

Illinois Plan Outline and Expanded Strategies

Section I. Executive Summary

Section II--Strategic Elements

a. Economic, Workforce and Workforce Development Activities Analysis

1. Economic and Workforce Analysis

Opening section showing overall economic output and employment and earnings trends before and after the recession pointing out that Illinois is lagging job growth and economic advancement and need to “bring back” Illinois to previous levels that would make Illinois a leader within the Midwest region and among comparable benchmark states (using Benchmark report states)

a. Economic Analysis

Illinois has key sectors that are current and future engines of job growth with critical in-demand jobs important to the economic competitiveness of Illinois employers and the regions where they are located in Illinois

Illinois has diverse regional economies with different combinations of these key sectors as well as some existing and emerging sectors unique to them.

i. Existing Demand Industry Sectors and Occupations

Major statewide sectors with occupations and key competencies and credentials (Summary table in body of plan with more detail in Appendix A)

ii. Emerging Demand Industry Sectors and Occupations

Repeat format with some additional sectors identified during planning process

iii. Employer’s Employment Needs

Summarize key competencies and credentials identified in sectors and refer to Appendix B of “recognized postsecondary credentials” that have been identified for core measures and assessing progress in plan implementation.

Identify and describe “essential skills” cross-cutting sectors that build on traditional employability skills and new 21st century workplace skills

b. Workforce Analysis (Note: Include demographics here)

i. Employment and Unemployment

ii. Labor Market Trends

iii. Education and Skill Levels of the Workforce (including those with barriers to employment)

General shift to higher skill requirements using Georgetown framework (four education attainment levels--<HS, HS, some college, college) on job shift from unskilled to higher skilled jobs with new skill requirements that ties to need to increase number of workers with postsecondary and industry-recognized credentials (linked to new WIOA measure)

iv. Describe apparent 'skill gaps'

Use Georgetown table to show gaps

Show gaps between general workforce and targeted populations facing barriers to employment

Illinois workforce needs higher educational and skill levels and need to address individuals with barriers to employment including low-skilled, low-income, veterans, individuals with disabilities, etc.

2. Workforce Development, Education and Training Activities Analysis

Themes:

- Current workforce development activities have been shifting to in-demand industries and occupations and more innovation in work-based and accelerated delivery but need to encourage and support even more shifting
- Need to move to more earn and learn—work-based training
- Expanded career services to address barriers

a. The State's Workforce Development Activities

b. The Strengths and Weaknesses of Workforce Development Activities

c. State Workforce Development Capacity

b. State Strategic Vision and Goals

1. Vision

a. Vision Statement: Bring Back Illinois—Illinois will regain its leadership in the Midwest and throughout the United States by leading the nation in economic growth and career advancement for all Illinois residents including those left behind

b. Principles: Illinois will realize this vision through goals and strategies based on the following principles (just worked off Ready to Work principles):

- Employer/Demand-Driven—Employers take the lead--engaging employers to address critical in-demand jobs in key sectors for economic development
- Regional Collaboration ---Regions matter--Take coordinated actions among all economic development, workforce development, education and human services partners at the regional level
- Education and Career Paths—No dead ends—align education and workforce systems to provide clear pathways for advancement
- Close Opportunity Gaps –open doors--Break down barriers to career and education advancement for populations that have been left behind
- Consumer Guidance--Smart Choices—Provide students and job-seekers with the information they need to make wise decisions and follow education and career pathways within in-demand sectors
- Earn and Learn—Providing more opportunities to develop critical skills while gaining work experience and earnings
- Measure and Improve—Measure What Matters—Use data to track and improve performance on key goals and strategies

2. Goals

- a. **Worker Goals**
- b. **Employer Goals**

3. **Performance Goals**

INSERT WIOA Performance Measures and Goals

4. **Assessment**

Illinois will use a strategic scorecard approach that will measure both goals and strategies. Goal measures will be consistent with the WIOA core measures. Strategy measures will be based on the strategy measures including implementation milestones.

c. **State Strategy**

1. Align and integrate economic and workforce development at the state and regional levels to improve the economic growth and competitiveness of Illinois employers and their workforce.
2. Improve and expand employer-driven regional sector partnerships to increase the focus on critical in-demand occupations in key sectors that are the engine of economic growth for the state and its regions.
3. Expand career pathway opportunities through more accelerated work-based training and aligned and integrated programs of study leading to industry-recognized credentials and improved employment and earnings
4. Expand career services and opportunities for populations facing multiple barriers to close the gap in educational attainment and economic advancement through improved career services.
5. Expand information for employers and job-seekers to access services
6. Improve the Illinois public-private data infrastructure to support the alignment and integration of economic development, workforce development and education initiatives for supporting sector partnerships and career pathways and targeted disadvantaged populations

Section III—Operational Planning Elements

a. **State Board Functions**

IWIB will manage goals and strategies through strategy and sector tasks forces

- IWIB structure and management
- Current and future task forces to implement plan
- Related to other boards/councils e.g., P20 council.

b. **Implementation of State Strategy**

Organize this section in the format of a strategy implementation framework and scorecard with sub-strategies, milestones and measures.

