



# Illinois Pathways & Apprenticeship:

*An Overview of Resources and WIOA Grant Programs*

*Illinois Department of Commerce and Economic Opportunity*

# Agenda

- Illinois Career Pathways Framework  
Apprenticeship Tools and Resources  
*John Barr*
- Youth Career Pathways Program  
*Tammy Stone*
- Talent Pipeline & WIOA Innovation Program  
*Patrick Campbell*



# Illinois WIOA Unified Plan

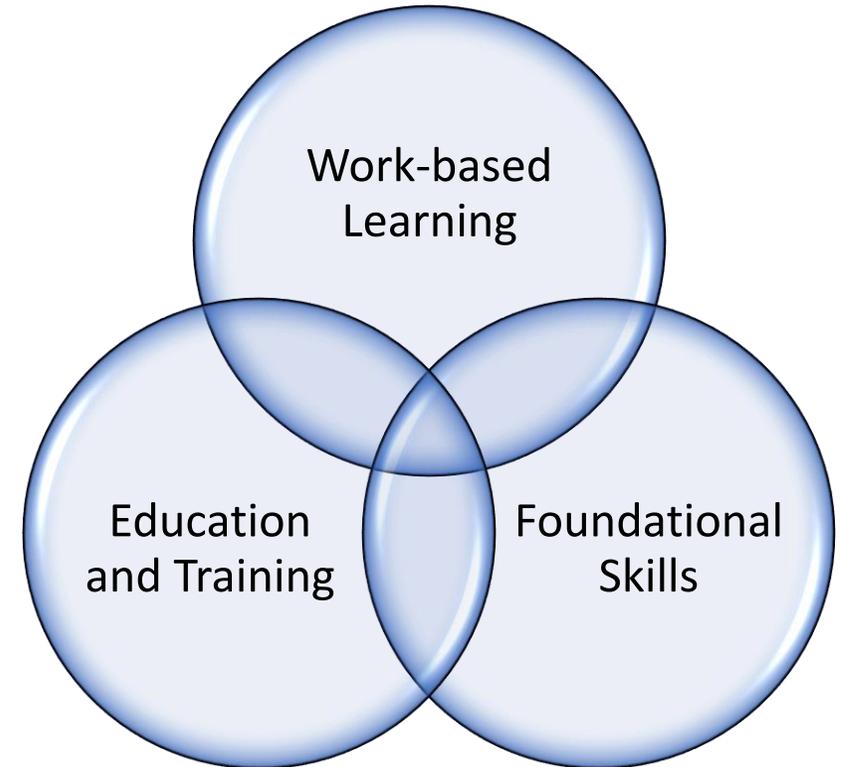
**VISION:** Promote employer-driven talent solutions that integrate education, workforce and economic development resources across systems to provide businesses, individuals and communities with the opportunity to prosper and contribute to growing the state's economy.

*Illinois WIOA Unified State Plan:*

<https://www.illinoisworknet.com/WIOA/Resources/Pages/StateUnifiedPlan.aspx>

# Career Pathway Projects

- Integrate workforce, education, and economic development services
- Serve opportunity youth who face barriers to employment and education
- Incorporate practices that align with the statewide adopted definition for a career pathway framework



# Career Pathway Definition

- A combination of rigorous and high-quality education, training, and other services that aligns both vertically and horizontally across Secondary Education, Adult Education, Workforce Training and Development, Career and Technical Education, and Postsecondary Education systems, pathways, and programs.
- Collaborative partnerships with these entities and business and industry, along with human service agencies, corrections, and other community stakeholders, serve as the foundational structure for high-quality and sustainable career pathways.
- Also includes multiple entry and exit points to facilitate individuals to build their skills as they progress along a continuum of education and training and advance in sector-specific employment. (See Appendix A of the NOFO)



# Career Pathway Elements

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Aligns with the skill needs of industries in the economy of the State or regional economy involved;

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Prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships registered under the National Apprenticeship Act;

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Includes counseling to support an individual in achieving the individual's education and career goals;

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Includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;

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Organizes education, training, and other services to meet the needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;

