



Employer Connections Committee

Meeting Agenda

Tuesday, October 18th, 2022, at 9:00 AM

Job Center of Lake County

1 North Genesee Street, Waukegan, IL 60085

- I. Meeting Opening** **9:00 a.m.**
 - 1. Call to Order..... Committee Acting Chairperson
 - 2. Public Comment
 - 3. Chairperson’s Report
 - a. [2022 Service Provider of the Year Award](#) – Lake County Workforce Development

- III. Consent Agenda** **9:10 a.m.**
 - 1. Approve the August 2022 Talent Pipeline and Employer Connections Joint Meeting Minutes [Attachment A](#)
 - 2. Approve the Employer Connections Committee Meeting Schedule for 2023 [Attachment B](#)
 - 3. Review the [Volume 23 Edition 3 Workforce Brief](#).
 - 4. Review the PY22 Business Services 1st Quarter Report [Attachment C](#)

- VI. New Business** **9:20 a.m.**
 - 1. [Discuss and Affirm Employer Connections Committee Charge](#)
 - Promote the participation of employers in the workforce system.
 - Workforce Board members as Ambassadors [Attachment D](#)
 - Industry Sector Work: Manufacturing and Healthcare [Attachment E](#)
 - Identify Industry Champions [Attachment F](#)
 - Develop a Unified Message [Attachment G](#)

- VII. Updates and Information** **9:45 a.m.**
 - 1. September 2022 Hire Lake County Job Fair

- VIII. Upcoming Board & Committee Meetings** **9:55 a.m.**
 - 1. Employer Connections Committee Meeting – TBD
 - 2. Workforce Development Board Meeting – November 17, 202 at 8:00AM

- IX. Adjournment** **10:00 a.m.**



**Talent Pipeline & Employer Connections
Joint Committee Meeting
Tuesday, August 16, 2022, at 9:00 AM**

Location:
University Center of Lake County
1200 University Center Drive, Grayslake, IL 60030

Present: Kim Wimer, Jennifer Everett, Pete Govorchin, Ann Maine, Steve Smart, Antonio Garcia, Dennis Kessler, Michael Karner, Chris Hammerlund, Myra Gaytan-Morales

Absent: Jennifer Serino, Lorenzo Bess, Maria Colunga, Tim Kirschner, Kristi Long, Ali O’Brien, Eric Pfligler, Gina Smith, Maria Elena Jonas, Gina Schuyler, Kevin Considine, Troy McIntosh, Emily Garrity, Sylvia Johnson, Noelle Kischer, Eric Kurtz, Julie Savitt, Carrie Espisona, Pete Govorchin, Mary Ross-Cunningham

I. Call to OrderKim Wimer, Chairwomen

The meeting was called to order at 9:04am.

There is not a quorum.

II. Public Comment

No public comment

III. Chairwoman’s ReportKim Wimer

No report.

IV. Consent Agenda

- Joint Committee Meeting - March Meeting Minutes [Attachment A](#)

No quorum. This item will be on the October meeting agenda.

V. New Business

- Lake County Workforce Development Business Service PY21 Year End Report
Antonio Garcia, Business Services Manager,
Lake County Workforce Development

The Business Services team connects with employers for workforce solutions, training, and Ecosystem (IDES, CLC, Tech Campus, Lake County Partners, Job center). WIOA funds the salary for work-experience and on-the-job training for 6 months or 1,000 hours. The employer does not pay the incumbent workers’ salary. The benefit to the employer includes observing the individual’s skills and if it’s a good fit for their company.

Lake County has an unemployment rate of 3.9%. Lake County account for 121,239 Millennials age 25-39: The national average based on an area this same size is close to 143,000. The 'retiring soon' population in Lake County is over 200,000 individuals. We need to engage young adults to come into the Job Center for services. Key priority cities are Round Lake Beach, Waukegan, Zion.

Over 830 employers reached out to Business Services and posted 543 Jobs. There were 1,255 Virtual Information Session applicants and a total of 77 work experiences. About 150 employees trained. Through Workforce Development handled 9 Rapid Response events and 423 affected employees were reached. We mainly serve small to midsize companies.

