



Illinois Workforce Innovation Board

JB Pritzker, Governor

John Rico, Co-Chair
Erin Guthrie, Co-Chair

Standing Committee Structure

The IWIB utilizes standing committees to assist with carrying out its responsibilities and functions and to coordinate discussions around larger-scale initiatives, targeted populations, or key sectors. The committees follow one of these two structures. First, those that address the board's responsibilities and functions are comprised of only IWIB members. Second, those focused on strategic planning topics, the rosters include local representatives of boards the chief elected officials or partner agencies, businesses and stakeholders with expertise on the subject matter, training and service providers, and other interested parties. Staff to the board and other supporting entities facilitate the Standing committees.

- **Career Pathways for Targeted Populations** – (Co-Chairs Michael Massey and Susan Olivarria, staffed by Jon Furr)

The At-Risk Youth/Adults Standing Committee (Youth Committee) was reconstituted as a Career Pathways for Targeted Populations Committee. This committee will now focus on the targeted populations identified within the Unified State Plan to develop strategies and initiatives that provide career pathways for Illinois' most vulnerable individuals. Working with businesses, the education system, local workforce agencies and other interested stakeholders, business-driven talent solutions will be developed that build off previous years of success, such as Illinois Pathways and the Illinois 60 by 25 Network, which served to pursue scaling of career pathways.

An example, of the work of the reconstituted committee is occurring in Kewanee, Illinois where the Department of Corrections is partnering with multiple entities to develop a training program for current residents of the Illinois Correctional system. The focus of the training is life learning and will include life skills provided by the community college system to prepare the individuals as they return to the public, and focused job skills training provided within the walls of the Kewanee Life Skills Re-Entry Center or at nearby participating businesses. Preparing the individuals for careers and reducing the high level of recidivism are key objectives of the program. The committee will build on these efforts by expanding this model to other areas of the state.

The Illinois workNet Center System, an American Job Center is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this website may be reached by persons using TTY/TDD equipment by calling TTY (800) 526-0844 or 711.

- **Apprenticeship Committee** – (Chair Michael Conley; staffed by Jennifer Foil)

The IWIB has identified the design of a comprehensive system of apprenticeships (traditional and non-traditional) as a major strategy for providing career pathways for economic advancement. To support this implementation, a standing Apprenticeship Committee was created which includes leaders representing all key state apprenticeship stakeholders: business and industry, training providers, Local Workforce Innovation Boards, labor, philanthropies, community colleges, vocational rehabilitation services and employment exchange services. The Apprenticeship Committee has created a plan for the IWIB that establishes a comprehensive and integrated apprenticeship system in Illinois, oversees its implementation and performance and recommends improvements. Initial strategies developed by the Apprenticeship Committee include:

- Aligning apprenticeship supply and demand; o Organizing and engaging employers and industry partners;
- Fostering apprenticeship program innovation and expansion;
- Expanding access to under-represented populations, including women, minorities, and people with disabilities; and,
- Promotion and branding

The committee developed a framework known as Apprenticeship Plus in Illinois. While recognizing the global understanding of registered apprenticeships, the Apprenticeship Plus model expands this very successful model to address the youth population through Youth Apprenticeships, prepares all populations through Pre-Apprenticeships, and widens the scope to consider all work-based learning models to prepare individuals with the new skills they need to succeed in the workforce through a career and not just a job. These “learn and earn” models are widely accepted by businesses as efficient and effective means to meet their talent needs. Working closely with The Governor’s Cabinet on Children and Youth, this committee assists in development of best practice models in registered apprenticeships, youth apprenticeship, pre-apprenticeships and work-based learning models of providing training and education across the state.

Illinois will learn from the best practices from the Apprenticeship USA pilot projects, including the Illinois Manufacturers’ Association Education Foundation Advanced Apprenticeship Consortium project. The expansion apprenticeships will be encouraged and supported with WIOA Statewide Activities funds through the Illinois Talent Pipeline and Youth Career Pathways Programs.

