

WELCOME MESSAGE



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Department of Commerce
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2021 Illinois Apprenticeship Expansion Program Notice of Funding Opportunity

Overview of the Grant Submission and Pre-Award Requirements



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Agenda

Illinois Apprenticeship Expansion Program Design

- *Patrick Campbell, Program Development Division Manager, Office of Employment and Training, DCEO*
- *Kim Kuchenbrod, ISU Consultant, DCEO Work-Based Learning Administrator, Talent Pipeline Management Coordinator*
- *Candace Dickerson, NIU Consultant, Apprenticeship Illinois Project Manager*
- *Mark Burgess Performance Measures Manager, Office of Employment & Training, DCEO*
- *Natasha Telger, Associate Director, Center for Workforce Development, SIUC*



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<https://www.illinoisworknet.com/ApprenticeshipNOFO2021>

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Apprenticeship NOFO Website



APPRENTICESHIP 2021 NOTICE OF FUNDING OPPORTUNITY

Background

In June 2021, Illinois received a *State Apprenticeship Expansion, Equity and Innovation Grant* for approximately \$6 million from the U.S. Department of Labor (USDOL) to develop, modernize and diversify Registered Apprenticeships in Illinois. The objective of this Notice of Funding Opportunity (NOFO) is to diversify apprenticeship programs and find innovative ways of employing the apprenticeship model to meet the needs of businesses, resulting in a total of 750 new registered apprenticeship programs by the end of 2024. It is Illinois' goal to use this NOFO to increase apprenticeship opportunities for historically underrepresented populations, including but not limited to: individuals with disabilities; youth from underserved communities; older workers; returning citizens from incarceration; and workers in jobs that have been severely impacted by COVID, such as the Arts, Entertainment, Recreation and Hospitality industries. This NOFO supports the Governor's priority of expanding apprenticeship opportunities in Illinois.

For more information about Apprenticeships in Illinois, visit [Apprenticeshipillinois.com](https://www.apprenticeshipillinois.com).





Apprenticeship in Context of State Workforce Goals

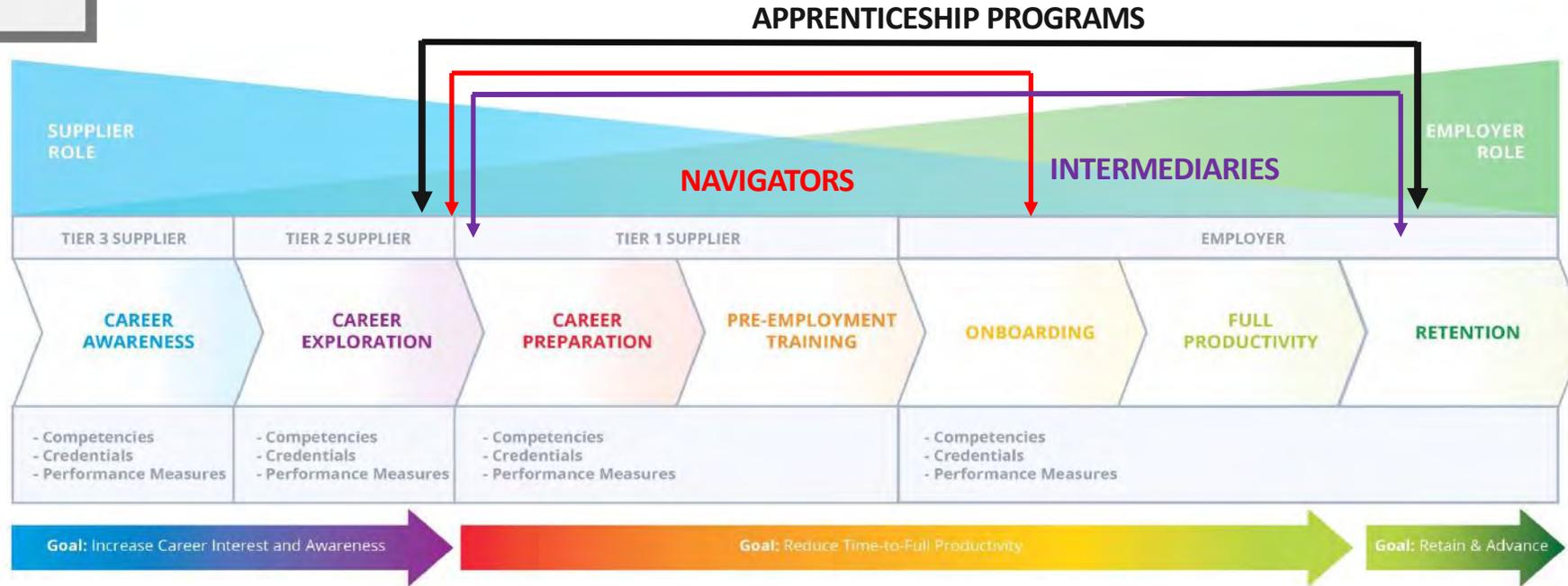
- Strong proposals will demonstrate a solid understanding of the state’s overarching workforce strategies and goals.
- Combined federal and state resources mean greater flexibility in apprenticeship expansion
- There are several resources identified in the NOFO as background information, including synopses of and links to:
 - State Unified Plan,
 - IWIB Apprenticeship Committee, and
 - Governor’s Action Agenda

