



State of Illinois
Department of Commerce and Economic Opportunity



Illinois

Workforce Development Annual Report 2012



TRAINING • CONNECTING • DEVELOPING ILLINOIS' WORKFORCE



Illinois Workforce Investment Act Title I Annual Report
Federal Program Year 2011 (FPY' 11) • State Fiscal Year 2012 (SFY'12) • July 1, 2011 – June 30, 2012



State of Illinois

Pat Quinn, Governor



Across the country, states continue to face challenges in linking jobseekers to gainful employment. Illinois is no exception, which is why job creation continues to be the top priority. Through public-private partnerships Illinois is bridging this gap and providing customized solutions. Over the past year, Illinois' innovative workforce and economic development strategies targeted the needs of the state's businesses so that workers obtain good-paying jobs in high-growth, demand occupations.

The services provided through the federal Workforce Investment Act (WIA) are a conduit for creating a talent pipeline of skilled workers as well as maintaining the quality workforce that exists. By leveraging WIA dollars Illinois has served employers and jobseekers in the following ways:

- Targeting Illinois' key industries with the objective of preventing dislocations and positioning the state for post-recovery growth;
- Providing targeted workforce services to over 1,700 veterans and 2,300 individuals with disabilities that enabled them to obtain employment;
- Training over 12,600 low-skilled adults and dislocated workers for jobs that lead to a high wage and provide career advancement;
- Increasing the skills of 465 incumbent workers and WIA eligible individuals, in over 130 businesses by providing new skills training demand occupations; and
- Utilizing technology to offer access to online services to just over 1.5 million visitors.

I am pleased to submit the 2012 Illinois Workforce Development Annual Report. Within these pages are stories about individuals and businesses that benefit from Illinois workforce development services provided through the strong public-private partnerships and WIA funding. "WIA Works" in Illinois, because all of the workforce stakeholders are committed to innovative solutions that foster job creation and economic growth.

Pat Quinn, Governor
State of Illinois



John Rico, *Rico Enterprises*
Co-Chair, Illinois Workforce Investment Board

Thank you for taking the time to read our annual report for the Federal Program Year 2011 and State Fiscal Year 2012 (FPY '11/SFY '12). The Illinois Workforce Investment Board (IWIB) continues to work through the Illinois Department of Commerce and Economic Opportunity (DCEO), Illinois Department of Employment Security (IDES), and other state agency partners to implement strategies that eliminate barriers to employment.

States have long served as “laboratories of innovation” in creating the framework needed to craft solutions that meet the constantly changing needs of the workforce with a focus on new economy jobs. Consequently, they are uniquely positioned to advance systemic workforce development initiatives and have long been successful in this endeavor. Over the past decade, Illinois has been at the forefront of innovative solutions that hinge on the model of public-private partnerships that address critical skill shortages facing local and regional economies.

From WIA’s inception, Illinois has used its flexibility through the 15% statewide set-aside funding to invest heavily in training for demand occupations. Training in key sectors, such as healthcare and healthcare IT, manufacturing, transportation/distribution/logistics, and the green industry is expected to grow at rapid rates.

The proactive approach Illinois has taken allows us to develop important public-private partnerships combining state, regional and local business partners to create initiatives that address specific employment and training needs. We believe these relationships are not only at the forefront in bridging the gap between businesses with job openings and individuals seeking employment but in building mutually beneficial and sustainable career paths.

Interwoven throughout this report are examples of these successful public-private partnerships. By working with businesses throughout Illinois, we are able to provide the support they need to maintain existing positions, as well as create future jobs. This is Illinois moving forward by thinking globally and acting locally.

Note: The reduction enacted by Congress through P.L. 111-10, reduced the 15% statewide set-aside funding by 10% – from 15% to 5%. This cut is severely limiting the state’s capacity to solve employment needs and is preventing states from providing the support businesses need to create and retain jobs.



David Vaught, Director
Illinois Department of
Commerce and Economic Opportunity (DCEO)

In Illinois, we work with public and private leaders to establish a clear vision that aligns our investments in economic development, workforce development and education initiatives to achieve two overarching goals: to create and retain jobs that meet the needs of Illinois employers and expand career opportunities for youth and adults throughout the state.

This report outlines the initiatives that support these goals, which are strategically designed to build our economy and bring more jobs to Illinois. By providing access to employment and training services, Illinoisans can receive the skills they need to find jobs in high-growth demand occupations and businesses have the 21st century workforce they need to compete in today's global economy. I am pleased to present the 2012 Illinois Workforce Development Annual Report.



Jay Rowell, Director
Illinois Department of Employment Security (IDES)

To help kick start the slow growth of employment, the Illinois Department of Employment Security (IDES) is intensifying our efforts to help employers find the skilled workers they need. Through our Wagner-Peyser Employment Services program, we provide no-cost HR solutions for Illinois employers and identify for them the skilled workers they need using our state of the art job matching service, IllinoisJobLink.com.

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TRAINING • CONNECTING • DEVELOPING ILLINOIS' WORKFORCE

Introduction

The 2012 Workforce Development Annual Report provides the requisite numbers, measures and outcomes for Federal Program Year 2011 and State Fiscal Year 2012 (FPY '11/SFY '12). More importantly, it chronicles our continuous efforts to improve, augment, enhance and above all, create employment, training and career opportunities for Illinois' citizens. It is about programs, initiatives and innovations designed to meet the challenges of a recovering economy, while realizing the impact of federal budget limitations.

Within this report are the barriers that have been overcome, the successes that have been achieved and the collaborations that have been forged among the Department of Commerce and Economic Opportunity's Office of Employment and Training (OET), Department of Employment Security (IDES), Illinois workNet®, Illinois JobLink, and our workforce partners. Primarily, it tells the stories of the people who have taken advantage of choices and options available to them and who now have changed their lives.

These are our customers, our beneficiaries, the results of our efforts. As you review these pages, you will read about our sector strategies, our on-the-job training efforts, WIA Works and our Illinois Pathways initiative. What you are seeing is a work in progress that will forever be "in progress." There will always be new challenges and barriers to overcome. For what Illinois is succeeding in doing, what we are continuing to do, is designing and implementing strategies that will not only address those challenges and barriers, but will also keep our commitment to meet Illinois' 21st century workforce needs with 21st century solutions.



WIA Works

WIA Works, DCEO’s Office of Employment and Training’s (OET) successful outreach program, continues to be an innovative hub of information for Illinois jobseekers, workers, businesses and communities that seek to support WIA funding restoration and reauthorization efforts. In addition, policymakers from the Illinois Congressional Delegation, the State General Assembly, and members of Illinois’ 26 Local Workforce Investment Board (LWIBs) can see first-hand the successes of the current system and find information on how to strengthen it.

WIA Works seeks to maintain the integrity of funding levels and ensure that the reauthorization of WIA supports a strong workforce system for Illinois jobseekers, workers, businesses and communities by advocating that any WIA reauthorization proposal includes the following goals:

- Focus on public-private partnerships as the primary solution for creating a skilled workforce
- Increase allowances for innovative and flexible training solutions
- Strengthen accountability standards for all federally-funded programs
- Expand models to accelerate the training, education, and credentials needed for high-paying jobs
- Establish consistent eligibility documentation for all programs
- Support Career Pathway Models that act as road maps to jobs in demand industry sectors through training and educational strategies

**Miranda Timmons, LWIA 26
Cairo, Illinois**



Miranda Timmons began the WIA program in the spring semester of 2006 at the age of 27 as a single mother of four young girls. She had already taken one semester of classes at Shawnee Community College (SCC). Miranda knew that a college degree would help her find better full-time employment than the two part-time jobs she was working. Living in public housing, using food stamps to make ends meet, and using Child Care Resource & Referral to pay her child care, Miranda was doing everything possible to make a life for her family. After hearing how the WIA program could help with tuition, books, travel and child care, she knew she could complete her college courses without an additional financial burden.

Miranda took classes when she could, sometimes only part-time, studying hard to keep her GPA as high as possible. After all, she felt grades were reflective of how hard a person strives to be the best they can be. She was on the Vice-President’s list several times when she was a full-time student and finished with a 3.79 GPA. Miranda graduated from SCC in August of 2011 with an Associate’s of Applied Science as a Legal Administrative Assistant. She was also in the Phi Theta Kappa Honor’s Society and graduated with honors from the college.

Miranda has been working full-time for Shawnee Development Council, Inc. as a Weatherization Specialist since 2006. Her work includes using the knowledge that she has learned in classes, especially in the computer technology area. She has moved into a home with the help of Rural Development. Miranda believes her education has set an example for her children, family, and friends to follow.

In addition to the WIA Works outreach, DCEO continues to work with its agency partners, IDES and the Illinois Community College Board (ICCB), through a Legislative Task Force whose primary focus is integrating public-private partnerships into WIA reauthorization efforts. The task force also stresses the importance of maintaining the state set-aside funding so Illinois can continue to expand and enhance innovative programs and initiatives.

Both businesses and individuals can submit their success stories on the WIA Works website. Local WIA staff can also submit success stories on WIA registered customers, incumbent worker training recipients, business customers, and customers receiving services through special grants such as the State Energy Sector Partnership (SESP). The WIA Works system now interfaces with the Illinois Workforce Development System (IWDS) & Illinois workNet Incumbent Worker Tracking System (IWTS) to verify customer data and enhance the success story. Currently, there are over 239 success stories available for viewing on the site. Letters can also be uploaded and automatically displayed to identify industry sectors benefiting from WIA programs.

WIA Works success stories are woven throughout this report.



Illinois Workforce Investment Board

The Illinois Workforce Investment Board (IWIB) facilitates workforce development services and programs in such a way that together the government and the private sector can meet the workforce needs of Illinois employers and workers. Appointed by the Governor and charged with the task of reviewing the progress of the state's workforce planning efforts, the IWIB leads the various initiatives described throughout this report and is integral in the development of the implementing policies. To meet this directive, the IWIB in accordance with federal legislation, includes leaders from business, state agencies, industry, labor, education and community-based organizations. Co-chairs for the IWIB include a representative from the Governor's Office and one from the private sector. John Rico, President and CEO of Rico Enterprises, serves as the private sector co-chair. A co-chair appointment to represent the Governor's Office will occur before the end of 2012.

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 partners. The following IWIB Task Force committees met this FPY'11/SFY'12:

- Entrepreneurship Task Force
- Legislative Task Force
- State Plan Task Force
- Veterans Task Force
- State Energy Sector Partnership (SESP)

Their activities and accomplishments during FPY'11/SFY'12 year are highlighted below:



Entrepreneurship Task Force

At the December 2011 meeting, the IWIB launched the Entrepreneurship Task Force. This task force includes leading entrepreneurs, business innovators, and investors; state education, workforce development, and economic development agencies, secondary and postsecondary education partners, entrepreneurially focused foundations, non-profits, for-profit entities, and the local workforce investment boards. The objectives of the task force are to:

- Review leading national, state and local approaches for promoting entrepreneurship in education and workforce development, and how they are coordinated with public and private entrepreneurship and innovation initiatives
- Develop strategies to integrate and scale promising models that build entrepreneurial skills, and methods to embed entrepreneurship across a wide variety of education programs

- Develop recommendations for expanding entrepreneurship as a focus in education and workforce development, and to improve linkages and integration with entrepreneurship and innovation initiatives designed to create jobs and promote overall economic development
- Identify regional assets, non-governmental organizations (NGOs) or incubators as test-beds for industry clusters. Business incubators are environments designed to help business startups get off the ground, ranging from office space to expertise

The Illinois workNet Business Services team facilitated the activities of the Entrepreneurship Task Force’s efforts for FPY’11/SFY’12 and include the following:

Business Expansion Partnerships

A series of free business startup and expansion webinars were offered through collaborations with Illinois’ Small Business Development Centers (SBDCs) and OET Business Development, Entrepreneurship, and Trade Offices. All of the information provided through the webinars was posted to the Illinois workNet Businesses Pathways. Webinar topics included:

Local SBDC Partner	Webinars Offered and Web Content Updates to Illinois workNet
The Industrial Council of Nearwest Chicago (ICNC)	Starting a Business Licensing & Registration Basics How to Finance a Start-up How to Create a Marketing Plan Small Business Resources
Chicagoland Chamber of Commerce (CCC)	Small Business Procurement
Illinois Manufacturing Association (IMA)	Key Performance Indicators for Manufacturing
ACCION Chicago	Micro-Lending
OET Business Development, Entrepreneurship, and Trade Offices	Advantage Illinois Lending Program Invest Illinois Venture Fund Program (IIVF) State Trade and Export Promotion Program (STEP)

Diverse Community Engagement

Illinois workNet Business Services worked closely with business and community groups in an advisory role in planning outreach efforts, facilitating events and disseminating information and resources to diverse communities. Examples included working with the Illinois Coalition for Immigrant and Refugee Rights (ICIRR), the Hispanic Alliance for Career Enhancement (HACE), Upwardly Global, the Asian American Business Expo (which featured Chicago Mayor Rahm Emanuel as a keynote speaker and was attended by over 1,000 small business owners). Other activities included participation with international delegations, providing workforce development best practices and making presentations to groups from Mongolia, China, and Belarus.





Legislative Task Force

In March 2012, the Illinois Workforce Investment Board launched a Legislative Task Force to address the recent changes in WIA funding levels and legislative mandates. As a business-led cooperative, private sector firms and industries have partnered with OET, IDES and ICCB to educate Congress on the importance of the WIA state set-aside funding and the restoration to its original 15% level. The coalition is also working to safeguard the integrity of WIA funding levels and ensure any reauthorization includes the flexibility, accountability, accelerated pace and focus on demand sectors necessary to meet the needs of today's workforce environment. Legislative Task Force members and local business representatives meet periodically with the Illinois Congressional Delegation members to highlight the benefits that a flexible workforce system with public-private partnerships can provide to jobseekers, businesses and local communities.

State Plan Task Force

The State Plan Task Force was launched by the IWIB at the June 2012 meeting. Membership includes representatives from the private sector, as well as state agencies, community groups, and the Illinois Workforce Partnership (IWP). Its mission is to prepare the Illinois Strategic Plan for WIA Title I and the Wagner-Peyser Act for public posting and present them to the IWIB at its September 2012 meeting for approval and subsequent submittal to the U.S. Department of Labor (USDOL).



Veterans Task Force

This past year the Veterans Task Force engaged in developing a crosswalk of veterans' military skills to manufacturing occupations and credentials to ensure improved transitions into employment. In addition, the task force developed and distributed a report on veterans' transitions and employment, using integrated education and workforce data.

As part of the recommendations of the task force, the Illinois Department of Veterans Affairs (IDVA), in partnership with IDES will continue to collaborate with IDES and OET on training related service needs for the veterans.

State Energy Sector Partnership (SESP)

Illinois is moving forward on projects related to the a \$6 million State Energy Sector Partnership (SESP) Training Grant, under the American Recovery and Reinvestment Act (ARRA), through the USDOL. This funding is for local workforce development projects focused on energy efficiency and renewable energy sectors. The SESP Training Grant began in January 2010; with a tentative end date in January 2013 (although a pending request to DOL would extend the program through June 2013).

