

REGIONAL SHOWCASE: LWIA #7

TUESDAY, FEBRUARY 4, 2025

Apprenticeship
ILLINOIS.com

Prepare • Train • Retain

APPRENTICESHIP SPECIALIST(S):

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CHICAGO COOK WORKFORCE PARTNERSHIP:

BUSINESS RELATIONS AND ECONOMIC DEVELOPMENT (BRED) TEAM



Illinois
Department of Commerce
& Economic Opportunity
OFFICE OF EMPLOYMENT & TRAINING
JB Pritzker, Governor

WELCOME!

TIME FOR A BRIEF POLL



ABOUT APPRENTICESHIP ILLINOIS:



Our Regional Apprenticeship Specialists will...

- **DCEO's Top Priority:** Apprenticeship Specialists create new apprenticeship programs, completing all the necessary registration paperwork on behalf of program sponsors to create a simple, streamlined process for employers!
- Conduct in-person and virtual apprenticeship outreach through events and employer consultations
- Receive and pursue referrals received to the Apprenticeship Illinois website
- Connect employers to intermediary partners and other applicable services
- Collaborate with Integrated Business Services Team for greater, collective impact

INTRODUCTION

The **Chicago Cook Workforce Partnership** (The Partnership) is a non-profit umbrella organization that operates one of **the largest public workforce systems in the country**. As the designated administrator of federal workforce development funding for the **City of Chicago and Cook County**, The Partnership oversees a network of approximately **70 community-based organizations, American Job Centers, satellite sites, and sector-driven centers**. The organization also oversees a **diverse portfolio of workforce initiatives** representing corporate and philanthropic funds leveraging non-federal workforce development funding.

For more information, visit <https://chicookworks.org/>. Focusing on the region's labor market, The Partnership provides training, business services, career coaching, and data analysis, in the following high-growth and high-demand industries



WHY APPRENTICESHIP?

The Employer Case for Apprenticeship

TPM Outcomes

↓ Onboarding Costs

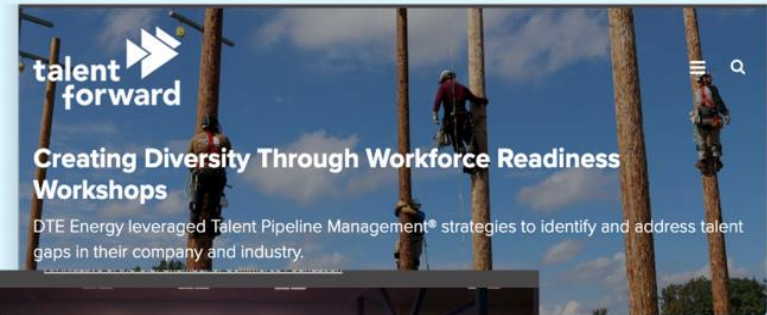
↑ Retention

↑ Career Advancement

↑ Workforce Diversity



U.S. Chamber of Commerce
Foundation





Talent Management Process (TPM)



Talent pipeline management is a **strategic process that proactively identifies, attracts, develops, and retains a pool of qualified candidates to meet your current and future talent needs**



STRATEGY 1: ORGANIZE FOR EMPLOYER LEADERSHIP AND COLLABORATION

Create a collaborative that organizes employers to identify the most promising opportunities for engagement around similar workforce needs.



STRATEGY 2: PROJECT CRITICAL JOB DEMAND

Develop projections for job openings to determine with accuracy the type of talent and how much of it employers need.



STRATEGY 3: ALIGN AND COMMUNICATE JOB REQUIREMENTS

Create a shared language to better communicate competency, credentialing, and other hiring requirements of critical jobs in ways that allow employers to signal similarities and differences.



STRATEGY 4: ANALYZE TALENT SUPPLY

Identify where employers historically source their most qualified talent and analyze the capacity of those sources—as well as untapped talent sources—to meet projected demand.



STRATEGY 5: BUILD TALENT SUPPLY CHAINS

Build and manage the performance of talent supply chains to create a positive return on investment for all partners.



STRATEGY 6: ENGAGE IN CONTINUOUS IMPROVEMENT & RESILIENCY PLANNING

Use data from your talent supply chain to identify the most promising improvement opportunities to generate a better return on investment in the future.

