



Committee-wide Report

2021 Apprenticeship Illinois Committee Accomplishments in Short

- ✓ Adding new apprenticeship employers to the Committee
- ✓ Youth Apprenticeship Report completed
- ✓ Pre-Apprenticeship Definition completed
- ✓ Redesigned website completed
- ✓ Social media launched
- ✓ National Apprenticeship Week in Illinois
- ✓ Widespread information outreach through launch of a monthly Committee email update
- ✓ Relationship building with other state and Regional OA Director

As reported in the September quarterly report, the Committee recruited and welcomed 6 new members this fall. On October 18, the Committee chair and work group co-chairs hosted an orientation session.

The Chair reinstated a monthly leadership meeting with work group chairs. This meeting focuses on keeping up progress and momentum between quarterly meetings and sharing information about progress in the work groups. Meetings this fall focused on the new member orientation, the pending retirements of USDOL Office of Apprenticeship Director and two Apprenticeship Training Representatives (ATR), apprenticeship data concerns and learning from other states, and plans for National Apprenticeship Week.

The Chair has also met with the USDOL Regional Director for the Office of Apprenticeship to discuss transition plans and invited him to the December quarterly meeting. There will also be a special strategic think-do meeting schedule on January 25 to discuss apprenticeship registration capacity and transition at the OA Illinois office. Re-establishing the Systems Work Group has been discussed in 2021. Given the coming OA transitions, this may be discussion and launched after the January meeting. Interested members should contact Mike Conley directly about leadership opportunities.

The Marketing Work Group, is chaired by Tony Fuhrman, Madison County Employment and Training (LWIA 22). The Marketing Work Group launched a [monthly Committee email update](#) in September. The mailing list has grown from 200+ to over 800+ in three months. The Committee also launched social media accounts on [LinkedIn](#) and [Twitter](#) and the following and connections are growing fast. The Marketing Work Group also played a significant role in organizing, planning, and executing [National Apprenticeship Week events in Illinois](#). Several Committee members played key roles organizing events and serving on webinar panels. A NAW2021 summary is in a separate section of this report. This work group's primary 2022 objectives included continuing the marketing and outreach momentum of 2021,



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continued advocacy for an apprenticeship data dashboard, a possible Apprenticeship Illinois annual report, session tracks within the WIOA summit, and the possibility of an in-person NAW2022 summit.

The Youth Apprenticeship Work Group, chaired by Dr. Laz Lopez, D214, presented its [report on challenges and recommendations](#) at the September quarterly meeting. This report will be presented informationally to the full IWIB at the December 9th meeting. The action steps related to each recommendation form the basis for the Youth Apprenticeship Work Group's 2022 objectives. One of the immediate action steps is to work with the Marketing Work Group on the design and execution of a Youth Apprenticeship landing page on the newly redesigned website.

The Pre-Apprenticeship Work Group, chaired by Manny Rodriguez, Revolution Workshop, further refined the pre-apprenticeship definition that was approved by the Committee in March 2021. This new definition was approved by the Work Group on October 28. The definition will be presented to the IWIB Executive Committee on Dec 6 and to the full IWIB on Dec 9th. The current pre-apprenticeship definition resides within the [2018 Career Pathways Dictionary](#). If approved, this definition would take the place of the 2018 version. It should be noted that Illinois is aligned with a growing movement in other states to create and adopt a standard definition for pre-apprenticeship and there is mounting interest on the federal level to adopt a common definition. This new definition is well-aligned with that movement. The three definitions – Career Pathways Dictionary, March 2021 version, and the October 2021 version are attached at the end of this report. The Pre-Apprenticeship Work Group 2022 objectives include (assuming adoption of new definition): widespread outreach on using the definition, capacity-building on how to implement elements of pre-apprenticeship, and the possibility of following the Youth Apprenticeship Work Group's playbook of generating a report that calls attention to current challenges and presents recommendation and action steps. This also includes the possibility of designing and executing a Pre-Apprenticeship landing page on the newly redesigned website.

