



LAKE COUNTY WORKFORCE PLAN 2020-2024



TRAINING • CONNECTING • DEVELOPING ILLINOIS' WORKFORCE

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LETTER FROM THE LAKE COUNTY WORKFORCE DEVELOPMENT BOARD CHAIRMAN

On behalf of the Lake County Workforce Development Board I am pleased to present the 2020-2024 Local Plan. The Local Plan was approved to be published by the Lake County Workforce Development board for a 30-day comment on February 27, 2020. I want to thank the members of the Lake County workforce system for their hard work developing this plan, particularly Jennifer Serino and the rest of the Workforce Development Department staff and local partners. The document created through the efforts of all offers valuable insight into our workforce system as it is now and as it should be in the future.

This plan supports our commitment to a workforce system that addresses disparities and builds employer-led industry sector Career Pathways partnerships that align the skills of our workforce with careers that are in demand. Lake County deserves the best-in-class delivery system for workforce services that are accessible and effective for job seekers and employers alike.

As stewards of taxpayer dollars, the Lake County Workforce Development Board must ensure that every investment in workforce development drives high-impact results. I look forward to your continued partnership and support, as the Lake County Workforce Development Board and our partners build a better future for Lake County's businesses and workers.

Sincerely,



Andrew Warrington, Chairman
Lake County Workforce Development Board



Sandy Hart, Chairwoman
Lake County Board

Introduction

The Lake County Workforce Development Board is a workforce development leader in the County, Region and State. The Workforce Board has notably collaborated with key partners and stakeholders to lead out performance driven and innovative strategies and initiatives developing, aligning and integrating the region and local area's job-driven workforce development system. The Workforce Board has expanded upon the priority of services to best prepare a more inclusive workforce to meet the employer demands of today and industry talent needs of the future.

The Workforce Board has made a commitment to strengthen the workforce system through a concerted effort to align priorities with Governor Pritzker's Executive Order 2019-03:

- Unite workforce development partners around regional cluster strategies
 - o The Workforce Board will continue to be an active partner in the Workforce Partners of Metropolitan Chicago and support regional initiatives including building upon the current incumbent working training program focusing on Transportation/Distribution/Logistics while exploring additional projects in regional industry sectors of manufacturing, healthcare, and information technology in the upcoming years.
 - o The Workforce Board will take a lead role in fostering greater collaboration with Workforce Partners of Metropolitan Chicago Integrated Regional Business Services Teams to coordinate regional career fairs and bring together specific sector employers to help lead future workforce efforts in these sectors.
 - o The Workforce Board will direct workforce development, economic development and education to work collaboratively as a workforce ecosystem will facilitate meetings/round tables with specific industry sector clusters to create partnerships to advance and align education and training needs.
 - o The Workforce Board will invest in the workforce development, economic development and education working together as a workforce ecosystem to convene employers and other regional institutions (community colleges, economic development, etc....) to help lead regional sector partnerships.
- Prepare Illinois workers for a career, not just their next job
 - o College of Lake County and Workforce Development will work with the regional apprenticeship navigators and intermediaries, along with interested partners to expand apprenticeships in Lake County and regionally.
 - o Workforce development, economic development and education will collaborate with high schools to expose more students to careers with Lake County employers, careers in the STEM field, and internship opportunities through innovative programming and employer connections.
 - o The Workforce Board will sponsor a series of workshops pertaining to trends and challenges in today's workplace.
- Connect job seekers with employers
 - o The Workforce Board will invest in Workforce Development leading out and coordinating with Job Center partners to execute strategies to transition dislocated workers and adult job seekers to their next job through short-term training and work-based learning opportunities.
 - o The Workforce Board will direct Workforce Development and the College of Lake County to develop the most effective ways to inform on programs and education offered at CLC.
 - o Workforce development, economic development and education will continue to work together to better understand the challenges businesses face and connect them with partner organizations that can drive innovative workforce solutions aimed at accelerating business growth.
 - o The Workforce Board will work with and invest in the One-Stop Operator to collaborate and lead the coordination with partners to develop and execute Service Integration action plans.
 - o The Workforce Development Integrated Business Service teams will lead out business services through the Job Center and regionally to connect more dislocated workers, adults and youth to hiring opportunities.

The Workforce Board aligns all strategies and programming with the overriding intent of WIOA to expand services provided to special populations, notably the disabled population, veterans and the individuals with basic skills deficiencies. The Workforce Board, in collaboration with workforce system partners throughout Lake County, have renewed the commitment

to further expand upon the priority of services to develop and deliver more inclusive employment and training programs in order to target the underserved in the underserved communities. The Lake County Workforce Development Board Four-Year WIOA Local Plan provides a framework to achieve this goal.

Guidance from the Illinois Department of Commerce provides the outline for development of the Four-Year Local Plan. State guidance emphasizes that the Local Plan sets forth the strategy to incorporate the goals, strategies and priority industry sectors in the Regional WIOA Plan. Lake County is part of the Northeastern Economic Development Region 4 (NEEDR) comprised of the seven local workforce areas in northeast Illinois and the counties of Cook, DeKalb, DuPage, Grundy, Kankakee, Kane, Kendall, Lake, McHenry and Will.

The Workforce Development Areas that comprise the Northeast Regional Planning Area engaged in a robust planning process modifying, updating and developing the NEEDR WIOA Regional Plan. The planning process was led by the Workforce Partners of Metropolitan Chicago and facilitated by a hired national consultant Thomas P. Miller. The comprehensive planning process included the collection and analysis of regional demographic and labor market information. Completing a survey completed by workforce development systems partners and stakeholders. Included in the regional planning process was the work that has been done by the Workforce Partners including strategic planning, joint grant-funded initiatives, processes and systems changes that have been made/elevated to a regional level.

The NEEDR has chosen to focus sector efforts on the following industries, with the understanding that information technology (IT) underlies all of these and is an important economic driver in its own right:

- Healthcare and Social Assistance (and Life Sciences)
- Manufacturing (with an emphasis on Advanced Manufacturing)
- Transportation and Warehousing

As outlined in Table 2, these sectors are critical to the NEEDR economy and are emerging or leading sectors. NEEDR has broadened its understanding of the Healthcare industry to include the broader Life Sciences industry, in keeping with the State Plan, and recognizing the value to the local economy of industry that bridge sectors such as pharmaceuticals, food manufacturing, environmental and ecological sciences, biotechnology and more. Local Workforce Innovation Areas (LWIA) in the NEEDR also focus on additional sectors as warranted by local conditions.

The economic impact these industries have in the NEEDR is considerable. Table 4 details the aggregate effect on jobs for the Region by industry.

Table 4: NEEDR Annual Impact By Sector (Event Size = 100)¹

	Initial	Direct	Indirect	Induced	Total
Healthcare Employment	100	21	10	77	108
Healthcare Earnings	\$6,349,727	\$1,374,685	\$692,030	\$4,480,519	\$12,906,962
IT Employment	100	96	44	268	508
IT Earnings	\$10,380,918	\$6,122,167	\$2,746,371	\$16,333,925	\$35,583,381
Manufacturing Employment	100	44	26	174	343
Manufacturing Earnings	\$9,329,589	\$3,480,034	\$1,745,429	\$10,440,649	\$24,995,701
Transportation & Warehousing Employment	100	37	14	101	252
Transportation & Warehousing Earnings	\$6,478,844	\$2,069,945	\$936,326	\$6,049,685	\$15,534,800

Source: Emsi 2020.1, Illinois Department of Employment Security, Bureau of Economic Analysis

¹ Initial: the initial change in jobs. To identify the impact of the industry, the 2-digit NAICS for each industry was converted into 6-digit NAICS, then the percentage of share of those jobs for the industry were entered in the “change in jobs” to reflect the percentage change of each job at the 6-digit NAICS.

Direct: the effect of new input purchases by the industries. This is the first round of impacts the industry has on the region.

Indirect: the ripple effect in further supply changes resulting from the direct change.

Induced: the impact of the new earnings, investments created by the initial, direct, and indirect changes.

The NEEDR Regional Plan is grounded in the following strategies:

Strategy 1: Strengthen relationships with local industry and enhance the ability to meet the needs of businesses

Strategy 2: Support employer-driven Regional sector initiatives

Strategy 3: Provide economic advancement for all populations through career pathways and a strong focus on work-based learning activities

Strategy 4: Expand service integration

Strategy 5: Promote improved data driven decision making

Strategy 6: Increase coordination between workforce development and economic development

Strategy 7: Strengthen linkages between the One-Stop delivery system and unemployment programs

The Regional Plan lays the foundation for the local plan Workforce Development Board undertook a process to develop a new Four-Year Local Plan. The local process mirrored the efforts of the regional effort by working collaboratively with workforce partners and stakeholders throughout Lake County to collect local demographic and labor market information; promote the engagement of local businesses, community groups and individuals as the local plan was developed and ultimately to establish goals and strategies for implementation by the workforce system throughout Lake County. The Workforce Board hosted a community forum with job center partners and community-based organizations and gathered critical information and input regarding services and programs to underserved populations in underserved communities. The Workforce Board has been engaged in a strategic planning process with the Board members. The strategic planning process has been facilitated by a consultant to review current plan, progress reports and identifying key strategies to carry forward into the next four years – ensuring the strategic plan and the local plan align. In addition to Board members, community leaders, community agencies, Job Center partners and participants have been engaged in the strategic planning process and this information has been leveraged for the local plan development.

Workforce Development Board's strategic vision and goals

The Lake County Workforce Development Board (the Workforce Board) has an ambitious Strategic Plan that was rooted in the strategy to Strengthen Lake County's position as a workforce development leader. The Board is updating its strategic plan and is prepared through Board committees and project-based task forces to drive innovative projects around connecting – growing - integrating.

The Board's Strategic Plan expands upon the priorities of the Board:

- Promote and advocate for services and resources to all areas of County (suburban and rural).
- Provide targeted industries with strategies and workforce development solutions to either attract or develop the skilled workers they need (e.g. address pain points).
- Ensure all Lake County residents have access to information on key industry sectors, careers, high growth jobs, education and training, and local openings. And information to back educated decisions on career pathways
- Maintain high performance standards for training providers and credentials
- Develop and retain a committed, results driven workforce board membership.

The Board's Strategic Plan identifies 4 key imperatives:

1. Demand-led workforce solutions
 - Objective: Increase manufacturing and healthcare businesses involvement in creating workforce development solutions
 - Objective: Identify industry ambassadors
 - Objective: Collaborate with education and economic development to build solutions
2. Create a culture of equitable prosperity
 - Objective: Increase access to services for the underserved
 - Objective: Facilitate greater collaboration among and between workforce partners
3. Develop solutions through career pathways
 - Objective: Deploy framework, resources, and tools to the workforce system
 - Objective: Invest in training towards the customer and employer's talent needs
4. The Workforce Development Board will become the workforce innovative leader
 - Objective: Increase board engagement in regional, state, and national discussions
 - Objective: Emphasize continuous flexibility
 - Objective: Increase board engagement in meetings and activities

The State's requirements for developing regional and local plans, as outlined in the State of Illinois WIOA Regional & Local Plan Guide, provide a template for responses containing specific information. The remainder of this document contains information as prescribed in that guidance.

Lake County Data & Trends

Lake County, IL, is a suburban area of 457 square miles located just north of Cook County, IL (including Chicago) and south of Kenosha County, WI. Lake County has a population of 700,832 as of July 2018 with a little more than 50% of residents being female.

General Trends

Trends in Lake County shows a decrease in population and an increase of individuals joining the labor force. As of 2019 Lake County's population decreased by -4.8%, losing about 3,360 residents. This decrease in population is higher than the state decline of 1%. Population is expected to flatten in Lake County between 2019 and 2023. However, Lake County added 14,083 individuals into the labor force from 2013-2018. Overall Lake County experienced a labor force increase of 1.6% from 2007-2018 where the state of Illinois experienced a decrease by 2.9%. The unemployment in Lake County is extremely low, in September 2019 at a 3.5% The unemployment rate has trended below 4% since January 2019.²³

	Lake County	EDR#4	Illinois
Population	700,832	8,733,876	12,711,277
Unemployment Rate	3.50%	4.10%	4.20%

Population Characteristics

Almost 40% of Lake County is racially diverse. The largest demographic population is White, followed by Hispanic (20.38%), Asian (8.31), Black (6.85%) two or more races (1.74) and American Indian or Alaskan Native (.88%).⁴

30% of Lake County citizens are speakers of a non-English language, which is higher than the state average of 23.5%. In 2018, the most common non-English language spoken in Lake County, IL was Spanish. 18.2% of the overall population of Lake County, IL are native Spanish speakers. Lake County, IL has more individuals at the retirement age than the state and less individuals entering the workforce.⁵

	Lake County	EDR#4	Illinois
Millennials (age 20 - 34)	19%	21%	20%
Retiring Soon (55 and older)	29%	27%	25%
Racially Diverse Population	39%	48%	39%
Non-English Speakers	30%	30.50%	23.50%

Educational Attainment

A larger percentage of Lake County has a high school diploma or higher compared to the region or the state and nearly half of the Lake County population has a bachelor's degree or higher.⁶

² http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml?_af=PEPANNRES

³ Illinois Department of Employment Security, Economic Information and Analysis Division, December 2019

⁴ Population Demographics Report, Lake County, EMSI Q4 2019 Data Set, January 2019

⁵ American Community Survey, 2017, Table S0101

⁶ http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_17_5YR_S1501&src=pt,S101

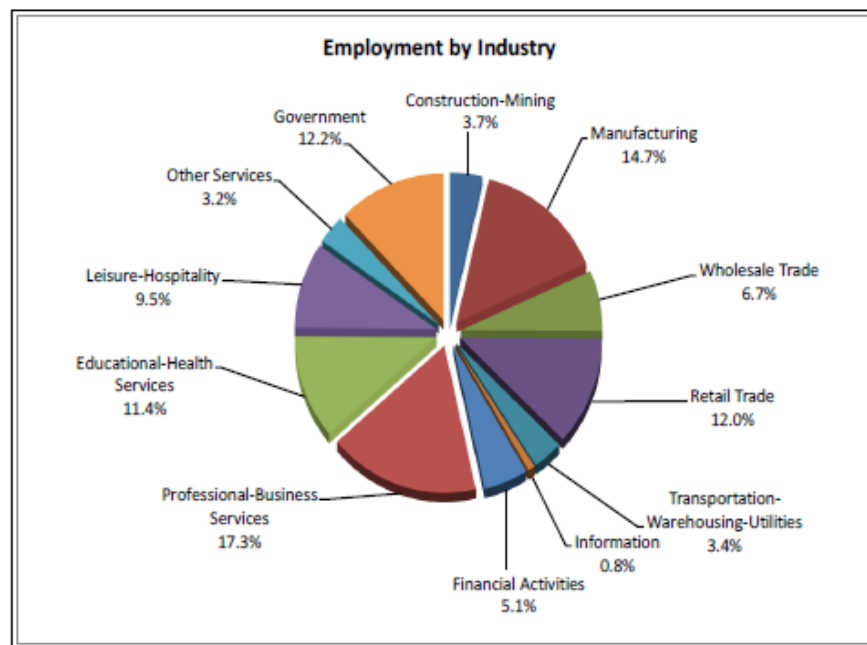
According to the National Center for Educational Statistics, the number of high school graduates is expected to increase in 5% nation-wide by 2027. In comparison, the number of high school graduates in Illinois is expected to decrease by 2.7% during that same time period.

	Lake County	EDR#4	Illinois
Less than 9th Grade	5%	6%	6%
9 - 12th Grade	5%	6%	6%
HS Diploma or Equivalent	21%	23%	21%
Some College, No Degree	18%	20%	20%
Associate Degree	6%	7%	6%
Bachelor's Degree	26%	23%	25%
Graduate or Professional Degree	19%	15%	16%

Industries

The largest industries in Lake County, IL are Professional and Business Services, Manufacturing, Government, Retail Trade, and Educational-Health Services. An overview of the top five industries in Lake County by number of jobs is below along with the employment percentage by industry from December 2019.⁷

Industry	2019 Jobs	2018 Jobs	Change in Jobs (2016 - 2018)
Professional Services	74,400	71,800	3.60%
Manufacturing	63,500	62,400	1.80%
Government	52,800	52,700	0.20%
Retail Trade	51,800	51,700	0.20%
Education and Health Services	49,300	48,300	2.10%



⁷ Illinois Department of Employment Security, Economic Information and Analysis Division, December 2019

Highest Rank Occupations in Lake County

Highest rank occupations are displayed for Lake County according to employment numbers, earnings and projected job growth.⁸

Largest Occupations in Lake County

Occupation	2020 Jobs	2024 Jobs	Change in Jobs (2020-2024)	% Change	2018 Median Hourly
Office and Administrative Support Occupations	49,601	49,240	(361)	(1%)	\$18.23
Sales and Related Occupations	37,812	37,683	(129)	(0%)	\$15.95
Production Occupations	31,280	31,125	(155)	(0%)	\$18.27
Management Occupations	31,093	31,580	487	2%	\$52.86
Food Preparation and Serving Related Occupations	27,117	28,847	1,730	6%	\$10.17
Transportation and Material Moving Occupations	26,279	26,749	470	2%	\$16.23
Business and Financial Operations Occupations	22,025	22,374	349	2%	\$32.82
Education, Training, and Library Occupations	21,503	22,048	545	3%	\$23.85
Healthcare Practitioners and Technical Occupations	17,356	17,817	461	3%	\$34.58
Installation, Maintenance, and Repair Occupations	13,240	13,394	154	1%	\$24.67

Highest Paying Occupations in Lake County

Occupation	2020 Jobs	2024 Jobs	Change in Jobs (2020-2024)	% Change	2018 Median Hourly Earnings
Management Occupations	31,093	31,580	487	2%	\$52.86
Computer and Mathematical Occupations	11,752	12,160	408	3%	\$42.78
Architecture and Engineering Occupations	6,484	6,531	47	1%	\$41.68
Legal Occupations	1,877	1,971	94	5%	\$41.32
Construction and Extraction Occupations	10,842	11,169	327	3%	\$35.50
Healthcare Practitioners and Technical Occupations	17,356	17,817	461	3%	\$34.58
Life, Physical, and Social Science Occupations	3,745	3,786	41	1%	\$33.15
Business and Financial Operations Occupations	22,025	22,374	349	2%	\$32.82
Installation, Maintenance, and Repair Occupations	13,240	13,394	154	1%	\$24.67
Arts, Design, Entertainment, Sports, and Media Occupations	3,886	3,822	(64)	(2%)	\$24.29

Fastest Growing Occupations in Lake County

Occupation	2020 Jobs	2024 Jobs	Change in Jobs (2020-2024)	% Change	2018 Median Hourly Earnings
Food Preparation and Serving Related Occupations	27,117	28,847	1,730	6%	\$10.17
Personal Care and Service Occupations	10,227	10,819	592	6%	\$11.98
Education, Training, and Library Occupations	21,503	22,048	545	3%	\$23.85
Management Occupations	31,093	31,580	487	2%	\$52.86
Transportation and Material Moving Occupations	26,279	26,749	470	2%	\$16.23
Healthcare Practitioners and Technical Occupations	17,356	17,817	461	3%	\$34.58
Computer and Mathematical Occupations	11,752	12,160	408	3%	\$42.78
Business and Financial Operations Occupations	22,025	22,374	349	2%	\$32.82
Construction and Extraction Occupations	10,842	11,169	327	3%	\$35.50
Healthcare Support Occupations	7,515	7,789	274	4%	\$15.04

STEM Occupations in Lake County

Description	2020 Jobs	2024 Jobs	2020 - 2024 Change	2020 - 2024 % Change	Avg. Hourly Earnings	Median Hourly Earnings
Computer Occupations	11,099	11,463	364	3%	\$44.46	\$42.71
Mathematical Science Occupations	653	698	45	7%	\$46.52	\$43.63
Engineers	4,619	4,704	85	2%	\$48.82	\$47.10
Drafters, Engineering Technicians, and Mapping Technicians	1,557	1,556	(1)	(0%)	\$30.99	\$29.94
Life Scientists	1,056	1,059	3	0%	\$45.94	\$39.91
Physical Scientists	1,085	1,103	18	2%	\$40.69	\$36.68
Social Scientists and Related Workers	522	538	16	3%	\$37.16	\$35.58
Life, Physical, and Social Science Technicians	1,082	1,087	5	0%	\$27.24	\$25.87

⁸ EMSI occupation employment data

Staffing Patterns by Key Industries

Staffing Patterns provide data supporting the occupations that staff an industry with data related to employment by industry, % change, median hourly earnings and typical entry level education. ⁹

Manufacturing Industry

Description	Employed in Industry (2019)	Employed in Industry (2020)	Employed in Industry (2024)	Change (2020 - 2024)	% Change (2020 - 2024)	% of Total Jobs in Industry (2019)	Median Hourly Earnings	Typical Entry Level Education
Assemblers and Fabricators	3,315	3,296	3,140	(156)	(5%)	6.2%	\$15.38	High school diploma
Machinists	2,187	2,224	2,285	61	3%	4.1%	\$18.73	High school diploma
Inspectors, Testers, Sorters, Samplers, and Weighers	2,012	1,989	1,865	(124)	(6%)	3.8%	\$19.58	High school diploma
Packaging and Filling Machine Operators and Tenders	1,752	1,762	1,763	1	0%	3.3%	\$16.26	High school diploma
First-Line Supervisors of Production and Operating Workers	1,604	1,623	1,653	30	2%	3.0%	\$31.34	High school diploma
Laborers and Freight, Stock, and Material Movers, Hand	1,342	1,355	1,370	15	1%	2.5%	\$14.59	No formal education
General and Operations Managers	1,208	1,216	1,221	5	0%	2.3%	\$55.65	Bachelor's degree
Packers and Packagers, Hand	1,182	1,196	1,212	16	1%	2.2%	\$13.93	No formal education
Production Workers, All Other	1,156	1,165	1,168	3	0%	2.2%	\$16.61	High school diploma
Sales Representatives, Wholesale and Manufacturing	1,029	1,039	1,050	11	1%	1.9%	\$31.13	High school diploma

