

I. Call to Order

The meeting was called to order by Chair Beeler at 10:35 AM.

Members Present

Joanne Beeler
Dan Bentz
Mike Elbe
Monica Foster
Dick Huddleston
Shannon Kachinovas
Koleen Lord (Lesley Savage)
John Meixner
Jennifer Mowen
Kathy Osment
Michael Pearson
Kim Pierce (Kyle Moore)
Michelle Reyburn
Darla Rischar
John Saenz
Dane Simpson
Carole Thoele (Armando Reyes de Zamacona)
Dawn Wild

Members Absent

Kip Colgrove
Bill Corbin
Diane Doran
Lynn Fisher
Brooke Fosdyck
Henry Gauwitz
Seamus Reilly
Bob Spear
Gregg Snyder
Cheryl Welge
Connie Wessels
Lila Whestine

Presenter

Sara Hartwick

Staff

Howard Kirchner
Blanche Shoup

Guests

Samantha Harnack
Tara Hanson
Brenda Middendorf
Evelyn Morrison
Dave Messersmith
Julie Stratman
Curt Harn
Sal Garza

Chair Beeler welcomed members and guests to the WIB meeting.

II. Approval of Minutes.

Beeler referred members to the August 31, 2022, meeting minutes included in their packets. She asked if there were any corrections or additions to the minutes. There were none.

A motion to approve the August 31, 2022, meeting minutes was made by Dick Huddleston and seconded by Mike Elbe. The motion carried by roll call.

III. Chairperson's Report

Beeler referred members to the awards information that was forwarded in a separate emailing. She reported that the Illinois Workforce Partnership hosted their annual awards recognition ceremony. The Individual Achievement Award was presented to Sara Nicole Littlefield and the Business Leadership Award was presented to Phibro Animal Health. Tara Hanson, Program Coordinator, received the award on behalf of Phibro.

Beeler reported that WIB members Mike Elbe, President of John Wood Community College and Dick Huddleston, Field Agent for the Plasters and Mason Local #18 are retiring. She thanked them for their years of service as members of the WIB. Mike commented on being a Board member and how much he appreciated the Board meetings and folks working together. Dick thanked everyone and encouraged the Board to continue finding ways to keep youth in our communities.

IV. Manufacturing Sector Presentation and Update

Beeler remarked that at each WIB meeting there has been a presentation on one of the growth sectors in Western Illinois. She remarked that this meeting will focus will be on Manufacturing. Beeler stated that last month was manufacturing month and that the WIB was a co-sponsor of several high school manufacturing events.

Beeler noted that today's guest speaker was Sarah Hartwick from the Illinois Manufacturers' Association. She will address the future of manufacturing: trends, challenges, and opportunities for retaining and attracting workers, as well as building the talent pipeline. Hartwick is the Vice President of Education and & Workforce Policy and Executive Director of Illinois Manufacturers Association (IMA) Foundation. Beeler noted that Hartwick, prior to joining the IMA in 2021, was the Executive Director of ED-RED, a suburban public school district advocacy organization. Hartwick has also served as the Co-Director for Legislative Affairs at the Illinois State Board of Education. Hartwick has a master's degree in Public Administration.

Hartwick reviewed the structure and working groups of the IMA. She reported that the vision of IMA is to identify the role that IMA can assume when it comes to workforce issues and removing barriers faced by employers in Illinois.

Hartwick reported that the IMA Education Foundation's & Workforce Policy tour concluded after six weeks and ten stops with over 150 participants attending. She said each meeting provided an overview of the workforce shortages followed by a manufacturer led discussion on workforce barriers and issues, including their own unique challenges and potential solutions, specific to their region. Several legislative solutions were identified.

Hartwick reviewed the identified statewide themes that included the following:

- Lack of interest in careers in manufacturing across demographics that included students, parents and adult learners, etc.
- Challenges include retention and planning for retirements. Several regions across the state will be experiencing an above average percentage of retirements in the next 5-10 years
- Gaps in services that are targeted to support and address workforce needs
- Skills gaps which result in remediation in math, reading, and in the essential/soft skills
- Limitations of educational institution at all levels that prevent them from being able to respond quickly to employer's workforce and training needs

Hartwick provided examples of creative solutions that included partnership with education institutions, innovative recruitment strategies, retention in the time of over abundant resignations and proven practice of building a talent pipeline and apprenticeships. She reviewed that legislation solutions included financial incentives and recommended educational support.

