Meeting Minutes

Date: Friday, March 8, 2019
Location: Emily Griffith Technical College, Osage Campus
2nd Floor, HVAC Room, 1205 Osage St, Denver, CO 80203

Attendance

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
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<tbody>
<tr>
<td>Board Members</td>
<td>Category &amp; Industry</td>
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<tr>
<td>Y 1</td>
<td>Robert Andrews, DenverWorks</td>
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<tr>
<td>Y 2</td>
<td>Corry Avery, Sheet Metal Workers’ Apprenticeship Training Institute</td>
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<td>Y 3</td>
<td>Maggie Bolden, Palace Construction (CHAIR)</td>
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<td>Y 4</td>
<td>Mary Broderick, IBEW Local #68</td>
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<td>Y 5</td>
<td>Sara Butz, Black Creek Group</td>
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<td>Y 6</td>
<td>Lynda Campbell, Stonebridge Companies</td>
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<td>Y 7</td>
<td>Bryan Cook, Associated General Contractors of Colorado (AGC Colorado)</td>
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<td>P 8</td>
<td>Valerie Greenhagen – Center for Employment Opportunity (CEO)</td>
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<td>Y 9</td>
<td>Ahmed Hassan – Colorado Technology Association</td>
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<td>R 10</td>
<td>Joseph Herold – Design Thinking Denver</td>
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<tr>
<td>Y 11</td>
<td>Kelli Kelly, PCL Construction Enterprises, Inc.</td>
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<td>Y 12</td>
<td>Barbara Lindsay – Emily Griffith Technical College (EGTC)</td>
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<td>P 13</td>
<td>Elise Lowe-Vaughn, CO Department of Labor &amp; Employment (CDLE)</td>
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<td>R 14</td>
<td>Mark Miller, Pipefitters #208</td>
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<td>P 15</td>
<td>Turid Nagel-Casebolt, Denver EDO - Business Development</td>
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<td>P 16</td>
<td>Fabiana Nardi, Green Hat Web Solutions</td>
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<td>Y 17</td>
<td>Lindsey Pacheco, CDLE Division of Vocational Rehabilitation (DVR)</td>
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<td>Y 18</td>
<td>Holly Reed Sturgon, i4Talent</td>
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<td>P 19</td>
<td>Paula Schriefer, Spring Institute for Intercultural Learning</td>
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<td>Y 20</td>
<td>Stephanie Van Cleve-DeHerrera, University of Denver</td>
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<td>Y 21</td>
<td>Cecil Velázquez, FareHarbor</td>
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<td>Y 22</td>
<td>Dan Weinstein, Aon Hewitt</td>
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<td>Y 23</td>
<td>Michael Williams, U.S. Immigration &amp; Customs Enforcement</td>
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<td>Y 24</td>
<td>Kathy Workman, InnovAge</td>
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Legend: Y=Present; P=Proxy present; R=Regrets/Excused; N=Absent

Agenda Items

1. Call to Order, Welcome & Introductions
   - Denver Workforce Development Board (WDB) Chair Maggie Bolden called the meeting to order at 11:35 a.m., welcomed everyone, and thanked Board Member Barbara Lindsay for hosting the meeting,
     - D’moye Hudson-Gordon, Center for Employment Opportunity (CEO), attended as proxy for Valerie Greenhagen; Andrew Galloway, Colorado Department of Labor & Employment (CDLE), attended as proxy for Elise Lowe-Vaughn; Deborah Cameron, Denver Economic Development & Opportunity (Denver EDO) – Business Development, attended as proxy for Turid Nagel-Casebolt; Dorothea Steinke, Literacy Coalition of Colorado, attended as proxy for Fabiana Nardi; and Tiffany Pippin, Spring Institute for Intercultural Learning, attended as proxy for Paula Schriefer.
     - Guests at the meeting included: Theresa Becker, Denver Public Schools (DPS); Madison Cassells,
Denver Area Labor Federation; Garrett Crawford, Impact Empowerment Group (IEG); Judith Emery, Colorado Urban Workforce Alliance; Kathy Ford, CDLE; Kelsey Glass, Emily Griffith Technical College (EGTC); Sir Green, ResCare Workforce Services (ResCare); Gerald Hamel, IEG; Kelly Hummel, ResCare; Lynne Lombard, DPS; Alex Monk, DPS; Lindsay Nicholas, DPS; Byron O’Bayley, EGTC; Paxton Oliphant, Center for Work Ethic Development; Joey Pace, Denver Office of Children’s Affairs (OCA); Paris Sherman, ResCare; Arys Subiadur, DPS; and Elizabeth Warren, Denver Public Library.

