



Illinois
Department of Commerce
& Economic Opportunity

Department of Commerce & Economic Opportunity (DCEO)

Illinois Works Jobs Program

Meeting Starts In: **10:00**





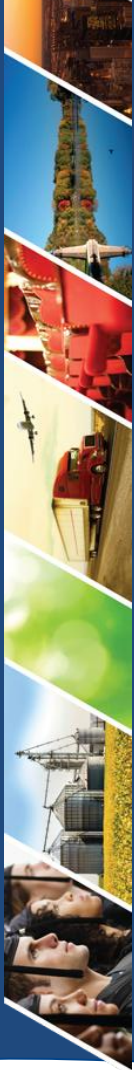
Illinois
Department of Commerce
& Economic Opportunity

Department of Commerce & Economic Opportunity (DCEO)

Illinois Works Jobs Program

Developing Partnerships for Effective Program Outcomes Training







ILW Pre-Apprenticeship Team

- Dr. Norman Ruano, Deputy Director of Illinois Works
- Mr. Dan Martinez, Sr. Pre-Apprenticeship Program Manager
- Ms. Monica Pruitt, Grant Manager
- Mr. Edwin Molina-Sanchez, Grant Manager
- Ms. Sharhianna Fulce, Grant Manager
- Ms. Alison Altmeyer, Financial Grant Manager
- Mr. Terrance Knight, Financial Grant Manager
- Ms. Jess Matta, Grant Manager
- Ms. Venetta Williams-Strong, Monitoring Grant Manager
- Dr. Jeffery Doolittle, Instructional Designer & Program Coach
- Dr. Tayna Ford, Instructional Designer & Program Coach
- Dr. Jeremy VanKley, Instructional Designer & Program Coach
- Mr. Victor Castillo, Professional Development Lead





Course Overview



Illinois Works was created as a result of Governor Pritzker's historic \$45 billion capital plan and his commitment to expanding equity in Illinois' construction workforce.

The **Illinois Works Pre-Apprenticeship NOFO** requires a comprehensive set of expectations, including multiple program elements. Applicants may have expertise in one or more of the Program Requirements, but perhaps not all. Organizations can create bridges to close those gaps by creating partnerships.

Partnerships **are formal arrangements by two or more parties**. During this course, you will be provided with information, resources, and support to help you successfully develop partnerships that allow you to provide the array of programs and services to pre-apprentices, meet the Illinois Works NOFO criteria and create a strong program proposal.



Information Sessions

For comments, feedback, or questions email the Office of Illinois Works at CEO.ILWorks@illinois.gov.

Event Name	Type of Event	Event Date and Time	Registration/Resources
Intro to ILW	Webinar	September 8, 2026 9:00am - 12:00pm	• Recording • Presentation Slides
GATA	Webinar	September 10, 2026 9:00am - 12:00pm	• Recording • Presentation Slides
Bidders Conference	Webinar	September 15, 2026 9:30am - 11:30am	• Recording • Presentation Slides
Performance-Based Model	Webinar	September 17, 2026 9:30am - 12:30pm	• Recording • Presentation Slides
Developing Partnerships	Webinar	September 22, 2026 9:30am - 12:30pm	• Registration





Course Objectives

By the end of this training, learners will be able to:

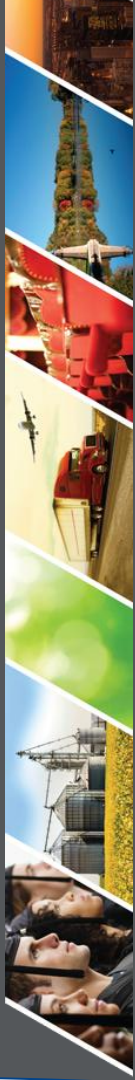
- Describe the relationship between DCEO and Illinois Works.
- Describe the three key programs implemented as a result of the Illinois Works Job Program Act.
- Access information available from the Illinois Works Pre-Apprenticeship NOFO 2026 website.
- Explain how GATA impacts potential partnerships.
- Assess your program's capabilities against the Illinois Works Pre-Apprenticeship program elements.
- Determine the type(s) of partnerships that might strengthen your program.
- Remove barriers to cultivating high-impact partnerships.
- Access Illinois Works Pre-Apprenticeship NOFO resources.





This Session is Being Recorded





CEO.ILWorks@Illinois.Gov



Section 2: Welcome & Introduction

By the end of this section, you will be able to:

- Use the Webex features and functions to fully participate in the training.
- Identify what you hope to learn from this training.





Webex Tutorial

The screenshot shows a Webex meeting window with a 2x3 grid of participants. A sidebar on the left displays meeting controls and information. A bottom toolbar contains various action buttons. Red arrows point to specific features: the 'Mute' button, the 'Stop video' button, the 'Raise hand' icon, the 'Chat' icon, and the 'Layout' button in the top right corner.

Webex Meeting info Show menu bar 12:40 Layout

Feature Planning Meeting
Host: Clarissa Smith
Copy meeting link Invite and remind

General Security

Meeting link
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Mute Stop video Share Record Raise hand Chat Apps

- Mute/Unmute
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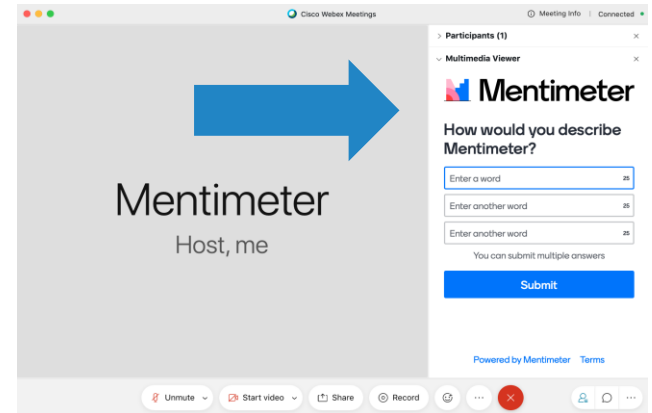
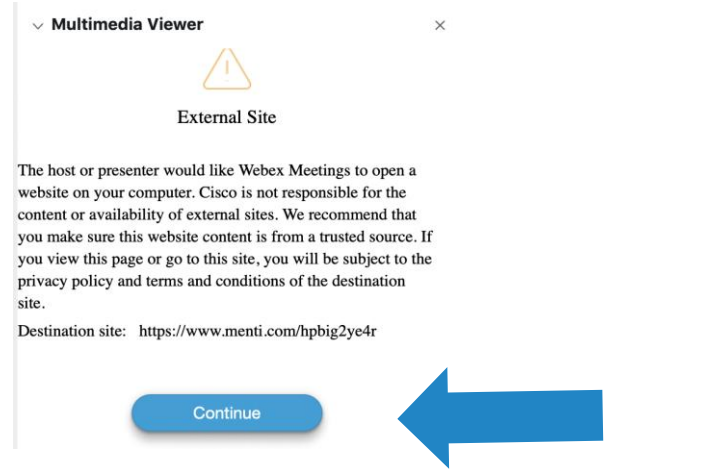
Mentimeter

- ▶ On the right-hand of your Webex screen click the blue **Continue** button.
- ▶ Once you click the button the Mentimeter app will show in the Multimedia viewer.



Menti.com
Code: 1172 3590

Direct Link: <https://www.menti.com/al2c7ecz19a>





Illinois
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- Your Name
- Organization/Agency
- Role
- Geographic Location





Question:

“What do you hope to learn?”





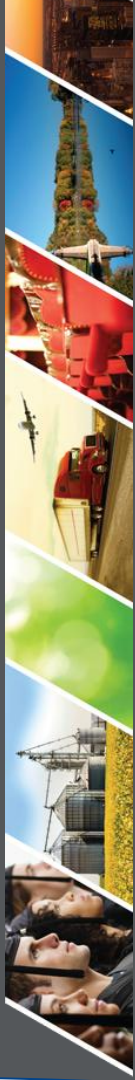
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Comments, feedback, or questions?

Email us at:

CEO.ILWorks@Illinois.Gov



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Section 3: Illinois Works Overview

By the end of this section, you will be able to:

- Explain the role of the Illinois General Assembly regarding the Illinois Works Jobs Program Act.
- Describe the unique characteristics of the Illinois works innovative workforce development model.
- Articulate the mission of DCEO.





Section 3: Illinois Works Overview

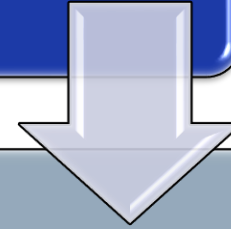
By the end of this section, you will be able to:

- Describe the relationship between DCEO and Illinois Works.
- Identify the relevant data that is evidence of the need for Illinois Works.
- Summarize the role of each of the Illinois Works three key programs.
- Explain the current status of each of the three programs.





Department of
Commerce and
Economic Opportunity



The Office of Illinois
Works



Illinois Works Jobs Program



The **Illinois Works Jobs Program Act** is a statewide initiative to ensure that all Illinois residents have access to state capital projects and careers, including the construction industry and the building trades.

The **goal** is to provide contracting and employment opportunities to historically underrepresented populations in the construction industry.

This effort specifically targets **women, people of color, and veterans**.





Illinois Department of Commerce & Economic Opportunity ~ Website



ABOUT US

Accountability for the Investment of Public Funds ...

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DCEO Leadership

Employment Opportunities

Equal Opportunity

Events and Public Notices

FOIA Requests

Grant Opportunities

Illinois Corporate Accountability

Legislation and Reporting

News

Why Illinois?

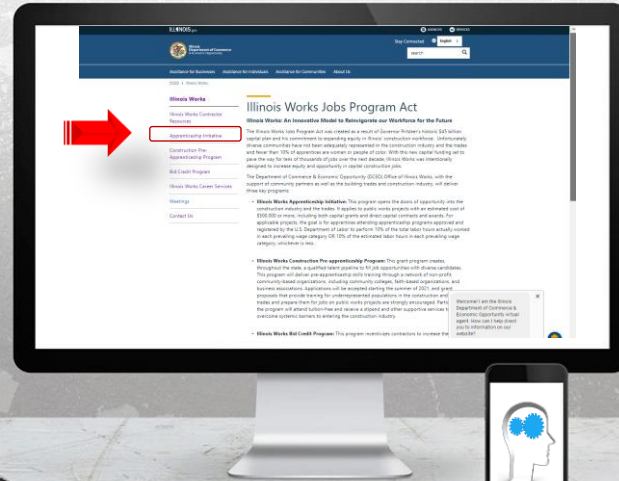
About Us

The mission of the Illinois Department of Commerce and Economic Opportunity (DCEO) is to create equitable economic opportunities across the State of Illinois. By attracting and supporting major job creators, investing in communities, strengthening Illinois' world-class workforce, fostering innovation, and ushering in the new clean energy economy, DCEO works to fortify Illinois' reputation as a global economic powerhouse while ensuring Illinois is the best state to live, work and do business.

DCEO delivers impactful programs and services through the following offices:

- Accountability**
The Office of Accountability (OA) enhances integrity, transparency and accountability across the Department of Commerce and Economic Opportunity's programs. [The Grant Help Desk](#), within the Office of Accountability, provides valuable resources, training and guidance to entities who are interested in the Department's grant opportunities.
- Broadband Development**
The Office of Broadband (OBB) is responsible for administering broadband infrastructure grant programs. These programs include Connect IL and the federal Broadband Equity, Access, and Deployment (BEAD) program. From infrastructure to utilization, public funding to private deployment, the office strives to be a useful resource to individual consumers, local communities, various state agencies, and broadband providers alike. OBB seeks to make meaningful connections through thoughtful public-private partnerships, innovative cross-sector collaboration, and increased efficiency within state agency and across all levels of government.
- Business Development**
The Office of Business Development (OBD) provides free and confidential services to companies seeking to locate or expand in Illinois. The primary focus of this office is to retain and create jobs in Illinois and spur capital investment by working with existing businesses and new businesses making expansion and location decisions. OBD administers a portfolio of tax incentives, grants, and programs to help companies develop, redevelop, expand, locate, and relocate in Illinois, and works closely with other DCEO offices and economic development partners like Intersect Illinois, DCEO's business attraction and marketing partner.
- Communication & Information**
DCEO's fast-paced Communications (COMM) team aims to advance DCEO's mission by raising awareness about key initiatives through communications and media strategies. The team communicates complicated topics to mass audiences via press release and social media channels, high-profile events with the Governor and other key stakeholders, and statements and interviews with DCEO leadership and the media.

