

### THEGOAL

to create qualified workers and link them to hiring companies, by:

Clear,

business-defined

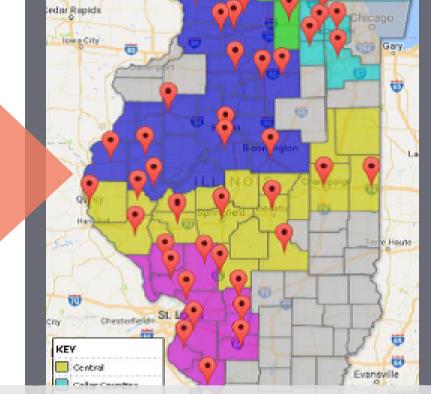
career pathways

Reducing time needed to fill critical job openings with qualified workers

Accelerating time to earnings via internships and on-the-job training

Providing competency-based training for stackable, industry recognized credentials

Reducing time needed to earn industry recognized credentials



Five selected Illinois Economic Development regions

#### Embedded lean principles in sector-based talent development Ongoing engagement with Drug test manufacturing passage required sector employers, associations and other experts

Key Features

Expanded paid work-based learning opportunities: work experience, internship, on-the-job (OJT)

Open entry / open exit via personalized training plans

#### **GENERAL PARTICIPANT PROFILE**

- 40 Year Old, White Male
- High School Diploma

INNOVATION

- Highly Motivated
- Manufacturing Experience
- 0% Drug Screening Failure Rate
- Employment Barrier: Criminal Record

#### **Everyone in the Program Group received:**

Enhanced career exploration

Personal skill gap analysis

Personal training plan

Training for stackable, industry recognized credentials

# Supportive Services Paid Internships

OJT

Stackable Credential Training

Essential Work Skills Training

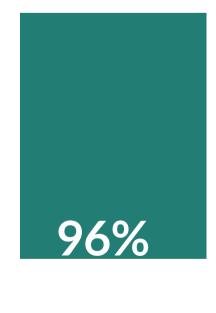
No One-Size-Fits All

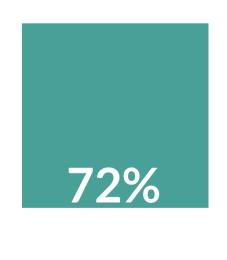
Services could include any mix of technical, workplace and skill training:

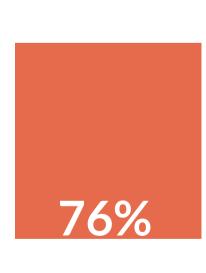
## ENROLLMENT & TRAINING

#### ATIM Group

Control Group







24%

20%

21%

VS.

Enrolled in Training Completed Training Earned Industry Credential

The percent of ATIM participants entering training was 72 points above the control group

The percent of ATIM participant successful completion rates was 52 points above the control group

The percent of ATIM participant credential attainment rates was 55 points above the control group

On average, individual ATIM participants earned 2 industry credentials more than the control group

# EMPLOYMENT

**ATIM Participant Outcomes** 

#### Total Earning by Group

#### \$50,000 -----\$40,000 \$30,000 \$20,000 \$25,000 \$20,000 \$20,000 -----\$10,000 -----\$15,000 \$15,000 **ATIM Participants** Control Group

1 YR After RA 2 YR After RA

71% of Enrolled

**Exited with** 

**Employment** 

63% of these

**Employment** 

**Training Related** 

**Exited into** 

Random Assignment Treatment **Group (excludes veterans)** 

(includes veterans) 75% of Enrolled Earned an Industry Credential

**Full Treatment Group** 

94% of these Exited with Employment

60% of these Exited into Training Related **Employment** 

#### Two years after random assignment,

• ATIM participants earned approximately \$5,000 more than control group members • ATIM participants were employed more than 1/3 of a quarter longer than control group members

PROJECT PARTNERS Social Policy Research Associates

Illinois Department of Commerce and Economic Opportunity Illinois Department of Employment Security Illinois Community College Board Illinois Pathways Manufacturing STEM Learning Exchange SIU Center for Workforce Development

WORKFORCE Innovation FUND ACCELERATED TRAINING FOR ILLINOIS MANUFACTURING