

LWIA #15 COUNTY CONSORTIUM BOARD

Serving the counties of: Fulton, Marshall, Mason, McLean, Peoria, Stark, Tazewell and Woodford

MINUTES

DATE: Friday, January 31, 2020

9:30 am



LOCATION:

Illinois workNet® ONE STOP CENTER, 406 Elm Street, Peoria, IL 61601

- I. **Roll CALL and Introductions** - David Zimmerman opened the meeting at 9:30 am and introduced Fulton County Chairman, Patrick O'Brian to the Board.
Roll call was called.
Present Board Members: David Zimmerman (Tazewell Co Chair), John Krug (Woodford Co Chair), Al Curry (Stark Co Chair), Patrick O'Brian (Fulton Co Chair) (by telephone conference call) and Proxy member, Travis McGlasson, Vice Chairman of Marshall County Board standing in for Chairman, Gary Kroeschen (Marshall County Chair).
Absent Member: Gary Kroeschen (Marshall Co Chair), John McIntyre (McLean Co Chair), Andrew Rand (Peoria Co Chair) and Ken Walker (Mason Co Chair)
Career Link Staff: Steve Martin (Executive Director-Pekin office), Dena Weth (Assistant Director-Nrml office), David Vaughn, (Career Link Planner/EEO Officer-Peoria office) LeeAnn Whitlatch, Fiscal Director-Pekin office), Mike Sorrill (Career Link Career Planner, Peoria, IL office), Norm Griffin (Career Link Business Service Rep-Peoria, IL office –Peoria Co) and Dona Nanney, (Career Link Business Service Rep-Normal, IL office-McLean County)
Visiting Guest: Ronn Morehead, LWIA #15 Career Link Corporate Board Chairman

- II. ***ACTION ITEM: APPROVAL of Monday March 11, 2019 LWIA #15 County Consortium Board Meeting Minutes**
A motion was made by Woodford Co Chair, John Krug and seconded by Stark County Board Chair, Al Curry, to approve the Monday, March 11, 2019 LWIA #15 County Consortium Board Meeting Minutes. Motion carried.

- III. **Participant Spotlight-Participant Recognition of IL Workforce Partnership State Award Runner-Up: Peoria, IL (Peoria Co.) Presenter; Mike Sorrill, Peoria, IL. Career Planner** (Introduction by: Dena Weth, Asst. Director)
Dena Weth introduced Peoria, IL Career Link Career Planner, Mike Sorrill. Mike read his Participant's nomination write-up which he submitted to the State for the Individual Achievement State Award entry for Career Link Participant, Petra Flores and her achievements and successes throughout the program.
'It is my honor to nominate Petra Flores for the LWIA #15 Individual Achievement Award. Petra was in our 1A funding while in training in the RN-BSN program at OSF (St. Francis Medical School). She was certified for training on July 26, 2017 with the assistance of her Career Planner Kathy Humphreys. Petra started her training on August 14, 2017 and graduated from OSF on May 18, 2019. Petra's perseverance and dedication were evident when she passed her NCLEX-RN exam on June 25, 2019. She is now awaiting licensure. My contact with Petra started on September 4, 2018 when Kathy Humphrey's caseload changed to a focus on youth clients. I have found Petra to be positive, out-going, upbeat, goal-oriented, friendly, motivated, and inspirational. As a single parent, first generation college graduate, Petra faced barriers many other post- secondary students do not have to overcome. Her academic path was not always easy and there were times she was frustrated. She sought out assistance as needed academically and communicated well with her instructors to achieve success. Her communication with me, as her career planner, was timely and efficient. At all times, she displayed appreciation for the assistance Career Link provided. She was so proud when she finished her training, she stopped by to visit and announced a "college graduate" was here for a meeting. I have witnessed first-hand with Petra what the program can do for clients. In her own words Petra described the importance "Career Link has changed my life...I couldn't have done this without Career Link, I will forever be thankful." Her journey most certainly required a dedicated effort in acquiring the knowledge and skills needed to succeed in the classroom and in the workplace. OSF was so impressed with her efforts, during her training, they awarded her a MEEP loan, which did not have to be paid back, if she accepted employment at the conclusion of her training. Indeed, Petra has accepted a position at OSF and is awaiting her

assignment. I highly recommend Petra Flores for nomination as our Individual Achievement Award, as she is certainly deserving.'

