

Building Talent Pipelines Through Strategic Incumbent Worker Investments and Apprenticeship Alignment



Lake County Workforce Development Business Services Team



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Lake County Workforce Development Value Proposition

The Business Service team, led by Workforce Development, is an integrated team of Account Executives seeking to connect employers and the workforce. Workforce Development helps local businesses develop and implement training programs for current and potential employees. Our program offers Workforce Solutions, Workforce Training, and we work with a Workforce Ecosystem within Lake County. Our program is governed by the Workforce Innovation and Opportunity Act (WIOA).

Your Talent Connection

Business Services Team

The Business Services Team, guided by the Lake County Workforce Development Board, connects employers with the local workforce. Our data-driven insights, innovative solutions, and unwavering dedication to employers and job seekers alike distinguish us. Through our transformative services, we foster sustainable growth for businesses while empowering individuals to achieve their career aspirations.

Workforce Solutions

Our service provides various resources for job seekers and employers. We offer labor market information, reporting on workforce trends, in-demand occupations, and demographic data.

Our industry snapshot series provides a high-level overview of top industries in the county, with valuable insights and trends.

Additionally, we offer job posting and resume search services, as well as access to the Job Center of Lake County.

We can assist with job fairs and employer hiring events, and connect employers with the local Chamber of Commerce.

Apprenticeship Navigator

Leverage registered apprenticeships as a strategic workforce development solution to create career pathways, retain employees, recruit and prepare a highly skilled workforce.

Workforce Training

Incumbent Worker Training Program (IWT)

IWT helps local businesses develop and implement training programs to retain current employees. We partner with industry consultants to help you design a training plan that meets your needs. Up to 90% or more reimbursement of the training cost.

Work Experience / Internship / (WE)

A planned, structured learning experience that takes place in your workplace for up to six (6) months or 1,000 hours. We can cover up to 100% of the wages of qualified applicants. We may cover the cost of uniforms, schooling, and other supplies.

On-the-Job Training for New Employees (OJT)

OJT is a "Hire First" initiative. We can cover up to 75% of a qualified trainee's wages for up to six (6) months or 1,000 hours. We may cover the cost uniform, schooling, and supplies.

Workforce Ecosystem

Aligned with the Lake County Workforce Development Board, the Workforce Ecosystem includes strategic workforce and education partners.

Additional workforce ecosystem partners include: College of Lake County, Illinois Department of Employment Security, Lake County Regional Office of Education, and more.



Contact Us Today!

☎ (847) 377-3450

📍 1 N. Genesee Street, 1st Floor
Waukegan, IL 60085

🕒 M-F 8:30 AM-5:00 PM

🌐 [LakeCountyJobCenter.com](https://lakecountyjobcenter.com)



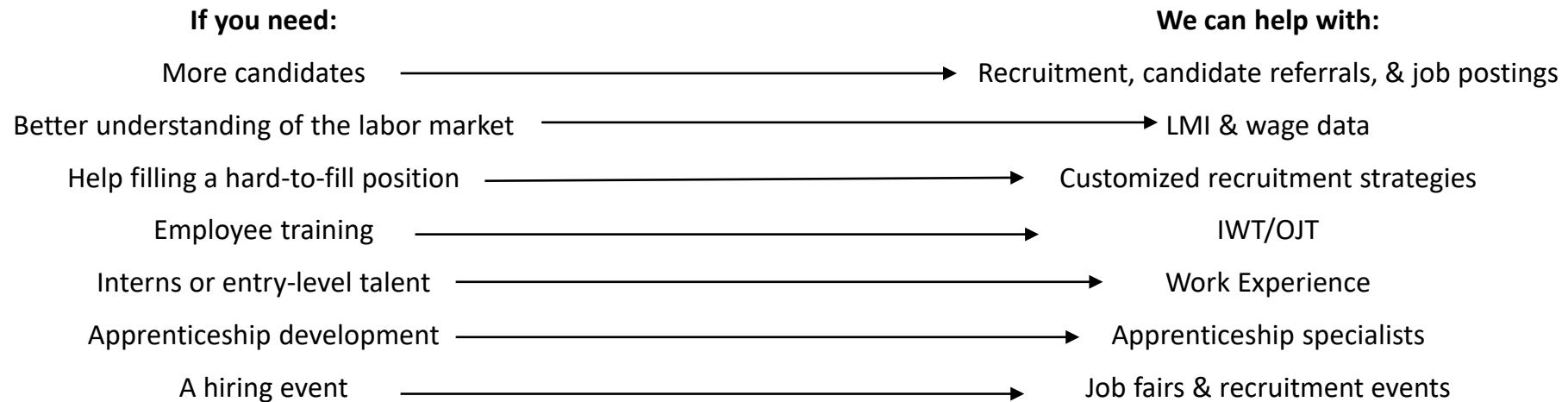
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The Job Center of Lake County is an equal opportunity employer/program. Staff, clients, and employers must adhere to the Lake County Workforce Development Internal and External Events Policy. Funds for this project were provided by the U.S. Department of Labor's (USDOL) Employment and Training Administration. See our website for details. Funds for this project were provided by the U.S. Department of Labor's (USDOL) Employment and Training Administration. See our website for details: <https://bit.ly/3UjR6p>.

