



Illinois' Apprenticeship Expansion Framework

Systems Building for Career-Connected
Learning

Building a State Ecosystem for Work-Based Learning

Why this Matters in Illinois

- **70% of jobs require postsecondary education or training by 2031**
 - Georgetown University Center on Education and the Workforce (CEW) report 2021: “*America × Job Metrics*” shows projected job openings by education level nationally and state trends like Illinois.
- **Postsecondary attainment has grown but gaps remain**
 - Lumina Foundation “*A Stronger Nation*” data dashboard (credibility of state attainment targets):
 - Illinois adults with high-quality postsecondary credential: 57.1%
 - Increase from 43% in 2013
- **Education to employment is still fragmented**

The challenge isn't effort—it's alignment.

The Illinois Workforce System

The Illinois Workforce Innovation Board (IWIB)

- Comprised of Governor-appointed leaders from state, business, industry, labor, education, and community-based organizations, as well as core WIOA partners.
- Committees include additional stakeholders from workforce development, industry, and education partners.

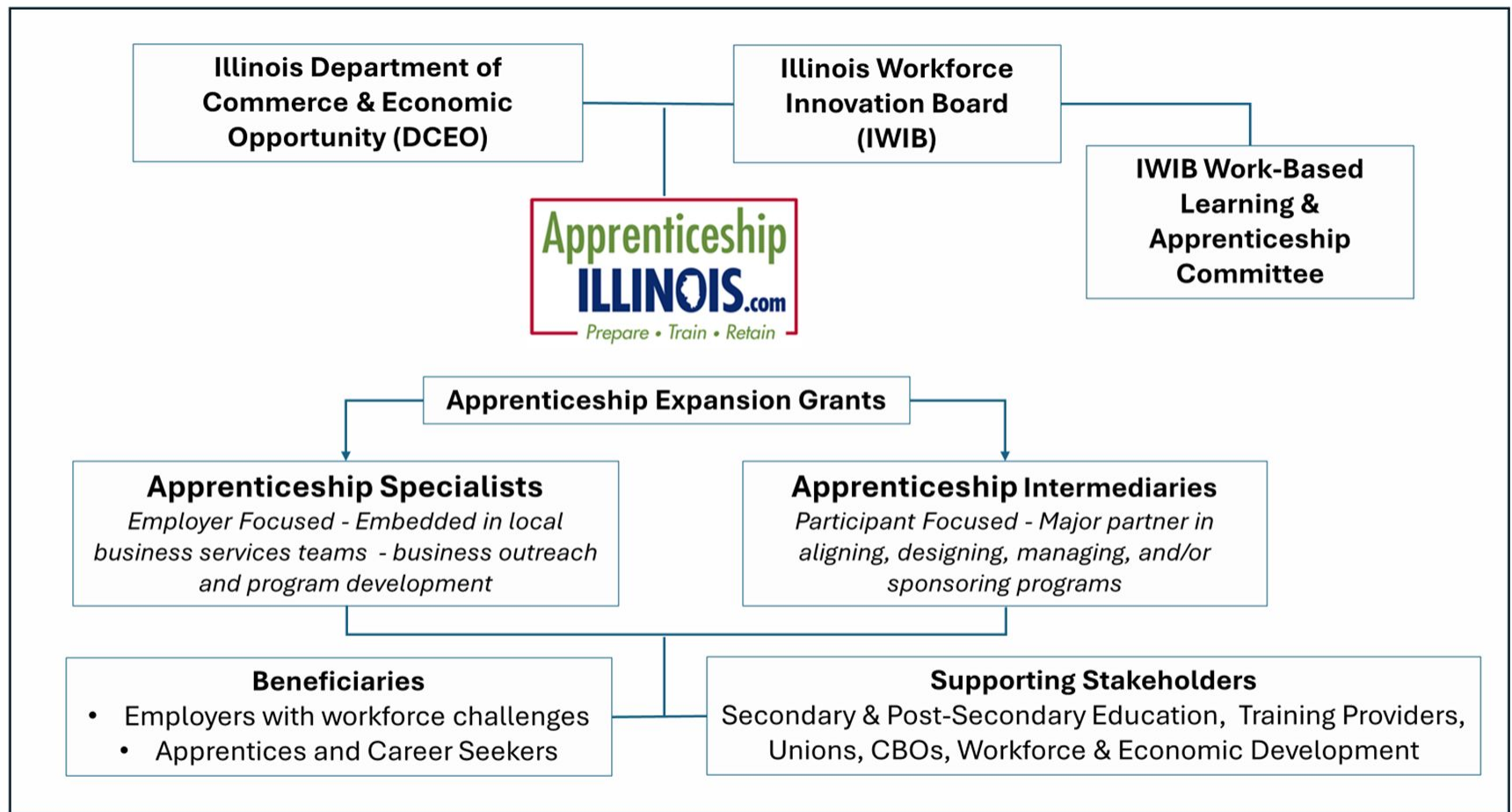


**ILLINOIS
WORKFORCE
INNOVATION
BOARD**

IWIB Work-Based Learning & Apprenticeship Committee

- **Established in mid-2016 and serves as an advisory body**
 - Policy
 - Practices
 - Use of funding
 - Uniting efforts
- **Mission: Expand Apprenticeships across the state and across industries**
- **Illinois is an OA state, no State Apprenticeship Agency (SAA)**
- **Quickly identified - demand for apprenticeship opportunities greatly outweighs the supply**

APPRENTICESHIP EXPANSION FRAMEWORK

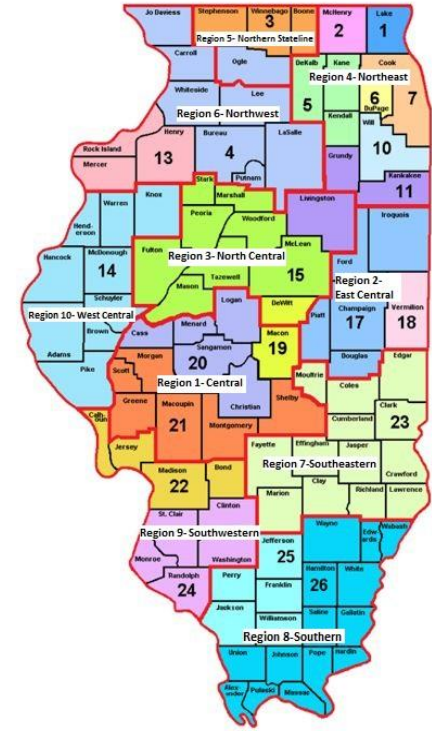


From Programs to Systems

- **Illinois' shift from isolated programs to shared responsibility across education, workforce, and employers**
