

Apprenticeship
ILLINOIS.com
Prepare • Train • Retain



Discover more about apprenticeship

**ROI WITH BUSINESS SECTOR
PARTNERSHIPS**

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WHAT BUSINESSES SAY THEY NEED

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

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

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

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

WHAT IS THE RESPONSE? INDUSTRY SECTOR PARTNERSHIPS

Industry Sector Partnerships are regional, industry-driven approaches to building a skilled workforce. They are perhaps the most effective way to align public and private resources to address the talent needs of employers, as defined by employers.

Industry Sector Partnerships are not a one-off program or a singular training initiative.

TRANSFORMING BUSINESS ENGAGEMENT: INDUSTRY SECTOR PARTNERSHIPS

From Transactional to **Transformational**

Transactional

(The "Old Way")



Fill job orders

One-off job placement

Workforce services loosely informed by employer needs through survey or one-off engagement

One-to-one relationship

Transformational

(The "New Way")



Solve hiring, training, and pipeline challenges across occupations and skill levels

Career pathways systems change

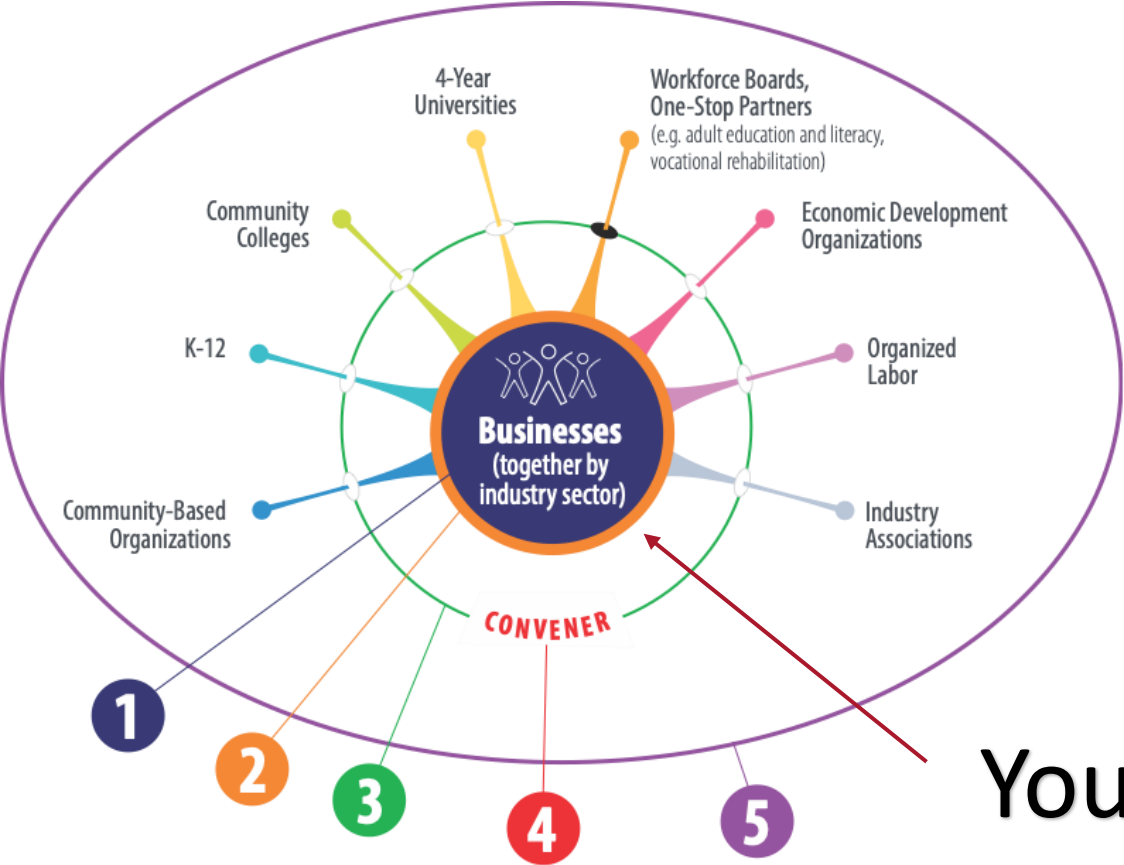
Education/training designed in partnership with employers

One-to-one many
(industrial sector partnerships)

WHO ARE THE PARTNERS THAT MAKE UP AN **INDUSTRY SECTOR PARTNERSHIP**?

