



Illinois Workforce Innovation Board

Bruce Rauner, Governor

John Rico, Co-Chair
Leslie Munger, Co-Chair

IWIB Winter Meeting
Harold Washington College
30 E. Lake St.
Chicago, IL 60601

December 13, 2018

IWIB Welcome/Roll Call

The meeting was called to order at 2:00 p.m. Roll call was taken and a quorum was present.

Present: Co-Chair John Rico, Elba Aranda-Suh, Tom Ashby, Mike Conley, Victor Dickson, Pat Fabijanski, Daniele Ferrari, Jennifer Foster, David Friedman, Thomas Hacker, Grailing Jones, Angela Mason, Michael Massie, Jeffrey Mays, Marlon McClinton, Sandeep Nain, Barbara Oilschlager, Teresa 'Terri' Payne, Michael Perry, Margaret "Margi" Schiemann, Quinetta Wade, Thomas Wendorf

Present by Proxy: Al Bowman (Adam Campbell), Kirk Gadberry (Amanda Martin), Co-Chair Leslie Munger (Amberly Zwiener), Andrew Warrington (Jennifer Serino Stasch)

Absent: Kevin Battaglia, Henry Beards, Senator Melinda Bush, C.D. Davidsmeyer, Debra Day, James Dimas, Joseph Forbes, Representative Norine Hammond, Aaron Tennant, Larry Walsh, Senator Chuck Weaver, Grover Webb, Terry Wilkerson

Ex-Officio Members Present: Dr. Brian Durham, Pam Furlan

Ex-Officio Members Absent: James Dimas, Anthony Smith

Approval of September 20, 2018 Minutes

Co-Chair John Rico requested the board members to review the September 20, 2018 minutes as provided in the meeting packet. Ms. Barbara Oilschlager made a motion to approve the minutes as presented; Mr. Sandeep Nain seconded the motion. With no further discussion, the motion passed.

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 711711.

Welcome and Opening Remarks

Co-chair John Rico welcomed and thanked the board members and the guests for attending the fourth quarter board meeting of 2018. He thanked Ignacio Lopez, President of the Harold Washington College for hosting the meeting and invited him to provide any opening comments.

Mr. Lopez welcomed and thanked all for being present. Work-based learning is very important to Harold Washington College and the City Colleges of Chicago. They are looking for collaborations and increased ways to expand these opportunities.

He recognized John's history with the college, including a stint as Vice-President of Harold Washington College.

Local Area Success Story – Vocational Rehabilitation

Title IV – Vocational Rehabilitation

Quinetta Wade, Director of the Illinois Department of Human Services, Division of Rehabilitation Services introduced this month's success and inspiration story. George Tsertakis, Thresholds shared information on the partnership between Thresholds and the Division of Rehabilitation Services (DORS) through the Mental Healthcare Supportive Employment program. Thresholds is one of the Community Rehabilitation Partners that works in their community through vocational rehabilitation, employment, and residential services for thousands of individuals throughout the State of Illinois. They provide healthcare, housing and hope for thousands of individuals with mental illness and substance use disorders in Illinois each year. They are one of our community partners helping with employment for individuals that are in recovery.

Annette Brandt a licensed nursing home administrator with 13 years of experience in residential treatment with individuals with serious mental health conditions, shared how the partnership benefited both organizations by being innovative in a manner in which mental health services and vocational rehabilitation helps clients on the road to recovery by having jobs. She has worked for more than two years with Thresholds and their supported employment program which is innovative in the manner in which mental healthcare services were being provided. Shifting attitudes helped in being more inclusive and receptive in the employment environment. Support was provided throughout the employment hiring process including transportation and background checks. The initial hire continues to be employed more than two years later.

Ms. Stevie D'Aguanno is a former Thresholds member who obtained supported employment with mental healthcare services. Through hard work and demonstrated effectiveness she has received promotions and continues her employment more than two years after initial hire. Stevie shared her story of how Thresholds, DORS, and employment has helped her overcome her thoughts that she couldn't succeed in the workplace. She showed the pride in her work and confidence she has gained throughout these years and thanks her case manager for helping push her forward. Stevie is currently employed as an Activities Aide at MADO Healthcare. She credits all of the partners, and her employment for helping her through substance abuse recovery.

Chairman Rico commended everyone for their involvement in these efforts. Mr. Michael Conley, IWIB member and Owner/Publisher of Trenton Sun commended all of the attendees of their involvement with this and similar programs and recalled his family history in indicating his pride for Stevie and her success.

