

CHICAGO COOK WORKFORCE INNOVATION BOARD Report of proceedings at the Chicago Cook Workforce Innovation Board Quarterly Meeting, held June 17,2019 at Citi, 227 West Monroe Street, Second Floor, Chicago, Illinois, 60606 on the 17th day of June, A.D., 2019, commencing at the hour of 9:30 a.m.

CO-CHAIRMAN WRIGHT: So good morning all and welcome to the Board of Chicago Cook Workforce Partnership meeting. I am George Wright. I am not going to call the meeting officially to order, but I would like to do something that's really important and that is to hand out a couple of awards for one current board member and for two board members that -- as soon as Karin gets the awards out -- to those who served this body with distinction who I am really appreciative of their service.

Karin, why don't we start with a person who doesn't need any introduction. Now I would love for you to say a couple words about Andre who is here and has taught me a lot. It's been great working with you. We have enjoyed some -- sometimes together where we agree to disagree, but mostly we agree and when we didn't agree I was probably incorrect. So -- But thanks for your service. And, Karin, any words -- here, I can do that for you while you talk.

MS. NORINGTON-REAVES: Thank you. All right. So, Andre. Andre came to us was appointed by the City several years ago and has shown up all the time with just wit and great common sense and great advice for us. He served on our finance committee and our executive committee as well and is departing us to just continue with his -- with his growth and his work, but he has been a true champion of the Partnership and a true friend to us and somebody who has provided us with extremely wise counsel particularly in the areas of our fiscal matters. He's really helped us to get our house in order.

As you all probably know Andre had a terrible accident in the fall doing the thing -- it would be terrible for the average person -- doing a thing that he loves most, skydiving. The irony of it all was he had said to us -- we were walking out of a meeting and he says you guys should come skydiving with me some day; it's safer than crossing the street, riding a bus, and taking an airplane and then he has this horrible accident. And we were all devastated but through it all he has maintained incredible composure and humility and humor like nobody would believe. He'd send us the most incredible e-mails laughing as he is going through tortuous rehabilitation.

So, I just want to say that this is truly a loss to us. We have absolutely loved spending time with you, learning from you, growing with you, growing as a result of your advice, and you may be leaving the board but you are forever a friend of ours and we expect to continue to see you and you still owe me dinner. (Applause.)

MR. RICE: It's been a pleasure to serve with Karin and George and others. The work you do here is very vital. I was raised to always give back. I still recommend all of you go skydiving at least once. My accident was a freak thing and as a religious friend of mine says it wasn't my time so I was glad so it must mean I have something else to do. Thank you very much for this recognition, and I'll work hard to earn it.

CO-CHAIRMAN WRIGHT: Thank you and thanks again, Andre.

So, the next award, Karin, I think we'll do someone who I have come to love and respect as part of the board and that's Kareem Dale so it's appropriate that you say some remarks. MS. NORINGTON-REAVES: So, Kareem. Kareem Dale came to us -- when we got his bio, we were all a little bit intimidated. So, he came from the Obama White House and he actually helped to write the Workforce Innovation Opportunity Act that we are responsible for in the industry so we really couldn't get anything wrong because he knows whether we were doing it right or not.

He has been incredibly warm. Also, a member of the finance and executive committees, just sage advice and constantly just there for us and another champion of our work. He's also held our feet to the fire. In 2015 when we launched 100,000 Opportunities with Starbucks it was because of Kareem that we realized that the disability community had not been tapped at all. Despite the fact that we had representatives of all of our major systems at the table nobody thought to bring in their disability coordinators to make sure that young people with disabilities were still able to participate in those hiring opportunities, and so I want to thank you for challenging us to step it up; to be more inclusive; to make sure that we are considering all people when we are delivering the services that we deliver. So, we are going to miss you. By the way, he's leaving us because he got appointed to the board of trustees for some little, tiny place called University of Illinois so I think he has bigger fish to fry and other people to hold accountable, so we just want to say thank you so much, Kareem. (Applause.)

MS. NORINGTON-REAVES: Say a few words. MR. DALE: Sure. Thank you very much, Karin. It's been great to work with Karin and George and Illona and Joanna and the entire team. As Karin mentioned, I was in the Obama White House and just to come here and work on the board and support the work that the organization is doing on the ground for the policies we worked so hard for underprivileged, underserved, people with disabilities, et cetera; it's just been really phenomenal and Karin and the team are just doing outstanding work and all of you all are just doing outstanding work. So it's been a real pleasure to work on the board and see all the work that you all are doing and really wish you all the best of luck in continuing, and I will continue to be a supporter as Karin has my cell phone number. I'm sure I'll get a few texts hey, we need this so please make it happen. So, thank you. Thanks again. (Applause.)

CO-CHAIRMAN WRIGHT: Karin, we have one more award to go and certainly last but not least is Jay Stewart and would love for you to say some words of appreciation for Jay. MS. NORINGTON-REAVES: So, Jay Stewart as you know has been the bureau chief for the bureau of economic development for Cook County and before that he was the deputy bureau chief -- or assistant bureau chief -- I guess I'm not clear on the right title but he was the No. 2 guy and we were involved in a lot of meetings.

We've done a lot to make sure that workforce development was threaded into every aspect of economic development within Cook County which was just new and exciting and I think creates an example of what we can do on the City side of the house now with the new administration. We are really looking forward to taking the lessons that we've learned on the County side of the house and exploring them -- exploding them really on the City side. So, I want to thank Jay for his leadership. I will tell you we had these meetings where Jay has been the voice of reason in the room. He's quiet and, you know, there's power in still waters and so Jay is the guy who you sleep on and not realize he's the one that's going to

speak up and just say the most sound, reasonable, logical thing to kind of reset everybody at the table. And so, I want to thank you for your voice, for your thoughts, for your collaboration and your partnership, and we are really sorry to see you go but we just wanted to acknowledge your service. (Applause.)

MS. NORINGTON-REAVES: I know you totally did not expect this. MR. STEWART: No. You caught me. Thank you, Karin. And I just want to thank everyone on the staff, Matt, Amy, Cory, and Amanda and others I'm not naming. A great staff. A lot of fun working with you guys, and Opportunity Works was a fun project to launch and that's been -- the President has been appreciative of it and I look forward to running into you all in the future. (Applause.) CO-CHAIRMAN WRIGHT: So, thanks again to Jay and Kareem and to Andre.

So, I'll officially call the meeting to order. Joanna, can we do a roll call, please? MS. GREENE: For those people on the phone we're going to do a roll call now, and I'd appreciate it -- I think there's more than Karen on now. George Wright? CO-CHAIRMAN WRIGHT: I'm here. MS. GREENE: Dr. Ken Ender? (Brief pause.) MS. GREENE: Don Finn? MR. WALTERS: Elbert Walters in proxy for Don Finn. MS. GREENE: Jay Stewart? MR. STEWART: Present. MS. GREENE: Dr. Sylvia Jenkins? DR. JENKINS: Here. MS. GREENE: Haven Allen? MS. MACIAS: Cynthia Macias for Haven Allen. MS. GREENE: Thank you. Adam Hecktman? MR. HECKTMAN: Here. MS. GREENE: Michael Jacobson? MR. JACOBSON: Here. MS. GREENE: Monica Haslip? MS. HASLIP: Here. MS. GREENE: Laura Britton? (Brief pause.) MS. GREENE: Okay. Laura might join on the phone. Juan Salgado? MS. EDWARDS: Stacia Edwards for Juan Salgado. MS. GREENE: Mark Schulman? MR. SCHULMAN: Here. MS. GREENE: Liisa Stark? MS. STARK: (Via teleconference.) Good morning. MS. GREENE: Good morning, Liisa. Thank you. Don Russell? MR. RUSSELL: Here. MS. GREENE: Pam McDonough? MS. McDONOUGH: Here. MS. GREENE: Richard Monocchio? MR. MONOCCHIO: Here. MS. GREENE: Tiffany Hamel-Johnson? MS. HAMEL-JOHNSON: Here. MS. GREENE: Thank you. Donovan Pepper? MR. PEPPER: Present. MS. GREENE: Lashana Jackson? MS. JACKSON: Here. MS. GREENE: Robert Reiter? (Brief pause.) MS. GREENE: Charles Smith? MR. SMITH: (Via teleconference.) Here. MS. GREENE: Matthew Muench? MR. MUENCH: Present. MS. GREENE: Karen Teitelbaum? MS. NORINGTON-REAVES: She's on the line. MS. TEITELBAUM: (Via teleconference.) Here. MS. GREENE: Thank you, Karen. Eugene Jones? MS. HOWARD: Mary Howard for Eugene Jones. MS. GREENE: Carrie Thomas? (Brief pause.) MS. GREENE: George Putnam? MR. PUTNAM: Here. MS. GREENE: Jacki Robinson-Ivy? CO-CHAIRMAN ROBINSON-IVY: (Gesturing.) MS. GREENE: Thank you. Jennifer Foster? MS. GREENE: Thank you. We have a quorum. Is there anyone else on the line that we've missed? (Brief pause.) MS. GREENE: And can the folks hear us on the line? MS. TEITELBAUM: Yes. Thank you. MS. GREENE: Okay. Good. Thank you very much. CO-CHAIRMAN WRIGHT: Thank you, Joanna. MS. GREENE: Sure.

CO-CHAIRMAN WRIGHT: So once again welcome. First order of business before we actually ask for an approval of the minutes is to welcome our new co-chair, if you will, Ms. Jacki Robinson-Ivy. You'll see a copy of her bio. I certainly won't read it, but I am looking forward to welcoming Jacki to the Partnership co-chair role. It's an exciting role. I always ask our co-chair to do more than what I'm doing so that practice will probably continue, but I'm appreciative of the fact that you are joining the board and really

appreciative of the fact that you really want to serve. So, thank you very much. Any words or opening remarks?

