



Illinois Workforce Investment Board

Pat Quinn, Governor

**Adam Pollet, Co-Chair
John Rico, Co-Chair**

**Illinois Community College Board
401 East Capitol
2nd Floor Conference Room
Springfield, IL 62701
March 20, 2014**

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: John Rico, Dr. Karen Hunter-Anderson, Tom Ashby, Elizabeth Dickson, David Hanson, Francisco Menchaca, Terri Payne, Eloy Salazar, Margi Schiemann, David Stoecklin, Grover Webb, Thomas Wendorf, Terry Wilkerson, Mike Williams

Present by Proxy: Adam Pollet (Therese McMahon), James Applegate (Ocheng Jany), John Holton (Jennifer Morrell), Dr. Chris Koch (Dora Welker), Michael Massie (Craig Sondgeroth), Barbara Oilschlager (Stephanie Spann), Janet Payne, Michael Perry (Frank Prochaska), Gary Swango (Tom Swearingen), Diane Williams (Jack Hazan)

Absent: Henry Beards, Joseph Costigan, Scott Frick, Honorable Esther Golar, Justine Hood, Honorable Andy Manar, Sandeep Nain, Honorable Sandy Pihos, Tom Prinske, Jay Rowell, Michelle Saddler, Juan Salgado, Sophia Siskel, Larry Walsh,

Approval of December 12, 2013 Minutes

Board members were asked to review the December 12, 2013 minutes. David Stoecklin made a motion to approve the minutes; Tom Ashby seconded the motion. Mr. Eloy Salazar requested the following correction: On the bottom of page 3, the sentence, "Mr. Eloy Salazar's concern was that the information submitted was not the current action plan of Illinois." was changed to "Mr. Eloy Salazar expressed concern with the Agricultural Outreach component of the 5-Year Plan."

Mr. Francisco Menchaca requested the following corrections: First, on page 10, under Healthcare Task Force Update, the sentence "A special thank you was given to Lavon Nelson for serving as his Co-Chair." should read as "A special thank you was given to Lavon Nelson for her participation in the Healthcare Task Force meetings as a representative of the Illinois Community College Board." Secondly, on page 10, the sentence "Mr. Stephen Konya provided additional information with regard to the IDES Projections including the information presented at the Task Force meeting by Mr. Ron Payne, an IDES employee." was changed to "Mr. Stephen Konya, Chief of Staff of the Illinois Department of Public Health and a Healthcare Task Force Co-Chair, provided additional information with regard to the IDES Projections including the information presented at the Task Force meeting by Mr. Ron Payne, an IDES employee." David Stoecklin amended his motion to approve the minutes with the noted corrections as stated; Tom Ashby seconded the amended motion. The motion passed.

Opening Remarks

Mr. Ocheng Jany, who has served as a proxy since 2003 for the Illinois Board of Higher Education, addressed the Board. He stated Executive Director Dr. James Applegate was unable to attend due to prior commitments, but is committed to this Board's vision and mission and looks forward to attending future meetings. Additionally, Mr. Jany announced he is retiring in June after many years of service. He stated that he has enjoyed working with the board, partners, DCEO staff, and other stakeholders throughout the years. He introduced Ms. Amanda Winters as the new proxy. He stated Ms. Winters is committed and excited to be an active part of the board. She is currently involved in many aspects of workforce development and her contributions will be an asset. In his final thoughts, he thanked everyone for their continued service and stated it has been a great pleasure working together. Co-Chair Rico thanked him for his many years of service to the IWIB and the Illinois Board of Higher Education.

Deputy Director Therese McMahon thanked the Illinois Community College Board (ICCB) and its Executive Director, Dr. Karen Hunter Anderson, for hosting the meeting and offered Dr. Anderson the opportunity address the Board.

Dr. Anderson thanked Mr. Jany for his many years of service to the IWIB and congratulated him on his retirement. She stated she ICCB was grateful for the opportunity to host the IWIB meeting.

Dr. Anderson gave an overview of several projects the Illinois Community College Board is starting. She explained the importance for a workforce education strategic plan; which is in its early stages. The outcome of the workforce education strategic plan is to identify gaps between education opportunities and workforce needs within the state as well as how the community college system could best fill in the those gaps. Several meetings have been held engaging various education partners, DCEO, IDES, community foundations, and other key stakeholders to discuss these issues and how to move forward.

Dr. Anderson announced that an economic impact study is underway in which their staff members are partnering with Northern Illinois University. They hope to share the data detailing the impact of community colleges on the state and communities with the General Assembly. Additionally, surveys are being conducted with the colleges to determine the impact of business-

community partnerships implemented by the colleges throughout the years. She stated an adequate survey has been missing and believes information gathered from the surveys will be invaluable.

