



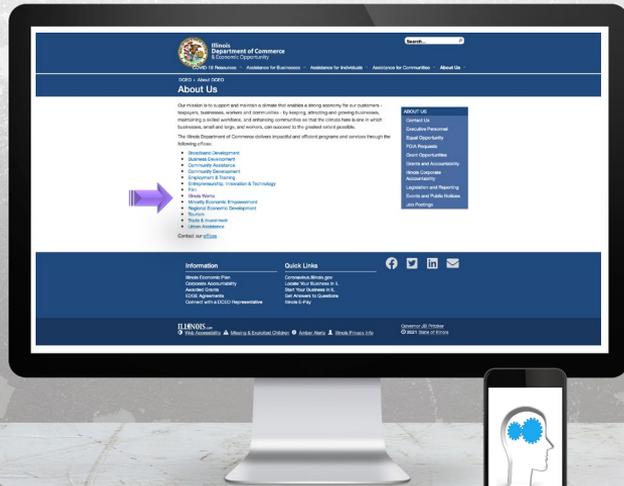
Illinois
Department of Commerce
& Economic Opportunity

Department of Commerce & Economic Opportunity (DCEO)

Illinois Works Jobs Program

Developing Partnerships for Effective Program Outcomes







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 the Illinois' construction workforce.

The Illinois Works Pre-Apprenticeship NOFO requires a comprehensive set of expectations that includes 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, to meet the Illinois Works NOFO criteria and create a strong program proposal.



Course Objectives

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

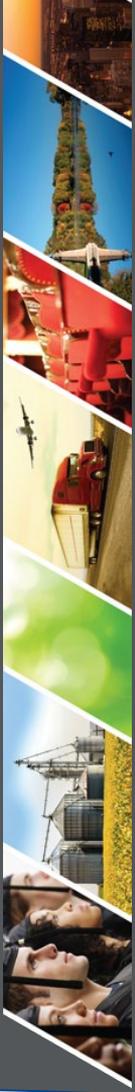
- Describe the relationship between DCEO and Illinois Works.
- Describe the three key programs implemented as a result of the Illinois Works Job Program Act.
- Access information available from the Illinois Works Pre-Apprenticeship NOFO 2021 website.
- Explain how GATA impacts potential partnerships.
- 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





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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

Cisco Webex Meetings Meeting Info Connected

Participants (1)

Search

Gia Suggs Host, me

Mute All Unmute All

Chat

Send to: Everyone

Enter chat message here

Unmute Start video

- Mute/Unmute
- Stop/Start Video (*your camera*)
- Chat
- Raise Hand
- Emojis



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Comments, feedback, or questions?

Email us at:

CEO.IllinoisWorks@Illinois.Gov



Illinois
Department of Commerce
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- Your Name
- Organization/Agency
- Role



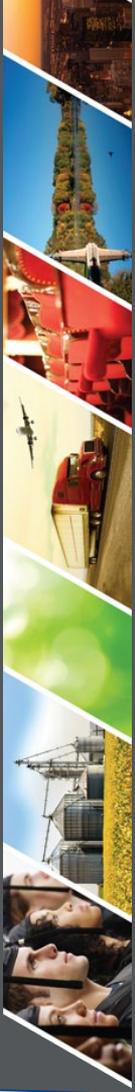
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Question:

“What do you hope to learn?”





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Section 3: Illinois Works Overview

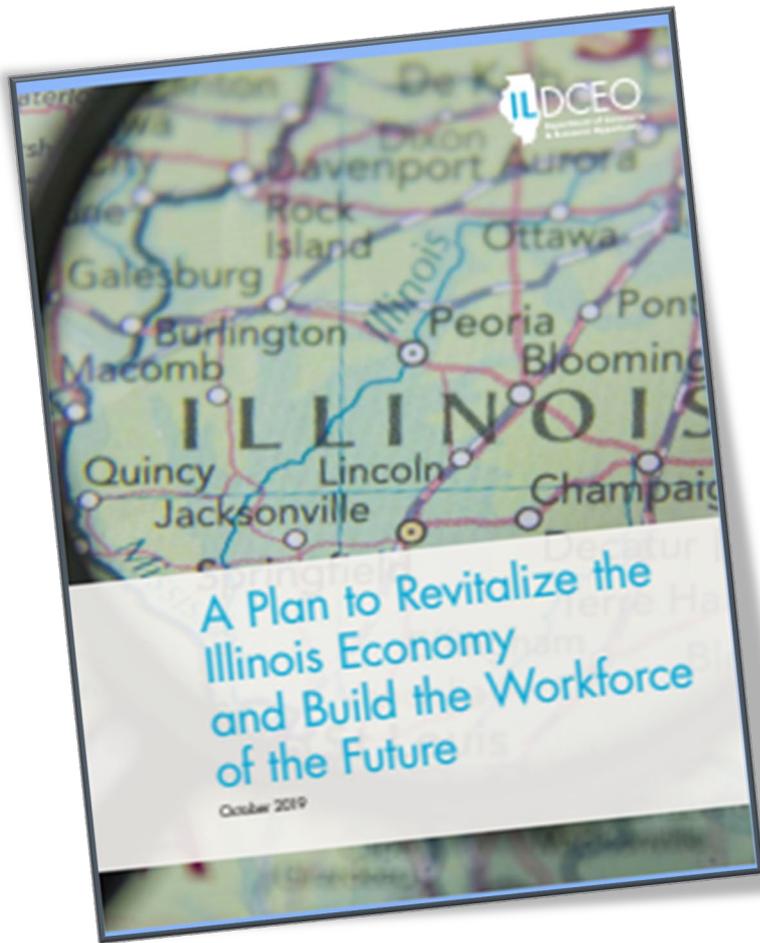
By the end of this section, you will be able to:

- Articulate the mission of DCEO.
- Describe the relationship between DCEO and Illinois Works.
- Describe the three key programs being implemented as a result of the Illinois Works Job Program Act





Illinois
Department of Commerce
& Economic Opportunity





The Office of Illinois Works



The Office of Illinois Works is housed in the Department of Commerce & Economic Opportunity (DCEO) and was recently created as a result of Governor Pritzker's \$45 billion capital plan and commitment to expand equity.

