



Illinois Workforce Innovation Board Apprenticeship Committee

Apprenticeship
ILLINOIS.com

December 12, 2019



Agenda



9:00 – 9:10 Welcome

9:10 – 9:15 September 19, 2019 Meeting Minutes

9:15 – 10:00 Updates and Work Groups

- U.S. DOL Office of Apprenticeship Updates – Kim Jones
- Marketing Work Group – Tony Fuhrmann
- Systems and Supports Work Group – Morgan Diamond
- Apprenticeship 101 and 201 Workshop Report – Chicago Jobs Council and Young Invincibles
- Apprenticeship Expansion NOFO – Patrick Campbell
- Spotlight Apprenticeship Expansion Grantee – Matt Weiss, National Able

10:00 – 10:40 New Business

- High School Apprenticeships – D214 – Dr. Laz Lopez and Dr. Marcella Zipp
- Illinois State Board of Education – Marci Johnson

10:40 – 10:45 Next Steps for Committee

- Recommend sending Intermediary and Navigator Framework to IWIB Executive Committee

10:45 – 10:58 Updates from Committee Members

10:58 – 11:00 Public Comment

U.S. Department of Labor

Update

Kim Jones

State Director, Illinois

U.S. Dept. of Labor, ETA

Office of Apprenticeship

Marketing Work Group

Update

Tony Fuhrmann

Director

Madison County Employment & Training Department

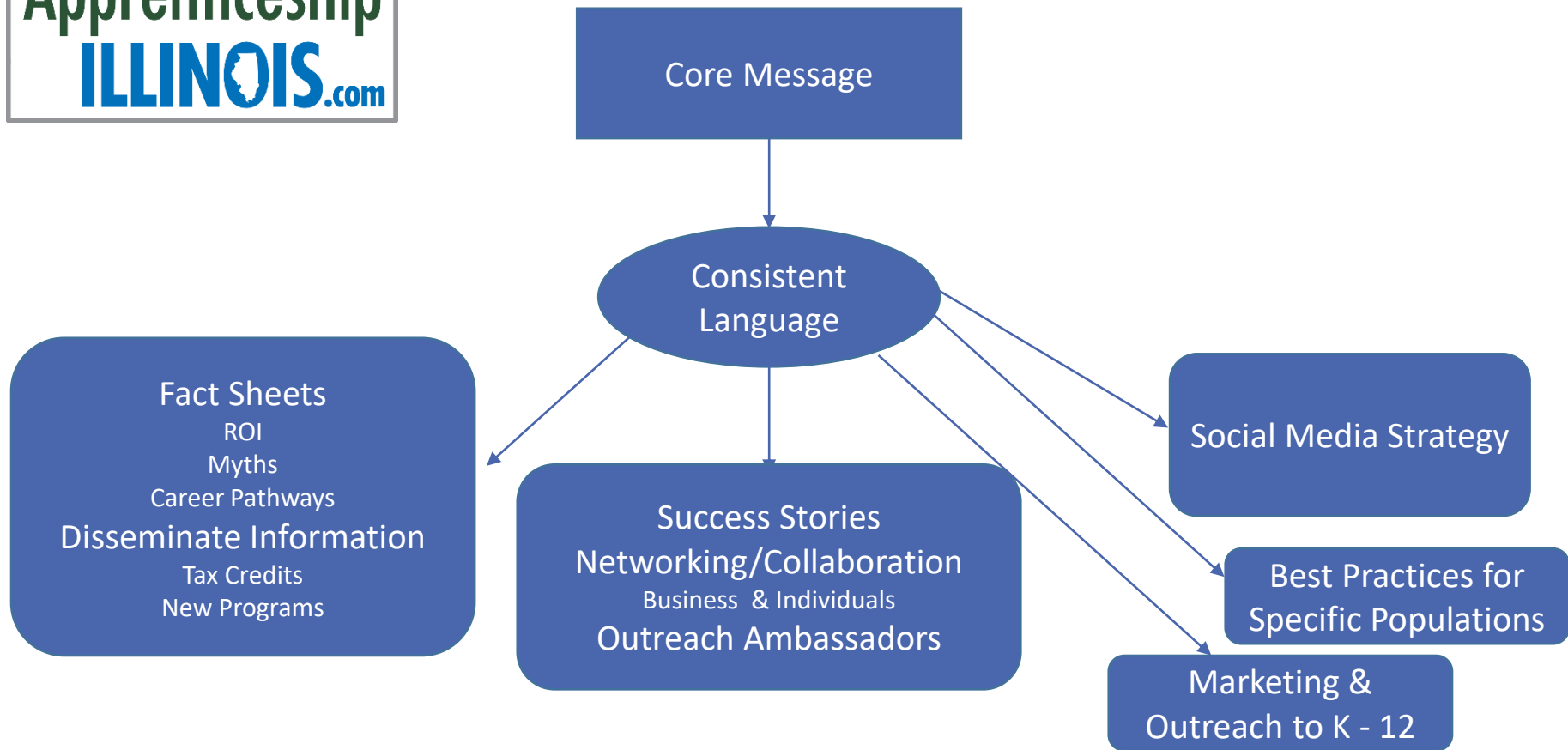


- Met with SIUE Dean of Business School and Chair of the Marketing Department
- Online Masters level Marketing and Promotions Class, as part of their coursework, will be provided with background information and objectives re Statewide Marketing Plan targeting employers
- Course begins mid-January and 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

Apprenticeship Illinois Marketing



Systems and Supports Work Group

Update

Morgan Diamond

Midwest Program Manager

YOUNG  **INVINCIBLES**

Updates

- 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

Future Priorities

- 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 Workshops *Report*

Angela Morrison
Policy Associate



Morgan Diamond
Midwest Program Manager

The logo for Young Invincibles. It features the words "YOUNG" and "INVINCIBLES" in dark blue, with a red speech bubble containing the letters "YI" in white between them.

The Third Pillar of Apprenticeship

**Integrating Apprenticeship Service Providers
into Illinois' Apprenticeship System**

Apprenticeship 101 and 201

Workshop Series