Transportation & Warehousing

Description	Employed in Industry (2019)	Employed in Industry (2020)	Employed in Industry (2024)	Change (2020 - 2024)	% Change (2020 - 2024)	% of Total Jobs in Industry (2019)	Median Hourly Earnings	Typical Entry Level Education
Laborers and Freight, Stock, and Material Movers, Hand	1,377	1,477	1,700	223	15%	18.6%	\$14.59	No formal education
Heavy and Tractor-Trailer Truck Drivers	1,001	1,049	1,161	112	11%	13.5%	\$24.05	Postsecondary nondegree
Bus Drivers, School or Special Client	935	950	986	36	4%	12.6%	\$16.14	High school diploma
Industrial Truck and Tractor Operators	409	446	524	78	17%	5.5%	\$17.88	No formal education
Light Truck or Delivery Services Drivers	372	376	382	6	2%	5.0%	\$20.26	High school diploma
Packers and Packagers, Hand	321	348	391	43	12%	4.3%	\$13.93	No formal education
Stock Clerks and Order Fillers	311	341	405	64	19%	4.2%	\$13.10	High school diploma
Bus Drivers, Transit and Intercity	215	215	214	(1)	(0%)	2.9%	\$27.55	High school diploma
First-line Supervisors of Transportation and Material Moving	199	211	236	25	12%	2.7%	\$28.45	High school diploma
Shipping, Receiving, and Traffic Clerks	174	190	225	35	18%	2.3%	\$17.53	High school diploma

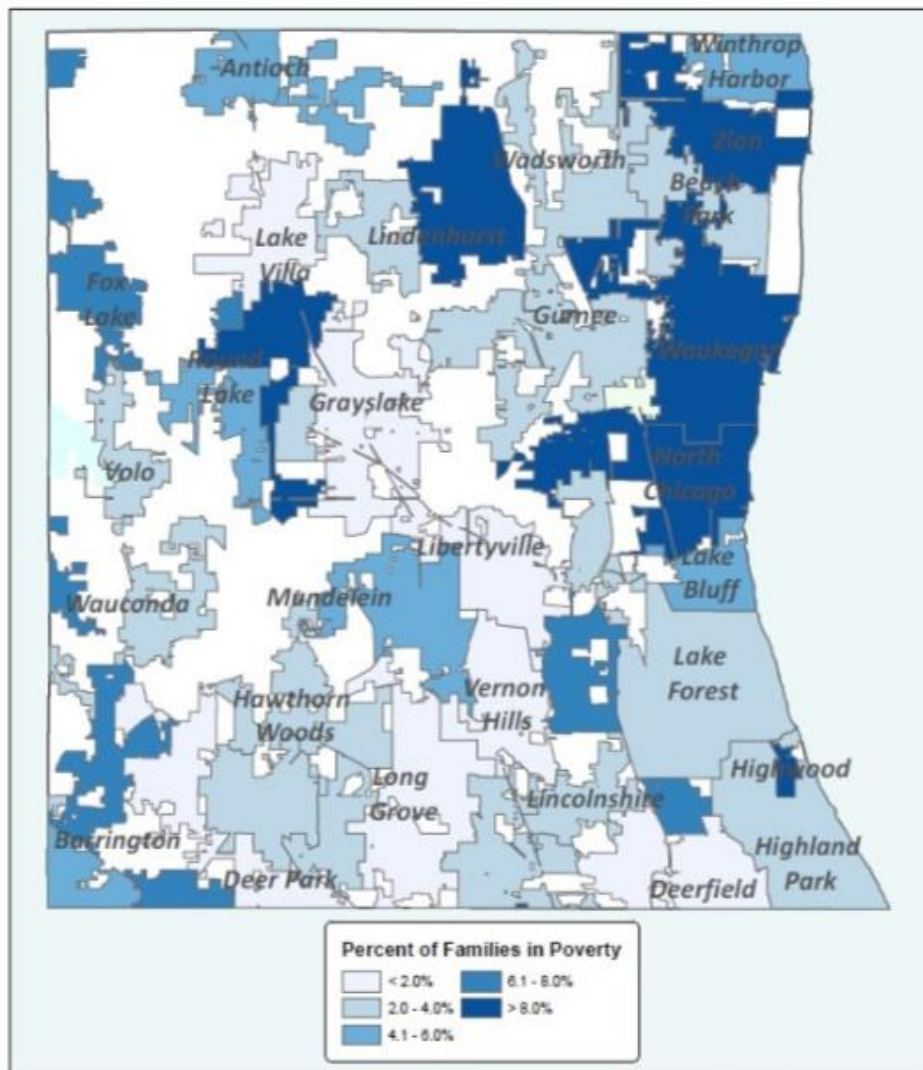
Healthcare and Social Assistance

Description	Employed in Industry Group (2019)	Employed in Industry Group (2020)	Employed in Industry Group (2024)	Change (2020 - 2024)	% Change (2020 - 2024)	% of Total Jobs in Industry Group (2019)	Median Hourly Earnings	Typical Entry Level Education
Registered Nurses	4,324	4,364	4,488	124	3%	13.8%	\$36.95	Bachelor's degree
Nursing Assistants	2,246	2,273	2,359	86	4%	7.2%	\$14.46	Postsecondary nondegree
Personal Care Aides	1,731	1,832	2,129	297	16%	5.5%	\$12.42	High school diploma
Home Health Aides	1,215	1,264	1,404	140	11%	3.9%	\$12.59	High school diploma
Preschool Teachers, Except Special Education	1,015	1,016	1,016	0	0%	3.2%	\$14.19	Associate's degree
Medical Assistants	968	972	994	22	2%	3.1%	\$16.79	Postsecondary nondegree
Receptionists and Information	863	863	868	5	1%	2.8%	\$14.91	High school diploma
Dental Assistants	777	780	790	10	1%	2.5%	\$21.41	Postsecondary nondegree
Office Clerks, General	735	730	711	(19)	(3%)	2.3%	\$17.83	High school diploma
Licensed Practical and Licensed Vocational Nurses	625	632	660	28	4%	2.0%	\$28.00	Postsecondary nondegree
Medical Secretaries	603	606	621	15	2%	1.9%	\$18.07	High school diploma
Childcare Workers	586	593	608	15	3%	1.9%	\$10.89	High school diploma
Dental Hygienists	526	528	535	7	1%	1.7%	\$42.07	Associate's degree
Food Servers, Nonrestaurant	473	488	531	43	9%	1.5%	\$10.94	No formal education

⁹ EMSI staffing pattern data

Income/Poverty Levels

As the graph demonstrates below, Lake County is characterized by extreme contrasts, including communities of tremendous wealth and segments of severe poverty among the urbanized areas. Among resident 9% are living below the poverty line¹⁰ and when broken down by gender, there are more women (9.15%) than men (7.79%) living in poverty.¹¹ Residents living below the poverty line are predominately in North Chicago (16%), Zion (15.7%), Round Lake Beach (14%), and Waukegan (13%).¹²¹³



Median household income in Lake County, IL is a little over \$87,000. Males in Lake County, IL have an average income that is 1.33 times higher than the average income of females, which is \$55,889. The income inequality in Lake County, IL (measured using the Gini index) is 0.48, which is higher than the national average.¹⁴

¹⁰ Rob Paral & Associates. (2019). *Healthcare Access in Northern Lake County*. Rob Paral & Associates. Retrieved August 14, 2019, from 2019 Community Needs Assessment: <https://www.hfnlc.org/wp-content/uploads/2019/04/Community-Needs-Assessment.pdf>

¹¹ World Population Review. (2019, July 11). *World Population Review: Illinois Counties: Lake County*. Retrieved August 15, 2019, from Lake County Population: <http://worldpopulationreview.com/us-counties/il/lake-county-population/>

¹² Rob Paral & Associates. (2012). *Poverty in Lake County*. Rob Paral & Associates. Retrieved August 15, 2019, from <http://gorterfamilyfoundation.org/wp-content/uploads/RPA-report-on-poverty-04-27-12.pdf>

¹³ <https://www.lakecountyil.gov/DocumentCenter/View/4619/Percent-of-Families-Living-in-Poverty-by-City-2012-PDF?bidId=>

¹⁴ <https://datausa.io/profile/geo/lake-county-il#about>

CHAPTER 1 -3: REGIONAL PLAN COMPONENTS

Northeast Economic Development Region #4 Regional Workforce Innovation and Opportunity Act Plan

<http://workforcepartnersmetrochicago.org/regional-workforce-development-plan/>

CHAPTER 4: OPERATING SYSTEMS & POLICIES – LOCAL COMPONENT

This chapter provides an overview of all the operating system and policies developed and overseen by the Lake County Workforce Development Board. This chapter includes an overview of key documents that describe the one-stop delivery system – delivered through the Job Center of Lake County and the services provided by the Job Center partners.

A. Coordination of Planning Requirements

The Workforce Board has aligned the WIOA required compliance documents including the Regional and Local WIOA Plans, the Job Center of Lake County MOU, the Job Center Partner Action Plan, and the One-Stop certification. In addition, the Workforce Board has aligned its own strategic plan with the Local Plan. To that end, the Workforce Board has incorporated key elements of the Job Center Memorandum of Understanding and Service Integration Action Plan into the Local Plan.

The Job Center of Lake County Memorandum of Understanding (MOU) provides a description of the one-stop delivery system, and other information that is essential to the establishment and operation of effective local workforce development systems as required by the WIOA Rule (20 CFR Part 678.705). The Job Center MOU outlines the roles and responsibilities of the One-Stop Center Partners, including the four Core Partners of Workforce Development Department, Illinois Department of Employment Security, College of Lake County and Department of Rehabilitation Services; in addition to the roles of the One-Stop Operator. It is understood by all partners to the MOU that the development and implementation of a successful One-Stop System will require time, planning, mutual trust and cooperation of all partners acting as a team, in good faith. The Job Center partners continue to implement and improve various aspects of the shared vision to ensure collaboration among education, workforce, economic development and required partners as program participants have access to services and programs to successfully move along a chosen career pathway, leading to high paying jobs in growing sectors of the economy that offer long-term opportunities for stable employment. The Memorandum of Understanding and any subsequent modifications is incorporated by reference into this plan. The following sections align with the Job Center MOU:

- The Job Center of Lake County
- The Job Center of Lake County Partners
- The Job Center Referral Process
- MOU Data Sharing
- MOU Cost Sharing Agreement
- MOU Governance
- One-Stop Operator

The Job Center of Lake County

The Job Center of Lake County partners share a vision for the local one-stop delivery system to promote business driven talent solutions through integrated resources and partnerships to enhance the economic vitality of Lake County and maintain a culture of equity and inclusivity in serving priority populations.

The Job Center partners have made it a priority to focus the coordination of services around continuous improvement efforts to address and reduce overlapping services, create efficiencies in serving the job seekers and businesses and increasing the career services delivered at the Job Center and throughout the system among the partners. The Job Center partners have all signed onto a well-versed Memorandum of Understanding (MOU) detailing carefully planned and coordinated services among and across all federally funded workforce development programs to achieve a level of integrated service delivery.

The Job Center of Lake County partners, led by the One-Stop Operator, deliver programs and services based on its overall intent to provide free help to job seekers and businesses. The partners have successfully been able to deliver a seamless set of services including:

- Resource rooms with free internet and resume writing tools
- Free access to fax and copy machines for employment and training related communications and materials
- Employment plan development
- Job training services

- Job search assistance
- Career counseling
- Practice interviewing
- Skills testing
- Labor market and employer information as related to careers, jobs and training
- Employment workshops
- Access to Supportive services (which can include information about SNAP, financial assistance, Medicaid, training services, child-care, emergency funds, and other benefits)
- Hiring events and business service information
- Accessibility and special accommodations for people with disabilities
- Referrals to community resources and other agencies, and more
- Access to Illinois workNet website
- Access to Illinois Job Link
- Unemployment insurance information
- Current job vacancies
- Professional magazines, articles, resume books and various newspapers
- Orientation sessions
- Calendar of activities including workshops
- Access to onsite interviewing by hiring employers
- Access to partner and community-based organization programs through direct connection or linkage

The Lake County Workforce Development Board in partnership with the Lake County CEO has identified and certified the Job Center of Lake County as the one comprehensive American Job Center to serve the local workforce development area. The Job Center of Lake County located at 1 N. Genesee Street, Waukegan – on the campus of the College of Lake County Lakeshore Campus. The Job Center is open from 8:30 a.m. to 5:00 p.m. Monday through Friday; and is easily accessible by auto and public transportation (bus and train).

The Workforce Board has not certified any additional affiliate or specialized workforce centers in Lake County. The Workforce Board does support service delivery throughout the county at various sites in order to serve a greater number of customers effectively and efficiently with minimal challenges – specifically serving a greater number of underserved customers in underserved communities. The Workforce Board reserves it right to further research and explore the need for affiliate or specialized workforce centers based on the need of workforce development customers.

Job Center Partners

The Job Center of Lake County offers career services and programs to adults, dislocated workers, youth, employers and other community members through the coordinated efforts of the core and required workforce system partners. Partners to the MOU include: WIOA Title I – Lake County Workforce Development; WIOA Title II – College of Lake County and APC Partners; WIOA Title III – IDES; WIOA Title IV – DHS VR; Veterans Services – IDES; TAA – Workforce Development; Migrant & Seasonal Farmworkers – IDES, Senior Community Services Employment Program (SCSEP) – National Able Network; TANF – DHS; YouthBuild – Youth Conservation Corps and YouthBuild Lake County; HUD – Waukegan Housing Authority and Lake County Housing Authority; CSBG – Community Action Partnership.

Workforce Innovation and Opportunity Act (WIOA) Core Partners:

- **Title I (Adult, Dislocated Worker and Youth)** – Workforce Development is a key community player in the areas of career services, business services, and education/ training required for implementation of the Workforce Innovation and Opportunity Act (WIOA) and is committed to providing and coordinating services on-site at the Job Center of Lake County and through-out the system. Workforce Development has an ongoing commitment to deliver all career services on-site at the Job Center of Lake County as well as community locations based on the customer needs. Workforce staff are physically located at the Job Center delivering career services including eligibility, outreach, intake and orientation; initial skills assessment, labor exchange services, referral and coordination; information on supportive services and assistance with establishing eligibility for financial assistance; as well as development of an individual employment plan; individual career coaching and planning; access to

internships and work experience opportunities.

- **Title II - Adult Basic Education** has 30 locations in Lake County (18 affiliated with CLC, 12 with Highland Park High School and 10 with Mundelein High School). There are other locations within the County that assist individuals with this subject matter but for the purposes of WIOA Title II, these are the locations observed. The CLC Adult Education staff also provides program information and services at the Job Center of Lake County.
- **Title III - Wagner-Peyser** services and programming are offered by the Illinois Department of Employment Security (IDES). IDES is co-located at the Job Center of Lake County represented by two Wagner-Peyser staff as well as a business service representative on site weekly. Two additional IDES staff provide programs and services specifically for veterans.
- **Title IV - Vocational Rehabilitation** through the Illinois Department of Human Services, Division of Rehabilitation Services (DRS) has one office in Lake County and eight (8) contractors who provide employment and training services to DRS clients in Lake County and additional contractors in the surrounding suburbs. DRS representative is onsite in the Job Center weekly, meeting with customers as well as assisting with workshops and employer hiring events.

In addition to the locations of the above core partner services, Lake County has a wide variety of service providers and organizations that provide educational and employment related services and services to special populations.

The Local Workforce Innovation Area 1 Service Integration Action Plan provides a description of how local workforce partners will align and coordinate services as required by the State of Illinois Service Integration Policy (WIOA Policy Chapter 1, Section 13). Information from the initial Service Integration Action Plan is included below. Any subsequent modifications to the Service Integration Action Plan are incorporated by reference into this plan.

Job Center Referral Process

It is the One-Stop Operator's role and responsibility to coordinate referrals among partners. The One-Stop Operator has worked with the Job Center partners to establish a referral mechanism utilizing a paper referral form. The paper referral captures and work collaboratively to phase in new tools and technology. The Job Center has a referral process already in place that utilizes a direct manual referral mechanism that includes at a minimum, the agency name and phone number.

With respect to referrals on the employer/business side, implementation of a CRM application has been customized and implemented with key partners. Salesforce has been functional among workforce development, economic development and the community college to house information on employer contacts and services and has proven effective in sharing information and coordinating delivery of programs and services to employers.

Reports of discussions within the Governor's Interagency Work Group indicate that technology improvements and sharing of data sources will further enable greater coordination of referrals between the partners. The Workforce Board is keenly interested in participating in development of a new system that will enable a more effective and efficient method for completing referrals on a timely basis and tracking trends and corresponding data to improve upon services.

ServicePoint Referral Network

ServicePoint is an information system that helps improve service delivery and evaluate the effectiveness of services provided. Lake County uses ServicePoint as its Homeless Management Information System. All programs funded under US Department of Housing and Urban Development are required to participate in ServicePoint as a condition of funding. Lake County made available the ServicePoint Referral Network to the Job Center partners – allowing partners to enter a services agreement and receive referrals from all agencies utilizing ServicePoint. In December 2017, the Job Center began receiving referrals through ServicePoint and has been reported as the highest volume receiver and highest success rate for referrals received – approximately 43% of the referrals sent are to the Job Center. The entities utilizing ServicePoint and making referrals fall into the categories of housing and general assistance; health; behavioral health and employment. The Job Center will continue to receive referrals through ServicePoint as the Job Center monitors the number of agencies using the tool, the number of referrals and the overall value add.

MOU Data Sharing

The Job Center partners are committed to pursuing alignment and integration of participant and performance data across programs with the goal of providing effective and efficient services that lead to customer employment and retention. All partners to this MOU agree to share data to the fullest extent possible through agreements and practices that allow each program to comply with the state and federal laws governing it to protect personally identifiable information while working toward greater integration of services across programs. As part of the agreed upon referral process, partners agree to comply with federal and state laws governing protection of personally identifiable information (PII).

The Job Center partners do not have an integrated data system and will explore options along with waiting for guidance from the State of Illinois Department of Innovation Technology. Until an agreed-upon data system solution is implemented the partners agree to pursue other means of securely sharing information relevant to improved outcomes for customers and businesses. The One-Stop Operator continues to work with the Workforce Board and partners to identify the most immediate and effective way to share information on shared customers.

MOU Cost Sharing Agreement

The Workforce Development Board leads the annual MOU cost sharing agreement negotiations with each of the MOU partners. The local board, chief elected official and required partners have successfully reached a consensus on the negotiated shared costs the agreed contributions demonstrate fair and equitable service delivery and integration within the comprehensive one-stop and across the system.

Lake County is the lease holder of the Job Center space in Waukegan, Illinois and Lake County Workforce Development Department budgets all infrastructure related expenses to the WIOA Formula Grant and pays all expenses related to the Job Center. Workforce Development maintains a general ledger of Job Center infrastructure expenses and as agreed upon by the partners, completes a reconciliation process twice a year and invoices the partners. The Job Center partners have agreed to contribute a proportionate share of infrastructure costs based upon the agreed upon allocation methodology of FTEs – the time staff member(s) delivering the services on-site in the Job Center, delivering the services at a partner site, or supporting the direct linkage to services through technology. All partner programs agreed to an FTE of no less than .25FTE.

The expenses associated with the One-Stop Operator is paid by Workforce Development WIOA Formula grant at 100%. A partner consortium has been selected as the One-Stop Operator through a competitive procurement process. These One-Stop Operator budget is a percentage of current Workforce Development staff that perform the functions of the One-Stop Operator on-site at the Job Center; therefore, Workforce Development will continue to contribute 100% to this cost.

Lake County Workforce Development is responsible for reporting to the required partners and Workforce Board on a bi-annual basis the costs and reconciliation.

MOU Governance

The governance of the MOU is overseen by the Workforce Development Board. Job Center partners have all agreed to standard business practices in the governance of the MOU to ensure compliance in the negotiation and execution of the MOU for career services and programs delivery and the MOU cost sharing agreement. The Job Center partners communicate with the Workforce Board regarding all requested MOU changes and amendments and follow a defined process. A Workforce Board member serves as a neutral facilitator in addressing requests, resolving issues and communicating to the Workforce Board.

One Stop Operator

The One-Stop Operator for the Job Center of Lake County is a partner consortium of the Lake County Workforce Development Department, Illinois Department of Employment Security, and the College of Lake County. The Workforce Board worked with the Lake County Purchasing Division to complete the One-Stop Operator procurement process in 2017 and a One-Stop Operator agreement was approved for the term July 2017-June 2021. The Workforce Board Procurement Policy references compliance to WIOA>>>> and bidding out the One-Stop Operator every four years. The Workforce Board is prepared to complete a One-Stop Operator procurement process in 2021.

