



## Illinois Workforce Investment Board

Bruce Rauner, Governor

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

Bison Gear & Engineering  
3850 Ohio Avenue  
St. Charles, Illinois 60174  
June 18, 2015

### **IWIB Welcome/Roll Call**

The meeting was called to order at 1:02 p.m. Roll call was taken and a quorum was present.

**Present:** Director James Schultz, John Rico, Tom Ashby, Hugo Chaviano, Donald DeDobbelaere, Michael Conley, Elizabeth Dickson, Michael Massie, Marlon McClinton, Francisco Menchaca, Sandeep Nain, Barbara Oilschlager, Terri Payne, Michael Perry, Eloy Salazar, Margi Schiemann, David Stoecklin, Grover Webb, Thomas Wendorf, Sylvia Wetzel, Mike Williams

**Present by Proxy:** Dr. Karen Hunter-Anderson (Jennifer Foster), Dr. James Applegate (Amanda Winters), Jim Dimas (Diane Grigsby-Jackson), Sophia Shaw (Angela Mason), Kris Smith (Francisco Alvarado), Tony Smith (Dora Welker), Gary Swango (Tom Swearingen), Diane Williams (Ethel Muhammad)

**Absent:** Henry Beards, Scott Frick, Honorable Esther Golar, John Holton, Honorable Andy Manar, Jeff Mays, Janet Payne, Tom Prinske, Juan Salgado, Michael Uremovich, Larry Walsh, Terry Wilkerson

### **Approval of March 19, 2015 Minutes**

Board members were asked to review the March 19, 2015 minutes as provided in the meeting handouts. Co-Chair John Rico requested a motion to approve. Ms. Barb Oilschlager made a motion to approve. Mr. David Stoecklin seconded and the motion passed.

## **Welcoming Remarks**

Following a welcome to members and proxies, Co-Chair Rico provided an overview of the agenda which emphasized transition to the Workforce Innovation and Opportunity Act, the new federal workforce development framework, and noted that the agenda also included several action items regarding state policy establishment and implementation. He noted an action item to re-engage the Transportation, Distribution & Logistics Taskforce, an Illinois Community College Board (ICCB) Strategic Plan Update, an Illinois Disadvantaged Youth Task Force Update, and a presentation regarding the Manufacturing Careers Internship Program as items that would also be covered.

Co-Chair Rico stated he attended a conference, “Industry Certifications: Closing the Manufacturing Skills Gap in the Great Lakes Region” on June 17, 2015 in Indianapolis, Indiana. The conference brought together manufacturing and local workforce professionals to share best practices regarding the present and future utilization of industry certifications to identify skills and skill gaps across manufacturing and other industries.

Chair Schultz thanked Bison Gear for their support of the IWIB and for hosting the meeting. He extended a special thank you to Board Member Sylvia Wetzel, Vice President of Human Capital and Corporate Wellness. He also acknowledged and thanked Mr. Ron Bullock, Executive Chairman, and Mr. Martin Swarbrick, CEO, for providing lunch and their hospitality.

Chair Schultz extended a welcome to new members Mr. Marlon McClinton, President and CEO of Utilivate Technologies, LLC in Chicago and Mr. Mike Conley, Editor of the Trenton Sun in Clinton County.

Chair Schultz mentioned that under the federal legislation (Workforce Innovation and Opportunities Act [WIOA]) taking effect July 1, 2015, the name of the board will be changed to the Illinois Workforce Development Board. He recognized and thanked key partners who assisted the Department of Commerce and Economic Opportunity (Department of Commerce) in the ongoing process of leading the state through the transition to WIOA including Mr. Jeff Mays, Illinois Department of Employment Security (IDES); Dr. Karen Hunter-Anderson, Illinois Community College Board (ICCB); Ms. Kris Smith, Illinois Department of Human Services/ Vocational Rehabilitation Services (DHS/VRS); and Mr. David Stoecklin, Illinois Workforce Partnership (IWP). He noted that, on behalf of the state and the other state partners, the Department of Commerce submitted comments to the U.S. Department of Labor with regard to WIOA rules.

He announced that Mr. Stoecklin was attending his last meeting as the IWP representative and acknowledged the new IWP President, Ms. Julie Courtney, who will take his place on the IWDB. He thanked Mr. Stoecklin for the many years he represented the IWP and acknowledged his numerous contributions throughout the course of his service.