NOFO pages: 5-9



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A Way to Address Skill Gaps: Talent Pipeline Management



NOFO page: 2-4



U.S. CHAMBER OF COMMERCE FOUNDATION
 Education and Workforce



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Five Core Components of Registered Apprenticeship



Related Instruction



On-The-Job Training



Rewards for Skill Gains



National Credential



Business Involvement

Appendix D



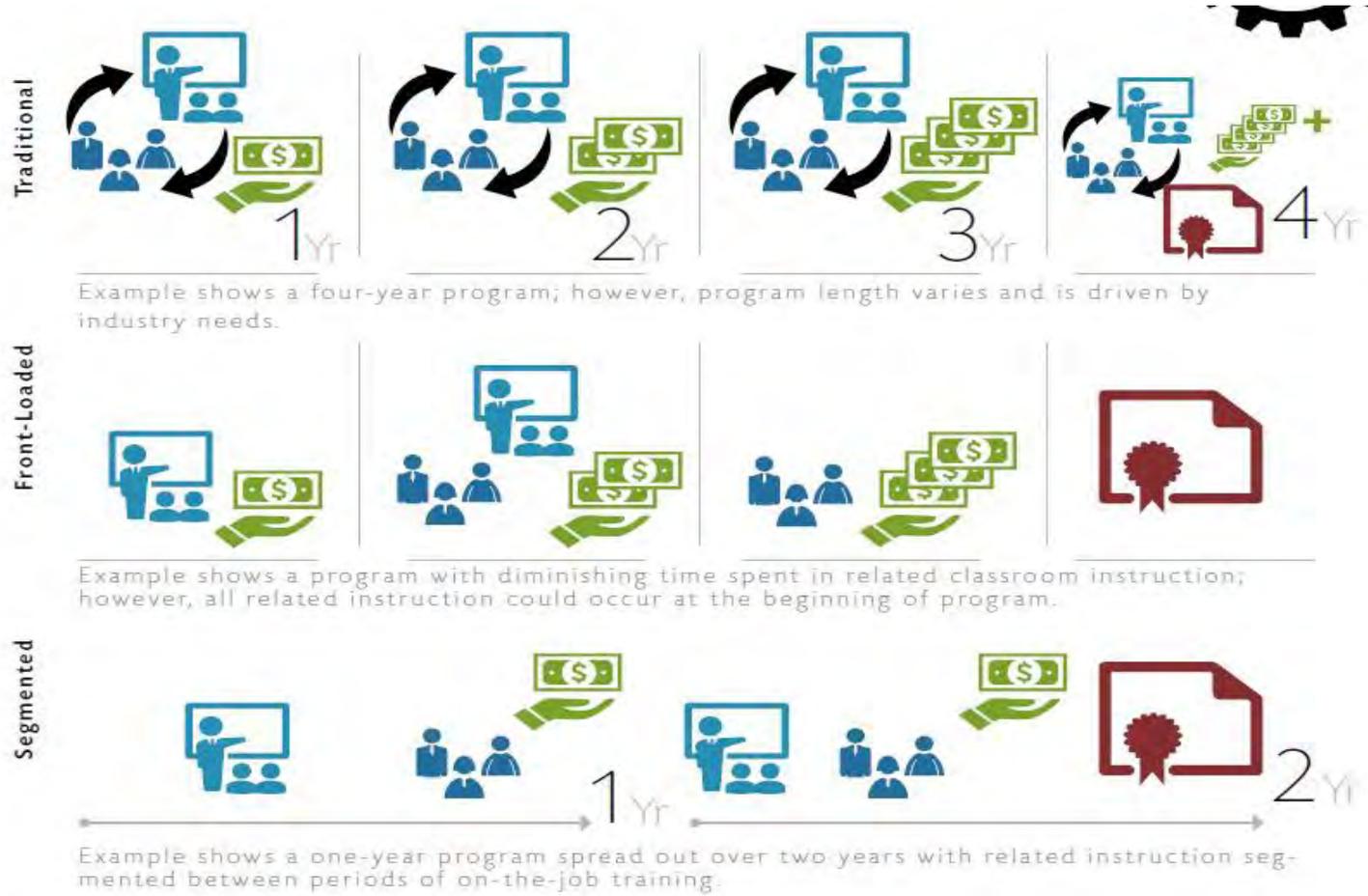
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**Registered
Apprenticeship
is adaptable
and flexible**

**Competency
Based
Time Based
Hybrid**

NOFO page: 8-



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Apprenticeship Illinois Supports Businesses and Individuals

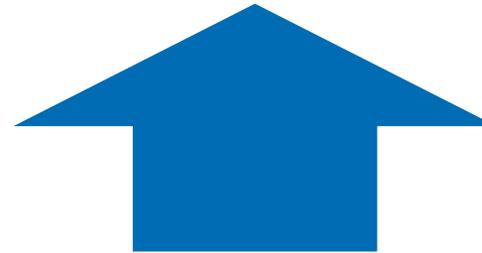


Businesses' workforce strategy

- Talent Pipeline Management
- Work-Based Learning as a strategy of TPM

Individuals career pathway

- Work-Based Learning (WBL) leading to Career Pathway(s)
- Apprenticeship as a strategy of WBL

