



**Illinois**  
**Department of Commerce**  
& Economic Opportunity

Department of Commerce & Economic Opportunity (DCEO)

# Illinois Works Jobs Program

Meeting Starts In: **10:00**





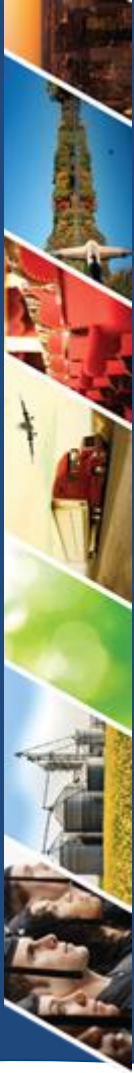
**Illinois**  
**Department of Commerce**  
& Economic Opportunity

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, Financial Grant Manager
- Ms. LaMonica Pruitt, Grant Manager
- Mr. Edwin Sanchez, Grant Manager
- Ms. Sharhianna Fulce, Grant Manager
- Ms. Sue Ridings, Monitoring Grant Manager
- Dr. Jeffrey Doolittle, Instructional Designer & Program Coach
- Dr. Carleta Alston, Instructional Designer & Program Coach
- Ms. Olivia Meisenbach, Technical Writer
- Dr. Gia Suggs, PD Lead, Training Analyst, & Program Coach







# 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](mailto:CEO.ILWorks@illinois.gov).

Date	Time	Topic	Registration/Resources
8/12/2025	9:30am - 12:30pm	Intro to ILW	<a href="#">Registration</a>
8/14/2025	9:30am - 11:30am	GATA	<a href="#">Registration</a>
8/19/2025	9:30am - 12:30pm	Bidders Conference	<ul style="list-style-type: none"><li>• <a href="#">Recording</a></li><li>• <a href="#">Presentation Slides</a></li></ul>
8/21/2025	9:30am - 12:30pm	Developing Partnerships	<a href="#">Registration</a>
8/26/2025	9:30am - 12:30pm	Performance-Based Model	<a href="#">Registration</a>





# Course Objectives

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

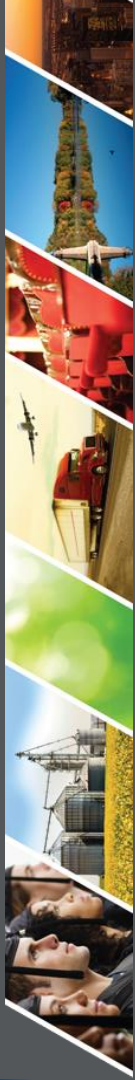
- Describe the relationship between DCEO and Illinois Works.
- Describe the three key programs implemented as a result of the Illinois Works Job Program Act.
- Access information available from the Illinois Works Pre-Apprenticeship NOFO 2025 website.
- Explain how GATA impacts potential partnerships.
- 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](mailto: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.

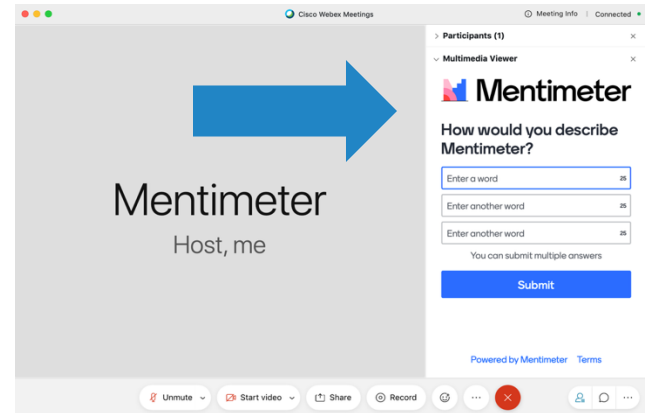
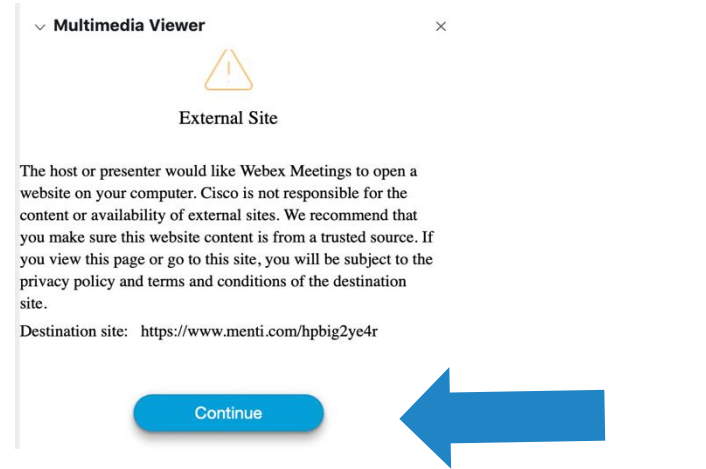






- ▶ On the right-hand of your Webex screen click the blue **Continue** button.
- ▶ Once you click the button the Mentimeter app will show in the Multimedia viewer.

NOFO  
Developing  
Partnerships





**Illinois**  
**Department of Commerce**  
& Economic Opportunity



Comments, feedback, or questions?

Email us at:

[CEO.ILWorks@Illinois.Gov](mailto:CEO.ILWorks@Illinois.Gov)



**Illinois**  
**Department of Commerce**  
& Economic Opportunity

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



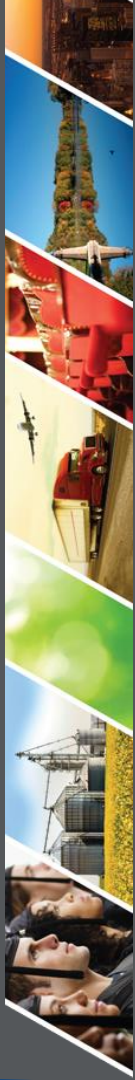




# Question:

*“What do you hope to learn?”*





[CEO.ILWorks@Illinois.Gov](mailto:CEO.ILWorks@Illinois.Gov)



# Section 3: Illinois Works Overview

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

- Describe the role of Governor Pritzker's historic \$45 billion capital plan in the creation of Illinois Works.
- 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

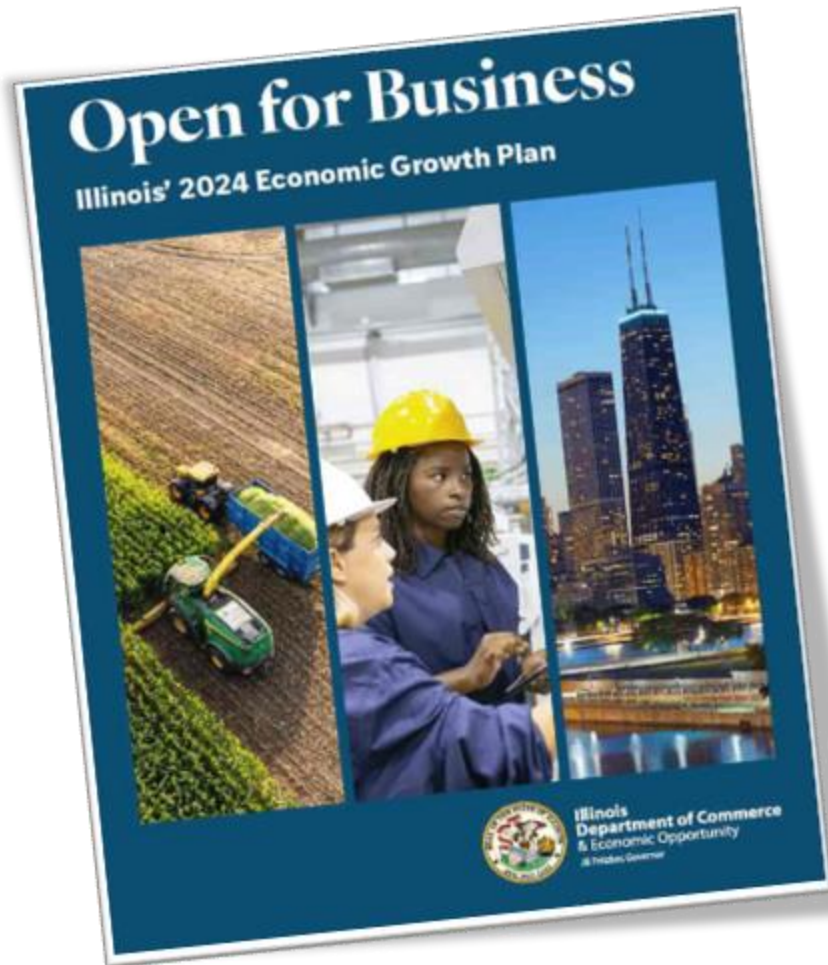
By the end of this section, you will be able to:

- 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.





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# Illinois Department of Commerce & Economic Opportunity ~ Website



[Illinois Economic Plan](#)

Link: <https://dceo.illinois.gov/econplan2024.html>

Illinois Economic Plan Executive Summary and Full Report



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.

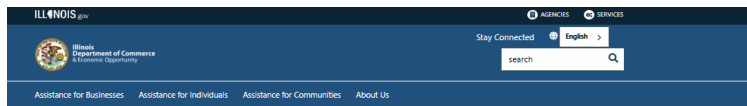
The **goal** is to provide contracting and employment opportunities to historically underrepresented populations in the construction industry.

