



Illinois Workforce Investment Board

Bruce Rauner, Governor

James M. Schultz, Chair
John Rico, Co-Chair

Cinespace Film Studios
2558 West 16th Street
Chicago, IL 60608
December 11, 2014

IWIB Welcome/Roll Call

The meeting was called to order at 3:00 p.m. Roll call was taken and a quorum was present.

Present: Adam Pollet, John Rico, Tom Ashby, Donald DeDobbelaere, Elizabeth Dickson, Scott Frick, Justine Hood, Michael Massie, Sandeep Nain, Barbara Oilschlager, Terri Payne, Michael Perry, Tom Prinske, Eloy Salazar, Juan Salgado, Margi Schiemann, David Stoecklin, Thomas Wendorf, Mike Williams

Present by Proxy: Dr. Karen Hunter-Anderson (Jennifer Foster), Dr. James Applegate (Amanda Winters), Henry Beards, (Marquita Barnes), David Hanson (Francisco Alverado), Dr. Chris Koch (Dora Welker), Jay Rowell (Gideon Blustein), Michelle Saddler (Katherine Staten), Sophia Shaw (Patsy Benveniste), Gary Swango (Tom Swearingen), Diane Williams (Ethel Muhammad)

Absent: Joseph Costigan, Honorable Esther Golar, John Holton, Honorable Andy Manar, Francisco Menchaca, Janet Payne, Honorable Sandy Pihos, Larry Walsh, Grover Webb, Terry Wilkerson

Approval of September 18, 2014 Minutes

Board members were asked to review the September 18, 2014 minutes as provided in the meeting handouts. Co-Chair John Rico requested a motion to approve. Ms. Barbara Oilschlager made a motion to approve; Mr. Tom Ashby seconded and the motion passed.

Opening Remarks

Co-Chair John Rico thanked Cinespace for hosting the IWIB meeting and stated that a representative from Cinespace, Mr. Alex Pissios, would be addressing the board members shortly.

Department of Commerce and Economic Opportunity (DCEO) Deputy Director Therese McMahon, Office of Employment and Training, stated that the DCEO portfolio includes the Illinois Film Office, which has been assisting television and movie production in Illinois for decades. Having Cinespace Film Studios in Chicago has been an incredibly valuable resource as the state strives to bring more and bigger productions to Illinois. Following a short video about Cinespace, Ms. McMahon noted that “Chicago Fire,” “Chicago PD,” and other productions have been filmed at Cinespace, in addition to a new series called “Empire,” as referenced in the meeting handouts.

Deputy Director McMahon noted the Illinois Workforce Partnership (IWP) held a meeting earlier in the day and many of the members were present for the IWIB meeting. Ms. Kathy Lively, IWP President, thanked the IWIB board members for their leadership and their dedication to Illinois’ workforce development issues.

Director Pollet introduced Mr. Alex Pissios, President and CEO of Cinespace Film Studios. Mr. Pissios welcomed everyone and stated that four years ago, he and his uncle bought the property now known as Cinespace. At that time, it was a shuttered steel mill which encompassed fifty acres. The renovation included the development of three sound stages and a brewing location for the Lagunitas Brewing Company. He emphasized the large presence of unions and a partnership with DePaul University during the renovation. He also noted that enrollment in DePaul’s arts programs in the past four years, and that many of the students enrolled in the arts programs have been employed by Cinespace.

Deputy Director McMahon introduced a special guest, Mr. Jason Irving, 28th Ward Alderman, who has been a longtime partner of the Workforce Investment Act projects. She stated that, prior to serving as an Alderman, Mr. Irving was involved in a successful and continuing summer youth program in Maywood. Mr. Irving welcomed everyone and stated he is impressed with the level of involvement from the diverse backgrounds of the board members. He emphasized the importance of having businesses involved from the foundation when discussing the needs of the workforce. He thanked everyone for their continued efforts and support within the workforce development programs. He concluded by stating that his current position as Alderman has allowed him the opportunity to help improve local neighborhoods by developing and bringing jobs to the communities as Cinespace has done.

