# Denver Workforce Development Board Meeting

**Date:** November 4, 2022  
**Location:** Webb Building

## Attendance

*Legend:*  
Y = Present  
P = Proxy present  
R = Regrets/Excused  
N = Absent

<table>
<thead>
<tr>
<th>Yes</th>
<th>No.</th>
<th>Name</th>
<th>Title</th>
<th>Employer</th>
<th>Industry</th>
</tr>
</thead>
<tbody>
<tr>
<td>Y</td>
<td>1.</td>
<td>Aimee Callahan</td>
<td>Chief Learning Officer</td>
<td>The Learning Source</td>
<td>Other Required Partner</td>
</tr>
<tr>
<td>Y</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>
</tr>
<tr>
<td>Y</td>
<td>3.</td>
<td>Cecil Velazquez</td>
<td></td>
<td></td>
<td>Workforce Partner</td>
</tr>
<tr>
<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>
</tr>
<tr>
<td>Y</td>
<td>5.</td>
<td>Christine Dewhurst</td>
<td>Chief People Officer</td>
<td>Kavod Senior Life</td>
<td>Business</td>
</tr>
<tr>
<td>R</td>
<td>6.</td>
<td>Dan Grady</td>
<td>Vice President - Manufacturing Operations</td>
<td>Hercules Industries</td>
<td>Business</td>
</tr>
<tr>
<td>Y</td>
<td>7.</td>
<td>Dan Weinstein</td>
<td>Senior Vice President</td>
<td>Aon-Hewitt</td>
<td>Business</td>
</tr>
<tr>
<td>Y</td>
<td>8.</td>
<td>Elise Lowe-Vaughn</td>
<td>Director, Workforce Programs</td>
<td>CDLE</td>
<td>Other Required Partner</td>
</tr>
<tr>
<td>Y</td>
<td>9.</td>
<td>Fabiana Nardi</td>
<td>Principal Consultant</td>
<td>International Brotherhood of</td>
<td>Business &amp; Workforce Partner</td>
</tr>
<tr>
<td>N</td>
<td>10.</td>
<td>Jennie Gonzales</td>
<td>Agent</td>
<td>Electrical Workers, Local 68</td>
<td></td>
</tr>
<tr>
<td>Y</td>
<td>11.</td>
<td>Jon Alvino</td>
<td>Business Manager</td>
<td>Smart Union Local 9</td>
<td>Business &amp; Workforce Partner</td>
</tr>
<tr>
<td>Y</td>
<td>12.</td>
<td>Joseph Fiorini</td>
<td>Vocational Rehabilitation Supervisor 1</td>
<td>CDLE DVR</td>
<td>Other Required Partner</td>
</tr>
<tr>
<td></td>
<td>15.</td>
<td>Maggie Bolden</td>
<td>Director of Client Relations</td>
<td>Palace Construction</td>
<td>Business</td>
</tr>
<tr>
<td>R</td>
<td>16.</td>
<td>Matthew Sweeney</td>
<td>Director of Workforce Innovation and</td>
<td>Community College of Denver</td>
<td>Other Required Partner</td>
</tr>
<tr>
<td></td>
<td>17.</td>
<td>Michael Williams</td>
<td>Community Relations Office</td>
<td>US Immigration &amp; Customs</td>
<td>Business</td>
</tr>
<tr>
<td></td>
<td>18.</td>
<td>Robert Andrews</td>
<td>President/CEO</td>
<td>CommunityWorks</td>
<td>Workforce Partner</td>
</tr>
<tr>
<td>R</td>
<td>19.</td>
<td>Sarah Diamond</td>
<td>VP of People and Culture</td>
<td>BOA Technology</td>
<td>Business</td>
</tr>
<tr>
<td></td>
<td>20.</td>
<td>Scott Mangino</td>
<td>Director</td>
<td>Jobcase Inc.</td>
<td>Business</td>
</tr>
<tr>
<td>Y</td>
<td>21.</td>
<td>Turid Nagel-Caseboldt</td>
<td>Director</td>
<td>City &amp; County of Denver</td>
<td>Other Required Partner</td>
</tr>
<tr>
<td>Y</td>
<td>22.</td>
<td>Valerie Greenhagen</td>
<td>Regional Director, Mountain Plains</td>
<td>Center for Employment Opportunities</td>
<td>Workforce Partner</td>
</tr>
</tbody>
</table>

