CAP-IT OPERATIONAL MEETING

Jennifer Foster, Deputy Executive Director

Lavon Nelson, Senior Director for Workforce

Whitney Thompson, Senior Director for Career and Technical Education

Jay Brooks, Senior Director Research and Policy Studies

December 16, 2020

AGENDA

- Welcome and Introductions – Jennifer Foster
- Performance Measures – Lavon Nelson
- Public Sector Placement – Whitney Thompson
- Funding and Budgets – Lavon Nelson
- Recruitment and Targeted Populations – Whitney Thompson
- Data System Update – Jay Brooks
- Additional Resources and Upcoming Professional Development – Whitney Thompson
- Open Discussion
- Next Steps – Jennifer Foster

Performance Measures

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Performance Measures	By End of Year 2	Y3	Y4	Total
1. Total participants served.	731	473	524	1728
2. Total apprentices who are hired by an employer and enrolled in an apprenticeship program.	314	248	280	842
3. Total apprentices who complete an apprenticeship program.	219	172	199	590
4. Total apprenticeship completers who receive a degree or other credential.	219	172	199	590
5. Total number of unemployed or underemployed apprentices prior to enrollment who complete an apprenticeship program and maintain their employment status. Incumbent workers are not counted in this measure.	122	96	112	330
6. Total number of incumbent worker apprentices who complete an apprenticeship program and advance into a new position	48	38	44	130
7. Average hourly wage of apprentices at completion of apprenticeship education/ training program.				21.50

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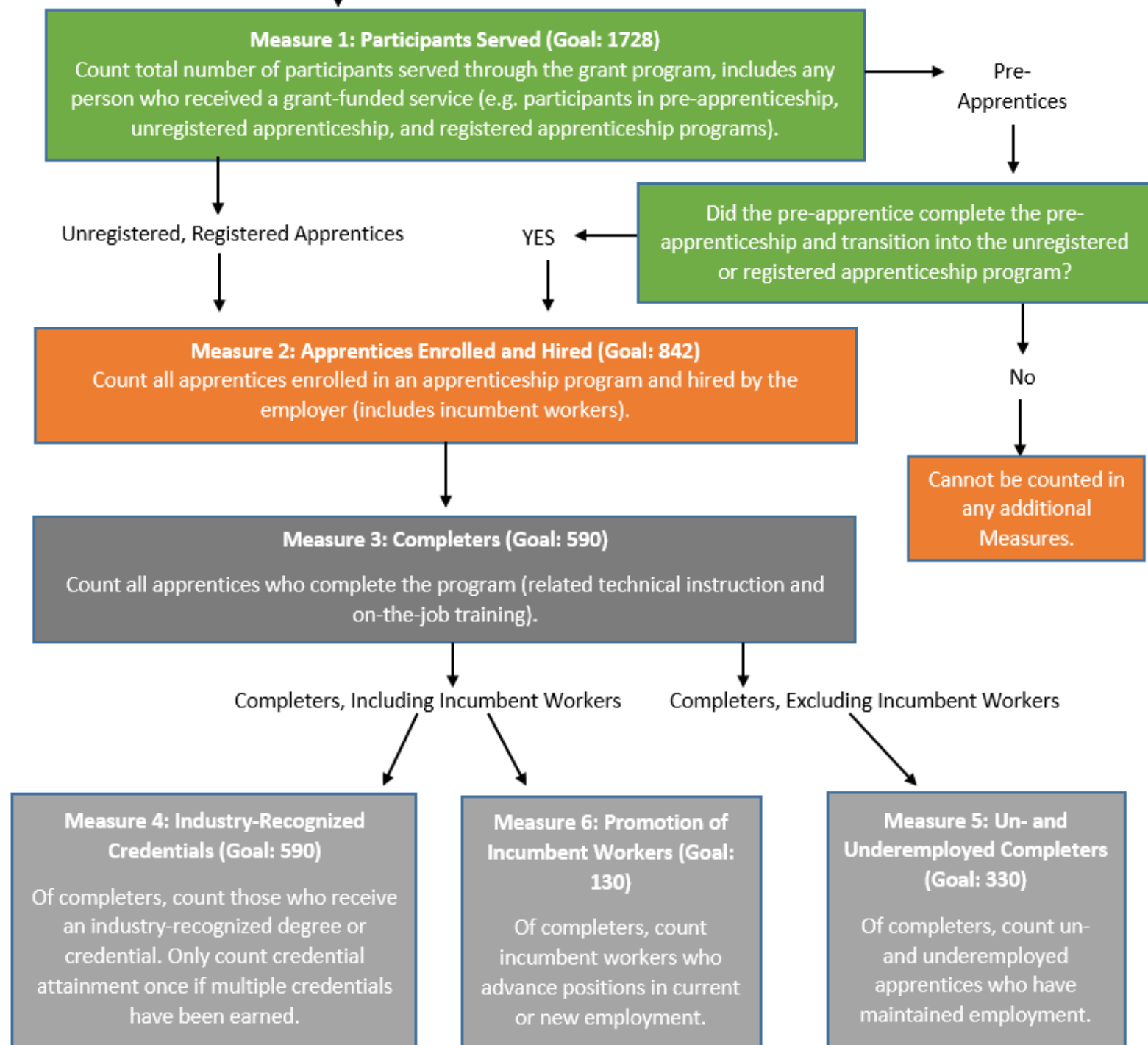
PUBLIC SECTOR PLACEMENT

