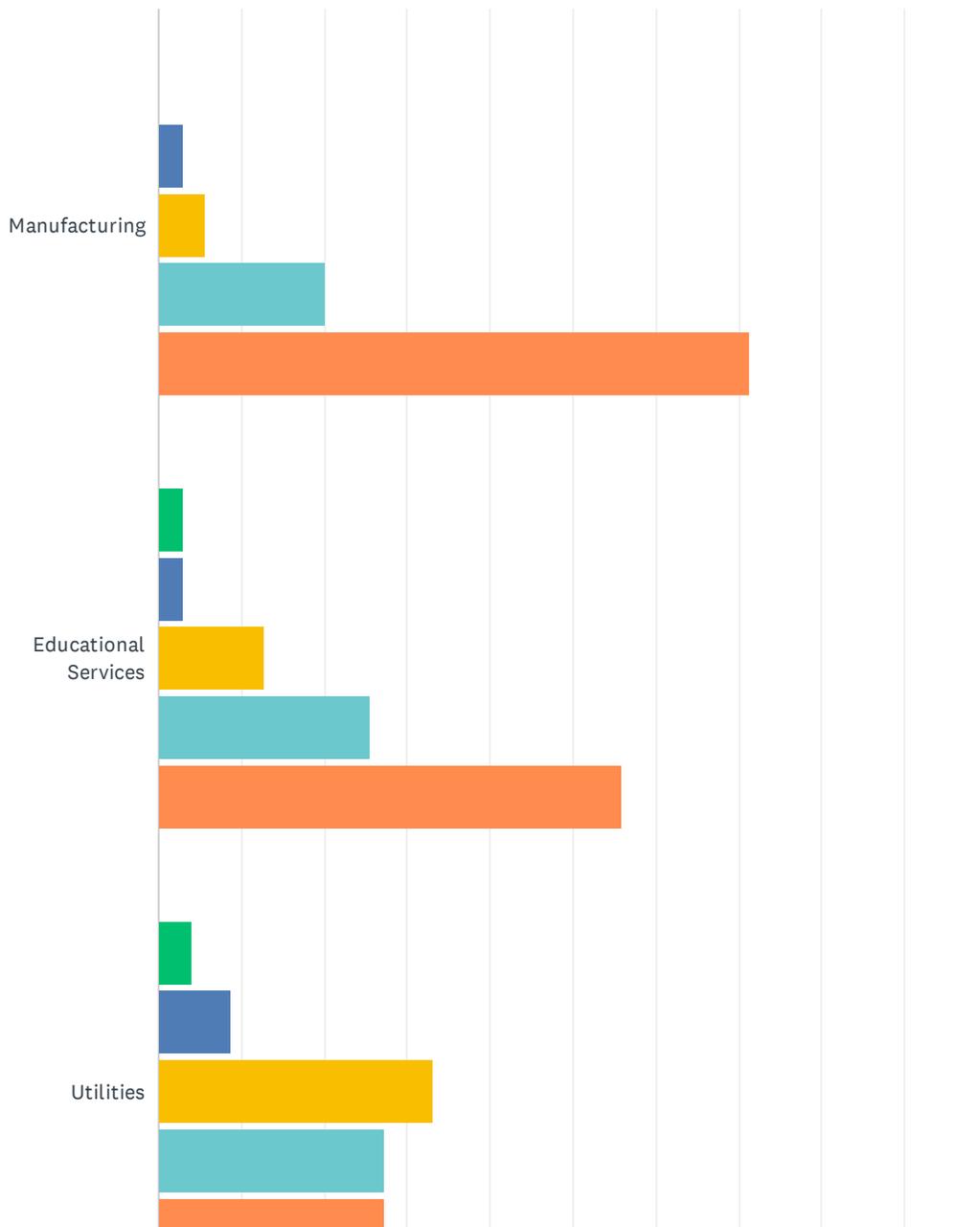
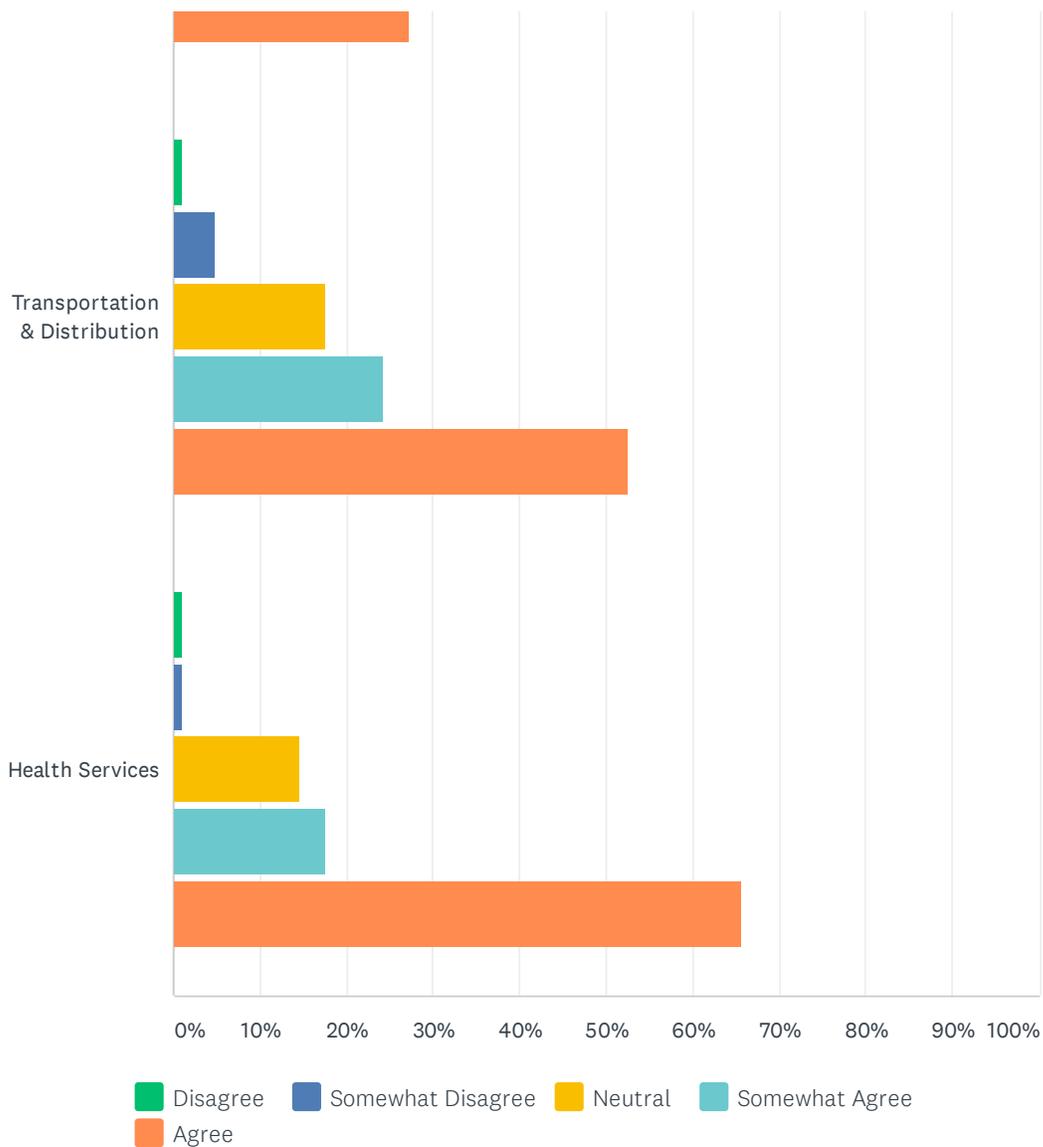


Q1 The Plan's combined analysis of statewide and regional (sub-state) employment projections has identified the following five industries as the most appropriate for the targeting of workforce development support, based on relative employment size, growth, job openings, and suitability for sustained intervention due to ongoing workforce concerns such as the pace of technological change. On a scale from 1 (disagree) to 5 (agree), do you agree with the appropriateness of targeting each of these industries in terms of your understanding of state and local workforce needs?

Answered: 105 Skipped: 1



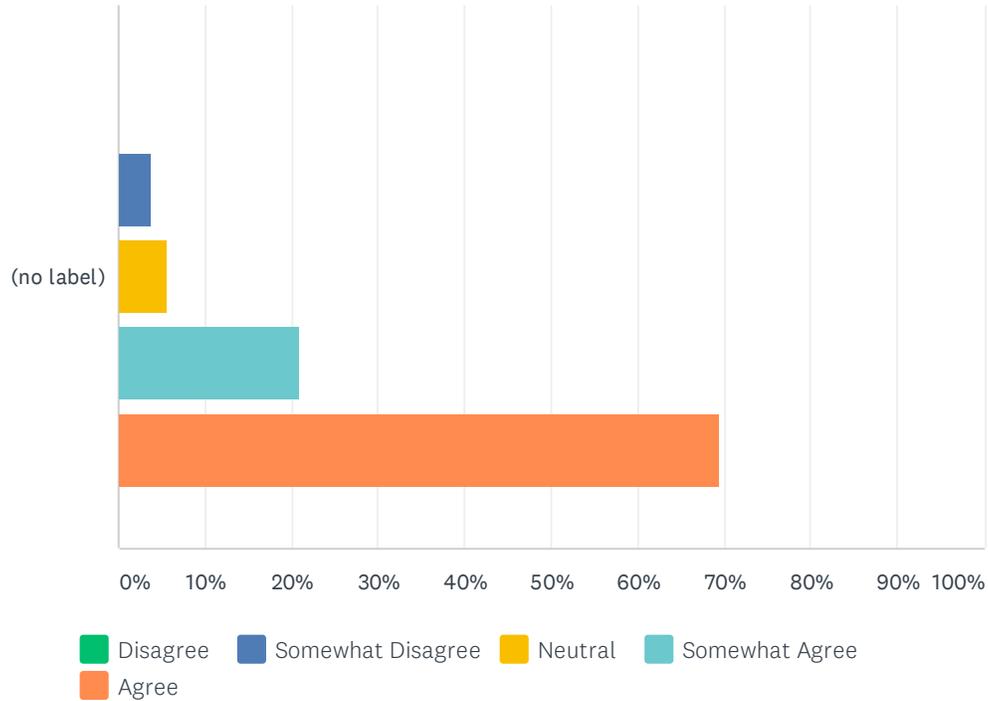
Unified State Plan Business Community Survey



	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
Manufacturing	0.00% 0	2.86% 3	5.71% 6	20.00% 21	71.43% 75	105	4.60
Educational Services	2.94% 3	2.94% 3	12.75% 13	25.49% 26	55.88% 57	102	4.28
Utilities	3.88% 4	8.74% 9	33.01% 34	27.18% 28	27.18% 28	103	3.65
Transportation & Distribution	0.97% 1	4.85% 5	17.48% 18	24.27% 25	52.43% 54	103	4.22
Health Services	0.98% 1	0.98% 1	14.71% 15	17.65% 18	65.69% 67	102	4.46

Q2 On a scale from 1 (disagree) to 5 (agree), do you agree that targeting these industries is responsive to the areas of Illinois' most important workforce needs?

Answered: 105 Skipped: 1



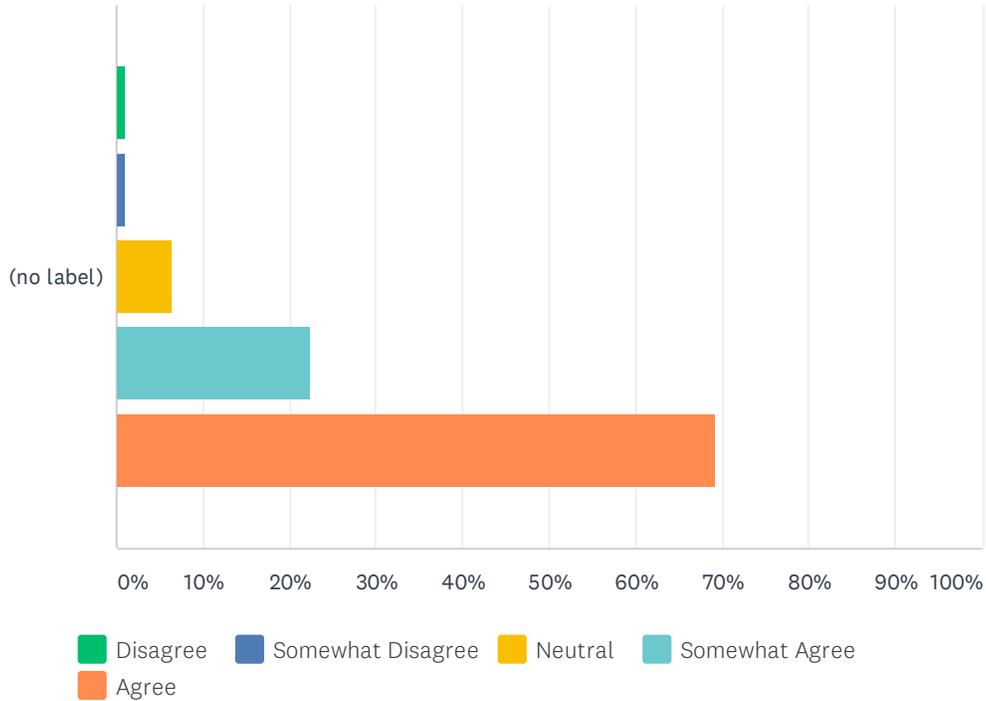
	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	3.81% 4	5.71% 6	20.95% 22	69.52% 73	105	4.56

Unified State Plan Business Community Survey

#	COMMENTS	DATE
1	I think small business is an important factor in the Illinois workforce and most of these industry categories would focus on larger businesses.	12/17/2019 10:31 AM
2	Southern Illinois has an acute need for skilled industrial workers.	12/17/2019 9:17 AM
3	Many opportunities in the manufacturing and distribution side with both industries partnering with local community colleges (Sauk Valley College) and career centers (Whiteside Area Career Center - WACC).	12/9/2019 8:41 AM
4	These are the areas that need employees and those employees moving into the area need housing, health services, and educational services.	12/6/2019 1:00 PM
5	This program has helped the industry with the loss of the baby boomers by getting qualified candidates through the workforce grants	12/5/2019 3:52 PM
6	I work in manufacturing and we struggled to find general workers, along with skilled trades. I ended up partnering up with our local community college for an Industrial Maintenance Mechanic apprenticeship program, so I could get 2 new mechanics.	12/5/2019 7:47 AM
7	Agriculture is a big part of the State of Illinois.	12/4/2019 4:07 PM
8	Opportunities for health care training is so important---population is aging and there are not enough training programs to fill the available positions. Healthcare also provides a good starting salary.	12/4/2019 3:56 PM

Q3 On a scale from 1 (disagree) to 5 (agree), do you agree with the first statement in terms of your understanding of state and local workforce needs?

