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WORKFORCE  
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BOARD



# APPRENTICESHIP ILLINOIS COMMITTEE June 2023 UPDATES

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## Apprenticeship News in Illinois



**NEW INFORMATION**  
PEORIA FIRE DEPARTMENT LAUNCHES APPRENTICESHIP PROGRAM  
SERVES AS A WAY TO TRAIN AND EDUCATE THOSE BETWEEN 18-21

[Peoria Fire Department Starts Apprenticeship Program](#)



[Largest Solar Farm in Illinois Will Help Chicago's City Operations Meet Climate Goal](#)



**PEORIA HOUSING AUTHORITY GIVEN GRANT**  
PLAN TO USE FUNDS FOR APPRENTICESHIPS AND OTHER SUPPORT SERVICES

[Peoria Housing Authority Secures \\$1.5M for Pre-Apprenticeship Programs](#)



[Growing and Evolving Apprenticeships](#)



[AWS to Give 380,000 Students Access to Programs that Build Valuable Tech Skills and Forge Employer Connections](#)

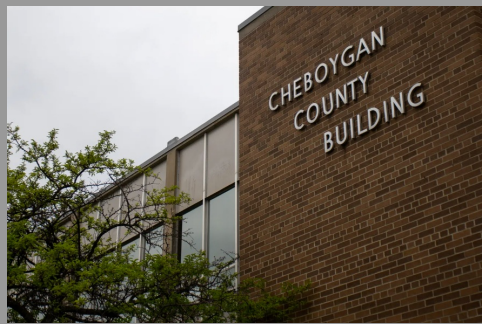


[Crash Champions Sponsoring 8 Collision Repair Students at Illinois College](#)

## Apprenticeship News Across the Country



[United Grinding North America Launches Four-Year Apprenticeship Program](#)



[Cheboygan County Creates Corrections Officer Apprenticeship](#)



[MiC Talent Solutions Announces New National Cybersecurity Registered Apprenticeship Program](#)



[Alternatives to a 4-Year College: What to Know](#)



[Indigenous Woman-Led Apprenticeship Opens Applications for Indigenous Women in the United States to Enter Investment Sector](#)

Have information to share? Email [apprenticeship@illinoisworknet.com](mailto:apprenticeship@illinoisworknet.com)

Follow [ApprentiScope](#) for national apprenticeship news.

