

Agenda
Thursday, May 8, 2024
Lake County Tech Campus

- I. **Call to Order**Kim Wimer, Chairwoman
- II. **Public Comment**
- III. **Chairwoman’s Report**.....Kim Wimer
- IV. **Reports**
 - National Association of Workforce Boards UpdatesJennifer Harris
 - Illinois Workforce Innovation Board Updates..... Andrew Warrington
 - Committee and Task Force Updates
 - NAWB Forum Experience..... Marcus Jordan
- V. **Consent Agenda**
 - February 2024 Lake County Workforce Development Board Minutes [Attachment A](#)
 - Accept WIOA IE Grant Modification [Attachment B](#)
 - Accept Low to Moderate Income Eligible Individuals Grant [Attachment C](#)
 - Approve Employer Incentive Policy [Attachment D](#)
 - Apprenticeship Illinois Expansion Grant Fund (PY23) Policy
- VI. **Action Items**
 - Approve the Workforce Innovation and Opportunity Act (WIOA) [Link](#)
Four-Year Plan (2024 – 2028) for the Northeast Economic Development Region and the Local Plan
 - Approve the PY24 Job Center of Lake County MOU and Cost Sharing Agreement for [Link](#)
July 2023 – June 2024
- VII. **Regular Agenda**
 - WIOA Re-Authorization
 - Youth Action plan – Asset Map Introduction
 - Strategic Planning
- VIII. **Presentation**
 - Pace Services – VanGo & On-Demand Member Ed Gallagher
- IX. **Announcements**
- X. **Updates/Other Items**
- XI. **Adjournment**

Upcoming Board Meeting

Workforce Development Board Meeting – June 27, 2024



Meeting Minutes
Thursday, February 22nd
Lake County Health Department

Present:

Kimberly Wimer, John Castillo, Kevin Considine, Laura Crivlare, Timothy Dempsey, Edward Gallagher, Anne Maine, Troy McIntosh, Rachel Loberg, Carlotta Roman, Carla Schroeder, Jennifer Serino, Ken Swanson, Andrew Warrington, Christine Hammerlund, Mary Ross-Cunningham, Lisa Johnson, Jennifer Robbins, Josh Fisher, Yvette Ewing, Jannifer Harris, Marcus Jordan, Michael Karner, Demetri Katsulis, Dennis Kessler, Kristi Long, Tasha Shell

Absent: Julie Savitt, Carrie Espinosa, Lori Suddick, Darryl Rader, Kathy Nellis, Noelle Kischer-Lepper

I. Call to OrderKim Wimer, Chairwoman

The meeting was called to order at 8 AM.

II. Public Comment

No public comments were made

III. Chairwoman's Report.....Kim Wimer

No report

IV. Reports

- National Association of Workforce Boards Updates (Attached)Jennifer Harris
Member Harris Shared that the annual forum is in March. More extensive updates were provided in the meeting packet and agenda.
Illinois Workforce Innovation Board Updates..... Andrew Warrington
Member Warrington shared there 2 bills of interest to IWIB and workforce development boards, Workforce for America
Committee and Task Force Updates

V. Consent Agenda

- November 2023 Lake County Workforce Development Board Minutes
Board Service Policies Update
Motion to Approve: Member Roman
Motion seconded: Member Warrington
All in favor: Yes
Motion carried.

VI. Regular Agenda

- LCWDD Communications Report from Pat Davis Design Group
After reviewing the information in the packet, the board discussed the improvements in brand recognition that have occurred since implementing the strategic communications plan with Pat Davis Design group. It was shared that staff are in the process of implementing a new communications plan that includes standardizing colors, logos, presentation and ensuring more uniform design work in all materials produced.
WIOA Local and Regional Plan Draft
i. Regional Plan
ii. Local Plan

- Members recognized the importance of equity and access, serving individuals where they are, and addressing barriers to success in the local plan. The plan has a DEI lens throughout, matching with the board focus on ensuring access and equity throughout all services.
 - Industry sector work was discussed, including initiatives focused on technology, healthcare, manufacturing, and apprenticeships.
 - Connecting high school students to employers through workplace learning opportunities was identified as a key to the local plan.
 - Alignment between the Workforce Board strategic plan and the local/regional plan goals and objectives was emphasized.
 - The local and regional plans were posted for public comment for the next 30 days.
- Stakeholder Engagement Survey Results Overview
 - Member and DEI Task Force Chair, Carlotta Roman shared that over 40 participants responded, with about 60% being board members and the rest staff, committee members, or community attendees.
 - 33% of respondents came from the business sector and the second largest portion was training/education.
 - Demographic information on respondents' race, gender, age range, etc. was provided.
 - Feedback themes around perceptions of inclusion as decision makers, views on how residents/businesses are served, and a desire for more transparency were highlighted.
 - More in-depth discussion of the survey results will take place at an upcoming DEI Task Force meeting.
 - WIOA Bill H.R. 6655, A Stronger Workforce for America Act
 - Members expressed concern that a bill in Congress would limit the ability to provide wraparound support services, making it difficult to help individuals sustainably enter the workforce.
 - The bill sets aside 50% of federal training dollars for states, which could lead to less money coming to local areas and fewer people being served.
 - It could allow governors to consolidate workforce boards in their states.
 - Associations like the National Association of Workforce Boards are compiling data on how the bill would impact the number of people served.
 - Creating infographics showing the local impact was suggested to advocate positions to local officials.
 - Calculating potential funding and service reductions under the bill for the local area was proposed.

