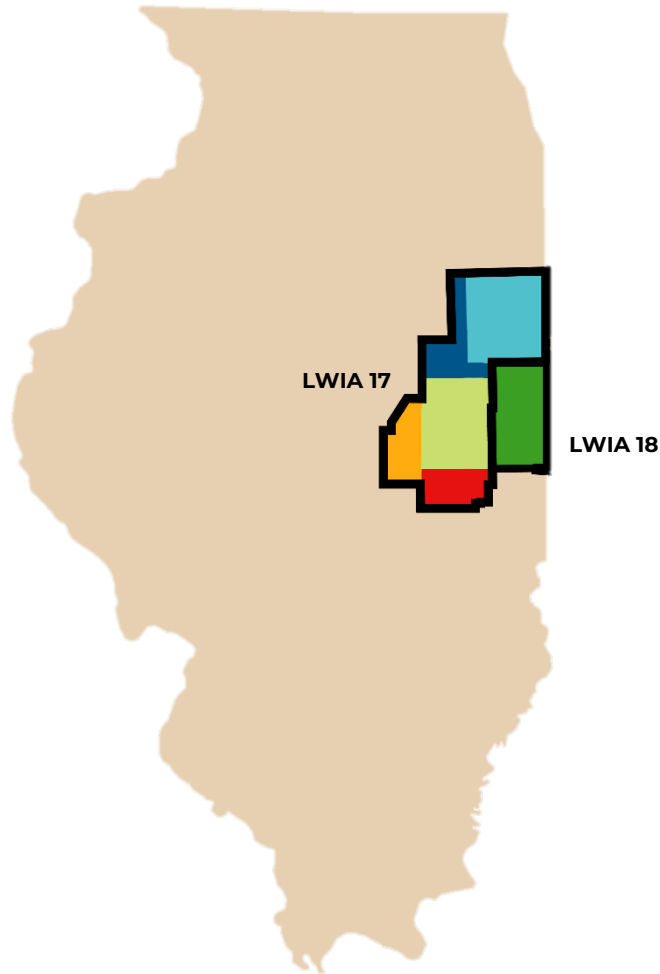


2020

**WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)  
REGIONAL & LOCAL PLAN**

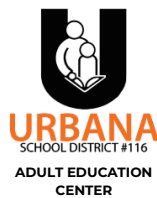


**Economic Development Region 2 &  
Local Workforce Innovation Area 17**

Prepared by<sup>1</sup> staff of Champaign County Regional Planning Commission



In coordination with Regional Partners –



Other contributing Agencies –



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<sup>1</sup> This document was prepared and approved before the COVID 19 pandemic unfolded.

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# Executive Summary

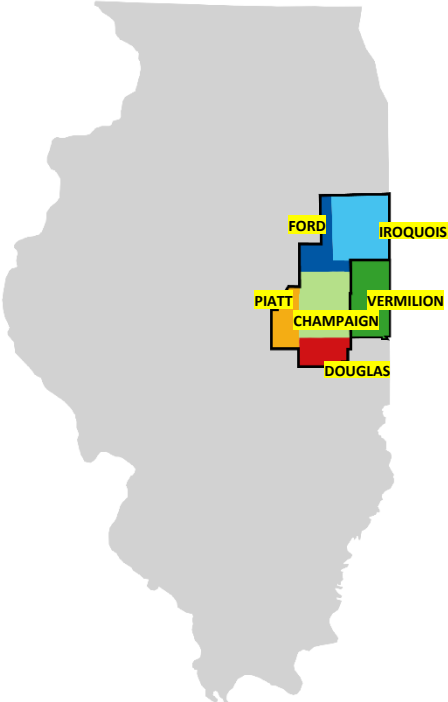
The Workforce Innovation and Opportunity Act (WIOA) of 2014 is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. To foster regional collaboration, states identify regions within their state to promote alignment of workforce development programs with regional economic development strategies. In Illinois, the Governor defined the East Central Economic Development Region (ECEDR) to include the following counties: Champaign, Douglas, Ford, Iroquois, Piatt, and Vermilion counties. For the purposes of the local plan, the Local Workforce Innovation Area 17 consists of Champaign, Douglas, Ford, Iroquois and Piatt.

The first three chapters of this plan fulfill the WIOA regional planning requirements intended to develop, align, and integrate service delivery strategies; support the state's vision and strategic and operational goals; and coordinate resources among multiple local workforce innovation areas (LWIA) in a region. Chapters 4, 5 and 6 address the local planning component of the plan. It contains information about operative systems and policies, performance goals and evaluation and technical requirements and assurances in LWIA 17.

# Introduction

## Planning Region

Under the Workforce Innovation and Opportunity Act (WIOA), Local Workforce Innovation Areas (LWIA) administer public workforce programs. An LWIA is composed of one or more counties that provide workforce development services under the leadership of a business-led Local Workforce Innovation Board (LWIB). For the regional plan, Economic Development Regions are considered as the planning region. An Economic Development Region (EDR) is a designated region consisting of a combination of local areas (or a single local area) that are partially or completely in a single planning region, labor market area, or other appropriate contiguous sub-area of a State, that is designated by the State under WIOA section 106(a), or a similar interstate region that is designated by two or more States under WIOA section 106(b).



This regional plan has been developed for the East Central Economic Development Region (ECEDR) or EDR – 2, which is comprised of LWIA 17 and LWIA 18 as shown in the map. Effective July 1, 2019, Douglas County from LWIA 23 was realigned into LWIA 17. Hence, LWIA 17 is composed of Champaign, Douglas, Ford, Iroquois and Piatt Counties. LWIA 18 continues to contain Vermillion County.

## Vision Statement and Guiding Principles

The East Central Economic Development Region (ECEDR) is driven by the State of Illinois’ workforce vision and guiding principles approved by the Illinois Workforce Innovation Board comprised of business, workforce, education, and state agency officials.

**Vision** - “Foster a region-wide workforce development system that supports the needs of individuals and businesses to ensure Illinois has a skilled workforce to effectively compete in the regional and global economy.”

### Guiding Principles

- Demand-Driven Orientation
- Strong Partnerships with Business at All Levels
- Pathways to Careers of Today and Tomorrow



- Cross-agency Collaboration and Connections
- Integrated Service Delivery
- Equitable Access and Opportunity for all Populations
- Clear Metrics for Progress and Success
- Focus on Continuous Improvement and Innovation

## Strategies

The ECEDR will apply the following key strategies developed in the Illinois WIOA Unified Plan to ensure that future workforce, education, and economic development partnerships are business led while offering individuals clear opportunities to build and upgrade their skills and advance their careers.

- Coordinate demand-driven strategic planning at the state and regional levels
- Support employer-driven regional sector initiatives
- Provide economic advancement for all populations through career pathways
- Expand service integration
- Promote improved data driven decision making
- Advance public-private data infrastructure

## Action Agenda for Workforce Development and Job Creation

Illinois Governor Pritzker's Executive Order 2019-03 directed Illinois State agencies to review targeted growth industries, review investment in targeted industries, and make recommendations to improve workforce resource alignment for disenfranchised communities in 2019. As a result of that examination, the following additional action areas and related steps were developed to be integrated into the WIOA-required plans carried out in Illinois.

- Unite workforce development partners around regional cluster strategies
  - Identify high-impact regional clusters and associated in-demand occupations
  - Implement a coordinated workforce development strategy around regional clusters
- Prepare Illinois workers for a career, not just their next job
  - Increase apprenticeship opportunities
  - Address barriers to successful training and employment
  - Establish and support equity goals and align with Perkins equity goals
- Connect job seekers with employers
  - Shorten time from credential to employment
  - Integrate workforce services across program providers for one-stop customers

## Plan Development and Coordination

The ECEDR Regional Plan has been developed in accordance with the WIOA federal and state guidelines for the purpose of developing, aligning, and integrating service delivery strategies; supporting the state's vision and strategic and operational goals; and to coordinate resources among multiple LWIAs in the region. The ECEDR will undertake the processes and strategies outlined in this plan over the next four years in partnership with all WIOA core and required partners by integrating services as outlined in the IWIB Service Integration Policy (WIOA Policy 18-WIOA-1.13). Service integration is defined as a combination of strategies to align and simplify access to one-stop center services and supports for employers, job seekers and system customers with the goal of providing the best experience possible. Service integration may occur across entities delivering specific services or programs, across time as customer needs change, or both.

Workforce Innovation Boards from LWIA 17 and 18, along with regional workforce system partners will work together to enhance the productivity and competitiveness of communities by linking employers and individuals to the employment and training services they need. Effective coordination at the regional level will allow the workforce resources of the entire region to respond quickly to address workforce needs of local communities and individuals.

## Regional Planning Strategies

- Development of diverse regional partnerships to advance talent development;
- Establishment of regional service strategies, including use of cooperative service delivery agreements;
- Alignment of business and job seeker service delivery strategies to create a world class talent pipeline;
- Development and implementation of sector initiatives for in-demand industry sectors or occupations for the planning region;
- Collection and analysis of regional labor market data (in conjunction with the state) which must include the local planning requirements at § 679.560(a)(1)(i) and (ii);
- Coordination of administrative cost arrangements, including the pooling of funds for administrative costs, as appropriate;
- Coordination of transportation and other supportive services as appropriate;
- Coordination of services with regional economic development services and providers; and
- Establishment of an agreement concerning how the planning region will collectively negotiate and reach agreement with the Governor on local

levels of performance for, and report on, the performance accountability measures described in WIOA Sec. 116(c) for local areas or the planning region.

### Local Planning Strategies

- Direct investments in economic, education and workforce training programs to focus on providing relevant education and training to ensure that individuals, including youth and individuals with barriers to employment, have the skills to compete in the job market and that employers have a ready supply of skilled workers;
- Apply job-driven strategies in the one-stop system;
- Enable economic, education and workforce partners to build a skilled workforce through innovation in, and alignment of, employment, training and education programs; and
- Incorporate the local plan into the regional plan per 20 CFR 679.540.

The core programs and agencies overseeing them for each LWIA are:

1. Title I Adults, Dislocated Workers, and Youth
  - a. LWIA 17 Champaign County Regional Planning Commission
  - b. LWIA 18 Vermilion County Works
2. Title II Adult Education
  - a. LWIA 17 Parkland College
  - b. LWIA 18 Danville Area Community College
  - c. Urbana Adult Education Center
3. Title III Employment Programs under Wagner-Peyser
  - a. LWIA 17 and 18 - Illinois Department of Employment Security (IDES)
4. Title IV Vocational Rehabilitation
  - a. LWIA 17 and LWIA 18 - Department of Human Services - Division of Rehabilitation

In accordance with the Governor's vision for the State Workforce System, the ECEDR's regional planning team included representatives from the following core and required partners:

- Champaign County Economic Development Corporation
- Champaign County Regional Planning Commission – Title I, TAA, CSBG, and YARP
- Danville Area Community College – Perkins and Title II
- Department of Human Services – Division of Family and Community Service – TANF
- Department of Human Services – Division of Rehabilitation – Title IV

- East Central Illinois Community Action Agency – CSBG
- Housing Authority of Champaign County - HUD
- Illinois Department of Employment Security – Title III, UI, Veteran Services, TRA, and MSF
- Illinois Migrant Council - NFJP
- Kankakee Community College – Perkins and Title II
- National Able Network - SCSEP
- Parkland Community College – Perkins and Title II
- Urbana Adult Education Center – Title II
- Vermilion Advantage
- Vermillion County Works – Title I and TAA

# Chapter 1: Economic and Workforce Analysis

The first phase of the East Central Economic Development Region (ECEDR) planning process began in November 2019 with LWIA 18 partners reviewing the previous regional plan and recent IDES data. In the first phase of the plan, before all WIOA partners met to discuss each section of the draft regional plan, the following labor market information was collected and analyzed:

- Economic conditions including existing and emerging in-demand industry sectors and occupations;
- Employment needs of employers in existing and emerging in-demand industry sectors and occupations;
- Labor force's knowledge and skills required to meet the employment needs of the employers in the region, including employment needs in in-demand industry sectors and occupations; and
- Characteristics of the regional workforce considering current labor force employment and unemployment data, information on labor market trends, and educational and skill levels of the workforce, including individuals with barriers to employment.

After Champaign County Regional Planning Commission staff compiled and analyzed the data using input provided by LWIA 18 partners, WIOA partners met in February 2020 to discuss the draft regional plan including data collected, existing trends, programs, services, strategies, vision, goals, etc.

This chapter includes a detailed industry profile and labor force profile for the region supplemented by demographic data to better understand the context of proposed recommendations. The industry profile includes information about the leading, emerging, in-demand industries of the region along with cluster identification and projections. Additionally, demands of the employers, barriers to employment and occupational demands are also discussed in this section. Next, a section on special populations highlights efforts to recognize and support special populations and identify relevant career pathways. Finally, a section on sector partnerships elaborates strategies to expand collaboration opportunities for employers, trainers, students, special populations, employees and job seekers.

## 1.1 Industry Data

The ECEDR planning partners, identified and approved the following industry sectors as priority focus of the plan after reviewing IDES industry data: Manufacturing; Transportation, Distribution and Logistics (TDL); Healthcare; and Construction. The professional and business services sector was also identified but not included in the priorities due to its occupational overlap with many of the sectors already prioritized.

### 1.1.1 Leading, Emerging, Targeted, In-Demand

Figures 1 through 13 display a variety of regional Labor Market Information (LMI) from the Illinois Department of Commerce and Economic Opportunity (DCEO) reviewed by the ECEDR planning partners. After reviewing this information, the planning partners determined that Manufacturing, Transportation & Warehousing, and Healthcare are the three primary industries that are targeted for growth in the region. Figure 4 illustrates the foundation for this decision based on the relative size and steady positive change in employment projected for those industries. Construction was also identified as a strong contributor to the regional economy that will have consistently high employment demand in the next several years. The location quotient for construction is lower than the other industries identified, but several forthcoming construction projects have been announced in the region that will increase employment in the coming years.



Source: *The News-Gazette, Champaign*

Figure 1: Employment by Major Industry, 2016 Estimates and 2026 Projections, ECEDR

NAICS Title	2016 Employment	Projected 2026 Employment	Net Employment Change 2016-2026	Percent Employment Change	Location Quotient	Status of Industry
All Industries	169,853	181,149	11,296	6.70%	-	-
Self Employed Workers	7,557	7,674	117	1.50%	0.80	Emerging
Agricultural Production	6,333	6,394	61	1%	2.60	Leading
Natural Resources & Mining	84	84	0	0%	0.12	Maturing
Construction	4,900	5,456	556	11.30%	0.64	Emerging
Manufacturing	16,209	17,093	884	5.50%	1.21	Leading
Wholesale Trade	7,110	8,912	1,802	25.30%	1.15	Leading
Retail Trade	15,903	16,733	830	5.20%	0.95	Emerging
Utilities	430	453	23	5.30%	0.74	Emerging
Transportation & Warehousing	5,838	6,491	653	11.20%	1.02	Leading
Information	2,762	2,617	-145	-5.20%	0.93	Maturing
Financial Activities	6,227	6,438	211	3.40%	0.69	Emerging
Professional & Business Services	10,244	11,470	1,226	12.00%	0.46	Emerging
Educational Services	37,191	37,741	550	1.50%	*	-
Health Care & Social Assistance	19,899	21,827	1,928	9.70%	0.95	Emerging
Leisure & Hospitality	15,047	17,232	2,185	14.50%	0.87	Emerging
Other Services	5,214	5,244	30	0.60%	0.75	Emerging
Government	8,905	9,290	385	4.30%	*	-

\* LQs for some are not displayed due to discrepancies in how different BLS data sources treat these industry classifications. Location Quotient = Regional Industry Concentration / National Industry Concentration

Source: Illinois Department of Commerce Economic Opportunity, 2016

Figure 2: Leading Industries, ECEDR

Sector	Leading Industries
<b>Manufacturing</b>	Food Manufacturing
	Chemical Manufacturing
	Beverage and Tobacco Product Manufacturing
	Plastics and Rubber Products Manufacturing
	Wood Product Manufacturing
	Transportation Equipment Manufacturing
	Miscellaneous Manufacturing
<b>Transportation &amp; Warehousing</b>	Merchant Wholesalers, Nondurable Goods
	Couriers and Messengers
	Warehousing and Storage

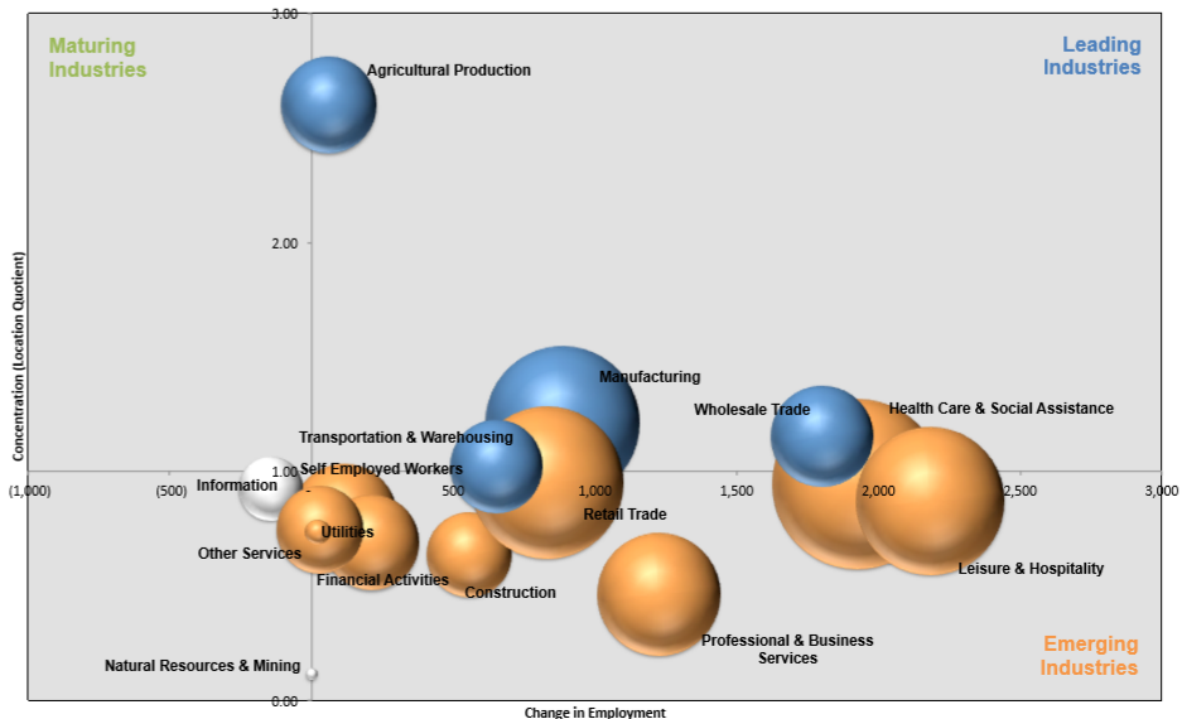
Source: Illinois Department of Commerce and Economic Opportunity, 2016

Figure 3: Emerging Industries, ECEDR

Sector	Emerging Industry
Healthcare	Ambulatory Health Care Services
	Nursing and Residential Care Facilities
	Social Assistance
Construction	Heavy and Civil Engineering Construction
	Specialty Trade Contractors

Source: Illinois Department of Commerce Economic Opportunity, 2016

Figure 4: Employment by Major Industry Category, ECEDR

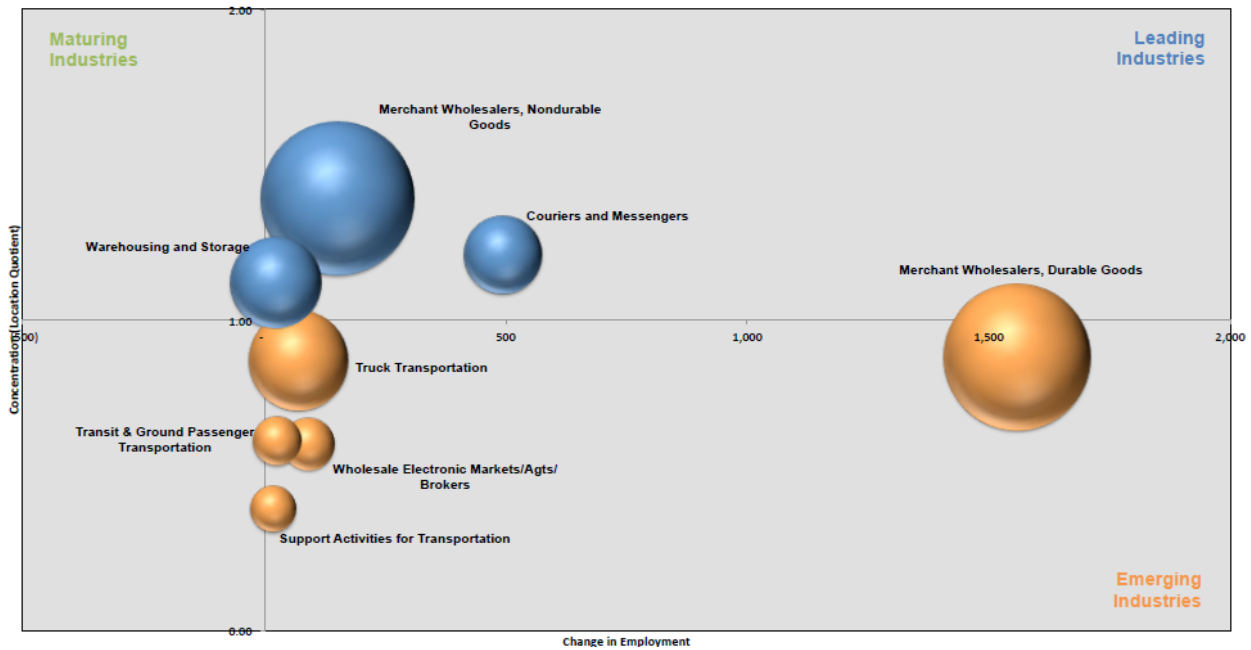


Source: Illinois Department of Commerce and Economic Opportunity, 2016

Figures 5 and 6 provide LMI on the Transportation and Warehousing industry in the region. This is an important regional industry because of the strong network of interstate highways, national rail lines, and national and international airline connectivity which provide a solid base for continued growth in this sector. The location quotient (Figure 5) shows Merchant Wholesalers of Durable/Nondurable goods, Wholesale Electronic Markets/Agents/Brokers, Truck Transportation, Transit/Ground Passenger, Support Activities, Couriers/Messengers, and Warehousing/Storage as leading and emerging industries in the East Central Illinois region compared to the national average.



Figure 5: Employment by Transportation & Warehousing Industry, ECDR



Source: Illinois Department of Commerce Economic Opportunity, 2016

Employment by industry LMI data (Figure 6) projects an 11.2 percent employment change through 2026. Employment opportunities in this industry remain high, particularly in the following occupations:

- Truck Drivers, Heavy and Tractor Trailer
- 1st-Line Supervisors/Managers and Office Administration Support Workers
- Truck Drivers, Light and Delivery Services
- Shipping, Receiving, and Traffic Clerks



Source: Champaign County Regional Planning Commission

Figure 6: Employment by Transportation & Warehousing Industry, 2016 Estimates and 2026 Projections, ECEDR

NAICS Title	2016 Employment	Projected 2026 Employment	Net Employment Change 2016-2026	Percent Employment Change	Location Quotient	Status of Industry
All Transportation and Warehousing Industries	5,838	6,491	653	11.20%	1.02	Leading
Merchant Wholesalers, Durable Goods	3,200	4,759	1,559	48.70%	0.88	Emerging
Merchant Wholesalers, Nondurable Goods	3,513	3,664	151	4.30%	1.39	Leading
Wholesale Electronic Markets/Agents/Brokers	397	489	92	23.20%	0.6	Emerging
Truck Transportation	1,481	1,552	71	4.80%	0.87	Emerging
Transit & Ground Passenger Transportation	350	376	26	7.40%	0.61	Emerging
Support Activities for Transportation	307	326	19	6.20%	0.39	Emerging
Couriers and Messengers	915	1,409	494	54.00%	1.21	Leading
Warehousing and Storage	1,229	1,252	23	1.90%	1.12	Leading

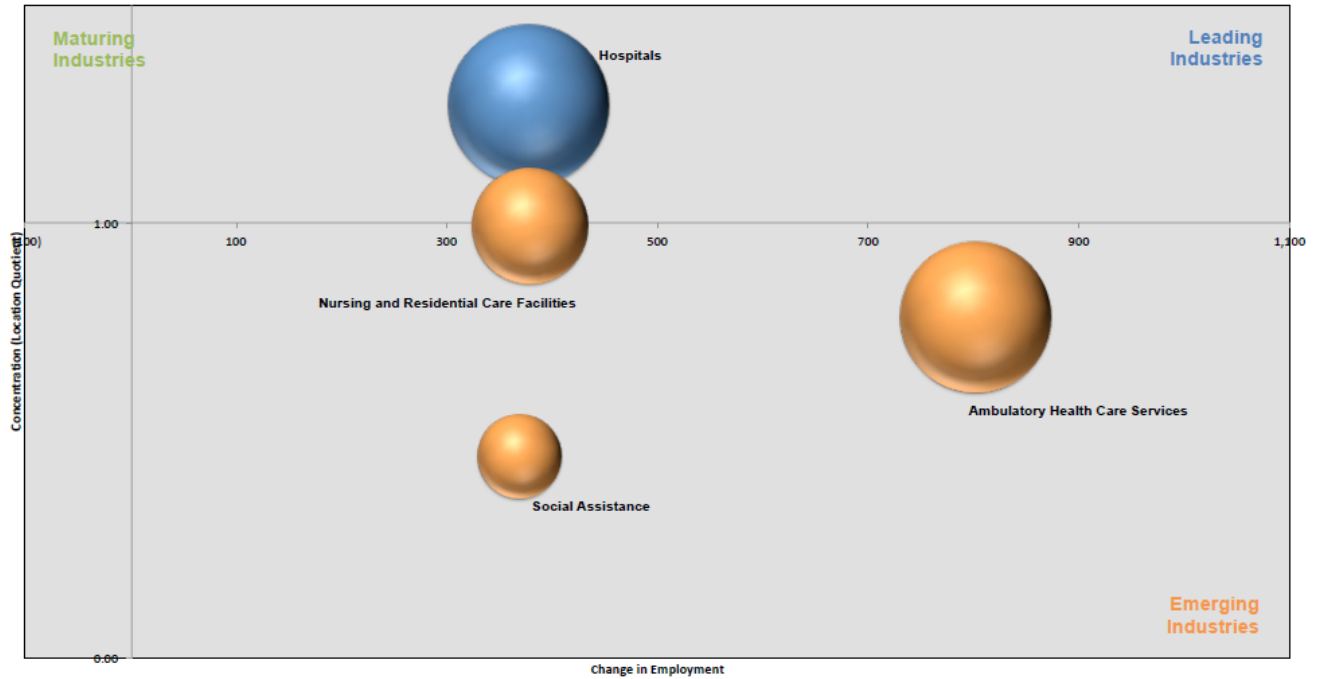
Source: Illinois Department of Commerce Economic Opportunity, 2016

Figures 7 and 8 contain regional information for the Healthcare and Social Assistance sector. In the last 4 years, the healthcare and social assistance industry has been identified as an emerging industry in the ECEDR region due to the presence of three major hospitals: Carle, OSF and Christie Clinic and the Veterans Administration Illiana Health Care System. The location quotient (Figure 7) shows Hospitals as leading industries and Ambulatory Health Care, Nursing and Residential Care Facilities, and Social Assistance as emerging industries in the East Central Illinois region compared to the national average. Employment by industry LMI data (Figure 8) projects a 9.7 percent employment change through 2026.

