



## Illinois Workforce Innovation Board

JB Pritzker, Governor

John Rico, Co-Chair  
Erin Guthrie, Co-Chair

**IWIB Fall Meeting**  
**Rend Lake College**  
**468 North Ken Gray Parkway**  
**Private Dining Room, Student Center**  
**Ina, IL**

**September 19, 2019**  
**1:00 p.m. to 3:00 p.m.**

### 1. Roll Call John Rico

Rollcall was taken and a quorum was present.

**Present:** John Rico – Chairman. Tom Ashby, Michelle Cerutti, Mike Conley, Jennifer Foster, David Friedman, Thomas Hacker, Grailing Jones, Michael Massie, Marlon McClinton, Sandeep Nain, Rahnee Patrick, Michael Perry, Whitney Thompson, Andrew Warrington, Grover Webb, Thomas Wendorf, Terry Wilkerson

**Proxy:** Carmen Ayala (Marci Johnson), Erin Guthrie (Julio Rodriguez), Barbara Oilschlager (Kim Villanueva), Margi Schiemann (Mark Skerjan)

**Absent:** Elba Aranda-Suh, Henry Beards, Senator Melinda Bush, Thomas Chan, Christopher "C.D." Davidsmeyer, Victor Dickson, Dr. Brian Durham, Pat Fabijanski, Daniele Ferrari, Kirk Gadberry, Representative Norine Hammond, Grace Hou, Angela Mason, Terri Payne, Nyle Robinson, Aaron Tennant, Lawrence Walsh, Senator Chuck Weaver

### 2. Approve June 20, 2019 Meeting Minutes

John Rico called for a motion to approve the minutes from the previous meeting. Sandeep Nain made a motion to approve the previous minutes.

Andrew Warrington seconded the motion. Motion was passed by unanimous voice vote.

### 3. Welcome and Remarks John Rico

John Rico provided welcoming remarks to the Board and offered a thank-you on behalf of the Board to Rend Lake President, Terry Wilkerson and the Rend Lake Community College staff. He also welcomed Rahnee Patrick and Michelle Cerutti for their first IWIB meeting.

### 4. Welcome from Rend Lake College

Rend Lake President Terry Wilkerson provided a welcome to the Illinois Workforce Initiative Board. In his welcome, he stated that Rend Lake is a proud institution that has received several national rankings and he is proud of the work of his staff. Welcome to southern Illinois, and we are all happy to have you here.

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

## **5. Local Area Success Story**

LWIA 25 presented Aaron Christ and Shon Duddleston from the Intertape Polymer Group (IPG), a manufacturing group that provides tapes for the aerospace, electronics, and general manufacturing industries.

Shon is one of the first students that IPG has employed who does not have manufacturing experience yet has been successful in manufacturing. Aaron's role is to help new hires and interns be successful. Over the last 15 years, IPG has been able to stabilize the workforce and lower its employee turnover rate. IPG is attempting to get the word out that manufacturing can be a lifelong career and to encourage youth interest in the manufacturing sector.

IPG is developing an articulation path with a local high school and is beginning to see the fruits of that labor. Shon is the face of the program, and in that role, he encourages students to learn more about manufacturing and IPG. Shon discovered this program when he saw a notice about MSSC and the manufacturing transition program on a bulletin board while at the local DHS office.

Shon spoke to the many challenges he had to overcome and with the help with IPG and the local workforce innovation area staff, he was able to successfully complete his training program and become gainfully employed.

Sandeep Nain pointed out that this is an example of how we need to have a connection in the high schools and career path. Terry Wilkerson supported the comment and provided further indication that the system needs to ensure our customers/participants are being assessed appropriately to identify all of the necessary services they need to succeed so that they do not fall through the cracks along their path.

John Rico thanked both Aaron and Shon for their time and sharing their stories.

## **6. Minimum Training Expenditure**

Terry Wilkerson provided an update on the Minimum Training Expenditure (MTE) Workgroup that was previously convened to move the reported training expenditure in each LWIA from 40 percent to 50 percent. He reported that all but one LWIA met the 50 percent minimum.

The workgroup has shared this information with the LWIA, letting them know that they did not meet the minimum, and asking if the LWIA wants to submit a request for application of the hold harmless clause for the LWIA.

