Meeting Minutes

Date: Friday, June 14, 2019
Location: Denver Metro Chamber of Commerce, 4th Floor Conference Room
1445 Market St, Denver, CO 80202

Attendance

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Board Members</th>
<th>Category &amp; Industry</th>
</tr>
</thead>
<tbody>
<tr>
<td>R</td>
<td>1</td>
<td>Robert Andrews, DenverWorks</td>
<td>Workforce Partner</td>
</tr>
<tr>
<td>Y</td>
<td>2</td>
<td>Corry Avery, Sheet Metal Workers’ Apprenticeship Training Institute</td>
<td>Labor – Training</td>
</tr>
<tr>
<td>Y</td>
<td>3</td>
<td>Maggie Bolden, Palace Construction (CHAIR)</td>
<td>Business – Construction</td>
</tr>
<tr>
<td>Y</td>
<td>4</td>
<td>Mary Broderick, IBEW Local #68</td>
<td>Labor</td>
</tr>
<tr>
<td>R</td>
<td>5</td>
<td>Sara Butz, Black Creek Group</td>
<td>Business – Prof. Services</td>
</tr>
<tr>
<td>Y</td>
<td>6</td>
<td>Lynda Campbell, Stonebridge Companies</td>
<td>Business – Hospitality</td>
</tr>
<tr>
<td>Y</td>
<td>7</td>
<td>Bryan Cook, Associated General Contractors of Colorado (AGC Colorado)</td>
<td>Business – Construction</td>
</tr>
<tr>
<td>Y</td>
<td>8</td>
<td>Valerie Greenhagen – Center for Employment Opportunity (CEO)</td>
<td>Workforce Partner</td>
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<tr>
<td>R</td>
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<td>Ahmed Hassan – Colorado Technology Association</td>
<td>Business – IT</td>
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<tr>
<td>Y</td>
<td>10</td>
<td>Joseph Herold – Design Thinking Denver</td>
<td>Business – IT</td>
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<tr>
<td>Y</td>
<td>11</td>
<td>Kelli Kelly, PCL Construction Enterprises, Inc.</td>
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<td>Y</td>
<td>12</td>
<td>Barbara Lindsay – Emily Griffith Technical College</td>
<td>Local Adult Education</td>
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<td>13</td>
<td>Elise Lowe-Vaughn, CO Department of Labor &amp; Employment (CDLE)</td>
<td>Workforce Partner</td>
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<tr>
<td>Y</td>
<td>14</td>
<td>Mark Miller, Pipefitters #208</td>
<td>Labor</td>
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<tr>
<td>Y</td>
<td>15</td>
<td>Turid Nagel-Casebolt, Denver EDO - Business Development</td>
<td>Economic Development</td>
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<tr>
<td>P</td>
<td>16</td>
<td>Fabiana Nardi, Green Hat Web Solutions (Dorotha Steinke)</td>
<td>Business – IT/Prof. Services</td>
</tr>
<tr>
<td>P</td>
<td>18</td>
<td>Paxton Oliphant, Center for Work Ethic Development (Josh Davies)</td>
<td>Business – Prof. Services</td>
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<tr>
<td>P</td>
<td>17</td>
<td>Lindsey Pacheco, CDLE Division of Vocational Rehabilitation (Sandra Sharp)</td>
<td>Vocational Rehabilitation</td>
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<tr>
<td>R</td>
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<td>Holly Reed Sturgeon, I4Talent</td>
<td>Business – Prof. Services</td>
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<tr>
<td>Y</td>
<td>20</td>
<td>Paula Schriever, Spring Institute for Intercultural Learning</td>
<td>Local Adult Education</td>
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<tr>
<td>Y</td>
<td>21</td>
<td>Stephanie Van Cleve-DelHerrera, University of Denver</td>
<td>Higher Education – Hospitality</td>
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<td>Cecil Velázquez, FareHarbor</td>
<td>Business – IT/Hospitality</td>
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<td>23</td>
<td>Dan Weinstein, Aon Hewitt</td>
<td>Business – Prof. Services</td>
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<td>24</td>
<td>Michael Williams, U.S. Immigration &amp; Customs Enforcement</td>
<td>US Government – Youth Program</td>
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<tr>
<td>R</td>
<td>25</td>
<td>Kathy Workman, InnovAge</td>
<td>Business – Healthcare</td>
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</tbody>
</table>