Dr. Anderson's final comment addressed media coverage on the topic of declining enrollment. She stated that it is not just community colleges but universities, private colleges, and other educational institutions being affected by declining enrollment. She emphasized that demographics play a role within this. However, gains are still being measured in the numbers of credentials and graduation rates. Staff members are analyzing the data to determine where the losses are, unfortunately the data does not indicate a single contributing factor. She noted factors such as traditional aged-students, dislocated worker population, older and veteran populations depend so additional analysis is required. In conclusion, it is important to realize that even though the enrollment numbers have declined, the past year was the fourth highest enrollment year ever.

Deputy Director Therese McMahon thanked Dr. Anderson for hosting the meeting and for the many important contributions she and the ICCB staff have contributed toward the mission of the IWIB.

She followed with an update of several Illinois projects announced since the December meeting:

The first was announced the day after the last board meeting. Governor Quinn announced the Illinois Manufacturing Lab (IML), a key initiative to increase the competitiveness, productivity and profitability of Illinois manufacturers. The IML brings together top-flight research capabilities, technical resources and commercialization expertise to assist Illinois' small and medium-sized manufacturers to implement advanced manufacturing technology applications. It will serve as a hub for companies to learn to use the world's most sophisticated tools and software. The IML resulted from a partnership between the University of Illinois' UI Labs, the Illinois Department of Commerce and Economic Opportunity, the Illinois Science and Technology Coalition, the National Center for Supercomputing Applications, and other statewide partners.

Additionally, within the last month the Digital Lab for Manufacturing was announced. It is to be headquartered in Chicago and will be the nation's flagship research institute in digital manufacturing and design innovation and collaboration. It will apply cutting edge mobile, cloud, and high-performance computing technologies to the manufacturing challenges of industry and will create online networks of people, manufacturing machines, and factories, enabling real-time collaboration and analysis of big data during the design and manufacturing processes. The Digital Lab's applied research should spur the creation of thousands of jobs in advanced manufacturing fields.

Many of these new jobs will require new skills. Both the Illinois Manufacturing Lab and the Digital Lab projects will have strong workforce development components that will be shared with the IWIB in the near future.

Ready-to-Work Grant Update

Co-Chair Rico will lead an effort to respond to a “Ready to Work” funding opportunity in Information Technology. He stated “Ready to Work” is a U.S. Department of Labor funding opportunity to support public/private partnerships that will provide long-term unemployed individuals with the range of services, training, and access they need to fill middle and high-skill jobs. A recent meeting was held at the Chicago IT Incubator “1871” to review this funding opportunity and discuss how best to proceed with an IT proposal in cooperation with the IT Learning Exchange. A second meeting is scheduled for March 27, 2014 in Chicago. At that time a plan will be established to engage industry and other partners to develop and submit Illinois’ proposal by the June deadline.

Co-Chair Rico reported that he recently led a group to Washington, D.C. to meet with the U.S. Departments of Labor and Commerce staff. The group spoke about Illinois’ efforts to align economic development, workforce development and education with strong industry leadership in key sectors such as manufacturing and about how WIA reauthorization and policy could help Illinois and other states expand these efforts. The group received strong, positive feedback regarding the ATIM initiative in manufacturing and equally positive feedback on ideas to expand the ATIM model to Information Technology in the future. The group also met with congressional staff to explain efforts to build stronger industry leadership at the IWIB and our sector initiatives. From these meetings, it is clear that the IWIB’s focus and the sector initiatives have Illinois on the right path.

Board member Elizabeth Dickson asked for an explanation of the type of skills that will be involved in long-term unemployment training. Deputy Director McMahon responded the grant will consist of H-1B funds, therefore many of the skills will be focused on the needs of the employers. Additionally, she noted H-1B grant funds are typically geared towards high technology jobs. Greg Sutton added that the language of the grant requires respondents to target companies with career opportunities that are currently being filled by individuals recruited from overseas. He stated the grant provides for career pathway opportunities, including incumbent worker training to allow individuals upward progression. Those positions will then be filled with the newly trained long-term unemployed.

Healthcare Task Force Update

Board member Francisco Menchaca thanked everyone for their continued interest and support. Since the Healthcare Taskforce was reconstituted nine months ago, the Task Force has been identifying and discussing issues surrounding healthcare that have implications for Illinois’ workforce in addition to educational and workforce development systems. Among the issues discussed was the implementation of community- based healthcare delivery models developed in response to new technologies due to various factors.

The Healthcare Taskforce created working groups to undertake an examination of five key issues related to the healthcare sector.

1. Effects of Changes in Health Care Delivery on Occupational Demand
2. Scope of Practice Issues
3. Front-line Paraprofessionals
4. Inter-professional Education & Practice

5. Regional Strategies to Address Workforce Shortages

In conclusion, Mr. Menchaca referred to a list, included in the meeting packet, outlining the various participants in the projects (individuals and organizations). He stated it is exciting to see the passion and energy being put forth thus far.