Announcements

Amberly Zwiener, proxy to Acting Director Munger thanked Harold Washington staff for hosting the meeting.

Thanked and congratulated the success story as it is a reminder to what we are doing here.

Appreciation of Apprenticeship Week and the tremendous amount of feedback received in raising awareness of apprenticeships and expanding it to additional employers across the state. Also, the Apprenticeship committee remains more than just one meeting and is a yearlong effort.

Amberly recognized Brian Durham as the New Executive Director of Illinois Community College Board.

Requests to Approve

IWIB By-Laws Amendments

Mark Burgess presented the proposed amendments to the IWIB By-Laws based on multiple other state's bylaws and input from IWIB members. Proposed amendments include; the amendment of Article V – Officers: the inclusion of a Vice-Chair, the Vice Chair would be a proxy position to assist and act on behalf of the business Co-Chair rather than a succession plan.

Article VII – Meetings: the question of a Quorum, currently is 40% of the membership with at least 50% being from businesses. The revision will be consistent with the Illinois Open Meetings Act requiring a majority of the membership present to make a quorum. The revision removes the requirement that at least half of those present must be from the business sector, however allows that a motion be tabled in the event a majority of business members is not present but is necessary for effective discussion and action.

Attendance and Engagement of Board Members: Changes were proposed to address the IWIB Strategic Plan language for active participation by IWIB members. New requirements would provide follow-up when a board member is not meeting minimal requirements for attendance of board members or by a proxy on their behalf. New engagement requirements are that each appointed member be actively involved on at least one subgroup of the board.

Proxy criteria as to who should be selected and designated as a proxy for a board member now provides criteria that the individual have similar interests as the board member to maintain a diverse and inclusive representation of the workforce system in all proceedings, including discussion leading up to and including motions on Requests to Approve

Article VIII – Committees: Allow designees for IWIB members that can represent their business, organization, or organization. Also changes to put formally the process of selecting committees, task forces and work groups, as well as ability to have multiple chairs, when necessary. A Co-Chair can now be selected to assist in leading a standing committee.

An amendment was requested to not require both co-chairs be members of the IWIB. However, any co-chair selected that is not an IWIB member should be selected from individuals that can assist in meeting the goals and outcomes of the committee with priority given to IWIB members, if available.

Article IX - Conflict of Interest: all members should be mindful of conflicts of interest in discussions and action taken by the IWIB. This extends to family and business relationships.

David Friedman began a discussion with regard to elected officials being engaged in committees, task forces, work groups and other activities of the IWIB. Chairman Rico indicated he would send a letter to these members requesting their heightened level of involvement.

Tom Ashby made a motion to accept the changes of the By Laws and approve any of the amendments. The motion was seconded by Tom Wendorf.

Board Discussion

John Rico addressed the inclusion of a Vice-Chair position; this position should be a current Business member. The Executive Committee came to a decision of choosing Tom Hacker as the Vice-Chair. Tom Hacker accepted the Vice-Chair position.

Mike Massie requested that the co-chair to committees not be required to be on the Board but be a business member.

Margi introduced the new co-chair for the Career Pathways for Targeted Populations Committee, Susan Olivarria.

Susan is Corporate Affairs with Commonwealth Edison provided information on the Construct Program which is a job readiness program that helps place entry level persons in energy careers as well as her work on Future Energy Jobs Act (FEJA), a \$30 million, 12-year program. She has been involved with their solar technician training program and apprenticeship programs working with community colleges, high schools, returning citizens, and former foster individuals.

Service Integration Policy

Diana Robinson, NIU Center for Governmental Studies gave an up-date on the Service Integration Policy. The workgroup has completed their draft recommendations which were included in the meeting packet. and are a follow-up to the basic information provided at the September IWIB meeting.

The policy is really broad and its purpose to define service integration. In establishing service integration as an operational requirement that every local workforce system is responsible for implementing. The development of a one-stop service integration self-assessment tool and evaluation process for one-stop operators and Local Workforce Innovation Boards (LWIBs) to use. Such a tool would align with the Workforce Innovation Technical Assistance Center (WINTAC) model and help guide continuous improvement efforts. The Service Integration Policy Work Group concluded that a continuum model of integration promulgated by the WINTAC is a useful framework for Illinois.

