



Illinois Workforce Innovation Board

JB Pritzker, Governor

**John Rico, Co-Chair
Erin Guthrie Co-Chair**



APPRENTICESHIP COMMITTEE UPDATE

MIKE CONLEY – CHAIR

During the past quarter, the IWIB Apprenticeship Committee had two main areas of focus: (1) National Apprenticeship Week and (2) the Notice Of Funding Opportunity.

National Apprenticeship Week

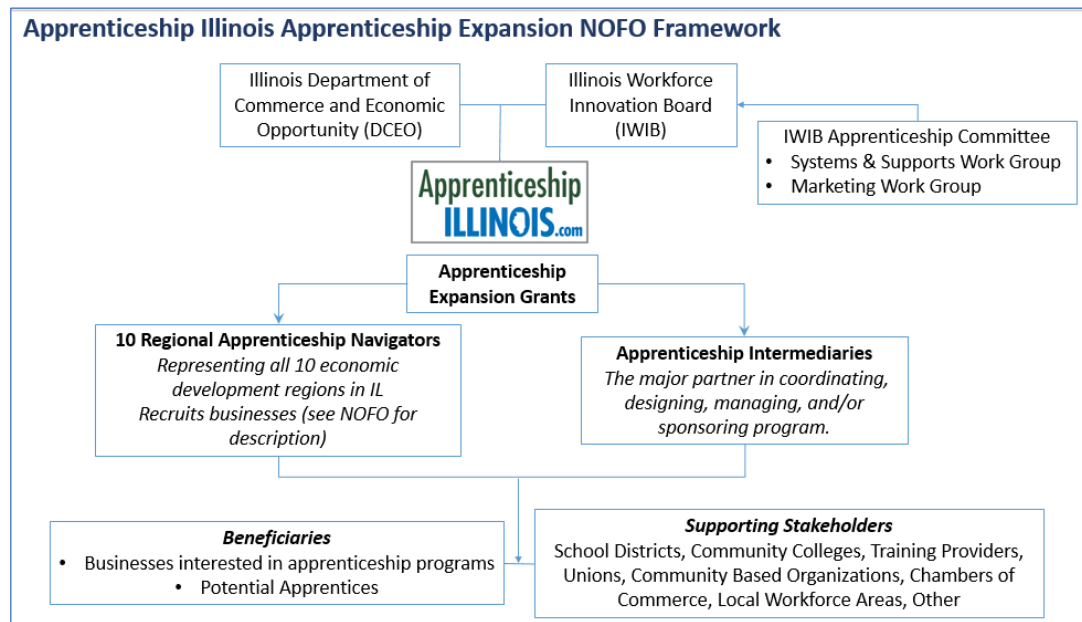
Governor JB Pritzker, joined by Lt. Governor Stratton and Director Guthrie, kicked off National Apprenticeship Week in Illinois' state capitol along with employers and apprentices from industries across the state, which included the following businesses: AON, Accenture, JP Morgan Chase, McDonald's, Walgreens, Zurich, Cisco Meraki, TEKSystem, Southern Illinois University Edwardsville - Head Start Program, and the National Corn To Ethanol Research Center. Illinois apprentices do not fit any specific demographic, geographic or educational background. The apprentices' ages at the kickoff ranged from early 20s to mid-40s.

Other National Apprenticeship Week events were hosted by ABC-IL, Harper College, Joliet Junior College, Elgin Community College, NCI Works, and the building trades.

Notice Of Funding Opportunity (NOFO)

The State received a US DOL grant for \$2.19 million, and DCEO is adding up to \$3 million of their own statewide activities fund for up to \$5 million in grant awards. With this NOFO, Illinois must increase the number of Registered Apprentices by 800 by June 2022. From research and planning, the Committee believes apprenticeship programs can be expanded more rapidly by supporting Regional Apprenticeship Navigators and Apprenticeship Intermediaries. The following framework is derived from input from the Apprenticeship Committee work plan, which will guide the use of these funds.