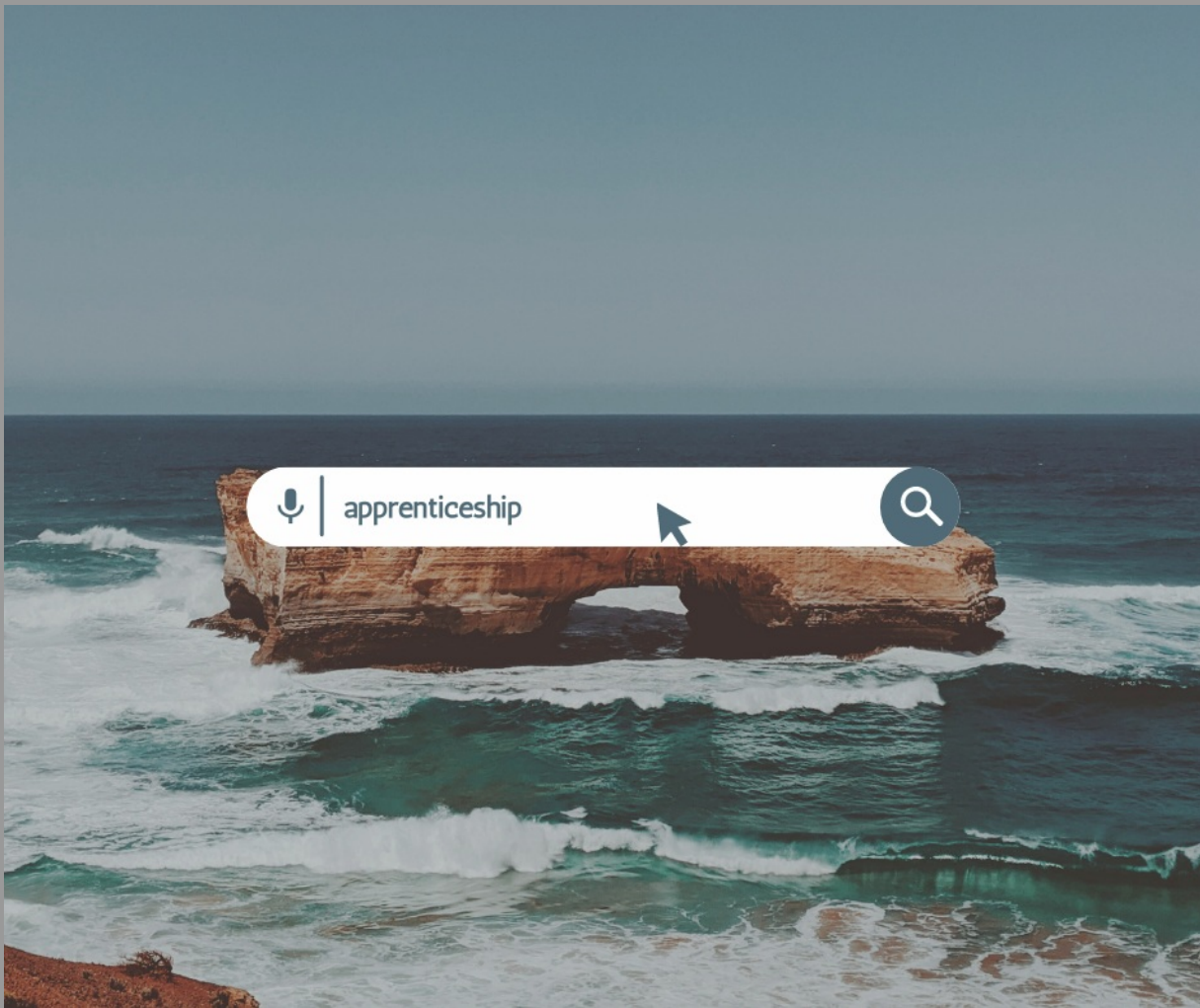
## Apprenticeship Podcasts

- The Partnership on Inclusive Apprenticeship's [Apprenticeship for All](#) podcast series explores how inclusive apprenticeship programs are increasing employment opportunities for people with disabilities.
- [Professional Apprenticeship's Podcast](#) provides the latest news on apprenticeship, conversations with current apprentices and employers, and more.
- JFF offers a podcast looking at the [challenges and opportunities of youth apprenticeship](#).
- [Apprentice Talks](#) is "a podcast made to educate, inform and give insight into what it's really like to be an apprentice and juggle multiple worlds."
- [The Fresh Apprentice\\*](#)
- [The HVAC Apprentice\\*](#)
- [Future is Health\\*](#) is a Healthcare Youth Apprenticeship Intermediary. Their podcast can help someone understand apprenticeship programs and how students, employers, and stakeholders can benefit from developing careers through apprenticeship
- [Apprentice Worldwide Podcast](#) was created to empower young professionals to succeed in business and life. It will feature ideas, interviews, and career advice.

*\*These podcasts require the creation of a free account\**



# Looking for an Apprenticeship?



Check out the Becoming an Apprentice pages on the [Apprenticeship Illinois](#) website. Find information about the [industries and occupations sponsoring apprenticeships](#). Use the [USDOL apprenticeship finder tool](#) or learn more about [specific Illinois apprenticeship initiatives](#) that are funded by the Illinois Community College Board and the Illinois Department of Commerce and Economic Opportunity. Email [apprenticeship@illinoisworknet.com](mailto:apprenticeship@illinoisworknet.com) for more information.

Have an apprenticeship opportunity to share? Email [apprenticeship@illinoisworknet.com](mailto:apprenticeship@illinoisworknet.com)

## Save the Date: Upcoming Events



### National Apprenticeship Week 2023

Check out the Apprenticeship Illinois National Apprenticeship Week 2023 website [here!](#)

## Apprenticeship Employer Information

### Did you know that there is a tax credit for businesses with apprentices?

Effective January 1, 2020, employers are allowed a tax credit for qualified educational expenses associated with qualifying apprentices. Employers may receive a credit of up to \$3,500 per apprentice against the taxes imposed by subsections (a) and (b) of Section 201 of the Illinois Income Tax Act, and an additional credit of up to \$1,500 for each apprentice if (1) the apprentice resides in an underserved area or (2) the employer's principal place of business is located in an underserved area.

Want to learn more about how apprenticeship works for businesses? For information and resources, visit Employer Information at [www.apprenticeshipillinois.com](http://www.apprenticeshipillinois.com)!

## Apprenticeship Employer Spotlight



The fundamental mission of Shawnee Health Service is to improve the health and welfare of southern Illinois and southwestern Indiana residents through promoting, developing, and administering quality, comprehensive health and social services while efficiently utilizing limited resources. Shawnee Health prioritizes assessing and serving the needs of underserved and vulnerable populations and designing programs and services which are culturally and linguistically appropriate. Over the past several months, Shawnee Health has rolled out new Registered Apprenticeship Programs, including Medical and Dental Assistant apprenticeships.