DCEO delivers impactful and efficient programs and services that help keep and attract growing businesses and maintain a skilled workforce. Their programs enhance communities so that the climate is one in which small and large businesses, including their workforce, can succeed to the greatest extent possible.

Illinois Works is one such program!



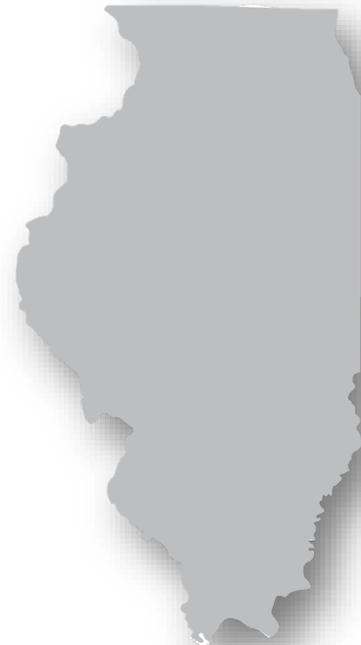
Illinois Works Jobs Program



Data shows that for too long, the construction industry and the trades have not been accessible for diverse communities

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, in the construction industry and building trades.

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





Illinois Works ~ Unique and Innovative Model





Question:

“What poses the greatest threat to workforce development initiatives?”





Data



Data shows that the construction industry, in the best paid trades, have fewer than 10% of apprenticeships extended to women and people of color. Improving this percentage will impact employment and wages for Illinois residents as the construction sector is projected to grow 12% in the next ten years.

Jobs in this sector pay about \$18 per hour to apprentices enrolled in DOL registered apprenticeship programs, and \$32 per hour to those that successfully graduate and achieve journey worker status.

Investments in job training in the construction industry can impact the state, totaling \$1.2 billion. For every dollar invested in construction job training, Illinois obtains \$11 in social and economic returns.





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



The DCEO Office of Illinois Works, three key programs:

Illinois Works Apprenticeship Initiative



Illinois Works Pre-Apprenticeship Program



Illinois Works Bid Credit Program





Illinois Works Apprenticeship Initiative



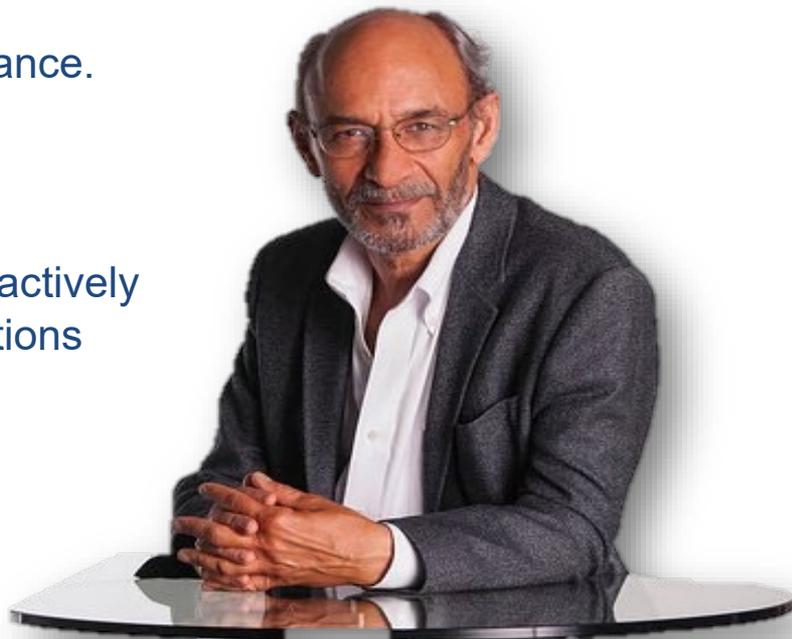


Agency Responsibilities

The state agency is accountable for ensuring compliance.

It is the responsibility of the state agencies to ensure adherence with compliance expectations.

It is important to note, the Office of Illinois Works proactively monitors each project to ensure compliance expectations are met.





The DCEO Office of Illinois Works, three key programs:





Illinois Works Pre-Apprenticeship Program





The DCEO Office of Illinois Works, three key programs:



