

Chicago Cook Workforce Innovation Board Meeting Minutes March 13, 2019

CHICAGO COOK WORKFORCE INNOVATION BOARD: Report of proceedings of the Chicago Cook Workforce Innovation Board Quarterly Meeting, held at 69 West Washington Street, 22nd Floor, Chicago, Illinois, on the 13th day of March, 2019 , commencing at the hour of 9:30 a.m.

MS. NORINGTON-REAVES: So good morning, everyone. I'm Karin Norington-Reaves, CEO of the Chicago Cook Workforce Partnership. I'm going to go ahead and bring our meeting to order. Our Co-Chair Dr. Kenneth Ender will be joining us very shortly, as soon as he locates a parking spot. So, we do not have quorum, but we will move forward with the meeting and we will table any voting matters until we do have quorum. With that, Joanna, do you want to take the roll?

MS. GREENE: Yes, I do. (Brief pause.) MS. NORINGTON-REAVES: Yeah. We also noticed we will have people dialing in by phone today. MS. GREENE: Mr. George Wright? (Brief pause.) MS. GREENE: Dr. Ender? (Brief pause.) MS. GREENE: Mr. Elbert Walters for Don Finn? (Brief pause.) MS. GREENE: Jay Stewart? MR. STEWART: Here. MS. GREENE: Okay. Dr. Jenkins? DR. JENKINS: Here. MS. GREENE: Haven Allen? (Brief pause.) MS. GREENE: Adam Hecktman? MR. HECKTMAN: Here. MS. GREENE: Michael Jacobson? (Brief pause.) MS. GREENE: Monica Haslip? (Brief pause.) MS. GREENE: Laura Britton? MS. BRITTON: I'm here. MS. GREENE: Stacia Edwards for Juan Salgado? MS. NORINGTON-REAVES: Stacia. MS. EDWARDS: Here. MS. GREENE: Marc Schulman? (Brief pause.) MS. GREENE: Liisa Stark? MS. Chiquita MORGAN: Chiquita. MS. NORINGTON-REAVES: Chiquita Morgan is here for Liisa Stark. MS. GREENE: Don Russell? MR. RUSSELL: Here. MS. GREENE: Pam McDonough? MS. McDONOUGH: Here. MS. GREENE: Richard Monocchio? MR. MONOCCHIO: Here. MS. GREENE: Tiffany Hamel-Johnson? (Brief pause.) MS. GREENE: Donovan Pepper? (Brief pause.) MS. GREENE: LaShana Jackson is supposed to be joining us by phone. Robert Reiter? (Brief pause.) MS. GREENE: Charles Smith? (Brief pause.) MS. GREENE: Matthew Muench? MR. MUENCH: Present. MS. GREENE: Karen Tietelbaum is joining us at 10:00 on the phone. Eugene Jones? (Brief pause.) MS. GREENE: And for the Illinois Department of Employment Security we have Mr. George Putnam. MR. PUTNAM: Here. MS. GREENE: Okay. And Jennifer Foster from ICCB is supposed to be joining us on the phone. MS. NORINGTON-REAVES: Okay. Great. MS. FOSTER: Here. MS. NORINGTON-REAVES: Jennifer is here. Can we turn up the volume on the phone? MS. GREENE: Yes. MS. NORINGTON-REAVES: Thank you, Jennifer. Good morning. Can you hear us well? (Brief pause.) MS. GREENE: Okay. We can't hear you. Hold on one second. (Brief pause.) MS. NORINGTON-REAVES: Jennifer, can you say something? MS. FOSTER: Yes. Sorry I couldn't be there. MS. NORINGTON-REAVES: That's okay. We appreciate you being here by phone.

All right. With that I will get started with the CEO update which you all should have received via e-mail and is in your packet, but I will walk through some key points. First and foremost, I want to introduce our staff. (Enter Ms. Carrie Thomas) MS. NORINGTON-REAVES: Can I have our senior staff introduce themselves starting with Amanda. MS. CAGE: I'm Amanda Cage and I'm the chief program officer here at the Partnership. MS. NORINGTON-REAVES: And speak up loudly for the people on the phone. MR. HILLEN: Matt Hillen, director of strategic initiatives. MR. BENTLEY: Ray Bentley, chief community officer. MS. COSEY GAY: Danni Cosey Gay, communications director. MS. HO: Wingman Ho, comptroller at the Partnership. MS. LESLIE: Phaedra Leslie, director of business relations and economic development. MS. SANTACATERINA: Amy Santacaterina. I'm the director of WIOA programs. MS. SHEFFEY-RAWLINGS: Illona Sheffey-Rawlings. I'm the chief administrative officer and general counsel. MS. GREENE: Joanna

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Greene, board liaison. MR. PUTNAM: George Putnam ... MS. NORINGTON-REAVES: Anne? MS. HOGAN: Anne Hogan, occupational training manager. MS. NORINGTON-REAVES: David? MR. SWANSON: Dave Swanson, business relations specialist. MS. TERRY: Jan Terry, executive assistant. MS. NORINGTON-REAVES: Other Partnership staff please stand. MS. STROM: Chris Strom, director of retail initiatives. MS. CODY-ROBINSON: Tonya Cody-Robinson, business relations specialist. MS. RANDLE: Dora Randle, regional manager. MS. McCorkle: Stephanie McKorkel, executive assistant for Amanda Cage. MS. JACKSON: Tamika Jackson, communications coordinator. MR. WALTON: Mike Walton Field Operations Manager for the Partnership. MS. NORINGTON-REAVES: Apparently Mike likes to sit in the back in the dark. Thank you. I wanted to acknowledge our staff and all the hard work that they do.

So I'm going deal with the elephant in the room and thank you all because you all know in December I was not able to be at our board meeting for the first time in eight years, which killed me, but I want to thank you all for at least three of you were texting me at home during the board meeting. I want to thank you for the telephone calls, the e-mails, the text messages, the Facebook shout-outs, and someone even came to my home to visit. Someone came to visit me in the hospital. So, I just want to thank you all for your support and encouragement. I am not out of the woods but at least have a preliminary diagnosis and a plan to move forward. One of the things that being sick will do for you is sort of give you an opportunity to push the reset button and reevaluate some things and that was certainly true of my experience, and it got me to reflecting on a presentation that I was really privileged to witness thanks to Adam Hecktman and Shelley Stern Grach from Microsoft.

I was able to see a talk with the CEO of Microsoft Satya Nadella, and one of the things that Satya talked about was the fact that he is only the third CEO in the history of Microsoft and he has a different approach to leading the company than his predecessors did and something happened that was sort of monumental and high profile for the company and he got a call from Steve Ballmer, who was his predecessor, and Steve was celebrating his success even though it was, you know, something that Steve had not accomplished himself, and so one of the things that Satya talked about was that as a leader part of your responsibility is to be prepared to celebrate the successes of your successor, and so it got me to thinking about that for myself and recognizing that I'm not going to be here forever and to also think about what it means to position our organization to be ready when that change happens and for us to continue the success that we've had over the past seven years.

And so when I came back to the office roughly about six weeks ago we've been really focusing on our organizational development and providing some greater infrastructure for us in making sure that we are memorializing and proceduralizing things that have just sort of been practice. (Enter Mr. Marc Schulman.) MS. NORINGTON-REAVES: You know, we've got our set of policies and procedures, but there are things that just aren't innate or things that people just do that I felt really needed to be reduced to writing.

I've also been focused on how we improve our efficiency and effectiveness, automating things that are currently done with paper, and you know we do a lot of paper because we are quasi-governmental, and the federal government requires a lot of paper. The amount of paper that we are required to maintain would absolutely kill you if it fell on top of you. Just a side note, so every year we are responsible for

doing something called data validation. We literally have to take paper files, put them in Bankers Boxes, and put them on handcart and walk them across the street to the State of Illinois Building because that's what the State requires -- (Enter Mr. Haven Allen.) MS. NORINGTON-REAVES: -- and so one of the things we're working on internally is how do we digitize a lot of this information and automate some of these things so that we don't have to be bogged down in paper and really focus on, you know, the real substance of our work.