- 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

Workshop Statistics

- 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 6)
 - Attended by 86% of Intermediaries (6 out 7)

Apprenticeship Referral & Retention Providers (ARRPs)

Why ARRPs 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
- **ARRPs can provide support to jobseekers but need additional resources and training to fill that need**

Three Pillars of Illinois' Apprenticeship System

Navigators	Apprenticeship navigators serve as key points of contact in the region for outreach and partnership development to help expand apprenticeship programs. Navigators are also responsible for identifying intermediaries that can coordinate (and at times sponsor) apprenticeship programs.
Intermediaries	Intermediaries bundle the needs of small- and medium-sized businesses 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 recruitment agencies 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 provide pre-apprenticeship opportunities , or other preparatory services that prepare jobseekers for the academic and professional expectations of apprenticeship and offer ongoing case management that includes wraparound services 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 ARRPs
- Train stakeholders on terminology and best practices associated with apprenticeship
- Train new intermediaries on best practices with supporting ARRPs

Intermediaries

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

Project Takeaways

- 1) Organizations are interested in apprenticeship and needed this training
- 2) ARRPs 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 ARRPs in supporting apprenticeship programs
 - iii) Best practices for inclusive apprenticeship programming (e.j., 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 State Expansion (ASE) Grant and NOFO

Patrick Campbell

Program Development Division Manager

Office of Employment and Training

Department of Commerce and Economic Opportunity

Apprenticeship Expansion Program NOFO

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

Apprenticeship Intermediary Spotlight

Matt Weis

Vice President of Social Enterprise
National Able Network



TODAY'S TECHNOLOGY.

YOUR FUTURE.



Microsoft Imagine Academy



IT Career Lab is a division of National Able Network, Inc.

