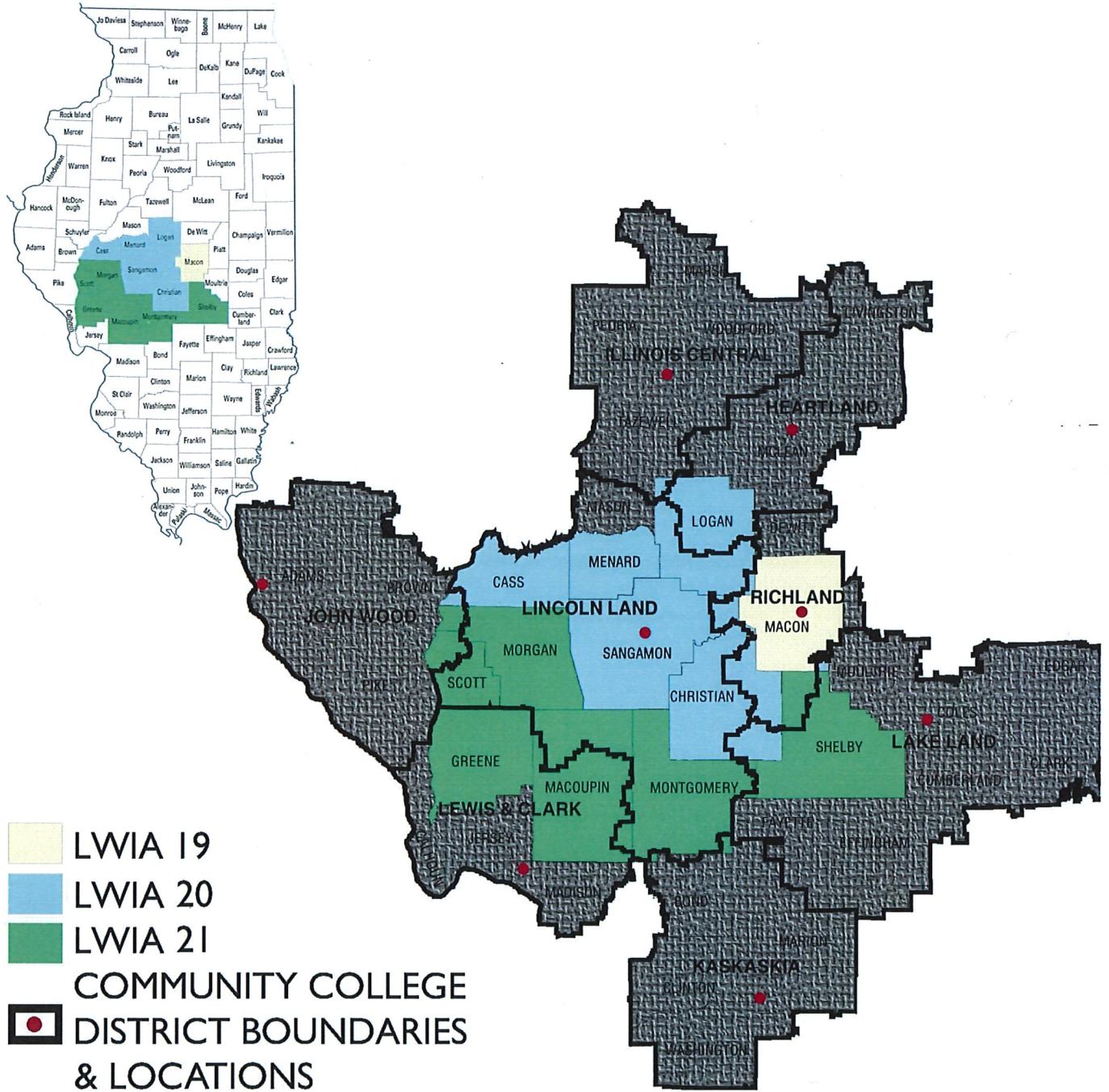


Central Economic Development Region 1

Workforce Innovation and Opportunity Act—2020 Regional and Local Plan



Central Economic Development Region 1

Workforce Innovation and Opportunity Act- 2020 Regional Plan

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Central Illinois Economic Development Region

2020 WIOA Plan

Executive Summary

The Workforce Boards of Local Areas 19, 20 and 21 in association with our partner agencies have produced this plan for the Central Economic Development Region (CEDR – 1). The Plan was developed in accordance with the state and local area plans, Workforce Innovation and Opportunity Act (WIOA) regulations, and the State of Illinois Regional and Local Planning Guide - updated November 2021. Our Boards are committed to creating workforce development strategies that promote the economic well-being of both employers and workers in the region. This plan formalizes the regional process for the Central Region to explore innovative means to better meet the needs of our customers and meet the educational, economic development and workforce development needs of the region.

Vision Statement:

This Plan incorporates the State of Illinois workforce development vision, which is to “Foster a Statewide workforce development system that supports the needs of individuals and businesses to ensure Illinois has a skilled workforce to effectively compete in the global economy.” This includes our commitment to:

- Maintaining a *Demand-Driven Orientation* to our planning work;
- Developing and maintaining *Strong Partnerships with Business*;
- Building *Pathways to Careers of Today and Tomorrow*;
- Engaging in *Cross-agency Collaboration and Connections* among each of the partners;
- Promoting *Integrated Service Delivery*;
- Ensuring *Equitable Access and Opportunity for all Populations*;
- Using *Clear Metrics for Progress and Success*; and
- Maintaining a *Focus on Continuous Improvement and Innovation*.

The Regional Plan also supports the Action Agenda for Workforce Development and Job Creation, as outlined in the Governor’s Executive Order 3. To advance this Action Agenda, CEDR will:

- Unite workforce development partners around regional clusters strategies by identifying high-impact regional clusters and associated in-demand occupations and implementing a coordinated workforce development strategy around regional clusters.

- Prepare Illinois workers for a career, not just their next job by increasing apprenticeship opportunities, addressing barriers to successful training and employment, and establishing and supporting equity goals and aligning with Perkins equity goals.
- Connect job seekers with employers by shortening time from credential to employment and integrating workforce services across program providers for one-stop customers.

Background:

The Workforce Innovation and Opportunity Act envisions a workforce system that better aligns workforce, education and economic development partners. The regional workforce efforts of Springfield, Decatur, Lincoln and Jacksonville as well as the rural communities in Cass, Christian, Greene, Macoupin, Menard, Montgomery, Scott and Shelby will benefit greatly from a unified workforce team that can act quickly to address workforce needs of both employers and job seekers.

WIOA emphasizes training that leads to credentials in targeted growth sectors of the economy. It encourages service coordination among education and workforce partner agencies and the creation and utilization of career pathways in the targeted sectors. The legislation is designed to help workers, including those with barriers, to access services that lead to employment in demand occupations. The Region's plan is based on coordination of workforce, education and economic development efforts that will meet the needs of both employers and job seekers in our area.

Plan Development:

The Central Illinois Economic Development Regional Plan has been developed in accordance with WIOA and State of Illinois Regional Planning guidelines. The CEDR will undertake the processes and strategies outlined in this plan over the next four years. This Regional portion of the Plan includes the establishment of regional service strategies, including use of cooperative service delivery agreements; the development and implementation of sector initiatives for in-demand industry sectors; the collection and analysis of regional labor market data; the coordination of administrative cost arrangements; the coordination of transportation and other supportive services; the coordination of services with regional economic development services and providers; and the process for negotiation of local levels of performance for performance accountability measures.

This Plan also includes the Local Plan components for LWIAs 19, 20 and 21. The local planning strategies include direct investments in economic, education and workforce training programs so that individuals have the skills to compete in the job market and that employers have a ready supply of skilled workers; applying job-driven strategies in the one-stop system; enable economic, education and workforce partners to build a skilled workforce through innovation in, and alignment of, employment, training and education programs.

Regional System Partners:

In accordance with the Governor’s vision for the State Workforce System, the CEDR’s regional planning team included representatives from the following core and required partners:

- Capital Area Career Center
- City of Decatur
- City of Litchfield
- Community Action Programs of Central Illinois
- Decatur-Macon County Opportunities Corporation
- Department of Aging – Senior Community Service Employment Program
- Department of Corrections – Second Chance Act
- Department of Employment Security
- Department of Human Services – Division of Family and Community Service
- Department of Human Services – Division of Rehabilitation
- Economic Development Corporation of Decatur and Macon County
- Illinois Manufacturing Excellence Center
- Land of Lincoln Workforce Alliance
- Lincoln Land Community College
- Jacksonville Regional Economic Development Corp.
- Regional Office of Career & Technical Education
- Richland Community College
- Springfield Public Schools District 186
- Springfield Sangamon Growth Alliance
- West Central Development Council
- Workforce Investment Solutions of Macon and DeWitt

Implications of the COVID-19 National Health Emergency:

Content throughout this plan provides insight into the impact that the pandemic has had on workforce development services in our region. Where possible, specific steps have been identified that will be or have been taken to address continuity of service. The greatest impact on systems operations and service provision was the closing of the physical One-Stop Centers. The nature of the pandemic forced individuals to shelter in place for months at a time. Schools closed, many businesses closed and those that remained open were forced to rethink how to operate safely. In addition, as businesses began to reopen, they encountered an unprecedented drop in the numbers of available workers, making employee recruitment and retention a significant challenge. Many older workers retired. Other workers remained on the sidelines due to concern about the pandemic. Some workers were still caring for children who were not yet in school or were not able to reestablish disrupted childcare arrangements. Those workers without adequate access to computers and the Internet found themselves more isolated than ever from the services and information they would need to access services and identify employment opportunities. Enrollment in postsecondary instruction declined, especially in community colleges, as students were forced to delay their education. All of these challenges have required us to rethink how we can most effectively reach these workers, engage them in services and facilitate their transition to new and better jobs.

Chapter 1 – Economic and Workforce Analysis – Regional Component

This chapter must discuss how the region has collected and analyzed updated regional labor market information including the local planning requirements. The chapter must demonstrate alignment with education and economic development. Regional teams are encouraged to use the labor market information posted on <https://www.illinoisworknet.com/WIOA/RegPlanning> that will provide consistency in the data used for regional analysis throughout the state.

A. As part of the 2022 modification, provide an updated analysis of the factors listed below noting any significant impacts of the COVID-19 National Health Emergency:

1. Economic conditions including existing and emerging in-demand industry sectors and occupations (§ 679.560(a)(1)(i));

Chapter 1 Section A Question 1a: What are the targeted industries, high-impact industry clusters, and in-demand occupations in the region?

The Central Region team met to discuss the data, targeted industries, clusters, and in-demand occupations. Staff from Illinois Department of Employment Security discussed the current data and how it could be interpreted. Marty Johnson from IDES confirmed that the updated charts in the packet reflect the effects of the pandemic on the economy. After reviewing the data, along with group discussion, team members agreed that sector information presented for Healthcare and Social Assistance, Manufacturing, and Professional and Business Services would continue to be the focus of workforce development in the region. These industries are recognized as the three first tier targeted industries in our Region.

The table below lists these first-tier targeted industries and their associated high-impact industry clusters, as well as their associated in-demand occupations in the region. The industries, clusters and occupations were derived based on data from the Illinois Department of Employment Security. The data in the table lists those industries and occupations with the highest number of annual job openings in the Region. There are other industry clusters and occupations that may be filled through the Region's focus on the targeted industry.

Targeted	
Industries	Occupations
1. Healthcare and Social Assistance <ul style="list-style-type: none"> a. Ambulatory Health Care Services b. Hospitals c. Social Assistance d. Nursing and Residential Care Facilities 	1. Registered Nurse 2. Licensed Practical Nurse 3. Nursing Assistant 4. Personal Care Aides 5. Home Health Aides 6. Medical Assistant
2. Manufacturing <ul style="list-style-type: none"> a. Food Manufacturing b. Machine Manufacturing c. Transportation Equipment Manufacturing 	1. Machinists 2. Welders 3. Mechanical Engineers
3. Professional and Business Services <ul style="list-style-type: none"> a. Professional, Scientific & Tech Services b. Management of Companies and Enterprises c. Administrative and Support Services 	1. Accountant and Auditors 2. Office Clerks 3. Operations Managers 4. Customer Service Representatives 5. Janitors and Housekeepers 6. Laborers/Freight/Stock & Material Movers

NAICS Title	2018 Employment	Projected 2028 Employment	Net Employment Change 2018 -	Percent Employment Change	Concentration (Location Quotient)
TOTAL, ALL INDUSTRIES	251,161	253,405	2,244	0.9%	
Self Employed Workers	10,967	11,379	412	3.8%	0.73
Agricultural Production	8,151	8,361	210	2.6%	3.38
Natural Resources & Mining	514	507	-7	-1.4%	0.48
Construction	9,105	9,309	204	2.2%	0.8
Manufacturing	24,329	24,798	469	1.9%	1.23
Wholesale Trade	9,063	8,850	-213	-2.4%	0.99
Retail Trade	25,315	25,245	-70	-0.3%	1.03
Utilities	1,726	1,774	48	2.8%	2
Transportation & Warehousing	8,156	7,975	-181	-2.2%	0.87
Information	3,195	3,073	-122	-3.8%	0.72
Financial Activities	11,733	11,917	184	1.6%	0.88
Professional & Business Services	18,413	19,256	843	4.6%	0.56
Educational Services	20,662	18,990	-1,672	-8.1%	0.93
Health Care & Social Assistance	39,231	39,799	568	1.4%	1.2
Leisure & Hospitality	22,094	22,599	505	2.3%	0.87
Other Services	12,162	11,254	-908	-7.5%	1.18
Government	26,345	28,319	1,974	7.5%	1.54

Leading
Maturing
Emerging

Data for the region indicates that Construction, Financial Activities and Leisure and Hospitality are emerging industry sectors. The partners also recognize that although the data does not list Transportation/Warehousing or Information Technology as either leading, maturing or emerging industry sectors in the EDR there are still numerous jobs in those sectors. For instance, the expected openings for Truck drivers are 312. Almost all industries have occupations requiring information technology workers.