- 13 Grant Funded Apprenticeship Specialists
- 26 Grant funded Apprenticeship Intermediaries

Current DCEO Funded Apprenticeship Specialists

LWIA	Organization Name	Apprenticeship Specialist
1	Lake and McHenry County	Sarah Espeland/Omar Ramirez
3	The Workforce Connection	Collin Ruthe
4	BEST	Dianna Schuler
6	DuPage County	Rory Callaghan
7	Chicago-Cook Workforce Partnership	Tonya Cody-Robinson
10	Will County	John Hall
13	Rock Island	Scott Terry
15	Career Link	Michael Burress
17	Champaign County	Taylor Black
18	Danville/Vermillion County Works	Hannah Westwood
20	Land of Lincoln	Michelle Brookens
23	CEFS	Dawn Bennett
25	Man-Tra-Con	Emily Perks



Current DCEO Funded Intermediaries

ORGANIZATION	REGION SERVING
Aspiritech NFP	Evanston
Calumet Area Industrial Commission	Cook, Will, Kankakee, DuPage Counties
Chicago Cook Workforce Partnership	Cook County
City Colleges of Chicago	Chicago
College of DuPage	Glen Ellyn
County of Madison	East St. Louis Metro
Danville Area Community College	East Central
Elgin Community College	Elgin
Food Hero L3C	Chicago
Governors State University	Chicago's Southland
Heartland Community College	Normal
Illinois Central College	East Peoria
Illinois Manufacturing Excellence Center	Statewide

ORGANIZATION	REGION SERVING
Inter-Industry Conference on Auto Collision Repair	Statewide
JbbForward, Inc.	Cook County
LWIA 10 – WSD of Will County	Will County
Management Training and Consulting	Marion
National Center for Grow Your Own	Statewide
Northeastern Illinois University	Chicago
OAI, Inc.	Chicago
Openlands	Chicagoland
Parkland College District 505	Champaign
Reset to Success Foundation	East St. Louis
Revolution Workshop	Chicago - South and West sides
SHRM Foundation, Inc	Statewide
The Workforce Connection, Inc.	Rockford

