CHICAGO COOK WORKFORCE INNOVATION BOARD: Report of proceedings at the Chicago Cook Workforce Innovation Board Quarterly Meeting, held at Citi, 226 West Monroe Street, NY Conference Room, Chicago, Illinois, on the14th day of December, 2017, commencing at the hour of 10:30a.m.

 CO-CHAIRMAN WRIGHT: So welcome. We're going to call the meeting to order. We're one short of a quorum so we won't take any actions just so we're making sure that we're okay until we have a quorum. So welcome and to all a great holiday season. Thanks for attending and looking forward to a short and informative board meeting. Dr. Ender?

CO-CHAIRMAN ENDER: Thank you, George. Welcome, everyone. A special thanks to you, George, and Citi for hosting our meeting today and our holiday lunch. You know, I have often said this is my least favorite time of the year because I now have to find my winter suits. MS. NORINGTON-REAVES: And your snow blower. CO-CHAIRMAN ENDER: And my snow blower. While I celebrate the joy of the season I wish it was in summer when we did this. Welcome, everybody. George, would you like to take it?

CO-CHAIRMAN WRIGHT: Sure. Where is Joanna? Did she leave? MS. NORINGTON-REAVES: She's right there (indicating). CO-CHAIRMAN WRIGHT: How are you doing back there? MS. GREENE: I'm good. CO-CHAIRMAN WRIGHT: Why don't we skip the roll call and the minutes until we have a quorum and that allows Karin to do the Partnership update, which I believe came in -- CO-CHAIRMAN ENDER: In the nick of time. CO-CHAIRMAN WRIGHT: -- in the nick of time. What time? MS. McDONOUGH: Under the wire. CO-CHAIRMAN ENDER: Just in the nick of time.

MS. NORINGTON-REAVES: You know, thank you very much and good morning, everyone. I was rewarded for my honesty there. So you should all have in front of you a copy of the CEO quarterly report. It was also e-mailed to you rather late, but nonetheless you will have it in your in-boxes when you return to your offices. So I want to highlight a couple of things, but the first thing I want to do is share some really good news. So literally, oh, minutes ago I learned that we received a half-million-dollar grant from the Rockefeller Foundation. (Applause.) MS. NORINGTON-REAVES: And, Tiffany, this is for the Mayor's IT initiative which is also described in here. But we are really excited so we will be starting with about $ 500,000 in seed money to lift that initiative off the ground, which is thrilling. I’m probably going to smile for the rest of my report. Yeah, it's really exciting.

So this has been -- Hey, we have quorum. Good morning, Dr. Jenkins. Thank you. DR. JENKINS: You should have sent a helicopter for me. MS. NORINGTON-REAVES: Did you want to do roll or do you want me to continue? CO-CHAIRMAN WRIGHT: You can go ahead.

MS. NORINGTON-REAVES: Okay. Thank you. CO-CHAIRMAN WRIGHT: You're on a roll. MS. NORINGTON-REAVES: I am on a roll. I am excited. So this has been a phenomenal year for the Partnership. We celebrated our fifth anniversary not in the fashion that we usually do so next year we'll have to do double partying because we really didn’t have anything to acknowledge our fifth year of existence, but I'm really excited with the progress that we've made not only from a programmatic standpoint but really just organizationally, just the development we’ve seen amongst our staff and intend to continue to do.

 Some of the key things that we’ve accomplished this year; some of which we went over at the last meeting in November. We talked to you about the various initiatives and all the successes there, and certainly you know that our fiscal team has done just a Yeoman's job of making sure we are a financially stable and fiscally stable, a healthy organization, and so I expect that to continue. Our WIOA performance has been solid. We continue to generally exceed all of our expectations. It pains Amy whenever we're like a tenth of a point under exceeding because then you have to say you're meeting even though we're really there, but, you know, we are striving and that's why I lead to exceed our WIOA performance metrics.

