

2020 Unified State Plan Progress: CIC Quarterly Update to IWIB

Report Card Status Key	
Green	On Track – Continue to monitor indicators and outcomes
Yellow	Caution – Consider technical assistance to proactively improve outcomes
Red	Warning – Initiate corrective actions to improve outcomes
Grey	In Flux – Color designation is not applicable at this time; more information may be needed

Brainstorm Questions

1. Which of these activities do you see aligning most with where the IWIB is setting its strategic priorities in 2021 (*e.g., promoting career pathways, improving access to information and services, growing sector partnerships, etc.*)?
2. How can or how are IWIB committees working to promote regional sector partnerships moving forward?

**Email comments and questions for agency program experts to camerons@kebcpa.com.*

Vision and Goals of the State Workforce System

Illinois' Vision Statement: Foster a statewide workforce development system that supports the needs of individuals and businesses to ensure Illinois has a skilled workforce to effectively compete in the global economy. *See pages 2-3 of the [2020 Unified State Plan](#) for State Goals and Goals for Achieving the State's Strategic Vision.*

Status of Other Data Outcomes and Waiver Progress

Update Item	Status	Action Steps for Activities		
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	Green Yellow Red Grey	&Intended Activity Outcomes	Barriers (required if status not Green)	Other Relevant Timeframe Info. (as applicable)
State Strategy#1: Coordinate Demand-Driven Strategic Planning at the State and Regional Levels				
Activity 1.1: Develop Strategic Indicators, Benchmarks & Related Planning Data Resources	G	<ul style="list-style-type: none">The Performance Workgroup of the Continuous Improvement Committee is preparing a web-based performance report that will help monitor and review performance on WIOAmeasures across all WIOAtitles.		
Activity 1.2: Establish Regional Planning Areas	G	<ul style="list-style-type: none">The Governor’s Economic Development Regions (EDRs) serve as our planning regions.		
Activity 1.3: Conduct Integrated Regional Planning	G	<ul style="list-style-type: none">New WIOAregional plans became effective July 1, 2020.		
State Strategy#2: Support Employer-Driven Regional Sector Initiatives				
Activity 2.1: Promote Employer-Driven Regional Sector Partnerships	Y	<ul style="list-style-type: none">Few active regional sector partnerships are in place.Upcoming statewide summit will have a full section on sector strategies and TPM.	Resources - DCEO dedicated additional resources to this activity to improve outcomes.	Additional resources dedicated in Q4 of calendar year 2020.
Activity 2.2: Promote Sector-Based Business Services and Employer Initiatives	G	<ul style="list-style-type: none">An IWIB Business Engagement Committee (BEC) was established in March 2020 and began meeting in May. APriority Area for the BEC is to engage Illinois’ business community in industry-led sector partnerships. The BEChas established an Industry Partnerships Work Group to lead work on this Priority Area. Goals for this Priority Area are to:		

		<ul style="list-style-type: none"> ○ Identify Illinois Target Industries & Sectors (completed) ○ Increase awareness of and support existing sector strategies (in progress) ○ Identify and support opportunities for additional sector strategies (in progress) ● Effectively communicate with and aid sector strategies identified under Goal 2.2 and 2.3 (in progress) 	
<i>State Strategy #3: Provide Economic Advancement for all Populations through Career Pathways</i>			
<i>Activity 3.1: Promote Leading Career Pathway Models and Best Practices (pg. 156 of State Plan)</i>	G	<ul style="list-style-type: none"> ● The CPTP shares models of best practices at each of their quarterly meetings. IWP and CPTP host a co-meeting each September. In addition, Mike Massie (Chair of the CPTP) and several other members attended the IWP meeting in December to learn successful models of career pathways throughout the State. ● At each quarter in 2021, the CPTP will host a meeting focused on a target population and a business that has a model program to assist that target population in reaching employment. Moreover, CPTP is making recommendations to the WIOA Professional Development Committee to share best practices in Career Pathway development and implementation. 	
<i>Activity 3.2: Expand and Improve Bridge and Integrated Education and Training Models</i>	Grey	<ul style="list-style-type: none"> ● <i>Not applicable to CPTP at this time. More information is forthcoming in future updates.</i> 	
<i>Activity 3.3: Promote Innovative Career Pathway Solutions (pg. 158 of the State Plan)</i>	G	<ul style="list-style-type: none"> ● CPTP partners with IWP to highlight exemplary customers and programs through their annual awards. IWP also works to support the CPTP agenda development and engaged shared leadership. Moreover, CPTP is making recommendations to the WIOA Professional Development Committee to share best practices in Career Pathway development and implementation. 	

