

## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

CHICAGO COOK WORKFORCE INNOVATION BOARD: Report of proceedings had at the Chicago Cook Workforce Innovation Board Quarterly Meeting, held at 69 West Washington Street, Pedway Lower Level, Conference Room B, Chicago, Illinois, on the 28th day of June, 2018, commencing at the hour of 9:30 a.m.

CO-CHAIRMAN WRIGHT: Good morning. Good morning. We're going to start the meeting -- call the meeting to order. Good morning, all. I don't know if I need a mic, but I'll take it. Dr. Ender, do you need one? CO-CHAIRMAN ENDER: I probably do. Yeah. CO-CHAIRMAN WRIGHT: I'd like to call the meeting to order. Joanna, do we have a quorum? I assume we do. MS. GREENE: Do you want me to do roll call? CO-CHAIRMAN WRIGHT: Please. MS. GREENE: Okay. George Wright? CO-CHAIRMAN WRIGHT: I'm here. MS. GREENE: Ken Ender? CO-CHAIRMAN ENDER: Yes, ma'am. MS. GREENE: Don Finn? MR. WALTERS: Elbert Walters representing Don Finn. MS. GREENE: Jay Stewart? (Brief pause.) MS. GREENE: Sylvia Jenkins? DR. JENKINS: Here. MS. GREENE: Shelley Stern Grach? MS. STERN GRACH: Here. MS. GREENE: Marc Gordon? (Brief pause.) MS. GREENE: Monica Haslip? (Brief pause.) MS. GREENE: Laura Britton? MS. BRITTON: I'm here. MS. GREENE: Juan Salgado? MR. MORALES: Richard Morales representing Juan Salgado. MS. GREENE: Marc Schulman? MR. SCHULMAN: Here. MS. GREENE: Liisa Stark? MS. MORGAN: Chiquita Morgan representing Liisa Stark. MS. GREENE: Pam McDonough? MS. McDONOUGH: Here. MS. GREENE: Richard Monocchio? (Brief pause.) MS. GREENE: Tiffany Hamel-Johnson? MS. HAMEL-JOHNSON: Here. MS. GREENE: Donovan Pepper? (Brief pause.) MS. GREENE: Charles Smith? (Brief pause.) MS. GREENE: Robert Reiter? MR. REITER: Here. MS. GREENE: Andre Rice? (Brief pause.) MS. GREENE: Kristin Gomez? (Brief pause.) MS. GREENE: Kevin Brady? MR. PRYOR: Clayton Pryor here. MS. GREENE: Eugene Jones? (Brief pause.) MS. GREENE: Carrie Thomas? (Brief pause.) MS. GREENE: Jeff Mays? (Brief pause.) MS. GREENE: Kareem Dale? (Brief pause.) MS. GREENE: Jim Dimas? (Brief pause.) MS. GREENE: Jennifer Foster? MR. STEELE: Jamil Steele representing Jennifer Foster. MS. GREENE: Okay. We're good. CO-CHAIRMAN WRIGHT: We're good. MS. GREENE: And I'm going to turn on the phone. We had one person that possibly was going to call in so we were going to check now.

CO-CHAIRMAN WRIGHT: Thanks, Joanna. All right. So welcome to the Chicago Cook Workforce Innovation Board meeting. You have the agenda in front of you all and we're going to start the meeting. I'm always one to make sure that we start the meetings on time and they end on time in respect for your alls' time, which is really valuable, so thank you. The first thing we'll do, Dr. Ender, I believe is approve the agenda -- or the minutes from the last meeting. Do we have any discussion? (Brief pause.) CO-CHAIRMAN ENDER: I'm sure we've all studied these in detail. CO-CHAIRMAN WRIGHT: Expeditiously. CO-CHAIRMAN ENDER: Expeditiously. CO-CHAIRMAN WRIGHT: Do I have a motion? MS. STERN GRACH: So moved. DR. JENKINS: So moved. CO-CHAIRMAN WRIGHT: Moved and second. All in favor say aye. ("Aye response.") CO-CHAIRMAN WRIGHT: Opposed same sign. (Brief pause.) CO-CHAIRMAN WRIGHT: It's been moved and approved.

We are going to -- I understand that Karin is on her way, and Dr. Ender has a couple of quick announcements in terms of new board members. CO-CHAIRMAN ENDER: Thank you, George. Good morning, everyone. ("Good morning" response.) CO-CHAIRMAN ENDER: Jeff Mays was -- he might be even on the call. Jeff is the Director of Illinois Department of Employment and he will be joining the

## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

board. Joanna, remind me the individual that he's replacing. MS. GREENE: He is replacing Jim McDonough. CO-CHAIRMAN ENDER: Jim McDonough is moving over to chief -- MS. GREENE: Chief of staff for the Department of Aging. CO-CHAIRMAN ENDER: So we appreciate Jim's service, and I've known Jeff for many years. He's in lots of meetings so I'm really pleased that he decided to personally join us and hopefully be on the phone and come to be with us at the next meeting.

And we have Bob Reiter. Bob, where are you? MR. REITER: Right here. CO-CHAIRMAN ENDER: Bob, excellent. Bob is the president of the Chicago Federation of Labor. CO-CHAIRMAN WRIGHT: Thank you. So we're going to rearrange the agenda just a bit. And with that, Amy, you're up.

MS. SANTACATERINA: Okay. Good morning, everybody. My name is Amy Santacaterina. (Brief pause.) MS. GREENE: Hi, this is Joanna Greene. Who's on the phone, please? MR. GORDON: Marc Gordon. MS. GREENE: Oh, great. Marc Gordon from Illinois Hotel & Lodging Association is on the phone. Thank you, Marc. We're just getting started.

MS. SANTACATERINA: Okay. We'll go through the WIOA funding recommendations, and I'll go through a PowerPoint which is a brief summary. You can also follow along in your lovely, yellow packets. We're going to start off with the youth recommendations, and here we go. This is just the summary of our overall funding plan for the year. MS. SANTACATERINA: Our total allocation was \$ 14,878,880. Ten percent of that is administrative dollars, \$1,891,474 and our program allocation was \$16,559,258 million. We had \$1,680,378 in program carry-in money from the previous year. When you look this is how we take away some Partnership program costs. We have \$ 14,667,784 that we're giving out to our agencies. What we're doing this year is we are extending our contracts for six months because we'll be issuing new youth Request for Proposal (RFP) in the fall for contracts starting in January, 2019 and so you see our out-of-school agencies we're recommending funding for them at 50 percent because we're only funding them through December, 2018 and our in-school agencies is also at 50 percent of their current allocations.

We did issue a targeted RFP for the Cook County Board District #8 and I'll talk about that a little bit more. So in our budget we are reserving \$ 300,000 for that targeted RFP. We also are putting aside \$6,175,000 for the new RFP and transition funds because we need to cover the second half of our programming after the RFP, and we're putting \$2,250,000 towards our youth ITA and OJT funds that our agencies -- all of our agencies use for youth, and we'll be reserving for some special projects, such as our partnership with the CPS Soar Initiative \$575,000 and that gives us a balance of \$41,078.