Eight local participant-serving grants were implemented. Training activities centered on certification needs associated with the following areas:

- Energy-efficient construction, reconstruction and retrofitting, including home and commercial energy auditing and the energy-efficient maintenance of commercial buildings;
- Manufacturing and installation of solar-powered electrical components;
- Maintenance of wind turbine technologies, particularly those used in large-scale wind-turbine "farms";
- Implementation of geothermal heating and cooling technologies for homes and businesses; and,
- Implementation of energy-efficient processes and technologies within manufacturing environments.

From July 1, 2011 to June 30, 2012:

- 787 individuals were enrolled in the program and began training (1,019 individuals since the program was implemented in January, 2010);
- 385 individuals successfully completed training (485 since the beginning of the program);
- 360 individuals attained at least one credential as a result of the training they received (460 since the beginning of the program); and,
- 357 individuals were employed, or were incumbent workers who were retained or received promotions because of the training they received in the program (402 since the beginning of the program).



Tom Szymanski, Parkland College Champaign, Illinois

Tom is a U.S. Air Force Veteran who has a Certificate in Architectural Drafting and unemployed for six months qualified for the Champaign SESP "Green" Jobs Training program in November 2010, and successfully completed 80 hours of Energy Efficiency training through two CleanEdison's workshops: BPI Insulation & Air-Sealing Technician in December 2010 & BPI Building Analyst/Energy Auditor in February 2011. He was hired at the University of Illinois in April 2011 as a Building Service Worker and has successfully retained employment for 12 months.



Heather Oxley, LWIA 20 Springfield, Illinois

Heather Oxley has been a Maintenance Supervisor for six years and currently works in this capacity at the Hope Institute for Children and Families in Springfield, Illinois. The BOC training helped her get more in-depth information on energy cost-saving opportunities for the main Hope Campus and its satellite facilities. One of these facilities is in the Noll Medical Pavilion. A retro-commissioning program for the HVAC system had already begun; however, Heather was able to utilize the information from the BOC courses to help implement a more comprehensive training program for the Medical Pavilion HVAC computer system. Having control of the system, will translate into energy cost savings for the Hope Institute.



SESP projects include:

- Greater Rockford Area for Solar Initiative
- Danville Area Community College (DACC) Operation Green Team
- Chicago Green Jobs for All Training Initiative
- Central Illinois Construction Industry/Skilled Trades Energy Industry Team
- Parkland Community College SESP Workforce Development Services Program (Champaign)
- Land of Lincoln Workforce Alliance HIRE Education Energy Initiative (Springfield)
- Investing in Sustainable Energy and Employment (Bloomington)



Delta Institute Energy Efficiency Collaborative Network and Green Manufacturing Network

The Delta Institute is assisting in the development of the Illinois' "green" training infrastructure through the facilitation of an SESP Collaborative Network, which focuses on two areas. First, Delta is convening Illinois' five Energy Efficiency-related SESP local projects in a peer network to facilitate resource and idea sharing, collaborate on work products, identify and develop common goals for the future and create a dynamic, vibrant, sustainable network. Delta is also assisting, as directed by OET, in the facilitation of an Illinois Green Manufacturing Network to respond to the training needs of Illinois companies that are manufacturing "green" products, or are implementing "green" processes/technologies



Agriculture Initiatives

Family Farmed

The “Building for Growth” Agriculture sector initiative received \$112,000 toward economic development and job creation efforts to increase sales in specialty crop production, promote the development of agricultural packinghouses and pilot two commercial kitchens.

ICCB Local Foods Curricula Development

OET provided \$755,739 to the ICCB for distribution to six community colleges. This is part of the Agriculture sector to develop postsecondary education and training for local and organic farming skills and occupations. After an implementation phase, each college integrated into its regular course curriculum its own niche of local farming, ranging from specialty/organic food crops to fruit orchards.

The colleges will also support ongoing operations with student tuition and fees. Enrollment of students has started, and most have begun producing and selling their crops, a major step towards sustainability.

Six community colleges participated: Black Hawk College, John Wood Community College, Joliet Junior College, Kankakee Community College, Lincoln Land Community College, and Lincoln Trail College. The various curricula developed by these colleges are now available to other schools in the system. Due to this initial investment, other colleges including Heartland Community College, Wilbur Wright College and Southwestern Illinois College have initiated or enhanced local food-related programs of study.

Local Foods Community Kitchen

The Tazewell County Resource Center (TCRC) received a \$15,000 grant to support the development of a community kitchen. This community kitchen offers regular work and training opportunities. The goal for the project is for TCRC and the local produce growers to work together to market fresh produce to local stores and vendors after the initial processing and packaging.

Local Foods Technical Assistance Collaborate Initiative

OET provided a total of \$145,000 to various organizations to develop a collaborative approach to Local Foods Capacity Building. Grantees developed technical assistance and training materials related to capacity building and meeting purchaser and regulatory requirements. This project is improving the capacity of new and existing local foods producers and processors (i.e., food hubs) by making them more competitive in the marketplace. Organizations participating in the initiative include:

Organization	Concentration
Angelic Organics	Business Planning/ Production Planning
Chicago Botanical Society	Food Safety
ConnectSI (Man-Tra-Con)	Asset Mapping
Family Farmed.Org	Utilizing Food Hubs
Land of Lincoln Legal Assistance Foundation	Legal Issues

P-20 Pipeline/Career Awareness - FCAE

A \$250,000 grant supported a comprehensive P-20 baseline analysis of key agriculture occupations in Illinois, focusing on identifying opportunities and leading models for improving the P-20 pipeline performance. Not only did the analysis identify opportunities, it encouraged more students to enter agriculture careers, where students had the chance to work with the Facilitating Coordination in Agriculture Education (FCAE) team during the analysis. Upon completion of the analysis, the team developed a framework for the agriculture sector that laid a foundation for nine additional career clusters to develop Learning Exchanges.

FCAE developed a P-20 program of study model consistent with the national Agriculture, Food, and Natural Resources career cluster framework that integrates existing secondary and postsecondary programs. The project also looks at how to integrate the local foods industry.

Development of a comprehensive approach for measuring the P-20 agricultural pipeline using quality indicators and measures from various sources throughout the pipeline is important in this process. These measures (program access, progress, persistence, completion and transition for all programs of study across all clusters) are consistent with those used by the Illinois Board of Higher Education (IBHE), the Illinois Community College Board (ICCB), and the Illinois State Board of Education (ISBE).

The grantee created an initial P-20 agricultural pipeline pilot report by utilizing available data that will help guide efforts across the nine cluster Learning Exchanges.

Information Technology Initiatives

Best Buy Project

A \$412,500 Information Technology sector grant provides a minimum of 40 incumbent workers at risk of layoff and a minimum of 20 veterans with training and paid work experience in technology repair and the support skills necessary to advance in the career pathways at the Best Buy Service Center in Illinois. The project includes activities such as participant recruiting, orientation, enrollment, training, support services, placement, follow-up and reporting. An 80% completion rate for training followed by placement and continued employment with the Best Buy Service Center is expected.

A second phase of this project provides training to of 25 ex-offenders in the skills necessary for employment at the Best Buy Service Center.

Chicago Career Tech

Chicago Career Tech (CCT) received a \$350,000 Information Technology sector grant to train a minimum of 40 unemployed veterans through its "Pathway to Employment" program. CCT's model works with employers through a consultative approach, engaging hiring managers, human resource staff, and training and development partners to ensure the training and retooling solutions they offer meet the business's needs. This approach further reduces the amount of time required to fill job openings for employers, while



**Andrew Philippides, LWIA 10
Joliet, Illinois**

Andrew Philippides found himself laid-off after three years of employment as a Support Analyst with Auto Auction Company. Though it was a great company to work for and Andrew



had already survived a few rounds of lay-offs, in June, 2009, it was the end of the road, and Andrew knew he needed assistance in finding his next job.

Staff at the unemployment office suggested Andrew look into the possibility of obtaining a career scholarship from the Workforce Services Division of Will County (WSD) to go back to school. He was excited to find that he did qualify for a scholarship and enrolled in training at MicroTrain Technologies, where he completed training in Microsoft SQL Server Implementation and Design, Microsoft Certified Systems Engineering, and Windows Sharepoint Services.

Andrew recently started his new job as a Technical Specialist for CareVoyant, a company that provides software technology solutions for the healthcare industry. He is earning a higher salary now than when he was laid-off. Andrew says "I could not have hoped for a better career; it was all made possible by WSD and the helpful services they provide to unemployed people in Will County."

fostering collaboration among business, education, government, and community organizations.

Mobile App for Job Clubs

In June 2012, OET provided a grant of \$108,700 for the Mobile App for Job Clubs project. This project is building a mobile application to enable key components of the Job Club website functionality to be available and optimized for use on participants' smartphones. In addition, the project will also provide mentoring, work experience, and on-the-job training for young adults in the i.c. stars program, which is an organization providing technology-based career training.

Manufacturing Initiatives

North Business and Industrial Council (NORBIC)

NORBIC works with WIA agencies to upgrade the skills of 40 dislocated workers by capitalizing on its network of employers and training providers. These workers receive a combination of Individual Training Account (ITA) and OJT funds that total \$577,325. Both employers and jobseekers benefit from this initiative.

University of Illinois Business Innovation Services (U of I BIS)

In the late spring, U of I BIS received a \$600,000 grant to work with approximately 100 Illinois companies to conduct layoff aversion incumbent worker training through a continuous improvement approach. What makes the project unique is that it addresses competitive challenges faced by companies through the implementation of quality initiatives designed to have company-wide impact. Such challenges include lean manufacturing, Six Sigma, green technology, innovation methods, or the latest quality standards, by offering specific technical training to supplement internal continuous improvement efforts within a company. The primary focus is agriculture, healthcare, information technology, manufacturing and transportation/distribution/logistics.



Wendy Winger, LWIA 25
Marion, Illinois

Wendy was assessed and determined eligible for WIA job search services in July 2011. Wendy's previous jobs were in retail and packaging and she was looking for employment opportunities in manufacturing. Unemployed since 2010, it was determined that Wendy lacked the necessary manufacturing experience needed to become employed full-time at a self-sufficient wage.



As part of Wendy's individual employment plan throughout her participation in the WIA program; the Work Readiness class, Temporary Flood Recovery Project, Work Experience Program and OJT were identified as valuable services in her job search efforts. Her progression through Core, Intensive and Training services is a testament to her hard work and dedication to finding a full-time job.

In August 2011, Wendy started the 2-week OJT/NEG Work Readiness classes. Wendy successfully completed the and received a certificate of completion and became OSHA certified. To help address her gap in employment, Wendy was assigned a temporary worksite placement with the NEG Flood Recovery project in October 2011, through Man-Tra-Con as a Crew Worker making \$10.00/hr. Wendy continued to demonstrate a great work ethic and was dedicated to finding a full-time job. At the beginning of the year, Man-Tra-Con and Continental Tire the Americas, LLC piloted a new project to place workers at the Mt. Vernon manufacturing facility on a 30-day work experience program with the option to progress into an OJT opportunity.

In January 2012, Wendy started the WIA funded Work Experience pilot project and was placed at Continental Tire of the Americas, LLC making \$15.20/hour as a Passenger Tire Builder. After the 30-day review period was completed, Wendy was offered a position with Continental Tire effective March 2012, making \$16.62/hour. Wendy's participation in the OJT program, funded through the NEG Flood Program, allowed her the opportunity to learn the skills necessary to become a Passenger Tire Builder. In June 2012, 6/2/12 Wendy successfully completed the program and is a full-time permanent Continental Tire employee. She continues to report to our WIA office that she really likes her job and is doing well by continuing to meet her goals. Wendy's success is an excellent example of the various services and funding options that are offered through local workforce area #25.

Manchester Tank, an Affiliate of McWane, Inc,
LWIA 14
Quincy, Illinois

Manchester Tank is the premier manufacturer of pressure vessels for the containment of compressed air, propane and chemicals in the United States, Canada and Australia with 220 employees. This training project was needed to train employees who were to staff a new production line acquired from the closure of Manchester Tank's Petersburg Plant. Twenty-four employees received 96 total hours of in-house training on submerged welding and 3,456 total hours of Basic Skills Welding Certification training comprising reading & interpreting blueprints, basic MIG & TIG welding, commercial welding practices, principles of welding safety and basic welding at John Wood Community College, Workforce Development Center.

This training project was needed to open a new production line which helped Manchester Tank remain competitive in a highly competitive global market. The in-house and John Wood Community College, Workforce Development Center welding training improved the skills of the 20 employees attending this training and provided them job retention, with 16 of those employees given raises as a result of increasing their skills through training. LWIA 14 invested \$27,667 and the company invested \$41,351.20.

"We closed a facility in Petersburg, Virginia in June of 2009. We transferred that equipment into our facility in Quincy, Illinois. We had to increase the number of people that could perform those required tasks. Many of these tasks required a high degree of skill in welding. The training allowed us to get a number of people ready to take a higher position within our company and support the transferred lines production. This allowed us to hire new, lower skilled workers to replace the operators that were moving up within the company." – Tom Schilson, Manchester Tank, General Manager



Other Sector Initiatives

Black Hawk Community College

Black Hawk Community College leveraged funding between the LWIA, community college, and OET to provide "behind the scenes" motion picture/television production training for 20 workers in the Quad City area. OET provided a \$2,000 grant to Black Hawk College toward this effort.

Proviso Leyden Council for Community Action (PLCCA)

Proviso Leyden Council for Community Action, Inc. (PLCCA), received a \$20,000 grant to research barriers that prevent veterans with criminal records from re-entering the workforce. The grantee created case studies from a group of ex-offender veterans with barriers to key sector employment, determined various methods for elimination of these barriers, and reported on lessons learned and promising practices for eliminating barriers to employment.

Illinois Science & Technology Coalition

A \$20,000 grant provided the University of Illinois with supplemental funding for their Research and Development Orientation project. This project created a research and development orientation-level course consistent with the proposed Research and Development Cluster model. Career pathways in Engineering & Engineering Technology, Natural Sciences, Mathematics, and Social Sciences are included.

This course model provides students with broad exposure to the research and development field, laying foundational skills that can lead them to continued pursuits in more advanced pathway courses and postsecondary programs with career outcomes. These foundational skills also address state and national STEM-related standards, including those related to discovery and design.

The model's framework provides resources for schools to use in developing their own program and is flexible to accommodate students entering the research and development field at different levels and coming from varying academic and career interests. A key component of the course is to connect students with work-based learning experiences, including participation in state and national competitions as well as connecting with outside mentors from industry, government and higher education based on their career interests and capstone projects.