Illinois Works Apprenticeship
Initiative



Illinois Works Pre-Apprenticeship
Program

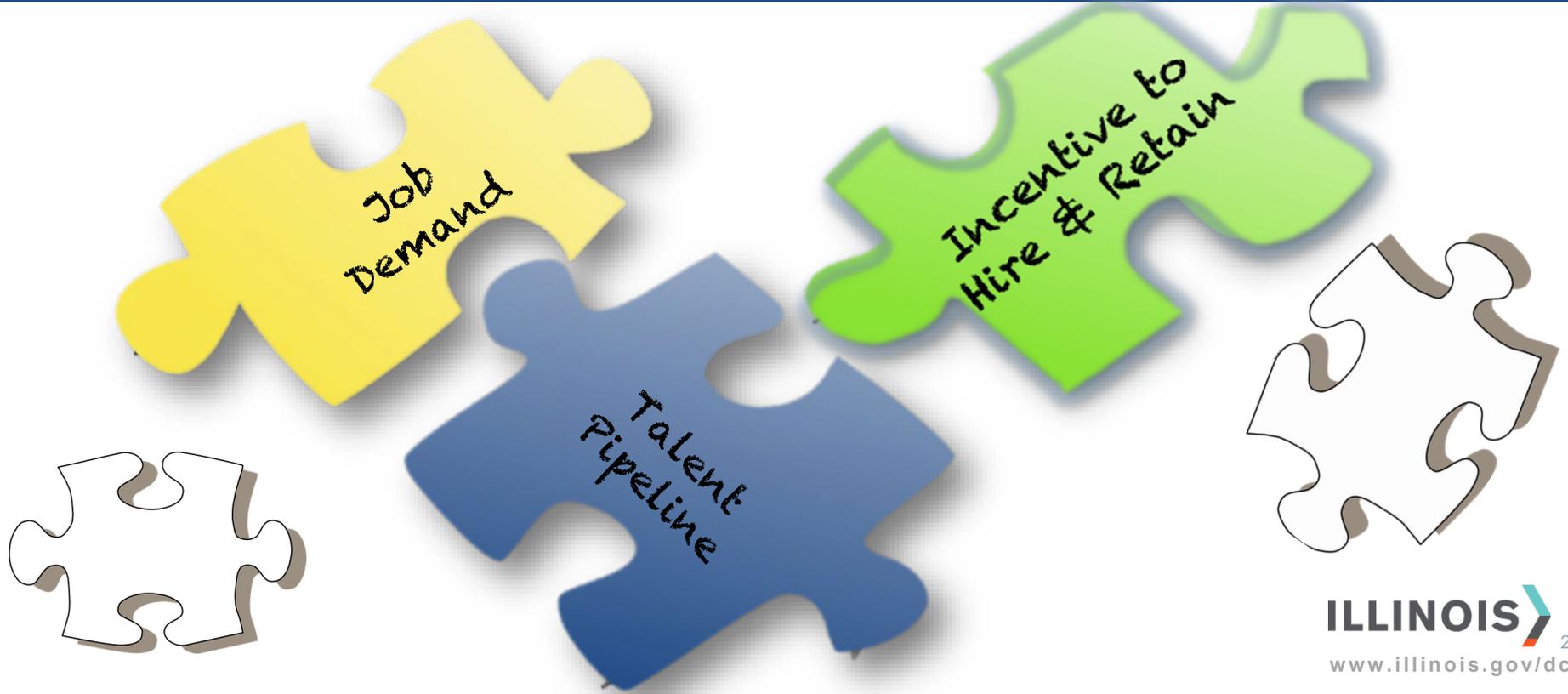


Illinois Works Bid Credit Program





Unique and Innovative Model





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.





Illinois Department of Commerce & Economic Opportunity ~ Website



About Us

Our mission is to support and maintain a climate that enables a strong economy for our customers - taxpayers, businesses, workers and communities - by keeping, attracting and growing businesses, maintaining a skilled workforce, and enhancing communities so that the climate here is one in which businesses, small and large, and workers, can succeed to the greatest extent possible.

The Illinois Department of Commerce delivers impactful and efficient programs and services through the following offices:

- [Broadband Development](#)
- [Business Development](#)
- [Community Assistance](#)
- [Community Development](#)
- [Employment & Training](#)
- [Entrepreneurship, Innovation & Technology](#)
- [Film](#)
- [Illinois Works](#)
- [Minority Economic Empowerment](#)
- [Regional Economic Development](#)
- [Tourism](#)
- [Trade & Investment](#)
- [Urban Assistance](#)

Contact our [offices](#)

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Illinois Works Jobs Program Act ~ Webpage


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 COVID-19 Resources ▾ Assistance for Businesses ▾ Assistance for Individuals ▾ Assistance for Communities ▾ About Us ▾

DCEO ▾ Illinois Works

Illinois Works Jobs Program Act

Search...

Illinois Works: An Innovative Model to Reinvigorate our Workforce for the Future

The Illinois Works Jobs Program Act was created as a result of Governor Pritzker's historic \$45 billion capital plan and his commitment to expanding equity in Illinois' construction workforce. Unfortunately, diverse communities have not been adequately represented in the construction industry and the trades and fewer than 10% of apprentices are women or people of color. With this new capital funding set to pave the way for tens of thousands of jobs over the next decade, Illinois Works was intentionally designed to increase equity and opportunity in capital construction jobs.

The Department of Commerce & Economic Opportunity (DCEO) Office of Illinois Works, with the support of community partners as well as the building trades and construction industry, will deliver three key programs:

- Illinois Works Apprenticeship Initiative:** This program opens the doors of opportunity into the construction industry and the trades. It applies to public works projects with an estimated cost of \$500,000 or more, including both capital grants and direct capital contracts and awards. For applicable projects, the goal is for apprentices attending apprenticeship programs approved and registered by the U.S. Department of Labor to perform 10% of the 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.
- Illinois Works Construction Pre-apprenticeship Program:** This grant program creates, throughout the state, a qualified talent pipeline to fill job opportunities with diverse candidates. This program will deliver pre-apprenticeship skills training through a network of non-profit, community-based organizations, including community colleges, faith-based organizations, and business associations. Applications will be accepted starting the summer of 2021, and grant proposals that provide training for underrepresented populations in the construction and building trades and prepare them for jobs on public works projects are strongly encouraged. Participants of the program will attend tuition-free and receive a stipend and other supportive services to help overcome systemic barriers to entering the construction industry.
- Illinois Works Bid Credit Program:** This program incentivizes contractors to increase the diversity of their workforce. The Bid Credit program allows contractors and subcontractors to earn bid credits by employing and retaining apprentices who have completed the IL Works Pre-apprenticeship Program. Bid credits can be used toward future bids for public works projects contracted by an agency of the State.