VII. Presentation

- Healthcare Trends in Lake County Mark Pfister, Executive Director, Lake County Health Dept.

VIII. Announcements

- Reminder: Board Orientation on March 7th at The Community Works

IX. Updates/Other Items

- Statement of Economic Interests required form
Board members were reminded to complete this form that they should receive via email as well as a paper copy sent to their home address.
- NAWB Forum
March 23rd – 26th
- WIOA Summit
April 24-25th

X. Adjournment

The meeting was adjourned at 9:31 AM



WIOA IE GRANT MODIFICATION TO INCREASE THE DCEO PROGRAM YEAR 2022 WIOA STATEWIDE RAPID RESPONSE (1E) GRANT

GRANT PERIOD: July 1, 2023 – December 31, 2024

PARTICIPANTS: 50 DISLOCATED WORKERS + 75 BUSINESSES

GRANT AWARD: INCREASE OF \$144,537 FOR A TOTAL GRANT AWARD OF \$469,537

In April of 2023, The Department of Commerce and Economic Opportunity (DCEO) issued a notice of funding to Local Workforce Boards for the purpose of planning for and/or responding to layoffs and dislocations and preventing or minimizing their impacts on workers, businesses, and communities.

The dislocated workers include impacted workers from the following events: Southwire- Manufacturing; Novartis Gene Therapies, Inc- Bio Pharma- Manufacturing; Domakaba- Manufacturing; Aptar Group- Manufacturing; Stradis Medical, LLC- Bio Pharma0 Manufacturing; Likewize- Manufacturing; LTD Commodities- Business Professional Services; AKORN- Bio Pharma- Manufacturing

Workforce Development received \$325,000 to support dislocated workers transitioning to new careers with growth potential and higher earnings. Workforce Development has been actively engaged with recruitment efforts using the family-centered coaching design and working with dislocated workers focused on training and employment in the care economy, professional services, and IT. The grant supports on-the-job training, short-term and online training, and family-centered coaching. The aim is to connect candidates to quality jobs aligned with their career goals while considering family obligations and preferences.

Workforce Development has established an enhanced business engagement strategy in partnership and collaboration with Lake County Partners:

- Expand outreach to C-Suite decision-makers in the professional services industry.
- Convene and facilitate industry listening sessions, job fairs, and panelist forums.
- Implement a strategic communication plan to increase the reach to businesses including media distribution to local employers and industry.

To date, Workforce Development has served 30 dislocated workers in occupational training and 8 dislocated workers in on-the-job training opportunities. The additional funds will allow 16 additional dislocated workers to receive training and employment services.



ACTION ITEM

4. ACCEPT ILLINOIS DEPARTMENT OF COMMERCE FUNDING TO PROVIDE WORKFORCE SERVICES TO LOW OR MODERATE-INCOME INDIVIDUALS PRIORITIZING PROJECTS THAT WILL INCLUDE SERVICES TO IMMIGRANT, MIGRANTS, AND REFUGEES IN NEEDR 4.

DCEO PROGRAM YEAR 2023 WIOA STATEWIDE RAPID RESPONSE (1E) GRANT

GRANT PERIOD: April 1, 2024 – June 30, 2024

PARTICIPANTS: 60 ELIGIBLE INDIVIDUALS

GRANT AWARD: \$240,200

STRATEGIC IMPERATIVE SUPPORTED: [Create a culture of equitable prosperity](#)

The state workforce plan identifies the need to support underserved communities, particularly immigrants, migrants, and refugees. The goal of this program is to address the ongoing humanitarian crisis in Northeastern Illinois by assisting in the resettlement of migrants and by providing workforce support to low- and moderate-income individuals including immigrants, migrants, and refugees with work authorization or who are applying for work authorization.

- The funding will specifically target workforce development initiatives in the Northeastern Economic Development Region, contributing to newcomers' successful integration and employment.
- The workers must currently reside in Illinois and be eligible to work in Illinois at the completion of the program.
- All applicants must demonstrate partnerships with employers and educational entities to create local and regional strategies.

