



## Minutes of the Chicago Cook Workforce Investment Board– 3/23/21

Present: Haven Allen, Colin Cosgrove, Xochitl Flores, Jennifer Foster, Adam Hecktman, Mary Howard, Michael Jacobson, Sylvia Jenkins, Dan Lyonsmith, Pam McDonough, Rich Monocchio, Alberto Ortega, Bob Reiter, Jacki Robinson-Ivy, Sarah Lichtenstein for Juan Salgado, Marc Schulman, Charles Smith, Karen Teitelbaum, Carrie Thomas, George Wright. Quorum? Yes.

[Co-chair Jacki Robinson-Ivy called the meeting to order at 9:33am, asked for a roll call attendance, and asked for a motion to approve the minutes of the December board meeting Karen Teitelbaum made the motion, and Sylvia Jenkins seconded the motion. The votes were taken by roll call; the minutes were unanimously approved; the motion carries.]

MS. NORINGTON-REAVES: All right. Good morning, everyone. This is going to take a moment while Marisa prepares the screen. I have a lot to talk to you about and to update you on. I know it was just December when we last connected, but as always, we have a lot going on. Let me just kick off the same way that we just joined this call, it is very hard to believe that it's been a year now. Actually on March 16th I sent our staff home and we thought we were going to be home for just a few weeks and we've now been home for a year, which is just really somewhat unimaginable but through it all we have had a continuation of our system, we have been able to deliver services that certainly had not been envisioned last March, and we've had a number of successes. I want to share with you some of that information and answer any questions that you all might have. First, I'm going to talk a bit about our pandemic response. I'll talk next about our business services and the work that we've been able to continue doing despite the pandemic. As you all know we opened our Chatham Center; I'll give you a brief update there. I'll talk a bit about our coordinated reentry pilot and an update on the status of that effort, as well as our opioid emergency grant, and then I'm going to give just a few moments of my time to Patrick Combs, our Chief Program Officer, to talk a little bit about WIOA performance metrics and the recent release of our American Job Center RFP.

As you all know, and I've talked about this a couple of times, we have been deeply engaged in the pandemic relief efforts. We've discussed this in some regards to our humanitarian disaster relief funding, the dollars that we've invested into community-based organizations to fund folks who had previously been volunteers but now to create actual temporary employment for those individuals. We've talked a bit about our business support, but some of this will be illuminated a little bit more as we get into the slides. With respect to the pandemic response as you know we've been constantly engaged in contact tracing. With the City of Chicago we created the COVID Contact Tracing Corps, and we've discovered in the past several months that that name is really a misnomer because while they started off doing contact tracing they have evolved significantly in terms of the work because the needs have evolved. Originally, we were supposed to bring on board 30 community-based organizations. We took money out of -- that would have been attributed to the Partnership and we put -- made an additional investment to have 31 community-based organizations. They're in high hardship communities. They are black and brown neighborhoods predominantly areas with COVID hotspots as well as just a high need and high level of unemployment. We have managed to facilitate the hiring of 600 contact tracers originally and those folks have now begun to pivot. While 200 of them are currently serving as contact tracers, another 200 are staffing the vaccination pods that are located at the city

colleges, and then another 200 are serving as the schedulers and the hotline folks for all of the vaccinations for the United Center. It has been just tremendously rewarding for us to see how these folks have evolved. There's been a lot of media coverage around our contact tracers and their efforts, and it genuinely while they were supported in that they have full-time employment it is really their opportunity to give back and they are just incredibly positive and committed and dedicated folks.

The other piece of the work that we've done with Cook County Department of Public Health, They needed assistance with sourcing 150 tracers to provide help with case investigators, but the through line for both bodies of work for both the City and the County has been the creation of our earn and learn initiative. You heard me talk about this at the beginning of this initiative that we wanted to make sure that these were not just temporary jobs that people kind of went back into unemployment status; that we wanted these to be career pathway opportunities to be stepping stones into permanent placement within the healthcare field, and that is well underway. We, in partnership with UIC and Sinai Urban Health and Malcolm X, have developed a number of different pathways and a menu of options that are available to these individuals to pursue further employment upon completion of their time in the corps We've actually developed additional training programs. Malcolm X has added in a vaccine ambassador's certificate that folks will be eligible for. In addition to that, we've created pathways into UIC's School of Public Health as well as into various programs and certifications offered through Malcolm X College. We're really excited about this work. It continues to evolve based on the community demands and the demand from CDPH.

I also just must take my hat off to Claudia Cattouse-Regalado, who is our director of COVID response, and her team Danny Marshall, Clare Healy, and Carlos Valentin who have just gone above and beyond. I also want to note that our team, the team at the Partnership, our staff, have actually been volunteering at the vaccination pods. They're getting to meet the Tracing Corps members while out in the field as well. And

In addition to the work that we've done with the community-based organizations, we've also been focused on the employer community. We've partnered with Cook County. We have CARES Act funding that we've used in a number of ways. Number 1, we have funded training for nearly 500 individuals. We funded transitional jobs with respect to disaster relief, and we've also participated in the early warning network pilot which is with the County and focuses on the manufacturing sector and how to stem business interruption. There's also been business engagement which I'll detail further in another slide, and we've had more than 2000 individuals respond to our Chi Serves platform and website to help focus on moving these folks out of the industry where there aren't jobs right now in terms of hospitality and restaurant but moving them into other opportunities -- other employment opportunities. This is just -- There's no information on our outreach.

As you see we've set up an additional page on our website. We've, as you know, also made all our eligibility and enrollment efforts virtual. We have an 800-number and several different Form sites, texting platforms as well. We've been in a lot of media, which you'll hear about in just a little bit. We've pretty much been in the media every single week of this year far, which is both exciting and exhausting. We've also been on Spanish-language television on Una Decision. In partnership with World Business Chicago we have a segment on Primera Hora, which typically airs on Monday morning. We've also had some nighttime engagements as well with WTTW, WGN, Univision as well.

Since last year -- Since last July this is what the data looked like with respect to business engagement. Kudos to Phaedra Leslie and her team. We have received more than 1700 job orders reflecting nearly 5,000 positions and 1400 job titles. We've served more than 900 businesses and we've also held virtual recruitment events and we've provided more than 3600 unique business services to employers. Next. This is just an overview of the on-the-job training. this number is low relatively speaking, but it's high in the fact that we're amid a pandemic and economic downturn. For OJT we had over 100. We've committed over \$400,000 that was obligated and invoiced us now for a quarter of that money for reimbursement through February of this year that will -- that will continue to uptick. Next. And, I'm sorry, on that slide you can also see the sectors that were focused on. construction took up a large chunk of those dollars as did manufacturing. Yes, Colin, manufacturing wins every time. This also shows a number of the dollars that we've been able to provide to employers through incumbent worker training and emergency relief dollars from the State as well as CARES Act. You'll see we had 52 applications for support that were approved, a total request of over three and a half million dollars, and as of January we had 2.2 million of that 3.5 that was approved. These are dollars that are able -- we're able to give back to employers.

As you know the Chatham Center opened on January 19th. I want to thank you all who participated virtually. We had roughly 18,000 people view the grand opening. Absolutely amazing, and I think that was just in the first week, you know, from the time that we set up the page on our website and such. As you know also as part of our grand opening, we opened our Maker Lab. JARC is -- we designed it in collaboration with Daley College. Jane Addams Research Corporation is going to be using it as well five days a week, five hours a day beginning April 12th, and then for that evening schedule and the weekends we expect to have Daley College participating and providing services. We are excited to get this first cohort off the ground. The mayor and President Preckwinkle and all the other dignitaries were able to receive the first making in our Maker Lab. our -- the initial things that were created were fidget spinners and now we actually have cookie cutters with the Chicago skyline, I will make sure that every single board member gets some cookie cutters. They're pretty cool made right there in our very own Maker Lab. We also have been in discussions with some additional employers who would like to utilize the space. We have the Third District police commander. Even though the building is in the Sixth District, it borders the Third, but the Third District commander and the Sixth District commander have come out to meet with us there and the Third District is using it for weekly community-based meetings as well.

