopefully, this will be utilized by our partners. Please let us know if you have additional recommendations. A PDF version of this document is available upon request.

b. Youth Committee – Lisa Taylor

Discussion: The Youth Committee is looking at how their strategic planning process is connected with the state process. The focus is on how the committee can complement the state plan. Currently, the committee doesn't have a strong voice at the state level. Lisa Taylor is on Colorado Workforce Development Council (CWDC) to represent us. Mike Trotter with Front Range Roofing and Frank Noble are also on the council, both employers within Weld County. This is the first time in a long time that Weld County has had this type of representation within the CWDC. Elizabeth Barber and Karina Amaya have been appointed to the State Youth Council and this is their first day meeting with them. This provides an opportunity for advocating our needs at the state level and bringing information back to the region.

IV. New Business

a. 2020 Planning

Discussion: The planning season for the next four-year plan is starting. The first four-year plans under the WIOA act was due in 2016. We are now in the phase where we need to do new planning. Lots of behind the scenes activities are happening. Two handouts were provided: Largest Industries in Weld County and the Top Ten Industries. Weld county is stronger than the national average in four areas: Manufacturing, Construction, Oil and Gas and Agriculture. This data should drive all of the initiatives as a board to ensure federal dollars are utilized wisely. Consideration should be given to industries that pay a living wage for our economy. Based on this data, we are not asking to change previously identified priority sectors. ESWC Staff are currently in the beginning stages of the planning process. Federal Government has not yet issued guidance at the state level, for the state to release guidance to local areas. Current expectation is that the plan will not change much from the previous plan. The main change should be around apprenticeships. We are getting started now as there is quite a bit of staff time involved with preparing the plan. Then we will present to the board for review/comment. A 30-day public comment period is required. We have an opportunity in January-March to review and decide how to address any comments received from the public. We have the opportunity now to decide if we want to change how we are viewed as a region. Weld county is currently a region on its own. We are not part of the central planning region because our needs vary greatly compared to the examples of Pikes Peak and Boulder counties. Items noted during the discussion include:

- Continuing to be our own region does not isolate us. We are collaborating where it makes sense for us.
- When we are looking at industries, how do we determine if the data is in fact a living wage? A Variety of studies done at national and state level of what a living wage is. In Weld County you



need to make approximately \$22/hr. It is possible researchers take into account some factors that may not be applicable.

- Emsi collects input from a variety of sources to determine the top industry growth sectors. We should use livable wage studies to analyze and determine our own answers.
- We have a much stronger potential in manufacturing, Construction, Oil and Gas because our IQ is much greater than the national average.
- Encourage schools to steer students to in demand industries.
- Weld has joined CUWA, which has aligned strategies with other areas. This provides equal access to funds that were not previously available. Our partnerships are stronger than ever, and we continue to benefit from those partnerships. Engagement with Larimer's WDB as Region 2, which helps drive sector partnerships and initiatives at the state level. Tami is in conversations with Morgan County partnership. We will be pulling a lot more data to help determine the direction in which we move.
- HUD is looking at Larimer and Weld to distribute funds and sees them as one entity.
- *GEARS - (STEM Career pathways) includes representation from the City of Greeley, UNC, Aims, and some employers. The group is looking for funding sources to help kick off initiatives to guide people into STEM career pathways. This includes the possibility/feasibility of creating a Weld Innovation Center like St. Vrain. (Gears may not be the vehicle to make this happen.) The possibility of the benefits of Weld hosting a workforce symposium.*
- *ACE Board - Largely led by City of Greeley, including funding. With a focus on How to better impact workforce. The City of Greeley is looking at the WDB as a vehicle and making sure there is not a duplication of services by working better in partnership.*

If you have any additional questions or would like more information, please contact Tami Grant.

i. 2020 Meeting Schedule

Discussion: Heather passed out proposed meeting dates for 2020 which is front end heavy due to the previous discussions on the upcoming four-year planning sessions. Last year we kicked off our first Weld/Larimer joint WDB meeting and are planning on continuing it. We also intend on including Economic Forecast and Workforce Data to help assist with planning. To help be more proactive instead of reactive, some of these meetings may be done electronically. The schedule may change as information becomes available. If you have any questions about the schedule, please reach out to Tami. The Partner Committee meeting plan is under evaluation for the best way to continue communicating with partnerships. The Community of Practice with front line staff has been a big communication tool for these partnerships, making the management partnership meetings less needed. There will be more communication about the partnership meetings coming soon.

ii. Chair and Vice Chair Elections

Discussion: Dave Thompson will be stepping down as board chair. Nominations for Board Chair and Vice Chair are open. If you would like to know more, please contact Tami Grant. Responsibilities for the board chair include signing documents, running meetings, attending a conference in DC once a year. ESWC staff do most of the work with quick phone calls etc. We are very interested in recommendations of employers as chair, vice chair candidates.

iii. Four-Year Regional and Strategic Plans

1. Board Certification

Discussion: Law states that the board must be recertified with the new plan.