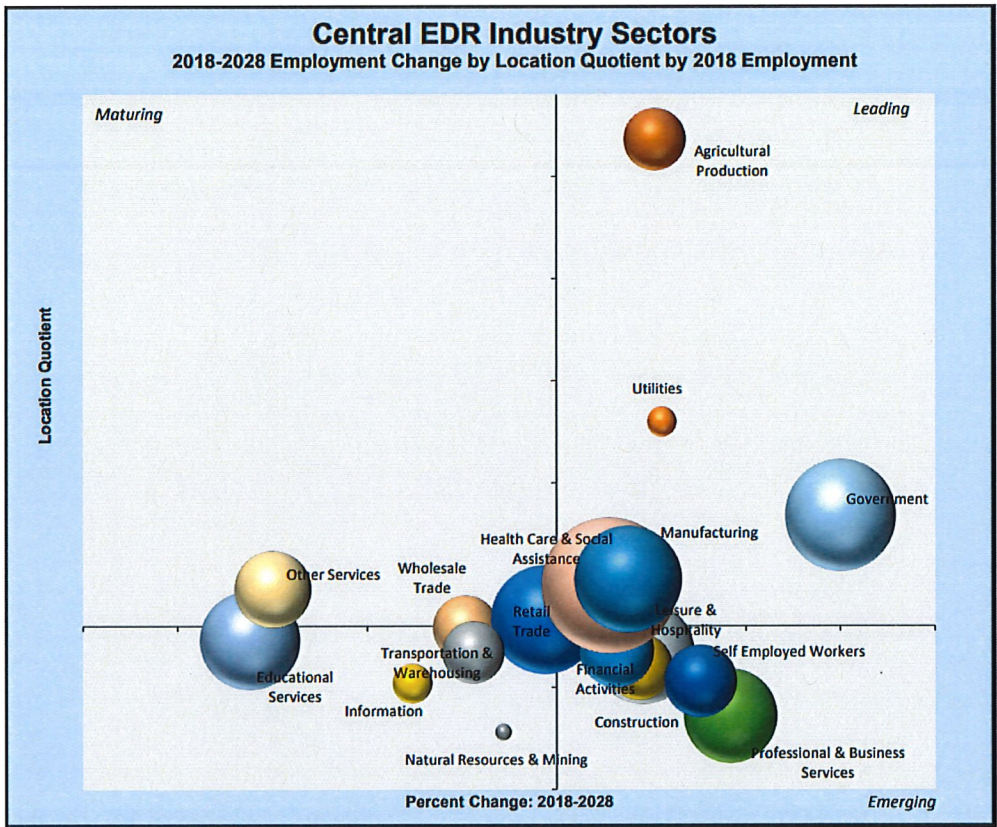
Because of these industries high growth projections, we are identifying these as Tier 2 targets of opportunity for the Region. Some of the in-demand jobs in these top tier industries are entry-level, require a minimum of a high school diploma and are lower wage career areas; however, for youth entering the workforce, these jobs provide experience to begin building a work history, earning a standard living wage and are first steps in a career pathway.

Most industries in our area were impacted by the Pandemic. Nearly every industry had work stoppages due to efforts to stop the spread of the virus. Those most greatly impacted were Healthcare and Leisure and Hospitality. The healthcare industry had an

enormous need for all workers but none more so than nurses. At this point in the region the lack of healthcare workers is at a crisis level. The leisure and hospitality industry was impacted by the closing of the economy. Most restaurants and hotels had to either close during the first year of the pandemic or their customer base was greatly diminished. Many of our local restaurants did not survive.

Chapter 1 Section A Question 1b: What industries and occupations have favorable location quotients?

The industries with favorable location quotients are Manufacturing, Agriculture Production, Utilities, and Healthcare and Social Assistance. Occupations within the region’s targeted industries that have a high location quotient are (Manufacturing) Machinists, Packaging/Filling **Food Batch Makers**, Production and Operating Workers; and (Healthcare) Registered Nurses, Personal Care Aides and Nursing Assistants.

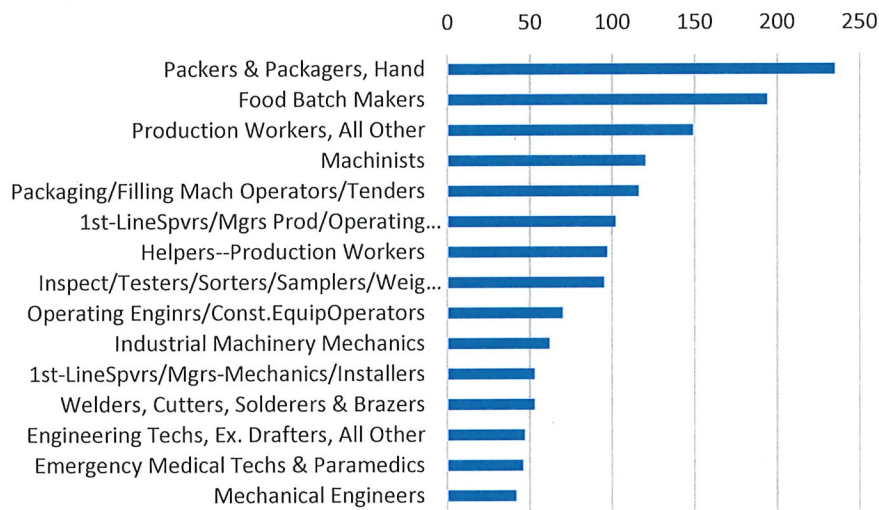


Chapter 1 Section A Question 1c: What industries and occupations have favorable demand projections based on growth?

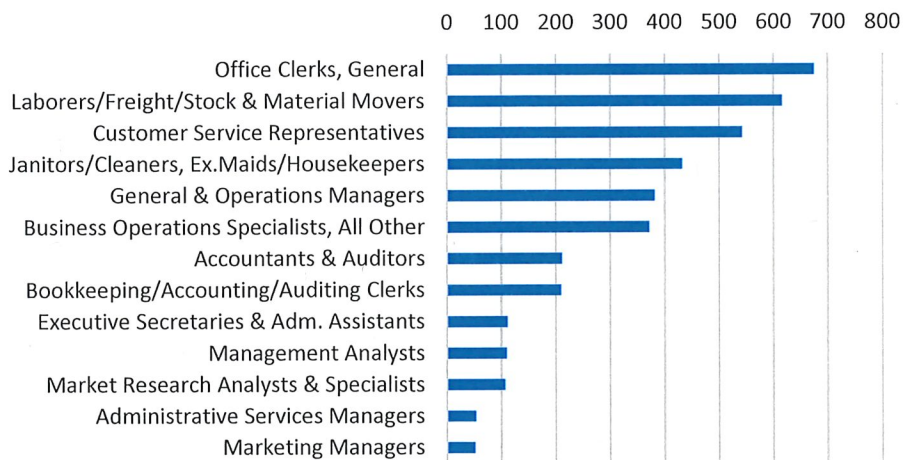
The industries with favorable demand projections are: Professional and Business Services, Healthcare and Social Assistance, Leisure and Hospitality, Manufacturing and Self-Employed Workers. Occupations related to the targeted industries are (Business and Professional Services) Janitors/Housekeepers, Customer Service Representatives, Office Clerks, Laborers/Freight Stock and Material movers; (Healthcare) Registered Nurses, Personal Care Aides and Nursing Assistants.



Top Occupations Manufacturing



Top Occupations Professional and Business Services



Chapter 1 Section A Question 1d: What industries and occupations have favorable demand projections based on replacements?

Growth by Replacement

Occupation	BY2018	BY2028	Exits	Transfer	Replacement
Cashiers	6663	6428	584	651	1235
Combined Food Prep. & Serving Workers	5674	6161	472	582	1054
Retail Salespersons	6780	6906	393	606	999
Office Clerks, General	6215	5781	335	383	718
Farmers, Ranchers & Other Ag Managers	6471	6645	408	244	652
Laborers/Freight/Stock & Material Movers	4338	4422	198	410	608
Waiters & Waitresses	3231	3171	222	392	614
Customer Service Representatives	4436	4143	206	366	572
Stock Clerks & Order Fillers	3758	3809	192	312	504
Registered Nurses	7011	7740	205	189	394
Janitors/Cleaners, Ex.Maids/Housekeepers	3177	3269	197	227	424
General & Operations Managers	4214	4321	90	281	371
Business Operations Specialists, All Other	3277	3667	94	239	333
Nursing Assistants	3453	3346	183	198	381
Truck Drivers, Heavy & Tractor-Trailer	2712	2767	113	199	312
Personal & Home Care Aides	1969	2187	154	136	290

The above chart shows the occupations that have favorable demand projections based on replacements. Top occupations with high demand in the targeted sectors include Office

Clerks, Laborers/Freight/Stock and Material Movers for Professional Services and Business and Registered Nurses, Nursing Assistant and Personal and Home Care Aides for Healthcare and Social Assistance.

In speaking with the LMI Specialist at IDES, it should be noted that:

Total openings = Growth Openings + Separations

Definitions:

Growth Openings – difference between the base and projection year employment

Separations – the need to replace those who have exited the labor market, or have changed occupational fields/categories = Exits + Transfers

Exits - leaving the labor force entirely

Transfers – change in occupational field/category, i.e., permanently leaving an occupation to go to a different field, or to a different occupational category (defined as a different Major SOC group)

Chapter 1 Section A Question 1e: What industries and occupations are considered mature but still important to the economy?

According to the data provided by Illinois Department of Employment Security, EDR 1's maturing industries include Retail Trade and Other Services.

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Other Services	12,162	11,254	-908	-7.5%	1.18
Government	26,345	28,319	1,974	7.5%	1.54

Leading
Maturing
Emerging

Chapter 1 Section A Question 1f: What industries and occupations are considered emerging in the regional economy?

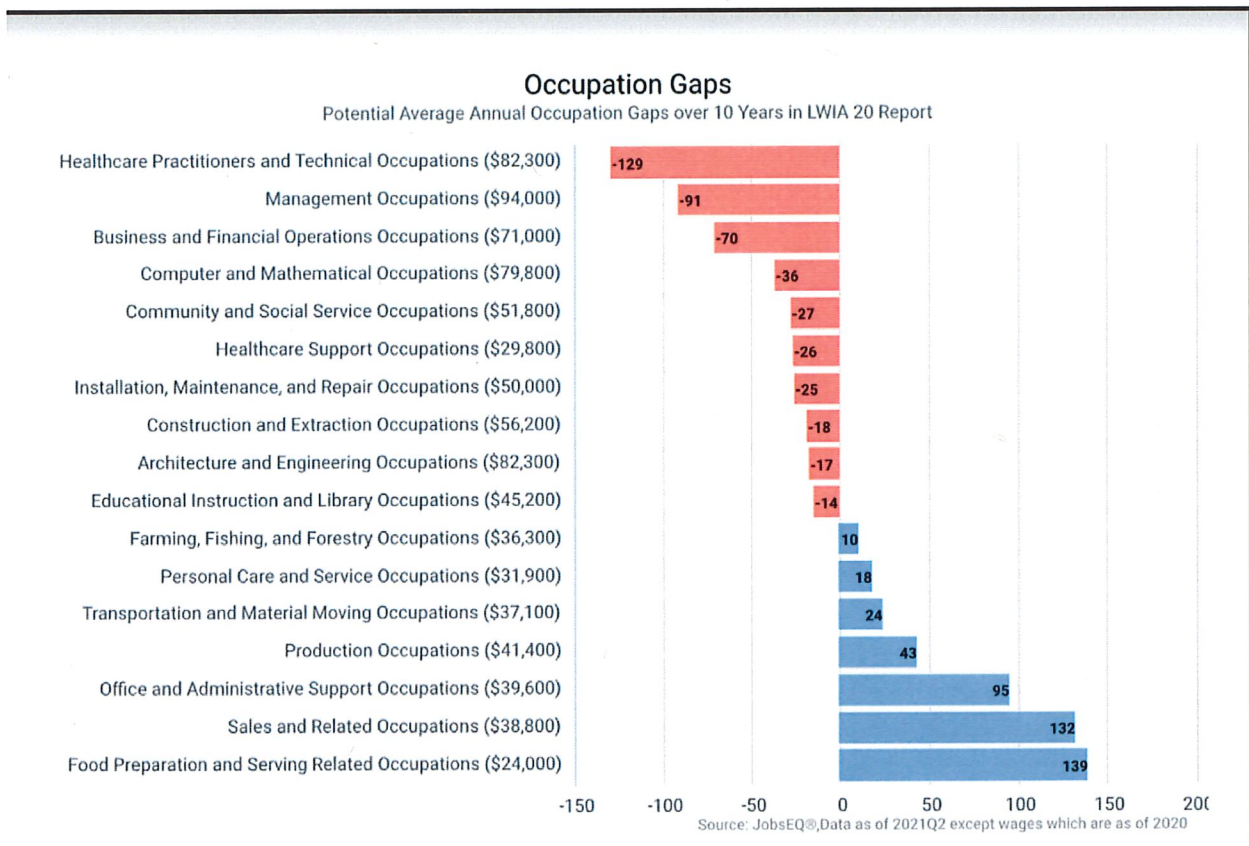
Occupations associated with Emerging Industries	
Industry	Occupations
Construction	<ul style="list-style-type: none"> • Carpenters • Laborers • Construction Managers • First Line Supervisors
Financial Activities	<ul style="list-style-type: none"> • Accountants/Auditors • Claims Adjustors • Insurance Carriers
Professional and Other Business Services	<ul style="list-style-type: none"> • Business Operations Specialists • Customer Service Representatives • Market Research Specialists • Office Clerks • Freight Stock and Material Movers
Leisure and Hospitality	<ul style="list-style-type: none"> • Retail Sales Workers • Food Prep and Serving • Waiter/Waitresses • Cooks

Chapter 1 Section A Question 1g: What sources of supply and demand data were used to determine the targeted industries occupations and skills?

Data was used Illinois Department of Employment Security. Data from Springfield Sangamon Growth Alliance software, Jobs EQ was also used. Below is a graph that shows 2-digit SOC code occupation gaps. The data shows that there will be shortages in Healthcare and Social Assistance, Professional and Business Services, Construction, and Information Technology. Many of the Tier 1 and 2 industries of focus for EDR 1 are mentioned as having an occupation gap over the next 10 years.

