



# WIOA Illinois Youth Career Pathways

*Illinois Department of Commerce and Economic Opportunity*

# Illinois WIOA Unified Plan

**VISION:** Promote employer-driven talent solutions that integrate education, workforce and economic development resources across systems to provide businesses, individuals and communities with the opportunity to prosper and contribute to growing the state's economy.

*Illinois WIOA Unified State Plan:*

<https://www.illinoisworknet.com/WIOA/Resources/Pages/StateUnifiedPlan.aspx>

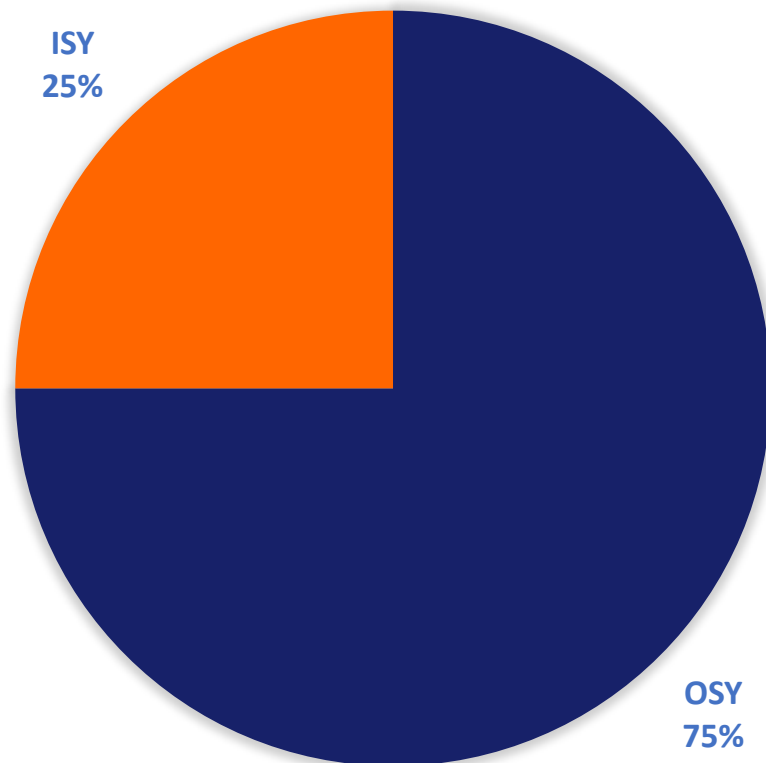
# Overview

# WIOA Review Legislation and Funding

- Passed in July 2014
- Proposed “Draft” Regulations April 2015
- Final Regulations Due January 2016....
- WIOA (historically WIA) averages about \$3B per year to serve Adults, Dislocated Workers, and Youth
- Illinois averages \$250M for Title I
- Title I Youth Average is \$30M



# WIOA Spending Requirement



- WIOA requires 75% of state and local Youth funding be used for out-of-school youth
- 20% Funding Mandate for Work Experience
- ***Illinois received a waiver to reduce the spending requirement from 75% to 50% up until 2020***

# WIOA Eligibility

- **Out-of-School Youth** age for eligibility is now 16 -24. Youth must meet one additional condition such as school dropout, justice involved, foster, disability
- **In-School Youth** eligibility expanded to include low-income individuals ages 14 to 21 who are receiving a free or reduced price school lunch, or are English language learners or those who have a disability,
  - Adds youth “living in a high-poverty area” to the low-income criterion for youth activities funding and services.



