



## Minutes of the Chicago Cook Workforce Investment Board– 9/29/20

Present: Haven Allen, Colin Cosgrove, Bert Walters for Don Finn; Xochitl Flores; Jennifer Foster; Monica Haslip; Adam Hecktman; Mary Howard; Lashana Jackson; Michael Jacobson, Steven Papageorge for Sylvia Jenkins; George Putnam for Ray Marchiori; Pamela McDonough; Richard Monocchio; Alberto Ortega; Donovan Pepper; Robert Reiter; Jacki Robinson – Ivy; Stacia Edwards for Juan Salgado; Marc Schulman; Charles Smith; Karen Teitelbaum; Carrie Thomas; George Wright. Quorum? Yes.

[Co-chair George Wright called the meeting to order at 9:32am, asked for a roll call attendance, and asked for a motion to approve the minutes of the June board meeting. Mr. Monocchio made the motion, and Ms. McDonough seconded the motion. The votes were taken by roll call; the minutes were unanimously approved; the motion carries.]

MS. NORINGTON-REAVES: Thank you so much, Mr. Chair.

And good morning everyone. It's good to see all of you, and I wanted to say thank you for your continued support of our work. There is a lot to be shared this morning. We've got a full agenda so we'll keep everything very tight.

We have had a lot happen since June. As you know we pivoted to adjust to the pandemic. All of our services have been being delivered virtually. In some of our centers we have reopened to the public -- Most of our centers we have reopened to the public by appointment only by order of the Governor, but in addition to that certain locations we are still required to not be in person through IDES, again from the Governor's Office, but our system is moving fast and furious. There's a lot happening and we are incredibly excited for new projects and activities that are underway. I want to talk about some of the changes that have taken place in the past several months.

In July we were awarded the contact tracing award for the City of Chicago. We will be creating the Contact Tracing Corps that will be responsive to the COVID-19 pandemic work to stem the transmission of that pandemic within specifically black and brown communities which have been the hardest hit. We're focused on the high impact or high economic hardship community areas within the city of Chicago, and I'll talk a bit more about that in a moment.

In addition to that we've had some staff changes so I would like to introduce some of our new staff members to you starting with Susan Massel who is our new chief of communications and external relations. Susan, can you just say hello so people can see your face really quickly.

MS. MASSEL: Hi everybody. Nice to meet everyone. Happy to be here.

MS. NORINGTON-REAVES: And Susan is going to present later on in our agenda today.

She comes to us after having spent nearly 10 years at the RTA where she was head of communications.

Also joining us is our new chief program officer Patrick Combs who comes to us having been in my exact same role in Nashville, Tennessee and prior to that spent nearly 10 years heading up

operations for the New York version of the workforce system. And so Patrick just joined us. He has been with us for exactly seven days today.

Patrick, we'd like to welcome you. Can you just say hello so people can put a name with a face?

MR. COMBS: Good morning everybody. I'm extremely excited to be here and be a part of the great work everyone is doing. Thank you.

MS. NORINGTON-REAVES: Thank you, Patrick.

We will also be hiring additional staff through our COVID-19 project work. We will be standing up the corps for the city but also offering an earn and learn initiative that will allow individuals to grow in their vocational desires.

The way that the initiative is currently positioned these are essentially transitional jobs. They're short-term jobs that will be gone in a year to two years.

For us, as you know, our focus is on economic empowerment and also on ensuring that people have the tools and skills that they need in order to compete in a global economy and to have the types of careers that they want to have to sustain themselves and their families and so what that means for us is that we wanted to figure out a way to turn the short-term, transitional jobs into long-term, full-time employment and so we've been working on the development of an earn and learn initiative that will allow folks to receive occupational training during the time that they are actually performing work as contact tracers so that we will then partner with the private sector to have those individuals connected to full-time employment upon their completion of their tenure with the Corps. Excuse me.

With that I want to turn to a little bit of data about what's happening now, what we're seeing within this region, and as always please feel free to stop me with any questions that you all may have.

Marisa, I want to share the screen. Great. Thank you. Next slide. Thank you.

So an update -- Go back to 2, please. Thanks.

An update on our initiatives. I just touched on the Contact Tracing Corps. It contemplates 600 new job opportunities that will be across both the Contact Tracing Corps and the resource coordination hub. The resource coordination hub is essentially a call center that will be standing up with our various partners.

I would be remiss if I did not mention our partners. So UIC their school of public health, which is the only school of public health in the state, actually brought us into this project. We struggled whether to bid for this contract or not. We had begun to develop a response when UIC reached out and we decided to join forces with them.

We also then brought to the table Malcolm X College, which is one of the City Colleges of Chicago and is the healthcare hub for the City's city college system.

And then we also brought in SUHI, Sinai Urban Health Institute, which has a long history of transitioning community healthcare workers into permanent employment and other career options within the Allied Health occupations.

And then finally the NORC, the University of Chicago. And just by stroke of luck they also have the contact tracing contracts for the states of Delaware and Maryland so they're a phenomenal partner in this work, and NORC will be primarily staffing the resource coordination hub as part of this initiative.

Opportunity Works, which you all know is one of our standout programs for Opportunity Youth, just graduated its 1,000th participant. We are really excited to see this work continue and excel.

Thank you, Mary Howard, for that snap. I appreciate it.

This work is just continuing to grow and we're really excited and we actually are just launching a new internship opportunity with another production company so now focusing more in technology.