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





# Illinois Department of Commerce & Economic Opportunity ~ Website



DCEO > ABOUT US

## ABOUT US

[Accountability for the Investment of Public Funds ...](#)

[Contact Us](#)

[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**

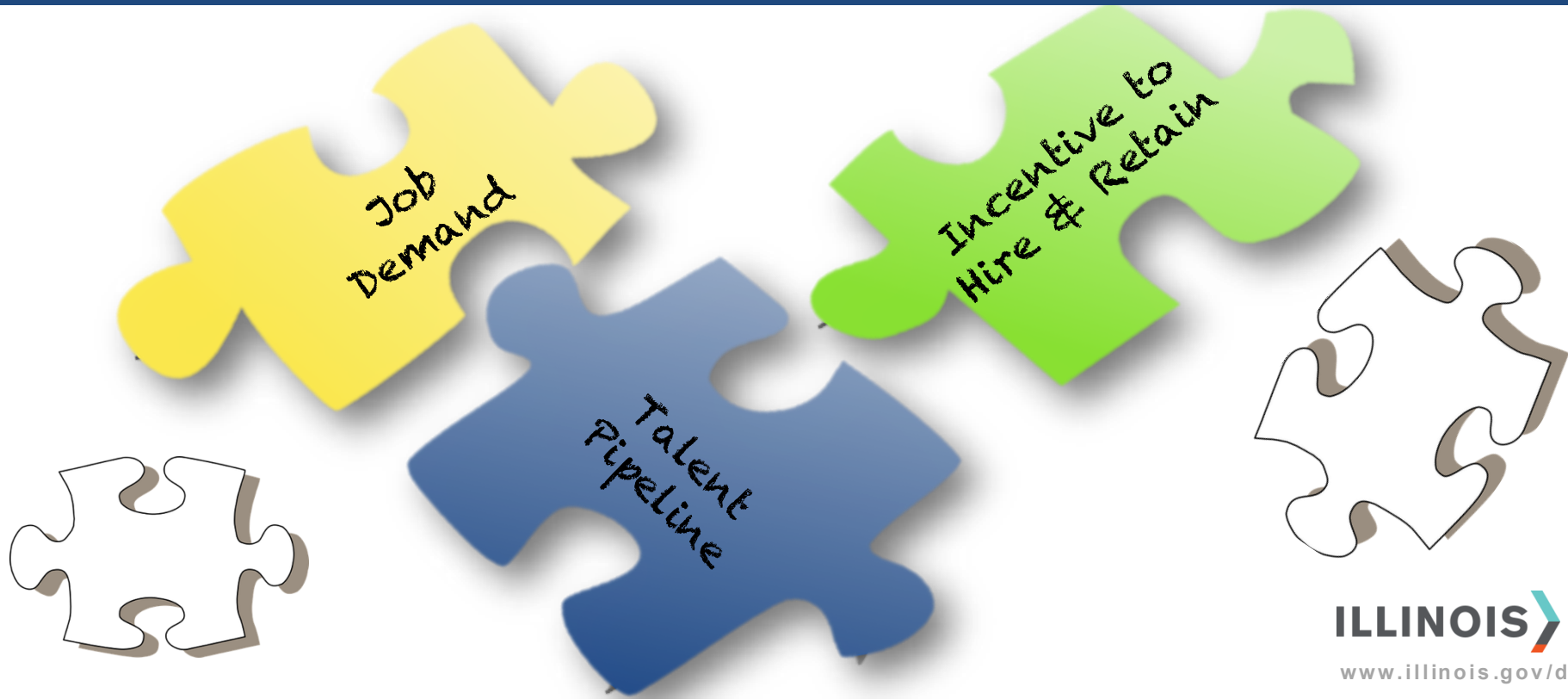
The Office of Policy Development, Planning, and Research (PDP) conducts research, develops policies, and collaborates with other DCEO offices and stakeholders to ensure programs align with the state's economic priorities and community needs. PDP manages the Illinois Economic Growth Plan, determining long-term strategies for economic development. Additionally, PDP acts as an incubator for new programs, designing and piloting new initiatives.







# Illinois Works ~ Unique and Innovative 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** 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 Works Jobs Program

12%



- 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 since the construction sector is projected to grow 12% in the next ten years.
- Investments in job training in the construction industry can result in significant long-term economic impact for the state totaling \$1.2 billion.
- For every dollar invested in construction job training, Illinois obtains \$11 in social and economic returns.



# US Department of Labor & 2024 RAPIDS Data

Population	U.S. Population	Illinois Population	2019 Construction/ Trade Apprentices	2021 Construction/ Trade Apprentices	2023 Construction/ Trade Apprentices	Grant Year 2023 ILW Pre- Apprenticeship Program	Grant Year 2024 ILW Pre- Apprenticeship Program
Women	50.8%	50.9%	4%	5%	5%	24.8%	23.9%
African American	13.4%	14.6%	9%	9%	8%	61%	51.3%
Hispanic/Latino	18.5%	17.5%	18%	17%	25%	18%	23.3%
American Indian/Native Alaskan	1.3%	0.6%	1%	1%	N/A	.8%	.7%
Asians	5.9%	2.9%	<1%	.7%	1%	.5%	.5%
Veterans	7%	5.7%	7%	7.1%	6%	.7%	1.5%







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





# Apprenticeship Initiative





# Apprenticeship Initiative Summary



- Presently overseeing the program implementation of **over 800 Projects worth over \$8 Billion.**
- We launched a new system to assist with the transition from manual **quarterly** reporting to **a real time** reporting system that utilizes **Smartsheets technology.**







# Agency Responsibilities

- Determine if the Apprenticeship Goal might apply to the project.
- Ensure the grantee/contractor completes the Budget Supplement.
- Monitor grantee/contractor compliance with apprenticeship goals.
- Review Waiver/Reduction Requests.
- Upon completion of the grant/contract, collect certification and submit it to the DCEO Illinois Works Office.





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 Pre-Apprenticeship Program





# Illinois Works Pre-Apprenticeship Program Summary

In summary, the program provides:

- 
- **Pre-apprenticeship skills training** through a network of community-based organizations (community colleges, faith-based organizations, and business associations, among others).
  - **Preference to underrepresented populations** that have historically encountered barriers to entry or advancement in public works trades, including minorities, women and veterans.
  - **Free Tuition and a stipend** to participants who attend the program.
  - **A comprehensive array of supportive services** delivered to help address systemic barriers, which prevent underrepresented populations from entering the construction industry.
  - **Generous funding at an average of \$11,000 per participants. We receive a \$25M annual appropriation to fund our network of providers.**





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**ILLINOIS WORKS**  
Pre-Apprenticeship Program







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- As of January of 2025
- 37 Grantees
- Average award of \$501,439.02
- \$20.5 million investment
- Serving 1,800 Illinois Residents

 **ILLINOIS WORKS**  
Pre-Apprenticeship Program





The DCEO Office of Illinois Works, three key programs:



Illinois Works Apprenticeship  
Initiative



Illinois Works Pre-Apprenticeship  
Program



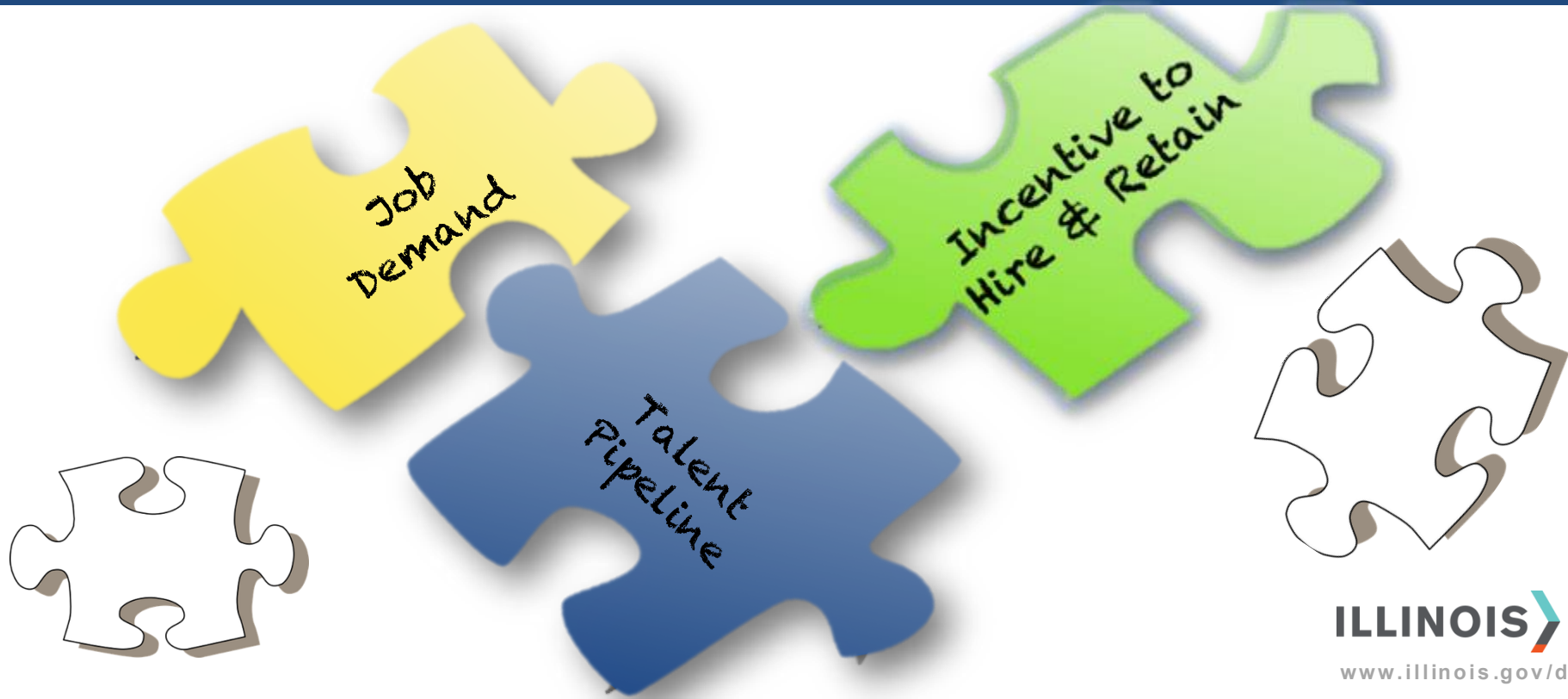
Illinois Works Bid Credit Program







# Unique and Innovative Model





# Illinois Works 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.
- **Bid credits can only be earned** for employing apprentices who have completed the Illinois Works Pre-apprenticeship Program on public works projects contracted by state agencies.
- **DCEO will determine the bid credit** earning rate by rule. The rate will be published and may include maximum bid credits allowed per contractor, per subcontractor, per apprentice, per bid, or per year.
- The **Illinois Works Bid Credit Bank** will be established and administered by DCEO. DCEO is developing a mechanism for tracking the bid credits.



# Current Status of Bid Credit Program





# Bid Credit Tracking System





# 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.





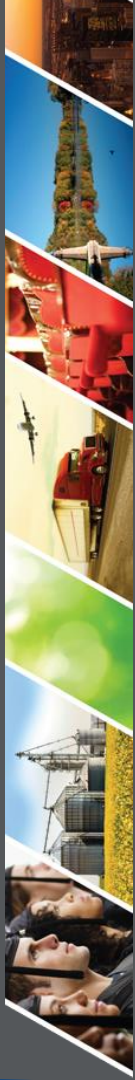


## Information Sessions



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8/26/2025	9:30am - 12:30pm	Performance-Based Model	<a href="#">Registration</a>



[CEO.ILWorks@Illinois.Gov](mailto:CEO.ILWorks@Illinois.Gov)



## 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.



# Illinois Department of Commerce & Economic Opportunity



## Governor Pritzker Announces \$10 Million for Illinois Works Pre-Apprenticeship Program

Press Release - Friday, July 14, 2023

[PRINT](#) [EMAIL](#)

**Eligible Community-Based Organizations Can Now Apply for Illinois Works Pre-Apprenticeship Program Funding**

**CHICAGO** – Today, Governor JB Pritzker and the Illinois Department of Commerce and Economic Opportunity (DCEO) launched \$10 million in funding for the third round of the Illinois Works Pre-Apprenticeship Program. The Illinois Works Pre-Apprenticeship Program provides training opportunities for underserved communities in the construction industry and building trades, expands the talent pipeline, and builds diversity in the construction industry (NOFO) process. Grantees will be selected through a competitive Notice of Funding Opportunity (NOFO) process.

"Since we first launched the Illinois Works Pre-Apprenticeship Program two years ago, hundreds of underserved Illinoisans have learned new skills and advanced their careers—further closing our world-class workforce that is as diverse as our great state," said Governor JB Pritzker. "As we continue to rebuild Illinois—from roads and bridges to airports and transit systems—I am committed to ensuring that every resident, no matter their background, has the opportunity to succeed in our building trades and construction industries. This \$10 million in additional funding for the Illinois Works Pre-Apprenticeship Program achieves exactly that—all while ensuring adults at every level have access to apprenticeship programs, which provide a greater opportunity to obtain skills for the construction trades."

The Illinois Works Pre-Apprenticeship Program launched in 2021 with the goal of increasing diversity in apprenticeship programs. Comprehensive pre-apprenticeship programs can help participants gain admission to apprenticeship programs, which provide a greater opportunity to obtain skills for the construction trades.

"The opportunities provided by the Illinois Works Pre-Apprenticeship Program are paramount to underserved communities given the tools they need to thrive in the workforce," said DCEO Director Kristin K. Williams. "We've seen a great amount of success from previous rounds of Illinois Works and look forward to assisting pre-apprentices in every corner of Illinois while encouraging participation from local underserved communities through this latest round of funding."

The latest round of funding will focus on expanding grants in geographic areas without pre-apprenticeship programs, while increasing the representation of underserved groups that are not served by existing programs, including Asian-American, veterans, and women. The Illinois Works Pre-Apprenticeship Program will fund approximately 40 programs throughout the state including existing grantees, serving more than 1,000 residents.

"Illinois has the best workforce in the world – but we need to make sure that people from all backgrounds and all regions have access to the great careers that are in-demand right now," said State Sen. Centre (D-Elig). "When we invest in an equitable workforce, we close social and economic gaps that have existed for decades."

Through Illinois Works, DCEO is expanding its statewide network of providers to recruit, pre-screen, and provide pre-apprenticeship skills training. The program providers offer structured pathways and manage the program graduates' transition from the pre-apprenticeship program to a full apprenticeship program in construction and building trades.

"An additional \$10 million for new pre-apprenticeship programs is an unprecedented investment in getting Black men and women working on state capital projects," said State Rep. Will Davis (D-Homewood). "I want to thank Gov. Pritzker and DCEO for not just talking about expanding the building trades, but actually putting their money where their mouth is."

Participants of the program attend tuition-free and receive a stipend and other supportive, barrier reduction services to help enter the construction industry. Upon completion of the program, pre-apprentices receive industry aligned certifications which will prepare and qualify them to continue to a registered apprenticeship program in one of the trades.

"Between historic state capital investments and a thriving private sector, we are building non-stop in Southern Illinois. The only problem is that we need the skilled workforce to do it," said State Sen. Dale Fowler (R-Harrisburg). "I am proud to be a champion for the Illinois Works Pre-Apprenticeship Program so that more people can have access to a great career in the building trades. I strongly encourage organizations in Southern Illinois to apply for this opportunity and bring this training to our region."

Applications are open to all **Economic Development Regions**, with a focus on expanding capacity in the following areas:

- Central Region (Region 1) - Sangamon County
- North Central Region (Region 3) - Peoria County, McClean 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

Eligible applicants include non-profit, community-based organizations, such as industry associations, chambers of commerce, local workforce areas, community colleges, technical schools, and school districts. Experienced and new providers are encouraged to apply, along with existing Illinois Works grantees who propose to serve a different geographic area or Economic Development Region than they were originally contracted to serve. Applicants serving underserved populations as outlined in the NOFO review process.

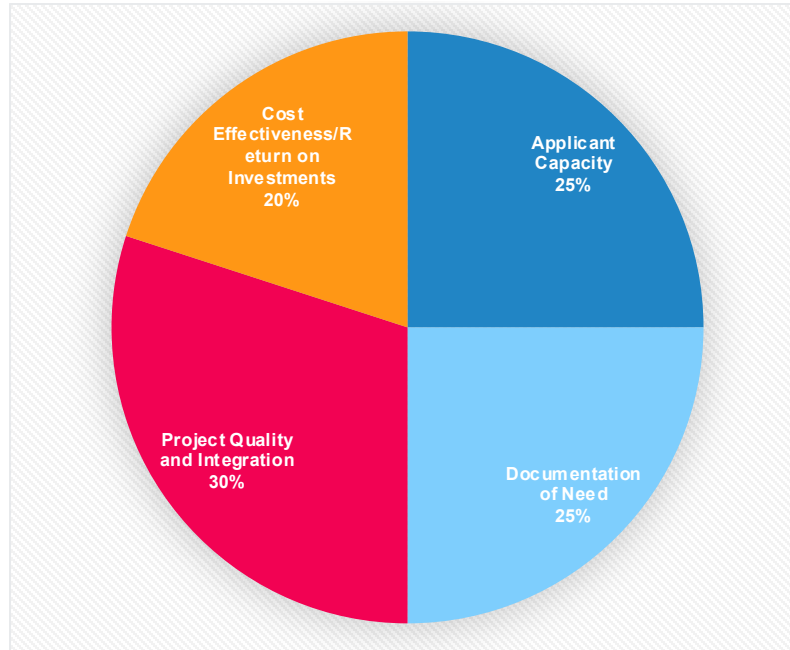
Qualified entities can apply for grants between \$65,000 and \$100,000. To view the NOFO and apply, interested parties are encouraged to reach out to CEO.

To help applicants prepare to apply for funding, DCEO will also be providing technical assistance in the form of webinars, regional meetings, and FAQs. More information will be posted on the [DCEO website](#).

