CHICAGO COOK WORKFORCE INNOVATION BOARD: Report of proceedings had at the Chicago Cook Workforce Innovation Board Quarterly Meeting, held at 118 North Clark Street, Fourth Floor, Chicago, Illinois, on the 13th day of December, 2018, commencing at the hour of 9:30a.m.

CO-CHAIRMAN WRIGHT: So we are one short of a quorum, but we are going to get started for our last Chicago Cook Workforce Partnership Board Meeting of the year. (Brief pause.) CO-CHAIRMAN WRIGHT: So I'm George Wright, co-chair of the Partnership. CO-CHAIRMAN ENDER: And I'm Ken Ender, also co-chair of the Partnership. Welcome this morning, and we bring you greetings from our esteemed leader Karin Norington-Reaves. She will not join us morning. She’s dealing with a little bit of a medical issue and expects to return in the New Year.

CO-CHAIRMAN WRIGHT: Get the music off. CO-CHAIRMAN ENDER: That would be helpful. MS. GREENE: We'll have to turn it down because if the music is not on they can't call in. CO-CHAIRMAN ENDER: Okay. We could sing. CO-CHAIRMAN ENDER: Is that the best we can do, Joanna? (Brief pause.)

CO-CHAIRMAN WRIGHT: Can you hear us in the back? Okay. CO-CHAIRMAN ENDER: All right. I think we've got that music down. Everybody okay down there? So again Ken Ender, co-chair of the Partnership, along with Mr. Wright and we bring you greetings from Karin Norington-Reaves who cannot be with us this morning. She's dealing with a little bit of a medical condition; fully expects to be back here at the first of the year. I don't know about Mr. Wright, but I've been getting all kinds of texts from her to remind me even as late as this morning driving in I got a text saying you all run a good meeting so tell her we did.

We're going to get into the formal meeting here very quickly, but before we do we have a departing member of our board Mr. Marc Gordon who has been with us and precedes me in the service to the workforce board and has been a steadfast leader on our boards and provided great service over the last 19 years. He will be leaving, and we just want to extend our heartiest congratulations and our thanks, Marc. Karin wished so much she could be here to give you one of her famous, big hugs, but on behalf of Mr. Wright, Karin, the board thanks you so much for your service. (Applause.)

CO-CHAIRMAN WRIGHT: Come on up. We have gifts. CO-CHAIRMAN ENDER: Would you like to say a few words? MR. GORDON: Well, I do go back a few years I must say I guess. I was appointed by Mayor Daley back in 2000to be on the Chicago Workforce Board, and I've been on that board and then of course it merged into the Chicago Cook County Board. So I've been involved on the board since 2000 and a lot of great work has been done, a lot of success with great staff. Obviously I'm most proud of the recent Hospitality Hires Chicago. (Applause.) MR. GORDON: An incredible hiring event and our hospitality industry has just continued to get more and more into it, and I'm sure that will grow and become bigger and better in the next few years, and I'm just excited about it. So I just want to say thanks for 19years, and it's been great. Thank you for the recognition. CO-CHAIRMAN ENDER: Thank you. (Applause.) MR. GORDON: Thank you. CO-CHAIRMAN WRIGHT: Thanks once again, Marc, for your service to the board and all the lives you have impacted and changed. Really appreciate it.

So we're going to start with our introduction of new members and the approval of the minutes. Let's do the approval of the minutes first so we can get that out of the way. I would like to remind new members when you state your name please speak up because we are recording, and my friend at the end of the table told me to say that. So why don't we do the roll call first. Joanna, where are we? CO-CHAIRMAN ENDER: We have a quorum. CO-CHAIRMAN WRIGHT: We have a quorum. CO-CHAIRMAN ENDER: Yep. MS. GREENE: Yes. Okay. George Wright? CO-CHAIRMAN WRIGHT: I'm here. MS. GREENE: Dr. Ender? CO-CHAIRMAN ENDER: Here. MS. GREENE: Don Finn? MR. WALTERS: Elbert Walters for Don Finn. MS. GREENE: Jay Stewart? MR. STEWART: Present. MS. GREENE: Dr. Sylvia Jenkins? (Brief pause.) MS. GREENE: Adam Hecktman? MR. HECKTMAN: Here. MS. GREENE: Marc Gordon? MR. GORDON: Here. MS. GREENE: Monica Haslip? (Brief pause.) MS. GREENE: Juan Salgado? DR. EDWARDS: Stacia Edwards here for Juan Salgado. CO-CHAIRMAN ENDER: Good to see you. MS. GREENE: Marc Schulman? MR. SCHULMAN: Here. MS. GREENE: Liisa Stark? MR. VARELA: Erik Varela here on behalf of Liisa Stark for Union Pacific. MS. GREENE: Thank you. Don Russell? MR. RUSSELL: Here. MS. GREENE: Pam McDonough? (Brief pause.) MS. GREENE: Mr. Monocchio? MR. MONOCCHIO: Here. MS. GREENE: Matthew Muench? MR. MUENCH: Present. MS. GREENE: Donovan Pepper? (Brief pause.) MS. GREENE: Charles Smith? (Brief pause.) MS. GREENE: Tiffany Hamel-Johnson? MS. HAMEL-JOHNSON: Here. MS. GREENE: Karen Teitelbaum? MS. TEITELBAUM: Here. MS. GREENE: Eugene Jones, Jr.? (Brief pause.) MS. GREENE: Jeff Mays? (Brief pause.) MS. GREENE: Kareem Dale? (Brief pause.) MS. GREENE: Jennifer Foster? (Brief pause.) MS. GREENE: Jim Dimas? (Brief pause.) MS. GREENE: Haven Allen? MR. ALLEN: Present. MS. GREENE: LaShana Jackson? MS. JACKSON: Here. MS. GREENE: Michael Jacobson? (Brief pause.) MS. GREENE: Okay. We're good. CO-CHAIRMAN WRIGHT: Thank you.

So at your pleasure I will entertain a motion or a discussion around the minutes from the board meeting held September 25th. (Brief pause.) MR. SCHULMAN: So moved. CO-CHAIRMAN WRIGHT: I have a motion to approve. Second? MR. MONOCCHIO: Second. CO-CHAIRMAN WRIGHT: It's been moved and second. All in favor say aye. ("Aye" response.) CO-CHAIRMAN WRIGHT: All opposed same sign. (Brief pause.) CO-CHAIRMAN WRIGHT: Motion carries.

Let's go into the new member introductions, and I assume that we're going to start with LaShana. Please state your name loudly and also kind of tell us where you're from and welcome to the board. MS. JACKSON: Thank you. LaShana Jackson and I lead global talent management for Aon right here in Chicago on Randolph. So really excited to be here. CO-CHAIRMAN WRIGHT: Thank you. Karen? Is Karen here -- Oh, yes. There she is. MS. TEITELBAUM: I'm right here. Karen Teitelbaum, president and CEO of Sinai Health System on the west and southwest side. We’re Chicago’s largest safety net institution serving a community of several million people. Delighted to be here. Thank you. CO-CHAIRMAN WRIGHT: Thank you. Is Haven here? You all sit in the same area; is that planned? MR. ALLEN: My name is Haven. I'm the CEO of mHUB. We're a physical product innovation center, non-profit that opened in 2017. CO-CHAIRMAN WRIGHT: Thank you. Welcome. Adam Hecktman? MR. HECKTMAN: Adam Hecktman; I'm Microsoft’s director of civic innovation for Chicago. I've been with Microsoft for 27 years, and I'm all over the city but our offices are where LaShana's offices are in the Aon Center. CO-CHAIRMAN WRIGHT: Welcome. Matthew? MR. MUENCH: Matthew Muench. I started about a month ago as the director of workforce innovation with Chicago Mayor's Office. It's been about seven years in philanthropy, before that focused on adult education and workforce development, but before that I was on staff with the Chicago Workforce Investment Council. So it's good to be back within the family, so to speak. CO-CHAIRMAN WRIGHT: Thank you and welcome. Jay? MR. STEWART: Jay Stewart, Bureau Chief Cook County Economic Development. I've been with the County for a couple years. I've attended some meetings as the deputy bureau chief so I'm familiar with the workforce efforts. We've worked closely on multiple projects and happy to be here.

