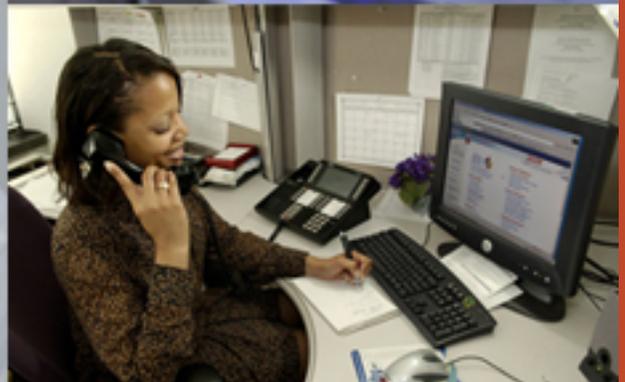




STATE OF ILLINOIS

DEPARTMENT OF COMMERCE AND ECONOMIC OPPORTUNITY



ILLINOIS WORKFORCE DEVELOPMENT FPY'14/SFY'15 ANNUAL REPORT



STATE OF ILLINOIS

Bruce Rauner, Governor:

I am pleased to present to you the 2015 Illinois Workforce Development Annual Report, which describes the activities of Illinois' Workforce Investment Act (WIA) partners during the recently completed program year. As you will see in this report, Illinois is committed to ensuring that our workforce is educated and career-ready, and that our businesses are fully equipped to compete with the world by utilizing this trained workforce. By providing Illinois' businesses with a workforce that can meet their 21st century needs, I am certain that the growth of those businesses will bring more and higher-quality jobs to the state.

The programs you will read about have brought sector strategies into workforce development programs across Illinois. These approaches enable the workforce system to customize solutions for companies in the industries that are most vital to our economy, in ways that directly address the skills they require their employees to possess. Through customized training solutions, employed, unemployed and underemployed workers are all better able to obtain the skills necessary for them to attain a better life, and to keep Illinois competitive in the global economy.

We have advanced these programs through processes that engage the business community across the state. This engagement included actions that benefit the competitiveness of businesses directly (through the development of customized training solutions, for instance) but also included mechanisms that have supported business leadership in the development of strategic policies and direction. Only by engaging employers across all aspects of workforce development – and throughout all regions of the state – can we ensure that we will prepare Illinois' workforce for the jobs that companies are creating, and preparing them with the skills that they will truly require.

Finally, as this report describes, Illinois has and will continue to implement sector focus and business engagement through the development of employer-based training options. These options allow training programs to work directly with businesses to identify hiring requirements, assess the skill levels of jobseekers, and provide competency-based training to quickly fill skill gaps, prepare individuals to go to work, and allow companies to increase their productivity and reduce their hiring risk.

While the activities described in this report have positioned Illinois for the launch of the new Workforce Innovation & Opportunity Act, we must continue to develop strategies that decreasing fragmentation and increase coordination among all partners at all levels of the state's workforce development system. We must continue to build upon the concept of a business-led system, from the policy and planning level all the way through to the provision of services and training. We must continue to strengthen the integration of education, workforce development and economic development into a seamless business-led, sector-based, talent-development approach. Such a system will provide Illinois' workers with the skills needed to obtain and succeed in the jobs that Illinois' companies are creating.

As you read about the programs and the individual success stories that are highlighted in this report, know that we are proud of what we have accomplished as a state workforce development system, but also know that we realize we are just getting started.



Bruce Rauner, Governor

A MESSAGE FROM IWIB CO-CHAIRS

As Co-Chairs for the Illinois Workforce Innovation Board (IWIB), we are pleased to present you with the 2015 Illinois Workforce Development Annual Report. Over the past ten years, the work of this board has largely been carried out through a Task Force structure that has supported the development of sector-based workforce development strategies across the state. In order to meet issues related to workforce needs in sectors such as Transportation, Distribution & Logistics (TDL), Health Care and Information Technology, the IWIB led a process that brought together representatives of business, education, economic development and others in order to understand business needs and workforce capabilities.

This year, the board approved building on these strategies through the implementation of the U.S. Chamber of Commerce Foundation's call to action, "Managing the Talent Pipeline: A New Approach to Closing the Skills Gap." Illinois was the first state workforce board to take official action related to the Chamber's initiative. By accepting this call to action and being at the forefront in creating business-driven training approaches, Illinois put itself in a leadership position for the implementation of the new Workforce Innovation and Opportunity Act (WIOA).

WIOA provides a strong impetus to tie education and workforce development to economic development, and to increase the focus on industry partnerships, while providing states with the flexibility needed to tailor training to meet employers' needs for a skilled workforce. The strategies emphasized in WIOA open the door for greater use of work-based learning "work-based" learning options including work experience, on-the-job training, customized training and incumbent worker training.

As you will see in this report, Illinois has already been moving in these directions. The experience of the IWIB has taught us that creating employment solutions in collaboration with business-led boards, economic development and industry partnerships is the best approach. The business members of the IWIB understand the importance of joining education and workforce development to economic development. This has been the key in Illinois' ability to create flexible and employer-driven training during the past year.

Over the next year, Illinois will continue to focus on the creation of strong partnerships that will allow us to remain in a leading position as we begin to implement WIOA.

John Rico, Rico Enterprises
Co-Chair, Illinois Workforce Innovation Board

James Schultz, Director
Illinois Department of Commerce and Economic Opportunity



John Rico
Rico Enterprises



James Schultz
Illinois Department of Commerce

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INTRODUCTION

The year covered by this annual report was highly transitional for Illinois' workforce development system. In addition to welcoming a new Governor, we began the transition to the new federal law of the Workforce Innovation & Opportunity Act (WIOA) -- replacing the Workforce Investment Act (WIA) as of July 1, 2015. Many of the specific activities undertaken during this year of transition are recounted in this document. However, the strategic underpinnings of Illinois' workforce development system have remained and will continue to remain in place. This is so because we believe that the importance we have placed on sector strategies, on employer engagement and leadership, and on work-based training opportunities all correctly anticipated the directions in which the new legislation is taking the nation's workforce development system. What follows are some of the specific actions taken in Illinois to put these three strategic cornerstones into practice.

Under the strategic direction of the Illinois Workforce Innovation Board (IWIB), the Department of Commerce and its agency partners have embedded sector strategies into workforce development programs across Illinois that support businesses, employees, and jobseekers. These approaches enable the workforce system to customize solutions for employers in the industries that are most vital to our economy. Through customized training solutions, employed, unemployed and underemployed workers are better able to

obtain the skills they need and that businesses require.

Illinois continued this sector focus in Program Year 2014 (State Fiscal Year 2015) through activities such as the continued development of a sector-based approach to Illinois' overall learning environment through the development of career pathways. The establishment of Learning Exchanges in nine STEM sectors to act as a clearinghouse and a connection point for all pieces of the learning environment continues to allow students, schools, parents and employers to come together and enrich the learning process.

A second key focus for Illinois has been the development of business leadership at state, regional and local levels -- as well as business engagement across the workforce system -- in order to align training with needed skills, and to match companies with qualified workers.

A key action taken on this front during Program Year 2014 saw the Department of Commerce and the Illinois Community College Board (ICCB) combine efforts to engage in an intensive, employer-focused strategic planning forum process. This process, which featured discussions with employers and others in the ten Economic Development Regions around the state, is ultimately designed to help Illinois to align our community college system and the state's workforce development system with local and regional economic development directions

and workforce needs, pointing us towards the creation of a talent pipeline that fuels economic growth and creates career pathways for all citizens of Illinois.

Finally, Illinois has continued to focus on the development of employer-based training options that work directly with employers to identify hiring requirements, assess the skill levels of jobseekers, and provide competency-based training to quickly fill skill gaps, prepare individuals to go to work, and allow employers to increase their productivity while reducing their hiring risk. Using approaches such as internships, job shadowing, work experience, and on-the-job training provides employers with a quicker method to fill critical job openings

while providing trainees with a quicker route to a paycheck. The Accelerated Training in Manufacturing (ATIM) project continued to be an example of this type of innovation model during Program Year 2014.

All of these projects (Illinois Pathways, Strategic Planning Forums and Accelerated Training in Manufacturing) are described in more detail within this report, along with many others. Together they have provided the mechanism for Illinois' workforce development system to partner with employers, workers, job seekers and students to help gain knowledge, build skills, and create economic growth for the State of Illinois, during Program Year 2014 and into the future.





ILLINOIS WORKFORCE INNOVATION BOARD

The Illinois Workforce Investment Board (IWIB) provides oversight and strategic leadership to workforce development programs in order to further the state's goals of meeting the workforce needs of employers and workers. Appointed by the governor, the IWIB is charged with the task of reviewing the progress of the state's workforce development efforts. The IWIB spearheads the various initiatives described throughout this report, and is integral in the development of the policies that implement them. To meet this directive the IWIB, in accordance with federal legislation, includes leaders from business, state agencies, industry, labor, education and community-based organizations. The governor also appoints the two co-chairs for the IWIB. John Rico, President and CEO of Rico Enterprises, serves as the private sector co-chair, and James Schultz, Director of the Illinois Department of Commerce and Economic Opportunity serves as the co-chair representing the governor.

Through a task force structure, representatives from the mandated and optional private/public partners develop recommendations to present to the full IWIB for consideration. All policies developed or commented upon through the IWIB structure include input from the public and workforce partners. The following IWIB Task Force committees met during FPY'14/SFY'15:

- WIOA Transition Task Force
- Healthcare Task Force

- Disadvantaged Youth Task Force

WIOA Transition Task Force

In December 2014, an IWIB task force comprised of representatives of the four core program partners under WIOA met to focus on State-level issues related to WIOA implementation. The initial work plan for the task force was developed and included reviewing the Illinois Workforce Investment Board Act and its bylaws, recommending State-level policy requirements in areas critical to implementation of WIOA and to consider the local perspective through the work of the seven Task Advisory Groups.

The Federal Workforce Innovation and Opportunity Act (WIOA) was signed into law July 22, 2014. It amends and replaces the Workforce Innovation Act (WIA) and includes significant new requirements throughout the workforce system. Most provisions took effect July 1, 2015.

One of the most significant changes reframes the structure of the workforce development system, requiring an unprecedented coordination between sixteen required program partners. The overarching goal under WIOA is to better align workforce investment, education and economic development systems.

Of the sixteen required program partners which must provide services through the one-stop delivery system, four "core program partners" must meet additional requirements, including

developing a “Unified Plan,” sharing accountability for performance standards, and sharing resources for the “infrastructure” of one-stop centers. The four core program partners include:

1. Programs serving youth, adults and dislocated workers under Title IB of WIOA (Commerce);
2. Adult education and literacy programs under Title IB of WIOA (ICCB);
3. Employment services under Wagner-Peyser (IDES)
4. Vocational rehabilitation services under Title I of the Rehabilitation Act of 1973 (DHS).

Additional WIOA transition activities are discussed in the section which follows.

Healthcare Task Force

The IWIB re-established the Healthcare Task Force in 2013 to develop recommendations for addressing workforce development needs in the healthcare sector in Illinois. The task force was asked to focus on identifying major trends and new directions in the healthcare sector, and to make recommendations for ensuring that the healthcare workforce is prepared to respond to those trends and directions. The Task Force was co-chaired by Stephen Konya of the Illinois Department of Public Health, and Francisco Menchaca of the Illinois Department of Financial and Professional Regulation. The task force included representatives from healthcare providers, employers, professional associations, unions, universities and community colleges, as well as state education, workforce development and economic development agencies. The Task Force held its final meeting in July, 2014, approving a final report to be forwarded to the IWIB. That document was presented to the IWIB at its September, 2014 meeting.

The report examined current and ongoing changes in healthcare delivery, and the effects of those changes on Illinois’ statewide and regional occupational demand and supply. It also examined the implications of those changes for Illinois workforce development system

moving forward. In particular, it examined the coordination of healthcare professionals within the context of scope of practice frameworks, the development of the front-line healthcare workforce, and the implementation of inter-professional education and collaborative practices. Finally, the report summarized findings, made recommendations, and considered next steps in the process of responding to trends and changes in the healthcare workforce.

Illinois Pathways Disadvantaged Youth Task Force

The unemployment rate for youth under the age of 24 is nearly 20 percent, and there are currently over 200,000 disconnected youth in Illinois, meaning both unemployed and not enrolled in school. Now more than ever, young people in Illinois need help planning for the future in a constantly evolving, highly competitive employment landscape. To address this crisis, the Illinois Workforce Investment Board (IWIB) created the Illinois Pathways Disadvantaged Youth Task Force task force in December 2014. And now the importance of this Task Force has even increased, as under the new WIOA law the definition of youth has been expanded to include those up to 24 years of age, and 75% of local WIOA funding must now be spent for services to out-of-school youth.

The charge of the task force is to work with the business community, Illinois Pathway Initiative Committee (IPIC), Illinois Learning Exchanges and other state boards and agencies to identify and review current policies and programs associated with career development, secondary and postsecondary education, and workforce development for youth populations to be served under WIOA. The vision of the task force is a Final Report, due December 2015, that will advise WIOA career pathway programming, and point to systemically aligned, sustainable program models that benefit Illinois’ WIOA Youth populations and serve Illinois’ business community with the talent needed for future growth.



WIOA IMPLEMENTATION ACTIVITIES

Under the leadership of the Transition Task Force, the Department of Commerce spearheaded a comprehensive and coordinated effort to engage all State agencies and local areas affected by WIOA. Following is a summary of major activity leading up to July 1 implementation of WIOA:

- 1. Facilitated the launch of a WIOA implementation framework and work plan:** Commerce procured the services of an independent consultant in recognition of the value of having a neutral facilitator for interagency matters.
- 2. Established seven Task Advisory Groups (TAGs):** In October 2014, seven groups were designed to provide a local perspective on WIOA implementation issues in the areas of governance, operations, policy, planning, performance, technology and youth. Activities engaged members of core program partners and the Illinois Workforce Investment Board (IWIB) around specific tasks. Each group submitted comments about the local implications on the Notices of Proposed Rulemaking (NPRM) that were incorporated into the State's public comments to the U.S. Departments of Labor and Education.
- 3. Established an ad hoc task force of the Illinois Workforce Investment Board (IWIB):** In December 2015, an IWIB task force comprised of representatives of the four core program partners under WIOA met to focus on State-level issues related to WIOA implementation. The initial work plan for the task force was developed and included reviewing the Illinois Workforce Investment Board Act and its bylaws, recommending State-level policy requirements in areas critical to implementation of WIOA and to consider the local perspective through the work of the seven Task Advisory Groups.
- 4. Developed a comprehensive implementation plan and schedule:** The comprehensive implementation plan outlines significant activity from November 2014 through June 2016 by major areas, including Federal rules and regulations, policy, governance, the one-stop delivery system, infrastructure and performance, among others.
- 5. Developed and implemented a strategy for development and review of local policies for Title IB entities:** A policy manual for local workforce programs under WIOA was conceptualized in late 2014 and a strategy developed for the development and review of local policies by Title IB entities, including the applicable Task Advisory Groups. Each TAG reviewed draft policies and provided input about the policy implications at a local level. To aid in the transition leading up to July 1 implementation, Commerce developed policies guiding the local implementation of governance provisions such as the initial designation of Local Workforce Development Areas (LWDAs) and membership

requirements of the Local Boards, as well as the new functions of the Chief Elected Officials in each local area.

6. Organized processes for State and local review of draft rules and regulations: In April 2015, the U.S. Departments of Labor and Education belatedly issued joint Notices of Proposed Rulemaking. In a compressed timeframe to meet the 60-day public comment period, Commerce organized a coordinated review the proposed rules, inviting input from staff and each of the seven Task Advisory Groups. Comments, policy questions and concerns were synthesized into the State's response to the Departments of Labor and Education.

7. Convened a meeting of State agency directors for State agencies impacted by WIOA: Commerce convened State agency directors of all agencies affected by WIOA, including the Departments of Employment and Security, Human Services, Aging, Corrections, the Illinois Community College Board and Illinois State Board of Education. Directors and designees of each agency gained a new understanding of WIOA's goals and requirements and of the State-level priorities for implementation. This initial meeting in April 2015 set the stage for the coordinated planning, accountability and service delivery systems to be developed in an unprecedented and collaborative framework.

8. Established a State-level Interagency Work Group comprised of major program administrators: In May 2015, each required State agency partner appointed a program administrator to serve on an Interagency Work Group facilitated by an independent consultant. The Interagency Work Group focused on State-level priorities related to WIOA and began to address the technical and programmatic details associated with the new requirements. This included laying the groundwork for complying with new requirements for the coordinated delivery of

services in one-stop centers, including identifying one physical location in each local area where sixteen required program partners must make their programs accessible. The Interagency Work Group also laid the foundation for future regional planning and cost sharing decisions. Affirming the State's ten Economic Development Regions (EDRs) as the basis for regional planning will help strengthen linkages with local and regional economic development organizations.

9. Established subgroups to focus on performance, unified planning and infrastructure: The Interagency Work Group in June 2015 formed two subgroups to focus on performance accountability, the development of a Unified Plan and cost sharing obligations under WIOA. Each will make initial recommendations for the Interagency Work Group's consideration.

- The performance subgroup will develop recommendations that prepare core program partners to meet performance accountability requirements of WIOA.
- The Unified Plan subgroup will develop recommendations that enable the State of Illinois to prepare a Unified Plan that aligns core programs and resources into a comprehensive and coordinated State workforce development system, fulfills all statutory and regulatory requirements, and assures the State submits its Unified Plan on time and in compliance with all requirements.
- The Infrastructure subgroup will develop recommendations for a framework to meet cost sharing requirements related to services provided in the one-stop delivery system, as well as obtaining State-level partner commitments in a required memorandum of understanding (MOU).

10. Engaged collaboratively in strategic planning for Illinois' community college system: TIn partnership with the

Illinois Community College Board and the Illinois Community College Presidents' Council, the Illinois Department of Commerce and Economic Opportunity engaged multiple stakeholders to begin the development of a five-year Workforce and Education Strategic Plan. This plan focuses on strengthening system-wide visibility and impact by aligning workforce education and training.

During the Spring of 2015, Commerce and ICCB facilitated eleven Regional Forums one in each of the 10 Economic Development Regions with two in the Northeast region. These forums brought together education, workforce and employer partners together to discuss workforce and education issues in their regions and to hear from employers regarding their most pressing concerns.

Information from the forums will influence the Illinois Community College System's Strategic Plan for Workforce Education. A final report with strategic recommendations will be released in late 2015.

11. Completed a WIOA service matrix identifying State-level partner "career services" and other program commitments related to comprehensive one-stop centers: One critical and foundational tasks completed by July 1, 2015 was the identification of which of the thirteen required career services and which programs and activities will provide in the one-stop system and how they will ensure those services will be accessible in person or via technology at a single, physical location in each local area. The service matrix summarizes State-level partner service delivery commitments, which will be used as the basis for implementation planning and decisions going forward such as the number and location of comprehensive one-stop centers.

12. Engaged all State-level partners in a process to determine the number and

location of one-stop centers: Commerce, as the Title IB partner under WIOA collaborated with the Illinois Department of Employment and Security (IDES) as the Wagner-Peyser partner to begin clarifying issues related to the number and location of comprehensive one-stop centers, as WIOA requires only these two partners to be physically present at all comprehensive one-stop centers. The analysis of the existing comprehensive one-stop centers was then brought to the Interagency Work Group and local Task Advisory groups to begin the process of identifying the method in which they will deliver services in each of the one-stop centers. This is a precursor to the engagement of chief elected officials and Local Workforce Development Boards in discussions and negotiations about comprehensive one-stop centers. Development Boards in discussions and negotiations about comprehensive one-stop centers.

13. Implemented a process for initial designation of local areas: DCEO developed a formal process required by WIOA, that allowed any existing Local Workforce Investment Area under the former Workforce Investment Act (WIA) to request re-designation for the first two years under the new Workforce Innovation and Opportunity Act (WIOA). By the May 2015, all twenty-two existing local areas successfully requested initial designation through a process that ensured they continued to satisfy all required indicators of performance and fiscal integrity.

14. Obtained agreement among State and local partners and the IWIB to use the ten current Economic Development Regions (EDRs) as regions under WIOA: The State agency and local partners affirmed the State's ten EDRs which will serve all local workforce areas fit and which serve as the basis for regional planning. This affirmation is a prerequisite to developing a State Unified Plan by

15. Conducted training on the Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards (2 CFR 200): Commerce trained local workforce area administrators and fiscal staff in new Uniform Guidance for Federal Awards issued by the Federal Office

of Management and Budget (OMB) in December 2013. The new guidance supersedes requirements from OMB Circulars A-21, A-87, A-110 and A-122; Circulars A-89, A-102 and A-133; and the guidance in Circular A-50 on Single Audit Act follow-up.