- Human Resources**
The DCEO Office of Human Resources (HR) manages all aspects of the employee lifecycle, including recruiting, onboarding, training & development, payroll, benefit administration, leaves of absence, employee relations and offboarding.
- Illinois Works**
The Office of Illinois Works (OIW), through its three main programs (Illinois Works Apprenticeship Initiative, Illinois Works Construction Pre-apprenticeship Program, and Illinois Works Bid Credit Program), sets out to expand equity in Illinois' construction workforce. The Illinois Works team aims to provide a career pathway for members of historically underrepresented communities and promote construction as a viable job industry for women, Veterans, and people of color. OIW aims to supply the construction industry with a skilled workforce for generations to come.
- Information Management**
The Office of Information Management (OIM) is staffed in partnership with the Department of Innovation and Technology (DOIT), a peer state agency. OIM is leading a digital transformation toward an enterprise approach to technology at DCEO to gain efficiencies and improve service delivery to the residents of Illinois. This transformation is resulting in improved security and data protection, fewer redundant systems, and more efficient technology spending. DOIT/OIM's customer-centric approach improves access to agency services by leveraging modern technologies.
- Internal Audit**
The Office of Internal Audit (OIA) is responsible for providing independent and objective auditing and advisory services to DCEO. These audits help determine the adequacy of DCEO internal controls while ensuring compliance with State and Federal requirements. OIA also supports DCEO by making recommendations which help ensure regulatory compliance and reduce operating costs while increasing efficiency and operational effectiveness.
- Legislative Affairs**
DCEO's Office of Legislative Affairs (OLA) leads legislative advocacy on behalf of DCEO: drafting, filing, and moving legislation and communicating the Department's position on legislation filed by external stakeholders. The Office of Legislative Affairs is also the key interface and liaison for members of the Illinois General Assembly and assists with constituent issues raised by various elected officials.
- Management Operations**
The Office of Management Operations (MO) is responsible for many agency-wide functions such as mail and shipping, office supplies, print shop requests, record retention, building maintenance, telecommunications, and IT related equipment. Management Operations also reviews and approves all travel requests and manages the agency motor pool fleet.
- Policy Development, Planning & Research**
The Office of Policy Development, Planning, and Research (PDPR) conducts research, develops policies, and collaborates with other DCEO offices and stakeholders to ensure programs align with the state's economic priorities and community needs. PDPR manages the Illinois Economic Growth Plan, determining long-term strategies for economic development. Additionally, PDPR acts as an incubator for new programs, designing and piloting new initiatives.





Innovative Workforce Model





The DCEO Office of Illinois Works, with the support and partnerships of communities, building trades, and the construction industry, will deliver three key programs:



Illinois Works Apprenticeship
Initiative



Illinois Works Pre-Apprenticeship
Program



Illinois Works Bid Credit Program



Illinois Works Jobs Program



The intent of these key programs is to expand apprenticeship opportunities, with a targeted focus on underrepresented populations.

An expansion of apprenticeship opportunities will strengthen wages and employment for more Illinois residents while supporting the broader economy, especially as construction employment is expected to grow modestly over the next decade.

Source: IDES long-term projections framework (2024–2034) Table 1, Illinois Employment Recent Performance

Illinois and U.S. Labor Data

Population	U.S. Population	Illinois Population	2019 Construction/ Trade Apprentices	2021 Construction/ Trade Apprentices	2025 Construction/ Trade Apprentices	Grant Year 2025 ILW Pre-Apprenticeship Program
Women	50.5%	50.9%	4%	5%	6%	24%
African American	13.7%	14.5%	9%	9%	9%	51%
Hispanic/Latino	20.0%	19.9%	18%	17%	21%	24%
American Indian / Native Alaskan	1.3%	2.0%	1%	1%	1%	1%
Asians	6.4%	7.0%	<1%	.7%	1%	1%
Veterans	5.9%	3.8%	7%	7.1%	Not Available	1%

Source: U.S. Census Bureau, *QuickFacts: United States and Illinois* (2025); Illinois Department of Labor. (2026). *2025 State Construction Minority and Female Building Trades Annual Report*; Illinois Department of Commerce and Economic Opportunity. (2025). *Program Report on the Evaluation of the Illinois Works Apprenticeship Initiative and Preapprenticeship Program* (Enrolled participant demographics); Illinois Department of Labor RAPIDS Registered Apprenticeship Data (2019 & 2021).





Job Demand: Illinois Works Apprenticeship Initiative





Illinois Works Apprenticeship Initiative Summary



For applicable projects, the goal is for the U.S. Department of Labor certified apprentices (not limited to pre-apprentice program graduates) to perform:

- 10% of total labor hours actually worked in each prevailing wage category or
- 10% of the estimated labor hours in each prevailing wage category, whichever is less.
- 5% of the actual or estimated labor hours for each wage classification of qualifying capital construction projects are to be performed by graduates of Illinois Works, Climate Works, or Highway Construction Careers Training Programs (this is a new requirement resulting from an Illinois Works Jobs Act update signed into law in 2023).

By having an established goal, contractors generally find themselves in need to hire more apprentices resulting in higher demand for apprentices.



Apprenticeship Initiative

- The Apprenticeship Initiative launched in June of 2020 and is presently overseeing the implementation of over **900 Projects** worth over **\$6 billion**.
- The Apprenticeship Initiative utilizes Smartsheet as a real-time compliance management platform.



Source: Illinois Department of Commerce and Economic Opportunity. (2025). *Program Report on the Evaluation of the Illinois Works Apprenticeship Initiative and Pre-apprenticeship—Submitted on behalf of the Illinois Works Review Panel.*





Talent Pipeline: Illinois Works Pre-Apprenticeship Program





Illinois Works Pre-Apprenticeship Program



The Illinois Works Pre-Apprenticeship Program creates a qualified talent pipeline to fill job opportunities with diverse candidates. It launched in 2021 with 23 programs. The Illinois Works Pre-Apprenticeship Program currently funds 37 programs located throughout the State of Illinois, serving approximately 1,800 residents.

This program delivers pre-apprenticeship skills training through a network of community-based organizations, including community colleges, faith-based organizations, and business associations, among others.

For our grants, we strongly encourage proposals that provide training for underrepresented populations in the trades. Participants of the program attend tuition-free and receive a stipend and other supportive services to help address systemic barriers which prevent them from entering the construction industry.



2026 Grantee Manual



Illinois
Department of Commerce
& Economic Opportunity



ILLINOIS WORKS

Department of Commerce & Economic Opportunity (DCEO)

2026 Grantee Manual

Illinois Works
Pre-Apprenticeship Program

January, 2026



ILLINOIS WORKS
Pre-Apprenticeship Program

Section 3. State Staff Roles	AD/ Admin Programs	Grant Illinois	
Section 4. Overview	Levers Admin	Wh	
Section 5. Programmatic Monitoring	Outre	Ors	
Section 6. Audit Requirements	Outre	Illit	
Section 7. Training Plans for Program Management and Continuous Improvement	Outre		
Section 8. Audit Requirements	App		
Section 9. Audit Requirements			
Section 10. Audit Requirements			
Section 11. Audit Requirements			
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ILW Pre-Apprenticeship Program Current Status

In the **2026 Grant Year:**

- **37** Funded Providers
- **16** New Grants Awarded
- **21** Renewed Grants
- Serving over **1,500** Illinois Residents
- **569** Participants Enrolled



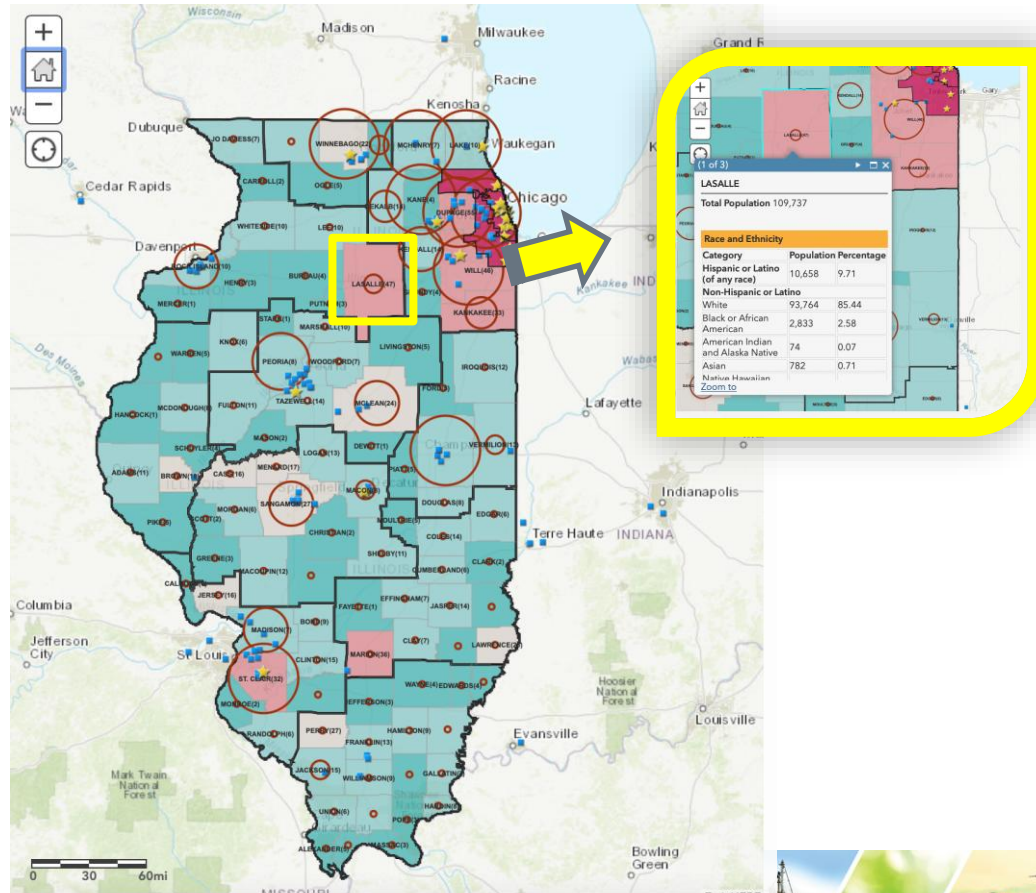
Current Enrollment Per Underrepresented Group

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Women	50.5%	50.9%	4%	5%	6%	24%
African American	13.7%	14.5%	9%	9%	9%	51%
Hispanic/Latino	20.0%	19.9%	18%	17%	21%	24%
American Indian / Native Alaskan	1.3%	2.0%	1%	1%	1%	1%
Asians	6.4%	7.0%	<1%	.7%	1%	1%
Veterans	5.9%	3.8%	7%	7.1%	Not Available	1%

Source: U.S. Census Bureau, *QuickFacts: United States and Illinois* (2025); Illinois Department of Labor. (2026). *2025 State Construction Minority and Female Building Trades Annual Report*; Illinois Department of Commerce and Economic Opportunity. (2025). *Program Report on the Evaluation of the Illinois Works Apprenticeship Initiative and Preapprenticeship Program* (Enrolled participant demographics); Illinois Department of Labor RAPIDS Registered Apprenticeship Data (2019 & 2021).