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

73% of the Voting Members (VM) attended

QUORUM: Yes

Agenda Items

1. Call to Order, Welcome & Introductions
   - Denver Workforce Development Board (WDB) Chair Maggie Bolden called the meeting to order at 11:45 a.m.
     - Dorothea Steinke, Literacy Coalition of Colorado, attended as proxy for Fabiana Nardi; Josh Davies, Center for Work Ethic Development attended as proxy for Paxton Oliphant; Sandy Sharp, CDLE Division of Vocational Rehabilitation (DVR), attended as proxy for Lindsey Pacheco.
     - Guests at the meeting included: Katy Arreola, Savio House; Nate Curtis, Volunteers of America; Judith Emery, Colorado Urban Workforce Alliance (CUWA); Andrew Galloway, CDLE; Otter Giltz, ResCare Workforce Services (ResCare); Sir Green, ResCare; Drew Grissom, Denver Indian Center; Gerald Hamel, IEG Inc.; Kelly Hummel, ResCare; Keith Meyer, North Peak Strategies; Lindsay
McNicholas, Denver Public Schools (DPS); Margie Morris, Social Impact Partners; Josh Rathbun, Denver Community Credit Union; Paris Sherman, ResCare; Mark Spitz, Spitz Legal Counsel LLC; Matt Sweeney, Community College of Denver; Kim Tranter, Colorado Hospitality & Lodging Association; Lee Wheeler-Berliner, Colorado Workforce Development Council (CWDC); Melanie Wilmesher, FareHarbor; and Whitney Wise, Focus Points Family Resource Center.

- Denver Economic Development & Opportunity (DED0) and Denver Workforce Services (DWS) staff in attendance included: Tony Anderson, Ken Arellano, Monica Badgett, Alison Cale, Deborah Cameron, Cindy Gaertner, Yohannes Mengistu, Liz Mulei, Todd Nielsen, Liz Ojeda, Shonta Trotman, Bret Walker, Dana Williams and Mamay Worku.

2. Workforce Development Board Business
   - Approval of Minutes. **Stephanie Van Cleve-DeHerrera** moved to approve the May 10, 2019, board meeting minutes without modification; **Paula Schriefer** seconded the motion.
     - **Action Taken:** All Board members present voted to approve the minutes; the motion passed.

3. Grant Program Roundtables. Representatives from DWS presented roundtables on five grant funded programs. Presentations included summary sheets on each of these programs, which are attached to these minutes.
   - **State Apprenticeship Expansion Grant & Apprenticeship USA State Expansion Grants.** Bret Walker, Employer Services Manager, presented on these two grants from the state aimed at expanding the number of industry sectors and occupations involved in Registered Apprenticeships and increasing the number of registered apprentices.
   - **Disability Employment Initiative (DEI).** Monica Badgett, Education & Training Services Liaison, discussed DEI and its goals to reintegrate individuals who identify as having a disability into the workforce by utilizing the Ticket to Work program or other workforce services to help them acquire greater wage earnings.
   - **Lives Empowered Initiative.** Yohannes Mengistu, DEN Workforce Center Supervisor, and Shonta Trotman, Education and Training Services Program Manager, shared information on this Colorado Workforce Development Council (CWDC) grant to support and expand the retail industry through employer engagement, incumbent worker training, and technical support and resources for newly developed retail sector partnerships across the state of Colorado.
   - **Technology Employment in Colorado Partnership (TEC-P).** Liz Ojeda, Program Manager, provided an overview of the recently closed-out, 4-year TEC-P, which was funded through the U.S. Department of Labor’s (USDOL) Ready to Work initiative and provided targeted, customized employment services, assistance and training to long-term unemployed individuals from the Advanced Manufacturing and Information Technology sectors.
   - **Veterans Service to Career.** Todd Nielsen, Program Manager, and Nate Curtis, Program Manager at Volunteers of America (VOA), discussed this program to provide case management and job-related services to Veterans and eligible household members facing significant barriers to employment, including those experiencing homelessness or addiction, those with bad conduct discharges, Vietnam-era, National Guard and military reserve veterans, and veterans otherwise unable to enroll under WIOA, at the Bill Daniels Veterans Service Center.

