



# 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.

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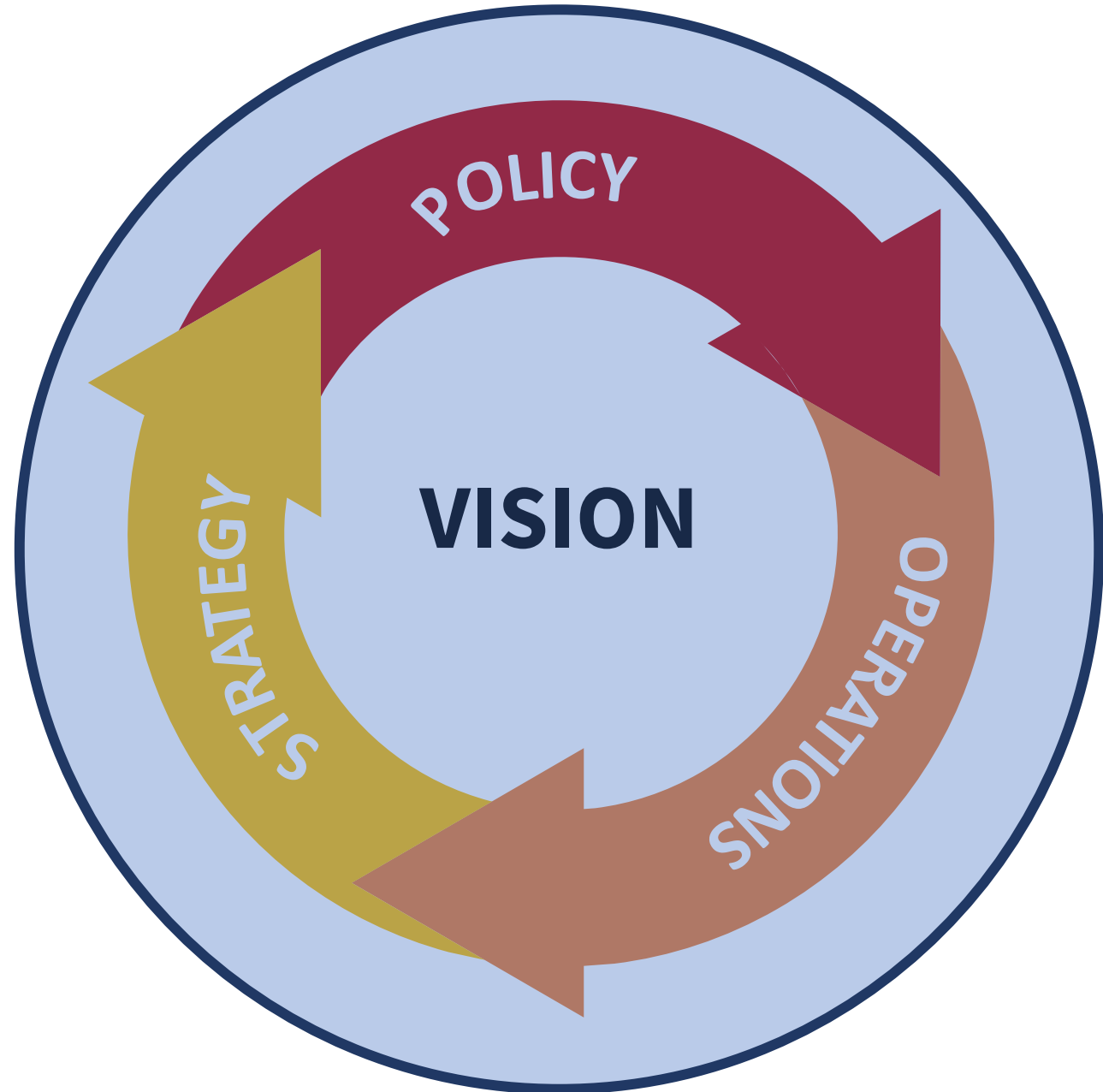
WIOA fosters regional collaboration within states through local workforce areas.

# 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**

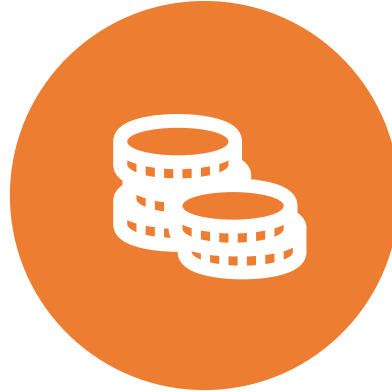


**VISION AND  
GOALS**



**STRATEGIES**

# Economic Analysis



ECONOMIC ANALYSIS



EMPLOYER'S  
EMPLOYMENT NEEDS

Skills Gap



**SKILLS GAPS**

# Workforce Analysis



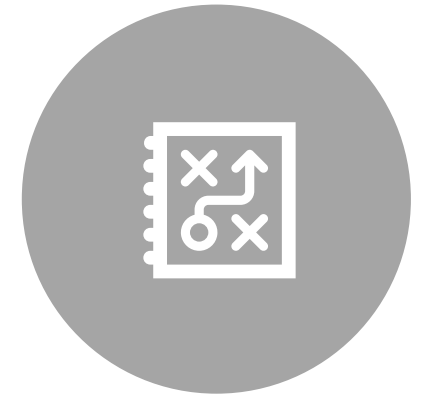
**WORKFORCE ANALYSIS**



# 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.

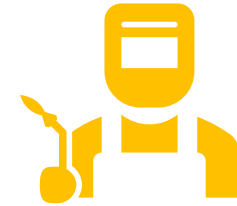
# WIOA State Plan Key Goals



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 pre-apprenticeships and 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

# 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