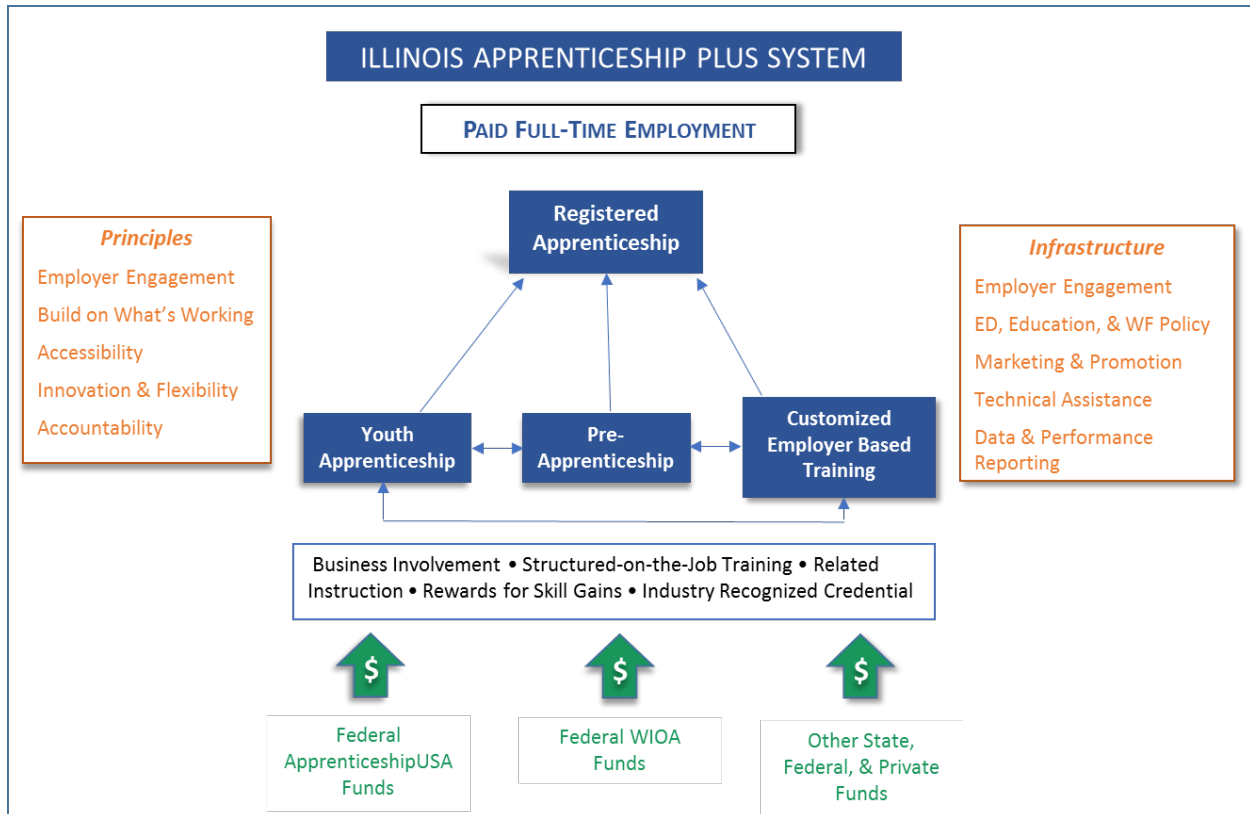


ApprenticeshipUSA State Expansion Grant Proposal

The Illinois Apprenticeship Committee, a standing committee of the Illinois Workforce Innovation Board, will oversee the implementation of the State’s Apprenticeship Plus System. This system, based on research on other state apprenticeship models and the insights from Apprenticeship Committee members and other experts, is illustrated in the figure below. The “Illinois Apprenticeship Plus System” recognizes that employers and job-seekers have varying degrees of knowledge and comfort with the concept of apprenticeships, and the goal is to provide a variety of options for participation.