4. Colorado’s 2020 WIOA State Plan. Lee Wheeler-Berliner, CWDC Managing Director, discussed the upcoming process for development of the Colorado WIOA State Plan, which is due to the USDOL in 2020. Because innovation is driven at the local level, CWDC would like to consult local WIOA plans to include regional priorities and input. Lee outlined a schedule for plan development which included identification of statewide goals by mid-September, drafting the plan through December so it is ready for public review in January. He asked the group to identify (1) Denver’s priorities for the next three to five years, (2)
opportunities that may need more attention, and (3) ways to prepare for the future of work, changing demographics and automation. Responses included:

- Align workforce priorities with economic development opportunities, for example, connecting youth with the tech economy.
- Connect high school graduates with alternative earn and learn opportunities before they enter college to reduce or avoid student loan debt.
- Upskill the current workforce, for example, helping employers train incumbent workers, to meet anticipated requirements of the future.
- Enhance the workforce nimbleness so it can adapt to the changing demands of the economy and workplaces.
- Focus on the increasing importance of the 50-plus population due to demographic changes; reintegrating them into the workforce.
- Bring wages up to allow lower-wage workers to afford rents.
- Bridge the wage gap between what employers can afford to pay and the demands of Denver’s economy.
- Address the leading edge/bleeding edge entrepreneurial environment.
- Ensure Denver’s most vulnerable priority populations receive services to participate in the economic growth.
- Exploring alternative WIOA data systems.

5. **Meeting Wrap-Up, Q&A, Discussion**

- The Board meeting adjourned at approximately 1:35 p.m.

**Meeting Handouts:**

- 6/14/2019 Board Meeting Agenda
- Workforce Wednesday (6/12/19)
- DEN Job Fair
- June Economic Indicators
- 5/10/2019 Board Meeting Minutes (Draft)
- Apprenticeship Grant Roundtable Brief
- DEI Grant Roundtable Brief
- LEI Grant Roundtable Brief
- TEC-P Grant Roundtable Brief
- VS2C Grant Roundtable Brief
- Committee Report Outs & Minutes
Grant Program Name:
State Apprenticeship Expansion Grant (SAE) – Apprenticeship USA State Expansion Grants

Statement of need (Why is this program necessary?):
As the economy continues to grow and Denver is at full employment, businesses across all industries are expressing the need for a pipeline of skilled workers to help them remain competitive.

What is a Registered Apprenticeship?
A Registered Apprenticeship (RA) is an employer-driven model that combines on-the-job learning with related classroom instruction that increases an apprentice’s skill level and wages. It is a proven workforce development strategy for businesses to recruit, train, and retain highly skilled workers. As a flexible training strategy, it can be customized to meet the needs of every business to provide participants with an opportunity to earn a salary while learning the high-demand skills employers need the most. RAs are available in a variety of occupations across industries, including aircraft mechanic in Advanced Manufacturing, electrician in the Building Trades, nursing assistant in Healthcare, or a coder in Information Technology. More than 500,000 apprentices participate in RA programs across the country.

How does the grant program address this need?
- Develop and implement comprehensive strategies to support RA expansion;
- Engage industry and workforce intermediaries, employers, and other partners to expand and market RAs to new sectors and underserved populations;
- Enhance capacity to conduct outreach and work with employers to start new programs;
- Expand and diversify participation in RAs through state and local innovations, incentives, and system reforms; and
- Bring together the right partners to strengthen RA systems.

Key partnerships:
- **The Lockheed Martin Space Advanced Manufacturing Technician Apprenticeship Program (AMTAP)**. The AMTAP program trains candidates on the skills to build electronics and prepares them for an exciting career in space operations. During the up-front training program participants are paid and offered company benefits. Program graduates earn a nationally recognized credential and have an opportunity for full time employment at Lockheed Martin.
- **Techtonic Software Developer Apprenticeship**. The Software Developer Apprenticeship program is for individuals who are ready to take the first step to begin a career as a Software Developer.
- **Stonebridge Companies**. This RA program trains and retains Hospitality Managers.
- **WorkNOW**. Promoting all RA opportunities in construction throughout the metro area.
- **Centura Health**. Discussion for Sterile Processing RA.
- **HealthOne**. Discussion of a Medical Assistant RA and a PCT RA program.
Key program activities:

DWS has made apprenticeships a top priority and has identified many new opportunities. Our Employer Services team in Healthcare, Construction, Hospitality & Retail, Information Technology, Early Childhood Education and Manufacturing works to recruit for existing Pre-Apprenticeship and Registered Apprenticeship. DWS has been partnering with Colorado Works/TANF, Employment First, Denver Opportunity Youth Initiative and Workforce Regional Partners to identify and promote apprenticeships in our community. DWS also convenes sector partnerships in Healthcare, Construction, Hospitality & Retail, Information Technology and Early Childhood Education, which provide the opportunity for local skilled trade apprenticeship and pre-apprenticeship programs to collaborate with other training programs, industry leaders and public partners to address the need for a more robust talent pipeline of skilled labor. Apprenticeship awareness continues as a standing agenda item on all sector partnership and community monthly meetings.