And then as you know we have a host of initiatives. So for our Mayor's IT initiative there are three key things that we're focusing on right now for the month of January 2018. We are looking to identify a site. I did a site visit with Matt Hillen, our new director of strategic initiatives and policy, as well as our program specialist -- our program development specialist Marisa Lewis; we did a site visit two weeks ago to a location and we have another site visit scheduled tomorrow morning.

So this is moving full steam ahead. The next step is to release an RFP for a trainer to actually deliver the curriculum for the students, and then we also will be releasing an RFI, request for information, to businesses to help them help us inform the curriculum and make sure we’re developing a curriculum that's going to meet their specific needs so that they will be more inclined to hire the individuals that complete the training program.

Apprenticeships. You all hear the word apprenticeships being bantered around over and over again. Not all apprenticeships are created equal. Not every apprenticeship is a U.S. DOL registered or recognized apprenticeship. There's a lot of work that’s happening in this space, and we are being asked to the table in a variety of ways. One, we are actually chairing a State subcommittee around apprenticeships. We also just last week met with MPEA, the Metropolitan Pier and Exposition Authority, to begin to talk about the framework for a regional apprenticeship strategic plan and programming, and so we're at the table there helping with respect to shaping policy and design and that's really focused on the skill trades. It's projected that in the next five years there will be billions of dollars for construction in Chicago, and so we really want to focus on those traditionally underrepresented groups who have been left out of the unions; who have been left out of opportunities for building career paths within the skill trades across all of the different skill trades, and so we're very honored to be at the table with the industry associations with the unions and with many skilling partners.

And also towards -- along the same thing there is a new RFP that was just released by Illinois Tollway Authority. It is focusing on construction coming in this region. We've actually met with them some time ago to talk about some of our work. We will be applying for that the tollway money which is unfettered in that they raise it, they keep it, and they manage it. So it’s not federal funds and they literally have over a billion dollars ready to invest into their system and so this newest RFP is definitely one we're going to proceed on behalf of this region.

100,000 Opportunities is going strong. We just learned there will be an RFP for that grant. In the past, it was money passed from the Schultz Family Foundation to the Aspen Institute to the existing organizations of the Aspen Institute that were working across the country. Here that's Thrive Chicago, and we were the employer partner and led the employer aspect of that work. Our understanding is there will be an RFP coming out that we can actually apply for directly and we intend to pursue that as well.

Moving right along, our outreach and engagement continue to just grow. And as you all know, there had been a number of items in my June report where I identified some next steps that we were going to be taking, and I give you an update here on page 2 showing you essentially all of those things have been addressed.

So I would like to introduce Jude Fitzgerald. Jude, do you want to stand up? Jude joins us as our new website and social media content manager and Dunni are super happy to now have a team of two including her. So we're really excited to have Jude on board, and if you get a chance to talk to her she has a lovely Australian accent.

We also have a number of other staff who joined us. Matt Hillen was introduced last meeting. Matt, you want to stand up again for those who may not have been here? Matt is our director of strategic initiatives and policy and comes to us most recently from the Illinois Department of Commerce and Economic Opportunity.

 We also have filled all the other vacant positions that were open at the time. So our business relations and economic development team, fiscal coordinator, and then we had two staff who actually were on grant-funded projects and we were uncertain about the continuation of those grant funds and so they actually applied for other existing vacancies within the organization and have moved into our programs team now rounding that out. We had some vacancies in existence for a while, and so I know Amy and Amanda are very happy to have that team fully rounded out at this point in time, but they also created two vacancies. So we'll be hiring a special projects coordinator. We're in that process. We're actually in the second stage of that hiring process, and then a senior accountant.

I've talked to you about what's going on in the federal landscape. Our latest word is that we should anticipate -- or the states are going to be anticipating a percentage cut in the funds that were just granted to us back in June, 2017 and so we have actually done some projections around how that impacts us and what it means moving forward. It certainly helps when we continue to bring in grant dollars for other initiatives that support staff time as well as the programmatic delivery of services.

