

# Weld County Workforce Development Board

## General Board Meeting

### Minutes

March 8, 2022

12:00 PM to 1:30 PM, Lunch served at 11:45 AM

315 N 11<sup>th</sup> Avenue, Building B, First Floor Conference Room, Greeley, CO 80631

#### Board Members:

*Present: Alicia Ready, Elder Construction; Amanda Ericson, HRx Services; Bill Johnson, Yoder Family of Companies; Camilo Hernandez, Republic Services; Casey Katofsky, Future Legends; Cecil Courtney, Denver Pipefitters Local Union 208; Elise Lowe-Vaughn, Colorado Department of Labor and Employment (CDLE); Elizabeth Barber, The Greeley Dream Team, Inc.; John Golden, Community Educational Outreach; Julia Nisly, Baessler Homes; Lisa Taylor Immigrant and Refugee Center of Northern Colorado (IRCNOCO); Maria Silveira, Nutrien Ag Solutions; Matthew Hortt, High Plains Library District; Rich Werner, Upstate Colorado; Shawn Croissant, Envision; Shayna Howell, Aims Community College; **Sylvia Robinson, Tolmar, Inc.**; TJ Cruz, Northern Colorado Veterans Resource Center; Zach Huston, Chevron U.S.A. and Board Chair.*

*Absent: Gary Matten, Pension Edge Consulting Services and Board Chair Elect; Jill Eaton, Division of Vocational Rehabilitation (DVR); Michael Trotter, Front Range Roofing; Michelle Vance, Windsor Chamber of Commerce; Perry Buck, Board of County Commissioners; Victoria Cordova, Banner Health.*

*Quorum Present: Yes*

#### Others Present:

*Employment Services of Weld County (ESWC) Workforce Director: Karina Amaya-Ragland*

*ESWC Staff: Andrew Chadwick, Business Services Manager; CeCe Majchrowski, Workforce Deputy Director; Greg Cordova, Youth Employment and Training Programs Supervisor; Heather Roberts, Support Specialist.*

*Other: Dan Betts, Office of Congressman Ken Buck; Jesus Borrego, CDLE; Sara Gurule, IRCNOCO; Tami Grant, Weld County Department of Human Services; Thomas Hartman, Colorado Workforce Development Council (CWDC).*

#### I. Call to Order

*Meeting called to order at 12:00 p.m. by board chair, Zach Huston.*

#### I. Changes to the Agenda

#### II. Approval of Minutes

*Attached*

Zach Huston, Board Chair, entertained a motion to approve the Workforce Development Board meeting minutes from January 11, 2022, as circulated. Bill Johnson, Yoder Family of Companies, moved to approve the minutes as submitted. Lisa Taylor, IRCNOCO, seconded the motion and the motion carried.



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. Employment Services of Weld County is an equal opportunity program and employer.

#### IV. Unfinished Business

##### a. Regional Recap

The 4<sup>th</sup> annual regional Workforce Development Board meeting with Larimer County was held on February 9<sup>th</sup> at ESWC. Several regional focus topics that came out of the meeting.

- Encouraging businesses to engage with and learn more about what services are available at their local workforce center
- Talent 3.0 is an opportunity that both executive committees are continuing conversations on to determine next steps to help Weld integrate more with the platform.
- Increase communication between the two boards, in addition to Sylvia Robinson, who serves on both boards. Executive committees have had one joint meeting so far.
- Continue collaboration for the annual regional Workforce Symposium. This year it will be held at Aims Community College's new Welcome Center in Greeley on September 27<sup>th</sup>. How can we use the workforce symposium to help achieve the goal of increasing business engagement? If you are interested in the planning committee, please contact [Amanda Ericson](#).
- Continue focusing on regionalism as there is not a defining line for those living and working in Weld and Larimer.

##### b. PY21 Q2 Dashboard

*Attached*

ESWC provided an updated PY21 Q2 dashboard with December 2021 budget information included in the expenditures.