CO-CHAIRMAN WRIGHT: Welcome. So, once again, welcome to all of our new members. We're pleased and happy to have you serve. You're joining a group of individuals who are highly committed to this work, and I am sure that you will fit directly in. So thank you. Dr. Ender, any comments? CO-CHAIRMAN ENDER: No. It's a pleasure to have you serving. We look forward to getting to know you. There will be an ongoing orientation program. There’s a lot of exciting work. CO-CHAIRMAN WRIGHT: Is it a test? CO-CHAIRMAN ENDER: It's not a test initially, but I would pay careful attention as you hear the orientation information. It is a little complicated because we actually have a board within a board, and the history of this, as Marc knows, is all fascinating. I was part of that transition, and some days I'm just even surprised that we're here because moving from three boards to one was a monumental task. And I’ve said to Karin many times if she and the staff knew what they were getting into they never would have. So we've come a long way, and we welcome your service and your leadership. Thank you for agreeing to serve.

CO-CHAIRMAN WRIGHT: Thank you. Let's move directly in the next agenda item, which is to have a Partnership update from our Chief Program Officer Amanda Cage. MS. CAGE: Sure. I'm Amanda Cage. I'm the chief program officer at the Partnership. Can everyone back there hear me, no? Okay. Again Karin sends her regrets. We all know because she texted all of us this morning. I just want to reiterate that I do want to cover some of the activity that we've done in the last quarter. As always the Partnership was busy designing programs and raising money, and I just want to walk through some of those initiatives with you. There is a CEO report in your packets that you can read more in detail later.

First and foremost, we spent a lot of time and effort looking at our WIOA programs. And for those of you who are new to our board you will hear that term all the time. WIOA stands for the Workforce Innovation and Opportunity Act, which is the legislation that guides the money that you are responsible for and our RFP requets. Amy Santacaterina, our director of our WIOA programs, will be giving a presentation on that body of work later, but I want you all to know that when we do an RFP for   
WIOA youth programs it is an all-hands-on-deck effort from our staff. Every department within our organization is responsible for reviewing applications. We had requests for $ 20 million of funding this year with only $6.8 million to give so it really was a very difficult discussion. It's very hard to make decisions but that is one of the key pieces of activities that we've been working on, and Amy will talk a little bit more about that later.

At the last meeting we talked a little bit about the Illinois Tollway. We have received $ 3.4 million over three years for work around the Illinois Tollway. We're not just responsible for Cook County for that work. We are actually responsible for Northern Illinois, and this is really an effort to get construction jobs especially around transportation, construction, and all of the public investments in construction to get access for minorities and women and other underrepresented populations into that workforce. We have hired a construction -- a manager of construction initiatives. Her name is Jayne Jackson.

We couldn't have been luckier. She brings a great background to the work, and she started last month. We had our kickoff meeting with all of our partners. So we have many subcontractors on this project so as you can imagine it’s a lot of coordination. And we had our first meeting this month to kick that off. And on Monday we will be having a press conference. So officials from the Illinois Tollway in addition to President Preckwinkle will have a press conference at our west side American Job Center r to announce that initiative.

Chicago Codes, which is one of our mayoral led initiatives which really reaches out and provides coding camps in underserved neighborhoods, has been launched. We have chosen a vendor for that project. The name of the vendor is Coding Dojo, which I think is a very cool name. We have received a lot of funding. The City has invested half a million dollars in that project. Microsoft has invested as have Facebook and Google. So we’re looking to start our first cohort after the New Year. MS. HAMEL-JOHNSON: Yea. MS. CAGE: Tiffany is excited about that.

Our Opportunity Works initiative this was an initiative started by the President's Office really looking to get young people who are not connected to school or work internship opportunities in some high-growth, high-demand industries, namely transportation, distribution and logistics, manufacturing and information technology. We did a Request for Proposal (RFP) for that -- for that initiative as well. We have rose $2M with money both from Cook County and also raised significant private resources for that grant.

When we did our Opportunity Works RFP this year we actually RFPed all of our youth funding so agencies that want to be a part of the Partnership network could really think about where they best fit within our programming, so I wanted to alert you to those grantees. We are making recommend or we have decided to fund Business and Career Services, Prairie State College, PLCCA, SERCO, and OAI to provide those services to young people in suburban Cook County; that program has really focused on the west and south sides of Cook County, and we met with the mayor's employer advisory council in Evanston to see if we could expand that to the northern suburbs as well.

The AARP Foundation has renewed our grant for Back to Work Plus for the upcoming year for $300,000. This is a program aimed at older workers who are looking to reengage in the workforce. We have, in conjunction with that program, a symposium a couple of months ago to focus on some of the key issues facing that population as they again try to reenter the work world, and we had over 200 people attend that symposium so that was a great event.

In terms of employer engagement Hospitality Hires, as Marc mentioned earlier and Phaedra will discuss later in detail, has continued to be one of our signature, premiere events. We had an amazing event back in October. I won't go into the details because Phaedra will, but in addition to Hospitality Hires we did have some other notable hiring event. Along with our north side American Job Center we did an event -- a regional event on the north side of Chicago in conjunction with Senator Heather Steans, Representative Kelly Cassidy, and with Congresswoman Jan Schakowsky. We also had a partnership with World Business Chicago for a job fair on the west side and then also with our healthcare sector center, who I think is in the back of the room, as well our north side American Job Center held a healthcare job fair in conjunction with Malcolm X College. So those were some of the notable hiring events this quarter.

And then finally I just want -- there are some honors and recognitions that I wanted to address. We are very excited, and I actually had to talk to three people yesterday to see if I could announce this, that Amy Santacaterina and Matt Hillen have been chosen to be in the inaugural Workforce Leadership Academy here in Chicago. (Applause.) MS. CAGE: For those of who know the Aspen Institute they have for a long time had a fellowship around workforce development. They decided to invest in Chicago as a community and put together a community of workforce leaders here, and so we’re very excited to have two members of our staff and there are other members of our network as well. I was on the advisory review committee. Though I had to recuse myself from the two of you, I was on the advisory committee and I'm glad to see so many of the people who are involved in our system at very different levels are involved in this leadership academy.

I also wanted to recognize some of our board members who have been asked to serve on various governor transition committees. Liisa Stark has been asked to be on the infrastructure committee; Dr. Ken Ender is going to be on the education committee, Juan Salgado as well; and Bob Reiter is going to be part of the job creation and economic opportunity committee. So they will be leading our statewide policy efforts as there's the transition of the governor.

And then finally I wanted to recognize Haven Allen, one of our new board members, who was recently named one of Crain's 40 Under 40 for Class of 2018 . (Applause.)

MS. CAGE: And I skipped one thing. It's actually probably because she wasn't here to remind me. And so Dr. Ender also reminded me that we did have a new hire during this time, Stephanie McCormkle. Stephanie, who is my new executive assistant, and we are very happy to have her on board. And we do have a couple of positions that are currently in transition. We have two communications people who will be coming on after the beginning of the year. CO-CHAIRMAN WRIGHT: Thanks, Amanda. Any questions? (Brief pause.)

CO-CHAIRMAN WRIGHT: Hearing none, Amy, the floor is yours. And congratulations once again. MS. SANTACATERINA: Thank you. CO-CHAIRMAN ENDER: Amy, would you give us just a little context since we do have new members -- MS. SANTACATERINA: Absolutely. CO-CHAIRMAN ENDER: -- about the process? MS. SANTACATERINA: Okay. How's that? Oh, wow. Good morning, everybody. I'm Amy Santacaterina, and I'm the WIOA program director at the Partnership. This morning we're going to go through the WIOA youth funding recommendations, and I'm going to start by doing -- this is sort of like a two-part presentation. We have a brief overview PowerPoint that I’ll walk through this morning, and then we're going to be referring to the long, legal size blue packets. And just for a little bit of context, I just want to start out as customary with our practice when we’re presenting.

If there's questions and answers in those packets you'll see a reference number or docket number attached to each agency so it's our practice to refer to the docket number instead of identifying organizations by name because these recommendations are really not final and public until they are approved by the Board. Okay. So to provide a little bit of context as Amanda said WIOA funding is the act, and the major responsibility of the board is to overview and oversee our funding and oversee the implementation of WIOA. So we released an RFP back in September, and I want to provide a little bit of just an overview in these first couple slides of when we released our overview we went back and started with our vision what we want for our youth system. And this is our youth vision that was decided on and approved by our Youth Council back in 2018, and a couple of things I just want to point out we're really looking for a system where we provide access to comprehensive, integrated set of education and training supports for all of the youth in Cook County.

