



# **Governor's Commission on Workforce Equity & Access**

Commission Kick-off Meeting

September 29, 2021

# Welcome!

## Here are our virtual meeting protocols

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- **Add your name** to your Zoom  
(click on the 3 dots in the top right-hand side)
- **Consider being on video** to help with overall engagement
- **Mute self** when not speaking
- Technical issues can happen to anyone – **chat privately to Ellen Johnson or Carrie Stewart for any needs**
- If you are experiencing an unstable connection - **switch to phone call or close other applications**
- Members of the **public will have an opportunity to speak at the end** of the meeting as well as the opportunity to listen in during small group breakouts

# Today's Discussion

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**Welcome, Context & Introductions** (30 min)



Commission's **charge and structure** (30 min)



**Commission process** (45 min)  
-Centering Racial and Social Equity  
-Grounded in Human-Centered Design



Proposed **timeline & next steps** (10 min)



**Public Comment** (5 min)

# Context and Introductions

# How Did We Get Here?

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- The **Governor** formed the Governor's Commission on Workforce Equity & Access in recognition of the need to re-envision Illinois' workforce system
- House Bill 2170, known as the **Education and Workforce Equity Bill**, passed in January 2021
- The resulting **feasibility study** provided a snapshot of current workforce development structure, identified opportunities for potential consolidation, and pinpointed areas for further research

In 2022...

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***Illinois will be making infrastructure changes that lead to an equitable 21st century workforce system, one that:***

- ***is data driven,***
- ***centers equity and economic mobility, and***
- ***boosts our state's economy through a talent-driven competitive advantage***

# How Did You Get Here?

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You were chosen as representatives of:

- Illinois' Administrative Agencies
- Workforce Development Providers
- Illinois' Workforce Innovation Board
- Local WIBs
- Higher Education
- Advocacy & Policy Organizations
- Employers
- Organized Labor

# Why Now – Contributing Factors Identified in the Feasibility Study

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- Unprecedented unemployment disproportionately impacting communities of color
- Unequal access to economic opportunity
- Multiple entry points for users results in the experience of a fragmented system
- Continuous duplication of administrative and program efforts
- Over-reliance on (diminished) federal funding; limited state investments
- Limited investments have prevented necessary technology upgrades, such as a common intake and performance dashboards
- Data sharing across agencies is cumbersome

# Fill in the Blank Activity

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## **Our strengths:**

Illinois' workforce development system **is working** for \_\_\_\_\_ because \_\_\_\_\_.

## **Our challenges:**

Illinois' workforce development system **is not working** for \_\_\_\_\_ because \_\_\_\_\_.

# Introductions

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Small groups of 4-5



10 minutes total



Share . . .

Name

Affiliation

"Fill in the Blank" activity

# **Commission's charge and structure**

# Commission Charge

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The Illinois Equity & Access Workforce Commission (“Commission”) shall create a vision for an equitable, accessible, and effective future state workforce system grounded in an understanding of user and stakeholder experience, including how racial, social, and geographic inequities inform experience and outcomes across Illinois’ federally and state-funded workforce programs.