Chairman, David Zimmerman stated that it is good to hear these types of successes and seeing how the Workforce program is affecting the workforce community and the participant's lives.

IV. Business Service Update – Business Service Reps, Dona Nanney (McLean Co) & Norman Griffin (Peoria Co)

Dona Nanney, Business Service Rep. covers McLean Co., Woodford Co., Stark Co. and Marshall Counties. She reported that she worked with several companies during the past 2019 year. She stated that Bridgestone America in Bloomington, IL was certified on Oct. 29, 2019 as a 'Registered Apprenticeship Employer' by the Dept of Labor. Bridgestone has an industrial maintenance program that put together a training program curriculum along with provider, Vector Solutions out of University of Tennessee. Bridgestone is hoping to work with some of the local school districts to bring Junior H.S. students that may want to go down that career path. Also, in Dec. 2019 a multi-skilled maintenance and reliability training program. It is a multi-craft program that has electrical and mechanical positions within the plant and they want to cross-train the employees to be able to do both positions. Bridgestone has approx. 400 employees and they run a 24/7 operation with 12 hour shifts and need this training to be able to always have employees that work both positions. This is a year long program that Dona has been able to assist with getting funding from Career Link for this program. Dona stated that she met with Heritage Operations group work with numerous assisted-living programs, nursing facilities throughout the state. In LWIA #15 eight county area there are approx. 8-10 facilities. Heritage wants to 'grow' their own nurses through their scholarship program to relieve the current nursing shortage, and select potential individuals from their facilities, that has an interest in moving further than CNA, etc. There is currently a CNA individual who is currently using this program and attending HCC that is in a two year program to obtain an Associates in nursing. Another individual is attending ICC and is an LPN and will complete her RN in May 2020. Dona also stated that Afni Communication-Telemarketing has incumbent workers training, with us. She stated that Camtek & Career Link have a great partnership and working very well with Dislocated Workers and OJTs. She also reported on the status of the OJT (On The Job Training) contracts in McLean County; this year there were four total OJT contracts: 2 with BOPI (Bloomington OffSet Process, Inc.) and many projects with Connect Transit. Each business had one of their OJT Contracts end successfully. There have been 5 Incumbent Worker contracts and they are getting ready to deploy their Electric Buses and training bus drivers. 'NORM-COLLEGIATE PRINTING, INC.' (PIP) in Peoria Heights, IL and also a sister company on Raab Rd, Normal, IL, had training for market in Bloomington/Normal. She met with Mexicam in Henry, IL, who creates a liquid product that goes into Vinyl products, to discuss with them about Incumbent Workers and OJT and looking to work with them. Travis McGlasson V. Chair of Marshall Co. Board stated that they are a fairly long-standing employer. ACC which does similar work as Camtek is looking for OJT participants. OJT (On-The-Job) Training refers to Career Link eligible customers are hired on with an employer, and may need additional training that Career Link pays for some of their costs associated with training them and then keeping them as employees after their training and funding has ended. Dona will also be meeting with Emerald Performance Materials in Henry, IL. David Zimmerman asked what the Federal Designation for an internship with Bridgestone provide to them? Dona stated that it is an apprenticeship program that is good for the Federal DOL partnership program that Bridgestone H.R. dept. staff felt that they wanted to get involved in.

Norm Griffin, Peoria County Business Service Rep. covers Peoria Co., Tazewell Co., Fulton Co. and Mason Counties. He stated that he has a few OJTs that are currently in process. Norm is working with a company 'Hawk-Attollo' and there they had an OJT and has hired a person who is now excelling and learning a lot about solar energy. Because of Career Link's OJT, this employee was funded while he was being training for 6 months wages and was hired full-time now and meeting expectations and doing very well.

Norm reported that another OJT works with a Dislocated Worker participant for a position of Programmer for 'Custom Power Products' and are working together for an Incumbent Worker Training. The participant is excelling and doing very well in this position.