The workgroup would also like to review the amount of funds being spent as we appear to be on-target with the policy. The workgroup would like to know more about how the funds are being spent and what qualifies as a training expenditure.

Terry suggested that the intent of a policy work group has been met far beyond expectations as asked that it be allowed to go on hiatus until further work is completed around evaluation of the policy. He has made two recommendations: the policy remain as it is with allowance for the Hold Harmless Clause to continue as written and that an effective evaluation be completed to determine if there are any necessary revisions needed. If future change is required, the work group could be reconvened to discuss the evaluation results.

Marlon McClinton, Chairman of the EAC, stated the EAC is looking at the Minimum Training Expenditure levels by each LWIA. The EAC is also seeking this information and offered its assistance in the spirit of continuous improvement.

John Rico suggested taking this to the Executive Committee at its next meeting. Please offer any thoughts or comments to be discussed. Thank you to Terry and the team for their work.

## **7. State Workforce and Education Plan Crosswalk**

Aime'e Julian directed the Board to review the crosswalk document. This information was requested by the Board and the document aligns the plan components with WIOA, EO3, WIOA Unified plan, and the Workforce strategic plan. The intent of this document is to show that these efforts do connect and align with other plans. This is a work-in-progress for the Executive Order 2019-03 and the Illinois Unified Plan.

John Rico and Mike Massey said thank-you for the work and commented that the document is a great visual that helps the Board see the common connections between the workforce work efforts.

Julio Rodriguez stated that the Executive Order 2019-03 response is being developed and will be sent to the Governor's office by the end of the month. The elements of this response will be added to the crosswalk document and we will add an additional column.

John Rico asked if we should we expect an update in December. Aime'e said that a revised document will be provided at the December Board meeting.

Marlon McClinton asked if the language used by each crosswalk and the level of involvement were the same. Aime'e replied "yes and no", as with any composite document each individual document has a different audience and thus a different language. Some of the documents have the same authors and read very much the same, while others are created by topic and may not have the same language.

Whitney Thompson shared that the Perkins V Revision plan will be included in this crosswalk document in the future and that a systematic approach is being used to confirm alignment.

David Friedman pointed out that it will need to be decided if each document will need to add missing information as disclosed in the crosswalk document, but that will be at their discretion and based on need.

Michael Conley asked if there are missing components in the document that are present in the IWIB strategic plan? Aime'e said that we will review these documents and plans in the future as they become available.

John Rico Requested an update on the document at the December IWIB meeting.

## **8. IWIB Committee Updates Committee Chairs**

Mike Massey provided an update of the Career Pathways for Targeted Populations Committee. The Committee had a joint meeting with Illinois Workforce Partnerships (IWP), the Service Integration Committee, Illinois Community College Board (ICCB), Illinois State Board of Education (ISBE), and Illinois Department of Employment Security (IDES). The committee is also looking to form additional partnerships between the IWP and IWIB.

The committee has reviewed performance reports and data that provided a quality meeting by correlating core partners work efforts. The data reviewed indicate that LWIA 23 sees their population is going to other states. The makeup of the LWIBs by sector was reviewed and the data contain both quantitative and qualitative results.

A review of the Career Guide document provided by the ISBE was shared with the board, with no action taken.

Marlon McClinton provided an update for the Evaluation and Accountability Committee. The Evaluation and Accountability Committee has voted to change its name to the Continuous Improvement Committee (CIC) and request the Executive Committee to accept this name change.

The committee has identified three areas of focus. They are: policy evaluation, understanding continuous improvement, and creating specific tools to perform evaluation.

Once the tools are created, all committees will be able to use them to submit policies with an evaluation component to the IWIB. The tools will provide a measure of success of the work of the IWIB, evaluation tools to measure that success, and expectations of the Board.

The Committee is working with the MTE workgroup and are interested in the output. It is also looking at the service integration policy to improve the process and results. Andrew Warrington added that the CIC is a very active committee and is seeking to define the processes of when we introduce a policy.

John Rico asked the Committee to come back to the Board with an update in December

Michael Conley provided an update to the Apprenticeship Committee. He noted that the report is available in the handouts of the Board meeting. John Rico noted that the Apprenticeship Committee is a large committee and asked if they have a steering committee and how to reduce their charges to a more manageable focus. Michael replied that the committee will have a proposal for both ready for the December meeting.

