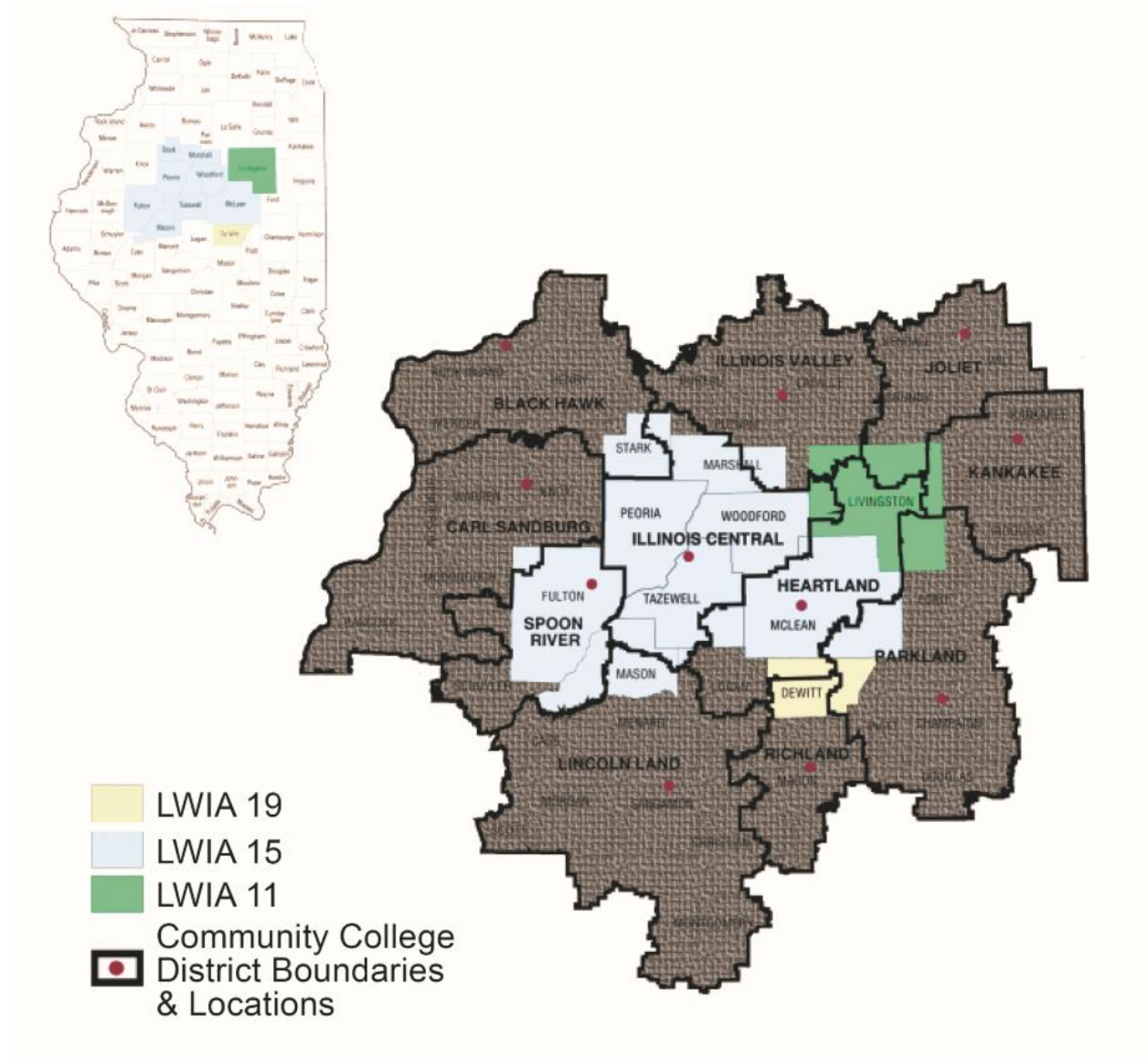


North Central Economic Development Region 3

Workforce Innovation and Opportunity Act – 2020 Regional Plan

Local Workforce Investment Area 15 Local Plan



**North Central Economic Development Region 3
Workforce Innovation and Opportunity Act- 2020 Regional Plan
Local Workforce Investment Area 15 - 2020 Local Plan**

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Executive Summary

This plan was developed in accordance with Workforce Innovation and Opportunity Act (WIOA) Guidelines and State of Illinois Requirements. WIOA requires that Local Workforce Development Areas complete a Regional Planning Process. In Illinois the Governor has designated the following counties; DeWitt, Fulton, Livingston, Marshall, Mason, McLean, Peoria, Stark, Tazewell and Woodford counties as the North Central Economic Development Region 3 (NCEDR). The Region plans to build on proven practices such as sector strategies, career pathways, regional economic approaches and work-based learning models to effectively serve both employers and job seekers in our area.

The Plan supports the vision to ensure collaboration among education, workforce, economic development and required partners as they provide program participants the ability to move along their chosen career pathway, leading to high paying jobs in growing sectors of the economy that offer long-term opportunities for stable employment and ultimately assist businesses in Illinois to be competitive in a global economy.

Vision Statement: The NCEDR is adopting the State of Illinois' 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."

The following State's Principles will guide our work during the planning process:

- Demand-Driven Orientation
- Strong Partnerships with Business at All Levels
- Pathways to Careers of Today and Tomorrow
- Cross-Agency Collaboration and Connections
- Integrated Service Delivery
- Equitable Access and Opportunity for all Populations
- Clear Metrics for Progress and Success
- Focus on Continuous Improvement and Innovation

Action Agenda: The Region will facilitate the enactment of the States' Action Agenda for Workforce Development and Job Creation by working toward the following goals:

1. Unite workforce development partners around regional clusters strategies by:
 - a. Identifying high-impact regional clusters and associated in-demand occupations, and
 - b. Implementing a coordinated workforce development strategy around regional clusters.
2. Prepare Illinois workers for a career, not just their next job by:
 - a. Increasing apprenticeship opportunities,
 - b. Addressing barriers to successful training and employment, and
 - c. Establishing and supporting equity goals and aligning with Perkins equity goals.

3. Connect job seekers with employers by:
 - a. Shortening time from credential to employment, and
 - b. Integrating workforce services across program providers for one-stop customers.

In practical terms, the Workforce Innovation Boards of Areas 11, 15, and 19 and the regional workforce system partners will work together to enhance the productivity and competitiveness of our communities by linking employers and individuals to the employment and training services that they need.

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 Bloomington, East Peoria, Normal, Pekin, Peoria, and Pontiac as well as the rural counties and towns in DeWitt, Fulton, Marshall, Mason, Stark and Woodford counties will benefit greatly from a unified workforce team that can act quickly to address workforce needs of both employers and job seekers.

In furtherance of the plan development for the EDR 3, the partners will build a system that:

- Is employer-centric and built upon common efforts of our economic development partners with strong industry partnerships in place.
- Is holistically focused on the industry sectors that are being targeted.
- Uses regional labor market data to have an up-to-date understanding of both the supply and demand sides of our regional economy, including the talent needs and qualifications of employers and our education and training systems effectiveness in meeting them.
- Builds upon educational efforts throughout the region to identify and create job relevant career pathways for all on-ramps within a given industry sector and their associated occupations.
- Advances opportunities for all job seekers including low skilled adults, youth, individuals with disabilities, veterans and other individuals with multiple barriers to employment.
- Creates a system of workforce, education and economic development partners that provide excellence in meeting the needs of businesses and individuals thus growing a vibrant and robust regional economy.

Plan Development: The North Central Economic Development Regional Plan has been developed in accordance with WIOA and State of Illinois Regional Planning guidelines. The NCEDR will undertake the processes and strategies outlined in this plan over the next four years.

The Regional Planning Process will include:

- The establishment of regional service strategies,
- The development and implementation of sector initiatives for in-demand industry sectors or occupations for the planning region;
- The collection and analysis of regional labor market data (in conjunction with the state) which must include the local planning requirements at § 679.560(a)(1)(i) and (ii);

- The coordination of administrative cost arrangements, including the pooling of funds for administrative costs, as appropriate;
- The coordination of transportation and other supportive services as appropriate;
- The coordination of services with regional economic development services and providers; and
- The establishment of an agreement concerning how the planning region will collectively negotiate and reach agreement with the Governor on local levels of performance for, and report on, the performance accountability measures described in WIOA Sec. 116(c) for local areas or the planning region.

The Local Planning Strategies included:

- Direct investments in economic, education and workforce training programs to focus on providing relevant education and training to ensure that individuals, including youth and individuals with barriers to employment, 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; and
- Incorporate the local plan into the regional plan per 20 CFR 679.540.

Chapter 1 – Economic and Workforce Analysis – Regional Component

This chapter must discuss how the region has collected and analyzed regional labor market information including the local planning requirements. Additionally, 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. Provide an analysis of the:
 1. Economic conditions including existing and emerging in-demand industry sectors and occupations (§ 679.560(a)(1)(i));**

The regional partners met to review data from the planning packets provided by the State of Illinois. Based on an analysis of this data we determined which sectors, industries and occupations were most important to our regional employers. Data on maturing, leading and emerging industries was reviewed to answer the questions associated with development of Chapter 1 of the regional plan. Some customized data was also developed and utilized to answer some questions such as occupational growth due to replacement.

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

The table below lists the 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 base on customized data from the Illinois Department of Employment Security. The data in the table list those industries and occupations with 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 a. Ambulatory Health Care Services b. Hospitals c. Social Assistance d. Nursing and Residential Care Facilities	1. Registered Nurse 2. Nursing Assistant 3. Personal Care Aides 4. Home Health Aides 5. Medical Assistant
2. Manufacturing a. Food Manufacturing b. Machine Manufacturing c. Transportation Equipment Manufacturing	1. Machinists 2. Welders 3. Mechanical Engineers

<p>3. Transportation and Warehousing</p> <ul style="list-style-type: none"> a. Truck Transportation b. Transit and Ground Passenger Transportation c. Warehousing and Storage 	<ul style="list-style-type: none"> 1. Truck Drivers, Heavy and Tractor-Trailer 2. Laborers/Freight/Stock and Material Movers 3. Bus/Truck/Diesel Engine Mechanics
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We also recognize as a region that the Construction, Professional and Business Services, and Self-Employment are emerging industry sectors in the region. Although Information Technology is not a stand-alone sector of the regional economy, occupations requiring it are embedded in companies from all sectors. Because of their high growth projections, we are identifying these as Tier 2 targets of opportunity for the region.

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

Per the data packet supplied by the Illinois Department of Employment Security for the 2020 Regional planning cycle, a value greater than 1.0 means that sector's employment is more heavily concentrated here than in the nation, while values less than 1.0 indicate employment is less concentrated than in the nation. The farther away from 1.0, the greater the difference between what is happening in that county compared to the nation. For Region 3 the Industries with the highest Location Quotient are listed below.

Industries with Favorable Location Quotients:

North Central Region					
Employment by Major Industry Category					
NAICS Title	2016 Employment	Projected 2026 Employment	Net Employment Change 2016-2026	Percent Employment Change	Concentration (Location Quotient)
Agricultural Production	8,796	8,882	86	1.0%	1.91
Utilities	2,049	2,147	98	4.8%	1.85
Financial Activities	28,419	31,102	2,683	9.4%	1.66
Other Services	16,941	17,378	437	2.6%	1.28
Manufacturing	27,939	28,802	863	3.1%	1.10
Health Care and Social Assistance	42,709	46,588	3,879	9.1%	1.07

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

Industries with Favorable Demand based on Growth:

North Central Region					
Employment by Major Industry Category					
NAICS Title	2016 Employment	Projected 2026 Employment	Net Employment Change 2016-2026	Percent Employment Change	Concentration (Location Quotient)
Wholesale Trade	10,855	13,770	2,915	26.9%	.93
Leisure and Hospitality	32,193	37,081	4,888	15.2%	.99
Financial Activities	28,419	31,102	2,683	9.4%	1.66
Professional and Other Business Services	34,588	37,737	3,149	9.1%	.83
Health Care and Social Assistance	42,709	46,588	3,879	9.1%	1.07

Occupations with Favorable Demand based on Growth:

Standard Occupational Classification (SOC) 2016-2026

Code	Title	Openings due to Growth
35-0000	Food Preparation & Serving Occupations	7,024
35-3000	Food & Beverage Serving Workers	4,704
53-0000	Transportation & Material Moving Occupations	4,379
29-0000	Healthcare Practitioners & Technical Occs	3,724
11-0000	Management Occupations	3,512
35-3021	Combined Food Prep. & Serving Workers	3,111
29-1000	Health Diagnosing & Treating Practitioners	3,074
13-0000	Business & Financial Operations Occupations	2,666
53-7000	Material Moving Workers	2,581
15-0000	Computer & Mathematical Occupations	2,230
41-0000	Sales & Related Occupations	2,167
31-0000	Healthcare Support Occupations	2,151
15-1100	Computer Occupations	1,961
29-1141	Registered Nurses	1,912
39-0000	Personal Care & Service Occupations	1,836
13-1000	Business Operations Specialists	1,798
25-0000	Education, Training & Library Occupations	1,626
53-7062	Laborers/Freight/Stock & Material Movers	1,576
47-0000	Construction & Extraction Occupations	1,574
39-9000	Other Personal Care & Service Workers	1,312
47-2000	Construction Trades Workers	1,302
31-1000	Nursing, Psychiatric & Home Health Aides	1,296
35-2000	Cooks & Food Preparation Workers	1,249