As you all remember we have a slick video that was put together by some of the program participants from another production and, you know, film and sort of concert and planning organizations so we're really excited to see this move in another direction.

Chicago Codes continues as well. We are kicking off -- We actually just this week kicked off our third cohort of this initiative.

Another shout-out to Adam Hecktman for supporting this initiative with funding from Microsoft as well.

We have -- Oh, thank you.

Colin just mentioned they've hired through Opportunity Works. I'm really excited to hear that.

Thank you so much, Colin, for your commitment to our work.

With Chi Codes we've just kicked off our third coding boot camp, our third cohort, and we're excited that that project is continuing. We will continue to seek additional funding to keep that afloat after this third cohort and would really appreciate any assistance you all can provide in that regard.

Our construction portfolio continues to grow. We are now entering year three with our Construction Works initiative which we created with Illinois Tollway, and we actually have just started year one with the CTA Red and Purple Line initiatives. Both programs are going strong. Super excited about Construction Works because we met most of our goals in the first year and now we're in the third year, so they're just continuing to set higher and higher standards for us.

Next slide.

Our youth workforce development portal is open and just ready for more and more traffic. I unveiled this to you I believe in June, and it has now been since updated with a work-base learning module that we're adding in that we -- that can actually be leveraged by career coaches and counselors and mentors. For facilitated experiences for our young adults we are working on creating a stipend to go along with young people actually doing the work-base learning curriculum. It's a five-module curriculum and it really teaches them the ins and outs of informational interviewing so that they can build their own social capital and network and begin to understand the value of that in the context of career pathway development.

Our CHA collaboration for resident employment services continues strong, as Mary Howard can attest. And we are continuing with our digital literacy, our career coaching, our occupational training, as well as support and navigating various programs and ultimately permanent job placement.

AARP, our Back To Work 50 Plus initiative continues. Unfortunately AARP nationally made the decision to stop funding this initiative at the end of this year. So at the end of December this program will go away unless we find a way to sustain it ourselves and roll it into our programming.

We are looking at creative ways to continue to support this initiative, to take the curriculum and continue to provide it, but unfortunately that means we will no longer have funding for two staff members. Those folks are welcome to interview for other positions that are becoming open within our organization. We will continue to figure out a way to sustain this initiative despite the loss in funding.

Virtual job club. Our job club initiative is something that's been funded by Citi.

Thank you, Mr. George Wright, Co-chair, for making that connection and for helping to continue to support that initiative.

And so we are now taking our -- what has been a physical job club and making that a virtual initiative where participants will get access to labor and market information, they will get information around topics such as beginning to reenter the workplace, developing their personal branding. They will get practice with respect to mock interviews as well as resume writing assistance.

Next.

We are also -- In addition to the Contact Tracing Corps work, we're also partnering with Cook County in their economic recovery efforts to ensure that people are prepared to get back to work and so we're assisting them with their job training and placement initiative. We will be leveraging approximately \$4 million in CARES Act funding to provide enhanced services, also through our American Job Centers to help build capacity there.

What we know historically is that when there are record number of unemployment insurance claims once that funding runs out is when we will see sort of an onslaught of demand for our services and so we want to make sure that we have the capacity at all of our organizations to be able to support the people who are in need.

I also wanted to lift up our Coordinated Reentry Council and pilot initiative. We talked about this before, but I want to give you an update as to where things stand there.

So we completed eight months of meetings with our Coordinated Reentry Council which made recommendations for five systemic changes to the way reentry is handled within the state of Illinois.

I want to point out, and I think you've heard me mention this before, when this initiative started we expected to have approximately 20 people participate in the Coordinated Reentry Council. We wound up having 60 individuals show up for our first meeting in January, and even though we have to pivot to a virtual environment we still were able to maintain participation at nearly the exact same number that we had had from our physical meetings in person. And so for eight

months we have had monthly meetings. We also have had some committee work to really help us drill down and talk about the key areas that we wanted to see reform occur in, but systemic reform. We have participants that ranged from prison wardens within the department of corrections to the actual public defender herself participated in every single one of our meetings, and so we have a number of stakeholders involved in this.

We just recently hired two staff members to serve as reentry navigators to help implement those systemic changes and to also launch the pilot initiative which seeks to do pre-release and post-support services for 150 individuals returning from penal institutions within the state of Illinois, both within the department of corrections as well as the Cook County Jail.

We also received an opioid emergency grant, and this was to focus on creating new substance abuse professionals within the healthcare system so to train and get these folks permanently placed in order to stem the opioid epidemic.

And then finally I am really excited to announce that our Chatham Education and Workforce Center is officially opening. We signed the lease effective October 1st. Ray Bentley, our chief community officer, will be managing the center. His offices will be located there, and we awarded with your support a contract to KRA in order to provide the federally funded workforce development services at that location. Also this will be the home what we're calling HQ2 for Construction Works. It will be the home of Chicago Codes. We will also have Back To Work 50 Plus there for as long as we have it, and we can also host job clubs there. We are also in discussions with a number of organizations that are interested in -- in leasing space from us at this site.

I am excited to announce that both the Mayor and President Preckwinkle are very interested in having an in-person open house. We thought we were going to have to move to a virtual open house. They're both interested in having an in-person open house as soon as is practical.

And then you'll also remember that this site will have a Maker Lab so we're in discussions around who's going to be delivering those services. We've had discussions with JARC. Daley College is also supposed to be offering services there. And then we're in discussions with Symbol Training Institute as well.

Next slide.

MR. PEPPER: Karin?

