



## Illinois Workforce Investment Board

Bruce Rauner, Governor

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

Illinois Community College Board  
401 East Capitol Avenue  
Second Floor Conference Room  
Springfield, IL 62701  
March 19, 2015

### 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:** James Schultz, John Rico, Tom Ashby, Dr. James Applegate, Donald DeDobbelaere, Elizabeth Dickson, Scott Frick, Dr. Karen Hunter-Anderson, Michael Massie, Jeff Mays, Michael Perry, Eloy Salazar, Juan Salgado, Kris Smith, David Stoecklin, Thomas Wendorf, Terry Wilkerson, Mike Williams

**Present by Proxy:** Hugo Chaviano (Dan Mumpher), John Holton (Alexander Burke), Dr. Chris Koch (Dora Walker), Sandeep Nain (Greg Sutton), Barbara Oilschlager (Kim Villanueva), Sophia Shaw (Ginny Hotaling), Margi Schiemann (Dorothy Odell Foster), Gary Swango (Tom Swearingen), Larry Walsh (David Tkac), Diane Williams (Victor Dickson)

**Absent:** Henry Beards, Honorable Esther Golar, Justine Hood, Honorable Andy Manar, Francisco Menchaca, Janet Payne, Terri Payne, Honorable Sandy Pihos, Tom Prinske, Grover Webb

### Approval of December 11, 2014 Minutes

Board members were asked to review the December 11, 2014 minutes as provided in the meeting handouts. Co-Chair John Rico requested a motion to approve. Mr. Tom Ashby made a motion to approve. Mr. Terry Wilkerson seconded and the motion passed.

### **Welcoming Remarks by DCEO's Acting Director**

Co-Chair Rico asked members to introduce themselves, as new members were in attendance since the last meeting. He followed with an introduction of Mr. Jim Schultz, Acting Director, Department of Commerce and Economic Opportunity's (DCEO) and Acting Chair of IWIB.

Acting Director Jim Schultz thanked everyone for the warm welcome and stated he looks forward to working closely with the board particularly Dr. Karen Hunter-Anderson of the Illinois Community College Board (ICCB) and Acting Director Jeff Mays of Illinois Department of Employment Security (IDES) to move various initiatives forward. He then introduced Ms. Heidi Brown-McCreery as his Chief of Staff and stated she has been actively involved with his meeting schedule and activities and invited members to contact her if necessary. Additionally, he thanked Mr. Julio Rodriguez, Acting Deputy Director of DCEO's Office of Employment and Training, for his assistance in the past few weeks as he became acquainted with the workforce board's mission and initiatives.

Acting Director Shultz stated that he was a fifth generation Illinoisan whose great-great grandfather emigrated from Germany 175 years ago. He noted he has worked in the private sector his entire life. He feels Illinois is in a pioneering mode. He plans to change the way business is handled including how services are provided to all citizens of Illinois. He believes in Governor Rauner's vision and his plan to expand business opportunities by bringing new businesses to Illinois. His vision is to identify ways to recreate Illinois pre-2008 employment levels. Currently Illinois is 240,000 to 260,000 jobs below that level. He believes that with his private sector experience and with collaboration among all board members, partners, and DCEO's staff, Illinois will be able to achieve such greatness again.

Acting Director Shultz invited Acting Director Mays and Dr. Karen Hunter-Anderson to address the board members with regard to his comments. Acting Director Mays emphasized IDES has the employment wages and business data for the state, which will be used to develop comprehensive programs to build a stronger workforce within Illinois by working with all key stakeholders.

Dr. Karen Hunter-Anderson emphasized the importance of utilizing the valuable resources of the ICCB, which are the 48 community colleges in Illinois. She stated that community colleges are primed to meet the challenges of the future by continuing the partnerships among the private sectors, community-based organizations, and other educational agencies.

Acting Director Shultz stated that during the first four weeks, he, Acting Director Mays, and Dr. Anderson have had numerous conversations regarding collaboration efforts.

### **Workforce Innovation and Opportunity Act (WIOA) Activities Update**

#### *ICCB Strategic Plan Coordination -*

Ms. Jennifer Foster, Deputy Director of Adult Education and Workforce, provided an update on the Illinois Community College System's Strategic Plan for Workforce Education. She noted that, as the largest provider of public workforce training in the state, the system of 48 community colleges ensures all Illinois residents have educational and training opportunities leading to high wage and high growth employment. The five-year Strategic Plan for Workforce Education is in development through a partnership among the Illinois Community College Board, Department of Commerce and Economic Opportunity, and the Illinois Council of Community College

Presidents, with engagement from representatives of various stakeholders such as other 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, strengthen business and industry relationships, maximize employer engagement in the development of relevant programs that will lead to sustainable wages, enhance education and training at all levels of the community college system including adult education, business and industry, career & technical education and continuing education, and finally to provide integrated options for students to move quickly into career pathway programs & programs of study.

