Denver Workforce Development Board

Meeting Minutes

Date: Friday, July 12, 2019
Location: Denver Metro Chamber of Commerce, 4th Floor Conference Room
1445 Market St, Denver, CO 80202

Attendance

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Board Members | Category & Industry
---|---
Robert Andrews, CommunityWorks | Workforce Partner
Corry Avery, Sheet Metal Workers’ Apprenticeship Training Institute | Labor – Training
Maggie Bolden, Palace Construction (CHAIR) | Business - Construction
Mary Broderick, IBEW Local #68 | Labor
Sara Butz, Black Creek Group | Business – Prof. Services
Lynda Campbell, Stonebridge Companies | Business – Hospitality
Bryan Cook, Associated General Contractors of Colorado (AGC Colorado) | Business – Construction
Valerie Greenhagen – Center for Employment Opportunity (CEO) | Workforce Partner
Ahmed Hassan – Colorado Technology Association | Business – IT
Joseph Herold – Design Thinking Denver | Business – IT
Kelli Kelly, PCL Construction Enterprises, Inc. | Business – Construction
Barbara Lindsay – Emily Griffith Technical College | Local Adult Education
Elise Lowe-Vaughn, CO Department of Labor & Employment (CDLE) | Workforce Partner
Mark Miller, Pipefitters #208 | Labor
Turid Nagel-Casebolt, Denver EDO - Business Development | Economic Development
Fabiana Nardi, Green Hat Web Solutions | Business – IT/Prof. Services
Paxton Oliphant, Center for Work Ethic Development | Business – Prof. Services
Lindsey Pacheco, CDLE Division of Vocational Rehabilitation | Vocational Rehabilitation
Holly Reed Sturgon, i4Talent | Business – Prof. Services
Paula Schriefer, Spring Institute for Intercultural Learning (Allison Needham) | Local Adult Education
Stephanie Van Cleve-DeHerrera, University of Denver | Higher Education – Hospitality
Cecil Velázquez, FareHarbor | Business – IT/Hospitality
Dan Weinstein, Aon Hewitt | Business – Prof. Services
Michael Williams, U.S. Immigration & Customs Enforcement | US Government – Youth
Kathy Workman, InnovAge (Darcie Allen) | Business – Healthcare
64% of the Voting Members (VM) attended | QUORUM: Yes

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

Agenda Items

1. **Call to Order, Welcome & Introductions**
   - Denver Workforce Development Board (WDB) Immediate Past Chair Stephanie Van Cleve-DeHerrera called the meeting to order at 11:46 a.m.
     - Allison Needham, Spring Institute for Intercultural Learning, attended as proxy for Paula Schriefer; Darcie Allen, InnovAge, attended as proxy for Kathy Workman.
     - Guests at the meeting included: Erika Anderson, Associated General Contractors Colorado (AGC); Dave Bocks, Bocks & Associates Marketing; Voletha Bradley, Community College of Denver (CCD); Sarah Butler, Construction Careers Now; Nathaniel Cradle, VFS Prep; Judith Emery, Colorado Urban Workforce Alliance (CUWA); Scott Flores, The Master's Apprentice; Kathy Ford, Colorado Department of Labor & Employment (CDLE); Andrew Galloway, CDLE; Otter Giltz, ResCare
Workforce Services (ResCare); Jim Gleason, United Brotherhood of Carpenters; Janell Gotier-Juanda, WORKNOW/CCD; Drew Grissom, CDLE; Gerald Hamel, IEG Inc.; Barbara Mahnen, Bank of America; Lindsay McNicholas, Denver Public Schools (DPS); Josh Rathbun, Denver Community Credit Union; Lisa Seaman, Associated General Contractors; Sandra Sharp, CDLE Division of Vocational Rehabilitation (DVR); Dorothea Steinke, Literacy Coalition of Colorado; Jennifer Stone, Denver Museum of Nature & Science; Sarah Vandelaar, Hensel Phelps; and Amy VanMeter, ClayDean Electric.


2. Workforce Development Board Business

- Approval of Minutes. Cecil Velázquez moved to approve the June 14, 2019, board meeting minutes without modification; Mark Miller seconded the motion.
  
  ➢ Action Taken: All Board members present voted to approve the minutes; the motion passed.

