

WELCOME MESSAGE



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BOARD

Apprenticeship
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2021 Illinois Apprenticeship Expansion Program Notice of Funding Opportunity

- *Talent Pipeline Management: A Strategy
for Improving Apprenticeship Expansion*

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TPM Coordinator/Acting WBL Administrator

An Economy that will Compete on Talent

1. Stakeholder pain points: employers, educators, and learners
2. Perennial challenge of employer engagement
3. Growing demand for ROI from public and private stakeholders
4. Increasingly dynamic labor markets and skill obsolescence

End-to-End Talent Management Process



TPM ORIENTATION

Educate community and employer stakeholders on what the TPM initiative is and assess if TPM is a good fit for your community.



STRATEGY 1: ORGANIZE EMPLOYER COLLABORATIVES

Create a collaborative that organizes employers to identify the most promising opportunities for engagement around similar workforce needs.



STRATEGY 2: ENGAGE IN DEMAND PLANNING

Develop projections for job openings to determine with accuracy the type of talent and how much of it employers need.



STRATEGY 3: COMMUNICATE COMPETENCY & CREDENTIAL REQUIREMENTS

Create a shared language to better communicate competency, credentialing, and other hiring requirements of critical jobs in ways that allow employers to signal similarities and differences.



STRATEGY 4: ANALYZE TALENT FLOWS

Identify where employers historically source their most qualified talent and analyze the capacity of those sources—as well as untapped talent sources—to meet projected demand.



STRATEGY 5: BUILD TALENT SUPPLY CHAINS

Build and manage the performance of talent supply chains to create a positive return on investment for all partners.



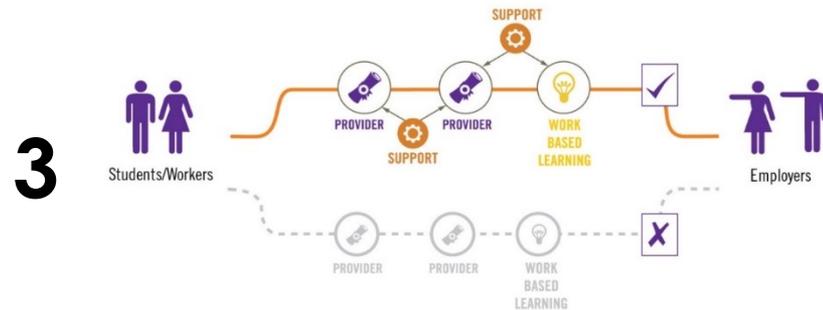
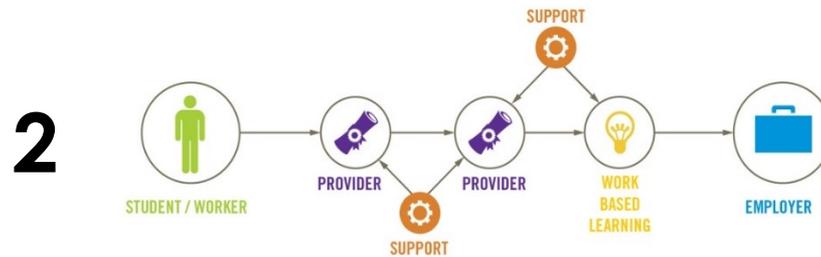
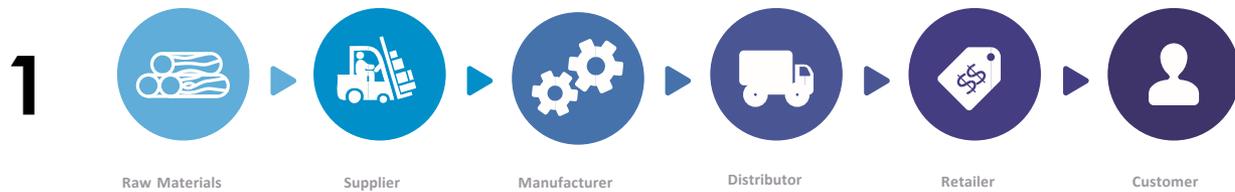
STRATEGY 6: CONTINUOUS IMPROVEMENT

Use data from your talent supply chain to identify the most promising improvement opportunities to generate a better return on investment in the future.

