



# LARIMER COUNTY WORKFORCE DEVELOPMENT BOARD

## MEETING MINUTES

AUGUST 12, 2015 7:45 – 9:30 A.M.

Larimer County Courthouse, 200 W. Oak Street, Fort Collins, CO

1. Networking
2. Call to Order (*Nancy Patton*)
  - a. Roll call

WIB Member	Present/Absent
Cynthia Christie	Present
Alan Cohen	Present
Bill Dowling	Absent
Lew Gaiter	Absent
Kathy Hanson	Absent
Ann Hutchison	Absent
SeonAh Kendall	Absent
Eric Lea	Present
Heather Lelchook	Present
Richard Martinez	Present
Tracy Mead	Present
Anjanette Mosebar	Absent
Jim Neubecker	Absent
Mistene Nugent	Absent
Mike O’Connell	Absent
Traci Oddy	Absent
Nancy Patton	Present
Geniphyr Ponce-Pore	Present
Mike Reiff	Absent
Miki Roth	Absent
Rusty Shawley	Present
Deb Spotts	Present
Jerry Thurber	Present
Lynn Vosler	Absent
Kathi Wright	Absent
Julie Zinn	Absent

Guests, CDLE Reps, Staff, and Ex-Officio Members Present	
Jan Baraela-Smith	Guest
Marilee Boylan	Guest
Wendy Bryner	Guest
Danielle Carnes	Guest
Jacob Castillo	Staff
Amanda Chenkin	Guest
Kim Dale	Guest
Cheryl DeGrave	Staff
Scott Duarte	Guest
Edie Eckles	Guest
Ariana Friedlander	Guest
Pete Gazlay	Guest
Ella Gifford-Hawkins	Staff
Mary Kay Hyde-Bohn	Guest
Dena Jardine	Staff
Kevin Jones	Guest
Steve Johnson	Guest
Fred Keller	Guest
Fawn Leaf	Guest
Eric Leftwich	Guest
Sondra Merk	Guest
Heather Meyer	Guest
Cheryl Pansire	Guest
Carolyn Reed	Guest
Stephanie Slayton	Guest
Sasha Stewart	Guest
Todd Wakefield	Guest
Margie Wagner	Guest





# Larimer County Workforce Center

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- b. Review agenda
  - c. Announcements
  - d. Public comment on topics not on the agenda  
Nancy welcomed WDB members and guests to the meeting. Marilee Boylan shared information on an upcoming ADA conference on September 30, 2015. Contact Marilee for additional information. Adam Crowe encouraged the WDB to attend the Workforce Symposium scheduled on September 17, 2015.
3. Consent Calendar (*Nancy Patton*)
    - a. Approval of June 10, 2015 minutes \*Vote\*  
There was not a quorum of voting WDB members present; therefore, approval of the June minutes will be tabled until the October 14, 2015 meeting.
  4. The Cascade Engineering Story (*Fred Keller*)  
Tracy introduced Fred Keller, Founder and Chair of Cascade Engineering. Cascade Engineering is a triple bottom line business. Fred wanted his company to do more for its community so he decided to hire more workers out of poverty which eventually led to the development of the nationally recognized Welfare to Career program. Fred shared the early challenges and successes that went into developing the model program. Two key elements of the program are: an understanding of the cultural differences between people in poverty and those from middle class, and social support of the participants.
  5. Diamonds in the Rough: Solutions to Employing the Untapped Workforce Panel and Discussion (*Jacob Castillo*)
    - a. Invited Panelists:
      - Pete Gazlay, Owner, Total Facility Care
      - Todd Wakefield, Area Manager, Goodwill Industries
      - Cheryl Pansire, Human Resource Manager, Forney Industries
      - Scott Duarte, General Manager, Cambria Suites HotelEmployment barriers can take many forms- from skills gaps, to short-term difficulties to long-term conditions. Panelists shared examples of how they have successfully developed and implemented HR solutions to overcome barriers.
  6. Q & A (*Jacob Castillo*)
  7. Close and Next Steps (*Jerry Thurber*)  
Please join us for the September 9, 2015 WDB committee work meeting to discuss implementation of lessons learned and best practices from today's meeting
  8. Other Business (*Jerry Thurber*)  
The October WDB meeting will feature a panel discussion on mid-career transitions.
  9. Adjourn

**VISION:** Cultivate a well-trained, productive, and competitive workforce in our region.

**MISSION:** Connect community, government, business, and education to shape a robust, talented, and sustainable workforce.

[www.larimerworkforce.org](http://www.larimerworkforce.org)

200 W. Oak Street, Suite 5000  
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418 East 4th Street  
Loveland, CO 80537  
(970) 619-4650

1601 Brodie Ave.  
Estes Park, CO 80517  
(970) 577-2152





## Larimer County Workforce Center

**PURPOSE:** Strengthen our workforce and communities by providing an interactive forum where workforce issues can be heard, partnerships formed, and solutions created.

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