SCOTT REDMAN
Carol Stream

NEG Participant



Scott Redman came to the workNet DuPage Career Center in June 2014. He was let go from his previous position which he held from 1995 until May 2014. Scott worked his way up through the Company and his last position held there was as an Applications Support Specialist. While at his previous company, he worked in an IT role but worked primarily with an in-house proprietary program. Through his job search efforts, he realized he needed updated training in programs more widely used in his field.

Prompted by his DuPage County Workforce Development Division (WDD) Career Counselor, Scott made contact with Directions Training and was accepted into a program to prepare for CompTIA+, Network+, and Security+ certifications: all necessary skills for help desk positions. Scott began the 120 hour training program and successfully completed the coursework as well as the required certification exams. Upon completing the program Scott continued to job search but was unable to secure employment as many employers were requesting paid, hands-on experience with these programs. The Business Services unit at workNet DuPage began focusing on securing an OJT position for Scott in order to help him gain the necessary experience and secure employment. Shortly after, Scott interviewed for a position with Common Sense Solutions via a lead from workNet DuPage, and was offered an OJT position with the Company as a Junior Application Consultant May 2015.

Scott continues to work for Common Sense Solutions and attributes WDD and the Dislocated Worker Training/National Emergency Grant funding with helping him gain the necessary skills he needed to get back into the workforce. Both his employer and trainer speak very highly of him and are sure of his continued success.



REGIONAL ECONOMIC DEVELOPMENT & SECTOR INITIATIVES

Workforce Innovation Fund Initiatives

Through a partnership between Commerce, the Illinois Department of Employment Security, the Illinois Community College Board and the Illinois Pathways Manufacturing Learning Exchange, Illinois received \$12 million from the U.S. Department of Labor (DOL) Workforce Innovation Fund (WIF) to implement the Accelerated Training for Illinois Manufacturing (ATIM) initiative. A majority of the grant (\$6.4 million) is set aside to train at least 600 WIA eligible individuals for manufacturing occupations in five regions that applied for funding. Agency partners and Commerce are using the remaining \$5.6 million for system development, project implementation, and evaluation.

There are three key elements to the program:

- Responding directly to regional demand to fill current manufacturing vacancies and near-term projected job postings through unprecedented opportunities for employer involvement.
- Providing accelerated industry-recognized skills training and credentials, along with opportunities for work-based training, such as internships and on-the-job training (OJT) so that participants begin earning income sooner.
- Increasing the use of lean principles for more efficient and effective coordination of services through multiple programs to train

people rapidly and get them into good paying jobs.

The project has a strong evaluation component that will track the progress of all enrollees and compare them to a control group to determine the impact of the program. Program management and analysis is helped by the Illinois workNet web portal through a robust series of dashboards and reports developed for ATIM based on prior workforce projects.

The Office of Employment and Training (OET) worked with state and regional partners to continue enrollment, training and job placement services throughout the program year. As of the end of the reporting period the enrollment goal off 600 had been surpassed, with 607 participants in the program. Of these, 558 (92%) entered training, and 271 individuals earned a total of 1,047 industry-recognized stackable credentials. By the close of the reporting period, 271 trainees were officially recorded as having entered employment. Training continues through August, 2015 with job placement services continuing through the end of the calendar year. A year-long evaluation period will follow that. Promising practices and lessons learned will be shared with DOL and other interested organizations to use in formulating national workforce development policy. The impact analysis will begin in earnest when employment retention data becomes available.

The ATIM innovation project has earned

national recognition from DOL and other organizations dedicated to advancing economic and workforce development. DOL asked OET and Illinois workNet staff to present our online application and client tracking system to the leadership teams of 25 other states at a national WIF grantee meeting. (See the Illinois workNet section for more information.) In addition, DOL asked OET staff to present our program design and implementation strategies on several of its Eye on the Workforce Innovation Fund stakeholder engagement series of national technical assistance webinars. OET staff has also responded to DOL requests to directly speak with the leaders of other participant serving WIF projects across the country and present the ATIM program at one of four regional Sector Strategies events in the nation.

Beyond the recognition from DOL, OET was requested to share information on the website of the national Workforce Innovators group and the US Chamber of Commerce, to complement its Talent Pipeline Management Initiative. OET has given multiple interviews to representatives from the National Governor's Association, Jobs for the Future and the National Skills Coalition on various program design elements ranging from client recruitment, accelerating training, employer engagement and work-based training, to name just a few. Based on the interim results of ATIM and the regional presentation, DOL provided OET with additional support to promote Sector Strategies in Illinois. This led to development of a statewide framework and a series of regional training events on how to foster the creation of employer-led sector partnerships.

The experience Illinois gained through ATIM will be especially helpful as the nation transitions to the new Workforce Innovation and Opportunity Act (WIOA). Many ATIM program design elements (such as work-based training, employer engagement, cross-program coordination and sector strategies) are encouraged or required under WIOA. With

ATIM providing many local areas a head start on using these program options, Illinois should enjoy an easier transition to the new program.

Manufacturing Initiatives

North Business and Industrial Council

The North Business and Industrial Council (NORBIC) and Commerce continued to collaborate with WIA agencies and members of its network of manufacturing employers and training providers to upgrade the skills of dislocated workers. NORBIC was awarded a Rapid Response grant for \$400,000 for the purpose of leveraging NORBIC's employer relationships to broker successful OJT and Incumbent Worker training. Additional training opportunities arose during the grant, and funding was increased to \$562,400. The final outcomes included: 166 incumbent workers trained, 34 dislocated workers received On-the-Job training, and 20 dislocated workers received Occupational Class-room training.

University of Illinois Business Innovation Services

An \$800,000 grant was provided to the University of Illinois Business Innovation Services (U of I BIS) to work with Illinois companies to conduct incumbent worker training for layoff aversion through a continuous improvement approach. This project is unique in that it addresses competitive challenges faced by companies through the implementation of quality initiatives designed to have company-wide impact. These include lean manufacturing, Six Sigma, green technology, innovation methods, and the latest quality standards by offering specific technical training to supplement internal continuous improvement efforts within a company. The primary focus is employers in the manufacturing, healthcare, information technology, agriculture, and transportation distribution and logistics sectors. Through the end of the program year, this grant had trained 952 individuals at 38 employers.

Dislocated Worker Training National Emergency Grant – DWT NEG

The U.S. Department of Labor Dislocated Worker Training National Emergency Grant (DWT NEG) is in its second year of operation with the continuation of occupational training resulting in industry-recognized certification, work-based learning services connecting clients with employers so they earn a paycheck while learning, and placement into unsubsidized employment. Of the 536 clients served to date, 408 clients received occupational training, 243 clients were placed with employers for work experience and on-the-job training, and 303 clients obtained permanent employment, with project expenditures totaling nearly \$3.3 million. The project targets the long-term unemployed and individuals likely to exhaust their unemployment insurance benefits. Industries that are a primary focus of the project include Health Care, Information Technology, and Transportation, Distribution and Logistics (TDL).

Job-Driven National Emergency Grant – JD NEG

Commerce was awarded \$6,175,000 by the U. S. Department of Labor to administer a two-year Job-Driven National Emergency Grant to provide comprehensive employment and training services to dislocated workers interested in the Information Technology field. The project targets the long-term unemployed, individuals likely to exhaust their unemployment insurance benefits, and foreign-trained immigrant workers with challenges obtaining employment in their trained field.

Since the January 2015 project start-up, 187 dislocated workers have received services such as career coaching and counseling, job search and placement assistance, classroom training and work-based learning. Work-based learning connects clients with employers, providing clients the opportunity to earn a paycheck while learning skills at a worksite, which recent studies

have shown increases employment and earnings outcomes. Project Operators develop strong partnerships between workforce and information technology and business organizations and align services with other federal, state or local programs and agencies.

This information technology focused project receives the services of Illinois' IT Learning Exchange, CompTIA, and their Foundation, Creating IT Futures, lending their expertise and resources to Project Operators by providing technical assistance, training, labor market information, business connections and various employment tools.

Incumbent Worker Training

Local Area Formula Grants

During Program Year 2014, ten LWIAs committed \$344,221 of formula funds for 22 Incumbent Worker Training (IWT) projects to train 351 Incumbent Workers (IWs).

This year all except two small projects were set up to train employees in the manufacturing and the health science sectors. Ten projects totaling \$166,614 trained 177 employees of nine manufacturing companies. The manufacturing projects focused primarily on training on machinery use and maintenance.

Ten projects totaling \$176,940 trained 171 IWs with eight Health Science employers. Many of the health science sector projects upgraded employee skills to meet federal and state laws/requirements for continued employment. Two of the manufacturing projects and six of the health science projects offered trainees who successfully completed training and testing an industry recognized credential.

While PY'14 saw an uptick in Incumbent Worker Projects, LWIAs continued to struggle with the Layoff Aversion requirement when seeking to engage employers. IWT activity will likely increase with the relaxation of this requirement under WIOA.

TIM PENDER
IBSAN ROMO
ROMULO GONZALEZ
McHenry

Incumbent Worker
Training
Participants



Jessup Manufacturing, Inc. is a production employer in the adhesive coating industry that produces safety marking tape and anti-slip tapes. Jessup is a company with 70 workers that employs manual machine operators. Jessup purchased a computerized slitting machine, but their workers did not have the skills required for the operation of this machinery. Three Manual Machine Operators were provided Incumbent Worker Training on site by the manufacturer of the machine - the Catbridge 900 Slitter. The lead supervisor, one of the trainees, provided cross training to additional employees during the weeks following the training.

With the new automated machine and skilled operators, the company reduced the number of production steps and increased efficiency and productivity by an average of 30 percent. The training was completed in three weeks at a cost of \$4,520. Jessup provided a 10% match paying the wages of the workers while they were in training. All three employees were retained at the conclusion of the training and promotions and wage increases are scheduled for consideration at their annual reviews.

GEORGE FLOWERS
McHenry
NEG Participant



After 30 years in the print industry at Color World, George Flowers was part of a mass layoff as a resulting from the impacts of foreign trade. Like many Trade-dislocated workers George was a tenured mature worker, with limited education, higher earnings, and few transferable skills.

George had experience in assembly and customer support in the pre-press field, however even with all his experience he found it difficult to return to work in the declining print industry. George worked with his TAA career advisor and determined that his lack of higher education and his experience limited to a declining field were bigger barriers than his age. George enrolled at McHenry County College to train for a new career in Information Technology. George completed his Associate in Applied Science for Network Security with a 4.0 GPA.

George searched for a position in IT. When the job search continued without success it was determined that the newly acquired degree did not overcome the lack of experience in IT. The NEG Grant provided George an opportunity to acquire the needed work experience as an IT intern with Joule Technologies. In July 2014 George started the part-time position and at the end of the 12 month internship he was offered a permanent position that was created for him by the company. The Work Experience opportunity was the needed catalyst for the training to result in a successful return to work.

JUSTIN VALDEZ
Skokie

NEG Participant



"Hi my name is Justin Valdez and I am currently part of the NEG program through Microtrain. I graduated from DeVry University with a Bachelor's Degree in technical management, with a focus on networking and communications. While I had employment experience in customer service, and some technology background, my dream was to pursue a career as a Network Engineer or Administrator. Nearly 10 months after having no luck finding employment, I was notified of my possible eligibility in the Illinois NEG program and I applied via resume.

After being accepted into the NEG program, I completed IT training and education with program members at Microtrain, who facilitated workshops on resume building, interviewing, and utilizing LinkedIn as a resource. Attaining several IT certifications as a result of my education and training, Microtrain's skilled recruiter Jacqueline White sent my resume to Tobias International and assisted me with an 11 week internship which resulted in a paid position with Tobias International.

Tobias International is a partner focused in the area of IT Consulting, and specializing in Enterprise Network Management. I formed a mentorship with a Senior Engineer at Tobias who was also a former participant in the NEG/WIA program himself. The internship program included hands on installation and configuration of network devices, consulting small and medium business clients remotely and on site as part of a virtual workforce, and emphasizes attaining certification in the field of networking."

COREY KUNTZMAN
Springfield

NEG Participant



Corey Kuntzman had been unemployed almost a year when he came to the Springfield workNet Center looking for assistance. With a family to support, Corey knew it was time to learn the skills needed to acquire full time permanent work with self sufficient wages.

Corey was selected for the TDL class size training at Lincoln Land Community College and quickly earned his Certified Logistics Associate and Certified Logistics Technician certificates. He also earned a forklift certificate and a Commercial Drivers' License. These certifications opened the door for an opportunity to move into work based learning component through the NEG DWT grant program. BK Jackson Bulldozing Co., a small bulldozing and excavation company that wanted to expand, interviewed and hired Corey through the on-the-job training program. Corey has earned 6 certifications in less than a year, his skill levels have increased tremendously, and he is extremely marketable. BK Jackson is also extremely pleased with the calibre of workers trained through the TDL program and with the opportunity to participate in the on-the-job training program.



TRADE ADJUSTMENT ASSISTANCE ACT PROGRAM

Over 1350 Illinois workers, all of whom lost their jobs due to international trade, received services this past program year through one of the three Trade Adjustment Assistance (Trade) programs.

OET is the primary designated agency to administer the programs in conjunction with IDES. Benefits and services vary depending upon the applicable law at the time of certification. The programs are:

- Trade Adjustment Assistance Reform Act (TAA) of 2002
- Trade and globalization Adjustment Assistance Act (TGAAA) of 2009
- Trade Adjustment Assistance Extension Act (TAAEA) of 2011
- Reversion 2014 – Sunset Provisions of the Amendments to the Trade Act of 1974, Enacted by the Trade Adjustment Assistance Extension Act of 2011 (This program was repealed by the Trade Adjustment Assistance Reauthorization Act of 2015.)
- Trade Adjustment Assistance Reauthorization Act of 2015 (TAARA 2015), title IV of the Trade Preferences Extension Act of 2015 (Public Law 114-27).

The Trade program assists workers in reentering the workforce as quickly as possible through a variety of benefits and services that may include:

- Job training (including payments for transportation and subsistence where required for training)

- Waivers from the training requirement for eligible participants under certain circumstances (including when no training program is available, immediate enrollment is not available, or the individual is unable to participate in or complete training due to health reasons).

- Income support in the form of weekly Trade Readjustment Assistance benefits to eligible participants
- Job search and relocation allowance

In addition, workers 50 years of age or older have the option to receive a temporary wage subsidy through the Readjustment Trade Adjustment Assistance (RTAA) Program. It is available upon prompt reemployment at a lower pay than their previous employment, as an alternative to training and other Trade benefits.

During FPY'14/SFY'15 Illinois expended more than \$3.6 million in combined training funds and provided 837 Trade affected workers with training services in demand occupations. Illinois has a strong TAA program at the state and local level in which we strive to provide timely and proper outreach, reemployment and retraining to all TAA affected workers. All of these efforts have culminated in the United States Department of Labor touting the TAA program in Illinois as "the best in the country" following a recent monitoring.

The Trade Adjustment Assistance Reauthorization Act of 2015 (TAARA 2015), title

IV of the Trade Preferences Extension Act of 2015 (Public Law 114-27), was signed into law on June 29, 2015. These amendments reauthorize the TAA program from six years, and change the group eligibility requirements and individual benefits and services available under the TAA program since January 1, 2014. TAARA 2015 also amends the Internal Revenue Code to provide a new version of the Health Coverage Tax Credit (HCTC) benefit for TAA program participants.

The Office of Employment and Training is waiting on implementation guidance from the United States Department of Labor. Once received, State and local staff who deliver Trade benefits and services will be trained on this new law and the policy, procedures and forms updated and released.



ANGELA ALI
Chicago

TAAEA Participant



Angela Ali worked for Novartis Pharmaceuticals as a Senior Sales Consultant from 2003 - 2010 before losing her employment due to trade impact. Upon visiting the Chicago Workforce Center at the Pilsen office to receive services as a dislocated worker, Angela realized she could qualify for trade services. She filled out the petition application with the assistance of the Office Manager and was approved through the Department of Labor.

Prior to enrolling in the program, Angela's education history included a Master of Arts in Marriage and Family Therapy and a Bachelor's Degree in Finance. She also received a Leadership Development certificate in 1997. With Angela's extensive educational background, and the 20+ years of experience in teaching, the next step towards her career was to enroll in a PhD program.

Angela was approved for training in 2012. She has successfully completed her training in August of 2014 and has received the official title of: Doctor of Philosophy in Psychology with a specialization in Industrial/Organizational Psychology.

Although Angela hasn't obtained permanent employment yet, she remains active and engaged in securing employment in her new field. She has made multiple connections and continues to network. She has met with the Vice President of a prominent non-profit agency in Chicago and is confident towards obtaining employment very soon.



SERVICES TO INDIVIDUALS WITH DISABILITIES

Commerce has been a leader in the development, implementation, and support of innovative programs and initiatives that promote employment and training opportunities for individuals with disabilities. During FPY'14/SFY'15, Commerce continued this leadership role and collaborated with other State agencies, non-profit organizations, community service providers, and private businesses to promote employment as a first priority in serving these individuals.

The continuation of efforts started under the Illinois Employment First Act has enhanced our efforts. As an Employment First state, Illinois is coordinating resources among agency partners and providers to address the barriers to employment for people with disabilities. After last year's successful finalization of the Disability Employment Initiative (DEI) Round I grant and award of a Round IV DEI grant, in this program year Commerce was awarded a Round V grant, making Illinois the first state to receive three grants under the initiative. Further details of each of these successes are highlighted in this section of the report.

Disability Employment Initiative Round IV

The Disability Employment Initiative (DEI) is a multi-year project jointly funded by the U.S. Department of Labor's Employment and Training Administration and Office of Disability Employment Policy, with the goal of testing pilot strategies to improve outcomes for jobseekers with disabilities. After successful execution of

Illinois' DEI Round I grant, Commerce followed with a Round IV project to serve adult jobseekers with disabilities through expanded partnerships and pilot strategies like Integrated Resource Teams and Financial Asset Development training. Geographically targeted to LWDA 1 (Lake County) and 25 (Perry, Jackson, Jefferson, Williamson, and Franklin Counties), the project has made great strides in creating stronger links and collaborative services strategies between the agency networks serving individuals with disabilities in the respective regions. The grant continues through January 2017, at which time LWDA 1 and 25 will be well positioned as leaders in the kind of partnership alignment codified under WIOA.

Disability Employment Initiative Round V

Illinois' Round V Disability Employment Initiative project will align the Workforce system with Secondary and Postsecondary education to deliver seamless Information Technology Career Pathway services

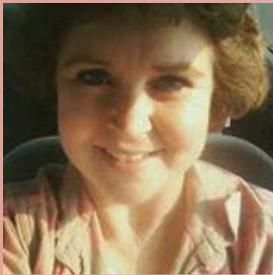
Employment and Economic Opportunity for Persons with Disabilities Task Force (EEOPWD)/ Employment First

The Employment and Economic Opportunity for Persons with Disabilities Task Force (EEOPWD) has the charge to review and analyze the status of employment services for persons with disabilities, identifying best practices across the nation and submitting its findings annually to the Governor and the General Assembly. In 2013, the Employment First Act was signed into law

with an additional charge to the EEOPWD to establish measurable goals and monitor progress.

As a state leader in WIOA implementation, Commerce is successfully strategizing with partner agencies to plan and implement system and funding alignment as well as policy reform in pursuit of the Employment First vision.

At the end of this reporting year, the EEOPWD developed a draft strategic plan to implement the requirements of the law and the Executive Order. In order to maximize the synergistic efforts of WIOA implementation, which affects much of the content of the draft plan, the task force has requested an extension from Governor Rauner to finalize this very important work.



SHEILA TACKETT
Carol Stream

Disability
Employment
Initiative
Participant



Sheila came to our WIA/WIOA orientation in March of this year. Sheila had a life changing event the year prior and had made great strides over the year. She was ready to tackle her job search/employment challenges with great courage. She became a participant in the Disability Employment Initiative to help coordinate her services. Through the initiative Sheila was linked with Christine Pell, Employment Network Administrator to help develop Sheila's job search plan with her Career Specialist. Sheila is receiving services through multiple Illinois Worknet center partners to include Voc Rehab, DHS Medicaid and Social Security Administration-Ticket program.

Sheila was eligible to be placed in the Work Experience program to allow her an opportunity to close her employment gap and ease back into the workforce in a structured training program. Each partners' services have allow Sheila an opportunity to enter the workforce and have resources of support in place for continued employment goals. Sheila is not only employed and job searching, she is on track to finish her Masters MBA. Sheila has shown an openness and courage to her job search. We are excited to see where Sheila's journey will take her!

Sheila's words- "The work experience program has been a blessing for me. With a flexible schedule, I am able to refresh my job and people skills and feel useful once again."



