CHICAGO COOK WORKFORCE INNOVATION BOARD: Report of proceedings had at the Chicago Cook Workforce Innovation Board Quarterly Meeting, held at 69 West Washington Street, 22nd Floor, Chicago, Illinois, on the 25th day of September, 2018, commencing at the hour of 9:30 a.m.

CO-CHAIRMAN ENDER: Probably best to start. Let's get the roll call and see how many voting delegates we've got to vote that are in the room and then we'll launch into your report. MS. NORINGTON-REAVES: Great. Joanna? MS. GREENE: Okay. Maybe we could chat with the people on the phone first. I have Dr. Ender on the phone. Who else is on the phone? Monica? MR. JONES: Eugene Jones. MS. GREENE: Thank you, Mr. Jones. MS. STARK: Good morning. Liisa Stark with UP is on as well. MR. DALE: Kareem Dale with Discover is on. MS. GREENE: Hi, Mr. Dale. MS. SMITH: Michelle Smith from Harper College is on. MS. GREENE: Okay. And I think Monica Haslip are you on? MS. HASLIP: Yes, I'm on. Monica Haslip. MS. GREENE: Okay. And I know one other was Mr. Pepper. Are you on by any chance? (Brief pause.)

MS. GREENE: Okay. So I'm going to call the rest of the roll. We're waiting for Mr. Wright. Don Finn? (Brief pause.) MS. GREENE: Dr. Sylvia Jenkins? MR. PAPPAGEORGE: Here. MS. GREENE: could you mention your name? MR. PAPPAGEORGE: Steve Pappageorge. MS. GREENE: Thank you. Shelley Stern Grach? MS. STERN GRACH: Here. MS. GREENE: Marc Gordon? (Brief pause.) MS. GREENE: Laura Britton? MS. Korbakis: I'm here for Laura Britton. And your name is? MS. ROTH: Kim Roth (phonetic). MS. GREENE: Okay. Thank you, Kim. Juan Salgado? MS. LOPEZ FITZPATRICK: Here. Maureen Fitzpatrick on behalf of the Chancellor Salgado. MS. GREENE: Mr. Schulman? (Brief pause.) MS. GREENE: Liisa Stark is on the phone. Pam McDonough? (Brief pause.) MS. GREENE: Richard Monocchio? MR. MONOCCHIO: Here. MS. GREENE: Tiffany Hamel-Johnson. (Brief pause.) MS. GREENE: Charles Smith? (Brief pause.) MS. GREENE: Donovan Pepper? (Brief pause.) MS. GREENE: Andre Rice? (Brief pause.) MS. GREENE: James Skogsbergh? MR. PRYOR: Clayton Pryor here for Jim. MS. GREENE: Carrie Thomas? MS. THOMAS: Present. MS. GREENE: Thank you. Mr. Eugene Jones is on the phone. Jeff Mays? MS. LOESCHER: Evelina Loescher for Jeff Mays. MS. GREENE: Kareem Dale is on the phone. Jim Dimas? (Brief pause.) MS. GREENE: And Jennifer Foster? (Brief pause.) MS. GREENE: Okay. I'm going to do a tally in a minute, Dr. Ender. Let me give this back to Karin.

MS. NORINGTON-REAVES: Okay. I just have a message from Mr. Pepper saying that he's chiming in in three minutes and texting other board members seeing if they might be able to hop on as well. I think we're -- It looks like we might have a quorum. Joanna, you can confirm. So with that, Dr. Ender, I'll go ahead and start with the CEO report. For those of you on the phone it should have been e-mailed to you. I'm going to take one item that will be slightly out of order for us in the context of my comments, but you'll understand in a moment.

So we continue to make significant progress with respect to our programming development and maintenance and oversight, as well as our fiscal diversification and professional development and communications. I'm just going to give you a high level overview of each those items. You're welcome to stop me at any point with any questions. With respect to WIOA pretty much -- I’m sorry. We just had someone join the line. Who's on? MR. PEPPER: Donovan Pepper. MS. NORINGTON-REAVES: Thank you. And with Mr. Pepper we now have quorum, Dr. Ender. CO-CHAIRMAN ENDER: Great. Thank you.

MS. NORINGTON-REAVES: So an update over the last quarter, obviously things slowed down a little bit in the summer sort of. I'm sure my program team does not agree with that statement at all. With the quarter we had an extension of our adult delegate worker contracts. There's going to be a review today of the recommendations that were made and passed amongst the committees. With service delivery committee and youth committee having met we took a number of recommendations to both of those bodies. One was the delegate agency contracts. The other is the career pathways training initiative since when the program began, and then also our recommendations for our youth programs from the youth RFP. So you'll hear about all of that later on today from staff. We also recommended contract extensions across the board with a number of agencies identified for performance improvement plans for a number of reasons generally having to do with compliance either on the fiscal side or the programmatic side, but we’ll delve into that a little deeper shortly.

With respect to overall compliance and external review from the Department of Commerce our fiscal audit was a clean audit. There were, nonetheless, some issues that I felt we could tighten up on internally and so I'll talk about that in a few moments. We will be undergoing some restructuring with respect to our fiscal team. Our CFO has departed for other opportunities and we have a new controller who I'd like to introduce today Ms. Wingman Ho. MS. HO: Hello, everyone. Nice to meet you all. (Applause.) MS. NORINGTON-REAVES: Thank you. So you'll hear from Wing later on with respect to our overall financial health.

 We also I'm sad to say we're going to be losing another senior staff member Mr. Kirklinn Fowlkes has announced his retirement. Kirklinn, can we acknowledge you, please? (Applause.) MS. NORINGTON-REAVES: Kirklinn is regarded across the state as the premiere fiscal leader with respect to WIOA. When I first hired him on at POET, at the President’s Office of Employment Training, the folks at the State said oh, my gosh, you've got Kirklinn, he’s the best, and they have continued to lift him up year after year. So we will be sad to see Kirklinn go and his wealth of knowledge, but he's done a very good job of training Jose Mota who is now a lead accountant within our organization and he leaves us in good hands I think between Wing and Jose.

We also have another accountant who had left our team several years ago for purportedly greener pastures who since decided to return, and so he'll be rejoining us actually at the end of this week. So we will be undergoing some restructuring with respect to the fiscal team, particularly as it relates to cross-training. The way that the team had been established initially was that we had a portion of the team that focused on WIOA fiscal matters and another that focused on our non-WIOA and philanthropic grants. As you all know, our philanthropic grants have grown exponentially since that initial three-million-dollar workforce innovation fund grant and to date we have brought in more than $ 55 million in philanthropic funds, and so it really requires that all of our team be cross-trained and have a significant understanding of how to manage those grants. We can’t afford to have skills vacuum in the event someone cycles off staff or has an illness so we want to make sure that everyone has equal training and knowledge and capacity when it comes to supporting our fiscal health.

The other aspect of compliance is programmatic compliance. Our programmatic side had very, very minor findings which we responded to yesterday and as a matter of fact, one of which had to do with composition of the board. We're still awaiting some new board appointments, and so we will be working with the City and the County to make sure that that happens expeditiously. I'd like to give you a few highlights of some of our special initiatives. You're also going to hear from Matt Hillen today, our director of strategic initiatives and policy, who will talk a bit about some of the initiatives that are being housed within his team.

Chief among those being the Illinois Tollway Project, which has finally received a new name. It is now going to be called Construction Works, and I think it says Construction Works powered by the Illinois Tollway, yes.

 Our other initiatives that you've heard about repeatedly over the past year but are now actually coming to pass include Chicago Codes. I want to give a shout-out to Shelley Stern Grach from Microsoft for a generous contribution from Microsoft in what we hope to be a continued collaboration on the continued Chicago Codes. You might recall we used to call it the Mayor’s IT Program because we had no name for it, and it is getting ready to lift off. We actually have issued RFPs. We have respondents. We're going to be choosing a trainer to help deliver the program, and we’ll keep you posted on that as well. I think since our last meeting you should have received an announcement that Facebook has also decided to be a sponsor of that initiative and will sponsor Facebook scholars and will cover the costs of their matriculation through the program and all of their training related costs.

Interestingly, the next item I want to talk about is the Chatham Workforce Center because it is intended to house both Construction Works and Chicago Codes. As you know I've lifted this up numerous times, there have been various iterations of how this was actually going to come to pass. So we have the official, latest version that is truly going to happen. The building has a private owner, and the closing is scheduled for Friday, finally. I've been working on this project for three years now. It's a blur, but this is an large building in the heart of the Chatham community, which as you know has been an area focused for community renewal, revitalization, economic development and workforce development.

There's a whole host of initiatives that are housed under the umbrella of the Greater Chatham Initiative. There are four contiguous communities that are impacted and there's no central meeting place, there's no workforce center directly within the community areas, and so there’s been a vacant building. It's actually been vacant for several years and we identified this building and we've been working with a number of entities that were interested in actually purchasing the building for our usage. So there's been this sort of up-and-down pathway to really get to where we are today, which is that a private family fund and the donor, who is to remain anonymous for now, but will certainly come forward soon, but this private family fund is actually going to assist us in acquiring the building. We will not be the owners, to be clear.

So what I'm going to ask for is approval from the executive committee of the WIB, and just to remind everyone that the executive committee of the WIB serves of the board of the Partnership as the nonprofit entity and so what I'm going to ask for is for the executive committee to approve and affirm our ability to service the leaseholder and tenant of the Chatham property located East 79th Street and that essentially the Illinois Facilities Fund (IFF), which we've been working with, IFF is going to purchase the building but the private family is going to actually purchase it from IFF and improve it to our specifications and then lease it to us within the community. And I would actually need a vote on that. MS. STERN GRACH: Approved -- Do you need names or – MS. NORINGTON-REAVES: Well, Dr. Ender would have to call for it. MS. STERN GRACH: So moved. UNIDENTIFIED SPEAKER: Second.