One thing I wanted to lift up in terms of outreach and engagement is that you received not only the executive summary, but a report that looks like this (indicating). And this report this is a sample of what we’ve been doing for our elected officials. The one you have here is what was provided to Commissioner Boykin.

So we've toyed with this for some time that we are as a quasi-governmental agency all of the federal work that we do is tracked in the federal system through the state. So we don't necessarily provide annual reports even though we're a nonprofit organization. In a typical nonprofit they would provide, you know, an annual report. Our annual work is already cataloged and so there's been attention we've struggled with sort of how do we share out our learnings, our experiences, our data, and really progress in reports response to a demand from elected officials.

We created our reports, and so what we do first is summarize the amount of funding that is being provided within a district. We then detail that out according to the agencies that are receiving the WIOA funds. We then also highlight any of the special initiatives and the nonfederal funding that we've been able to bring into that district and bring to agencies there, and you’ll notice on this one they also have the job club funding through the grant from Citi Foundation. Thank you, George. In addition to that we indicate the workforce centers, where they're located. Not every district has a workforce center in it. It may have one that’s adjacent. It may have a satellite center that’s adjacent and we lift that up in the context of this report. We also identify the constituents served. I want to lift up the fact that these columns are separate. They don't -- They're not aggregated so each one is a separate population onto itself.

And then finally with the creation of Career Connect, our new data system, we're able to track the employer engagement in those districts. I think that piece has really excited the commissioners. They certainly -- We had provided in previous versions the detail around the number of constituents being served and the funding, but to really be able to see where the rubber meets the road in terms of the employers that we're engaging with, and so many of these elected officials know these companies well. It was very exciting for them to see this type of progress in terms of our reporting.

CO-CHAIRMAN WRIGHT: Karin? MS. NORINGTON-REAVES: Yes. CO-CHAIRMAN WRIGHT: Karin, I see a lot of people around the table that have a look that they want to ask a question. MS. NORINGTON-REAVES: Yes, sir. CO-CHAIRMAN WRIGHT: Maybe I'm wrong, but I could be right. MS. McDONOUGH: So this is for an individual commissioner's district? MS. NORINGTON-REAVES: Right. MS. McDONOUGH: So do you have just one for totality, a report that has all the data. CO-CHAIRMAN ENDER: One that aggregates everything? MS. McDONOUGH: Correct. MS. NORINGTON-REAVES: Right. So that's what we went over at last month’s board meeting, but I can send that out to you the graphic. MS. McDONOUGH: Yeah. MS. NORINGTON-REAVES: We actually provided that to the Mayor and to the President's Office showing the graphic for the entire system. We don't include all of the businesses listed out. We actually at least have the quantity so that we can provide. And also on that document it shows the amount of WIOA funds invested and how that translates into wages earned, which is very impactful.

MS. McDONOUGH: So the engagement doesn't necessarily mean these companies are located in that commissioner’s district? MS. NORINGTON-REAVES: These are the companies in those commissioners' districts, yes. MS. McDONOUGH: Okay. MS. NORINGTON-REAVES: These are the companies in their district. What it doesn't detail is how we’re engaged necessarily, and I think that's sort of the next level. This means that they have posted jobs with us; that we are working with them directly as the Partnership or one of the agencies in their area is working with that company directly. Some of them may have received on-the-job training dollars. Some of them may be receiving hiring support. The level of engagement varies by company. What we report to each district and each alderman is exclusively the businesses in their geographic area. MS. McDONOUGH: Okay. Thank you.

MS. NORINGTON-REAVES: I saw another question. MR. PEPPER: Just a question, is this prepared for every commissioner -- MS. NORINGTON-REAVES: Yes, sir. MR. PEPPER: -- and every alderman? MS. NORINGTON-REAVES: Yes. A lot of work. I'm sorry. And that is just for those of you for a headcount that’s separately elected officials, and then we do the roll up for the Mayor and the President, and then for the President’s Office and for her governmental affairs person I provided a summary by commissioner, district, and then we did the same for the aldermanic boards for the Mayor’s Office.