Standard Occupational Classification (SOC) 2016-2026

Code	Title	Openings due to Growth
53-3000	Motor Vehicle Operators	1,220
49-0000	Installation, Maintenance & Repair Occs	1,211
11-3000	Operations Specialties Managers	1,124
37-0000	Building & Grounds Cleaning & Maint. Occs	1,124
35-3031	Waiters & Waitresses	1,114
11-9000	Other Management Occupations	1,071
11-1021	General & Operations Managers	1,034
39-9021	Personal & Home Care Aides	975
31-1011	Home Health Aides	972
11-1000	Top Executives	905
13-2000	Financial Specialists	869

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

Industries associated with favorable demand projections based on replacement include:

- Transportation and Warehousing
- Healthcare and Social Assistance
- Business and Professional Services
- Construction

Occupational Openings due to Replacement:

Standard Occupational Classification (SOC)		Average Annual Job Openings due to Exits
Code	Title	
43-0000	Office & Administrative Support Occupations	2,335
35-0000	Food Preparation & Serving Occupations	2,251
41-0000	Sales & Related Occupations	2,010
35-3000	Food & Beverage Serving Workers	1,422
41-2000	Retail Sales Workers	1,319
11-0000	Management Occupations	1,021
53-0000	Transportation & Material Moving Occupations	962
39-0000	Personal Care & Service Occupations	870
25-0000	Education, Training & Library Occupations	833
51-0000	Production Occupations	777
37-0000	Building & Grounds Cleaning & Maint. Occs	766
11-9000	Other Management Occupations	689
39-9000	Other Personal Care & Service Workers	619
43-4000	Information & Record Clerks	618
37-2000	Building Cleaning & Pest Control Workers	607
29-0000	Healthcare Practitioners & Technical Occs	549
43-9000	Other Office & Adm. Support Workers	526
31-0000	Healthcare Support Occupations	514
13-0000	Business & Financial Operations Occupations	508

Code	Standard Occupational Classification (SOC) Title	Average Annual Job Openings
		due to Exits
53-7000	Material Moving Workers	505
35-2000	Cooks & Food Preparation Workers	461
43-5000	Material Recording/Schedule/Dispatchers	426
49-0000	Installation, Maintenance & Repair Occs	401
43-6000	Secretaries & Administrative Assistants	381
53-3000	Motor Vehicle Operators	381
33-0000	Protective Service Occupations	377
47-0000	Construction & Extraction Occupations	366
13-1000	Business Operations Specialists	345
31-1000	Nursing, Psychiatric & Home Health Aides	340
29-1000	Health Diagnosing & Treating Practitioners	336
25-2000	Pre/Primary/Second/Special Ed.School Teachers	311
47-2000	Construction Trades Workers	304
43-3000	Financial Clerks	283
35-9000	Other Food Preparation & Serving Workers	275
33-9000	Other Protective Service Workers	243
51-9000	Other Production Occupations	226
49-9000	Other Installation/Maintenance/Repair Occs	222
21-0000	Community & Social Services Occupations	218
51-4000	Metal Workers & Plastic Workers	211
29-2000	Health Technologists & Technicians	204
11-3000	Operations Specialties Managers	119

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

There were no maturing industries identified in the labor market projections for the 2020 planning cycle.

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

Industries Considered Emerging in the Regional Economy:

North Central Region					
Employment by Major Industry Category					
NAICS Title	2016 Employment	Projected 2026 Employment	Net Employment Change 2016-2026	Percent Employment Change	Concentration (Location Quotient)
Wholesale Trade	10,855	13,770	2,915	26.9%	.93
Leisure and Hospitality	32,193	37,081	4,888	15.2%	.99
Professional and Other Business Services	34,588	37,737	3,149	9.1%	.83
Construction	11,482	12,061	579	5.0%	.79
Transportation and Warehousing	10,636	11,114	478	4.5%	.98
Self Employed Workers	13,022	13,152	130	1.0%	

Occupations associated with Emerging Industries	
Industry	Occupations
Wholesale Trade	<ul style="list-style-type: none"> • Sales Managers • Sales representatives, wholesale and manufacturing, except technical and scientific products • Stock Clerks and Order Fillers • Sales representatives, wholesale and manufacturing, technical and scientific products
Leisure and Hospitality	<ul style="list-style-type: none"> • Combined Food Prep and Serving Workers • Personal Care Workers • Waiters and Waitresses • First Line Supervisors
Professional and Other Business Services	<ul style="list-style-type: none"> • Accountants and Auditors • General Operations Managers • Customer Service Representatives • Office Clerks, General • Insurance Sales Agents
Construction	<ul style="list-style-type: none"> • Carpenters • Electricians • Construction Laborers • Plumbers, Pipefitters, Steamfitters • Operating Engineers/Construction Equipment Operators

Occupations associated with Emerging Industries	
Industry	Occupations
Transportation & Warehousing	<ul style="list-style-type: none"> • Truck Drivers, Heavy & Tractor Trailer • Bus Drivers, School and Special Event • Laborers/Freight/Stock & Material Movers • Industrial Truck & Tractor Operators

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

Data from the Illinois Department of Employment Security was used to analyze the supply and demand in the determination of targeted industries, occupations and skills. Some of this data came from the Bureau of Labor Statistics and some from the American Community Survey as well as customized data developed from the Illinois Labor Market website.

**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));**

Analysis of employment needs of employers for existing and emerging industries indicates the following occupations are in demand:

Occupations associated with Existing Industries	
Industry	Occupations
Agricultural Production	<ul style="list-style-type: none"> • Farmers, Ranchers, and other Agricultural Managers • Farm Laborers • Production Technicians
Manufacturing	<ul style="list-style-type: none"> • Machinists • Welders • Engineering Technicians • General Operations Managers
Retail Trade	<ul style="list-style-type: none"> • Sales Representatives, Services and All Others • Sales Managers
Financial Activities	<ul style="list-style-type: none"> • Bookkeeping, Accounting and Audit Clerks • Insurance Sales Agents • Insurance Claims & Policy Processing Clerks • Customer Service Representatives

Occupations associated with Existing Industries	
Industry	Occupations
Health Care and Social Services	<ul style="list-style-type: none"> • Registered Nurses • Nursing Assistant • Licensed Practical Nurse • Emergency Medical Technician • Medical Records and Health Information Technicians • Dental Hygienists • Medical Health Service Managers

Occupations associated with Emerging Industries	
Industry	Occupations
Wholesale Trade	<ul style="list-style-type: none"> • Sales Managers • Sales representatives, wholesale and manufacturing, except technical and scientific products • Stock Clerks and Order Fillers • Sales representatives, wholesale and manufacturing, technical and scientific products
Leisure and Hospitality	<ul style="list-style-type: none"> • Combined Food Prep and Serving Workers • Personal Care Workers • Waiters and Waitresses • First Line Supervisors
Professional and Other Business Services	<ul style="list-style-type: none"> • Accountants and Auditors • General Operations Managers • Customer Service Representatives • Office Clerks, General • Insurance Sales Agents
Construction	<ul style="list-style-type: none"> • Carpenters • Electricians • Construction Laborers • Plumbers, Pipefitters, Steamfitters • Operating Engineers/Construction Equipment Operators
Transportation & Warehousing	<ul style="list-style-type: none"> • Truck Drivers, Heavy & Tractor Trailer • Bus Drivers, School and Special Event • Laborers/Freight/Stock & Material Movers • Industrial Truck & Tractor Operators

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?

The Targeted Career Pathway Clusters are:

Health CareTherapeutic 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.

ManufacturingProduction

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.

Engineering

Occupations related to manufacturing engineering. Includes industrial maintenance technology, machining, CNC operators, CNC programmers, and tool and die makers.

Transportation and Warehousing

Transportation Operations

Workers who drive or pilot the vehicles that transport people or freight to ensure that passengers or cargo are transported safely and on time.

Warehousing and Distribution Center Operations

Occupations focused on the operation of transportation and distribution facilities including ports, terminals, warehouses, and other types of facilities.

(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?

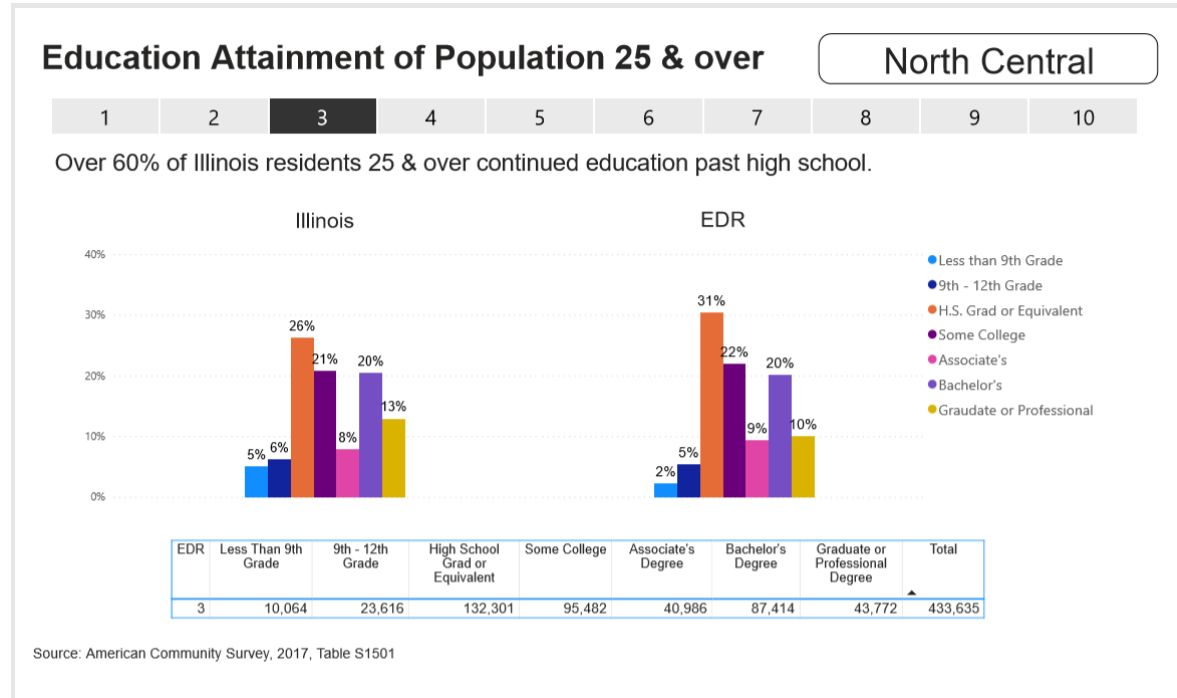
Skills in Demand in the Region	
Industry	Skills
Health Care	<ul style="list-style-type: none"> • Critical Thinking • Observational Skills • Communication • Science and Math • Education: Certificate, Associate and Bachelor’s Degrees
Manufacturing	<ul style="list-style-type: none"> • Critical Thinking • Ability to Work with Diverse Teams • Interest and Aptitude in Technology • Ability to Cross Train • Education: On-the-Job Training, Certificates, Associate and bachelor’s degrees
Transportation and Warehousing	<ul style="list-style-type: none"> • Communication • Physical Strength • Teamwork • Education: On-the-Job Training, Certificates and Associate Degrees

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

The following data tables were supplied by IDES for the 2020 planning cycle. They indicate that the region is on par with the rest of the state in educational attainment levels. The tables provided illustrate the skills gaps in the area for occupations requiring on-the-job training, certificates, associate degrees and bachelor’s degrees or higher.

For occupations requiring on-job training such as Office Clerks, Electricians, Sales Representatives, etc. employers train after hiring. Programs to assist with this training are available through partner programs including Title 1, Community Colleges and Bureau of Apprenticeships. With unemployment rates as low as 3.1% in some areas of the region there is a limited supply of employees for these types of occupations.

The data indicates that there are significant supply gaps for occupations requiring certificates, associate’s and bachelor’s degrees. These shortages run the gamut from occupations in health care and transportation and warehousing to computer science and finance.

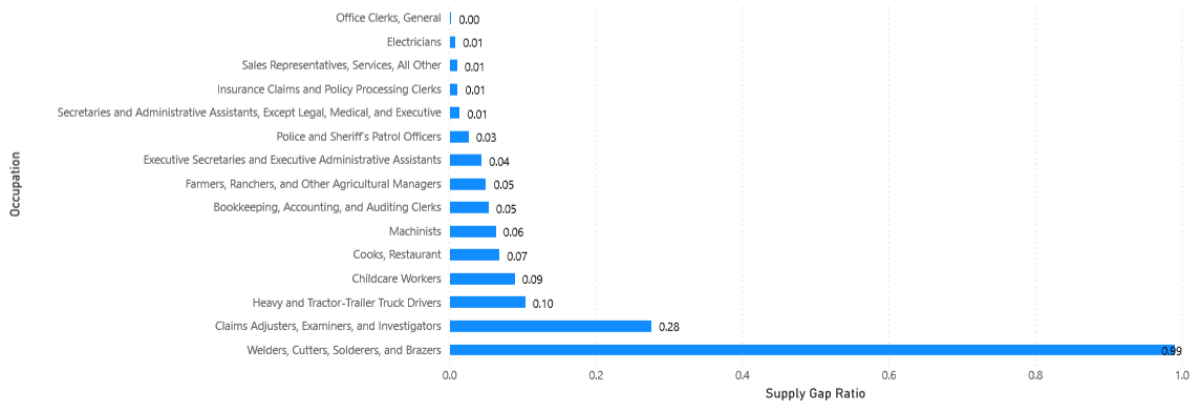


Supply Gap Analysis for Occupations Requiring On-The-Job Training

North Central

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The supply gap ratio is a proxy measure that provides insight on how closely supply aligns with demand for selected occupations. The calculation of the ratio is supply / demand. In this case, the supply is the number of program completions in the region associated with the occupation and the demand is the estimated number of regional job openings. The occupations with the smallest values (at the top of the chart) are the ones with the largest gap between the current supply and the anticipated demand for that occupation. All of the occupations on the chart are from the regional list of annual job openings on the slides immediately following the gap ratio charts.



