

Workforce Development System Online Forum

**Developing a four-year plan for
Illinois's Workforce Development System**

Prepared by KEB



Background and Context



Today's Purpose



What is WIOA?

WIOA is federal legislation that is designed to strengthen and improve our nation's public workforce system and help get Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers.



What is WIOA?

WIOA strategically aligns
core workforce
development programs.



What is WIOA?

WIOA fosters regional collaboration within states through local workforce areas.

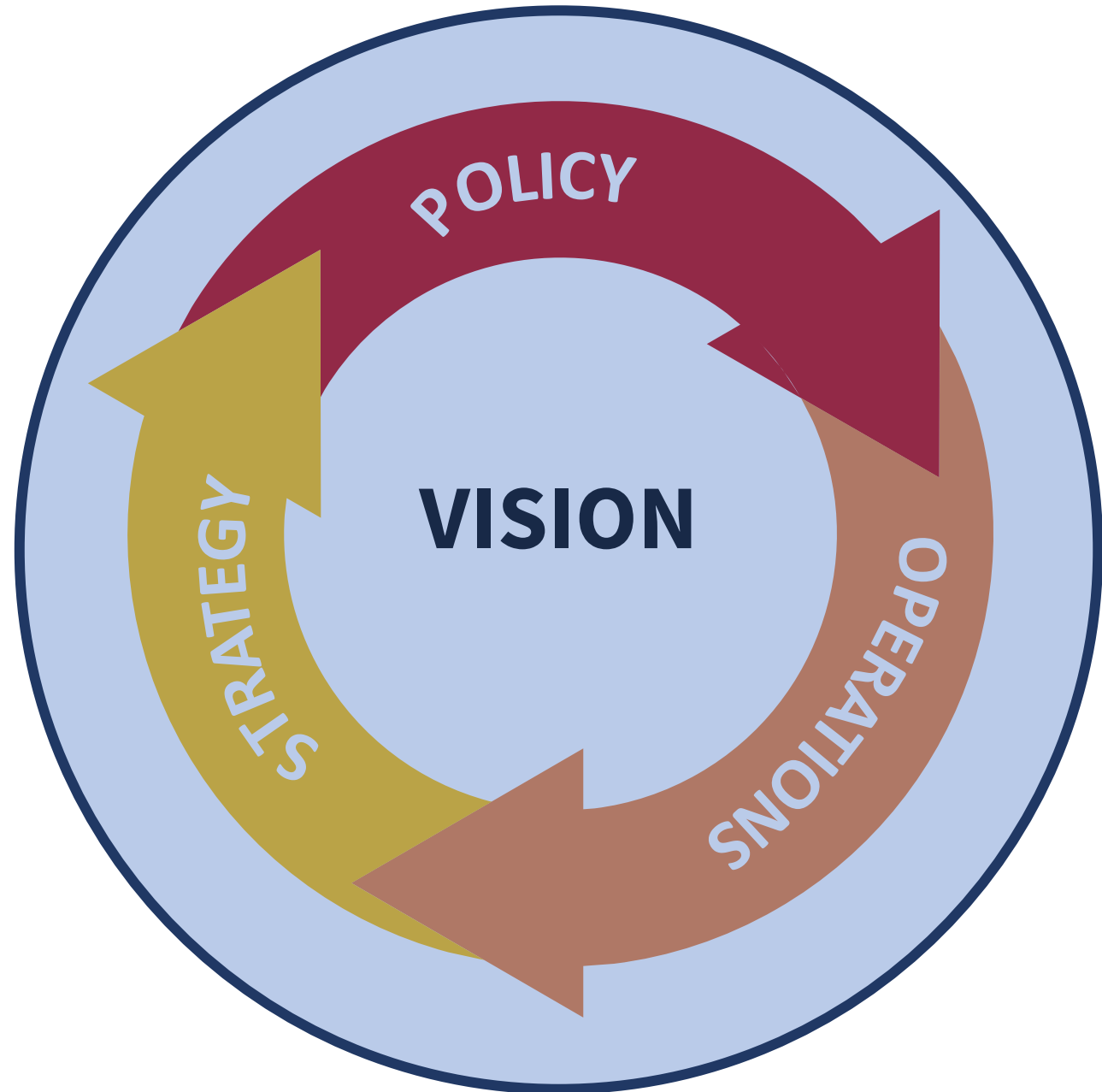


What is WIOA?