- **Strategy 1: Align and integrate Regional Economic Development and Workforce Development**

- 1.1 Develop consistent economic and workforce development and education metrics and policies for aligning initiatives and resources
 - 1.1.1 Develop state and regional metrics and benchmarks for monitoring state and regional progress in realizing vision (linked to Strategy 6 on data infrastructure)
 - 1.1.2 Develop aligned policies that identify the major resources and tools of action that need to be aligned and blended (e.g., incumbent worker training, tax credits).
 - 1.1.3 Conduct baseline analysis and annual evaluation of state and regional performance (replacement of IWIB Benchmark report)
 - Output: Strategic Metric and Policy Tool Guide and Evaluation Reports
- 1.2 Align and coordinate economic development and workforce development planning
 - 1.2.1 Define economic regions for regional planning
 - Update regional economic analysis and confirm 10 regions as starting point for coordinating regional economic workforce development planning and operation (Dave/Julio DCEO presentation).
 - Counties are the basic building blocks for defining regions.
 - Replicate previous methodology to start from multi-county metropolitan areas and then add adjoining counties based on journey-to-work commuting patterns based on 2010 census rather than previous effort which used 2000 census.
 - Then assign additional counties to regions based on: (1) industry structure similarities and (2) existing multi-county economic development, workforce development and education partnerships.
 - 1.2.2 Develop regional planning policies and guidelines on how Illinois will align and coordinate economic development planning with workforce development and community college and area vocational school planning (WIOA planning requirement)
 - 1.2.3 Develop economic development resource framework and map state, regional, and local economic development resources and organizations (already started with regional analysis)
 - 1.2.4 Develop state and regional data portal for accessing comparable economic, workforce and education information about regions (linked to Strategy 6 on data infrastructure)
 - 1.2.5 Conduct baseline analysis and two-year evaluation of regional planning implementation and effectiveness

- Output: Regional Planning Guide and Portal based on 10 economic development regions and Evaluation Report
- **Strategy 2: Improve and Expand Regional Sector Partnerships**
 - 2.1. Develop Policies for State and Regional Sector Partnerships
 - 2.1.1 Define the major state sectors and guidelines for identifying regional sectors
 - 2.1.2 Develop policy framework (Mike’s framework)
 - 2.1.3 Develop policies and guides for aligning agency and program policies to support regional sector partnerships
 - 2.1.4 Develop policies for evaluating regional partnerships
 - 2.2 Develop Guides and Tools for Managing and Evaluating Regional Sector Partnerships
 - 2.2.1 Develop regional sector partnership guide
 - 2.2.2 Develop and support on-line sector partnership management tools (e.g., ATIM upgrade)
 - 2.2.3 Develop evaluation guide
 - 2.3 Evaluate the implementation and effectiveness of regional sector partnerships
 - 2.3.1 Conduct baseline analysis—existing sector partnerships
 - 2.3.2 Conduct two-year implementation evaluation on improving and expanding partnerships
 - Outputs: State Policies and Sector Guides and Tools and Evaluation Reports
- **Strategy 3: Expand career pathway opportunities through more accelerated work-based training and aligned and integrated programs of study leading to industry-recognized credentials and improved employment and earnings**
 - 3.1 Develop policies for promoting career pathway opportunities for economic advancement in key sectors based on integrated programs of study and bridge programs, accelerated work-based learning, stackable industry-recognized credentials and access and success of targeted populations facing barriers to employment.
 - 3.1.1 State policies for recognized postsecondary credentials including industry-recognized credentials
 - 3.1.2 State cross-program policies on career pathways
 - 3.1.3 Alignment of program-specific policies across agencies (e.g., ICCB adult education and CTE, IDHS, DCEO and IDES)
 - 3.2 Develop career pathway planning and implementation guides

- 3.3 Conduct evaluation of the implementation and effectiveness of career pathways in advancing economic opportunities on WIOA core measures and other related measures
 - Outputs: Career Pathway policies and guides and Evaluation Reports.
- Strategy 4: Expand career services and opportunities for populations facing multiple barriers to close the gap in educational attainment and economic advancement.
 - 4.1 Develop state policies on access to enhanced career services and support services including those for targeted populations
 - 4.2. Develop state policies on how to design career pathways to expand access and success of targeted populations (e.g., full inclusion for individuals with disabilities, bridge programs for low-skilled adults) to close the gap in economic advancement for targeted populations
 - 4.3 Develop guides and on-line tools for providing and managing career services across funding streams (e.g., career guidance and case management) and for improving access and success in career pathways for targeted populations.
 - 4.4 Evaluate the two-year implementation and effectiveness of access policies and guides/tools.
 - Outputs: State Policies, Guides/Tools and Evaluation Report
- Strategy 5: Expand access and utilization of information by employers and job-seekers to better access workforce development programs and services
 - 5.1 Develop eligible training provider data system
 - 5.2 Develop expanded workforce development services data system
 - 5.3 Expand access and utilization of state workforce development portal for accessing and using information on workforce programs and services as part of comprehensive portal (See 6.3).
 - 5.4 Evaluate the two-year implementation of the data systems and workforce system portal on access and utilization (See 6.4)
 - Output: Data Systems, Workforce System Portal, Evaluation Report. Certified provider lists
- Strategy 6: Improve the Illinois public-private data infrastructure to support the alignment and integration of economic development, workforce development and education initiatives for supporting sector partnerships and career pathways and career services including those for targeted populations

- 6.1 Expand and enhance labor market and career information and related resources to support regional and sector planning and career services.
- 6.2 Expand state agency participation and program and population coverage of the interagency SLDS consortium (or whatever it is called) and enhance the quality and integration of data for managing and evaluating the plan.
- 6.3 Expand data sharing with industry-recognized certification organizations for evaluating access to and effectiveness of credentials for employment and earnings (ICCB already has CompTIA and some manufacturing certifications data).
- 6.4 Expand access and utilization of expanded data infrastructure through the workforce system portal (See 5.4) and in regional planning and sector partnerships
- 6.5 Evaluate the two-year implementation and utilization of the enhanced data infrastructure (See 6.4) and benchmark this infrastructure against other states.
- Output: Data Infrastructure Enhancements and Evaluation Report.

c. State Operating Systems and Policies