Donna Bragg, LWIA 20
Springfield, Illinois

I lost my job in March of 2009 due to the current economic environment. My position was eliminated and I was permanently laid off. I had worked at General Casualty Insurance Company for 24 years, working my way up to a supervisor position as Claim Unit Manager. I received Unemployment Insurance and actively looked for work for five months. There were no jobs in my former line of work. I knew that I would need additional education to develop marketable skills in a field that would provide secure employment in the future.

I went to the workNet Center and talked with the people there about pursuing a new career in healthcare. I enrolled at the Capital Area School of Practical Nursing in the fall of 2009. I maintained nearly an "A" average and did not miss a single day of school. Going back to school gave me the confidence and skills needed to enter a completely new field.

I successfully completed the LPN program in August 2010. Soon after, I passed my State boards and in October 2010 I began working at SIU Healthcare as a Licensed Practical Nurse. I am still working in SIU's Pediatric Specialty Clinic and am happy with my new career and secure employment. I also received the Individual Achievement Award for Sangamon County at the Annual WIB/Awards dinner and ceremony held on November 14, 2011.



Southern Illinois University

Southern Illinois University was awarded a \$169,982 grant to launch an E-Learning program and repository. The repository is supporting Science Technology Engineering & Mathematics (STEM) Learning Exchanges for the Illinois Pathways Initiative as part of the Illinois Shared Learning Environment (ISLE). Access to resources is provided by the repository for P-20 education and workforce development in both the public and private sectors. SIU collaborated with the ISLE project team to create the repository as part of the Illinois pilot CCSSO/Gates/Carnegie/SLI Project.

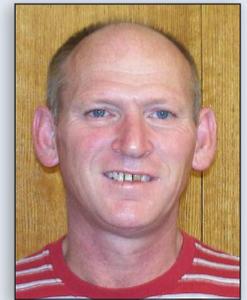
University of Illinois

OET provided the University of Illinois with \$20,000 to create a report on the technical requirements of the Learning and Performance Management System (LPMS). The report specified the development options available at various cost ranges, identified the portions of the LPMS that can be developed using existing state assets, systems, and governmental resources and what needed further development, and materials needing prepared that can be used to communicate the LPMS vision and requirements to various stakeholders and potential funders.



Kelly Welch, LWIA 15
Peoria, Illinois

I was laid off from Caterpillar, Inc. in Mapleton, IL. I wanted to attend training for commercial truck driving. The recruiter referred me to a counselor at the Workforce Network, an Illinois workNet Center in Peoria. I attended labor market and assessment workshops so I would have a full understanding of the occupation. Later, due to the assessment and my newly learned knowledge of the transportation industry, I was deemed eligible and a "fit" for training. I attended the training at Illinois Central College Professional Development Institute. After only two months I completed the training, passed the State of Illinois exams, and became reemployed with a transportation company where I get to travel all over the country. With limited personal funds, I could not have completed my goal without the assistance of the Workforce Network in Peoria.



National Emergency Grant (NEG) On-the-Job Training (OJT)

DCEO continued the implementation of the NEG OJT demonstration project using the funding awarded from a \$3.2 million grant in the previous program year. This initiative helped employers find and hire long-term dislocated workers, and in the process provided the workers with on-the-job training to acquire the skill sets needed to perform their job duties. Fourteen LWIAs received grants to help pay for a portion of the employees' salaries to offset the costs of training provided by the employer.

Initially, the success of the program was limited, due to difficulties encountered in finding employers at the local level that were willing to participate. To help address the challenge of bringing employers on board, OET intensified technical assistance efforts and entered into agreements with two private sector organizations to assist with employer outreach. This effort proved to be pivotal in the success of the program. In FPY'11/SFY12, 120 employers throughout Illinois placed 290 participants in OJT opportunities.

HCC Inc., LWIA 12 Mendota, IL

Shortly before Christmas 2011 Dianna Schuler, Business Services Manager for BEST, Inc., met with HCC to discuss an upcoming recruitment and how BEST, Inc. and the NCI Works Business Services Team could assist them with their needs. In December 2011, the Peru BEST office began accepting and screening applicants for HCC's assembly and welding positions. Over the months the partnership has grown and HCC has become a committed partner of the workforce system. In addition to recruitment assistance they have utilized OJT training for a number of their hires along with the Enterprise Zone Jobs Tax Credit for those hires identified as dislocated workers. While not every applicant has been the right fit for the positions the company is seeking to fill, HCC has continued to work with BEST and the NCI Works Business Services Team to find the best possible candidates for their needs.



Akorn Manufacturing, LWIA 19 Decatur, Illinois

Akorn Manufacturing is one of the best kept secrets in town! Akorn is a generic pharmaceutical company with 60+ years of development and manufacturing experience with: sterile pharmaceutical products, services for the pharmaceutical and biotechnology industries, pilot scale to large volume production, and technology transfer. The business has been in Decatur since its inception and has two facilities. They have 300 employees and are growing daily.

Since Akorn is a "one of a kind" company, finding employees who are the right fit for the job can be daunting. The Workforce Investment Solutions helped Human Resource management seek these unique employees needed to fill positions within their growing industries.

A few years ago, Karen Logan, Manager of Human Resources for Akorn, attended a Job Fair at the Decatur Civic Center, where she met a representative from Workforce. The representative explained the benefits offered through the on-the-job training program. Karen could see a successful future working together as a partnership.

There are several aspects that Karen likes about this partnership. Some of the benefits she appreciates include: matching funds at a certain percentage is certainly a huge cost benefit, training given the employees before they come in for an interview, their resumes, and their ability to be trained in the pharmaceutical field.

When asked if she would like to use this program again, Karen gave a resounding "Yes!" Workforce Investment Solutions pre-employment screening makes finding the perfect employee much easier. Workforce has referred numerous qualified applicants. Akorn interviewed and hired several of those applicants, seven of which are on OJT contracts. As their business expands, Akorn anticipates hiring additional employees. The partnership between Akorn and Workforce is one of many successful business relationships through our OJT program. Workforce takes pride in providing qualified employees required by our business community.



Decatur Foundry, LWIA 19
Decatur, Illinois

Increased demand in the energy markets and the pump, compressor and electric motor industries found the Decatur Foundry, a manufacturer of iron castings in Decatur, with a need to increase its workforce by 50%.

Using Workforce Investment Act funds provided by OET, the Macon DeWitt Workforce Investment Board worked with the employer to find and recruit qualified candidates, provide skill upgrade training and the personal equipment necessary for the new hires to join the Decatur Foundry workforce. The company was on a fast track to hire and wanted to move quickly.

Positions available included forklift operators, furnace operators, grinders, inspectors, painters, molders, quality technicians, supervisors and welders. Salaries ranged from \$10.75 to \$23 per hour with the option of insurance and profit sharing.

This was a great opportunity for unemployed and underemployed individuals in Decatur and the surrounding areas. The Decatur Foundry has been extremely happy with the quality of candidates interviewed and has hired 50 new employees. National Emergency Grant OJT incentives provide support for 18 of those employees (long-term unemployed 22 weeks or more) and the Foundry anticipates hiring another 10 molders within the next week. They also continue to review applications for other positions.

The company is excited about the partnership with Workforce Investment Solutions and very pleased with the work ethic of their new employees. The new employees are excited about their new employment and speak highly of the company. Without the grant from OET and the Workforce Investment Boards supportive services, some could not have afforded the necessary work supplies like grind helmets, prescription safety glasses, safety wear, steel-toed boots and warm work clothes. Both the employer and the employees are thankful for the OJT program funded by OET and the opportunity that it has provided.

This is a prime example of how OET and the local workforce investment areas assist businesses with their hiring needs and jobseekers with obtaining gainful employment.



Tony Schuchardt, LWIA 26
Dixon Springs, Illinois

Tony Schuchardt had 16 years of work experience when he was laid-off from his job at Sam's Club in October of 2010. Since the layoff, his only work had been a four month temporary assignment at half his previous wages. With little job opportunity available in the local area, he applied for a position in the NEG program.

Tony was hired to work at Dixon Springs State Park/Golconda Marina. The site superintendent and supervisors recognized what an asset Tony was and he was made lead worker where he directed a team of up to six additional workers. His supervisor states that Tony is a great asset to the program with his skills and knowledge. Tony is considered by his co-workers to be very responsible and credible.

Upon completion of his NEG assignment, Tony was hired by Dixon Springs State Park as a conservation worker. The site superintendent says he is very happy to have Tony back. NEG has provided Tony with opportunities to strengthen his leadership abilities, making him a better worker.



NEG Flood Grant

In July of 2011 and March of 2012, OET was awarded a total of \$4.285 million in National Emergency Grant (NEG) funds from the USDOL to assist with clean-up and recovery efforts in 21 FEMA-declared disaster counties, resulting from severe storms and flooding in the spring of 2011. The two-year funding serves multiple purposes as it provides impacted communities with workers to clean-up public areas, furnishes a much-needed paycheck to unemployed individuals, injects significant funds into communities through payroll and local purchases of tools, equipment, and work clothing needed for clean-up, and assists participants with obtaining permanent employment following their temporary work assignment.



Three WIA service providers administered the program: CEFS Economic Opportunity Corporation, Man-Tra-Con Corporation, and Shawnee Development Council. These agencies worked with 30 communities impacted by the severe weather, determining the need for clean-up assistance and developing plans to put local WIA-eligible dislocated workers to work.

Worksites included local governments such as cities, villages, and counties, along with state parks. The types of tasks performed included clerical work assisting with flood-related office tasks, as well as debris-removal activities such as cleaning riverfronts and drainage ditches, clearing levees, reseeding, removal of trash, driftwood and downed trees, repair of damaged trails and parks and flood-damaged facilities.

To support the WIA service providers facilitating the job placements, the Illinois workNet team developed a real-time NEG participant tracking tool that includes:

- Payroll upload interface
- Screens for viewing payroll and worksite information by participant for each LWIA
- Reports for on-screen viewing or printing

Stanley Owens, LWIA 26 Fort Massac, Illinois

Stanley Owens is familiar with the difficulties in finding a job the past few years. Stan lost his job of over 34 years when his employer ceased operations and moved to China. After completing training in a diesel mechanics program, Stan started a new job search. Despite his exemplary employment history and his new credentials, it was difficult to find a new job. Stan accepted a position with Manpower which lasted six months. He found himself unemployed again and facing a limited job market.

Stan heard about the NEG program operating through Shawnee Development Council, Inc. and applied. Stan was the first worker placed at Fort Massac State Park in Metropolis. The site superintendent and supervisors were very impressed with Stan because he was on time, and stayed on task. Over time, Stan was promoted to lead worker giving him the responsibility to direct a team of six other workers.

At the completion of his NEG work assignment, Stan was immediately hired as a conservation worker at Fort Massac. This work assignment has given him additional hope for a brighter tomorrow and greater self-confidence as he re-entered the workforce. Stan has a strong work ethic and has earned the respect of his fellow workers and supervisors which opens new possibilities for him as he works at Fort Massac.



Training and technical assistance were provided to all DCEO and LWIA/LWIB staff responsible for uploading and reporting participant worksite placement and payroll activities.

Through the first twelve months of the project, 187 participants received paid work experience. Grant expenditures totaled \$2.5 million at the halfway point of the project. With participants working for a period of up to six months and earning wages ranging from \$10 – \$16.50 per hour, total payroll injected into southern Illinois communities to date is \$1.1 million.

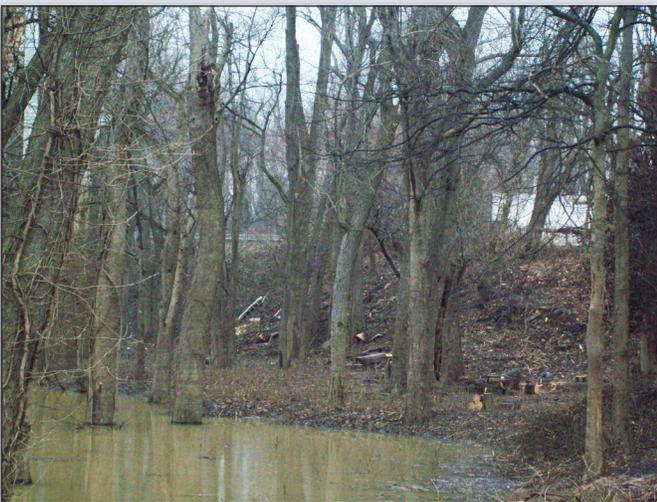
Hardin County Government

Hardin County sits along the Ohio River in southern Illinois. The county is among the poorest of counties in Illinois with an unemployment rate of 11.4% when the NEG project began. Flooding in 2011 caused a significant amount of damage throughout the county, particularly in Rosiclare, Cave-in-Rock and Elizabethtown. Neither the county nor the affected towns had resources to cleanup the devastation. Working together, they were able to identify damaged areas and provide supervision to NEG workers.

Recruiting workers in Hardin County was easy because applicants were ready to work, willing to work, and eager to get started. Through June 30th, 19 workers were placed in the three towns. The townships have been very happy with the workers and the progress they have made.

A Rosiclare NEG supervisor has stated one of the workers is the best he has had and he would definitely hire him if he had funds to do so. Rosiclare's mayor appreciates having the workers helping in the town's restoration. The supervisor in Cave-in-Rock says the workers are excellent, he could not ask for better workers.

Workers have struggled with backed-up drainage ditches, river backwaters with tons of debris and downed trees, bee stings and poison ivy. They have a vested interest in their work because it directly affects their community. The workers appreciate the NEG work experience and enjoy working together for the betterment of Hardin County.



Gary Prout, LWIA 26 Cairo, Illinois

Gary Prout is a 57-year-old Navy veteran. Gary heard about the NEG program for flood clean-up and applied for a position. After completion of his prerequisite physical requirements he was placed at Mermet Lake Conservation Area in Massac County.



Although Gary holds a Bachelor of Arts degree in Psychology, he has been battling persistent unemployment since being laid-off in 2002 from MCI WorldCom, a job that paid over \$70,000 per year. In the interim, he has picked up work as he could, doing some free lance remodeling and consulting, where he earned a fraction of his former salary. In 2010, Gary worked as an enumerator during the Census. When the job ended Gary had qualified for unemployment benefits.

Knowing he needed additional training to obtain gainful employment, Gary formulated a plan. He tested for placement in the Licensed Practical Nurse program and was accepted into the program at two local colleges. Because he already has a Bachelor Degree, Gary is not eligible for Pell Grants and lacks sufficient income to pay for this program. Due to his participation in the NEG program and his eligibility for WIA, funds are available to help him complete this training and obtain a career in nursing. He is enrolled at Southeastern Illinois College in Harrisburg.

Gary continues to work in the NEG program while he completes required classes for the nursing program. Once he completes his 1040 hours he will devote his full attention to the nursing program.

Gary is well liked at the worksite by both his co-workers and the supervisor. He is a hard worker and is looking forward to moving into a new career.