The Healthcare field offers many rapidly growing and well-paying jobs in the region, including the following:

- Registered Nurses
- Nursing Assistants
- 1st-Line Supervisors/Managers, Food Prep/Services
- Receptionists and Information Clerks and Office Administration Support Workers
- Medical Assistants
- Licensed Practical Nurses

Figure 7: Healthcare & Social Assistance, ECEDR



Source: Illinois Department of Commerce Economic Opportunity, 2016

Figure 8: Healthcare & Social Assistance, 2016 Estimates and 2026 Projections, ECEDR

NAICS Title	2016 Employment	Projected 2026 Employment	Net Employment Change 2016-2026	Percent Employment Change	Location Quotient	Status of Industry
TOTAL, All Health Care and Social Assistance Industries	19,899	21,827	1,928	9.70%	0.95	Emerging
Ambulatory Health Care Services	6,524	7,326	802	12.30%	0.78	Emerging
Hospitals	7,504	7,882	378	5.00%	1.27	Leading
Nursing and Residential Care Facilities	3,882	4,261	379	9.80%	0.99	Emerging
Social Assistance	1,989	2,358	369	18.60%	0.46	Emerging

Source: Illinois Department of Commerce Economic Opportunity, 2016

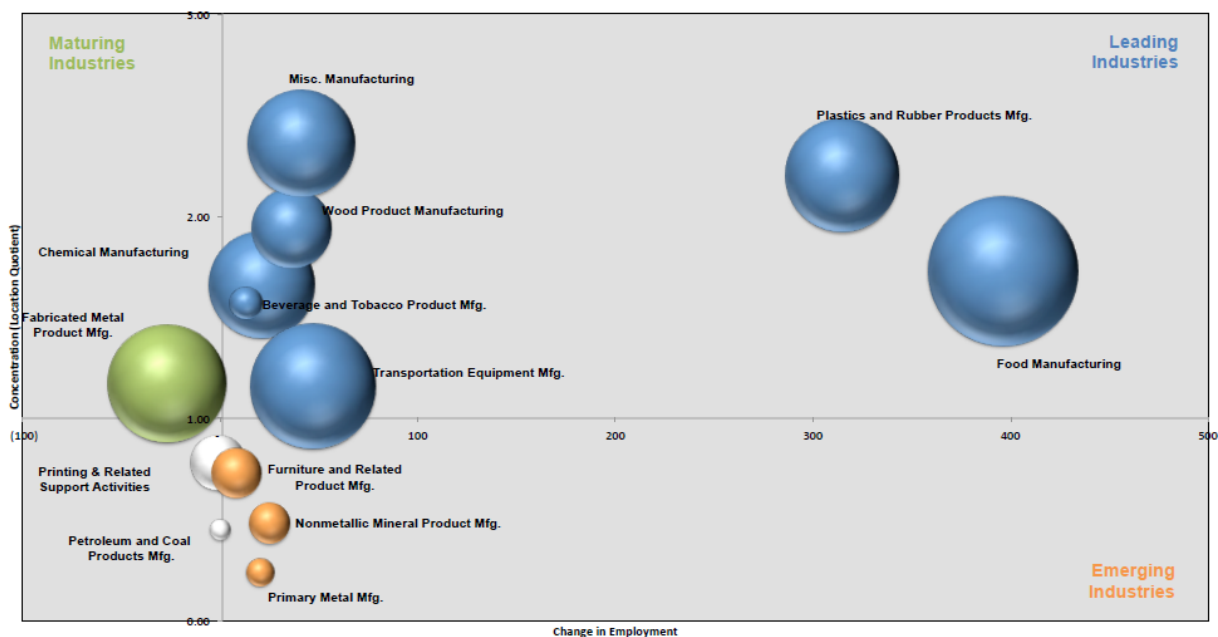
Figures 9 and 10 provide LMI on the manufacturing industry. Manufacturing in the region continues to be an important industry because it is home to the largest Kraft Foods plant in North America; in addition to strong plastics industries, advanced

machining and metal stamping, automotive suppliers, heavy machinery and aerospace manufacturers.

The location quotient (Figure 10) shows Food, Beverage/Tobacco Product, Wood Product, Chemical, Plastics/Rubber Products, Nonmetallic, Primary Metal Product, Transportation Equipment, Furniture/Related Product, and Miscellaneous Manufacturing as leading and emerging industries and Fabricated Metal Product Manufacturing as an emerging industry in the region compared to the national average. Employment by industry LMI data (Figure 9) projects a 5.5 percent increase employment change through 2026. Manufacturing in the region has become a high-tech and globally competitive industry with many opportunities to train for high skilled jobs. High-demand occupations in the manufacturing industry include the following:

- Sales Reps/Wholesale/Manufacturing Executive Tech
- Team Assemblers
- General Maintenance and Repair Workers
- Shipping Receiving and Traffic Clerks
- Machinists
- Industrial Machinery Mechanics
- Production Workers, All other
- Office Administration Support Workers

Figure 9: Employment by Manufacturing Industry, ECEDR



Source: Illinois Department of Commerce Economic Opportunity, 2016

Figure 10: Employment by Manufacturing Industry, 2016 Estimates and 2026 Projections, ECEDR

<b>NAICS Title</b>	<b>2016 Employment</b>	<b>Projected 2026 Employment</b>	<b>Net Employment Change 2016-2026</b>	<b>Percent Employment Change</b>	<b>Location Quotient</b>	<b>Status of Industry</b>
<i>All Manufacturing Industries</i>	16,209	17,093	884	5.50%	1.21	Leading
<i>Food Manufacturing</i>	3,167	3,563	396	12.50%	1.73	Leading
<i>Beverage and Tobacco Product Mfg.</i>	148	161	13	8.80%	1.57	Leading
<i>Wood Product Manufacturing</i>	897	933	36	4.00%	1.94	Leading
<i>Printing &amp; Related Support Activities</i>	409	408	-1	-0.20%	0.78	Maturing
<i>Petroleum and Coal Products Mfg.</i>	59	59	-	0.00%	0.45	Maturing
<i>Chemical Manufacturing</i>	1,583	1,604	21	1.30%	1.66	Leading
<i>Plastics and Rubber Products Mfg.</i>	1,815	2,130	315	17.40%	2.20	Leading
<i>Nonmetallic Mineral Product Mfg.</i>	228	253	25	11.00%	0.48	Emerging
<i>Primary Metal Mfg.</i>	105	125	20	19.00%	0.24	Emerging
<i>Fabricated Metal Product Mfg.</i>	1,951	1,924	-27	-1.40%	1.17	Maturing
<i>Machinery Mfg.</i>	825	820	-5	-0.60%	0.65	Maturing
<i>Computer and Electronic Product Mfg.</i>	344	343	-1	-0.30%	0.28	Maturing
<i>Electrical Equipment, Appliance &amp; Comp Mfg.</i>	59	57	-2	-3.40%	0.13	Maturing
<i>Transportation Equipment Mfg.</i>	2,232	2,279	47	2.10%	1.16	Leading
<i>Furniture and Related Product Mfg.</i>	336	344	8	2.40%	0.73	Emerging
<i>Misc. Manufacturing</i>	1,638	1,679	41	2.50%	2.36	Leading

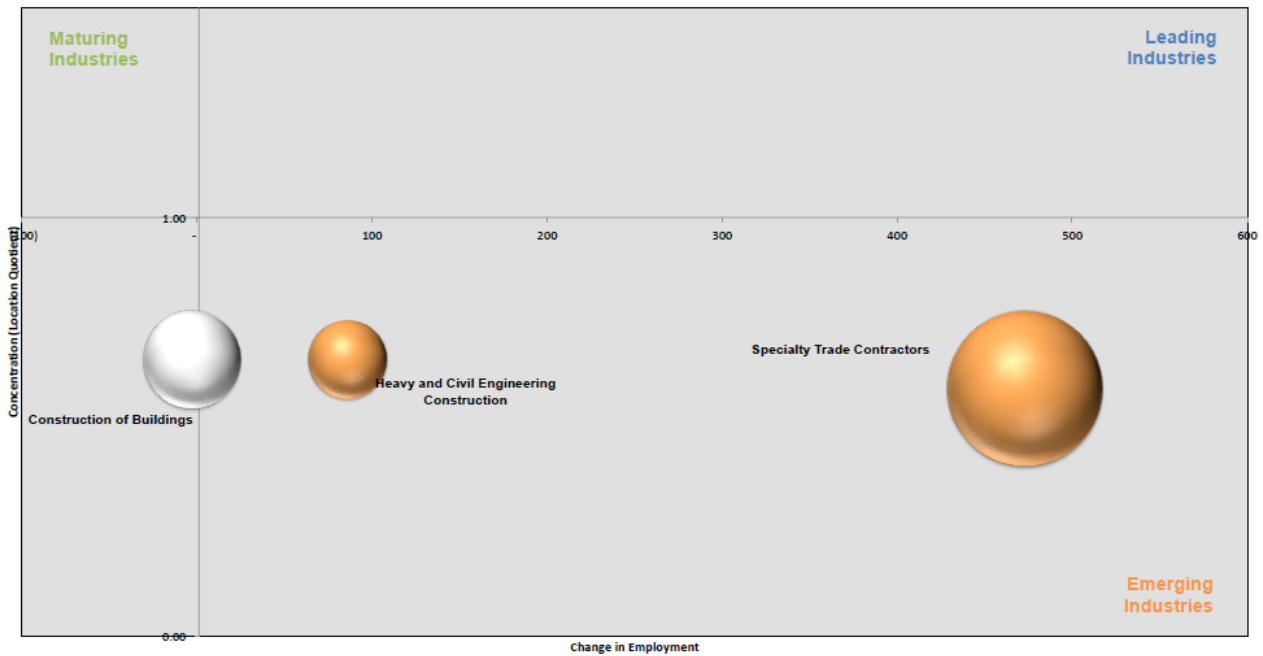
Source: Illinois Department of Commerce Economic Opportunity, 2016

Figures 11 and 12 provide LMI on the Construction industry in the regional economy. Construction is an emerging industry in the region including local trade unions such

as IBEW Local Union #538, Carpenters Local Union #243, Bricklayers & Tile Setters Local Union #8, Iron Workers Local Union #380, Laborers Local Union #703, Operating Engineers Local Union #841, and Painters Local Union #363. The location quotient (shown in Figure 11) for Construction is lower in the region compared to the national average but several major development projects have been announced that suggest a need to significantly bolster workforce in this sector.

Carle Foundation plans to build a new \$70 million complex in Danville with a total of 150,000 square feet of office space west of the downtown. Additionally, Danville is one of five Illinois cities set to host a new casino resort estimated at \$232 million including a hotel, multiple restaurants, convention center, live entertainment venue, 4,000 parking spaces, and more. The Village of Rantoul will be building a \$20 million family sports complex with 18 separate athletic fields, splashpad, playground, 800+ parking spaces, and more. Also, many major transportation infrastructure projects will be constructed including the new \$121 million Interstate 57 /Interstate 74 Interchange. Projects like these will place a high demand on the construction industry and will be an economic driver for additional development, investment, and jobs in the region. The projected employment increase for this sector is 11.3 percent through 2026 (Figure 12).

Figure 11: Employment by Construction Industry, ECEDR



Source: Illinois Department of Commerce Economic Opportunity, 2016

Figure 12: Employment by Construction Industry, 2016 Estimates and 2026 Projections, ECEDR

<b>NAICS Title</b>	<b>2016 Employment</b>	<b>Projected 2026 Employment</b>	<b>Net Employment Change 2016-2026</b>	<b>Percent Employment Change</b>	<b>Location Quotient</b>	<b>Status of Industry</b>
<i>Total, All Construction Industries</i>	4,900	5,456	556	11.30%	0.64	Emerging
<i>Construction of Buildings</i>	1,166	1,163	-3	-0.30%	0.66	Maturing
<i>Heavy and Civil Engineering Construction</i>	740	826	86	11.60%	0.66	Emerging
<i>Specialty Trade Contractors</i>	2,994	3,467	473	15.80%	0.59	Emerging

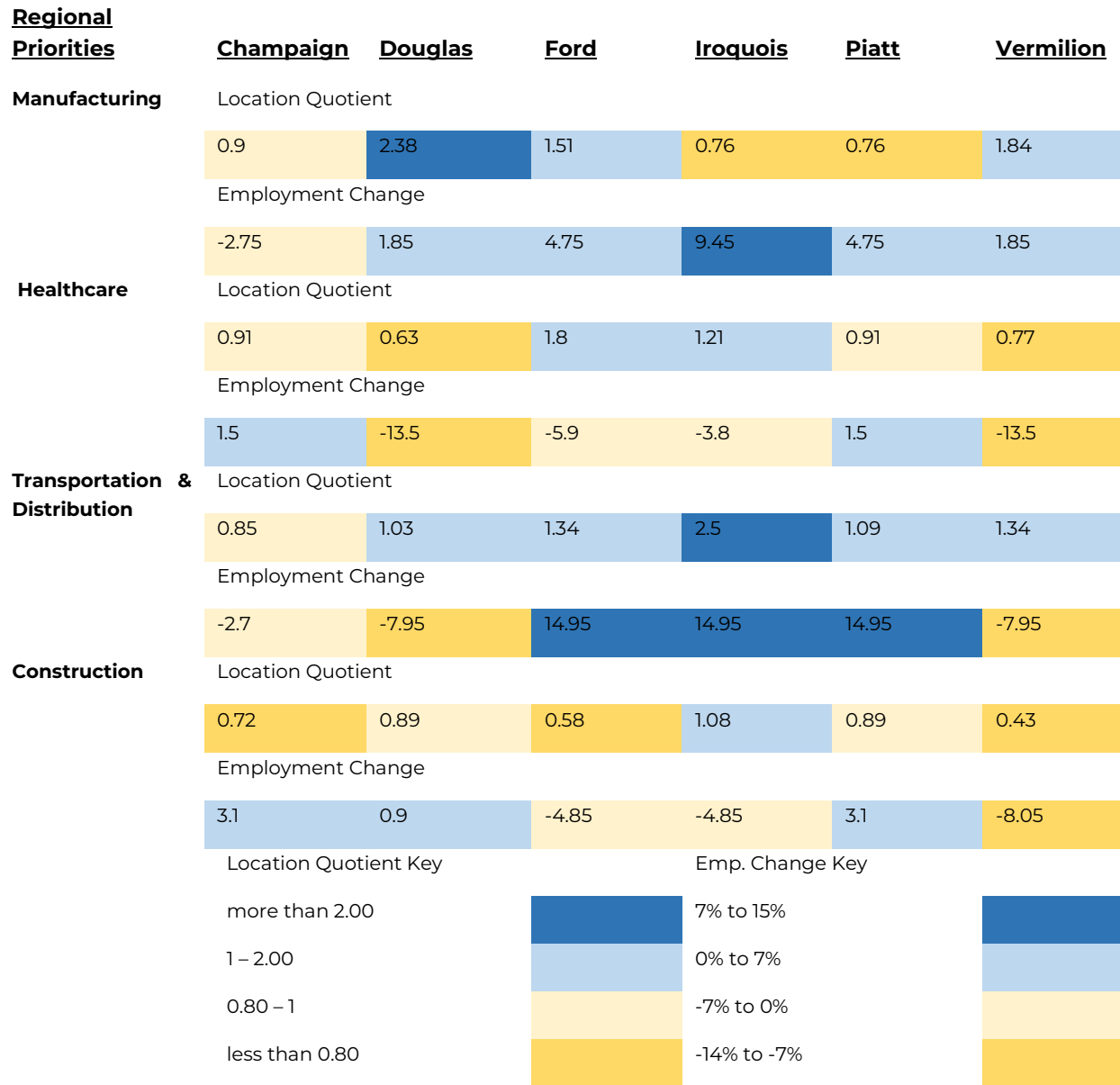
Source: Illinois Department of Commerce Economic Opportunity, 2016

### 1.1.2 Regional Industry Sector Priorities

The Manufacturing, Healthcare, Transportation, Distribution and Logistics, and Construction industry sectors are the primary focus for the ECEDR based on the growth projections, location quotients, and a review of the leading, maturing, and emerging industries data. The level of education required to obtain employment within these fields was also considered. For instance, most jobs in the Healthcare and Manufacturing sectors require a certificate, an associate degree, or a bachelor’s degree compared with most jobs in the Transportation, Distribution and Logistics and Construction sectors requiring certifications, on-the-job training, or apprenticeships. Also considered was the ability to partner with employers and training entities to develop industry recognized credentials in each of these sectors. Employer-driven partnerships utilizing available work-based learning resources can help connect individuals with unsubsidized employment.

Figure 13 provides a comparison of the location quotient of the prioritized regional sectors along with the change in employment. Employment Change levels indicate the gain or loss of employment between Quarter 4 of 2017 and Quarter 4 of 2018. These levels are used to understand where gains and losses occurred, as well as to identify targets of opportunity where skilled workers may be in greater demand and areas which may be in need of attention. The Location Quotient (LQ) levels indicate counties where sector employment is most and least concentrated. The LQ values show how concentrated employment in a given sector compares to the nation.

Figure 13: Change in Employment and Location Quotients of Priority Sectors in the Region



Source: Illinois Department of Commerce Economic Opportunity, Regional Data packet

### 1.1.3 Projections

Figure 14 provides employment projections based on occupation categories. An annual change of 0.65% is projected for all occupations. The highest percentage change of 13.20% is expected to be seen in Architecture and Engineering related occupations over the duration of 2016-2026, followed by Transportation and Material Moving operations. Whereas, food preparation and serving related occupations expect the highest increase (2,043) in number of jobs.



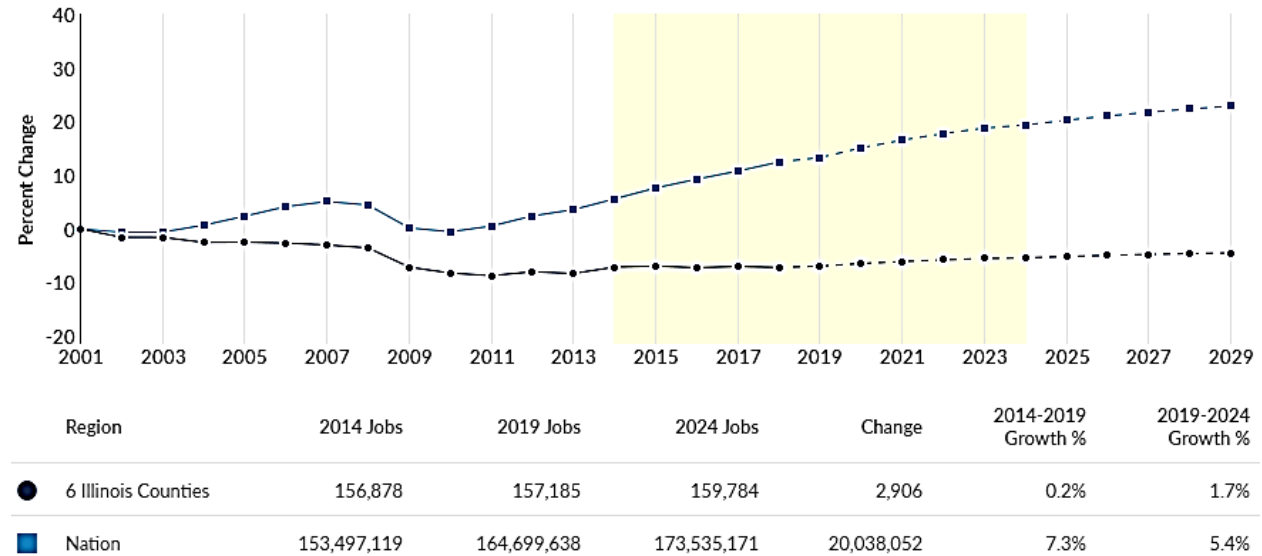
Figure 14: Employment by Occupations, 2016 Estimates and 2026 Projections, ECEDR

<b>Occupation</b>	<b>Code</b>	<b>2016 Estimated Employment</b>	<b>2026 Projected Employment</b>	<b>2016-2026 Total Employment Change</b>	<b>2016-2026 Annual Avg. Percent Change</b>	<b>Total Percent Change</b>
<i>Total All</i>	000000	169,853	181,150	11,297	0.65%	6.65%
<i>Architecture and Engineering</i>	170000	1,697	1,921	224	1.25%	13.20%
<i>Arts, Design, Entertainment, Sports, and Media</i>	270000	2,689	2,749	60	0.22%	2.23%
<i>Building and Grounds Cleaning</i>	370000	4,888	5,124	236	0.47%	4.83%
<i>Business and Financial Operations</i>	130000	7,269	7,788	519	0.69%	7.14%
<i>Community and Social Services</i>	210000	3,023	3,280	257	0.82%	8.50%
<i>Computer and Mathematical</i>	150000	4,078	4,543	465	1.09%	11.40%
<i>Construction and Extraction</i>	470000	5,030	5,468	438	0.84%	8.71%
<i>Education, Training, and Library</i>	250000	19,133	19,981	848	0.43%	4.43%
<i>Farming, Fishing, and Forestry</i>	450000	1,000	1,004	4	0.04%	0.40%
<i>Food Preparation and Serving Related</i>	350000	13,729	15,772	2,043	1.40%	14.88%
<i>Healthcare Practitioners and Technical</i>	290000	10,818	11,839	1,021	0.91%	9.44%
<i>Healthcare Support</i>	310000	4,079	4,502	423	0.99%	10.37%
<i>Installation, Maintenance, and Repair</i>	490000	4,967	5,464	497	0.96%	10.01%
<i>Legal</i>	230000	787	868	81	0.98%	10.29%
<i>Life, Physical, and Social Science</i>	190000	1,516	1,561	45	0.29%	2.97%
<i>Management</i>	110000	17,829	18,841	1,012	0.55%	5.68%
<i>Office and Administrative Support</i>	430000	23,770	23,709	-61	-0.03%	-0.26%
<i>Personal Care and Service</i>	390000	3,986	4,319	333	0.81%	8.35%
<i>Production</i>	510000	11,003	11,437	434	0.39%	3.94%
<i>Protective Service</i>	330000	3,747	3,916	169	0.44%	4.51%
<i>Sales and Related</i>	410000	14,791	15,737	946	0.62%	6.40%
<i>Transportation and Material Moving</i>	530000	10,024	11,327	1,303	1.23%	13.00%

Source: Illinois Department of Commerce Economic Opportunity, 2016

Figure 15 provides employment projections based on data available in Emsi datasets which project increase in jobs for 2014 – 2029.

Figure 15: Regional Employment Trends based on Emsi Projections



Source: Emsi Q1 2020 Data Set, Regional Trends

## 1.2 Demand/Needs of Employers

Based on the Emsi dataset, in an average month between 2018 and 2019, there were 18,367 active job postings for 24 occupations, and 8,537 hired. This means there was approximately 1 hire for every 2 active job postings for 24 occupations. Figure 16 provides the posting and hiring data for the top 10 occupations.

Figure 16: Average Monthly Postings and Hires for Top 10 Occupation Categories

Occupation	Avg Monthly Postings (July 2018 - September 2019)	Avg Monthly Hires (July 2018 - September 2019)
Transportation and Material Moving Occupations	6,345	772
Healthcare Practitioners and Technical Occupations	2,855	226
Sales and Related Occupations	1,986	935
Unclassified Occupation	924	0
Office and Administrative Support Occupations	920	1,238
Education, Training, and Library Occupations	736	490
Management Occupations	721	399
Food Preparation and Serving Related Occupations	634	1,507
Computer and Mathematical Occupations	539	125
Installation, Maintenance, and Repair Occupations	498	276

Source: Emsi Q1 2020 Data Set, Job Posting Analytics

### 1.3 Skill Gap in the Region

The current and projected labor market information indicate that the current skills gap between the needs of manufacturing, healthcare, transportation, logistics and warehousing, and construction employers and the skills of the available workforce will continue to increase. Based on employer surveys conducted in the region, current skill gaps identified by employers include difficulties to find applicants with the specific experience, training, skills and/or certification that they are seeking. Employers also identified customer service, attendance, time management, punctuality, communication skills, and accountability as examples of improved soft skills needed.

Other factors related to job applicants or employees not being able to pass drug tests or background checks, frequent turnover in employees, unacceptable work schedules, and job applicants not interested to work for the wage or salary offered. Preliminary results from this employer survey indicate that the labor force in the region lacks specific hard skills (occupational skills) as well as some soft skills. Other hiring issues indicated by employers include lack of relevant work experience and issues with work schedule and compensations.

The main challenge in addressing the technical skills gap at the regional level is the need to keep pace with the technical changes of each of the different industries. Regional workforce development partners have identified several initiatives designed to close the current skills gap. These include:

1. Identify the most critical career needs in the region and the appropriate learning pathways and talent pipelines for those jobs.
2. Create policies and processes that support the use of multiple approaches for each targeted sector.
3. Continue to support the development of learning exchanges for manufacturing; healthcare; and transportation, logistics and warehousing; and construction industries including apprenticeships.
4. Develop marketing campaigns that promote targeted manufacturing; healthcare; transportation, logistics and warehousing; and construction careers to job seekers.
5. Increase the talent pipeline of qualified workers to meet the personnel needs of current employers and retain these employers in the region.

In addition to the initiatives listed above, applicant testing services are available to regional employers through American Job Centers (AJCs), specifically comprehensive centers located in both Champaign and Vermilion Counties, to help identify the

interests, skills, and aptitudes of applicants earlier in the employment process. These tests can help close some of the skills gaps by helping employers better match applicants to open positions and/or identify opportunities for additional skill training.

To address the skills gap within the region, regional workforce partners have begun hosting employer panels to collect data on their needs for targeted industry sectors. The business services team is involved in employer outreach to gather information about skills and training needs of the employers in the region. Additional data is being generated through employer meetings as part of an innovation grant. Collecting ongoing input from employers will inform future efforts to address the skill gap.

Illinois Governor Pritzker's Action Agenda to Executive Order 2019-03 describes the skills gap as "arguably Illinois' most serious barrier to economic prosperity." The action areas and related steps included in the agenda aim to address the skills gap. In addition, the Illinois WIOA Unified Plan includes four skills gap analyses regarding three industries that have been targeted at the state level, listed below:

- Manufacturing - Chicago Metropolitan Agency on Planning's (CMAP) Policy Update and Emsi
- Healthcare - Illinois Workforce Innovation Board Healthcare Task Force Report (2014)
- Transportation/Distribution/Logistics - J.P. Morgan Chase – Growing Skills for and Growing Chicago (2015)

## 1.4 Target Career Pathways

Currently, the East Central Illinois region provides the following targeted career pathways coordinated by the Title II partners.