Flexibility is provided to the Local Workforce Innovation Boards and their One-Stop Operators to meet six required outcomes for achieving service integration, a high priority under WIOA. Additionally, the Policy Work Group asks that the One-Stop Certification Policy Work Group reconvene to address service integration within the one-stop certification application. The work group will continue to develop the necessary tools and provide technical assistance to system partners that will support implementation of service integration and updated one-stop certification criteria. The policy will take effect on January 1, 2019, the major focus on the front end will be capacity driven.

The modified One-Stop certification policy and application revisions will be presented in March for IWIB consideration and approval.

The policy requires that a baseline assessment is required to be completed by all One-Stop Operators in September 2019. This will allow service integration to be incorporated into local plans. Discussion was held around minimum baseline levels for each local area. Diana indicated there will be initial standards for both the

service integration model and one-stop certification application and certification process and through reviews of these continuous improvement opportunities will be recommended and potentially required, as appropriate.

Technical assistance and capacity building for the system will be provided throughout the implementation process of these policies to ensure local boards, one-stop operators, partner agencies, and other stakeholders are informed and provided guidance necessary to implement provisions of these policies. This will include webinars, a statewide Service Integration Summit to be held April 23 & 24th in Naperville and other resources.

Mike Perry commended all of the customers including those walking through the door, employers and front-line staff as an important element of this policy. He made a motion to adopt the service integration policy proposed by the Service Integration Policy Work Group effective January 1, 2019 and 2) reconvening the One-Stop Certification Work Group. Elba Aranda-Suh seconded the motion. With no further discussion, the motion passed.

Annual Report

Mark Burgess gave an update on the Draft of the Illinois' PY'17 Annual Performance Report Narrative.

The report was due to USDOL December 3rd, Illinois received an approved extension till the end of December.

DOL provided guidance on 16 areas to focus on, 4 are required and 12 are optional depending on if they apply within the state plan. They want to limit the report to 25 pages utilizing appendices, tables and graphs where necessary.

The highlights of the report were to look at the state plan, identify all of the strategies, goals and outcomes anticipated and indicate the success in meeting them. All core partners, and in some instances other required partners, were invited to submit information to be incorporated into the final draft to address the requirements set out in the USDOL guidance.

Jeff Mays, Director of the Illinois Department of Employment Security (IDES) wanted to know if there was anything in the report about a unified front door for all of the Core Agencies. It has been an audit finding in the past from UDOL. Mark Burgess indicated that with this submission it was not included.

Jeff indicated that it is a glaring omission if it is not in the report, and we are going to have audit findings going forward until we get that right. The Core Partners have been entertaining the idea of examining the Mississippi Hub as a model for technology systems coordination and offered funds from the Illinois Department of Employment Security, the offer to fund this is still on the table but may expire with the new administration.

It was indicated that the Information Technology Committee has been working with Department of Information Technology (DoIT) to bring this together.

It was suggested that an addendum be added to the report that Illinois will pursue this with more passion after the first of the year. It was agreed that there will be language added to the current draft that speaks of the changes to the system before it is submitted. Mark Burgess, along with Brian Richard of Northern Illinois University will work with Mr. Mays and the other core partners to draft language to address this. This will include addressing the work that has been done over the past few years, the work conducted by IDES, and other

Tom Ashby made a motion to accept the report with the addition of the amendments. Sandeep Nain seconded
All agreed

IWIB Updates

IWIB Membership Manual

Aimee Julian, Illinois Center for Specialized Professional Support, Illinois State University, gave an update on the IWIB Membership Manual. The executive committee is seeking 4-5 members to serve as reviewers to provide additional input along with guidance from the Executive Board. This is just a partial draft addressing some of the significant items that have previously been requested by IWIB members including budget information and bylaws. It is important to recognize that this is being developed in response to the Strategic Plan requirement to prepare board members to understand their roles and responsibilities, the system, etc. A copy of the Draft will be on Illinois workNet (IwN) for review and the final document should be available March 21, on IwN. Daniele Ferrari, ITC, Inc. has indicated he is interested in assisting with this.

Governor's Guidelines

Bethany Jaeger, KEB gave an update on Revision 3 of the Governor's Guidelines that the Leadership and Technical Assistance Teams have been working on. There are 2 new concepts; Advanced Planning for annual negotiations and the Waiver Process. Annual negotiations are to be taken between November and January each year in preparation for negotiations of the upcoming program year's Memorandum of Understandings (MOUs) and annual budgets.