Workforce Solutions

The Business Services Team provides a range of resources to help employers address their workforce needs. Whatever the workforce challenge, our team can help connect employers with the right resources, talent, and training solutions.



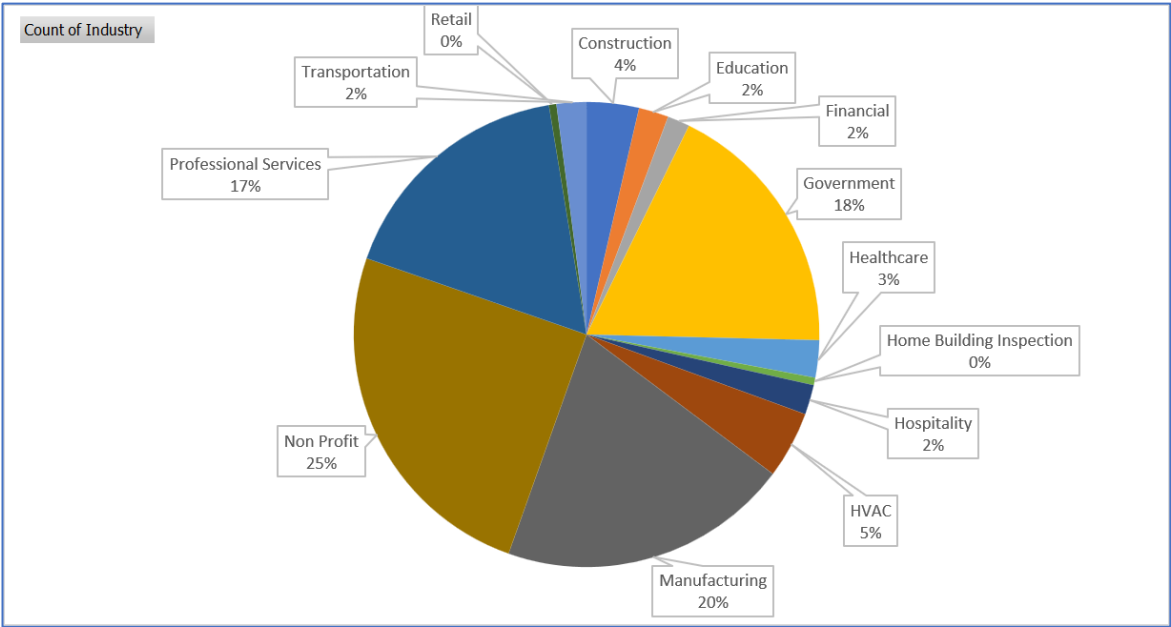
Work Experience Program Pre-Apprenticeships

FY 25

88 Trainees

\$1,177,253

Salem Staffing



On the Job Training (OJT)

- Direct Hire initiative in which the Trainee is hired as an FTE by the employer

First quarter in PY26

- 5 Trainees
- \$97,524 invested



Strategic Partnerships

Key Partnerships established in the community

- Chambers of Commerce
- The College of Lake County
- Manufacturing Alliance
- Regional Office of Education
- United Way of Lake County
- Tech Campus
- Lake County Partners
- McHenry County Workforce Network



APPRENTICESHIP



Background

Lake County Workforce Development (LCWD) has a budget that builds upon the strong foundation and measurable success of the Apprenticeship Expansion initiative implemented over the past three years. This proposed investment strategy is designed to continue scaling apprenticeship opportunities throughout Lake County and the surrounding region while strengthening the collaborative partnership with McHenry County Workforce Network and other regional workforce, **education**, and economic development stakeholders.