The Partnership wants to be a leader in empowering opportunity youth. Opportunity youth are those youth that are disconnected from education or disconnected from employment. So that's what our vision is and that's what we set out to do for this RFP to select delegate agencies who can help us fulfill and meet this mission. So again back when we started back in August or July we did some research. We had focus groups. Members of our youth council served on those focus groups. We met and we interviewed our youth council and other stakeholders involved in youth. We also asked youth themselves what they are looking for, what do they think are strengths and weaknesses of the system that they're currently in. We conducted a literature review, looked at federal policies, our local policies, and compared other RFPs from other WIBs like our local workforce innovation board. We looked at national and best promising practices, and we conducted a lot of interviews with other WIB members across the country. We interviewed people from Boston and New York, other cities where they have strong youth programs and youth models, and our sister organizations like the Chicago Department of Family Support Services.

And we made some changes to our youth to our RFP. A couple of key changes when we released the RFP in September is that we recognized that it was important to fund organizations at a level high so they can really provide quality services. So we raised the minimum level that when we fund organizations for $150,000 for six months. For our in-school programs we decided because the youth funding comes to us and we can decide how much of our program -- how much of our funding -- or the youth dollars comes to us and it’s targeted for either in-school youth services for those youth that are currently in high school or out-of-school youth, those again falling in that opportunity youth category, those disconnected from school or employment. And at a national level they say 75%t of our youth funds -- a maximum of percent of our youth’s funds must go to out of school youth and 25% can go towards in-school youth. As a local board we have decided to limit that even further because we want to concentrate on out-of-school youth and so our maximum is 20% of our youth funds will go towards in-school youth. And we have even further narrowed that down when we're funding in-school youth programs we're looking at school-based programs that are targeting youth with disabilities, English language learners, or/and youth at risk of dropping out.

Another big thing from our research that showed is that really the quality of the staff is critical to the youths' success. So we wanted to improve the standards for our frontline staff. One of the basic things we wanted to at least increase the minimum pay for our career coaches, and we scored heavily on the professional development plans and the professionalism of the staff. We looked for things like are staff familiar with trauma-informed care, do they have some type of credentials in workforce development, or/and youth development. And we refined our program models, and we wanted to make sure that they reflect the youth unemployment issues affecting the region.

And we wanted to leverage our programs by using other funding sources and to make sure that we are increasing our capacity in trying to achieve those more comprehensive program models. The RFP for this that we released has an initial six-month term. Our WIOA funding cycle typically goes from July to June. We released in the middle of this year and so we have six-month contracts and those agencies that we select are up for three one-year renewals after this solicitation.

So in our RFP you see we have our in-school program that I sort of already described. We limited it to 20 percent. Our out of school we have different program models that we were that were identified in the RFP itself. Reconnection to education focuses on getting youth that have dropped out reconnected to high school. A post-secondary education track is really working with youth as they come in and hopefully getting them on towards -- the -- service delivery is getting them on towards college or advanced training. We also featured to a sector-based model where youth can be trained in an individual sector, such as healthcare or, manufacturing. So the services are really more narrowed in on a specific sector. And we had a little bit more general young adult career path model, which again the goal is to try and have those young adults return to employment but along a career path, so providing all those supports.

We pulled aside --in the RFP we recommended hey, let's put aside some money for some of what we’re calling our innovation fund, and this was to set aside money so as agencies or respondents to the RFP if they identified a problem what they can do to solve it -- how can we help solve that problem, if they had a little extra money what would they do, and so we reserved $250K for the innovation fund. Our selection process contained these criteria. You know, you can see points for organizational experience. Fifteen points for that staffing plan. Again that's where we looked at professional development. The program narrative had points; that also includes their program plan and implementation. We looked at their fiscal structure and fiscal plan. These are government funds. They are heavily regulated. We have to be able to meet the fiscal requirements of WIOA, and so there’s points we devoted towards the financial structure and fiscal plan.

Here's our process what do we do to evaluate. We received many 67 organizational responds to the RFP, and we divided them up. We had two reviewers each. We paired people into two teams. We also invited guest reviewers. We invited members of the youth committee to review, representatives from the United Way to review. We partnered people up. We reviewed. In each individual review, they looked at the programmatic review, came to a consensus, brought that information and those scores to the core team.

On the fiscal side our fiscal team looked at all the audit information and budgets and everything on the fiscal questionnaire. They reviewed all the proposals, brought that information to the core team. The core team analyzed and presented recommendations to the youth committee, and then here we are today presenting them to you at the Board meeting. As we were gathering all that information we matched that up with our available dollars.

As Amanda said we had $6.8M WIOA youth dollars. Here's our selection in totals, and we're -- our funding, which we'll go to in a moment. Amanda said something and I want to walk you through our process. As Amanda mentioned, it was a really very difficult decision. We had proposals over $20 million that we were looking through, and we had a lot of good proposals. So we had to narrow our focus by the core team.

Here are a couple of guiding principles and our rule of thumb to walk you through our process. Our proposal scores with high points were recommended for funding; and then we looked at the proposal scores between and we selected organizations based on our geography, again going back to our overall mission that all of our youth have access throughout all of Cook County. We looked at some of those high need or high unemployment areas of the county.

We wanted to make sure our youth had access to services. And we also looked at targeted populations. As priority in our RFP we looked at targeted populations such as youth within the criminal justice system. These are also priority populations within WIOA itself, the act itself. These are have automatic eligibility criteria, youth that are involved in the criminal justice system, homeless youth, youth with disabilities, youth who are in foster care, runaway youth. So there are certain categories of youth that are high priority. Locally we also identified LGBT youth as a high priority youth or targeted population that we wanted to serve. So then we were looking and we had all these recommendations, but we didn't have enough funding so we went through and said okay, some organizations submitted proposals as both in and out of school and as we were looking to find enough funding and resources we said all right, we as the core team we identified -- looked at their proposal design and decided all right, this is a stronger in-school program or a stronger out-of-school program and so we narrowed it a little bit by identifying which proposal is stronger so it limited it to just one option.

We still didn't have enough money to meet every proposal and so we looked at our American Jobs Center awards for those proposals. And we received eight proposals from the American Job Centers (AMJ), three of which were, again going back to that original vision, offered a comprehensive and integrated set of educational supports to serve our need to serve youth. We selected three of those for funding. There were five remaining that we decided was important to have youth service, and we are recommending that we fund those at $50K so they can support a youth career coach. That was the recommendation and it was important for us that we leverage some of the resources of the American Job Center which have adult and dislocated worker funding, and we wanted to make sure that we had that leverage and we had those same youth services offered at those AJCs for this round of funding.

And then we looked at our recommended funding levels. When deciding the recommended funding levels we fund organizations at a minimum of $ 150K for six months. If they were a current youth delegate agency we kept them at their current level if it was above $150K.

Now we're going to switch over to the long, blue packets. And, of course, I forgot mine so I’m going to steal Monica's right here. CO-CHAIRMAN WRIGHT: And, Amy, before you get there -- MS. SANTACATERINA: Yes. CO-CHAIRMAN WRIGHT: -- can I ask a question which I’m getting a little confused, and it's probably me but you stated that there weren't enough -- you still had funds left over, but when I look at the first bullet that bullet indicates to me proposal scores between certain scoring points were recommended for funding that kind of indicates to me that there were not enough organizations applying for the RFP that met the point criteria. Those go in two opposite directions in my mind. One says we didn't have enough organizations scoring over 80 so we had to go down to the next tranche, which are those organizations between the scores. The other one says we didn't have enough organizations overall to meet our funding which I think is a little shy of $ 7million. So I'm a little confused.

MS. SANTACATERINA: Sure. Our first cut was looking at the organizations over. MR. HILLEN: Microphone. MS. SANTACATERINA: Sorry. CO-CHAIRMAN WRIGHT: Could everybody hear my question? Maybe you want to repeat it, Amy. No? I think they've got it. MS. SANTACATERINA: All right. Our first rule of thumb was funding all the organizations over 80, but we wanted to make sure that we had the geographic spread and that we were serving those targeted population groups so we looked at the organizations with proposal scores from 80 and then we pulled all of those scores in and identified all of those organizations that met those niche populations and we were covered based on geography and then at that point we had too many organizations and had to limit. Does that answer your question? CO-CHAIRMAN WRIGHT: I think so. Said differently, you didn't have enough organizations that did both, vies-a-vies scored at least 80 or above and covered your geography? MS. CAGE: Yes. MS. SANTACATERINA: Correct.