CO-CHAIRMAN ENDER: I know this is a ton of work for the staff. I was just saying to George this will become a commissioner's talking points for the next month, two months, and I can't tell you I just think, first of all, it's wonderful and something that I know we’ve been talking about and the staff that are doing it a terrific job, and they need to be able to count on this coming on a regular, discipline basis because they’re going to get used to it and really like it.

MS. NORINGTON-REAVES: Yes, absolutely. We were really excited just to get it to this place. And the number of staff that had to touch it to get it here -- I mean Dunni needed to look at it and create the graphics. We had to do the charts. We had to figure out how you get it all on the page, and then Amanda is running herd over the team that’s pulling the data to make sure we've got the right data and then we're all revisiting it constantly. You know, this is a big job. I can't even sum up the number of hours of work that goes into just generating one of these and making sure that everything in it is accurate. I will say this, I feel like it made us better and it's made us more responsive. I think it completely changed the tone of the engagements with the electeds, and for that despite whatever, you know, labor of love it's been, I really feel like this was a worthwhile exercise and it’s the right thing for us to do. We have to do it consistently, and we've got to just make sure we’re constantly executing at that level.

Finally, we have received some recognition and some awards and I wanted to share that out. So I've actually just now been appointed to the Board of the Chicago Lighthouse. The Lighthouse has a significant workforce development stream in their area of focus and we've actually provided them with on-the-job training dollars in the past for various initiatives. It will be an opportunity to further the work that we’ve begun with respect to people with disabilities and really making that a strategic focus. We also have a seat on the Mayor's task force for the employment of people with disabilities and there's now at the Illinois the treasurer's office a task force around financial access for people with disabilities and we sit on both of those task forces as well.

And then this is just weird. It feels weird to say it. The National Retail Foundation has actually acknowledged our work with the Wal-Mart grant and our work in the retail sector and the rolling out of their NRF “reimagined retail initiative” which we've done across the country with our Walmart sub grantees. So I'm going to New York to receive an award a “giver”; they've got five categories of awards, but it just feels really strange to be in the company of the gentlemen who opened up his store in Houston, his mattress store, after the hurricane. I don’t know if you know what I'm talking about. Mack is his name. He's receiving the “giver” award. The founder of Chobani Yogurt is receiving a “giver” award. I feel really outclassed in this, but I’m excited to go and will be taking a couple staff with me as well. DR. JENKINS: Well-deserved. (Applause.) MS. NORINGTON-REAVES: I just -- You know, it’s coming to me as a person and I wish it was coming to us as an organization because it's really about the staff who make that happen, and while I lead and guide them they’re really doing the hard work so I just would like to have the staff of the Partnership please stand up as many of you are sitting in the audience and not at the table there just to be recognized for your work. (Applause.)

MS. NORINGTON-REAVES: the last thing I want to talk to you about is board engagement. We just finished meeting with a small subcommittee that was I guess voluntold, Shelley, to help us with communications. Shelley, do you want to talk a little bit about the meeting -- MS. STERN GRACH: Me? MS. NORINGTON-REAVES: -- and any of the ideas generated? MS. STERN GRACH: What ideas? MS. NORINGTON-REAVES: All of your brilliant ideas. MS. STERN GRACH: Thank you. Wow. We just had a short meeting with Dunni and her new team and several board members -- this is really loud -- to brainstorm on communications and outreach and to capitalize on the actually great content that we have and the great accomplishments we have but getting the story told in a -- you know, a series of ways. And Kristin was there as well and Donovan was there. MS. NORINGTON-REAVES: And Monica.

MS. STERN GRACH: We're brainstorming on things ranging from road shows to envision the future for our youth so that they can kind of visualize themselves at physical locations or in different types of roles and jobs so that was one thing we talked about. Should I put it out there sending out the annual report for, not the one for this year, but looking five years ahead as to what the Partnership is going to be doing and how we're going to impact people? And obviously we talked about a whole bunch of different ways to include social media and board engagement. So it was really a blast. It was really one of the more fun meetings lately, and we all agree that we’re going to get together every other month complimentary to the standard board meetings and roll this thing out and really get bored engagement so that we can spread the word in a creative and efficient way. Okay? MS. NORINGTON-REAVES: Thank you. Thank you so much.

