



Workforce Development *is* Economic Development

512 29 ½ Rd  
Grand Junction, CO 81504

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Mesa County Workforce Development Board - Bi-Monthly Meeting Minutes  
Tuesday, May 15<sup>th</sup>, 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; 1-877-394-5806 for long distance callers  
Access Code: 0172730 followed by the # sign

7: 15 -7:30 AM Light Breakfast

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

Meeting called to order at 7:32 am  
Rob and Andrea present via conference phone  
Sign In Sheet attached

7:40 – 7:50 AM WFC Success Story-From the youth program: Alex was able to gain skills, create a resume and submit his resume to potential employers. Although OM City Market does not usually hire minors, Alex turned in an application anyway. He got an interview and he was hired. Alex is 16 and was hired at OM City Market after he did such a great job in his interview. They are going to work around his school schedule and were impressed by Alex enough to take a chance.

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 March 27th Meeting minutes** (Included in attachments)-
- **Nina moved to approve the consent agenda, voted yes unanimously**
- **Approval of Youth Incentive Payment Policy** (Included in attachments)
- **Approval of Work Experience and Youth Incentive Policy** (Included in attachments)

7:50 – 8:00 AM WDB Leadership nominations (new roles effective at the July Annual Meeting). Nina will step up as the Chairperson and Brian Watson as the Vice-chairperson. Tim opened the floor for any other nominations. Curtis reviewed the bylaws of nominating new chairs and the terms with the board. July will be the annual meeting to proceed with new chairpersons. The election/vote will take place in July. No other nominations were suggested. The board will move forward with current nominations. The July meeting will be longer because Elizabeth Gardner will be speaking regarding Horizon Scannings. Her presentation should be marketed to the public and this will happen on July 24.

8:00 – 8:10 AM WIOA Financial and Administrative Review/Audit (Included in attachments)-There was an audit done on the financials and the executive team has reviewed the report. It was a clean audit. This is a



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yearly audit and last year the risk level was moderate due to the board becoming their own local area three years ago. After the audit, the risk level has been lowered to a low. The previous risk rating was due to a number of things; leadership change, and the board being newly formed. There were zero findings in the audit: findings are more serious and come with an action plan. There was one observation noted in the audit: the observation included the documentation of receipts and the tip that was not included on the receipt that was submitted. WFC leadership has addressed this and will implement a new procedure in documenting receipts.

Colorado Workforce Development Council (CWDC) Meeting -Tim wanted to add that what the board is doing is highly respected among the County.

8:10 – 8:20 AM Local Area Plan Modifications - reminder-Curtis has sent out the local area plan, there is a requirement to create a local plan or to do modifications to the current plan every three years. Curtis has tracked changes in the new document and sent it to all board members. The public comment time frame ended 05/14/18. There were no comments that were added by anyone. The agenda contains a lot of information regarding what happens in the WFC and how that goes out into the community. Once it is submitted and approved, Curtis will send out the final document to board members.

8:20 – 8:40AM WFC Volume Report (Included in attachments)-Curtis emailed out the WFC Volume report-a revised version was sent out after the original onewas sent and the report was present for members to review. The report includes what trends are coming in as far as Mesa County. Mesa County's volume includes connecting Colorado numbers and the number for individuals that come into the WFC. The workforce numbers have improved since last year. Instead of employees looking for work, we have employers looking for employees. There are a growing number of full time job openings. Diane inquired as to whether people are moving into the county and then looking for a job. Curtis commented that there are a lot of Front Range people who are moving here and then looking for work once they are here. 2-3% from the outflow from the Front Range are coming to Mesa County, Andrew Golike will try to find the report that contains this information. Matt Diers confirmed that during D51 hiring season right now, they are seeing a lot of people from the Front Range that are looking for employment here. Tracey commented that in the last 6 months, there have been a lot of applications from out of state turned into DHS. It was suggested that maybe Elizabeth could hone in on this information. Greg wanted to know the numbers on how many people are leaving Mesa County as well. Diane thought the information from both sides would be helpful in Horizon Scanning. This data on the report is third quarter 2017-the data is behind a bit for reporting reasons.. The new unemployment rate will come out on Friday. Curtis is expecting the new unemployment rate to be lower, just as it was last year. The labor force is growing at a steady pace. This is the highest that our labor force has been in four years. The unemployment rate is trending down and employment force trending up. These are great improvements. Location quotient shows how diversified our local economy is. It is ideal to see the numbers somewhat even throughout the report. The data is delayed again on this report. The local economy has diversified in the last ten years as we are rebounding from the recession. The quotient numbers are difficult to provide for year to year comparisons and Curtis will look into it as it may be something that Elizabeth can help with. The location quotient is local numbers compared to state numbers. Diane thinks it would be beneficial to have this information over the last five years.