Answered: 94 Skipped: 12



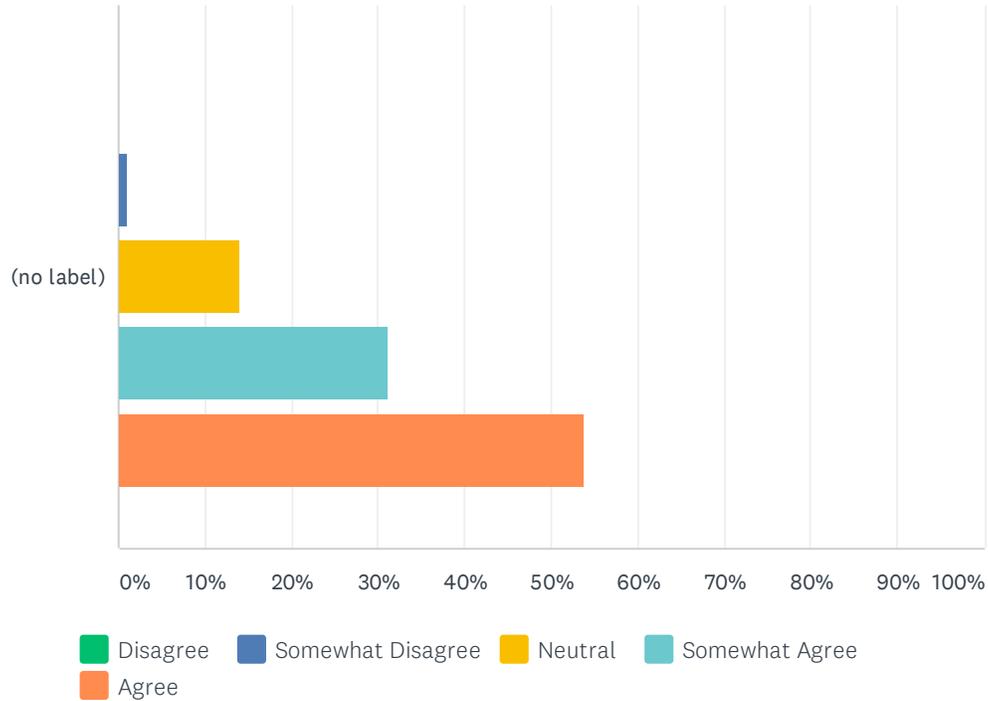
	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	1.06% 1	1.06% 1	6.38% 6	22.34% 21	69.15% 65	94	4.57

Unified State Plan Business Community Survey

#	COMMENTS	DATE
1	Unprofessional behavior of applicants is one of the top barriers I find to filling open positions.	12/18/2019 3:38 PM
2	I believe that employability skills should be address within the education system but I am not sure that those within the education system have been given the time and resources needed to fulfill that mandate.	12/17/2019 9:09 AM
3	Disagree with the premise. At present, there appears to be little evidence to support the contention that essential or soft skills-specific education is effective in bolstering soft skills. Also, this assumes we've defined soft skills, applied "naturally occurring" measures, etc. (https://www.brookings.edu/research/hard-thinking-on-soft-skills), which is probably not the case. To quote Brookings, "surely soft skills are important and schools have an important role in shaping them. But the reality is that research on soft skills is soft. It isn't even clear what we're talking about..., much less what works in schools that are trying to improve student competences in this domain, or who should be held accountable for what and how." I suspect the same is true on the work floor.	12/12/2019 5:08 PM
4	The state should solicit feedback from businesses on specific skills that are needed. Training programs should be based on those needs	12/11/2019 10:18 AM
5	Employers just need people to show up, they can train them, but if they show up every day and can pass a drug test, they would be hired.	12/9/2019 8:56 AM
6	Yes, only 30% of students will graduate from college with a 4 year degree. Education should focus also on supporting the 70% that have other interests and will primarily be staying locally after high school. What better avenue than preparing them to work with the local industries that could be their employers.	12/9/2019 8:44 AM
7	Soft skills seem to be lacking in many candidates.	12/6/2019 1:21 PM
8	We are getting the teachers out into businesses to see what their needs are in order to create real world learning opportunities in the classrooms.	12/6/2019 1:05 PM
9		12/6/2019 9:37 AM
10	Soft skills are not getting enough attention.	12/6/2019 9:34 AM

Q4 On a scale from 1 (disagree) to 5 (agree), do you agree with the second statement in terms of your understanding of state and local workforce needs?

Answered: 93 Skipped: 13

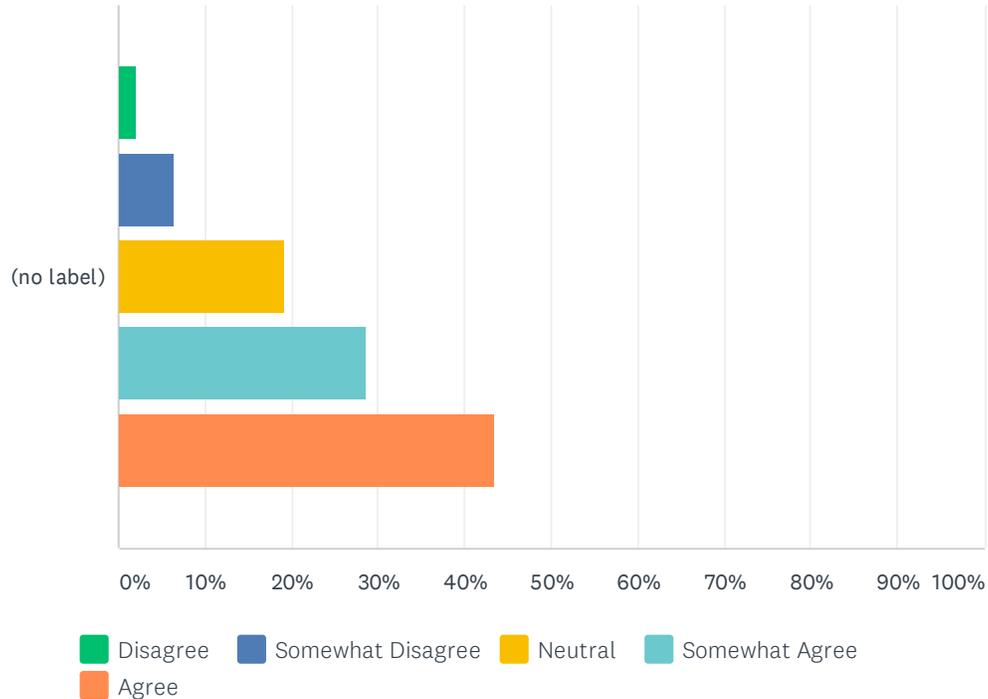


	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	1.08% 1	13.98% 13	31.18% 29	53.76% 50	93	4.38

#	COMMENTS	DATE
1	I believe that employability skills should be address within the education system but I am not sure that those within the education system have been given the time and resources needed to fulfill that mandate.	12/17/2019 9:09 AM
2	Industry recognized credentials such as NIMS can be expensive; though they are good better yet is training directly from an industry organization.	12/11/2019 8:44 AM
3	An overwhelming - YES!!	12/9/2019 8:44 AM
4	Businesses support educational career pathways that lead to meeting workforce needs.	12/6/2019 1:05 PM
5	The definition of industry recognized credentials needs to be reevaluated. More employer input is needed in defining these credentials and criteria.	12/6/2019 9:37 AM

Q5 On a scale from 1 (disagree) to 5 (agree), do you agree that these statements indicate that the state will be responsive to the most important state and local workforce skill needs, as you understand them?

Answered: 94 Skipped: 12

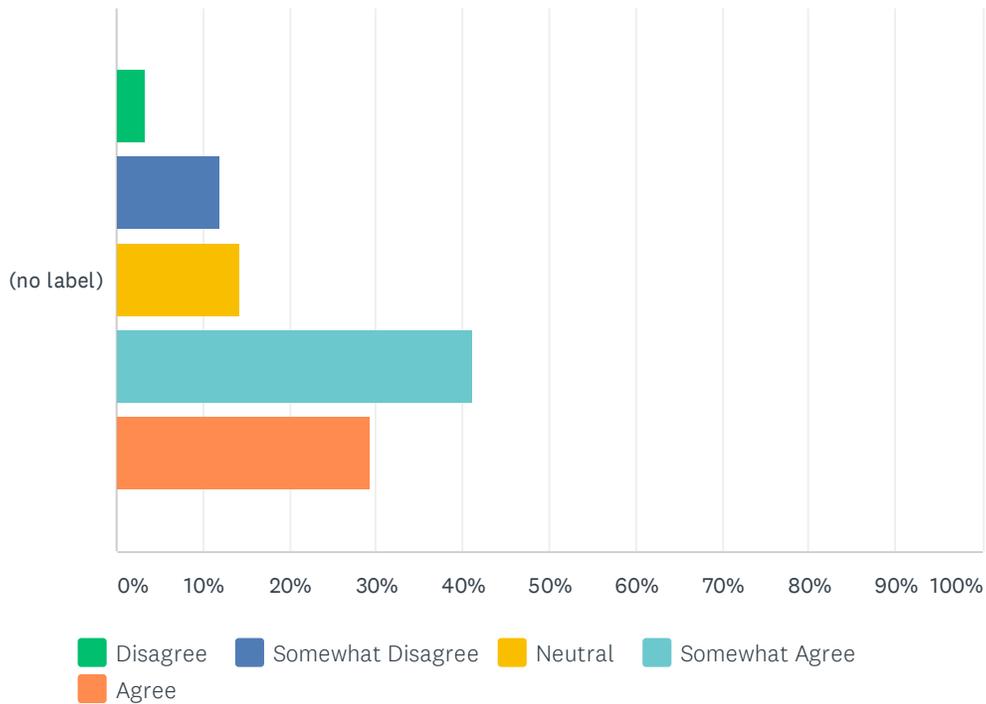


	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	2.13% 2	6.38% 6	19.15% 18	28.72% 27	43.62% 41	94	4.05

#	COMMENTS	DATE
1	Again, I believe they should be doing that but I cannot guarantee that the statements alone determine the states responsiveness	12/17/2019 9:09 AM
2	The State does not recognize the need to have a wage structure (minimum wage) that is competitive or a tax base that promotes job building. So the State can't be responsive to the most important workforce skill needs, which is the creation of good jobs.	12/12/2019 7:29 AM
3	I'm skeptical that the state will let politics influence how resources are applied rather than applying them to what is truly needed	12/11/2019 10:18 AM
4	I would hope that the state would support these needs because economic growth and development are dependent upon workforce development as a collaborative effort.	12/6/2019 1:05 PM
5	the state needs to commit to working with organizations that are doing this work at the grassroots level; learning from the successes of some of the workforce development initiatives that are already happening.	12/6/2019 9:37 AM
6	Everyone in the state of IL is kind of loosing faith in the states ability to do much of anything good..... The statement should probably read: "do you agree that these statements indicate that the state will be responsive to the most important Chicago, and Chicago suburb workforce skill needs, as you understand them?"	12/5/2019 7:50 AM

Q6 Demand for mid-skill jobs will lessen as jobs polarize toward the ends of the skill spectrum. For example, clerical and inventory control jobs historically done by humans are increasingly being taken over by automated systems. On the other hand, demand for both high-skilled and low- skilled labor has been more constant.

