



LCWDB Executive Committee Meeting Agenda

Wednesday, February 18, 2026, at 8:15 AM

Job Center of Lake County

I. Call to Order

II. Public Comment

III. Chair Report

IV. Consent Agenda

- a. January 2025 Executive Committee Meeting Minutes

[Attachment A](#)

V. Regular Business (ACTION ITEMS)

VI. Strategic Focus: Board Breakout Discussions

This discussion will use the themes from the Workforce Board's December networking and strategy session as a starting point to explore how the workforce system is beginning to operate differently. [Attachment B](#)

VII. Other Business / Updates

- a. Local and Regional Plan Published for Public Comment – Monday, February 23, 2026
- b. In-School Youth and OSO RFP Published in February 2026
- c. The Workforce Impact Awards Ceremony – Thursday, April 2, 2026
- d. Deloitte Presentation at April Board of Directors Meeting
- e. Legislative Points of Discussion

VIII. Member Time

IX. Adjournment

Upcoming Meetings:

LCWD Board of Directors Meeting

- Thursday, February 19, 2026, at 8:00 AM
- College of Lake County – Grayslake Campus, Room A013

LCWDB Executive Committee Meeting

- Wednesday, April 15, 2026, at 8:15 AM
- Job Center of Lake County

LCWD Board of Directors Meeting Minutes

Wednesday, January 21, 2026, at 8:15 AM
Job Center of Lake County

Present: Kevin Considine, Laura Crivlare (Zoom), Timothy Dempsey, Josh Fischer (Zoom), Jennifer Harris (Zoom), Marcus Jordan, Dr. Michael Karner (Zoom), Dennis Kessler, Dr. Carlotta Roman, Jennifer Serino, Kimberly Wimer

Absent: Edward Gallagher, Mary Ross-Cunningham, Dr. Lori Suddick, Dr. Andrew Warrington

I. Call to Order..... Chairwoman, Dr. Carlotta Roman

The meeting was called to order on Wednesday, January 21, 2026, at 8:15 AM by Executive Committee Chairwoman Dr. Carlotta Roman.

II. Public Comment

No public comments were made.

III. Chair Report

Dr. Carlotta Roman provided opening remarks and emphasized the Executive Committee's role in ensuring alignment across Board priorities, committee work, and system operations. Dr. Roman highlighted the importance of maintaining strategic focus while continuing to respond to emerging workforce and employer needs.

IV. Consent Agenda

a. October 2025 Executive Committee Meeting Minutes

- i. Motion to approve.*
- ii. Motion seconded.*
- iii. Motion carried unanimously.*

V. Regular Business (ACTION ITEMS)

a. Authorize to award \$79,617 in Incumbent Worker Training (IWT) funds to Polar Wire Products for operational, safety, and leadership training during Program Year 2025.

- i. Motion to approve: Kevin Considine*
- ii. Motion seconded: Kimberly Wimer*

- iii. Motion carried unanimously.*
- b. Authorize to award \$52,000 in Incumbent Worker Training (IWT) funds to Amcor Flexibles for advanced manufacturing and leadership training during Program Year 2025.*
 - i. Motion to approve: Kevin Considine*
 - ii. Motion seconded: Kimberly Wimer*
 - iii. Motion carried unanimously.*
- c. Approve modifications to Policy 7 – On-the-Job Training to align with DCEO guidance and to support expanded use of OJT for DOL registered apprenticeship programs.*
 - i. Motion to approve: Timothy Dempsey*
 - ii. Motion seconded: Kevin Considine*
 - iii. Motion carried unanimously.*
- d. Accept the Illinois Department of Commerce and Economic Opportunity (DCEO) Career Planner Training Academy supporting Illinois Workforce Development System (IWDS) 2.0 in the amount of \$119,123.05.*
 - i. Motion to approve: Kevin Considine*
 - ii. Motion seconded: Timothy Dempsey*
 - iii. Motion carried unanimously.*

VI. Strategic Focus

- a. Strategic Discussion was tabled for this meeting.*

VII. Other Business / Updates

- a. WIOA Compliance Update: Job Center MOU, WIOA Regional and Local Plans*
 - i. Board staff provided updates related to WIOA compliance requirements, including progress on the Job Center Memorandum of Understanding (MOU) and the WIOA Regional and Local Plans.*
 - 1. Staff noted that work continues to ensure all required agreements and plans remain compliant with state and federal guidance.*
 - 2. Updates included coordination with required partners and alignment with state timelines.*
 - 3. The Executive Committee will be kept informed as documents advance toward review and approval.*
- b. Workforce Development Department & Grant Activity Updates*

