



Illinois Workforce Innovation Board

Bruce Rauner, Governor

John Rico, Co-Chair
Sean McCarthy, Co-Chair

Nicor Gas
1844 Ferry Road
Naperville, IL 60563

September 21, 2017

IWIB Welcome/Roll Call

The meeting was called to order at 1:00 p.m. Roll call was taken and a quorum was present.

Present: Co-Chair Sean McCarthy, Co-Chair John Rico, Elba Aranda-Suh, Mike Conley, Victor Dickson, Pat Fabijanski, Daniele Ferrari, Jennifer Foster, David Friedman, Thomas Hacker, Grailing Jones, Angela Mason, Michael Massie, Jeffrey Mays, Sandeep Nain, Barbara Oilschlager, Terri Payne, Margie Schiemann, John Sigsbury, Quinetta Wade, Thomas Wendorf, Sylvia Wetzel

Present by Proxy: Kirk Gadberry (Amanda Martin), Marlon McClinton (Jewel McClinton), Eloy Salazar (Donna Fantozzi), Andrew Warrington (Jennifer Serino)

Absent: Tom Ashby, Kevin Battaglia, Henry Beards, Senator Melinda Bush, C.D. Davidsmeyer, Debra Day, Joe Forbes, Representative Norine Hammond, Michael Perry, Aaron Tennant, Larry Walsh, Senator Chuck Weaver, Grover Webb, Terry Wilkerson, Michael Williams

Ex-Officio Members Present: Pam Furlan, Amanda Winters (representing IBHE)

Approval of June 15, 2017 Minutes

Co-Chair John Rico requested the board members to review the June 15, 2017 minutes as provided in the meeting packet. Mr. Tom Wendorf made a motion to approve the minutes as presented; Sandeep Nain seconded the motion. With no further discussion, the motion passed.

Opening Remarks

Co-Chair John Rico welcomed the board members and thanked them for attending the meeting. He thanked Ms. Margi Schiemann, Director, Infrastructure Programs and Support, Nicor Gas and all of her staff for graciously hosting the quarterly board meetings and retreat.

Co-Chair Sean McCarthy extended his gratitude to Ms. Schiemann and the Nicor Gas staff for all the assistance in hosting the quarterly board meeting and for opportunity to tour the new training facility. Additionally, he congratulated Co-Chair John Rico for his appointment as the Chair to the National Association of State Workforce Board Chairs; he will be a great voice for workforce throughout the nation as he has been for Illinois.

The Illinois workNet Center System, an American Job Center is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this website may be reached by persons using TTY/TDD equipment by calling TTY (800) 526-0844 or 711.

Co-Chair McCarthy congratulated Mr. Terry Wilkerson and his entire staff at Rend Lake College as they continue to move up the ladder as one of, if not the best, community colleges in the nation. Recently, SmartAsset, a personal finance technology company, ranked them at the very top of community colleges. This ranking is first out of over 560 two-year public colleges across the country.

Co-Chair McCarthy thanked all the board members for their continued support and efforts on the Board's Strategic Plan. He acknowledged that it has been a fast-paced process and he was looking forward to the final product to be presented at the December quarterly board meeting. He thanked the staffs of Northern Illinois University and the Office of Employment and Training for their efforts in assisting the Board with the project.

Nicor Gas Welcome

Ms. Schiemann welcomed all the Board members and guests to Nicor Gas. She provided a brief overview of the company by highlighting that Nicor Gas is the largest natural gas distributor in the state with over 2 million residential customers, almost 200 thousand commercial customers, and employs over 2 thousand employees. She stated that everyone has been excited about the opening of the new training center and hoped those who attended one of the tours enjoyed the opportunity to learn more about Nicor Gas' training programs.