 CO-CHAIRMAN ENDER: I didn't know if this was going to be extended so I'm just pausing here for a moment. (Brief pause.) MS. NORINGTON-REAVES: I'm sorry, Dr. Ender. Legal counsel was whispering in my ear. To clarify that it's for now going to be leased by the anonymous donor. I want to say the name and can't say the name. Sorry. So, no, Doctor, it was not on the agenda. They literally called this morning as I was driving to this meeting. CO-CHAIRMAN ENDER: Is there any reason we need to do this today? MS. NORINGTON-REAVES: The closing is Friday.

CO-CHAIRMAN ENDER: I think we're going to need -- I need to see some paperwork on this. Is George there yet? MS. NORINGTON-REAVES: Not yet. I will send everything out for an electronic vote via e-mail if you're comfortable with that. CO-CHAIRMAN ENDER: That would be great. Thank you. MS. NORINGTON-REAVES: Okay.

Moving right along, Opportunity Works is becoming our signature youth initiative, and we have some exciting updates on that initiative which you'll hear from Cory Muldoon later on. Cory is relatively new to our team and was thrown into the deep end when he started and we literally had built out the Opportunity Works framework, handed him the program and asked him to run it, and so he's done a banner job. We have brought in more than $ 2 million -- I think about two and a half million or so on this initiative. You'll recall that we started with an expectation of serving about 200 youth in the initial year. We served over 200 in the initial six months. We’ve now served more than the 400 young people through this initiative and we have partnered with a host of exciting companies, not the least of which is Union Pacific.

If you happened to see your e-mail last week we had the presentation of a check from the CEO, President, and Chairman of Union Pacific to me and President Preckwinkle. Union Pacific has made a $300,000-dollar commitment over the next three years in support of Opportunity Works. So we received a check for the initial year, which was very exciting. We all got to touch it. Not quite as exciting as the Walmart check, but it was exciting nonetheless. So I want to thank Board Member Liisa Stark for facilitating that.

Additionally, we have partnered with Fort Knox, which is an arts production/multimedia company, and you'll learn more about the work that we’ve done within Opportunity Works with Fort Knox. We actually have an initiative called Opportunity Knocks (gesturing). Thank you. Too bad the court reporter can’t capture how corny that is. So the work with Opportunity Works continues, and we're excited to continue to add companies to that portfolio and expect that we're also going to be adding additional programs. Our employer engagement continues.

We have a number of exciting partners that we have started to engage. Lendlease is one of those, a large construction buyer/construction management company within this region. It's actually a multi-national company that you'll begin to see more investments from them here in Chicago, if you haven't seen their signs already. We are in talks with them to host a barrier reduction fund that would help support our tollway initiative and other construction related initiatives for those individuals that might not be eligible for the WIOA funding for support of services.

In addition to that, we, as you know, have been a part of the Hospitality Hires Chicago initiative which was born out of the a desire to make known all of the jobs that are here concentrated in the central business district. So as you know we've partnered with Illinois Hotel & Lodging Association, Illinois Restaurant Association, amongst others. We were scheduled to have our signature event last week on September 15th, and unfortunately it was scheduled at our favorite hotel that’s been hosting us now. This would have been the third time at the Palmer House, but as you all know there is a hotel workers strike underway. We had nearly -- I think we had more than 300 individuals registered for this event and we could not in good conscience ask that many people to make a decision to cross the picket line. Just subjecting employers as well as the job seekers to that, so we had to postpone the event much to our chagrin and to the chagrin of our partners. We are looking to reschedule, and I just want to reiterate that it is postponed and not canceled. So we will certainly be moving forward.

We've been actually doing site visits to look at alternative venues. We had a massive communication plan in place over the past week and a half to reach out to all of the individuals that had preregistered, to all the employers that we've been partnering with. It was quite a fire drill for about three or four days around here, but I'm happy to report that we were successful in reaching participants and helping people to understand that, A, there's still jobs available and, B, on the employers' side that there are still individuals that are seeking opportunities with them. So we committed to both sides that we will continue the event and if it takes too long for us to choose an alternative venue we will go ahead and make those direct referrals to the employers. Please feel free stop me with any questions.

 All right. Organizational development. I just wanted to lift up that I had previously talked about the fact that this was sort of our year of professional development for our staff, and I'm happy to announce that our staff have decided to go back to school, and so through a generous grant from the Chicago Community Trust of a general operating grant, we were able to actually purchase classroom training through City Colleges of Chicago. So thanks again to another board member and partner we were able to purchase the certified assistant project manager class, and so we have about 25 staff enrolled in that right now. We looked at priority of selection based on their actual workload and the type of work that they're doing now. So our entire business relations team, our strategic initiatives and policy team, and our WIOA programs leadership senior staff are all involved in that training right now. The goal is for everyone in the organization to get the project management training so that we're all level set around what it means to really have structure and guidance around all of our planning and all of our service delivery models. So we're very excited about that. So thank you City Colleges for working with us.

And then finally I'm excited to announce that we are a finalist in the community empowerment category for the Fourth Revolution Awards, which is from mHUB, the manufacturing hub for the city, and this is for promoting diversity and inclusion in manufacturing through our Opportunity Works initiative. So there are good things that continue to happen with us. We're moving forward, continuing to diversify our funding, and seeking to continue the collaboration with you as our board members. Any questions for me? (Brief pause.) MS. NORINGTON-REAVES: All right.

Dr. Ender, Mr.Wright has arrived. CO-CHAIRMAN WRIGHT: Thanks, everyone. So moving right along, Amy, you're up. (Brief pause.) MS. NORINGTON-REAVES: We're just getting the PowerPoint ready for those of you on the line. If you could open the PowerPoint entitled -- oh, goodness. Which one is it, Amy? Oh. PY WIOA Outcomes and Funding Recommendations; does everyone have that document? For those of you in the room it's on the right side of your board packet. (Brief pause.) MS. NORINGTON-REAVES: While you all are figuring that out we can probably walk through since everyone has the hard copy in front of them and the folks on the phone have it. (Brief pause.)

MS. SANTACATERINA: Okay. Good morning, everybody. ("Good morning" response.) MS. SANTACATERINA: This is the PowerPoint. As Karin said it's -- the cover page says Outcomes and Program Funding Recommendations. I want to compare -- I want to start off with doing a little bit of comparison on our WIOA performance measures. This is the first year that we have our WIOA funding measures since they went into effect. Previously we had WIA measures and there's a little bit of difference that I just want to point out. If you're following along on the PowerPoint it is the slide with the blue and the green.

Our WIOA measures are more stringent than WIA. Okay? For example, the very first funding measure is employment in the second quarter after exit so that’s sort of like our batting average. That's our really big indicator. Under WIA it was employment in the first quarter after exit. So you see we’re following people longer in WIOA than we are in WIA. Another measure in WIOA is employment following people for four quarters. We’re taking people after we exit them and following them for four quarters after exit. In WIA it was really more of a retention rate. So we looked at the people who were employed and then followed them in the second and third quarter; whereas, WIOA is looking at all new people. So you can really take it we're following them for four quarters so you can really be in the second quarter after exit and not in the fourth quarter after exit or you can -- could not be in the second quarter after exit and be in the fourth quarter after exit. So it’s really a different type of measure. The other new measure under WIOA is a median average earnings, and so if you go back to your fifth grade math you remember that the median -- median is the middle number. So in WIA it was the average earnings - okay? -- So this is a different, new measure for us.

 The credential attainment is following people who have been in a training program to make sure that in four quarters after exit did they obtain their industry recognized credential or an academic program if they got their degree.

 And finally there is a measurable skills gain measure. The measurable skills gain is the only measure that looks at people who are active in the program -- the other measures follow people once they've exited -- and that's looking at while you're in the program and active and you've been in a training program or an academic program - are you showing some gains during the year.

We will be getting into business measures probably in the 2019 Program Year. The State is highlighting some business measures now, but 2018 it won’t apply to the locals so we're anticipating 2019. So if you go and turn the page on the slide, you'll see how we ended up for our first year of WIOA, our outcomes, and that we actually exceeded all of our measures. So again, just take a look and you can see some of the results.

I want to point out that again to look at the very first measure, which I like to refer to as our batting average -- that's our success rate -- the employment in the second quarter after exit, and our median quarter earnings, that middle number, really is just a quarter. It's looking at the second quarter. So if you look at the numerator in the -- I'll just do one quickly, the adults -- the adult category we had the second quarter after exit was 74.9% and the total number was 73.5% over 4 quarters for 4384 people.