Incumbent Worker Training – Local Area Formula Grants

Eleven LWIAs set aside a total of \$530,017 of their Dislocated Worker funds to support incumbent worker initiatives. There were ten projects totaling \$233,173 that provided training at 13 businesses for 175 incumbent workers. The number of layoff aversion incumbent worker projects in the local areas has significantly declined due to recent budget cuts.

I.D. Images, LWIA 7 Chicago, Illinois

Based in west suburban Lyons, I.D. Images is an Illinois-based manufacturer of custom printed pressure sensitive labels and tags for the food & beverage, industrial, health & beauty, and pharmaceutical industries. In June of 2010, I.D. Images grew their business by acquiring another struggling printing company. Most of their new employees had no formal training and lacked the basic skills necessary to meet the technological needs of today's flexographic printing industry.

Employees had not been cross-trained to perform functions or to operate additional machinery within the plant. Without additional training, many employees would need to be replaced to meet I.D. Images' growing needs. At the time of acquisition, the company also invested in new equipment to produce liner-less labels while also fixing and upgrading other existing equipment. These upgrades, combined with the lack of skills to produce high-quality products demanded by customers in the highly competitive industry, put I.D. Images in a dire need of training assistance.

In 2011, I.D. Images worked with Chicago Federation of Labor (CFL) Workers Assistance Committee to use Incumbent Worker Training Program funds from the Chicago Cook Workforce Partnership, formally known as the Cook County President's Office of Employment & Training, to pay for a critical skills enhancement training program for 13 employees. The training provided material handlers, printing press technicians and rewinders with the skills to operate new and technologically advanced machinery. As a part of the Incumbent Worker Training, 13 employees were trained on Aquaflex, Webtron, and Rewinder machines and received certificates of completion from Ditrollo Flexographic Institute, Level One. The training occurred in seven stages and led to increased workforce productivity, efficiency and sales. The Incumbent Worker Training program successfully resulted in improved employee retention and overall company growth for I.D. Images during a critical time.



Mount Vernon Mold Works, LWIA 25 Mount Vernon, Illinois

Mount Vernon Mold Works in Mount Vernon, IL is a private tool and die maker. This manufacturing machine shop employs 65 people and their biggest customer is also Mt. Vernon's largest manufacturer - Continental Tire the Americas, LLC. To ensure that their products meet the high quality standards of Continental Tire, they recently trained 13 incumbent workers. Training was conducted and coordinated through Rend Lake College and the Illinois Manufacturing Extension Center. The four-day classes consisted of Statistical Process Control, Problem Solving and Root Cause Analysis for Corrective Action.

John Whipple, Leader at Mount Vernon Mold and training participant, stated "training helped to improve the communication among the team members and improved tracking issues." He felt the training gave an awareness of processes and root causes and alerted employees in following steps and procedures. Leader Rick Dobyns believed the training helped him become more organized with tracking the problems that sometimes occur and being able to recognize them and make improvements.

"Here at Mount Vernon Mold we are proud to be a tier two supplier to Continental Tire the Americas, LLC. Their passion for excellence is a vision that we are honored to be a part of. With this in mind, we are constantly searching for opportunities to provide a professionally trained staff. Thanks to Man-Tra-Con, we have been able to achieve a higher standard of quality due to the training received." says Dan Wright, Plant Manager at Mount Vernon Mold Works, Inc.



Trade Adjustment Assistance Act Program

Over 5,300 Illinois workers, who 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 of 2002 (TAA)
- Trade and Globalization Adjustment Assistance Act (TGAAA) of 2009
- Trade Adjustment Assistance Extension Act of 2011 (TAAEA)

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

- Job training (including payments for transportation and subsistence where required for training)
- Waivers from the training requirement for workers with marketable skills
- Income support in the form of the payment 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 upon prompt reemployment at lower pay than their previous adversely affected employment as an alternative to training and other TAA benefits.

During FPY'12/SFY'11 Illinois expended \$8.5 million in combined Trade training funds and provided, 2,182 Trade affected workers with training services in demand occupations.

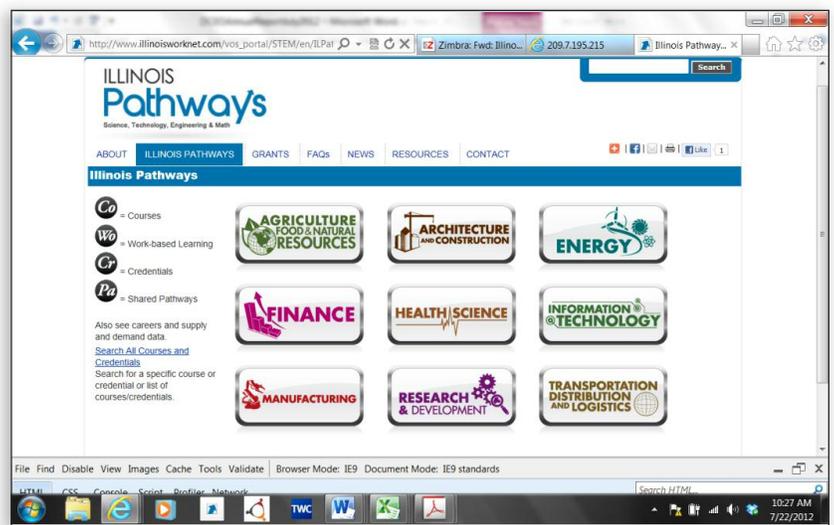
Illinois workNet

The Illinois workNet portal acts as the central hub for enhancing the use of technology in statewide workforce programs. Currently Illinois jobseekers, businesses and workforce professionals can connect to a comprehensive array of employment and training resources and services through the portal or at any one of the 1,187 Illinois workNet center and partner sites statewide. During FPY'11/SFY'12, over 1.5 million visitors accessed the portal, with 259,365 individuals and 2,174 businesses having registered accounts. There are 5,503 registered workforce professionals, of which 654 have received a Certified Illinois workNet Advisor certificate.

Additionally, working on behalf of OET, the Illinois workNet team has been instrumental in the technology development of a variety of initiatives, programs and activities. These include launching the Illinois Pathways initiative; supporting the IWIB Task Force activities; providing business services training and outreach; continuing to develop workplace skills resources; implementing the NEG participant payroll tracking; and, enhancing WIA Works success stories.

Illinois Pathways

On February 9, 2012, Governor Pat Quinn and Lt. Governor Sheila Simon announced the launch of Illinois Pathways website. Illinois Pathways is an informational site providing interactive Career Pathways to training courses, work-based learning, credentials, shared pathways, and career and labor market information. Between February and June, 2012, 34,097 individuals visited Illinois Pathways. The site will be further expanded as the "Race to the Top", "STEM Learning Exchange", and "Illinois Shared Learning Environment" initiatives are implemented.



(left to right) Governor Pat Quinn, Wheeling High School Graduate Alejandro Barrera, David Greer (student), Wheeling High School Principal Dr. Lazaro Lopez, Aline Bardak (student), and Lt. Governor Sheila Simon.

Workplace Skills

Illinois workNet's team continues to enhance the Workplace Skills area of the portal, as well as the tools available for LWIAs and partners to track customer progress. Customer groups have been updated to simplify information regarding assessment results. Utilizing a direct interface with the IWDS, LWIA/LWIB customers are now automatically visible to their assigned LWIA staff. Customer groups allow workforce and education partner staff to assign workplace skills activities, communicate with customers, and access customer assessment results from:

- Observational Assessment
- Worksite Evaluation
- NOCTI 21st Century Workplace Skills
- Assessment Career and Interest Surveys
- Disability Estimator
- Illinois workNet Work Readiness Assessment

Training sessions and webinars were provided, and a guidance area on the portal was updated with directions and videos for LWIA and partner staff on the use of the Workplace Skills resources, assessments, and customer groups.



Social Media Webinars

Social media is a relevant and essential workforce tool that provides a range of approaches for:

- Effective outreach communications
- Staff and program recruitment and retention
- Job search and job placement

To assist LWIAs/LWIBs, partners, employers, and WIA customers to understand and navigate the varieties of social media, Illinois workNet has created the "Social Media in the Workplace" webinar series. These webinars provide new content, utilize subject matter experts, practice worksheets and relevant case scenarios. Topics include:

Social Media Strategy – Participants gain an understanding of organizational and customer benefits and limitations to social media, while laying the groundwork for developing a strategy for their agency, organization, or business.

Social Media Basics – Participants learn how to create a program image, gain an understanding of search engine optimization (SEO), identify their organizational image and message, and locate information for establishing benchmarks and measuring results.



Social Media Tools – Participants learn how to access and utilize tools and methods for increasing information exchanges between organizations and their customers.

Alternative HR Resources – Participants learn how to identify and access information and resources for using social media to find and apply for jobs, build a brand, and for employers to recruit through free job board options.

Managing Your Social Media Image – Participants learn how to manage multiple profiles, schedule postings, write effective communication plans, and measure effectiveness.

Developing a Social Media Policy – Participants learn how to establish internal staff policies and protocols that support and define how social media can be used in an organization.

Training and Technical Assistance

Since the inception of WIA, Illinois has supported statewide training opportunities and technical assistance projects with the goal of improving services to our customers. This year Illinois held 140 sessions for workforce professionals via webinars. Limited training with other funds have been offered, primarily via webinar. OET staff continue to provide technical assistance to all LWIAs on an as need basis.

Training/Webinar	*Attendees
WIA Eligibility with hands-on IWDS	120
WIA Eligibility Training	48
WIA Eligibility and Assessment Training	26
WIA Assessment Training	50
Case Management and Exit Performance Training	192
ACTE Conference - How Illinois Programs Develop Work Ready Talent Endorsed by Local Employers	12
Illinois workNet Participated with a planning meeting for the 2012 Asian American Business Expo	7
Illinois Pathways Launch Event	364
Illinois workNet Participated with the IWIB Entrepreneurship Task Force Meeting	50
Illinois workNet Participated with the IWIB Manufacturing Innovations meeting in Pekin, IL	20
Workforce Development Training - Village of Lansing, Illinois	7
Senator Durbin's Office Illinois WorkNet Overview	6
NAWB Conference - Providing Tools for Success NOCTI Business Solutions	8
Connections Conference - Assessments and Resources to Develop College and Career Ready Individuals	22
Illinois Association of Educational Office Professionals (IAEOP) - How to Expand / Improve Your Workplace Skills	25
Illinois Pathways E-Learning Research Project and Illinois Shared Learning Environment Partner Planning Meeting	24
Belarusian Workforce Delegation - Overview of Workforce Services	20
Webinar- Illinois workNet Facilitated: Illinois Workforce Partnership (IWP) Meeting	369
Webinar- Illinois workNet Facilitated for the IWP - Streamlining WIA Services Series	402
Webinar- Illinois workNet Assessment Tools for Partners	152
Illinois workNet Assessment Implementation Work Group	31
Webinar- Certified Illinois workNet Advisor (CIWA) Re-launch	208
Webinar- Illinois Pathways Work-Based Learning Definitions - Statewide Work Group Meeting	20
Webinar- Illinois Workforce Development System (IWDS)/Illinois workNet Sync	74
Webinar- Illinois workNet Work Readiness Tools for IWDS Customers	54
Webinar- How to Start a Business Series	393
Webinar- Illinois workNet Coordinator and Manager Tools Training	83
Webinar- Illinois workNet Customer Group Q & A for Partners	50
Webinar- LWIA 17 High School Counselor Tools Overview	20
Webinar- Small Business Lending	332
Office of Trade and Investment for Partnership Development	60
Webinar- Social Media Webinar Demonstration for USDOL State Leader Call	18
Webinar - NEG Flood Payroll Upload Tutorial	16
Webinar - Social Media in the Workplace	723
Webinar - Digital Divide	111
Webinar- HACE Gaining Employment at Career Conference	80
Invest in Illinois Venture Fund	15
Webinar- More Than a Self-Directed Job Search for Partners	93
Webinar- Illinois workNet Facilitated: OET WIA Equal Opportunity Training	64
Illinois Pathways Research and Development Project	18
Webinar- Illinois Pathways Research and Development Project: Next Steps, Learning Registry Review, & Shared Learning Collaboration	40
Total	4,427

* Individuals may have attended more than one of the training/webinar sessions provided.

Chicago-Cook Workforce Partnership

Responding to the need to expand job creation and maximize employment opportunities for residents in the City of Chicago and Cook County, Mayor Rahm Emanuel and Cook County Board President Toni Preckwinkle announced an effort in October 2011, to merge workforce development efforts across the region. The consolidation combined the three LWIAs in Cook County: southern Cook County (area 7), northern Cook County (area 8) and the City of Chicago (area 9) to create a single Chicagoland workforce system for businesses seeking employees and residents seeking jobs, whether in the city or suburbs of Cook County.

The result of the reorganization is improved service delivery to jobseekers, the elimination of duplicate administrative costs across the LWIA system, increased funds available for employment and training programs, and streamlined processes for customers, businesses, and providers.

Staff from OET and USDOL worked with the City-County implementation team and provided significant technical assistance and guidance on the consolidation and development of the infrastructure to ensure the new Chicago-Cook Workforce Partnership was operational by July 1, 2012.

Below are highlights of activities that were necessary to complete the reconfiguration:

- Monthly meetings to track progress of the transition that included representatives from the Governor's office, DCEO, Cook County President's Office, USDOL, LWIA 8 and LWIA 9
- A formal request presented in March 2012, to Governor Quinn by Mayor Emanuel and President Preckwinkle to reconfigure the Cook County LWIAs into a single area
- The IWIB approved efforts for the merger to proceed at the March 2012 meeting
- In April 2012, Governor Quinn formally approved the request to merge
- DCEO conducted a pre-award survey in June 2012 so that the new partnership could begin accepting funding in July 2012



CHICAGO COOK WORKFORCE PARTNERSHIP

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disabilityworks ►

disabilityworks, is comprised of state and local agencies, businesses, industries, service providers, educational institutions and disability advocacy organizations. Its purpose is to develop and implement strategies to increase employment and training opportunities for people with disabilities throughout Illinois. The disabilityworks design incorporates strategies that target both the supply and demand sides of the employment equation for individuals with disabilities in a fully inclusive model. Primarily funded by OET, disabilityworks is part of the Chicagoland Chamber of Commerce because they provide a strong business presence. Services offered to managers and human resources staff from local businesses, colleges, universities, and small business development centers include disability awareness and sensitivity training, information and resources on the Americans with Disabilities Act (ADA) and the recent ADA Amendments Act (ADAAA), tax credits and reasonable accommodations. The underlying message within all of these resources is that employing individuals with disabilities is right for businesses as well as their bottom line.