##### c. PY20 Final Monitoring Report

ESWC received the final PY20 monitoring report from CDLE. There is one remaining action item, which is to create a document that details processes between ESWC and the DHS Fiscal team. Once these are created, they will be presented to the board at a future meeting.

#### V. Announcements, Updates, and Celebrations

##### a. New Board Member Announcements

- Bill Johnson, Director of Human Resources at Yoder Family of Companies, which has several body shops in the area and owns the Weld County Garage. Bill was referred to the board by Amanda Ericson after participating in the Youth Committee project, Better Together.
- Camilo Hernandez, Talent Acquisition Partner at Republic Services, has over 15 years of talent recruitment experience and served on workforce boards in Columbia prior to moving to the US.
- Casey Katofsky, Executive Director at Future Legends Sports Park, which includes new hotels and restaurants, located in Windsor. Casey was referred by Andrew Chadwick.
- Maria Silveira, VP of Business Transformation and Nutrien Ag Solutions, the largest agricultural company in the world. Maria is originally from Brazil and came to the US by way of Canada.
- Shawn Croissant, Program Services Director at Envision, which provides services to individuals with developmental disabilities looking for work. Shawn was referred to the board by Andrew Chadwick, after attending an onsite job fair.
- Victoria Cordova, Director of Behavioral Health at Banner Health.

**b. PY21 Mid-Year Review**

CDLE conducted a mid-year review with ESWC, which included an at-a-glance discussion of performance measures and included kudos regarding outreach efforts and exceeding enrollment projections for Adult and Youth Programs. An area to monitor includes a low enrollment rate for Dislocated Workers, which is being seen across the state. ESWC will be requesting a transfer of funds from the Dislocated Worker program to the Adult Program which will include decreasing the projected enrollment amount. Displaced homemakers do qualify for the Dislocated Worker program, but ESWC has not noticed an increase on the number of displaced homemakers in the area. So far, ESWC has registered 21 New Americans during the program year. ESWC will be receiving a report on the monitoring. Regarding utilizing needs-based payments, one of the ways ESWC addresses this is by having the low-income child-care unit housed within the workforce center. There is an aggressive strategy for those needing access to child care and recruiting new providers. The Colorado Works Temporary Assistance for Needy Families (TANF) Block Grant is used to support the low-income child care and provider recruitment activities. Averaging around \$400-500 thousand a year. CDLE is looking at creating a Google based online training in subjects such as project management that will be available for workforce center staff.

**VI. Board Focus**

**a. Success Stories**

**I. Participant**

An Adult Employment and Training participant, Diana, was placed as a work experience (WE) in ESWC's Employment Registration Unit for approximately three (3) months. Duties included working the front desk and in the Resource Room. The Emergency Rental Assistance Program (ERA) at DHS has been overwhelmed and requested help from all DHS Divisions. ESWC moved Diana's WE to the ERA unit to help process applications and make phone calls. After two (2) months in the ERA unit, Diana was offered a permanent full-time position as an ERA Service Coordinator.

**II. Business Services**

Georgia Boys BBQ restaurant was expanding into Greeley and hoped to have their new location open by mid-January. They have two other locations in Longmont and Fredrick. They were introduced to Andrew in December and he immediately suggested participating in the next on-site job fair. A separate onsite and offsite hiring events were planned to assist the location with staffing needs. With the help of the Business Services team, Georgia Boys had 71 employees in place by February 2nd.

**VII. Miscellaneous**

**a. Young Adult Hiring Event**

The annual Young Adult Hiring Event is on March 9, 2022, with 50 employers expected to be in attendance, which is an increase of 15 employers from last year. Employers are hiring individuals as young as 14 years old. Employment and Training Case Managers will be on hand to help with creating a resume that the young adults can deliver to employers at the event. During the creation, the young adult will learn the importance of resumes and how their resume is a living document that needs to be continually updated. Resumes will be emailed to the young adult and provided on a flash drive. ESWC is also available to conduct mock interviews onsite. The goal of the event is for young adults to gain work experience starting in High School instead of waiting for college. ESWC staff visit schools prior to the annual job fair to promote the event, provide mock interviews and help students discover their transferable skills.