TRAINING AND TECHNICAL ASSISTANCE

Illinois workNet (IwN) provides webinars, workshops and presentations. Webinars are available for individuals, employers and partners. The chart below provides a listing of these events and the number of participants. To increase access to webinars, they are archived and posted as news that is emailed to subscribers and social media, posted to the IwN YouTube channel, the related PowerPoint is posted to the IwN SlideShare channel, and made available directly on relevant content pages within IwN.

Between July 1, 2014 and June 30, 2015:

- Approximately 137 event sessions were attended by over 3,569 people.

- Of the 137 sessions, 116 were webinars.
- Webinar sessions posted to YouTube had 5,397 views.
- PowerPoints from the sessions posted to SlideShare had 2,585 views.
- Completed Certified Illinois workNet Advisor Online Course = 143

During the reporting period, Trade Act training was conducted for 19 Local Workforce Investment Area and Commerce staff and 10 Trade technical assistance reviews were done.

CHRISTINE HUFF Jacksonville

NEG Participant



Christine Huff was laid off in January 2014 from AIG where she had worked for 5 years as a billing and payment processor. Christine was unable to find suitable employment, and after exhausting her unemployment benefits she decided to pursue training as a dental assistant.

Christine was enrolled into WIA through a NEG grant and began the Dental Assisting Program at Midwest Technical Institute in Springfield, IL in October 2014. This nine-month program provides the fundamental principles of the dental assisting field in both clinical and office settings.

The last phase of training is the externship, where students get practical experience at two different sites. One of Christine's externship sites, Familia Dental, offered Christine a job at the completion of her training, and she accepted. Christine said that she's very happy to be working and also to being one step closer to eventually becoming a dental hygienist.

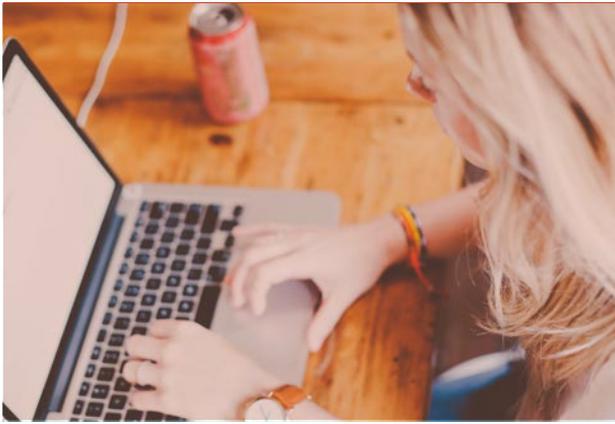
AARON McDONALD
Machesney Park
NEG Participant



Aaron McDonald came into the Job Driven IT NEG Program as a Dislocated Worker. A career in IT offered employment opportunities that were not as physically taxing on his body and also allowed him to earn a suitable wage. With the support of the Job Driven IT Grant, Aaron was able to continue his degree in Data Assurance and IT security at Rock Valley College. Aaron was able to secure an internship at Entre Computer Solutions that afforded him the opportunity to be able to apply concepts he had learned in the classroom to a real world work environment.

After interning for only a few days, his employers were so impressed with Aaron's work ethic, adaptability, and learning skills that they offered him a full time position as a delivery/pc set up person. Three days into this position, he received a promotion to Network Monitor. Aaron watches over approximately 420 servers and 2,200 work stations. He reaches out to multiple clients daily and can easily troubleshoot and resolve issues on 100 to 200 devices per week.

While working full time, Aaron continued his pursuit toward the AAS degree in Data Assurance and IT Security, and credits the assistance provided through the Job Driven NEG as a mechanism that made this opportunity possible by releasing financial burdens and offering continuous guidance and support.



ILLINOIS PATHWAYS

The employment landscape is shifting. Education needs to be more relevant to the real world, and resources and investments need to be coordinated in a way that makes sense to industry partners. In order to achieve this, we need complimentary community and state-level approaches for this work.

Illinois Pathways was launched in 2011 to respond to these education to employment dynamics.

Illinois Pathways is a statewide, public-private education and economic development initiative designed to meet twin goals:

- 1) Increase the number of Illinoisans who attain a post-secondary credential with labor market value and are ready for employment in high-demand, high-wage occupations involving the application of STEM knowledge and skills.
- 2) Spur state and regional economic development by developing a homegrown talent pipeline for areas of workforce need.

Illinois Pathways addresses these goals through three overarching strategies:

- 1) Align State education, workforce, and economic development systems to support targeted sectors and occupations.
- 2) Launch and support statewide, public-private partnerships in high-growth industry sectors, known as STEM Learning Exchanges.

- 3) Support regional career pathway systems in targeted industry sectors and occupations that respond to local development objectives.

This report focuses on the second strategy-launching and supporting the STEM Learning Exchanges.

STEM Learning Exchanges

Since January 2013, the STEM Learning Exchanges have increased their effort to build their networks of support and reached out to educational entities, workforce development providers, and businesses across the state to create coalitions of interest and investment around sector specific “cluster” areas. These public-private partnerships have leveraged \$5 million in matching resources for the State’s \$3 million investment in Race to the Top funds from the Illinois State Board of Education and funds from the Department of Commerce and Economic Opportunity.

Each STEM Learning Exchange is led by an industry-supported nonprofit or public entity that coordinates investments, resources, and planning in industry areas that are crucial to economic development in Illinois. The following pages address individual Learning Exchange impact, key partners, and key initiatives.

Agriculture Food and Natural Resource Learning Exchange (AFNR): Led by FCAE (Facilitating Coordination in Agriculture Education)

Key Initiatives

Resource Development: The AFNR Learning Exchange has over 1000 lesson plans and related instructional resources available to all agriculture teachers at www.myCAERT.com. This website is an online instructional resource where teachers can access lesson plans, Power-Point presentations, e-units, and assessments libraries. The libraries currently under revision are Agricultural Mechanics and Biological Science Applications in Agricultural, the latter of which will be completely revamped. It is hoped that the changes will provide great assistance to teachers as they transition their classrooms to address the New Illinois Learning Standards

Professional Development: In 2013, Illinois had a total of 57 openings in high school agricultural education departments statewide, with a total of 11 college graduates who were licensed to teach agriculture. Of those 11, only six chose to teach. Illinois developed a team of state leaders that will work collaboratively to assess the situation and create a sustainable and effective long-term agriculture teacher retention and recruitment plan. To assist with these efforts the Agriculture, Food, and Natural Resources Learning Exchange (AFNR) has offered 390 high school and 97 post-secondary agriculture teachers the opportunity to attend professional development workshops and or graduate courses which covered a range of topics from Agriculture Mechanics to Work-Based Learning and a course for Beginning Agriculture teachers.

Work-based Experience: The AFNR Exchange has an established work- learning experience model (Supervised Agricultural Experience- SAE), and 41% of agricultural education students in Illinois completed such an experience last year. In 2014 over 3,000 students participated in a work-based learning project/activity related to agriculture education. These work-based learning activities engage students and encourage them to continue their agriculture education; in fact, 72 percent of senior high school graduates in Agricultural

Education continued their education at a postsecondary institution.

Information Technology Learning Exchange: Led by Creating IT Futures

Key Initiatives and Events

A key initiative for the IT Learning Exchange is supporting 5 Early College STEM Schools (ECSS) formed in 2012 by the Mayor's office, Chicago Public Schools and City Colleges of Chicago. In partnership with private corporate sponsors, a unique model has been designed to ensure students have the education and skills needed to successfully pursue a career in technology. Students have the opportunity to earn their high school diploma and also an Associate's Degree and IT industry-recognized certifications.

Internships are a fundamental corner stone in preparing students for careers. The IT industry lends itself to a variety of models, in addition to the traditional internship format. The IT Learning Exchange developed a "4 Ps" model that has helped create innovative and exciting internship opportunities for students. 90 ECSS students held summer internships in 2015 through employer connections facilitated by the IT Learning Exchange; and both employer and student feedback was very positive. These employers range from large industry partners to small start-up nonprofits that needed assistance with IT. The IT Learning Exchange shared lessons learned and the infrastructure to support internships and other work-based learning outreach in a two-day workshop for 6 IL communities

Professional Development: The IT Learning Exchange held a series of professional development training sessions using the Raspberry Pi from February-June, 2015; 112 teachers from 54 schools throughout Illinois attended. The goal of those sessions was to help teachers become familiar with this inexpensive type of technology and use the devices in their classrooms and/or after school clubs, thereby

increasing students' interest in technology and creative problem solving. For the 2015-2016 school year the IT Learning Exchange will hold one more workshop, as well as two half-day follow-up workshops for teachers to learn additional applications and address any issues they may be having with Raspberry Pi technology. In addition, the Exchange will hold three half-day PD workshops to support computer support/networking teachers.

Raspberry Pi Student Challenges: Building on the exposure for IL teachers in the spring of 2015, the IT Learning Exchange is hosting a STEM Competition for Raspberry Pi on November 7 at IIT. The competition will be for the design "pitch" of an application using the Raspberry Pi and peripheral devices. Winning teams will receive a Raspberry Pi and needed peripherals to make their app design a reality. A second competition will be held in late April 2016 for students to demonstrate an application they built using their Pis.

Outreach about Careers in IT & Resources on Illinois Shared Learning Environment (ISLE): The IT Learning Exchange has developed an extensive resource library on the Open Education Resources page of the Illinois Shared Learning Environment. On this site, students, teachers, parents, and community members can find key information about internships, mentorship guides, labor market information, IT curriculum, professional development, work-based learning, women in IT, the Early College STEM School initiative, and a great deal of information on IT Careers, including resources on transitioning from high school to college and career.

Manufacturing Learning Exchange: Led by Illinois Manufacturers' Association Education Foundation

Key Initiatives

Work-based learning is a key focus for the Manufacturing Learning Exchange. The Exchange is currently partnering with the

German American Chamber of Commerce to pilot an apprenticeship program for Industrial Maintenance Technicians at Harper College and school district 211 and 214. The Exchange is leading the statewide effort for the Illinois Advanced Apprenticeship Consortium, which will create over 680 quality apprenticeship opportunities over the next 5 years.

MSSC Authorized Instructor Classes and Credentials: Since 2008, the Illinois Manufacturers' Association Education Foundation, the lead organization for the Manufacturing Learning Exchange, has expanded MSSC Certified Production Technician authorized instructors from 4 to 101, approximately 80 of which were paid for with Race to the Top funding. The Exchange will be offering at least two MSSC (Manufacturing Skills Standards Council) Authorized Instructor classes during the summer focusing on expanding the number of high schools with instructors. As a result, the number of students that received the MSSC credential increased from 53 to 3,242. In addition, the Exchange is beginning a more formal development of between-term externships for existing instructors so they can keep abreast of shop floor developments in technology and techniques. Additionally, as a result of the work of the Manufacturing Exchange and the IMA, Illinois now leads the nation in the number of NIMS credentials earned.

Robotics Competition: The Manufacturing Learning Exchange has helped to support the first Midwest regional robotics competition, held at the University of Illinois Chicago in early April, which is a competition of robots that are the result of a 6 1/2 week project between high school students and professional mentors.

International Manufacturing Technology Show: Last fall Chicago was the host to the International Manufacturing Technology Show (IMTS), an event that hosted over 17,000 students from all over the world. The Manufacturing Learning Exchange helped to

facilitate the participation of over 2000 exhibits to promote student interest in manufacturing jobs. The show will return to Chicago in 2016.

Project Lead the Way programs also expanded as a result of the partnership with the Manufacturing Learning Exchange. In 2014, 13,000 high school students were enrolled in 136 PLTW Engineering programs and 17 Biomedical programs, while another 17,000 middle school students were enrolled in 119 Gateway to Technology programs. This represents an increase of 74 new schools over 2013.

For the past three years, October has been declared as Manufacturing Month in Illinois. Illinois manufacturers hosted 106 events from Waukegan to Cairo, to open their doors to several thousand students, teachers and parent chaperones for a first-hand look at modern and advanced manufacturing plants. These events bring students and teachers directly to industry partners, where students can gain awareness about manufacturing careers.

Young Manufacturer's Summer Academy: Due to the efforts of the Manufacturing Learning Exchange, several communities were able to host sessions for the Young Manufacturer's Summer Academy, an outreach campaign activity that targets middle school girls and other underrepresented groups. This program is modeled after a successful Connecticut program. During the session students created STEM projects, with a capstone mock job fair event for students to participate in at the end of the 8 day session.

Health Science Learning Exchange: Led by University of Illinois at Chicago

Key Initiatives

Illinois Shared Learning Environment Resources: The Health Science Learning Exchange has developed 16 distinct out-of-the-box curricular modules which are hosted on the Illinois Shared Learning Environment and has worked with industry partner AHIMA to begin developing

dual credit opportunities and early certification programs in Health Informatics. The Health Science Learning Exchange has developed a complete high school curriculum that uses problem-based and project-based learning in order to develop scientific skills, health literacy, and non-cognitive skills relevant to a career in any health science field. The exchange also hosts webinars that walk through the designed curriculum and lesson plans to better prepare teachers.

Junior Academy of Science: The Health Science Learning Exchange helped lead the Illinois Junior Academy of Science Annual Science Exposition, an event where students presented research projects developed with the assistance of field professionals, held at Lincoln Land Community College in 2015. The Health Science Learning Exchange gave out over 40 awards to students who exhibited high-quality Health Science projects at the event.

The Health Science Learning Exchange is also working with AHIMA to develop dual credit opportunities and early certifications in Health Informatics, which is listed as one of the top growing medical fields that is also under taught in high schools and colleges in Illinois by the Illinois Healthcare Task Force. The Exchange also partnered with AHIMA for a successful application towards developing an apprenticeship model for Health Informatics for the American Apprenticeship grant.

Career Cruising/InSpire: In the past year, HSLE contributed resources to begin addressing mentorship experiences in various communities across the state by partially funding the purchase of a statewide site license for Career Cruising's InSpire module.

CCInspire is a platform that provides the HSLE and regional education-industry intermediaries a prime venue for informing and connecting with the future workforce. Inspire is being launched in partnership with the Energy and Manufacturing Learning Exchanges.

Energy Learning Exchange: Led by Illinois State University

Key Initiatives

Students Brainstorm Solutions to Modern Energy Problems: This partnership challenge with the Research & Development Learning Exchange challenges students to design a prototype or plan for an energy efficient system, or improvements to an existing system that can provide reliable power to a community to meet basic energy needs during or after a weather-related power outage. Students from Glenbrook South High School, Urbana High School, Washington Community High School, and Williamsfield High School participated in the challenge and presented their solutions in May.

Smart Grid for Schools: A Smart Grid for Schools program offers an opportunity for students to learn about new Smart Grid technology being rolled out by utility companies in the state. The program provides workshops for teachers, curriculum for their classrooms, and engages K-12 students with Smart Grid in a fun, hands-on way that incorporates Next Generation Science Standards. The ELE has worked with over 100 schools, 400 educators, and more than 10,000 students on Smart Grid consumer energy education and career awareness.

Next Generation Science Standards and Curriculum: The Energy Learning Exchange is working with various industry and education partners to define an energy career pathway model, using Next Generation Science Standards. Teacher training workshops were held for middle and high school STEM teachers (science, technology, engineering and mathematics), focusing on energy concepts and utilizing next generation science standards. The goal of the program was to develop instruction on energy-related lessons for students. Classes and field trips were designed to help teachers comprehend major principles of energy in Illinois as well as real-world applications.

Resources on Illinois Shared Learning

Environment (ISLE): New statewide applications have been integrated within the Energy Learning Exchange website to provide more resources for teachers and students. The site features a tab for Classroom Resources for Illinois teachers to utilize and share information about energy and energy careers in their classrooms. Teachers can download a variety of items to use in developing their lesson plans, categories include Bright Ideas, Careers in Energy, ELE Partners, ELE Powered Curriculum, Professional Development, and Videos. This growing resource library can be accessed from the Energy Learning Exchange website at www.energy.illinoisstate.edu/careers/materials.shtml.

Careers in Energy Week: The Energy Learning Exchange worked in partnership with the Illinois Energy Workforce Consortium to bring Careers in Energy Week, October 12-18, 2015. Students from across the state were encouraged to learn about how energy companies operate, types of careers available, and what may be expected in the future, as well as the importance of energy companies in the local economy. Energy industry representatives were invited to host tours and present on energy topics at schools that week.

Energy Educator's Summit
On September 19, 2015, more than 100 energy educators from across Illinois were invited to take part in a one-day workshop focusing on energy literacy, career awareness, and "smart grid" technologies at Illinois State University.

Finance Learning Exchange: Led by Econ Illinois

Key Initiatives

Teacher, Administrator and Guidance Counselor presentations: The Finance Learning Exchange participated in panel presentations with industry leaders to lead a dialog with high school and community college educational personnel to explore ways to introduce, support and guide students interested in a finance-

related career or in taking business/entrepreneurship coursework. Discussions include the use of resources and curricula adaptations to support a variety of learning levels.

Student presentations: The Finance Learning Exchange worked with an industry professional to present career awareness and exploration information to high school students and educators about the Finance industry. This presentation explored the topics of preparation for finance-related careers and the economic outlook of applicable jobs locally vs. statewide, as well as identifying the types of jobs included in finance-related careers/firms and in coursework needed at the high school level. The industry professional discussed the importance of first impression, knowledge about the firm, and communication style necessary for securing a job interview or application for college.

Student field trips to industry sites: The Finance Learning Exchange organized field trips for students interested in finance-related careers and actively taking applicable coursework are invited to a local finance-related business to gain an understanding of the variety of jobs available and to see how educational background becomes applicable to life on the job. On site, students have the opportunity to talk with young professionals within the firm, participate in hands-on activities, tour the business and engage with employees.

Finance industry speakers in the classroom: The Finance Learning Exchange coordinated events for industry professionals to have the opportunity to visit a classroom or school of their choice or to be paired with a classroom involved with Econ Illinois programming. Speakers are encouraged to share about their job, educational and experience background, and to lead the students in an age-appropriate finance-related curriculum activity. Speaker sessions culminate with questions from the students and interactive debriefing dialog.

Curriculum resources and customized professional development: Online and electronic searchable curriculum, activities, projects, resources and professional development Webinars & tutorials are being populated for teachers and students in economic, personal finance, math, financial literacy and entrepreneurship education. Curriculum materials are available through the national Council for Economic Education network of affiliated state Councils. In addition, Econ Illinois provides curriculum consulting and customization across subject areas to meet specific needs or to modify curricula for specific learning levels. Professional development is provided at national, state wide and local educator conferences, through local school district workshops, and by request for customized purposes.

Financial literacy resources: A robust clearinghouse of financial literacy resources is being populated within an online searchable database. The resources are available and applicable for students, parents/guardians, educators and the adult population. Various types of resources are targeted, such as games and simulations, curriculum lessons, activities, informational articles, multi-media tools, and more. The purpose of the initiative is to support student financial success as well as to empower students of all ages to successfully navigate the financial pathway to reach their educational goals, regardless of career field.

Research and Development Learning Exchange: Led by Illinois Science and Technology Coalition

Key Initiatives

The R&D STEM Learning Exchange aims to accomplish its mission through three key initiatives: STEM Challenges, Mentor Matching Engine, and the STEM Resource Repository.

STEM Challenges offer high school students the opportunity to investigate and solve problems relevant to Illinois industry with the support of

STEM professionals.

RDLE works with industry partners such as Takeda Pharmaceuticals, Motorola Solutions, and Microsoft, to customize a project to reflect a current and authentic research problem. R&D STEM Challenge projects are designed to teach the critical skills inherent in problem solving and STEM concepts by exposing students to R&D applications beyond the classroom. They also enable students and teachers to build relationships with Illinois industry and STEM professionals. Projects during the second year of the STEM Challenges addressed topics as varied as water management, community health awareness, aerospace and defense, information technology, environmental sustainability, and behavioral economics. Students were asked to build mobile applications for emergency responders, mitigate the spread of infectious disease, and develop products to generate power in the event of a natural disaster.

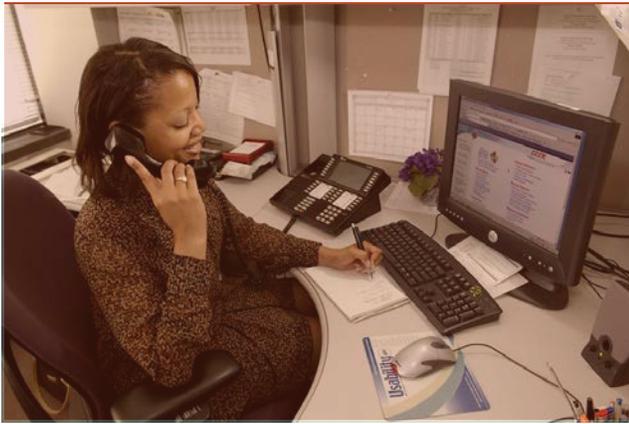
Teachers representing more than 30 disciplines guided these projects with the support of STEM professionals from the sponsoring industry partner who served as mentors. At the end of the projects, students are given the opportunity to present their solutions not only to their industry partners, but to an audience of corporations, universities, government representatives and other stakeholders who make up the RDLE STEM Coalition.