Grant Overview

LWIA #: 1	Lake County Workforce Development
Start Date: July 1 st , 2026	End Date: June 30, 2028
Total Funding Request: \$550,000.00	
New Registered or Expanded Apprenticeship Programs: 10	
Number of New Businesses Consulted on Apprenticeships: 100	
Number of Outreach Events (seminar, workshops, job fairs, etc.): 12	

Target Sectors, Industries, and Partners

Manufacturing

Care
Economy/Educational
Sector

Healthcare

Trades/Construction

Regional Office Of
Education, Ed Systems,
& CTE Programming

Technology Campus

McHenry Workforce
Network

College of Lake County

New Local Policy

- Employer of DOL-registered OJT Apprenticeships can go up to 1 year (2080 hours) and up to 90% wage reimbursement while considering SVP Justification and Analysis
- Utilization and Implementation of the Specific Vocational Preparation Learning Model
- Guidance: Review SVP before a DOL-registered OJT



On the Job Training (OJT) Apprenticeships

To date our revised policy has supported

- 8 Trainees
- \$285,282 invested



Apprenticeships created/expanded, 100 apprentices reached

- Aspiritech
- Beach Park School District
- BTM Industries
- Consumers Credit Union
- Domeny Tool & Stamping Company
- Lake Zurich School District
- Lindemann Chimney
- LMT Onsrud
- National Institute for Work and Learning (fhi360)
- Shore Acres
- TU Construction
- United Conveyor Corporation
- Waukegan School District
- YouthBuild Lake County

What is the IWT Program?

Incumbent Worker Training (IWT) is a workforce development program designed to help qualifying local businesses upskill and retain their current workforce. The program supports employers in enhancing employee skills to remain competitive within their industry while increasing productivity, operational efficiency, and opportunities for business growth.

IWT can assist businesses with training that introduces new technologies, improves workplace performance, develops leadership capacity, and supports industry-recognized credentials. By investing in current employees, businesses can strengthen retention, improve employee advancement opportunities, and create new revenue streams.

Through this program, Lake County Workforce Development (LCWD) may cover up to 100% of eligible training costs based on company size and grant availability.