MS. NORINGTON-REAVES: Yes. Hi, Donovan.

MR. PEPPER: Can I just ask what's the address location of the center?

MS. NORINGTON-REAVES: Oh, sure. It's 630 East 79th Street. It's at the corner of 79th and Champlain.

MR. PEPPER: Great. Thank you.

MS. NORINGTON-REAVES: Oh, thank you.

I should also lift up as I talk about the center the new sources of funding that we have received in support of this initiative. So Blue Cross Blue Shield has sponsored the multipurpose room

there. Commonwealth Edison has sponsored the resource room. We also received contributions from Uber, Verizon, and Fifth Third Bank as well.

Next slide.

So let me talk just a little bit -- So Colin asked the question, wondered if TMA could possibly be a partner. TMA was involved in our discussions very early on when we were still in the process of just acquiring the building so I'm happy to revisit those discussions with them to see if they're interested in offering some training.

The way we envision The Maker Lab, Colin, is that it would be sort of open use and so Daley College wants to offer a number of courses, Symbol wouldn't mind offering courses, JARC would like to offer courses, and so no one entity has to necessarily own The Maker Lab and all the programming. We could have open -- open usage with a rotating schedule that really would be beneficial to the community.

So I'm happy to follow up and have some additional conversation about that as well. Thank you.

So let's talk a little bit about what's happening in terms of our data. You all have seen in the packet that we've provided the unemployment data. We actually have new data that just came out -- I think came out yesterday so Marisa is going to update that for our website and we'll also e-mail it out to all of you, but this shows you the concentration of claims.

The darker the green the heavier the concentration of the claims, but very few places have escaped unemployment insurance claims in the heaviest period March through May.

Keep going, Marisa.

And the UI data is showing you what areas, what industries, and what occupational titles have been most heavily impacted. As you can imagine food preparation and serving as well as arts, entertainment, sport media rank up there amongst the heaviest -- most heavily impacted. Sales as well.

And, again, this data is taking you back -- I think this is going through the end of May; is it not?

I don't see it on here, Marisa. Can you clarify?

MS. LEWIS: These are through June.

MS. NORINGTON-REAVES: I'm sorry. Through June.

MS. LEWIS: Total claims through June.

MS. NORINGTON-REAVES: And this is claims in June but this is not the cumulative claims from March on.

So, for example, in hotel and hospitality, as Michael can surely attest to, in just a three-week period we have 15,000 layoffs in the hospitality industry between March and April, and so this is just showing you the month of June which is actually not nearly as high as it was for April and May.

Next slide.

Our UI claimants tend to skew more female for the period January through June, and as you'll see in the next slide also younger. You'll see a bump in younger claimants between the end of March as well as through the end of June.

Next.

And the data also shows us which industries have been hardest hit by the pandemic. As I just made reference to, leisure and hospitality for obvious reasons took the hardest hit followed by financial and professional services, retail, education, TDL, manufacturing, and then construction.

The interesting thing is that you see where there's been a peak and then you see there beginning to be a decline as some jobs are coming back on line.

Next.

And then we also are able to look at the data to see where the demand is beginning to increase and that's illustrated here as well. So you see an uptick in -- in nearly every industry.

Next.

Okay. So that concludes sort of the substantive part of my report. I want to talk for a moment just around some procedural things. We became aware that, and this sort of came about through happenstance. I'm on a number of different boards and private and public entities and was required to do Open Meetings Act training, and it occurred to me that we're subject to the Open Meetings Act but no one from the State on down has ever said that we need to go through training. So once I checked in with the State it turns out the State WIB members go through training, but it was not something that was specifically required of our local boards; nonetheless, it's something that we should be doing and so it is required actually annually for elected or appointed members of public bodies, and we would like to have everyone complete this training by the end of October. You can register. We've got the information. We will send you the link to access the training. Marisa will go in and list out all of the members who need to actually do the training so it will track and it will show us that you all have completed it, but it's really imperative that we get this squared away by the end of October.

At this point I'm happy to answer any questions. I think I might have gone a little bit over my time, but I'm happy to answer any questions that anyone might have.

(Brief pause.)

MS. NORINGTON-REAVES: Nothing?

Okay. The only other thing that I wanted to point out is the presence of Becky Raymond from the Chicago Citywide Literacy Coalition. And as you may recall they actually are going to be serving as the One-Stop operator for our system. I wanted to acknowledge Becky and give you a chance just to say hi.

And she'll be working most intimately with our service delivery committee.

MS. RAYMOND: Thank you, Karin, for the introduction.

I'm Becky Raymond. For those of you that don't know me, I'm the executive director of the Chicago Citywide Literacy Coalition and we are thrilled to take on the OSO role for all 10 of the

AJCs in Cook County. Robert Guzman is here also, and he will serve as our One-Stop operator director.

We are putting our infrastructure in place to take on and put up a whole department to make sure businesses and job seekers alike receive coordinated and streamlined services. So we're just very thrilled for this activity. We're still hiring. We have several positions open, and maybe Robert could put that in the chat. But we look really forward to doing this work alongside you.

MS. NORINGTON-REAVES: Thank you so much. We're glad to have you on board.

With that, Mr. Chair, I cede the floor back to you.

CO-CHAIRMAN WRIGHT: Thank you, Karin.

I'm not sure, Karin, are we still on for Marisa to do the Open Meetings Act training requirement or did you do that at the last portion of your notes?