Workforce Innovation and Opportunities Act Transition Task Force

Mr. Skip Hedger provided an overview of the Transition Task Force’s activities to date. He stated that the Workforce Innovation and Opportunity Act (WIOA) will provide opportunities to improve upon and expand beyond the Workforce Investment Act (WIA). He emphasized that WIOA emphasizes that decisions made at the state level must be responsive to local and regional areas, as a way to optimize the benefits of the program which begins July 1, 2015.

He began with an overview of the implementation of WIOA. First, a series of Task Advisory Groups have been established to develop recommendations regarding state policy on major issues through the WIOA implementation process. These Task Advisory Groups have been organized in seven areas critical to the implementation process of WIOA. The primary purpose is to ensure that a local perspective in each of the areas is reflected in the WIOA implementation process. The seven groups include: Governance, Planning, Policy, Operations, Performance,

Technology/workNet, and Youth. He reported many of the groups have met at least once and additional meetings are scheduled. He noted the Federal Government is scheduled to release the draft WIOA rules in mid-January. Meeting prior to this release gave the groups an opportunity to get organized and begin digesting the information necessary to allow them to move forward when new information becomes available (as was encouraged by the U.S. Department of Labor [DOL]).

Mr. Hedger stated that the seven Task Advisory Groups have been populated with designated representatives of the four core programs under WIOA which include: Adult, Dislocated Worker and Youth formula programs, and Wagner-Peyser Employment Service programs (administered by DOL), in addition to Adult Education and Literacy programs and programs under Title I of the Rehabilitation Act that provide services to individuals with disabilities (administered by the U.S. Department of Education).

Mr. Hedger reiterated that WIOA has new requirements and obligations at the state level and the decisions need to be made at that level. Therefore, the IWIB Bylaws Taskforce has expanded its scope and responsibilities to encompass the new requirements and obligations with WIOA implementation.

In conclusion, he stated that the implementation date of July 1, 2015 will come quickly. However, with the diligent efforts being made by all partners the work will be completed. He believes the outcome of the WIOA implementation will provide for a better workforce system that will respond to the needs of employers throughout Illinois and will incorporate new concepts and philosophies of training that were somewhat present under WIA but now must be fully utilized under WIOA. He stated that workforce training will now include accelerated training, work-based learning, and similar initiatives that Illinois already has underway – specifically the Illinois Pathways Initiative and the Accelerated Training for Illinois Manufacturing Program (ATIM).

Deputy Director McMahon recognized Mr. Hedger's efforts to understand the requirements and obligations of the WIOA implementation process. Furthermore, through the leadership of the IWP and the IWIB Illinois has been able to link and promote sector initiatives tied to Illinois Pathways and its learning exchanges, which have allowed Illinois to stay ahead of the curve. She noted that Mike Baker and Sylvia Wetzel will provide an update on the ATIM Program which was a \$12 million project later on the agenda. Additionally, she mentioned a \$25 million grant proposal submitted to the U.S. Department of Human Services with DCEO partnering alongside the Illinois Department of Human Services and Illinois Community College Board. This grant funding would allow expansion of the state-run Job Training and Economic Development (JTED) program to train low-income/skilled workers. Currently the JTED program provides \$2 million for training. She emphasized that new workforce initiatives will have a focus on career pathways and learning exchanges as their foundation.

Each of the Task Advisory Group Chairs introduced themselves and gave a summary of their group's activities, meeting schedules, and focus. Group Chairs are as follows: Governance – Mr. Tom Ashby; Planning – Mr. Donald DeDobbelaere; Policy – Ms. Sylvia Wetzel; Operations – Mr. Juan Salgado; Performance – Mr. Tom Wendorf; Technology/workNet – Mr. John Rico; and Youth – Ms. Barbara Oilschlager.

Illinois Pathways Disadvantaged Youth Task Force

Deputy Director Therese McMahon emphasized that the next step in expanding Illinois Pathways will be to focus on the disadvantaged youth population. The new WIOA legislation requires a shift from serving a majority of youth in school to serving seventy percent of the youth population who are disadvantaged and out-of-school. She stated that while Illinois already has a foundation, an increased need to focus on out-of-school youth exists. She noted that, provided the Board approves the establishment of the Illinois Pathways Disadvantaged Youth Task Force, Mike Massie has volunteered to chair the Task Force.