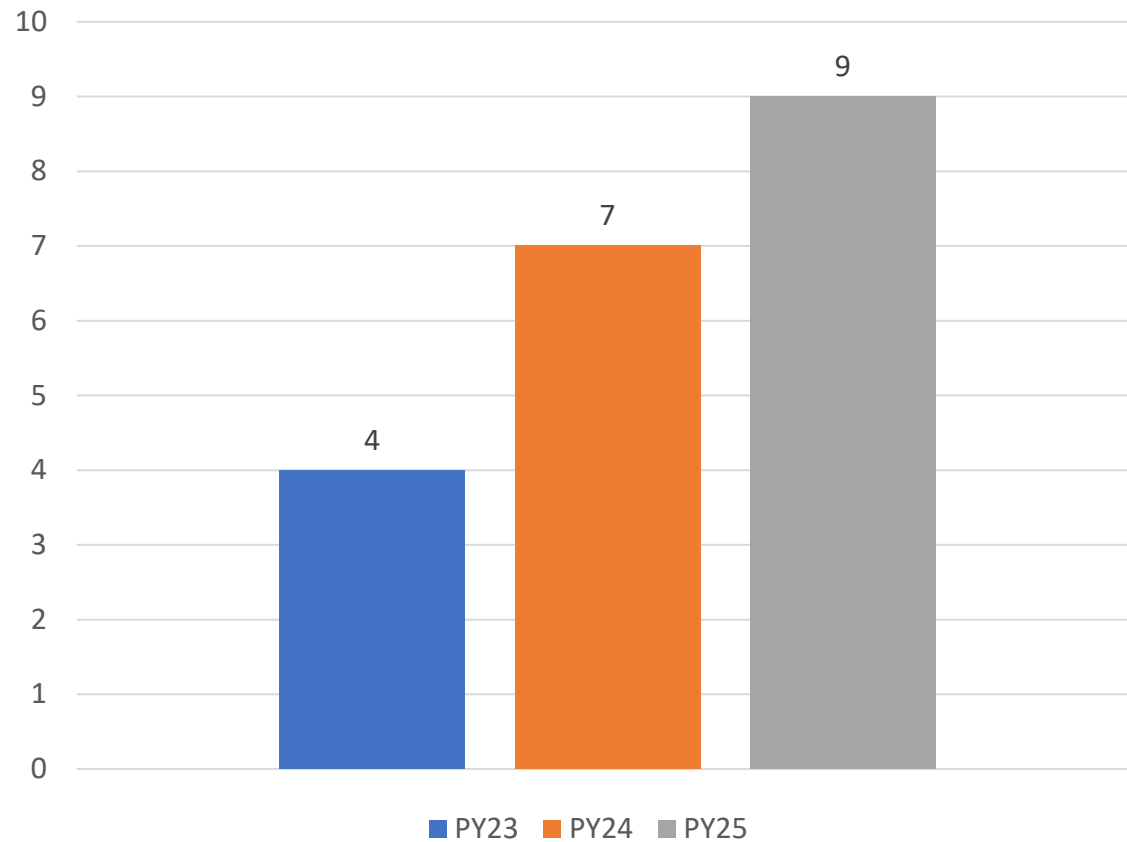


Apprenticeships supported by IWT

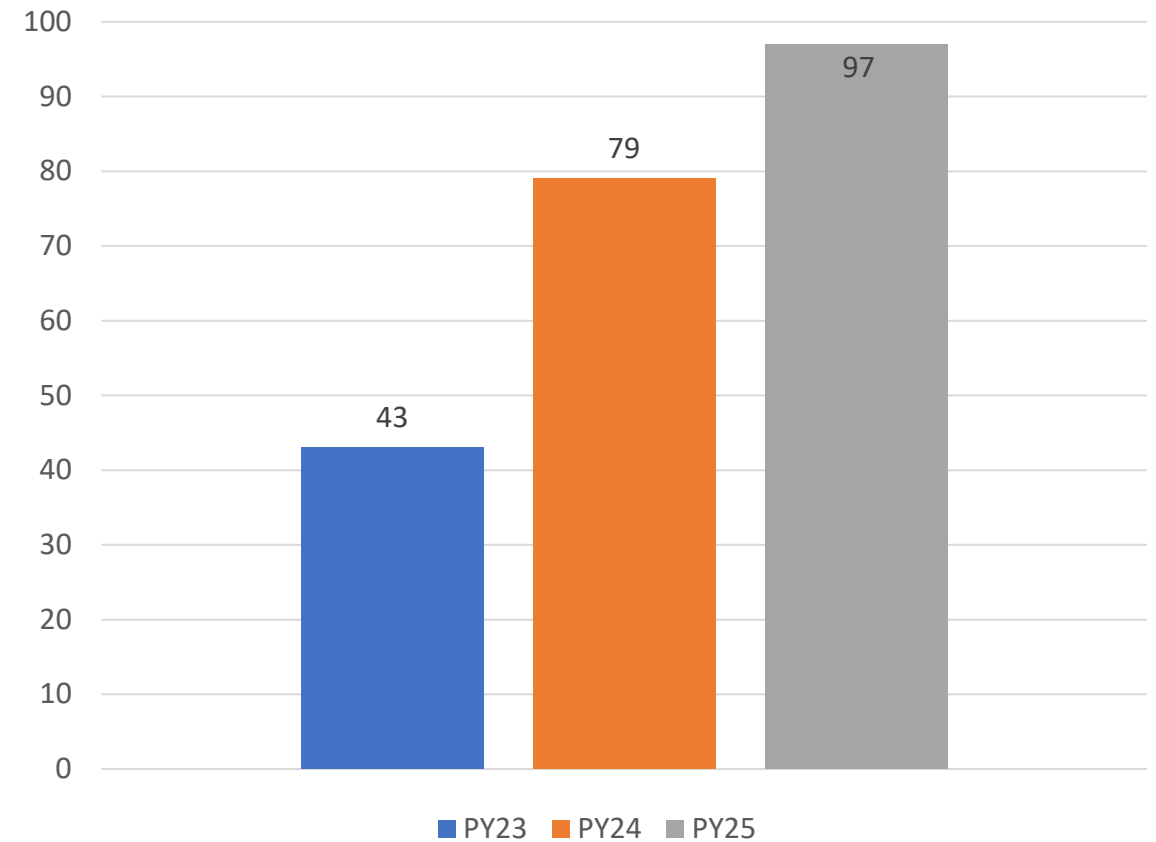
- LMT Onsrud– 8 employees
- Lindemann– 3 employees
- Waukegan Public Schools – 31 employees
- Lake Zurich Schools – 6 employees
- Beach Park Schools – 10 employees

