LCWDB Executive Committee Meeting Agenda

September 16, 2026, at 8:15 AM

Job Center of Lake County

I. Call to Order

II. Public Comment

III. Chair Report

a. Welcome New Member Brandon Ewing, Lake County Board Member

b. Welcome New Member Jamie Rim, IDES, Interim Local Office Manager

IV. Consent Agenda

August 2026 Executive Committee Meeting Minutes — **Attachment A**

V. Regular Business

a. Celebrating Workforce Development Month — **Attachment B**

b. Workforce Board Service Policies Changes — **Attachment C**

c. WIOA Performance Measures Negotiations — **Attachment D**

d. Climate and Equitable Jobs Act Impact Report — **Attachment E**

e. DCEO Annual Joint Monitoring Status and Lake County Single Audit Status

f. Workforce Board Leadership Transition Plan

  i. Process to identify interim co-chair

  ii. Development of Mentoring & Leadership Plan

  iii. New Board Member Orientation

g. Workforce Board Coordinator Hiring Status

VI. Strategic Focus

a. Engagement Strategies – Regional, State, National

b. Funding and Development

c. Communication Strategies

  i. Strategic Communication Consultant

VII. Other Business / Updates

a. Hire Lake County Job Fair on Friday, October 2, at 11:00 AM

b. Navig8 Lake County on Tuesday, October 20th, at 7:30 AM

VIII. Member Time

IX. Adjournment

<u>Upcoming Meetings:</u>

LCWD Board of Directors Meeting

- Thursday, September 24, 2026, at 8:00 AM

LCWDB Executive Committee Meeting

- Wednesday, October 21, 2026, at 8:15 AM

LCWDB Executive Committee Meeting Minutes

Wednesday, August 19, 2026, at 8:15 AM

Job Center of Lake County

Present: *Kevin Considine, Timothy Dempsey, Josh Fischer, Jennifer Harris, Dennis Kessler, Dr. Carlotta Roman, Jennifer Serino, Dr. Andrew Warrington, Kimberly Wimer*

Absent: *Laura Crivlare-Maglio, Ed Gallagher, Dr. Kristen Jones, Marcus Jordan, Dr. Michael Karner*

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

The meeting was called to order on Wednesday, August 19, 2026, at 8:20 AM by Executive Committee Chairwoman Dr. Carlotta Roman.

II. **Public Comment**

No public comments were made.

III. **Chair Report**

Dr. Carlotta Roman shared that that Mary Ross-Cunningham will be replaced, transition details to come.

IV. **Consent Agenda**

a. *June 2026 Executive Committee Meeting Minutes*

b. *July 2026 Executive Committee Meeting Minutes*

i. *Motion to approve: Timothy Dempsey*

ii. *Motion seconded: Kevin Considine*

iii. *Motion carried.*

V. **Regular Business**

Action Items

a. Accept the Department of Commerce and Economic Opportunity (DCEO) WIOA Apprenticeship Expansion Grant in the amount of $550,000.

i. Jennifer Serino presented the DCEO WIOA Apprenticeship Expansion Grant in the amount of $550,000. The grant will support expanded apprenticeship opportunities, employer engagement, staffing, and related workforce strategies.

1. *Motion to approve: Dr. Andrew Warrington*
2. *Motion seconded: Kimberly Wimer*
3. *Motion carried.*

b. Accept the Department of Commerce and Economic Opportunity (DCEO) 2026 Supplemental Grant in the amount of $149,955 to implement the Workforce Access and Economic Mobility Initiative.

i. Jennifer Serino presented the DCEO 2026 Supplemental Grant in the amount of $149,955 to implement the Workforce Access and Economic Mobility Initiative.

ii. The initiative is designed to support SNAP recipients as they transition into employment. Staff clarified that the initiative is not focused solely on SNAP work requirements, consistent with previous Executive Committee direction. The funding will also support expansion of digital access through laptops and provide funding for an external consultant to strengthen data storytelling and communication of workforce outcomes.