Answered: 92 Skipped: 14



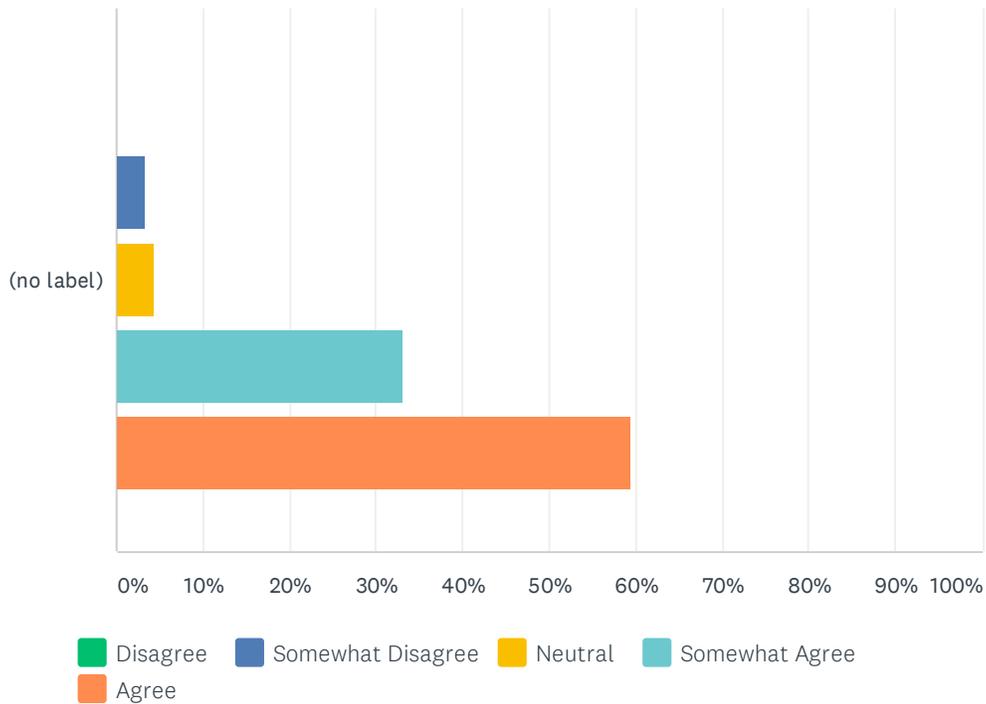
	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	3.26% 3	11.96% 11	14.13% 13	41.30% 38	29.35% 27	92	3.82

Unified State Plan Business Community Survey

#	COMMENTS	DATE
1	There is a great need for problem solving and customer service, which in my opinion is mid-skill	12/17/2019 9:17 AM
2	High-skilled jobs will be (are) impacted by automation as well (https://hbr.org/2019/02/research-automation-affects-high-skill-workers-more-often-but-low-skill-workers-more-deeply), although those in high-skilled jobs will probably enjoy greater resiliency than workers in low-skilled jobs.	12/12/2019 5:13 PM
3	There will likely be a shift in the types of mid-level skilled jobs. Companies will need people to manage, monitor and facilitate the new technology.	12/11/2019 10:32 AM
4	High-skilled labor is a great need within the healthcare industry	12/10/2019 11:44 AM
5	Not all small businesses are financially able to automate even if they would like to. There concerns are more towards more skilled jobs.	12/6/2019 1:13 PM
6	As technology replaces mid-skill and low-skill tasks, other skills of this nature will become relevant.	12/6/2019 9:40 AM
7	We have plenty of mid-skill jobs that we are forced to fill with low or non skilled labor because that is all we can find and we try to train in house. I'd say if anything that we'd try to lessen the low-skill jobs via automated systems, especially with the minimum wage going up to such high rates.	12/5/2019 8:17 AM

Q7 Baby boomers, Gen X, millennials, and now Gen Z occupy the same workspace. These four distinct generations have different views, expectations, and priorities. Companies will have to adopt new methods for just about everything — from recruitment and benefits to training and advancement.

Answered: 91 Skipped: 15



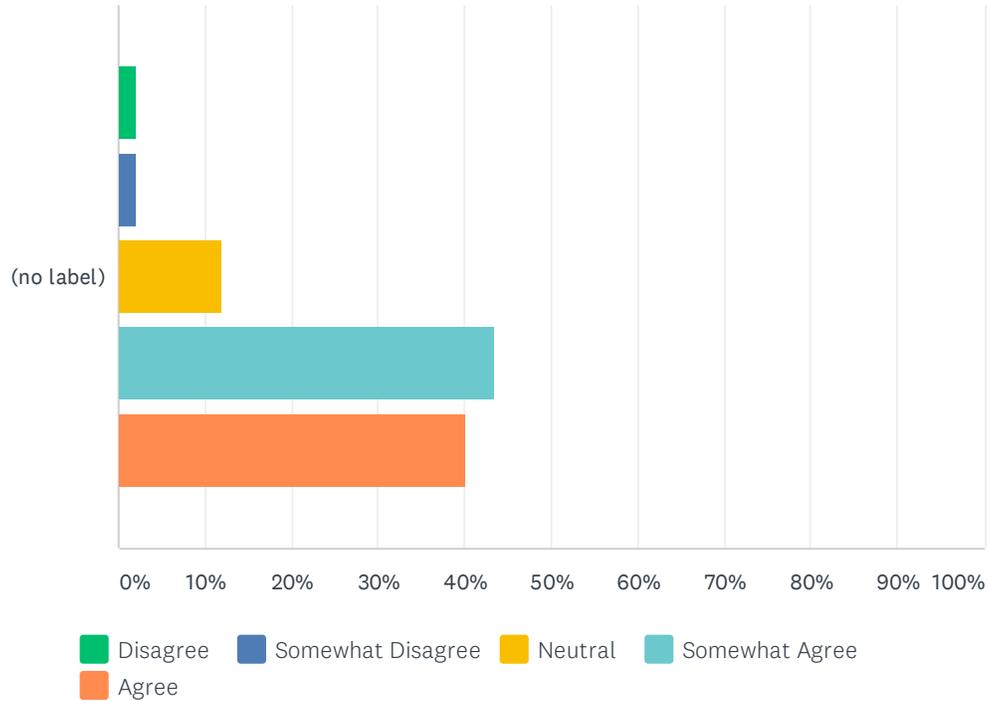
	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	3.30% 3	4.40% 4	32.97% 30	59.34% 54	91	4.48

Unified State Plan Business Community Survey

#	COMMENTS	DATE
1	Most companies really don't have the bandwidth nor can they be expected to treat each group differently. Moreover, doing so would open the company to potential charges of bias and disparate treatment.	12/18/2019 3:40 PM
2	As a Boomer, I do not agree completely that we need to cater to all of the needs of the newer generations. They still need to develop a work ethic and be accountable	12/17/2019 9:17 AM
3	Flexibility re: remote work, when hours are worked, part-time vs full-time; also, wage transparency prior to interviewing, etc.	12/12/2019 5:13 PM
4	At the core, there are still similar approaches and interests that are common to an age group despite a generation. Those should be considered as they will tend to hold true more than a generational classification. Varying approaches by each group may not be a practical approach.	12/11/2019 7:28 PM
5	Younger workers, mid-level workers and aging workers seem to have similar needs throughout any generation. Technology changes but the needs or aspirations of somewhat at the start of their career is likely not much different than it was 30 years ago. Successful businesses will recognize the needs of employees at each stage of their career and try to tailor their benefits, training and recruitment according to the needs of the employee.	12/11/2019 10:32 AM
6	Changes will be more necessary with the Gen Z as what they value is different from their parents and grandparents.	12/6/2019 1:13 PM
7	Here is where the soft skills come in. Working with others, sharing work space, communication across generational, societal, cultural, and educational differences.	12/6/2019 9:40 AM
8	It is imperative to have conduct focus groups/discussion with persons in all these age groups to learn about ways employers/businesses can meet the needs of their employees to maintain a positive and productive workforce.	12/6/2019 9:39 AM
9	I think the problem is less that companies need to adopt new methods to deal with the 4 generations, but that the newer generations are more un-employable. There is a large education gap in these generations which is happening both at home and in school. In school with the hard drive to push kids to 4 year degrees vs having shop class, pushing trades schools, apprenticeships, etc, and at home with the breakdown of the family unit and religion, and families expecting schools to teach morals, common sense, and general social skills.	12/5/2019 8:17 AM

Q8 Continuous upskilling and digital dexterity will outweigh tenure and experience. Going forward, workers will need to change their skills at an accelerating pace.

Answered: 92 Skipped: 14



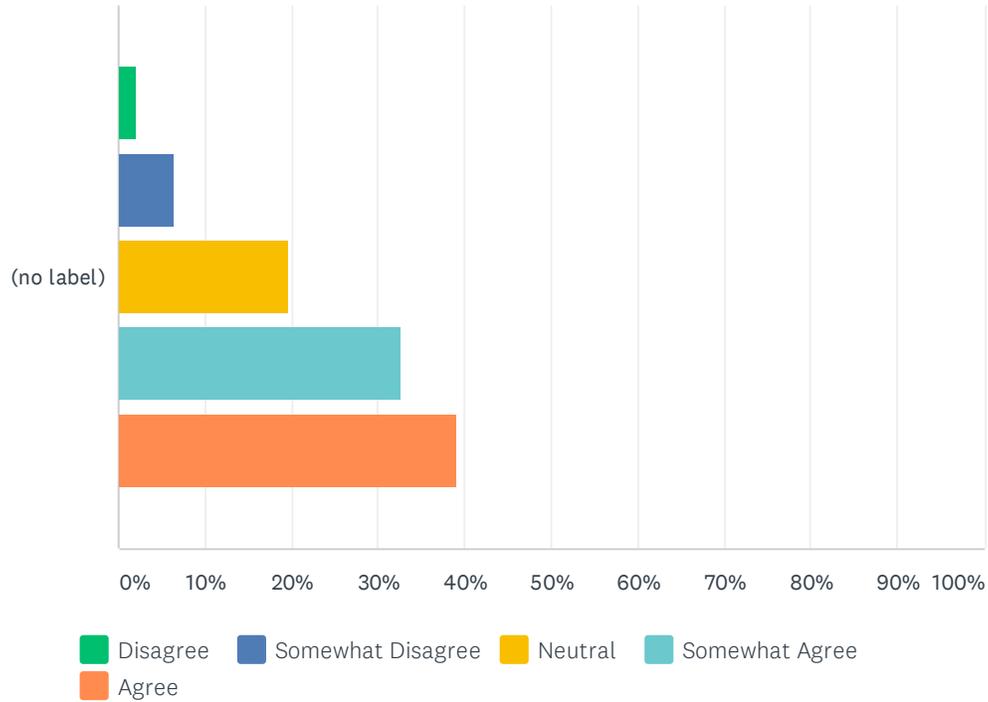
	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	2.17% 2	2.17% 2	11.96% 11	43.48% 40	40.22% 37	92	4.17

Unified State Plan Business Community Survey

#	COMMENTS	DATE
1	Our industry depends on workers having their own smart phones to clock in and out and receive care plans for home care clients. this technology need is both training and the provision/requirement of technology	12/17/2019 9:17 AM
2	This is true as much for workers as it the companies they work for (companies will need to change/modify their production methods at an accelerating pace).	12/12/2019 5:13 PM
3	Workers of the new generation are ill equipped to adjust to the change demands of the workforce because they have been raised in an environment that does not promote achievement. They feel entitled to a job and promotion.	12/12/2019 7:32 AM
4	I don't think this is an either/or situation. Experience will always have value and a consideration beyond just the new.	12/11/2019 7:28 PM
5	Experienced workers are always valuable to helping oversee the operation and ensuring newer workers receive proper training	12/11/2019 10:32 AM
6	You need experience to contribute to the upskilling and digital dexterity, but the current skilled worker needs to continue to grow in their skills to make themselves marketable.	12/6/2019 1:13 PM
7	These are two different issues, can't agree equally on both statements. First sentence, disagree somewhat; second, agree completely.	12/6/2019 9:40 AM
8	I'm 50-50 on this. A good skilled trade will get you far and experience hones your skills, but keeping current and updating your skills and not changing them is important. Updating your skills to keep up with technology is important, but if you are changing your skills at an accelerated pace you'll never become an expert in what you do, before you move onto the next thing. I much rather have an employee who is good at a couple things vs having someone who can half-ass a couple dozen things	12/5/2019 8:17 AM

Q9 Smart machines will be our co-workers. The importance of Artificial Intelligence (AI) will grow within the work landscape.