# WIOA Program Elements

1. Tutoring, study skills, and instruction leading to secondary completion
2. Alternative secondary, dropout services
3. Work experiences with academic/occupational ed.
4. Sector Based Training
5. Leadership development
6. Supportive services
7. Mentoring
8. Follow-up services
9. Guidance and counseling
10. Targeted, Integrated education and training
11. Financial literacy
12. Entrepreneurial skills
13. Labor Market Information (LMI)
14. Postsecondary prep and transition activities





# Guiding Task Force & Committee

# Task Force Purpose

- The Illinois Workforce Innovation Board created the Disadvantaged Youth Task Force
- Use the vision and principles of the Workforce Innovation and Opportunity Act (WIOA) Unified State Plan to frame recommendations to
  - Create sustainable career pathways for youth throughout the state. With a
  - Focus on the needs of young people who are not in school and not working, coined Opportunity Youth



# Task Force Report

## Three Recommendations:

1. Support Sector Based Career Pathways
2. Continue the work of the Task Force as a function of the IWIB
3. Create Regional Systems to Serve Opportunity Youth

First Funding Opportunity Released in 2017 that supported sector based career pathways

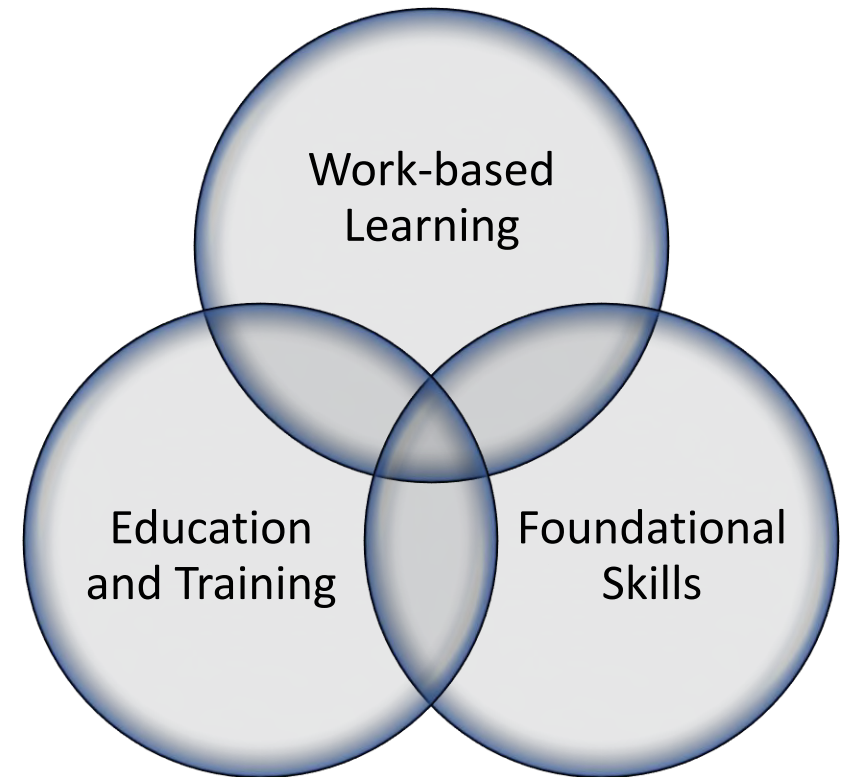
Established an Ongoing Committee in March of 2017 in June 2018 expanded Committee focus to include all targeted populations



# 2018 Funding Opportunity

# Career Pathway Projects

- Integrate workforce, education, and economic development services
- Serve opportunity youth who face barriers to employment and education
- Incorporate practices that align with the statewide adopted definition for a career pathway framework



# Youth Career Pathway Quick Facts

- **Participant Focus:** In-School and/or Out of School Youth
- **Award Information:** It is anticipated that DCEO will award \$3-5 million in *youth pathways* grants. The typical award range is from \$250,000 to \$500,000.