Signed into law in 2019, the Illinois Works Jobs Program Act is designed to promote diversity, inclusion, and use of apprentices in state-funded construction projects. The Act created three major programs, the Illinois Works Pre-Apprenticeship Program, the Illinois Works Apprenticeship Program, and the Illinois Works Job Credit Program. Together these three programs aim to create a talent pipeline of skilled and diverse candidates to fill new job opportunities created by the \$40 billion federal infrastructure capital plan.



# Expected Outcomes and Deliverables







# 2025 NOFO – Eight Sections



## Agency-specific Content for the Notice of Funding Opportunity Illinois Works Pre-apprenticeship Program NOFO ID: 2614-3122

For information about grants please visit: <https://dceo.illinois.gov/economic-development/pre-apprenticeship-program.html>

### A. Program Description

#### Notice of Funding Opportunity Intent

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 Jobs Program Act (30 ILCS 559/20-10) 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 NOFO and program is a critical component in the success of the Act, by increasing the number of qualified construction and building 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, Kane County,
- Northeast Region (Region 4) - DeKalb County, DuPage County, Suburban Cook County, Will County, Kankakee County, Kendall County, McHenry County, Suburban Cook County, Whiteside County
- Northwest Region (Region 6) - LaSalle County, Rock Island County, Lawrence County
- Southeast Region (Region 7) - Marion County, Lawrence County
- Southern Region (Region 8) - Jackson County

To see the geographic boundaries of these Economic Development Regions go to:  
<https://dceo.illinois.gov/illinoisworks/preapprenticeship.html>

#### Program Description

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 United States Department of Labor (US DOL) Registered Apprenticeship

- 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



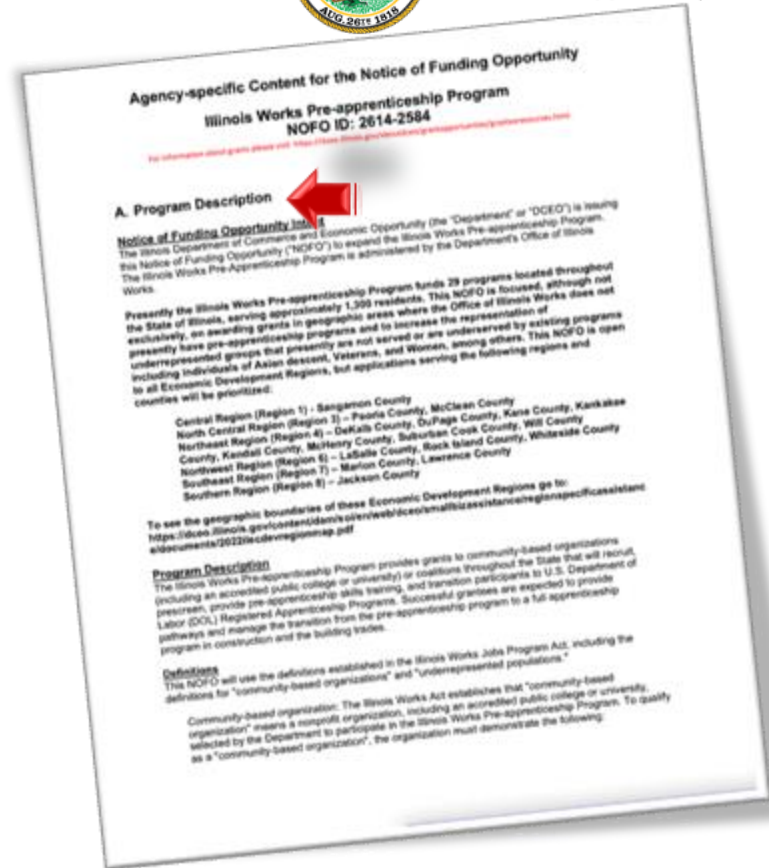




# 2025 NOFO – Eight Sections

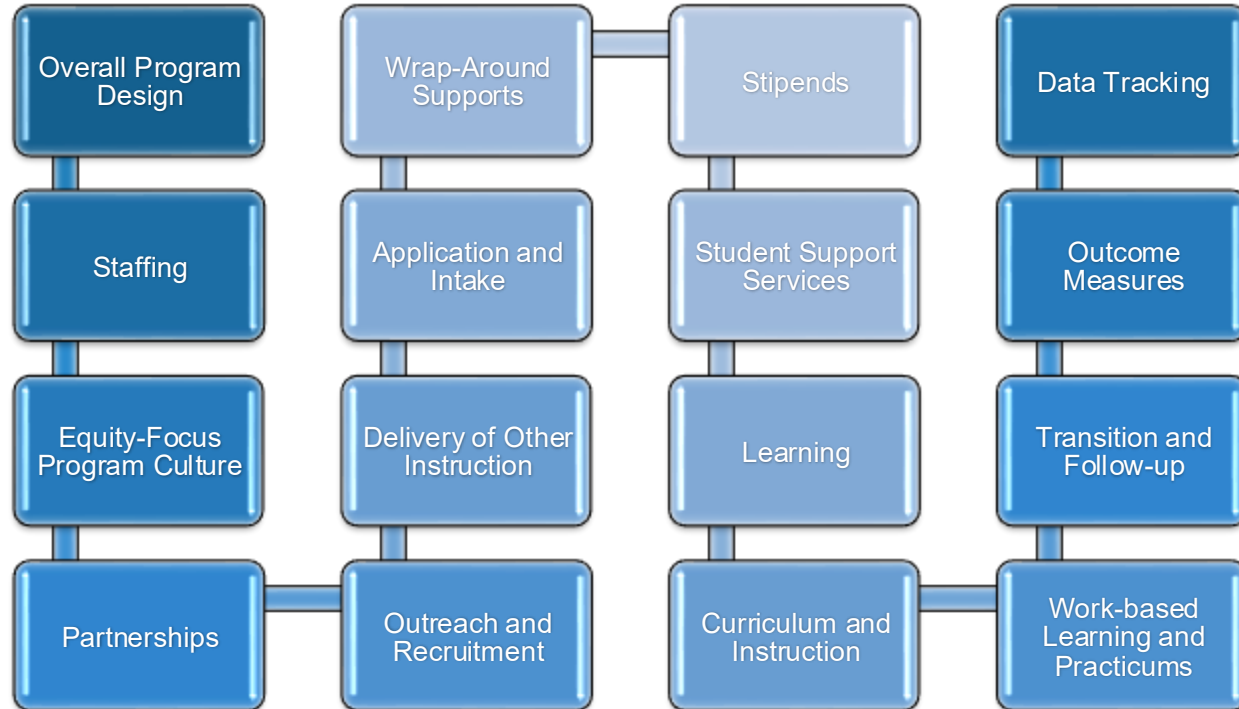


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- H. Other Information, if applicable





# 2025 NOFO – Program Requirements





# NOFO Focus

The 2025 NOFO is focused on awarding grants in geographic areas where the Office of Illinois Works does not presently have pre-apprenticeship programs, with the goal of increasing the representation of underrepresented groups that presently are not served or underserved populations specifically Asians, Veterans, and Women.

Geographic priority areas include:

- Central Region (Region 1) - Sangamon County
- North Central Region (Region 3) – Peoria County, McClean 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



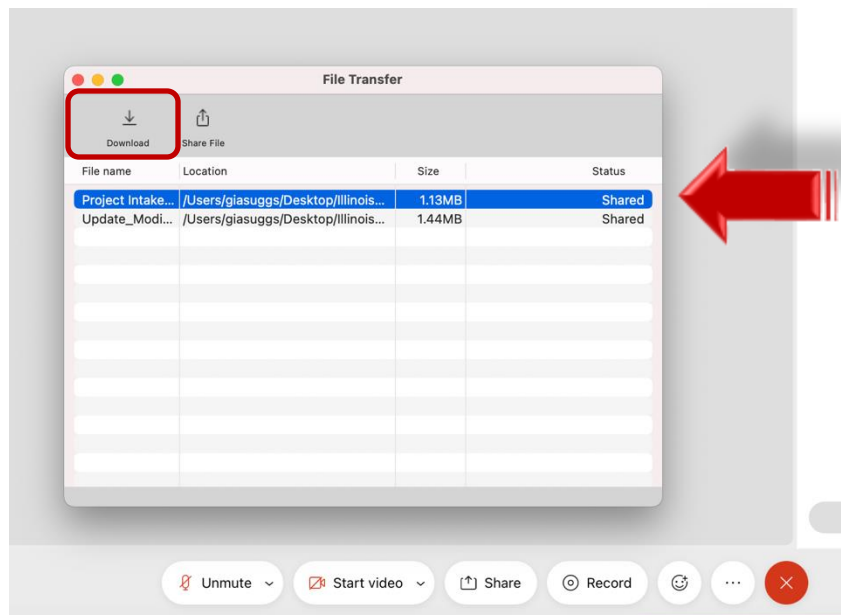


# Capabilities and Partnership Self-assessment





# Capabilities and Partnership Self-assessment







# Capabilities and Partnership Self-Assessment



ILLINOIS

## CAPABILITIES AND PARTNERSHIP SELF-ASSESSMENT

Organization: Question	Capability 1 = No Experience or Expertise 2 = Moderate Experience & Expertise 3 = Extensive Experience & Expertise	Internal, Partner 1 = Internal 2 = Partner	Current or Future 1 = Current 2 = Future
1. Wrap-Around Supports Can your program assist participants in overcoming barriers to participation? E.g. life coaching, mentorship, financial literacy, student 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, retaking sessions, and make-up sessions			
3. Delivery of Other Instruction Can your program assist participants in maximizing academic success and obtaining the different certifications/credentials? E.g. OED, ESL, and literacy classes			
4. Equity Focus Can your program articulate your understanding of how race, ethnicity, gender, and veterans status impacts access, completion, and building trade apprenticeships? E.g. impact on recruitment, partnering, training, living, advancement, retention, and earnings			