There's a new employer in the area - Discover. Discover is creating a customer care center in Chatham literally seven blocks away at 86th and Cottage Grove, and Discover has asked to utilize the space to conduct their initial training. They are also interested in sponsorship and sponsoring some of the training classrooms there. We'll be having follow-up discussions with them in a couple of weeks, and we will also be assisting them with recruitment for their customer care center. We've also been in discussion with the Association of Supply Chain Management. They report that for every six jobs they have available they're only able to fill one, and they have asked us to help them fill that gap by working with them and their member organization. They have a short training. The training can be done in as little as two weeks where folks will receive a certificate. And what they -- in as little as two weeks if they're working eight hours a day, they can actually complete this credential, but they're thinking on average about a month. And we're looking at leveraging all our American Job Centers for the cohort

training and to putting people to work in lucrative positions in supply chain management, 16 which falls within our transportation distribution and logistics sector.

Finally, the Mayor's Office will be unveiling its new capital plan in short order. I expect the mayor will be doing a public announcement in April, but the capital plan involves a one-billion-dollar investment in the City's infrastructure. Streetscape, trees, arterial side streets, and this is working with contractors directly to focus on local hiring from the south and west sides of Chicago. The mayor has asked the Partnership to serve as the conduit to develop the talent pipeline and make those matches and connections to contractors. You'll hear more about this in short order.

I've presented briefly on our coordinated reentry efforts, however, since that time since we've discussed the work we have, No. 1, brought on two reentry navigators, No. 2, the Mayor's Office has also now stood up and coordinated a reentry council which we have been asked to be a part of. We'll be presenting this Friday around economic mobility of returning residents. In addition to that, the State has now stood up a reentry council and has asked us to be a part of that as well. Just a reminder we had five policy recommendations around creating a coordinated reentry system -- next -- and what we want to do is take us from a state of all of these silo, isolated programs that all do really good work and create one coordinated service system that when folks are returning to the community from incarceration they're able to access comprehensive services. Our pilot initiative will kick off in April, and we will start with 150 participants. We also have applied for additional funding to double that number and deepen the work that we're able to do in that pilot.

One of the policy -- there were two different sets of policy recommendations. One has to do with service coordination. The second really is focusing on employer engagement -- next -- and towards that end we on April 21st will be holding a forum, if you will. It will feature Jeff Korzenik, who is the chief investment strategist for Fifth Third Bank. And Jeff has really risen to national renown for his focus on making a business case for why the private sector should be focused on second-chance hiring and hiring, placing, and advancing individuals who were formerly incarcerated. Jeff has connections to several CEOs across the country. We have targeted three CEOs to be part a part of the panel and will include returning residents on the panel. We'll have a fireside chat with Jeff and unveil his new book, which is called *Untapped Talent: How Second Chance Hiring Works For Your Business and the Community*, and we'll be featuring employers who have focused on second-chance hiring as part of their business model. We're really excited about this. We also received a donation of 100 books we will give a book to the first 100 registrants for this event. We have welcome remarks already underway from the mayor and Cook County Board president and David Snyder, president and CEO of the Economic Club of Chicago, will be our master of ceremony. We hope each of you will participate and happy to discuss this further.

The opioid emergency grant this was a grant not to start using opioids but to 19 help people who have been substance abusers and to create career pathways within the field. Participants receive career coaching and training and then placement as substance abuse counselors. And we have gotten this off to a good start and just had an outstanding audit from the Department of Labor that program is moving right along.

And then finally I want to talk a little bit about WIOA performance measures, and then I'm happy to answer any questions. I'm going to kick it over to our chief program officer Patrick Combs to give the high notes here with respect to performance.

MR. COMBS: Thank you, Karin, and good morning, everyone. I will be quick here. I just want to touch on quickly how we are performing for our 2020-2021 performance measures. As Karin mentioned at the outset a year ago everyone at the Partnership went home and we've been working virtually ever since. The same is true for a lot of our career centers. They switched to virtual about a year ago and then started opening for appointments only and kind have gone back and forth in 20 opening and closing depending on the pandemic. And everyone at our frontline have been doing an absolute- -- absolutely amazing job to meet the moment and to meet the needs of the communities that we serve and has our team led by Amy Santacaterina has just been doing just an amazing job for the people that need it and the people that need it most during this pandemic. Our performance has -- Our service has been outstanding; however, under the Department of Labor under the Trump Administration when they negotiated the performance measures with the State of Illinois they did not know how to take into account the impact the pandemic had on the economy they only used pre-pandemic data to negotiate with the State of Illinois for the performance measures then the State DCEO then passed that along to us and only allowed us to use pre-pandemic data, pre-pandemic labor market, pre-pandemic employment rates to negotiate with the State. None of our performance measures take into account just the impact that the pandemic has had on the economy and that is why anybody who knows Karin and Amy at the Partnership we always exceed every single performance measure that we have; however, at this point this year we are failing ten of our 15 performance measures the federal government's plan was with the State and with the City and us is they would apply a statistical adjustment model that would take into account everything having to do with the pandemic and then that would adjust our performance measures down and the stage performance measures down. Now, when we talked to DCEO they have always been pleased of just how great of a job we've been doing for the last year and they've voiced no concerns over our performance we don't think there should be any concern here, and again this was made under the Trump Administration. Marty Walsh was confirmed labor secretary yesterday we are expecting a much more thoughtful leadership from the federal government going forward. I just wanted to bring this up now. We usually talk about this in October, but I don't like surprises I wanted to bring this up now as we begin to talk about this throughout the year.

MS. NORINGTON-REAVES: Thanks, Patrick. To be clear every board cross the country is falling short of every single metric because it just doesn't make sense that there would not be an accommodation given the fact that we're in a -- you know, that we've had shutdowns all across the country that have prevented people from actually accessing physically the resources. The other piece is that what we know historically is that when folks are receiving unemployment benefits we do not see a great desire or great uptick in our services until right before the benefits run out or right after and given the stimulus dollars that have been pumped into the economy, the various checks and support that people have received, as well as the continuing benefits it is nothing but normal to see a decrease in actual participation. And Dr. Jenkins just noted that they're having the same issues with respect to the adult basic education metrics and waiting for the adjusted metrics from the State. We're not alone, but we felt it was wise to inform you now rather than waiting until the fall when we usually go through our outcomes from the prior year. We also at the system are about 36 percent below what our normal -- normal job seeker participation looks like. 23 And, again, not terribly concerned about this at all. We just

need to make sure that we're continuing to be strategic because we are going to be overwhelmed in our system sooner rather than later.

Our RFP was released March 17th after receiving approval from our service delivery committee. The RFP is for the American Job Centers and adult services. In April and May, we will be reviewing and then in June we'll be bringing the recommendations back to service delivery committee and to the board for final approval and awards for those new contracts. A couple of key things that are focused on going forward, service integration. The RFP contracts will include required service integration activities connected to a One Stop operator. There's also a focus on racial equity, and racial equity as well as gender and digital equity and then virtual services and pandemic response making sure that whoever receives those contracts are going to be able to actually provide the services that we need as we look at the evolution of the pandemic, not only our response 24 but what needs actually are created as a result of whatever circumstances may be over the next six to 12 months. That does it for me. I'm happy to answer any questions that you all have. (Brief pause.)

CO-CHAIRWOMAN ROBINSON-IVY: Karin, thank you. And, Patrick, thank you also for the updates. I did have a question, but you have clearly expounded on it well. I didn't realize that the service industry, restaurants, were literally just begging for people to come to work. I learned that over this weekend over an opportunity to -- I was actually eating some chicken wings in Springfield and I happened to know the guy who was the chef's last manager at the restaurant and he's like I'll take anybody at this point and now it makes sense what you and Patrick just explained why they cannot get people to come into work. I think that's a sad state affair, but, you know, I guess you can educate me on that a little bit. Thank you for that. It's 10:04 we're a little over. Just for the record, Marisa, George is on the line co-chair -- right? -- is here. And moving right along I think we will pass to Susan now for the communications update.

MS. MASSEL: Thank you. Good morning, everybody. I will also try to not be long-winded because I know that we are concerned about time. Oh, okay. I had hoped that -- There is another. I think we've got a little slide mix-up. There's a new member of our team who I think was supposed to be listed here. I apologize. I just want to introduce her. Her name is Sarah Luyengi, and she will be working with Jesus and me. This is her second day, and we're very excited for her to join the team. Okay. Now we will get to the media coverage page. We've had a lot of coverage in the first quarter, both coverage that we have pitched, gone out to seek, and things that have come our way from the Chatham Center opening as well as from Women's History Month, and of course just Karin's expertise in workforce and media reaching out to us to which we're greatly appreciative. We pitched a conversation that Karin had with Craig Dellimore a few weeks ago on At Issue, a 26 long form conversation on WBBM radio, as well as ABC has just been a wonderful partner this quarter. You can see their anchors there. They -- We hosted them. They asked to be our -- if they could use Chatham as their main site for Black History Month, which they did, then pivoting to other programming from that site as well as they have a Ready To Work segment that really fits right into what we're working on, and you see a picture there of Torian Anderson who they featured on their site -- on their show Ready To Work. It's been a robust 90 days, and I hope the board knows I try to always include you on any notices of media. I either send you the clips or send you the tune-in notice.