- Denver Economic Development & Opportunity (Denver EDO) and Denver Workforce Services (DWS) staff in attendance included: Tony Anderson, Chris Berthiaume, John Fraundorfer, Cindy Gaertner, Kathleen McCleary, Liz Mulei, Liz Ojeda, James Roina, and Bret Walker.

2. Workforce Development Board Business
   - Approval of Minutes. Michael Williams moved and Stephanie Van Cleve-DeHerrera seconded a motion to approve the February 8, 2019, board meeting minutes without modification.
     ➢ Action Taken: All Board members present voted to approve the minutes; the motion passed.

3. Emily Griffith Technical College
   - Kelsey Glass, Associate Dean of Instruction of EGTC’s College of Trades, Industry & Professional Studies, provided an overview of the college’s programs available at Osage Campus, including Accounting, Auto Service and Auto Collision, GIS, HVAC, CAD, Welding, and Water Quality Management. Continuing Education programs, including Upholstery, Clock Repair and Blacksmithing & Welding for Home Owners & Artists are also offered. Currently 500 students, ranging from high school students to retirees, are enrolled in classes. The College of Trades has a 60% completion rate and a 70% employment placement rate.
   - Barbara Lindsay added that EGTC also supports about 4,600 apprentices participating in USDOL-registered programs across the state in earning credits towards a college degree.
   - Additional information about the programs offered by the College of trades is available at: https://www.emilygriffith.edu/college-trades-and-industry.
   - From 11:50 a.m. to 12:30 p.m., the group engaged in a tour of the facility. The meeting re-convened at 12:34 p.m.

4. Summer Youth Employment Program
   - Lynne Lombard, Manager of Youth Programs and Services, and Arys Subiadur, Senior Manager of Work-Based Learning, at DPS’ Office of Family & Community Engagement (FACE), spoke about the Summer Youth Employment Program. For over 25 years, SYEP has connected low income youth with up to 120 hours of paid work experience, job readiness training and wrap-around job coaching.
   - Lynne described the experiences of two 2018 SYEP participants:
     - Navon was employed at Families Forward/Kathy’s Kamp and awarded the Above and Beyond Award from his outstanding on-the-job performance.
     - Manual High School student Madison attended a Saturday morning SYEP Hiring Fair, where her positive attitude and energy gained her an interview and a summer job with Denver Public Library.
   - SYEP relies on small business employers to help develop a skilled talent pipeline for the future labor force, while benefiting from youth employees who are paid through the program and supported by DPS job coaches.
   - Lynne asked the group to share their summer employment experiences. Liz Mulei babysat at 11, Arys started a lawn service business with his friend Felipe, and Sir Green worked at a Winn-Dixie grocery which lead to a job as the store’s assistant bookkeeper.
   - Lynne passed around a signup sheet for interested employers and asked if the group had any questions.
     - Holly Sturgen asked how SYEP was related to CareerConnect, another DPS program. Although DWS helps support summer wages for CareerConnect, this is a separate program.
Bryan Cook asked if anyone in the group had experienced issues with child labor laws limiting participation in the construction industry. Maggie commented that the youth currently in Palace Construction is over 18, and the only challenge he may have is related to transportation. Lynne relayed that transportation assistance can be provided and that, in 2018, SYEP did not have much success in connecting with construction employers.

SYEP provides summer employment for youth between 14 and 24 years old, and can match youth with employers based on employer requirements (e.g., high school diploma or equivalent, minimum age, etc.).