An expansion of apprenticeship opportunities will not only help boost employment and wages for more Illinois residents but will also yield significant benefits for our economy at large. According to the Illinois Department of Employment Security, the construction sector is projected to grow 12% in the next ten years. On average, jobs in this sector pay \$18 per hour to apprentices enrolled in DOL registered apprenticeship programs, and \$32 per hour to those that successfully graduate and achieve journeyworker status. Investments in job training in the construction industry also result in significant long-term economic impact for the state totaling \$1.2 billion. In fact, for every dollar invested in

ILLINOIS WORKS

- Apprenticeship Initiative
- Construction Pre-Apprenticeship Program
- Bid Credit Program
- Contact Us




Welcome! I am the small business virtual assistant. Please click here to get started.



Illinois Works Pre-Apprenticeship NOFO 2021 Application ~ Website



Program Design

The Illinois Works Pre-apprenticeship grants will be awarded to community-based organizations and coalitions that demonstrate that their pre-apprenticeship programs contain *program design elements* from pre-apprenticeship construction and building trades programs that reflect researched best practices nationally, and meet Illinois Works program requirements and standards. The overarching focus of these grants is to fund programs that help underrepresented populations successfully transition into full apprenticeship programs in construction and building trades. These program elements include outreach and recruitment to bring participants into programs but also include program elements specifically designed to increase the probability of success for historically underrepresented individuals.

"Community-based organization" means a nonprofit organization, including an accredited public college or university. To qualify as a "community-based organization", the organization must demonstrate the following:

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

Specific project outcomes, goals, and deliverables must be included in the proposal.

FAQs



Frequently Asked Questions (FAQs)

NOFO Materials

- Illinois Works Pre-Apprenticeship NOFO
- Uniform Application
- Budget Template
- Conflict of Interest Disclosure
- Mandatory Disclosure
- Attachment I Project Implementation Plan
- Attachment II Program Planning Tool

Resources

Construction and Building Trades Pre-Apprenticeship Related:





Illinois Works Pre-Apprenticeship NOFO 2021 ~ Website



Background

This Notice of Funding Opportunity (NOFO) sets forth the requirements for funding programs as specified by the Illinois Works Jobs Program Act ("Illinois Works Act"), 30 the public policy interest of the State of Illinois (the "State") to ensure that all Illinois State capital projects and careers in the construction industry and building trades, in been historically underrepresented in those trades. To ensure that those interests are Assembly created the Illinois Works Pre-apprenticeship Program, the Illinois Works Act and the Illinois Bid Credit Program.

The goal of the Illinois Works Pre-apprenticeship Program is to provide grants to civil organizations or coalitions throughout the State that will recruit, prescreen, and provide skills training. Successful grantees will also be expected to provide pathways and program to a full apprenticeship program in construction and building trades. In the I will award approximately \$10 million dollars.

Read the Department of Commerce and Economic Opportunity's (DCEO) press release.

Program Design

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4. a plan to provide the following:
 - a. preparatory classes;
 - b. workplace readiness skills, such as resume preparation and interviewing techniques;
 - c. strategies for overcoming barriers to entry and completion of an apprentice program; and
 - d. any prerequisites for acceptance into apprenticeship program.

Specific project outcomes, goals, and deliverables must be included in the proposal.

Funding Information

This grant program is utilizing state funding appropriated by the Illinois General Assembly under the Illinois Works Act. It is anticipated that the Department will award \$10,000,000 for grants under this NOFO and that each individual grant should range between \$200,000 to \$550,000 depending on the number of cohorts the program proposes to deliver for one year. The Department will consider grant requests for less or more of the above-mentioned range when adequate technical arguments and reasonable outcomes are presented. Allowable costs must be necessary, reasonable, and allocable based on the activity or activities contained in the scope of work.

Anticipated Number of Grants: 20 to 25

Funding Range: \$200,000 to \$550,000

Anticipated Total Award: \$10 million

Anticipated Grant Start Date: January 1, 2022

Submission Details

Applicants must submit a project narrative that answers the questions for the Pre-apprenticeship Program grant as outlined in the NOFO. The project narrative must include enough information for the Department to understand the scope of the project. For detailed information about the funding opportunity and instruction on how to submit an application, see the full NOFO, as well as required documents, linked under **NOFO Materials**.

Award Timeline

Applications are due by October 4, 2021 at 5:00 pm. The grant term/performance period is determined on a project-specific basis. It is anticipated that most grants will be awarded for 12-24 months.

Informational Sessions

Content	Date	Time	Registration/Recording Link
GATA Pre-Qualification	August 12	10:00 am - 11:00 am	Registration Link
Introduction to Illinois Works and Its Programs	August 19	10:00 am - 12:00 pm	Registration Link
Bidder's Conference	August 26	10:00 am - 12:00 pm	Registration Link
Developing Partnership for Effective Program Outcomes	September 9	10:00 am - 12:00 pm	Registration Link

Critical Application Features

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

Equity and Apprenticeship Related:

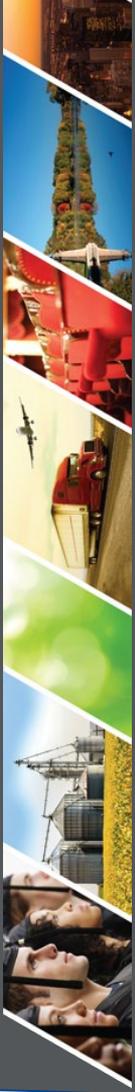
- The Roadmap for Racial Equity (National Skills Coalition)
- Racial Equity Readiness Assessment for Workforce Development (Race Forward)
- Principles for a High-Quality Pre-Apprenticeship: A Model to Advance Equity (Center for Law and Social Policy CLASP)
- Collaborative Solutions for Increasing Diversity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

Additional Resources:

- Career Pathways Dictionary
- Advancing Apprenticeship as a Workforce Strategy: An Assessment and Planning Tool for the Public Workforce System
- The Federal Resources Playbook for Registered Apprenticeship



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Section 4: Program, Elements



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

- Describe the evaluation criteria for the Illinois Works Pre-Apprenticeship Program NOFO application.
- Identify the program elements under program requirements in the NOFO.
- Complete a Partnership self-assessment of the program elements.