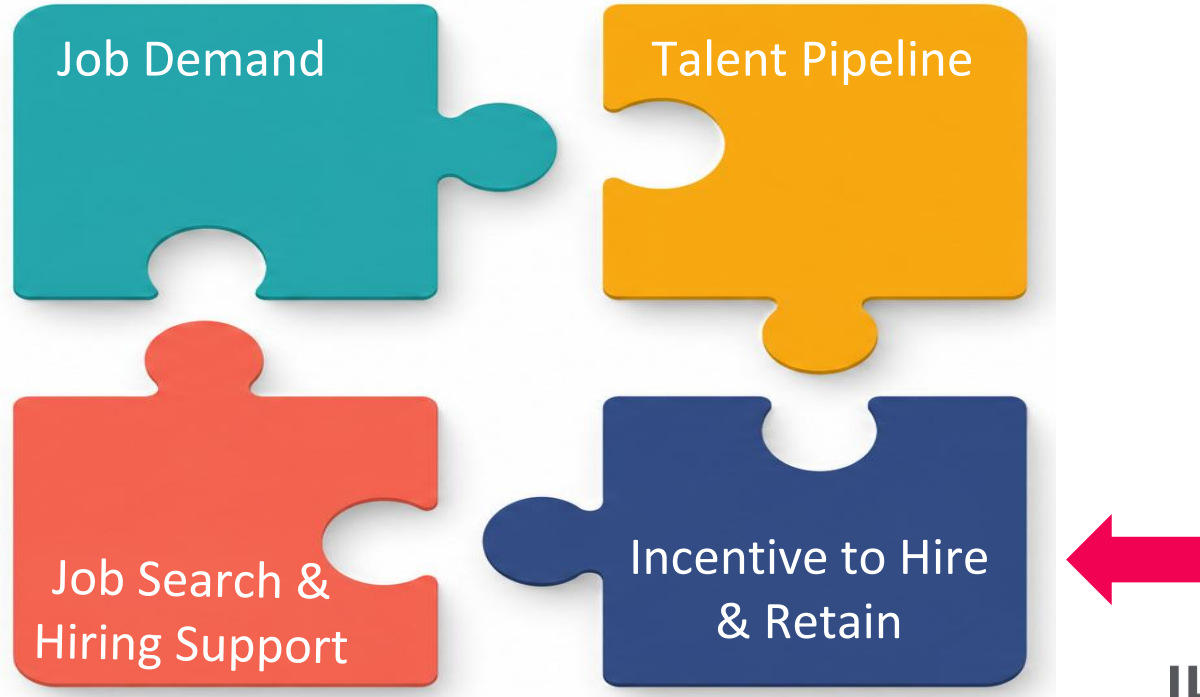


ILW Heat Map





Incentives to Hire and Retain: Bid Credit Program





Bid Credit Overview



The **Illinois Works Bid Credit Program** incentivizes contractors to hire and retain a diverse pool of candidates. It allows contractors and subcontractors to earn bid credits by employing apprentices who have completed the Illinois Works Pre-apprenticeship Program. Bid credits can be used toward future bids for public works projects contracted by the State of Illinois or an agency of the state.

Illinois Works Bid Credit Program Summary

In summary, the program provides:

- 
- **The Illinois Works Bid Credit Program allows contractors and subcontractors** to earn bid credits for use toward future bids for public works projects contracted by the state or an agency of the state.
 - **Bid credits can only be earned** for employing apprentices who have completed the Illinois Works Pre-apprenticeship Program, but they can be earned for any project the graduate works.
 - DCEO establishes the bid credit earning rates for all prevailing wage construction trades. This rate is reviewed and revised annually.
 - There is no maximum for bid credits that can be earned by contractors and/or subcontractors and no limit to the number of ILW Pre-apprenticeship graduates they can hire. **The Illinois Works Bid Credit Bank** is administered by DCEO as mechanism for tracking the bid credits.
 - Bid credits can be pooled between multiple contractors and/or subcontractors for a single capital funded projects but there will have a maximum allowable bid credit amount for each project based on the estimated project cost.



Job Search & Hiring Support: Illinois Works Career Services

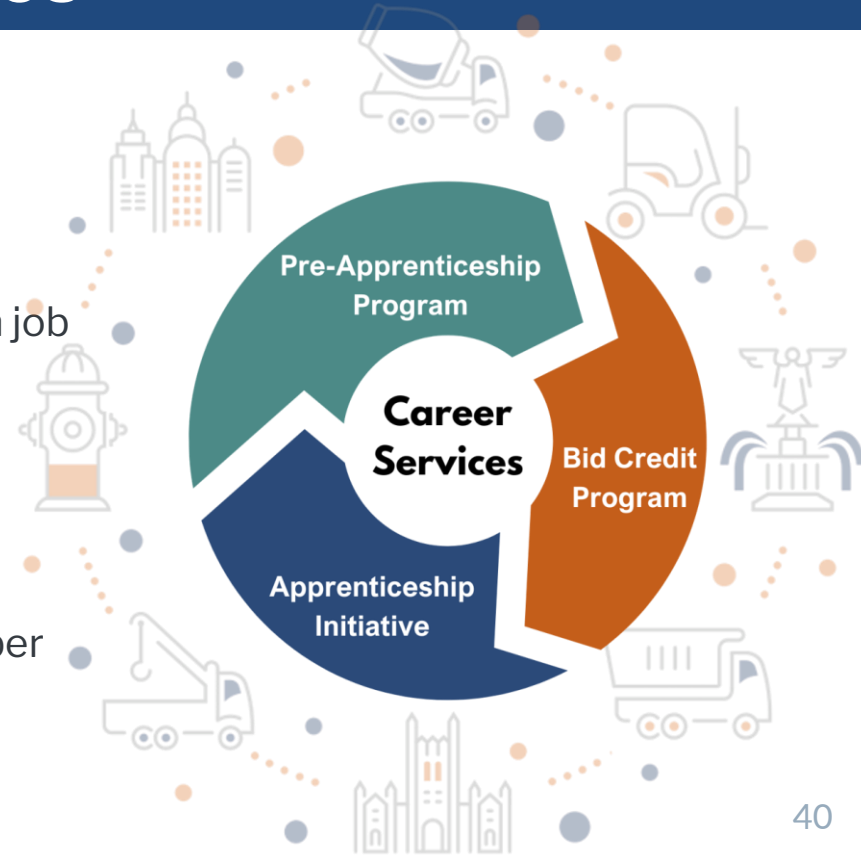


Illinois Works Career Services

Illinois Works recently launched the Career Services Team, designed specifically to:

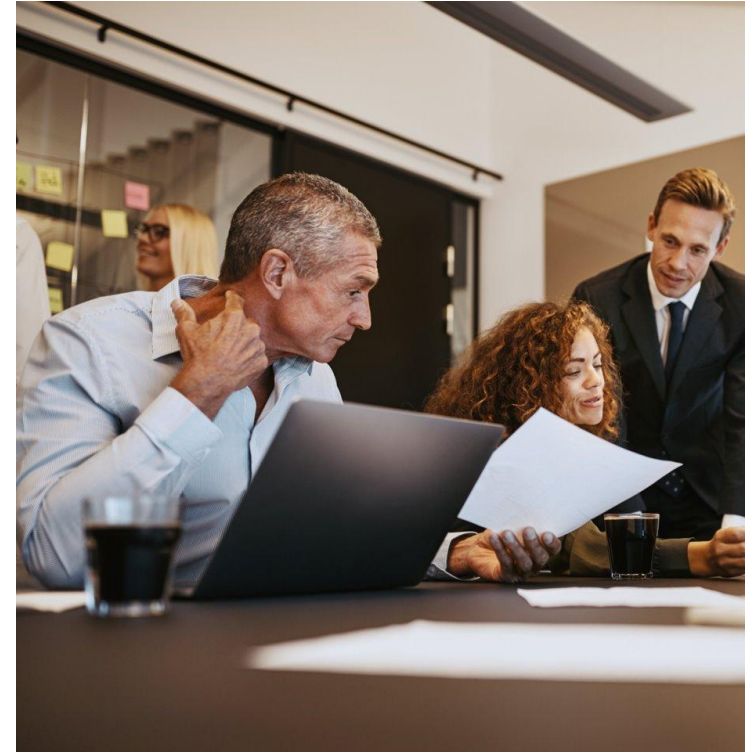
- Build relationships with DOL RAPs.
- Directly connect employers and graduates through job matching.
- Create and provide customized lists of graduates.
- Provide long-term transition support to graduates.

The main goal of Illinois Works is to increase the number of Illinois Works pre-apprentices gaining employment and entry into the DOL RAPs of their choice.



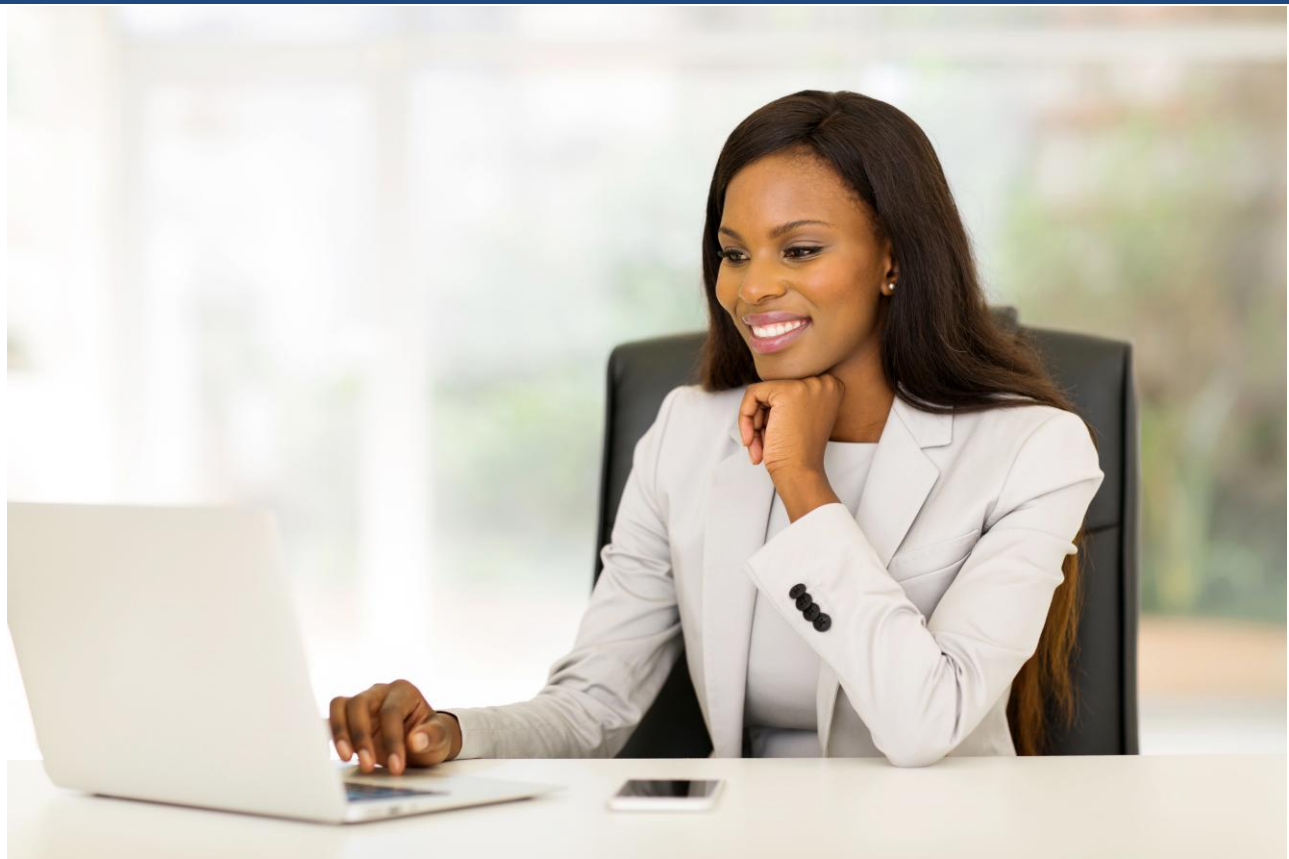
Connecting to Illinois Works Graduates – Job Matching

- The **Illinois Works Career Service Team** facilitates job matching. This highly effective team works hard to ensure a seamless and efficient process.
- Contractor's, only need to submit a **job order** though the **Illinois Works Employer Form** and specify their employment needs.
- This user-friendly form allows the Illinois Works Career Services Team to send a list of Illinois Works graduates that match their job requirements.
- The job order form is also used by contractors to provide follow-up information about the graduates they might have screened or hired from the list they received.





Career Pathway Management Platform





Illinois Works Program Goals:

- Provide a career pathway for residents in disadvantaged communities.
- Provide eligible apprentices with the skills for lifelong job security.
- Promote construction as a viable job industry for women and minority communities.
- Provide the construction industry with a consistent skilled workforce for generations to come.
- Create new partnerships between state agencies and community organizations.





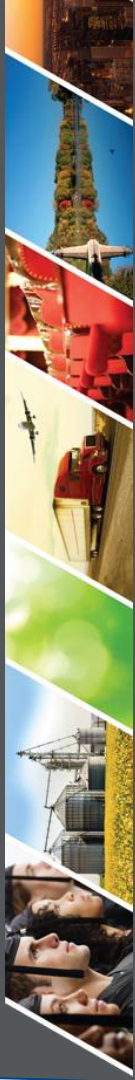
Information Sessions



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Developing Partnerships	Webinar	September 22, 2026 9:30am - 12:30pm	• Registration



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Section 4: Program, Elements



By the end of this section, you will be able to:

- Identify the program elements under program requirements in the NOFO.
- Complete a Partnership self-assessment of the program elements.



