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# Strategies and Resources for Equitable Workforce Development in Illinois

WEI Summit  
June, 2024

***Dave Friedman*** - IWIB Board Member | CEO, Autonomy Works

***Gina Wells*** - IWIB DEIA Committee Facilitator, American Institutes for Research



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# Today's Speakers



**Dave Friedman**

*IWIB Member*  
*Chief Executive Officer*  
**Autonomy Works**



**Gina Wells**

*IWIB DEIA Committee*  
*Facilitator*  
**American Institutes**  
**for Research**



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# Our Session Goals

- Discuss equity in the context of workforce development
- Highlight examples of IL's equitable workforce development strategies
- Discuss your experiences with this work
- Explore key resources to support your efforts

# We want to hear from you!

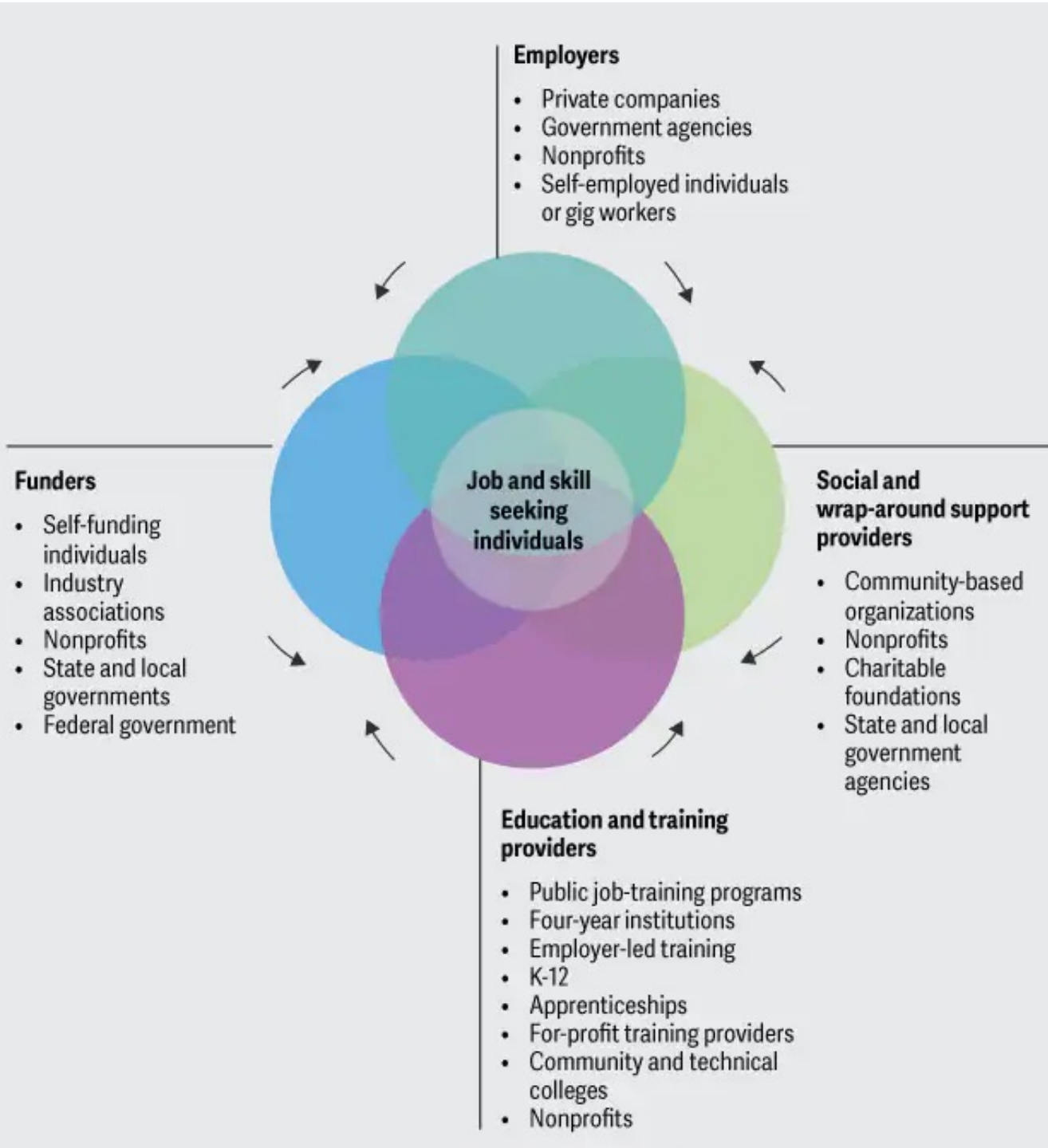
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- Who's here?
- What do you want to learn?
- What does equitable workforce development mean to you?
- How are you connected to the IL Workforce System?