Local Area Success Story – DuPage County

Ms. Lisa Schvach, Director of the DuPage County Workforce Division introduced Ms. Hailey Mankivsky, Lead Skills Trainer for Parents Alliance Employment Project and Ms. Stephanie Gregory, Manager of HR Programs at Northwestern Hospital to provide a brief presentation of the Parents Alliance Employment Project (PAEP) and the partnerships with the medical community. She stated that in 2014 PAEP launched a local model of the national Project Search Program and partnered with Central DuPage Hospital (now known as Northwestern Medicine) and two local school districts with DuPage County Workforce Division with the Title I funding has been able to assist with some of the administrative and job coaching costs.

Ms. Mankivsky stated that the PAEP was parent initiated and operated for many years staffed solely by parent volunteers as a network of proactive parents when the only employment option for their developmentally disabled young adults was a sheltered workshop. The parents fought for mainstreaming their children in the public school system and community integration. PAEP has existed since 1982 and has been emphasizing integrated work with supports into businesses long before the national trend.

Mr. Luke Budnick, a recent graduate of the PAEP and employed with Central DuPage Hospital, provided an overview of the employment skills training and support he received throughout the program. He shared highlights from his work days and answered several Board members questions regarding the program.

Ms. Gregory stated that the partnership with PAEP has been a success and the medical staff appreciates the students who are participating in the training internships, as well as those individuals who are hired for full-time positions. She stated that those individuals must go through the same hiring/employment requirements and commended the PAEP for teaching the necessary employment skills needed.

Co-Chair Rico thanked Ms. Schvach, Ms. Mankivsky, and Ms. Gregory for sharing information regarding this wonderful program and thanked Mr. Budnick for sharing his story.

Illinois Workforce Innovation Board Strategic Plan

Ms. Sylvia Wetzal, Chair of the Strategic Planning Committee provided a brief recap of the morning's board retreat of the four Goal Teams and how the information gathered would be utilized for the final Strategic Plan presentation at the December meeting. In conclusion, she thanked all the board members' participation and for the guidance Ms. Beth Brinley, Vice President of Workforce Innovations, Maher & Maher has given.

IWIB Policy Work Group – Minimum Training Expenditure

Request to Approve – Revised Minimum Training Expenditure Policy – Ms. Jennifer Foster on behalf of Mr. Terry Wilkerson, Chair of the IWIB Policy Work Group, referenced the meeting material entitled, “Request to Approve (Minimum Training Expenditure Policy).” Ms. Foster made a motion that the IWIB approve the three recommendations as outlined in the “Request to Approve” document which included 1) an increase in the minimum training expenditure rate to fifty percent (50%); 2) implementation of a Hold Harmless Provision; and 3) relaxation of the sanctions for failure to meet the rate in instances where the local board has provided justifiable reasoning to the Evaluation and Accountability Committee.”

Ms. Pam Furlan, President of Illinois Workforce Partnership (IWP), distributed to the Board a copy of a letter dated September 19, 2017 which was addressed to Mr. John Rico, Mr. Terry Wilkerson, and Mr. Julio Rodriguez. The letter outlined several areas of concern regarding the local areas’ ability to achieve the 50% mandate.

The Board members held a discussion regarding the IWP’s concerns as well as several other questions/concerns. Mr. Jeff Mays, Director of the Illinois Department of Employment Security, shared his concern with a Hold Harmless Provision which has no sunset date; the Board members suggested that the Hold Harmless Provision be revisited in a year’s time. A brief discussion was held regarding the majority of the local workforce areas already are meeting the 50% with many local workforce areas at a 60% training expenditure rate with the suggestion of providing technical assistance and support for those local areas not meeting the increased minimum training expenditure rate. Clarification was made with regard to IWP’s participation in the Work Group’s discussions; Ms. Furlan reported that her predecessor had participated in the Work Group’s meetings.

Ms. Foster amended the original motion to include that the Hold Harmless Provision to be revisited within a year’s time and to continue to include the Illinois Workforce Partnership in the Policy Work Group’s discussion with regard to the actual policy development language. Mr. Tom Wendorf seconded the motion.

Co-Chair Rico recognized Ms. Joanne Greene, Board Liaison of Chicago Cook Workforce Partnership (CCWP), who addressed the Board membership by reading a statement outlining the CCWP’s concerns regarding the proposed 50% minimum training expenditure rate. With no further discussion, Co-Chair Rico requested a vote on the motion. Four nays were recorded; motion passed.

