

Office of Employment & Training Illinois Department of Commerce

Illinois Workforce Grants

- Talent Pipeline Management
- Workforce Innovation

January 25, 2018

Helping Illinois Businesses Manage Their Talent Pipeline
Fostering Innovative Practices

(1)

Presenters



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If you are watching the recorded webinar...

... be sure to check the online FAQ pages for these NOFOs in the event any guidance provided during this webinar is superseded by a subsequent clarification.

Written guidance in the FAQs supersedes the content of this webinar.

Links to the FAQ pages are on a slide at the end of this webinar.

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Grant Opportunity 1 – WF Innovation

Projects supporting the vision, principles, goals and strategies in the WIOA Unified State Plan.



See the Workforce Innovation NOFO for a link to the WIOA Unified State Plan

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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

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PRINCIPLES

- 
- Business Demand Driven
 - Strong Business Partnerships
 - Career Pathways to Jobs
 - Cross-Agency Collaboration
 - Integrated Service Delivery
 - Access for All Populations
 - Clear Metrics
 - Continuous Improvement

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GOALS

Educated & Skilled Workforce



Expand Career Pathways through work-based training & earning industry credentials

Close skill gaps for those with barriers to employment

Meet WF Needs of Business



Expansion of employer-driven regional sector partnerships

Improve information available to businesses and job seekers for better informed decisions

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Grant Opportunity 1 – WF Innovation

Address one or more of the activities listed below:

1. *Sector Partnership Projects*
2. *Innovative Workforce Pilot & Research Projects*
3. *Priority Population Projects*
4. *Statewide Technical Assistance Projects*



IF providing client services, individuals must be WIOA-eligible & meet performance requirements

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Grant Opportunity 1 – WF Innovation

Who may apply:

Public & private organizations

In good standing with the Illinois Secretary of State

Additional Consideration for:

- administrative capacity
- history of successfully implementing innovative pilot projects
- demonstrate impact in workforce, education, and economic development
- can be replicated throughout the State (if applicable)



Applications are due no later than
May 1, 2018 for State FY 2018 grants

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Key Concepts to a Successful WF Innovation Application...

Clearly
Describe
the
WHAT &
WHY
HOW
WHO
WHERE

Problem or Issue

Specific goals and strategies

Innovation

Organizations & Key Staff

Geographic impact

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Key Concepts to a Successful WF Innovation Application...

Clearly Describe the	Experience & Capacity
WHAT & WHY	Business Engagement
HOW	Reasonable Budget
WHO	Return on Investment
WHERE	Replicable / Sustainable

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Grant Opportunity 2 – Talent Pipeline

Projects funded under the Illinois Talent Pipeline program are intended to develop sustainable work-based learning programs to help Illinois companies retain and train current workers and hire new staff.



Applications are due no later than
May 1, 2018 for State FY 2018 grants

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Grant Opportunity 2 – Talent Pipeline

Applications considered for funding address one or more of the Illinois Talent Pipeline initiatives listed below:

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



Applications are due no later than
May 1, 2018 for State FY 2018 grants

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Regional Partnerships

- The Department of Commerce Office of Employment and Training (OET) works with the business community and Regional Partners to:
 - *Create and retain jobs*
 - *Reduce the skills gap to help companies remain competitive*
 - *Expand career opportunities for adults throughout the state through regional partnerships*
 - Workforce Activities – Title 1B – Department of Commerce
 - Adult Education – Title II – Illinois Community College Board
 - Wagner-Peyser – Title III – Department of Employment Security
 - Vocational Rehabilitation – Title IV – Department of Human Services, Division of Rehabilitation Services
 - State Agency Partners
 - Community Services Block Grant
 - Economic Development
 - Employer Associations
 - Educational Groups

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Six Key Concepts to a Successful Talent Pipeline Grant Application

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Six Key Concepts to a Successful TPM Application...

1. Eligible Group to be Served (Incumbent/Dislocated Workers and Adults)

- A. Incumbent worker – current workers in need of training and/or skills upgrading
 - i. Specific risk factor
 - 1. Declining Sales
 - 2. Supply chain issues
 - 3. Industry/Market trends
 - 4. Changes in management – Philosophy or Ownership
 - 5. Worker lacks necessary skills
 - 6. Strong possibility of a new job if worker attains new skills
 - ii. Specific company/ies to be included

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Six Key Concepts to a Successful TPM Application...

