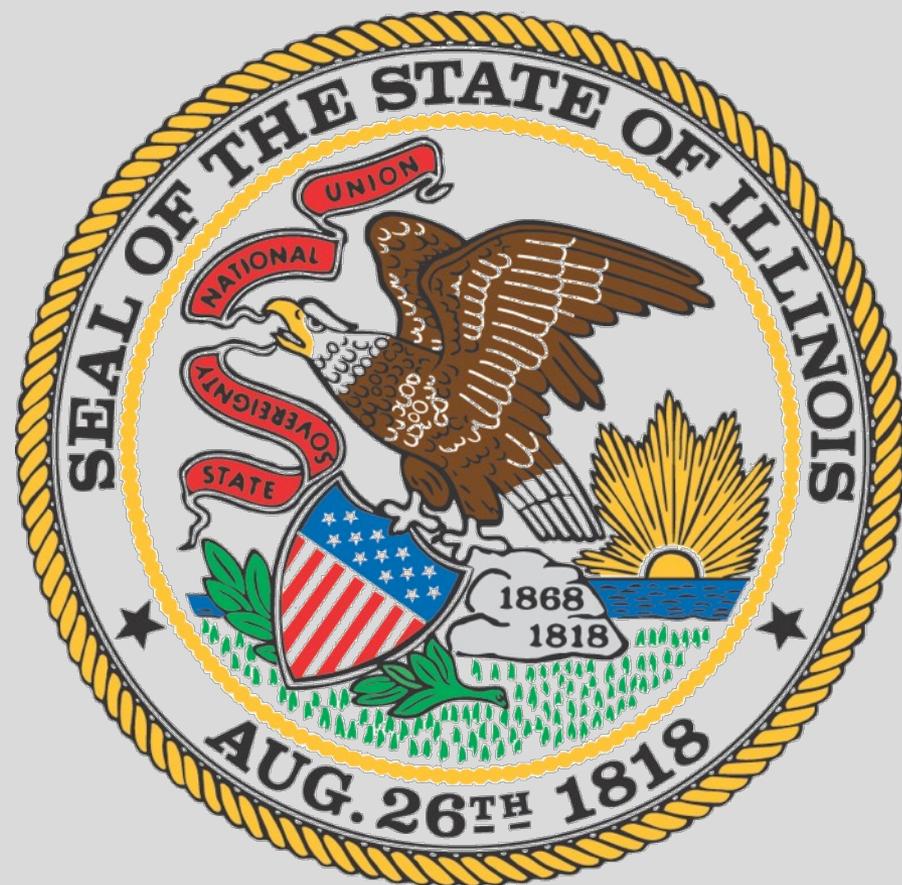


Illinois Integrated Regional Planning Project

October 22, 2015



Welcome



- Julio Rodriguez, Deputy Director of Employment and Training, Illinois Department of Commerce and Economic Opportunity



Timing and Context



- **Passage of WIOA**
 - Adoption of data-driven regional planning, career pathways, sector strategies, integrated service delivery and work-based learning
- **NGA Center Talent Pipeline Policy Academy**
- **Opportunity:** Enhance alignment among workforce development, economic development, and education in pursuit of Governor Rauner's vision and goals
- **Leverage public and private investments to shared targets**

Overall Regional Project Activities



- Support regions in regional planning and sector strategy development
- Provide customized technical assistance to each region
- Helping regions build consensus on industry targets
- Support regions in enhancing industry-focused partnerships

Today's Agenda



- Welcome and introductions
- Regional planning and project overview
- Regional team development
- Discussion with regional partners
- Overview of upcoming regional self-assessment exercise
- On the horizon: Upcoming activities and next steps

Introductions

About Maher & Maher

- Talent development and change management consultants
 - Nexus of workforce development, economic development, and education
- Expertise:
 - Technical assistance and training
 - Strategic planning and facilitation
 - Industry sector strategies and career pathways
 - Systems assessment and redesign



- Primary practice areas:
 - Federal government and NGOs
 - States, regional areas, and community colleges
 - Private sector
- 28 years in operation
- Self-certified small business
- Headquartered in NJ
 - Office in Washington DC