Occupation Gaps		
Potential Average Annual Occupation Gaps over 10 Years in LWIA 20 Report		
Healthcare Practitioners and Technical Occupations (\$82,300)	129	-
Management Occupations (\$94,000)	-91	
Business and Financial Operations Occupations (\$71,000)	-70	
Computer and Mathematical Occupations (\$79,800)	-36	
Community and Social Service Occupations (\$51,800)	-27	
Healthcare Support Occupations (\$29,800)	-26	
Installation, Maintenance, and Repair Occupations (\$50,000)	-25	
Construction and Extraction Occupations (\$56,200)	-18	
Architecture and Engineering Occupations (\$82,300)	-17	
Educational Instruction and Library Occupations (\$45,200)	-14	
Farming, Fishing, and Forestry Occupations (\$36,300)	10	
Personal Care and Service Occupations (\$31,900)	18	
Transportation and Material Moving Occupations (\$37,100)	24	
Production Occupations (\$41,400)	43	
Office and Administrative Support Occupations (\$39,600)	95	
Sales and Related Occupations (\$38,800)	132	
Food Preparation and Serving Related Occupations (\$24,000)	139	
Source: JobsEQ®		
Data as of 2021Q2 except wages which are as of 2020		
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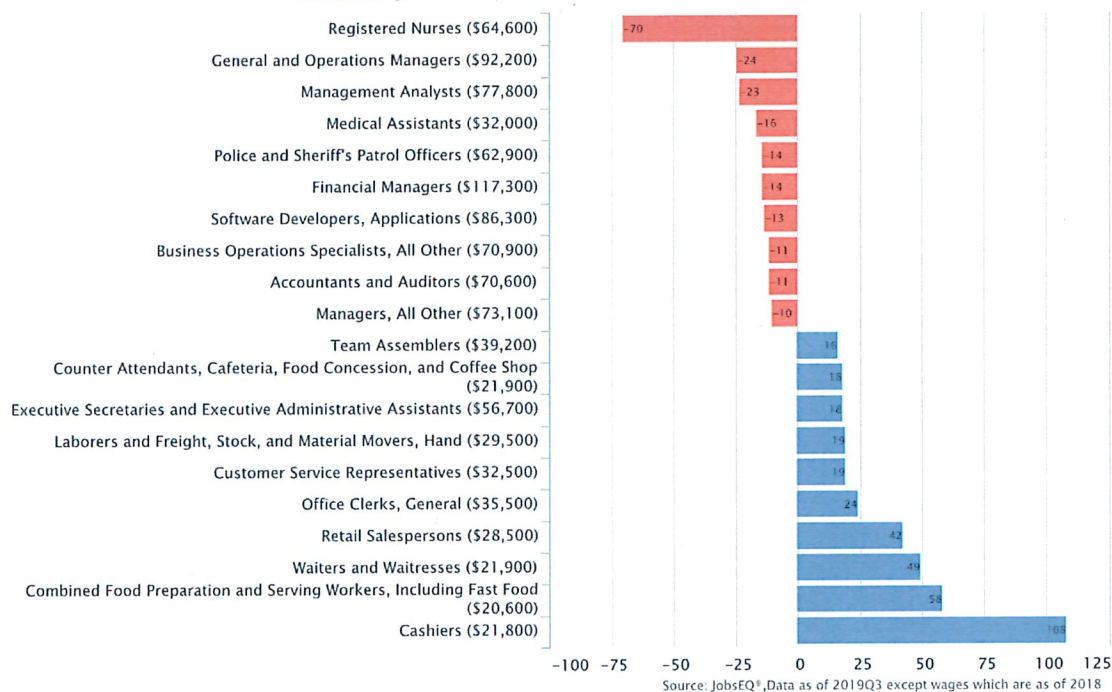
**A. Provide an Analysis of the:
2: Employment needs of employers in existing and emerging in-demand industry sectors and occupations (§ 679.560(a)(1)(ii));**



The above graph shows the emerging and existing occupational gaps over the next 10 years for the industries being targeted. Examining the data shows that all of the potential gaps fall into the sectors of focus for the economic development region. The focus in the region will be on developing career pathways to serve these industries and ensuring the employment needs of the regional employers are met.

Occupation Gaps

Potential Average Annual Occupation Gaps over 10 Years in Workforce EDR Region



The above graph shows the emerging and existing occupational gaps over the next 10 years for the industries being targeted. Again, the majority of the occupations that will have a shortage in the next 10 years are within the industries of focus for EDR 1.

A. Provide an Analysis of the:

3. The knowledge and skills needed to meet the employment needs of the employers in the region, including employment needs in in-demand industry sectors and occupations (§ 679.560(a)(2));

Chapter 1 Section A Question 3a: What are the targeted career pathway clusters in the region?

Central Economic Development Region - Illinois Community College System Fiscal Year 2020 Summary of Graduates by Career Cluster																				
District ID	College Name	Agriculture, Food & Natural Resources	Architecture & Construction	Arts, Audio/Video Technology & Communications	Business Management & Administration	Education & Training	Finance	Government & Public Administration	Health Science	Hospitality & Tourism	Human Services	Information Technology	Law, Public Safety, Corrections & Security	Manufacturing	Marketing	Science, Technology, Engineering & Mathematics	Transportation, Distribution & Logistics	Associate - Transfer	General Education Core Curriculum Credential (GECC)	Total
52901	Lincoln Land	7	30	6	7	0	4	0	419	19	5	14	21	127	0	0	270	625	0	1,55
53601	Lewis and Clark	37	23	71	52	0	59	0	273	0	60	39	65	112	18	2	29	337	542	1,71
53701	Richland	1	39	2	70	1	18	0	204	58	18	14	27	30	5	10	95	194	41	82
Central Total		45	92	79	129	1	81	0	896	77	83	67	113	269	23	12	394	1,156	583	4,10
State Total		1,497	2,650	613	2,915	333	760	0	12,607	1,065	1,899	1,896	1,580	3,556	229	126	3,191	21,971	8,819	65,70
% of State Total		3.01%	3.47%	12.89%	4.43%	0.30%	10.66%	0.00%	7.11%	7.23%	4.37%	3.53%	7.15%	7.56%	10.04%	9.52%	12.35%	5.26%	6.61%	6.24%

The Targeted Career Pathway Clusters are:

Health Care:

Therapeutic Services: Occupations focused primarily on changing the health status of patients over time through direct care, treatment, counseling, or health education information.

Diagnostic Services: Occupations related to the tests and evaluations that aid in the detection, diagnosis and treatment of diseases, injuries or other physical conditions.

Health Informatics: Workers involved in all aspects of managing health care agencies, patient data and information, financial information, and computer applications related to health care processes and procedures. Workers usually have limited interaction with patients.

Manufacturing:

Production: Occupations related to the making or assembling of electronic parts, constructing or assembling modular housing, performing welding jobs, or printing various materials.

Logistics and Inventory Control: Occupations related to the maintenance and transportation of raw materials and finished parts inventories. Includes moving raw materials to the production line, unloading trucks with raw materials, wrapping pallets of finished products for shipment, and communicating with traffic managers.

Professional and Business Services:

General Management: Occupations that plan, organize, direct, and evaluate all or part of a business organization through the allocation and use of financial, human, and material resources.

Administrative Support: Occupations that facilitate business operations through a variety of administrative and clerical duties including information and communication management, data processing and collection, and project tracking.

Operations Management: Workers who focus on planning, organizing, coordinating, and controlling the resources needed to produce or provide a business' goods and/or services. Includes quality control, scheduling, procurement, and warehousing.

(Note: Career Pathway Definitions are from careerwise.minnstate.edu/careers/clusterPathways)

Chapter 1 Section A Question 3b: What are the skills that are in demand in the region?

Essential skills continue to be identified by employers as a key barrier to individuals entering employment. Not only do employers want individuals with specific occupational skills, but they also want individuals with the foundational

workplace skills as well. Through conversations and business visits with employers, feedback showed that employers considered the following qualifications as essential to being hired:

- Reliability
- Communication (active listening and learning, speaking)
- Personal Responsibility
- Critical thinking and judgement/decision making
- Attendance/punctuality

Chapter 1 Section A Question 3c: How well do the existing skills of job seekers match the demands of local business?

In our Region, as in the rest of the State, the gap in skills between what a potential employee possesses and what an employer needs are a complex issue. We hear frequently that there are not enough of the right graduates for in-demand jobs. Many of the job seekers in our region have lost their jobs from occupations that are declining. To meet the needs of employers for skilled workers in healthcare, professional and business services, and manufacturing, these individuals need training. This is the case for low-income adults and youth as well.

The table below shows the educational attainment of the population in the Central Region. However, none of these percentages have changed much since the last regional plan, which leads us to presume educational attainment in the region is stagnant. Due to this trend, the regions' partners plan to increase the number of individuals who possess the skills required by employers through sector and career pathway initiatives specifically focusing on the targeted industries and through apprenticeships.

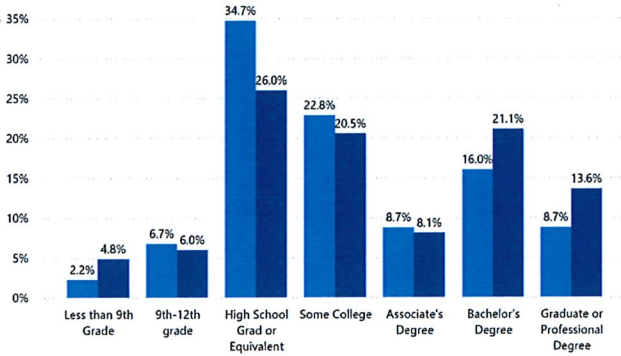
- 5% lower than state average for bachelor's degree.
- EDR 1 has 35% of the population with a high school diploma or equivalent, which is higher than the state average.
- 23% of the population with some college, again higher than the state average.

Education Attainment of Population 25 & Over

Region
Central

Over 63% of Illinois residents 25 & over continued education past high school.

Region State



Population Ages 25+	
Less than 9th Grade	8,410
9th-12th grade	25,338
High School Grad or Equivalent	130,477
Some College	85,906
Associate's Degree	32,883
Bachelor's Degree	60,142
Graduate or Professional Degree	32,902
Total	376,058

Source: U.S. Census Bureau, 2015-2019 American Community Survey, Table S1501.

A. Provide an Analysis of the:

- Regional workforce considering current labor force employment and unemployment data, information on labor market trends, and educational and skill levels of the workforce, including individuals with barriers to employment (§ 679.510(a)(1)(iv) and § 679.560(a)(3)).

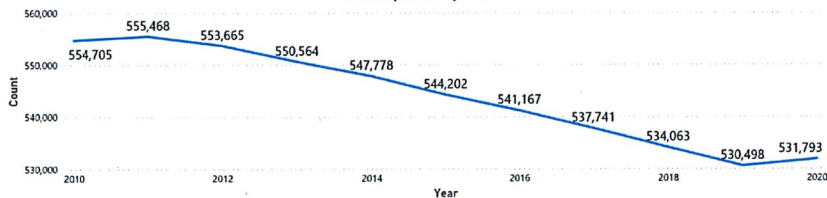
Chapter 1 Section A Question 4a: How is the region changing in terms of demographics, labor supply and occupational demand?

Population Trends

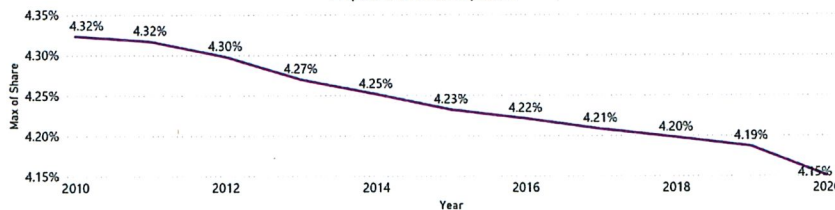
Region
Central

Illinois has a population of 12,812,508 and is the 6th largest state in the nation.

Total Population by Year



Proportion of Illinois Population



Counties in Region	
County	Population in 2020
Sangamon	196,343
Macon	103,998
Macoupin	44,967
Christian	34,032
Morgan	32,915
Montgomery	28,288
Logan	27,987
Shelby	20,990
Cass	13,042
Menard	12,297
Total	531,793

Source: U.S. Census Bureau, Population Estimates Program, 2019 & 2020 Census Redistricting Data.

The population in EDR 1 is slowly decreasing. In 2015 there were 544,181 people living in the region. In 2020, the population had dropped by over 10,000 people to 531,793. Additionally, the median age in Illinois has been steadily increasing. The data shows this is the trend for EDR 1 as well. The largest population numbers are from individuals ages 55-59. There are 38,553 individuals between those ages in EDR 1, which shows 7.3% of the population will be retiring within the next 10 years.

This demographic shift will continue into the future and will create continued downward pressure on labor supply for the entire region. The unemployment rate is low for two of the LWIA's in the region, 20 and 21 but high in LWIA 19. The aging population is a key contributor to the expected strong demand for healthcare and manufacturing workers.

Chapter 1 Section A Question 4b: What special populations exist in the region, what is their magnitude, and what are the policy and service implications to meet the needs of these individuals?

Special populations that exist in the region include but are not limited to:

- Veterans
- Persons of Color
- Individuals with Disabilities
- Women
- Individuals Living in Poverty
- Returning Citizens
- Individuals Lacking a High School Diploma

The Tables listed below provide some information on the magnitude of the Special Populations to be served.

County	Poverty Rate 2019	Point Change from Previous Year
Cass County, Illinois	13	1.0
Christian County, Illinois	12.3	-0.2

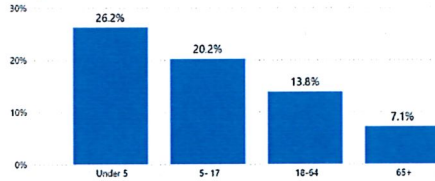
Greene County, Illinois	13.7	-0.2
Logan County, Illinois	12.8	1.9
Macon County, Illinois	16.7	-0.7
Macoupin County, Illinois	13.5	0.6
Menard County, Illinois	8.2	-0.8
Montgomery County, Illinois	16	1.6
Morgan County, Illinois	13.8	-1.4
Sangamon County, Illinois	12.2	-0.9
Scott County, Illinois	11.2	0.9
Shelby County, Illinois	9.4	-0.8
Heartland Alliance – County Data Book		

Percent of Population Below Poverty

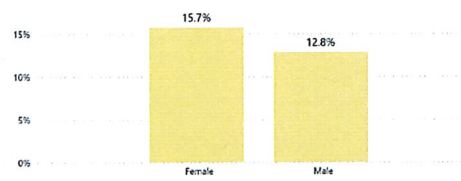
Region
Central

Roughly 1.6 million Illinois residents live below poverty. Children under the age of 5 (19%), females (14%), African Americans (26%), and individuals lacking a high school diploma or equivalent (23%) are more likely to live below poverty.

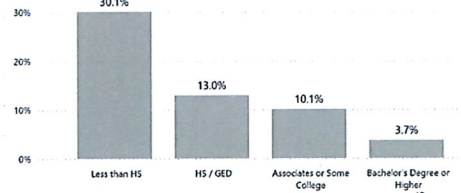
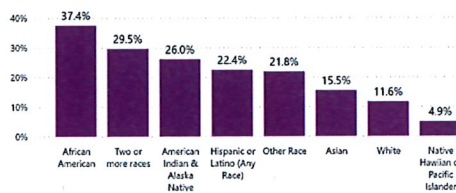
By Age



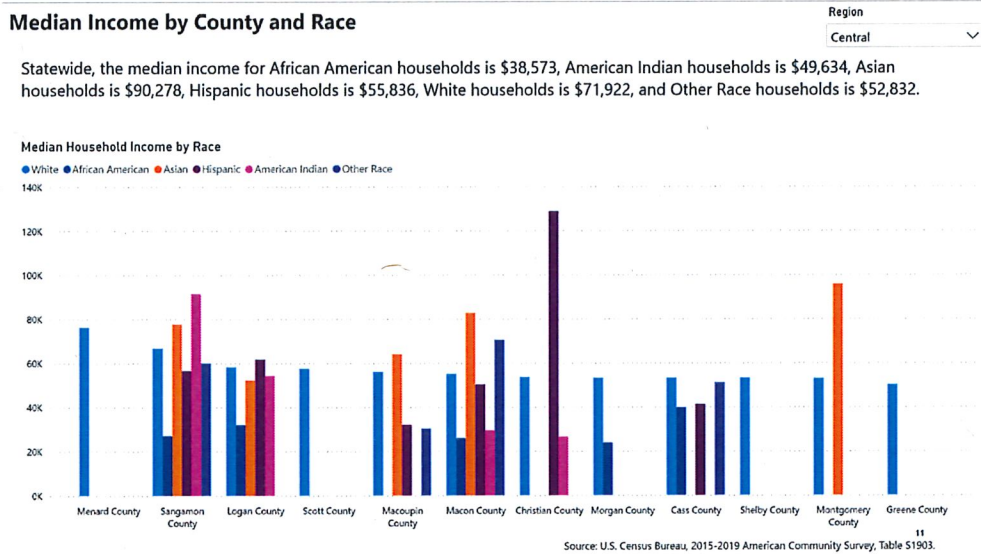
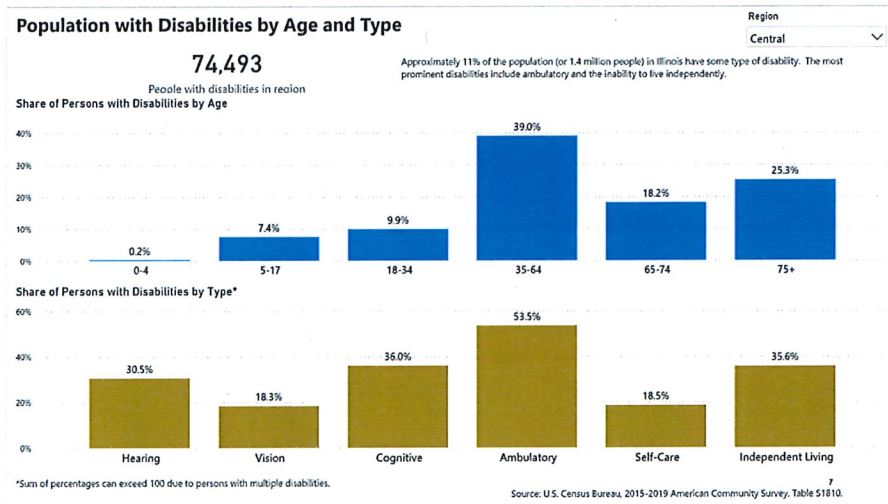
By Sex



By Race/Ethnicity



Source: U.S. Census Bureau 2015-2019 American Community Survey, Table S1701



The region is committed to expanding access for targeted populations, including those living in poverty, persons of color, persons with a disability, out-of-school youth, and veterans. Regionally, the partners will work to establish partnerships and collaborate with community organizations in order to serve job seeker customers to access the services that they need in order to be able to acquire the job skills that will lead to employment.

