EQUITY TASK FORCE PROGRAM WORKGROUP Guide

Group Name: IWIB Equity Task Force Working Group - Program

Date: Wednesday, December 9, 2020

**Co-Leads:** Mr.Adrian Esquivel

Workgroup Members: Diana Alfaro, Bridget Altenburg, Katie Blank, Morgan Diamond, Adrian Esquivel, Lisa Bly-Jones, Jere Boyle, Pat Devaney, Emily Garrity, Delmar L. Gillus, Teresa Haley, Gregory Harle, Aime'e Julian, Jonathan Lanning, LaTanya Law-Fountain, Clayton Pryor, Tom Wendorf, Laura Wilhelm

**Facilitator:** Terah Scott

**Notetaker:** Molly Cook

Project Description: Reinvigorating sustainable inclusive economic growth through innovative investment in workforce development that offers the potential for every Illinoisan to contribute and participate in an economy that works for everyone. Identifying best practices to adopt, scale, and bridge throughout our programs to increase professional development, enhance worker opportunities, and increase business competitiveness

**Notes**

* The group started by introducing themselves and scheduling the first group meeting for **January 19 at 8:15 am**. A calendar invite will follow.
* A Doodle poll will be used to schedule an ongoing meeting time after the January meeting.

Illinois’ Vision Statement:

Foster a statewide workforce development system that supports the needs of individuals and businesses to ensure Illinois has a skilled workforce to effectively compete in the global economy.

State Goals:

Six lessons learned will help guide our path forward and form the basis for the statewide goals that follow. The most pressing for us are:

• Workforce development efforts must support the industries and occupations targeted at the state and regional levels while responding to the needs of local employers.

• The skills gap is arguably Illinois’ most serious barrier to economic prosperity. Building a pool of job seekers and workers with the right skills at the right time is essential.

Goals for Achieving the State Plan Strategic Vision:

1. *Unite workforce development partners around regional cluster strategies*

* Identify high-impact regional clusters along with in-demand occupations and implement coordinated strategies that will strengthen workforce development throughout the state

1. *Prepare Illinois workers for a career, not just their next job*

* Address barriers that prevent individuals from successfully completing training and employment

3. *Connect job seekers with employers*

* Give employers easy access to the skilled workforce they need through shortened time from credential to employment and integrating work-based learning into more opportunities for job seekers

**Questions to Explore:**

1. Considering the priority area of this program workgroup:

*Making recommendations regarding inclusive and diverse approaches, including professional development of staff, to ensure use of an equity lens in serving their diverse populations*

* 1. Other than wordsmithing, do you have any recommended modifications to them?
     1. The group recommended expanding the ‘charges’ of the group to include an additional charge, “Addressing program barriers for target populations.”
     2. Delmar discussed the risk of ‘bridges to nowhere,’ that is providing trainings that do not lead to employment.
     3. Bridget described that participants face both programmatic barriers and life barriers – we should discuss accessibility and inclusivity in terms of both.
     4. Additionally, the group discussed that employment program accessibility is important – for example, are Bachelor’s degrees required in situations where they do not need to be?
  2. Of the broad description, which focus is the most urgent to address?
     1. Programmatic barriers

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