Key program goals:

- Advance RAs as a workforce development strategy and postsecondary education career pathway that maintains the nation’s strong, adaptable, and highly skilled workforce.
- Support integrated apprenticeship strategies and capacity to engage industry and meet the demand for new programs in both traditional and non-traditional industries such as IT, Healthcare, Advanced Manufacturing, Building Trades, Cybersecurity, and Business Services.
- Catalyze innovations to significantly increase RA opportunities for the workforce, particularly low-income individuals and underrepresented populations in apprenticeship including youth, women, communities of color, Native Americans, and persons with disabilities, and take steps to facilitate their successful completion of apprenticeship programs.

Performance toward key outcomes and goals:

81 Total enrollments – 49 male and 32 Female
Continued focus on existing Registered Apprenticeships in Metro area. Some shown below:
   All Trades -- Carpenter to Tile finisher, CommunityWorks, Techtonic Group, King Soopers Bakery, Stonebridge Companies and Lockheed Martin (AMTAP).

How can the Denver WDB assist with this program and activities?

Be a part of recruiting individuals into Registered Apprenticeships
- Share information of all RA in the area
- Promote events around RA’s
- Direct companies that are thinking of other ways to recruit for their workforce to contact Employer Services https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf

Links to additional resources:
https://www.dol.gov/apprenticeship/toolkit.htm

Contact info to learn more:
Bret Walker | Manager Employer Services
Denver Economic Development & Opportunity
p: 720.913.1529 | bret.walker@denvergov.org
Grant Program Name:
Disability Employment Initiative (DEI)

Statement of need (Why is this program necessary?):
Individuals with disabilities frequently experience higher unemployment and earn lower wages than those without. This grant has been created to reintegrate those in our community who have identified as having a disability, helping them acquire greater wage earnings through the ticket to work program or as walk-in workforce center customers. This will empower those individuals receiving SSI or SSDI to eventually reduce their need for these services and monetary assistance.

How does the grant program address this need?
These services are provided by the establishment of Independent Resource Teams (IRT) of community resources through community-based organizations, state (DVR) and various local partners.

Key partnerships:
Arapahoe/Douglas, Denver and El Paso County Workforce regions partnered with CDLE as recipients of this grant. These counties serve the largest percentage of those who identify as having a disability in the state. Additional partners include CDLE’s Division of Vocational Rehab, National Disabilities Initiative (NDI), and the American Dream Employment Network (ADEN)

Key program activities:
• Workforce/community collaborations and outreach
• Career pathway and business services workgroups
  o State of Colorado Leadership teams
• Intergraded Resource Teams
• Focus groups of training providers, employers, customers, community partners and workforce staff on the levels of service and ways that access to services can be improved
• Insuring all workforce centers are assessible to customers with disabilities (tools, technology)

Key program goals:
• Increase access to employment opportunities to people with disabilities
• Improve services to these communities and expand occupational opportunities, training
Performance toward key outcomes and goals:

We have exceeded our goals. Since 1/2017 Denver has:

- Enrolled 113 Adults with Disabilities into WIOA AD and DW programs
- 32 have entered WIOA AD and DW Training
- 18 have completed WIOA AD and DW Training

Additionally, 30 customers have been placed in viable employment over the three participating workforce regions.

How can the Denver WDB assist with this program and activities?

The WDB can assist by providing a presence at various community activities that support this work and other grant work throughout the metroplex, when available.

Links to additional resources

https://disability.workforcegps.org/

Contact info to learn more:

Monica S. Badgett, MS | Education and Training Services Liaison – Workforce Services
Denver Economic Development & Opportunity
o: 720.913.1543 |m: 720.250.7564
monica.badgett@denvergov.org

Or

Shannon Bishop, Disabilities Resource Coordinator
4685 Peoria St. Denver, CO.80239
720.307.5121
shannon.bishop@rescare.com
Grant Program Name: **LIVES EMPOWERED INITIATIVE (LEI)**

**Statement of need (Why is this program necessary?):**

The Retail & Hospitality Industry in Colorado is expected to add over 42,000 jobs in the next 5 years; about half of those will be in the Metro Denver area.