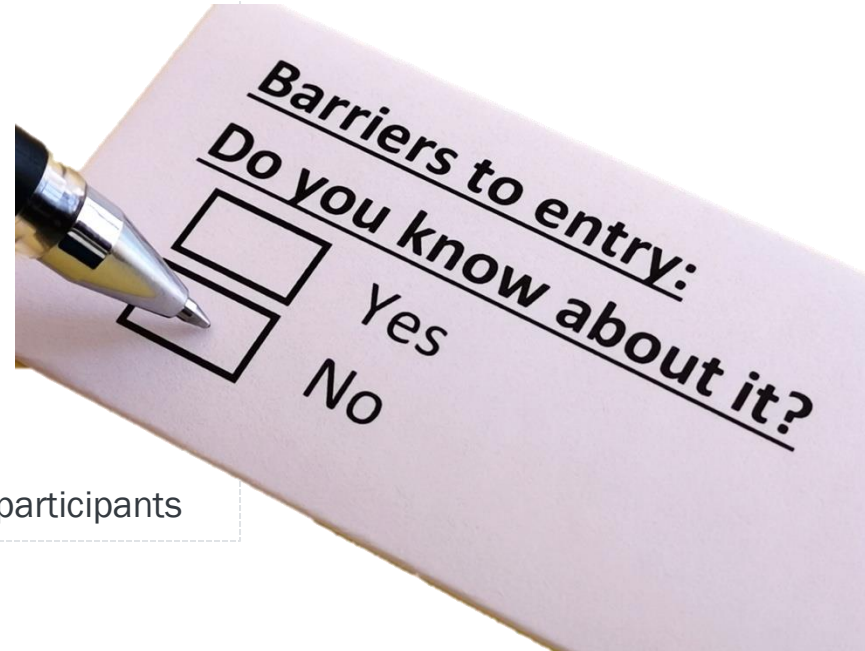




# Wrap-Around Supports

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
1.	<b>Wrap-Around Supports</b> <i>Does your organization have expertise and experience in providing these types of services (including dedicated staff persons)?</i> 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.			
2.	<b>Student Support Services</b> <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.	<b>Delivery of Other Instruction</b> <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



# 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

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.	<b>Wrap-Around Supports</b> <i>Does your organization have expertise and experience in providing these types of services (including dedicated staff persons)?</i> 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.			
2.	<b>Student Support Services</b> <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.	<b>Delivery of Other Instruction</b> <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



# 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
1.	<b>Wrap-Around Supports</b> <i>Does your organization have expertise and experience in providing these types of services (including dedicated staff persons)?</i> 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.			
2.	<b>Student Support Services</b> <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.	<b>Delivery of Other Instruction</b> <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.



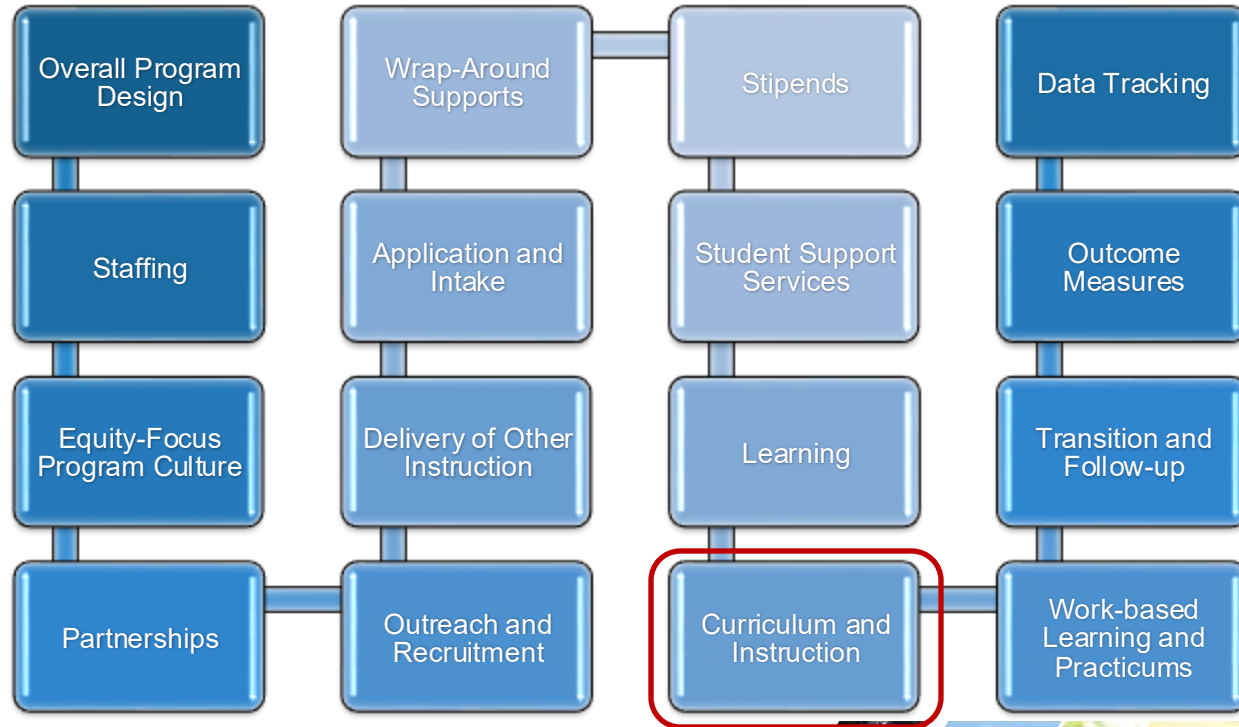
# Outreach and Recruitment



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



# NOFO – Program Requirements





# Curriculum 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).



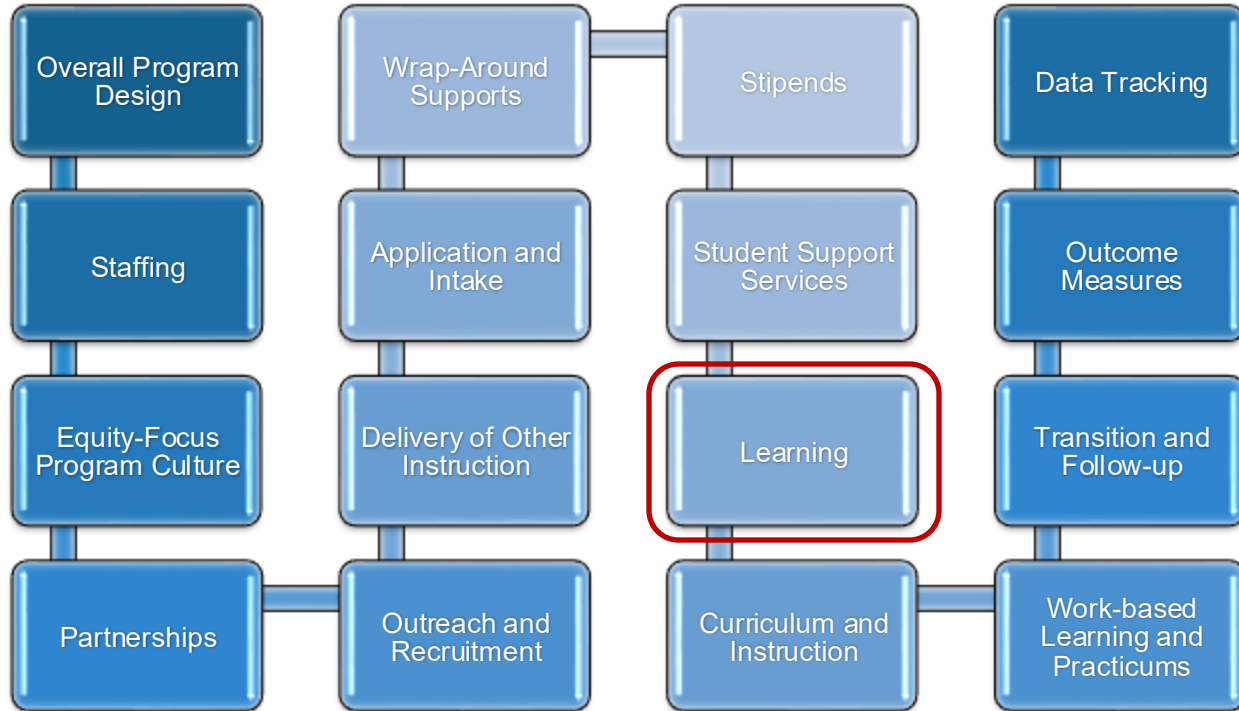
# Curriculum and Instructions



7.	<p><b>Curriculum</b></p> <p><i>Can your program provide at least 150 hours of teaching, learning, real-world practice, and job site instruction (including dedicated staff persons)?</i></p> <p>E.g. teaching, learning, real-world practice, and job site instruction</p> <p>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.</p>			
8.	<p><b>Instruction</b></p> <p><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></p> <p>E.g. NABTU, NCCER, OSHA, First Aid/CPR, or other relevant construction industry</p> <p>Ask yourself, can your program lead participants to certificates and certifications.</p>			
9.	<p><b>Learning</b></p> <p><i>Does your program have extensive experience leveraging innovative tools including online learning and virtual learning, particularly given the limitations resulting from COVID?</i></p> <p>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)</p> <p>Ask yourself, can your program coordinate innovative teaching, learning, education, retention services, and coaching services.</p>			
10.	<p><b>Work-based Learning and Practicums</b></p>			