MEANINGFUL EMPLOYER ENGAGEMENT



- ☐ Evolved momentum of apprenticeship work in alignment of Talent Pipeline Management (TPM)
- ☐ The Partnership's strategy PY24 was to develop and expand awareness and opportunities throughout defined LWIA 7 industry sectors, and to build knowledge and subject matter experts regionally through the American Jobs Center network.
- ☐ Partners include four (4) contracted Sector Centers, to include American Jobs Centers in facilitating the apprenticeship work.
- ☐ All Sector Centers have APIL performance outcomes goals aligned with the main performance grant outcomes metric.
- ☐ The Partnership included contracted 1E Funds via Employment & Employer Services
- ☐ Over 50 percent apprenticeship activities are embedded into American Job Centers.
- ☐ Use of simplified common language, in business lead initiatives
 - ☐ Example: "Earn while you learn" models that can be replicated by business region and/or industry sector.

PROGRAMS IN PROGRESS

LWIA 7: Cumulative Outcome Goals – *Performance Tracking*

- ☐ New Businesses Engaged Number of new businesses engaged: 75 (Actual = 47)
- ☐ # of sponsors that receive apprenticeship support: 10 (Actual = 17)
- ☐ # of partners from underutilized areas that received apprenticeship expansion support: 16 (Actual = 24)
- ☐ # of outreach events (seminars, workshops, stakeholder events coordinated: 50 (Actual = 78)
- ☐ # of Attendees at outreach events (Total Events): 200 (Actual = 1,286)
- ☐ # of Industry Sector Partnerships: 17 (Actual = 17)
- ☐ # of “New” Registered Apprenticeships programs developed: 10 (Actual = 11)
- ☐ # of existing Registered Apprenticeship programs expanded: 8 (Actual = 17)
- ☐ # of new Registered Apprenticeship programs on the Eligible Training Provider: 8 (Actual = 0)
- ☐ # of new Pre-apprenticeship programs developed: 2 (Actual = 0)
- ☐ # of new Pre-apprenticeship programs expanded: 1 (Actual = 0)
- ☐ # of employers engaged that adopt apprenticeship programs as a result of grant project: 10 (Actual = 11)
- ☐ # of IBSTs focused on apprenticeship expansion programs, projects per quarter: 6 (Actual 0)
- ☐ # of new registered apprenticeship programs in active development per quarter: 2 (Actual = 2)

COLLABORATIONS & PARTNERSHIPS IN ACTION

OUR PARTNERS INCLUDE:



WHO ARE THE PARTNERS IN AN INDUSTRY SECTOR PARTNERSHIP?



Partner roles in industry sector partnerships

- 1 Business at Center
- 2 Industry as Partners
- 3 Aligned Community Partners
- 4 Qualified Convener
- 5 Regionally Focused

Local WIOA Business Service Teams

FUNDING INNOVATIONS



Here are some ways we've used Apprenticeship Illinois grant funds and/or WIOA formula funding to support apprenticeship...

- Work-base learning initiatives to include:
 - Paid Work Experience (WEX)
 - On the Job Training (OJT)
 - Incumbent Workers Training (IWTS)
 - Individual Training Accounts (ITA)
- Illinois Tollway, Construction Works Contract
- Good Jobs Challenge
- Clean Energy Jobs Act (CEJA)
- WOTC Credit (IDES)
- Apprenticeship Illinois Business Incentives DCEO Grants
- Digital Literacy (DCEO)
- Community Reinvestment Act (CRA) and TIF (Tax Increment Financing)



CHALLENGES FACED



- ☐ As indicated in our quarterly report, regional work includes apprenticeship working groups to strengthen partnerships with mandated partners.
- ☐ Enhanced IBST intermediary workgroups, using the TPM model to build capacity, develop strategy, create awareness, strengthen partnerships and business momentum for long-term regional growth.
- ☐ Capacity building for PY25 and forward to serve as apprenticeship ambassadors.
- ☐ Use of local and national learning models to support change and innovation
- ☐ Create strategies and/or solutions to overcome challenges and barriers.



EFFECTIVE APPROACHES & FUTURE GOALS



- Anchored apprenticeship specialist(s) into American Jobs Centers (AJCs):
- Build out solid foundations by aligning efforts into existing sector partnerships; i.e.: Chicago Healthcare Collaborative, Hospitality Hires Chicago, Good Jobs Challenge, Financial Service Pipeline, Construction Works, Chambers of Commerce and Business
- Use of existing RAP for the OAI admin position into apprenticeship ambassador positions with other chambers.
- Embed and expand business models, business engagement to improve ROI, improve employee retention, career pathways support and upward career advancement.
- Promote TPM as Professional Development within the entire BST network
- Advance TPM model in alignment with current apprenticeship initiatives.

Q&A ? ? ?

Feel free to unmute or drop your questions in the chat!

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