Mr. Stephan Konya, Chief of Staff - Department of Public Health, thanked the Task Force and staff members who put so much time and dedication into the Task Force in such a short period of time and stated their efforts will be invaluable as the healthcare industry continues to grow and change within Illinois.

Mr. Konya discussed and shared the work each Work Group as follows:

Work Group 1-The Work Group is not defining what each delivery model should be but more what the delivery models are expected to be, based on the knowledge and the trends forthcoming from the Affordable Care Act (ACA). The Work Group is reviewing two key system drivers that have been identified and scrutinized: 1) Changes in healthcare system reimbursement models which are moving from a volume-based model to a value-based model and 2) changes in the legislation, regulatory, and policy environment such as the ACA. These changes are driving innovation in healthcare delivery. Additionally, he mentioned that changes in healthcare delivery models are largely focused on the ambulatory care sector (including out-patient clinics, physician offices, and home healthcare). Growth in healthcare employment will be focused largely in this sector, transitioning from large institution-based care to a community setting or a patient-centered model. Emerging models within ambulatory care -- chief among them the patient-centered medical home model -- all seem to share a common focus on team-based care delivery. There are many staffing implications for team-based ambulatory care models including: 1) lessened emphasis on primary care physicians with direct patient contact limited to more difficult cases 2) greater emphasis on mid-level professions such as advanced practice nurses or physicians assistants, and 3) much greater emphasis on registered nurses and front-line para-professionals providing triage and routine care, community based outreach, and preventive care services.

Work Group 2 has been examining scope of practice issues and the debates within the individual professions and the advocacy organizations have made it difficult to move to some of the more coordinated community-based care models. The legal framework consists of the following for each occupation: 1) how the occupation is defined in law, 2) how the scope of practice is defined in law, and 3) how the interactions with other occupations are defined in the law through collaboration, delegation, and supervision. Mr. Konya emphasized the last piece is certainly the most important of the three. Additionally, he stated the legal framework that provides for collaboration, delegation, and supervision amongst licensed occupations allows for a great deal of flexibility in interactions between occupations. In effect, scopes of practice are largely defined in practice and not in the law—through the implementation of the collaboration, delegation, and supervision aspects of the law. He provide the following example: in hospital setting it is largely dependent upon the administration of that office and how they want to take advantage of or deal with delegation or supervision of activities.

Work Group 3 has been focusing on the emerging fields of the front line occupations, with a heavy focus on community health development which he presented to the IWIB members previously. The various aspects of the community healthcare worker (CHW) that have been examined and discussed include: 1) the definition of a CHW, which includes charge to serve intermediary between health and social services within the community to facilitate access to services and to improve the quality and cultural competence of delivery. 2) An exhaustive listing of the various, current, existing job titles—over 100 job titles are under the umbrella of what a CHW could be defined as by the industry. He mentioned that not all CHWs are employed in the healthcare industry. 3) A definition of core competencies for a state minimum requirement for a certified CHW; and 4) job estimates for CHWs specifically examining how many are currently employed, the funding level, and what funding sources are supporting the CHWs. Additionally, he provided an update on HB5412, which was introduced and may be reintroduced with a few amendments within several days. The bill provides a definition for a CHW and creates an advisory board to the Illinois Public Health which would establish what the credentialing process would be within the state.

Work Group 4's preliminary findings focus on the inter-professional education. As the trend is moving to team-based care, we need to ensure the patient is the focus and that all professionals understand the value of each team member and to fully utilize those skills and knowledge. This Work Group is examining core competencies at various levels within the healthcare education pipeline to ensure an inclusion of inter-professional education and opportunities for training exists as well as for education models.

In conclusion, Mr. Konya stated that the plan was for the Work Groups to each meet at least three times. Most have met at least twice as of this date, and after the first four groups' work has been completed then Work Group 5 would begin meeting. Mr. Konya stated that for the next steps the findings and recommendations documents would be completed for Work Groups 1 and 2 in the near future as draft versions are being finalized; Work Group 3 will meeting one more time and then prepare its findings and recommendations within the next few weeks; and Work Group 4 will develop a survey to examine the readiness of large healthcare employers to implement inter-professional practices and will meet to discuss the survey results and finalize its findings and recommendations. Work Group 5 will begin meeting in late April to examine all the findings and recommendations in terms of regional disparities and approaches around the state. The Healthcare Task Force will meet three times as a full task force before the final report submission to the IWIB in September.