So to go into detail we'll start off with that Cook County District #8 RFP that we did that is targeted to a geographic area that we are trying to go into this community. It's in Chicago. It's like the Belmont Cragin/Humboldt Park communities of Chicago. So we did a targeted RFP because we ended a contract last year and we recognize that, hey, we didn't have anybody serving this high-need community and so we did a targeted RFP. We had three responses. We looked evaluated with a five-person team interviewing and evaluated the proposals based on organizational history, their staffing plan, their program description, past performance, and their fiscal capacity. Our fiscal team does a very thorough

## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

review of the proposed budget, of their allocation plan, of their audit, and all the physical information they present.

CO-CHAIRMAN WRIGHT: And if you're following along on your yellow packets you'll see in detail it's on the first page -- if you open it up it's on the first panel on the page or the second panel with an orange color. It gives you the detail of the responses -- their strengths/their weaknesses -- and I highlighted some of them there. We are recommending -- It was close. Actually, we had three proposals -- Metropolitan Family Services, Central States SER, and SGA Youth Services. We're recommending Metropolitan Family Services for their program primarily because of the strong partnerships that they are bringing to the table. They have a partnership with Saint Augustine College and Northwest Side Housing Center so they're more established in the community with those partnerships, and they also are bringing leverage funds so that was the recommendation for that funding.

MS. SANTACATERINA: Can you hear me? All right. Let's see. Now we're going to go on to our funding recommendations for our extensions for our youth agencies, and -- just a second -- as I mentioned earlier we're extending for six months because we're going to be doing a new RFP. We've looked at, assessed and evaluated our youth agencies, and here are some of the key benchmarks that we look at. We look at their number of new enrollments to plan. Every agency starts the year with a plan of how many new people they're going to enroll, how many placements they're projecting, are they maintaining their capacity level. So we looked at three or four youth recommendations. We looked at their new enrollments, the percent that they achieved through March 31, 2018 to plan, their capacity level as of March 31st to plan. Their number of placements and for successful placements for youth is either placed in employment or placed into postsecondary education. They are the two acceptable outcomes for our youth programs. We looked at their program compliance. We have a team that goes out and does monitoring and makes sure that everybody is following recommendations and keeping up with their caseloads according to plan.

We also look at fiscal strength. We have fiscal monitors that look at the agency -- how well they're vouchering, are they timely with their vouchers, when we go out and do a monitoring view do all the items trace back to the general ledger, stuff like that. And then we look at the expenditure rate. You know, people -- we want to make sure that people are vouchering on time and spending the money. If they're not spending down the money perhaps they don't need the money so that's another benchmark we look at. And we evaluate -- on the yellow folder you'll see the detail of every agency according to their benchmarks and we give them a score, and you can see the point value and all the detail if you want.

There were a couple agencies that we noticed were missing and needed some assistance on a couple of things. One of the key measures we look at is what we call the percent of positive exits and that means as youth are leaving the program they should be leaving the program with employment or enrollment in postsecondary education. Those are positive exits. So what we did is we identified organizations that are having trouble with their percent of positive exits. This is -- I always like to call this like your batting average. This is your success rate really, and we make sure if people are below the level we're going to

## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

put those agencies on a Program Improvement Plan. And you see here the organizations that are on a program improvement plan: the Alternative Schools Network, EN ES at Mid-South and Maywood.

And then there were a couple of agencies who had some issues with their fiscal, primarily not closing out from the previous year on time; issues with possible cost allocation plans or delays in vouchering, and those organizations are on a Fiscal Improvement Plan: Boys & Girls Club, Howard Area, KRA, and Phalanx. We'll work with those agencies to help them make their corrections and provide technical assistance to get them up to speed.

Now we'll move over which will be the Adult and Dislocated Worker, the other yellow folder, and here's our plan for our adult and dislocated funding. One thing that I really want to point out in our overall budget you see we have there's our program allocation, our carry-in dollars, but we are repurposing -- let's see -- Whoops. MS. NORINGTON-REAVES: It's at the top is what you're looking. MS.

SANTACATERINA: Thank you. MS. NORINGTON-REAVES: Go back one more. There you go. MS.

SANTACATERINA: We are repurposing some Partnership WIOA program administrative dollars from last year. In fact, we are repurposing over \$ 3 Million of administrative money for program purposes. So we're putting money back in programs from the Partnership administrative funds which is a savings from, you know, the collective merger that we did three years ago. We're putting back money into WIOA programming. Three million dollars for next year.

MS. NORINGTON-REAVES: Amy, let me interrupt you just to put a finer point on that. MS.

SANTACATERINA: Yes. MS. NORINGTON-REAVES: So -- Good morning, everyone. So as you know when the Partnership was launched one of the considerations was the cost savings and so across the system as it existed then we had four different organizations that were connected to workforce development. Three were the local Workforce Development Act administrative agencies and one was the policy and strategy arm for the City of Chicago. Collectively they had staff and boards members with four different boards. When we combined, we started with a budget for staff and actually staffed at 60 and a board of 30, which was the minimum that we could have under the State's interpretation of the federal law. Through that we realized a two-million-dollar cost savings immediately, which was recognized as a year over year savings based on the reconfiguration, and so what Amy is illustrating is we've exceeded that \$2M and we're now taking \$3M, which is actually administrative money that the Partnership could rightfully hold onto, but we're reinvesting that into all the WIOA programs and services turning that into more opportunities for ITAs, more opportunities for individuals to be served.

MS. SANTACATERINA: And this year- we are recommending a one year extension for our American Job Centers, Sector Centers and Business Intermediary. So these will be continuations of their current funding dollars of their contracts for a whole year, but we do have -- we'll be meeting again in our next board meeting -- we are a little off-cycle for our traditional program year of July 1<sup>st</sup> to June 30<sup>th</sup> the following year. For our career pathway program models and our adult and dislocated worker delegate agencies. Those contracts start October and they run from October to September 30<sup>th</sup> so when we're doing our plan we have to reserve monies for that next batches of contracts that come due in October.

## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

So you see for our American Job Centers we're extending everybody at the same amount of time, the sector and business intermediary, and here we have the reserve money for the next batch of contract models. We are also taking from our dislocated worker money we're putting aside \$500,000 of incumbent worker training programs.

So our team will be working with businesses trying to identify projects where we can help up skill businesses, the talent, and hopefully backfill those positions with people from our programs so that's \$ 500,000. And we're reserving funds for ITAs and OJTs - \$ 6,050,000 on the adult side, \$ 7,050,000 for dislocated workers.

We have some reserve money for special projects, moving expenses for American Job Centers (AJCs) that may come into play during the next year. And similarly for our American Job Centers similar with the adults -- or with youth programs we are evaluating our AJCs based on similar benchmarks. We're looking at the percent at their capacity level. They should have so many active customers at a point in time. Their percentage of placements. One thing that's new this year for AJCs we're also looking at our business service goals. So how many businesses did they serve during the year according to plan. There's the program compliance, fiscal strength, expenditure rates, and percent of positive exits just like with the youth. And our improvement plans -- our Program Improvement Plans -- will be for mid- South and Oak Forest and fiscal plans for KRA. I'm sorry. That Phalanx is a youth agency. The fiscal plan is for KRA.