In 2015-16, 11 industry partners such as Baxter International Inc., the Archer Daniels Midland Company, and Motorola Mobility will work with over 700 students across the state to address real-world problems facing these companies and industries

Mentor Matching Engine (MME)
The Mentor Matching Engine is an online platform that connects high school students and their teachers to STEM professionals who provide mentor support through student-led research.

High school students are exposed to multiple perspectives along the STEM pipeline through one-on-one mentorships with a STEM professional mentor. Using examples from their own organizations, mentors provide perspective on how R&D is applied beyond the classroom, giving students insight into the potential impact and reach of their research and applications in the real world. Students explore a topic of interest to them by developing a question that can be answered through an investigative research process. Students post teacher approved research questions on the Mentor Matching Engine and request mentors with relevant subject matter expertise to provide guidance in a chat format, as well as through document sharing and teleconferencing.





ILLINOIS WORKNET®

Illinois workNet (IwN) is sponsored by Commerce OET and made possible through state, local, and private sector partnerships. For the purpose of expanding economic opportunity, the Illinois workNet® Portal and Program utilizes partnerships and technology to expand seamless and real-time access to workforce development resources aimed at individuals, businesses and workforce professionals. Innovative partnerships span state economic development, workforce development, education agencies, and local workforce investment boards along with their public and private partners including local governments, community colleges and non-profit organizations. Through partnerships that leverage technology, a common vision is realized that supports planning for the economic futures of individuals and communities via a seamless array of services.

During PY 2014, July 1, 2014 through June 30, 2015, the Illinois workNet continued to innovate and provided the following program and tools for individuals, employers and workforce partners:

- Illinois workNet Technology Upgrades and Enhancements
- Accelerated Training for Illinois Manufacturing (ATIM)
- Demand Driven IT (NEG) Partner Guide
- Disability Employment Initiative
- Illinois Pathways Website Updates and

- Integration of Illinois Open Educational Resources (IOER)
- jobPrep Mobile App Upgrade
- WIOA Works for Illinois
- Workforce Data Quality Initiative Microsite



Illinois workNet Technology Upgrades and Enhancements

One of our top priorities is ensuring that IwN (www.illinoisworknet.com) is providing our state's citizens current and relevant content, and is delivering content, information and data via the most current technologies. During PY 2014, IwN users benefited from a new look and feel, updated content, and upgraded technologies.

Whether using a desktop computer, smart phone, or tablet, everyone can easily use all of the portal's guidance, resources, services, and tools. Anyone can setup an lwN account to use MyDashboard tools such as a resume builder and Employment 101 for career, training and job planning. Any partner can use online guidance and facilitate career and workforce development using personalized customer groups.

Workforce Innovation Fund - Accelerated Training for Illinois Manufacturing (ATIM)



The ATIM program continued to be facilitated during PY 2015 by using the lwN ATIM online dashboards and tools for engaging and facilitating partnerships and customer services (ilworknetmanufacturing.com). Partners formed and managed teams aimed at accelerating training and credential attainment and used lwN to track and communicate customer progress in real time. Customers applied for the program online and used tools including their personalized training and employment plan.



Demand Driven IT (NEG) Partner Guide

Local Workforce Development Areas (LWDAs) selected for the Demand-Driven Information Technology Training and Credentials Program, in partnership with CompTIA, utilized online guides provided by lwN (illinoisworknet.com/jobdrivenneg). Guidance and resources included customizable flyers, archived webinars, frequently asked questions, documents, and

web resources by categories including: Burning Glass tools, IT career and assessment tools, IT employability, client and employer outreach, and grant administration.



Disability Employment Initiative

The Disability Employment Initiative (DEI) (www2.illinoisworknet.com/DEI) program was offered in DuPage, Franklin, Jackson, Jefferson, Lake, Northern Cook, Perry, and Williamson Counties offers individuals with disabilities opportunities for employment search, training, financial counseling and assistance and supportive services.

Through lwN DEI tools, customers can submit an online starter or complete application, and integrated partnerships formed by LWDAs engage and facilitate customer services through real-time dashboard, access to customer applications, tools for forming integrated partner teams, online progress updates and

tracking, services, case notes, and reminders, outcomes, and reports. Local partners worked directly with the lwN team to design the tools and are now actively involved with design of a new personalized career, training and employment plan that will be also be available to their customers.

DEI Intake Dashboard

LWDA *

All

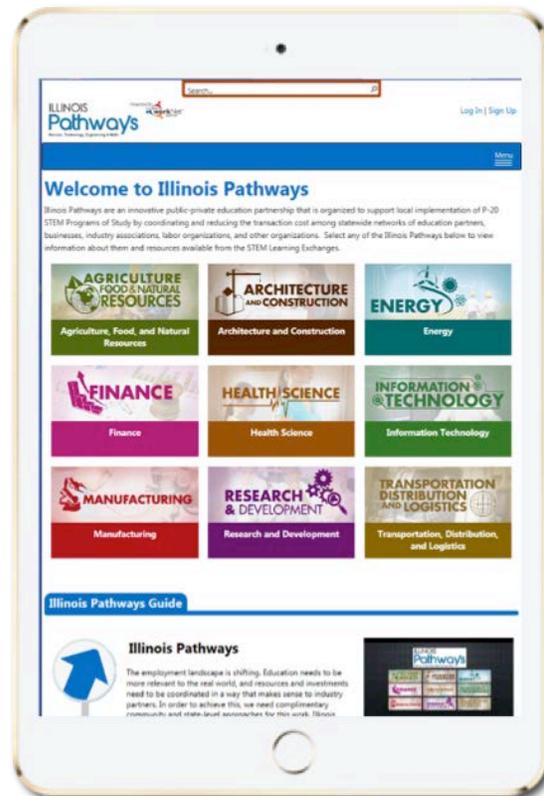
Filter

Intake and Services Section	Count	Percent	Loss Rate	Pass Rate	Complete Service	Percent
1. DEI Customers Pool						
Source: WDS						
Eligible PWD Pool	65					
Marked as DEI (Without Illinois workNet Online DEI Application)	314	96%				
Does Not Want To Participate	6					
Source: Online Application						
Incomplete Application	34					
Completed Starter Application	2					
Completed Full Application To Enroll In DEI	5	1%				
Total Customers Enrolled in DEI	319	100%	0%	0%		
DEI Enrolled Customers Who Are WIOA Registrants	117	37%				
DEI Enrolled Customers Who Are Not WIOA Registrants	202	63%				
2. Customer Progress Updates						
Progress Update Due	253	79%				
Progress Is Current	59	18%				
Progress Update Not Required	7	2%				
3. Enrolled DEI Customer Ticket to Work Status						
Customer Does Not Have A Ticket	216	68%				
Status Is Not Set	4	1%				
Not Assigned	71	22%				
Assigned To LWDA	15				0%	
Assigned to Other Organization	13		4%			
Total Customers	319	100%	4%	8%		
4. LWDA Staff Assisted Services						
Customers That Do Not Have WIOA Services	439	47%				

Illinois Pathways Website Updates and Assistance to STEM Learning Exchanges

The interactive Education and Career Pathways for each of the nine lwN Illinois Pathways sites (ilpathways.com) were updated to enhance interactions with mobile devices. Students, parents, LWDA's, and schools can explore courses, credentials, recommended work-based learning, careers, and resources offered by the STEM Learning Exchanges. Labor Market Information provided by Illinois Department of Employment Security was also updated. News updates about STEM Learning Exchanges and related initiatives were posted throughout the year and were received by 35,444 subscribers.

The Illinois Shared Learning Environment Open Educational Resources (ilsharedlearning.org) widgets are integrated on the site and provide seamless access to resources curated and developed by STEM Learning Exchanges. The Exchanges also put the widgets on their websites to make their curated and created resources seamlessly available to their customers.



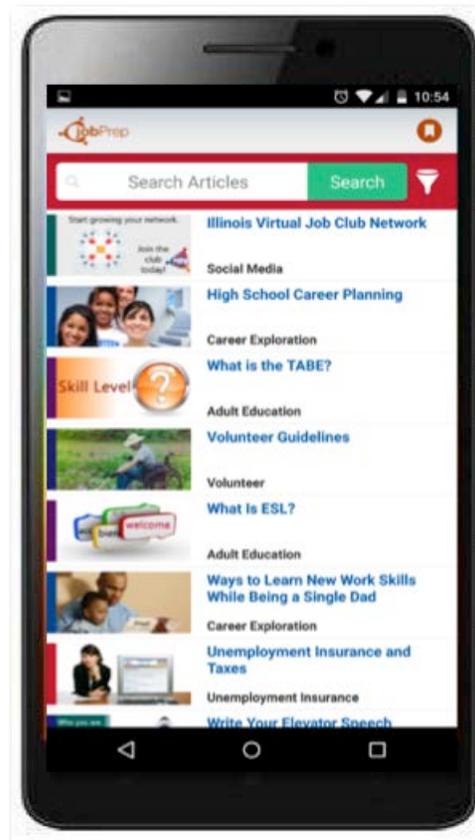
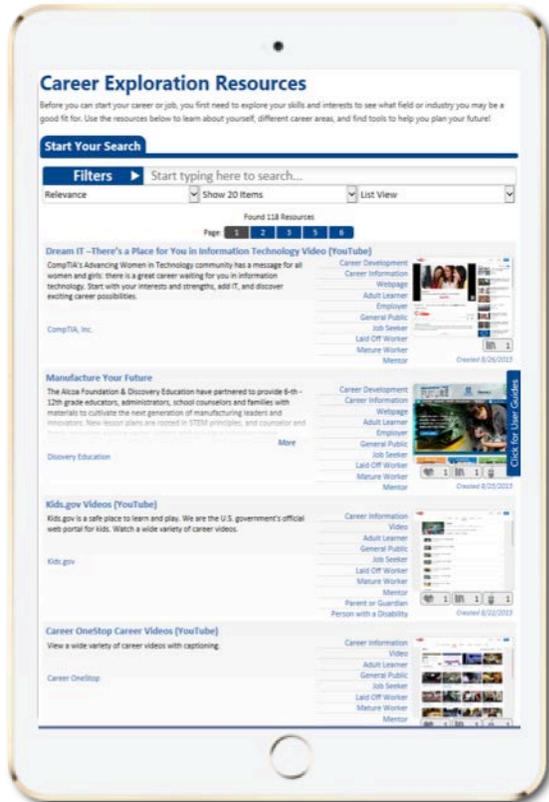
Integration of Illinois Open Educational Resources (IOER)

The lwN team designed and developed the ISLE Open Educational Resources (OER) to include career and workforce development resources. This is the source for curated resources on the lwN, Illinois Pathways, disabilityworks, Workforce Data Quality Initiative and other lwN websites.

IOER provides a system for formatting the presentation of web and document resources and checking for bad links. lwN team members and partners can add new resources to IOER any time and as they are added, the resources can

automatically display on relevant websites in real time. Partners can also use the IOER and lwN widgets to seamlessly make curated resources, libraries, and learning lists available to their customers. The widgets offer a no-maintenance solution that are easy to use by pasting a code snippet into websites.

- virtual job club,
- find and apply for jobs,
- calendar of events, and
- the option to bookmark items to your workNet Dashboard.



JobPrep Mobile App

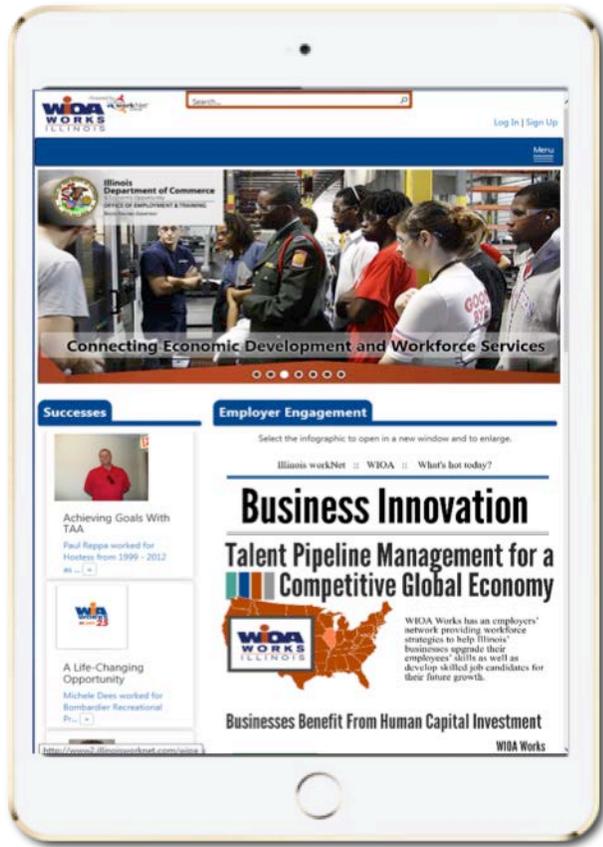
The jobPrep mobile app (illinoisworknet.com/jobprep) was enhanced for iTunes, Google Play, and Amazon app stores. The free app is beneficial to youth, adults, dislocated workers and education and workforce partners. The information available from the app is dynamic and provided to the app by the lwN Web Portal System. The jobPrep app offers job preparation at your fingertips:

- articles and tips,
- supportive services,
- training programs,
- virtual job club,

WIOA Works for Illinois

The lwN WIOA Works for Illinois website (www2.illinoisworknet.com/wioa) provides information on our states core partners, workforce board, workforce policies, and Local Workforce Development Areas. State and local partners are using the site to stay current and share information on new WIOA plans and the public can learn about WIOA and read about successes in our state. WIOA has an employers' network for providing workforce strategies to help Illinois' businesses upgrade their employees' skills as well as develop skilled job candidates for their future growth. Everyone can stay current on how WIOA-funded programs are

making an impact on economic growth in Illinois.



Workforce Data Quality Initiative Microsite

The IL Longitudinal Data System (ILDS) and the IL Workforce Data Quality Initiative (WDQI) (www2.illinoisworknet.com/wdqi) are two Federally-funded statewide projects that have been charged with putting those pieces of our life together and framing them so that educators, researchers, and economic trending experts can see a full picture of life-long pathways and achievements in order to identify what works best for who. The experts focusing on these two side-by-side efforts are bringing all of the workforce and education data currently stored in separate state agencies together—to better understand the Return on Investment of taxpayer-funded programs.

WDQI focuses on employment and employment training activities. Therefore, it supplies a

smaller portion of the data but an extremely important piece of the data, nonetheless.

There are seven Illinois state agencies that participate in the ILDS and oversee the WDQI via the ILDS Governance Board. The seven participating state agencies are: Illinois Department of Commerce and Economic Opportunity, Illinois Department of Employment Security (IDES), Illinois State Board of Education (ISBE), Illinois Community College Board (ICCB), Illinois Student Assistance Commission (ISAC), Illinois Board of Higher Education (IBHE), and the Illinois Department of Human Services (IDHS).



Illinois workNet Activity Counts

The following activity counts are for the Illinois workNet sites, as well as for activities associated with the sites, including e-mail alerts and subscriptions and alternative access locations.

General Web Stats Illinois workNet

(illinoisworknet.com +
www2.illinoisworknet.com)

July 1, 2014 – June 30, 2015

- Total Page Views: Entire Site = 14,629,076
- Average Page Views/Day = 40,080
- Unique IPs = 691,261
- Total Visitors = 1,304,271

E-mailed News and Updates Subscription Counts

News and updates for specific audiences are posted to Illinois workNet. Users can manage their subscriptions with their My Dashboard. The following shows the news area and total number of accounts receiving emailed daily or weekly updates. Total subscriptions = 162,373

- Illinois Pathways: 35,467
- Illinois workNet: 122,250
- SYEP 2014: 270

- Layoff Assistance: 292
- Manufacturing: 628
- Work-Based Learning: 370
- WIOA Works for Illinois: 360
- Workforce and Education Partners: 2,448
- disabilityworks: 230
- Youth Taskforce: 58

New Accounts Created

July 1, 2014 – June 30, 2015

	Individuals	Workforce Professionals	Business	Totals
Totals	446,135	5,087	3,837	455,059

- Partner locations (i.e., venues such as libraries with specialized access to Illinois workNet and associated activities = 1,259 (Of the sites, 96 are WIA funded.)





ILLINOIS WORKFORCE PARTNERSHIP



Kathy Lively
IWP President

2013-15 IWP Officers

PRESIDENT
KATHY LIVELY, LWIA 25

PAST-PRESIDENT
MARY BETH MARSHALL, LWIA 6

VICE PRESIDENT
JULIE COURTNEY, LWIA 2

SECRETARY
ANNE SCHNEIDER, LWIA 20

TREASURER
STEVE MARTIN, LWIA 16

MEMBERS AT LARGE
KATHY DAY, LWIA 4
PAM FURLAN, LWIA 4
PAT FERA, LWIA 10
DAVE STOECKLIN, LWIA 22

IWP COMMITTEES
EXECUTIVE
STRATEGIC
MEMBERSHIP DEVELOPMENT
PERFORMANCE TASK FORCE
COMMUNICATIONS TASK FORCE

The **Illinois Workforce Partnership (IWP)** is comprised of workforce professionals from throughout the state who are dedicated to the enhancement of the Illinois workforce system. Through effective partnerships with business, economic development, education and training partners, we collaborate to achieve our vision for Illinois as a “high quality, employer driven, innovative, proactive workforce development system that supports economic development.”

This year has been filled with exploring and better understanding the new federal Workforce Innovation and Opportunity Act legislation, which guides our local, regional, and state workforce activities. Hundreds of hours have been spent reading and discussing the new legislation -- planning ways to best serve workforce and economic development needs in the state of Illinois. One of the greatest benefits of the new legislation is the opportunity to re-connect in a meaningful way with all partners who are important to providing a seamless service to job seekers and businesses in Illinois. Thousands of workforce professionals are committed daily to improving the lives of Illinois residents and businesses.

IWP is committed to continuing a leadership role in professional development for the entire system. We will continue to provide a platform for leadership activities which support economic prosperity for the great state of Illinois. Learn more about the Illinois Workforce Partnership by visiting our website at www.illinoisworkforce.net.

IWP: MAKING A DIFFERENCE!

The Illinois Workforce Partnership is making a difference in workforce development for the State of Illinois. We are pleased to present the following summary of results:

- ◆ 41 adult/dislocated worker, 16 youth, and 14 business customers were honored at our IWP Workforce Development Award Dinner.
- ◆ 22 workforce investment areas
- ◆ 22 business-led Workforce Investment Boards
- ◆ 106 Illinois workNet® Centers and satellites
- ◆ over 541 Illinoisworknet.com access points
- ◆ 385 businesses serving as workforce board members
- ◆ 42 labor organizations serving our workforce boards
- ◆ 5,463 adults are enrolled in workforce programs
- ◆ 5,931 dislocated workers are enrolled in workforce programs
- ◆ 6,874 youth are enrolled in workforce programs
- ◆ 138,112 job seeker customers received 1,024,509 services at our Centers, including resume development, on-line applications, job search and interview workshops, basic computer training and job referral assistance

RETURN ON INVESTMENT FOR ADULT & DISLOCATED WORKER SERVICES*

ADULT SERVICES

Total Wages Earned: \$87,985,084

Total Allocations: \$33,103,276

RETURN ON EVERY DOLLAR INVESTED: \$2.66

DISLOCATED WORKER SERVICES

Total Wages Earned: \$187,146,018

Total Allocations: \$53,285,712

RETURN ON EVERY DOLLAR INVESTED: \$3.51

* Workforce Investment Act Statistics for Program Year 2013



AGENCY PARTNERS

Illinois Community College Board

Illinois Community College System

Illinois' 48 comprehensive community colleges and multi-college centers play a vital role in the state's educational, economic development, and workforce preparation partnership. Each year, the colleges serve nearly one million residents. The community college system pledges to address work-force development needs with flexible, responsive, and progressive programs designed for colleges and university transfer students, returning adults, and expanding adult education and literacy programs. These efforts help with the growing demand for trained workers in various occupations.

The Illinois Community College Board (ICCB) continues to work collaboratively across the state with other partners to address the alignment of workforce development, education and economic development. Over the past year, through Workforce Development, Career and Technical Education and Adult Education, the Illinois community college system and ICCB have moved forward in a coordinated way, focusing on the implementation of the Workforce Innovation and Opportunity Act (WIOA) and the ICCB Workforce Education Five Year Strategic Plan. Additionally, sector/clusters initiatives such as manufacturing, healthcare, and transportation, distribution and logistics with an emphasis on low-skilled and low-income adults through Business and Industry training,

Professional and Continuing Education training, Programs of Study, and continued Adult Education initiatives are all focused on meeting the needs of Illinois' employers and workforce. ICCB's ongoing partnerships with other agencies and entities such as Commerce/OET are critical to addressing Illinois' economic and workforce needs.