2. Request for Proposal One-Stop Operator



Discussion: The Board previously worked with Weld County to competitively bid out during the Request for Proposal (RFP) process with the first plan. ESWC, as the current operator, and in anticipation of competing again, cannot be involved in this new RFP process. Things to consider: Do we want to have the operator RFP in alignment with new four-year plan or keep them staggered? The board will have to have county purchasing go through the bidding process and make a determination as to who wins the bid. It is a federal law that this has to go through an RFP. It must be done every four years though it can be done more frequently. This allows the perspective of the operator included in the development of the new plan. Dwight makes a recommendation that we align with the four-year plan. An electronic vote will be sent out for various items, including the RFP due to lack of quorum.

a. DVR and Adult Education Performance Data

Discussion: There is intentional alignment happening with Division of Vocational Rehabilitation (DVR) as they are also under CDLE. As Adult Education is not part of CDLE this presents challenges regarding performance data and monitoring outcomes. Lisa Taylor provided data (FY20 Q1 IRCNOCO Dashboard) to help set up a pilot program. IRCNOCO has received two AFLA (WIOA Title II) funds and CAREERS is a new pilot program to increase assistance for clients reintegrating into fields they were formally trained in. Under WIOA, getting people employed is the goal, instead of using employment as an outcome, CDLE is looking at Measurable Skills Gains (MSG) on tests as an indicator of performance. However, due to the nature of IRCNOCO services, clients need to learn basic ESL skills before they reach a post-test date, which is causing a perceived higher rate of dropouts. For the last two years, Lisa has been working with CDLE on how to show success when the Department of Education (DOE) does not allow them to collect labor data. In collaboration with ESWC the pilot project will enroll IRCNOCO Clients in ConnectingColorado with a specific code to allow ESWC to pull the employment data for IRCNOCO. This should help close the gap with Adult Education not being under CDLE. This is a huge benefit of being partnered with ESWC. This could be a game changer on showing outcomes with IRCNOCO and across the state in the future. If you would like to know more, contact Tami Grant.

b. E for All

Discussion: Being proactive as we move forward in 2020 with expected impacts locally due to Oil and Gas industry sector changes, Tami encourages thinking about strategies to minimize the impact of changes from the state. Lisa Taylor and Tami Grant attended a recent launch for [E for All](#) in Longmont. E for All is a new non-profit from Massachusetts. They have a new initiative that has been very successful in Mass. With the focus on entrepreneurship for all as a viable career path. E for All wants to take a multi-pronged approach. They will invest in people based on mentor support and helping them figure out if they have the resolve to be an Entrepreneur through competition-based criteria. Mentorship includes navigating the legal system. Success Stories were included in the presentation. The organization is run by entrepreneurs who have had lots of success. The organization chose Boulder County and Longmont based on funding/interest from those areas. Colorado is the second state this organization is expanding to. ESWC staff will be looking into the opportunity for a quick presentation for the board and how we can bring these initiatives to Weld County. Transportation is anticipated to be a challenge for immigrants due to the current location in Longmont. E For All is an



incubator. They will provide three mentors to those who have started a business to serve as a board of directors, to a certain degree, with a one-year commitment process. Evidence of success did include financial contributions to help launch Entrepreneurs. Of the people who have gone through this process, 88% of them are still in business after one year. E for All has been doing this for over 10 years and are looking for cohorts for this one-year project in Colorado. This may be worthwhile to explore. ESWC will continue to get info and share it with the board.

- 2020 Outlook - An initial meeting with key representatives, which may include emerging sector partnerships in late 2019 or in 2020. A priority partnership being looked at is Construction, which would include Architectural, Engineering, Trade, etc. Once launched, the next partnership being pursued will be Information and Technology.
- The Retail Sector Partnership initiative has not moved forward. The main challenge being a lack of competitive wages, so as a WDB we have not taken a deep dive. The Walmart foundation provided Colorado with a grant to look at a Retail Sector partnership. ESWC wants to be involved, however, we have not found an industry champion yet. We are happy to continue pursuing if a champion is found.
- Division of Vocational Rehabilitation (DVR) has a self-employment section of their program and would like to throw their hat in to be involved with future conversations/programs regarding self-employment.
- For a quick overview of the program, please see this [video](#).