**How does the grant program address this need?**

Denver Workforce Services (DWS) supports Lives Empowered Initiative (LEI) by utilizing best practices and working with Colorado Workforce Development Council (CWDC) to expand its efforts in the retail industry; including employer engagement, adding incumbent worker training, and providing technical support and resources for newly developed Sector Partnerships across the state of Colorado. LEI achieves its intended goals by

- Leveraging the existing promising practices of the Denver Reimagine Retail program
- Expanding work-based learning programs, training for incumbent workers and implementing strategies to help employers better retain and increase skills of their existing workforce
- Implementing cohort approach in providing training and work-based learning opportunities
- Utilizing Sector Partnership as a tool for industry – Community Based Organization (CBO) engagement in talent development
- Applying Career Pathways within retail and cross industry occupations

**Key partnerships:**

- Retail Employers including Stonebridge Companies, Concessions International, Elitch Gardens, Sheraton Denver DTC, and Paradies Lagardere
- Community Based Organizations (non-profit organizations, public school systems, government agencies) such as Denver Community, Metro Caring, Center for Work Education and Employment (CWEE), George Washington High School and Impact Empowerment Group
- Training providers including Dynamic Learning Inc., Colorado Hospitality Lodging Association (CHLA), Spring Institute, Emily Griffith Technical College, CWEE and Mi Casa Resource Center
- Regional Workforce Boards and Workforce Initiative Boards – A/DWorks!, Jeffco, Boulder County and Adams County

**Key program activities:**

- Provide career and/or competency assessments, career preparation, and/or career coaching for career pathways defined within retail, aligned occupations and subsectors
- Provide skills training toward industry certificates, preferably that resulted in promotions and/or wage increases.
- Design and implement participant work-based learning experiences to upskill and advance incumbent retail employees.
- Identify and implement wrap-around services to support the whole employee in their career advancement
- Increase the number of businesses participation with MDRP (Retail, Hospitality and Food & Beverages)
• Support the development and growth of new retail Sector Partnerships across the state
• Supporting the overall implementation of Lives Empowered Initiative across the State

Key program goals:
During the life of the Initiative, Lives Empowered will:
• Increase business engagement (outreach and engagement to over 50 retail business)
• Provide upskilling, work-based and training opportunities to 400 retail incumbent workers
• Increase training and industry certification opportunities
• Instrumental in the development and formation of 3 - 10 Retail Sector Partnerships across the State

Performance toward key outcomes and goals:
• Outreach and engagement to retail business
• Provided 10 work-based and 43 training opportunities (Registered Apprenticeship Program for Lodging Manager, Certified Hospitality Supervisor training, ServSafe Food Handler Certification and Workplace English class)
• Assist with the development and formation 3 – 10 Retail Sector partnerships – Identification of potential regions and business champions is underway

How can the Denver WDB assist with this program and activities?
• Marketing and recruitment of retail employers and supporting agencies
• Assist with connections and best practices in upskilling and career pathways of incumbent workers
• Advocating for the efforts in expanding retail sector partnerships

Links to additional resources:
Lives Empowered Initiative
https://www.colorado.gov/pacific/cwdc/lives-empowered

Colorado Business Round Table
CWDC talked about Lives Empowered and Sector Partnerships. Tina Castro Business Co-chair and Yohannes highlighted MDRP. click https://www.youtube.com/watch?v=hB8JRDwAyHE and go to 32.10 until 48.01 to listen to the MDRP portion.

Contact info to learn more:
Shonta Trotman | Program Manager Education and Training Services – Workforce Services
Denver Economic Development & Opportunity
p: (303) 342-2581 | shonta.trotman@denvergov.org

Yohannes Mengistu | Supervisor - Workforce Services
Denver Economic Development & Opportunity | City and County of Denver
o: (303) 342-2583 | yohannes.mengistu@denvergov.org
Grant Program Name:
Technology Employment in Colorado Partnership (TEC-P)

Statement of need (Why is this program necessary?):
During the recovery from the Great Recession of 2007-09, approximately 10.2 million U.S. workers were unemployed and 3.6 million were considered long-term unemployed (27 weeks or longer). Many of these workers were highly skilled and required career coaching and assistance in adapting their skills and experience to new occupations and industries for which employers often used H-1B visas to hire foreign workers. They required targeted and customized employment assistance and counseling, training, and specialized service interventions such as financial or behavior health counseling to succeed in the labor market as rapidly as possible. The USDOL’s Ready to Work initiative (Ready-To-Work) sought innovative and flexible program models that primarily addressed the unique and varied challenges facing this group of long-term unemployed workers.

How does the grant program address this need?
TEC-P, as part of Ready-To-Work supported and scaled innovative collaborations between employers, nonprofit organizations and workforce development to connect ready-to-work Denver Metro workforce with ready-to-be-filled middle- to high-skilled jobs. The program provided individualized counseling, training and supportive and specialized services leading to rapid re-employment in the Advanced Manufacturing and Information Technology sectors. Denver lead these efforts as grant and fiscal administrator.