A new process is being provided to enable local workforce boards to seek a waiver from provisions of the Governor's Guidelines when necessary. All required partners in the local area must agree, and a rationale and documentation must be provided. The draft version of the Governor's Guidelines issued on October 10th during a webinar that was open to all, feedback was obtained, and we also received a formal letter from the Illinois Workforce Partnership. Along with the IWP, feedback from a webinar was considered in the finalization of the Governor's Guidelines Revision 3 which was issued on November 27, 2018 with another webinar to formally announce that they were issued along with the forms that are required to be filled out with the MOUs.

There is also a FAQ document with questions from the Partnership, the Agency teams and the webinars available on IWIB Illinois workNet site. John Rico also thanked Kristi Jones, KEB for her part in this and hard work in this process from the beginning. No further discussion was held.

Committee Updates/Strategic Plan

Mark Burgess indicated that it is time to look at the current Strategic Plan that is a year old and make sure we are still on track with the key strategies and assignments by committees, taskforce and other organized groups. We need to start looking towards a 2020 plan because this plan expires in 2020. When the current plan was established, it is only a 2-year plan and is to be revisited in 2019 to make any modifications to lead on into the 2020 plan.

John Rico asked for volunteers from the membership, Mark indicated that there are some volunteers that hold positions on committees but there is need for 3 to 4 additional volunteers from education, community-based organization or labor organizations because the chairs are from the business community. Victor Dickson, Safer Foundation has volunteered. The committee is planning to have a meeting in January to get these discussions started because it really needs to unfold along with the Unified Plan that has to get moving in 2019 for the 2020 year.

WIOA Core Partner Updates

Title IV - Vocational Rehabilitation

Deputy Director Quinetta Wade, Division of Rehabilitation Services, provided some FY'2018 end-of-year data including indicating an upward trend from the previous year's numbers. September 2018 showed the first recorded performance employment outcomes. Expansion of opportunities continue with the Fast Track Transition with 22 vendor contracts issued for \$1.5 million looking at younger youth aged 14 and older.

Title III – Wagner-Peyser Act, Employment Services

Director Jeff Mays, Illinois Department of Employment Security (IDES) followed up a September 2019 presentation on the College–2–Career platform by adding that contracts have been signed to expand cross matching capabilities for all high school seniors from 2003 – 2016 that will expand from 360,000 an additional 2 million wage records. Needs assessments should begin utilizing this available information to identify the effectiveness of programs for fifteen different populations. What has been the impact on a student's career earnings and employment stability compared to the general population. This will be available by March 2019. Supports career and technical education and a significant effort.

Title II – Adult Education

Director Jennifer Foster, Illinois Community College Board provided an update on their submission to the Department of Education an Adult Education Annual Report. They served 70,000 individuals in Fiscal Year 2018 with 79 different providers of adult education. Primary population has been English as a Second Language (ESL). A billboard effort has begun to promote adult education throughout the state. They are emphasizing bridge programs and integrated education and training. Finally, the program is in the middle of a "virtual" monitoring review.

Dr. Brian Durham, new Executive Director of ICCB, spoke to commitment to working with the IWIB and seeking input from businesses for the entire system, not just Perkins or the Adult Education program.

Title I – Workforce Services

Deputy Director Julio Rodriguez, Illinois Department of Commerce and Economic Opportunity provided an announcement of an upcoming grant that will support apprenticeships and work-based learning (WBL). With assistance of the IWIB Apprenticeship Committee, this will support the Navigators and Intermediaries which supports businesses and their engagement in apprenticeships and WBL.

The Department is applying for funds to support efforts around the opioid crisis in Illinois and working with local partners to address the serious issue. Two efforts include bringing more professionals into the work including counselors and helping individuals through work as part of their recovery.

There is excitement developing the new Illinois Unified State Plan that will include the new administration in Illinois. The State should be proud of its efforts around apprenticeships as a method of training and was lauded as the state with the highest number of events of any state in the nation.

Congressman Raja Krishnamoorthi

U.S. Representative Raja Krishnamoorthi, Illinois' 8th Congressional District provided information on the Perkins V reauthorization. He was closely involved with this bipartisan legislation. On July 31, 2018, the President signed

into law the Strengthening Career and Technical Education for the 21st Century Act (Public Law 115-224) which reauthorized and amended the Carl D. Perkins Career and Technical Education Act of 2006.

He is very energized by how the program will modernize career technology and jumpstart efforts for skills-based education.

There are 7,000,000 unfilled jobs according to the Bureau of Labor Statistics where employers can't find employees with the skills to fill them. 2/3 of American don't have 4-year degrees, and not changing anytime soon. The challenge is to put individuals on a path to these jobs. Career and Technical Education (CTE) and skills-based education can address this. The Carl D. Perkins (Perkins) Act is the primary Federal funding source for education at colleges and high schools. The single biggest bipartisan accomplishment under the current administration.