CO-CHAIRMAN ROBINSON-IVY: Good morning to everyone who I have not met and to those I know hello. This is my honor to be serving and working with everyone. I just don't ask questions and you just do, and it is my honor to get to learn more. I'm in a learning stage. I told Karin I think I have more reading to do and more learning to do than I've done for many, many years, but I'm looking forward to working with you all and please make yourself available or call me. I'm happy to sit down and talk with you to learn more.

CO-CHAIRMAN WRIGHT: Thank you. So, with that we will ask for approval of the minutes. I will entertain a motion. MR. PEPPER: So, moved. CO-CHAIRMAN WRIGHT: Second? MR. HECKTMAN: Second. CO-CHAIRMAN WRIGHT: All in favor say aye. ("Aye" response.) CO-CHAIRMAN WRIGHT: All opposed same sign. (Brief pause.) CO-CHAIRMAN WRIGHT: The minutes carry. Karin, moving the agenda right along, the floor is yours for the Partnership update.

MS. NORINGTON-REAVES: Thank you, sir. So, you all have my quarterly update in the right pocket just under your agenda. I will not read it to you. I will go through and just do the highlights. So, first, as you all know we now have a new mayoral administration. I'm pleased to report that we've had our first meeting which went very, very well. They were just warm and receptive, and I think that we are off to a very good start. We are looking for a great relationship with the Lightfoot Administration and they understand the value of weaving in workforce development with economic development. Present at that meeting were the new deputy mayor for economic and neighborhood development as well as Matt Muench, who you know represents the Mayor's Office, as well as the director of workforce innovation and the chief of staff and the senior policy advisor. So, it was just a great mix of folks. It really was sort of a level-setting meeting so obviously we're going to be diving in deeper and having more substantive meetings coming up over the next couple of months. What we really are looking to get is deep understanding of the vision so that as we shape our next RFP, which will be coming out probably in January of next year, that we have really woven in the tenets of both the administrations making sure that we are meeting both of their objectives as we move forward with respect to our funding. And you all are welcome to stop me at any time to ask any questions.

Moving on to compliance, we -- as you know we are quasi-governmental in that we've got a lot of responsibility for federal work and state accountability as well as federal accountability so we have gone -- we've just completed our fiscal -- our single audit. We are now going into the audit from DCEO. They are actually on-site today to receive materials from us, and in addition to that in the fall U.S. DOL will be coming in for their triennial audit. We are always picked even though they audit the State every three years. We represent 60 percent of the State's federal funding for workforce development so we are always subject to scrutiny so they will be visiting us in the fall.

We are still waiting on the findings from the EO officer for the State who looked at ADA compliance but not just fiscal compliance and access to programs and access to buildings but also substantive compliance with respect to ensuring that materials are available in various languages, available for

people with visual impairment or hearing impairment. So, it's probably the most thorough in searching EO evaluation that has ever been done and so we're still waiting for the findings from that, but our understanding is that we did fairly well.

I want to give you a few program highlights and updates, but actually our staff is going to be doing a bit of that today. We've got a very full agenda so I'm going to try not talk about things that they're going to talk about. So, if I do, Staff, I'm sorry. Hospitality Hires Chicago as you all know one of our signature events it was held March 19th with some pretty good outcomes. Michael Jacobson from Illinois Hotel & Lodging Association continues to be one of our partners. We are actually launching a Hospitality Hires Chicago Southland. So, we are taking it out to suburban Cook County; that will be on July 2nd. There's a flier in your packets on the left-hand side. I hope that you all can support us -- either attend, send job seekers our way, or even connect us to other employers in the southland that will benefit from the program.

ConstructionWorks, our initiative with the Illinois Tollway, is off to a phenomenal start in a lot of ways. There's been some rough starts in other ways. Administratively and procedurally there have been a lot of rough starts largely because it's a brand-new program for the tollway and they also had to put in the infrastructure to help receive the -- you know, process the payments, the vouchers, the invoices; create templates around reporting and what that framework was going to look like. So, there's been a couple of rough starts on that side. On the program side of the house we are probably about to meet our goals and we haven't even finished the first full year of the contract. So, when I say meet our goals, I mean meet our goals for the whole three years so it's pretty exciting that there's such a demand for the work. As you can see here, we've already screened more than 650 applicants and have more than 200 already enrolled and the goal was I think 160-170 or so that is progressing very well.

Chicago Codes also launched back in May and that was an exciting kickoff for this initiative. Chicago Codes is our program to focus on providing diversity and information on the technology sector, and we started with a cohort of 20. They are going strong. It's an 11-week program. I want to thank Adam Heckman from Microsoft for helping to support this initiative and get us off the ground. And Microsoft not only supported us financially with this project, but they're also providing advanced and intermediate certifications; so 10 credentials that can be earned once one completes Chicago Codes so they will walk away from this program with a number of market-ready and market-valued credentials to help them advance in their careers.

I also want to talk about the Chatham Education and Workforce Center. As you all know this has been sort of a passion project. We've got our angel investors who can be named publicly because they came to the press conference so it's Steve and Jessica Sarowitz. I think the week before the press conference there was a big article on them in Crain's about how they are the new billionaires on the block, but they don't want to die billionaires because they would like to give everything away before they leave this earth and so they have invested more than \$2 million into this project. They purchased the building for our use, and they also set aside a 1.5-million-dollar construction escrow account to help build it out. These are the renderings for the space 6 (indicating). It's at 79th and Champlain. It's an existing building

that is going to be retrofitted. And so, if you would before you leave I hope you'll walk through and look at what we're doing here. It's 11,000 square feet, two floors. On the first floor will be a training center.

Chicago Codes will be based there as well as ConstructionWorks, and we will have also a maker lab. We're in discussions with City Colleges. They actually helped design the space for us to provide light manufacturing training as well as there will be 3-D printers, laser cutters, desktop CNC machines, and they actually want to do an introductory electrical engineering class there as well. So, we have four classes that have been identified. There will be two computer labs on the first floor as well as the maker lab, and then on the second floor there will be a series of three classrooms that will have collapsible walls that open up in a multifunction, multipurpose room. And here are some of layouts and here's renderings of the maker lab as it's currently envisioned (indicating). So this is -- it's been five years to try to pull this project together. I've already told Michael Walton the week before it opens we're going to walk through it just the two of us together because we walked into that building and had a vision and I just want to cry in private so that I don't weep at the press conference tears of joy but excitement about what this is going to be able to bring to the community, and we're continuing to line up other partners that want to be a part of it. So really excited this has come to fruition. You can clap. That's a good thing. (Applause.)

MS. NORINGTON-REAVES: Employer engagement you're going to hear about today. We have a presentation on employer engagement so I'm going to just direct you to page 3 of the report just so you can see the latest.

Board engagement thank you all. You all have been so incredibly engaged from Karen Teitelbaum who just joined us we got some support from her on a grant that we're applying for; Microsoft as I mentioned before; Don Russell with AMITA Health we're in discussions now to replicate training -- an incumbent worker training program that we're already doing with West Side United and a coalition of hospitals there; Michael Jacobson and obviously the work with IHLA; Jay Stewart and the county bureau of economic development; City Colleges -- we're having monthly, regular meetings with City Colleges mapping out strategies, really talking about how to leverage both of our systems and maximize the services that we're providing for city and county residents. This is a really exciting time so I'm grateful to our board members for their level of engagement.

Finally, I want to talk a bit about organizational development. So, one of the things that has become really clear to me -- and this just sort of evolves and, you know, you have inklings of things and then you get affirmations -- so our Walmart grant is coming to a close. You'll hear about that during the fiscal presentation. Our Walmart grant is coming to a close and culminates with an external evaluation and so everyone was so focused on the formatting of the evaluation and warning me and, you know, so many pages that I had to read. It was like 20 separate documents comprises this evaluation. So, there was all this time and energy spent around prepping me for about what I was about to receive. Nobody talked about the substance of it, and the evaluation was simply glowing.

And I remember sitting there and reading this on a Saturday morning at home going this is phenomenal, this feedback is phenomenal about our team and the work that we're doing, and I just had this moment

where I said, you know, programmatically we're amazing. I will back this team to the nth degree. Programmatically we're solid. Where we struggle as an organization is around organizational development, but the interesting thing is everyone I talk to in corporate America, everyone I talk to in nonprofits it's the same struggle everywhere, and so we're all focused on how do we get better, how do we get better, how do we get better and then balancing that with how do we acknowledge and support the good stuff that we are doing and celebrate those successes that we do have, and I do think that there is a definite balance to be had.

So, one of the things I want to do real quickly is anybody who works for the Partnership could you please stand up and be acknowledged? (Applause.) MS. NORINGTON-REAVES: We have an incredible, dynamic team of program monitors and fiscal monitors, program coordinators, the folks who develop all of our new initiatives. Every new initiative that I mentioned this team has ideated and then sought funding to support and stand up, and, you know, our legal team, our contracts team, our business relations .. the folks are doing incredible work and what was laid bare for me in that Walmart evaluation was that I have acknowledged I take for granted, and I think many among them take for granted, that this is just the norm and how everybody else operates around the country and it's just not.

Things that were just common sense for me were like epiphanies for other workforce boards. And one of the things I want to lift up is just our work around business engagement in and of itself predated the Workforce Innovation and Opportunity Act by four years. The work that we decided to do was already within the Act. So, we didn't have -- we really didn't have to stretch at all to be compliant. We just kept doing what we he do and maybe did it an extra notch better and so what we focused on over the past year has been around our organizational growth, creating a growth mindset, trying to focus on strengths and strength-based management and leadership, and our staff has been undergoing coaching.