Norm stated that he is working with Incumbent Worker training with Morton Industries have had several projects with Career Link including servant leadership and executive leadership. Also Six Sigma project and machinist training robotic welding, as well. They also own a subsidiary company, Bradley Services where Career Link has done similar project with them including leadership robotic welding and some other machinist training as well. Bogar Industries, which is a small manufacturer, was interested in training one of their employees in the Six Sigma process and now have five customers in training keeping the costs down.

Evergreen Home Energy, which is a program that is run out of ICC and teaches businesses how to do home insulation to be energy efficient. These programs are very important for small HVAC companies can get contracts from Ameren which will feed them work to go into customer's homes and teach the homeowner how to keep their homes energy efficient, the employee will perform the work and then the business is reimbursed. This is a Federal Grant program that gives small HVAC companies an opportunity to get another stream of revenue especially during the slower months, through the winter. These programs have been done with AAA Northgate, Myer Climate Control, Fridge Heating and Cooling, etc. In addition, 'Al-Cast Company' has a

small foundry in Peoria, IL and needed some HVAC employees to be trained internally for the position of HVAC System Maintenance and to keep the position internally which will save the company money.

Excalibur Seasonings in Pekin is retraining employees and provide them leadership. Career Link has partnered with ICC again and they will teach this program. Norm has met with Marion Machining to work on employee's training and Purdue University will be brought in to assist with training and Career Link will assist with costs.

Professional Printing & Marketing Services/PIP Printing of Peoria is working together with Career Link and they did some projects to diversify their business.

Norm reported that whenever there is a business closure, he and Dona attend a 'Rapid Response sessions along with the IL Dept of Insurance, and the IDES (Unemployment office) team also attend these Rapid Response sessions, as well as Agencies that assist with Financial Counseling, and they all go into significant lay-off territories and offer retraining and resources.

Norm and Dona have met with Midstate College, Sears at Northwood Mall, CAT layoffs and AECOM regarding their closings/layoffs as well as three Vistra Energy Coal Power Plants regarding plant closures in Canton & Havana and soon to be closing in the Edwards in the Peoria County. There was a large job fair held at Spoon River College in the multi-purpose room and was very well attended. There were 87 job seekers that attended. There were 10 different companies; Kamatsu, CAT, Morton Industries just to name a few. The lay-off employees are being offered retraining options through Career Link as well as holding monthly Job Fairs. The Job Fair held earlier this morning there were 14 companies attend. There were over 60 job seekers. Last month there were close to 90 job seekers. For a participant to be enrolled in an OJT contract with an employer, they have to be eligible Low income/unemployed and meet the qualifications with Career Link before they can start working as an employee. Steve Martin expressed the great work that both Norm and Dona have done in our LWIA #15 area and the great relationships they have formed in working with Employers, Business and Companies, etc and working with them and building a rapport with them. County Consortium Board Member, Patrick O'Brian of Fulton County, expressed his thanks for the Event held for the Vistra closing that occurred at Spoon River College and it was well attended. There was some brief discussion regarding the Edwards Vistra closing in 2022.

V. Service integration – Warren Cheatham, One Stop Center Manager

David Vaughn reported on behalf of Warren Cheatham. He provided an update handout for service integration at the One Stop Center. He explained that the service integration has been a major emphasis and high priority with DCEO and the Local Workforce Areas throughout the State of Illinois, to work on this area: services to individuals (customers) and integrating all of the partner services: Career Link, IDES unemployment offices and all 18 partners; collaborating together to be served by the One Stop System (Illinois workNet Center). This is a work in progress. The State has identified five stages (levels) of integration and 16 goals for the Partners to work with and improve on to provide seamless services. These integration goals began in August 2019 with three committees that met monthly. The partners feel that a website of their own; a system wide website that doesn't belong to Career Link. The partners agree to put money into next year's budget towards setting this website up and running. In the past there have been annual cross-training events, where once a year all partners were invited to come to ICC for about a 3 hr conference but there was not enough time to provide enough detail explanation to the other partners in attendance. Therefore, moving forward, the cross-training will occur quarterly, where three partners will present, and give more detailed explanations to the other partners in attendance so that everyone can know who is eligible and make better referrals for customers. The intervening months between these events, the organizations that present, will also host an Open House for the agency staff, (not the public), to have a chance to visit another agency to personally view how those agency's serve customers and network with staff that they never meet or just talk with them on the phone. The first cross-training event will be Feb. 24, 2020. There was no further discussion.