Our Project Team



Rick Maher
President/CEO



Rodney Bradshaw
Consultant



Gretchen Sullivan
Sr. Consultant



Sylvia Middleton
Senior Analyst



Arnie Richter
Project Advisor



Carrie Yeats
Director, State &
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Scott Sheely
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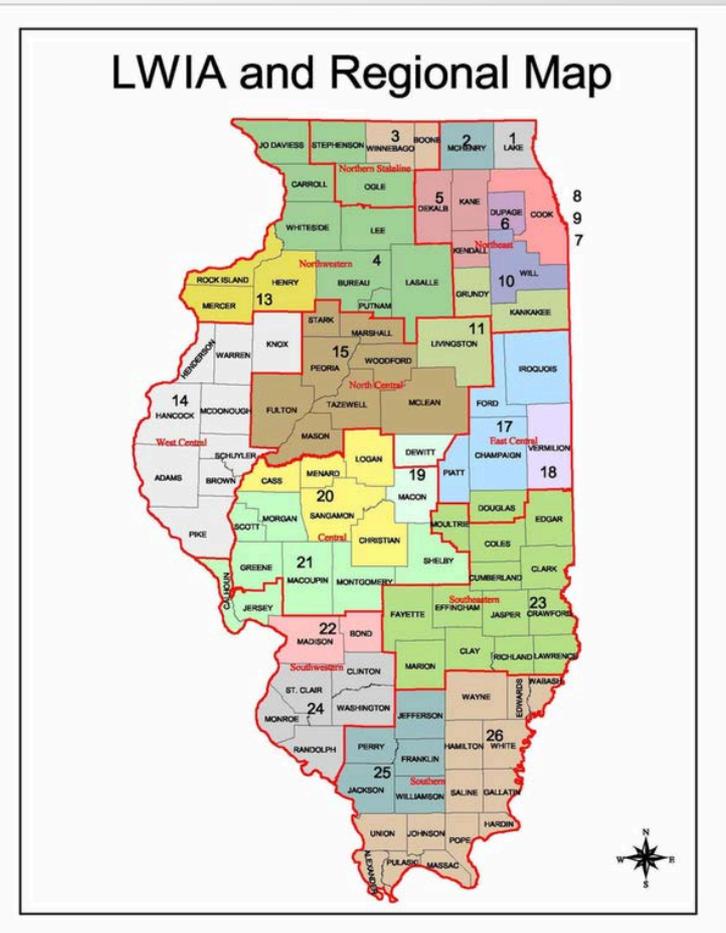
Kathy Sweeney
Sr. Consultant



Which partner group do you represent?



- Adult Education
- Community action/development
- Community college
- Economic development
- Vocational Rehabilitation
- Workforce development



Strategic Regional Planning: Resource Alignment and Integration

Overall Project Objectives



- **Build the talent pipeline!** Provide the state's regions with a framework and implementation plans for meeting businesses' needs for skilled workers and workers' needs for good jobs
 - Support development of diverse regional partnerships to advance talent development approaches
 - Support further development of integrated career pathways
 - Help integrated regional teams identify and align resources to support collaborative strategies
 - Help align business and job seeker service delivery strategies to the “supply chain” vision

Begin with the end in mind.



Common vision ... common goals!



