



## DRAFT – FOR APPROVAL

### Minutes of the Chicago Cook Workforce Investment Board– 12/18/2020

Present: Colin Cosgrove; Xochitl Flores; Jennifer Foster; Monica Haslip; Adam Hecktman; Lashana Jackson; Michael Jacobson, Steven Papageorge for Sylvia Jenkins; Dan Lyonsmith; George Putnam for Ray Marchiori; Pamela McDonough; Richard Monocchio; Alberto Ortega; Robert Reiter; Jacki Robinson – Ivy; Stacia Edwards for Juan Salgado; Marc Schulman; 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. Ms. Teitelbaum made the motion, and Mr. Hecktman seconded the motion. The votes were taken by roll call; the minutes were unanimously approved; the motion carries.]

CO-CHAIRMAN WRIGHT: Welcome to the last meeting of the Chicago Workforce Investment Board Meeting. I really do appreciate the support that you provided to the Partnership and staff all year long. It's going to be a challenging 2021, and we think that solidarity and the fact that we've always come together as a board will keep us in good stead for 2021. So the first order of business is our CEO update. Karin, you have the floor.

MS. NORINGTON-REAVES: Good morning, everyone. Welcome to our final meeting of the year. I want to thank you all for your attendance today and participation. Over the past -- Since our last meeting in September I have had meetings with our chief elected officials. I met with Mayor Lightfoot and also with President Preckwinkle separately and so what I'm sharing with you today is the depth that I walked through with each of them sort of a combination of the two in terms of information provided as well as some updates with respect to our system and what is happening within the public work force system, specifically vis-a-vis the pandemic. And I welcome any questions you might have. I'm going to walk through our system overview. I will also walk through our funding, highlight some of our initiatives as well as the pandemic response. The other documents you received from Marisa -- from me via Marisa also pertains to a list of all our currently funded initiatives. I'll briefly walk through that just to highlight the information. Our system has expanded. When you hear us talk about the Partnership we explain that we have 50 agencies under our umbrella. We now have 91 delegate agencies under our umbrella. Between hosting different initiatives that we are sponsoring and our WIOA work combined we now have 91 agencies under our offices. A delegate agency network is comprised of several initiatives. First are WIOA formula agencies we have 49 contracted agencies right now to provide the adult, youth, and dislocated worker services pursuant to the Workforce Innovation and Opportunity Act. We have 100 training entities now that are authorized and certified to prepare job seekers for career advancement within our network. In addition to that, as you all are aware back in June we were selected as the lead coordinating organization for the City of Chicago Contact Tracing Corp., a community-based contact tracing corp. We have contracted with 31 community-based organizations to hire the contact tracers and provide those services. I'll talk about that in depth a little bit later into my presentation. As you know we also regularly compete for government grants as well as other philanthropic grants. Oftentimes for all the WIOA work we sub grants and delegate that responsibility out. For our competitive grants it

depends on the nature of the grant. Oftentimes we will hire staff and bring on staff in-house to work those initiatives, and we will also do a mix and sub grant those dollars out to agencies as well. We currently have 38 agencies subcontracted to provide workforce services, and these cross a number of different industries. One is the opioid program to actually prepare people to become substance abuse and treatment counselors. Then there's our host of pandemic recovery efforts, again I'll talk about that in a few moments, and then our skilled trades initiatives. So, for example, with Construction Works as well as our CTA Red and Purple Line Modernization Initiative we have staff in-house that actually manage that initiative, but we also have contracts with delegate agencies to help provide the training and preparation for careers within this field. For our philanthropic funded efforts we have seven agencies contracted to provide specialized services, so our Chi Codes Initiatives as well as our youth internship program through Opportunity Works. All together we are now managing 26 separate initiatives outside of our WIOA funding, and those 26 separate initiatives have more than ,000 people involved in them. And I will share with you that list of the current initiatives in just a moment.

This details our programmatic impact in the last program year. As you know our program year and our fiscal year run from July 1st through June 30th, so here is the validated data that shows the number of people enrolled in the program. We had 9500 individuals enrolled in intensive and direct services. This is lower than normal. In an average year we can see between 10- and 12,000 folks enrolled, and this is a decrease from the prior year largely due to the pandemic as well as the shutdown. As you can see we invested roughly \$46 million in WIOA programs which then yielded 136-, almost \$137,000,000 in wages for program completers. The return on investment is significant here. Of the individuals enrolled for the first time we have an even split between male and female. Typically our programs are a little bit more heavily female. And we also have 55 percent African American, which is down, and an increase in Latinx population, which is positive, and then also an increase in our white and Asian populations as well. 70 percent of folks are low income by design and consistent with federal policy for particularly the adult and youth populations. Thirty-five percent were SNAP recipients. You'll see less than half were basic skills deficient, and about percent were formerly incarcerated. Placement outcomes 73 percent of the adult funding stream were placed in employment, 85 percent of dislocated workers, roughly 81 percent of our youth delved into either employment or education because the goals there are a little different for that program.

Our funding streams are comprised of many different resources. So first is the WIOA formula funds and then competitive grants, and you'll see here that WIOA is the most restrictive and then the restrictions decrease based on the more diverse sources. Foundation funding, corporate giving, and then our individual donations which have largely come through the Opportunity Works Initiative. Next slide. Our budget has increased significantly. We now for the first time ever have non-WIOA funds exceeding our total of WIOA funds. Previously the most diverse funds ever reflected -- the greatest diversity our funds have reflected is about 80 percent/ percent mixed, 80 percent WIOA and percent non-WIOA. We've turned that on its head with \$63 million in total non-WIOA funds and 58 million of WIOA dollars. Of that 58 million 49 is our actual allocation for this program year. The balance of that are carry-in dollars from last year -- from last program year, and then of the total non-WIOA dollars of that 63 million 39 million represents contact tracing dollars for this fiscal year. Next. WIOA training dollars. As you all know state policy requires that 50 percent of the adult and dislocated worker fund must be spent on training. This is an overview of the allocation by training type so you'll see that the majority of the training funds have been going into ITA. At your direction we will certainly be focusing over

this next year and beyond, over the next five years based on our local plan, focusing on creative breaks of diversity within that as well. You may recall that the board voted for those dollars to be spent more with business engagement. So increasing OJT, on-the-job training, increasing worker training and career pathways. The right is a graph pertaining to ITA and which sectors the individual training accounts have been utilized the most. So TDL continues to be the highest draw at 36 percent, followed by healthcare, and then information technology. Next slide. In addition to the WIOA dollars, we just wanted to lift up the fact that when we started this organization, we began with a million-dollar cash advance on a 30-million-dollar budget. That \$30 million represented all the WIOA funding for both the city and the county combined. We now are at \$128,000,000 that we have raised outside of WIOA dollars since our launch in 2012, and those dollars have been used across a number of different initiatives. You'll recall we always called it the Walmart money, but it was really the National Retail Initiative. We put funds into trauma-informed services for youth and for those youth service providers. We are currently funding our coordinated reentry initiative as well as our sector focus with respect to youth internships. Our contact tracing work obviously is forming a large portion of our budget for this year and next likely as well. Tech talent pipelines, creating pipelines with respect to skilled trades, and then our focus on long-term unemployed and older workers. Also many of our dollars have been used for capacity building for our agencies as well, as well as direct services.

