



LCWDB Executive Committee Meeting Minutes

March 19, 2025, at 8:15 AM

UCC Environmental

2100 Norman Drive West, #6753, Waukegan, IL 60085

Present: Jennifer Harris, Marcus Jordan, Dennis Kessler, Dr. Carlotta Roman, Jennifer Serino, Dr. Andrew Warrington, Kimberly Wimer

Absent: Kevin Considine, Laura Crivlare, Timothy Dempsey, Ed Gallagher, Dr. Michael Karner, Mary Ross-Cunningham, Dr. Lori Suddick

I. **Call to Order..... Kimberly Wimer, Chairwoman**

*The meeting was called to order on **March 19, 2025**, at **8:31 AM** by Executive Committee Chairwoman Kimberly Wimer.*

II. **Public Comment**

No public comments were made.

III. **Chairman's Report.....**

IV. **Consent Agenda**

- *February 2025 Executive Committee Meeting Minutes (tabled to May)*
- *March 2025 Executive Committee Meeting Minutes (tabled to May)*

V. **Action Items**

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VI. **Regular Agenda**

- **Workforce Trends & Challenges**

- Ongoing labor shortage due to baby boomer retirements and fewer new workers.*
- Significant shift in workforce expectations, especially among younger generations seeking flexible hours and remote options.*
- The standard 40-hour work week is less appealing to younger individuals, creating staffing gaps and retention issues.*

- **Employer Adaptation Strategies**

- i. Flexible scheduling and alternative staffing models are being adopted.*
 - ii. Manufacturing and construction sectors are exploring new ways to define and communicate work expectations.*
 - iii. Importance of outlining job structure and expectations up front to potential workers.*
- **Youth Engagement & School Partnerships**
 - i. Discussion around forming early connections with high school students through job fairs and internships.*
 - ii. Emphasis on introducing career opportunities at the start of the school year.*
 - iii. Importance of involving guardians and providing clarity about job and training expectations.*
- **Policy & Advocacy**
 - i. Need for better metrics that reflect community and economic impact beyond transactional data.*
 - ii. Call for streamlined policies and reduced bureaucracy at the federal, state, and local levels.*
 - iii. Proposal to advocate for braided funding and removal of participation barriers to better serve diverse populations.*
- **Program Improvements & System Integration**
 - i. Ideas for a one-stop-shop enrollment process to reduce friction and time commitment for participants.*
 - ii. Consideration for simplifying eligibility documentation requirements, especially for young adults and vulnerable populations.*
- **Employer Investment & Retention**
 - i. Highlighted example: employers working with local students in robotics welding program.*
 - ii. Discussion about the necessity of employers to invest in training and mentorship to retain staff.*
 - iii. Recognition of the reality that employees will move on; focus should be on continuous pipeline development.*
- **Skills-Based Hiring & Advocacy Events**
 - i. Presentation on the shift toward a skills-based talent system.*
 - ii. Upcoming participation in national forums and advocacy events (e.g. NAWB Forum)*
 - iii. LCWDB staff attending advocacy day to meet with legislators and present a unified ask.*

VII. **Announcements**

VIII. **Updates/Other Items**

IX. **Adjournment**

The meeting was adjourned at **9:41 AM**.