Provide high-quality jobs and careers for job-seekers.

Help employers hire and retain skilled workers.

1. **(Blue) Vision.** The lens of what the workforce development system can and should be.
2. **(Yellow) Strategy.** Set the priorities and objectives to achieve the vision for Illinois' workforce development system.
3. **(Red) Policy.** Developed through inclusive efforts to set clear expectations, requirements and procedures for operationalizing priorities.
4. **(Orange) Operations:** Operational plans to implement those strategies and policies with real commitments and resources. Those efforts are then maintained and adapted over time.



Illinois Vision and Strategies

Governor J.B. Pritzker

Illinois Workforce Innovation Board (IWIB) oversees the development, implementation and modification of the Unified State Plan and provides strategic leadership for the state's workforce development system

IWIB Committees, Work Groups, Task Forces

Standing Committees and Subcommittees serve ongoing efforts to develop initiatives that advance priorities in the Unified State Plan.

Task Forces have a defined charge and timeline around a specific initiative. Once those initiatives are launched, then the efforts transition to operationalizing, maintaining and providing professional development around those initiatives.

Policy Work Groups have a defined charge to develop a policy around a specific topic. Once those policies are formally issued, then other groups begin to operationalize, maintain and provide professional development around those policies.

WIOA Interagency Teams

WIOA Interagency Leadership Team conducts high-level operations planning and coordination of State agencies and required partner organizations

WIOA Interagency Technical Assistance Team provides operational guidance and resolves state and local implementation issues

WIOA Core and Required Partners make services available through American Job Centers and contribute to the cost of operating local systems

Local Workforce Innovation Boards are the lead conveners of WIOA activities and strategies in regional and local plans and partner with CEOs to oversee the local workforce system

Illinois Workforce Partnership advocates and connects businesses and individuals to resources

2024 WIOA State Plan

The Illinois Workforce Innovation and Opportunity Act (WIOA) State Plan provides a vision of the Governor's integration of workforce, education and economic development policy and programs for the State of Illinois.

Additionally, the WIOA State Plan also serves as a federal compliance document for the United States Departments of Labor and Education under the federal WIOA.