 So going forward we are going to endeavor to have the committee chairs, committee members on the board actually speak to what's happening so that we're more deeply engaging the board members and really, you know, leveraging your talents and capacities and making sure that we're able to amplify our messaging, amplify our work, and really just perfect our craft.

So final thing I wanted to share is that we have had a lot of star power lately. Last week I had the opportunity to meet with Common, the rapper, and the head of his foundation Common Ground. So he’s interested in working with us. Tiffany is like cracking up. And then two weeks before that Chance the Rapper sent his team to meet with us, SocialWorks group, to talk about opportunities to collaborate as well. So hopefully the next couple of months you will hear some things with Common. We actually laid out a menu of potential areas of engagement, and he's also interested in trying -- in his work around social justice and so we're looking to partner also with Kim Foxx and the State's Attorney's Office there. And then with SocialWorks again just a menu of options and really trying to consider what makes the most sense and how do we go deeper with people. So with that that concludes my report. I’m happy to take any additional questions. (Brief pause.) MS. NORINGTON-REAVES: And, yes, we've got pictures, Tiffany. Thank you.

CO-CHAIRMAN WRIGHT: Thanks, Karin. And there are at least a lot of reasons why you should be congratulated. We all should be pleased so congratulations. Joanna?

MS. GREENE: Sure. I'm going to call the roll. If you are here representing a board member if you could say your name clearly -- we have a court reporter -- that would be helpful. George Wright? CO-CHAIRMAN WRIGHT: I'm here. MS. GREENE: Ken Ender? CO-CHAIRMAN ENDER: Here. MS. GREENE: Don Finn? MR. WALTERS: Elbert Walters representing Don Finn. MS. GREENE: Thank you. Michael Jasso? MR. STEWART: Jay Stewart representing Mike Jasso. MS. GREENE: Okay. Dr. Jenkins? DR. JENKINS: Here. MS. GREENE: Shelley Stern Grach? MS. STERN GRACH: Here. MS. GREENE: Marc Gordon? (Brief pause.) MS. GREENE: Monica Haslip? MS. HASLIP: Here. MS. GREENE: Laura Britton? MS. BRITTON: I'm here. MS. GREENE: Juan Salgado? MR. MORALES: Richard Morales representing Juan Salgado. MS. GREENE: Marc Schulman? (Brief pause.) MS. GREENE: Liisa Stark? MS. STARK: I'm here. MS. GREENE: Pam McDonough? MS. McDONOUGH: Here. MS. GREENE: Richard Monocchio? MR. KOLLAR: Tim Kollar representing Richard Monocchio. MS. GREENE: Tiffany Hamel-Johnson? MS. HAMEL-JOHNSON: Here. MS. GREENE: Donovan Pepper? MR. PEPPER: Present. MS. GREENE: Linda Nelson? (Brief pause.) MS. GREENE: Charles Smith? MR. SMITH: Here. MS. GREENE: Jorge Ramirez. (Brief pause.) MS. GREENE: Andre Rice? (Brief pause.) MS. GREENE: Kristin Gomez? MS. GOMEZ: Here. MS. GREENE: Kevin Brady for James Skogsbergh. Eugene Jones, Jr.? (Brief pause.) MS. GREENE: Carrie Thomas? MS. MORRISON: Angela Morrison on behalf of Carrie Thomas. MS. GREENE: Jim McDonough? (Brief pause.) MS. GREENE: Kareem Dale? (Brief pause.) MS. GREENE: Jennifer Foster? (Brief pause.) MS. GREENE: And Jim Dimas? MS. BRYSON: Rena Bryson representing Jim Dimas. MS. GREENE: Thank you. We have a quorum.