What makes TPM different?

1. Built on industry best practices
2. Focused on employer-ROI
3. Authentically employer-led
4. Structured process for collective action and decision making
5. More granular and actionable data on workforce demand
6. Full spectrum of talent sourcing partners
7. Shared value, competitiveness, and accountability

Moving to a Talent Supply Chain Approach



Common Shared Pain

- Unfilled Job Openings

- Onboarding, Training, and Upgrading Costs

- Career Advancement, Turnover, and Retention

- Increasing Diversity and Opportunity

Coordinated Approach

Navigator/Convener Role:

- Lead the collaborative/sector partnership
- Organize each strategy
- Aggregate the data
- Provide workforce training resources



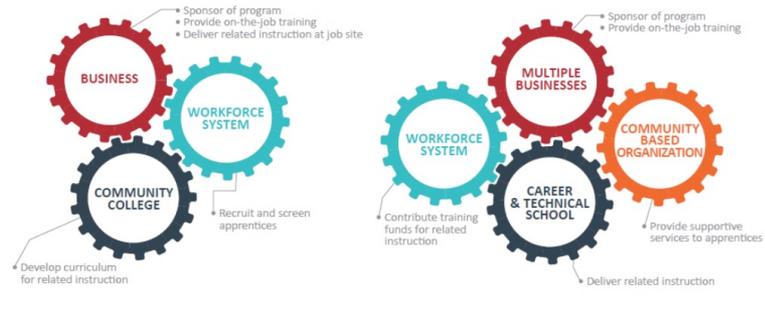
How to Organize an Industry-Sector Collaborative

- Identify and organize a sector-focused meeting , workshop, or virtual conference call on the TPM process.
- Explore whether the sector employers should adopt the approach and which employers and organizations are best suited to implement it first while others learn from their experience.
- Cover a range of topics and ensure there is time to reach your ultimate objective, which is securing buy-in and support for piloting the TPM process with select employers that are willing to be the first adopters.