- i. *Board staff shared updates on Workforce Development Department activities and grant-related efforts, including:*
 - 1. *Ongoing implementation of existing grants and initiatives*
 - 2. *Continued pursuit of funding opportunities aligned with Board priorities*
 - 3. *Coordination across departments to support program delivery and sustainability*

c. State and National Workforce Updates

- i. *Board staff provided brief state and national workforce updates, including:*
 - 1. *Monitoring of state-level workforce policy and guidance*
 - 2. *Updates from nation workforce organizations and partners*
 - 3. *Continued tracking of federal activity that may impact workforce funding or operations*

d. LCWDB Recognition Breakfast

- i. *Board staff shared updates on upcoming recognition breakfast*
- ii. *Thursday, April 2, 2026*
- iii. *Formal meeting invite and details to be shared soon*

VIII. Member Time

- a. *Kevin Considine shared information regarding the upcoming **Lake County Partners Big Event** scheduled for April. Kevin noted that the event will bring together regional partners to collaborate, share resources, and strengthen cross-sector relationships across Lake County. Kevin emphasized the value of convening partners to support alignment, collective impact, and continued collaboration in addressing workforce and community needs.*

IX. Adjournment

The meeting was adjourned at 9:19 AM.

Motion to approve: Marcus Jordan

Motion seconded: Timothy Dempsey

Motion carried unanimously.



Strategic Recap

At the December 2025 Strategy Meeting, board members engaged in structured breakout discussions aligned with the four strategic goals of the Lake County Workforce Development Board. The intent was not simply to gather feedback, but to:

- Assess how the Board can lead, connect, and influence the workforce system
- Identify system-level gaps and strategic opportunities
- Spark actionable ideas that inform board priorities in 2026

A summary of the reporting provided by each group:

Board Leadership, Impact, and Presence

Breakout Summary:

Board members at this table focused on improving how board meetings are structured and how the board operates as a leadership body. They emphasized shifting away from updates and toward strategy, using tools like consent agendas and intentional agenda design to maximize the board's influence. The group also raised the need for clearer roles and expectations to drive follow-through and succession planning.

Key Recommendations:

- Use consent agendas to create space for deeper conversation
- Require a clear “ask” for all presentations brought to the board
- Clarify board member expectations and strategic responsibilities
- Initiate succession planning and leadership development

Business Needs and Employer Engagement

Breakout Summary:

This group discussed the need to deepen board relationships with employers, particularly in under-engaged sectors like logistics, hospitality, and retail. Members called for clearer employer-focused metrics, such as KPIs for internships, and emphasized the power of storytelling to demonstrate workforce success. They also explored how board members themselves can be equipped to act as ambassadors for workforce services.

Key Recommendations:

- Develop and track KPIs for employer engagement (e.g., internships, advisory roles)
- Equip board members with messaging tools and success stories
- Build intentional employer partnerships in new industry sectors
- Coordinate outreach between the board and Business Services Team

Strategic Implication:** There is a clear opportunity to shift employer engagement from a staff-led activity to a board-wide leadership responsibility. This aligns with our strategic goal of driving industry-led workforce solutions. Engaging more board members directly in outreach and feedback loops could broaden participation and build shared ownership.

Youth Engagement and the Future Workforce

Breakout Summary:

The conversation centered on connecting young people to careers earlier and more intentionally. The group highlighted the need for job shadowing and hands-on learning opportunities tied to real local industries, such as those involved in redevelopment. Barriers like transportation and liability were seen as systemic issues requiring coordinated solutions. Members also recommended more consistent data collection to understand youth engagement and outcomes.

Key Recommendations:

- Pilot youth pathways aligned with redevelopment and growing industries
- Address transportation and liability issues for work-based learning
- Develop surveys at start, midpoint, and end of youth engagement
- Strengthen partnerships with schools and employers

Growing the Workforce Ecosystem

Breakout Summary:

This group focused on the larger workforce ecosystem and the board's role in strengthening integration and alignment across partners. Members discussed the need to understand what the system can realistically deliver, how to simplify access for employers and residents, and how to better tell the story of the workforce system's reach and results. There was agreement that mapping capacity and outcomes could guide more strategic decisions.

Key Recommendations:

- Map training and placement capacity across partners
- Engage employers in co-designing programs
- Improve public messaging around system services and outcomes
- Develop more flexible and accessible training options

Key Strategic Insights collected from the reports cumulatively

The breakout discussions surfaced shared priorities that should shape the Board's direction in 2026 and beyond. Four high-impact insights emerged:

- **Lead Strategically, Not Just Informationally**
Board members want time and energy focused on strategy, decision making, and accountability. Clear roles, consent agendas, and strategic framing are essential next steps.
- **Make Employer Engagement a Board-Wide Priority**
There is strong support for defining KPIs, expanding to new sectors, and equipping board members as workforce ambassadors. Engagement should not rest solely with staff.
- **Invest in Youth with Focus and Follow-Through**
Early exposure, equitable access, and better data are needed. A pilot youth pathway could demonstrate impact and serve as a model for scalable success.
- **Clarify System Capacity and Tell the Workforce Story**
The system's value is not widely understood. Mapping capacity and aligning messaging can help the Board lead with vision and unify the ecosystem's voice.