MS. NORINGTON-REAVES: Susan, can I interrupt you for one moment? MS. MASSEL: Of course. MS. NORINGTON-REAVES: I want to point out on the top right where you see Hosea Sanders and Cheryl Burton they're standing in front of the mural that has actually been created

at the Chatham Center and the mural was not up at the time of the opening. It just got unveiled about a week or after, but they featured it prominently in their coverage. I just wanted to lift that up for you. MS. MASSEL: Of course. I just wanted to give some visual. It's hard to know and to really process how much work is being done for virtual hiring fairs or virtual search for employers. We have done a tremendous amount, as Karin touched on a little bit in her remarks, as well as all of our agencies and Jesus and I and now Sarah are working closely with them to make sure that all these materials, which of course are largely virtual now, are branded correctly and that the Chicago Cook Workforce Partnership gets prominent placement as the funder is something that we're always working on with these agencies, who of course want their own moment to shine too and their own branding; but, of course, we're firm believers that ours should be very clear and say very clearly that we're the funder and they are part of our network. this is just a smattering of some of the fliers, but I wanted to give you some sense of the volume because it's really -- it's kind of been remarkable in the last few months. Karin alluded to the Chatham success. 28 The number of views that she alluded to part of the reason it was wonderful is through our partnership with the City and the County not only did people use our platform, but the City and County live streamed them too and then put them -- reported on their platforms, and those are just eyeballs we just -- you almost can't figure out what the return -- what the cost would be if we had to buy that advertising. It's astronomical. You can see since we left off in December all of our platforms are growing nicely and we continue to reach out and partner with other organizations to make sure that they are pointing all their followers to us as well. You can see, and this is intuitive, that the best posts are human. The ribbon cutting at Chatham. A picture with Karin and the two ABC anchors as she referred to a minute ago. any people in humanity on social media is always going to pull more. We're proud of the growth and we hope to continue to grow, of course. And this is a look at our website activity growth that we went back a year ago to look and it's 29 pretty remarkable, and this is -- this is I think even more than social media a good barometer of the impact we're having because we send people here sometimes to specific pages, sometimes to form sites that we create based on the job opportunities that we know about, and the Ready To Work piece that I just referred to on ABC that showcased Torie -- Torian, who's a remarkable woman, who is doing on-the-job training right now with the CTA for construction after that piece there we got multi-hundreds, multi-hundreds of people going to the form site we set up and ultimately our website to learn about job trades and learn about jobs in the construction trades and training. we're very proud of this growth, and I think it really shows a direct line from what we're putting out there to what's coming back to us. And I think the is probably the closing one. Yes. -- Sorry. That was -- That was my presentation. If anybody has any questions, I'm happy to discuss. CO-CHAIRWOMAN ROBINSON-IVY: Thank you, Susan. MS. MASSEL: You're welcome. CO-CHAIRWOMAN ROBINSON-IVY: If there's no 30 questions, we'll move on. Marisa, we're right on time for your policy agenda. Oh, I did want to say one thing. Welcome, Sarah. I know Sarah from a prior life. I think that she is certainly going to be our gain. welcome, Sarah. We're happy to put you to work. I'm excited you're here.

MS. LEWIS: Thank you, Jacki. we wanted to spend a few minutes on the agenda today talking about kind of a shift in staffing and focus at the Partnership. Karin has kind of teed this up in prior committee meetings for those of you who have been in committee meetings just by pointing that the structure of the Partnership has long had a strategic initiative and policy team and it was comprised of a number of policy -- I'm sorry -- program development specialists or program developers who really were charged with doing not only policy work but also running

programs that had non-WIOA funding. we'd apply for grants from other sources private and government and operate programs -- let me let somebody into the waiting room here -- to operate 31 those programs that kind of supported our WIOA work and what ended up happening over the life of that what we call the stick (phonetic) team is that the non-WIOA work was all consuming that that's pretty much all we did. I was formerly a member of that team and it was just, you know, taken up entirely by people, you know, running programs and it didn't really leave a lot of work room for the policy work, and this year what Karin has decided to do is take a few members of that former stick team and really make them into full-time policy analysts, and I will be leading that group now I am not only the board liaison but also the chief policy officer. And then they have Kit White and Jasmine Williams who have been with us for several years. I think they are both on this call, and if you ladies would like to turn your cameras on to show everybody your faces that would be excellent. They are Partnership veterans. They have been on the SIP team and are now in the capacity of working as senior policy analysts for us. We are just completely thrilled with this new development and excited that Karin kind of elevated this work to the point where we're going to be focusing on it full-time.

And our team is just getting on the ground right now, but here is just a list of things that we are going to be working on, and we hope to have time at every board meeting going forward just to update you all, seek guidance from you all as we complete this work. It's going to be a lot of researching data. You know, any of you who have kind of worked with me in the past you know that I've been handling a lot of the Partnership data analysis and labor market information and we -- we're just pleased that we're going to be kind of elevating that work as well. We would like our website, we would like our organization to be seen even more as a source of information about the labor market, about the economy, about employers, about sales demand we're going to be doing that in a number of ways here supporting not only our own staff and our own delegate agencies and partners as we operate programs but also serving kind of people outside of our organization, which we've long done in an informal way by helping people prepare grant applications; by running numbers for their, you know, particular area; or helping them think through a program design by analyzing the data. We are going to continue with that, and you'll see a lot of more publications from us -- white paper and dashboards and things like that -- just getting that off the ground. We are also going to monitor the legislation that affects our work, and there's a great deal -- as you have long seen there's a great deal of regulatory requirements from the State that relate to our status as a WIB and then we have the One Stop operator, which I'll talk about a little bit on the , and we also have that for you here today to meet.

And then -- Let's see. Here is kind of the meat of this presentation, what we'd like to present to you, the WIB, as our draft policy priorities for this year. I -- you are, of course, the driver of all of this work, but we have spent some time kind of with our staff and then with our committees at the WIB to develop this work and we started sharing it, for example, to our chief elected officials and now with all of you and we are seeing the policy work is breaking out into three buckets. I need to point out, for example, that, you know, the special populations that are listed here in the case in all of these buckets this is not us saying 34 this is all that we find important or this is all that we do. We need to continue serving all populations that are eligible for our services and we need to kind of keep our -- keep tabs on a number of different policies, but what we've decided for this year just to ensure that we get the work done and really kind of move the needle on some of these things. This is what we are proposing we focus on for the year, and if that needs to change kind of mid-year or if we need to respond to something that changes we are happy to do that, but we propose to focus on for the year ensuring that our workforce is done --

promotes positive outcomes for returning residents, sometimes also called the reentry population which Karin already talked about our great work there, individuals with disabilities, Opportunity Youth, and then there's a question mark after homeless. Just we're working to -- we have some existing kind of work going on there and we're trying to figure out what our agenda should be with ensuring that our system works for the homeless population.

We have our bucket of state and federal workforce policy. You all know WIOA is very prescriptive in terms of what we can do with that 35 money. We're subject to a lot of regulation not only at the state level but at the federal level as well, and what we hope to do here is figure out how we can work within these laws and regulations, regulations to achieve our policy priorities. We have listed here partner coordination and service integration, and some of the important things going on here are, No. 1, we have an MOU, and I know at the WIB you hear about this every year, you had to vote on an MOU on the March -- I want to say possibly at the June meeting last year you'll be doing that again this year. What that is is a series of negotiation meetings with all of the WIOA mandated partners of delivery services through our American Job Centers that actually has a binding document that we all hash out every year and talk about budgets and linkages and referrals and we're in the process of doing that right now and our team is handling that. And we also have a new contractor who you'll hear from soon, Becky Raymond from our One Stop operator. She's the executive director of the Chicago Citywide Literacy Coalition. Our team is overseeing that work where this One Stop operator, OSO for short, which is a 36 required WIOA function. It's never been done by a standalone entity before, before Becky and her team came on, and you'll hear her about the exciting work going on there. Also, we're looking at how we can achieve digital equity and improve access to tech and how we can ensure that we are supporting an equitable recovery, racial equity, and gender equity. And then finally the last bucket is looking how our programming can address current economic and labor market realities, and this is where the LMI work that we've been doing and now it's kind of being bumped up and more formalized this is where this will live, and we are specifically going to look at job quality and the changing nature of the workforce and labor market. I know that Karin shared some of this with President Toni Preckwinkle maybe yesterday and she had kind of really seized on this and make sure that we, for example, are developing a position to advocate for the heightened minimum wage, the 15-dollar minimum wage. We're also going to continue looking at skills training and credentialing in the target industries making sure that we are investing in the right sorts of training. And then also, of course, communicating these labor market and economic conditions to our stakeholders. This is kind of what we are hoping to charge ourselves with for the year, but as our workforce innovation board we are hoping also to just get your buy-in and thoughts on this policy agenda. Hi, Carrie.