# 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



7.	<p><b>Curriculum</b></p> <p><i>Can your program provide at least 150 hours of teaching, learning, real-world practice, and job site instruction (including dedicated staff persons)?</i></p> <p>E.g. teaching, learning, real-world practice, and job site instruction</p> <p>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.</p>			
8.	<p><b>Instruction</b></p> <p><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></p> <p>E.g. NABTU, NCCER, OSHA, First Aid/CPR, or other relevant construction industry</p> <p>Ask yourself, can your program lead participants to certificates and certifications.</p>			
9.	<p><b>Learning</b></p> <p><i>Does your program have extensive experience leveraging innovative tools including online learning and virtual learning, particularly given the limitations resulting from COVID?</i></p> <p>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)</p> <p>Ask yourself, can your program coordinate innovative teaching, learning, education, retention services, and coaching services.</p>			
10.	<p><b>Work-based Learning and Practicums</b></p>			



# 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.



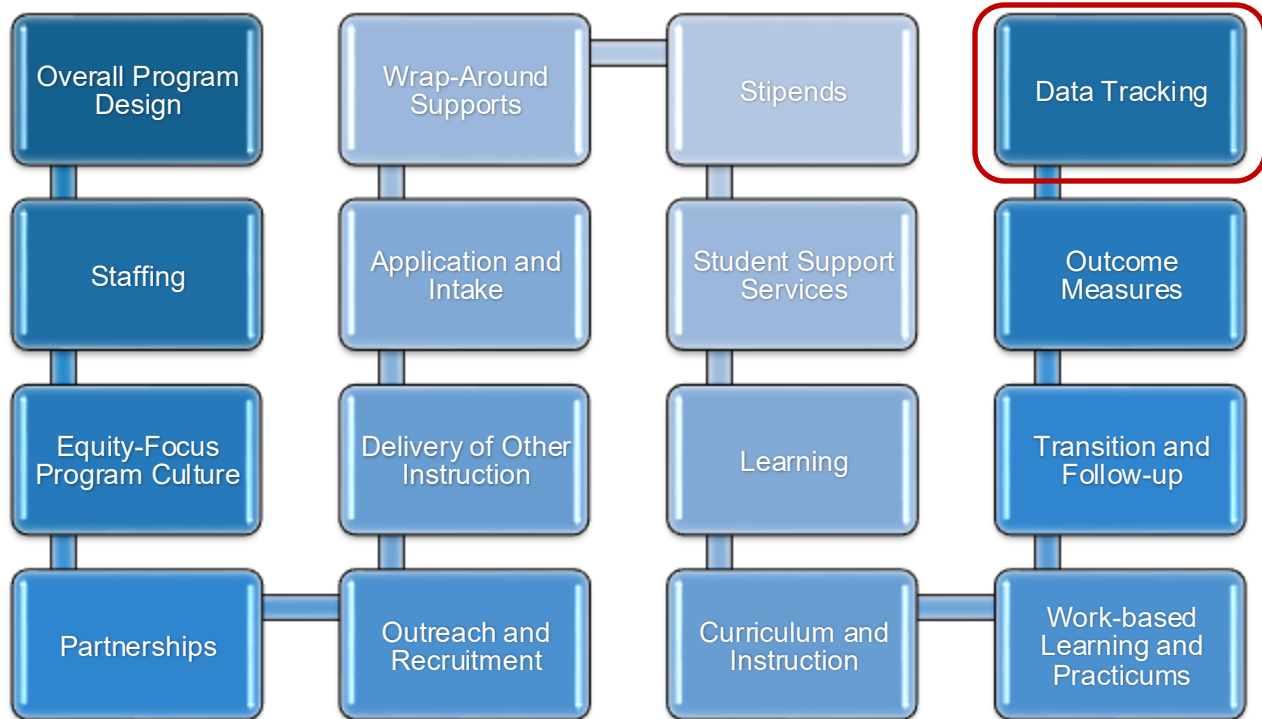
# Transition and Follow-up



	<p><i>Does your program have experience providing and/or coordinating work-based learning or on-the-job-learning?</i></p> <p>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</p> <p>Ask yourself, can your program perform learning in a construction lab and practice opportunities at job sites?</p>			
11.	<p><b>Transition Services</b></p> <p><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></p> <p>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</p> <p>Ask yourself, can your program assist participants in transitioning to DOL registered apprenticeship programs?</p>			
12.	<p><b>Follow Up Services</b></p> <p><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></p>			
13.	<p><b>Data Tracking</b></p> <p><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></p>			



# 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



	<p><i>Does your program have experience providing and/or coordinating work-based learning or on-the-job-learning?</i></p> <p>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</p> <p>Ask yourself, can your program perform learning in a construction lab and practice opportunities at job sites?</p>			
11.	<p><b>Transition Services</b></p> <p><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></p> <p>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</p> <p>Ask yourself, can your program assist participants in transitioning to DOL registered apprenticeship programs?</p>			
12.	<p><b>Follow Up Services</b></p> <p><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></p>			
13.	<p><b>Data Tracking</b></p> <p><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></p>			



## 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?”*



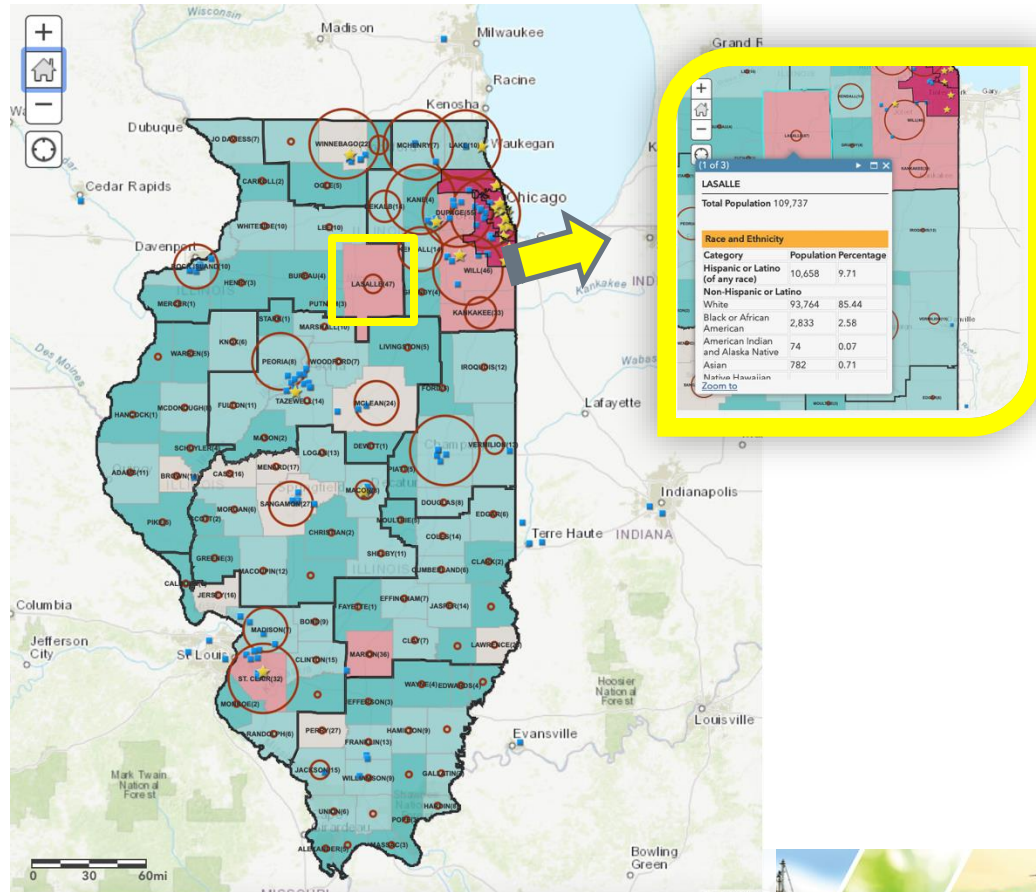
# Capabilities and Partnership Self-Assessment



CAPABILITIES AND PARTNERSHIP SELF-ASSESSMENT				
Organization:		CAPABILITY	POTENTIAL PARTNER	TYPE OF PARTNERSHIP
QUESTIONS		1 = No Experience or Expertise 2 = Moderate Experience & Expertise 3 = Extensive Experience & Expertise		Grant/Receivable Subgrant/Contract
1.	<b>Wrap-Around Supports</b> 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.			
2.	<b>Student Support Services</b> 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)? 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.	<b>Delivery of Other Instruction</b> 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			



# ILW Heat Map



**ILLINOIS WORKS**  
Pre-Apprenticeship Program



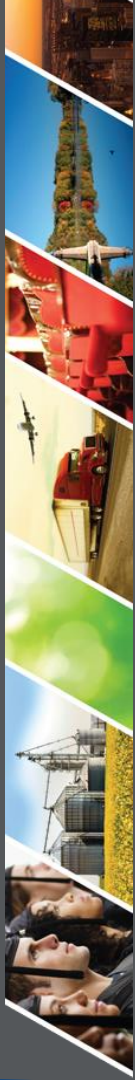


# Types of Partnerships

Which type of partnership would be appropriate for each relationship?







