



Workforce Development *is* Economic Development

512 29 ½ Rd
Grand Junction, CO 81504

Mesa County Workforce Development Board - Bi-Monthly Meeting Agenda
March 27th, 2018: 7:30am-9:00am

Location: We will be meeting in Room C of our Business Center, 512 29 ½ Road, Grand Junction, CO.
Please enter through the north entrance

Call in Option: 683-4300 for local callers / 877-394-5806 for long distance callers
Access Code: 0113702 followed by the # sign

7: 15 -7:30 AM Light Breakfast

7:30 – 7:40 AM Attendance and Roll Call/ Visitor Recognition
Introductions

- 7:31 meeting called to order
- Roll call & introductions
- Announcement -Jane Hart, who usually takes the minutes, has taken a position at the Grand Junction Housing Authority – Mesa County DHS is looking for a new executive assistant

7:40 – 7:50 AM WFC Success Story

- From a 50+ aged networking group attendee– Thanking everyone for all of their help, Michael for setting up computer, resume, and the 50+ networking classes. The last face to face interview they had was in 1977, over the phone was in 1985, and their last job in 1995 there was no interview. Because of the help received through the WFC they got a job at Foresight Family Medical.

7:50 AM **Consent Agenda**

***The Consent Agenda is intended to allow the WDB to spend its time on more complex items and initiatives. These items are generally perceived as non-controversial and can be approved by a single motion. Board members may ask that an item be removed from the Consent Agenda for individual consideration.*

- **Approval of January 23rd Meeting minutes** (Included in attachments)
- **Approval of WIOA Title I Eligibility Determination and Documentation Policy** (Included in attachments)
Title 1 Eligibility Determination and Documentation
– policy went through so the executive committee is allowed to set our own services, can do more locally
– not tied by the state
– opens up the amount of people able to be served
– can serve people that make too much money for services, but not enough to be sustainable.
This was voted on & passed
- 7:50 – 8:30 AM TalentFOUND & the Colorado Talent Pipeline Report

Presenter: Stephanie Veck: Colorado Workforce Development Council (CWDC) Executive Director

Stephanie Veck is the Director for the Colorado Workforce Development Council which is the state equivalent of this county board.

- The process established to serve on the council is that all nominations have to come from the trade association or industry the person represents - must be nominated by peers. Then they go to the council



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and fill out an application. The council reviews it, and based on the makeup of council, (to make sure they have good representation – best community balance possible) they makes recommendations to the governor, who approves or denies the nomination. Tim is on the council from our board as a representative. It is not like that everywhere, most governors hand pick who they want, we are lucky to have this process in place and be a state board that represents all of our communities. We are all in it together to do the best for our community.

- Currently the council is looking for more representation from the western slope (it is an open ongoing search) from the Northwest & Delta/Montrose area mostly, Mesa is well represented. The council is wanting more representation from the AG & health care industries.

TalentFOUND is designed to bring together all systems, partners, programs and initiatives of the Colorado talent development network with

- One centralized access point
- Ensure students, job seekers, and workers have info they need to explore education, training, and career opportunities and access resources
- Businesses have tools and resources to access and train talent, which encourages the business to stay, come to, and expand in Colorado
- Individuals in all network partner entities understand: what the talent pipeline is, their role, how it benefits clients, and how to help clients access other parts of the network

Who is TalentFOUND for?

- Any group that is part of the network, providing services in workforce development, business, economic development, community-based services, pre-k through 12 education, and postsecondary education and training, even if they don't know they are part of the network
- Clients served by network partners: students, job seekers, workers, and employers

3 strategies – to bringing people together to join us:

The Network

- Strengthen connections among partners
- Facilitate integration of efforts
- Allow easier access to updates from across a broad and diverse network
- Share success stories from across the network

Electronic Gateway with two main pages

- Gateway side - Connecting individuals with resources of the talent development network
 - Idea is that a student/worker/ job seeker/business goes to tf.org and answers a few questions about him- or herself
 - business owner, company of this stage, with x number of employees, need help finding qualified talent
 - I am a job seeker, who is a veteran, interested in this industry
 - I am a student interested in career exploration, but also need help finding childcare
 - The site will return a palatable list of tools and resources that are tailored to the visitor's needs
 - Not collecting personal information, not asking users to create accounts



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- Problem with Google is you need to know what you are looking for. We are trying to connect individuals to tools, resources, and programs that are already there but they might not know could benefit them
- Network side – Hub for network partner
 - Place where charter affiliates and affiliates can go to

The Brand

- Unified umbrella brand with simple, clear messages
- Drive students, job seekers, workers and businesses to the electronic gateway, and then connects them with the tools and resources of the network
- TalentFOUND communications toolkit V1 released Dec. 2017, containing information about TalentFOUND, brand guidelines, and asset files was released Dec. 2017 and available for download on talentfound.org
- In 2017, key messages by audience were developed with TalentFOUND affiliates who work with our target audiences and then tested with the end users themselves: students, job seekers, workers, and businesses.

