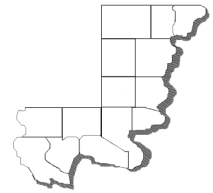


SO. 14 NEWS



Southern 14 Workforce Investment Board, Inc.

September 2018

Executive Directors Notes:

We just got the funding notice from, the State, for next year's allocated funds. Department of Commerce and Economic Opportunity reported that Illinois received an overall 3.7% reduction of funding from PY18 to PY19. As an area, our overall funding was reduced by \$102,877 or approximately 6% from PY18 to PY19. As in past years, we were awarded supplemental funds of \$15,764 in the PY17 grant. The State did get a waiver so with the PY19 funding, local areas can allocate the youth funds up to a minimum of 50% Out of School, this is a change from the 75% minimum. We have not been given the county breakdowns, so do not have the specific details for the service provider's allocation. We will have the complete packet ready for review prior to the June Board meeting.

Shawnee Development has steadily been improving. At DCEO's last visit, Deb praised staff on their efforts and plan to reduce her visits to bi-monthly or even once a quarter. She did caution them to continue to be diligent. Board staff have review all active WIOA participant files and have worked with Shawnee Development staff to correct any deficiencies that were uncovered. The State Merit staff continue to review Trade files and staff are working to correct those issues as well.

The MOU Budget for PY19 has been accepted by each of the WorkNet partners and the narrative has been updated and submitted to each for signature. The completed PY19 MOU package will be presented to the OneStop Committee for review and then to the full Board at the next meeting.

It is once again time to elect Board officers. The Chair and Vice Chair must come from the business members, so I will be contacting those members to gauge the interest of holding an office. The Secretary/Treasurer can be any board member. Please let the Board office know if you are willing to serve as an officer. Additionally, it is time to seat new committees and committee chairs. Let us know if you would be willing to be a committee chair and what committee you would be interested in serving on. We have included the committee lists and their duties in the newsletter.

The next few weeks are going to be very busy and we anticipate have a full agenda for the next Board meeting June 11, 2019.

As always thank you for your time!

Pamela Barbee

"Once again it is time to elect Board Officers. The Chair and Vice Chair must come from the Business members...the Secretary/Treasure can be any board member."

- Pam Barbee

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LWIA 26 PY18 Case Summary 7/1/2019 to 3/31/2019

We have served

- 394 clients during the first 3 quarters of PY18.
- Added 99 new clients
- Exited 165 of which 99 (60%) entered employment

For the 3rd Quarter of PY18 we are currently serving

Adult	75
Dislocated Worker	46
Youth	18
Trade	93

EO & DISABILITY CORNER

SERVICE ANIMALS:

A Guide for Individuals with Disabilities and Illinois Businesses

Service Animals vs. Pets

Some service animals wear special collars, harnesses or capes. Some are licensed or certified by training entities and have identification papers. Special identification and certification, however, are not required by the ADA.

The ADA Definition of a Service Animal

The Americans with Disabilities Act (ADA) defines a service animal as any dog* individually trained to provide assistance to a person with a disability. An animal fitting this description is considered a service animal under the ADA regardless of whether the animal is certified by a particular entity or wearing identifying markers.

Employers vs. Comfort Animals

Employers are required to abide with ADA regarding Service Animals, but also have a duty to provide reasonable accommodations for employees, unless it causes undue hardship for the employer. Comfort animals do not meet the accepted definition of a Service animal. At best this is a gray area for employers dealing with comfort animals, trying to balance what is best for employees and business.

How the Law Affects Your Business

The Americans with Disabilities Act prohibits discrimination against people with disabilities by places of public accommodation, such as restaurants, hotels, retail stores, theaters, parks, concert halls and sports venues. These businesses must allow people with disabilities to bring their service animals onto the premises and into all areas where the public is generally allowed. Businesses may not demand identification cards or make unnecessary inquiries about an individual's disability under any circumstances, including when a person is accompanied by a service animal.

Illinois Law

The Service Animal Access Act and White Cane Law are state criminal laws that guarantee the right of a person with a disability to be accompanied by a service animal in public.

Specifically trained to perform tasks that mitigate a handler's disability.

Service Dog



Trained to bring comfort and joy to those in a hospital, school or other group care environments

Therapy Dog



Provides support and emotional comfort to a handler with a mental illness

Emotional Support Animal



Area Employment Highlights *

Growth during the January to March three-month period was +4,400 jobs (state wide)

The largest gains were in Manufacturing, Professional and Business Services, Educational and Health Services

In March the industry sectors with the largest over-the-month gains in employment: Manufacturing, Financial Activities, Leisure and Hospitality. And Other Services .