# 10 Guiding Principles

- Partnerships with education, employers, and workforce boards to plan and leverage resources
- Business engagement in developing and managing career pathway programs
- Credentials, certifications, and/or postsecondary access that result from career pathway programs
- High demand industries and higher skill occupations that meet youth earnings and career goals
- Work-based learning opportunities to experience the workplace first-hand
- Individual career/employment plans for each youth participant
- Individual supports available to meet the unique needs of each youth program participant
- Contextualized learning and work-based skills that prepare youth for employment
- Measuring results and continuous improvement methodology to maintain and enhance program quality
- Sustainability plans that connect the program to broader long-term talent strategies



# Career Pathway Definition

- A combination of rigorous and high-quality education, training, and other services that aligns both vertically and horizontally across Secondary Education, Adult Education, Workforce Training and Development, Career and Technical Education, and Postsecondary Education systems, pathways, and programs.
- Collaborative partnerships with these entities and business and industry, along with human service agencies, corrections, and other community stakeholders, serve as the foundational structure for high-quality and sustainable career pathways.
- Also includes multiple entry and exit points to facilitate individuals to build their skills as they progress along a continuum of education and training and advance in sector-specific employment. (See Appendix A of the NOFO)





# Career Pathway Elements

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Aligns with the skill needs of industries in the economy of the State or regional economy involved;

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Prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships registered under the National Apprenticeship Act;

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Includes counseling to support an individual in achieving the individual's education and career goals;

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Includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;

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Organizes education, training, and other services to meet the needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;

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Enables an individual to attain a secondary school diploma or its recognized equivalent, and at least one recognized postsecondary credential;

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Helps an individual enter or advance within a specific occupation or occupational cluster.

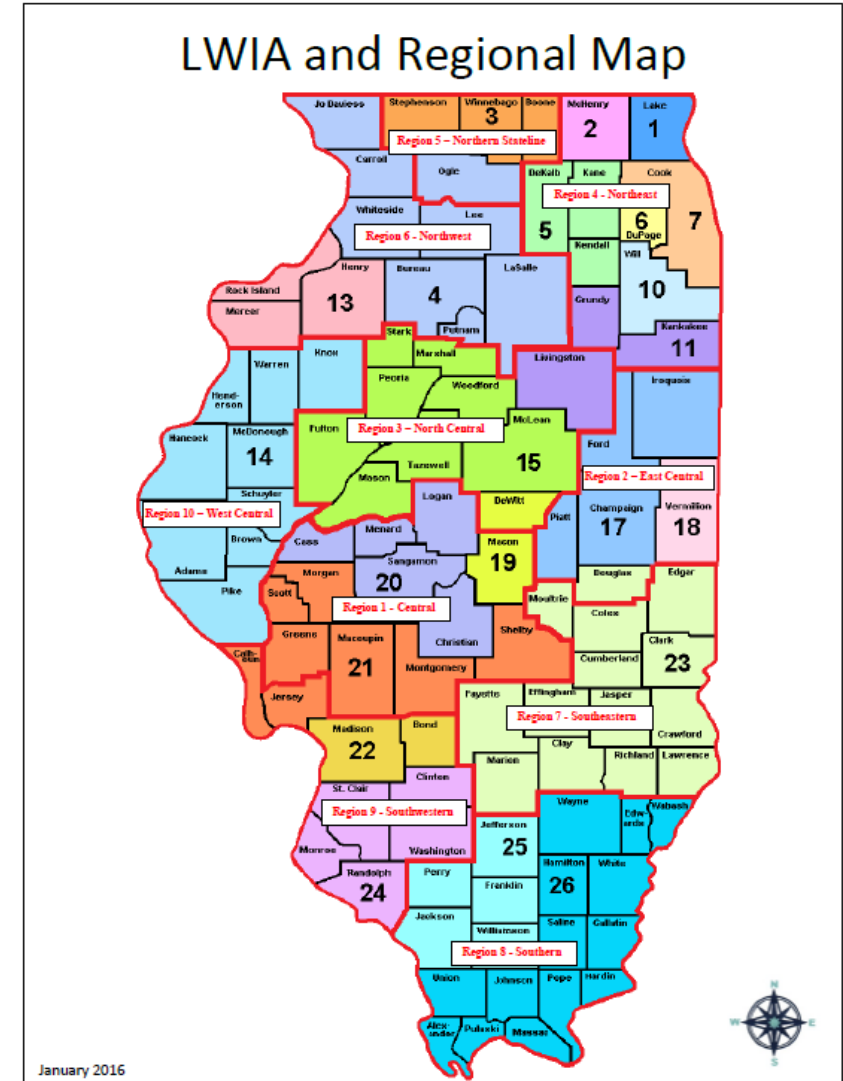
# Coordination with Regional Workforce Plans

The Department of Commerce will consider projects from LWAs and regions throughout the state.

