

2008

Illinois Workforce Development Annual Report



TRAINING • CONNECTING • DEVELOPING ILLINOIS' WORKFORCE

Illinois' Workforce Investment Act Title I Annual Report
Federal Program Year 2007 (FPY'07)
State Fiscal Year 2008 (SFY'08)
July 1, 2007 – June 30, 2008





Director Jack Lavin
Co-Chair Illinois Workforce Investment Board

The annual report for Federal Program Year 2007 and State Fiscal Year 2008 outlines a vision supporting the growth of critical sectors facing shortages of skilled workers at the state and regional levels. It is the mission of our Illinois Workforce Investment Board, state agency partners, community partners, and workforce development professionals to advocate job creation and economic growth through workforce training.

Guided by the Illinois Workforce Investment Board, innovative approaches continue to ensure Title I of the Workforce Investment Act (WIA) is implemented in a way that efficiently and responsively meets the needs of our Illinois residents. This year we made great advances in the utilization of technology to enhance our workforce system by expanding access to non-traditional community partners – providing both our businesses and job seekers with user-friendly, real-time access to services from a myriad of WIA partners. Along with the expansion of access to our workforce system, a comprehensive rebranding and marketing strategy, represented on the cover and embedded throughout this report; ensures that our workforce system is readily identifiable across the state.

- ▶ Our Critical Skill Shortages Initiative (CSSI) program has grown into regional economic development and sector-based initiatives that are essential to the sustainability of Illinois' economy. Building off these initiatives, state workforce and education agencies are collaborating around 16 career clusters, providing a focused regional link to statewide economic growth and workforce development.
- ▶ Through Illinois workNet™, our state-of-the-art web site portal and program, we are simplifying the process of connecting individuals, businesses, and workforce professionals to local and statewide resources that had only previously been available through the physical Illinois workNet Centers.
- ▶ Opportunities and access to programs and services for people with disabilities have been expanded throughout the state. These include:
 - compiling best practices for recruiting people with disabilities into targeted employment sectors,
 - collaborating with businesses to remove physical and attitudinal barriers to employment, and
 - connecting businesses and providers through **disabilityworks**, as well as to WIA services through the **Illinois workNet** portal.
- ▶ Approved by the Illinois Workforce Investment Board, we instituted a minimum training expenditure requirement to ensure a balance of spending among training of participants, supportive services, and operating costs. This requirement has become an integral strategy for developing a skilled, trained workforce that supports economic growth and job creation.

From targeted, regionalized initiatives to nationally recognized statewide programs, Illinois has maintained its position as a national leader in workforce development during 2007. It is with great pleasure that I submit to the Illinois General Assembly and the United States Department of Labor, the Illinois Workforce Investment Act Title I Annual Report.



Introduction

Illinois continues to implement statewide initiatives that support economic and workforce development. Over the past year, these efforts have been strengthened through a regional sector based approach that meets the diverse needs of Illinois' employers and workers. Specifically through innovative initiatives such as **Illinois workNet™** and **disabilityworks**, access to workforce and economic development resources have grown throughout Illinois to include community and faith based organizations, social service agencies and other non-traditional partners. Expansion of these initiatives was designed to ensure workforce services would be embedded in all related programs.

Additionally, the success of the Critical Skill Shortages Initiative spurred the transition to grants that focus on innovative efforts in high growth industries. These efforts are focused in four areas: healthcare; manufacturing; transportation, distribution, and logistics; and information technology (IT) sectors.

This report also addresses programs that strategically target the needs of both businesses and job seekers. For example, when the Chrysler Assembly Plant in Northeast Illinois announced a mass layoff of workers, a rapid response section was added to the **Illinois workNet** Portal to provide immediate assistance to dislocated workers' needs. The introduction of technology to support rapid response services for dislocated

workers is an innovative approach in coordinating training and job search efforts and ensuring dislocated workers avail themselves of all services for which they may be eligible.

The implementation of these economic and workforce initiatives are being supported through the 26 Local Workforce Investment Areas (LWIAs) established throughout the state. Each LWIA and its Local Board serves as a key partner in revitalizing communities through matching employment opportunities with trained and qualified job seekers; integrating human services programs into workforce preparation activities; providing opportunities for incumbent workers to retool, retrain and upgrade their skills and fostering economic sustainability through employer-led solutions. Additionally, each LWIA works in partnership with its local youth councils to link labor market needs, community youth programs and services with academic, occupational, and "soft-skill" learning opportunities.