CO-CHAIRMAN WRIGHT: Thank you, Joanna. At this point we'll need the board to review/discuss our motion to approve the minutes from our last board meeting. Any discussion or questions, corrections? (Brief pause.) CO-CHAIRMAN WRIGHT: Hearing none, do I have a motion? MS. McDONOUGH: Move to approve the minutes from the November 6th meeting. CO-CHAIRMAN WRIGHT: Thank you, Pam. Do I have a second? MS. BRITTON: Second. CO-CHAIRMAN WRIGHT: All in favor say aye. ("Aye" response.) CO-CHAIRMAN WRIGHT: All opposed same sign. (Brief pause.) CO-CHAIRMAN WRIGHT: Motion carries.

Our next agenda item is the Partnership financials. I will affectionately call him Bubbleman, although we didn't have any bubbles. CO-CHAIRMAN ENDER: Bubbleman didn't bubble up anything. MR. MELE: Good morning, everyone. Can everyone hear me in the back? Okay. Great. Okay. So in your blue folders in the right pocket you should find the PowerPoint presentation which is what we're going to cover today. Mr. Wright alluded to the fact that actually I’m a little out of sorts with Slide No. 1, our budget to actual, because I don't have bubbles for it and that's because there are no anticipated material variances in our projected revenues and expenditures from the approved Fiscal Year 18 budget.

 CO-CHAIRMAN WRIGHT: Thanks, John. MR. MELE: And that's as of our first quarter, September 30, 2017. So accordingly our projections are lined with the FY '18 budget, but there is just one number I would draw your attention Column3 at the very bottom you see $ 234,090, that is our operating surplus and that's the result of some unrestricted dollars we've received net of some expenses. So any questions on the budget to actual? (Brief pause.)

MR. MELE: Okay. If not, moving on to Slide No.2, the statement of activities, you see that there are two bubbles or two takeaways there. Both of the takeaways relate to net assets released from restrictions principally due to the Walmart Foundation grant. Any questions on the statement of activities? (Brief pause.) MR. MELE: Okay.

Then Slide No. 3, the statement of financial position, you see Bubble No.1 - it's the combined two line items which are the cash and short-term investments, and that's again principally related to the spend down of the Walmart Foundation grant. And again in Bubble No.2 in the permanently -- or -- I'm sorry -- the temporarily restricted net assets you see that there's a drop in the net assets. Again it's related to the Walmart Foundation grant spend-out. Any questions? (Brief pause.)

MR. MELE: Okay. Then moving on to the cash flows, Slide No.5. Once again we have two takeaways, and in both cases the lion's share of those dollars relate to the Walmart Foundation grant both for the change in net assets, of course, and the short-term investments. Any questions? (Brief pause.) MR. MELE: Okay.

And I have one other agenda item I wanted to state that the Partnership is proposing a budget modification to move funds from dislocated worker dollars, those expenditures -DW, to adult -A funds, and this will provide incumbent worker training dollars of approximately $126,000 , as well as additional adult individual training accounts or ITAs. MS. NORINGTON-REAVES: Just to contextualize, any time we move money from one WIOA allocation to another -- from either the adult or dislocated worker funding stream it requires a formal budget modification to the State and for that to happen it has to have board approval. We're moving this because of incumbent worker demand. So demand that we've gotten from existing companies that we're partnering with and also because of the huge demand for the (ITA) individual training account vouchers and we have the capacity to move dollars between those streams, but it just has to be approved first.