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



Effective Employer Sector

By business, for business...organized by sector, capability, or supply chain



Value in Organizing and/or Joining Employer Collaborative/Sector Partnerships



Stronger brand recognition when recruiting



Improved leverage



Shared capacity building



Clear communication around talent needs

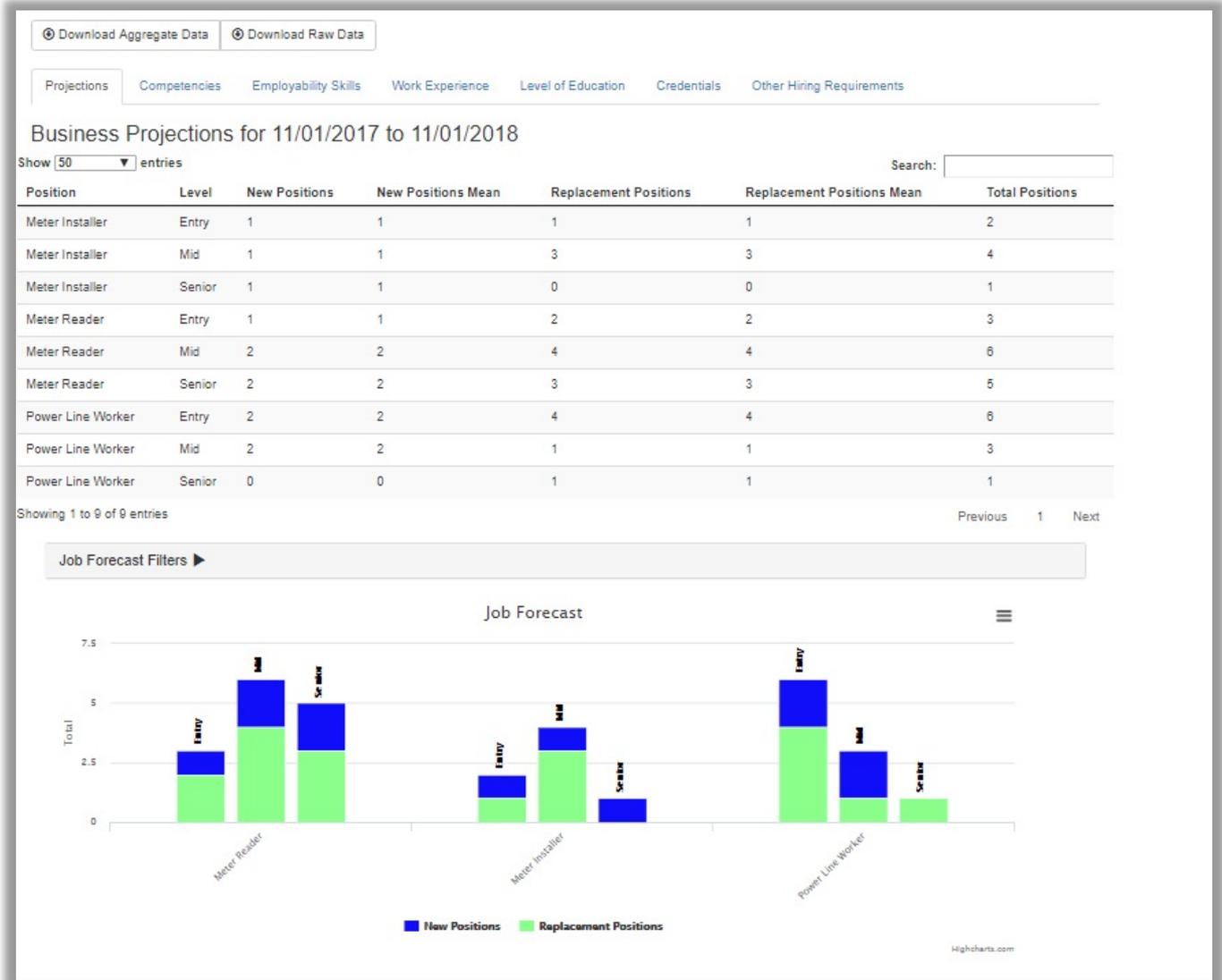


Easier management of business risk

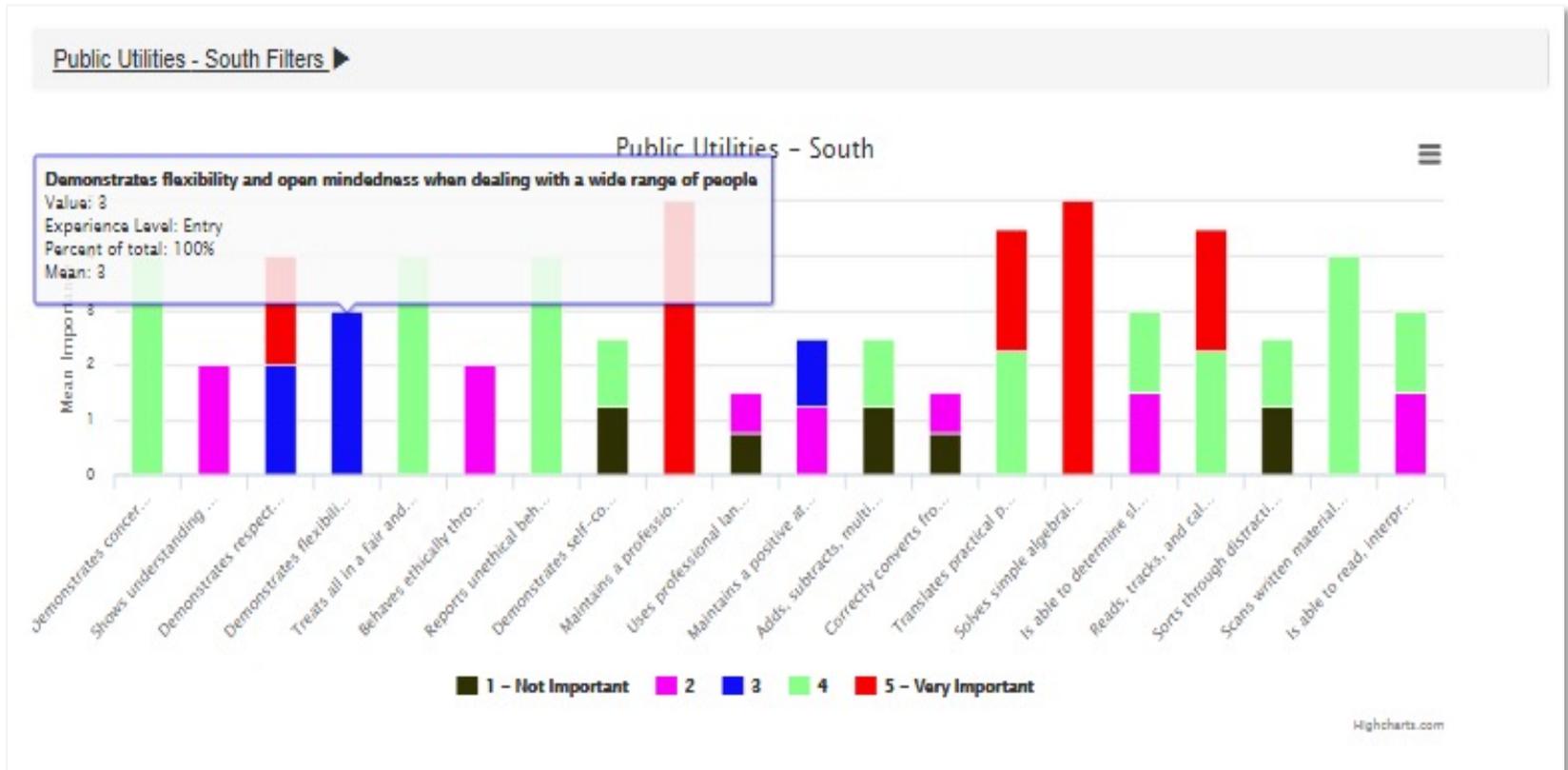