The middle number we added up all those earnings for those people and the middle number was a quarterly earnings was $5,833. Now if you go on to the next page -- MS. THOMAS: Amy, can I ask a question? MS. SANTACATERINA: Sure. MS. THOMAS: So where would we find -- You said you exceeded all the performance measures, but where would we find -- MS. STERN GRACH: The targets. MS. THOMAS: -- what the measure is? MS. STERN GRACH: Yeah, the targets. MS. SANTACATERINA: The targets I can provide that for you. Actually the first year of the targets, full disclosure because we're facing that they were pretty low targets. MS. THOMAS: Okay. MS. SANTACATERINA: But we can add that. MS. THOMAS: Can I ask one other? MS. SANTACATERINA: Sure. MS. THOMAS: On the credential rate I just want to understand the denominator. So, for example, in the adults so that's individuals who exited during that time period who had completed a training program? MS. SANTACATERINA: That is people who exited, correct, who were involved -- had a training activity or academic programs, but the credential attainment, because it's measuring four quarters out, it's only showing the denominator of two quarters. You'll see if you look at the fourth quarter after exit -- MS. THOMAS: Yes. MS. SANTACATERINA: -- you see the denominator -- MS. THOMAS: Smaller. Yep. MS. SANTACATERINA: -- is smaller because what happens is we're following people for longer and it takes over a quarter for the system to match that data. So there's always a lagging data -- a lag in trying to get the data to check that, and the same thing applies to the credential attainment because it's a success you have up to four quarters to get that. MS. THOMAS: But this is only at two quarters; is that what you're saying? MS. SANTACATERINA: So it's only, yes, two quarters' worth of data. MS. THOMAS: Okay. Thanks. MS. SANTACATERINA: Sure. Thank you. Great question.

 So if you turn the page you will see the detail on the adult program -- how we ended up during our adult program year and take a look at our adult program year we have 4384 registrants that we served. A couple of big things from here are that we have 47 percent of our adult population basic skills deficient, which is one of our priority target groups. There we go. And 10 percent of our population -- have reported -- self-reported to having a prior felony or misdemeanor. Okay.

 Moving on to our dislocated workers - we have 3470 registrants served. Twenty percent of our dislocated workers have exhausted their unemployment insurance, and 37percent are skills deficient. Also 6 percent are veterans, another priority population for us.

And our youth program, 3397 youth served. Sixteen percent of our youth have a disability that’s because we really targeted a couple of our agencies that are exclusively serving youth with disabilities, a lot of our in-school programs. We also have 17 percent pregnant or parenting youth and that's been a pretty consistent statistic for about five years with the Partnership programs.

Now we're going to focus on -- Yes? MS. STERN GRACH: Amy, on these basic skills deficient can you describe what those basic skills are? MS. SANTACATERINA: Sure. Basic skills deficient is testing below ninth grade in reading or math. Any other questions? Yes? MS. STERN GRACH: So again -- And I know we're rolling into this, but if you look at percent of our youth -- I'm just talking about youth -- as basic skills deficient testing below ninth grade yet the credentialing was really quite high, like nearly three-quarters. I'd love to understand a little bit deeper as to what credentials they actually got so that -- because we've not been having that kind of success on technology credentials. The students just aren’t testing out that well for a lot of these same skills deficiencies issues so if -- not today, but if we could dig into that that would be really helpful. MS. SANTACATERINA: Sure. One quick explanation for youth, particularly for in-school youth, an acceptable credential is youth obtaining their high school diploma. That's counted as a credential. MS. STERN GRACH: Okay. MS. SANTACATERINA: And those youth have to also be working in the following year.

Now we'll move into our WIOA Adult & Dislocated Program Year Budget, and today we're really going to talk about the funding recommendations highlighted in yellow here, the career pathway training and the delegate agency training. I just when we first developed the career pathway training model we did a pilot program that started out in 2016. It was a newer model. It was a different model for us. It was concentrated training in an industry sector when I first did this presentation. So this year we wanted to figure out all right, we're a year and a half in, is this an cost effective program, are we gaining some efficiencies, and when I first did this presentation to the service delivery committee in my analysis I included some additional slides that showed a double count of participants. So the slides that you’re seeing today still shows some savings which have been corrected to reflect the new information. So our career pathway training analysis basically is this model which is more concentrated. What happens in this model is that we found our agencies that are doing all of the case management, providing the support services, the skills training, and the placement in their employment. A traditional way of doing it is via ITAs, so training individuals with an individual training account. It's a voucher. We call them ITAs. First they would have to go through one our centers to get enrolled, assessed, provide the support service, and then they take that ITA or voucher and go to a center. So it's a more elongated process, and it's more costly because you have to go through those steps. So what we analyzed is here's our total award and we looked at the cost per participant. We added the inclusion of that cost. When we're looking at the cost per we added the inclusion of that case management and support service cost where it is included in the traditional model so that's how we did our analysis.

 And the next page shows us the cost comparison of what our training programs would cost if you looked at the number of served multiplied by traditional amount compared to what we're paying. And this date is through a complete quarter of data, and it shows that we are still showing a gain of $456,793. We're looking to continue to refine this model and looking for more savings as we go forward in the next year.

MS. NORINGTON-REAVES: Can we just pause? Any questions with respect to that? And for those who are on -- How many service delivery committee members do we have? I don't think -- Well, are you -- All right. So just to clarify so we had a group that was being funded through the National Emergency Grant and those numbers had to come out in terms of the cost savings. So the original calculation showed significantly more, but that was with that NEG group included, and so once we took that out it skewed the cost savings. There's still a savings nonetheless but just not as great as we thought, but the whole point was to try to pilot this model to see if we would receive a cost savings for this as opposed to just doing the pure individual training and account (ITA) voucher process.

MS. SANTACATERINA: All right. So in summary the committee and the Partnership was recommending to continue with this model, and we are going expand our scope of service to make things more clear with our agencies and do some tighter tracking. We'll continue to look for cost savings, and with the one bridge program model we're going to require reading and math post testing.

So now we're going to move on to the actual funding recommendations for the career path program. This PowerPoint is a summary of the long, legal-size, detailed charts that you have at your desk and also have via e-mail, the Excel charts. So this PowerPoint will be a summary of the information and detail in those charts. What we do for our career pathway programs. For all of our agencies when they are up for renewal, we develop an individual loading plan. That plan is a forecast of the deliverables and key benchmarks. It's a month-by-month plan that each agency submits to us and we approve, and it looks like for the career pathway program: how many new enrollments do you have, where are you on your placements, where are you for credential attainment, how many credentials are earned, and the number of people attaining credentials. We also look at the program compliance. Our monitors go out and review to make sure that the customers they are serving are following the case eligibility criteria and all the necessary documentations in the file. Our fiscal team goes out and does a fiscal review and we assess their fiscal strength. We look at their expenditure rates, are they spending down properly at an appropriate rate, and we look at what we call the positive exits. The positive exits, going back to our performance measures, is the best indication we have of who's going to meet those rates because when you leave the program have you left the program with employment is a positive exit. Okay?

So this is our process, and we evaluate it. We evaluated each agency on the most current data, which is through September 30th. We set benchmarks for them. We look at their plan and they have a percentage to actual placements. Their plan to actual expenditure rates and that's what is the detail in the Excel spreadsheets.

So here's a little summary, we are recommending that all career pathway programs are extended at the same funding level, but we are recommending two programs submit an improvement plan, and those are Hill Food Services and Instituto Del Progreso Latino. Any questions about the funding recommendations?

MS. NORINGTON-REAVES: To be clear for those of you here, the career pathway funding recommendations are on the purple. CO-CHAIRMAN WRIGHT: Tell us, Amy, what the reasons for the -- MS. NORINGTON-REAVES: It's on the back. CO-CHAIRMAN WRIGHT: -- for the improvement plan. MS. SANTACATERINA: The reason for the improvement plan was because they were rated low on their overall actual to plan performance or they rated significantly lower on the percentage of positive exits. MS. STERN GRACH: Amy? MS. SANTACATERINA: Yes. MS. STERN GRACH: So in the business world if somebody is performing higher they usually get awarded more and if somebody is not improving as much they're put on an improvement plan for about a year, and then if that's still not approved then they're let go. So my question is -- and, again, it's more rhetorical -- is -- and it's not about these individual agencies. I know there's a lot of complexity behind these spreadsheets, but is there general discussion about if we have very high performers about increasing our awards-- Matt's smiling at me -- increasing our partnership with them so that they can do more of these good things with the finite budget we have. I mean do we discuss that? MS. SANTACATERINA: Yes, and in some years we have. Given our budget, you know, I think that’s something that we can look forward to in the future with the board and the committees given our budget.

MS. NORINGTON-REAVES: So just to clarify, so typically what happens when we reevaluate at sort of a midpoint like this, if they're performing better, if they get higher scores -- we've actually had several cut-offs -- so the higher ones get more, the one in the middle gets a little bit less than the one above, and the one on the bottom usually stays flat. Where we are with this particular initiative still in the pilot phase -- MS. STERN GRACH: Right. Right. MS. NORINGTON-REAVES: -- we will continue -- they will -- they're going to get the same amount essentially for the rest of the grant term, but with the performance improvement plans they get a quarter of intensive technical assistance and if they're not able to demonstrate improvement then their contracts actually get terminated. MS. STERN GRACH: Okay. That's exactly where I was going.

MS. SANTACATERINA: Now we'll move -- Do we need to vote on that? MS. NORINGTON-REAVES: We do need to vote on it. Just for clarity sake from a procedural standpoint the recommendations were taken to service delivery committee. Service delivery committee approved them and did not make any changes and approved for them to be brought to the board to be ratified by the board.

CO-CHAIRMAN WRIGHT: Do we have a motion? MR. MONOCCHIO: So moved. CO-CHAIRMAN WRIGHT: Second? MS. STERN GRACH: Second. CO-CHAIRMAN WRIGHT: All in favor say aye. ("Aye" response.) MS. NORINGTON-REAVES: Opposed same sign. (Brief pause.)