We have developed new performance appraisals that are focused in that paradigm, and we also realized there's a lot we need to automate. We have a lot of paper basically because of the bureaucracies that we are accountable to, but we also realized that we didn't have to be slaves to those bureaucracies and that we could be different, and as spelled out here in page 4 some of our contracting processes are being digitized so we'll be using DocuSign to sign our documents and house our documents.

We are moving to an automated time and attendance system which we did not have before. And we've also -- with much credit to our IT team we have moved off of the County server and we have our own Cloud based platform now and we are very happy about. And we've also purchased our own ticket system/help desk platform with respect to internal IT challenges. So we are trying to move into the 21st Century in lots of ways, but I just wanted to celebrate our team for the good work that they continue to do. Thank you all.

CO-CHAIRMAN WRIGHT: Thank you, Karin. (Applause.) CO-CHAIRMAN WRIGHT: Any questions for Karin? (Brief pause.) CO-CHAIRMAN WRIGHT: Let me just lift up a couple 6 things. Karin, first of all, it always warms my heart when I see that employees are getting an opportunity to take on bigger and better challenges, and I think Jose is here but if I could say congratulations specifically to him for moving into the position of assistant controller. MS. NORINGTON-REAVES: He joined the County straight out of

college. He has only ever worked for the Partnership or the prior iterations and for him to move from staff accountant to lead accountant and now to assistant controller is a big deal so congratulations. CO-CHAIRMAN WRIGHT: Thank you. 20 (Applause.)

CO-CHAIRMAN WRIGHT: On secondhand I want to lift up quickly as much as we are excited and at the same time sad to see former board members leave us, we're equally as excited when we have new board members join us. And I think there's nine new board members that have joined us since the beginning of the year, and I think it would be remiss if we didn't acknowledge those or at least all new board members please raise your hand because those existing board members if you see them in the grocery store tell them what they're in for. So new board members that have joined us please raise your hand. Thank you. (Applause.)

CO-CHAIRMAN WRIGHT: With that said we'll move the agenda along. I think the first order of business is our youth innovation funding recommendations, and Greg and Cory are going to take the lead on this one. Where's Monica -- oh, there she is sitting right next to me. Thank you.

MS. HASLIP: Good morning. Well, you know, I'm very happy this morning to join Greg and Cory in sharing with you the recommendations for the WIOA youth innovation funding. I want to open by saying when Karin talked about board participation, I have to say this had to be one of my best and most fun experiences as a board member. This time we had an opportunity really bring a group of people in to share with us the work that they're doing and it was just extraordinary to have the engagement with the board members and the members of the committee so I just want to say that in the future if you have an opportunity to have that kind of engagement with any part of the team of the Partnership, I would really encourage you to do it because it was, you know, a lot of fun and we learned so much about what they're doing and ways we might be able to be helpful and contribute. So, I just want to thank the team for being innovative enough to think of a new way for us to engage with folks that are doing the work.

So, I want to talk a little bit about the history and the context of this work and how the recommendations came about. You know, it was created by the Partnership through the 2018 Youth Delegate Agency RFP. It was designed as an investment in long-term performance improvement for the LWIA, and the target group was the WIOA enrolled youth 16 to 24 years old. The purpose and the goals were basically to incentivize and reward innovative ideas and solutions to problems that we're currently facing in many of our communities and really inviting people to think about opportunities that they might not normally get to have support and funding, identify promising practices to improve services for youth and adults. So really have them deepen their ideas and look at the things that they're currently doing and seeing how they could actually improve upon to make the experience for young people better. And the intended outcomes were to improve performance, have some new service models and a higher level of service for youth. So I'd like to invite Cory to talk a little bit about the process that we went through.

MR. MULDOON: Thanks, Monica. And good morning. Cory Muldoon. I'm with the strategic initiatives and policy team. This is a quick snapshot of the process. We had many applications come in for the

youth innovation fund in our RFP in October, November, December when we were making those decisions. Through that process we identified what -- we selected the applications scored over 75 and did a second reading with the consensus committee to pick six organizations to come present their innovation proposals to the committee that Monica was describing. And so, then during that process the committee sat for two days, heard in-person, had a chance for question and answer -- great presentations from six organizations -- and then we had more discussions. We looked at the scores from those presentations and made our final selection.

Here's a quick look at who was on the selection committee. So, as you see it's a mix of staff and board members and youth committee members. It was a really great process. From a staff perspective having input from people that don't live and breathe workforce development at the Partnership every single day and getting different organizational perspectives, different experience in the decision-making process was really valuable and really rewarding. So, you can see here who was involved in all that.

And then just a quick look how we evaluated the presentations. The criteria focused on the organization's understanding of the problems they were confronting. Again, they were looking to address a problem that addressed workforce services or a broader community issue that workforce services can address and so we looked at how they describe that problem and the depth of their understanding. A large portion of the score was the actual innovation that they were proposing. And then we also evaluated the project budget, sustainability both in terms of can the idea serve more people, and can they expand the idea to more organizations, and then they received a small amount of points for their overall presentation.

MR. MARTINEZ: Hello, everyone. I'm Greg Martinez also with the strategic initiatives and policy team. I had the pleasure of taking the crew -- the six finalists that we will be recommending here for funding recommendations out of these six. One of the things that, you know, out of the applications is that one of the hardest things about this is really selecting the finalists and the folks and quality organizations for funding. There's definitely not a lack of quality organizations and a lack of -- a lack of quality ideas for how to improve our workforce system. So, I was very proud of everybody that applied and all the great ideas everybody submitted with a limited amount of resources that we could only select these six.

I'll quickly walk through just the highlights of each organization and what they proposed. First off, Lawrence Hall I think that they saw their problem was as young people were walking in through the doors of their -- walking in through the doors with a lot of trauma, right, a lot of baggage that precludes them or limits them from reaching those career pathway goals so what they proposed is to hire a pre-licensed clinician to help address those trauma issues that those young people who are walking in those doors and help them in career pathway goals.

Pyramid Partnership what they proposed that, you know, counterintuitively young people even though they're supposed to be really tech savvy it's really about cell phones and mobile devices. What they saw was young people had really little to no experience or skills working with an actual computer, a desktop, and that's necessary to apply for employment but also to get in employment -- or be successful in employment placement you have to be able to work with Office and those kinds of things so they

proposed to implement Literacy 3, which is an intensive job skills curriculum that's also tied with those -- those computer skills that they need in order to be successful in the workplace.

Marriott Foundation, which focuses exclusively on working with young people with disabilities, they saw the problem that these young folks just needed more time in follow-up to meet those career pathway goals. So a lot of times those young people do get that initial job placement but again because of the disability they need a little bit more time to get that job experience so they just proposed to have a longer follow-up or more intensive follow-up services to again move those young people in their career ladder.

Youth Guidance, kind of similar to the follow-up they're just seeing that their young people need more intensive follow-up services, longer follow-up services so that again they can reach those workforce milestones that they've identified at the onset of the program.

La Grange Area Department of Special Education, this is another organization that focuses solely on young people with disabilities. They saw that again their young people needed a more intensive workforce development training in order to be successful in the workforce. And another thing that they saw was that those young people with disabilities tend to need more than one interview in order to be successful and get hired on to that employment. So, they proposed implement Molly Training, an interactive interview skill program that again will help them limit the number of interviews before they get hired.

Last and definitely not least, Serco proposed a really exciting program. They saw that young people were not getting the same access to the burgeoning film industry that's happening here in Chicago the last few years. They proposed to create a contextualized training program that would train them in those soft and hard skills of the film industry and then place them into unsubsidized employment within that industry entry level jobs. So, with that being said, you know, a little drum roll, please. Monica?

MS. HASLIP: Yes. So we are recommending two organizations who have the top scores, but, you know, I want to say that all of them were really incredible and with that in mind I want to just have us thank all of them like with a hand clap -- (Applause.) MS. HASLIP: -- even though they're not here but the two funding top scoring proposals were Lawrence Hall and Pyramid Partnership. We are asking that we reserve the option to fund three and four scoring proposals during the performance period of 2018 delegate youth agency's RFP if the Partnership is able to identify additional money to support it, and those two organizations would be Youth Guidance and Marriott Foundation.

So the recommendation that we're making is that we fund currently Lawrence Hall and Pyramid Partnership and in the future if opportunities where we identify additional funding is available we'd like to reserve the option to potentially fund Youth Guidance and Marriott Foundation.

CO-CHAIRMAN WRIGHT: Thank you. Questions from the board? Dr. Jenkins? DR. JENKINS: Yes. First, thank you. I think all the proposals were excellent. The question that we always ask ourselves in higher education is how this can be scaled, and I'm hopeful in the presentations that they talked about once they piloted these models that they can show other agencies how they can scale the same.

MS. HASLIP: Yeah. I think even from our perspective that was one of the most critical parts of the questions that they had to respond to was scalability and how do they sustain it, and so Lawrence 3 Hall and Pyramid Partnership had very strong sustainability plans which we thought would be shared with other organizations in the future, particularly Pyramid Partnership because they were talking about the need to have young people have basic skills – DR. JENKINS: Yes. MS. HASLIP: -- and so we felt they really both responded very successfully to that question of sustainability. DR. JENKINS: Thank you.