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Organizations may submit an application for one or more of the 3 approaches for funding:

- Approach 1 – Navigators - For navigators, the Committee would like to have a key apprenticeship contact in every region – covering the whole state – at least 10 regional navigators within all 10 economic development regions in the state.
- Approaches 2 and 3 – Intermediaries – Intermediaries will aggregate the needs of businesses and manage the apprenticeship programs. There are two approaches to apply as an intermediary:
 1. Established intermediaries – Intermediaries that already exist and are established can quickly expand existing programs or rapidly create new programs.
 2. New intermediaries - A major goal of new development grants will be to cultivate apprenticeship development and registered apprentice enrollment in areas of the state where apprenticeship programs do not exist or are underdeveloped despite employer interest. The Committee understands it takes time to design, develop, and implement brand new programs, yet the State is willing to invest in those and foster the development of new intermediaries.

To provide information and answer questions on what the NOFO could fund, the State conducted nine bidder's conferences. As seen below. Applications were due December 2, 2019. After formal evaluation and scoring, DCEO will award grants around March 2020.

Date	Time	City	Location
10/21/2019	2:00 – 4:00pm	Online	Illinois workNet Webinar
10/22/2019	9:00 – 11:00am	Chicago	James R. Thompson Center Auditorium
10/28/2019	1:00 – 3:00pm	Naperville	NIU Naperville
10/29/2019	9:00 – 11:00am	Rockford	Rockford Metropolitan Agency for Planning
10/29/2019	2:00 – 4:00pm	Peoria	Peoria Public Main Library
10/30/2019	9:00 – 11:00am	Champaign	Parkland College - Applied Technology Center
11/4/2019	2:00 – 4:00pm	Marion	Marion State Regional Office Building
11/5/2019	9:00 – 11:00am	Collinsville	Illinois Health and Family Services building
11/6/2019	9:00 – 11:00am	Springfield	Lincoln Land Community College



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Continuous Improvement Committee

Chair Marlon McClinton

Quarterly Update for September, October, and November 2019

Over the past three months the Continuous Improvement Committee has been working diligently to focus on its six charges.

Charge 1: Evaluation Design. Reviewed evaluation elements of policies, programs, and processes created or overseen by the IWIB to determine the appropriateness of their relationship to their expected outcomes. Provided feedback and recommendations.

Charge 2: Evaluation Outcomes. Reviewed outcomes of evaluation to determine if results conformed to intended outcome. Provided feedback and recommendations.

Charge 3: Continuous Improvement at Local Level. Reviewed local performance related to the six federal performance measures for the WIOA core partners and made recommendations about strategies for continuous improvement at local levels.

Charge 4: Benchmarks. Examined and evaluated workforce quality and earning benchmarks and recommended changes.

Charge 5: Data Recommendations. Provided recommendations for readily accessible data and technical assistance recommendations for an intended audience.

Charge 6: Priority Activities. Managed priority activities as assigned by the IWIB Strategic plan.

In September the Evaluation and Accountability Committee (EAC) made the recommendation to the IWIB to change its name to the Continuous Improvement Committee (CIC). The Committee felt the title of the committee (EAC) should be changed to more accurately reflect the purpose and charges to the IWIB and to continually evolve.

During the Month of October, the Continuous Improvement Committee (CIC) reviewed preliminary Minimum Training Expenditure data. The Minimum Training Expenditure policy was established to encourage LWIAs to increased funds spent on direct costs, training expenditures, and personnel. The committee noted there is a great deal of difference for LWIAs in their costs of operation. It was noted that data was to be collected on how funds are spent, how they work, how the LWIAs operate under local conditions, and the way LWIAs spend money.

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In November the CIC sought to monitor the Unified State Plan. Based on feedback, the Unified State Plan document was on target for a due date of March 1, 2020. The content was being provided by the Unified Plan committee members. An update was provided at the IWIB Executive committee meeting held November 18th and at the IWIB quarterly meeting on December 12. A new slate of webinars was scheduled to continue to develop the elements of the plan.

The CIC was informed that Illinois applied to participate in the Department of Labor Evaluation Peer Learning Cohort. Illinois has benefited from US Department of Labor as they form project. As discussed, the Department of Labor planned to convene an interactive TA forum to explore design and plan evaluation. Also noted that participation would be restricted to agency staff and core partners. At the time of the meeting, CIC had not been informed if Illinois had been accepted to the project. The assessment tools provided during the application process and an evaluation toolkit that was utilized during a similar 2018 cohort project will be discussed during future committee meetings and utilized as necessary, regardless of Illinois' acceptance as a cohort state.