So those are some of the things that we've been focusing on. And the other piece is just really around professional development for all of our staff, paying attention to what conferences make sense for us to go to, who really needs to get that information, how do we cross-train and make sure that, God forbid, somebody is sick and out or someone leaves how do we avoid those skills vacuums and so that's really where we've been spending quite a bit of our energy.

As you see in my update compliance continues, right? We are always going to have a heavy compliance focus whether it be our fiscal audit or the programmatic audits and evaluations that happen from the State, from the federal government, and then now we have a new audit that has to do with our A.D.A. compliance and that's coming from the Illinois Department of Commerce. It is really well beyond the scope of anything that we've had to focus on in the past. In the past we've focused on physical accessibility so making sure that all of our centers have appropriate bathrooms for anyone who might have a disability or be in a wheelchair and making sure we've got proper lighting and signage, but now this is really going to substantive accessibility. So how do we make sure that we are sharing hiring opportunities with people with disabilities. How do we ensure that that population has access to opportunity that is often foreclosed to them, and so our equal opportunity officer from the State is going to come in and do some of that evaluation and assessment. They are looking at every single one of our workforce centers and so this is a first. So far, we seem to be in good stead, and we will update you once that final report is back to us.

We want to also highlight a few of our programs and initiatives. I would be remiss if I didn't lift up that Hospitality Hires Chicago which has been an amazing experience for us in terms of collaboration with private sector partners and many of whom are listed on this board. That event is taking place next Tuesday, March 19th at the Palmer House. Several of you have gone before. I know Laura you went to the big one last year, and it -- I will tell you for those of you who are new to the board and have not had the opportunity to see our work in practice it is a great example of our work, and every board member that I know who's ever come has been completely blown away and it's really shifted their level of engagement with the board because they gain a deeper understanding of the magnitude of what we do.

Construction Works is our initiative with the Illinois Tollway, and we are getting underway. They've actually asked us to add some additional staff. (Enter Co-Chairman Kenneth Ender.) MS. NORINGTON-REAVES: We hired a manager of construction initiatives to lead that work, and we will be augmenting her support with an additional staff member, and they've actually expanded the scope of the program. It was originally just going to focus on specific tollway projects -- (Enter Ms. Tiffany Hamel-Johnson.) MS. NORINGTON-REAVES: -- that they would inform us about and now they've asked us to expand and focus on all of their existing construction projects that are underway. So we're excited to expand that.

Good morning, Dr. Ender. CO-CHAIRMAN ENDER: Good morning. They put the meeting in the wrong building. MS. NORINGTON-REAVES: Do you want to take over? CO-CHAIRMAN ENDER: No. Please. MS. NORINGTON-REAVES: Okay. Chicago Codes, which was our initiative that was lifted up last year, Mayor Emanuel asked us to launch this and we got support from The Rockefeller Foundation initially. We got some support from Microsoft. Thank you, Adam. We then got support from Facebook, and I think I announced that at a previous meeting, and so we are officially launching. We have a location. It's moving forward. We're super excited. It just took forever, but we're moving forward.

MS. NORINGTON-REAVES: Hi. Who has just joined us on the phone? (Brief interruption.) MS.

NORINGTON-REAVES: Oh, wow. We've got bad feedback from your line whoever just joined us. If you could mute your phone. If you could mute your line that would be great. (Brief pause.) MS.

NORINGTON-REAVES: There we go. All right. So this one is my personal favorite -- it's near and dear to my heart probably because I've shaved off ten years of my life trying to make it happen -- the Chatham Workforce Center. We have a working name. We're now thinking about the Chatham Community and Career Center. We can call it C to the fourth power. So, this has finally come to fruition. The building has been purchased by our angel investor. They have set up a 1.5million-dollar budget for the build-out of that facility. We have retained a design-build firm with the assistance of IFF. We have gone through the design phase. We are signing off on the final version probably on Friday, and we expect that construction will start within the next couple of weeks. The great thing about this project is not only is it going to house a training center and a workforce center; it will also be built by folks from the system because we will be supplying the labor force to actually do the work. So it is a full, amazing thing finally coming to pass. You can clap for that. That's a big deal. (Applause.) MS. NORINGTON-REAVES: And that center will be home to Chicago Codes and will also be what we're calling HQ, for you Amazon fans, for Construction Works.

Opportunity Works continues to be truly successful. We just did a pilot with Metra, and Metra is excited to re-up. And I just learned this morning that Union Pacific is going to host two cohorts this year so we're really excited, and again thank you to Union Pacific for the many thousand-dollar grant and investment in this initiative. We truly appreciate you all. Yes, we clap for that too. (Applause.)

MS. NORINGTON-REAVES: Employer engagement continues. I would say right now our big employer engagement outside of Hospitality Hires Chicago is Ford -- the work we're doing with Ford. So many of you may have heard that Ford is actually going to be starting I think two new lines of vehicles at their assembly plant and their production facility, and they will need to temporarily shut down in order to retrofit the facility. So as the agency responsible for supporting rapid response we've had to be involved in that. We're helping to facilitate incumbent worker training to upskill those employees who are going to be returning back to that plant to work on those new production lines, but this had a huge ripple effect because there's two plants that are actually impacted, which means roughly 6,000 people that we're having to tend to. We've conducted 18 workshops in six days.

MS. HAMEL-JOHNSON: We love you. MS. NORINGTON-REAVES: We love Phaedra and her team because they have really just gone the extra mile to make this work. So, in addition to those, people that's just between the two Ford plants -- that does not include the supply chain -- and so we also have to support

the supply chain. Now, some of those suppliers are not going to continue to have business because they will not be associated with the two new lines that are coming up. So some of the employees at the suppliers will be permanently unemployed or at least unemployed with that particular firm and so we're having to work on rapid reemployment for those individuals as well as incumbent worker training for those who are going to be touching the new space. So, all in all for us it's about \$ 3.2 million. It's about \$800K in incumbent worker training for the suppliers and then another several. million across the two plants. We're providing support staff, wraparound services. We're providing case management support. For those who are impacted it is a huge, huge lift particularly in light of the fact that we have three hiring events in the next ten days, so Phaedra's team is very busy. (Enter Mr. Elbert Walters.)

MS. NORINGTON-REAVES: I'm going to skip around. Financial stewardship you all had the opportunity to meet Wingman Ho -- we call her Wing -- our new comptroller. We are going to be restructuring the fiscal team to really make sure that we're able to properly support all of the funding. You look at the fact that we started with a three-million-dollar cash advance on a \$30 million-dollar budget in 2012 and as I sit here we're at over a \$70 million-dollar budget. It's a lot of work and it's taken us some time to really wrap our arms around how best to manage that kind of growth within the fiscal department, and so we're excited we're going to be expanding that team and restructuring that team and also ensuring cross-training so that for the percent of the funds that are not our formula dollars and are our pure philanthropic dollars that we've got proper training for the staff on managing the fiscal management of those grants.

I already talked a bit about organizational development. I just want to lift up a couple of honors. Marion Batey on Phaedra's team was named the Loop Employee Of The Month from Chicago Loop Alliance, which is one of our partners with Hospitality Hires Chicago. We really wanted to acknowledge all of the incredible work that Marion has done spearheading HHC. Amy Santacaterina, our director of WIOA programs, and Matt Hillen, our director of strategic initiatives and policy, were named to the Chicago Workforce Leadership Academy. So, they are fellows in this inaugural effort, and we want to salute them. Nice job, guys. (Applause.)

