

CWDC 6-14-06

### **Welcome – Mark Pingrey**

Thank you for attending; introduction of new members, Tony Gagliardi and Jenna Langer (Gully Stanford is in attendance as her proxy); introductions around the table

Next month a group is going to Anaheim, CA for the Workforce Innovations Conference; the WELLS Center will be showcased

Mark has been involved in the creation of a regional front range workforce board; looking for ways to leverage resources and activities; looking for a Director for this board

NAWB Chairs meeting will be in Jackson Hole, Wyoming

### **CSW – Dr. Mary Gershwin**

At the last meeting, there was an overview of CSW's activities; have been looking at major trends in post-secondary education in the United States; today we'll look at the major solutions and what the workforce centers' role is

Where are the workforce shortages; what drives the shortages; are the drivers shared across regions and sectors? Who is willing to come to the table and bring other employers and resources along? Everything is driven around these questions

Where's the pain? Skills matter; degrees/certificates matter; workforce readiness matters; barriers to getting degrees/certificates (secondary/post not aligned; remediation required; time is the enemy; labor market payoffs are distant; institutions funded on enrollments)

What are the solutions?

Sector-based: focus intensively on a single industry and engage multiple employers within an industry over a sustained period of time; led by a strategic intermediary that listens, coordinates, facilitates the implementation across the many stakeholders; create new pathways for low and middle-wage workers into the industry and opportunities for career advancement; promote systemic change in employment practices, pathways to employment, institutional collaboration that achieve "win-win" solutions for employers, workers, and the community

Policies that address employer/worker needs to compete: data systems, financing systems, governance and leadership

### **Sub-Committee Reports**

Unlike other states, our sub-committees do a lot of the more hands-on work

BOAM

Tom Allee could not join us today; BOAM is responsible for Marketing and Business Outreach activities; not to make the activities happen but to direct the type of activities that should take place; we have two customers in the system: job seekers and employers

Year in Review – workforce development month has taken place over the last couple of years; the objective is to create visibility of the workforce system during that period; there has been a large event each year that is metrowide; last year it was at the Merchandise Mart and this year's will be at the Adam's Mark; the system was surveyed and gather a lot of data on what works and what doesn't; from that we were able to refine our approaches; worked on the development of an elevator speech to be used by the workforce system staff

Direction – working on getting the month of September acknowledged by the Governor; this year's event will focus on Energy; have been exploring how to make use of CSW's talents and skills to move the BOAM to the next level; part of that has to do with certification as part of CIMS; continue to do monthly data collection and reporting; focusing on brand recognition amongst employers; discussion on impending and future opportunities on connecting with elected official candidates to get the workforce system message out there in Colorado

Walt – message to candidates should be at the top of the agenda for BOAM

Mark – not just when they're out running for office, but when they are in office

Booker – they are focusing on the fact that the best time is when you connect with candidates is when they need you, not when you need them; we need to have natl support from Congress on the entire workforce effort; everytime the Congress talks about being competitive, there is no way that Colorado can be competitive without support from the elected officials; this is one of the most important ways that business leaders can represent the workforce system

Motion to approve report, seconded, motion carried

### **State Youth Council – Dani Crane**

Mark – Dani and Jennifer have done a great job in improving the Youth Council

Dani – last year focused a great deal on strategic planning; we reviewed legislation and what was coming up within the workforce system

Goals – local strategies (grants that were issued last year focused on E3; working with local Councils on how they can focus on this area), convener/joint ventures (Youth Transition Grant, etc), performance management and measurement (looking at creating some kind of reporting on how many youth get served; recognizing Best Practices using natl criteria), marketing and messaging

Strategic Plan is available on the web

Big project this year was the Think Big Youth Forum; focused on providing training to workforce staff that works with youth; discussing common measures, etc., recognized Best Practices at the Forum

Direction for 2006

Continue to monitor goals and subcommittee work; continue to provide a venue for the YTG, Summer Job Hunt