1. *Motion to approve: Kimberly Wimer*
2. *Motion seconded: Timothy Dempsey*
3. *Motion carried.*

c. Approval to renew the subrecipient agreement with the College of Lake County (CLC) for the Climate and Equitable Jobs Act (CEJA) Workforce Hub Grant continuation period from July 1, 2026, through June 30, 2027, the maximum payment amount shall be $3,052,100.

i. The Executive Committee considered renewal of the subrecipient agreement with College of Lake County (CLC) for the Climate and Equitable Jobs Act (CEJA) Workforce Hub Grant for the continuation period of July 1, 2026, through June 30, 2027, with a maximum payment amount of $3,052,100.

ii. LCWD team reported that the state budget has confirmed continued CEJA funding. The committee discussed changes occurring within the CEJA hub structure and an upcoming information session in Waukegan. A new Notice of Funding is expected in September, and current recipients are not guaranteed continuation in the next funding round.

iii. *Approximately 70 individuals have secured employment through the program to date. Members requested additional information regarding employment outcomes, including job types, employers, wages, and outcomes at the state level.*
    1. *Motion to approve: Timothy Dempsey*
    2. *Motion seconded: Dennis Kessler*
    3. *Motion carried.*

d. *Approve the Community Capacity Building Pilot Projects with Aspiritech, Give Me TEN, Liberty Prairie, College of Lake County Manufacturing Alliance.*

i. *LCWD team presented the proposed Community Capacity Building Pilot Projects, which are intended to expand service capacity, strengthen community and employer partnerships, and support Board-aligned priorities. The pilot authority allows for up to $200,000 total, with individual agreements not to exceed $50,000.*

ii. *The proposed pilots included:*
    1. ***Aspiritech*** *– Focused on serving the neurodivergent population and incorporating a U.S. Department of Labor apprenticeship in cybersecurity.*
    2. ***Give Me TEN*** *– A small-business internship model developed by Sue Dixon that gives young people an opportunity to spend approximately 10 hours exploring a role with a small business, with the goal of progressing into a longer-term internship.*
    3. ***Liberty Prairie*** *– Builds on its Summer Youth Employment Program partnership and expands opportunities year-round, including entrepreneurship, farm, retail, and camp components.*
        a. *Aspiritech, Give Me TEN, and Liberty Prairie were brought to the whole committee for approval.*
            i. *Motion to approve: Timothy Dempsey*
            ii. *Motion seconded: Kevin Considine*
            iii. *Motion carried.*
    4. ***College of Lake County Manufacturing Alliance*** *- Expands the manufacturing industry sector partnership and focuses on opportunity youth transitioning into work-based learning, apprenticeships, and employment.*

a. *College of Lake County Manufacturing Alliance was brought to the committee, but majority of the committee members had to abstain due to relations with the CLC Manufacturing Alliance.*
b. *Members (in attendance) Considine, Fischer, Kessler, Serino, Warrington, and Wimer abstained.*
    i. *Motion to approve: Timothy Dempsey*
    ii. *Motion seconded: Jennifer Harris*
    iii. *Motion carried.*

Business

a. ***Reviewing Employer Training Grant Investments***
    a. ***The committee reviewed employer training investments for Program Years 2024 and 2025.***
        i. ***Incumbent Worker Training (IWT)*** *reimburses employers for training provided to their existing workforce. More than $500,000 was invested over the two-year period.*
        ii. ***On-the-Job Training (OJT)*** *reimburses employers for training wages at a negotiated rate, with approximately $800,000 invested over the two-year period. Agreements exceeding $50,000 must be brought to the Executive Committee.*
        iii. *The committee discussed the growth of the employer training budget, which increased from approximately $150,000 in PY24 to $500,000 in PY25, with the $500,000 budget continuing into the current year.*

b. ***Reviewing Training Provider Investments***
    a. *The committee reviewed Individual Training Account (ITA) investments, including tuition, fees, and books. More than $3 million was invested across PY24 and PY25 among the listed training providers.*
    b. *The committee discussed the increase in associate degree completions through College of Lake County and credited improved coordination between Workforce Development and CLC.*
    c. *The committee also reviewed CDL and truck-driving training. Once a participant is connected to intake, a letter of intent and anticipated start date can generally be established within approximately three to four weeks. Training is approximately five*

weeks and 240 hours. 160 Driving Academy operates open enrollment, with classes beginning every other Monday.