CO-CHAIRMAN WRIGHT: Pam? MS. McDONOUGH: Two questions. Did they indicate how many people they were going to serve and what amount are these grants? MR. MULDOON: The question was how many people would they serve and what are the dollar amounts of the grants. MS. SANTACATERINA: The dollar amounts -- MS. NORINGTON-REAVES: Youth funding folder. MS. SANTACATERINA: They're in the youth funding. CO-CHAIRMAN WRIGHT: How much was it? MS. SANTACATERINA: Let's see, Lawrence Hall will receive \$59,053 and Pyramid Partnership will receive \$75,000. And here you have your green packet for youth funding as the individual detail on how they were scored. In terms of number served I believe Pyramid 6 Partnership was doing two or three cohorts of -- three cohorts of like 20 I believe -- 15 or 20 people. With Lawrence Hall money will be added and it's adding like an additional service to their current caseload. So, as individuals come in who need the counseling, they will be referred to counselors. So, it's not so much as a cost per. These are I would think of it more as like adding an enhancement to their existing program.

MS. McDONOUGH: Thank you. 16 UNIDENTIFIED SPEAKER: With Lawrence Hall they emphasized prelicensed counselor. Do you know whether or not that individual will receive the adequate support than from someone licensed? MR. MARTINEZ: Yeah. So, Lawrence Hall has a pretty extensive history of having prelicensing and licensed clinicians as being part of their just integration of services, the wraparound services, so they have plenty of support. And I think in the presentation they brought their - - their -- they have a head or a director of clinical services, so we felt very strong in that support. All they were proposing to do was integrate those trauma-informed paired services into workforce services.

MR. MUENCH: Circling back to the first question around scale, I'm interested if either through the committee or the staff will have a mechanism to take the Pyramid project to learn hey, is this working and if it's working how do we not just get Pyramid to do it more widely but the other providers to figure out some way to get kids or young people these skills.

MR. MULDOON: And that's a great example because they have a curriculum that they can train on if that's an interest of the Partnership and this board I think we can work with them to share with other -- I'm assuming they will be willing to share with other agencies within the Partnership.

MR. MUENCH: Well, I'm wondering as an entity if we can be proactive about trying to draw out those insights and how -- you know, not just Pyramid's interest in that but the system's interest in that. MR. MARTINEZ: One of the things that we were speaking about this process is we have to monitor these innovations, right, because otherwise we're just throwing money into a hole. It's just innovation in the name, right, but nothing else. So the scalability and monitoring and making sure that these are effective, right, interventions is really important for us so Cory and I and the team are going to discuss about how

we're going to be monitoring these innovations moving forward, and, you know, if they're feasible and plausible to implement to the whole systemwide I mean that's something we're really looking forward to.

Just the Lawrence Hall example just how we have a minimum level of staff that have to be part of your WIOA system -- you have two case managers, one business rep -- you know, if this we get really great outcomes with some of these young people who have experienced a lot of trauma we might have to implement like having a prelicensed clinician as part of your WIOA youth programming, right, so I mean that's the lens in which we're working. MR. MUENCH: Thank you.

CO-CHAIRMAN WRIGHT: Donovan, did you have a question? 2 Maybe I should ask your question. So, it's more of a process question in terms of how you evaluated this as a committee. So I know you mentioned that innovation scores likely higher, if you will, in the overall presentation, right, struck me as interesting that about a third of the organizations had something to do with youth with disabilities but yet those top two did not fall into that bucket. Was that just a matter of the fact that they just had a great presentation or was it really based upon the fact that we saw that youth with disabilities pace as a need? And I know that you mentioned, Monica, that they ranked No. 3 or 4 if we have the funding to support it. So just kind of interested in how you guys -- the lens you looked through for the youth with disabilities.

MS. HASLIP: Well, I mean in general from my perspective I think we tried to really stay focused on the innovation and the fact that this was something that was above and beyond what they normally have access to and they then identified what they thought was the most critical thing, and so I think the decision sort of came down to hearing what could be done and what could potentially be expanded on and provided to the whole system as an innovation as a potential thing a large number of people could benefit from and so I think we really tried to look at it from that lens in general.

CO-CHAIRMAN WRIGHT: Okay. Thank you. MR. MULDOON: I would just add that when you look at the scores in the green folder you'll see that there's the top two scoring are really close together in the 90s, the next two were really close together in the 70s, so it seems there's a really clear delineation on where we should dedicate the resources -- the limited resources that we have. And then I would add that Lawrence Hall also a lot of people they serve have -- experience a lot of trauma and probably -- I don't know if there's numbers on that but serve people with disabilities as well.

MR. MARTINEZ: And also, the selection committee really guided. You know, if it was just the Partnership maybe we would have gone another way, but I think Cory alluded to it earlier just having the different perspectives from the different folks I mean . I think the outcome I was very surprised of what the -- before coming into it so I just think having that -- those outside folks really kind of changed the dynamics as well.

MR. RUSSELL: So, in the Lawrence Hall presentation you talked about trauma. I'm in healthcare and the word trauma means something to me that may or may not mean the same for the rest of you. I'm just wondering if you can define that a little more. MR. MARTINEZ: Yes. We're talking in terms of trauma we're talking about mental and emotional trauma. MR. RUSSELL: Anxiety? MR. MARTINEZ: Anxiety. So

one of the things that happens is that young people in their community when they react to a certain interaction with somebody else and that's a very normal reaction or interaction with someone in their community if you feel disrespected you might physically act out or yell or something of that nature, but if you're in the workforce and somebody disrespects you, quote/unquote, you automatically go to work with what's normal in your community where that's safe, right, so a lot of young people when they come into a workforce center and start talking about, you know, what are your goals and everything, he's just like I want to get a job. Great, so we get them a job and then the supervisor says I don't like the way you're doing this and that person acts out, yells, screams and walks out of the job that's their trauma manifesting itself, right, that emotional trauma manifesting itself in really not a conducive way to be successful in the workplace. So, a lot of our organizations are seeing a lot of young people coming in with that emotional trauma and it's again limiting them and it's a barrier for them to be successful in the workplace.

MR. MULDOON: And they propose to use the ACE's assessment and two other assessments which people in the program are most in need and would benefit most from the services.

CO-CHAIRMAN WRIGHT: Any other discussion? Questions? (Brief pause.) CO-CHAIRMAN WRIGHT: So, my agenda says that we are to take a vote on this particular item. The proposals again, Monica, is to fund two organizations, namely Pyramid and Lawrence Hall at the 59,000-dollar range and 75,000-dollar range if my memory serves me correctly. Do I have a motion? 3 MS. HAMEL-JOHNSON: So, moved. CO-CHAIRMAN WRIGHT: Second? MS. TEITELBAUM: Second. CO-CHAIRMAN WRIGHT: All in favor say aye? ("Aye" response.) CO-CHAIRMAN WRIGHT: All opposed to same sign? (Brief pause.) CO-CHAIRMAN WRIGHT: Motion carries. Thank you, Monica; thank you, Cory; and thank you, Greg, for the hard work that you put into this. Appreciate it. MS. NORINGTON-REAVES: I just wanted to note Dr. Jenkins has an emergency but also wanted to register her vote in favor.

CO-CHAIRMAN WRIGHT: Thank you. Okay. We're going to move the agenda right along. I think we're probably just a few minutes over time. I'm sure that Pam and Amy will catch us up. MS. McDONOUGH: Sure. CO-CHAIRMAN WRIGHT: Where's Amy? MS. SANTACATERINA: Here. CO-CHAIRMAN WRIGHT: Oh, there she is. MS. McDONOUGH: We had a pretty extensive -- 2 MS. NORINGTON-REAVES: Can you speak up a little bit? MS. McDONOUGH: Yeah. We had an extensive committee meeting and reviewed the proposals for American Job Centers, Sector Centers and the Business Intermediary and WIOA Training Providers and ITA occupations. The committee recommended to accept all the WIOA recommendations of the staff and bring it to the full board.

MS. SANTACATERINA: All right. I'll take you through all the funding recommendations. Just the overall WIOA funding recommendations - quickly you see here's our allocations, and we received an increase in youth and adult funds. And here is the -- more detail on the WIOA youth budget. We heard about the youth innovation funds, but it's also time to do the whole WIOA program -- the whole -- renew the whole WIOA youth programs. And here's a breakdown of that youth budget -- what we have, how much is program dollars that you can see on the board. A couple of things I want to point out is that we have \$10 million that we're recommending for funding -- \$10.8 million in our youth awards for out-of-school program and \$2 million for our in-school youth agencies. We're also reserving \$2.2 million in ITA and

OJT. ITA is individual training accounts for youth and on-the-job training accounts for youth. So there's the overall budget on the youth side, and you see the innovation awards are there.

A couple of things on the overall youth funding recommendations is a reminder back in December 2018 we did a whole youth RFP and -- so those contracts started in January 2019 on the youth side. Okay? So, because they started in January there isn't enough data to evaluate them for renewal so we're recommending a renewal for all of our in-school and out-of-school youth and those innovation awards and as we said Lawrence Hall and Pyramid Partnership.

Now to go on to the adult and dislocated worker for our funding we are recommending a transfer of dollars from dislocated worker to adult of \$800,000. All right. And then after we make that transfer here's how the money all shakes out. A couple of things that I wanted to highlight in this slide is that you'll see that we are putting aside about 2 \$1.8 million of carry-in dollars, what we call administrative dollars. So, we have \$1.8 million of administrative dollars that we as the Partnership are repurposing for programmatic purposes, putting that money back out on the street. You see we're recommending the amounts for our AJCs and sector centers. We are also reserving on the adult side \$7.26 million in -- for our ITA OJT bucket, and \$6.35 million for our ITA funds on the dislocated worker side, individual training accounts and on-the-job training. Okay.

