## Denver Workforce Development Board Meeting

**Date:** June 10, 2022  
**Location:** Denver Chamber of Commerce

### Attendance

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Name</th>
<th>Title</th>
<th>Employer</th>
<th>Industry</th>
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</thead>
<tbody>
<tr>
<td>R</td>
<td>1</td>
<td>Aimee Callahan</td>
<td>Chief Learning Officer</td>
<td>The Learning Source</td>
<td>Other Required Partner</td>
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<tr>
<td>R</td>
<td>2</td>
<td>Cecil Courtney</td>
<td>Business Agent</td>
<td>Pipefitters Local Union, No 208</td>
<td>Business &amp; Workforce Partner</td>
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<td>R</td>
<td>3</td>
<td>Cecil Velazquez</td>
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<td>Workforce Partner</td>
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<td>Y</td>
<td>4</td>
<td>Chris Carman</td>
<td>National Accounts Manager</td>
<td>Center for Work Ethic Development</td>
<td>Business</td>
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<td>Y</td>
<td>5</td>
<td>Christine Dewhurst</td>
<td>Chief People Officer</td>
<td>Kavod Senior Life</td>
<td>Business</td>
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<tr>
<td>Y</td>
<td>6</td>
<td>Dan Grady</td>
<td>Vice President - Manufacturing Operations</td>
<td>Hercules Industries</td>
<td>Business</td>
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<td>Y</td>
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<td>Dan Weinstein</td>
<td>Senior Vice President</td>
<td>Aon-Hewitt</td>
<td>Business</td>
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<td>R</td>
<td>8</td>
<td>Elise Lowe-Vaughn</td>
<td>Director, Workforce Programs</td>
<td>CDLE</td>
<td>Other Required Partner</td>
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<td>Y</td>
<td>9</td>
<td>Fabiana Nardi</td>
<td>Principal Consultant</td>
<td>Korn Ferry International</td>
<td>Business</td>
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<td>Y</td>
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<td>Jennie Gonzales</td>
<td>Agent</td>
<td>International Brotherhood of Electrical Workers, Local 68</td>
<td>Business &amp; Workforce Partner</td>
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<td>Jon Alvino</td>
<td>Business Manager</td>
<td>Smart Union Local 9</td>
<td>Business &amp; Workforce Partner</td>
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<td>Y</td>
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<td>Joseph Fiorini</td>
<td>Vocational Rehabilitation Supervisor 1</td>
<td>CDLE DVR</td>
<td>Other Required Partner</td>
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<tr>
<td>Y</td>
<td>13</td>
<td>Kelli Kelly</td>
<td>Business Development &amp; Strategy Director-Economic Inclusion</td>
<td>Kiewit</td>
<td>Business</td>
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<tr>
<td>Y</td>
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<td>Lynda Campbell</td>
<td>VP of Operations</td>
<td>Five Senses Hospitality</td>
<td>Business</td>
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<td>R</td>
<td>15</td>
<td>Maggie Bolden</td>
<td>Director of Client Relations</td>
<td>Palace Construction</td>
<td>Business</td>
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<tr>
<td>R</td>
<td>16</td>
<td>Matthew Sweeney</td>
<td>Director of Workforce Innovation and Strategy</td>
<td>Community College of Denver</td>
<td>Other Required Partner</td>
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<tr>
<td>Y</td>
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<td>Michael Williams</td>
<td>Community Relations Office</td>
<td>US Immigration &amp; Customs Enforcement (I.C.E.)</td>
<td>Business</td>
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<td>Y</td>
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<td>Robert Andrews</td>
<td>President/CEO</td>
<td>CommunityWorks</td>
<td>Workforce Partner</td>
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<td>Y</td>
<td>19</td>
<td>Sarah Diamond</td>
<td>VP of People and Culture</td>
<td>BOA Technology</td>
<td>Business</td>
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<tr>
<td>Y</td>
<td>20</td>
<td>Turid Nagel-Caseboldt</td>
<td>Director</td>
<td>City &amp; County of Denver DEDO</td>
<td>Other Required Partner</td>
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<tr>
<td>Y</td>
<td>21</td>
<td>Valerie Greenhagen</td>
<td>Regional Director, Mountain Plains</td>
<td>Center for Employment Opportunities</td>
<td>Workforce Partner</td>
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71% of voting members attended  
Yes  
Quorum
Agenda Items