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Career Pathways for Targeted Populations Committee

Quarterly Report for November 2019

Submitted by Co-Chairs Michael Massie and Susan Olavarria

The last meeting of this committee was held on September 12, 2019 at the Crowne Plaza, Springfield. This meeting was conducted via an alternate format as the committee invited members of the Illinois Workforce Partnership to jointly discuss select agenda items.

Jennifer Foster ICCB presented an overview of the recently awarded DOL Apprenticeship grant which will be used to expand apprenticeship offerings in the Information Technology sector. Ten partner colleges will work with the ICCB to develop or expand a Customized Apprenticeship Program-Information Technology (CAP-IT) Model for 1,600 program participants over four years. Paula Barry and Patti Schnoor DCEO discussed the WIOA accountability requirements and measures constructed for Illinois as developed by a team of the core partners. Candace Flatt IDES unveiled the new Regional Labor Market Information Profiles and the dashboard which includes data on population, commuting, employment and unemployment for LWIA and EDR geographies. The final joint agenda item, facilitated by co-chair Mike Massie and Michelle Cerutti, focused on partnerships with LWIBs and their sector representatives and using a customer-centered approach to engage all in impacting pathway initiatives.

The Committee meeting agenda proceeded with Marci Johnson ISBE presenting the new 'Career Guide' materials developed with career cluster-based labor market information materials for use by students, parents, and counselors. Jon Furr NIU discussed the proposed framework for aligning sector and occupational data analyses to yield priorities for interagency focus.

The final agenda item, facilitated by co-chair Mike Massie, focused on updates from Manufacturing by Tom Wendorf, Energy by Margie Schiemann, Agriculture by Dean Dittmar, and Returning Citizens by Mark Lohman regarding sector initiatives of mutual interest for potential collaboration and strategizing.

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The next meeting is scheduled for December 11, 2019 at AON, Chicago. The agenda has not been finalized but may include policy updates, Perkins V State Plan status, WIOA plan status, and the Five-Year Economic Development Plan. New members to be welcomed include Michelle Cerutti, David Friedman, Aimee Julian, and Blanche Shoup.

Annual Summary

This committee has been engaged in becoming educated about the targeted populations in Illinois, reviewing multiple data sources and related state initiatives, featuring exemplary practices currently in regional and local areas, and hosting specific industry sector experts to showcase education/training efforts and workforce needs.



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IWIB INFORMATION TECHNOLOGY COMMITTEE

CHAIR, MR. DAVID FRIEDMAN

DECEMBER 2019 COMMITTEE REPORT TO THE IWIB

Recent Activities

- The IT Committee met once in November, via Go-To-Meeting and conference call.
- The topic discussed at this meeting was:
 - The development and disposition of a request to the IWIB Executive Committee to disband the IT Committee, in order to better align the IWIB committee structure with the five guiding principles for the IWIB (Integrated Customer Focus, Business-Demand Orientation, Enhancement of Career Pathways, Continuous Improvement and Board & System Accountability), as proposed during the IWIB's September retreat.
 - Given the development of these proposed guiding principles, it seems clear that these principles should form the basis for the IWIB's standing committee structure. As such, it seems no longer appropriate to have a standing committee devoted solely to the examination of technology solutions, particularly since those solutions (as well as the activities identified in the IT Committee work plan) so clearly cut across the domains of interest of the standing committees that are suggested by the guiding principles. The examination of the role of technology, and the deployment information technology towards those solutions should also be directly bound to the work of the IWIB and its committees.
 - The committee recommends that the IT Committee be deactivated (although not disbanded) at this particular time. It also recommends that the Executive Committee review the IT Committee's activities from the committee work plan, the proposed Executive Order 3 implementation plan, and the State Unified Plan content assignments and assign to other committees those activities that it considers important to continue.

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- The Committee also recommends that the Executive Committee carefully consider the engagement of IT Committee members with its other standing committees. Those members have accomplished exceptional work. Their expertise should not be lost, but should be appropriately allocated in order to continue their contribution to the IWIB.

Requests to be Considered by the IWIB or Executive Committee

- The attached proposal from the IT Committee to the Executive Committee.

IWIB INFORMATION TECHNOLOGY COMMITTEE
PROPOSAL TO THE IWIB EXECUTIVE COMMITTEE

PROPOSAL: The IWIB Information Technology (IT) Committee proposes that the Executive Committee deactivate the IT Committee. This action is proposed in order to better align the IWIB committee structure with the five guiding principles for the IWIB (Integrated Customer Focus, Business-Demand Orientation, Enhancement of Career Pathways, Continuous Improvement and Board & System Accountability), as proposed during the IWIB's most recent retreat. This proposal also further supports the desire to have each committee embed technology as a part of ongoing discussions and recommendations pertinent to the work underway within that committee.