Improve ROI

Forecasting Demand for Critical Positions

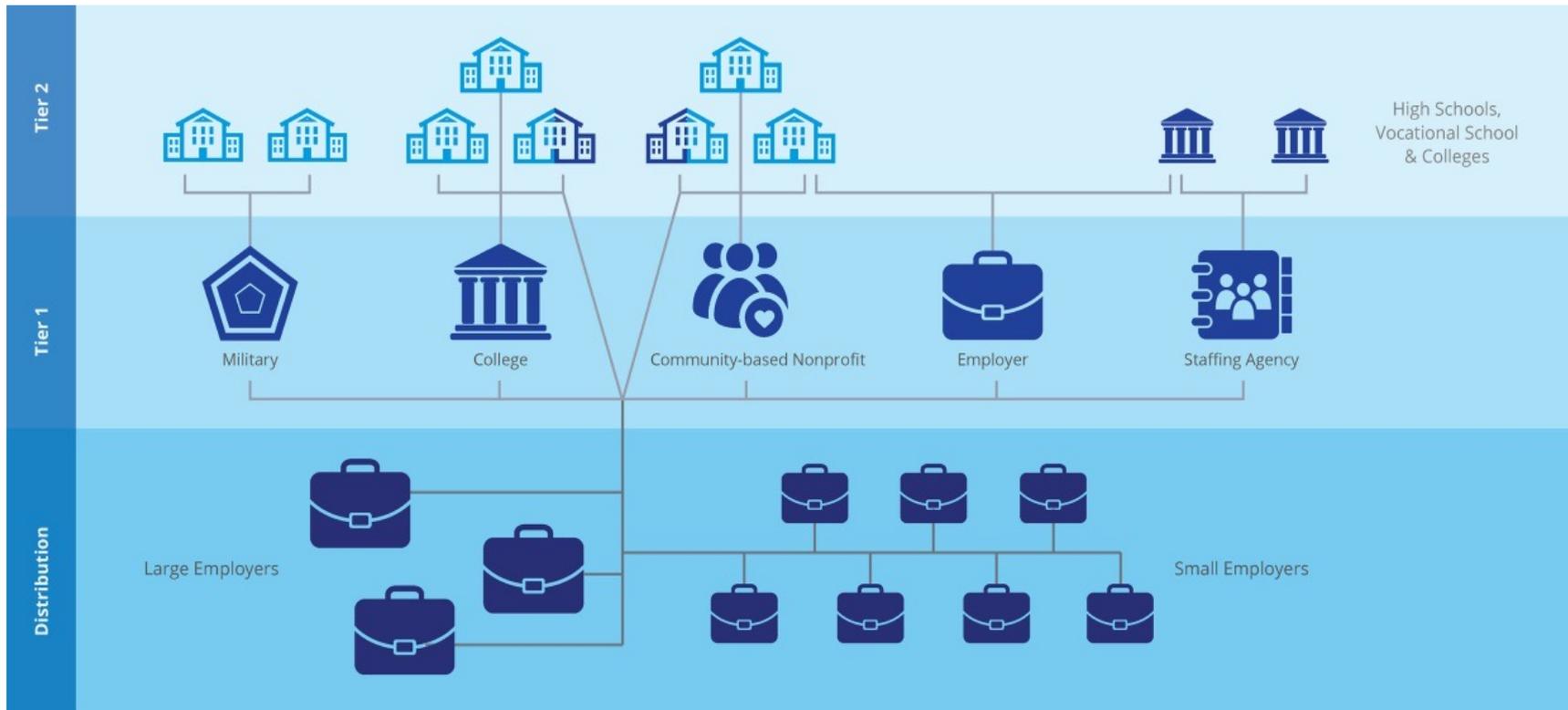


Communicating Hiring Requirements

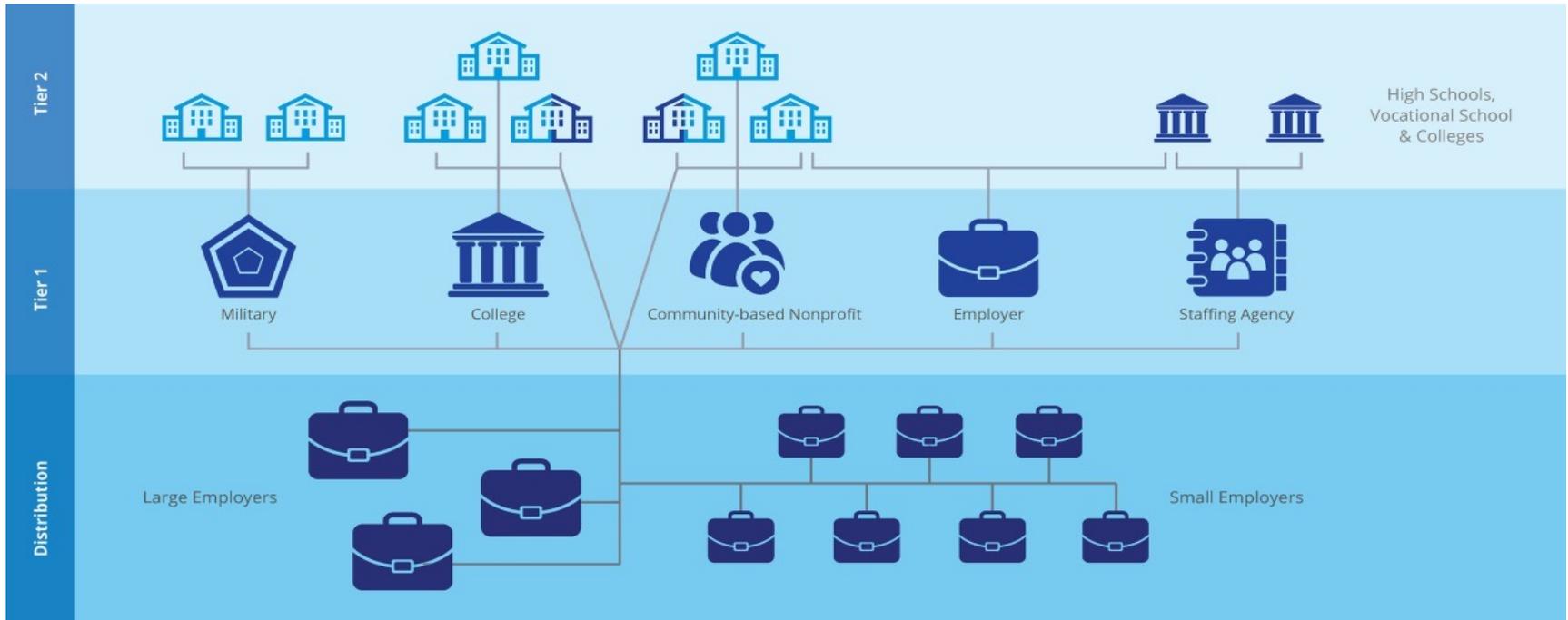


Talent Flow Analysis

BACK Mapping Talent Provider Networks