Answered: 92 Skipped: 14

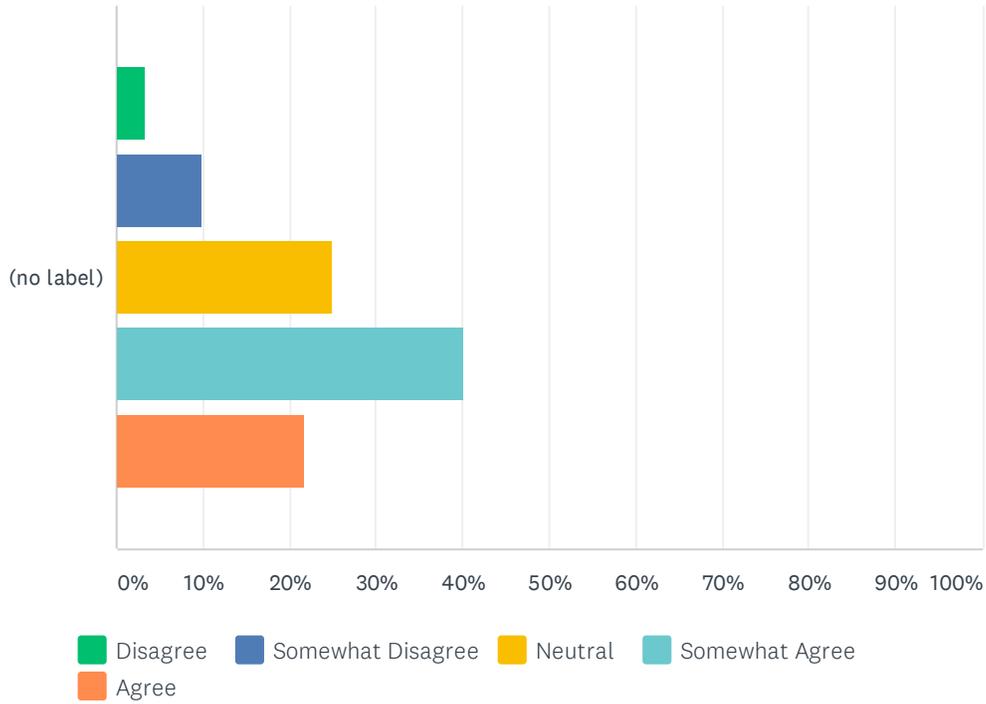


	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	2.17%	6.52%	19.57%	32.61%	39.13%	92	4.00
	2	6	18	30	36		

#	COMMENTS	DATE
1	Just as the industrial revolution was about automating physical tasks the AI revolution will be about automating cognitive tasks.	12/17/2019 1:30 PM
2	Support resources more than 'co-workers'.	12/11/2019 7:28 PM
3	Taking care of the smart machines will be part of the upskilling necessary. There has to be a way to help workers continue to develop advanced skills.	12/6/2019 1:13 PM

Q10 The federal Government Accountability Office (GAO) projects that the top three occupational groups to decline due to the adoption of advanced technologies through 2026 will be Production, Office and Administrative Support, and Transportation and Material Moving.

Answered: 92 Skipped: 14

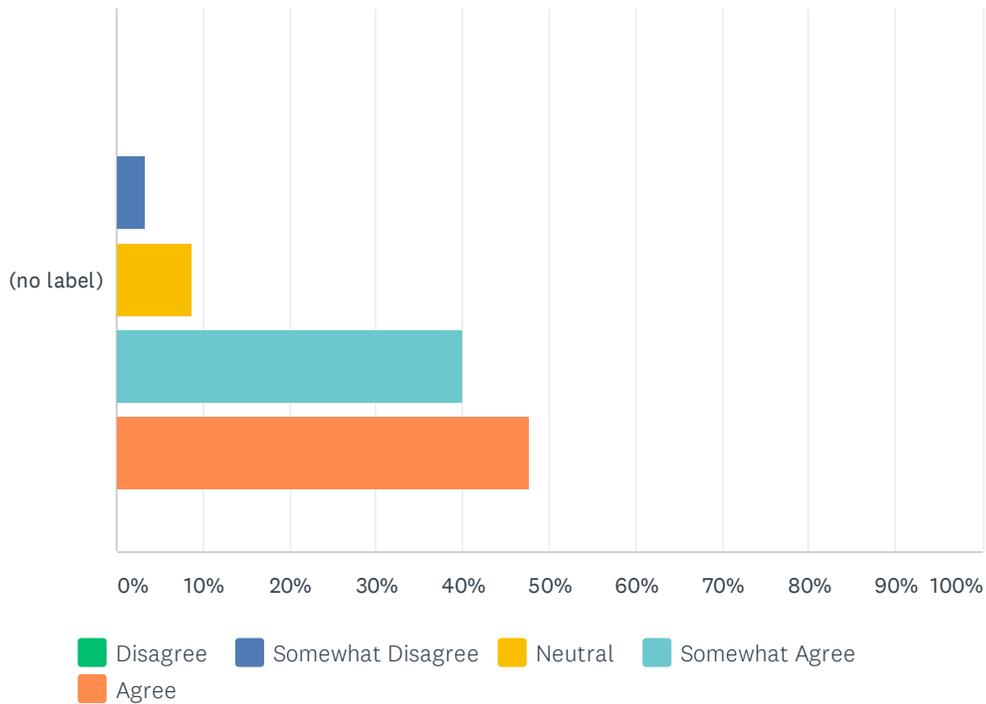


	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	3.26% 3	9.78% 9	25.00% 23	40.22% 37	21.74% 20	92	3.67

#	COMMENTS	DATE
1	Losses in production will disproportionately impact rural regions.	12/12/2019 5:13 PM
2	These will not decline, they will change. Evolve.	12/6/2019 9:40 AM

Q11 Unite workforce development partners around regional cluster strategies: Regional cluster strategies will focus resources on the industries with the highest potential to add jobs and increase prosperity in regions across Illinois. These strategies bring together the public and private sectors in each region to build on their unique strengths.

Answered: 90 Skipped: 16

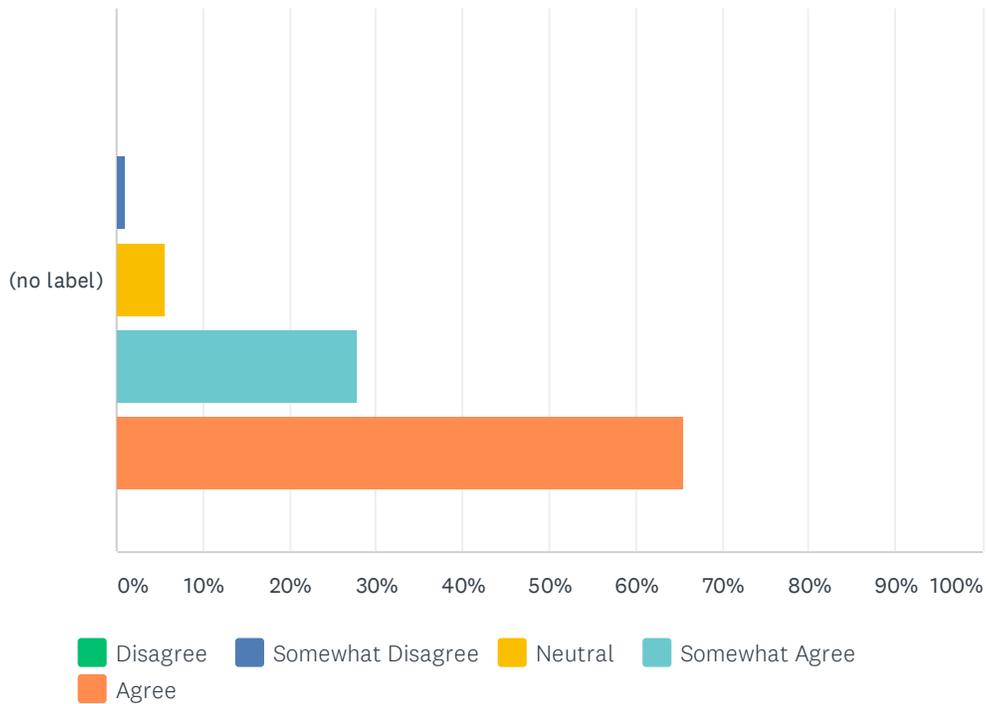


	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00%	3.33%	8.89%	40.00%	47.78%	90	4.32
	0	3	8	36	43		

#	COMMENTS	DATE
1	There is a strong need for growth in medium and small industries too. Not just the ones with the highest potential to add jobs. For example, Continental Tire is truly a must for investment but there are small businesses that need workers too. We cant put all of our "eggs in one basket". Diversity is key to long term success, in my opinion.	12/17/2019 9:24 AM
2	Individual and community prosperity should be paramount.	12/12/2019 5:13 PM
3	Still missing the point that we are creating a state that can't compete in a global economy.	12/12/2019 7:35 AM
4	That may be. Are there concerns about an overconcentration in an area to the detriment of something else?	12/11/2019 7:31 PM
5	It is critically important that workforce initiatives take a collaborative, client-focused approach.	12/10/2019 11:44 AM
6	On the surface, this seems wise for the State from its perspective but this decision would neglect many essential industries not on the State's Plan. Also it sounds a lot like supporting big corporations and forgetting small businesses. And a bit totalitarian.	12/6/2019 9:55 AM

Q12 Prepare Illinois' workers for a career, not just their next job: Regardless of background, life circumstances, or education level, Illinois workers can be prepared for high-demand careers by developing core academic, technical, and essential employability skills throughout their lifetimes.

Answered: 90 Skipped: 16



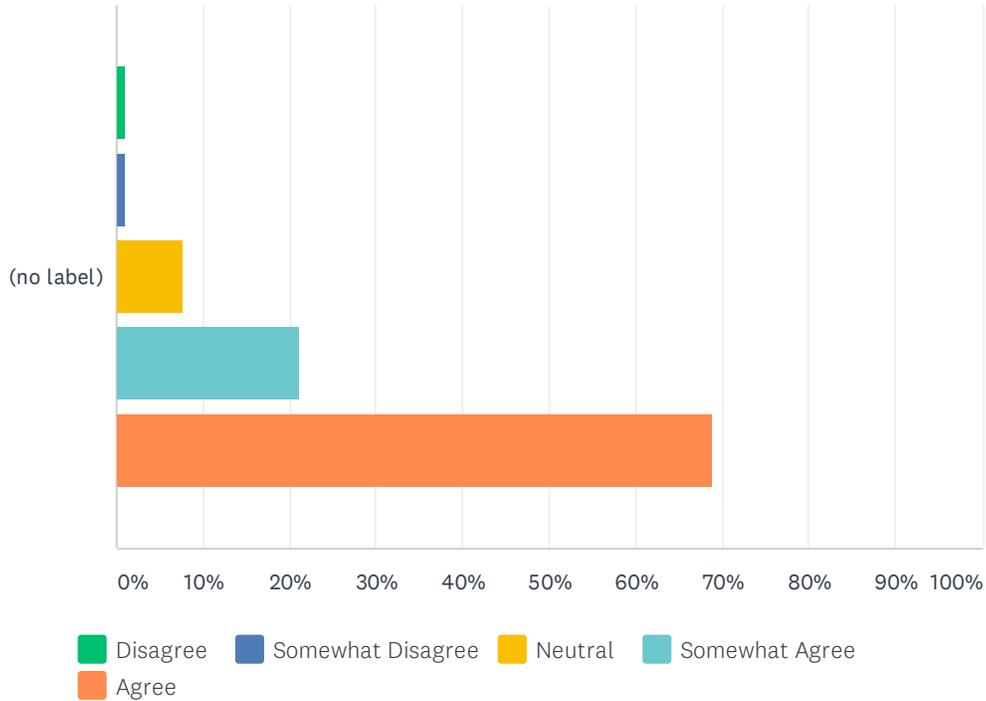
	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	1.11% 1	5.56% 5	27.78% 25	65.56% 59	90	4.58

Unified State Plan Business Community Survey

#	COMMENTS	DATE
1	This has to be situational. Not every worker will fit a high demand learning model.	12/17/2019 9:24 AM
2	We have to remember that not all workers have the intellectual or economic capacity to have the same track for education and training	12/17/2019 9:19 AM
3	I believe that there will always be many who cannot be prepared for "high-demand" careers	12/17/2019 9:13 AM
4	Career *and* fruitful civic participation should be paramount.	12/12/2019 5:13 PM
5	Still missing the point. I can't find skilled workers that show up on time and when I do they have no loyalty to the company, so we're in a constant state of hiring and training, which is very expensive.	12/12/2019 7:35 AM
6	All workers should have a baseline of training on soft skills such as work ethic and effectively communicating with customers, employees and managers. Also strategies for resolving conflict is important because this occurs at every level. With a baseline of these skills, many businesses are willing to train employees on their specific roles. This can be further supported with training from the public sector or regional industry groups.	12/11/2019 10:39 AM
7	If we are going to make an impact, all strategies should focus on equity and invest in populations and communities currently lack resources and access.	12/10/2019 11:44 AM
8	Wouldn't that be nice.	12/6/2019 9:55 AM
9	we need to do a much better job of educating our students as to what career paths are available. a high school student does not need to decide exactly what they want to do, as that is very overwhelming, but they need the opportunity to learn all of the career options available- and the level of education needed post high school for these various career paths.	12/6/2019 9:43 AM

Q13 Connect job seekers with employers: Assist Illinois businesses to find the productive workers they need, through more specific business sector-focused training and better services for job seekers and employers.

