



**CRWC Workforce Development Board Meeting
Meeting Minutes
November 13, 2019**

Attendance*:

Debbie Bell, LEO Chair

Jeannie Larsen, Board Chair

Andrew Dalton

Angie Oswald

Anne Ventrello

Betty Velasquez

Brandon Thurston

Cara Dasher

Chris Dewhurst

Chloe Wiebe

Clarke Becker

Dan Kraus

Dave Griffin

Dawn Robards

Dawn Farrington

Diana Esquibel

Geniphyr Ponce-Pore

Gregory Carlson

Jessica Valand

Jesus Borrego

Judy Lohnes

Kathy Reeves

Keenan Ertel

Kim MacDonnell

Kimberly McBride

Leon Ortega

Lynnelle Mundt

Merrit Linke

Michael Yohn

Ray Lucero

Robert Whitson

Shannon Garcia

Christy Gonzales

voting board members are identified in **bold*

Jeannie Larsen, Chair **called the meeting to order at 1:31 p.m.**

Unanimous approval of October 2-3, 2019 Meeting Minutes and November 13, 2019 Meeting Agenda

Motion: Kathy Reeves, 2nd Dan Kraus

CRWC Director Updates – Clarke Becker, CRWC Director

Clarke shared that the CRWC Training Conference was very successful! He congratulated and thanked the planning committee for all of the hard work of everyone involved. All 29 offices were closed, including Broomfield. Over 130 staff and contractors were in attendance. Awards were presented to staff. The return on this investment is going to be amazing! Commissioner Bell thanked Clarke for sharing the photos and congratulated Clarke and the Consortium for the successful event. She also shared that Fremont County Department of Human Services closes one day per quarter and it has been one of the most positive, uplifting and incredibly effective things they have implemented.

Clarke shared that he is serving on the Colorado Census 2020 Committee. Countdown time! One of the challenges they are facing is specific to recruitment of Census employees. Security is critical; therefore, background checks of the applicant pool and that takes time. An additional challenge the committee has been discussing is the public's *distrust in government*. Some have expressed concerns about how the data of the census will be utilized. The committee is working hard to ensure the transparency of the census and how important the data is.

High Performing Workforce Board – Christy Gonzales, Board Liaison

A couple of years ago, our board took part in WDB training delivered by the National Association of Workforce Boards (NAWB) Four characteristics were identified. Next August, 2020, we will have the opportunity to submit an application to be recognized as a High Performing Workforce Board. These characteristics include a board that:

- is made up of diverse and knowledgeable community members
- includes members who actively participate in board meetings and activities supporting the local workforce system
- serve as liaisons between the community and the local workforce center, and
- accomplish goals and strategic priorities through data drive, business-led meetings

Transitional Jobs Policy – Christy Gonzales, Board Liaison

Christy explained the Transitional Jobs service and requirements associated. A transitional job is defined as a type of paid work experience that is designed to help an individual establish a work history, demonstrate success in the workplace, and develop the skills that lead to unsubsidized employment.

Update: The CRWC will not be implementing Transitional Jobs in PY19.

Strategic Doing Team Updates

Geniphyr shared the video of Harvard Business School's Linda Hill "Building a culture that stimulates collective genius." Geniphyr encouraged everyone to give themselves grace and patience, as well as give it to others. Geniphyr asked that everyone recognize we are doing something new here with the strategic doing process.

Team Apprenticeship Roadmap

Dawn Robards shared the update from this Team Apprenticeship Roadmap group. A training session on October 25th with Denise Miller of the state office of apprenticeship. This was coordinated by Diana Esquibel, involving all subareas. **The target is to have the team identified and a plan developed by December 1st.**

A workforce consortium team of the staff that attended the session will be further developed and be able to set a baseline level, so that everyone is at the same starting point.

Team HS Industry Certification Inventory & Best Practices

Kim MacDonnell & Jeannie Larsen were a part of the working group to work on a matrix where all of the information being gathered can be stored. Kim shared that the group, during the conversation in Montrose accomplished their first big easy!! Wrapping their

mind around the complexity of this inventory and how to go about collecting this information took a lot of conversation. First this workgroup wants to determine if this information already exists somewhere in one place. It is obvious that the information is not all available in one place, it exists in pockets.