- College Express Dual Credit at Danville Area Community College (DACC) - The College Express program offers dual credit for high school juniors and seniors in sixteen career/technical programs which traditionally lead to an Associate degree or certificate. College Express courses are offered daily on the DACC campus during a two-hour time block in the morning for District 118 and Middle College students and in the afternoon for county high school students. Students register for College Express courses during the traditional registration period at their high school.
- Pre-Integrated Education and Training (Pre-IET)<sup>2</sup>, or bridge program models at Parkland College consist of contextualized reading, writing and math

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<sup>2</sup> Source document – Introduction to Integrated Education and Training Models from Illinois Center for Specialized Professional Support accessed at <http://www.iccb.org/cte/wp-content/uploads/2019/04/Introduction-to-ICAPS-April-2019.pdf>

instruction, career development, workforce preparation, essential employability skills and transition services.

- Pre-IET's in LWIA 17 are available in Health Sciences, Manufacturing, Transportation, Distribution & Logistics and Business Management and Administration.
- Specialized Bridge programming is currently available for English Language Learners in Health Sciences, Business Management & Administration and Manufacturing.
- IET's in LWIA #17 include: Industrial Welding.
- Integrated Career and Academic Preparation System (I-CAPS)<sup>3</sup> at Urbana Adult Education– An accelerated strategy to increase the credential attainment of Adult Education and Literacy (AEL) students that are basic skills deficient. I-CAPS students are co-enrolled in credit or non-credit bearing CTE courses or certificate programs while working towards their high school completion. Students benefit from a comprehensive array of services including career development, workforce preparation, contextualized support skills classes, technology skills, all offered in a team-teaching environment.
- The Early College and Career Academy (ECCA)<sup>4</sup> at Parkland College – A joint effort of Education for Employment System #330 (a K-12 Career and Technical Education cooperative), and Parkland College. ECCA provides dual credit options to high school juniors and seniors in auto body/collision repair, automotive, computer networking, computer programming, criminal justice, education pathway, emergency medical services (health professions and fire service), certified nursing assistant, and industrial technology: machining, welding and design.
- Apprenticeship training in partnership with Industry Consortium for Advanced Technical Training (ICATT)<sup>5</sup>- In Fall 2019, Parkland began offering a three-year program in Industrial Technology that prepares students to install and maintain electromechanical, mechanical pneumatic and hydraulic systems used in manufacturing and building facilities.

### 1.4.1 In-Demand Skills

Using EMSI data, the top 10 in-demand skills are shown in Figure 17. This data aims to provide some insight into the supply and demand of relevant skills by comparing the frequency of skills present in job postings against skills present in today's workforce.

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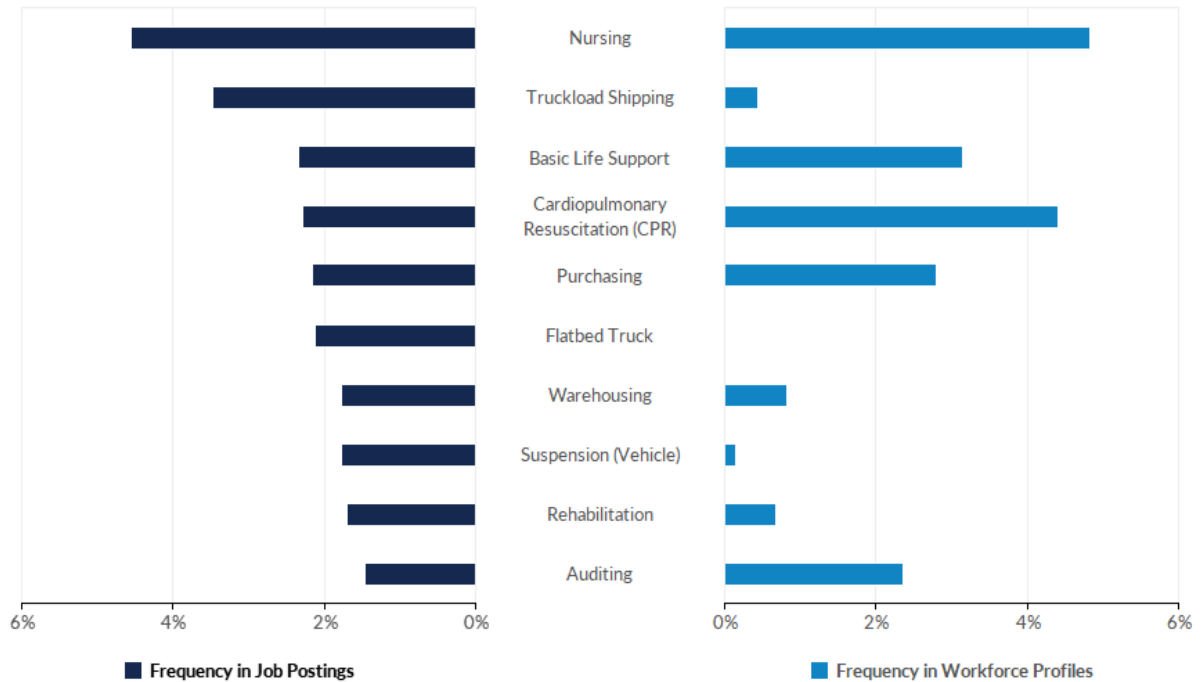
<sup>3</sup> More information can be found at <https://www.icapsillinois.com/>

<sup>4</sup> Source document - <https://www.parkland.edu/Main/Academics/Academic-Resources/Early-College-Services/Early-College-Career-Academy>

<sup>5</sup> Source document for more information: <https://www.parkland.edu/Main/About-Parkland/Newsroom/Parkland-News/ArtMID/1187/ArticleID/618/New-Industry-Apprenticeship-Program-Starts-This-Fall>

Along with EMSI's job posting analytics, this comparison leverages EMSI's dataset of updated online resumés and profiles.

Figure 17: Top 10 In-Demand Skills in Region



Source: Emsi Q1 Dataset, Job Posting Analytics

## 1.5 Existing Labor Force Profile

### 1.5.1 Demographic and Labor Force Data

Total population has not significantly increased or decreased for the overall six-county region since 2010 (Figures 18), however five of the six counties in the region have experienced a decrease in population. Champaign County is the only county in the region experiencing an increase in population in the last eight years; however, this growth in population could be attributable, in part, to the increase in student enrollment population at the University of Illinois. Additionally, the region's labor force experienced a decrease between 2010 and 2018 of 11,168 individuals, or -5.9 percent. Total employment in the region has declined by a lesser amount (2,414, or -1.4%), allowing the overall unemployment rate to fall from 9.1 percent to 4.7 percent. Figure 19 shows the changes in the labor force, employment, and the unemployment rate from 2010 to 2018.

Figure 18: Population by County, 2010 and 2018

<b>County</b>	<b>2010</b>	<b>2018</b>	<b>% Change</b>
<i>Champaign</i>	201,541	209,983	4.4%
<i>Douglas</i>	19,982	19,479	-2.5%
<i>Ford</i>	14,081	13,264	-5.8%
<i>Piatt</i>	16,709	16,396	-2.0%
<i>Iroquois</i>	29,701	27,604	-7.1%
<i>Vermilion</i>	81,639	76,806	-5.9%
<b>Region</b>	<b>363,653</b>	<b>363,532</b>	<b>-0.03%</b>

Source: U.S. Census Bureau, Population Division, Annual Estimates of the Resident Population: July 1, 2018

Figure 19: Labor Force, Employment and Unemployment Trends for East Central Region

<b>Time Period</b>	<b>Labor Force</b>	<b>Employed</b>	<b>Unemployed</b>	<b>Unemployment Rate</b>
<i>2010</i>	189,784	172,572	17,212	9.1%
<i>2011</i>	184,786	169,342	15,444	8.4%
<i>2012</i>	181,726	167,559	14,167	7.8%
<i>2013</i>	178,702	164,176	14,526	8.1%
<i>2014</i>	178,607	167,056	11,551	6.5%
<i>2015</i>	179,936	169,941	9,995	5.6%
<i>2016</i>	180,650	170,653	9,997	5.5%
<i>2017</i>	179,139	170,531	8,608	4.8%
<i>2018</i>	178,616	170,158	8,458	4.7%

Source: Illinois Department of Employment Security, Local Area Unemployment Statistics (Not seasonally adjusted) <https://www2.illinois.gov/>

The reduction in the total labor force is due in part to the long-term demographic shift to an older population. The ECEDR six-county region has experienced a decrease in the percentage of working age, 20 to 54-year-olds, from 49.2 percent to 46.7 percent since 2010, while the 55+ age group has seen a sizable increase since 2010 from 24.3 percent to 27.8 percent in 2018.

Figure 20 illustrates the change in population by age from 2010 to 2018. Local employers are also reporting that they are unprepared for the brain drain and skills void that will result when a significant proportion of talented, experienced older workers start retiring and leaving the workforce in the next few years.

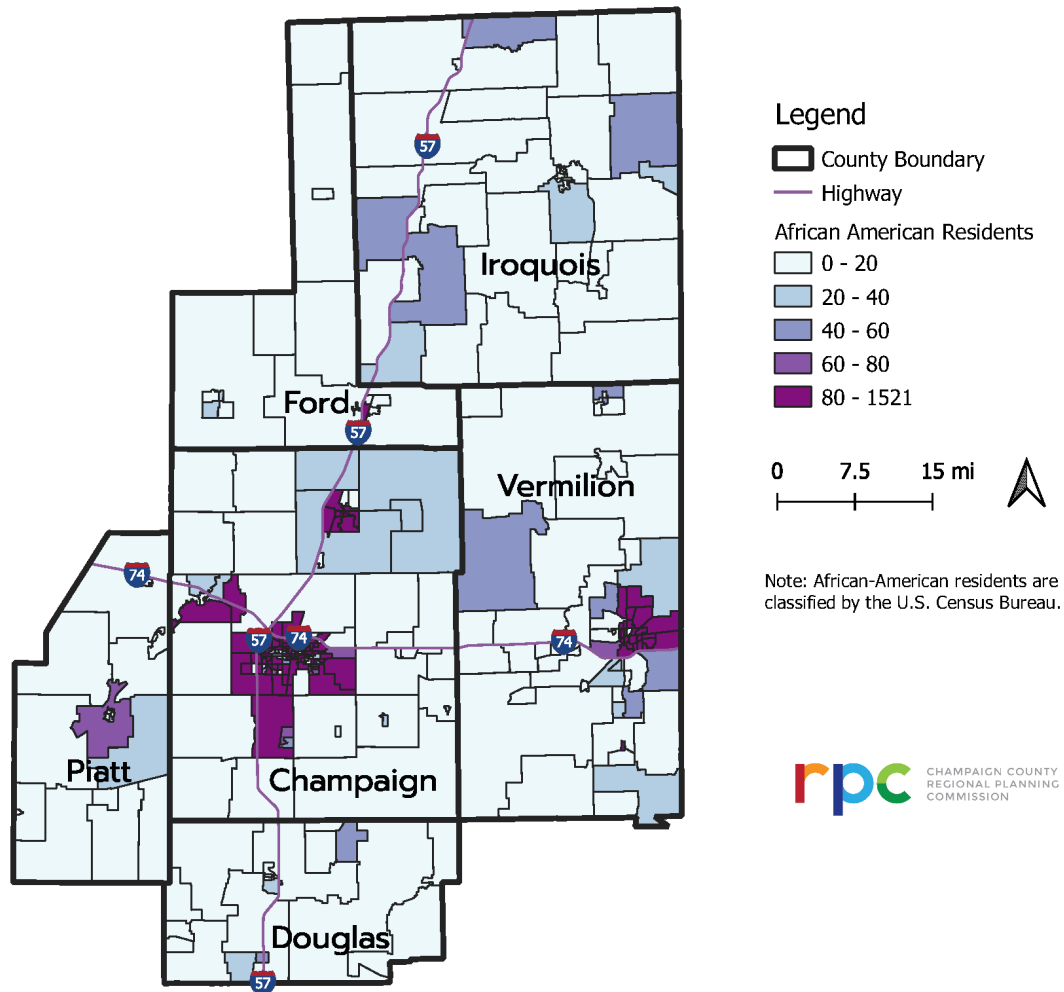
Figure 20: Population by Age, 2010, 2014, and 2018, ECEDR

Age	2010	2014	2018
Under 5	21,890	21,333	21,020
5 to 19	74,437	73,227	71,716
20 to 34	91,006	93,049	90,342
35 to 54	87,818	82,870	79,164
55 to 64	40,797	44,045	44,367
65 and Over	47,705	51,790	56,923
Total	363,653	366,314	363,532

Source: U.S. Census Bureau, American Community Survey

Figure 21 and 22 map the distribution of African American and Hispanic populations in the region based on ACS 2019 estimates.

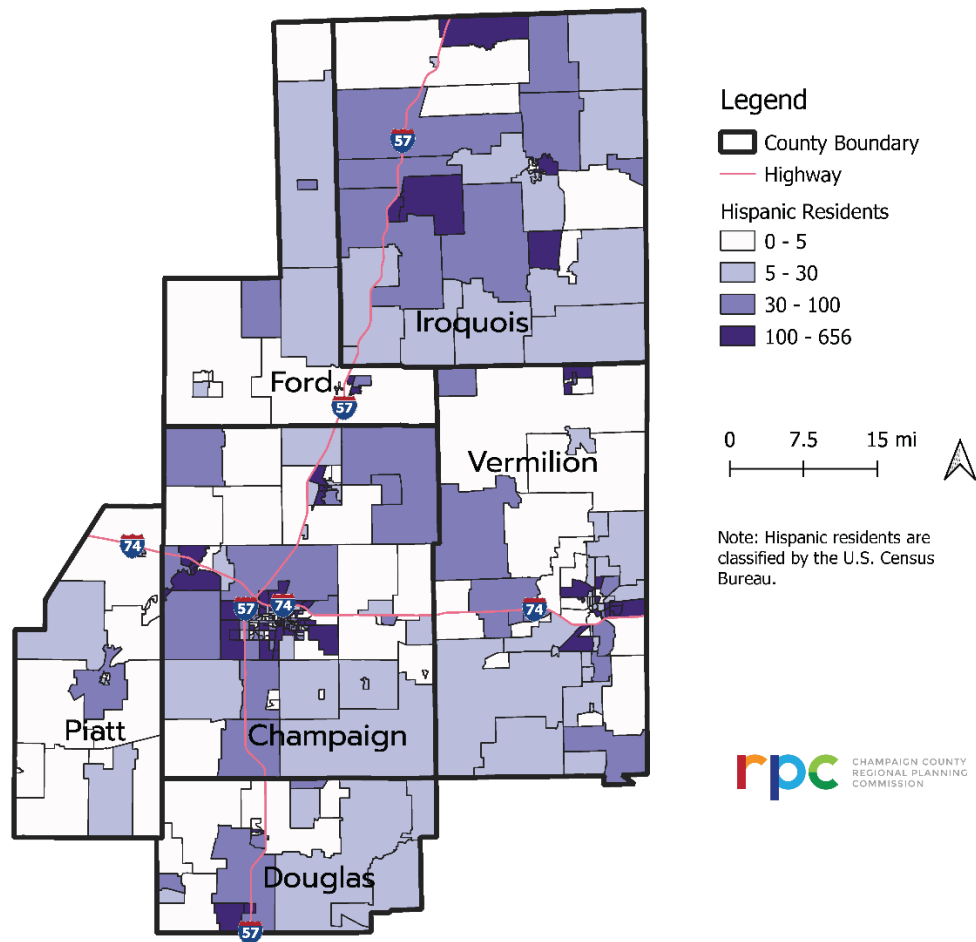
Figure 21: East Central Region African American Residents at Census Block Group Level



Source: U.S. Census Bureau, American Community Survey (ACS) 2015-2019 estimates mapped by CCRPC staff



Figure 22: East Central Region Hispanic Residents at Census Block Group Level



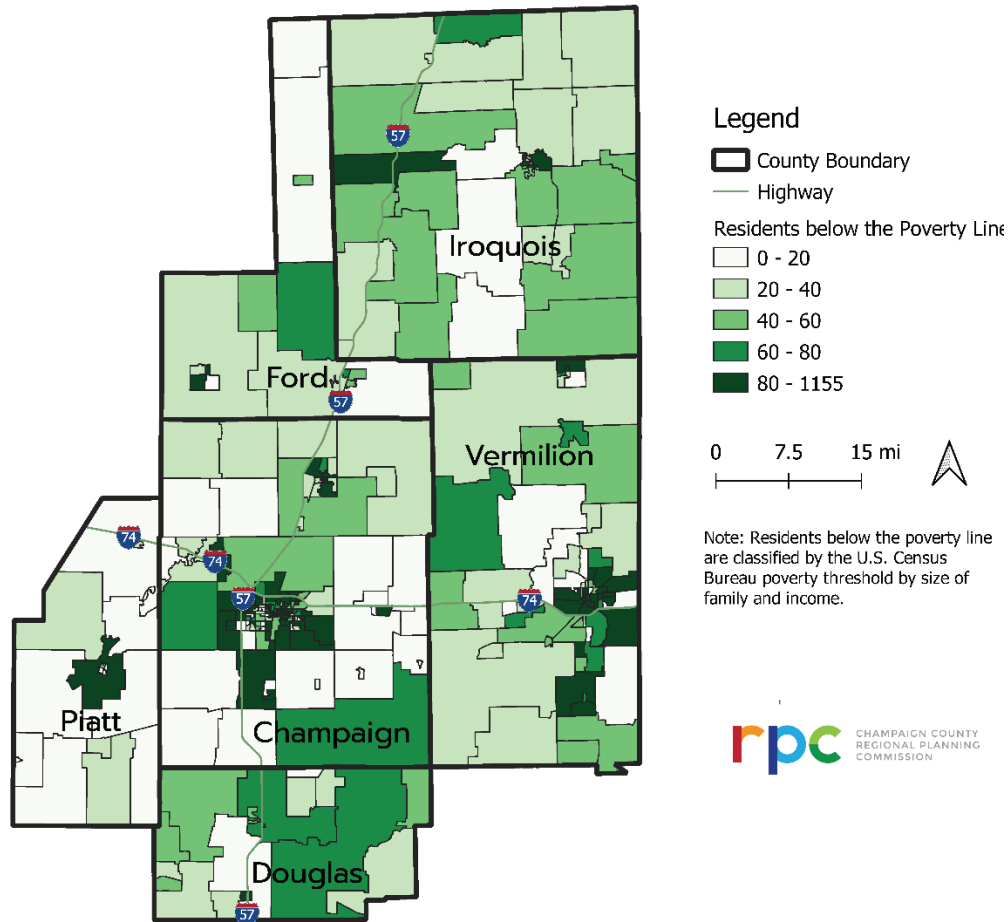
Source: U.S. Census Bureau, American Community Survey (ACS) 2015-2019 estimates mapped by CCRPC staff

### 1.5.2 Poverty

Approximately 18.5 percent of the total regional population had income below the poverty level in 2017, compared to 13.5 percent in Illinois and 14.6 percent nationwide. Only two of the six individual counties in the region had poverty rates below the state and national levels in 2017. From 2012 to 2017, two of the six counties had a slight decrease in poverty rates while the other four counties experienced increases in poverty rates. During the same time period, the overall regional rate of poverty increased by approximately 0.5 percent, as shown in Figure 24. Champaign County has the highest percentage of people living in poverty. The high proportion of individuals living in poverty in Champaign County can at least partially be attributed to the university student population that largely subsides on student loans and other outside funding sources while studying at the University of Illinois. In the fall of 2017, 47,826 undergraduate, professional, and graduate students were enrolled at the Urbana-Champaign campus. Figure 23 shows the distribution of residents below

poverty line in the region based on the ACS estimates. Title II programs under WIOA serve individuals with barriers to employment, including immigrants, English language-learners and low-income individuals.

Figure 23: East Central Region Residents Below Poverty Line at Census Block Group Level



Source: U.S. Census Bureau, American Community Survey (ACS) 2015-2019 estimates mapped by CCRPC staff

Figure 24: Population Below the Poverty Line by County, 2012 and 2017, ECEDR

County	2012 Total	2012 Total Below Poverty Line	2012 Percent Below Poverty Line	2017 Total	2017 Total Below Poverty Line	2017 Percent Below Poverty Line	2012-2017 Percent Change
Champaign	184,223	40,685	22.1%	192,177	41,088	21.4%	-0.7%
Ford	13,546	1,347	9.9%	13,040	2,044	15.7%	5.7%
Piatt	16,468	1,043	6.3%	16,335	888	5.4%	-0.9%
Iroquois	28,929	3,399	11.7%	27,864	4,316	15.5%	3.7%
Douglas	19,626	1,987	10.1%	19,606	2,379	12.1%	2.0%
Vermilion	79,519	15,010	18.9%	75,965	15,043	19.8%	0.9%
<b>Total</b>	<b>342,311</b>	<b>63,471</b>	<b>18.5%</b>	<b>344,987</b>	<b>65,758</b>	<b>19.1%</b>	<b>0.5%</b>

Source: U.S. Census Bureau, American Community Survey, 2008-2012 and 2013-2017 5-Year Estimates, Table S1701

### 1.5.3 Education and Skills

According to the American Community Survey, the six ECEDR counties tend to have higher rates of residents that are high school graduates (or higher) compared with the state and nation overall. Counties also have the same or higher rates of residents with associate degrees compared with state and national rates. Alternatively, five out of the six counties have significantly lower rates of residents with bachelor's degrees compared with the state and the nation, except for Champaign County due to the presence of the University of Illinois in Urbana-Champaign.

Figure 25: Educational Attainment (25 years and Over) by County, 2017, ECEDR

<b>County</b>	<b>Percent High School Graduate or Higher</b>	<b>Percent Associates Degree</b>	<b>Percent Bachelor Degree or Higher</b>
<i>Champaign</i>	95.1	8.4	43.9
<i>Ford</i>	89.6	9.1	19.2
<i>Piatt</i>	94.6	11.0	28.5
<i>Iroquois</i>	89.5	10.3	14.3
<i>Douglas</i>	82.6	8.2	18.9
<i>Vermilion</i>	87.2	10.5	14.6
<i>Illinois</i>	87.3	8.3	30.9
<i>United States</i>	88.6	7.9	33.4

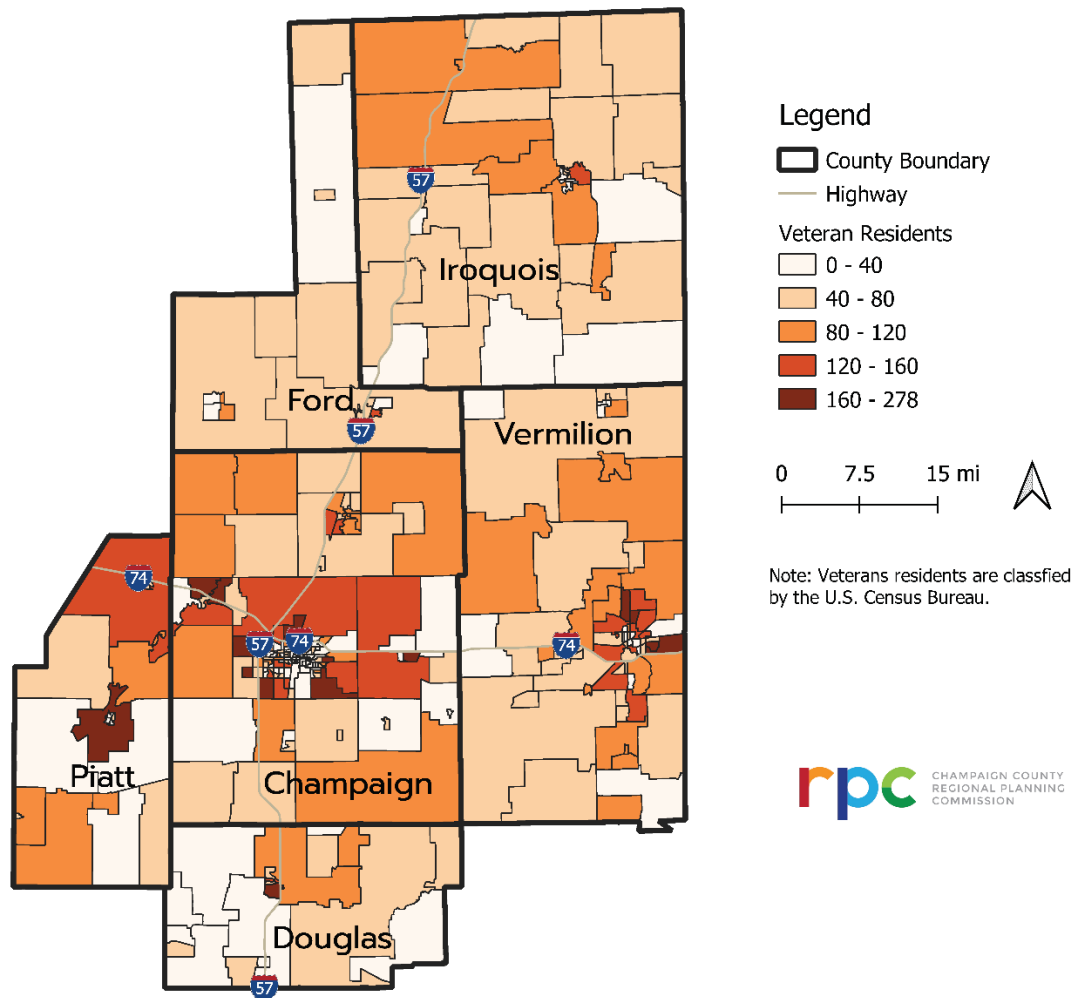
Source: U.S. Census Bureau, American Community Survey, 2013-2017 5-Year Estimates, Table S1501

### 1.5.4 Special Populations

In December 2019, the WIOA required partners, including the four core partners, reviewed data on special populations in the region and approved (by consensus) the following special populations to target in addition to the specific WIOA populations (low income adults, dislocated workers, and youth): re-entry/felons, single parent families, Seniors (age 55 and above), English as a Second Language (ESL), veterans, homeless and adults with lack of work experience.

The ECEDR will also focus services on low skilled individuals with multiple barriers to employment including youth. Figure 25 provides a map showing the Veterans population concentration in the six-county region. Members of the Veteran population, like many special populations, may overlap with other targeted groups including, but not limited to disabled, homeless, felons, etc.