Partner roles in industry sector partnerships

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



Your Company

INDUSTRY SECTOR PARTNERSHIPS

THE ILLINOIS APPROACH TALENT PIPELINE MANAGEMENT



1. Built on industry best practices
2. Focused on employer-ROI
3. Authentically employer-led
4. Structured process for collective action and decision making
5. More granular and actionable data on workforce demand
6. Full spectrum of talent sourcing partners
7. Shared value, competitiveness, and accountability



PANEL DISCUSSION – PART 1

QUESTION:

Both of you are participating in the Illinois TPM Academy training program and will be completing the training next month. As an employer and as a training provider what do you see as your most significant role as a business sector participant?

QUESTION:

What advice would you give to an employer, training provider, or workforce area who is not sure of the benefit or ROI of engaging in a business sector partnership?



VALUE IN ORGANIZING AND/OR JOINING REGIONAL EMPLOYER COLLABORATIVE



Stronger brand
recognition when
recruiting



Improved leverage



Shared capacity
building



Clear
communication
around talent
needs



Easier
management of
business risk



Improve ROI

SHARED PERFORMANCE MEASURES/ROI



Career Awareness & Preparation

% of students **DEMONSTRATING** career interests

% of students **PARTICIPATING** in internships

% of students **ACQUIRING** required or preferred credentials



Point of Hire

% of referred applicants who **MEET** the job requirements

% of referred applicants **HIRED**



Onboarding & Retention

% of hires **MEETING** performance measures

of days from **HIRING TO MEETING** performance

% of hires **RETAINED** in employment

WIOA PERFORMANCE ROI



% OF PARTICIPANTS
IN UNSUBSIDIZED
EMPLOYMENT
DURING THE
SECOND QUARTER
AFTER EXIT FROM
PROGRAM



% OF
PARTICIPANTS IN
UNSUBSIDIZED
EMPLOYMENT
DURING THE
FOURTH QUARTER
AFTER EXIT FROM
PROGRAM



MEDIAN
EARNINGS IN
UNSUBSIDIZED
EMPLOYMENT
DURING THE
SECOND
QUARTER
AFTER EXIT
FROM THE
PROGRAM



% OF PARTICIPANTS
WHO OBTAINED A
RECOGNIZED
POSTSECONDARY
CREDENTIAL, OR A
SECONDARY
SCHOOL DIPLOMA
OR RECOGNIZED
EQUIVALENT
DURING
PARTICIPATION OR
WITHIN ONE-YEAR
AFTER EXIT FROM
THE PROGRAM



