

I. Call to Order

The meeting was called to order by Chair Beeler at 10:03 AM.

Members Present

Joanne Beeler
Todd Bloyd
Kip Colgrove (Stacey Parr)
Bill Corbin
Brooke Fosdyck
Curtis Harn
Mike Inman
Jillian Isaacson
Brenda Middendorf
John Meixner
Jennifer Mowen
Cody Niebuhr
Kathy Osment
Michelle Payne
Bryan Renfro (Kayla Wentz)
Darla Rischar
Dane Simpson
Cheryl Welge
Connie Wessels
Lila Whetstine
Dawn (Wild) Vansandt

Members Absent

Dan Bentz
Diana Doran
Shannon Kachinovas
Koleen Lord
Natashia Myers
Seamus Reilly
Armando Reyes de Zamacona
Darlene Scheuermann
Anita Sells
Gregg Snyder
Nick Tzenevrakis

Presenter

Deb Bonanno
James Emmett

Staff

Howard Kirchner
Blanche Shoup

II. Approval of Minutes

Beeler referred members to the March 20, 2024 meeting minutes in the packet. She asked if there were any corrections or additions to the minutes. Beeler stated hearing none a motion to approve the minutes was required.

A motion to approve the minutes of the May 30, 2024 was made by Dane Simpson and seconded by Cheryl Welge. The motion carried by roll call.

III. Chairperson's Report

Beeler reported that the proposed PY 24 meeting schedule is in the meeting packet. She stated that the first meeting next year will be in person to hopefully provide better input for the strategic planning discussion. Beeler said we will continue to do more WIB information sessions throughout the summer. As sessions are scheduled, Shoup will notify members.

IV. DEIA Presentation

Beeler introduced James Emmett and Deb Russel Bonanno. Beeler reported that Emmett is the founder of James & Company (JEC). She stated that Emmett has worked on many of the most visible retail inclusion initiative with many leading companies and has numerous awards for innovation. Emmett has presented at conferences such as Direct Employers Annual Meeting & Conference, Disability IN, National APSE, National ARC, ANTEC, National Association of Manufacturers, Nation Grocers Association & E-Stewarts.

Beeler reported that Deb Russel Bonanno is the founder of Deb Russel Inc., a company that fosters collaboration and innovation. Committed to bridging gaps, Deb cultivates impactful connections for mutual benefit between the business and diverse communities. With a background in education and vocational Deb continues to drive positive change globally, shaping workforce programs and influencing policy.

Emmett stated that DEIA is a three-prong methodology and that JEC believes that diversity initiatives only have likelihood to be successful when supply, demand and strategy are aligned.

Emmett reported that along with Bonanno they spent the last 24 hours in Quincy at the One Stop Center and learned a lot while there. He stated that he knows that the DEIA initiative will have a lot of positive impact as we assist companies to be a workplace that builds an inclusive culture. Emmett stated we also want to learn from business members and are excited to put together the self-assessment instrument that will assist in finding out more about the needs of companies, to be a “welcoming company”.

Bonanno stated that we see the success in inclusion when we know what is available in the workforce around us, the connections and what are the needs of companies. She mentioned we operate under a three-prong methodology that has a likelihood to be successful when supply and demand are aligned. Bonanno noted we like to work with Partners and other entities that are involved. She commented we are excited to implement a self-assessment tool work with companies to help them understand what their needs are and how they represent themselves through the self-assessment. Bonanno stressed this endeavor is in collaboration with the WIB.

Emmett stated for this initiative to be successful we need to take time to learn what is needed to provide the expertise we have that aligns with the board. He noted we are excited to put out the self-assessment tool and resulting workshops. Emmett said we need to build with the partners.

Shoup reported that one component of the Regional Plan includes seeing job-seekers and helping our business community through a Diversity, Equity, Inclusion and Accessibility (DEIA) approach. This initiative will assist employers in recruitment and retention of employees by implementing strategies and practices to adopt what will support their company to be a “welcoming culture”. She noted that this initiative will assist employers by implementing practices and strategies to adopt and support a DEIA based approach that will provide programs and services.

Lengthy discussion by members followed.

V. One Stop Center Certification Overview

Kirchner reviewed the status of the One Stop Certification. He reported that Mike Haptonstahl from Western Illinois represented the program focus, Brittany Weise from Blessing Health Systems represented the business focus and Julian Isaacson from Galesburg Community Foundation representing the WIB are members of the certification team. He referred members to the One Stop Certification handout included in their packet. Kirchner stated that WIOA requires all one-stop centers to meet the certification requirements that include assessment of their effectiveness, physical and programmatic accessibility and continuous improvement. He mentioned that the One Stop Certification document is posted on the WIB website. Kirchner reported that on May 10 an orientation was held for team members, the preliminary desk review was held May 17 and on-site review will be on June 4, 2024.

Shoup remarked that the following One Stop Certification requirements will be forwarded to the state on or before June 30.