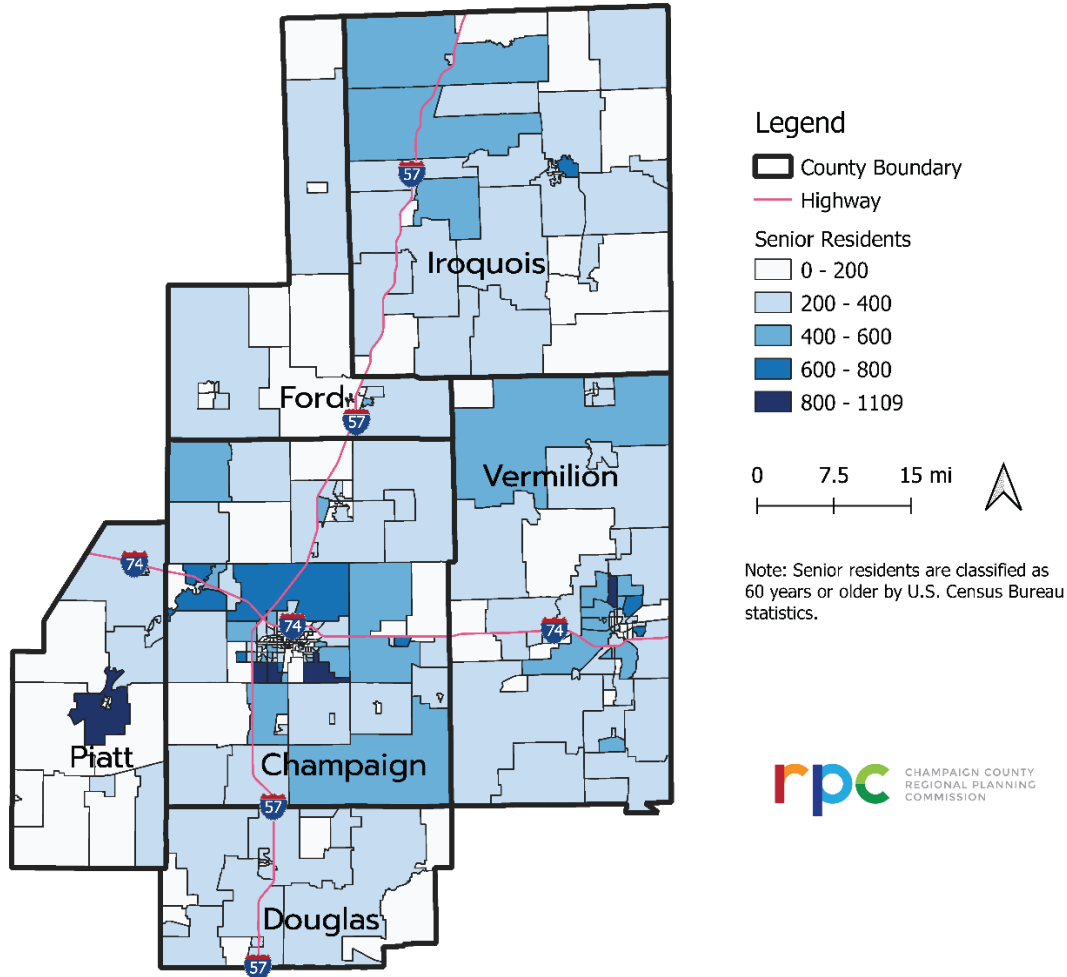
Figure 25: East Central Region Veteran Population at Census Block Group Level



Source: Data from Veterans Administration - [https://www.va.gov/vetdata/veteran\\_population.asp](https://www.va.gov/vetdata/veteran_population.asp) mapped by CCRPC Staff

The ECEDR is committed to serving veterans. For that purpose, agencies in the ECEDR will partner with the Veteran’s Administration Illiana Healthcare System, Illinois Department of Employment Security’s Local Veterans’ Employment Representatives (LVERs), Disabled Veterans Outreach Program (DVOP) Specialists, and other community partners to connect Veterans with employment opportunities that will lead to self-sufficiency. Figure 26 provides a map showing the concentrations of seniors in the region. The senior residents are anyone 60 years or older based on the ACS definition.

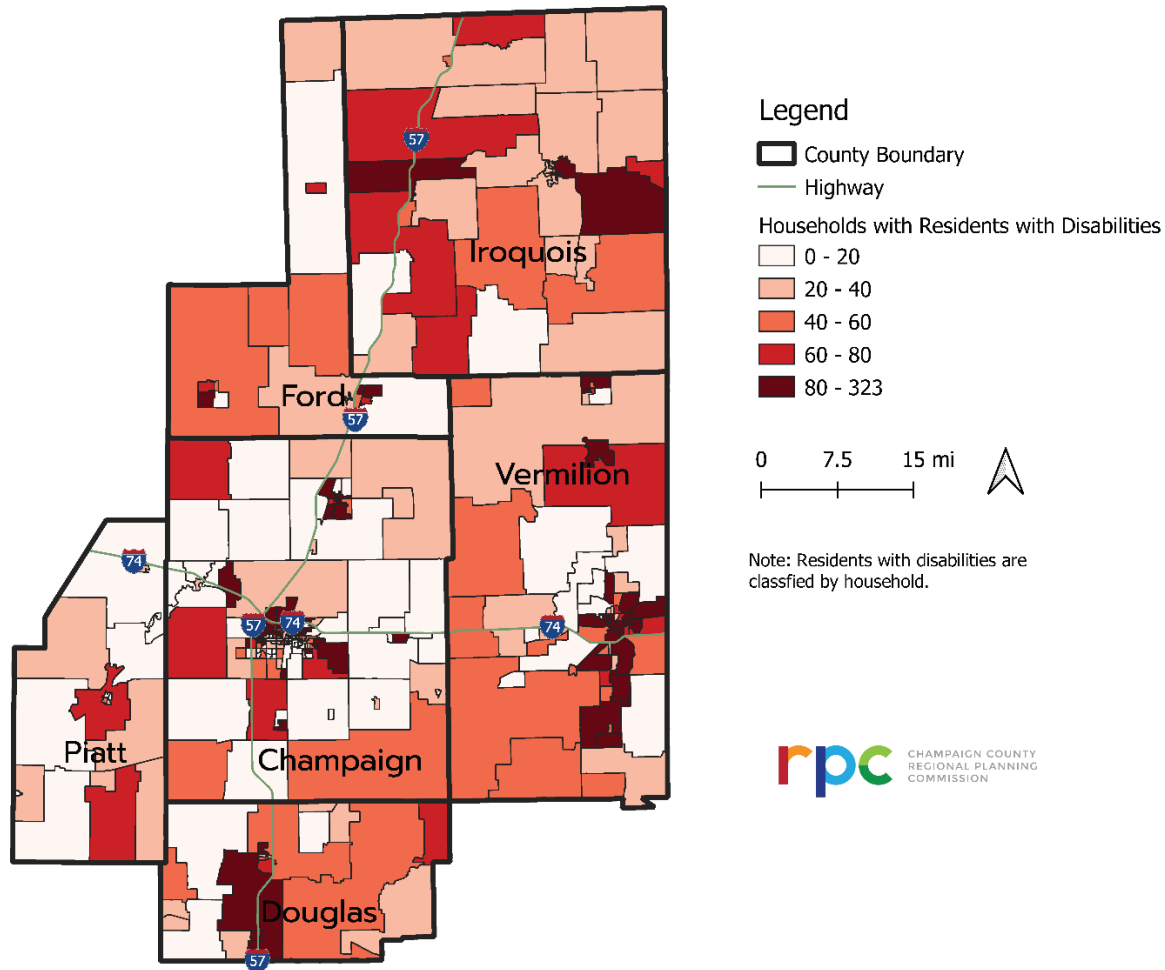
Figure 26: East Central Region Senior Population at Census Block Group Level



Source: U.S. Census Bureau, American Community Survey (ACS) 2015-2019 estimates mapped by CCRPC staff

Figure 27 shows the distribution of households with disability in the region based on the ACS estimates. Title IV of WIOA act authorizes funding for vocational rehabilitation services for individuals with disabilities. Most programs under the Rehabilitation Act are related to the employment and independent living of individuals with disabilities.

Figure 27: East Central Region Household with Disability at Census Block Group Level



Source: U.S. Census Bureau, American Community Survey (ACS) 2015-2019 estimates mapped by CCRPC staff

The following lists outline indicators for some special populations in the region.

Low-Income Indicators	
TANF Cases Monthly Average 2017	616
TANF Persons Monthly Average 2017	1,627
SNAP Households Monthly Average 2018	22,965
SNAP Persons Monthly Average 2018	47,535
Disability Indicators: DHS/DVR Vocational Rehabilitation Program FY2019	
Served Age Less Than Age 25	810
Plan Status Less Than Age 25	394
Successful Employment Less Than 25	114
Served Age 25 and Over	911
Plan Status Age 25 and Over	296
Successful Employment Age 25 and Over	162
Foster Care Indicators: DCFS Foster Care 2019 by Placement Type	

Total	667
Foster Care (Dept/Fictive/Private)	183
Relative	366
Institution/Group Home	118
<b>DCFS Exiting Foster Care 2019 Age 18 and Over</b>	
Cook County	439
Downstate	406
State	845
<b>DOC Indicators</b>	
Adult Prison Population (Committing County)	1,635
Adult Parolee Population (Residing County)	645
Juvenile Justice Detention Admissions	524
<b>Other Indicators</b>	
Migrant/Seasonal Farm Workers (WIOA Eligible)	214
<b>Single Parents</b>	
Male Householder, No Wife Present	8,120
Female Householder, No Husband Present	25,974
<b>Adult Population at Risk</b>	
Age 16 and Over w/out a HS Diploma	23,771
<b>Immigrants</b>	
Population	18,769

The following initiatives support the identified target populations:

- Re-entry/Felons:** The Re-entry Employment Service Program (RESP) consists of IDES Employment Service Representatives working with ex-offenders who may be on parole and/or living in an Adult Transition Centers (ATC), which may be known as a half-way house. Weekly workshops are offered for ex-offenders to help with creating targeted resumes, professional attire, and interview preparation. Information is also provided regarding relevant programs available to employers for hiring ex-offenders such as Fidelity Bonding, Work Opportunity Tax Credit, and Illinois State Tax Credit.
- Young Adult Reentry Program:** The Champaign County Regional Planning Commission (RPC) was awarded a three-year Young Adult Reentry grant in 2018 to work with young adults from high crime and poverty areas of Champaign County. The program has focused on serving 188 young adults from 18-24 years old who reside in targeted section of Champaign County. The initiative has been addressing barriers faced by individuals who have transitioned from the justice system so that they are able to attain gainful employment in the Champaign County area. RPC has been leveraging its

ongoing workforce development efforts and the work of community-based organizations working with youth in the Champaign County area.

For each of the project's participants, the RPC is tracking and reporting on six WIOA performance indicators, including education and employment rate, median earnings, credential attainment, measurable skills gains, and effectiveness in serving employers. The RPC is also tracking and reporting on enrollment rate, recidivism rate, occupational skills training rate, and placement rate. With the assistance and support of career planners, participants are establishing their own career goal plans in a way that promotes self-determination and choice and results in solid employment opportunities within the project timeframe. Expansion of this program is underway in LWIA 18.

- **Single parent families:** Temporary Assistance for Needy Families (TANF) is a work and training cash program through the Department of Human Services (DHS) that can be utilized by single parent families. The program focuses on identifying barriers to employment and developing a plan to address the barriers. Plans may include a work activity; education; vocational training; English as a second language or a degree program, or a combination of work and school programs. The program establishes relationships with local employers to support job placement sites. Referrals are made to address supportive service needs. The goal is for clients to find employment. When clients secure employment, the program can provide support to help with initial costs such as uniforms, work physical exams, transportation, etc.
- **English as a Second Language (ESL):** Parkland Adult Education offers free services and instruction to adults who do not speak English as their first language. Refugees, immigrants, and non-native speakers with limited English proficiency are eligible for beginning to intermediate ESL classes. Classes are scheduled throughout the day at various locations. Urbana Adult Education offers English as a Second Language classes at the Beginning through Advanced proficiency levels. Classes are offered during morning, afternoon, or evening times, and focus on listening, speaking, reading, and writing. Danville Area College's Adult Education Department also offers individualized, computer-based and group instruction for students demonstrating a need to develop basic skills when English is not their first language.
- **Veterans:** IDES provides different kinds of employment assistance to military veterans. Veterans Representatives can help address employment barriers including (but not limited to) those that are physical, psychological, educational, or professional in nature. Some Veterans Representatives also



work with employers to encourage and facilitate hiring Veterans by identifying qualified, job-ready applicants for open positions.

- **Seniors (aged above 55 years):** The Senior Community Service Employment Program is designed to help low-income job seekers age 55 or older. National Able Network operates the SCSEP in conjunction with Vermilion County Works.

## 1.6 Sector Partnerships

- **SNAP-to-Success Employment & Healthcare Training Academy:** RPC has developed a partnership with Carle Health Systems for the creation of a model SNAP-to-Success Employment & Training Healthcare Training Academy. This program aims to promote self-sufficiency among SNAP participants by obtaining marketable, in-demand healthcare-related skills that result in stable long-term employment and entrepreneurship opportunities. Healthcare Training Academies are held at Carle Foundation Hospital. Carle is responsible for providing at least six (6) Healthcare Training Academies during the one-year period of operation. SNAP-eligible participants complete training in the Job Readiness and Learning Academy for eight (8) weeks, Healthcare Tech-in-Training academy for 10-12 weeks, and other Carle-designated healthcare training academy responsive to current workforce demand. Carle provides monthly reports to the RPC that describe in qualitative and quantitative terms, its performance against specific outcome measures provided by RPC.

RPC provides wrap-around case management services to SNAP-eligible clients enrolled in the Healthcare Training Academies, including U.S. Department of Labor Workforce Innovation and Opportunity program services available at the Champaign Illinois Worknet Center. The RPC is also responsible for maintaining a database to measure attainment of benchmarks such as enrollment, attendance, industry certification, completion, placement, retention, promotions and wage increases. The RPC and Carle jointly conduct multiple job fairs to recruit SNAP-eligible individuals to advance enrollment in the Healthcare Training Academies.

RPC, through its Workforce Development Program, provides assessments, job search assistance and strategies, career training, on-the-job training, supportive services, case management and follow-up services to SNAP-eligible clients participating in the SNAP-to-Success program. The project is funded through private funding from Carle Foundation combined with Illinois Department of Human Services grant funding passed through the U.S. Department of Agriculture. The annualized cost of this initiative is \$120,000 based on successful completion of the academy training and permanent job placement and a career path within the Carle Health System.

Both LWIAs in the region receive a waiver as part of the Able-Bodied Adult Without Dependents (ABAWD) which affect the SNAP eligibilities in the region. For future needs, the presence or absence of the waiver will require referral coordination among workforce partners accordingly.

- **Adults with lack of work experience:** Increasing opportunities for On-the-Job training (OJT) and providing workforce training opportunities for youth are two initiatives aimed at reducing the number of adults that lack work experience. Other initiatives include creating accelerated learning opportunities for participants enrolled in high school equivalent programs and dual enrollment courses at local colleges. Currently, there are dual enrollment opportunities for CNA and manufacturing courses. The ECEDR intends to work with Perkins Career and Technical Education Advisors in developing avenues to additional career sector pathways.

Basic Customer Information (BCI) collects basic information on all job seekers entering the AJC. This database of individuals guides our workforce partners to design innovative programs and to create training opportunities that will assist in creating a stronger workforce. Additionally, the BCI database will assist employers in the community. AJC staff can filter our database to identify specific occupational interests and education levels to ensure qualified candidates are receiving the most recent information on job openings, hiring events, vital community services and other workforce related information.

- **Housing Authority of Champaign County Youth Build Initiative:** The Housing Authority of Champaign County (HACC) is a workforce development partner of the Local Workforce Investment Area 17 (LWIA 17). In late 2019, HACC was awarded a YouthBuild grant by the U.S. Department of Labor. YouthBuild is a U.S. Department of Labor-funded non-residential, community-based alternative education program that provides job training and educational opportunities for at-risk youth ages 16-24. The funding is for three years. Participants will learn construction skills while constructing or rehabilitating affordable housing for low-income or homeless families in their own neighborhoods.

In addition to these initiatives, regional partners will work together, with technical support from the state when necessary, to address how to fully mainstream special populations into sector-based career pathways. In conjunction with other data collection efforts, the regional workforce partners will identify data sources and techniques for collecting, analyzing, and utilizing data to determine the extent to which special populations are already involved in existing career pathways.

### 1.6.1 Coordination

The following colleges offer training for occupations in the ECEDR targeted industry sectors:

- Parkland College (certificate and associate degrees)
- Urbana Adult Education Center (certificate in nursing assistant)
- Danville Area Community College (certificate and associate degrees)
- Kankakee Community College (certificate and associate degrees)
- Lakeview College of Nursing (Bachelor of Science in Nursing degree)

The University of Illinois flagship campus is also located in Champaign County which offers a variety of training opportunities in our region's industry sectors.

Local educational and training institutions can provide a critical link between employers and individuals with the ability and desire to participate in the workforce. The ECEDR will work to fully understand the programs of study offered through these schools. In addition, the regional partners will work with businesses to assess and improve the effectiveness of regional educational and training opportunities in meeting the skills that are in demand in the East Central Illinois region.

### 1.6.2 Conveners

There are numerous neutral conveners within the region with the capacity to help establish sector partnerships.

- **Arcola Chamber of Commerce** – a member-based organization that promotes the community of Arcola, located in Douglas County.
- **Arcola Community & Economic Development (ACED)** – promotes and supports the growth and development of business, population, infrastructure, and services to the community. ACED also offers local incentives to new businesses.
- **Arthur Area Association of Commerce** – member-based group that strives to be actively involved in the overall enhancement and promotion of all aspects of the Arthur area.
- **Arthur Area Economic Development Corporation** – organization that strives to further the economic development of the Arthur area.
- **Atwood Chamber of Commerce** – formed for the purpose of promoting the village of Atwood, the Chamber is composed of dues-paying members from local businesses, organizations, and private citizens.
- **Bement Area Chamber of Commerce** – works to promote community pride and a healthy business community and welcomes all Piatt County businesses as members.

- **Champaign Center Partnership** – membership-based business organization providing marketing and promotion opportunities for members as well as opportunities for collaboration, education, and networking.
- **Champaign County Black Chamber of Commerce** – member-based group that is dedicated to economically empowering and sustaining African American communities through access to capital, contracting, entrepreneurial training, business development, and advocacy.
- **Champaign County Chamber of Commerce** – represents more than 1,100 business members that employ over 60,000 people. The Chamber facilitates business growth and improves the quality of life in the region through advocacy, workforce development, and a pro-business agenda. The Chamber's business relationships in the community are an important foundation for the ECEDR to begin building sector partnerships.
- **Champaign County Economic Development Corporation (EDC)** – a public-private partnership dedicated to fostering a cooperative, county-wide approach to economic development. Primary functions include Business & Job Growth, Business Market Intelligence, Workforce Development, and Advocacy Issues. The EDC is an important partner in the regional planning process.
- **Champaign County Regional Planning Commission (RPC)** – promotes, plans, and facilitates improvements to the health, safety, welfare, education, economic conditions, environment, and development within the region.
- **Danville Area Visitors' Bureau** – works with area stakeholders to maximize the region's assets, sites, strengths, and services for visitors to the area.
- **Douglas County CEO** – educational education program that seeks to prepare people, especially youth, to be responsible, enterprising individuals who become entrepreneurs or entrepreneurial thinkers and contribute to economic development and sustainable communities.
- **Downtown Danville, Inc.** – a non-profit organization lead by local property and business owners with the goal of helping grow downtown Danville.
- **East Central Illinois Development Corporation (ECIDC)** – collaborative and planned effort to promote East Central Illinois, spur economic growth, and address regional concerns which impact jobs and the economy.
- **Gibson City Chamber of Commerce** – promotes Gibson City community, businesses, and coordinates initiatives with stakeholders.
- **Gilman Chamber of Commerce** – promotes Gilman community, businesses, and coordinates initiatives with stakeholders.
- **Hoopeston Chamber of Commerce** – a community organization that promotes the businesses and the community Hoopeston.

- **Illinois Small Business Development Center at Champaign County EDC (SBDC)** – as part of America’s Small Business Development Center Network, SBDC helps new entrepreneurs achieve their goals, and assists existing businesses in staying successful in the complex marketplace locally, regionally, and globally.
- **Illinois Small Business Development Center at Danville Area Community College (SBDC)** – provides information and assistance to potential and existing small businesses through one-on-one counseling and training sessions.
- **Iroquois County Chamber of Commerce** – strives to promote and protect the interests of the business community of Iroquois County; serves as a catalyst for members while promoting business and economic development in the region.
- **Iroquois County Economic Development Association** - the Iroquois Economic Development Association (IEDA) is a people-oriented organization working constantly to improve the quality of life and to expand the economic opportunities for the citizens of Iroquois County. IEDA is a non-profit corporation focused on helping job creating businesses in the county. The Iroquois Development Association aggressively seeks to retain existing businesses as well as attract new retail, service, and manufacturing companies. There are a variety of financial incentives that may be available for new, expanding, or relocating industries.
- **Launch at the Library Business Services** – provides seminars, speakers, discussions, resources, coworking space, meeting rooms, and services to help start, manage and grow businesses.
- **Mahomet Area Chamber of Commerce** – organized to advance the general welfare and prosperity of the Mahomet area so that its citizens and all areas of its business community shall prosper.
- **Monticello Chamber of Commerce** – with a service history of over 50 years, the Chamber has over 185 members representing a wide range of businesses, organizations, and institutions. The Chamber presents another important resource for ECEDR to begin building sector partnerships.
- **Onarga Chamber of Commerce** – organization that helps the economic growth of Onarga and the Onarga Township with continued effort to create a social wellbeing for the community.
- **Paxton Area Chamber of Commerce** - includes over 140 members that range from single employee businesses to multi-generational family businesses to large corporate businesses. The Chamber presents another important resource for ECEDR to begin building sector partnerships.
- **Prairieland CEO** – educational education program that seeks to prepare people, especially youth, to be responsible, enterprising individuals who become entrepreneurs or entrepreneurial thinkers and contribute to economic development and sustainable communities.

- **Rantoul Area Chamber of Commerce** – non-profit organization dedicated to adding value for its members and bringing people together to support business, educational, social and community activities to create positive outcomes for community building initiatives.
- **Sangamon Valley CEO** – educational education program that seeks to prepare people, especially youth, to be responsible, enterprising individuals who become entrepreneurs or entrepreneurial thinkers and contribute to economic development and sustainable communities.
- **Savoy Business Co-Op** – a group of Savoy business owners and managers with the purpose of promoting the 140+ business located in the community, and to grow Savoy as a retail and business destination.
- **Tuscola Chamber and Economic Development (TCED)** – is a partnership of private and public contributors that works with local entrepreneurs, developers, industry officials and interested parties providing opportunities to promote retention and business expansion, as well as pursue new development opportunities.
- **University of Illinois Extension** – the flagship outreach effort of the University of Illinois that offers educational programs to help people, businesses, and communities solve problems, develop skills, and build a better future.
- **Urbana Business Association** – serves members by making Urbana a dynamic place to live, work, and do business.
- **Vermilion Advantage** - active in the County for over 18 years, Vermilion Advantage utilizes real-time data to track talent pipeline results and inform a training system rather than disjointed programs. In addition, Vermilion Advantage will be chairing Workforce Area 18s WIB's Workforce Solutions Committee to continue to strengthen collaborative efforts between the clusters, the community agencies, and the education system.
- **Villa Grove Chamber of Commerce** – strives to promote and enhance positive development of all segments of the community, contribute to the overall economic stability of the city, and help businesses prosper and grow.
- **Visit Champaign County** – dedicated to advance the overall visitor destination experience for the greater Champaign County area, in collaboration with community stakeholders, to strengthen the local economy and quality of life.
- **Watseka Area Chamber of Commerce** - established in 1945, the focus is to promote the economic, civic, and social well-being of the people in the Watseka area, and conduct activities for the direct or indirect benefit of businesses and the larger community. The Chamber presents another important resource for ECEDR to begin building sector partnerships.

### 1.6.3 Business-Led Partnerships

Individuals participating in the initiatives outlined below will be engaged in the regional planning process to better understand the skill needs of employers within their respective sectors, to coordinate WIOA regional strategies with economic development plans, and to leverage this experience to develop program models such as Career Pathways, Talent Pipelines, and Apprenticeships.

- **CEO Round Table** - The University of Illinois' Research Park provides a forum for local business leaders and entrepreneurs to engage in discussion and learn from each other. The event includes dinner, a guest speaker, and networking.
- **Energy Efficiency and Renewable Energy Workforce Development** - Many organizations involved in the energy efficiency and renewable energy sector, are experiencing a lack of skilled workers with technical knowledge, problem solving skills, and a good understanding of customers and technical operations. Another challenge that these same organizations are experiencing is the lack of workforce diversity. Minority and female workers remain disproportionately under-represented in the energy efficiency and renewable energy business sectors. The Champaign County Regional Planning Commission (RPC) has partnered with the Smart Energy Design Assistance Center (SEDAC) to assess and quantify workforce development needs for companies/organizations that provide energy efficiency and renewable energy services in the Ameren Illinois Company (AIC) service territory. Ameren's service territory covers the six counties that are part of this regional plan and spans 43,700 square miles or about three-quarters of the state. This regional assessment will result in the development of recommendations for workforce development strategies within the energy efficiency and renewable energy fields.
- **Vermilion Advantage Clusters** - Vermilion Advantage has developed a business led network including four employment clusters in Vermilion County. The Cluster partners represent careers in manufacturing, logistics, healthcare, and information technology. As a group, all cluster members speak collectively to address common needs identified by workforce data collection, reflecting the dynamics of a changing workforce in Vermilion County.
- **Talent Pipeline Academy (TPA)** - Vermilion Advantage was 1 of 7 communities selected to participate in the Talent Pipeline Management (TPM) initiative led by the U.S. Chamber of Commerce Foundation and sponsored by USA Funds. Participation in TPM has enhanced the sector-based partnership for Vermilion County. Demand planning tools have been put into place to gather specific information on credentialing, competency levels and backflow analysis. Based on the results, shared performance measures can be developed to measure the return on investment and improve performance through aligning incentives The

TPA project will continue to focus on building tomorrow's talent supply chain leaders today.

- **Program Advisory Committees** - Program Advisory Committees at DACC, which include AJC Business Service Team members, are required for CTE programs of study and are an effective way to establish and strengthen partnerships. (Carl D. Perkins Career and Technical Education Improvement Act S.250, 109th Cong., 6 (2006) (enacted), Section 122 (c)(5), Section 134(b)(5).) A Program Advisory Committee is a group of stakeholders which may include representatives from local business and industry, college administrators, faculty, staff, and representatives from transfer institutions who advise the institutions development, implementation, and evaluation of CTE programs to ensure programs are tailored to meet the workforce requirements of the community while addressing student needs. Additionally, they provide expertise pertaining to technological change. Although advisory committees do not set academic policy, their recommendations play an instrumental role in programming.
- **Maintenance Succession Training Program** - In cooperation with a consortium of employers, Vermilion County will be creating a Maintenance Succession Training Program. This will involve the employers working with training providers to create a curriculum that will satisfy their need to close the skill gap when attempting replace the rising number of maintenance employees retiring in the next several years.
- **Veteran's Manufacturing Work Therapy Program** - In cooperation with the Veteran's Administration Illiana Healthcare System, Vermilion County Works partnered with the pilot program to assist in moving Veterans from the VA work therapy program into unsubsidized employment through training in manufacturing.
- **Registered Apprenticeship Programs** - Building off ThyssenKrupp Presta's Registered Apprenticeship in Mechatronics through the U.S. Department of Labor in 2014, more apprenticeships have been designed to meet employers' needs. Welding, CNC Operator, and Manual Machinist apprenticeships programs have started at DACC. Continued efforts to work with employers to create and develop registered apprenticeships across the region should be a priority.
- **Industry Tours** - The Champaign County EDC celebrates National Manufacturing Day and Illinois Manufacturing Month in October by partnering with local companies to open up their doors for presentations and tours. Vermilion Advantage manufacturers open their doors to the community to allow for formal tours of the facility to inform interested parties on what is made in Vermilion County. This is also an opportunity to showcase the skills of the current workforce



and the technology being used to stimulate interest in the manufacturing industry.