MS. NORINGTON-REAVES: And Phaedra Leslie, Amy Santacaterina, and I also serve on the mayor's task force for unemployment and economic opportunity for people with disabilities. And again, you know, going back to the point I was lifting up with respect to compliance we really have focused on physical accessibility but now we need to focus on that opportunity for true economic growth and the opportunity to be deeply engaged in the workforce because unfortunately statistically, despite the fact the A.D.A. has been in existence now for 25 years people with disabilities are at the bottom rung in terms of employment levels, and so we have been involved in the mayor's task force. The report was released last week. We got a special letter of commendation from the mayor, and I will say the mayor came in to meet with all of us. It is the most chill I have ever seen him in my life. He had on no tie. He literally danced out of the room. It was hilarious. He was like I'm out of here, so -- but it was great fun. It was a lot of work for us. We each served on different aspects of the task force, and I was able to chair one of the committees. So we're excited because we are now going to continue our work on implementation of the recommendations in that report. So that's my report. Mr. Chair, thank you all.

(Applause.) CO-CHAIRMAN ENDER: Welcome, all. I apologize for being late. I left two hours early and I was coming down Washington Street when I called Karin, I had ten minutes left to make the meeting. I maybe would have made it if I had gone to the right building, but I had a guardian angel who picked me up and took me through something called a pedway. I'd never go down that level myself. MS.

NORINGTON-REAVES: It's a -dollar toll. CO-CHAIRMAN ENDER: I thought we were going to meet celebrities. So good morning. Thank you for that wonderful report. Karin, good to have you here with us this morning, so it's all good. We did have a meeting and meeting minutes December 13, 2018 in your packet. Could I get a motion from someone who was attending that meeting to approve? DR. JENKINS: So moved. CO-CHAIRMAN ENDER: Thank you. And a second? MR. HECKTMAN: Second. CO-CHAIRMAN ENDER: Thank you very much. I have a motion and second. All those approve say aye. ("Aye" response.) CO-CHAIRMAN ENDER: And nay same sign. (Brief pause.) CO-CHAIRMAN ENDER: Thank you. They stand approved.

We have an agenda that will include four action items this morning beyond the one we just passed. Let's get into our youth innovation funding. And, Amy, I think you're going to give the report. MS.

SANTACATERINA: Yep. CO-CHAIRMAN ENDER: Okay. MS. NORINGTON-REAVES: We're just going to ask all speakers to come to the podium and speak into the microphone so the folks on the phone can hear everything. Thank you. CO-CHAIRMAN ENDER: So, it's this document, folks, in your packet (indicating). Oh, before Amy, excuse me -- pardon me -- we're not going to skip you two weeks in a row, Don. Don Russell is new to our board and last time out we didn't get a chance to let him introduce himself or give him a proper welcome. So, Don, before we get started with Amy's report, please.

MR. RUSSELL: Yes. Thank you. I'm honored to be on the board. I'm Don Russell, the chief HR officer for AMITA Health. AMITA is a relatively new organization in existence for about four years. It's a partnership between Adventist Midwest Health, Alexian Brothers Health System, and now Presence Health as of about a year ago. So, we have about 19 hospitals and thousands of employees in the area. CO-CHAIRMAN ENDER: Welcome.

Amy? MS. SANTACATERINA: Good morning, everybody. MS. NORINGTON-REAVES: It's okay. Just step back a little bit. MS. SANTACATERINA: Okay. Here we go or not. We've got a little echo. There we go. (Enter Mr. Charles Smith.) MS. NORINGTON-REAVES: Are you good? (Brief pause.) MS. NORINGTON-REAVES: For those on the phone we're having some technical difficulties. Just give us a moment. (Brief pause.) MS. SANTACATERINA: All right. MS. CAGE: I think someone on the phone needs to mute. MS. NORINGTON-REAVES: Yeah. To the folks on the line if you could mute your phones, please. MS. SANTACATERINA: Okay. Good morning. MS. NORINGTON-REAVES: Then step away from there and just use this (tendering). (Enter Ms. Monica Haslip.)

MS. SANTACATERINA: Good morning, everybody. We're going to go over the youth innovation fund from the youth council meeting and because I think -- all right. So when we last met maybe you remember that we did a youth RFP in the fall and when we did that planning for the RFP we thought hey, let's remember in WIOA the "I" stands for innovation so we thought -- we had a recommendation

to reserve some funds for our WIOA youth providers so our agencies can present some kind of interesting, innovative ideas. And agencies or applicants submitted their proposals. We went through our normal recommendations, but we also asked them to submit proposal concepts for innovation.

And I'm going to go through the results of our plan for funding the innovation. Basically again the purpose was we asked the respondents hey, give us a problem that you're facing and what could you do and what would be a nice solution to that problem and we'll see if we'll be able to fund that idea so we can better serve our youth through our WIOA funding. So, we did our initial reviews and we ranked our proposals, and then we had our core team of Partnership staff look and read through our innovation results. And we looked at the ten highest scores, organizations that had scored 75 or higher, and the core team looked at it and decided that hey, we have six proposals that are pretty good, but what we recommended because we had a few more questions and they thought it would be a great idea if we would invite organizations to come back and give oral presentations, and we wanted to also have our youth committee members present at the oral presentations. And the concept would be we're going to do these in the next couple months and then we'll be able to start the new program year with more funds for the innovation fund and we'll have new money coming in and that's our plan going forward.

So you have the chart of programs. Again, there were innovation proposals that we looked at that were submitted, ten proposals with a score of 75 and above and we were recommending six proposals to go forward. And here are the six proposals that we're reviewing, and you can again see the brief description what they are originally recommended based on a six-month cycle and we're going to invite these agencies to come back and review. Any questions about that?

CO-CHAIRMAN ENDER: Amy, two things. One, could you give us a little bit more context around where -- where these funds come from and tell us how long the programs will be funded. MS. SANTACATERINA: Sure. CO-CHAIRMAN ENDER: -- and how this program is set up? DR. JENKINS: We can't hear him. MS. NORINGTON-REAVES: They can't hear you. Give him the microphone. CO-CHAIRMAN ENDER: Just more context specifically with respect to the origin of the funds and at the end of the day how long would those initiatives be funded. Are they just pilots or do they attach themselves to some greater program that we want to think about?

MS. SANTACATERINA: The origin of the funds are WIOA dollars. So, when we did the proposal -- the first proposal we had a limit. You know, some people may have applied but did not receive WIOA dollars, so we had to limit it to just WIOA youth respondents. And one of the reasons that's an excellent question is the terms and the length of the money we had a variety of different proposals. Some might be one-shot deals like hey, I need to purchase some equipment and it could be, you know, just a specific curriculum that we can invest in and could have some sustaining effects going forward. Others might be in their proposals. Some people were suggesting, you know, hiring an additional staff person that could provide mental health counseling so that might have something long term and that was also factored into the decision of why we wanted to bring in the organizations for the oral presentations, learn a little bit more specific about their proposal and the sustainability going forward, and also when we have our new funding allocations we'll have a larger budget that we'll be able to probably -- we'll have access to hopefully more funding where we can run the program for a full year to see results.

And one of the things with this design is we had some flexibility. We built in flexibility with this proposal so we can do something like a pilot, see how it runs for a year, and then maybe go back in and fund and look at something different from those original proposals to come back.

CO-CHAIRMAN ENDER: Total amount of money that we have available? MS. SANTACATERINA: We reserved \$ 250K of our PY18 funds that we have, and then again going forward with a new allocation we may be able to have additional funds for that.

MS. NORINGTON-REAVES: The original thought was, to start. MS. SANTACATERINA: For a full year. MR. HECKTMAN: Allocating for the final six? MS. SANTACATERINA: The original plan was of the PY 18 money, which follows a July to June calendar we reserved \$ 250K because we thought it was going to be six months and with the concept of then next year's we would have more money available for a full year.

