

LCWD Talent Pipeline Committee Meeting Minutes

Wednesday, January 14, 2026, at 9:00 AM

Zoom

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**Present:** Carolyn Corcoran, Myra Gaytan, Lisa Johnson, Dr. Michael Karner, Rachel Loberg, Tim Kirschner, Amy Maksudian, Sarah Mitial, Crystal Odom-McKinney, Karen Rios, Gina Schuyler, Jennifer Serino, Amy Van Strien

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**I. Call to Order..... Chairman Dr. Michael Karner**

*The meeting was called to order on Wednesday, January 14, 2026, 9:03 AM by Talent Pipeline Committee Chairman Dr. Michael Karner.*

**II. Public Comment**

*No public comments were made.*

**III. Chair Report**

*Chairmen Dr. Michael Karner provided opening remarks and set the context for the meeting. He emphasized the importance of the Talent Pipeline Committee’s work in ensuring Lake County’s workforce system remains responsive to **emerging labor marker needs and employer expectations**.*

*Dr. Karner highlighted the need for continued alignment between education, training providers, and employers, noting that talent pipeline strategies must prepare individuals not only for current job openings but also for **future workforce demands**. He underscored the value of skills-based approaches, work-based learning, and strong cross-sector partnerships in strengthening career pathways.*

*Dr. Karner encouraged committee members to remain engaged in strategic discussions and to continue sharing insights from their respective sectors to inform committee priorities and system-wide planning.*

**IV. Consent Agenda**

- a. Due to the meeting being held virtually, the approval of the October Joint Talent Pipeline & Employer Connections Committee Meeting Minutes will be tabled.*

**V. Regular Business**

## VI. Strategic Focus

### a. **Committee Purpose and Framing**

- i. Board staff reviewed the purpose of the Talent Pipeline Committee and framed the discussion around **aligning education, training, and workforce strategies** to better prepare individuals for current and future labor market needs. Emphasis was placed on ensuring talent pipeline efforts are **employer-informed, data-driven, and equitable**.

### b. **Talent Pipeline Updates**

#### i. **Youth and Education Pathways**

1. Board Staff provided updates on youth-focused initiatives and education partnerships, including:
  - a. Continued collaboration with secondary and postsecondary partners to strengthen career pathways
  - b. Emphasis on career exposure, work-based learning, and early engagement with employers
  - c. Alignment of youth programming with in-demand industries and regional sector priorities
2. Committee members discussed the importance of clearly defined pathways support successful transitions from education into employment.

#### ii. **Adult and Dislocated Worker Pathways**

1. Updates were shared on adult and dislocated worker programming, including:
  - a. Increased focus on short-term, industry-recognized credentials
  - b. Integration of transferable skills and work readiness into training design
  - c. Support for individuals navigating career transitions due to labor market shifts
2. Members noted the importance of flexibility and responsiveness in training options to meet evolving employer needs.

### c. **Strategic Discussion: Preparing the Talent Pipeline for Workforce Needs**

- i. The committee engaged in a strategic discussion focused on preparing individuals for today's and tomorrow's hiring realities, including:

1. **Skills-Based Approaches** – reinforcing the need to emphasize skills, competencies, and applied learning over credentials alone.
  2. **Work-Based Learning** – recognizing apprenticeships, internships, and on-the-job training as critical components of effective talent pipelines.
  3. **Employer Alignment** – ensuring employer feedback consistently informs pathway development and training investments.
  4. **Equity and Access** – identifying opportunities to remove barriers and ensure equitable access to training and career advancement opportunities.
- ii. Committee members agrees that these themes should continue to guide talent pipeline priorities and planning efforts.

**d. Data and Labor Market Insights**

- i. Board staff referenced labor market information and employer feedback to support discussion on:
1. High-growth and high-demand industries
  2. Skills gaps and emerging occupational needs
  3. Alignment between training offerings and regional labor market demand
- ii. Members emphasized the value of using data to guide decision-making and committee recommendations.

**VII. Other Business / Updates**

- a. Jennifer Serino shared information regarding an upcoming **Awards and Recognition Breakfast** planned for March 2026. Jennifer noted that the event will recognize workforce partners, employers, and programs for their contributions and impact across Lake County’s workforce system. Jennifer emphasized the importance of highlighting successes, celebrating collaboration, and elevating the visibility of workforce development efforts. Additional details regarding the date, location, and honorees will be shared as planning continues.

**VIII. Member Time**

- a. Nothing was shared during this time.

**IX. Adjournment**

The meeting was adjourned at 9:41 AM.