V. **Adjournment**

Meeting adjourned at 1:33 p.m.

Minutes submitted by Board Liaison, Heather Roberts.

Next Meeting: January 21, 2020

Hosted By: Employment Services of Weld County

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





FY20 Quarter I (July 1—September, 2019)

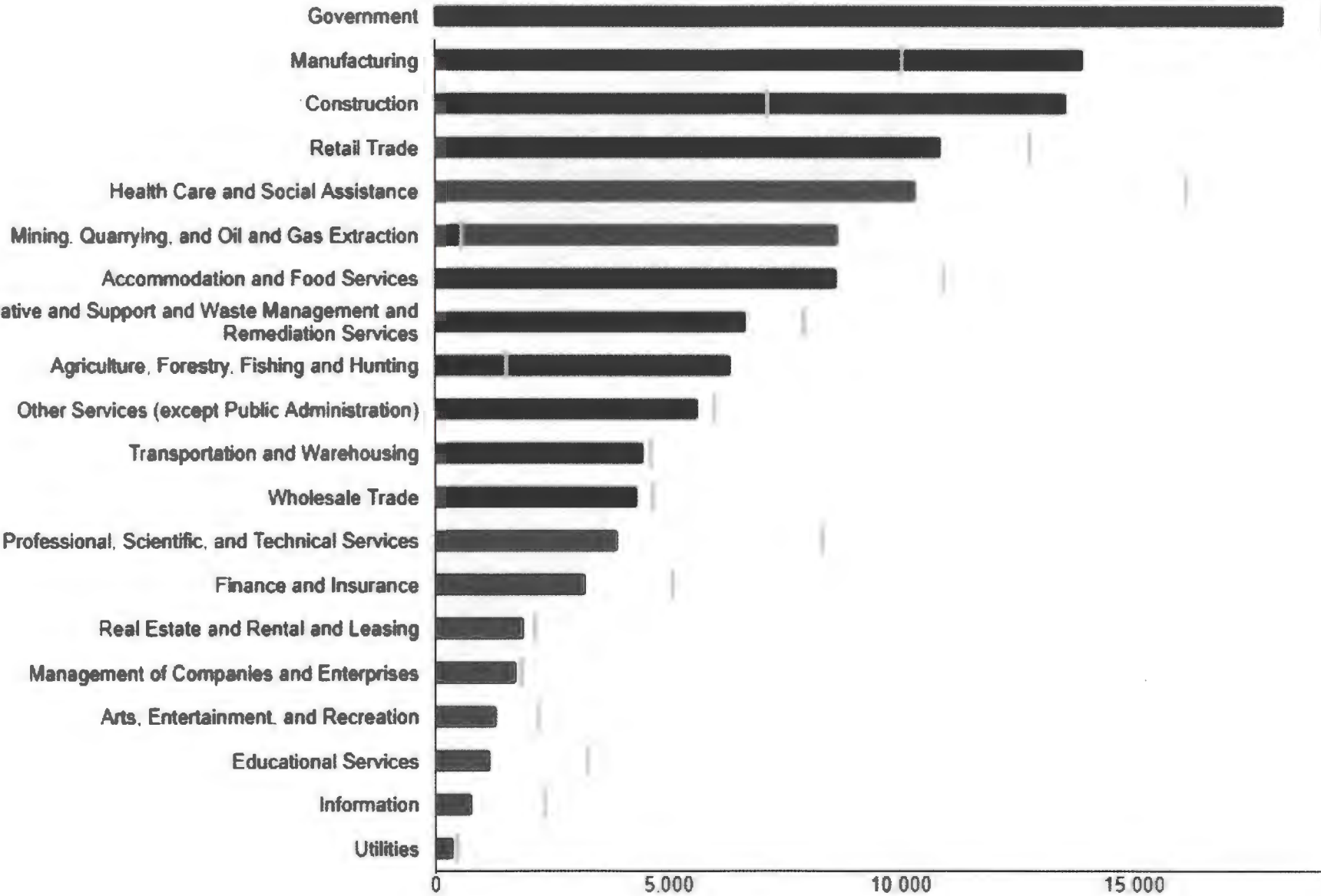
Program	Goal	Actual	Percentage	Comments
Students enrolled in ESL classes	540	498	92%	Includes all campuses
Students enrolled in Citizenship classes	50	44	88%	21 students have become US citizens in Q1
Clients receiving navigator assistance	250	86	34%	
Volunteers	175	97 (798 hours given in FY20)	55%	Updated 10/10
Clients enrolled in Youth Mentoring	15	18	Over 100%	First Co-hort is from Greeley Central
Clients enrolled in CAREERS <i>New Pilot</i>	20	14	70%	One is at FRCC and one is at FMCC—others are in Weld county
Community Partner Visits	25	16	64%	
Children served in Little Learners	40	67	Over 100%	
Clients enrolled in Women's Empowerment	18	11	61%	

