Challenges and Meeting Challenges

- **Better Business Engagement** - Develop a new approach to serving Illinois’ businesses and those employed by those businesses. Design an innovative system solution that will leverage current data and system assets to empower economic developers and assist business expansion and development.

- **Improved Dislocated Worker Tracking Tools** - Give responder staff a tool that allows them to readily input and extract data that will equip them with the ability to conduct both proactive and reactive services to businesses laying off, and the workers being laid off.

- **Data Intelligence** - Quality data that is easy to access, easy to understand, and easy to retain and extract.
Any layoff of any size can trigger a Rapid Response. If fewer than 25 jobs are involved, the response shall be coordinated by the affected local workforce area(s). If 25 or more jobs are involved, the State shall coordinate the response.
IL Layoff Workflow

Document the Process

Layoff Step

- Notification
- Initial Meeting
- Outreach Meeting
- Plan for Services
Goal - Comprehensive Services

New and Improved Process

**PROACTIVE – Business Engagement**
- Employer engagement and outreach and identifying business and workforce opportunities and threats throughout the state
- Meet existing and future talent needs of growing companies by offering incumbent worker training programs to help upgrade workers' skills.

**REACTIVE – Layoff Aversion**
- In the case of layoffs and plant closings, the Rapid Response team can quickly coordinate services and provide immediate aid to companies and their workers.
- Quickly and clearly assess the needs of those in jeopardy and locate alternative work options and/or training and a path to successful re-employment.

Rapid Response can provide customized services on-site at affected companies, accommodate many work schedules, and assist company leaders and workers through the difficult transitions associated with job loss.
Technology for Data Driven Decisions

Old Way of doing business:

- Need a specialist with a strong background in technology to **mine data** for information because it is necessary for that person to understand how **databases** and **data warehouses** work.
- Requires staff to reach out to the information technology department (IT) and **request a report**. Someone from the IT department would then **create the report** and **schedule it to run** on a periodic basis. The process is complex, and **ad hoc** reports, also known as **one-off reports**, are informative but not instant.

New way of doing business:

- **Business intelligence tools** often require very little, if any, support from the IT department. Business managers can **customize dashboards** to display the data they want to see and run **custom reports on the fly**.
- The changes in how data can be mined and visualized **allows business executives who have no technology backgrounds** to be able to work with analytics tools and make **data-driven decisions**.

One version of the truth.

The success of the data-driven approach is reliant upon the quality of the data gathered and the effectiveness of its analysis and interpretation.
ILLINOIS Employment Business System

IEBS

Illinois Employment Business System (IEBS) is an economic landscape tool utilized by state and local workforce and education specialists, and economic development specialists to view macro and micro-economic conditions in the state in order to make data-driven decisions regarding self-sustaining jobs and long-term business stability. Data from the system is utilized in state economic development and strategic planning.
Data access is based upon permissions and overseen by a data security officer.

Log into Home screen and access to the amount of data visibility is based upon permission level.
- Owner
- Contributor
- View Only

The level of permissions would be based on user need, completion of a security clearance questionnaire, and usage acknowledgement forms for individual users with signatures.

Filter Options:
- EDR
- LWIA
- County
- Industry
## Overview of System Components

<table>
<thead>
<tr>
<th>Components</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Labor Market Indicator (LMI) Information</strong></td>
<td>Current, accessible and easily searchable LMI data on state economic conditions.</td>
</tr>
<tr>
<td><strong>Global Dun &amp; Bradstreet Business Data D&amp;B Predictive Analytics Tools</strong></td>
<td>Interface with D&amp;B business database of 250 million companies worldwide. Viability Rating on Businesses such as Material Change and Financial Stress Score.</td>
</tr>
<tr>
<td><strong>Organizational Management</strong></td>
<td>Business, location, worksites, and contacts can be identified and bookmarked to conduct outreach and send referrals.</td>
</tr>
<tr>
<td><strong>Layoff Intake – Local and WARN Management</strong></td>
<td>Automated online layoff submission and electronic form. Data transfers directly to the IEBS and send notifications to state stakeholders.</td>
</tr>
<tr>
<td><strong>Layoff Management and Status Dashboards Timeline and Layoff Notes</strong></td>
<td>Layoff at a glance with projected, planned, actual layoffs, timeline, and aversion tracking. Type, timing, occupations, and quantity of layoffs are logged and tracked along with related events.</td>
</tr>
<tr>
<td><strong>Dashboards, Reports, and Tracking Screens</strong></td>
<td>All data is available for on screen visual and graphical views along with exporting to MS Office products.</td>
</tr>
</tbody>
</table>
IEBS Responsive Design

- Mobile-Friendly.
- Full access to IEBS functions and features on the go.
- Works on both Tablets and Phones.
Supply and Demand Data Resource Tool

Labor Market Information

Predictive Analytics & Forecasting

Layoff Tracking and Reporting Tool
Labor Market Information (LMI)

- Access to LMI data and statistics
  - Wages
  - Demographic Characteristics
  - Commuting Patterns
  - Employment Statistics
  - Employment Projections
  - Local Area Unemployment Statistics (LAUS)
  - Local Employment Dynamics (LED)

- Filter Options:
  - EDR
  - LWIA
  - County
  - Industry
County Unemployment Rates for the count compared to:
- National
- State
- LWIA
- EDR
- City
- Municipalities

Summary view displays rates changes over the month and over the year

Selectable timeline to focus in on a specific period.
LMI: County Profile

- **Help Wanted Online**
  - Monthly snapshot of the number of seasonally and not seasonally adjusted online job ad openings posted by Illinois employers.
  - Occupation Group and Employer name connects to DnB Company Profile data.