Motion to accept report, seconded, approved

### **SWIS Committee**

Peggy – (PowerPoint and Peggy's notes)

Project TRAIN update – Judy Emery

Project TRAIN coalition is a very large coalition with almost 100 members that work collaboratively on training initiatives

The DPN is funding by the USDOL/ETA and they work on increasing the infrastructure of the workforce center to identify the needs of those with disabilities and they also assist those with disabilities when necessary; Colorado is part of the Natl TA system; SWIS funded a survey to find Promising Practices

Systems Change Transition Grant

USDOL grant; focuses on transitioning youth from 14-25; extensive resource mapping on resources and what the gaps are; rolling out dollars to local regions that are coming up with projects to assist youth with disabilities; the USDOL is eliminating the project, but Colorado has been funded for one more year (reduction in funding)

NGA

There is a Core Team and a Home Team; enhance statewide policy, build collaboration through shared information and cross-training, facilitate data-sharing and effective communication systems

Colorado Youth WINS

One of six in the country; demonstration project; rigorous evaluation attached to it; are their outcomes that can be taken to Congress to change the devaluation of youth with disabilities; testing the six waivers to see if more people can obtain employment without the disincentives; partnered with four workforce centers

Benefits Planning Assistance and Outreach

Funded through CP of Colorado; it's in its third year; there are four benefit planners throughout the state; currently in the reapplication phase

Rehab Engineering Research Center

Demonstration project; job search through the use of an Avatar; will talk you through the job search process; for youth transitioning

Judy – \$15 million has been brought into the State through these projects; obtaining natl recognition

Dani – this has been very beneficial throughout the state; the SYC will be working on packaging the initiatives to present to the Feds

Gully – how are local schools being engaged?

Booker – workforce system had been a passive partner in dealing with people with disabilities; now it has been fully integrated and we are an active partner in these initiatives; these are beginning to have an impact in the local regions; the communities are beginning to see us as an asset; we are adding value which is why the Council exists

Motion to approve report, seconded, motion passed

### **SDPC**

Booker – Roger Smith is unable to be here; the Co-Chair is not available to be here either

Co-Chair hates the name and CSW is working on a new name for discussion at the next meeting

(PowerPoint)

Everyone is welcome to come and attend these meetings

All of the committees are doing work that helps Colorado's citizens and they are competing for who is the hardest working, Booker happy

At the last meeting, SDPC approved funding the membership and support of the COMSTEC (Decision Document)

Working on Work Readiness Certification that is surrounded by assessments, evaluations, etc. that will compliment associates degrees, diplomas, bachelors degrees, etc. It can't supplant the diploma but it will at least provide information in addition to the diploma that will be useful to employers

SDPC is looking at certification of those coming into the workforce centers and SWIS is looking into certification of the workers inside the workforce centers

WEIC and LMI – Alexandra Hall

WEIC formed to provide guidance to the CWDC through the SDPC on Colorado's workforce and economic information needs; there are three co-chairs from business, economic development (workforce system), and labor market information; coalition will inventory resources and get all of these groups talking to help reduce duplication; improve communication

Kickoff meeting was on May 15<sup>th</sup> and was successful with a wide range of attendees; everyone seemed to get good information from the meeting  
1<sup>st</sup> objective is a comprehensive inventory and there will be a report made ready by the end of the year

LMI has been involved in a lot of training and outreach efforts  
Short-Term Projections are completed for Colorado and seven metro areas  
Long-Term Projections will be complete by the end of July

Job Vacancy Survey will be discontinued at the end of this program year; the WEIC will look into if the JVS is the right tool