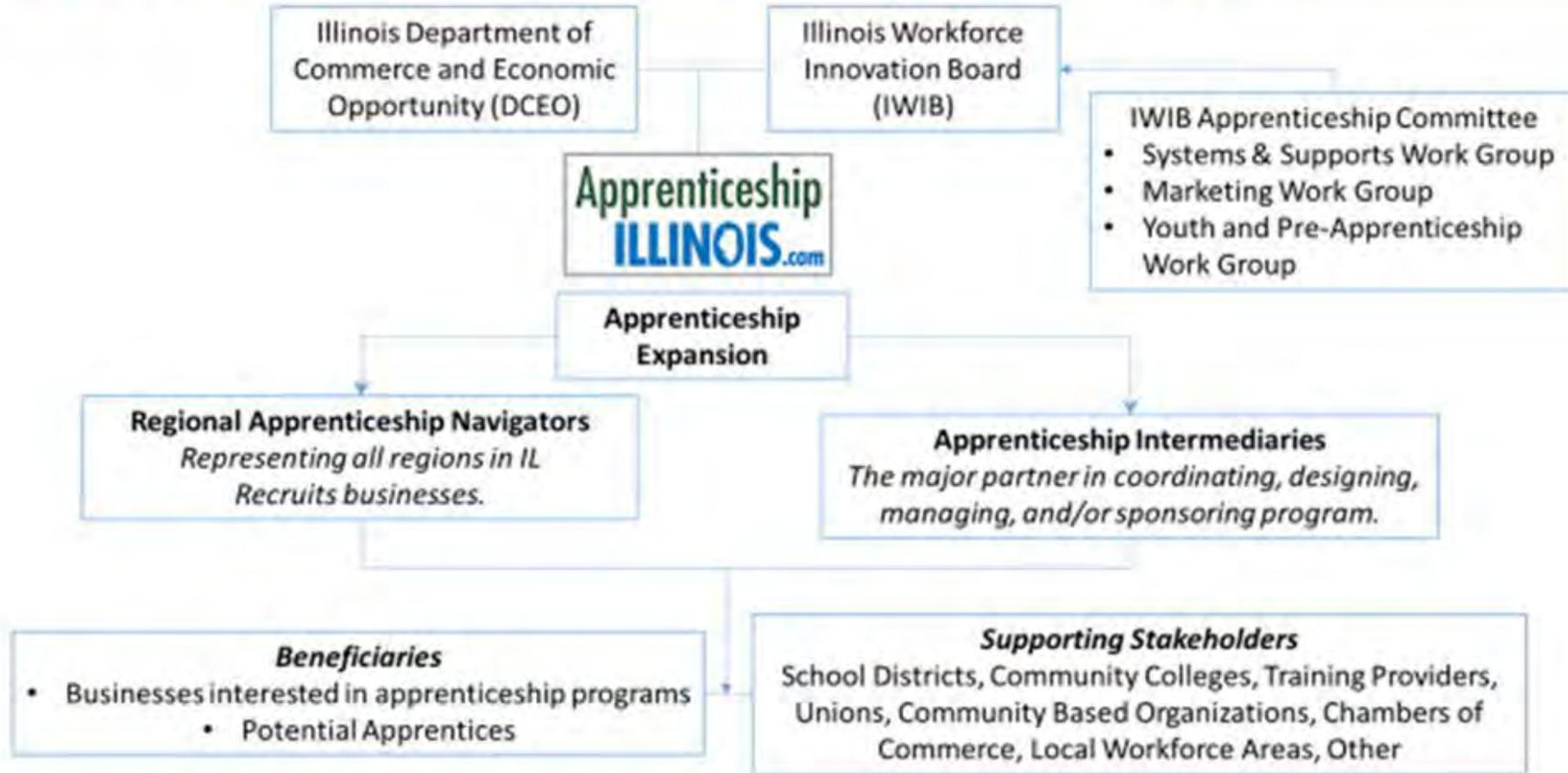


NOFO page:29



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Apprenticeship Illinois Expansion



NOFO page: 29



Program Purpose: Grow Apprenticeships Statewide

- Illinois recognizes apprenticeships are a proven work-based learning strategy connecting individuals to a career pathway and providing employers with skilled talent.
- Goal of grants: enroll at least 750 new registered apprentices by June 2024.
- Other goals include:
 - increase the diversity of apprentices, specifically people of color and women; and
 - grow apprenticeship programs across industry sectors that are aligned with local and regional needs.

NOFO: pages 10



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Two Program Approaches



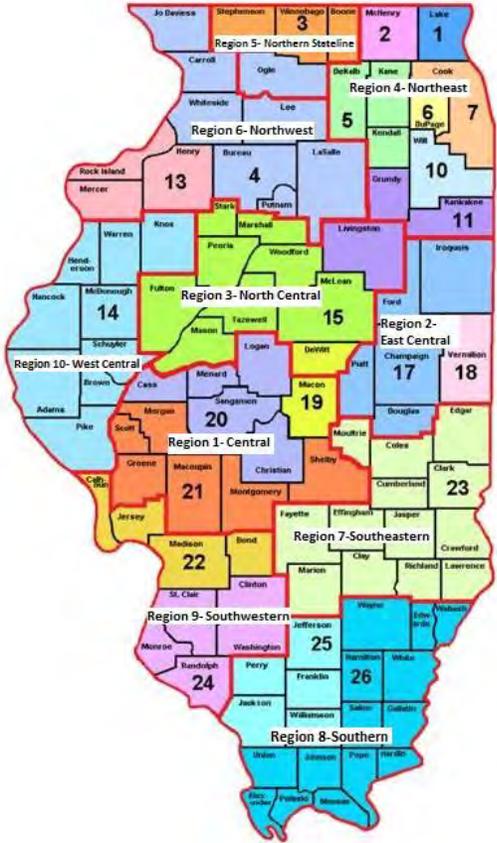
NOFO page: 2-6



PROGRAM APPROACH 1:

Fund an apprenticeship navigator in all ten economic development regions.