Mr. Mike Williams reiterated a statement from the last board meeting with regard to the Healthcare Task Force reaching out to the local workforce investment boards for representation so the input from those individuals involved in developing strategies to address the healthcare worker shortages would be provided to Work Group 5. He continued to state that he did not see anyone's name on the Health Care Task force Working Groups list from his local area and wanted to know if an invitation had been extended to his local workforce board. Mr. Konya stated that he could not remember if a direct solicitation for participation to the local workforce boards was done. He did mention that the Chicago Cook Workforce Partnership submitted the participation application, which was a means for the Task Force to compile a list of names and organizations wanting to participate; therefore any board may do the same. He clarified that the

list provided in the meeting's handouts was a list of those who wanted to participate in the various Work Groups and not those participating on the full Task Force, who will be meeting in mid-April. Mr. Williams expressed that it should be standard practice to reach out to all workforce boards with a letter or invitation to the board chairs giving them the opportunity to participate in various task forces, work groups or any other meetings where their experience and knowledge may be beneficial to the issues at hand. Mr. Konya stated that the participation application is available online and encouraged anyone interested in participating in the Task Force at any level to submit the form. Additionally, Mr. Konya apologized for the oversight and stated that the Health Care Task Force would send a letter to all the local workforce investment areas to invite them to participate. Deputy Director McMahon suggested that the Task Force and Work Groups participation invitation be added to the agenda for the Illinois Workforce Partnership meeting to be held in April.

Ms. Lavon Nelson, a Task Force member, mentioned that several of the community colleges participating in the Task Force and Work Groups find the collaboration efforts would be beneficial as the changes in healthcare will require training for those new jobs and the community college systems would have the knowledge of the decisions made at the Task Force level. Additionally, the level of collaboration and the information gained from the state level task force has been a useful resource as the Trade Act Adjustment grant submission is being prepared.

Mr. Konya mentioned another great resource. Last year the state had applied for a National Governor's Association Technical Assistance grant, which provided ongoing technical assistance (although no funding) and Illinois was selected as one of the six states to receive the grant. Illinois has participated in monthly technical assistance conference calls in which best practices are shared.

Mr. Ocheng Jany expressed concern with the effect of current experienced healthcare workers with regard to the emerging healthcare changes and the proposed healthcare worker certification process. Mr. Konya responded to his concern by reassuring that the state would recommend a grandfather protocol be included in the language for the official state credentialing system. It would not be the intent of the credentialing process to disqualify healthcare workers who have a vast knowledge and experience as the state faces a healthcare worker shortage in the future.

Education & Training Task Force Update

Co-Chair Rico invited Rend Lake College President Terry Wilkerson, the Chair of the Education and Training Task Force, to provide an update. Mr. Wilkerson stated the Task Force has met twice. Current members are Julio Rodriguez, Dave Stoecklin, Bob Sheets, Lavon Nelson, Lisa Jones, and President Wilkerson. The members encourage any business partners to join the Task Force, which would provide a good balance of knowledge and expertise. He stated the group has been examining the default rates on student loans and how WIA, Pell Grants, and other funding sources available to the students are being impacted by the default rates. One of the first steps the Task Force has taken is to reach out to Dr. Karen Hunter-Anderson to work together on an action plan so the Task Force would not be imposing or overstepping its boundaries as the group's vision is to be informative to education institutions that may have the most at risk. The Task Force wants to be part of the solution and not create more problems; therefore, it is

important to have buy-in from the community college system, as well as local institutions. The group has contacted the Department of Education to identify the current default rates, and Dr. Hunter-Anderson has reached out to the institutions for estimated default rates that might be forthcoming. President Wilkerson stated that the Task Force will make a presentation to the Illinois Workforce Partnership regarding the impact of this information, how to partner in identifying and tracking these students, and how default rates affect the overall funding of training and education. He emphasized that the current default rates is for 2010 which is a three-year lag in data; the 2011 data has been sent to the institutions as an estimate and not available to the public. The current regulations state that if an institution has a 30% or higher default rate for three years, Pell Grant funding is not available to that education institution for disbursement to students. President Wilkerson stressed that some community college presidents are experienced, but others like him are not as experienced with the regulation of financial aid. Therefore, an educational opportunity is available to ensure that the institutions and the students are successful. He concluded by stating in April he and Dr. Hunter-Anderson will address the community college presidents as well as the Illinois Workforce Partnership.

Ms. Lavon Nelson clarified that the correct name of the Task Force is Education and Training Task Force as it was incorrectly identified on the meeting's agenda. Mr. Ocheng Jany appreciated the efforts and the tasks the Task Force has and will be undertaking. Ms. Elizabeth Dickson asked for clarification regarding the impact on an institution's funding availability based upon the student loan default rate. President Wilkerson stated that it is a performance measure placed upon the institution and if the default rate is too high then it is viewed as an indication that the institution is not providing the proper guidance and services to the students.