MS. CAGE: So if you look everyone has a map in their packet that shows the spread of agencies; that map would look very different if we only took the top scorers. We would be significantly underrepresented on west and south sides and in suburban Cook County. CO-CHAIRMAN WRIGHT: Got it. MS. GREENE: You might want to repeat that. MR. HILLEN: You might want to repeat that louder. MS. CAGE: Sure. So for those of you in your blue packets you have a map that shows where all of the agencies are located. If we did not go below certain scores, that map would look very different. Basically we would not have agencies on the west and south sides of Chicago and in suburban Cook. MR. HILLEN: Not in this great a number? MS. CAGE: No.

MR. MUENCH: Can I ask a question on this same thread of like saying all right, you've got $20million of asks $ 6.8 million to give, how do we make decisions? And I appreciate the diligence that went into this with all like the external reviewers and fiscal review and all of that, but it sounds like kind of to follow your question there's like a question of strategy. Like we have limited resources, what's the strategy we're trying to achieve, and we made some decisions around like well, we're going to fund - at a minimum and why that is the strategy or why is that the limiting factor. Like why just in school or out of school or like how does this fit with like the broader scope. So there was a vision that you laid out that I thought was spot on a layer below that of like all right, how do we sort of like instrument our resources to achieve that vision, but I'm curious what's the -- does that exist somewhere that we could have insight to or does the board weigh in on that because these are tough decisions.

MS. CAGE: Yes. MS. SANTACATERINA: Absolutely. MR. MUENCH: -- and I don't envy whoever was involved in that in making them, but what shapes those decisions. MS. CAGE: So organizationally the place where some of those conversations get had is at the youth committee. So, yes, we always go into the process thinking about some of the policies and strategic direction decisions that we make and we do that again very much in conjunction with the youth committee that that will help create the narrating force to make the difficult decisions. It never narrows it enough and so we end up having those conversations with that core committee. We have those conversations as senior leaders. We have it again with the youth committee. So, you know, it goes through much iteration and in this group as we go through thinking of the strategic direction for the organization and we go through a process around that on developing our local and regional plans and this experience will help inform that. Each time we're getting a little closer to narrowing, but as always when you narrow people get left out and there are real ramifications of that, and as a Board we need to consider what those decisions should be.

MS. HAMEL-JOHNSON: But one of the strategies I hear in that is looking at the underserved areas -- MS. CAGE: Yes. MS. HAMEL-JOHNSON: -- so there's an access issue. MS. CAGE: Yes. MS. HAMEL-JOHNSON: So that is a strategy. So I would say to you that is a strategy. If you're looking at this map, which I love because we haven't had it before, but if you're looking at a map instantly you're going to that youth committee and you're looking at these areas. I think going to that second layer because, you know, all things being equal you've got a fixed amount of funds-- it's not going to be always 100 percent -- right? -- So going through that second layer and figuring out -- you're not giving them maybe as much money you would the first one, but you're hitting it. So it looks like you hit that group that are on the south and west sides as well as the -- then you went to another strategy around the American Job Centers. The ones that you couldn't fund just give them that flat amount. So it seems like you layered it in different ways so you can make sure it reaches across broader areas. MS. CAGE: Yes.

MS. TEITELBAUM: The rest of the committee may know this and may be just a question because I'm new, but how does scale; the ability to scale and replicate work factor into the decision-making. MS. SANTACATERINA: That's a great question, and when we look at what they're presenting to do in part of the program narrative we look at, you know, how many people they are serving, what they are proposing to do, and we look at some of those leverage funds that they're bringing to the table. So we try and take all that into consideration of that proposal review, into the rating scale, and also, you know, again are we leveraging with other systems.

Some people brought really strong partnerships such as those with our community college partners or are part of other initiatives such as Thrive -- the City's Thrive Centers so we looked at where they have those linkages and leverage funds and partnerships as part of the scoring. MS. CAGE: I would also say historically one of the things that we've been very successful with since the Partnership was created is when we have very good programming going on in one part of the county we've been able to replicate some of those models and other pieces of the geography so that's been a good example of scaling.

MR. MUENCH: Can I follow up quickly because I had a similar question, as I look through the numbers for the recommended amount for like looking at the out-of-school docket and there's the number of participants they have and their estimated cost to serve, but then when you say we're giving you , does that mean for those like that they're cutting the number that they otherwise would be serving because otherwise there's like just to give an example, you know, Organization No. , the implied cost of those served based on the number of people they serve and the number of dollars we're giving them ; whereas, with Organization No. It would be X, and I couldn't wrap my head around that.

MS. SANTACATERINA: Yes. Well, what will happen is that we will award agencies and go through their individual budgets and develop a plan based on the amount awarded, and I believe -- let me just -- Organization No. In or out of school? MR. MUENCH: Yes. MS. SANTACATERINA: Yes, it would have to be. MR. MUENCH: So if you divide the funding, by the number that they want to serve it gets you to the per participant cost; whereas, with Organization No. If you divide the funding, by the number served is gets you to X. And obviously there’s a spectrum of all of these costs depending on the type of program they presented. MS. SANTACATERINA: Yes. Right.

MR. MUENCH: -- but does it mean some young people who were in the programs won't be funded, you know, or the others will have to go find people to serve that they otherwise wouldn't have had? MS. SANTACATERINA: No. When we meet with the organizations we'll go through and develop a plan. We looked at a;; participant costs, because some people had a really big, high cost incurred and we analyzed that in the budget and said okay, wait a second, you know, maybe they're putting too much money into paperwork, experience, or something like that and so we would go in and negotiate better terms and deliverables to lower the cost -- you know, on average we are typically like a cost per of around $ 5000, and so we’ll work with them going forward. Clearly, existing agencies have already built a capacity on serving youth and they're able to kind of hit the ground running; whereas, new agencies will need some more startup time to meet their deliverables and goals.

CO-CHAIRMAN ENDER: Dr. Edwards? DR. EDWARDS: I just have a strategy question to follow up on. So for all of these organizations that have written these proposals it was with, you know, this budget in mind so as you're looking at this and thinking about how many proposals you're going to fund what is that decision-making process that you're going to fund more for less money than they requested versus fund more for the full amount that they requested and then what is that process to break down then what they're going to be able to accomplish with the amount of money that you're getting -- they're getting?

MS. SANTACATERINA: So the process was looking at -- new organizations came in at the minimum level of $50K, again for six months. We identified this new benchmark -- or this new floor because currently we're funding a lot of people less than that, and so the idea was all new people start them in at this amount of money because to get to launch their program. They can understand we think this is the amount of money to fund key staff, you have enough funds to support two career coaches, and to provide paid work experience and supportive service dollars for the youth so that was the basis of setting the new floor. Once you go below that, we don't think it’s an effective staffing structure to support the youth. And we -- some programs are serving youth with higher cost programs - like, for example, youth with disabilities it typically will need more funding often have higher costs and are will perform better with a lower caseload when you have a caseload of all youth with disabilities. So what we did on the other end who received more money, we just looked at our current agencies that are functioning and succeeding and doing well at their current rate.

We do reserve -- have some money set aside for innovation that are still going through those recommendations and maybe some of those organizations have some innovation dollars that we can add on to.

CO-CHAIRMAN WRIGHT: Okay. MS. SANTACATERINA: All right. And one other thing just so you can see in your packets I think you’ve already looked at an organization highlighted in blue is a new organization. You have our out-of-school recommendations and our in-school recommendations. There were seven on the out of school, seven organizations that were new, and on the in-school one organization is new.

I also want to address the last panel of youth transition funds. We have five current organizations that were not recommended for funding, but the Partnership is committed to making sure we serve those existing youth so we're awarding funding for those organizations to work and to help with the transition process and make sure that they have the resources to continue to serve those youth throughout the year till June30th. And my team goes out and provides technical assistance and will make sure that those resources are provided to best serve those youth as they finish through the program.

MR. MUENCH: Is it a funny conversation with Organization No. That didn't request funding? MS. SANTACATERINA: Yes. They missed the RFP. MR. MUENCH: Oh. So they did not apply. MS. SANTACATERINA: They didn't. MR. MUENCH: I see. Okay. CO-CHAIRMAN WRIGHT: Time. MR. MUENCH: I've gotcha. Okay. MS. SANTACATERINA: No. They didn't realize the RFP was out. They had a change in staff. It wasn’t like they were late. We did not have anybody late this year -- that's always a heartbreaking thing -- at least that we know. And, no, that organization just -- they had a change in staff and just did not realize that they needed to submit an RFP. Okay.