Tom Ashby provided an update from the Executive Committee and recognized the Committee members present. He noted that minor changes to some policies have taken place to allow the board to focus on vision and direction. The Executive Committee is seeking to create more interaction between businesses and the Board. Tom also noted that additional timelines need to be recognized to make the work of the Board as efficient as possible.

The committee has been working on the following items:

- Unified State Plan
- State mandates
- Board manual
- Preparation for the Board meetings and this retreat

The Executive Committee wants this Board to be an advocate for business and labor and its major employees.

John Rico reminded the group that the Executive Committee and leadership team are here for you, please approach us if you have concerns and want changes.

Thomas Hacker suggested the creation of a Business Engagement Committee. Andrew Warrington noted that this may be the most critical need and would help facilitate additional business involvement. This request originated from discussions held during the recent IWIB Leadership Retreat and would be a focus with a formal request at the December meeting.

No action was taken.

## 9. Illinois Unified State Plan

Kristi Jones provided an update on the Unified State Plan. She reported that Illinois is currently in the middle of the development of the second Unified State Plan for 2020 to 2024. Kristi reviewed the requirements of the Unified State Plan and its requirements with the group. She noted that she was updating the Board and not seeking approval. The federal requirements that point to the strategic elements are:

- WIOA Title I, Adult, Dislocated Worker and Youth workforce services
- WIOA Title II, Adult Education and Literacy
- WIOA Title III, Wagner Peyser employment services
- WIOA Title IV, Vocational Rehabilitation

The Unified State Plan will provide alignment of the following:

- Requirements for economic analysis
- Existing demand industry sectors and occupations
- Emerging industry sectors and occupations
- Employers' employment needs

The Board members provided suggestions of items they would like to see included in the document:

- The opportunities available for employees as artificial intelligence impacts the workplace
- Needed changes in how we prepare people for the next jobs
- Changing Illinois' image to that of a more business-friendly state
- The identified Labor Market Trends in Illinois
- How Illinois is addressing its skill gaps
- Climate change
- The effect of cannabis laws on employment

Kristi indicated these items would be provided to the full Unified State Plan work group for discussion and incorporation.

## 10. Perkins V - Update

Marci Johnson provided an update on the Perkins V plan as the plan is now in its first draft. She will be seeking feedback for the Perkins plan using workshops and dedicated Joyce Foundation focus groups with both students and employers. These focus groups will take place around the state and include interviews with the public and groups seeking potential involvement. A flyer with the times and locations of the listening tours was included in the meeting folder. She noted that they will survey participants to collect comments about the Perkins plan and encouraged all to participate.

Whitney Thompson also spoke on the development of the Perkins V plan. She reminded the Board that sessions are open to the public, and that Department of Commerce and Economic Opportunity and Adult Education and Literacy are aligned with Perkins V and the Workforce Innovation and Opportunity Act.

She shared an overall timeline for the plan, a draft is expected to be available by the end of October for public comment. The updated draft will be shared with the state and local boards in December. A draft will be sent to the Governor's office in January. We will seek final approval in March and anticipate final submission in April.

**11. National Updates – NGA Governors Association Meetings**

This topic was not addressed due to time constraints.

**12. WIOA Core and Required Partner Updates**

Jennifer Foster reminded the Board that next week is National Adult Education Week and to please reach out to your local area. Julio Rodriguez noted that October is National Manufacturing Month.

**13. Public Comment**

Jane Angelis shared with the group that the Illinois Department on Aging is seeking input from the IWIB as they develop their three-year plan. Any support and assistance would be appreciated, and she will speak privately with the chairman.

**14. Next Meeting of the Illinois Workforce Innovation Board**

Thursday, December 12, 2019, 2:00 – 5:00pm  
Malcom X College  
1900 W. Jackson Blvd.  
Chicago, IL 60612

Mark Burgess requested that the Board please share where they would like to have their meetings in 2020, and to come to the December meeting with ideas for future meetings.

**15. Adjournment**

John Rico asked for a motion to adjourn, Motion was made by Tom Ashby and seconded by Michael Perry. The motion passed by unanimous voice vote.