We are pleased to present FPY'07/SFY'08's achievements that continue to identify Illinois as a national leader in workforce development innovation.



Steadfast Commitment and Measurable Progress - Illinois Workforce Investment Board

The Illinois Workforce Investment Board (IWIB) ensures that workforce development services and programs are facilitated in such a way that together the government and the private sector can meet the workforce needs of Illinois employers and workers. Appointed by the Governor and charged with the task of reviewing the progress of the state's workforce planning efforts, the IWIB leads the various initiatives described throughout this report and is integral in the development of the implementing policies. To meet this directive, the IWIB in accordance with federal legislation, includes leaders from state, business, industry, labor, education and community-based organizations. Jack Lavin, Director of the Illinois Department of Commerce and Economic Opportunity (DCEO), and Ronald Whitley, Director of Human Resources for Cushman & Wakefield, co-chair the IWIB.

The IWIB operates through eight task forces and one steering committee to include representatives from the mandated and optional partner programs. These entities develop recommendations that are presented to the full IWIB for consideration. All policies developed or commented upon through the IWIB structure include input from the public and partners. Work through these structures for the FPY'07/SFY'08 year are highlighted below.

- ▶ Healthcare Task Force
- ▶ Manufacturing Task Force
- ▶ Transportation, Distribution, and Logistics Task Force
- ▶ Information Technology (IT) Task Force
- ▶ Career Development Task Force
- ▶ **Illinois workNet™** Steering Committee
- ▶ State Plan Task Force
- ▶ Medicaid Infrastructure Grant Task Force
- ▶ Benchmarking Task Force

Health Care Task Force

Recommendations from the previous year made by the Health Care Task Force were incorporated into two state initiatives designed to build a strong healthcare workforce---the Governor's Economic Development Subcabinet Healthcare/Nursing Initiative and the Health Sciences Career Clusters Initiative. These initiatives are incorporated into the Governor's Economic Development Subcabinet that was established to coordinate state economic development initiatives and projects including workforce development. Membership of the subcabinet includes senior staff from the Governor's Office and directors from fifteen state agencies.

During FPY'07/SFY'08, the subcabinet's Healthcare/Nursing Initiative focused on piloting through technology, a regional sector approach to address the nursing shortage in the Southern and Northeast Regions. This initiative is coordinated through the Illinois Center for Nursing in cooperation with Connect SI¹ in the Southern Region and the Metropolitan Chicago Healthcare Council² in the Northeast Region. The regional sector approach is addressing the nursing shortage by identifying barriers and developing solutions at four stages of the workforce pipeline: (1) developing diverse qualified applicant pools; (2)

¹ Connect SI is a collaborative, regional economic organization for the 20 southernmost counties in Illinois to assure that the region has a strong competitive economy that is enabled by a robust, connected healthcare system fully articulated around a talent-laden workforce and growing resident population.

² MCHC is a membership and service association comprising more than 140 hospitals and health care organizations working together to improve the delivery of health care services in the Chicago area



program capacity, progress, and completion; (3) transition of completers to sector employment; and (4) retention of employees in sector employment. The Southern and Northeast Regions are developing plans to reduce nursing shortages through initiatives at each stage of the pipeline. These efforts will be piloted and evaluated during 2008.

The Illinois Community College Board (ICCB) and the Illinois State Board of Education (ISBE) have taken the leadership role in implementing the national Health Sciences Career Cluster curriculum framework in cooperation with other state agency partners. This effort will initially focus on the Therapeutic Services pathway and nursing programs of study in cooperation with the Governor's subcabinet initiative in the Northeast and Southern Regions. However, this initiative will eventually address all of the Health Sciences Pathways and programs of study throughout the state.

Manufacturing Task Force

The Manufacturing Task Force reviewed the findings from the Critical Skill Shortages Initiative (CSSI) and recommended that Illinois focus on addressing shortages in: (1) engineering technicians, (2) machinery maintenance, (3) manufacturing production (e.g., machinists, welders, assemblers, fabricators), and (4) supervisors and managers. In addition, the task force also recommended that Illinois take immediate actions to:

- ▶ Improve the image of manufacturing to attract youth and adults to pursue manufacturing careers as well as persuade parents to view manufacturing as a viable career for children
- ▶ Build stronger regional workforce pipelines across the state
- ▶ Expand K-12 career development opportunities to prepare the future Illinois workforce

These recommendations have been incorporated into two statewide initiatives---Manufacturing Innovation Grants and the North Central Region Manufacturing Career Clusters Project.