- **Career Network Vermilion County (CNVC)** - CNVC partners focus on developing a talent pipeline of skilled workers with diverse sets of skills and talents to meet the region's economic future. For the past 22 years, the partnership has provided educators with career-based learning activities and programs to support students as they explore and develop their academic path and career plans. CNVC is a web-based tool that makes it easy for students and educators to connect with local employers while cultivating Vermilion County's future talent pipeline in a safe and resourceful way.

#### 1.6.4 Public-Private Partnerships

**Central Illinois Human Resource Group (CIHRG)** – the region's local chapter of Society for Human Resource Management (SHRM). This group, in partnership with the LWIA 17, has organized a very successful annual spring job fair for the community including over 75 employers and an array of resources for job seekers.

**Champaign County Economic Development Corporation** – a public-private partnership dedicated to fostering a cooperative, county-wide approach to economic development. Primary functions include Business & Job Growth, Business Market Intelligence, Workforce Development, and Advocacy Issues. The CCEDC is an important partner in the regional planning process.

**Land of Lincoln legal Assistance Foundation** – The Ready to Work grant was awarded to Legal Aid services in IL (serving Central, Southern and Northern IL) in 2017. The aim of this grant is to address direct barriers to employment for individuals (Tier 1 Issues)- like driver's license, sealing/expungement, child support, childcare, bankruptcy, housing/eviction. Land of Lincoln specifically takes referrals from partner agencies for individuals in communities Land of Lincoln serves, or have a court case in its territory. They are screened for eligibility, then a case is assigned to a lawyer/paralegal who will address the issue and see what can be done.

They also work with Vermillion County Works to clean up criminal records by expungement and/or sealing relating to drug-related offenses, etc. Assistance is available at the workforce development center in Danville.

**Workforce Innovation Boards** – a collaboration between the business, workforce, education and training, government, economic, and community development sectors, serving as a strategic leader and convener of local workforce system stakeholders. The purpose of the Board is to provide strategic and operational oversight in collaboration with the required and additional partners and workforce stakeholders to help develop a comprehensive and high-quality workforce system in

the local area and larger planning region; assist in the achievement of the State's strategic and operational vision and goals as outlined in the Unified State Plan; and maximize the effectiveness of the services provided.

# Chapter 2: Strategies for Service Integration

This chapter covers regional service strategies, including use of cooperative service delivery strategies and the connection of job seekers with employers.

## 2.1 Workforce Development Analysis

The ECEDR is utilizing the American Job Center (AJC) model to create a more integrated, career driven, public workforce system. The public workforce one-stop local delivery system brings together key workforce, education, and other partners to serve and connect job seekers and employers. The AJCs strive to:

- Provide job seekers with the skills and credentials necessary to secure and advance in careers with wages that sustain themselves and their families.
- Provide access to all individuals the opportunity to prepare for, obtain, and advance in high quality in-demand jobs.
- Enable employers to easily identify and hire skilled workers.
- Provide employers access to work-based learning opportunities for their current workforce.

### 2.1.1 Strength, Weakness, Opportunity and Threat (SWOT) Analysis

As part of the WIOA regional planning process, partners analyzed the strengths and weaknesses of workforce development activities.

#### Strengths

- Streamlined planning and service alignment through shared data and a common referral process under the AJC system.
- Strong, positive, and constructive working relationships among WIOA partners, which have contributed and will continue to contribute to the planning process and strengthen services without duplication.
- Good amount of training providers and programs available to address the education and skill needs of the workforce and respond to employer needs.
- Higher rates of residents that are high school graduates (or higher) compared with the state and nation overall which can be trained to enter the labor force.
- Although it is still a work in progress, under WIOA, partners can deliver a common message of business services to employers and not inundate them with multiple visits. A Business Services Team formed under the service integration action plan aims to provide a common voice to market available programs to the community and employers.

## Weaknesses

- Needed increased coordination between workforce development, economic development, and other partners regarding employer outreach.
- Growing concern among employers about difficulty in finding qualified workers, particularly with the specific experience, training, skills and/or certification that they are seeking.
- Limited on-demand transit services for individuals residing in the rural areas of the region, so they are reliant on their own vehicles. Lack of public transportation in rural areas to access AJC sites (comprehensive and affiliate) in the LWIAs is a major issue in rural areas of the East Central Illinois region.
- Need to systematize the communication among core partners and create regional planning teams with well distributed tasks. Often cross program information is delayed due to multiple levels of organizations and requirements involved.

## Opportunities

- Regularly assess employers/employees' future needs to better address them with specific programs.
- Take advantage of new funding opportunities/grants to provide required services.
- Increase outreach and marketing of services and programs available through AJC by the WIOA partners and the Business Services Team (BST).
- Develop a common intake as well as referral system, preferably electronic at the State level, which help improve communication among partners.
- Significant amount of older population available and willing to be trained and worked.

## Threats

- Employers' high level of automation in the future, which will impact number of workers needed for specific tasks (less jobs, lack of hiring).
- Aging and impending retirement of many workers, in addition to a regional population decline in the last ten years.
- Companies relying more on temporary workers.
- Funding availability.

### 2.1.2 Regional Capacity

There is enough capacity to provide the needed workforce development activities outlined in this plan, as well as the Local Plans for the two Local Workforce Areas in the East Central Region. The ECEDR consists LWIA 17 and LWIA 18. Each LWIA has one comprehensive AJC as well as multiple access sites to serve the area. Below is a list of locations serving both LWIAs.

Figure 28: American Job Center locations in East Central Economic Development Region

Name	City	LWIA	Business Rep	Veterans Rep	Youth Services	Center Type
Illinois workNet Center	Champaign	17	No	Yes	Yes	Comprehensive
Vermilion Workforce Development Center	Danville	18	No	Yes	No	Comprehensive
Illinois workNet Center	Monticello	17	No	No	No	Access Site
Illinois workNet Center	Paxton	17	No	No	No	Access Site
Illinois workNet Center	Tuscola	17	No	No	Yes	Access Site
Illinois workNet Center	Watseka	17	No	No	Yes	Access Site

Source: American Job Center Finder at Career One Stop ([www.careeronestop.org](http://www.careeronestop.org)), sponsored by the U.S. Department of Labor, Employment and Training Administration.

Comprehensive AJCs offer a full range of jobseeker and employer services including services specific to youth, adult job seekers, employers, dislocated workers, and persons with disabilities. These centers have on-site veterans and employment representatives as well as resources such as phones, computers, and interview rooms. Individuals can also be connected to supportive services from regional partners. Access Sites offer a more limited range of services on site but have on-site staff to connect individuals with all relevant workforce services available in the region. Figure 29 lists services provided at comprehensive centers.

Figure 29: Services provided at comprehensive American Job Centers in the region

- Resource rooms with phones, free internet and resume writing tools
- Employment plan development
- Job training services
- Job search assistance
- Career counseling
- Practice interviewing
- Skills testing
- Labor market and employer information
- Employment workshops
- Supportive services (like SNAP, Medicaid, childcare, emergency funds, and other benefits)
- Hiring events and business service information
- Accessibility and special accommodations for people with disabilities
- Referrals to community resources and other agencies
- Access to Career One Stop's Worker Re-employment website for laid-off workers
- Access to State's job bank or Career One Stop's national Job Finder
- Unemployment insurance information

The following figure describes various business services provided in AJCs. Many of these services are administered/developed by Business Service Teams (BST), made up of partner agencies staff, to identify and address the needs of local employers.

Figure 30: Examples of Business Services Provided in Comprehensive AJCs

Business Service	Description
<b>Incumbent Worker Training (IWT)</b>	<p>Incumbent Worker Training (IWT) addresses skills gaps in the existing workforce while helping employers boost productivity and/or avoid layoffs. Specific details include:</p> <p>Workers receiving training must have an established full-time employment history of at least six months.</p> <p>If a company has recently relocated and any employee lost their job, IWT services cannot be provided for 120 days following the relocation.</p> <p>Training must be for job-specific occupational skills.</p> <p>An IWT grant cannot cover “soft skills” training or general worker orientation.</p>
<b>Mini Job Fairs</b>	<p>Mini Job Fairs are completely free of charge, require a smaller time commitment, and provide an intimate format that allows employers to talk directly with job seekers. Specific details include:</p> <p>Six to ten local employers are typically in attendance.</p> <p>Mini Job Fairs usually last around two hours.</p> <p>The jobs or the recruiting companies must be located in the LWIA.</p>
<b>On-the-Job Training (OJT)</b>	<p>On-the-Job Training (OJT) addresses the skills gap by letting businesses hire for soft skills then training for hard skills, while reimbursing up to 50% of a new hire’s wages while they are being trained. Specific details include:</p> <p>Candidates may come through the Illinois workNet Center.</p> <p>Employers may refer eligible candidates of their own.</p> <p>The training must provide required job-related skills.</p> <p>The training cannot be an orientation, or a new hire training routinely provided for all new employees.</p>
<b>Workforce Reduction Workshops</b>	<p>Workforce Reduction Workshops are conducted discreetly and are intended to help workers through their transition, providing services that could shorten the period of unemployment. Specific details include:</p> <p>A representative from the Illinois Department of Employment Security (IDES) speaks about registering and certifying for unemployment benefits.</p> <p>A representative from the Illinois workNet Center speaks about the job search workshops and WIOA occupational training grants for which workers are eligible through the WARN program.</p>

Partners note that the Businesses Service Team can work with community colleges and Perkins Technical Advisory Committees to potentially assist in determining the employer needs.

### 2.1.3 Existing Training Programs

Through WIOA, the workforce development program makes it easy for clients to obtain the training that fits them best and supports their employment in an in-demand job sector. Both workers and employers are provided the opportunity to build and maintain a quality workforce and increase competitiveness through the programs like incumbent worker training. Employers can also reduce the cost of current employees while receiving access to business solution services such as applicant prescreening and labor market information. Minimum amount of employer share in the Incumbent Worker Training depends on the size of the employer:

- At least 10% of the cost for employers with 50 or fewer employees;
- At least 25% of the cost for employers with 51 to 100 employees; and
- At least 50% of the cost for employers with more than 100 employees;

The region's capacity to provide workforce development activities that address the education and skill needs of the workforce, including individuals with barriers to employment, is largely dependent on local community colleges. The ECEDR is primarily served by two community colleges, Danville Area Community College and Parkland College as well as by the Urbana Adult Education Center. In addition, residents of Iroquois County attend the Kankakee Community College due to its proximity to this county. The figures below summarize enrollment information for the three community colleges in the ECEDR based on data provided by the Illinois Community College Board (ICCB). These educational institutions are ready and willing partners in workforce development educational activities with long track records of producing quality graduates and certificate-holders.

Figure 31 shows the enrollment by program classification in 2018. According to this data, the three local community colleges account for almost 5 percent of community college enrollment in the state, but over 12 percent of enrollment in vocational programs, which are heavily concentrated at the Danville Area and Kankakee Community Colleges in this region. Figure 32 shows the summary of graduates for career and technical education degrees and certifications. Figure 33 shows summary of transfer and general studies degree and certificate graduates in 2018. Figure 34 shows a summary of graduates from community colleges in primary career clusters. Figure 35 illustrates that Danville Area Community College and Parkland College have both seen increases in the enrollment of veterans since 2015.

Figure 31: Annual Enrollment by Program Classification, 2018

Community College	Transfer	Vocational	Career & Technical Ed.	Adult Basic Ed.	Adult Secondary Ed.	English As A Second Language	General Studies	General Associates	Total	**Non-Credit Total
Danville	1,729	2,346	1,164	148	113	22	0	602	6,124	816
Kankakee	2,114	2,142	1,293	112	102	115	12	799	6,689	4,035
Parkland	6,452	12	4,407	114	65	68	0	1,120	12,238	2,640
<b>EDR total</b>	10,295	4,500	6,864	374	280	205	12	2,521	25,051	7,491
<b>State total</b>	265,464	36,059	131,076	20,354	6,509	29,669	1,839	28,417	519,387	169,902
<b>% Of state total</b>	3.88%	12.48%	5.24%	1.84%	4.30%	0.69%	0.65%	8.87%	4.82%	4.41%

\*\*Noncredit instruction provides activities that do not meet ICCB Rules for credit courses, such as those designed for specific employers, professional development, or others offered for hobby, leisure, or recreational purposes.

Source: ICCB Centralized Data System

Figure 32: Career and Technical Education Degree and Certificate Graduates, 2018

Community College	Associate Applied Science	in Certificates One Year or More	of Certificates or Less Than One Year	of Total
Danville	148	115	199	462
Kankakee	196	77	316	589
Parkland	448	122	626	1,196
<b>EDR Total</b>	792	314	1,141	2,247
<b>State Total</b>	10,582	6,365	23,966	40,913
<b>% of State Total</b>	7.48%	0.0493%	4.76%	5.49%

Source: ICCB Centralized Data System

Figure 33: Transfer and General Studies Degree and Certificate Graduates, 2018

Community College	Associate in Arts	Associate in Science	Associate in Engineering Science	Associate in Fine Arts	Associate in Liberal Studies & General Ed	General Studies Certificates	Total
Danville	157	8	2	1	57	0	225
Kankakee	103	54	2	1	33	0	193
Parkland	139	199	21	10	65	0	434
<b>EDR Total</b>	399	261	25	12	1	0	852
<b>State Total</b>	13,349	6,466	325	96	3,095	15	23,758
<b>% of State Total</b>	2.99%	4.04%	7.69%	12.50%	5.01%	0.00%	3.59%

Source: ICCB Centralized Data System

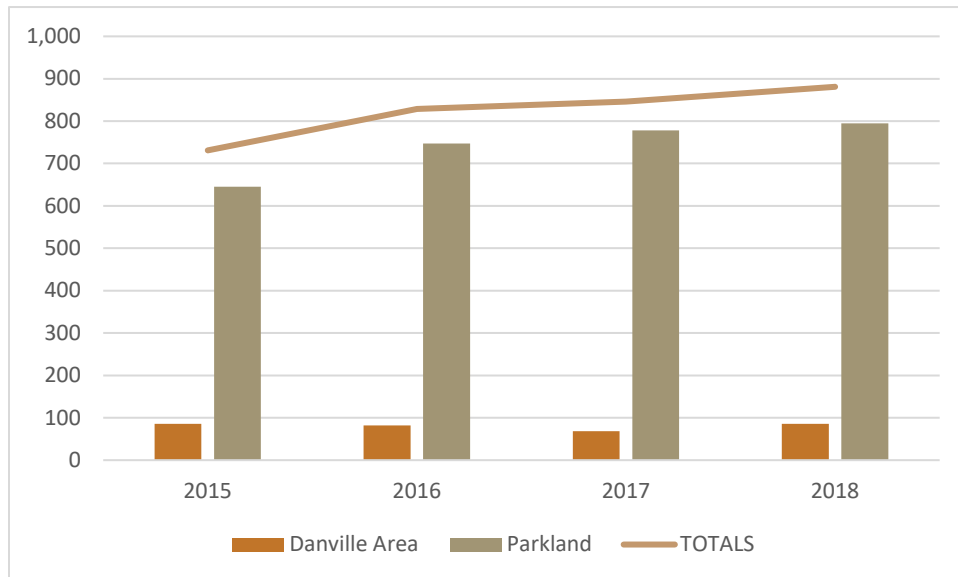


Figure 34: Graduates by Career Cluster, 2018

<b>Community College</b>	<b>Health Science</b>	<b>Manufacturing</b>	<b>Transportation and Distribution</b>	<b>Architecture and Construction</b>
<b>Danville</b>	277	26	36	10
<b>Kankakee</b>	172	191	26	4
<b>Parkland</b>	559	26	179	32
<b>EDR Total</b>	1,008	243	241	57
<b>State Total</b>	15,930	3,874	4,139	1,171
<b>% of State Total</b>	6.33%	6.27%	5.82%	1.48%

Source: ICCB Centralized Data System

Figure 35: Annual Enrollment of Veterans, 2015-2018



Source: ICCB Centralized Data System--Annual Enrollment and Completion (A1) Data

Figure 36 shows the top training programs in LWIA 17 and LWIA 18 based on total enrollments. Heavy tractor trailer driver licenses and nursing assistant certifications have the highest number of enrollments and successful completions in the region.

Figure 36: Top 20 Training Programs in LWIA 17 and LWIA 18, 2019

LWIA	Program Name	Occupations	Degrees	Total Enrollment	Total Successful Completion	Total Hired	Avg. Job Wage
17	Tractor-Trailer Driving Training	Heavy Tractor Trailer Drivers	License	118	106	84	NA
18	Nurse Assistant Certificate	Nursing Assistants	Industry Recognized Certification	74	63	38	\$11.48
18	Associate Degree of Nursing	Licensed Nurses, Registered Nurses	Associates Degree	56	22	19	\$24.16
18	Tractor/trailer Driving Training	Heavy Tractor Trailer Drivers	Industry Recognized Certification	32	27	23	\$20.26
18	Bachelor of Science in Nursing	Registered Nurses	Bachelors Degree	21	13	9	\$24.79
17	Nursing	Registered Nurses	Associates Degree	19	11	9	\$25.25
17	Business: Management	Business Operations Specialists	Associates Degree	12	3	0	NA
17	Dental Hygiene	Dental Hygienists	Associates Degree	7	5	4	\$25.81
17	Medical Assisting Certification	Medical Assistants	Industry Recognized Certification	7	6	4	\$11.50
17	Surgical Technology	Surgical Technologists	Associates Degree	7	5	4	\$19.02
17	Business Administrative Office Assistant	Executive Secretaries & Administrative Assistants	Industry Recognized Certification	6	1	1	\$14.60
17	Criminal Justice	Police and Sheriffs Patrol Officers	Associates Degree	6	2	2	\$13.96
18	Radiologic Technology	Radiologic Technologists	Associates Degree	6	2	2	\$21.33
17	Nurse Assistant	Nursing Assistants	Industry Recognized Certification	5	4	3	\$11.30
17	Therapy Assistant	Occupational Therapy Assistants	Associates Degree	5	1	1	\$10.14
17	Respiratory Care	Respiratory Therapists	Associates Degree	5	2	1	\$19.91
18	Computer & Network Administration	Computer Network Specialists & Analysts	Associates Degree	4	2	1	\$11.50
18	Accounting	Accountants & Auditors	Associates Degree	3	3	2	\$13.21
18	Level 1 Nursing Certificate	Registered Nurse	-	3	0	0	NA
18	Marketing	Marketing Managers	Associates Degree	3	2	2	\$15.70

Source: ICCB Centralized Data System—Summary of Training Programs Data

## 2.1.4 Summary of Commitments of Program Partners

All ECEDR partners will need to work in collaboration in order to identify and realize effective, employer-driven sector partnerships. The partners within the region will work in a collaborative manner to use their respective programs and resources to create solutions that meet the industry and job seeker needs and are right sized for regional demand.

- Educational partners, particularly the community colleges in the region will work with AJC partners on creating programs to serve the needs of employers in the region. These programs will be aligned with career pathways.
- AJC partners will work in coordination with economic development organizations in the region to strengthen relationships with employers in primary and secondary targeted industry sectors.
- Sector partnerships will be created based on industry priorities. The regional economic development organizations, including Chambers of Commerce will play an important role on reaching out regional employers within each targeted industry sector.

Based on these coordinated efforts the region will develop integrated business services for the WIOA core programs.

## 2.1.5 Supportive Service Integration and Coordination

WIOA emphasizes integrated service delivery. An integrated workforce system encourages partners to develop and share a common vision that supports the development of effective, high quality American Job Centers (AJC) that connect customers with the full range of services available in their communities. While integrating services is not a new concept, the WIOA regulations strengthen the ability to align investments in workforce, education, and economic development to regional in-demand jobs.

The ECEDR started developing service integration strategies in July 2017 to align and simplify access to workforce services. Workforce partners in the region are committed to implementing strategies to coordinate services. In September 2019, each local LWIA submitted an action plan for service integration including four overarching goals:

<b>LWIA 17</b>	<b>LWIA 18</b>
Job expectations communicated to staff	Communication occurs across One-Stop partners
Communication occurs across One-Stop partners	Services delivered by function: Business Services
Services delivered by function: Business Services	Access to services is timely and coordinated
Board expectations drive One-Stop expectations	Customer information is shared

The goals of “Communication occurring across AJC Partners” and “Services Delivered by function – Business Services” was selected by both workforce areas. As each area is working on these goals, the ECEDR will coordinate efforts to be more cost effective and better serve customers. Some goal-related strategies that have been implemented, or are still in process, are a common referral system, data intake from AJC customers, newsletters.

- **Common Referral System** – The one-stop partners agreed to have RPC set up a new intake system at the Illinois workNet Center Champaign location. All customers entering the Illinois workNet Center are required to check in through the new online client intake system - <https://ajcworks.com/>. Basic customer information will allow documentation of referrals and the provision of improved customer service. Since implementing the system, at the Champaign location, the partners agreed to also implement at the affiliate offices in Piatt, Iroquois, Ford, and Douglas Counties in order to fully capture how best to advance service provision to these areas.
- **Data Intake from AJC Customers** – A one-stop consultant hired by RPC designed a data intake process. Data collection is ongoing, and partners are reviewing monthly data in order to determine necessary changes or process improvements for effective customer referrals.
- **Newsletters** – RPC creates a monthly newsletter for public workforce, economic development and community organizations with a circulation of 150. The plan is to continue to advance the content, highlighting success stories, and documenting methods to further engage job seekers and employers. Vermillion County Works also has two newsletters circulated weekly and quarterly containing a calendar of events and services offered at the AJC.

### 2.1.6 Other Supportive Services

The six-county region is rich in supportive services that enable access to education and training. The ECEDR partner agencies are committed to pursuing strategies that lead to better integration of supportive service delivery to customers. An important resource for better integrating transportation services with workforce services are local Human Service Transportation Plans (HSTPs)<sup>6</sup>. HSTPs are mandated by the Federal Transit Administration (FTA) to coordinate public transportation services in order to improve service accessibility and quality. HSTPs also include goals and

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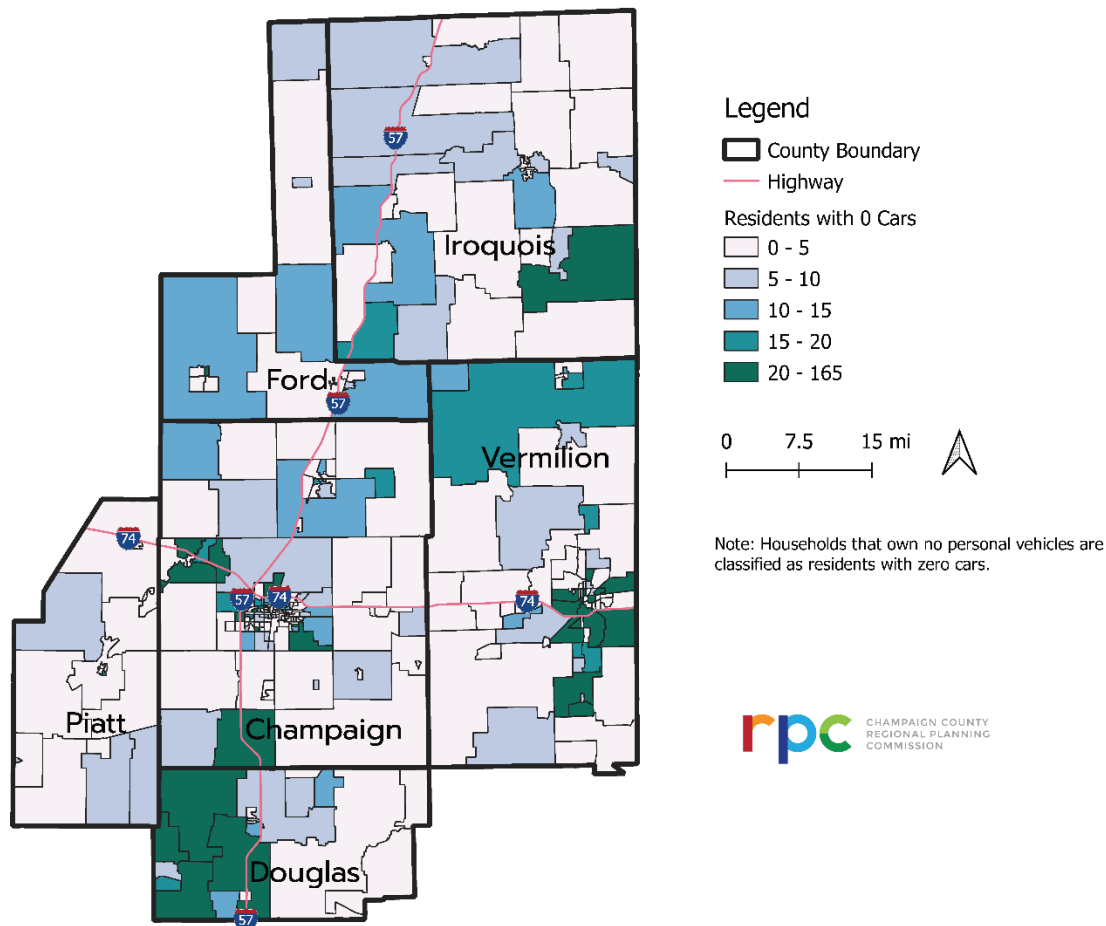
<sup>6</sup> Since the state's HSTP region boundaries don't match the state's economic development region boundaries, four of the ECEDR counties are included in HSTP region 8 ([https://ccrpc.org/wp-content/uploads/2018/12/FINAL\\_Champaign-Urbana-Urbanized-Area-HSTP\\_ADA.pdf](https://ccrpc.org/wp-content/uploads/2018/12/FINAL_Champaign-Urbana-Urbanized-Area-HSTP_ADA.pdf)) and two of the ECEDR counties are included in HSTP region 6 most current plan (<https://mcplan.org/file/496/2015%20HSTP%20ADOPTED%20PLAN%20UPDATE.pdf>)

performance measures to improve transportation services, some of which overlap with the ECEDR's workforce service integration goals. The following HSTP goals overlap with the service integration goals identified by LWIAs 17 and 18:

- Utilize diverse tools such as marketing, websites, etc. to increase the general public's awareness of existing transportation services.
- Improve and increase availability of transportation services in Region 8 and 6 for the general public, with a focus on older adults, persons with disabilities, and persons with low-income.
- Improve user experience and usability of existing transportation services for all riders by addressing barriers to ridership.

Figure 37 shows the distribution of households that own no personal vehicles (classified as residents with zero cars). These households can directly benefit from the supportive services provided in the region.

Figure 37: East Central Region Residents with Zero Cars at Census Block Group Level



Source: U.S. Census Bureau, American Community Survey (ACS) 2015-2019 estimates mapped by CCRPC staff

In addition to transportation services reflected in local HSTPs, the following list includes a wide variety of organizations in the ECEDR that provide transportation or other supportive services such as work clothing, childcare, and work physicals.