Applicants must identify the workforce / economic development region and administer the pilot programs within the context of the State, Regional, and Local workforce development plans.

The WIOA Regional and Local Plans may be viewed at:  
[www.illinoisworknet.com/WIOA/RegPlanning/Pages/Plans\\_MOUs\\_Dashboard.aspx](http://www.illinoisworknet.com/WIOA/RegPlanning/Pages/Plans_MOUs_Dashboard.aspx)

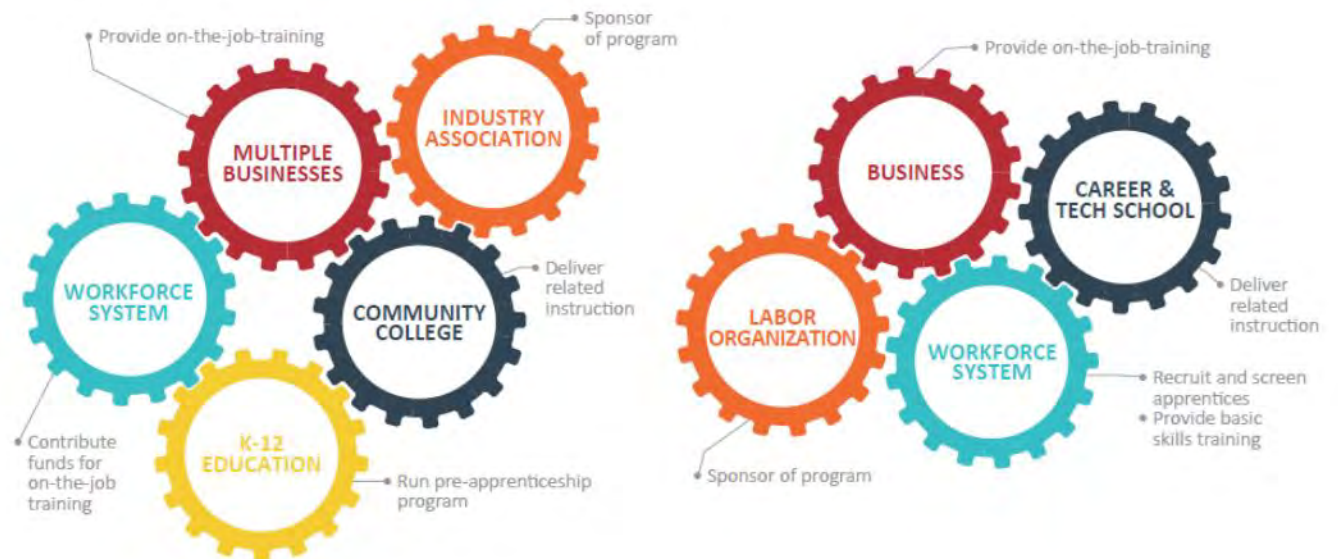
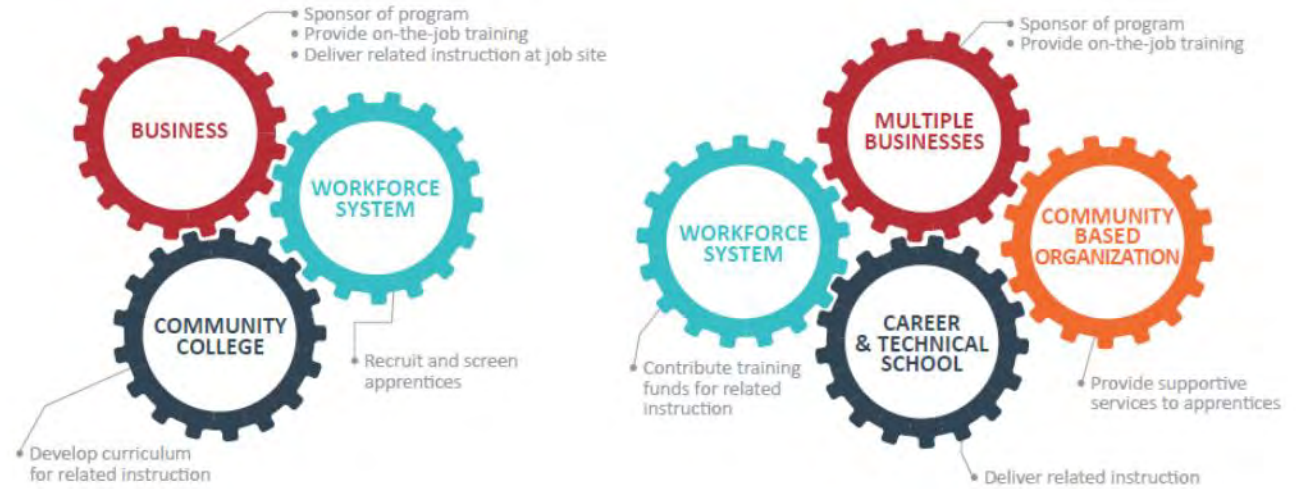
Applicants must work with the State, Regional, and Local WIOA partners to implement the project in coordination with WIOA. Illinois workforce and economic development regions are depicted in the map on this page.



