



# APPRENTICESHIP ILLINOIS

## Expanding Apprenticeships Across the State

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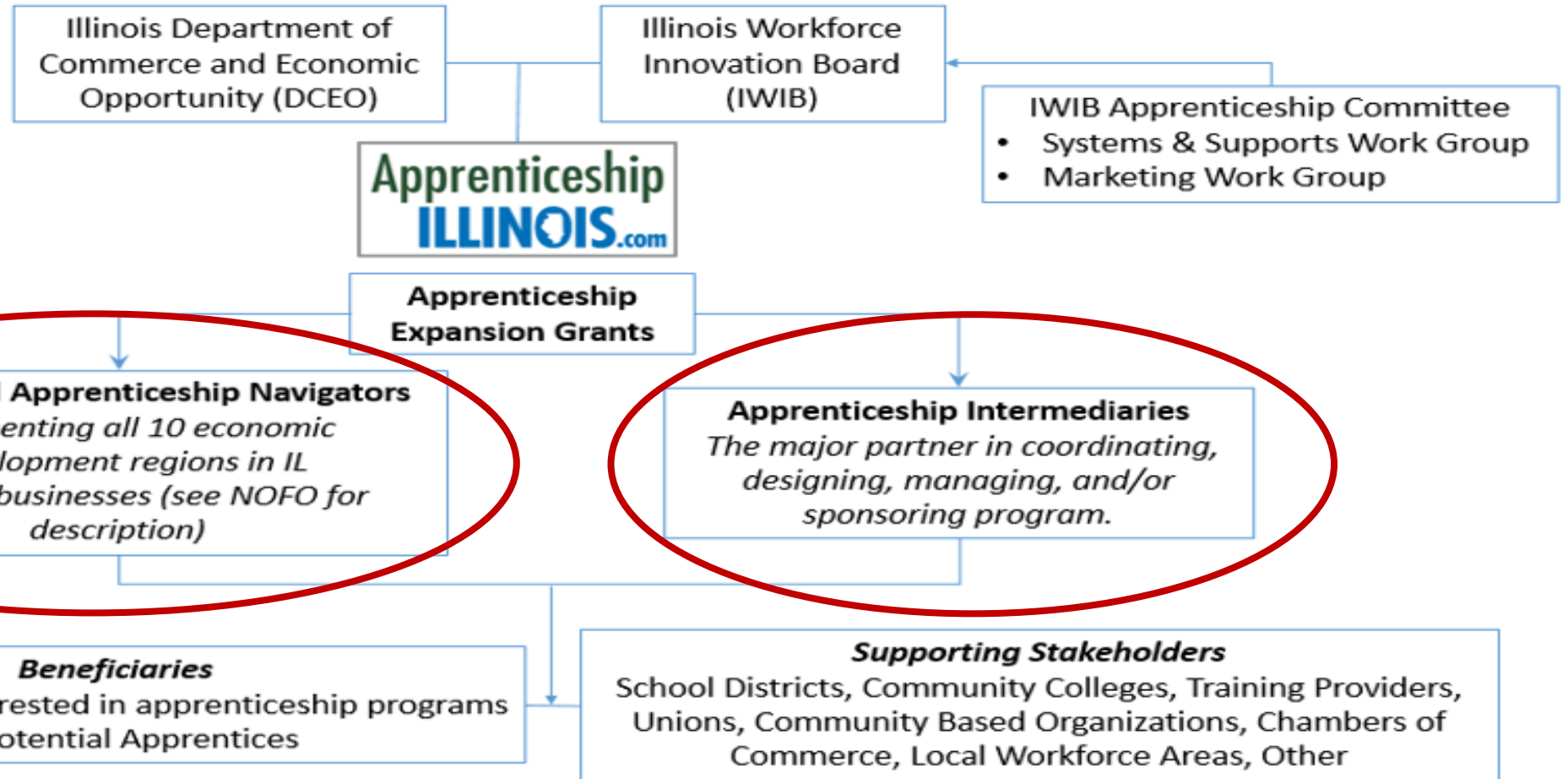
# APPRENTICESHIP ILLINOIS FRAMEWORK

## Expanding Registered Apprenticeships and Work Based Learning Through Navigators and Intermediaries

- Integrate apprenticeship into state strategies and programs
- Rapid development of new programs and/or the expansion of existing
- Development and recruitment of diverse pipeline of apprentices, and
- Easier for businesses to start programs and for apprentices to access