Key partnerships:
Participating Workforce Regions: Arapahoe/Douglas; Boulder, Denver, Jefferson, Larimer and Mesa

EDUCATION PARTNERS
Agile, APICS, CA Technologies, Code Craft, Colorado State University, Community College of Aurora, DaVinci Coders, EdX, Front Range Community College, Galvanize, General Assembly, IQ Shares, LeaderQuest, New Horizons, Red Rocks Community College, Salesforce, SecureSet, Techtion, Turing, Tuliva, T3 Resources, University of Denver, Western Colorado Community College, 360 Training

INDUSTRY ASSOCIATIONS
and other Community Partners
Colorado Technology Association, Metro Manufacturing Partnership, Women in Manufacturing, Society of Manufacturing Engineers, Manufacturers Edge, and the Mountain Plains Minority Supplier Development Council, The Commons on Champa
Additionally, individuals were placed at over 71 Information Technology and Advanced Manufacturing companies. Representatives of local employers within these industries comprised and lead an advisory board, which supported the development of two sector partnerships to inform talent training beyond the scope of any one grant.

**Key program activities:**

TEC-P grant funding supported a convener, supervisory management, labor force analysis, case management, tuition assistance and supportive services for eligible participants.

**Performance toward key outcomes and goals:**

<table>
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<th>Collective Performance of All Regions</th>
<th>Goal</th>
<th>Total¹</th>
<th>% of Goal</th>
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<tbody>
<tr>
<td>Enrollments</td>
<td>593</td>
<td>675</td>
<td>114%</td>
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<tr>
<td>Long-term Unemployed</td>
<td>538</td>
<td>616</td>
<td>114%</td>
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<tr>
<td>Incumbent Worker (IW)</td>
<td>55</td>
<td>59</td>
<td>107%</td>
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<tr>
<td>Education/Training Enrollment</td>
<td>508</td>
<td>633</td>
<td>125%</td>
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<tr>
<td>Training Completions</td>
<td>508</td>
<td>542</td>
<td>107%</td>
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<tr>
<td>Training w/Credentials</td>
<td>338</td>
<td>329</td>
<td>97%</td>
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<tr>
<td>Employment</td>
<td>458</td>
<td>440</td>
<td>96%</td>
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<tr>
<td>Average Wage</td>
<td>$ 63,280</td>
<td>$ 84,276</td>
<td>127%</td>
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<table>
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<tr>
<th>Denver Performance Metrics</th>
<th>Goal</th>
<th>Total</th>
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<tr>
<td>Enrollments</td>
<td>175</td>
<td>192</td>
<td>110%</td>
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<td>Long-term Unemployed</td>
<td>150</td>
<td>180</td>
<td>120%</td>
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<td>25</td>
<td>12</td>
<td>48%</td>
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<td>Education/Training Enrollment</td>
<td>120</td>
<td>175</td>
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<tr>
<td>Training Completions</td>
<td>120</td>
<td>157</td>
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<tr>
<td>Training w/Credentials</td>
<td>75</td>
<td>99</td>
<td>132%</td>
</tr>
<tr>
<td>Employment</td>
<td>127</td>
<td>128</td>
<td>101%</td>
</tr>
<tr>
<td>Average Wage</td>
<td>$ 63,280</td>
<td>$ 77,956</td>
<td>123%</td>
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How can the Denver WDB assist with this program and activities?

This program ended March 31, 2019. Sustainable activities to support the tech industry have been established and the TEC-P regions will continue to provide resources, services and trainings for job seekers in these targeted industries.

**Links to additional resources:**

[www.tecpcolorado.com](http://www.tecpcolorado.com)

**Contact info to learn more:**

Liz Ojeda  [Elizabeth.Ojeda@denvergov.org](mailto:Elizabeth.Ojeda@denvergov.org)

¹ As of May 2019; data still coming in
TECHNOLOGY EMPLOYMENT IN COLORADO PARTNERSHIP

TEC-P BY THE NUMBERS

Results of the USDOL Ready to Work Grant 2014-2019

COLLABORATION BETWEEN 6 WORKFORCE REGIONS

Arapahoe/Douglas, Boulder, Denver, Jefferson, Larimer, Mesa

$6.172 MILLION
Awarded in funding

674 PEOPLE SERVED
29% veterans, 24% women, 33% minority, 30% over the age of 55

542 TRAINED 47 UPSKILLED (incumbent workers) 400 CREDENTIALS

- 48% trained in software development, IT project management, cyber security, network administration
- Most upskilled employees trained as production managers, computer systems analysts, industrial/manufacturing engineers, and aerospace engineers

440 PEOPLE EMPLOYED

- 45% in occupations such as computer user support specialist, computer systems analyst, computer system engineer
- 35% in occupations such as IT project manager, data/web administrator, network systems administrator, software developer, and systems software developers

AVERAGE WAGE: $84,276

Over $37 million in new worker earnings to the regional economy, meaning for every $1 spent on TEC-P, there was return of $6.08.

