

Future of Work Task Force

Meeting 7 Minutes

March 18, 2022

- I. Call to Order
Meeting is called to order at 9:08 am by Sen. Ram Villivalam.

- II. Welcoming remarks from Sen. Villivalam. Sen. Villivalam summarizes the agenda for the meeting. Sen. Villivalam notes that this is the last meeting with new content, and the upcoming April meeting will be solely to review the report. A timeline for finalizing the report has been approved by the co-chairs and distributed. The report must be submitted before May 1. The final report has to be voted on and approved by the task force, and we need all members to review the report sections and give feedback.

- III. Roll Call
Sen. Villivalam requests to call the roll. The following task force members were present:
 - Senator Ram Villivalam
 - Representative Will Guzzardi
 - Erica Bland
 - Dalene Bramer
 - Robert Bruno
 - Stephen Campbell
 - Michael Ciaccio
 - John Cusick
 - Magda Derisma
 - Tyler Diers
 - Julian Federle
 - Delmar Gillus
 - Sarah Hartwick
 - Clark Kaericher
 - Alec Laird
 - Marsha Prater
 - Juan Salgado
 - Brad Tietz
 - David Tovar
 - Acting Director Sylvia Garcia
 - Director Kristin Richards
 - Brian Durham
 - Anna Koeppel
 - Marci Johnson

- IV. Approval of minutes from February 25 meeting
Bob Bruno moves to approve the minutes. Seconded by Anna Koeppel.

- V. Approval of Agenda

Sen. Villivalam notes that there is a revision, since Professor Viscelli is ill and unable to present.

Mike Ciaccio moves to approve the revised agenda. Seconded by Bob Bruno.

- VI. Sen. Villivalam introduced Misuzu Schexnider of the Inclusive Economy Lab at the University of Chicago to share and discuss some sections of the task force report.
- Ms. Schexnider summarizes tasks completed so far, including synthesizing content and discussion shared at task force meetings; incorporating research, including that provided by experts that present at task force meetings; and reviewing policy recommendations, including evidence to support those recommendations.
 - There are blue boxes in the draft that are placeholders where the writers seek stories from workers or examples of policies or programs from other states. They would like input from task force members to include in those spaces. Other helpful input might include examples of data or research to support a policy recommendation, examples of Illinois-specific data, or items from task force meetings that should be included that they don't see in the draft.
 - Ms. Schexnider opened the floor up for discussion of the draft that had been shared the previous evening.
 - Julian Federle commented that worker shortages have emerged for both front-line, entry-level, and highly skilled, credentialed jobs. It would be a missed opportunity to not discuss how government, labor, and the private sector can collaborate to discuss worker shortages. Current report draft does not address that issue.
 - Bob Bruno discussed the subject of child care as an infrastructure support for quality jobs, retention, and growth. Noted there is a good deal of robust literature that could support a section on the need for child care as a pillar for supporting good work opportunities. Also asked if the two recommendations in the doc were all that were included thus far in the draft. Ms. Schexnider responded that there are multiple sections that will be fleshed out in future drafts, and will include child care. But the only section with detail was the quality jobs section.
 - Ms. Schexnider walked through sections of the report that had been drafted.
 - Sen. Villivalam had a question regarding the first section on the impact of COVID, and whether we should also include information on how businesses adapted. Also requested that we put a reference to how transportation infrastructure was impacted, both temporarily through lower gas tax and through public transit system losing riders.
 - Dr. Bruno asked whether we should discuss apprenticeship programs, and how they are an important component of workforce development for quality jobs. Ms. Schexnider responded there would be an extensive section on workforce development that would include that.
 - Erica Bland mentioned that an important topic brought up in previous meetings was how we are preparing school-age children to enter the workforce, and the inequity in the system to do that. Would like to see a discussion of where we are

right now in Illinois to inform that discussion. John Cusick agreed and mentioned federal Perkins funding has been flat in Illinois for over 10 years. The result is massive disparities in availability and breadth of quality CTE programming, in particular.

- Delmar Gillus added that in addition to in-school programming, kids can learn about the future of work through after-school or summer programs. Also requested that we use an equity lens throughout the report, and looking at the COVID section, wants to make sure the impact on communities of color comes through. Thirdly, wanted to see a discussion of future industries, and in particular, the clean energy sector which has grown dramatically since pre-COVID, but may not show up in available data that is a couple years old. We should highlight high-growth areas and encourage diversity in those occupations.
- Sen. Villivalam requested that we incorporate the government response that IDES led to high unemployment during COVID, and how it may affect employers and workers going forward. Director Richards offered to share language with Ms. Schexnider on programs and recent implementation.
- Dr. Bruno asked whether the report will include a recommendation to evaluate programs that come out of this report over time. Ms. Schexnider pointed out that this task force will resolve after the report is done, and we should discuss who will take on continuation of this work afterwards, including evaluation.
- Ms. Schexnider shared next steps for the report. Two office hours sessions are planned for the next couple of weeks. All task force members are invited, and up to 7 members can participate at one time. The first draft of the report will be shared in early April, and the last task force meeting will be April 15 and solely devoted to report. They plan on closing all feedback by April 19.
- Since meeting was ahead of schedule, the task force took a 20-minute break before reconvening for the next set of speakers.