2026 NOFO Eight Sections

Program Design

The Illinois Works Pre-apprenticeship Program provides grants to community-based organizations (including an accredited public college or university) or coalitions throughout the State that will recruit, prescreen, provide pre-apprenticeship skills training, and transition participants to U.S. Department of Labor (US DOL) Registered Apprenticeship Programs. Successful grantees are expected to provide pathways and manage the transition from the pre-apprenticeship program to a full apprenticeship program in construction and the building trades.

This NOFO will use the definitions established in the Illinois Works Jobs Program Act, including the definitions for "community-based organizations" and "underrepresented populations." It will also use the State of Illinois definition for a pre-apprenticeship program which appears in the [Illinois Career Pathways Dictionary](#). Besides the following definitions and frameworks, additional information and resources are included in the Appendix of this NOFO.

Community-based organization: The Illinois Works Act establishes that "community-based organization" means a nonprofit organization, including an accredited public college or university, selected by the Department to participate in the Illinois Works Pre-apprenticeship Program. To qualify as a "community-based organization", the organization must demonstrate the following:

- the ability to effectively serve diverse and underrepresented populations, including by providing employment services to such populations;
- knowledge of the construction and building trades;
- the ability to recruit, prescreen, and provide pre-apprenticeship training to prepare workers for employment in construction and the building trades; and a plan to provide the following: preparatory classes;
- workplace readiness skills, such as resume preparation and interviewing techniques;
- strategies for overcoming barriers to entry and completion of an apprenticeship program; and
- any prerequisites for acceptance into an apprenticeship program.

Funding Information

This grant program is utilizing state funds appropriated by Public Act 104-0464. Total amount of funding expected to be awarded through this NOFO is \$12,000,000. Awards will range from \$150,000 to \$550,000. The Department expects to make 25 awards through this NOFO.

The period of performance is expected to be January 1, 2027 through December 31, 2027. Grants will be awarded for one year with the potential for renewal/modification for up to two additional years for successful projects that meet and exceed the required program services and outcome metrics.

FAQs



Frequently Asked Questions (FAQs) -
forthcoming

NOFO Materials

- Illinois Works Pre-Apprenticeship NOFO
- Uniform Application
- Budget Template
- Conflict of Interest Disclosure
- Mandatory Disclosure
- Attachment I - Proposed Work Plan
- Attachment II - Participant Demographics and Outcome Summary
- Attachment III - Sample Curriculum and Proposed Curriculum
- Attachment IV - Staffing Plan

Resources

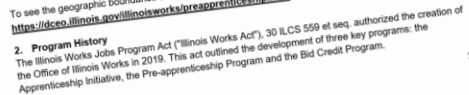
- NOFO References
- 360-Degree Focus on Equity
 - Executive Order #3: Action Agenda for Workforce Development and Job Creation
 - Illinois Career Pathways Dictionary
 - Illinois Department of Labor, 2021 State Construction Minority and Female Building Trades Annual Report
 - Illinois Essential Employability Skills Framework
 - Illinois Works Pre-apprenticeship Program 2026 Grantee Manual
 - Illinois Workforce Innovation Board

NOFO Materials

- **Illinois Works Pre-Apprenticeship NOFO**
- Uniform Application
- Budget Template
- Conflict of Interest Disclosure
- Mandatory Disclosure
- Attachment I - Proposed Work Plan
- Attachment II - Participant Demographics and Outcome Summary
- Attachment III - Sample Curriculum and Proposed Curriculum
- Attachment IV - Staffing Plan

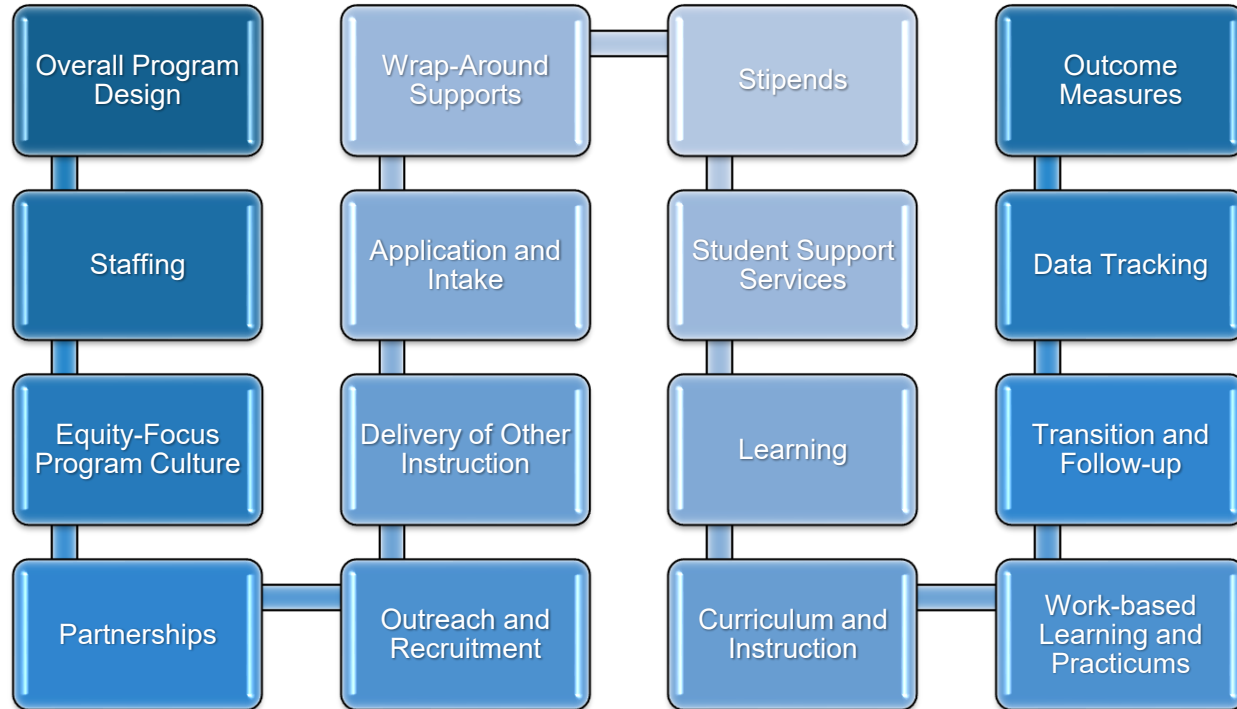


H. Other Information, if applicable





2026 NOFO – Program Requirements





Capabilities and Partnership Self-Assessment



CAPABILITIES AND PARTNERSHIP SELF-ASSESSMENT

Organization:

	QUESTIONS	CAPABILITY 1 = No Experience or Expertise 2 = Moderate Experience & Expertise 3 = Extensive Experience & Expertise	POTENTIAL PARTNER	TYPE OF PARTNERSHIP • Grantee/Recipients • Subgrantee/Subrecipient • Contractor/Vendor
1.	Wrap-Around Supports <i>Does your organization have expertise and experience in providing these types of services (including dedicated staff persons)?</i> E.g. financial literacy, referrals for housing, mental health services, childcare/family member care, digital literacy, transportation, driver's education fees, car repairs, emergency bill payment, and other costs that create an obstacle for participants. Ask yourself, can your program assist participants in overcoming barriers to participation?			
2.	Student Support Services <i>Does your program have experience with providing these types of services to support academic success and the attainment of certification credentials (including dedicated staff persons)?</i> E.g. tutoring services, retesting, make-up sessions, and other educational enrichments. Ask yourself, can your program assist participants in maximizing academic success and obtaining the certifications and credentials?			
3.	Delivery of Other Instruction <i>Does your program have experience providing other instruction that supports student participation and success (including dedicated staff persons)?</i> E.g. free literacy, GED, ESL classes, among others.			





Self-Assessment Scale



ILLINOIS

CAPABILITIES AND PARTNERSHIP SELF-ASSESSMENT

Organization: _____

QUESTIONS	CAPABILITY 1 = No Experience or Expertise 2 = Moderate Experience & Expertise 3 = Extensive Experience & Expertise	POTENTIAL PARTNERSHIP Clients Subrecipient Vendor
1. Wrap-Around Supports Does your organization have expertise and experience in providing these types of services (including dedicated staff persons)? E.g. financial literacy, referrals for housing, mental health services, childcare/family member care, digital literacy, transportation, driver's education fees, car repairs, emergency bill payment, and other costs that create an obstacle for participants. Ask yourself, can your program assist participants in overcoming barriers to participation?		
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3. Delivery of Other Instruction Does your program have experience providing other instruction that supports student participation and success (including dedicated staff persons)? E.g. free literacy, GED, ESL classes, among others.		





A vertical collage of images representing various aspects of the United States, arranged in a zig-zag pattern. The images include: a soldier in uniform, a red semi-truck, a military aircraft, a large industrial facility with silos, a golden field, a green globe, a red stadium, a canyon, a lake, and a city skyline.

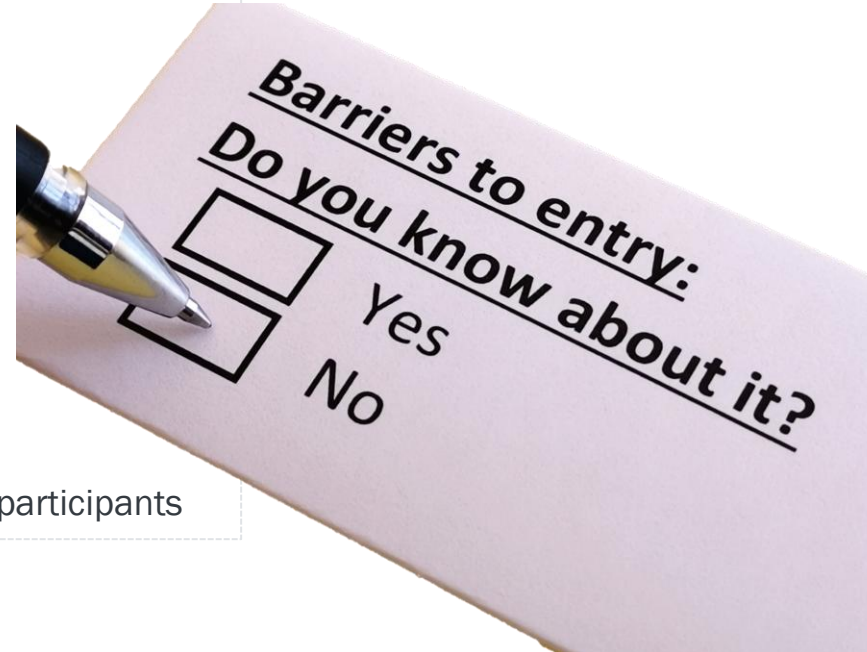




Wrap-Around Supports

Wrap-around support may include, but not be limited to:

- Financial literacy
- Referrals for housing
- Mental health services
- Childcare
- Transportation
- Digital Literacy
- Driver's education fees
- Car repairs
- Emergency bill payment
- Other costs that create an obstacle for participants



Question:

“What additional wrap-around services might add value for your target population?”