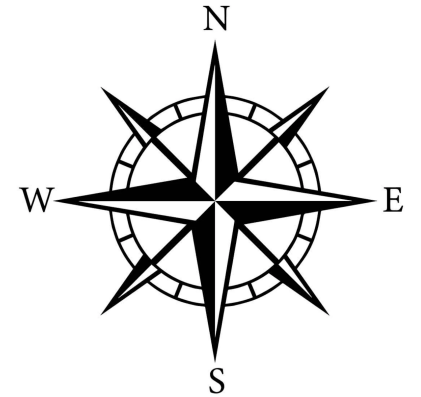
# APPRENTICESHIP ILLINOIS FRAMEWORK

## Apprenticeship Illinois Apprenticeship Expansion NOFO Framework



# APPRENTICESHIP NAVIGATORS

- Key point of contact in region for apprenticeship expansion
- Facilitate development of RAPs with businesses and industries
- Act as convener for regional coordination & system networking
- Support existing and potential intermediaries in the region



# APPRENTICESHIP INTERMEDIARIES

- Coordinate with Navigators and design RAPs
- Recruit apprentices and prepare them for apprenticeships
- Implement and manage apprenticeship partnerships or programs
- Provide participant supports and coordinate training



# RE-ENVISIONING APPRENTICESHIP NAVIGATORS

Embedding the Navigator Functions within the  
Regional/Local Integrated Business Service Teams

# NAVIGATOR ROLES AND RESPONSIBILITIES

- **OUTREACH:** Serve as a point of contact to assist in the development of apprenticeship and work-based learning opportunities
- **PARTNER COORDINATION:** Support the regional coordination of apprenticeship and work-based learning opportunities with employers and workforce / education / economic development partners
- **DIRECT ASSISTANCE IN DEVELOPING APPRENTICESHIPS:** Serve as a subject matter expert to facilitate the establishment of an apprenticeship program based on the needs of the employer





## Serve as Point of Contact in LWIA/Region for Work-Based Learning Opportunities

- ***Coordinate outreach to businesses*** with regional apprenticeship intermediaries, business service teams, education providers, chambers of commerce, and other partners, highlighting the benefits of apprenticeships and other work-based learning opportunities
- Promote and develop ***diversity, equity, inclusion, and access*** strategies
- ***Serve as neutral convener*** for sector partnerships using TPM framework
- Use the ***Regional/Local Workforce Development Plan*** and data to identify opportunities



## Support Regional Coordination and System Networking

- Develop ***extensive stakeholder network*** of public & private sector and facilitate regional coordination
- Identify opportunities for ***program expansion*** and promotion, short and long-term ***demand planning***, competencies, and credentials
- ***Leverage WIOA*** to support incumbent workers & OJT for apprentices
- ***Partner with*** local school districts, technical colleges, unions, other training providers, employers, and community-based organizations

## Facilitate the Development of Apprenticeships with Employers

- ***Consult with employers*** to assess the viability of apprenticeships
- Assist the development of new programs ***throughout the entire process***
- Work with sponsors on program elements & help ***develop new RAP sponsors***
- Identify ***resources and incentives*** available to employers or sponsors
- Provide TA to employers and sponsors, including ***DEIA best practices***

# Starting an Apprenticeship Expansion comprehensive 5-year plan

- Required by USDOL
- Integrating into the Unified State Planning process
- The roles and responsibilities of the Apprenticeship Navigators will be clarified as part of the five-year Apprenticeship Illinois planning process.



# TALENT PIPELINE MANAGEMENT

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- Strategy to address chronic regional and local skill gaps
- Creates consistent messaging, addresses barriers, and aligns workforce solutions
- Supports industry sector partnerships using the TPM strategy
- Success in Illinois for recruiting employers to sponsor apprenticeships
- DCEO provides training & support in TPM framework



# TALENT PIPELINE MANAGEMENT *(cont'd)*

Six Strategies Provide a Talent Supply Methodology & Supports Sector Strategies



**STRATEGY 1:**

Organize for Employer  
Leadership and Collaboration



**STRATEGY 2:**

Project Critical Job Demand



**STRATEGY 3:**

Align & Communicate Job  
Requirements



**STRATEGY 4:**

Analyze Talent Supply



**STRATEGY 5:**

Build Talent Supply Chains



**STRATEGY 6:**

Engage in Continuous  
Improvement & Resiliency  
Planning

# **INTEGRATED BUSINESS SERVICE TEAMS**

## INTEGRATED BUSINESS SERVICE TEAMS

- Four WIOA core partners in the State of Illinois - Department of Commerce and Economic Opportunity's Office of Employment and Training (DCEO/OET), the Illinois Department of Employment Security (IDES), the Department of Human Services' Vocational Rehabilitation (DHS/VR) and the Illinois Community College Board (ICCB) - and other partners
- A framework for workforce, education, and economic development partners to better listen to, learn from, and respond to Illinois' businesses.
- Intended to support talent pipeline strategies
- Designed to assist partners in working together to address the workforce needs of business in a region



# INTEGRATED BUSINESS SERVICE TEAMS

Promote, market, connect, & provide access to initiatives allowing businesses to access and implement available workforce programs and services.