The 2nd Annual Job Fair will be held September 27, 2022, at the Marriott Lincolnshire Resort. The 2021 job fair had over 60 employers and 100+ job seekers attend. The Job Center on the Move program brings job center services to the communities most in need. Some services include career transition, resume assistance, explore paid work experiences and connect individuals to funding for training (WIOA grant).

The Business Engagement Taskforce supports employers through engagement activities. The industry snapshot focus is on professional services and healthcare. The American Rescue Plan Act (ARPA) will fund 150 work experiences. Upskill job seekers from historically marginalized communities to connect to employment through innovative work-based learning opportunities.

- Lake County Workforce Development Youth PY21 Year End Report
Jennifer Everett, Youth Manager
Lake County Workforce Development

We received a waiver from DCEO on the PY'20 WIOA Youth Formulary grant to carry forward more than 20% of unexpended funds. The \$765,027 in PY'20 grant funds were carried forward and adds to the PY'21 grant for a total of \$1,518,900 in grant funds.

The Program Administration overall plan outcomes were achieved. Increased the number of participants and spending in direct participant services. Youth Refresh Report was completed and published by the Workforce Development Board. Individual Training Account (ITA) effectiveness for short-term programs leading to credentials, such as CDL licenses. More industry partners are needed for on-the-training. The six priority Lake County communities for these serves are Waukegan, North Chicago, Mundelein, Round Lake, Zion, and Fox Lake.

[University Center of Lake County](#)

Myra Gaytan-Morales, Ph.D., Executive Director & Dean
University Center of Lake County

Not associated with CLC. University Center partners with 11 universities and over 100+Academic majors are available to complete bachelor's degrees. The center targets working adults and others who cannot attend day classes. For information contact awinfreyglende@ucenter.

- Updates and Information
Business Engagement Task Force – Antonio Garcia
Youth Task Force – Dr. Michael Karner

Four meetings this summer. Youth Provider Tour: Angel's Boxing Academy on Aug. 30th @6pm.

VI. Upcoming Dates

- Joint Committee Meeting – Tuesday, October 18th, 2022, at 9:00AM (TBD)
- Workforce Development Board Meeting – Thursday, September 22nd, 2022, at 8:00AM

VII. Adjournment

Meeting adjourned at 10:25 am.



EMPLOYER CONNECTIONS COMMITTEE
2023 MEETING SCHEDULE

Employer Connections Committee Meetings

9:00 a.m. – 10:00 a.m.

January 18

March 15

May 17

August 16

October 18

WORKFORCE DEVELOPMENT BUSINESS SERVICES

280
Companies
REACHED

50
Job Postings
Who's Hiring

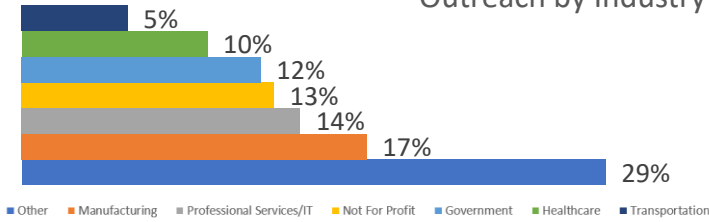
403
Job Fair Attendance
Job Seekers

16
Active
Workforce Experience / OJT

30
Employees Trained
IWT

\$1.1M
Obtained Employment
WAGES

Outreach by Industry



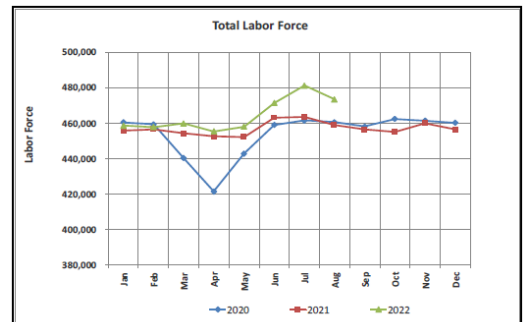
Intern Title	Worksite	Industry
Punch Press Die Setter	Domeny Tool	Manufacturing
Administrative Assistant	GWDC - The Hub	Non for Profit
Administrative Assistant	Horizon Benefit Services	Professional Services
Office Administrator	IT expert	Information Technology
Emergency Management	Lake County Emergency Management Agency	Government
Marketing & Communications	Lake County Health Department	Government
Surveillance Support - Tuberculosis	Lake County Health Department	Government
Retail Delivery & Speakers Bureau Associate	Midwest Veterans Closet	Non-profit
Executive Assistant	Midwest Veterans Closet	Non for Profit
Recruiting Coordinator	People Architectural Group	Professional Services
Advertising	Purofutbolonline.com	Media
Admissions Representative	State Career College	Education
Admissions Representative	State Career College	Education