Source: Illinois Department of Employment Security, Illinois Board of Higher Education, & Illinois Community College Board

Supply Gap Analysis for Occupations Requiring Certificates

North Central

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The supply gap ratio is a proxy measure that provides insight on how closely supply aligns with demand for selected occupations. The calculation of the ratio is supply / demand. In this case, the supply is the number of program completions in the region associated with the occupation and the demand is the estimated number of regional job openings. The occupations with the smallest values (at the top of the chart) are the ones with the largest gap between the current supply and the anticipated demand for that occupation. All of the occupations on the chart are from the regional list of annual job openings on the slides immediately following the gap ratio charts.

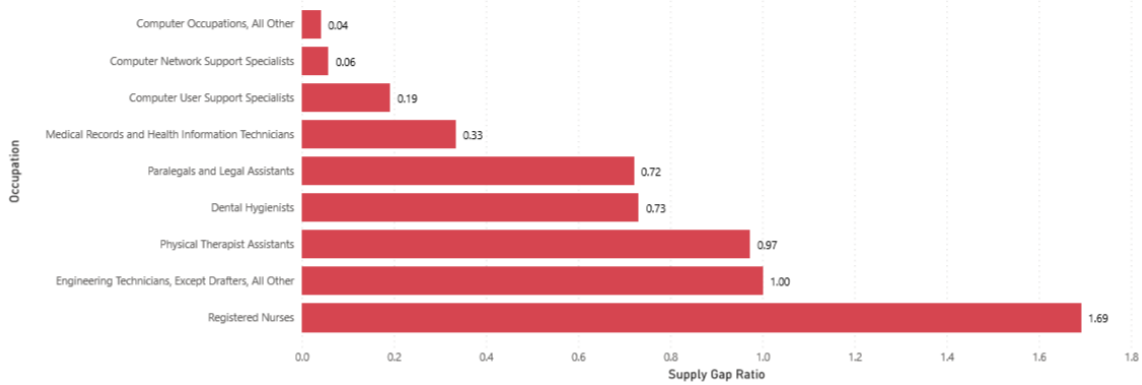


Supply Gap Analysis for Occupations Requiring Associate's Degrees

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The supply gap ratio is a proxy measure that provides insight on how closely supply aligns with demand for selected occupations. The calculation of the ratio is supply / demand. In this case, the supply is the number of program completions in the region associated with the occupation and the demand is the estimated number of regional job openings. The occupations with the smallest values (at the top of the chart) are the ones with the largest gap between the current supply and the anticipated demand for that occupation. All of the occupations on the chart are from the regional list of annual job openings on the slides immediately following the gap ratio charts.



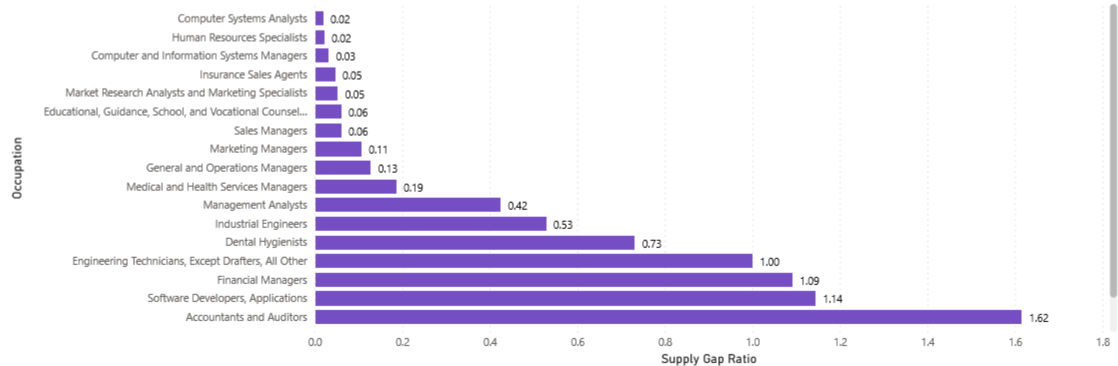
Source: Illinois Department of Employment Security, Illinois Board of Higher Education, & Illinois Community College Board

Supply Gap Analysis for Occupations Requiring BA or Higher

North Central

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The supply gap ratio is a proxy measure that provides insight on how closely supply aligns with demand for selected occupations. The calculation of the ratio is supply / demand. In this case, the supply is the number of program completions in the region associated with the occupation and the demand is the estimated number of regional job openings. The occupations with the smallest values (at the top of the chart) are the ones with the largest gap between the current supply and the anticipated demand for that occupation. All of the occupations on the chart are from the regional list of annual job openings on the slides immediately following the gap ratio charts.



Source: Illinois Department of Employment Security, Illinois Board of Higher Education, & Illinois Community College Board

Fortunately, the region is well position to work with employers to help fill these gaps. As demonstrated by the chart below, 75% of the counties in the region have high school graduation rates at 90% or above. There is more of a variance for bachelor’s degrees and higher, ranging from 15% in Mason County to 45% in McLean County.

American Community Survey 2018		
County	High School Graduate or Higher, percent of persons age 25 years +, 2010-2014	Bachelor's Degree of Higher, percent of persons 25 years + 2010-2014
DeWitt	92 %	20 %
Livingston	89 %	15 %
Fulton	88 %	18 %
Marshall	93 %	17 %
Mason	89 %	15 %
McLean	96 %	45 %
Peoria	90 %	30 %
Stark	90 %	19 %
Tazewell	93 %	26%
Woodford	95 %	31 %

The region is rich in educational institutions that offer training for occupations in the industry sectors that we are targeting. Universities and Colleges in the region offering four-year degrees include:

- Illinois State University – Public Institution
- Bradley University – Private Non-Profit Institution
- Eureka College – Private Non-Profit Institution
- Wesleyan University – Private Non-Profit Institution

The region also has three Community Colleges that offer both certificate and associate degree programs in the sectors of focus. These institutions include:

- Heartland Community College
- Illinois Central College
- Spoon River College

In addition, the region has six colleges focused on Nursing and Health Sciences. These include:

- Graham Hospital School of Nursing
- Methodist College
- OSF St. Francis Medical Center
- St. Francis Medical Center College of Nursing
- Illinois Wesleyan School of Nursing
- Mennonite School of Nursing – Illinois State University

The region also has numerous private business schools with programs with focuses on industry sectors such as welding, law enforcement/security, emergency management services and cosmetology.

When taken together these institutions have the potential to meet the needs of business for skilled workers in the region. The NCEDR plans to more fully understand the programs of study offered through these schools and work with business to improve upon their effectiveness in meeting the skills that are in demand in our regional economy.

Question A 1a of this chapter identifies the specific high-demand occupations within each of the targeted industry sectors. Question A 3b identifies What are the skills that are in demand in for those occupation in the region? Many of these occupations require a certificate, Associate Degree or Bachelor’s Degree for successful candidates, or extensive on-the-job training. Many healthcare occupations also require passage of a state or national licensing exam. The regional partners will continue to work with the post-secondary education community to expand opportunities for our residents to gain the necessary credentials for those in-demand occupations that require them. We also will continue to work to expand apprenticeship opportunities for those occupations where on-the-job learning is required.

A. Provide an Analysis of the:
4. 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?

The region has experienced changes in overall population, labor force and age of population all of which impact the labor supply. The tables below illustrate changes in the labor supply for the region.

Poverty Rates			
County	2017	2014	% Change
DeWitt	11%	10.9 %	.1%
Fulton	15.5%	16.5%	-1.0%
Livingston	13.3%	11.9%	1.4%
Marshall	10.3%	10.4%	-.1%
Mason	13.9%%	14.8%	-.9%
McLean	14.5%	14.3%	.2%
Peoria	15.9%	16.7%	-.8%
Stark	14%	11.9%	2.1%
Tazewell	8%	9.1%	-1.1%
Woodford	7.4%	6.3%	1.1%

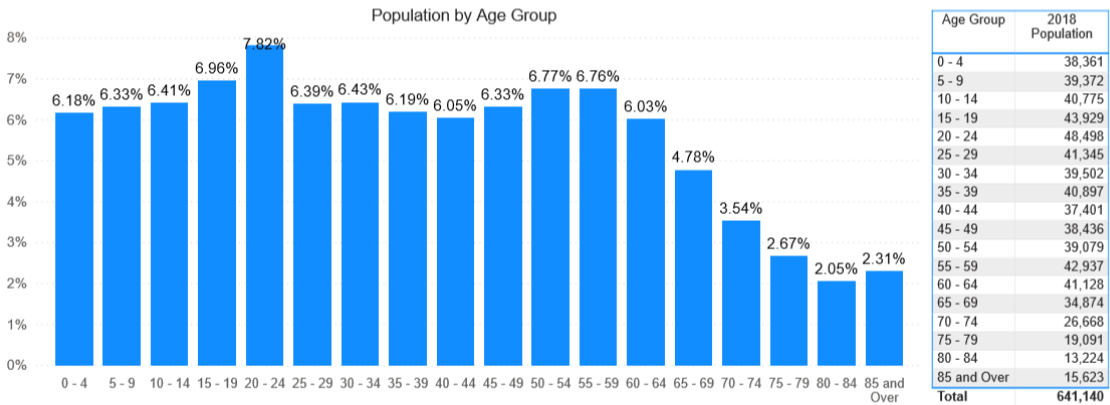
Median Household Income				
County	2014	2010	Increase	% Increase
DeWitt	\$55,591	\$55,193	\$398	.01%
Fulton	\$50,180	\$44,435	\$5,745	12.9%
Livingston	\$56,200	\$53,918	\$2,282	4.2%
Marshall	\$55,901	\$53,732	\$2,169	4.0%
Mason	\$45,596	\$46,878	-\$1,282	-1.0%
McLean	\$65,813	\$60,460	\$5,353	8.9%
Peoria	\$54,770	\$52,448	\$2,322	4.4%
Stark	\$52,260	\$50,219	\$2,041	4.1%
Tazewell	\$62,342	\$60,490	\$1,852	3.1%
Woodford	\$71,867	\$70,127	\$1,749	2.5%

Population Trends

North Central

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10

The median age in Illinois has been steadily increasing over the past decade. In 2018, the median age was 38.3 compared to 36.6 in 2010. Statewide, nearly 16% of Illinois residents are age 65 and over.



Source: Annual County Resident Population, June 2019

Changes evidenced by the previous tables include:

- Poverty Rates are up in the Region
- The Median Income is up in the Region
- The population in the region is has declined by 20,000 since 2014.
- The proportion of the state population living in the region has also declined
- The number of individuals over 65 living in the region is nearly 16% of the population
- 93.9 % of the population in the region is English speaking

Increase/Decrease in poverty rates is evenly split between the 10 counties in the region with Stark county experiencing the greatest increase in poverty and Tazewell county experiencing the greatest decline. Overall the Labor Supply is decreasing due to the aging population in the population of the region. While the median household income has increased for all but 1 of the counties in the region. The unemployment rate is down from 6.8% in 2014 to 4.9 in 2019.

Occupational demand for targeted occupations in the region is projected to experience the following changes.

- Occupations in the Health Care Sector are expected to add 77,876 jobs between 2016 and 2026 with an annual compound growth rate of .96.
- Occupations in the Manufacturing Sector are expected to add 15,553 jobs between 2016 and 2026 with an annual compound growth rate of .27.
- Occupations in the Transportation and Warehousing Sector are expected to add 29,754 jobs between 2016 and 2026 with an annual compound growth rate of .90.
- Occupations in the Construction Sector are expected to add 21,854 jobs between 2016 and 2026 with an annual compound growth rate of .96.
- Occupations in the Professional and Business Services Sector are expected to add 93,528 jobs between 2016 and 2026 with an annual compound growth rate of .96.
- Occupations in the Health Care Sector are expected to add 77,876 jobs between 2016 and 2026 with an annual compound growth rate of .96.
- Occupations in the Self Employment Sector are expected to add 495 jobs between 2016 and 2026 with an annual compound growth rate of .02.
- Please Note that occupations requiring information technology skills are embedded in companies from all sectors of the region.

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?

The Table below contains information provided by the State identifying special populations that exist in the region. The table quantifies the magnitude of the estimated need for these targeted populations. Policy and Service implications for these targeted individuals include:

- Increased coordination of services between partners
- To the extent possible integrated case management
- Promoting existing partner services to these population as well as creating new programs to meet their unique needs
- It should be noted that changes to the SNAP program limiting benefits available to able-bodied adults between the ages of 18 and 49 could significantly increase their need for services.
- The region will also create additional initiatives that enable individuals from these populations to pursue the higher education required for jobs in our targeted industries.

