



ILLINOIS  
TALENT PIPELINE  
MANAGEMENT 

# Illinois Talent Pipeline Management

February 3, 2016

Helping Illinois Businesses Manage Their Talent Pipeline

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## Grant Opportunity



- This is a Request for Application (RFA) for a *statewide program* to help companies hire and retain workers in high-demand occupations through the development of a skilled talent pipeline
- **Applications are due no later than March 1, 2016 for State FY 2016 grants.**

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## Regional Partnerships

- The Department of Commerce Office of Employment and Training works with the business community and Regional Partners to:
  - Create and retain jobs
  - Reduce the skills gap to help companies remain competitive
  - Expand career opportunities for youth and adults throughout the state through regional partnerships
    - Workforce Activities – Title 1B – Department of Commerce
    - Adult Education – Title II – Illinois Community College Board
    - Wagner-Peyser – Title III – Department of Employment Security
    - Vocational Rehabilitation – Title IV – Department of Human Services, Division of Rehabilitation Services
    - State Agency Partners
    - Community Services Block Grant
    - Economic Development
    - Employer Associations
    - Educational Groups

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## Five Key Concepts to a Successful Application

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## Five Key Concepts to a Successful Application...

### 1. Eligible Group to be served (Incumbent/Dislocated Worker)

- A. Incumbent worker – current workers in need of training and/or skills upgrading
  - i. Specific risk factor
    1. Declining Sales
    2. Supply chain issues
    3. Industry/Market trends
    4. Changes in management – Philosophy or Ownership
    5. Worker lacks necessary skills
    6. Strong possibility of a new job if worker attains new skills
  - ii. Specific company/ies to be included

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## Five Key Concepts to a Successful Application...

- B. Dislocated workers – individuals who have lost their job due to business closure or layoff
  - i. This could be significant groups that have not been laid off yet but will be
  - ii. This could also be groups within industry sectors
- C. Must list specifics
  - i. Where are these groups coming from
    1. Industry sector
    2. Geographic area
  - ii. How will you maintain access to them
    1. What specifically have you done or will do to reach out to this group

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## Five Key Concepts to a Successful Application...

### 2. Training toward Employment

- Work-based Learning / On-the-Job Training
- Registered Apprenticeship
- Class Size Training
- Customized Training
- Incumbent Worker Training

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## Work-Based Learning / On-the-Job Training

On-site training to upgrade skills

Employer hires the individual and provides on-site training per a pre-arranged plan based on the individual's skill gap

Grant pays for wage reimbursements of 50% or higher, based on employer size, while employee is in training

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## Work-Based Learning / On-the-Job Wage Reimbursement Sliding Scale

Up to 75% of wage rate

Under certain conditions

Up to 50% of wage rate

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## Registered Apprenticeships

Upgrading skills to individuals through academic and on-the-job training

Immediate job

Industry issued, nationally recognized credentials

Produces skilled, competent workers

Must partner with a Local Workforce Area (LWA)

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## Class Size Training

Training must directly lead to job placement

Short-term training to upgrade skills for groups of dislocated workers

Off-the-shelf curricula, but may be offered at an accelerated time-frame and in a non-traditional setting

May include Bridge Program Contextualized Learning and/or limited work experience

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## Customized Training

Training to meet the particular needs of an employer

Employer must match at least 50% of training costs

Employer agrees to hire successful completers

Existing employee training must relate to:

- Employer introduction of new technologies
- New production or service procedures
- Upgrading to new jobs that require additional skills

May include Bridge Program Contextualized Learning and / or Work Experience

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## Incumbent Worker Training

Skills upgrade to someone on payroll

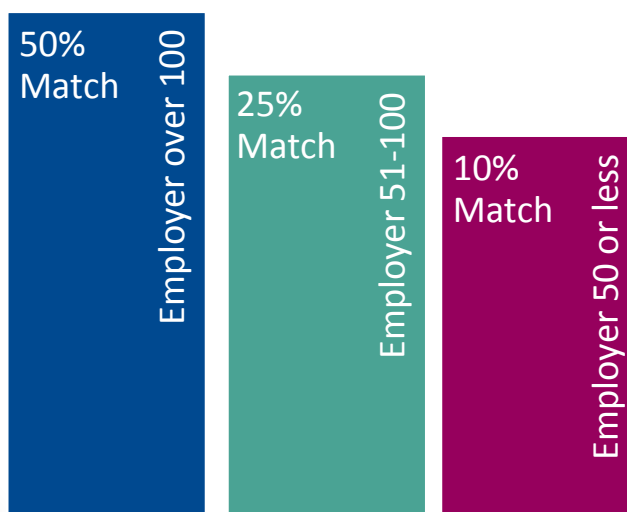
Employer must contribute at least 10% of training costs

