

## LCWDB Operations Committee Meeting Agenda

Friday, October 3, 2025, at 9:00 AM

Zoom

Meeting Zoom Link Here

---

- I. Call to Order
- II. Public Comment
- III. Chair Report
- IV. Consent Agenda
  - a. Approval of August 2025 Operations Committee Meeting Minutes
- V. Strategic Focus
  - a. **Presentation: “Skills-First Hiring and Shifting Job Requirements” – Sara Espeland, Lake County Workforce Development**

Sara will provide an overview of emerging trends in hiring practices, including how employers are rethinking qualifications and what it means for workforce programs.
  - b. **Discussion: Preparing People for Tomorrow’s Hiring Realities**

Committee members will explore how these shifts are affecting the way partners support jobseekers and learners. Discussion prompts will include:

    - How are you seeing “skills-first” hiring show up in real employer expectations?
    - What challenges do our clients face when trying to demonstrate their skills without traditional credentials?
    - How are you helping learners and jobseekers tell their story in ways that are less traditional?
- VI. Announcements
- VII. Adjournment

### Upcoming Meetings:

#### Joint Talent Pipeline & Employer Connections Committee Meeting

- Tuesday, October 14, at 9:00 AM

#### Navig8 Lake Career Fair

- Wednesday, October 22



**LCWDB Operations Committee Meeting Minutes**

**Friday, August 8, 2025, at 9:00 am**

**Job Center of Lake County**

**1 N. Genesee St, Waukegan, IL 60085**

---

**Present:** Kathy Brown, Laura Crivlare, Lisa Johnson, Eva Locke, Reni Mitkova, Dr. Darryl Rader, Jennifer Serino

**Absent:** Brittany Davis, Susan Feltz, Suzanne Klauke, Edith Salinas, Hector Sanchez, Heidi Semenek, Tasha Shell, Tameka Wilson, Jennifer Yonan

---

**I. Call to Order..... Laura Crivlare, Chairwoman**

*The meeting was called to order on **Friday, August 8, at 9:14 AM** by Operations Committee Chairwoman Laura Crivlare.*

**II. Public Comment**

*No public comments were made.*

**III. Chairman's Report**

*Operations Committee Chairwoman Laura Crivlare opened with appreciation for staff and committee members, noting the critical role of the Operations Committee in aligning services, monitoring program implementation, and addressing operational challenges.*

**IV. Consent Agenda**

- **January 2025 Operations Committee Meeting Minutes**
- **March 2025 Operations Committee Meeting Minutes**
- **May 2025 Operations Committee Meeting Minutes**
  - i. *Motion to approve: Dr. Darryl Rader*
  - ii. *Motion seconded: Reni Mitkova*
  - iii. *Motion carried unanimously*

**V. Action Items**

- **One-Stop Operator Review**
  - i. *The committee approved continuation of the One-Stop Operator agreement following staff's review of performance and compliance.*

- **MOU Updates**
  - i. *Approval of revised partner Memorandum of Understanding (MOU) to align with updated federal and state requirements.*
- **Program Policy Updates**
  - i. *Adoption of revised case management and eligibility policies to improve clarity and efficiency.*

## VI. Regular Agenda

- **Performance Dashboard Review**
  - i. *Staff presented data on WIOA performance indicators, including enrollment, credential attainment, and employment outcomes. Overall performance is on target, with youth participation noted as an area for continued monitoring.*
- **Job Center Operations**
  - i. *Discussion focused on traffic at the Job Center of Lake County, employer recruitment events, and the effectiveness of hybrid service delivery. Committee members provided feedback on improving communication to job seekers.*
- **Innovation & Pilots**
  - i. *Updates included VR headset demonstrations, sector-based initiatives, and outreach strategies to under served communities.*
- **Collaboration with Education Partners**
  - i. *Discussion of partnerships with local schools, CLC, and training providers to strengthen pipelines into in-demand sectors.*

## VII. Announcements

- *The next full Board of Directors Meeting is scheduled for September 25, 2025, at 8:00 AM, at the College of Lake County.*
- *Staff reminded committee members of the upcoming Disability Job Fair on September 11, 2025, at the Advanced Technology Center in Gurnee.*

## VIII. Updates/Other Items

- *Staff provided updates on grant compliance, fiscal monitoring, and ongoing DCEO communications.*
- *Committee members discussed opportunities for greater alignment between business services and youth programming.*

## IX. Adjournment

*The meeting was adjourned at **10:08 AM**.*