



QUARTERLY REPORT SEPTEMBER 2021

Charges of the Apprenticeship Illinois Committee: [click here for June 2020 version](#)

Committee-wide Report

This committee is led by IWIB member, Michael Conley, Trenton Sun and Southwestern Illinois College. The chair and chairs of work groups (Apprenticeship Leadership Group) have begun a process to review and revise the June 2020 Apprenticeship Illinois Committee charges and priorities and will seek committee member input this fall. The Committee will review and adopt 2022-2023 charges and priorities at its December 2021 quarterly meeting.

The Committee currently has 14 voting members and 6 potential member spots. A recruitment strategy has been developed to target employers who currently sponsor apprenticeship programs or have expressed interest in utilizing apprenticeship as a workforce strategy. Recruitment is focused on high-demand sectors in Illinois, such as IT, Healthcare, Manufacturing, AgriBusiness, Construction, Energy, Finance/Insurance, and Transportation, Distribution, and Logistics or TDL. The recruitment process has been intentionally inclusive and the Chair has been reaching out to committee members, local workforce leaders, DCEO's Regional Economic Development division, apprenticeship grantee programs, and others to seek out business leaders who are passionate about apprenticeships and about creating more diverse and inclusive workforces.

Committee members and work group members have recently asked for apprenticeship data that is not currently available or accessible. Examples include asking for the numbers of current disabled apprentices and a list of employer apprenticeship sponsors by sector and economic region. The committee will be working with the state to ensure comprehensive apprenticeship data is broadly available and can be used for marketing to businesses and potential apprentices. The committee is also looking at other states like Illinois for examples of apprenticeship data dashboards. The most current data available is the June 2020 Apprenticeship Report, requested by the Illinois General Assembly ([click here to read](#)). Illinois is an Office of Apprenticeship or OA state, which means it works with the U.S. Department of Labor Apprenticeship Office to collect and analyze data. Below is the most recent apprenticeship data.

U.S. Department of Labor RAPIDS (Registered Apprenticeship Sponsor Information Database)

Illinois Registered Apprenticeship 9/3/2021

- Current # of registered programs: 499
- Current # of active apprentices: 16,467
- Current # of new programs this FY: 28
- Current # of new apprentices this FY: 4,177



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Occupation Group (data through 6/30/21)	Total	Percent Female	Percent Nonwhite
Construction and Extraction	14,079	4.3%	17.3%
Installation, Maintenance, and Repair	1,407	6.0%	22.7%
Production	455	7.3%	23.3%
Architecture and Engineering	124	9.7%	45.2%
Healthcare Support	27	96.3%	59.3%
Personal Care and Service	25	60.0%	88.0%
All Other	118	33.1%	48.3%
Total	16,235	5.1%	18.6%

2020-21 Apprenticeship Illinois Accomplishments in Short

- ✓ Promotion and adoption of an intermediary and navigator framework has been achieved and the framework is part of state apprenticeship infrastructure.
- ✓ DCEO secured new apprenticeship funding; state is in a competitive position nationally.
- ✓ Navigators are using TPM (talent pipeline management) strategies.
- ✓ Selected to participate in Maher & Maher multi-state innovation cohort on DEI and apprenticeship. Working to use apprenticeship data to better define equity targets.
- ✓ Aligned Apprenticeship Illinois logo with IWIB colors and added approved tagline.
- ✓ Website redesign will be launched mid-September.
- ✓ Renewed focus on Apprenticeship Week 2021 with robust plans underway.
- ✓ Pre-apprenticeship and youth apprenticeship work groups created in 2020.
- ✓ Pre-apprenticeship definition approved by committee in March 2021; working toward approval of IWIB in December with intent to amend within state's Career Pathways Dictionary and promote statewide use.
- ✓ Youth Apprenticeship Report will be presented at the September quarterly meeting.

