

**Board Goals**

---

1. *Strengthen Partnerships to address individual and community level issues impacting economic mobility.*
  2. *Increase the impact of Workforce Boulder County by attracting and supporting more individuals and businesses to utilize the available resources.*
  3. *Align local policies and resources to support access to opportunities for quality, life-long education connected to the future of work.*
- 

**Agenda**

**December 2, 2022 8-9AM**

LOCATION: Virtual on Microsoft Teams

*7:45AM Log-in early to connect and network with fellow Board Members if you want*

**8:00AM Welcome Members – Corine Waldau (8:00-8:03)**

**Consent Items – Corine Waldau (8:03-8:05am)**

- September Meeting Minutes
- Fiscal Report
- WfBC Activity Report
- Policy Update Approvals
  - **WIOA-2022-07 Registered Apprenticeships in WIOA**
  - **MIS-2022-01 Data Integrity and the Participation Cycle for WIOA & TAA Programs**
  - **WIOA-2022-09 WIOA Eligibility for Title I Programs**

**Board Member Round Robin – Corine Waldau (8:05-8:15am)**

*Please share: Name, Organization, Time on Board & the worst job you ever had?*

**Director Updates – Erin Jones (8:15-8:25am)**

**Disability Inclusion in our local Workforce – Panel Discussion (8:25-9am)**

- Anke Corbin - Globig
- Fred Hobbs - Imagine!
- Jeff Sidders – Department of Vocational Rehabilitation
- Lisa Jensen – Workforce Boulder County

**9:00 AM Meeting Adjourned**

*If you want to stay on to connect with fellow board members Cate will stay on to create breakout rooms for 15 minutes.*

**Minutes:**

**Welcome Members – Corine Waldau (8:00-8:03)**

*Corine welcomed and opened meeting with motion from Bernadine and Jon*

**Consent Items – Corine Waldau (8:03-8:05am)**

- September Meeting Minutes
- Fiscal Report
- WfBC Activity Report
- Policy Update Approvals
  - WIOA-2022-07 Registered Apprenticeships in WIOA
  - MIS-2022-01 Data Integrity and the Participation Cycle for WIOA & TAA Programs
  - WIOA-2022-09 WIOA Eligibility for Title I Programs

*Consent Items: No Nays, all consent items approved.*

**Board Member Round Robin – Corine Waldau (8:05-8:15am)**

*Please share: Name, Organization, Time on Board & the worst job you ever had?*

*All Board Members shared their name, organization, time on board and their least favorite/worst job. Erin then suggested that this be a reminder of how our work in workforce can help to make those same jobs better for people that currently hold those jobs.*

**Director Updates – Erin Jones (8:15-8:25am)**

*Erin Announced: High Performing Board Award, Audit changes (minutes will now be on our website), our DPN role, asked for help to fill this role,*

*Nora opened our panel discussion: Panel intros*

**Disability Inclusion in our local Workforce – Panel Discussion (8:25-9am)**

- Anke Corbin - Globig
- Fred Hobbs - Imagine!
- Jeff Sidders – Department of Vocational Rehabilitation
- Lisa Jensen – Workforce Boulder County

**Fred: Look for areas of opportunity vs barrier**

**Jeff: 20 million people without jobs with disabilities 21% of co with disabilities only 3 % employed over age 16.**

*How have employers in Boulder County changed over time to become more inclusive and to better support people with disabilities in our local workforce?*

**Anke: Marathon vs today. Losing the “hire a rockstar” attitude. Increased appreciation for diversity of employee. Needs to go deeper.**

**Jeff: We are seeing a deeper appreciation for diverse candidate. Companies increasing resource groups for employees. Talent shortage has increased employers' flexibility. Increased focus on EDI. EDI Thought leaders has helped too.**

*From your work, what are some positives outcomes that you have seen from your employees or clients with disabilities in the workplace?*

**Fred: Story about Gerald who learned to use a tool to help him use his eyes to communicate and to learn math. He got a job at Twisted Pine starting as a greeter and taster and and now is an accounting professional.**

**Lisa: Working with a resident in a hospital system that is blind and learned to work in hospital with different teams. Each team learned through working with resident that they were largely just looking at obstacles not opportunity.**

*What are some tools, tips and resources for employers in the room to utilize to take steps towards creating a more inclusive environment for people with seen and unseen disabilities, ability difference or neurodiverse people?*

**Lisa: internships, on the job training through Workforce Boulder County to dip your toes in as an employer and as an individual to see if it is a good fit. Emphasis on: evaluate job postings to see who you might be screening out unintentionally. Look at the language you are using, what is required vs preferred, what education background vs skills and experience.**

**Jeff: Job Accommodation network, Skillful training through Boulder Chamber or DVR. Jeff Mentioned a book, but I didn't catch the name. DVR has trainings, workshops and materials for employers. Does the language in your job posting deter people with disability**

**Fred: People WITH disability rather than people that ARE disabled. Broaden recruitment.**

## **Q&A**

**Question from Kristen: What resources are out there for smaller companies when an ERG ends up being the same 10 people. Jeff to connect and share resources.**

**Are there templates that employers can make their own to help with making their workplaces more accommodating? Yes! Jeff will share**

**Question from Corine: what resources do we have to mentor businesses and managers at making changes rather than the individual accommodating the business? There is a network of businesses and a new Chamber of Commerce that is starting like a sector partnership.**

**9:00 AM Meeting Adjourned**

**Motion to Adjourn: Kristen Moorfield and Jon Galindo Second.**

**Attendance: Met Quorum**

**Kristen Moorefield**

**David Lopez**

**Cliff Pacaro**

**Corine Waldau**

**Janel Highfill**

**Jon Galindo**

**Bernadine Mao**

**Kelly Folks**

**Becky Virkus**

**Nicole Martin**

**Claire Cronin**

**Marta Loachamin**

**Darlene Bushue**

**Other:**

**Panelists:**

**Jeff Sidders**

**Anke Corbin**

**Fred Hobbs**

**Lisa Jensen**

**Staff:**

**Cate Cook**

**Nora Saenz**

**Erin Jones**

**Claire Benton**

**Tonja Ahijevych**

**Ron Wilson**

**Pam Mueller**

**Val Cordova**

**Raoudha Zeleya**

**Other:**

**Tony Smith**

**Jesus B**

**Deb Craven**

**Matt Wiggins**

**Desiree Firl**

**Chris McGilvrey**

**Basho Mosko**

**Ryan Burch**