- NUMBER OF GRANTS: 10-12
- FUNDING RANGE: \$75K-125K
- NAVIGATOR total: \$750K-1.5



NOFO page: 2-6

What does a regional navigator do?



Serves as key point of contact in the region for apprenticeship expansion and talent pipeline development



Facilitates development of apprenticeships with businesses and industries



Acts as a convener for regional coordination, sector partnership developments, and system networking



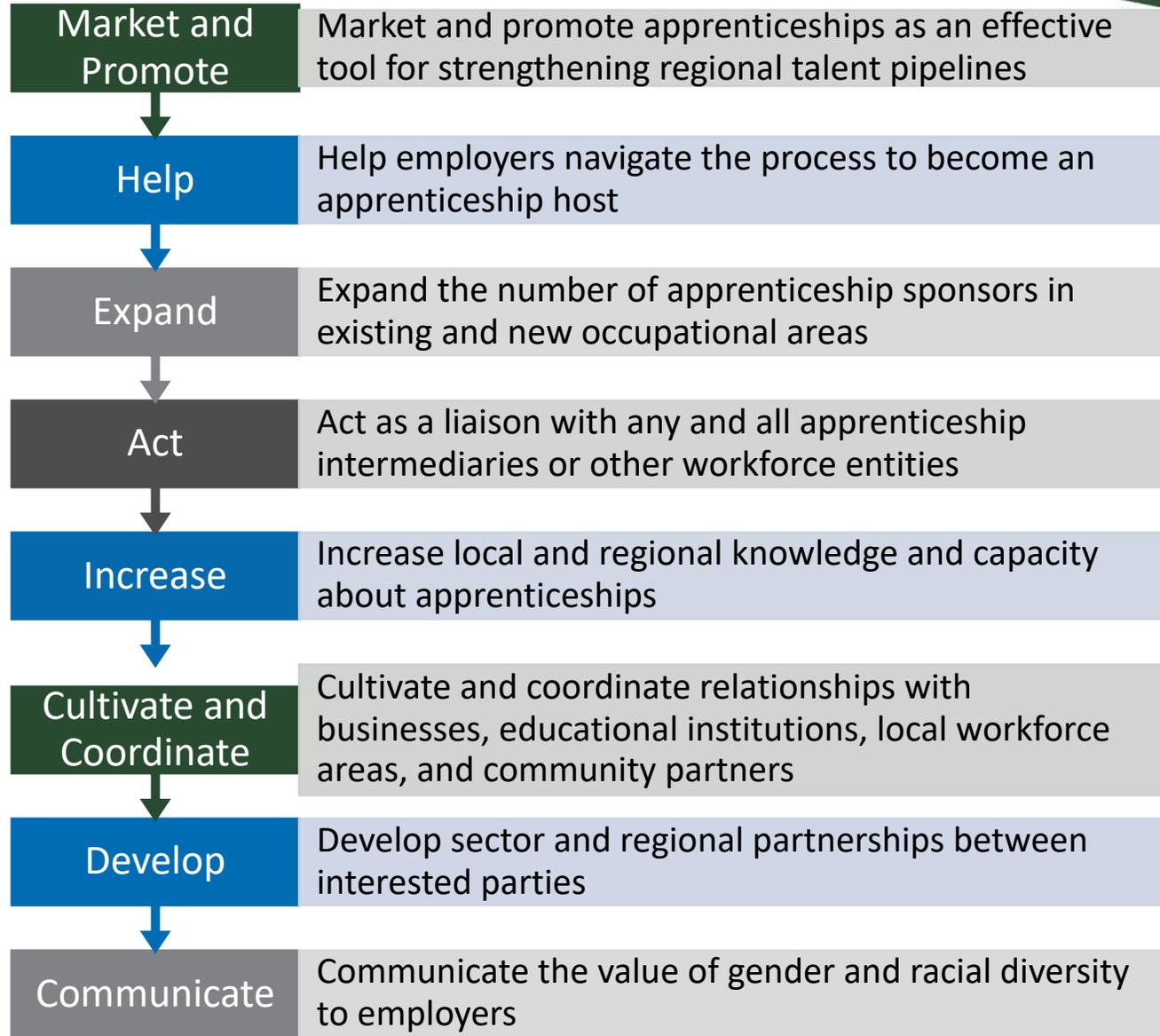
Supports existing and potential intermediaries in the region



NOFO page: 2-6



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Regional Apprenticeship Navigators deliverables/ outcomes:

- New businesses engagement and development of sector partnerships using TPM strategies
- Industry sector partnerships support
- Partners from underutilized areas that receive apprenticeship support
- New or expanded registered apprenticeship programs
- Sponsors that receive apprenticeship expansion support
- Matching / leveraged funds
- Outreach events & attendees

NOFO page 36-32-6



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PROGRAM APPROACH 2:

Developing New and Expanding Established Apprenticeship Programs Through Intermediaries

- NUMBER OF GRANTS: 16-20
- FUNDING RANGE: \$150K-350K
- INTERMEDIARY OPTION 2 total: \$1 – 4 Million

NOFO pages: 5-6



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What does an Intermediary do?