Answered: 90 Skipped: 16

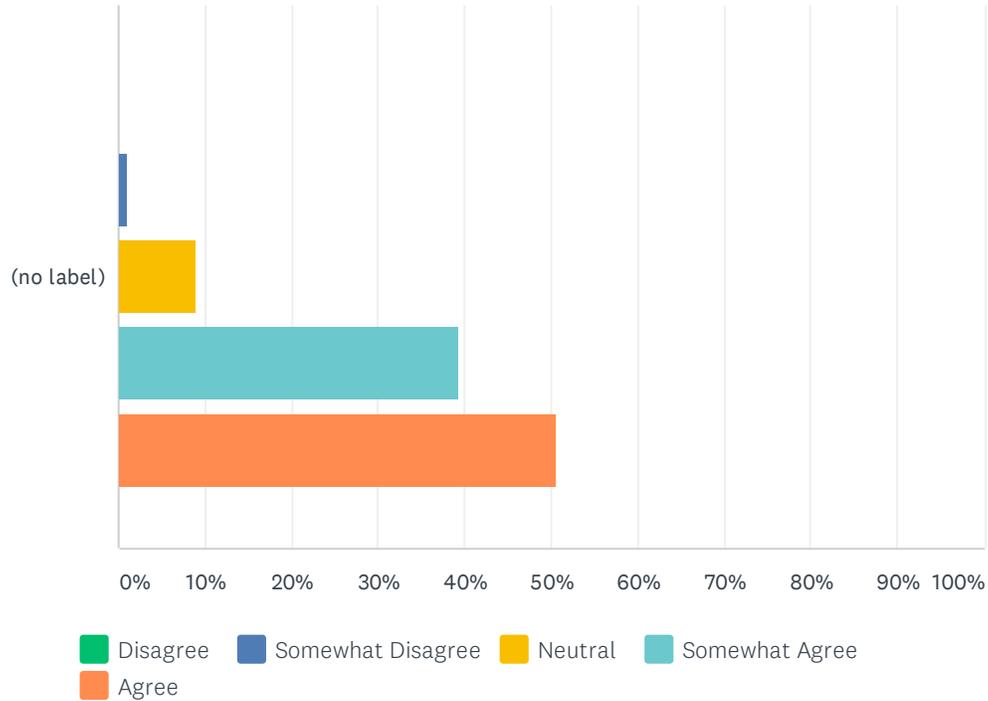


	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	1.11% 1	1.11% 1	7.78% 7	21.11% 19	68.89% 62	90	4.56

#	COMMENTS	DATE
1	Let's hope there are still viable businesses in Illinois considering the economic condition of this State. This government is bleeding us dry and taxing businesses to the point of them moving to surrounding states.	12/18/2019 2:23 PM
2	"Assist Illinois business, [entrepreneurs, and workers] to find the workers, resources, and support they need, respectively."	12/12/2019 5:13 PM
3	It is important that we also focus on upskilling current employees - this will open up opportunities for others to enter organizations and obtain the skills to also advance. a	12/10/2019 11:44 AM
4	Business should be more active in developing their own apprenticeship programs and have more responsibility in the training of their employees.	12/9/2019 9:29 AM
5	Utilize the community colleges and high school career centers	12/9/2019 8:47 AM
6	Education and Business have each been in a "silo"; building the bridge between education (teachers, not just administration and counselors) and employers -is needed to start communication pathways about career options.	12/6/2019 9:43 AM

Q14 Given your experience, on a scale from 1 (disagree) to 5 (agree), do you agree that these goals are responsive to state and local workforce development needs?

Answered: 89 Skipped: 17

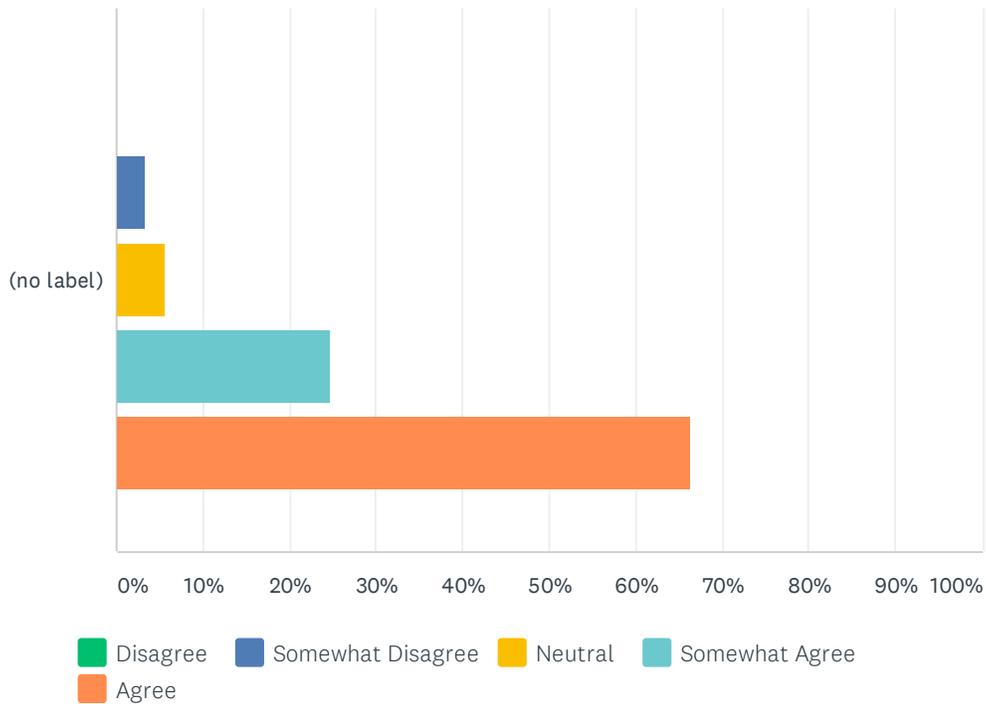


	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	1.12% 1	8.99% 8	39.33% 35	50.56% 45	89	4.39

#	COMMENTS	DATE
1	Provided the State becomes more business friendly and wants to work hand-in-hand. Illinois' financial future looks BLEAK!	12/18/2019 2:23 PM
2	Additional focus on college readiness and career counseling would help ensure individuals are making career decisions that fit their interests and future ambitions. This will also help secure the workforce investments that are made.	12/10/2019 11:44 AM
3	Except for #11 which isn't responding but dictating.	12/6/2019 9:55 AM

Q15 The plan is built upon the judgment that business and government share a responsibility to create and communicate a workforce development system that utilizes available resources to meet the training needs of business and workers in Illinois. On a scale from 1 (disagree) to 5 (agree), do you agree that this shared responsibility is appropriate?

Answered: 89 Skipped: 17



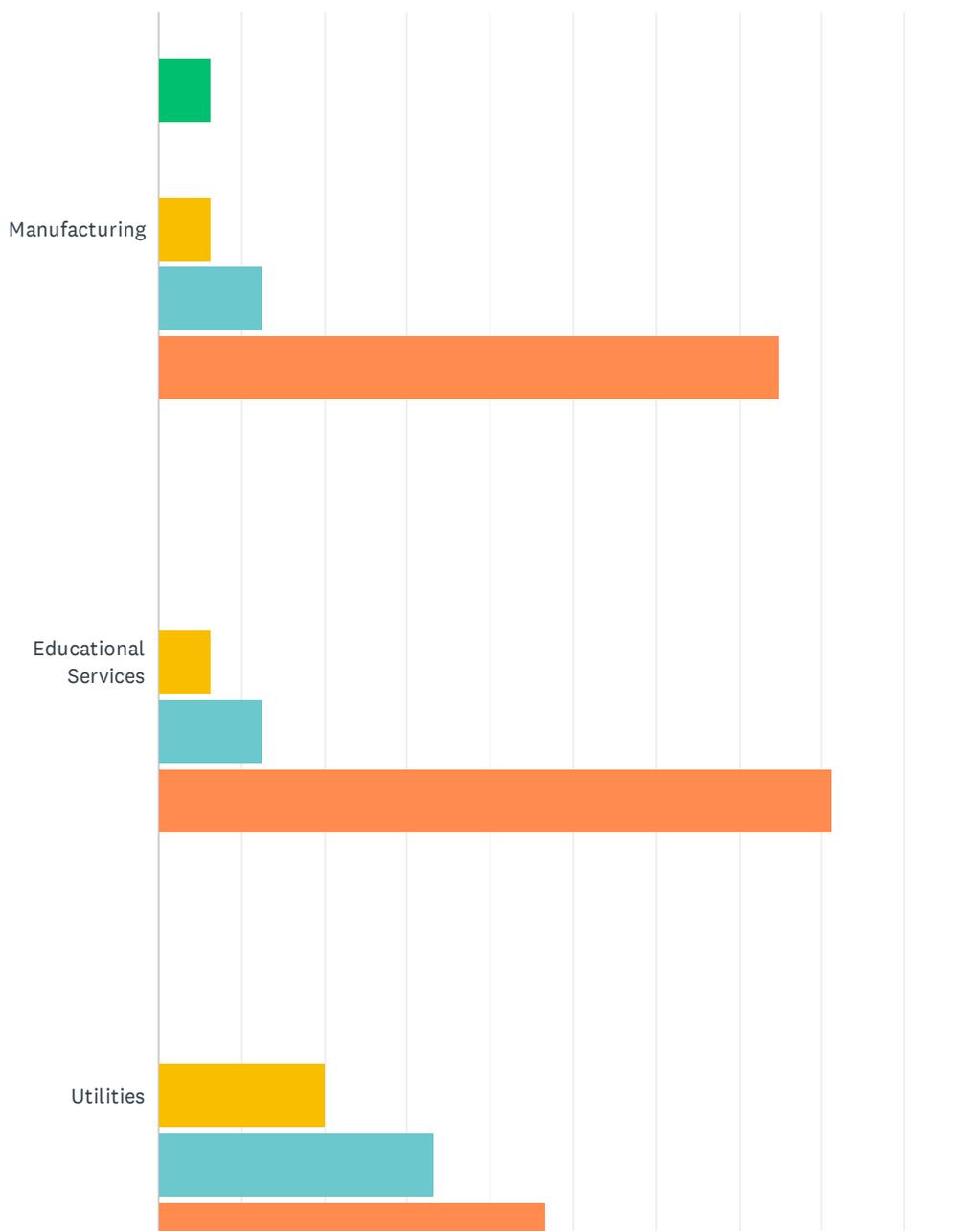
	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	3.37% 3	5.62% 5	24.72% 22	66.29% 59	89	4.54

Unified State Plan Business Community Survey

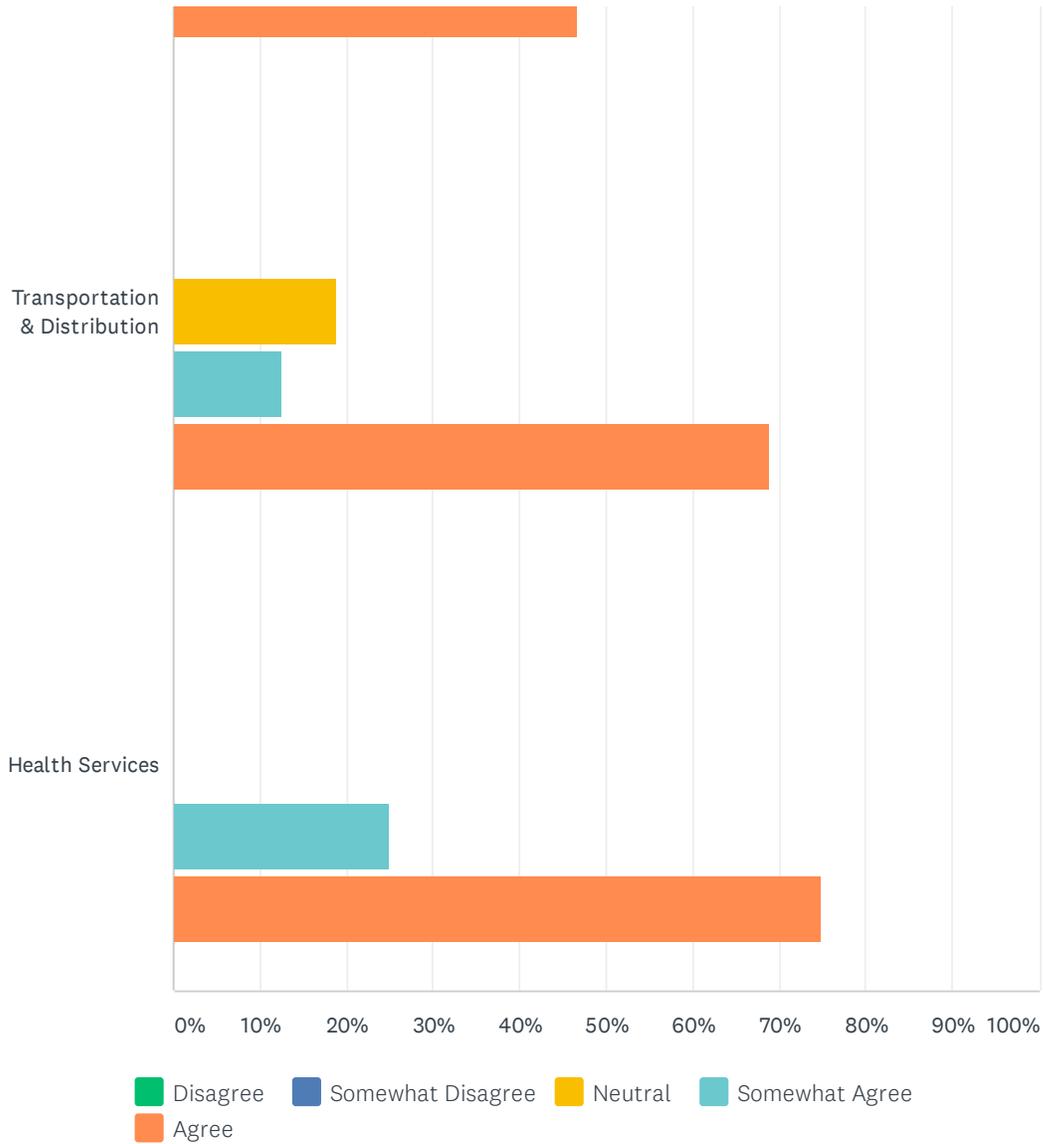
#	COMMENTS	DATE
1	Yes, it should be shared; however, how will the State fund this? Will it be through increased taxes that will be directed to areas other (state pensions) than where it has been communicated where it is to go????	12/18/2019 2:25 PM
2	It is appropriate but government must listen to real data and respond proactively and reactively. Southern Illinois needs are much different than northern Illinois. Real data needs to be regional not tailored to northern needs- in my opinion.	12/17/2019 9:25 AM
3	I believe academic settings/schools also play responsibility.	12/13/2019 2:04 PM
4	It's an oversight leave out workers in the "business and government" formulation and for the state to fail to mention the role of entrepreneurship and difficulties experienced by nascent and transitioning small businesses. Also, the plan seems to fail to address the reality that governments and NGOs themselves lack the skilled workers needed to provide adequate public service.	12/12/2019 5:13 PM
5	Why should government be in the business of workforce development, except for providing training through schooling? People should seek out training in community colleges or hire on and work their way up. High Schools should be given input from business about basic skill training, like reading blueprints and using measuring devices.	12/12/2019 7:38 AM
6	I believe most businesses are willing to provide the majority of development for their employees and future employees. A businesses survival depends on it. It is important for government to focus on the true needs of the business community (and not politics) so these efforts can be better supported.	12/11/2019 10:43 AM
7	Absolutely. Thus, training and support for organizations that do this work would aid in getting more employers involved to prove ROI.	12/10/2019 11:45 AM
8	Government needs to be willing to listen and work with the stake holders- those people doing "boots on the ground work" in reality; not just theory or ideas. so much of the funding that surrounds workforce development does not always benefit the employer trying to train or hire workers.	12/6/2019 9:44 AM
9	Skills training should begin in high school as early as freshman year. As young people mature they realize they missed the opportunity to learn career related skills because they were not engaged in the subjects being taught. Math classes should be combined with manufacturing classes so the purpose of learning math is applied to your future earning potential. Most students are not taught how to apply the core subject to actual life skills and why they are necessary. Applied learning should be a new focus.	12/4/2019 5:05 PM

