

- b. Review agenda
- c. Public comment on topics not on the agenda
There was no public comment or changes to the agenda.

2. Consent Calendar (*Mike Reiff*) (7:48 - 7:50)
 - a. Approval of August 14, 2013 Minutes *Vote*
The notes from the August 14, 2013 WIB meeting were unanimously approved after a motion from Jim Neubecker that was seconded by Julie Zinn.
3. Executive Committee Nominations (*Mike Reiff*) (7:50 - 7:55)
Per Article IV Section 2 of the WIB by-laws the chairperson shall appoint a nominating committee to present to the WIB candidates for the 2014 Executive Committee officer positions. Mike has elected to appoint all voting WIB members to the committee. Please contact Jacob by November 4, 2013 if you are interested in serving on the Executive Committee or would like to nominate a WIB member for consideration.
4. Review and Approval of Workforce Center Policies *Vote* (*Mike Reiff*) (7:55 - 8:05)
 - a. Job Order Posting and Quality Assurance Policy #06-101
 - b. WIA Dislocated Worker, Adult and Youth Internship Policy #03-102
 - c. Eligible Training Provider List Policy #03-109
 - d. Unemployment Insurance Work Test Policy #04-111**On a motion from Jim Neubecker, seconded by Jerry Thurber, the WIB unanimously approved; the Job Order Posting and Quality Assurance Policy #06-101, WIA Dislocated Worker, Adult and Youth Internship Policy #03-102, Eligible Training Provider List Policy #03-102 and the Unemployment Insurance Work Test Policy #04-111 as written.**
5. Overview of the Data (*Jacob Castillo*) (8:05-8:10)
Jacob shared data from Gary Horvath's Northern Colorado's Evolving Landscape Industries and Occupations Transforming our Economy report indicating that the largest GDP growth industries in our area are in middle skill jobs including manufacturing, healthcare and business administration. Adam Crowe examined jobs posted in Connecting Colorado that have remained unfilled. He found many jobs require certificates, which may be challenging for applicants to obtain.
6. Timeline and Topic Outcomes- What are we trying to accomplish? (*Jerry Thurber*) (8:10 - 8:15)
The Workforce 2020 project timeline is on schedule. We have met our early mile posts and are working on next steps around STEM/STeAM including the development of a speakers bureau to address audiences regarding careers in STeAM. Some presentations will be videotaped and added to the WF2020 site. Poudre School District has volunteered their video production facility for the initiative. There is a meeting scheduled on October 24, 2013 at 1:00 p.m. to tour the facility. Please contact Jacob if you would like to join the tour.

7. Middle Skills Panel Discussion (*Jacob Castillo*) (8:15 - 8:50)
The WIB welcomed panelists: Nicole Mill, People Manager at Anheuser Busch; Barb Snyder, Director of Human Resources at Sparton Medical and George Newman, Program Development Coordinator at Front Range Community College.

Nicole Mill with Anheuser Busch (AB)

The Fort Collins Anheuser Busch location recently celebrated their 25th anniversary. Over 50% of the workforce has been their since the brewery opened. Current turnover of hourly staff is at 1 percent. AB has a high percentage of employees eligible for retirement. AB looks to its 'weekender' employers for hiring. For the first time AB is considering hiring people off the street. AB empowers employees to be owners of their operations, including process improvement. When hiring, AB assesses leadership ability, problem solving and soft skills in addition to industrial skills.

George Newman with Front Range Community College (FRCC) shared data on the existing skills gap in manufacturing including a recent poll where nearly 80% of those surveyed indicated the manufacturing is important to our economy but only 35% would recommend the field to their child or grandchild. Based on industry research FRCC is currently offering non credited classes on machining and is part of a consortium that received grant funds to improve training. FRCC is planning to open an advanced manufacturing center and develop a credit curriculum.

Barb Snyder with Sparton Medical

Spartan is actively searching for a diverse workforce. Spartan Medical has been in business for 113 years and produces a wide variety of medical products. Medical manufacturing is a complicated process requiring highly technical skills. Spartan rarely finds applicants with the necessary skills and must train. They have relied on Colorado First, sector and H-1B grants to help fund training.

Common themes identified include the demand for a wide variety of specialized skills, an increase in industry safety training certificates preferred by employers and the public relations issue of the industry. In addition many of the companies have used grants for training.

8. Q&A with Facilitated Discussion (*Jerry Thurber*) (8:50- 9:15)
The panelists answered a variety of questions including how the WIB can be of assistance. Responses included; being a resource on available programs/assistance, help us keep a pulse on what is happening in the community, help fill in the gap on social media and assist educating teachers and parents on necessary skills and the reality of manufacturing jobs.
9. Next Steps (*Jerry Thurber*) (9:15 - 9:25)
The WF2020 subcommittee will meet next month to discuss what was learned and how it may fit into current initiatives. At the December WIB meeting we have invited a local expert on

online community building. Jerry urged WIB members to consider nominating someone for the executive committee.

- 10. Other (9:25 - 9:30)
- 11. Adjourn