Coordinates with Navigators and designs registered apprenticeship programs



Recruits apprentices and prepares them for apprenticeships



Implements and manages apprenticeship partnerships or programs



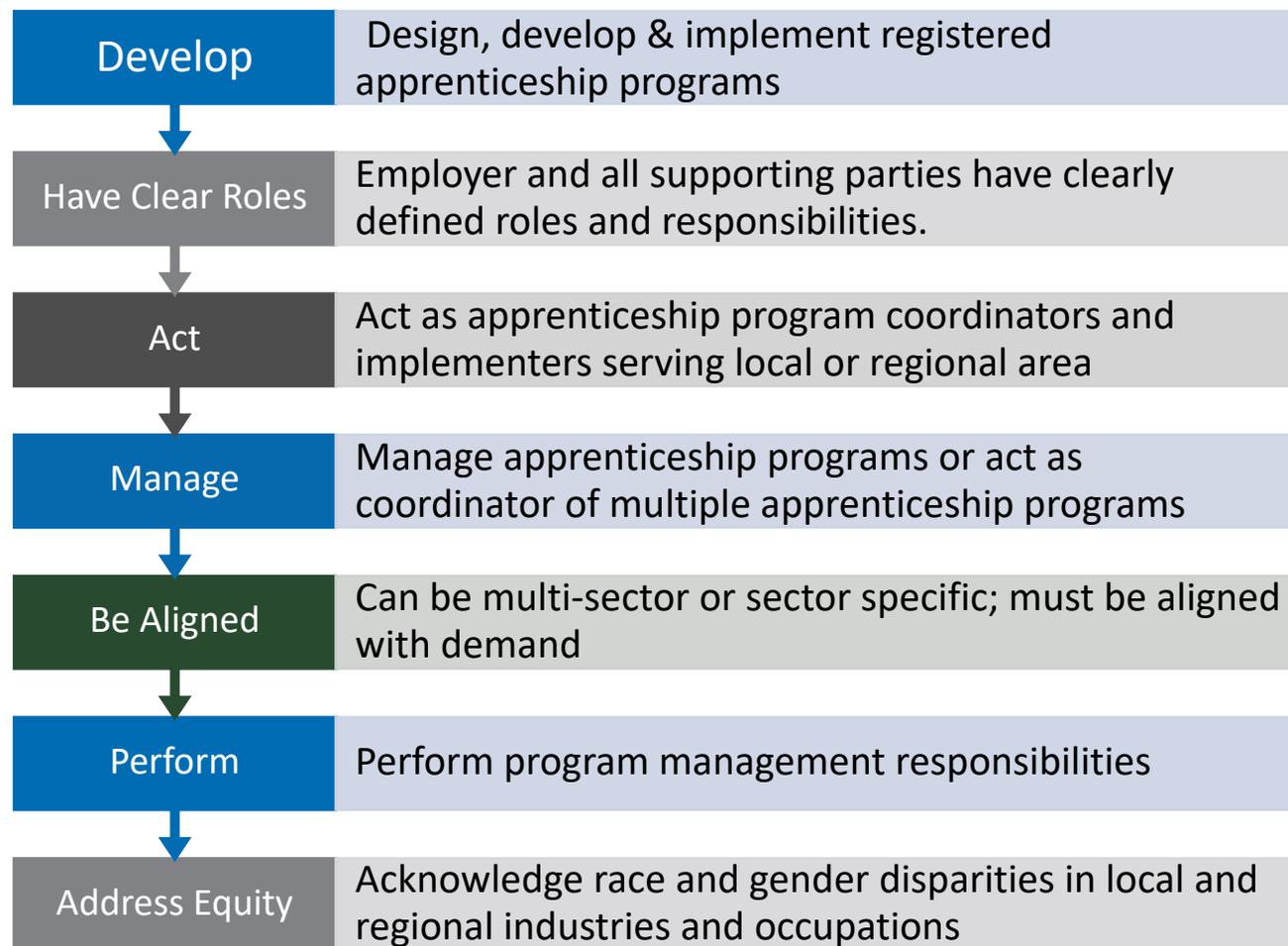
Provides participant supports and coordinate training



NOFO page: 5-6



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NOFO page: 5-6



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Distinguishing Features Between New and Existing Intermediaries

New:

- New as an intermediary
- New industries
- New areas of the state
- Recognizes differences in outcomes for start up programs

Existing:

- Expands number of registered apprentices quickly
- Supporting programs that can hit the ground running
- Desire to leverage existing programs without double counting



Apprenticeship Intermediary deliverables/outcomes:

- Total Participants that are hired by an employer and enrolled in a Registered Apprenticeship Program
- Total Registered apprentices who complete an apprenticeship education/training program.
- Total participants who complete a Registered Apprenticeship program and receive a degree or other credential.
- Total number of participants identified as unemployed, LTU, dislocated or incarcerated prior to enrollment who complete a Registered Apprenticeship program and maintain their employment status with a new employer.
- Average hourly wage of apprentices at enrollment of a Registered Apprenticeship program.
- Total Number of Apprentices Served Under this Grant
- Average hourly wage of apprentices at enrollment of a Registered Apprenticeship program.