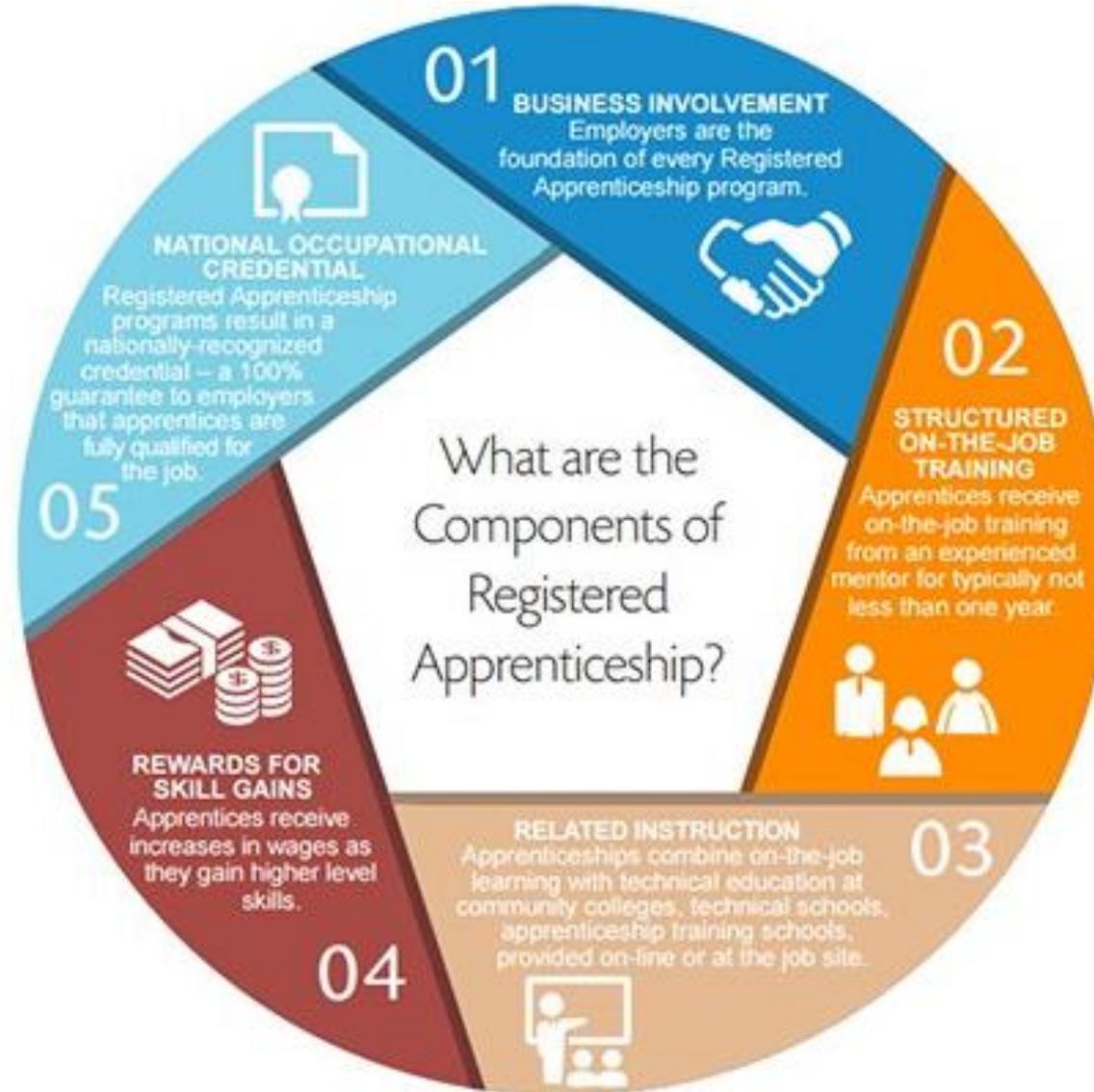
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Enables an individual to attain a secondary school diploma or its recognized equivalent, and at least one recognized postsecondary credential;

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Helps an individual enter or advance within a specific occupation or occupational cluster.

# What is Apprenticeship?



# Apprenticeship *Plus*

## CAREER PATHWAY

### Principles

- Employer Engagement
- Build on What's Working
- Access & Equity
- Innovation & Flexibility
- Accountability

### Infrastructure

- Employer Engagement
- ED, Education, & WF Policy
- Marketing & Promotion
- Technical Assistance
- Data & Performance Reporting

Pre-Apprenticeship

Pre-Apprenticeship

Youth Apprenticeship

Apprenticeship

Registered Apprenticeship

Non-Registered Apprenticeship  
 (Industry Recognized Credential Programs)

Business Involvement • Structured-on-the-Job Training • Related Instruction • Rewards for Skill Gains • Industry Recognized Credential



Federal ApprenticeshipUSA Funds



Federal WIOA Funds



Other State & Federal Funds



Company and Other Private Funds

# Comparison of Training Options

Feature	Registered Apprenticeship (RA)	Non-Registered Apprenticeship Industry Recognized Credential Program	Youth Apprenticeship (YA)	Pre-Apprenticeship
<b>Target Participant</b>	All, ages 16 & up	All, ages 16 & up	High school or out-of-school youth	All, ages 16 & up, including youth in high school
<b>Business Involvement</b>	Business employs participants as new hires (if not already employed). Wages paid by employer during training.		Experiences vary and usually provide paid part-time employment. Hours at the work site range from 1–30 hours/week. Businesses usually provide broad, general exposure to an occupation or group of related occupations.	Typically, pre-employment, upfront classroom instruction without pay.
<b>Structured On-the-Job Training</b>	On-the-job learning is conducted in the work setting under the direction of one or more of the employer’s personnel, aka mentor or journeyman.		Work-based learning guided by a detailed training plan. Specific work tasks addressed to develop some specific workplace competencies related to the training plan; a specified minimum of on-the-job training with workplace mentoring.	Pre-apprenticeship programs concentrate on classroom experiences related to job-readiness skills but may include exposure to the work setting through visits, job shadowing, etc.
<b>Related Instruction</b>	Classroom instruction is provided by apprenticeship training centers, technical schools, community colleges, distance learning, or onsite providers. Apprentice may or may not be paid for time spent “in class”. May work directly with community colleges that provide college credit for apprentices that meet the college requirements for entry.		School based academic instruction continues along with related technical coursework, provided by the school, a community college, or other provider. May work directly with community colleges that provide college credit for apprentices that meet the college requirements for entry.	Classroom and technology-based training. May include literacy, math, English, and work-readiness skills. Must have agreement that students are eligible to apply for admittance with at least 1 Registered Apprenticeship or Non-Registered Apprenticeship program; must prepare students to enter program.
<b>Rewards for Skill Gains</b>	Apprentices receive increases in wages as they gain higher level skills.		Depending on the agreement with participating employers, students may receive wage increases as skills are gained.	Completers can transition to a job where they can pursue a RA or other paid work.
<b>Industry-Recognized Credential</b>	The apprentice earns a nationally recognized credential from the U.S. Department of Labor that is portable and potentially stackable.	The apprentice earns industry recognized credential(s).	Youth Apprentices earn industry-recognized credentials such as NIMS, OSHA, etc.	Pre-apprentices earn industry-recognized credentials such as NIMS, OSHA, if available at this level of education, etc.