Wrap-Around Supports



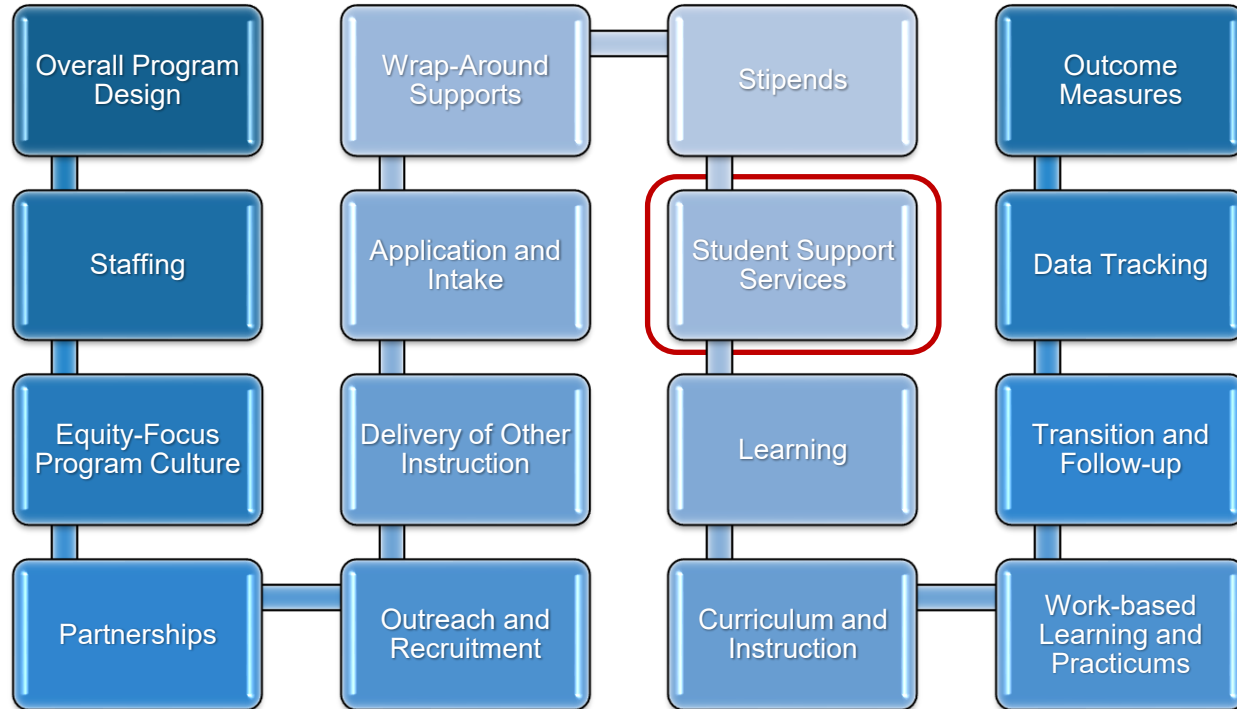
CAPABILITIES AND PARTNERSHIP SELF-ASSESSMENT

Organization:

	QUESTIONS	CAPABILITY 1 = No Experience or Expertise 2 = Moderate Experience & Expertise 3 = Extensive Experience & Expertise	POTENTIAL PARTNER	TYPE OF PARTNERSHIP • Grantee/Recipients • Subgrantee/Subrecipient • Contractor/Vendor
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3.	Delivery of Other Instruction <i>Does your program have experience providing other instruction that supports student participation and success (including dedicated staff persons)?</i> E.g. free literacy, GED, ESL classes, among others.			



NOFO – Program Requirements



Student Supports Services

Student support services may include, but not be limited to:

- Tutoring services
- Retesting
- Make-up sessions
- Other educational enrichments



Student Supports Services

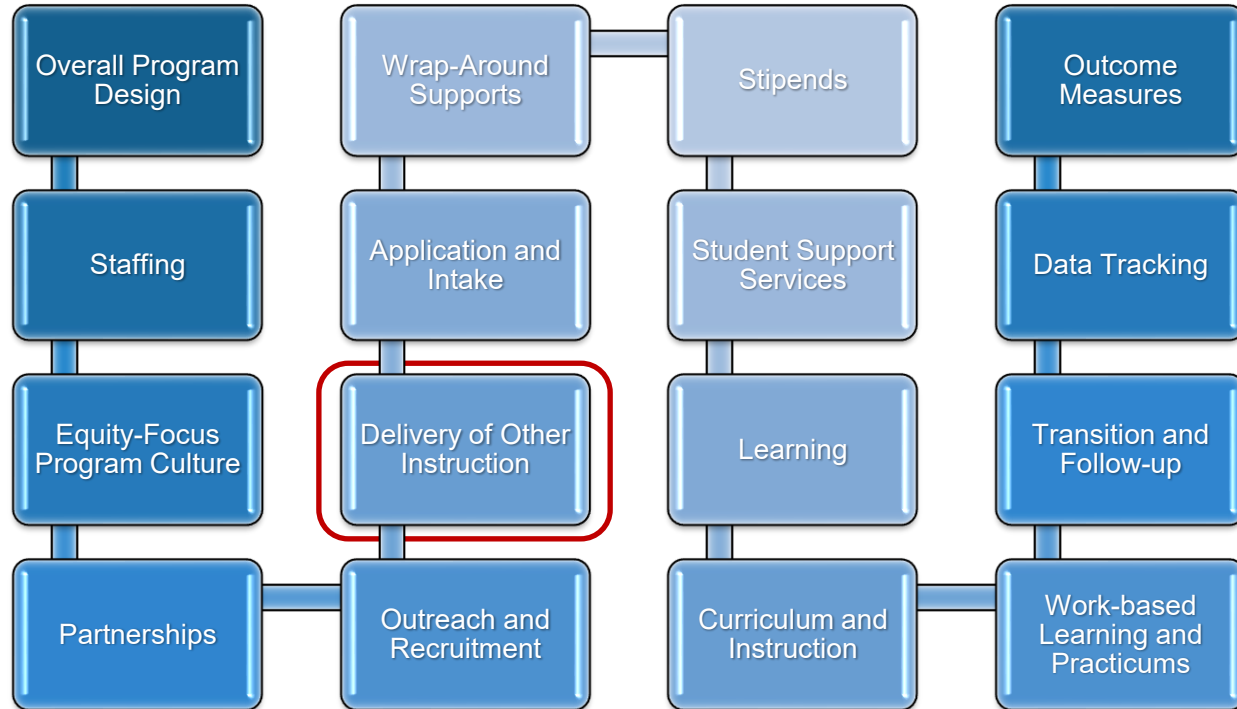
CAPABILITIES AND PARTNERSHIP SELF-ASSESSMENT

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3.	Delivery of Other Instruction <i>Does your program have experience providing other instruction that supports student participation and success (including dedicated staff persons)?</i> E.g. free literacy, GED, ESL classes, among others.			



NOFO – Program Requirements



Delivery of Other Instructions

Your program **must** provide plans to refer students who do not have the minimum program requirements to educational services in their respective communities including free literacy, GED, ESL classes, among others.

Your plans **must** include how applicants' barriers to program entrance and success will be assessed. Your plan should include strategies for removing barriers for underrepresented groups.



Delivery of Other Instructions

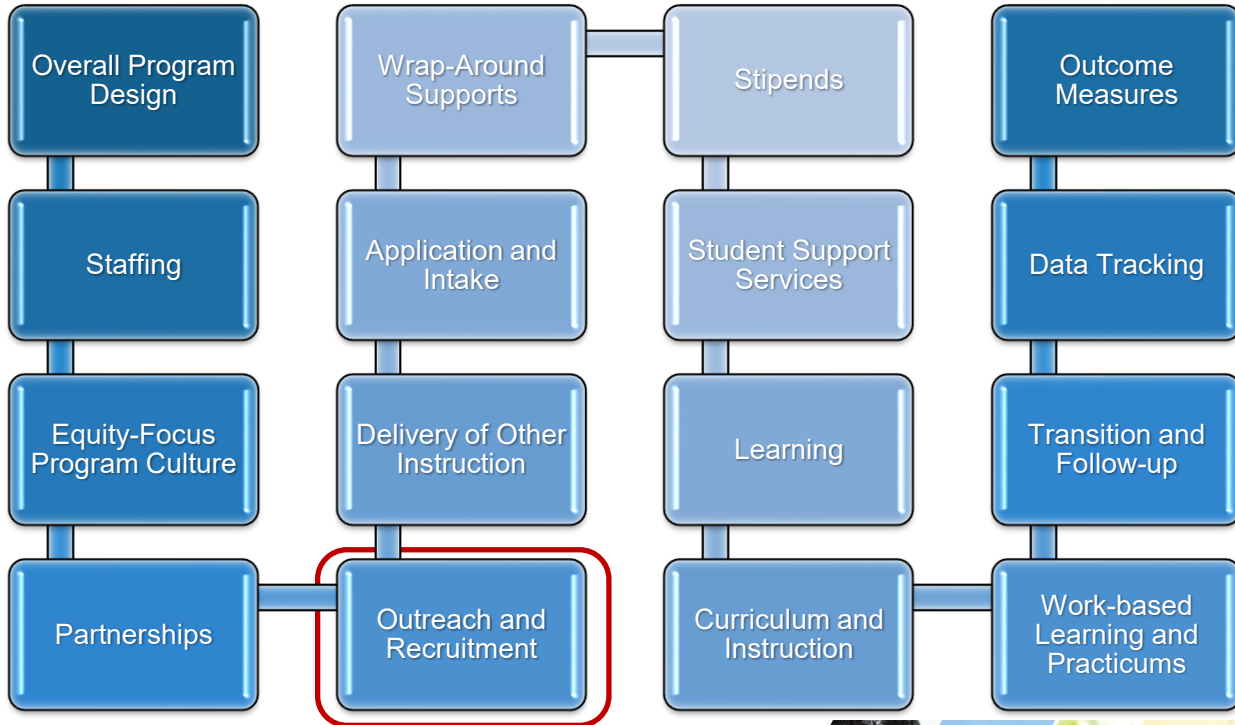
CAPABILITIES AND PARTNERSHIP SELF-ASSESSMENT

Organization:

	QUESTIONS	CAPABILITY 1 = No Experience or Expertise 2 = Moderate Experience & Expertise 3 = Extensive Experience & Expertise	POTENTIAL PARTNER	TYPE OF PARTNERSHIP • Grantee/Recipients • Subgrantee/Subrecipient • Contractor/Vendor
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2.	Student Support Services <i>Does your program have experience with providing these types of services to support academic success and the attainment of certification credentials (including dedicated staff persons)?</i> E.g. tutoring services, retesting sessions, and make-up sessions Ask yourself, can your program assist participants in maximizing academic success and obtaining the certifications and credentials?			
3.	Delivery of Other Instruction <i>Does your program have experience providing other instruction that support student participation and success (including dedicated staff persons)?</i> E.g. GED, ESL and literacy classes			



NOFO – Program Requirements



Outreach and Recruitment

Your program **must** outline proactive recruiting, outreach and support strategies that significantly increase the number of underrepresented populations that enroll in and successfully complete your pre-apprenticeships program.

Your strategy **must** acknowledge race and gender disparities in regional construction and building trades occupations.



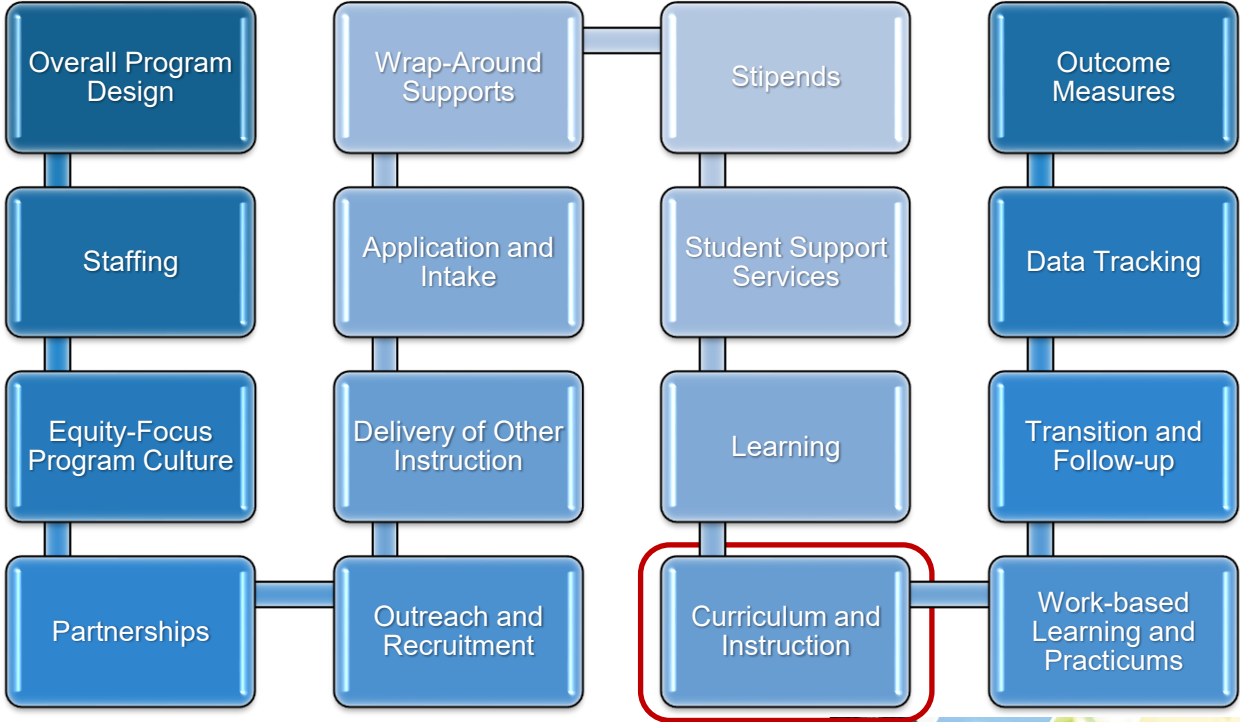
Outreach and Recruitment



	Ask yourself, <i>can your program assist participants in maximizing academic success and obtaining the offered certifications/credentials?</i>			
4.	Equity-Focus <i>Does your program have experience engaging your intended target populations (i.e. women, people of color, and/or veterans)?</i> E.g. impact on recruitment, partnering, training, hiring, advancement, retention, and earnings Ask yourself, can your program articulate your understanding of how race, ethnicity, gender, and veterans' status impacts access to construction and building trade apprenticeships?			
5.	Recruitment <i>Does your program have experience, expert knowledge, and a proven track record outreaching to your targeted population?</i> Note: can demonstrate knowledge and prior outcomes relevant to target population. Ask yourself, can your program proactively recruit outreach to underrepresented populations to enroll and successfully complete your pre-apprenticeship program?			
6.	Outreach <i>Does your program have specific experience with marketing, conducting outreach, and providing accommodations for your specific target audience(s) (including dedicated staff persons)?</i> E.g. marketing, outreach, wraparound supports, and accommodations Ask yourself, can your program create a comprehensive plan?			