Analysis of IWT Projects and Individuals Served

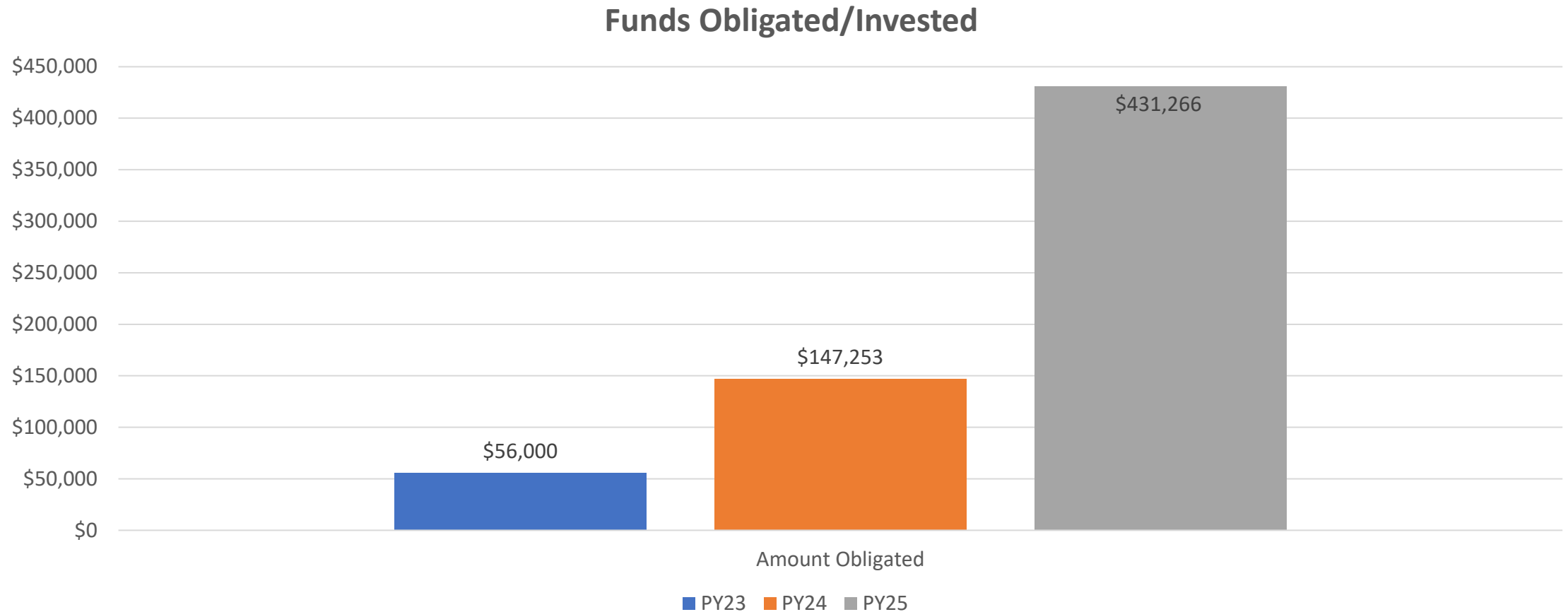
Number of IWT Projects Each Year



Individuals Served Each Year



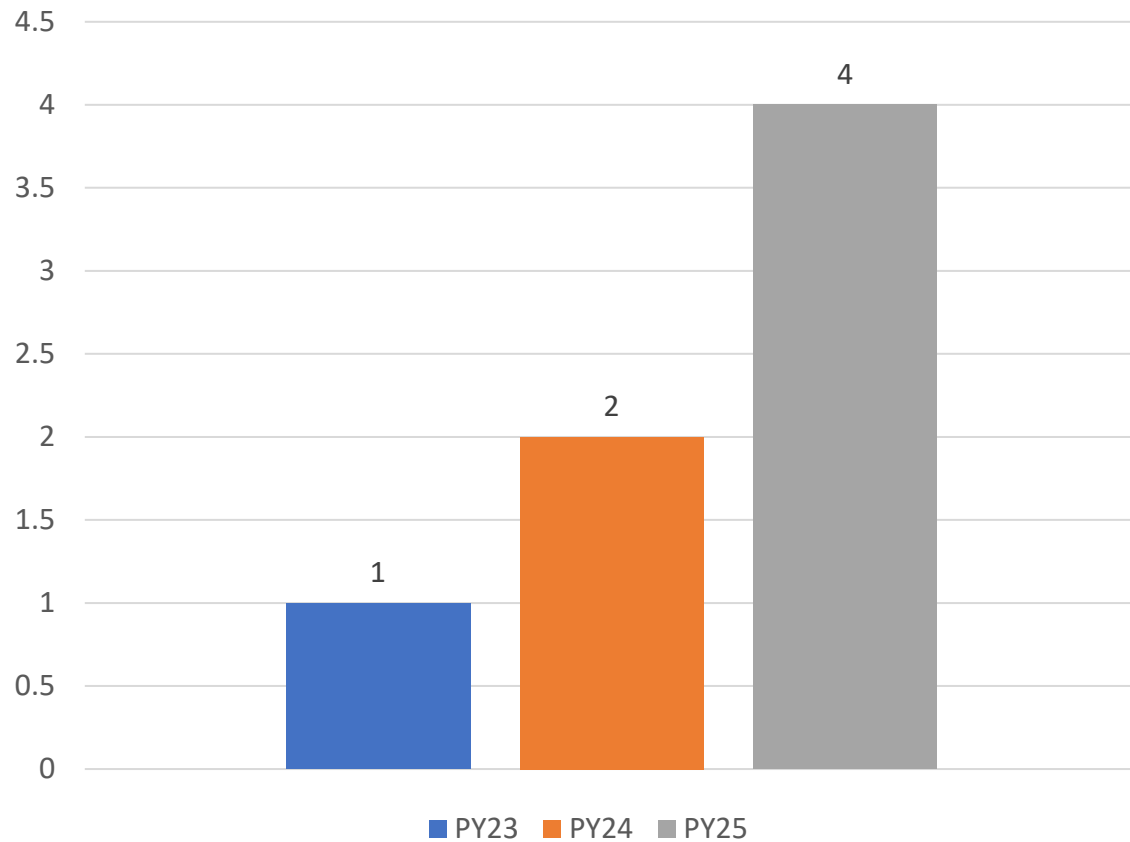
Analysis of IWT Expansion and Investment