For sector center and business intermediary the benchmarks are a little different. It's the same process we're extending, but the benchmarks are different for these agencies because they typically don't enroll customers directly. They are working with our WIOA network of agencies. This is our business facing design focused on the business customer so you'll see more specific business benchmarks, placements, job orders shared, number of businesses served and number of network events. Our sectors, in particular, go out and teach the rest of the network on the particular sector, and as always program compliance and fiscal strength and expenditure rate. Again we're extending these contracts at the same amount for the next year. Your packets have the detail. You can see every individual agency and their score according to the benchmarks. Are there any questions?

MS. McDONOUGH: Yeah, I have a question. Is there a reason we don't include the Walmart numbers? Are we -- You know, this is -- MS. SANTACATERINA: This is just the WIOA recommendations and do not include the Walmart numbers, which may not be real similar to the WIOA numbers. MS. McDONOUGH: Are we going to see what those look like at some point? MS. NORINGTON-REAVES: Yeah. You will see that. This is all that matters that this board as the administrative body for WIOA funds has to vote on. So it's not included in that. So you will see those separately. And we'll talk about that in a little bit when Amanda gives her update about nonfederal programs, and we are going into the third year of our two-year grant with Walmart so we'll talk a bit about those details.

DR. JENKINS: I have a question. So now the WIOA youth we're going to have two six-month periods?

MS. SANTACATERINA: Yes. DR. JENKINS: Is that going to be just for this fiscal year? MS.

SANTACATERINA: Yes. DR. JENKINS: Okay. Because it's causing a lot of disruption I can tell you that. MS.

## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

NORINGTON-REAVES: A lot of process. DR. JENKINS: Yes, a lot of process. Because on our end of a grant - every time any grant workers work for us if a contract is coming to an end they have to get dismissal letters and, you know, that causes disruption because if the grant is not renewed I can't guarantee them positions. MS. NORINGTON-REAVES: Yes. DR. JENKINS: -- and so this six-month start and stop is kind of disruptive to us. MS. NORINGTON-REAVES: So part of the challenge, Dr. Jenkins, is that as you all know our federal allocations go across two years and one year of allocation goes across two federal years of funding and we didn't get our recommendations until the first week of June and so we didn't know what it was going to look like in terms of the awards and modifications and how much any allocation would be because we had no idea what our actual allocations were going to be. So we had a delay this year. I have actually signed off on the modifications so that they can go out immediately to let you know what your amount is and address that, but we will probably think about ways that we might be able to figure out how to lessen the burden -- the administrative burden, particularly on the educational institutions.

And I recognize you have union contracts and you have other rules that you have to abide by, but the challenge for us is receiving the actual information so that we can make those distributions. DR. JENKINS: So the WIOA youth is two six months, but the adult and dislocated worker is still 12 months? MS. SANTACATERINA: The adult -we're not doing an RFP for the adult and dislocated worker so it will be -- the next time around which will be a whole year. We're doing six months because it was time for us to youth RFP. We hadn't RFPed the youth funding in a while. But, ideally, it would be easier if it was on a July through June schedule.

MS. NORINGTON-REAVES: Right. One of the other challenges was when we first launched we let out RFP's for the system all at once so every single one that we managed we put out for bid. We got 180 plus responses, which took an inordinate amount of time and staff to ferret through it and make recommendations. So what we've done is chunk it out so we're not creating that administrative burden for us and, quite frankly, for the WIB as well and so that's part of the challenge is that the youth is on a different cycle. So we'll figure out internally how we can get that back to a full year as opposed to six months and try and create minimum disruption for people's processes. DR. JENKINS: Thank you.

MS. STERN GRACH: Yeah. Amy, on the ones under the WIOA youth funding the ones that are getting a six-month extension and a plan where it says fiscal issues -- and if it's better to talk offline that's fine -- but can you give me just a minute as to what that might be where it talks about fiscal issues and confidence of that being fixed in six months? MS. NORINGTON-REAVES: Yeah. So many of those have to do with billing. MS. STERN GRACH: Oh, okay. So it's not the inherent fiscal process-- it's not the inherent fiscal management of the WIOA funds MS. NORINGTON-REAVES: No. It's not mismanagement from the sense of, you know, malfeasance, but it is mismanagement from the sense of standard business practices -- MS. STERN GRACH: Right. MS. NORINGTON-REAVES: -- and that they should be billing us every 30 days barring some extenuating circumstances -- MS. STERN GRACH: Right. MS. NORINGTON-REAVES: -- failure to submit a closeout package. MS. STERN GRACH: Yeah. MS. NORINGTON-REAVES: Our program year -- We close out August 15th. They're all required to submit by July 31st. MS. STERN GRACH: Okay. MS. NORINGTON-REAVES: You can't just not submit your closeout

## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

package. MS. STERN GRACH: Right. MS. NORINGTON-REAVES: So it's more procedural and then cost allocation methodology -- MS. STERN GRACH: Okay. MS. NORINGTON-REAVES: the process should be standard. We've had one organization in the past that's actually no longer a grantee and they would change allocations every single month and then they weren't following their own policies and procedures -- MS. STERN GRACH: Okay. MS. NORINGTON-REAVES: -- and so those are auditable issues -- MS. STERN GRACH: Okay. MS. NORINGTON-REAVES: -- that create findings -- MS. STERN GRACH: And coachable. MS. NORINGTON-REAVES: -- not just for them but for us, but they're coachable things that people can overcome. MS. STERN GRACH: Okay. That helps.

MS. McDONOUGH: And most of that's online, right? I mean they fill out the reports online. MS. NORINGTON-REAVES: No. MS. McDONOUGH: No? I thought that was part of it. MS. NORINGTON-REAVES: Yeah. The fiscal piece unfortunately the State is archaic in many ways and this is one of them. It requires a lot of paper on both the programmatic and the fiscal side. Literally every year we do data validation where they tell us what files they want to see, we have a handcart, and it's usually two of them, and we pull a dolly across the street to the State to give them physical files because that is required. MS. McDONOUGH: Required by the State or by the feds? MS. NORINGTON-REAVES: By the State is my understanding. It could be the feds, but, you know, there ought to be some -- you know, given that we're in the age of technology there ought to be some way to automate some of these processes. We have automated as much of our fiscal process as possible.

CO-CHAIRMAN WRIGHT: Amy, you good? MS. SANTACATERINA: I'm good. And I think we need a vote. CO-CHAIRMAN ENDER: We need a motion. CO-CHAIRMAN WRIGHT: Yes. I recall that, Dr. Ender, we need to take a vote on this item. Speaking of archaic, my agenda is somewhere in one of these envelopes. So we do need to entertain a motion for sector center and business intermediary vote. Do I have a motion? MR. PEPPER: So moved. MS. McDONOUGH: Second. CO-CHAIRMAN WRIGHT: It's been moved and second. All in favor say aye. ("Aye" response.) CO-CHAIRMAN WRIGHT: All opposed same sign. (Brief pause.) CO-CHAIRMAN WRIGHT: Okay. Let's move forward. Thanks, Dr. Ender, for locating that for me again.

Why don't we go back to our fearless leader in terms of president and CEO's report? MS. NORINGTON-REAVES: All right. MS. GREENE: Mr. Wright -- I'm sorry -- I think there are some more people on the phone. You might want to just see who's on the line right now. CO-CHAIRMAN WRIGHT: I know that Andre you are there, right? MR. RICE: Yes, I am. CO-CHAIRMAN WRIGHT: Anybody else? MS. GREENE: And Marc Gordon. CO-CHAIRMAN WRIGHT: And Marc was already there. MS. GREENE: Okay. Thank you.