**ADDITIONAL TARGET POPULATION STATISTICS
EDR 3 North Central**

(DeWitt, Fulton, Livingston, McLean, Marshall, Mason, Peoria, Stark, Tazewell, & Woodford)

Low-Income Indicators:

- | | |
|--|--------|
| • TANF Cases Monthly Average 2017 | 1,773 |
| • TANF Persons Monthly Average 2017 | 5,012 |
| • SNAP Households Monthly Average 2018 | 43,788 |
| • SNAP Persons Monthly Average 2018 | 78,377 |

Disability Indicators:

- | | |
|--|-------|
| • DHS/DVR Vocational Rehabilitation Program FY2019 | |
| ○ Served Age Less Than Age 25 | 1,841 |
| ○ Plan Status Less Than Age 25 | 1,085 |
| ○ Successful Employment Less Than 25 | 249 |
| ○ Served Age 25 and Over | 1,051 |
| ○ Plan Status Age 25 and Over | 287 |
| ○ Successful Employment Age 25 and Over | 166 |

Foster Care Indicators:

- | | |
|---|-------|
| • DCFS Foster Care 2019 by Placement Type Total | 1,642 |
| ○ Foster Care (Dept/Fictive/Private) | 625 |
| ○ Relative | 942 |
| ○ Institution/Group Home | 75 |
| • DCFS Exiting Foster Care 2019 Age 18 and Over | |
| ○ Cook County | 439 |
| ○ Downstate | 406 |
| ○ State | 845 |

DOC Indicators:

- | | |
|---|-------|
| • Adult Prison Population (Committing County) | 2,718 |
| • Adult Parolee Population (Residing County) | 1,269 |
| • Juvenile Justice Detention Admissions | 824 |

Other Indicators:

- | | |
|---|--------|
| • Migrant/Seasonal Farm Workers (WIOA Eligible) | 235 |
| • Single Parents | |
| ○ Male Householder, No Wife Present | 8,120 |
| ○ Female Householder, No Husband Present | 25,974 |
| • Adult Population at Risk | |
| ○ Age 16 and Over w/out a HS Diploma | 34,038 |
| ○ Immigrants | 9,338 |

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?

Employers are critical partners in the effort to develop sector partnerships in the region. Likewise, foundations and regional institutions interested in workforce development are key players in the coordination of services that bridge the gap between workers and employer needs. To benefit from the expertise of these groups there must be formal opportunities for their voices to be heard. In EDR 3 there are many opportunities and initiatives in place to convene employers, foundations and regional institutions to help lead sector partnerships. Examples of these include:

The Greater Peoria Economic Development Council convenes employers in many ways to support the development and attraction of a ready workforce:

- Participation in the Workforce Alliance. This is a regional public-private consortium led by Illinois Central College (District 514), the Greater Peoria EDC, and a partnership called the CEO Council (a group of over 70 business leaders). The group is comprised and led by a diverse group of 20+ unique employers, k-12 and postsecondary education leaders, and community-based organizations including the HOI United Way and Community Foundation of Central Illinois. It oversees three, population-based strategies pertaining to the development and coordination of workforce readiness initiatives:
 - Population 1 - Emerging Workforce: focused on supporting implementation of shared, regional K-12 College and Career strategies to students are work ready and schools are aligned to new state expectations.
 - Population 2 - Adult Up-Skilling: focused on identifying and recruiting working adults into training programs connected to in-demand, living-wage careers as a way to improve lives and close workforce gaps.
 - Population 3 - Adults with Multiple Barriers: focused on coordinating direct workforce services between community-based organizations to address systemic barriers allowing working-age adults to pursue training for an in-demand, living-wage career in our region.
- Greater Peoria CareerSpark Strategy Teams. As a strategy of the Emerging Workforce committed listed above, GP CareerSpark, a shared, region-wide 8th grade career expo led by the GPEDC and Junior Achievement of Central Illinois convenes over 120 unique employers annually to provide hands-on career exploration to over 4,500 8th graders.

- HelloGP Talent Attraction Strategy Team. This strategy team is comprised of a smaller cohort of employers, approximately 15, representing our most critical industries, coordinates and implements shared attraction strategies aimed at bringing new workforce into our region and retaining existing workforce.

The Heartland Community College convenes the following groups to discuss workforce needs:

- Industry Visioning Meetings, each semester, bringing regional industry leaders from a specific industry, to discuss workforce needs and trends and how those do/do not align with educational and training programs.
- Advisories for each CTE program for input on program effectiveness.
- Ad Hoc business reps as we create and deploy educational and training programs for a given business or employer.
- Foundation Board of approximately 40 regional leaders to provide governance for the HCC Foundation and input on priorities and activities.

The following are highlights of recent Heartland Community College expansion/revision efforts related to workforce development:

- Rivian – In response to Rivian, and in collaboration with ICC and Career Link, identification of existing programs/trainings, revisions to those, or creation of new programs and trainings.
- Essential Workplace Skills (EWS) series - Creation and deployment of “Essential Workplace Skills” series providing incumbent worker training for critical soft skills, in response to collective employer needs and the McLean County Chamber of Commerce and aligned with ICSPS framework for student employability skills.
- “Complete and Connect” – program for HCC GED students to gain employability skills and workplace experience, with support from Career Link.
- Work Ready program expansion – revising short term Work Ready programs to align with and stack into credit programs; initial example is revision of Certified Medical Assistant program as a credit program with ability to stack Phlebotomy (noncredit)
- Creation and Deployment of Incumbent Worker Trainings – enhanced ability to design trainings, activities, and assessments based on regional employer needs for current workers
- Consultative Business Services – emerging efforts to expand services such as strategic planning, process mapping, asset mapping, facilitation, onboarding, and assessment.

The Greater Livingston County Economic Development Council is an employer led economic development agency to help employers. One of the programs to help employers find a skilled workforce is below:

- Education Enhancement Program – is led by the Greater Livingston County Economic Development Council (GLCEDC) whose purpose is providing area schools with funding for the implementation of Science, Technology, Engineering and Math (STEM) initiatives. Over the past two years the GLCEDC has invested over \$225,000 in the program. The program has helped to enhance the education of over 4,000 students

throughout Livingston County. Also, the STEM program has resulted in additional opportunities for employers to share thoughts on curriculum, make classroom presentations, and offer STEM related internships.

Chapter 1 Section B Question 2: Identify the established and active industry sector partnerships in the region (as defined in Illinois' Next Generation Sector Strategies Guide)?

The regional partners met in December 2019. During that meeting it was determined that there are no current established or active industry sector partnerships in the region that meet the definition of Next Generation Sector Strategies.

The representative from the Greater Peoria EDC did indicate that there may be a couple of initiatives that could meet this requirement but that would need to be determined through further communication with the state.

These include:

- Greater Peoria EDC's Manufacturing Network, along with our support of the Illinois Defense Industry Network diversification strategy may qualify as a sector initiative focusing on diversifying manufacturing businesses away from mining machinery manufacturing.
- Regional Workforce Development Alliance. The working goal of the Alliance is to create the regional workforce required to stabilize and grow our economy by systemically connecting employers, educations, community based organizations with high school graduates, the under-credentialed and multi barriered adults to ensure 70% of our population has the required certifications to obtain gainful employment.

Chapter 1 Section B Question 3: What other sector-based partnerships exist in the region? If any exist, are they business-led and what is their role in planning?

Business-led sector-based partnerships that exist in the region include:

- Strategic Manufacturing Group: To develop our region's future workforce, GPEDC's Strategic Manufacturing Group connects area manufacturers with educators to plan events and activities that inspire and prepare students for manufacturing careers. During our annual Discover Manufacturing Career Expo, approximately 800 students from over 20 area schools are introduced to manufacturing career pathways each year.
- Discover Manufacturing: This is designed to bring awareness to youth about the quality of today's manufacturing jobs and to promote opportunities within the industry. Technology is changing like never before. Tomorrow's manufacturing will look different from today's. Modern manufacturing requires people who value creativity, problem-solving, and innovation. At the Discover Manufacturing Career

Expo, the student is immersed in a hands-on experience featuring a variety of manufacturing careers. They learn what employers are really looking for; honesty, optimism, hard work ethic, communication, teamwork, judgement and adaptability.

- **Peoria Pathways to Prosperity:** Peoria Pathways to Prosperity is an innovative State of Illinois-led STEM education initiative designed to support college and career readiness for all students. Supported by a partnership between the State of Illinois and a group of local organizations Peoria Pathways to Prosperity supports local programs that empower students to explore their academic and career interests while also supporting new statewide, public-private partnerships known as Learning Exchanges that better coordinate investments, resources and planning for those programs.
- **B N STEM Initiative:** The BN STEM initiative is community driven by the local business community to support and invest in the workforce of tomorrow. BN STEM supports local programs, curriculum development and internship opportunities for student interested in the STEM fields.

Individuals that serve on these groups are also involved in the Regional planning process. Their work within these sector partnerships helps inform the work that is being done on the regional plan. There are several ways in which these groups will be incorporated into the WIOA regional planning efforts. We will:

1. Leverage their existing employer outreach efforts to better understand the skill needs of employer within their respective sectors.
2. Coordinate WIOA Regional strategies with economic development plans.
3. Leverage their expertise in development of program models such as Career Pathways, Talent Pipelines and Earn and Learn Models.

Chapter 1 Section B Question 4: What other public-private partnerships exist in the region that could support sector strategies and what is their role in planning?

The other public-private partnerships that exist in the region that could support sector strategies include:

- **CEO Regional Workforce Alliance – Working Goal:** Create the regional workforce required to stabilize and grow our economy by systemically connecting employers, educators, community-based organizations with high school graduates, the under-credentialed and multi-barriered adults to ensure 70% of our population has the required certifications to obtain gainful employment.
- **Manufacturing Greater Peoria –** Greater Peoria has an extensive history in heavy metal manufacturing. This five-county region represents a population of 408,266. Over 15% of our workforce is employed in the manufacturing industry which is 50% higher than the national average.
- **Peoria Innovation Hub –** a public-private partnership between the University of Illinois, Greater Peoria EDC, and OSF Healthcare. Through the State of Illinois

Innovation Network our region has begun building partnerships to support a physical innovation lab in downtown Peoria that will include workforce training programs in STEM and innovation centers.

- BN Advantage Partnership – created to sustain the local economy and grow it going forward. This strategic economic development plan brings together business, community and education leaders to address local workforce needs as well as targeted industries.
- Essential Employability Skills Alignment Project - brings together key stakeholders to develop a common approach to determine performance indicators and associated levels for each of the State’s Essential Employability Competencies outlined in the Postsecondary and Workforce Readiness Act. These performance indicators will provide a common approach to validate the competencies and skills individuals acquire through work-based learning experiences, as well as consistent methods for measuring and communicating what they learned. This is a collaborative project between the Regional Workforce Alliance and Illinois Central College and Northern Illinois University Education Systems Center and Jobs for the Future to align and address essential employability skills and to provide robust work-based learning opportunities that prepare individuals for fulfilling careers and meaningful employment,
- In McLean County Chamber of Commerce as part of the BN Advantage partnership will lead the region on workforce development planning that will put forth regional strategies for workforce development initiatives that will benefit businesses, workers and potential workers in the region. Initiatives will be based on current and potential employer needs, inventory of existing programs, comprehensive and strategic use of area agencies and organizations.
- Workforce Equity Initiative - Illinois Central College is the lead college of an \$18.7 million Workforce Equity Initiative partnering with 14 additional Illinois community colleges. The initiative addresses local workforce gaps and employment barriers in an effort to prepare underserved individuals with a decent and equitable employment opportunity. The initiative focuses on developing our area’s workforce by providing participants with a credential and a living wage. It addresses high demand-careers and targets low-income individuals, those living in high crime and high poverty areas, unemployed individuals and minorities. The Workforce Equity Initiative will train participants in the high-demand occupations of Computer Numerical Control (CNC) Operator, Welder, CDL Truck Driver, CompTIA A+, CompTIA Network+, Local Area Network (LAN) Technician, Licensed Practical Nurse (LPN), Emergency Medical Technician (EMT) and Paramedic. The end goal is for participating students to secure employment with a full-time job paying at least 30 percent above the regional living wage.

Individuals that serve on these groups are also involved in the Regional planning process. Their work within these sector partnerships helps inform the work that is being done on the regional plan. There are several ways in which these groups will be incorporated into the WIOA regional planning efforts. We will:

1. Leverage their existing employer outreach efforts to better understand the skill needs of employer within their respective sectors.
2. Coordinate WIOA Regional strategies with economic development plans.
3. Leverage their expertise in development of program models such as Career Pathways, Talent Pipelines and Earn and Learn Models.

Chapter 1 Section B Question 5: What neutral conveners with the capacity to help establish sector partnerships exist in the region and what is their role in planning?

