Enhancing Profits by Improving Access to Skilled Workers

Host:
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Workforce Development IS Economic Development

THE BIG PICTURE
REGIONALLY FOCUSED. GLOBALLY COMPETITIVE.
Main Missions of Workforce System

Keep Illinois competitive in the global economy

- Maintain a workforce with skills for jobs of today and tomorrow
- Provide pathways to self-sufficiency for unskilled workers
Economic/Workforce Development

Keep IL Competitive

- Jobseekers Work-Ready
- Reduce Skill Gaps
- Employer Demand Driven
- Expand Career Opportunities
- Reduce Barriers to Employment
Finding the Balance

Employers

Immediate Need

Job Seekers

Existing Sectors & Occupations

Emerging Sectors & Occupations
Workforce Innovation & Opportunity Act
A Multi-Level National Workforce Program

Federal

State

Local

US Dept. of Labor/Employment Training Administration (DOL)

Illinois Workforce Investment Board

DCEO Office of E&T

DCEO Office of E&T

22 Local Workforce Investment Boards (LWIB)

22 Local Workforce Investment Areas (LWIA)
Illinois Workforce Investment Board Priority Sectors

- Agriculture, Food, and Natural Resources
- Architecture and Construction
- Energy
- Finance
- Health Science
- Information Technology
- Manufacturing
- Research and Development
- Transportation, Distribution, and Logistics
Local Workforce Areas

Contact information at www.illinoisworknet.com
EMPLOYERS & ECONOMIC DEVELOPMENT LEADERS...

1. Are you satisfied with the quality & quantity of job applicants?
2. Do you track the cost of replacing workers or filling new positions?
3. Do your workers have all the skills they need?
4. What key competencies do you need in your workers?
5. What industry recognized credentials do you know & value?
6. What is the source of your “good applicants”?
7. What is the quality of graduates from regional training providers?
8. How responsive are regional training providers?
9. Are your hiring requirements for each position in line with what you really need?
10. How far ahead can you predict when you will need more workers?
11. Have you considered the benefits of “growing your own” talent via internships?
“Workforce System” vs. “Workforce System”
WIA/WIOA State & Local Workforce System

- Career Exploration
- Job Readiness
- Supportive Services
- LWIBs-LWIAs
- Skill Upgrades via Public-Private Training
- Soft Skills
- WIA/WIOA
- Resume Interviewing

Illinois workNet.com
“Working with LWIA 23 for OJT was a huge benefit for not only Hella, but also for the three employees we hired full time. Living in a small community can be a disadvantage when it comes to finding employment opportunities.

By using this service, we were able to fill job openings in which technical skills are a requirement. I especially want to thank the staff at LWIA 23. They made this an easy process and I truly enjoy working with these ladies.”

Becky L. Traub
HR Generalist
Hella Corporate Center USA, Inc.
Flora

“Working with our local workforce office has helped make implementing the OJT program an easy part of our everyday hiring process. It’s something that our managers have embraced and is truly a wonderful program... Not only because of the benefits we as a company receive – that’s just a small part of it; but primarily because of the extra support and incentives our new hires have to guide them through their transition back into the workforce.

It benefits everyone involved & has been a smooth process for us.”

Leah Bolander | HUB Recruiter
Patterson Technology Center
Effingham
Key Strategies
New Federal Workforce Innovation & Opportunity Act (WIOA)

OLD
PUSH Model
- Train to capacity
- Curricula might align with demand competencies
- Tied to academic calendar
- No credit for prior skills
- 1-Size-Fits-All Approach
- Very little work-based learning

NEW
PULL Model
- Train to employer demand
- Employer-approved competencies
- Flexible start times
- Right Skills/Timing/Quantity
- Lean Principles
- Acknowledge prior skills
- No 1-Size-Fits-All
- Work-based learning required
Personalized Training Plan

Career Exploration

Skill Gap Analysis

MSSC Safety Credential

Skill Development

Contextual Mfg. Bridge GED (if needed)

Soft Skills

Technical Skills w/ Industry Credentials

Internship

OJT

Permanent Employment
Industry Recognized Stackable Credentials & Embedded Employer-Level Soft Skills

- National Institute of Metalworking Skills
- Mfg. Skills Standards Council
- American Welding Society
- American Production & Inventory Control Society
- Arrive on time
- Attendance
- Attitude

- Nationally portable
- Provide known skill sets
- Reduces uncertainty of technical qualifications
Key Services to Employers

Training

- Incumbent Workers
  - Skill Upgrades
  - Lean/ISO Certification
  - Industry Credentials

- WIA Clients
  - Customized Training
  - On-the-Job Training
  - Internship

Linking Employers to Job Seekers

- Pre-screening candidates
- Testing
- Referral
Flexible Training Models for WIOA Eligible*

**Internship Work-Based**
- Paid by Program or Employer
- May include academic credit
- May be combined with classroom training
- Try Before Buy/Earn & Learn

**On-the-Job Work-Based**
- Employer hires with known skill gap
- 50-75% wage reimbursement while worker is in OJT

**Incumbent Worker * Work-Based**
- WIOA eligibility not required
- Upskill current workers
- At least 10% employer “match”
- May include registered apprenticeship

**Customized**
- Employer specific
- Employer hires completers
- Employer match at least 50%
- May include a work-based component

**Bridge**
- Remedial reading & math
- Contextualized for industry
- Prep for training or entry level jobs

**Individual Training Account /Classroom**
- Voucher to training provider for person to attend class
- Tuition, Fees & Books
- Class-Size
- Enough Bundled ITAs to create a new class
- May be off regular academic schedule
- Reg. apprenticeship
Work-Based Learning: Internships

Employers – Try Before Buy

• Assess soft skills & trainability
• Value-added work
• Reduce uncertainty & hiring risk
• ROI – impacts profit

Jobseekers – Learn & Earn

• Boosts ability to stay in training
• Gain value-added experience
• Opportunity to assess & improve soft skills
• Can coordinate with IDES staff to preserve benefits
Work-Based Learning: On-the-Job

LWIA or Grantee prepares a personalized skill gap analysis for the position they are entering

Employer & LWIA Devise Training Plan

- Description of the method of training and how it will be delivered
- Estimated number of hours for each skill
- Job description
- Start and completion dates
- Method of supervision provided and who is responsible

Employers hire then train

- Wage reimbursements 50-75% while in OJT
Work-Based Learning: Incumbent Worker

**Employer Benefits - ROI**

- Upgrade the skills of current workers
- Proprietary training OK
- Cross-Training
- Improve productivity
- Expand into new lines of business (BPI)
- Provide upward mobility
- Retain key employees
- Reduce uncertainty & hiring risk
- **Increased profit**
- Easy way to engage with workforce system
Employer Demand-Driven “Pull Model”

Ongoing employer involvement CRITICAL or the system will revert to making its best guess

Employers must invest in the solution and provide:

a. WHO - Occupations
b. WHAT - Skills/Competencies
c. WHERE - Location
d. WHEN - Timing
e. HOW MANY - Quantity
f. Work-Based Learning Placements

“Just Fix It!”
How to Invest in Your Future...

a. Continue the conversation

b. Keep the state and local workforce staff informed

c. Provide input into upcoming regional strategic planning

d. Consider how WIOA can help you improve your productivity and product quality via skill upgrades

e. Become a member of the local workforce board
Where To Get Help

LOCAL WORKFORCE AREA – 23
Kevin Pierce – WIOA Services Representative
217-238-8224
kpierce69849@lakeland.cc.il.us

DCEO – General inquiries on all programs
Trisha Vitale – Southeastern Region Manager
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DCEO – Office of Employment & Training
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