CO-CHAIRMAN ENDER: I'll say quickly, Jeff, I introduced you earlier as a ghost attendee and now I can do that as an in-person attendee. Welcome. MR. MAYS: It's great to be here. Thank you so much. MS. NORINGTON-REAVES: Good morning, everyone, again. I really don't think I need a mic, but I'll work with it. And first let me apologize that there's no air in this room. I don't know how many of you are dying but golly. Thank you. So Amy just walked through our funding for this year, and as I mentioned it was extremely delayed and this may just be the new -- MS. STERN GRACH: Normal. MS. NORINGTON-REAVES: -- the new normal in which case we'll need to adjust. What we did last year, if I remember

## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

correctly, when our recommendations came in late we actually moved the board meeting so that we were able to have time to actually process all the information and share that with you all so I will take under advisement that perhaps that might be the best solution going forward rather than everybody having to run into a fire drill.

So that being said, you saw that our WIOA allocation was just a slight decrease from last year's total of \$50 million. We, nonetheless, continue to diversify our funding through philanthropic opportunities. I'm very excited to note that literally almost dollar for dollar as we're expending grants that are philanthropic that we are actually bringing in other grants to help match those, and so I'm very proud of the work that's been done by our staff and Matt Hillen, Amanda Cage. Our program team has worked really, really hard to think very critically and strategically what we pursue and what we don't pursue. I think what we say no to is just as important as what we say yes to. So I'll talk a little bit about some of those programs, and Amanda is going to go into greater detail later on in her presentation around our philanthropic dollars.

As you all saw in our last newsletter and our last announcement to the board, we are the recipient of the Illinois Tollway grant, which is huge and we're really, really excited. This has opened up an entire new line of business for us in terms of focusing on the skill trades, regional apprenticeships, and work within the construction field. As indicated in my update, that Tollway grant also is going to be complemented with supplementary dollars from President and First Lady Obama which will be coming through the Chicago Workforce Funders Alliance. So that's exciting. Okay. So you guys can clap. That's a good thing. (Applause.)

MS. NORINGTON-REAVES: You may have also seen last week our announcement of our collaboration with Facebook to help sponsor our Chicago Codes initiative, our innovation technology -- I'm sorry -- information technology boot camp, and they are sponsoring Facebook scholars, which is going to be very exciting. We will have a number of opportunities available to those scholars where they will have site visits to Facebook, meet with employees; learn about career pathways within the information technology industry. So we're excited for that opportunity. I also want to take the time to acknowledge our very own board member Shelley Stern Grach who has graciously been collaborating with us with respect to Chicago Codes. We expect -- (Applause.) MS. NORINGTON-REAVES: Yes, absolutely. Microsoft was kind enough to give us a general operating grant to help with us our planning, just some seed money to move that project forward, and we expect we're going to have further collaboration with Microsoft as well.

We have been in discussions with Google as well as Apple, so we're excited about the opportunities that this will create for our untapped technology talent in Chicago's south and west sides. We know that there are people who have the skills and the aptitude to do this work who just have not been connected to it and haven't had a chance to get skilled up. So we look forward to working our communities. I also want to thank those who participated in our American Job Center at Truman College open house. And, Rich, I'm just going to give you a shout-out for Juan -- Juan Salgado, Chancellor of the City Colleges of Chicago who is also a dear friend and a friend of the Partnership, came and gave a few remarks. We had three aldermen who came. We had representatives from Jan Schakowsky's office, other state elected



## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

officials within that district, and they really just talked about what a gem and resource this will be for the community.

Yesterday we did a plan-in call because as a result of the Truman College open house all of the staff from the local elected offices stopped me and said can you all do a special hiring event for us just for our region. So we are doing -- we are in the midst of planning a hiring event for that north side area covered by Congresswoman Schakowsky's office and all of the elected officials within that district. So very excited about moving forward with that project and certainly going to continue to collaborate with Truman. So thank you very much.

Amanda, you're going to talk about CTLA? I won't go into detail. MS. CAGE: I am going to talk about that. I wanted to point out Enisa is behind you. MS. NORINGTON-REAVES: Oh, great. Hello, Enisa. So Enisa Jakupovic is with ResCare which actually operates the Truman College American Job Center. So Enisa has been a phenomenal help, and, you know, she's doing her job in terms of community engagement when all of the staff of all the elected officials' offices specifically know her by first name. (Applause.)

MS. NORINGTON-REAVES: Sadly, Our Beyond Summer Jobs initiative just ended. This was really a pilot project through the Department of Labor, and we've had tremendous outcomes and we are looking forward to exploring ways to continue this work. Essentially this grant required that we connect to an existing summer youth program to capture those young people who would not be returning to school in the fall, who would otherwise become opportunity youth both out of work and out of school, and it allowed us to capture a small group and work intensely with them and so we'll talk a little bit about those outcomes as well.

With respect to the financial stewardship of the Partnership, as I lifted up in our last meeting in our update in April, there were a number of things that we were trying to address within our fiscal team. We have now brought in more than \$ 55 million since we launched. (Applause.) MS. NORINGTON-REAVES: It's more than fulfilling the mission and goal of creating us as a nonprofit, but that also means that it creates a new skill set required amongst our staff, and so we're doing some outsourcing. We've brought in some temporary accounting staff who actually are doing a very good job, and we're also going to be doing some additional professional development and cross-training in that unit to ensure that our teams have the skills they need to successfully manage all the dollars that we're bringing in.

We are in the final stages of hiring for some newly created vacancies that were created because people moved into new positions. So our Business Relations and Economic Development (BRED) team is going to be growing, our Strategic Initiatives and Policy (SIP) team is going to be growing as well, and then we'll be adding a controller to our fiscal team. We have a couple other positions that we expect will come online in the next couple of weeks so we always send out a blast to our board members in the hopes that you are redistributing that and making sure that folks within your network get access to those opportunities. I want to make sure is everybody getting blasts from us fairly regularly? Okay. Great.

## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

Organizational development, so this has been my new passion -- leadership development, cultivation of our staff, and professional development opportunities -- and so if we are an entity that focuses on ensuring that the general labor force has the skills it needs to advance we also need to make sure that we have the skills that we need to advance, and it's not just about people advancing within the Partnership but as they move out into other jobs in the world that they're able to be an asset wherever they work. I think we have a battery that's gone. CO-CHAIRMAN ENDER: I can hear you fine. MS. NORINGTON-REAVES: So that being said we've been really focused on organizational development, on the creation of strength-based performance appraisals, and our own leadership development. And we've brought in a coach and it's funny because everybody who meets with her calls it work therapy so they're kind of really growing through challenges and then bringing that collective energy together for us to problem solve. So we're very excited about that.

Towards that end, I actually just completed yesterday JPMorgan Chase's Leadership Edge, which is their internal management training program which they have now offered to nonprofits. They're piloting here in Chicago. This is the first time that they've done this. It was tremendously helpful. We did a lot of work around situational leadership, and I think that there are a lot of tools that I gleaned that I will personally use, but also learning so that I will bring back for my team for our betterment.

