APPRENTICESHIP ILLINOIS
Expanding Apprenticeships Across the State

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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

- Illinois Department of Commerce and Economic Opportunity (DCEO)
- Illinois Workforce Innovation Board (IWIB)
- IWIB Apprenticeship Committee
  - Systems & Supports Work Group
  - Marketing Work Group

Apprenticeship Expansion Grants

10 Regional Apprenticeship Navigators
Representing all 10 economic development regions in IL
Recruits businesses (see NOFO for description)

Apprenticeship Intermediaries
The major partner in coordinating, designing, managing, and/or sponsoring program.

Beneficiaries
- Businesses interested in apprenticeship programs
- Potential Apprentices

Supporting Stakeholders
School Districts, Community Colleges, Training Providers, Unions, Community Based Organizations, Chambers of Commerce, Local Workforce Areas, Other
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
• **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.
• 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
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• 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”
- Recommendation for new funding tools
- Comprehensive 5-year State apprenticeship plan

Local-Level Activities
- Regional apprenticeship ecosystem “map”
- 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
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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