d. *Members discussed the challenges faced by drivers under the age of 21 because of insurance requirements and employer restrictions. CDL credentials can also provide an advantage for young people pursuing union opportunities, particularly when combined with OSHA-40 training.*

c. ***Workforce Board Committee Action Plan Updates***

a. *Serino provided an update on the Board's standing committees and their two-year action plans. All three active committees met during the month and reviewed their respective action plans.*

b. *Going forward, committees will focus on one specific action item per meeting rather than attempting to address broad topics during each meeting. Committee members will also receive a formal governance document outlining expectations related to active participation, serving as ambassadors for the workforce system, leadership opportunities, and participation in the annual Workforce Impact and Recognition Celebration.*

i. ***Youth Advisory Group***

1. *The Youth Advisory Group has been established under the Talent Pipeline Committee and is led by Ed Gallagher.*
2. *The initial group includes approximately seven young professionals from Workforce Development. The group held its first meeting and will continue developing its framework and recruitment strategy before formally informing Board decisions. Members have experience presenting to high school students and discussing career pathways.*
3. *The Committee also discussed whether the Board should incorporate the voices of adult service users in addition to youth and employers. Members discussed potentially using nonprofit board-matching events and similar resources to identify individuals who could provide customer perspectives.*

d. ***Workforce Board Committee Governance and Membership***

a. *The Committee continued discussion of the updated governance structure for the Board's committees.*
b. *Committees other than the Executive and Finance and Compliance Committees will meet five times annually, with an emphasis on virtual meetings. Committee members will receive the governance document for review and signature.*
c. *The Operations Committee continues to be composed primarily of Job Center partners, with approximately half of its membership coming from outside partners.*
d. *Board staff will distribute the committee governance document to committee members by the end of the month for signature.*

e. *Workforce Development Month*

a. *The Committee discussed upcoming Workforce Development activities and opportunities to increase awareness of the workforce system and its impact throughout Lake County.*

VI. Member Time & Strategic Focus

a. *Engagement Strategies – Regional, State, National*

i. *The Committee discussed opportunities to strengthen the Board's engagement at the regional, state, and national levels.*
ii. *Members discussed the National Association of Workforce Boards (NAWB), including upcoming policy and advocacy opportunities. NAWB Policy Day is scheduled for the end of September and will include advocacy training and a coordinated Hill Day. The NAWB Annual Meeting will take place in October.*
iii. *The Committee also discussed the transition toward a more formal statewide Illinois workforce association and the potential benefits of stronger statewide advocacy.*

b. *Funding and Development*

i. *The Committee discussed the Lake County Workforce Ecosystem Collaborative, which includes Workforce Development, College of Lake County, Lake County Partners, and the Regional Office of Education.*
ii. *Family foundations are participating, and the Aim and Arrow Group has been engaged to develop the ecosystem's framework and blueprint. The collaborative has completed its initial discovery and fact-finding phases and is moving into the roadmap and action phase.*

iii. *The framework will focus heavily on the high school experience and the full customer journey from education through attainment of a family-sustaining wage. Essential skills alignment and the ALICE income level were also discussed as components of the developing framework.*

iv. *The primary outstanding challenge is establishing the appropriate staffing and governance structure for the collaborative. Core leaders will meet separately to address those questions before the collaborative expands to additional partners.*

v. *An Aim and Arrow report is expected to be published in September for stakeholder review.*

c. Communication Strategies

i. *The Committee discussed the importance of communicating workforce outcomes more effectively and using data to tell the story of the workforce system.*

ii. *The supplemental DCEO grant includes funding for an external consultant to assist with data storytelling and outcomes communication.*

iii. *Members also discussed the need for stronger communication regarding the impact of workforce programs, particularly when discussing employer training, CEJA, apprenticeships, and other investments.*

d. Strategic Discussion

i. *The Committee engaged in a broader discussion about AI and its potential impact on the workforce.*

ii. *Members expressed concern that AI may increasingly affect entry-level positions and could make it more difficult for young people to obtain their first professional jobs. The discussion included examples of potential disruption in fields such as law, engineering, medicine, and healthcare.*

iii. *The Committee discussed the need for the Board to develop a more Lake County-specific conversation regarding AI and workforce implications beyond the state's current AI Task Force, which is focused primarily on AI use within the workforce system.*

iv. *An American Enterprise Institute briefing addressing AI threats, workforce implications, and education and training impacts was also discussed. The briefing will be shared with Board members for consideration.*

VII. Other Business / Updates

a. *CEJA Job Fair & Panel Discussion on Friday, August 28th, at 8:30 AM*

b. *8th Annual Disability Job Fair on Thursday, September 10th, at 12:00 PM*

c. *Hire Lake County Job Fair on Friday, October 2, at 11:00 AM*

d. *Illinois Workforce Association 1st Annual Conference on Tuesday, October 6th and Wednesday, October 7th*

e. *Navig8 Lake County on Tuesday, October 20th, at 7:30 AM*

VIII. Adjournment

The meeting was adjourned 9:32 AM.