The following are additional restrictions for OJT (FOA pg. 52):

a) *Participant placements may only occur in private for-profit and nonprofit sectors (i.e., the grant does not allow for public sector placements);*

b) *No placement may be made in staffing agencies providing workers on a temporary basis to employers for which the agency receives compensation from an employer.*

What counts as the "Public Sector"?

- Federal, state, and local governments
- Public education system/institution (K-12, community college, and universities)
- military

PUBLIC SECTOR PARTNERSHIPS

- Should continue to work with public sector partnerships and prepare apprentices for IT jobs in the public sector.

- CAN count them as participants (Measure 1).

- CAN support them with grant-related services (tuition, fees, support services)

- CAN participate in RTI alongside other apprentices.

- CANNOT count them in Measures 2-7.

- CANNOT utilize funds for OJT, employer reimbursement, or employer-related costs.]

PROGRAMMATIC MEASURES DEFINITIONS

1. Total number of newly created apprenticeship programs including, Registered Apprenticeship programs.
   - Each pre-apprenticeship program
   - Each unregistered apprenticeship program
   - Each registered apprenticeship program
   - Based on curriculum and preparation for occupation.

2. Total number of employers engaged (i.e., those employers that adopt apprenticeship programs as a result of your grant project).
   - Employers who are hosting apprentices
   - Seeking clarification on how narrow (only in IT, exclude public sector count?)

3. Total number of expanded apprenticeship programs, including Registered Apprenticeship (e.g., new industries, occupations, or service areas, or increasing the number of apprentices registered).
   - Seeking clarification

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FUNDING AND BUDGETS

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Year 2 Budget

Year 1: Unspent	Year 2: Planned	Year 2: Total
$647,225.55	$659,000.00	$1,306,224.55

EXPENDING FUNDS

- Program recruitment and outreach (advertising)
- Related technical instruction (tuition, fees, etc.)
- Use up to 10% of funding for Supportive Services (childcare, transportation, stipends, etc.)
- Program development costs
- On-the-Job Training Costs (Up to 50% of costs can be covered by grant to reimburse small employers or utilized as match)

Matching: 35%
Matching resources can come from a variety of sources, including, but not limited to: the private sector (e.g., businesses or industry associations); the investor community (e.g., angel networks or economic development entities); the philanthropic community (e.g., foundations); and the non-profit sector (e.g., community organizations, faith-based organizations, or education and training institutions). Non-Federal, public sector funds (e.g., from States or local governments) may be used for matching funds, if necessary.