Cory Counterman, LWIA 15

Peoria, Illinois

Cory was a dislocated worker, laid off from a temp-to-hire agency in New York. He subsequently moved to Peoria, found a fast food position and was again laid off. He came to the Workforce Network in the beginning of May, 2012 for assistance in obtaining employment and was accepted for intensive and training services. Through the Disability Employment Initiative, an Integrated Resource Team (IRT) was initiated to determine accommodation and training needs, as he was interested in becoming a truck driver. Cory also had a Social Security "Ticket to Work" and his Ticket was assigned to the Center as his Employment Network. He recently completed 160 hours of truck driving training and obtained a CDL. Cory also completed seven hours of college credits and is able to drive a variety of trucks. He obtained a job with Star Transport which paid for a week of over-the-road training away from home. However, Cory could not afford to pay for uniforms or meals during that period, so DEI "flexible spending" funds were leveraged to cover those expenses. Following successful completion of that training, Cory became a full-time employee with Star Transportation Inc. on June 25, 2012. His most recent pay, covering a ten-day period, was \$1,072.00



In PY 2011, disabilityworks' efforts focused on two primary activities:

- Implementing the five selected strategies in the second year of the Illinois Disability Employment Initiative (DEI) grant. These included providing training to Illinois workNet Center pilot site staff, developing referral and follow-up processes, recruiting customers with disabilities, conducting outreach to businesses and facilitating the development of the pilot sites' respective Ticket to Work programs. Status updates are shared and discussed during bi-weekly status conference calls, periodic site visits, and regular calls and meetings with the DEI Technical Assistance Liaison assigned to Illinois.
- Planning and implementing three major recommendations from the Illinois Medicaid Infrastructure Grant (MIG)
 - Conducting a series of "Building Better Business" presentations that targeted employers and utilized peer to peer presentations to facilitate the business case for employing individuals with disabilities. Information was also provided on the Americans with Disabilities Act Amendments Act (ADAAA), as well as reasonable accommodations.
 - Obtaining responses to a comprehensive "Community Assessment" tool that provides feedback on the level of participation and input by individuals with disabilities within those communities. This assessment was developed by Southern Illinois University from another MIG recommendation, and is intended to be a self-assessment (and reflection) tool that can be used as a foundation for change within a given community.
 - Expanding the "One-Portal" project by developing and implementing a curriculum for providers to build their own One-Portal system. disabilityworks' Workforce Developer Network is a group of community service providers whose employment programs seek to remove barriers to employment among jobseekers. Since 2005, the network has provided technical assistance and professional networking to providers that has resulted in the employment of hundreds of jobseekers with disabilities.



disabilityworks currently operates a model it calls "1 Portal" that allows it to act as a single point of contact to a specific business seeking to include people with disabilities in its workforce. The 1 Portal was originally piloted with Walgreens, but has since expanded to include other businesses such as Compass and Sodexo.

In 2011, disabilityworks expanded its 1 Portal Employment Referral Project by developing an in-person training model to enable Workforce Developer Network partners to operate as their own 1 Portal liaisons to targeted employers. The new model emphasizes strategies for building relationships with employers to increase employment opportunities for individuals with disabilities, while also expanding managed access to a wider pool of employers.

Disability Employment Initiative

On August 9, 2010, USDOL announced a new funding opportunity, under the joint administration of the Employment and Training Administration (ETA) and the Office of Disability Employment Policy (ODEP). The focus of the "Disability Employment Initiative" is "to build upon promising practices that improve the employment outcomes of individuals with disabilities served by One-Stop Career Centers." In the grant instructions, DOL identified seven promising practices and invited states to submit proposals that would pilot two or more of these strategies in specific locations. OET's proposal selected five of these strategies to be piloted in two LWIAs, with two other LWIAs to be designated as comparison sites. The five strategies are:

- Integrated Resource Teams
- Integrating Resources/Blending and Braiding of Funds
- Asset Development
- Customized Employment
- Partnerships and Collaborations



disabilityworks is facilitating the grant activities and in 2011 completed the first full year of grant implementation.

Employment and Economic Opportunity for Persons with Disabilities Task Force

This Task Force is responsible for reviewing and analyzing the current status of employment services for persons with disabilities, identifying best practices, both within and outside of Illinois, and submitting an annual report to the Governor and General Assembly. For this program year, a follow-up report was drafted that not only included additional recommendations, but also summarized its accomplishments. These included successfully planning and conducting an "Employment First Summit" that was held in the Governor's Mansion. Also, as a follow-up to this summit, Task Force agency members, including OET, completed and submitted a grant application to become an Employment First "protégé state." Although Illinois did not receive one of the three grant awards, it was invited to participate in an Employment First "community of practice," coordinated by the Office of Disability Employment Policy (ODEP), that will provide information and resources relating to becoming an Employment First state.

Agency Partners

Successfully delivering the comprehensive array of programs and services that comprise the workforce system is not the result of a singular enterprise, but a mutually collaborative effort. Our state agency partners are “mandated” in name only, as Illinois continues to utilize their expertise and commitment to not only build capacity, but to innovatively and collectively work together to achieve positive outcomes, as evidenced by the following achievements accomplished during the past year.

Illinois Department of Employment Security (IDES)

Unemployment Insurance

To assist unemployed workers and to help stabilize a dynamic economy, IDES administers the state’s unemployment insurance (UI) program. This employer-funded program provides temporary income-replacement for individual workers who have lost their jobs through no fault of their own.

Individuals can file claims for unemployment insurance benefits online or in person at a local IDES office or Illinois workNet Center. In most cases, individuals can claim up to 25 weeks of regular benefits. Illinois workers filed 747,727 initial claims for regular benefits during the state fiscal year ending on June 30, 2012. While receiving unemployment benefits, claimants are encouraged to take advantage of workforce development services offered at the Illinois workNet Centers, including skills assessment, career information and job placement.

Employers can access a wealth of resources and information that help them comply with the Illinois Unemployment Insurance Act. Such resources include online tax filing and tips on preparing for an appeal hearing. Most liable employers pay taxes quarterly to fund UI benefits by filing wage reports via paper, magnetic media, or online using Illinois TaxNet.

Employment Service

The Employment Service (ES), administered by IDES, is a federally funded labor exchange program created under the Wagner-Peyser Act, as amended by the Workforce Investment Act (WIA). The program serves both employers and jobseekers by matching employers’ job vacancies with qualified workers. For this purpose, ES uses the Internet-based Illinois JobLink (IJL) system as its primary labor-exchange tool. Over the year, 753,288 participants enrolled for ES services and IJL recorded 36,690 employer job openings. Job seeker matches with job openings resulted in 75,097 referrals to employment. Of those who exited the program, 303,384 entered employment for an entered employment rate of 50%.

ES also administers a number of specialized programs including:

- Outreach, referral, and placement for veterans
- Specialized placement services for former offenders
- The Hire the Future program, along with the Illinois Safety Net Works Program, which partners with community/faith-based organizations to offer job opportunities to youth in socio-economically blighted communities
- The Apprenticeship Information Program which provides apprenticeship information and referrals to apprenticeship opportunities
- The Work Opportunity Tax Credit (WOTC) which offers tax credits to employers hiring individuals from specified, hard-to-place groups
- The Migrant and Seasonal Farm Worker Program which, through outreach, gives agricultural workers the option of steadier employment using staff assisted services, such as career guidance, job development, referral to supportive services, and referral to job opportunities
- The International Registry Program which matches global professional jobseekers to global professional career opportunities through IJL

Services to Veterans

IDES' Local Veterans Employment Representatives (LVERs) and Disabled Veteran Outreach Program Specialists (DVOPs) actively promote and develop employment opportunities for veterans within the employer community and perform outreach to identify veterans in need of employment assistance. With their help, veterans become more competitive in the labor market; and through their referrals of qualified job candidates, they enhance Illinois employers' competitiveness in today's global marketplace.

DVOP specialists and LVERs provide employment services to all eligible veterans and other eligible persons according to the provisions of Title 38 United States Code. Established in regulation, their responsibilities and scope of work differ as follows:



- The DVOP specialist's primary role is that of outreach to veterans, especially those with disabilities or other barriers to employment, to increase program participation among those with the greatest obstacles to overcome. DVOP specialists will conduct active outreach at federal and state DVA Vocational Rehabilitation and DVA medical hospitals and veterans centers; veterans service organizations' meetings; onsite visits to military, National Guard, and reserve installations; and participation in Yellow Ribbon events and other settings known for a concentration of veterans or transitioning service members. They are aided in this effort by a network of WIA partners, community and veteran service organizations, and the state and federal Departments of Veteran Affairs (IDVA and USDVA).
- When veterans enter an IDES local office or an Illinois workNet center, they receive an initial assessment, in order to identify their needs and to determine which of three levels of service will best meet them: self assisted, assisted by ES staff, or intensive services provided by a DVOP specialist. DVOP specialists provide one-on-one intensive services, with priority given to VA service-connected veterans rated "special disabled" and "disabled," the economically or educationally disadvantaged, the formerly incarcerated, and the homeless. Services range from referral to supportive service, career guidance, and individual employability planning to help with resumes, interviewing skills, and conducting job searches. DVOP specialists will develop public and private sector job openings for veterans who complete intensive services. Currently, IDES has the equivalent of 34 full-time DVOP specialists in Illinois workNet Centers around the state.
- LVERs conduct outreach to employers and engage in advocacy efforts with hiring executives to increase employment opportunities for veterans, encourage the hiring of disabled veterans, and conduct employer seminars. As part of the visiting business service teams, LVERs promote the hiring of veterans to employers directly or through their associations such as local and state chambers of commerce. LVERs also serve as points of contact for human resources personnel seeking information on Federal Contractor Job Listing (FCJL) requirements.
- All recently discharged veterans are referred to the LVERs. LVERs conduct monthly job search workshops and provide job development and job referral services. While providing services themselves, they are tasked to train Employment Service staff on the provision of priority of service to veterans and other eligible persons in regard to employment, training and placement services and to monitor its provision in the course of service delivery. In this manner, they facilitate employment assistance to many more clients than they could on their own.
- IDES works with many organizations to ensure that veterans receive the employment assistance they need. The Department stations DVOP specialists at two veterans hospitals in the Chicago metropolitan area and at the Danville VA Medical Center. In order to maximize employment services for veterans with disabilities, IDES assigns a DVOP specialist, designated as the Intensive Services Coordinator, at the USDVA Vocational

Rehabilitation and Employment (VA-VR&E) – Chicago Region office three days a week. Through a memorandum of understanding (MOU) with the VA-VR&E the employment process for disabled veterans beginning and completing VA-VR&E training is facilitated through the use of intensive services. Further, IDES and USDOL/VETS partner on the implementation of REALifelines, a program which provides employment services, including intensive services, to seriously wounded and/or injured veterans who served in Operation Iraqi Freedom or Operation Enduring Freedom. Finally, IDES participates in additional programs to targeted veterans to prepare them for their job searches. These include the Incarcerated Veterans’ Training Program (IVTP) for soon-to-be-released offenders, Transition Assistance Program (TAP) for service members nearing their discharge dates, and Homeless Veterans Reintegration Program (HVRP).

For SFY 2012, 43,761 veterans enrolled in ES, 6,740 of whom were disabled veterans. 11,191 veterans (1,933 disabled veterans) were referred for employment. Of those who exited the program, 16,400 entered employment for an entered employment rate of 45%.

Individuals with Disabilities

IDES, an Illinois workNet partner, promotes employment opportunities for individuals with disabilities and encourages employers to consider them for their job openings. These services are provided through IDES offices in Illinois, the majority of which are co-located in Illinois workNet Centers.

During the past program year, IDES staff participated in events that emphasized the employment needs of and opportunities for individuals with disabilities, including job fairs in conjunction with the Department of Human Services/Division of Rehabilitation Services (DHS/DRS), as well as with organizations that serve persons with disabilities. These events included employment workshops.



IDES Employment Events for Individuals with Disabilities

Date of Event	Event Title	Organization	Job Fair/Event Type (workshop/display/presentation, etc.)
10/23-24/2011	2011 Illinois Statewide Conference Transition	Dept Human Services	Presented to teachers and parents who work with students with disabilities.
3/30/2012	Job Readiness Workshop for Hopewell School for Special Needs Young Adults	Hopewell School for Special Needs Young Adults	Workshop
4/17/2012	Haymarket WOTC Workshop	Haymarket	Workshop
4/21/2012	6th Annual College, Work Transition Summit for High School Students with Disabilities		Display Table
5/4/2012	Avanzando Sueños y Oportunidades (Advancing Dreams and Opportunities)	Avanzando Sueños y Oportunidades	Resource Fair

IDES continues to host workshops across the state specifically for individuals with disabilities in coordination with Central Management Services (CMS) and the Department of Human Services (DHS), presenting information about employment opportunities in state government and the Successful Disability Opportunities Program. Over the past year, workshop locations included Chicago, Springfield, Mt. Vernon, Aurora, Quincy and Mattoon.

The Department provides information on available services for individuals with disabilities to the Governor's Task Force on Employment and Economic Opportunity for People with Disabilities, Central Management Service Disability Hiring Initiative committee and the Statewide Independent Living Council of Illinois subcommittee on Employment for individuals with developmental disabilities.

Labor Market Information (LMI)

In cooperation with the USDOL Bureau of Labor Statistics, IDES collects, analyzes and distributes information on workforce statistics such as current employment, average wages, job trends and demographic characteristics. This information is useful in the planning and evaluation of economic and workforce development strategies. LMI users range from jobseekers, employers, and the public to state and local policymakers. Internet-based career information also is developed and provided to primary and secondary school students and their parents, guidance counselors and to adult jobseekers and career changers. This information is uploaded and may be accessed via the IDES website (www.IDES.Illinois.gov) or the Illinois workNet portal.

Summary of IDES Accomplishments

During this program year, IDES:

- Implemented Illinois JobLink, the Department's new labor exchange system, in mid-December 2011.
- Completed and delivered the updated version of the Internet-based Illinois Career Information System that includes occupational descriptions, employment projections, average wages, training program requirements, and schools and scholarship information for students and jobseekers. In addition, ReNEW, a version for the experienced worker preparing for a career change or for one who wants to get back into the workforce after layoff or retirement, was developed and released.
- Trained staff on the use of TORQ, a tool used by employment counselors, Rapid Response teams, and WIA partners to help individual jobseekers efficiently find new occupations that closely align with their current skills, knowledge and abilities in order to return to work quickly.
- Expanded our distribution of Help Wanted Online analysis to provide statewide and regional real-time labor market information to help assess current labor market conditions while at the same time revealing the actual quantity of real, unduplicated online jobs by geographic location, occupation and industry.
- Updated and distributed (via print and online) the "Kids & Careers" brochure in English and Spanish to assist parents and guardians in their roles with youth seeking to make better-informed career and educational decisions.

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. In addition, ICCB oversees more than 100 Adult Education providers in the state serving more than 123,000 students annually. The Adult Education system of providers includes community colleges, community based organizations, Regional Offices of Education and school districts. The community college system pledges to address workforce 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. Recently, there has been an increase in enrollments at community colleges due to the economic downturn as unemployed workers take advantage of the community colleges to gain new skills or upgrade skills to enable them to gain employment. Also, there is an increase in transfer students as families see the value and savings that a community college offers in the first two years of college.