Motion to approve: Jennifer Harris

Motion seconded: Kimberly Wimer

Motion carried.

Upcoming Meetings:

LCWDB Executive Committee Meeting

- *Wednesday, September 16, 2026, at 8:15 AM*

LCWD Board of Directors Meeting

- *Thursday, September 24, 2026, at 8:00 AM*

Workforce Board Service Policies Changes

DCEO Policy
DCEO IWDS 2.0 Policy, Procedure, and Practice Alignment | WIOA Notice 25-NOT-04, Change 1 | August 5, 2026

Board Action
Required local alignment with Illinois Workforce Development System (IWDS) 2.0 and the State's customer-centered service design. Review and discuss the State requirements; affirm the proposed review framework and accelerated workplan.

Deadline
Final policy approvals will return to the Board no later than December 2026. Workforce Board approved final policies must be submitted to DCEO by December 31, 2026.

Requirements Board members should understand
DCEO IWDS 2.0 Policy, Procedure, and Practice Alignment | WIOA Notice 25-NOT-04, Change 1, August 5, 2026, requires the Workforce Board to examine not only formal policies, but also the procedures, forms, workflows, websites, outreach materials, staff practices, data migration, monitoring, and training that shape a customer's experience. The central test is whether a customer receives timely, equitable, and consistent access without locally added barriers.

- ***No added local*** eligibility criteria, forms, questions, steps, or documentation standards beyond State requirements.
- ***No Wrong Door***: customers must be connected through any entry point and may not be turned away or have choice restricted based on where they live or work. ***The Board may still set funding priorities and target populations.***
- Eligibility: certify once the application and required documentation are submitted and verified. Determine eligibility within 30 calendar days or re-verify information.
- ***Career plans: use the electronic, jointly developed IWDS 2.0 career plan*** as a living document; paper is reserved for outages or similar last-resort situations.
- ***Communications: revise websites***, flyers, social media, forms, and scripts to match IWDS 2.0 and include the required federal funding disclaimer on every public-facing workforce product.
- ***Make the State Eligible Training Provider List (ETPL)***, including cost and performance information, publicly available and accessible. Career planners must present and discuss the State ETPL with every applicable customer - even when a customer arrives with a preferred provider - and document the customer's informed selection in IWDS 2.0.

Lake County Workforce Development Board

- ***Local priorities without customer restriction***: the Board may identify priority occupations, ITA funding limits, and additional local provider/program criteria tied to labor-market demand. However, a Local ETPL must remain a subset of the State ETPL; the State list must be presented first; customer choice cannot be limited to the Local ETPL; and local limits may not arbitrarily exclude eligible providers.
- Provider eligibility governance: ***designate a Local ETPL Coordinator*** to review, verify, and formally attest to initial and continued eligibility requirements. Local recommendations are due within 30 calendar days of a complete application; the State makes the final eligibility decision.
- Local training policy: ***address coordination with Pell and other funding*** because WIOA is the payer of last resort; continued ITA funding criteria; progress tracking; ITA modifications; funding limits; initial and continued eligibility timelines; and alignment with local and regional demand occupations.
- Continued eligibility and performance: initial eligibility lasts one year; continued reviews occur at least biennially and generally require a WIOA enrollment during the current or prior two program years. ***Providers must report all-student performance data annually***; Registered Apprenticeship Programs are automatically eligible if they opt in and are exempt from these reporting requirements.
- Monitoring and enforcement: ***monitor applicable providers and programs annually***, validate eligibility, accreditation, IWDS information, performance, accessibility, and equal-opportunity compliance, and conduct risk-based site visits.

Lake County
Workforce Development Board

WIOA Performance Measures Negotiations

DCEO Policy

DCEO WIOA POLICY 3.8 GENERAL REQUIREMENTS FOR NEGOTIATION OF LOCAL PERFORMANCE GOALS | July 30, 2026

Workforce Board Action

The Workforce Board and Chief Elected Official (CEO) are required to utilize a local negotiation process to come to an agreement on negotiated levels of performance under the Workforce Innovation and Opportunity Act (WIOA).