- Board Meeting Schedule. Denver Workforce Director Tony Anderson directed the group to the Proposed Meeting Schedule handout in their packets, which outlined a suggested change that would (1) convene full-board meetings every other month, and (2) convene committee-focused board meetings on those months without a full-board meeting. The meetings would still be scheduled for the second Friday of the month, with December and August having no meetings. Based on the proposed change, the next 12-month schedule could be as follows:

<table>
<thead>
<tr>
<th>Meeting Date</th>
<th>Objectives / Agenda</th>
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<tbody>
<tr>
<td>September - 9/13/19</td>
<td>Full Board Meeting</td>
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<tr>
<td>October - 10/11/19</td>
<td>Committee Meetings</td>
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<td>November - 11/8/19</td>
<td>Full Board Meeting</td>
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<td>December - 12/12/19</td>
<td>Holiday Reception</td>
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<td>January - 1/10/20</td>
<td>Committee Meetings</td>
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<td>February - 2/14/20</td>
<td>Full Board Meeting</td>
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<td>March - 3/13/20</td>
<td>Committee Meetings</td>
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<tr>
<td>April - 4/10/20</td>
<td>Full Board Meeting</td>
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<tr>
<td>May - 5/8/20</td>
<td>Committee Meetings</td>
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<tr>
<td>June - 6/12/20</td>
<td>Full Board Meeting</td>
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<tr>
<td>July - 7/10/20</td>
<td>Committee Meetings</td>
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- Mary Broderick suggested that the October Committee meeting begin with a committee “show and tell” to allow for recruitment of board members who may not be fully engaged in a committee already. The group thought that would be beneficial.

- Fabiana Nardi asked if her committee would not be able to continue meeting monthly. Tony encouraged the committees to meet monthly if they believed it would be productive and maintain momentum.

- Cecil expressed that this change would be beneficial to committee success and improve attendance at committee meetings.

- Corry Avery relayed that this would also allow the committees more opportunity for collaboration.

Corry Avery moved to adopt the proposed board meeting schedule; Fabiana Nardi seconded the motion.

➢ Action Taken: All Board members present voted to adopt the schedule; the motion passed.
• **Adopt-A-Student School Supply Drive.** Cecil shared a handout about GiveDenver’s annual school supply drive and reminded the group that the board donated school supplies for young people in Denver Human Services (DHS) programs in previous years. He reviewed the options for donation this year. After discussion, the group decided to individually donate online and send a copy of their receipts to Cindy Gaertner.

3. **Construction Sector Initiatives.**

- **Denver Construction Career Pilot (DCCP).** Marcus Johnson, DWS Project Manager, explained that the objective of DCCP is to test and identify best practices for connecting Denver residents to city-funded construction jobs over the next 3 years and introduced his team and their project assignments. Active projects include the Denver Art Museum, Botanic Gardens, Museum of Nature & Science and the Denver Health Outpatient Center. Upcoming projects include the Convention Center, the National Western Center (NWC) Livestock Center, Central Library and the 16th Street Mall. The NWC Equestrian Center and Peña Boulevard are both in the procurement phase. A number of these projects require contractors to submit and implement a workforce plan.
  - The workforce plan will include outreach to Denver EDO’s target areas and populations including veterans, Temporary Assistance for Needy Families recipients, individuals who were formerly incarcerated, foster children or have experienced homelessness, and graduates of city-approved pre-apprenticeship programs like WORKNOW.
    - In response to a question from Lindsey Pacheco, Tony relayed that DCCP was developed in collaboration with City Council Members Robin Knieceh and Deborah Ortega and that individuals with a disability may have been overlooked, but that the program can revisit target populations in the future.
  - The plan will also include a training strategy that ensures apprentices perform 15% of all project construction hours, of which 25% are completed by apprentices from target areas or populations and 25% are completed by first year apprentices. Projects that include federal funding are held to on-the-job training requirements.

Marcus reviewed the performance of a few projects that were already underway when DCCP began and were not subject to its workforce requirements.
  - Maggie Bolden asked about assistance provided to contractors who fall short of the goals. Tony reminded the group that the focus of the pilot was not to penalize performance, but to gather data that will inform permanent goals in the long-term.
  - In response to a question from Cecil about how the hiring cycle is affected by these requirements, Marcus explained that the requirements were intended to influence hiring practices.
  - Valerie Greenhagen commented on the low number of women working on these projects and asked if DCCP was looking to address this in the future. Bryan Cook relayed that women represent 9% of Colorado’s construction workforce and that the industry is working to engage more women. Marcus acknowledged that this information will contribute to long-term goals and women will be a priority. Mary Broderick commented that WORKNOW recently held a powerful workshop focused on increasing women in construction.

Marcus concluded with three lessons learned in the first quarter of DCCP: (1) apprenticeship utilization varies based on the nature and progress of each project; (2) outreach to target neighborhoods and populations could be stronger; and (3) support for subcontractors must continue. Tony acknowledged that contribution of the CORE Partners and the success of WORKNOW that provided the catalyst allowing Denver’s policy makers to develop DCCP.