Ms. McMahon referenced a handout summarizing specific needs, objectives, and potential task force members. She noted that the purpose of the Task Force is to develop strategies to expand opportunities for in and out-of-school disadvantaged youth to gain the education and training necessary to pursue career pathways in STEM-related sectors, in cooperation with Illinois Pathways and STEM Learning Exchanges. The task force will explore proposed Pathways Youth Challenge grants and learning exchange sponsorships as possible strategies to expand STEM-related career opportunities to disadvantaged youth. She reported that DCEO will provide a \$50,000 grant to the learning exchanges to develop youth-career projects in partnership with companies in specific sectors.

Mr. Tom Wendorf motioned to establish the Illinois Pathways Disadvantaged Youth Task Force and Mr. Juan Salgado seconded. Ms. Patsy Benveniste volunteered to serve on the Task Force. There being no further discussion, Co-Chair Rico called for a vote and the motion passed. He thanked the members for establishing a task force specifically focused on the disadvantage youth population and stated that those working with youth on a daily basis have seen the need for this focus. He concluded by instructing anyone else wishing to volunteer for the task force to notify Mr. Massie.

Accelerated Training for Illinois Manufacturing (ATIM) Update

Mr. Mike Baker, DCEO staff, introduced Ms. Sylvia Wetzel of Bison Gear, and Mr. Daryl Cummings, ATIM project manager for the Northern Stateline Region. Throughout the presentation Mr. Baker referenced various facts and information included in the meeting handout. He provided a brief update and program overview on the ATIM initiative. He stated that the overall goals of the initiative are to: 1) reduce the time needed to fill critical job openings with qualified workers; 2) improve worker access to employment and earnings opportunities in these critical jobs, especially low-skilled, low-income, unemployed and dislocated workers; 3) provide training that leads to employment via industry-recognized credentials; and 4) generate data for a formal impact analysis of participants outcomes vs. a control group. Additionally, he emphasized that the DOL Region V nominated ATIM to the National Office as a leading sector strategy which has given Illinois access to additional funding to further refine the sector strategies approach to workforce development.

Ms. Sylvia Wetzel stated that as an employer the ATIM initiative has and will continue to fulfill the workforce industry's needs. She encouraged the continuation of programs such as this in addition to reaching out to the businesses for feedback. Mr. Cummings shared some experience from the industrial environment. He emphasized the importance of meeting with employers to determine the specific skillsets and soft skills needed. He stated that the ATIM initiative has had

many successes, and through the dedication of the ATIM team the initiative will continue to have employers looking to the ATIM model as a viable way to gain skilled employees. In conclusion, he explained the process required for potential employees to enter into the program and receive recommendation to employers.

Illinois Pathways Update

On behalf of Mr. Jeff Mays, Illinois Business Roundtable President, Co-Chair Rico provided a brief overview of the learning exchanges, noting that Illinois Pathways launched six STEM Learning Exchanges with seed money supported from the federal Race to the Top funding. The STEM Learning Exchanges correlated with the IWIB's targeted sectors. The exchanges have been successful in identifying matching funding sources, including businesses, educational institutions, non-profit organizations and foundations, and industry associations.

He stated that the exchanges have engaged approximately two hundred schools and 20,000 students. The exchange's activities have included: development of curriculum resources; implementation of local career pathways systems from K-12 through community college; professional development for teachers and administrators; career exploration; internship and other work-based learning opportunities, and; sponsoring industry challenges and competitions.

He noted that DCEO funding targeting adult populations connected over 1,000 adult and dislocated workers with the manufacturing learning exchange (ATIM initiative) and the IT learning exchange (Job-Driven NEG for Dislocated Workers). Additionally, DCEO provided funding for disadvantaged youth through the Illinois Pathways Youth Challenge Grants which are industry-sponsored challenges for disadvantaged and out-of-school youth.

He concluded by noting that the Illinois Pathways Learning Exchanges team attended the U.S. Chamber of Commerce Foundation Talent Pipeline Management meeting November 19, 2014 in Washington, D.C. Illinois had the largest state and regional team in attendance. The Chamber has announced Phase II, which focuses on state and regional piloting. This initiative provides a unique opportunity to move Illinois Pathways to the local and regional level. Mr. Jason Tyszko, U.S. Chamber of Commerce Foundation, followed with an update on Talent Pipeline Management Initiative.