Chair Schultz stated that on May 29<sup>th</sup> DCEO submitted a \$4 million grant proposal to the U.S. Department of Labor to provide funding for six to eight local workforce development areas to support regional planning and sector partnership development as part of WIOA implementation in at least one of three sectors (manufacturing, healthcare, and transportation, distribution & logistics), to provide career guidance and assessment services and accelerated work-based training to approximately 340 dislocated workers (workers who have lost their jobs and are

unlikely to return to their previous occupations), and to address critical worker shortages in key sectors such as nursing, truck driving, and welding. He stated that the grant proposal was designed to build upon and compliment the previous \$6 million grant the Department of Commerce recently received to train and place dislocated workers into growing career opportunities in the information technology sector.

Chair Schultz mentioned that he has begun taking steps to update data related to DCEO's Economic Development Regions, using labor market and commutation pattern data throughout the state. The information will be used to develop regional and local plans as part of the state WIOA Unified Plan. In addition to being a basis for the implementation of economic development strategies across the state, these Economic Development Regions will also provide the basis of regional WIOA planning and given the requirements of WIOA, and will ultimately have an impact on the designation of local workforce investment areas.

### **Workforce Innovation and Opportunity Act (WIOA) Transition and Implementation**

DCEO Office of Employment and Training Deputy Director Julio Rodriguez reported that Illinois recently submitted comments regarding WIOA rules released by the U.S. Department of Labor and the U.S. Department of Education. He thanked the key partners, including ICCB, IDES, and Rehabilitation Services, the many workforce board members, and others for their efforts in preparing the submitted comments. He emphasized that the process was a coordinated effort (with the state workforce boards, the National Governors Association, the National Association of Workforce Development Professionals, and national counterparts) in order to review the rules, write recommendations, and gather comments. He believes that this process and strategy will provide a collective voice to change the system, and will enable businesses to obtain needed talent needed in various business sectors.

Mr. Skip Hedger, Kerber, Eck and Braeckel, LLP, provided a brief overview of WIOA transition and implementation activities. He stated that all state partners, including state agencies not familiar with the Workforce Investment Act, are now fully engaged in implementing the various requirements under WIOA. The working group has been meeting regularly with a high level of collaboration, cooperation, and engagement to ensure the State is in compliance with WIOA by the July 1, 2015 deadline. He emphasized the importance of defining the commitments at the state level regarding the provision of services by each of the state partners (state agencies and the local workforce areas) as required under WIOA. In conclusion, he mentioned the ongoing work of the WIOA Task Advisory Groups, which have been organized in accordance with seven critical areas (Governance, Planning, Policy, Operations, Performance, Technology/workNet, and Youth) to ensure that a local perspective and voice in each area is reflected in the WIOA implementation process. Task Advisory Groups have been focused on the draft rules and the new or rewritten policies required by WIOA.

Deputy Director Rodriguez mentioned that the process of regional planning is part of the larger formation of a state plan, and directions for that planning will be disseminated in late July. He reported that the interagency team and local partners have discussed how to move forward, and it was determined that an outside group with expertise will be engaged to facilitate the process. Furthermore, it was decided to use the ten economic development regions currently used by DCEO (originally defined over a decade ago) and therefore it is important to update and analyze each region's data to determine if they have not only stayed consistent with the requirements of WIOA, but with the state's economic picture as well. Population, commuting patterns, industry

growth, and occupational changes will be considered while updating the economic development regions. Part of the effort will be to engage as many key stakeholders in each region, in addition to state development staff. He noted board members will receive invitations to participate in the discussion groups that will create a larger framework for local planning strategies. He hopes that these efforts will culminate with a summit in the fall bringing together teams from each region to discuss the future trends of workforce within the state. He noted that best practices of other states that have conducted similar events, such as Colorado and Florida, will be studied. Additionally, he emphasized the organization the state chose to assist throughout this process is actually one that has provided technical assistance to the federal government regarding WIOA.

Deputy Director Rodriguez concluded by noting that the Office of Employment and Training recently implemented weekly webinars to provide WIOA information, and he invited any board member who would like to participate to please do so. He introduced Lisa Jones, DCEO's WIOA Policy & Legislative Manager. Ms. Jones stated the weekly webinars began two weeks prior to the board meeting and will be held on Wednesdays from 10:00 a.m. – 11:00 a.m. The past two weeks' topics covered eligibility policy and eligible training provider policy, with upcoming topics to include on-the-job training, work experience training, incumbent worker training and board staffing, with additional topics based on need.

