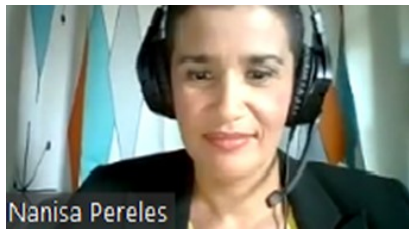


Equal Employment Opportunity Presentation

70 employers and community representatives attended an Equal Employment Opportunity Commission (EEOC) presentation on August 13, 2020. Held annually over the past four years, this was the first event that was hosted online by the Job Center of Lake County. Attendance almost doubled with this new format. The presentation included an overview of laws that protect employees and job applicants against employment discrimination. The purpose of the presentation is to educate employers about the value of hiring a diverse workforce and to arm them with tools to accomplish this.



Nanisa Pereles from the federal EEOC helped employers learn about their obligations in the workplace. She shared the definition of employment discrimination and provided a broad overview of federal employment discrimination laws. Kathleen Wager, Veteran’s Employment Representative with the Illinois Department of Employment Security, also provided information about the Work Opportunity Tax Credit (WOTC) and Fidelity Bonding. WOTC is a federal tax credit available to employers who hire veterans and individuals with significant barriers to employment from other eligible target groups. A fidelity bond is no-cost insurance coverage that enables employers to hire job applicants considered to be an employment risk. It protects employers against potential employee dishonesty, theft or embezzlement. Wilson Giraldo, Business Service Specialist, also discussed programs for employers provided by the Job Center.

Industry Snapshot Presentations

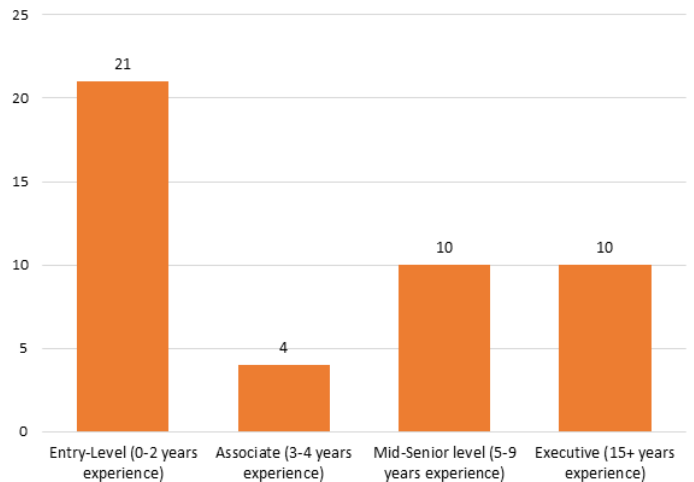
Industry-focused presentations were created to engage and expose job seekers and community residents to in-demand industries, career fields, and labor market information. These presentations also provide local employers and training providers with a platform to discuss their current opportunities.

Each industry presentation is a two-part event. The first part is an industry snapshot that provides an inside look at the industry and includes labor market information, career paths, and a Q&A discussion with an employer. This is hosted by Business Service team members, whose primary focus is working with employers to meet their hiring needs.

The second part is an industry information session that provides information on local training opportunities and includes a Q&A discussion with local training providers. This is hosted by Career Specialists that work one-on-one with job seekers to create training and employment plans.

Each series focuses on one industry. The Job Center of Lake County has completed events on the Healthcare and Information Technology industries. There are future events planned that will focus on the Transportation, Distribution and Logistics industry and the Manufacturing industry.

Professional Experience Level of Attendees



The chart above illustrates the experience level of individuals who attended the Healthcare and Information Technology presentations.

COVID-19 EMPLOYMENT INITIATIVES

Equipment Grant

The Lake County Workforce Development Board in partnership with the Illinois Department of Commerce and Economic Opportunity (DCEO) provided small business and non-profits with reimbursement grants to assist with the current health crisis. The Workforce Development Board recognized that COVID-19 had put a difficult burden on local businesses and non-profits and saw this as an opportunity to assist.

The grant funds helped to equip businesses with strategies that assist in mitigating layoffs and adhering to social distancing provisions established by state and federal health entities. The allowable strategies and costs for the funds included the following:

- Payment for special cleaning and sanitation services
- Purchase of software and hardware for remote working
- Cost of conversion to call center/remote work environments
- Cross functional or transitional training
- Production of essential goods and services needed to support COVID-19 response

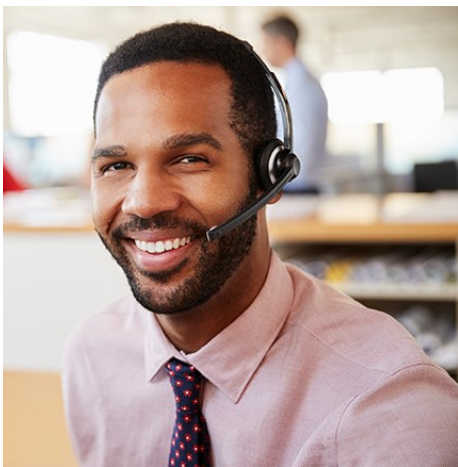
Essential businesses interested in applying for the equipment grants were asked to submit an application. There were over 80 inquiries. DCEO reviewed the relief grant applications and approved five Lake County employers to receive assistance to address their expenses. There were over \$120,000 obligated and approved for local employers. Lake County Workforce Development met with the businesses and non-profits that did not receive grant funds to discuss additional relief efforts and workforce grants that could be available to them.



Contact Tracer Grant

In response to the ongoing COVID-19 pandemic, Lake County Workforce Development has partnered with the Lake County Health Department and Salem Staffing on a project with the goal of identifying and placing unemployed workers in disaster relief employment as Contact Tracers within the Health Department.

In order to slow the spread of COVID-19, the Lake County Health Department uses contact tracing to identify and notify people in the community who may have been exposed to the virus. Individuals working as Contact Tracers will aid the Health Department's contact tracing process while earning an average wage of \$18/hr. over the course of one-year. Funded through the National Dislocated Worker Grant, this initiative began on June 1st, 2020 and has already seen 12 individuals complete the process and begin their disaster relief employment.



Once an unemployed individual is identified for a Contact Tracer opportunity, they are referred to Workforce Development and are connected with a Career Specialist to complete their Workforce Innovation Opportunity Act (WIOA) application process. Upon completion of their WIOA application, they then move onto the final steps of the process with Salem Staffing and the Health Department to conduct the necessary employee onboarding and

training before starting their Contact Tracer employment. During their disaster relief employment, Salem Staffing serves as the employer of record while the Lake County Health Department serves as the official worksite.

In addition to providing employment opportunities to unemployed workers, this project will also provide significant aid in addressing the community health impacts stemming from the COVID-19 pandemic in Lake County.

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