Private Sector Membership Committee Update

Mayor Tom Ashby provided an update on the Private Sector Membership Committee. Mayor Ashby reminded the board members that at the December board meeting the IWIB created an executive committee to be made up of no more than six business members who represent Illinois' demand sectors. The major focus will be recruitment, peer-to-peer mentoring, and board development. He stated that within the next month the committee would have its first formalized meeting and will share the outcomes at the next quarterly board meeting. He emphasized the importance of reaching the fifty-one percent business membership requirement. Currently the board has eleven private sector members, but is in need of an additional fourteen. It is the committee's focus to mentor, recruit and retain members within the various business sectors such as finance, hospitality, healthcare, manufacturing, IT, and TDL. He stated that currently they have approximately fifteen individuals identified and hoped to have at least seven to eleven of those individuals installed as new members in the upcoming months. The committee continues to accept recommendations, as it is important to meet or exceed the minimum requirement in order to be in compliance. Additionally, he mentioned that it is important to continue to have orientations, peer-to-peer mentoring, and networking activities among members.

Mayor Ashby emphasized that the vetting process for board membership is long and lengthy, but DCEO staff has developed a relationship with the Governor's Office to fast-track the vetting process of the new members as well as those members being renewed. The committee is also exploring the option to change the legislation where the board members need Senate approval, as

the Board has had members serve their entire term without being fully Senate approved. Mayor Ashby thanked the newly appointed members for attending the luncheon held prior to the meeting. The members were able to learn about the workforce board as well as each other's experience and expertise. He mentioned that he looked forward to other such opportunities to network and support the Board's efforts. In conclusion, he thanked Mr. Ocheng Jany for his many years of service and he didn't realize that he was serving in a proxy role as he has been an active member. He congratulated him on his retirement and wished him well.

State 5-Year Plan Modifications

State 5-Year Plan Modification – Ag Outreach

Mr. Gideon Blustein discussed the State 5-Year Plan modifications with regard to Ag Outreach. Mr. Blustein, Deputy Director of the Business Services Bureau of the Illinois Department of Employment Security, stated his office oversees the Migrant Farmer Worker Program and came to the Board to provide a brief presentation on the Program Year 2014 (July 1, 2014 through June 30, 2015) Agricultural Outreach Plan. He stated the office received notification from the US Department of Labor that the annual Agricultural Outreach plan must be presented to the IWIB in order to provide the opportunity for public comment before the plan is submitted.

Deputy Director Blustein stated a copy of the entire modification to the 5-Year Agricultural Outreach Plan was included in the meeting handouts. He followed with a brief overview of the Agricultural Outreach Plan highlighting the following areas:

1. Continued employer outreach (including: registration with Illinois JobLink; provision of staff assistance to employers who may not have the equipment or skills to enter agricultural opportunities; identification of training opportunities; and provision of tax incentives). Additionally, he mentioned two channels that need continued strengthening: Coordination with the Illinois Farm Bureau and its associations, and with the farm labor contract community (which is like a staffing agency for agricultural work). This type of staffing agency is registered through the US Department of Labor and under the current state of Illinois law, they must register with the Illinois Department of Labor.
2. Migrant and Seasonal Farmworkers Outreach, including core employment services such as registration with Illinois JobLink, provision of career guidance, assistance with job matches and placements, and provision of training referrals to WIA providers.
3. Increased performance based on having five dedicated staff to perform outreach during the agricultural growing/harvest season. This staff will be located in Peoria, Champaign, and Belleville, but will have the flexibility to travel the state where seasonal migrant workers are being employed to ensure services and information is provided to the employers.
4. Improved coordination with WIA and human services partners, which has become critical with required foreign labor certification. The certification process includes an assessment that the jobs are suitable for H2A jobs, as well as field checks and housing inspections to ensure worker safety and regulations are met. Coordination has been improved by working closely with the Illinois Migrant Council, Illinois Migrant Legal Aid, Illinois Department of

Labor, Illinois Department of Human Services, Illinois Department of Human Rights, and the US Department of Justice.

In conclusion, Deputy Director Blustein requested that the board members review and approve the modification as outlined in the meeting's handouts. Mr. Eloy Salazar stated he was pleased to hear that the program had plans to hire additional employers to oversee the migrant operations; however, he stated that the Illinois Migrant Council would be submitting comments within the 30-day public comment period as he believed the program could be improved even more. Additionally, he expressed extreme concern regarding the reasons for the Midwest Regional Farm Labor Coordinating Committee to be dormant for years. He believed that would help greatly with coordination in the Midwest, as agricultural businesses have access to many available workers and not rely solely on foreign H2A workers.