ADDITIONAL TARGET POPULATION STATISTICS

EDR 1 Central

(Cass, Christian, Greene, Logan, Macon, Macoupin, Menard,
Montgomery, Morgan, Sangamon, Scott, & Shelby)

Low-Income Indicators

SNAP Households, Monthly Average 2020	63,522
SNAP Cases, Monthly Average 2020	120,062
TANF Cases, Monthly Average 2020	2,258
TANF Persons, Monthly Average 2020	5,858

Foster Care Indicators

Total Foster Youth, October 31, 2021	1,925
Foster Youth- Foster Care	759
Foster Youth- Relative	1,111
Foster Youth- Institution or Group Home	30
Other Foster Youth	25

DOC Indicators

Adult Prison Population by Sentencing Region, June 30th, 2021	1,744
Adult Parolee Population by Region of Residence, June 30, 2021	1,310
Average Daily Juvenile Detention Population, June 2021	12

Other Indicators

Single Parents	
Male Householder with own children, no partner present	2,589
Female Householder with own children, no partner present	12,648
Adult Population at Risk	
Foreign Born Population	12,410
Age 18+ without high school diploma	40,645

B. Describe the development and implementation of sector initiatives for in-demand industry sectors or occupations for the planning region (§ 679.510(a)(1)(iii)); Plans must answer the following questions:

Chapter 1 Section B Question 1: How will the workforce partners convene employers, foundations and regional institutions to help lead sector partnerships and make coordinated investments?

The Central Region will continue to share data regionally and will look for the commonalities between the three LWIA's. Once a year, the Central Region will convene a "sector-led" meeting, focusing on the three main industries, Healthcare/Social

Services, Manufacturing and Professional/Business Services to discuss issues and opportunities within the region.

Included in the meetings will be businesses from the specific sector, Economic Development, Chambers of Commerce, and all core partners within WIOA. Economic development will facilitate the meetings.

A different sector will be selected each year. Discussions will include in-demand occupations within the specific cluster, barriers the employers and employees face, and what the future looks like for the workforce within the specific sector. WIB members from the three boards will be included in the meetings.

The purpose of the meetings will be to help build a stronger partnership within the sectors, and to help partners in the Central Region to identify areas of need, by aligning proper services to customers to help develop a talent pipeline.

Chapter 1 Section B Question 2: Identify the established and active sector partnerships in the region (as defined in Illinois' Next Generation Sector Strategies Guide)? If any exist, are they business-led and what is their role in WIOA planning?

It is the Region's intent to build upon the previous sector partnerships discussed in the last plan. These provide the region with a good foundation to expand upon. The goal for the region's Next Generation partnerships is to have one top tier industry meet annually to address all issues and concerns for the region. These events will encompass employers, Chambers of Commerce, and Economic Development organizations, and will discuss all issues that the companies are experiencing, including workforce concerns. At the end of the 2020 regional plan we will have met with all three top tier industries and will have outcomes that show how we addressed their workforce matters.

The Region's initial focus is to work collaboratively with businesses, chambers of commerce and other organizations to highlight the healthcare field. An event would be held at various locations within the region on a designated day in August or September and would emphasize the many career pathway opportunities within our region's booming healthcare industry. Training could start with an Adult Education Health Care Bridge and then transition to C.N.A., LPN and RN positions. There are so many health care opportunities within the region. This is the way to enhance or highlight Health Care Pathways. If successful, we would look to replicate these efforts in manufacturing, CDL/Logistics, and other sectors as well. EDR 1 is also looking for additional grant opportunities that may help serve regional sector-based projects.

In addition, LWIA 20 was the Apprenticeship Navigator for EDR 1 and established numerous sector partnerships. Local township and community water districts and a regional medical group/hospital are participating in active apprenticeships. Additionally, a large manufacturer is being supported with an incumbent worker project that encompasses staff manufacturing training and management training for executives.

DECO's Red Team and EDR 1 organized and held a meeting with all of the local Chambers of Commerce to discuss workforce projects and programs that could help support their members. This event was held in June 2021.

Chapter 1 Section B Question 3: Identify any regional sector partnerships that are inactive or have disbanded since the prior planning cycle. What other public-private partnerships exist in the region that could support sector strategies and what is their role in planning?

Sector-based partnerships in the region include:

[IMEC](#) – Manufacturing: IMEC was established in 1996 to improve the productivity and competitiveness of Illinois' small and mid-sized manufacturing firms.

[Midwest Inland Port](#) – Manufacturing/Logistics and Transportation: “*Midwest Inland Port is a multi-modal hub located in Decatur, Illinois that delivers both domestic and international flexibility for companies through a well-positioned transportation corridor, connecting the Midwest to the East, West and Gulf Coasts of North America*”.

[Midwest Trucking Association](#) – Logistics and Transportation: Mid-West Truckers Association represents and services over 3,000 members in 15 states. Members are comprised of trucking companies and companies that operate trucks as part of their business.

[BJC Collaborative](#) – Healthcare: BJC HealthCare of St. Louis, CoxHealth of Springfield, Mo., Memorial Health System of Springfield, Ill., and Saint Luke's Health System of Kansas City, Mo., partnered together in October 2012 to create The BJC Collaborative to achieve even higher quality care for the patients served by the independent not-for-profit health care organizations. Blessing Health System in Quincy, Ill., joined the Collaborative in May 2013 and Southern Illinois Healthcare in Carbondale, Ill., in September 2013. Sarah Bush Lincoln Health System of Mattoon, Ill. joined in November 2015 and Decatur Memorial Hospital joined in February 2016.

[International Warehouse Logistics Association](#) – Logistics and Warehousing: IWLA members include companies that provide many services: warehousing; fulfillment; reverse logistics; transportation; freight-forwarding and brokerage services; inventory and supply chain management; and a broad range of manufacturing and value-added services.

In addition, the Central Region will continue to explore partnerships, utilizing each LWIA’s Business Services Team, and reporting out regionally when a new partnership is formed.

[Apprenticeship Navigator for EDR #1](#) - Apprenticeship Navigators are available to answer questions about registered apprenticeship and assist employers with the program development and registration process at no cost to their business. Apprenticeship Navigators can help employers: Understand the registered apprenticeship training model, Identify existing models for occupations of interest, Connect employers with appropriate resources to assist with their programs, Draw up your Standards and Training & Education outline based upon employer input, Submit the employer’s registration paperwork to the USDOL for full recognition in the National Registered Apprenticeship System, Assist with program updates as the employer’s workforce needs evolve, Coordinate sector partnerships between interested employers.

[BEST Mobile Training Center](#) - is a master IPC provider offering both trainer and operator certifications. Koh Young America Inc. is a provider of certified training on Koh Young Zenith Alpha HS Machines.

[The Decatur Building Trades Council](#) – is a partnership that support sector strategies. This organization has supported the Trade pre-apprenticeship grants as well as the work experiences.

Chapter 1 Section B Question 4: What neutral conveners with the capacity to help establish sector partnerships exist in the region and what is their role in planning?

Neutral conveners in the Central Region that have the capacity to help establish sector partnerships include:

- Illinois Manufacturing Excellence Center – IMEC provides assistance to Illinois’ small and mid-sized manufactures in identifying and solving performance gaps and building a culture that supports sustained improvements.
- Springfield Sangamon Growth Alliance - is a public-private sector partnership dedicated to advancing economic development efforts in Springfield and

Sangamon County. Led by a volunteered, diverse and industry-driven board of directors, the mission is to pursue economic prosperity and growth for Sangamon County and the City of Springfield.

The Economic Development Corporation of Decatur & Macon County – The EDC’s primary role is to provide support and a point of contact for prospective area employers that are non-retail in nature as well as an advocate for the establishment of their presence in the community. Additionally, they administer Illinois Enterprise Zone benefits as they apply.

- The Greater Springfield Chamber of Commerce- The chamber advocates on behalf of members for business-friendly legislation and offers programs, services, and networking opportunities to help make local business thrive and grow.
- Decatur Regional Chamber of Commerce - The chamber advocates on behalf of members for business-friendly legislation and offers programs, services, and networking opportunities to help make local business thrive and grow.
- Local Workforce Boards in our Region – these business led boards are ideally situated to convene employers for development of Sector Initiatives. Members come from the industries that are being targeted in the Region.
- Any business that is planning to expand could be considered a neutral convener. Their role could be determining skills levels for various occupations, assisting with developing training/curriculum that would train skilled workers, participating on advisory councils or workforce boards and providing equipment or skill training at their business location.
- Sector associations could be neutral conveners including – Illinois Manufacturing Association, Illinois Medical Association, Illinois Hospital Association, Midwest Truckers, etc.

Chapter 1 Section C: As part of the 2022 modification, if needed, describe the impact of the pandemic on the ability to collect and analyze regional labor market information not mentioned in the previous sections. Include what steps, to the extent known, that will be taken over the next two years to adapt to the impact of the pandemic.

The regional partners did not feel that the pandemic impacted their ability to collect and analyze regional labor market information. Most services were moved to on-line delivery because of the pandemic. As such, all partners were collecting demographic data on their customers electronically. The four Core Partners all have state-based systems to collect customer information and service delivery.

Chapter 1 Section D: As part of the 2022 modification, describe how a

workforce equity lens is incorporated into the local planning requirements for collecting and analyzing labor market information.

The demographic information supplied by the Illinois Department of Employment Security concerning the population of people with barriers to employment is included in the data packets for consideration in development of the Regional and Local Plan. Data such as Age, Gender, Race, Disability Status, Poverty Level are available for use in program planning. This labor market information will help inform program development such as the Equity Grants to Community Colleges. Moving forward in the next two years the Regional Partners will look to LMI experts at the State for development of program level reports to provide equity analysis in program design.

Chapter 2 – Strategies for Service Integration – Regional Component

This regional component of the plan must describe the regional service strategies, including use of cooperative service delivery strategies and the connection of job seekers with employers. As part of the 2022 modification, regions are required to provide undated information and analysis noting any significant impacts of the COVID-19 National Health Emergency and what steps will be taken to address the challenges and opportunities that are associated with the regional service integration strategies.

A. Provide an analysis of workforce development activities, including education and training, in the region. This analysis must include the strengths and weaknesses of workforce development activities and capacity to provide the workforce development activities to address the education and skill needs of the workforce, including individuals with barriers to employment, and the employment needs to employers (§ 679.560(a)(4)). Plans must respond to the following: The 2022 modification must update the following sections of you plan where applicable to address the impact of the COVID-19 National Health Emergency and any plans for mitigating the pandemic implications over the next two years:

Chapter 2 Section A Question 1: Analyze the strengths and weaknesses of workforce development activities in the region.

As part of the December 2022 regional planning meetings, the Partners identified strengths, weaknesses, opportunities and threats (SWOT) pertaining to workforce development in the region. The results of this analysis are shown in the Table below.

SWOT Analysis for Central Region – Workforce Development		
Internal Origin	<p>Strengths:</p> <ul style="list-style-type: none"> • Educational services • Training In Targeted Industries • Community Partners • Large number of small employers • Diverse economic make-up • Large Number of Job Openings • Development of technology to deliver services 	<p>Weaknesses:</p> <ul style="list-style-type: none"> • Lack of workers/unfilled positions • Closing of Offices • Skills shortage • Working in Silos • Communicating services • Lack of awareness of services to individuals • Capacity to train • Lack of customer technology skills
External Origin	<p>Opportunities:</p> <ul style="list-style-type: none"> • Large number of job openings/unfilled positions • New/emerging education/career pathways • Regional collaboration • Service Integration Plans • Incorporation of Essential Skills into each program. • Increase in Career and Technical Education • Utilization of equity lens 	<p>Threats:</p> <ul style="list-style-type: none"> • Global pandemic • Lack of workers • Loss of large employers • Economic downturn • Lack of CTE Teachers and facilities • Funding – lack of from both state and other sources • Illinoisans fleeing to other states • Labor force decline • Legalization of cannabis use

Strengths: One of the primary strengths of the region and effect of the pandemic is the large number of current job openings. There are unfilled openings across all industry sectors. However, there is an enormous need for healthcare workers, teachers and

transportation and warehousing workers. For those seeking employment in these areas there is an abundance of opportunity.

In addition to the overall strengths identified by the partners, there are a number of specific strengths of our workforce development system in the region. These can be categorized into two groups: a wide array of workforce development and educational services, and strong workforce development processes and business practices.

Workforce development and educational services:

- Development of Individual Employment Plan
- Job Search Assistance
- Job Placement Service
- Career Exploration
- Assessment
- Basic Skills instruction
- ESL
- HSE – Adult Secondary Education
- Bridge Programs
- Occupational Training
- Work Based Learning – Work Experience / On-The-Job Training/Apprenticeships
- Supportive Services – Childcare / Transportation / Tools / Supplies
- Labor Market Information
- On-Line Opportunities - Illinois workNet, Illinois Job Link, Career Information System
- Unemployment Benefits
- Cash Assistance / SNAP

Workforce development processes and business practices:

- Recruitment, Assessment, Selection Process
- Proven experience with NEG Accelerated Short Term MFG, TDL and CDL Training
- Strong ties to the community agencies
- Established relationships/partnerships with employers
- Established relationships with SHRM, EDC
- Aligning efforts to demand industries, occupations and skills
- Previous success with regional collaboration
- Consistently meet/exceed performance goals (entered employment, retention, credential attainment)

Weaknesses: The large volume of job openings in the region was also seen as a weakness. The lack of workers is one of the greatest impacts of the pandemic. During their meeting the partners identified several contributors to the lack of job seekers.