The Chair has been in discussions this fall with the Chair of the Career Pathways Targeted Populations (CPTP) Committee about possible collaborative work to strategically elevate how apprenticeships are a viable career pathways opportunity for underrepresented WIOA target populations, specifically disabled persons, returning residents, and out of school youth (not an exhaustive list). As this is a current charge of the Pre-Apprenticeship Work Group, plans are underway to invite CPTP Committee members to the next meeting on Jan 27. There are some overlapping members in both Committees. There will be more discussion about how to proceed early in 2022.

The committee focuses on providing leadership on:

1. Expanding apprenticeships geographically and to new industries.
2. Increasing diversity, equity, and inclusion in apprenticeship.
3. Formalizing statewide apprenticeship coordination across partnering state agencies.



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4. Growing statewide capacity to provide apprenticeship opportunities to job seekers and businesses.

Apprenticeship Illinois Committee members:

- Provide leadership and guidance to the apprenticeship field.
- Are knowledgeable about apprenticeship – nationally, statewide, and regionally.
- Serve as ambassadors and champions for Apprenticeship Illinois.
- Are strategic partner for growth plans for apprenticeship.
- Actively address inequities in apprenticeships – both on the employer and participant sides.

To learn more about Apprenticeship Illinois, [click here](#).

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

2022 Apprenticeship Illinois Committee Calendar

Quarterly Committee Meetings

- Dec 9, 2021, 9-11
- March 17, 9-11 am
- June 16, 9-11 am
- September 15, 9-11 am
- December 8, 9-11 am

Marketing Work Group

The Marketing Work Group meets monthly the first Thursday, from 2-3 pm.

Pre-Apprenticeship Work Group

The Pre-Apprenticeship Work Group meets every other month the last Thursday, from 10-11:30.

Youth Apprenticeship Work Group

The Youth Apprenticeship Work Group meets monthly the second Wednesday, from 9-10:30.

Quarterly meetings and work group meetings, agendas and materials will be posted in the IWIB calendar.



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Apprenticeship Illinois Data

The Apprenticeship Illinois Committee has invited other states to present on December 9 about their apprenticeship data dashboards. Their presentations will show the dashboards, share the origin story for how their states got started, how they are using this data to both evaluate programs but also to make predictive decisions about growing apprenticeship opportunities in their states. Right now, there is no Illinois state agency charged with comprehensive apprenticeship data responsibility.

Background: Illinois is one of 23 states that are [Office of Apprenticeship states](#), whereby all registered apprenticeship are approved through a [U.S. Department of Labor regional Office of Apprenticeship](#). The others have state apprenticeship offices and can register apprenticeships directly. Registered apprenticeship data is entered into a U.S. DOL database [called RAPIDS \(Registered Apprenticeship Partners Information Management Data System\)](#). This system DOES NOT collect information about non-registered apprenticeships or pre-apprenticeships. Various federal grants to state agencies such as DCEO and ICCB have performance data requirements that are separate and additional to data entry into RAPIDS.

Discussion Questions: The Apprenticeship Illinois Committee has recently been asking for apprenticeship data and it has raised a question: What additional data is collected by whom at the state level and what questions do various IWIB committees need/want to know about apprenticeship in Illinois? The Apprenticeship Illinois Committee's marketing work group has suggested having a statewide apprenticeship annual report in 2022 that leverages information from required performance reports and success stories about apprentices and employers.

Examples of Data-Driven Questions:

- Better demographic analyses of data: e.g. unanswered question: how many of the 16,000+ apprentices in Illinois are disabled; how many are veterans?
- Better employer information, e.g., out of the almost 500 employers, where are they located by county, LWIA or EDR and in what sectors?
- What do we know about retention? Are there gaps between recruitment and retention?
- What do we know about apprenticeship completion?
- What do we know about articulation from pre-apprenticeship programs into apprenticeship programs?
- What do we know about non-registered apprenticeships? This information was collected by survey in 2019/20 in the report: [Apprenticeship and Work-Based Learning in Illinois](#).
- What do we know about youth apprenticeships? School-based apprenticeships?
- What do we know about pre-apprenticeships?
- What is required by federal law, e.g. WIOA, versus what should the state collect because it is important to know?