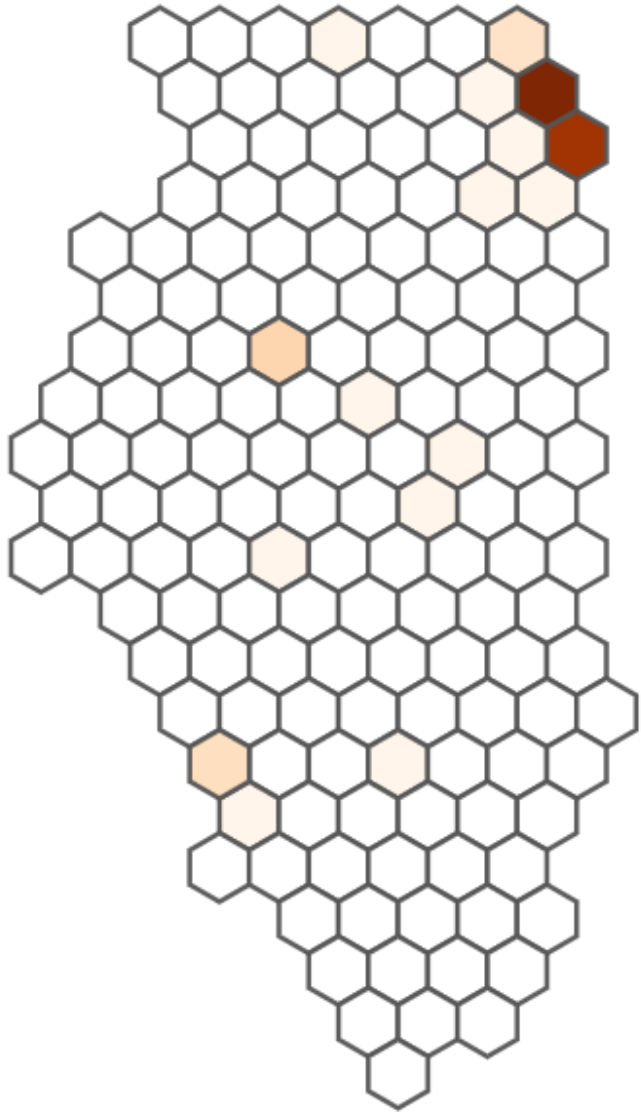


# We are part of a shared workforce development ecosystem

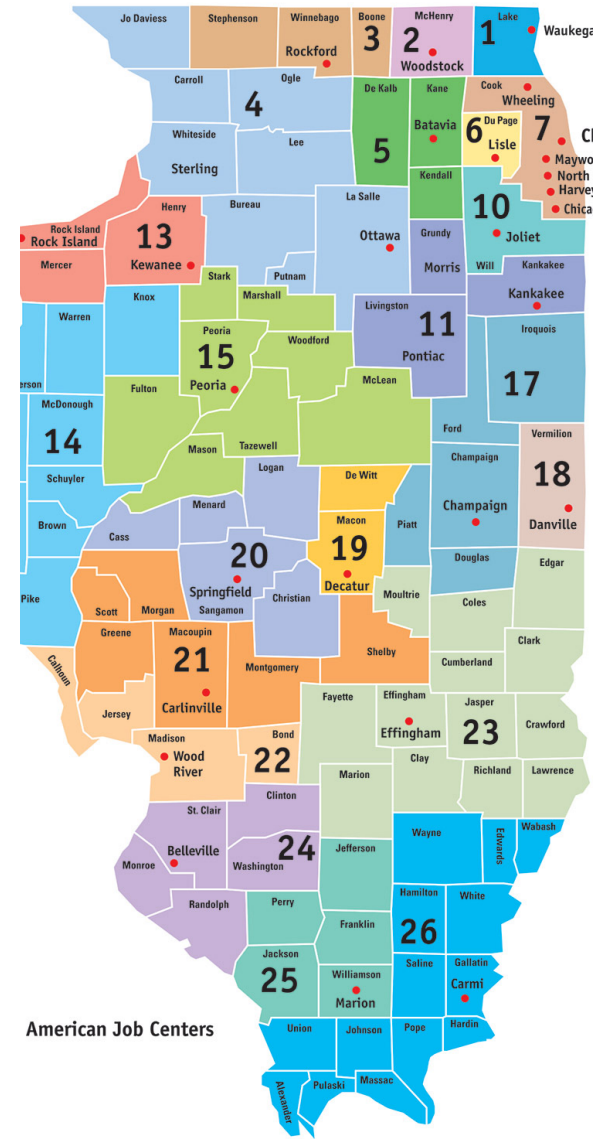
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# 18 WEI Colleges



# 22 Workforce Innovation Boards







# Local Workforce System Functions

## Employment Services

- To help workers of all ages explore career interests, find jobs, and advance

## Education and Training

- To prepare workers for careers by developing occupational and technical skills; basic academic skills, such as reading, writing, and math; and career readiness skills, such as teamwork, critical thinking, professionalism, conflict resolution, and communication

## Supportive Services

- Can include both personal or academic supports to help people be successful in education, training, or work

## Employers' Human Resources Needs

- Including defining hiring needs and job requirements, advertising for available positions, recruiting and screening candidates, onboarding new employees, and supporting and upskilling incumbent workers

## Job Quality and Access

- For job seekers and workers by working with employers to adopt "high road" strategies (better pay, predictable schedules, and other benefits) or advocating for changes, such as in local or state wage policies, hours, and working conditions

Discussion:  
What role does  
the local  
workforce system  
play in your WEI  
activities?

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Illinois is committed to applying an equity lens to our workforce development strategies to help ensure that our most vulnerable populations gain skills and access good jobs.

# Many Dimensions of Diversity



- Gender/race/ethnicity
- Disability status | Veterans
- The LGBTQ+ community
- Justice-impacted populations
- Immigrant populations | Rural residents
- Homeless and homeless youth
- Low-income individuals
- Foster care youth and alumni
- Migrant and seasonal workers
- Individuals working to achieve their high school equivalency
- Persons receiving public assistance
- Individuals who are basic skills deficient

**...and intersectionality**



# Workforce system customers face significant historical and ongoing barriers to meaningful work

## Historical Factors

- Racial segregation
- Policies and beliefs that prevented women, people of color, and people with disabilities from accessing education and higher paid professions

## Ongoing Factors

- Discriminatory hiring practices
- Justice impacted
- Lack of affordable childcare
- Disparities in generational wealth

