

W.I.B.

(WORKFORCE INNOVATION BOARD) of LWIA #15

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

MINUTES

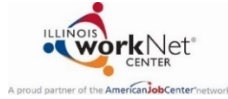
Wednesday, January 15, 2020

12:00 (Noon)

LOCATION:

Carpenters Local Union No. #237, 2412 N. Main St., East Peoria, IL 61611

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I. Roll CALL and Introductions

President Chairman Sam Lewis opened the meeting at 12:00 (noon) with a roll call of board members and guests present. He introduced new WIB Board member Arnitria Shaw of I.C.C. who replaces Andrew Kerr on the WIB board

Board Members Present: Christine Davis (CamTek), Mark DeKeersgieter (CIRBN), Brian Ford (Facet Technology), Wendy Hess (Unity Point Health), Kelli Hill (Heartland C.C.), John Hubert (CAT), Lori Johnson (Goodwill Peoria), Bill Lawrence (PLR Ins.), Sam Lewis (Pridestaff), Laura Mass (Unland Co), Ronn Morehead (McLean Trades & Labor), Todd Mundorf (NRG), Curt Oldfield (Spoon River College), Steven Petersen (Coulter Co. PDC Area Disposal Services), Mary Phelan (IL Migrant Council), Chris Setti (Greater PO EDC), Arnitria Shaw (I.C.C.), Jeff Strode (Mid America National Bank), Steve Timmermann (1st Farmers State Bank), Dave White (Connect Transit), Deborah White (MCCA-Mid Central Community Action) & Brian Wipperman (Marcfirst)

Board members Absent: McFarland Bragg (PCCEO (Peoria Citizens Committee for Economic Opportunity), Larry Crouch (Monge, Crouch & Mahoney, Ins.), Darell Sarff (Kennedy-Sarff Real Estate), Lizette Tripur (DHS-DORS), Matt Watchinski (West Central Bldg Trades)

Career Link Staff: Steve Martin-Executive Director, Dena Weth-Assistant Director, LeeAnn Whitlatch-Fiscal Director, Warren Cheatham-One Stop Center Manager, David Vaughn-EEO Officer-Planner-Tech Specialist, Dona Nanney-Career Link McLean County Business Service Rep., Norm Griffin-Career Link Peoria County Business Service Rep., Mike Sorrill-Career Link Canton, IL & Peoria, IL office Career Planner.

Guests: Petra Flores, State Award (runner up), Dawn Fentem (ICC), Johanna Wagner (Goodwill), Robin Gathers (PCCEO), Troy Marshall (IDES), Todd Welton (DHS Rehab)

II. ***ACTION ITEM: Approval of the October 16, 2019 WIB Minutes.**

A Motion was made by Mark DeKeersgieter and seconded by Steven Peterson to approve the minutes of the Oct. 16, 2019 WIB meeting. Motion carried unanimously.

III. **Participant Spotlight-Participant Recognition of IL Workforce Partnership State Award Runner-Up: Peoria, IL (Peoria Co.) Presenter; Mike Sorrill, Canton, IL & Peoria, IL. Career Planner** (Introduction by: Dena Weth, Asst. Director)

Dena Weth introduced Mike Sorrill, Canton, IL & Peoria, IL Career Planner. Mike introduced and read his Participant nomination write-up that he submitted 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.'

Participant, Petra Flores gave a brief summary of her experiences while in the program. The WIB Board members expressed their commendations to Petra that it is good to hear these successes and seeing how the Workforce program is affecting the workforce community and the participant's lives.

