

WELCOME MESSAGE



ILLINOIS
WORKFORCE
INNOVATION
BOARD

Apprenticeship
ILLINOIS.com
Prepare • Train • Retain

2021 Illinois Apprenticeship Expansion Program Notice of Funding Opportunity

- Illinois Department of Human Services
Division of Rehabilitation Services:
*A Strategy for Improving Apprenticeship
Expansion*
- Rahnee Patrick, Director
- Michele Velez, Presenter
-

Introduction

Michele Velez

Certified Business Engagement Professional™

DRS - Planning & Business Development Unit

MY ROLE WITH DRS?

Employer outreach and partner with employers throughout the State of Illinois to make sure businesses have the workforce they need to keep them competitive, to build a more disability inclusive workplace, and match their needs to the interests and abilities of our customers.

Work with employers and counselors, assisting customers with direct placements into a position earning them a living wage, in competitive integrated employment.

About IDHS, DRS & Our Mission

IDHS was created in 1997 to provide our state's residents with streamlined access to integrated services, especially those who are striving to move from welfare to work and economic independence, and others who face multiple challenges to self-sufficiency.

DRS – Division of Rehabilitation Services, is the State's lead agency serving individuals with disabilities.

Our Mission, is to work in partnership with people with disabilities and their families to assist them in making informed choices to achieve full community participation through employment, education, and independent living opportunities.

We want our customers to feel confident that their goals will be reached.

Who Do We Serve?

Services at No Cost

Customers (PWD's):

Home Services
Vocational Rehabilitation Services
Bureau of Blind Services

Customers (Employers):

Opportunity to expand diverse workforce
Tax Credits and Incentives
Assist with getting Return-to-Work employees back to work
Access to experts on accommodations and technology
Access to Disability Awareness Training

ADA – Americans with Disabilities Act (ADA)

ADA – Americans with Disabilities Act (ADA), was signed into law on July 26, 1990.

The ADA is a comprehensive civil rights law. It prohibits discrimination on the basis of disability in employment, state and local government programs, public accommodations, commercial facilities, transportation, and telecommunications.

Definition of Disability under the ADA

In the context of the ADA, “disability” is a legal term rather than a medical one. Because of this, the ADA’s definition of disability is different from how disability is defined under some other laws.

The ADA **defines** a person with a disability as a person who has a physical or mental impairment that substantially limits one or more major life activities. This includes people who have a record of such an impairment, even if they do not currently have a disability, but are regarded as having a disability.

Not All Disabilities are Visual



Common Disabilities:

- Arthritis, or other musculoskeletal problems
- Lung or Respiratory problems
- Heart Disease
- Mental Illness, including depression
- Diabetes
- Asthma and Allergies
- Stroke
- Cancer/Cancer Survivors
- Nervous System Disorders
- Injuries sustained from accidents

Working together, we can build a stronger and more diverse work place!

We know that you are faced with the daily challenge of sourcing qualified applicants. As a business customer of DRS you gain access to job ready candidates who are:

Qualified ■ Productive ■ Dependable ■ Conscientious

The Division of Rehabilitation Services provides solutions for the workforce needs of business customers while preparing talented, qualified job seekers with disabilities for their chosen careers. Our business mission is accomplished by:

1. **L**istening for business needs



2. **I**dentifying support opportunities



3. **F**ulfilling solutions



4. **E**valuate effectiveness



Recruit, Hire, Train, and Retain PWD's in your Organization

PEOPLE WITH DISABILITIES...

Are one of the largest minority groups in the country.

Are the largest untapped talent pool of potential workers.

Are able to participate and succeed in apprenticeship programs when they're provided with opportunities and support.

Help organizations build a strong & diverse pipeline of skilled workers, which is critical for companies to grow their business and compete in the global economy.

Improve an employer's bottom line by reducing recruiting and training costs because they are productive capable workers who tend to stay with their employer longer showing loyalty and appreciation for the opportunity, increasing retention rates.

*To learn more about PWD's in Apprenticeships, visit <https://spra.com/aim/>, Apprenticeship Inclusion Models (AIM).