- **WORKNOW.** Erika Anderson, AGC, outlined some of the 12 organizations that comprise the CORE Partnership, including Denver Area Labor Federation, Mi Casa Resource Center, and Construction Careers Now. She relayed stories about connecting more women to careers in construction, like
DeTonia who was featured in the Q1 2019 WORKNOW dashboard. Since it launched a year and a half ago, WORKNOW has enrolled over 1100 individuals. Erika reviewed WORKNOW’s four strategies:

- Find and prepare workers. This is collaboratively accomplished by partners including Mi Casa Resource Center and Focus Points Family Resource Center.
- Integrate and scale supportive resources to connect participants with tools, boots, tuition, transportation assistance and other supports needed to start a construction career.
- Identify and remove barriers through assessing needs and directing participants to appropriate resources.
- Build inclusive economies. This is based on national best practices that make participation easier for families, women and disadvantaged populations.

Erika directed the group to the [www.work-now.org](http://www.work-now.org) portal to learn more. Janell Gotier-Juanda, from WORKNOW, acknowledged Voletha Bradley, a WORKNOW Navigator, who connected Patrick C., the Q2 2019 featured member, to estimating training that lead to a promotion. She encouraged the group to share WORKNOW’s number (303-352-6019) to connect people with construction opportunities.

- Valerie asked if the board, or at least the Work-Based Learning Committee, could have regular updates on new apprenticeships enrollments across the city.

**Denver Metro Construction Sector Partnership (DMCSP).** Bryan Cook and James Roina were joined by the DMCSP’s leadership team in their presentation of this partnership of construction industry employers, training organizations and workforce regions. The group has focused on youth initiatives recently through two subcommittees: Career Awareness/Messaging and Industry/Education Curriculum.

- Lisa Seaman from AGC relayed information about the High School Construction Connection which works to engage and inform educators, parents and students. Industry teams were assigned to serve as career resource liaisons for counselors and teachers at 22 high schools; this has been so successful, that another 11 schools will be added.
- Ruthanne Lundquist Zueger from Heggem-Lundquist commented that without the DMCSP, the construction industry would be on a downward spiral. The group has provided schools with valuable information to connect youth with construction career pathways that previously had been lost.
- Sarah Vandelaar from Hensel Phelps spoke about how the group is expanding educational programs and curricula focused on construction career pathways to create the talent pipeline for the industry. By the fall, seven metro area high schools will offer the Home Builders Institute’s Pre-Apprenticeship Certificate Training (PACT) Core curriculum that will allow students to participate in industry internships upon completion. She relayed that Hensel Phelps has a retention rate of over 90% for its interns engaged through this program. Bryan emphasized the importance of connecting youth with construction career pathways, since the current average age of apprentices is 28.
- Dave Bocks of Bocks & Associates provided information on three pre-apprenticeship programs that provide opportunities for older youth and young adults. Construction Careers Now (CCN) is a free, four-week program held four nights a week that provides an introduction to the industry and ends with a hiring fair. CCN has a 77% completion rate and has placed over 70% of these completers in jobs. The Master’s Apprentice is a seven-week program that connects over 90% of its participants with employment, although many may have barriers to employment. A third pre-apprenticeship is the Colorado Home Building Academy.

Bryan closed by encouraging the group to connect individuals who are interested in careers in construction to connect with the DMCSP through James ([James.Roina@denvergov.org](mailto:James.Roina@denvergov.org) or 720-913-1609) to learn more about these initiatives or attend the next meeting at 2:30 pm on August 12 at AGC Colorado, 1114 W. 7th Ave.
In response to a question from Mary, Bryan explained that because the PACT Core curriculum includes OSHA 10 safety training, CDLE will waive the requirement that construction interns must be 18 for those who have completed the first year of the PACT high school training.

4. **Denver Workforce Services Updates.** Tony thanked the group for the presentations and, in the interest of time, referred the group to the *Director’s Update* in the handout package.

5. **Meeting Wrap-Up, Q&A, Discussion**
   - The Board meeting adjourned at approximately 1:30 p.m.

Meeting Handouts:
- 7/12/2019 Board Meeting Agenda
- 6/14/2019 Board Meeting Minutes (Draft)
- Proposed Denver WDB Meeting Schedule
- Adopt-a-Student 2019
- Industry Hiring Projections
- Construction Industry Occupational Projections
- WORKNOW-Dashboard_2019-Q1
- WORKNOW-Dashboard_2019-Q2
- CCN 2019 Hiring Fair Flyer
- 2018-2019 CCN Flyer
- DMCSP Pathways
- July_19_EconSnapshot
- Director’s Report 7/12/19