Recommend an employer match sliding scale between 10%-50% of training costs based on employer size and other economic factors

Employee wages paid while in training count toward the match

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## Incumbent Worker Employer Match Sliding Scale



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## Recap on Types of Training

	Incumbent Worker	Work-based Learning / OJT	Class Size	Customized for Employer	Registered Apprenticeship
WIOA DW Eligible		●	●	●	●
Train at Worksite	●	●		●	●
Train in Classroom	●		●	●	
Individualized Training	●	●		●	●
Off-the-Shelf Training	●		●		
Employer Designed Training	●	●			●
Employer Match	● Soft Match Training costs / Wages	● Wages		● Training costs	● Wages
Count for WIOA Performance		●	●	●	●
WIOA Case Mgt.		●	●	●	●
IWDS Reporting		●	●	●	●
IWTS Reporting	●				

## Five Key Concepts to a Successful Application...

### 3. Employment

- A. Specific employers must be cited and supported with documentation establishing a commitment to retain or employ
- B. Memorandum of Understanding – reference slide 18



## Five Key Concepts to a Successful Application...

### 4. The development of Unique Partnerships

- A. Specifically who will provide the following
  - i. Grant administration
  - ii. Eligibility determination
  - iii. Reporting requirements
  - iv. Training component
  - v. Employment

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### Reporting Requirements Vary Depending on Training Type

#### Incumbent Worker

IWTS (online tracking system)  
Training Information  
Outcomes

Monthly cost reporting

Quarterly Reports

#### All Others

IWDS (online case management system)  
Eligibility & Services Provided  
Case notes  
Outcomes

DETS

Monthly cost reporting

Quarterly Reports

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## Memoranda of Understanding

- Non-WIOA or WIOA providers engaging in Work-based Learning / On-the-Job Training, Class Size, Customized Training or Registered Apprenticeship must have an MOU with a WIOA provider describing roles and responsibilities for WIOA eligibility determinations, enrollment, case management and reporting
  - Local Workforce Area (LWA) Partnerships - Interested employers or industry associates may contact Lorraine Wareham at (217) 558-2454 or [lorraine.wareham@illinois.gov](mailto:lorraine.wareham@illinois.gov) for referral to the appropriate LWA with which to partner
- Incumbent Worker projects where the applicant is not the employer must have an MOU between the applicant and employer indicating the latter's commitment to train and retain workers

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## Five Key Concepts to a Successful Application...

5. What makes a pilot project / how does this address unique employment opportunities for the population to be served



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## Review and Selection Procedures

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## Review and Selection Procedures

### Applicant Capacity

- Capacity to successfully complete project tasks within the proposed grant period
- Related experience of the applicant, sub-contractors, and partners
- Applicant's previous performance in administering similar grants and projects
- Qualification of applicants' staff to be assigned to the project

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## Review and Selection Procedures

### Documentation of Need

- Proposed project must address an allowable dislocation event or layoff situation
- Alignment of expected outcomes to the RFA... Will project provide services to businesses and workers impacted or at risk of being impacted by company closures or layoffs
- Demonstrate historic connection to the population targeted in the application

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## Review and Selection Procedures

### Project Quality / Coordination

- Industry sector, occupations and career pathways that the plan will address
- Types of training and the method of delivery that will be implemented including priority On-the-Job Training and Apprenticeship projects
- Number of participants, companies served, the participant recruitment plan, and the services provided to priority populations (Veterans, individuals with disability)
- Quality of the training providers and training outcomes (industry recognized skills, certifications)
- Coordination with key partners and strength of partnership agreements/MOUs
- Innovative approach that will result in the permanent employment of participants
- Overall feasibility and quality of the work plan

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## Review and Selection Procedures

### Cost Effectiveness / Return on Investment

- Proposed project costs in relationship to planned outcomes, including cost per participant
- Reasonableness of the costs in relation to the proposed activities
- Applicant's commitment to secure the required leveraged and matching costs for Incumbent Worker and On-the-Job Training
- Applicants that are Local Workforce Areas must demonstrate that they will meet the 40% direct training expenditure rate and meet the 80% annual accrued expenditure rate for WIOA funds
- Identify specific work placements for permanent employment
- Actual matching funds are viewed favorably