Most Popular Incentive for Employers

WOTC – Work Opportunity Tax Credit

https://www2.illinois.gov/ides/pages/work_opportunity_tax_credit.aspx

WOTC TAX CREDIT CALCULATION CHART

MINIMUM RETENTION PERIODS AND MAXIMUM TAX CREDIT AMOUNTS

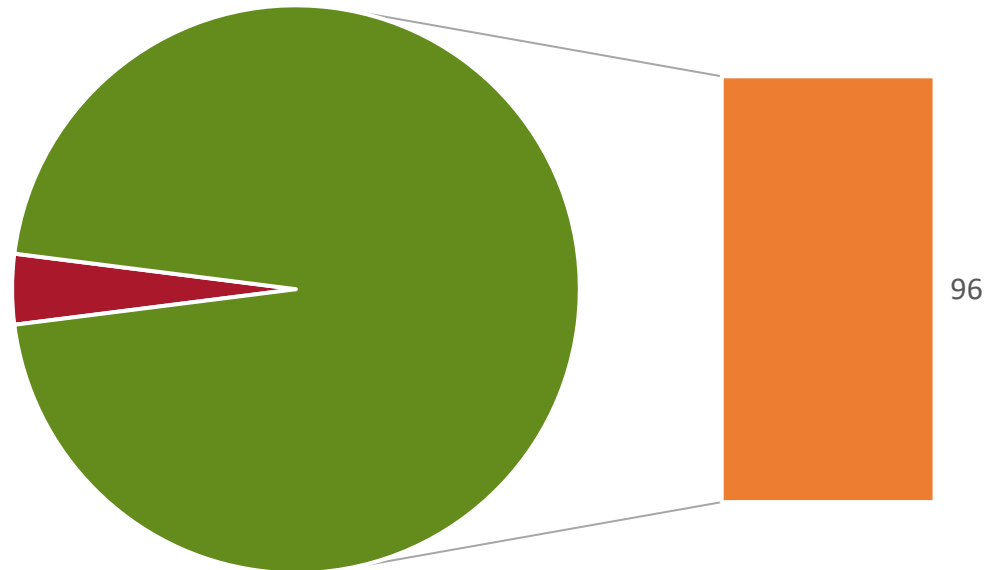
Non-Veteran WOTC Target Groups	Worked at least 120 hours but less than 400 hours	Worked at least 400 hours
Short-Term TANF Recipient	Up to \$1,500 (25% of \$6,000 of first-year wages)	Up to \$2,400 (40% of \$6,000 of first-year wages)
Long-Term TANF Recipient	N/A	Up to \$9,000 (over 2 years) (40% of \$10,000 of first-year wages and 50% of \$10,000 of second-year wages)
SNAP (food stamp) Recipient	Up to \$1,500 (25% of \$6,000 of first-year wages)	Up to \$2,400 (40% of \$6,000 of first-year wages)
Designated Community Resident	Up to \$1,500 (25% of \$6,000 of first-year wages)	Up to \$2,400 (40% of \$6,000 of first-year wages)
Vocational Rehabilitation Referral	Up to \$1,500 (25% of \$6,000 of first-year wages)	Up to \$2,400 (40% of \$6,000 of first-year wages)
Ex-Felon	Up to \$1,500 (25% of \$6,000 of first-year wages)	Up to \$2,400 (40% of \$6,000 of first-year wages)
SSI Recipient	Up to \$1,500 (25% of \$6,000 of first-year wages)	Up to \$2,400 (40% of \$6,000 of first-year wages)
Summer Youth Employee	Up to \$750 (25% of \$3,000 of first-year wages)	Up to \$1,200 (40% of \$3,000 of first-year wages)
Veteran Target Group		
	Worked at least 120 hours but less than 400 hours	Worked at least 400 hours
Receives SNAP (food stamps) benefits	Up to \$1,500 (25% of \$6,000 of first-year wages)	Up to \$2,400 (40% of \$6,000 of first-year wages)
Entitled to compensation for service-connected disability:		
Hired 1 year after leaving service	Up to \$3,000 (25% of \$12,000 of first-year wages)	Up to \$4,800 (40% of \$12,000 of first-year wages)
Unemployed at least 6 months	Up to \$6,000 (25% of \$24,000 of first-year wages)	Up to \$9,600 (40% of \$24,000 of first-year wages)
Unemployed:		
At least 4 weeks	Up to \$1,500 (25% of \$6,000 of first-year wages)	Up to \$2,400 (40% of \$6,000 of first-year wages)
At least 6 months	Up to \$3,500 (25% of \$14,000 of first-year wages)	Up to \$5,600 (40% of \$14,000 of first-year wages)

Note: Please refer to the respective IRS forms for instructions on calculating and claiming the tax credit.