# Apprenticeship Tools & Resources

- US Department of Labor Workforce GPS:  
<https://apprenticeshipusa.workforcegps.org/>
- US Department of Labor Apprenticeship Playbook:  
<https://www.doleta.gov/oa/federalresources/playbook.pdf>
- High Level Apprenticeship Partner Roles Infographic:  
[https://www.dol.gov/apprenticeship/docs/Partner\\_Roles\\_Infographic\\_20150616.pdf](https://www.dol.gov/apprenticeship/docs/Partner_Roles_Infographic_20150616.pdf)
- Illinois workNet: [www.illinoisworknet.com/apprenticeshipplus](http://www.illinoisworknet.com/apprenticeshipplus)



# Apprenticeship Tools & Resources: Sponsors & Business Outreach

- USDOL Interactive Map of Sponsor Programs: <https://oa.doleta.gov/bat.cfm>
- USDOL Marketing to Apprenticeship Sponsors:  
<https://apprenticeshipusa.workforcegps.org/resources/2017/03/13/10/27/Apprenticeship-Sponsors-as-Eligible-Training-Providers>
- USDOL Business Outreach Guides & Fact Sheets:
  - <https://apprenticeshipusa.workforcegps.org/resources/2017/02/02/10/12/Marketing-Outreach-to-Business-on-Apprenticeship>
  - <https://www.dol.gov/apprenticeship/toolkit/docs/RA-Employer-Fact-Sheet.pdf>
  - [https://www.doleta.gov/oa/employers/apprenticeship\\_toolkit.pdf](https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf)
- USDOL Industry Focused Flyers:
  - <https://www.dol.gov/apprenticeship/pdf/ATR-AdvancedManufacturing.pdf>
  - <https://www.dol.gov/apprenticeship/pdf/ATR-Healthcare.pdf>
  - <https://www.dol.gov/apprenticeship/pdf/ATR-Transportation.pdf>
  - <https://www.dol.gov/apprenticeship/pdf/ATR-SkillTrades.pdf>
  - <https://www.dol.gov/apprenticeship/pdf/FinancialSector.pdf>



# Apprenticeship Tools & Resources: Workforce Professionals

- US Department of Labor Interactive Training Modules:  
<https://www.dol.gov/apprenticeship/toolkit/learn.htm>
- US Department of Labor Apprenticeship Tools & Templates:  
<https://www.dol.gov/apprenticeship/toolkit/implement.htm>
- US Department of Labor Guide to Expand Apprenticeship to Under Represented Populations:  
<https://apprenticeshipusa.workforcegps.org/resources/2017/02/28/12/33/Expanding-Apprenticeship-to-Under-Represented-Populations>
- US Department of Labor Quick Facts Resources:
  - Customer Flow: <https://www.dol.gov/apprenticeship/toolkit/docs/Desk-Aid-Customer-Flow.pdf>
  - Use of Funds: <https://www.dol.gov/apprenticeship/toolkit/docs/Desk-Aid-Use-of-Funds.pdf>
  - Performance: <https://www.dol.gov/apprenticeship/toolkit/docs/Desk-Aid-Performance.pdf>

# Funding Opportunities in Illinois

- Youth Career Pathways
- Talent Pipeline Management
- WIOA Statewide Innovation
- WIOA Formula Funds
- Other



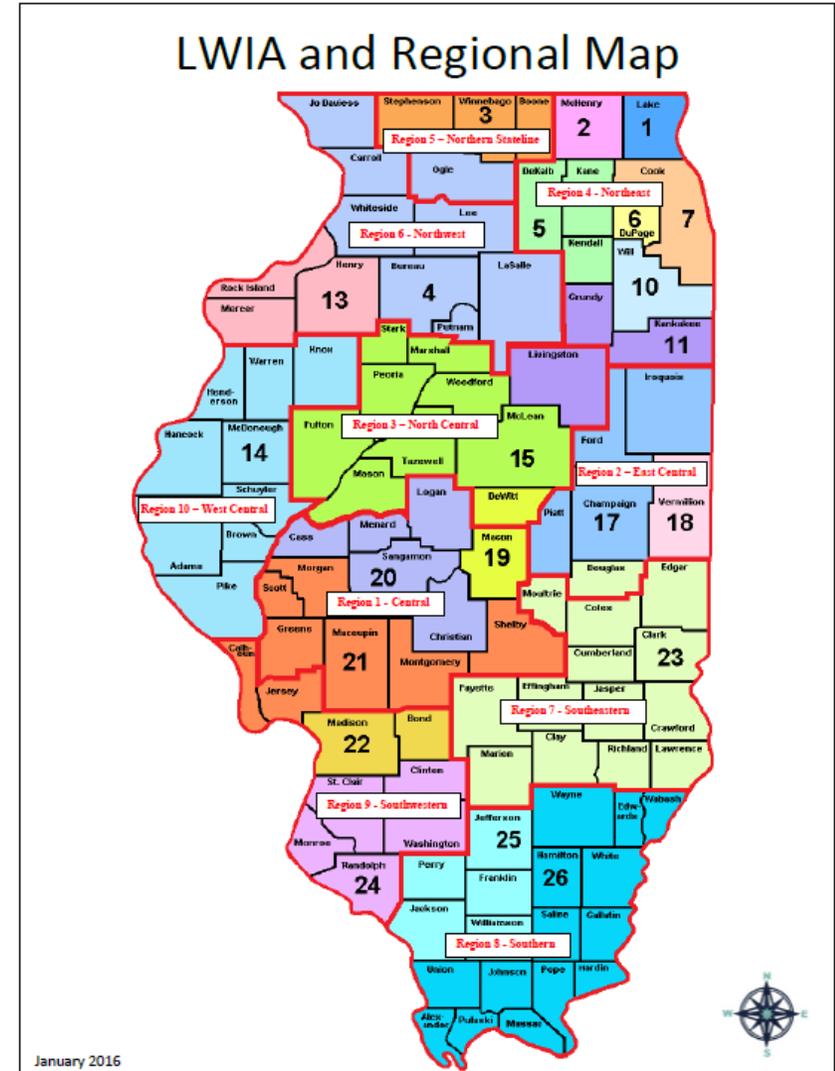
# Coordination with Regional Workforce Plans

The Department of Commerce will consider projects from LWAs and regions throughout the state.

Applicants must identify the workforce / economic development region and administer the pilot programs within the context of the State, Regional, and Local workforce development plans.