VII. Representative Will Guzzardi introduced Todd Tucker of the Roosevelt Institute, who gave a presentation on industrial policy.

- Industrial policy is regaining prominence for a few reasons:
 - In May 2015, China published a 20-year plan that showed it was targeting advanced industries and sectors where US and Europe had comparative advantages
 - In summer 2015, the European Commission adopted a system of national and European development banks to fund a range of sectors, and green industries, in particular. (These banks allowed them to run industrial policy off the gov't books.)
 - President Trump emphasized reshoring industries. This was largely driven through tariffs only, so it had limited success. Operation Warp Speed was a more successful counterexample.
- Some efforts under the current US administration include: under IJIA, the administration committed to overhauling federal procurement to broaden and strengthen Buy

American provisions; President Biden issued an executive order to call for a supply chain review of 6 different major industrial bases, which were recently released; and new finance institutions/funds that have been set up to support innovation and capacity in key industries.

- VIII. Rep. Guzzardi introduced Kassie Beyer and Marcos Feldman from Jobs to Move America to discuss “Purchasing for the Common Good.”
- Philosophy behind purchasing for the common good is that we can get more out of public dollars by embedding good jobs and racial equity language into how we purchase things.
 - EVs represent a sea-change for workers. A report projects that the country will lose around 75,000 manufacturing jobs in the shift to production of EVs due to fewer parts and smaller supply chains.
 - Best practices for public procurement include: focusing on the best value and not just the lowest bidder by considering job quality, hiring equity commitments, and training plans (U.S. Employment Plan). This is being used at a lot of transit authorities now, including CTA, and involves extensive apprenticeship and pre-apprenticeship programs targeting disadvantaged populations.
 - Recommend that the state carry out centralized, bulk purchasing of EVs – for example, school bus replacement programs that the state provides for school districts across the state. This results in more competitive pricing, while still allowing you to prioritize for the parameters that incentivize quality jobs.
 - Incentive programs are important in attracting businesses; best practices would put stronger requirements around providing quality jobs, equity, and training, as in the USEP. Recommend clawbacks when companies do not comply with these measures in the same way they are enforced on other forms of noncompliance.
 - Also recommend that procurement occurs for training on maintenance and operation at the same time as new vehicles and other equipment are procured. This helps sustain government union jobs through training.
- IX. Rep. Guzzardi introduced the next presenter, Delmar Gillus of Elevate Chicago to discuss CEJA and workforce development.
- CEJA is the nation’s most equitable and comprehensive climate action legislation, passed by the Illinois legislature in September 2021. While working on the bill, they centered equity and looked at workforce across the board. For all sections, wanted to address workforce development, environmental justice, and underserved communities.
 - The bill includes significant resources for workforce development, contract incubators, and renewable energy investment.
 - Workforce training programs include: clean workforce hubs, which are the core of where training will take place, primarily in EJ communities; preapprenticeship programs, particularly for construction trades in green energy; returning resident training programs; and barrier reduction programs, which are support services like transportation assistance, schools, and child care for participants in training programs.

- Contractor development programs include: an incubator program for contractors seeking to learn more about participating in clean energy; a prime contractor accelerator to develop GCs and prime contractors; and prevailing wage support for contractors to ensure participants have good wages and benefits.
- Important considerations coming out of CEJA for the task force include: clean energy is a high growth industry where there are good opportunities for future investment; it is important to have an equitable process for equitable outcomes; focus on equity and quality when incentivizing jobs and retention; establish networks to connect training programs and employers; and adopt metrics to track progress on equity provisions.
- There is still work to be done between organized labor and communities of color on expectations and access. Organized labor has made progress on engaging underserved communities. Forums outside of the legislative process would be helpful to make further progress.
- A lot of systems that stand in the way of implementing equitable programs are based on inequitable processes from the past; for example, risk mitigation requirements that come with giving an underserved group access to capital. The process is so onerous that it prevents people from accessing funding intended to help them.
- Brian Durham asked a question regarding how community colleges could play a role in CEJA, as they're the number one workforce training provider in the state. Mr. Gillus responded that the community college system has a critical role in the process. They built on workforce development done through FEJA, largely in partnership with community colleges. Elevate wants to see partnerships between community colleges, organized labor, and community groups to implement CEJA workforce programs.