### Transportation Services

- Champaign Urbana Mass Transit District (CU-MTD): operates public transportation services in the Champaign-Urbana urbanized area, including fixed routes, hoppers, express service, direct service and ADA paratransit service buses, evening dial-a-ride, and paratransit services. Seniors, veterans, and some persons with disabilities qualify to ride CU-MTD for free or reduced fares through a DASH pass.
- Champaign County Area Rural Transit System (C-CARTS): provides safe, convenient, reliable, and low cost general public transportation in rural Champaign County. Service is provided within rural areas or between rural and urbanized areas. C-CARTS provides demand response transportation whereby riders call ahead to request a specific pick up time and location.
- Vermilion County Rural General Public Transportation Services: provides low cost transportation to anyone outside the urbanized area of Danville, Westville, Catlin and Georgetown to Danville urbanized area or vice-versa.
- Danville Mass Transit (DMT): operates public transportation services, including fixed route buses, evening dial-a-ride, and paratransit services, within Danville, Champaign, Georgetown, Tilton, and Westville.
- Showbus: offers both fixed schedule and door to door options in rural areas of Ford and Iroquois Counties. Fees are assessed based on type of service, and whether service is within or outside of county. Persons with disabilities can bring along an aid at no additional cost.
- Salvation Army (Champaign County and Vermilion County): social service program provides money or vouchers to pay for gasoline, bus passes, or taxi fare for necessary local or out-of-town travel.
- DHS-Division of Rehabilitation Services (DRS): provides financial assistance for eligible customers towards the cost of transportation who are in vocational and academic training at the post-secondary level. DRS is also able to assist with transportation costs to access employment until the customer's first paycheck. DRS is also able to assist with the cost of vehicle modifications necessary to enable a customer to safely drive a vehicle independently.
- Empty Tomb: provides limited cash assistance for emergency needs including and automobile gasoline to get to work or school.
- Champaign County Regional Planning Commission No Limits Program: can provide assistance with transportation in the form of bus tokens and bus passes.

### Work Clothing

- Empty Tomb: donates clothing.
- Dress for Success: Provides interview suits and other professional attire for low income individuals (frequently women) working to secure and/or retain gainful employment.
- Connections: sells donated clothing items for women, men and children. Courage Connection clients can get free emergency and professional clothing at Connections.
- Goodwill (Champaign County and Vermilion County): sells secondhand clothing and home goods. The revenue generated goes to train adults for employment, prepare young people for life and work, and help veterans readjust to civilian life.

### Childcare

- Child Care Resource Service (CCRS): provides childcare referrals, information on evaluating quality childcare, and assistance in paying for childcare for income eligible families in Champaign, Vermilion, Iroquois, and Piatt counties.
- Child Care Assistance Program (CCAP): one of the best subsidized childcare programs in the country. Eligibility guidelines are based on criteria such as income, family size, etc.
- Child Care Resource and Referral Network (CCRRN): maintains a free online database of quality childcare providers in Ford County.

### Physical Exams

- Avicenna Community Health Center: provides basic and preventative health care including physical exams to uninsured and underinsured adults.
- Champaign County Christian Health Center: provides holistic, free, and quality health care services, including adult physicals, in Champaign County.
- Frances Nelson Health Center: provides primary care medical and behavioral health services that are affordable, accessible, and high-quality to the medically underserved of greater Champaign County, including physicals. The center offers income-based discounts, benefit enrollment assistance, and has bilingual Spanish/English staff and interpreters on site.
- Vermilion Area Community Health Center: A primary care medical clinic dedicated to providing affordable and accessible high-quality health care services to the medically underserved of greater Vermilion County, including physicals.
- Iroquois County Community Health Center: provides primary medical care and promotes health care, environmental health, and maternal/child health through school and community health programs. Home health care

encompasses a broad spectrum of health services that can be provided to recovering, disabled, or chronically ill persons.

### Other Services

- 2-1-1 hotline systems: provides easy access to information and referral to resources for case managers and participants. A directory of all social service agencies in Champaign and Vermilion Counties is maintained by Providing Access to Help (PATH), including mental health, housing, transportation, medical, vocational, and educational services (Champaign and Vermilion Counties).
- Courage Connection: provides housing and other supportive services to individuals and families who are victims of domestic violence.
- Community Resource and Counseling Center: provides behavioral health services including mental health treatment, community support services, substance abuse services and psychiatric services. The center has service locations in Iroquois and Ford counties.
- Developmental Services Center (DSC): provides services and supports to children and adults with intellectual and developmental disabilities in Champaign and Ford Counties.

## 2.2 Coordination of Services

### 2.2.1 Participating Economic Development Organizations

The Champaign County Economic Development Corporation and Vermilion Advantage participated in the WIOA regional planning process and are actively engaged in regional planning initiatives. These organizations provide strong leadership within their respective geographic areas of service to meet the needs of business and grow their local economies. A brief overview of each organization is provided below:

The Champaign County Economic Development Corporation is a public-private partnership dedicated to fostering a cooperative, county-wide approach to economic development. Their primary functions include Business & Job Growth, Business Market Intelligence, Workforce Development, and Advocacy Issues. They have taken a leading role in the regional planning process.

Vermilion Advantage provides strategic leadership on critical business issues by leading economic & workforce development efforts, anticipating and responding to members' needs, addressing quality of life issues, and providing a network of information and business contacts to strengthen the local economy and business environment.



All invited economic development organizations that participated in the development of the regional plan reviewed the data and provided input on regional industries and occupational growth and provided important insight on the key sectors of manufacturing, healthcare, and transportation, logistics and warehousing.

Other economic development organizations that are actively involved in economic development and workforce initiatives include the Iroquois Economic Development Association, Champaign County Chamber of Commerce, Tuscola Chamber and Economic Development, and the Champaign County Regional Planning Commission.

### 2.2.2 Coordination of Costs

The Workforce Innovation Boards within Region 2 will continue to reinforce strong relationships to collaborate on regional projects and pool administrative funds when appropriate. By pooling and braiding partner funds, the ECEDR can efficiently respond to regional needs without duplicating resources. Examples of current cost-sharing collaborations include required AJC rebranding efforts and the development of short-term competency-based training opportunities to help jobseekers showcase their skills.

# Chapter 3: Vision, Goals and Strategies

This section outlines the role of local boards in coordinating regional workforce, education and economic development activities. It includes input from business, education and workforce development stakeholders who helped develop strategies that are consistent with existing plans.

## 3.1 Strategic Vision

The ECEDR Local Workforce Innovation Boards (LWIB) 17 and 18 have generally adopted the state's strategic vision to support regional economic growth; however, localized the vision to focus mainly in the East Central Illinois Economic Development (ECIED) region. The vision for the region is expressed as:

“Foster a region-wide workforce development system that supports the needs of individuals and businesses to ensure Illinois and particularly the East Central Illinois Economic Development (ECIED) region has a skilled workforce to effectively compete in the local, regional and global economy.”

The LWIBs envisions a regional system that:

- Is employer-centric and built on the common efforts of economic development partners with strong industry partnerships in place.
- Is holistically focused on the industry sectors that are being targeted.
- Uses up-to-date regional labor market data to understand both the supply and demand sides of the regional economy, including the talent needs and qualifications of employers and the effectiveness of the education and training systems in meeting those needs.
- Builds on educational opportunities throughout the region to identify and create career pathways for all on-ramps within a given industry sector and their associated occupations.
- Advances opportunities for all job seekers including low skilled adults, youth, individuals with disabilities, veterans, and other individuals with multiple barriers to employment.
- Creates a system of workforce, education and economic development partners to meet the needs of businesses and individuals while growing a vibrant and robust regional economy.

## 3.2 Goals for Preparing an Educated and Skilled Workforce

The ECEDR will prepare an educated and skilled workforce by aligning and integrating partner programs and services. This alignment will include programs that focus on employer needs for a skilled workforce while working to improve access to sector-based education and training services to those facing barriers to employment. The region will use a diverse array of models to achieve training goals including:

- **Expand Career Pathways** focused on the primary targeted industry sectors of healthcare, transportation & warehousing, and manufacturing. Pathway creation for the secondary targeted industry sector, construction, will also be explored. These pathways will contain multiple entry and exit points to connect individuals of varying abilities with realistic and meaningful opportunities.
- **Expand Apprenticeships & Earn and Learn Opportunities** by leveraging the relationships between economic development partners and employers in the targeted industry sectors. Integrated business services will be developed so that employers can access training resources from all relevant partners.
- **Expand Talent Pipeline Solutions** that reengineer the concept of education and training design with the employer at the center. The region will further develop the already existing programs based on the concepts outlined in the talent pipeline approach.

Each WIOA program partner will evaluate existing programs with respect to the goal of preparing an educated and skilled workforce. For programs under Title I and Title IV, this may mean a review of the current curriculum funded within the targeted industry sectors. Programs under adult education may want to expand contextualization of curriculum around workforce and academic readiness. As a region, partner programs will review current assessment processes and tools and develop, to the extent possible, common assessment practices that address the needs of the targeted industry sectors.

Partners will work towards consistent program design that enables them to meet the following WIOA performance measures:

1. Percent Employed 2nd Quarter after exit (Adult Programs)
  - a. Placement in Employment/Education 2nd Quarter after Exit (Youth Programs)
2. Percent Employed 4th Quarter after exit (Adult Programs)
  - a. Placement in Employment/Education 4th Quarter after Exit (Youth Programs)
3. Median Earnings 2nd Quarter after Exit (All Programs)
4. Credential Attainment (up to 1 year after exit)

5. Measurable Skill Gains (All Programs except Wagner-Peyser)
6. Effectiveness in Serving Employers (All Programs)

The core program partners will meet with their respective partner agencies locally throughout each year to determine best practices on how to achieve local goals. Each local area will utilize the following information when negotiating local goals:

- Illinois Department of Employment Security data for the region
- Previous 4 years of each area's local goal outcomes
- Previous 4 years of regional goal outcomes
- Regional economic development data regarding employer trends such as closings, expansions, rising/declining sectors, changes in demographics, etc.

### 3.3 Regional Strategies

The ECEDR will undertake the following strategies to **engage employers** in workforce development programs:

1. Work with the region's economic development organizations to identify employers (large and small) throughout the region from the identified sectors of:
  - a. Manufacturing
  - b. Healthcare
  - c. Transportation & Warehousing
  - d. Construction – Including Trade Unions
2. Establish opportunities for employers to participate in functional teams designed to:
  - a. Identify existing career pathways in the identified industry sectors.
  - b. Explore development of career pathways in those industry sectors that do not currently have one.
  - c. Explore the establishment of talent pipelines in the regions identified growth sectors.
  - d. Partners from education, workforce development, and economic development will create a common message to market these functional teams to targeted employers and seek their participation.
3. Through a collaborative effort, partner agencies will investigate the viability of developing employer-led initiatives to create apprenticeship programs in the manufacturing, healthcare, transportation, and construction sectors.
4. The Business Services Team which reconvenes half-yearly at the regional level and is under process of development at local level will act as a common voice in the outreach to employers. It will market the service provided as part of WIOA

and will aim to develop a conducive atmosphere for employers to connect with AJCs.

The ECEDR will undertake the following strategies to **meet the needs of businesses** in local and regional workforce development:

1. Coordinate business services among the partners to improve on existing models and expand on existing retention models.
  - a. Coordinate with all partners to communicate one message to employers that represents all services available.
  - b. Meet with businesses to address barriers to growth.
  - c. Leverage regional resources to help businesses launch or accelerate international trade programs.
  - d. Identify technology transfer opportunities within the public and private sectors that can be leveraged for growth.
  - e. Share information on regional, state and federal financial tools for business development.
2. Work with regional partners and economic development councils to foster a shared understanding of the needs of business and the skill needs of businesses in the targeted sectors.
3. Improve outreach and recruitment of potential employees by leveraging existing federal, state and regional career guidance tools and expanding their use throughout the region. Examples of these tools include:
  - a. O\*NET My Next Move
  - b. IDES Career Information System (CIS)
  - c. Illinois WorkNet
4. Improve skills assessment of jobseekers by utilizing existing resources and identifying new tools.

The ECEDR will work to design policies and programs that facilitate better coordination between workforce and economic development programs. For example, enhanced career services (e.g. reemployment workshops, referrals to training and education providers, and direct referrals to jobs) offered at comprehensive and affiliate AJCs will strengthen the relationships between AJCs and unemployment insurance programs. With co-location and/or direct linkages between the two, recipients of unemployment insurance will be able to connect to all partner services in the region through AJCs. In addition, partner programs can connect with recipients of unemployment insurance via Job Link to share individualized information about relevant programs and services.

The ECEDR will undertake the following strategies to **meet the needs of regional employers** through incumbent worker programs; on-the-job and customized training programs; industry and sector strategies; career pathway initiatives; effective business intermediaries; and more:

1. Work with business service teams to promote existing work-based learning initiatives to regional employers.
2. Support sector strategies by evaluating and adjusting the region's current career pathways.
3. Support sector strategies by evaluating and adjusting the region's current talent pipelines.
4. Develop strategies that reduce program silos to promote employer services.
  - a. Partners in the region will provide cross training on the programs and services that they offer to employers.
  - b. Develop consistent messaging and marketing of business services using BST.
5. Promote entrepreneurial skills training by connecting interested individuals with the local Economic Development Corporations, Chamber of Commerce Organizations, and Small Business Development Centers.

Current examples of these types of programs:

- Illinois Small Business Development Center located in Danville provides information and assistance to potential and existing small businesses through one-on-one counseling and training sessions.
- Illinois Small Business Development Center located in Champaign provides information and assistance to potential and existing small businesses through one-on-one counseling and training sessions.
- The Youth Entrepreneurship Program located in Champaign currently funded as a contracted Title 1B youth provider. Youth attending this program learn how to be responsible, enterprising individuals whom become entrepreneurs or entrepreneurial thinkers through immersion in real life learning experiences where they can take risks, manage the results, and learn from the outcomes.
- Danville Area Community College (DACC) is also involved in developing and expanding their apprenticeship programs since 2015. DACC has established their standards of apprenticeship through the U.S. Department of Labor (USDOL) and has added programs in Welding, Manual Machining and CNC Machining. Thyssenkrupp youth apprenticeship program at Vermillion County high schools is also coordinated for college credit at DACC and other certifications.

### 3.3.1 Regional Strategies to Increase Apprenticeships

As employers continue to face obstacles in attracting and retaining workers with the right skills, the workforce system's challenge is to identify effective workforce solutions and collaborative approaches that benefit both job seekers and employers. Registered Apprenticeship programs are a proven strategy for developing a talent pipeline of qualified workers for employers and industries. The ECEDR will undertake the following strategies to increase apprenticeships:

1. Collect and disseminate apprenticeship program data
2. Identify opportunities for apprenticeships in target sectors:
  - a. Manufacturing
  - b. Healthcare
  - c. Transportation & Warehousing
  - d. Construction – Including Trade Unions
3. Tuition fees for registered apprentices through local education providers
4. Create outreach materials specifically targeting businesses with apprenticeship potential
5. Identify pre-apprenticeship and youth apprenticeship best practice models

### 3.3.2 Initiatives to Shorten Time from Credential to Employment

The ECEDR currently has several ways to shorten the time from education and training to the labor market. The following strategies will continue to be utilized and expanded upon based on best practices:

1. Community colleges in the region offer “dual credit” opportunities to high school students and adults who can earn a high school diploma or equivalency certificate while working toward an occupational credential.
2. Prior Learning Assessments can credential workers who have gained skills through experience. The Credit for 17 Prior Learning Act permits Illinois public universities and community colleges to award academic credit for learning acquired outside of a traditional classroom setting. Job seekers with marketable skills may be able to find employment that requires little or no additional training. Career counselors can assist on-demand workers, mature workers, and the underemployed in matching their current skill sets with the hiring requirements of local employers.
3. Professional licensing requirements can restrict access to certain professions for job seekers with out-of-state licenses. Understanding what licensing requirements are needed for various occupations and working with bordering states to maximize the portability of licensing can prevent residents from retaking needed training or having to re-test for employment opportunities across the state lines.

4. Informed decision-making when selecting a training program can help move job seekers more quickly into employment. Information that may be useful to job seekers includes, but is not limited to, locations of likely job placements, prerequisites for training entry, effort/education level required to complete the training, and training delivery methods. Program outcome information includes graduation and placement rates, credential(s) earned, likely salary, and potential job growth in the field of training.

### 3.6 Steps to Be Taken in Support of State Goals

As discussed throughout the plan, the region will take the following steps to foster the improvement and expansion of employer-driven regional sector partnerships.

1. Identify existing economic development efforts throughout the region by industry sector.
2. Identify existing employers within the region by industry sector, both those that are currently “system engaged” and those that are not.
3. Inventory the current sector-partnerships and career pathways by industry sectors.
4. Prioritize occupations within the targeted industry sectors.
5. Inventory and evaluate existing Career Pathways, develop new Pathways where none exist.
6. Further develop Talent Pipeline Solutions for targeted industry sectors.

The region will take the following steps to expand career pathways:

1. Create and sustain employer driven models to recruit and place individuals in earn and learn opportunities on the pathway that is based on the skills requirements of the job.
2. Identify and/or design assessment tools that best identify the skills gap of individuals referred to employers for earn and learn training based on employer input.
3. Further develop Registered Apprenticeships with employers in the targeted industry sectors.
4. Expand dual credit transfer courses and dual credit work-based learning for high school students.
5. Expand strategies and structured industry-informed pathways that are regionally aligned so high school students can seamlessly transition to community college career technical education (CTE) certificates and/or transfer degrees.
6. Further develop more Adult Education programs that allow students to earn a High School Equivalency Certificate while earning an industry-



recognized credential in a short-term certificate program as a first step on a pathway to other careers.

The regional partners have taken the following steps to expand career services, opportunities to special populations, and information for employees and job seekers:

1. Expanded the AJC system and service integration of WIOA partners in the ECEDR to co-enroll or advise customers of services in the region to overcome barriers towards employment.
2. LWIA 17 collaborated with the TANF program to offer Job Club services to their job ready population. The Job Club program has become a required component of their customer's employment plan.
3. Partners in the ECEDR collaborated with the Land of Lincoln on the Ready to Work Initiative to provide direct free legal services to customers of the Illinois workNet Center on issues such as sealing/expungement, child support, credit, identity theft, and reasonable accommodations.
4. Partners in the ECEDR have collaborated with the Land of Lincoln to conduct annual sealing/expungement summits to reduce barriers of job seekers.
5. LWIA 18 is collaborating with the Veterans Affairs Hospital's Certified Work Therapy program to provide direct linkages for Veterans to receive career services and opportunities for training, including annual hiring events designed for Veterans.
6. Business Service Teams have been designed to develop consistent messaging regarding workforce services to regional employers.
  - a. LWIA 17 Business Service Team is being setup to improve services to regional employers by conducting business roundtables and tracking employer services and outcomes via ILIOBLINK.
  - b. LWIA 18 DACC has included AJC Business Service Team members in their Program Advisory Committees required for Perkins CTE programs of study.

# CHAPTER 4: OPERATING SYSTEMS AND POLICIES

## 4.1 Coordination of Planning

The Local Workforce Innovation Area (LWIA) 17's **Memorandum of Understanding** provides a description of the one-stop delivery system, and other information that is essential to the establishment and operation of effective local workforce development systems as required by the Workforce Innovation and Opportunity Act (WIOA) Rule (20 CFR Part 678.705). The Memorandum of Understanding and any subsequent modifications is incorporated by reference into this plan.

The LWIA 17's **Service Integration Action Plan** provides a description of how local workforce partners will align and coordinate services as required by the State of Illinois Service Integration Policy (WIOA Policy Chapter 1, Section 13). The Service Integration Action Plan and any subsequent modifications is incorporated by reference into this plan.

Figures 38 and 39 list services that will be provided at the Comprehensive One Stop located at 1307 N. Mattis Avenue, Champaign, Illinois.

Figure 38. Services provided by Comprehensive One-Stop Center

REQUIRED PARTNERS	Eligibility for Title IB	Outreach, intake, orientation	Initial Skills Assessment	Labor exchange services, including job search and placement assistance	Referral and coordination with other programs	Workforce and labor market information and statistics	Performance and cost information on providers of education, training and workforce services	Performance info for the local area as a whole	Information on the availability of supportive services	Information and meaningful assistance with UI claims	Assistance establishing eligibility for financial aid for non-WIOA training and education
Title I: Adult, Dislocated Worker, Youth	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Title II: Adult Education and Literacy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Title III: Employment Programs under Wagner-Peyser	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Title IV: Rehabilitation Services	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Post-Secondary Career and Technical Education under Perkins	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Unemployment Insurance	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Job Counseling, Training and Placement Services for Veterans	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trade Readjustment Allowance (TRA)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Trade Adjustment Assistance (TAA)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Migrant and Seasonal Farmworkers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National Farmworker Jobs Program	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community Services Block Grant (CSBG)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senior Community Services Employment Program (SCSEP)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

REQUIRED PARTNERS	Eligibility for Title IB	Outreach, intake, orientation	Initial Skills Assessment	Labor exchange services, including job search and placement assistance	Referral and coordination with other programs	Workforce and labor market information and statistics	Performance and cost information on providers of education, training and workforce services	Performance info for the local area as a whole	Information on the availability of supportive services	Information and meaningful assistance with UI claims	Assistance establishing eligibility for financial aid for non-WIOA training and education
TANF	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Second Chance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Housing and Urban Development Employment and Training Activities	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job Corps	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
YouthBuild	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify): Reentry Employment Opportunity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**INDIVIDUALIZED AND FOLLOW-UP CAREER SERVICES**

REQUIRED PARTNERS	Comprehensive and specialized assessments	Development of an individual employment plan	Group counseling	Individual counseling	Career planning	Short-term pre-vocational services	Internships and work experience	Workforce preparation activities	Financial literacy services	Out-of-area job search assistance	English language acquisition	Follow-up services for participants in adult and dislocated worker programs
Title I: Adult, Dislocated Worker, Youth	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Title II: Adult Education and Literacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Title III: Employment Programs under Wagner-Peyser	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Title IV: Rehabilitation Services	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Post-Secondary Career and Technical Education under Perkins	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

REQUIRED PARTNERS	Eligibility for Title IB	Outreach, intake, orientation	Initial Skills Assessment	Labor exchange services, including job search and placement assistance	Referral and coordination with other programs	Workforce and labor market information and statistics	Performance and cost information on providers of education, training and workforce services	Performance info for the local area as a whole	Information on the availability of supportive services	Information and meaningful assistance with UI claims	Assistance establishing eligibility for financial aid for non-WIOA training and education
Unemployment Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job Counseling, Training and Placement Services for Veterans	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trade Readjustment Allowance (TRA)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trade Adjustment Assistance (TAA)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Migrant and Seasonal Farmworkers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National Farmworker Jobs Program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community Services Block Grant (CSBG)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Senior Community Services Employment Program (SCSEP)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
TANF	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Second Chance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Housing and Urban Development Employment and Training Activities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Job Corps	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
YouthBuild	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (specify): Reentry Employment Opportunity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Figure 39. Other Programs and Activities Provided by Required Partners

REQUIRED PARTNER	OTHER PROGRAMS AND ACTIVITIES PROVIDED
Title I (Adult, Dislocated Worker, Youth)	Analysis and use of LMI to support economic development, business services, career counseling for Title IB clients, case management for Title IB clients, training services for Title IB clients.
Title II: Adult Education and Literacy	Adult education and literacy student intake, assessment, student support services, literacy instruction
Title III: Employment Programs under Wagner-Peyser	Hiring events; workshops
Title IV: Rehabilitation Services	Overview and orientation to vocational rehabilitation services, evaluation and assessment of eligibility for vocational rehabilitation services, guidance and counseling, development of individualized plan for employment.
Post-Secondary Career and Technical Education under Perkins	Postsecondary Perkins academic counseling and career advising
Unemployment Insurance	Claims maintenance; General questions; Claims filing
Job Counseling, Training and Placement Services for Veterans	Case management; workshops
Trade Readjustment Allowance (TRA)	Claims maintenance; General questions
Trade Adjustment Assistance (TAA)	Case management and local delivery of TAA services
Migrant and Seasonal Farmworkers	Hiring events; workshops
National Farmworker Jobs Program	Related assistance for eligible MSFW
Community Services Block Grant (CSBG)	Case management, career exploration, counseling, supportive services, and linkages-referrals to other programs-
Senior Community Services Employment Program (SCSEP)	Career services for senior community
TANF	Job retention, services, preparation for employment, support services
Second Chance	-
Housing and Urban Development Employment and Training Activities	Case Management and Partner Advocacy
Job Corps	-
YouthBuild	
Reentry Employment Opportunity	Career Planning, counseling, supportive services, and linkages-referrals to other programs

## 4.2 Use of Technology

The center has committed to identifying ways to use ADA-accessible technology to connect the career services listed above with the clients that need them. The center recently implemented a digitized intake process allowing for check-in through the [website](#) and/or tablets at the front desk. The digital intake process allows the center to streamline client referrals as well as document the different services being utilized by clients throughout all of the counties in the area. The goal is to utilize this process until a formal statewide intake and referral system is created. Using a unified American Job Center for marketing purposes is another idea being explored by local partners at MOU negotiation meetings.

## 4.3 Support of Strategies Identified in the Unified State Plan

The Local Board will work with the One-Stop-Operator to ensure core programs are effectively referring customers and giving priority to those who are basic skills deficient, veterans, and/or low income. Existing partnerships with adult education providers, the Young Adult Reentry program, and Veterans representatives support relationships with basic skills-deficient and Veteran populations. In addition, working with adult education providers allows the Local Board to align Local Workforce Innovation Plans with the Perkins Plan. The new required partnership with the Department of Human Services' Temporary Assistance for Needy Families (TANF) will provide additional support and linkages to individuals with low income.

The local community college, Parkland Community College, works with several grants to support Integrated Education and Training models. The Workforce Innovation Grant through Title IB supports the Google IT training program, which is a pre-apprenticeship for the Networking and Programming areas. The Workforce Innovation Grant through Title IB, along with the Perkins Grant, are also being used to develop English as a Second Language Bridges for manufacturing, electronics, and welding. Parkland is working on scaling up the use of Integrated Education and Training Models by developing the following programs during this planning period:

- Business Administration Technology English as a Second Language Bridge
- Bridges and/or ICAPS in all four pathways under the Information Science Cluster with the support of the four-year state CAP-IT grant. The current focus is to develop the Integrated Education and Training under Programming.

To maximize student time, resources, and job readiness, the Local Board works with Parkland to evaluate marketing strategies for Prior Learning Assessments, review the performance of dual credit programs, and evaluate the potential for expanding dual

credit programs to other sectors and regions. The local area currently offers dual credit programs in the following areas:

- Automotive Technology
- Collision Repair
- Computer Networking
- Computer Programing
- Criminal Justice
- Education Pathway
- Health Professions- Certified Nursing Assistant and Emergency Medical Services
- Industrial Technology- Machining, Welding, and Design

The Local Board is committed to the development of career pathways as an important strategy for local workforce development. The Board continues to work closely with community colleges and adult education programs to collaborate in the development of career pathways. The Board is also committed to ensuring clients are co-enrolled with other core partners, where appropriate, so that they have access to all programs available to assist them. Partners also collaborate to determine service delivery roles for co-enrolled clients to avoid duplication of services.