Strategic Elements



**ECONOMIC
ANALYSIS**



**EMPLOYER'S
EMPLOYMENT
NEEDS**



**WORKFORCE
ANALYSIS**



SKILLS GAPS



**VISION AND
GOALS**



STRATEGIES

Economic Analysis



ECONOMIC ANALYSIS

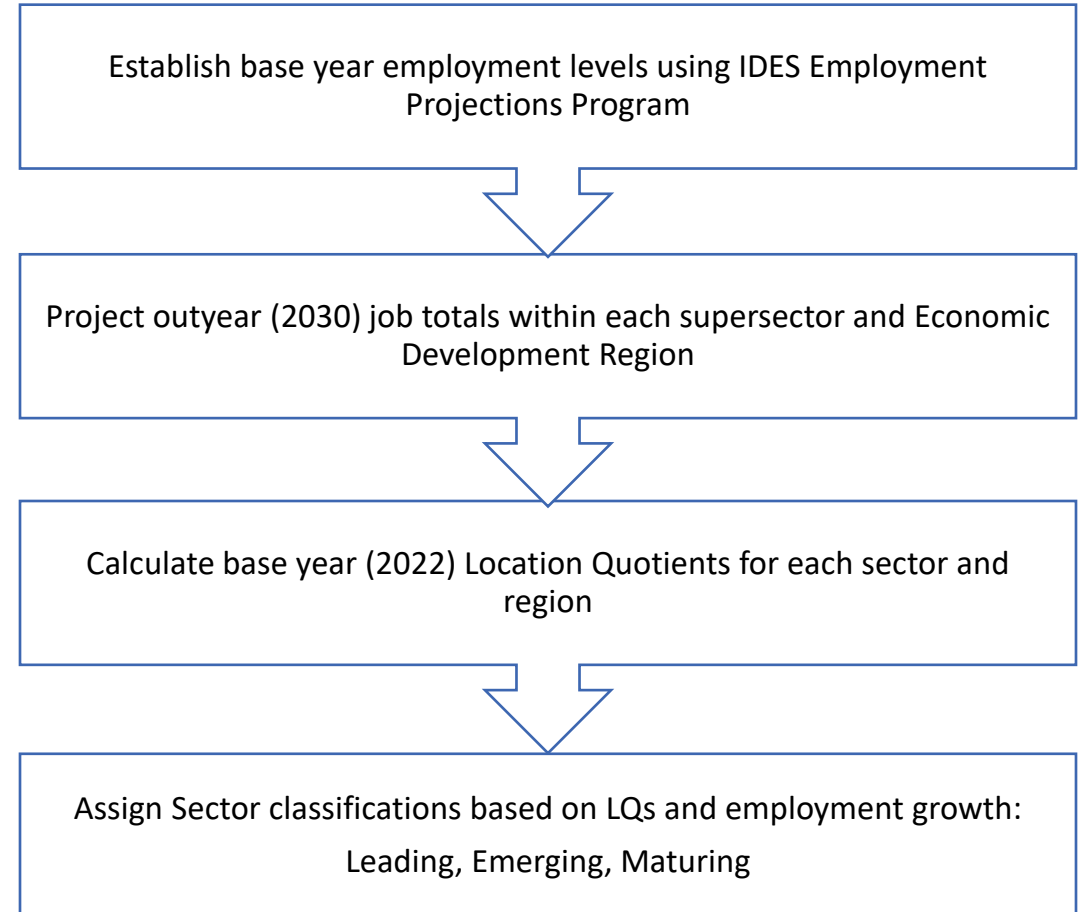


EMPLOYER'S
EMPLOYMENT NEEDS



WIOA Plan Sector Classification Process

Teams within the Economic Information & Analysis Division collaborated to inform the data and identify sector classification status at both the Statewide and regional areas.





Leading Industries: Illinois Statewide

Labor in these industries is more concentrated than the national average. The number of jobs is anticipated to increase over the next 8 years.

North American Industry Classification System (NAICS) Title	Base Year Employment 2022	Projected Year Employment 2030	Net Change 2022-2030	Location Quotient 2022
TOTAL, ALL INDUSTRIES	6,362,775	6,542,650	179,875	1.00
Transportation and Warehousing	350,646	378,324	27,678	1.25
Financial Activities	403,166	421,118	17,952	1.15
Manufacturing	571,391	575,158	3,767	1.15
Professional and Business Services	970,812	971,653	841	1.11
Utilities	23,852	24,547	695	1.09

Source: IL Department of Employment Security Statewide Long-Term Employment Projections & BLS National Long-Term Employment Projections



Emerging Industries: Illinois Statewide

Labor in these industries is less concentrated than the national average. The number of jobs is anticipated to increase over the next 8 years.

North American Industry Classification System (NAICS) Title	Base Year Employment 2022	Projected Year Employment 2030	Net Change 2022-2030	Location Quotient 2022
TOTAL, ALL INDUSTRIES	6,362,775	6,542,650	179,875	1.00
Health Care and Social Assistance	816,218	855,247	39,029	0.98
Retail Trade	571,311	592,583	21,272	0.95
Agricultural Production	71,639	72,937	1,298	0.95
Leisure and Hospitality	558,857	612,602	53,745	0.91
Government	324,434	348,013	23,579	0.82
Construction	230,263	238,373	8,110	0.77

Source: IL Department of Employment Security Statewide Long-Term Employment Projections & BLS National Long-Term Employment Projections



Maturing Industries: Illinois Statewide

Labor in these industries is more concentrated than the national average. The number of jobs is anticipated to decrease over the next 8 years.