17 of 22 voting members attended  
**Quorum**

---

Denver WDB Meeting 11/04/2022 Page 1
**Denver Economic Development and Opportunity**

Attendance
City & County of Denver Staff Attendees:
Bret Walker, Chris Berthiaume, Dana Williams, Elliott Abbotts, Emily McGrew, Helen Carpenter, Ken Arellano, Lisa Valdez, Logann Grasteit, Mamay Worku, Todd Nielsen, Tony Anderson.
Public Meeting Attendees:

**Agenda Items**

**Welcome**
The meeting was called to order at 11:34a by Denver Workforce Development Board (DWDB)
Chair Kelli Kelly.

- **Public Comment**
  No public comments were made.

**WDB Business**

- **Task Force Meeting Update(s)**
  - Workforce Development Month
  *Director Tony Anderson reported on the outcomes from the Workforce Development Month and Task Force topic. There were 37 events held during Workforce Development Month. There were 1,266 job seekers served and 136 employers served over the course of the month. A few of the events included an event focused on girls in construction, an apprenticeship fair, and an event to Grow with Google.*
  *Asst. Director Bret Walker reported that there were 103 individuals who RSVP’d for the appreciation luncheon that was held at the McNichols Building. The luncheon was complete with a keynote speaker, singer, and decorative flowers. Additionally, six Board Members volunteered to attend the luncheon on behalf of the Board.*
  *This report concludes the Workforce Development Month Task Force.*
  - Marketing Campaign
  *Asst. Director Bret Walker reported on the marketing campaign that was shared with the Board during the October Task Force Meeting. Workforce Services has one phone number and one email address accessible to the public. Once the public contacts Workforce Services, they will be connected to the employees and partners that they need. Additionally, Workforce Services is utilizing LinkedIn, Facebook, and a TikTok influencer to share information with the public.*
  *Board Members are encouraged to continue to support the marketing campaign by sharing social media content, using the #denverishiring, and reporting up and coming trends to Workforce Services.*
-Other

Director Tony Anderson reported that Denver Workforce Services Data Analytics Manager Todd Nielsen was selected to be the Colorado Urban Workforce Alliance (CUWA) Director.

WDB Business

- Meeting minutes from February
  - Motion made by Cecil Velazquez to approve the meeting minutes with no corrections.
  - Seconded by Lynda Campbell.
  - No rejectors.
  - No abstainers.
  - Motion passed.

Information Items

- Board Chair Kelli Kelly called the Board’s attention to Article Three in the Bylaws. Today, the Board will:
  - Number 6- Identify and promote proven and promising practices, strategies, and initiatives
  - Number 8- Conduct program oversight
  - Number 10- Review the outcomes from competitive procurement processes
  - Number 11- Collaborate with providers of workforce investment activities

- Grant Information Guide
  - Assistant Direct Dana Williams provided an overview of the Contract Liaison Team. The team supports and monitors the success of 21 service delivery providers. They are the subject matter experts who establish relationships with WFS’ partners to obtain a common goal. The team monitors the scope of delivery for each contracted partner.
  - Dana reviewed the guides and called attention to the information in the guide related to outcomes, credentials, matrices, and what the contracted partner is contracted to deliver on behalf of Denver WFS.