Workforce Development

ICCB Workforce Development is a critical piece of the community college system and encompasses involvement and collaboration with the private sector across many industries, local workforce investment areas/boards, community college business and industry centers, OET, other state agencies, and other ICCB and community college departments. The overall goal is to address the work-force/economic needs of the state either through individual college initiatives designed to meet local workforce needs or training partnerships designed to target regional or statewide workforce/economic development needs.

Workforce Education Strategic Plan

The Illinois Community College Board, in partnership with the Illinois Community College Presidents' Council and the Illinois Department of Commerce and Economic Opportunity, engaged multiple stakeholders to begin the development of a five-year Workforce Education Strategic Plan. This plan focuses on strengthening system-wide visibility and impact by aligning workforce education and training.

The Illinois Community College System Strategic Plan for Workforce Education builds upon current successful efforts and will design creative solutions to address the challenges of a new economy, high unemployment rate, and the demand for more highly skilled workers. As part of the plan development, ICCB and Commerce held eleven Regional Forums in the spring, one in each of the 10 Economic Development Regions with two in the Northeast region to bring education, workforce and employer partners together to discuss workforce and education issues in their regions and to hear from employers regarding their most pressing concerns. A final report with strategic recommendations will be released in the next few months.

Workforce Innovation and Opportunity Act

ICCB is an active partner in the implementation of the Workforce Innovation and Opportunity Act. ICCB Adult Education and Family Literacy is Title II of the act and as such is one of four core partners and a critical element in the new public workforce system. Postsecondary Career and Technical Education also plays a stronger role in the WIOA implementation as a required One-Stop partner. ICCB staffers are on the State WIOA implementation Interagency Team which is designed to collaborate at the state level regarding WIOA implementation issues. Local Adult Education and postsecondary CTE partners participate on Local Task Advisory Groups to weigh in on the impact of policy and operational changes on adult education and CTE at the local levels. Additionally, ICCB conducted three regional workshops in the spring to bring local and state partners together to discuss the changes that the implementation of WIOA will bring about. The ICCB will continue to partner to address key issues such as unified and regional planning, infrastructure funding, and Memoranda of Understanding.

Business and Industry/ Continuing Education Training

ICCB is redesigning the surveys used to collect workforce and employer data from the community colleges. A new format and new data elements will enable both the colleges and ICCB to “tell the story” and demonstrate the “value add” that corporate and continuing education training provide at the local and state level. The new survey will be implemented in the fall of 2015 and will begin by collecting information for the year ending June 30, 2015.

US Department of Labor Workforce Innovation Fund/Accelerated Training for Illinois Manufacturing

The ICCB received funding to provide professional development, curriculum updates and revisions, and manufacturing curriculum training to the five regional Accelerated Training for Illinois Manufacturing (ATIM) partnerships. The ICCB also is a Workforce Innovation Fund (WIF)/ATIM state partner participating with Commerce and IDES in the development and implementation of the initiative. ICCB participates in the state partner meetings and prepares and provides information, works with the community colleges, and participates in providing training to the regions. As of December, 2014 ICCB successfully completed all professional development, curriculum updates and revisions, and manufacturing curriculum training.

Adult Education

The Illinois Community College Board is dedicated to providing adult learners with the skills necessary to enter postsecondary career pathway programs. Through the development of the Adult Education “Creating Career Pathways for Adult Education” Strategic Plan, the ICCB has worked with the provider network to expand instructional programs and services that are designed to place students on the road to success. Currently, Adult Education provides funding to 88 programs throughout the state. These programs provide instructional and supportive services to approximately 75,000

students annually in the areas of Basic Education, Secondary Education, English Language Acquisition (ELA), Vocational Training, Bridge Programs, and Integrated Education and Training Programs (IET).

With the addition of the new priorities of the Workforce Innovation and Opportunities Act (WIOA), the need for alignment of instructional and supportive services as well and the need for partnering will be needed now more than ever. The law will require more concentration on building skills of adult learners that leads to high demand pathway programs; alignment of instructional services including assessment, curricula and instruction; providing and developing comprehensive support services; development of high-quality teaching staff through enhanced professional development system; and building an effective partnerships approach to service delivery.

Adult Education Bridge and Integrated Education and Training (IET) Initiative Expansions

Over the past five years, the ICCB has expanded policies to require all providers to offer bridge program instruction related to high demand occupations. Bridge Programs offer students cluster level knowledge and skills while building basic literacy skills, career exploration and awareness, as well as support services that assist them in accessing postsecondary education and pathway employment. Through this policy, bridge program delivery has expanded to 66 programs. The remaining programs are working to partner to develop services to students. Comprehensive professional development activities have been developed to increase the knowledge of adult educators in the development of contextualized bridge career pathway programs.

In addition, the ICCB has continued to participate in several initiatives as well as grant opportunities to continue to promote career pathway programs in Adult Education, including

the Jobs for the Future initiative "Accelerating Opportunity (AO)." This initiative focuses on a blending of both Adult Education and Career and Technical Education (CTE) instruction to provide an integrated model of instruction using a team teaching approach. Both the Adult Education and Career Technical Education Divisions of ICCB have partnered on this project and have worked to expand the number of colleges from eight to twenty-five. The initiative allows adult learners, without a high school diploma, the opportunity to gain college level credit and certificates, including college and industry-recognized credentials around in demand occupations while working toward learning English, high school equivalency and/or increasing basic skills. The sunset on the project through JFF is September 2015. However, the ICCB will continue the project under Integrated Career and Academic Preparation System (ICAPS), which is considered an Integrated Education and Training (IET) program under WIOA. The ICCB continues to hold an annual Transition Academy for all new and current providers of both Bridge and ICAPS. The academy is design to provide intensive technical assistance and professional development to colleges and Adult Education providers in the design and delivery of bridge and ICAPS programs.

Both the Bridge and IET initiative requires the use of labor market information in determining which high demand occupations will be used. The majority of the programs are focused in four primary areas: Healthcare, Manufacturing, Transportation Distribution and Logistics, and Information Technology.

Adult Education Strategic Plan

The Adult Education Division has completed the fifth year of implementation of a Strategic Plan and vision for the state adult education system. This vision entitled "Creating Pathways for Adult Learners" outlined specific goals designed to meet the needs of both the student and the workforce. Implementation of this planning

began July 1, 2010 and has guided the direction of the adult education system toward development of career pathways that prepare learners for success in postsecondary education and employment. The plan focused in the areas of curriculum and assessment, instruction, professional development, partnerships, data and accountability, and support services. The division continues to support all programs who are working toward the goal of WIOA in the provision of comprehensive support services; ensuring high-quality teaching and professional development; building of partnerships that connect adult learners to employment and education; ensuring a system of accountability; and developing pathways for adult learners that lead them to education, training and employment.

Over the next year, Adult Education will use the outcomes of the work under the Workforce Education Strategic Plan developed in the fall of 2015 and the requirements of WIOA to determine a new comprehensive approach to the delivery of adult education services.

High School Equivalency Testing

The ICCB has the responsibility to select and oversee the administration of the High School Equivalency Testing structure in Illinois. In January 2014, the GED® Test changed to computer based testing only which resulted in an increase in the number testing centers in the state as well as an increase in the cost. Currently there are over 125 testing centers throughout Illinois that administer testing to individuals in need of a high school equivalency certificate. The GED® Test consists of four subtest areas which are aligned to college and career readiness standards.

On January 1, 2016, two additional tests will be added to determine high school equivalency. This will provide individuals with an option of testing on computer and/or paper. The two additional tests will have five subtests. Each test is aligned to college and career readiness

standards, and will be slightly lower in cost. Gaining a high school equivalency certificate will help individuals move into career pathway postsecondary education/training and employment opportunities.

Postsecondary Perkins

The Illinois Community College Board administers over \$30 million annually in state and federal Postsecondary Perkins grants to community colleges in support of CTE programs and students across the state. Perkins' intent is to provide students with the academic and technical skills necessary to succeed in the 21st century knowledge and skills based economy and to gain employment in a high-skill, high-wage and high-demand occupation. It focuses on certain themes such as increasing state and local accountability standards, integrating academic and technical education, strengthening the connections between secondary and postsecondary education and restructuring the way stakeholders – high schools, community colleges, universities, business and parents – work together. For FY 2015, ICCB continued to support community colleges in the implementation of CTE-related programs and activities including academic and career guidance services. Through our professional development platform, several regional workshops were provided to the system including work around serving special populations as defined by Perkins and accessing and analyzing data for accountability.

Programs of Study

The Illinois Community College Board is dedicated to ensuring that all students have access to rigorous and relevant education and training that prepare them for high-growth, high-demand, and high-wage career fields. In response to the requirements outlined by the Perkins Act, every community college in partnership with secondary representatives and local employers implements a minimum of one fully developed and fully articulated Program of

Study. Programs of Study provide students with a seamless, non-duplicative path beginning at the secondary level, including early college credit opportunities (e.g. dual credit), that leads to an industry-recognized credential, certificate, or degree through postsecondary education. By aligning course offerings at the secondary level with increasingly advanced academic and technical coursework, Programs of Study equip students with the skills and competencies required for successful career attainment. This work has been critical in strengthening relationships with business and industry partners, who play an essential role in curriculum development to ensure colleges are up-to-date on current industry standards and employment trends. To further support this initiative, the ICCB provides grant opportunities, technical assistance, and a comprehensive yet targeted professional development platform for postsecondary administrators, educators, and staff.

Pathways to Results

Since 2009, the ICCB has supported the Pathways to Results (PTR) process which has been utilized to examine and improve career pathways and programs of study. PTR aims at improving student transitions to and through postsecondary education and into employment. It focuses on addressing equity gaps and improving processes critical to student success, including retention, completion of postsecondary credentials, and transition to employment. Partnership and collaboration with educational institutions at all levels of the P-20 system, business and industry, community-based organizations, students and parents, and other stakeholders are essential to the PTR process. Partners are engaged in a systematic problem-solving process that identifies sustainable solutions and facilitates equitable student outcomes. To date, over 80 teams from community colleges across the state have used PTR to identify and solve equity and outcomes gaps in their career pathways or programs of

study.

Dual Credit

The ICCB plays an essential role in overseeing the development, delivery, and evaluation of dual credit across the state. Dual credit refers to a course that is taken by a qualified high school student for which the student receives both high school and college credit. While dual credit significantly impacts students (by reducing college costs, speeding time to degree completion, and easing the transition from high school to college); it also maximizes state and local resources and promotes collaboration between secondary and postsecondary education institutions. As a leader in dual credit, the ICCB works collaboratively with secondary and postsecondary stakeholders to expand student access to higher education while simultaneously maintaining the high academic standards expected of the Illinois community college system. In an effort to support and augment dual credit programs around the state, the ICCB has supported the dual credit enhancement grant. This grant encourages the creation and implementation of innovative strategies in the areas of: dual credit offerings, curriculum alignment, instructional models, faculty recruitment efforts, professional development, and assessment of program effectiveness.

Illinois Department of Employment Security

Employment Services

The mission of the Employment Service Programs and Business Service unit is to sustain economic growth by meeting the needs of job seekers, increase awareness of resource providers, and to expand employment opportunities. Each IDES location provides employment services to all populations. IDES collaborates with our local workforce development partners, community based organizations, faith based organizations, local-

state representatives, educational institutions, and other organizations to assist job seekers in finding employment and helping employers find qualified workers. IDES offers job placement assessment, an online job application process, and job search and placement services. Funding for Employment Services (ES) is provided by the federal government through various grants and special Acts (Wagner-Peyser Act) appropriated by Congress via the Department of Labor.

Each IDES location provides ongoing services to the surrounding communities. IDES employment services staff are charged with increasing community awareness about IDES programs via job fairs, resource events, community collaborations, onsite recruitments, resource linkage, and presentations. Through outreach services, the ES staff are able to connect to those that do not come into our office for services. These staff members are charged with creating relationships with local leaders to ensure they are aware of IDES programs and are able to collaborate with all activities to promote community awareness, use of resources and employment opportunities.

In conjunction with the Unemployment Insurance (UI) profiling program, which identifies customers that may have a particularly difficult time finding employment, the Reemployment Services (RES) program conducts monthly workshops targeted to the needs of this population. IDES staff conduct employment-related workshops on a regular basis at all locations where IDES staff is available. A minimum of 30 UI customers are identified through the profiling program. Once identified, the customers are notified of the workshop being held in his/her area. Additional workshops can be scheduled based on the demand and availability of staff. Appointments for one-on-one assistance are also offered and scheduled.

ES assistance makes the job search process seem less daunting for those who participate in the re-employment workshops. Topics include how to perform effective job searches, writing

resumes and cover letters, interviewing skills, and labor market and career choice tools. Tips on using IllinoisJobLink.com (IJL), the state's labor exchange system, are also included during the workshops. Specialized workshops are held for military veterans, youth, and ex-offenders. ES staff also coordinates various on-site and off-site hiring events, resource fairs, and other events to promote agency services. Over 1,500 of these workshops and events were held during the period July 1, 2014 through June 30, 2015 which includes:

- College Hiring Fair (17)
- Employer Seminar (18)
- Guest Speaking Event (10)
- Hiring Event (173)
- HOH Hiring Fair (3)
- HTF Workshop (43)
- HTF-School Visit (1)
- IJL Workshop (88)
- Job Seeker Workshop (126)
- MSFW Outreach (1)
- On-site recruitment (779)
- Resource Fair (75)
- RESP- ATC (1)
- RESP Summit (40)
- RESP Workshop (13)
- RESP-Expungement Events (2)
- Veteran Hiring Fair (30)
- Veteran Workshop (90)

IDES hiring events connect job seekers and employers to actual job openings. A hiring event is more than a job fair. Prior to the hiring event, businesses register and post job openings on IJL. Similarly, job seekers are encouraged to build multiple resumes to emphasize their skills and experiences. Prior to the event, IDES works with employers to select individuals who most closely match the employers' requirements to be interviewed at the event. Thus, initial matches are made prior to the event, so the potential for actual job offers is increased.

IDES has been very successful at notifying clients of workshops, hiring events, partner services, special manufacturing training opportunities,

etc. with the use of two outreach systems: E-mail blasts and Phone Notification System (PNS) recorded calls. A list of recipients for these outreach notifications is collected from the users of the IJL labor exchange system. Additionally, News Releases and Public Service Announcements are released for major events.

Employment Service improves the prospects of a job match as it brings job seekers and employers together through www.IllinoisJobLink.com, which is the state's largest labor exchange platform. As job seekers and employers establish their individual accounts in IJL, this Internet-based system collects information on jobseekers' work experience and skills – including their resumes – and on the requirements employers set for their job openings. IJL is user friendly: jobseekers and employers may elect to enter their own profiles, although IDES staff assistance is available, if needed. For the most part, jobseekers and employers are free to browse each other's listings, make contact, and arrange job interviews. Again, IDES staff will provide assistance as needed with the job matching process.

The Business Service Team markets IJL to employers, their industry associations, chambers of commerce, economic groups, community-based organizations, and other employing entities. The team encourages as many employers as possible to utilize IJL to get as many jobs as possible listed in the system by promoting the benefits of IJL to employers. For employers who request assistance, the Business Service Team will enter job orders in IJL, search the database, refer qualified candidates for interviews, and follow up on the results. If an employer is not successful in finding a qualified candidate after working with the team and searching IJL, the Business Service Team will refer the employer to the local workforce partners for help in identifying recently trained individuals or in establishing a training program to produce them.

The IDES Business Service Team conducts employer workshops for Illinois employers throughout the state. During these workshops, members of this team provide information about services offered through IDES such as IllinoisJobLink.com, labor exchange services, Work Opportunity Tax Credits (WOTC) as well as Workforce Investment Act services available through LWIBs and Department of Commerce and Economic Opportunity. These workshops result in employers utilizing more IDES services and a stronger relationship with the Illinois employer community. The Business Service Team also utilizes labor market information and relationships with other state agencies and local workforce partners to identify employers who would benefit from our employer services.

Employers who hire certain target groups, such as, public assistance recipients, veterans, youth, and ex-offenders, among others, may qualify for federal income tax credits under the WOTC. Illinois businesses are eligible for federal tax credits if they hire individuals that qualify under the WOTC program. This incentive-based program reduces an employer's cost of doing business while helping those most in need gain valuable work experience. The amount of the tax credits varies from a minimum credit of \$1,200 to a maximum tax credit of \$9,600 over a two-year period.

Services to Veterans

Illinois' first state-supported public employment offices were established for the sole purpose of helping returning military veterans to reenter the civilian workforce. While the Employment Service's mission has since expanded, veterans are still foremost among the client groups that IDES serves. According to federal mandate, all eligible veterans and other covered persons receive priority of service under the WIA/Wagner-Peyser programs. IDES' statewide network of ES representatives ensures that they will receive the services for which they are entitled.

Every client receiving services through IDES is asked, "Have you ever served in the U.S. Military?" Veterans are asked to complete a basic triage form, which is used by the ES representatives to conduct the Initial Assessment to determine eligibility of the veteran as well as any veteran self-attested Significant Barriers to Employment (SBE) as set forth by the U.S. Department of Labor – Veterans Employment and Training Services (DOL-VETS). (See TEGL 19-13 and applicable changes for more details on SBE's and definitions.) If the veteran does not self-attest to having any SBE's, then the ES representative will provide employment services. Any eligible veteran that self-attests to having one or more SBE's will be referred to the Disabled Veterans Outreach Program (DVOP) specialist for possible Intensive Services as defined in WIA Section 134(d)(3) (29 U.S.C. 2864(d)(3)). In addition to providing Intensive Services, the DVOP specialists conduct relationship building, outreach and recruitment activities with other service providers in the local area, to enroll SBE and priority category veterans. These local area service providers include but are not limited to Workforce Development Partners, Educational Institutions, Veteran Service Organizations, Faith-based organizations, Community-based organizations, and county, state, and federal organizations. Once the veteran and DVOP specialist agree that the veteran is "Job Ready" and the SBE's have been mitigated, the DVOP specialist and the veteran will work with the Local Veterans' Employment Representative (LVER) to develop a job opportunity with an employer within the veterans' career field.

The LVER advocates for all veterans served by the Job Center / Office with businesses, industry, and business groups like the Chambers of Commerce, etc. The LVER's activities include but are not limited to the following: 1) Plan and participate in Hiring Events, 2) Outreach in-person to employers, 3) Plan and coordinate Employer Workshops, 4) Coordinate with

Unions, Apprenticeship Programs, and Business Organizations to promote and secure employment / training programs for veterans, and 5) Promote credentialing and licensing opportunities for veterans.

Both the DVOP specialist and LVER facilitate employment of veterans by providing capacity building of the ES representatives and Wagner-Peyser staff as well as other Job Center / Office partners.

Veterans are also served through the following specialized programs:

Vocational Rehabilitation and Employment (VR&E): IDES has permanently assigned the Intensive Services Coordinator—DVOP specialist (ISC-DVOP) at the U.S. Department of Veterans Affairs Vocational Rehabilitation and Employment (VA VR&E) – Chicago Region office (Jesse Brown VA Medical Center). As the liaison between the VA VR&E and the Statewide Veterans Program Manager, the ISC refers the Chapter 31 veterans nearing completion of their educational or training programs to the Job Center / Office closest to the veteran's address. The responsible manager will assign the VR&E Referred Veteran primarily to the DVOP specialist for the Job Center / Office or to the ES representative - if a DVOP specialist is not available for possible Intensive Services. The DVOP specialist will submit Initial Contact, Monthly Employment Services, Placement, and Rehabilitation reports to the ISC-DVOP, as required. The ISC-DVOP will record and forward these reports to the VA VR&E Employment Coordinator or VA VR&E Officer for disposition. The ISC-DVOP tracks and records the employment status for all Chapter 31 veterans on the VETS 201 report. The VETS 201 report is submitted to DOL-VETS each quarter.

Post-9/11 Veterans or Gold Card Program: Per VPL 01-12, unemployed eligible Post- 9/11 era veterans receive staff assisted and intensive services and the follow-up services they need to succeed in today's job market. For the four-

quarter report period ending June 30, 2015, 5,747 Post-9/11 veterans entered employment, 1,757 Post 9/11 veterans entered employment after receiving staff-assisted services by IDES' Employment Service staff and veterans representatives. 360 Post-9/11 veterans received Intensive Services/case management from a DVOP specialist of which 313 entered employment. 507 received staff assisted services from a DVOP specialist of which 406 entered employment.