I'll talk a bit about our pandemic response now. Our response has been across several different platforms and in a number of different ways. First, we focused on humanitarian and disaster relief efforts in partnership with the City of Chicago as well as Cook County. We were able to fund dollars to organizations that have been able to hire 70 people. Those folks will stay on through June 2021, and it's paid their salaries. These were volunteers at these organizations that we're now able to have paid positions within community-based organizations. Some are distributing food. Some are distributing PPE and other safety materials such as hand sanitizer and masks, but all are working to help de-stem the transmission of COVID- within their local community. These groups include The Greater Chicago Food Depository, community-based groups on the south and west sides of Chicago, as well as groups in suburban Cook County. We've also been able to access funds for employers. Beyond our regular training dollars we were able to access funds through DCEO that allowed us to provide dollars to companies to help them retrofit their particular spaces for spacial distancing and to also acquire PPE. This was early in the pandemic back in March through May. As you know we've taken all our services online. We've discussed this in the past. Our Work Now page since our last meeting we have stood up ChiServes, which is a texting platform for those in the restaurant industry. Given the fact that we've gotten new restrictions with respect to dining out we know that there's going to be significant impact to those in the restaurant business and so Mayor Lightfoot asked us to partner to come up with some opportunities and options for getting people reskilled and getting them the support that they need. Our digital literacy course has continued with great enthusiasm for those programs as well.

Additionally, within this pandemic response we've been focusing on contact tracing, as you know. We are actually doing contact tracing throughout the area with different organizations, but first with respect to the city of Chicago we've stood up the community-based Contact Tracing Corp. Here's a few more details about that. As you know have four program partners and 31 CBOs. As of today we have more than 590 contact tracers that have been hired, and we also have served the resource hub that will provide referrals for healthcare, housing, and food for individuals who have been impacted by COVID. And then there's our Earn-and-Learn Initiative

to help facilitate permanent placement for the individuals who participate in this initiative. We also in the past two weeks have been asked to now help the Cook County Department of Public Health source its contact tracers as well. So there are 150 contact tracers that have been requested not only for the Cook County Department of Health but also for its nonprofit organization Headstone (phonetic). We are serving as a talent pipeline there for not only tracers but supervisors and case investigators, and these individuals will also be permitted to participate in the Earn-and-Learn Initiative that we've stood up. Just to give a little bit of background around the community-based organizations with which we've partnered, 81 percent have a CEO or executive director that is African American, Latinx, or biracial so these are organizations that are reflective of the communities that have been hardest hit by COVID- . Eighty-six percent of the CBOs have staff leadership that are majority people of color and 71 percent of their boards are majority people of color as well.

In addition to helping to place contact tracers, we've also been focused on training and employer support. So through our AJCs and through CARES Act funding from Cook County we have been able to co-enroll participants in both WIOA and CARES Act funding. We've been able to train 400 individuals so far and to fund transitional jobs. So as I mentioned before the food distribution, serving the homeless, and also doing community outreach. Also through the Cook County Job Training and Placement Initiative there's been work on the creation of an early warning network. This is a pilot around manufacturing employers to help de-stem business interruption and promote succession planning. On the business engagement front we have also helped to have 79 individuals put into incumbent worker training, and we have six applications right now for business interruption grants totaling over half a million dollars, and I just reference the hospitality worker response. Finally, with respect to outreach and engagement we have updated our website. Our web page has been focusing on the pandemic response you can see here and that is focusing on virtual eligibility and enrollment. We created an 800-number. Our ChiTracing.com website. Our ChiServes campaign. We have a text platform. We also have been doing regular -- I can't say weekly because sometimes it's every other week but regular segments on Primera Hora Univision at their request and then just a whole host of print, broadcast, and social media. And as you know we have our ChiCookWORKS Work Now page. Thank you for that.

This document reflects all of our current non-formula, so non-WIOA formula, initiatives. And you can just scroll through these. We are listing out the funding source, the total dollars invested to date, the program of the program with a brief description. Next. And as I mentioned before this is serving 14,000 people. Thank you. There's one question in the chat, just for the record, from Board Member Alberto Ortega which asked about the projection of reported wages for second quarter exiters, and the question was could that number be larger. For instance, does the Partnership factor in the value of benefits for those who have been employed, so the benefits that they will receive, and he's saying there's a value that may not be captured. And, yes, Alberto, you're absolutely right. The only thing that it captured is the actual wages. It doesn't include all of the benefits. And so, yes, you know, the value that we're adding is certainly not reflected in that ROI that I shared earlier. The reality is that the value that we add is far greater and, quite frankly, we probably exceed that.

COCHAIRMAN WRIGHT: Pam, you have the only two items on the agenda that require a board vote. I would ask that you incorporate those votes in your reports, and I will turn the floor over to

you, Pam, for committee reports around training provider services and updated grievance policies.

MS. McDONOUGH: Okay. Thanks. We met on December 1st and reviewed the training provider certifications. There are like three categories. The first one was initial eligibility. So we had several new program areas from Northeastern and Oakton College largely healthcare, manufacturing, and a little IT. And then a large list, which is the continued eligibility, for programs that we've already been working with. And then the third category is programs not recommended, and they largely had to do with either a program is too new, not VHA-certified, not part of our 40 occupations, or we'll probably return to some of these after we get more information. So is there a motion to approve? MS. EDWARDS: So moved. MS. McDONOUGH: Do I hear a second? MR. MONOCCHIO: Second, Rich. MS. McDONOUGH: Rich, thanks. All in favor. [A roll call vote was taken; motion passes unanimously]. I just want to mention that we did get an update during our committee from Becky Raymond, the executive director of the Chicago Citywide Literacy Council, who is managing the One-Stop operators, pulling our team together, and they seem to be on track. And the last item is the updated WIOA complaint and grievance policy. Largely we just used what any updates were from the federal government and DCEO and this is basically keeping us in compliance. So I'll entertain a motion to approve the complaint and grievance policies. MS. FLORES: Motion to approve. MS. HASLIP: I second. MS. McDONOUGH: All in favor. [A roll call vote was taken; motion passes unanimously]. That completes my report.