Work Group Reports

Marketing Work Group

The Marketing Work Group, led by Tony Fuhrman, Madison County Employment and Training (LWIA 22), has two primary 2021 goals: 1) to amplify Apprenticeship Illinois brand development and improve marketing tools, such as the website; and 2) to plan a robust set of activities related to Apprenticeship Week 2021. The Marketing Work Group has been working with Illinois workNet on an overhaul of the www.apprenticeshipil.com website with a goal of making information easy for apprentice-seekers and businesses to find. The site will be relaunched mid-September. This work group is planning a range of in-person and virtual events



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for Apprenticeship Week 2021, which will be held November 15-19. Stay tuned for more information on the new website.

Youth Work Group

The Youth Work Group, led by Dr. Laz Lopez, D214, has developed a report on challenges and recommendations within youth apprenticeship. This report will be presented to the full committee at the September quarterly meeting. Next steps for this committee will be determined after the report has been shared and discussed by the committee. This report will be made public at the IWIB Apprenticeship Illinois Committee meeting.

Pre-Apprenticeship Work Group

The Pre-Apprenticeship Work Group, led by Manny Rodriguez, Revolution Workshop, has been working on revisions to pre-apprenticeship definition in Illinois Career Pathways Dictionary. Initial recommendations were approved in March and the work group is making final changes and vetting with various stakeholders before asking for consideration and adoption by full IWIB in December.

The Illinois Works pre-apprenticeship NOFO was announced on August 6 and will fund \$10M in construction pre-apprenticeships from state's Capital Expansion budget (not WIOA). [Click here for more details.](#)

Collaboration with other IWIB Committees

- Apprenticeship Illinois Committee recruitment planning involved learning from and aligning with the Business Engagement Committee.
- Multiple Apprenticeship Illinois Committee members also serve on the Equity Taskforce, including co-chair Elba Aranda-Suh, who was an original member of the WRAP Committee (Workforce Readiness Through Apprenticeships and Path). All Apprenticeship Illinois Committee work groups are focused on increasing diversity, equity, and inclusion in apprenticeship.
- Career Pathways Targeted Populations chair and Apprenticeship Illinois chair met in August to discuss strategies to improve recruitment and overall apprenticeship experience for physically and cognitively disabled persons.



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DCEO-Office of Employment and Training Apprenticeship Updates

New Work-Based Learning Manager

DCEO-OET welcomes Jeanita Moore as its new Work-Based Learning Manager. Ms. Moore comes to DCEO from the Illinois Department of Public Health. She will be working with Patrick Campbell, from Program Development, on managing the NOFO process leading to the next round of state apprenticeship expansion grantees.

New USDOL Apprenticeship Expansion Funding

DCEO-OET was awarded 100% of its request to the U.S. Department of Labor for the next round of state apprenticeship expansion funding. Illinois was one of 15 states to receive more than \$130M ([click here for press release](#)). This \$5.9M will be supplemented with \$2.1M from DCEO's Title I funding for an \$8M NOFO ([click here for website](#)). The funding will support apprenticeship navigators (working with businesses to create registered apprenticeship) and apprenticeship intermediaries (apprenticeship program development and support for both employers and apprentices). Priorities for this funding round will be on diversifying apprenticeship opportunities by expanding apprenticeship to non-traditional occupational sectors and developing marketing and programmatic approaches that attract diverse and equitable populations. Over a dozen technical assistance sessions were held live on zoom (and available on-demand) to help applicants prepare their proposals. New awards will be announced in January 2022.

The current 25 apprenticeship grantees (funded in 2020) have collectively engaged over 800 organizations and registered 273 new apprentices (Q2 data).

Talent Pipeline Management and the Navigators

DCEO-OET has contracted with Kim Kuchenbrod as the new Talent Pipeline Management Coordinator. She is a trained fellow in the U.S. Chamber of Commerce Foundation's Talent Pipeline Management (TPM) strategy and will be working with apprenticeship navigators to support their efforts to establish employer collaboratives in their regions. [Click here](#) to read more about the TPM model.



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ICCB: CAP-IT Customized Apprenticeship Programming in Information Technology Grants

ICCB was awarded a \$4M federal grant from the U.S. Department of Labor in 2019 for a four-year initiative to serve more than 1,600 apprentices in pre-apprenticeship and apprenticeship programs that will lead to employment in the information technology sector. The 10 colleges are listed below as well as recent performance data.