BACKGROUND: The IWIB's strategic planning process in late 2017 established a Technology Goal Team in order to develop, discuss and prioritize a set of IWIB goals centered on the use and improvement of technology solutions to better serve the users of the Illinois workforce development system, as well as to assist the IWIB itself. One result of that planning process was a recommendation to establish a standing committee of the IWIB that would examine issues around technology, making policy and other recommendations in line with the goals of the IWIB Strategic Plan.

The IT Committee began meeting in June, 2018, generally meeting in-person on a quarterly basis, and meeting bi-weekly through a conference call/webinar format. An initial activity was to develop a committee work plan, and the completion of this work plan resulted in the identification of 16 activities of high, medium or low priority. Committee meetings and actions commenced with the goal of undertaking these activities in turn, beginning with those deemed to be a high priority.

At this point in time, some of those activities have been completed, others are ongoing, and some have yet to be inaugurated. However, it has become increasingly clear over time that the diffuse nature of the activities undertaken by the Committee has prevented it from clearly aligning with the priorities and goals of the IWIB and from finding a clear purpose in assisting the IWIB to attaining those goals.

RECOMMENDATIONS: With the development of the five proposed guiding principles, it seems clear that these principles should form the basis for the IWIB's standing committee structure. As such, it seems no longer appropriate to have a standing committee devoted solely to the examination of technology solutions, particularly since those solutions (as well as the activities identified in the IT Committee work plan) so clearly cut across the domains of interest of the standing committees that are suggested by the guiding principles. Information technology is a critical tool of the work being undertaken by the Committees, and a critical enabler of the outcomes that they wish to engender. Our committee has come to the realization that the use of information technology is inextricably bound with the solutions created by the IWIB and its committees. The examination of its role, and the deployment information technology towards those solutions should also be directly bound to the work of the IWIB and its committees.

It is our recommendation that the IT Committee be deactivated (although not disbanded) at this particular time. We recommend that the Executive Committee review the attached activities (from the committee work plan, the proposed Executive Order 3 implementation plan, and the State Unified Plan content assignments) and assign to other committees those activities that it considers important to continue. For the consideration of the Executive Committee, IT Committee recommendations for the assignment of those activities are also included in the attachment. This attachment also includes a

listing and proposed assignment of activities associated with the Committee under the Executive Order 3 implementation plan and the State Unified Plan Operational Elements content assignments.

Deactivation of the Committee (rather than disbandment) would provide the IWIB with a mechanism to revive the Committee in a timely manner should it prove necessary in the future to assemble a group with targeted technology-related backgrounds to provide counsel on a specific technology-related issue or question.

The Committee also recommends that the Executive Committee carefully consider the engagement of IT Committee members with its other standing committees. Those members have accomplished exceptional work. Their expertise should not be lost, but should be appropriately allocated in order to continue their contribution to the IWIB. Suggestions for this allocation are also attached.

IWIB IT COMMITTEE ACTIVITIES

COMMITTEE WORKPLAN

High Priority Activities

1. Create a business portal that provides information and tools for hiring and workforce ^[SEP]planning, and improves access to labor market information for employers. *This portal has been given a “soft launch” on Illinois workNet. We recommend that ongoing evaluation, oversight and advisory functions be given to the Employer Engagement Committee.*
2. Improve access to labor market information for job seekers that will allow them to promote and access job openings, review labor market trends, and identify education and training programs. *We recommend that partner data teams continue to meet on a regular basis to discuss data development and distribution. A partner team representative should report to the Executive Committee as needed in order to provide information pertinent to IWIB activities.*
3. Engage with agency technology teams to ensure that IWIB strategies are appropriately integrated with development plans. *We recommend that partner technology teams continue to meet on a regular basis to discuss development plans. A partner team representative should report to the Executive Committee, as directed by the Executive Committee, in order to provide information pertinent to IWIB activities.*
4. Provide direction, information and recommendations to the IWIB and its committees regarding the availability, representation and interpretation of workforce development system performance reporting and management reporting. *We recommend that performance data teams continue to meet on a regular basis to discuss performance plans. A partner team representative should report to the Continuous Improvement Committee, as directed by that Committee, in order to provide information pertinent to IWIB activities.*
5. Provide direction to ensure that employer-facing technology products designed to gather ^[SEP]job postings are as streamlined as possible. *The IT Committee has done extensive work on towards completion of this activity. We recommend that review and assessment of that work, as well as continuing responsibility for completion of this activity be given to the Employer Engagement Committee.*
6. Coordinate activities across all partners that act to acquire information about job ^[SEP]openings from employers and describe those openings to job seekers. *We recommend that functions around this issue be given to the Employer Engagement Committee.*