Finally I want to close with some honors and recognitions. Amanda, could you please stand? Our very own Amanda Cage, our Chief Program Officer, has been selected to join this year's class of fellows for Leadership Greater Chicago. (Applause.) MS. NORINGTON-REAVES: As you all know it's a huge honor and she joins some very distinguished company including Michelle Obama and a host of, you know, just a who's who of Chicago talent. So we're very excited for Amanda and excited to support her.

And then Tonya Cody-Robinson -- Is Tonya here by any chance? MS. CODY-ROBINSON: Yeah. MS. NORINGTON-REAVES: Where are you? MS. CODY-ROBINSON: Right here. MS. NORINGTON-REAVES: All right. Tonya Cody-Robinson is one of our business relations specialists and Tonya was recently recognized actually just last week by the Chicago Jobs Council at their annual meeting because she took it upon herself to earn certifications in job development and leadership through CJC's Frontline Focus Institute, and we just want to continue to celebrate -- (Applause.) MS. NORINGTON-REAVES: constantly focusing on self-improvement and looking at ways to better her work and her leadership. So thank you, Tonya. MS. CODY-ROBINSON: Thank you.

MS. NORINGTON-REAVES: With that, I'm happy to answer any questions. (Brief pause.) MS. NORINGTON-REAVES: Okay. CO-CHAIRMAN WRIGHT: Hearing none, thanks, Karin. MS. NORINGTON-REAVES: Thank you.

CO-CHAIRMAN WRIGHT: So I guess now we'll go into the financials. John, you're up. MR. MELE: Good morning. MS. NORINGTON-REAVES: John, you may have to yell. Sorry there's no mic. MR. MELE: You all have in your packets a copy of the PowerPoint presentation that I'm going to make today. MR. MELE: Okay. Moving to Slide No. , I have three takeaways on this particular preliminary FY 19 budget. Bubble No.1 is on corporate foundation and grants. The several million-dollar lower revenue relates principally to the Walmart Foundation funded grant. The grant period has been extended to July, 2019

## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

so as this grant winds down there are fewer funds remaining for FY19 compared to what was expected to be spent in FY18.

Bubble No. 2 is on the federal funding there's a \$2,673,968 dollar greater amount of revenue which is essentially related to the formula PY17 carry-in dollars being larger than last year's PY16 carry-in dollars. And finally the third bubble is a \$879,650 dollar increase in personnel costs of which salaries comprise a large amount and that is attributable to some newly created positions which were just mentioned that support the Partnership's growth as well as to a cost of living adjustment. Any questions on the preliminary FY budget? (Brief pause.)

MR. MELE: Okay. Moving on then, Slide No.2 this is the Budget-to-Actual with projections. So we have nine months of actual results, three months of projection comparing that to the original budget for FY18. I have four takeaways. First of all, No.1, the Walmart Foundation Grant has been, as I mentioned, extended through July, 2019 and that spells out the principal reason for the lower revenue in the corporate and foundation revenue section. Now, if you would please look at both Bubble 2 and, Bubble No.3 identifies reduced revenues while Bubble No. 4 identifies increased savings and expenditures both of which will be realized in FY19. And notice also for Bubble No. 3 the savings and expenditures include the Walmart Foundation funded grant whose expenditures will again be incurred in FY19. Finally, Bubble No.4, savings and personnel costs are due to vacant positions as well as to time lags in hiring.

Moving on to the Statement of Activities, there are two takeaways there. Both takeaways relate to reductions in net assets released from restrictions and they're principally to the reimagined retail grant which was funded by Walmart Foundation.

On the statement of Financial Position, Bubble No.1, the declining cash and short-term investments, relates principally again to the spend-down on the Walmart Foundation funded grant, and similarly Bubble No. 2 the reduction in the temporary restricted net assets is essentially attributable to that same grant spend-down.

Finally, in the Statement of Cash Flows for Bubbles No.1 and 2. Are once again the lion's share of both change in net assets and short-term investments is attributable to the Walmart Foundation Grant. Any questions? (Brief pause.) MR. MELE: Thank you. CO-CHAIRMAN WRIGHT: Thanks, John.

Dr. Ender, I think we have Amy up next, but I am passing the baton and I want to make note that I'm passing this baton to you minutes ahead of schedule. CO-CHAIRMAN ENDER: I appreciate that, and I just want to share with you, George, that had you not been able to find your agenda -- CO-CHAIRMAN WRIGHT: Exactly. CO-CHAIRMAN ENDER: -- we would have been in big trouble. CO-CHAIRMAN WRIGHT: Exactly. CO-CHAIRMAN ENDER: That agenda did call for a vote on the last item, but it's a preliminary budget and just the statement of our financial position and we frankly do not need to vote on that. There's an asterisk that's going to get removed for the vote so if you've been wondering.

Amy, you're back up with policy letters that we need to and are required to complete.

MR. PEPPER: Ken, do we need to approve the budget? CO-CHAIRMAN ENDER: No. It's a preliminary budget so we don't have to approve it at this point. They're going to bring the budget back. This is the working budget at this point.

MS. SANTACATERINA: In your folders there are two policy letters and a summary page of the policy letters that we are presenting for approval, and I believe this will be a voting item as well. CO-CHAIRMAN ENDER: We're talking about the blue folders now? MS. SANTACATERINA: In the blue folders. I'm done with the yellow. MS. NORINGTON-REAVES: On the left. CO-CHAIRMAN WRIGHT: Blue folder. MS. NORINGTON-REAVES: Left. CO-CHAIRMAN WRIGHT: There's my agenda.

MS. SANTACATERINA: There's a little summary section of the actual policy letters. I think the first policy letter is the Fixed Fee policy letter, and this is we are updating our prior policy. Both of these policy letters are updates. The fixed fee really describes our process for paying out profit, and we had to make some changes. One to reflect WIOA language, because our old policy was still referencing WIA. And a couple of highlights in here, we wanted to specify that the amount of profit earned is related to the actual expenditures and not your award. So you first -- you can earn up to 7 percent of your expenditures during a year and earn that as profit. Another key change is in our previous policy we set benchmarks with agencies for profit and we had it set up if you missed one of those benchmarks you couldn't get any profit. Now we have allowed for partial profit. We'll set four benchmarks. If you make three benchmarks you can still earn some profit. And the other thing that we added in here was we wanted to make sure that the earning of profit you had to make sure that you were complying with fiscal and programmatic compliance. We recognize that it could be theoretically possible that an organization could achieve all these benchmarks, but when our program team went out to monitor, maybe the customers weren't even eligible so we wanted to make sure that we put a clause in there that said you have to make sure that in order to earn profit you had to comply with our fiscal and program compliance.

Then another addition from the previous policy was -- this has happened a couple of times - we've had some agencies move, particularly our American Job Centers moved in the middle of the year and it was very hard for people to meet goals, their program might have been shut down or one organization moved to two different locations so we wanted to allow time to re-allow an opportunity to renegotiate the goals for unusual situations. So they started out with a goal at the beginning of the year, but if there's some strange event we can renegotiate the goals and they can still earn the profit. So that was the highlights from the fixed fee policy letter.

Our customer compliance policy letter was just updated to include WIOA language and some new processes outlined by the Department of Labor. So we are including language from the Department of Labor regarding our process.

## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

MS. NORINGTON-REAVES: So let me just chime in here, Amy. Just to contextualize this, there's federal policy that gets set for implementation of WIOA, there's state policy that gets set for implementation, and then as a local entity we have the authority to set local policy. And we also have a responsibility to set local policy per the State, and so when there are changes in either the state or federal policy, we then have to alter or amend our local policy to reflect those changes or if this body decides that we want to create certain policies, which has been done before, then we have to memorialize those and share them with the public and also with our agencies. And so these two documents are really more of a formality, and then you'll notice that we have some things, as Amy mentioned, with respect to the cost plus fixed fee just recommendations from us as an agency based on our experience and recognizing that there are extenuating circumstances that arise and we didn't have that language with respect to compliance. So you will periodically see things of this nature. Right now this is generally coming up, A, because of some extenuating circumstances last year and, B, because of WIOA implementation.

CO-CHAIRMAN ENDER: Any questions about the policy changes? (Brief pause.) CO-CHAIRMAN ENDER: Do I have a motion to approve, please? DR. JENKINS: So moved. CO-CHAIRMAN ENDER: Thank you. Second? MS. McDONOUGH: Second. CO-CHAIRMAN ENDER: Thank you. All in favor say aye. ("Aye" response.) CO-CHAIRMAN ENDER: Opposed same sign. (Brief pause.) CO-CHAIRMAN ENDER: Thank you. The policies are approved. Let's move now to our Partnership communications.

MS. NORINGTON-REAVES: Oh. I'm sorry. We need to do Individual Training Account (ITAs) that's the second part of this. We have policy letters and ITA -- CO-CHAIRMAN ENDER: I thought we could kind of just skate through. MS. HOGAN: We're ahead of schedule, and I'll keep us there though. In your packet I believe -- MS. NORINGTON-REAVES: Introduce yourself, please. MS. HOGAN: I'm sorry. I'm Anne Hogan. I'm the ITA Manager for the Partnership. In your packet I believe it's on the left-hand side, blue packet you should have a sheet that looks like this (indicating), a few pages, and I have -- this summarizes all the training providers that have asked to offer new programs for the Partnership under the ITA program and programs that are up for renewal. Okay?

So we have this broken into three categories. Did everyone find their sheet? The first category is training programs recommended for initial certification. Those involved we only have one this time are denoted new providers Chicago Instruction Center for Career Development that's South Halsted that's around the Roseland area, and all these programs meet the criteria to become a training provider. This one has their IPA certification.

All the other programs are currently training providers which are offering the courses which meet our occupations and the other criteria that we have. So these are ones that we're recommending to become new programs. They'll be on the list for a year and then we'll bring them back for recertification. So does anyone have any questions on the list?

MS. NORINGTON-REAVES: So just to be clear -- MS. HOGAN: I'll do them by group. MS. NORINGTON-REAVES: Yeah. Just to be clear there's three different groups so I want to make sure everybody is paying attention to the titling. So the first group is those that we are recommending for initial certification.

## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

Any questions? MR. MAYS: Question, are all of these certificates nationally portable in history? MS. NORINGTON-REAVES: Yes -- MS. HOGAN: Yes. MS. NORINGTON-REAVES: -- that's what's required.

MS. HOGAN: So if we go to the next group you'll see those that are not being recommended. There are some under AGB Investigative Services and the reason we're not recommending is it does not have a credentialing pathway. At this time they do not have any credential that's nationally recognized so we're not able to bring that to the board right now. Chicago State, you'll see the other ones sometimes we can't bring them because they don't meet the occupations approved by the Partnership.

MS. NORINGTON-REAVES: So just to clarify for those new to the board the occupations are the ones approved and it's really like different O\*Net codes, but they're occupational clusters that were decided very early on based on our analysis of labor market information that this is where our training dollars will be focused. They're high growth; high demand occupations within high growth, high demand sectors that are germane to Cook County. So we eliminated things that, A, had not received a lot of training participants. B did not have a high rate of training related placements upon completion of the credential. C didn't have career pathways articulated so they were just very basic and entry level and really not worth the investment of the federal dollars. There were a whole host of criteria that we looked at and evaluated in determining what should be the appropriate boundary -- you know, limit around the number of occupations that we consider. I wanted to sort of bring into stark relief the fact that we started off with hundreds of certified training programs in this region from which people could choose different occupations. It was ridiculous and really unmanageable for a job seeker who's trying to come in and identify a program and figure out what their career pathway should be, so we narrowed that down to those occupational clusters and we've continued to narrow down the programs that can actually apply.

MS. BRITTON: Do we have a list of those? MS. NORINGTON-REAVES: We do. MS. BRITTON: That would be great to see. MS. NORINGTON-REAVES: Would you like that? MS. BRITTON: Yeah. MS. HAMEL-JOHNSON: So the ones that apply they -- I'm sure you -- we told them that this wasn't a part of the occupational cluster and they did it anyway? MS. NORINGTON-REAVES: Yeah. So like the policy letters that you just approved we have a policy letter around the occupational clusters. It is publicly available. Every time someone contacts Anne either by phone or e-mail she sends it out, she directs them to the site, and even the application talks about the scope and people still apply for programs that don't fit. CO-CHAIRMAN WRIGHT: Tiffany, you've got her close to the edge now. MS. HAMEL-JOHNSON: This is why we're sitting next to each other. CO-CHAIRMAN WRIGHT: I do -- MS. HAMEL-JOHNSON: Story of our life.

CO-CHAIRMAN WRIGHT: I do have a quick question. Can you provide more contexts into credentials for basic food service? I mean obviously I think I understand what that means. MS. HOGAN: Yeah. Under the food service and safety sanitation there are some credentials that just will not be acceptable to the state. Such as the serve safe food handler certificate and Amy can verify that the State will not accept this credential. MS. SANTACATERINA: Yeah. We have as part of our WIOA measures from the state, a credential attainment rate and the basic food service sanitation license is not going to be accepted as a credential by the State. So it's just that basic course on food service handling and the State has not

## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

allowed that -- actually I think the Department of Labor has not accepted that as a credential -- a recognized credential for WIOA purposes.

CO-CHAIRMAN ENDER: I think the underpinning of all that is similar to our ability to pass that benefit on to financial aid programs so the entry paid for that position will provide a return that makes the investment of our money into it that's why they're not going to approve it.

MR. HILLEN: I can add just a little point that, you know, in my past life with the State that DOL has transmitted through several channels is that, you know, it's kind of like OSHA certification while it's a great thing to have for a lot of different jobs; it doesn't qualify you to do any single job in itself. MS. HOGAN: CPR. MR. HILLEN: Right.

MS. HOGAN: So that's my second grouping of a category. So those are the ones that I've listed as not being eligible. And then the third group is those which are occupations that are for continued eligibility, meaning these have all been on the list already, and they're applying for continued eligibility. So once you're on the list for one year then your continued eligibility is for two years, and then we go in and we contact the people to see is your program still available, are you still going to offer it, is it the same price, same hours, et cetera. We look at the performance. The sample size is ten. We lifted up the performance measures. As you know, when we were here we updated the policy letter. We increased the performance levels so we can check to see if they're making the policy letter criteria for the performance, if they have that number in their sample size to make sure we're meeting that, and these are the groups that we came up with that we're recommending for continued eligibility. So that is my entire group of three. If anyone has any questions. Yes?