Another way to maximize the time and job-readiness of clients is to create more portable/stackable credentials programs that shorten the time it takes to earn credentials and accelerate earning potential. Stackable credentials are currently available in the following areas: Business Administrative Technology, Emergency Medical Services, Hospitality, and Industrial Technology. The Board works with local employers to identify and review all stackable credential programs to ensure they can lead to industry-recognized certifications.

Local representatives from the National Able Network have been instrumental in targeting the older worker population. A participant of the Able Network currently helps in the center's resource room and the Network has facilitated partner cross trainings. Additionally, a partnership with the Department of Human Services Snap to Success Program allows the center to connect SNAP participants with employment opportunities at Carle Hospital, one of the largest employers in the local area.

#### **4.4 Local Coordination Strategies**

The Local Board continues to work closely with Title II to build an array of services to include accelerated time to earning, career pathways, stackable industry recognized credentials, bridge programs, and contextualized conceptual training. Parkland College provides bridge programs previously described, two formal Department of



Labor (DOL) approved apprenticeships in Manufacturing and Tower Technician, and Ford Asset and Case-New Holland “Earn and Learn” programs. LWIA 17 also has a welding program that combines General Educational Development (GED) instruction with post-secondary education. This program enables a student to attend GED classes through Title II while they are also enrolled in Title I services earning their welding certificate.

Partners work together to co-enroll customers into all these programs. The Local Board is committed to reviewing these programs on an ongoing basis to assess their performance and potential for expansion. For instance, partners would like to expand the welding program that combines GED instruction with post-secondary education in areas such as Certified Nurse Assistant (CNA), Manufacturing, and Information Technology (IT). However, due to limited funds and the high costs of administering these programs, expansion has not been possible. Partners are exploring ways to braid funding in order to expand these programs in the community.

Title IB representatives attend the local Area Planning Council meetings held by Title II in order to identify services currently being offered to various populations, identify gaps within the service area, identify possible reasons for these gaps, and discuss a plan for servicing the identified gaps. The overall goal is to ensure non-duplication of services, coordinate strategies used, and ensure services meet the needs of students at all functioning levels.

The Local Board reviews the applications submitted for Title II funding, which typically takes place during the spring of each year. The Board compares these applications to the current regional and local plans to ensure the applications align. The Board then submits comments to the funding provider. To support the alignment of local planning efforts, all required partners will be encouraged to develop local applications in collaboration with the Local Board, as opposed to providing applications for informational purposes.

Orientations are held every week for customers new to the One-Stop Center. The goal is to create an orientation that is welcoming, informative, and speaks to the One-Stop system collectively. All customers are required to sign up for IDES Job link and Illinois workNet in order to be eligible for Title I services. Wagner-Peyser and Title I continue to work in coordination. All partners will continue to work together to provide services to job seekers and other customers according to the needs of each individual, including co-enrolling individuals when possible. Partners will strengthen their focus on providing appropriate services to those with disabilities. In addition, the local Perkins provider will become an integral part of the One-Stop Center in the upcoming

year by supporting workshops on adult re-entry, financial aid, career planning, health, and other careers.

## 4.5 Supportive Services Policy

### 4.5.1 Background

The phrase “supportive services” means services which are necessary to enable individuals who are eligible for training under this Act, but who cannot afford to pay for such services in order to, to participate in a training program funded under this Act. Individuals requesting supportive services should explore and exhaust all available options before requesting supportive services. Such supportive services may include transportation, health care, financial assistance (except as post termination services), drug and alcohol abuse counseling and referral, individual and family counseling, special services, and materials for individuals with disabilities, job coaches, childcare and dependent care, meals, temporary shelter, and financial counseling. Other reasonable expenses required for participation in the training program may be provided in-kind or through cash assistance.

### 4.5.2 Policy

Supportive Service funds are limited to a percentage of the total amount of funds available for training and frequently do not last the entire year. Supportive Service requests are made with the guidance and assistance of the Case Manager and are sent to the Program Manager for review and action.

#### A. Transportation Request Guidelines

1. Expenses for transportation may be approved for payment when participants are enrolled in training or when starting new employment. While in training, transportation expenses will only be paid for days that participants attend classes required for the completion of their training.
2. A request should only be submitted after all other means of assistance have been exhausted. If an enrollee is determined by their Case Manager to be in need of transportation assistance in order to participate in training, or when starting new employment and if no other source can be found to provide that assistance, the Case Manager can approve assistance from the client’s home to the training facility.
3. Requests for reimbursement are submitted to the Case Manager. A copy of the class schedule must accompany requests. Reimbursement will only be made for the regular class days indicated on the request. Changes in class schedule should be submitted and approved by the Case Manager as soon as they occur, as reimbursement will not be retroactive.

4. Customers submit a class attendance sheet every two weeks to their Case Manager. Based upon this attendance, the Case Manager will complete an invoice for trip mileage reimbursement and submit it to the program manager for approval and processing.
5. Attendance sheets that are submitted more than four weeks after the due date will not be considered on the basis that lateness represents a lack of true need. Supportive Services are only for those people in true need of assistance in order to attend training.
6. A new Transportation Request will be required for each semester and schedule change.
7. Mileage reimbursement rates are determined by the chart below. Supportive Service Request must have attached MapQuest calculation or another web-based route finder.

Zone Rate Mileage Zones

- |          |                 |
|----------|-----------------|
| A. \$0:  | 0 – 4.9 Miles   |
| B. \$5:  | 5 – 9.9 Miles   |
| C. \$7:  | 10 – 14.9 Miles |
| D. \$10: | 15 - 21.9 Miles |
| E. \$15: | 22 – 30.9 Miles |
| F. \$17: | 31 – 39.9 Miles |
| G. \$20: | 40 – 59.9 Miles |
| H. \$25: | 60 – 79.9 Miles |
| I. \$30: | 80+ Miles       |
8. Rates are determined based on mileage from a participant's home to the training site. The rate will only be paid once per day no matter how many times a participant travels to training. Transportation assistance will not be offered for any day that the client has online classes, TBA classes only, and/or television classes. To minimize costs, TBA classes should be arranged on days when you are already going to be at the institution.
  9. The Workforce Innovation and Opportunity Program has a limited amount of funds available. Customers should have alternative plans in place for transportation assistance if the reimbursement funds are cut back or ended. Customers are encouraged to do things such as form carpools.

**B. Bus Passes**

Customers who are residents of Champaign and Urbana have the option of having a bus pass in lieu of the mileage reimbursement. The following apply to the bus passes:

1. Customers who reside in Champaign or Urbana and who have a Parkland Community College student identification card may choose the bus pass option over mileage reimbursement. Customers cannot use both options.
2. The customer needs to request a bus pass through the Case Manager. The Case Manager will notify the customer of the procedures for obtaining a bus pass from the Champaign-Urbana Mass Transit District.
3. The customer needs to take special care to safeguard his/her bus pass. CCRPC will not pay to replace any bus pass. Any customer losing a bus pass will not be eligible for mileage reimbursement for the duration of the pass.
4. Customers using the bus pass option will be required to submit attendance sheets to the Case Manager every two weeks. Failure to submit attendance sheets can result in being ineligible for supportive services in the future.

### C. Child Care Request Guidelines

1. Expenses for childcare may be approved for payment when participants are enrolled in training, or when starting new employment. Assistance with transportation/childcare expenses when starting new employment is limited to a three-month maximum. While in training, childcare expenses will only be paid for days that participants attend classes required for the completion of their training, unless the childcare provider is licensed and has documented that they require a holding fee.
2. Only after childcare resources have been exhausted will WIOA assist with childcare support. Customers will be required to submit childcare resource denial letter before WIOA assistance is approved.
3. The customer will provide the Case Manager with a copy of their schedule along with the Child Care Request. If the customer has any changes during the semester regarding childcare, the Case Manager should be notified of the change so modifications can be submitted reflecting the change. This includes such items as change of schedule, change in rates, change in provider, or other changes that may affect payment.
4. All childcare providers must be licensed and a non-relative of the customer. The license number of the provider must be submitted to the Case Manager.
5. The age of all children and those attending school (including ½ day kindergarten) must be noted on the request. WIOA will not pay for times when children should be in school. WIOA will cover before and after school times if the customer has a class that coincides with these times.
6. Child Care Requests will reflect day care rates by the hour and daily or weekly charges, not to exceed current WIOA-approved rates.
7. Both customers and childcare providers will receive a copy of the approved Requests, so expectations are clear to everyone. Childcare providers will also

receive invoice forms and instructions for submitting them. If childcare providers have any questions or changes, they should contact the client. The client will then contact the Case Manager to adjust the Request if needed.

8. All customers will submit class attendance sheets to the Case Manager to verify their attendance.
9. A new request will be required for each semester and schedule change.
10. The customer should keep in mind that due to funding availability, the amount requested may not be approved or may be partially approved and should make back-up plans for childcare. If not approved, WIOA will notify the client as soon as possible.

#### *Childcare Assistance Rates*

1. For care provided less than 5 hours per day, the part day rates will be used.
2. For care provided for 5 or more hours per day, the full day rates will be used.
3. For child(ren) age 6 or older who use day care before and after school, the school rates will be considered.
4. Drop off and pick up time is included in the rates.
5. No childcare provider may charge a WIOA customer more than the private customers they serve.

*WIOA will not pay rates in excess of Child Care Resource Services (CCRS) guidelines for Champaign, Douglas Ford, Iroquois, or Piatt Counties. Customers will be required to apply to CCRS at least annually to verify that CCRS and WIOA are not duplicating childcare payments.*

#### **D. Other Supportive Services Request Guidelines**

Requests for assistance can be made to alleviate other barriers to training. Other supportive services may include, but are not limited to eye health care, financial assistance (except as past termination services), drug and alcohol counseling and referral, individual and family counseling, material for individuals with disabilities, job coach, meals, temporary shelter, financial counseling, and other reasonable expenses required for continued participation in workforce training activities. These additional supportive services must be reasonable and necessary to enable individuals who are eligible for training under the Act, but who cannot afford to pay for such service, to participate in a training program funded under the Act. CCRPC will utilize price comparisons when procuring supportive services. Perkins Support Services continues to support a Book Loan program and materials for disabilities as outlined in their Accessibility Services documentation.

## **4.6 Adult and Dislocated Worker Training Activities**

Career services provided in the Illinois WorkNet Center include the following:

- Outreach
- Job placement services
- Orientation
- Information on unemployment insurance
- Intake
- Information about supportive services
- Eligibility determination
- Program performance information
- Initial assessment
- Program cost information
- Monthly hiring events
- Employment statistics information
- Assistance applying for financial aid
- Local performance information
- Job search assistance
- Labor market information

Beyond the career services, each partner will provide additional services on-site or make the services more accessible through technology. Individualized services provided include the following:

- Individual counseling
- Occupational skills training
- Group counseling
- On-the-job-training
- Comprehensive assessment
- Customized training services
- Testing
- Skills upgrading and retraining
- Career planning
- Entrepreneurial training
- Individual career planning
- Customized training
- Adult secondary education
- Supportive services
- Adult basic education
- Career planning
- English as a second language
- Job order taking
- Short-term job readiness training
- Unemployment insurance

The strategy for the provision of services beyond career services has been described in the local Memorandum of Understanding (MOU), details below.

**Title I (Adult, Dislocated Worker, Youth):** Career services provided are as follows: Eligibility for Title 1B participation, outreach intake and orientation, skills and supportive service needs assessment, labor exchange services, program coordination and referral, Training provider performance and cost information, performance information for LWIA 17, Information about the availability of supportive services and referral to these services, assistance establishing eligibility for financial aid, employment retention services, and follow up. Other program services provided are as follows:

- Analysis and use of labor market data to support local economic development

- Business services interaction with business and economic development representatives
- Analysis and use of labor market data to support local economic development
- Interaction with business and economic development representatives
- Case management

**Title II (Adult Education):** Career services provided are as follows: Outreach intake and orientation, skills and supportive service needs assessment, program coordination and referral, training provider performance and cost information, performance information for LWIA 17, and information about the availability of supportive services and referral to these services. Other program services provided are as follows:

- Student intake, assessment, student support services, and instruction. Services will be provided onsite and through technology at Parkland College 2400 West Bradley Avenue, Champaign, Illinois, 61821; and 211 North Race St, Urbana, Illinois, 61801.

**Title III (Wagner-Peyser/ES):** Career services provided are as follows: Outreach intake and orientation, Labor exchange services, program coordination and referral, labor market information, performance information for LWIA 17, information about the availability of supportive services and referral to these services, information and assistance with University of Illinois (UI) claims, and employment retention services. Other program services provided are as follows:

- Hiring events and workshops

**Title IV (Vocational Rehabilitation):** Career services provided are as follows: Outreach intake and orientation, skills and supportive service needs assessment, program coordination and referral, labor market information, training provider performance and cost information, performance information for LWIA 17, information about the availability of supportive services and referral to these services, assistance establishing eligibility for financial aid, and employment retention services. Other program services provided are as follows:

- Overview and orientation to vocational rehabilitation services, evaluation and assessment of eligibility for vocational rehabilitation services, Vocational rehabilitation guidance and counseling, and development of individualized plan for employment, including job placement.

**Perkins/Continuing Technical Education:** Career services provided are as follows: Outreach intake and orientation, skills and supportive service needs assessment, labor exchange services, training provider performance and cost information, performance

information for LWIA 17, information about the availability of supportive services and referral to these services, assistance establishing eligibility for financial aid, employment retention services. Other program services provided are as follows:

- Academic counseling and career advising services will be provided onsite and through technology at Parkland College 2400 West Bradley Avenue, Champaign, Illinois.

**IDES/UI:** Career services provided are as follow: Outreach intake and orientation, labor exchange services, program coordination and referral, labor market information, performance information for LWIA 17, information about the availability of supportive services and referral to these services, information and assistance with UI claims, and employment retention services. Other program services provided are as follows:

- Claims maintenance, claim filing, and general questions. Services will be provided onsite and through technology.

**IDES/Veterans:** Career services provided are as follow: Outreach intake and orientation, Labor exchange services, program coordination and referral, labor market information, performance information for LWIA 17, information about the availability of supportive services and referral to these services, information and assistance with UI claims, and employment retention services. Other program services provided are as follows:

- Veterans' assistance – job preparation, employer outreach. Services will be provided onsite and through technology.

**IDES/Trade Readjustment Assistance:** Career services provided are as follows: Outreach intake and orientation, Labor exchange services, program coordination and referral, labor market information, performance information for LWIA 17, information about the availability of supportive services and referral to these services, information and assistance with UI claims, and employment retention services. Other program services provided are as follows:

- Claims maintenance and general questions. Services will be provided onsite and through technology.

**Trade Adjustment Assistance (TAA):** Career services provided are as follows: Case management and local delivery of TAA services and State Merit Staff approval of training, waiver issuance, out-of-area job search and out of area relocation. Services will be provided onsite and through technology.

**IDES/MSFW (Migrant & Seasonal Farmworkers):** Career services provided are as follows: Outreach intake and orientation, labor exchange services, program



coordination and referral, labor market information, performance information for LWIA 17, information about the availability of supportive services and referral to these services, information and assistance with UI claims, and employment retention services. Other program services provided are as follows:

- Hiring events and workshops. Services will be onsite and through technology.

**National Farmworkers Jobs Program:** Career services provided are as follows: Outreach intake and orientation, skills supportive service needs assessment, labor exchange services, program coordination and referral, labor market information, training provider performance and cost information, performance information for LWIA 17, and information about the availability of supportive services and referral to these services. Other program services provided are as follows:

- Announcement of training opportunities. Services will be provided through technology.

**CSBG (Community Service Block Grant):** Career services provided are as follows: Outreach intake and orientation, program coordination and referral, and information about the availability of supportive services and referral to these services. Other program services provided are as follows:

- Linkages and referrals to other programs services will be provided onsite and through technology

**SCSEP (Older Americans):** Career services provided are as follows: Outreach intake and orientation, skills and supportive service needs assessment, and program coordination and referral. Other program services provided are as follows:

- Outreach activities, professional development, recruitment, financial assistance and benefits screening. Services will be provided onsite and through technology.

**DHS/TANF:** Career services provided are as follows: Outreach intake and orientation, skills and supportive service needs assessment, information about the availability of supportive services and referral to these services, and employment retention services. Other program services provided are as follows:

- Job retention services, preparation for employment, and support services. Services will be provided onsite and through technology also at the Illinois Department of Human Services located at 705 North Country Fair Drive, Champaign, Illinois, 61821.

**Housing and Urban Development:** Career services provided are as follows: Program coordination and referral. Other program services provided are as follows:

- Case management and partner advocacy.

**Reentry Employment Opportunity Program:** Career services provided are as follows: Outreach intake and orientation, program coordination and referral, information about the availability of supportive services and referral to these services. Other program services provided are as follows:

- Career planning, counseling, supportive services, and linkages-referrals to other programs. Services will be provided onsite.

The Local Board will insure that local rapid response activities are conducted by entering them into the Dislocation Event Tracking System (DETS) upon learning of the events. The Board will coordinate locally with core partners to first attend initial on site meetings with the employers. During the meetings, information will be gathered regarding the date of layoff, number of employees affected, departments affected, etc. From there, partners will work with the employer to set up rapid response workshops for the affected employees. During these workshops, employees will be given information on services available to them through the one stop delivery system. The Local Board will also work to ensure the state is informed when these events occur in the local area.

## 4.7 Youth Activities

The Youth Committee of LWIA 17 is well positioned to meet the customer and economic needs of youth to assist them in preparing for long-term economic self-sufficiency and life-long learning. As part of the strategy to determine the services currently offered, a partnership was formed with the Education for Employment and local Education-To-Careers partners, to design an instrument that would assess all relevant youth related activities currently being administered in the local workforce area. This instrument was designed specifically to address the Workforce Innovation and Opportunity Act's required 14 elements of youth programs. The required elements are:

- Tutoring, study skills training, instruction, and evidence-based dropout prevention and recover strategies leading to completion of secondary school or its recognized equivalent (including a recognized certificate of attendance or similar document for individuals with disabilities);
- Alternative secondary school offerings; paid and unpaid work experiences that have as a component academic and occupational education, which may include summer employment or other employment opportunities throughout the school year, pre-apprenticeship programs, internships or job shadowing, and on-the-job training opportunities;

- Occupational skills training; education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
- Leadership development opportunities, which may include community service and peer-centered activities encouraging responsibility and other positive social and civic behaviors as appropriate;
- Supportive services; adult mentoring for a duration of at least twelve (12) months that may occur both during and after program participation;
- Follow-up services for a minimum of twelve (12) months following termination from the program;
- Comprehensive guidance and counseling including drug and alcohol abuse counseling, as well as referrals to counseling, as appropriate to the needs of the individual youth;
- Financial literacy education;
- Entrepreneurial skills training;
- Services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services; and
- Activities that help youth prepare for and transition to postsecondary education and training.

Through an evaluation process of the administered method, it was determined that all fourteen required components are currently offered and are inclusive of people who have deficiencies in basic literacy skills; individuals with a disability; school dropouts; homeless, runaways, or foster children; pregnant or parenting youths; and/or offenders. Further, the Local Board has agreed that the components listed above are inclusive, comprehensive, and are an accurate reflection of the needs of youth in the community, regardless if they are in school, out-of-school, or socioeconomic status. The Local Board also agreed that these services are adaptable to any career interest area regardless of the skill preparation and/or educational components required to reach specific career goals.

The Local Board's continued challenge, however, is to develop a comprehensive outreach program to make all service providers and customers aware of the services listed above. The intention is to be inclusive, not exclusive. Outreach to the community cannot rely solely upon word-of-mouth; it must also be conducted through comprehensive, well thought out marketing plan. Hence, this challenge will be a primary focus of the Youth Committee.

Many of the youth who are identified as deficient in basic literacy skills, school dropout, individual with a disability; homeless, runaway, or foster child; pregnant or parenting;

or offender, face multiple barriers to employment. Many of them lack the educational skill, occupational skill, and job readiness skills to be successful in the labor market. The services to be provided that will address the special needs will include academic training, vocational training, work experience, on-the-job training, job mentoring, job shadowing, youth employment competencies, job search assistance, and possibly special youth programs.

The local area currently has a few successful models for serving youth with disabilities. Title 1B currently contracts with Cunningham Children's Home to provide services to youth with disabilities, titled the Cunningham Vocational Options Program (Options). This program also works with the local DRS agency and has been a very successful model that will be built upon in the coming years. This program provides meaningful, paid employment experiences that would be otherwise inaccessible. The program has increased the number of youths that are hired by the employer after their paid employment experience has ended over the last four years. The continued goal is to utilize on-the-job training reimbursement if the employer hires the youth.

The Local Title IV Partner, DHS-DRS agency, also operates the Secondary Transitional Experience Program (STEP). This program is currently being offered to the high schools in Champaign County for youth with disabilities between the ages of 14 ½ until 22. This program helps youth with disabilities transition to employment and community participation during and after high school. Students learn to become self-sufficient adults. STEP offers a variety of services as listed below:

- Job exploration Counseling
- Work-Based Learning Experiences
- Counseling on Post-Secondary Education
- Workplace Readiness Training
- Instruction in Self-Advocacy

Illinois Department of Employment Security offers the Hire the Future Program, which assists youth between the ages of 16 and 24 years of age find career opportunities such as summer employment.

The Youth Committee continues to embrace the Department of Labor Employment and Training Administrations (ETA's) New Strategic Vision for the Delivery of Youth Services under the Workforce Innovation and Opportunity Act. Out-of-school youth (and those most at risk of dropping out) are an important part of the new workforce "supply pipeline" needed by employers to fill job vacancies in the economy. The Local Board continues to procure contracts from local youth providers to provide the above-mentioned services. The Board will contract with one or more providers making certain that 75% of local youth funds will be spent on out-of-school youth as well as

20% of funding to be spent on work-based activities. Local LWIA 17 funded youth programs will provide leadership by serving as a catalyst to connect these youth with quality secondary and postsecondary educational opportunities and employment opportunities, particularly in high growth sectors.

## 4.8 Priority Population Services

The Local Board will continue to comply with the WIOA requirement of giving priority to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient. The Board is committed not only to compliance, but also to pro-actively reaching out to identify individuals who are most in need through the following actions:

- Continue to operate under the current self-sufficiency policy that states priority could be demonstrated in two ways: either 51% or more of the participants served in career and training services from the target population, or 51% or more of the adult funds budgeted for career and training services be expended on the target population.
- Continue the successful partnership with the local service provider, the Reading Group, who specializes in providing services to those that are basic skills deficient. The partners, including the four core partners, approved by consensus the following special populations to target in addition to the specific WIOA populations (low income adults, dislocated workers, and youth): reentry/felons, single parent families, English Second Language (ESL), disabled, veterans with special needs (SA, homeless etc.), and adults who lack work experience. The Local Area will also focus services on veterans, homeless, and those who are considered low skilled. The partners will also work with the One-Stop Operator whose duty will be to ensure integration of services in order to best serve customers, primarily through local intake at the American Job Center (AJC) website.
- Accessing data that is disaggregated by the eight special populations outlined in Perkins (to be completed after the Perkins plan is done in late 2020).
- Parkland Community College will complete a comprehensive needs assessment to determine goals needed to improve equity and access to these programs by the end of 2020.
- Market STEM and trades summer camps for young women supported by the local Perkins partner to all partners through cross trainings. Work with the Youth Committee and all partners to raise awareness and refer individuals to these programs.
- Explore mentoring programs by convening customers, staff, Local Board, and employers' input to come up with a plan to expand these programs for adults.

- Include training on data-driven approaches in cross-training sessions in order to address equity gaps.
- Expand service offerings in the local community via access sites. Currently there is an access site in each county of the workforce system. Four of the five counties are rural, and individuals have challenges in accessing those sites. Successful strategies to overcome this have included going to local community centers and/or libraries on specific targeted days in order to bring services to the populations most in need.

## 4.9 Local Area Training Policies and Activities

The Local Board plans to meet the minimum direct training rate primarily through the establishments of Individual Training Accounts (ITA). The Local Board is also adopting the State's vision to become more business and employer driven, and therefore has been targeting employers in the established regional industry sectors.

- Increased On-the-Job Training (OJT) contracts from eight contracts in 2017 to 28 contracts in 2018 as well as incumbent workers contracts from one contract in 2017 to six contracts in 2018. One successful strategy to achieve this was revising the incumbent worker policy that was previously specific to Manufacturers and now includes Transportation and Distribution, Health Care, and Business Services/IT.
- Individual Training Accounts (ITAs) will be used to assist eligible adults, dislocated workers, and youth in the Workforce Innovation and Opportunity Act (WIOA) program. Participants must be certified by a Career Planner as eligible to receive WIOA Title I training services and accepted for admission to a training institution prior to being approved for an ITA. Examples of services requiring an ITA include occupational skills training, skill upgrading and retraining, entrepreneurial training, and adult education and literacy activities.
- Individuals eligible for an ITA must have the skills and qualifications to successfully participate in the selected training program and must select a training program directly linked to local employment opportunities (labor market demand). The Local Board will utilize the Illinois WorkNet website, IDES Labor Market Data, and various assessment tools to ensure informed client choice in the selection of training programs.
- An individual must have applied for federal student financial aid prior to receiving an ITA and whenever possible, an individual should also apply for state or local financial aid and scholarship awards. An individual may receive both financial aid and an ITA, however they cannot be used to pay for the same services.

- In accordance with the Workforce Innovation and Opportunity Act, ITAs will be the primary method of payment of occupational skills training for adults, dislocated workers and out-of-school youth through the system, however contracts for services or vendor agreements will be used in place of ITAs for on-the-job training, incumbent worker, or other training that meets the federal definition and requirements of allowable non-ITA training. The Board will also coordinate the use of ITAs and contracts for training services when necessary. An example of this would be, if a student completes a training program but is having trouble obtaining work due to lack of experience, the Board could enter into an on-the-job training contract with an employer in order to secure work for the student.
- WIOA requires States to establish procedures under which Local Workforce Innovation Boards will certify training providers by program. The provider certification process is intended to ensure that quality-training programs are available to customers of the workforce development system, providing customers data to make an informed decision when selecting a training program. The following section includes the procedures/policy the Local Area will follow when certifying training providers.

#### 4.9.1 Initial Eligibility

All institutions desiring to have their training programs certified under initial eligibility must submit an application to the Local Workforce Innovation Board of East Central Illinois.

To be eligible to receive funds from LWIA 17 the provider shall be:

- an institution of higher education that provides a program that leads to a recognized postsecondary credential; this may include programs receiving approval or accreditation by the U.S. Department of Education, Illinois Board of Higher Education, Illinois Community College Board, or Illinois State Board of Education;
- an entity that carries out programs registered under the Act of August 16, 1937 (commonly known as the “National Apprenticeship Act”; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et seq.) as recognized in Illinois by the U.S. Department of Labor (USDOL), Office of Apprenticeship; or
- another public or private provider of a program of training services, which may include joint labor-management organizations; eligible providers of adult education and literacy activities under Title II if such activities are provided in combination with occupational skills training; or programs that have been recognized by the industry as meeting the standards necessary for approval or accreditation, when such standards exist.