WIOA Performance Measures

Request to Approve – Effectiveness in Serving Employers – Ms. Lisa Jones on behalf of Ms. Patti Schnoor, referenced the meeting materials entitled, “Request to Approve (Interagency work Group, Performance Accountability Subgroup) and “WIOA Core Indicators of Performance.” Ms. Jones stated that the Interagency Work Group requests that the IWIB vote on and establish two of the three proposed primary indicators of performance in serving employers. These measures will be shared outcomes across all six core Workforce Innovation and Opportunity Act programs within the state.

Ms. Jones briefly explained the three approaches the subgroup reviewed in measuring effectiveness in serving employers. She stated that the Work Group recommended Approach 1: Retention (Retention with the Same Employer) which captures the percentage of participants who exit and are employed with the same employer in the second and fourth quarters after exit and Approach 3: Employer Penetration Rate (Percentage of employers using services out of all employers in the State). In conclusion, Ms. Jones stated that upon establishing two approaches, Illinois would be in compliance with WIOA and the state would be able to move forward and review outcomes of each indicator selected and provided results on the preferred indicator that would be adopted for USDOL/State performance.

Mr. Jeff Mays made a motion that the IWIB approve adoption of Approach 1: Retention (Retention with the Same Employer) and Approach 3: Employer Penetration Rate as the two pilot program approaches for effectiveness in serving employers; motion was seconded by Mr. Thomas Hacker. The Board members held a brief discussion regarding the impacts of the approaches. With no further discussion, motion was passed.

Transportation, Distribution and Logistics Task Force Report

Request to Approve – TDL Committee Final Report and Action Steps - Mr. Grailing Jones, the Task Force Chair, thanked the Task Force members, Mr. Mike Baker and the Department of Commerce staff who assisted in the collaboration in the past five months. Mr. Jones referenced the meeting materials entitled, “Request to Approve (IWIB TDL Task Force), and “Final Report: Transportation, Distribution and Logistics Task Force, 2017” during his PowerPoint presentation. Mr. Jones briefly outlined the Task force’s findings that would require short-term and long-term actions for implementation across the industry as listed in the referenced meeting materials.

Mr. Grailing Jones made a motion that the IWIB approve: 1) the TDL Task Force final Report; and 2) maintain a core group of TDL Task Force members to create action steps to address the findings of the TDL final report and monitor data on supply and demand and retention rates. Mr. Mike Massie seconded the motion. The Board members held a brief discussion regarding the avenues an individual may obtain a CDL and if CDLs obtained in Illinois are recognized by other states. Additionally, a clarification as to why the entire TDL industry was not represented in the final report; answer given was that the Task Force was tasked to review and identify action steps with regard to the CDL shortage within Illinois and nationwide. With no further discussion, motion passed.

Committee and Task Force Reports

Apprenticeship Committee – Deputy Director Rodriguez provided an update on the Apprenticeship Committee’s activities including that the Illinois Apprenticeship Plus has launched nine pilot projects which are in three areas of the state including: southern Cook County, the Peoria/Bloomington area, and the Mt. Vernon/Marion area. The pilot projects are pre-apprenticeship programs that have a scope of working with youth, 16 to 24 year old in school and out of school individuals with a specific focus on high risk youth (opportunity youth), to assist in identifying talent pipeline; the pipelines include healthcare, transportation/logistics, manufacturing and information technology.

Secondly, Deputy Director Rodriguez mentioned that the Apprenticeship Committee has established three working groups with the following focuses: 1) how to market apprenticeship programs to businesses, as well as to the young people; 2) how to creatively engage businesses; and 3) how to bring education system, parents, and other providers together to understand the value of apprenticeship programs.

In conclusion, Deputy Director Rodriguez announced that November is Manufacturing Month with events happening statewide including a Peoria Expo and a Mt. Vernon Expo, as well as Apprenticeship Week will be held in November. He stated that additional details would be forthcoming. Additionally, Ms. Schiemann mentioned that Career and Energy Week would be held the week of the October 16th through the 20th.