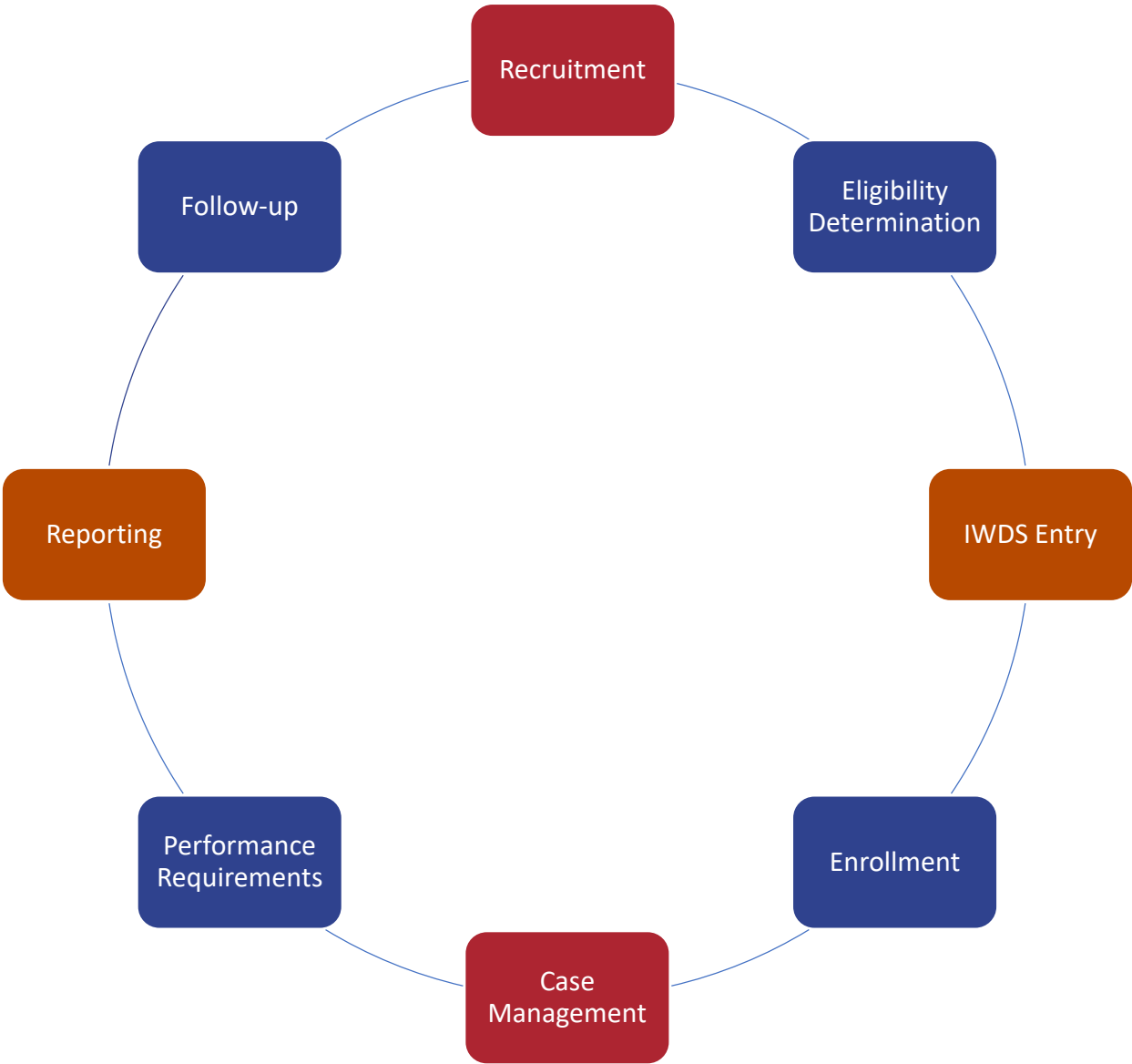
# Importance of Partnerships

The Development of partnerships should result in the following goals:

- To connect with businesses that need this training for their workforce
- To connect with organizations that can facilitate or provide skill upgrade training to these workers
  - ✓ Industry & Business Associations
  - ✓ Community Colleges
  - ✓ Public-Private Partners
  - ✓ Local Workforce Agencies



# MOU “Musts”



# Target Populations

- Low-income individuals
- Individuals with disabilities
- Returning Citizens (ex-offenders)
- Homeless individuals
- Youth who are in or have aged out of the foster care system
- Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers
- Eligible migrant and seasonal farmworkers
- Single parents (including single pregnant women)
- Long-term unemployed individuals

# Performance

- Projects that provide services directly to participants are expected to meet the WIOA performance measures of the LWIA in which they are partnering.
- Negotiated performance measures unique to each local area are applicable to all participants served under this NOFO are listed in Appendix D.
- In instances where the Grantee is not an LWIA, WIOA performance measures and targets for the grant will be determined at the State level.