Lake & Kenosha IL-WI Metro Division (Illinois Section) August 2022

Lake County Cities: Labor Force Information	Over the Year			
	Aug-22	Aug-21	#	%
Buffalo Grove Village				
Labor Force	24,680	23,711	969	4.1%
Employed	23,817	22,798	1,019	4.5%
Unemployed	863	913	-50	-5.5%
Unemployment Rate %	3.5	3.9	-0.4	
Gurnee Village				
Labor Force	17,654	17,014	640	3.8%
Employed	16,901	16,156	745	4.6%
Unemployed	753	858	-105	-12.2%
Unemployment Rate %	4.3	5.0	-0.7	
Highland Park City				
Labor Force	15,675	15,024	651	4.3%
Employed	15,144	14,476	668	4.6%
Unemployed	531	548	-17	-3.1%
Unemployment Rate %	3.4	3.6	-0.2	
Mundelein Village				
Labor Force	18,624	17,919	705	3.9%
Employed	17,920	17,129	791	4.6%
Unemployed	704	790	-86	-10.9%
Unemployment Rate %	3.8	4.4	-0.6	
North Chicago City				
Labor Force	9,338	9,076	262	2.9%
Employed	8,760	8,374	386	4.6%
Unemployed	578	702	-124	-17.7%
Unemployment Rate %	6.2	7.7	-1.5	
Round Lake Beach Village				
Labor Force	14,847	14,441	406	2.8%
Employed	14,184	13,559	625	4.6%
Unemployed	663	882	-219	-24.8%
Unemployment Rate %	4.5	6.1	-1.6	
Vernon Hills Village				
Labor Force	15,783	15,173	610	4.0%
Employed	15,234	14,562	672	4.6%
Unemployed	549	611	-62	-10.1%
Unemployment Rate %	3.5	4	-0.5	
Waukegan City				
Labor Force	44,973	43,817	1,156	2.6%
Employed	42,679	40,797	1,882	4.6%
Unemployed	2,294	3,020	-726	-24.0%
Unemployment Rate %	5.1	6.9	-1.8	
Zion City				
Labor Force	11,370	11,232	138	1.2%
Employed	10,578	10,111	467	4.6%
Unemployed	792	1,121	-329	-29.3%
Unemployment Rate %	7	10	-3.0	
Illinois			4.8	
United States			3.8	

HIGHLIGHTS

- New Business Services Quarterly Newsletter to 8,600 Employers.
- Business Services website section updated.
- 2nd Annual Hire Lake County Job Fair. 280 Job Seekers. 93 Employers. 15 candidates were offered an interview or hired on the spot.
- Initiated ARPA Employer Outreach
- Initiated Employer Task Force – General Management Training Program (GMTP)
- LCWD Board Panel discussion with manufactures





WIMER, Kimberly, Chair
Human Resource Manager
Laser Precision, LLC

BAKER, Trey
Special Advisor
MBK Alliance & Obama Foundation

JOHNSON, Lisa
Executive Director
Independence Center

ROBERSON, Eugene, Pastor
Senior Pastor
First Corinthian Missionary Baptist Church

CASTILLO, John
Director of Operations
Domeny Tool & Stamping

JORDON, Marcus
IUOE Local 150
DEI Outreach Coordinator

ROBINS, Jennifer
Human Recourse Manager
HydraForce

GALLAGHER, Edward
Community Relations
PACE

KESSLER, Dennis
Management Consultant
Midwest Family Business Advisors

DR. ROMAN, Carlotta
Founder and Principal DEI Change Strategist
Collective Career Consulting, LLC