A special thanks to the following companies that lead our Advisory Board and Sector Partnerships:

- HOMEADVISOR
- PAIRIN
- TECHTONIC GROUP
- ZAYO
TEC - P BY THE NUMBERS

Results of the USDOL Ready to Work Grant 2014-2019

CITY AND COUNTY OF DENVER

192 PEOPLE SERVED
28% of total served during the grant

157 TRAINED

12 UPSKILLED (incumbent workers)

128 PEOPLE EMPLOYED

AVERAGE WAGE: $77,956

"I am writing this to show how TEC-P has supported me immensely in my entire IT career, especially Elaine Lint-Scott. I was unemployed and was having troubles getting job interviews, after taking some time off to take care of my sick family members, and struggling.

I was able to find a job as an IT analyst after the training that Elaine was able to get me through the TEC-P program...without that assistance for training, and the fact that I was supported with job leads, and with money for gas and interview clothes, I (would not) have been able to make it during the period of time I was unemployed and get back to a pay rate that allows me to pay my bills and be a contributor to society again!

I am very indebted to the TEC-P program, and don't know what I would have done without their help, and Elaine Lint-Scott's above and beyond dedication in particular."

A special thanks to the full Denver Workforce Services team that supported these efforts.
TECHNOLOGY EMPLOYMENT IN COLORADO PARTNERSHIP

TEC - P BEST PRACTICES

Results of the USDOL Ready to Work Grant 2014-2019

Participating Workforce Regions:
Arapahoe/Douglas, Boulder, Denver, Jefferson, Larimer, Mesa

A COLLABORATIVE APPROACH TO MEETING THE REGION’S TALENT NEEDS

INDUSTRY PARTNERS
Two sector partnerships were established that support multiple regions as well as cross-over collaboration.

NETWORKS
Larimer launched an Alumni Bank System where current customers connected to former jobseekers to network—a practice now used by teams across all industries.

COMMUNICATION
Partners had a joint web presence, including on social media, which went out multiple times a week.

MENTORSHIP
Jefferson launched the P4 Mentorship Program, matching interns with mentors to help them overcome challenges during the internship and advocate for them during their job search.

STRENGTHENING FUNDAMENTALS
Denver delivered communication courses requested by industry in: active listening, speaking/presenting, business writing, and body language.

JOINT PROCESSES
Partners developed a unified screening process to determine jobseeker eligibility and consistent messaging for employers regarding funding.

APPRENTICESHIPS
Techtonic Group has been a multi-regional success, showing the power and sustainability of employer-led public/private partnerships. As of July 2018, 68 TEC-P customers had successfully completed its apprenticeship program and are working at an average annual salary of $65,000. At this writing, 85% are still employed in IT.

NETWORKS
Larimer launched an Alumni Bank System where current customers connected to former jobseekers to network—a practice now used by teams across all industries.

A special thanks to Judy Emery and the COLORADO WORKFORCE ALLIANCE for supporting this collaboration.
In addition to TEC-P training and employment outcomes, the performance matrices for the grant include non-training measures:

“Intensive coaching and other short-term, specialized services culminating in direct job placement into middle and high-skilled jobs. Generally, this track is intended to serve long-term unemployed workers who have the skills and competencies to be placed directly into middle and high skilled employment without additional training but need intensive participant services and job placement services to secure employment in middle and high-wage jobs.”

A Denver metric only, we were tasked with serving 30 participants with intensive services and placing 26 (85%) of those customers in unsubsidized employment. 66 participants with successful employment were served. We found the following employment results regionally, demonstrating 254% of the employment goal:

The customers specified have received multiple intensive services prior to being coded in Connecting Colorado as entering unsubsidized employment. Four primary service categories were available based on need. There were, in many cases, multiple service categories provided to insure successful employment.

100% of participants received initial and comprehensive assessments in order to determine their job needs.

98% of participants received case management services: career portfolio assistance, job readiness, job search, workshops, resume prep, and vocational guidance.

50% of participants received specialized services: job club, customized services, counseling, financial counseling, health/medical resources. These services utilized funds from grant direct services budget.