8:40 – 9:00 AM Program and Sub Committee updates:



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- CareerLink-Met last week: Young Entrepreneurs Academy-First time MC scholar received the People’s Choice award. He (Nick) received a \$20,000 scholarship. Nick created a pillow that is hot on one side and cool on the other side called the Sleep Sheepy. The academy is looking for applications for classes that start the first of October. It is a 24 week program. The City of GJ sponsors the program.
  - Kickstart:The program is expanding and Kick Start has had 53 young people who are in internships. As the labor force tightens, CareerLink is even more engaged now. CareerLink serves as the sub board for all connections. A few months ago there were some homebuilders who attended the meeting. The housing market is expanding quickly and they learned a lot about what the workforce does and now they are presenting a job fair in June after learning of the benefits of the workforce. There will be an evening job fair which has not been done before in the evening. The CareerLink subcommittee is a great way to reach out and companies have benefited from the WFC works.
- Work Ready Community Initiative-MC was the first to apply for it in the state of CO. This has been instrumental in MC. there has been just under 4000 NCRC’s and it is electronic throughout the HS and has been a great partnership. Once a county is certified, you go through a maintaining phase; we are in the maintaining phase now. Currently at 88% of maintaining goal. There are a lot of people from neighboring counties to come into MC to work. In March there was a Regional Workforce Ready Academy-Delta Montrose, Gunnison and Ouray counties came in and have taken the information back to the their counties to share and there will be another region that is certified. NCRC: The electronic test gives immediate results and it is beneficial. The immediate feedback allows students to retest if they want and the electronic NCRC certifications are encouraging students to retest and is improving the number of students participating. MC scores are 13% higher than the national average and there is huge potential for MC. There is about 2 years left to maintain. There are 127 employers who initially pledged to recognize the certification, and there are 27 who have re-pledged at this time. There will be a breakfast in September to recognize the employers and try to gain more employers. Tracey thinks the test should be administered in the seventh grade so that we can see the areas that a kid might be strong in or need assistance in. The NCRC tracks transitioning, emerging and current employment. D51 tests that emerging workforce age group. Before anyone goes through a WFC program, they go through the NCRC testing to identify where their skills are. There are trainings that allow for individuals to improve their scores. In order to retest at the WFC, you have to prove that your key train (tutoring) scores have improved. The NCRC test is nationally recognized and that is why it is so beneficial. The other regions are looking at forging partnerships in their programs-just like there is in MC with the schools. Montrose and Delta had strong representation from their schools to enhance that partnership. There are a lot of

Comment ["1"]: I am not sure what NRWRA is?



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employers that are unaware what the WFC services are and what is available to them. There is still a need to do outreach and marketing to get that information out there.

Andrew says that the adult workforce is struggling with good adults being on time and not coming in high on drugs. There is a part of the test that focuses on the soft skills of the workforce requirement. It seems that the individuals that have their certificate seem to process a higher range of soft skills than those who do not. Career development program is able to offset wages while individuals are being trained so that the employer does not have the expense of training an individual. The program can be used prior to companies financially investing into employees. The employees do not have to come from the WFC, the employer can send them to the WFC and still utilize that service.

Tracey points out that there are not many opportunities for young people to work. They go to college and then they lack the skills to be an adult in the workforce center because they do not have prior work experience.

Curtis believes that Alex, the success story did participate in the NCRC but City Market is not an employer that recognizes the NCRC certificate.

The increase in minimum wage is affecting the young workforce and then the youth are not getting that workforce experience.

\*\*\*July Meeting Reminder: July will be our Annual Meeting, where we will be electing a new Chair and Vice Chair. Also, Elizabeth Garner – State Demographer’s Office will be our guest speaker, with the topic being “Horizon Scanning” as requested by the WDB.\*\*\*

9:00 AM Adjourn

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

Attachments: March WDB meeting minutes; Youth Incentive Payment Policy; Work Experience and Youth Incentive Policy; WIOA Financial and Administrative Review/Audit; WFC Volume Report

Additional Discussion – Tim Fry: Attended Council Meeting and the new director for the Department of Labor is Sam Walker; he was very engaged and has only been on the job for four weeks. He provided a lot to the discussion and it was great to see someone interested. There was a test app launch for a new program and there might be something good that comes out of it. Someone can go and put in their zip code and pull all of the resourced together in a list for them. The information has potential to be beneficial if it goes how it is planned to go. There are still a lot of questions on how it will be updated and maintained and connect to employers, there will be a live launch in June, and then marketed in September. Between June and September, they will be working out the kinks of things. Another aspect of the meeting that came about was regarding employer led programs. A presentation pointed out that there is still that disconnect and we need to focus on the employer led programs.

Talent Found Meetings: It is not employer led, and replacing the face to face contact. There is too much push for the electronic version of gaining employees through Talent Found.



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Matt Diers will no longer be on the board. The board thanked him for his service and wished him well in the next chapter of his career.

Adjourned at 8:42 am