MS. NORINGTON-REAVES: Adam, I understood your question to be about for those specific questions -- MR. HECKTMAN: Right. MS. NORINGTON-REAVES: -- we're taking those six to the youth committee to determine which of them should receive funding to go forward. MS. SANTACATERINA: I am sorry. MR. HECKTMAN: But the amounts they're asking for are way less than the total funding. MS. NORINGTON-REAVES: Right. Right. MS. SANTACATERINA: So, yes, we may fund multiple and what they were asking was based on a six-month budget. MR. HECKTMAN: Got it.

MR. MUENCH: Following Dr. Ender's question, I would encourage like -- I agree with conservatism on what's going to be sustainable after we run the pilot it seems promising. Do we have funds to continue it, do we have a vehicle or mechanism to continue it, and if we think probably not then it's probably not a good buck for innovation that's my own disposition. A question that I have thought about the whole program is whether we're trying to learn something that can be applied more broadly across the system and then how do we intend to achieve that. So, if I look at this list, I see something like trauma informed care that's great. Like how do we -- how are we going to instrument this pilot with Lawrence Hall to figure out how can all of our providers use trauma informed care populations?

MS. NORINGTON-REAVES: We actually are already doing that with respect to trauma informed care. We have a grant with JPMorgan Chase where we've done a train the trainer community of practice and looking to expand that and make that scale go across the entire system. So definitely we receive that feedback, and I think it's something that we can work with, you know, within the youth council as we -- as we seek to bring those folks in and make those final recommendations and decisions about which programs we fund and which we don't.

MR. MUENCH: And so a quick follow-up on that, so if I think okay, so we're doing trauma informed care and some of the other stuff like internships and training for youth in certain industries -- like in some form or fashion we're doing that, right? -- so what's the bar of innovation of something like --

MS. NORINGTON-REAVES: Right. MR. MUENCH: -- we haven't seen or is it trying to solve a problem for a provider? MS. NORINGTON-REAVES: Again, that's something that the committee is going to have to sit down and work through. MR. MUENCH: Okay. MS. NORINGTON-REAVES: So, the point of bringing this to the committee is to empower our committees to be making that decision. What typically has happened

is that it's the tail wagging the dog and it really should be that this body and the committees are helping to make those policy decisions. So, the committee -- and, I'm sorry, Monica. You're the chair. Please.

MS. HASLIP: Yeah. I mean I think we're at the beginning phases of bringing our committee together to have this real interactive opportunity with folks that are being considered for funding so I think as we put some of our measurements together and some ideas around how we'll measure this stuff we'll have a better insight on how we're going to approach it. You know, I think we're really excited now that we are having the opportunity to have that kind of engagement so I think as the committee kind of gets more focused on it we'll kind of have a clearer idea how we want to approach, you know, the whole process.

MS. SANTACATERINA: And again, I think that was the concept of having the oral presentations because proposal forms were brief. The agencies just submitted like I think it was a maximum of three pages of concept idea and it was in the form of what their experiencing, what problems they're seeing, and then take a little bit of money how we might be able to address some of those. And, like I said, we saw -- and you can read from the descriptions -- some might be, you know, you need to in a certain population and a certain program for purchasing curriculum or licenses or something like that, which might be very effective.

MR. SMITH: I would also like to think that it actually addresses a changing economy and a changing workforce as well because as we know as statistical analysis suggests that we have more millennials in the workforce than ever. I think millennials are the biggest segment of the population in the workforce and they're looking at film and certain industries more than the traditional industries that I think the workforce has served so I do think it's a way to align with the changing economy and workforce.

MS. HASLIP: And innovation means different things to different people so, you know, the goal for the committee is to really better define what that means to us first and then as we sit with folks that are proposing ideas then we can better select what would be, you know, suitable for the whole system, you know, and that would impact all the youth that are involved.

MS. SANTACATERINA: And again, these are WIOA youth dollars so the youth served will be enrolled in WIOA and subject to all the same outcomes and paperwork and all that stuff. MS. NORINGTON-REAVES: Paperwork. MR. MUENCH: Isn't there a Paperwork Production Act that -- MS. NORINGTON-REAVES: There is, but it didn't really seem to impact WIOA at all.

MS. SANTACATERINA: Okay. I think I'm up again. CO-CHAIRMAN ENDER: Oh, yes. You are. MS. SANTACATERINA: I'm waiting for the -- CO-CHAIRMAN ENDER: The training providers? MS. SANTACATERINA: Yes. MS. FOSTER: This is Jennifer Foster. I just wanted to make a statement about this. I think this is a very good -- very good project and thank you, Amy, for the presentation. I really think that this is something that in terms of innovation goes it goes hand in hand with things that we're trying to accomplish on the adult ed. side as well as within WIOA in general. So thank you for this. CO-CHAIRMAN ENDER: And for context to the board Jennifer Foster is a member of the Illinois Community College staff -- board staff and leads the adult education component for that staff.

MS. SANTACATERINA: Okay. So now we'll move on to the -- it's titled "The Presentation to The Service Delivery Committee" where we're going to talk about our eligible training provider recommendations and something, we come every quarter with. Just a reminder of our policy, we have all of our programs must be approved by the WIB. Initial eligibility for our training providers lasts for one year and continued eligibility certification lasts for two years. Again, this is part of the federal and state requirements. Also, there are state multi-policies around our eligible training provider list. We say that you must be approved by a recognized institution like the Illinois Higher Board of Education or Illinois State Board of Education. Locally we've identified that our training programs that we'll fund are limited to our 40 occupations list. The organizations must be located and housed within Cook County, and we locally require that the training must result in some type of industry recognized credential. These are our requirements -- again, locally we've added more requirements and accountability for our training providers. This was part of our eligible training provider policy that the Board passed two years ago it was updated and so locally we said our training providers must have -- we're going to measure training programs on training related employment so not only did people get placed but are they placed in a related position.

Successful completion rate these are people that go, finish, and complete successfully, and the credential attainment rate. When we're measuring for continued eligibility it's we need to have -- because we're looking at these rates and percentages, we think you need to have at least a minimum of ten people in order to calculate the fact that are these benchmarks. And this year because you remember last time we divided up. We had a bunch of people coming up for continued eligibility. There were so many programs that we split them up. We did private institutions first and we held off the other categories. This time all the community colleges were up for continuing eligibility, and we had programs that were recommended for continued eligibility. Carrie?

MS. THOMAS: Just on the minimum of ten people is it ten WIOA registrants? MS. SANTACATERINA: Yes, this is just WIOA participants that go through the training, and I believe under the new act the state -- several states, and I think Illinois is one, is getting a waiver for the community colleges to report on their outcomes. MS. THOMAS: So just for the continued eligibility -- MS. SANTACATERINA: This is for the continuing -- MS. THOMAS: -- you have to have seen at least ten people in the program? MS. SANTACATERINA: Right. MS. THOMAS: Got it. Thanks.

MR. MUENCH: That's just to know what the measure is. You don't need to see ten people to stay eligible. MS. THOMAS: Well, to know what the measure is then you have to meet the measure to stay eligible so ... MR. MUENCH: No. MS. THOMAS: No? MS. SANTACATERINA: If you have less than ten people you're automatically put on to the program. You know, we can't -- if you have -- This is just an eligible training list just to be on the list, so we won't renew you if you have less than ten people -- ten in your program.

CO-CHAIRMAN ENDER: You're both right. DR. JENKINS: That can be confusing. CO-CHAIRMAN ENDER: Just to be clear, you're both right. They can't measure without ten, and if you don't have ten you don't get a chance. MR. MUENCH: But you remain eligible? MS. SANTACATERINA: You remain eligible. We

don't kick you off the list if you don't have ten people in two years or one year if it's -- (Brief interruption.)