21% of participants received supportive services: transportation, training tools, family care, rental support. These services utilized funds from grant direct services budget.
Participants Employed without Industry Training Services

Participants found employment in both technology jobs, and traditional non-tech jobs:

The demographics of employed customers receiving only intensive services largely match those of the overall grant:

- **Gender**
  - Male: 46
  - Female: 20

- **Ethnicity**
  - White: 47
  - Hispanic: 7
  - Black: 6
  - Asian: 4
  - American Indian: 2
  - Pacific Islander: 0
Grant Program Name:
Veterans Service to Career (VSC)

Statement of need (Why is this program necessary?):
Colorado House Bill 18-1343 allows local workforce areas to apply for funds to support veterans, their spouses and other eligible participants who are seeking new employment and careers. Preference was given to workforce centers that partners with a nonprofit agency that is an integrated service and support center for veterans and their families.

The collaboration with Volunteers of America Colorado Branch (‘VOACO’) Bill Daniels Veteran Services Center (‘VSC’) and Denver Workforce Services will result in expanded workforce services for eligible participants with significant barriers to employment, including those experiencing homelessness or addiction, those with bad conduct discharges, Vietnam-era, and National Guard and military reserve veterans, and veterans unable to enroll under WIOA or who would otherwise benefit from expanded support.

How does the grant program address this need?
VOACO will provide case management & job-related services to Veterans and eligible household members facing significant barriers to employment. Participants will be identified through outreach, partner referrals, and Denver Workforce VSC eligible participants.

Key partnerships:

Key program activities:
Skills training; registered apprenticeships; internships and other work-based learning opportunities; gainful, career-oriented employment opportunities, supportive services including case management, social/peer support, connection to stabilizing service providers (e.g. housing, healthcare, benefits acquisition, legal aid, etc.), and temporary financial assistance as allowable by the funding source.

Key program goals:
VS2C Program will serve approximately 70 Veterans over the course of the grant period.
Performance toward key outcomes and goals:

VOACO contract was executed on at the end of April. There are currently 7 participants in the pipeline for enrollment.

How can the Denver WDB assist with this program and activities?

Support can include: work-based training based on industry occupations that meet the skill needs of program Veterans; hosting hiring events; training resources; job search resources thru network events, mentorships, mock interviews, industry panels, etc.

Links to additional resources:
https://www.voacolorado.org/gethelp-denvermetro-veterans

Contact info to learn more:
Liz Ojeda  Elizabeth.Ojeda@denvergov.org
Nate Curtis  ncurtis@voacolorado.org
Volunteers of America’s

Veteran Services To Career

You served our country, let us serve you.

BACKGROUND

The Veteran Service to Career program (VS2C) is an employment program funded by Denver Economic Development and Opportunity, which seeks to find long-term, stable employment for the Veteran community in the Denver-Metro area.

HOW WE HELP

VS2C staff work collaboratively with all program participants to develop and implement an individualized service and employment plan scaled to the unique needs of each eligible participant. When enrolled, clients will have access to case management services, career guidance, supportive services, and temporary financial assistance. The VS2C staff will additionally provide recruitment services, participant assessment, program enrollment, job development, logistics and staffing, job retention, job coaching and referrals to appropriate services which will assist in addressing stable career paths, skills and education acquisition, apprenticeships, and other internships/work-based learning opportunities, and other protective stabilization factors such as connection to housing, benefits, and healthcare providers. This collaboration will result in long-term career development for the individuals and families who have served our country to the highest degree.

WHO WE SERVE

- Clients with no access to WIOA funding and, either
- Veterans who have served at least 181 days of active duty.
- Transitioning service members within 60 days of discharge
- Spouses of Veterans
- Dependent children of Veterans who are 26 and younger.
Who We Are:

Nate Curtis
Program Manager
(720) 481-7627
ncurtis@voacolorado.org

Regina Perry
Intake Coordinator
(303) 589-0633
rperry@voacolorado.org

Address
1247 Santa Fe Drive
Denver, CO 80204

Building Telephone
(303) 297-0408

Message Line
(720) 501-3368

How You Can Help:

To donate to the Veteran Services to Career program, please contact Nate Curtis as well as:

Eleo Casil
Veteran Resource Manager
ecasil@voacolorado.org

WHAT WE PROVIDE

• One-On-One Case Management
• Skills Inventory Assessments
• Referrals to Supportive Services
• Connections to Industry Employers
• Opportunities for On-The-Job Trainings
• Apprenticeships and Internships
• Professional Development Courses
• Career Guidance
• Temporary Financial Assistance For
  • Housing
  • Transportation
  • Work Equipment and Uniforms
  • Educational Courses
  • Apprenticeships
  • Certificates & Licensures