



## **Illinois Workforce Innovation Board**

**J. B. Pritzker, Governor**

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

### **Apprenticeship Committee**

**Mike Conley – Chair**

December 12, 2019 | 9:00 AM – 11:00 AM

Malcom X College

1900 W. Van Buren, Conference Hall C, Chicago, Illinois

### **MINUTES**



### **MEETING MINUTES APPROVAL**

September 19, 2019 meeting minutes were approved.

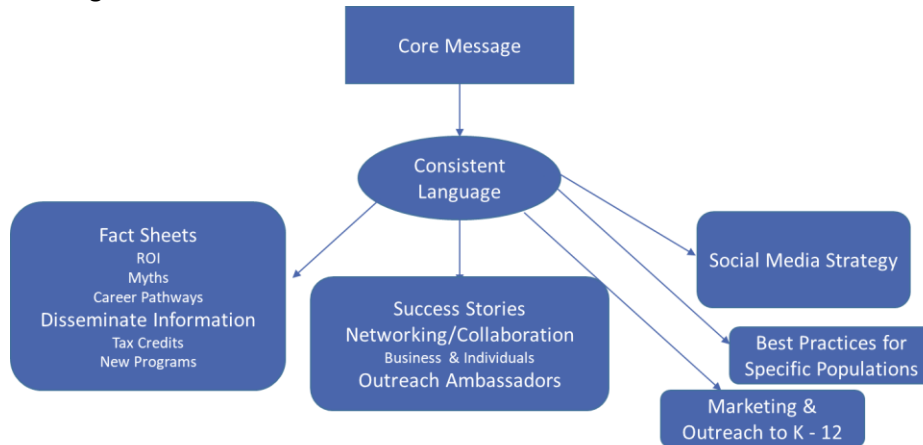
### **UPDATES AND WORK GROUPS**

**Kim Jones**, State Director with the U.S. DOL Office of Apprenticeship, provided an update with the latest numbers of registered apprenticeship programs and registered apprentices.

#### ***Marketing Work Group, Chair Tony Fuhrmann, Madison County Employment & Training Department***

- Met with SIUE Dean of Business School and Chair of the Marketing Department
- Online Masters level Marketing and Promotions Class, as part of their coursework, will be provided with background information and objectives re Statewide Marketing Plan targeting employers
- Course begins mid-January and concludes early March
- Upon conclusion of course, several proposals will be available to review and determine what are the best next steps to take to market apprenticeship programs to employers
- Meanwhile the Marketing Workgroup will begin to look at how to best market apprenticeships to job seekers
- The Marketing Workgroup will meet regularly and determine a core message and specific language to be included in documents and outreach materials such as flyers for job / apprenticeship seekers:
- What consistent language do we want to see?
- What key words would "sell" apprenticeship? (What's the hook?)

- Review and provide feedback on flyer designs for Apprenticeship Illinois provided by SIU's graphic designer



### ***Systems and Supports Work Group – Chair Morgan Diamond, Young Invincibles***

- Focused on Apprenticeship Study Act Implementation
  - Helps meet several of the activities in our work plan
  - Current priority: streamlining data collection and scope of work for the project
    - Key data points:
      - What apprenticeship and work-based learning programs exist in IL
      - What funding streams currently are used (or could be used) for apprenticeship activities
      - The industries or occupations in each economic development region that have middle skills job vacancies
      - The sectors that attract women and people of color so that we can identify strategies for equitable expansion
- Updated the Navigator and Intermediary Framework after the comment period
- Make equity goals more concrete
- Recommendation: Ask IWIB's Continuous Improvement Committee to identify strategies for integrating regionally-specific equity targets into workforce contracts
- Support the Navigators and Intermediaries

### **APPRENTICESHIP 101 AND 201 WORKSHOP REPORT – Young Invincibles and Chicago Jobs Council** ***The Third Pillar of Apprenticeship – Integrating Apprenticeship Service Providers into Illinois' Apprenticeship System***