CO-CHAIRMAN WRIGHT: Okay. Any other questions because this item on the agenda will require a board vote? (Brief pause.) CO-CHAIRMAN WRIGHT: Hearing none -- MS. HAMEL-JOHNSON: So you have spoken with all -- you guys have spoken with all these people then on the ones for the transition funds they know and -- MS. SANTACATERINA: We've only spoken to the one that did not submit a proposal because they realized that they -- after the fact that they did not submit a proposal. MS. HAMEL-JOHNSON: So then what will you do? MS. SANTACATERINA: Well, once approved by the Board with all the recommendations we will reach out to the organizations and submit award letters to all of them. For the transition agencies we will reach out to them and ask that they stop enrolling new customers, and my team will go out and work with them to make sure that they have the resources to support those youth, their current caseload. We can't notify them until the Board approves.

MS. HAMEL-JOHNSON: It's just going to be interesting to see who's going to call. CO-CHAIRMAN ENDER: They're going to flip a coin to see. MS. HAMEL-JOHNSON: Like there's a couple in here you know what I mean? MS. CAGE: It's hard. It's not the fun calls. No. MS. HAMEL-JOHNSON: No. I know but just, you know, each year we kind of go through that and we have to circle back about who gets those calls. So it should be more than just -- you know, Karin knows this -- it should be more than just calling them. You guys need to give someone, you know, a heads-up. MS. CAGE: Yes. So we have reached out to the chief -- to chief elected officials, to the Cook County President’s Office, and to the Mayor's Office to give them a heads up. MS. HAMEL-JOHNSON: To tell them? MS. CAGE: -- to give them a heads-up because we always inevitably get calls from a variety of people who want to appeal the process or want to know why they didn’t get funding. MS. HAMEL-JOHNSON: And there's a couple in their especially that will -- MS. CAGE: Yes. CO-CHAIRMAN WRIGHT: Any other questions?

MR. ALLEN: Yeah. Can you help me understand sort of the scoring? You know, you look at staffing there's a range. I don't have a sense of what that means. MR. HILLEN: Can you repeat the question? MS. SANTACATERINA: The question is around the scoring regarding the staffing. MR. ALLEN: And then same thing with the fiscal score like a range to the ones receiving funds. What does it mean? Is there a cause for concern? MS. SANTACATERINA: The question specifically on fiscal scoring - is does an agency. Have cause for concern, with a score of X. For each section there were, you know, questions on the RFP and there was a tool. So on the fiscal side there was a lot of attachments that people had to submit and there was a whole fiscal questionnaire and fiscal narrative. People had to show their copy of their audit and financials. The scoring can fluctuate because, you know, sometimes some people missed a section - forgot to attach something and were scored lower. In fact, we had one organization -- current organization, In-school Youth No. , that scored very low on the fiscal. We looked at that. They submitted a proposal and they forgot to submit something; however, they are a current organization serving a niche population in a geographic area where we have nothing. We're serving youth with disabilities in an area where we have nothing. Their current organization there are no fiscal issues they passed all of our fiscal monitoring and fiscal audits. No fiscal issues and we opted to bring them in based on their geography and area. So we identified if there was something really glaring oftentimes it was just how they responded to the question or were missing something.

MR. MUENCH: It's a good question. It almost rises in my mind a question of whether it's a binary like do we trust sort of the financial management of the organization or do us not like love even better Microsoft Excel sheets that showed a great handle of this. Yes. MS. SANTACATERINA: I mean, yes, there's a lot of variations with each of the proposals. MR. MUENCH: Right. But do we care about those variations if they are above a threshold I guess is how I read that question. MS. SANTACATERINA: And that's what the core team looked at too is this -- is this a significant issue and we went back and, you know, because it was an organization that we know that have passed all the fiscal audits that we felt comfortable bringing them back in so we did that due diligence at that level.

CO-CHAIRMAN ENDER: So we're looking for a motion, motion to approve. MS. HAMEL-JOHNSON: So moved. CO-CHAIRMAN ENDER: Second? MS. TEITELBAUM: Second. CO-CHAIRMAN ENDER: Thank you. CO-CHAIRMAN WRIGHT: It's been moved and approved. All in favor say aye. ("Aye" response.) CO-CHAIRMAN WRIGHT: All opposed to same sign. (Brief pause.) CO-CHAIRMAN WRIGHT: It carries. Amy, you're up again. MS. GREENE: Can I just mention Dr. Jenkins is recusing herself from Moraine Valley just so it’s reflected in the minutes. CO-CHAIRMAN WRIGHT: Thank you. MS. GREENE: Thank you. One other thing, I do believe Pam McDonough is on the phone and Dr. Jenkins has joined us. She was not here earlier. CO-CHAIRMAN WRIGHT: Okay. Thank you. Welcome. Thanks, Joanna. Amy?

MS. SANTACATERINA: All right. I'm going to go through the WIOA training provider program recommendations. In your blue folders there is an Excel spreadsheet like this (indicating), and it's the PowerPoint, but I'm just holding up this Excel spreadsheet that lists all of our training providers. So again this is covers two things. Just to provide for our new board members in particular a little background on our training provider policy, where WIOA our participants can access tuition assistance. We call these Individual Training Accounts (ITAs). We will provide help. Our participants go and have access to different schools and different programs and we help pay for that training. Okay? These are individual training accounts or we often will just -- the acronym is ITAs so you can spend up to $8K, on an ITA we can give you, but we will provide that ITA and that voucher only to attend training at our approved training providers and for our approved programs.

So this is what we're doing now. Our local our policy limits the training programs to occupational areas that we have identified, and we have decided to limit the training and occupations available. You know, we don't want to train people in underwater basket weaving because there are no jobs there so we limit it to high-need, high-demand occupational areas.

So the following programs training providers are up for new training programs for certification and they met the standards, and here's a list of them and you have the Excel sheet with a little bit more detail. I want to point out that we have New Lake as a new training provider. They submitted four healthcare programs. And Prudential Home Health Service is also a new program. They submitted one healthcare program. So this is again pretty easy. This happens every quarter. We go through -- We have a process where we review their applications, do they meet the State's guidelines from IBHE, ICCB and the Secretary of State and do they meet our guidelines, which are a little stricter.

And then we have programs that are up for recertification. So certification lasts for two years once you’re approved, and we have some organizations that are up for recertification. What we do is look at their performance. We measure training programs and providers based on these rates. These are WIOA regular mandated rates, training related employment rate, successful completion rate, and credential attainment rate, and similar to WIOA these are -- we establish these goals and like WIOA if you're within a certain percent of the goal that's a “meeting” range. So we have training programs representing seven different training providers that we’re recommending for recertification, and here are those programs (indicating).

MS. TEITELBAUM: Amy -- MS. SANTACATERINA: Yes. MS. TEITELBAUM: -- is it incumbent on the -- I’m particularly interested in the healthcare area. Is it incumbent on the training programs to provide like all of these healthcare categories would ultimately require some sort of internship, you know, on the job so is that incumbent upon the training providers to set that up? MS. SANTACATERINA: The training providers must have their curriculum has to be approved at the state level. It has to be an approved curriculum is part of IBHE, ICCB or the Secretary of State so it really depends on the approving body for approval of the curricula. It’s not a requirement for us, but you have to be able to have the state certifications. What we do look at is your curricula certified by a certain agency and it's usually IBHE or ICCB.

CO-CHAIRMAN ENDER: I think if I understand your question is whether or not the provider has to make sure the clinical training is available as opposed to the agency. MS. TEITELBAUM: Right. Because otherwise people -- I saw you nodding. Because otherwise people are going through the program and then they still can’t access work because they don't have that section. CO-CHAIRMAN ENDER: Right. That's the obligation of the provider. MS. TEITELBAUM: Okay. MS. SANTACATERINA: Yes, but it's not a requirement for us if it's a requirement for IBHE or ICCB. MS. TEITELBAUM: Got it. MS. SANTACATERINA: But that's not a requirement for us. CO-CHAIRMAN ENDER: It's a requirement for the certification or the license or the degree that has to be provided by the agency that is providing the credential and they won't be allowed to provide a credential if they haven't demonstrated that they can form the clinical relationships that they need to form.