### **Action Items**

#### **Eligible Training Provider Designation Policy**

Ms. Jones highlighted several key points detailed in the meeting handout entitled, "Eligible Training Providers." She noted that the state has extended the period of training provider eligibility until December 31, 2015 for training service providers under the WIA. Staff is working closely with the Illinois Board of Higher Education with regard to private location school issues, as three years ago they took responsibility of approving private vocational schools. Discussion clarifying deadlines, local board responsibilities regarding approval of local training providers, and data collection of general population reporting followed. Mr. Mike Williams motioned to authorize the steps taken and planned to establish initial and subsequent eligibility of training providers under WIOA. Mr. Sandeep Nain seconded and the motion passed.

#### **Local Workforce Board Designation Policy**

Ms. Jones highlighted key points detailed in the meeting packet handout entitled, "Initial Designation of Locals Areas." She stated that WIOA requires the Governor to consult with the State Workforce Development Board regarding the designation of local areas and mandates. The Governor must approve all requests for initial designation from any area designated as a local area under WIA provided the area has performed successfully and sustained fiscal integrity for the two years preceding. A brief discussion clarifying deadlines and definitions of "performed successfully" and "sustained fiscal integrity" followed. Ms. Barb Oilschlager motioned for the Illinois Workforce Investment Board to authorize steps planned and taken for the initial designation of local areas under WIOA. Mr. Francisco Menchaca seconded and the motion passed.

#### **Reinstatement of the Transportation, Distribution and Logistics Task Force**

Deputy Director Rodriguez provided a brief background of the Transportation, Distribution & Logistics (TDL) Task Force. Established in December 2005, the purpose was to identify the most critical skill shortages in the TDL sector and address the causes of workforce shortages, which began with a review of findings from regional planning reports in the Critical Skills Shortages

Initiative. Included in the meeting materials, the TDL Task Force Report contained the following recommendations: 1) Increasing career awareness of the industry; 2) Improving the alignment and capacity of P-20 education and workforce programs; 3) Improving workplace skills preparation; and 4) Increasing retention of truck drivers. He that noted Illinois Pathways has identified growing job opportunities in major career TDL pathways as the first step in improving career awareness since the initial TDL Task Force Report was drafted. He emphasized that Illinois is geographically located at the center of the nation at the crossroads of all major transportation and logistics networks, which allows for economic development throughout the state and provides strong career opportunities for its workers. He stated that after ten years it is imperative to conduct an updated analysis of career opportunities in the TDL sector in order to determine where employers are facing the most serious problems in finding qualified workers, and to identify major skill gaps these employers are experiencing.

Deputy Director Rodriguez stated the Task Force's objectives are 1) Identify the most critical high-demand jobs to focus on state and regional initiatives for addressing the needs of Illinois employers in hiring and retaining qualified workers; 2) Work with Illinois Pathway agencies to review and improve the career information being provided to students/workers; 3) Work with Illinois Pathway agencies to conduct an analysis of the education and workforce programs that now provide qualified workers for the critical jobs and make recommendations for improving alignment to industry needs; and 4) Identify leading models for improving the training, hiring, and retention of truck drivers and to identify and develop recommendations with regard to their introduction into Illinois. The task force's target date for submitting a final report for IWDB approval will be the March 2016 meeting.

Deputy Director Rodriguez encouraged members in the TDL sector to join the task force, in addition to members who were on the previous task force. Mr. Tom Ashby made a motion to reinstate the Transportation, Distribution & Logistics Task Force to identify and develop recommendations to address the needs of Illinois' employers in hiring and retaining qualified workers for the most critical high-demand jobs. Mr. Tom Wendorf seconded and the motion passed.

### **ICCB Strategic Plan Update**

Ms. Jennifer Foster, Deputy Director of Adult Education and Workforce, Illinois Community College Board (ICCB), provided an update on the Illinois Community College Systems' Strategic Plan for Workforce Education.

The five-year Strategic Plan for Workforce Education is a partnership among ICCB, DCEO, and the Illinois Council of Community College Presidents, with engagement from representatives of various stakeholders including Illinois state entities and interested parties.