Workforce Development submitted a proposal to serve up to 60 individuals.

- Work with community organizations as worksites for up to 6 community workers through a subsidized work experience.
 - o Hispanic American Community Education and Services (HACES)
 - o Mano A Mano Family Resource Center
 - o PADS Lake County
 - o Job Center of Lake County
- Purchase technology to support the work through Job Center on the Move:
 - o Laptops
 - o Kiosks
 - o Pocket Talk Devices
- Purchase an annual subscription to a workplace literacy on-line work-based training program.
 - o EnGen Workplace Literacy Training system
- Support occupational training through ITAs.



Action Item:

3. Approve Employer Incentive Policy - Apprenticeship Illinois Expansion Grant (PY23) Policy

**Lake County Workforce Development Board
Service Policies**

The Lake County Workforce Development Board is accountable for leading the workforce system in Lake County, Illinois. The Board sets the direction and focus for workforce activities related to the services delivered to jobseekers and businesses in Local Workforce Innovation Area 1. Service policies guide the implementation and delivery of Title I funds through workforce development adult, dislocated worker, and youth services offered under the Department of Labor and the Workforce Innovation and Opportunity Act of 2014. Service policies direct areas such as eligibility, procurement, and fiscal controls. Service policies ensure funds are administered in compliance with the Board's standards and guidelines, all applicable laws and regulations, and agreements with federal or state grantor agencies. Subrecipients are subject to the requirements outlined in the service policies. A review is completed on an annual basis to ensure services policies are aligned with current policies applicable to the administration of WIOA funds.

STRATEGIC IMPERATIVE SUPPORTED: Develop solutions through career pathways

POLICY 22: Employer Incentive Policy – Apprenticeship Illinois Expansion Grant PY23 Policy

I. Purpose

To define allowable incentive costs associated with the Apprenticeship Illinois Expansion Grant Fund (PY23). Incentives will help fund the creation, expansion, and sustainability of a Registered Apprenticeship Program (RAP).

II. References

WIOA Notice 22-NOT-05 Attachment A,

III. Terms

Employer incentives: Businesses who receive funding assistance or other incentives related to their apprenticeship expansion.

IV. Policy

Lake County Workforce Development will allow up to 20% grant funds to provide one-time “incentive” funds to new employers, joint labor-management organizations, or industry associations to directly fund new or expand existing Registered Apprenticeship Programs (RAPs) in targeted industries in which they are serving.

The purpose of this pilot program is to incentivize and support employers in establishing or expanding registered apprenticeship programs. Under this initiative, organizations that have engaged with the

Apprenticeship Navigator for technical assistance in developing their apprenticeship programs will receive guidance on qualifying for a one-time payment.

The following costs are allowable costs listed in WIOA Notice 22-NOT-05 Attachment A, Program Year 2023 for employer incentives. Allowable uses of incentive funding to support RAP development, launch, and sustainability include:

Registration of Registered Apprenticeship Programs

- Costs related to the design and start-up of Registered Apprenticeship Programs.
- Classroom education or online training for apprentices.
- Extraordinary costs related to on-the-job learning (excluding wages). These extraordinary costs to the employer can be calculated based on apprentice's wages, as well as based on journey worker's time as mentor for an apprentice in OJL.
- Train-the-training costs or activities
- Training supplies for apprentices (in consultation with the Department); and or curriculum development

Incentives

1. Employer incentives are provided as a one-time payment contingent upon available funding and funding is disbursed equally to each employer that meets the eligibility criteria.
2. Employers will receive a one-time incentive not to exceed \$4,000 dependent on the total funds available and the total number of employers completing the eligibility criteria.

V. Eligibility Criteria

1. Employers must have an apprentice actively enrolled in an active DOL Registered Apprenticeship Program with a start date between July 1, 2023 and April 30, 2024.
2. Employers must have engaged with the Lake County Workforce Development Apprenticeship Navigator for technical assistance in developing or expanding the apprenticeship program during the timeframe of this grant July 1, 2023 through April 30, 2024.
3. Employers eligible to receive an employer incentive will receive a notification sent to the employer's address stated in the Employer Acceptance Agreement Appendix D (U.S. Department of Labor Office of Apprenticeship document for Registered Apprenticeships) and must respond by May 31, 2024 in order to receive the incentive.
 - a. Response includes submitting the following documents to Lake County Workforce Development Apprenticeship Navigator
 - i. USDOL Registered Apprenticeship Program Standards Appendix D (Employer Acceptance Agreement) for registered apprenticeships created and an active RAPIDS program number
 - ii. USDOL Registered Apprenticeship Program Standards Appendix B, Program Registration and Apprenticeship Agreement signed, and date registered provided for registered apprenticeships expanded.