MS. THOMAS: I think this looks great, and I really especially appreciate how you have put several strands of existing Partnership work into like a comprehensive view about how to think about policy and the Partnership's role in that conversation. I really appreciate that, and I'm looking forward to seeing more on this. And one thing that I want -- I just want to say that I also appreciate and just from my previous job is this issue of special populations, which I think is really, really important as related to public workforce system to say that you have areas of focus. And I think the other thing that's really challenging with that and attention with that is like every population is special, and I know that you know that, and in fact many of these populations don't identify as 38 I am this; I am actually several things. And, again, you also note that, and I really think that in the future the role that you and that the Partnership and really only the Partnership has is to help us all understand the commonalities in navigating the labor

market and the workforce system that all of these individuals that you're focusing on have. I just wanted to call that out because in my previous job I regularly experienced like we should focus on this population and having to push back on that and say, you know, it's really everybody we're trying to focus on who's struggling in the labor market. I just wanted to say that. thank you. Looking forward to it. MS. NORINGTON-REAVES: Thank you, Carrie. I also wanted to acknowledge the comments in the chat. Thank you, all. You know, for me this really represents I think a maturity in our organization and our growth recognizing that the policy work is every bit as important as the programmatic work and that it should drive the programmatic work but that we now as the largest system in the nation we have a responsibility on this state and federal and local level to really lend our voice and our expertise and to delve deeper into the data and to tell the story that the data tells us -- right? -- from the perspective of economic policy and project creation as well as just policy impact. Right? It's not just us focusing on the policies that should exist but also looking at what happens as a result of policies that exist and should we have other policies. this is an exciting turn for us, and there is no one better than Marisa to lead this work. Marisa has been our guru for all things labor market. She has been our guru in all things data, and for her to be able to lead this team is really phenomenal and I think you will see over the next year incredible things coming out of this body of work. Thank you all. MS. LEWIS: And Karen Teitelbaum has her hand raised as well.

MS. TEITELBAUM: Yes. Thank you. I loved Carrie's comments. I think that they were right on. And, Marisa and Karin and team, just kudos for a robust policy and advocacy agenda. The one comment I wanted to make, and I'm sure you're already thinking about this, as I look at a number of these -- particularly in the special populations and some of the state and federal I know, for example, the hospital community and healthcare community is, you know, doing strong advocacy in a number of these areas and I'm sure that we coordinate and really leverage the strength of our organizations in terms of advocacy agenda. It may not be just that visible to me, but I think we can really accelerate our success in the agenda if we're pulling in other interest groups like hospitals and healthcare and the very groups that are benefiting from this wonderful organization. MS. NORINGTON-REAVES: Thank you for that, Karen. We sit at a number of tables with respect to healthcare we're part of the healthcare policy group with the Chicagoland Workforce Funder Alliance; we also are very active in (inaudible), which I think you guys also might be a part of; and then our work that we're doing with Suhi (phonetic). I also sit on the education of human services cabinet for the City with Dr. Allison Arwady, our commissioner for public health, and even just this morning in our meeting she was talking about the need to actually do even deeper collaboration because of the great successes we've had with respect to the contact tracing team but to really build out a public health corps and how we work together around that and around some of the policies to prevent CDPH and others in the city from being able to hire talent more quickly and just, you know, a whole host of these items, but I think on the healthcare side you will probably hear more from us just because of the work that we've been doing with respect to the Contact Tracing Corps and being able to delve deeper around healthcare policy. And I'll also just lift up that yesterday was the day of briefings for our elected officials and that was both President Preckwinkle and Mayor Lightfoot, and one of the things that we lifted up with Mayor Lightfoot, thanks to Alberto Ortega, is the work around the recovery task force and healthcare is one of the five sectors that we'll be focusing on and the Partnership has been asked to help drive some of the work that's going to happen there in the post-pandemic recovery efforts.

MR. REITER: Being a part of a lot of policy tables and, you know, working on policy most of the 42 time, you know, during my day job I think it's great to have this type of engagement from the Partnership. I'm looking forward to it. You guys also work in I feel like you've always dabbled in policy but bringing it into more intentional spaces is a huge step forward. MS. NORINGTON-REAVES: Thank you, Bob. That's exactly it, it's the intentionality now of really amplifying the efforts. Yeah. Thank you.

MS. LEWIS: I just want to have Kit and Jasmine show themselves and say hi. You don't have to, you know, give a big thing but just you guys can see who's going to be working on this with us. CO-CHAIRWOMAN ROBINSON-IVY: I do not see Jasmine. She must be somewhere else in this. MS. NORINGTON-REAVES: Jasmine is on your next screen. Jasmine, can you just speak? I think it will pop you in. MS. WILLIAMS: Good morning, everybody. I'm just excited to be here. I'm excited to be on this team and for this direction and the change of position. I have been deep in the trenches with the programs and it has been a blast, but at these meetings we're really seeing the full, big picture of all the different ways we can make an impact. I'm excited to contribute to that with everything that I've learned and continue to learn thanks. MS. NORINGTON-REAVES: Thanks, Jas. Kit? MS. WHITE: Hi, everyone. Good morning. My name is Kit White. I'm really excited to receive all the feedback from all of you from the board. This is great. Like Jasmine I have been in the weeds managing programs for the last couple years of the Partnership and I'm really excited to move the policy work forward and excited to see excitement from the board, from all of you, thanks much. CO-CHAIRWOMAN ROBINSON-IVY: Great. Welcome aboard, ladies. Let's see. I think -- Oh. Karin mentioned that there are lots of conversation going on in the chat because we're not in a room where people can ask questions openly please make sure that you're watching the chat because a question or something that you might have to speak to maybe being talked about in the chat. It is 10:28. We are going to move directly to program updates, and I believe Pam is first. MS. McDONOUGH: Yep. Our service delivery committee met on the 16th and reviewed programs for certification. 337 programs were recommended to be recertified. 54 programs came in for initial recertification. Those are largely healthcare, IT, business, and professional services, manufacturing, and TDL. Two programs are not recommended because they didn't fit criteria of being part of our 40 occupations that are in our system, and then 22 programs were removed because they are no longer being offered. Those were at Chicago State, Daley, DePaul, Harper, Northeastern, Oakton, and they were largely healthcare, IT, business, and professional services. Details of all that is in the materials if you want to look further, but if there aren't any questions, I think we can entertain a motion to approve the committee recommendations.