Q1 The Plan's combined analysis of statewide and regional (sub-state) employment projections has identified the following five industries as the most appropriate for the targeting of workforce development support, based on relative employment size, growth, job openings, and suitability for sustained intervention due to ongoing workforce concerns such as the pace of technological change. On a scale from 1 (disagree) to 5 (agree), do you agree with the appropriateness of targeting each of these industries in terms of your understanding of state and local workforce needs?

Answered: 16 Skipped: 0



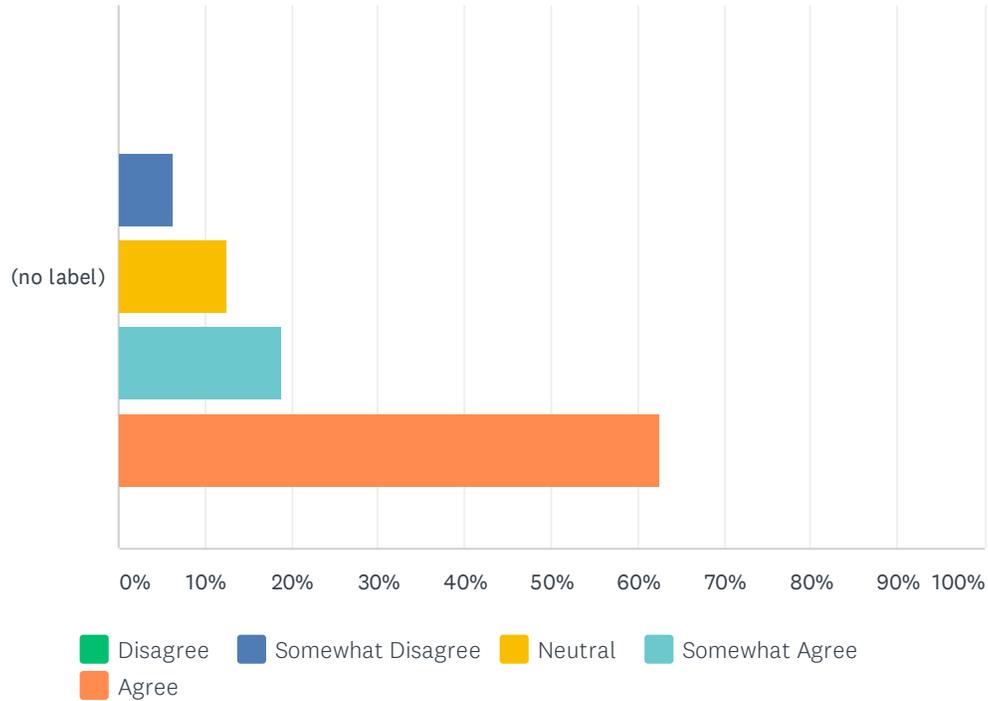
Unified State Plan Organized Labor Community Survey



	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
Manufacturing	6.25% 1	0.00% 0	6.25% 1	12.50% 2	75.00% 12	16	4.50
Educational Services	0.00% 0	0.00% 0	6.25% 1	12.50% 2	81.25% 13	16	4.75
Utilities	0.00% 0	0.00% 0	20.00% 3	33.33% 5	46.67% 7	15	4.27
Transportation & Distribution	0.00% 0	0.00% 0	18.75% 3	12.50% 2	68.75% 11	16	4.50
Health Services	0.00% 0	0.00% 0	0.00% 0	25.00% 4	75.00% 12	16	4.75

Q2 On a scale from 1 (disagree) to 5 (agree), do you agree that targeting these industries is responsive to the areas of Illinois' most important workforce needs?

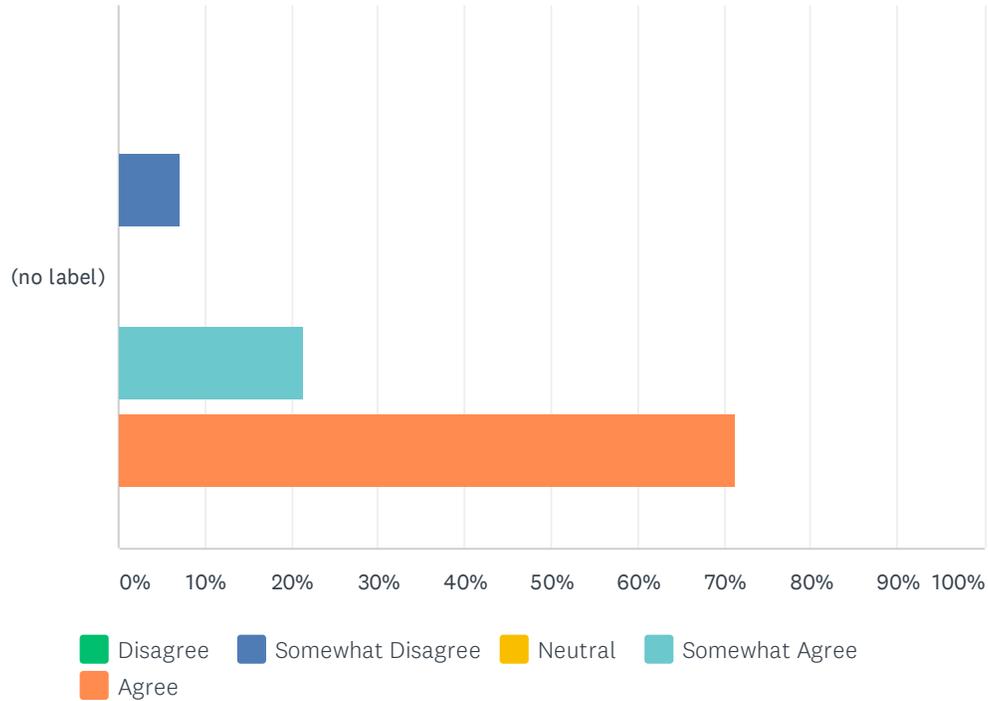
Answered: 16 Skipped: 0



	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	6.25% 1	12.50% 2	18.75% 3	62.50% 10	16	4.38

Q3 On a scale from 1 (disagree) to 5 (agree), do you agree with the first statement in terms of your understanding of state and local workforce needs?

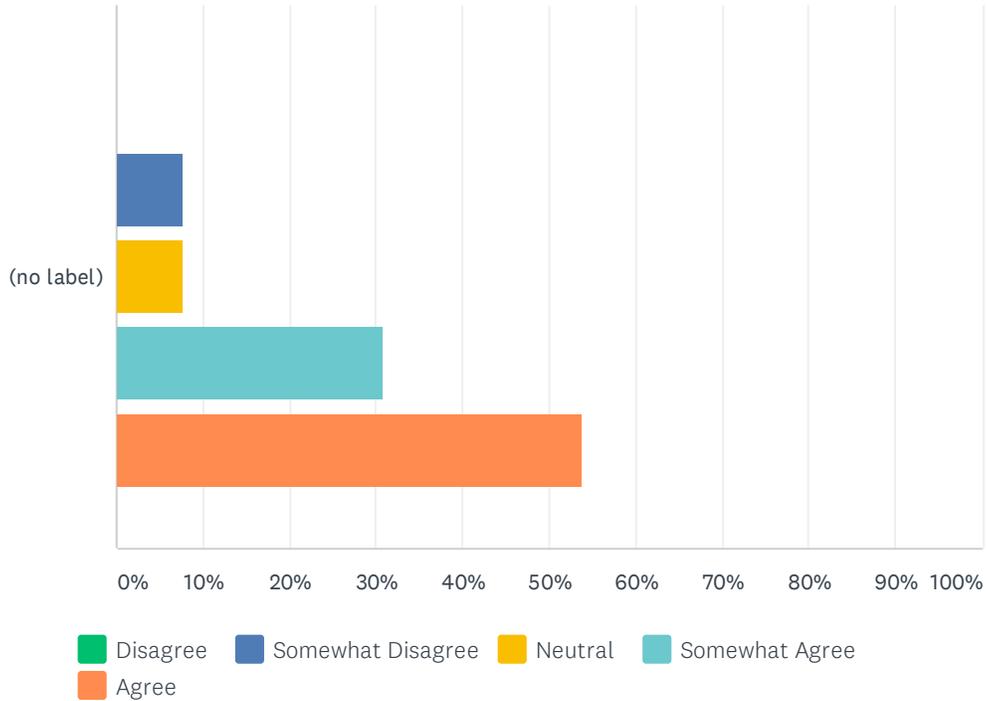
Answered: 14 Skipped: 2



	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	7.14% 1	0.00% 0	21.43% 3	71.43% 10	14	4.57

Q4 On a scale from 1 (disagree) to 5 (agree), do you agree with the second statement in terms of your understanding of state and local workforce needs?

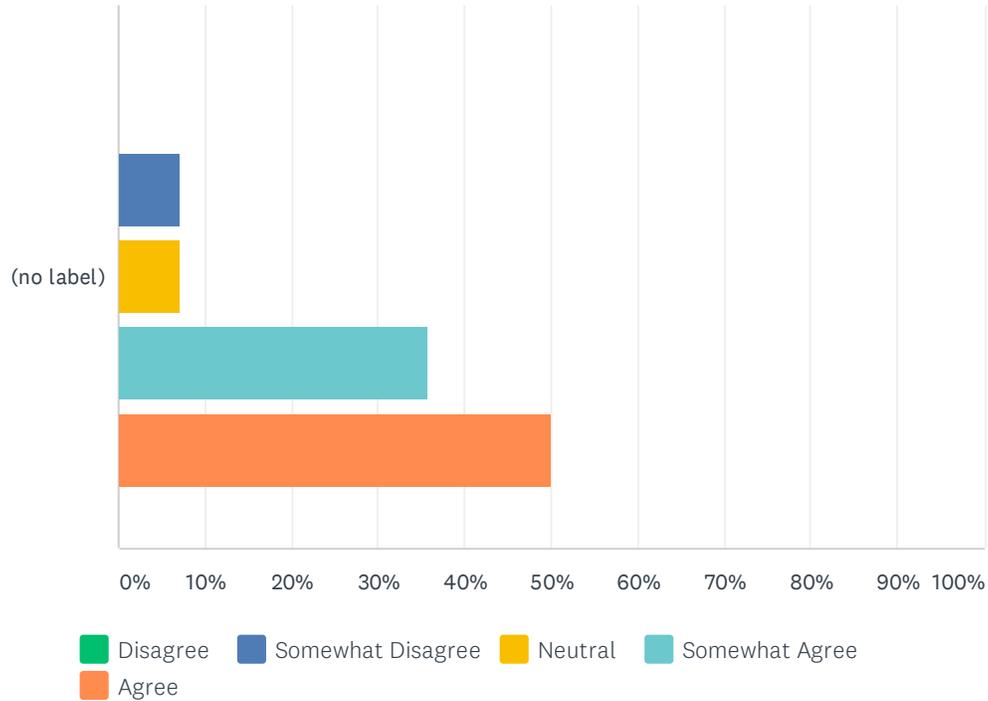
Answered: 13 Skipped: 3



	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	7.69% 1	7.69% 1	30.77% 4	53.85% 7	13	4.31

Q5 On a scale from 1 (disagree) to 5 (agree), do you agree that these statements indicate that the state will be responsive to the most important state and local workforce skill needs, as you understand them?