Deadline

Proposed expected level of performance packet is due no later than September 14th. Local performance negotiations will be scheduled and completed before the end of September to meet USDOL deadlines.

Requirements Board members should understand

DCEO WIOA POLICY 3.8 GENERAL REQUIREMENTS FOR NEGOTIATION OF LOCAL PERFORMANCE GOALS | July 30, 2026, requires the Workforce Board and CEO to jointly:

- Submit proposed expected level of performance
- Negotiate performance based on data, local area conditions, prior performance
- Negotiate levels for two program years at a time
- Appoint five representatives to negotiate on behalf of the local area
- Approve the final negotiated level performance levels upon completion of negotiations between the State and DOL
- Modify all compliance documents with approved final performance measures
- Recognize adjusted levels of performance at the end of the program year utilizing a Statistical Adjustment Model (SAM) to reflect the actual economic conditions in the local area.

WIOA establishes five primary performance indicators across the workforce system, measuring whether participants obtain employment, remain employed, increase earnings, earn credentials, and make progress during education or training.

1. Employment Rate – 2nd Quarter after Exit
2. Employment Rate – 4th Quarter after Exit
3. Median Earnings – 2nd Quarter after Exit
4. Credential Attainment Rate
5. Measurable Skill Gains

Lake County Workforce Development

PY 2026 / PY 2027 WIOA Performance Proposal - Updated Justification and Analysis

Executive Summary

Lake County Workforce Development (LWIA 1) proposes PY26 and PY27 WIOA Title I performance levels for Adult, Dislocated Worker, and Youth programs that emphasize continuous improvement while remaining grounded in actual PY24/PY25 outcomes, DCEO simulated performance, State goals, and anticipated Statistical Adjustment Model (SAM) factors. The updated official proposal establishes 15 performance targets and requires supporting data and rationale.

Updated data point: The current official proposal form establishes Dislocated Worker Measurable Skill Gains at **70% for PY26 and 71% for PY27**. These updated values supersede the earlier 65%/67% figures contained in the prior summary/justification PDF.

Updated Proposed Performance Goals

Program / Performance Measure	PY26	PY27	Change
Adult - Employment Rate Q2	76%	77.5%	+1.5 pts
Adult - Employment Rate Q4	74%	76.5%	+2.5 pts
Adult - Median Earnings Q2	$10,400	$10,600	+$200
Adult - Credential Attainment	80%	80%	Maintain
Adult - Measurable Skill Gains	70%	71%	+1 pt
Dislocated Worker - Employment Rate Q2	76%	77%	+1 pt
Dislocated Worker - Employment Rate Q4	74%	75%	+1 pt
Dislocated Worker - Median Earnings Q2	$12,500	$12,500	Maintain
Dislocated Worker - Credential Attainment	81%	81%	Maintain
Dislocated Worker - Measurable Skill Gains	70%	71%	+1 pt
Youth - Education/Employment Rate Q2	73%	75%	+2 pts
Youth - Education/Employment Rate Q4	71%	73%	+2 pts
Youth - Median Earnings Q2	$5,200	$5,400	+$200
Youth - Credential Attainment	73%	75%	+2 pts
Youth - Measurable Skill Gains	70%	72%	+2 pts

Historical Performance: PY24 and PY25

The PY24/PY25 negotiated-goal-versus-actual-outcome analysis shows that Lake County remained within the current accountability framework across all three Title I programs. The source analysis defines achievement of 70% of the negotiated goal as a "Meet." The pattern is important for negotiation: PY24 was generally stronger, while PY25 employment and MSG results softened in several areas, supporting goals that are progressive without being disconnected from recent actual outcomes.

Program / Measure	Negotiated	PY24 Actual	PY25 Actual
Youth - Q2 Education/Employment	73%	73.49%	60.61%
Youth - Q4 Education/Employment	74%	61.29%	58.18%
Youth - Median Earnings	$5,000	$5,372.42	$4,828.30
Youth - Credential Attainment	70% / 71%	73.97%	77.88%
Youth - MSG	67% / 68%	85.82%	69.05%
Adult - Q2 Employment	76.5%	72.79%	58.89%
Adult - Q4 Employment	72%	73.68%	58.62%
Adult - Median Earnings	$10,400	$10,835.23	$10,028.03

Program / Measure	Negotiated	PY24 Actual	PY25 Actual
Adult - Credential Attainment	80%	78.51%	80%
Adult - MSG	68% / 70%	70.37%	55.77%
DW - Q2 Employment	78%	72.28%	65.16%
DW - Q4 Employment	76%	71.07%	63.40%
DW - Median Earnings	$12,000	$11,187	$12,682
DW - Credential Attainment	85%	76.30%	85.04%
DW - MSG	67% / 69%	74.16%	55.28%

DCEO Simulated Performance and State Goals

DCEO's simulated performance is calculated from participant characteristics and economic conditions. These modeled levels provide an important negotiation reference, but they should be read alongside actual local outcomes and expected SAM changes.