(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.

DCEO collects apprenticeship data for its current USDOL State Apprenticeship Expansion (SAE) grant. There are currently 25 apprenticeship grantees statewide acting as Navigators and Intermediaries under the 2019 expansion funding. As of November 2021, more than 538 Registered Apprentices are being served under this grant and 63 new Registered Apprenticeship programs have been started. An additional 41 Registered Apprenticeship have expanded based on their efforts. To date more than 1,500 new businesses have been engaged through these apprenticeship programs as a talent pipeline strategy.

DCEO also manages the Illinois Works Jobs Act Program and issued a Notice of Funding Opportunity this fall for pre-apprenticeship in construction and building trades. Awards will be announced in early 2022. It is not clear what data will be collected for this initiative at this time.

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

ICCB collects apprenticeship data for its current USDOL CAP-IT (Information Technology) grant. The data below was presented at the June 2021 quarterly meeting.

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.

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

Programmatic Progress Performance Measures	To Date	Goal (by end of Year 4)
Total number of newly created apprenticeship programs including Registered Apprenticeship programs	30	53
Total number of employers engaged	22	92
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

Participant Progress Performance Measures	To Date (3.30.21) Performance	Goal (by end of Year 4)
Total participants served.	246	1,728
Total apprentices that are hired by an employer and enrolled in an OJT and/or an apprenticeship program (RTI).	78	842
Total apprentices who complete an apprenticeship program.	10	590
Total apprentices who complete an apprenticeship program AND receive a degree or other credential.	10	590
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
Total number of incumbent worker apprentices who complete an apprenticeship program and advance into a new position.	8	130

Website launch and analytics

The Marketing Work Group continues to monitor analytics related to redesigning and relaunching the website on Sept 20, 2021. Currently the number of unique visits is substantially below 2021 levels, according to data from Illinois workNet.

One bright analytic spot is that the number of visits to the National Apprenticeship Week (NAW2021) landing page is remarkably positive (3724 visits) and significantly larger than 2020 (224 visits).

Driving traffic to the Apprenticeship Illinois site and making sure that the site has the right content for target audiences (primarily job seekers and employers) and that navigation is intuitive and user-friendly are the Work Group’s highest priorities in 2022.

APPRENTICESHIP ILLINOIS WEBSITE ANALYTICS

16,322 fewer visits than 2020

Apprenticeship IL Website Analytics	2020 Annual	Jan-Mar Q1 2021	Apr-June Q2 2021	July-Sept Q3 2021	Oct-Nov Q4 2021
Total number of unique visits to Apprenticeship IL in 2020:	42,905	9,336	5,141	7,770	4,330
NAW2021 Landing Page	224 (Oct-Nov)			148	3,724
2020 visits by pages:					
Apprentices:	7,113	1,870	2,978	3,819	1,794
Employers:	1,714	263	352	452	371
Contact				150	168
Resources (Now Information Center)	1,763	303	336	90	334

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National Apprenticeship Week

Illinois can be proud of its NAW2021 celebration and robust level of activity between November 15-19. There is a newly created media gallery landing page that [can be seen here](#). Illinois had over 40 virtual and in-person events and 18 municipal proclamations and nearly two dozen proclamations from trade councils.

Two notable events happened on Tuesday, November 16. Governor JB Pritzker joined AAR CORP., United Airlines and local officials and workforce partners (The Workforce Connection and Rock Valley College) to announce a \$2.6 million investment to fast-track workforce development training for in-demand aviation mechanics. State funds will be used to expand, develop, and implement a comprehensive workforce strategy including apprenticeship opportunities offered through AAR's Maintenance, Repair and Overhaul (MRO) facility at the Rockford Airport. Click here for [press release](#).

LWIA 22/24 hosted an apprenticeship roundtable with over 112 people in attendance and more participating virtually. This event celebrated 14 apprenticeship employers, had a signing to launch three new registered apprenticeships for special education high school students, and saluted apprentices from that area. The media coverage and photo gallery can be [seen here](#).

