



Talent Pipeline Committee
Meeting Agenda
March 21, 2023, at 9:00 AM

Lake County JATC
31290 US-45, Libertyville, IL

- I. Meeting Opening**
 - 1. Call to Order.....Michael Karner, Ph.D. , Committee Chairperson
 - 2. Public Comment
 - 3. Chair’s Report
 - Vice Chair, Jennifer Robbins, Senior HR Manager, HydraForce
 - Current Committee Members [Attachment A](#)

- II. Consent Agenda**
 - 1. Approve the January 2022 Talent Pipeline Committee Minutes [Attachment B](#)

- III. Presentation**
 - 1. Lake County JATC
Steve Smart, Business Development Coordinator, IBEW Local 150

- IV. U.S. Department of Labor Youth Systems Building Academy** [Attachment C](#)
 - 1. We are Youth Passion and Purpose of Lake County

- V. Career Pathway Exercise Continued** [Attachment D](#)
 - 1. Career Exploration
 - 2. Industry Sector Discussion

- VI. Upcoming Board & Committee Meetings**
 - 1. Workforce Development Board Meeting – April 27, 2023 at 8:00AM
Talent Pipeline Committee Meeting – May 16, 2023 at 9:00AM

- VII. Adjournment**

Tour of Lake County JATC will be offered after the meeting.



Talent Pipeline Committee 2023

COLUNGA, Maria
Community Outreach & Engagement Specialist
Round Lake Area School District #116

EVERETT, Jennifer
Youth Program Manager
Lake County Workforce Development

GALLAGHER, Edward
Community Relations Representative
PACE

GAYTAN, Myra
Executive Director and Dean
University Center of Lake County

HAMMERLUND, Christine
Nurse Manager
Assured Healthcare

JOHNSON, Lisa
Executive Director
Independence Center

JONAS, Maria Elena
Founder & Executive Director
Hispanic American Community Education &
Services

KIRSCHNER, Tim
Parent and Community Partnership
Waukegan Public Schools

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

LONG, Kristi
President & CEO
United Way of Lake County

O'BRIEN, Ali
VP of Community & Workforce Partnerships
College of Lake County

PFLINGLER, Eric
Manager, Talent Development Services
College of Lake County

SCHUYLER, Gina
Department Chair for Career & Community
Partnerships
Grayslake Community High School District #127

SERINO, Jennifer
Director
Lake County Workforce Development

SMART, Steve
Business Development Coordinator
IBEW Local 150

SMITH, Gina
Business Industry Coordinator
College of Lake County



Talent Pipeline Committee

Meeting Minutes

January 17, 2023, at 9:00 A.M.

Rosalind Franklin University
333 Green Bay Road, North Chicago, Illinois 60064

Present: Jennifer Everett, Ed Gallagher, Myra Gaytan, Lisa Johnson, Michael Karner, Tim Kirschner, Jennifer Serino, Steven Smart,

Absent: Maria Colunga, Chris Hammerlund, Maria Elena Jonas, Kristi Long, Ali O'Brien, Eric Pfligler, Gina Schuyler, Gina Smith

I. Meeting Opening

- 1. Call to Order.....Michael Karner, Committee Chairperson

Meeting called to order at 9:12 A.M..

There is a quorum.

No Public Comment.

- 2. Chair's Report

New Committee Chairman and Lake County Regional Superintendent of Schools, Michael Karner, welcomed everyone and all members and attendees introduced themselves.

III. Consent Agenda

- 1. Approve the October 2022 Talent Pipeline

Attachment A

Motion to approve: Member Smart
Second: Member Johnson
No discussion or corrections.

All in favor.

Motion carried.

IV. Presentation

- 1. Rosalind Franklin University Nursing Career Pathway - Rosalind Franklin University – College of Nursing
Sandra Larson PhD, Founding Dean, College of Nursing, Vice President for Clinical Partnerships and Lori Thuente PhD, RN, Founding Chair, Director MSN-MENP program, College of Nursing provided an overview of the Nursing Career Pathway program with some of the following key points:

There is an economic imperative for nurses in Lake County. Data points reviewed:

- *A total of 9 hardship zip codes located in northeastern Lake County.*
- *An estimate of 13,000 high school students Black or Hispanic.*
- *Students in the 75% group were asked if they have an interest in nursing and 650 said yes.*

To be successful there needs to be a support network aligned with partners with the same goals. The 3 phases are: high school, college (Lake Forest College) and Rosalind Franklin University for 24 months to receive RN, MSN.

The Rosalind Franklin Nursing Inspire Program received a grant and IDPH funding for 2022 – 2023 to develop curriculum and provide financial literacy so parents can complete FAFSA forms to supplement college tuition and books. There will also be mentorship opportunities available.

High school Juniors will take classes over the summer at CLC to earn the Certified Nursing Assistant (CNA) . The Nursing Inspire program will pay students a stipend of \$8.00/hour for attending classes. High school Seniors will have several data points one of those are a 2.8 – 3.0 GPA.

V. Exercise

1. Career Pathway Resource Road Map

Attendees participated in a Career Pathways exercise . A series of questions were asked and members answered in 5 areas of healthcare. The gaps were identified.

Members were invited to identify and add their agency's/organization's resources to the Career Pathway Resource Road Map. Resources included:

- 1) Career exploration*
- 2) Assessment*
- 3) Education/training*
- 4) Work-based learning*
- 5) Employment*

Member Serino indicated that the information gathered here today will inform the agenda and work of this committee going forward.

VI. Upcoming Board & Committee Meetings

- 1. Talent Pipeline Committee Meeting – March 21, 2023, at 9:00 A.M.**
- 2. Workforce Development Board Meeting – February 23, 2023, at 8:00 A.M.**

The Next Talent Pipeline Committee Meeting will take place on March 21, 2023. This meeting will be held at the Lake County JATC in Libertyville.

The next Workforce Development Board Meeting is scheduled for February 23, at 8:00 A.M. This meeting will be held at CLC's Lakeshore Campus in Waukegan.

An optional tour of Rosalind Franklin University is being offered after the meeting.

VII. Adjournment

Motion to adjourn: Member Johnson

Second: Member Everett

Meeting adjourned at 10:18 A.M.



**Talent Pipeline Committee
US DOL Youth Systems Building Academy**

We are Youth Passion and Purpose of Lake County

Team

- **Jennifer Serino**, Lake County Workforce Development Director
- **Jennifer Everett**, Lake County Workforce Development Youth Program Manager
- **Marcus Jordan**, DE&I Outreach Coordinator, Indiana, Illinois, Iowa Foundation for Fair Contracting and Operating Engineers Local 150
- **Gina Schuyler**, CTE Department Chair for Careers and Community Partnerships D127 - Grayslake Central and North (representing ROE)
- **Jacob Cushing**, Director of Student Recruitment and Outreach, College of Lake County

Goal & Mission

Build a system where all youth, partners and stakeholders have a voice
And a no-wrong-door approach is created and sustained.

First Convening – Key Take-Aways

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| 1. Youth have a voice | <ul style="list-style-type: none"> • Students and youth • Co-creator of the system • Parent's voice |
| 2. We are operating as an ecosystem | <ul style="list-style-type: none"> • Collaboration and awareness on workforce development activities/elements • Connection with leaders • Who is missing from the table |
| 3. DEI is an imperative | |
| 4. Data must be dissected | <ul style="list-style-type: none"> • Beyond the counts, • Who are the youth |
| 5. Asset Mapping needs to be completed | <ul style="list-style-type: none"> • Inventory of system partners, educators, stakeholders |
| 6. Employer and Industry needs to be included | |