**What other barriers are you thinking about?**

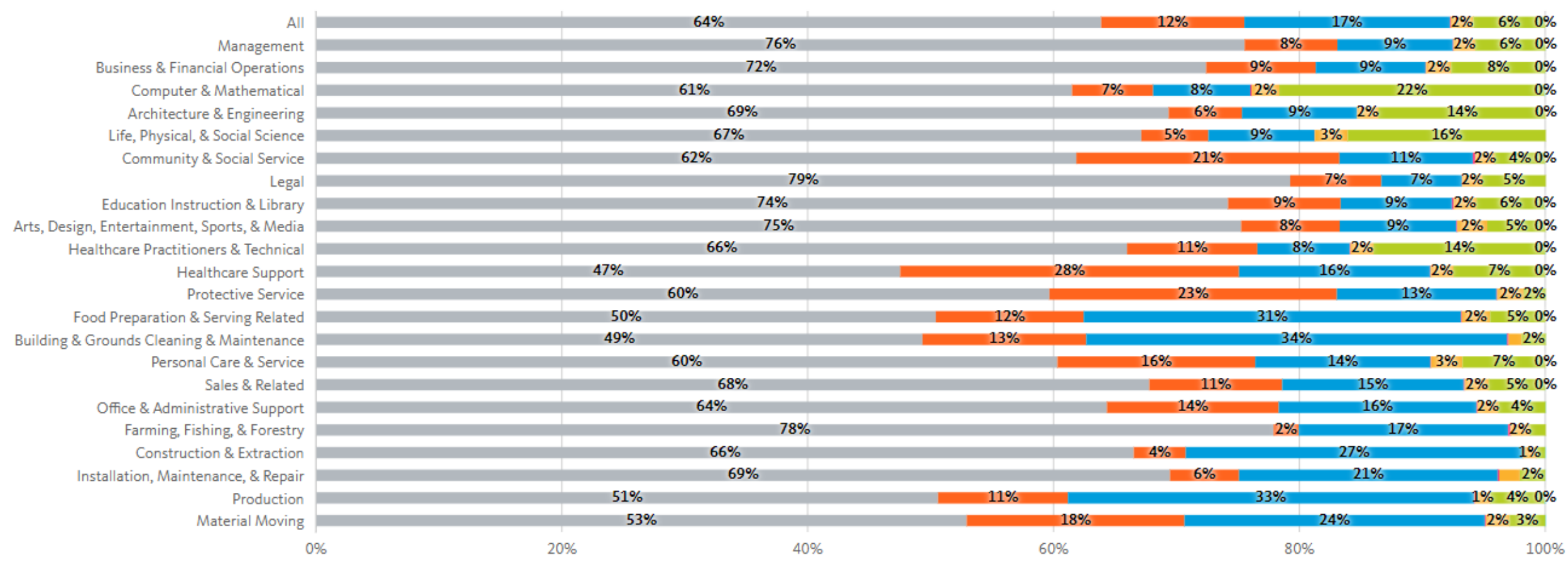
# Occupational segregation ? Illinois

Percent of workers by race/ethnicity and occupational group: Illinois; 2020

Source: [National Equity Atlas](#)

■ White 
 ■ Black 
 ■ Latino 
 ■ Native American 
 ■ Mixed/other 
 ■ Asian American 
 ■ Pacific Islander

SELECT BREAKDOWN ▾ 
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# WEI Training and Occupational Segregation

- **Transportation:** [Aviation Technician](#), [CDL Truck Driving](#), [Supply Chain / Logistics](#)
- **Computer Technology:** [Amazon Web Service](#), [Cisco Certified Network Associate \(CCNA\)](#), [CompTIA A+ IT Basics](#), [CompTIA Security+](#), [Computer Support Specialist in Cybersecurity](#)
- **Manufacturing:** [Automated Screw](#), [Building Maintenance](#), [Cold Forming](#), [Computer Numerical Control \(CNC\) Operator](#), [Industrial Machinery Mechanics](#), [Welding](#)
- **Healthcare:** [Basic Nurse Assistant](#), [Certified Nurse Assistant \(CNA\)](#), [Clinical Medical Assistant \(CMA\)](#), [Licensed Practical Nurse \(LPN\)](#)
- **Repair:** [Automotive Collision Repair](#), [Automotive Diesel Mechanic / Technician](#), [Automotive Engine Repair](#), [Heating Ventilation Air Conditioning \(HVAC\)](#), [Heating Ventilation Air Conditioning Refrigeration \(HVACR\)](#)
- **Construction:** [Construction Carpentry](#), [Construction General](#), [Construction Management](#), [Masonry](#), [Plumbing](#)
- **Services:** [Administrative Management & Technology](#), [Barber Technician](#), [Bookkeeping](#)
- **Education:** [Child Development - Preschool Education](#)