So now on the -- for our American Job Centers we had data. So, we evaluated everybody on some benchmarks. Okay. On the program side we looked at a couple real time measures. At the beginning of the year everybody has a contract. They set goals with their regional manager to achieve those, you know, targets for the year. A couple of those goals are how many new enrollments, how many more people are you going to serve new into the year, how many placements are you going to get. We also have with the American Job Centers we also have some business service goals; how many businesses are you going to serve during the year. And we have what I like to call our -- it's like our batting average what we call our positive exits. All right? It really means you're serving people that come through the system. Once they leave the system did, they end with a job. So, take a look at all the people who left your agency, exited the program, and how many people left with a job or left positively and that's your percent of positive exits.

And this year we also had -- finally we had the WIOA performance measures. These are the mandated measures, part of the Act that we have negotiated our rates with the State, and we passed those on to our agencies. And we looked at -- to explain a little bit what they are basically these are looking at people who exited the previous year and we're following all those people and seeing how they ended up on performance measures. So, we exited you last year, we follow you along two quarters after exit are you working and that becomes your percent, your second quarter employment rate -- all right?

Then another of the measures is your median earnings. It takes a look at all those people that were working in the second quarter and we want to we take all -- list them all up with their earnings for that second quarter and we look at the median earnings rate, the middle. I go back to fifth 4 grade. 5 Okay. Median it's the middle number, whoever is in the middle. Okay? And then we looked at the fourth

quarter entered employment. So, we're following people all the way four quarters after they've left us and figure out who's working. So those are the program goals or metrics that we're looking at.

Then we look at our compliance scores. As Karin mentioned at the beginning, we are monitored heavily, and we pass on -- we monitor our agencies heavily as well. We have to make sure that the people that are coming to our system are eligible. These are federal dollars. You have to be eligible for services. You have to follow our policies and procedures and -- because if people are not registered or not following our procedures, we can have disallowed costs associated with that.

So, it's a very important measure that we're monitoring our agencies on and it identifies certain risks associated with -- with the funding that we give if you're not meeting your compliance. And then our fiscal department has an internal tool that they measure how well the agencies are complying on the fiscal end, are they submitting their vouchers on time, do they have sufficient backup, do they have cost allocation plans in place. So those are our metrics that we're rating everybody on. And on the -- for the AJCs our recommendation was to extend all of the American Job Center funding for both adult and dislocated worker at the current level for next year so we're doing continuations at the same funding level.

We are recommending one program improvement plan for Employer and Employment Services at the Mid-South AJC Dislocated Worker Program as they were failing their employment retention in the fourth quarter and having missed the benchmark on their new enrollments for dislocated workers. So that's the American Job Centers. Any question on the American Job Centers before I jump into the sector Centers?

MR. PEPPER: Can I? MS. SANTACATERINA: Sure. MR. PEPPER: With respect to that last point about the improvement plan what exactly is the agency saying they're having challenges? Are they having challenges finding dislocated workers or is it the process of the agency itself and how they operate? MS. SANTACATERINA: Great question. Yes, we are experiencing across the board lower numbers of dislocated workers coming in and they think it's a reflection of the unemployment rate so it has been a challenge particularly for them not meeting their new enrollments, and, quite honestly, the challenge is just not unique to Mid-South location and we're working with our partners at Illinois Department Of Employment Security (IDES) to try and identify more people and looking at ways that we can recruit and refer people from IDES. And at the very beginning that was one of the thoughts behind transferring some of the money from dislocated worker to adults because we still see a huge need on serving low income adults at our centers, and so we're shifting some of our money towards the -- toward the adult population out of dislocated worker. So we will once we do the program improvement plan we'll work with them going through strategies and listen to them what kind of corrective actions they're going to put in place; work with them to improve their numbers.

On the back end that fourth quarter retention I think is really -- you have to analyze with a little bit of analysis on what type of jobs people are getting into to see if those are good jobs where people can sustain and look at on the back end follow-up services to help people stay in their job.

So, on the sector center and the business intermediary benchmarks very similar benchmarks in terms of program compliance and fiscal, but a couple of key differences on the program measures is that these benchmarks are more business facing metrics. The sector centers typically don't even enroll customers. They may enroll some. They're working with referrals from the rest of the network that come to their sector center. The business intermediary does enroll customers themselves, but again the focus and the scopes of those services that the sector centers and the business intermediary they're really trying to bring job orders and job relationships to the network, put into our system, and serving businesses so they have -- they don't have enrollment goals; they have placement goals. We're looking at the numbers of businesses served, job orders, and what we call outreach events to either educate the rest of the system or community about their services to draw employers or community members to their sites. And compliance again is key to our fiscal. So very similar benchmarks.

What we're recommending for 2020 is that we're extending all the agreements; however, we're recommending a program improvement plan and a reduction funds for Skills for Chicagoland's Future, which is our business intermediary, to address program compliance job orders and median earning rates. On the program compliance work they failed that benchmark which really puts us at risk. You know, the score showed that there were significant eligibility issues so if we -- it could result in disallowed costs.

The other benchmarks that were -- the organization was failing was the job orders. They're our business intermediary. They had a target goal of for business orders. They did not put anybody into our Career Connect system for tracking job orders. On the median earnings side, again for adult and dislocated workers they were failing the metrics, so they were behind and failing the metrics.

We are recommending an increase in funding for Pyramid Partnership. Karin talked about the Walmart Foundation money coming to an end this year and Pyramid Partnership was a recipient. They were our retail and hospitality sector so to minimize the impact of the loss of the Walmart funding we are recommending an increase in their award to kind of minimize that impact of a drop off in funding. Questions about the sector centers and the business intermediary funding? (Brief pause.)

CO-CHAIRMAN WRIGHT: Hearing none, my agenda also calls for a vote on this particular item. MS. McDONOUGH: I move and accept the recommendations of the committee. CO-CHAIRMAN WRIGHT: And second? DR. JENKINS: Second. CO-CHAIRMAN WRIGHT: So it's been moved and second. All in favor say aye? ("Aye" response.) CO-CHAIRMAN WRIGHT: All opposed to same sign. (Brief pause.) Approved.

CO-CHAIRMAN WRIGHT: Amy, you still have the floor, and you are doing great on time even though you rekindled our memory to fifth grade. MS. SANTACATERINA: Okay. Now we're going to go into the training provider recommendations. You'll see your list of organizations that submitted -- went through the application to become an eligible training providers. You'll see on the screen you'll see here's the list and what they are, what their training is, the sector, and industry. I want to point out that if an organization is asterisked it indicates they're a new training provider. So, we have three -- or -- I'm sorry -- two new training provider CHICAT and New Lake College. DR. JENKINS: Where is New Lake College? MS. SANTACATERINA: I actually don't know. UNIDENTIFIED SPEAKER: What was the question? 21 MS.

SANTACATERINA: The question is where's New Lake College, and I actually don't know that. We can look it up. MS. NORINGTON-REAVES: It could be a proprietary institution, not a college, not a four-year or two college, but I'll look it up before the meeting is over and get back to you. UNIDENTIFIED SPEAKER: Hanover Park. MS. SANTACATERINA: Hanover Park. Oh, yes. I did know that. Yes. There are two programs that we're recommending for recertification, Aquarius and Chicago State.

CO-CHAIRMAN WRIGHT: Did you have a question, Matt? 12 MR. MUENCH: If you could just clarify. I think it's true that the hourly starting wages that you showed tied to these programs are the hourly starting wages for the intended occupation of the program -- MS. SANTACATERINA: Yes. MR. MUENCH: -- not this particular provider or this program. MS. SANTACATERINA: The program in particular, yes. I'll clarify that on future PowerPoints. MR. MUENCH: Thank you.

CO-CHAIRMAN WRIGHT: Any questions on the initial training program recommendations? (Brief pause.) CO-CHAIRMAN WRIGHT: Hearing none, I'll entertain a motion. MS. McDONOUGH: Move to approve the recommendations. CO-CHAIRMAN WRIGHT: Thank you, Pam. Second? MS. HASLIP: Second. CO-CHAIRMAN WRIGHT: Thanks, Monica. Moved and second. All in favor say aye. ("Aye" response.) CO-CHAIRMAN WRIGHT: All opposed same sign. (Brief pause.) Approved. CO-CHAIRMAN WRIGHT: Thank you, Amy. MS. SANTACATERINA: You're welcome.

CO-CHAIRMAN WRIGHT: So, moving right along where is our controller? 19 Here's Wing. (Brief pause.) CO-CHAIRMAN WRIGHT: Thanks, Wing. MS. HO: Thank you. Good morning, all. This is Wingman Ho, controller of the Partnership. Today I will be presenting the Fiscal Year 2020 preliminary budget and the Fiscal Year 2019 financials of the Partnership as of March 2019.

PowerPoint presentation slides of the financial reports can be found on the left-hand side in the blue folder. For those who've called in please refer to the PowerPoints line of the fiscal report. Let's start with the preliminary budget of Fiscal Year 2020. Fiscal Year 2020 refers to 12 months budgeted financials starting July 2019 to June 2020. The revenue and expenses are both budgeted at 12 68 million with an operating net of 68,000. I have three notes on this line which I'd like to highlight. Note 1 on corporation and foundation grants, the 2.1-million-dollar lower revenue relates mainly to the Walmart funded grant which will end on July 31st, 2019. Walmart grant will be spent down by the end of the grant period.

Note 2 on local grants, variance is due to the CHA Job Plus grants which ended in current fiscal year and other local government grants were budgeted higher in FY 2019 compared to FY 2020. For instance, Chicago Code grant ends in 24 December 2019 this year, therefore we can only budget six months of revenue and expenses as this grant ends in the middle of the Fiscal Year 2020 versus last year we were able to budget 12 months of the revenue and expenses.

