

Enhancing Profits by Improving Access to Skilled Workers

Host:

Richland County Development Corporation

May 14, 2015

Michael Baker

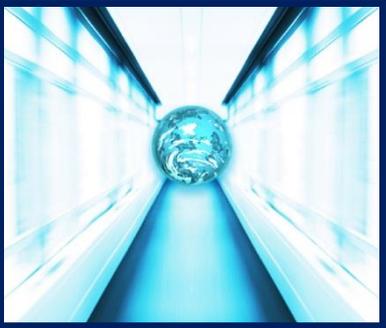
Manager - Strategic Planning & Innovation

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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

Expand
Career
Opportunities

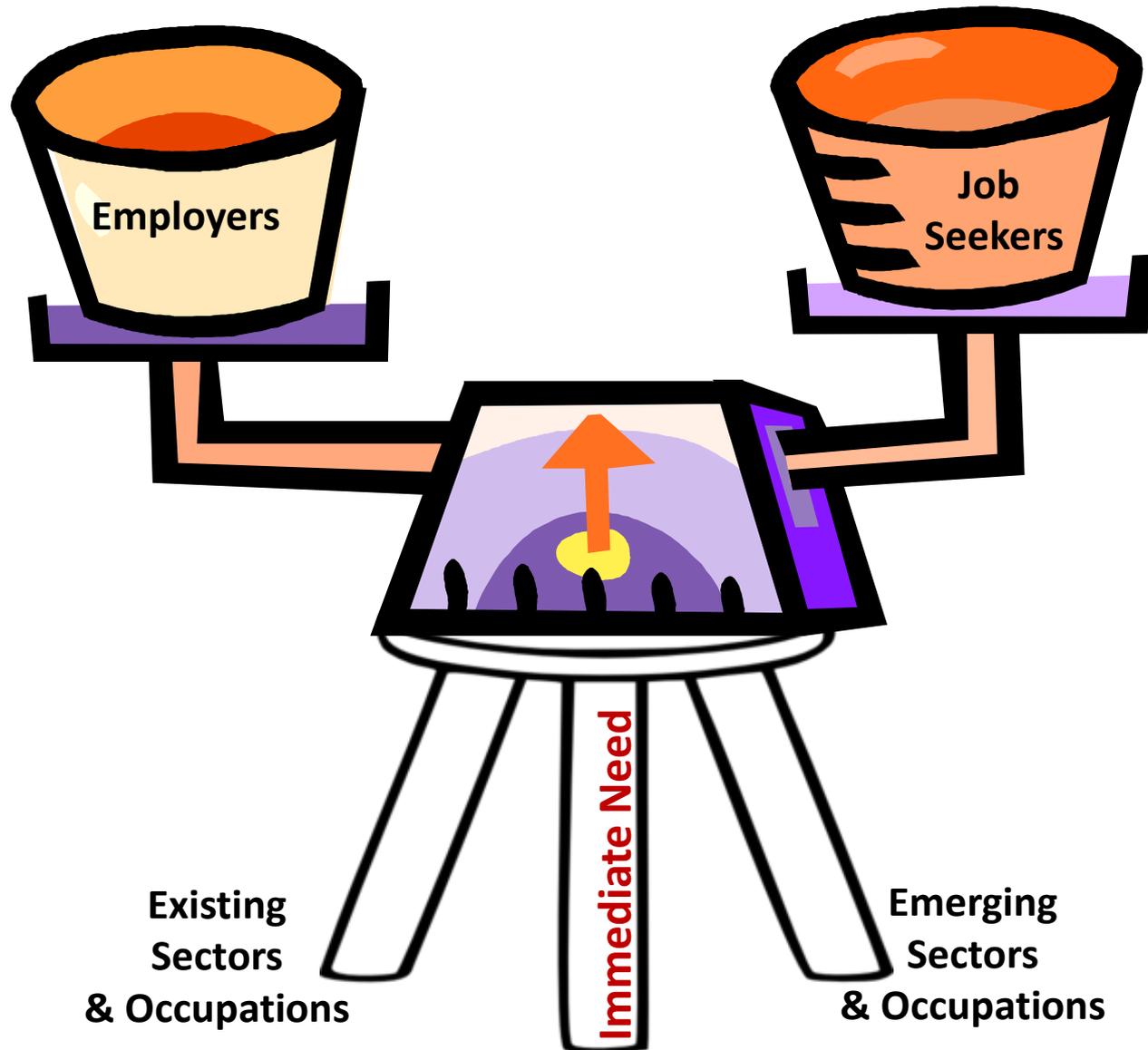
Jobseekers
Work-Ready

Reduce
Skill Gaps

Employer
Demand
Driven

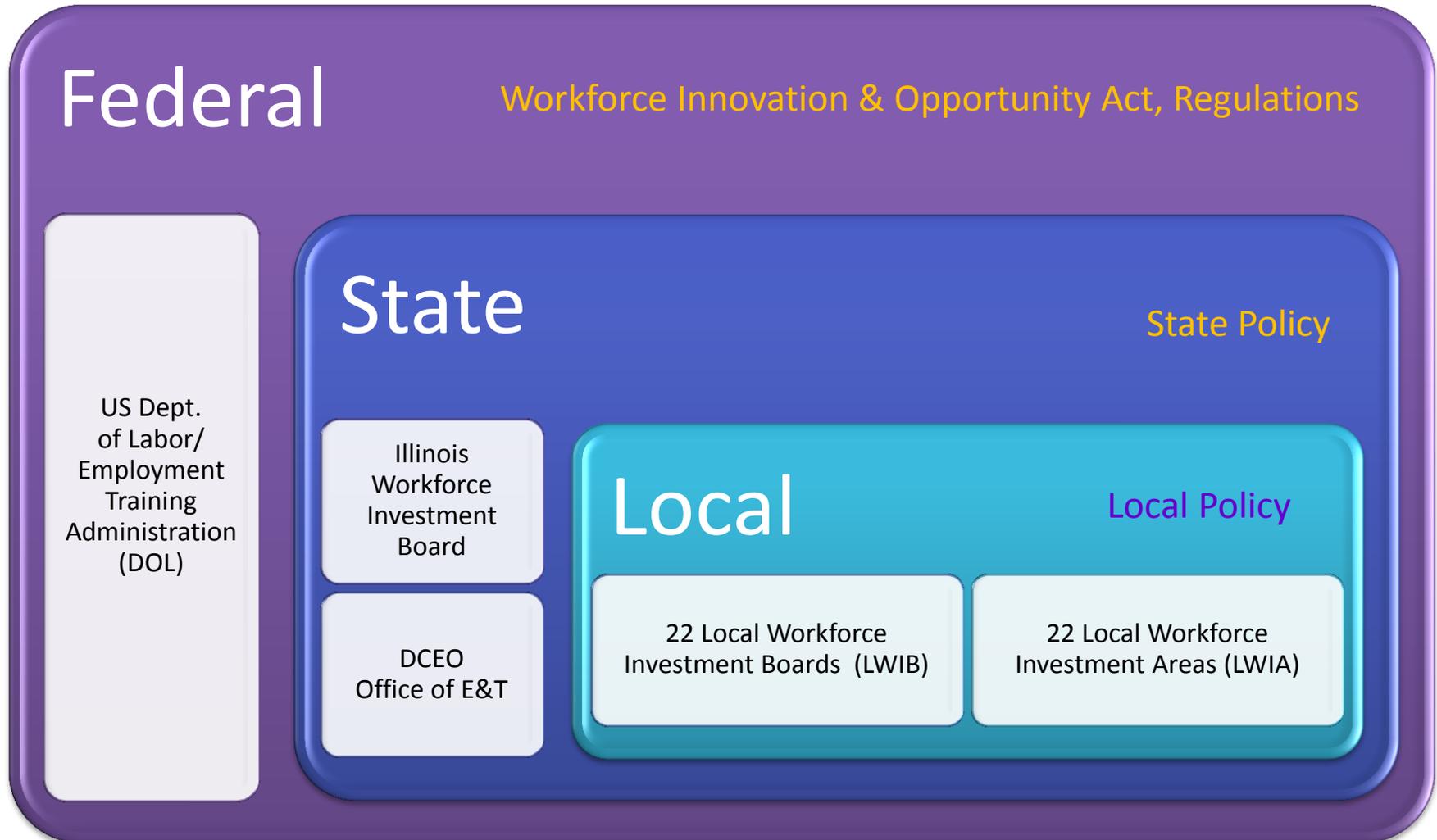
Reduce
Barriers to
Employment

Finding the Balance



Workforce Innovation & Opportunity Act