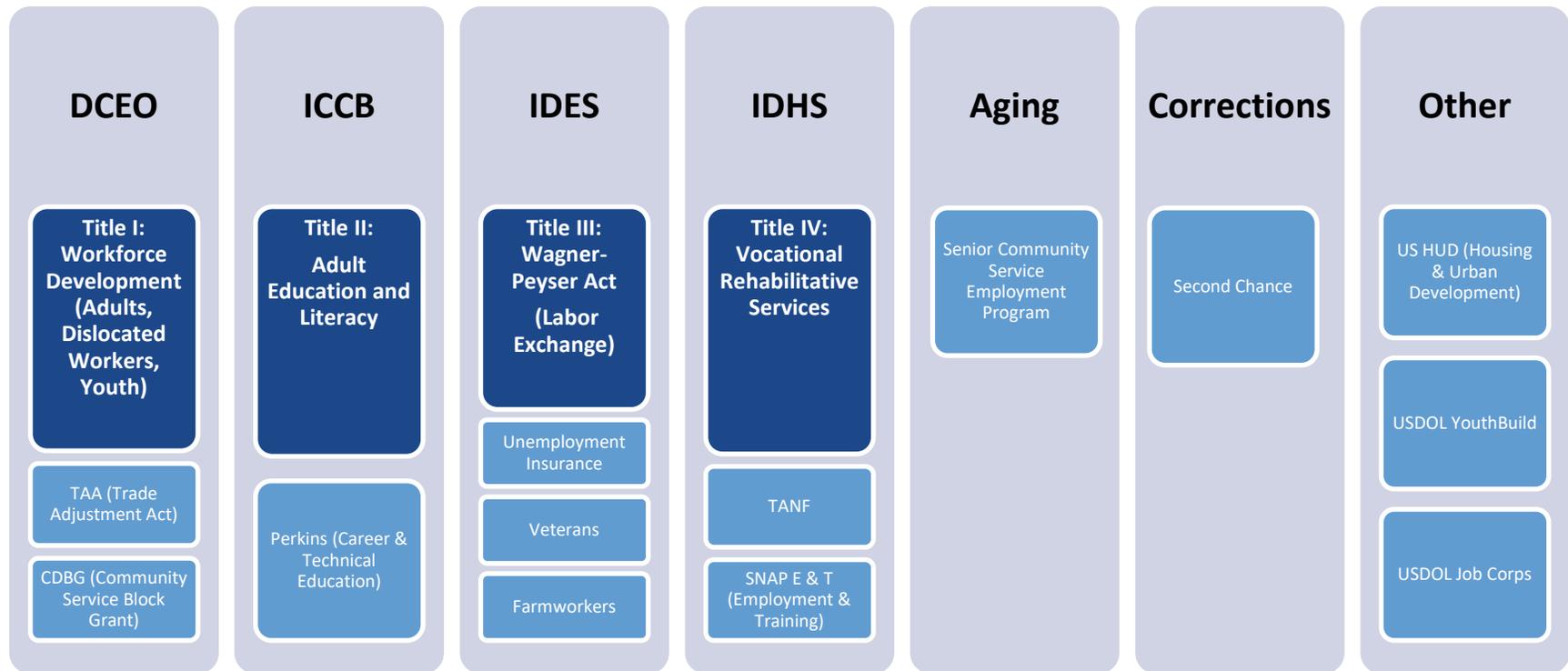
In alignment with this vision--and based on a stronger understanding of user and stakeholder experience--the Commission shall make recommendations for:

- key design enhancements/improvements to the state workforce system,
- the streamlining of state agencies, and
- the governance structure and state leadership needed for execution