Note 3 on personnel, fringe was underbudgeted in FY 2019 and the cost of insurance increased during the year. We budgeted the fringe expenses accordingly in Fiscal Year 2020 to align with our actual costs and anticipated expenses in upcoming budget year. Any question on this line? (Brief pause.)

MS. HO: Now we are going to discuss the budget to actual financials as of March 31st, 2019. The third column refers to the actuals -- year to actuals -- I'm sorry -- the third column year to date actuals refers to the actual revenue and expenses for the first nine months' financials of Fiscal Year 2019.

Purple Note 1, variance is mainly due to the revenue of new initiatives. Chicago Code and ConstructionWorks grants are anticipated to earn revenue in FY 2020 instead of FY 2019 due to the programs started later than the anticipated schedule. Excuse me.

Purple Note 2, lower revenue of \$9.3 million of the federal, state, and local grants are due to Program Year '18 carry-in dollars. This revenue will be earned during FY 2020. And this also explains the other side of the story for Note 4 as this is the offset of the expense.

Purple Note 3, we anticipated the \$567,000 savings for personnel expenses compared with the budget. The lower projected expenditure for personnel expenses are due to the vacancies and then the hiring lag time for new and existing positions in various departments. Any questions on this line? (Brief pause.)

MS. HO: Okay. Moving on to the financial statement, statement of activities. We received over \$1.5 million temporarily restricted revenue from different funding streams for the first nine months. 21 Note 1, government and contract revenue 2, 900,000 received from Cook County for Opportunity Works.

Note 2, corporate and foundation revenue \$538,000 including AARP for Back to Work 50 Plus program, Chicago Workforce Funder Alliance for Career Connect 156,000; Union Pacific Foundation \$100,000 for Opportunity Works.

For donations, Note 3. Donations \$145,000 6 are all for Opportunity Works program including Alphawood \$100,000 and other donations of \$25,000.

Note 4, \$ 3.36-million-dollars' worth of net assets were being released from restriction from July 2018 to June -- I'm sorry -- March 2019. The lion's share of this \$3.36 grant are Walmart \$1.8 million and Opportunity Work \$906,000.

We also released the net assets from restrictions for the following grants: AARP for \$269,000 for Back to Work 50 Plus; Chicago Codes \$12,000-; JPMorgan Chase \$110,000; Chicago Workforce Funder Alliance \$68,000; and Citi Job Clubs \$50,000.

Note 5 at the bottom the \$1.8 million decrease in net asset is the net result of the unrestricted operating costs of 65- and decrease of \$1 1.87 million of temporarily restricted asset. Any questions on the statement of 23 activities? 24 (Brief pause.)

MS. HO: Okay. Moving on to the statement of financial position. Note 1, Partnership has \$14.404 million of 4 total net assets as of March 31st, 2019, including \$3.524 millions' worth of cash and cash equivalent. The declining cash and short-term investments relate principally to the spending down of the Walmart Foundation funded grant. 9 Once again, this grant will end in July 31st, 2019.

Note 2, total net assets of March 31st, 2019 are \$2.439 million, which includes unrestricted net assets \$863,000 of Partnership money and restricted fund of \$1.575 million. Reduction and temporarily restricted net assets are mainly attributable to the Walmart Foundation funded grant spend down.

Last slide of the financial statements, statement of cash flows. Note 1, net assets decreased by \$1.8 million as of March 2019. We discussed this earlier in the statement of activities. It is the net result of the unrestricted operating net of \$65,000 and the decrease of \$1.874 million of temporarily restricted asset.

Note 2, Partnership possesses \$3.524 million cash and cash equivalents as of March 2019. Are there any questions on the financial statements? (Brief pause.) MS. HO: Okay. Thank you.

And following other compliance updates of tax and audit the Partnership has filed the annual tax return as an Illinois charitable organization annual report in May. We have copies of both returns here on the desk over there (indicating) for anyone who is interested to look. And the Partnership has also completed their annual single audit of Fiscal Year 2018. Our external audit firm Mitchell Titus issued a modified opinion on our FY18 financials. Today we are pleased to have the executive director of Mitchell Titus, Ms. Angela Allen, here to present the audit results to the board. Thank you.

CO-CHAIRMAN WRIGHT: Thanks, Wing. (Applause.) MS. ALLEN: Good morning. Once again, my name is Angela Allen, and I'm from the accounting firm of Mitchell Titus, and some of you may remember me last year when I was from Washington, Pitman & McKeever. So Washington, Pitman & McKeever merged; however, we did go through the bid process again this year for the audit of the Partnership because we had -- Washington, Pitman & McKeever had done the audit for the last five years and so your requirement is that you go out for bid and we did do that. (Brief pause.)

MS. ALLEN: And so, what I've prepared today to go through is just some of our requirements, required communications for those charged with governments. You all should have a copy of the audited financial statements with you. If there are specific questions related to the audit, I'll be happy to address those or contact Wing and have her contact us later we can do that as well.

So we just started off with a transmittal letter thanking you to be of service to the Partnership this year, and we're going to go over -- I'm going to briefly go over the audit highlights and communications, technical developments which are really important in the next year for not-for-profits, and then we have some appendices here. So I'm just going through some of these areas because I know that time is of the essence and we're really reporting on June 2019.

So in terms of a summary, an overview, so we performed our expressed opinion on the financial statements of the Partnership for the year-ending June 30, 2018 in accordance with accounting standards generally accepted in United States or U.S. GAAP, as well as the government auditing standards. We also audited the Partnership's financial statements internal controls over compliance in accordance with what we call uniform guidance, which is now the single, and we were also engaged to issue written communication to the management and board describing significant deficiencies and material weaknesses identified during our audit.

To the extent that we had any significant deficiencies or material weaknesses they would be included in the audit report. We also want you to know we did review internal controls. The purpose of that review is to help us in the extent and timing of our auditing procedures and not necessarily to render an opinion on those internal controls.

So, we do not render an opinion on internal controls, but once again if something were to come to our attention that we thought could be improved or represented a significant deficiency they would be reported to the board.

In terms of unrecorded misstatements and recorded misstatements in the financial statements those are over on page 7, and comments on the single audit we want you to know that we did not have any findings in the single audit. The summary of the single audit is in the financial statements on page 26, and I'll speak to that as well. So, in terms of some of those required communications -- okay, I'm having technical difficulties -- I'm on page 5 we did go through our audit and perform our audit consistent with the audit plan that we had which we discussed in our engagement letter communication.

In terms of compliance with independent standards we want you to know that the team that served the Partnership as well as the firm Mitchell Titus was independent of the Partnership in accordance with our standards. I also want to point out that the significant accounting policies are in the financial statements in Note 1, and it's just really important 1 that you do go through the notes of the financial statements because it contains information on how the Partnership accounts for certain things and what happened during the year.

In terms of significant accounting estimates, we didn't identify any significant estimates that we would want to make you aware of at this time. Some estimates that are in the financial statements of the Partnership make an allowance for that account as it relates to some of your receivables as well as depreciation but those are normal, recurring allowances.

In terms of financial statement disclosures, we believe that those were clear and concise as well as consistent with the prior year. Moving on, on page 7 we did not identify any actual or suspected fraud at the Partnership. There were no significant difficulties in dealing with the management during the performance of the audit. And in terms of uncorrected and corrected misstatements there were seven -- I'm sorry -- there were ten client, slash, audit adjustments corrected, and those adjustments increased the change in net assets by approximately \$90,000.

And in terms of unrecorded misstatements, and so those are really kind what we call past adjustments, doing testing and come down to a difference of whether it's looking into further and so you'll see we had a difference noted in prepaid expenses of about \$6,000 and then one in investment income of \$3,000. In terms of other qualitative aspects of accounting practices, no matters came to our attention that require us to inform you of. There were no disagreements with management during the audit.

We did receive complete cooperation from the staff as well as management. We do request certain representations as it relates to the financial statements for our audit, and a copy of that recommendation letter is included in the package in Appendices 1.

The next area deals with management's consultation with other accountants, and here our concern is if you've gone out and sought a second opinion that we're made aware of what information was given to the other firm to make sure they received all the pertinent information. We're not aware of any such consultations that took place. In terms of the other areas such as significant matters, findings, and issues there were no findings. Noncompliance with laws and regulations we could not identify any noncompliance and other information in the documents contained in the audited financial statements. When you see our audit report, you'll see that we did reply in relation to it as it related to the sequence of the supplementary information that was in the program.

The last area, substantial doubt on the entity's ability to continue as a going concern, so our accounting standards require management to make that assessment so we just want you to know we did receive an assessment from management and there's no indication of going concern reported in the financial statements. In terms of technical developments, I wanted to mention a few that are coming up. The first one is ASU, which is an accounting standard update 16-02, and I'm not going to go through these in detail. There's plenty of information to read on; however, if you need me to answer additional questions I will.

They are changing how leases are presented in the financial statements and that is going to be effective for fiscal years beginning after December 15th, 2019, which would be your 2020 year, I believe, and what this standard is going to do is require you to now put all of your leases pretty much on the backup sheet, and so now where you have operating shown as expenses going forward it will be a right to use asset and a liability for the next term. So, that will be changes coming up soon.

The next one is ASU 2016-14, which are not-for-profit financial statements -- presentation of financial statements for not-for-profit entities. That is going to change for this next fiscal year. So, when we come back and present the June 30, 2019 financial statements, they will look somewhat different. The main change there is we're going from three classes of net assets which are now unrestricted, temp restricted, and term restricted to two classes which would be with donor restrictions and without donor restrictions.