CO-CHAIRWOMAN ROBINSON-IVY: All right. Is there a motion on the floor? MR. HECKTMAN: moved. 45 MS. THOMAS: Second. MS. LEWIS: Who was the second? CO-CHAIRWOMAN ROBINSON-IVY: Carrie. MS. LEWIS: Thank you. DR. JENKINS: This is Sylvia Jenkins. I think I just need to abstain. I think -- The print is kind of small, but I think Moraine Valley has some programs on this list I'll abstain from the vote. CO-CHAIRWOMAN ROBINSON-IVY: Can we verify, Pam, that Moraine Valley is on there? MS. McDONOUGH: I'd have to look through the 400 pages. MS. LICHTENSTEIN: This is Sarah Lichtenstein on behalf the Juan Salgado for CCC, we also have programs on the list and need to abstain. CO-CHAIRWOMAN ROBINSON-IVY: Okay. City Colleges and Moraine will abstain. I won't ask you go to through all 400 pages, Pam. MS. McDONOUGH: Yeah. I'm not seeing them on this, but maybe somebody on staff knows. UNIDENTIFIED SPEAKER: I don't believe Moraine does, but City Colleges does. MS. McDONOUGH: Right. Oh, okay. UNIDENTIFIED SPEAKER: They may but I don't think

this time. MS. McDONOUGH: Yeah. I don't see it. DR. JENKINS: Okay. I was told by our dean that we did have programs on there. I'll go back and look. Thank you. CO-CHAIRWOMAN ROBINSON-IVY: Okay. For safekeeping we'll have people abstain. I appreciate that. All in favor -- Do we have to do a roll call for this? MS. LEWIS: Yes. CO-CHAIRWOMAN ROBINSON-IVY: Yes. Roll call. MS. LEWIS: Okay. Haven Allen? MR. ALLEN: Approved. MS. LEWIS: Colin Cosgrove? MR. COSGROVE: Approved. MS. LEWIS: Xochitl Flores? MS. FLORES: Approved. MS. LEWIS: Jennifer Foster? MS. FOSTER: Approved. MS. LEWIS: Adam Hecktman? MR. HECKTMAN: Approved. 47 MS. LEWIS: Mary Howard? MS. HOWARD: Approved. MS. LEWIS: Michael Jacobson? MR. JACOBSON: Approved. MS. LEWIS: Dan Lyonsmith? MR. LYONSMITH: Approved. MS. LEWIS: Pam McDonough? MS. McDONOUGH: Approved. MS. LEWIS: Rich Monocchio? MR. MONOCCHIO: Approved. MS. LEWIS: Alberto Ortega? MR. ORTEGA: Approved. MS. LEWIS: Bob Reiter. (Brief pause.) MS. LEWIS: Bob? MR. REITER: I'm going to abstain just because I need to look through the list. MS. LEWIS: Thank you. Jacki Robinson-Ivy? CO-CHAIRWOMAN ROBINSON-IVY: Approved. MS. LEWIS: Marc Schulman? MR. SCHULMAN: Approved. MS. LEWIS: Charles Smith? MR. SMITH: Yep. 48 MS. LEWIS: Karen Teitelbaum? MS. TEITELBAUM: Approved. MS. LEWIS: Carrie Thomas? MS. THOMAS: Approved. MS. LEWIS: George Wright? CO-CHAIRMAN WRIGHT: I vote DA. MS. LEWIS: All right. I did not call Dr. Sylvia Jenkins or Sarah Lichtenstein Walter for Juan Salgado because they had also abstained. CO-CHAIRWOMAN ROBINSON-IVY: Marisa, does that keep us within quorum? MS. LEWIS: Yes. Oh, we have great attendance today. CO-CHAIRWOMAN ROBINSON-IVY: We do. We do. Just for the record I just wanted to make sure. Okay. all in favor said aye that means the motion carries. Are there any -- outside of the abstains that we've noted is there any nos? (Brief pause.)

CO-CHAIRWOMAN ROBINSON-IVY: Okay. I'm trying to get back to my -- You all will be happy when we get back in the office and I have my dual screens because I am challenged without them. 49 MS. LEWIS: We have other committee reports. CO-CHAIRWOMAN ROBINSON-IVY: We do. We do. Monica is not with us; that's correct, correct? MS. LEWIS: She's not. CO-CHAIRWOMAN ROBINSON-IVY: Is someone speaking for her? MS. LEWIS: You know, fortunately we did not have too many things on the youth committee agenda that were not also covered here in terms of the WIOA updates and the program updates. CO-CHAIRWOMAN ROBINSON-IVY: Then we can go straight to Charles. MS. LEWIS: Okay. CO-CHAIRWOMAN ROBINSON-IVY: Then Mr. Smith are you ready? MR. SMITH: Absolutely. CO-CHAIRWOMAN ROBINSON-IVY: Okay.

MR. SMITH: Thank you. My name is Charles Smith. I serve as the treasurer for the Partnership. There are a couple of things that I want to highlight as we go through the budget, but I do want to first thank the co-chairs for your diligent work in regards to fiscal management and making sure that we're hitting our marks and really staying engaged with the fiscal management process. I also want to thank Karin and our team and also Jose who stepped into this role and has done a wonderful job and has taken all the questions that I've asked him and done a good job of presenting and being prepared. I think one of the most important things that we can always do with the Partnership, especially as we grow, is understand where our money comes from and be fiscally responsible and make sure that the timing issues of how we go about our grant and distribution makes sense, and I think Karin and her team has done a tremendous job especially with the contact tracing grant.

I won't take too much time, but there is a couple of things that I do want to highlight regarding the fiscal management process. The first thing that you will see on the first slide is the FY 2021 budget a little over 121,000,000. You'll see the actual-to-date revenue of a little over 36 million. Keep in mind our budget has grown tremendously due to the contact tracing we're in a situation now in which not only do we handle a certain number of grants and programming, what's even more important is the distribution and the number of agencies that we pretty much do business with. It's important to highlight the management that it takes to facilitate those transactions. The projected revenue through June 2021 is a little over 87 million, and you see a difference there and it's due to the contact tracing and a lag time regarding that contract. The next thing I want to highlight that's very important as well is if you go -- we're on the same slide but the year-to-date actual revenue as of December 31, 2020 you see 37 million -- a little over 37 million and you do see operating revenue less expenses of 246,000. When you see that deficit what it is really about are the bonuses given to the internal team, and we know people at the agency work really hard and do a really good job of keeping things going and thought it was fiscally important to reward them. Can we go to the? All right. We have statement of activities. There's not too much I want to talk about on this slide 52 outside of the government contract revenue. We did get payment upfront I guess through the CARES Act about \$4 million in Cook County as well, which you see that \$4.4 million.

I just want to highlight the growth of the agency from December 31 of 2019 to December 31 of 2020. I mean just a magnificent job on growth which means there's tremendous responsibility with that as well. You'll see an increase in virtually every line item due to the growth of the agency and that's important to highlight. And I do want to also highlight the line of credit, which is very important in regards to time management of grants to be fiscally responsible and have the availability and a great banking relationship in order to be able to pay our bills on time that's important. Let's go to the. This is the statement of cash flows. The one thing that I do want to highlight on this page is the cash and cash equivalents December 31st, 2020 at 8.5 million. I believe currently we probably have half of that, which is important as well. As our revenues increase we do expect our cash and cash 53 equivalents to increase and it may not be as timely and it may not be one to one that people would believe but that's an important part of this operation. Once again before I close, I want to make sure just to thank Jose again, you know, for really stepping up internally. I think it's great in organizations when you can see people matriculate up from different levels within the organization. It really shows appreciation of, you know, partners and a trajectory of doing more and having more responsibility., Karin, great job. And once again, co-chairs, thank you guys for your support. CO-CHAIRWOMAN ROBINSON-IVY: Thank you.

MS. NORINGTON-REAVES: Thank you much. And just in the chat to add a little bit of clarification on the contact tracing it had originally be anticipated that \$40 million would be exhausted by June of this year but because of the lag times in getting started, the lag times in hiring, and also the pivot in the type of work to be done they extended the contract through June of 2022 and rather than spending 40 million in the first year we have the full-time frame to expend the full 56 million that also explains why the anticipated expenditures through June is less than that full 121,000,000 amount.

CO-CHAIRWOMAN ROBINSON-IVY: Thank you, Karin. Charles, thank you for your detailed report. And is Jose on the call? MS. NORINGTON-REAVES: Yes. Jose is on the line, and I should also just lift up the reason that we're emphasizing Jose's work Jose has been an

assistant controller for the past year and a half, almost two years, and in late December we learned that our controller was resigning effective January 8th. Wingman Ho is no longer part of the Partnership and Jose has stepped in and taken over her responsibilities as well as his responsibilities. I should also lift that due to approval from the finance committee we'll be bringing on some outside support services to really help us as we go through a CFO search and to help support Jose. Jose has done an absolute yeoman's job of managing all this volume of work, and he is on. Jose, can you just speak that you can be seen? MR. MOTA: Hello, everyone. I just want to thank Karin for the opportunity. And I always told her from the beginning, she kept me on ten years ago, you know, that I was going to be here as long as she's here and I'm grateful to be working here and I love all the people that I work with. MS. NORINGTON-REAVES: Thank you, Jose, for keeping us afloat. We truly, truly appreciate you.