NOFO pages 10 Appendix K



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Communication & Reporting Tools

Available Through Illinois workNet





WIOA Performance Reporting

- Periodic Performance Reporting on a Quarterly Basis
- Reporting Periods
 - January – March
 - April – June
 - July – September
 - October - December
- Reports Due no later than 30 calendar days following end of reporting period
- Grantees expected to meet Local Negotiated Performance Measures





Primary Indicators of Performance Exit Outcomes

- Employment Rate 2nd Quarter after Exit
 - Percentage of participants who are in unsubsidized employment during the second quarter after exit from the program.
 - For Title I Youth: percentage of participants in education or training activities, or in unsubsidized employment during the second quarter after exit.
- Employment Rate 4th Quarter after Exit
 - Percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program.
 - For Title I Youth: percentage of participants in education or training activities, or in unsubsidized employment during the fourth quarter after exit.
- Median Earnings Rate 2nd Quarter after Exit
 - The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.



Primary Indicators of Performance Training Outcomes

- Credential Attainment Rate 4th Quarter after Exit
 - Percentage of participants enrolled in education or training program who attain a recognized postsecondary credential or secondary school diploma within 1 year after program exit.
- Measurable Skill Gains
 - Percentage of program participants who are in an education or training program that leads to a recognized postsecondary credential or employment AND who are achieving measurable skills gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment.





Grantee Requirement: Highlights of Note

- ❖ Talent Pipeline Management Participation
- ❖ Target Populations
- ❖ Targeted Industries, Occupations and Growth Sectors
- ❖ Incumbent Workers
- ❖ New Employees
- ❖ Pre-Apprenticeship
- ❖ Youth Apprenticeships
- ❖ DEI
- ❖ Leveraged Programs and Funding From Other Partners



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Grantee Requirements Overview for Both Navigators and Intermediaries

- Navigators must participate in TPM
- All must participate in other activities related to apprenticeship system-building
- Must encourage expansion in emerging industries and align with regional and local workforce plans
- Must use state performance management systems for participant outcomes
- To count as part of 750 apprentice expansion, participant must be in a registered apprenticeship program by the end of the grant period



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Target Populations: Increasing Diversity, Equity and Inclusion in Apprenticeships

Some strategies to address DEI include:

- ❖ Changes in recruitment practices
- ❖ Intentional marketing (including using images of women and people of color)
- ❖ Addressing discrimination within programs and at workplaces, and
- ❖ Offering supports that boost retention and completion, such as childcare, transportation, and career counseling.

Targeted Industries, Occupations, & Growth Sectors

Table 1 – Top Growth Industries in Illinois

Top Growth Industries (2015-20)	2015 Jobs	2020 Jobs	Change	% Change
Transportation and Warehousing	280,877	327,635	46,758	17%
Finance and Insurance	309,387	323,650	14,263	5%
Healthcare and Social Assistance	789,548	800,224	10,676	1%
Professional, Scientific, Tech Service	447,041	456,986	9,945	2%
Construction	268,637	273,442	4,805	2%

Source: EMSI Analysis

NOFO page 7-9, Appendix F



Targeted Industries, Occupations, & Growth Sectors

Table 2 - Top COVID-19 Impacted Industries in Illinois

Top Impacted Industries (2019-20)	2019 Jobs	2020 Jobs	Change	% Change
Accommodation and Food Services	537,170	445,932	-91,238	-17%
Waste Management and Remediation	466,320	431,544	-34,776	-7%
Retail Trade	607,289	577,907	-29,382	-5%
Manufacturing	592,283	568,359	-23,924	-4%
Health Care and Social Assistance	823,569	800,224	-23,345	-3%
Arts, Entertainment, and Recreation	111,009	88,434	-22,575	-20%

NOFO page 7-9, Appendix F

:Source EMSI Analysis



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Targeted Industries, Occupations, & Growth Sectors

Table 3: Emerging Registered Apprenticeship Opportunities

Industry	Occupation	Industry Status	RAP Status
Arts & Entertainment	Multiple	Recovery	New
Construction	Multiple	Growth	Expanded
Cross Sector	Human Resources	Cross sector	New
Cross Sector	Janitor (Develop. Disabilities)	Recovery	Expanded
Education	Multiple	Growth	Expanded
Energy	Solar and Wind Technician	Growth	Expanded
Multiple	Geospatial Technician (GIS/GPS)	Growth	New
Hospitality, Culin. Arts	Multiple	Recovery	Expanded
Info Technology	Multiple	Growth/ED	Expanded
TDL	Supply Chain Management	Growth/ED	Expanded
TDL, Manufact.	Robotics/Mechatronics Technician	Growth/ED	New
Life Sciences	Chemistry Quality Control Tech	Growth/ED	New
Healthcare	Healthcare Technician positions	Recovery	Expanded
Retail Trade	Manager, Retail Store	Recovery	New
Public Works	Water Treatment Plant Operator	Recovery	New

: Source EMSI Analysis

NOFO page 7-9, Appendix F



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Elements for Competitive Proposal