The function and scope of work of the One-Stop Operator is to coordinate partner activities and services. The One-Stop Operator will:

- Coordinate activities, programs and services at the Job Center of Lake County between all Job Center partners and services providers.
- Coordinate tracking tools and process between partners
- Maintain the Job Center of Lake County website/webpage content and ensure integrity of published information from partners and active linkages.
- Regularly convene the Job Center of Lake County Partners to:
 - Learn about programs, services, trends and customers through periodic cross training sessions
 - Develop tools, technology and mechanisms to communicate to and across all partners pertinent information
 - Work with partners to assess customer needs as part of the continuous improvement process for the Job Center of Lake County
 - Collect customer feedback and work with partners to address issues as part of the continuous improvement process for the Job Center
 - Periodically review Job Center services and center accessibility
 - Assure Job Center materials are up-to-date and available for resource room staff and customers and maintain adequate inventories
 - Report and coordinate maintenance needs with Job Center staff and property owner/manager
 - Assist partners responding to economic needs of the local area as specified in the local and regional plans, as well as report outcome to the Board
 - Assist partners in identifying to recruit and match businesses with the skilled workers
- Serve as a member of the Workforce Development Board Operations Committee
- Develop and deliver a quarterly report to the Workforce Board regarding activities, outcomes and partner collaborations and continuous improvement efforts.

The Job Center of Lake County Service Integration Action Planning

The Job Center of Lake County partners in collaboration with the Workforce Board developed a service integration plan. The agreed upon Service Integration Action Plan provides a description of how Job Center partners will align and coordinate services as required by the State of Illinois Service Integration Policy (WIOA Policy Chapter 1, Section 13). The Service Integration Action Plan and any subsequent modifications is incorporated by reference into this plan.

The Illinois Workforce Innovation Board (IWIB) defines service integration as a combination of strategies to align and simplify access to one-stop center services and supports for employers, job seekers, and system customers with the goal of providing the best experience possible. Service integration may occur across entities delivering specific services or programs, across time as customer needs change, or both.

Seven service integration functions identified by the IWIB and outlined in its service integration policy (DCEO WIOA POLICY 18-WIOA-1.13) are the focus of Illinois' local one-stop delivery system. Each workforce board was responsible for assessing the level of service integration in seven functional areas and 15 associated goals for each one-stop center it oversees and agree on the priority actions needed to move the needle on the most strategically important service integration goals. A self-assessment guide has been developed to help local workforce boards implement the policy.

The Job Center partners were invited to complete the service integration self-assessment guide for their respective agency by assessing levels of service integration and identifying areas of interest for focused efforts toward improved levels of service integration. Each participating partner conducted the service integration self-assessment to identify where their agency fell on the continuum in working as a partner in the Job Center for each of the goals. The Job Center partners completed the assessments and were invited to come together for a planned facilitated discussion

The participating partners met to share assessments, identify agreed upon priorities and begin action planning. Based on the results of the collective assessments and the partners agreed to focus on two functions and related goals:

- Center Staff – Communication is consistent, comprehensive and timely
- Job Seeker and Business services – All one-stop services delivered by function; Business services delivered by function; Timely and Coordinated Access for Customers

The Workforce Board and the One-Stop Operator are working to develop the project plans to execute the agreed-upon action plans for each goal, setting priorities with the partners and defining the metrics – collectively identifying what success would look like. The Workforce Board Operations Committee will oversee the progress of the action plans.

The partners have agreed to the following:

- 1- Communication is consistent, comprehensive and timely
 - Explore and implement technology tools that will be utilized to promote and share partner and program information.
 - Real-time communications shared with/across/between partners. Partner engaged at the onset. Partners will report that a successful process is in place that ensures all staff are regularly informed of changes/updates/trends in service design, program policies and services to customers.
- 2- Timely and coordinated access for customers.
 - Identify and implement a common electronic referral system to be used by partners.
 - Design a shared process to gather feedback from all customers.
 - Referral process improvements. Increased job center customer traffic from partners.
 - Increased shared customers among partners.
 - Partner engaged at the onset.
 - Shared system to track customers.
 - Customers – job seekers, workers, businesses – describe their access to services as timely and coordinated whether on-site, through technology, at a partner site, and other appropriate accessible community services.
- 3- Services delivered by functions.
 - Develop a standard format to chart out all partner services, customers, and customer flow.
 - Create a functional organizational structure and customer flow.
 - Identify shared functions by partner.
 - Cross trainings continue and archived.
 - Increase career services delivered jointly. Each partner owns their program services and activities.
 - Shared measurements and goals. Shared ways to track customers and outcomes.
 - Core agencies create a functional organizational structure to share information, data, and resources to achieve common goals and mutually agreed upon outcomes.
- 4- Services delivered by functions – Business Services. Prioritize and engage in the following activities and tactics in order to Increased customer satisfaction – business and job seeker. Increased business engagement. Unified business engagement practices. More partners engaged at the onset of developing and implementing strategies.
 - Expand current business service team – capacity and partners.
 - Expand Business U Training.
 - Explore shared database.
 - Expand on-site hiring and job fairs throughout the County.

B. Technology and Remote Access

The Workforce Board is committed to pursuing alignment and integration of participant and performance data across programs with the goal of providing effective and efficient services delivered onsite in the Job Center as well as in remote areas throughout Lake County.

In conjunction with the One-Stop-Operator, the Workforce Board Operation's Committee has been working with the Job Center partners to best understand the most immediate and effective way to implement and transition to an integrated technology-enable intake and case management system for programs carried out under WIOA.

The Job Center partners have identified throughout the facilitated discussions the need for an integrated customer management system that would add value to the services being delivered, not a system that would be duplicative in nature and not used effectively by all partners. The Job Center partners have recognized the need to have a shared system but has also recognized the challenges with multiple agencies – both locally and statewide being able to utilize the same tool with the multiple data-share agreements, critical information to be gathered, and the maintaining of personal identification information.

The Workforce Board has not made the investment in an integrated customer management data system that would enable a common intake and case management information system across Job Center partners and the programs.

The Job Center partner integrated services action plan does prioritize technology and will be formulating a plan to research tools and systems with a projected go-live date of January 2021. The Workforce Board is willing to make the investment and include the cost for licensing in the MOU cost sharing agreement. The Workforce Board would assign the management of the system and tools to the one-stop operator. It is imperative that the tool collects data on workforce development system participants and identifies shared customers around shared performance measures. Unique information for specific partner programs and protected information will be captured by each partner in the partner's unique system.

The Workforce Board and local representatives of Job Center partner agencies continue to look to the Governor's Interagency Work Group for guidance and direction on this WIOA topic going forward. The Workforce Board does not want to invest in a system that may be duplicative or obsolete if the Governor's Interagency Work Group choose/invest in an integrated system at a state-wide level.

In regard to business services, the Workforce Board has invested in the local Business Services Team utilizing Salesforce as the database to capture business and employer data. In partnership with Lake County Partners, Lake County's public/private economic development organization and the College of Lake County, the Workforce Development business service team utilizes Salesforce as the customer relationship management tool for employer information, contact information, notes tied to services and activities delivered, as well as alignment with job placement metrics. Salesforce is the tool that will be customized to include employer customer satisfaction measures once established. Workforce Development will lead the information management and data entry for the local business services team.

Lake County Workforce Development System - Access to services in remote areas and with technology and

The Workforce Board recognizes the need to expand service strategies beyond the walls of the Job Center in Waukegan in order to deliver equitable services and programs throughout Lake County and in underserved communities. The Workforce Board supports the One-Stop Operator and Job Center partners in providing access to services in remote areas, through the use of technology and other means. The One-Stop Operator and Job Center partners have identified the following promising practices that enables individuals and employers to have access to services:

- Job Center of Lake County Website
- College of Lake County Campuses
- Libraries
- Community based workshops and services
- Cable channels
- Newsletters
- Lake County Careers Website

Job Center of Lake County Website

The One-Stop Operator manages the website for the Job Center www.lakecountyjobcenter.com. The website provides information and connections to all the Job Center partners and partners' programs. The Job Center partners provide information and program activities to keep the website up to date and relevant with the most current calendar of events, program and contact information. The website is an opportunity for individuals in remote areas to find assistance with career services, calendar of workshops, publications, videos and contact information. The website is customized to be a highly mobile-optimized site, ideally responsive for desktop, laptop, phones or tablets.

College of Lake County Campuses

To best serve customers, ABE customers and CLC students, the College of Lake County and the Workforce Board recognize the need for a workforce development presence at the College of Lake County, Grayslake Campus. The College of Lake County has dedicated an office within the main college campus for Workforce Development to serve customers in the farthest western part of the county, provide an immediate service to participants attending CLC classes and encourage a direct referral with CLC ABE students at the Grayslake campus. In addition, classroom space is made available to host groups of job seekers to attend WIOA and Job Center Partner Orientation and information sessions.

Libraries

The Job Center has a long-standing partnership with the library system throughout Lake County. Recognizing the need to bring services, workshops, and information into all areas of the county, the Job Center partners have delivered career services at the following libraries in 2019. Through this partnership, the Job Center is able to serve a greater number of individuals in these communities as well as increase access to services to individuals with limited mobility.

- Antioch
- Cook Memorial (Libertyville)
- Fremont (Mundelein)
- Lake Villa District (Lindenhurst)
- North Chicago
- Waukegan
- Round Lake
- Vernon Area (Lincolnshire)
- Warren Newport (Gurnee)
- Zion Benton

Community based workshops and services

Job Center partners continue to reach out to a network of relationships in remote areas to assist individuals in accessing services in an ongoing effort to serve the underserved in underserved communities as well as leverage high performing services from a vast network of organizations and providers. The Job Center participants in job fairs and events throughout the county and region including the following remote locations: Captain James A. Lovell Federal Health Care Center, Zion Leisure Center, North Chicago Firehouse, and Magee Middle School, Round Lake.

Cable Channels

Similarly, both CLC and Lake County have cable channels that can be used to provide information on Workforce Development programs and services. Effort will be undertaken to facilitate access to other Job Center Partners so that information on their services can be provided through the County's cable channel. Discussions will also be undertaken to gain similar access to the CLC cable channel, as well as municipal community access channels throughout the County.

Newsletters

Lake County government has regular newsletters distributed by County board members and WORKFORCE DEVELOPMENT information, events and services are often included in these newsletters that are emailed to constituents.

Lake County Careers website

The LakeCountyCareers.com Website and the Hiring Event Platform was launched in 2018 to better promote and capture candidates for career expos, job fairs and employers' hiring events. The intent of this website is to promote access to a

greater number of job seekers, young adults and high school students to increase candidate attendance at events, build a candidate-pipeline, and gain valuable data-driven insights to increase ROI over time. The LakeCountyCareers.com Website is put together through a collaboration of Lake County Workforce Development, the Job Center of Lake County, College of Lake County, Lake County Partners, and the Lake County High Schools Tech Campus.

LakeCountyCareers.com Website provides visitors with:

- Information on upcoming events including hiring events capturing both candidate and employer registration data.
- A career resource section that highlights current Workforce Development grant funded programs including:
 - o Work, Earn & Learn
 - o Workforce Essential Skills Training
 - o ConstructionWorks
 - o Career Crossroads
- Updated Industry and Occupation Pathways section, highlighting the key industry sectors identified by the Workforce Board and high priority occupations for each industry:
 - o Health Services
 - o Professional Services
 - o Manufacturing and Trades
 - o Transportation and Logistics

The website is customized to be a highly mobile-optimized site, ideally responsive for desktop, laptop, phones or tablets. The website is designed with back-end reporting for both candidate and employer data and includes candidate and employer confirmation emails upon registration and candidate reminder emails and texts prior to the event.

C. Lake County Workforce Development System - Core Program Delivery

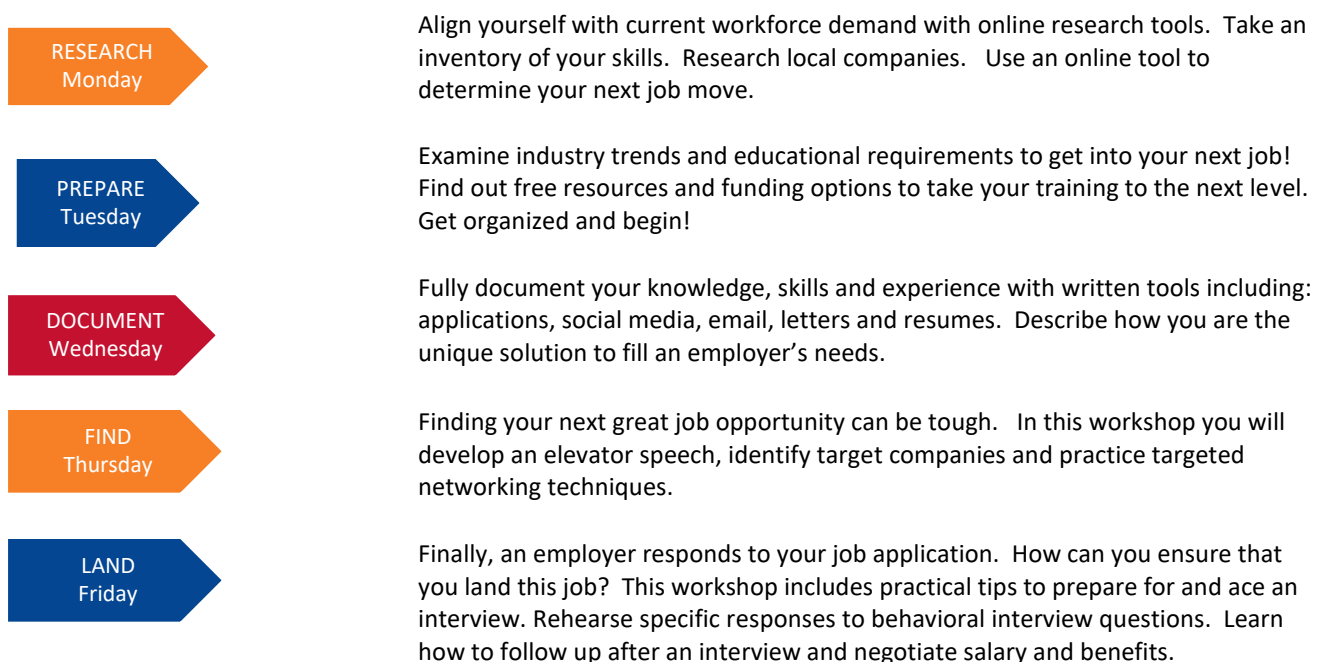
The Workforce Board has made a commitment through its strategic plan to prioritize services to individuals with barriers to employment and has been guiding programs and services to be inclusive in serving the communities and customizing and making available programs to underserved individuals in underserved communities. The Workforce Board recognizes the importance of accessibility of programs and services to all eligible individuals, including individuals with barriers to employment. To that end, the Workforce Board works with and encourages its workforce partners to establish new opportunities to serve workforce customers. The Board's Operation's Committee is specifically responsible for working with workforce system partners to develop new accessibility strategies and opportunities.

The following promising practices have expanded access to employment, training, education and supportive services for eligible individuals, particularly eligible individuals with barriers to employment:

- 5 Steps to Your Next Job
- Revive Lake County
- ConstructionWorks
- SNAP to Success
- Work, Earn & Learn
- Workforce Essential Skills Training
- Workforce Equity Initiative Grant
- Wildly Important Event
- Ready to Work - Legal Services
- Williams Consent Decree Drop-In Center
- DOL YouthBuild Programs

5 Steps to Your Next Job

Workforce Development developed and with Job Center partners delivers the award winning '5 Steps to Your Next Job' job readiness program. This monthly, 5 day interactive workshop has participants hearing from a team of career specialists regarding the latest job trends, viewing videos and websites designed to help participants plan their next career move, deliver access to dynamic companies and job opportunities – including hearing directly from business leaders, learn how to make skills and accomplishments 'real' to an employer and polish networking and interview skills. The workshop takes participants through the 5 Steps of Research - Prepare- Document – Find – Land.



Revive Lake County

Workforce Development has developed and executed the Revive Lake County (Revive) - an innovative solution to provide formerly incarcerated individuals with the essential skills needed in today's economy to ensure successful re-entry into the workforce. Revive has demonstrated success in benefiting individuals, businesses, and society at large and will be delivered in this program. Revive is a five-week program that encompasses workforce development elements, financial management, and building a network of resources to address the needs of the participant. The program includes a curriculum organized in five distinct modules. Each module is designed to instill foundational workplace values and behaviors that are critical to obtaining and keeping a job, including: career awareness, employability skills, communication pointers, and transferable skills. The program concludes with a capstone presentation prepared by each participant and presented at to partners, participant supporters, and local business leaders. The participants summarize new skills, individual goals, and a plan for success.

ConstructionWorks

ConstructionWorks Powered by the Illinois Tollway is a project developed in partnership with the Chicago Cook Partnership and the Illinois Tollway; and Workforce Development is a subcontractor delivering the project in Lake County. ConstructionWorks connects people of color, women, and other groups of historically under-represented workers to careers in the skilled trades. Accessible in locations throughout the Northeast Economic Development Region, ConstructionWorks programming provides participants with support services including access to a barrier reduction fund and training to prepare for employment and apprenticeship application processes. This program provides access to lucrative career pathways for WIOA participants who are interested in the skilled trades.

SNAP To Success

Workforce Development has partnered with National Able Network and the Illinois Department of Human Services to make available The SNAP to Success program through the Job Center. The SNAP to assists SNAP participants find employment, advance in their careers, and achieve self-sufficiency. National Able Network is the contractor to IDHS and works with the Job Center to recruit SNAP recipients into the employment and training program, provide occupational training in IT leading to several industry credentials and job search and job search training (e.g., job clubs, resume workshops), work placements (on-the-job training, apprenticeships), job retention services and referral to additional education - basic education, ESL, vocational education when assessed as appropriate. WD will continue to be a collaborative partner in the Job Center, working with National Able and DHS to deliver the program, assist participants to transition to their next job and where appropriate co-enroll in WIOA funded activities.

Work Earn & Learn

Workforce Development developed the Work Earn Learn program to provide an opportunity to Lake County residents who are interested in a career pathway. Participants enroll in a career pathway program developed in cooperation with an industry partner. The industry partner provides a paid work-experience for the participant while delivering training and classroom training, leading to an industry credential with skills training reinforced from industry professionals.

<u>Work</u>	<u>Earn</u>	<u>Learn</u>
Lake County Employer serves as industry worksite Participant employed full-time as an intern in a work experience	Employer provides training participant earns an industry recognized credential Participant earns a wage for work experience	Industry professionals deliver training through competency-based modules Participants gain skills through worksite rotations

Workforce Development partnered with the Lake County Division of Transportation to deliver the WEL program. Participants were enrolled in a paid work-experience at the Division of Transportation where they received training from industry professionals leading to industry recognized credentials including: Flagger, OSHA, Forklift, CDL, CPR, and First Aid. Throughout the work-experience participants rotated through multiple work-sites: road maintenance; the parts room; the sign shop. Upon completion of the program, participants transitioned into full-time employment with employers hiring for the newly trained skills; including a seasonal job at the Division of Transportation. Workforce Development as developed the WEL program as a program model that can be easily replicated with other industries and employers as well as additional cohorts at the same employment site.

Workforce Essential Skills Training

Workforce Development has developed and implemented the Workforce Essential Skills Training (WEST) program geared towards young adults ages 18-24. The WEST program delivers career readiness and soft skills training in a five-day structured program that runs in cohorts throughout the year. WEST is delivered at the Job Center and at partnering youth serving agencies in Lake County.



Bring Your 'A' Game is the foundation for the WEST program which also encompasses additional work-readiness components to prepare participants for internship, work-experience, and employment opportunities. The WEST program includes a career exploration component comprised of labor market information, career pathway resources, industry data tools, career interest assessments, & employer interaction. The program engages employers to meet and talk with the participants as the participants practice their job search and networking skills. Workforce Development has made it a requirement that all young adults interested in pursuing post-secondary education and training through an approved Individual Training Account and/or work-based training, must complete the WEST program as a pre-requisite.

This requirement has proven to be beneficial in preparing, selecting, enrolling and completing training. Based on the success of the WEST program model, the Workforce Board has included WEST program components into the WIOA Youth Request for Proposal program design.

Workforce Equity Initiative Grant

College of Lake County has received a grant from the Illinois Community College Board – Workforce Equity Initiative Grant. The purpose of this grant is to create, support, or expand short-term workforce (credit and/or noncredit) training opportunities in high-need communities focused on specific sectors with identified workforce gaps. The grant will serve residents throughout Lake County, with special emphasis on North Chicago, Round Lake, Waukegan and Zion. Grant funds will cover all tuition and fees, course materials, textbooks, industry exam fees and a scholarship to assist with living expenses such as childcare, housing and transportation. The funding allows eligible students to earn a certificate in one of nine programs:

- Administrative management technology
- Auto collision repair
- Forklift operator
- Heating and air conditioning (HVAC) engineering technology
- Truck driving
- Certified nursing assistant
- Dental assistant
- Healthcare office assistant
- Phlebotomy

The overall goal is to accelerate the time for the targeted population to enter and succeed in postsecondary education and training programs that lead to employment in high skilled, high wage, and in-demand occupations. Workforce Development and the Job Center have partnered with College of Lake County on this exciting initiative to assist with employment and connection to employers/businesses after completion of the credential aligned with regional workforce gaps that provides a full-time job paying at least 30% above the regional living wage or is on a pathway to a family sustaining wage (See: www.livingwage.mit.edu).

Workforce Development will provide career services to students; oversee job readiness tasks in preparation for an employment search and job placement; support Grant students in employment preparation by offering related curriculum such as 5 Steps to Your Job and The West Program; connect students to employer partners with full time employment opportunities in their related programs; and introduce CLC and employer partners to work-based learning opportunities and to support job placement and retention.