MS. GREENE: It's Aon. MS. NORINGTON-REAVES: Aon? MS. GREENE: It's LaShana Jackson and it's when she said she'd call in. MS. NORINGTON-REAVES: Oh, okay. MS. SANTACATERINA: Is it me? MR. GONZALEZ: No, it's not you, Amy. MS. GREENE: No. It's the phone.

MS. SANTACATERINA: In your folders -- because there were programs that are up for continued eligibility in your folders there's an Excel sheet where you see all of the programs that are not up for eligibility, so we're recommending that some programs be approved for continued eligibility. Also, there were some programs --

Here, these are programs that applied for initial training on the eligible training provider list. So, these are the programs here. There's fewer of them. As you can see from these different institutions how many programs, they submitted what program industry is and specific training programs that they provided documentation to be on the list. And that's it. Any more questions about the eligible training provider?

CO-CHAIRMAN ENDER: Not to beat a dead horse, but I will. So the idea is if you have less than ten folks going through your program we can't count your results for this particular category training. That does not discontinue you from your eligibility. You're still eligible. I asked the question on a sidebar what happens for the next couple years if they remain less than ten and they're doing threes and fours and Karin said that's something we need to as a board consider. So that -- we'll look out for that.

MS. NORINGTON-REAVES: Yeah. The challenge is that once folks have met the minimum standards for the State, they are put on the State list. As a local board six -- seven years ago when we launched we made some policy decisions around programs and how we would seek to be more efficient, and so one of the things that we wanted to do was lessen the number of eligible programs and lessen the number of eligible occupations for Individual Training Accounts (ITAs). So at that time there were more than 1800 eligible programs within this region, and there were 753 or so occupations from which people could choose to utilize an ITA. We did a lot of data analysis and worked with the State and said listen, this doesn't make sense, how can you get to real informed customer choice if you've got this huge smorgasbord to choose from and no real direction or guidance around it, and we also noticed that a lot of these occupations fell outside of the high-growth, high-demand occupations and the occupations that were forecasted for future growth and so they said to us listen, as the local your board can make the determination. So, we made the recommendations to the board. We were able to shorten that list. We reduced the list by 60 percent, and we also only focus on the high-growth, high-demand occupations so we can create the target occupational profiles and we only focus in the seven high-growth and high-demand sectors. The issue is that programs could nonetheless be on the State's list even though we don't feel like they meet our standards. The other thing was that our certifications process is more stringent than the State's process. And so -- And, again, we have permission to do that as the local so the issue is what do we want to do from a policy standpoint and also recognizing that folks can still come back and push at us and say but we're on the State's list you can't deny us an ITA, you can't deny, you

know, the reimbursement to us if an eligible individual chooses our program so that's where the tension is.

MR. MUENCH: Can I just ask a quick clarification on that? MS. NORINGTON-REAVES: Yes. MR. MUENCH: But we can as a board say no ITA dollars that are flowing through our LWIA are not eligible for that provider even though they're on the State's list; that is our prerogative, is that correct? MS.

NORINGTON-REAVES: I don't think we can say that. We can narrow -- We can narrow our process. We can make our application process more stringent, but ultimately, they can still go back and fight that.

MR. MUENCH: Can we get like a -- I don't know who is responsible for this, but like a confirmation of that ruling?

MS. NORINGTON-REAVES: Yeah. We can also just talk to the State further about it. You know, and again State leadership has changed since that initial -- since our initial launch so, you know, personally my read of the policies is that -- of the regulations is that the local board can set -- there are certain -- you know, WIOA is the floor and there's certain things we can go above, but then there are some things that are ceiling that we can't go above and so we have to figure out where this falls between those. Does that make sense?

MR. MUENCH: I didn't follow the floor-ceiling thing, but I think -- MS. NORINGTON-REAVES: Well, there's some mandatory minimums -- MR. MUENCH: Right. MS. NORINGTON-REAVES: -- right? There are some mandatories that we absolutely have to do, and there's some places where we don't have leeway, and then there's other places that we do have leeway. We have to figure out within the spectrum of leeway where this fall. MR. MUENCH: Exactly. MS. NORINGTON-REAVES: Make sense? MR. MUENCH: Yeah.

MS. SANTACATERINA: And these are some of the things here, must result in an industry recognized credential that's what we've put in. We've limited it to the occupations list, again local policy. And the rates were all local policy. MS. NORINGTON-REAVES: That's what we created. MS. SANTACATERINA: To make -- Whereas, the States are more. So, we've added additional accountability and further screening locally. MS. NORINGTON-REAVES: And I think Matt's question is can we add some more layers, right? MR. MUENCH: I don't know if more layers. MS. NORINGTON-REAVES: Or more -- more scrutiny?

MR. MUENCH: We had a great conversation in the service delivery committee in approving the ITA recommendations around like what are the decisions we're making as a board, which industries we're focused on, which occupations, what are we trying to accomplish and sort of we'll have those conversations as we go. This is a great start.

MS. NORINGTON-REAVES: Sure. Jennifer, just to summarize so that was Matt Muench from the City who was talking about the fact in the service delivery committee they had great conversation around those policies where there's room to limit some of these policies with respect to the training provider approval. So, we will have some additional discussion with the State and just make sure that we have the ability to do a more searching inquiry than we even already do. The other thing was Amy was just lifting up the difference between WIOA policy and then the local policy that we created that is, you know, again a little bit more stringent than what the State has. MS. FOSTER: Thank you. MS. NORINGTON-REAVES: You're welcome. CO-CHAIRMAN ENDER: Any other questions? (Brief pause.)

CO-CHAIRMAN ENDER: Okay. Before we take a vote let me point out that Dr. Edwards, Dr. Jenkins, and myself we need to abstain. We are service providers on the list. Anybody else that I'm not familiar with on the board? (Brief pause.) CO-CHAIRMAN ENDER: All right. After no further questions have come do we have a motion to approve? MR. SMITH: So, moved. CO-CHAIRMAN ENDER: Thank you, Mr. Smith. And second? MR. MONOCCHIO: Second. CO-CHAIRMAN ENDER: Thank you, sir. All in favor say aye. ("Aye" response.) CO-CHAIRMAN ENDER: Opposed same sign. (Brief pause.)

CO-CHAIRMAN ENDER: All right. Let's move along now to these policy letters, and Ms. Leslie is going to provide a presentation. Please give us -- As some members have not been through this drill before if you can just make sure you provide some context for why we're doing what we're doing in these policy letters.

MS. LESLIE: Sure. Excuse me. Sorry. I'm getting over something that was circulating in our office. Good morning. This is Phaedra Leslie. I'm director of business relations and economic development. I'm going to be walking you through two policy letters. The incumbent worker training policy letter recommendations, as well as the customized training policy letter recommendations. First up, so just to give you a little bit of context the workforce system is responsible for facilitating the marketing of business services tools including incumbent worker training, which is training reimbursement grants for companies to reskill their employees or upskill, whichever term you like to use, their current employees and maybe a handful of new employees.

he customized training is a more -- usually is used for new hires that are WIOA eligible to be trained for the companies. So the incumbent worker training is for existing and the customized is by and large for new hires and on occasion can include some current employees depending on eligibility. In our workforce system we had a line item for incumbent worker training, customized training, and the customized training is part of our overall training requirements of a 50% spend requirement. Incumbent worker has a separate line item, and for this current program we allocated \$500K, which has already been obligated.

So, for this policy of Incumbent Workers and actually over the past several years we've increased the marketing of incumbent worker training and by and large most of the requests come from manufacturing companies. We have had some from healthcare companies but most of the requests do come from the manufacturing sector, but we are promoting it widely across all sectors. It's just that manufacturing companies get their applications in really quickly and are very knowledgeable about using the workforce system to retrain or employ their workers.