**Educational
Systems**



**Economic
Development**



**Workforce
System**



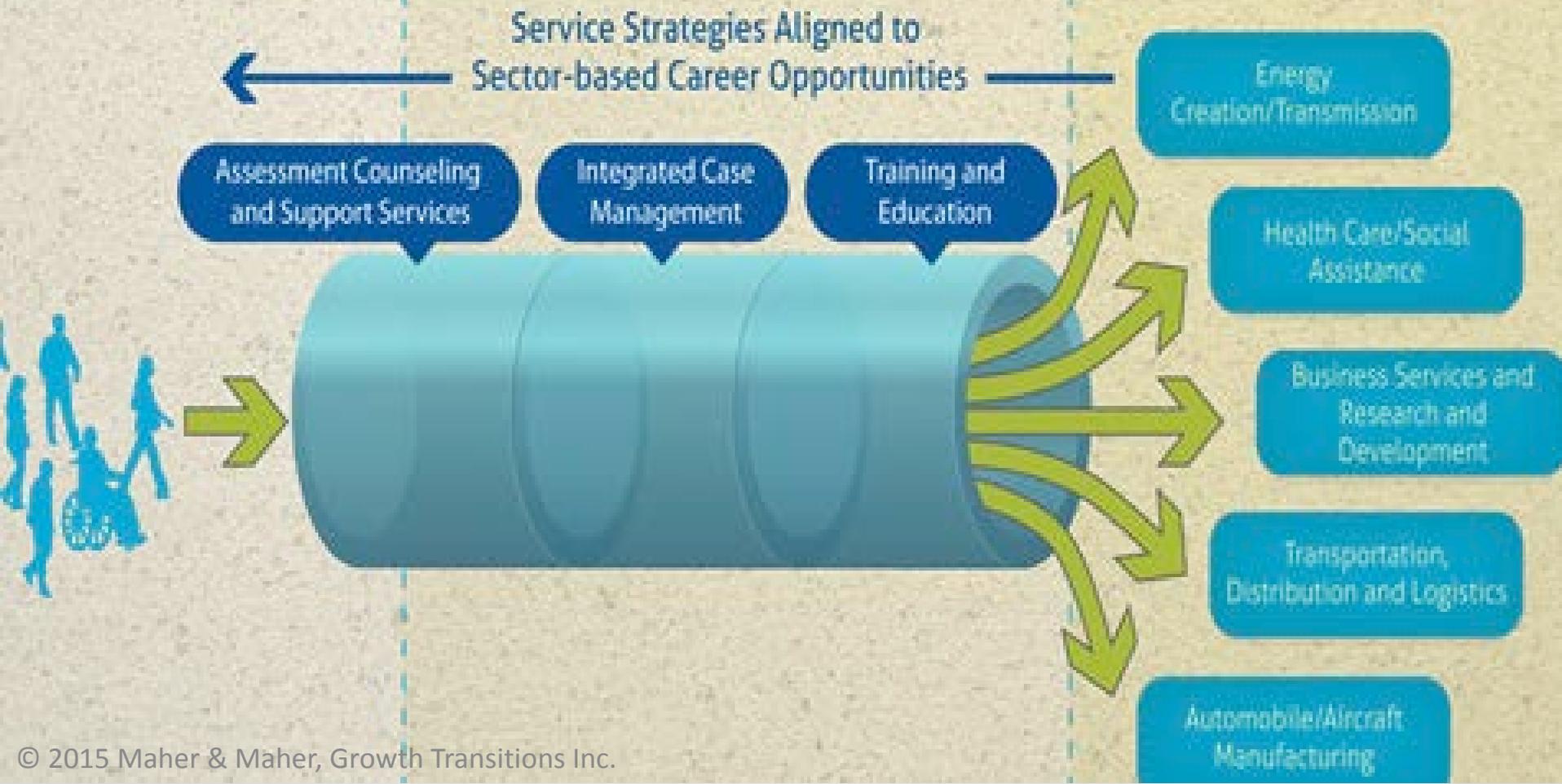
**Targeted
Growth Sectors**

The Talent Pipeline – workforce as an asset for regional prosperity

A World-Class Talent Pipeline

Intake

Regional
Career Opportunities



Collaborative Regional Approaches Transform!



Strategic Level



From:

- Programs and funding streams drive goals and strategies
- Disparate plans, policies, and investments among partners
- Siloed program administration
- Board as functionary
- Transactional, “one-off” employer engagement

To:

- Regional workforce, economic, and education needs drive goals and strategies
- Partner’ plans, policies, and investments are aligned to shared targets
- Coordinated, customer-focused talent pipeline development
- Board as catalyst, convener, and champion
- Deep and sustained partnerships with groups of businesses

Service Delivery Level



From:

- Business services are localized, single-agency, and focused on labor exchange
- Training investments are individualized and not aligned to growth sectors
- Credential attainment not connected to target sectors' needs
- Career Center organization and service delivery not tied to career opportunities and pathways in target sectors
- Job placement as goal and service end point

To:

- Business services are regionalized and coordinated among partners to deliver diverse solutions
- Training is driven by industry and business needs
- Credential attainment aligned to identified industry needs and targets
- Sector focus reflected in Career Center organization, partnerships, customer flow, and service planning and delivery
- Long-term career development along clear pathways in targeted industry sectors

Integrated Career Pathways



- **Education, training, and credential sequences that:**

- Align to skill needs of targeted sectors
- Are flexible (shift quickly to demand)
- Articulate the full range of K-12, adult education, and post-secondary education assets
- Embed “stackable” industry-recognized credentials
- Make work a central context for learning
- Accelerate educational and career advancement through assessment of prior learning, integrated “basic” education and technical training, and other strategies
- Provide supports at transition points



Questions?



Regional Planning Process & Success Factors

“World-Class” Regions:



- ✓ Are Driven by **Great Data**
- ✓ Are founded on a **Regional Vision**
- ✓ Are **Guided by Industry**
- ✓ Lead to **Strategic Alignment**
- ✓ **Transform how Services** (jobseeker and employer) are **Delivered**
- ✓ Are **Measured, Improved, and Sustained**





Questions?



Project Overview

Key Project Activities



- State/regional data analysis to identify potential target sectors
- Formation of Regional Teams
 - 3 Regional Team Meetings December 9, 10, 11
 - Facilitate teams' initial regional planning process
- Statewide Summit in 2016
 - Ongoing facilitated regional plan development
- Ongoing regional plan development and technical assistance
 - December-January
- Deliver of draft and final project report with recommendations
 - April

Team Configuration: 10 Economic Regions



LWIA and Regional Map



Project Deliverables



- Data reports supporting target industry clusters for the state and each of the 10 regions
- Regional Planning Guides
- Regional self-assessment instrument and process
- Three multi-Region Meetings to introduce the project and beginning planning at the regional level
- Statewide Summit for all regions to attend
- Recommendations for each region as they move forward in their planning process
- Final report with accomplishments, findings, and recommendations for moving forward

Questions?



Regional Team Development

Regional Teams: Roles



- Participate in a self-assessment exercise designed to help determine each region’s “current state” relative to regional planning
- Attend the Regional Meeting and Statewide Summit and be responsible for planning activities there and afterward
- Advocate for and lead the development of strategies, resource alignment among partners, and integrated services in each region

Regional Teams: Membership



- Workforce development entities
- Community colleges and 4-year institutions
- Economic development entities
- K-12 education, including secondary career and technical education partners
- Vocational Rehabilitation
- Adult Education
- Community development partners
- Business representatives, especially those from likely targeted industry sectors
- Business/industry organizations
- Other stakeholders as determined by the region

Some Thoughts on Building Teams



- Who are your existing key partners?
- Who are your nascent/emerging partners?
- Who are the thought leaders and champions in your region?
- Who from “outside the tent” do you want to bring in?
- Who is well-connected to important industries in your region?
- Who is essential to helping you develop and implement sector strategies for critical industries?

On the Horizon for Regional Teams



- Begin assembling and/or expanding regional teams
- Determine Point of Contact for Maher facilitator
- Complete forthcoming regional self-assessment
 - In preparation for December Regional Meeting
- December 9, 10, 11 – 3 Regional Meetings
 - Introduce regional industry cluster data
 - Review self-assessment results
 - Conduct SWOT analysis
 - Identify top priorities/areas of work
- Statewide Summit in 2016
- October 2015 – March 2016
 - Ongoing plan development work
 - Technical assistance available from facilitators