- **Sector-based** – Aligned around regionally identified industry sectors.
- **Transformational** – Platform for dialogue between business and workforce partners.
- **Regional** – Regional in nature.
- **Coordinated** - Coordinated approaches and strategies all partners use.
- **United** – Continue co-locating partners to ensure maximum coordination.
- **Flexible** – Allows for regional innovation and customization.
- **Aligned** – Policies/procedures should be aligned.
- **Allowable** - Partners mandated, related services are still met.

# Five Necessary Components for Integrated Provision of Business Services

- ***Organizational Structure*** – Enables communications among partners to develop a single, reliable, agreed-upon strategy.
- ***Management of Business Intelligence*** – Allows the sharing of information across partners.
- ***Solutions-Based Service Offerings*** – Focuses on delivering timely solutions to businesses.
- ***Emphasis on WBL and Other Business-Focused Services*** – Ties to the solutions that businesses seek.
- ***Accountability and Performance Measurement*** – Enables the measurement of meaningful results.

Integrated Business Service Teams **who successfully implement this framework** are positioned to perform the functions of the Apprenticeship Navigators.

# 2023 APPRENTICESHIP EXPANSION GRANT ACTIVITIES

## 2023 USDOL APPRENTICESHIP EXPANSION APPLICATION

- USDOL distributing Apprenticeship Expansion funds differently
- \$40 million USDOL formula funding supporting States' expansion of RAPs
- Anticipated first grant of a continual five-year program
- IL base funding = \$1.3 million (*July 1, 2023-June 30, 2024*)
- DCEO will distribute like Rapid Response IE funding to LWIBs
- DCEO anticipates \$1-1.2 million for apprenticeship expansion in LWIAs
- Range per grant \$75k - \$175k based on activities & potential impact



## Goal 1: Apprenticeship Illinois Strategic Planning

### State-Level Activities

- State-level apprenticeship ecosystem “map”
- Apprenticeship Illinois Expansion Manual
- Recommendation for new funding tools
- Comprehensive 5-year State apprenticeship plan

### Local-Level Activities

- Regional apprenticeship ecosystem “map”
- Apprenticeship Illinois Expansion Manual
- Incorporate apprenticeship ecosystem expansion into local plan

State Activities vs. Local Activities

## Goal 2: System Development, Support, and Outreach

### State-Level Activities

- Develop CRM & referral system
- Marketing proposal for consistent messaging and outreach
- Standardized marketing materials
- Outreach Toolkit

### Local-Level Activities

- Embed the navigator functions within the IBS teams
- Create strong regional partnerships & develop sector strategies using TPM

State Activities vs. Local Activities

## Goal 3: Coordinate & Expand Services to Workforce & Economic Development Partners



### State-Level Activities

- Design, develop/leverage, implement cross-training content and materials
- Inaugural Apprenticeship Illinois Summit
- Develop & publish annual report of outcomes

### Local-Level Activities

- Participate in design & development of standard training for IBS teams
- Attend training
- Participate in Apprenticeship Illinois partner collaboration

## State Activities vs. Local Activities



## Goal 4: Coordinate & Expand Services to Employers

### State-Level Activities

- Evaluate existing incentives & develop policy recommendations
- Employer Playbook
- RAP Sponsor Guide

### Local-Level Activities

- Support design of new incentives
- Offer incentives to employers to establish new or expand existing RAPs
- Increase participation in industry specific employer collaboration
- Sponsor RAPs or support others to sponsor

State Activities vs. Local Activities

## Goal 5: Coordinate & Expand Services to Job Seekers/Intermediaries



### State-Level Activities

- Develop DEIA & customer-centered design strategies for recruitment & retention
- Apprentice Playbook
- Apprentice Barrier Reduction & other funding

### Local-Level Activities

- Implement DEIA & customer-centered design strategies for recruitment & retention
- Support curriculum development for RAPs or preparing individuals for RAPs

State Activities vs. Local Activities

# PROGRAM ACTIVITIES AND OUTCOMES

## Specific Project Outcomes, Goals, and Deliverables

- Number of new businesses engaged
- Number of sponsors that receive apprenticeship expansion support
- Number of partners from underutilized areas that receive apprenticeship expansion support
- Number of businesses that receive incentives
- Number of outreach events (seminars, workshops, stakeholder events coordinated)
- Number of attendees at outreach events
- Number of industry sector partnerships/employer collaboratives developed

## Specific Project Outcomes, Goals, and Deliverables *(cont'd)*

- Number of industry sector partnerships/employer collaboratives supported
- Number of new Registered Apprenticeship programs developed
- Number of existing Registered Apprenticeship programs expanded
- Number of new RAPs on the Eligible Training Provider List (ETPL)
- Number of new Pre-Apprenticeship programs developed
- Number of existing Pre-Apprenticeship programs expanded
- Total number of new employers engaged that adopt apprenticeship programs as a result of the grant project



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