A Multi-Level National Workforce Program



Illinois Workforce Investment Board Priority Sectors



**AGRICULTURE
FOOD & NATURAL
RESOURCES**

Agriculture, Food, and Natural Resources



**ARCHITECTURE
AND CONSTRUCTION**

Architecture and Construction



ENERGY

Energy



FINANCE

Finance



HEALTH SCIENCE

Health Science



**INFORMATION
TECHNOLOGY**

Information Technology



MANUFACTURING

Manufacturing



**RESEARCH
& DEVELOPMENT**

Research and Development

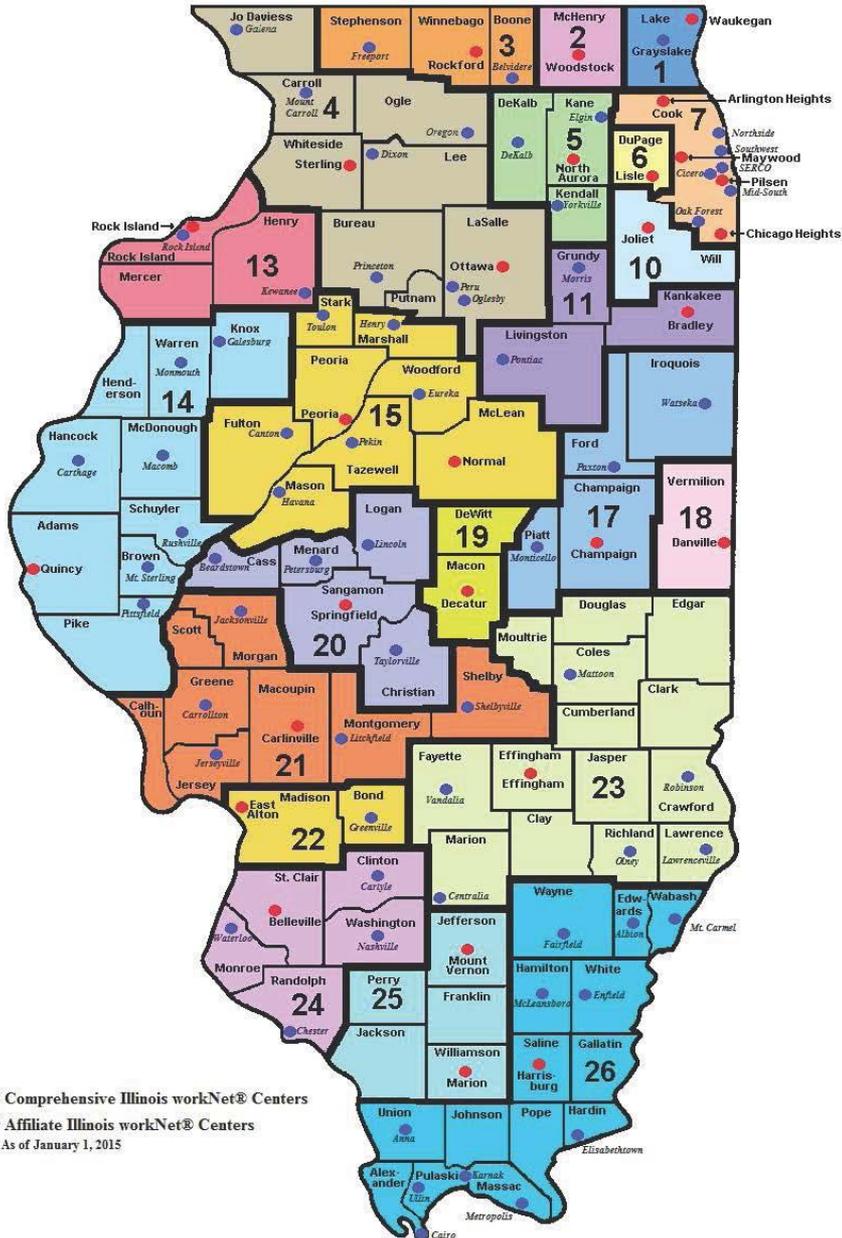


**TRANSPORTATION
DISTRIBUTION
AND LOGISTICS**

Transportation, Distribution, and Logistics

Illinois workNet® Centers

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



RECENT EMPLOYER TESTIMONIALS

“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

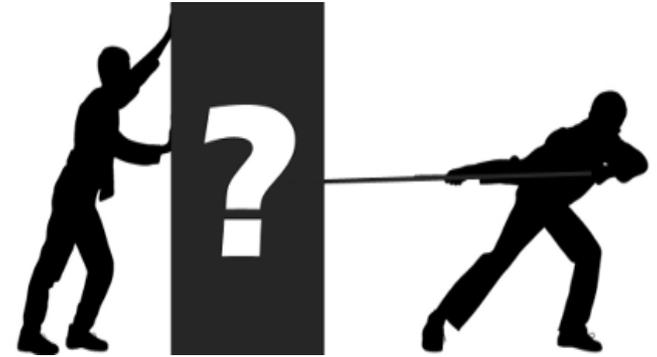
“Working with our local workforce office has helped make implementing the OJT program an easy part of our everyday hiring process. It’s something that our managers have embraced and is truly a wonderful program... Not only because of the benefits we as a company receive – that’s just a small part of 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