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, community colleges and ICCB have moved forward in a coordinated way, continuing to focus on the sector/clusters such as manufacturing, healthcare, and transportation, distribution and logistics (among others) with an emphasis on low-skilled and low-income adults through work such as Business and Industry training, Professional and Continuing Education training, Local Foods Initiatives, Bridge program implementation, Programs of Study, and Adult Education Strategic Plan implementation – all focused on meeting the needs of Illinois employers and workforce. ICCB's ongoing partnerships with other agencies and entities such as OET are critical to addressing Illinois' economic and workforce needs.



ICCB 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 workforce/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.

- **Business and Industry/Continuing Education Training** – Through the community college Business and Industry Centers over 2,000 companies received training and over 109,000 employees were trained. Over 8,000 unemployed or underemployed individuals attended 428 noncredit workshops or seminars through Continuing Education in 19 community college districts; 2,266 received job placement assistance. In summary, Illinois community colleges provided workforce and economic development to services to a total of approximately 203,500 businesses and individuals. These services resulted in the start up of over 260 companies, expansion of more than 120 companies, and retention of 900 companies. In addition, nearly 2,000 jobs were created and another 8,700 jobs were retained.

- **Bridge Programs** – Bridge programs are designed to prepare adults to enter into career pathways that will lead to sustainable wage employment. Low-income and low-skilled adults receive early academic and occupational focused preparation among many entities including community colleges, adult education providers, local workforce investment areas and community-based organizations. Bridge programs are expanding in Adult Education and in Developmental Education/Career and Technical Education. Within the community college system, bridge program development and implementation requires the coordination between workforce development, career and technical education and adult education. Bridge programs and policy and data work continues as more bridge policies become embedded and more bridge programs become implemented.
- **Local Foods** – There is growing interest among individuals and the food industry to buy food locally. The ICCB pulled together a group of six community colleges interested in developing and or expanding their engagement in local foods. The community colleges recently presented at the statewide Illinois Farm Bureau Local Foods Summit. The colleges are doing a variety of activities from offering certificates in local foods, selling produce to entities such as Whole Foods, local restaurants and institutions, creating marketing DVDs, and developing community awareness through courses such as home gardening, canning, local food selection and preparation. Implementation and sustainability grants continued through June 30, 2012 to enable community colleges to sustain the initiatives for the long-term, finalize and implement curriculum, market produce and develop vendor relationships, and gain student involvement. Several other community colleges have also entered the Illinois Local Foods movement.



Adult Education

The Illinois Community College Board is dedicated to providing adult learners with the skill necessary to enter postsecondary career pathway programs. Through its Adult Education Division, the ICCB has developed an Adult Education Strategic Plan, *Creating Pathways for Adult Learners*, which sets the course for adult learners to access postsecondary education and/or pathway employment. The recommendations of the strategic plan are the alignment of assessment, curricula and instruction; the provision of comprehensive support services; to ensure high-quality teaching and professional development; the building of partnerships that connect adult learners to employment and education; a system that ensures accountability; and the overall pathway design for adult learners which connects them to education and employment.

The priorities of adult education are to align with common core and college readiness standards, to expand bridge programs as well as to focus on raising skill levels of learners through evidence-based reading strategies designed to enable more students to progress in education and employment. Through these priorities, the ICCB Adult Education Division has been able to expand the offering of bridge programs in the state through intensive training and technical assistance. In addition, the ICCB Adult Education Division has participated in several initiatives related to career pathways, including the most recent Jobs for the Future initiative "Accelerating Opportunity." This initiative focuses on a blending of both Adult Education and Career and Technical Education instruction to provide an integrated model of instruction using a team teaching approach. Both the Adult Education and Career Technical Education Divisions of the ICCB have worked together to ensure this integrated approach is sustainable in the eight community colleges selected to participate in the initiative. The initiative allows adult learners to acquire college credit and certificates as well as industry recognize credentials, and is designed to assist low-skilled adults in accessing high-wage jobs.

- **Adult Education Bridge Program Development** – The Adult Education Division continues to work with local programs to develop bridge programs within three sector areas: healthcare, manufacturing, and

transportation/distribution/logistics. During the current year, additional bridge programs have been developed in the sectors of hospitality and education and training. Approximately 26 programs have developed bridge programs with 17 programs providing bridge program instruction. More than 480 students statewide have been served in bridge programs. Annually, Illinois serves approximately 100,000 adult education students. The need for a variety of instructional approaches is imperative to the success of these students. Bridge Programs offer students cluster level knowledge and skills while building basic and literacy skills, career exploration and awareness, as well as support services that assist them in accessing postsecondary education and pathway employment.

- **Adult Education Strategic Plan** – In the fall of 2009, the Adult Education Division completed the development of a Strategic Plan and Vision for the state adult education system. This vision entitled “Creating Pathways for Adult Learners” outlines specific goals designed to meet the needs of both the student and the workforce. Implementation of this planning began July 1, 2010 and is guiding the direction of the adult education system toward development pathways that prepare learners for success in postsecondary education and employment. Curriculum and assessment alignment; bridge programs including contextualized instruction, career awareness activities, and transitional supports; instructor and administrator professional development and training; development of partnerships; and strengthening data and accountability are activities that make up the plan.
- **Accelerating Opportunity** – Through funding provided to the Adult Education and Family Literacy division of the ICCB, the agency participates in an innovative program model that brings programs of study implementation and adult basic education together through integrated curriculum and team teaching. Based on Washington state’s I-BEST model, Illinois intends to accelerate students into credit-bearing CTE courses, by developing pathways for adult students from adult basic education into CTE programs that lead to an industry recognized credential or certificate. Postsecondary Perkins and Programs of Study are engaged and excited partners in this initiative.

Career and Technical Education (CTE)

Career and technical programs continue to be a critical piece of the Illinois Community College System’s program offerings. CTE programs offer students the opportunity to learn new skills, or upgrade their talents, in order to be competitive in the job market. By offering a range of short-term certificates and more advanced degree programs, Illinois community colleges ensure that students in their districts fulfill their college and career objectives.

- **Postsecondary Perkins** – ICCB administers \$14.65 million annually in federal Postsecondary Perkins grants to community colleges in support of CTE programs and students across the state. Perkins focuses on certain themes such as increasing state and local accountability standards, strengthening the connections between secondary and postsecondary education and restructuring the way stakeholders – high schools, community colleges, universities, business and parents – work together.
- **Programs of Study** – ICCB is dedicated to ensuring that all students have access to rigorous and relevant educational opportunities that prepare them for success in college and careers. The federal Perkins legislation calls for the creation of secondary-to-postsecondary sequences of academic and career and technical (CTE) coursework that helps students to attain a postsecondary degree, or industry-recognized certificate or credential. This initiative identifies pathways that connect secondary schools with community colleges, universities and the workplace to link classroom content with the knowledge and skills students need to succeed in college and careers. By aligning course offerings at the secondary level with increasingly advanced academic and technical coursework, Programs of Study equip students with the skills and credentials required for success in high-growth, demand and high-wage career fields. As a part of its



commitment to Programs of Study implementation, ICCB, along with other state education and economic development agencies, support the Illinois Pathways Initiative. ICCB has representation on the Illinois Pathways Interagency Committee and plays a pivotal leadership role on the Illinois Pathways Interagency Council, the Illinois Pathways Advisory Council and has been a partner in the development of the STEM Learning Exchanges—innovative public-private education partnerships that support local implementation of P-20 STEM Programs of Study.

- **Pathways to Results** – In order to fully understand true program improvement within programs of study, ICCB has worked to develop the Pathways to Results (PTR) process. PTR is a five-phase process that focuses on systematic problem-solving to identify sustainable solutions to improve student outcomes. Participants engage in a process that encourages the identification of barriers and the development of solutions based on a wide range of relevant data elements. Since the fall of 2009, two-thirds of the Illinois community college system have participated in the PTR initiative through Local Programs of Study Implementation Grants funded by ICCB. Beginning in FY 2013, PTR was expanded to include connections within the larger postsecondary Perkins grants as well.



Illinois Department of Human Services (DHS)

- **Rehabilitation Services** – The DHS Division of Rehabilitation Services (DHS-DRS) 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, DHS-DRS offers a full array of vocational rehabilitation services to its customers with disabilities, either at the Illinois WorkNet Centers or in one of its local offices.



- **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 DHS-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 DHS-DRS and businesses throughout Illinois. CBPs are comprised of businesses committed to providing job opportunities for people with disabilities, as well as re-investing in the community by providing opportunities for Illinois residents to become productive and responsible taxpayers. In return, DHS-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 (The NET)** – This is an effort coordinated by the Council of State Administrators of Vocational Rehabilitation, the national body representing Vocational Rehabilitation agencies across the country. Illinois works with the Council of State Administrators of Vocational Rehabilitation through a single point of contact model for national employers who are interested in hiring people with disabilities. As an example, one nationwide retail company had a positive experience in working with the Texas VR agency. When they wanted to expand hiring in Illinois, they contacted DHS-DRS and began a relationship with our agency for training and hiring people with disabilities.



Family and Community Services

In PY 2011, the Human Capital Development and Community Health and Prevention (CHP) programs were merged into the new Family Community Services Division, which includes Workforce Development.

During the most recent fiscal year, the number of Illinois Temporary Assistance for Needy Families (TANF) cases grew from 44,701 to 50,260, representing a 12.44 % increase. Despite an improvement in the employment rate in Illinois, unemployment continues to have a significant impact on TANF and low-income families.

Illinois continues to develop strategies and realign resources in order to produce measurable outcomes and develop meaningful partnerships. Under the Bureau of Workforce Development, the Employment and Training Resource Development Services Bureau contracts employment and training services for TANF and other low-income TANF program-related individuals who need assistance with developing job skills necessary for obtaining employment and becoming self-sufficient. During the past program year, despite the continuing economic downturn, our providers, in partnership with Family Community Resource Centers, successfully placed 626 TANF customers into employment with 81% retaining employment for at least 90 days.

Another benefit of this merger was the movement of Teen Parent Services, previously under CHP, to the Bureau of Workforce Development. Teen Parent Services is a maternal and child health program which assists young parents under the age of 21 who are TANF recipients to enroll in school and obtain a high school diploma or GED certificate. Services include but not limited to:

- Intensive case management
- A comprehensive family assessment which leads to the development of a service plan to assist the teens as they move toward their education and career goals
- Individual counseling
- Referrals for social services and collaboration with health-related agencies to ensure that the teen and her family have access to preventive health care and family planning assistance

During PY'11, through the assistance of Teen Parent Services, a total of 228 individuals graduated from high school or obtained a General Education Diploma (GED).





Mary Beth Marshall, President
Illinois Workforce Partnership

Comprised of representatives from Illinois' 26 local workforce areas, the Illinois Workforce Partnership (IWP) is the voice of the local workforce development system, representing the interests of the workforce investment boards and its elected officials. Our vision for Illinois is a statewide "high quality, employer driven, innovative and proactive workforce development system that supports economic development."

In program year 2010-2011, the IWP identified three priority zones to address:

- Communicating our value and building strategic partnerships
- Connecting our membership to best practices
- Reinventing of workforce development and crafting the message for reauthorization of WIA

The IWP works through two standing committees and several task forces that meet regularly:

- Strategic Committee
- Programmatic Committee
- Performance Management Task Force: addresses the "day-to-day" issues of maintaining and improving outcomes of the workforce development system.
- Trade Adjustment Assistance Task Force: supports, enhances and shares best practices of the TAA program and provides the State of Illinois with a local perspective for policy development and implementation.
- Website and Communications Task Force: prepares the IWP Annual Report and updates and maintains the IWP website www.illinoisworkforce.net
- The IWP also appreciates the members who devote their time and talent to represent the organization at the national level at the National Association of Workforce Boards, the National Association of Workforce Development Professionals, the National Workforce Association and the Great Lakes Employment and Training Association.

Highlights of our accomplishments:

- Produced the first "Return on Investment for Adult and Dislocated Worker Services" for the state
- Delivered a series of webinars in partnership with the Illinois Employment and Training Association on practices for delivering services with limited funding and began fiscal roundtables via webinar for local areas.
- Developed and distributed "Reinventing the Workforce System" white paper on how a new workforce system could deliver more and cost less
- Built a new website to reflect the professionalism of the organization and provide resources for jobseekers, employers and workforce professionals
- Added a webinar option to the Friday IWP meetings to keep all members engaged
- Engaged state partners at meetings to better leverage resources

APPENDIX A

Workforce Investment Act Title IB Program Performance

Overview

Title IB of the 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 I 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.

The following performance outcomes have cost-effectiveness measures:

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 I Financial Statement (Table 1)

Table 1 - Illinois Workforce Investment Act (WIA) Title I Financial Statement

	Available	Expended	Percent	Balance Remaining
Total all fund Sources	179,721,778	138,445,408	77.03%	41,276,370
Adult Program Funds	37,140,316	32,234,194	86.79%	4,906,122
Carry-in funds (no add)	7,726,867	7,726,867	100.00%	0
Dislocated Worker Program Funds	43,926,554	39,154,420	89.14%	4,772,134
Carry-in funds (no add)	11,912,702	11,912,702	100.00%	0
Youth Program Funds	41,629,952	36,550,998	87.80%	5,078,954
Carry-in funds (no add)	11,419,282	11,419,282	100.00%	0
Out-of-School Youth	23,929,152	23,171,907	96.84%	757,245
In-School Youth	15,930,382	12,496,171	78.44%	3,434,211
Summer Employment Opportunities		39,955		
Local Administration Funds	15,609,194	10,707,904	68.60%	4,901,290
Carry-in funds (no add)	6,527,460	6,527,460	100.00%	0
Rapid Response Funds	18,825,084	5,727,461	30.42%	13,097,623
Carry-in funds (no add)	5,747,228	5,727,461	99.66%	19,767
Statewide Activities Funds	22,590,678	14,070,431	62.28%	8,520,247
Carry-in funds (no add)	14,563,759	11,599,879	79.65%	2,963,880

Illinois expended over \$113 million in FPY'11/SFY'12 across the adult, dislocated worker (including Rapid Response) and youth funding streams, serving over 40,000 customers. The data indicates that the WIA program has operated effectively in Illinois, with an overall cost per participant of \$2,818.