IV. Core Partner Reports - Warren Cheatham, One Stop Center Manager

- **IDES**
- **DHS Vocational Rehabilitation**
- **Career Link**
- **Illinois Central College**

Warren reported on the new activity happening in the One Stop Center Core partners. Guest, Troy Marshall with IDES reported that IDES and Career Link have a great partnership with employment services and they are hoping to expand that partnership through the restructuring. Guest, Todd Welton with Illinois Division of Rehab. Services stated that they are the lead agency in the state assisting people with disabilities assisting in finding & securing employment for them. There is a program especially for high school graduates called 'Community College Initiative' (for those with disabilities) to aid in assisting in pursuing either an Assoc. Degree or a certificate program at ICC or any Community College in Illinois. This program would pay in full for tuition, books and fees. Career Link staff referred to Agenda items to provide their report. Arnitria Shaw with I.C.C. invited her co-worker, Guest, Dawn Fentem to report on Arnitria's behalf. She stated that enrollment is up by 14% for ICC Adult Ed program and that the next semester starts Tuesday, Jan. 21, 2020. She stated that the four core partners are HCC, Spoon River College and ICC Adult Education programs and Career Link and together they are assisting with the Regional Plan. There was some discussion.

V. *ACTION ITEM: Discussion/Approval of Work Experience Wage Increase – Dena Weth, Assistant Director

Dena Weth explained what Work Experience is and what it is used for for customers. She stated that when a student is enrolled in the Career Link program, in a service such as Occupational Classroom Training, etc., that Career Link will provide an opportunity for them to be enrolled in a Work Experience Service, which would allow a student to work up to 29 hrs. per week at a pay of \$9.00 per hour. The national minimum wage increase of \$9.25 per hour effective as of last year, Jan. 1, 2019 and then raised up to \$10 per hour on July 1st, 2019, it is anticipated thereafter to increase each year until it reaches \$15.00 per hour, via one dollar increments each year. She stated that Career Link should raise the current Work Experience wage from \$9 to \$10 and that on Jan. 1, 2021, Career Link follows the National law that would set the wage to \$11 per hour.

In addition to the Work wage increase, the 'Internship Program' is often tied to a College Curriculum. The Student and Business and Educator pull together and develop what is called a 'Training Outline', which is based on how much time is spent with particular activities. This individual in this Internship Program is paid higher wages. This wage should be increased from \$10 to \$11 per hour. Dena also offered the opportunity for those GED Subcontractors that were present at the WIB meeting, to comment how important the Work Experience component is to help others to understand the technical skills as well as the training on soft skills. There was some discussion ICC, HCC and SRC. **A Motion was made by Bill Lawrence and seconded by Ronn Morehead to approve the requested Work Experience Wage increase as presented to increase the minimum wage from \$9 to \$10 per hour and the internship from \$10 to \$11 per hour and forth going these wages will be increased, based on the Law, on the 1st of each January. Motion carried unanimously.**

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

Dona Nanney, McLean County Business Service Rep. 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 2 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. She stated that Bridgestone was certified on Oct. 29, 2019 as a 'Registered Apprenticeship Employer by the Dept of Labor and would like to work with school districts for H.S. students who want to go into that career path. District 87 and Youth build may have some students enrolled as well. Another employer, Heritage Operations group owns & operates 8-10 nursing facilities in the LWIA #15 eight county service area. Afni Communication-Telemarketing has incumbent workers training, etc. She stated that Camtek & Career Link have a great partnership and working very well with Dislocated Workers and OJTs. 'NORM-COLLEGIATE PRINTING, INC.' of Peoria Heights, IL and also Raab Rd, Normal, IL, had training for marketing.

Norm Griffin, Peoria County Business Service Rep. stated that he was contacted by ICC Solar Pipeline. Norm is working with a company 'Hockatolo' and there they had an OJT and has hired a person who is now excelling and learning a lot about solar energy. Norm reported that another OJT works with a dislocated worker participant for a programmer for custom power products and are working together for an Incumbent Worker Training.

Norm stated that he is working with Morton Industries & SicSigma and Bogart Industries. 'All-Cast' company needed some HVAC employees training internally and save company in the long run. Excalibur in Pekin is retraining employees and give them leadership. 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 he and Dona will attend Rapid Response team meetings and go into significant

lay-off territories and offer retraining. There have recently been three Vistra Energy Coal Power Plants close in Canton & Havana and soon to be closing in the Edwards in the Peoria County and there was a large job fair held at Spoon River College 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. Norm and Dona recently attended Sears at Northwood Mall and CAT. 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, etc. Spoon River President, Curt Oldsfield expressed that Norm did a great job with Vistra Energy Coal Power Plant closing and with running the Career Fair. Kelli Hill stated that she had worked with Dona Nanney and the staff with flyers and expressed gratitude to them for their assistance.