MS. SANTACATERINA: Okay. Now we'll move on to the delegate agency recommendations, and it follows the very same format we reviewed again exploring plans, looking at, you know, their actual performance to the plan numbers. One of the benchmarks is different. In the career pathway, we looked at credentials because their scope of services was providing direct training. In the delegate agency benchmark we looked at their percent of capacity; that benchmark means that at the beginning of the year we are buying a certain amount of career coach capacity so we anticipate at any point in time a minimum level of persons being active in the program, and so we looked at each. We took a snapshot of a month and assessed where people and where agencies were at in terms of the customers that they've served to their capacity level. But the other benchmarks were exactly the same. And like the career pathway we’re recommending that we continue with our delegate agency agreement funding at the same level. We have some improvement plans that are required for America Works, Calumet Area Industrial Council, Central States SER, and Triton College. Any questions about the funding recommendations? (Brief pause.) CO-CHAIRMAN WRIGHT: Any questions?

MS. NORINGTON-REAVES: Again this was also taken to service delivery committee. It was approved to go forward and would need to be ratified by the board. CO-CHAIRMAN WRIGHT: Do I hear a motion? MR. MONOCCHIO: So moved. CO-CHAIRMAN WRIGHT: Second? MS. LOESCHER: Second. CO-CHAIRMAN WRIGHT: Thanks much. All in favor please say aye. ("Aye" response.) CO-CHAIRMAN WRIGHT: All opposed same sign. (Brief pause.) MS. SANTACATERINA: Okay. All right. MS. NORINGTON-REAVES: Thank you, Amy.

CO-CHAIRMAN WRIGHT: Thanks, Amy. We've got a couple quick housekeeping items that we probably should address very quickly. I assume we have a quorum so let's go back to the first item and see if we can get action around the minutes from our June 28th meeting. Do I hear a motion? MR. PAPPAGEORGE: Motion. CO-CHAIRMAN WRIGHT: Thank you. Second? UNIDENTIFIED SPEAKER: (via teleconference) so moved. CO-CHAIRMAN WRIGHT: All in favor say aye? ("Aye" response.) CO-CHAIRMAN WRIGHT: All opposed same sign. (Brief pause.) CO-CHAIRMAN WRIGHT: Ayes have it. I should also recognize Jay Stewart has arrived. Thank you, Jay. He is replacing Mike on the board. So welcome and we appreciate you. Let's move along to the next -- Where's Cory? MS. NORINGTON-REAVES: He's right there. CO-CHAIRMAN WRIGHT: There's Cory. You have the floor. Chicago Workforce Partnership Youth Request for Proposal.

MR. MULDOON: Good morning, everyone. Cory Muldoon. I'm on the strategic initiatives and policy teams here at the Partnership. Working under the leadership of Amy and with my colleague Greg Martinez we’ve led a process to look at our youth RFP and rebranded it for release. We're planning to release the request for proposals very soon, and a lot of work went into it. We had a good portion of Greg and my time for the last month -- we've had an excellent committee of staff helping us with the research and fitting in with the ideas and the structure -- we went to the youth committee and got a lot of great feedback from them, we went to young adults in the various programs and got feedback from them, a lot of input from experts and people from across the country so it's kind of like ten of us writing a book together. It's a very precise, not very exciting book, but it's coming out soon and we want to tell you about it so let me find the clicker. All right.

So this is an RFP that has an initial funding period of six months, and I'm sure everyone in this room remembers we funded our youth programs for six months to get us through the end of the year. We're releasing this RFP so the first funding period of the RFP will be for six months. The place to look on this slide is the yellow. These are the amount of WIOA funds we have to release during this RFP. The other numbers speak to the WIOA youth budget for the year and you can see where all those different lines go. Before I get -- Sorry. I've got too many things in my hand. Before I get to the program model, I want to share that in the Partnership set out a set of guiding principles for our youth work and as part of this RFP development process we revisited those guidelines, looked at the funding models or the program models that were set up at that point, and, you know, looked at best practices across the country and refined those models.

 So within this RFP we've structured it so the WIOA youth funds are available, the Opportunity Works fund which Karin lifted up earlier in the meeting are available, and we have a new fund that we're seating called the youth innovation fund, and we're really excited about having multiple funding streams in one RFP document. We think it's great for the people who are responding to the RFP. They only have to do one set of proposals. There are multiple applications inside it, but instead of doing, you know, all the copies for several documents it's all wrapped up in one RFP.

So with the WIOA funding in this project we've got four different out-of-school youth models and we're including in-school youth as a program model so there's five WIOA youth models and I'm going to run through those now. The first is reconnection to education. So this is really for young adults that have not graduated from high school yet, don't have their GED or high school equivalent, and the objective is to get them the resources to achieve that credential and then move on. And so I would say 46 percent of the people we serve don't have a high school diploma and we thought it was really important that the models reflect the needs of our people we're serving. So the outcomes with this we're looking at gains in reading and math, we're looking at people getting their high school diploma and moving on and getting placed in employment or post-secondary education.

The second model is post-secondary education, training, and employment, and this is for people who have graduated from high school who want to get more training, who want to go to school -- possibly college, possibly some technical school or training -- and what services do they need to get their credentials to land employment in a field where they are earning a higher wage. The outcomes for this are certificate attainment, placement and training, people persisting in college -- getting into college and persisting in college, of course. So we mention all that with this model.

 The next two models in our out-of-school youth is sector based training and employment. We're looking for young adults interested in specific sectors. So we hear about programs like this in manufacturing and healthcare and, you know, a lot of the high-paying sectors people where know that they can create a living and get family sustaining employment. They have a vision they want to be a part of that sector and these programs help them get there. So we’re looking for industry recognized credentials and placement into employment within those sectors for further training within the sectors.

Finally with out-of-school youth models, we’ve got the young adult career pathways. Here we’re looking for people who are in need of immediate employment, people that I know that service providers in this room meet people like this every day -- I need a job now, I need to help my family, and I want to get a job -- but they probably need more than a job, right, and so this program will help them think about a career pathway, get more training. They might, you know, get a job immediately or get a subsidized work experience immediately, but then young adults on this pathway will move onto a career track employment and that's the real goal of this model. So let me just check my notes. I didn’t realize I was going to hold the mic too so give me a second to get caught up. (Brief pause.)

MR. MULDOON: Okay. I'm doing well. MS. NORINGTON-REAVES: If you do say so yourself. MR. MULDOON: Thank you. Did I say that out loud? MS. NORINGTON-REAVES: Yes. MR. MULDOON: Okay. So what's new in this model is that you know with WIOA the federal regulations kind of flipped the workforce method it used. So it used to be that a lot of the WIA federal workforce investment dollars went into in-school youth and when WIOA passed they said whoa, let's flip that and now the federal requirement is 75 percent of all of youth funds go into out-of-school youth programs. So the last time that we put out in-school programs for RFP it was part of WIA. I believe that's right.

 MS. NORINGTON-REAVES: No. The last time was WIOA and we actually surveyed to see how much we were putting out and what the mix was, and at the time our mix was already at 75 percent and so we actually made the decision that ours would be an 20 percent In School/ 80 percent Out of School split. So 80 percent out of school and 20 percent in school. MR. MULDOON: And so to hit that mark we’re including in-school youth as a youth program within the WIOA funding section of this RFP. Of course, we're looking for young people still in school and we want to focus these resources on people that have a higher need, people that are at risk of dropping out, English language learners, and youth with disabilities.

 So these programs again based on the focus to service of people in school so we want to make sure people get their high school diploma, we want to see gains in reading and math, and we want see people connected to postsecondary education or employed when they graduate. And again we're limited at 20 percent we’re focusing on these populations.

So we're also including Opportunity Works in this RFP. The structure is kind of like you share -- the respondents will share their information about who they are with an organization and how great they are, and then it's kind of choose your own adventure so they will decide which program model. In WIOA if they want to apply to one of the WIOA models they also have the option to apply for Opportunity Works funding. This is a sector driven internship program that we created at the request of President Preckwinkle in 2017. And as Karin said earlier we've already moved 400 people through this program. The part that I’m really excited about is a large percent of the people that have completed the program have moved on to the next step in their career pathway and their plan on that. It's been super successful. We're very excited to release funding for Opportunity Works at the same time as WIOA, and again respondents will have the option to apply for this funding as well.

With Opportunity Works we're looking for people to have clear career goals, we're looking for them to get jobs or further training in the sector that they're interested in through their internship. And this is something we're really excited about. So the youth innovation fund is a pot of money that we are seeing to incentivize and encourage our network to become more innovative and what it takes to get positive outcomes. So for this year we're putting in a small amount of money that we hope to grow with investments from other funders and other public entities. The idea is that we come up with new program models that work well in Chicago and suburban Cook County. We want to see new service models, higher levels of service, and this will be a fund for those respondents that apply for WIOA funds and they can also apply for the innovation fund to layer in additional levels of service or activities.

MS. NORINGTON-REAVES: Just one thing I want to lift up about this, so we made it up. We said let’s come up -- And I shouldn't say we. Greg and Cory and the team that did this work really and looked at best practices across the country and said what would be helpful to spur innovation to give people the space to think about how could they do something a little different or what is it that they need most and how will that create deeper impact for the population they’re serving so we carved out this bit. We’re recommending that you support us in carving out this bit of funding for those innovative ideas amongst our youth service agencies, but I've also asked the State to help match that so that funding which is for six months. We're looking at $25,000 for a year. We've asked the State to also match that. We think this is also a good tool to invite foundations and corporate philanthropic entities to provide seed money into that pot so that we can help to catalyze innovative solutions towards some of the most pressing challenges facing our youth and our youth agencies.

