

**Talent Pipeline & Employer Connections**  
**Joint Committee Meeting**  
**Tuesday, January 19, 2021 at 9:00 AM**

**Zoom Meeting URL:**

<https://zoom.us/j/95233340357?pwd=OEpNL3JNYWZwU0xTaW44S3NOZUpjZz09>

**I. Call to Order**.....Chris Hammerlund and Karen Stoneman, Committee Chairwomen

**II. Public Comment**

**III. Chairman's Report**.....Chris Hammerlund and Karen Stoneman

- Lake County Workforce Development Board's Inclusive Leadership Institute
- Board Committee Chair Transition Plan and Timeline

**IV. Consent Agenda**

**Approve:**

- October 2020 Talent Pipeline Committee Meeting Minutes
- October 2020 Employer Connections Committee Meeting Minutes

[Attachment A.1](#)

[Attachment A.2](#)

**Review:**

- Workforce Development Business Service Report: November 2020
- [Bank of America Cyber Security Employer Workshop](#)
- [December 2020 Success Newsletter](#)

[Attachment A.3](#)

[Attachment A.4](#)

**V. Action Item**

- Approve 2021 WIOIA In School Youth Career Crossroads Pilot Program and reallocating unspent 2019 WIOA Youth grant funds for the development and execution of the pilot programs with six Lake County High Schools.

[Attachment B](#)

**VI. Article for Discussion**

- [Three Key Steps to Align Systems and Partners to Build Talent Pipelines](#)

## **VII. Upcoming Dates**

- Employer Connections Committee Meeting – March 16, 2021 at 9:00AM
- Talent Pipeline Committee Meeting – March 17, 2021 at 9:00AM
- Board's Inclusive Leadership Institute - February 9 and February 11 at 8:30AM
- Workforce Development Board Meeting – February 25, 2021 at 8:00AM

## **VIII. Adjournment**

**MISSION**

To ensure a workforce is equipped for today and prepared for tomorrow.

**VISION**

To be the leader of the Lake County workforce system that produces a highly skilled workforce and powers the region's economic vitality and quality of life.

## Talent Pipeline Committee Meeting Minutes

**Wednesday, October 21, 2020 at 9:00 AM**

**Zoom Meeting URL:**

<https://zoom.us/j/98531032532>

Attachments are available upon request: [WorkforceBoard@LakeCountyIL.gov](mailto:WorkforceBoard@LakeCountyIL.gov)

**Present:** Chairwoman Chris Hammerlund, Maria Colunga, Lorenzo Bess, Jennifer Everett, Maria Jonas, Tim Kirschner, Jennifer Serino, Gina Smith, Kimberly Wimer

**Absent:** Kristi Long, Ali Obrien, Eric Pfligler, Gina Schuyler

**I. Call to Order** ..... Chris Hammerlund, Chairwoman

*Chairwoman Hammerlund called the meeting to order at 9:03 AM.*

*A roll call was taken, and a quorum was present.*

**II. Public Comment**

*There was no public comment.*

**III. Chairwoman's Report** ..... Chris Hammerlund

*There was no business to report.*

**IV. Consent Agenda**

**Approve:**

- September 2020 Talent Pipeline Meeting Minutes Attachment A.1

**Review:**

- 2021 Talent Pipeline Meeting Schedule Attachment A.2
- Youth Contract Agreement Reports Attachment A.3

*A motion was made by Member Everett, seconded by Member Bess, that the consent agenda be approved.*

*A roll call vote was made, and all present members voted "aye".*

*The motion carried.*

**V. [Workforce Board Strategic Plan](#)**

**• Workplace Essential Skills Discussion**

- Gina Smith, Workforce Manager, Career and Job Placement Center, College of Lake County
- Chris Liske and Pamela Walker, Lake County Workforce Development Department

*Presentations were made by Gina Smith, Workforce Manager, Career and Job Placement Center, College of Lake County and Chris Liske and Pamela Walker, Lake County Workforce Development Department pertaining to workplace essential skills.*