Ms. Foster stated that ICCB will engage a steering committee comprised of representatives from the various stakeholders and headed by the core team at ICCB. The steering committee is comprised of representatives from state entities, community college presidents, adult education, workforce education, career and technical education, academic affairs, advocacy/community-based organizations, and business associations.

She emphasized that regional forums will be held in each of the ten economic development regions throughout the state throughout the development process. At each of these meetings, participants will hear and discuss a brief presentation on a vision for talent development/review and an environmental scan designed to ground the forum participants in the basic demographic and workforce data of each specific economic development region. The local and regional stakeholders will have the opportunity to interact with a panel of regional employers and to be a part of one of the three breakout sessions designed to gather input, perspectives, and ideas for the ICCB Strategic Plan.

She explained the goals of each breakout sessions: employer engagement, education system alignment, and board talent development system alignment. Employer engagement explores what can be done by community colleges and the talent development system as a whole to better meet employer needs. It will also include an examination of the environment scan and identification of the top five workforce issues facing each region. Education system alignment explores what individual community colleges need from ICCB and other education partners to maximize their ability to serve their communities and to define and strengthen the role of community colleges in workforce development in each region. The talent development system alignment session explores what other talent development system stakeholders need from community colleges in addition to what the community colleges need from them to enhance opportunities to achieve the talent pipeline vision and how the various partners could work together with community colleges to address the sector and occupational needs of the workforce. She shared a schedule of the regional forum dates and locations and encouraged those interested to register and attend.

Ms. Foster addressed the concerns of several board members regarding meeting locations, clarification of the forum topics and how the information gathered would be used for the strategic plan. She stated the strategic plan should be completed by the summer of 2015. Co-Chair Rico suggested IWIB board members attend the regional forum if their schedule permits, as it would provide additional input and perspective. He stated that he plans to attend several regional forums in order to learn firsthand from the discussions of the key stakeholders.

Acting Deputy Director Julio Rodriguez emphasized that the strategic plan is an important first step of the WIOA plan as data needs to be collected. He believes it is fortunate that the Community College System was developing a strategic plan at the same time as the unified plan. He stated that stakeholders used the opportunity to leverage work the Community College System has planned. Additionally, the Illinois Workforce Partnership has been involved in the early stages, as well as other key stakeholders and state agencies. He stated these discussions will help develop the next steps in the plan, as the data gathered may lead into a deeper conversations with regard to special populations such as veterans and people with disabilities. He concluded that the goal of the strategic plan is to outline the best strategy to serve various populations in workforce education and training.

#### *DOL Guidance -*

Ms. Lisa Jones, DCEO, Manager of Policy and Legislation, reported that DOL guidance has been slow in forthcoming, however DOL has been sharing information regarding the bigger vision of engaging business rehabilitation which is a new feature under WIOA. She stated that DOL has been providing various webinars and information as it becomes available. The state has been reviewing current policy and identifying what needs to be updated. Changes will be distributed to workforce partners for comment, which will be taken under advisement.

#### *Task Forces –*

Acting Deputy Director Rodriguez provided a brief update on the work of the seven WIOA Task Advisory Groups with regard to policies and guidance. Currently, however, the information is more regarding mechanics. It is his intent to provide information to partners as it is received so that everyone is aware of changes and work to be done. DCEO's Policy Unit has been working with a consultant to craft policies, which in itself has been a large undertaking. He noted that changes were simpler in nature with WIA. WIOA has many new components, partners and relationships that need to be included in the development of policy. He stated that the goal of policy writing is to provide necessary guidance and parameters to local workforce areas, with the agility and flexibility to meet the needs of the employers.

Acting Deputy Director Rodriguez stated that members who are part of the working groups will receive the draft policies by April 1, 2015. Ms. Jones stated that draft policies may need to be rewritten when the regulations are issued, in order to ensure that proper interpretations of the regulations are reflected. A second review will be required, however she believes that by working on the policies now, the state will be in a better position later.