NOFO – Program Requirements



Curricula and Instructions

Submitted curricula must provide at least 183 hours of instruction, and should not exceed 300 hours of instruction, unless approved by ILW.

Applicants must submit a proposed curriculum outline including hours, instruction modules offered, length of the training, and the logistical plan for delivery (see Attachment III- Sample Curriculum and Proposed Curriculum).



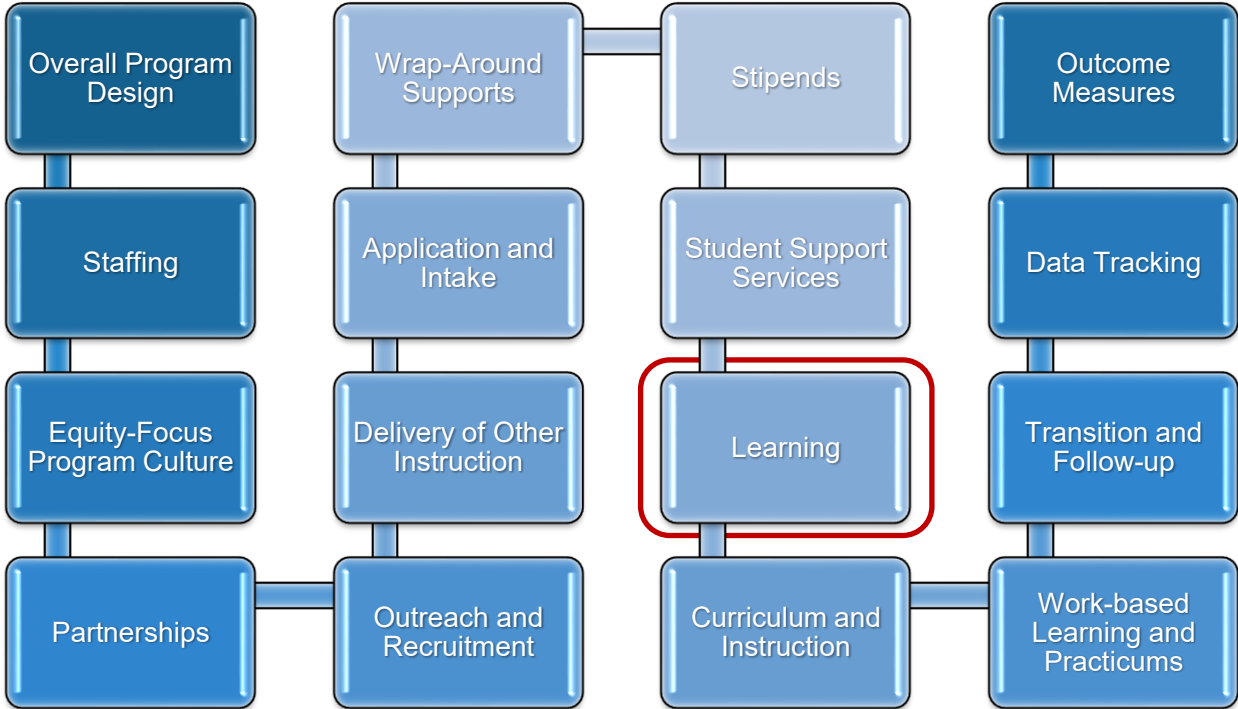
Curriculum and Instructions



7.	Curriculum <i>Can your program provide at least 150 hours of teaching, learning, real-world practice, and job site instruction (including dedicated staff persons)?</i> E.g. teaching, learning, real-world practice, and job site instruction Ask yourself, can your program provide the minimum 150 hours of instructions with additional instruction that may be necessary to meet the needs of your targeted population.			
8.	Instruction <i>Can your program lead students to obtain NABTU, NCCER, OSHA, First Aid/CPR, or other relevant construction industry certificates/certifications (including dedicated staff persons)?</i> E.g. NABTU, NCCER, OSHA, First Aid/CPR, or other relevant construction industry Ask yourself, can your program lead participants to certificates and certifications.			
9.	Learning <i>Does your program have extensive experience leveraging innovative tools including online learning and virtual learning, particularly given the limitations resulting from COVID?</i> E.g. online/virtual learning, such as Alternative Reality (AR) or Virtual Reality (VR) immersive training and learning techniques (particularly given the limitations resulting from the COVID pandemic) Ask yourself, can your program coordinate innovative teaching, learning, education, retention services, and coaching services.			
10.	Work-based Learning and Practicums			



NOFO – Program Requirements



Learning



Applicants ***must*** explain how they will coordinate education and learning, necessary support and retention services, and coaching from other partner institutions.



Work-Based Learning and Practicums



Work-based learning sites include supervised job sites, community-based job sites, government job sites, and other opportunities that allow participants to put what they learn into practice.



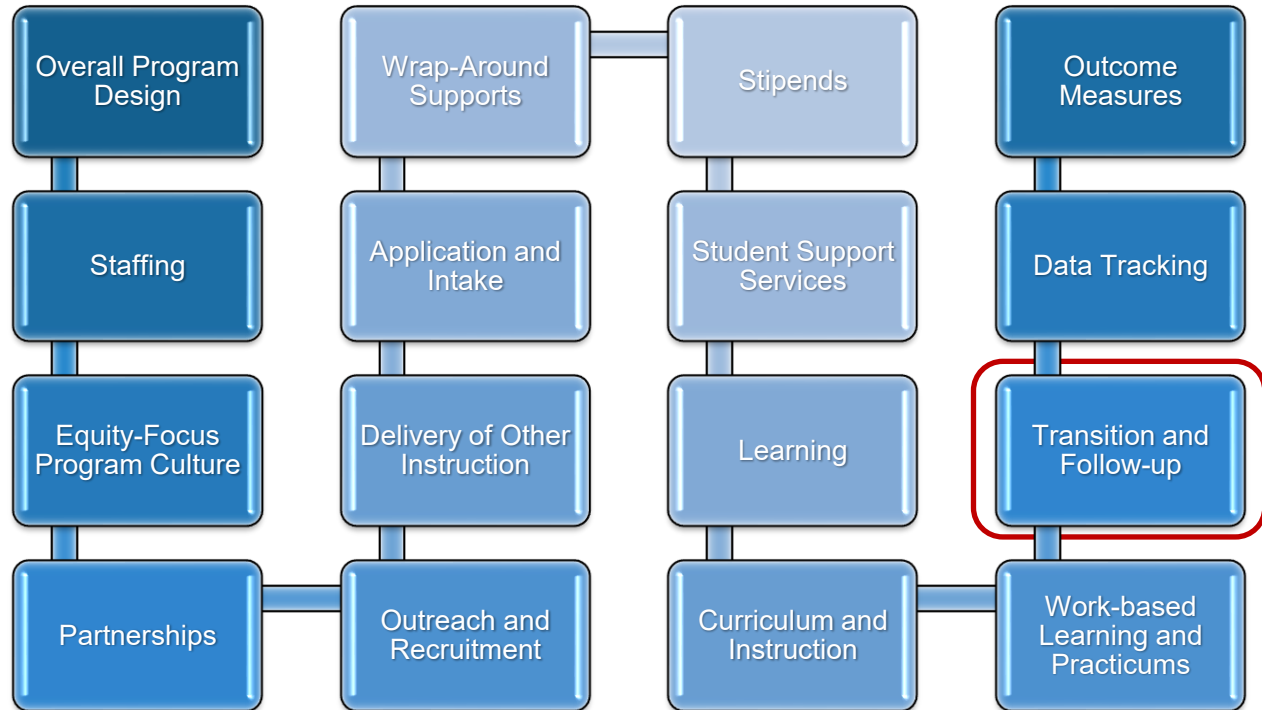
Curriculum and Instructions



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10.	Work-based Learning and Practicums			



NOFO – Program Requirements



Transition and Follow-up

Your program **must** provide plans on how it will assist participants in transitioning to DOL-registered apprenticeship programs including connecting them to employers and unions.

Include plans for referring participants that do not enroll into apprenticeship programs into advanced construction education and training programs, or other employment.

Applicants should outline how they will follow-up with participants on at least a quarterly basis for a period of one (1) year.



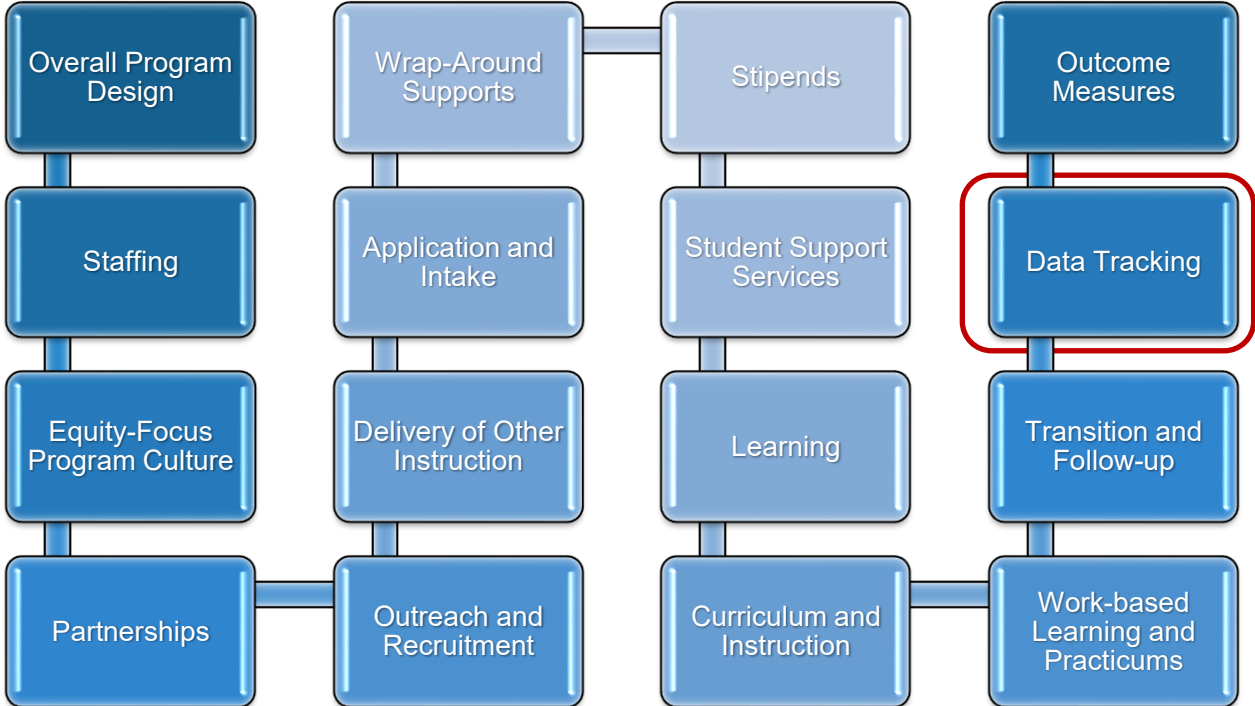
Transition and Follow-up



	<i>Does your program have experience providing and/or coordinating work-based learning or on-the-job-learning?</i> E.g. supervised job sites, community-based job sites, government job sites, and other opportunities that allow participants to put what they learned into practice Ask yourself, can your program perform learning in a construction lab and practice opportunities at job sites?			
11.	Transition Services <i>Does your program have the experience, connections, and relationships to help transition participants DOL registered union-based, company-based, or other apprenticeship programs, construction education, or other employment (including dedicated staff persons)?</i> E.g. employers, DOL registered union-based apprenticeship programs, company-based apprenticeship programs, other qualified apprenticeship programs, additional construction education, advanced training programs, or other employment opportunities Ask yourself, can your program assist participants in transitioning to DOL registered apprenticeship programs?			
12.	Follow Up Services <i>Does your program have experience conducting follow-up with participants beyond program completion on at least a quarterly basis for a period of one (1) year (including dedicated staff persons)?</i>			
13.	Data Tracking <i>Does your program have experience with acclimating to new data management systems as well as data collection, data entry, and data tracking (including dedicated staff persons)?</i>			



NOFO – Program Requirements



Data Tracking



Your program will be **required** to utilize the Illinois Works Reporting System (IWRS), a platform and workforce program management tool used to track grantee performance and progress toward negotiated outcome measures.