There will also be enhanced notes around those restrictions, footnotes. So, when you have assets with known restrictions, which you guys have now, there will be enhanced footnotes. You'll also note that next year your financial statements will need to include a liquidity footnote and so that footnote will pretty much explain how you plan to -- how the Partnership plans to meet its operating expenses in the coming year and how it manages cash flow. So just some things to look to as well it requires now all not-for-profits to do the statement of actual expenses; whereas, before it was somewhat of an option if you weren't a health and welfare organization.

And we will -- we've been working with our clients this year for the ones that ended December 31st, 2018 in implementing these new accounting standards so of course we'll work with Wing and her staff in making sure your financial statements are presented properly next year. The rest of the information in this package I will let you go through at your leisure. As I said it's a management representation letter

and there's also some information on Mitchell Titus which I just thought since we were new to the Partnership.

In terms of the audited financial report as Wing said we did issue an unmodified opinion, which is the highest level of opinion that you can get on your financial statements. We do encourage you to read through them. I realize that it's kind of untimely this year and that's pretty much because we did go out for bid with the Partnership and so the audit process started late. I did mention that the summary of the single audit was on page 26 and so that identifies the fact that we did not report any material weaknesses or significant deficiencies.

Also, as it relates to internal control or major federal program, we did not identify any material weaknesses or significant deficiencies. We did issue an unmodified report as well on your compliance with your major federal programs and tested as a major federal program once again was a WIOA cluster, and it also notes the dollar ratio that distinguishes between a Type A and Type B and so for the single audit it's a risk-based audit approach and so the guidance dictates what programs we need to test based on certain risk assessments that we're required to do.

I do want to point out that this year you'll note that the auditee qualified as a low-risk auditee and it suggests I want you to know that that is related to simply the single audit testing and that next year that will say no, and the reason it will say no next year is because the audit was started later than normal.

The requirement for submitting your reporting package to the federal audit clearing house is no later than March 30th. It's the earlier 30 days after your audit is issued or March 30th, so we did not meet that deadline. Our report was issued on April 15, and so therefore you will actually be considered not low risk. It is not an implication on your financial reporting. It strictly guides us in terms of the percentage that we need to test for federal expenditures, and in your case, it will really have no impact on that audit either. So, when you're low risk you test 20 percent. When you're high risk it's 40 percent, but due to the risk-based approach we tend to test the WIOA program and we will have to test WIOA again because we have to make sure we get that coverage. Any questions? (Brief pause.)

CO-CHAIRMAN WRIGHT: Hearing none, thank you very much. MS. ALLEN: Thank you. CO-CHAIRMAN WRIGHT: I am -- In my day job I come from a financial services industry where common audits are expected and we don't get any extra credit for that; although, I am not immune to the fact that there is a tremendous amount of work that goes into that so I would like to congratulate Karin and staff for once again making sure that our -- from an audit perspective we are completely buttoned up and receive a clean audit so thank you. (Applause.)

CO-CHAIRMAN WRIGHT: So moving right along -- I think we're doing well on time -- Amanda, our chief program officer. Where is Amanda, she's right there. MS. NORINGTON-REAVES: She's ready to go. CO-CHAIRMAN WRIGHT: How did you do that? Thanks, Amanda.

MS. CAGE: Hi. I'm Amanda Cage. I'm the chief program officer. I'm actually standing in for our director of business relations and economic development today. Phaedra is out of the country likely laying on a beach right now. I'm trying not to be jealous but please accept her apologies for not being here.

We actually are going to be having a regular business relations and economic development report at each of the board meetings. We have a tendency to talk about the job seeker side of the house especially around the funding because you're statutorily required to vote on that. We also have a tendency to talk a lot about our big, strategic initiatives, but we want to make sure that you understand how we are also serving our other clients.

So first we wanted to just do a highlight of a business that we're serving. So, we are doing a program where we just finished a program with Rome Joy Catering Company. This was a relatively small program. It was ten people. It was an incumbent worker program. Traditionally we tend to talk about our big hiring events with hundreds and hundreds of people, but I wanted to really highlight this because this is a great service that we do for some small businesses.

This is a business that's located in the Bronzeville community. It's growing. They're opening multiple locations. When we did our Walmart grant, which was featured many times today, one of the great things that we learned from that grant in terms of looking at retail and hospitality internationally is that small investments -- relatively small investments in small businesses are crucial. They can make or break a business, and so when we are able to provide subsidies or help to fray the cost of the training for a small business it really is critical to that business in succeeding and I think as we think about how we invest in small businesses in Chicago and think about neighborhood economic development this is a very good example of what the WIOA system can do to support that.

So we also -- this was a program where we started with ten people and ended with ten people. So, we're very excited about that. This is just a little bit of a snapshot of what we've done year-to-date so far. You can see that we have a lot of job orders, 2,600. We have tons of additions. One of the big questions people always ask is why is that number so much bigger than the job orders number. Oftentimes we get job orders that reflect multiple positions, right, so we could have a chef that's one job order, but we have 200 chefs that we're trying to fill so that gives a little bit of an example of why that number looks like that.

We also wanted to highlight where we have some higher wages. You'll see at the bottom \$50,000 to greater than \$70,000. We just wanted to highlight there's a number of the people that we serve that go into relatively high-paying positions after their engagement with us.

On-the-job training is a type of training that we have really invested in over the years. This is a way that we subsidize the wages of employers as they train on the job and so you can see that we've had a very large investment, almost a little over a half million dollars that's direct wages that go into the pockets of people who have those jobs. We broke it up by industry as well so you can take a look at where we get a lot of on-the-job training. You'll see that manufacturing is heavily represented in that space, and so we'll see how we look at that over time. We really want to make sure we're kind of having that impact in all of the industries that we focus on.

Incumbent worker training, this is a type of training where we're training folks who are already working within a company. Traditionally incumbent worker has really been focused on lay-off aversion so where there is companies that would close or end up laying off workers because of some kind of change in technology or change in contracting this is a way that we can help make sure that they have the internal resources to do what they need to do to keep those lines of businesses open. We have gotten more and more requests for incumbent worker training, and this money comes out of dislocated funding, and as we look at budgets in the future we do need to make some strategic decisions about how much money we want to set aside in incumbent worker training.

As you can see, we had a little -- you know we approved a little less than what we had in terms of demand, but you can see what kind of employers are using this service. I wanted to highlight the hospitals on the right. They're all part of the West Side United initiative. This is an initiative that involves a variety of employers and other stakeholders to really look at how do we create an internal pipeline within hospitals, so looking at how to take very long-term employees who have been working in some of the lower paid positions within hospitals and giving them the training to move into clinical positions it's been incredibly successful.

As Karin mentioned earlier, we have other members of this board who are in the healthcare industry who are looking to see if we can replicate some of those programs in their healthcare facility. MS. NORINGTON-REAVES: I'm going to interject for one second. So for that initiative we started off with 30, and the MAPP stands for Medical Assistant Pathway Program, we started off with 30 and as a result of the work that our team ideated and incubated that initiative then was able to apply for a million-dollar grant from JPMorgan Chase that they secured so now that 30 is going to grow into 300 positions over the next three years and they will go across three different occupational categories, including nursing assistant.

DR. JENKINS: And so are you working with Malcolm X College since it is -- MS. NORINGTON-REAVES: Malcolm X is actually driving the train, right, but these hospitals are the ones that are invested in the program as well so they have created the space for their staff to actually apply, going through the process to identify the ones that will be able to participate, and then give them some dispensation so they can leave work and go to their classes. DR. JENKINS: Okay. Good.

MS. CAGE: And I'll say that I think it's very important. You know, traditionally people think of sort of new workers but really helping businesses look at their internal talent and think about their internal talent in a different way is a great service that we can provide to our employers. So, sort of moving beyond the job order mentality to helping employers really strategically think about how to solve their internal business problems.

I will say that one of the other things that we've been really involved in is the retail innovation lab this quarter, and I'll have Phaedra talk about it next time but again really helping companies think and look at their internal challenges and think about using our system to help them.

And then rapid response this is -- this is a piece of our work that oftentimes is kind of in the background, but it turns out it's a lot of work. We are responsible for implementing the war notice. So, this is a

federal legislation that says companies over 24 a certain size need to let their employees know about 80
1 impending layoffs and then provide -- so that we can 2 provide services to them. 3 The number of
people who are getting laid 4 off sort of in large numbers is growing. You can see 5 that we regularly
have hundreds of workers who are 6 affected in a month. You know, we have a big one there 7 in March
that is the Ford plant, so we have a major 8 retooling of a Ford plant in suburban Cook and Chicago 9
and we are working with them. In fact, we came up with 10 a very creative solution to help train those
folks 11 while they're -- while they're retooling the plant and 12 while they're laid off retraining them in
some of the 13 new facilities, and we've worked with the State to come 14 up with a really creative
solution to that. 15 You'll see that there's a lot of brick and 16 mortar stores that have been closing
down, so we do see those kinds of layoffs. Again, we learned a lot from our Walmart grant. This is not
just, you know, specific to the Chicago and the Cook County labor market; that's something that's
happening nationally. So, working really hard to meet those people at the moment of their layoff,
engage with them, and help to rapidly replace them so that they don't have extended unemployment.
And I think that's for me. Any questions?

CO-CHAIRMAN WRIGHT: Question, Matt?3 MR. MUENCH: I didn't want to mess with your flow, but I
have a couple questions. On the incumbent worker training in the future could we also see the like
industry breakout like you had for the OJT -- MS. CAGE: Sure. MR. MUENCH: -- that would be helpful.
MS. CAGE: Sure. MR. MUENCH: Thank you.

