



MAY 2023

St. Clair County Intergovernmental Grants Department - Workforce Development Group

Why Not Work-Based Learning?

Work-Based Learning



There are two frictions in the workforce:

The first being with the worker; how will they finance their education and/or training?, and is employment a sure thing?

The second being with the employer; high candidate failure because of lack of the necessary skills, and high cost for lack of a test drive.

Paid Work Experience and Registered apprenticeships address both.

Apprenticeships/Internships



Pre-apprenticeships/Internships – gets participants ready to succeed in a registered apprenticeship.

They give the employer/apprentices a chance to test drive.

They give apprentices valuable work history and skills.

Internships



Two Types of Internships:

- Paid
- Unpaid

Internships are usually done as a part of an education requirement to give a student an exploration and some experience.

On-the-Job Training (OJT)



OJT – learning and skills building that occurs while a person is employed and being paid.

OJT – through the Workforce Innovation & Opportunity Act (WIOA) is up to 1040 hours in which the qualifying person has 50%-75% of their wages reimbursed back to the employer in order to help the employer train the new employee.



St. Clair County IGD Youth Programs



IGD has two youth programs. One for in-school youth that serves ages 16-21. One for out-of-school youth that serves ages 16-24.

With both programs a person needs to take a reading and math assessment. This helps the Career Specialist with the services that we can provide.

With both programs - a person needs to take a career assessment.



St. Clair County IGD Youth Programs



With both programs, a person will need to provide a few documents that the Career Specialist will help with.

If eligible, both programs can assist with education, training, and employment. Both programs can also assist with things needed for education, training, and employment. (ex. Books, uniforms, testing fees.)

Our Career Specialist really get to know the participants and are there to support them.



Paid Work Experience (PWE)



PWE is available to both youth programs and to our adult programs.

In PWE a person becomes an employee of St. Clair County for up to 599 hours and is covered by St. Clair County's Workers Compensation Insurance.

St. Clair County pays the person's salary up to 599 hours. The employer provides the work site, supervision, training, and time sheets.

Paid Work Experience (PWE)



St. Clair County pays the entry level per hour rate the same as any other employee working that job.

St. Clair County provides needed job equipment and/or clothing.



PWE to OJT



When possible, a PWE can lead to an OJT.



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Questions?

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Lee A. Reese

Workforce Development Program Coordinator
Intergovernmental Grants Department – Workforce
Development Group

19 Public Square; Suite 200

Belleville, IL 62220-1695

lee.reese@co.st-clair.il.us

Office: 618-825-3259

Cell: 619-971-1348