Welcome
- Denver Workforce Development Board (WDB) Chair Kelli Kelly called the meeting to order at 11:40 A.M.
- Each Board Member introduced themself by stating their name and the name of the organization or company where they are employed.
- Public in the meeting included: Britta Blodgett, Daisy Gutierrez, Scott Mangino, Caitlin McKennie,
- DEDO staff in the meeting included: Elliott Abbotts, Tony Anderson, Ken Arellano, Emily Berger, Chris Berthiaume, Logann Grasteit, Ola Kukoyi, Susan Liehe, Jen Morris, Bret Walker, & Dana Williams
- Public Comment
  - There were no public comments.

WDB Business
- Meeting minutes from February
  - Motion made by Michael Williams to approve the meeting minutes with no corrections.
  - Seconded by Dan Grady.
  - No rejections.
  - No abstains.
  - Motion passed.

Information Items
- Thank You
  - Denver Economic Development and Opportunity (DEDO) Executive Director Jen Morris was Appointed by the Mayor in February of 2022. DEDO works to create an innovative, inclusive, and equitable economy that works for everyone.
  - DEDO recruits and retains local and international businesses, supports vulnerable and underserved neighborhoods, and delivers a public workforce system.
  - Unique to Denver is that Workforce Services is incorporated within the economic agency of the city.
  - Jen thanked the Board for their time, insight, and guidance on the Board.
- What Did I Learn from the Board?
  - DEDO Workforce Board Liaison Logann Grasteit interviewed 20/21 Members of the Board.
  - Logann summed up what she learned from the Board Members during the interviews and presented the information using a PowerPoint. Ultimately, Logann had the opportunity to get to know the Board Members, identify things that were going well, and use the constructive feedback she received to plan and inform future meetings.
- High Level Overview of Workforce Services & Workforce Development Board
o DEDO Workforce Services Director Tony Anderson used a PowerPoint derived from the current Board Bylaws to review a Board Member’s purpose.

o Overall, Tony wanted to act on the feedback received during the one-on-one interviews with Logann Grasteit. Tony reminded the group that there have been a lot of changes in the past year including: a new Executive Director to DEDO, a new Board Liaison, a new Board Chair and Vice Chair, new Board Members, and changes from committees to task force groups.

o Tony noted that despite the current reworking of the Bylaws, it is important to get grounded in the Board’s purpose and existence.

o Ultimately, the Board exists for numerous purposes and functions.

- What is Happening in Colorado? Talent Pipeline Presentation & Discussion
  o Colorado Workforce Development Council’s Talent Pipeline Analyst Caitlin McKennie, PhD. used the content on the PowerPoint to review the Talent Pipeline data.
  o In 2014, the Workforce Council and Higher Ed started publishing an annual report called the Talent Pipeline Report to build the State’s workforce system.
  o In the report, a top job refers to a high demand job that is projected to have an above average growth rate, and a good wage to cover expenses (which is defined using MIT’s living wage calculator).
  o Two major impacts on the $3-$6 per hour wage increases were due to inflation and employers increasing payment to attract workers.
  o Currently, the demand for workers is stronger than the supply.
  o The industries of retail, trades, labor, leisure, and hospitality have not fully recovered from the pandemic while other industries have recovered and grown compared to pre-pandemic numbers.
  o A large supply and demand gap exists for the role of an RN and nursing. A large demand in Colorado exists in the field of behavioral health. Currently, Colorado ranks 48th out of the 50 states in behavioral health.
  o It is important to support the younger population as well as the older population. When thinking about career pathways, it was noted that direct care providers are earning marginally above the poverty threshold levels.
  o Information for the report is obtained from job postings posted on unique job openings that are posted by employers. Each unique posting is counted once.
  o Following the presentation, the group discussed:
    o The group noted that there is a current need in the fields of education, transportation, and behavioral health and wondered if the projected needs in these fields incorporated the current needs.
    o The group wondered if in the future if the report could dive into specific target populations including industry specific information for construction and electrical information. The group also wondered if the report could be given in a way that is specific to the City & County of Denver.
    o The group questioned, “What are the gaps between the job seekers and employers? What are the job seekers saying?”
Workforce Services staff educate the public on in-demand jobs for job seekers and consult employers to show skills that can be used in different industries; the more data that can be obtained by the staff is helpful to the conversation.