All Registered Apprenticeship (RA) programs registered with USDOL, Office of Apprenticeship, or a recognized state apprenticeship agency are automatically eligible to be included as an eligible training provider so long as they show interest in being added to the Eligible Training Provider List (ETPL). Any Registered Apprenticeship (RA) program should contact the Workforce Innovation Board of East Central Illinois in order to be added to the list. The Workforce Innovation Board will also inform local RAs via mass email, phone call, or other methods of these requirements.

Once the Local Board has been notified of a Training Provider's intent to apply, it will verify that the training program for which the training provider is seeking initial eligibility has met the following guidelines:

1. The training provider has gathered all of the mandatory information found in Attachment A of the WIOA Policy 15-WIOA-5.3 - Requirements for Training Program Eligibility and the information has been entered into the Illinois Workforce Development System (IWDS).
  - Once LWIA 17 has verified eligibility of a training provider, a Training Provider record will be set up in the IWDS as outlined in Attachment A of the WIOA Policy 15-WIOA-5.3.
  - After LWIA 17 has entered the training provider on IWDS, the Training Provider will be supplied with the following:
    - The user ID for the primary contact that is generated by IWDS to be used by the training provider when they log into the system to request eligibility of training programs or need to update information on a training program;
    - The temporary password for the primary contact that is generated by IWDS to be used by the training provider to log into the system the first time; and
    - The web address (<https://iwds.dceo.illinois.gov/iwds/iwdshome.html>) to the IWDS system that will direct the training provider to the appropriate system screen.
  - The training provider will then add the requested training programs into IWDS to be determined eligible and add contacts for each training program.
2. The specific training provider and training program performance data as outlined in Section J of the WIOA Policy 15-WIOA-5.3 has been provided, when available.
3. The training provider has provided all other information required by LWIA 17 for which it is seeking eligibility.



4. The training provider's program is intended to lead to placement in a Demand Occupation as identified in the Demand Occupational Training List for the Region.
  - Exceptions to this requirement include:
    - The training program, as identified on the Demand Occupation Training List (DOTL), is intended to be a beginning step in a Career Pathway or Bridge Program that would lead to placement in a Demand Occupation; or
    - The training provider's program provides only basic skills and/or remedial training.
  - The board will accept applications for training in occupations from any of the Demand Occupation Training Lists in the region. In the event the training is in an occupation that is not on the Demand List the board will look at the following when deciding to request that the additional occupation be added to the Regional list:
    - New plant opening
    - Facility expansion
    - Addition to the state or federal key sector initiatives; or
    - Other reasons that might indicate multiple job openings will be available
5. The training provider has provided the following assurances that it will comply fully with all non-discrimination and equal opportunity provisions of the laws listed below:
  - WIOA Section 188, which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation or belief, and against beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant authorized to work in the United States or participation in any WIOA Title I financially-assisted program or activity;
  - Title VI of the Civil Rights Act of 1964, as amended, which prohibits discrimination based on race, color and national origin;
  - Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals with disabilities;
  - The Americans with Disabilities Act (ADA) of 1990, which prohibits discrimination against qualified people with disabilities;
  - The Age Discrimination Act of 1975, as amended, which prohibits discrimination based on age;
  - Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination based on sex in educational programs;

- 29 CFR Part 37 and all other regulations implementing the laws listed above; and
- This assurance applies to the grant applicant's operation of the WIOA Title I financially assisted program or activity, and to all agreements the grant applicant makes to carry out the WIOA Title I financially assisted program or activity. The grant applicant understands that the United States has the right to seek judicial enforcement of this assurance.

The local board will determine if the program is eligible or not within 30 days of the application to LWIA 17. In such case the board does not meet within 30 days of the application the board has designated an executive committee to approve the program in lieu of the boards' determination of eligibility. If the Local Board has determined the training program to be eligible under initial certification the training program next certification date will be one year from the initial eligibility date.

#### 4.10 Continued Eligibility

Upon approval, all Training Providers eligibility date will be the date the board approved the application. The next eligibility date will be two years from the date of approval. All providers are required to meet the same initial criteria for continued eligibility.

All providers wishing to have training programs certified under continued eligibility must resubmit the Training Program Basic Information application in IWDS to LWIA 17. At that time LWIA 17 will submit the application to the Local Board within 90 days for approval. The following documents will be included with the submission:

- A current copy of the Training Program Basic Information record from IWDS;
- Identification of items that have changed since the initial eligibility or most recent
- Continued eligibility determination;
- Performance data (as outlined in Section J of WIOA Policy 15-WIOA-5.3) for the training program; and
- Any other additional information the training provider has submitted for review or the Local Board determines pertinent to the review.

The Local Board will grant continued eligibility to a training program based on the following:

- State and local eligibility criteria are still being met;
- State and local performance criteria have been met;
- One or more O\*Net codes associated with the training program remain on the current Demand Occupation Training List; and

- The training provider has maintained timely updates in the Illinois Workforce Development System of information on the training program;

All training programs will be subject to determination of continue of eligibility status by the Local Board or the Executive committee whenever significant information for the training provider or training program has changed. Significant information includes all of the "mandatory" fields on the Training Program Basic Information record in IWDS. (These items are identified by a \* or \*\* on Attachment A of WIOA Policy 15-WIOA-5.3 - Requirements for Training Program Initial Eligibility and Continued Eligibility).

#### 4.11 Denial or Revocation of Eligibility

The Local Board may deny approval of initial or continued eligibility or revoke the status of eligibility, and remove it from the eligible training provider list for a training provider or for a training program under the following circumstances:

1. Its annual performance fails to meet the minimum standards set by the State of Illinois or the Local Board for the WIOA performance measures;
2. If it is determined at any time that the training provider intentionally supplied inaccurate information in its application for eligibility or continued eligibility;
3. The training provider substantially violated any requirement under WIOA or WIA; or
4. The training provider voluntarily chooses to cease being an eligible training provider or goes out of business.

Training programs that are removed from the Eligible Training Provider List (ETPL) because of a failure in performance shall remain off the list for a period of not less than one year at which time the training provider may re-apply for continued eligibility of the program.

In accordance with WIOA, training programs that have been removed from the list of approved training programs based on reasons 2 or 3 above:

- Shall remain off the ETPL for a period of not less than two years at which time the training provider may reapply for continued eligibility of the training program;
- May prompt the revocation and removal of all other training programs of the training provider for a period of no less than two years as determined by the Local Board; and
- May result in the following actions being taken against the training provider:
  - The eligibility of the training provider may be revoked;

- The eligibility of the training provider to receive funds for the program in question may be terminated;
- Any disallowed costs may be recovered; and
- The State of Illinois or the Local Board may take any other action it deems appropriate.

LWIA 17 will cease to enroll customers in a training program that has had its eligibility revoked however customers who have already been enrolled in such training programs shall be allowed to remain through completion. If it is deemed necessary to immediately close a training program (for such reasons as the training provider committed egregious violations or went out of business) the customers of such program(s) should be provided the opportunity to enroll in a similar program.

The Local Board will notify providers within seven days in writing of any denial or revocation of initial or continued eligibility of a training provider and/ or of its training programs for which approval was sought. Training providers will have twenty-one days from the date of receipt of the notice of denial or revocation of eligibility in which to file an appeal to the Local Board. The appeal must include the following information:

- A statement that the training provider is appealing the denial or revocation of eligibility;
- The reason(s) the eligibility should be granted;
- Contact information for additional information; and
- The signature of the chief executive of the training provider

The appeal must be submitted formally, in writing, and must be sent by registered mail no later than the 21st day from the date of receipt of the notice of denial or revocation.

The Local Board, or a committee designated by the Local Board, will review the request for appeal within twenty-one (21) days of its receipt.

- If an administrative error was made or if additional information submitted by the training provider changes the basis upon which the original decision to deny or revoke eligibility was issued, the decision may be reversed and the training program(s) granted the appropriate initial or continued eligibility for inclusion on the ETPL.
- If the Local Board reverses its decision, it will notify the training entity of its action in writing within seven (7) days. The Local Board will also forward a request to the Office of Employment and Training (OET) for inclusion on the ETPL.

- If the Local Board does not reverse its decision to deny or revoke eligibility and inclusion on the ETPL, it shall notify the provider within twenty-one (21) days from the receipt of the request that the program(s) was not determined eligible.
- The notice shall be sent in writing by registered mail. The notice will include information about the opportunities for the provider to appeal its denial of eligibility with OET. A copy of the letter will be forwarded to OET.

A provider shall have twenty-one (21) days from the receipt of the final decision by the Local Board to appeal the denial or revocation to OET.

- OET will have thirty (30) days to complete its investigation into the matter, gather additional information from the affected Local Board(s) file and from the provider (such as the completed local appeal), and issue a final determination of eligibility.
- During this time period, OET will convene a meeting with the affected parties, if requested.
- This final determination will be forwarded to the training provider and the Local Board(s) in writing.
- If OET overturns the decision of the Local Board, the program(s) will be included on the statewide list within seven days.
- OET will not make a final decision to overturn the decision of a Local Board without convening a meeting with all of the affected parties.

OET has the ability to ask a Local Board to deny or revoke a training provider or its program(s) eligibility and have it removed from the list “for cause”.

- If such decision is made, OET must send a formal written notice of its concerns to the affected Local Board(s). The notice will require local action on the matter.
- The Local Board(s) will have the option of providing OET with additional information that would clarify and substantiate the provider’s eligibility status or of initiating removal of the provider or its program(s) from the ETPL.
- Both the notice from OET to the affected Local Board(s) and the board’s response to the notice must be sent by registered mail.
- The Local Board(s) has twenty-one (21) days to respond in writing to the OET notice.

## 4.12 Monitoring and Oversight

All programs approved for either initial or continued eligibility status will be subject to routine monitoring by the Local Board and OET.

The Local Board will conduct annual monitoring of all eligible training providers and their eligible training programs. The Local Board, at a minimum, will:

- Ensure all eligible training providers have maintained all criteria for which they were determined eligible;
- Reaffirm that a training program is still accredited, or the accreditation has been renewed;
- Ensure all eligible training program basic information in IWDS has been updated to reflect current information;
- Conduct routine visits at each location for which eligible training programs are conducted to ensure all assurances outlined in the policy letter continue to be met, and
- Ensure that all eligible training programs have met the required performance measures

In determining the frequency of visits, the Local Board will prioritize as follows those locations:

- With training programs approved for initial eligibility;
- For eligible training programs exhibiting poor performance;
- That have had the longest period since the last visit; and
- That warrant a visit based on local changes.

Monitoring visits to eligible training providers located outside of the local area (including in another LWIA or out-of-state) will be a coordinated effort so long as the monitoring is consistent with the above-mentioned minimums.

The Local Board will cooperate with the OET during any monitoring and oversight activities. The Local Board agrees to abide by all policies and procedures for determining eligibility of training providers and certification of training programs as well as recertification of such training programs as outlined in WIOA policy letter No. 12-WIOA-5.3 and other applicable laws and regulations.

The Local Board agrees to abide by all policies and procedures for determining eligibility of training providers and certification of training programs as well as recertification of such training programs as outlined in WIOA Policy Letter No. 15-WIOA-5.3 and other applicable laws and regulations.

### 4.13 Title IB Workforce Fund Transfers

LWIA 17 will continue the strategy of transfer of 30% of dislocated worker funds into the adult funding stream unless the need for the community changes. With the new

required priority groups, it is expected that the adult population will continue to grow as the region typically has more eligible adults than dislocated workers.

LWIA 17 will utilize the authority to transfer a combined 20% of the total adult and dislocated worker funds into the incumbent worker funding stream in order to align with the goal to target employers in the identified industry sectors.

At this time, the region will not use the authority to transfer funds for transitional jobs and pay for performance contracts. If the community needs change, the Local Board will revisit the decision.

# CHAPTER 5: PERFORMANCE GOALS AND EVALUATION

## 5.1 Performance Measures

The Local Board will evaluate performance based on the following locally negotiated performance standards:

- **Adults**
  - 73% will be employed at the 2nd quarter after exit
  - 75% will be employed at the 4th quarter after exit
  - Will have a median earning of \$4,500 2nd quarter after exit
  - 66% will attain a credential
- **Dislocated Workers**
  - 80% will be employed at the 2nd quarter after exit
  - 79% will be employed at the 4th quarter after exit
  - Will have a median earning of \$5,900 2nd quarter after exit
  - 64% will attain a credential
- **Youth**
  - 62% will be placed in employment/secondary education at the 2nd quarter after exit
  - 67% will be placed in employment/secondary education at the 4th quarter after exit
  - 75% will earn a credential

The Local Board will continuously monitor the performance outcomes for the local fiscal agent, eligible providers under Title 1B, and the One-Stop delivery system. The Local Board will also integrate the use of the performance outcomes into its local continuous improvement planning.

The local partners have worked to develop a system of measuring the satisfaction of customers to the Illinois workNet Center, through an interagency effort that includes all the required partners in the Illinois workNet Center.

The Illinois workNet Center customer feedback system has the following characteristics:

- Centralized collection, processing and reporting of survey data;
- Covers all programs and providers; and,
- Jointly developed and managed among participating agencies.



The following organizational goals have been adopted by the One-Stop Center:

- To ensure that the customers come first and that the programs, in their design and delivery, meet the unique needs of individuals and the marketplace;
- To assess the manner in which business is conducted to ensure that operational processes are relevant and efficient, and that they support program services; and
- To achieve superior overall performance to confirm the value of the services to customers

The key to the successful execution of this plan is the commitment of each Illinois workNet Center staff member and associate partner to continually assess the level of satisfaction of their customers; to analyze the results of the assessment; and to take or recommend actions that will eliminate barriers to satisfaction, ultimately improving the quality of services provided. Wherever possible, the staff will be empowered to make decisions that will expedite the flow of services to enhance the level of satisfaction of their customers, using the customer satisfaction survey as the assessment tool.

## 5.2 Current and Planned Evaluation Activities

The local area currently has great success with many programs and will continue to expand on successes in order to maximize the return on investment.

**On-the-Job Training program:** \$128,831.03 was spent on training in the last 12 months. Customers earned \$233,458 in the 6 months during the contract period and 75% maintained the employment beyond the 6-month contract period.

**Adult Explorer program:** The Champaign Fire Department's Recruitment Team and the Human Resources Department successfully completed a joint recruitment initiative with CCRPC Workforce Development team, the Illinois Department of Employment Service Employment Specialist Team, and the Illinois Department of Veterans Services Office during the 2018 application cycle to create the 2019-2021 Firefighter Eligibility List. This Entry Level Firefighter Recruitment initiative was designed to broaden efforts to increase the City's entry-level firefighter diverse applicant pool. A total of thirty-one enrollments were received with participants belonging to diverse ethnic and racial backgrounds. Fifteen of these participants successfully completed the program. To date, three (3) candidates were hired as a result of the campaign. All candidates hired to date were screened through the Illinois WorkNet Center and qualified as low-income. The City was very excited with this pilot program and has since reached out to the Center with plans to continue the program for the next recruitment period to be held in late 2020.

At this time the local area will not eliminate any programs based on little or no return on investment; however, a more data-driven approach will inform program investments going forward. Local area staff and partners are discussing a plan for tracking program data to ensure the best possible return program investments.

The local area currently utilizes surveys in order to gather qualitative program data. Surveys are administered in multiple ways: in the center, during hiring events, as individuals are attending and/or exiting certain partner programs, and more. Survey questions include a wide range of topics including quality of candidates at hiring events, benefit/non benefit of programs, desired changes, and more. Survey responses are utilized to make continuous improvements to the programs to increase participation and eliminate barriers to enrollment and/or participation. The local partners are committed to working together to eliminate barriers to make programs more accessible to the people that need them.

# CHAPTER 6: TECHNICAL REQUIREMENTS AND ASSURANCES

## 6.1 Fiscal Management

The Chief Elected Officials have named CCRPC as the entity responsible for the disbursal of grant funds. The following procedures are utilized when competitively procuring sub grants and contracts for WIOA Title I activities.

### 6.1.1 On-the-Job Training and Customized Training Contracts

Providers of on-the-job training or customized training, while not subject to the provider certification process, will be identified through job development activities at the One-Stop. Job development and customized training is designed to train and increase the employment opportunities for hard-to-serve individuals and to increase employment opportunities for women in non-traditional employment.

A pre-award checklist will be collected from on-the-job training and customized training providers. A decision will be determined based on whether the providers meet the criteria as set forth in the checklist.

### 6.1.2 Sub Grants

Request for Proposals (RFP) will be developed and the funding opportunities will be publicly advertised. All potential providers who have expressed an interest in being considered for awards will be sent Requests for Proposals (RFP) for the area or areas of service for which they wish to be considered. The list will be considered public information.

The primary consideration in selection of sub grantees to deliver services within the workforce investment area will be the effectiveness of the agency or organization in delivering comparable or related services based on demonstrated performance; in terms of the likelihood of meeting performance goals; cost; quality of training; and characteristics of participants to be served. The LWIA will decide, in writing, concerning the demonstrated performance of its staff in cases when the CCRPC plans to operate a program in-house. In addition, proper consideration will be given to community-based organizations, including organizations providing non-traditional training for women, as service providers. Appropriate educational agencies in the local area will be given the opportunity to provide educational services unless alternative agencies or organizations demonstrate they would be more effective or would have greater potential to enhance the participants' continued occupational and career growth.

The following criteria will be considered in evaluating proposals (order of listing does not represent priority ranking):

1. Clear statement of documented needs and ability of program to serve those needs,
2. Ability to serve target populations and provide meaningful work;
3. Coordination with other organizations, evidence of co-operative planning, and utilization of non-LWIA resources;
4. Supervisory capability;
5. Administrative capability, including ability to conform to fiscal and programmatic reporting requirements;
6. Reasonableness of budget;
7. Compliance with federal regulations and RFP guidelines, and
8. Funds are not used to duplicate effective services or facilities in the area.

## 6.2 Procurement Policy

### 6.2.1 Introduction

The vision for the Local Board is to serve as a strategic leader and convener of local workforce system stakeholders. The Local Board partners with employers and the workforce system to develop policies and investments that support workforce system strategies that support regional economies, the development of effective approaches including local and regional sector partnerships and career pathways, and high-quality, customer-centered service delivery and service delivery approaches.

The Workforce Innovation Board (WIB) was established in order to:

1. Provide strategic and operational oversight in collaboration with the required partners and workforce stakeholders to develop a comprehensive, high-quality workforce delivery system in the local area and the larger planning region;
2. Assist in the achievement of the State's strategic and operational vision and goals as outlined in the Unified State Plan; and
3. Maximize and continue to improve the quality of services, customer and business satisfaction, and effectiveness of services provided.

### 6.2.2 Authority

The Workforce Innovation and Opportunity Act (WIOA) is the landmark legislation that is designed to strengthen and improve our nation's public workforce system and help get Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers. WIOA is a United States public law that replaced the previous Workforce Investment Act of 1998 (WIA) as the primary federal workforce

development legislation to bring about increased coordination among federal workforce development and related programs.

WIOA and its implementing regulations require that the Local Board use a competitive process for the selection of a one-stop operator for the system, and to support continuous improvement through the evaluation of one-stop operator performance the re-competition of operators every four years. Competition is intended to promote the efficiency and effectiveness of one-stop operations by providing a mechanism for the Local Board to regularly examine performance and costs against original expectations.

The Local Board, in its advisory capacity, will utilize the adopted Purchasing Policies of CCRPC, which is the CEO-authorized fiscal agent and the nonfederal entity that is the designated Title IB grant recipient. The Purchasing Policies are consistent with the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards specified in 2 CFR 200, Subpart F and the Department of Labor Exceptions at 2 CFR 2900. The Purchasing Policies will include the supplemental policies and procedures specific to the Local Board as per the following:

### 6.2.3 Purchasing/Procurement/Contracting

Purchasing procedures will follow the requirements identified in 2 CFR 200.317 through 2 CFR 200.326. No purchases will be made for personal use by a board member. Purchases must be for goods or services which are both necessary and reasonable. Purchases will not be duplicative.

No member, officer, or agent may participate in the selection, award, or administration of a contract if he or she has a real or apparent conflict of interest. Such a conflict of interest would arise when the member, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employ any of the parties herein, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract. The officers, members, and agents of the IWP may neither solicit nor accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts, unless the financial interest is not substantial, or the gift is an unsolicited item of nominal value.

All procurement transactions must be conducted in a manner providing full and open competition consistent with the Uniform Guidance. Procurement will be conducted in a manner that prohibits the use of statutorily or administratively imposed state, local, or tribal geographical preference in the evaluation of bids or proposals, except in those cases where applicable Federal statutes expressly mandate or encourage geographical preference.

The following procurement methods will be utilized:

1. Micro-purchases: If the aggregate dollar amount of the purchase does not exceed the micro-purchase threshold (currently \$3,000) this method may be used. To the extent practicable, micro-purchases will be distributed equitably among qualified suppliers. The purchase may be awarded without soliciting price quotations if the price is considered reasonable.
2. Small purchase: If the cost for securing services, supplies, or other property does not exceed the Simplified Acquisition Threshold (currently \$150,000), small purchase procedures may be used. Price or rate quotations must be received from an adequate number of sources.
3. Sealed bids: Bids are solicited, and a firm fixed price contract is awarded to the responsible bidder whose bid, conforming with all the material terms and conditions of the invitations for bids, is the lowest in price. Bids must be solicited from an adequate number of known suppliers, allowing sufficient response time prior to the date set for bid opening.
4. Competitive proposal: A fixed price or cost-reimbursement type contract is awarded to a responsible firm whose proposal is most advantageous to the Local Board. The requests for proposals must be publicized and identify all evaluation factors.
5. Non-competitive proposals: A proposal from only one source may be used if the conditions in 2 CFR 200.320 are met. Documentation must be maintained.

#### 6.2.4 One-Stop Operator Procurement

The Local Board must select the One-Stop operator through a competitive process as required by WIOA Paragraph 121(d)(2)(A). The competitive process must be conducted no less than every four years. The one-stop operator will be procured according to the following timetable:

- September 1, 2017-June 30, 2019 (22 months) with an extension from July 1, 2019-June 30, 2021

The competitive process will follow the procurement policy above, and include procurement through sealed bids, competitive proposals, or non-competitive proposals, if certain criteria are met as per 2 CFR 300.320(f).

Any proposals/bids received will be reviewed by the Executive Committee. The full Local Board will address any and all contractual and administrative issues arising out of the procurement process such as protests, appeals, and/or disputes. The competitive process will follow the procurement policy above, and include procurement through sealed bids, competitive proposals, or non-competitive proposals, if certain criteria are met as per 2 CFR 300.320(f). IDES and the Illinois

Department of Human Services/Office of Rehabilitation Services (DHS) are mandatory partners in the Illinois Employment and Training Centers. Cooperative efforts will be made to provide services and activities to individuals with disabilities.

### 6.3 Physical Accessibility

IDES and DHS are mandatory partners in the Illinois Employment and Training Centers. Cooperative efforts will be made to provide services and activities to individuals with disabilities. As required by WIOA, DHS has individuals in each office whose responsibilities include the promotion and development of job opportunities for individuals with disabilities.

The Illinois Job Link system is equipped to allow accessibility to individuals with disabilities. IDES is following the guidelines provided by the World Wide Web Consortium's (W3C) Web Accessibilities Initiative (WAT) in designing and providing accessibility for people with disabilities to the self-service Internet Skills Matching System.

The One Stop Center is also equipped with state-of-the-art equipment to allow for accessibility to persons with disabilities. Partners will take a joint effort in maintaining the equipment as well as ensuring all staff are trained to use equipment.

American Disabilities Act (ADA) accessibility of the Illinois WorkNet Center is regularly reviewed for compliance to ADA standards and requirements. Partners are committed to making reasonable accommodations for all individuals seeking services by assessing needs and making appropriate resource referral.

The comprehensive One-Stop center will maintain a culture of inclusiveness in compliance with Section 188 of WIOA, the Americans with Disabilities Act (ADA) of 1990 and all other applicable statutory and regulatory requirements.

Additionally, the physical characteristics of the facility, both indoor and outdoor, meet compliance with 29 CFR Part 37, the 2010 or most recent ADA standards for Accessible Design and the Uniform Federal Accessibility Standards. Services are available in a convenient, high traffic and accessible location considering reasonable distance from public transportation and adequate parking (including parking clearly marked for individuals with disabilities). Indoor space is designed in an "equal and meaningful" manner providing access for individuals with disabilities.

Partners will ensure to co-enroll customers with disabilities when applicable. A work group to create an internal referral system in order to effectively serve customers, especially those with disabilities, has been created as stated in the 2016 plan. The One-Stop center now has an electronic tracking system for customers entering the center.

This will allow easier access in tracking those coming and going as well as for referral purposes.

Partners will continue to work together to:

1. Strengthen relationships and the involvement of the business community to gain buy-in when serving people with disabilities; the businesses will have to open the doors for internships, OJT's, apprenticeships, etc., and they will do that if they can see the value added to this approach and the impact on their hiring, retention, and productivity success;
2. Share resources (funds, physical support, knowledge, and experience) to create a leaner approach to this entire process; and
3. Maximize outcomes in an environment where funding is limited.

## 6.4 Plan Development and Public Comment

The Local Workforce Innovation Board has charged representatives, its board members, and the core partners in LWIA 17 with the task of drafting the local plan. Plans are prepared in consultation with the WIB and then submitted to the Chief Elected Officials for approval.

Chief Elected Officials then review and have the opportunity to comment on the plan. Other local elected officials, the business community, labor organizations, educators, vocational rehabilitation agencies, service providers, welfare agencies, community-based organizations, transportation providers, and advocates have opportunities collaborate in the development of the local plan through board meetings and the plan's public comment period.

To advertise the plan's public comment period, newspaper ads were designed and placed by CCRPC in all local newspapers of the five-counties in LWIA 17. A copy of the ad is shown below. The regional as well as local plan chapters were made available in both printed copies and electronic copies. The printed copies were placed in each of the access sites as well as the comprehensive center with instructions for members of public to leave their comments. An electronic copy was made available at the CCRPC website. As suggested in the timeline from DCEO, the public comment period ran from February 14 to March 16<sup>th</sup>, 2020. CCRPC will address all the comments thereafter before presenting the plan to the CEOs followed by submission to state. The same procedures will be utilized for all proposed modifications to the plan.

Figure 40. Example of draft newspaper ad for Iroquois County





## Regional plan for EDR 2: East Central Illinois Economic Development Region & Local Plan for Local Workforce Investment Area 17

WIOA partners are seeking your help in reviewing the draft **Regional** and **Local Plans!**

THE PLANS CAN BE VIEWED AT THE FOLLOWING LOCATIONS:

30-day public  
comment period:  
**February 14 -  
March 16, 2020**

**Printed Copies**

WorkNet Iroquois County Office  
1001 E. Grant St.  
Watseka, Illinois

Phone: (815) 432-5246  
Hours: 8:30-5:00 Mon.-Thurs.

**Electronic Copies**

CCRPC website at [www.ccrpc.org](http://www.ccrpc.org)

**For questions, contact Kathy Larson or Sukanya  
Sharma at:**

[klarson@ccrpc.org](mailto:klarson@ccrpc.org), (217) 819-4101  
[ssharma@ccrpc.org](mailto:ssharma@ccrpc.org), (217) 819-4105

Source: Champaign County Regional Planning Commission