Wildly Important Event

The Illinois Department of Human Services hosts a Wildly Important Event quarterly at the Job Center. In partnership with Workforce Development and Catholic Charities, IDHS invites TANF recipients to participate in a workshop focused job search tips, work-place essential skills training, and financial literacy. IDHS provides customized assistance on resume writing and job search tips; Job Center partners deliver an information session on all the services available through the Job Center; Workforce Development delivers a Positivity Works session (curriculum based on Bring Your 'A' Game) and Catholic Charities provide a budgeting workshop. The collaboration has proven to be beneficial to the customers attending and is repeated quarterly with a ongoing list of up to 50 TANF customers invited by IDHS.

Ready to Work – Legal Services

Prairie State Legal Services is an organization that offers free legal services for low income persons and those age 60 and over who have serious civil legal problems and need legal help to solve them. Prairie State received a grant to work with the Job Center and be on-site in the Job Center several times a month to help individuals that have legal barriers to employment. Prairie State is available to work with walk-ins and referrals from partner organization and services are free of charge. Prairie State has addressed certain drivers' license suspensions so job seekers can legally drive to a job; assisted with applying for healthcare waivers, expunging improper DCFS indications, reinstating professional licenses, addressing housing instability, resolving issues of domestic violence, modifying parenting time to address work hours, overcoming certain debt issues, and more. In addition to providing on-site intakes, Prairie State is also available to present legal education presentations for Job Center partner staff and/or clients - presentations that cover topics such as criminal records relief, domestic violence, common issues for older adults.

Williams Consent Decree Drop-In Centers

The Williams Consent Decree enables qualifying individuals with mental illness to be moved from state-funded facilities into communities where they can live independently with professional support. The overall goal of the program is to move consumers from state-funded facilities into permanent supportive housing where they will have independence and support. To meet this goal, consumers receive transition coordination, support to continue their education or to get a job, as well as coaching from peers who have lived through similar experiences.

The Lake County Health Department has two consumer run drop-in centers in Waukegan and Zion. The centers are designed to provide a nonclinical environment for individuals to socialize, receive support from their peers and access computers. The supervised building spaces include a computer room and a seating area with a large screen television. Workforce Development delivers career services on-site to the consumers. Career services focus on resume writing, interviewing skills, workplace skills and information on local employers hiring as well as assisting in developing component of an employment and education plan when appropriate.

DOL YouthBuild Programs

YouthBuild programs are authorized under DOL's Workforce Innovation and Opportunities Act serving low income and underserved young people. YouthBuild programs provide secondary education completion, career pathways training and transitional services to college, job placement and ongoing follow-up for success.

YouthBuild Lake County serves underserved young adults in North Chicago offering education, GED attainment and high school diploma completion, counseling, leadership development, career pathway opportunities in Construction, Healthcare, Transportation Distribution and Logistics and Utilities. YouthBuild Lake County is a partner in the Job Center of Lake County and part of the youth serving network.

Youth Conservation Corp serves underserved young adults who have dropped out of high school and have additional challenges such as low-income, homelessness, disability. YouthBuild is the core program providing education and GED completion along with construction training and career and life skills training. In addition, YCC has a summer program providing conservation work experience and environmental education to high school and college students interested in preserving the Lake County's wetlands, prairies, and woodlands. This program is a public/private partnership between YCC and the Lake County Forest Preserve.

C. Lake County Workforce Development System – Education and Training Programs

The Workforce Board partners with the College of Lake County, the high schools in Lake County and higher education institutions to support, market, fund and assist in scaling up the following models and methods.

- Integrated Education and Training Models
- Dual Credit Programs
- Prior Learning Assessments
- Targeted Marketing Strategies
- Career Pathways
- Additional activities leading to post-secondary credentials

College of Lake County Integrated Education and Training models

The Integrated Career & Academic Preparation System (ICAPS), is the implementation of the IET (Integrated Education and Training) model in Illinois. ICAPS provides an integrated pathway in Career and Technical Education (CTE) for college credit and program certificate opportunities for Adult Education and Literacy (AEL) students that lack basic skills. The model provides career pathway/employment opportunities for students while enabling their transition into additional postsecondary certificate/degree programs.

The College of Lake County offers the Step Up program for adult education students to prepare them for college and a career. It also helps students to have access to college, succeed in college, and find a job in their field of study. ABE students begin in the Bridge to Careers program to language, math, and computer skills with a focus on a career field. Current programs include: Healthcare, Manufacturing, Early Childhood Education, Administrative Management and Technology, and Computer Information Technology.

After the Bridge program students can enroll in the Step Up to the Integrated Academic Preparation System (ICAPS) program, ICAPS are certificate program in career and technical education fields. Current programs include: Certified Nurse Assisting, Healthcare Office Assistance, Phlebotomy Technician, Automotive Technology, HVAC/Refrigeration Engineering Technology, Administrative Management and Technology, and Computer Information Technology.

College of Lake County works with the Workforce Board and Workforce Development to review the same labor market data sets, employer hiring data, and local wage data to develop ICAPS programs aligned with the current workforce needs. College of Lake County works with the Workforce Ecosystem to identify employers that would interview and hire individuals successfully completing the ICAPS program. College of Lake County presents this information to the Workforce Board for the Board's endorsement of the proposed ICAPS program – as a program that is part of an overall career pathway in key industry sectors and leading to in-demand occupations.

Workforce Development and College of Lake County Adult Basic Education worked together to address a local employer's talent need. A local human service provider was challenged with finding personal care aide workers. Workforce Development, College of Lake County and ABE collaborated to develop a Personal Care Aide short-term training program. An ICAPS program was approved, offered through the College of Lake County Workforce and Professional Development Institute and Adult Basic Ed instructor was in the classroom. WIOA eligible students were recruited for the training and received grant funding through an Individual Training Account (ITS) to pay for tuition. Upon successful training completion, a paid work-experience was made available with the employer. The collaboration between the partners and employers is a promising practice that can be replicated with additional high demand occupations to address the needs of employers.

College of Lake County Dual Credit Programs

The College of Lake County Dual Credit program allows high school students to enroll in college-level courses and earn college credit at no cost. Students take classes either at their own high school or at the Lake County High Schools Technology Campus in Grayslake. High school students enrolled in dual credit courses are officially registered at CLC. High school students benefit from enrolling in Dual Credit courses by shortening the amount of time required to complete a college degree by developing a college transcript while in high school – saving both time and money. All dual credit courses are the same as the classes offered by CLC; following the same syllabus and are taught by qualified instructors who

are approved by CLC. In addition, dual credit students are held to the same standards of achievement as students on campus.

Career and Technical Education certificate and degree programs, such as graphic arts technology, nurse assisting, welding, automotive and many more. The partners work together to make connections for the students to continue with additional education, connection to employers, development of internships aligned with education and career interests and ongoing professional development and awareness between CTE, CLC and workforce development professionals. Workforce Development has a network of programs and services to work directly with high school students that have completed dual credit career and technical education certificate programs if they need assistance and supports to transition into post-secondary education and/or employment.

Higher Education Prior Learning Assessments

Prior Learning Assessment is a term used to describe learning gained outside a traditional academic environment and is the evaluation and assessment of an individual's life learning for college credit, certification, or advanced standing toward further education or training. Prior Learning credit can be awarded for college-level learning students have already acquired from work, training, and life experiences. The Recognition of Prior Learning (RPL) is a process through which formal, non-formal and informal learning are measured, mediated for recognition across different contexts and certified against the requirements for credit, access, inclusion or advancement in the formal education and training system or workplace. The Workforce Board is interested in having this conversation with the College of Lake County and the Lake County University Center to identify the opportunities to build processes around prior learning assessment. In particular, the Workforce Board is interested in bringing greater awareness of the process into the job center and across partners and agencies serving veterans, dislocated workers, and career changers. Council for Adult Experiential Learning is nationally recognized for the work they have done and published regarding prior learning assessments; the Workforce Board is interested in working with CAEL to establish and advance goals around prior learning with the workforce development system.

Workforce Development System Targeted Marketing Strategies

The Workforce Board along with partners of the Job Center and workforce development system have identified promising practices around targeted marketing strategies for both customer bases – the individual and the employer to bring greater awareness of high wage/high demand occupations in key industry sectors.

- Workforce Development works with partners to source resumes to employers of potential candidates. When sourcing resumes it goes beyond previous work experience to a combination of transferable skills, interest inventory completed by the potential candidate as well as the candidate's interest in exploring new careers and industries.
- Workforce Development has a well-established work-experience program for WIOA eligible participants. Work-experience programs and trainings help participants bridge the gap in skills and allows the participant an opportunity to learn skills in new occupations and industries.
- 5 Steps to Your Next Job is a workshop delivered by the Job Center partners. The workshop provides job seekers of all skill levels, at any point an time in their career, useful information on how they can look beyond their resume and experience when seeking their next job and/or career. The tools focus on RESEARCH – PREPARE – DOCUMENT – FIND – LAND. This workshop is delivered monthly and throughout the county.
- Workforce Develop has delivered a series of presentations to high school students about jobs, careers, and industry sectors in Lake County. An added value has been when parents attend these sessions and get a chance to review the labor market information around careers, wages, jobs and employers. Workforce Development has set aside time to work with the parents to learn about additional opportunities and ways to connect with employers hiring in high wage jobs.
- In 2016 the Workforce Partners of Metropolitan Chicago received funding from DCEO and hired a consultant (EDSI, Inc.) to develop industry guides and manuals, industry and occupational focused PowerPoint templates, industry sector information sheets, and demand occupation information sheets. The products are based on local labor market data for the following industries: Healthcare, Information Technology (industry-occupation hybrid), Manufacturing, Transportation/Logistics (including Wholesale Trade). The guides and manuals incorporate career pathway materials and information to help individuals, workforce career counseling staff, other staff and business

customers in developing pathway-focused training and worker preparation activities. The Job Center and Workforce Development use the tools as part of workshops, presentations, and as a resource in the Job Center.

- Workforce Development has assisted employers in identifying innovative ways to train and advance current employees into high demand/high wage occupations. Employers have worked with Workforce Development to access incumbent worker training funds and developed training plans with underemployed workers. Employers have accessed apprenticeship models to have employees gain additional skills and prepare to advance along a career pathway.
- Senior Community Employment Program (SCEP) is a partner in the Job Center and provides a work-based training program for low-income persons 55 or older who are unemployed and have limited employment prospects. This work-base training program provides the mature worker an opportunity to gain skills in different work settings and helps to expand their hiring potential across occupations and industries. The Job Center has been a worksite for individuals enrolled in this program – helping with this population making a connection to the services of Job Center.

Career Pathways

The Workforce Board has a strategic focus on developing career pathways with key partners. The Workforce Board has redirected the focus from identifying career pathways as a linear education and training program such as moving from a CNA to an RN to focusing on the building of career pathway modules that are flexible in nature and customizable for the individual – job seeker – student – youth and employer.

The Workforce Board recognizes there are a diverse set of providers and education partners that have created career pathway components and will be working with these partners to build career pathway models from K-12, post-secondary education, licensing and credentialing through the transition to training on the job and to the next job. Pathway models will be built and executed that:

- Align with industry sector high demand occupations.
- Hiring needs of employers – both near and long term.
- The individual and where they are with age – education – training – employment – barriers.
- Address awareness, education and training needs, skills development.
- Identify on & off ramps throughout the pathway.
- Have mechanisms to identify barriers and solutions for each individual.
- Require partners to collaborate to assist individuals to transition from one module to the next.

Below are a few examples of career pathway models that include promising practices to be looked at for replication:

- Workforce Development partnered with Associated Builders and Contractors, Inc. Illinois Chapter (ABC) and the Waukegan Housing Authority to develop and implement Level 1 construction certification training class taught at Waukegan Housing Authority and a community-based organization in Lake County. ABC delivered a 12-week course leading to a National Center for Construction Education and Research (NCCER) credential. that prepares students for a career in carpentry National Center for Construction Education and Research (NCCER). This partnership was initiated through a DCEO Talent Pipeline grant – paying for participants tuition and personal protective equipment and a basic set of tools. Upon successful completion of the training program, ABCIL will work to connect participants to employers that have job placement opportunities.
- The Workforce Ecosystem has developed the Lake County Careers website that has initiated the conversation and development of a number of career pathways in four core industry sectors – Healthcare, Manufacturing, TDL and IT. Information is also available on Illinois WorkNet.
- ConstructionWorks is another example of the Workforce Board collaborating with partners to develop and deliver a career pathway in a key industry sector. ConstructionWorks delivers to career pathway modules from awareness, industry partners, training programs to apprenticeship programs in the construction and trades industry.
- SHINE Pharmacy Technician Program is a WIOA Youth funded program working with opportunity youth ages 18-24 through a partnership between Workforce Development, Waukegan High School, College of Lake County, and Walgreens. Occupational training is provided by College of Lake County in Pharmacy Technician coursework, leadership development and internships in the Pharmaceutical Industry as a Pharmacy Technician or in pursuit in other occupations/career paths in Health Sciences pathway. Walgreens Corp. has provided work experience at 18

Lake County Pharmacies, hosting interns for 160 hours of a paid work experience. The program is expanding to Northwestern Lake Forest Hospital – providing workplace tours and Pharmacy Staff as guest speakers and a resource to the students during their occupational training at CLC. Northwestern Medicine Lake Forest Hospital is working to set up internships within the Pharmacy Department.

- Youth Conservation Corps HVAC Program is a WIOA Youth funded program working with opportunity youth ages 18-24. are enrolled in an occupational training program in HVAC/R Installation, 18 credits over a 16 week period. The program is a partnership between Workforce Development, Youth Conservation Corps, College of Lake County and area employers. selected to learn in demand occupational skills, prepare for their next step by developing job skills, and ultimately moving into well paid jobs. Upon successful completion of the CLC training, students are placed in a 210 hour paid internship with a local business. At this point the student will determine if they are interested in employment in the field of HVAC or interested in further education and training in this career pathway.
- The Lake County Area Vocational System allows thousands of students from middle school through high school explore career options through local high school Career and Technical Education classes and through the Tech Campus. The Tech Campus put together a Career Guide that gives stakeholders an overview to explore and become familiar with the CTE opportunities at Tech Campus. The magazine is a great conversation starter with students, counselors and partners.

Demonstrated Co-Enrollment Successes

The Workforce Board encourages co-enrollment by workforce system partners. Collaboration between partners has been used successfully to assist customers in obtaining needed career skills and transition to employment. The Workforce Board partners with training providers on additional workforce grant opportunities in order to expand the training offerings to key segments of the population in Lake County. The Workforce Board has partnered with National Able Network on a DCEO Talent Pipeline Grant and a Department of Human Services SNAP to Success Grant; partnered with YouthBuild Lake County on a DCEO Youth Career Pathway Grant; partnered with Associated Builders and Contractors on a DCEO Talent Pipeline Grant; and partnered with College of Lake County to implement Transform Lake County, funded by the Illinois Community College Board.

Some of the past successes demonstrate the collaborative and innovative ways the Workforce Board and partners have delivered high performing programs with good results: partnered with College of Lake County to provide training opportunities to TANF recipients in health care occupations as well as long-term unemployed in manufacturing. Co-enrollment opportunity continues to be proven successful, that were initiated through the Disability Employment Initiative (DEI) where co-enrollment between Workforce Development, Department of Rehabilitation, College of Lake County and community-based agencies worked together to integrate resources to assist individuals to transition through training into employment. Workforce Development works with College of Lake County Adult Education and collectively the two partners identify Adult Education students ready for employment and work together to provide job readiness and connections to employment opportunities.

Activities leading to a recognized post-secondary credential

The Workforce Board strongly promotes pursuit of a post-secondary credential by all workforce system participants. The Workforce Board recognizes the value of training providers, educators and apprenticeship programs as partners in the workforce system. The Workforce Board continues to have a strong collaborative relationship with College of Lake County and works with CLC to expand its offerings in short-term career programs. The Workforce Board has collaborated with training providers throughout the region to identify high performing programs that meet the talent needs of local employers and regional industries. In 2019, the Workforce Board became a partner on the ConstructionWorks project with the Chicago Cook Partnership in order to strengthen the relationship with local and regional labor and union apprenticeship programs. In addition, the College of Lake County is preparing to launch its apprenticeship programs in 2020. Working with CLC and other public and private educational institutions within Lake County, the Workforce Board encourages the attainment of a certificate or credential. Stackable credentials are discussed with program participants and with local employers, with particular emphasis on those areas identified within high demand industries within Lake County.

Individual Training Accounts (ITAs)

The Workforce Board establishes the WIOA grant budget annually and has budgeted the majority of the training budget to be used for Individual Training Accounts (ITAs). ITAs are authorized by Workforce Development to WIOA eligible participants assessed as needing occupational training to gain a set of skills and industry credential needed by local employers and regional industry. ITAs are written for short-term occupational training programs that are in a high demand occupation – the training program must be certified on the Illinois Eligible Training Provider List. Eligible participants have access to over 60 high demand occupations across the key industry sectors in Lake County. All training will lead to a certificate of completion and/or an industry credential.

During the past two grant cycles of July 2017-June 2018 and July 2018 to June 2019, Workforce Development has authorized 258 ITAs for WIOA eligible adult participants; 288 ITAs for WIOA eligible dislocated workers; 40 ITAs for WIOA eligible youth; 372 for TAA eligible dislocated workers. Total grant funds expensed for occupational training was more than 3.75 million; or more than \$1.8 annually. The Workforce Board has a high priority occupation list for ITAs. The list is associated with the industry sectors on which the Workforce Board has chosen to focus. The participants are only able to access training on the Workforce Board's certified training provider program list however, a customer may make an appeal to the Workforce Development Director to approve admission to an occupation not on the list on a case-by-case basis.

Eligible Training Provider List & Programs

Workforce Development engages with training providers, educators, and community-based training programs on multiple levels to learn about the training and programs, recruit potential students, share labor market information, and connect with employers. Workforce Development hosts regular meetings with training providers certified through the Illinois Eligible Training Provider list to better inform Job Center partners and career specialists on programs and offerings. Workforce Development visits with and hosts meetings for training providers to present about their programs, employer connections, and successful outcomes. In addition, Workforce Development engages with training providers when working on rapid response events and industry sector initiatives. Training providers are encouraged to attend resource and job fairs and make efforts to reserve space in the Job Center to share information with customers.

Apprenticeship

College of Lake County (CLC) will be launching new apprenticeship opportunities in the fall 2020 for students seeking career-related work experience and area employers looking for qualified candidates. CLC plans to have 60 apprentices in manufacturing, healthcare, automotive technology, horticulture, information technology and business. The apprenticeship program was created as a direct response to requests from area employers. As baby boomers continue to retire, employers benefit by grooming skilled workers and sharing the knowledge base with the next generation. Each apprentice in the program is assigned a mentor, who learns on the job from a senior employee. CLC provides the technology and theory while the employer provides the hands-on, practical application.

DOL Registered Apprenticeship training programs are eligible training program under WIOA to be funded through an Individual Training Account (ITA). The Workforce Board will work with CLC to manage the process of having the DOL Registered Apprenticeship programs approved as part of the Illinois Eligible Training Provider List when appropriate. Workforce Development will make available to potential participants/students information on the apprenticeship programs and where appropriate and eligible enroll in additional WIOA grant funded services.

D. Coordination Strategies with State, Regional and Local Partners

The Workforce Development Board is the oversight and policy body for the WIOA Title I grant and funded programs in Lake County – Local Workforce Area 1. The Workforce Board is committed to coordinate strategies and promising practices across the local and regional area as well as engage in state-wide initiatives. The Workforce Board has member representation on the Illinois Workforce Investment Board as well as on the National Association of Workforce Boards. In addition, The Director of Workforce Development as well as the Workforce Board Coordinator are active members of both the regional Workforce Partners of Metropolitan Chicago and the Illinois Workforce Partnership. The Workforce Board takes an active role in coordinating and aligning strategies with partners of the Job Center and workforce development system and has noted that services are enhanced, and duplication of activities are being addressed.

The following sections provide summaries on core partner services that have a focus on integration and coordination:

- WIOA Title I Adult, Dislocated Worker and Youth Employment and Training Activities
- WIOA Title II, Adult Basic Education and Literacy Activities
- WIOA Title III, Wagner-Peyser Act
- WIOA Title IV, Vocational Rehabilitation Services
- Secondary and Post-Secondary Education Partners and Programs
- Carl D. Perkins Career and Technical Education Act
- Workforce Board Supportive Service Policy and Coordination

Adult, Dislocated Worker and Youth employment and training activities under WIOA Title 1

The work of the Workforce Board is driven by a strategic plan and grants are administered and programs are implemented by the Lake County Workforce Development Department. Workforce Development is also the on-site One-Stop Operator for the One-Stop Operator partner consortium.

Workforce Development Department is the Workforce Innovation and Opportunity Act (WIOA) grant administrator and service provider and serves WIOA eligible adults, dislocated workers and youth. Workforce Development provides career planning and coaching, authorizes training vouchers through Individual Training Accounts (ITA), develops career pathways, connects job seekers to employers, and works with employers to up-skill employees. Workforce Development has demonstrated success and innovation in the delivery, management and oversight of workforce development services and programs to diverse populations, including success in business and industry engagement as led by the Workforce Ecosystem, the partnership between Workforce Development, College of Lake County, and Lake County Partners.