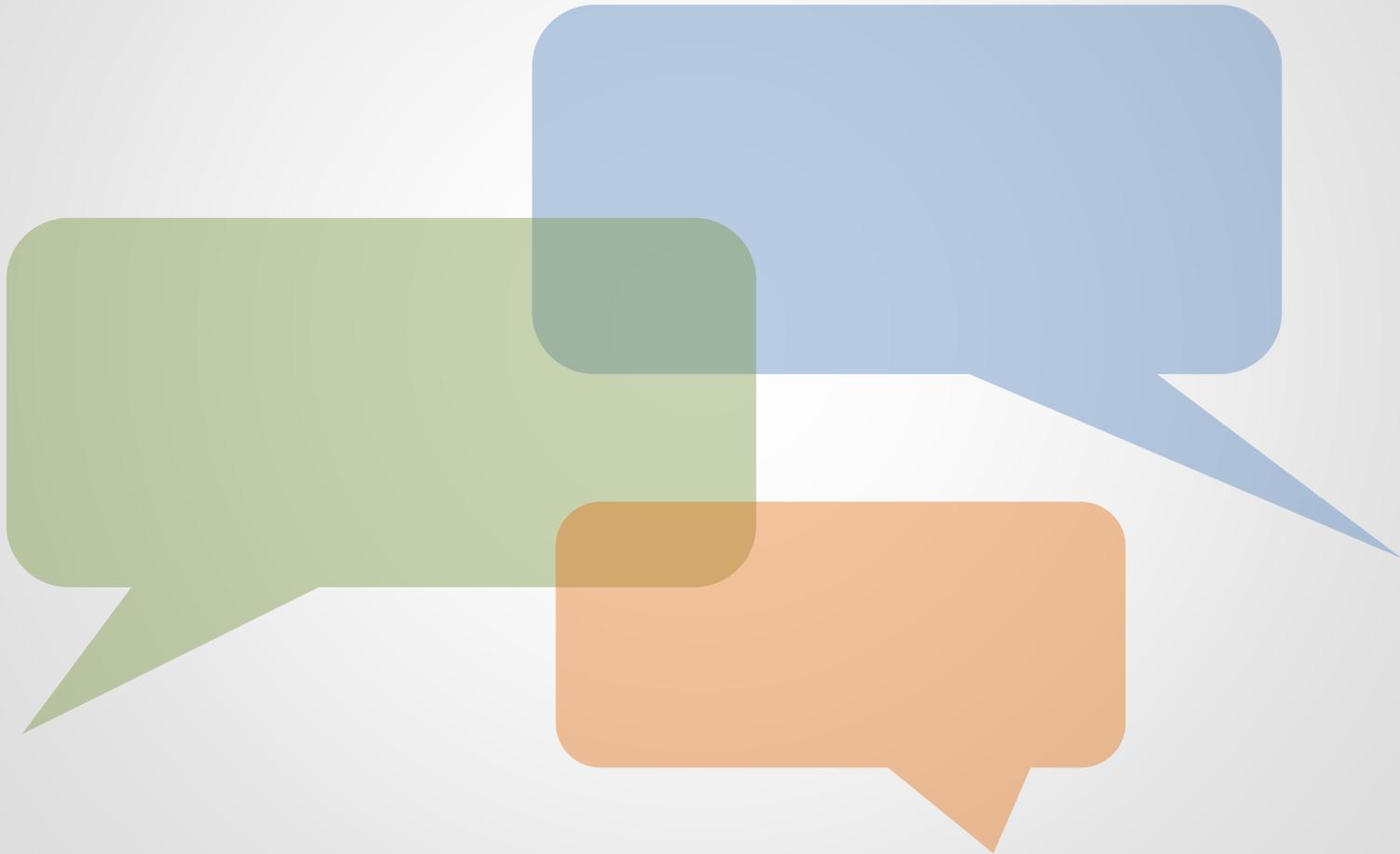
Immediate Project Next Steps



- Prepare for work in regions
 - Regions to determine Point of Contact for Maher facilitator
 - Maher to develop regional self-assessment
 - Facilitators advise on assembling regional teams and completing self-assessment
- Data reports for regional industry clusters
- Regional Meetings December 9, 10, 11
- Statewide Summit in 2016



Questions?



Discussion

Hearing from you...



- General project reactions and questions?
- What critical initiatives or activities is your area currently pursuing?
- How might this project dovetail with your area's current priorities?
- Thoughts on potential areas of project focus in your region?
- What challenges or barriers might this project help you address?
- What opportunities might this project help you pursue?

“Homework” Moving Forward



- Work on building regional teams and identifying team points of contact
- Meet assigned facilitators
 - Facilitators will connect with PoCs following today’s webinar
- Complete and submit self-assessment in advance of Regional Meetings

Thank You!



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