Website – vendor has been selected; rolled out by the end of August

WELLS Center – Tom Looft/Sue Carparelli

Project has been led by CDLE through their partnership with Ctr for Nursing Excellence  
Project is a great example of a sector-based initiative; it has grown out of the learnings of the local initiatives; everyone was dug into their trenches and shooting at each other; employers could not see any room for collaboration; had a difficult time getting the conversation started; it started with data around the definition of what the problems are; there were two elements that were barriers: faculty (clinical in particular; Colorado has three times the natl level of faculty shortages; shortage of environments that can support the environment of clinical learning)

Two system changes developed; received a \$1 million grant to create more clinical instructors; allowed for training of clinical experts around the aspects that they needed in order to teach; providing 40 hours of education/training which was developed through partnership with schools and practice partners; facilities are allowing release time for employees to be teachers; goal was to train 45 clinical scholars; at the end of this project, more than 200 clinical scholars will be trained; the other byproduct is the result of retention of these clinical scholars; now being asked to come to other regions of the state to replicate the model; you can not learn to take care of patients without touching live patients; it has been difficult to communicate that a live environment isn't absolutely necessary and real patients aren't required; it took a two-year request to refine the idea and get it funded; the first year of funding is being completed; this is a very complex project and the only reason that we are where we are is because of the commitment of those involved; CU at Fitzsimmons campus is providing space; there is an OR, ER, birthing simulator, etc.; also using the datacasting capability of Rocky Mountain PBS; learning to use them and disseminate the information across the state

Tom – this has been a project that has been going on for several years; Elise and Booker have been champions of this project; Patty Tank has been managing the grant; this project has received natl attention; have been asked to present and showcase this project at the Workforce Innovations conference in July; looking into establishing governance and sustainability; Booker was able to get Mike Coffman (State Treasurer) to Co-Chair the

Governance Board; Council should hold a meeting there once it is open to see all that has been established

Patty – Contractors make the job easier; grand opening on August 17<sup>th</sup> and a Governance Board meeting; Emily DeRocco will be at Workforce Innovations; expecting a large number of attendees at the grand opening; first evaluation in April went very well

Booker – everyone is invited to the grand opening reception on August 17<sup>th</sup>; we will look into holding the fall meeting at the Center

Gully – Couple of comments on the SDPC; College in Colorado is very supportive of the partnership with COMSTEC but it is one aspect of the whole picture; would like to suggest the CWDC and the SDPC expand and connect and be as a forum for discussion on duplication; on credentialing and certification: can't assume that K-12 and post will not take time to put more weight behind diploma, assoc degree and not continue pressure on K-12 and Higher Ed

Motion to approve report, seconded, approved

### **Director's Report**

Prepared budget for staff and the Council at \$440,000

Meeting on Friday with CDLE and Barb Kirkmeyer at DOLA re: Discretionary Funding; will approve both pots of money as they come in; will discuss whether as much money go into special projects or keep it back in case of difficulties within system

In response to Gully's comments, Booker is on the COMSTEC board and the Governor's alignment board, so that all of the initiatives are aligned

Awaiting on WIA Reauthorization; it may happen this month, but if not, it will happen after the elections

Working on advance manufacturing to deal with issue of how this state compares to others

Will be going to WY to work on a five-state meeting to discuss Energy initiatives

Supporting the WIRED grant; started a scholarship program with Metro as support of this grant; will receive a second year contingent on completion of the first year; will continue to add colleges each year

Supporting the process of certification for citizens and the workers

Revised State Plan last year; two-year plan is being by USDOL as a model, suggesting other states follow our model

Hiring new admin person to support the office

Continuing to receive grants

Working with CSW to support the CWDC and the sub-committees

CSW is available for assistance with local boards

**Comments**

Mark – to demonstrate Emily DeRocco’s commitment to the WELLS Center; when they presented the project, she stopped them half way through and basically said that they have the money

Colorado continues to be a leader in the workforce system; fortunate that the system that has been set up, that the problems, such as infighting, are not a problem here; the reason for that is the job that Booker does and the enthusiasm that he has

Booker – there’s nothing that we could do without the cooperation with Tom, Elise, and CDLE

Adjourn at 11:55am.