

Illinois' WIOA Planning Process

VISION

WIOA requires the State, regional and local workforce plans be developed in concert with the core partners and stakeholders. Illinois' planning process begins with the state's vision and guiding principles as established by a State Leadership Team comprised of business, workforce, education, and state agency officials.

Vision

"Business 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."

Guiding Principles

- *Demand Driven Orientation*
- *Strong Partnerships with Business at All Levels*
- *Career Pathways to Today's and Tomorrow's Jobs*
- *Cross-agency Collaboration and Alignment*
- *Integrated Service Delivery*
- *Access and Opportunity for all Populations*
- *Clear Metrics for Progress and Success*
- *Focus on Continuous Improvement and Innovation*

STRATEGIES

This vision and principles inform six strategies that the State Interagency Team comprised of the WIOA core partners and required one-stop partners will use to guide the State Unified Plan. The vision, principles and key strategies developed at the state-level are the foundation to the regional planning process and plans.

- Align and integrate education, workforce and economic development at the state and regional levels to improve the economic growth and competitiveness of Illinois employers and their workforce.
- Foster improvement and expansion of 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.
- Expand career pathway opportunities through more accelerated and work-based training and aligned and integrated programs of study leading to industry-recognized credentials and improved employment and earnings
- Expand career services and opportunities for populations facing multiple barriers to close the gap in educational attainment and economic advancement through career pathways and improved career services.
- Expand information for employers and job-seekers to access services
- 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

The development of the Unified State Plan requires significant stakeholder engagement through various methods of communication. Therefore, at the same time regional planning is occurring, the State Interagency Team will be using the information garnered from this process to inform the development of the Unified State Plan. In addition to this regional planning process, the State Interagency Team established Task Advisory Groups that engage in key issues that ultimately informs both the regional and state plans. These functional workgroups comment on policy and make recommendations that go to the State Workforce Board for approval.

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REGION PLANNING PROCESS

The State Interagency Team is using these principles and strategies to support regional teams in creating action across systems and stakeholders toward the vision above. A regional planning process is underway, facilitated by Maher & Maher that will assist regions in developing its own plan through a review of data, establishment of goals, and the coordination of resources.

Data Driven Approach

Regional planning activities began with an extensive data analysis conducted by a state level interagency team. The data analysis identifies growth industry sectors for the ten economic development regions. Regional Teams will receive regional data to assist them in identifying and prioritizing target industries in their region.

Readiness Assessment

The next activity facilitated by Maher & Maher involves determining a region's readiness for planning through a self-assessment exercise followed by one-day Regional Meetings in December. Through these meetings, a team of individuals from the respective 10 economic development regions will come together and use the data analysis to inform capacity building and/or expand partnerships, develop cross-agency collaborations, identify services and leverage resources to support employment needs of the region/local areas.

Regional Action Plans

In January 2016 teams will come together to focus on action-oriented planning. It is important to note planning does not stop between December and January so Regional Teams should continue to meet and work on plans. The foundational data analysis and the development of regional strategies, goals and action plans must be incorporated in the local workforce area plans.

The planning process for the both the state and regions is an ongoing effort that is just beginning with this December meeting. While the Unified State Plan is due on March 3, 2016, the Regional Plans do not have to be in place until July 1, 2016.

LOCAL WORKFORCE AREA PLANS

The local plan will identify specific activities and resources that will support the implementation of the regional plan as well as discuss the mechanics for the integrated and coordinated delivery of services. The expanded role of the Local Boards requires that the development of both the regional and local plan occur under the direction of the Board and its partners. It is anticipated that the local plan will need to be submitted to the State with an effective date of July 1, 2016.