VI. Regional Planning - Steve Martin, Executive Director /Warren Cheatham, One Stop Manager/ Dave Vaughn, EEO office and Planner

Steve Martin stated that, statewide, there are items that are due by June 30 2020: the Regional Local Planning, the MOU, the Service Integration plan and the One Stop Certification. Steve expressed that Career Link has contracted with W.E.S. (Workforce Enterprise Systems) Consultants; Tim and Becky Harmon, have been sending out content forms to be completed by the Partners. Most of the content is an update of workforce strategies that are being initiated and are currently in place. Other strategies and partnerships are fairly new and many new strategies focus on Job Training that is employer centric, Apprenticeships, Incumbent Workers, OJT, etc., and Service Integration is another addition to the Plan. The strategies must reflect the six visions and principals of the 'Unified State Plan'. The plan must include coordinate demand driven strategic planning of the State and Regional levels. Support Employer-Driven Regional sector initiatives, provide economic advancement for all populations through career pathways, expand service integration, promote improved data driven decision making and advanced public/private data infrastructure. These are the principals envisioned to use in the Regional and Local planning that are being used with the partners at H.C.C., I.C.C., Greater Peoria EDC (Chris Setti) and filling out all the content for the plan. The Regional Local Plan includes 10 counties; the LWIA #15 (8 counties) and Livingston and DeWitt which are part of the Governor's EDR 3 (Economic Development

Region) and they are part of the Regional Plan so therefore they have added their input to the Plan as well. Steve stated that there is currently a waiver that the State received by the DOL (Dept. of Labor) which states that Career Link does not have to reconfigure with the two counties of DeWitt (served by LWIA #19) and Livingston (served by LWIA #11) counties. Career Link will keep their position on this matter. The 3rd meeting will be on Feb. 11, 2020. The Draft Plan will be posted for Public Comment on Feb. 14, 2020. The 4th meeting will be held on March 16, 2020. The Final Plan needs to be ready by March 23, 2020. The Regional Local Plan is due to the State by March 31, 2020. The completed plan will be emailed to the County Consortium Board members, as well, for review and any of their comments. There was some brief discussion.

VII. MOU Planning - Steve Martin, Executive Director

Steve stated that the 1st MOU meeting was Tues. Jan. 14, 2020. The MOU 2020 One Stop Center Budget is discussed and negotiated with all the 18 Partners and is to be agreed upon and signed by all 18 partners. This MOU is supposed to be approved for three years, although the budget seems to be going through the process of approving, revising and reconciliation every year instead of every three years. The agreed lowest amount that a Partner can pay towards for the One Stop Budget is .25 Full-Time Equivalent Employee (FTE). There is one partner, SCSEP (*Senior Community Service Employment Program*) National-Able, who has asked for their share to be lowered to a .1, claiming that they do not serve anyone in this area, yet they receive grant money to serve people in our area. They are asking for a .1 with everyone across the state. All of the LWIAs that are concerned with this are on board with staying with a minimum of .25 for National-Able's share. Last year the partners voted not to lower National-Able's share down to .1. The Governor Guidelines that were sent to the WIB Board members last week, provides an overview of the purpose, process, scope and organization of the MOU. Three meetings are scheduled with hopefully the final budget and content, approve by LWIA #15 FULL WIB (Workforce Innovation Board) and a report of the outcomes is due to the state April 15th. A review by the State, May 31, 2020 to settle any needed differences between partners, if there is not, such as National-Able's approval with the budget. The final MOU is due June 30, 2020. Steve stated that the next anticipated County Consortium meeting will be around July or August or September 2020. There was no discussion.

VIII. One Stop Certification – Steve Martin, Executive Director

Steve stated that he has reached out to some of the other LWIA (Local Workforce Investment Area) Directors throughout the state. There is a checklist that has new appendixes and forms on the Illinois workNet on each one of these criteria initiatives: Regional Planning, MOU, etc. He is waiting to see if there is a new evaluation guide for the One Stop Center. The One Stop Center is due to be certified by June 30, 2020. Last time this certification took place was three years ago. A team will be assembled to evaluate the One Stop Center again, and Steve will send the findings to the FULL WIB Board for approval.