Program / Measure	Simulated	State Goal	90% Threshold
Adult - Q2 Employment	76.6%	77.5%	69.75%
Adult - Q4 Employment	74.4%	77.5%	69.75%
Adult - Median Earnings	$9,086	$9,500	$8,550
Adult - Credential	60.4%	72%	64.8%
Adult - MSG	75.1%	65%	58.5%
DW - Q2 Employment	78.7%	78.5%	70.65%
DW - Q4 Employment	76.1%	79.5%	71.55%
DW - Median Earnings	$13,347	$11,400	$10,260
DW - Credential	68.3%	72.5%	65.25%
DW - MSG	76.3%	66%	59.4%
Youth - Q2 Education/Employment	72.4%	75%	67.5%
Youth - Q4 Education/Employment	70%	75%	67.5%
Youth - Median Earnings	$5,756	$5,400	$4,860
Youth - Credential	65.4%	70%	63%
Youth - MSG	60.1%	63%	56.7%

Adult (WIOA 1A) - Justification and Analysis

Employment: PY24 Adult Q2/Q4 outcomes were 72.79% and 73.68%; PY25 declined to 58.89% and 58.62%. The proposed 76%/74% in PY26 and 77.5%/76.5% in PY27 therefore represent recovery and continuous improvement. They also track closely with DCEO simulated performance of 76.6% Q2 and 74.4% Q4.

Earnings: Actual Adult Median Earnings were $10,835.23 in PY24 and $10,028.03 in PY25. The proposed $10,400 and $10,600 levels are consistent with Lake County's demonstrated earnings range and exceed DCEO's $9,086 simulated level and $9,500 State goal.

Credentials and MSG: Credential Attainment was 78.51% in PY24 and 80% in PY25, supporting an 80% target in both future years. MSG was 70.37% in PY24 but 55.77% in PY25. A 70% PY26 and 71% PY27 proposal recognizes the stronger historical result while requiring improvement from PY25.

Dislocated Worker (WIOA 1D) - Justification and Analysis

Employment: Q2/Q4 actual outcomes were 72.28%/71.07% in PY24 and 65.16%/63.40% in PY25. The 76%/74% PY26 and 77%/75% PY27 goals establish improvement while remaining below or near DCEO simulated employment of 78.7% Q2 and 76.1% Q4.

Earnings and Credentials: Median Earnings increased from $11,187 in PY24 to $12,682 in PY25. The proposed $12,500 target is therefore directly supported by current performance and remains above the State goal of $11,400. Credential Attainment improved from 76.30% to 85.04%, supporting the proposed 81% level in both years.

Updated MSG: MSG was 74.16% in PY24 and 55.28% in PY25. The revised official proposal of 70% for PY26 and 71% for PY27 is more ambitious than the earlier 65%/67% draft and exceeds the State goal of 66%. The revision is supportable based on PY24 performance, but it also requires focused management because PY25 actual performance was materially lower.

Youth (WIOA 1Y) - Justification and Analysis

Employment/Education: Youth Q2 performance was 73.49% in PY24 and 60.61% in PY25; Q4 was 61.29% and 58.18%. The proposed 73%/71% in PY26 and 75%/73% in PY27 establish a recovery trajectory and align closely with DCEO simulated performance of 72.4% Q2 and 70% Q4.

Earnings, Credentials, and MSG: Youth Median Earnings were $5,372.42 in PY24 and $4,828.30 in PY25, supporting a $5,200 PY26 target and $5,400 PY27 target. Credential Attainment remained strong at 73.97% and 77.88%, supporting 73%/75%. MSG was 85.82% in PY24 and 69.05% in PY25; the proposed 70%/72% targets remain supportable and exceed DCEO's 60.1% simulated level.

SAM, Demographic, Economic, and Programmatic Factors

Neurodivergent individuals / disability: Increased service to neurodivergent individuals is expected to increase representation within this SAM demographic/population group.