Acting Deputy Director Rodriguez stated that Illinois is a leader in many ways with regard to where we are in the process compared to other states. As an example, Illinois has been using sector strategies and career pathways, has been working with education partners in building bridge programs using adult education & career education, and has already been engaging businesses with various workforce models. Although Illinois may be ahead of some states, we will continue to look at other states for learning opportunities.

Following a brief discussion concerning the role of business partners within WIOA, Acting Deputy Director Rodriguez reassured board members that the policies have a focus on business partners. He echoed Co-Chair Rico's invitation for board members representing the business sector to attend one of the regional forums. He stated that their valuable experience will benefit the conversation, as WIOA has a strong emphasis on business-led engagement. Additionally,

voiced concerns regarding the July 1, 2015 and July 1, 2016 deadlines. Acting Deputy Director Rodriguez noted that some of the requirements of WIOA will be reachable within those deadlines. However, in other instances Illinois will be submitting waivers for an extension -- such as the training provider policy and the 75% youth goal. He concluded by noting that a list of waivers will be emailed to members, local partners, and other key stakeholders. Ms. Jones offered to provide a link to the Illinois workNet website which houses the most up-to-date documents (including key implementation dates and implementation strategies) to anyone interested in this information.

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

Mr. Mike Massie provided a brief history of the Illinois Pathways Disadvantaged Youth Task Force formed by the IWIB in December 2014 in response to the passage of WIOA. He stated that today's presentation reflects interacting with the pathways from a 14-24 year-old's perspective, in addition to a provider/employer view moving forward with WIOA implementation.

Ms. Jones stated that the presentation data was incomplete, since those 14-21 years old are served as youth under WIA. The newly enacted WIOA will serve those 14-24 years old as youth, with a greater emphasis on out of school youth. With that in mind, staff prepared the presentation data as best as possible. She noted that a waiver regarding the 75% expenditure requirement on out of school youth under WIOA will be submitted. The 75% expenditure is a more than double the 30% expenditure requirement under WIA. The waiver will be submitted to request a 50% expenditure requirement.

Ms. Jones introduced Mr. Kavi Ramburn from her staff, to present the data. Mr. Ramburn highlighted various youth population data, including charts reflecting race, gender, poverty, school enrollment, and unemployment. He also presented data from the Illinois Department of Employment Security and the US Bureau of Labor Statistics, which provided employment numbers by major industries for youth aged 14-24 in Illinois, as well as projected employment by industry. Additionally, he provided various data statistics from the Illinois Workforce Development System (IWDS) regarding WIA youth participants aged 14-24 Program Years 2009-2013.

A question was asked regarding where the manufacturing industry is being represented on the "Employment by major industry for youth aged 14-24" slide. Ms. Jones responded it comes under the "Other" category; however, this might be an industry for which data needs to be defined further. Another question was raised regarding where staffing employment agencies are represented on the chart. Ms. Jones stated that staffing employment agencies report that data based on the specific industry type.

Acting Deputy Director Rodriguez stated that the data also reflects individuals who are underemployed such as those in retail services who have college degrees. He emphasized the importance of changing the mindset of underemployed youth by encouraging them to explore and think outside of the box with regard to manufacturing and other industries. Ms. Jones concluded by noting that the PowerPoint presentation will be distributed to members so they will have the opportunity to thoroughly review the data provided within.

Mr. Massie outlined the next steps of the Task Force, including a data analysis, additional meetings, and recommendations to the board at a future meeting. The Task Force will engage key stakeholders such as human services, workforce providers, government agencies, industry associations, labor organizations, learning exchanges and the business community. He invited any board member interesting in joining the Task Force to do so, particularly those from the business community,.

### **Illinois workNet Update**

Acting Deputy Director Rodriguez provided a brief overview of Illinois workNet on behalf of Ms. Jeanne Kitchens focusing on the recent facelift to the website and the mobile application. He stated that the Illinois workNet revisions were both internal and external to include technology upgrades behind the scenes, in addition to a new look and feel for the website and mobile application.

He stated with the enactment of WIOA, a consultant with expertise in IT trends was hired. He has initiated a review of the workNet website, IWDS (the WIA state reporting system), IDES' Wagner Peyser reporting system - Illinois Job Link (IJL), and the DHS/Cook County Partnership system -- Geographic Solutions. He has been working on a baseline analysis considering various factors, including what systems are currently being used, how the systems have been complimentary, and how communication challenges among all the partners' systems are to be resolved. Following his review, recommendations will be provided to the Steering Committee and Task Group. Recommendations will include what technology investments Illinois should consider in the next two to five years to ensure a seamless referral system for various customers.