MR. MUENCH: Could there be an approved IBHE program in one of these fields that doesn't provide the credential but still has IBHE accreditation that would be the worry. MS. TEITELBAUM: Right. It's sort of letter of the law and spirit of the law. You want people ultimately to get to work so they might be credentialed, but they don't have this other piece, and it's highly unlikely they don't have the other piece but if they don’t what have we accomplished. MR. MUENCH: Right. We would want to know that.

CO-CHAIRMAN ENDER: It's very difficult. You can’t get the credential. The clinical is part of the accredited program that they're attending so you can’t finish without that clinical being obtained. CO-CHAIRMAN WRIGHT: Dr. Jenkins? DR. JENKINS: And I would add that I would hope that this agency would also consider that as a factor. I would not approve a training industry program that does not meet that credential because you're not doing a good service to the students. So even though you said you don't consider that as criteria you should.

MS. SANTACATERINA: We look at the certification. I want to make sure -- I misspoke, but we don’t require -- We look at can you -- will this lead to the credential that much we do, but the question specifically do we have a set number of internship or clinical experience that would come through by the accrediting body of the curricula and who's giving the organization that's giving the credential.

DR. JENKINS: Be very careful how you state that because we wouldn't want agencies to be conflicted. We cannot offer that credential to a student unless we met all the standards by IBHE so that's -- I mean it's a given that clinical are included in the certification or degrees or whatever that's a given.

MS. SANTACATERINA: Okay. Anne, did you want to add something? MS. HOGAN: Yes. Our training providers, especially in the healthcare field, are all familiar with the clinical training sites and have relationships with the departments at hospitals and other healthcare providers so there are clinical parts. MS. SANTACATERINA: Experiences. And that's Anne Hogan who's our manager of our ITAs or occupational training manager.

CO-CHAIRMAN WRIGHT: Thank you. Further questions on this item as we will entertain a motion and a vote? MR. MUENCH: I want to just note I had had some questions about this over the last week or so and Amy has been phenomenal in already starting to work with me to get additional data to go a little bit -- you know, a layer deeper on wages and things like that and any other data that indicates program quality that we might need work with our partners for the State on. I know that’s a lift, but Amy has been great and Dunni as well on the Partnership team. Thank you.

MS. SANTACATERINA: Thank you. And just to let you know next quarter board meeting, the recertification list will be very long because I think all of our community college programs are coming up for recertification. So just a heads-up.

CO-CHAIRMAN WRIGHT: I will entertain a motion. MR. MONOCCHIO: So moved. CO-CHAIRMAN WRIGHT: Second? MS. HAMEL-JOHNSON: Second. CO-CHAIRMAN WRIGHT: It's been moved and second. All in favor say aye. ("Aye" response.) CO-CHAIRMAN WRIGHT: All opposed same sign. I know, Dr. Ender, you cannot participate. CO-CHAIRMAN ENDER: Abstain. MS. CAGE: Also Stacia.

CO-CHAIRMAN WRIGHT: Thank you. The motion carries. Thank you, Amy. At this point the part of my race is over, Dr. Ender. I'm going to hand the baton to you to take us home. You're going to start with Hospitality Hires, and I have been very hospitable in making sure that we are on time. CO-CHAIRMAN ENDER: Yes, you have. Thank you very much. So, Phaedra, get you up here. MS. LESLIE: I'm coming up. MS. GREENE: Thank you, Mr. Schulman, for the treats. He's running out the door.

MS. LESLIE: Okay. Good morning. I'm Phaedra Leslie. I'm the director of business relations and economic development, and I'm going to present on Hospitality Hires Chicago. Is it up or side – Oh got it? Thank you. So as we all know there is a lot of economic development happening across the central business district, but it wasn't reaching Chicago's neighborhoods so leadership from Choose Chicago reached out and invited the Partnership to discuss with their partners how to connect communities with employment opportunities in tourism and hospitality. Can I grab some tissue really quickly? CO-CHAIRMAN WRIGHT: You can't do that though. We're running out of time. MS. LESLIE: I think Matt Hillen gave me his cold -- MR. HILLEN: Stop it. MS. LESLIE: -- and I only rode on the elevator with him.

So through multiple conversations the employers committed to conducting interviews with prescreened candidates and making conditional offers at the hiring event. They also commit to providing feedback on candidates not selected and when necessary turning individuals in need, and I just want to point out the partners so -- I know you can read it but for folks on the phone the partners included: Choose Chicago, which organized the very first meeting, The Illinois Hotel and Lodging Association -- Thank you, thank you, thank you, Marc Gordon; you've been a champion -- The Illinois Restaurant Association with Sam Toil, The Magnificent Mile Association with John Chico -- excuse me -- The Chicago Loop Alliance, and The Near South Planning Board. So we had our three events over the past year and as you can see we had hosted employers who conducted over hundreds of interviews and made over hundreds of job offers.

So for our inaugural event, which we were really excited about and nervous at the same time, we engaged employers. So our first event was secured and hosted at the Palmer House Hilton Hotel. So Marc again, our board member, championed securing that space, and the majority of the partners and employers that you see here are hotel. So they’re members of the Illinois Hotel and Lodging Association. It happens to be a key hiring season for these industries, and in particular the hotel industry. So Marc was critical in having these hotels participate, getting the donated space, and our first event was amazing. (Applause.)

MS. LESLIE: It was absolutely amazing. It was greater than we expected. But we weren't set up for tracking so I explained that we wanted to learn more about the employers and attendees and so we put in some technology practices for the next couple of events. So with our second event we hosted employers and had hundreds of attendees. Given we hadn't previously tracked the demographics we didn't have comparison information, but what we learned about this particular event we thought actually because of the tourism attractions, retail, and hospitality that a majority of the attendees would be of a particular age group, mostly younger, and that the opportunities would be mostly entry level and what we actually learned is we had a lot of college graduates attend our event and a lot of people over the age of 40.

We also wanted to make sure we were reaching the neighborhoods. So part of the original mission was to make sure that neighborhoods were being connected to economic opportunity in the central business district. So as you can see from the heat map we were doing that. We were reaching neighborhoods all across Chicago, and also you can see that the majority of individuals coming to our event have work experience greater than five years.

And we got really positive feedback, and we wanted to capture all of this from attendees so we set up surveys that were done immediately following the event. So as candidates checked out they filled out a survey electronically as did employers. So you can see job seekers said it was one the best events they've ever attended and employers said they appreciated the prescreening process, but we also learned that they want to see different type of candidates for both management level and entry level. So we learned that through the employer feedback.

For our most recent event in October we planned to hold the event in September, but we didn’t create a contingency plan for the hotel strike so it meant we had to postpone-- Did somebody chuckle? We weren't chuckling. So we didn't have a contingency plan for the impending hotel strike at that time. It meant we had to consider what the experience would be for job seekers and for employers who were planning to attend the event, and after a lot of difficult conversations we made the decision to postpone the event from September until we expected the hotel strike to end. It was really, really hard to make that decision. There was an impact on over 300 people. So imagine you have a party planned, you invite 200 plus people -- some you know and some you don't -- and then something happens that impacts your ability to host. So we had to pivot. We had to pivot on communications. We had to pivot on connecting employers to existing matches.

So part of our strategy is to screen individuals and before the event we've already matched individuals with companies so we decided during the postponed period that we would share those candidates with some of the employers. In addition, we kept in touch with all the job seekers through text messaging, phone calls, and our agencies did a great job of staying connected to individuals they screened, either individuals who were prescreened or some even candidates who are not part of our workforce system.

The result of changing the date meant a smaller event, fewer employers, but it was still equally successful. And one thing has been consistent and constant overwhelmingly at our events is that individuals with some college level education as well as college graduates continue attending our event, and then also our events are largely attended by African Americans. And in reviewing this data we determine that in one of our debrief meetings -- so we debrief after every event and talk about what worked and what didn't work, what we would like to see happen next and we use the data to help inform our planning. So we realized our outreach strategy needed to be more inclusive to reach racial diversity that we like to see at the events, and as you can see from this heat map from the last event the majority of people who attend are not working but also were continuing to reach all of Chicago's neighborhoods.

And although the event was postponed and some people couldn't make the new date, we still had really positive feedback. A job seeker said the organization was top-notch; you all did an amazing job on prepping us, knowing what to expect, and how to work the room; the prescreening over the last several weeks was of the highest caliber, especially the text messages; very well done; thank you, exclamation point, exclamation point, exclamation point. And then the employer said the process of getting candidates following a proper procedure went a lot better than last year; it felt more organized and candidates were brought to our table each time. So we had a really successful event, a really successful three events and are looking forward to our potential March19th spring event. So, with that, that concludes my presentation. Does anyone have any questions? But before your questions I really want to thank Marc. We are really going to miss you. (Applause.)