Shawnee Health's Dental Assistant (DA) apprentices get trained on the job, working alongside a Dental Assisting National Board (DANB) certified mentor while concurrently completing an online dental assistant training program. Upon completing 240 externship hours and the online dental assistant training curriculum (approximately six months), apprentices receive a dental assistant certificate. They are eligible to take the first two portions of the DANB, which include the Radiation Health & Safety and Infection Control Exams. After passing the exams, apprentices continue increasing their clinical skills, accumulating the 3500 clinical hours required to take the third and final portion of the DANB, the General Chairside Assisting Exam (approximately 18 to 22 months). Once the apprentice passes all three sections of the DANB, the apprentice becomes a Certified Dental Assistant eligible to work in all 50 states.

The Medical Assistant (MA) apprentices learn the fundamentals of health care and quickly put them into practice. The apprentices learn a curriculum taught virtually by National Institute for Medical Assistant Advancement (NIMAA) instructors. The structure of their education is designed to meet both their needs and the needs of Shawnee Health clinics. Rather than complete months of theory and lecture courses before participating in their externships, apprentices practice their patient care skills as soon as their NIMAA instructors approve them. Apprentices can practice hands-on with patients in the clinic with a preceptor, which is an experienced medical apprentice. The apprentice will be with the same preceptor throughout their externship.

Shawnee Health pays for 100% of the educational costs for each apprentice. Apprentices are also paid for their hours on-site for their externships, with a pay increase after completing 19 weeks of formal education and externship. Apprentices complete four terms (semesters) of the education provided by NIMAA. They must also complete at least 240 hours at their externship sites, where they actively participate in clinics with their preceptors. At the end of the four terms, apprentices take a nationally-recognized certification exam, which they have three attempts to pass. To finish the program, apprentices complete an additional 1,800 hours working as an MA in the clinics. After 2,040 apprenticeship hours, they are no longer considered an apprentice and are now full-fledged medical assistants.

In February of 2022 recognized that local colleges were not producing enough Medical Assistants to meet the area's needs, and the COVID-19 pandemic had exacerbated the need for greater access to oral health care. In addition, critical staffing shortages meant that Shawnee Health needed a way to fill staffing needs on their clinic floors while immersing new employees in the organization's culture and values. Shawnee Health researched, developed, and implemented the Medical and Dental Assistant pipeline programs to respond to these challenges.

Shawnee Health currently has three DA apprentices and plans to hire three more in the future, as the nationwide shortage of dental support staff is expected to continue over the next few years.

Shawnee Health is proud to claim ten MA apprentice graduates and two MA apprentices now finishing their first term. Shawnee Health has three openings for MA apprentices for their Fall '23 cohort.

Shawnee Health's Medical and Dental Apprenticeship Programs allow employees to gain on-the-job, hands-on experience and complete their higher education while earning a paycheck and fringe benefits. From a hiring perspective, the apprenticeship program allows Shawnee Health to screen and hire applicants based on their character and work ethic without considering clinical skills at the interview. Emily Pierce, who leads Shawnee Health's Medical Assistant Apprenticeship Program, states, "Working in Federally-Qualified Health Center clinics and treating our diverse patient loads can be tricky. It is very fulfilling work but can overwhelm any clinical staff member. Taking an MA while they are still putting together the building blocks of their education and introducing them to our culture and how we serve Shawnee's mission statement with our patient care is invaluable. Apprentices can practice hands-on and learn what it means to be part of a medical team."

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Know of a great apprenticeship program? Let us know about it. Apprenticeship Illinois celebrates a new apprenticeship employer every month.

Email your submissions to [apprenticeship@illinoisworknet.com](mailto:apprenticeship@illinoisworknet.com)



# EMPLOYER SPOTLIGHT



## Success Story of the Month from ApprenticeshipIllinois.com



For some high school students, deciding what to do after graduation is difficult. Head straight into the workforce? Join the military? Go away to college or choose an institution near home? But for David Mooshool, joining an apprenticeship program with the College of DuPage (COD) was an easy decision. Because David was involved in a Youth Apprentice Program during his senior year, he had already spent time learning about careers in manufacturing and gained hands-on experience that helped him feel confident in his choice.

During his senior year, David joined the new Youth Apprenticeship Program (YAP) at York High School in Elmhurst, which allowed him to get hands-on experience working in manufacturing. After completing course requirements in the morning, David traveled to a manufacturing facility in

the afternoon to work with Simplex System Controls Inc. Through his placement with the Youth Apprenticeship Program, David rotated through roles at Simplex System Control Inc., including shipping/receiving, assembly, and quality control. Participation in a YAP provides high school students with valuable experience, allowing them to explore careers while earning wages.

“I enjoyed my work experience, and toward the end of my senior year of high school, my manufacturing teacher mentioned that I could continue with my work and education through the Project Hire-Ed program at COD. It seemed like an amazing program to be a part of, and after talking with counselors, I decided to enroll after graduation.”