Chair Mike Conley and work group chairs Manny Rodriguez, Dr. Laz Lopez, and Tony Fuhrmann penned an op-ed that was published in [The Telegraph](#).

Committee staff created an [employer thank you video](#) with a small sampling of the 500+ apprenticeship employers in Illinois.

The Committee organized and hosted a Get to Know Apprenticeship Illinois webinar series during NAW2021. Several Committee and work group members were engaged as moderators and panelists and helped organize the events. The registration and attendance analytics are below. All webinars offered closed captioning and were recorded (and are on the NAW2021 website).

Topic	Registered	Participants
Apprenticeship Illinois: A Learn and Earn Strategy	128	98
Creating More Diverse, Equitable, and Inclusive Apprenticeships	100	72
Apprenticeships Business Champions: Building In-House Talent	79	64
Youth Apprenticeship: Supplying Illinois' Talent Pipeline	99	62
Build Your Future Workforce: Meet Illinois' Apprentices	85	56

There were several initiatives announced nationally during NAW2021. The leadership group discussed these items at their December meeting and will share more information during the Dec 9 meeting.

- USDOL Secretary Walsh announced future dates for National Apprenticeship Week. They include Nov. 14-20, 2022; Nov. 13-19, 2023 and Nov. 18-24, 2024.

- [DEIA national employer pledge](#)
- [USDOL Apprenticeship Ambassador](#)
- [National Pre-Apprenticeship definition movement](#)
- [National Youth Apprenticeship definition movement](#)
- LEAP legislation introduced: U.S. Representatives for Illinois Republican, Rodney Davis, and Democrat Raja Krishnamoorthi as part of National Apprenticeship Week, introduced the [Leveraging and Energizing America's Apprenticeship Programs Act](#)

More information about National Apprenticeship Week will be shared in the December monthly Committee update.

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ATTACHMENT: Pre-Apprenticeship Definition for IWIB Consideration

IWIB Apprenticeship Illinois Committee Pre-Apprenticeship Work Group PROPOSED AMENDED DEFINITION FOR PRE-APPRENTICESHIP (FINAL OCT 2021)

Pre-Apprenticeship programs are designed to prepare individuals to enter and succeed in an apprenticeship program or in another career pathway approach. Pre-apprenticeship programs have 6 core elements:

Inclusive Recruitment of Underrepresented Individuals

Pre-apprenticeship programs offer a career pathway and focus on recruiting historically underrepresented individuals (both in employment programs and in the industry sectors) to ensure both diversity and access and inclusion in both pre-apprenticeship programs and in various industries. Historically underrepresented populations include but are not limited to: underrepresented racial/ethnic persons and women, out of school youth, veterans, returning citizens, and individuals with disabilities.

Industry-Focused Curriculum & Training

Pre-Apprenticeship curriculum and training are designed to provide pre-apprentices with the knowledge and skills to prepare them for success in an industry-focused apprenticeship program or in other career pathway approaches. Curricula are strategically designed with employers and industry representatives to prepare participants to meet entry-level requirements of an apprenticeship program. The curriculum should incorporate the Illinois Essential Employability Skills Framework as well as contextualized instruction for any basic knowledge and skills (e.g. mathematics, literacy, etc.) necessary to succeed in further apprenticeship training.

Hands-On Learning/Work-Based Learning

Programming includes practical and meaningful hands-on learning activities are connected to the occupation, curriculum, and training activities such as Career Exploration and Career Development Experiences. Learning activities also reinforce foundational professional skills outlined in the Essential Employability Skills framework (personal and work ethic, teamwork, communication, etc.).

Retention Services For Successful Participation and Completion

Retention Support Services can increase retention, reduce barriers, and assist participants in persisting through the program. Providers work directly with participants to identify any barriers to program participation, completion, and employment they may experience, and provide participants with supportive services and community resources such as educational & career counseling, financial literacy, and wrap-around services to address and minimize those barriers. Providers monitor retention and may provide ongoing support to pre-apprenticeship completers, such as mentorship or alumni support, as they progress along their career pathway.

