



Workforce Development *is* Economic Development

512 29 ½ Rd
Grand Junction, CO 81504

Mesa County Workforce Development Board - Bi-Monthly Meeting Agenda
Tuesday, November 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; 1-877-394-5806 for long distance callers
Access Code: 0488896 followed by the # sign

7: 15 -7:30 AM Light Breakfast

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

7:40 – 7:50 AM WFC Success Story-CNA Certificate was obtained and it was funded by the Career Development Program. They assisted in testing and preparation for on the job duties. Jennifer Vargas was helpful to her and she is incredibly grateful. This was a great collaborative effort between the WFC and WCCC.

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 September 25th Meeting minutes**-Motion made by Diane Schwenke; 2nd by Will Hayes.
- **Adding Brigitte Sunderman to fill Education rep. role on WDB – Executive Committee-**

7:50 – 8:20 AM Presentation: Colorado's Child Care Contribution Tax and Executives Partnering to Invest in Children (EPIC) as part of Child Care 8,000 – Gloria Higgins

EPIC is Executives Partnering to Invest in Children. The purpose of the program is to help businesses understand the importance of the first five years of a child's life and how it benefits employees. Child care is an essential service. It affects the parents' ability to work and provide financial stability for their families. Businesses would like to retain workers and in order to do that; workers need to be able to attend to their family's needs. If children are able to attend Kindergarten early and be ready to learn, it will benefit employees and thus benefiting employers.

No childcare open for 0-6 months in Mesa County. There are no licensed child care centers open after 6:00 pm or on the weekends. This creates a challenge for parents of young children. Childcare facilities are operating at 70% capacity because there is a lack of qualified staff and they experience significant turn over. The wages for a childcare worker is incredibly low. Child care centers require certain education requirements, and at the current wages, it is very difficult to obtain those education requirements. In the Denver area, there are partnerships being formed in order to provide services for workers and children. Gloria would like stories from employers and employees/parents regarding their struggles with child care. There is an estimated annual cost of 16% of an income to retrain an employee and replace them in the workforce center. Gloria encourages businesses to track their turnover and the reason for the turnover



Workforce Development *is* Economic Development

512 29 ½ Rd
Grand Junction, CO 81504

year to year and see what the cost of lack of childcare costs each of them. There is a child care tax credit and can be a donation made to these licensed facilities and 50% of that can be credited back (CCTC). The public or private sectors can make a donation to this and it could be very beneficial to childcare centers around our community. The more money that is saved in the childcare business (\$500.00 a month for rubber gloves etc.) then that money can be redirected into salaries. The Cafeteria Plan allows employees to pay child care expenses up to \$5,000.00 with pretax dollars (IRS Code Section 125). Dependent Care Assistance Programs allow employers to fund a portion of an employee's childcare expenses (IRS Code Section 129).

"Child care is a business problem. My guy has to leave work yesterday in the middle of the day because he didn't have child care. It's a problem for expanding our business (light manufacturing)." Paul Alexander, National Sales Manager, West Coast Wheel Accessories.

CCTC received 44 million dollars in 2010. In 2015 the triggers were released and prior to that, the amount was 6 million dollars. Since the triggers were released, Gloria is hopeful it will increase again.

Businesses in Mesa County are just now coming out of the recession but Gloria would like them to understand and be aware of the cost to their businesses regarding turnover rates because of lack of childcare. Nina believes that small businesses have a relationship with their employees to let them know why they are missing work and if it is because of childcare there is a huge possibility that those small businesses have created a flexible work schedule for their employees so that childcare is not an issue.

The business sector needs to be the voice in order to drive the CC8000 agenda.

- 8:20 – 8:40 AM Workforce Center Volume Report-See attached report
- 8:40 – 9:00 AM Program and Sub Committee updates:
- Findyourfuture.us demo, December 16 there will be a more in depth demo. This will roll out to the schools and the idea is to equip students with the tools and information with the right decisions after high school, no matter what direction they want to go into. There are industry (local) videos that explain. There is a video at the beginning that explains the purpose of the site. You can create an account and have access to career path videos. As a business, you can create an event (fieldtrip) you can add files regarding your business. The purpose is to integrate this into the school district and show this to the school administration.
 - Tim Fry – Elected as Vice Chair of the Colorado Workforce Development Council (CWDC)-Congratulations in this new role.



Workforce Development *is* Economic Development

512 29 ½ Rd
Grand Junction, CO 81504

- Career Link-Youth Collaborative Team has been working on Findyourfuture.us as well. Linda Spencer is retiring again and there has been an MOU assigned to replacing her. The Chamber is looking for someone to fill this role at this time. It would be ideal for someone who is familiar with our community and the businesses within it and someone who has an HR background. Young Entrepreneurs Academy still has all of its students. They are looking for one more mentor. High School is looking to add this as a credit for graduation and that would be very beneficial for filling the classes. In order to be a mentor, you just have to be a part of a business. The business person would need to provide an hour and a half for 7 weeks and it would be to provide feedback for the students in their marketing piece.
- Work Ready Communities-Initiative has begun in engaging the neighboring counties. Gunnison and Ouray have not been as aggressive in being a Work Ready Community, but Curtis is hopeful they will eventually be. Mesa County is in the process of their recertification. They need 117 businesses and currently have about 60; there is still time to gather those numbers. Diane suggested raising that number at the business luncheon that is taking place at the Workforce Center in December.

9:00 AM

Adjourned at 8:51 am

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

Attachments: September WDB meeting minutes; WFC Volume Report