DCEO and ICCB have provided funding to promote innovative models and programs to prepare the manufacturing workforce. This funding has promoted innovations in manufacturing bridge and foundation programs as well as specialized training in critical shortages areas such as welding and machining.

It is anticipated in the next program year that ICCB and ISBE, in cooperation with DCEO and other agencies, will launch a Manufacturing Career Clusters initiative that will help build stronger manufacturing workforce pipelines at the secondary and postsecondary levels. This initiative will address all major manufacturing career pathways ranging from engineering to production.

Transportation Distribution, and Logistics Task Force

Illinois is currently a leading state in the transportation, distribution, and logistics industry. To retain its leadership position, the task force concluded, Illinois must improve its physical infrastructure and address some critical workforce challenges that threaten the future growth of the industry. The task force recommended that Illinois take immediate actions to:

- ▶ Raise awareness of the industry
- ▶ Increase the capacity and improve the alignment of secondary and postsecondary education and training programs
- ▶ Expand K-12 career awareness
- ▶ Address truck driver shortages by promoting efforts to reduce turnover rates



DCEO is now working with state agency partners and the City of Chicago to implement and pilot-test these recommendations. These efforts are focused on conducting a comprehensive baseline analysis of transportation and logistics programs at the secondary and postsecondary levels based on the national career clusters framework. They also are focused on pilot-testing new approaches to address the shortages of truck drivers.

Information Technology Task Force

The Information Technology Task Force was launched by the IWIB in June 2008 to address the growing shortages of IT workers in Illinois. The task force has five major objectives:

- ▶ Identify major trends and future directions in the information technology sector in Illinois and its major regions compared to the United States
- ▶ Identify the most critical shortages in skilled workers at the state and regional levels with a focus on those occupations within the major career pathways defined by the Information Career Cluster framework
- ▶ Identify major barriers in attracting more K-12 students and adults into pursuing information technology careers
- ▶ Conduct a baseline analysis of current secondary and postsecondary training programs in Illinois addressing the occupations in the Career Cluster Framework and identify major gaps and problems in building a workforce pipeline that can provide a diverse qualified workforce
- ▶ Develop recommendations for addressing critical skill shortages and building a more diverse information technology workforce in Illinois

Career Development Task Force

The Career Development Task Force was established by the IWIB at the December 2006 meeting to develop recommendations on expanding and improving career development opportunities in Illinois. As part of their efforts, the task force was asked to build on the career development recommendations from sector-based task forces---healthcare, manufacturing, and transportation, distribution and logistics. Major stakeholders that were engaged included state education, workforce and economic development agencies, K-12 education, community colleges, regional Education for Employment (EFE) systems, adult education and Workforce Investment Act (WIA) providers, four-year colleges and universities and business and industry. A three-phase plan to establish a comprehensive career development system in Illinois was recommended. Phase I focuses on enhancing coordination and increasing visibility. Phase II focuses on enhancing implementation of innovative practices and Phase III focuses on building in quality and enhancing opportunities.

Illinois workNet Steering Committee

Since the inception of the **Illinois workNet** portal, guidance has been provided by the IWIB Steering Committee. This committee includes representatives from the IWIB, business and state agency partners, and the Illinois Workforce Partnership³ (IWP). At quarterly meetings, the committee reviews progress and makes recommendations that directly affect portal enhancements, online course and resource development, and statewide partnerships.

An important role of this committee is the development of state-level partnerships with the mandated partners, such as the ICCB, the Illinois Department of Employment Security (IDES) and the Illinois Department of Human Services (DHS). These partnerships result in ensuring the integration and access to information for

³ The Illinois Workforce Partnership is an association composed of representatives from all 26 local workforce areas located throughout Illinois.



businesses and job seekers through the **Illinois workNet** portal, no matter where the point of entry for service originates.

State Plan Task Force

The State Plan Task Force was created to address two provisions of the IWIB approved state plan that had generated significant concern regarding the implementation of these policy changes. These proposed provisions were:

- ▶ Implementation of a minimum training expenditure requirement
- ▶ Permission for the state to relieve Local Workforce Investment Boards (LWIB) of the requirement to maintain at least one comprehensive One-Stop Career Center (now **Illinois workNet** Center) in each LWIA

To address these provisions the task force submitted a report to the IWIB in September of 2007, which included recommendations for implementation of these policies. The primary recommendation and the focus of FPY'07/SFY'08 was the oversight of the implementation for a 40 percent minimum training expenditure requirement for WIA Title I adult and dislocated worker program funds. Following IWIB approval, DCEO developed policy guidance and technical support for the new requirement, and negotiated transitional targets for several LWIAs whose training expenditure levels in PY'06 fell below the 40 percent threshold.