*You can find the full presentation [here](#).*

**VI. Upcoming Board & Committee Meetings**

1. Talent Pipeline Committee Meeting (Joint Meeting with Employer Connections Committee) – January 19, 2021 at 9:00AM
2. Workforce Development Board Meeting – November 19, 2020 at 8:00AM

*Chairwoman announced that the next Board meeting is scheduled for November 19, 2020 via the zoom platform at 8:00 AM.*

*The next committee meeting is January 19, 2021 at 9:00.*

**VII. Adjournment**

*A motion was made by Member Everett, seconded by Member Smith, that this meeting be adjourned.*

*The meeting was adjourned at 10:13 AM.*

**MISSION**

To ensure a workforce is equipped for today and prepared for tomorrow.

**VISION**

To be the leader of the Lake County workforce system that produces a highly skilled workforce and powers the region's economic vitality and quality of life.

## Employer Connections Committee

### Meeting Minutes

**Tuesday, October 20, 2020 at 9:00 AM**

#### Zoom Meeting URL:

<https://zoom.us/j/92610843666>

**Present:** Chairwomen Karen Stoneman, John Bradarich, Kevin Considine, Emily Garrity, Demar Harris, Dennis Kessler, Eric Kurtz Noelle Kischer, Carlotta Roman, Robyn Safron, Jennifer Serino, Sylvia Johnson Jones

**Absent:** Kevin Considine, Arlene Santos-George

**I. Call to Order** ..... Karen Stoneman, Chairwoman

*Chairwoman Stoneman called the meeting to order at 9:01 AM.*

*A roll call was taken, and a quorum was present.*

**II. Public Comment**

*There was no public comment.*

**III. Chairwoman's Report** ..... Karen Stoneman

*There was no business to report.*

**IV. Consent Agenda Items**

**Approve:**

- September 2020 Employer Connections Committee Meeting Minutes Attachment A.1
- 2021 Committee Meeting Schedule Attachment A.2

**Review:**

- Workforce Development Brief Attachment A.3

*Action: A motion was made by Member Kessler, seconded by Member Garrity, that the consent agenda be approved.*

*A roll call vote was made, and all members voted "aye".*

*The motion carried.*

**V. Workforce Board Strategic Plan**

- Abbott Laboratories Recruiting Event Attachment B.1

*Member Serino shared that Abbott Laboratories collaborated with Lake County Workforce Development, the College of Lake County, Lake County Partners, Illinois Department of Employment Security, and Manpower to tap into the vast resources of the Eco-System to address the 2,000 open positions Abbott Laboratories was looking to fill. Based off this large hiring need and the coronavirus pandemic environment a Drive Thru job fair was planned on Saturday, October 3rd in Waukegan. In addition, with the assistance of the Eco-System, 1,000 direct mailers went out to Lake County residents, a promotional video was created, an event registration page was designed, 2,000 recently laid off workers were emailed, and CLC students and alumni were sent flyers promoting the event. The event engaged over 400 Lake County residents. Since the event, hundreds of job seekers were hired to be part of the Abbott Laboratories pandemic relief efforts. With the support of the Eco-System, Abbott's goal of having all 2,000 employees hired by the end of October was fulfilled.*

- Lake County Data Update and Discussion

*Member Serino and Laura Gergely reviewed updated EMSI data with the committee.*

*You can find the full presentation [here](#).*

## **VI. Upcoming Board & Committee Meetings**

1. Employer Connections Committee Meeting (Joint Meeting with Talent Pipeline Committee) – January 19, 2021 at 9:00AM
2. Workforce Development Board Meeting – November 19, 2020 at 8:00AM

*Chairwoman Stoneman announced that the next Employer Connections Committee Meeting will be held on January 19, 2021 and the next board meeting will be held on November 19, 2020 – via Zoom.*

## **VII. Adjournment**

*A motion was made by member Garrity and seconded by member Johnson Jones that the meeting be adjourned.*