- **Information Technology Standing Committee** – (Chair David Friedman, staffed by Dave Gallagher)

WIOA requires that the state workforce boards develop strategies for technological improvements to facilitate access to, and improve the quality of, services and activities provided through the one-stop delivery system. The IWIB established an Information

Technology Standing Committee to support this function and the implementation of the identified strategies within the IWIB Strategic Plan. These priorities include:

- the development of methodologies to assess employer needs and speed response times;
- expand the range and flexibility of training and other service delivery methods to address the unique needs of populations and the regions of the state; and
- contribute to the sustainability of technology strategies to support objectives across all IWIB goal areas and all Illinois Workforce Development partners.

Furthermore, technology needs are supported by the Evaluation and Accountability Committee, Illinois Department of Information Technology (DoIT) and the Interagency Data Team that will create a framework of the data elements and requirements that are key inputs for the alignment of technology and data systems across required partner programs in Illinois. This is a critical activity that is required for the IWIB to effectively evaluate and identify continuous improvement opportunities in the effectiveness and efficiency of Illinois' workforce development system. It is an assurance that technology is accessible to individuals with disabilities and those residing in remote areas.

- ***Evaluation and Accountability Committee (EAC)*** – (Chair Marlon McClinton; staffed by Casey Anderson)

The EAC has identifies the needs of the board about oversight of current policies and strategic initiatives, and to make recommendations on appropriate assessments and evaluation measures. These recommendations must ensure that the board, its members and the system are meeting all their statutorily required functions and commitments regarding policy guidance, as well as the performance measures outlined under WIOA. If additional measures of performance are identified, the EAC will also provide oversight of those. The efforts of the EAC are not to conduct monitoring of the regional and local workforce systems, rather the intent of the EAC is to identify best practices and recommend continuous improvement opportunities. This committee is led by a business member and includes only board members representing businesses and the education system. They are supported by a team that conduct all necessary research, assist with research of available data and information, facilitate all meetings of the committee, and prepare documents for the full board that outline their recommendations for continuous improvement.

The development of continuous improvement systems will be led by the EAC, the Interagency Work Group (including specialized assistance from the Illinois Department of Innovation and Technology (DoIT) Interagency Data Team that includes experts in labor market information and performance data), and the Integrated Business Services Workgroup. The IWIB will also continue to work with the Interagency Work Group to identify and disseminate best practice information. A key continuous improvement activity is the Wednesday Webinars that are open

to all IWIB members, core partners, required partners and local areas that cover best practice and coordination opportunities.

- **Executive Committee** - (Co-Chairs John Rico and Tom Ashby; staffed by Mark Burgess)
To ensure that adequate business representation and alignment of workforce, economic development and education occurs throughout the system, the IWIB created an Executive Committee that must have a business member majority and include representation from the education system. The Executive Committee has the authority to act on functional requirements on behalf of the IWIB for actions that require a response in between regularly scheduled meetings. All such actions require a majority vote of the Executive Committee, and then a review by the full board at the next regularly scheduled meeting. In addition to the review and issuance of policy and processes related to the mandated board functions, the Executive Committee also is responsible to the full board about:
 - Leading the IWIB's strategic planning efforts;
 - Making recommendations to the Legislature regarding state workforce law, as appropriate;
 - Periodically reviewing the IWIB by-laws and making recommendations for amendments as appropriate;
 - Outreach and recruitment of businesses members;
 - Education and outreach to congressional members and state legislators;
 - Ensuring state education initiatives align and connect to the state workforce system;
 - Development and coordination of all regularly scheduled meetings of the full board.

The Executive Committee also provides direction on any newly developed interim or full policies for Workforce Innovation and Opportunity Act (WIOA). These policies go through a policy advisory process that will involve its members, WIOA partners and stakeholders. The intention is to make WIOA policy development in Illinois more collaborative and to ensure that it yields cost-effective and efficient guidance to the field. Occurring parallel to policy development is an implementation plan involving WIOA partners and stakeholders to discuss and develop reporting requirements, ensure performance, identify and implement systems changes and develop a monitoring plan.