So, in your handouts you have both the WIOA policy letter essential elements and key features for incumbent worker training, which is where I will start, and you also have the recommended incumbent worker training policy letter with some highlights where the changes are being recommended.

MS. NORINGTON-REAVES: For those of you on the phone you're looking at the grid. MS. LESLIE: The grid document and the two columns. One says policy letter and you'll see incumbent worker training policy letter and then you'll see essential elements. The document is called WIOA Policy Letters Essential Elements and Key Features. So, I'm starting with the incumbent worker training. So on the page at the

very top you'll see shaded on the actual policy letter the references have been updated, and so just a little bit of background to deal with these guidelines and policy when the State refines or narrows that policy and then the local workforce board can -- as Karin described earlier, around some other areas the local workforce board can make decisions about where we want to refine the policy as well and narrow the policy. So in this case because we've had a lot more experience in incumbent worker training there were some things that we wanted to get -- make similar to the current DCEO public policy of the State, but then also based on our experience with incumbent worker training and assisting employers refine the policy to make sure that we're being fiscally prudent about how the funds are being spent with particular companies. So, the references were updated to match the policy of the State. So those have been updated and you'll see that shaded under references on page.

The next section on the grid is employer eligibility requirements and the eligibility requirements are assurances around no WARN events, and the WARN events would be that layoff events have occurred in the previous two years; that the employer has operated in the current location for 120 days; and that employees being trained must have been employed with the company for the past six years. Excuse me. I'm sorry. Six months. The exception is that if a cohort base requests is that the cohort base includes new employees and may be included in that mix there may -- as long as that mix is less than 50% percent of the total employees then that is allowable. So under previous circumstances we did not allow any new hires, but now we're allowing for new hires and putting some parameters around what that looks like so it's not more new hires than incumbent workers.

Under the next section, additional revisions, there were some new elements that we've added to the revisions, and you'll see them on -- I'm holding a microphone and going back and forth between documents. MS. NORINGTON-REAVES: Page 5 . MS. LESLIE: Thank you. MS. LESLIE: -- page and are the additional revisions, but I think mostly on page under approval. So, we've added -- Just for under approval there was benefits to workers, quality of training, and a significant insertion of previous performance. If the employer has received incumbent worker training funds in the past year's retention and advancement of previous trainees are being taken into consideration during the application evaluation.

We do have quite a few companies who have received incumbent worker training in the past so we want to make sure that what has happened is still in place and that the employees actually benefited from that when they're asking for more funds for the incumbent worker training. Excuse me.

And finally, you'll see an addition under secondary benefits with facilitation of involvement of registered apprenticeships. This is also a new addition so we're adding that as part of consideration and part of the policy for incumbent worker training.

CO-CHAIRMAN ENDER: Registered in the sense of the Department of Labor's registered apprenticeship program? MS. LESLIE: Registered in the sense of the Department of Labor and the State. So, there are two ways to be registered. The State has registration and the Federal Department of Labor has registration. MS. McDONOUGH: You can't do non-DOL-approved apprenticeships? I mean typically in manufacturing they would -- they can create those things. MS. LESLIE: We just are adding that as

language as a secondary benefit. It doesn't -- MS. McDONOUGH: It doesn't limit? MS. LESLIE: It doesn't limit a company from being able to -- MS. NORINGTON-REAVES: It just means they're automatically on. MS. LESLIE: Yeah, they're automatically included.

MS. McDONOUGH: And I want to compliment you guys on automating some of these processes because incumbent worker applications are difficult, and it takes a lot of interaction -- sorry -- it takes a lot of interaction between the employer and the people helping to do the paperwork. You actually have to help them create the vision and the narrative, and so Phaedra had indicated in the committee that you have that automated a lot of this stuff which I think is very helpful. Thanks. MS. LESLIE: Sure.

MR. STEWART: Just a clarification around the eligibility requirements, it talks about no WARN events. Not all qualify for WARN or are we saying no layoffs or no WARN-eligible layoffs? MS. LESLIE: It's no WARN -- no WARN layoffs. MS. NORINGTON-REAVES: And to the extent that there is a demand and a situation that warrants it, so, for example, with the Ford situation we actually got an exception letter from the State in order to move forward. MS. LESLIE: Thanks, Karin. In the case of Ford, it was -- we were able to use incumbent worker training funds as part of a layoff aversion strategy, and those funds are not formula funds. They came from a separate grant.

MS. THOMAS: I noticed in this one and in the other one you added construction as a possible targeted industry and so I'm assuming that still aligns with Construction Works, but I'm wondering what impact that might have on -- on use of this.

MS. LESLIE: Sure. So we were adding construction because we added construction as one -- as part of the high-growth, high-demand industries that the workforce investment area is focused on so we wanted to ensure that that was included in our policy language. Any other questions? Anyone from the phone with questions? (Brief pause.) MS. LESLIE: Okay. That's incumbent worker training worker policy. CO-CHAIRMAN ENDER: And we do need a motion to approve these letters. Can I get a motion? MS. McDONOUGH: So moved. CO-CHAIRMAN ENDER: Thank you. And second? MS. THOMAS: Second. CO-CHAIRMAN ENDER: Lots of seconds. Thank you. With no further discussion all those in favor say aye. ("Aye" response.) CO-CHAIRMAN ENDER: Opposed same sign. (Brief pause.) CO-CHAIRMAN ENDER: All right. We stand approved. Thank you. Who's doing Hospitality Hires?

MS. LESLIE: No. I'm going to do customized training policy letter really quickly. There are some additional elements there, and I'll just use -- instead of going through the key elements I will use the policy document because it's shaded. So on page 1 the references have been updated to match the guidance for the current State policy. We also added a definition of customized training so that was included. It had not been in the prior policy. On page 3 following the section general information and requirements, H -- Item H, a participant who successfully completes customized training must be hired as a regular, full-time employee by the employer within ten working days after the completion of training that was added because we wanted to -- the intent is that any new hires are hired after the completion of customized training and so we put parameters around the term from completion to actual hire instead of leaving it without any term. Okay?

Under J, customized training trainees may not be hired as independent contractors, contract, or seasonal employees. Again, the intent to permanent employment so we want to make sure that the policy reflects that. And the training does not have to occur at the employer's location. And then under targeted industry same page 3, we added construction here as well. On page 4 under eligibility and WIOA registration all trainees must be registered in Career Connect and have an individual employment plan must be developed with the input of the participant before any training may be provided; documentation to support eligibility must be collected and placed in the participant's case file prior to registration in Career Connect so this aligns with the WIOA eligibility and so all individuals who are customers of WIOA must be entered into Career Connect. So we're just clarifying and making sure that's included in the policy language. On -- excuse me -- page 6 we just added a line for allowable costs to clarify what those would be. So allowable costs it lists the typical costs allowable for reimbursement under WIOA and then we gave ourselves a little guidance under the approval and also to inform whomever is applying for customized training that we will review all documentation and required customized training applications within s days. And that concludes the update for customized training policy.

CO-CHAIRMAN ENDER: Thank you. Any questions from the board? (Brief pause.) CO-CHAIRMAN ENDER: Motion to -- Question, please. MS. McDONOUGH: No. I was just going to move to -- CO-CHAIRMAN ENDER: Oh. Pam, thank you. Second? DR. JENKINS: Second. CO-CHAIRMAN ENDER: Thank you, Sylvia. All in favor say aye. ("Aye" response.) CO-CHAIRMAN ENDER: Opposed same sign. (Brief pause.) CO-CHAIRMAN ENDER: All right. The vote is approved. Thank you. MS. LESLIE: Sure. Thank you.