*The meeting was adjourned at 9:39 AM.*

## Workforce Development: Business Services Outcomes

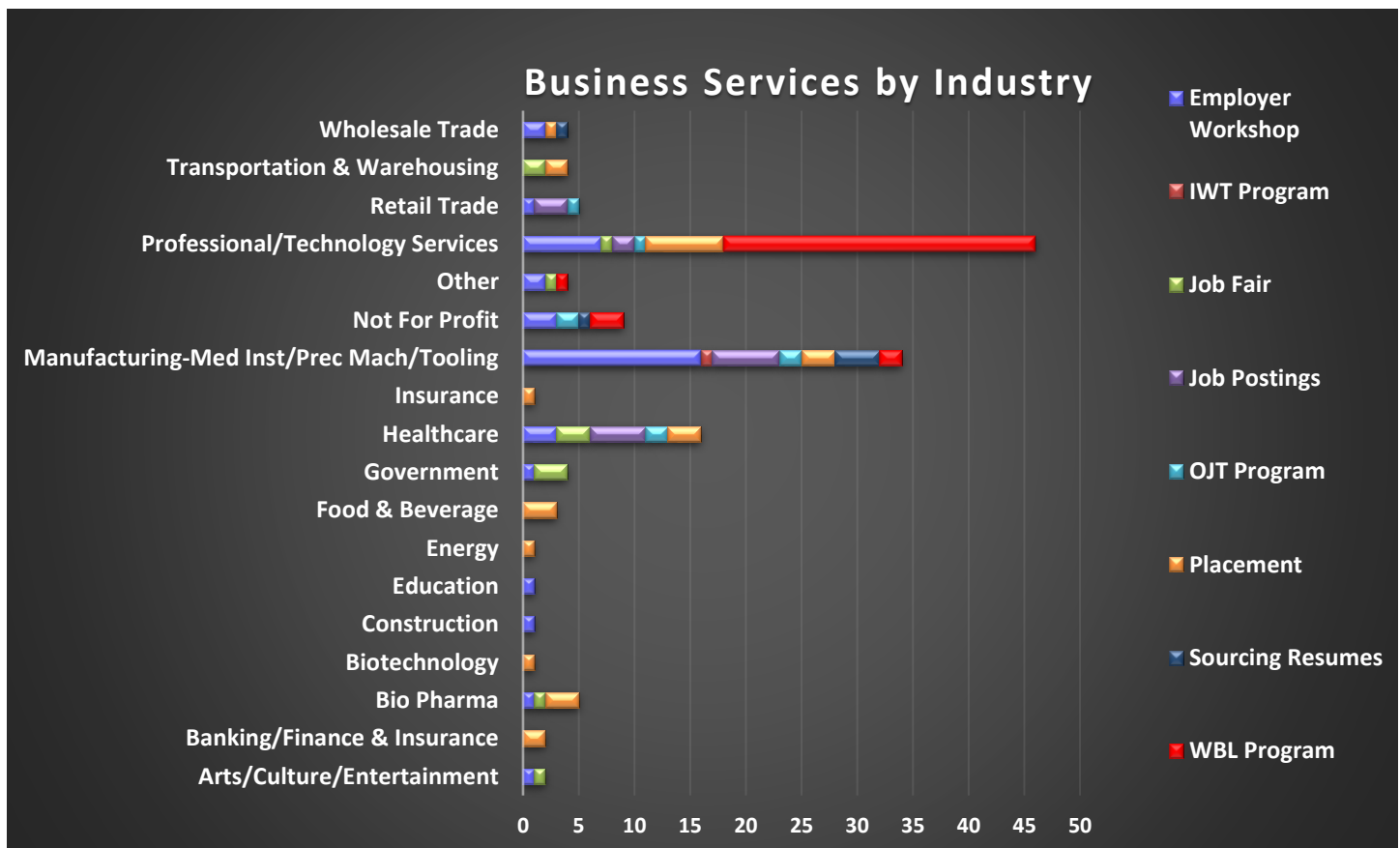
### July 1<sup>st</sup>, 2020 – November 1<sup>st</sup>, 2020

### Key Terms

- **Job Center Customers:** The Job Center of Lake County provides employment services (e.g. job fairs, workshops, sourcing resumes) to the public; individuals do not have to meet eligibility requirements to receive these basic services.
- **WIOA Participants:** Individuals enrolled in employment service programs which are funded by WIOA Title I funds; individuals must meet eligibility requirements to receive these services. Programs include Training and Work-Based Learning.
- **Training:** Participants purchase training services from eligible providers they select in consultation with the career planner. Training programs must be occupational in nature in high demand industries and must lead to the attainment of an occupational skill certificate, industry recognized certification, and/or licensure.
- **Work-Based Learning (WBL):** These programs allow participants to earn an income while gaining critical job skills on-site with an employer. WBL programs include: On-the-Job Training (OJT), Incumbent Worker Training (IWT), and youth/adult Internships.