The region has numerous organizations and entities that could potentially function as neutral conveners to help establish sector partnerships in the region:

- The Workforce Investment Board of Local Area 15 is a core partner under WIOA. They are leading the regional planning efforts and function as the One-Stop Operator for the local area. They have decades of experience convening employers and working with them to develop programs that meet the needs of employers for a skilled workforce. In addition, while LWIB 15 is the lead regional convener, Local Boards for areas 11 and 19 bring their resources and partnerships in order to support sector partnerships.
- McLean County Community COMPACT- The McLean County Community Compact creatively enlists the support of community stakeholders from business, government, labor, education and the community to further its purpose. Among the benefits of Compact membership is the ability to learn first about county-wide initiatives and to network with colleagues in each of these sectors.
- The Illinois Manufacturing Excellence Center (IMEC) – works with manufacturing firms throughout the State to link long-term plans with on-site implementation services by identifying performance gaps, solving these gaps, and building a culture to support sustained improvements towards a competitive future. IMEC helps these organizations optimize operating capacity, implement advanced product and process innovations, increase sales, enter new markets and improve profitability.
- Greater Livingston County Economic Development Council - dedicates its purpose to supporting the retention and expansion of existing enterprises and to attracting new businesses. Additionally, the GLCEDC recognizes the importance of a highly trained and competent workforce and works diligently with Heartland Community College, the Livingston Area Career Center, and the Grundy, Kankakee, Livingston County Workforce Investment Board to respond to the needs of current and prospective employers. Furthermore, as a respected advocate of the business community, the GLCEDC works with elected officials at the federal, state, and local levels to advocate for more business friendly policies pertaining to workers' compensation insurance, tax reform(s), and other pro-business initiatives as directed by our Board of Directors. The GLCEDC also serves as a liaison between a business and government agencies to facilitate and expedite the development of new projects
- Greater Peoria Data Hub - Greater Peoria is investing in its future by creating the strategies and framework to connect our region's employers with a skilled workforce. These efforts are driven by a driven partnership of economic

development organizations, regional K-12 public education districts, Illinois Central College, industry partners, and community-based organizations.

- Peoria NEXT Innovation Center - is the home to researchers, investors, and entrepreneurs that are transforming new technologies and innovations into commercial enterprises. The 48,000 square foot center opened its doors in 2007 and can house up to 27 companies. Companies in the fields of medical devices, mechanical engineering, molecular studies, biofuels and information technology are currently tenants. River City Labs is a local Makerspace with a membership of 40 paying local innovators and 100+ non-paying members. The lab is located in the Peoria Warehouse District and is currently seeking to expand to support its growing membership.
- Heartland Community College Workforce Development Center - Collaborates with area employers to help build the skills of 21st century workers. Heartland offers training, degrees and certificates in many fields that are in high demand, including: Computer networking & technology, Nursing, Construction, Maintenance, and Manufacturing.
- Spoon River Community Outreach - The Office of Community Outreach is truly committed to creating partnerships with business and industry and other public agencies. By working cooperatively with business and industry we can jointly address many of the workforce and training needs of the region and community. Ask us about training opportunities. We have state-of-the art facilities available or we can provide training on-site “at your place.”
- DeWitt County Development Council – Values the partnerships that we have with private industry. As stakeholders and investors in our community, these private industry partners, have a vested interest in the economic growth of our County. Their knowledge, experience, and leadership are invaluable.
- IWU Center for Action Research -ARC works with not-for-profit organizations, faith-based groups, businesses, civic groups, local government, neighborhood groups, and many others. ARC facilitates collaborative relationships that leverage the strengths of all parties to produce a successful project outcome. ARC has a close working relationship with large employers, has internship programs and has the capacity to provide data proven contributions to workforce issues.
- BN Grows - Business Retention and Expansion Program. This EDC sponsored program is a proactive approach designed to retain and/or expand the businesses in our community. This program focuses on your company, your industry and your relationship to the community. As part of the program, the Bloomington-Normal Retention Committee, comprised of EDC members/partners, will visit with local businesses, both large and small. The purpose of these visits is to gather comprehensive information regarding opportunities and challenges that exist for local business owners. The EDC will help to identify and address local business concerns that pertain to the local economy and correct those that negatively impact the business climate by putting you in contact with the right resources. A major focus of the survey is what types of skills are the employers looking for, are they having problems recruiting these skills, and other questions about workforce issues. This approach allows us to collect trend data on workforce issues by industry at the local level, but also identify specific needs of companies and address them immediately.

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.

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 of employers (§ 679.560(a)(4)). Plans must respond to the following:

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

Workforce Development Analysis

The Region has identified strong collaboration between workforce and education, a targeted focus on training for demand occupations, and a broad range of services for employers and job seekers as strengths. Weakness identified for the Region included; individuals not looking for work and the need for a common customer information system.

The EDR -3 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 North Central Region – Workforce Development		
Internal Origin	<p>Strengths:</p> <ul style="list-style-type: none"> • Strong Collaboration Among Partners • Focus on Training in Demand Occupations • Good Commuting Distances • More integration of Education and Training • Ability to provide training for Incumbent Workers • Improved Economic Conditions 	<p>Weaknesses:</p> <ul style="list-style-type: none"> • People not Looking for Work • No Common Customer Information System • Limits to Training Capacity (Faculty and Space) • Reporting Systems Between Partners

External Origin	<p>Opportunities:</p> <ul style="list-style-type: none"> • More Upscaling of Current Employees • Plans to Report Performance to Board • Increased Earn and Learn Models • Employers more Engaged in Out-of-the-Box Solutions 	<p>Threats:</p> <ul style="list-style-type: none"> • Loss of large employers • Economic downturn • Funding – lack of from both state and other sources • Loss of waiver for Able-Bodied Adults under SNAP program.
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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 workforce development activities to address the education and skill needs of the workforce.

By taking a holistic approach to 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 includes:

1. 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.
2. 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.
3. 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.
4. 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.

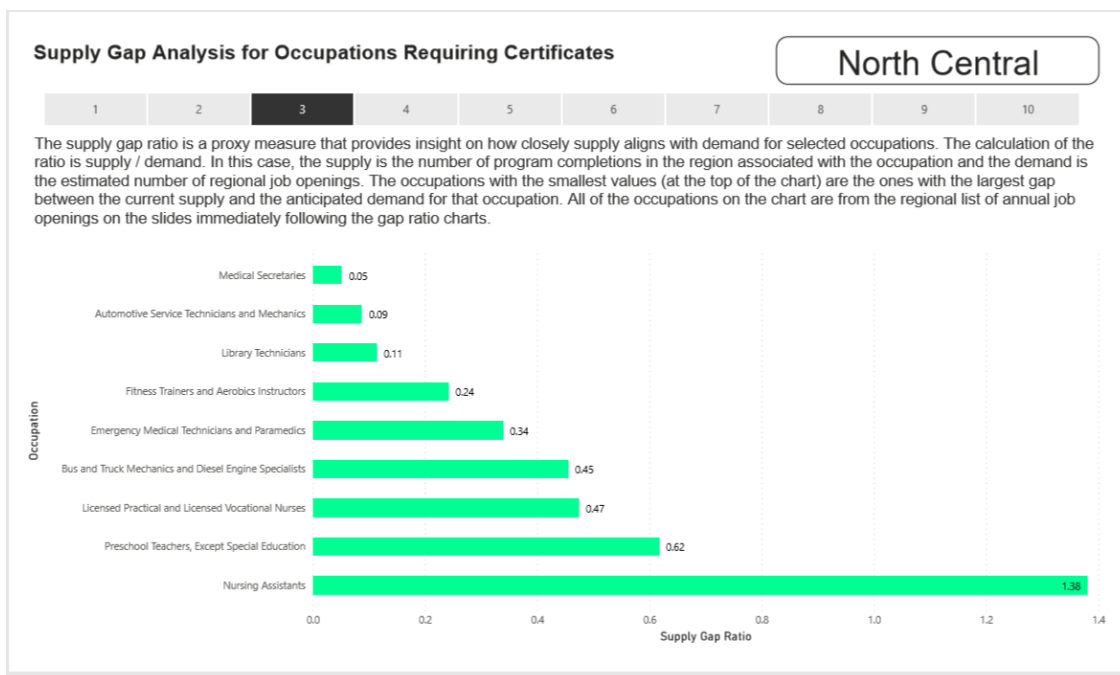
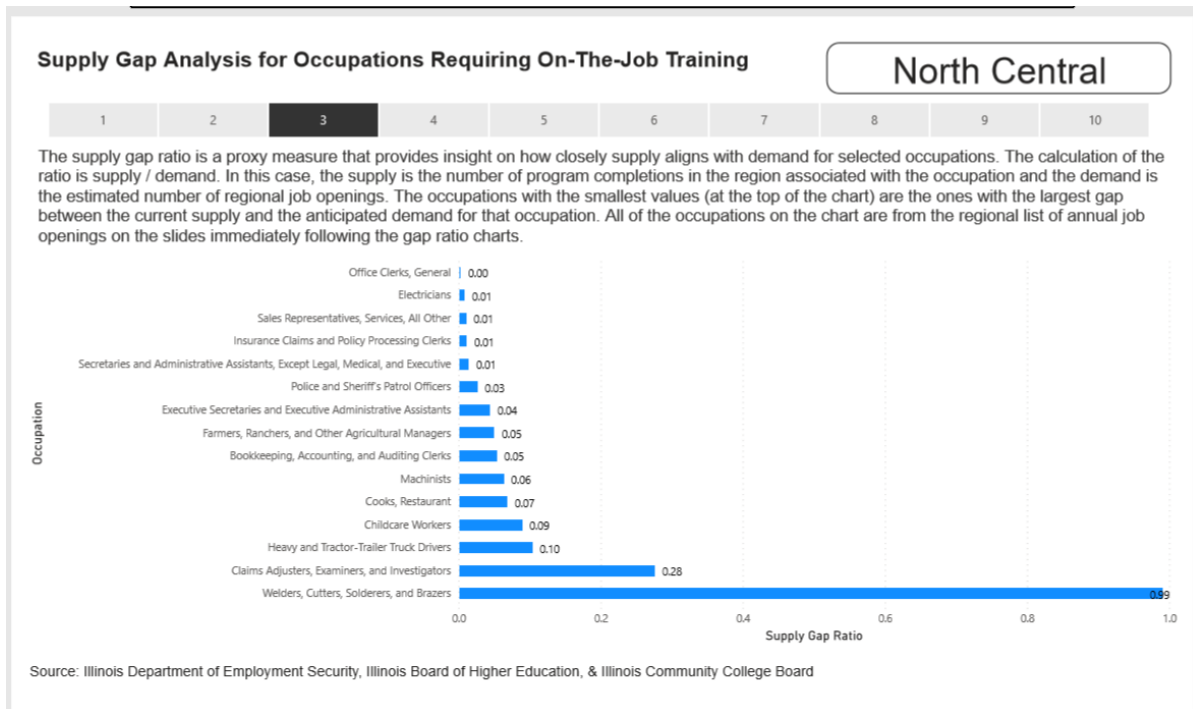
Chapter 2 Section A Question 3: Analyze the capacity of the regional partners to provide activities to address the needs of employers.