CO-CHAIRMAN WRIGHT: Thank you, Pam. Let's move to Monica, our chair of our WIB youth committee, for your report. MS. HASLIP: Great. Thank you. So the youth committee had a pretty packed meeting in September -- at the end of September that included lots of information around updates. There were no votes on the agenda so we decided to cancel the last meeting and share the updates at the executive committee meeting, and we'll bring the committee together again at first quarter of 2021. And some of the updates were that Greg Martinez who's been working on the new Trauma-Informed Care Initiative and that initiative rolled out to all the youth service agencies. The initiative stemmed from recognizing the barriers that our young people are facing around unemployment, racism, poverty, and violence and providing resources for them understanding that these are areas of trauma. The frontline workers and agencies that serve youth really need to find ways to help make them feel safe and recognize their strengths and take care and not to perpetuate any types of biases, whether they're conscious or unconscious. The Trauma-Informed Care Initiative gives agencies some tools and resources so they can help implement these practices to support youth around trauma-informed care. It really begins with agencies doing an assessment. That assessment we've made available publicly for anybody who wants to use it. We ask the organizations to do an assessment of their culture, their policies, their physical spaces, their HR policies, and many other areas, and we helped to 30 provide some resources for them. In the areas where they determined that they need improvement we're trying to provide support to them in those areas. The Partnership is asking for all of the agencies to pick one goal for the year, and we'll give them support in trying to implement that goal. The only update in that area is that Greg Martinez did a presentation for the National Association of Workforce Development Professionals. And he's doing that December 7th through the 9th, and we'll make that presentation available to you as soon as --

as soon as possible. And also in September Jasmine Williams did a presentation on Opportunity Works. This program actually includes sector specific training for youth age 16 to 24. It's predominately focused on manufacturing, IT, and CDL. Recently the Partnership expanded the internship offering to include titles such as graphic designer, inventory specialist, and client service specialist. We also had youth that participated in COVID response unity service activities, including creating senior care practices and passing out PPE in the community. The new resources that we've made available is through Road Trip Nation, which is career exploration site and passport to success life skills training program for international -- from the International Youth Foundation, and the updates that we have for that is that Jasmine presented at the end of October on a webcast about the summer virtual youth service program. Youth -- The Road Trip Nation portal was unveiled in June and it's gone live at all the centers, and the youth caseworkers can use the CARES Act money to pay to youth who complete the career exploration modules. And the only other item in that area is connected to, you know, what Pam mentioned in the service delivery committee update where we negotiated new WIOA performance goals for those dislocated and youth with the DCEO for the next two program years. So that's pretty much the majority of what we discussed at the youth committee meeting, and we plan to have the next meeting the first quarter of 2021. CO-CHAIRMAN WRIGHT: Thank you, Monica. Any questions for Monica and the youth committee? (Brief pause.) C

O-CHAIRMAN WRIGHT: Okay. Hearing none, I believe Charles is traveling and not here. So, Wing, are you going to provide the finance committee update? MS. HO: Sure. I have my slides here. Thank you. Marisa, can you please pull it up? Thanks. (Brief pause.) MS. HO: Good morning all!

MS HO: This is Wingman Ho, Controller of the Partnership. Today I will be presenting the Fiscal Year 2021 financials of the Partnership as of September 2020. (Let's start with the Budget to Actual Report.) Let's talk about Fiscal Year 2021 Budget to Actual slide. Fiscal year 2021 refers to 12 months financials starting July 2020 to June 2021. The third column "Year to Date Actuals" refers to actual revenue and expenses for twelve months financials of Fiscal Year 2021. Purple note 1: Twelve months of FY 2021 has total revenue as of Sept 2020 in the amount of \$11.053 Million. Purple Note 2: Total expenses ended at \$11.077 Million as of Sept 2020. Purple Note 3: Expenses are more than revenue by \$24K. The overage is contributing to the Harper College MOU (\$12K) due to timing, (\$8K) indirect of AARP (No budget for Indirect cost of this grant) and other operating expenses. We received the Harper College money in the past since 2015 in 10 different installments, there is no loss. Moving on to Financial Statements -- Statement of Activities Note 1 and 2 - Net assets in the beginning of the year was \$2.2M and ended at 1.9M as of Sept 2020. Difference between those two amount refers to (Note 3) decrease of net assets for FY 2020 is (\$269K), there are two components (Note 4 & 5) contributed to this decrease. Note 4 -- Decrease in net asset without donor restriction is (\$24K) which we discussed in the previous slide. Note 5 - Decrease in net asset with donor restriction is (\$245K). Let's talk about what's mainly made up of the Note 5 (245K). Note 7 - \$287K worth of Net Assets were being released from Restrictions as of the first quarter of Fiscal Year 2021. We released net assets from restrictions for the following grants: Opportunity Works \$158K, Chicago Code \$42K, Back to Work 50+ \$40K, Career Connect \$30K, Job Clubs \$18K.

Moving on to Statement of Financial Position. Note 1 – Partnership has \$13 Million of Total Current Assets as of Sept 30, 2020. Note 2 – Total Net Assets as of Sept 30, 2020 is \$1.895 Million. Last slide of Financial Statements – Statement of Cash Flows Note 1 – Net assets decreased by \$269K as of Sept 30 2020 as we discussed earlier in “Statement of Activities”. It is the net result of Unrestricted operating net of (\$24K) and the decrease of \$245K Temporarily Restricted assets. Note 2 – Partnership possessed \$3.7 Million Cash and cash equivalents as of Sept 2020. Any questions on the Financial Statements?

CO-CHAIRMAN WRIGHT: Okay. It sounds like none. At this point, Co-Chair Robinson-Ivy, I will turn the meeting over to you. To drive in this point let the record reflect that I'm giving you minutes back. Hopefully you will keep us on track but please take us home, Jacki. Thanks. CO-CHAIRWOMAN ROBINSON-IVY: Thank you, Co-Chair. As my agenda just disappeared again, but I believe we are to hear from Dan Sullivan, is that correct -- is that what was next on the agenda? MS. LEWIS: We are actually going to hear, I believe, from Angela, who is our auditor. CO-CHAIRWOMAN ROBINSON-IVY: Okay. It literally just disappeared again. So before I use up the minutes that the co-chair just gave us back can we move forward with Angela then. MS. LEWIS: May I also note for the minutes that Colin Cosgrove and Carrie Thomas have joined. CO-CHAIRWOMAN ROBINSON-IVY: Duly noted.

MS. LEWIS: Is Angela with us? MS. ALLEN: Yes, I'm here. MS. LEWIS: Okay. Would you like me to share the slides, Angela? MS. ALLEN: Sure. That will be great. MS. LEWIS: Okay. MS. ALLEN: So we are here to present the results of our 2019 audit report, and this is our presentation that we normally give to the board and I was surprised we hadn't done it yet. I think probably COVID had something to do with interrupting this presentation earlier this year. So we have started the 2020 audit, but at this point we're going to go back and review the 2019. So on to the next page is a table of contents -- actually it's a transmittal letter. And so we just want to thank you again for letting Mitchell & Titus to be a service to the Partnership, and at the end of the letter you will notice my contact information should you have any questions or need to contact me in relation to the audit please feel free to do so. On to the table of contents. We're going to briefly go over the audit highlights, then there are the normal required communications and other matters, a few technical developments that are happening, and then just for your reading just some information about Mitchell & Titus going forward. So on to the audit highlights. In terms of the scope of services summary, so our purpose here was to express an opinion and report to the board the results of our audit which primarily was to review the Partnership's financial statements as of and for the year-ending December 30th -- I'm sorry -- June 30th, 2019 and to determine whether or not they were in accordance with the accounting principles generally accepted in the United States, U.S. GAAP as we refer to it, in all material respects. We did that and we did issue our opinion on those financial statements dated March 30th, 2020, and then as well as that as a byproduct of our audit to also issue a written communication to management and the board describing any significant deficiencies or material weaknesses identified during the audit.