		<ul style="list-style-type: none"> The CPTP also serves as a connector between workforce programs and businesses by facilitating conversations about partnership opportunities. 	
<i>Activity 3.4: Promote the Use of All Types of Apprenticeships</i>	G	<ul style="list-style-type: none"> Apprenticeship Navigators and Intermediaries have engaged about 600 businesses in the 4th quarter of 2020. This resulted in the development of more than 20 new apprenticeship and work-based learning programs and the expansion of nearly 10 additional programs. Over 90 new apprentices have enrolled in these programs. 	
<i>State Strategy #4: Expand Service Integration</i>			
<i>Activity 4.1: Provide Coordinated and Enhanced Career Services</i>	G	<ul style="list-style-type: none"> The PDN (Professional Development Network) provides technical assistance and career services training to local program staff who serve as Career Navigators and Transition Coordinators. The PDN also provides technical assistance through activities designed to build and expand Bridge Programs and IETs. Additionally, the ICCB has staff in the Adult Education and CTE divisions who provide leadership and guidance on the development and coordination of career services. All adult education programs submit an area plan from their Area Planning Council to the ICCB AE Division, which identifies how career services are coordinated and enhanced. Additional support is provided through ongoing dialogue between ICCB and AE providers. 	
<i>Activity 4.2: Provide Coordinated and Enhanced Case Management Services (pg. 160 of State Plan)</i>	G	<ul style="list-style-type: none"> The Professional Development Network, the ICCB AE and CTE divisions coordinate the program development of ICAPS and Bridge programs that specifically meet the needs of a local regions and workforce while building the skills of adult learners. The IET programs lead to credential attainment and self-sustaining wages for adult learners. 	

		<ul style="list-style-type: none"> The PDN, under the guidance of the AE Division also provides technical assistance for the integration of digital literacy instruction. 	
<i>Activity 4.3: Promote Continuous Improvement and Ongoing Professional Development¹</i>	G	<ul style="list-style-type: none"> The WIOA Professional Development Committee facilitates regional and statewide, virtual and in person professional development and technical assistance events. The focus for professional development is on service integration, system integration and the <i>One Workforce Vision</i> - empowering the system to embrace that there is no wrong door into WIOA services. WIOA professional development is shared weekly with the system, recorded and can be found at https://icsps.illinoisstate.edu/wioa/wednesday-webinars - upcoming events include the WIOA Summit on April 27 and 28, 2021. The Adult Education Professional Development Network coordinates technical assistance and support for all aspects of career development, including the Career Navigator and Transition Specialist pathways. In addition, the Illinois Community College Board supports the Transitions Academy – specialized technical assistance and professional development to support the development, implementation, and expansion of ICAPS/IET models; and Forum for Excellence – Illinois’ premier Career, Technical and Adult Education conference. This ongoing support is led by the AE and CTE divisions at the ICCB. 	
<i>Activity 4.4: Promote the Incorporation of Required Partner Services</i>	G	<ul style="list-style-type: none"> This activity is promoted through the regional planning process and Governor’s Guidelines for MOU development. Required partner services are identified in the grant application process and supported and monitored through Regional Support and ongoing program reviews. This process continues through the Area Planning Council process to ensure services are coordinated across the service area with all appropriate entities. 	Regional Planning occurs every 4 years; Annual update to the Governor’s Guidelines

¹ More information in this update is available upon request.

<i>State Strategy 5: Promote Improved Data-Driven Decision Making</i>				
<i>Activity 5.1: Improve Employer Tools for Communicating and Accessing Information</i>	G	<ul style="list-style-type: none"> • Expansion of the Talent Pipeline Management process to each EDR beginning with a focus on demand-planning and competencies data collection. • Expansion of ETPL listings based on the results of regional demand-planning data results. • Regional outreach and training to industry-like partners addressing common workforce pain points. 		<p>Begin April 2021, ongoing</p> <p>Begin April 2021, ongoing</p> <p>October 2020, ongoing</p>
<i>Activity 5.2: Improve Access to Career and Education Guidance Tools and Information</i>	G	<ul style="list-style-type: none"> • The WIOA Professional Development Committee has planned, coordinated and delivered various virtual professional development this year. The following professional development addressed improving access to the WIOA System in the last quarter. <ul style="list-style-type: none"> ○ Be Business Built - November 18, 2020 – 112 attendees ○ Virtual Casework and the Transition to a Remote Workforce December 2, 2020 – 117 attendees ○ Building Relationships and Determining Suitability Through Case Management in a Virtual Environment December 2, 2020 – 97 attendees ○ Increasing Placement in a Downturned Economy December 9, 2020 – 126 attendees ○ Free Online Case Management Tools for a Virtual Environment December 16, 2020 – 76 attendees ○ Bridging the Gap Between Substance Use Recovery Staff and Workforce Staff- Frontline Staff January 27, 2021 – 61 attendees ○ Careers in Demand: Pivoting in a Pandemic - Session One January 27, 2021 – 131 attendees ○ Careers in Demand: Pivoting in a Pandemic - Session Two February 3, 2021 – 129 attendees 		