# Commission Focus

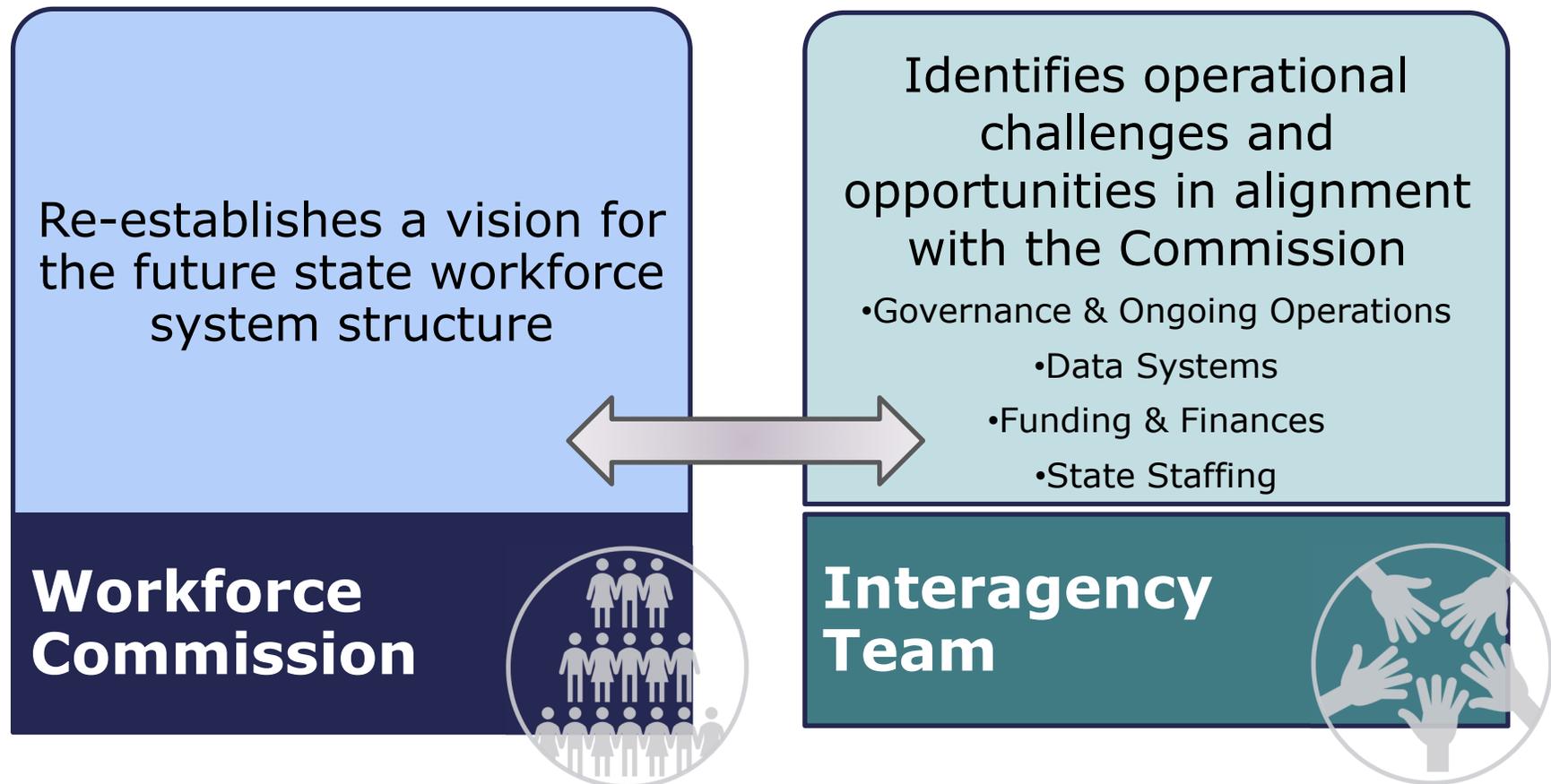
## ILLINOIS WORKFORCE SYSTEM UNDER WIOA

WIOA 4 Core Partners + WIOA Required Partners



Meeting the State's goal will require significant input and effort from state leadership, staff, and stakeholders

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The office of the Deputy Governor of Budget & Economy will guide and direct the Commission and Interagency Team

# Commission Structure

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# Commission Responsibilities

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- Endorses charge, guiding principles, deliverables, and timeline
- Establishes, advises, and sets priorities for Working Groups
- Vets, adjusts, and formally approves recommendations for incorporation into a Commission Report

# Working Group Responsibilities

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- Take direction from the Commission
- Research, analyze, and make recommendations to Commission
  - ✓ Regarding key topics/questions posed by the Commission
  - ✓ Stemming from the Charge
  - ✓ In alignment with guiding principles

# Commission Roles

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## Co-Chairs

- Drive vision, keep racial and social equity at center, & prioritize issues
- Run Commission meetings
- Engage public & media
- Build consensus

## Commission Members

- Proactively offer diverse sets of expertise and perspectives
- Be informed by working groups, research, analytics, and public and stakeholder input
- Participate optionally in working groups

## Facilitation Team

- Provide short and long-term project management
- Develop Commission and working group meeting prep & materials
- Staff working groups as needed
- Conduct research and data analytics

# Small Group Discussion

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What excites you about this Commission?