- **Layoff Summary:**
  - Most recent Layoffs in the county.
  - Largest Layoffs affecting the area in the last 5 years.
  - Current Active Trade Layoffs in the county.
The Dun & Bradstreet Data Cloud is an aggregation of business data from over 30,000 sources.
Predictive Analytics & Forecasting

Global D&B Business Data and Analytic Forecasting Tools

- **Location Quotient** – performance compared to industry and national average
- **Material Change** - business growth and decay dynamics
- **Financial Stress** - current and past shifts in financial stability

**Financial Stress Score™** predicts a firm's likelihood for business to experience financial stress including closure and bankruptcy in the next 2 months.

**Material Change** provides an indicator of a business' current growth trajectory, whether positive, negative or neutral.
Search organizations in IEBS to find businesses that fit a desired profile.
For Workforce and Economic Development, D&B data and analytics enables a strategic connection opportunity to businesses.
IEBS Predictive Analytic Tools

- Company Profiles provide value data in assessing the current state of a company using Financial Stress Scores and Material Changes.

- Ability to see businesses in a radius from the location with tailored with customizable filters.
IEBS Predictive Analytic Tools

- Searchable maps of all companies in Illinois.
- Customizable Filters include:
  - Name
  - Industry
  - Material Change Indicators
  - Business Indicators
  - The New Illinois Opportunity Score
  - And more...
Layoff Tracking and Reporting – (ILDCEO OET)

- Real-time transparency of all ILDCEO OET layoff activity.
- Variety of searchable fields, filters and views to access to the information you want.
- Fully exportable results and reports.
List View provides basic layoff information.

- Ability to search, filter, and sort by:
  - Name
  - City
  - Type
  - LWIA
  - Status
  - Layoff Date
  - Reason for the Layoff
  - Event Cause
  - Industry
Layoff Tracking and Reporting (Map View)

- Option to display map views broken down by LWIA or Economic Development Regions.
- Ability to zoom in to filter for more defined information.
- Clickable pins that show the Layoff Location, Address, and Report Date.
Organization Management

- Add new or update new existing organizations.
- Search for locations using the D&B database.
- Corporate linkage provide Parent Company and all Subsidiaries.
- Add a location to the layoff with the click of a button.
Organization Management

- Organization Data imported from D&B includes:
  - Address
  - Phone
  - FEIN
  - NAICS Codes
  - Main Industry
  - Business Indicators
  - Employee Count
  - Corporate HQ

- Add locations to Organization Structure with ease.
Merge existing Organization information with D&B data.
- Syncs with database
- Option to pick which information source to use.
- Ability to save merged data as new company or overwrite an existing company.
- One-click button to refresh already sync’d organizations
Single screen with drop-downs.

Prefills LWIA/Primary Industry.

Layoff Type automatically calculated based on employee/impacted worker values.

Multiple locations can be attached to a single event.

WARN/Supplemental Notices uploaded and attached to the layoff.

Option to use existing Union information.
- Other companies the union represents.
- National, State, and Local Contacts
- Employment or Job Training Services (if offered by the Union)
- Is the Union on strike.
Layoff Details Page

- Single screen that provides information at a glance.

- Google Maps integration.

- Real-time tracking of all activity entered by LWIA/Rapid Response Team Members.

- Easily searchable notes and documentation.
Layoff Details Page (General Info/Phase)

- Location Information.
- Google Map of Location(s)
- Overview of the Layoff Information such as:
  - Type
  - Status
  - Reason
  - Reported Source/Date
  - Expected Layoff Data
  - # of Dislocated Workers
- Current Status of the work done of the layoff.
Display D&B information about the Organization.

“View Organization Details” displays organization structure and provides option to add additional locations to an already active layoff.
- List all LWIA/Rapid Response and representatives of the layoff location.
- LWIA/Rapid Response member automatically attached and notified when layoff is submitted.
- Dislocated workers surveys integrated into the system.
Layoff Details Page (Notes/Events/Schedule)

- Audit Log of all entries on a layoff.
-Sortable fields.
-Popup modal for Notes and Events.
-Ability to upload supporting documents.
-Tracking of all layoff dates and revisions.
In the process of being redesigned to capture more data and compile a more complete picture of the benefits companies are offering impacted workers.

Will allow Local Areas/Rapid Response staff to develop a better understanding of the immediate needs of the impacted workers, better coordinate their plan for services and identify any additional resources needed to support the event.
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