So, Karin gave a shout-out earlier about Hospitality Hires Chicago. I'll just give you another quick update. So as of today, we have 55 employers for Hospitality Hires. (Applause.) MS. LESLIE: I'm sorry. Fifty-five employers for Hospitality Hires Chicago, and Karin had it in her CEO report so for those of you who missed Karin's report earlier there are over 126 opportunities under job titles. So we are screening, screening, screening last week and this week and we expect a lot of walk-ins so the communications team -- all of our teams actually we have an interdisciplinary working group so everyone is working really hard, including our delegate agencies, to get the word out and to screen individuals so they are prepared and matched for the interviews that they will have on Tuesday. Actually, it's next Tuesday. Jeez. So Tuesday if you haven't had an opportunity to visit a Hospitality Hires Chicago event in the past or any one of our hiring events this is one you can come to, and it's next week Tuesday. We're there from 9:00 a.m. until 4:00 p.m., but you can come any time between MR. SCHULMAN: Where's it at? MS. LESLIE: It's at the Palmer House Hilton Chicago on East Monroe. We'll be on the third floor. Follow the traffic. It's a very, very energetic day. We will have a press event Danni what time is the -- MS. COSEY GAY: I mean MS. LESLIE: Oh, okay. I won't take Danni's presentation. So, there may be a time where you can come by and take a picture or two. So, thank you so much. We look forward to seeing you there. There's also another hiring event at Olive-Harvey College for the TDL sector -- transportation, distribution, and logistics -- on March 25th and that is in the afternoon from 12 to 4pm. ... so come out. It's the same day as the launch of the new training center at Olive-Harvey College. We will be there working with World Business Chicago; City Colleges; Chicago State University; the Mayor's Office, specifically Matt -- MR. MUENCH: I'll be there.

MS. LESLIE: -- and the others; the South Side Ministerial Alliance and others for a very sector -- another sector focused hiring event and that's May at Olive-Harvey College. It's in the afternoon. Thank you.

CO-CHAIRMAN ENDER: Thank you. MS. HAMEL-JOHNSON: Can I just say something? CO-CHAIRMAN ENDER: Yes, please. MS. HAMEL-JOHNSON: I just have to say this. MS. NORINGTON-REAVES: Can you speak up loudly or we can get the microphone to you. MS. HAMEL-JOHNSON: I'm loud, as you all know. I just -- Hi, everyone. I just really want to say that Karin and Phaedra and everyone we have asked a lot of you all in the last year and a half, the Mayor's Office and now I'm not there and Matt is there and I'm at the World Business Chicago WBC.) There are a lot of events like around hiring affairs within a month, to be honest -- or six weeks, you know, we have asked you guys to be a part of it and you guys have given 100 percent, always said yes and then just made it as amazing as possible, and so I just really need to, as you will say, Karin, lift you all up because we're in a grind as you all know, and we just really appreciate it. I need to say it because the last year and a half as you know it's been really hard, but you guys have really helped us out a lot. I just need to say that to everyone. (Applause.)

MS. HAMEL-JOHNSON: I'm Tiffany with World Business Chicago. I worked in the Mayor's Office for about a year and a half before Matt came so ... MR. MUENCH: The current Mayor's Office will second that. MS. HAMEL-JOHNSON: Yeah. We've asked a lot of them from the last year and I just wanted to lift you all up and say thank you. MS. NORINGTON-REAVES: Thank you.

CO-CHAIRMAN ENDER: All right. Wing, ready? MS. HO: Yes. Good morning, all. My name is Wingman Ho, comptroller at the Partnership. Today I will be presenting the Fiscal Year financials as of December 2018. The PowerPoint presentation slides of the financial reports can be found in the left-hand side of your blue folder.

So, let's start with the budget to actual report. Fiscal Year 18 started July 1 and ends in June 30th. The third column on this report "Year to Date Actuals" refers to the actual revenue expenses for the first six months -- the first six months of the Fiscal Year 2019. You will see purple Note 1 & 2 and in the middle of the page and bottom of the page. It indicates the revenue and expenses as of December are \$27.793 million dollars and \$27.765 million dollars respectively, and it leaves us operating net of \$27,966. These operating net of \$27,966 is the net result of the unrestricted Partnership expenses of \$56K, and unrestricted revenue of \$84K. The unrestricted revenue of the \$84K, includes the Walmart Service income of \$35K, earned by the Partnership and the \$49K from Chicago Community Trust for the General Operating Grant.

On the right-hand side you will see Note No 3. We anticipated \$554K savings for personnel expenses compared with the budget. The lower projected expenditures for personnel expenses are the vacancies and the hire lag time for new and existing positions in various departments at the Partnership. Any questions? MR. HECKTMAN: Yes. Is this the last year of the Walmart funding? MS. NORINGTON-REAVES: It is the last year for the Walmart funding and so we'll actually realize the full-service fee that we are attached to that. It's like, I think. MR. HECKTMAN: I see. MS. NORINGTON-REAVES: So, we're trying to expend down all of those monies, so you'll see as Wing walks through the rest of the statement of activities, you know, our income is going to fluctuate.

MS. HO: Thank you, Karin. And as of December, we fully earned our ... MS. NORINGTON-REAVES: Which is unrestricted money that we can just bank. MR. HECKTMAN: Oh, good. MS. HO: Right. Okay.

Moving on to the financial statement, statement of activities. We received over \$1.3 million temporarily restricted revenue from different funding streams for the first six months. Note 1-3 refers to these \$1.3 million. Again, I'm going to talk about in just a minute.

Note 1 government and contract revenue \$900K. This is the biggest chunk of the incoming money of that we received from Cook County for Opportunity Works.

Note 2 , corporate and foundation revenue \$316,480 including \$156K Chicago Workforce Funder Alliance for Career Connect; \$100K from Union Pacific Foundation for Opportunity Works -- thank you once again -- AARP \$60K for Back to Work 50 +Program.

Note No.3 - donations. The entire \$145K are for Opportunity Work Program including donations from Alphawood \$100K; Henry Crown \$25K; John Rowe \$15K; and Fidelity Charitable \$5K.

Note 4 --\$ 2.1 million worth of net assets were being released from restriction during the first six months of Fiscal Year from July to December 2018. These \$2.1 million worth of net assets include Walmart Foundation Grant \$1.2million; Opportunity Works \$693K; \$167K for Back to Work 50+ Program; Citi Job Clubs \$42K ; Chicago Funder Alliance \$36K for Career Connect ; JPMorgan Chase for Trauma Informed Care \$30K; and the Chicago Codes Rockefeller Foundation and other donations for Opportunity Works \$6K.

As a result of netting the incoming money of million and that we just talked about the temporary restricted net assets decreased by \$714,577 which you see -- which is the number right below the No. 5 note. Any questions on the statement of activities? (Brief pause.)

MS. HO: Oh, sorry. Note 5 at the bottom, \$714,577 decreased in net asset is the net result of the unrestricted operating net of the \$27,966 which we talked about earlier in the previous slides, and the decrease of the \$742,573 of temporary restricted asset that we just talked about here.

Let's talk about the statement of financial position. Notes 1 and 2, Partnership has \$13.349 million of total net assets as of December 31st,2018 including \$3.3129 million worth of cash and cash equivalents and \$1,535,859 million short-term investment.

Note 3 total net asset of December 31,2018 is \$3.584. million, which includes unrestricted net assets \$921K of Partnership money -- strictly unrestricted Partnership money and restricted funds of \$2.663 million.

CO-CHAIRMAN ENDER: That's a pretty significant difference from last year. Is this primarily just a result of spending down for Walmart? MS. HO: So the Walmart Grant will end July 31, 2019 this year so we have a couple of months. So for the short-term investments indicates the money we have in our investment as we plan to spend down this money, liquidate this money from the short-term investment, and it will show as the expenses of the unrestricted dollars here.