These included:

- The “Great Resignation” which occurred in 2021. This included those leaving their jobs because of pandemic fatigue and those leaving because of vaccine mandates.
- Large numbers of retirements – The federal reserve noted that 2.5 million Americans chose to retire during the pandemic.
- Government assistance was also cited as a reason for a lack of workers.
- Turnover was an issue as well, with those currently working moving from job to job.

Additionally, the regional partners identified other weaknesses or opportunities for improvement, including the ongoing skill shortage, the continued tendency to work in our respective silos, the length of time it takes to train workers in our existing institutions, and challenges in recruiting dislocated workers into training programs. The lack of instructors for any sector is challenging for the colleges. Lag-time between when customers can start a program of study can be drawn-out due to the instructor shortage.

Opportunities: The large number of job openings was also seen as an opportunity for the region. Partners will continue to develop collaborative methods to provide integrated services to both job seekers and employers. The pandemic has put a focus on the need to develop technology-based methods to deliver coordinated services while maintaining capacity to provide in-person services.

Threats: The greatest threat to program operations is the COVID-19 Global Health Emergency. Threats stemming from the pandemic include:

- Lack of workers
- Closure of offices
- Lack of ability to provide in-person training
- Lack of access to services based on individuals’ barriers to employment

Chapter 2 Section A Question 2: Analyze the capacity of the regional partners to provide workforce development activities to address the education and skill needs of the workforce including individuals with barriers to employment.

Capacity: The Region is well-positioned to provide services to individuals with barriers to employment, including Underemployed / Unemployed, Ex-Offenders, Low Skill / Literacy Levels, Individuals with Disabilities, Substance Abuse, Older Americans, Out of School Youth, Adults who Lack a High School Diploma, Veterans, Homeless, ESL Individuals, Single Parents and Displaced Homemakers.

By taking a holistic approach and collaboration with core partners, the Region will be able to better serve at risk populations. These WIOA partners include Titles I, II, III and IV, ICCB – Perkins CTE, IDES, Aging, Corrections, and Community Action Agencies.

In furtherance of WIOA requirements, Priority of Service in the Region include:

- Veterans and eligible spouses in the following order or priority:
 - First, to veterans and eligible spouses (who also are included in the groups given statutory priority for WIOA adult formula funds). This means that veterans and eligible spouses who also are recipients of public assistance, other low-income individuals*, or individuals who are basic skills deficient would receive first priority for services provided with WIOA adult formula funds.
 - Second, to non-covered persons (individuals who are not veterans or eligible spouses) who are included in the groups given priority for WIOA adult formula funds.
 - Third, to veterans and eligible spouses who are not included in WIOA's priority groups.
 - Fourth, to any other populations identified by the Governor or Local Workforce Development Board for priority.
 - Last, to non-covered persons outside the groups given priority under WIOA.
- Recipients of Public Assistance such as those participating in the Supplemental Nutrition Assistance Program (SNAP), Temporary Assistance for Needy Families (TANF), Supplemental Security Income (SSI). And/or any other State or local income-based public assistance.
- Other Low-Income Individuals, including those who:
 - Are in a family with total family income that does not exceed the higher of—(I) the poverty line; or (II) 70 percent of the lower living standard income level;
 - is a homeless individual (as defined in section 41403(6) of the Violence Against Women Act of 1994), or a homeless child or youth (as defined under section 725(2) of the McKinney-Vento Homeless Assistance Act)

- receives or is eligible to receive a free or reduced-price lunch under the Richard B. Russell National School Lunch Act;
- is a foster child on behalf of whom State or local government payments are made; or
- is an individual with a disability whose own income meets the income requirement, but who is a member of a family whose income does not meet this requirement.
- Individuals who are basic skills deficient such as those who:
 - are a youth with English reading, writing, or computing skills at or below the 8th grade level on a generally accepted standardized test; or
 - are a youth or adult, that is unable to compute or solve problems, or read, write, or speak English, at a level necessary to function on the job, in the individual's family, or in society.

Current Initiatives in the Region include:

- LWIA 19 received funding for a Disaster Recovery Dislocated Worker grant to address the Opioid epidemic. This grant reaches out to individuals affected by the Opioid crisis. LWIA 19 has partnered with Crossing Healthcare who opened a recovery center specifically for people with addictions. Patients who complete the detox program have the opportunity to receive **career services**, education and employment training.

The individuals who are eligible for WIOA services have access to work experiences, on-the-job training with a pathway to employment and/or more education. The services offered not only apply to those in a detox treatment facility, but anyone else who has been affected by the crisis either through a family member or friend.

- LWIA 19 applied for and received funding for the Youth Career Pathways grant to address the high unemployment rate for youth and to specifically target youth for the Trades Apprenticeship programs. LWIA 19 will offer the Multi-Craft Core Curriculum (MC3) which is a comprehensive pre-apprenticeship training curriculum. It was developed and approved by the Building Trades National Apprenticeship and Training Committee. This pre-apprenticeship program will introduce youth to a career in the construction trades. The program will offer hands-on training, and career exploration of all Trade Apprenticeship programs. The Local Trades Building Council is heavily involved and will provide mentorships and guidance for the youth.

- LWIA 19 also applied for and received an Illinois Works grant which will offer the Multi-Craft Core Curriculum (MC3) pre-apprenticeship training to women, people of color and/or veterans of all ages. This grant specifically targets individuals with barriers specifically to employment and is to promote equity within the Building Trades apprenticeship programs in the area. This grant will encompass EDR 1, aligning services to all underrepresented populations.
- Richland Community College's workforce and programming goal are, in part, to bridge the minority employment gap as well as the needs of companies and organizations residing within the community. Training efforts are focused on addressing the job skills shortages that local employers are facing by creating accelerated career pathways for participants. Richland's Workforce Equity Initiative will focus on training in Essential Skills, Transportation/Construction, and Educational Services via Paraprofessionals. The WEI grants in Year 1 and Year 2 will serve a total of 271 individuals in 2 different training programs.
- Richland Community College recently went to a *coaching model* for advising. This is a more intrusive approach. This method allows the coaches to become more knowledgeable and personal with their students, and as a return will understand the barriers that the individuals possess.
- The Service Integration action plan(s) will help to expand customer service. Additional in-depth training of staff will allow all partners to better understand the customers walking through the door in order to improve alignment of services to address the barriers customers face as well as the barriers employers are facing in hiring employees.
- Richland Community College and Workforce Investment Solutions formed a consortium for Adult Education and received funding through ICCB's Adult Education and Family Literacy grant. The Consortium is located at the Decatur Public Library, which is downtown. This location provides for easy accessibility due to the Decatur Transit's main hub being next door to the library. The Consortium provides services for the at-risk individuals who need help in obtaining more education. Classes held at the library include high school equivalency, English Language Learner, Bridge programming and Basic Nursing Assistant. The Illinois workNet Center provides referrals to the Adult Education Consortium. Partners are updated on a monthly basis on program availability.

- LWIA 20 applied for and was selected to be the Apprenticeship Navigator for EDR #1. Apprenticeship Navigators are available to answer your questions about registered apprenticeship and assist employers with the program development and registration process at no cost to your business. Apprenticeship Navigators can help employers: Understand the registered apprenticeship training model, Identify existing models for your occupations of interest, Connect you with appropriate resources to assist with your program, Draw up your Standards and Training & Education outline based upon your input, Submit your registration paperwork to the USDOL for full recognition in the National Registered Apprenticeship System, Assist you with program updates as your workforce needs evolve, Coordinate sector partnerships between interested employers
- LWIA 20 participated in the Life Skills Re-Entry Statewide Grant utilizing the Kewanee Life Skills Re-entry Center as a model to increase employment and training opportunities for offenders re-entering the workforce from Logan County Corrections Pilot Innovation Program.
- Lincoln Land Community College's Workforce Equity Initiative funding will be used to target Springfield's African American population with an expanded version of our Open-Door program, focusing on workforce education in healthcare and transportation. The WEI funding provides participants with career coaching, waived tuition and fees, stipends to remove financial barriers to education, and other supports to aid in completion of the short-term program. The WEI grants in Year 1 and Year 2 will serve a total of 252 individuals in 10 different training programs.
- In June 2019, the Illinois Community College Board (ICCB) was notified that it received the U.S. Department of Labor's Scaling Apprenticeships Through Sector-Based Strategies Grant. The ICCB was awarded nearly \$4 million to implement the grant project over the next 4 years (fiscal years 2020-2023) to serve over 1700 participants. In our region Lincoln Land Community College and Richland College are the recipients of these grants.
- LWIA 21 plans to develop a remote work policy to increase their staff capacity to assist customers during times of quarantine or closures. This includes better access and understanding of technology when working remotely.

By aligning services, our Region will be able to expand employment opportunities for job seekers and Partners will collaborate to reduce duplication of services and better utilize resources.

The partners identified digital literacy and access to technology as significant roadblocks to individuals with barriers to employment utilizing services. Some Title II providers are providing classes for their customers on basic access activities such as downloading Apps to Smart Phones or how to type on a keyboard or connect to a ZOOM meeting. In addition, some have resources to provide laptops or computers. Further efforts in these areas need to be undertaken to expand access for those with barriers to employment.

Chapter 2 Section A Question 3: Analyze the capacity of the regional partners to provide activities to address the needs of employers.

The regional partners have continued to expand their capacity to address the needs of employers. Partners within each LWIA in the region collaborate to understand the skill needs of employers and implement appropriate responses. Some examples of how the partners work with employers to understand skill needs include:

- Each of the LWIAs use Business Services Teams (BSTs) to meet with employers on a regular basis to discuss emerging skill needs. In November of 2019, LWIA 19's Business Services Team held a "Lean Coffee" event for the Healthcare Employers in the area. The event was developed to dive deeply into issues that industry and policy leaders, education and employers were facing locally. The overall goal was to identify potential solutions that would lead to growth and vitality of the Macon/DeWitt communities. Issues were recognized and an action plan was developed to help alleviate the issues. One outcome was the development of a healthcare day for Juniors and Seniors in high school, as well as the eighth grade.

Due to the pandemic, the Career Fair was not held in 2020 or 2021, however, LWIA 19 is in the planning stages for April 2022 and will involve High School ages, as well as Junior High aged youth.

- Local Workforce Area 20 uses its Career and Technical Education (CTE) Program Advisory Committees (PACs), which bring together CTE program partners with members from related local industry and businesses for feedback

and advice pertaining to the curriculum and future planning for each program. PACs help ensure that LLCC's CTE programs remain current and are able to meet the needs of local employers and best prepare students for future employment within that field.

Some examples of how the partners have worked to develop expanded services for employers include:

- LWIA 19 partners with agencies in the area in holding a Manufacturing Day for Juniors and Seniors in high school. This has been well attended and will continue.
- LWIA 19 holds virtual hiring events on a weekly basis. Various employers in all sectors are included in these events.
- Prior to the pandemic, each of the LWIAs provided job fairs. LWIA 19's job fair is done annually. At least 45 employers in Macon and DeWitt Counties attended, and over 175 people attended the fair. It is the plan to eventually restart the in-person job fairs.
- LWIA 20 completed a grant application for the Regional Navigator Apprenticeship Expansion grant. This application was submitted with the support of and in conjunction with LWIAs 19 and 21, LLCC, and CACC Sangamon County ROE. The application was approved and LWIA 20 is the Apprenticeship Navigator for EDR 1.
- Local Workforce Area partners that make up the region provide workshops, post job openings, conduct employee screening and referral, workforce training, work-based training, tax credit information, business location advice, and various employer services. These workshops have been on hold due to the pandemic. They will restart once restrictions are lifted.

Chapter 2 Section A Question 4: How well do existing training programs in the region and local areas prepare job seekers to enter and retain employment with regional businesses?

The Central Region has numerous postsecondary institutions that provide a wide array of educational services, including five community colleges, seven BA-granting institutions, one public university, a medical school, two nursing colleges, one private two-year

college, and two occupational schools. The below Table lists the existing postsecondary institutions in the region.

Central Region Postsecondary Institutions		
Institution	Location	Type
<u>Blackburn College</u>	700 College Avenue Carlinville, IL 62626	4-Year Private
<u>Capital Area School of Practical Nursing</u>	2201 Toronto Road Springfield, IL 62712-3803	Nursing
Heartland Community College	1500 W Raab Rd Normal, IL 61761	2-Year Public
Illinois College	1101 West College Jacksonville, IL 62650	4-Year Private
John Wood Community College	1301 South 48 th Street Quincy, IL 62305	2-Year Public
Lakeland Community College	5100 Lake Land Blvd Mattoon, IL 61938	2-Year Public
<u>Lewis and Clark Community College</u>	5800 Godfrey Road Godfrey, IL 62035	2-Year Public
<u>Lincoln Christian University</u>	100 Campus View Drive Lincoln, IL 62656	4-Year Private
Lincoln College	300 Keokuk Lincoln, IL 62656	4-Year Private
Lincoln Land Community College	5250 Shepherd Road Springfield, IL 62794-9256	2-Year Public
<u>Midwest Technical Institute</u>	2731 Farmers Market Rd Springfield, IL 62707	Private Occupational
Millikin University	1184 West Main Street Decatur, IL 62522	4-Year Private
Richland Community College	One College Park Decatur, IL 62521	2-Year Public
Saint John's College of Nursing	729 East Carpenter Street Springfield, IL 62702	Nursing
Southern Illinois University - School of Medicine	P.O. Box 19624 Springfield, IL 62794-9624	Professional

Central Region Postsecondary Institutions		
Institution	Location	Type
University of Illinois at Springfield	One University Plaza - UHB 1015 Springfield, IL 62703	4-Year Public
University of Spa and Cosmetology Arts	2913 West White Oaks Drive Springfield, IL 62704	Private Occupational
160 Driving Academy	2935 East Clearlake Drive, Ste. 2B Springfield, IL 62702	Private Occupational

Illinois Community College Graduates by Career Cluster Table– provides a count of graduates from each of the three community colleges that are physically located in the region. The columns show the graduates in each of the career clusters associated with the primary or secondary targeted sectors. The primary sectors are highlighted. **Illinois**

Community College Graduates by Career Cluster,

FY 2018, Central Region

College	Health Science	Manufacturing	Business Management and Administration	Transportation and Warehousing	Architecture and Construction	Hospitality and Tourism	Information Technology
Lewis & Clark	273	112	52	270	23	0	39
Lincoln Land	419	127	7	29	30	19	14
Richland	204	30	70	95	39	58	14

Central Total	896	269	129	394	92	77	67
State Total	12,607	3,556	2,915	3,191	2,650	1,065	1,896
% of State Total	7.11%	7.56%	4.43%	12.35%	3.47%	7.23%	4.37%

Chapter 2 Section A Question 5: Summarize the commitments of each program partner to implement the selected strategies described in the “Action Plan for Improving Service Integration in the Region.”

Through the MOU development process, each program partner in their respective LWIA has committed to the integration of workforce development services. The LWIA partners reached agreement on and submitted Action Plans for Improving Service Integration within their LWIAs to the State of Illinois in the fall of 2019.