FOR IMMEDIATE RELEASE:
 August 6, 2021

Contact: Lauren Huffman, DCEO
Lauren.Huffman@illinois.gov

GOV. PRITZKER LAUNCHES ILLINOIS WORKS TRAINING PROGRAM, WITH \$10 MILLION TO EXPAND PRE-APPRENTICESHIPS STATEWIDE
Competitive NOFO seeks to expand pre-apprenticeship training programs and to boost diversity in construction trades in Illinois

SPRINGFIELD – Governor JB Pritzker and the Illinois Department of Commerce and Economic Opportunity (DCEO) today announced the launch of the new Illinois Works Pre-Apprenticeship Program, leveraging a \$10 million commitment from the State to provide additional training programs that will expand the talent pipeline while boosting diversity within the construction industry and building trades. A Notice of Funding Opportunity (NOFO) released by the DCEO Illinois Works Office aims to expand access to training programs that will prepare residents for well-paying jobs in the trades – with plans to focus on reducing barriers to entry and increasing representation of women and people of color in these fields.

The Illinois Works Pre-Apprenticeship Program is a key component of the Illinois Works Jobs Program Act – a result of landmark legislation put forward by Governor Pritzker to prepare residents for jobs created by the historic \$45 billion capital expansion plan. DCEO is now accepting applications for grant proposals – to view the NOFO, please visit [DCEO's website](#).

"The Illinois Works program is designed to turn the tide on representation in Illinois' construction trades, which for too long left women and people of color out of key jobs in the industry," said Governor **JB Pritzker**. "It's a down payment on our future and will help increase opportunities for thousands more residents – regardless of where they live – to join us as we revitalize our infrastructure and Rebuild a new Illinois."

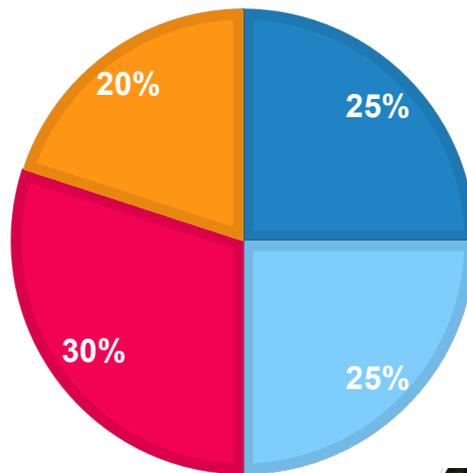
Through the Pre-Apprenticeship Program, DCEO and the Office of Illinois Works aim to create a network of providers across the state to recruit, prescreen, and provide pre-apprenticeship skills training. More importantly, providers will structure pathways and manage the program graduates' transition from the pre-apprenticeship program to a full apprenticeship program in construction and building trades. DCEO estimates that pre-apprenticeship training programs supported by these grant funds will serve as many as 1,000 participants during the first program year.

"Our new pre-apprenticeship training program is designed to help more Illinois residents, especially those from underrepresented populations, benefit from jobs created by our historic Rebuild Illinois capital plan – building a strong talent pipeline and career paths for those who need them most," said **Sylvia Garcia, Acting**



NOFO – Evaluation Criteria

- Applicant Capacity
- Documentation of Need
- Project Quality and Integration
- Cost Effectiveness/Return on Investments





Capabilities and Partnership Self-assessment





Capabilities and Partnership Self-assessment



File Transfer

Download Share File

File name	Location	Size	Status
Project intake...	/Users/giasuggs/Desktop/Illinois...	1.13MB	Shared
Update_Modi...	/Users/giasuggs/Desktop/Illinois...	1.44MB	Shared

Unmute Start video Share Record





Capabilities and Partnership Self-Assessment



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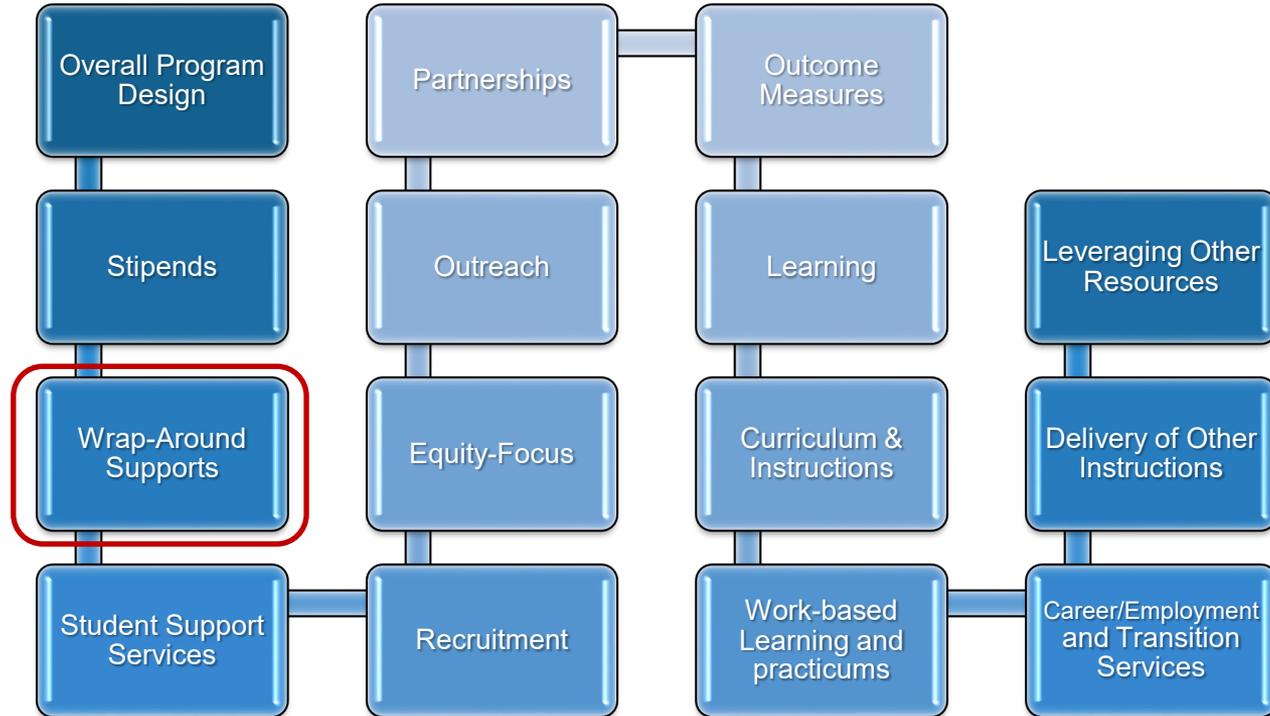
CAPABILITIES AND PARTNERSHIP SELF-ASSESSMENT