What are your concerns?

What questions or clarification do you still need?

**Commission Process**  
**Centering Racial & Social Equity**  
**Grounded in Human-Centered Design**

# A focus on racial and social justice in a Human Centered Design (HCD) process

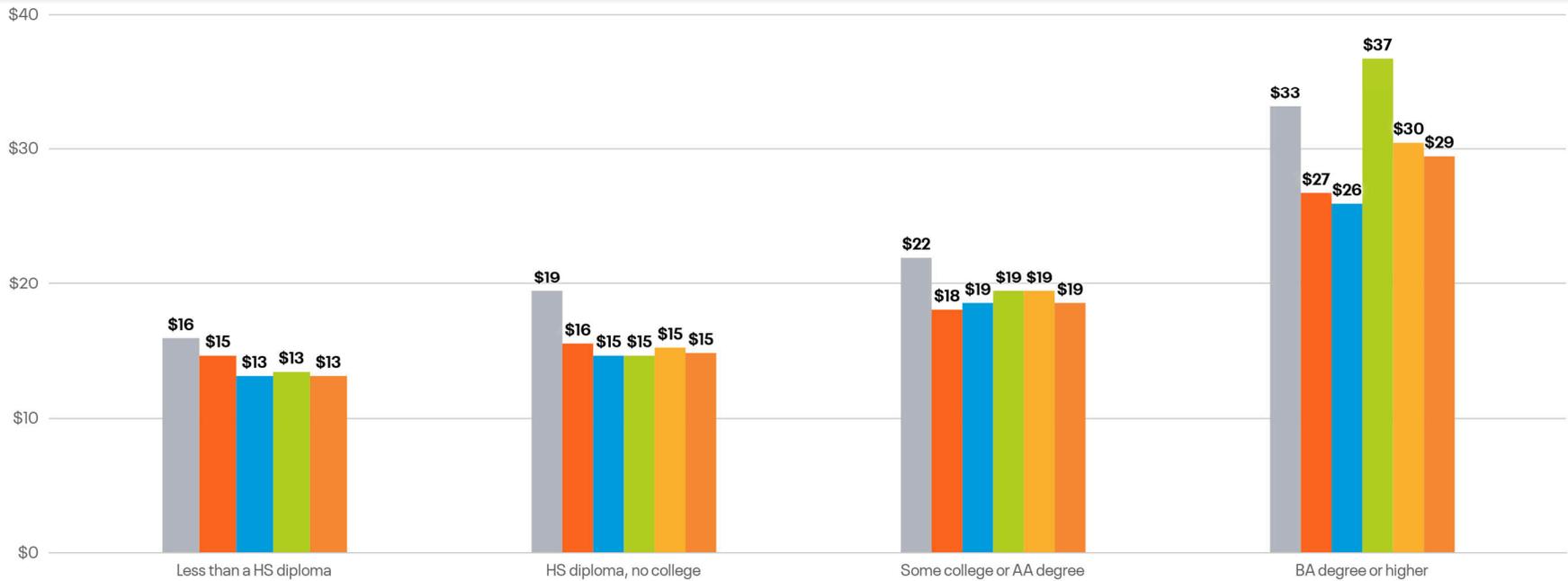
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- HCD provides an opportunity to reimagine system access, functionality, user supports
- The HCD process **centers** the needs of system users and helps us understand issues for non-users
- Racial and social equity data and narratives are used as a factual base
- HCD requires all to trust the process
- Impact of recommendations will be evaluated based on potential outcomes that can ameliorate the current inequitable conditions