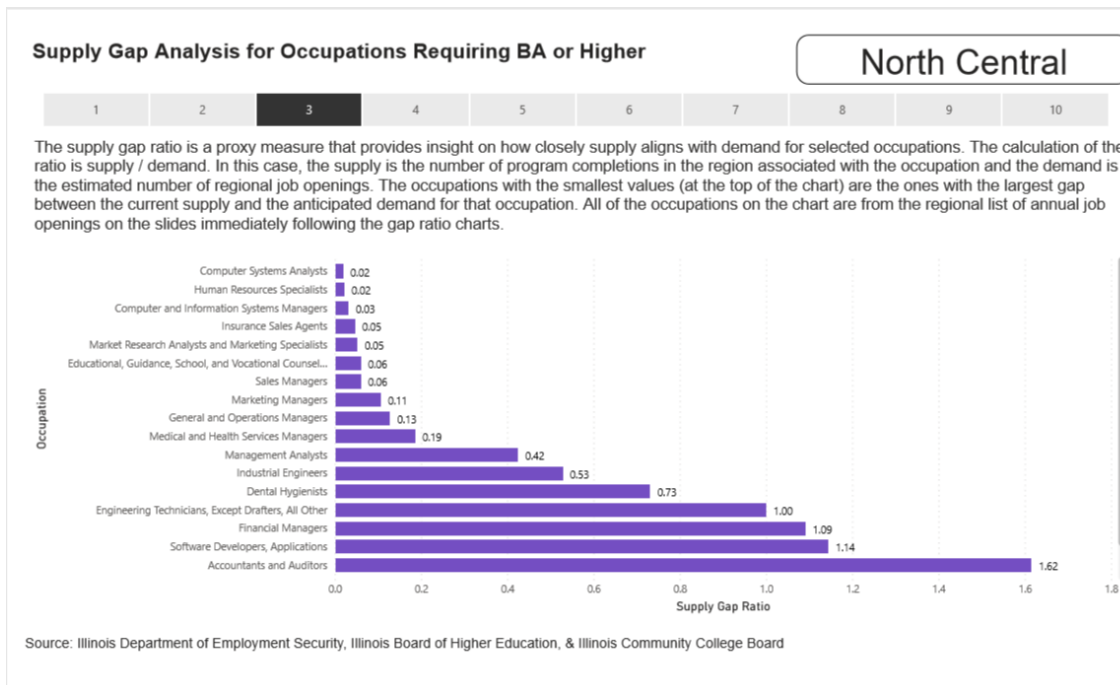
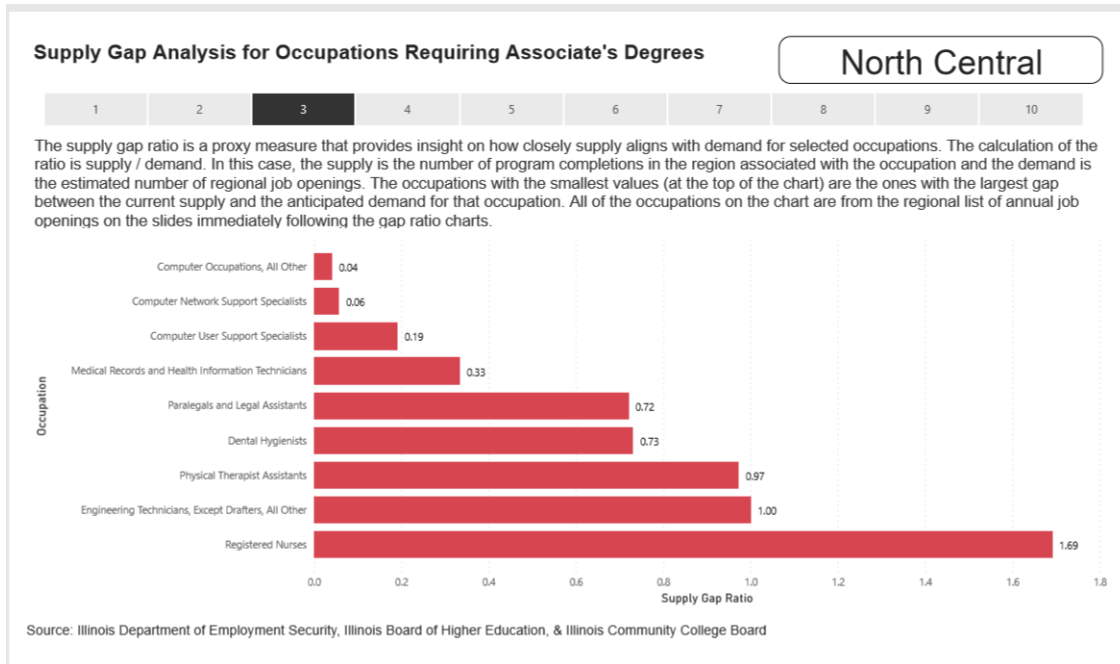
The Region's capacity to serve employers is robust. Each LWIA in the region has a Business Skills Team made up of education, workforce development and economic development partners in the area. These teams meet regularly to understand the needs of employers and work collaboratively to address them. Each partner program has resources that they bring to the table that can address specific needs. For instance, Adult Education programs will continue to offer Bridge and IET programs for low skilled and low literate youth and adults. Areas of concentration will continue to be Manufacturing, Healthcare, and IT as it relates to those fields. Workplace Literacy activities will be developed to offer credentials for specific skills (i.e., MOS Word, Excel, Advanced Forklift training, etc.) Essential Employability Skills through career foundations curriculum will continue to be contextualized into adult ed programming.

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?

Data considered in answering this question included Supply Gap Analysis supplied by IDES. These charts demonstrate that the greatest number of occupations with a gap are those requiring On-the-Job Training and Certificates. One of the core outcomes measures for WIOA partners is completion of GED and enter post-secondary or employment. Median wage information and

employment after 2nd quarter data is collected. These measures show that the system is meeting their goals which reflects on their ability to meet employer’s needs.





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 3’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 this document formalizes the commitment at the LWIA level to continue the work of integration as it evolves.

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

LWIA 11:

- Customer Centered Design
 - Compilation of Frequently Asked Questions
 - Create One-Stop Customer Pledge
- Staff
 - Cross Training of Partner Staff
- Intake and Assessment
 - Develop Sign-in Process that Captures Service Needs
- Services
 - Updated Schedule and Referral Form
- Career Pathways
 - More Staff Training
 - More Information on Web Page
 - Increase Board Engagement
- Information
 - Evaluate and Increase Us of Social Media
- Evaluation
 - Use of Infographics to Collect Data to Share with Board

LWIA 15:

- Cross Training of Staff
 - Review Frequency and Depth of Cross Training
 - Explore the Use of Webinars, Job Shadowing and Lunch and Learn
- Communication Across One-Stop
 - Establish Joint Meeting Times
 - Review Email and Telephone Communications and Update
- Access to Services is Timely and Coordinated
 - Revision to Current Website or Develop New One
 - Align MOU and Plans with Website

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.

*Please note that the One-Stop Center for LWIA 11 is in Kankakee and the Center for LWIA 19 is in Decatur. Staff in Livingston County (LWIA 11) and DeWitt County (LWIA 19) will participate in trainings offered in furtherance of service integration.

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:

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

Supportive Service Coordination

The NCEDR has numerous resources that can provide assistance to individuals that help support their success in pursuing education, training and employment. These include:

Transportation	Childcare	Books, Uniforms, Career Wear
<ul style="list-style-type: none"> • Career Link • Salvation Army • Department of Human Services • Show bus • Connect Transit • City Link 	<ul style="list-style-type: none"> • Childcare Connection • Childcare Resource and Referral Network • Childcare Assistance Program 	<ul style="list-style-type: none"> • Title 1 • Perkins Programs • Department of Human Services • Dress for Success • Mission Mart • Goodwill

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

The region will identify gaps in coordinated services. Through integration planning we will cross train staff to assure that staff who provide services across programs are knowledgeable of the supportive services that are available. The region will facilitate a learning exchange where WIOA partners and other key support service providers can share.

Most of the NCEDR is served by two 2-1-1 hotline systems. Both 2-1-1 hotlines identify supportive service providers and maintain information on how to access these resources. Heart of Illinois 2-1-1 serves Peoria, Tazewell, Woodford, Marshal and Stark counties. Illinois 2-1-1 serves McLean County. The hotline will continue to serve as the information system for training supportive services in the NCEDR. PATH is also the 2-1-1 provider for Livingston County. In addition, A Directory of all social service agencies in McLean, DeWitt and Livingston Counties is maintained by PATH – Providing Access to Help. This includes references to mental health, housing, transportation, medical, vocational and educational services.

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:

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 were involved in the regional planning process: Bloomington-Normal Economic Development Council; City of Pekin Economic Development Council; Greater Livingston County Economic Development Council; Greater Peoria Economic Development Council; DeWitt County Development Council and Spoon River Partnership for Economic Development.

These organizations provide strong leadership within their respective geographic areas of service to meet the needs of business and grow their local economies. Each of the representatives on the committee is involved in economic development activities that helped inform the plan development process so that we can respond as a region to business needs. A brief overview of these organizations is provided below:

- **BN Advantage:** To sustain the local economy going forward, Bloomington-Normal-McLean County region is dedicated to continuing to invest in creating a broader range of jobs for residents to diversify beyond our major employers. We are committed to focus on creating the environments that business and talent expect and demand in today's world which attracts the best and most advanced employment and earnings opportunities in the short and long term. Six organizations have joined together to drive this initiative: McLean County Planning Commission; McLean County Chamber of Commerce; Bloomington-Normal Economic Development Council; Bloomington-Normal Area Convention and Visitors Bureau; Connect Transit and the Central Illinois

Regional Airport. With a clear mandate to sustain, strengthen and grow the region's economy, these six partner organizations are providing strong and focused leadership in this critical endeavor. This strategic economic plan is intended to strengthen and grow the following targeted industry sectors within the region to achieve its mission: of advancing the Bloomington-Normal Metro Region's community and economic growth and vitality by sustaining the region's superior quality of life and diversifying its economy.

- Advanced Business Services
 - Finance and Insurance
 - Shared Services and Back Office Centers
 - Information and Communication Technologies
 - Entrepreneurship
 - Agribusiness/Food Processing
 - Transportation and Logistics
- Bloomington-Normal EDC: The Bloomington-Normal Economic Development Council helps businesses succeed in Central Illinois – from start-ups and small businesses to large corporations. Our area boasts one of the youngest, most educated and talented workforces in the Midwest. Centrally located and rich in resources, Bloomington-Normal has been voted “one of the best” for families, singles and businesses. The EDC of Bloomington-Normal has many programs and services to help businesses thrive. Our services include; site location assistance, resources for entrepreneurs, financial assistance and research assistance.
 - Greater Peoria EDC: The five counties of Logan, Mason, Peoria, Tazewell, and Woodford are collectively a designated Economic Development District (EDD) by the U.S. Economic Development Administration (EDA). The Greater Peoria EDC is the organization that manages that designation. Every five years, the Greater Peoria EDC develops and submits a Comprehensive Economic Development Strategy (CEDS) to the EDA. One of the core strategies within the CEDS has been, and will continue to be, the improvement of the region's workforce development system. We provide annual updates showcasing the progress of our region on the implementation of that strategy. Strategies and projects included in our CEDS are more likely to successfully receive EDA grants. The current CEDS expires in 2020. The CEDS strategy team, comprised of a variety of stakeholders including Career Link, is working to craft a new CEDS to guide work from 2020-2024.
 - Greater Livingston County Economic Development Council: GLCEDC dedicates its purpose to supporting the retention and expansion of existing enterprises and to attracting new businesses. Additionally, the GLCEDC recognizes the importance of a highly trained and competent workforce and works diligently with Heartland Community College, the Livingston Area Career Center, and the Grundy, Kankakee, Livingston County Workforce Investment Board to respond to the needs of current and prospective employers. Furthermore, as a respected advocate of the business community, the GLCEDC works with elected officials at the federal, state, and local levels to advocate for more business friendly policies pertaining to workers' compensation insurance, tax reform(s), and other pro-business initiatives as directed by

our Board of Directors. The GLCEDC also serves as a liaison between a business and government agencies to facilitate and expedite the development of new projects

- Spoon River Partnership for Economic Development: Spoon River Partnership for Economic Development is the lead agency in the Canton area to focus on business and economic development and actively works with the City of Canton, Chamber of Commerce, Canton Main Street, Spoon River College, Fulton County and other local and regional stakeholders to promote economic development within the Canton area. These activities focus on business attraction, entrepreneur and small business development, retention and expansion of existing businesses, and other community and economic development activities.
- DeWitt County Development Council: Our Mission is to actively engage current and potential businesses to market DeWitt County to attract commerce and encourage job growth. DCDC promotes ideas for local business expansion and workforce development, and provides direction for new and existing businesses or commerce seeking resources to enhance business operations
- City of Pekin Economic Development: Ideally located about halfway between Chicago and St. Louis; easy access to highways, river ways and air travel; an abundant and skilled work force; a vibrant local economy; an exceptional quality of life - these are just a few of the reasons why so many businesses thrive in Pekin. The City of Pekin offers many different economic incentives and tools to new and expanding businesses. These include a Pekin Area Enterprise Zone, one Tax Increment Financing district (TIF), Build Illinois Loan Program, EDFAP Loans, and Riverway Business Park.

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)).

The North Central Region partners have entered into negotiations regarding the administrative and other costs for the One-Stop Center infrastructure and shared system costs, following the Governor’s Guidelines to State and Local Program Partners Negotiating costs and Services Under the Workforce Innovation and Opportunity Act of 2014, and the Supplemental Guidance for Program Year 2020 (State FY 2021). A draft budget has been prepared and presented to partners, along with a proposed cost allocation using the cost allocation process recommended by the state. Discussions among the partners are ongoing with a view toward reaching agreement on an equitable arrangement for allocation of shared costs. Under the revised guidelines, this draft budget is due to DCEO on April 15, and the outcome report on the MOU negotiation is also due on April 15, with the fully executed MOU in place by June 30. The North Central Region partners expect to meet these deadlines. The partners will work together during the coming year

to implement the cost coordination agreements and will monitor the costs of the One-Stop Center infrastructure and other shared system costs.

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.

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).

The Local Workforce Innovation Boards (LWIBs) 11, 15 and 19 of the North Central Economic Development Region – 3 will achieve alignment through the adoption of the State’s strategic vision and principles to support regional economic growth which are stated below:

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 the global economy.”

Guiding Principles

- Demand-Driven Orientation
- Strong Partnerships with Business at All Levels
- Pathways to Careers of Today and Tomorrow
- Cross-agency Collaboration and Connections
- Integrated Service Delivery
- Equitable Access and Opportunity for all Populations
- Clear Metrics for Progress and Success
- Focus on Continuous Improvement and Innovation

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)).

The NCEDR will prepare an educated and skilled workforce by aligning and integrating partner programs and services. This alignment will include programs that focus on employer needs for a skilled workforce. When possible, we will leverage funds across programs to better serve employers. The region will work to improve access to sector-based education and training services to those facing multiple barriers to employment.

The region will use a diverse array of training models to achieve our goals including:

- Development of Career Pathways – that will focus on our primary targeted industry sectors of healthcare, TDL and manufacturing. We will also explore pathway creation for our secondary targeted industry sectors of information technology, finance and business management. These pathways will contain multiple entry and exit points. This will allow individuals of varying abilities to have access to realistic pathways.
- Earn and Learn Opportunities - will be created by leveraging the linkages that economic development partners have to employers in our targeted industry sectors. Integrated business services will be developed so that employers will have an understanding of training resources from all partners.
- Talent Pipeline Solutions – reengineer the concept of education and training design. This model places the employer at the center of skill acquisition and training. The region will develop programs based on the concepts outlined in a talent pipeline approach. This includes the concept that each partner adds incremental value to the supply chain of a trained workforce.