Where Strategy Meets Reality

- Developed the Apprenticeship Expansion Framework
- Focused on making apprenticeship implementation less intimidating for employers, reducing the friction for employers
- Continue to invite everyone to the table
- Now.....The numbers

Ecosystem Building and Alignment

	2016	2017	2018	2019	2020	2021	2022	2023	2024
Active Apprentices	14,160	14,920	16,356	17,711	17,502	17,543	19,388	20,668	21,934
New Apprentices	5,167	5,132	6,226	6,477	4,688	6,301	8,264	8,692	9,094
Construction Trades	3,819	3,783	4,594	4,794	3,417	4,331	5,565	6,114	5,823
% Construction Trades	74%	74%	74%	74%	73%	69%	67%	70%	64%
All Other	1,348	1,349	1,632	1,683	1,271	1,970	2,699	2,578	3,271
% All Other	26%	26%	26%	26%	27%	31%	33%	30%	36%

We want to hear from you!

- Have any of you interacted with any of the Apprenticeship Specialists?
- Have you worked with any of the intermediaries (funded or not funded through the state?)
- Are you an intermediary, and if so, any challenges and tips for us?
- What would it take for you all to become an intermediary?

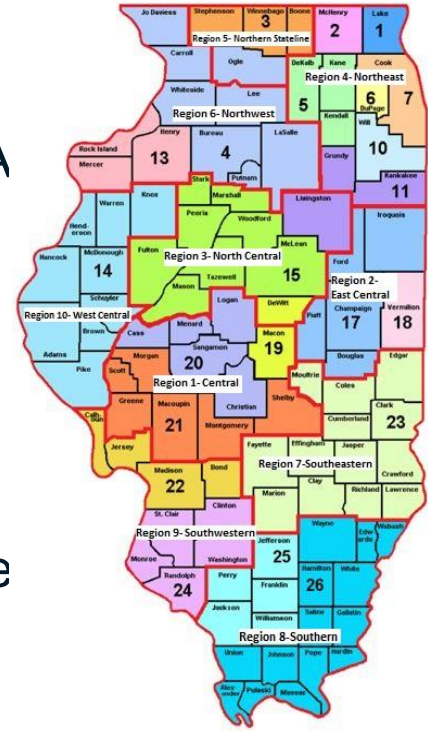
Working at the Local Level

The Illinois Workforce System

Workforce Innovation and Opportunity Act (WIOA)

- IDCEO -- Title I: Adult, Dislocated Worker, and Youth A
- ICCB -- Title II: Adult Education and Literacy
- IDES -- Title III: Wagner-Peyser Program
- IDHS -- Title IV: Vocational Rehabilitation

Title I WIOA services and administration are implemented
Workforce Investment Areas (LWIAs) and their partner age



Working Locally

- Cross sector teams of education, economic development, & workforce
 - Core WIOA partners
 - Economic development agencies
 - Chambers of Commerce
 - Industry associations
 - Community Colleges and High School CTE programs
 - Labor unions
 - Other LWIAs
 - Employer collaboratives / sector partnerships
 - Community-based and nonprofit organizations

Working Locally - We want to hear from you!

- Bringing the state level to the local level
- Opportunities
- Best practices

IWIB Work-Based Learning & Apprenticeship Committee

Work-Based Learning Report

WBLA Committee and WBL

- Focus on the broader WBL
- Value of different voices on important issues
- Recommendations from Report:
 - Strengthen State Infrastructure for Work-Based Learning
 - Expand and Support Business Engagement and Participation
 - Address Participant Barriers to Participation
 - Support Youth Apprenticeship Development
 - Strengthen Data Systems for Work-Based Learning

We to hear from you!

- What are you currently doing in the WBL space?
- What's working, what's not?
- How can we better align efforts?

About the Presenters

Justin Arnold, Ph.D., is the Director of the East Central Illinois Workforce Board and President of the Illinois Workforce Association, the state association of local workforce boards. In these roles, he champions leadership and collective impact across workforce, education, and economic development.



About the Presenters

Jennifer Foil, Ph.D., is the Director of Policy and Programs at NIU's Workforce Policy Lab. She advises the Illinois Department of Commerce and Economic Opportunity and the Illinois Workforce Innovation Board, leading the state's efforts to expand work-based learning and apprenticeships.

Her work includes leading statewide strategic planning, shaping workforce policies and practices, evaluating program operations, and providing guidance on a range of workforce development initiatives.