We did not have any material weaknesses of significant deficiencies; however, we did have a communication that dealt with a prior control issue that we wanted to disclose, and so I'll go over that at the end of this report. In terms of comments from the entity's internal control, we did test controls over cash disbursements, receivables, revenue, as well as the payroll cycle. We also test the controls as it relates to certain compliance requirements applicable to the Partnership's major programs. There were no issues noted during our audit, and the controls in

those instances appear to be functioning properly. In terms of recorded and unrecorded misstatements, we're required to communicate any of 39 that to you as those charged with governance and will do so on page of this report. Comments on the single audit. So the single audit was also completed as noted with the financial audit last year, and we did issue an unmodified opinion on compliance as it relates to the major programs; however, there were two findings noted. One was 2019-01 which had to do with late submission of a reporting package and that applied to the 2018 reporting package, but it was reported this year in the 2019 financial statements. And then the other had to do with fraud affecting a federal program, and so in this instance there was employee fraud in terms of reporting time. The controls at the Partnership did uncover it, and the details of those findings began on about page 30 of the actual report. But the controls of the Partnership did identify this issue, appropriate actions were taken, and communications were made with the federal -- with the past entity that was providing the funds. Moving on to page 5, in terms of the planned scope and timing of our audit we did conduct our audit consistent with the planned scope and timing as we had communicated in our engagement letter. In terms of compliance with ethical requirements we want you to know that the team that worked on the audit as well as others in our firm as appropriate have complied with the relevant, ethical requirements regarding independent, and we do believe that we're independent to the Partnership as it relates to audit. In terms of qualitative aspects of the entity's significant accounting practices, you'll note in Note of the financial statements that goes over the organization as well as the significant accounting policies of the organization which is important for you to understand because that's the underlying basis of the financial statements that you receive, and so there was actually a change this year to the financial statements and so you'll note in two places, one, there's an emphasis of the matter in the audit opinion which basically states that the financial statements adopted ASU or accounting standard update 2016-, which is a presentation of financial statements of not-for-profit industries and that's further explained in Note of the financial statements. And so basically with this -- And we had talked about this previously, what you'll notice is that the net asset classifications have gone from three 41 to two and so there's with donor restrictions now and without donor restrictions. In the past you may have seen three categories being unrestricted, temporarily restricted, and permanently restricted in not-for-profit financial statements.

You'll also note that there's a requirement to further disclose information on the functional expense allocation in terms of what the real basis of that allocation is. And then there's also a note that identifies or more clearly points out the transparency of the liquidity of the not-for-profit. So it asks you, the not-for-profit, to include a note that shows what financial resources are available to meet their operation needs over the next year. And so those are some of the changes that you'll in the footnotes as well as on the basis of financial statements; however, our opinion was not modified to that. And as it relates to other accounting policies and transactions everything was consistent and within the authoritative guidance or consensus. Moving on in terms of significant accounting estimates, we don't identify any estimates that are deemed to be significant in the Partnership's financial 42 statements specifically for the fiscal year-ending June 30th, 2019. In terms of financial statement disclosures, we did not identify any estimates that are significant and do believe that the disclosures are complete and accurate and consistent. In terms of identified or suspected fraud, I do think here there is none; however, as I disclosed earlier we did report on fraud as it related to your federal programs but there was no other fraud that had been identified, and as I stated that was detected by the organization. In terms of significant difficulties encountered during the audit, there were none. We once again

received complete cooperation and support from the organization in terms of completing our audit procedures. In terms of representations from management, as part of the audit we do receive certain representations from management as it relates to the financial statements and that representation was dated March 30th, 2020. Consultations with other accountants to our knowledge there were none. And so as stated in the 43 past our concern here is just if you have gone out or the Partnership has gone out and sought a second opinion in an accounting matter we just want to be made aware of that. We want to also be able to evaluate that, evaluate the information that was provided to determine that the Partnership was given proper guidance or proper information as it relates to that accounting matter. In terms of other significant matters, findings, or issues, you know, we do encourage our clients to give us a call during the year should something come up so that we can have discussions at that time and hopefully not take up additional time during the audit so that those items are addressed timely. Any of those conversations it's not a requirement or condition impacting us being retained as the Partnership auditors; we just encourage that so we have open dialogue and at the end of the year that the financial statements are good and in a state ready to be audited. In terms of noncompliance with laws and regulations, we did not identify any noncompliance with laws and regulations during the course of the audit. Other information and documents containing 44 audited financial statements, so here we just want to limit our responsibility truly to being the audited financial statements. We also require that because we do the single audit, and there's a SEFA presentation in there which is considered supplementary information, that in the event that you provide someone with your SEFA that you also provide them with your entire audit report, and so we do note that we did review the same audit reporting package and noting it is in agreement with the audited financial statements in all material respects. In terms of substantial doubt about the entity's ability to continue as a going concern, as part of our audit procedures and in terms of the accounting guidance we as management evaluate the susceptibility of the entity continuing as a growing concern. Management did that. They did not identify any issues, and we do concur with management's assessment here.

I'll pause here as that's then the end of the required communications just to see if there are any questions that anyone might have. (Brief pause.) MS. ALLEN: Okay. Hearing none, the next one is 45 technical development. So a lot of things have fallen off from these slide -- from these slides that you may remember in the past, and so really the most that's coming up that will impact the financial statements going forward is really accounting for leases. And so we've talked about this in the past. All leases are now going to be reported on the balance sheet. And where this was initially supposed to be effective for a period beginning after February 15th, 2020 it has actually been extended another year due to COVID and that came out during 2020 where we decided to extend a couple of pronouncements that were coming out due to the impact of COVID on accounting professionals. So we've gotten another year reprieve on that. After that is really just the information on Mitchell & Titus. And I do want to cover briefly as I stated we did have a management letter, and so where we are required if there's significant deficiencies and material weaknesses those are reported in the actual financial statement package. So we did have the two findings that were discussed, and then another thing that came up during the audit is we just noted 46 accounting for restricted funds in the past had been accounted for in a particular manner or process that the Partnership had, and so during the year-ending June 30, 2019 that process was not consistently applied and that caused us a little difficulty in terms of just being able to identify and track the restricted contributions and grants received along with their subsequent release from restrictions during the year. So we pointed that out and

management had a discussion with them and put that in writing so we do recommend that going forward the Partnership consistently follow its methodology as outlined in its chart of accounts for recording of the subsequent release of restricted grants and contributions. Management in their response did acknowledge that there were small entries that were mistakenly recorded and it did not impact at the end of the day the general ledger and that nonetheless they recognized significance of improper categorization of funds and have developed and implemented additional cross-training within the fiscal unit to ensure oversights are caught by a supervisor. And so that concludes our report on the 2019 audit, if there are any questions. 47 And I don't go through the financial statements, , because I'm really given a short period of time and I want to make sure we touch on the required communications; however, my information is there should you have any questions or need to discuss anything we are available to you. CO-

CHAIRWOMAN ROBINSON-IVY: Thank you, Angela. Are there any questions before we move on to the next? (Brief pause.) CO-CHAIRWOMAN ROBINSON-IVY: Hearing none, we will turn it over to Susan now.