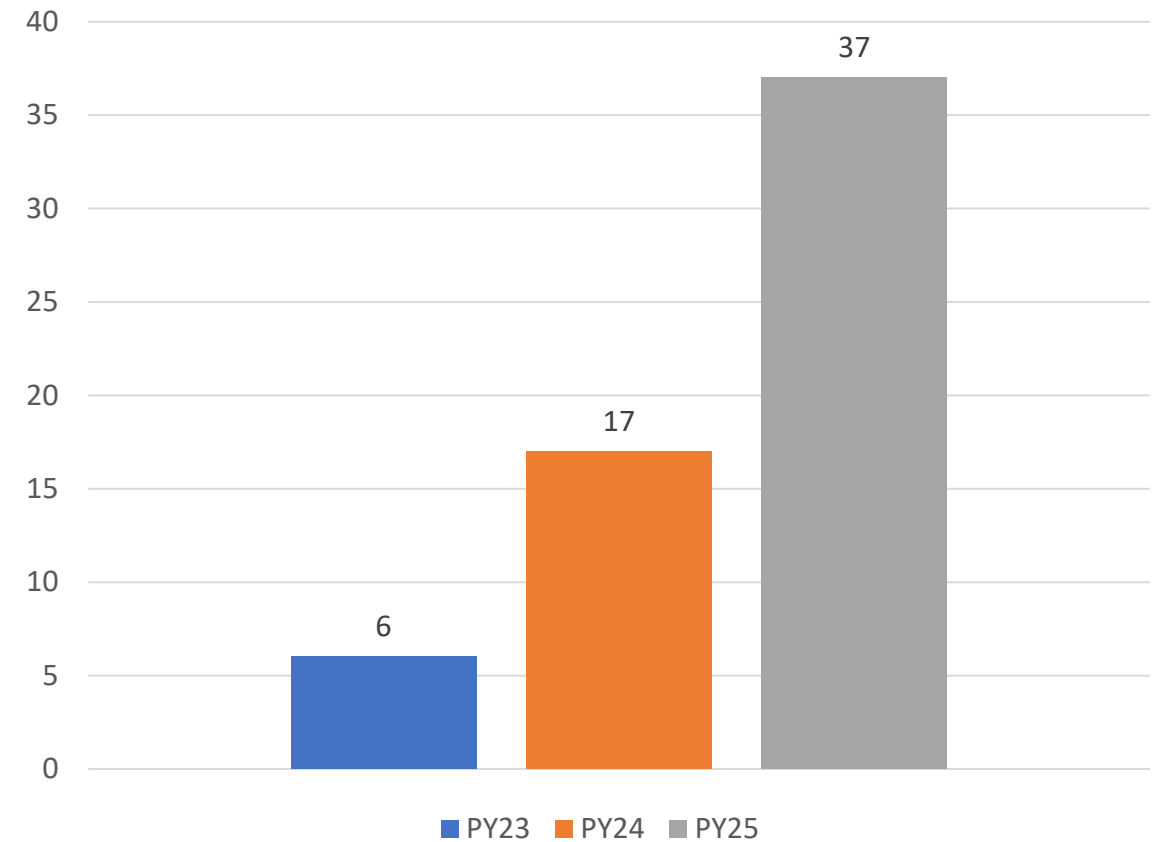
- Total funds obligated: \$634,519

Analysis of Apprenticeship Employers and Apprentices

Number of Apprenticeship Employers



Apprentice Individuals Served



Industries, Employers, & Occupations

Served Through the IWT Program (PY23–PY26)

Industries Served:

- 4 projects supported the Education sector
- The remaining projects supported the Manufacturing sector

PY23 Employers Served:

- Domeny Tool
- Hydraforce
- AB Specialty Chemical
- LMT Onsrud

PY24 Employers Served:

- LMT Onsrud
- Saliba Industries
- Designcraft
- Waukegan Public School District
- Amcor Flexibles
- Lindemann Chimney
- CEC Industries

PY25 Employers Served:

- Peer Chain
- Domeny Tool
- Waukegan Public School District
- Lake Zurich School District
- Beach Park School District
- Polar Wire
- Fischer Paper
- LMT Onsrud
- Amcor Flexibles

PY26 Employers Served:

- Saliba Industries
- United Group
- LMT Onsrud
- Lindemann Chimney
- Waukegan Public School District
- Lake Zurich School District
- Beach Park School District
- Swiss Automation

Credentials, Apprenticeships, & Degree Pathways Supported Through IWT

Occupational Training Areas:

- NIMS Level 1 CNC
- Apprentice Operator/Setup Technician
- Paraprofessional to Teacher

Apprenticeship Certifications & Degrees Supported:

- CNC Tool and Cutter Grinder (Tool Programmer, Numerical)
- NIMS Level 1 CNC Operator/Setup Technician
- Bachelor of Science in Elementary Education
- Bachelor of Science in Special Education
- USDOL certification of completion

The IWT Program supports career advancement pathways that lead to industry-recognized credentials, apprenticeship-related training, and postsecondary degree attainment in both manufacturing and education-related occupations.

How did we do it?

Met with individual
School Districts

Met with individual
manufactures

Addressed Workforce
Board policy revisions
to increase IWT
funding

Convened employer
summits

Joined Manufacturing
Alliance through
College of Lake County

Held strategy
discussions with
chambers and
members

Hosted apprenticeship
Job Fair

Sector lunches to
introduce IWT and
RAPs as a package



Waukegan School District Partnership



HACES
United Way



Lake County
Workforce
Development



Waukegan
Public
Schools



Volunteer

Work Experience

Paraprofessional

3 School Districts and counting!

So far in this PY26 we have continued to support the IWT for three school districts with Bloomboard.

- Waukegan School District 60 - contract to train 31 employees
- Lake Zurich School District 95 - contract to train 6 employees
- Beach Park School District 3 - contract to train 10 employees

- Conversations with a McHenry County School District have started. The district is reviewing training providers and plans to utilize IWT funds to help support financially.
- Conversations with another educational training provider and the potential to register their program is underway. Working with AUSL in Chicago to register their teacher program.

ROI Video

<https://youtu.be/zeJ-TpkaziQ>



Questions

Please feel free to pose any questions you may have.

Thank you!