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

Warren stated that the service integration has been a major emphasis with the State of Illinois within the last year in particular. He provided a handout to the Board members. The State has identified five levels of integration and 16 goals for the Partners to work with and improve on. There was some discussion.

VIII. Regional & Local 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 this 2020 year: Regional Planning, MOU, Service Integration, One Stop Certification etc. These items need to be completed and approved this 2020 year. Steve expressed his thanks for David Vaughn and Warren Cheatham for working on getting the Regional Planning process started. 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 Plan includes 10 counties; LWIA #15 (8 counties) and Livingston and DeWitt which are part of the Governor's EDR (Economic Development Region) and they are part of the Regional Plan so therefore they have added their input to the Plan as well. 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 presented to the WIB Board on Wednesday, April 15, 2020 at the next FULL WIB Board meeting. There was no discussion.

IX. 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 was discussed and negotiated with all the 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 WIB Board on April 15th 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. There was no discussion.

X. One Stop Certification – Steve Martin, Executive Director

Steve stated that he has reached out to some LWIA Directors. There are new appendixes and forms on the Illinois workNet on each one of these initiatives: Regional Planning, MOU, etc. He is waiting to see if there is a new evaluation guide for the One Stop Center. At this time all of the LWIAs are in a waiting game. 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, send the findings to the Board for approval. At the WIB meeting on Wed., April 15, 2020, more information will be shared with the Board at the Full WIB meeting.

XI. 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 will be some participants, that are not WIOA eligible, as well, but they will not be funded by Career Link. This program is being run in Southern Illinois and Madison County. 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. Ronn expressed that recently, the average age of an Apprenticeship is 38 yrs. old. due to the difficulty in finding younger individuals who are wanting to go into the skilled trades area. Also, there is not an active recruitment in the High Schools, or summer youth programs, as well, over the past 10-20 years. There was some discussion.

XII. Enrollment numbers – Dena Weth, Assistant Director

Dena Weth provided a report on Enrollment by County document. She stated that in Oct. 2019, the total number served under registrants was 580. Since then, there has been an Exit-Cycle. Currently there are 500 enrollments, that are divided by funding titles. Adult enrollments are higher due to most customers receive some form of governmental assistance. In addition to the 500 current participants, there are GED applicants that are starting a new term. There are Vistra Energy Power Coal Plant layoff individuals who are starting CDL courses in the next two weeks. The Trade Petition for Vistra Energy Power Coal Plant is still outstanding and anticipate that if this Petition is approved, the Trade numbers should jump significantly. She reminded the board that when MMNA/CAT TRADE petition, there are Dislocated Worker benefits but it is a Cadillac version where the unemployment is extended, mileage is increased, etc. Career Link is awaiting for the Petition to be approved. ICC has not begun yet so some applications are still in the works, in particular for Adult participants. She reminder that registrants are anyone who is enrolled in the service such as Occupational Classroom Training, On-The-Job Training (OJT) or Career Services. There was no discussion.

XIII. Audit Report – LeeAnn Whitlatch, Fiscal Director

LeeAnn Whitlatch gave a report on the Oct. 2019 Audit and it was finalized. There were no findings and no question costs. There was no discussion.

XIV. 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. After his presentation, there was no discussion.

XV. Other Comments

Curt Oldfield stated that Steve Martin should be fined for using a CUBS drinking cup at the meeting. Chairman, Sam Lewis stated that this would be entered into the records. 😊

XVI. Public Comments

There was no Public comments.

XVII. *ACTION ITEM: Adjournment

A Motion was made by Brian Ford and seconded by Laura Maas to adjourn. Motion carried. Adjournment- 1:32 pm

Respectfully submitted,

Recording Secretary, Theresa Kotte
Career Link Executive Assistant