### Business Services Offered at the Job Center

**Business Services by Industry (below):** Survey of business services provided by the Workforce Development Department to employers within Lake County. Employers are grouped by industry.

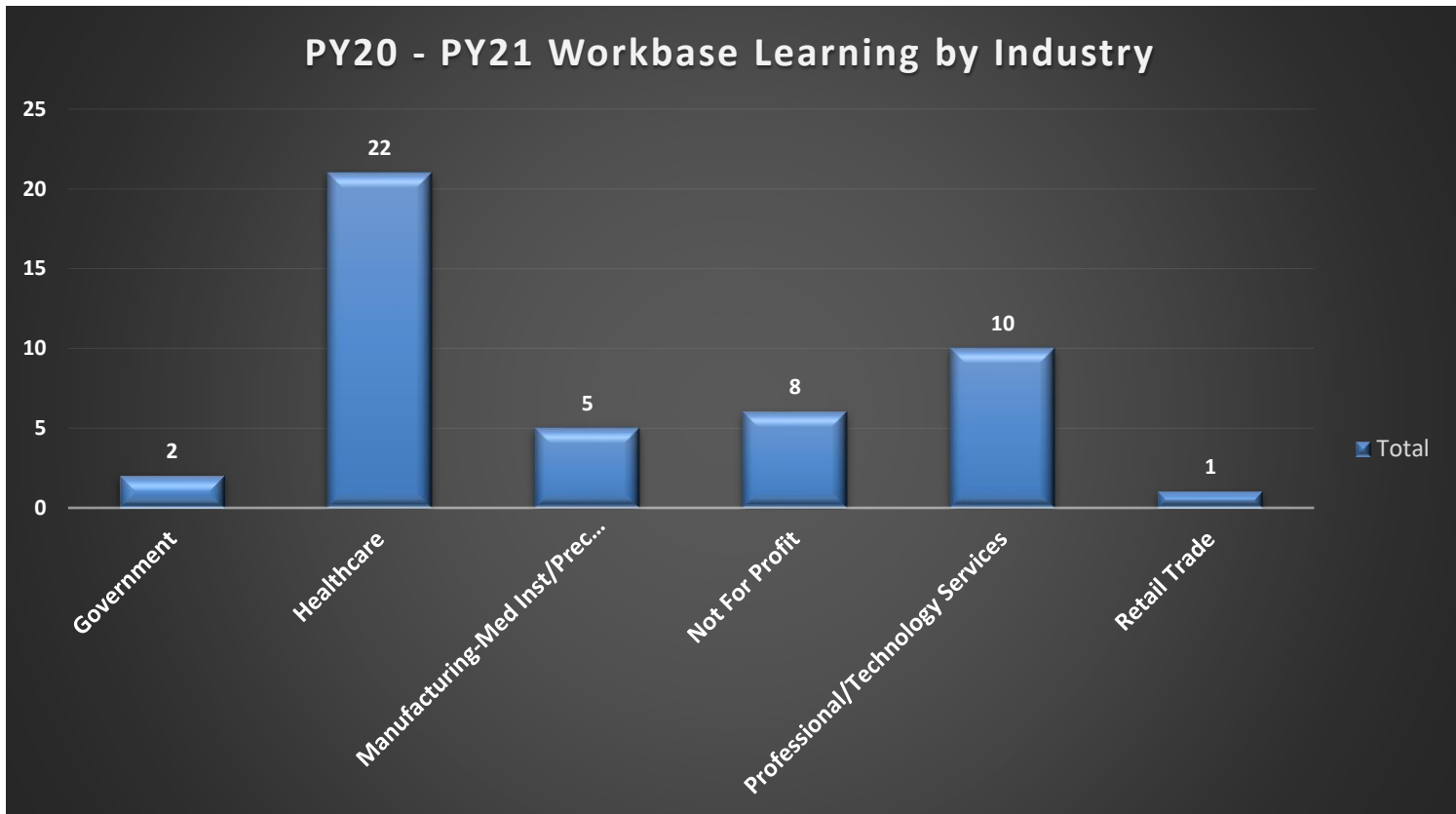


**Employers Receiving Incumbent Worker Training (IWT) & On-The-Job Training (OJT) Services:**

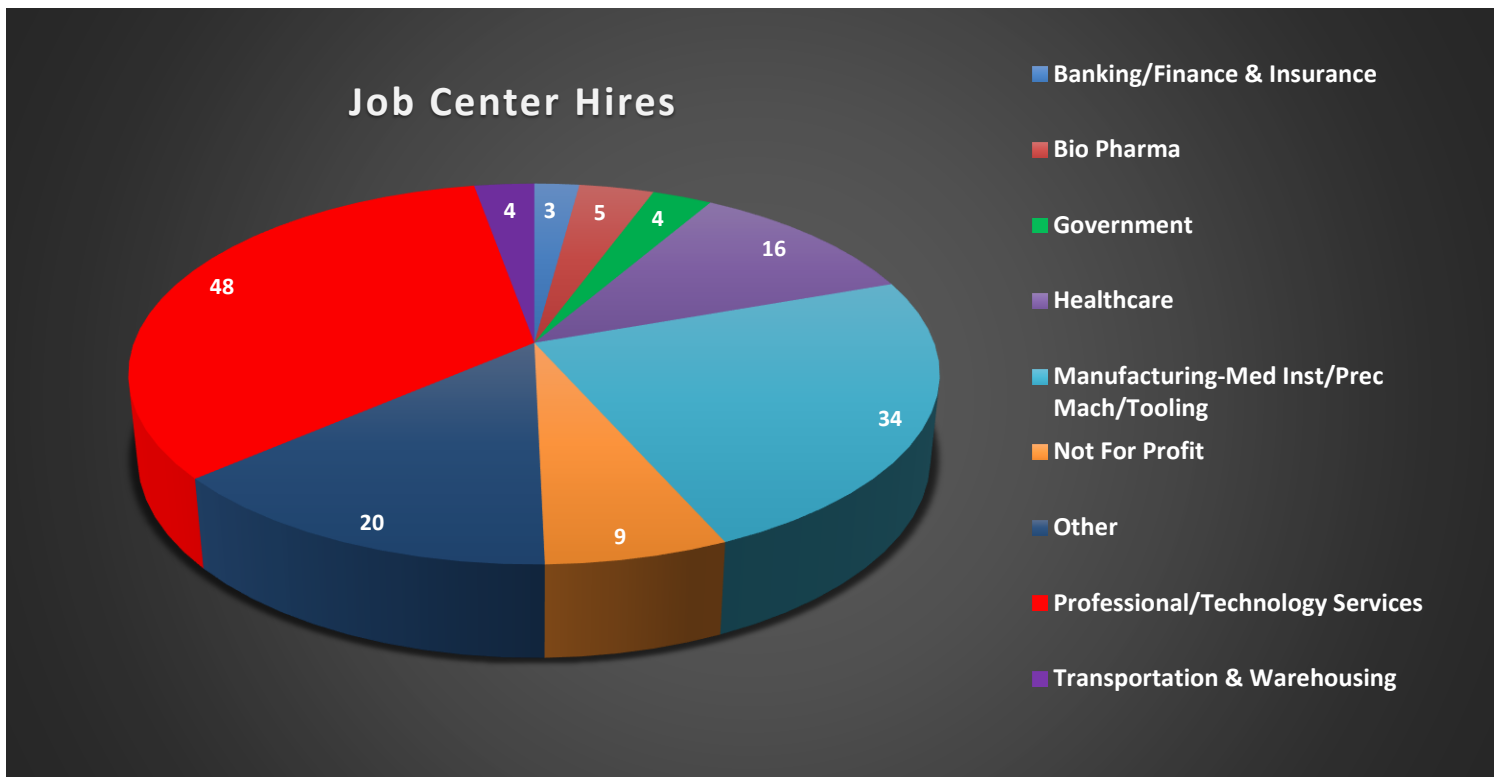
<u>Program</u>	<u>Company</u>	<u>Employees Trained</u>	<u>Dollar Amount of Assistance</u>	<u>City</u>
IWT	Hydraforce Inc	29	\$3,990	Lincolnshire
<b>IWT Total Trained</b>		<b>29</b>	<b>Total Obligated/Spent</b>	<b>\$3,990</b>
OJT	Phoenix Marketing	1	\$9,000	Mundelein
OJT	Black Chamber - Lake County	1	\$15,000	Waukegan
OJT	Colborne Foodbotics	1	\$12,750	Lake Forest
OJT	Eleni's New York Cookies	1	\$14,625	Waukegan
OJT	Horizon Benefit Services	1	\$9,750	Waukegan