CO-CHAIRMAN WRIGHT: And how did the we, as you call it -- MS. NORINGTON-REAVES: The royal we. CO-CHAIRMAN WRIGHT: Right. (Continuing.) -- How did -- what was the rationale for the quarter of a million? MS. NORINGTON-REAVES: The only reason it's $250K is this is for six months. Our intention was that that we will work to make the pot grow. It was really just trying to slice off enough that it would be significant for an agency, but not so much that it would prevent us from being able to make sizable awards in the grand scheme of things in our traditional WIOA youth allocations.

MR. MULDOON: And our hope is that we can grow it. So we put our foot in the water this time and see what type of response we get and see what creative ideas come and then see what else we can reward as we grow it. So these are all the proposals that we’ve presented to the youth committee and have been approved for by the board in regards to review and approval.

 I want to highlight some key changes that are included in the document. We've increased the minimum award amount to, $300K that will be would annually -- so, for the first six months and then there will be space for up to three one-year contract renewals. This is really about economy of scale and giving agencies the resources they need to serve young adults well, and so the entire committee and a lot of people who had input really felt this change was very important. We've already covered the in-school program changes and things that we want to be sure are included in the document in the policy here. We're also looking to improve the standards for frontline staff. So previously we had a minimum pay requirement for our frontline staff of $32K or delegate agency frontline staff. This raises the minimum paid for frontline staff to $35K.

We're also looking to score agencies on their professional development plans as part of their proposals so that will be a part of their response and they’ll be scored on what the professional development plans are, and we're looking towards the career coach, the people working day in and day out with the young adult job seekers to reflect a more holistic and trauma-informed care plans. When you see this document you'll see there's a heavy investment in the frontline staff and what the agencies are doing to make sure they're prepared to do their job well. We've gone through the programming models. We've done a lot of work to refine those and make sure that they're meeting the diverse needs of the job seekers in our region, and we've created space for more innovation, and we also hope that this programming design is set up within the RFP allows agencies to better leverage and create their funding so they can provide higher level of services. So funding available through this RFP, so again the funding period is January 1, 2019 through June 30, 2019. The WIOA youth funds available are just over $6 million. We've set aside $250K for the innovation fund and $300K for transition funds so if agencies that are currently funded now don't get refunded those transition funds will make sure that the customers that they're serving continue to get service as the work is phased out.

 And these recommendations on this slide show what percentage of WIOA funds will go to each program model. It shows all of the program models that I went through. This is a recommendation that comes out of conversations with the youth committee and through the whole planning process. We all know there's a lot that goes into the funding decisions so this can't be held exactly to each model type, but assuming all things being equal we can serve all regions of the city and the county and the proposals are all great. We want to look at funneling our money and funding the money towards these program models at these percentages. Opportunity Works there's $250,000 available for the first six months of 2019.

And here's our timeline. So we've been working on this since July/August. The youth committee reviewed in September. We are looking to release this very soon. MS. NORINGTON-REAVES: Imminently. MR. MULDOON: And we'll do a pre-submittal conference. We have that scheduled for the September. So if nothing crazy happens it will be October. We're also going to do an online pre-submittal conference. Proposals will be due late October and we'll go through the whole process, which I'm sure the board is very familiar with, reviewing those proposals and making funding recommendations so by the December board meeting you guys will be voting on those recommendations and the contracts will have a start date of July 2019 . MS. NORINGTON-REAVES: Thank you. MR. MULDOON: Any questions?

CO-CHAIRMAN WRIGHT: Questions on the phone? MR. PRYOR: Just a quick question, are there any goals related to kind of -- MS. NORINGTON-REAVES: Can you speak up so the people on the phone can hear you? MR. PRYOR: Any goals related to renewals versus kind of new awards for agencies? MR. MULDOON: So goals around renewals versus new rewards. MS. NORINGTON-REAVES: Right. So everyone has to go through the RFP process. There is no renewal of any of the youth contracts. MR. PRYOR: Okay. MS. NORINGTON-REAVES: So everyone has to go through the RFP process and meet the criteria. It is entirely possible that an agency that is currently serving can go through process and be outranked by other agencies. Our goal, quite frankly, is to increase the innovation, increase the efficacy of the service delivery model, to see fresh ideas, to see agencies flex their muscles with respect to challenges that they’re facing; that the communities are facing, collaborations. So this is an entirely new RFP. It’s different from what they've seen in the past.

 MS. THOMAS: So I'm not sure -- MS. NORINGTON-REAVES: Can you speak up, Carrie? MS. THOMAS: Yeah. I just wanted to make sure. I'm not sure if I heard some things. So when you said people will apply -- I can’t remember what you said -- sort of like choose your own adventure, can you choose multiple adventures? MR. MULDOON: Yes. MS. THOMAS: Okay. And then I wanted to -- MS. NORINGTON-REAVES: I'm sorry. Can the folks on the phone hear? CO-CHAIRMAN ENDER: Yes. UNIDENTIFIED SPEAKER: We can hear fine. MS. THOMAS: So the three models that is for out-of-school youth -- MS. NORINGTON-REAVES: Four. MS. THOMAS: -- focused on training. So the postsecondary training and employment -- sector based training and employment young adult career pathways so I definitely got how to think about young people differently situated, but I'm thinking the universal organizations that do training for young people. So a postsecondary education and training in that first category they're probably sector -- they're probably sector focused and they want young people to be thinking about a sector. I mean that is sort of is a best practices generally, but they might fit better in that category than the sector based training and employment. So I guess I just wondered about if I were an organization and I were applying I could fit all three of these should I just say like I'm going to pick all three and then you'll be -- I mean it's new so I'm assuming -- MS. NORINGTON-REAVES: So they can choose one out-of-school model. MS. THOMAS: Oh, they can only choose one. MS. NORINGTON-REAVES: Only one out-of-school model and they can combine that with an in-school model. MS. THOMAS: Oh. So they can only choose one? MS. NORINGTON-REAVES: They can only choose one of those models. And, quite frankly, that has actually always been the case. There was a case in our last RFP we had four different models and they chose which one they were coming in under, and it's really about them identifying what their program best aligns with.

 MR. MULDOON: And when you see the document you’ll be able to read that there's flexibility on the edges. So one of your core strengths as an agency, what do you do really well, and what are the majority of the people that you serve what's their pathway. But if you're on the one high school diploma -- MS. THOMAS: Yeah. I wasn't asking about that one. MR. MULDOON: -- you might enroll people that have a high school diploma already and that's going to be okay as long as like the work you do is getting people GEDs and jobs that should be the one you apply for. If someone comes to you and says I want a job and I have my high school diploma you're not going to turn them away. They have flexibility on the edges of this. MS. THOMAS: I guess I'm getting to the question of if somebody is applying that they feel like based on what's written and what they've heard they fit within a particular model but then in the review it's clear that they really fit a better model is there flexibility. And they're good, they score in all kinds of high ways -- we don't want to miss out on somebody because they picked the wrong model -- when there is to me and I see some overlap in employment credentials and the fact that you already have a high school degree that's really my question.

 MS. NORINGTON-REAVES: I don't think that we'll be so incredibly hard and fast that we wouldn't let a group in that was otherwise strong just because it didn’t quite fit a box. MS. THOMAS: Okay. MS. NORINGTON-REAVES: I will tell you that there are a lot of -- there are groups that are focused on postsecondary and that are not very sector driven at all. MS. THOMAS: Absolutely. Absolutely. MS. NORINGTON-REAVES: And we really have not I don't recall -- As I sit here I don't recall there being challenges or complaints of that nature from the previous applicant pool going through the RFP because three years ago was the first time that we actually had them select a particular model -- MS. THOMAS: Okay.

MS. NORINGTON-REAVES: -- and so I actually don’t recall there being, you know, criticism or feedback -- negative feedback about that. MS. THOMAS: And then how many of your current -- I just didn't have a chance to look at the current delegates, but how many are below the, minimum. MS. NORINGTON-REAVES: Our minimum at the last RFP and the first time that we instituted it in was $ 32K, if I recall. Am I correct? Is it - or -? MS. SANTACATERINA: For the adult and dislocated delegate agencies' it was $32K. For the youth -- MS. NORINGTON-REAVES: We may not have had one. MS. SANTACATERINA: -- I don't know that we had one. MS. NORINGTON-REAVES: Yeah. And so the thinking there is that there is a level below which it is no longer beneficial or cost efficient for an agency to even seek the funding and so what we wanted to do was have a floor that allows for a minimum level of staffing that we think everybody should have, and so we've spelled that out in the RFP in terms of career mentors as well as business services representatives what we think the minimum amount they should have, the minimum wage that we think those folks should be able to earn through our funding and just the minimum award that we think makes it worth an agency's wile to actually apply.

MS. THOMAS: Yeah. I just wanted compared to now, that’s all. I get the rationale on that. MS. NORINGTON-REAVES: I think Amy is right that we did not do it for youth. We did do it for adult and dislocated worker and it was $32K. MS. SANTACATERINA: I want to say our current maybe five falls below, maybe even more. It may be five to ten.

CO-CHAIRMAN WRIGHT: Any other questions? (Brief pause.) CO-CHAIRMAN WRIGHT: All right. With this one it seems like it's an update and I don't indicate on my agenda that there is a vote. Am I correct to assume that we need not to take action? MS. NORINGTON-REAVES: No. There's no action to take. We are ready to release the RFP very soon, and youth committee fleshed out details and any tweaks they wanted us to make we made.

