

Larimer County Workforce Development Board (WDB) Meeting Regional Meeting

February 28, 2019

11:30 a.m. – 2:30 p.m.

The Budweiser Events Center

5290 Arena Circle

Meeting Minutes

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1. Overview (Jacob Castillo, and Tami Grant)

Jacob Castillo, Larimer County Economic and Workforce Development Director, and Tami Grant, Employment Services of Weld County Division Head, welcomed, WDB members, state and local partners, industry leaders, and community partners to the first joint Workforce Development Board meeting. The time is now to forge a strong partnership. Northern Colorado has significant strengths and opportunities for growth. We are one economy with shared industries, jobs, and workers.

2. Why Northern Colorado (Eric Lea and David Thompson)

Eric Lea, Larimer WDB Chair and David Thompson, Weld WDB Chair, called the meeting to order and thanked everyone for attending. We have the opportunity to build better alignment for a stronger region. A more resilient economic base makes the region better positioned for economic fluctuations.

3. Regional Economic Development (Richard Werner)

Richard Werner, President and CEO of Upstate Colorado Economic Development, updated the group on the NOCO Regional Economic Development Initiative. Partners from the private sector, public sector, higher education, area chambers, and economic development professions are using data to drive a strategic plan that focuses on economic opportunities and growth industries.

4. Talent 2.0 Update (David May)

David May, President & CEO, Fort Collins Area Chamber of Commerce, provided an update on the Talent 2.0 Regional Workforce Strategy implementation. David invited participants to continue working together on workforce development and to participate in the implementation of the three opportunities identified in the report.

- Opportunity 1: Increase Access – Actively support employers in finding, attracting, and retaining the talent that they need.**
- Opportunity 2: Improve Alignment – Align education and workforce resources more closely with the business community and the local talent pool.**
- Opportunity 3: Remove Barriers – Collectively address structural issues that serve as barriers to a secure talent pipeline.**

5. Colorado Dept. of Labor & Employment (CDLE) Importance of Regionalism (Joe Barela)

Joe Barela, Executive Director, Colorado Department of Labor and Employment, shared an overview of CDLE, Colorado’s workforce landscape, future work, and The Bold Four. The Bold Four is Governor Polis’ agenda to move Colorado boldly forward.

- Economy – Foster an economy that works for everyone.**
- Environment and Renewables – Move Colorado’s electric grid to 100% renewable sources by 2040 and protect the environment for future generations.**
- Health – Save Coloradoans money on Healthcare.**
- Education – Expand opportunity to fulfill every child’s potential regardless of their z**

6. Supporting Regional Collaboration (Tom Donnelly and Scott James)

Larimer County Commissioner Tom Donnelly and Weld County Commissioner Scott James shared why they support regional economic and workforce development efforts.

7. Regional Data – We are one Economic Region (Elizabeth Garner)

Elizabeth Garner, State Demographer, Colorado Department of Local Affairs provided a comprehensive overview of the region. Key takeaways include:

- Migration – attracting and retaining the best and brightest talent**
- Age and Aging impacts everything, including the economy**
- Northern Colorado is the 3rd most populated region behind Denver and El Paso**
- Future risks include housing, aging, infrastructure, water, and industry changes**
- Everything is connected – population, jobs, age, migration, and labor**

8. Private Sector Regionalism Perspective Panel

- Jay, Dokter, Vergent Products**
- Paul Harter, Aqua-Hot Heating Systems**
- Sylvia Robinson, Tolmar, Inc.**

The panelists shared insights and strategies on recruiting and retaining talent.

- i. We are asking employees what that want and listening to what they say.**
- ii. Effective hiring and retention for us includes fringe benefits such as employee stock options and investment ownership**
- iii. We recently switched to unlimited vacation leave, so far, it's been successful**
- iv. We treat marijuana the same as alcohol. We don't test for it prior to hiring.**
- v. Retention starts with recruiting. We are hiring people who are a good fit for our culture.**
- vi. We strive for a culture that has freedom from failure.**
- vii. Sector partnerships are a great example of time, treasure, and talent coming together.**

9. Collaboration on One Regional Workforce Issue (Jacob Castillo and Tami Grant)

Both WDBs are scheduled to meet in March and will identify potential areas for collaboration.

Adjourn

The meeting adjourned at 2:43 pm.