Data entry is expected to take place in **real time**. All programs should plan to have a dedicated data entry coordinator responsible for data entry and integrity.



Data Tracking



	<i>Does your program have experience providing and/or coordinating work-based learning or on-the-job-learning?</i> E.g. supervised job sites, community-based job sites, government job sites, and other opportunities that allow participants to put what they learned into practice Ask yourself, can your program perform learning in a construction lab and practice opportunities at job sites?			
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12.	Follow Up Services <i>Does your program have experience conducting follow-up with participants beyond program completion on at least a quarterly basis for a period of one (1) year (including dedicated staff persons)?</i>			
13.	Data Tracking <i>Does your program have experience transitioning to new data management systems as well as data collection, data entry, and data tracking (including dedicated staff persons)?</i>			



Question:

“Which 3-5 elements emerged as capabilities for your program?”



Question:

“Which 3-5 elements might your program benefit from a partnership?”



Pre-Apprenticeship Program

Capacity
Development
Or
Partnership





"Make Your Friends Before You Need Them"



Question:

“Who might be potential partners?”



Capabilities and Partnership Self-Assessment



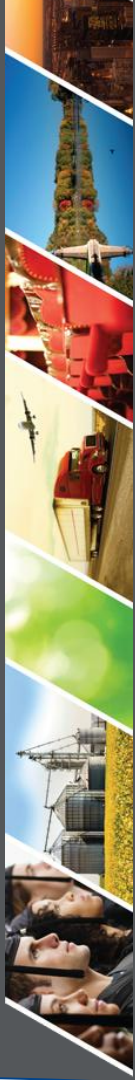
CAPABILITIES AND PARTNERSHIP SELF-ASSESSMENT				
Organization:		CAPABILITY 1 = No Experience or Expertise 2 = Moderate Experience & Expertise 3 = Extensive Experience & Expertise	POTENTIAL PARTNER	TYPE OF PARTNERSHIP Grantee/Recipient Subgrantee/Contractor
QUESTIONS				
1. Wrap-Around Supports Does your organization have expertise and experience in providing these types of services (including dedicated staff persons)? E.g. life coaching, mentorship, financial literacy, alumni networking, childcare, transportation, fees, tools, uniforms, and other expenses that create an obstacle for successful participation or program completion Ask yourself, can your program assist participants in overcoming barriers to participation.				
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3. Delivery of Other Instruction Does your program have experience providing other instruction that support student participation and success (including dedicated staff persons)? E.g. GED, ESL and literacy classes				



Types of Partnerships

Which type of partnership would be appropriate for each relationship?





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Section 5: Developing Partnerships



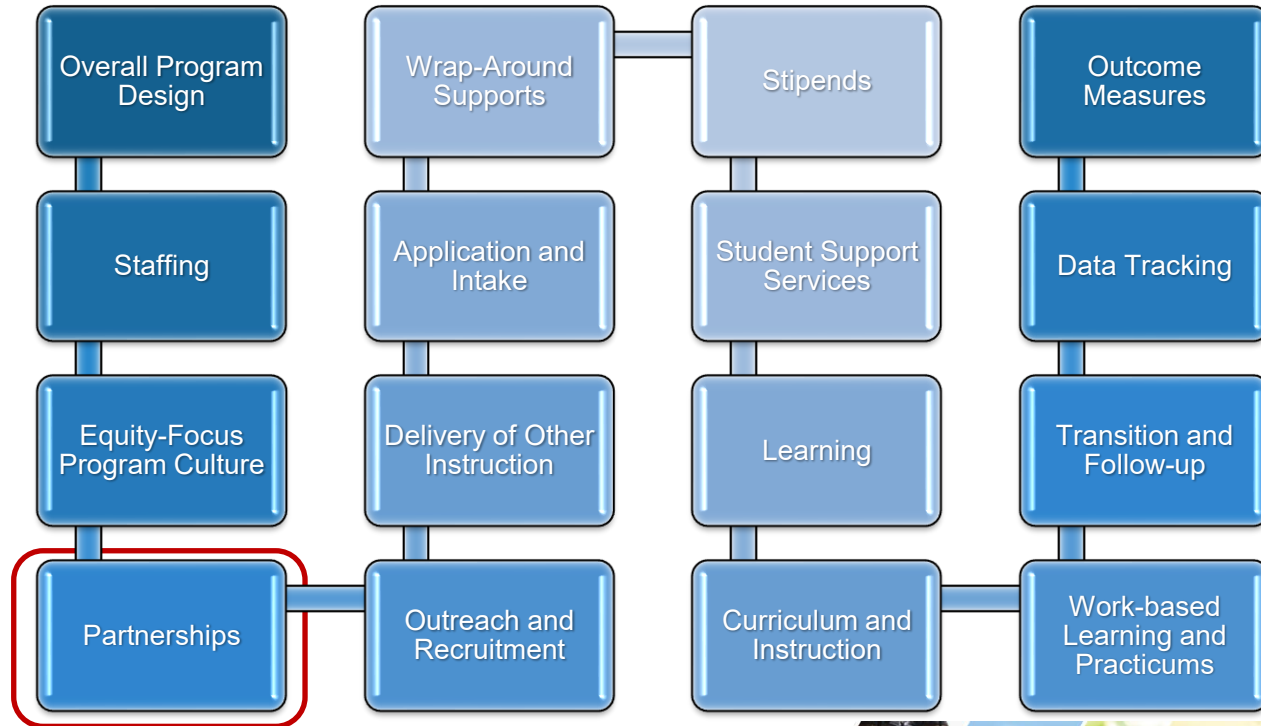
By the end of this section, you will be able to:

- Describe the role of partnerships.
- Identify different types of relationships.
- Brainstorm potential partners.
- Create a Memorandum of Understanding (MOU).

Partnerships



NOFO – Program Requirements



NOFO – Partnerships

Your program *must* coordinate with:

- Local Workforce Areas
- Local and Regional Apprenticeship Navigators
- Construction and building trades
- Union groups
- Community colleges
- Employers
- Employer associations
- Community-based organizations
- Secondary schools



Partnerships



- Partnerships
- Strategic Partnerships
- Cross-Section Partnerships



Formal Versus Informal Partnerships



Partners Versus Providers



NOFO Roles



Partners may include the following:

- Recipient/Grantee
- Subrecipient/Subgrantee

Providers may include the following:

- Contractor/Vendor



NOFO Role Definitions



- Recipient/Grantee
- Subrecipient/Subgrantee
- Contractor/Vendor





Partnerships

	Recipients/ Grantees	Subrecipients/ Subgrantees	Contractors/ Vendors
GATA Pre-Pre-qualified	X		
On Record for the Grant (Receives Funds)	X	X	
Requires an MOU	X	X	
On NOFO Project Plan (Attachment A)			X
Can be a non-profit	X	X	X
Can be a for-profit		X	X
Must Report Program Participation & Outcomes	X	X	X
Must Maintain 3-5 yrs of Program Documentation	X	X	



Question:

“Which type of partnerships might be appropriate?”



MOU



MEMORANDUM OF UNDERSTANDING

Between
[Name of School]
and
[Name of Grantee]

I. PURPOSE & SCOPE

The purpose of this Memorandum of Understanding (MOU) is to clearly identify the roles and responsibilities of each party as they relate to implementation of the [Training Program Name], funded by [Name of Grantee].

In particular, this MOU is intended to:

- Expedite the recruitment of WIOA-eligible participants into the program.
- Ensure that participants are accurately assessed for experience, interests, and skills before being referred to potential training pathways.
- Ensure that participants are enrolled in their chosen career pathway.
- Ensure that participants are supported in the completion of their chosen career pathway and achieve marketable credentials.
- Ensure that participants are assisted, as needed, to be placed in gainful employment.

II. BACKGROUND

[Name of School] and [Name of Grantee] have jointly planned the [Training Program Name] to meet the needs of the over [number] recently laid off workers in XXXXXX County, as well as the growing Veteran student population at [Name of School]. The following areas of employment training will be featured in the program: XXXXXXXXXXXXXXXX. These areas represent a large percentage of available employment opportunities in XXXXXX County, as well as pathways where participants can quickly earn credentials that will lead to gainful employment.

III. RESPONSIBILITIES UNDER THIS MOU

[Name of School] shall undertake the following activities:

- Provide career pathways in each of the target areas (XXXXXXXXXXXXXXXXXX, XXXXXXXXXXXXXXXXXXXX, and XXXXXXXXXXXXXXXXXXXX) that quickly lead to XXXXXXXXXXXXXXXXXXXX credentials for program participants.
- Recruit potential WIOA-eligible unemployed workers and eligible Veteran students through the existing Veteran Services at [Name of School].
- Refer potential participants to [Name of Grantee] for eligibility determination.
- Conduct comprehensive assessments of program participants' skills, interests, and work experiences in order to advise them about which career pathways are likely to meet their needs.
- Assist program participants in finding employment in their chosen career through employer partnerships with the professional programs and existing Career Services at [Name of School].

Page 1 of 2

- Purpose and Scope
- Background
- Project or Curricula Program Name
- Responsibilities Under the MOU (per entity)
- Agreed Upon Mutual Understandings
- Reporting Requirements
- Record Retention
- Effective Date and Signature
- Signature and Dates



Question:

“What additional context have you found valuable for an MOU?”



NOFO Application and Partners



Accountability



If a Subrecipients/Subgrantees or provider is not performing as agreed, they can be removed and/or replaced.

However, a Recipient/Grantee **will** be held accountable!





Illinois
Department of Commerce
& Economic Opportunity

GATA Pre-qualification ~ Website



Announcements

- **NOFO EMAIL NOTICES:** Subscribe to a weekly mailing list to receive an email that announces all new Notice of Funding Opportunities, or NOFOs, published the previous calendar week. To subscribe:
 1. Send an email To: subscribe-omb-gata-grants@lists.illinois.gov
 2. Leave the Subject and the Body of the message blank
 3. Questions regarding NOFO email notices can be directed to OMB.GATA@illinois.gov
- NOTE: Due to high demand, SAM.gov is experiencing processing delays validating entity legal business names and addresses. Help tickets at SAM.gov are handled on a first in first out basis. They advise against reporting the same incident multiple times.
- Per M-21-20, entities can apply for funding without an active SAM.gov registration. However, a state agency cannot award a grant to an entity without an active SAM.gov account.
- [COVID Resources](#)

Grant Accountability and Transparency Act

The **Grant Accountability and Transparency Act (GATA)**, 30 ILCS 708/1 et seq., is landmark legislation that will increase accountability and transparency in the use of grant funds while reducing the administrative burden on both State agencies and grantees through adoption of the federal grant guidance and regulations codified at 2 CFR Part 200 (Uniform Requirements). Pursuant to the Act, the **Grant Accountability and Transparency Unit (GATU)** has been established in the Governor's Office of Management and Budget. GATU is charged with implementation of the Act in coordination with State grant-making agencies and grantees. The following links provide a direct connection to:

[Illinois Compiled Statutes](#) that established GATA

[Illinois Administrative Rules](#) for GATA

[Uniform Requirements in 2 CFR 200](#) in 2 CFR 200

Please see our annual reports for more information:

[Annual Report 2021](#)

[Previous years](#)





GATA - Processing Timeframe





Illinois
Department of Commerce
& Economic Opportunity

Grantee Resource - Webpages



The screenshot displays the official website of the Illinois Department of Commerce & Economic Opportunity. The header features the state seal and the department's name. A navigation bar includes links for 'Assistance for Businesses', 'Assistance for Individuals', 'Assistance for Communities', and 'About Us'. The main content area is titled 'DCEO Grants' and contains four primary resource sections: 'Apply for Funding' (with a search bar and description of grant opportunities), 'Upcoming Grant Trainings' (with a calendar icon and description of training opportunities), 'Video Training & Resource Library' (with a video camera icon and description of training videos), and 'Contact DCEO Grant Help Desk' (with an information icon and description of the help desk service).