Each partner program under WIOA will look at its own program design to see how they align with the goal of preparing an educated and skilled workforce. For programs under Title 1 and Title IV this may mean a review of the current curriculum that they fund within our targeted industry sectors. Programs under adult education may want to expand contextualization of curriculum around workforce and academic readiness. As a region partner programs will review current assessment processes and tools and develop, to the extent possible, common assessment practices that address the needs of our industry sectors of focus.

Core partners will work towards consistent program design that enables them to meet the WIOA performance measures of:

1. Percent Employed 2nd Quarter after exit (Adult Programs)
 - a. Placement in Employment/Education 2nd Quarter after Exit (Youth Programs)
2. Percent Employed 4th Quarter after exit (Adult Programs)
 - a. Placement in Employment/Education 4th Quarter after Exit (Youth Programs)
3. Median Earnings 2nd Quarter after Exit (Adult and Dislocated Worker)
4. Credential Attainment (up to 1 year after exit-Youth)
5. Measurable Skill Gains (All Programs except Wagner-Peyser)
6. Effectiveness in Serving Employers (All Programs)

Required revision for compliance in PY17, pending issuance of procedures for negotiating performance levels: The regional plan must include establishing an agreement of how the region will collectively negotiate and reach agreement with the Governor on local levels of performance for the performance accountability measures (as described in WIOA Sec. 116(c)) to comply with § 679.510 (a)(1)(viii). Each year the Local Board, and the Chief Elected Officials shall negotiate and reach agreement on local levels of performance based on the state adjusted

levels of performance established under Section 116 (b)(3)(a). The local levels of performance were successfully negotiated for PY 18-19 – (See Attachment 1)

C. Provide a description of the regional and local strategies that will achieve the vision and principles. 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));

The NCEDR plans to undertake the following efforts to engage employers in workforce development programs:

1. Work with the region’s economic development organizations to identify employers throughout the region from the identified sectors of:
 - a. Healthcare
 - b. Manufacturing
 - c. Transportation and Warehousing
 - d. Construction
 - e. Professional Business Services
 - f. Information Technology
 - g. Self-employment

2. Implement the State’s Framework for Next Generation Sector Partnerships that offers a vision for building sustainable employer-driven, community-supported sector partnerships in Illinois, with a particular emphasis on the role that economic development organizations play in leading this work, and clarification on how workforce development and education organizations support it. We will work with economic development to create partnerships that are:
 - a. Industry-led, driven by a committed group of employer champions
 - b. Community-supported by a diverse range of public program partners
 - c. Convened or facilitated by a credible third-party (or intermediary)
 - d. An organizing vehicle for multiple program partners to respond to industry priorities together
 - e. Local or regional (not top-down or statewide)
 - f. Action-oriented, focused on improving industry sector competitiveness, and not limited to just workforce issues.

3. Through a collaborative effort, partner agencies will investigate the viability of developing employer-led initiatives to create apprenticeship programs in the manufacturing, healthcare and transportation sectors.

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));

To support a local workforce development system that meets the needs of businesses in the local area the region's partners will take the following steps.

1. Coordinate business services among the partners to improve on our existing models and expand on existing EDC retention models.
 - a. Meet with businesses to address barriers to growth.
 - b. Leverage regional resources to help businesses launch or accelerate international trade programs.
 - c. Identify technology transfer opportunities within the public and private sectors that can be leveraged for growth.
 - d. Share information on regional, state and federal financial tools for business development on the EDC website.
2. Work with regional partners and economic development councils to foster a shared understanding of the needs of business and in particular the skill needs of businesses in our targeted sectors.
3. Improve outreach and recruitment of potential employee candidates by leveraging existing federal, state and regional career guidance tools and expanding their use throughout the region. Examples of these tools include:
 - a. O*NET
 - b. IDES Career Information System (CIS)
 - c. Make Yourself Greater Peoria
 - d. Illinois Job Link
4. Improve skills assessment of job-seeker customers by expanding use of the National Career Readiness Certificate (NCRC) and related tools.
5. WIOA Navigator – HCC is proposing a WIOA Navigator position to align resources and support accessibility to the student population. Navigators will be knowledgeable about all WIOA services (both individualized and business services) and support the facilitation of WIOA resources for those who are eligible. This may include supporting outreach and recruitment, WIOA eligibility determination, career advising, case management, job preparedness, and job placement assistance.

The Navigator will be trained on both College and WIOA programs and resources. Therefore, it is anticipated that the Navigator will be successful in aligning other College resources to support the identification and referral of eligible students and businesses.

The integrated business services team of EDR 3/LWA 15 will continue to develop and improve mechanisms to connect business to the full range of partner services regardless of sources. Communication and coordination among partners allow for the most effective provision of services. The efforts of the Business Services Team are focused on delivering timely solutions to expressed business needs.

The Business Service Team has a standardized process for contacting businesses in each targeted industry sector and the capability of providing direct access to appropriate services or referral to other who can provide those services. Business Services Team members are knowledgeable of all available services. Appropriate team members are identified to serve as resources for the delivery of services. The Business Services Team will participate in community-based, business-focused events on a regular basis. The Business Services Team will partner with businesses to identify their needs and provide timely solutions. The Business Services Team will develop customized service proposals for business customers that detail a range of potential solutions to meet those customers' needs and challenges.

The Business Services Team offers services based on the five types of workforce issues that typically concern a business:

- Recruitment and Hiring Solutions
- Training and Education Solutions
- Transition Solutions
- Information Solutions
- Support Service Solutions

Closely tied to the solutions sought by businesses is the expanded use of work-based learning (Registered Apprenticeships, Youth Apprenticeships, Pre-Apprenticeships, Customized Training, On-the-Job Training, Incumbent Worker Training and others). This emphasis recognizes work-based learning as often the most effective mechanism for delivering Training and Education solutions, in an environment that is directly shaped to and for the needs of the employer – their own business.

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

To better coordinate workforce program and economic development, the region will work to coordinate policy and program design. The states vision is to provide communities with the opportunity to prosper. Policy and program coordination between economic development, whose goal is economic growth and workforce development, the goal of which is training a skilled workforce, should help the state achieve that goal.

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

Those receiving unemployment insurance are primary customers of the one-stop system. Through co-location and direct linkages, those receiving unemployment insurance will be able to connect to all partner services in the region. Unemployment insurance clients are required to register on the state's job bank, IllinoisJobLink.com (IJL), for assistance with their job search.

Partner programs can also reach out to clients through their IJL account to provide services, as well as track all services provided to the client.

Linkages between the one-stop delivery system and unemployment insurance programs will be strengthened through the enhanced career services offered through the one-stop. Enhanced career services include reemployment workshops, referrals to training and education providers and direct referral to employment.

IDES is also receiving funds for the Reemployment Services and Eligibility Assessment (RESEA) through USDOL. This program targets UI recipients that are most likely to exhaust benefits and requires them to receive assistance with their reemployment efforts. This assistance includes reporting in person to the one-stop and receiving an orientation of all services available to them as well as one-on-one assistance to obtain their career goals.

IDES is also attempting to connect more clients to the one-stop system by utilizing the Benefit Payment System to run reports showing claimant that are fully registered both for unemployment insurance as well as on IJL. Local offices are contacting these claimants to inform them of all services available to them at the one-stop and to encourage their attendance at workshops and hiring events hosted by the one-stop.

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

Regional strategies to promote entrepreneurial skills training will include:

1. A more coordinated effort between economic development agencies to cross promote each other's efforts in the region through regional links on their websites.
2. Explore regional incentives to attract and retain entrepreneurs.
3. Partners have identified the following initiatives that will help the region expand entrepreneurial and microenterprise services:
 - a. The Canton Area Chamber of Commerce has a leadership academy for high school sophomores through its Young Professionals group.
 - b. 1 Million Cups* is a free weekly national program designed to educate, engage, and connect entrepreneurs. Developed by the Kauffman Foundation, 1MC is based on the notion that entrepreneurs discover solutions and network over a million cups of coffee. Presenters are allowed six minutes to tell their story, present their business model, share some obstacles they've had to overcome, or even some they haven't yet.
 - c. The George R. and Martha Means Center for Entrepreneurial Studies at Illinois State University serves as a research and consulting resource for local businesses. It is devoted to creating and implementing entrepreneur support programs for Illinois State University students, local high school students and members of the Bloomington/Normal community.
 - d. Advantage Illinois - Enhancing access to capital for Illinois businesses is a top priority. The Brookings Institution has noted that more than 95% of new jobs are

derived from business expansion or start up activity. Small businesses are the backbone of the Illinois economy, and the Advantage Illinois program is there to assist. By working with the state's banking community and venture capitalists, we'll help entrepreneurs and small businesses start up, expand and create new jobs at a faster rate.

- e. KeyStart is an idea submission and pitch competition which will award a \$5,000 investment to one new business idea per bimonthly program cycle. The purpose of this program is to provide entrepreneurs with fast access to capital in order to turn ideas into real companies.
- f. The Turner Center for Entrepreneurship is a not-for-profit program located at Bradley University. It provides business counseling, technical assistance, training, and educational activities for individuals interested in owning their own businesses.
- g. Illinois Wesleyan Design, Technology and Entrepreneurship Program. This is a new program being offered for the first time in the fall of 2016. This unique interdisciplinary program incorporates creative and technical skills, material science, and finance and management. Students will make product prototypes, create business plans, and develop electronic portfolios of their finished products. Faculty and resources for the program will come from physics and other disciplines within the natural sciences, the College of Fine Arts, business administration, marketing and accounting.
- h. The Illinois Small Business Development Center at Illinois State University (SBDC) was established in March 2005 to help entrepreneurs start a new business or expand or improve an existing business. The Center offers one-on-one confidential counseling for all phases of business activities.
- i. Spoon River College and the Spoon River Partnership for Economic Development jointly sponsor the Small Business and Entrepreneurship Resource Expo. The Expo informs local small business owners about potential resources that can help their business prosper
- j. Slingshot CoWork is a co-working space dedicated to the startup community in Bloomington Normal. Created to be a call to the community that the entrepreneurial spirit is alive and well. This space is dedicated to creating jobs for people right here in Bloomington Normal.
- k. The Nest is a co-working space that provides a shared work environment that combines the flexibility independent professionals have with the connectedness they need. Co-working is a sustainable alternative to isolation and distraction from home offices and cafes.
- l. The Illinois Small Business Development Center provides free business counseling and low-cost training programs for existing and startup businesses in Central Illinois.
- m. Startup Peoria is a program of the Greater Peoria Economic Development Council. It exists to develop an ecosystem, for entrepreneurs and innovators, to launch successful ventures that contribute to the growth and sustainability of Greater Peoria.

- n. Peoria NEXT Innovation Center is the home of researchers, inventors and entrepreneurs that are transforming new technologies and innovations into commercial enterprises.
- o. Central Illinois Angels is an investment organization focused on providing equity to opportunities that show a promise of significant return to its members.
- p. Innovative Entrepreneurs – is a high school program from Unit 5 school district in McLean County. This program connects students with local business owners so they can see day-to-day operations and hear their startup stories.

The region will use the above listed initiatives to help focus investments on the key sectors that have been identified for the region.

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)).

To implement initiatives designed to meet the needs of regional employers, the region will undertake the following strategies:

1. Work Based Learning – Earn and Learn Models - To increase the utilization of work-based learning in the region we will work through existing initiatives such as the Strategic Manufacturing Group, Healthcare Exchange and Bloomington Advantage addressing our target industry sectors to promote these programs to regional employers. We will also work with our business service teams LEAP (Local Employer Assistance Partnership), to standardize the promotion of these programs when meeting with employers.
2. Sector Strategies - The region plans to use both Career Pathway and Talent Pipeline approaches to support our sector strategies. We will inventory the current information on Career Pathways in the region and evaluate how complete they are. It is our plan to create pathways with multiple entry and exit points, so that participants with varied levels of educational attainment can enter a career pathway at an appropriate entry point to obtain the skills and credentials that they need. These career pathways will also enable participants to exit into employment that is relevant for the skills and credentials they have obtained or continue in further education and training to prepare for better-paying jobs that require more advanced skills. Registered and non-registered apprenticeships, pre-apprenticeships that obtain industry recognized credential programs will be used to establish Talent Pipelines that puts the employer as the primary consumer of the program. Incumbent worker programs will be utilized to upgrade the skills of the existing workforce. The region will explore these models and work to develop training programs using this approach.
3. Coordinated Business Services - Partners in the region will provide cross training on the programs and services that they offer to employers. The Economic

Development Partners in the region will take the lead in developing common messaging and marketing of business services. The partners will develop strategies that go beyond program silos to promote their employer services.

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

The Region will use the following strategies to increase apprenticeships and other work-based learning opportunities:

- Target industries such as manufacturing, transportation/warehousing and construction that lend themselves to apprenticeship training as part of a Next Generation Sector Partnership.
- Identify occupations within the targeted Tier 1 and Tier 2 Industry Sectors that have the greatest skills gap and can be addressed by on-the-job learning.
- Include Registered Apprenticeship programs on the Eligible Training Provider List, thus qualifying associated training for Title 1 funding.
- Business Service Teams will promote work-based learning to meet employer needs for skilled workers.