Talent Pipeline Management Initiative

Mr. Tyszko, with the U.S. Chamber of Commerce Foundation's Center for Education and Workforce, thanked everyone for the opportunity to address the board membership and share information on the U.S. Chamber of Commerce Foundation's Talent Pipeline Management Initiative. He recognized several colleagues: Mr. Bob Sheets, with his affiliation with George Washington University Institute of Public Policy was one of the contributing authors of the report. He and Ms. Elena Boyd, Accenture, served as critical partners to the Foundation in the development of the report and launch of the initiative.

Mr. Tyszko provided a brief overview of the U.S. Chamber of Commerce and its Foundation. The U.S. Chamber of Commerce is the nation's largest business federation, which represents state and local chambers across the country and has a membership base of three million. The Foundation is a non-profit affiliate of the U.S. Chamber of Commerce, dedicated to strengthening America's long-term competitiveness and educating the public on how the free

enterprise system improves society and our economy. Mr. Tyszko highlighted national data pertaining to the threat to American growth and competitiveness due to skills gaps. He noted that a recent survey found 92% of executives believe there is a serious gap in workforce skills, and nearly 50% are struggling to fill jobs. In manufacturing alone, more than 75% of employers report a moderate to severe shortage of skilled workers, and the problem is expected to grow. If left unaddressed, the skills gap could cause more than 5 million positions to go unfilled by 2020. The problem will be further compounded by an increase in retirements and shrinking workforce.

The skills gap is also reflected in the experience of students and other job seekers. Only 36% of full-time students enrolled at a flagship university graduate on time. That figure drops to 19% at all other universities, and only 4% of students at two-year institutions. A recent Gallup study found only 11% of business leaders are confident that college graduates are well prepared for the workforce, while a full 96% of Chief Academic Officers at colleges and universities reported being somewhat or very confident that students are prepared to succeed in the workplace. A workforce strategy is necessary to address the skills gap and develop talents needed for today and the future. He stated that employers must lead such a transformation, as they have the leverage to make a demand-driven system a reality. He stated that employers invest more than \$486 billion annually on training overwhelmingly focusing on upgrading skills of their existing employees.

On November 19, 2014 the U.S. Chamber of Commerce Foundation launched the Talent Pipeline Management Initiative, which is based on supply chain management principles. He referred to the meeting handout booklet, “Managing the Talent Pipeline: A New Approach to Closing the Skills Gap.” He encouraged the board members to read the booklet as it outlines supply chain management lessons learned, foundational principles of talent management, implications for stakeholders, and stakeholder checklists.

He briefly reviewed the three key foundational principles that form the basis of a demand-driven system. These principles provide the framework for a new education and workforce paradigm called talent pipeline management. The principles include:

- Employers drive value creation. Employers play a new leadership role as the end-customer in closing the skills gap for those jobs most critical to their competitiveness.
- Employers organize and manage scalable network partnerships. Employers organize and manage flexible and responsive talent pipelines in partnership with their preferred education and workforce providers.
- Employer measures and incentives drive performance. Employers work collaboratively with their partners to develop measures and incentives designed to reinforce and improve performance across all partners.

He noted the case studies that have been included in the white paper -- companies that have successfully implemented the demand-driven system, including two Illinois companies: Caterpillar and i.c. Stars. He followed with a short video to provide a high level overview of the concepts and themes of the white paper.

Mr. Tyszko encouraged members to watch the video again and download the white paper, checklists for stakeholders, and case studies at their website: www.talentsupplychain.org. Additional case studies will be added in the coming months.

In conclusion, he reiterated that on November 19, 2014 the Chamber released the white paper and noted that the Chamber is mobilizing the employer community around demand-driven solutions. He stated that the action oriented agenda of the initiative, Phase II, will launch an early 2015 timeline that will include a selection process to identify anywhere from five to ten networks operating in states or regions wishing to begin organizing around the talent pipeline management approach and practice recommendations outlined in the white paper. The Chamber will release additional guidance to address key issues that go to a deeper level than the white paper. The guidance will include: employer measures and incentives; implications and implementation of various legislations, and; a toolkit for policy makers on how to align public incentives systems to support talent supply chain management.

A brief discussion followed regarding the post-secondary infrastructure of the initiative and whether non-traditional populations will be targeted.