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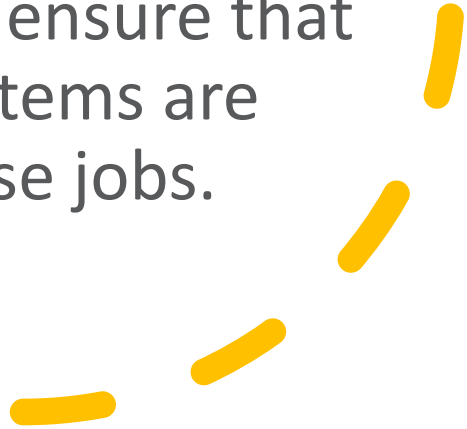
# Barriers AFTER Training

- A “chilly climate” in the workplace: discouraging, unwelcoming, and not conducive to persistence and success
  - Women report experiences of sexual harassment and discrimination in male-dominated industries, occupations, and worksites
  - Black employees’ report greater experiences, relative to those of their White coworkers, of workplaces that are less inclusive, accepting of diversity, and fair.

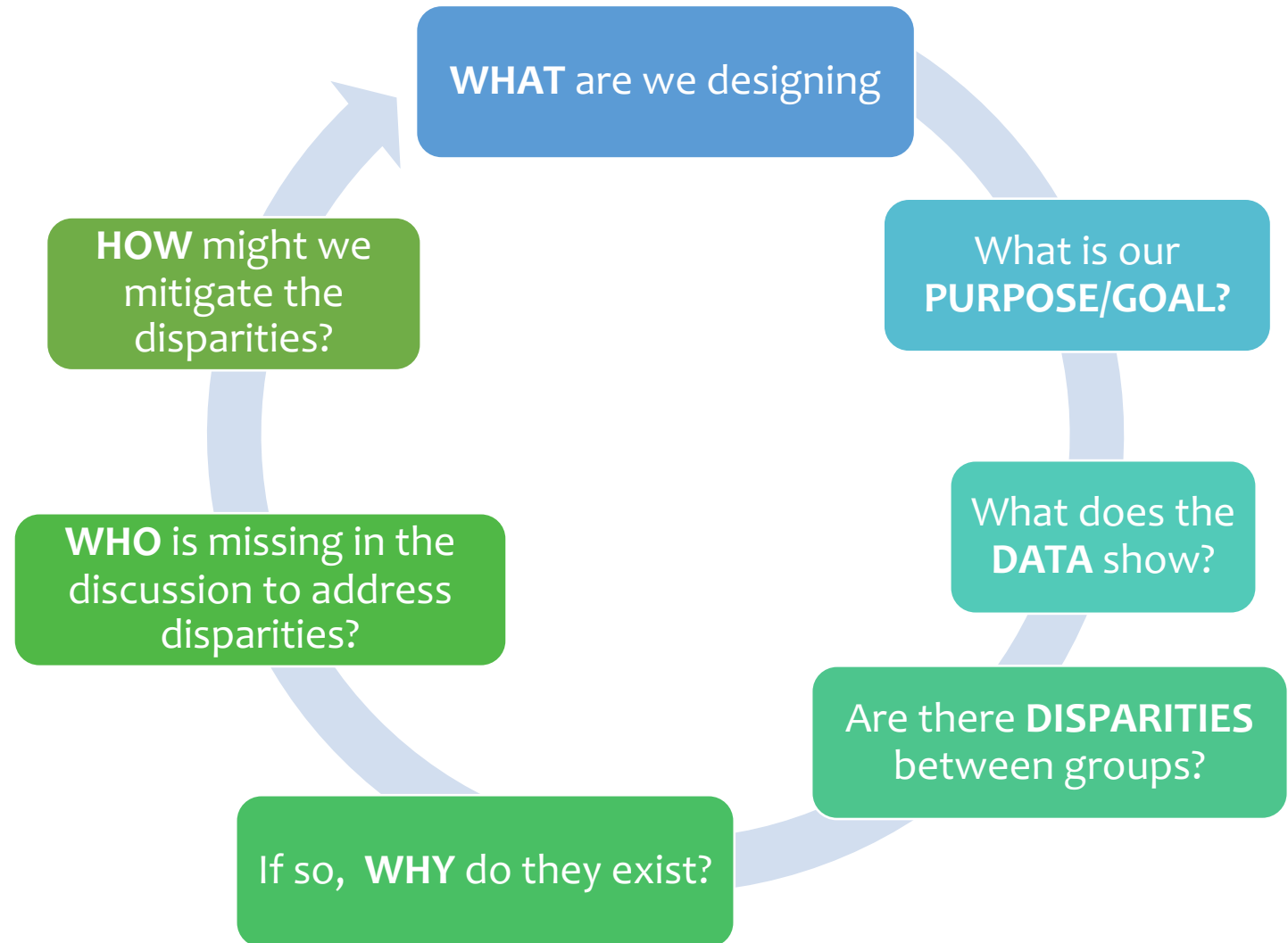
## **What helps improve the odds of persistence and success for those who train for and attain nontraditional roles?**