- 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
- D. Must list specifics
 - i. Where are these groups coming from
 - 1. Industry sector
 - 2. Geographic area
 - ii. How will you maintain access to them
 - 1. What specifically have you done or will do to reach out to this group

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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

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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

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Wage Reimbursement Sliding Scale

for Dislocated Workers and Adults

Work-based Learning / On-the-Job

Up to
75% of
wage
rate

Under certain conditions

Up to
50% of
wage
rate

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Registered Apprenticeships

Employer Involvement

Structured On-the-Job Training

Related Training and Instruction

Progressive Wage Increase with Skill Gains

Nationally Recognized Credential

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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

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Incumbent Worker Training

Skills upgrade to someone on payroll

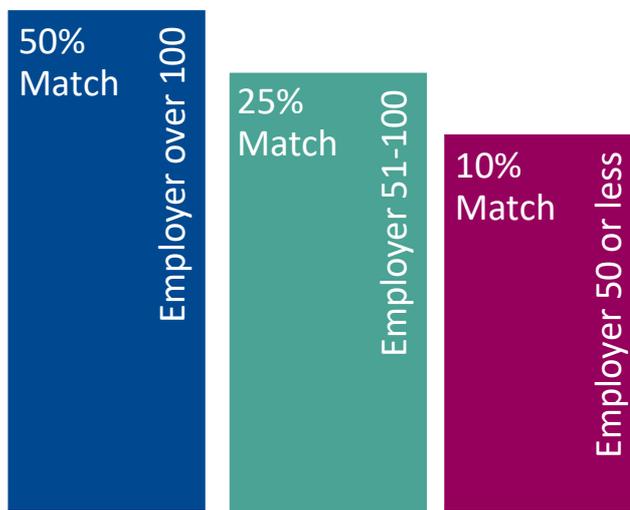
Employer must contribute at least 10% of training costs

Recommend an employer match sliding scale between 10%-50% of training costs based on employer size and other economic factors

Employee wages paid while in training count toward the match

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Incumbent Worker Employer Match Sliding Scale



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Recap on Types of Training

	Incumbent Worker	Work-based Learning / OJT	Class Size	Customized for Employer	Registered Apprenticeship
WIOA DW Eligible		●	●	●	●
Train at Worksite	●	●		●	●
Train in Classroom	●		●	●	
Individualized Training	●	●		●	●
Off-the-Shelf Training	●		●		
Employer Designed Training	●	●			●
Employer Matching Contributions	●	●		●	●
Count for WIOA Performance		●	●	●	●
WIOA Case Mgt.		●	●	●	●
IWDS Reporting		●	●	●	●
IWTS Reporting	●				

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

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Reporting Requirements Vary Depending on Training Type

Incumbent Worker

IWTS (online tracking system)
Training Information
Outcomes

Monthly cost reporting

Quarterly Reports

All Others

IWDS (online case management system)
Eligibility & Services Provided
Case notes
Outcomes

DETS

Monthly cost reporting

Quarterly Reports

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MOU (Memoranda of Understanding)

- Non-WIOA or WIOA providers engaging in Work-based Learning / On-the-Job Training, Class Size, Customized Training or Registered Apprenticeship must have an MOU with a WIOA provider describing roles and responsibilities for WIOA eligibility determinations, enrollment, case management and reporting
 - Local Workforce Area (LWA) Partnerships - Interested employers or industry associates may contact Lorraine Wareham at (217) 558-2454 or lorraine.wareham@illinois.gov for referral to the appropriate LWA with which to partner
- Incumbent Worker projects where the applicant is not the employer must have an MOU between the applicant and employer indicating the latter's commitment to train and retain workers

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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?



