

LCWD Operations Committee Meeting Minutes

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

Zoom

Present: Kathy Brown, Laura Crivlare, Susan Feltz, Lisa Johnson, Eva Locke, Reni Mitkova, Dr. Darryl Rader, Heidi Semenek, Jennifer Serino, Tasha Shell, Tameka Wilson, Jennifer Yonan

Absent: Brittany Davis, Suzanne Klauke, Edith Salinas, Hector Sanchez

I. Call to Order.....Chairwoman, Laura Crivlare-Maglio

The meeting was called to order on Friday, October 3, 2025, at 9:02 AM by Operations Committee Chair Laura Crivlare-Maglio.

II. Public Comment

No public comments were made.

III. Chair Report

Chair Laura Crivlare-Maglio reviewed key outcomes from the September 25th Board Meeting and acknowledged the committee's contributions to system performance and partner alignment. Chair Crivlare-Maglio noted the successful observance of Workforce Development Month, which features multiple outreach events, employer spotlights, and the Job Center on the Move visits across Lake County. Chair Crivlare-Maglio also encouraged members to continue focusing on data-driven performance and coordination among workforce, education, and community partners as the program year progresses.

IV. Consent Agenda

- a. *Approval of August 2025 Operations Committee Meeting Minutes*
 - i. *Tabled to the next in-person Operations Committee Meeting.*

V. Strategic Focus

- a. *Presentation: "Skills Rich, Future Forward: Insights from NAWB's Community of Practice)" – Sara Espeland, Apprentice Specialist, Lake County Workforce Development*
 - i. **Shift Towards Skills-Based Hiring**
 - 1. *Sara emphasized national movement away from degree-based hiring towards skills-first recruitment, noting that employers are increasingly open to evaluating candidates based on competencies, training, and work-based learning experiences rather than traditional credentials alone.*

ii. Role of Apprenticeships in Workforce Innovation

1. Sara outlines how Registered Apprenticeships and pre-apprenticeship pathways support this shift by offering structured, employer-driven models that build both technical skills and workplace readiness. Sara emphasized the importance of aligning apprenticeship expansion with industry needs in manufacturing, healthcare, and IT.

iii. National Workforce Board Priorities

1. Key themes from NAWB included strengthening employer engagement, expanding earn-and-learn models, advancing equity in access to training, and improving cross-sector collaboration. Sara noted how these themes align directly with LCWD initiatives.

iv. Local Application for Lake County

1. Sara highlighted opportunities for LCWD to:
 - a. Deepen partnerships with employers to increase apprenticeship sponsors
 - b. Embed skills-based language into job seeker tools and employer outreach
 - c. Leverage regional collaboration to promote high-growth sector pipelines
 - d. Integrate NAWB recommendations into the upcoming 2026-2028 Strategic Plan refresh

v. Committee Discussion

1. Members discussed how the insights from NAWB can inform Lake County's approach to skills-based hiring, talent pipeline development, and employer services. The committee expressed support for continued investment in apprenticeship expansion and sector-driven collaboration.

VI. Adjournment

The meeting was adjourned at 9:55 AM.

Upcoming Meetings:

Joint Talent Pipeline & Employer Connections Committee Meeting

- Tuesday, October 14, 2025, at 9:00 AM

Navig8 Lake Career Fair

- Wednesday, October 22, 2025