All DE&I Plans

4% of DE&I Companies Consider Disability as Part of Diversity



*According to the 2020 CDC report; cdc.gov/disabilities

■ Includes Disabled People ■ Disabled People Not Considered Diversity

Disability Impacts **ALL of US**

COMMUNITIES



HEALTH

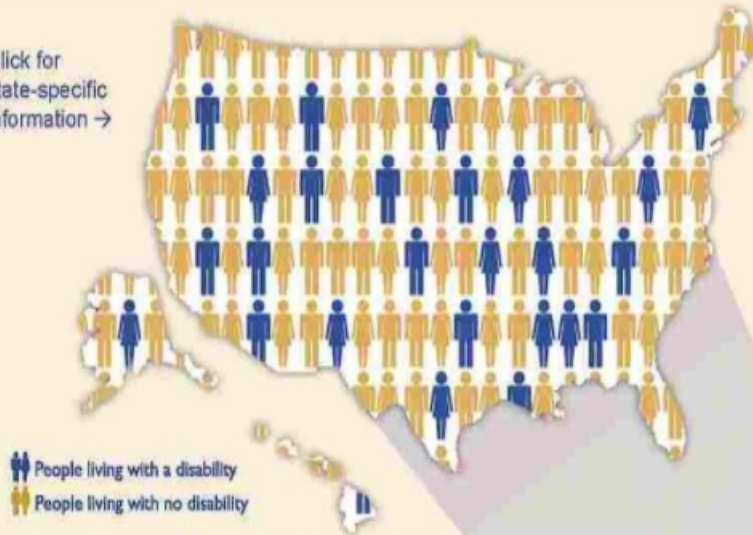


ACCESS



61 million adults in the United States live with a disability

Click for
state-specific
information →



26% of adults in
the United States
have some type
of disability
(1 in 4)

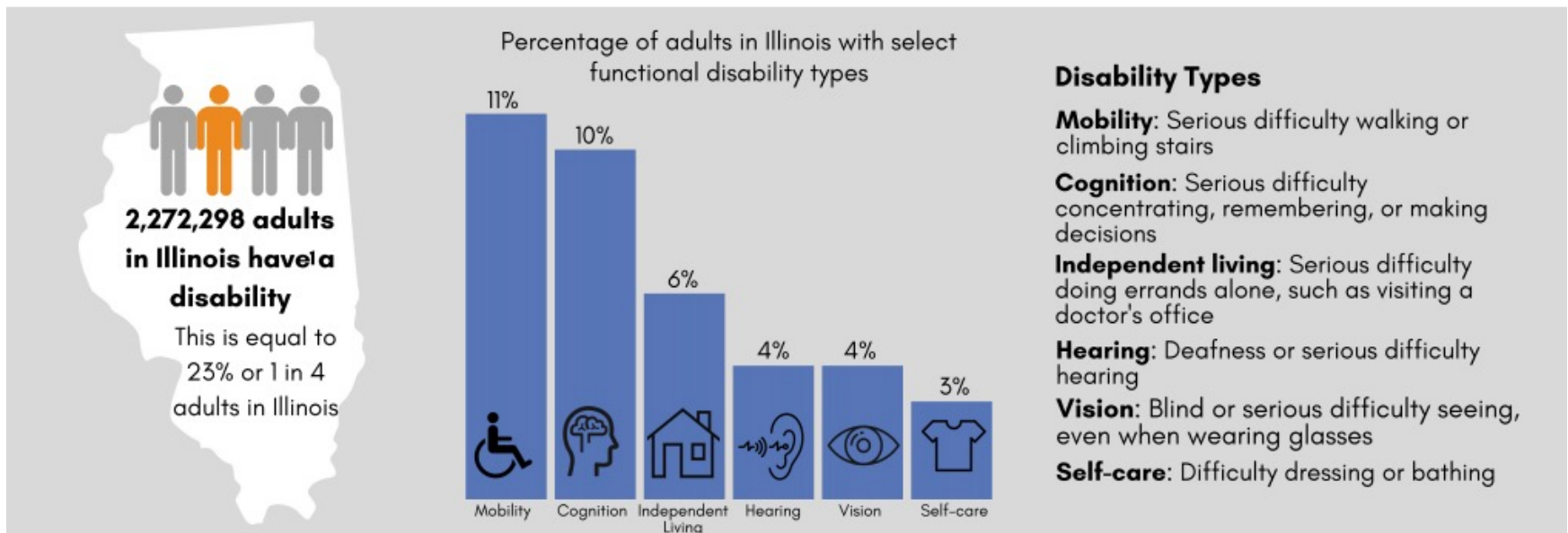
The percentage of people
living with disabilities is
highest in the South

*According to the 2020 CDC report; cdc.gov/disabilities

CDC's National Center on Birth Defects and Developmental Disabilities
DISABILITY IMPACTS ILLINOIS



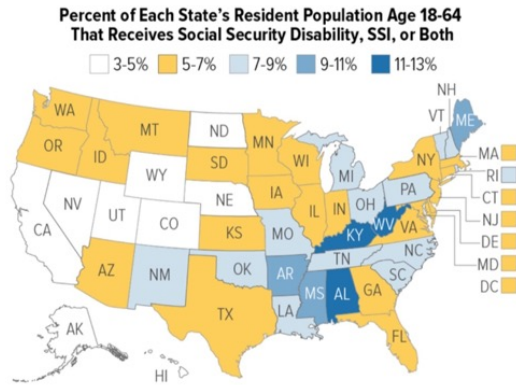
Everyone can play a role in supporting more inclusive state programs, communities, and health care to help people with, or at risk for, disabilities be well and active in their communities. Join CDC and its partners as we work together to improve the health of people with disabilities.