Mr. Mike Williams stated the report's focus was on registrations and referrals and questioned the availability of data for actual placements. Deputy Director Blustein replied that several of the hurdles to obtaining complete data were the lack of agricultural employer outreach, lack of the ability to follow-up with farm workers due to staff limitations, and the migrant worker family's needs such as the need to move suddenly. He stated under the new plan the dedicated outreach staff would assist in obtaining better data for the future. Mr. Williams stated that 35 years ago he was a migrant camp inspector and served on several Governor task forces that looked into the issue. He is particularly interested in developing a structure that is truly effective in assisting those farm workers to get employed as many farm workers settle into communities, and have trouble obtaining full-time employment. Deputy Director Blustein stated that he would contact Mr. Williams to collaborate and share information. Deputy Director McMahon informed the board members that Ms. Lavon Nelson and she are on the Governor's Illinois Local Food, Farms, and Jobs Council and the next farmers training roundtable meeting is scheduled in April for those interested. Mr. Salazar expressed concern regarding Illinois Department of Public Health's proposed amendment to the Illinois Migrant Labor Camp law, which would have eliminated the Agricultural Workers Commission. Although the Commission has never been functional, the agricultural industry has worked for the past 17 years to get the Commission established with no success. Through many conversations with the Governor's Office, the proposed amendment now has removed the Agricultural Workers Commission elimination, and the Commission will be functional and will include members from the IDHS and other key agricultural stakeholders.

Co-Chair Rico stated that he would entertain a motion from the board members to accept the information as presented regarding the modification to the State's 5-Year Plan. Mr. Salazar stated he thought it was premature to for the Board to approve the modification and asked to wait until after the 30-day comment period before approving the modification request as many organizations are prepared to provide constructive suggestions to the modification. Deputy Director McMahon clarified that the request for approval was to have the proposed modification posted for the 30-day review for public comment and that all organizations with constructive suggestions may submit them during the public comment period. There was further discussion regarding the effect of Board approval; if approval would circumvent the public comment process. Deputy Director Blustein stated that any and all public comments received would be taken in consideration when preparing the final submission for the US Department of Labor. Mr.

Salazar made a motion to approve the modification which would be posted for the 30-day review for public comment. Mr. Williams seconded the motion. The motion passed.

State 5-Year Plan Modifications – Waiver Request

Ms. Lisa Jones, DCEO, Office of Employment Training (OET) staff, highlighted the requested waivers as provided in the meeting's handouts. First, Ms. Jones explained that the OET was requesting a waiver of the requirement of WIA regulations that limits the allowable transfer amount between the Adult and Dislocated Worker funding streams in any fiscal year. Specifically, Illinois would be seeking the ability to increase the transfer rate to 50% of a program year allocation between the two funding streams. Ms. Jones stated that the increased flexibility in transferring funds between the Adult and Dislocated Worker programs would allow the local areas to customize service delivery and redirect resources where demand for services was greater. Furthermore, the transfer authority maximizes the locals' use of the limited funds available due to budget reductions. She stated that the specific program benefits to local areas include an improved local response time to dislocation events and the ability to shift funds based on labor market needs. The waiver would also provide local areas increased flexibility in administering the Adult and Dislocated worker program during the first quarter of the WIA program year.

The second waiver DCEO was requesting would allow the use of up to 40 percent of state Rapid Response funding to develop the statewide project to improve job retention and avoid additional layoffs. She stated that Incumbent Worker Training in Illinois has been a proven tool in Illinois' economic recovery efforts to assist companies to upgrade skills of current workers and then hire additional employees through pipeline strategies. She stated that the waiver request was consistent with USDOL's national strategic priorities and policy direction, to develop workforce development strategies that respond to both individuals and employers. Furthermore, the waiver aligns itself with Illinois' workforce development strategies that align supply and demand for skilled workers through training for in demand occupations and career pathways.

In conclusion, Ms. Jones stated the waivers would be published as part of the State Plan on the public website maintained by DCEO, as well as on the Illinois workNet portal for a 30-day public comment period. Mr. David Stoecklin asked if waivers would be retroactive to the beginning of the fiscal year. Ms. Jones stated usually the waiver period begins on the approval date, but that could be looked into if needed. Additionally, she stated that the waiver would be effective through 2017. Mr. Mike Williams asked a question regarding the possibility of modifying the performance goals which are determined at the beginning of the year. As a local area decides to transfer funding between adult and dislocated worker programs that decision could impact the outcome of the performance goals. Deputy Director McMahon stated that the waiver gives the local area the flexibility and each local area would need to weigh the outcomes of such. Mr. Williams stated he agreed with both of the waivers and made a motion to approve as presented. A brief discussion was held among board members and DCEO staff regarding a scenario under which a funding transfer is made to incumbent worker training, and months later a dislocation occurs. DCEO staff stated that the funding could be transferred back if it wasn't allocated or additional dislocated worker funding could be requested based on the current policy. Mayor Tom Ashby seconded the motion. The motion passed.

Disability Task Force – Action Item

Mayor Tom Ashby and Mr. Greg Sutton presented on the Disability Task Force. Mayor Ashby stated the idea of a Disability Task Force came from discussions among members of the Public-Private Partnership Committee. Committee members have discussed what recommendations could be made to increase employment numbers among individuals with disabilities. The state has actively been working on reducing the high unemployment rate among this population. It is believed that identifying and showcasing leading employer practices that demonstrate the benefits of hiring people with disabilities might further increase employment of these individuals. Mayor Ashby stated a Task Force would be able to complement the state's efforts. He stated Mr. Randy Lewis, who has increased the employment rate of individuals with disabilities within the Walgreens Company by 30% since he was hired 16 years ago, has agreed to co-chair the Task Force along with Sandeep Nain.