# Racial Equity Data - Example

Median hourly wage by race/ethnicity and education: Illinois; Year: 2019

White Black Latino Asian or Pacific Islander People of color Mixed/other



Data source: IPUMS USA | National Equity Atlas

# Small Group Activity

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First, discuss your reactions to the data just presented

- **What resonates with you?**
- **What does it make you wonder?**
- **What questions does it inspire?**



Second, think about what you might want to ask a job seeker that falls within this data set

- **What might you want to learn about their experience?**
- **What might you ask to give you more context?**
- **What *doesn't* the data show that you might want to know?**

# **Proposed Commission Timeline & Next Steps**

# Key Dates

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# Commission Meeting Dates

Day	Date	Time
Monday	10/25/21	12:00-2:00 PM
Tuesday	11/30/21	12:00-2:00 PM
Tuesday	1/18/22	12:00-2:00 PM
Tuesday	2/22/22	12:00-2:00 PM
Tuesday	3/29/22	12:00-2:00 PM
Tuesday	4/26/22	12:00-2:00 PM
Thursday	5/19/22	12:00-2:00 PM

At this time, we are planning for our Commission meetings to be conducted virtually.

# Individual Reflection

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What will I bring  
to this  
Commission?



What can I do *in  
between meetings*  
to move the work  
forward?

# Public Comment

If you would like to make a comment or ask a question, please put your name in the chat to be called on.

# Appendix

# Commission Facilitation Team

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## **Commission Coordination & Planning**

Carrie Stewart, *Afton Partners*

Ellen Johnson, *Workforce Consultant*

## **Human Centered Design Lead (MDRC)**

Donna Wharton-Fields

Clinton Key

Annie Utterback

## **Equity Lead**

Terri Johnson, *C-Change*

# Timeline – Commission & Interagency Work

Commission Work	2021					2022						
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Develop fact base, align on HCD approach, develop racial equity tools	█											
Commission launch		█										
Set, launch, and run User/Stakeholder working group		█		█		soft close						
Set, launch and run Funding & Governance working group		█		█	soft launch	█						
Finalize recommendations from both working groups							█					
Report outline drafted & reviewed by working groups							█					
Commission approves final recommendations							█					
Report is Drafted								█				
Prepare report communications										█		
Report Due											█	
Report Socialization and Implementation											→	
Legislative Session						█						
Governance & Ongoing Operations (interagency work)	<ul style="list-style-type: none"> <li>*Direct IWIB work in alignment with the matters being considered by the Commission and Governor's Office</li> <li>*Align ongoing agency decision-making with recommendations from Consolidation Study, Governors Office &amp; Commission</li> <li>*Quantify adequate recurring funding of the envisioned future workforce system</li> </ul>											
<b>Meetings</b>												
Commission		●	●	●	●	●	●	●	●	●	●	
User/Stakeholder Working Group			●	●	●	○	●	●	●	●	●	
Funding & Governance Working Group					○	●	●	●				

# Commission Work Groups - Key Activities

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## User & Stakeholder Experience

- Understand user and stakeholder experience in our federal and state funded workforce programs including underlying racial and social inequities
- Identify “pain points” or points of attrition for job seekers to understand where there may be leaks in the pipeline
- Develop a **vision for an equitable, accessible, and effective future state workforce system**
- Create **design improvements and enhancements for an equitable, accessible, and effective future state workforce system**

## Funding, Governance, & Infrastructure

Considering the user and stakeholder experience outcomes:

- Recommend a **vision for streamlining state agencies and related funding oversight** toward workforce goals, aligned to recommendations from user and stakeholder experience working group
- Recommend a **new state governance structure and scope**
- Develop **racial and social equity accountability measures** beyond existing funding metric requirements to ensure job seekers are being prepared and placed into quality jobs