- Arys explained the 2019 goals for SYEP. The program will enroll 325 youth (225 15-to-24-year-old’s in Job Readiness Training (JRT) and a 120-hour work experience; 100 14-to-15-year-old’s in 9th Grade Academy and JRT). Of those, 225 will complete JRT and be placed in a work experience and at least 180 will successfully complete 120 hours of work experience. DPS will also track the number of youth who enter employment or return to education after exit.

- Kelli Kelly asked for more information on JRT. It includes Financial literacy, soft skills, professionalism, and customer service. The curriculum is customizable based on youth and employer needs. Job coaches conduct weekly check-ins with youth and employers to ensure the placement is a good fit and provide ongoing support.

- In response to a question from Lindsey Pacheco, Lynne relayed that SYEP has placed youth with disabilities and will work with employers to ensure a successful experience. Arys added that DPS WIOA Youth and SYEP partner with the CareerConnect program ACEConnect, which is specifically designed to prepare students with identified disabilities to succeed in a career (http://www.dpsc优越or.org/aceconnect/).


5. Denver Office of Children’s Affairs

- Youth Committee member Joey Pace, shared information about the Denver Office of Children’s Affairs (OCA), where his is Youth Success Director, with the group. OCA’s mission is to ensure all children and youth in the city, and their families, have the what they need to succeed. Programs supported by OCA include Head Start, Summer Food and After School Meals, and many afterschool and summer initiatives. Much of the agency’s budget comes from marijuana tax revenue and is focused on providing programs to redirect children and youth to healthy or creative activities.

- In his role, Joey’s focuses on working with organizations that serve at-risk youth and opportunity youth (youth that are not employed and not in school), including DPS FACE, Denver EDO, Rainbow Alley, Florence Crittenden, and ACEConnect, to align their efforts and holistically serve the population. He also facilitates the Mayor’s Youth Commission.

- OCA also administers Denver’s My Brother’s Keeper Initiative (MBK), which works to identify and eliminate gaps in opportunities for young men of color in collaboration with youth, community members, nonprofit organizations, educational institutions, businesses, DWS and other government agencies.

- Although MBK includes workforce development and essential skills training, Joey does not believe that “throwing jobs at a problem” will solve that problem. The initiative includes matching youth with mentors, placing them in work experiences within their neighborhood, and engaging them in mandatory classes and ongoing supports, including financial literacy training, and job coaching to ensure workplace success.

- Last year, MBK and DWS served 30 young men; this summer’s goal is 50. Joey dreams that the program will soon be able to serve 500 individuals per year. Many of these youth are not ready for WIOA services and employment. The program needs more employers who are willing to provide not only a job for these youth, but also coaching to help them succeed.
• Joey encouraged the group to visit OCA’s website to learn more and review the reports and data available: [www.denvergov.org/content/denvergov/en/office-of-childrens-affairs.html](http://www.denvergov.org/content/denvergov/en/office-of-childrens-affairs.html).
  o Joey relayed that board member Michael Williams has been honored this year by the community as an MBK25-er for his work with and on behalf of youth. Michael asked if MBK has counterparts in Denver’s neighboring communities that could serve youth who might move out of the city limits. Although Joey has met with Aurora Public Schools and youth who move to a neighboring city would continue to receive services, no other MBK initiative exists outside of Denver.
  o In response to a question from Paris Sherman, Joey clarified that afterschool meals are available year-round and were provided through the recent DPS teacher strike.