Mr. Greg Sutton provided a presentation regarding the importance of the IWIB's Disability Task Force with an emphasis on engaging employers to hire people with disabilities. He highlighted the objectives as being: 1) Develop statewide hiring goals for people with disabilities based on national, statewide, and industry benchmarks; 2) Identify at least five business "champions" representing the key sectors that portray a commitment to employing people with disabilities; 3) Facilitate peer-to-peer sharing among employers and their partners regarding full inclusion models, laying out common features and implementation strategies; and, 4) Provide a final report with recommendations to the IWIB at the December 2014 meeting.

Mayor Ashby stated the Disability Task Force was an action item and therefore requested a motion to proceed with the objectives of the Task Force and to have Mr. Sandeep Nain and Mr. Randy Lewis serve as co-chairs. Mr. David Stoecklin made a motion to approve the Disability Task Force as presented. Mr. David Hanson stated what was presented was a simplistic approach to the problem and questioned the objectives as various programs have been in place to assist people with disabilities in the workplace. He stated that a task force is great but it needs to be able to work together with the larger picture of what the state as a whole is trying to accomplish. He stated with the Employment First Act signed into law in July 2013, most of the state agencies required a complete rehabilitation of the delivery systems including education and vocational rehabilitation as well as the inter-relationship with businesses to interagency collaborations. Additionally, to date the various state agencies and programs have not communicated and worked well with each other, causing part of the problem. Mayor Ashby reminded the board members that the task force would be a business-led initiative and not a means of correcting the issues within the various state agencies. Mayor Ashby agreed with many of Mr. Hanson's points regarding the low statistics of people with disabilities in the workforce and believes that a business-led initiative would be just one avenue to be proactive in addressing the barriers that keep people with disabilities employed. Mr. Hanson asked that the Task Force objectives be expanded, given that the US Department of Labor identified Kansas and Illinois to address customized employment. This initiative will be geared to assist employers to provide customized employment for people with significant disabilities. He believes that this initiative is aligned with the current proposed objectives and that by adding the customized employment piece, the overall effectiveness of the Task Force would be improved. Deputy Director McMahon stated that she agreed that customized employment is one vehicle to get people with disabilities hired into the workforce; however she does not believe that it should be the Board's

position. Mr. Sutton emphasized that a business-led Task Force will provide another avenue to identify and showcase the employer best practices without being handcuffed to one specific delivery system.

Mr. Terry Wilkerson seconded the motion and stated he would like to serve on the Task Force. Co-Chair Rico asked if any other board member had questions or comments. Mr. Ocheng Jany commended the Task Force for its efforts in moving forward in exploring a business-led approach in assisting people with disabilities obtain employment. No further discussion was held. The motion passed.

ATIM Update

Mr. Mike Baker, DCEO staff, provide an update on the Accelerated Training for Illinois Manufacturing (ATIM) program. He highlighted several of the points outlined in the meeting handout including the overall goals, grantee funding allocations, participant enrollments, implementation successes and ongoing opportunities, as well as implementation concerns and responses.

He provided a brief overview of the goals: 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; and, 3) Provide training that leads to industry-recognized credentials. He briefly reviewed the five regions receiving funding and the number of current participants, with almost fifty percent of the participant goal being met to date.

He emphasized several of the implementation successes: 1) Meeting the goal of issuing grants and implementing the program in five areas of the state; 2) Hosting a successful site visit from US Department of Labor's national office staff in September 2013; and 3) Creating a dedicated website for outreach and resources for regional staff and participants in Illinois workNet.

Mr. Baker highlighted the ongoing opportunities as: 1) Strengthening relationships with industry and economic development groups; 2) Providers and colleges seeing advantages to being more nimble in response to employers; 3) On-line Manufacturing Skills Standard Council (MSSC) at John Wood College available for all regions to aid acceleration of training; and 4) A request for Illinois to make a presentation at the National Workforce Innovation Grantee Conference to explain how the state is using the new system to track progress and pro-actively managing the initiative.

In conclusion, Mr. Baker reviewed several of the implementation concerns and responses to those concerns. He stated that key regions were slow in the implementation process, partially due to the level of employer engagement. Another concern was the reluctance to use flexible, non-credit coursework in some areas. Finally, Mr. Baker encouraged everyone to spread the word through professional and personal networks as well as the various social media networks. Mr. Donald DeDobbelaere asked for a clarification pertaining to the meaning of those counties colored gray on the regional graphic on the handout. Mr. Baker stated the areas in gray are Local Workforce Investment Areas who chose not to participate in the program. However, if individuals live near a participating area, those individuals

would be encouraged to apply. Additionally, conversations with employers outside of the participating areas would be acceptable in order to increase the overall performance and success of the program.