MS. MASSEL: Yes. Hi, everybody. Thank you so much. My name -- Marisa, you want to put up the slides? I'm not sure how many of you I have met before. My name is Susan Massel. I came on board in July of this year as the Chief of Communications and External Affairs. It's been a pretty busy time. I'm one of those people that interviewed virtually. We're a proud little club people who actually changed jobs during this pandemic, and it's been a wonderful experience. So, Marisa, next slide, please. 48 All of you may be aware of this, but we're a small but mighty unit. I've already introduced myself. That's my cell phone number and my e-mail if you ever want to reach out to me. Tamika Jackson is currently on our team as digital marketing and communications manager, her contact information. And then Jesus Ramirez, who is Communications Coordinator which is largely a visual communications role, graphic design, very important in our website and that is his contact information. Small but mighty the three of us.

So since I have joined we have actually had some very nice media coverage. Some of it -- A lot of it probably related to the pandemic, but we have been on social media. We have been in print, broadcast, online very up to the moment. We had an opinion piece published in the Tribune, and I believe Marisa sent it out with your documents that was signed by Karin, our CEO, and Allison Arwady, of course Commissioner of the Chicago Department of Public Health, talking about the importance of contact tracing and trying to really promote and share the phone number, encouraging people 49 to answer that number if they're called, and explaining what the purpose is. So that was in the Tribune last week as well as a pretty thought out and I think important story in the Chicago Sun-Times that featured several contact tracers that actually were tracers from one of our CBOs. So I think we are really becoming an important partner in -- pardon -- we've always been an important partner but certainly in the contact tracer communication we are certainly raising our hand more and more with the media and saying we are experts, we can talk about this as the lead coordinating organization. Karin mentioned we've been on Univision several times. Very important, obviously, to reach out to the Latinx community/the Spanish-speaking community. And they have a Monday morning feature Primera Hora, which Karin mentioned, which we're asked to be on frequently and, thank goodness, have a wonderful group of fluent Spanish speakers with different subject matter expertise who have volunteered to go on and have done very well. Next slide, please. So since I came here we've had about four 50 press conferences of real note. Karin mentioned some of these very

important pandemic related initiatives. There's just two that I want to give a moment's talking about, a special nod from the communications department, one is as Karin said the program that is funded by the Cook County CARES dollars and that is the COVID- Recovery Job Training And Placement Program. We hosted that press conference with President Preckwinkle at one of our five American Job Centers in suburban Cook County in North Riverside. President Preckwinkle was there, Karin spoke, the site director spoke. We did a press release. We, of course, had something on our web page and we had recurring social media posts about this -- about eight a week which is a lot for us for one topic -- but, of course, it's been very important. I would like to say that Karin made her remarks in English and Spanish at this press conference, which was very impressive and done beautifully. Just one of her tools that you may or may not be aware of. It was fantastic. I'm sorry.

So one Saturday morning Mayor Lightfoot became very concerned as she saw what was going to have 51 to happen with closing down the restaurants so she began making calls over the weekend to several partners, including us, saying we have to do something, we have to try to reach out to the people who are going to probably lose -- definitely very likely to lose their job due to this. She spoke publicly about it a lot that she and her wife went to dinner right before and she hugged her waitress. It's an emotional discussion that she's been very open about. Anyways, so in a matter of days communications with, of course, huge input and partnership with the programming group here, the Partnership, and created this portal. It's ChiServes.com or and ChiServe.com. The actual portal is in four languages and it's a way for people who have been impacted in the hospitality industry to get right to us, to get right to our hospitality sector center and find a way to find employment or have those hospitality skills/customer service skills transfer to another position. We also have an e-texting platform where we talk to anybody who has access to enroll as it were in this program. Very easy to do. We text them actually job openings and that's what you see here on this slide. So we're really trying to be as accessible as possible to use an expertise that the Partnership has to help these people who have been really one segment of many people this particular segment that's been really impacted by the pandemic.

So Karin has been busy as she always is. This is like a sliver of how busy she's been, but I just thought I would try to share. She is such a popular, and I mean that in the best sense, guest of virtual podcasts, virtual panels, and media. Always getting calls from reporters who want to speak to her about her expertise in the workforce sector and all of these larger sectors that workforce leads into. So she's been just a real great representative for us and I definitely wanted to mention that and give you some flavor of the diversity of her appearances because there are a lot. Next slide, please. So social media is obviously important. All these virtual communications have become so much more important during this pandemic. I just wanted to give you an idea of the kind of growth. I started in fall 53 of last year, September of ' . Looking at where we were -- I was not here yet, of course; as I mentioned I just started this summer -- but you can see the jump in a little more than a year. And I'm a big believer that social media only works if there's a heartbeat behind it. So my team and I are really trying to personalize as much as we can the social media, and so far since I've been here for maybe five months I can tell you that what I've seen is what gets people interested is personal stories like you can see that one we did on Thanksgiving somebody who's saying thank you, Partnership, what you gave me in terms of training and an actual job event. Virtual events where you go to this link and the Partnership will curate the employee base and make sure employers that you get the most qualified employee possibilities and job seeker; that you find a job that really matches your

skills. Those two sets are types of posts of what is garnering us followers and garnering partners of ours for sharing. As you can see we don't have a huge number of social media followers so building those bridges between partners who will like and share and retweet -- that's a hard one for me to say -- retweet as often as we can is really something we're working on and I think 54 we're doing pretty well. The numbers continue to grow and the partners continue to be excited about our content.

And of course our website is another very easy way to see how we're doing with the public and specifically stakeholders and customers, employers, and job seekers who would use us. Again just for a moment I think data resonates with everybody and you can see here looking at we're almost finished with 2020, obviously, looking back at ' the numbers have really grown a lot. The number of users, the use page -- pardon me -- page views, and then sessions is looking at if somebody stays for about 30 minutes that sort of how many -- there could be several page views involved in that but that's somebody that's been on our website for that long. So again numbers going in the right direction. We're working very hard to make our website more informative; more easier to use; intuitive; and pretty, appealing, inviting. So we're working on that a lot. Next slide, please. I think that's it. I would do my little PSA here if all of you are not following us on social media I would just almost implore you to because again partners liking and resharing is so important. So all of our addresses are right there, and then if you get an e-mail from Karin, I, or Marisa, anybody all of our platform links and addresses as it were are on the bottom of our e-mail address. I think that's it. Thank you so much for your attention, everybody. It was a pleasure. Any questions of course I'm free.

CO-CHAIRWOMAN ROBINSON-IVY: Thank you, Susan. I agree I do like seeing the very warm stories and things like that on all of our social media. It definitely brings us up a notch. I think it's different than what I see a lot of other organizations doing, and it's great to see Karin all over the place. So Karin has been quite busy. I catch it sometimes on the news and I don't know if others are but if you are not, as Susan said, please be an advocate and get on to the social media links and retweet -- it's hard for me to say as well, Susan -- and re- -- retweet and forward as much as you can to get our name out there. I'm hearing people voluntarily, you know, saying things about us now, which I didn't hear that a year ago when I came on. MS. MASSEL: That's great.