[CEO.ILWorks@Illinois.Gov](mailto:CEO.ILWorks@Illinois.Gov)



# Section 5: Developing Partnerships



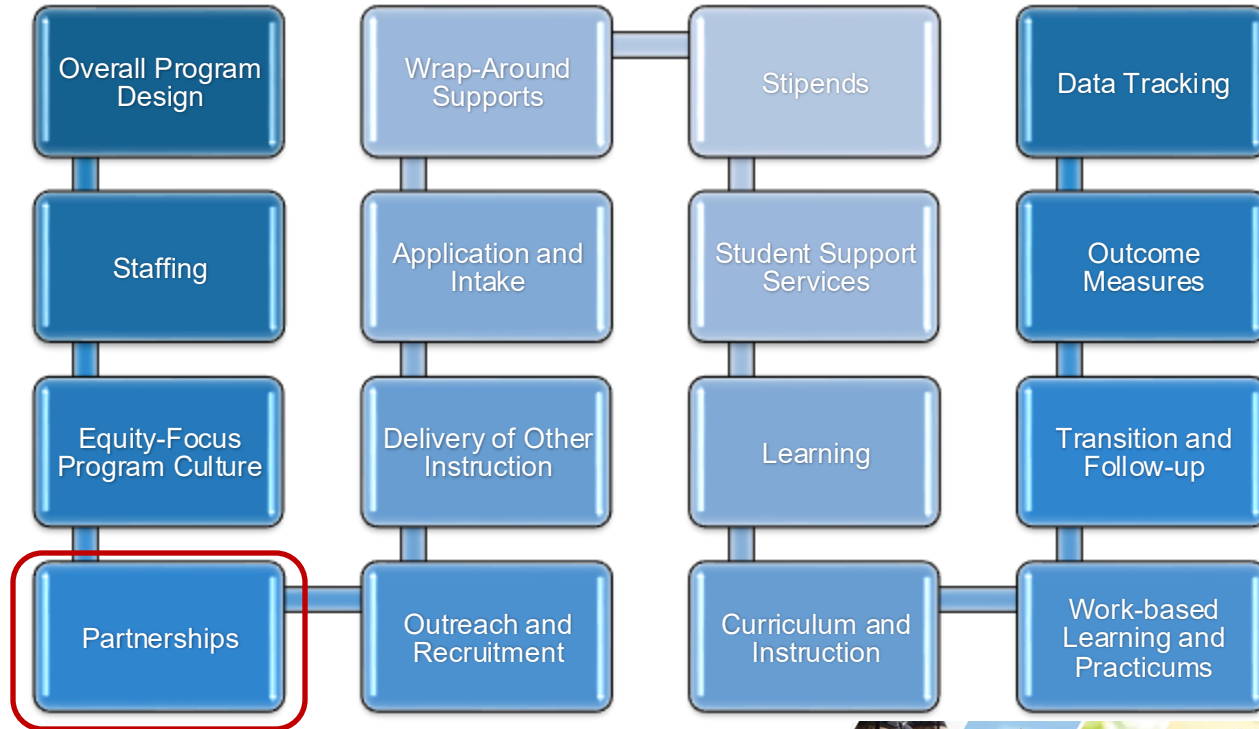
By the end of this section, you will be able to:

- 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	

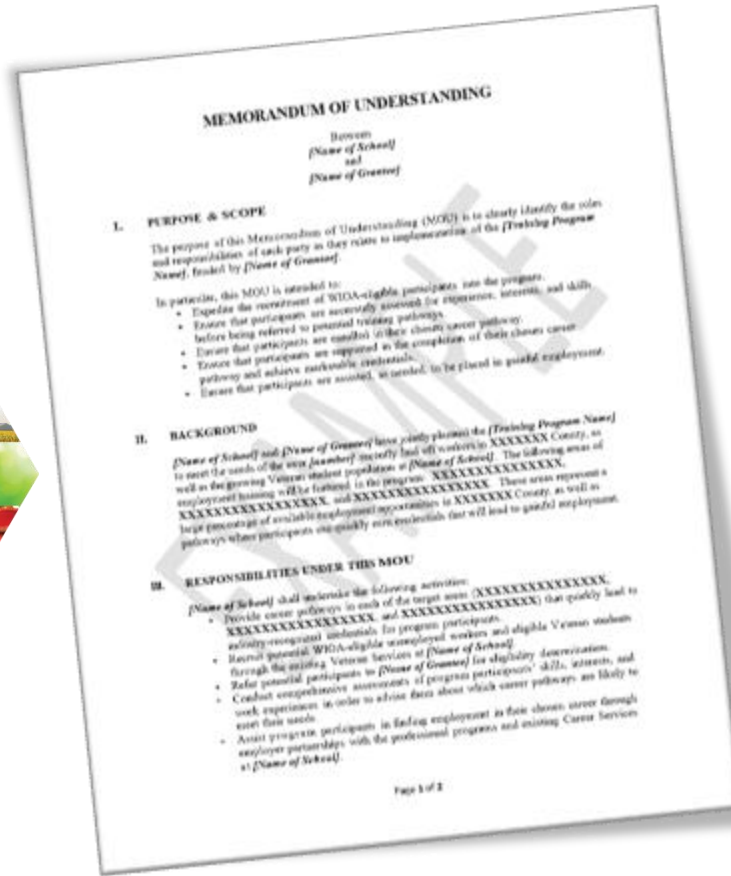


# Question:

*“Which type of partnerships might be appropriate?”*



# MOU



- 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?”*





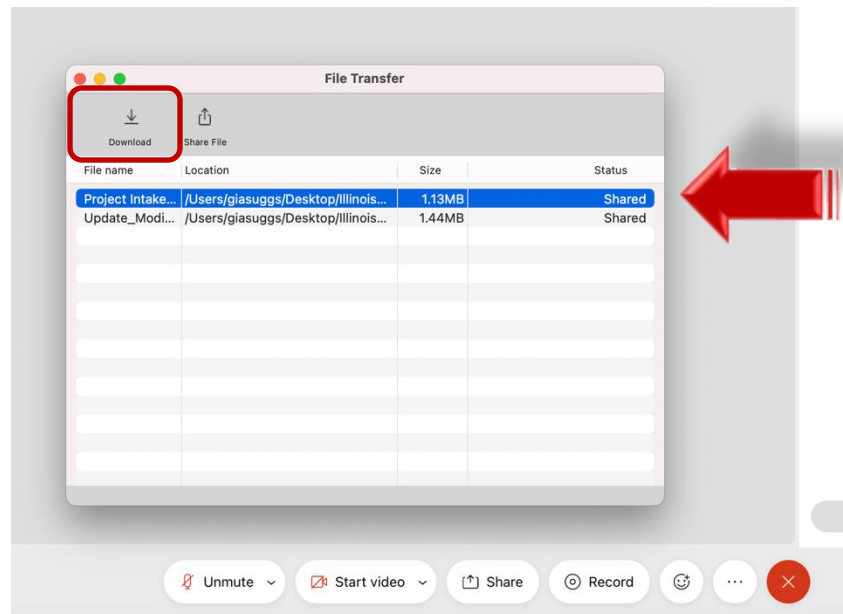
# Example MOU







# Example MOU



# 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!





## Information Sessions

For comments, feedback, or questions email the Office of Illinois Works at [CEO.ILWorks@illinois.gov](mailto:CEO.ILWorks@illinois.gov).



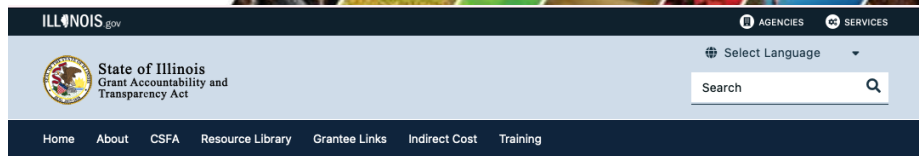
Date	Time	Topic	Registration/Resources
8/12/2025	9:30am - 12:30pm	Intro to ILW	<a href="#">Registration</a>
8/14/2025	9:30am - 11:30am	GATA	<ul style="list-style-type: none"><li>• <a href="#">Recording</a></li><li>• <a href="#">Presentation Slides</a></li></ul>
8/19/2025	9:30am - 12:30pm	Bidders Conference	<a href="#">Registration</a>
8/21/2025	9:30am - 12:30pm	Developing Partnerships	<a href="#">Registration</a>
8/26/2025	9:30am - 12:30pm	Performance-Based Model	<a href="#">Registration</a>





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](mailto: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](mailto: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





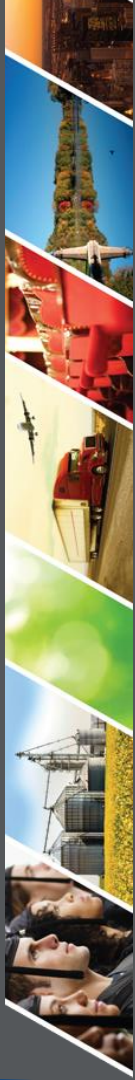
Illinois  
Department of Commerce  
& Economic Opportunity

# Grantee Resource - Webpages



The screenshot shows the DCEO website with a dark blue header. The header includes the Illinois.gov logo, the department name, and navigation links for Agencies and Services. A search bar is also present. Below the header, a breadcrumb trail reads "DCEO > DCEO Grants". The main content area is titled "DCEO Grants" and features a sidebar with links: "Apply for Funding", "Upcoming Grant Trainings", "Video Training & Resources", and "Contact Us". The main content area is divided into four sections, each with a blue icon and a title:

- 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.