		<ul style="list-style-type: none"> ○ Careers in Demand: Pivoting in a Pandemic - Session Three February 10, 2021 – 158 attendees 	
<i>Activity 5.3: Improve Access and Integration of Eligible Training Provider Lists²</i>	G	<ul style="list-style-type: none"> ● The Illinois WDQI VI project is designed to improve the availability and impact of workforce data as part of the State's P-20W longitudinal data system. <ul style="list-style-type: none"> ○ DCEO/ NIU has been meeting with SIU and Cred Engine programmers weekly to design and development the ProPath Illinois technology infrastructure to create universal training provider list in IwN; special focus is on the ETPL providers and building out a system that accommodates the DOL reporting for the ETPLs. ○ There has been extensive detail process mapping of the ETPL data fields in IWDS in order to determine if IL DCEO will continue to utilize that system for the ETPL processes and procedures or if it will re-engineer the process and leverage IwN/ Cred Engine systems to track ETPL data and approvals. ○ There has been extensive detail mapping of CPI data elements to schematic tables for preparation into system design and connection with the Credential Engine Registry nomenclature and profiling system – Sector Pathway and Demand Occupation linkage to be determined. <ul style="list-style-type: none"> a. Weekly WebEx and Project Management Technical Team meetings are held. ○ Continued discussions and meetings with workforce and education partners, such as Community College and Higher Education to brainstorm applicability and data element mapping to CPIs. <ul style="list-style-type: none"> a. ICCB is analyzing what data they will be able to offer to the list. 	

² More contextual information on this update is available upon request.

		<ul style="list-style-type: none"> b. IBHE is analyzing what data they will be able to offer to the list. ○ Process for identifying any policy decision points for the schema that will need to be reviewed by the ETPL committee (i.e., which portions are mandatory, and which are optional) <ul style="list-style-type: none"> a. Progress has been made but is slow with the IWDS data scrubbing and cleansing; missing fields that were optional are being filled in; lack of available staff due to demand of COVID priorities. ○ Sub-group of economic specialists and statisticians are working with partners to develop a new On-Demand Occupations list for the state that will be utilized in the ProPath provider list; these discussions are still in process and should be finalized soon. 	
<i>Activity 5.4: Improve Access and Utilization of Labor Market and Workforce System Information</i>	G	<ul style="list-style-type: none"> • Virtual Labor Market Information (vLMI) Implemented: New enhancements to virtual operating system made to Sapphire/v20 splash page to best integrate the look and feel of the new sapphire version. • Campus Tour Videos (2000 videos in total) were added to the Illinois Career Information System to facilitate exploration of post-secondary education options. 	
<i>State Strategy #6: Advance Public-Private Data Infrastructure</i>			
<i>Activity 6.1: Enhance the State Labor Market Information System</i>	G	<ul style="list-style-type: none"> • DES developed source files on online job ads from the Conference Board Help-Wanted-Online and partnered with DCEO for inclusion in the Illinois Employment Business System. • In partnership with the Coleridge Initiative, DES created the 'Unemployment to Re-employment' portal, a tool housed on the ADRF to provide local Workforce Boards with relevant, timely and actionable data on UI claimant behavior. The 'soft-launch' included 8 workforce boards across the State. In addition, this portal was 	

		<p>selected by USDOL/ETA to conduct a national data-analytics training involving 120 state analysts representing 30 states.</p> <ul style="list-style-type: none"> • IDES staff completed a set of Covid-19 impacted long-term industry and occupational projections [2018 – 2028]. These projections will be posted to the IDES public website during first quarter, 2021 and serve as the basis for a set of Covid-19 impacted projections for EDR's and WIA's. 	
<p><i>Activity 6.2: Expand and Improve the State Longitudinal Data System³</i></p>	G	<ul style="list-style-type: none"> • The Illinois WDQI VII project is designed to improve the availability and impact of workforce data as part of the State's P-20W longitudinal data system. <ul style="list-style-type: none"> ○ Assigned the additional \$110,000 WDQI funding to be dedicated to NYU and working with partners to utilize that funding for COVID-19 related data projects to study unemployment to reemployment strategies. ○ Project team, legal, DCEO Director's Office finalize the needed contractual work to fully execute MOUs and data shares between DCEO and NYU with the IL Central Management Systems procurement office. ○ DCEO staff will begin the I-ADRF training and data sharing work in January/February. <ul style="list-style-type: none"> a. Continued discovery and review of the I-ADRF platform and continued discussions of the WIOA performance indicators data and identification of available data elements with DCEO, IDES, NYU, Chapin Hall, Poverty Labs especially those relating to considerations for tracking and impact of the COVID-19 data in Illinois. b. Finalizing the IL Workforce Development System (IWDS) data file that will be transferred to NYU – ADRF with Title I Adult, Youth, and Dislocated Worker data. 	