Evaluation and Accountability Committee

Ms. Barb Oilschlager on behalf of Mr. Marlon McClinton, Chair of the Evaluation and Accountability Committee, stated that the inaugural meeting was held on September 20, 2017 with a robust conversation with regard to the roles and responsibilities of the Committee. She invited other Board members to join the group; she stated that the Committee’s next meeting will be in person immediately prior to the December Board meeting.

Illinois Workforce Innovation Board Act, Amended

House Bill 2482, signed by Governor Rauner as Public Act 100-0477 on September 8, 2017 - Mr. Mark Burgess provided a brief overview of meeting materials entitled, “Illinois House Bill 2482 Signed Into Law: Summary of

the Law” and “Public Act 100-0477, HR2482 Enrolled.” He emphasized several points of interest within the Act including: 1) the Act amends and retitles the Illinois Workforce Investment Board Act as the Illinois Workforce Innovation Board Act; 2) the Act recognizes the transition from the Federal Workforce Investment Act of 1998 to the Workforce Innovation and Opportunity Act; and 3) references to “innovation” instead of the old terminology, “investment.” Additionally, Mr. Burgess stated that the Act retains the requirement that the Board implement a method of measuring progress of the State’s workforce development system. However, the language now calls for benchmarking specified in WIOA and deletes the specific ten elements that previously were required to be reported in the annual report; he referenced meeting material entitled, “State of Illinois, Department of Commerce and Economic Opportunity: Illinois Workforce Development FPY’15/SFY’16 Annual Report.” Mr. Burgess stated only several selected pages from the annual report were included to show as an example of the type of report requirements. Ms. Jones clarified that the annual report is required by state legislation. Additionally, she stated that next year’s annual report would be a responsibility of the Evaluation and Accountability Committee.

USDOL Region V Assessment Report Findings

LWIA Redesignation - Mr. Dave Gallagher, Northern Illinois University, Center for Governmental Studies, provided a presentation with regard to DOL’s findings that six counties overlap into different Economic Development Regions than the rest of their current local workforce innovation area. Several meetings have been held among the key stakeholders with the four core partners to ensure the understanding that the redesignation process is mandated from the U.S. Department of Labor, Region V. Mr. Gallagher emphasized that the Illinois Workforce Innovation Board does not have a decision to make as the Chief Elected Officials in the affected areas would make the initial decision to move into the correct Economic Development Region based on the data that has been collected.

The board members held a brief discussion regarding the next steps of the redesignation process including the process if met with resistance by the local areas. Mr. Gallagher stated extensive research with regard to the data has been prepared for the upcoming meetings with the various stakeholders and if necessary the Governor has the authority to make the redesignation if local areas resist as it is mandated by federal regulations. No further discussion was held.

WIOA Update & Policy

Ms. Lisa Jones stated that the Policy Work Group members have been working on a Service Integration Policy which is closely tied to the Customer-Centered Design Goal Team to ensure collaboration and the Work Group welcomes feedback and invited additional Board members to join them.

Public Comment

Mr. Mark Burgess stated that the next quarterly Board meeting would be held on December 14, 2017 at the 2112inc/Fort KnoxStudios, a business incubator designed for individuals in the music industry. He stated a tour will be offered for the Board members to see first-hand the innovative work being done in the Chicago area. Co-Chair Rico stated that he has invited the state of Georgia’s Workforce Board Chair, Mr. Wendell Dallas, to be a guest speaker at the December Board meeting and would request that the meeting start at 2:00 p.m. and end at 5:00 p.m. with a holiday reception immediately following the meeting. Mr. Burgess stated additional meeting information would be emailed in the near future.

Adjournment

Co-Chair Rico asked for a motion to adjourn the meeting. Mr. Tom Wendorf made a motion to adjourn the meeting and the motion was seconded by Mr. Sandeep Nain. With no further discussion, the motion passed. The meeting adjourned at 3:00 p.m.