In accordance with the Regional Planning guidelines, the partners to EDR 1’s plan commit to the implementation of their respective Service Integration Plans. The Partners recognize that the Service Integration Plans will change over time and that this document formalizes the commitment at the LWIA level to continue the work of integration as it evolves. The Region also recognizes that communication among partners is a common issue. To address this issue, they will develop a contact list of regional partners and issue advanced notices about new grants and programs as they are awarded. The partners in the region continue to implement the strategies listed below during the pandemic using technology to connect remotely.

Below is the summarization for each LWIAs commitments to current integration plans.

LWIA 19:

- Customer Input
 - New Tools - Customer Surveys
 - Update Customer Profile Form
 - Develop Customer Flow Charts
 - Use Customer Feedback to Shape Service System
- Staff Capacity

- Establish a Vision for Customer Service
- Establish Core Set of Competencies for Staff
- Community Resource Academy
- Develop Sharing Culture Among Partners
- Systems Communication
 - Finalize Referral Tracking System
 - Create Universal Consent Form
 - Create Schedule for Regular Meetings of Front-Line Staff
 - Notify Staff of Changes in Service Design
- On-Going Systems Improvement
 - Complete Planning Process and Incorporate into Other Documents
 - Keep LWIB Informed on Implementation Progress.

LWIA 20:

- Jobs Expectations Communicated to Staff
 - Assess Timing of One-Stop Operator and Partner Meetings
 - Share Information on Front-line Job Descriptions Across Partners
 - Mandatory Center Orientation for New Staff
- Cross Training Provided to Staff
 - Provide Bi-Monthly Training Opportunities for Front-line Staff
 - Training Locations vary Among Partner Agencies
- Communication Occurs Across all One-Stop Partners
 - Assess Timing of One-Stop Operator and Partner Meetings
 - Provide Bi-Monthly Training Opportunities for Front-line Staff
 - Training Locations vary Among Partner Agencies
 - Assure Email Lists include All Partners and Front-line Staff
 - Share One-Stop Center Event Calendars with all Partners

LWIA 21:

- Job Expectations Communicated to Staff
 - Establish a Vision for Customer Service
 - Establish a Sub-Committee for Outreach to all Core Partners for more Involvement
 - More Cross Training for Front-Line Staff
- All Staff Valued and Respected
 - Increase Partner Engagement
 - Share Information from Meetings with Staff in a Timely Manner
 - Listen to Ideas Presented by Other Staff/Partners
- Services Delivered by Function

- Create Sub-Committee to Oversee Solutions to Partner Participation and Confidentiality Issues Among Partners
- Rotate Meeting Sites
- Service Delivered by Function – Business Services
 - Formulate Business Service Teams (BST)
 - Track Business Contacted by BST by Use of Spreadsheet
 - Email Exchange by BST
- Service Plans are Living Documents
 - Create Sub-Committee for Creation of a Comprehensive Referral Form and Follow-up Process.

B. Describe how transportation and other supportive services are coordinated within the region (§ 679.510(a)(1)(vi)). Plans must respond to the following questions: The 2022 modification must update the following sections of your plan where applicable to address the impact of the COVID-19 National Health Emergency and any plans for mitigating the pandemic implications over the next two years:

Chapter 2 Section B Question 1: What regional organizations currently provide or could provide supportive services?

The regional organizations that currently provide or could provide supportive services include:

Supportive Service	Provider
Childcare	<ul style="list-style-type: none"> ● Catholic Charities ● Community Connection Point ● Department of Human Services ● Salvation Army ● WIOA Title 1
Clothing	<ul style="list-style-type: none"> ● Catholic Charities ● Community Action Agencies ● Good Will Industries ● Salvation Army
Food	<ul style="list-style-type: none"> ● Catholic Charities ● Department of Human Services ● Salvation Army ● United Way

Supportive Service	Provider
Health	<ul style="list-style-type: none"> • Department of Human Services • Veteran's Affairs • County Health Departments
Housing	<ul style="list-style-type: none"> • Catholic Charities • Community Action Agencies • Department of Human Services • Good Will Industries • Salvation Army • United Way • Veteran's Affairs • Housing Authorities • Youth Service Programs • Homeless Shelters
Transportation	<ul style="list-style-type: none"> • Department of Human Services • Good Will Industries • WIOA Title 1 • Mass Transit Districts • SMART
Utilities	<ul style="list-style-type: none"> • Catholic Charities • Community Action Agencies

Chapter 2 Section B Question 2: What policies and procedures will be established to promote coordination of supportive services delivery?

Local workforce areas have supportive service policies in place that promote coordination among community providers. Customers entering training must apply to **Community Childcare Connection Point** and Child Care Resource Services (CCRS) for childcare funding prior to supportive services being awarded by WIOA.

Transportation is more difficult to coordinate as mass transit and rural transportation organizations require payment even if it is a minimal amount. LWIA 19 uses the Decatur Transit System, which has been free to all users since the start of the pandemic. LWIA 20 uses SMART Transport (Sangamon Menard Transportation) to provide transportation services. LWIA 21 uses West Central Transportation and CEFS Transportation.

The partners will work through the MOU process to identify better ways to promote coordination of supportive services. Each LWIA will develop a transportation and childcare provider list. Each LWIA plans to hold a supportive services fair in which providers in each area share information on the ways that they can assist individuals with their childcare, transportation and other needs. LWIA 19 partners with their local Salvation Army who provides a social services fair every year. It is hoped that this will start up again at the end of the pandemic.

In addition, LWIA 20 completed an On-Line Service Finder System for youth that is hosted on the Illinois workNet website.

The LWIAs created a regional intake form for accessing supportive services, and this is being used by each of the LWIAs.

Partners in the region will look at ways to mitigate the challenges of childcare brought on by the pandemic. Many childcare providers closed because of the high volume of individuals working from home for an extended period. While parents were working from home their children were also attending via technology.

LWIA 19 has utilized funding from the Community Foundation of Macon County to help individuals who are already working in childcare facilities to obtain their childcare certifications.

C. Describe the coordination of services with regional economic development services and WIOA service providers (§ 679.510(a)(1)(vii)). Plans must answer the following questions: The 2022 modification must update the following sections of your plan where applicable to address the impact of the COVID-19 National Health Emergency and any plans for mitigating the pandemic implications over the next two years:

Chapter 2 Section C Question 1: What economic development organizations, WIOA service providers or businesses are actively engaged in regional planning?

The following economic development organizations are engaged in regional planning:

- Springfield/Sangamon Growth Alliance is focused on transforming the economy of Sangamon County.

- City of Springfield - We are dedicated to being on the cutting edge with technological, social and cultural advances. That means an environment that provides flexibility and ample resources. Springfield offers those benefits along with a skilled, educated workforce and tremendous quality of life.
- City of Decatur - offers a Dynamic Business Climate, Productive Workforce, Wonderful Quality of Life and can be a city in which you want to locate or expand your business.
- Decatur Regional Chamber of Commerce - With more than 125 years serving as the "Voice of Business" for the Decatur community, the Decatur Regional Chamber of Commerce is proud to promote opportunity and prosperity in local commerce. The chamber advocates on behalf of members for business-friendly legislation and offers programs, services, and networking opportunities to help make local business thrive and grow.
- Economic Development Corporation for Decatur and Macon County - The EDC of Decatur & Macon County is a public/private nonprofit dedicated to the attraction, expansion and retention of businesses to our area. When companies need help, we are here to help with tools and resources such as employee training, GIS data mapping, location and demographic research, workforce studies, and more.
- City of Litchfield - The City of Litchfield is dedicated to providing high quality customer service to the community. A Commitment and a strong sense of pride enables the city to remain at the forefront of municipal advancement.
- Staffing and Employment Agencies
- Regional Planning Commissions - Planning Commissions are involved in many activities of interest to municipal officials in the planning region, state and federal agencies with which they interact, and the general public.
- University of Illinois/ Montgomery County Economic Development Corporation - We have several governing businesses who strive to improve the communities that they serve. Our strength lies in our private and public partnerships. Our goal is to promote our cities for development opportunities, but also to help businesses thrive and expand within Montgomery County.

- LLCC, CACC, District #186-Partners who are interested in economic development and business success in the region.
- IMEC –is a team of improvement specialists and technicians dedicated to providing organizations in Illinois with the tools and techniques to create sustainable competitive futures. The experienced hands-on team at IMEC works closely with its clients to plan critical business improvements in the areas of **Leadership, Strategy, Customer Engagement, Operations, and Workforce.**
- Ameren - LWIA 19 approached the Ameren office in Decatur and was able to host an information session about the Ameren hiring process. There were 80 people who signed up for the event, and 60 showed up. The next step will be to discuss how a regional alignment might take place. Ameren would like to be a part of the planning process.

Chapter 2 Section C Question 2: What economic development organizations, WIOA service providers or businesses were invited to participate but declined?

None of the invited economic development organizations or business declined to participate.

D. Describe the coordination of administrative cost arrangements, including the pooling of funds for administrative costs, as appropriate (§ 679.510(a)(1)(v)).

Each of the Local Workforce Development Areas in the region has developed the Memorandum of Understanding (MOU) and its One-Stop system infrastructure and system cost allocation. These MOUs and One-Stop system budgets are submitted separately to the State in the spring of each year. The MOUs for PY 2019 were approved, submitted, and are currently in place through June 30, 2020. The PY 2020 MOUs are in the beginning stages of development. They will be approved by the Local Boards and will be submitted when signatures are garnered prior to June 30. The PY 2020 MOU will begin July 1, 2020. The regional partners participate in local MOU negotiations and commit to a good-faith effort when developing appropriate cost sharing arrangements that are consistent with our broader strategies for service integration and coordination as outlined in this plan.

The LWIAs in the Central Region have arranged to coordinate administrative costs through various means including pooling funds for initiatives, free or nominal meeting space and staff time and efforts supported by respective partners.

E. As part of the 2022 modification, if needed, describe the impact of the pandemic on the regional service strategies, including use of cooperative service delivery strategies and the connection of job seekers with employers, not covered in the above sections. Include what steps, to the extent known, that will be taken over the next two years to adapt to the impact of the pandemic regarding the regional service strategies, including use of cooperative service delivery strategies and the connection of job seekers with employers.

The Regional Partners will take the following steps to adapt to the pandemic:

The first step to implementing the below activities is for the Regional Partners to restart regional meetings and gain a better understanding of how services are currently being delivered (i.e., in-person or virtually).

Explore the further use of technology to deliver services to individuals and employers. Part of the response to the pandemic has been through the use of technology to recruit, enroll, and train job seekers. We have implemented virtual intakes, waived testing requirements, accepted electronic signatures and implemented on-line learning.

The region will work with employers to identify training programs that are most in need. Business Services Teams are currently meeting with businesses remotely and in-person to discuss incumbent worker training that may include training on technology solutions for working remotely.

F. As part of the 2022 modification, describe how a workforce equity lens is or will be incorporated in the regional service integration strategies, including the coordination of service delivery strategies to job seekers and employers.

The Regional Partners will take the following steps to incorporate a workforce equity lens into integration and delivery of services:

- Identify barriers to accessing services including lack of technology, transportation or childcare.

- Work with existing Workforce Equity Programs at the community colleges to increase coordination of resources and enrollments.
- Explore resources to address digital literacy barriers to participation in workforce development programs.
- Participate in workshops and training to address equity issues.

Chapter 3 – Vision, Goals and Implementation Strategies – Regional Component

This section will outline how the Local Board(s) will coordinate the regional workforce, education and economic development activities with regional activities that are carried out in the local areas. The responses must illustrate that business, education and workforce development stakeholders have provided input and are involved with the development of the strategies and to ensure alignment with other plans. Regions are required to provide **updated** information and analysis noting any significant impacts of the COVID-19 National Health Emergency and what steps will be taken to address the challenges and opportunities that are associated with the implementation of regional strategies.

A. Describe the local strategic vision to support state and regional economic growth (§ 679.560(a)(5)). Describe how this aligns with the State of Illinois' vision and principles (page 1). As part of the 2022 modification, include a description of how the region and local areas will adapt to the impact of the COVID-19 National Health Emergency over the next year to accomplish the local strategic vision and support state and regional economic growth.

The Central Economic Development Region 1 has adopted the State of Illinois strategic vision to support regional economic growth:

Vision: Foster a statewide workforce development system that supports the needs of individuals and businesses to ensure Illinois has a skilled workforce to effectively compete in a global economy. This includes our commitment to:

- Maintaining a *Demand-Driven Orientation* to our planning work;
- Developing and maintaining *Strong Partnerships with Business*;
- Building *Pathways to Careers of Today and Tomorrow*;
- Engaging in *Cross-agency Collaboration and Connections* among each of the partners;
- Promoting *Integrated Service Delivery*;
- Ensuring *Equitable Access and Opportunity for all Populations*;
- Using *Clear Metrics for Progress and Success*; and
- Maintaining a *Focus on Continuous Improvement and Innovation*.

The Regional Plan also supports the Action Agenda for Workforce Development and Job Creation, as outlined in the Governor's Executive Order 3. To advance this Action Agenda, CEDR will:

- Unite workforce development partners around regional clusters strategies by identifying high-impact regional clusters and associated in-demand occupations and implementing a coordinated workforce development strategy around regional clusters.
- Prepare Illinois workers for a career, not just their next job by increasing apprenticeship opportunities, addressing barriers to successful training and employment, and establishing and supporting equity goals and aligning with Perkins's equity goals.
- Connect job seekers with employers by shortening time from credential to employment and integrating workforce services across program providers for one-stop customers.

The partners in the region have maintained their commitment to the vision for workforce development outlined above while continuing operations during the pandemic. To achieve the vision many operations had to be adapted using technology. Office closures met customers did not have in-person access to services. Moving forward over the next two years we will look for improvements through the use of technology solutions to improve services to both job seekers and employers.

B. Describe the local goals for preparing an educated and skilled workforce (including youth and individuals with barriers to employment) and goals relating to the performance accountability measures based on performance indicators (§ 677.155(a)(1)). As part of the 2022 modification, include a description of how the region and local areas will adapt to the impact of the COVID-19 National Health Emergency over the next two years in accomplishing local goals for preparing an educated and skilled workforce and goals relating to performance.

The regional partners have considered the overall needs of their respective communities, the challenges of businesses and job seekers and the existing capacity of the workforce development system to respond to these needs. We have adopted the following goals to guide our work together during the next few years:

1. Develop and expand career pathways. The Region will continually review the existing pathways to determine what skilled jobs exist. Upon identification, the region will target our training and educational resources to expand access for individuals, including those with barriers, to such jobs.

2. Expand the use of the full range of work-based learning models for training, including work experience, internships, transitional employment, on-the-job training, apprenticeships and incumbent worker training.
3. Work with the local Chambers of Commerce and Economic Development representatives to research the development of talent pipelines within targeted industry sectors.
4. Continue to research and improve initiatives for assessing and improving the essential skills of our customers.

To attain these goals the region will adapt to the impact of the pandemic by strengthening efforts to use technology to deliver services. Business Services Teams will work with employers to identify their needs and how we can meet them while maintaining their safety and the safety of their workforce. Where applicable we will explore remote worker options. For those seeking employment and training services we will work to increase access through remote learning and virtual intakes, orientations and employment assistance.