Apprenticeship programming: Employer-led direct-hire models are being implemented to strengthen retention and Q2/Q4 employment outcomes across funding streams.

Priority populations: English Learners, Hispanic/Latino, African American, and low-income populations are expected to remain priorities and increase based on the grant portfolio.

Unemployment at entry / ages 45-54: These factors are expected to increase based on regional and local mass layoffs and IEBS reporting.

Asian demographic group: Local front-end data indicates an expected increase that may influence the SAM model and performance thresholds.

Industry concentration: Manufacturing remains a major factor based on the industry-specific RFP and Board priorities, while Educational and Health Services/Care Economy investments are also expected to influence outcomes.

Negotiation Risk and Opportunity Analysis

Strongest support: Adult earnings and credentials, Dislocated Worker earnings and credentials, and Youth credentials have recent actual outcomes that directly support the proposed levels.

Primary performance risk: PY25 employment outcomes declined across Adult, Dislocated Worker, and Youth. Adult and Dislocated Worker MSG also declined materially. Accordingly, the employment and MSG proposals should be presented as improvement targets supported by program strategy and earlier performance, not simply as extensions of PY25 actuals.

Opportunity: Apprenticeship and employer-led direct-hire models can improve employment retention, while sector investments in Manufacturing and the Care Economy can support earnings and credential outcomes.

SAM consideration: Expected changes in disability status, English Learner status, race/ethnicity, low-income status, unemployment at entry, age, and industry/economic conditions may change adjusted performance after program-year completion.

Recommended DCEO Negotiation Position

Lake County Workforce Development's PY26/PY27 proposed levels represent ambitious but supportable benchmarks. The proposal uses actual PY24 and PY25 outcomes, DCEO simulated performance, State goals, and anticipated SAM factors to establish continuous improvement where feasible. Where PY25 performance softened, the proposed levels reflect a deliberate recovery trajectory supported by apprenticeship expansion, employer-led models, priority-sector investments, and targeted services to populations that may also affect the statistical adjustment model.

Administrative Note

The official DCEO Performance Goal Proposal Form states that local proposal forms must be accompanied by supporting data and rationale and identifies Friday, September 4, 2026 as the submission deadline.

Source Basis

Prepared from the updated LWIA 1 PY26/PY27 Performance Goal Proposal Form, DCEO 2026 Performance Forecast, Lake County performance summary/justification materials, and the Program Year 2024 & 2025 Negotiated Goals vs. Actual Outcomes analysis. Where an earlier summary conflicts with the updated official proposal form, this analysis uses the updated official proposal form.

CEJA IMPACT SNAPSHOT

WAUKEGAN CEJA HUB

Building equitable pathways into Illinois' clean energy economy in Lake County.

Attachment E

246	**$1.26M**	**143**	**61**
PARTICIPANTS ENROLLED	DIRECT PARTICIPANT INVESTMENT	JUSTICE-INVOLVED	PARTICIPANTS EMPLOYED
Expanding access to clean energy careers		58% of participants enrolled	26% Clean Energy Companies

THE IMPACT

CEJA has moved from program launch to measurable impact—combining foundational skills, occupational training, barrier reduction, paid work experience, and employment pathways for Lake County residents.

246	201	112	17
Enrolled	Bridge completers	Job-specific training	WBL to Employment

DIRECT PARTICIPANT INVESTMENT

$663,665	$380,763	$217,205
Participant stipends	Barrier reduction	Subsidized training wages

$1,261,633 TOTAL INVESTED DIRECTLY IN PARTICIPANTS

INVESTMENT BY TRAINING PATHWAY

Bridge	HVAC	Building & Home Inspection	Electric Vehicle	Energy Auditor
$382,361	$104,234	$78,466	$66,104	$14,157

WORKFORCE FORWARD: CLEAN ENERGY SUMMIT

August 28, 2026 – College of Lake County ATC

74
Employers attended

225
Job Seekers

23
Employers

Keyla Ward, Ameren | Laticia Holbert, ComEd | Jennifer Serino, WD
Larry Dawson & Diana Fuller, DCEO | Esther Kim, IL IPA

Source: CEJA Reporting. Data range: June 2024 – August 2026. WBL = Work-Based Learning. WD = Workforce Development. IPA = Illinois Power Agency. DCEO = Department of Commerce & Opportunity