MS. NORINGTON-REAVES: Yeah, I did it at the last portion of my notes. I'm so sorry. Marisa and I went back and forth over who was going to handle it and, anyway, as it popped up on the screen I just handled it.

CO-CHAIRMAN WRIGHT: Okay. All right. I just wanted to make sure I don't skip over anything on the agenda. So next on the agenda is Monica and the youth programs update, chair of the youth committee. Monica, the floor is yours. Thank you.

MS. HASLIP: Thank you, Mr. Chair.

So the youth committee met September 15th, and Karin gave us an update, and one of the most exciting parts of that update for me was the sneak preview of the Roadtrip Nation platform. So I hope that everybody gets the opportunity to get -- to see that as well.

And then we heard from Jasmine Williams and Greg Martinez, who are staff members. Jasmine really highlighted the Opportunity Works initiative that Karin spoke about a little earlier and just want to congratulate the whole team again on the graduates from Opportunity Works. The program includes sector specific training for youth ages 16 to 19. It's predominately focused on manufacturing, IT, and TDL. Recently the Partnership expanded the internship options for youth to include titles such as graphic designer, inventory specialist, and client service specialist. The Partnership is also hiring two interns to assist with data management and Career Connect.

We also had some youth participating in COVID response for community service activities, and those included things like senior care packages or passing out packages, and also PPE.

I think I'm having a little internet instability so forgive me.

The new resources include Roadtrip Nation's Career Exploration site and Passport To Success, our life skills training program for international youth side.

Other local initiatives that we support, a City program called My CHI My Future. Youth agencies support -- I mean submit information and resources include live events, workshops, games, and projects for young people to participate in virtually.

This summer Chicagoland first ever Youth Service Corps with over 600 youth participants who also did some COVID-19 response related activities. They held titles like social distancing

ambassador as well a neighborhood -- they did a neighborhood unification project, and their virtual graduation was August 13th.

And, finally, Greg Martinez did a pretty extensive report on the trauma-informed care. And Greg talked about this initiative and the fact that, you know, they've been working on it for the past three years and it was a tremendous amount of work, and it's been rolled out to all the youth serving agencies and the initiative stands for recognizing that, you know, there are many barriers that our youth participants face along with their families, and the variance such as unemployment, racism, poverty, and violence and, you know, understanding that all of those barriers are sources of trauma. The frontline workers of agencies know that youth need to feel safe. They have to strengthen, you know, in the areas of, you know, doing trauma-informed work and so we are prepared to provide these agencies with tools and resources that they need to implement these practices. It will begin with organizations doing self-assessments, and the self-assessments are being made available publicly for anybody who actually wants it, which is actually a very big deal to have completed all of this tremendous work and then making it available to the community. It's a huge resource for that agency. We've asked the agencies and organizations to self-profess their culture, their policies, the physical spaces, their HR policy, and other areas and provide -- we'll provide resources to them in any of these areas that they need to, you know, make some improvement there.

The Partnership is also asking the agencies to take one (inaudible) for the year, and we'll give them some support in providing and inputting as things go over the year.

That was generally the high level sort of report response of the committee meeting, and if you have any questions I can try to respond.

And I think Greg and maybe Jasmine are with us as well.

(Brief pause.)

MS. HASLIP: Thank you, Mr. Chair.

CO-CHAIRMAN WRIGHT: Thanks, Monica.

So now we move into what I consider the bulk of the meeting in terms of our agenda, which are items that aside from the meeting minutes that we have to take action on.

So first would be our WIOA funding recommendations. I assume, Karin, someone on your team is going to take that. That doesn't appear on my agenda in terms of who's leading that discussion.

MS. McDONOUGH: It's me. It's me, George.

CO-CHAIRMAN WRIGHT: Okay. Thanks, Pam.

MS. McDONOUGH: For our committee the service delivery committee met on September 16th. My co-chair Greg Polman and his dog Ruben coordinated the meeting.

I think Karin brought this up already, but the committee has been working this year to transition from a decentralized model for the One-Stops to a more centralized approach, and as noted we selected the Chicago Citywide Literacy Coalition. And thank you Becky Raymond for being here.

They are transitioning in to try to do the major coordination between all of these centers, and I'm sure we'll be hearing from her in our future meetings.

The committee reviewed all the training provider recertifications and based on Amy's team's recommendations we're advancing those recommendations to the full board.

We also reviewed the WIOA funding for delegate agencies, Career Pathway, and Bridge programs. There were three delegate agencies that merited a lot more conversation in our committee, two for failing to meet performance measures and one for failure to adhere to fiscal requirements of the contract.

In committee we broke out our votes on these items into a vote regarding the two agencies that were going to go on performance improvement plans, the one that's being defunded, and then the remainder of the recommendations.

We can do that as a board if you want to separate those or we can just accept the recommendations that the committee put forward. So either way is fine with me. I don't know if anybody has a preference.

Go ahead.

MS. NORINGTON-REAVES: Mr. Chair, our tradition is we take up that vote as a board that you all collectively vote on the recommendations from the service delivery committee.

CO-CHAIRMAN WRIGHT: Understood.

MS. McDONOUGH: So do we need to then call a motion for a vote to approve the recommendations of our service delivery committee?

Okay.

CO-CHAIRMAN WRIGHT: Yes.

MS. McDONOUGH: All right. I guess I can move that we accept the recommendations.

MS. HOWARD: Second.

CO-CHAIRMAN WRIGHT: All in favor say aye.

("Aye" response.)

CO-CHAIRMAN WRIGHT: All opposed to same sign.

