

Illinois Talent Pipeline Management



Helping Illinois Businesses Manage Their Talent Pipeline

Building on Illinois Pathways

- Illinois Pathways promotes career pathways in high-demand industries and occupations
- Illinois Talent Pipeline Management builds on Illinois Pathways based on U.S. Chamber of Commerce Foundation's Talent Pipeline Management (TPM) initiative
 - Builds stronger connections to economic development
 - Engages employers in building talent pipeline partnerships
 - Promotes accelerated and work-based training solutions



Aligning Economic and Workforce Development

- DCEO is Illinois' Economic Development Agency
 - Workforce Development is Economic Development
 - DCEO's Office of Employment and Training (OET) is the State's gateway in connecting workforce services to economic development
 - Employers are the end-customer in closing the skills gap



Closing the Skills Gap

- The DCEO Office of Employment and Training works with the business community in:
 - Creating and retaining jobs to meet the needs of employers
 - Reducing the skills gap to help companies remain competitive.
 - Expanding career opportunities for youth and adults throughout the state through shared partnerships among employers, workers, and education

Pipeline in Action



Wheatland Tube, a Chicago employer, that manufactures galvanized steel tubing needed to upgrade the skills of their workers to avoid costly delays in production. Partnering with St. Augustine College, Wheatland Tube was able to cross-train 50 employees in Industrial Maintenance, Electrical Maintenance, and Advance Electrical Maintenance. A \$500,000 investment of DCEO workforce funds made this training possible.



Manufacturing employers in the Decatur, Illinois area were able to train and hire 20 unemployed individuals by providing them with earn and learn opportunities in welding, CDL, and production assembly. Starting wages for these jobs ranged from \$12 to \$18 dollars an hour. The Local Workforce Investment Board- Workforce Solutions received a \$288,500 grant from DCEO workforce funds to make these hires possible.



Spartan Light Metals, located in Sparta, Illinois, retained 20 workers by upgrading their skills to fill jobs such as production workers, fabricator and assembly workers. The \$50,000 dollar investment of DCEO workforce funds also helped Spartan increase their production capacity and they now plan to hire 36 new employees.

Driving the Competitive Advantage

Developing a Talent Pipeline

Providing Work-based Learning Solutions

Strategies

Offering “*Earn and Learn*” Opportunities

Training for High-growth Industries Including Manufacturing, Information Technology, Healthcare and Transportation/Distribution/Logistics

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Connecting Talent Strategies with Business Strategies



- Connecting businesses with talent solutions that fill critical jobs
- Building capacity for economic development organizations to prioritize workforce retention
- Connecting employers with partners to implement accelerated and work-based solutions that improve worker training to full-time productivity
 - Industry & Business Associations
 - Public-Private Partners
 - Economic Development Organizations
 - Educational Entities and Community Colleges
 - Local Workforce Agencies

Grant Opportunity

- The application for this *statewide program* to help companies hire and retain workers in high-demand occupations will be released soon.

- **Applications are due on January 30, 2015.** Funding decisions will be made in the Spring.

- Funds can pay for 50% of training costs for these workers (or even more, depending upon the size of the business)



Where To Find More Info



- Please visit <http://www.illinoisworknet.com/italent> or contact a DCEO representative below for the complete program guidelines.
- Northern Illinois
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