With respect to the performance accountability measures required in WIOA and the implementing rule, the LWIAs in the Central Region individually negotiated and reached agreement with the State on local levels of performance for performance accountability measures. Negotiations occur every other year for a two-year period and measures are in place. In addition, partners will actively engage in whatever process is implemented by the respective state agencies for negotiating and setting targets for these measures. The goals for the Title I programs are set through the use of a statistical adjustment model. These procedures are in place and the partners consult with their respective state agency contacts and meet to discuss the implications of the performance measures and required targets for service delivery and integration. The Core Partners work cooperatively to report performance outcomes across all programs to advance the goals of improving access and success for all customers. However, currently there is no universal or shared system for Partners to communicate performance and anything related to customers.

Appendix 1 includes the negotiated Title I performance goals for each of the three LWIAs that comprise the region.

C. Provide a description of the regional and local strategies that will achieve the vision and principles. To the extent possible, the 2022 modification must describe how regional partners are adapting or will adapt their approaches to meeting each of the strategies described in the 2020 plan as a result of the COVID-19 National Health Emergency. This must include a description of the strategies and services that will be used in the local areas:

Chapter 3 Section C Question 1: To facilitate engagement of employers in workforce development programs, including small employers and employers in in-demand industry sectors and occupations (§ 679.560(b)(3)(i));

We will use our Workforce Boards to create strategies for employer engagement and to lead engagement efforts for specific industries, particularly for the primary targeted sectors.

We will work with the existing community college advisory committees to leverage the work of these committees to inform our planning and policies for career pathway development, and to help ensure that these advisory committees benefit from the perspectives of the workforce system. Program advisory committees exist for each AAS/AAA program offered by the community colleges. They have well-established procedures for garnering employer input into the skill needs of the occupations for which the programs prepare students.

As discussed in Chapter 1, the goal for the region's Next Generation partnerships is to have one top tier industry meet annually to address all issues and concerns for the region. These events will encompass employers, Chambers of Commerce, and Economic Development organizations and will discuss all issues that the companies are experiencing, including workforce concerns. At the end of the 2020 regional plan we will have met with all three top tier industries and will have outcomes that show how we addressed their workforce matters.

Where possible and if warranted we will work with our employer community to identify how they have been impacted by the pandemic and how our resources might assist them in mitigating any barriers to success.

Chapter 3 Section C Question 2: To support a local workforce development system that meets the needs of businesses in the local area (§ 679.560(b)(3)(ii));

We will work with Chambers of Commerce and Economic Development organizations to coordinate our outreach efforts to employers. The focus of this effort will be more oriented toward marketing the services of the workforce development system to regional employers as part of the overall economic development business retention effort.

We will also use our Business Services Teams to coordinate engagement of employers. The focus of this effort will be oriented toward responding to the specific workforce needs of individual employers who come to the attention of any of the business service personnel of the regional partners. **Once again, we will be exploring the future of remote workers as part of each business's operations.**

Examples of the work being done by our Business Services Teams in each LWIA are described below:

LWA 19: LWIA 19's Business Services Team (BST) meets monthly. The Team helps with planning and organizing sector-based career fairs. A Manufacturing Day is held in October and a Healthcare Day is held in April of every year. The target population for the fairs are middle school students and high school juniors and seniors. Something new the LWIA 19's BST is working on is implementing an *Essential Skills* workshop to be held at the local One-Stop Center. This will be a "pilot" program. The goal is to take the class out to other sites in the area once the first one is completed. The "National Career Readiness Certificate" is being looked at as a completion for the class. A curriculum is being developed by Richland Community College. Topics will include Appearance, communication, teamwork, problem solving and critical thinking, professionalism/manners, punctuality and confidence/attitude.

LWA 20: The LWIA 20 BST meets monthly. At the meetings the goal is to organize who attends job fairs, communicates/meets with businesses, etc. so we are one organized unit gathering and sharing data to address employer's needs. One document was created to highlight all of the team members and their contact information. This is presented to employers at business visits so they can see which organization can address their specific concerns. The team also attends and participates in local job fairs:

- Greater Springfield Chamber of Commerce (2 per year) – Partner

- Veterans Job Fair (Held at the American Legions' State Conference) – partner
- Christian County – We organized them and include BST
- Cass County Job Fair- We have partner with IDES
- Various Job Fairs for major lay-off events (Honeywell Hobbs and Ardagh)

Additionally, an essential skills class was developed from BST meetings to address employer concerns regarding soft and foundational workplace skills. This workshop is held twice a month at the AJC.

LWA 21: The LWIA BST host annual Job Fairs to recruit employers and help administer the fairs. We have developed a good working relationship with LLCC and LCCC as well as other partners to have successful Job fairs. One is held at Litchfield and the other one is at LCCC at their main Campus in Godfrey, IL. each Spring. Once the Job Fairs are over we post on our websites all the employers that were present and what jobs they are recruiting for to continually help support their recruitment efforts.

Due to Covid-19, LWA 21 in Morgan County held two outdoor job fairs on the Jacksonville downtown plaza. These were held in June and September, coordinated through the Healthy Communities Collaborative Workgroup, and was in response to the needs of employers trying to hire during the pandemic.

Chapter 3 Section C Question 3: To better coordinate workforce development programs and economic development (§ 679.560(b)(3)(iii));

The Economic Development community of EDR 1 primarily serves as link between local businesses and workforce development initiatives through their Business Development & Retention programs. These programs will provide feedback from employers concerning the state of employment and recruitment. This information allows for a more holistic response from workforce partners as employers needs evolve.

Chapter 3 Section C Question 4: To strengthen linkages between the one-stop delivery system and unemployment insurance programs (§ 679.560(b)(3)(iv));

The narrative listed below describes pre-pandemic service delivery models. It is planned that these processes will resume post-pandemic. As the beginning of the pandemic IDES offices were closed and all staff, including Wagner-Peyser, were required to process UI claims. This situation persisted for most of the past two years.

Recently, the offices were re-opened by appointment only and Employment Services have slowly resumed. Many workshops have not restarted but some partner services are being used.

Process mapping will be used, when needed, to identify the services provided by the partners, therefore eliminating any overlapping services. The continual goal is to streamline the delivery of services for customers. A common Intake Assessment Tool has been developed, as discussed in the previous plan, with input from all partners in order to assess the customers' needs more effectively. All staff are now cross trained in all partner programs in order to better recognize the needs of the customer; another goal that was listed in the previous regional plan. Partner staff will continue to be immediately accessible to client's as they enter the One Stop and have their needs met with any onsite partner and through the direct linkage system.

Illinois Department of Employment Security (IDES) is the State employment office for Illinois businesses and workers, providing no-cost human resources solutions linking hiring businesses to qualified job seekers. The office has numerous designated staff members that focus on Wagner-Peyser/Employment Services (WP/ES) offered to job seekers. In addition, current resource room staff have been trained on WP/ES services and can assist any customer with questions.

Work search services will continue to be offered to this population and these services are designed to assist job seekers to return to the workforce as quickly as possible. WP/ES offers work search assistance via one-on-one services or workshops and events. One-Stop staff collaboratively develops and maintains connections with partner and community organizations. These connections are essential when a barrier to employment has been identified. WP/ES staff focuses on job seekers who are receiving unemployment insurance benefits to encourage economic growth and stability.

Employment services include the state labor exchange system (illinoisjoblink.com), resume preparation assistance, on-line job search & application techniques, interviewing techniques and job matching. WP/ES staff is prepared to provide job seekers with information on all programs and services provided by IDES. This includes but is not limited to: Veterans, Work Opportunity Tax Credits, IllinoisJobLink.com (IJL), The Illinois Career Information System, Labor Market Information, Hire the Future, and Re-Entry Service Programs.

Through outreach conducted via phone and emails and social media, we notify job seeking customers of ongoing workshops, job fairs, on-site hiring events, and partner and employer orientations. IWDS and IJL are used to track and record referrals to job opportunities, partner services, community services and service delivery. The One Stop staff references employer information to identify employment opportunities for job seekers. WP/ES staff, along with the Business Services team review job orders to understand the job description, qualifications and requirements of available positions within an organization to help ensure that employers are receiving the most qualified candidates.

Chapter 3 Section C Question 5: To promote entrepreneurial skills training and microenterprise services (§ 679.560(b)(4)); and

Concerning the Decatur IL, MSA, the following organizations are active in business development for this area:

- SCORE – A national network of business start-up mentoring and planning experts providing training, insight and general support.
- Midwest Inland Port (Business Development Resource Center) – A centralized point of contact for all available community and regional services providing referrals and directional advice to potential new businesses.
- Center for Entrepreneurship - A dedicated resource for entrepreneurs at every level. Through a variety of programs and development opportunities, The Center serves Millikin faculty and students, youth (ranging in age from elementary to high school level), community, and local businesses.
- SBDC - Illinois Small Business Development Centers are located throughout the state and provide information, confidential business guidance, training and other resources to start-up and existing small businesses.

In the Springfield, IL, MSA, the following are some of the organizations involved in business development:

- The Illinois Small Business Development Center at Lincoln Land Community College is the main provider of services that support the establishment and expansion of small business in our local area. Services include classes, one-on-one counseling, assistance with business plan development and loan applications, marketing plan development, etc.

- Local Chambers of Commerce, such as The Greater Springfield Chamber also provide support for existing businesses to help them flourish and expand, as well as attract new companies to relocate to this area.

Innovate Springfield (iSPI), a division of the University of Illinois system, is a downtown business incubator in Springfield that offers a synergistic environment, office space for rent and many other resources to help fledgling companies address various needs including financial, IT, marketing and networking.

Sangamon CEO is one of many like programs in the state that introduce entrepreneurship to high school students. It is a year-long program where students develop their own businesses while receiving entrepreneurship training at various local company facilities.

Chapter 3 Section C Question 6: To implement initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies designed to meet the needs of regional employers (§ 679.560(b)(3)(v)).

The regional partners discuss at their regional meetings how their Business Services Teams can continue to support the regional sector strategies, a goal from the last plan. This continues to allow the regional team to leverage to limited resources and provides a more robust menu of work-based learning opportunities to area businesses, including incumbent worker training, OJT opportunities, apprenticeships, and customized training needs.

LWIA 19 received a Healthcare Innovation grant to begin in the Spring of PY19. This grant will address the shortage of healthcare instructors in their area. This 18-month grant will provide a healthcare sector service recruiter to focus on developing a group of potential healthcare instructors. A process will be developed and implemented so other areas can emulate and address shortages and/or needs in their local workforce area.

The partners continue to examine possible Regional Career Pathways. This helps identify opportunities for expansion and access to existing career pathways as well as

acknowledge unmet skill needs of employers that may be addressed through the development of new career pathway programs or modification of existing pathways.

In recent months LWIA 21 has greatly increased its focus on work-based learning initiatives, especially within the manufacturing field. This has specifically led to incumbent worker training projects being implemented in partnership with two local manufacturers as part of their efforts to expand their facilities and retain & upskill their current workforce while also creating additional job opportunities.

As previously mentioned, LWIA 20 was the designated Apprenticeship Navigator and they are still supporting two apprenticeships, one with various water districts located in EDR #1 and one with a regional medical group/hospital that supports Medical Assisting training and certification.

Additionally, a large manufacturer is being supported with an incumbent worker project that encompasses staff manufacturing training and management training for executives.

In LWIA 19, the partnerships with manufacturers have increased along with the need for incumbent training. The pandemic made it challenging to recruit workers and so several employers invested in more training with staff that had been long-term employees. The need for more OJTs and paid work experiences have been driven by the lack of being able to hire skilled employees.

D. Describe regional strategies that will increase apprenticeship and other work-based learning opportunities.

CEDR 1 responded to the recent Apprenticeship Expansion Grant opportunity to operate as the Regional Apprenticeship Navigator. We applied for this grant in conjunction with numerous partners: Lincoln Land Community College, Capitol Area Career Center and Sangamon County. Letters of support from the local workforce areas were gathered acknowledging this regional effort and the plans to collaborate on regional apprenticeship opportunities.

In June 2019, the Illinois Community College Board (ICCB) was notified that it received the U.S. Department of Labor's Scaling Apprenticeships Through Sector-Based Strategies Grant. The ICCB was awarded nearly \$4 million to implement the grant project over the next 4 years (fiscal years 2020-2023) to serve over 1700 participants. The grant requires that 35% of the grant funding would be matched by private dollars. The ICCB is the fiscal agent and lead on behalf of the community college system whereas

ten participating colleges will receive funds under this grant. This grant will focus on expanding apprenticeship programming within Information Technology occupations.

Participating Colleges

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

Information Technology Pathways

- IT Generalist/ Network Systems
- Information (cyber) Security
- Programming and Software Development
- *list not exclusive*

Each of the ten community colleges will work with their local employers. In addition, statewide commitments have been made by Accenture and CompTIA. Support and wrap-around services are a critical and required component of the grant project. The project will leverage support from One Million Degrees, Young Invincibles, Autonomy Works, among other organizations to identify and/or provide these wraparound services.

The **goals** of this grant project are to:

1. Expand existing industry-led customized apprenticeships through IT sector partnerships by:
 - a) incorporating pre-apprenticeship models (Bridge Programs, Integrated Education and Training), Essential Employability Skills Framework, support services, and paid work-based learning resulting in industry recognized credential(s);
 - b) developing program models inclusive of incumbent worker outreach and upskilling strategies, such as in-house training and prior learning assessment.
2. Innovate new apprenticeship models for pilot and expansion that:
 - a) utilize new approaches for acceleration and flexibility, including competency-based education delivery and shorter-term and accelerated programs;
 - b) partner with CompTIA to scale industry credentials and address emerging industry skillsets related to cybersecurity;
 - c) result in family-sustaining employment.

3. In partnership with Jobs for the Future and Harper College, scale and expand apprenticeship model nationally by:

- a) emphasizing partner recruitment, a strong external communication and dissemination plan, and professional development/coaching activities related to model expansion;
- b) articulating a continuous improvement and national replication strategy.

LLCC received this grant from ICCB in the Fall of 2019 to assist with expanding apprenticeship opportunities in the field of IT. LLCC will offer academic IT Pathway options at various levels of student progression. For a full discussion on implementation see page 45.

In addition to the above, RCC recently applied for the Apprenticeship Expansion Grant as an intermediary with a primary focus on the Healthcare Sector and the hiring of an Apprenticeship Coordinator. Hopefully RCC will hear in March. This position will also build on a youth apprenticeship that the college, Decatur Public Schools, Heartland Technical Academy, and HSHS Medical Group is working on in the CNA-Nursing area.

RCC has the IDOT funding Highway Construction Careers Training Program that is a pre-apprenticeship for the local labor unions in the skilled trades.

The college has a current DOL registered apprenticeship with Fuyao Glass.

E. Describe initiatives to shorten the time from credential to employment and address how the area will work with the education system to begin putting training opportunities in place to meet this strategy.

The region has undertaken several initiatives that are intended to shorten the time from credential to employment, in collaboration with its community colleges.