North American Industry Classification System (NAICS) Title	Base Year Employment 2022	Projected Year Employment 2030	Net Change 2022-2030	Location Quotient 2022
TOTAL, ALL INDUSTRIES	6,362,775	6,542,650	179,875	1.00
Wholesale Trade	294,854	289,569	-5,285	1.28
Personal and Other Services	262,278	252,722	-9,556	1.07
Educational Services, Private and Public	558,016	550,625	-7,391	1.03

Skills Gap



SKILLS GAPS

Workforce Analysis

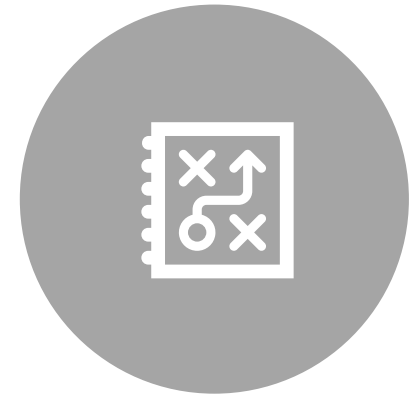


WORKFORCE ANALYSIS

Vision, Goals and Strategies



VISION AND GOALS



STRATEGIES

State Plan Vision

Illinois' workforce system will meet employers, jobseekers, and community members where they are, centering the customer experience in an interoperable, equitable, and accessible manner to ensure all customers achieve their goals. We will support employers by building diverse, quality career pathways and provide effective training, education, and economic opportunities for jobseekers and communities to thrive.

WIOA State Plan Key Goals



Illinois' Workforce Development System is an example of excellence in its approach to collaboration and customer service.



Illinois' Workforce Development System will enhance employers' abilities to hire and retain skilled workers that meet their emerging needs.



Illinois' Workforce Development System will use customer-centered and data-informed practices to improve the quality of the jobseeker experience in pursuing fulfilling career pathways in a manner that is equitable and accessible.

State Strategies to Achieve These Goals:

Eleven (11) essential state strategies underpin Illinois' commitment to engage and support all parts of our education, workforce, and economic development systems.



Draft Goal 1 Strategies

Illinois' Workforce Development System is an example of excellence in its approach to collaboration and customer service.

The Workforce Development System uses a customer-centered approach to service delivery.

The Workforce Development System centers equity and access.

WIOA partners and other workforce and education systems in Illinois enhance coordination and collaboration.

Jobseekers and employers have a broader awareness of the Workforce Development System.

The state enhances local service delivery through supporting frontline workers.

Draft Goal 2 Strategies

Illinois' Workforce Development System will enhance employers' abilities to hire and retain skilled workers that meet their emerging needs.

The Workforce Development System supports, informs and enhances employers' talent strategies.

The various partners in the Workforce Development System leverage their business services to provide more holistic support to employers.

The Workforce Development System will build out tools and practices that can help employers adopt a culture that promotes equity and accessibility.

Draft Goal 3 Strategies

Illinois' Workforce Development System will use customer-centered and data-informed practices to improve the quality of the jobseeker experience in pursuing fulfilling career pathways in a manner that is equitable and accessible.

The Workforce Development System educates and supports jobseekers regarding how to navigate the labor market.

The Workforce Development System interacts with jobseekers in the places where they live and visit.

The workforce development system will use a data-informed approach to reduce barriers to services for jobseekers who have historically been marginalized.

Operational Elements



Implementation of the State's Strategies



State Operating System and Policies



Assessment and Evaluation of Program.



Program Data



Addressing Accessibility of the One-Stop Delivery System

For Individuals with Disabilities
For Individuals who are English Language Learners

Draft Activities

- Explore a virtual front door
- Set a good-job standard for training programs and employers the system works with
- Develop a marketing plan for the system
- Create a better referral system for local areas
- Utilize apprenticeships to build talent pipelines
- Encourage sector-based partners so that all employers can thrive
- Provide tools and practices for employers to support DEIA efforts in their workplaces

Why Industry Sector Partnerships?