Ms. Foster stated that the Strategic Plan for Workforce Education was designed to ensure education and economic competitiveness for the system at the local and state levels, to strengthen business and industry relationships, to maximize employer engagement in the development of relevant programs leading to sustainable wages, to enhance education and training at all levels of the community college system (including adult education, business and industry, career and technical education, and continuing education), and to provide integrated options for students to move quickly into career pathway programs/programs of study.

Ms. Foster provided a brief overview of the eleven regional forums that were recently held in each of the ten economic development regions across the state. At each of these sessions, the local and regional stakeholders had an opportunity to interact and engage with a panel of regional employers, and to be part of one of the three breakout sessions designed to gather input, perspectives, and ideas for the ICCB Strategic Plan. She emphasized that although there were several key themes present at each of the forums, specific regional concerns and issues were discussed. Key themes included stronger digital skills, improved soft skills (or *essential* skills), how to demonstrate value in a short-term certificate, the need to attract new talent and retain those employees, the need to ensure that community colleges are providing training and certifications that meet employers' needs, and most importantly, how to embrace a true partnership among key stakeholders (community colleges, employers, and other agencies) to improve and strengthen Illinois businesses.

Next steps include thoroughly reviewing and compiling findings from the regional forums, with reports being released in the near future. She stated that these reports will also be used by DCEO to provide a foundation for which to build upon for other regional activities. She thanked DCEO and the Board for their continued support.

### **Illinois Pathways Disadvantaged Youth Task Force Update**

Board member Mike Massie reported that the Disadvantaged Youth Task Force has been working on the objectives for the task force outlined in previous meetings. They plan to submit their final report of findings and recommendations at the December meeting. He stated the focus will be on youth between the ages of 16-24, with a greater emphasis on out-of-school youth. Mr. Massie emphasized that the three areas of focus are: 1) baseline analysis of the work place; 2) identification of successful, current innovation workforce programs as outlined in the WIOA; and 3) provision of real work opportunities for youth. Mr. Massie briefly outlined several of the major changes that will take effect under WIOA, including the requirement that 75% of expenditures are applied to serve out-of-school youth. He next introduced Mr. Matt Hillen, Office of Employment and Training staff at the Department of Commerce, and invited him to provide additional detail.

Mr. Hillen began by noting that the creation of the Task Force was approved by the IWIB at the December 2014 meeting, and that they have met twice since then with a primary focus on how the workforce system implements proper training programs and engages partners while providing a successful and meaningful career pathway. They are also examining enrollment rates, where youth are working, and whether or not youth are working in clusters that are growth industries. Additionally, the task force is thoroughly reviewing other workforce training programs that are available through other state agencies, and how the state should align our workforce training system to best serve the client.

The next step will be to compile a funding matrix that includes funding grants data from workforce programs in Illinois, in addition to other training funding that serves the youth population (such as adult education, Department of Children and Family Services, and the juvenile justice system programs). Using that data, work will be initiated to determine the appropriate way to blend and align those funds in order to provide the greatest assistance to the out-of-school youth population, and ensure they find their way into career pathways in growth industries in Illinois.

Ms. Barb Oilschlager asked what is the greatest challenge the task force will address, and what resources the IWIB and its members provide might provide. Mr. Massie stated that the greatest challenge is providing real work opportunities for the youth population, as the trend analysis for the population is discouraging when comparing today's statistics to that of ten to twenty years ago. Challenges will include working with the out-of-school youth population to get the population engaged, and to remain engaged, throughout the training and employment process. In response to Ms. Oilschlager's question he concluded by stating that the IWIB and its members can best offer assistance by supporting the task force, and by advocating the out-of-school youth buy-in mentality through local efforts.

### **Manufacturing Careers Internship Program**

Member Elizabeth Dickson provided a brief summary of the Manufacturing Careers Internship Program (MCIP), a program that has been designed to provide today's youth an opportunity to understand various career opportunities within the manufacturing industry. Many parents and youth still believe the industry has not evolved from an automobile assembly line. However, through participation in a manufacturing facility tour and/or resource fair they have been enlightened to the variety of technologies used today, and to the multiple available career paths. She emphasized how important it is to continue educating and engaging potential youth in the manufacturing industry through this type of internship program.

Ms. Dickson followed with the introductions of Mr. Rand Haas, Project Manager with Medusa Consulting and Mr. Al Saulys, Executive Director, Business and Career Services. Mr. Saulys provided an overview of the MCIP, which was begun in 2011 with funding from the Workforce Board of Northern Cook County, using grant funds made available by DCEO. He noted that the goals of the MCIP are the creation of a pipeline of qualified employees for manufacturers, the provision of meaningful work experience in the manufacturing sector, educating our future workforce about opportunities and career paths within the industry, and understanding the training and skills needed to achieve success in the manufacturing industry.