CO-CHAIRMAN ENDER: Just as a procedural matter, and I apologize on behalf of George and I, we did discuss this in our executive committee and had it on the agenda. I anticipated it would be on the agenda again so you could see it so we're bringing it to you orally. We won't do that again with a budget exception, but it's in there. Is it in there somewhere? MS. NORINGTON-REAVES: Yes. MS. McDONOUGH: It's on there. MS. NORINGTON-REAVES: Item under Chicago Cook Workforce Financials. CO-CHAIRMAN ENDER: Sorry. I'm not apologizing for nothing. CO-CHAIRMAN WRIGHT: You raised a bubble that shouldn’t have been bubbled. MS. NORINGTON-REAVES: So we would need a motion. MS. McDONOUGH: I move to approve. CO-CHAIRMAN WRIGHT: I just want to -- Is it $ 126,000, is that what I heard? MR. MELE: About -, yes. CO-CHAIRMAN WRIGHT: All right. Just clarifying the amount. MS. McDONOUGH: I move to approve the budget whatever you call it -- CO-CHAIRMAN ENDER: Transfer. MS. McDONOUGH: -- transfer. DR. JENKINS: Second. CO-CHAIRMAN WRIGHT: Thank you, Pam. Thanks, Dr. Jenkins. We have a motion and a second. All in favor say aye. ("Aye" response.) CO-CHAIRMAN WRIGHT: All opposed same sign. (Brief pause.) CO-CHAIRMAN WRIGHT: The motion carries. John, you're good. Thank you very much. MR. MELE: Thank you.

CO-CHAIRMAN WRIGHT: So at this point as we normally do I will hand the baton off to my esteemed co-chair Dr. Ender to take us home. I think I've got your back on time. CO-CHAIRMAN ENDER: You did. And hopefully I won’t have to apologize for anything else in this meeting. So, Pam, are you going to give the report? MS. McDONOUGH: Yes. There's three items from our Service Delivery Committee work. The first in your package is we have a policy letter that we need approval on. It's essentially updating our policy to reflect the WIOA language. So some of the language and terms need to be reflective of what the WIOA says -- instead of WIA now it's WIOA. There's nothing really substantive in this so we will need board approval to accept the changes. The second thing in terms of training programs that are approved there's a list of a bunch of -- actually it looks like a bunch of them are colleges that have added programs that reflect, you know, areas we're looking at. So it's a spreadsheet (indicating). These are all part of our strategic, you know; focus on what types of training we think is valuable for our people. And then the third issue is basically on some of our policy -- or Individual Training Account (ITA) categories. We added subcategories to reflect different and additional training. I guess, you know, it wasn't specific enough so some of them that are highlighted, administrative service managers the tuition limit would be $3,000; diagnostic medical stenographers is another , there under diagnostic technicians, health and lab technicians, surgical technologists, and medical equipment preparers, certified nursing assistants, and patient care technicians, patient representatives and patient care technicians. In food service we added chefs and head cooks, because that's a little higher level position. And then in HVAC electrical machine repair we added maintenance workers at the $8,000 reimbursement level. And then under computer CNC we added CNC machine tool programmers, metal and plastic, that's at an, $8,000 reimbursement. I don't know if we do individually vote on these or do it as a group. CO-CHAIRMAN ENDER: Dr. Jenkins and I would abstain here. MS. NORINGTON-REAVES: Yes, you guys have to abstain. CO-CHAIRMAN ENDER: So are you proposing by motion? MS. McDONOUGH: Yes. I would propose a motion to accept these changes. If there are board members that are on the list of new training programs they probably would want to recuse themselves for the vote. CO-CHAIRMAN ENDER: Is there a second? MS. HASLIP: Second. CO-CHAIRMAN ENDER: Thank you. Any questions or comments about these materials? (Brief pause.) CO-CHAIRMAN ENDER: Okay. All in favor say aye. ("Aye" response.) CO-CHAIRMAN ENDER: All opposed same sign. (Brief pause.) CO-CHAIRMAN ENDER: Thank you, Pam.

 Amy, are you ready? MS. McDONOUGH: She's my backup. CO-CHAIRMAN WRIGHT: We're done. MS. SANTACATERINA: My committee chair took care of it.