The Act provides for a variety of things: 1) increases funding by approximately 11% during the life of the reauthorization, 2) increases flexibility for community colleges, high schools and states, and 3) mandates that local employers must be at the table to validate the skills that are taught. This supports jobs and careers. States need to stop teaching that leads to nothing. The Act will touch students as young as 10 years old.

There is a need to address the stigma of receiving a skills-based education regardless of the industry or occupation. For example, manufacturing is no longer the "dirty job" it may have been decades and generations ago. The sky is the limit for our economy if we can address this need in the proper way.

Illinois can become, through collective efforts including labor, management, businesses, and government, can be the guiding star with our leading universities, businesses and talent. Implementation is July 2019, so there is some time to get on board with the efforts from this reauthorization.

Career and Technical Education (CTE) Legislation

Marci Johnson, Illinois State Board of Education and Whitney Thompson, Illinois Community College Board followed Congressman with additional information on the reauthorization and how it would be implemented in Illinois. Many new opportunities to connect academics, look at high-skill high-demand jobs, employability skills, and coordination between secondary and post-secondary education. ICCB, ISBE and DCEO are working closely together to achieve a seamless connection. Marci spoke to the current 16 career clusters.

ISBE is the fiscal agent to manage the Perkins V funds with a breakdown available including 85% going out to the school districts. A statewide vision is being created as initial steps of rollout for career and technical education. Also looking at educated and skilled workforce, a transition plan submitted in April 2020, and comprehensive stakeholder engagement beginning with listening tours across the state. Specific performance expectations and targets will be identified with public hearings and comment periods and incorporated within the state plan. "Road shows" in the fall of 2019 will be another opportunity to reach out the public, stakeholders and the Governor's Office.

Many opportunities exist including alignment with education and workforce, accountability, equity, smoothing the transition within career pathways, flexibility to scale, and engaging community partnerships. Each were further outlined. Alignment with terminology among important Federal legislation and efforts including WIOA and ESSA (Every Student Succeeds Act), as well as state initiatives such as 60 by 25, Post-Secondary Workforce Readiness Act (PWR), Dual-Credit Quality Act, and Adult Education and Literacy Act.

Whitney Thompson further added that there will be an increased focus on smoothing the transition within career pathways by allowing some flexibility through expansion to all students and emphasized high-quality dual-credit through integrated education and training, which Illinois is a leader in. Moved from nine required uses of funding to only six and expanded to twenty-five the number of allowable uses of the funds.

Most important of all elements is the inclusion of full stakeholder input including: state and local workforce boards, businesses and industry, community colleges, high schools, and others. A leadership team has begun their "Road Show" across the state that total six sessions. Local areas will need to develop a 4-year local plan supported by the available funding. The efforts should be ongoing beyond the plan development.

A recommendation was made to do more than a listening session to get business input and involvement. Also, assurance that all partners are actually present is needed. Businesses are needed at the very beginning of discussions, which was supported by Chairman Rico's presence during the Road Show and at the recent meetings in Atlanta where John was the only business present.

Dr. Durham thanked Chairman Rico for being at the meetings in Atlanta and assured everyone that the community college board is committed to continuing to work with businesses and the IWIB moving forward.

Public Comment

Pam Furlan, President of the Illinois Workforce Partnership (IWP) invited all board members to a reception immediately following the meeting. She also recognized all of the local representation that attended today's meeting and would be available to meet during the reception.

Tom Ashby asked that the IWIB send a message to the incoming Governor and his transition teams regarding the importance of the IWIB and how it supports the vitality of the State. All were in approval of this.

Finally, the Notice was issued for the four quarterly IWIB meeting dates and locations for 2019. All four will be hosted by community colleges throughout the state. A request was made for all to consider and identify businesses as host sites for future meetings. A schedule of local board meetings is being put together and will be shared to facilitate state board members attending local board meetings. Please contact Mark Burgess if there are any questions regarding this effort, which is highlighted in the IWIB Strategic Plan.

The next meeting of the IWIB is March 21, 2019 in Normal, IL at Heartland Community College.

Adjournment

Co-Chair Rico asked for a motion to adjourn the meeting. Mr. Tom Ashby made a motion to adjourn the meeting and the motion was seconded by Mr. Grailing Jones. With no further discussion, the motion passed. The meeting adjourned at 3:00 p.m.