Youth Apprenticeships also give apprentices a head start on their careers. When David entered the Project Hire-Ed apprenticeship program at the College of DuPage, he had already earned over 600 hours that could be counted towards his on-the-job training hours required for the Department of Labor Registered Apprenticeship Program with the College of DuPage as an Electromechanical Technician.

David expects to complete his coursework at the College of DuPage in December 2024, earning a certificate in Applied Technology, then, he plans to continue his education at COD to earn an Associate’s degree in Manufacturing Technology.

“COD is helping me toward my goals by giving me the education and skills I need to perform well at my company. So far, all of my professors at COD have been great. They have many years of work/teaching experience and are very good at explaining confusing topics.”

The transition from being a Youth Apprentice to starting college and joining a Department of Labor Registered Apprenticeship program at College of DuPage is seamless, as the team with Project Hire-Ed is there to guide the employer and apprentice in every step. David advises anyone considering a Youth Apprenticeship or Registered Apprenticeship with the College of DuPage: “Definitely do it!”

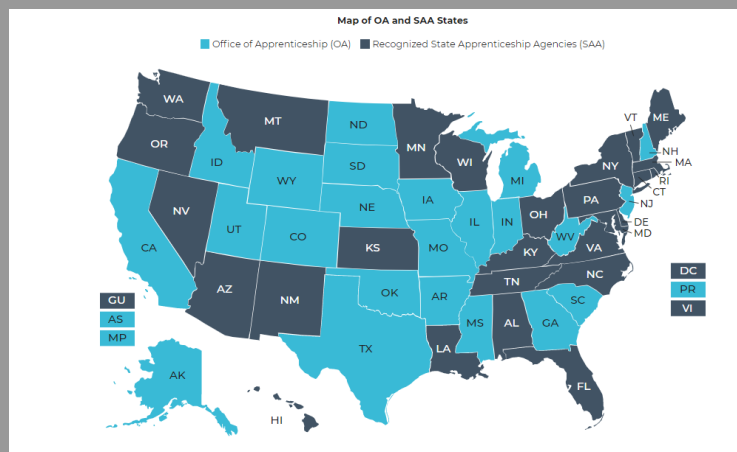
\*Check out more stories like Keshawn's at [apprenticeshipillinois.com](http://apprenticeshipillinois.com)\*

## USDOL-Illinois Office of Apprenticeship

*Did you know that apprenticeships in Illinois are registered by the U.S. Department of Labor's Illinois Office of Apprenticeship?*

Illinois is one of twenty-five Office of Apprenticeship (OA) States in which all apprenticeship program

registration and oversight is done by federal U.S. Department of Labor staff through state field offices. Find your regional OA Illinois Apprenticeship Training Representative (ATR) [click here](#).





## What is the IWIB Apprenticeship Illinois Committee?

The Apprenticeship Illinois Committee is one of 4 content-focused committees of the [Illinois Workforce Innovation Board or IWIB](#) and provides leadership on:

1. Expanding apprenticeships geographically and to new industries.
2. Increasing diversity, equity, and inclusion in apprenticeships.
3. Formalizing apprenticeship coordination across partnering state agencies.
4. Growing statewide capacity to provide apprenticeship opportunities to job seekers and businesses.

The committee has 3 workgroups tasked with different aspects of expanding apprenticeship: the marketing workgroup, the pre-apprenticeship workgroup, and the youth apprenticeship workgroup. See below for a schedule of their upcoming meetings!

## Apprenticeship Illinois Committee 2022 Schedule

### Quarterly Committee Meetings

- TBD

### Marketing Work Group

- July 6th, 2023 2:00-3:00pm
- August 3rd, 2023 2:00-3:00pm
- September 7th, 2023 2:00-3:00pm

### Pre-Apprenticeship Work Group

- TBD

### Youth Apprenticeship Work Group

The Youth Apprenticeship Work Group is currently in recess. When they resume sessions, you can find the updated meeting dates and times here!

*Details of the quarterly meetings and workgroup meetings, such as date, time, locations, agendas, and materials are posted in the [IWIB calendar](#).*

## National Apprenticeship Resources

### Resources for Apprenticeship from Maher/AIR:

- [State Apprenticeship Grantee Resource Guide](#) covers apprenticeship basics, state apprenticeship grant management, apprenticeship expansion strategy, and industry and occupation-specific information.
- [Apprenticeship Expansion Acceleration Strategies Resources](#)
- [Program Registration Acceleration Tool](#)
- [Apprenticeship Expansion Self-Assessment](#).

### Resources for Apprenticeship from Workforce GPS

- [Aligning the Registered Apprenticeship and Workforce Development Systems: A Resource](#)
- [Registered Apprenticeship 101 Bootcamp: RAP and the Public Workforce](#)

System

- [Promising Practices in Apprenticeship Expansion](#)
- [Elements of Apprenticeship Expansion](#)