CO-CHAIRWOMAN ROBINSON-IVY: Jose, you belong to a rare air group. I used to say that Melody Hobson and I were the only two people that only had one job their entire life. Now, I've only had one -- I've only worked one place. I've had I think 11 different positions, but only one place. Jose, you belong to a very rare air group and thank you for your hard work. It has not gone unnoticed at all. I need to flip gears a little bit and run off the agenda a tad bit. As an organization grows, and we have done under Karin's wonderful guidance -- we're not a little guy anymore; we're a big guy -- and we have got to acknowledge some of the changes and we want to make sure that given all the regulations and things we deal with are made better with perspective that we're also moving appropriately and correctly. 56 We are going to ask Co-Chair George Wright to take the floor at this time to talk about some of the changes that we've been working on with a consultant and with respect to the executive board and the WIB board. if you all would kindly direct your attention to Co-Chair Wright, I'm going to give him the floor at this point.

CO-CHAIRMAN WRIGHT: Thanks, Jacki. And hi, everyone. Sorry I was a bit tardy. I had a bit of a wife emergency, but I'm here and really appreciate the wonderful work and report-outs that have happened. And thank you, Jacki, for taking the rudder in my absence. I won't spend a lot of time on this. I think we had about nine or minutes on the agenda originally outlined for this, but I wanted to make sure this body understood and was aware of some of the things we have been working on behind the scenes. The we includes myself and Co-Chair Jacki as well as Karin as our CEO as well as Illona, and we have engaged the support and services of an outside counsel, an attorney, to help us as we navigate -- continue to 57 navigate some of the bifurcations that need to happen with regard to the 501(c)(3) and this body, which is solely responsible for the government's realm of the WIOA funding. We want to be in a better position to take advantage, and I think taking advantage is probably the right word of being a 501(c)(3). It is -- It was with a lot of thought and deliberation that this body was turned into a 501(c)(3) and we need to act like one especially now as Charles, our treasurer, reported most of our funding now comes from private sector versus public funds and we want to make sure that, again, we leverage those advantages. Let me just take two minutes to remind people that the 501(c)(3) has a board of directors and it is real. It's not something that it's a wink, wink and a nod, nod. This board of directors has fiduciary responsibilities as you know under our duty of care, our duty of obedience, and our duty of loyalty.

We also -- Those people who serve on the 501(c)(3) board also have a dual responsibility to be the executive committee of this body. Again, this body has no fiduciary responsibilities to the 501(c)(3). It is there with the sole expressed purposes of managing, coordinating 58 governance

around our WIOA funding. again, we want to make sure that we do things that are in concert with best in class for a 501(c)(3) as such stuff like we have bifurcated the meetings. We have a board meeting, we call that meeting to order, we adjourn that meeting, and then we go into the actual what we call the executive committee of this body. We're actually looking at ways in which, and again working with our outside consultant, to make sure that our financials are bifurcated that the 501(c)(3) as a body will report out on its financials and this body will report out on financials that are pertaining to and relevant to the WIOA funding. This will cause us to have a bit of a mind shift. The nomenclature will have to change. Some of the governance things that we engaged in such as the filing of our 990 must represent the 501(c)(3) board and not the entire body that is managing WIOA funding. Some of the ways in which we look at things and talk about it -- I just heard someone say and I wrote it down that the finance committee approved the actual controller. The finance committee recommended 59 to the board of directors that that position be approved, and that nomenclature means something. Once again, it's best in class. We want to leverage that. We want to make sure it's a 501(c)(3), especially now. Karin reminded me that -- and it may have been Ilona who was also working with us on this -- when the Partnership was started it started with a budget of around, I think it was \$300,000. I could be wrong but that's the amount that I remember. MS. NORINGTON-REAVES: Three million cash advance on a 30-million-dollar budget. CO-CHAIRMAN WRIGHT: This -- I only had a zero off. The budget now represents over \$110,000,000. as Jacki said it's no longer that little brother who was standing on the corner with his little lemonade stand. It is a very large not-for-profit and we want to make sure that best in class practices are in play about the nonprofit. I'll stop there. I think I'm at time. We can entertain questions, and then what I'll do then is just introduce Becky from our One Stop operator who is going to do her quarterly report, but I wanted to 60 make sure if there's questions that we respond. (Brief pause.)

CO-CHAIRWOMAN ROBINSON-IVY: Please ask any questions you have on your mind because we want to make sure that this is crystal clear to everyone. no question is, you know, not logical. No question is dumb. Ask whatever and this is the time to do it, everyone. MR. ORTEGA: This is Alberto. I have a question to be able to understand this news, which is relatively new/fresh, understanding the complexities and the differences but on paper we could all have time to -- I guess that's all. I just wanted more background in terms of the differences between the two. You did a great job, George. Just more information would be helpful. I'm sorry if I missed anything but that's all. CO-CHAIRMAN WRIGHT: Thanks, Alberto. And we can certainly put it in an executive summary or synopsis if you will. Our articles of incorporation that we file as a 501(c)(3) kind of go through a lot of it. We've done some research with Karin's help and also Ilona's help and the outside counsel to look at other 61 structures, but clearly the Partnership is a not-for-profit and the paperwork that goes with that not-for-profit is clear, it's actually very transparent, and it's publicly located. But I think what you're asking I think it's a good question and good suggestion is put something in an executive summary it outlines what we're doing, what we're thinking about, and how we're going about it. MS. FLORES: This is Xochitl. You mentioned looking at other entities. If any of that information is available like how other workforce entities nationwide are structured and how this is a best practice, I think to understand that a bit further.

CO-CHAIRMAN WRIGHT: Yeah. We can put something in there, Xochitl. One of the things that we found in doing this research is that, you know, the answer is it depends, right? There are organizations that are acting in a quasi-role. There are organizations that are totally bifurcated. There are organizations that are not nonprofits, quite frankly. There are many entities, 62 if

you will. one of the examples, and I don't want to get too far into the weeds, is that the Opens Meeting Act is for a public entity; it is not for a 501(c)(3). we bifurcate once again the meeting and we go through a set of rules that aren't Opens Meeting Act relevant and then we adjourn and go to an executive committee which we have an Opens Meeting Act relevant structure there. it is a bit of a hodgepodge, if you will, across the country, but we've seen models that exist where there are 501(c)(3)s, we've seen them hybrids, and then we've seen them as public entities. CO-CHAIRWOMAN ROBINSON-IVY: Karin, two questions. One in the chat. Jennifer, can you repeat your question -- Oh, it's moving quickly. Alberto has another question., Jennifer, can you -- who will be a part of the board, will members of this board ensure their connection, can you elaborate on that a little bit? MS. FOSTER: I just wanted to know if members of this board will be a part of the -- of the 501(c)(3) just to ensure that connection will there be a connection there?

MS. NORINGTON-REAVES: Let me answer a couple questions. I think your question is pretty much the same as Alberto's. As it currently exists the members of the executive committee of this board are the board of the 501(c)(3). They are a subset of the existing board; that has been the case since Day 1. If you look at your bylaws, look at any of the materials that we've provided to you since you've been a part of this board that has always been the case. The challenge is this, typically when chief elected officials have made the decision to designate a 501(c)(3) as the administrator for their WIB function the 501(c)(3) was already in existence, the 501(c)(3) already had a mission, a vision, a value statement, had a board; that was not the case with the Partnership. We were created to become a 501(c)(3) to become the designee and we've done a lot of things in reverse. We had to go back and figure out a mission and vision and value statement. We've never had a separate budget as a 501(c)(3). For example, let me -- let me just provide a little bit of clarity, if like say tomorrow the City or the County decided that they did not want 64 the Partnership to be their designee for the -- for WIOA funds, we have a budget, we have funding that is beyond WIOA funds we, the Partnership, the 501(c)(3), the legal entity, would continue to exist but just not as the designee for WIB management administration, WIB and WIOA funding. the reality is we've never had a separate budget that went to those two separate entities because they are separate even though they're comprised of the same people. Like from a legal perspective we are a 501(c)(3). We have liability insurance to cover certain actions, right? We have a whole set of -- a whole legal framework in which we must operate regardless of what happens with respect to the board of the WIB I just want to make that clear. And I'm sure many of you sit on other nonprofit boards as well and you've known for years how weird -- how weird and different things are in terms of us. , for example, the unrestricted dollars that have been talked about those are dollars that we at the Partnership have raised that have nothing to do with the City or the County and that, again, if we -- if the City or the County said tomorrow they wanted to designate a different entity as the WIOA administrator we would still have responsibility -- contractual responsibility for all the contracts, the grants, the MOUs, all of the other things that we have outside of the WIOA funding. DR. JENKINS: Karin, if I can just mention that in higher education we keep our foundation boards separate from our board of trustees and also all of the funds that come through the foundation are separate from our balance sheets from the college's for the very same reason that we don't want to see any conflicts of interests arise on contracts that are let. good move on your part and George and thank you. CO-CHAIRMAN WRIGHT: Thank you, Dr. Jenkins.