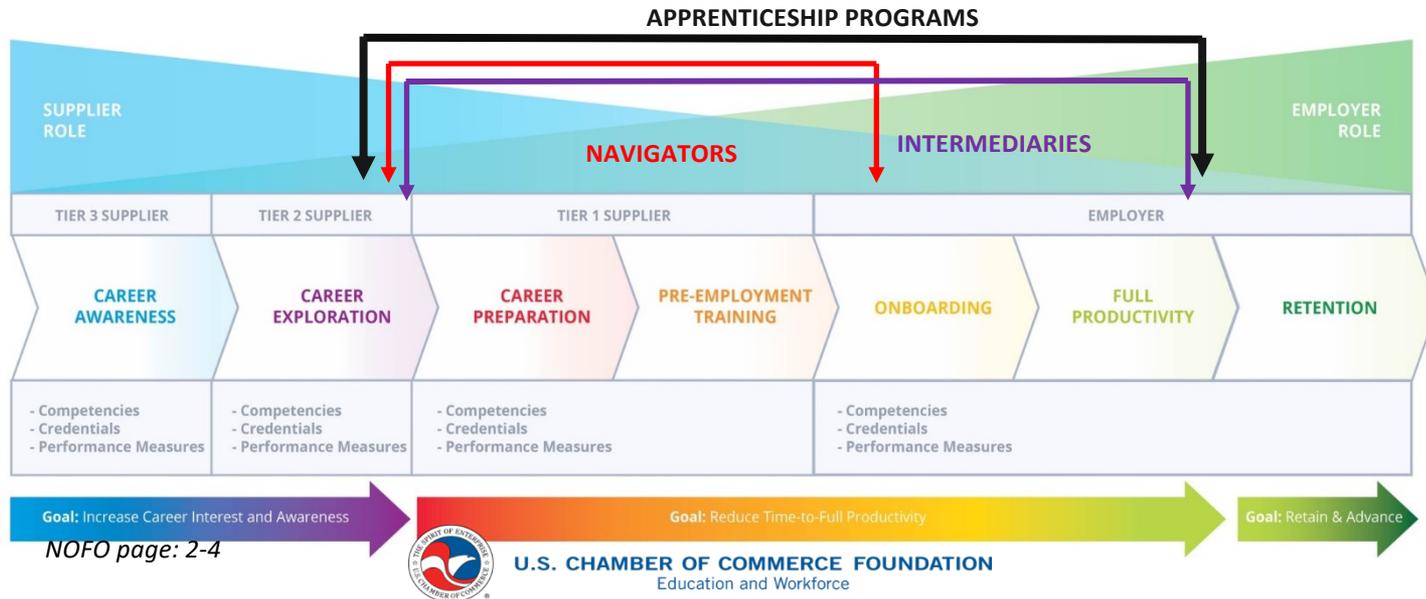


FRONT Mapping Talent Provider Networks – Education



Identify best pathway for student based on academics, interests, learning style and career path.
Student selects pathway of choice.