% OF
PARTICIPANTS
ACHIEVING
MEASURABLE
SKILL GAINS
TOWARD A
RECOGNIZED
ADVANCED
SECONDARY
CREDENTIAL OR
EMPLOYMENT



EFFECTIVENESS
IN SERVING
EMPLOYERS



PANEL DISCUSSION – PART 2

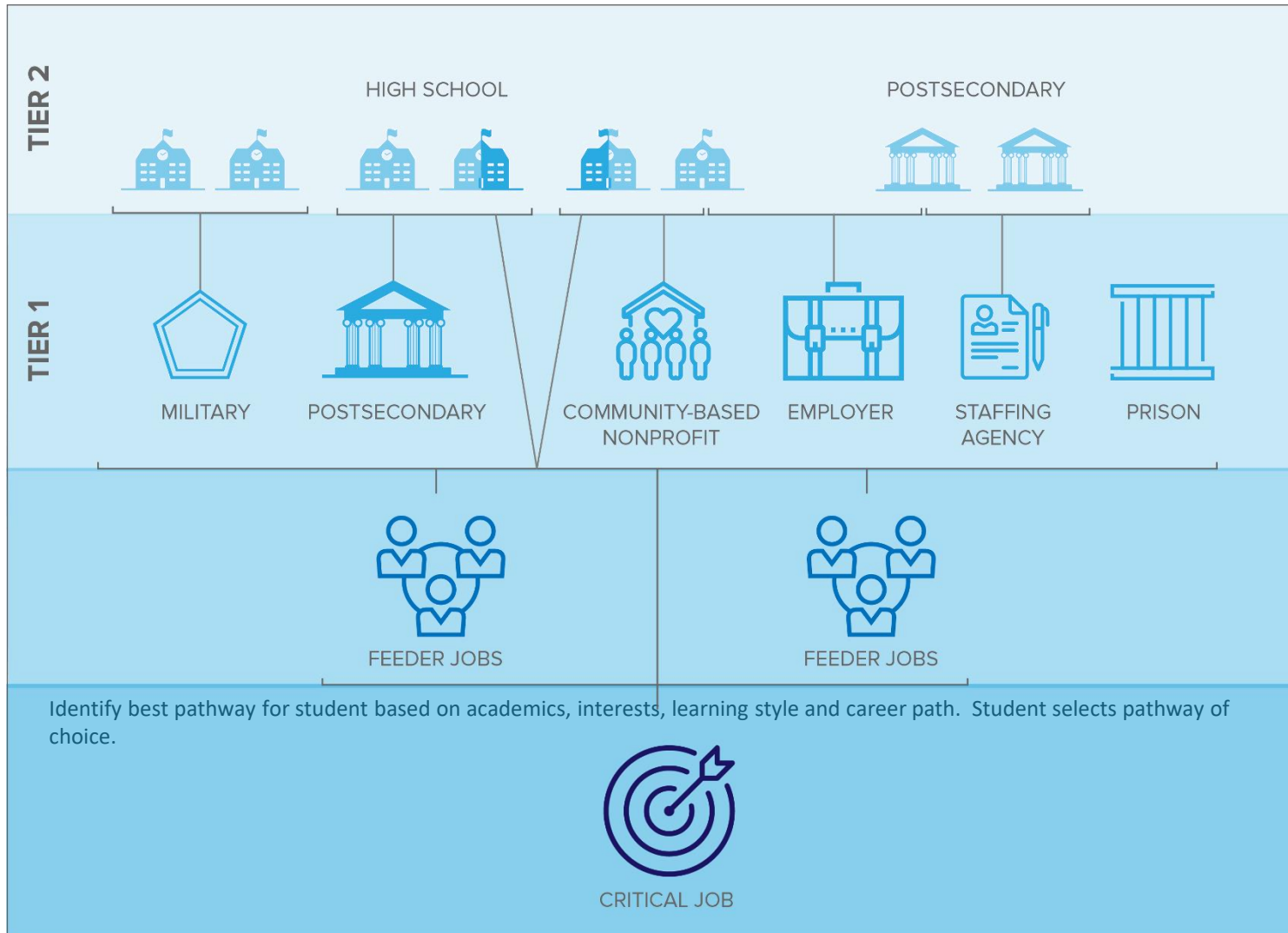
QUESTION:

Over the last three years, the workforce has changed significantly. The previous workforce strategies for recruitment, and demand planning job projections are two areas impacting employers. How can a business sector partnership improve these two areas for both the employer and the training provider?

QUESTION:

What makes TPM applied to business sector partnerships different from other initiatives? What is your elevator pitch for the ROI of business sector partnerships and strategies?