 CO-CHAIRMAN WRIGHT: Perfect. So let's move on with our new controller. Ms. Wingman Ho, welcome to the Partnership. MS. HO: Thank you. Nice meet you. CO-CHAIRMAN WRIGHT: Nice meet you. (Brief pause.) MS. HO: Good morning. I am Wingman Ho, Controller at the Partnership. Nice meeting you all. Today I will be presenting the financials of the Partnership. You will find the PowerPoint presentation of the financial reports in your blue folder called fiscal. MS. NORINGTON-REAVES: Step away from the podium. It's echoing. Just step over.

MS. HO: All right. Let's start with the proposed final budget of Fiscal Year on Slide 2 . Fiscal Year 2019- Fiscal Year budget include budgeted revenue and expenses that covers July 1,2-19 to June 3-,2020. At the bottom of the second column, purple Note No. 1, you will find Fiscal Year has a budgeted operating surplus of $117,318 which is a result of $70.8 million budgeted revenue net of $70.7 million budgeted expenses.

Let's look at the third column, the variance column for the next two items that we are going to discuss. For Note No.2 on the revenue side for corporation and foundation grants the $2.3million lower revenue in Fiscal Year 19 budget compared with Fiscal Year 18 budget is mainly due to three grants, first, reduction of Walmart Foundation revenue of $4.8 million but increase in Illinois Tollway, Construction Works, of $1.5 million, and also Chicago Codes of $749K.

 Moving down to the purple section for federal grants, Note No.3 , the $1.7 million greater revenue is mainly due to the Formula Program Year 17 carry-in dollars being larger than last year's Program Year 16 carry-in by $3.3 million, and also it's because of the decrease in DOL Summer Jobs & Beyond grant by $1.3 million as the grant was over.

On the expense side, Note No.4 , the , increase in personnel costs, including salaries of $880K is due to backfilling vacant positions and two newly created positions which support the Partnership's continual growth, as well as Cost of Living Adjustment. Any question on this Fiscal Year Final Budget? (Brief pause.)

 MS. HO: Okay. Moving on to Slide3 these slide shows months of Fiscal Year18' budget to actual information. At the bottom of the second column, Note No.1, you will see Fiscal Year ' ended with operating surplus of $300K which is a result of unrestricted dollars we have received net of expenses. And the biggest contributors are Walmart Service Income $150K; funding received from FHI for Walmart in the amount of $46K; and funding received from Chicago Community Trust for $49K,. Now let's look at the third column of the first orange section. Note No.2, the lower revenue of the $1.7m. Million in the corporate and foundation section is mainly due to the Walmart Foundation grant has . $1.9 million less than the budget as the grant is being extended through July 31,2019, and on the third column you will see two huge variances for Note 3 and 4 and $9.8 million credit balance in the revenue section and $9.9 million debit balance in the expense section. These variance identify reduced revenue and increased savings in expenditures, both of these will be realized in Fiscal Year 19, savings in expenditures included the Walmart Foundation funded grant whose expenditure will be incurred in Fiscal Year 19 .

Moving to the pink section for personnel in the expense section for Note 5, savings in personnel costs are due to vacant position as well as to time lags in hiring positions. Are there any questions on this slide? (Brief pause.)

MS. HO: Moving on to the Slide 4, statement of activities, may I draw your attention to the third row from the bottom for change of net assets information? For Note No.1, $4.32 million decrease in net asset is the net result of unrestricted operating surplus of $300K, and decrease of $4.6 million of temporarily restricted asset. Now please look at the second column for the temporarily restricted information for Note No.2. Total amount of net assets released from the restriction is $6.8. million in Fiscal Year18 , and the biggest contributors are Walmart Foundation grant, $4.8 million; Opportunity Works, Cook County $947K; Opportunity Works, individual donations,$348K; and Back To Work Plus Program, AARP$389K,. Are there any questions on this line? (Brief pause.)

 MS. HO: Okay. Moving on to the statement of financial position, I have two notes I would like to highlight on this slide 5. For Note No.1 as a result of the Fiscal Year18 operating surplus of $300K, added in the beginning balance of the unrestricted net asset of $633K unrestricted net assets as of June 2018 now became $933K and this is all Partnership money. They're all unrestricted. (Applause.) MS. HO: At the bottom section of the page for Note 2 you will see Partnership owns the total net assets of $4.3 million in the end of Fiscal Year18.

 Moving on to the last slide, statement of cash flows, at the bottom of the page you will see Note 1 Partnership has $4.2 million cash and cash equivalent as of June 2-18. For Note 2 and 3 it refers to Walmart as the biggest contributor of the change in net assets of $4.3 million and also short-term investment. That's all I have for the financial. Please let me know if there are any questions. I'm more than happy to address. (Brief pause.) CO-CHAIRMAN WRIGHT: Questions on the phone? (Brief pause.) CO-CHAIRMAN WRIGHT: Thank you, Wing. Nice to meet you again. Thank you so much.

Charles Smith, did you just join? (Brief pause.) CO-CHAIRMAN WRIGHT: Maybe not. That's -- I’m okay. So we do have to take board action on this and do I hear a motion -- MS. STERN GRACH: So moved. CO-CHAIRMAN WRIGHT: -- to be approved? MR. MONOCCHIO: Second. CO-CHAIRMAN WRIGHT: Second. All in favor please say aye. ("Aye" response.) CO-CHAIRMAN WRIGHT: All opposed same sign. (Brief pause.) CO-CHAIRMAN WRIGHT: The motion carries. The financials are approved.

So, Amy and Anne -- Where's Anne? -- MS. NORINGTON-REAVES: There she is. CO-CHAIRMAN WRIGHT: -- so I will be leaning on you to catch us back up or Dunni will get shortchanged. MS. SANTACATERINA: Well, I can do that very quickly. We just have three policy letters in your packets. There's a checklist or a summary chart of the policy letters. CO-CHAIRMAN WRIGHT: You're on the left side. MS. SANTACATERINA: The first two are really revisions. The first policy letter, the low income policy letter revision, and the change are to allow in-school youth living in a high poverty area to qualify as low income. The first draft just stated that it applied to out of school but further and more detail on the regulations states that that also applies to in-school youth.

The second policy letter is the youth eligibility revision, and in the youth eligibility revision we are defining youth who need assistance with the following characteristics -- as you can see one through seven are our definitions for youth who need assistance -- youth who have reading and math scores below grade level, residing in a community of high violence, no history of work, history of substance abuse, English language learners. You can read them.

And finally our other policy letter is the youth stipends and incentive policy, and this spells out the conditions where we will allow stipends and make sure that we tie stipends attached to a measurable outcome and relate it back to the ISS. This follows the regulations from DOL. Those are our policy letters. Questions?

 MS. NORINGTON-REAVES: I have a question. Amy, on the youth eligibility revision where the definition that's provided there that is taken from DOL or State? MS. SANTACATERINA: Those are local. Those are our local characteristics. MS. NORINGTON-REAVES: Thank you. MS. SANTACATERINA: Thank you. (Brief pause.)

MS. SANTACATERINA: Okay. Anne? MS. HOGAN: Hello. Hi. I'm Anne Hogan, and I’m the occupational training manager for the Partnership. And I believe the packet I'm going to present is on the left side of your blue packets. It's the ITA training programs recommended for continued eligibility on the front. And typically we bring about dozens of these for your approval, but today it's around 300. And this represents just our private vocational providers. September turned out to be quite a busy month for continued eligibility so we'll be bringing the community colleges later in the spring of 2019, but we’ll be working with them on anything in the meantime like price changes or whatever.

So this document is about providers. We've put it into three categories. The first one is called programs recommended for continued eligibility, which are programs that have already been approved. If you’ve been approved you're -- and you're up for continued eligibility you get a two-year term. The next category is those for initial eligibility, which are new programs which would meet the WIOA criteria. They get a one-year period. Then we have another group which we have up for we call it probationary, and then I have a group which is not going to be recommended.

So in going through and making these recommendations we used a number of tools. The first one was I revised the entire application packet. I'm sure everyone was happy to see that everything was new and they couldn't copy it but that allowed us to get more information for the providers, more detail about the costs and everything. Sometimes we can't put everything into the database probably what you see, but we'll have answers if someone calls. So we got more information. We get information on provider board members. We call the Illinois Board of Higher Education. We get pictures of the school. You know, we get cost information, curriculum information. From there we went into a little shout-out to -- Career Connect which gave us some wonderful information on data when on the increase in the performance measures for the training providers. I was a little nervous because I didn't know how they would do, and actually they came out pretty good. And so we were able to run a very good report from Career Connect and evaluate the training providers based on those outcomes that were put in the new policy letter. And then the third criteria that was very important was the recognized credential and that's one of the main WIOA criteria that we have and make sure that it's a nationally recognized credential because you could place all the people you want with the WIOA training program, but if you can't get the credential then, you know, you're going to fail the program. So those were some of our main criteria that we used. And then we had our internally gathered all the documents so we had an internal committee review too.

So this is our summary of what we're bringing to you today, and in addition to that we also make sure that the -- as the board most of you know we have the occupations that we –the approved high demand occupations. So we’ve done a summary of the grouping of the programs. I would say on the continued eligibility there probably shouldn't be too many questions. The one thing I would say on the -- I did want to point out though on the group that I have for the probation for the performance I would like to say that I wanted to put them on a three-month probation until the next board meeting because I would like to run their performance again. The one thing that is great is that with Career Connect I can run the names of the clients and I can do an updated report and give them time to respond because there might be someone with a training related placement that we could help. CO-CHAIRMAN WRIGHT: Those are the six providers on the last page? MS. NORINGTON-REAVES: Yes. MS. HOGAN: Yes. CO-CHAIRMAN WRIGHT: Okay. MS. HOGAN: There is also the other one to point out the ones without credentials. Now, someone might be trying to come in with a credential. I did find a couple of programs that were saying they were doing Microsoft Office, but if they’re not certified so they can't be part of our program. So those are the ones I'm not going to be able to serve. So that would be my highlights to point out. Does anyone have any questions? (Brief pause.)