The WIOA Regional and Local Plans may be viewed at:  
[www.illinoisworknet.com/WIOA/RegPlanning/Pages/Plans\\_MOUs\\_Dashboard.aspx](http://www.illinoisworknet.com/WIOA/RegPlanning/Pages/Plans_MOUs_Dashboard.aspx)

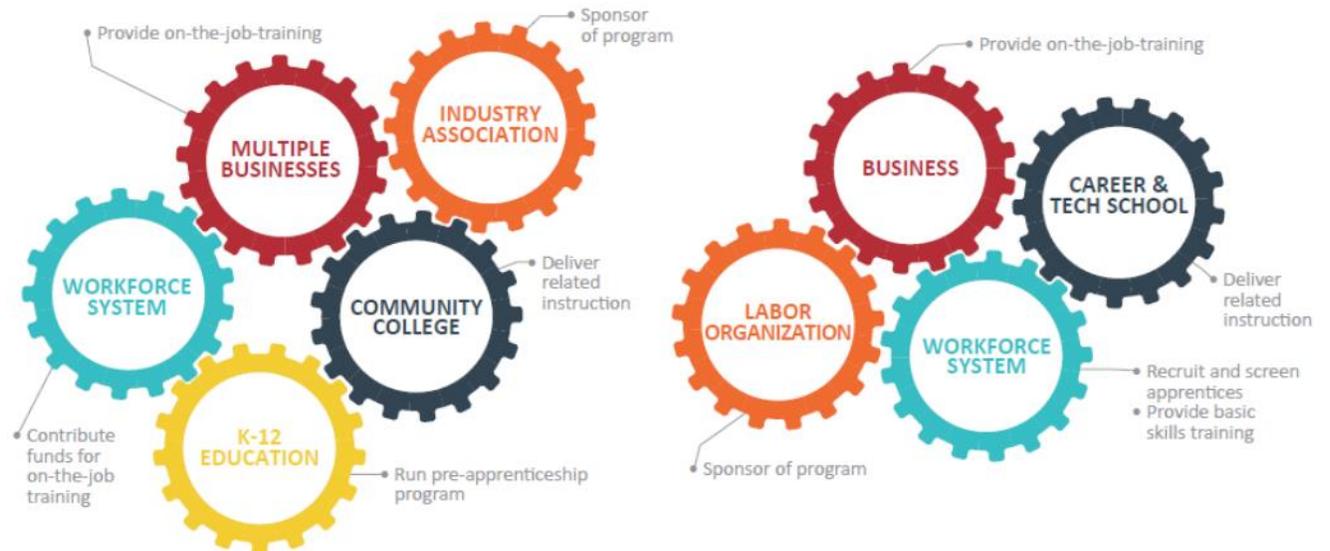
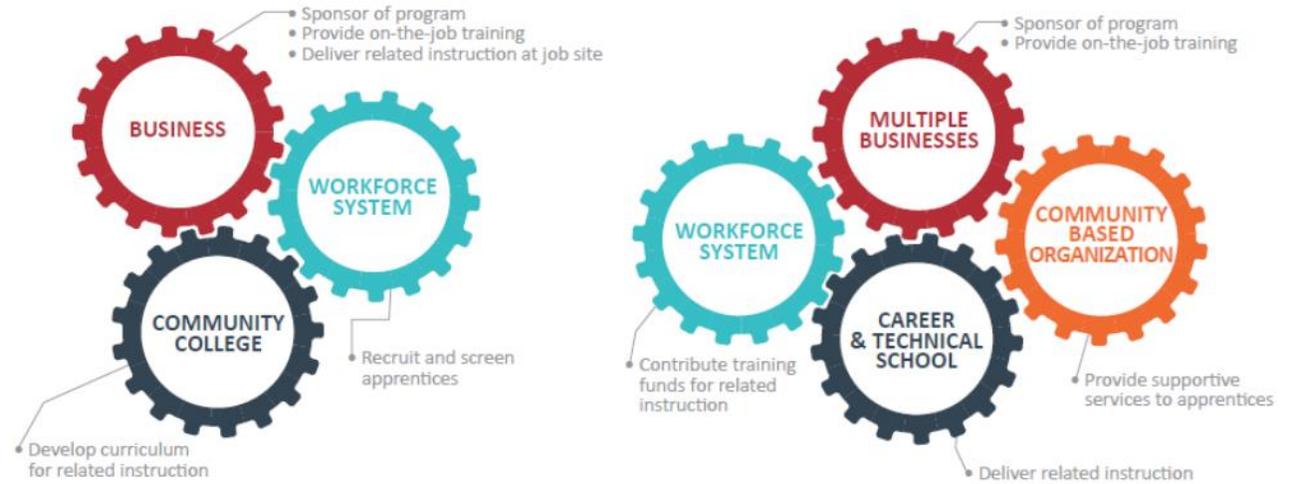
Applicants must work with the State, Regional, and Local WIOA partners to implement the project in coordination with WIOA. Illinois workforce and economic development regions are depicted in the map on this page.