- Goal: Train organizations that could/do function as Apprenticeship Referral and Retention Providers (ARRPs) on the basics of apprenticeship
- ARRP services:
  - Recruitment from diverse talent pools
  - Pre-apprenticeship and preparatory programs
  - Wraparound supports
- ARRPs represent a variety of entities:
  - Community-based service providers

- Secondary schools/school districts
- Community colleges
- WIOA administrative entities
- Training providers
- Reached all 10 Economic Development Regions in the state
  - 11 - 101 Workshops, 203 attendees
  - 7 - 201 Workshops, 83 attendees
  - 320\* total attendees, 260\* organizations
  - Attended by 83% of Navigators (5 out of 6)
  - Attended by 86% of Intermediaries (6 out of 7)
- Why ARRs are needed:
  - Demand: Employers need skilled labor
  - Supply: High unemployment rates in Illinois compared with other states
  - Chronically under- and unemployed Illinoisans could meet the demand but need additional support to access and complete job training programs
  - ARRs can provide support to jobseekers but need additional resources and training to fill that need

Navigators	Apprenticeship navigators serve as key points of contact in the region for <b>outreach</b> and <b>partnership development</b> to help expand apprenticeship programs. Navigators are also responsible for identifying intermediaries that can coordinate (and at times sponsor) apprenticeship programs.
Intermediaries	Intermediaries <b>bundle the needs of small- and medium-sized businesses</b> and ensure that the employer and all supporting parties have clearly defined roles and responsibilities. Intermediaries can sponsor/manage apprenticeship programs, but are not required to do so.
Apprenticeship Referral & Retention Providers (ARRPs)	ARRPs serve as <b>recruitment agencies</b> that expose their clients to the benefits of apprenticeship, advise them on local apprenticeship programs that match their career interests and guide them through the application process. ARRPs also <b>provide pre-apprenticeship opportunities</b> , or other preparatory services that prepare jobseekers for the academic and professional expectations of apprenticeship and offer <b>ongoing case management</b> that includes <b>wraparound services</b> to apprentices who need additional resources to enter and maintain employment.

### ***Potential Roles for Navigators and Intermediaries***

#### **Navigators**

- Keep an up-to-date inventory of local organizations with the potential to serve as ARRs
- Train stakeholders on terminology and best practices associated with apprenticeship
- Train new intermediaries on best practices with supporting ARRs

#### **Intermediaries**

- Contact local ARRs and support their integration with employers
- Identify funding streams to support the ARRs work and, when needed, manage the funding

### ***Project Takeaways***

- 1) Organizations are interested in apprenticeship and needed this training
- 2) ARRs need:
  - a) Funding to provide critical recruitment and wraparound support services

- b) Access to ongoing technical assistance and training
- 3) Diverse stakeholders need ongoing training and this is particularly critical for navigators and intermediaries
  - a) Training elements for grantees:
    - i) Definitions and terminology associated with the Apprenticeship Illinois framework
    - ii) Potential roles of ARRs in supporting apprenticeship programs
    - iii) Best practices for inclusive apprenticeship programming (e.g., gender-inclusive job sites)
- 4) The state needs to determine specific equity targets to ensure apprenticeship opportunities are accessible to and supporting marginalized jobseekers

#### **APPRENTICESHIP EXPANSION NOFO – Patrick Campbell**

- 44 Applications received
  - 10 Navigator
  - 17 Intermediary -Expand
  - 16 Intermediary –New
- Review & Scoring will begin with 5 Reviewers
- Next Steps
  - Funding Recommendation Developed
  - Recommendation Submitted to Director
  - Director Decision for Funding Grants
  - Pre Award Reviews, Grant Negotiation & Establishment
  - Early March - Grants Obligated

#### **SPOTLIGHT APPRENTICESHIP EXPANSION GRANTEE – Matt Weiss, Vice president of Social enterprise national able network**

##### ***Intermediary Overview***

- Front-loaded apprenticeship in the IT sector focusing on Cisco and Microsoft technologies
- Targeting the Chicago-metro area (NE Region)
  - Cook (7), Lake (1) and DuPage (6) counties
- Register 20 apprentices over the course of the grant cycle
- Apprentices not hired into unsubsidized employment with primary employer after training are placed into subsidized employment
  - Able slated to be employer of record

