



Illinois Workforce Innovation Board Apprenticeship Committee

COMMITTEE CHARGE

- Fully integrate apprenticeship into state workforce development, education, and economic development strategies and programs;
- Support the rapid development of new apprenticeship programs and/or the significant expansion of existing programs;
- Support the development and recruitment of a diverse pipeline of apprentices; and
- Build state capacity to make it easier for businesses to start apprenticeship programs and for apprentices to access opportunities.

COMMITTEE PRIORITIES

1. Promote value of resources available for job seekers and employers, raising awareness of the benefits of Apprenticeship
 - Embed Navigator-Intermediary Framework into LWAs or EDRs.
 - Identify sustainable funding source
 - Develop systems-based, sales-centered approach to employer engagement, repeatable across regions
 - Encourage DOL registration/sponsorship in one or more apprenticeship fields from intermediaries and educational partners
 - Develop peer-to-peer network to promote apprenticeship and other work-based learning opportunities
 - Navigators facilitate supply-chain principles in workforce strategies
 - Promote success stories, statistical foundation for apprenticeship as a method to develop the talent pool
 - Build out National Apprenticeship Week to include more private interests
2. Create and promote various points of entry into apprenticeship to support underrepresented populations
 - Develop the Youth and Pre-Apprenticeship Work Group to reach people earlier and to support those (no matter their age) who need more help to enter an apprenticeship program
 - Determine equity targets for marginalized populations, with the goal of providing more apprenticeship opportunities or other openings/WIOA programs as an entry point for those marginalized populations
3. System Building

- Formalize the Apprenticeship Illinois system, including a centralized lead of Navigators and Intermediaries
- Coordinate apprenticeship with educational, workforce, and economic development initiatives
- Coordination or development of a clearinghouse for information related to apprenticeship bills that are being promoted, other government and non-governmental agencies who are promoting apprenticeship outside of our line of sight

WORK PLAN

COMMITTEE AND SUBJECT MATTER EXPERTS/ADVISORY GROUP

Strategies	Tasks
Provide leadership and guidance to the apprenticeship field	<ul style="list-style-type: none"> • Prepare for, attend, and participate in meetings • Prepare for, attend, and participate in work groups
Be knowledgeable about apprenticeship – nationally, statewide, and regionally	<ul style="list-style-type: none"> • Keep abreast of apprenticeship developments • Attend apprenticeship events by other organizations • Communicate and network with other apprenticeship stakeholders • Visit ApprenticeshipIllinois.com on a regular basis
Be ambassadors and champions for Apprenticeship Illinois	<ul style="list-style-type: none"> • Communicate and network with other apprenticeship stakeholders • Refer people to Navigators, Intermediaries, and/or ApprenticeshipIllinois.com
Be a strategic partner for growth plans for apprenticeship	<ul style="list-style-type: none"> • Think outside the box and provide insight on how to expand apprenticeship in Illinois
Actively address inequities in apprenticeships – employer and participant sides	<ul style="list-style-type: none"> • Help employers understand the benefits of employing apprentices from underserved populations • Determine how to increase participation in apprenticeship by women and people of color

Systems and Supports Work Group

Objective: Build a robust, apprenticeship ecosystem for the state that supports the expansion of apprenticeship programs and opportunities for underrepresented populations

Strategies	Tasks
Provide an overarching framework and infrastructure for Apprenticeship Illinois	<ul style="list-style-type: none"> • Continue to refine the Apprenticeship IL framework and determine what, if any, new entities should be included in the framework • Advise on equity goals • Map the apprenticeship eco-system statewide (see Apprenticeship Study for more details)
Ensure excellence in local implementation	<ul style="list-style-type: none"> • Identify and push out best practices to intermediaries and navigators • Formalize a referral system that crosses agencies and organizations and is useful for both job seekers and navigators, intermediaries • Identify access points for key populations

Strategies	Tasks
Analyze performance measures and evaluation	<ul style="list-style-type: none"> • Manage state legislature’s mandated apprenticeship study by June 30 • Create terms & conditions, performance measures, etc to be used • Conduct an annual review of apprenticeship system’s performance (including performance of navigator and intermediary grantees and tax credit recipients)
Identify and monitor funding opportunities	<ul style="list-style-type: none"> • In partnership with DCEO, continue to apply for USDOL funding and other private funding opportunities • Determine other funding opportunities from all agencies and other sources
Analyze and advocate for supportive policy	<ul style="list-style-type: none"> • Report performance in Unified State Plan • Update legislature on apprenticeship performance • Align workforce and education systems

Marketing Work Group

Objective: Educate various stakeholders and raise awareness on the benefits of Apprenticeship

Strategies	Tasks
Create an outreach and communication strategy/plan	<ul style="list-style-type: none"> • Statewide marketing • Local marketing
Provide professional-grade communications	<ul style="list-style-type: none"> • Website refresh • Infographics and business friendly materials • Professional grade, POC editable materials
Implement events	<ul style="list-style-type: none"> • Apprenticeship week – possible apprenticeship summit • Supporting Navigator and Intermediary events • Networking
Engage stakeholders (by audience type)	<ul style="list-style-type: none"> • Business engagement • Apprenticeship engagement • General public (including parents)

Youth and Pre- Apprenticeship Work Group

Objective: Determine how to expand quality youth and pre-apprenticeships

Strategies	Tasks
Expand youth apprenticeships within all regions	<ul style="list-style-type: none"> • Identify barriers for starting apprenticeship programs in high schools • Identify programs and standards that can be easily replicated
Expand pre-apprenticeships	<ul style="list-style-type: none"> • Identify barriers for starting programs and for potential pre-apprentices • Identify demand industries and occupations where pre-apprenticeships can quickly ramp up skills and place within in-demand apprenticeship programs • Create a framework for quality pre-apprenticeship programs, including the trifecta: Employability skills (includes technical), Financial Literacy, and Life Skills