- Enforcement of antiharassment policies, mentorship, peer support, and employee resource groups

To support jobseekers along pathways to prosperity, the IL workforce system must..

- Disrupt cycles of generational poverty and discrimination through **equitable service design and delivery**
  - Seek out **business partners** willing to change the way their businesses work to access the broadest pool of talented individuals and encourage more businesses to do so.
  - Look beyond today's economy to the **emerging jobs of the future** and ensure that our education and workforce systems are helping all workers to access these jobs.
- 

A key tool to  
this work is  
The  
**EQUITY LENS.**





# Equity Efforts at the State Level

- Governor's Commission on Workforce Equity and Access
- IWIB Equity Taskforce and current DEIA Committee
- WIOA State Plan
- Higher Education Strategic Plan centers equity
- Local/Regional Planning Guidance
- Professional development for workforce development professionals
- WEI/CEJA/other state-funded efforts
- State Agency Priorities and Activities
  - Programs and Policies
  - Budgets
  - Systems
  - Processes



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# Tools to Support Vision and Action



## Anti-Racist Workforce Development System Framework

Together with community and institutional leaders, Chicago Jobs Council is reimagining our workforce system so all people can thrive through employment.

Our vision is to create an anti-racist workforce development system and employment equity so that everyone can realize their unique pathway out of poverty.

### An Anti-Racist Workforce System:

- Prioritizes every worker's future financial stability, career pathway and economic security.
- Honors the humanity of all people, is inclusive, race-explicit, addresses the larger economic system and centers those most impacted by systemic racial injustice.
- Builds transformative relationships between people and systems; focusing on equitable access, providing quality jobs, and removing funding obstacles that inhibit progress.



Program  
Design



Client  
Engagement  
& Service  
Delivery



Policy,  
Development  
& Design



Partnerships,  
(Employers,  
Funders, CBO)

**Values:** Holistic • Restorative • Trust and Respect for all  
Inclusive/Expansive • Transformative • Transparency





Let's Talk.

How is equity showing up in your work?

How might the WIOA-funded workforce system support your efforts?



# Regional and Local Efforts



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# Five Things Local Boards can Do to Advance Equity

- 1. Center the voices of impacted populations.**
- 2. Evaluate data and data-collection processes.**
- 3. Set equity goals and define key terms.**
- 4. Partner with employers to define and support their role in this work.**
- 5. Adopt an inclusive approach to service provision.**



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# Lake County Workforce Development Board

- Lake County WDB Equity Task Force Goals
  - **Strengthen understanding** of the interrelationship between diversity, inclusion, and equity through education and training.
  - **Communicate** the workforce system's diversity, inclusion, and equitable ideals.
  - **Demonstrate leadership commitment and accountability** to promote a diverse and inclusive workforce system culture
  - **Use data collection and reporting**
- Inclusive Leadership Campaign
  - [https://youtu.be/SvmN\\_UIJNJE](https://youtu.be/SvmN_UIJNJE)





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https://www.theworkforceconnection.org/diversity-equity-inclusion-belonging/



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[Diversity, Equity, Inclusion & Belonging](#)

[Labor Market](#) [Get Connected](#) [Donate](#)

## Diversity, Equity, Inclusion and Belonging in Action

Want to learn more about Diversity, Equity, Inclusion and Belonging or create a DEIB plan for your workplace and don't know where to start? Check out our resources below.