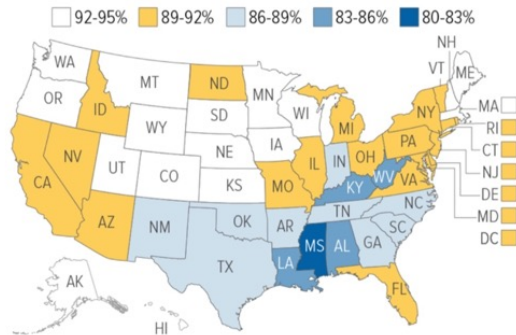
*According to the 2020 CDC report; cdc.gov/disabilities

SSDI Stats

States with Low Educational Attainment Generally Have High Rates of Disability Receipt



Percent of Each State's Native-Born Population 25 and Over That Has Completed High School

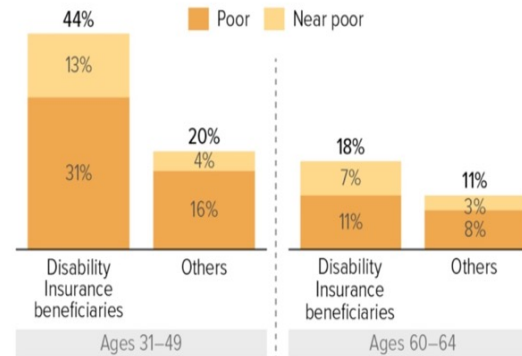


Source: Data for 2013, from Social Security Administration and Census Bureau

Many SSDI beneficiaries are poor. Poverty rates are about twice as high for SSDI beneficiaries as for others – even including their benefits. Overall, about one-fifth of all disabled-worker families are poor; without SSDI, nearly half would be.



Disability Insurance Beneficiaries Have High Poverty Rates



Note: Near poor is defined as income between 100 and 125 percent of the poverty line. The Urban Institute did not publish data for people aged 50-59, but we expect the results would be similar.

Source: Urban Institute.

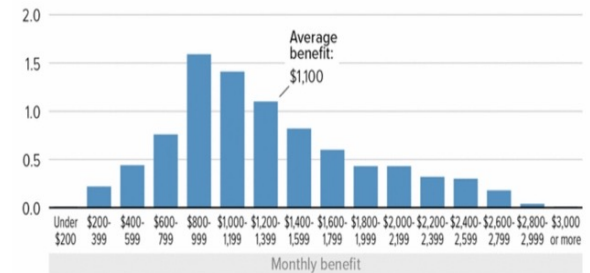
SSDI benefits are modest. The average disabled-worker benefit is about \$1,236 a month, and 90 percent of beneficiaries get less than \$2,000 a month.

Most beneficiaries – especially unmarried ones – rely on SSDI for most of their income. SSDI benefits replace about half of past earnings for a median beneficiary.



Disability Insurance Benefits Are Modest

Number of beneficiaries (in millions) by size of monthly benefits, June 2019



Source: Office of the Chief Actuary, Social Security Administration

Thank you

General questions regarding disabilities, accommodations, to discuss your workforce needs, and apprenticeships, or want to make your workplace more disability inclusive

Call 800-843-6154,
Monday – Friday, between 8AM-530PM

Visit us online for more information:

www.dhs.state.il.us

All questions regarding this NOFO must be submitted in writing via email to: apprenticeship@illinoisworknet.com



<https://www.illinoisworknet.com/ApprenticeshipNOFO2021>

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Apprenticeship NOFO Website



Background

In June 2021, Illinois received a *State Apprenticeship Expansion, Equity and Innovation Grant* for approximately \$6 million from the U.S. Department of Labor (USDOL) to develop, modernize and diversify Registered Apprenticeships in Illinois. The objective of this Notice of Funding Opportunity (NOFO) is to diversify apprenticeship programs and find innovative ways of employing the apprenticeship model to meet the needs of businesses, resulting in a total of 750 new registered apprenticeship programs by the end of 2024. It is Illinois' goal to use this NOFO to increase apprenticeship opportunities for historically underrepresented populations, including but not limited to: individuals with disabilities; youth from underserved communities; older workers; returning citizens from incarceration; and workers in jobs that have been severely impacted by COVID, such as the Arts, Entertainment, Recreation and Hospitality industries. This NOFO supports the Governor's priority of expanding apprenticeship opportunities in Illinois.

For more information about Apprenticeships in Illinois, visit [ApprenticeshipIllinois.com](https://www.ApprenticeshipIllinois.com).



Comments & Questions



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Department of Commerce
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JB Pritzker, Governor