Medium Priority Activities

7. Develop communication mechanisms with employers that provide information flows regarding their needs, what they’re getting from the system, and what they’re not getting ^[SEP]from the system. *We recommend that advisory functions around this issue be given to the Employer Engagement Committee.*
8. Encourage the exploration, evaluation, and wider utilization of alternative training delivery platforms, including those that utilize internet-based platforms. *We recommend that advisory functions around this issue be given to the Service Integration Workgroup.*
9. Encourage and support efforts to “virtualize” the work of one-stop centers to make services more accessible to all areas of the state. *We recommend that advisory functions around this issue be given to the Service Integration Workgroup.*
10. Explore mechanisms to replicate – in this virtual environment -- the value stream mapping solutions that are informing activities within the physical one-stops. *We recommend that advisory functions around this issue be given to the Service Integration Workgroup.*

11. Investigate the feasibility of developing an easy-to-navigate and Section 508 compliant virtual one-stop and/or a mobile app for accessing one-stop services. *We recommend that advisory functions around this issue be given to the Service Integration Workgroup.*
12. Coordinate and consult with DoIT regarding ongoing strategies for developing technology solutions across state government. *We recommend that agency technology teams continue to coordinate and consult with DoIT regarding ongoing strategies for developing technology solutions across state government. IWIB staff should be assigned to monitor this coordination and report to the Executive Committee as needed in order to provide information pertinent to IWIB activities.*
13. Monitor the progress of DoIT in its efforts to create a single view of the customer, and to ensure the development of an integrated intake system across all WIOA partners. *We recommend that advisory functions around this issue be given to the Service Integration Workgroup.*
14. Provide direction to partners to develop strategies and methods to “push” data to users. *We recommend that advisory functions around this issue should be taken up by each of the IWIB Committees with regard to issues that pertain to their areas of domain.*

Low Priority Activities

15. Develop and validate “real-time” job openings information. *We recommend that advisory functions around this issue be given to the Employer Engagement Committee.*
16. Understand and utilize the best mechanisms for engaging different populations – particularly youth -- with different technology needs and habits. *We recommend that advisory functions around this issue be given to the Service Integration Workgroup.*

EO3 IMPLEMENTATION PLAN

Short-Term Activities

17. Move data tools under development into usability testing and production as soon as possible. *The IWIB IT Committee is listed as a “resource” for this activity, and should simply be removed from the plan. Agency technology teams should have primary responsibility for this activity, with IWIB staff providing linkage to the Executive Committee on an as-needed basis.*

Intermediate-Term Activities

18. Expand access by job-seekers to online resources that help them make better decisions about training programs. *The IWIB IT Committee is listed as a “resource” for this activity, and should simply be removed from the plan. We recommend that advisory functions around this issue continue to be given to the other entities identified in the implementation plan*

Long-Term Activities

19. Minimize duplication and maximize the return on investments in the State’s data resources. *The IWIB IT Committee is listed as a “resource” for this activity, and should simply be removed from the plan. We recommend that advisory functions around this issue continue to be given to the other entities identified in the implementation plan.*
20. Coordinate State agency data collection from Illinois businesses to minimize the number of contacts while maximizing the usefulness of the information collected. *The IWIB IT Committee is listed as a “resource” for this activity, and should simply be removed from the plan. We recommend that advisory functions around this issue continue to be given to the other entities identified in the implementation plan*

STATE UNIFIED PLAN ASSIGNMENTS

21. Explain how the State board will assist the governor in aligning technology and data systems across required one-stop partner programs (including design and implementation of common intake, data collection, etc.) and how such alignment will improve service delivery to individuals, including unemployed individuals. *We recommend that advisory functions around this issue be given to the Service Integration Workgroup.*