MR. REITER: Real quick, what's the -- we're talking about bifurcating, you know, further structurally making the boards look different; is that what we're talking about then? I think there

was probably some confusion with some people. I know we had a 501(c)(3), but it sounded like some people thought you were creating one. are talking about changing the board of the 501(c)(3) to look different than the executive committee of the WIB board? I just got lost in all the conversation. CO-CHAIRMAN WRIGHT: I wouldn't characterize it as that. I would characterize it as making sure that what Dr. Jenkins just articulated is in fact a reality; that there is a distinction between the 501(c)(3) board and its responsibility and its fiduciary responsibility versus the larger board who has no fiduciary responsibility and is solely put in place to manage, govern, and look over WIOA funding. MR. REITER: Well, I think we have fiduciary responsibilities; it's just different than what the 501(c)(3) board has fiduciary responsibility over. CO-CHAIRMAN WRIGHT: Right., for example, the 990 would reflect the board members of the 501(c)(3). MR. REITER: Okay. I understand now. I understand what we're talking about.

MS. NORINGTON-REAVES: Alberto's comment I was going to put in the chat but I'll just respond, you just said one point to clarify if the Partnership is able to leverage the brand of the City and the County WIOA investments to raise additional funds. Certainly we leverage our status as the designee overseeing the system for the City and the County, but the reality is we still have a responsibility to maintain distinctions/separations because the corporation who are giving us funding can't fund the City directly. We are a separate legal entity as a 501(c)(3) and we have -- we must continue that separation and what George is talking about is not necessarily some radical change. It is that we have to make sure that we are honoring that legal separation by ensuring that we are looking at the finances separate and apart; that we're being responsible in terms of the 990 filing. For example, right now we filed a 990 it lists every single one of you as a board member and the reality is every single one of you is not a member of the board of directors of the 501(c)(3). As a matter of fact, as the intergovernmental agreement makes clear, those of you who work for government can't have any influence on the hiring and firing and the practical day-to-day operations of the 501(c)(3). It's not legal. What we're trying to do is insulate all of us, quite frankly, to make sure that we are really towing the 68 line legally around the roles and responsibilities of the WIB and the roles and responsibilities of the nonprofit. That really is I think the ultimate bottom line. It is, you know, no disrespect to City or the County, for example, the executive committee composition has always been the private sector. Why, because many of you represent city government, county government, and four different state government agencies. It would not be appropriate to have you in that official capacity also then managing the nonprofit entity. It also presents a conflict of interest. We're just trying to make sure that we are honoring that legal demarcation.

MR. REITER: And, Karin, just from my perspective because I was here right before the beginning of all this I would have assumed that this is the way it would have always been that you wouldn't have listed any of the board members on the 990 or anything like that I really don't know that this is a much consequence now that the traffic has been directed on all of it.

MR. ORTEGA: Just two questions. Who's the executive committee? And I don't mean to be devil's advocate, but 69 is there a competitive advantage to have members of the WIB to be on the executive committee, which is a 501(c)(3) board? Does that provide a competitive advantage to the Partnership, maybe it does? I don't see any issue with that right now because it's good, it's working out, but those are my two questions. An outsider looking in and then who's sitting on the executive committee just for everyone's knowledge. I think it's been a while. MS.

NORINGTON-REAVES: Yeah. Marisa, you can just run down the list. I don't know if you have access to it right now. The list of the executive committee member can you pull that up? MS.

LEWIS: I sure can. Give me one second.

MS. LEWIS: George Wright, Jacki Robinson-Ivy, Charles Smith, Pam McDonough, Monica Haslip, Marc Schulman, Adam Hecktman, Liisa Stark, Haven Allen, and Michael Jacobson. MS. NORINGTON-REAVES: There we go. MR. ORTEGA: Thank you, Marisa. And I'm presuming this is a whole separate 71 for process, for identification, and recruitment -- right? -- for your private work? MS. NORINGTON-REAVES: Well, no because it's always -- that's the issue. No, because it's always been a subset of the WIB -- right? -- but going to that point that would provide opportunity for us to recruit additional folks. There are still a lot of pieces that must be -- must be talked about. MR. ORTEGA: Thank you, Karin. MS. NORINGTON-REAVES: Uh-huh. CO-CHAIRMAN WRIGHT: It doesn't seem like there's any other questions/comments. We will take these follow-ups in terms of some executive summary or synopsis in making sure that we update our progress that's being made on this with our outside consultant. One of the things that she is doing I think as was mentioned right away is correcting our 990, which is incorrect, and that affects us as board members under our fiduciary responsibility to the 501(c)(3). We will continue down this path and make sure all are updated and thanks for -- for that, and I 72 guess now we -- Jacki, we go directly into --

MR. REITER: I just have one more comment. I just suggest as we look of adding people that we continue to look at members of the WIB board as people who would serve on the (c)(3) board because I think having that -- having the distinction but overlap you don't want to throw out those viewpoints of people who are actively working with the WIB. I think it's good, but I do think it's also -- you know, there's value in mixing it up a little bit. MR. ORTEGA: Yeah, Bob. The follow-up to that we've got to be transparent about that, right, because in my mind I think the way the setup is set up is good, but it provides competitive advantage to source, right? Am I thinking about this right? Maybe we can do this later. What are the professional pros and cons, right? Using information from your consultant, George and Jacki and Karin, it would be nice to just know what the pros and cons of that are. CO-CHAIRWOMAN ROBINSON-IVY: Alberto, competitive to whom? MR. ORTEGA: Well -- traditionally to what Karin was saying you set up a 501(c)(3) and you go 73 after funding sources. For example, the CEOs, right, for the City and the County increases that's the 501(c)(3) to create one, right, and Karin was at the nexus of that then the 501(c)(3) was given a board and then it got the right designation to be the LWIA 7, right, and that's great. But I'm thinking, you know, as an outsider looking in you have two separate boards. You have a separate board for your 501(c)(3), which is separate from the WIB, right, and technically a nonprofit whether it's Heartland or Instituto they have a board and they go after similar funding streams but this is really different, right? It's a hybrid if you think about it because you have a WIB from which the 501(c)(3) sources. I guess it's okay. It's in one house, right? I just need more clarification about it. DR. JENKINS: If I could add one more comment, but the 501(c)(3) purpose is to raise money outside the federal grants to support the same work that -- because this Moraine Valley Foundation goes out and solicits funds, but it's to support the college admission they're not out raising money for something else. 74 MR. ORTEGA: Yeah, that's a good example.

CO-CHAIRWOMAN ROBINSON-IVY: I'd like to reference -- I don't know who it was, maybe it was Bob who said it -- that it's a lane correction; that, you know, certainly we all live in Chicago we know the drudgeries of construction and if you've been on the 290 it's been under construction for 20 years, but it's a lane correction. It's just making sure we have the right demarcation for doing what where from a legal perspective don't overthink it and think, oh, we've got to, you know, make sure that we've got some new visuals and that we're in a situation where we have to be able to remain competitive, to speak. This is just simply someone