MS. LESLIE: Marc was super, super critical. He picked up the phone and made phone calls for us in that first event and it couldn't have been more amazing without your support. Thank you again. UNIDENTIFIED SPEAKER: He's not going anyplace. Stop saying that. MS. LESLIE: Any questions about Hospitality Hires Chicago? Okay. So mark your calendars March 19, 2019

CO-CHAIRMAN WRIGHT: We have a couple questions. MS. LESLIE: Oh, sure. I'm sorry. Questions? MR. MUENCH: I have a question and kind of an idea. You said in the first event you didn't have a mechanism to track folks and you're like okay, we're going to build that and so then I think that's where we get this data from and that's fantastic. MS. LESLIE: Sure. MR. MUENCH: So I'm curious what that is? And also I'm wondering LinkedIn profiles both as a thing that everyone should have as they navigate in a career, and I see a lot of these folks do have work experience and they have at least high school and maybe some college graduates as you say, and I'm wondering whether that's good for them to have so they can navigate a career, but also a way for you to track what they're doing six months from now, a year from now, whatnot because then you just go look on their LinkedIn and see where they are. But maybe the system you built obviates a need for that. I don't know.

MS. LESLIE: So we don't have a system that connects directly with LinkedIn currently. We do have a Career Connect system that does have the ability to track people, but there are a lot of people who aren’t connected to our system so if they are on LinkedIn that could be a potential way to track them. That would be a lot of work, but I just want to reiterate this is a hiring event and the mission is really to connect people with opportunities they wouldn't otherwise be connected to. So it's not a very high customized event where we would spend a lot of time doing that. Certainly all of our WIOA customers get that same level -- get that deep level engagement from all of our wonderful providers who do all of the prescreening. A little bit more challenging on the individuals who are not connected to our workforce system. The opportunity on the front end in doing the prescreening is connecting those individuals who weren’t aware of the workforce system, getting them connected to the workforce system, and so then we have an ability to work with them through customer choice because they have to be willing to commit to working with us. So we would be able to do that, but I hadn’t contemplated the LinkedIn part.

And then the data piece we actually engaged a consultant to help us with that part, and they’ve built some internal capacity within our team, the BRED unit, to be able to do some of the tracking. But we leverage an external partner in order to help us put that together, and it's someone we've worked with previously on other events and decided to -- the first -- the inaugural event was a pilot. We weren't sure if that was going to happen again but moving forward once they say yea, we want to do it again, then we figure we better learn more about the population who's attending and what we can do for them and what to tell employers moving forward.

CO-CHAIRMAN WRIGHT: Adam, you had a question? MR. HECKTMAN: I just want to make one quick comment and then I will take the details offline. There is a Chicago organization called Solve -is that is focused on tracking the outcomes of a customer/client who is pursuing job skills training and job placement so that you can track them across multiple organizations. So if there's an agency and a church and Hospitality Hires you can track the outcomes of all of them, and I will provide you with details later. MS. LESLIE: I'm very familiar. I've seen it -- MR. HECKTMAN: Fabulous. MS. LESLIE: -- probably three times.

CO-CHAIRMAN ENDER: Please. MS. TEITELBAUM: Does the prescreening include a job readiness component? MS. LESLIE: Yes. MS. TEITELBAUM: Okay. Great. MS. LESLIE: So we have individuals who come from the workforce system, so part of our outreach strategy is to connect everywhere. So we even hired someone to do outreach outside of our workforce system and that is again to get individuals to come to our event already prepared so when we put them in -- excuse me. I'm too close, obviously. We want to present individuals to an employer who has been prepared. They're ready for their interview, they understand who they’re going to be meeting with, and they’ve read the job description. So we do that on the front end and we schedule a couple of weeks throughout the Chicago land area for prescreening that anyone can drop in on and register for the event. So that happens on the front end. For individuals who show up that day we’ve set up a process so they can go through a screening. It's not as -- It doesn't offer as much time to develop things with them as doing it a week or two out from the event, but it gives them an opportunity to be presented to an employer if they're ready.

CO-CHAIRMAN WRIGHT: Phaedra, just a quick question -- MS. LESLIE: Sure. CO-CHAIRMAN WRIGHT: -- though it's maybe back to Matt’s question around strategy. So it looks -- And, by the way, I would like to applaud you and the staff and the Partnership. I was able to attend that first Hospitality Hires and it was a phenomenal event -- MS. LESLIE: Thank you. CO-CHAIRMAN WRIGHT: -- so congratulations. MS. LESLIE: Thank you. Congratulations to all of them (indicating) because they're the ones that execute. CO-CHAIRMAN WRIGHT: But what I didn't see, and you mentioned it in that first one to the last one now, was the data and, you know, it strikes me that you’re having events where at least three out of every four or seven out of every ten are African Americans, they have a college degree for the most part, and they have five years plus experience. MS. LESLIE: Right. CO-CHAIRMAN WRIGHT: So Question No. around the data, did we take the data in terms of African Americans bifurcated by gender because I'd like to know what -- I'd be interested in the weeds in terms of what would be male versus female. MS. LESLIE: Sure. I can do that.

CO-CHAIRMAN WRIGHT: You also mentioned that you are thinking about changing or adapting a different outreach strategy to be more inclusive. MS. LESLIE: Sure. CO-CHAIRMAN WRIGHT: Can you tell me briefly a little bit more about that, how you intend to do that? Are some of these zip codes overrepresented? Are the data -- Is the data actually representative of unemployment across these zip codes, et cetera? MS. LESLIE: So we didn't drill down ethnicity by zip code. We looked at ethnicity overall, and what we can do is dissect the data even further because we do -- people did provide that information for us so we can do exactly what you're asking. But in terms of the outreach -- diversifying outreach racially we contemplated in a debrief session who actually conducted the outreach and thought that perhaps we needed a more diverse consultant or a diverse team to reach particular communities. So having Latino and Asian individuals, Polish individuals go into those communities to help diversify the outreach and connect the message with the population we're trying to attract to the event. Does that partially answer your question? CO-CHAIRMAN WRIGHT: Yes, I think so. Thank you. MS. LESLIE: You're welcome. Any other questions? (Brief pause.) MS. LESLIE: Thank you. CO-CHAIRMAN ENDER: Thank you. (Applause.)

CO-CHAIRMAN ENDER: So you have in your packets, Colleagues, a fiscal report that our controller Wing Ho will walk us through. We will be asking for a motion to approve this report at the conclusion. Okay? MS. HO: Yes. Thank you. Good morning, all. I'm Wingman Ho, controller at the Partnership. Today I am going to present the first quarter of the financials of the Partnership. You will find the PowerPoint presentation of the financial reports in the blue folder. Let's start with the budget to actual report. Fiscal Year 2019 budget to actual report. On this budget to actual report the second column refers to the Fiscal Year budget which includes the months’ revenue and expenses, which covers the period from July 2018 to June 2019.

The third column “year to date actual” refers to the actual revenue and expenses. Now we're going to talk about the Purple Note No.1 at the bottom. The operating net as of September 30th, is a credit of $23,325. It is a net result of the Partnership expenses of$45K, and Wal-Mart service income of $22K.

Notes2 and3 refers to $13.303 million revenue and $13.326 million expenses as of the first quarter of this fiscal year. There are no anticipated material variances in our projected revenue and expenses from the approved Fiscal Year 19 budget at this point. Expenses should be more tracking to the budget in the next couple months as the Construction Works expenses start picking up and some of the vacant positions that we budgeted for the Partnership will be filled in the next couple months. Any questions on this line? (Brief pause.)

MS. HO: Moving on to the financial statements, let’s start with the “statement of activities”. We've received new incoming money (note 1 &2) for temporary restricted funds in the first quarter. Note, corporate and foundation revenue $169K. So we received money from Union Pacific Foundation, for Opportunity Works $100K; AARP $60K for Back to Work 50 plus Program.

