Pikes Peak Workforce Center  
Workforce Development Board

Friday, March 5th, 2021 8am – 9:30am Mountain Time
Join Zoom Meeting
https://us02web.zoom.us/j/85641292533?pwd=akowMzAwTnY5ckhDQWkwVFA3Skd5Zz09
Meeting ID: 856 4129 2533
Passcode: 548764

MINUTES

Attendees: Renee Zentz, Francis Vigil, Ann Cesare, Chelsy Harris, Johnathan Liebert, Lisanne McNew, Assistant County Administrator Kenny Hodges, Jim Boland, Kim Mauthe, Lawrence Wagner, Marcy Hudson, Dr. Valerie Martin Conley, Robert McLaughlin, Tammy Sayles, Beth Ann Taylor, Aikta Marcoulier, Reanna Werner, Brian Bradley, Susan King, Seth Harvey, Dr. Shawn Murray, Elise Lowe-Vaughn, Liesl Schmidt, Jim Harris, Zach Barker, Melissa Burkhardt Shields, Dave Jeffrey, Julie Krow, Andy Gilliland

Other Attendees: Karissa Hervey, Renise Walker, Steve Klaffky, Mark Smith, Lee Wheeler-Berliner, Danielle Summerville, Jon Dix, Yemi Mobolade, Sarah Simon, Mike Sullivan

Members Absent and Excused: Sherry Jenkins, Andrew Winders, Jeff Greene,

Staff in Attendance: Traci Marques, Kara Nina Fournier, Pete Olivas, Tamara Moore, Toya Graham, Robin Lovewell, Becca Tonn, Bill Price, Erica Romero

Ann Cesare, Chair, called meeting to order at 8:01am.

Public Comments: There was no public comment.

Action Items:

Ann Cesare congratulated Traci Marques for winning the Gary Bostrom Community Inspiration Award and Aikta Marcoulier for winning the Leadership Pikes Peak Modeling the Way Award.

A motion was made to approve the February 5th, 2021 meeting minutes by Debbie Miller, seconded by Dr. Shawn Murray. Motion passed unanimously.

Testimonial:

Erica Romero, Business Relations Team Lead, spoke about the new Premier Virtual software purchased by the PPWFC and how it has been used to great success for the Statewide Virtual Job Fair which was organized on seven days on request of Governor Polis as well as the many smaller job fairs and hiring events that have benefitted the business community and prospective employees.

Speakers:
Lee Wheeler-Berliner, Managing Director, Colorado Workforce Development Council and Renise Walker, Senior Consultant, Colorado Workforce Development Council presented the Talent Equity Agenda. [https://cwdc.colorado.gov/talent-equity-agenda](https://cwdc.colorado.gov/talent-equity-agenda). The great inequities between the ethnic races in Colorado in workforce, plans to address the disparities and the need to close the educational achievement gap. Also highlighted upcoming stakeholder forums.

Danielle Summerville, Diversity and Community Outreach Programs Manager, City of Colorado Springs, spoke about how the City is focusing on race and diversity.

**Breakout Sessions:**

The Workforce Development Board took some time for breakout sessions to further discuss the presentation. Takeaways are as follows.

Traci Marques’ group reflected that we are not trained on this and often times don’t know how to address situations involving ethnic and racial disparities.

Erica Romero’s group discussed how taking small steps leads to making more connections and creates big change. Focusing on everyday small steps and not trying to address the big picture all at once. Also discussed how we can communicate the resources that are available.

Aikta Marcoulier’s group talked about how the conversation changes as we learn. Also how the learning curve is different depending on age and language disparities. Melissa Burhardt-Sheild’s tier training multiple age groups at one time was praised.

Toya Graham talked about the difference between military and civilian pay rates and promotions and how that affects those entering the workforce after military service. Also discussed the YouScience tool and how it often provides surprising results.

Debbie Miller’s group discussed how businesses post jobs in order to find their best candidates. That we all have different work styles and posting jobs aimed at more than one learning style allows candidates to better understand the responsibilities of the position. Julie Krow discussed that they often hire applicants for the DHS programs as they are well suited to understand the position that other applicants would be in. Elise Lowe-Vaughn also pointed out that those situations might be good candidates for apprenticeships.

Ann Cesare’s group focused on the racial inequities of workforce, housing, finance and healthcare. The importance of having those being most impacted at the table to share their point of view and propose solutions. Noted that we need to be hopeful and patient as these issues did not present overnight and they will take a long time to solve. That it is important to share community best practices.

Dr. Valerie Martin Conley’s group talked about the challenges and barriers that are faced when addressing racial inequities. Lee Wheeler-Berliner spoke about the remote work certifications which are available for employees and managers.
Lisanne McNew’s group discussed the need for more skills-based hiring and focusing more on small businesses.

**Relevant Links:**

For information on the Premier Virtual job fair platform, please call the PPWFC business relations team at 719-667-3814.

Gives a great overview of skills-based hiring: [skillful.com/employers](https://skillful.com/employers).


Here is a link to read the Talent Equity Agenda: [https://cwdc.colorado.gov/talent-equity-agenda](https://cwdc.colorado.gov/talent-equity-agenda).

Free training at: [https://ppwfc.org/upskill-pikes-peak/](https://ppwfc.org/upskill-pikes-peak/) (the training Shawm Murray referenced is under "Business Skills")

More info on the remote work initiative: [https://cdle.colorado.gov/remote-work-initiative](https://cdle.colorado.gov/remote-work-initiative).

To register for cybersecurity Toolkit for Employers: [https://us02web.zoom.us/webinar/register/WN_NORq1uEOQSarclanEyVQGw](https://us02web.zoom.us/webinar/register/WN_NORq1uEOQSarclanEyVQGw)

**Board Business:**

Traci Marques provided a PPWFC Financial Update and spoke about the upcoming stimulus package which was discussed during the breakout sessions at the last WDB meeting. Also said that there are several companies which will be moving to El Paso County including an Amazon branch however details about all these are not forthcoming at this time.

**Updates and Roundtable:**

Remaining few minutes were dedicated to 60 second member updates.

There being no additional business, the meeting was adjourned at 9:27am.

Submitted by, Reviewed by,

{Signature on File} 3-5-2021 (Signature on File) 3-5-2021

Kara Nina Fournier Date Aikta Marcoulier Date