Workforce Development has developed a comprehensive, performance driven customer flow to best serve adults, dislocated workers and youth. Key components and program elements as defined in WIOA and implemented by Workforce Development in the Job Center and throughout the workforce system include:

- Individual customer outreach, intake and orientation activities
- WIOA Title IB eligibility determination
- Individual assessment of skills, barriers and supportive services needs
- Development of individual employment plans
- Program coordination and referrals through an integrated resource team and partner networks
- Access to labor market information
- Access to training provider performance and cost information
- Authorization of Individual Training Accounts (ITAs)
- Connection to employers and industry
- Connection to hiring opportunities
- Development of work-based learning opportunities
- Job search assistance
- Follow-up and retention activities
- Incumbent worker training.

Workforce Partners of Metro Chicago

The Workforce Partners of Metropolitan Chicago (WPMC) is a consortium comprised of the Directors of the Workforce Development Boards and the Title I providers in the Northeast Economic Development Region – representing the seven local workforce areas and ten counties of Lake, McHenry, DeKalb, Kendall, Kane, DuPage, Cook, Will, Kankakee and Grundy. WPMC formed a formal partnership more than 15 years ago and since then has been working together for the purpose of conducting WIOA planning and implementation including: integrating regional business services, developing workforce sector strategies, and coordinating activities with WIOA core partners, economic development entities, community colleges/training providers, and other stakeholders. WPMC recognize that the economic vitality of each local area and county is impacted by cross-geographic issues and that geographic boundaries are often meaningless to businesses and residents. WPMC also realize the importance of collaboration to produce a greater impact across the Region. WPMC focuses on regional initiatives aimed at supporting business and sustaining the region's economic vitality.

Integrated regional business services team

The WPMC have initiated a Regional Integrated Business Services Team (BST) for NEEDR made up of the individual business service teams from each of the seven local workforce areas, including all partners' business facing staff. The goal of the Regional Integrated Business Services Team is to coordinate business services across the Region; including addressing needs of regional industry, integrating core partner agencies (and other partners in the future), identifying and sharing best practices, discussing challenges and identifying solutions, and engaging in professional development activities. Key accomplishments include hosting regional hiring events, Business U, sharing promising practices, joint business meetings, and coordinating responses to major employers with large and critical needs. As businesses and employers relocate to the region and expand across the Region, the BST has responded through customized hiring and talent connection events.

Adult education and literacy activities under WIOA Title II

The College of Lake County and its APC 532 partners—Mundelein High School and Highland Park High School—provide adult education and literacy activities to Lake County's population who lack basic skills in reading, writing, math, and those who need English as a Second Language instruction. Under Title II of the 2014 Workforce Innovation Opportunity Act, Adult Education providers must integrate and coordinate with workforce employment services (Title III), workforce development (Title I), and vocational rehabilitation (Title IV) activities. This can be accomplished primarily through the Job Center of Lake County, functioning as the One Stop Center per WIOA, which will be staffed on-site and off-site by the four core partners.

The College of Lake County and its APC partners provide on-site and/or off-site personnel to coordinate with services and Job Center partners. College of Lake County ABE staff are co-located at the Job Center to provide referrals to adult education and career/technical education providers, job search assistance and workshops, Spanish translation, and referrals to other Job Center partners. Also, CLC's Adult Education program located in the same building as the Job Center will make referrals to the Job Center for any of its students needing services. In Grayslake, CLC's Adult Education program will coordinate with the Job Center of Lake County and CLC's Career and Job Placement Center. Mundelein HS and Highland Park HS will provide direct linkage to the Job Center and will work with Workforce Development to bring services and workshops into their classrooms.

Adult education services are provided at the Job Center of Lake County, College of Lake County's campuses at Grayslake, Waukegan, Vernon Hills, and its community sites; Highland Park High School and its community sites; and Mundelein High School and its community sites.

The Workforce Board membership contains a representative of the Lake County Area Planning Council (APC). The Area Planning Council represents three (3) organizations: College of Lake County, Mundelein High School and Highland Park High School. The APC's representative on the Workforce Board is the Dean of the College of Lake County's adult education program. All three organizations of the APC are members of the Workforce Board's Operations Committee and partners in the Job Center MOU. In addition, the Director of Lake County Workforce Development is a member of the APC Board.

The APC Title II Plan has been endorsed by the Workforce Board Operations Committee- noting that the plan aligns with the WIOA Local Workforce Plan. In addition, as a member of the APC Board, the Director of Lake County Workforce Development assists with the writing of the APC Plan to ensure the most up to date information aligns in both plans.

TABE Test

Workforce Development has entered into an agreement with the College of Lake County Adult Education and ESL Division for TABE testing services. CLC ACEDV agrees to provide TABE testing services to Workforce Development referrals. CLC has designated testing dates at both the Grayslake and Lake Shore campuses for Workforce Development referrals. Workforce Development and College of Lake County have entered into a data sharing agreement as well, authorizing the parties to share personally identifying information about clients for the purpose of providing intake and TABE 11/12 testing. Workforce Development makes a referral for testing through the TABE testing portal – both parties have access to the customer record and test scores. This partnership has proven to be both an effective use of agency and customer time and efficient in assessing customers within a testing environment. Customers needing services from CLC ABE based on test scores have that immediate referral and connection.

Wagner-Peyser Act under WIOA Title III

Title III Wagner Peyser Act services are provided by the Illinois Department of Employment Security (IDES). Two (2) staff members from IDES are located permanently at the Job Center and provide Wagner-Peyser assistance to individuals. Duplication of services has been greatly reduced by the location of these IDES staff members at the Job Center. To ensure that local coordination of Wagner-Peyser programs and services is further enhanced and that duplication of services are minimized to the greatest extent possible, an IDES manager serves on the Workforce Board and chairs the Workforce Board's Operation Committee. In addition, IDES is a part of the partner consortium serving as the One-Stop Operator for the Job Center.

Other IDES staff members co-located at the Job Center include two (2) staff members providing services and programming to veterans; and a Business Services representative who works out of the Job Center on day a week.

Reemployment Services and Eligibility Assessment program

The Illinois Dept. of Employment Security (IDES) first transitioned to the Reemployment Services and Eligibility Assessment (RESEA) initiative in 2016. With that transition, those UI claimants that were most likely to exhaust benefits were targeted and required to receive assistance with their reemployment efforts.

RESEA workshops are held monthly at the Job Center by the IDES Wagner-Peyser team co-located at the Job Center. The workshop covers information and tips the job seekers need to take into account when looking for work including resumes, job search tips, Illinois Job Link, and overview of key partner programs. Workforce Development participants in the monthly workshop providing an overview of WIOA funded services. Wagner-Peyser staff continue to work with the job seekers by completing an individual employment plan documenting next steps including training, schooling, and job search assistance. Wagner-Peyser completes a 30-day status update with the job seekers.

Job Club

The Wagner-Peyser team co-located in the Job Center have scheduled ongoing job clubs for job seekers needing additional assistance in transitioning to their next job. Monthly job clubs are held as a consistent resource for the job seekers, many who are RESEA participants as well, to bring more information to the individuals around trends in employment and hiring practices.

Vocational rehabilitation service activities under WIOA Title IV

Coordination with the Illinois Department of Human Services Division of Rehabilitation Services (DRS) is promoted and enhanced through the membership of the DRS Local Office Manager on the Workforce Board. This individual has participated in meetings with core and required workforce system partners to enhance coordination of programs and encourage referrals throughout the workforce system. DRS has co-located an employee at the Job Center one day a week – as a result the Job Center partners have focused that day of the week on service collaboration, strategies and programming

geared towards individuals with a disability. The co-location of DRS in the Job Center has resulted in an increase in connecting individuals with a disability to employers – including Goodwill Industry who is responsible for the hiring of food-service workers at the Great Lakes Naval Station.

The Workforce Board was a grant recipient for a Disability Employment Initiative (DEI) grant. This grant enabled the hiring of a project lead, and individual with an LSW (Licensed Social Worker) and CADC (Certified Alcohol and other Drugs Counselor) and over 20 years' experience working with families and persons who are dually diagnosed with Mental Health and Substance Abuse. This individual continues to focus on the coordination and alignment of programs and services across the workforce system for individuals with disabilities as well as continues to administer the Ticket to Work Program through the Job Center.

Ticket to Work

Workforce Development and the Job Center is an Employment Network (EN) and delivers the Ticket to Work Program – a Social Security Administration (SSA) program that provides individuals receiving Social Security disability benefits with employment services. As an approved EN, Workforce Development delivers this program to individuals with disabilities receiving benefits from SSA -SSDI or SSI, who are issued a Ticket to obtain services and supports to assist them in preparing for work and entering and maintaining employment.

Workforce Development collaborates with IDHS-VR providing individuals with a disability additional options in receiving employment services. Workforce Development aligns services with the goal of the Ticket to Work program to assist people in reducing their reliance on disability benefits and greater independence through work.

SSA issues compensation payments to Workforce Development for assisting beneficiaries to achieve employment-related Milestones and Outcomes as they move towards self-supporting employment. Payments are made based on participant's achievement of designated levels of work and earnings.

Secondary and Post-Secondary Education Programs

The Workforce Board recognizes the value to be a collaborative partner with the education systems across the county to ensure alignment with workforce development strategies, to share common data sets, and to further develop and advance career and education opportunities for the communities and residents of Lake County. Lake County is home to many excellent secondary and post-secondary education institutions, including Rosalind Franklin University of Medicine and Science, the University Center of Lake County (representing 21 universities and colleges across Illinois), the College of Lake County, Lake Forest College and numerous award winning local education systems. The Workforce Board has membership from secondary and post-secondary education systems, including the county-wide elected Regional Superintendent of Schools, the President of the College of Lake County, the Dean of the Adult Education and Family Literacy Program at the College of Lake County and the owner of a proprietary school serving both youth and adults clients.

College of Lake County

College of Lake County is the community college serving Lake County and a leader in providing education and workforce solutions. College of Lake County has three campuses – Grayslake, Waukegan, Vernon Hills; and online programming to serve the diverse needs of individuals and employers. The College of Lake County has multiple programs certified through the Eligible Training Provider List and works directly with the Workforce Board to continue to add programs based on the talent needs of employers and industry.

The Job Center of Lake County is located on the College of Lake County Lakeshore Campus in Waukegan, in addition to CLC providing office space at the Grayslake Campus to Workforce Development staff to heighten the awareness of services to individuals and students.

The College of Lake County recently adopted their new strategic plan and the six pillars as noted below align with the work

of the Workforce Board's strategic plan:

1. Access & Success for Students
2. Equity & Inclusion
3. Teaching & Learning Excellence
4. Community & Workforce Partnerships
5. Collaborative Culture
6. Strategic Use of Resources

Health Professional Education Consortium

Since 2012 Rosalind Franklin University has been the leader in the effort to create a community innovation cluster called the Health Professions Education Consortium (HPEC). The consortium represents a group of collaborative, forward thinking, community driven and socially responsible individuals from various sectors within the communities in Lake County and the region. HPEC has a mission to align education and workforce needs, by ensuring accessible educational opportunities in the healthcare professions throughout the communities.

HPEC recognizes that healthcare-related organizations and businesses need trained, prepared workers; and people in the community need jobs - particularly in stable career paths that offer opportunities for growth and advancement. HPEC exists to help those two needs become one another's solutions. HPEC works to:

- Enhance and expand employer partnerships to promote engagement and retention
- Conduct data collection and evaluation to determine gaps
- Develop occupational standards (including job descriptions and core requirements) across HPEC partners
- Develop detailed pathways to terminal qualifications
- Expand learning communities
- Develop sustainable mentoring opportunities

The Workforce Board and several of its members have made a commitment to continue the work HPEC – serving on its executive team, ensuring alignment with healthcare initiatives, collaborating with learning communities, and connecting employers and industry to HPEC.

Lake County High Schools Tech Campus

The Tech Campus is an extension site of many area schools for Juniors and Seniors to attend classes in a specific career training program. The Tech Campus is regarded as one of the best Career Technical Education training facilities in the Midwest with a highly qualified staff dedicated to excellence in career technical education. With twenty-two member high schools throughout Lake and McHenry Counties representing over 1600 high school students, Tech Campus has the largest career technical secondary educational system in the State of Illinois.

Workforce Development has been an active partner with Tech Campus – participating in the strategic plan, bringing workforce and industry information into the various classroom – including industry guest speakers, leveraging resources to create student internships, and setting up recruitment days for graduating seniors regarding employment and training transition planning into post-secondary education, work-experiences and/or direct connection with hiring employers.

Tech Campus has been a partner in the Lake County Workforce Ecosystem and the Ecosystem has been instrumental in setting up annual Career Expos for the students of Tech Campus. Career Expos. Ecosystem has successfully launch a series of career expos at the Lake County High Schools Tech Campus – bringing together employers and high schools students. The Lake County High Schools Tech Campus serves high school juniors and seniors.

Lake County University Center

The University Center of Lake County is a partnership of public and private colleges and universities offering coursework and degrees within Lake County. The University Center is comprised of 7 public and 9 private institutions providing bachelor completion, graduate, and advanced professional development programs at multiple sites to those who work or reside in or near Lake County. The University Center of Lake County, located on the campus of College of Lake County, offers bachelor's completion programs and, in most cases, only upper division (junior and senior) level undergraduate courses. Admission requirements vary from institution to institution, but generally include approximately 60 hours of undergraduate coursework and/or the equivalent of an associate degree. The College of Lake County can provide that lower division coursework through associate degree programs. More than 130 degrees, certificates, and professional development courses are offered and delivered in a variety of formats that appeal to adult learners: evenings and weekends, face-to-face, online, blended, and interactive video. The University Center, a consortium-based center, provides high-quality educational opportunities for the residents, workers, and employers of the Lake County region.

The Job Center and Workforce Development connects individuals to the University Center for advance education as well as employers hiring for jobs aligned with the programs and degrees offered through the Center.

Lake County University Center is a partner in the Lake County Workforce Ecosystem which has contributed to the advanced dialogue around what additional course work and degrees need to be made available along career pathway to meet the needs of Lake County employers and regional industries.

Carl D. Perkins Career and Technical Education Act of 2006

The College of Lake County (CLC) is the provider of Perkins career and technical education services in Lake County and is an active and important member of the Job Center. Coordination efforts have been greatly enhanced through regular meetings between workforce development and CLC leadership. Staff representing CLC are located on-site at the Job Center. In addition, CLC staff are available through the affiliate site located on the CLC campus. CLC works with workforce development partners to coordinate delivery of services and promote provision of career education opportunities for the partners' customers.

College of Lake County is committed to supporting the efforts of aligning workforce and economic development through integrated and coordinated services. This is demonstrated through the delivery of Career & Job Placement Center services (resume writing, career counseling, interviewing prep, internship and placement support), referral services through Counseling and Advising of prospective and enrolled students, and dedicated resources for the One Stop Center and Services.

Perkins/Career & Technical Education – The Career & Job Placement Center, Counseling & Advising Center, and EMPS Program Coordinator make referrals to the One Stop Center by sharing location and contact information. When appropriate, they contact Case Managers directly to complete the referral cycle.

Workforce Board Supportive Service Policy

The Workforce Board has adopted a Supportive Service policy that allows for individuals enrolled in training to receive financial assistance with transportation for the days of attendance. The Workforce Board has budgeted for only transportation expenditures due to the limited funding as detailed in the attached Supportive Service Policy.

The Workforce Board supportive services policy does allow for approval of additional supportive services when an individual is assessed as needing financial assistance to continue to participate in training and be successful. The Workforce Board did work with the core partners to identify the needs of individuals accessing programs and services in the local workforce development system and partners noted: transportation and child-care as the greatest need for many to obtain, retain and advance in a job.

Family Centered Employment

The Workforce Board has been participating in a national Family Centered Employment community of practice in an effort to better understand the overarching need in the communities for child-care and transportation and begin implementing aspects of tested promising practices around sustainable solutions.

In late 2018 NAWB and Innovate Educate expanded the Family Centered Employment Initiative to incorporate more workforce development boards while launching the Family Centered Community of Practice (FCE CoP) to support workforce development boards interested in integrating family-centered approaches in their workforce development services and local communities. The Lake County Workforce Development Board applied and was 1 of 12 selected to join the 3 pilot sites in a Community of Practice. Since then the Lake County Workforce Development Board has begun collaborating, alongside key CBOs (United Way, YMCA, College of Lake County, Housing Authority, Waukegan and Round Lake Public Schools, Lake County Tech Campus, Adult Education, and the Job Center of Lake County), to explore integrating services in a family-centered model of service. The pilot collaboration group is called the Family Centered Employment Taskforce, to signify the commitment to pair workforce development with child development to get better outcomes for both parents and children through training and other workforce support.

In 2019, initial steps were taken to gather data and explore resources that would better serve families, with more extensive and complex strategies expected to be researched and piloted/executed in 2020 and beyond. This group will serve as the key mechanism to identify opportunities to braid resources, coordinate service delivery and expand access to occupational training, job and career search assistance, and supportive services within the local workforce development system. The goal is to eliminate benefits cliffs, leverage existing services and pool resources where there are gaps.

In the next four years the Lake County Workforce Development is committed to the following:

- Identify promising practices in implementing family-centered employment approaches.
- Create awareness about family-centered employment practices in Lake County.
- Promote stronger relationships and collaboration with community organizations, childcare providers, and other agencies.
- Implement system-level changes to promote a family-centered employment approach to advance families and meet workforce demands such as invest in Family Center Coaching training for workforce development professionals and partners.

YWCA Lake County

Parents are referred to the YWCA when they need assistance with finding childcare and financial assistance to pay for childcare. The YWCA administers the Childcare Assistance Program (CCAP) - affordable, high-quality early child care and education for working families. YWCA offers the services to connect families to resources for finding, qualifying and paying for child-care and early education programs.

TANF Recipients receive transportation support and childcare if they are working, and additional support while the recipient is enrolled in an approved education program. For others, community providers sometime have services they can take advantage of; for example, Community Action Partnership currently has a grant from Lake County to cover the cost of drop in childcare so individuals can go to job interviews, and the cost of daycare until an individual receives his or her first paycheck.

Community Action Partnership (CAP) of Lake County serves residents of Lake County with various programs to help local families find self-sufficiency and as a partner in the Job Center in part of the Job Center referral network. Individuals are referred to CAP for the following programs and services:

- Low Income Energy Assistance Program (LIHEAP)
- Illinois Home Weatherization Assistance Program (IHWAP)
- Head Start
- Preschooler full day or before and after school program and financial assistance
- Post-Secondary Scholarships
- Kids Club Summer Day Camp

United Way Lake County 211

United Way of Lake County launched 211 services for Lake County in 2019. 211 is a free, confidential, 24-hour information and referral helpline that provides a central access point to health and human services in Lake County. 211 is available to everyone and connects people in need to resources by phone, text and online, including mental health services, addiction support and rehabilitation, crisis counseling, supplemental food programs, shelter and affordable housing options, employment and education support, financial support, and more. Resource navigators at the 211 contact center, who are experienced, trained specialists, guide people to the help they need. The comprehensive 211 service is multi-lingual with English and Spanish speaking staff, as well as interpretations to more than 150 languages. 2-1-1 can help provide information about the following:

- Basic Human Needs Services: food banks, shelter, clothing, financial aid, utility assistance
- Physical and Mental Health Services: healthcare, Medicaid, Medicare, prenatal care, children's health insurance, crisis intervention, support groups, counseling, drug and alcohol treatment, intervention/rehabilitation
- Older Adult Services: adult day care, Meals on Wheels, respite care, home health care, transportation, nutrition, senior centers
- Employment and Income Services: support, job training, job search, education, public assistance
- Children, Youth and Family Childcare Services: after-school programs, family resource centers, camps/recreation programs, mentoring, tutoring, protective services
- Volunteering: opportunities to volunteer and to donate
- Community/Government: times, locations of city council meetings; information about community events; how to contact government offices and official
- Events/Occurrences: updates about emergency situations (ex. power outages and community-wide issues)

WIOA Youth Providers Policies

The Workforce Board recognizes the importance of addressing the multiple needs young adults and youth have in continuing to participate in employment and training activities and programs as well as retain employment. The Workforce Board collaborates with youth serving providers and high schools, serving WIOA eligible youth, to leverage resources and set allowable policies that provide for additional supportive services needed for continued participation and success.

Transportation Solutions

Stakeholders, partners, municipalities and businesses throughout Lake County recognize the need to collaborate and be innovative in developing sustainable and implementable plans for improving mobility for the residents of Lake County and the workforce commuting to businesses. To address one of the business challenges – attracting and retaining young professional talent - Lake County Partners formed a public-private partnership to launch enhanced reverse commute Metra train service. Together, Lake County Partners, AbbVie, Horizon Pharma, the City of Lake Forest, Metra and others jointly funded a pilot schedule of enhanced express service between Chicago and Lake County along the Milwaukee District North Line. This pilot schedule began in January 2019 and is scheduled to run for up to two years.

Metra's current schedule isn't ideal for reverse-commute riders to and from Lake Forest, the station nearest several major employers, because there aren't any morning outbound express trains and the afternoon trains are either too early or too late for most workers. The pilot schedule addressing gaps in the current train schedules has Metra adding a new outbound express departing Union Station at 5:35 a.m. and arriving in Lake Forest at 6:25 a.m., change the schedule of one inbound afternoon train to create express service from Lake Forest, and add a new inbound train departing from Lake Forest at 5:30 p.m. and arriving at Union Station at 6:22 p.m.