*Goals are Annual

Largest Industries

● Industry Jobs ● National Average

Cokeball



NAICS	Description	Avg Earnings Per Job	COL Index	COL Adjusted Total Current Earnings	2019 Jobs	2020 Jobs	2019 - 2020 Change	2019 - 2020 % Change	2018 Payrolled Business Locations
90	Government	\$51,721	104.7	\$49,258	18,737	19,187	450	2%	152
31	Manufacturing	\$63,831	104.7	\$60,791	14,355	14,688	333	2%	337
23	Construction	\$66,631	104.7	\$63,458	14,309	14,919	610	4%	1,024
44	Retail Trade	\$38,042	104.7	\$36,230	11,229	11,508	279	2%	659
62	Health Care and Social Assistance	\$56,221	104.7	\$53,544	10,766	11,112	346	3%	709
21	Mining, Quarrying, and Oil and Gas Extraction	\$104,782	104.7	\$99,793	9,661	10,485	824	9%	255
72	Accommodation and Food Services	\$20,494	104.7	\$19,518	9,043	9,361	318	4%	472
56	Administrative and Support and Waste Management and Remediation Services	\$42,470	104.7	\$40,448	6,935	7,114	179	3%	431
11	Agriculture, Forestry, Fishing and Hunting	\$51,055	104.7	\$48,624	6,344	6,323	(21)	(0%)	234
81	Other Services (except Public Administration)	\$34,176	104.7	\$32,549	5,965	6,208	243	4%	552
		\$54,566		\$51,967	107,344	110,905	3,561	3%	4,825

WELD COUNTY WORKFORCE DEVELOPMENT BOARD

2020 PROPOSED MEETING SCHEDULE

REGULAR (GENERAL MEMBERSHIP) MEETINGS (3RD TUESDAY OF THE MONTH)

January 21, 2020 – New Regional Plan Discussion, Board Chair and Vice Chair Elections

February 18, 2020 - Weld/Larimer Regional Meeting (Date subject to change)

March 17, 2020 – Review of Regional Plan

April 21, 2020 – Final review of regional plan prior to 30-day comment period

August 18, 2020 – Program Year 2019 Review

September 15, 2020

October 20, 2020

November 9, 2020 (Member Appreciation and NAW Proclamation)

EXECUTIVE COMMITTEE

May 19, 2020 – Review of Regional Plan public comments prior to submission

Additional meetings as needed

AWARENESS COMMITTEE MEETINGS (2ND TUESDAY OF THE MONTH)

FEBRUARY 11TH, 2020

MAY 12, 2020

AUGUST 11, 2020A

OCTOBER 13, 2020

YOUTH COMMITTEE (4TH TUESDAY OF THE MONTH)

FEBRUARY 25TH, 2020


APRIL 28, 2020

SEPTEMBER 22, 2020

OCTOBER 17, 2020

PARTNER COMMITTEE – AS NEEDED

Need support for your business?



ESWC
can help!

Greeley Office (Main)
315 N. 11th Ave., Bldg. B
Greeley, CO 80631
(970) 400-6714

Fort Lupton Office
2950 9th St.
Fort Lupton, CO 80621



Your Local Workforce Center

Ways We Can Help

⇒ Weld WORKS:

- Meet with multiple economic development partners at once to discuss business needs.

⇒ Services available:

- Use of Facilities
- Assessments and Screenings
- Business Education and Information
- Hiring Events and Job Fairs
- Job Postings
- Labor Market Information
- Rapid Response
- Training and Re-Training

Veterans
and eligible
spouses are
entitled to priority
access to Department
of Labor funded
programs.

Auxiliary aids and services
are available upon request to
individuals with disabilities.

Dial 711 for Relay Services.

ESWC is an equal opportunity program
and employer.

Funded by Wagner-Peyser ESF.