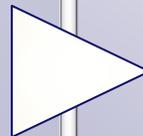
Right Skills/Timing/Quantity

Lean Principles

Acknowledge prior skills

No 1-Size-Fits-All

Work-based learning required

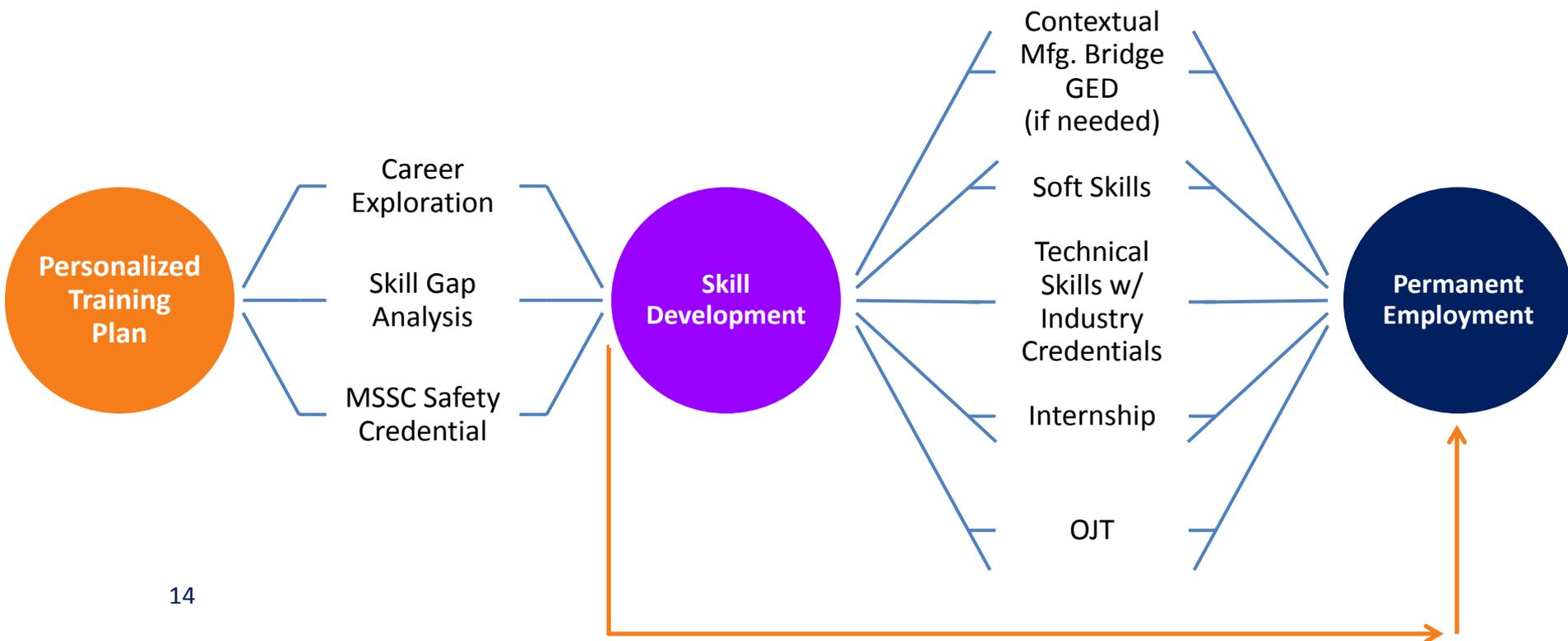




Client Workflow

Everyone

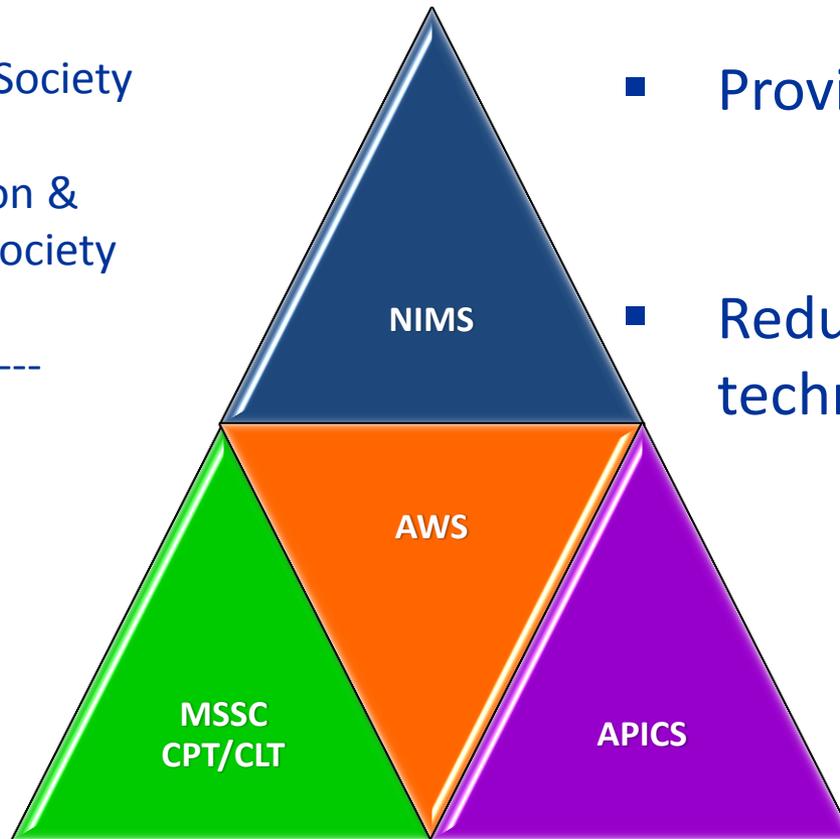
As Needed



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*

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

Internship Work-Based



- Employer hires with known skill gap
- 50-75% wage reimbursement while worker is in OJT

On-the-Job Work-Based



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

Incumbent Worker * Work-Based



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

Customized



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

Bridge



- 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

Individual Training Account /Classroom



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

Office of Regional Economic Development

309-264-1064

Trisha.Vitale@illinois.gov

DCEO – Office of Employment & Training

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