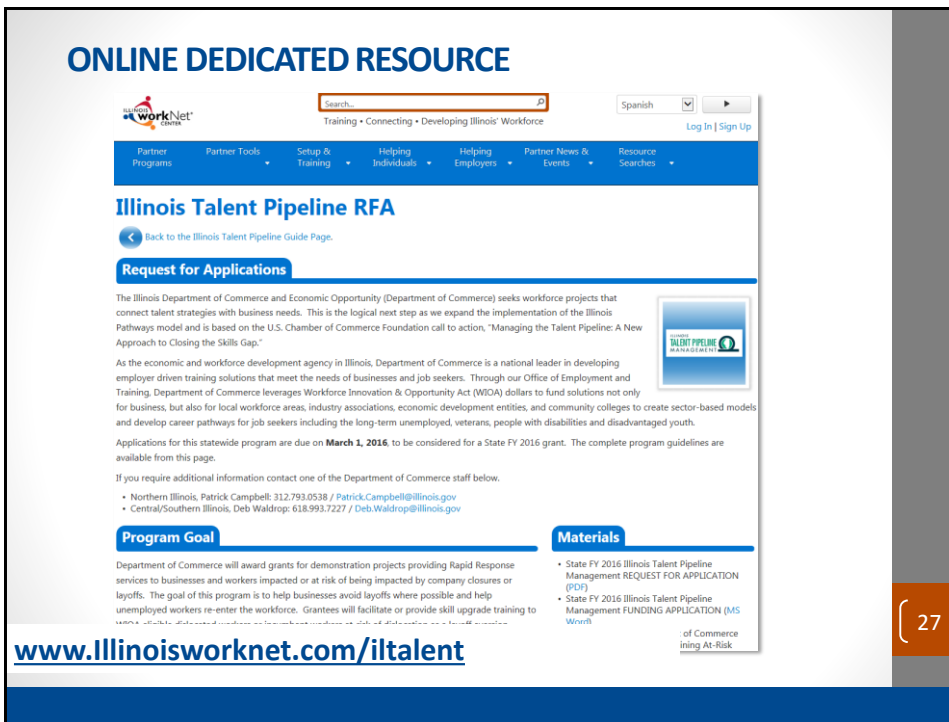
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## Summary

- Applications must be complete and address all required elements including documentation
- Applications received after March 1, 2016 deadline may be considered for review at the discretion of the Department of Commerce
- Applications must successfully demonstrate the connection to the population being served and how they are being served (Dislocated Workers, On-the-Job Training, Incumbent Worker Training, Customized Training and Registered Apprenticeships)
- Refer to Pages 10 thru 11 of the Request for Application (RFA) for additional resources
- Questions & Answers will be posted to the Illinois workNet Talent Pipeline page for follow-up questions and answers - check it frequently

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## ONLINE DEDICATED RESOURCE



**Illinois Talent Pipeline RFA**

[Request for Applications](#)

The Illinois Department of Commerce and Economic Opportunity (Department of Commerce) seeks workforce projects that connect talent strategies with business needs. This is the logical next step as we expand the implementation of the Illinois Pathways model and is based on the U.S. Chamber of Commerce Foundation call to action, "Managing the Talent Pipeline: A New Approach to Closing the Skills Gap."

As the economic and workforce development agency in Illinois, Department of Commerce is a national leader in developing employer driven training solutions that meet the needs of businesses and job seekers. Through our Office of Employment and Training, Department of Commerce leverages Workforce Innovation & Opportunity Act (WIOA) dollars to fund solutions not only for business, but also for local workforce areas, industry associations, economic development entities, and community colleges to create sector-based models and develop career pathways for job seekers including the long-term unemployed, veterans, people with disabilities and disadvantaged youth.

Applications for this statewide program are due on **March 1, 2016**, to be considered for a State FY 2016 grant. The complete program guidelines are available from this page.

If you require additional information contact one of the Department of Commerce staff below.

- Northern Illinois, Patrick Campbell: 312.793.0538 / Patrick.Campbell@illinois.gov
- Central/Southern Illinois, Deb Waldrop: 618.993.7227 / Deb.Waldrop@illinois.gov

**Program Goal**

Department of Commerce will award grants for demonstration projects providing Rapid Response services to businesses and workers impacted or at risk of being impacted by company closures or layoffs. The goal of this program is to help businesses avoid layoffs where possible and help unemployed workers re-enter the workforce. Grantees will facilitate or provide skill upgrade training to

**Materials**

- State FY 2016 Illinois Talent Pipeline Management REQUEST FOR APPLICATION (PDF)
- State FY 2016 Illinois Talent Pipeline Management FUNDING APPLICATION (MS Word)

[www.Illinoisworknet.com/iltalent](http://www.Illinoisworknet.com/iltalent)


of Commerce  
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## QUESTIONS

FOR INFORMATION AND QUESTIONS

Post inquiries at: [www.illinoisworknet.com/iltalent](http://www.illinoisworknet.com/iltalent)



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## Where To Find More Info

Please visit <http://www.illinoisworknet.com/iltalent>

OR

Contact a Department of Commerce representative below for the complete program guidelines.

### Key Department of Commerce Contact

Lorraine Wareham  
217-558-2454  
[Lorraine.Wareham@illinois.gov](mailto:Lorraine.Wareham@illinois.gov)

### Northern Illinois

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Bruce Rauner, Governor



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