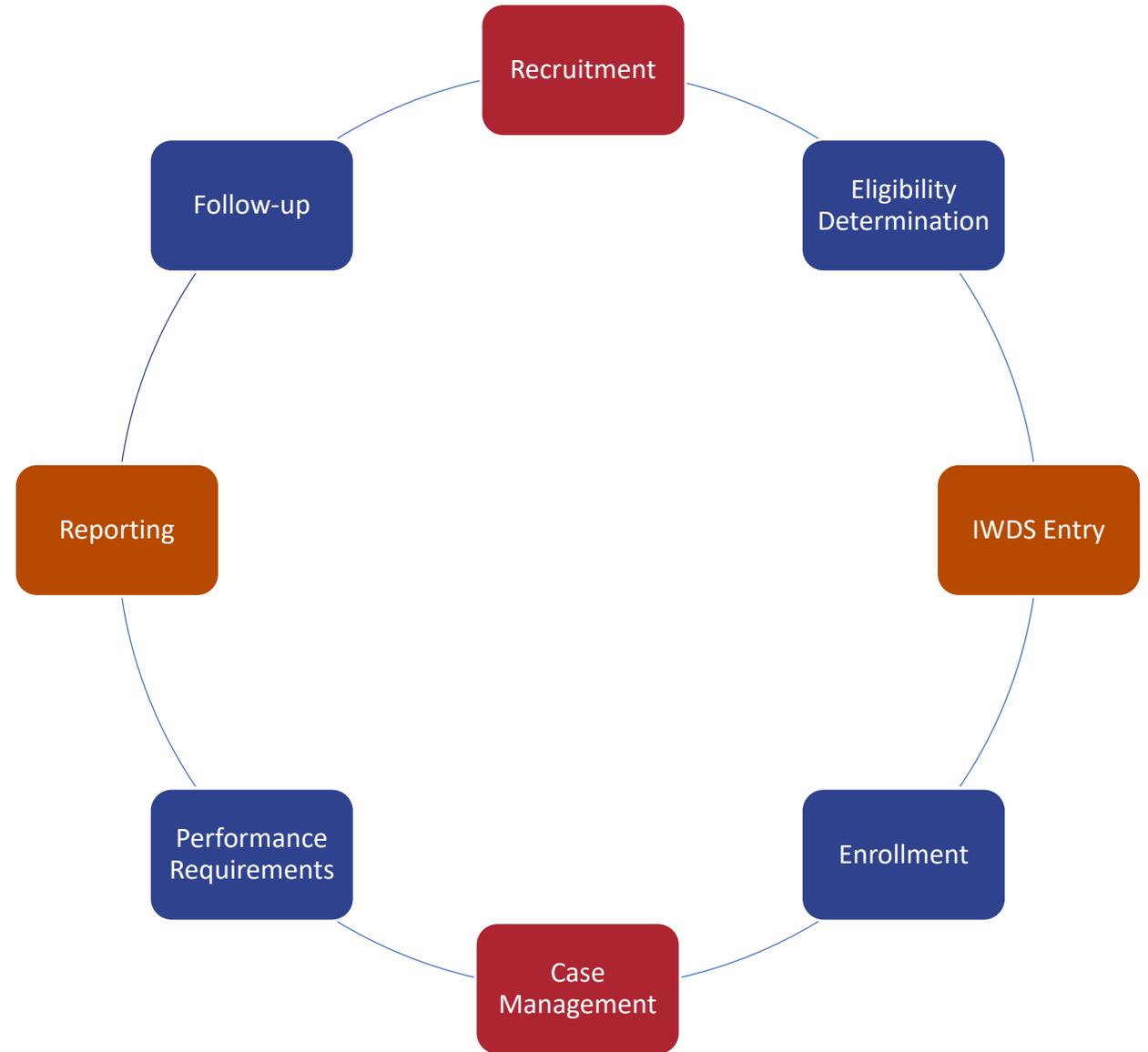
# Importance of Partnerships

The Development of partnerships should result in the following goals:

- To connect with businesses that need this training for their workforce
- To connect with organizations that can facilitate or provide skill upgrade training to these workers
  - ✓ Industry & Business Associations
  - ✓ Community Colleges
  - ✓ Public-Private Partners
  - ✓ Local Workforce Agencies



# MOU “Musts”



# Target Populations

- Low-income individuals
- Individuals with disabilities
- Returning Citizens (ex-offenders)
- Homeless individuals
- Youth who are in or have aged out of the foster care system
- Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers
- Eligible migrant and seasonal farmworkers
- Single parents (including single pregnant women)
- Long-term unemployed individuals

# Performance

- Projects that provide services directly to participants are expected to meet the WIOA performance measures of the LWIA in which they are partnering.
- Negotiated performance measures unique to each local area are applicable to all participants served under this NOFO are listed in Appendix D.
- In instances where the Grantee is not an LWIA, WIOA performance measures and targets for the grant will be determined at the State level.

# Targeted Industries and Occupations

- Applications will be accepted that target a specific industry(ies) that aligns with the state and/or regional workforce plan.
  - State of Illinois Unified Workforce Plan  
<https://www.illinoisworknet.com/wioastateplan>
  - WIOA Regional/Local Plans by Economic Development Region  
[https://www.illinoisworknet.com/WIOA/RegPlanning/Pages/Plans\\_MOUs\\_Dashboard.aspx](https://www.illinoisworknet.com/WIOA/RegPlanning/Pages/Plans_MOUs_Dashboard.aspx)
  
- Industries targeted are based on an analysis of the labor market information.

# Reporting Requirements

## Incumbent Workers

*IL Workforce Tracking System*

Workers

Training Information

Outcomes

Monthly Cost Reporting

Quarterly Reports

## WIOA Participants

*IL Workforce Development System*

Eligibility & Services Provided

Case notes

Outcomes

*Illinois workNet Portal*

Youth Pathways Program

Monthly Cost Reporting

Quarterly Reports



# Grant Opportunity 1 – Youth Pathways

*The Youth Career Pathways Program provides grants for projects that address priorities identified in the WIOA Unified State Plan and incorporates the practices of the statewide definition a career pathway framework.*

- Proposals must serve opportunity youth with barriers that prevent continued education and employment.*
- Successful pilot projects will integrate workforce, education, and economic development services and address barriers to accessing job-driven training resulting in employment opportunities.*
- These projects will inform the development of sustainable career pathways for young people throughout the state. Additionally, funded proposals support the effective implementation of WIOA regulations within Illinois' economic development regions.*

# Youth Career Pathway Quick Facts

- **Participant Focus:** In-School and/or Out of School Youth
- **Award Information:** It is anticipated that DCEO will award \$3-5 million in *youth pathways* grants. The typical award range is from \$250,000 to \$500,000.
- **NOFO Website:**  
<https://www.illinoisworknet.com/youthcareerpathwaysnofo>