##### ***Targeted Populations***

- The IT workforce is not diverse
  - 73% of the workforce is male, 27% female\*
  - 71% is white, 15% African American, 11% Asian, 10% Latinx\*
- We've focused our recruitment efforts on populations who have been left out of the IT workforce
  - 44% of apprentices are women
  - 45% percent are Latinx
  - 40% are African American

- Received buy-in from a Cisco subsidiary to create a sustainable pipeline of talent
  - This is unusual for IT firms of that size
- Received a \$30,000+ donation of time/hardware from the employer for apprentice lab work
- Our apprentice cohorts have been extremely diverse - we've prioritized diversity in our recruitment
- Apprentices were hired at an average of \$52,000 per year
- Learned skills and certifications are in high demand across industry

***What happened – not so good stuff?***

- We've had to edit our apprenticeship standards three times over the past year due to errors, program changes/developments
- Job seekers have barriers and training can easily be derailed
- Employer partner was subject to hiring freeze by parent company after corporate HR restructuring
  - Offers to our apprentices were delayed and took over two months to get issued
- Not as much time spent doing business development as anticipated
  - Early efforts focused on our main employer partner, new business outreach took a backseat

***Lessons Learned/Best Practices***

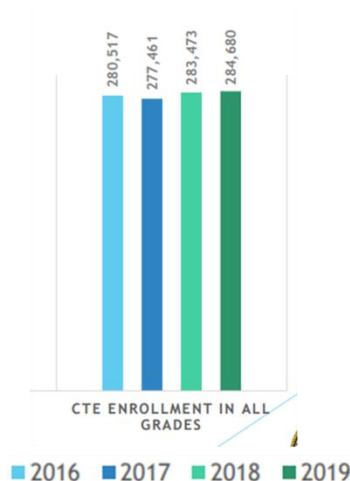
- This is a critical time for the IT industry in that we have extremely low unemployment
  - It's imperative that we use this time to influence/educate employers regarding diversity hiring – specifically POC and women who are grossly unrepresented
- Prepare apprentices for inevitable benefits cliff
- Invest in business outreach
- Listen to employers – flexibility is crucial
- Subsidized employment is an effective gateway to sustainability

**HIGH SCHOOL APPRENTICESHIPS – D214 – Dr. Laz Lopez and Dr. Marcella Zipp**

(see attached presentation)

**ILLINOIS STATE BOARD OF EDUCATION – Marci Johnson**

***Secondary CTE Concentrator Enrollment***



***College and Career Ready Indicators***

Three career ready indicators during junior or senior year:

Career Ready Indicators
<ul style="list-style-type: none"><li>• Career Development Experience</li><li>• Industry Credential</li><li>• Military Service or an ASVAB Score of 31 or Higher</li><li>• Dual Credit Career Pathway Course (College Credit Earned)</li><li>• Completion of Program of Study</li><li>• Attaining and Maintaining Consistent Employment for a Minimum of 12 Months</li><li>• Consecutive Summer Employment</li><li>• 25 Hours of Community Service</li><li>• Two or More Organized Co-Curricular Activities</li></ul>

### ***CTE Quality Programs***

Work-based Learning: Program of Study must include a secondary to postsecondary continuum of work-based learning and related authentic learning experiences that includes, at minimum, each of the following:

- Career Exploration
- Team-based Challenges and/or Career and Technical Student Organizations
- Career Development Experiences, Youth Apprenticeships, and/or Apprenticeships, with opportunities for such experiences available by Year 3 for a substantial number of POS participants

### ***Apprenticeship Models***

- Technology and Manufacturing Association Schaumburg IL
- Illinois Laborer's & Contractors, Marion IL

### ***Partnerships***

- School District(s)
- Community College
- Industry

### **NEXT STEPS FOR COMMITTEE**

Recommended sending Intermediary and Navigator Framework to IWIB Executive Committee

**11:00 Meeting Adjourned**