In addition to the well-known options of Registered Apprenticeship, pre-apprenticeship, and youth apprenticeship, the Apprenticeship Plus system includes a fourth option: customized employer-based training (the “Plus” in the system’s name). Similar to high-quality on-the-job training, this option – as well as the other three in the system – requires five features associated with DOL Registered Apprenticeship: business involvement, structured on-the-job training, related instruction, rewards for skill gains, and an industry-recognized credential.

These options represent multiple pathways to increasing the number of Registered Apprenticeships and, taken together, represent an apprenticeship scaffolding that supports entry and progression toward Registered Apprenticeships. Funding to support implementation of this model was requested through a recent submission by DCEO to the U.S. Department of Labor under the ApprenticeshipUSA State Expansion Grant Program. Illinois is eligible for \$3.0 million through this competitive funding opportunity. This \$3 million would be awarded through three separate funding streams.

Base award: \$1.3 million will be used to build the capacity of the entire workforce system to support Illinois Apprenticeship Plus and its four associated training options; and to launch a statewide apprenticeship initiative by convening regional roundtables and announcing a competitive grant process.

Innovation Pilots to Expand Access to Underrepresented Populations - \$500,000 will be used to fund and deploy diversity technical assistance teams made up of subject matter experts (SMEs) with expertise in connecting historically underrepresented groups to quality apprenticeship opportunities.

Innovation Pilots to Increase Industry Demand for Apprenticeship - \$1.2 million will be used to leverage new State policy (to be developed in the fall of 2016) that realigns WIOA funds to incentivize employers and service providers to use apprenticeships, particularly in concert with other resources. The majority of funds will support a competitive grant process to support initiatives by employers and other sponsors who commit to using innovative funding strategies to expand their use of apprenticeships.

The Apprenticeship Committee will provide overall guidance and support of Expansion Grant funding, including a robust evaluation process. DCEO will administer the funding. Committee members have a wealth of experience in using apprenticeships and will contribute their knowledge and expertise in numerous ways. Some examples of these apprenticeship assets follow.

- **Alicia Martin**, chair of the Illinois Apprenticeship Committee, is a member of the IWIB and President and CEO of the Illinois Chapter of **Associated Builders and Contractors (ABC)**, a national association with 70 chapters representing 21,000 merit shop construction and construction-related firms. ABC provides Registered Apprenticeship training programs in 12 trades. These programs are excellent examples of how WIOA funding may be used to support Registered Apprenticeships.
- Illinois Advanced Apprenticeship Consortium (IAAC), a private-public partnership, received a \$3.9 million grant in 2015 to grow a pipeline of highly skilled IT and manufacturing technicians across the state. The **Illinois Manufacturers' Association (IMA)** leads the IAAC and administers the grant. **Jim Nelson**, Vice President of External Affairs for the IMA, serves on the Committee.
- **ThyssenKrupp** in Danville, Illinois, has taken the Registered Apprenticeship model and created a successful Youth Apprenticeship program to help populate a talent pipeline of future, full-time employees. **Michael Barth**, Youth Apprenticeship Advisor, is an active member of the Committee.
- **Harper College** in Palatine, Illinois, received a \$2.5 million grant to expand apprenticeship into the insurance sector. Partnering with Zurich Insurance, Harper is sponsoring a program that will foster the next generation of underwriters and claims professionals. Dr. **Rebecca Lake** is integral to this work at Harper and serves on the Committee.
- The **American Health Information Management Association (AHIMA) Foundation** received a \$4.9 million grant to fund a health information apprenticeship program. Although this money will be used to expand apprenticeship across the United States, the Illinois Apprenticeship Committee is benefitting from AHIMA's experience of creating new and innovative apprenticeships. Dr. **Bill Rudman**, the executive director, serves on the Apprenticeship Committee.
- **Schneider National**, the largest truckload carrier in North America and a leader in logistics, has been working with the Pentagon and has created a military apprenticeship program. **Grailing Jones** is a National Executive Director for Schneider, and is currently working on a grass-roots apprenticeship model for underserved populations, and serves on the Committee.