(Brief pause.)

CO-CHAIRMAN WRIGHT: Marisa, please do the roll call.

[The votes were taken by roll call; there was one abstention (Stacia Edwards for Juan Salgado) and the remaining votes were ayes; the motion carries.]

So the next one on my agenda shows the training provider recerts.

MS. McDONOUGH: Oh, wait a minute. We have one other issue that's just sort of a general conversation --

CO-CHAIRMAN WRIGHT: Okay.

MS. McDONOUGH: -- that occurred and it had to do with the procurement process and how we typically do not refer to any of the applicants by the name of their organization, just by numbers on our spreadsheet. I don't know if this probably isn't the forum for that, but I'm just putting forward that we did have some preliminary discussions on that and I'm not sure where it goes from here. Maybe there's a different level discussion maybe at executive committee.

I don't know if anybody has any --

MS. NORINGTON-REAVES: The discussion in -- in SDC seemed to have addressed the concern. The concern was raised that during SDC the discussion of about agencies references the number on the spreadsheet. They are listed on the spreadsheet in alphabetical order and they have a corresponding number and the discussion is had by number, not by name of the agency even though the name is known to all of the committee members because they have the information in front of them for purposes of deliberation and then the recommendations are usually forwarded on to this body. In the past you have actually gone through every single one of those spreadsheets and asked any questions that you had, and then, you know, the decisions are made there. But there was a concern raised by a committee member about that process.

Also, our counsel and chief administrative officer spoke to the procurement process and explained historically our process has been widely touted by DOL and DCEO. Case in point being a couple of years ago when every workforce board in the state except the Partnership had to rebid for their One-Stop operators. We were the only ones that were found to have a sound process in place at that time. So that information was shared also during service delivery committee and seemed to satisfy the concerns that were raised, but I just wanted to give some fuller context there.

MS. McDONOUGH: Thanks, Karin.

MS. THOMAS: Can I ask a question, what was the content of the concern; that it wasn't transparent enough or something?

I --

MS. NORINGTON-REAVES: The concern was about transparency as well as the ability just to speak freely about the organization, and I guess our concern was that the deliberations of the service delivery committee are just that, they're just deliberations.

The final word rests with the board from a determination standpoint so even if the service delivery committee said, you know, we support or we don't recommend funding Organization X this body could easily overturn that.

MS. THOMAS: Okay. Thanks.

So is it that the organization itself wouldn't be aware of the fact that their application or their contract might be being deliberated about; is that part of it?

MS. NORINGTON-REAVES: I don't recall that concern.

MS. THOMAS: Okay.

MS. NORINGTON-REAVES: No.

We have had -- You know, our process is that we don't say anything. If an agency is on a performance improvement plan obviously they know about that because it's something that they have to sign off on and they're engaged in the deliberative process and in the receipt of technical assistance and such, but in the context of the funding recommendations we actually don't have conversations with the agencies until a decision has actually been reached by the board. Part of the rationale there is to discourage lobbying of individual board members and, you know, creating bias when our decisions are really being made on the factual data as in front of us regarding their performance. So we're looking at the fiscal monitoring scores, we're looking at the programmatic monitoring scores, as well as the actual outcome performance against the federally required metrics as well as any other contract metrics that may have been put in place.

MS. THOMAS: Okay. Thank you.

MS. McDONOUGH: And that's it for me, George.

CO-CHAIRMAN WRIGHT: Thanks, Pam.

So we've got a couple other items. We've got training provider recerts.

Who's going to take that? is that Amy? is that you, Pam?

How do we -- My agenda basically doesn't give me a name.

MS. NORINGTON-REAVES: Yeah. Under -- If you see they're all grouped together. It's the three items and underneath it has Pam and Amy so they're handling those three program items together.

CO-CHAIRMAN WRIGHT: And it looks like the training provider recerts also requires a vote by the board.

MS. NORINGTON-REAVES: Yes, sir. And then there will be a discussion of the WIOA performance -- metrics performance for this past program year.

Mr. Wright asked for a motion to approve the recertification of the training providers. Ms. McDonough made the motion, and Mr. Cosgrove seconded the motion. The votes were taken by roll call; the recertifications were unanimously approved; the motion carries.

CO-CHAIRMAN WRIGHT: So our next agenda item is the WIOA 2019 Performance Outcome discussion.

MS. McDONOUGH: Yeah. I'm going to turn that over to Amy.

MS. SANTACATERINA: Good morning everybody.

Marisa, are you going to show the slides?

(Brief pause.)

MS. SANTACATERINA: All right. I'm going to take you through our outcomes for our WIOA performance measures.

Next slide.

Here we go. As you can see I listed in the WIOA outcomes are all of our performance measures that are required from the State, and actually these are federal measures passed on to us. We have exceeded all of our measures.

A couple of things in general I just want to point out on our WIOA performance measures that they are all outcome based WIOA performance measures at this point in time so to take you through a little bit we have our first goal is employment in the second quarter after exit. So once a person exits we follow them along and see if that person is showing earnings two quarters after the exit period.

For youth another -- an acceptable outcome is also placed into postsecondary education.

The next measure is our median second quarter earnings. We'll take a look at all the people who showed earnings in that measure and find the middle one that is our median earning.

Then another -- the next measure here is employment in the fourth quarter after exit. Again we're following -- this is a different -- different cohort of exiters because we're following along with them fourth quarter after exit, and again it's simple to follow just actually be one day of employment that's showing up and for youth it's also either employment or placements into postsecondary education during that time.