Largest declines were Professional and Business Services , Trade, Transportation and Utilities and Construction.

The unemployment rate identifies those who are out of work and seeking employment. A person who exhausts benefits, or is ineligible, still will be reflected in the unemployment rate if they actively seek work.

**Information gleaned from the IDES News Release*

So. 14 Labor Market Unemployment Breakdown by County

County	Mar 2019	Mar 2018	Over-the-Year Change	Area in Sq. Mi.	Population Est. 2018
Alexander	6.8%	7.9%	1.1%	253	6060
Edwards	5.4%	4.6%	-0.8%	223	6392
Gallatin	5.7%	5.7%	0.0%	328	5058
Hamilton	5.1%	4.7%	-0.4%	436	8163
Hardin	8.3%	7.2%	-1.1%	182	3910
Johnson	8.5%	8.0%	-0.5%	349	12456
Massac	6.7%	6.4%	-0.3%	242	14080
Pope	6.6%	5.7%	-0.9%	374	4212
Pulaski	8.5%	9.0%	0.5%	203	5463
Saline	6.4%	6.5%	0.1%	387	23906
Union	7.9%	7.1%	-0.8%	422	16841
Wabash	4.7%	4.2%	-0.5%	228	11947
Wayne	6.2%	5.7%	-0.5%	715	16332
White	5.1%	4.4%	-0.7%	502	13665
				4844	148485

So. 14 Board Office Notes:

Next Board meeting will be held on June 11, 2019 at 7 p.m. in Building G of SIC-Harrisburg. 3575 College Rd Harrisburg IL. If you are unable to attend please let the board office know.

Every two years all the current board members need their Board appointment/ reappointment forms to be re-certified for the state. At the June 11th board meeting the board office will have the form filled out for you to review and sign. If you are unable to attend the board meeting it will be mailed to you. These need to be compiled and sent to the State by July 1, 2019.

ANY RECENT CHANGES?

- HAVE YOU MOVED?
- CHANGED PHONE NUMBER?
- NEW EMAIL ADDRESS?

Please notify the board office at boffice@so14lwib.com with the new changes.



EXECUTIVE AND STANDING COMMITTEE RESPONSIBILITIES

The **Executive Committee** is composed of the Board Officers and Board Committee Chairs.

The Executive Committee's responsibilities include, but are not limited to:

- Serve as liaison to elected officials;
- Link with other community boards;
- Coordinate agendas of other committees;
- Develop a committee/board dispute resolution policy;
- Review recommendations from committees to ensure they are in accordance with federal, state, and local criteria in order to make recommendations to the Board;
- Review and revise bylaws periodically;
- Oversee the development of the four-year local plan, review to assure alignment of Core Partner Programs, and recommend modifications as needed;
- Determine local labor market needs;
- Propose new initiatives to meet local needs;
- Recommend an annual Board budget;
- Explore new funding streams and options, include fee-for-service options; and
- Responsible for reviewing one-stop operator proposals and recommending their choice to the full board.

The **Personnel Committee** responsibilities include, but are not limited to:

- Review personnel policies, including incentive and bonus plans, pay and classification studies for staff.
- May provide interview panelists for new position hires.

The **Finance Committee** responsibilities include, but are not limited to:

Oversees the development of the budget, tracks accountability for funds, and reviews major grants. The Finance Committee may perform the responsibilities described for Accountability and Performance above. If not covered by the Executive Committee, they may make recommendations on the division of funds between workNet Centers/core services, intensive services and training, including individual training accounts.

One-Stop Operations Committee

Makes recommendations regarding the number of workNet Centers, budget appropriations, coordinates the negotiation and approval of workNet Centers agreements, agrees to workNet Centers partners not mentioned in the legislation, reviews workNet Centers performance including customer satisfaction, and other issues related to workNet Centers implementation.

Youth Committee

Provides leadership for the development of services and programs which benefit all youth and contribute to a comprehensive workforce development system for Illinois. The committee will review those parts of the Local Plan which address youth services and make recommendations on the funds to be devoted to year round activities. The committee is responsible for coordinating youth services and recommending Service Providers to the Board. It provides oversight of youth programs.