CO-CHAIRMAN ENDER: But the major difference that explains the variance between are total net for the last year of this is the Walmart money? MS. HO: Yes. Yes. MS. NORINGTON-REAVES: Right, so -- Right. The issue is the spend-down of the Walmart money, the balance remaining of it, and remember you all that was a \$10.9 million-dollar grant so it's pretty significant over the past several years in terms of the impact to our budget. I would note that we have received the tollway grant which is another \$4.3 million plus that will stretch over the next couple of years so as we are drawing down on Walmart we're actually adding new monies into the system, but you won't see that reflected here just yet because that grant just started and we haven't gotten to the point where we're really drawing down on it significantly just yet.

MS. HO: Okay. Last slide of the financial statements, statement of cash flows. Note 1 , net assets were decreased by \$715K as of December2018 as we discussed earlier in the statement of activities. It is the net result of the unrestricted operating net of the \$27,966 and decrease of the\$743K, of the temporarily restricted asset.

And once again is the net of the incoming money \$1.3. million and the net assets released from restriction \$2.1million.

Note, Partnership possessed \$3.313 cash and cash equivalents as of December2018 . That's all I have for the financials today. Are there any questions? (Brief pause.) MS. HO: Okay. Thank you.

CO-CHAIRMAN ENDER: Thank you. And we do not need a motion on this. It's just an update for the board so we'll move on. Danni? MS. COSEY GAY: Hello. Hello. Good morning, everybody. ("Good morning" response.) MS. COSEY GAY: My name is Danni Cosey Gay. I am the communications director for the Chicago Cook Workforce Partnership, and I have some quick but very important updates. If I could acknowledge Tamika Jackson. She is our communications coordinator and will be interfacing hopefully with each and every one of you before you leave today because she is working on a special project which I'm excited to announce. We are upgrading our website. I feel like that's always happening when we meet, but we're upgrading our website to catch up with our capacity. So, we'll have some new modules added to it that will allow us to do very cool and interactive things with our mobile devices, our iPads, tablet devices, and I cannot tell you how excited I am about it.

One of the key features that will impact you is our board page. It will now furnish the -- be able to furnish you with your minutes from past meetings as well as agenda items. It will also synchronize with any device that you want it to so that you can remember to be here all bright and shiny when we have board meetings. Additionally, we're going to feature your headshots and your titles, so Tamika is going to coordinate getting those from you. I believe she has business cards, and she'll follow up with you after the meeting. So please be sure that you interface with her in some capacity.

My next announcement for you -- Oh, and we'll -- one of our follow-ups have a demo for you so you can actually see it before it launches so we can get your feedback so that's coming down the pike. Next up, we're getting ready for Hospitality Hires Chicago T-minus six days. We're really excited. We've been doing so much to communicate this effort, and one of the important pieces about getting people there so they can see all the really wonderful work we're doing so you are invited to attend the event on

Tuesday between 9:00 and 4:00 o'clock. We'll be offering tours. We do expect some light media that day. Cook County Board President Preckwinkle is confirmed so she's going to do a walk-around. We will also -- We're tentatively expecting the Mayor's Office to be present in some capacity, even if it's Matt with his little button on we'll have the Mayor's Office represented, but this is an important opportunity for you to actually see the work that happens in the Partnership.

I know the board meetings are very rich with information, but there's nothing like actually experiencing what it means to get a person hired and witnessing an employer doing it, and they will be doing that very thing that day. So, I encourage you to come out and enjoy and just witness the wonderful work that you're very much a part of. Allen, if you raise your hand, he will send you an invite with all of the particulars. So if you are coming you can let Allen know and we will make sure we are there to receive you and take care of you.

In the spirit of HHC we've been doing a lot of marketing. One that I'm particularly proud of Matt, who recently joined our board, got us a -day digital -- access to a digital billboard on the Dan Ryan Expressway for several days. So, we will get to -- So that's an applause. (Applause.) MS. COSEY GAY: We are not-for-profit organization. We are privy to put out a lot of public service announcements. The beauty of that is they're free and don't cost us money. The kind of tight part about it is they keep -- they announce things at 2:00 a.m. and they announce it really, really, really fast and nobody gets the information. So, it's just nice that we'll have ten seconds of information flashing on the Dan Ryan that is very straightforward and to the point are you looking for a career, we have free resources, text us. So please look for the ad.

And in the spirit of texting how many of my board members have their cell phones on them? I've got three homework assignments for you. One, if you are social media active please like us and follow us. Two, if you are not, pick one -- Facebook, Twitter, Instagram, LinkedIn -- find us, and like us. And the third we want to make sure you know everything that's happening with us while you're on the go. For example, Karin was on V on Sunday cohosting The Battle of The Bands. Well, we found out at on Friday, and it would have been so great if we could have sent you all a quick text message that said hey, listen on Sunday if you're driving around getting groceries to Karin lose royally on this Battle Of The Bands for V. So we want to be able to keep you engaged with things like that. She was on yesterday.

Our television spots aired this morning and then tomorrow early. They let us know that 7:00 a.m. this morning because, you know, we're up waiting to hear from them. So when we get those quick turnarounds with that media attention I think, , it's great for you to see that so we can pat ourselves on the shoulder, but a better way for us to communicate that to you will be through text. So if you are all okay with that we'd love to engage you in that way, and we can coordinate that with Joanna to get your cell phones or Tamika and Allen will be happy to do that follow-up as well last but not least -- Oh, no. I think I covered it. So have a wonderful rest of your day. I'm happy to see all of you and thank you for listening. (Applause.)

MS. NORINGTON-REAVES: All righty. So, our one other item on our agenda was our PY MOU approval. The MOU I'll just explain what this is. So the memorandum of understanding is required under WIOA

and it essentially memorializes the agreements of all of the mandated partners, what roles we'll play in supporting the entirety of the workforce system, the roles we'll play specifically at the American Job Centers, as well as cost allocation because everybody has got to have something in whether it's in kind or actual dollars. And so the MOU -- For the State there's been a negotiation process and KEB was retained by the State to help facilitate everything. Obviously with us being the largest workforce system in the state, quite frankly largest workforce system in the country, our MOU is a behemoth as compared to the others and so Joanna and Illona have been on the negotiating team and managing that process. We have provided MOU in December -- in your December packet materials and then also in this last -- in preparation of this meeting via e-mail.

What we'd like to do because it was not reprinted here for your packet today, but what we'd like to do is give you all an opportunity to review that. We can set up an online process for providing approval, and actually I think it would make more sense if we did a conference call, slash, webinar so folks who had any questions would have an opportunity to have those questions addressed and then we will ask for your votes electronically. We've got to get an approved date so that's the process. They're already doing the , and then the discussions will also start. So, you know, it's been a long, dragged out process but it is being facilitated on behalf of the State with all of the different stakeholders. Questions there are, folks, comfortable with doing a webinar, slash, conference call to have an opportunity to dig deeper into it? Is that good? Okay. Great. Thank you so much.

CO-CHAIRMAN ENDER: Thank you, Karin. Any members of the public wish to make any comments? (Brief pause.) CO-CHAIRMAN ENDER: And any members of the board that have something to share? (Brief pause.) CO-CHAIRMAN ENDER: All right. We're all good. Motion to adjourn. MS. McDONOUGH: So, moved. CO-CHAIRMAN ENDER: Seconded by the Chair. Have a great day. (Meeting adjourned.)

(STATE OF ILLINOIS SS. COUNTY OF COOK) Jennifer Vravis, being first duly sworn, on oath says that she is a Registered Professional Reporter doing business in the City of Chicago, County of Cook and the State of Illinois; That she reported in shorthand the proceedings had at the foregoing Chicago Cook Workforce Innovation Board Meeting; And that the foregoing is a true and correct transcript of her shorthand notes so taken as aforesaid and contains all the proceedings had at the said Chicago Cook Workforce Innovation Board Meeting. _____ JENNIFER VRAVIS, RPR CSR No. -