“Our [workforce] needs are unique, so we need customized solutions”

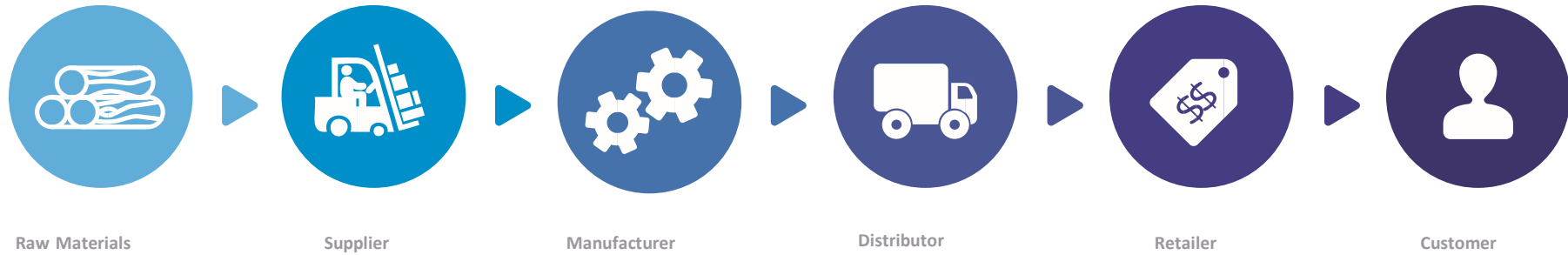
“How can I fill my ongoing need for talent?”

“I just want to talk to one person or one group...that can address all my talent needs”

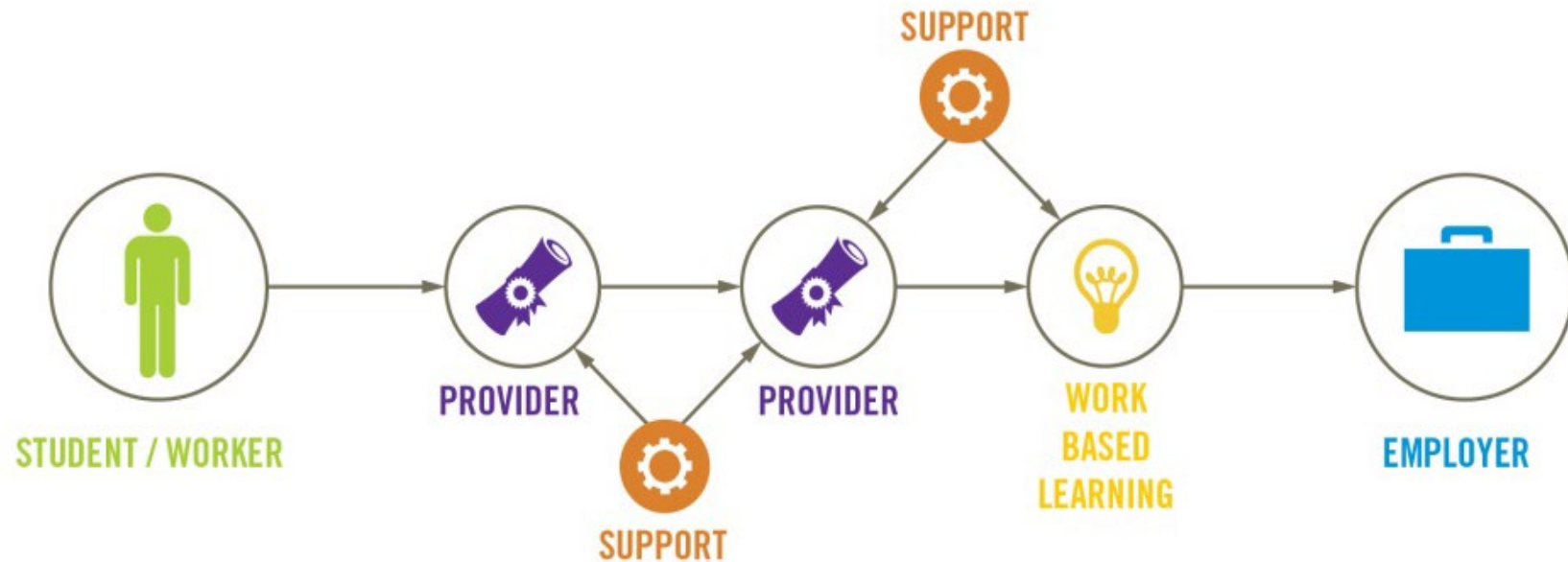
“I want to talk to someone who understands our industry”