Workforce Data Quality Initiative Update

Ms. Mary Ann Merano provided an update on the Workforce Data Quality Initiative. Ms. Merano presented on behalf of Bob Sheets and Patricia Schnoor, DCEO's Interim Manager of IT and Performance, as both of them were attending the national Workforce Data Quality Initiative (WDQI) Conference in Washington, D.C. along with all the longitudinal data system grantees from the various states. The presentation highlighted the current status of the WDQI grant, which runs from Fiscal Year 2013 through Fiscal Year 2015, and a new proposal under development for additional funding in the very near future. She reminded the board members that a majority of the states are involved in developing statewide longitudinal data systems. Between the longitudinal grant funding and subsequent grant funding, Illinois has received almost \$22 million to build the longitudinal data system, which includes the three educational agencies and other key agencies. The grant was extended through June 2014 with a focus on wrapping up the data warehousing and data dictionaries, and working on reports and analytical supports which are all required by the U.S. Department of Education grant.

Ms. Merano stated the US Department of Labor issued the WDQI grants and Illinois did not receive the first grant (which would have integrated workforce data into the educational longitudinal system). An inter-governmental agreement has recently been finalized which includes the inaugural report and an eighteen-month plan for the full-scale implementation of the longitudinal data system. She informed the board members that the Illinois WDQI grant is a joint application between DCEO and IDES, with a majority of the funding currently going to IDES to build up their contribution to the longitudinal system including longitudinal data for Unemployment Insurance (UI) wage, UI claimant, and the Employment Service. IDES is working with Illinois State University's (ISU) staff member, Dr. Dan Rich, to create a geospatial structure so data may be displayed and examined for pockets of people who may need services and/or training. Additionally ISU and IDES have been working in conjunction with the Illinois Veterans' Transition Team to develop a reporting system to better serve veterans with re-entry into the labor market. She stated DCEO has contributed to the longitudinal data structure with data from the Trade Adjustment Assistance and WIA Title 1, as well as model research and evaluation reports that address WIA initiatives and workforce policies. She stated DCEO has a contract with Northern Illinois University's (NIU) Office of Education and Innovation to develop model pipeline reporting and performance measures for state, local, and regional use. Mr. John Furr, a staff member of NIU, has long been involved in the longitudinal data system development and deployment. She reported DCEO will develop a consumer information reporting system for workforce development that is consistent with the three education agencies' systems. Other activities that are in progress with regard to the overhaul of the longitudinal data system include: Identification management system that every participating agency will use; shared data agreements are being executed continuously to ensure that a complete data analysis is done; and the University of Illinois' Information Trust Institute has been engaged to assist in creating standards for data security, data privacy, and security of personal identifiable information so it may be standardized throughout all involved agencies and partners.

Ms. Merano informed the board members that the deadline for the new proposal was within a week. As a state that is considered to have a partially developed longitudinal data system, Illinois is eligible to apply only for one phase of the grant opportunity, with only two grants being awarded nationwide up to \$1.2 million. Illinois' funding request still has not been decided. She mentioned that Mr. Bob Sheets was in Washington, D.C., at the national conference and has been participating in a panel discussion to determine what ideas will be included in the proposal. The grant will have three equal partners (DCEO, IDES and ICCB). ICCB has been added as they have key strategies that will be incorporated. She provided a brief overview of the four priorities of the grant: 1) Continue the grant work direction throughout the next two years with pathways workforce pipeline scorecards; 2) Build upon a pilot program that ICCB developed with CompTIA which will provide certification matching for key sectors; 3) Establish new re-employment measures for veterans, develop new tools for service delivery, and build into that interactive geospatial display some data for those who are serving the veterans; and 4) Focus on public and private education and workforce training completers, analyzing the data through measures developed by IDES, US Census Bureau, and Cornell University. These measures suggested by IDES are more longitudinal in nature than the current method (point in time). This will be a full-scale analysis and will incorporate various employment dynamics. She concluded by stating that the first draft of the narrative of the proposal will be available by Friday and the final version of the proposal will be completed by noon on Monday.

WIA Reauthorization/Legislative Update

Deputy Director McMahon stated that there was not any solid movement on the WIA Reauthorization. She mentioned that as part of President Obama's budget proposal a committee was commissioned and headed by Vice President Biden to identify Job Drive training strategies. Additionally, she mentioned that the statewide discretionary funding was increasing to 8.75% and the US Department of Labor is looking for input from states on loosening layoff aversion tied to incumbent worker strategies.

Public Comment and Adjournment

Co-Chair Rico announced the next meeting is scheduled for June 19, 2014 at 1:00 pm in Chicago. There being no further public comment, Co-Chair Rico requested a motion to adjourn. Mr. David Stoecklin motioned. Mr. Mike Perry seconded and the motion passed. The meeting adjourned at 3:35 p.m.