TALENT SUPPLY CHAIN MANAGEMENT

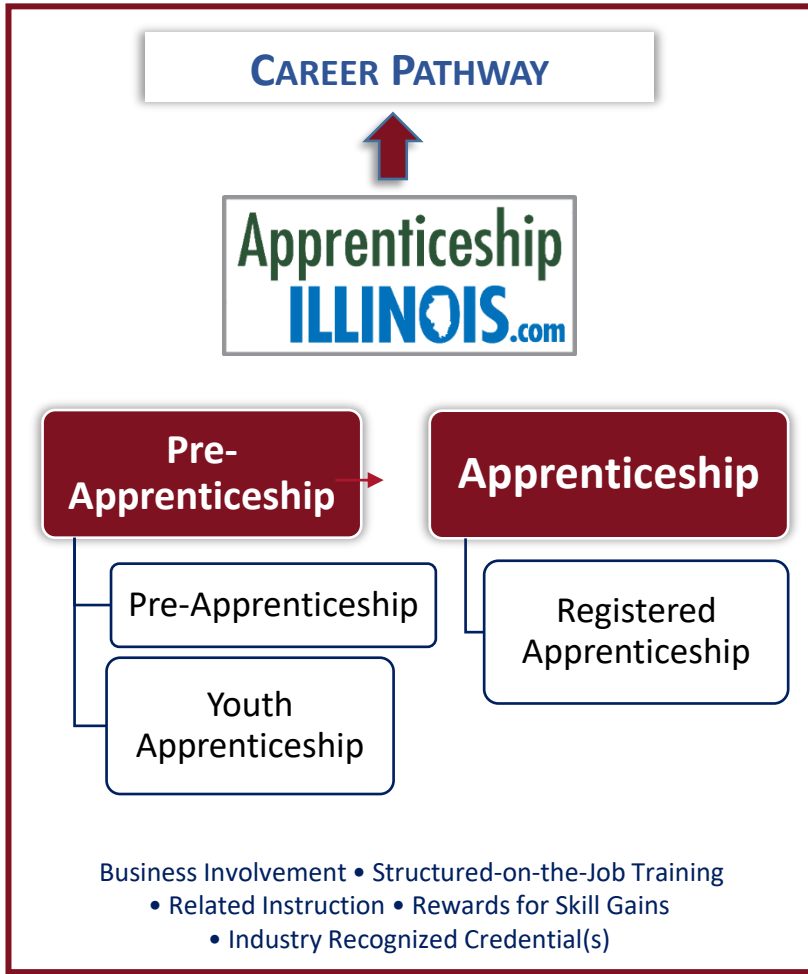


Addressing Industry Skill Needs

- Industry-driven, competency-based career pathways ensure that education, training, and workforce systems stay attuned and responsive to the needs of the labor market in order to:
- Ensure businesses have access to appropriately skilled talent pipeline.
- Prepare students and workers with the skills and credentials they need for jobs and careers.

CONTINUUM OF EMPLOYER ENGAGEMENT & WORK-BASED LEARNING EXPERIENCES





External Pipeline
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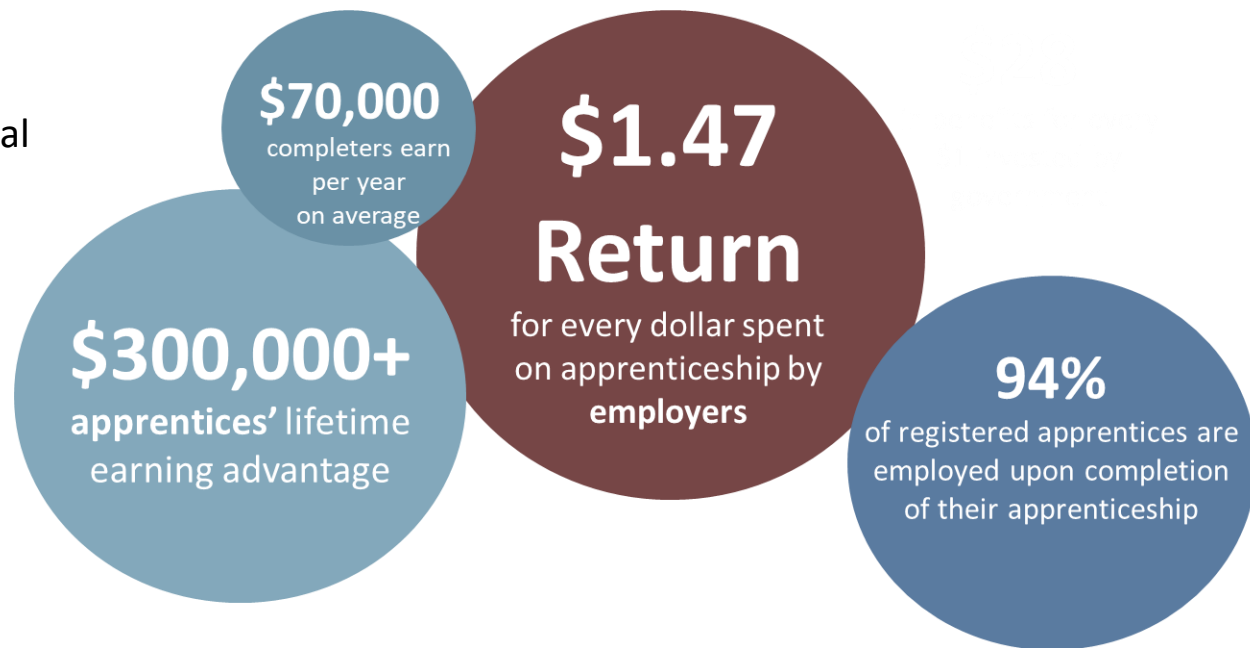
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Internal Pipeline