Examples of current initiatives include:

1. Industrial Maintenance Apprenticeship for Bridgestone. It contains an incumbent worker training project for Multi-skill Maintenance and Reliability in which 10 electrical and mechanical maintenance employees will be cross trained. The training is through RedVector.com dba Vector Solutions Un. of TN College of Engineering. The training will be a combination of online and classroom instruction. All the training will be done at the Normal Bridgestone plant. The cost for this training is about \$31,000.00 based on all employees successfully completing the training. There will also be an opportunity for new hires to be trained and the possibility of pathway programs for high school students into the apprenticeship.
2. CAP-IT Grant - ICC has received a Customized Apprenticeship Program-Information Technology (CAP-IT) grant that will provide apprenticeship programs to provide paid work-based learning and postsecondary education. The CAP-IT grant will benefit the regions efforts to expand apprenticeships in Information Technology.
3. Apprenticeships - Employer partners, education and workforce development continue to work together to design new apprenticeship programs. ICC, working with regional stakeholders have established secure software and industrial maintenance apprenticeships and are working with partners on additional regional apprenticeship programs.
4. Department of Labor Registered Apprenticeships Programs - HCC is developing a number of DOL registered apprenticeship in the manufacturing sector.
5. Internships – Several of HCC’s applied programs require an internship to ensure work-based learning is part of the program of study.

6. Job Shadowing – Several of HCC’s applied short-term work-ready programs incorporate job shadowing to orient the students to the real-world environment.
7. Compete and Connect – HCC GED students gain employability skills and workplace experience, with support from Career Link. Goal is to continue the program in McLean County and advance the model as a regional strategy by expanding in Logan and Livingston Counties.

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.

A goal for the region is to assist adults in obtaining credentials. Only 40% of the adults in the region currently have a post-secondary credential when 60% is required for economic vitality. Various initiatives throughout the region are designed to assist in assuring that 60% of the adults in the region obtain a post-secondary credential by 2025.

These initiatives include:

1. Workforce Equity Initiative - Illinois Central College is the lead college of an \$18.7 million Workforce Equity Initiative partnering with 14 additional Illinois community colleges. The initiative addresses local workforce gaps and employment barriers in an effort to prepare underserved individuals with a decent and equitable employment opportunity. The initiative focuses on developing our area’s workforce by providing participants with a credential and a living wage. It addresses high demand-careers and targets low-income individuals, those living in high crime and high poverty areas, unemployed individuals and minorities. The Workforce Equity Initiative will train participants in the high-demand occupations of Computer Numerical Control (CNC) Operator, Welder, CDL Truck Driver, CompTIA A+, CompTIA Network+, Local Area Network (LAN) Technician, Licensed Practical Nurse (LPN), Emergency Medical Technician (EMT) and Paramedic. The end goal is for participating students to secure employment with a full-time job paying at least 30 percent above the regional living wage.
2. Regional Workforce Alliance - The Regional Workforce Alliance is a monthly gathering of business professionals and educators, creating connections to align public and private sector resources across the region for the benefit of developing a qualified workforce for Greater Peoria. The Regional Workforce Alliance has three committees that address:
 - The emerging workforce- Addresses K – 6, Middle School/Career Exploration, High School Career Experiences/College Credits, Career Decisions, Post- secondary credentials (Community College/Trade School, Apprenticeships, Regional 4 year Colleges/Universities, Military, Industry Specific) focused on retaining aligned workforce gaps and credential young adults

- Upskilling working adults- Targets underemployed and under credentialed adults with work experience to obtain credentials that address workforce gaps. Earn and Learn – short term to under 3 years
 - Individuals facing multiple barriers - Focuses on adults who swirl through Community Based Organizations and support systems with little to no credentials or work experiences to qualify them for entry level job stabilization
- Each committee is aligning its efforts to increase the number of credentialed adults, grow the workforce, meet business needs and expand economic vitality.

3. Highway Construction Careers Training Program - The Highway Construction Careers Training Program is a partnership between the Illinois Department of Transportation and Illinois Central College. This program is an intensive 12-week program to learn the skills necessary for acceptance in the trades and the opportunity for a career with high wage-earning potential. The goal of the program is to increase the number of minorities, women, and disadvantaged individuals working in the construction trades. The training includes, but is not limited to, First Aid/CPR certification, job readiness, math for trades, OSHA 10-hour certification and technical skills training.
4. Solar Pipeline Training Program - The Solar Pipeline Training Program is part of the Future Energy Jobs Act. ICC in partnership with Commonwealth Edison have developed the program that provides students the opportunity to compete for solar entry-level positions. Students gain the fundamental knowledge and hands-on experience necessary to analyze, design, sell and install photovoltaic systems. Students earn OSHA certification and upon successful completion of the program have the ability to take the North American Board of Certified Energy Practitioners (NABCEP) Photovoltaic Associate Certification.
5. Complete and Connect - program for HCC Adult Ed (GED prep) students to gain employability skills and workplace experience, with support from Career Link. Goal is to continue the program in McLean County and advance the model as a regional strategy by expanding in Logan and Livingston Counties.
6. Career Now – this program is a part of HCC’s Early College opportunities and offers high school seniors’ dual credit toward their high school diploma and a work ready program. The goal is to help those students in danger of not graduating on time or those without specific post-secondary plans. High schools participating will provide work-based experiences in addition to credit. HCC will provide college credit and work readiness for an entry level job with a career path if a student chooses to return to post-secondary at a later date.
7. Apprenticeships, internships, and work-based learning - HCC is seeking US Dept. of Labor approval to offer registered apprenticeship in several areas of manufacturing. The

College also has numerous programs that incorporate either an internship or other form of work-based learning.

8. Development of Academic Pathways - HCC is mapping out academic pathways leading to specific careers. These maps provide clear guidance to students as to what course of study they should pursue from high school through career.
9. Work Ready short-term certificates - HCC is developing a number of short-term (<1 year) programs that lead directly to employment and are stacked into larger certificate or degree programs that provide for career advancement.

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.

As discussed throughout the plan, the region will take the following steps to foster the improvement and expansion of employer-driven regional sector partnerships, including the development of Next Generation Sector Partnerships.

1. Identify existing economic development efforts throughout the region by industry sector.
2. Identify existing employers within the region by industry sector, both those that are currently “system engaged” and those that are not.
3. Inventory the current sector-partnerships and career pathways by industry sectors.
4. Prioritize occupations within the targeted industry sectors.
5. Inventory existing Career Pathways and evaluate how complete they are. Conceptualize new Career Pathways where none exist.
6. Develop Talent Pipeline Solutions, Apprenticeships, Incumbent Worker and On-the-Job Training opportunities for targeted industry sectors.

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.

The region will take the following steps to expand career pathways:

1. Create employer driven models to recruit and place individuals in earn and learn opportunities on the pathway that are based on the skills requirements of the job.
2. In response to employer input, identify and/or design assessment tools that best identify the skills gap of individuals referred to employers for earn and learn training.

3. Develop Registered Apprenticeships with employers in our targeted industry sectors.
4. Develop dual credit transfer courses and dual credit work-based learning for high school students.
5. Develop strategies and structured industry-informed pathways that are regionally aligned so that high school students can more seamlessly transition to community college career technical education (CTE) certificates and/or transfer degrees.
6. Develop Adult Education programs that allow the student to earn a High School Equivalency Certificate while earning and industry-recognized credential in a short-term certificate program as a first step on a pathway to other careers.

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 region has numerous initiatives designed to expand career services and opportunities for populations facing multiple barriers to help them close the gap in educational attainment. These include:

1. **Disabled:** The State VR program honors customer informed choice. This methodology includes an interactive process between DHS-DRS and the customer that provides sufficient, objective information and options that are designed to empower the customer in selecting services, providers and outcomes. The VR Counselor provides Career Counseling and Vocational Guidance which includes utilization of information from The Career Index, Career Information Systems, or O*Net, as well as counselor knowledge of the local labor market and current employment activity. The planned employment goal should be consistent with the customer's unique strengths, priorities, concerns, abilities, capabilities, career interests and informed choice. The employment outcome chosen by the customer should be supported by the counselor unless the assessment clearly contraindicates the customer's choice.

The concept of customer informed choice does not necessarily mean that the customer will use information to choose an employment goal in a growth sector. The VR counselor will discuss the issues in finding employment that will occur as a result of choosing a vocational goal in a low growth sector, but unless there are limitations or concerns that specifically contradict the vocational choice by the customer the customer's informed choice should be honored.

2. **Offenders:** The Re-entry Employment Service Program (RESP) consists of IDES Employment Service Reps working with ex-offenders who may be on parole and/or living in an Adult Transition Center (ATC), which may be known as a half-way house. The workshops are offered on a weekly basis to the ex-offenders and help them in the areas of creating targeted resumes, dressing for success and being prepared for interviews, informing them of programs that are available to employers (Fidelity

Bonding, Work Opportunity Tax Credit, and Illinois State Tax Credit for hiring ex-offenders are several examples) that should be mentioned when the ex-offender is interviewing for a job.

3. **Veterans:** IDES provide assistance to military veterans in several ways. For veterans who have barriers (e.g. physical, psychological, educational, resume filled with military jargon, etc.), a Veterans' Rep will help them work to overcome those barriers. Another level of Veterans' Rep works with employers in the area encouraging them to hire veterans for their job openings. When a veteran is declared to be job ready, he/she is referred to employers who have openings in the fields for which the veteran has experience/training.
4. **Youth:** IDES' Hire the Future program is geared to young adults aged 16-24 and is designed to facilitate the transition into the workplace.

Both In and Out of School youth are exposed to Sector-based Career Pathways through Sub- Contractor led programs in addition to Work Experience related opportunities.

In-school youth participate in Drop-Out Prevention programs while enrolled in Secondary high schools where Career Exploration is a very large part of the curricula. Focus is often placed on learning Vocational/ Technical skills firsthand through hands-on classroom activities/projects or Job Shadowing Experiences.

Out of school youth participate in Dropout Recovery Programs. Youth obtain their GED (high school equivalency) while also taking part in career exploration activities and ICAPS opportunities. Out of school youth are highly encouraged throughout the program to take advantage of post-secondary opportunities that are available to them during and after the GED obtainment period.

Students also receive further career guidance through Transitional Grant participation. Two local Youth Providers offer continued Career opportunities/exploration once the youth has completed his/her GED and are entering either the Post-secondary or Employment track. Students receive continued support throughout their Follow-up period.

5. **National Farm Workers:** The National Farmworker Jobs Program (NFJP) is a nationally directed program of services for chronically underemployed and unemployed migrant and seasonal farmworkers (MSFWs) which is administered by the Illinois Migrant Council. NFJP goals are to strengthen the ability of MSFWs and their dependents to obtain or retain unsubsidized employment or stabilize their unsubsidized employment in agriculture; deliver career services, training, and related assistance to eligible MSFW including youth; provide access to career services for MSFW through the One-Stop services delivery system; and coordinate with the State Workforce Agency and Monitor Advocate System Migrant and Seasonal Farmworker Program.

6. **Long Term Unemployed:** Title 1’s current initiatives involve the incorporation of Sector based Career Pathways for potential Long-Term Unemployed population, including but not limited to the Mitsubishi and Caterpillar layoffs. Tailor made workshops relating to career exploration in high growth occupational fields along with job readiness training and activities are customized for the aforementioned populations. They have also contracted with two community colleges to provide Work Readiness Training for affected laid off workers.
7. **Low Skilled Adults and Youth:** Another initiative involves creating additional Bridge Program and Integrated Education and Training (IET) opportunities for participants enrolled in GED Recovery Programs. Currently, one of our colleges offers a CNA dual enrollment opportunity. ICC has added a Manufacturing Bridge and a Production Welding Certificate IET program. In addition to the CAN program, Adult Ed will add a Healthcare IET program with Medical Office Assistant—Basic certificate and a MOS certificate in the fall of 2020. Ideally, our intent is to seek advice from Career and Technical Education Advisors regarding logistics, etc. involved in developing avenues to additional career sector pathways.
8. **General:** An expansion of workshops, including more focused content related to preparing individuals for entry into these sector based career opportunities will include: Basic Skills Remediation for the Out of School Youth and the Long Term Unemployed populations in order to prepare them for initial entry and competency requirements necessary for successful completion of selected career pathways. A College Preparatory component will also be infused into the existing workshop curricula. Based on current feedback from participants, the newer “electronic based form” of teaching is a tremendous barrier to those re-entering the educational field. Hopefully, the advanced overview of today’s classroom/expectations will deflate customer anxiety and the potential of “dropping out” of a program. Additionally, incorporation of the Veteran’s population into these workshops serves as a high priority for our LWIA. The learning curve for this population seems to resemble that of a long-term unemployed individual entering post-secondary education.

In addition to these initiatives, regional partners will work to address how to fully mainstream targeted populations into sector-based career pathways. We will develop data on these populations to determine the extent to which they are already involved in existing career pathways. We will also utilize technical assistance provided by the State to help us achieve this goal.

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 NCEDR supports the State’s goal of 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. Although we lack the ability at the regional level to impact the development of such systems, if they are created, we will encourage our local employers and job seekers to use them. The regional partners welcome any opportunity to provide input into the design of the systems that make up the data infrastructure that is under development.