As a part of the public-private partnership, the group will also work on a definitive agreement to share the cost of installing a universal crossover near Lake Forest to create additional opportunities for enhanced service. This is one example on how local businesses, economic development and government are coming together to address workforce needs and transit gaps in the county.

Lake County Paratransit Study

Lake County has invested in a Paratransit Market Study. The primary goal of the project is to develop a sustainable and implementable plan for improving mobility for the residents of Lake County, especially older adults, people with disabilities, and individuals with lower incomes. Nelson\Nygaard Consulting and RLS & Associates worked with the Lake County Division of Transportation (Lake County DOT) to conduct a paratransit market analysis for the Lake County region. Lake County DOT and the Lake County Coordinated Transportation Services Committee (LCCTSC) are providing guidance to the consultant team throughout the project. Input was also provided by a Project Advisory Committee (PAC) composed of representatives of townships and municipalities, Regional Transportation Authority (RTA), Pace, Metra, Lake County departments, human service agencies, and other local/regional stakeholders.

The study was published in 2019 and the following strategies were identified. The Workforce Board recognizes that one of the greatest challenges noted in obtaining and retaining employment is transportation and mobility related. The Workforce Board has a vested interest in the discussions around solutions and next steps with the strategies and will be working with Job Center partners and workforce development stakeholders to further research and pilot some of the strategies for job seekers and customers.

- Late Night Employment Transportation Pilot
- Enhanced Call-n-Ride Service Pilot: More stops where customers can board without an advance reservation
- Flexible (Route Deviation) Service in Place of Fixed Bus Routes—Pilot: Smaller vehicles operating in a fixed route/demand response mode to serve lower density communities
- Vanpools for First/Last Mile Work Transportation: Targeted marketing of Pace vanpool programs for work trips in Lake County
- Shared-Ride Taxi Subsidy Program for the General Public : Addition of a shared-ride component to a new or existing taxi subsidy program and opening of service to the general public
- Ride-Hailing Services (Uber, Lyft) for First/Last Mile Transportation
- Subsidized trips to/from fixed route bus and rail services
- Consolidated information about transportation options in one place and help for customers to identify best options and plan trips

E. Adult and Dislocated Worker Employment and Training Activities

The Workforce Board provides policy and oversight for the adult and dislocated worker employment and training activities including statewide rapid response activities carried out by the Lake County Workforce Development Department.

Workforce Development programs build upon existing program and delivery structures and enhance education and training opportunities leading to a better prepared workforce. Workforce Development responds to the talent needs of businesses and industry by constructing customized workforce solutions and collaborating with key partners to successfully deliver services to job seekers, the future workforce and targeted populations. Workforce Development leads out the employer and business services with the overarching shared goal to attract, develop and prepare a well-trained workforce to support the current economic base and to promote future business growth.

Below is a list of programs developed and implemented by Workforce Development.

- Individual Training Accounts – eligible participants assessed with a skills gap receive grant funds to pursue training in a high-demand, high-wage occupational training program.
- Trade Adjustment Act Grants – workers impacted by a lay-off or closing as a result of foreign trade or competition receive additional services, benefits and grant funding to pursue additional education and training.
- Revive Lake County – Workforce’s solution to help reduce recidivism. Work with formerly incarcerated individuals to increase employability skills, receive occupational training and transition to employment. The program is also delivered in the Lake County Jail.
- Transitional Jobs – new program to be implemented with the Lake County Jail and departments to transition formerly incarcerated individuals into short-term, paid internships to build new skills and earn a wage.
- SNAP To Success – Partnering with a national provider and the Illinois Department of Human Services, SNAP recipients receive training and employment in the IT field.
- Disability Employment Initiative – through a special DOL grant, hired a Disability Resource Navigator to assist disabled individuals with navigating resources and services leading to sustainable employment.
- Career Crossroads – career awareness program in the high schools for graduating seniors and parents – presenting opportunities when college may not be the first choice.
- Family Centered Employment – part of a community of practice throughout the nation, changing the culture of client services to be more inclusive and flexible while serving the family as a whole unit.
- Five Steps to Your Next Job – a series of workshops delivered to job seekers and taught by a team of workforce development professionals. Attendees learn the most up-to-date search techniques.
- Work Earn & Learn – partnership with DOT and employers providing participants with a paid internship, learning from industry professionals and earning an industry-recognized credential.
- Workforce Essential Skills Training – young adults, 18-24, receive career readiness, soft skills training and career pathway guidance and connection to training and/or employment. Delivered at the Depke Center.
- Work-Based Learning – participants receive on-the-job training, delivered by an employer and grant funds subsidize the training wages. Many Lake County departments serve as a work site.
- Rapid Response – a team responds to lay-offs or closings through a coordinated effort to work with the impacted workers on receiving benefits, rapid reemployment, job readiness skills, and occupational training.
- Incumbent Worker Training – a grant funded strategy with local businesses to address employee retention, on the job skills gap, and prepare for career advancement.

Lake County Workforce Ecosystem

As highlighted throughout this plan, the Lake County Workforce Ecosystem has been a solution to engaging a greater number of businesses and industry to the workforce system and partners. The Workforce Ecosystem has expanded its partnership to include secondary and post-secondary. The Workforce Ecosystem partners include: Workforce Development, the Job Center, Lake County Partners, College of Lake County, Lake County High Schools Tech Campus, Lake County high school representative from Grayslake High School and the University Center. The Workforce Ecosystem is looked beyond the metrics of counting the number of business visits to the level of businesses engage – moving beyond transactional to collaborating to build talent solutions, promote workforce system initiatives, and shape/influence the

industry. The work of the Ecosystem has been showcased at the Lake County Partner's annual Big Event, recognizing a local employer for Innovative Workforce Solutions.

Work-based learning Strategies

The Workforce Board has been encouraging the use of OJT and Work Experience opportunities as successful work-based learning strategies. As noted previously, the Workforce Board is also promoting the use of Incumbent Worker Training with an allocation from Adult and Dislocated Worker WIOA formula funding. Workforce Development has executed a comprehensive work-based learning program for adults and dislocated workers. Through its business engagement strategies, Workforce Development has been working directly with employers across the key industry sectors of healthcare, manufacturing, TDL and professional services to develop and execute work-experience, on-the job training, incumbent working training and piloting transitional jobs. Workforce Development has been instrumental in demonstrating how these work-based learning strategies, when executed in collaboration with employer – participants – Workforce Development, is not only a successful hiring incentive but a retention strategy as participants have a training track with accountability and expectations defined upfront.

Statewide Rapid Response Activities

On behalf of the Workforce Board, Workforce Development takes the lead on rapid response and coordinates activities with Illinois Department of Commerce and Economic Opportunity (DCEO) and Illinois Department of Employment Security (IDES). When unable to gain access to impacted workers prior to the actual layoff and at the employer site, Workforce Development and IDES invite impacted workers to the Job Center or an affiliate site to learn about services and available funding opportunities for training and employment.

When an employer provides access to the impacted workers prior to the actual layoff, WORKFORCE DEVELOPMENT provides an overview of services and takes the opportunity to meet individually with impacted workers interested in employment and training services. Workforce Development has found a successful practice of rapid re-employment by connecting hiring employers to the impacted workers prior to the lay-off date. When the current employer allows, meetings with hiring employers have been made at the workplace with favorable results.

After separation, Workforce Development and IDES target laid-off workers with IDES e-blasts and holds job fairs with similar employers hiring in like positions. Workforce Development will continue with this highly successful strategy around rapid reemployment and when applicable reach out to other partners to help with recruitment and assist with identifying employers. WORKFORCE DEVELOPMENT has also recognized the need to expand the network to regional local areas and has included employers from surrounding areas in the job fairs to maximize the re-employment efforts.

When applicable, Workforce Development works with DCEO to have rapid response events certified for the Trade Adjustment Act (TAA). Workforce Development then administers the requirements of TAA with the eligible impacted workers. Workforce Development has successfully administered TAA training grants to impacted workers receiving an array of training from certificate-based to master level programs and teaching certifications.

Sector Recruitment Specialists

Lake County Workforce Development received a rapid response grant from DCEO in 2017 to pilot a Sector Recruitment Specialist Strategy. The goal of the project was to enhance rapid-response program services connecting dislocated workers to high demand jobs in four key industry sectors in Lake County: healthcare, manufacturing, TDL and IT. The Sector Recruitment Specialist Program hired four dislocated workers that have worked in one of these industry sectors and have a demonstrated orientation to the industry's needs and demands as related to the workforce. The Specialists possessed necessary qualifications, skills and insights to the industry elements in order to engage with the diverse population and employers. The Specialists worked to expand upon rapid-response program activities that include worker recruitment, worker assessment of transferable skills, employer information gathering strategies that could lead to potential lay-off aversion; and connections with employers with hiring needs. The pilot program resulted in a more effective documented process to connect the dislocated worker to employment. Workforce Development has been able to retain the services of the sector specialists and adopt workplans around industry sector business outreach.

F. Youth Employment and Training Activities

The Workforce Board has designed a WIOA youth program model – WIOA Youth Comprehensive Career Pathway Program – a program based on an integration of services delivered among and across multiple partners including the Workforce Development Department and the Job Center of Lake County. The WIOA Youth Program is moving beyond stand-alone programs focused on intake-assessment-services-outcomes to a program design centered on service integration guiding youth to successfully establish and pursue employment, education and a career goal. The following sections provide a description of the WIOA grant funded youth programs as well as programs supported by the Workforce Board and administered by Workforce Development:

- The WIOA Youth Comprehensive Career Pathway Program
- Bring Your 'A' Game
- Career Crossroads
- Lake County Summer Youth Employment Program
- Minimum Expenditure for Out-of-School Youth

The WIOA Youth Comprehensive Career Pathway Program takes into consideration the delivery and accessibility to the fourteen (14) required WIOA program elements. Program services and activities include recruitment, assessment, training, education, work-based learning, and employment retention elements; in addition to career exploration, training and education leading to credential and work-based learning opportunities.

The Workforce Board requires that all enrolled youth have access to meaningful work-based learning activities and to successfully accomplish this program element and in keeping with the intent of service integration, Lake County Workforce Development Department will lead out all business services outreach and activities that will connect with local employers and develop meaningful relationships.

The Workforce Board has published a Request for Proposal (RFP) designed to solicit workforce development partners and youth serving providers to collaborate with the Lake County Workforce Development Department to deliver the high performing, innovative, WIOA Youth Program. The successful subrecipients will work with the Lake County Workforce Development Department to ensure the WIOA eligible youth receive the most comprehensive sequence of services that will prepare them for a high wage/high demand occupation along a career pathway. Service integration will occur with Workforce Development working with each of the subrecipients to manage the youth's progress, completion of milestones, outcomes and deliverables along a sequence of services as defined as Phase I and Phase II.

The WIOA Youth Program design emphasizes program modules and services that integrate promising practices and leveraging strengths of partners, providers and educators. Promising practices that are incorporated into the overall program include:

Contractors	Workforce Development	Contractors and Workforce Development
Recruitment		
Contractors will develop and execute a plan to recruit WIOA eligible young adults throughout Lake County. The population targeted through this RFP will be WIOA eligible 16-24 years of age who are In-School youth pursuing a high school diploma, alternative high school diploma, or a post-secondary certification/diploma and assessed as needing assistance to successfully complete and transition along a career pathway OR Out-of-School youth disengaged and disconnected from an educational institution and assessed as needing assistance to identify and transition into a career pathway.		
Eligibility		
Workforce Development will certify and document WIOA eligibility, maintain an electronic file in the Illinois Workforce Development System, complete all program enrollment requirements. Promising Practice: Workforce Development will meet directly with all youth to complete required applications, collect eligibility documentation, and certify the youth as eligible.		
Basic Skills Assessment – Pre & Post Test		

Contractors and Workforce Development will coordinate the completion of the Test of Adult Basic Education (TABE) pre and post-test. Promising Practice: College of Lake County administers the TABE Test.
Case Management and Support
Contractors will develop the Individual Service Strategy (ISS) with the participant to create employment and training goals while providing the support needed as the participants progresses through their ISS plan. Promising Practice: Contractors will meet weekly with the participants to review ISS plan and document progress.
Enrollment
Workforce Development will complete the process of enrolling the youth which includes collecting the necessary documents, entering the participant in Illinois Workforce Development System (IWDS), and creating the participant's file. Promising Practice: All participants need to be WIOA eligible.
Career Interest Assessments
Contractors will guide youth through assessment tools. Promising Practice: All participants complete the NOCTI 21st Century Skills Assessment.
Support Services (WIOA Program Element)
Contractors will assess and document the participant for the need of support services. Promising Practice: Participant needs are documented in the Individual Service Strategy (ISS) along with referrals
Comprehensive Guidance (WIOA Program Element)
Contractors will assess the participant for the need of counseling services and will provide those services or make an appropriate referral. Promising Practice: Participant services and referrals are documented in the Individual Service Strategy (ISS).
Financial Literacy (WIOA Program Element)
Contractors will provide activities that expose the participants to financial literacy. Promising Practice: All participants will receive a minimum of 2 hours of financial literacy and delivered through a financial institution or a community partner organization.
Entrepreneurial Skills Training (WIOA Program Element)
Contractors will provide activities that expose the participants to entrepreneurial skills training. Promising Practice: All participants will receive a minimum of 2 hours of entrepreneurial skills training and expose participants to College of Lake County Small Business Administration.
Leadership Development (WIOA Program Element)
Contractors will provide opportunities for the participants to complete community service and peer-centered activities. Promising Practice: All participants will receive a minimum of 3 hours of activities.
Job Readiness Training
Contractors will provide job readiness training activities. Workforce Development will provide Bring Your A Game – a 7 module training designed to build workplace skills. Promising Practice: Participants will successfully complete the contractors job readiness activities and earn Work Ethic Certification from Bring Your A Game.
Labor Market Information (LMI)/Employment Information (WIOA Program Element)
Workforce Development will provide LMI data for the four main Lake County high demand occupational industries. Promising practice: All participants will be exposed to LMI through the Lake County Careers website.
Business Services – Business Outreach
The contractors will provide business outreach strategies with a clear intent to work with local businesses and employers to establish meaningful relationships to enhance work-based learning activities for the participants. Workforce Development will set up multiple company tours for the participants to attend. Promising Practice: Contractors and Workforce Development staff will integrate business service team staff.
Work Based Learning/Education Offered (Stipend Max Allowed \$1000) (WIOA Program Element)
Contractors will provide activities that exposes the participants to jobs, industries and employers in Lake County. These activities, as defined by WIOA, include but are not limited to job application preparation, resume writing, mock interviewing

practices, job shadows, and company tours.

Promising Practices:

- Participants complete 3 mock interviews with industry professionals.
- Participants complete 2 job shadows in two unique industries/occupations.
- Participants complete a job application worksheet, resume, and mock interview.
- Participants complete 4 company tours of high demand industries.

Occupational Skills Training – Computer Literacy Skills (WIOA Program Element)

Contractors will provide participants with basic computer literacy skills training leading to an industry recognized credential. The contractors can partner with a training provider of their choice.

Promising Practice: All participants will earn Microsoft Office Suite certificate.

Education for Specific Occupation/Career Pathway (WIOA Program Element)

Workforce Development will authorize Individual Training Accounts in accordance with the Workforce Development Investment Board high priority occupational list (Attachment O).

Tutoring, Study Skills Training (WIOA Program Element)

Contractors will deliver or make accessible tutoring, study skills training, instruction and evidence-based dropout prevention and recovery strategies that lead to completion of the requirements for a secondary school diploma

Promising Practice: Participants will receive the services as needed.

Alternative Secondary School Services/Study Skills -as needed (WIOA Program Element)

Contractors will deliver or make accessible through a referral services that prepare youth to earn a high-school diploma or equivalent.

Promising Practice: Participants will earn their GED or High School diploma equivalency.

Prep for Post-Secondary/ Training (WIOA Program Element)

Contractors will provide activities that help participants prepare for and transition to post-secondary education and training.

Promising Practices: All participants will receive a minimum of 3 hour of completing the FAFSA and assistance with financing college, reviewing award letter, and other grant and scholarship opportunities.

Job Search Services

Contractors will provide participants with job search activities including assistance with job search websites, attendance to employment workshops, hiring events, and job fairs.

Promising Practice: All participants will receive a minimum of 3 hour of job search activities and accessing services at the Job Center of Lake County.

Adult Mentoring during Follow-up Services (WIOA Program Element)

Contractors will make accessible adult mentoring during program enrollment and follow-up services to provide the necessary support to enable youth to retain/advance in program, employment and education.

Promising Practice: Meaningful, two-way communication and support by employees, community leaders, employers, and program alumni.

Follow-up Services (WIOA Program Element)

Contractors and or Workforce Development will provide participants with follow-up services.

Promising Practice: All participants will provide 12 months of meaningful, two-way communication during follow-up services.

The Workforce Board funded a project with Lake County Partners to identify employers in key industry sectors that were interested in working with youth and young adults. A component of the project was to document the skills local employers and businesses looked for when considering hiring youth and young adults in current open positions as well as the likelihood to provide internships to young people in Lake County. Consistent themes documented by businesses and human resource personnel was the need for soft-skills, young people need to focus on basic work-place skills; a desire to work with more high schools; a desire to connect with high school students about jobs and careers; a willingness to host internships with youth interested in the type of work and industry. Based on these findings, several initiatives were

launched in partnership with the Workforce Board, Workforce Development, Lake County Partners, local high schools, and multiple employers from key sectors.

Bring Your 'A' Game

The Workforce Board charged Workforce Development in researching promising practices in teaching/reinforcing these skills with young people. This research included reviewing standard programs and curriculums. Workforce Development selected Bring YOUR A Game as the best tool and curriculum.

Bring Your 'A' Game is a curriculum for building the seven foundational workplace skills of Work Ethic. The Center for Work Ethic Development developed a set of seven skills, *soft skills*, *work readiness* or *portable job skills*. These seven skills have been identified through research and validated by the competency models developed by the U.S. Department of Labor.

The seven workplace skills that comprise Work Ethic

are: attitude, attendance, appearance, ambition, acceptance, appreciation, and accountability. The curriculum is flexible in nature and can be delivered through a series of workshops, integrated in classroom settings, or broken out into the modules most appropriate for the audience and setting. At the completion of the full curriculum program, individuals can earn their Certified Work Ethic Trainer certification.

The Workforce Board endorsed the tool and budgeted for individuals to receive training and be certified in delivering the program as well as train the trainer. Workforce Development has two career specialists trained and certified in delivering Bring YOUR A Game. The team of two have delivered the curriculum to groups of youth and young adults, trained additional career specialists who deliver the curriculum in the Revive Lake County Program and have used the flexibility of the program modules to deliver components to high school students – both in the high school during career fairs and the youth in the Lake County Summer Youth Employment Program and with a plan to have all WIOA eligible youth enroll in a Bring Your A Game workshop. The seven foundational workplace skills include:

- ATTITUDE: Staying positive in every situation. Take control of the way you react.
- ATTENDANCE: Showing you're reliable in every phase of your life. Be on time, every time.
- APPEARANCE: Being professional both in the way you act, and the way you look. Choose to be a pro.
- AMBITION: Taking initiative and adding value. Do more than the minimum.
- ACCEPTANCE: Having respect and following direction. Be coachable and play by the rules.
- APPRECIATION: Demonstrating your gratitude towards others. Provide selfless service.
- ACCOUNTABILITY: Living honestly and having integrity with every decision you make. Refuse to rationalize bad decisions.

Career Crossroads

Workforce Development is partnering with local high schools to bring a greater awareness to the industries, jobs and careers in Lake County. Workforce Development attends an assembly at local high schools and provides information to high school juniors and seniors information on industries and occupations. Using the most up to date labor market information along with a presentation from local employers, students are exposed to occupations, career choices and an introduction and connection to the workforce development system. Career Crossroads has resulted in working with local high schools to host resource fairs with local training providers and employers for both students and parents; creating partnership with area employers, and connecting students to additional education and employment opportunities.

Through Career Crossroads, employers have been connected to high school students creating and developing work-based learning opportunities. This is a program model that can be replicated with multiple high schools.

Lake County Summer Youth Employment Program

Over the past 19 years, Workforce Development has been allocated general revenue dollars from the Lake County Board annually to administer a summer jobs program for low-income, in-school youth ages of 14 up to 21 (with an IEP). It is important to highlight this program as the amount of federal workforce dollars for in-school youth continue to shrink. Youth have been placed with community-based providers and governmental offices across the County. These jobs have given the youth the opportunity to be exposed to the work environment, many for the first time; gain work experience, confidence and something to put on their resume. Workforce Development and the Workforce Board have also been

approaching local businesses to leverage these County dollars and have the businesses take on the wages and supervision of some youth in the summer.

As part of continuous improvement, Workforce Development has incorporated elements from the Bring Your 'A' Game Curriculum into the summer youth program onboarding process exposing youth to key workplace behaviors and discussing how these behaviors will be reviewed and evaluated by their supervisors and the program manager.

Minimum expenditures for out-of-school youth.

The Workforce Board has designed a WIOA youth program model – WIOA Youth Comprehensive Career Pathway Program - that is conducive to meeting the WIOA minimum out-of-school youth expenditure requirement. The WIOA Youth Program focuses on service integration with workforce development partners, youth serving providers and the education system with a priority of service to the out-of-school youth. Through this integrated program model, the Workforce Board awards WIOA funding to youth serving organizations through a Request for Proposal (RFP) process and will award funding to align with the expenditure requirements.