By the end of FPY'07/SFY'08, statewide expenditures for adult training had risen to 45.4 percent, from 31.1 percent in FPY'06. Dislocated workers statewide training expenditures rose to 45.2 percent from 31.3 percent in FPY'06. The number of LWIAs meeting the 40 percent threshold had risen from 13 to 17 for adults and from 12 to 19 for dislocated workers. This is a truly remarkable change in program emphasis in a single year and demonstrates that the training policy has set the state on a clear path to a restored balance between training investments and other services. With the phased-in policy, it is expected that nearly all LWIAs will comply with the 40 percent requirement by the end of FPY'08. DCEO continues to work individually with the LWIAs to help them redesign their programs in order to reach and maintain the required training expenditure levels.

In addition to the training policy, the State Plan Task Force also recommended issuing clarifying policy on the methods by which comprehensive **Illinois workNet** Centers may provide access to core services. This policy was issued based on guidance received from the U.S. Department of Labor (USDOL). The task force also began addressing the question of how to improve the quality of WIA training programs that are available to participants in the state. Options for improvement and recommendations will be made to the IWIB in the fall of 2008.

Medicaid Infrastructure Grant Task Force

In 2007, the U. S. Department of Health and Human Services (HHS) awarded a Medicaid Infrastructure Grant (MIG) to Illinois to develop and implement strategies to "reduce the proportional percentage gap between people with disabilities who are employed or want to become employed and those people without disabilities who are employed or want to become employed". As an integral component of this grant, a task force comprised of individuals with disabilities, employers, disability advocacy organizations, leaders from participating state agencies and other businesses interested in promoting the employment of people with disabilities was established as a subcommittee of the IWIB. Its specific purpose is to draft a strategic plan to promote employment for Illinois residents with disabilities. The task force is currently utilizing a focus group and survey approach to gather and analyze data that will form the basis for the strategic plan that will be completed and submitted to HHS in September 2008.



Benchmarking Task Force

Public Act 93-0331 requires the IWIB to measure annually the progress of Illinois' workforce system. To comply, Illinois data is gathered on ten benchmarks and compared to overall United States performance as well as to the performance of nine states. These nine states are the largest in total population and are competitive with Illinois for business investments. The benchmarks are designed to provide a comprehensive and balanced picture of workforce development and focus on education, earnings, and competitive business advantage.

The Benchmarking Task Force is responsible for overseeing the development of the report and providing recommendations for revising and improving the benchmarks. Recommendations made in previous years by the task force for revising and improving the benchmarks and measures are still outstanding and will be implemented when legislative approval is received.

Significant results in the report showed:

- ▶ Illinois increased the percentage of the working-age population with high school diplomas from 86.0 to 87.9 percent from 2000 to 2007
- ▶ Illinois increased the percentage of the working-age population with bachelor's degrees and above from 26.4 to 32.6 percent from 2000 to 2007
- ▶ Illinois is ranked third among benchmark states in the percentage of persons 25 and over with high school diplomas and third in the percentage with a bachelors degree or higher



Technology Expands Access to the Workforce System



The **Illinois workNet** (<http://www.illinoisworknet.com>) system simplifies the process of connecting individuals, businesses, and workforce professionals to local and statewide resources. Utilizing partnerships and technology, seamless real-time access to resources has been vastly expanded to include services that were previously only available through the physical One-Stop (now **Illinois workNet**) Centers. These innovative partnerships include state-level agencies, not-for-profit organizations, and LWIBs as well as mandated and non-traditional community partners. To realize this expansion, in FPY'07/SFY'08, the following four major goals were implemented to ensure the **Illinois workNet** system became the entry to workforce services in Illinois:

- ▶ Completing phase three of the statewide rollout, making the **Illinois workNet** portal a comprehensive, widely accessible system
- ▶ A rebranding and marketing strategy that renamed “One-Stop”/Illinois and Employment Training (IETC) Centers into **Illinois workNet** Centers
- ▶ Producing a plan for full integration of the **Illinois workNet** portal into the daily activities of the one-stop system
- ▶ Developing high-growth industries pages on the **Illinois workNet** portal

Illinois workNet Portal Statewide Rollout

The completion of the statewide rollout of the **Illinois workNet** portal assured widely accessible workforce and economic development resources to all LWIAs across the state. In addition to comprehensive **Illinois workNet** Centers, portal sites also include satellite locations, community-based organizations, faith-based groups, educational entities, social service agencies, and other non-traditional partners. Approximately 441 entities currently provide access to the **Illinois workNet** portal, expanding statewide services well beyond the traditional "one-stop system".