Tables 2 and 3 provide cost-effectiveness information for each WIA Title I 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 Program

Adult Programs				Dislocated Worker Programs		
Expenditures	\$32,324,194			\$44,881,881		
Participants	11,187			19,077		
Cost Per Participant	\$2,881			\$2,353		
Measures				Measures		
	Average Earnings	Employment	Retention	Average Earnings	Employment	Retention
Participants in Measure	3,539	4,312	4,398	6,459	9,402	7,300
Cost	\$10,195,859	\$12,422,872	\$12,670,638	\$15,198,027	\$22,122,906	\$17,176,900
Outcome	\$47,071,764	3,129	3,649	\$124,306,834	\$7,785	6,636
Cost per Outcome		\$3,970	\$3,472		\$2,842	\$2,588
Return on Investment per Participant	\$10,420			\$16,893		

Table 3 – Cost Effectiveness – Youth Programs

Youth Programs			
	Placement in Employment or Education	Attainment of Degree/Certificate	Literacy & Numeracy Gains ¹
Expenditures	\$36,550,998		\$23,171,907
Participants	10,078		6,150
Cost Per Participant	\$3,627		\$3,768
Measures			
	Placement in Employment or Education	Attainment of Degree/Certificate	Literacy & Numeracy Gains ¹
Participants in Measure	2,815	3,397	2,556
Cost	\$10,210,005	\$12,320,919	\$9,631,008
Outcome	2,089	2,484	1,455
Cost per Outcome	\$4,888	\$4,960	\$6,619

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

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 26 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 I services in addressing the needs of its customers.

Illinois exceeded five of its nine common measure performance goals and met the remaining four goals. In FPY'11/SFY'12, Illinois exceeded its Adult and Dislocated Worker average earnings goals (AAE and DAE). The State also exceeded all three of its Youth performance goals; Placement in Employment and/or Education (PEER) and Attainment of Degree/Certificate (ADC); and Literacy and Numeracy Gains (LNG). In addition, all 26 LWIAs either met or exceeded their performance goals.

Adult and Dislocated Worker Activities

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 the funding streams. These are individuals who have been determined to need these services to achieve employment or, in the case of employed individuals, to obtain or retain self-sufficient employment.

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 one-stop 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 11,187² registered adults during FPY'11/SFY'12
 - 4,339 of those served (almost 39% of the total) entered the adult program as registrants new to the WIA system
 - 72.6% of the adults gained employment in the first quarter after exiting the program
 - 83% retained employment three quarters after exiting the program
- The Dislocated Worker Program served 19,077 individuals during FPY'11/SFY'12
 - 5,871 of those served (just over 30% of the total) entered the Dislocated Worker Program as a new registrant
 - 82.8% of dislocated workers gained employment in the first quarter after exiting the program
 - Illinois also met its goal for employment retention, as 90.9% 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.

² The 11,187 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-5.

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'11/SFY'12, there were 10,078 youth served through the WIA Title IB program
- 56.9% of these youth increased his/her educational functioning level in either literacy or numeracy
- In FPY'11/SFY'12, over 74.2% of youth who exited the program received a recognized certificate, GED or attained a degree
- 73.1% 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

Credential Attainment Rate

Illinois is focusing on training that leads to industry recognized credentials by re-establishing the Adult and Dislocated Worker Credential Attainment Rates (ACAR and DCAR) as state measures in FPY'12/SFY13. This is in line with the Secretary's high-priority goals issued in USDOL/ETA Training and Employment Notice, 49-11, June 6, 2012 and Illinois commitment to increasing the number of workers who receive an industry recognized credential or certificate.

State Evaluations of Workforce Investment Activities

Funding limitations prevented OET from conducting evaluations during this reporting period. In addition, due to the significant cut in the WIA statewide set-aside funding from 15% to 5%, OET applied for and received a waiver from USDOL ETA from conducting evaluations. This waiver is in effect for the 2012 State Plan.

Department of Labor Waiver Requests

During the reporting period, OET's waivers from USDOL 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 high-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 December of 2012.

Common Performance Measures

Through this waiver, Illinois reports only the six common measures, rather than the performance measures described in WIA Section 136(b), for Adult and Dislocate Workers. 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 (IW) training as part of a lay-off aversion strategy. Use of Adult funds is restricted to serving low-income adults under the waiver with skill attainment activities. This waiver provided 175 incumbent workers with skills upgrades in FPY'11/SFY'12.

USDOL guidelines on the incumbent worker waiver required two significant policy changes over the previous waiver authority. The first was the requirement to limit the use of local formula funds to layoff aversion. 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 in-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 lay-off 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 one-stop operators to register participants in the adult program. Approximately 1,010 youth received an ITA for FPY'11/SFY'12. During this reporting period outcomes achieved for the youth that exited include: 76.4% of the youth attained a degree or certificate; 76.8% received placement in employment or education; and 66.0% of the youth achieved literacy gains.

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 Samples	Response Rate
Participants						
Employers						

Table B- Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	77.0	72.6
		3,129
Employment Retention Rate	84.0	83.0
		4,398
Average Earnings	11,300	13,300.9
		47,071,764
Employment and Credential Rate		3,539

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	69.9	1,873	66.5	121	56.8	67	63.8	162
		2,678		182		118		254
Employment Retention Rate	81.9	1,989	82.4	131	74.5	70	78.5	146
		2,430		159		94		186
Average Earnings	11,823.2	22,830,660	15,349.5	1,918,691	10,039.8	662,627	13,633.5	1,840,518
		1,931		125		66		135
Employment and Credential Rate								

Table D - Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	74.5	2,095	69.0	1,034
		2,813		1,499
Employment Retention Rate	84.3	2,570	79.9	1,079
		3,047		1,351
Average Earnings	14,183.9	35,303,622	11,207.8	11,768,142
		2,489		1,050

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	85.0	82.8	7,785
			9,402
Employment Retention Rate	91.0	90.9	6,636
			7,300
Average Earnings	15,400	19,245.5	124,306,834
			6,459
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	81.4	509	78.4	80	69.8	976	75.2	82
		625		102		1,398		109
Employment Retention Rate	90.6	436	91.6	76	91.4	732	89.4	76
		481		83		801		85
Average Earnings	21,732.6	9,127,679	15,223.5	1,080,867	18,732.1	13,281,081	15,969.9	1,197,740
		420		71		709		75
Employment and Credential Rate								

Table G - Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	85.6	4,820	78.6	2,965
		5,631		3,771
Employment Retention Rate	90.9	4,150	90.9	2,486
		4,565		2,735
Average Earnings	20,449.2	82,532,940	17,240.6	41,773,894
		4,036		2,423

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	56.0	73.1	2,484
			3,397
Attainment of Degree or Certificate	45.0	74.2	2,089
			2,815
Literacy and Numeracy Gains	33.0	56.9	1,455
			2,556

Table H.2 - Older Youth (19 - 21) Results

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	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
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

Reported Information	12 Month Employment Retention Rate		12 Months Earnings Increase (Adults and Older Youth) or 12 Months Earnings Replacement (Dislocated Workers)		Placements in Non-traditional 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	81.9	4,002	5,935.7	27,755,138	4.4	139	5,831.8	17,436,938	49.8	1,043
		4,888		4,676		3,129		2,990		2,095
Dislocated Workers	90.5	6,660	108.6	127,022,602	4.2	327	8,960.4	67,875,041	50.2	2,421
		7,361		116,929,161		7,785		7,575		4,820
Older Youth										

Table M - Participation Levels

Reported Information	Total Participants Served	Total
Total Adult Customers	133,882	112,135
Total Adults (self-service only)	103,749	96,851
WIA Adults	114,936	102,593
WIA Dislocated Workers	19,077	9,606
Total Youth (14 - 21)	10,078	4,277
Younger Youth (14 - 18)		
Older Youth (19 - 21)		
Out-of-School Youth	6,150	2,733
In-School Youth	3,928	1,544

Table N - Cost of Program Activities

Program	Total Federal Spending	
Local Adults	32,234,194	
Local Dislocated Workers	39,154,420	
Local Youth	36,550,998	
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)	5,727,461	
Statewide Required Activities (Up to 15%) WIA Section 134(a)(2)(B)	12,577,365	
Statewide Allowable Activities	Program Activity Description	
WIA Section 134(a)(3)	Illinois workNet	1,399,450
	JTED	93,616
Total of All Federal Spending Listed Above	127,737,504	

Table O - Local Performance

Local Area Name 1 Lake County Workforce Investment Board	Total Participants Served	Adults	424	
		Dislocated Workers	726	
		Older Youth (19 - 21)	Total Youth 364	
		Younger Youth (14 - 18)		
ETA Assigned # 17005	Total Exiters	Adults	216	
		Dislocated Workers	326	
		Older Youth (19 - 21)	Total Youth 135	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	77.0	82.1	
	Dislocated Workers	86.0	85.7	
	Older Youth			
Retention Rates	Adults	87.5	84.0	
	Dislocated Workers	91.5	91.0	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11700.0	15458.4	
	Dislocated Workers	20000.0	32779.9	
	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)	58.0	81.0	
Attainment of Degree or Certificate	Youth (14 - 21)	52.0	96.5	
Literacy and Numeracy Gains	Youth (14 - 21)	38.0	95.8	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 2 McHenry County Workforce Network	Total Participants Served	Adults	85	
		Dislocated Workers	441	
		Older Youth (19 - 21)	Total Youth 101	
		Younger Youth (14 - 18)		
ETA Assigned # 17010	Total Exiters	Adults	56	
		Dislocated Workers	282	
		Older Youth (19 - 21)	Total Youth 55	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	77.8	80.6	
	Dislocated Workers	85.6	85.0	
	Older Youth			
Retention Rates	Adults	85.0	93.3	
	Dislocated Workers	89.0	93.8	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	10200.0	15015.5	
	Dislocated Workers	18300.0	18029.9	
	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)	66.0	79.6	
Attainment of Degree or Certificate	Youth (14 - 21)	60.0	75.6	
Literacy and Numeracy Gains	Youth (14 - 21)	50.0	70.0	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 3 Boone and Winnebago Counties Workforce Investment Board	Total Participants Served	Adults	264	
		Dislocated Workers	1402	
		Older Youth (19 - 21)	Total Youth 439	
		Younger Youth (14 - 18)		
ETA Assigned # 17015	Total Exiters	Adults	240	
		Dislocated Workers	605	
		Older Youth (19 - 21)	Total Youth 212	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	75.0	70.5	
	Dislocated Workers	83.0	80.3	
	Older Youth			
Retention Rates	Adults	79.0	79.7	
	Dislocated Workers	89.4	90.6	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9500.0	10316.5	
	Dislocated Workers	13200.0	16328.2	
	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)	56.0	63.2	
Attainment of Degree or Certificate	Youth (14 - 21)	45.0	58.1	
Literacy and Numeracy Gains	Youth (14 - 21)	33.0	46.9	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 4 Partners for Employment	Total Participants Served	Adults	169	
		Dislocated Workers	684	
		Older Youth (19 - 21)	Total Youth 267	
		Younger Youth (14 - 18)		
ETA Assigned # 17020	Total Exiters	Adults	67	
		Dislocated Workers	187	
		Older Youth (19 - 21)	Total Youth 132	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	78.0	71.4	
	Dislocated Workers	85.0	86.3	
	Older Youth			
Retention Rates	Adults	83.0	79.2	
	Dislocated Workers	91.0	90.1	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9500.0	14862.4	
	Dislocated Workers	13800.0	15032.9	
	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)	56.0	68.5	
Attainment of Degree or Certificate	Youth (14 - 21)	45.0	86.9	
Literacy and Numeracy Gains	Youth (14 - 21)	33.0	27.6	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 5 River Valley Workforce Investment Board	Total Participants Served	Adults	874	
		Dislocated Workers	1150	
		Older Youth (19 - 21)	Total Youth 464	
		Younger Youth (14 - 18)		
ETA Assigned # 17025	Total Exiters	Adults	347	
		Dislocated Workers	610	
		Older Youth (19 - 21)	Total Youth 302	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	78.0	80.7	
	Dislocated Workers	88.0	85.9	
	Older Youth			
Retention Rates	Adults	84.5	86.4	
	Dislocated Workers	91.0	90.4	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	12850.0	14313.9	
	Dislocated Workers	17150.0	20481.5	
	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)	56.0	76.7	
Attainment of Degree or Certificate	Youth (14 - 21)	45.0	73.8	
Literacy and Numeracy Gains	Youth (14 - 21)	33.0	67.5	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance	Not Met		Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 6 DuPage County Department of Economic Development and Planning	Total Participants Served	Adults	289	
		Dislocated Workers	956	
		Older Youth (19 - 21)	Total Youth 324	
		Younger Youth (14 - 18)		
ETA Assigned # 17030	Total Exiters	Adults	141	
		Dislocated Workers	428	
		Older Youth (19 - 21)	Total Youth 117	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	75.0	75.6	
	Dislocated Workers	84.0	88.6	
	Older Youth			
Retention Rates	Adults	83.0	87.2	
	Dislocated Workers	90.0	94.3	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	15600.0	16027.8	
	Dislocated Workers	19500.0	28213.6	
	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)	56.0	70.5	
Attainment of Degree or Certificate	Youth (14 - 21)	45.0	90.3	
Literacy and Numeracy Gains	Youth (14 - 21)	33.0	80.0	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
				X