A critical component in the program design is the program integration with Workforce Development which includes approving youth eligibility, youth enrollments and monitoring program activities and invoices on a monthly basis. Through this level integration and oversight, Workforce Development will manage the real-time information on enrollments, activities and expenditures – all that are contributing factors to ensuring expenditure levels are being met.

Workforce Development prepares a monthly grant expenditure report for the Workforce Board Executive Committee as part of the monitoring and oversight. Grant benchmarks are monitored throughout the grant cycle, allowing the Workforce Board to provide direction on corrective action if a trend is noted toward not meeting the expenditure requirements.

G. Priority of Services Strategies and Policy

The Workforce Board has set policy and to ensure individuals with barriers to employment have access to services through the Job Center and throughout Lake County communities. The Operation Committee of the Workforce Board has a focus on how priority of service is given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient consistent with WIOA Sec. 134(c)(3)(E). (Sec.679.560(b)(21)) as well as determining priority populations and how to best serve them.

The Job Center of Lake County partners are committed to priority of service to individuals identified as veterans, spouses of veterans, recipients of public assistance, other low-income individuals and individuals who are basic skills deficient, in accordance with Illinois DCEO's WIOA Policy 16-WIOA-4.2. Job Center partners have been collaborating on best ways to serve these populations.

- Veterans receive immediate assistance through the Illinois Department of Employment Security (IDES) team. Veterans receive an immediate referral and appointment when they visit the Job Center. In addition, veterans receive a contact name that they can reach directly. Veterans that self-identify when meeting with other Job Center partners are also referred to IDES.
- Recipients of public assistance are invited to attend workshops and counseling sessions every Friday in the Job Center. In addition, the SNAP to Success works directly with SNAP recipients. Recipients of public assistance are also served off site with both the Waukegan Housing Authority and Lake County Housing Authority as well as community-based organizations that have a large volume of recipients such as women shelters.
- Individuals screened as low income are referred to the correct network of partners to establish an employment plan that takes into account the mixture of services and programs that can be accessed. In addition, individuals receive financial counseling and career path-planning from Job Center partners.
- Basic skills deficient individuals are served through the adult basic education providers as well as several community-based organizations focused on enhancing the skills of community members. The Job Center and College of Lake County share the same building and referrals are seamless. Workforce Development services and programs are introduced to students in the adult basic education programs through presentations in classrooms and at group workshops.
- Workforce Development has developed programming to engage high school students in conversation and awareness around careers, industry, and occupations – Career Crossroads and the Lake County Careers website.

The Workforce Board's strategic plan has a system-wide goal to prioritize services to vulnerable populations and the Operations Committee provides ongoing reviews to evaluate the services and programs are serving these populations. Workforce Development leadership and staff meet regularly to review that data on services to identified individuals and discuss areas of improvement.

The Workforce Board will comply with all applicable requirements regarding determination of priority populations. There are a variety of other special populations in Lake County that need assistance as well. The Workforce Board and the Job Center Partners will need to determine how access is offered, how specific needs are prioritized and addressed, and how resources are prioritized. The success of the implementation of the Disability Employment Initiative grant provides an excellent example of progress in developing collaborative efforts, the Disability Navigator has been retained in the Job Center to continue to serve individuals with a disability.

Workforce Development has expanded its priority of service provisions by creating programming efforts and initiatives with the following agencies and partners:

- Housing Authorities- Lake County Housing Authority and Waukegan Housing Authority
- Department of Human Services- SNAP Participants
- Department of Rehab Services
- IDES-DVOPs
- Lake County's Veteran Commission, Veteran Administration (VA), and Great Lakes Naval Base
- Local Municipalities and High schools that encompass low income, high veteran representation, and underserved residents

- The College of Lake County Adult Education Department
- Lake County Jail
- Pads of Lake County
- YWCA

Workforce Development identifies individuals eligible for priority of service at the point of entrance and upon identification individuals are notified of:

1. Their entitlement to priority of service;
2. The full array of programs and services available to them;
3. Any applicable eligibility requirements for those programs and services.

An individual who qualifies for priority of service is informed upon identification of their entitlement to priority of service. Workforce Development works to ensure individuals who qualify for priority of service receive career and training services before other non-covered individuals and receive priority on any waiting lists that are maintained for training slots. However, once a participant is enrolled in a workshop, training, or service, they may not be displaced by an individual qualified for priority of service.

H. Training Activities and Policy

The Workforce Board is responsible for setting policy and providing oversight in regards to the following WIOA grant funded training and activities:

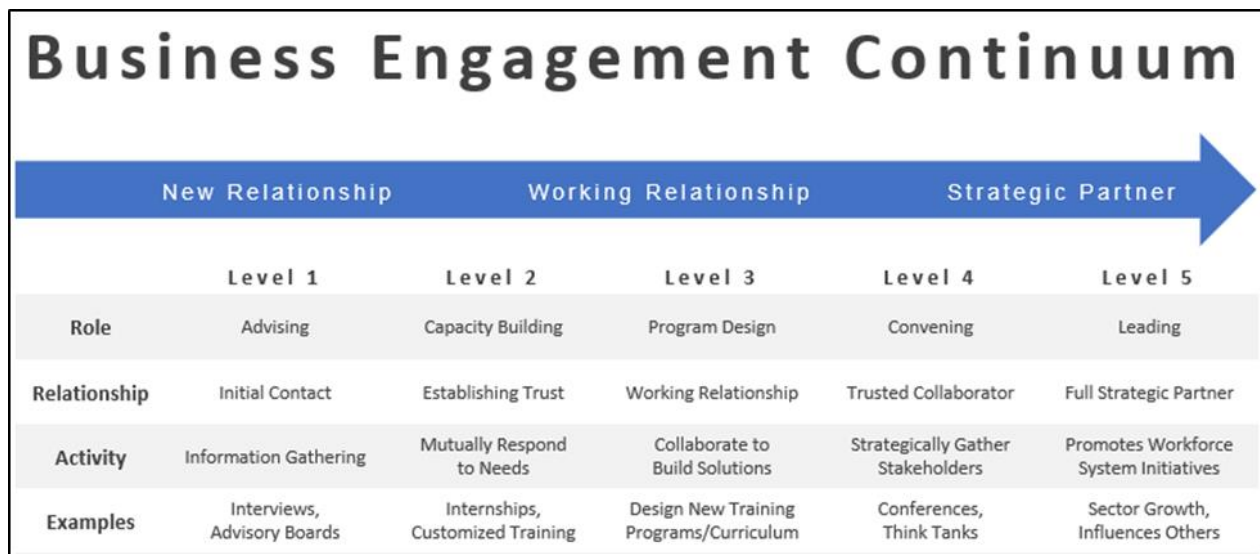
- Annual Training Expenditure Requirement
- Work-Based Learning Strategies
- Individual Training Accounts
- Training Provider Approval

Annual Training Expenditure Requirement

The Workforce Board and Workforce Development comply with the State requirement that a minimum of 50% of local expenditures be for direct training costs. Workforce Development as the fiscal agent has developed a robust expenditure reporting process utilizing comprehensive Excel Spreadsheets that provide a detail crosswalk from the Lake County General ledger to the training expenditure reporting. Workforce Development prepares a monthly grant expenditure report for the Workforce Board Executive Committee as part of monitoring and oversight. Grant benchmarks are monitored throughout the grant cycle, allowing the Workforce Board to provide direction on corrective action if a trend is noted toward not meeting the expenditure requirements. The Workforce Board has approved training budgets that include direct training utilizing Individual Training Accounts, supportive services, and work-based learning including work-experience, on-the-job training, incumbent worker training, and transitional jobs.

Work-based Learning Strategies

The Workforce Board recognizes the importance of Work-based Learning Strategies and maintaining, increasing and expanding the service levels and corresponding budgets based on available funding and the needs of local businesses and regional industries. The utilization of these strategies is essential when meeting the needs and creating viable talent solutions that are unique to each business and individual customer. Work-based learning strategies are a program element built into the Board's Business Engagement Continuum to move new and existing business partners from transactional work to developing programs and leading out industry solutions.



The Workforce Board has set policy for work-based learning opportunities and continues to review the policies of the workforce boards in the region to ensure alignment

- **Work Experience** policy provides guidance around WIOA-funded work experience programs opportunities for adults, dislocated workers, and youth who have completed training programs and/or whose Individual Employment Plan includes work experience. Work experience is a planned, structured training experience that takes place in a workplace for a limited period. Work experience may be paid or unpaid, as appropriate. A work experience workplace may be an office of local government, a non-profit organization, or a for-profit employer. Labor standards apply in any work experience where an employee/employer relationship, as defined by the Fair

Labor Standards Act, exists. A highly successful program element that has been accessed as a workforce solution by employers in all industries and with a diverse population. Work-Experience continues to be a priority service to ensure participants have the right workplace skills and employers are able to have an innovative solution to finding talent, recruiting a future workforce, and growing their workforce. It is the goal of the program to serve a greater number of employers with the strategy as well as target a more diverse group of participants.

- **Incumbent Worker Training (IWT)** policy provides general guidance for all IWT projects, as well as specific guidance for the formula fund grants when utilizing their twenty percent authority and Discretionary funds for grantees of the Statewide fifteen percent funds. The incumbent worker training program is designed to assist employers in upgrading the skills of their workforce in order to remain competitive in both regional and global markets. The training is “employer driven” and responds to changes in market conditions as well as the introduction of new technology into the workplace. The employer is the primary customer and the primary beneficiary of the training. Benefits to the Employees – The training provides new work-related skills and prepares the workers for job upgrades. IWT has been a successful solution for small and medium size employers in both retaining and advancing their workforce. The goal of the program is to increase the number of employers accessing IWT programs while expanding to additional industries.
- **On-the-Job Training Policy (OJT)** is training that is provided by an employer to a paid participant while engaged in productive work in a job that provides the knowledge or skills essential to the full and adequate performance of the job. OJT programs must provide potential new employees, or active underemployed employees (adults, dislocated workers or eligible youth, when appropriate) with the opportunity to acquire new skills or knowledge essential to job performance. OJT is a sound hiring solution for businesses and a training opportunity for participants. OJT will continue to be made available to businesses in the hiring mode with the goal of maintaining the same level of engagement and an ongoing commitment to increase funding and OJT activity based on the employer needs.
- **Transitional Jobs (TJ)** policy is one that provides a limited work experience, that is subsidized in the public, private, or non-profit sectors for those individuals with barriers to employment because of chronic unemployment or inconsistent work history; TJ are designed to enable an individual to establish a work history, demonstrate work success, and develop the skills that lead to unsubsidized employment. The TJ program will continue to be delivered on a small scale as a pilot program to monitor the success of the program in meeting the immediate employment and training needs of the participants including measuring the success rate in transitioning participants to full-time employment.

Individual Training Account Policy and training services

The Workforce Board has adopted the attached ITA Policy and has been directing Workforce Development to establish business practices and service delivery strategies to execute the elements of the ITA Policy. The Individual Training Account (ITAs) policy provides guidance regarding the issuance of ITAs for training and associated eligible costs when utilizing WIOA funds participants under one of the following provisions of WIOA: Adults, Dislocated Workers and Youth (in school and out of school). Participants eligible to receive an ITA must select an approved training program that leads to a credential attainment in a career that is listed on the High Priority Occupation List. Eligible and approved participants may, in consultation with the designated career planner, select an eligible program and training provider from the eligible training provider list as documented on IWDS. The guidance and selection process will be provided in a manner that maximizes customer choice. The Workforce Board includes in the ITA policy a funding cap per program as well as the frequency a customer can access funding through an ITA – both of these are contingent on the current state of training, tuition costs, industry needs and total funds available.

As noted in the ITA policy, the Workforce Board has adopted a High Priority Occupation Policy. The High Priority Occupations (HPOs) policy aligns the investment of workforce development funds for training with the education and skill requirements of employers in the critical sectors of local economy. HPOs are skilled job categories within target industry sectors that show the potential for job growth and pay a living wage. Focusing training funds on these occupations serves both employers, who are in search of qualified talent, and jobseekers, who are looking for careers with bright job prospects.

The Workforce Board has and will continue to utilize ITAs as the main form of occupational training for eligible adults, dislocated workers and youth. Customer choice for a training program is available to eligible adults and dislocated workers who are assessed as suitable to receive an ITA for occupational training and have identified a training program and

provider that aligns with the employment and training plan developed with a Workforce Development career specialist. The selected occupational training must be in an occupation identified by the Workforce Board as High Priority Occupation as noted in the Workforce Board's policy.

When priorities are set and plans are put in place, classroom training may be used to train cohorts for specific occupations/certificates/industry credentials, and customized training will be utilized to tailor training to meet employer needs. Contracts for training can occur in situations where incumbent or customized training is required to meet the needs of a specific employer. These contracts will still be subject to the administrative procurement policies and procedures of Lake County, Illinois.

The Workforce Board continues to explore opportunities with local education, training providers and programs to invest in classroom training for economy of scale, when an entrance point along a career pathway and when determined as the best way to serve a cohort of eligible individuals. For example, if there is a vendor delivering computer training/industry credentials consistently utilizing a substantial number of ITAs year to year, the Workforce Board will explore negotiating classroom "quantities of training" with that vendor to maximize grant funds. In addition, when a program has demonstrated success in training individuals along a career pathway that has led to employer engagement and successful completers gaining employment, the Workforce Board will work with the entity to document a program deliverable that aligns with occupations on the High Priority Occupation List leading to employment opportunities and will work to pilot the program.

Local Training Provider Approval Policy and Procedures

Currently the Workforce Board has set no additional criteria for certifying training provider programs beyond what is required of DCEO's policy. Workforce Development hosts regular meetings with training providers to learn more about the programs and each program's success with participants and employer engagement for hiring. The Workforce Board will be expanding upon these regular meetings to host a training provider performance meeting to look at the data and discuss strategies to serve populations and engage a greater number of businesses. The Workforce Board may look at additional criteria based on the results of these series of performance meetings.

The Local Training Provider/Program Certification policy defines the standards for training providers applying for certification and recertification under LWIA 1 to be identified as eligible to receive WIOA Title I funds. This policy ensures accountability and compliance to policies related to Training Provider Certification issued by DCEO. Workforce Board staff shall assume responsibility to review and verify the eligibility of training providers and training programs on behalf of the Workforce Development Board.

I. WIOA Title IB Workforce Funds Policy

Under WIOA, the Workforce Board has authority to manage WIOA Title IB workforce funds in regards to transferring and budgeting for specific programming within grant compliance requirements. The following areas are addressed:

- Fund transfers
- Incumbent Worker Training
- Transitional Jobs
- Pay for Performance Contracts

Fund transfers between the Adult and Dislocated Worker funding streams

The Workforce Board analyzes the expenditure trends and variances as part of its annual budget policy process. The Workforce Board takes into consideration the expenditure trends in direct training and the type of training programs that were most effective in achieving performance measures. As part of budget policies, the Workforce Board considers local strategies, transfers between adult and dislocated worker funding streams and the use of funds for incumbent worker training.

The Workforce Board has not had a need to transfer funds between Adult and Dislocated Worker funding streams but it reserves the right to revisit this item in the future and will adhere to DCEO Policy that allows no more than 50% of funds be

transferred between Adult and Dislocated Worker funding streams.

Incumbent Worker Training Policy

The Workforce Board has an approved Incumbent Worker Training (IWT) policy that provides general guidance for all IWT projects, as well as specific guidance for the formula fund grants when utilizing their twenty percent authority and Discretionary funds for grantees of the Statewide fifteen percent funds. The incumbent worker training program is designed to assist employers in upgrading the skills of their workforce in order to remain competitive in both regional and global markets. The training is “employer driven” and responds to changes in market conditions as well as the introduction of new technology into the workplace. The employer is the primary customer and the primary beneficiary of the training. Benefits to the Employees – The training provides new work-related skills and prepares the workers for job upgrades.

The Workforce Board has budgeted the use of fund for incumbent worker training and has successfully met the training needs of small to mid-size businesses throughout Lake County. The Workforce Board will continue to budget funds for incumbent worker training across key industry sectors.

Transitional Jobs Policy

The Workforce Board has adopted a policy on Transitional Jobs in 2019 and has budgeted funds to pilot the program in Lake County Departments and serving WIOA eligible adults that have recently been released from the Lake County Jail.

This program will be evaluated in the first 18 months of delivery based on the success of transitioning participants into full-time employment and/or additional training where assessed as suitable. Where the program is successful, it is anticipated the Workforce Board will continue to budget funds for transitional jobs and begin a longer-term strategy of making the program available throughout the county.

The Transitional Jobs (TJ) policy is one that provides a limited work experience, that is subsidized in the public, private, or non-profit sectors for those individuals with barriers to employment because of chronic unemployment or inconsistent work history; TJ are designed to enable an individual to establish a work history, demonstrate work success, and develop the skills that lead to unsubsidized employment.

Pay for Performance Contracts

The Workforce Board has not researched or developed pay for performance contracts at this time but it reserves the right to revisit this item in the future.

CHAPTER 5: PERFORMANCE GOALS AND EVALUATION – LOCAL COMPONENT

A. Local Levels of Negotiated Performance

WIOA Performance Measures

The negotiated performance goals for Program Year 2018/2019 are:

Performance Measure	PY 2018/2019 Performance Goal
ADULT	
Employment Rate 2nd Quarter after Exit	67%
Employment Rate 4th Quarter after Exit	64%
Median Earnings	\$4,800
Credential Attainment	71%
DISLOCATED WORKERS	
Employment Rate 2nd Quarter after Exit	75%
Employment Rate 4th Quarter after Exit	75%
Median Earnings	\$7,600
Credential Attainment	74%
YOUTH	
Employment Rate 2nd Quarter after Exit	63%
Employment Rate 4th Quarter after Exit	66%
Credential Attainment	71%

Additional State Measures

There are no additional State performance measures.

B. CURRENT AND PLANNED EVALUATION

The Workforce Board has established high performing goals consistent with the factors developed by the State Board. To maintain itself as a high performing workforce board, the Workforce Board has included in its agendas service and program evaluation summaries as well as financial management reports. The Workforce Board has recognized the value of its members and modified meeting formats to allow for a greater focus on innovation, member input and engagement on workforce development topics, industry trends, and partner integration. In addition, the Workforce Board members have asked for additional time to hear success stories from participants and service providers.

The Workforce Board is proud of some of its most recent recognitions:

- Current Workforce Board Chair, Andrew Warrington, serves on the Illinois Workforce Investment Board.
- Former Workforce Board Chair, Jennifer Harris, President CR Search, serves on the National Association of Workforce Boards as the Vice Chair and Chairs the Small Business Task Force.
- Revive Lake County recognized by Illinois Workforce Partnership 2018 Innovative Solutions Award.
- HydraForce recognized by the National Association of Workforce Boards as the recipient of the 2019 W.O. Lawton Business Leadership Award.
- Laser Precision recognized by Illinois Workforce Partnership 2019 Business Leadership Award.

The Workforce Board is reviewing the following existing service delivery strategies to be expanded based on promising return on investment.

- The Lake County Workforce Ecosystem is working to further expand the collaboration and strategies among the partnering agencies – Workforce Development, College of Lake County, Lake County Partners, Lake County High Schools Tech Campus, Lake County high schools, and the University Center of Lake County. The work is rooted in a newly developed purpose statement: Increase the economic vitality of Lake County by leveraging the resources of a coalition of partners and committing to a shared approach that enhances the current and builds the future workforce. As the Ecosystem partners begin going down the path of creating strategies to implement, the partners have agreed to the guiding principle that every action will be selected, designed and measured through an equity lens.
- Workforce Development has developed a high performing business services team and has expanded services to be part of the Regional Integrated Business Services Team and has plans to have a greater level of service integration with youth serving providers and local high schools. The regional work will expand services to key industry sectors throughout the region as well as share promising practices. The expansion with youth providers and high schools will help to increase work-based opportunities with youth and high school students. To be more effective with industry sector work, Workforce Development will work towards industry sector specialists.
- Workforce Development and has begun a robust program partnership with area high schools to connect high school students and graduating seniors with employers in the community. A pilot program launched in 2020 with North Chicago High School has demonstrated success with the program model and will be evaluated for success with both the student and employer with a goal to replicate the program model with multiple high schools, businesses and across industries. The goal is to create a standard way for businesses to engage with high school students and create an employment option for graduating seniors not transitioning to a four year institution.
- Through the most recent strategic planning process, the Workforce Board identified strategies to carry-out its role as an advocate for workforce development policy and regional initiatives - the Workforce Board leadership will be leveraging its experience and position with national, regional and state associations to work towards making a greater difference. In addition, the Workforce Board will continue to operate within a culture that is resilient and adaptable and agile to a changing economy.
- Workforce Development has looked inwardly to reassess its priorities and is working to align strategies and goals with three overarching themes:
 - o Create a high performing organizational environment
 - o Create service delivery culture of equity of inclusivity
 - o Align workforce development programs with data-driven industry sector initiatives

The Workforce Board has provided oversight of programs and services delivered through the Job Center of Lake County and administered by Workforce Development that have provided significant return on the investment with the resources they were provided by the State of Illinois in the last year:

- 1,820 job seekers received employment services
- Over 800 job seekers participated in Job Center workshops
- Over 5,000 visitors registered at the Job Center to use a service or meet with a partner agency
- The Job Center website recorded 49,381 visitors
- Workforce Development exceeded performance goals and reported the following employment rates: Youth 69%; Adult 72%; Dislocated Worker 77%
- Workforce Development reported WIOA participant credential attainments: Youth 110; Adult 76; Dislocated Worker 140
- Employment data aligns with key industry sectors with 25% of the reported employment in Manufacturing; 25% in Healthcare; 14% in Technology and 7% in the Transportation Industry
- Over 100 employers engaged with youth at career events resulting in 31 youth enrolled in a paid work-experience
- Workforce Development reported over 50% of grant dollars have been spent on direct training services for job seekers, work-based learning opportunities and incumbent workers.