OJT	Stepping Stones Network	2	\$18,030	Grayslake
OJT	Swagger Foods	1	\$24,240	Vernon Hills
<b>OJT Total Trained</b>		<b>7</b>	<b>Total Obligated/Spent</b>	<b>\$103,395</b>
WBL	Chocolate Cookie Association	1	\$22,950	Lake Forest
WBL	Community Works	1	\$19,125	Waukegan
WBL	Eleni's New York Cookies	1	\$18,000	Waukegan
WBL	Lake County Finance Dept	1	\$19,200	Waukegan
WBL	Lake County Health Department (Including Contact Tracers)	20	\$434,725	Waukegan
WBL	IT Experts	6	\$106,000	Schaumburg
WBL	Black Chamber- Lake County	1	\$18,000	Waukegan
WBL	SAI Infusion Technologies	1	\$13,500	Lake Villa
WBL	Top Tech Heating	2	\$34,500	Libertyville
WBL	Umma Center	1	\$9,180	Waukegan
WBL	United Way	1	\$24,220	Waukegan
WBL	Waukegan Housing Authority	3	\$25,000	Waukegan
WBL	Waukegan to College	1	\$6,628	Waukegan
<b>WBL Total</b>		<b>40</b>	<b>Total Obligated/Spent</b>	<b>\$757,412</b>