The credential rate is at -- Actually, we had not had any official measure for credential rate because we're working in our target goal for credential rate; that will be counted in our new set of measures going forward.

And the credential rate looks at all the people while they're in the measure -- while they're in program, if they attended any type of academic training or vocational skills training, all of our ITA programs, and the goal is -- excuse me -- as people participated in this training activity did they receive a credential from that training.

And the last goal on the slide here again this one there was no -- no target set. The State is still trying to work on calculating this measure. It's our measurable skills gain and we see some outcomes in this measure and you see it still set the goals, even though we exceeded our goals, still very low because we really -- the system hasn't calculated this measure yet. It's just starting to get some calculations and have the systems in place to track this measure. This is a unique measure in that it's the only live measure so this will really come into play next year when we start working on it, and what I mean it's a live measure it's not tracking people after they've exited. So this will look at people who are in program -- active in program and if people who have participated in some type of training or academic education were there some skill gains -- gains earned that can be documented within that one year of performance period.

So for us those first four measures were the ones that were counted where we had set targets. The second quarter after exit, the median earnings -- I'm sorry -- the first three measures and the fourth quarter after exit and we exceeded all those measures. Next year the credential rate and the measurable skills gains will come into play.

And, actually, next year we're in the process of negotiating new targets for all of our -- all of our measures. So we're in the process right now with the State of negotiating new -- new targets for WIOA and they'll be our targets for the next two years.

Next slide.

Here's a little snapshot of -- thank you -- of our activity throughout our adult program during the -  
- during the past program year. You can see that we had served -- enrolled, I should say, and  
served 3,785 registrants. These are all people that are provided individual career service. This  
does not count all the people we served through basic career services who participated in job  
readiness workshops and job fairs that were open to the public. These are people who are  
adults who were enrolled within WIOA.

And as typical you see some of the -- excuse me -- of the demographics below, 50 percent  
female, 50 percent male. We serve a larger percent of African Americans. These statistics  
have been pretty similar from previous years.

You can look a little bit more in the right corner some of the characteristics. 87 percent of the  
people we serve are low income. 62 percent are receiving food stamps. 38 percent are  
reporting basic skills deficiencies. 11 percent have reported involvement with the criminal  
justice system -- criminal justice system.

You can see of those who exited with employment the average adult hourly wage was 18 -- this  
is starting wage -- is reported at \$18.05 an hour.

One thing on all of our statistics this year you'll notice a drop in total people served and that was  
largely due to the pandemic. So we -- really physically our programs were shut down and when  
they did the state shutdown in mid March through April we had to move to virtual enrollment and  
virtual services so those -- that has resulted in serving fewer people this year from previous  
years in all of our categories.

MS. NORINGTON-REAVES: Amy, before you move on to the next slide if I just might interject  
one thing, I do want to just remind folks to note that the adult funding stream is really targeting  
the hardest to serve folks within -- within our communities so that's why you see a high  
representation of low income, a higher representation of folks with lower education because that  
is exactly what this funding stream is intended to serve.

MS. SANTACATERINA: Thank you, Karin.

Yes. And, in fact, low income is one of the eligibility criteria; that and/or basic skills deficient.

We can move on to the next slide for our dislocated workers, and you can see pretty low  
numbers. During the year -- For three quarters of the year we were really -- the unemployment  
rate was very low so there was -- we were not receiving a lot of dislocated workers for the first  
three quarters then with the pandemic, you know, obviously the unemployment rate has sky- --  
jumped significantly as Karin pointed out in our first -- in her presentation but during that time  
period as people were getting laid off we were still in shutdown mode, they weren't coming into  
our services -- into our centers for services. Our centers were closed at the time. So we  
anticipate next year seeing significant jumps of this program year now -- that we're in now  
seeing significant jumps in dislocated workers to be serving.

Some other statistics in this category, and again this is pretty consistent with previous years,  
lower numbers of blacks or African Americans served than the adult population, higher  
percentages of -- from the Latinx community, and higher percentages of whites served in  
dislocated worker when compared to the adult population.

And dislocated workers tend to be historically -- And a lot of it does depend on this big layoff event coming down, but historically dislocated workers we would serve a little bit more male than female in this category. With the statistics that Karin pointed out at the beginning it will be interesting to see who we end up serving this program year and if there are more spikes in female.

Of our -- our dislocated workers we see 5 percent of veterans, 24 percent basic skills deficient, and 52 percent are also low income, 11 percent on food stamps when they come to us.

And starting average -- average wage for our dislocated workers is \$25.39 an hour. So when people do come through our programs, receive our services, they are ending in good paying jobs with living wages.

So next slide. Go through our youth quickly.

This again is another snapshot for our youth. Our youth -- Also requirements for youth are youth with low income youth, families with low income, and other barriers for youth is an eligibility requirement. We served a little over 2800 youth last year. This again typical from past years 55 percent female. We usually serve a higher percentage of females than males. The demographic background very similar from previous years as well.

I would point out a continuing thing for us is 17.5 percent of our youth are either pregnant or parenting. 9 percent homeless. We have a couple of youth programs that are reaching out and targeting homeless youth, and a high percentage of youth with disabilities. 17 percent of our youth have a disabling condition.

Our youth programs are also broken out with in-school and out-of-school programs with 11 percent of our youth when we arrive are in-school youth and 89 percent are out-of-school youth. 19 percent of the youth served have dropped out of high school.

And you see our starting wages for youth \$14.44 per hour.