CO-CHAIRWOMAN ROBINSON-IVY: Let's move on now. I'm excited about this. I want to hear from Marisa and -- MR. COSGROVE: This is Colin. CO-CHAIRWOMAN ROBINSON-IVY: I'm sorry? MR. COSGROVE: This is Colin. I want to just commend the amount of work being done on that communication team. It's really clear to me as somebody who actually -- I've been around a year now, and it's very obvious to me there's an increased presence, especially on LinkedIn where I see it more than anywhere else, and as a business person I care about it more than anybody -- or anywhere else, rather, so I want to commend you for that work. It's been very obvious and it's been -- and I know I've forwarded things. I've retweeted -- again retweeted -- and I don't do anything on TikTok so -- but within the LinkedIn space, you know, forwarding things and adding on there I commend you for that work and I'm going to humbly ask that you double down on it, keep that going, and then looking maybe farther -- maybe farther is the wrong way of putting it, but digging into things maybe even like Nextdoor.com, other places because what I wonder about with that is it's one thing to reach somebody like me who's in the business world and thinking about what do I learn about the Partnership, what do I learn about the work that's being done, the Opportunity Works, so on and so forth, which is great. And Deante (phonetic), who works here, who came here through Opportunity Works who responded

to one of those postings, which was wonderful, but I wonder about where do the Deantes of the world find the work, people seeking work. Are they on LinkedIn, maybe, maybe not. Where are they and they might be in community groups on Facebook and getting maybe to a next level I kind of wonder about the opportunities there. And, you know, the Belmont Cragin is a group that's a community group and having exposure in those specific targeted areas more than the immediate media strategy. I don't mind. I'm just putting it out there, but those are areas that I would think about. But I definitely want to commend your work in this space because I think it's impactful and it's working. So thank you for that.

MS. MASSEL: Thank you so much. I really appreciate that. And you're right about it and that's what I was trying to allude to about the partners getting to the people who are really touching the people as you described who should know about us. So we're on the same page. I appreciate any suggestions, truly. Thank you. MS. NORINGTON-REAVES: Thank you, Colin. I actually posted this in the chat but I realize for the record it won't show so I'm just going to say I want to thank you for your incredible support, Colin. You just mentioned having hired a participant from our Opportunity Works Initiative so thank you for that, for always reposting our comments and LinkedIn and tagging us and just supporting us all around. And also I just want to give a special shout-out to Phaedra and Susan because Phaedra is the LinkedIn poster extraordinaire and helps get the rest of us to repost what she puts out or helps me think about ways to frame things that I put out so I want to say thank you all for really helping to elevate our 59 game with respect to communications. And I'll lift up as well Susan and I met yesterday for a couple of hours and we have a solid communications plan that we'll be rolling out next year. She'll be sharing it with senior staff soon and at our next board meeting she will walk you all through what that looks like. So thank you. We're going to be even bigger and better.

MS. MASSEL: Thank you. CO-CHAIRWOMAN ROBINSON-IVY: Wonderful. That sounds great, great from a board member perspective to bring that out. That's huge. So now if there are no other comments on that, let's move to Marisa and the COVID- and the labor market update "Where Do We Go From Here?" MS. LEWIS: Thank you, Jacki. So right before the holiday a couple of us had an opportunity to attend an event called "The Summit On Regional Competitiveness," and one of the events that I attended had this title "COVID- and the Labor Market, Where Do We Go From Here?" and that piqued my interest, of course, and the presenter was 60 Dan Sullivan, who's the executive vice president and director of economic outreach for the Federal Reserve Bank of Chicago. Dan is on the line with us now. I am going to with his permission share sort of screen grabs of some of his analysis because we thought that it presented data on how this recession differs from other recessions, most notably The Great Recession of 2008 through 2010, as well as the different perspective on what the recovery could look like and what types of workforce investments, which we are -- which you are all concerned with, will take us the furthest in terms of the recovery. So the data I'm about to show again is fully Dan's. It's also national data, but there is, as I understand it, no reason to believe that Chicago's or Cook County's labor market differs from this in any way. Because we've only got a couple minutes I'll give you the headline really quickly, kind of what I took away from this, and then I will share a few of Dan's slides. Dan, I don't want to put you on the spot but, you know, please jump in whenever you'd like. I'm sure everyone would rather hear from you than me as you are the expert on all of this. So the final word of this is that, you know, when compared to The Great Recession of 2008, 2018 destroyed great numbers of -- I'm sorry -- the 2008 Recession destroyed great numbers of long-term employment relationships and these types of relationships take a long time to recreate. So that was The Great Recession of - years

ago. The data here that Dan presented that I'm about to show shows on one hand that this is a very deep recession that's even worse in terms of job losses than the last but that there will be much less long-term destruction because the jobs that were lost, which are like low wage and high turnover jobs, are a little easier to match than these long tenure jobs that were so disruptive in the last recession and that, you know, especially with the UI enhancements and the Payroll Protection Program supports that will help get us through this until the jobs return. So I'm going to share my slides -- or Dan's slides that I've put kind of on the pages with a little -- am I sharing yet or no, yes. Thank you. So his slides are copied with a little 62 headline which is what I sort of took away from each graph. So here you can see the sort of trough of the job losses which is twice as bad as the last recession but that we've already sort of as of October kind of come halfway out of it, but as we all know the traditional unemployment rate that we see so often cited only tells a portion of the story. There are many other measures that we need to look at to understand the true effects on the economy.

And here you'll see a couple of different measures layered on top of each other, and what is notable here in this kind of recent spike in all of these different measures is that red bit, this -- well, all these numbers are notable, but this red bit, which is a big increase in temporary layoffs, is very unusual compared to, you know, recent history. And another notable point is that nationally if you were to look and take all of this data into account the unemployment rate is much more likely closer to or percent, you know, probably twice what we're seeing in the official numbers. Okay. We've presented forms of this data before for Chicago and Cook County which just shows 63 that people of color have been disproportionately affected by this recession. You know, this is no -- you can see in recent history there's always been a big disparity in unemployment rates. A couple notable things here is during the recent spike the Hispanic unemployment rate actually spiked higher than other groups, which is notable and unusual, and then one of the things that I thought was promising about what was presented when I first saw these slides is just how important it is when we talk about recovery and we talk about these rates coming down again how important it is that these lines converge; that really, you know, even if they all just come down to where they were before that's not the type of recovery we want to see. To see truly equitable recovery we need to see the gaps between these lines shrink, and I know all of us here are quite focused on that. We've also talked at length, I know Karin in particular has talked at length, about the disproportionate impact on women in this recession. We can actually pinpoint a lot of what this is due to, which is people voluntarily leaving the workforce or getting kind of pushed out of the workforce due to home responsibilities, childcare responsibilities that have 64 been incredibly affected by COVID. And one kind of notable and sad thing here is that this is one -- you know, these labor market interruptions -- I mean these career interruptions that women face for various reasons already are a big, big plausible reason for the wage gap between men and women and this is not likely to be an exception, unfortunately, when women do kind of come back to the workforce the wage rate could potentially suffer.