Distribution strategy – before go live we will do a beta, everything will be in there, will go through charter affiliates to push it out to all their members, use all the networks of networks we have to test the data. If it isn't good data there will be a step by step guide to update or send them the information to update or add information.

The 2017 Talent Pipeline Report Overview can be googled for full report, it includes:

Demand: Top Jobs, Skills, Sector Strategies

Supply: Migration, demographics, and Talent Development Initiatives

Recommendations

Demand

In-demand jobs that show high growth *and* pay above a living wage to support a family of three overwhelmingly require formal education or training beyond high school for entry into the field. When measured by job openings, 93 percent of jobs on the tier 1 list typically demand some level of formal postsecondary education/training, ranging from formal employer-sponsored training and coursework (that usually lead to industry certification) to graduate-level degrees. Nine percent of these job openings are for middle skill jobs—a job that typically requires additional formal education or training after a high school diploma, but less than a bachelor's degree—in fields like IT, healthcare and the skilled trades. This analysis relies on the Bureau of Labor Statistics' definition of typical entry education requirements for each occupation; certainly workers within an occupation embody a range of education and training levels, and occupational requirements can also shift due to changes in complexity, perception or licensure regulation, for example.

For occupations that are on the Tier 2 list (high growth rates, high annual openings and pay a living wage for an individual), about 33 percent typically require formal postsecondary education/training for entry into employment. For jobs that call for education and/or training beyond high school, most are considered middle-skill jobs. Middle-skill jobs on this list are concentrated in the skilled trades and healthcare support positions. Here, occupations that expect a bachelor's or graduate degree tend to be in education, counseling or social services.

You can google the MIT living wage calculator, it will be specific to your area, and you can make adjustments for variables.



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Top jobs – Tier 1 - in Mesa County that will pay the living wage – \$20+ an hr (share of projected annual job openings by occupation cluster

34% in Health care practitioners & Technical - 179

17% management - 90

Business & finance 13% -70

Installation maintenance & repair 7% - 39 *(this is different than the state trend)*

Most volatile occupations 2006 – 2016

Construction, carpenter, front line supervisors of construction trades, plumbers, pipefitters and steamfitters

Most stable occupations 2006 – 2016

Registered nurses, business operation specialist, postsecondary teachers, home health aides

Largest Gaps Between Job Openings and Degree Completions

Biggest gap is in elementary and secondary school teachers – less than half of what we need in Colorado
Accountants & auditors are second

What we can do with this is take the data to a business that is having a hard time hiring and evaluate - if there are people going through the training programs why can't they find employees? It may be the employer is wanting two yrs work experience & the wage is not matching up – the employers expectations might not be realistic. We can then help that employer adjust to find people to fill their positions.

Supply

The Labor Force is the number of adults actively working or looking for work (25 to 64 is the age group)
For Mesa County it is 59%

Recommendations

#1: Accelerate and deepen partnerships among education, business and industry to develop Colorado talent.

#2: Ensure that Coloradans have the skills they will need to succeed and grow the state economy in the future.

#3 Mobilize Colorado's untapped potential to close the skills gap and connect people to careers that lead to the middle class.

#4: Promote equitable growth and opportunity across the state.

8:30 – 8:40 AM High Performing WDB - Financial and Technical Assistance Grant Discussion

- Last year we were certified – we have current policies in place, we are fiscally responsible, and now that we are certified State wants to know are we a high performing board.
- Executive committee wants to pursue this – submitted letter of intent – not final yet, but going through the process.



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- Next step is a survey monkey going out to each board member. Then we will take that data back & look at strategic planning, where we want this board to go. It is a 15 minute survey & we will continually remind people so we can get as much representation as possible

May meeting will have a state demographer, Elizabeth Gardner – we will spend the 1st part of meeting going through board functions, policies, etc., then second part open up to the community – great opportunity to invite colleagues or board members.

- 8:40 – 9AM Program and Sub Committee updates:
- CareerLink
 - Work Ready Community Initiative
 - Job Connects Menu of Service

9:00 AM Adjourn

❖ Items in ***Bolded Italics*** require a vote

8:47 adjourned meeting

Attachments: January WDB meeting minutes; WIOA Title I Eligibility Determination and Documentation Policy; WDB High Performing Board and Financial/Technical Assistance grant documents