³ More contextual information on this update is available upon request.

		<ul style="list-style-type: none"> • In partnership with ISBE and ISAC, IDES conducted a 5-week soft launch of the Illinois HighSchool2Career exploration tool (www.ilhighschool2career.com) among all Illinois high schools. During the launch, there were nearly 2,000 views of the landing page by students, teachers and career counselors and 1,640 views of the results page, representing an 86% success rate of users navigating the post-secondary and career exploration questions and taking the next step in their career path. • Drs. Brenda Dixon (ISBE) and George Putnam (IDES) presented research findings on intergenerational mobility of high school seniors from low-income households to the Illinois Commission on Poverty Elimination and Economic Security (CPEES). • In partnership with ISAC, IBHE and ICCB, IDES expanded the presentation of workforce outcomes for Illinois post-secondary education and training graduates from 50 to 135 areas of study in the College2Career exploration tool for more than 100 Illinois 2- and 4-year colleges. This more detailed reporting of instructional programs will enhance the education and career exploration experience of users.
<i>Activity 6.3: Improve the Integration of Program and Case Management Information Systems⁴</i>	G	<ul style="list-style-type: none"> • In late November 2020, the new Illinois Employment Business Services (IEBS) was launched to implement IEBS vs. 1.0 for WARN and local layoff tracking. The new one-of-a-kind system contains Dun and Bradstreet global business data for greater than 600,000 Illinois businesses, including predictive analytics measurements and LMI related data that can be utilized for proactive business assistance and layoff aversion. • A state workforce and education feasibility review and system integration evaluation and recommendation is underway for the state.

⁴ More information on this update is available upon request.

		<ul style="list-style-type: none">Program design and delivery have been fully integrated between Title I Illinois Workforce Development System (IWDS) and Illinois workNet for participant tracking and outcomes comparison dashboards.				
Status of Other Data Outcomes and Waiver Progress						
Waiver implementation progress ⁵	G	Y	<table><tr><td><ul style="list-style-type: none">All Student Data Waiver (Originally Approved June 28, 2018 – Expires June 30, 2021) - <i>Alleviates the state from collecting all student data from providers on the Eligible Training Provider List (ETPL).</i>Youth Expenditure Waiver (Originally Approved June 28, 2018 – Expires June 30, 2022) - <i>Allows local areas and the state to expend a minimum of 50% instead of the required 75% of youth funding on out-of-school youth.</i>LWIA Realignment Waiver (Originally Approved January 8, 2019 – June 30, 2022) - <i>Eases the requirement that a single local area may not be split across two planning regions.</i>In-School Youth ITA Waiver (Originally Approved May 17, 2019 – Expires June 20, 2022) - <i>Permits the use of Individual Training Accounts (ITAs) for in-school youth ages 16-24.</i>Incumbent Worker Employment Requirement Waiver (Approved May 29, 2020 – Expires June 30, 2022) - <i>Eliminates the requirement that the majority of employees trained in the incumbent worker training project must have been with the employer for at least six-months.</i>OJT Reimbursement Waiver (Approved August 17, 2020 – Expires June 30, 2022) - <i>Expands on the authority to allow employer reimbursement for the wage rate of an On-the-Job Training (OJT) participant from up to 75% to up to 90% determined by a sliding scale based on employer size.</i></td><td><p>All Student Data Waiver: The Office of Employment and Training is hopeful the Illinois Department of Innovation and Technology – Longitudinal Data System (LDS) will be able to resolve issues. The Illinois Community College Board (ICCB) has been part of that for a long time, so there is already a trust relationship with the system and overarching master data sharing agreement set up.</p></td><td>See Action Steps column</td></tr></table>	<ul style="list-style-type: none">All Student Data Waiver (Originally Approved June 28, 2018 – Expires June 30, 2021) - <i>Alleviates the state from collecting all student data from providers on the Eligible Training Provider List (ETPL).</i>Youth Expenditure Waiver (Originally Approved June 28, 2018 – Expires June 30, 2022) - <i>Allows local areas and the state to expend a minimum of 50% instead of the required 75% of youth funding on out-of-school youth.</i>LWIA Realignment Waiver (Originally Approved January 8, 2019 – June 30, 2022) - <i>Eases the requirement that a single local area may not be split across two planning regions.</i>In-School Youth ITA Waiver (Originally Approved May 17, 2019 – Expires June 20, 2022) - <i>Permits the use of Individual Training Accounts (ITAs) for in-school youth ages 16-24.</i>Incumbent Worker Employment Requirement Waiver (Approved May 29, 2020 – Expires June 30, 2022) - <i>Eliminates the requirement that the majority of employees trained in the incumbent worker training project must have been with the employer for at least six-months.</i>OJT Reimbursement Waiver (Approved August 17, 2020 – Expires June 30, 2022) - <i>Expands on the authority to allow employer reimbursement for the wage rate of an On-the-Job Training (OJT) participant from up to 75% to up to 90% determined by a sliding scale based on employer size.</i>	<p>All Student Data Waiver: The Office of Employment and Training is hopeful the Illinois Department of Innovation and Technology – Longitudinal Data System (LDS) will be able to resolve issues. The Illinois Community College Board (ICCB) has been part of that for a long time, so there is already a trust relationship with the system and overarching master data sharing agreement set up.</p>	See Action Steps column
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⁵ More in-depth information on the waiver implementation update is available upon request.