IT Career Lab is a division of 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

TARGET 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

*<https://www.bls.gov/cps/cpsaat18.htm>

WHAT HAPPENED – GOOD STUFF

- 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

MATT WEIS
VICE PRESIDENT OF SOCIAL ENTERPRISE
NATIONAL ABLE NETWORK
312-994-4285
MWEIS@NATIONALABLE.ORG



High School Apprenticeships

Lazaro Lopez

Associate Superintendent
@STEMLdr

Marcella Zipp

Director Special Programs

Kathy Wicks

Partnership Manager



See separate presentation

Illinois State Board of Education

Marci Johnson

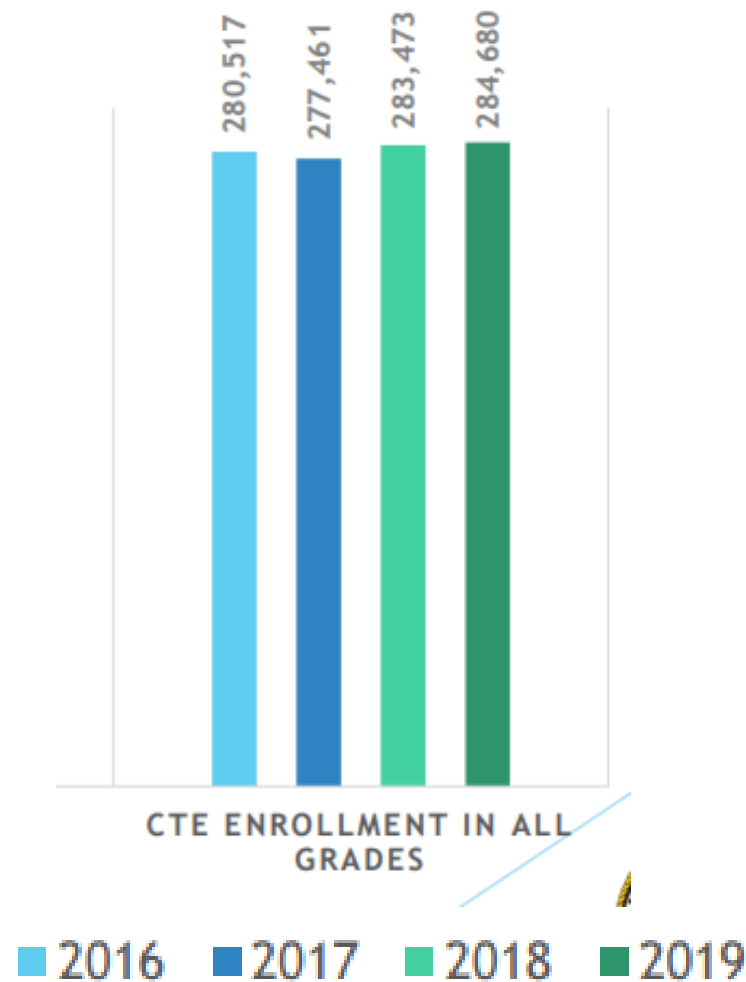
CTE and Innovation Director

State CTE Director

Illinois State Board of Education

marjohns@isbe.net

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">• Career Development Experience• Industry Credential• Military Service or an ASVAB Score of 31 or Higher• Dual Credit Career Pathway Course (College Credit Earned)• Completion of Program of Study• Attaining and Maintaining Consistent Employment for a Minimum of 12 Months• Consecutive Summer Employment• 25 Hours of Community Service• Two or More Organized Co-Curricular Activities

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

Partnership

- School District(s)
- Community College
- Industry



Next Steps for the Committee

- Recommend sending Intermediary and Navigator Framework to IWIB Executive Committee

News Announcements Updates

Public Comment

Adjourned

2020 IWIB Apprenticeship Committee Meetings

Spring Meeting

March 19, 2020

9:00 – 11:00 am

Technology & Manufacturing
Association (TMA)

1651 Wilkening Road
Schaumburg, IL 60173

Fall Meeting

September 17, 2020

9:00 – 11:00 am

Crowne Plaza Springfield –
Convention Center

3000 S. Dirksen Parkway
Springfield, IL 62703

Summer Meeting

June 17, 2020 (*Wednesday*)

1:00 – 3:00 pm

Innovate DuPage (*tentative*)

535 Duane St.
Glen Ellyn, IL 60137

Winter Meeting

December 10, 2020

9:00 – 11:00 am

Chicagoland area