On the business engagement with like the number of job orders and all that I just want to make sure I'm
reading the data correctly. If I added up all the total job orders at the bottom on the left is that the -- is
the sum of that the numerator over the 2600 total active job orders as the denominator, and the same
question if you add up the total job openings on the bottom table is that the numerator over the total
positions of 11,000 as the denominator? MS. CAGE: So, I think the -- and I apologize -- MR. MUENCH: I
know these are not your terms. MS. CAGE: Yeah. I think the bottom -- the bottom is just a
representation of the larger of the top ones. They're not connected to each other. Is that part of your
question? MR. MUENCH: Yeah. I would be kind of surprised if they weren't, but we can chat separately
about it. It would seem that's a subset of what's at the top. MS. CAGE: Right. Right.

MS. NORINGTON-REAVES: Right. So the wage group is a subset. You know, if you had like a Prezi
presentation where it dives in, burrows in, yeah, it's a subset of that. So, it's the total is the 11,000
positions 13 with the actual total jobs is 2600, and then this -- if you total up these job openings here
this is just sort of a pullout/a subset of that to show the wage breakdown. MR. MUENCH: Gotcha. I've
gotcha. Thank you.

And then you touched on this on the business services OJT slide around like, you know, a lot of
manufacturing construction and my understanding of that is that those companies know how to go after
this money and so that's how the game is -- MS. CAGE: Yes. MR. MUENCH: -- but in the future I'd love
to hear more about -- you said you want to be more strategic in figuring out where you want to go with
these dollars and to have a conversation. I don't know if a committee does that separately, but I'd love
to hear more about that in future meetings.

MS. CAGE: Sure. So, I will say because you asked about the industry breakdown of incumbent workers it's similar. So manufacturing incumbent workers and incumbent worker, yes, it's definitely part of the culture of those kind of businesses to know to go after this money. It's also some of the internal culture of how those industries operate, but, yes, so we received probably four years ago now a grant from JPMorgan Chase to look at OJT and do a better job of training our internal agencies to pitch OJT to employers and so that was very helpful in terms of streamlining our internal processes and trying to help.

You know, we had some providers who were really good at pitching OJT to try to make that shoot across all of our 53 providers. So, I think we have made -- we've made a lot of progress in terms of getting our employees at pitching OJT. I think we need to think about how do we have a sector lens when we make a pitch to try to change some of those numbers so they're more reflective of the broad industry mix of our region. MR. MUENCH: Okay.

MS. NORINGTON-REAVES: I would definitely say with respect to our business relations and economic development team that has been a theme in terms of the constant training. So, we have monthly meetings with the system, but our team itself is laser focused every time there's an employer engagement OJT, incumbent worker training, customized training all of those resources that toolkit is always demonstrated to an employer. It's always talked about. I think some folks have some hesitation about the uptick, and even with manufacturing I would say when we first launched one of their concerns was around bureaucracy and the amount of paperwork to actually get to an actual reimbursement and so we actually streamlined the process. We looked at the number of touch points and the amount of paperwork and actually reduced it from 23 steps down to seven. So, we are constantly marketing it. It's just a question of how we now market it even better, but the other piece is how much money we can afford to set aside to address it because that eats into the individual training account vouchers as well.

MS. CAGE: So that's really an important piece. As folks in the room know, 50 percent of our expenditures need to be spent on training but that's the balance of all these different training models, and I will say that individual training accounts or direct vouchers that we provide to folks that's the one we hear about when the funds run out, right? When we run out of incumbent worker money or OJT money there's sort of no response from the system, but if you are a worker -- a laid off worker or an adult worker who now wants to go get training and all of a sudden there's no money for you that's when we hear from folks so that's a little bit sort of the pressure to spend the money.

MS. McDONOUGH: I just want to point out that construction and manufacturing drive the economy, so it makes sense to be investing there. MS. CAGE: Yeah. They're also industries that are used to -- sort of an apprenticeship style of training people. MS. McDONOUGH: Right. Right.

CO-CHAIRMAN WRIGHT: So, any other questions? Oh, sorry. MS. NELSON: On the incumbent worker do you look 2 at -- MS. NORINGTON-REAVES: Lavon, can you speak up a little bit? 5 MS. NELSON: On the incumbent worker -- sorry -- do you look at if their wages increase? I know there are many reasons for incumbent worker training.

MS. CAGE: Yeah. So, wage increase and retention are the two biggest factors that we look at. MS. NELSON: Thank you. And you track that? MS. CAGE: yes. MS. NELSON: Okay. Thank you.

CO-CHAIRMAN WRIGHT: Any other questions? Matt was one of your questions the rapid response segmentation, which is what I would be interested in, as you do with the on-the-job training I'm wondering how these were fleshed out relative -- but that's something for another time. MS. CAGE: Industry segregation all around?

CO-CHAIRMAN WRIGHT: Yes. Okay. So, I am told that we're looking good on time. I have just been given a note because I knew that -- I didn't see Dumni. I was hoping for -- because, Amy, the only thing I remember about fifth and third grade was a substitute teacher. Those were great days for me. So, I think we have Tamika as a substitute teacher, right? Where is she?

MS. JACKSON: Hi, everybody. My name is Tamika Jackson, and I am standing in -- Oh, speak up a little bit. My name is Tamika Jackson, and I am standing in for Dumni Cosey-Gay, our communications director. My report is very brief because I was going to talk about some of our events, but Karin spoke about it, so I don't need to get into that. But we are working on a lot of things at the Partnership and one huge thing we're working on is the website. So, we're in the final phase of our website redevelopment. Right now, we're going to do testing. We have a new feature on our website find your workforce development agency so right now when you enter that all of the zip codes work, you can find it by all the keywords. So, we're going in for testing on that.

We're also testing hearing and vision impaired so we're making sure that that works, and everything is compliant in that way. We're also really excited about a feature that we just added because we have a lot of new things for users to do on the website so we have a guide on our homepage. So, on our homepage you can say hey, I'm a job seeker or hey, I'm an employer or hey, I'm a board member and it will give you suggested pages to go to find what you're looking for. We are in the final stages. We plan to launch the end of the June. I don't want to give you a date just yet, but we're just going to say the end of June.

And we also want to remind you that we have a name change and it's not workforceboard.org anymore. It's chicookworks.org. And lastly talking about the events I just want to make sure that all of you guys are following us on our social media. We -- Now because I'm doing the social media, I am covering mostly all of our events, live coverage at that. So, if you want to see what we're doing on a day-to-day basis, please, check in with our social media. Again, our handle is [chicookworks](http://chicookworks.org) and that's on Twitter and Instagram. We're on Facebook and LinkedIn we are Chicago Cook Workforce Partnership, and that concludes my report. (Applause.)

CO-CHAIRMAN WRIGHT: Thank you, Tamika. Any questions? MS. NORINGTON-REAVES: I'll just add our e-mail. Just remember our e-mail extension changed. So, it's no longer workforceboard.org -- @workforceboard.org; it's chicookworks.org so that every bit of our presence is all tied together.

CO-CHAIRMAN WRIGHT: Thank you. Thanks, Tamika.

So, just a couple of quick comments from the co-chair before we entertain public commentary and/or adjournment. First of all, let me say congratulations, Jay, it's been great serving with you. I also welcome aboard Jacki. It's going to be great serving with you.

I want to put on the record just a quick commentary about Dr. Ender who we were supposed to have a presentation. I think there's an award. MS. NORINGTON-REAVES: I'll be presenting him with his award.

CO-CHAIRMAN WRIGHT: Yes, but he has been a wonderful mentor, a wonderful partner, a wonderful leader for the Partnership. I think, Karin, you corrected him when we had our executive committee meeting. He thought he had been around for seven years, and it's actually been eight. MS.

NORINGTON-REAVES: So, from before the Partnership had a name.

CO-CHAIRMAN WRIGHT: So I think it's probably apropos to -- you know, someone told me one time that success is not really about where you are; it's where you've come from. So, the Partnership has a balance sheet of in excess of \$60 million. I don't think it was there when Dr. Ender came on board, so his hand is all over that, and I have been just so blessed and fortunate to work alongside with him. So, thanks, Dr. Ender, and that's for the record.

Karin, do you want to say anything about Dr. Ender before we open it up to public comment? MS.

NORINGTON-REAVES: You know, he promised that -- Well, he promised that he might surprise us. I think that's a tentative commitment that he may come back in September actually, so I'm hoping that he does so we can all publicly acknowledge him and his work.

Dr. Ender was actually part of the transition team that helped to set up the Partnership. He was a participant in monthly meetings and then that became weekly meetings to help create our infrastructure to look at what were the programmatic areas that we were going to focus on -- service delivery, our business development -- and his support for me has been invaluable. His encouragement personally, professionally, just the opportunity to have a sounding board and a thought partner has really enriched my leadership and enhanced my opportunity to really learn and grow so I'm very grateful for his collaboration for his Partnership, for his leadership, and we look forward to hearing more about his escapades as he moves on to his new life.

For those of who don't know, he's actually retiring as the President at Harper College effective June 30th and he will be doing some independent consulting and also some teaching on the East Coast. He'll be moving back east soon.

CO-CHAIRMAN WRIGHT: So, thank you, Dr. Ender. 3 Now it's time for comments from the public. Do we have any such comments? (Brief pause.) CO-CHAIRMAN WRIGHT: Hearing none, I will accept a motion to adjourn. MS. McDONOUGH: So, moved. CO-CHAIRMAN WRIGHT: It's been moved. DR. JENKINS: Second. CO-CHAIRMAN WRIGHT: Second. Thanks, Pam. Thanks, Dr. Jenkins. All in favor I think we're adjourned early. MS. NORINGTON-REAVES: Look at that. (Meeting adjourned.)

(STATE OF ILLINOIS SS. 2 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 18 19 CSR No. 084-004556.