The group wondered about the impact of remote work on the report. The CWDC is looking at remote work from a return-on-investment perspective. Moving forward, they are looking at migration in, migration out, and a section on AI.

The group noted that the average livable wage in Colorado is different than Denver. It may be helpful to look at counties by price breakdown city-by-city.

The report can be used to bridge communication between labor market information and job seeker training.

Data in the report is updated annually.

The group wondered about the connection of the aging population, health professionals, and livable wages--- how can we communicate the long-term needs of the industry and increase the livable wages? The group wondered where these types of conversations are being held. Individuals suggested that they are held at the Federal and State levels, and amongst Workforce boards, organizations, and nonprofits.

Older workers are willing to work. However, Social Security impacts older workers and the amount of work they can do is limited if they are collecting benefits.

Another population ready and willing to fill job vacancies exists in the immigrant and refugee population. They have barriers to getting positions that could otherwise be filled. The Office of New Americans is implementing new programs to connect individuals who are new to the State.

Overall, the report is extensive, and Workforce Services can be utilized as a resource for accessing and understanding the Talen Pipeline Report.

The group took a five-minute break.

Purpose Statement Activity

DEDO Communication and Marketing Specialist Susan Liehe referred to the handout to teach about the purpose statement activity.

The group received instructions from Susan. They read the mission statement of the Board to themselves. Susan pointed out word pairs. The group rotated partners practicing how to verbalize their purpose on the Denver Workforce Development Board.

Susan encouraged participants to tweak the activity for their professional roles and teams. To facilitate the activity, an individual needs: a noise maker, the handout, and a mission statement, campaign statements, etc.

The group watched the video that was prerecorded by Mayor Michael Hancock, DEDO Executive Director Jen Morris, and Chief Business Development Officer Deborah Cameron.

Action Items

Task Force Updates

Director Tony Anderson reported that he presented to the DWIN group to see if the group could house the youth committee. The DWIN group decided to house a DWIN sub-
committee. They will meet monthly to discuss youth topics. Tony is very appreciative of the Eckerd team who facilitates these meetings and leads the group.

- Workforce Board Liaison Logann Grasteit met with Liz Mulei from DEDO and Joe Pace from the Office of Children’s Affairs to discuss opportunities for the Workforce Board to educate the youth about employment opportunities. There are two potential venues for these opportunities. Logann has another meeting coming up to continue to discuss these opportunities in more depth.

- Wagner-Peyser Comment
  - Meeting attendees were invited to submit a public comment to the National Public Rule Making (NPRM) by June 21st
  - Step-by-step instructions were provided to each participant.
  - Board Members were encouraged to identify themself as a Board Member of the Denver Workforce Development Board
  - Attendees were reminded that these are public comments and visible to the public.
  - There are federal agencies that are providing public comment.

- Local Plan
  - The Local Plan was updated, and no public comments were received. The Plan has been submitted to the State.

- CWDC Board Member
  - The Denver Workforce Development Board needs a representative to serve on the CWDC Board. If an individual is interested in serving, then they need to contact Tony Anderson and Logann Grasteit.

Meeting Wrap-up, Q&A, Discussion

- Survey
  - An infographic will be created to illustrate the Board composition. Board Members were invited to scan the QR code to complete the survey about themselves.

- July Task Force Meeting
  - The July Task Force Meeting will be held virtually on July 15th instead of July 8th.

- Reminders/Announcements
  - Allocations
    - Tony Anderson reported that news came today that WIOA PY22 FY 23 allocations had a total increase of 21.5% on total line. These increases in specific categories, allows more to be done. RFPs will be coming out over the next 4-6 mo. The younger Youth Program will be released in October.
  - RUN/WIG Allocations
    - Tony Anderson reported that the RUN/WIG dollars die 12/31/2022. DEDO will be looking to award contracts to get the rest of dollars allocated.
  - Space
    - Tony Anderson reported that DEDO’s Bret Walker has been working on identifying physical spaces for the Workforce Centers. The Workforce Center at DEN will be opening soon and a downtown location will open at the Webb Building in the old parking/ticket space.

- Meeting adjourned at 1:32 PM.
- Meeting Materials Here