The Workforce Board evaluates service delivery strategies based on return on investment, where it is determined a return on investment is minimal and/or a service delivery is duplicative. In 2019, the Workforce Board took action to only award WIOA youth funding to programming that integrates service strategies across partners and with Workforce Development. This change was based on documenting a minimal return of investment with stand-alone youth programs that experienced challenges with recruitment and short-term programming. The Workforce Board will evaluate strategies with partners to address duplicative services and will evaluate strategies based as a result of service integration activities undertaken by the Workforce Center partners. Partners plan to address duplicative services they offer and either eliminate them or potentially offer them in a different way so that a larger or more targeted population is impacted.

The Workforce Board will continue to gather qualitative feedback and quantitative data from training providers that are certified on the Eligible Training Provider List and have enrolled participants from the local area. The Workforce Board will host a series of performance sessions to have the training providers present data, successes and employer relationships.

The Workforce Board will continue to include youth serving organizations and training providers as members of committees to share information and ensure services and activities continue to align with the Workforce Board's strategies.

The Workforce Board will work with the Job Center Partners and the Service Integration Action Plan to develop definitive metrics and measures of success. Evaluation and data collection will be defined by the Job Center partners, collected and reported by the One Stop Operator and reviewed by the Workforce Board's Operation Committee quarterly.

The Workforce Board committees are working to document processes and data needed to evaluate services and programs are using the most cost-effective approach to ensure high performing programs and determine programs are serving underserved residents in underserved areas.

CHAPTER 6: TECHNICAL REQUIREMENTS AND ASSURANCES

The Workforce Board adheres to the technical requirements and assurances that are required by the Workforce Innovation and Opportunity Act (WIOA) including the following:

- Fiscal Management
- Procurement Policies and Procedures
- Physical and Programmatic Accessibility
- Plan Development and Public Comment

A. Fiscal Management

The Lake County Workforce Development Department has been identified by the CEO of Lake County as the entity responsible for the disbursement of grant funds as described in WIOA. Workforce Development has developed tested processes and procedures that align with Lake County government's financial requirements and purchasing ordinance. The Workforce Board sets budget policy aligning with Lake County's budget policies.

Procurement Policies and Procedures

The Workforce Board and the Workforce Development Department follow Lake County's Purchasing Ordinance and the Lake County Purchasing Division takes the lead in managing the process. The competitive process used to award sub-recipients and contracts for activities carried out under WIOA Title I are pursuant to the Lake County procurement policies and procedures. The Workforce Board works with Lake County Purchasing when releasing request for proposals for youth services and one-stop operators and request for quotes for professional services.

A copy of the County's Purchasing Ordinance is attached.

B. Physical and Programmatic Accessibility

The Job Center of Lake County MOU clearly defines how the entities within the one-stop delivery system, including the one-stop operator and the one-stop partners will comply with WIOA Sec. 188 and applicable provisions of the Americans with Disability Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology and materials for individuals with disabilities.

- The Job Center of Lake County is reviewed for facility and programmatic accessibility by an EO Officer from DCEO on a routine basis (e.g. annually or semi-annually).
- Workforce Development has a trained EO Officer who reviews the Job Center as well as external partner sites where services are provided such as at College of Lake County Grayslake Campus, Youth Program contractor locations, and training providers in Lake County accepting ITAs.
- The Job Center's layout supports a culture of inclusiveness in compliance with Section 188 of WIOA, the Americans with Disabilities Act (ADA) of 1990 and all other applicable statutory and regulatory requirements.
- The Job Center is recognizable in a high-traffic area; and is accessible through public transportation and a reasonable walking distance. The Job Center has both accessible on-street parking with spaces closest to the door marked for individuals with disabilities as well as access to a parking garage with dedicated parking spaces marked for individuals with disabilities.
- The Job Center has assistive technology equipment available.

The Job Center Partners are committed to ensure all individuals seeking services at the Job Center will be given access to services on site and the opportunity to explore occupations to understand the technical and physical requirements. Accommodations will be made for individuals when necessary. All partners agree that they will not discriminate in their employment practices or services on the basis of gender, age, race, color, creed, religion, national origin, disability or veteran's status, or on the basis of any other classification protected under state or federal law. The partners assure that they have in place policies and procedures to address these issues, and that such policies and procedures have been disseminated to their employees and otherwise posted as required by law. The partners further assure that they are currently in compliance with all applicable state and federal laws and regulations regarding these issues.

Partners, co-located at the Job Center, cooperate with compliance monitoring that is conducted to ensure that all

comprehensive one-stop center, programs, services, technology and materials are accessible and available to all.

C. Plan Develop & Public Comment

The Workforce Board has ensured there are multiple opportunities for the public to have input into and comment on this Plan.

- The Workforce Board held a public meeting with to gather feedback from Job Center and workforce system partners. The feedback focused on each entity identifying the population groups they serve, the types of services delivered, the unique service elements for populations, as well as service gaps.
- Lake County Partners presented a State of the Current Workforce in Lake County Report to Workforce Development and key partners. The most up to date information was shared in regards to the current economy, industry and occupational data, demographic and educational information.
- The Workforce Board collected comments and feedback at committee meetings including the Operation's Committee, the Talent Pipeline Committee, the Employer Connection Committee and the Executive Committee.
- Through the work of developing a new strategic plan, the Workforce Board engaged with community leaders and partners to gather information on strategies that align and feed into the local plan.
- The Workforce Board worked with the Job Center partners to document ways to increase access to services to underserved in underserved communities.
- Individual interviews were conducted with core partners, education and training providers, partners of the Workforce Ecosystem, as well as Workforce Development teams developing and executing programs and serving individual customers and business customers.
- The Workforce Board posted a legal notice in the Daily Herald on February 28, 2020 indicating the plan was available for review and provided email address to provide public comment. The draft Plan was available for public viewing at the Lake County Workforce Development Board office at 1 N. Genesee Street, Waukegan, IL and posted on the Workforce Board website.

Public comments received and how the information is addressed by the CEO, partners and local board in the final plan.

No public comments were received during the 30 day public comment period.

Plan modification procedures.

The Workforce Board will consider modifications to this plan per federal and state requirements. The Workforce Board will undertake a review annually to determine whether modifications outside of the required modifications are needed and will conduct modification of the plan pursuant to guidance from the State of Illinois.

Attachments

Lake County Workforce Development Board Policies

- **Individual Training Account**
- **Supportive Services**
- **Local Training Provider Program Certification**
- **Procurement Policy**

POLICY 5: Individual Training Account

I. Purpose

This policy provides guidance regarding the issuance of ITAs for training and associated eligible costs when utilizing WIOA funds.

II. References

Illinois workNet ePolicy Chapter 7, Section 2: Training

Illinois workNet ePolicy Chapter 7, Section 3: Training Provider and Training Program Eligibility

DCEO WIOA Policy 15-WIOA-5.3

III. Terms

An ITA is an account established on behalf of a WIOA eligible participant.

IV. Policy

1. Requirements

- a. Participants must be eligible under one of the following provisions of WIOA:
 - i. 1A – Adult,
 - ii. 1D – Dislocated Worker, or
 - iii. Youth – In school and out of school
- b. Participants eligible to receive an ITA must select an approved training program that leads to a credential attainment in a career that is listed on the HPO List. Eligible and approved participants may, in consultation with the designated career planner, select an eligible program and training provider from the ETPL as documented on IWDS. The guidance and selection process will be provided in a manner that maximizes customer choice.
- c. The use of ITAs should not be used as enticement to terminate traditional academic programs. The use of ITAs will enhance, not replace, current delivery systems in accordance with local area recommendations.
- d. The WDB may develop eligibility standards for program participants beyond state policy.
- e. The WDD will use the approved HPO List for ITAs funded through WIOA.

2. Funding Guidelines

- a. The fund amount for an ITA shall not exceed \$7,000.00, except for identified healthcare training, and must be for training for careers on the HPO List. Funds may be used to pay for occupational training and related pre-requisite coursework, as identified in the participant's IEP, including tuition, required books, school fees, supplies and equipment as outlined in the provider's course catalog and made available to the public. ITA funds may also be used for licensing and credentialing exam costs related to the training program and the industry recognized credential that is identified in the participant's IEP.
- b. In recognition of the higher cost of training for healthcare programs, eligible participants choosing to go into the healthcare field may request and receive an ITA of up to \$10,000.
- c. Eligible clients choosing to pursue an Associated Degree program on the Workforce Board High Priority Occupation Policy #15 List and from institutions that award college credits that are transferable at degree completion are eligible for additional funding to cover the full cost of the specific program.
- d. WIOA funds authorized from ITAs are prioritized for Lake County residents and/or eligible participants dislocated from a Lake County employer.
- e. Participants are required to apply for other forms of federal financial aid. WIOA funds will not be withheld while the participant is awaiting determination of other financial aid eligibility. Participants who are delinquent in repaying a student loan will not be automatically disqualified from being considered for an ITA but will be counseled and advised to arrange a repayment plan with the financial institution which holds the defaulted debt.
- f. Participants utilizing a WIOA-funded ITA will be ineligible for additional WIOA-funded ITAs for a five-year period from the date of training completion.
- g. If the costs of prerequisite coursework push the total costs of a participant's IEP above the appropriate funding cap, the Director of the WDD is authorized to approve an ITA for an amount higher than the funding caps on an individual basis in cases when he or she finds that:
 - i. The participant is unlikely to find employment in a high priority occupation without the training

- identified in the IEP; or
- ii. The individual is basic skills deficient; or
- iii. Based on their previous employment or academic achievements, the participant shows a high likelihood of successfully completing the training listed in their IEP and achieving training-related employment; or
- iv. The incremental costs more than the funding cap are minimal.
- h. In no case will the total amount of the ITA exceed 150% of the appropriate funding cap.

3. Circumstances in Which an ITA May be Denied

- a. An ITA may be denied for an otherwise eligible participant under one or more of the following circumstances:
 - i. WIOA training funds are exhausted;
 - ii. The participant has reached the maximum amount allowed;
 - iii. The individual does not meet the priority of service as defined in the WDB's Local Plan;
 - iv. The individual resides outside the geographic area of Lake County and/or was not dislocated from a company in Lake County;
 - v. The individual is not likely to succeed in training, based on an in-depth assessment;
 - vi. The training course or program is not likely to result in employment upon training completion;
 - vii. The training course or program does not lead to a career on the HPO List;
 - viii. The service provider does not accept the participant;
 - ix. The individual attempts to make changes to the ITA voucher without approval; or
 - x. The individual does not comply with reasonable program and participation requirements and conditions.

Attachment E

POLICY 15: Support Services

I. Purpose

This policy provides guidance regarding the use of WIOA funds for supportive services to eligible adults, dislocated workers, and youth.

II. References

DCEO PY2005 WIA NOTICE NO. 05-NOT-04

WIOA sec. 134(C) (2) and (3) (Adults and dislocated workers) and sec. 129 (C) (2) (Youth) and defined in WIOA sec. 3(59). 20CFR 680.900-970 and 681.570.

III. Terms

Supportive services include transportation, childcare, dependent care, assistance with educational training and testing, payments and fees for employment and training related applications, test, and certifications, reasonable accommodations for individuals with disabilities and housing.

IV. Policy

1. Eligibility for Supportive Services

- a. WIOA eligible participants enrolled in career services and/or training programs are eligible for supportive services.
- b. Supportive services are a privilege, not an entitlement. As such, supportive services payments may be suspended or revoked at any time due to failure of the participant to maintain satisfactory performance, attendance while enrolled in career services and or training program and any misconduct.
- c. The WDB reserves the right to suspend or eliminate supportive services payments at any time due to available WIOA funds. In the event of a suspension or termination of these payments, written notice will be provided to all participants currently utilizing supportive services.

2. Supportive Services Eligible for Funding

- a. Transportation is an allowable supportive service to WIOA eligible adults, dislocated workers, and youth.
- b. Transportation costs are eligible for payment/reimbursement after verification for the days the participant has attended class, employment or other required program events.

3. Amount of Supportive Services Payments

- a. WIOA eligible participants are eligible for transportation payments/reimbursement not to exceed \$2,500.
- b. WIOA eligible participants who utilize public transportation will be reimbursed the actual cost of the public transportation pass or ticket, or \$10 per class day, whichever is less.
- c. WIOA eligible participants who utilize a private automobile will be reimbursed based on the following mileage as documented through Google Map at the following rates:
 - i. Participants living less than one mile (0.99) from the training provider will not be eligible for transportation reimbursements.
 - ii. Participants living between 1 mile and five (5.0) miles from the training provider will be reimbursed for \$5 per class day.
 - iii. Participants living between 5.1 miles and ten (10.0) miles from their training provider will be reimbursed for \$10 per class day.
 - iv. Participants living between 10.1 and fifteen (15.0) miles from the training provider will be reimbursed for \$15 per class day.
 - v. Participants living 15.1 miles or more from the training provider will be reimbursed for \$20 per class day.
 - vi. No participants will be reimbursed for more than \$20 per class day.
- d. For Trade eligible participants, transportation reimbursement will be consistent with the Trade Act.
- e. For participants that were enrolled and began their training before July 1, 2012, the previous reimbursement policy for WIOA customers shall apply until July 1, 2013. At that time, all clients will be subject to this policy. The previous policy allows for reimbursement for \$10 per class day for travel within

Lake County, and \$20 per class day for travel outside of Lake County. Beginning July 1, 2013, all WIOA clients, no matter when they were enrolled or began training, will follow this policy.

4. Reimbursement

- a. Reimbursement requests must be accompanied by an attendance form that verifies their attendance in class for the days for which they are seeking reimbursement. Attendance forms must be signed by instructors or other authorized staff of the training provider who can verify attendance, as well as by the participant.
- b. It is the responsibility of the participant to ensure that the reimbursement request and attendance forms reflect true and correct information. If false information is submitted as a part of a reimbursement request, including on any related paperwork, the WDD reserves the right to disqualify that participant from any future reimbursement payments.
- c. WDD staff must review and approve all reimbursement requests and associated attendance forms in advance of any payments to the participant.

5. Eligible Supportive Service for Contracted Youth Programs

- a. For contracted Youth Programs, Supportive Services can include any service allowed under WIOA, if those services are outlined in the program design, included in the program budget, and agreed to in the contract for youth services. Reimbursement for supportive services should follow the regular invoicing procedure, as outlined in the contract for youth services.

Attachment F

POLICY 3: Local Training Provider/Program Certification

I. Purpose

This policy defines the standards for training providers applying for certification and recertification under LWIA 1 to be identified as eligible to receive WIOA Title I funds. This policy ensures accountability and compliance to policies related to Training Provider Certification issued by DCEO.

II. References

Illinois workNet ePolicy Chapter 7, Section 3: Training Provider and Training Program Eligibility
DCEO Policy Letter NO.09PL57

III. Terms

The ETPL contains all eligible training providers and their eligible training programs that have been certified by the WDB and that provide training services funded by WIOA Title I funds.

IV. Policy

1. Oversight

- a. Board staff shall assume responsibility to review and verify the eligibility of training providers and training programs on behalf of the WDB.
- b. Board staff shall present updates on approved, rejected, and recertified programs at the Employer Connections Committee meetings, as appropriate.
- c. Board staff will conduct monitoring of all eligible training providers and their certified training programs.

2. Provider Verification of Initial Eligibility

- a. Training providers must satisfy the following qualifications to be verified as eligible to apply for certification of their training programs:
 - i. Offer training programs that are occupational in nature in high growth/high demand industries/occupations within the NEEDR based on the State of Illinois' DOTL.
 - ii. Offer training programs that lead to the attainment of an occupational skill certificate, industry recognized certification, and/or licensure.
 - iii. Are accredited by the ICCB, North Central Association, or any other Federal or State accrediting agency (applicable to colleges, universities, and technical schools).
 - iv. Are certified, approved, and/or recognized by a State, Federal, or nationally recognized industry standard association for a minimum of a year (applicable to training institutions, business, community-based agencies, proprietary schools, or other training providers).
 - v. Offer at least one training location in LWIA 1 if the training provider holds multiple training site locations. Training providers that offer only online training do not need to be physically located in Lake County to apply for certification in LWIA 1.
 - vi. Offer out-of-state training only when it has been established that no other compatible training is available in Illinois or when it has been determined (documented by assessment of the client needs) that it would be in the best interest of the client to attend the out-of-state provider. The out-of-state training provider must be certified by the LWIA within their state of residency.
 - vii. Fully comply with all non-discrimination and equal opportunity provisions of the law.
 - viii. Have been "open for business" for at least one year prior to their application.
 - ix. Provide verification of the following criteria to demonstrate their status as "open for business," including:
 - i. Legal and good standing state and/or locally registered business,
 - ii. FEIN,
 - iii. Physical location to provide training (not applicable for online training providers),
 - iv. Proof of delivery and outcomes of training services related job placement services,
 - v. Proof of accreditation,
 - vi. Copy of training catalog,
 - vii. Training institution tuition refund policy, and
 - viii. Proof of published program/tuition cost.

3. Program Verification of Initial Eligibility

- a. Authority is given to the Board staff to approve the training programs of each eligible training provider with consideration to the following elements:
 - i. Physical location (not applicable for online training providers),
 - ii. Quality of instructors,
 - iii. Accessibility and Equal Opportunity compliance,
 - iv. Student-to-teacher ratio,
 - v. Curriculum structure,
 - vi. Placement outcomes and salary expectations of graduates, and
 - vii. Commitment and evidence of the ability to maintain records of completion and/or transcripts for five years.
- b. Board staff will respond to applications no later than thirty days after all training program information has been submitted via IWDS.
- c. Board staff will submit the information of each training provider and training program that is determined eligible to the WDB for review.

4. Program Recertification

- a. After initial certification, all programs require re-certification within one year of the original certification. Training providers must reapply for program certification within sixty days prior to the one-year anniversary. For example, if a program's initial certification is January 31, 2011, the re-certification must be completed between December 1, 2011 and January 31, 2012.
- b. Training programs are subject to re-certification if significant program changes occur.
- c. Program re-certification will be evaluated by the same requirements as initial certification.
- d. Programs that fail to apply for recertification during the appropriate period are not eligible to reapply for recertification for a period of six months after their original anniversary date. For example, if a program's certification expired on July 1, 2012, and the training provider failed to apply for recertification between May 1, 2012 and June 30, 2012, the training provider cannot apply for recertification until January 1, 2013.
- e. All eligible training providers seeking recertification must meet the following program performance outcomes:
 - i. Entered Employment Rate of $\geq 40\%$, and
 - ii. Employment Retention Rate of $\geq 40\%$, and
 - iii. Average Earnings of $\geq \$2,000$, and
 - iv. Credential Attainment Rate of $\geq 20\%$.
- f. Programs that fail to meet any of the performance measures will be removed from the ETPL. Once the program is removed from the ETPL, no new students can be funded by WIOA ITAs.
- g. Programs that fail to meet the requirements for recertification may reapply after twelve months from the date of the expiration of their previous certification.
- h. Programs that lack enough participants to post results in IWDS are exempt from the performance outcome requirements. Board staff will monitor performance based on available outcome data and may deny recertification if outcomes are not consistent with the standards outlined in this policy.

5. Decertification

- a. A training provider may be decertified at any time if:
 - i. It intentionally supplied inaccurate information in its application for certification or recertification of a training program;
 - ii. It substantially violated any requirement under the WIOA, or
 - iii. It voluntarily chooses to cease being an eligible training provider or goes out of business.

6. Notification and Appeal for Denied Certification/Recertification

- a. If a program is denied certification or recertification, Board staff will notify the training provider in writing. The notice will include:
 - i. The training program(s) that are being denied certification,
 - ii. The reason(s) for the denial, and
 - iii. Information detailing the appeal process.
- b. The notice must be sent within seven business days via registered mail to the training provider and to DCEO's OET.
- c. The training provider has twenty-one days from the date of receipt of the notice to send a request for appeal to the WDB via registered mail. The request for appeal must include the following information:
 - i. A statement that the training provider is appealing the denial of its program(s) certification,
 - ii. The reason(s) the certification should be granted,
 - iii. Contact information for additional information, and
 - iv. The signature of the chief executive of the training provider.
- d. The WDB will review the request for appeal within twenty-one days of its receipt.
 - i. If the decision is reversed, the WDB will notify the training provider via registered mail and forward a request to DCEO's OET to add the training program to the ETPL.
 - ii. If the decision is not reversed, the WDB will notify the training provider via registered mail and forward a copy of the letter to DCEO's OET within twenty-one days from the receipt of the appeal request. The notification will include information about how to appeal its denial of certification with DCEO's OET.

Attachment G

POLICY 1: Procurement

I. Purpose

This policy ensures that procurement of services is conducted in a fair and open competitive environment.

II. References

TEGL NO. 15-16

2 CFR 200.319

III. Terms

None.

IV. Policy

1. General

All purchasing is governed by the Lake County Purchasing Ordinance.

2. Procurement Timeframe

- a. The WDB must select the OSO through a competitive process, as required by §121(d)(2)(A) of WIOA.
- b. The competitive process must be conducted no less than every four years.
- c. The OSO will be procured according to the following timetable:
 - i. July 1, 2017 – June 30, 2021
 - ii. July 1, 2021 – June 30, 2025