The Incarcerated Veterans Transition Program (IVTP): Eligible veterans receive employment service workshops while incarcerated in designated Illinois Department of Correct (IDOC) facilities. IDES coordinates with IDOC to provide employment workshops for inmates that are within 18 months of their maximum release date and are eligible veterans. The IVTP workshops are facilitated by nine DVOP specialists and place emphasis on job search techniques and resources to help these veterans address the unique employment barriers and other obstacles they will face when attempting to reenter the job market after their release. IDES does not receive any additional grant funding for this agency initiative program. As of the quarter ending 30 Jun 2015, the IVTP team provided workshops to 733 incarcerated veterans at thirteen IDOC facilities with 38 veterans exiting the program.

Hiring our Heroes: IDES and the U.S. Chamber of Commerce are the lead agencies in a partnership that hosts "hiring our heroes" hiring events for veterans across Illinois. IDES has piloted a micro-site for these hiring events at www.IllinoishiringOurheroes.jobs. IDES co-hosted the 2015 HOH Veterans Hiring Event on 5 Nov 2015 in Chicago.

Illinois Hires Heroes Consortium (IHHC): To meet the increasing demand of employers asking for assistance in accessing qualified veterans, IDES has partnered with the Illinois Department of Veterans Affairs to create www.Illinoishiresheroes.com, a consortium of

of employers. IDES identified best practices for recruiting, hiring, and retaining veterans. For example, in order to be an IHHC member, employers must list their jobs in IJL.

When an employer implements these practices, they become consortium members and are featured on IDES' website as an Illinois veteran-friendly employer. To date, over 40 employers have applied and 14 have successfully joined the consortium. In addition to the benefits of hiring some of the most dedicated and skilled employees our nation has to offer, consortium members will be publicly recognized by Governor Bruce Rauner and will be allowed to use the Illinois hires heroes logo to market themselves as veteran friendly.

During PY 2014, 29,063 veterans enrolled in ES, 4,835 of whom were disabled veterans. Of those who exited the program, 17,705 entered employment, an entered employment rate of 61.5 %. Of that total, 2,497 disabled veterans entered employment, a rate of 56.4 %.

Services to Individuals with Disabilities

IDES promotes employment opportunities for individuals with disabilities and encourages employers to hire these individuals for job openings. IDES staff participates in events that emphasize the employment needs of and opportunities for individuals with disabilities, including hiring events in conjunction with the Department of Human Services/Division of Rehabilitation Services (DHS/DRS), as well as with organizations that serve persons with disabilities. The IDES website has a page titled "Resources for People with Disabilities" (http://www.ides.illinois.gov/Pages/Resources_for_People_with_Disabilities.aspx) with links to helpful resources.

IDES also continues to host workshops across the state for individuals with disabilities in coordination with Central Management Services and the Department of Human Services, presenting information about employment opportunities in state government

and the Successful Disability Opportunities Program.

Services to Other Target Groups

Hire the Future (HTP): HTF strives to assist youth, ages 16-24 with job readiness that will increase employability, career development to help make informed career decisions, and job development to aid youth in securing employment opportunities that will assist them in building positive work skills and habits.

Reentry Employment Services Program (RESP): To better serve the employment needs of returning citizens and in response to the sharply increasing number of returning citizen job seekers in Illinois, IDES instituted the statewide Reentry Employment Service Program (RESP). The RESP provides one-on-one job readiness assessments through its state labor exchange program, conducts workshops, makes appropriate referrals for supportive services, develops jobs, matches qualified job seekers with employer needs, and encourages job retention. This program is for adults or juveniles who are or have been subject to any stage of the criminal justice process and who require assistance in overcoming barriers to employment resulting from a record of arrest or conviction. The person may or may not have been held in a correctional institution. In addition, IDES has participated through the following organizations to improve employment opportunities for ex-offenders:

- 2015 Expungement Summit Planning Committee: the Office of the Cook County Clerk of the Circuit Court, in conjunction with several other agencies and organizations, held an Adult and Juvenile Expungement Summit and Ex-Offender Job Information Seminar. The summit provided information about reentry support services in the Cook County area as well as assistance in expungement and sealing arrest records.

- Juvenile Justice Leadership Council Diversion & Alternatives to Detention/Incarceration Workgroup: the workgroup provides oversight and support to all Illinois counties/communities in their endeavors to maintain public safety, to address victims' needs, and to ensure that youth are held accountable for their conduct and are equipped to mature into productive members of their communities. In addition, it develops guidelines and principles to assist in creating effective Illinois programming. The resulting research and findings will be a valuable resource when addressing alternatives to placing youth in detention/incarceration facilities.

- Community Support Advisory Council: the primary role of this Illinois Department of Corrections (IDOC) faith-based reentry program is to build support within the community on behalf of the formerly incarcerated who are returning home.

Migrant and Season Farmworker Program (MSFW): This statewide program is to assist migrant farmworkers and food processors and seasonal workers with workforce development services, career guidance, referral to training, advocate for appropriate working conditions, and make referrals for supportive services.

Labor Market Information (LMI)

In cooperation with the USDOL Bureau of Labor Statistics (BLS) and Employment and Training Administration (ETA), IDES collects, analyzes, and disseminates data and related information, such as current employment statistics, average wages, job trends, and demographic characteristics that is useful in planning and evaluating economic and workforce development strategies. Users may access this information via the IDES website at www.IDES.Illinois.gov/LMI.

These data help monitor and forecast national, statewide and local economic trends to assist in the development of public policy. They also help our customers, including employers and business associations, job seekers and labor organizations, students and parents, teachers and counselors, elected officials and economic developers make informed career, education and economic development decisions.

Examples of useful information produced by IDES' Labor Market Information division include:

- **Current Employment Statistics** – Current Employment Statistics is a monthly survey of business establishments' payroll data. The voluntary survey helps estimate current employment, earnings and work hours (manufacturing) for all major nonfarm industries on a statewide and metropolitan area basis.
- **Local Area Unemployment Statistics** – Local Area Unemployment Statistics produces monthly estimates of unemployment rates and employment and labor force statistics for the state and all major local areas, including counties and communities with 25,000 people or more (annual data for smaller areas are available upon request).
- **Employment Projections** – Employment Projections provides two- and 10-year employment projections for industries and occupations. Data are available statewide and for the local Workforce Investment Areas.
- **Occupational Wages** – Wage data for occupations is collected by the Occupational Wage Statistics program for statewide, Metropolitan Statistical Areas, county and local workforce investment areas providing information on entry, median and experience wages.
- **Legislative District Dashboard** – This tool provides unemployment insurance claims

information organized by legislative district and featuring claimant information by education, age, and military status. From weekly claims, this tool provides statistics on duration of claims, employment services delivered to claimants, and demographics of claimants. Data are available for aggregations of census blocks, such as counties, local office jurisdictions, and legislative districts.

Illinois Department of Human Services

Rehabilitation Services

The IDHS Division of Rehabilitation Services (IDHS/DRS) is recognized as a national leader in vocational rehabilitation (VR). The agency continues to be an active partner in the ongoing efforts to implement a comprehensive workforce investment system in Illinois that provides equal access to customers with disabilities.

In addition to providing its mandated core services, IDHS/DRS offers a full array of (VR) services to customers with disabilities in over 40 statewide field offices and through working agreements with each of the Illinois workNet Centers.

Illinois Corporate Partners

The Illinois Corporate Partners (ICP) is comprised of human resource representatives from leading companies and corporations throughout the State of Illinois who are interested in offering guidance, advice and support to IDHS/DRS. As an advisory group of employers, this partnership assists the agency in its focus on direct placement initiatives, customer career choices, and issues that relate to job retention, promotion, and career advancement for people with disabilities.

Local Corporate Business Partners

The Corporate Business Partnership (CBP) program is an innovative approach to facilitating closer relationships between IDHS/

DRS and businesses throughout Illinois. CBP's are comprised of businesses committed to providing job opportunities for people with disabilities, as well as re-investing in the community by creating paths for Illinois residents to become productive and responsible taxpayers. In return, IDHS/DRS provides free workshops, accessibility consultations, and training seminars to CBP members and also acts in an advisory role for those companies who seek answers or consultation regarding issues relating to employees and customers with disabilities.

National Employment Team

Illinois' public Vocational Rehabilitation (VR) program also closely follows the model of The National Employment Team (NET). The NET is a membership coordinated by the Council of

State Administrators of Vocational Rehabilitation (CSAVR), the national body representing the 80 publically funded vocational rehabilitation programs across the country.

Business customers, in the private and public sectors, are provided with a designated single point of contact to connect with qualified applicants, resources and support services in their local area, multi-state or national marketplace. The NET offers employment support in all 50 states, the District of Columbia and the territories.

This fundamental shift in VR service delivery has enabled VR agencies to move from a state system serving businesses to a "one-company" national approach, offering expanded career opportunities to individual customers. The NET is supported by VR staff nationwide in coordination with their community partners and a multi-billion dollar annual budget designed to train and employ the talents of people with disabilities while meeting the employment needs of business. credits and/or deductions available for hiring.

Division of Family and Community Services

The Bureau of Workforce Development under the Division of Family and Community Services is divided into three separate programs;

Employment and Training Resource Development Services □ Teen Parent Services (TPS)

TANF Workforce Development unit

Employment and Training Resource Development Services

Employment and Training Resource Development Services manages statewide contracts for employment and training services for the following customers to assist with developing jobs skills necessary for obtaining employment and becoming self-sufficient:

- Temporary Assistance for Needy Families (TANF) and other low income TANF Program related individuals
- Able Bodied Adults Without Dependents (ABAWDs) who receive non-assistance SNAP benefits, are between the ages of 18 through 49, and are not exempt

Agencies contracted to provide work and training activities are responsible for the overall case management of clients assigned to core and non-core work and training activities. These agencies, referred to as Providers, are responsible for securing appropriate work experience, community service and educational opportunities for clients.

Teen Parent Services

Young parents under the age of 20 who apply or receive TANF benefits in obtaining their high school diploma or General Educational Development (GED) certificate are assisted through Teen Parent Services. A comprehensive family assessment is completed which leads to the development of a service plan to assist the teen as they move toward their educational and career goals. Services provided, but not limited

to, include:

- Working through the TANF application process
- Family Planning
- Preventative health care
- Conflict resolution
- Connection to social services

TANF Workforce Development Unit

TANF cases are monitored throughout the state for accuracy and continued eligibility by the TANF Workforce Development unit. The team

assists with technical conceptualizing, designing, and refining of the TANF program to promote employability and self-sufficiency for public assistance customers. Working closely with the Family and Community Resource Center (FCRC) staff, the department develops innovative alternatives to existing programs and procedures in areas such as domestic violence, substance abuse, unemployment/underemployment, and other contributing factors.





APPENDIX A and B



- Workforce Investment Act Title IB Program Performance
 - Workforce Data Quality Initiative
 - Key Performance Indicators
- Customer and Employer Satisfaction Survey Activities and Results
 - State Evaluations of Workforce Activities
 - Department of Labor Waiver Requests
 - Performance Tables

APPENDIX A

Workforce Investment Act Title IB Program Performance

Overview

Title IB of WIA establishes a governance structure for the design and development of the workforce system and the framework for service delivery. It further contains provisions for the funding and delivery of services to adults, dislocated workers, and youth. OET administers the Title IB program at the state level. LWIBs, in partnership with the Chief Elected Officials (CEOs) in each LWIA, are responsible for oversight of the Title IB Adult, Dislocated Worker, and Youth activities. The CEO has fiscal responsibility for Title IB program funds, and may designate an entity to serve as fiscal agent and assist with program administration.

Cost-Effectiveness Analysis

Each year Illinois provides a cost-effectiveness analysis and a summary of evaluations conducted for workforce investment activities. Illinois adopted the format suggested for use in the United States Department of Labor (USDOL), Employment and Training Administration (ETA), Training and Employment Guidance Letter (TEGL) 29-11. Rather than providing an overall cost-effectiveness ratio for the Title IB programs, Illinois uses cost-effectiveness measures for each program. This approach takes into account the important differences in the targeted populations and the variations in the intended outcomes of each program.

The methodology for deriving cost-effectiveness measures related to the basic performance outcomes for each program is as follows:

Overall Cost per Participant	Divides the total program expenditures by the number of persons served. (The cost figure for Dislocated Workers includes Dislocated Worker and Rapid Response funding.)
Participant Count	The number of participants that were included in each performance category was determined from the WIA Annual Report Form (ETA 9091). Generally, this corresponds to the number of participants included in the denominator for each measure.
Total Participant Cost	Multiplies the overall cost per participant count and the participant count to yield an estimate of the total cost associated with services to the participants included in the performance measure. (It is necessary to calculate these two counts together because the number of participants in each measure varies, depending on the counting rules for the measure. It would be inappropriate to attribute the entire cost of the program to the subset of those included in each measure. Except for the literacy and Numeracy Gain measure, the participants counted in each measure are exiters as reported in the Annual Report.)

However, there are several limitations to the methodology, as described below:

- The major limitation to any cost-effectiveness analysis for WIA is the absence of cost information at the customer level.
- The method is highly sensitive to the volume of exiters. As the number of participants and exiters varies based on funding, the cost per outcome will vary.
- The method assumes that the entire benefit derives from program participation, which is unlikely, but there is no way to evaluate without comparison group information.
- The method is of limited use in assessing program effectiveness, because it is not an outcome-based measure. The State offers no evaluative judgment about these outcomes. At best, they constitute a baseline in which a comparison with subsequent results occurs.

Program	Measures
Adult	Average Earnings Employment Employment Retention
Dislocated Worker	Average Earnings Employment Employment Retention
Youth	Employment/Education Diploma/Certificate Attainment Literacy/Numeracy Gain

The results of the analysis are included in the WIA Title IB Financial Statement (Table 1)

Table 1 – Illinois Workforce Investment Act (WIA) Title IB Financial Statement

	Available	Expended	Percent	Balance Remaining
Total all Fund Sources	181,111,007	129,388,064	71.44%	51,722,942
Adult Program Funds	38,785,396	33,340,757	85.96%	5,444,639
Carry-in Funds (no add)	7,318,572	7,318,572	100.0%	0
Dislocated Worker Program Funds	41,035,966	34,071,955	83.03%	6,964,011
Carry-in Funds (no add)	9,896,495	9,896,495	100.0%	0
Youth Program Funds	39,479,289	32,920,675	83.39%	6,558,614
Carry-in Funds (no add)	8,736,207	8,736,207	100%	0
Out-of-School Youth	25,000,297	21,416,650	85.67%	3,583,647
In-School Youth	14,478,992	11,504,025	79.45%	2,974,967
Summer Employment Opportunities		292,377		
Local Administration Funds	15,762,928	9,693,092	61.49%	6,069,837
Carry-in Funds (no add)	5,187,604	5,187,604	100%	0
Rapid Response Funds	30,623,648	10,756,525	35.12%	19,867,123
Carry-in Funds (no add)	18,995,741	8,342,049	44.01%	10,613,693
Statewide Activities Funds	15,423,779	8,605,060	55.79%	6,818,720
Carry-in Funds (no add)	4,160,572	3,317,415	79.73%	843,158

Illinois expended over \$111 million in FPY'14/SFY'15 across the adult, dislocated worker (including Rapid Response) and youth funding streams, serving over 27,000 customers. The data indicates that the WIA program has operated effectively in Illinois, with an overall cost per participant of \$ 4,067 which reflects an increased number of participants entering training.

Tables 2 and 3 provide cost-effectiveness information for each WIA Title IB program operated in Illinois. They provide expenditure figures for staff-assisted core services, intensive services and training services. Entered employment, employment retention and average earnings measures provide data for adults and dislocated workers. For youth, the data is for employment or education, degree or certificate attainment, and literacy and numeracy gains.

Table 2 – Cost Effectiveness – Registered Adult and Dislocated Worker Programs

Adult Programs				Dislocated Worker Programs		
Expenditures	\$33,340,757			\$44,828,480		
Participants	*8,949			10,341		
Cost Per Participant	\$3,726			\$4,335		
Measures				Measures		
	Average Earnings	Employment	Retention	Average Earnings	Employment	Retention
Participants in Measure	2,450	2,816	2,943	3,839	5,336	4,394
Cost	\$9,128,700	\$10,492,416	\$10,965,618	\$16,642,065	\$23,131,560	\$19,047,990
Outcome	\$34,364,486	2,273	2,517	\$72,492,226	4,508	3,917
Cost per Outcome		\$4,616	\$4,357		\$5,131	\$4,863
Return on Investment	\$10,300			\$14,548		

Table 3 – Cost Effectiveness – Youth Programs

Youth Programs			
	Placement in Employment or Education	Attainment of Degree/Certificate	Literacy & Numeracy Gains ¹
Expenditures	\$32,920,675		\$21,416,650
Participants	8,026		4,823
Cost Per Participant	\$4,102		\$4,441
Measures			
	Placement in Employment or Education	Attainment of Degree/Certificate	Literacy & Numeracy Gains ¹
Participants in Measure	2,026	2,574	1,694
Cost	\$8,310,652	\$10,558,548	\$7,523,054
Outcome	1,549	2,046	1,037
Cost per Outcome	\$5,365	\$5,161	\$7,255

¹ Literacy & Numeracy Gains are measured on Out-of-School Youth only.

*The 8,949 participant count is derived from subtracting the Total Adult Self-Service Only from the WIA Adult Count as reflected in Table M on page B-4.

Workforce Data Quality Initiative (WDQI)

The purpose of WDQI is to provide state workforce agencies the opportunity to develop and share data to produce and enhance State workforce longitudinal research information. The State workforce longitudinal information will, 1) include information on programs that provide training, employment services, and unemployment insurance; 2) connect with education data contained in the Illinois Centralized Demographic Database Administrator; 3) provide data that allows for the evaluation of federally and State-supported education and workforce programs; 4) be capable of generating workforce training provider performance information and outcomes in a standardized, easy to understand format (e.g., scorecards; and 5) lead to better information for customers and stakeholders of the workforce system. Illinois education, workforce, and human services agencies have signed an interagency governance agreement and inter-agency shared data agreements that will allow the seven state institutions and agencies involved in the State Longitudinal Data Initiative the ability to share current and historical data to see long term outcomes and calculate return on investment.

Key Performance Indicators

The Workforce Investment Act establishes performance measures or core indicators for adult and dislocated worker activities, and youth activities. States negotiate levels of acceptable performance for each measure with USDOL. Illinois' overall performance calculation aggregates the performance data of its 23 LWIAs. The state's ability to meet or exceed pre-determined levels of performance provides an indicator as to the effectiveness of Illinois' WIA Title IB services in addressing the needs of its customers.

Since the inception of WIA Illinois has met or exceeded performance each year. In FPY'14/SFY'15 the State exceeded seven out of the nine performance measures meeting two measures.

Adult and Dislocated Worker Programs

WIA authorizes a tiered level of services for adults and dislocated workers. Core services represent those

services that are universally available to any individual. Intensive and training services are available to individuals who meet certain eligibility requirements for each of the funding streams in WIA. Based on eligibility guidelines, case managers determine whether or not these individuals will benefit from WIA services to achieve employment or training. In the case of employed individuals, WIA services are directed towards obtaining or retaining self-sufficient employment and training when needed.

In addition to the delivery of services to dislocated workers through funds allocated by formula to the local level, WIA requires states to establish a Rapid Response capability to address major worker dislocation and plant closing events. This Rapid Response capability allows for organized and coordinated services to dislocated workers, drawing on all available partner resources, in cooperation with local workNet staff. Rapid Response activities that address major dislocations are through funds set aside at the state level and augmented with additional USDOL funds awarded to the state on an application basis.

- The WIA Title IB program served 8,949² registered adults during FPY'14/SFY'15.
 - 4,890 of those served (almost 55% of the total) entered the Adult program as registrants new to the WIA system.
 - 80.7% of the adults gained employment in the first quarter after exiting the program
 - 85.5% retained employment three quarters after exiting the program

² The 8,949 registered adults are derived from subtracting the Total Adult Self-Service Only from the WIA Adult Count as reflected in Table M on page B-4.

- The Dislocated Worker Program served 10,341 individuals during FPY'14/SFY'15.
 - 4,836 of those served (almost 47% of the total) entered the Dislocated Worker program as new registrants.
 - Over 84% of dislocated workers gained

employment in the first quarter after exiting the program

- o Illinois also met its goal for employment retention, as 89.1% of dislocated workers retained employment three quarters after they exited the program

Services to adults and dislocated workers may include occupation skills training, on-the-job training, and other training programs that combine workplace training with related instruction. Individuals not enrolled in training still receive a variety of other core and intensive services. These types of services can include an assessment of skill levels, job search and placement assistance, career counseling, labor market information, evaluation of employment barriers, development of individual employment plans, case management and courses in short-term, pre-vocational skills such as communication and interviewing, professional conduct, and other services appropriate in preparing individuals for employment or training.

Youth Activities

WIA youth activities provide a systematic approach that offers youth a broad range of coordinated services. This includes opportunities for assistance in academic and occupational learning, development of leadership skills, and preparation for further education, additional training, and eventual employment.