Individuals with Disabilities Committee

- The purpose of the committee is to prepare findings, conclusions and recommendations for the Secretary of Labor on:
- Ways to increase employment opportunities for individuals with intellectual or developmental disabilities or other individuals with significant disabilities in competitive integrated employment;
- The use of certificate program carried act under section 14(c) of the Fair Labor Standards Act (FLSA) for the employment of individuals with intellectual or developmental disabilities or other individuals with significant disabilities; and
- Ways to improve oversight of the use of such certificates.
- Integrated employment refers to jobs held by people with disabilities in workplace settings where the majority of persons employed are not persons with disabilities. In these jobs, the individuals with disabilities earn wages consistent with wages paid workers without disabilities in the community performing the same or similar work, earn at least minimum wage and are paid directly by the employer.

EXECUTIVE AND STANDING COMMITTEE RESPONSIBILITIES

Oversight Committee

- *Accountability and / or Performance IU*
- Reviews monitoring and audit reports of both the organization and its Service Providers. If the Board has provided for the evaluation of its programs, the evaluations would also be properly brought before this committee. The committee may consider the elements of what is monitored as well as evaluated along with the results. Appropriate to this committee would also be reports relating to the organization's success in meeting federal and state performance standards.
- *Program Development*
- Reviews requests for proposals specification elements, new grants, hear contractor performance reports and make recommendations regarding new services to be implemented.
- *Training Provider/Training Programs*
- Review training provider applications, requests for proposals, and contracts for special segments of the population.

Employer Engagement Committee

- Research the needs of local employers with respect to hiring needs and skills gaps.
- Identify potential partners based on industry needs and standing employer relationships through existing programs, local workforce investment boards, Chambers of Commerce, economic development organizations, trade associations, and non-profits.
- Schedule meetings of employers interested in pursuing a partnership.
- Create a single-point of contact at the one-stops to facilitate the creation and cultivation of partnerships between the workforce system and the business community.
- Engage employers in program design, curriculum development, and work-based learning, for both adults and youth.
- Invite feedback and other support as the program develops, and build long-term relationships with employers.
- Maintain regular communications.

Policy and Planning Committee

- Reviews the creation and development of employment statistics, labor market information and demand occupations for the local area.
- May set a wage rate applicable to occupations for which training will be offered, oversee job fairs and business services funded by the Board including fee for service, fund raising, retreats and planning.
- Reviews State and Local Policy
- Marketing Oversees development and implementation of a marketing plan. This may encompass public relations, employer relations, and outreach to the community.
- Public Relations Approves public relations and marketing strategies. May approve, review or recommend the purchase of public relations services to the full Board. May review publications, press releases, annual reports and send spokespersons to other community business organizations to represent the Board.

Qualifications for serving as Board Chair, Vice Chair and Secretary/Treasure

Board members shall nominate a slate of officers for the Board.

The officers shall consist of Chairperson, Vice-Chairperson and Secretary/Treasurer.

The slate of officers shall be selected based upon a majority vote of the quorum present at the regular meeting in June each year for duration of a two (2) year term. The elected officers shall take office at the conclusion of the June meeting. [The slate of officers shall not include more than one representative from the same county.] Officers of the Board shall be members with at least three years of So. 14 LWIB experience.

The Board Chairperson(s) and Vice Chairperson(s) must be nominated from among the Board's business representatives.



Southern 14 Workforce Investment Board, Inc. Helping to take a dream, make it a goal, that turns into a reality.



On April 23 and 24, Executive Director Pamela Barbee and Compliance & EO monitor Lyn Stephens along with 400 others from across Illinois, attended the IL WIOA Summit in Naperville IL to learn how to “...create a truly *Integrated system that meets the needs of employers: provides business with access to skilled workers and provides workers with access to education and training that connects them with a career path and leads to a good job.*”

The agenda was tailored to cover the issues that were identified as the greatest concern for the LWIAs and their partners related to service integration. **Core Partner** representatives from IL Workforce Innovation Board, IL Department of Commerce and Economic Opportunity, IL Community College Board, IL Department of Human Services and IL Department of Employment Security, welcomed several speakers over the two day session.

Three Breakout sessions over the two days were offered to further explain various components of the Integration process, 20 topics were offered including: Customer-Centered Design and the integration continuum, Building a Supportive and Accountable One-Stop Culture, and Tools to Assess Training Program Suitability. The only down side was that you could only attend 3. The presenters did archive PowerPoint presentations from these Breakout sessions for future viewing. If interested in finding a presentation or resource collected at the 2019 WIOA Summit visit:

<https://icsps.illinoisstate.edu/2019/03/wioa-summit-2019/>

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