Partnerships with Employers and Connections to Apprenticeship Programs

Pre-apprenticeship programs have documented partnerships with employers as well as apprenticeship programs. Pre-apprenticeship programs support participants as they apply for a Registered or Non-Registered Apprenticeship program. Pre-apprenticeship participants may receive preference for enrollment or priority placement in some apprenticeship programs. If a participant does not seek an apprenticeship or secure employment upon completion, providers should support the participant to related entry-level employment or additional education and training opportunities along their career pathway.

Strive for Credential Acquisition

Pre-Apprenticeship programs' training and hands-on-experience is designed to develop participants' essential and technical skills in preparation for apprenticeship programs and/or sector-specific job opportunities with sustainable wages. Emerging best practice for pre-apprenticeship programs include participants acquiring a credential during the pre-apprenticeship program. Emerging definitions for industry-recognized, non-degree, or alternative credentials may include but not be limited to certifications, certificates, credentials, or degrees.

IWIB Apprenticeship Illinois Committee Definition – INITIALLY VOTED ON AND APPROVED MARCH 2021

Definition of High-Quality Pre-Apprenticeship Program

High Quality Pre-Apprenticeship: A program that has a documented partnership with an employer or collaborative and is designed to prepare individuals to enter and succeed in an apprenticeship program. The pre-apprenticeship program consists of the following elements:

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Curriculum

With a “dual customer” approach, training is designed to provide job seekers with skills identified by state and regional business communities. With industry partnerships, curricula are strategically designed to prepare participants to meet entry-level requirements of an apprenticeship program. Contextual math and literacy training activities are included in the curricula.

Simulated Experience

Practical and meaningful learning activities are connected to the occupation, curriculum, and training activities such as Career Exploration and Career development experiences. Learning activities also reinforce soft skills and foundational professional skills outlined in the Essential Employability Skills framework (personal and work ethic, teamwork, communication, etc.).

Supportive Service

Participants are provided with coordinated community resources (educational & career counseling, financial literacy, and wrap-around services) to address and minimize barriers (childcare, transportation, mental health, affordable healthcare, affordable housing, etc.) to program completion and continuous employment. Resources are accessible during program participation and after program completion.

Equitable Outcomes

Recruitment efforts consist of methods to recruit and retain underrepresented populations to ensure diversity (equal representation) and inclusion (equal participation) in pre-apprenticeship programs. Measurable and equal outcomes (living wages, program completion, measure skills gain, apprentice entrance and completion, etc.) are used as indicators of equity.

Industry Recognized Credentials

Training is designed to develop participants’ hard and soft skills in preparation for high-quality apprenticeship programs and/or sector-specific job opportunities with livable wages.

Facilitated Entry

The program has demonstrated preferred partnerships with employers and upon successful completion of the program, participants are supported to apply for a Registered or Non-Registered apprenticeship program.

Retention

The program is responsible for monitoring participants’ progress once placed into apprenticeship. Programs are strongly encouraged to work with the employer or intermediary to identify strategies for successful completion of apprenticeship. The program is expected to continue to work with apprentices for up to one year to assist with any additional barriers to success.

CURRENT CAREER PATHWAYS DEFINITION FOR PRE-APPRENTICESHIP (CIRCA 2018)

A program that has a documented partnership with an employer and is designed to prepare individuals to enter and succeed in a Registered Apprenticeship or Non-Registered Apprenticeship which includes all of the following:

Training and curriculum that aligns with the skill needs of employers in the economy of the State or region and that has been designed to prepare participants to meet the minimum entry-level requirements of the Apprenticeship.

Access to educational and career counseling, and other supportive services as needed by participants.

Hands-on meaningful learning activities that are connected to education and training activities, such as Career Exploration and Career Development Experiences, and that reinforce foundational professional skills including, at a minimum, those outlined in the Essential Employability Skills framework.

Upon successful completion of the program, participants are supported to apply for a Registered Apprenticeship or Non-Registered Apprenticeship program, and may receive preference for enrollment.

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