As this matrix is developed, the following questions would need to be discussed: Is there a need/benefit to having this inventory to be able to share best practices? If so, what exactly do we want to measure? What entities/agencies have the information we're looking for and lastly, how do we either gain or allow access so that the information from those and other sources can be incorporated into the matrix?

Clarke will meet with his contacts at CDE to see if this inventory exists. Dawn Farrington suggested that we start with communities where there is a community college. We can ask the superintendents and principals from those areas that do not have a community college to capture their insight on how to include their information and how they do approach *industry-recognized certifications* when they don't have a local training provider.

Brandon Thurston shared a visual of [HB16-1289](#) was shared that includes a list of viable, approved industry credentials that are available. There is an application process if there are certifications that you want added that are not currently identified. This provides an incentive by funding in a 3-tiered system up to \$1,000 for every certification that your student is able to achieve. The school gets reimbursed up to \$1,000. The 2nd tier has to do with apprenticeships/internships. You have to dig a little deeper into the fact sheets to see the listing of school districts that received funding as a result of this.

A list of qualified programs can be found on CWDC's [website](#), which was developed based on Colorado labor market data, and existing secondary programs that correspond with high growth, high demand occupations and business feedback. This list will continue to be vetted based on data and business/industry feedback.

This team's next step is to meet and review what is available from the outcome of HB16-1289 to see if this meets their needs to identify best practices. The group may also establish a goal of reaching out community colleges to see if they are partnering with local high schools on concurrent enrollments. Also, they will consider if they want to include apprenticeships in this inventory and also identify the categories that they propose to have included in the inventory. Ray Lucero will make sure this meeting is set up within the next two to three weeks.

Dan Kraus encouraged everyone to also utilize the Office of Apprenticeship website through USDOL, as there is a lot of information available at our fingertips! He also reminded everyone that this week is [National Apprenticeship Week](#) and there are a number of open houses and seminars, tours of training centers. He also reminded everyone that [this](#) inventory was shared at the June 2019 meeting in Salida.

Team Knowledge – Communicate the Opportunities to Inventory Existing Apprenticeships and Internships.

Debbie Bell shared her assignment was to explore on the internet to see if there is an existing clearinghouse available that provides a comprehensive list of available internships and unfortunately, it doesn't appear that this information is available in one location.

Andrew Dalton shared that as a whole, this work group ran into issues with companies involved with local high schools are examples where the dynamics are tied to single organization and each trying to promote their own thing. Andrew shared details of an example that exists in Fremont County called Pathways. The handbook can be accessed by clicking [HERE](#).

Are we looking at high school internships? Do we want to go through the high schools in Colorado to see if they have high school internships? Do we want to reach outside the high schools to others that offer internships? The plan is to sort through what is available and identify next steps.

Christy Gonzales shared that Connecting Colorado has a placeholder on the business services side, the employer can indicate that they are willing to accept an intern for the position opening. This could potentially serve as a place to hold this information and a report is easily accessible, providing an inventory.

Andrew Dalton will coordinate next meeting.

Team HS Industry Credentials Data – Identify in demand occupations in local area and what are the required certifications for those industries/occupations

Chris Dewhurst shared that the November 12th meeting didn't happen, but the group will convene at a date in the near future. They want to collect some data and explore how workforce can help to leverage. La Plata County was the county selected to do a dive into what industry recognized credentials are.

Chris will help schedule the next meeting and Geniphyr suggested EMSI be considered as a resource when pulling this industry data and credential data from the school district.

2020 CRWC WDB Meeting Calendar

- February 12, 2020 – GoToMeeting 1:30pm – 3:00pm
- May/June, 2020 Spring In-Person Meeting Eastern Subarea
- September 17-18, 2020 - Fall In-Person Meeting South Central Subarea
- November 18, 2020 – GoToMeeting 1:30pm – 3:00pm

Jeannie Larsen, Chair **adjourned the meeting at 2:59 p.m.**