One-Stop/IETC Rebranding to Illinois workNet Centers

A rebranding and marketing strategy was developed in FPY'06/SFY'07 and implemented in this program year to create an identifiable brand and increase access to and awareness of the services offered through the statewide implementation of the **Illinois workNet** system. This strategy consisted of the following components:

- ▶ Replacing One-Stop/IETC signage with **Illinois workNet** signs and logos at all comprehensive centers and WIA-funded satellites (Pictured Right)
- ▶ Developing rebranding/marketing materials
- ▶ Advertising and local launch events



To augment the local strategies for rebranding and marketing, DCEO sponsored launch events to highlight and raise awareness of programs, services, and partnerships provided through the **Illinois workNet** system. Each event was well attended by businesses, local partners, service agencies, chambers of commerce, community members, and press. The events featured state and local speakers, and business and individual success stories. Widespread media coverage informed community members and businesses of the rebranding and the resources and services available to them through the **Illinois workNet** portal, local **Illinois workNet** Centers and partnerships. Some of the areas where launch events were held included:



- ▶ Chicago (LWIA 9) – Instituto del Progreso Latino hosted an event on February 19, 2008 at their downtown Chicago facility
- ▶ Central Illinois (LWIA 19) – Decatur Public School District hosted an event on May 29, 2008 at the Education and Training Center in Hickory Point Mall
- ▶ Northern Illinois (LWIA 3) – The United Auto Workers (UAW) Local 1268 hosted an event on June 25, 2008 at the Belvidere facility

Integration into Daily Workforce Activities

A coordinated integration plan that included technical assistance, training, and provision of supportive services was developed to ensure the **Illinois workNet** system becomes an integral component in all workforce services. To this end, the following activities were completed toward integration of the **Illinois workNet** system:

- ▶ 757 workforce professionals completed training to become Certified **Illinois workNet** Advisors
- ▶ An online Certified **Illinois workNet** Content Manager Course was established that allows for new local content managers to gain immediate access to training and earn one Continuing Education Unit from Southern Illinois University(SIU)-Carbondale Continuing Education
- ▶ An online instructional video series was created to assist users to more effectively and efficiently access **Illinois workNet** resources
- ▶ Customized Rapid Response web pages were added to the portal for easier access and individualized customization.

High-Growth Industries Page



One of the primary goals during FPY'07/SFY'08 was to develop an online format to promote high growth jobs and training. This was accomplished through the development of a High-Growth Industries pages (shown left), which is a component of the **Illinois workNet** portal. The site features a CareerBuilder™ interface for job seekers to locate and apply for jobs in Illinois' demand sectors. It is also used by local Business Services Teams to post job openings at no cost to employers in their LWIAs.

Illinois workNet in Action - United Auto Workers (UAW) Local 1268, Belvidere

Illinois workNet staff and their local partners were integral components in the response that followed the layoffs at the Chrysler plant in Belvidere. The combined efforts of these partnerships, including the local **Illinois workNet** Center (The Workforce Connection), the LWIB, local governments, educational entities, economic development and community partners, and state agencies, provided immediate assistance to dislocated workers. Through the portal and physical center, dislocated workers were able to avail themselves of the full spectrum of rapid response services from pre-layoff through post-layoff.

This event clearly demonstrated how the **Illinois workNet** system with its local partnerships is able to facilitate access to services and information to assist dislocated workers with their immediate, short-term and even long-range vocational needs. By connecting individuals to online resources, employment-related counseling and workshops, and training in high-growth industries, the **Illinois workNet** portal offers real-time solutions to those seeking services.



disabilityworks ▶

disabilityworks is Illinois' unique, innovative partnership of state and local agencies, businesses, service providers, educational institutions and disability advocacy organizations. Its continuing mission is to develop and implement strategies to enhance employment and training opportunities for people with disabilities throughout Illinois. The **disabilityworks** approach has resulted in its becoming a recognized leader in influencing both state and national disability policy. It is funded through a grant to the Chicagoland Chamber of Commerce in order to provide a strong business presence and commitment to the **disabilityworks** mission.