# Funded Projects Include:

- Clearly defined regional, cross-sector partnerships, including businesses supported by an MOU that demonstrates roles and responsibilities for each partner (this includes a clear relationship with a LWIA)
- Services focused on WIOA-eligible youth (see Appendix C of the NOFO) and clearly describe who and how eligibility will be determined along with providing the required follow-up services for one year after exit
- Clearly state your credentials (credentials must be recognized by a post-secondary entity, or industry)
- Plans for utilization of Illinois workNet in project implementation
- Integration of ICAPS/IET and Bridge programs in Career Pathway Development (where applicable)
- Plans for sustainability of the project (must be specific in how project will continue once WIOA funding ends)

# Successful Applications Include:

- Partnerships with education, employers, and workforce boards to plan and leverage resources
- Business engagement in developing and managing career pathway programs
- Credentials, certifications, and/or postsecondary access that result from career pathway programs
- High demand industries and higher skill occupations that meet youth earnings and career goals
- Work-based learning opportunities to experience the workplace first-hand
- Individual career/employment plans for each youth participant
- Individual supports available to meet the unique needs of each youth program participant
- Contextualized learning and work-based skills that prepare youth for employment
- Measuring results and continuous improvement methodology to maintain and enhance program quality
- Sustainability plans that connect the program to broader long-term talent strategies



## Youth Performance

- **Employment/Education Rate 2<sup>nd</sup> Quarter after Exit** - The percentage of WIOA registered participants in unsubsidized employment, secondary education, postsecondary education, and occupational skills training in the 2<sup>nd</sup> quarter after exit from the program.
- **Employment/Education Rate 4th Quarter after Exit** - The percentage of WIOA registered participants in unsubsidized employment, secondary education, postsecondary education, and occupational skills training in the 4th quarter after exit from the program.
- **Credential Attainment** - *Only includes those who received training or education (excluding OJT or Customized Training)* - The percentage of WIOA registered participants who obtain a postsecondary credential or a high school diploma or GED during participation in a program or within 1 year after exit from the program. If participant obtains secondary school diploma or equivalent, they must also be employed or in an education/training program leading to a postsecondary credential within one year after exit to count as having met the performance indicator.
- **Measurable Skill Gains** - includes those in education or training in each program year (not exit based) that achieve any of the following – educational functioning level increase, secondary school diploma attainment, transcript/report card showing 12 credits attained, satisfactory progress report toward established milestone, and successful passage of a required exam. (Only one gain per program year (i.e., in numerator and denominator one time) unless a participant has multiple periods of participation in each program year.

## Grant Opportunity 2 – Talent Pipeline

*The Illinois Talent Pipeline Program uses strategies to train workers who can contribute to a companies' growth and success. Projects funded under this program are intended to develop sustainable work-based learning programs to help Illinois companies retain and train current workers and hire new staff. Applications must address one or more of the Illinois Talent Pipeline activities listed below to be considered for funding.*

- *Projects that connect talent strategies with business needs.*
- *Layoff aversion projects that support businesses and workers that are impacted or at risk of being impacted by company closures or layoffs.*
- *Projects that expand work-based learning opportunities including apprenticeships for targeted populations.*

# Talent Pipeline Quick Facts

- **Participant Focus:** Dislocated Worker, Adult, Incumbent Workers
- **Award Information:** It is anticipated that DCEO will award \$3-5 million in *talent pipeline* grants. The typical award range is from \$250,000 to \$500,000.
- **NOFO Website:** [www.illinoisworknet.com/TalentPipelineNOFO](http://www.illinoisworknet.com/TalentPipelineNOFO)

## Six Key Concepts to a Successful TPM Application...

### 1. Eligible Group to be Served

- A. **Incumbent workers** – current workers in need of training and/or skills upgrading
- 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. **Adults** – individuals over 18 with barriers to employment

## Six Key Concepts to a Successful TPM Application...

### 2. Training Toward Employment

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

# 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

# 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

# Incumbent Worker Training

Skills upgrade to someone on payroll (for at least 6 months)

Employer match sliding scale between 10%-50% of training costs based on employer size and other economic factors. Employer must contribute at least 10% of training costs