Youth Work-Based Learning (WBL) in Colorado

MYTH VS. FACT

While Colorado has one of the strongest economies in the nation, thousands of jobs go unfilled as employers struggle to find qualified candidates. Many Colorado businesses are thinking strategically about ways to broaden their talent pipelines by engaging youth. This document addresses common concerns and perceived barriers to hiring youth in the workplace.

Myth	Fact
I can't work with minors. They must be at least 18 years old.	Minors can legally work at the age of 14 or 15, see Colorado Youth Employment Opportunity Act C.R.S. 8-12-101 et seq. Company policy may be the only real barrier to engaging with the most talented and qualified students
There's too much liability at stake for our company to work with minors.	<p>Workers' Compensation protects every employee equally, regardless of age. Neither age nor years of experience are calculated into the cost of providing workers' compensation nor the payout of claims.</p> <p>Workers' Compensation is calculated in the same way for all workers regardless of age and is based on (a) salary and (b) the classification of the actual job the WBL student is hired to do. As a result, actual costs are low for hiring WBL students and existing protections are sufficient.</p> <p>Unpaid internships also allow students to gain work experience without being considered an "employee" if they are primarily on site to learn and receive no direct compensation from the company. In such cases, commercial liability insurance (companies) and high-risk accident insurance (school districts) protect students and companies.</p>
My industry/workplace is too dangerous for minors.	<p>Under state and Federal law there are 12 prohibited occupations for minors who are 16 and older (Colorado Youth Employment Opportunity Act C.R.S. 8-12-101 et seq. and Federal Labor Standards Act).</p> <p>In most, cases, OSHA requirements ensure that you're already protecting your employees to the same extent you would need to protect a minor. There are many roles that young people can fill that give them exposure to your workplace and can help to spark an interest in long-term employment in your industry.</p>
Schools won't allow students to work during regular business hours.	Through competency-based education, project-based learning, career and technical education (CTE) and concurrent enrollment schools are providing more flexible scheduling that helps to personalize a students' learning experiences and can be used for work-based learning experiences. Currently 53% of school districts operate on a four-day school schedule providing an entire day where students can engage freely in work-based learning activities.



Myth	Fact
HR says we can't even bring minors on the floor of our facility.	<p>Company policy may be the only real barrier to engaging with the most talented and qualified students. There are many ways to ensure quality and safe learning experiences that create a stronger talent pipeline for your company:</p> <ul style="list-style-type: none"> • Partner with a third party like a nonprofit and/or school district to hire minors while they're still in high school. • Work with students who have completed substantial safety and training courses in your industry and/or obtained a recognized industry certification. Partnering with Career & Technical Education (CTE) programs are one way to identify these students. • Create an internship/part-time position to complete educational/special projects and experience various roles or departments • Draft a contract that defines your company's responsibility for non-employees, like unpaid interns • Provide an umbrella accident policy to protect non-employees (interns, job shadow students, or tour groups)
Youth workers are free labor.	<p>Work-based learning is a way for businesses to contribute to the development of future talent to ensure an appropriately skilled workforce. Youth apprentices are considered employees and workers' comp coverage will be required. (Division of Workers Compensation). Apprenticeships are paid training experiences that provide a higher return on investment for employers. Internships can be either paid or unpaid. For further guidance on unpaid internships, please reference USDOL Fact Sheet. 71.</p>

Work-Based Learning Opportunities and Definitions

Career Fair - An opportunity for professionals to provide information for students on specific careers within their industry. These events include sharing materials and providing hands-on experiences which help students to better understand work.

Career Presentation - Industry professionals design and present about all aspects of their industry to students. This may also be done in a panel presentation format.

Industry Mentor - An industry professional builds a relationship with students through ongoing skill development, project-based learning or career coaching. This is often done in small group settings.

Job Shadow - An experience where students learn about a job by following an industry partner for a period of time.

Problem Based Learning - An opportunity for students to explore an industry identified problem or project typically presented by the professional. Student work is completed at school and students present their solution and learning to industry experts.

Work-Site Tour - Student groups visit a particular place of business to learn about work in the workplace setting. Students can observe and investigate activities related to a specific career of interest.

Internship/Work Experience - An opportunity for students to apply their career exploration and essential skills in the work environment. This allows for more in-depth exposure to an industry and increases the learning cycle.

Pre-apprenticeship - Services and programs, including classroom instruction, designed to prepare students to enter and succeed in a registered apprenticeship or work force readiness.

Apprenticeship - A long term learning process that teaches the hard skills required for work in a specific trade.

**Not all these options are available in all schools. Collaborate with your local school to discover how you can best partner with them to provide students opportunities and build your talent pool.*