CO-CHAIRMAN ENDER: George, can you hear me? MS. NORINGTON-REAVES: Yes, Dr. Ender. CO-CHAIRMAN ENDER: George? CO-CHAIRMAN WRIGHT: I can hear you. CO-CHAIRMAN ENDER: Just one question. I want to circle back to the point you made, Anne, about the probationary period. MS. HOGAN: Yes. CO-CHAIRMAN ENDER: I was a little unclear. You said one of the agencies you wanted to authorize to continue and then you wanted us to revisit that? MS. HOGAN: Correct. MS. NORINGTON-REAVES: What's the rationale? MS. HOGAN: I'll work with them until I believe you have a meeting in December. MS. NORINGTON-REAVES: He's asking what the rationale is. MS. HOGAN: The rationale would be to reconcile with them the name of the clients that I have and how I arrived at that performance level and perhaps run it one more time. CO-CHAIRMAN ENDER: Would this be news to them? MS. HOGAN: It could be. Yes. I mean I've talked to a lot of them and told them I would be reconciling with them. MR. PAPPAGEORGE: At the program level or provider level? MS. HOGAN: It's by program, yes, and most are only off by like one or two so...

 CO-CHAIRMAN WRIGHT: Any other questions? (Brief pause.) CO-CHAIRMAN WRIGHT: Okay. Just a reminder I think there's some City Colleges here so, Doctor, did you have a question? I'm sorry. CO-CHAIRMAN ENDER: Yeah, just one other. Karin, when we reviewed this earlier was this particular item among those items we looked at? MS. NORINGTON-REAVES: The list of the agencies by category is -- you should have -- you should have. So it's got the list that are recommended for continued eligibility, it's got the list that are new that are recommended for initial eligibility, and then there's not recommended due to lack of a credential and then there's the probation. They are in your packet. It’s just voluminous. CO-CHAIRMAN ENDER: All right. Yes. I know that. The question I'm asking did we see this in our earlier review of the agenda. MS. NORINGTON-REAVES: Yes. This has been -- This has been an agenda item. Yes, sir. It's not -- This was not a revision for the agenda. No. CO-CHAIRMAN ENDER: And I apologize if you can’t hear me well. The thing was the idea about to reanalyze it and I just don't remember having that conversation. MS. NORINGTON-REAVES: I see. You're asking if the probationary piece was explicitly lifted up in the context of the agenda, no. It's just the item here saying Policy Letters and ITA Occupations Presentation, but it was not specifically called that as an agenda item for the probationary consideration.

CO-CHAIRMAN ENDER: I absolutely will support these recommendations. I think the caution that I would note as a provider myself if this is a surprise I would think it would be a hard thing for the provider to hear so I hope that there's been enough conversation on the phone so they understand that they're in troubled waters and going to be continually reviewed. MS. NORINGTON-REAVES: Duly noted, and we will follow up and make sure that the probation will be explained in writing, and I'll follow up with Anne off line to ensure that there's been conversations with all of them. MS. HOGAN: Yes. CO-CHAIRMAN ENDER: Thank you. MS. NORINGTON-REAVES: Thank you.

CO-CHAIRMAN WRIGHT: Maureen, you had a question? MS. LOPEZ FITZPATRICK: Sure. And I can follow up off line. It's my first meeting but just too kind of understand the ITA process then with and the City Colleges of Chicago -- MS. NORINGTON-REAVES: Yes. Yeah. Sorry. For those on the phone, there's a question from Maureen Lopez Fitzpatrick who's newly appointed at the City Colleges of Chicago. We are going to be having monthly meetings with the City Colleges so that given that we are two of the biggest systems in the city of Chicago we want to make sure that we are aligned because many of your students are our clients and vice versa so we can definitely go into that in greater depth at that meeting if you'd like. MS. LOPEZ FITZPATRICK: Okay. Thank you.

CO-CHAIRMAN WRIGHT: Okay. So following up on my earlier comment, if there are city colleges providers listed here, if you're representing a city college or suburban college you should probably not participate in this vote. MS. HOGAN: This shouldn't be for this unless there’s a new one. CO-CHAIRMAN WRIGHT: If there is, duly noted. MS. HOGAN: If there is. CO-CHAIRMAN WRIGHT: Okay. So any other questions? (Brief pause.) CO-CHAIRMAN WRIGHT: Phone? (Brief pause.)

 CO-CHAIRMAN WRIGHT: Okay. I will entertain a motion. Now, we're not going to bifurcate this, right, Karin? MS. NORINGTON-REAVES: Yes. CO-CHAIRMAN WRIGHT: We're going to actually vote on the policy letters as well as the ITA occupations? MS. NORINGTON-REAVES: As you wish.

 CO-CHAIRMAN WRIGHT: Let's bifurcate it. Let's entertain a motion on the policy letters that Amy provided those three policy letters. Do I have a motion to approve? MS. LOESCHER: So moved. CO-CHAIRMAN WRIGHT: Second? UNIDENTIFIED SPEAKER: (via teleconference) Moved. 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: That portion is approved.

The next will be the ITA occupations. You have the categories in front of you. You've been able to review these. Any other questions or concerns before I entertain a motion? (Brief pause.) CO-CHAIRMAN WRIGHT: Do I hear a motion? MS. STERN GRACH: So moved. CO-CHAIRMAN WRIGHT: Second? MR. MONOCCHIO: Second. CO-CHAIRMAN WRIGHT: It's moved and second. All in favor say aye. ("Aye response.) CO-CHAIRMAN WRIGHT: All opposed same sign. (Brief pause.) CO-CHAIRMAN WRIGHT: Thank you. MS. HOGAN: Thank you.

CO-CHAIRMAN WRIGHT: Dunni, you're up and I think we’re almost maybe -- MS. COSEY-GAY: I'll go fast. Don't worry. MS. NORINGTON-REAVES: She's fast. CO-CHAIRMAN WRIGHT: Oh. Dunni, you don't feel well? MS. COSEY-GAY: No. CO-CHAIRMAN WRIGHT: Well, maybe you should not present at all. MS. COSEY-GAY: Good morning, everybody. How are you feeling? ("Good morning response.) MS. NORINGTON-REAVES: Better than you apparently. MS. COSEY-GAY: Let me pull this PowerPoint up and walk everybody through it. I think I'm speaking into the phone over here (indicating) so I need to move.

All right, everybody. I'm Dunni Cosey-Gay. I'm the communications director for the Chicago Cook Workforce Partnership. I'll be very brief, and hopefully very exciting. Okay? So I just want to go over a few things that we’ve been up to in communications, most importantly one of our efforts is to maintain the Partnership and its network as thought leaders in workforce development so we've been creating content, highlighting our activities to garner some media attention, and this is just a slice of what we've received in this last quarter.

The Tribune has covered us through our Opportunity Works program activities in an article they wrote with President Preckwinkle. WVON featured our Back to Work Plus program participant and career facilitator Sherry Krisman -- did I say her name right? -- On the Chat Daddy Art Sims Show where they talked about the future of seasoned workers, if you will. CAN TV recently we -- and this is probably my favorite highlight of the quarter -- we recently signed up for a membership on CAN TV and within our first month we've received calls about what it is that we do and the ad has to be like two sentences long and I put a little bit of it up, are you looking for a career and people have splashed to find out, you know, who’s this organization that's going to help me find a career. So we've really been making some traction there. And below that there's a little bullet for our Hospitality Hires Chicago. So people are paying attention to and definitely are feeling connected to the work that we're doing. So we're starting to generate a bit of a buzz.

Our social media efforts -- How many of you are on social media? Show of hands. If you have your phones with you and you're on Twitter pick it up. We're at chicookworks. Follow us. If you're on Facebook -- We only have friends. Now how is that possible? And I love Karin says I'm a little concerned about that number, but we get hundreds of hits when we post events and such. People just don't want to be friends with us so we've got to change that. Instagram followers which is pretty cool because all we're doing -- MS. NORINGTON-REAVES: We just set it up. MS. COSEY-GAY: We just set that up.

LinkedIn followers but everybody is paying attention to Karin's page because she gets thousands -- not hundreds, thousands of hits if she just writes a sentence about workforce. So we're going to keep that party train going, but it's a little low because we had to open up a newer page and move from our older one due to some weird quirk in the system so maybe I'll lean on one of my buddies Shelley to help me figure out -- MS. STERN GRACH: What's the Facebook? MS. COSEY-GAY: We are the Partnership. So a lot of our handles are similar. It's @chicookworks, C H I C O O K W O R K S, or on Instagram we're the Partnership. Another highlight -- And thank you for taking the time to do that.

So now for those of you who are on your phone you can find us, right? You can say I like the Partnership; I’m not texting. Website updates. We're growing. We’re doing more. We need more so our website has to reflect the breadth of work that we're doing so we’re getting a refresh. We've hired Clarity Partners to do a whole new build-out for our website. It's going to have some really cool features. The geo location is No. I and I think Karin will probably dance a jig when this thing goes up. People will be able to type in their zip code and find an agency that's specific to their needs and that’s huge because we have over 50 standalone delegate agencies within Cook County. We have ten national agencies as part of our Walmart Foundation grant. So we’re growing. And then we have this youth RFP so we're doing a lot, and so it's important that people are able to connect to those specific services that we're offering so that's where this feature will come in handy, user friendly fresh look, interactive features, highlight for our board.