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|-----------------------------------|-------------------------------|
| 1. City Colleges of Chicago | 6. Oakton Community College |
| 2. College of Lake County | 7. Parkland College |
| 3. Illinois Central College | 8. Rend Lake College |
| 4. Kishwaukee College | 9. Richland Community College |
| 5. Lincoln Land Community College | 10. Joliet Junior College |

Performance Measures (Apprenticeships)	To Date	Goal (by end of Year 4)
1. Total number of newly created apprenticeship programs including Registered Apprenticeship programs	30	53
2. Total number of employers engaged	22	92
3. Total number of expanded apprenticeship programs, including Registered Apprenticeship (e.g., new industries, occupations, or service areas, or increasing the number of apprentices registered)	16	60
Performance Measures (Apprentices)	To Date	Goal (by end of Year 4)
1. Total participants served.	246	1,728
2. Total apprentices that are hired by an employer and enrolled in an OJT and/or an apprenticeship program (RTI).	78	842
3. Total apprentices who complete an apprenticeship program.	10	590
4. Total apprentices who complete an apprenticeship program AND receive a degree or other credential.	10	590
5. Total number of unemployed or underemployed apprentices prior to enrollment who complete an apprenticeship program and maintain their employment status with a current or new employer.	2	330
6. Total number of incumbent worker apprentices who complete an apprenticeship program and advance into a new position.	8	130



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IDHS: Department of Rehabilitation Services

The DRS, Business Services Team, has been connecting with and meeting Statewide Apprenticeship Navigators to find out more about the various apprenticeship programs statewide. Most recently, the team has been researching and meeting with community colleges to learn about their apprenticeship programs to share the information with DRS office staff, customers, and workforce partners for referrals to assist with employers workforce needs. DRS is in the beginning stages of its research and outreach for this project. DRS' goal is to try and get at least one referral for an apprenticeship program per DRS region, (of 5 regions), by the end of the year.

DRS Business Services Team is also in the beginning stages of working on a small pilot project with its Northern Cook County DRS offices and a few apprenticeship committee members to gather between 10-20 resumes of job ready DRS customers to have reviewed and screened to see what, if any, apprenticeship programs our customers may be good candidates for in the Chicagoland area. DRS Business Services Team will continue to report to the Apprenticeship Illinois Committee with updates.



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Get Ready! National Apprenticeship Week is November 15-19, 2021

National Apprenticeship Week (NAW) is a nationwide celebration that brings together business leaders, career seekers, labor, educational institutions, and other critical partners to demonstrate their support for apprenticeship.

Apprenticeship Illinois is celebrating Apprenticeship Illinois Week 2021 by hosting and highlighting a range of events, in-person and virtually, and shining a spotlight on local and regional celebrations of apprenticeship.

This week provides apprenticeship sponsors with the opportunity to showcase their programs, facilities, and apprentices in their community. It provides those curious about apprenticeship to learn more about all the benefits that come from learning and earning.

This week-long celebration highlights the benefits of apprenticeship in preparing a highly skilled workforce to meet talent needs of Illinois employers across diverse industries.

What's Happening During Apprenticeship Illinois Week 2021?

- Governor's Proclamation Event (site TBD)
- Local and Regional Proclamation Events (proclamation templates and toolkits will be available mid-Sept)
- Local and Regional Events: Open Houses, Business Tours, Speaking Events, Apprentice and Employer Spotlights (online form will be available mid-Sept)
- Get to Know Apprenticeship Illinois Virtual Webinar Series (daily from 9-10 – schedule TBD)
- Interactive website calendar to find events

An online form will help elevate local and regional apprenticeship events all week long (out mid-Sept). Events will be highlighted on an interactive, online website at:
www.apprenticeshipil.com/apprenticeshipweek2021.

Want to share apprenticeship events on social media? Use #NAW2021 and #apprenticeshipIL