- Annual Report Data
  - CUWA Director who was formerly the Data Analytics Manager Todd Nielsen introduced the CQA Team. The team works hand-in-hand with the Liaison team to serve contracted partners. The CQA team provides data collection and reporting support.
  - Todd reviewed data from the Annual Report.
    - More than 1,900 unique businesses/employers were served in Denver, representing approximately 20% of state business services
      - Unique employers served went up by 600 in the last program year.
    - Almost a quarter million of the jobs posted in ConnectingColorado were posted by businesses within the City and County of Denver.
    - Posted 100,000 more this year jobs in PY21 than in PY20
    - 12,600 job seekers were served in the program year.
    - Additional data will be released in the Denver Workforce Services Annual Report.
  - Director Tony Anderson noted that the data from April 2020 (a month after the pandemic started) was bleak due to economic impacts that the pandemic had on the job market.
Three Partner Rotations

Workforce Board Liaison Logann Grasteit invited the group to visit with three contracted partners for 15 minutes each. She invited the group to use the notetaker to capture best practices, innovations, and ideas for partnerships.

The group rotated around two different rooms to three different partners for 15-minutes each.

Board Discussion

1. What best practice, innovation, or idea from a partner did you hear that you found interesting?
   - Board Member Matthew Sweeney noted that he was impressed with VOA’s individualized placement services that promote wrap around care despite it being a more intensive case management model.
   - Board Member Chris Carman shared that he admired Mi Casa’s business development track which helps entrepreneurs with their business plans, funding, and management.
   - Board Member Lynda Campbell noted that CommunityWorks has developed strong employer relationships to help individuals find employment. Additionally, they help individuals get second chance bank accounts and learn financial literacy skills.
   - Board Member Cecil noted that Eckerd Connects reached out to previously served customers to reestablish relationships and to build upon those connections to see where they could add additional value.
   - Board Member Turid Nagel-Casebolt pointed out that Academy to Work offers specific certificates to help individuals in public housing develop specific skillsets for quick turn around and job placement.
   - Board Member Kelli Kelly was impressed by DPS’ multigenerational focus on Denver’s youth that holistically impacts families and addresses concerns and challenges that arise in the family environment.

2. Did you hear any areas for growth or opportunity?
   - Board Member Sarah Diamond noticed that there is a benefits cliff when individuals transition to employment and noted that it may be helpful to continue to support the individual with services like childcare and transportation even after gaining employment.

3. Did you hear anything today that you can take back to your organizations?
   - Board Member Lynda Campbell shared that from an employer’s perspective, employer’s need to be understanding of employees needs and help them work through the issues or barriers they face that impact their ability to work. Employers can help employees find more solutions focused on the root cause of the employees’ challenge.
   - Board Member Cecil Velazquez commented on the importance of paying attention to our communication styles and helping customer think forward to prepare themself to be resilient in different situations.
   - Board Member Turid Nagel-Casebolt commented on the importance of competence and how competence helps customers build and trust in their own abilities which ultimately builds confidence.

Meeting Wrap-up, Q&A, Discussion

Board Handout
Workforce Board Liaison Logann Grasteit compiled a Board Handbook. Each Handbook is complete with an infographic, a 2023 schedule, directory, bylaws, workforce services one-pagers, and grant/partner guides.

- **Track it Forward**
  - Denver Workforce Services is striving to become a state recognized High Performing Board. Denver WFS must apply each summer for this status. If the High Performing Board Status is achieved, then the Board receives additional funding.
  - As noted in the Bylaws Article 3, number 17 Board Members are asked to complete the individual requirements to obtain this status. One requirement outlined by the Colorado Department of Labor and Employment is the need for Board Members to attend two workforce related events outside of Board Meetings and Task Force Meetings.
    - These events must be tracked. Executive Committee Member Maggie Bolden suggested using the app Track It Forward. Denver WFS has purchased a subscription that allows for Board Members to track these events.
    - Board Members can download the app to their smart phones or access the website. Logann showed the group how to access and record activities.

- **Board Holiday Celebration**
  - This year, the Board will be having a holiday meeting at Kavod Senior Life in partnership with Board Member Christine Dewhurst.
  - Christine invited the Board Members to the gathering and informed the group that they need to submit proof of vaccination and a background check ahead of time in protection of their residents.
  - Logann Grasteit will send the Board the information for the gathering at Kavod.

- Meeting adjourned at 1:30 PM.

- Meeting Materials Here