- The WIA youth program serves all youth ages 14 to 21
- During FPY'14/SFY'15, there were 8,026 youth served through the WIA Title IB program
- Over 61% of these youth increased his/her educational functioning level in either literacy or numeracy exceeding the State's negotiated performance goal
- In FPY'14/SFY'15, the State exceeded its ADC goal. Over 76% of youth who exited the program received a recognized certificate, GED or attained a degree

- Almost 80% of these youth were placed in employment or education (including the military) during the program and up to three quarters after they exited the program

Customer and Employer Satisfaction Survey Activities and Results

DCEO has committed to improving the satisfaction survey process for both customers and employers by integrating surveys into the Illinois workNet portal. It is anticipated that this process will be completed during the reporting period and results available on a regular basis thereafter.

State Evaluations of Workforce Investment Activities

The Illinois Department of Commerce and Economic Opportunity (DCEO) plans to institute a series of metrics to evaluate workforce development activities under WIA section 136(e). The Return on Investment (ROI) evaluations will accomplish three major goals:

1. To position Office of Employment and Training (OET) administrators to quantify the economic impact and value of workforce development programs in Illinois,
2. To establish specific outcome metrics and related performance expectations to be incorporated into OET's overall grant administration strategy and future grant agreements, and
3. To provide an objective basis that can be used to compare effectiveness and outcomes across alternative workforce service interventions (e.g., OJT, incumbent worker training, customized training, ITAs, etc.).

Expected timeline for starting and completing the evaluation: The Office of Employment and Training will pilot the ROI metrics using data from existing grant initiatives in the health care sector. The initial evaluation will be completed during the next reporting year.

Questions the Evaluation will address:

The data to be collected, analyzed and tracked over time will illustrate three core outcomes:

1. Placement rate into demand occupations – This measure will identify the number of grant-funded program participants who have completed the training program and are placed into unsubsidized employment in demand occupations identified on the Demand Occupation Training List, expressed as a percentage of all participants who completed the training program.
 - o The rate will be calculated at an individual and aggregate level by service intervention type.
2. Rapid placement into demand occupations – This measure will focus on the average number of days from the date the program participant completed the grant-funded training program to the start dates of employment in demand occupations included on the Demand Occupations Training List.
 - o The rate will be calculated at an individual and aggregate level by service intervention type.
3. Return on investment – This measure will incorporate two parts: 1) the increase in wages (or net increase in wages if an incumbent worker) earned expressed as a percentage of the direct financial investment required to generate increased earnings gains, and 2) the general economic value derived in the local economy in which income from increased wages is introduced.

Department of Labor Waiver Requests

During the reporting period, the Office of Employment and Training (OET) received waivers from U.S. Department of Labor (DOL) which allowed the state to implement policies that improved service delivery and training opportunities for its customers. These policies support the state’s overall objective of increasing local investments in training that lead to employment in demand, good-paying jobs. Further, use of these waivers promotes the types of program design changes aligned with the common performance measures. The waivers expire June 30, 2017.

Common Performance Measures

As a result of this waiver, Illinois reports only the six common measures rather than the performance measures described in WIA Section 136(b), for Adult and Dislocated Workers. Through the implementation of the common measure waiver, the provision of training to adults and dislocated workers is strengthened because the current WIA credential rates are removed. This may require shorter, targeted training in some cases and longer term training in others, depending on the specific skills and credentials identified as necessary by industry, as well as more on-the-job and customized training delivery. Results are in Appendix B.

Incumbent Worker Training

The State has permission to use up to 10% of local Dislocated Worker funds and up to 10% of local Adult funds for Incumbent Worker Training (IWT) as part of a layoff aversion strategy.

Use of Adult funds is restricted to serving low-income adults under the waiver with skill attainment activities. This waiver provided 351 incumbent workers with skills upgrades in FPY’14/SFY’15.

The waiver includes a requirement to limit the use of local formula funds. Illinois identified six primary “at-risk” indicators including declining sales, supply chain issues, adverse industry/market trends, changes in management philosophy or ownership, workers who do not have demand skills and strong possibility of a job if a worker attains new skills.

In addition, to respond to reporting requirements in the Incumbent Worker waiver, OET developed a web-based system to track incumbent worker activity. The Incumbent Worker Training System (IWTS) collects incumbent worker training activity information, including required federal reporting elements. All IWT projects are entered into IWTS, so that staff can track projects and trainee progress and outcomes at a greater level of detail than was possible in the past.

NOTE: The State is limiting the use of the waiver authority to 10% of local Dislocated Worker funds for training as part of a layoff aversion strategy.

ITAs for Out-of-School Youth

This waiver allows for the use of Individual Training Accounts (ITAs) for out-of-school youth participants and includes those 16- and 17 year-old youth participants concurrently enrolled in high school and a postsecondary institution. Providing enhanced customer choice via this waiver will allow those youth eligible to benefit from services provided by Illinois' certified training providers, as well as expand services without requiring workNet operators to register participants in the adult program. Approximately 722 youth received an ITA for FPY'14/SFY'15. During this reporting period, outcomes achieved for the youth that exited include: 75.8% of the youth attained a degree or certificate, 86.5% received placement in employment or education, and 69.6% of the youth achieved literacy gains.

Increase in the Employer Reimbursement for On-The-Job Training

Illinois received a waiver, which permits the state to increase the amount an employer is reimbursed for hosting an on-the-job-training project. The size of the reimbursement is based on a sliding scale subject to the size of the business and is outlined as follows: up to 90% for employers with up to 50 or few employees, up to 75% for employers with 51-250 employees and up to 50% reimbursement for companies with 250 or more employees (the current statutory rate). Training may be provided with either Adult or Dislocated Worker funds. Trainees of such training must be WIA eligible, and for Adult funds they must also be 18 years of age or older.

Rapid Response Funds for Incumbent Worker Training

The state was granted a waiver to permit the use of up to 20% of rapid response money to support incumbent worker training. The training must be part of a layoff aversion strategy as well as restricted to skill attainment activities.

APPENDIX B

WIA Title IB Annual Report Form (ETA 9091)

Illinois participates in the Common Performance Measure Waiver described on page A-5. Therefore, Shaded areas are not a report requirement for states approved to report against the Common Performance Measures.

TABLE A - Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants						
Employers						

TABLE B - Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	74	80.7	2,273
			2,816
Employment Retention Rate	85	85.5	2,517
			2,943
Six Months Average Earnings	\$13,900	\$ 14,026	\$ 34,364,486
			2,450
Employment and Credential Rate			

TABLE C - Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
	Entered Employment Rate	80.7	1,586 1,966	77.6	114 147	64.1	50 78	78.3
Employment Retention Rate	84.6	1,580 1,868	79	90 114	84.3	43 51	82.8	140 169
Six Months Average Earnings	\$13,235.50	\$20,342,925 1,537	\$14,066	\$1,181,576 84	\$10,561	\$443,545 42	\$14,147	\$1,938,192 137
Employment and Credential Rate								

TABLE D - Outcome Information by Service Level for the Adult Program

Reported Information	Individuals Who Only Received Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
	Entered Employment Rate	81.1	193 238	79	698 884	81.6
Employment Retention Rate	85.5	159 186	82.9	658 794	86.6	1,700 1,963
Six Months Average Earnings	\$11,674	\$1,821,134 156	\$12,603	\$8,078,769 641	\$14,800	\$24,464,583 1,653

TABLE E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	83
Employment Retention Rate	91	89.1	3,917 4,394
Six Months Average Earnings	\$19,000	\$18,883	\$72,492,226 3,839
Employment and Credential Rate			

TABLE F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	79.2	327 413	68.2	45 66	74.8	728 973	81
Employment Retention Rate	88.3	257 291	85.2	46 54	88.1	607 689	88.9	24 27
Six Months Average Earnings	\$19,072	\$4,806,061 252	\$19,451	\$875,309 45	\$19,437	\$11,526,424 593	\$17,786	\$426,860 24
Employment and Credential Rate								

TABLE G - Outcome Information by Service Level for the Dislocated Worker Program

Reported Information	Individuals Who Only Received Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
	Entered Employment Rate	81.3	104 128	82.2	1,688 2,054	86.1
Employment Retention Rate	92.7	101 109	88.3	1,488 1,685	89.5	2,328 2,600
Six Months Average Earnings	\$18,934	\$1,912,319 101	\$16,895	\$24,768,663 1,466	\$20,163	\$45,811,244 2,272

TABLE H.1 - Youth (14-21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education Rate	70	79.5	2,046
			2,574
Attainment of Degree or Certificate Rate	67	76.5	1,549
			2,026
Literacy and Numeracy Gains	60	61.2	1,037
			1,694

TABLE H.1.A - Outcomes for Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Placement in Employment or Education Rate	78	1,283	100	1	78	430	79	1,295
		1,644		1		551		1,640
Attainment of Degree or Certificate Rate	74.1	912	0	0	79.4	327	66.6	679
		1,231		0		412		1,020
Literacy and Numeracy Gains	61.8	675	0	0	57.6	175	61.2	1,037
		1,093		0		304		1,694

TABLE H.2 - Older Youth

Reported Information	Negotiated Performance Level	Actual Performance Level
Entered Employment Rate		
Employment Retention Rate		
Six Months Earnings Increase		
Credential Rate		

TABLE I. - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Entered Employment Rate								
Employment Retention Rate								
Six Months Earnings Increase								
Credential Rate								

TABLE J. - Younger Youth (14-18) Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate			
Youth Diploma or Equivalent Rate			
Retention Rate			

TABLE K. - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment Rate						
Youth Diploma or Equivalent Rate						
Retention Rate						

TABLE L. - Other Reported Information

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment for Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	86.8	2,691	\$9,150	\$23,067,457	3.9	89	\$5,992	\$12,967,242	60.4	835
		3,101		2,521		2,273		2,164		1,382
Dislocated Worker	90.1	4,070	\$131	\$76,263,061	3.6	161	\$8,919	\$38,957,307	65.8	1,786
		4,516		\$58,269,339		4,508		4,368		2,716
Older Youth										

TABLE M. - Participation Levels

	Total Participants Served	Total Exiters
Total Adults	68,099	54,152
Total Adults (self)	48,838	44,422
WIA Adults	57,787	48,847
WIA Dislocated Workers	10,341	5,325
Total Youth (14-21)	8,026	2,993
Younger Youth (14-18)		
Older Youth (19-21)		
Out-of-School Youth	4,823	1,899
In-School Youth	3,203	1,094

TABLE N. - Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$33,340,757
Local Dislocated Workers		\$34,071,955
Local Youth		\$32,920,675
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)		\$10,756,525
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		\$8,605,060
Statewide Allowable Activities WIA Section 134 (a)(3)	Program Activity Description	
	Local Incentive Grants	\$398,514
	Governor's Discretionary/Pilot Projects	\$423,669
	Workforce Data Quality Initiative (WDQI)	\$460,804
	Workforce Innovation Fund (WIF)	\$4,158,588
	Disability Employment Initiative (DEI 13)	\$601,585
	Disability Employment Initiative (DEI 14)	\$10,659
	NEG Severe Storms 2013	\$308,791
	NEG Dislocated Worker Training	\$1,548,930
	NEG Job Driven	\$1,271,871
Total of All Federal Spending Listed Above		\$128,878,383

TABLE O. - Local Performance

Local Area Name	Total Participants Served	Adults	449
		Dislocated Workers	323
		Older Youth (19-21)	Total Youth - 220
		Younger Youth (14-18)	
Partners for Employment			
ETA Assigned Number	Total Exiters	Adults	282
		Dislocated Workers	208
		Older Youth (19-21)	Total Youth - 94
		Younger Youth (14-18)	
17020			
Reported Information		Negotiated Performance Level	Actual Performance Level
	Program Participants		
Customer Satisfaction	Employers		
Entered Employment Rates	Adults	78	89
	Dislocated Workers	83	87
	Older Youth		
Retention Rates	Adults	86	95
	Dislocated Workers	91	92
	Older Youth		
	Younger Youth		
Six-Months Average Earnings	Adults	\$15,000	\$15,343
	Dislocated Workers	\$17,000	\$16,143
Six Months Earnings Increase	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14-21)	70	80
Attainment of Degree or Certificate	Youth (14-21)	75	77
Literacy or Numeracy Gains	Youth (14-21)	54	53
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

States/grantees are not required to respond to these reporting requirements unless they display an OMB approval number. Respondents' obligation to reply to these reporting requirements are mandatory per WIA section 185 (29 U.S.C. 2935) and WIA Regulations 20 CFR 667.300(e)(2); Wagner-Peyser Act section 10 (29 U.S.C. 49i), Older Americans Act section 503(f)(3) and (4) (42 U.S.C. 3056a(f)(3) and (4)), and TAA Regulations 20 CFR 617.57. Public reporting burden for the collection of information is estimated to average 400 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this information collection, including suggestions for reducing this burden, to the Employment and Training Administration, U.S. Department of Labor, Office of Performance and Technology, Division of System Accomplishments, 200 Constitution Avenue, N.W., Washington, DC, 20210 (Paperwork Reduction Project No. 1205-0420).

Local Area Name Cook County Works	Total Participants Served	Adults	18484	
		Dislocated Workers	4479	
		Older Youth (19-21)	Total Youth - 4,253	
		Younger Youth (14-18)		
ETA Assigned Number 17035	Total Exiters	Adults	15066	
		Dislocated Workers	2348	
		Older Youth (19-21)	Total Youth - 1,411	
		Younger Youth (14-18)		
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Program Participants			
Customer Satisfaction	Employers			
Entered Employment Rates	Adults	72	81	
	Dislocated Workers	80	86	
	Older Youth			
Retention Rates	Adults	82	84	
	Dislocated Workers	87	86	
	Older Youth			
	Younger Youth			
Six-Months Average Earnings	Adults	\$13,200	\$13,303	
	Dislocated Workers	\$18,000	\$19,139	
Six Months Earnings Increase	Older Youth			
Credential/Diploma Rates	Adults			
	Dislocated Workers			
	Older Youth			
	Younger Youth			
Skill Attainment Rate	Younger Youth			
Placement in Employment or Education	Youth (14-21)	68	81	
Attainment of Degree or Certificate	Youth (14-21)	63	74	
Literacy or Numeracy Gains	Youth (14-21)	54	59	
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))				
Overall Status of Local Performance	Not Met		Met	Exceeded
			X	

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Local Area Name	Total Participants Served	Adults	3002
		Dislocated Workers	304
		Older Youth (19-21)	Total Youth - 188
		Younger Youth (14-18)	
Illinois Eastern Community Colleges	Total Exited	Adults	2625
		Dislocated Workers	140
		Older Youth (19-21)	Total Youth - 101
		Younger Youth (14-18)	
ETA Assigned Number			
17115			
Reported Information		Negotiated Performance Level	Actual Performance Level
	Program Participants		
Customer Satisfaction	Employers		
Entered Employment Rates	Adults	78	92
	Dislocated Workers	87	91
	Older Youth		
Retention Rates	Adults	90	95
	Dislocated Workers	91	95
	Older Youth		
	Younger Youth		
Six-Months Average Earnings	Adults	\$12,800	\$14,578
	Dislocated Workers	\$14,500	\$15,476
Six Months Earnings Increase	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14-21)	75	90
Attainment of Degree or Certificate	Youth (14-21)	68	81
Literacy or Numeracy Gains	Youth (14-21)	70	56
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

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Local Area Name DuPage County Department of Economic Development and Planning	Total Participants Served	Adults	585	
		Dislocated Workers	351	
		Older Youth (19-21)	Total Youth - 237	
		Younger Youth (14-18)		
ETA Assigned Number 17030	Total Exiters	Adults	455	
		Dislocated Workers	202	
		Older Youth (19-21)	Total Youth - 110	
		Younger Youth (14-18)		
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Program Participants			
Customer Satisfaction	Employers			
Entered Employment Rates	Adults	77	91	
	Dislocated Workers	85	82	
	Older Youth			
Retention Rates	Adults	80	83	
	Dislocated Workers	85	93	
	Older Youth			
	Younger Youth			
Six-Months Average Earnings	Adults	\$15,000	\$16,143	
	Dislocated Workers	\$25,000	\$27,455	
Six Months Earnings Increase	Older Youth			
Credential/Diploma Rates	Adults			
	Dislocated Workers			
	Older Youth			
	Younger Youth			
Skill Attainment Rate	Younger Youth			
Placement in Employment or Education	Youth (14-21)	67	71	
Attainment of Degree or Certificate	Youth (14-21)	80	76	
Literacy or Numeracy Gains	Youth (14-21)	72	59	
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))				
Overall Status of Local Performance	Not Met		Met	Exceeded
			X	

States/grantees are not required to respond to these reporting requirements unless they display an OMB approval number. Respondents' obligation to reply to these reporting requirements are mandatory per WIA section 185 (29 U.S.C. 2935) and WIA Regulations 20 CFR 667.300(e)(2); Wagner-Peyser Act section 10 (29 U.S.C. 49i), Older Americans Act section 503(f)(3) and (4) (42 U.S.C. 3056a(f)(3) and (4)), and TAA Regulations 20 CFR 617.57. Public reporting burden for the collection of information is estimated to average 400 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this information collection, including suggestions for reducing this burden, to the Employment and Training Administration, U.S. Department of Labor, Office of Performance and Technology, Division of System Accomplishments, 200 Constitution Avenue, N.W., Washington, DC, 20210 (Paperwork Reduction Project No. 1205-0420).

Local Area Name Grundy Livingston Kankakee Workforce Board	Total Participants Served	Adults	1265	
		Dislocated Workers	262	
		Older Youth (19-21)	Total Youth - 196	
		Younger Youth (14-18)		
ETA Assigned Number 17055	Total Exiters	Adults	1072	
		Dislocated Workers	126	
		Older Youth (19-21)	Total Youth - 78	
		Younger Youth (14-18)		
Reported Information			Negotiated Performance Level	Actual Performance Level
	Program Participants			
Customer Satisfaction	Employers			
Entered Employment Rates	Adults	74	80	
	Dislocated Workers	83	90	
	Older Youth			
Retention Rates	Adults	85	83	
	Dislocated Workers	91	93	
	Older Youth			
	Younger Youth			
Six-Months Average Earnings	Adults	\$13,800	\$17,095	
	Dislocated Workers	\$16,800	\$15,770	
Six Months Earnings Increase	Older Youth			
Credential/Diploma Rates	Adults			
	Dislocated Workers			
	Older Youth			
	Younger Youth			
Skill Attainment Rate	Younger Youth			
Placement in Employment or Education	Youth (14-21)	66	60	
Attainment of Degree or Certificate	Youth (14-21)	70	62	
Literacy or Numeracy Gains	Youth (14-21)	57	85	
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))				
Overall Status of Local Performance	Not Met		Met	Exceeded
			X	

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Local Area Name Lake County Workforce Investment Board	Total Participants Served	Adults	3246	
		Dislocated Workers	452	
		Older Youth (19-21)	Total Youth – 241	
		Younger Youth (14-18)		
ETA Assigned Number 17005	Total Exiters	Adults	2680	
		Dislocated Workers	257	
		Older Youth (19-21)	Total Youth – 97	
		Younger Youth (14-18)		
Reported Information			Negotiated Performance Level	Actual Performance Level
	Program Participants			
Customer Satisfaction	Employers			
Entered Employment Rates	Adults	77	81	
	Dislocated Workers	86	76	
	Older Youth			
Retention Rates	Adults	87	75	
	Dislocated Workers	92	87	
	Older Youth			
	Younger Youth			
Six-Months Average Earnings	Adults	\$15,000	\$14,952	
	Dislocated Workers	\$26,000	\$27,002	
Six Months Earnings Increase	Older Youth			
Credential/Diploma Rates	Adults			
	Dislocated Workers			
	Older Youth			
	Younger Youth			
Skill Attainment Rate	Younger Youth			
Placement in Employment or Education	Youth (14-21)	70	76	
Attainment of Degree or Certificate	Youth (14-21)	74	89	
Literacy or Numeracy Gains	Youth (14-21)	70	73	
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))				
Overall Status of Local Performance	Not Met		Met	Exceeded
			X	

States/grantees are not required to respond to these reporting requirements unless they display an OMB approval number. Respondents' obligation to reply to these reporting requirements are mandatory per WIA section 185 (29 U.S.C. 2935) and WIA Regulations 20 CFR 667.300(e)(2); Wagner-Peyser Act section 10 (29 U.S.C. 49i), Older Americans Act section 503(f)(3) and (4) (42 U.S.C. 3056a(f)(3) and (4)), and TAA Regulations 20 CFR 617.57. Public reporting burden for the collection of information is estimated to average 400 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this information collection, including suggestions for reducing this burden, to the Employment and Training Administration, U.S. Department of Labor, Office of Performance and Technology, Division of System Accomplishments, 200 Constitution Avenue, N.W., Washington, DC, 20210 (Paperwork Reduction Project No. 1205-0420).