Illinois Talent Pipeline Management/Pathways Pilot Project

Co-chair Rico stated that the U.S. Chamber of Commerce Foundation's Talent Pipeline Management initiative provides a unique opportunity for building on Illinois Pathways and the STEM Learning Exchanges, in ways that are consistent with the direction of WIOA implementation in Illinois. Mr. Tom Ashby made a motion for the IWIB to work with the Illinois Business Roundtable Education Foundation to establish an industry-led Talent Pipeline Management Steering Group with the Learning Exchanges to develop an Illinois Talent Pipeline Management pilot site application that builds on Illinois Pathways. Mr. David Stoecklin seconded. There being no further discussion, the motion passed.

Illinois Economic Development/ICCB Strategic Plan Update

Ms. Jennifer Foster, Deputy Director of Adult Education and Workforce, Illinois Community College Board, provided a brief update. Ms. Foster stated the strategic plan will be developed as a joint venture of the Illinois Community College Board, the Illinois Department of Commerce and Economic Opportunity, the Illinois Community College Presidents, and the consulting group, Maher & Maher. She stated that the plan's purpose is to strengthen the system, and to ensure that there is strong alignment between education and workforce. Ms. Foster stated that the pipeline must include individuals lacking a high school diploma, and English as a second language learners. It is important for the strategic plan to support these individuals by having strong education programs to help build and meet industry's workforce needs. She outlined the goals of the strategic plan as being: 1) position the Illinois Community College System as a leader in workforce and training; 2) accelerate career pathways; 3) build opportunities for all the students including those who may not have a high school diploma, and; 4) align with business and economic development needs.

Ms. Foster stated the importance of having a good connection with WIOA and suggested that her office will have the opportunity to provide an overview of how adult education realm relates to the WIOA at a future meeting. She noted that the Act mentions alignment with state and local/regional levels, career pathways, sector strategies, and work-based training – all of which the strategic plan strives to accomplish. Ms. Foster emphasized the important of utilizing the initiatives available to Illinois with regard to the adult education and workforce system. In conclusion, she stated that the timeline to finalize the strategic plan is late spring/early summer.

A brief discussion followed to address the concerns of members, including how and if community colleges are measuring outcomes of students after accreditation/graduation from the various programs. Ms. Foster replied that this concern will drive the strategic plan, and that she realizes the importance of this issue. She noted that this exact issue is being reviewed at the federal level. She stated that there are data elements that are being collected on a small scale at the moment, which will be expanded and can tell a better story of Illinois' education programs. Ms. Foster stated the ICCB website will have a list of all the regional meetings in the near future, that a steering committee will be formed, and that all key stakeholders in the local area should participate to ensure that all voices, issues, and initiatives are addressed.

Public Comment and

Mr. Tom Ashby thanked Director Adam Pollet for his service to the board and wished him the best of luck in future endeavors. Mr. Ashby made a motion to send a letter to the Governor-Elect Bruce Rauner regarding the IWIB membership, board objectives, and initiatives utilizing public-private partnerships. Mr. Donald DeDobbelaere seconded the motion. Ms. Elizabeth Dickson suggested that all the IWIB board members sign the letter to show support. There being no further discussion, Co-chair Rico called for a vote and the motion passed.

Co-Chair Rico also thanked Director Pollet for his efforts and serving as his co-chair. He mentioned that the state of Illinois has been awarded many workforce development grants in the last year -- probably more so than past years -- and credited it to Director Pollet's leadership and to the inclusion of Deputy Director McMahon and the board members in the extensive process of grant writing.

Co-Chair Pollet thanked the board for their service and DCEO staff for their efforts and progressively moving Illinois forward regarding workforce development issues.

Co-Chair Rico shared an email notification he had just received. The P-20 Council stated that the White House announced yesterday that Illinois was one of 18 states to be selected for a Preschool For All Development grant. Illinois will receive \$20 million annually for the next 4 years. He stated that this is a great achievement for Illinois.

Adjournment

The next meeting is scheduled for March 19, 2014 in Springfield, Illinois with meeting time and location to be determined at a later date. There being no further public comment, Co-chair Rico requested a motion to adjourn. Tom Ashby made a motion. Don DeDobbelaere seconded and the motion passed. The meeting adjourned at 5:00 p.m.