		<ul style="list-style-type: none"> Transitional Jobs Expenditure Limit Waiver (Approved August 17, 2020 – Expires June 30, 2022) - <i>Increases the amount of the combined total of adult and dislocated worker allocations local areas may use for transitional jobs from 10 to 20 percent.</i> WIOARR Funding for Disaster Relief Employment Waiver (Originally Approved October 29, 2019 – June 30, 2022) - <i>Adds to the flexibility in the use of the funds reserved by the Governor for statewide rapid response activities and statewide employment and training activities to provide Disaster Recovery assistance to affected areas.</i> <p>Status designation for all waivers except for the All Student Data is Green.</p> <p>The status for the All Student Data waiver is Yellow.</p>		
<i>Effectiveness in Serving Employers data updates</i>	G	<ul style="list-style-type: none"> As the lead agency for this report, IDES collected the data from the Titles I, II and IV. The duplicate records were removed. The report was submitted to DOL on time. 		Gathered and submitted annually
<i>Customer Satisfaction data</i>	G	<p><u>Illinois workNet</u></p> <ul style="list-style-type: none"> From October – December, the Illinois workNet team held feedback webinars and/or sent out feedback surveys for 8 tools/programs. Feedback collected via webinars and/or surveys was summarized and presented to the appropriate working groups with recommendations for moving forward. From October – December, approved feedback was implemented, and updates were provided to users and/or working groups via webinar for 7 tools/programs. General feedback regarding Illinois workNet is collected on an ongoing basis through Contact Us Forms and the Help Desk Email. <p><u>DRS (Title IV)</u></p> <ul style="list-style-type: none"> Title-IV met with our State Rehabilitation Council during Q4 to review what deficiencies were found during our previous WIOA 		See Action Steps column for some timeframe information (More can be provided on an as needed basis, based on tool development & enhancement needs).

		<p>Satisfaction Survey. We determined what needed to be followed up on with the survey being launched Spring 2021 and that we would replicate the other questions from the previous survey to ensure time series data.</p> <ul style="list-style-type: none"> ○ We determined methodology, partners, and that we would include questions to determine pandemic effect on service satisfaction. 		
<i>Performance Accountability data (reported on the 4th quarter)</i>	Grey	<i>A report being developed by the Performance Workgroup is being shared with the Continuous Improvement Committee on March 17.</i>		
<i>Minimum Training Expenditure</i>	G	<ul style="list-style-type: none"> • The State of Illinois WIOA policy requires the LWIAs to expend at least 50% of the WIOA Adult and Dislocated Worker funds on training costs. Based on the latest fiscal data, most of the LWIAs are generally on track to meet this requirement. The statewide direct training expenditure rate is 54.32%. The following LWIAs are currently below the 50% requirement: LWIA 7 (49.68%), LWIA 10 (48.32), LWIA 14 (48.85%), LWIA 15 (47.04%), LWIA 22 (48.45%) 	The DCEO Office of Employment and Training continues to monitor expenditures monthly, and will provide continued technical assistance	Expenditure data from period ending 1/31/21