Remember again positive outcomes for youth are either in employment or advancing into postsecondary education.

That is -- I think that is our summary of the activity from this past year.

Any questions?

(Brief pause.)

CO-CHAIRMAN WRIGHT: Hearing none, thanks, Amy. Appreciate it.

So we will then go into our fiscal update. As I look at the time this is a subject that we will not cut short. It's just too important in terms of our responsibility as a board. If we need to we can also just table the communications update or get as much in as we can. I have a hard stop at 11:00 o'clock at the top of the hour. I expect others may also. So let's just jump into a very important part of the agenda which is the fiscal update. I assume Charles and Wing you guys are going to run with this one so you have the floor.

MR. SMITH: Absolutely. Thank you, George. And thank you to the committee -- the finance committee as well.

I'll kind of let Wing talk about this, but the first thing I'd like to talk about just a brief update on our FY2021 final budget. As you all probably know already (inaudible) both budgeted FY2021, and once again thanks to the finance committee.

Kudos to Karin and to (inaudible) in regards to the (inaudible). It's great work that has been done under the Partnership. It really shows trust that our -- that our client has in us. It also shows that we deliver and we deliver good results, so I'd just really like to highlight that.

This year we've got new contracts and grants and several different vendors which is something we talked about during the last couple of years trying to increase some of the revenues in addition to some of the funding.

I know Wing will be talking about the details of the Fiscal -- FY2021 budget and will share that as well so go ahead.

MS. HO: Sure.

Thank you, Charles.

Good morning all. I hope you all are doing well. This is Wingman Ho, controller of the Partnership.

Today I will be presenting the 2021 final budget and the Fiscal Year 2020 of the Partnership as of June 2020.

Let's start with the Fiscal Year 2021 final budget slide.

Fiscal Year 2021 refers to 12 months budgeted financials starting July 2020 to June 2021. I have a few notes on this slide.

Note 1, revenue and expenses are both budgeted at 122 million in Fiscal Year 2021.

Yes, you heard me right. I said 122 million. Woohoo.

The Partnership has over 120 million budgeted revenue and expenses now. We are all super excited for all the new initiatives and grants that we are getting.

Note 2, the budgeted revenue is 51 million more compared to last fiscal year.

Notes 3 and 4 are the main contributors of the 51 million variance. Seven million variance, Note 3, including new grants of NEG Disaster Recovery grant 4.3 million, NEG Employment Discovery grant 3.9 million, COVID-19 grant 930,000. These new grants offset the 2 million reduction of the WIOA funding compared to last year. Also the variance of this also contributed by the PY19 WIOA to carry in dollars to the Fiscal Year '21 budget as well.

Note 4, 45 million variance reference to our contact tracing grant 39.9 million and Back To Work Cook County, CARES Act money, 4 million.

In the grant management world we spend a dollar then we earn a dollar. Expenses associated with revenue and vice versa.

As discussed, Note 3 and 4 reference to the new grants; that also explains the variance across the board of various expenses as these new grants hit different expense categories such as personnel, Partnership grants, professional services, et cetera.

Any questions on this budget?

(Brief pause.)

MS. HO: Thank you.

[Mr. Wright asked for a motion to approve the budget. Ms. McDonough made the motion, and Mr. Allen seconded the motion. Both a voice vote and a roll call vote were taken. The ayes were unanimous; the motion carries.]

MS. HO: Let's talk about the Fiscal Year 2020 Budget To Actual slide.

Fiscal Year 2020 refers to 12 months financials starting July 2019 to June 2020. The third column "Year to Date Actuals" refers to actual revenue and expenses for 12 months' financials of Fiscal Year 2020.

Purple Note 1, 12 months of Fiscal Year 2020 has total revenue as of June 2020 in the amount of 58 million, and expenses ended at 58.2 million that's Note 2.

Purple Note 3, expenses are more than revenue by 219,000. We talked about this in the previous board meeting. The overage is contributing to the Walmart-funded grant due to the timing and some other operating expenses.

In the last couple years we had operating surplus mainly due to the Walmart service income, 290,000 improved our bottom line after netting the operating expenses.

The 12.4 million budget to actual variance, the amount next to Note 1, is mainly due to timing. Majority of our grants are ongoing. The funding that we have not spent will be rolled over to the next fiscal year Fiscal Year 2021. We are not losing money that we haven't spent in this fiscal year.

For example, the 11.8 million variance of the federal grant is contributed to the Program Year '19 WIOA unspent funds which will be rolled over to the Fiscal Year 2021 budget.

Any questions on this line?

MS. HO: Moving on to financial statements.

Statement of Activities Note 1 and 2, net assets in the beginning of the year was 3.1 million and ended at 2.164 million. The difference between those two amounts refers to Note 3, decrease of net assets for Fiscal Year 2020 is 963,000. There are two components, Note 4 and 5, contributed to this decrease.

Note 4, decrease in net asset without donor restriction is 219,000, which we just discussed in the previous slide.

Note 5, decrease in net asset with donor restriction is 743,000.

Let's talk about what's mainly made up of Note 5, 743,000.

Let's look at Note 6. We received 1.4 million, which includes 625,000 and 749,000 in total for temporarily restricted revenue with donor restriction from different funding streams as of the fourth quarter of Fiscal Year 2020.

I'm going to talk about the funding and donations that we received for this 1.4 million.