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RECRUITMENT AND TARGETED POPULATIONS
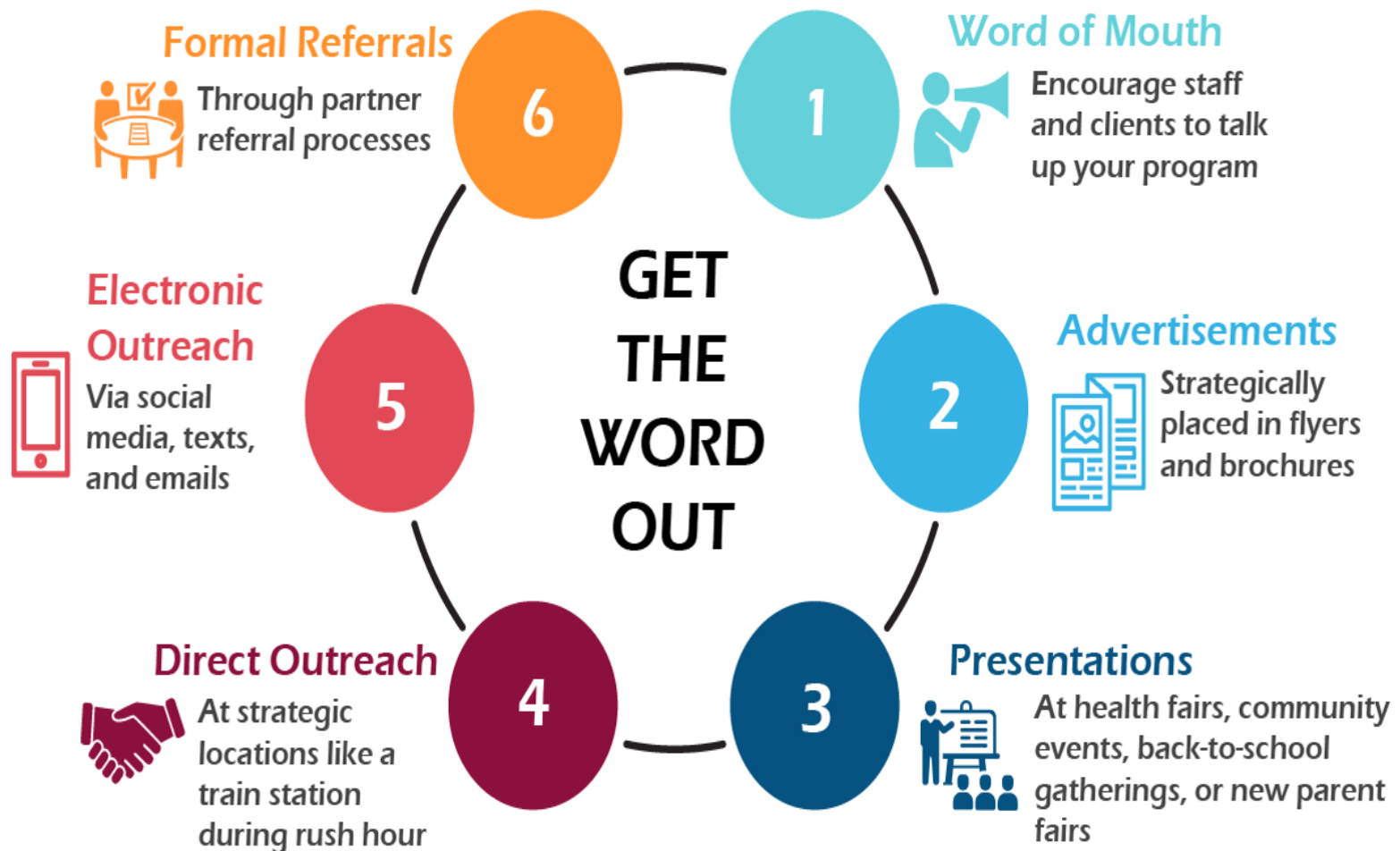
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ELIGIBILITY AND TARGET POPULATIONS