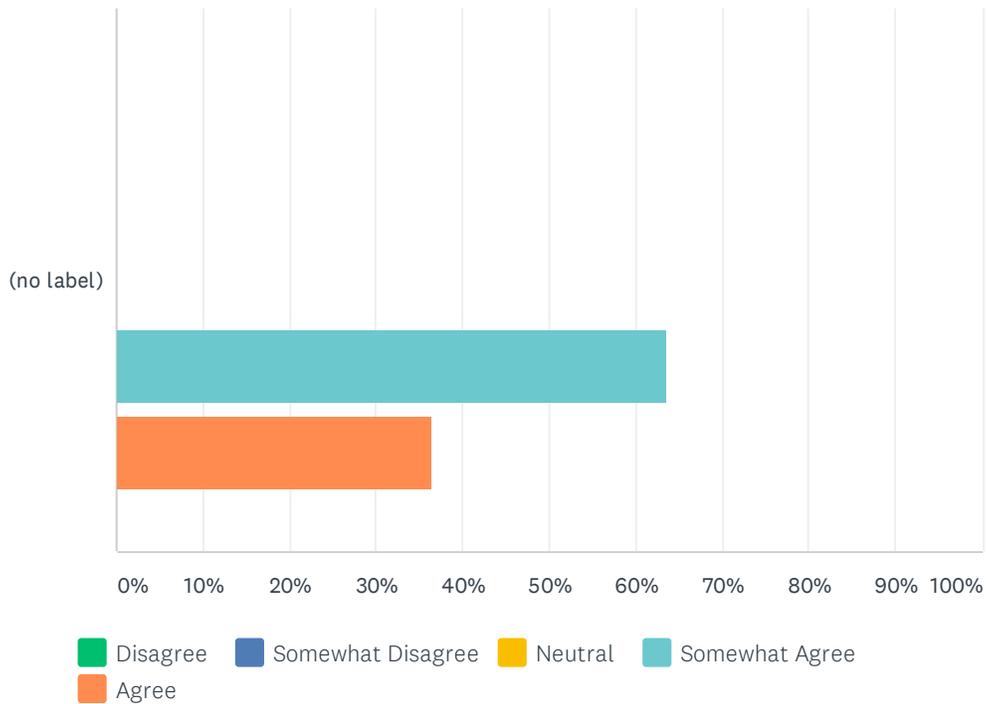
Answered: 14 Skipped: 2



	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	7.14% 1	7.14% 1	35.71% 5	50.00% 7	14	4.29

Q6 Demand for mid-skill jobs will lessen as jobs polarize toward the ends of the skill spectrum. For example, clerical and inventory control jobs historically done by humans are increasingly being taken over by automated systems. On the other hand, demand for both high-skilled and low- skilled labor has been more constant.

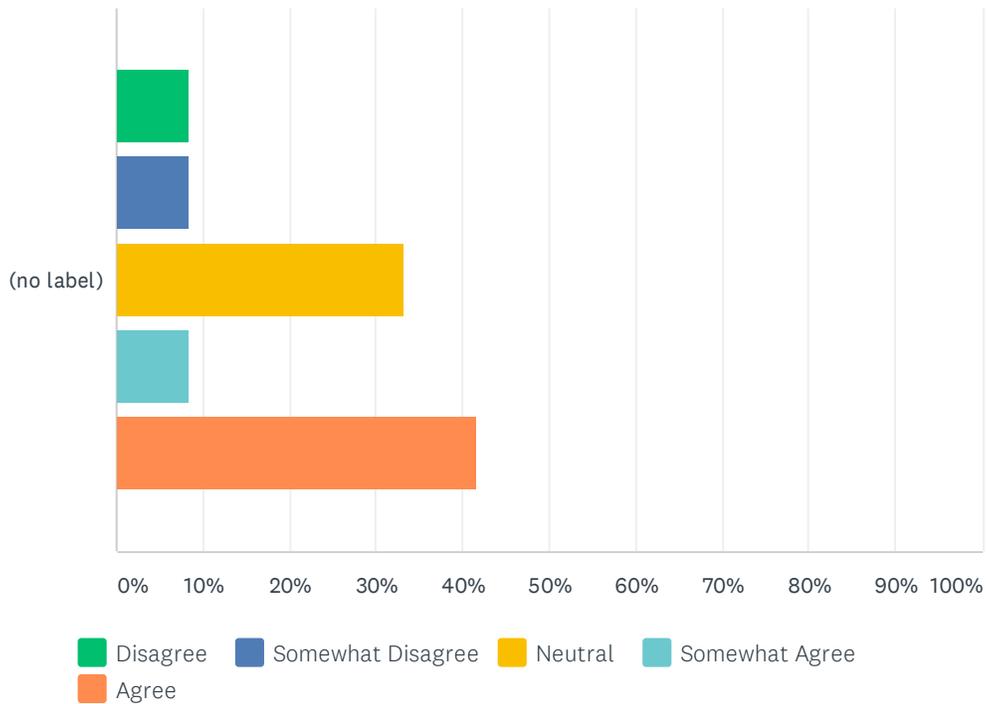
Answered: 11 Skipped: 5



	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	63.64% 7	36.36% 4	11	4.36

Q7 Baby boomers, Gen X, millennials, and now Gen Z occupy the same workspace. These four distinct generations have different views, expectations, and priorities. Due to this, companies will have to adopt new methods for just about everything — from recruitment and benefits to training and advancement.

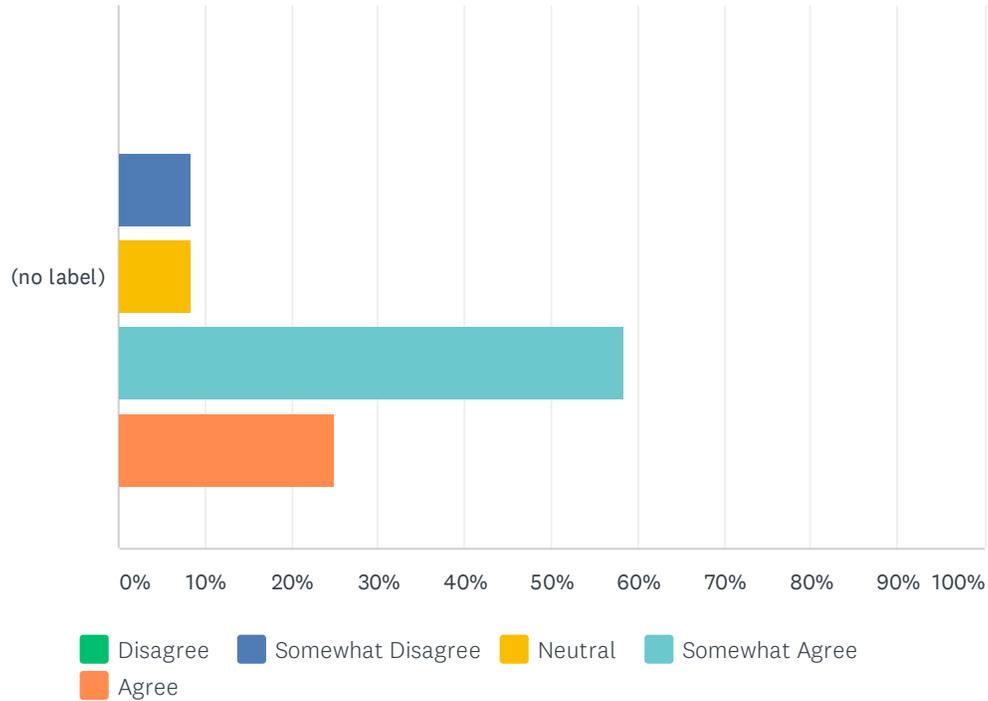
Answered: 12 Skipped: 4



	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	8.33% 1		33.33% 4	8.33% 1	41.67% 5	12	3.67

Q8 Continuous upskilling and digital dexterity will outweigh tenure and experience. Going forward, workers will need to change their skills at an accelerating pace.

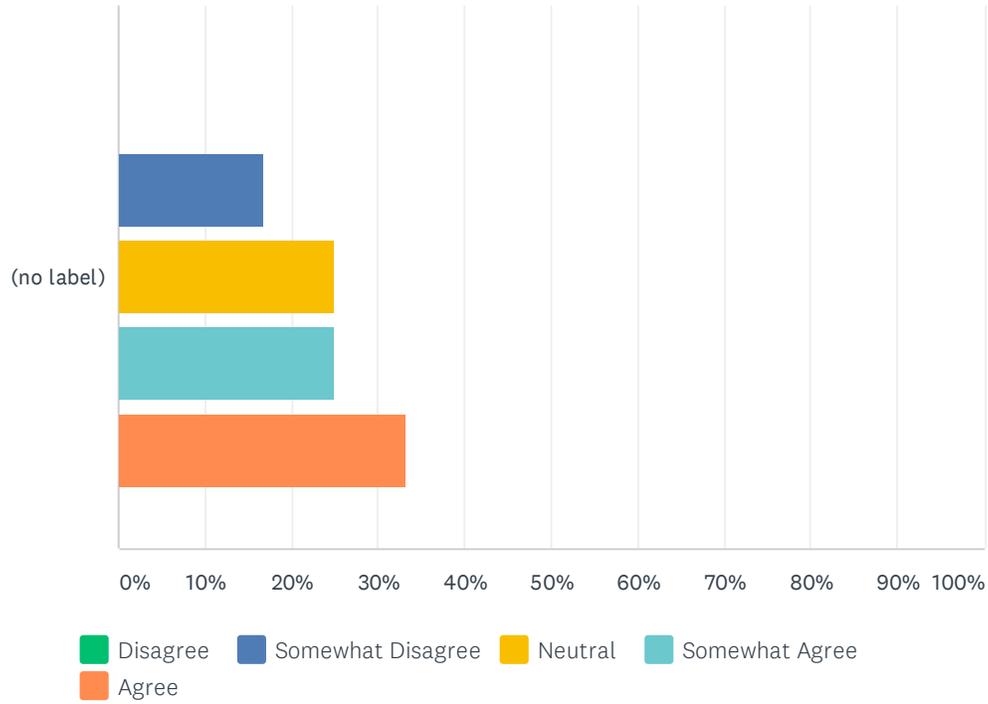
Answered: 12 Skipped: 4



	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	8.33% 1	8.33% 1	58.33% 7	25.00% 3	12	4.00

Q9 Smart machines will be our co-workers. The importance of Artificial Intelligence (AI) will grow within the work landscape.

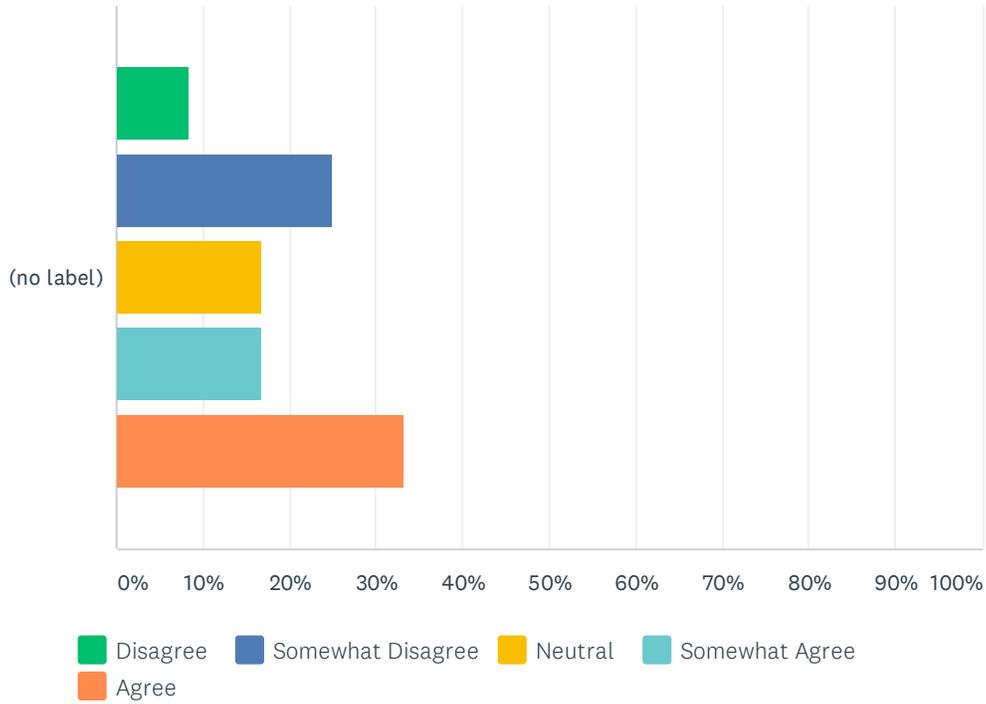
Answered: 12 Skipped: 4



	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	16.67% 2	25.00% 3	25.00% 3	33.33% 4	12	3.75

Q10 The federal Government Accountability Office (GAO) projects that the top three occupational groups to decline due to the adoption of advanced technologies through 2026 will be Production, Office and Administrative Support, and Transportation and Material Moving.