Note 6, government and contract revenue. 625,000 received from Cook County for Opportunity Works. Corporate and foundation revenue 794,000. AARP Back To Work 50 Plus Program 243,000. Chicagoland Workforce Funder Alliance for Career Connect 111,000. Barrier Reduction Fund 200,000 from Lendlease and Chicagoland Workforce Funder Alliance 100,000 each. Other revenue 240,000 including first time in our history we have contributions from Blue Cross Blue Shield 50,000; ComEd 45,000; Uber 35,000; and Verizon 10,000.

And as Karin indicated earlier we will also be getting another 10,000 from Fifth Third Bank soon. We are so grateful to receive donations from all these new donors.

MS. NORINGTON-REAVES: Wing, can I just also add from ComEd in addition to the 45,000 we also received an in-kind contribution of computers and printers for the Chatham site.

MS. HO: That's correct. Thank you, Karin.

Note 7, 2.041 million worth of net assets were being released from restriction as of June 2020. The biggest contributors of this 2 million is Opportunity Works 1.39 million.

We also released net assets from restriction for the following grants: AARP 224,000 for Back To Work 50 Plus Program; Rockefeller Foundation 164,000 for Chicago Codes; and Facebook Chicago Codes 145,000 and other grants as well.

Next slide, please.

Moving to the financial -- I'm sorry. Moving to the statement of financial position.

Note 1, the Partnership has 14 million of total current assets as of June 30th, 2020.

Note 2, the total net assets as of June 30th is 2.6- -- 2.164 million.

Next slide, please.

The last slide of the financial statement, The Statement of Cash Flows.

Note 1, the net assets decreased by 963,000 as of June 2020 as we discussed earlier in statement of activities. It is the net result of the unrestricted operating net of 219,000 and the decrease of 743,000 temporarily restricted assets.

Note 2, the Partnership possessed 4.95 million cash and cash equivalents as of June 2020.

Are there any questions on the financial statements?

CO-CHAIRMAN WRIGHT: Okay. Hearing none, thanks, Wing.

MS. HO: Thank you, Mr. Chair. Thanks all.

CO-CHAIRMAN WRIGHT: The only thing that I would add is that it is a phenomenal accomplishment for an organization to go from single digits in terms of funds now to over \$100 million. I think that's a testament to leadership as well as staff.

I guess with big things, come big responsibilities, right, so congratulations, Partnership. You've passed a milestone that all of us hoped that you would and perhaps sooner than all of us thought or at least I did. So congratulations, Karin.

MS. NORINGTON-REAVES: Thank you so much. Thank you.

I also just want to lift up when we both interviewed you and our former co-chair Dr. Ender last year -- probably last year this time both of you said your future vision for the Partnership was that we would be a 100-million-dollar organization and who knew that it was going to happen as soon as it did, but we're very grateful. But we also recognize that to whom much is given much is expected so we will continue to do the right thing at all times and move forward and use these dollars to make an impact on people's lives.

So I thank you all for your leadership.

CO-CHAIRMAN WRIGHT: Thank you, Karin.

So we've got five minutes left. We've got to do our public comments, and I guess I would ask Karin for your leadership here from the communications update. We can do one of two things. We can table it and/or -- or we could actually have Susan provide some salient points over the next couple minutes pertaining to the board to act upon versus an overall update.

So it's up to you.

MS. NORINGTON-REAVES: I think we should table it just to do the work justice.

I would just ask everyone to stay peeled -- you know, stay tuned to your e-mail. There's a lot going on.

We've had more speaking engagements, more panels, more webcasts/podcasts than ever before in the past six months, and there's just a lot of activity going on so I would ask you for you to just continue not only pay attention to those items but to also promote them is one of the things you can do. And then what we'll do is make sure that for our next agenda that we add Susan in earlier and allow her to really walk through a robust overview and what we're trying to do within our comm. team if that would be pleasing to you.

CO-CHAIRMAN WRIGHT: Perfect.

I think Colin had a question and it probably would go to Susan and yourself. We can certainly address that when she presents, but what can the board do to help to spread the word especially on social media I'm sure that some of that will be coming out to each of us.

MS. NORINGTON-REAVES: Yes.

And we're also in discussions. We had a meeting with City and County leadership and we talked about pulling together some marketing campaigns to really help people know that we're here particularly during these really rough times, and so we've had success using the digital billboards that the City has over the expressways and we want to certainly talk about further developing that campaign and then we would have you all join in and help to continue to spread that word, but any time you can retweet, tag us, you know, post on Facebook on Instagram, any time you can lift up everything that we're already doing we would really appreciate it.

CO-CHAIRMAN WRIGHT: Thank you, Karin.

Okay. So before I actually ask for any public comments, Jacki, I don't know if you're still on the phone. If you are I would be remiss if I didn't offer the opportunity for you to make a closing statement.

CO-CHAIRWOMAN ROBINSON-IVY: No. No. No. I'm fine, Chair.

CO-CHAIRMAN WRIGHT: Okay. Thank you very much.

So let's open it up to public comments here.

Do we have any comments from the public?

(Brief pause.)

CO-CHAIRMAN WRIGHT: My ten-second rule has transpired if no question within 10 seconds I assume silence in golden.

I will entertain a motion to adjourn.

MR. COSGROVE: So moved.

CO-CHAIRWOMAN ROBINSON-IVY: Second.

CO-CHAIRMAN WRIGHT: It's been moved and second.

All in favor say aye.

("Aye" response.)

CO-CHAIRMAN WRIGHT: All opposed to same sign.

(Brief pause.)

*The meeting was adjourned at 11:03 am.*