Employee wages paid while in training count toward the match

Projects must focus on “layoff aversion” and identify a specific risk factor

- Declining Sales

- Supply chain issues

- Industry/Market trends

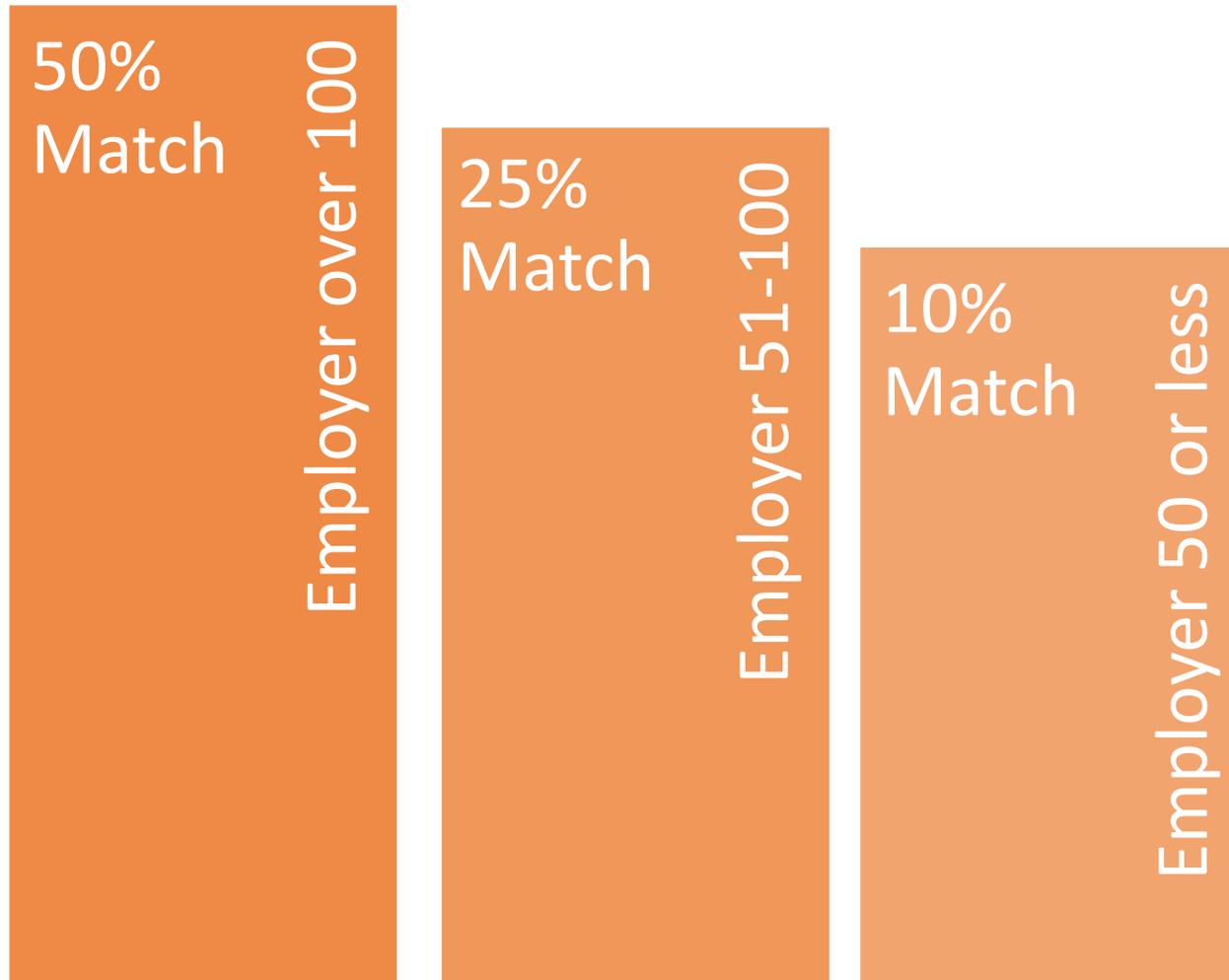
- Changes in management – Philosophy or Ownership

- Worker lacks necessary skills

- Strong possibility of a new job if worker attains new skills

Specific company/ies to be included

# Incumbent Worker Employer Match Sliding Scale



## Six Key Concepts to a Successful TPM 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 29

## Six Key Concepts to a Successful TPM Application...

### 4. The Development of Unique Partnerships

- A. Identify partners who will provide the following:
  1. Grant administration
  2. Eligibility determination
  3. Reporting requirements
  4. Training component
  5. Employment
- B. Identify intermediaries, including:
  1. Schools
  2. Industry associations
  3. Community-based organizations
  4. Local Workforce Areas

## Six Key Concepts to a Successful TPM Application...

### 5. What makes it a *Pilot* project?

How does this characteristic address unique employment opportunities for the population to be served?

## Six Key Concepts to a Successful TPM Application...

### 6. Sustainability

- How will the project be sustained beyond the funding period?
- Identify sustainability partners, MOUs, and letters of commitment



# Grant Opportunity 3 – WIOA Statewide Innovation Program

*The WIOA Statewide Workforce Innovation Program can fund projects that support the vision, principles, goals and strategies articulated within the WIOA Unified State Plan. Applications must address one or more of the WIOA Statewide Workforce Activities listed below to be considered for funding.*

- *Sector Partnership Projects*
- *Innovative Workforce Pilot and Research Projects*
- *Priority Population Projects*
- *Statewide Technical Assistance*



# WIOA Statewide Workforce Innovation Program Quick Facts

- **Funding Focus:** Workforce & Education Partners
- **Award Information:** It is anticipated that DCEO will award \$1-3 million in WIOA innovation grants.
- **NOFO Website:** [www.illinoisworknet.com/WIOAInnovationNOFO](http://www.illinoisworknet.com/WIOAInnovationNOFO)

# Sector Partnerships



- Grant funds may support new or expanded local and regional job-driven partnerships that increase the workforce investment system's capacity to provide critical training that aligns with the needs of businesses and industries.
- Activities include regional planning and sector strategies that will align resources to address skills and other needs of in-demand industries.
- Regional planning and sector strategies support participants by assessing the regional economic landscape to identify new or growing employment opportunities in the region.

# Workforce Pilots / Research Projects

- Grant funds may support implementing innovative programs and strategies designed to better engage employers in workforce investment activities and make the workforce development system more relevant to the needs of State and local businesses.
- Grant funds may identify and develop innovative education and training programs that responds to the needs of business and accelerates the placement of qualified workers.

# Priority Populations Projects

- Grant funds may be used to help develop strategies for effectively serving individuals with barriers to employment and for coordinating programs and services among workforce partners.
- Projects must be focused on serving the targeted populations identified in Illinois' Unified Workforce Plan.