[CEO.ILWorks@Illinois.Gov](mailto:CEO.ILWorks@Illinois.Gov)

# 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.




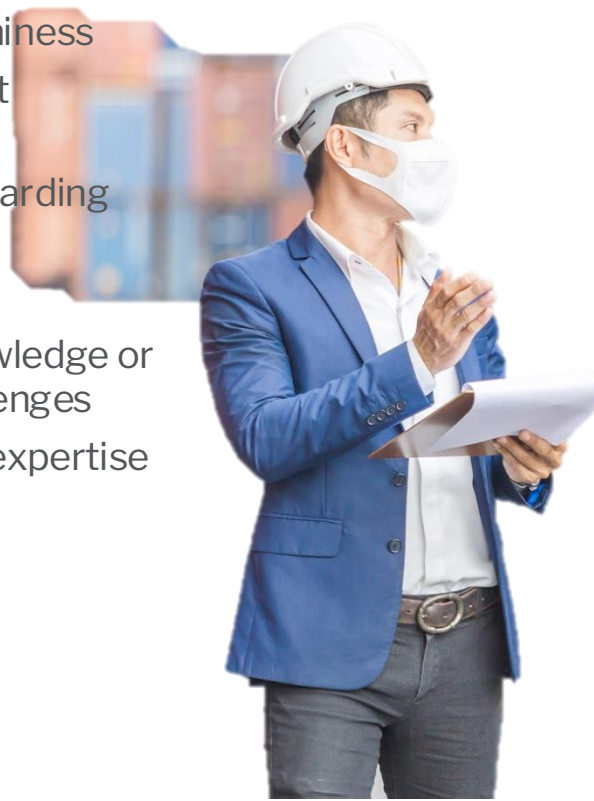
# Question:

*“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:

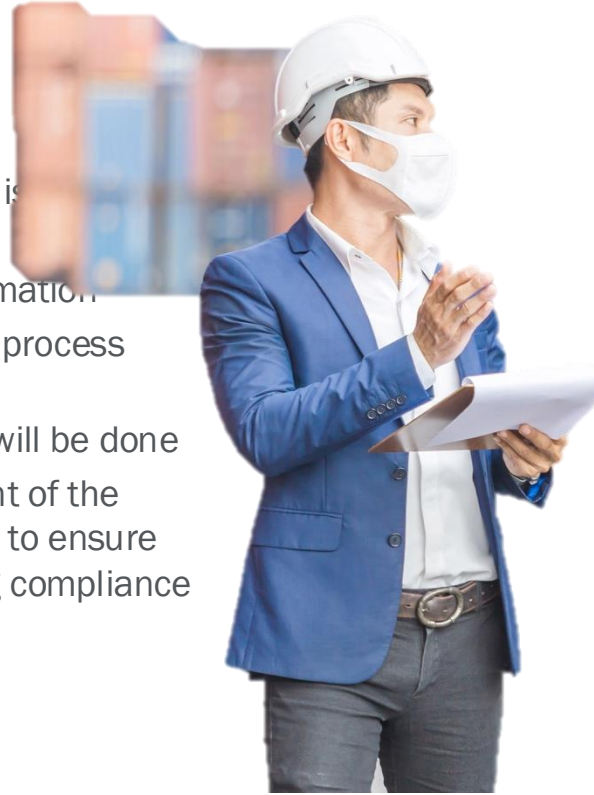
*“What are some strategies you can employ to overcome the barriers for developing successful partnerships?”*






# Tips & Techniques

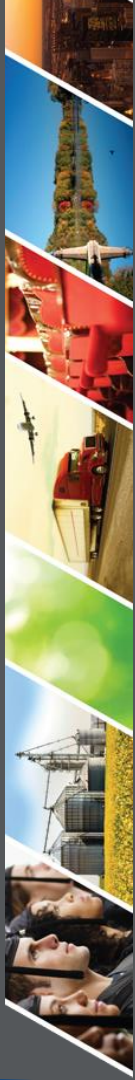
- 
- Practice active listening!
  - Focus on outcomes
  - Create a detailed MOU
  - Acknowledge and confront issues and challenges
  - Freely share relevant information
  - Have regular planning and process meetings
  - Agreeing on how the work will be done
  - Audits by the grant recipient of the subgrantees 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





[CEO.ILWorks@Illinois.Gov](mailto:CEO.ILWorks@Illinois.Gov)



## Section 7: Available Resources

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

- Access references and resources.





# 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 2022 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 Learn 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
- Illinois Works Pre-apprenticeship Program 2022 Grantee Manual
- 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)
- 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)
- 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)





# National Best Practices





# 2025 NOFO ~ Resources





# 2025 Grantee Manual



Illinois  
Department of Commerce  
& Economic Opportunity



ILLINOIS WORKS

Department of Commerce & Economic Opportunity (DCEO)

2025 Grantee Manual

**Illinois Works  
Pre-Apprenticeship Program**

January 2025



ILLINOIS WORKS  
Pre-Apprenticeship Program



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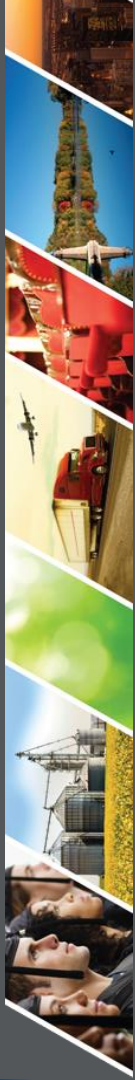
## Information Sessions



For comments, feedback, or questions email the Office of Illinois Works at [CEO.ILWorks@illinois.gov](mailto:CEO.ILWorks@illinois.gov).



Date	Time	Topic	Registration/Resources
8/12/2025	9:30am - 12:30pm	Intro to ILW	<a href="#">Registration</a>
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8/26/2025	9:30am - 12:30pm	Performance-Based Model	<a href="#">Registration</a>



[CEO.ILWorks@Illinois.Gov](mailto:CEO.ILWorks@Illinois.Gov)

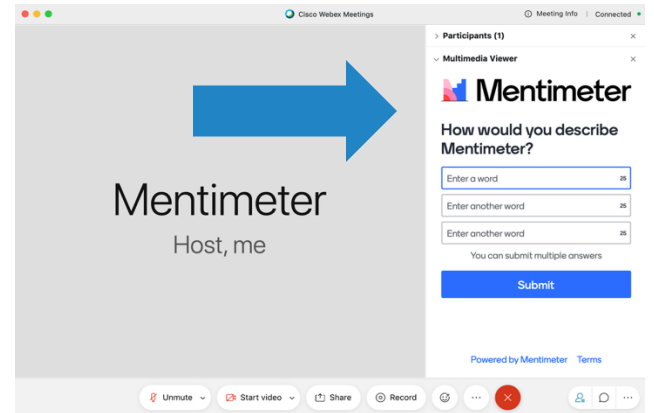
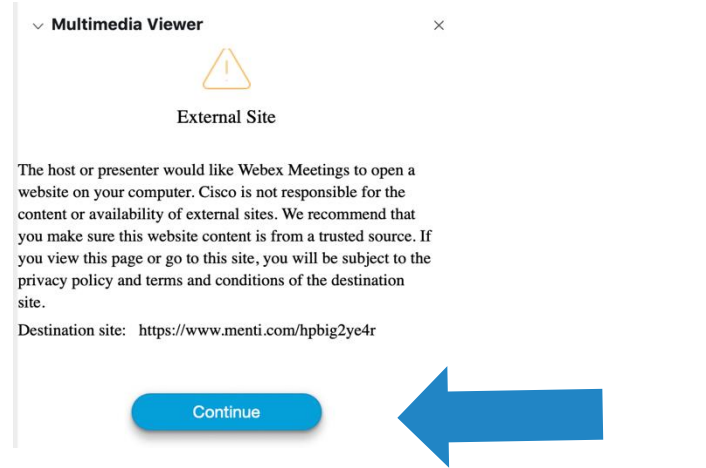




# Mentimeter

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NOFO  
Developing  
Partnerships





# Feedback ~ We want to hear from you



# Thank You!



**Illinois**  
**Department of Commerce**  
& Economic Opportunity

JB Pritzker, Governor