Richland Community College (RCC):

Industrial Job Skills Training Program: RCC utilized a state Workforce Grant in the fall of 2018 to develop the Industrial Job Skills Training Program to meet the needs of local manufacturers. The Director of Workforce Development attended a manufacturing roundtable hosted by Decatur Area Chamber of Commerce in January of 2018, and at the roundtable a large discussion from local manufacturers were addressing the soft skills need and need for entry-level employees that had basic knowledge. As a result of this meeting, RCC Workforce Development created a 360 hour training program, called EnRich that provides Manufacturing Skills Standards

Council (MSSC) credentials built into the training along with OSHA, Equipment training, hand tools, welding, CNC machining, math, and the essential skills.

Towards the end of the 360-hour training employers are invited to campus to interview those that are approaching graduation. In Decatur Macon County, the unemployment rate for African Americans has been around 22%, three times that of white residents. EnRich completers are 64% minority, with 57% classified as African American, 79% male and 43% African American Male. A total of 89% of EnRich participants who completed the program were hired by major local employers. Of those, 80% remain employed. More than 35% have a criminal record with 100% of participants being unemployed or underemployed. The following employers have hired participants from the program and the table identifies those who were a part of the original roundtable discussion for a program like this:

Firms Hiring program participants:	Participated in roundtable:
ADM BioProducts	
Agri-Fab	
All Service	
Archer Daniels Midland	X
Arcosa Wind Towers	
Caterpillar	X
Crossing Healthcare	
Dynagraphics	
Fuyao Glass Illinois, Inc.	
International Control Services	
Kelly Construction	
Macon Resources Inc.	
Mason Manufacturing	X
Mervis Industries	
Mueller Company	X
Ring Container Technologies	X
Stripmasters, Inc.	
Tate & Lyle	X
The Kelly Group	
Vector Construction	

Firms Hiring program participants:	Participated in roundtable:
Voestalpine Nortrak Inc	

Richland Community College (RCC):

Workforce Equity Initiative Grant: RCC is also utilizing the Workforce Equity Initiative Grant (WEIG) to provide short-term CDL training for predominately African Americans and ex-offenders. The training will not only prepare individuals to take and pass their CDL Class A test, but it will also deliver hands-on tandem truck spreader training to prepare individuals to start their own owner/operator tandem truck business. Other individuals will be trained to receive their passenger endorsement so that they can work for the local bus companies. Another aspect of the WEIG will be the training of 8 paraprofessional educators so that they can move into livable wages and work towards an education degree.

Lincoln Land Community College (LLCC):

Customized Apprenticeship Program-Information Technology (CAP-IT): LLCC received this grant from ICCB in the Fall of 2019 to assist with expanding apprenticeship opportunities in the field of IT. LLCC will offer academic IT Pathway options at various levels of student progression. For the entry level student, existing IT Bridge Programs within Adult Education will serve as a feeder to the Pre-Apprenticeship, which offers courses that lead to industry standard certifications. These certifications will support occupational pathways that include Computer Systems Analysts, Developers (Systems Software), Network Architects, Systems Engineers/Architects and Cyber Security Analysts. Postsecondary certificate offerings include a Computer Administration Certificate, a Cisco Network Administrator Certificate, and a Cyber Security Certificate. Mid-level IT degrees include an Associate in Arts degree in Computer Information Systems and two Associate in Applied Science (AAS) degrees in Computer Information Technology and Secured Software Programming. These curricula are currently being revised to align with the requirements of occupational pathways. Top level IT articulation agreements with university partners throughout the state of Illinois will also be updated and offered. These strategies will support occupational pathways including Computer Systems Analysts, Software Developers, Computer Network Architects, Computer Systems Engineers/Architects and Cyber Security Specialists.

Workforce Training Offerings: The Capital City Training Center (CCTC) is a partnership between Lincoln Land Community College (LLCC) and Central Management Services (CMS). This unique partnership was formed to serve the technology training needs of local organizations through scheduled courses and our customized training programs.

Pre-Apprenticeship Programming: LLCC offers the Highway Construction Careers Training Program that regularly leads students to apprenticeships within the trades. IDOT has funded this program to expand the number of people in historically underrepresented populations who enter a construction career.

CBE Cybersecurity: LLCC offers a certificate program in cybersecurity that provides technical skills necessary to prepare students for a job in the computer networking or security area in both traditional and competency-based education (CBE) format. CBE allows students to earn credit for existing knowledge in the subject which typically reduces time necessary to complete the credential.

Once again, LWIA 20 has completed a grant application for the Regional Navigator Apprenticeship Expansion grant. This application was submitted with the support of and in conjunction with LWIAs 19 and 21, LLCC, and CACC Sangamon County ROE. If receive it will help further the effort to shorten time from credential to employment.

F. Describe the steps that will be taken to support the state’s efforts to align and integrate education, workforce and economic development including:

Chapter 3 Section F Question 1: Fostering the improvement and expansion of employer-driven regional sector partnerships to increase the focus on critical in-demand occupations in key sectors that are the engine of economic growth for the state and its regions.

The region will foster the improvement and expansion of employer-driven regional sector partnerships to increase the focus on critical in-demand occupations in key sectors through the following efforts.

1. We will work with our economic development partners within our region to identify existing partnerships and initiatives with employers in our key sectors.

2. We will identify local employers willing to provide expertise to our sector initiatives.
3. We will work with community partners to organize and or expand work within existing partnerships or create new partnerships.

Chapter 3 Section F Question 2: Expanding career pathway opportunities through more accelerated and work-based training and align and integrate programs of study leading to industry-recognized credentials and improved employment and earnings.

Adult Education programs will continue to expand career pathways. However, there is still a strong need for adult education learners to complete the essential skills and Bridge programs to prepare for industry level and stackable certificates. These programs will continue to result in a higher success rate for completion and employment.

Lincoln Land Community College offers an IET in Healthcare Careers. Highlights of the program include:

- Students earn 12.5 college credits
- 18-week program includes a 2-week Academy, with instruction and activities related to team-building activities, communication skills, problem solving, reliability, integrity and organization
- 1st 8-week session includes courses such as First Year Experience, Health in Today's Society, pre-C.N.A.
- 2nd 8-week session is NAS101 (Basic Nurse Assistant), which includes clinicals
- Support Class provided throughout program to assist with critical thinking, math and course pace issues
- GED class for those students who have not earned a High School diploma or the equivalent
- Students earn 3 industry recognized certificates at the end of 18 weeks
 - CPR for Healthcare
 - LLCC Certificate of Completion – Basic Nurse Assistant
 - State of Illinois Basic Nurse Assistant Certificate

LLCC has approved IETS for Automotive Technology, Early Childhood Education, and Manufacturing as well. Those programs are provided as funding allows.

A best practice that has emerged from the delivery of these programs is that strong bridge courses, tied to these employment sectors, will better prepare students for the rigor of the IET courses. Bridge course development is ongoing.

Chapter 3 Section F Question 3: Expanding career services and opportunities for populations facing multiple barriers to close the gap in educational attainment and economic advancement through career pathways and improved career services and expansion of bridge programs.

The partners will continue to work with local community groups to identify individuals who might benefit from WIOA services. LWA 20 has collaborated with local community colleges and their admissions departments to assess WIOA eligibility during the initial admissions process, therefore acknowledging customers in a more streamlined manner.

We recognize that in order for customers with significant barriers to employment to be successful, basic needs, essential skills, education barriers, perceptions of work, peer pressure and a range of issues have to be addressed. Career services now include and will continue to include support and counseling services from trained workforce development professionals.

LWA #19 received a Disaster Recovery National Dislocated Worker Grant to address the Opioid crisis. Macon County was/is identified as an area with a high need for emergency assistance. Workforce Investment Solutions (WIS) is a Federal Employment & Training Program under the United States Department of Labor. The Secretary of Health and Human Services has declared the Opioid epidemic as a national public health emergency. WIS and Crossing Healthcare have developed a relationship that will assist individuals who are enrolled in the Transitions part of the treatment process. WIS will be housed in the Transition Center to assist residents with education and employment training. WIS has a mission to provide business with qualified employees by enhancing their skills and abilities through training and education. In addition, by establishing relationships with job seekers to align education and employment training is a priority. These relationships will be key in developing an individual employment plan for residents who are enrolled in the Transitions program

Through a collaboration with Crossing Healthcare, a local federally qualified health center, located in Decatur, Illinois, we will create disaster-relief employment to alleviate the effects of the opioid crisis in our community, as well as provide employment and training activities, including supportive services, to address economic and workforce impacts related to widespread use, addiction, and overdose.

The partners will continue to expand career services and opportunities while working with employers who are willing to work with persons facing barriers. LWA 20 successfully participated in the State-wide Coordination and Innovation Project for Returning Citizens (IPRC) grant that addressed the needs of individuals who were reentering the workforce after incarceration. This grant is intended to increase employment and training opportunities for offenders re-entering the workforce by providing direct services inside of Logan County Correctional Center in collaboration with IDOC and IDES. We will continue to support these state-wide goals locally and as a region. It is important to expose individuals with barriers to positive work ethic and will continue to be a regional focus.

Community organizations will continue to work together and find the most effective ways to identify and serve nontraditional participants. The regional goal is to assist customers in being completely self-sufficient.

Chapter 3 Section F Question 4: Expanding information for employers and jobseekers to access services by improving the Illinois public-private data infrastructure to support the alignment and integration of economic development, workforce development and education initiatives for supporting sector partnerships and career pathways.

The Region will utilize systems developed by the State of Illinois that expand information for employers and job seekers to use for their workforce related needs. We will participate in any training provided by the state on these systems and provide input on their development, if asked.

The State developed an online service finder and LWA 20 hired an outside consultant to expand upon this system to highlight more youth services offered in the area. This system is now user friendly for youth and acknowledges all wrap around services for individuals who are at risk.

Chapter 3 Section G: As part of the 2022 modification, if needed, describe the impact of the pandemic on how the Local Workforce Board(s) will coordinate the regional workforce, education and economic development activities with regional activities that are carried out in the local areas not covered in the above sections. Include what steps, to the extent known, that will be taken over the next two years to adapt to the impact of the pandemic regarding how the Local Workforce Board(s) efforts for regional coordination.

The Regional Partners and their Associated Boards will take the following steps to adapt to the pandemic:

Explore the further use of technology to promote regional coordination. The pandemic forced the move to virtual meetings through the use of platforms such as Zoom and Go-To-Meeting. That will continue into the foreseeable future. WIOA Core Partners have used technology to deliver services for programs not located in the One-Stop Centers. When the Centers closed, due to the pandemic, all services had to be coordinated and delivered through this method. In-person services are the preferable method, but it is expected that there will be episodic periods where services will be delivered and coordinated virtually.

Chapter 3 Section H: As part of the 2022 modification, describe how a workforce equity lens is or will be incorporated in the implementation of regional workforce, education, and economic development strategies.

The Regional Partners will take the following steps to incorporate a workforce equity lens into implementation of regional workforce, education, and economic development strategies:

- Build upon existing Workforce Equity Programs at the community colleges and to expand across workforce and economic development efforts in the region.
- Identify barriers to accessing services including lack of technology, transportation or childcare.
- Explore resources to address digital literacy barriers to participation in workforce development programs.
- Participate in workshops and training to address equity issues.

Attachment 1

Workforce Development Activities (Title IB of WIOA)

Negotiated Levels of Performance for PY 2022 and 2023

LWIA #19 – Workforce Investment Board for Macon and DeWitt Counties

<u>Adult</u>	PY 2022	PY 2023
Employment Rate 2 nd Quarter after Exit	86.0%	86.0%
Employment Rate 4 th Quarter after Exit	85.0%	85.0%
Median Earnings 2 nd Quarter after Exit	\$8,500	\$8,500
Credential Attainment within 4 Quarters after Exit	83.0%	83.0%
Measurable Skill Gains	60.0%	60.0%
 <u>Dislocated Worker</u>		
Employment Rate 2 nd Quarter after Exit	86.0%	86.0%
Employment Rate 4 th Quarter after Exit	83.0%	83.0%
Median Earnings 2 nd Quarter after Exit	\$10,700	\$10,700
Credential Attainment within 4 Quarters after Exit	83.0%	83.0%
Measurable Skill Gains	58.0%	58.0%
 <u>Youth</u>		
Employment or Education Rate 2 nd Quarter after Exit	78.0%	78.0%
Employment or Education Rate 4 th Quarter after Exit	74.0%	74.0%
Median Earnings 2 nd Quarter after Exit	\$4,200	\$4,200
Credential Attainment within 4 Quarters after Exit	61.0%	61.0%
Measurable Skill Gains	54.0%	54.0%

Workforce Development Activities (Title IB of WIOA)

Negotiated Levels of Performance for PY 2022 and 2023

LWIA #20 – Land of Lincoln Alliance

<u>Adult</u>	PY 2022	PY 2023
Employment Rate 2 nd Quarter after Exit	84.0%	84.0%
Employment Rate 4 th Quarter after Exit	82.0%	82.0%
Median Earnings 2 nd Quarter after Exit	\$9,000	\$9,000
Credential Attainment within 4 Quarters after Exit	83.0%	83.0%
Measurable Skill Gains	65.0%	65.0%
 <u>Dislocated Worker</u>		
Employment Rate 2 nd Quarter after Exit	81.0%	81.0%
Employment Rate 4 th Quarter after Exit	81.0%	81.0%
Median Earnings 2 nd Quarter after Exit	\$9,100	\$9,100
Credential Attainment within 4 Quarters after Exit	85.0%	85.0%
Measurable Skill Gains	67.0%	67.0%
 <u>Youth</u>		
Employment or Education Rate 2 nd Quarter after Exit	79.0%	79.0%
Employment or Education Rate 4 th Quarter after Exit	76.0%	76.0%
Median Earnings 2 nd Quarter after Exit	\$4,600	\$4,600
Credential Attainment within 4 Quarters after Exit	77.0%	77.0%
Measurable Skill Gains	70.0%	70.0%

Workforce Development Activities (Title IB of WIOA)

Negotiated Levels of Performance for PY 2022 and 2023

LWIA #21 – Workforce Development Board

<u>Adult</u>	PY 2022	PY 2023
Employment Rate 2 nd Quarter after Exit	82.5%	82.5%
Employment Rate 4 th Quarter after Exit	82.0%	82.0%
Median Earnings 2 nd Quarter after Exit	\$8,000	\$8,000
Credential Attainment within 4 Quarters after Exit	81.0%	81.0%
Measurable Skill Gains	45.0%	45.0%
<u>Dislocated Worker</u>		
Employment Rate 2 nd Quarter after Exit	85.0%	85.0%
Employment Rate 4 th Quarter after Exit	84.0%	84.0%
Median Earnings 2 nd Quarter after Exit	\$9,800	\$9,800
Credential Attainment within 4 Quarters after Exit	78.0%	78.0%
Measurable Skill Gains	52.0%	52.0%
<u>Youth</u>		
Employment or Education Rate 2 nd Quarter after Exit	76.0%	76.0%
Employment or Education Rate 4 th Quarter after Exit	78.0%	78.0%
Median Earnings 2 nd Quarter after Exit	\$5,000	\$5,000
Credential Attainment within 4 Quarters after Exit	74.0%	74.0%
Measurable Skill Gains	47.0%	47.0%