So this slide again compares the 2008 recession to today, and these highlighted areas show kind of what has been affected this time around. And one of the things to point out here is that, you know, if you see retail circled, you see leisure and hospitality these are those industries where these high-turnover, low-wage occupations tend to cluster and these have been the ones most impacted by this current -- these current job losses due to this recession and due to COVID. One thing that was pointed out also at this event was that the healthcare, education in health services did see a big decline this time around, which is sort of unusual based on past

recessions. I have more information about that but that was just something 65 to note. It was . this time. A decline versus, you know, the -- actually a growth in employment during the last recession. This is where I thought things kind of turned a little bit hopeful when you look at this data. Hopeful for some depending on how you look at it. It appears that COVID is already exacerbating existing trends in the labor market. So there was already kind of a big shift in retail away from brick and mortar toward E-commerce and that is only due to sort of continue and leisure and hospitality was on this upward swing for the past years, yet it took a huge hit right now because of COVID, but according to the data presented according to the viewpoint presented that there's no reason to believe why this trend won't continue as soon as the public health situation has been resolved that people will come back and that those industries will recover. So to wrap kind of up this, the fact that those low wage and high turnover jobs were the ones lost mean that recovery could be rapid because there aren't the deep structural issues that need to be overcome as there have been in past recessions and that the job losses among people who are tenured employees, 66 who have had their jobs for a long time, have been low. But that doesn't mean this has been good for people. This has been especially bad on some of the most vulnerable workers and those who have the least amount of cushion to fall back on. So where I thought this board would like to kind of chat about this information is when it comes to kind of what does this mean for workforce investments, the fact that the impact has been so great on these lower-wage, high-turnover occupations. S

o the -- Did I have one more slide here? I think one of the most important things that I heard from this is that one of the biggest needs here when there is this sort of reshuffling when the jobs come back in some of these lower-wage, high-turnover occupations there's going to need to be a big focus on job matching -- on rapid job matching. It's not necessary that all those jobs are gone forever and so everyone needs to be extensively retrained into other jobs because their jobs have disappeared. So it was just interesting to me to think about kind of what this means for investments, and in addition to the training investments that it is notable that we -- that our role will be very important going forward and all 67 of our job centers -- our American Job Centers and other delegate agencies that are doing this rapid job matching for the jobs as soon as they come back on line in the economy -- in the recovery, I should say. So that's -- this is everything that I had heard. I wanted to just give Dan a moment. I think Carrie has a raised hand, but I also want to offer Dan a moment to step in if there's anything that he would like to add. Dan Sullivan? MR. SULLIVAN: Hi. No. Marisa, you did a very good job, you know, recounting my presentation from the other day. I can say maybe I could have done this, but this is a period that's close to the meetings of the Federal Open Market Committee and we have kind of like a policy that we don't give extensive presentations and things like that so close to those meetings, but I thought if people had actual questions how the data was produced or anything like that I'd be happy to sort of fill in any details if there were some questions. (Brief pause.)

MS. LEWIS: Carrie, did you have a question when you raised your hand -- your virtual hand?

MS. THOMAS: Yes. I actually -- I just wanted to check and make sure I understood something correctly and then I did raise my hand. I did have a question. So the first thing is so if we lost twice as many -- if the recession or the job loss is like doubled and we've recovered halfway compared to the last recession so basically we're in the position -- the labor market is in the position of the last great recession I just want to -- I mean that's a way to think about it and just a reminder that we haven't had any influx of federal workforce resources and we are in the same condition as The Great Recession so I just want to mention that. And then my question is

I guess I'm not understanding the -- that we aren't seeing structural change. I guess I'm not understanding -- maybe I wasn't paying close enough attention -- what the definition of structural change is because like my -- the layperson's mind from my perspective is the way jobs work are going to change and even if you're going back into the same industry or the same occupation the structure of your job may have changed and you may indeed need some training to be able to get back in. And the other thing I just wasn't 69 understanding about leisure and hospitality that -- or some of those low wage jobs not experiencing structural changes I just didn't get that quite. If you could just go through that again. MR. SULLIVAN: Maybe I'll just try to clarify what I meant. There's always some structural change going on. That's just the way the economy works. We're seeing big switches. Brick and mortar retail is going away slowly and had been going away slowly versus, you know, online shopping and things like that. So I think all those things are continuing, but to me it didn't seem like we were necessarily like if you compare what the jobs are now what they're going to be two years from now after say hopefully COVID is, you know, much more under control and not an issue I really don't expect it to be really big changes. Maybe there will. This is a personal opinion. This matters to some extent because people will often sort of say oh, my gosh, we're going to have to have really major changes to the economy and that means unemployment is going to have to stay very high very long and sometimes that leads to not doing enough to try to sort of bring people back through sort of 70 fiscal and monetary support arguing that it's something that's inevitable. I don't think the kind of changes that we're going to see are so huge and so inevitable that that should sort of stop this expectation that we would be able to get back to a low unemployment rate in, you know, a couple of years or so. So that's really kind of the context that I was thinking about it. There's always definitely some structural change, but I don't think there's a strong argument that we're going to have a radical change because of COVID in the nature of jobs. I mean very likely many and more of us will be spending more time working from home and things like that, but I would be really surprised if two years from now hospitality and, you know, that kind of thing hadn't come back in a very big way. MS. THOMAS: Thank you.

MS. NORINGTON-REAVES: Dan, can you -- hi. This is Karin Norington Reaves. I'm the CEO of the Partnership. MR. SULLIVAN: You're on the board Chicago Cook County. MS. NORINGTON-REAVES: Dan, I also had a question 71 about speaking to the fact that, you know, in the prior recession we saw the types of jobs that came back on were a lot of low wage jobs, we had middle class jobs go away, and a lot of folks had to take multiple jobs in order to try and get even close to their prior earnings. What are your thoughts about, you know, what that prior experience was and how that's prepared ourselves in what we can look forward to in this instance? MR. SULLIVAN: Well, I think you're right that the last recession especially there were lots of people who had, you know, sort of career jobs that had lasted a long time and those jobs were interrupted and destroyed and it, you know, did take people a long time -- a lot of people it took them a long time to recover their earnings. I mean I think that's a feature of any time you have job loss with people who had a job for a long period of time. It's actually the kind of research I've worked on for a long time. You know, you might see earnings that are or 25 percent below where they were even, you know, four or five years after the job loss, and so I think -- I'm sure there's a lot of that in this recession as well but maybe not quite as much. 72 Probably not anywhere near as much as there was in the last recession just because at least so far a lot of the jobs that have been lost have been lost in sort of high turnover industries where not that many of the people actually have had the jobs for a really long time. Undoubtedly there are many but not as a large share so that was kind of my thought that in some sense this might

be a recession that's a little easier to recover from in that way than the previous one was even though this one is extremely deep in terms of the impact that happened back in March and April.