The board was invited to attend the event. The Youth Team is hoping to reach pre-pandemic attendance numbers. A big part of this goal is employer engagement. Several board members and their teams will be onsite to assist, including Elizabeth Barber and the Greeley Dream Team and Lisa Taylor with IRCNOCO which will be providing language support. Tolmar will be participating as an employer as this event is a draw for entry level positions and hiring for diversity. They are also hiring six (6) new youth apprentices to join their current team of 18 youth apprentices!

b. **ESWC Kudos**

Lisa Taylor gave kudos to ESWC and their initiative to no longer be the best kept secret. Recently CeCe Majchrowski, Workforce Deputy Director, and Lisa Taylor presented an altered New Americans Toolkit training to the Coalition of Literacy Colorado which was modified to include the services available at all workforce centers. Lisa has received feedback from attendees thanking them for the information as they didn't know about these services. Lisa is proud of the work that ESWC did on this training and increasing the awareness of services available at all workforce centers.

VIII. **Action Items**

a. **Updated Policies**

*The WDB is responsible for overseeing ESWC who has policies in place alongside state and federal guidance. The policies up for approval were all revisions and sent to the board as prework; changes were tracked and highlighted.*

I. **Youth Incentive Policy**

Zach Huston, Board Chair, entertained a motion to approve the Youth Incentive Policy as circulated. Elizabeth Barber, moved to approve the minutes as submitted. Lisa Taylor, seconded the motion and the motion carried. Elise Lowe-Vaughn abstained due to her role at the Colorado Department of Labor and Employment (CDLE).

II. **Supportive Services Policy**

Zach Huston, Board Chair, entertained a motion to approve the Supportive Services Policy as circulated. Matt Hortt, High Plains Library District (HPLD), moved to approve the minutes as submitted. Lisa Taylor, seconded the motion and the motion carried. Elise Lowe-Vaughn abstained due to her role at CDLE.

III. **Registered Apprenticeship Exit Policy**

Zach Huston, Board Chair, entertained a motion to approve the Registered Apprenticeship Exit Policy as circulated. Bill Johnson, moved to approve the minutes as submitted. Shawn Croissant, Envision, seconded the motion and the motion carried. Elise Lowe-Vaughn abstained due to her role at CDLE.

IV. **Credential Attainment Measure Policy**

Zach Huston, Board Chair, entertained a motion to approve the Credential Attainment Measure Policy as circulated. Alicia Ready, Elder Construction, moved to approve the minutes as submitted. Julia Nisly, Baessler Homes, seconded the motion and the motion carried. Elise Lowe-Vaughn abstained due to her role at CDLE.

IX. **Adjournment**

## Strategic Goals

Continue seeking clarity and improving connections for programs and services between Employment Services and the businesses and individuals in the Weld County Community.

Increase awareness and clarify impact of Weld County's workforce network by attracting organizations and businesses to utilize the available funding provided to Workforce Innovation and Opportunity Act (WIOA) targeted populations.

Increase Weld County Workforce Development Board (WCWDB) member engagement by involving board members in planning, leadership pipeline development, and committee involvement.

Working with intention by participating and supporting ESWC, sector partnerships and their workgroups to ensure our regional workforce has equitable access to opportunities for quality, life-long education and individual advancement to secure the future of work in Northern Colorado.

## Board Recruitment

The following positions are vacant:

- A Business Representative for Retail Trade, Transportation and Warehousing, or Accommodation/Hospitality.
- A Workforce Representative for Apprenticeship Training Director and Community Based Organizations who serve individuals with barriers to employment.

If you know someone interested in Workforce Initiatives and can fill one of these roles, please direct that person to [Andrew Chadwick](#) or [CeCe Majchrowski](#).

## Upcoming Events

**Required Meeting:** May 10, 2022; 11:45 AM to 1:30 PM In Person (12:00 PM-1:30 PM Virtual)

**Youth Committee Meeting:** March 22, 2022; 11:45 AM to 1:30 PM

**Awareness Committee Meeting:** April 19, 2022; 11:45 AM to 1:00 PM