# Targeted Industries and Occupations

- Applications will be accepted that target a specific industry(ies) that aligns with the state and/or regional workforce plan.
  - State of Illinois Unified Workforce Plan  
<https://www.illinoisworknet.com/wioastateplan>
  - WIOA Regional/Local Plans by Economic Development Region  
[https://www.illinoisworknet.com/WIOA/RegPlanning/Pages/Plans\\_MOUs\\_Dashboard.aspx](https://www.illinoisworknet.com/WIOA/RegPlanning/Pages/Plans_MOUs_Dashboard.aspx)
  
- Industries targeted are based on an analysis of the labor market information.





# Funded Projects Include:

- Clearly defined regional, cross-sector partnerships, including businesses supported by an MOU that demonstrates roles and responsibilities for each partner (this includes a clear relationship with a LWIA)
- Services focused on WIOA-eligible youth (see Appendix C of the NOFO) and clearly describe who and how eligibility will be determined along with providing the required follow-up services for one year after exit
- Clearly state your credentials (credentials must be recognized by a post-secondary entity, or industry)
- Plans for utilization of Illinois workNet in project implementation
- Integration of ICAPS/IET and Bridge programs in Career Pathway Development (where applicable)
- Plans for sustainability of the project (must be specific in how project will continue once WIOA funding ends)