MS. NORINGTON-REAVES: Uh-huh. Thank you. And then just one other thing, you know, we know that the unemployment numbers greatly -- Marisa, can you take the slides down -- we know that they greatly miss there or underrepresent the number of African Americans and Hispanics who are actually out of work, and I'm just wondering if you have any thoughts or insights around how we can better capture that. And I'll just give an example. I know in our local communities in certain communities if we have African American males between the ages of and we can see an unemployment rate as high as 40 and 60 percent depending on the community and so I'm just 73 wondering if you have any insight around sort of the underrepresentation in those numbers and how to (inaudible) of that. MR. SULLIVAN: Right. I don't actually have any good numbers at my fingertips, but I think what you're saying must be certainly directionally correct. You know, the unemployment rate is kind of a very specific thing based on a questionnaire that people are given and they have to have -- well, you either you have to be on temporary layoff or they have been actively looking for work and many people just don't feel that it's worth their time to actively look for work if the economy is not doing well, and I think you're very likely right that that's going to be much more prevalent among communities -- or among people of color. So I mean actually it would be worth looking into like a little bit more specifically. Maybe I'll put that on the agenda to sort of try to do some analysis along those lines, but I don't have exact numbers at the moment. MS. NORINGTON-REAVES: And I'm happy to follow up with you. I think it's also the fact that the BLS 74 information is coming from a survey, right, and if you're not counted in the survey then you're not counted. MR. SULLIVAN: That's another possible issue. I'm very impressed actually by the census in the BLS. They do their best to try to get that thing right, but it's obviously not an entirely easy thing to do and possibly some slippage there.

MS. NORINGTON-REAVES: Thank you. Yeah. We have a board member Colin Cosgrove had a question. MR. COSGROVE: I do. I do. Something I wonder about and I had this discussion last week with a group of CEOs and owners of small manufacturing companies and one of the puzzling things to multiple people who were on this call which involved different companies was why people still in manufacturing are having difficulty finding employees and that just strikes us as being very strange and weird and challenging because the challenge is why aren't people switching. If you look at those declines in retail, for example, as a specific area and you see retail in general the number of people involved in that sector is 75 decreasing in brick and mortar and the National Association of Manufacturing I'm on their website right now, NAM, is reporting . million jobs expected to go unfulfilled due to skill set and so to me there's a huge disconnect. I mean there's an opportunity for people to get those mid-level or, you know, those good paying jobs in manufacturing and there's these huge declines. But manufacturers can't get people to show up, and we're seeing that across the country, and as a workforce development group I think there's tons of opportunity in that. But it's very puzzling to us why we can't find workers with any kind of competency and that's direct reporting from again a number of different companies. That just continues to be a puzzle for us, but I think as workforce development groups it's a great opportunity there in the manufacturing space over time between -- I mean between now and 2028 that could cost trillion in reduced output according to Deloitte and The Manufacturing Institute. So it's an enormously impactful space, but the trick of -- or the challenge of getting people to switch or to believe they can switch or to be aware of the opportunity to switch to other types of good paying jobs and not those 76 fast-turnover, low-

paying areas. It continues to be a struggle from a manufacturer's perspective. MR. SULLIVAN: That's very interesting and, you know, I think you're right from your perspective as the workforce board that should be something you're thinking about is how to make those transitions happen. I mean I guess the only thing I would react to is the logistics people, you know, seem to have ramped up and found a lot of extra workers. Maybe they have a formula. I'm not sure what the formula is, but Amazon and UPS and others really they have increased their employment a lot in response recently. Anyway, I think that's probably as close as I can get to try to answer your question right now. MR. COSGROVE: I think it's a very valid point. I'm not sure of their exact financial information, but I'm pretty sure Amazon's marketing budget is slightly bigger than Laystrom's so that might be a better opportunity to get awareness of their jobs out into the world than a small company like us. But, anyway, I thought it was an interesting thing for the workforce development folks to think about how to communicate the opportunity to change careers, which is challenging. That's hard. That's 77 hard work but something to think about. That's all I've got. Thank you. MS. NORINGTON-REAVES: Thank you, Colin. I put a little note in the chat for you, but we definitely will continue to follow up and work with you around this issue around amplifying the opportunities within the industry.

CO-CHAIRWOMAN ROBINSON-IVY: So it is a little past :00 at this point. Marisa and Dan, thank you very much. Karin, did you have anything else? MS. NORINGTON-REAVES: No, ma'am. I just want to thank everyone again for their -- CO-CHAIRWOMAN ROBINSON-IVY: We're not done. We've got to go to public comments. MS. NORINGTON-REAVES: I'm sorry. Go ahead. CO-CHAIRWOMAN ROBINSON-IVY: That's okay. Marisa, do we have anybody for public comments? MS. LEWIS: You may as well ask. I believe there are some people I don't recognize. CO-CHAIRWOMAN ROBINSON-IVY: Okay. So we'd open the floor for public comment for a couple seconds if there is anyone. If you are part of the public you can 78 speak now. (Brief pause.) CO-CHAIRWOMAN ROBINSON-IVY: Okay. Hearing none, and I'm guessing that they had a chance to take themselves off of mute, I will -- before we adjourn I will now turn it back to Karin.

MS. NORINGTON-REAVES: Thank you. No. I just wanted to thank everyone for their incredibly hard work and for your continued participation and support. With respect to the board I also wanted to make you aware for the first time ever just given the number of hours, which Jacki and George can attest to, the number of hours that our team has been working we're actually going to be offline on December 23rd and we won't open again until the new year so take a long, much-needed, well-earned, deserved break. So I just wanted to make you all aware of that. In case we don't speak with you again happy holidays to all. We have Hanukkah, Christmas, Kwanzaa. Everything is coming up. Enjoy your holiday season despite the incredible craziness and surreal experience of 2020, and we look forward to seeing you in 2021 and we thank you again. 79 CO-CHAIRWOMAN ROBINSON-IVY: So I will ditto what Karin has just said. Co-Chair Wright, are you on? Did he slip off? He may have needed to slip off because it's :08 so he may have needed to slip off but again just echoing Karin's comments thank you all for the hard work from each board member. It's hugely important the work that we're doing. And I love the heart, Colin. And, yeah, let's look forward to a very, very good 2021. Stay healthy. Stay happy. Stay safe. To the board -- Not to the board, you guys do a great job, but to the staff also your work does not go unnoticed. I am elated that you are going offline. That makes me very, very excited that you get that time. If you can't spend it with family physically then spend it with them virtually. And I think that's about it. I will -- Is there a comment before I adjourn? (Brief interruption.) CO-CHAIRWOMAN ROBINSON-IVY: Okay. It sounds like somebody doesn't

know that they're unmuted. MS. McDONOUGH: This is Pam. I move that we adjourn. CO-CHAIRWOMAN ROBINSON-IVY: Motion. MR. COSGROVE: Second. CO-CHAIRWOMAN [Motion carries unanimously; Meeting adjourned at 11:10am]