Eligibility:
1) 17 or older, not enrolled in high school
2) Not co-enrolled in another H-1B funded program

Targeted Populations:
1. Unemployed individual
2. Underemployed individual: are not currently connected to a full-time job commensurate with the individual's level of education, skills, or wage
3. Incumbent workers: This term refers to individuals who are employed but need training to upgrade their skills to secure full-time employment, advance in their careers, or retain their current occupations in H-1B occupations and industries.
4. low-skilled adults, veterans, military spouses, transitioning service members, individuals with disabilities, formerly incarcerated, those traditionally underrepresented in apprenticeship program, including women and people of color.

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RECRUITMENT

Formal Referrals — 6 — Through partner referral processes

Word of Mouth — 1 — Encourage staff and clients to talk up your program

Electronic Outreach — 5 — Via social media, texts, and emails

Advertisements — 2 — Strategically placed in flyers and brochures

Direct Outreach — 4 — At strategic locations like a train station during rush hour

Presentations — 3 — At health fairs, community events, back-to-school gatherings, or new parent fairs

GET THE WORD OUT

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RECRUITMENT

- Leveraging your Apprenticeship Navigator
  - https://www.illinoisworknet.com/ApprenticeshipIL/Framework/Pages/FindNavigators.aspx

- Local Workforce Boards (employers)

- WIOA Core and Required Partners- One-Stop Center referrals
  - Adult Education
  - Veterans Services

- Community-based Organizations
  - Faith-based organizations

PROFESSIONAL DEVELOPMENT & TECHNICAL ASSISTANCE

UPCOMING PROFESSIONAL DEVELOPMENT

<u>2021</u>

January 13, 9 am: Learning Community Session
- Guiding question: What do you want to get out the IT Statewide Apprenticeship Accelerator? What employers did you invite and why?

February 10, 9 am: Professional Development: Marketing Apprenticeships

March 10, 9 am: Learning Community Session
- Guiding question: Review the Self-Assessment Tool/show progress and changes

March (TBD): CAP-IT Advisory Committee Meeting

March 24, 10 am: ICCB Operational Meeting

April 14, 9 am: Professional Development: Business Engagement, where are we now (review of roundtables, accelerator, etc.)

May 12, 9 am: Learning Community Session
- Guiding question: Talk to us about your feeder system: what departments in your college have you been able to draw from, how have you leveraged community organizations, etc.?

June 23, 10 am: ICCB Operational Meeting

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OTHER RESOURCES

- Apprenticeship Professional Development Modules
    - https://www.illinoisworknet.com/ApprenticeshipIL/Pages/PD.aspx
    - Share with those on your grant team!
- CAP-IT Website
    - https://www.iccb.org/cap-it/

DATA SYSTEM UPDATE

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DATA SYSTEM UPDATE

- Software in final stages of purchasing
- Training will be provided
- Will enter all information since program start
- Need to continue to collect and keep client information and dates

ICCB Grant Team

- Jennifer Foster, Deputy Executive Director
    217.785.0171 | jennifer.foster@Illinois.gov
- Lavon Nelson, Senior Director for Workforce
    217.557.2742 | lavon.nelson@Illinois.gov
- Whitney Thompson, Senior Director for CTE
    217.558.0318 | whitney.thompson@Illinois.gov
- Jay Brooks, Senior Director for Research and Policy Studies
    618.942.7460 jay.brooks@Illinois.gov

- Other ICCB staff integral to this project including Fiscal and Compliance and Research and Policy Studies.

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