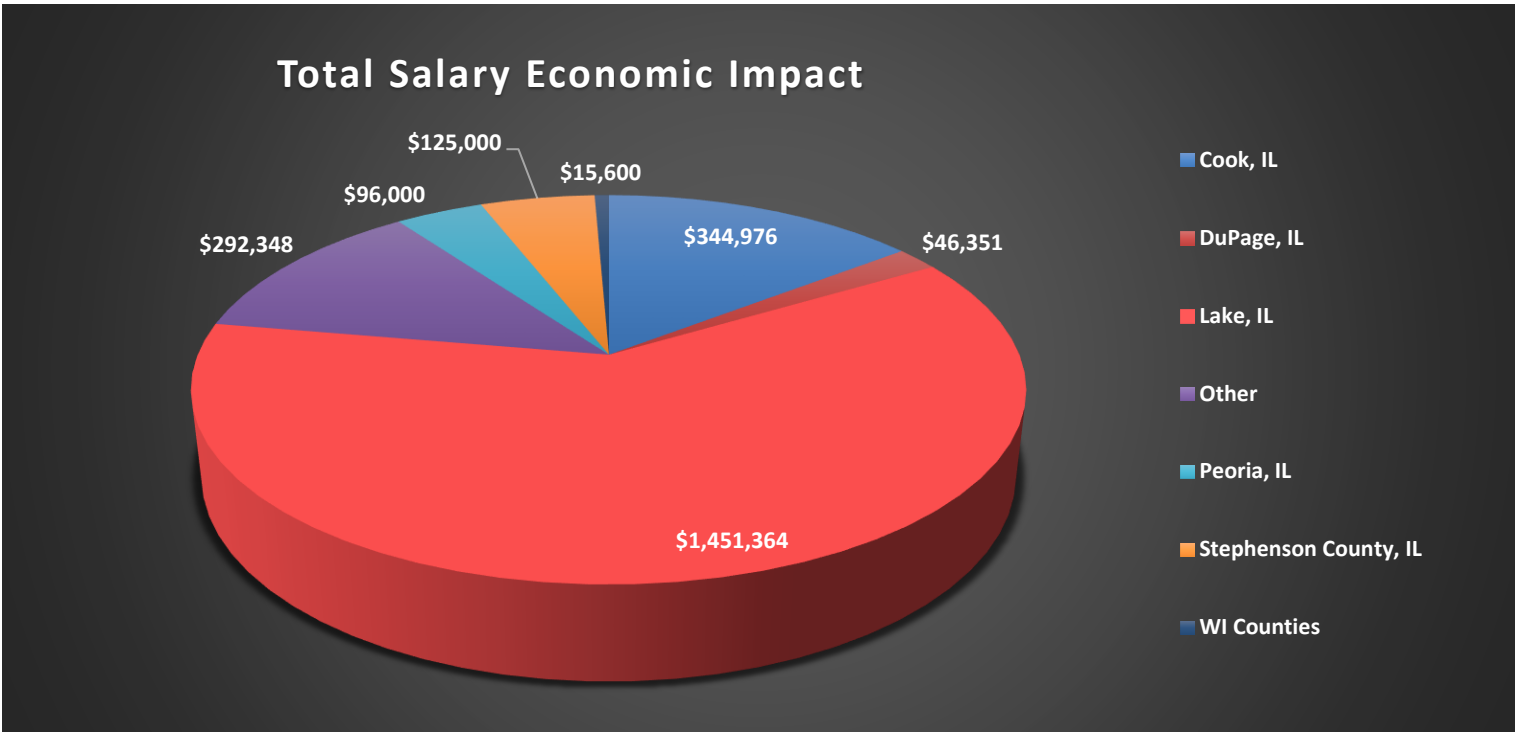
## Industries Impacted by OJTs & Internships:



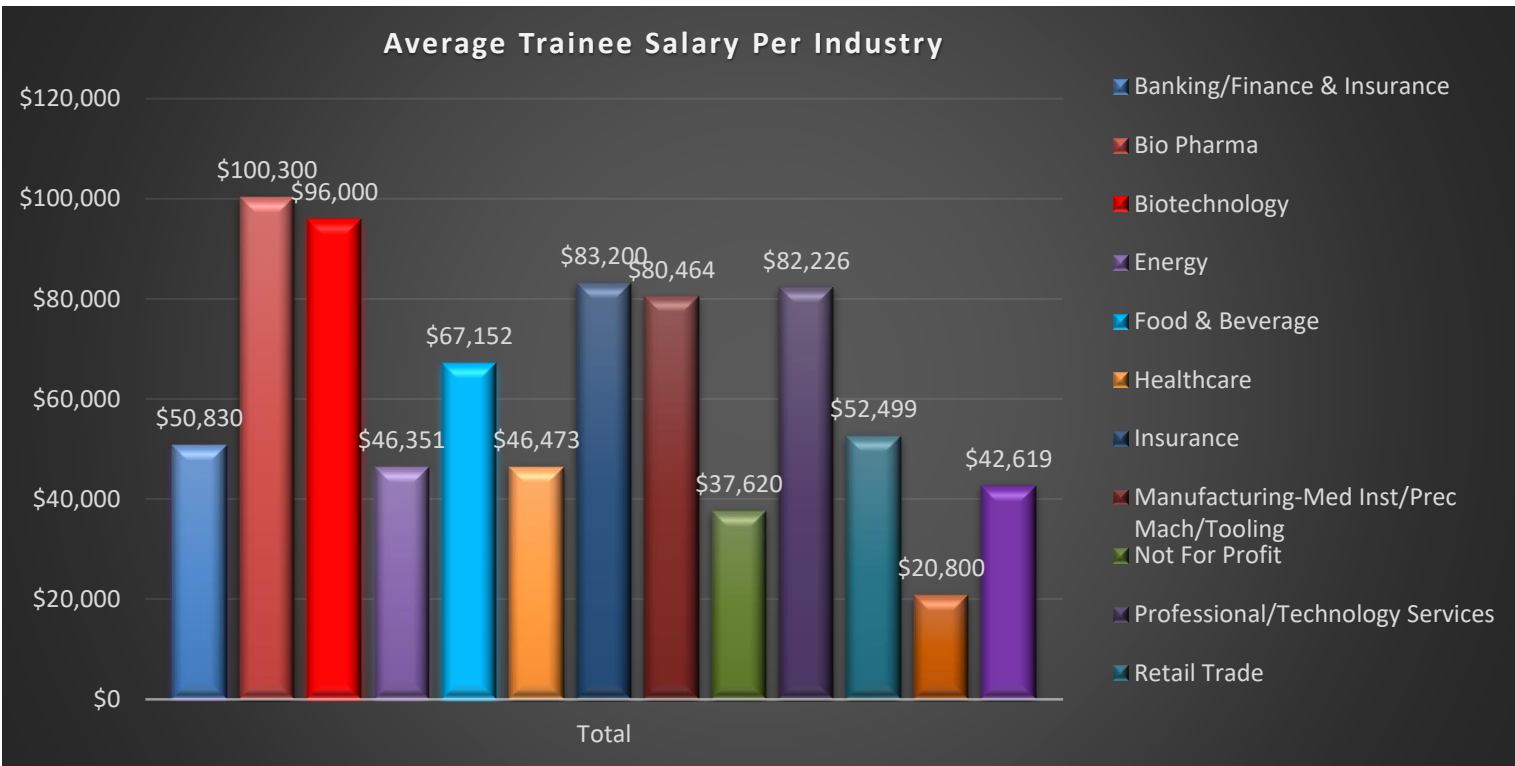
## Hires Per Industry:



Participant Wages Earned by County:



WIOA Participant Salary Per Industry:







# Careers in Cybersecurity

**Wednesday, January 20, 2021 at 11:30 am**

Have you considered a career in cybersecurity?

Speakers from the Bank of America will share key information about this growing field including: industry trends, career opportunities, and skills required for the job!

**Guest Speaker:**

**Matt Ferris - Senior Vice President of Identity & Access Management**

**[Register for this online event:](http://bit.ly/Careers_in_Cybersecurity)**

[http://bit.ly/Careers\\_in\\_Cybersecurity](http://bit.ly/Careers_in_Cybersecurity)

**Lake County Workforce Development Board  
Talent Pipeline & Employer Connections  
Joint Committee Meeting**

**January 19, 2021**

**WIOA Youth High School Career Crossroads Pilot Project**

**Action:**

Approve 2021 WIOA In School Youth Career Crossroads Pilot Program and allocating unspent 2019 WIOA Youth grant funds for the development and execution of the pilot programs in partnership with six Lake County High Schools.

**Summary:**

Workforce Development responded to the need of area high schools to connect high school students with employers, labor market information and workplace skills training by developing the Career Crossroads program in 2018. Workforce Development delivered Career Crossroads in three high schools to over 300 students and parents connecting them with 30 employers and training providers.

Based on the success of this program design to connect high school students with industries and businesses, Workforce Development has partnered with high schools to expand and fund the program as a pilot - WIOA In School Youth High School Career Crossroads Pilot Program. Workforce Development is working with six Lake County high schools, selected based on poverty rates, and is developing programming and solutions to deliver work readiness training to high school students in a virtual environment.

The pilot program will fund high schools to deliver the program in conjunction with Workforce Development to seniors on track to graduate and transition into employment and/or post-secondary training/education. Workforce Development will work alongside the high schools and classroom teachers to identify WIOA eligible youth – seniors in high school with a documented Individualized Education Program (IEP) and deliver job readiness workshops, job-clubs and connection to industries and employers. Students will be eligible to earn stipends based on completion of workshop modules and work readiness deliverables.

The following schools are engaged in the development and implementation of this pilot project:

1. Antioch Community High School
2. Lakes Community High School
3. Mundelein High School
4. North Chicago Community High School
5. Round Lake Area High School
6. Waukegan High School