Table O - Local Performance

Local Area Name 7 Cook County Works	Total Participants Served	Adults	1753	
		Dislocated Workers	2525	
		Older Youth (19 - 21)	Total Youth 1883	
		Younger Youth (14 - 18)		
ETA Assigned # 17035	Total Exiters	Adults	535	
		Dislocated Workers	900	
		Older Youth (19 - 21)	Total Youth 434	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	77.0	69.9	
	Dislocated Workers	85.0	87.1	
	Older Youth			
Retention Rates	Adults	88.0	80.0	
	Dislocated Workers	89.0	90.6	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11720.0	13394.5	
	Dislocated Workers	15533.0	19010.6	
	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)	56.0	70.5	
Attainment of Degree or Certificate	Youth (14 - 21)	45.0	61.4	
Literacy and Numeracy Gains	Youth (14 - 21)	33.0	47.6	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 8 The Workforce Board Of Northern Cook County	Total Participants Served	Adults	565	
		Dislocated Workers	1421	
		Older Youth (19 - 21)	Total Youth 595	
		Younger Youth (14 - 18)		
ETA Assigned # 17040	Total Exiters	Adults	220	
		Dislocated Workers	754	
		Older Youth (19 - 21)	Total Youth 221	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	76.0	84.6	
	Dislocated Workers	85.0	80.8	
	Older Youth			
Retention Rates	Adults	90.5	92.6	
	Dislocated Workers	90.5	95.3	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	16200.0	21578.7	
	Dislocated Workers	22500.0	26066.2	
	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)	58.0	82.9	
Attainment of Degree or Certificate	Youth (14 - 21)	50.0	71.5	
Literacy and Numeracy Gains	Youth (14 - 21)	34.0	50.5	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 9 Department of Family and Support Services	Total Participants Served	Adults	3684	
		Dislocated Workers	3146	
		Older Youth (19 - 21)	Total Youth 2846	
		Younger Youth (14 - 18)		
ETA Assigned # 17045	Total Exiters	Adults	2363	
		Dislocated Workers	1980	
		Older Youth (19 - 21)	Total Youth 1285	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance		Actual
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	72.5		71.3
	Dislocated Workers	81.5		79.3
	Older Youth			
Retention Rates	Adults	78.5		79.1
	Dislocated Workers	87.0		86.0
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	10000.0		12815.4
	Dislocated Workers	14750.0		18501.9
	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)	56.0		76.7
Attainment of Degree or Certificate	Youth (14 - 21)	44.0		74.7
Literacy and Numeracy Gains	Youth (14 - 21)	33.0		55.4
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance	Not Met		Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 10 Workforce Investment Board of Will County	Total Participants Served	Adults	271	
		Dislocated Workers	516	
		Older Youth (19 - 21)	Total Youth 273	
		Younger Youth (14 - 18)		
ETA Assigned # 17050	Total Exiters	Adults	111	
		Dislocated Workers	217	
		Older Youth (19 - 21)	Total Youth 125	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	76.0	73.1	
	Dislocated Workers	85.6	83.7	
	Older Youth			
Retention Rates	Adults	84.5	86.2	
	Dislocated Workers	91.0	91.8	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9000.0	15054.9	
	Dislocated Workers	18300.0	22770.8	
	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)	53.0	68.2	
Attainment of Degree or Certificate	Youth (14 - 21)	41.0	51.6	
Literacy and Numeracy Gains	Youth (14 - 21)	33.0	95.0	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance	Not Met		Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 11 Grundy Livingston Kankakee Workforce Board	Total Participants Served	Adults	264	
		Dislocated Workers	456	
		Older Youth (19 - 21)	Total Youth 238	
		Younger Youth (14 - 18)		
ETA Assigned # 17055	Total Exiters	Adults	141	
		Dislocated Workers	286	
		Older Youth (19 - 21)	Total Youth 109	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	77.0	70.9	
	Dislocated Workers	85.3	79.7	
	Older Youth			
Retention Rates	Adults	83.0	74.8	
	Dislocated Workers	89.0	92.2	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11500.0	13094.6	
	Dislocated Workers	16350.0	15860.7	
	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)	56.0	48.1	
Attainment of Degree or Certificate	Youth (14 - 21)	45.0	58.1	
Literacy and Numeracy Gains	Youth (14 - 21)	33.0	42.4	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance	Not Met		Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 12 Business Employment Skills Team, Inc.	Total Participants Served	Adults	154	
		Dislocated Workers	601	
		Older Youth (19 - 21)	Total Youth 115	
		Younger Youth (14 - 18)		
ETA Assigned # 17060	Total Exiters	Adults	64	
		Dislocated Workers	327	
		Older Youth (19 - 21)	Total Youth 96	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	81.0	75.0	
	Dislocated Workers	85.9	83.3	
	Older Youth			
Retention Rates	Adults	85.0	84.6	
	Dislocated Workers	90.0	95.8	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	12700.0	13903.7	
	Dislocated Workers	14400.0	20401.9	
	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)	50.0	72.4	
Attainment of Degree or Certificate	Youth (14 - 21)	50.0	64.6	
Literacy and Numeracy Gains	Youth (14 - 21)	35.0	48.6	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance	Not Met		Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 13 Rock Island Tri-County Consortium	Total Participants Served	Adults	114	
		Dislocated Workers	368	
		Older Youth (19 - 21)	Total Youth 105	
		Younger Youth (14 - 18)		
ETA Assigned # 17065	Total Exiters	Adults	52	
		Dislocated Workers	93	
		Older Youth (19 - 21)	Total Youth 79	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	78.3	82.1	
	Dislocated Workers	83.0	84.6	
	Older Youth			
Retention Rates	Adults	83.3	90.7	
	Dislocated Workers	89.0	94.6	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9250.0	13027.4	
	Dislocated Workers	13000.0	16709.6	
	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)	54.0	60.0	
Attainment of Degree or Certificate	Youth (14 - 21)	50.0	92.5	
Literacy and Numeracy Gains	Youth (14 - 21)	33.0	64.0	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
				X

Table O - Local Performance

Local Area Name 14 Workforce Investment Office of Western IL	Total Participants Served	Adults	131	
		Dislocated Workers	392	
		Older Youth (19 - 21)	Total Youth 128	
		Younger Youth (14 - 18)		
ETA Assigned # 17070	Total Exiters	Adults	72	
		Dislocated Workers	254	
		Older Youth (19 - 21)	Total Youth 46	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	83.0	92.9	
	Dislocated Workers	86.5	80.2	
	Older Youth			
Retention Rates	Adults	84.6	82.5	
	Dislocated Workers	89.1	96.1	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	10000.0	12037.3	
	Dislocated Workers	12400.0	12436.1	
	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)	56.0	78.6	
Attainment of Degree or Certificate	Youth (14 - 21)	45.0	80.0	
Literacy and Numeracy Gains	Youth (14 - 21)	33.0	38.1	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 15 City of Peoria Workforce Development Department	Total Participants Served	Adults	64	
		Dislocated Workers	365	
		Older Youth (19 - 21)	Total Youth 84	
		Younger Youth (14 - 18)		
ETA Assigned # 17075	Total Exiters	Adults	31	
		Dislocated Workers	235	
		Older Youth (19 - 21)	Total Youth 69	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	84.0	69.6	
	Dislocated Workers	86.0	80.5	
	Older Youth			
Retention Rates	Adults	86.5	91.7	
	Dislocated Workers	90.5	94.6	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9700.0	12230.2	
	Dislocated Workers	16000.0	19104.7	
	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)	57.0	52.5	
Attainment of Degree or Certificate	Youth (14 - 21)	46.0	78.7	
Literacy and Numeracy Gains	Youth (14 - 21)	33.0	33.3	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance	Not Met		Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 16 Career Link	Total Participants Served	Adults	118	
		Dislocated Workers	165	
		Older Youth (19 - 21)	Total Youth 188	
		Younger Youth (14 - 18)		
ETA Assigned # 17080	Total Exiters	Adults	41	
		Dislocated Workers	70	
		Older Youth (19 - 21)	Total Youth 92	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	78.0	92.6	
	Dislocated Workers	86.0	92.5	
	Older Youth			
Retention Rates	Adults	87.0	98.5	
	Dislocated Workers	89.5	97.5	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	13500.0	17876.2	
	Dislocated Workers	14000.0	20713.6	
	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)	56.0	80.7	
Attainment of Degree or Certificate	Youth (14 - 21)	46.0	89.2	
Literacy and Numeracy Gains	Youth (14 - 21)	33.0	100.0	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
				X

Table O - Local Performance

Local Area Name 17 Champaign Consortium	Total Participants Served	Adults	241	
		Dislocated Workers	238	
		Older Youth (19 - 21)	Total Youth 335	
		Younger Youth (14 - 18)		
ETA Assigned # 17085	Total Exiters	Adults	77	
		Dislocated Workers	149	
		Older Youth (19 - 21)	Total Youth 114	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	81.7	73.8	
	Dislocated Workers	87.0	74.3	
	Older Youth			
Retention Rates	Adults	82.0	84.8	
	Dislocated Workers	90.0	83.2	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	8700.0	12475.8	
	Dislocated Workers	13000.0	13637.8	
	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)	56.0	55.6	
Attainment of Degree or Certificate	Youth (14 - 21)	65.0	87.1	
Literacy and Numeracy Gains	Youth (14 - 21)	35.0	32.3	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 18 Vermilion County Job Training Partnership	Total Participants Served	Adults	69	
		Dislocated Workers	104	
		Older Youth (19 - 21)	Total Youth 51	
		Younger Youth (14 - 18)		
ETA Assigned # 17090	Total Exiters	Adults	41	
		Dislocated Workers	55	
		Older Youth (19 - 21)	Total Youth 23	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	77.4	75.4	
	Dislocated Workers	84.6	90.4	
	Older Youth			
Retention Rates	Adults	85.0	92.5	
	Dislocated Workers	93.9	92.0	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	10100.0	11981.9	
	Dislocated Workers	14600.0	17098.1	
	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)	57.0	90.0	
Attainment of Degree or Certificate	Youth (14 - 21)	46.0	90.9	
Literacy and Numeracy Gains	Youth (14 - 21)	36.0	100.0	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 19 Workforce Investment Solutions	Total Participants Served	Adults	82	
		Dislocated Workers	158	
		Older Youth (19 - 21)	Total Youth 74	
		Younger Youth (14 - 18)		
ETA Assigned # 17095	Total Exiters	Adults	30	
		Dislocated Workers	79	
		Older Youth (19 - 21)	Total Youth 40	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	80.0	76.9	
	Dislocated Workers	85.0	91.9	
	Older Youth			
Retention Rates	Adults	86.0	86.7	
	Dislocated Workers	92.0	97.3	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	12500.0	16068.1	
	Dislocated Workers	16000.0	18964.0	
	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)	56.0	54.8	
Attainment of Degree or Certificate	Youth (14 - 21)	45.0	66.7	
Literacy and Numeracy Gains	Youth (14 - 21)	33.0	34.8	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
				X

Table O - Local Performance

Local Area Name 20 Land of Lincoln Workforce Alliance	Total Participants Served	Adults	139	
		Dislocated Workers	203	
		Older Youth (19 - 21)	Total Youth 115	
		Younger Youth (14 - 18)		
ETA Assigned # 17100	Total Exiters	Adults	91	
		Dislocated Workers	101	
		Older Youth (19 - 21)	Total Youth 97	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	78.5	72.5	
	Dislocated Workers	89.0	91.7	
	Older Youth			
Retention Rates	Adults	88.8	82.9	
	Dislocated Workers	92.0	86.9	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	12881.0	15767.1	
	Dislocated Workers	13600.0	14259.7	
	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)	56.0	64.6	
Attainment of Degree or Certificate	Youth (14 - 21)	45.0	75.9	
Literacy and Numeracy Gains	Youth (14 - 21)	33.0	79.1	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 21 West Central Development Council Inc.	Total Participants Served	Adults	88	
		Dislocated Workers	256	
		Older Youth (19 - 21)	Total Youth 133	
		Younger Youth (14 - 18)		
ETA Assigned # 17105	Total Exiters	Adults	39	
		Dislocated Workers	115	
		Older Youth (19 - 21)	Total Youth 58	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	80.7	83.9	
	Dislocated Workers	85.0	85.8	
	Older Youth			
Retention Rates	Adults	84.6	86.2	
	Dislocated Workers	90.0	90.3	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	10826.0	11554.8	
	Dislocated Workers	13600.0	14623.6	
	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)	58.0	63.4	
Attainment of Degree or Certificate	Youth (14 - 21)	47.0	52.8	
Literacy and Numeracy Gains	Youth (14 - 21)	35.0	61.5	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
				X

Table O - Local Performance

Local Area Name 22 Madison County Employment and Training Department	Total Participants Served	Adults	193	
		Dislocated Workers	343	
		Older Youth (19 - 21)	Total Youth 136	
		Younger Youth (14 - 18)		
ETA Assigned # 17110	Total Exiters	Adults	70	
		Dislocated Workers	215	
		Older Youth (19 - 21)	Total Youth 55	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	79.0	85.7	
	Dislocated Workers	86.0	93.1	
	Older Youth			
Retention Rates	Adults	87.0	96.8	
	Dislocated Workers	91.0	95.1	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	10800.0	16522.5	
	Dislocated Workers	14500.0	25348.4	
	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)	58.0	87.1	
Attainment of Degree or Certificate	Youth (14 - 21)	45.0	74.3	
Literacy and Numeracy Gains	Youth (14 - 21)	33.0	53.6	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
				X

Table O - Local Performance

Local Area Name 23 Illinois Eastern Community Colleges	Total Participants Served	Adults	211	
		Dislocated Workers	678	
		Older Youth (19 - 21)	Total Youth 189	
		Younger Youth (14 - 18)		
ETA Assigned # 17115	Total Exiters	Adults	96	
		Dislocated Workers	465	
		Older Youth (19 - 21)	Total Youth 87	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	81.0	77.1	
	Dislocated Workers	88.5	84.1	
	Older Youth			
Retention Rates	Adults	89.7	88.9	
	Dislocated Workers	90.4	94.0	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9900.0	12340.0	
	Dislocated Workers	11800.0	13103.4	
	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)	52.0	86.0	
Attainment of Degree or Certificate	Youth (14 - 21)	45.0	62.2	
Literacy and Numeracy Gains	Youth (14 - 21)	50.0	67.6	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 24 St Clair County Intergovernmental Grants Department	Total Participants Served	Adults	362	
		Dislocated Workers	421	
		Older Youth (19 - 21)	Total Youth 223	
		Younger Youth (14 - 18)		
ETA Assigned # 17120	Total Exiters	Adults	145	
		Dislocated Workers	197	
		Older Youth (19 - 21)	Total Youth 69	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	77.0	77.4	
	Dislocated Workers	86.0	93.3	
	Older Youth			
Retention Rates	Adults	86.0	95.8	
	Dislocated Workers	91.0	95.0	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11000.0	16747.9	
	Dislocated Workers	12900.0	20769.6	
	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)	56.0	88.8	
Attainment of Degree or Certificate	Youth (14 - 21)	45.0	97.5	
Literacy and Numeracy Gains	Youth (14 - 21)	32.0	58.6	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
				X

Table O - Local Performance

Local Area Name 25 Man-Tra-Con Corporation	Total Participants Served	Adults	437	
		Dislocated Workers	254	
		Older Youth (19 - 21)	Total Youth 200	
		Younger Youth (14 - 18)		
ETA Assigned # 17125	Total Exiters	Adults	311	
		Dislocated Workers	137	
		Older Youth (19 - 21)	Total Youth 122	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	73.5	69.3	
	Dislocated Workers	84.0	79.4	
	Older Youth			
Retention Rates	Adults	84.0	88.3	
	Dislocated Workers	90.0	90.3	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9800.0	11703.8	
	Dislocated Workers	11000.0	12997.1	
	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)	56.0	65.0	
Attainment of Degree or Certificate	Youth (14 - 21)	45.0	74.2	
Literacy and Numeracy Gains	Youth (14 - 21)	33.0	75.0	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance	Not Met		Met	Exceeded
			X	

Table O - Local Performance

Local Area Name 26 Southern 14 Workforce Investment Board	Total Participants Served	Adults	140	
		Dislocated Workers	132	
		Older Youth (19 - 21)	Total Youth 183	
		Younger Youth (14 - 18)		
ETA Assigned # 17130	Total Exiters	Adults	70	
		Dislocated Workers	96	
		Older Youth (19 - 21)	Total Youth 75	
		Younger Youth (14 - 18)		
Reported Information		Negotiated Performance	Actual	
Customer Satisfaction	Program Participants			
	Employers			
Entered Employment Rates	Adults	79.0	79.5	
	Dislocated Workers	84.8	78.4	
	Older Youth			
Retention Rates	Adults	82.0	89.1	
	Dislocated Workers	89.0	88.6	
	Older Youth			
	Younger Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9400.0	11395.0	
	Dislocated Workers	11150.0	14112.0	
	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)	56.0	77.6	
Attainment of Degree or Certificate	Youth (14 - 21)	45.0	88.5	
Literacy and Numeracy Gains	Youth (14 - 21)	33.0	100.0	
Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance).				
Overall Status of Local Performance		Not Met	Met	Exceeded
			X	