+	Organization:	CAPABILITY 1 = No Experience or Expertise 2 = Moderate Experience & Expertise 3 = Extensive Experience & Expertise	POTENTIAL PARTNERSHIP	PROVIDER	RECIPIENT
QUESTIONS			• Provider		
1.	Wrap-Around Supports Can your program assist participants in overcoming barriers to participation? 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				
2.	Student Support Services. Can your program assist participants in maximizing academic success and obtaining the certifications and credentials? E.g. tutoring services, retesting sessions, and make-up sessions				
3.	Delivery of Other Instruction Can your program assist participants in maximizing academic success and obtaining the offered certifications/credentials? E.g. GED, ESL and literacy classes				
4.	Equity-Focus Can your program articulate your understanding of how race, ethnicity, gender, and veterans status impacts access construction and building trade apprenticeships? E.g. impact on recruitment, partnering, training, hiring, advancement, retention, and earnings				



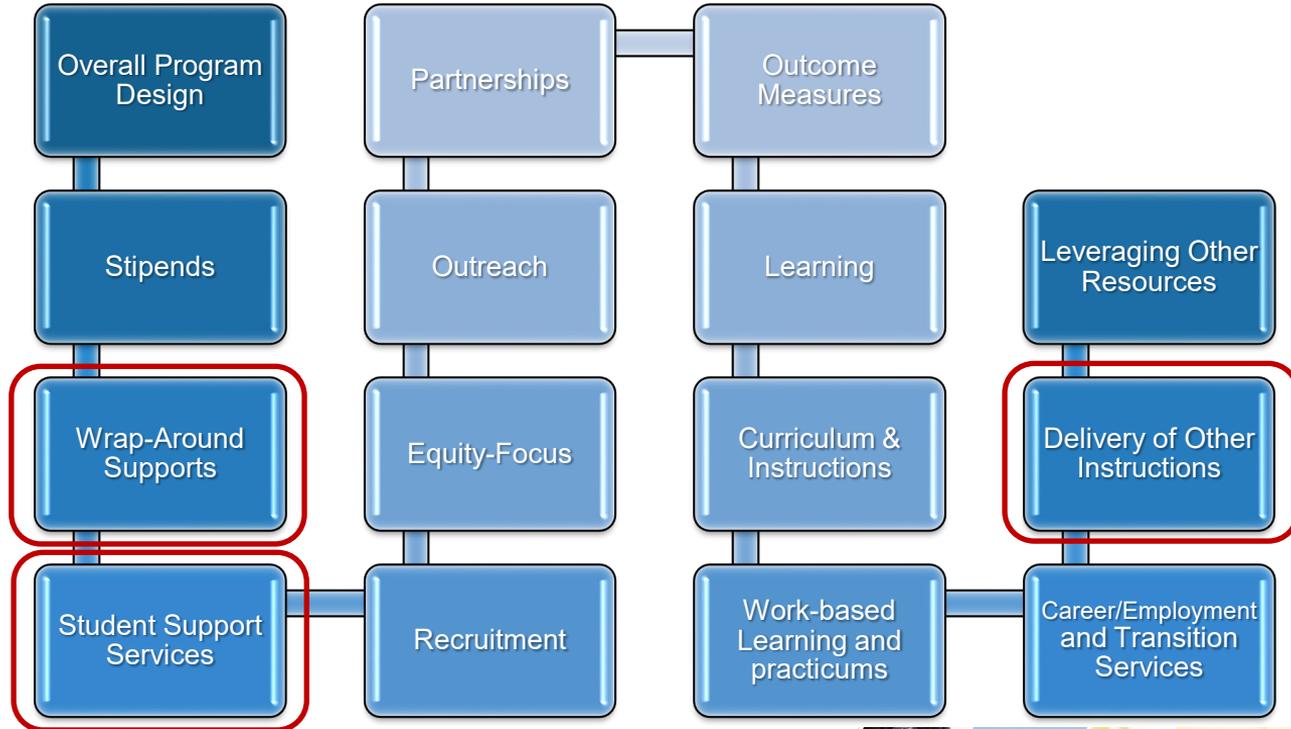


Program Elements



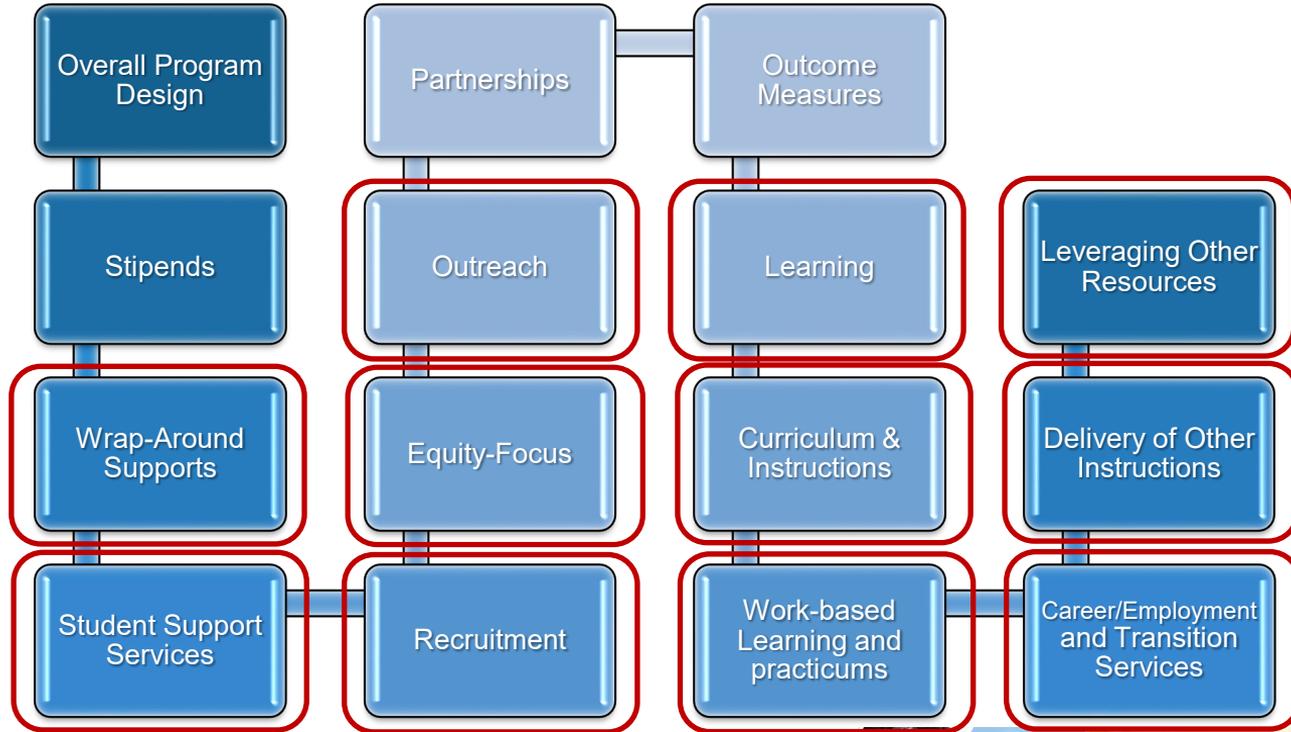


Program Elements





Program Elements





NOFO – Program Description



- A. Program Description
- B. Funding Information
- C. Eligibility Information
- D. Application and Submission Information
- E. Application Review Information