CO-CHAIRMAN ENDER: Fantastic. All right. Anything else for the good of the order? (Brief pause.) CO-CHAIRMAN ENDER: Any public comment? (Brief pause.) CO-CHAIRMAN ENDER: Hearing none -- MS. NORINGTON-REAVES: Dr. Ender, can I say one thing. CO-CHAIRMAN ENDER: Yes. MS. NORINGTON-REAVES: I'm sorry. So for anyone who wants to see all the reports for all of the commissioners they're here in the notebook for your review. CO-CHAIRMAN WRIGHT: The mic works for her. CO-CHAIRMAN ENDER: I have no idea. MS. NORINGTON-REAVES: It likes me. CO-CHAIRMAN ENDER: No idea. Yes, sir?

MR. KOLLAR: Could you talk a little bit about the survey? There's a note in your report about a survey. MS. NORINGTON-REAVES: Sure. There are two items that I did not fully discuss in detail in terms of my report, and one having to be with the board survey. Just in preparation with our communications session one the things that Dunni and I talked about was that is that all of you as board members have various relationships, and so this came up last week in the WIB Executive Committee call we’re receiving some grant funds from JPMorgan Chase and are considering pursuing a different pot of funds housed with JPMorgan Chase for a different initiative. One of the board members said, well, you know, I have a relationship there if you all ever tap into board member relationships as you're pursuing grants and so what we thought about was the fact that you all have lots of relationships whether it be with funders or media outlets or community-based organizations or other initiatives or businesses. That make sense in terms of, you know, the synergy between their work and ours but we don't know because we haven't asked you and to the extent that that hasn't been volunteered. We're all mutually in the dark around where relationships are and so the thought was we would survey board members to get an understanding of your relationships and connections and where you would be interested in using some of your influence to help advance our work and hopefully the work of the individuals that you're connected with as well. So that's forthcoming in the beginning of the year.

And then the other piece I really didn’t talk about but it is spelled out in here is that, you know, as I think about us as an organization and the internal collaborations we have done a lot around professional development, but there's still more to do. That's an ongoing thing. We're all always evolving. It's not just a one-shot deal. So at the beginning of this year we will be doing “Strength Finders” for our staff. I don’t know if you all are familiar with it but it was actually created by the folks who do the Gallup polls and essentially they've identified sort of these characteristics that typify everyone and they boil it down to your five key strengths and sort of how that shows up for you in your life and in work as well. So we've done this with our senior staff and our senior staff has changed since we did that, but we’ve not done it for all of our staff. So we will be offering that for all of our staff and then working with our managers to help them understand the dynamics within their teams to help get the most out of their teams.

So we'll be doing some brown bag lunches/workshops and we're developing a cadence for the entire year so that our folks can really have ongoing professional development. It just helps to strengthen us as an organization, and, quite frankly, we’re a workforce development entity. We should be focusing on that any way. We want our people to be their very best selves whether they bring those skills to us or they move on out into the labor force... CO-CHAIRMAN ENDER: Very good. Any other questions or comments from the Board? MR. SMITH: I just have -- CO-CHAIRMAN ENDER: Yes, sir. MR. SMITH: I just want to say congratulations to you, Karin. I think you've done an amazing job. I think you had a great year and you deserve your trip to New York as well. CO-CHAIRMAN ENDER: Well said. (Applause.) CO-CHAIRMAN ENDER: That's a good note to end on. Motion to adjourn? MR. KOLLAR: So moved. CO-CHAIRMAN ENDER: Second? MS. McDONOUGH: Second. CO-CHAIRMAN ENDER: Thank you. We stand adjourned. (Meeting adjourned.)

 STATE OF ILLINOIS) SS. COUNTY OF COOK ) Jennifer Vravis, being first duly sworn, on oath says that she is a Registered Professional Reporter doing business in the City of Chicago, County of Cook and the State of Illinois; That she reported in shorthand the proceedings had at the foregoing Chicago Cook Workforce Innovation Board Meeting; And that the foregoing is a true and correct transcript of her shorthand notes so taken as aforesaid and contains all the proceedings had at the said Chicago Cook Workforce Innovation Board Meeting. \_\_\_\_ JENNIFER VRAVIS, RPR CSR No. - SUSCRIBED AND SWORN TO before me the 3rd day of January, 2018 NOTARY PUBLIC.