Coordination with Regional and Local Workforce Plans

Importance of Partnerships and Coordination (MOUs)

Resource materials online and in appendix

Navigator Must Haves

Intermediary Must Haves



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Eight Application Requirements



Signed Application



Executive Summary



Technical Proposal (Note: there are separate proposals required for Navigators and Intermediaries)



Project Implementation Plan



Outcomes Summary



Resumes of Program Staff



Memorandum of Understanding or Partnership Agreements (if applicable)



Budget Proposal (State of Illinois Unified Budget Template - Excel Workbook)

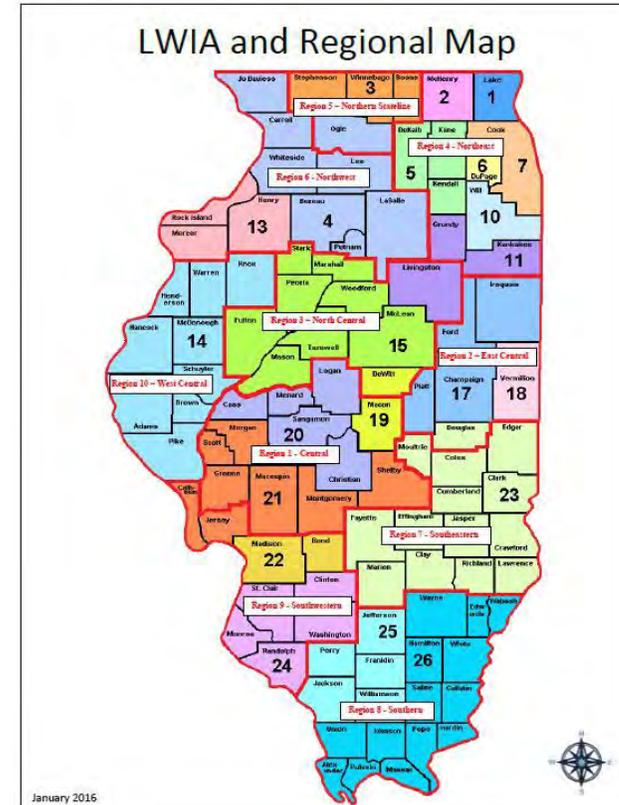


Coordination with Regional Workforce Plans

Applicants must identify the workforce / economic development region and administer the pilot programs within the context of the State, Regional, and Local workforce development plans.

The WIOA Regional and Local Plans may be viewed at: www.illinoisworknet.com/WIOA/RegPlanning/Pages/Plans_MOU_Dashboard.aspx

Applicants must work with the State, Regional, and Local WIOA partners to implement the project in coordination with WIOA. Illinois workforce and economic development regions are depicted in the map on this page.





Importance of Partnerships

The Development of partnerships should result in the following goals:

- To connect with businesses that need this training for their workforce
- To connect with organizations that can facilitate or provide skill upgrade training to these workers
 - ✓ Industry & Business Associations
 - ✓ Community Colleges
 - ✓ Public-Private Partners
 - ✓ Local Workforce Agencies
 - ✓ High School Districts
 - ✓ Unions
 - ✓ Chambers of Commerce
 - ✓ Community Based Organizations
 - ✓ Other needed partners



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MOU "Musts"

Recruitment

Eligibility
Determination

IWDS Entry

Enrollment

Case
Management

Performance
Requirements

Reporting

Follow-up





Navigator Proposal

MUST HAVES:



Region needs and opportunities identified



How they will serve as point of contact



Business outreach and development plans and capacity, including equity in apprenticeship strategies



Any evidence of existing capacity or experience



Evidence that they will be able to increase number of apprentices in the region by June 2024



Intermediary Proposal

MUST HAVES:

 Solid program design and implementation plan

 For new, how will this intermediary develop programs where they don't exist

 For leveraged, how will these resources help build and expand programming? Especially for underserved populations.

 Solid outreach plan for potential apprentices and plan for preparation (including equity in apprenticeship strategies)

 Evidence that they will be able to increase number of apprentices in the region by June 2025

Apprenticeship NOFO

Website: Resources from Appendices



APPRENTICESHIP 2021 NOTICE OF FUNDING OPPORTUNITY

Background

In June 2021, Illinois received a *State Apprenticeship Expansion, Equity and Innovation Grant* for approximately \$6 million from the U.S. Department of Labor (USDOL) to develop, modernize and diversify Registered Apprenticeships in Illinois. The objective of this Notice of Funding Opportunity (NOFO) is to diversify apprenticeship programs and find innovative ways of employing the apprenticeship model to meet the needs of businesses, resulting in a total of 750 new registered apprenticeship programs by the end of 2024. It is Illinois' goal to use this NOFO to increase apprenticeship opportunities for historically underrepresented populations, including but not limited to: individuals with disabilities; youth from underserved communities; older workers; returning citizens from incarceration; and workers in jobs that have been severely impacted by COVID, such as the Arts, Entertainment, Recreation and Hospitality industries. This NOFO supports the Governor's priority of expanding apprenticeship opportunities in Illinois.