- F. Award Administration Information
- G. State Awarding Agency Contact(s)
- H. Other Information, if applicable





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



Question:

“Who might be potential partners?”





Capabilities and Partnership Self-Assessment



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CAPABILITIES AND PARTNERSHIP SELF-ASSESSMENT

+	Organization:	CAPABILITY 1 = No Experience or Expertise 2 = Moderate Experience & Expertise 3 = Extensive Experience & Expertise	POTENTIAL PARTNER	TYPE OF PARTNERSHIPS • Grantee/Recipients • Subgrantee/Subrecipient • Contractor/Vendor • Provider
QUESTIONS				
1.	Wrap-Around Supports Can your program assist participants in overcoming barriers to participation? 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			
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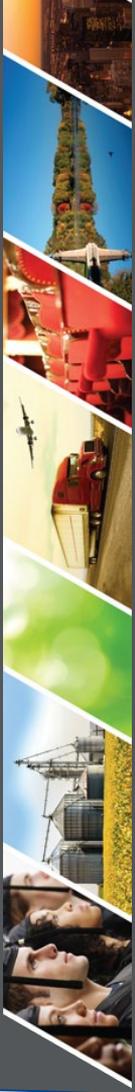


Types of Partnerships

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





Partnerships



- ✓ Partnerships
- ✓ Strategic Partnerships
- ✓ Cross-Section Partnerships





Partnerships



Partners Versus Providers





Partnerships



Partners may include the following:

- ✓ Recipient/Grantee
- ✓ Subrecipient/Subgrantee

Providers may include the following:

- ✓ Contractor/Vendor
- ✓ Service Provider





Partnerships



- ✓ Recipient/Grantee
- ✓ Subrecipient/Subgrantee
- ✓ Contractor/Vendor
- ✓ Service Provider