6. Denver Economic Development & Opportunity Strategic Plan
• DWS Director Tony Anderson acknowledged Denver’s youth services partners for the great work they do. He reminded the board that Alex Monk, Director of Workforce Services at DPS FACE, had recently graduated from law school and passed the bar exam; Tony shared that Alex will be moving on to a new position to put that degree to use and thanked him for his contributions over the past few years.
• Tony announced that along with the name change from Office of Economic Development to Denver Economic Development & Opportunity, Denver EDO has a new strategic plan, Propel Denver, which includes Denver EDO’s Vision – leading an inclusive and innovative economy for all Denver residents and neighborhoods – and Mission – delivering today while strategically investing for tomorrow - we create, catalyze, connect & cultivate. He reviewed a few of the highlights of the plan.
  o Despite rebranding, Denver EDO’s four organizational pillars remain the same. Housing, Neighborhoods, Small Business Opportunity and Business, Workforce & Global Development all work to ensure Denver’s residents, businesses and neighborhoods benefit from a vibrant economy, through achieving five core goals:
    ▪ Foster economic inclusivity by investing in people, assets, and places with unrealized potential,
    ▪ Preserve the vitality of Denver’s neighborhoods with equitable jobs, housing, and business opportunities,
    ▪ Grow Denver’s competitive capacity from home to globe,
    ▪ Enhance Denver’s future economic resiliency,
    ▪ Leverage the power of collaboration and resources across our collective agency and city partners to magnify impacts.
  o Deborah Cameron, Denver’s Chief Business Development Officer, explained the holistic approach of the strategic plan which intentionally integrates each department’s goals and discussed the Business, Workforce & Global Development goals under the core objective to develop local and global business opportunities while connecting residents to jobs.
    ▪ Continue to grow our own businesses
    ▪ Practice targeted business development
    ▪ Build Denver’s capacity to engage in global markets
    ▪ Strengthen alignment between business needs and community assets to expand talent pipelines
    ▪ Increase access to and impact of business and workforce services
  o Tony explained that DWS’ section of the strategic plan includes two initiatives, and provided information on the five goals of each initiative:
    ▪ Strengthen alignment between business needs and community assets to expand talent pipeline
      ○ Secure flexible/non-federal workforce funding – this aligns with the work of the Denver WDB’s Funding & Sustainability Committee.
      ○ Expand WORKNOW program – the team has been hired and is reaching out to partners.
      ○ Develop key city partnerships – this work is focused on the construction pilot program to connect more apprentices and residents from target neighborhoods with key city projects.
      ○ Enhance Sector Partnerships – to continue DWS’ work with industry and educational partners.
• Develop work-based learning/apprenticeship pathways – two new health care apprenticeships, surgical technician and patient care technician, have begun.

• Increase access to and impact of business and workforce services

  • Enhance business and job seeker outreach – a DWS team has developed a plan to make improvements for jobseekers at the workforce centers and the partnership with Skillful will enhance business outreach efforts.
  • Diversify recruitment and training events – in addition to monthly job fairs, jobseekers can connect with employers at hiring events that are held almost daily.
  • Develop and implement alternative workforce center hours – workforce centers are now open until 6 PM Tuesday through Thursday.
  • Develop strategic plan for youth services in partnership with Denver OCA – the collaboration around MBK is only the beginning of this partnership.
  • Expand DEN service offerings – DWS has secured funding from Denver International Airport to add three employees to the DEN staff.

• Propel Denver is available at:
  https://www.denvergov.org/content/dam/denvergov/Portals/690/DEDODbooklet_Final2_HIGHER%20RES.pdf

7. Committee Updates

• Governance & Oversight Committee. No updates.
• Funding & Sustainability Committee. No updates.
• Work-Based Learning Committee. No updates.
• Youth Committee. Maggie reported that she would be sending a survey to the group to collect information to map out Denver’s youth service providers. Additionally, Denver Opportunity Youth will be starting a new cohort for their Health Academy in June and Get IT in March. Impact Empowerment Group will be holding the third annual Changing the Narrative on April 25 at Prep Academy.

8. Meeting Wrap-Up, Q&A, Discussion

• The Board meeting adjourned at approximately 1:29 p.m.

Meeting Handouts:

• 3/8/2019 Denver WDB Meeting Agenda
• 2/8/2019 Board Meeting Minutes (Draft)
• Summer Job Fairs - Young Adults
• Women-In-Industry-JobFair 4.12.19
• EGTc-Osage Campus
• BoardMatch 2019.04.10
• DWS Community Connections 2019-03
• SYEP 2019 Flyer
• Mayor Hancock’s Summer Youth Employment 2019 Invitation
• SYEP Employer Checklist
• SYEP 2018 Report
• Propel Denver: Denver EDO 2019 Strategic Plan
• 3.8.2019 Denver WDB Meeting Slide Deck