Co-Chair Rico requested clarification regarding the upgrade made for career services on Illinois workNet. Acting Deputy Director Rodriguez stated that WIOA has a clear definition of career services. Therefore, the work group will need to define local workforce areas, community-based organizations, and state or private organizations' career services to identify one common career services definition in order to determine how to expand and implement the sixteen components listed itemized in WIOA.

A brief discussion followed regarding the importance of having a focus on the retention and employment of Illinois' college graduates within the state. Several board members shared stories regarding missed opportunities, and a shared vision for corrective actions to be taken in the future. Acting Deputy Director Rodriguez stated that local workforce areas, colleges & universities and business all need to sell the state to Illinoisans in a manner similar to Illinois' tourism campaigns.

### **WDQI Update and IT Systems Review**

Acting Deputy Director Julio Rodriguez presented on behalf of Ms. Patti Schnoor. He stated that Ms. Schnoor recently presented at the Annual Statewide Longitudinal Data Systems and Workforce Data Quality Initiative Best Practices meeting in Washington, D.C. Ms. Schnoor leading an interagency team with team members from DCEO, IDES, ICCB, ISBE, IBHE, IDHS, NIU, SIU, ISUE, and the University of Illinois to ensure forward momentum and progress on the Illinois initiative to fulfill the objectives of the LDS/WDQI collection, analysis, and display of the state's longitudinal data. He emphasized that the goal is to have one seamless system report to identify all of a customer's interaction with various agencies as opposed to multiple reports.

## **Public Comment**

Co-Chair Rico called for public comment. Ms. Lavon Nelson with ICCB stated that her agency completed an economic impact study that was released in October 2014. She said that the study indicated nine out of ten students earning a community college degree remained within their community for at least five years. She also noted those with a community college degree may expect over \$600,000 in more earnings throughout their working career than those only holding a high school diploma. She referenced a fact sheet along with an economic impact study on the ICCB website for anyone interested in reviewing.

Mr. Tom Wendorf provided an update on the DuPage County Manufacturing Workforce Initiative, the Career Connect Metro West Project. He announced that the first of their graduates recently exited the program. All were between 25-35 years of age, were underemployed or unemployed upon entering the program (6 were homeless), and they are now earning \$13-\$15 per hour. He stated that when training programs engage with the people needing jobs and meet the needs of businesses, workforce development is shown to be successful.

Mr. Eloy Salazar, Illinois Migrant Council, announced that sixty-seven (67) new farmers have been employed during the past two years because of the National Farmworkers Jobs Program. He encouraged attendees to visit the Illinois Migrant Council's website for additional information and activities.

Mr. Victor Dickson, representing the Safer Foundation as Ms. Diane Williams' proxy, added to Mr. Wendorf's comments with regard to manufacturing training programs focusing on individuals with a criminal background in his area. He stated that if persons with criminal records have proper training credentials many companies would be willing to hire them depending on the severity of their criminal record. He stated there are 3.8 million people with criminal backgrounds out of the 9 million adults in Illinois.

Mr. Jim Nelson, Vice President of the Illinois Manufacturers' Association (IMA) and the Executive Director of the IMA Education Foundation, shared information regarding a \$100 million federal funding opportunity from the US Department of Labor's Office of Apprenticeship to create and expand apprenticeships across the country. Funding will be available for up to 25 grantees nationally. He stated that the grant applications must be submitted to the DOL on or before April 30, 2015. Co-Chair Rico stated Mr. Nelson was in attendance to present the basic principles of the apprenticeship grant application and a complete grant application proposal will be provided for review with all feedback taken into consideration before the final grant application proposal is submitted. Acting Deputy Director Rodriguez stated any grant application meeting key criteria elements with emphasis on career pathways, business-led models, and collaboration as defined by DOL will be supported.

Acting Deputy Director Rodriguez announced that DCEO and Department of Human Services submitted a SNAP grant application for \$21 million. The USDA will announce grant recipients on March 20, 2015, and have noted that it is very likely that Illinois will be awarded one of the grants. He stated that SNAP grant funding will serve the population of the current Job Training and Economic Development (JTED) program, as many of the participants receive SNAP benefits. He concluded by stating the fit is a good one for DCEO.

## **Adjournment**

Co-Chair Rico announced that the next quarterly meeting is scheduled June 18, 2015 in the Chicago area. As there was no further public comment, Co-Chair Rico called for a motion to adjourn. Mr. Tom Ashby motioned. Mr. Don DeDobbelaere seconded and the motion passed. The meeting adjourned at 2:45 p.m.