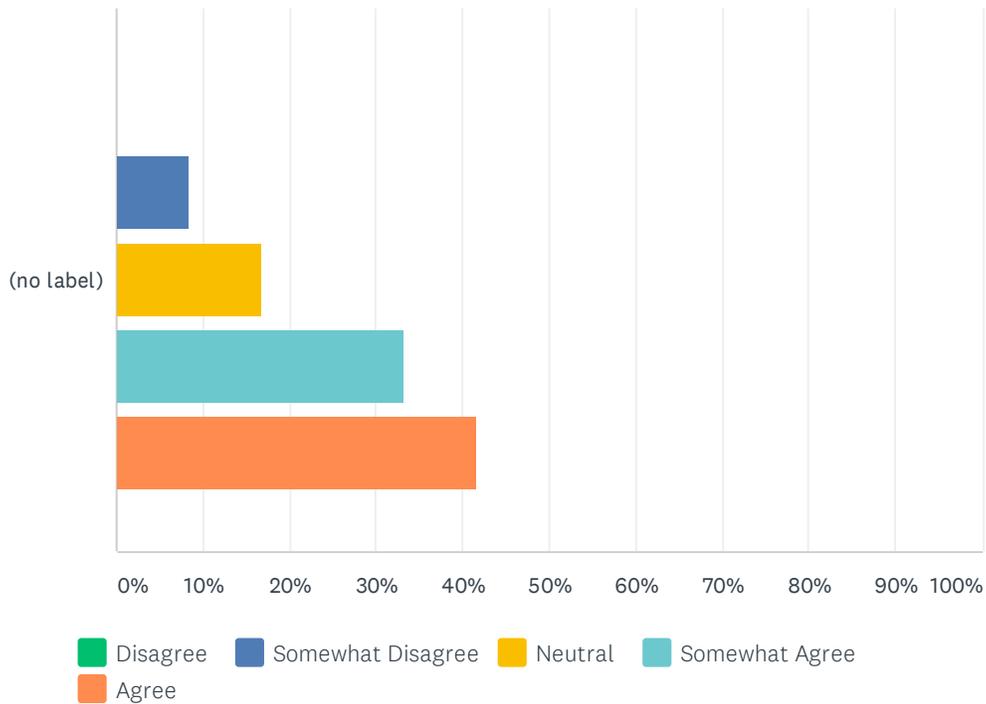
Answered: 12 Skipped: 4



	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	8.33% 1	25.00% 3	16.67% 2	16.67% 2	33.33% 4	12	3.42

Q11 Unite workforce development partners around regional cluster strategies: Regional cluster strategies will focus resources on the industries with the highest potential to add jobs and increase prosperity in regions across Illinois. These strategies bring together the public and private sectors in each region to build on their unique strengths.

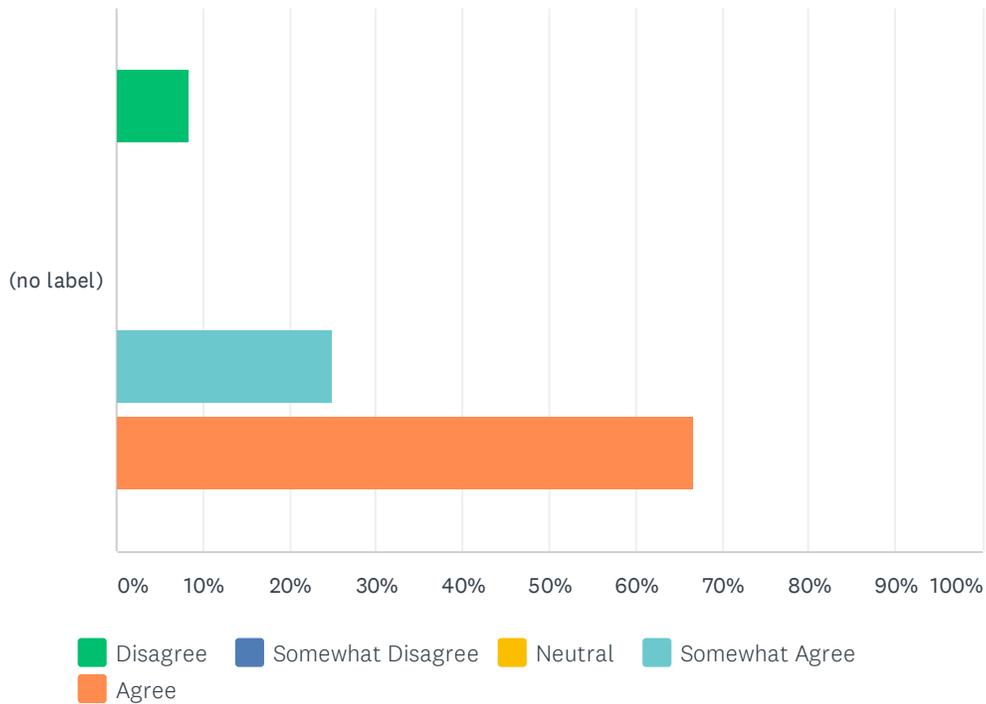
Answered: 12 Skipped: 4



	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	8.33% 1	16.67% 2	33.33% 4	41.67% 5	12	4.08

Q12 Prepare Illinois' workers for a career, not just their next job: Regardless of background, life circumstances, or education level, Illinois workers can be prepared for high-demand careers by developing core academic, technical, and essential employability skills throughout their lifetimes.

Answered: 12 Skipped: 4

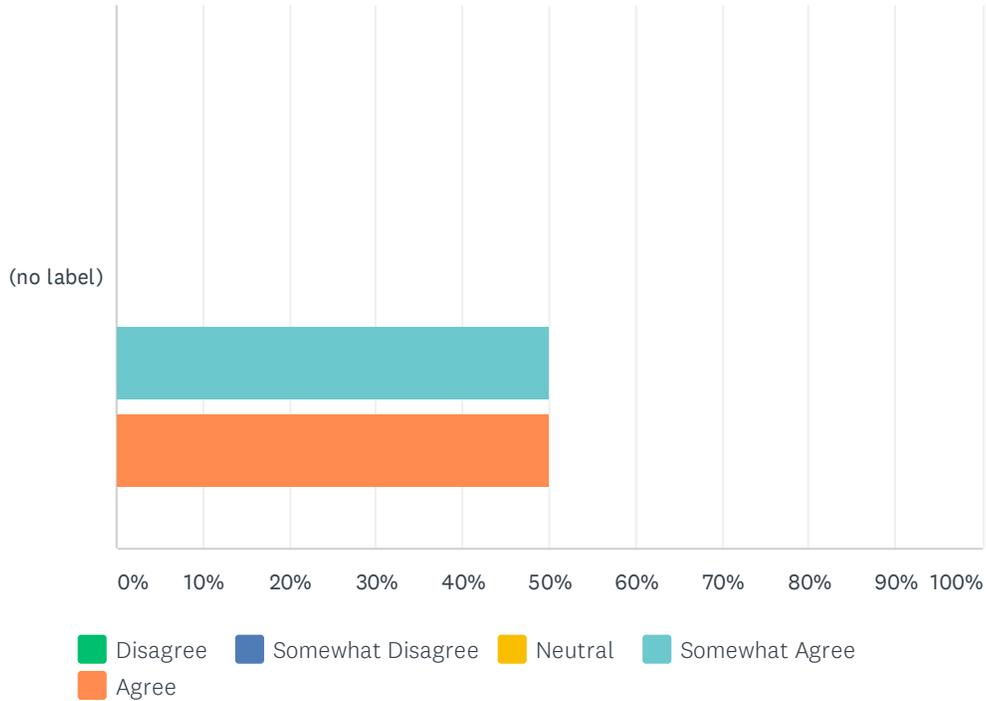


	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	8.33% 1	0.00% 0	0.00% 0	25.00% 3	66.67% 8	12	4.42

#	COMMENTS	DATE
1	More important than ever that education institutions work to develop the whole person.	1/9/2020 11:12 AM

Q13 Connect job seekers with employers: Assist Illinois businesses to find the productive workers they need, through more specific business sector-focused training and better services for job seekers and employers.

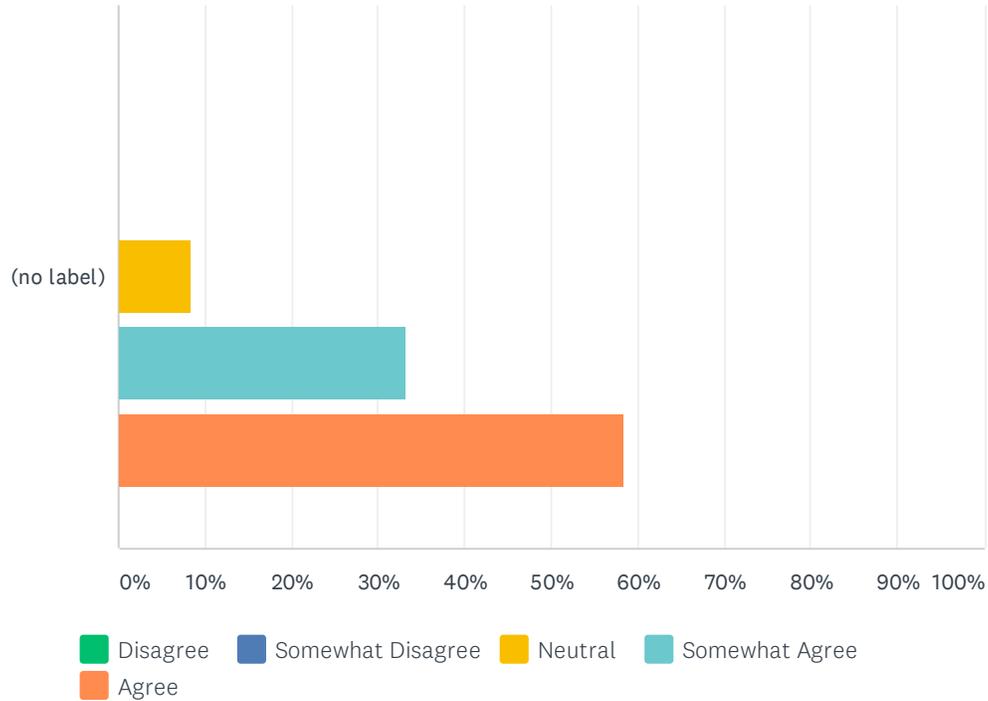
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	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	50.00% 6	50.00% 6	12	4.50

Q14 Given your experience, on a scale from 1 (disagree) to 5 (agree), do you agree that these goals are responsive to state and local workforce development needs?

Answered: 12 Skipped: 4

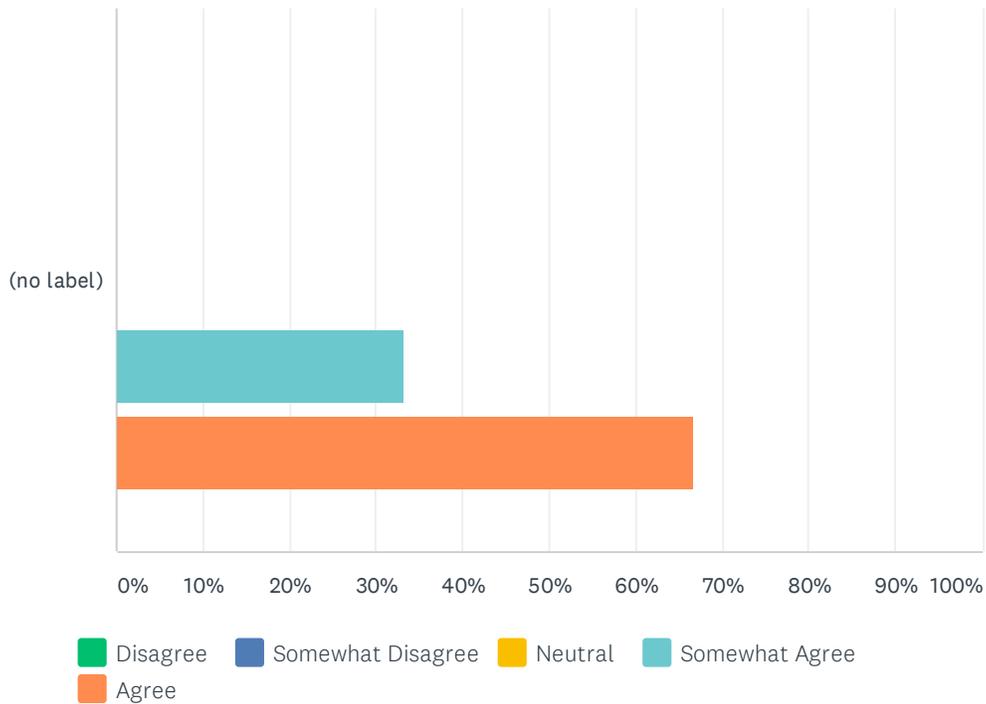


	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	8.33% 1	33.33% 4	58.33% 7	12	4.50

#	COMMENTS	DATE
1	why are all of these questions phrased so poorly?	1/28/2020 10:37 PM

Q15 The plan is built upon the judgment that business, labor, and government share a responsibility to create and communicate a workforce development system that utilizes available resources to meet the training needs of business and workers in Illinois. On a scale from 1 (disagree) to 5 (agree), do you agree that this shared responsibility is appropriate?

Answered: 12 Skipped: 4



	DISAGREE	SOMEWHAT DISAGREE	NEUTRAL	SOMEWHAT AGREE	AGREE	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	0.00% 0	0.00% 0	33.33% 4	66.67% 8	12	4.67

#	COMMENTS	DATE
1	many of the questions on this survey are phrased poorly; using with buzz words, trendy terms and are not worded with a clear question.	1/28/2020 10:40 PM