

Agenda

Larimer & Weld County Workforce Development Board Meeting

August 14, 2024

Doors Open at 10:45 am

Agenda 11:00 AM - 1:00 PM

In-Person Meeting - 315 N. 11th Ave, Bldg. B, Greeley, CO 80631

Attendees: Mark Johnston, Marcy Kasner, Sandra Jackam, Kelsey Baun, Carol Salter, Adam Crowe, Commissioner John Kefalas, Julie Cila, Mark Christensen, David Roecker, Bob Brasser, Ridge Overholt, James Newby, Hope Hartman, Ann Hutchison, Jennifer Miller, Debi triplett, Luke Margheim, Cheryl DeGrave, Janel Highfill, Nick Peterson, Colleen DePasquale, Josh Alvarez, Mistie Trefry

1. **Welcome (Julie Cila, Lincoln Electric & Matthew Horts, High Plains Library District) 11:00 AM**
2. **Local Plan Approvals (Karina Amaya-Ragland, Employment Services of Weld County & Mark Johnston, Larimer County Economic & Workforce Development) 11:15 AM**
3. **State of Labor Market (Adam Crowe, Larimer County Economic and Workforce Development) 11:25 AM**
4. **Joint Board Activity (Kelsey Baun & Team) 11:45 PM**
5. **Recap and Next Steps (Kelsey Baun & Team) 12:30 PM**
6. **Adjourn (Julie Cila, Lincoln Electric & Matthew Horts, High Plains Library District) 1:00 PM**

How to make the systems more user friendly for everyone involved. We have a lot of opportunities, but how do we get people to access those with a single mouse click?

We also talked about how to get more paid internships at all levels, so whether it's college, still in high school, still in college, and how to support them and incentivize them with employment and work to provide some of those transportation needs. Some of those equipment needs, and whatnot. Similar to apprenticeship and how they support their apprentices.

And we also talked about standard employer apprenticeship support so your smaller businesses, how do we get them connected with information in terms of the ease of it, to kind of just calm them down a little bit when the burden of taking on apprenticeship, we have the state apprenticeship office, and they're great, and they help us out tremendously. We also have positions within our workforce centers that help support, learning how do we really connect with those employers?

And maybe hosting some workshops and having some employers that do apprenticeship and how they just got started in apprenticeship, talk about their experience, but then also going door to door, and we're like knocking on those doors to those small businesses to see if they if they need support, how we can do that.

Table 2: Quality - Pulse check - 18 - JUST BOARD MEMBERS - 6

Focused on customized training.

We need to develop trainings that can be utilized to a variety of employers. Not so specialized that they only fit one industry.

An employer discussed that it is much more doable to complete customized training one on one rather than training a large quantity at once.

CWDC is focusing on quality career pathways, Thomas is developing the talent pipeline report, he can narrow down industries and can give us info on micro certifications for jobs and such.

Sabbatical for people to get the training they need.

Table 3: Equity - Pulse check - 12

So, in equity, we talked about organizations that are doing really wonderful work-based learning opportunities that are proximate to the populations that they're serving, immigrant and refugee centers running summer internships for immigrant and refugees, right? Trust also came up with a second table of that it matters. It matters who the messenger is.

we also talked about the importance of meeting companies where they're at, and this means, how can we maybe work with the private sector to write into their budget to have more internships, to have more part time employees, to really start to increase access and equity for those positions and for those industries. We also talked about, how are we supporting an industry to shift policy when it comes to really working with youth, with the example, but we have a lot of best practices that private sector has a lot of hesitancy to change the way things are. So what could we be doing as a workforce system to say, here's some best practices. No, don't worry legally, here's the ins and outs, here's the processes that already exist in other private sector organizations. So how can we, how can we really support that for funding, started to talk about, how can we make the foundations a little bit more how can we really take time to understand best practices in other states that came up in both of our rotations talking about Career counselors and high schools also came up in both of our spaces that those specific staff are spread really thin and aren't necessarily having capacity to really work with our K 12 staff or young people around career exposure. What does it look like the RE shift versus when the funding is enhanced people power in the schools when it specifically comes to career counseling, and again, best practices are happening in other places. How can we be seek to understand better? We also talked about child care. We recognize that that is such a need in that if we are able to increase workforce and child care, that that then innately, would also increase equity and access to higher education and to quality jobs. So what can we do around increasing staff in child care that also kind of rolled into the second rotation of folks around? How are we working within talent pipeline models to staff with credentials that can then lead to quality jobs. We recognize we need a universal pre K staff. How can having somebody work there for a couple years set them up on a pathway to become an RN, right? So how can we have industries really set these within your pipelines to increase equity to our in demand, jobs really driven by the economic data, a really beautiful statement from Heather was that we need to fund the person, not just the tuition. We're thinking of access to higher education and credentialing. Giving free tuition is actually not solving the problem. If they're still need to live in northern Colorado, support families. Another

really good statement this table was that we say education to employment, but that's wrong. We should be talking about employment to education. And how are we having private sector really be a part of this conversation? And it's not necessarily just about getting that credential to go to work. It's ultimately about going to work. A lackey piece was working with businesses to create flexible work schedules, knowing that people cannot necessarily go to work full time and school full time because there's burnout and not higher success rates. So what are we doing to support businesses around those scheduling and how can we leverage Second, partnerships, kind of, within that talent pipeline model. And how can there maybe be scholarships, set up to increase equity and access.

Table 4: Accessibility – Pulse check - 14 - JUST BOARD MEMBERS - 4

Connecting Colorado is a challenge for people – the ROI isn't there.

Build relationships with businesses before they have a need.

Rebranding is needed for the public workforce system. What's our tagline

Develop a marketing plan – who is the target audience?

Connect with youth and schools, but also parents.

There is so much information that it's difficult to disseminate

Because we are all localized there is no centralized location.

30-60 second videos to send out to the public.