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<https://www.illinoisworknet.com/ApprenticeshipNOFO2021>



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Bidder's Conference Schedule

[WIOA Apprenticeship 2021 Notice of Funding Opportunity \(illinoisworknet.com\)](http://illinoisworknet.com)

- **INFORMATIONAL WEBINAR, BUDGET AND REPORT, TARGET POPULATION WEBINARS**
- **ALL WEBINARS WILL BE RECORDED AND AVAILABLE FOR FUTURE REFERENCE**



Application Timeline

APPLICATION TIMELINES

Grant Information Workshops	July
Applications Due	September 15, 2021
Grant Negotiation	October/November/December
Grant Award (Anticipated)	January 1, 2022



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Grant Submission Details

- **Applications must be received via email no later than 5:00 p.m. CST on SEPTEMBER 15, 2021, to grantapplication@illinoisworknet.com**

including:

- Uniform Application Form
 - Executive Summary
 - Technical Proposal
 - Resumes of Program Staff
 - Partnership Agreement and/or MOUs
 - Budget Proposal
- Applications must be formatted on 8 1/2 x 11-inch paper using 11-point type and at 100% magnification. Tables may be used to present information with a 10-point type.
 - The technical proposal is limited to 20 pages.



Freedom of Information / NOFO Questions



- Applications are subject to disclosure in response to requests received under provisions of the Freedom of Information Act (5 ILCS 140/1 *et seq.*). Information that could reasonably be considered to be proprietary, privileged, or confidential commercial or financial information should be identified as such in the application.
- Questions regarding the grant opportunity can be sent to: apprenticeship@illinoisworknet.com
- The program webpage includes a question-and-answer document for all applicants to view. <http://www.illinoisworknet.com/apprenticeshipnofo>



Application Review Information

- Applicants must demonstrate that they meet all the requirements outlined in the Notice of Funding Opportunity.
- The following criteria will be used to evaluate applications:
 - ❖ Applicant Capacity (20%)
 - ❖ Documentation of Need and Opportunity (30%)
 - ❖ Includes geographic considerations
 - ❖ Quality of Project Plan (40%)
 - ❖ Includes strategies for addressing equity in apprenticeships
 - ❖ Budget Narrative/Cost Effectiveness/Return on Investment/Sustainability (10%)



Can These Grants Support New Employee Apprenticeship?

- Most of the projects that provide direct services to individuals must meet the eligibility guidelines outlined in the WIOA regulations.
- Grantees will be required to use *Illinois workNet* to provide information on every registered apprentice that is supported by this program.



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CAN AN APPLICANT SUBMIT PROPOSALS FOR BOTH A NAVIGATOR AND AN INTERMEDIARY?

Applicants may submit proposals under both program approaches (navigators and intermediaries); however, applicants must submit separate proposals and commit to hire distinct staff for each role. Additionally, organizations applying to become a navigator and an intermediary must commit that navigators will work with any qualified business or intermediary interested in starting an apprenticeship.



Can These Grants Support Incumbent Worker Apprenticeships?

- Incumbent worker training is an effective strategy to support business and expand apprenticeship programs.
- Apprenticeships are a good way to up-skill entry-level employees, retain them, and provide workers with an upward career path.
- Incumbent worker training provides both workers and employers with the opportunity to build and maintain a quality workforce and increase both participants' and companies' competitiveness.
- This NOFO will support work-based training and upskilling outlined in a registered apprenticeship program to ensure that employees of a company can acquire the skills necessary to retain employment and advance within the company. Companies are typically required to pay for at least 50% of the incumbent worker training costs.



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Can These Grants Support Pre-Apprenticeship Programs?

- **It is recognized that** having a strong pre-apprenticeship infrastructure is needed to ensure access for individuals that are not fully prepared for a registered apprenticeship program.

This NOFO will support pre-apprenticeship programs that lead directly to Registered Apprenticeship Programs before the end of the grant period. It is important to note that the pre-apprenticeship programs will be subject to the WIOA Participant Eligibility, Case Management and Performance requirements.



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Frequently Asked Questions (FAQ)

- Can my organization apply to be both a navigator and an intermediary?
Yes, but the organization must submit separate proposals and must prove they hire distinct staff for each role. Additionally, navigators must be sector, industry and intermediary neutral and work with any business or intermediary interested in starting an apprenticeship
- Will these grants fund Pre-apprenticeship activity?
Yes, but only if the pre-apprenticeship results in the participant enrolling in a registered apprenticeship before the end of the grant period.
- Can High School Districts apply?
Yes, but they must have or create a Registered High School Apprenticeship with the U.S. Department of Labor
- Can Unions apply?
Yes. A union is an existing intermediary and apply for an intermediary grant using those guidelines.



All questions regarding this NOFO must be submitted in writing via email to:

apprenticeship@illinoisworknet.com



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Apprenticeship Tools & Resources

US Department of Labor Workforce GPS:

<https://apprenticeshipusa.workforcegps.org/>

- US Department of Labor Apprenticeship Playbook:

<https://www.doleta.gov/oa/federalresources/playbook.pdf>

- High Level Apprenticeship Partner Roles Infographic:

https://www.dol.gov/apprenticeship/docs/Partner_Roles_Infographic_20150616.pdf



US Department of Labor Guide to Expand Apprenticeship to Under Represented Populations:

<https://apprenticeshipusa.workforcegps.org/resources/2017/02/28/12/33/Expanding-Apprenticeship-to-Under-Represented-Populations>



Comments & Questions



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