**Projects that serve individuals must meet the WIOA Eligibility, Reporting & Performance Requirements**

# Technical Assistance / WIOA Implementation

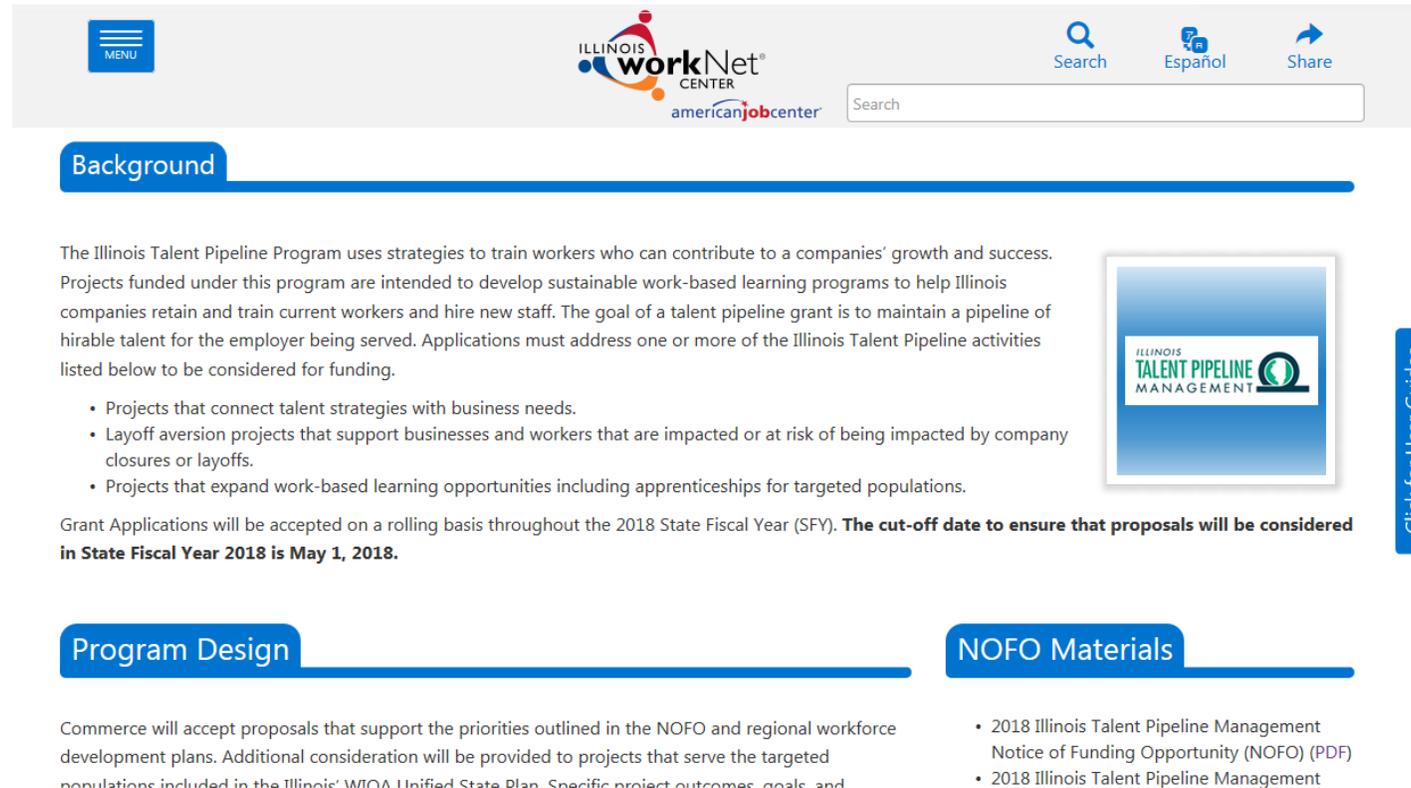
- Grant funds may provide technical assistance to local boards, chief elected officials, one-stop operators, workforce partners, and eligible providers in local areas.
- Technical assistance may also include activities to improve the integration of case management, training services, supportive services, business services, and employer engagement among workforce, education and economic development partners.

# Application Timeline

APPLICATION TIMELINE	
Grant Information Workshops	March-April
<b>Applications Due</b>	<b>May 1, 2018</b>
Grant Negotiation	May/June
Grant Award (Anticipated)	June/July

Note: The Department will accept applications throughout the state fiscal year. This timeline includes the cut off to be guaranteed consideration for funding in fiscal year 2018.

# Online Dedicated Resources



The screenshot shows the website's navigation bar with a menu icon, the logo, a search bar, and links for 'Search', 'Español', and 'Share'. The main content area features a blue header for the 'Background' section. The text describes the Illinois Talent Pipeline Program's goal to train workers and lists three types of projects eligible for funding. A sidebar on the right contains a 'Click for User Guides' button and a thumbnail for 'ILLINOIS TALENT PIPELINE MANAGEMENT'. Below the main text are two more section headers: 'Program Design' and 'NOFO Materials', each with a list of resources.

**Background**

The Illinois Talent Pipeline Program uses strategies to train workers who can contribute to a companies' growth and success. Projects funded under this program are intended to develop sustainable work-based learning programs to help Illinois companies retain and train current workers and hire new staff. The goal of a talent pipeline grant is to maintain a pipeline of hireable talent for the employer being served. Applications must address one or more of the Illinois Talent Pipeline activities listed below to be considered for funding.

- Projects that connect talent strategies with business needs.
- Layoff aversion projects that support businesses and workers that are impacted or at risk of being impacted by company closures or layoffs.
- Projects that expand work-based learning opportunities including apprenticeships for targeted populations.

Grant Applications will be accepted on a rolling basis throughout the 2018 State Fiscal Year (SFY). **The cut-off date to ensure that proposals will be considered in State Fiscal Year 2018 is May 1, 2018.**

**Program Design**

Commerce will accept proposals that support the priorities outlined in the NOFO and regional workforce development plans. Additional consideration will be provided to projects that serve the targeted populations included in the Illinois' WIOA Unified State Plan. Specific project outcomes, goals, and

**NOFO Materials**

- 2018 Illinois Talent Pipeline Management Notice of Funding Opportunity (NOFO) (PDF)
- 2018 Illinois Talent Pipeline Management

[www.illinoisworknet.com/youthcareerpathwaysnofo](http://www.illinoisworknet.com/youthcareerpathwaysnofo)  
[www.illinoisworknet.com/TalentPipelineNOFO](http://www.illinoisworknet.com/TalentPipelineNOFO)  
[www.illinoisworknet.com/WIOAInnovationNOFO](http://www.illinoisworknet.com/WIOAInnovationNOFO)



# For More Information Contact

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- Talent Pipeline – Lorraine Wareham  
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- WIOA Statewide Innovation – Mike Baker  
[Michael.Baker@Illinois.gov](mailto:Michael.Baker@Illinois.gov)
- GATA / Program Administration – John Barr  
[John.W.Barr@Illinois.gov](mailto:John.W.Barr@Illinois.gov)