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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



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Review and Selection Procedures

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Review and Selection Procedures

Applicant Capacity

- Describe related experience of applicant, partners, and sub-contractors (if any)
- Applicant's size, structure, and time in business
- Assigned staff: for applicant / sub-contractor with roles, assigned hours, resumes (position, education, experience, years at firm)
- Participant-serving projects: name of case manager certifying WIOA eligibility
- References' contact information for recent projects requiring skills similar to this proposed project

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Review and Selection Procedures

Documentation of Need

- Include a labor market analysis and relevant / current data showing the needs of employers and job seekers
- Provide information on how the project will serve the target region's business and industry needs. For projects with a layoff aversion focus, provide the "risk factor(s)" (see incumbent worker in NOFO Section A)
- Describe your connection with the target population. How many participants will be served? How will they be recruited?
- Add any contextual details that strengthen the reviewers' understanding of identified issues/problems/needs

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Review and Selection Procedures

Project Quality / Coordination

- Identify targeted industry, businesses, and occupations
- Describe project goals, activities, outcomes, and timeline
- Describe training type, delivery method, credentials
- Describe project's innovative elements and supply evidence
- Specify the intended outcomes and how you measure impact
- Describe how the project will be sustained beyond the funding period and identify
 - sustainability partners
 - workforce programs used
 - letters of commitment and MOUs

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Review and Selection Procedures

Cost Effectiveness / Return on Investment

- Describe how the project uses leveraged and matching funds from grantee, workforce partners, and participating businesses
- Describe how the project will result in incumbent workers retaining their jobs (as applicable)
- Describe how the project will result in participants being placed in permanent employment (as applicable)
- Describe how this project will be sustained beyond the grant funding period
- Discuss how this project could be implemented on a statewide basis and what benefit the state will realize from statewide implementation (if applicable)

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Summary

- Applications must be complete and address all required elements including documentation
- Applications received after **May 1, 2018** deadline may be considered for review at the discretion of the Department of Commerce
- Refer to Pages 18 thru 31 of the Notice of Funding Opportunity (NOFO) for additional resources
- Questions & Answers will be posted to the Illinois workNet Talent Pipeline page (link below):

<https://www.illinoisworknet.com/TalentPipelineNOFO>

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Online Dedicated Resources

The screenshot shows the Illinois workNet Center website. The header includes the logo for Illinois workNet Center and ameriCanJobcenter, along with search, Spanish, and share icons. The main content area is titled 'Background' and contains the following text:

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.**

Below the 'Background' section, there are two tabs: 'Program Design' and 'NOFO Materials'. Under 'NOFO Materials', the following items are listed:

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

www.illinoisworknet.com/TalentPipelineNOFO

www.illinoisworknet.com/WIOAIInnovationNOFO

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Application Requirements

Applications must address the elements described in Section D of the NOFO. Each applicant must submit the following:

- Executive Summary
- Technical Proposal
 - Applicant Capacity
 - Documentation of Need
 - Specific Project Requirements and Considerations
 - Cost Effectiveness / Return on Investment
- Implementation Plan & Schedule
- Resumes of Program Staff
- Memorandum of Understanding
- Uniform Grant Application
- Uniform Budget Proposal

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Uniform Application for State Grant Assistance

- Agency Information
 - Funding Opportunity Information
 - Instructions on How to Submit an Application
 - Required Grant Information
- Applicant Completed Section
 - Applicant Information
 - Contact Information
 - Key Project Information (Location, Term, Amount)
 - Fiscal Information
- Certification

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Uniform Budget Template - Overview

- Uniform Budget Template for most State of Illinois Grants (modeled after the SF-524 Federal Budget template).
- Basic Budget Line Item Definitions based on the Uniform Administrative Guidelines [Develop Budget Line Items Sheet].
- General Requirements
 - Allowable
 - Reasonable
 - Allocable

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Grantee Registration & Pre-Award Review

- Grantee Registration
- Grantee Pre-Qualification
- Financial and Administrative Risk Assessment (ICQ – Internal Control Questionnaire)
- Programmatic Risk Assessment

OET will coordinate a follow up webinar for new grantees to review the technical requirements of the Grant Accountability & Transparency Act (GATA).

www.illinois.gov/sites/GATA

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FAQs

For Information and Questions:

Post inquiries and view responses at ...

www.illinoisworknet.com/TalentPipelineNOFO

or

www.illinoisworknet.com/WIOAIInnovationNOFO



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Where To Find More Info

Please visit www.illinoisworknet.com/TalentPipelineNOFO

or

www.illinoisworknet.com/WIOAIInnovationNOFO

or

Contact the Department of Commerce Representative below:

Key Department of Commerce Contacts:

Talent Pipeline Management

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Department of Commerce
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Bruce Rauner, Governor



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