CONSIDINE, Kevin
President & CEO
Lake County Partners

Dr. KARNER, Michael
Superintendent
Lake County Regional Office of Schools

CUNNINGHAM, Mary Ross
Board Member
Lake County - Dist. 9

CRIVLARE-MAGLIO, Laura
Local Office Manager
Illinois Department of Employment Security

KARSULIS, Demetri
VP of Manufacturing Operations
Medline

SAVITT, Julie
President
AMS Elite Solutions, Inc

DARLING, Michael
President/CEO
Darling Farmer's Insurance Agency

KISCHER_LEPPER, Noelle
Director of Planning and Economic Developmnet
City of Waukegan

SCHROEDER, Carla
Talent Acquisition Director
Consumers Credit Union

DEMPSEY, Timothy
Owner
The Dempsey Financial Group

LONG, Kristi
President & CEO
United Way of Lake County

SERINO, Jennifer
Director
Lake County Workforce Development

ESPINOSA, Carrie
Owner/Broker
Horizon Benefit Services

O'NEILL, Melissa
VP of Human Resources
Advocate Aurora Health

SMART, Steve
Business Development Coordinator
IBEW Local 150

FISCHER, Josh
President/Owner
Fischer Paper Products

MAINE, Ann
Board Member
Lake County Board – Dist. 21

STATTER, Patrick
President
Northeastern Illinois Federation of Labor,

GALLAGHER, Edward
Community Relations Representative
PACE

MCINTOSH, Troy
Vice President and Chief DEI Officer
IDEX

SUDDICK, Lori Ed.D.
President
College of Lake County

GOVORCHIN, Pete
Chief Operating Officer & Regional President
Cancer Treatment Centers of America

MORGAN, Dane
President
Gurnee Community Bank

THOMPSON, Marcy
Dean of Adult Education
College of Lake County

HAMMERLUND, Christine
Nurse Manager
Assured Healthcare

NELLIS, Kathy
Match Maker
Tawkify

TRAN, Sandra
Vice President, Human Resources
CVS Health

HARRIS, Jennifer
President
CR Search, Inc.

RADER, Darryl
Public service Administrator
IDES - Division of Rehabilitation

DR. WARRINGTON, Andrew
President
United Conveyor Corporation



Employer Connections Committee Meeting
October 18, 2022

Industry Sector Work

2023/2024 FOCUS: Manufacturing and Healthcare

Sector Strategies focus is to provide the under-skilled workforce with sector-focused occupational skills training that is designed and implemented with regional businesses' input and support. This helps to ensure that training graduates are equipped with the skills required to be productive employees at these businesses on their very first day of employment.

When paired with career pathways, choices are broader and better with more beneficial outcomes for employers and workers. The object of career pathways is to provide a strategic plan combining education and training for job seekers to better align skills training to the employers' needs. This approach seeks to develop a culture that embraces sectors and brings all partners in the workforce development system engage to fulfill the needs of the employers and jobseekers.

Employer engagement is the foundation of sector strategy development, as talent pipeline strategies for key industries are driven by employers' stated needs. Connecting with employers and building deep and sustained industry partnerships enables the workforce system to appreciate industry trends and dynamics, understand employers' training and other workforce needs, solicit feedback on and guidance to the system, and implement value-added strategies and services that address industries' identified workforce needs.

Workforce recognizes that they have two client groups – the jobseekers and the businesses. We know that businesses cannot succeed without workers. If the available workforce is not skilled to meet the business needs, it puts business at a competitive disadvantage.

You can learn about regional industry sector work in the Northeast Illinois Economic Development Region (NEEDR) Regional WIOA Plan, 2020-2024 starting on page 17 – [HERE](#).



Employer Connections Committee Meeting
October 18, 2022

IWIB BUSINESS ENGAGEMENT COMMITTEE INDUSTRY CHAMPION PROJECT

The Industry Partnerships Work Group of the IWIB Business Engagement Committee (BEC) established a finding and recommendations to share with the full IWIB, the finding was discussed, and next steps were established. The work group updated its workplan and prioritized training on sector strategies, and establishment of a network of industry champions and a community of practice for each targeted industry in the state. The work group also determined that it should initiate a pilot with one industry and identified Advanced Manufacturing as the initial industry of focus.