ROI OF APPRENTICESHIP PROGRAMS

PROGRAMS OFFERED IN MULTIPLE INDUSTRIES

Registered Apprenticeship is an industry-driven, flexible training model that can be customized to meet the needs of businesses across multiple industries. Some industries with Registered Apprenticeship programs include:

- Advanced Manufacturing
- Agriculture
- Care Economy (including Social Services and Education)
- Construction
- Cybersecurity
- Energy
- Financial Services
- Healthcare
- Hospitality
- Information Technology
- Public Service
- Telecommunication
- Transportation



Advantages to Alignment of Sector Strategies and Registered Apprenticeships

Shared expertise and shared need across like-industries

Potential to increase cohort sizes through leveraging industry consortia for registered apprenticeship programs

Clearer communication to related training providers (RTI) providers about training component needs for multiple sponsors

Industry consortia can serve as registered apprenticeship intermediaries

Built-in communication within industry means easier leveraging of registered apprenticeship champions

Alignment of registered apprenticeships to industry career pathways



APPRENTICESHIP ILLINOIS NAVIGATOR TEAM

Navigator roles:

- Serves as a key point of contact in the region for apprenticeship expansions
- Facilitates the development of apprenticeships with businesses and industries using TPM strategies.
- Coordinate sector partnerships between interested employers
- Supports existing and potential intermediaries in the region.
- Understand the registered apprenticeship training model
- Identify existing models for your occupations of interest
- Connect you with appropriate resources to assist with your program

[Apprenticeship Illinois Employers \(illinoisworknet.com\)](http://illinoisworknet.com)



DR. JUSTIN ARNOLD
Champaign County
Regional Planning
Commission
(LWIA 17 & 18)

Region: 2



IRENE SCHERR
Cook County Bureau of
Economic Development
(LWIA 1, 2, 5, 6, 7, 10,
& 11)

Region: 4



DIANNA SCHULER
Business Employment
Skills
Team, Inc. (BEST) (LWIA 4)

Region: 6



NATE CARLSON
Lake Land College (LWIA
23)

Region: 7



EMILY PERKS
Management, Training
and Consulting
Corporation (LWIA 25)

Region: 8



LEE REESE
St. Clair County
Intergovernmental
Grants Department
(LWIA 22 & 24)

Region: 9



DIRK LEFLER
Workforce Innovation
Board of Western
(LWIA 14)

Region: 10



KIM KUCHENBROD
Work Base Learning and
Talent Pipeline Administrator

Region 1, 3, 5

[Apprenticeship Finder | Apprenticeship.gov](http://illinoisworknet.com)

[Apprenticeship Illinois Apprenticeship: A Workforce Solution & A Strategy to a Career Pathway \(illinoisworknet.com\)](http://illinoisworknet.com)

QUESTIONS --- DISCUSSION



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