ILLINOIS .gov

AGENCIES SERVICES

Stay Connected English

search

Assistance for Businesses Assistance for Individuals Assistance for Communities About Us

DCEO > DCEO Grants

DCEO Grants

[Apply for Funding](#)

[Upcoming Grant Trainings](#)

[Video Training & Resources](#)

[Contact Us](#)

DCEO Grants

Apply for Funding

Search a current listing of DCEO grant opportunities including application links and information, as well as information on Capital Grants.

Upcoming Grant Trainings

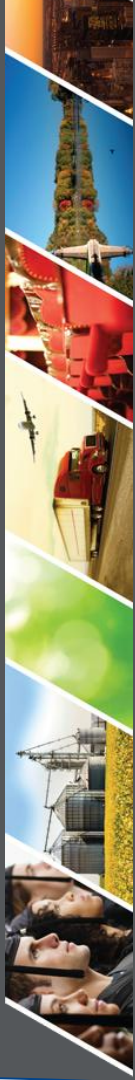
Interested in learning more about the grant process? See the calendar listing of upcoming live training opportunities and sign-up for future grant trainings.

Video Training & Resource Library

A collection of training videos from all facets of the grant lifecycle. Enjoy short tutorials on how to navigate the grant process.

Contact DCEO Grant Help Desk

Need assistance with a grant-related question? Click here to contact the DCEO Grant Help Desk.



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Section 6: Effectively Managing Strategic Partnerships



By the end of this section, you will be able to:

- List the steps for cultivating high-impact partnerships.
- Identify barriers to developing partnerships.
- Identify strategies for Overcoming barriers to developing partnerships.
- Apply tips for managing partnerships.

Partnerships

Identifying and cultivating successful partnerships requires hard work by all parties.





Question:

“What do you look for in a partner?”



What to look for in a partner.



Question:

“What might be some potential barriers to developing successful partnerships?”



Barriers

- 
- Lack of mutual respect
 - Lack of trust/trustworthiness
 - Focus on money and not outcomes
 - Deceptive practices regarding joint goals
 - Poor listening skills
 - Unwillingness to acknowledge or confront issues or challenges
 - Lack of subject matter expertise
 - Competition instead of cooperation
 - Hoarding of Information
 - Developing click/silos



Question:

“What are some strategies you can employ to overcome the barriers for developing successful partnerships?”



Tips & Techniques

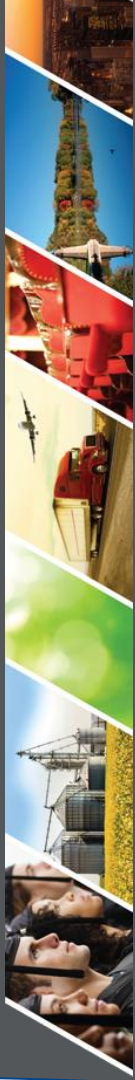
- 
- Practice active listening!
 - Focus on outcomes
 - Create a detailed MOU
 - Acknowledge and confront issues or challenges
 - Freely share relevant information
 - Have regular planning and process meetings
 - Agreeing on how the work will be done
 - Audits by the grant recipient of the subgrantees and providers to ensure performance and reporting compliance
 - Submit progress reports



Effective Partnerships

- 
- Provide accurate and up-to-date information on reports (General DCEO/GATA requirements)
 - Deliver reports on time
 - Deliver services on time
 - Communicate concerns and issues immediately
 - If you are unsure ask Illinois Works
 - Utilize Illinois Works available tools





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Section 7: Available Resources



By the end of this section, you will be able to:

- Access references and resources.



2026 NOFO Resources



Resources

NOFO References

- 360-Degree Focus on Equity
- Executive Order #3: Action Agenda for Workforce Development and Job Creation
- Illinois Career Pathways Dictionary
- Illinois Department of Labor, 2021 State Construction Minority and Female Building Trades Annual Report
- Illinois Essential Employability Skills Framework
- Illinois Works Pre-apprenticeship Program 2026 Grantee Manual
- Illinois Workforce Innovation Board, Apprenticeship Illinois Committee Quarterly Report June 2021
- The Essentials of a High-Quality Pre-apprenticeship Program, Jobs for the Future, 2019
- United States Department of Labor, Training and Employment Notice 13-12
- United States Department of Labor, Discover Apprenticeship: Earn While You Earn Today
- U.S. Dept of Labor, Registered Apprenticeship Partners Information Database System (RAPIDS)

Resources for Competitive Applications

- Apprenticeship Illinois
- Grant Accountability and Transparency Act
- Illinois Career Pathways Dictionary
- Regional and Local Workforce Plans
- State of Illinois WIOA ePolicy Portal
- State of Illinois WIOA Unified State Plan
- U.S. Chamber of Commerce Foundation Talent Pipeline Management Initiative
- U.S. Department of Labor, Office of Employment and Training, Office of Apprenticeship
- WIOA Regional/Local Plans by Economic Development Region
- Workforce Innovation and Opportunity Act of 2014



Resources on National Best Practices for Pre-Apprenticeship and Apprenticeship Programs

- 2020 Construction Apprenticeship Guidebook (Seattle)
- Broadening the Apprenticeship Pipeline (National Skills Coalition)
- Construction Pre-Apprenticeship Programs (Aspen Institute)
- Construction Pre-Apprenticeship Programs: Results from a National Survey (Aspen Institute)
- Illinois Tollway Construction Works Brochure
- Illinois Tollway Construction Works Online Application Portal
- Illinois Tollway Construction Works Website
- Key Capacities of Construction Pre-Apprenticeship Programs (Aspen Institute)
- Pre-Apprenticeships: Building Strong Apprentices (Workforce GPS)
- Seattle PACT Pre-Apprenticeship Construction Training
- YOUTHBUILD Construction Plus Framework

Resources on National Best Practices for Equity Pre-Apprenticeship and Apprenticeship Programs

- The Roadmap for Racial Equity (National Skills Coalition)
- Principles for a High-Quality Pre-Apprenticeship: A Model to Advance Equity (Center for Law and Social Policy CLASP)
- Collaborative Solutions for Increasing Diversity of Apprenticeship Participants (Workforce GPS)
- Closing the Divide: Making Illinois a Leader in Equitable Apprenticeships (Young Invincibles)
- Growing Equity and Diversity Through Apprenticeship: Business Perspectives (JFF Center for Apprenticeship and Work-based Learning)
- Flowchart of Equitable Apprenticeship Models (Young Invincibles and Chicago Jobs Council)





National Best Practices





2026 Grantee Manual



Illinois
Department of Commerce
& Economic Opportunity



ILLINOIS WORKS

Department of Commerce & Economic Opportunity (DCEO)

2026 Grantee Manual

Illinois Works
Pre-Apprenticeship Program

January, 2026

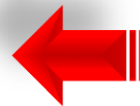


ILLINOIS WORKS
Pre-Apprenticeship Program

Section 3. State Staff Roles	AD/ Admin Programs	Grant Illinois	
Section 4. Overview	Levers Admin	Wh	
Section 5. Programmatic Monitoring	Outre	Ors	
Section 6. Audit Requirements	Outre	Illit	
Section 7. Training Plans for Program Management and Continuous Improvement	Outre		
Section 8. Audit Requirements	App		
Section 9. Audit Requirements			
Section 10. Audit Requirements			
Section 11. Audit Requirements			
Section 12. Audit Requirements			
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Illinois Works Pre-Apprenticeship NOFO Website



Background

The Illinois Department of Commerce and Economic Opportunity (the "Department" or "DCEO") is issuing this Notice of Funding Opportunity ("NOFO") to expand the Illinois Works Pre-apprenticeship Program. The Illinois Works Pre-apprenticeship Program is administered by the Department's Office of Illinois Works.

The goal of the Illinois Works Act is to ensure that all Illinois residents have access to State capital projects and careers in the construction industry and building trades, as well as provide contracting and employment opportunities to historically underrepresented populations in the construction industry and the trades. The Illinois Works Pre-apprenticeship is a critical component in the success of the Act, by increasing the number of qualified trades apprentices who are women, people of color, veterans or from otherwise underrepresented populations (as defined by the Illinois Works Jobs Program Act) and preparing them to enter full apprenticeship programs on their way to careers in construction and the building trades.

This NOFO is focused, although not exclusively, on awarding grants in geographic areas where the Office of Illinois Works does not presently have pre-apprenticeship programs and to increase the representation of underrepresented groups that presently are not served or are underserved by existing programs including individuals of Asian descent, Veterans, and Women, among others. This NOFO is open to all Economic Development Regions, but the following regions and counties are strongly encouraged to apply:

- Central Region (Region 1) - Sangamon County
- North Central Region (Region 3) - Peoria County, McLean County
- Northeast Region (Region 4) - DeKalb County, DuPage County, Kane County, Kankakee County, Kendall County, McHenry County, Suburban Cook County, Will County
- Northwest Region (Region 6) - LaSalle County, Rock Island County, Whiteside County
- Southeast Region (Region 7) - Marion County, Lawrence County
- Southern Region (Region 8) - Jackson County

[View the geographic boundaries of these Economic Development Regions](#)

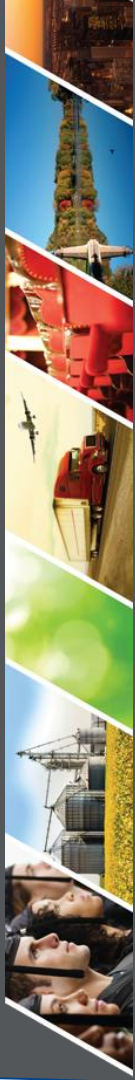


Program Design

The Illinois Works Pre-apprenticeship Program provides grants to community-based organizations (including an accredited public college or university) or coalitions throughout the State that will recruit, prescreen, provide pre-apprenticeship skills training, and transition participants to U.S. Department of Labor (US DOL) Registered Apprenticeship Programs. Successful grantees are expected to provide pathways and manage the transition from the pre-apprenticeship program to a full apprenticeship program in construction and the building trades.

FAQs





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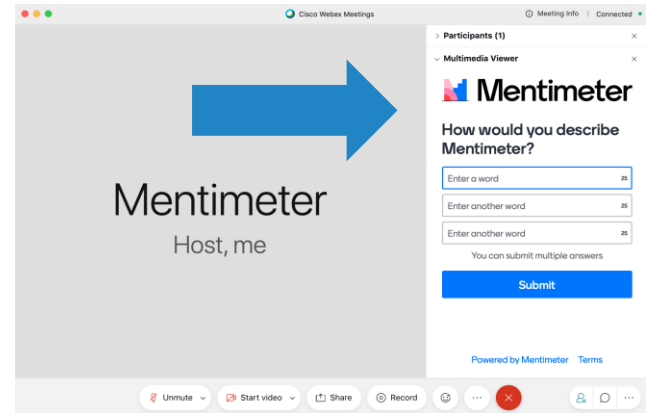
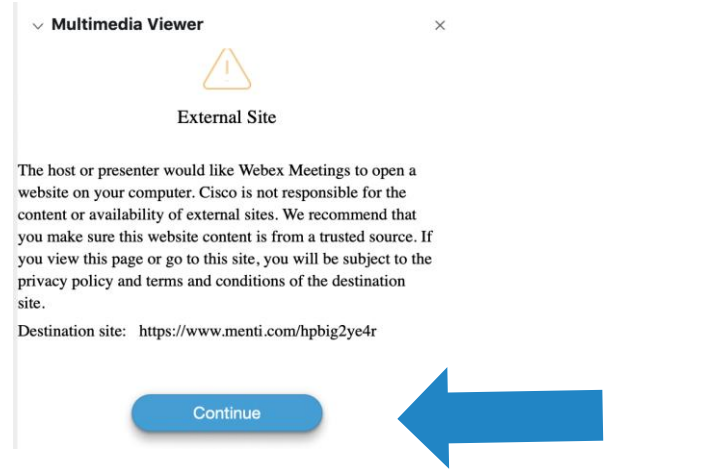
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Feedback ~ We want to hear from you



Thank You!



Illinois
Department of Commerce
& Economic Opportunity

JB Pritzker, Governor