To develop the implementation action plan for the industry champion network through a pilot the work group determined that it would be best to work with a known and trusted industry association to the IWIB and selected the Technology & Manufacturing Association (TMA), TMA has accepted this request and a kick-off meeting was held on January 19, 2022.

A key charge given to the BEC was to help develop and support sector-based partnerships across the state. [Sector-based partnerships are a mechanism through which businesses identify what is most critical to them and partner with public organizations (including the workforce system) to develop and implement solutions that deliver the greatest value.] A work group of the BEC – the Industry Partnerships Work Group – was developed in order to specifically act on this charge. The primary goal of the Industry Partnerships Work Group is to advance engagement of the business community in industry-led sector partnerships. Specifically, the Industry Partnership Work Group seeks to create a network of sector-based champions, and a community of practice for each target industry to ensure the alignment of publicly funded workforce development investments and efforts with the workforce needs of critical industries across the state.

The BEC and this work group wants to ensure that its effort to establish a network of industry champions to assist in outreach to business within targeted industries, respects existing industry leadership, leverages existing relationships and brings additional value to the champions and the businesses within their industry. As such, the work group seeks to partner with TMA to pilot this approach, learn more about workforce needs directly from industry leaders, and ensure that sector partnership activities deliver a clear return on investment for businesses in the industry.

The primary “ask” of TMA and its member companies is to provide input and insights to shape the work moving forward; work group members are charged with translating that feedback into actionable plans, which will be reviewed with TMA for validation and refinement. The commitment for TMA would be approximately 3-4 hours per month, to attend monthly work group meetings, review meeting materials in advance, and weigh in on any proposals or next steps shared after meetings.

This pilot will result in an action plan for launching a statewide industry champion network to be presented to the IWIB and DECO for consideration.



**Employer Engagement Committee Meeting
October 18, 2022**

IWIB BUSINESS ENGAGEMENT COMMITTEE UNIFIED MESSAGING PROJECT

The Governor-appointed Illinois Workforce Innovation Board (IWIB) includes leaders from state, business, industry, labor, education, and community-based organizations with the goal of evaluating and meeting the workforce needs of Illinois' employers and workers.



The IWIB concluded that businesses need greater awareness of the services, programs and opportunities available to them through the programs of Illinois' workforce partners. In response, the IWIB established an employer-focused standing committee, the IWIB Business Engagement Committee (BEC). Through this committee, the IWIB seeks to focus Illinois' workforce development system on the needs of businesses, and to hear them in discussions on workforce skills and education priorities.

The BEC has in turn found that a lack of uniform messaging between Illinois WIOA partners has led to low levels of engagement by the business community. This limits delivery of important economic services to the business community. Illinois needs to create perception in the business community that the Illinois Workforce System is a powerful partner, speaking with one voice, easy to access and helps businesses thrive by accessing and building the talent they need to do so. Integration of business services has become an important focus under WIOA but has a long way to go. Common messaging will help drive this integration.

In response, the BEC gathered a diverse group of employers and workforce practitioners to develop a common message to business that will succinctly identify the advantages of utilizing Illinois' workforce partners. A message that can preface more detailed and partner-specific information, but communicates quickly the principal value of connecting:

We provide sustainable no-cost and low-cost strategies to recruit, hire, train and retain the skilled workforce businesses need to thrive.

This message has been and will continue to be tested with employers. Initial reactions indicate that this message clearly and succinctly indicates the value that working with Illinois' workforce development system can bring to businesses.

The BEC's intention is to ask partners across the state and at all levels to implement this message as an entry point of their outreach materials to businesses. The "we" in this message applies to each of the workforce development partners, and particularly to *all* of the partners working in concert to meet the needs of business.

A draft implementation plan includes the following actions:

- **Implement message in state-level core partner venues**
- **Engage with state, regional and local partners and partner representatives through Wednesday Webinars, Illinois Workforce Academy, WIOA Statewide Summit, etc.**
- **Implement with state, regional and local partners and partner representatives.**
- **Direct implementation with employers.**