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	





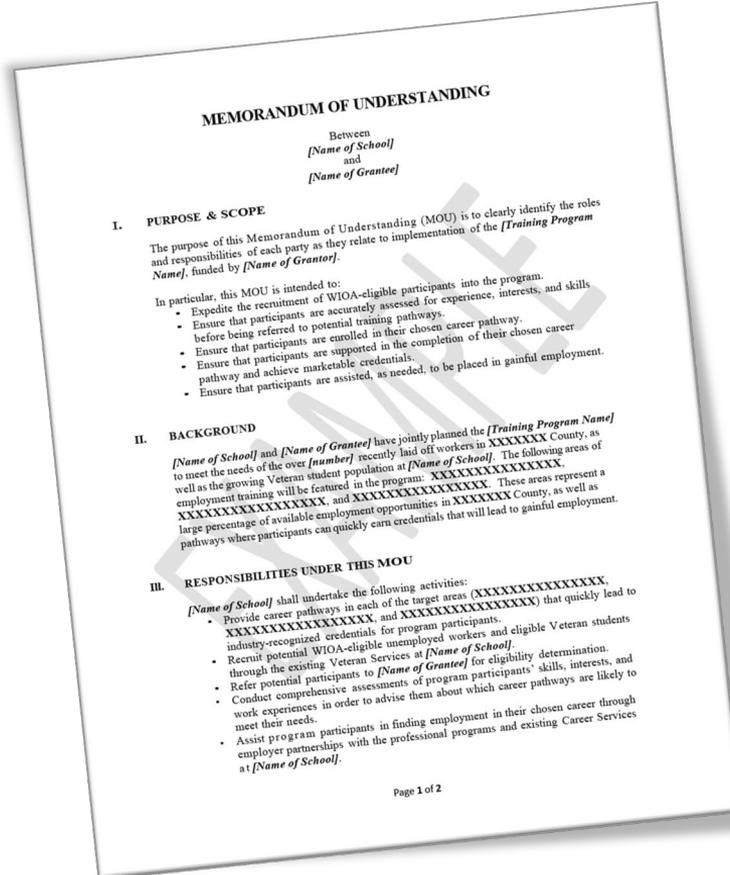
Question:

“Which type of partnerships might be appropriate?”





MOU



- ✓ 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?”





Example MOU





Example MOU



File Transfer

Download Share File

File name	Location	Size	Status
Project Intake...	/Users/giasuggs/Desktop/Illinois...	1.13MB	Shared
Update_Modi...	/Users/giasuggs/Desktop/Illinois...	1.44MB	Shared

Unmute Start video Share Record





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!





GATA Pre-qualification



Informational Sessions

Content	Date	Time	Registration/Recording Link
GATA Pre-Qualification	August 12	10:00 am - 11:00 am	Registration Link



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Informational Sessions



Content	Date	Time	Registration/Recording Link
GATA Pre-Qualification	August 12	10:00 am - 11:00 am	<ul style="list-style-type: none"> • Presentation • Recording
Introduction to Illinois Works and Its Programs	August 19	10:00 am - 12:00 pm	Registration Link
Bidder's Conference	August 26	10:00 am - 12:00 pm	Registration Link
Developing Partnership for Effective Program Outcomes	September 9	10:00 am - 12:00 pm	Registration Link



GATA Pre-qualification ~ Website





Grant Accountability and Transparency Act

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IMPORTANT ANNOUNCEMENT TO ALL STATE AGENCIES AND GRANTEE ORGANIZATIONS

GATA Grantee Support for COVID-19

ARP State Agency Guidance - M-21-20

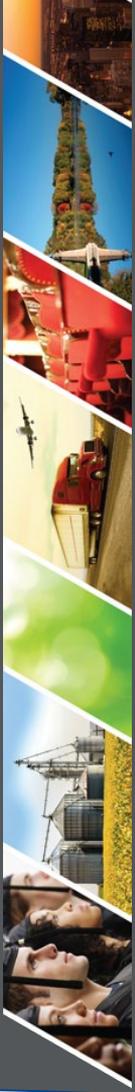
The Grant Accountability and Transparency Unit (GATU) has exciting news!! The implementation of the NEW Centralized Indirect Cost Rate System (NEW System) will go live March 30, 2021. Grantees/subrecipients will use the NEW System to complete all indirect cost rate elections. The NEW system is accessed through the Grantee Portal. Please see the [GATA Resource Library](#) for a User Manual and a recorded training.



GATA Pre-qualification ~ Website



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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 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
- ✓ Freely share relevant information
- ✓ Have regular planning meetings
- ✓ Agreeing on how the work will be done
- ✓ Audit subgrantees and providers to ensure performance and reporting compliance
- ✓ Submit progress reports





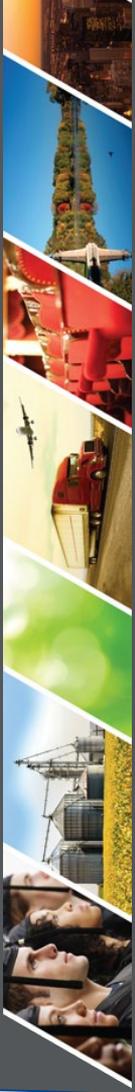
Cross-Section Partnerships



- ✓ Provide accurate and up-to-date information on reports (General DCEO/GATA requirements)
- ✓ Utilize available resources from workforce development organizations
- ✓ 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.





Illinois Works Informational Sessions

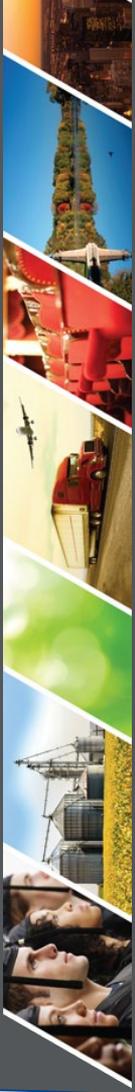

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Informational Sessions



Content	Date	Time	Registration/Recording Link
GATA Pre- Qualification	August 12	10:00 am - 11:00 am	<ul style="list-style-type: none"> • Presentation • Recording
Introduction to Illinois Works and Its Programs	August 19	10:00 am - 12:00 pm	<ul style="list-style-type: none"> • Presentation • Recording
Bidder's Conference	August 26	10:00 am - 12:00 pm	<ul style="list-style-type: none"> • Presentation • Recording
Developing Partnership for Effective Program Outcomes	September 16	10:00 am - 12:00 pm	Registration Link

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