Hartwick noted that the IMA successfully passed HB 3296 that included and reviewed what is included in the bill.

Hartwick in closing reviewed 2023 legislation initiatives, IMF Education & Workforce Fundraising campaign, 2023 Education & Workforce Summit in June 2023, 2023 Makers on the Move, and 2023 Manufacturing Month Celebrations.

Hartwick provided her email address shartwick@ima-net.org and phone 217-718-4211 if anyone would like to contact her with any questions or comments.

V. Manufacturing Sector Update

Beeler reported that WIB members from the manufacturing sector will share comments on the post-COVID changes in manufacturing, opportunities and challenges facing the industry and adaptations their company is making to respond to the current environment. She said the panel members include herself – Knapheide, Shannon Kachinovas – NTN Bower, Armando Reyes de Zamacona – Pella Corporation, Dan Benz – Fusion Tech and Michelle Reyburn – Smithfield Foods.

Michelle noted in her comments that to reduce turnover Smithfield has implemented a staying interview with current employees, the culture of teams is very important, they are addressing career path opportunities and diversity. Dan reported that Fusion Tech is focused on a youth career path for electrical and food technician positions. Independent thinking is a key workforce skill in their company. They have participated in a speed dating style of hiring events. Shannon's report included NTN's multimedia marketing campaign. He noted that retention is a main issue at this time. Joanne noted that Knapheide is connecting with schools. She noted that they do not find job fairs to be a successful way to recruit candidates.

VI. Memorandum of Understanding Update

Kirchner reviewed the following required guidance specific to the PY'2023 MOU:

1. Service Integration Action Plans
2. Conflict Resolution Plan
3. MOU Template Changes to the narrative and matrix
4. Commitment to Assess the Customer Experience
5. Current One Stop Operator Agreement is now included in the MOU
6. Final MOU and Budget Submitted Due Date Changes to May 31

Kirchner commented since 2019 we have been working on Service Integration. He mentioned the state now wants a statement on how Conflict Resolution would be handled if a problem would surface within the year. Kirchner noted partners must check off services they provide remotely or in the One-Stop Center. He said in regard to commitment to assess the customer experience there is a new item of required content to describe specific human and financial commitments to coordinate the customer experience. Kirchner explained we will be required to say that some of the funds may not be expended until next year. He stated the One-Stop Operator Agreement will now be part of MOU. Kirchner relayed that WIB and CEO Chairs must submit a signed MOU and One Stop Operator Agreement. Kirchner explained the final signed MOU and budget must be submitted by May 31, 2023 (formerly June 30 each year). He stated in the past we have submitted regular signatures not electronic signatures, which the state discouraged.

Kirchner inquired if there were any questions or comments. There were none.

VII. Member Updates

Kathy Osment, IDES, commented on the WorkShare program now available in Illinois.

Monica Foster, JWCC Adult Education, reported that the GED completion is now called the State of Illinois Diploma.

VIII. Committee Report

Beeler referred members to the November 9, 2022, Executive Committee meeting summary included in their packet. She stated a vote to approve the Committee's summary is required. She noted if anyone has a conflict of interest they must abstain from discussion and the vote. Beeler asked if there any comments or concerns regarding the report. There were none.

A vote to approve the November 9, 2022, Executive Committee summary was made by Dick Huddleston and seconded by Dan Bentz. The motion carried by roll call. Mike Elbe was recorded as abstaining from the vote.

IX. Old Business

Shoup referred members to the performance measures letter in the meeting packet.

X. New Business

Shoup reported the next WIB meeting would be held on January 31, 2023. This will be a virtual meeting.

XI. Public Comment

There was no public comment.

XII. Adjournment

A motion to adjourn the meeting was made by Dan Bentz and seconded by Dick Huddleston. The motion carried by roll call.