Supply Chain Management Model

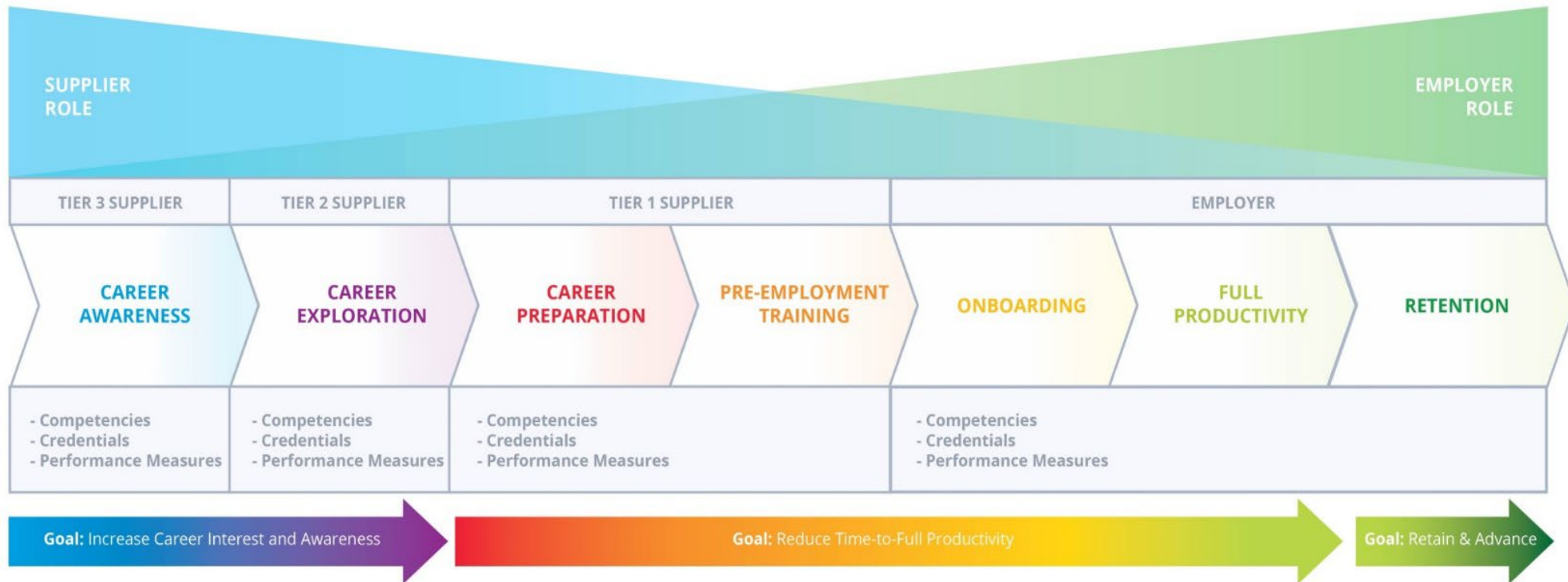
1



2



Talent Stream





- 1 Business at Center
- 2 Industry as Partners
- 3 Aligned Community Partners
- 4 Qualified Convener
- 5 Regionally Focused

Ensuring Accessibility

- Assessment of service delivery
- One-Stop Center Certification
- Professional Development
- Technical Assistance
- Real-time interpreters

Next Steps

- In person listening sessions
- Incorporate feedback from listening sessions
- Publish draft plan for public comment period
- Incorporate public comments
- Submit to U.S. Department of Labor