You'll be able to synchronize your phone finally so that you have the current meeting schedule, minutes, and agendas. All of those little bells and whistles will be included. So you'll have those interactive features, and then we'll have enhanced data and labor market research modules which will allow people to interact with our quarterly reports and just go and do a deeper dive on some of the right papers or findings that we keep and store on our website which is just infinite amount it seems.

 Upcoming events. We always have events for you to touch or visit or come out to so, please, ask if you're interested in just breezing by the work that we do, speaking engagements, hiring events. Our most recent HHC is on hold, but I’m having a good feeling that in the next couple of weeks we’ll have a new date for that. We also have a seasoned worker symposium coming up in October 2018. Those of you who attended last year's event at the University of Chicago we're coming back for another go-around and it's going to be just as fun, vital experience, wisdom for the second annual season workforce symposium. So save the date for that.

We also put out a recent press release highlighting that we received one part of the $300,000 dollar investment that Union Pacific is making. Shout-out to Liisa.

And Karin this week will be traveling to the Poynter Institute to present on two very important topics, one being workforce development. Now this is huge because, seasoned, beginning, in-between level journalists will be attending this event where she will help teach them about the future of workforce. This is important because oftentimes media writes about these topics and they don't really know how to position themselves well enough because they don't have the breadth of understanding about this topic. So Karin will be there to present to journalists from around the nation about workforce development, the future of workforce, and so that's going to be huge and I think hopefully we'll get some good coverage out of that and we can highlight for you again in our next quarter.

Ways for you to stay engaged with us, our newsletter, all of our social media outlets are listed below as well as our handle for some of you who might have or might still be looking for that. I keep a monthly calendar and share it with Joanna any press releases that come out or any announcements we have to make we have been sharing them with you. So please make sure you take a moment and read up on our some of our activities or if you have questions please feel free to call me. All right? Have a great day, everybody. CO-CHAIRMAN WRIGHT: Any questions? MS. NORINGTON-REAVES: Thank you. Are you receiving your newsletters? We took a break for August. We took a vacation. So there will be another newsletter coming out very shortly. CO-CHAIRMAN WRIGHT: Okay. Thanks Matt for not having me calls you up. You anticipated it.

MR. HILLEN: All right, folks. My name is Matt Hillen. I'm the strategic initiatives and policy director here at the Partnership. The strategic initiatives team has values, and one of those values is adaptability which I'm going to demonstrate by giving a 20 minute presentation in five minutes. MS. NORINGTON-REAVES: Nine. MR. HILLEN: Mr. Wright and Dr. Ender run a tight ship and I will not run late. So we're going to I skip the first slide in your packet. These slides are on the left-hand side of your folder if you don't have them out. I'm going to talk about just three programs. We actually have a ton of irons in the fire right now, but I don't get the whole board meeting so I'm just going to talk to you about three of the ones that were really standing up in this quarter.

The first one is Construction Works powered by Illinois Tollway. As Karin said the Tollway has finally named this initiative. The three things that is most important for you to note a $4.3 million-dollar three-year program. We are going to be moving the needle on underrepresented populations in the construction trades writ large. I say again writ large because these are not just heavy highway construction jobs. We get to place folks in all different construction trades. The great thing though that the Tollway has done is put together a huge number of incentives for folks to hire from this program. So their bidders hopefully will be snapping up a ton of our folks and we will be placing a lot of them with Tollway. It's also a regional focus. This program goes all the way out to Rockford and all the way down to Will and up to Lake.

Chicago Codes. Chicago Codes was commissioned by Mayor Rahm Emanuel who wanted to tap untapped tech talent in Chicago's neighborhoods so specifically in IT programs. So we are going to train folks in a rigorous boot camp model in the programming language Python. Why Python, because we engage businesses and we engage tech trainers in order see what languages were most in use and which ones were the best for entry level folks. So that's where we got that kind of ammo, and we are proceeding with that this year. We put out an RFP for a trainer to help stand up this program. The important thing to know about this one is that we are not only targeting individuals that are underrepresented in programming jobs in Chicago, which is a booming business, but we are also going to have the program physically located where those folks live. So this initiative will take place we’re hoping in the Chatham Center in the next year.

Opportunity Works. We already talked about Opportunity Works kind of in general way. I want to talk about our newest offshoot which is Opportunity Knocks. Opportunity Knocks is an arts offshoot of Opportunity Works. We are engaging young adults in training them to do live event production. They are learning stage setups, stage teardown, sound, lighting, and they get three industry recognized certifications out of it -- forklift, boom lift, and OSHA. So we just graduated our first cohort of youth. We are looking to start another cohort in October and I want to show a video real quick because I have seconds left. I'm going to show a video real quick that shows the success of this program. It features one of my two new staff, two of which I want to shout-out Jasmine Williams is running -- (Applause.)

MR. HILLEN: -- Opportunity Knocks and I also want to introduce Kit White who is new to my team as well. (Applause.) MS. NORINGTON-REAVES: Welcome. (Video viewed.) MR. HILLEN: So what you just saw there was the final event for cohort graduation. All those kids were the kids that participated in our first cohort of this program and they set up that stage that you saw and they set up the screens and all the lighting and ran the show and everything, and the kid that you actually saw performing on stage when he was coming across the stage to get his graduation certificate he just pointed to one of his friends that was running the sound booth and just started rapping on stage. It was great. So we -- like I said we're running another cohort of that in October, and we are fundraising around that right now. So if anybody sees solicitations for folks supporting the arts please feel free to let us know as board members. We'd love to engage you all in finding the sustainability for stuff like this. Thank you, sir.

 CO-CHAIRMAN WRIGHT: Any questions for Matt? (Brief pause.) CO-CHAIRMAN WRIGHT: Thank you. (Applause.) CO-CHAIRMAN WRIGHT: Great stuff. So as usual our board meeting invites and includes the public. We appreciate the public for coming, and we always set time aside for public comments or questions so we will entertain those now. (Brief pause.) CO-CHAIRMAN WRIGHT: Hearing none, Karin, would you want to say something before I entertain a motion to adjourn? MS. NORINGTON-REAVES: Yes. CO-CHAIRMAN WRIGHT: You have exactly -- MS. NORINGTON-REAVES: I have two minutes. CO-CHAIRMAN WRIGHT: -- two minutes. MS. NORINGTON-REAVES: Thank you. So we talked about some staff comings and goings, but we also have board comings and goings. MS. STERN GRACH: Goings and coming. MS. NORINGTON-REAVES: Goings and coming. CO-CHAIRMAN WRIGHT: You can have more than two minutes for this. MS. NORINGTON-REAVES: Well, Shelley -- MS. STERN GRACH: Yes, dear. MS. NORINGTON-REAVES: -- Stern Grach has been a phenomenal partner. Shelley was on the board in Chicago before we even morphed into the Partnership. Shelley and I sit on boards together so we see each other a lot, and I have to say that when we got the announcement that you were retiring Joanna and I sadly thought you were ill, like gravely ill -- MS. STERN GRACH: Happy. Happy. MS. NORINGTON-REAVES: -- and then when I saw her she’s like girl, I'm retiring. She's ready to just dance a jig and so you are going to be sorely, sorely missed. I can't tell you how much I've appreciated your support, your kindness, your collegiality. And she is not abandoning us. Microsoft is still going to be invested and so Adam Hecktman is out in the audience, and Adam -- Shelley has recommended Adam as her suitable replacement. No one will ever truly replace you. So here's the sad part, actually I guess it’s the fun part, Joanna and I said this just gives us an excuse to come and have lunch with you. So the beautiful, engraved, gorgeous gift that we have for you decided that it's not coming until tomorrow. MS. STERN GRACH: I'll be back. MS. NORINGTON-REAVES: And so while you won’t receive it front of your peers and colleagues we will take pictures and show them because it's really gorgeous. MS. STERN GRACH: Okay. Thank you. MS. NORINGTON-REAVES: So I want to thank you on behalf of all of us for your commitment to our work, for your commitment to our success, for your commitment to community development and growth within Chicagoland, and you will be missed. I know you're going to be having a great time. She's like I've booked a trip to Italy already. So I'm sorry I can't go with you but -- MS. STERN GRACH: But you can follow me on Facebook. MS. NORINGTON-REAVES: Yes. You and your demon dog who keeps tearing up everything. So I just want to thank you so much, Shelley, for everything. (Applause.) MS. STERN GRACH: I'm going to cry. CO-CHAIRMAN WRIGHT: Thank you, Shelley.

MS. STERN GRACH: Thank you. Thank you. CO-CHAIRMAN WRIGHT: Thank you so much for your partnership and your support. It's been great. MS. STERN GRACH: It's a total honor to be with this team. Total honor. Thank you. CO-CHAIRMAN WRIGHT: Dr. Ender, any final comments before we entertain a motion to adjourn? CO-CHAIRMAN ENDER: Thank you, George, for running such a well-run meeting. And, Shelley, you will be missed. Thank you for your service. MS. STERN GRACH: Thank you very much. CO-CHAIRMAN WRIGHT: Okay. I will entertain a motion to adjourn. MS. LOESCHER: So moved. CO-CHAIRMAN WRIGHT: I don't think we need a second, but we'll take one. So moved. Thank you. (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. - SUBSCIBED AND SWORN to me before this 17th day of October, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ NOTARY PUBLIC