moving over to make sure that everyone is in the right lane. MR. REITER: I think, Jacki, part of the problem is that's where we're having the question at 200,000 feet right now and we're not looking at like what could possibly change and what we anticipate staying the same. And like I said correcting the 990s I would think is important. I'm surprised that's the way we've been listing it, but I think the question is what -- if we take that next step what would non-for-profit 75 board start to -- the dynamic of how much of the change will there be, will it still remain mostly people that come from the WIB who will serve on that, and, you now, I think there's -- like a lot of us there's different models. Some organizations -- Like I have a 501(c)(3) that's connected to my 501(c)(5), which is my main organization, and half my board comes from my -- my (c)(5) board is on my (c) -- is on my (c)(3) board and the other part of the (c)(3) board is a mix. Like I'm also on the board of ISUR (phonetic) which is a (c)(4) board and a (c)(3) board and some of us serve on both of them. I on that one I only serve on one of the two. I just think there's just a lot questions about how that division -- there's -- we're having the conversation at 200,000 feet and I think we're fielding questions of what it's going to look like at 5,000 feet I think that's what the -- we're running into here and I think we're -- people are having two different conversations. MS. NORINGTON-REAVES: Yeah. I agree, Bob. I mean I just want to lift up the comment that Mary just made that CHA operates as a nonprofit board and is a separate board, but she and the CEO are as field members we find that some of the WIBs across 76 the country because it was a nonprofit board already in existence when it got designated the WIB became essentially a committee of the board, right? City Colleges has a foundation board as well. CPS I believe has a foundation board. Like this is not -- What we're doing, the construct -- This was again created by the attorneys hired by the City and the County to do this work. The construct is not changing. This is the same thing that's been here since Day 1. We're simply making sure that from a legal perspective that we are honoring those lines of demarcation because there's been this blending. And to Dr. Jenkins' point on the nonprofit side the work has always been to supplement the federal side to move beyond some of the constraints. The whole reason we established the nonprofit was to move -- was to be able to raise dollars and create programming that moves beyond some of the constraints and restrictions of the federal rules and regulations that we could stand up a ChiCodes, for example, that we could do Back To Work 50 plus with the AARP Foundation. It is going to be important for us to continue to have that line of demarcation between the work for the City and the nonprofit piece because if we don't we're going to run into problems with funding and being able to take in dollars. We have to continue to have that separation from the City and the County because if we are seen as being, you know, just an arm of government then that prevents folks from being able to make contributions to us. I see a lot of heads nodding.

MS. McDONOUGH: Karin, this is Pam. We had to do that with NORBIC and the Alliance because -- and the same thing. I mean the Alliance was the fundraiser to do this stuff, but -- you know, its non-for-profit does, and the government programs we had matched -- we had to get the money from someplace and you don't want to blend that and violate any of the government procurement or ethic stuff -- that's -- I mean that was my understanding of why we did this in the first place. MS. NORINGTON-REAVES: Yeah. That was my understanding why the lawyers created the construct that they did, yeah. CO-CHAIRMAN WRIGHT: I think we had great conversation. I think Bob is right it was at 200,000 feet. The devil is always in the details, right, but as I see this and have been involved in it 78 just to beat the donkey to its knees this is not about throwing the baby out of the bathwater. This is to make the bathwater clean and to do that we need to follow what's legal, what's prudent, and what's justifiable under this structure that

was created to be able to take advantage of private dollars coming to the Partnership to support this great work. With that, I think we probably have talked about it. We'll get that synopsis out. Once again, we'll keep everybody updated as we get into more details. Jacki, what's next on the agenda? I think it's One Stop.

CO-CHAIRWOMAN ROBINSON-IVY: Yes, One Stop. MS. LEWIS: Co-chairs, let me know what you think because we've gone over time -- CO-CHAIRWOMAN ROBINSON-IVY: It's 11:11. MS. LEWIS: Yeah. And I've been speaking with Becky Raymond in the chat and she said that it's all right to just call everyone's attention to the slides and then separately the Word Document report that went out in the board material and then we can have a longer presentation from them at the next meeting if that's all right with you. CO-CHAIRMAN WRIGHT: I think that's prudent. MS. LEWIS: And then for Tracey Carey, who is our last item on the agenda, do we have -- can we spend ten minutes, do you think, given that we've gone over? CO-CHAIRWOMAN ROBINSON-IVY: It's up to you. CO-CHAIRMAN WRIGHT: Are we losing people? (Brief pause.) CO-CHAIRMAN WRIGHT: Marisa? MS. LEWIS: Say that again. CO-CHAIRMAN WRIGHT: Are we losing people? MS. LEWIS: We've lost a few. By my count we've lost four -- five. MS. NORINGTON-REAVES: And we have more hopping off right now. Actually, we just had a couple other folks. CO-CHAIRMAN WRIGHT: I do not like to have guests come on and then we delay their presentation what we could do is if people have the ability to stay on we could do that and then if there's not enough time to complete do a really good job of this we can put this on -- we can put the rest of it on the agenda for next time. I don't like inviting people from the outside and say, oh, can you take a joke, we couldn't get to you. MS. LEWIS: Right. CO-CHAIRMAN WRIGHT: why don't we go into it as much as we can and then if we start to lose more and more people then we can always shift and if we need come back to it we can because we didn't finish. MS. LEWIS: I'm making sure we still have Tracey actually. Oh, there you are. Tracey, is that good with you I can share your slides and we can go through them quickly? All right.

MS. CAREY: Hello. Well, first of all, I just wanted to say thank you for giving me the opportunity to join you today, and I think the conversation you're having about the composition of the board in terms of its legal structure is quite fascinating. I am always amazed as I learn from my members the different ways that those boards are composed and comprised from, you know, entities of city government or accounting composition to 501(c)(3) organizations that are operating as true workforce boards all the way to 501(c)(3) organizations that are fully integrating the services of WIOA through their 501(c)(3) organization. 81 I've learned a lot over the last several years about how the system works this was just another glimpse into it and it was really fascinating thank you for the opportunity to learn more. My name is Tracey Carey. I am the executive director of Midwest Urban Strategies. Midwest Urban Strategies is a workforce innovation laboratory that organized itself in 2014 loosely under the administrative back-boning of the workforce in Milwaukee, Wisconsin. We stayed under the administrative leadership of other workforce boards until 2018 when we organized as a 501(c)(3) organization, and I accepted the leadership role with the organization to really stand it up and give it the opportunity to grow and become what it is today.

Briefly what you see here on the left is just a glimpse of who the members of MUS are. The founding members really were Employ Milwaukee, the board in Kansas City, St. Louis, Chicago and Detroit, and then Gary-Valparaiso, which I don't see it listed on here -- it should be on here that slide is not correct -- and those boards came together as WIOA was being introduced and

started working together around what that's going to mean for the workforce system. From that -  
- those early days we really have evolved into an organization that looks to understand what  
those best practices are, and certainly the Partnership is really good evidence of very high value  
programming that we seek to replicate and understand more about across our region. As you  
can imagine the workforce boards that are represented here from Wichita to Pittsburgh and  
most of the major metropolitan areas in between had a lot in common, not just midwestern  
boards but largely urban boards that have seen their share of challenges in terms of economic  
downturn and some of the challenges that comes along with that. There's a lot that we can learn  
from and with each other and we've taken great advantage of the opportunity to do that. We visit  
each other twice a year when the world is right side up and learn about how the workforce  
system works in each of those local areas. Most recently we were in Pittsburgh, and we're  
hoping to see the world right side up again this fall and if all of the stars align, we hope to see  
the great city of Chicago soon. that's just a little bit about us.

When we actually launched officially as a fully-fledged -- excuse me -- consortium Karin and  
George were able to join us in Milwaukee for that launch, and since then we've been busy at  
work standing up several grant programs and leaning into how we do the work here in the  
workforce system across the region. Just really quickly if you can go to the next, this is just a  
little introduction to who we are that is -- and then -- that's good, yep. There we go. you guys  
at the Partnership are a member of Midwest Urban Strategies, a formal member, that brings  
with it a seat on the board of directors along with access to our development work, our  
partnership development work, the tools that we develop. We've brokered agreements with  
resources such as MV that we bring to the membership and then the policy advocacy work that  
we're launching that Marisa is going to be chairing the committee of as we move forward there.  
Lots of benefits to being a member of Midwest Urban Strategies that we bring to each of the  
local members, and I wanted to have a chance to talk with you briefly today just to -- to talk a bit  
about the -- this week we are having a convening 84 for our board members and their board  
members to introduce them to the work of Midwest Urban Strategies and how they -- how they  
benefit from that and how they can participate in that and because your board meeting was  
happening this week we made -- we wanted to just give you the information about this  
opportunity, and there will be more to come along these lines as we moved forward. This retreat  
will become an annual event that we will make sure that you have access to early and are able  
to participate in. If anybody happens to be free on Thursday between 12:30 and 2:30 you  
certainly are welcome to sign up and join us at this retreat, but if not, we will certainly share the  
information. And, again, lots of focus this Thursday on the policy advocacy work that we're  
working to stand up and intend to align closely to the work that you all are starting to do at the  
Partnership in the Chicago region but broadening that really to the Midwest region overall.  
thank you again for the opportunity for a very brief introduction here. And if you have any  
questions happy to field them; otherwise, I know you guys are over time I will say thank you,  
see you next time.

George Wright asked for public comment and, hearing none, asked for a motion to adjourn.  
Pam McDonough makes the motion. Jacki Robinson-Ivy seconds the motion. All approved.  
Motion carries. [Meeting adjourned at 11:27am]