



Illinois Workforce Innovation Board

JB Pritzker, Governor

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

Request to Approve Creation of Employer Engagement Standing Committee

Request

In order to appropriately address needs of employers and include them in discussions on workforce and education priority initiatives and activities, the IWIB should create an employer focused standing committee.

Background

The Workforce Innovation and Opportunity Act (WIOA) was signed into law in 2014 with implementation beginning in 2015 and is designed to assist job seekers obtain career services, education, training and support necessary to access career opportunities that match with employer needs to compete in a global economy. WIOA is an employer-driven system that supports economic growth and business expansion. This will be achieved through improvement of services to employers that promote work-based and other opportunities.

Through the use of industry sector partnerships, local and state workforce boards will address the needs of employers within demand industries. Boards will also be responsible for activities to meet the needs of local and regional employers. This can only be achieved by including employers at the beginning of discussions.

Local funding is available for such strategies and programs as incumbent worker training, Registered and non-traditional apprenticeships, transitional jobs, customized training and other on-the-job training models. Identifying and implementing effective strategies that meet the identified employer needs must be a priority.

Employers need to be more aware of the services, programs and opportunities available to them through the WIOA core and required partner program services.

Recommendations

Three key objectives were identified during recent discussions of the IWIB Leadership Team that should be the focus of a new employer engagement committee. These include:

- Identify Industry Sector Partnerships engaged in the workforce needs of the State of Illinois.
- Convene employers and WIOA service providers to better align business needs with training, services, and program design.
- Identify target industries to focus on bringing together small and large employers with the Illinois workforce development system to discuss what is needed to streamline existing pathways and create new opportunities.

Considerations

By approving an Employer Engagement Committee, the following considerations should be made to address initial activities, membership and structure, and its leadership:

- Incorporate discussions on best practices, lessons learned, marketing strategies, and priority challenges from the recent National Governors Association State Policy Forum for Action (October 16 – 18, 2019) into initial discussions for this Committee.
- Membership¹ and structure of the Committee should include the following:
 - The Committee will, at a minimum include the following members:
 - Chaired by IWIB business member (recommendation for Mr. Thomas Hacker)
 - 1-3 additional IWIB members, or their designee
 - One representative of each of the four WIOA Core Partner programs
 - Other stakeholders to include representatives of the required partners, local workforce innovation board members, chief elected officials, one-stop operators, the education system, and others, as determined necessary to support the goals of the committee.
 - The Chair will consider the following in identifying its membership structure:
 - A Co-Chair from the IWIB (recommendation for Mr. Thomas Wendorf)
 - The Committee will be comprised of a majority of individuals representing businesses
 - Business membership will be appointed with consideration for equity and geographical and key sector diversity
 - Business representatives will be considered from the IWIB, Local Workforce Innovation Board membership, and other individuals who have been recommended by State and Local board members and/or their organizational affiliations, and other Committee members
 - Ad hoc sub-groups will be created as is deemed necessary by the Chair(s) to accomplish its priority activities
 - Consideration is to be given to adopting the current Integrated Business Services Workgroup as a sub-group
 - The Committee will be facilitated by an appropriate individual representing one of the WIOA Core Partner programs or other individual who can support the mission of the Committee through their general employment activities (consideration for this to be an individual from the Illinois Department of Employment Security involved in business services)
 - The Committee will be provided additional staff support, as deemed necessary, to assist the Committee Chair(s) in meeting its priorities and who shall be selected from one of the WIOA Core Partner programs or other individual, as appropriate
 - The Committee will be subject to the Illinois Open Meetings Act
 - The Committee will act in accordance with all provisions outlined within the IWIB By-Laws and Protocols regarding standing committees of the board.

Motion

The IWIB hereby creates an Employer Engagement Standing Committee to be Co-Chaired by Mr. Thomas Hacker and Mr. Thomas Wendorf to address the mission and priorities, as well as considerations outlined within this request.

¹ IWIB By-Laws (rev. 01/01/2019)