MS. STERN GRACH: Yes. My only question is just something to think about later, and it might just be because of the name, but I see the front-end coding boot camp at Harper and Karin just as Chicago Codes evolves and as you get beyond tech companies who might be bringing some suggested curriculum if we have something here that we like that has credentials maybe this could be also something suggested if somebody wants to come in with funding but not their own curriculum and replicate it. So I don't know if you already thought about that, but we ought to use what we've already proved if we get some money. MS. HOGAN: Sure. CO-CHAIRMAN WRIGHT: Any other questions? (Brief pause.) CO-CHAIRMAN WRIGHT: So Dr. Ender has passed the baton back to me primarily because he's on the list and cannot vote. So with no further questions we'll entertain a motion. DR. JENKINS: So moved. CO-CHAIRMAN WRIGHT: Thank you. MS. McDONOUGH: Second. CO-CHAIRMAN WRIGHT: And second. And we do have some other people that need to step away from this vote so all in favor say aye. ("Aye" response.) CO-CHAIRMAN WRIGHT: All opposed same sign. (Brief pause.) CO-CHAIRMAN WRIGHT: Motion carries. CO-CHAIRMAN ENDER: Thank you. Let it be recorded my abstention, please. All right. Now you know why I was trying to skate through.

So now Partnership communications. MS. COSEY GAY: Good morning. Thank you, everybody. My name is Danni Cosey Gay. I am the communications director for the Chicago Cook Workforce Partnership, and I just want to give you some highlights of the media coverage we've received in the past three months. As many of you know Jude Fitzgerald recently joined our organization and she's been very -- wow --

## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

she's been super valuable to this whole process of getting our newsletters out and just amplifying our social media presence, and I think that will make for a good segue into our first -- MS. NORINGTON-REAVES: Hi, Jude. MS. COSEY GAY: Hi, Jude. Oh, yeah. Where is Jude?

First I'm going to go over Chicago Codes; that was our most recent announcement we made last week, and we got major stream outlets to cover this story, which is huge because we usually get that one little camera that shows up and they cover us and then it's tucked away somewhere in the news and Karin is like did you see it yet, did you see it yet. So it was really -- You know, it's nice to have that -- that Sheryl Sandberg Facebook post -- MS. NORINGTON-REAVES: Oh, that was lovely. MS. COSEY GAY: -- to boost the recognition. So immediately after she posted our attention on Facebook spiked a bit. We were up to a many thousand so I thought that was huge, and poor Jude is like, Dunny, nobody liked our Facebook. I said that's all going to change, that's all going to change in a week. It's changed. In addition to some of the mainstream outlets that covered the Facebook announcement, UCNBC, Fox News; but Crain's, which is like breaking into the Fort Knox' vault, they actually listed our announcement as one of the top articles to read last week so I think that deserves a round of applause, right? (Applause.)

MS. COSEY GAY: So that's really exciting about our Facebook announcement. In addition to that, we've got a promised segment when the program actually kicks off where NBC and Telemundo want to do a follow-a-story piece where they follow a participant throughout the process so that's been in the works. We've secured it. Once we kick off we're going to engage media and so I'll be working with our team to figure out how to do it in a savory way so we can really tell a robust story about our work so that is very exciting program.

Illinois Tollway grant results. So we received coverage by five outlets; and while that number is not , it's really important because this is where I really appreciate having our county and our city people to lean on when we're talking about our work because immediately when we made that announcement we had the Daily Herald present to write a tear piece about the story.

MS. NORINGTON-REAVES: Can you explain what a tear piece is? MS. COSEY GAY: A tear piece is where they say -- basically they're trying to smudge your name and down the work that you're doing, and every article if you follow the Daily Herald there's some little dig about how they're giving contracts to their political affiliates or how they're not sure where the money went or they're discriminating or something and so -- MS. NORINGTON-REAVES: Just to clarify, it wasn't about the Partnership -- MS. COSEY GAY: It wasn't about the Partnership. It was on the Tollway. MS. NORINGTON-REAVES: -- it was about the Tollway. MS. COSEY GAY: Yes. It wasn't about the Partnership, so thank you, Karin. The Daily Herald really has a thing about the Illinois Toll way and so when we made our announcement and the board voted to approve our contract they were waiting to get the dirt and so it was fun watching Karin do her interview because the whole time the reporter is like asking her questions like well, what about the budget, what do you know about this and Karin was like oh, yeah, I'll be happy share all of this information with you. So she was really transparent and open and they couldn't find any loopholes so they did not write the story but -- MS. NORINGTON-REAVES: Which is better.



## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

MS. COSEY GAY: Which is better, yeah, absolutely? But the help from our county folks and our city folks we had two trade publications who want to actually cover and do a full story follow-up. I guess that's the thing that's trending now of how we're recruiting and they want to actually follow us through our process so I think that's really promising and it's nice to know that people just genuinely want to tell the good stuff because to me that's what's real in our work. So yea to the Toll way.

How many of you all know that the American Job Centers are undergoing a rebrand? If you read your newsletter. So our One-Stops, slash, workforce centers are now American Job Centers and so what we are doing is launching our social media campaign in July and we'll spend the next six months actively reeducating people about where they can go and that our centers are still offering quality services; we're just now part of a national network of American Job Centers. They are across the nation that offers the job seeker and employer services that we offer for the ten that the Partnership manages. So we belong to a huge network that's doing really good work and so the mandate in our WIOA legislation states we need to be branded as American Job Centers so people can recognize and have access and know that they can access one anywhere they go. So that's the gist of it. We furnished our ten American Job Centers with new marketing materials and part of our strategic plan will involve a full year of getting the name out and getting the word out about the updates for the AJCs. Save the date because we have an open house for our southwest suburban Cook County job center that's in North Riverside, Illinois, formerly the Cicero Workforce Center, and that in July. You will all get a notice. I believe Monday is when they're officially sending out the next wave of save the dates so everyone is welcome to attend. They've invited the Mayor and Cook County Board President Preckwinkle has confirmed her attendance so it should be a really fun day of just getting to know about one of our American Job Centers. If you haven't attended one please do so. They're really cool to see what's happening, and your work is associated with that so you should come out and just get a glimpse of what happens.

Also in the newsletter we have a quiz how well you know your American Job Centers. So go into your newsletter, take the quiz. It's fun. I want to give a special shout-out -- she's not here -- Jan Terry who helped us put it together and Jude made sure it was available to everyone. So check out those newsletters. I think this is a nice segue which will come out the last Wednesday of every month as a part of our workforce Wednesday initiative just to get the word out and, you know, create a buzz what it is that we're doing. You'll see recurring features that tell the stories of real people we're helping at our various agencies. You'll also notice some getting-to-know-personnel-stories. Matt Hillen is covered in this issue. And our very own Shelley Stern Grach -- yea -- has so fearlessly volunteered to be our first board feature and so check it out. And we've already planted the seeds with some future features. They know who they are, and so we just really thought this would be a good way to engage you guys and just showcase, you know, how proud we are that we get to work with you and let people know that we've got people employers, we've got real on-the-ground folks helping us guide our mission.