IX. Laborer's Apprenticeship – Steve Martin, Executive Director –

Steve has been working with LiUNA (Laborers' International Union of North America) with Vice President and Midwest Regional Manager, John Penn and Aflcio Laborer's President, Ronn Morehead. Together, LiUNA and Career Link are developing and implementing a 'Construction-Craft Preparation Program' in McLean County. Student will earn credit towards graduating as well as credentials. The purpose is to expedite the recruitment of high school youth. Participants, who are identified as WIOA eligible, will be funded by Career Link. There are currently 17 high schools in several districts. There will be some participants, that are not WIOA eligible, as well, but they will not be funded by Career Link. This program is currently being run in Southern Illinois and Madison County. But Career Link is wanting to run the Construction-Craft Preparation Program in this LWIA #15 McLean county area. This program is very needed. The average age of a Union Apprenticeship is 38 yrs old. There are no young people coming out of the High Schools going into the Unions. The Unions are hurting and need to find a different way to recruit and to sell the idea that a person doesn't have to go to college to earn a decent living and build up a lot of tuition debt. If this program is successful in McLean County and then reach out to the other seven counties of LWIA #15. The goal is to enroll approximately 30 students and the anticipation is that the majority of these students will be able to secure fulltime employment with 14 or 15 Union apprenticeships that are not necessarily with laborers but with all Trades. As Steve Martin had previously stated, the average age of an Union Apprenticeship is 38 yrs. old. This is due to the difficulty in finding younger individuals who are wanting to go into the skilled trades area. Also, there has not been active recruitment in the High Schools, or any funding for Summer Youth programs any longer, for over the last 10-20 years. There was some discussion. Ronn Morehead, who serves as the LWIA #15 Corporate Board Chairman for Career Link as well as the President of McLean County Trades and Labor, spoke of the details of this program and how Career Link partnering with LiUNA to assist in developing this program and become successful, is very essential. There was no further discussion.

X. Enrollment numbers – Dena Weth, Assistant Director

Dena Weth provided a report on Enrollment numbers, by County, document. She stated that 'Adult' funding title customers are those that are economically disadvantaged. A majority of Adult customers receive Food Stamps. Also, a person can be considered eligible for Adult funding from Career Link services is an Adult customer who is basic skills deficient; TABE Test

(Aptitude Test) for Math and Reading scores are below 8th grade-9th month High School. The Dislocated Workers funding title are those that lose a job to no fault of their own or part of a business closure with a look back period of four years; eligibility is given if that lay off is within the four years of layoff. The Youth funding title is a combination post-secondary training as well as specific programs for both In-School Youth and Out-of-School Youth training programs. TRADE funding title is the 'Cadillac' version of what Dislocated Workers receive; Increased mileage and the Unemployment benefits are extended throughout the training. Career Link is continuing to meet with High Schools in all eight counties, involved in Career Link Youth Programs. Vistra Energy Power Coal Plant layoff individuals are still being enrolled as well. There was no discussion.

XI. Audit Report – LeeAnn Whitlatch, Fiscal Director

LeeAnn Whitlatch gave a report on the Oct. 2019 Audit report from July 1 to June 30, 2019 that was finalized. There were no findings and no question costs. There was no discussion.

XII. Budget Allocations – David Vaughn, EEO officer/Planner

David Vaughn presented a Budget Allocations report, per county, each Title throughout the Counties and any layoff events to help the Board understand how these budgets are established showing projected costs etc. After his presentation and explanation of this report, there was no further discussion. The program year runs from July 1st to June 30th. Steve expressed that Career Link held an informational meeting in Henry, IL (Marshall County) to bring that area an awareness to Career Link services that are available, as well as talking to ICC to try to get a GED program coordinated in that area.

XIII. Other Comments

There was no 'Other' comments

XIV. Public Comments

There was no Public comments.

XV. *ACTION ITEM: Adjournment

A Motion was made by Stark County Chair, Al Curry and seconded by Fulton County Chair, Patrick O'Brian, to adjourn. Motion carried. Adjournment- 10:20 am

Respectfully submitted,

Recording Secretary, Theresa Kotte
Career Link Executive Assistant