X. Rep. Guzzardi introduced Aidan Ali-Sullivan from Waymo to discuss the future of mobility.

- Waymo is developing autonomous technology for a range of vehicles, both for passenger and shipping transport. Technology consists of lidar, radar, cameras, and microphones working together to create a 3-D map of dynamic driving environment. The vehicle sees up to 300 yards in front and behind at all times, and plots path of travel based on that.
- Waymo is currently focused on operating trucks on the I-10 corridor due to the regulatory environment for testing and deployment. They also have proximity to ports and warmer weather, for better road conditions. Looking at expanding into and testing in northern states.
- Job opportunities in autonomous trucking include maintenance and logistics. Plan to automate the monotonous portions of trucking that are not healthy or beneficial for a human to be doing on long-haul routes, and have a human do the last mile of trucking.
- From a geographic and logistics standpoint, Illinois will be well-positioned to take advantage of autonomous technologies for trucking.

XI. Rep. Guzzardi opened the floor for questions and discussion with any of the preceding presenters.

- Dr. Bruno asked about how the USEP template RFP incentivizes or addresses job quality beyond jobs being full-time or provision of training. Ms. Beyer responded the tool is

customizable, and ideally it asks about wages, job titles, benefits, training plans, recruitment plans. It can also include an equity piece where it asks about the minimum percentage of disadvantaged workers that the employer can commit to. Due to legal constraints, the RFP example is not prescriptive and there is no floor. The RFP just asks respondents to set a minimum commitment for their own proposal.

- Juan Salgado asked about the pace of change to autonomous trucking, for example what portion of the market is using autonomous trucking long-haul. Mr. Ali-Sullivan responds they are operating and testing in Texas, and testing in Arizona and New Mexico. It's similar for his peer companies. Regulatory uncertainty and restrictions in other states are preventing further expansion at this time. California, in particular, prohibits autonomous trucking due to labor concerns. Rep. Guzzardi followed up to ask how much of the market is autonomous trucks. Mr. Ali-Sullivan said it's 1%, if that.
- Ms. Bland commented on how much she liked the barrier reduction program for CEJA, and how long-term care and child care support can help people access training. She went on to ask if procurement and other gov't dollars can be used to drive higher standards in service and care industries as it's been done in transportation procurement. Ms. Beyer responded yes. There are a lot of responsible bidder ordinances that look backwards at previous performance, and this is an opportunity to look forward and ask people to improve future services. Tools tailored to those industries would need to be created.
- Sarah Hartwick asks about the recent study cited in Ms. Beyer's presentation that indicated 75,000 jobs would be lost for electric vehicles. Ms. Beyer responded it was an Economic Policy Institute report, and that's assuming 50% adoption of EVs by 2030. Ms. Hartwick continued to highlight skills gap for electric vehicles, and the work that Heartland Community College has done. Right now manufacturing alone has 800,000 job openings. A lot of jobs will be changing, and community colleges can be great partners with employers in training and recruitment not just locally but nationwide. The skills gap and upskilling for the current workforce and future workforce is an important topic for the task force, and community colleges are well-positioned to meet that need.
- John Cusick asks about E-Bus apprenticeship programs in LA and the infrastructure required, for example, due to a need for buses for training. Ms. Beyer responded that the program was with BYD in California and created in collaboration with community and educational organizations, as well as the labor union. The apprenticeship was created with resources from that group and with work to recruit candidates and provide other supports.
- Julian Federle asked how the task force will define the term apprenticeship for the purposes of the report. There are differences in that definition across organizations. Marci Johnson mentioned the career pathway dictionary that many state agencies have adopted, and IWIB recently created frameworks for youth apprenticeship and apprenticeships. Would be good to tie the task force work back into those resources.
- Mike Ciaccio asked about hospitable regulatory environments for autonomous vehicles. In states where Waymo is currently testing, what types of data are required for reporting? Mr. Ali-Sullivan says the common requirements are where, when, and how many vehicles are being tested. Generally, they have to provide education on how the

vehicles operate and notice to law enforcement in advance, and if there are incidents (stalls or accidents), there is a requirement to submit reports to the state and to NHTSA. Mr. Ciaccio followed up with a question about whether Waymo needs to report failures of technology that do not result in an accident. Mr. Ali-Sullivan responded that they do not. Mr. Ciaccio responded that data collection is going to be very important for any regulatory infrastructure and agreed that a good way to improve job quality would be to have long-haul automated and humans in the last mile, and that Illinois' inland ports are a prime destination for that. However, those are also the parts of trucking where truckers are most vulnerable to misclassification and wage theft, as they're often not compensated when loading/unloading or waiting to load/unload.

XII. Public Comment

There was no public comment.

XIII. Rep. Will Guzzardi requested a motion to adjourn.

Juan Salgado moved to adjourn, and John Cusick seconded. Meeting adjourned at 11:59 am.