Mr. Haas provided an overview of the internship program. The program begins with an intense manufacturing boot camp, manufacturing industry job fairs (including job interview preparation), ongoing oversight, and workplace visits. He noted that the American manufacturing industry has a critical shortage of skilled workers. Within the Chicagoland area alone, 30,000 jobs are unfilled due to a lack of skilled workers. He concluded with the introduction of Mr. Nick Williams who was a participant in the internship program.

Mr. Williams shared his personal story and told how the MCIP impacted his life. After graduating high school in 2010, Mr. Williams worked at an oil lube shop. Knowing he needed some type of advanced education with a career path, he attended classes at Harper College. His life changed when a good friend invited him to lunch with another gentleman who wanted to discuss the internship program as a possible education/career move. Following their lunch meeting, he enrolled in the eight-week program, which included a two-week boot camp. Mr. Williams stated he has family members who work in the manufacturing industry, however he never knew what the inside of a facility looked or how it worked. He learned of various career pathways within the industry by touring various manufacturing facilities. The internship program was the first step in launching his career. He is currently employed as a sales engineer for DXP Enterprises. His new career allows him to have the interaction with the people he loves, while serving the manufacturing industry.

In conclusion, Mr. Saulys reported over 250 individuals have enrolled in the program over the last four years. Of that total, 94% completed the boot camp and 70% completed the internship. Each internship program cohort consists of 10-15 individuals with an average of 70% completers becoming employed or enrolling in secondary education. He noted that the starting wage is \$11.50, and that a significant number of individuals report having a disability. He ended by noting that employer involvement has been crucial to the success of the internship program.

A brief discussion followed with regard to demographics, academic requirements, the next internship program start date, how many internship program cycles are completed per year, and if any consideration will be given to expanding the program to include a nationally recognized apprenticeship program.

Mr. Haas stated that the demographics vary based on the program area (urban vs. more rural), with an approximate current participation rate of 25% being women. The academic requirement is a ninth grade education, with tutoring available. The next internship program start date is scheduled to begin July 13, 2015. Each year additional program cycles have increased. The program started with ten cycles and there are currently 12 cycles. Within the next year several cycles will be added. He stated that the MCIP is evaluating various apprenticeship certifications including NIMS. However from day one their greatest concern is preparing participants to enter the workforce quickly, and that is their main focus. In conclusion, he emphasized the importance of engagement from businesses and community colleges to ensure success of the internship program.

Ms. Margi Schiemann, Nicor Gas, stated that since 2013 Nicor has actively participated in a program called CONSTRUCT which offers participants the training, information, and guidance needed to compete for entry-level jobs in construction-related fields. She looks forward to sharing additional information on this program and its successes at a future board meeting.

### **Public Comment**

Mr. Eloy Salazar, Executive Director of the Illinois Migrant Council, reported that the Council recently secured funding through the U.S. Department of Labor's National Farmworker Jobs Program. He also expressed his disappointment that such funding for farmers and food growers program is in jeopardy, as the Council has not received approval from the Department of Agriculture to refund the program. He stated that with the state budget issues and several extension service offices closed due to lack of funding, it is important to continue to advocate for farm training programs within Illinois. He stated that farm training programs have been successful, adding over one hundred new farmers throughout Illinois.

Mr. Grover Webb, owner of Tanglefoot Ranch in Simpson, Illinois, stated that he participated in the beginning farming training course. His farm began with livestock and soybeans and has been expanded to include raspberries, peaches, tomatoes, cucumbers, and shrimp. He shared his concerns regarding the potential impact if \$350,000 was not included in the state budget for the University of Illinois' farm research center (Dixon Springs Agricultural Center). He emphasized the importance that the agricultural center has for sophomores and juniors. The students spend six weeks at the research facility, which provides them an opportunity to learn and move the agricultural industry forward ensuring access to safe food.



### **Adjournment**

Co-Chair Rico announced the next meeting is scheduled for September 17, 2015 with the meeting location to be determined at a later date. There being no further public comment, he called for a motion to adjourn. Mr. Francisco Menchaca motioned. Ms. Elizabeth Dickson seconded and the motion passed. The meeting adjourned at 3:05 p.m.