So I just want to thank you for allowing us -- indulging us and allowing us to showcase your work. This is what the masthead looks like on our new newsletter so look for it, and all of those social media outlets below we are officially active on as well as the second to last dot links to our website, and then if you have any questions or suggestions you can click on that and send us an e-mail. And that about covers it. I have more detail in terms of individual hits and publications and numbers if you're interested that I'm

## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

happy to share with Joanna so that you can just dig through it and see some of the news clips. I always like seeing us on the news.

MS. NORINGTON-REAVES: One thing I want to lift up our Twitter handle is @chicookworks -- MS. COSEY GAY: Yes. MS. NORINGTON-REAVES: -- and our hash tag is #chicookworks. MS. COSEY GAY: Absolutely. MS. NORINGTON-REAVES: So if you're tweeting -- And thank you, Shelley. Shelley is like the most prolific tweeter on the board. She retweets everything for us, which is awesome. So if you ever want to lift us up just do that. And Rich is also a prolific tweeter. Thank you. I appreciate it. MR. REITER: Is this a challenge? MS. NORINGTON-REAVES: It is a challenge. I'm throwing down the gauntlet. And Donovan is the king of Facebook and selfies. MS. COSEY GAY: And selfies. And if you'd like, Karin, I can run those board numbers, and, Mr. Wright, if you want to know how many of our board members actively like the Partnership I'll get that to you. MS. NORINGTON-REAVES: So we'd like to increase that. We should have a challenge. There should be a challenge every board meeting to see.

MS. COSEY GAY: Thank you, everybody. Any questions? CO-CHAIRMAN ENDER: Just a comment, Dunny. MS. COSEY GAY: Yes. CO-CHAIRMAN ENDER: I said this last week at the executive committee, I just -- and I think we all should be so impressed on the level of communications and the quality and style that you've brought to this. I thought the newsletter last time out was the best I'd ever seen. I have to admit when it comes to Facebook -- (Applause.) MS. COSEY GAY: I'm ahead so I'm going to go sit down. CO-CHAIRMAN ENDER: And just so you don't have any false expectation when it comes to Facebook I'm a voyeur; I'm not a -- MS. COSEY GAY: I'll give you our password so you can just look through the Partnership. Thank you so much, Dr. Ender that means a lot.

CO-CHAIRMAN ENDER: Amanda Cage? MS. CAGE: Sure. So I'm going to commit to giving you a little more time and your life back because this is going to be short. I'm covering non-WIOA grants, which hopefully some day we have a new name for which is not non-WIOA because this part of our portfolio is really growing leaps and bounds, and as you've already heard from Karin and from Dunny we have a number of new initiatives, a lot of investment in our organization, and it really is fulfilling the promise of the Partnership.

One of the things that we really promoted when the Partnership was born was about diversifying the funding. We all know that we can't be as reliant on government money as we have been in the past, both on the federal and the state level, and we've been incredibly successful at diversifying the funding and I think thoughtful about it as well. We really look for programs that help us build relationships without public partners help us serve particular populations, and really make a dent in looking at industry and so I won't go through all the new programs. Karin touched on it. Dunny touched a little bit on it in the communications, but I do want to close with a recap of the Wal-Mart Foundation Grant, which has been our largest grant so far. If you were listening to John's fiscal presentation he might have said Walmart like ten or twelve times.

And as Karin said we are on the third year of our two-year grant and I just wanted to talk a little bit about that and what we're expecting to do in the last year. We've received \$ 10.9 million from the Walmart Foundation. It was our first foray as an organization in doing work on a national level in terms

## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

of leading a group of workforce boards to think about the retail industry, which as you all know is going through a massive change, and we did that work in earnest with ten partners and we've learned a lot from that including it's really hard to spend \$10.9 million. So we have a number of our ten workforce boards who weren't able to spend down all of the money that they were given in the first two years of program, so we have repurposed some of that money for a couple things.

One is we have just hired an evaluator who will work with us to look at the program outcomes of the Walmart Foundation Grant and to help us understand what workforce boards -- what role we as institutions can play in that industry and really write a toolkit -- a how-to for other workforce boards around the country who are interested in getting involved in the sector. So we just brought Research Triangle Institute - the name of our researcher, and they'll be working with our ten workforce boards going forward. We were able to work with a handful of our workforce boards that are doing very exciting and innovative work and help support some pilot programs that they're working on especially around working in tandem with community colleges, working with apprenticeships. Some of the work that we are interested in broadly in the workforce sector to see how it relates to retail, so we're excited about that work going forward, and we just want another year of pure learning.

So we were deep in the work for the first two years and some of this third year is about just understanding what we learned and sharing that with each other and again with other boards, and so we'll be doing a series of white papers and webinars so people can understand what we've learned from that experience. So I just wanted to give everybody an update on what's happening with that Walmart Grant.

The other great news, the one thing that was not mentioned in the previous conversation was a Walmart Foundation Grant that didn't come directly to us but went to Cabrini Green Legal Aid to work with us around providing legal services to people in our system. So as we all know -- (Applause.) MS. CAGE: As a personal goal of getting a legal fellow in our in our system. As we all know criminal records are a major barrier to both young people and adults, as they look to get into the labor market and to employment, and we're very excited that we get to work with one of Chicago's premiere institutions around providing legal aid to low income folks to help figure that out for our system. Through this program we really want to build some kind of systematic response in terms of helping our clients overcome that barrier. So we're very excited about that work. And, with that, any questions about any of our new initiatives or grants I'm happy to answer, but it also means -- Oh, Karin is going to talk.

MS. NORINGTON-REAVES: No. I just want to say with respect to the Tollway grant, I wanted to acknowledge that Chicago Federation of Labor (CFL) is going to be one of our partners. We've got a Memoranda of Understanding with many different partners and that's a regional project that will not only cover Cook County but all the way through to Rockford. So we've collaborated with other local workforce boards throughout the region as well as other what we're calling satellite service providers who will be on the ground. So we're managing this large umbrella of services in connecting with a host of partners. Elbert, I'm going to put you on the spot, we certainly expect that IBEW to be connected with us as well. MR. HILLEN: I already talked to him. MS. NORINGTON-REAVES: Okay. You strong-armed him before the meeting. MR. REITER: Well, actually the IBEW participates in one of the two programs of

## Draft Chicago Cook Workforce Innovation Board Minutes June 28, 2018

---

the partners through us with the grants. MS. NORINGTON-REAVES: Well, there we go. So there's just a great opportunity for collaboration with that, but I wanted to lift up that, you know, with the Wal-Mart we've got the national spotlight but with this Tollway grant it's also a regional focus as well.

MS. CAGE: and it really built off the work that the BRED department has been doing in the construction sector. We have done a ton of work with the Cook County Hospital health campus. We've done work with the CTA on the Red Line and Blue Line extensions, and so we started doing that work and now this puts significant resources behind that work. We are hiring a Construction Manager. I think the application is due tomorrow so if you know anybody who would make an excellent Construction Manager for we please let them know ASAP. CO-CHAIRMAN ENDER: Thank you, Amanda. MS. CAGE: Thank you.

CO-CHAIRMAN ENDER: Do we have anyone signed up from the public for comment, Joanna? MS.

GREENE: No. We have a lot of public. CO-CHAIRMAN ENDER: So hearing no interest in that opportunity a motion to adjourn, please. MS. STERN GRACH: So moved. CO-CHAIRMAN ENDER: Thank you.

(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. -