Local Area Name	Total Participants Served	Adults	2231
		Dislocated Workers	159
		Older Youth (19-21)	Total Youth - 80
		Younger Youth (14-18)	
Land of Lincoln Workforce Alliance	Total Exitters	Adults	1919
		Dislocated Workers	76
		Older Youth (19-21)	Total Youth - 57
		Younger Youth (14-18)	
ETA Assigned Number			
17100			
Reported Information		Negotiated Performance Level	Actual Performance Level
	Program Participants		
Customer Satisfaction	Employers		
Entered Employment Rates	Adults	82	91
	Dislocated Workers	87	88
	Older Youth		
Retention Rates	Adults	89	97
	Dislocated Workers	91	95
	Older Youth		
	Younger Youth		
Six-Months Average Earnings	Adults	\$16,000	\$18,039
	Dislocated Workers	\$16,000	\$14,956
Six Months Earnings Increase	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14-21)	70	75
Attainment of Degree or Certificate	Youth (14-21)	76	94
Literacy or Numeracy Gains	Youth (14-21)	72	74
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

States/grantees are not required to respond to these reporting requirements unless they display an OMB approval number. Respondents' obligation to reply to these reporting requirements are mandatory per WIA section 185 (29 U.S.C. 2935) and WIA Regulations 20 CFR 667.300(e)(2); Wagner-Peyser Act section 10 (29 U.S.C. 49i), Older Americans Act section 503(f)(3) and (4) (42 U.S.C. 3056a(f)(3) and (4)), and TAA Regulations 20 CFR 617.57. Public reporting burden for the collection of information is estimated to average 400 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this information collection, including suggestions for reducing this burden, to the Employment and Training Administration, U.S. Department of Labor, Office of Performance and Technology, Division of System Accomplishments, 200 Constitution Avenue, N.W., Washington, DC, 20210 (Paperwork Reduction Project No. 1205-0420).

Local Area Name Madison County Employment and Training Department	Total Participants Served	Adults	2547	
		Dislocated Workers	92	
		Older Youth (19-21)	Total Youth - 153	
		Younger Youth (14-18)		
ETA Assigned Number 17110	Total Exiters	Adults	2370	
		Dislocated Workers	73	
		Older Youth (19-21)	Total Youth - 50	
		Younger Youth (14-18)		
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Program Participants			
Customer Satisfaction	Employers			
Entered Employment Rates	Adults	65	61	
	Dislocated Workers	83	84	
	Older Youth			
Retention Rates	Adults	87	100	
	Dislocated Workers	89	92	
	Older Youth			
	Younger Youth			
Six-Months Average Earnings	Adults	\$12,100	\$18,431	
	Dislocated Workers	\$17,000	\$17,240	
Six Months Earnings Increase	Older Youth			
Credential/Diploma Rates	Adults			
	Dislocated Workers			
	Older Youth			
	Younger Youth			
Skill Attainment Rate	Younger Youth			
Placement in Employment or Education	Youth (14-21)	68	71	
Attainment of Degree or Certificate	Youth (14-21)	75	71	
Literacy or Numeracy Gains	Youth (14-21)	60	70	
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))				
Overall Status of Local Performance	Not Met		Met	Exceeded
			X	

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Local Area Name	Total Participants Served	Adults	958
		Dislocated Workers	328
		Older Youth (19-21)	Total Youth - 165
		Younger Youth (14-18)	
Man-Tra-Con Corporation			
ETA Assigned Number	Total Exiters	Adults	817
		Dislocated Workers	186
		Older Youth (19-21)	Total Youth - 128
		Younger Youth (14-18)	
17125			
Reported Information		Negotiated Performance Level	Actual Performance Level
	Program Participants		
Customer Satisfaction	Employers		
Entered Employment Rates	Adults	74	80
	Dislocated Workers	84	88
	Older Youth		
Retention Rates	Adults	87	87
	Dislocated Workers	91	91
	Older Youth		
	Younger Youth		
Six-Months Average Earnings	Adults	\$12,000	\$12,288
	Dislocated Workers	\$14,000	\$14,839
Six Months Earnings Increase	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14-21)	64	80
Attainment of Degree or Certificate	Youth (14-21)	69	83
Literacy or Numeracy Gains	Youth (14-21)	70	65
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

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Local Area Name McHenry County Workforce Network	Total Participants Served	Adults	3104	
		Dislocated Workers	184	
		Older Youth (19-21)	Total Youth - 85	
		Younger Youth (14-18)		
ETA Assigned Number 17010	Total Exiters	Adults	3019	
		Dislocated Workers	104	
		Older Youth (19-21)	Total Youth - 24	
		Younger Youth (14-18)		
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Program Participants			
Customer Satisfaction	Employers			
Entered Employment Rates	Adults	80	86	
	Dislocated Workers	86	91	
	Older Youth			
Retention Rates	Adults	90	89	
	Dislocated Workers	91	88	
	Older Youth			
	Younger Youth			
Six-Months Average Earnings	Adults	\$14,000	\$13,851	
	Dislocated Workers	\$19,000	\$22,179	
Six Months Earnings Increase	Older Youth			
Credential/Diploma Rates	Adults			
	Dislocated Workers			
	Older Youth			
	Younger Youth			
Skill Attainment Rate	Younger Youth			
Placement in Employment or Education	Youth (14-21)	79	100	
Attainment of Degree or Certificate	Youth (14-21)	76	88	
Literacy or Numeracy Gains	Youth (14-21)	70	75	
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))				
Overall Status of Local Performance	Not Met		Met	Exceeded
			X	

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Local Area Name St Clair County Intergovernmental Grants Department	Total Participants Served	Adults	3612	
		Dislocated Workers	193	
		Older Youth (19-21)	Total Youth - 283	
		Younger Youth (14-18)		
ETA Assigned Number 17120	Total Exiters	Adults	3025	
		Dislocated Workers	116	
		Older Youth (19-21)	Total Youth - 93	
		Younger Youth (14-18)		
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Program Participants			
Customer Satisfaction	Employers			
Entered Employment Rates	Adults	77	92	
	Dislocated Workers	87	91	
	Older Youth			
Retention Rates	Adults	88	88	
	Dislocated Workers	91	90	
	Older Youth			
	Younger Youth			
Six-Months Average Earnings	Adults	\$12,800	\$14,738	
	Dislocated Workers	\$14,000	\$14,195	
Six Months Earnings Increase	Older Youth			
Credential/Diploma Rates	Adults			
	Dislocated Workers			
	Older Youth			
	Younger Youth			
Skill Attainment Rate	Younger Youth			
Placement in Employment or Education	Youth (14-21)	80	91	
Attainment of Degree or Certificate	Youth (14-21)	74	92	
Literacy or Numeracy Gains	Youth (14-21)	62	55	
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))				
Overall Status of Local Performance	Not Met		Met	Exceeded
			X	

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Local Area Name River Valley Workforce Investment Board	Total Participants Served	Adults	5094
		Dislocated Workers	614
		Older Youth (19-21)	Total Youth - 434
		Younger Youth (14-18)	
ETA Assigned Number 17025	Total Exiters	Adults	4661
		Dislocated Workers	293
		Older Youth (19-21)	Total Youth - 177
		Younger Youth (14-18)	
Reported Information		Negotiated Performance Level	Actual Performance Level
	Program Participants		
Customer Satisfaction	Employers		
Entered Employment Rates	Adults	75	72
	Dislocated Workers	85	82
	Older Youth		
Retention Rates	Adults	87	90
	Dislocated Workers	90	90
	Older Youth		
	Younger Youth		
Six-Months Average Earnings	Adults	\$14,000	\$15,498
	Dislocated Workers	\$20,000	\$19,725
Six Months Earnings Increase	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14-21)	75	80
Attainment of Degree or Certificate	Youth (14-21)	73	84
Literacy or Numeracy Gains	Youth (14-21)	66	68
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
		X	

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Local Area Name Southern 14 Workforce Investment Board	Total Participants Served	Adults	439	
		Dislocated Workers	166	
		Older Youth (19-21)	Total Youth - 124	
		Younger Youth (14-18)		
ETA Assigned Number 17130	Total Exiters	Adults	312	
		Dislocated Workers	58	
		Older Youth (19-21)	Total Youth - 54	
		Younger Youth (14-18)		
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Program Participants			
Customer Satisfaction	Employers			
Entered Employment Rates	Adults	81	90	
	Dislocated Workers	85	84	
	Older Youth			
Retention Rates	Adults	88	100	
	Dislocated Workers	91	100	
	Older Youth			
	Younger Youth			
Six-Months Average Earnings	Adults	\$13,900	\$14,418	
	Dislocated Workers	\$14,600	\$23,100	
Six Months Earnings Increase	Older Youth			
Credential/Diploma Rates	Adults			
	Dislocated Workers			
	Older Youth			
	Younger Youth			
Skill Attainment Rate	Younger Youth			
Placement in Employment or Education	Youth (14-21)	70	86	
Attainment of Degree or Certificate	Youth (14-21)	80	91	
Literacy or Numeracy Gains	Youth (14-21)	60	67	
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))				
Overall Status of Local Performance	Not Met	Met	Exceeded	
		X		

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Local Area Name Champaign Consortium	Total Participants Served	Adults	3049
		Dislocated Workers	68
		Older Youth (19-21)	Total Youth - 263
		Younger Youth (14-18)	
ETA Assigned Number 17085	Total Exiters	Adults	2305
		Dislocated Workers	30
		Older Youth (19-21)	Total Youth - 110
		Younger Youth (14-18)	
Reported Information		Negotiated Performance Level	Actual Performance Level
	Program Participants		
Customer Satisfaction	Employers		
Entered Employment Rates	Adults	77	88
	Dislocated Workers	87	86
	Older Youth		
Retention Rates	Adults	88	91
	Dislocated Workers	91	98
	Older Youth		
Six-Months Average Earnings	Adults	\$14,800	\$16,113
	Dislocated Workers	\$15,000	\$15,023
Six Months Earnings Increase	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14-21)	71	80
Attainment of Degree or Certificate	Youth (14-21)	75	85
Literacy or Numeracy Gains	Youth (14-21)	48	45
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))			
Overall Status of Local Performance		Not Met	Met
			X

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Local Area Name	Total Participants Served	Adults	168	
		Dislocated Workers	123	
		Older Youth (19-21)	Total Youth - 175	
		Younger Youth (14-18)		
Career Link				
ETA Assigned Number	Total Exiters	Adults	110	
		Dislocated Workers	57	
		Older Youth (19-21)	Total Youth - 63	
		Younger Youth (14-18)		
17080				
Reported Information			Negotiated Performance Level	Actual Performance Level
	Program Participants			
Customer Satisfaction	Employers			
Entered Employment Rates	Adults	82	88	
	Dislocated Workers	88	78	
	Older Youth			
Retention Rates	Adults	89	95	
	Dislocated Workers	91	100	
	Older Youth			
	Younger Youth			
Six-Months Average Earnings	Adults	\$17,000	\$20,287	
	Dislocated Workers	\$17,500	\$18,602	
Six Months Earnings Increase	Older Youth			
Credential/Diploma Rates	Adults			
	Dislocated Workers			
	Older Youth			
	Younger Youth			
Skill Attainment Rate	Younger Youth			
Placement in Employment or Education	Youth (14-21)	72	94	
Attainment of Degree or Certificate	Youth (14-21)	75	95	
Literacy or Numeracy Gains	Youth (14-21)	68	100	
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))				
Overall Status of Local Performance	Not Met	Met	Exceeded	
		X		

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Local Area Name Vermilion County Job Training Partnership	Total Participants Served	Adults	672	
		Dislocated Workers	70	
		Older Youth (19-21)	Total Youth - 73	
		Younger Youth (14-18)		
ETA Assigned Number 17090	Total Exiters	Adults	648	
		Dislocated Workers	36	
		Older Youth (19-21)	Total Youth - 9	
		Younger Youth (14-18)		
Reported Information			Negotiated Performance Level	Actual Performance Level
	Program Participants			
Customer Satisfaction	Employers			
Entered Employment Rates	Adults	76	100	
	Dislocated Workers	86	93	
	Older Youth			
Retention Rates	Adults	87	82	
	Dislocated Workers	92	88	
	Older Youth			
	Younger Youth			
Six-Months Average Earnings	Adults	\$13,900	\$13,248	
	Dislocated Workers	\$17,500	\$16,347	
Six Months Earnings Increase	Older Youth			
Credential/Diploma Rates	Adults			
	Dislocated Workers			
	Older Youth			
	Younger Youth			
Skill Attainment Rate	Younger Youth			
Placement in Employment or Education	Youth (14-21)	76	64	
Attainment of Degree or Certificate	Youth (14-21)	77	64	
Literacy or Numeracy Gains	Youth (14-21)	70	82	
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))				
Overall Status of Local Performance	Not Met		Met	Exceeded
			X	

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Local Area Name West Central Development Council Inc.	Total Participants Served	Adults	839
		Dislocated Workers	141
		Older Youth (19-21)	Total Youth - 57
		Younger Youth (14-18)	
ETA Assigned Number 17105	Total Exiters	Adults	695
		Dislocated Workers	74
		Older Youth (19-21)	Total Youth - 21
		Younger Youth (14-18)	
Reported Information		Negotiated Performance Level	Actual Performance
Customer Satisfaction	Program Participants		
Entered Employment Rates	Employers		
	Adults	83	80
	Dislocated Workers	85	82
Retention Rates	Older Youth		
	Adults	87	94
	Dislocated Workers	91	95
	Older Youth		
Six-Months Average Earnings	Younger Youth		
	Adults	\$13,900	\$16,205
Six Months Earnings Increase	Dislocated Workers	\$16,000	\$16,399
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14-21)	67	67
Attainment of Degree or Certificate	Youth (14-21)	62	58
Literacy or Numeracy Gains	Youth (14-21)	62	58
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))			
Overall Status of Local Performance		Not Met	Exceeded
		Met	
		X	

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Local Area Name Rock Island Tri-County Consortium	Total Participants Served	Adults	2061	
		Dislocated Workers	290	
		Older Youth (19-21)	Total Youth - 66	
		Younger Youth (14-18)		
ETA Assigned Number 17065	Total Exiters	Adults	1853	
		Dislocated Workers	154	
		Older Youth (19-21)	Total Youth - 24	
		Younger Youth (14-18)		
Reported Information		Negotiated Performance Level	Actual Performance Level	
	Program Participants			
Customer Satisfaction	Employers			
Entered Employment Rates	Adults	81	71	
	Dislocated Workers	83	80	
	Older Youth			
Retention Rates	Adults	86	94	
	Dislocated Workers	89	93	
	Older Youth			
	Younger Youth			
Six-Months Average Earnings	Adults	\$13,500	\$17,849	
	Dislocated Workers	\$14,750	\$12,839	
Six Months Earnings Increase	Older Youth			
Credential/Diploma Rates	Adults			
	Dislocated Workers			
	Older Youth			
	Younger Youth			
Skill Attainment Rate	Younger Youth			
Placement in Employment or Education	Youth (14-21)	64	62	
Attainment of Degree or Certificate	Youth (14-21)	81	83	
Literacy or Numeracy Gains	Youth (14-21)	61	52	
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))				
Overall Status of Local Performance	Not Met	Met	Exceeded	
		X		

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Local Area Name City of Peoria Workforce Development Department	Total Participants Served	Adults	2084
		Dislocated Workers	109
		Older Youth (19-21)	Total Youth - 38
		Younger Youth (14-18)	
ETA Assigned Number 17075	Total Exiters	Adults	1215
		Dislocated Workers	45
		Older Youth (19-21)	Total Youth - 2
		Younger Youth (14-18)	
Reported Information		Negotiated Performance Level	Actual Performance Level
	Program Participants		
Customer Satisfaction	Employers		
Entered Employment Rates	Adults	81	83
	Dislocated Workers	86	58
	Older Youth		
Retention Rates	Adults	89	100
	Dislocated Workers	92	95
	Older Youth		
Six-Months Average Earnings	Adults	\$13,900	\$15,231
	Dislocated Workers	\$19,000	\$12,928
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14-21)	71	50
Attainment of Degree or Certificate	Youth (14-21)	78	40
Literacy or Numeracy Gains	Youth (14-21)	60	0
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
	X		

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Local Area Name Workforce Investment Board of Will County	Total Participants Served	Adults	1076	
		Dislocated Workers	345	
		Older Youth (19-21)	Total Youth - 210	
		Younger Youth (14-18)		
ETA Assigned Number 17050	Total Exiters	Adults	892	
		Dislocated Workers	182	
		Older Youth (19-21)	Total Youth - 50	
		Younger Youth (14-18)		
Reported Information		Negotiated Performance Level	Actual Performance Level	
Program Participants				
Customer Satisfaction	Employers			
Entered Employment Rates	Adults	76	70	
	Dislocated Workers	84	87	
	Older Youth			
Retention Rates	Adults	87	82	
	Dislocated Workers	91	91	
	Older Youth			
	Younger Youth			
Six-Months Average Earnings	Adults	\$13,300	\$12,944	
	Dislocated Workers	\$21,000	\$24,405	
Six Months Earnings Increase	Older Youth			
Credential/Diploma Rates	Adults			
	Dislocated Workers			
	Older Youth			
	Younger Youth			
Skill Attainment Rate	Younger Youth			
Placement in Employment or Education	Youth (14-21)	66	74	
Attainment of Degree or Certificate	Youth (14-21)	53	47	
Literacy or Numeracy Gains	Youth (14-21)	80	82	
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))				
Overall Status of Local Performance	Not Met		Exceeded	
		X		

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Local Area Name Workforce Investment Office of Western IL	Total Participants Served	Adults	340	
		Dislocated Workers	71	
		Older Youth (19-21)	Total Youth - 84	
		Younger Youth (14-18)		
ETA Assigned Number 17070	Total Exiters	Adults	301	
		Dislocated Workers	38	
		Older Youth (19-21)	Total Youth - 37	
		Younger Youth (14-18)		
Reported Information			Negotiated Performance Level	Actual Performance Level
	Program Participants			
Customer Satisfaction	Employers			
Entered Employment Rates	Adults	85	83	
	Dislocated Workers	87	87	
	Older Youth			
Retention Rates	Adults	87	91	
	Dislocated Workers	92	94	
	Older Youth			
	Younger Youth			
Six-Months Average Earnings	Adults	\$12,500	\$14,701	
	Dislocated Workers	\$14,500	\$15,165	
Six Months Earnings Increase	Older Youth			
Credential/Diploma Rates	Adults			
	Dislocated Workers			
	Older Youth			
	Younger Youth			
Skill Attainment Rate	Younger Youth			
Placement in Employment or Education	Youth (14-21)	72	89	
Attainment of Degree or Certificate	Youth (14-21)	78	83	
Literacy or Numeracy Gains	Youth (14-21)	57	50	
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))				
Overall Status of Local Performance	Not Met	Met	Exceeded	
		X		

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Local Area Name	Total Participants Served	Adults	1202
		Dislocated Workers	159
		Older Youth (19-21)	Total Youth - 63
		Younger Youth (14-18)	
Workforce Investment Solutions			
ETA Assigned Number	Total Exiters	Adults	1043
		Dislocated Workers	92
		Older Youth (19-21)	Total Youth - 16
		Younger Youth (14-18)	
17095			
Reported Information		Negotiated Performance Level	Actual Performance Level
	Program Participants		
Customer Satisfaction	Employers		
Entered Employment Rates	Adults	77	79
	Dislocated Workers	90	94
	Older Youth		
Retention Rates	Adults	88	91
	Dislocated Workers	92	94
	Older Youth		
Six-Months Average Earnings	Adults	\$14,000	\$17,278
	Dislocated Workers	\$18,400	\$19,597
	Older Youth		
Six Months Earnings Increase	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14-21)	65	76
Attainment of Degree or Certificate	Youth (14-21)	60	67
Literacy or Numeracy Gains	Youth (14-21)	60	69
Description of Other State Indicators of Performance (WIA Section 136 (d)(1))			
Overall Status of Local Performance	Not Met	Met	Exceeded
			X

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TABLE P - Veteran Priority of Services

Reported Information	Total	Percent Served
Covered Entrants Who Reached the End of the Entry Period	542	
Covered Entrants Who Received a Service During the Entry Period	542	100
Covered Entrants Who Received a Staff-Assisted Service During the Entry Period	542	100

TABLE Q - Veterans' Outcomes by Special Populations

Reported Information	Post 9/11 Era Veterans		Post 9/11 Era Veterans who Received at least Intensive Services		TAP Workshop Veterans	
Entered Employment Rate	83.7	128	84.4	124	87.5	28
		153		147		32
Employment Retention Rate	83.3	85	83.3	80	87.5	14
		102		96		16
Six Months Average Earnings	\$16,713	\$1,387,217	\$17,141	\$1,336,992	\$13,193	\$184,700
		83		78		14