Note, donations, for Opportunity Works received it from Alpha wood $100K; Henry Crown $25K; John Rowe $15K; and Fidelity Charitable $5K,

Note, we have released $ 804K net assets from restriction in Quarter 1. Including Walmart $536K; Cook County $154K for Opportunity Works for Opportunity Works; $77K AARP , for Back To Work Plus 50 Program; and the remaining , of various grants such as Citi Job Clubs, $15K ; Career Connect $7K Chicago Workforce Funders Alliance; JP Morgan Chase Trauma Informed Care $11K; and Chicago Codes $4K Rockefeller Foundation.

Now let's look at the Note4 at the bottom. $514K decrease in net assets is the net result of the unrestricted operating net of $ $23K that we mentioned in the earlier slide and the decrease of the $491K of the temporarily restricted asset. Are there any questions? (Brief pause.)

MS. HO: Okay. Moving on to the statement of “financial position” a couple of things that I would like to mention on this slide4. Note No.1, total net assets as of September 30th, is $3.78 million, which include unrestricted fund of $871K which is Partnership money, and restricted fund of $2.9 million.

Notes 2 & 3-, Partnership has $3.869 million cash and cash equivalent and $1.134 million of short-term investment as of September 18. Short-term investment will continually be decreased as we spend down the Wal-Mart grant in this fiscal year.

Last slide of the financial statement, “ statement of cash flow”, Note 1, as we mentioned earlier in the “statement of activities” decrease in net assets in this quarter is $514K and the biggest contributors of this change are Walmart (-$536K) and Opportunity Works program ($91K+$100K+$145K-$154K). Note 2, once again Partnership possesses about $3.869 million cash and cash equivalent as of September, 2018. That's all I have for the fiscal report. Are there any questions? (Brief pause.)

CO-CHAIRMAN ENDER: Before we ask for a motion, Amanda, could you say a word or two about the Wal-Mart grant -- MS. CAGE: Sure. CO-CHAIRMAN ENDER: -- because that Walmart grant while we're spending it down continually impacts our attention in these fiscal reports so for newcomers perhaps a word or two. MS. CAGE: Sure. So a few years ago we were granted a rather substantial grant from the Walmart Foundation, $ 10.9 million, to work with partner workforce boards around the country to get them working in the retail field. Traditionally workforce boards tend to not work in retail. They look at it as a sort of low-wage, turnover jobs and we really wanted to look at ways especially because retail is really accessible to a number of our customers how we can think about career pathways, how we could think differently about retail as an industry so we have been leading a national effort. We have a director Chris Strom who has been working with the ten workforce boards. So a lot of money that comes through the Wal-Mart Foundation some of it we have here in Chicago. We use that money to fund our retail sector center and do some operational work at the Partnership level, but a lot of that money goes to the ten other ten workforce boards. We were granted an extension on that grant. It does end June 30th, 2019, we’ve seen a lot of moving that money from restricted to unrestricted over the lifetime of the grant so that’s a big piece of the history of the Walmart Foundation.

CO-CHAIRMAN ENDER: Okay. Thank you. Any questions or comments? (Brief pause.) MR. MUENCH: Is there any sense of like fiscal -- like appropriation risks from the feds or the State? CO-CHAIRMAN ENDER: Always. MR. MUENCH: Anything acute at the moment? CO-CHAIRMAN ENDER: No. MS. CAGE: No. CO-CHAIRMAN ENDER: So, Matthew is I hearing a motion to proceed? MR. MUENCH: Motion. CO-CHAIRMAN ENDER: And, Marc is I hearing a second? MR. GORDON: Second. CO-CHAIRMAN ENDER: Thank you. So it's been moved and second that we receive the fiscal report. All in favor say aye. ("Aye" response.) CO-CHAIRMAN ENDER: Opposed same sign. (Brief pause.) CO-CHAIRMAN ENDER: Thank you. MS. HO: Thank you, all. Thank you. Happy holidays to everyone.

CO-CHAIRMAN ENDER: Thank you. Joanna? MS. GREENE: Yes. So just very briefly I wanted to mention in the materials you received for the meeting, particularly for our newer members, one of our large compliance documents for the State of Illinois and the federal government is our Memorandum of Understanding (MOU) as well as for our WIOA partners in the comprehensive American Job Centers. This was sent out in the packet this time. We are about to finalize that document. We have over 30 signatures that we need to get from all our partners, and we're rolling down that avenue and so I wanted you to have a chance to look at it and be familiar with it. It will be brought to the board for approval at our next meeting and then as soon as we turn the corner to compete the PY18 MOU, we will begin our next MOU for next yea - 2019r.

So certainly in reading it if anyone has any questions just give us a call. It's a fun process that a lot of us are involved in, and it really is to substantially promote service integration at our American Job Centers by all of the agencies that receive WIOA funding. So thank you. And I think Dunni is here to make an announcement about an exciting event.

MS. COSEY GAY: Very exciting event. Good morning, everybody. How are you doing? And, yes, it's the end of the year. We're going to have a press conference Monday along with the Illinois Toll way. I don't know if we spoke about the ConstructionWorks grant that’s powered by the Illinois Tollway that we received. We're going to promote the official announcement of ConstructionWorks being offered now at different sites from Rockford all the way south of to Will County. So it’s going to be very exciting. Monday morning at the Westside American Job Center. All of you all -- Joanna, did the notice go out? MS. GREENE: It will go out. MS. COSEY GAY: It will go out today. So I'll just give it to you in shorthand in case you want to jot down the address. It’s 605 South Albany Avenue. We have confirmed Cook County Board President Preckwinkle will be attending -- I mean we’re just keeping you busy Matt. Matt is going to be there representing the Mayor's Office, and we have a lot of leadership from the Illinois Tollway Executive Director Elizabeth Gorman, and we have other folks who have just been RSVPing throughout the day. So if you want a final list since Joanna is going to send it out I can actually give you the names of the confirmed attendees so that you're aware of who will be in the house that day. We have reached out to the local elected as well as the Illinois level folks so it should be a very fun morning. We're going to offer a tour of the site as well. So: be there. We'd love to have you. We’ll have media in the house, and I even think we've got somebody speaking from our board. I'll wait until that's confirmed, but it’s going to be a good day. Thank you. If you have any questions I’m around.

CO-CHAIRMAN ENDER: Thank you. MS. COSEY GAY: All right. CO-CHAIRMAN ENDER: Do we have any members of the public who wish to make a statement? (Brief pause.) CO-CHAIRMAN ENDER: All right. Seeing no one, a couple of announcements. First, it's with deep regret that Mr. Wright and I had to accept the withdrawal from Ms. Andre Rice who has served our board for many years and served in just a terrific role as a steward with our financial funds. Some of you might know Andre last year, for reasons that I still don't understand, decided jumping out of an airplane was fun and it was until he hit the ground and he had a little bit of an accident. So he has been recovering ever since and he runs a business and it's just getting to be a place where he thinks he's got to put more time into the business. So we received that letter I think last week, and he wishes us well. He is going to be fine and his business is going to be fine. He just needs to focus there.

Second, as we said earlier our executive director CEO is out for a bit. We would encourage you to work any questions or issues you have through Amanda who will be acting as the lead for the agency until Karin returns at the first of the year. It's business as usual. This is a role that Amanda has taken up before when Karin was out of the country adopting her little girl. So this is not new territory, and we’re -- George and I have extraordinary confidence in her leadership and in the staff at the senior level so everything is in reasonably great hands. MS. CAGE: Thank you.

CO-CHAIRMAN ENDER: And then finally I wanted to say, and then I'll turn to my colleague here, I so appreciated the quarterly report because it reflected just so much good work being done by this Partnership and by our staff and the folks that we're serving and it really is as you look back over the last year when you think calendar year, not federal year, it's been a tremendous year for this Partnership, and so I just want to just reiterate my just profound thanks on behalf the community for the service that the staff provides and the investments that you've made in our community and now we're seeing those returns. So thank you and have a great holiday.

CO-CHAIRMAN WRIGHT: Sure. Thanks, Dr. Ender. I would like to also give a big thanks to all of you all as board members. You all have been incredibly supportive. It has been a year of change, but this time of the year for me at least I extend my Thanksgiving into the first of the year because I think we all have so much to be thankful for. I would say keep Karin in your prayers and your thoughts, and I'm looking forward to serving again with Dr. Ender. Such an honor to be sitting at this table, and I appreciate all of you all for all the work that you've done on behalf of the Partnership and the clients we serve. So thank you. (Applause.) CO-CHAIRMAN ENDER: With that, I am sure I heard a motion to adjourn so stand adjourned. Thank you for a great meeting. (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 -