Building A Talent Stream



Keeping Score, Managing Performance

TPM Manage Library The TPM Networks Notifications Hello jeannekitchens79@gmail.com Log off

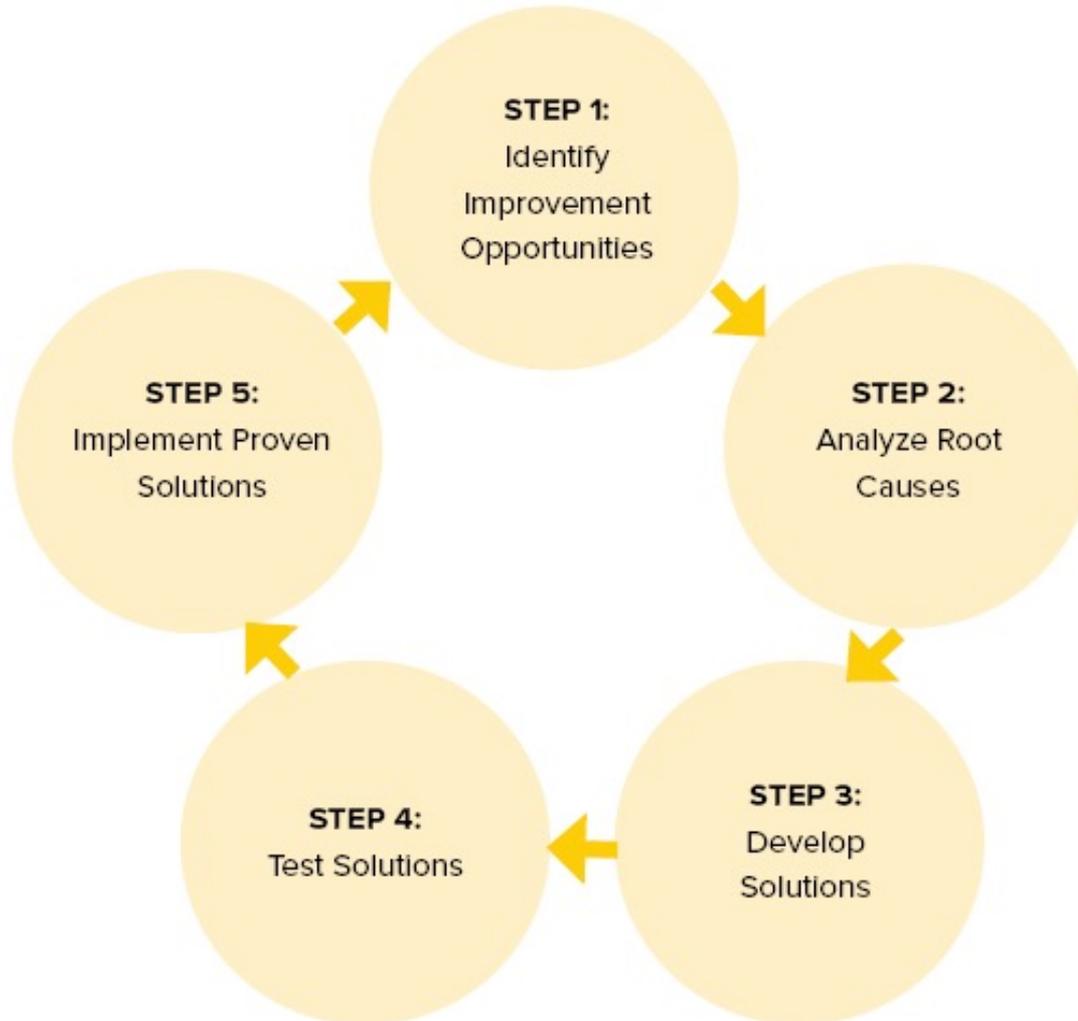
Legend [Share Results To Library](#)

Icon	Meaning	Icon	Meaning
↑	Trending Up	●	Good
—	Trending Flat	●	Caution
↓	Trending Down	●	Improvement

Measure	Last Data Value	Status	Trend	
Cost of onboarding to meet performance expectations	\$ 5000	●	—	Update
Average number of days between initial job opening posting and hire	120	●	↓	Update
Percentage of completers and credentialed students applying for jobs with collaborative employers	10 %	●	—	Update
Percentage of completers and credentialed students applying for jobs with collaborative employers	25 %	●	—	Update
Percentage of students from feeder schools participating in career exploration activities related to critical jobs	2.5 %	●	↓	Update
Percentage of completers and credentialed students applying for jobs with collaborative employers	10 %	●	—	Update

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Continuous Improvement and Optimizing ROI



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

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Apprenticeship NOFO Website



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).



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.

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

apprenticeship@illinoisworknet.com



Comments & Questions