Shoup reviewed the following:

- 1) OSO Monthly Reports to the WIB
- 2) Center Hours
- 3) Center Services
- 4) Center Marketing/Job-Seeking Recruitment
- 5) Employer Outreach

Shoup reported before COVID, One Stop Centers (OSC) were required to submit monthly reports to the WIB. We plan to resume the reporting as soon as the mechanisms are in place. She commented that the Center is open from 8:30 AM to 5 PM. She pointed out that extending the hours was thought to bring more people to the Center but that was not the result so there are no extended hours. Shoup pointed out that a resource room and a computer lab are available for clients and job seekers. She noted that the workshops offerings include mock interviews, job readiness and soft skills. Shoup reported notification of workshops are posted on the WIOA Partner website. Shoup reviewed marketing efforts and promotion of the Center along with focus on job seekers. Shoup remarked we are always promoting the Center and the activities that are offered. She explained specific events including workshops, and local job fairs by flyers and other means of communication. She stated that we have had the benefit of TV coverage for special events. Shoup explained Employer Outreach is assisted by business members of the WIB reaching out to employers. She mentioned that one on one contact with employers is important.

She reported that by law the hours of the One Stop Center in Quincy hours must to be approved by the WIB. She commented the current hours for the center are 8:30 AM – 5:00 PM.

A motion to approve the operating hours of 8:30 AM – 5:00 PM for the Quincy Workforce Center was made by Cheryl Welge and seconded by Curtis Harn. The motion carried by roll call

VI. Strategic Planning Schedule

Shoup announced that three sub-regional strategic planning sessions will be held between June 8 and August 9. She stated we are open to recommendations. Shoup reported that planning sessions will be held in the North, Central and South regions. She pointed out each region is unique and we need to take that into consideration.

VII. Committee Reports

Beeler ask if members had any questions regarding the Executive Committee Reports for the dates April 10, 2024 and May 22, 2024. She said hearing none a motion to approve is required. Beeler stated that Carl Sandburg College and John Wood Community College who benefit from the programs on the Approved Training List will need to abstain.

A motion to accept the Executive Committee reports was made by Kathy Osment and seconded by Bill Corbin. The motion carried by roll call with John Wood Community College abstaining. The motion carried by roll call.

VIII. Member Updates

Beeler, Knapheide Manufacturing, reported we are adding on to our Building. Automation will be an addition late summer. She stressed there will be no job displacement as a result as personnel will be moved around where needed. Beeler we still need workers.

Todd Bloyd, Smithfield, stated that recruitment and retention is doing better and are now 99% staffed. He said we still are experiencing turnover.

Stacey Parr representing NAPCA reported that Bruce Adams will be the temporary replacement for Kip Colgrove until the permanent replacement is approved, She reported that there will be a senior job fair next week Friday at the Quincy Resource Center 9:30 AM – 12 noon.

Bill Corbin, McDonough District Hospital, stated the hospital is continuing to fill vacancies. He mentioned retention is key.

Shoup thanked Corbin for his staff attending the 8th grade Career Expo that was funded by the General Revenue Grant approved by the General Assembly and administered by DCEO.

Brooke Fosdyck, Dot, reported that hiring is strong and steady.

Monica Foster, Adult Education at JWCC, reviewed the status of the adult education programs. Foster spoke about the ICAPS program. Students may obtain their diploma and complete basic occupational skills.

Curtis Harn, Plasters & Cement Mason Local 18, stated they have been busy and looking out for plasters.

Jillian Isaacson, Galesburg Community Foundation, reported on the status of the Hunger Collaborative. She provided an update on the Skills USA competition.

Jennifer Mowen, Illini Community Hospital, reported on the status of working to retain staff and reported on having no nursing turnover. She stated we continue to go to area high schools to talk about different skills that are needed at the hospital.

Kayla Wentz, (Bryan Renfro) JWCC, reported on the project Advanced Manufacturing Education (FAME) and the ribbon cutting of the expansion of the Workforce Development Center.

Darla Rischar, Kohl Wholesale, commented they are hiring at the center but more outreach is needed. She reported that CDL training is being held. She explained some new hires simply are not showing up for work.

Cheryl Welge, Ameren, reported we were back in full swing after the spring storms. She stressed the importance of safety regarding storms and their aftermath. She reported on the Energy Transition Intern Team and the Rotational Team career opportunities with Ameren.

Lila Whetstine, Dick Blick Materials, reported the company need 80-85 seasonal workers. She said the company is in full swing in recruitment.

Dawn Vansandt, Blessing Health Systems, provided updates on activities and goals and mentioned we are working hard on our Employee Engagement.

IX. Old Business

Shoup reported on the Corrective Action Plan. She noted we are meeting some of the goals. Shoup stated that we have updated the Program Manager job description but to date the position has not been filled. Shoup noted the CFO is retiring and we will be in the process of filling that position as well.

X. New Business

Shoup requested the proposed meeting schedule be adopted. She stated we will continue to have information sessions.

A motion to approve the WIB PY 24 meeting schedule was made by Jennifer Mowen and seconded by Brooke Fosdyck. The motion carried by roll call.

XI. Public Comment

There was no public comment.

XII. Adjournment

A motion to adjourn the meeting was made by Cheryl Welge and seconded by Kathy Osment.
The motion carried by roll call.