**EEOC OVERVIEW**

Updates and Benefits of Complying with Labor Laws

**Employment Laws and Benefits All Hiring Managers Should Know**

U.S. Equal Employment Opportunity Commission Virtual Workshop-Updates and Benefits of Complying with Labor Laws 11/15/23 1-2 pm

**For Employers**

- Private Employers
- Federal Employers
- State & Local Governments

**JAN Workplace Accommodation Toolkit**

JAN – Job Accommodation Network

JAN Workplace Accommodation Toolkit for Employers

[read more](#)

U.S. Department of Labor, Office of Disability Employment Policy provides Diversity and Inclusion resources...

The U.S. Department of Labor's website provides many helpful resources such as Building an Inclusive Workforce, Employer Assistance and Resource Network on Disability Inclusion (EARN), Campaign for Disability Employment and much more.

[read more](#)

[Need Help?](#)





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# WESTERN ILLINOIS WORKS

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Serving Adams, Brown, Hancock, Henderson, Knox,  
McDonough, Pike, Schuyler, and Warren Counties

- Soliciting a request for applications from a qualified DEIA Consultant to develop and implement a DEIA initiative in Western Illinois.
- Application were due April 22, 2024.



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DuPage County Workforce  
Development Division



## Equity Lens in Planning

*[We note] an imbalance in the number of male versus female enrollees. Where historically those numbers would show a near 50%/50% split, the years post-COVID showed a heavy tilt toward male enrollees (PY20- 59% Male, PY21- 65% Male, PY22- 62% Male.) Increased attention has been paid toward supporting women as they decide to return to work post-pandemic. Although slight improvements have been noted in the data, additional attention will need to be paid to this disparity over the course of this plan.*



# Resources



# Resource Categories

- Supporting Vision and Action
- Analyzing Data
- Designing Services
- Working with Business
- Deepening your Personal Practice



# Tools to Support Vision and Action

- [Building an Equitable Workforce Requires Partnerships at Every Level](#)
- [Ready for Equity in Workforce Development – Equity Readiness Assessment Tool](#)





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# Tools to Help Analyze Data

- [WIOA by the numbers Interactive Data Analysis Tool \(USDOL\)](#)
- [The Essentials of Disaggregated Data for Advancing Racial Equity](#)
- [The Power of Disaggregated Data in Workforce Development](#)
- [Analyzing Root Causes of Problems: The "But Why?" Technique](#)



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# Tools to Design Equitable Services

- [The Three Spheres of Equity in Workforce Development Programs](#)
- [Foundational Career Coach Skills Training - Jobs for the Future \(JFF\)](#) - a skills-based, human-centered, and equity-driven approach to creating deeper relationships and better understanding between career coaches and clients.



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# Tools for Working with Businesses

- [Activator Training Program - Jobs for the Future \(JFF\)](#) - Learn how to engage employers in implementing more equitable hiring and talent management practices
- [Increasing Employer and Workforce System Customer Access to Good Jobs](#)
- [Job Quality Tools: Equity and Inclusion - The Aspen Institute](#)
- [Duluth Workforce Development Board's Diversity & Inclusion Employer Action Guide](#)



# Tools for Deepening your Personal Practice

- [Unconscious Bias Training | Office of Diversity and Outreach UCSF](#)
- [Managing Unconscious Bias.pdf | Powered by Box](#)
- [Enhancing Cultural Competence](#)



# Thank you! Please Keep in Touch



**Dave Friedman**

*IWIB Member*  
*Chief Executive Officer*  
**Autonomy Works**  
**dave@emailautonomy.com**



**Gina Wells**

*IWIB DEIA Committee*  
*Facilitator*  
**American Institutes**  
**for Research**  
**gwells@air.org**