As a result of its successes in the Northeast Economic Development Region, **disabilityworks**, in FPY'07/SFY'08, began to implement its statewide expansion strategy. A key component of this strategy was the integration of the Disability Program Navigator (DPN) project which not only gave **disabilityworks** an immediate statewide presence, but also provided the foundation for sustaining the DPN project in Illinois.

disabilityworks' recognition as an innovative leader in its approach to employment and training strategies for people with disabilities has had a significant influence on national and statewide disability policy.

disabilityworks Statewide Expansion

The 2006 award-winning program design within the Northeast Economic Development Region, led to a determination by DCEO that by expanding **disabilityworks** into a statewide initiative, these successes could also be realized across Illinois. An expansion plan was subsequently developed that also included the integration of the DPN project. Supported by a collaborative effort between USDOL and the Social Security Administration (SSA), the DPN project's primary mission was to guarantee that all customers, with or without disabilities, had access to the full array of available workforce center services. The role of the DPN was to foster systems change activities that assured comprehensive and seamless services for all workforce customers. Therefore, by combining these two complementary initiatives, **disabilityworks** was able to utilize an existing statewide structure to facilitate the expansion process.

The approved integration plan included centralizing the administration of eight DPNs and one Lead DPN within **disabilityworks**, assigning DPNs (now called **disabilityworks** Resource Coordinators)(dRCs) to specific economic development regions throughout the state and expanding their responsibilities beyond workforce center-based duties.

Significant accomplishments during the first year of **disabilityworks** statewide expansion (FPY'07/SFY'08), include:

- ▶ Collaborating with SIU-Carbondale to facilitate the creation of the Tri-State Business Leadership



Darren Therriault
PepsiCo
Application Configuration Specialist

Darren Therriault is an Application Configuration Specialist with PepsiCo located in Chicago.

PepsiCo is one of the six members on the **disabilityworks** Business Leadership Advisory Board. The Board's purpose is to provide guidance and support to the **disabilityworks** initiative.

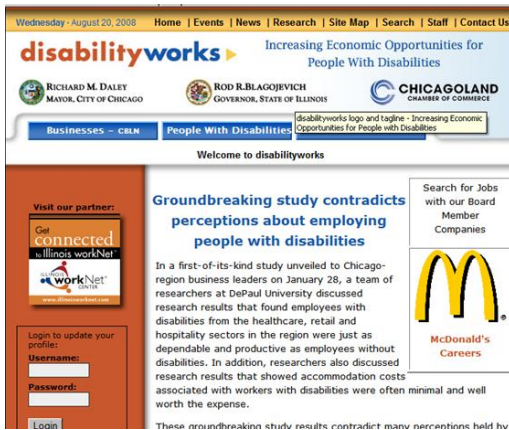
Darren, an IT veteran, wanted to be as productive as possible in his job. To this end, he identified some strategies that PepsiCo could incorporate to better equip its facilities for deaf and hearing-impaired associates like him. As a result, the project team established to address this issue, in which Darren was a member, introduced Video Relay Service (VRS) technology into PepsiCo's telephone system.

Today when someone calls Darren or anyone with VRS access, the call is forwarded to a special operator. The operator routes the call to an American Sign Language interpreter who then calls the deaf person via video monitor. The caller speaks to the interpreter, who in turn signs the conversation to the deaf listener. The deaf listener can sign back to the interpreter, who will translate for the caller, or speak directly to the caller.



- ▶ Network which will promote employment of people with disabilities to businesses in southern Illinois
- ▶ Networking with local Small Business Development Centers (SBDCs) in each of their Economic Development Regions to educate the centers on disability related information and resources
- ▶ Establishing regular dRC/**Illinois workNet** Center rotation schedules so that dRC's will be available for staff training, resource information, assistive technology orientation and other disability-related requests

disabilityworks.org



A key component of the **disabilityworks** initiative is **disabilityworks.org**, a comprehensive employment information and referral resource for job seekers with disabilities, employers looking to hire people with disabilities, and service providers. During FPY'07/SFY'08, emphasis was placed on providing upgrades to **disabilityworks.org** to enhance its interfacing capabilities with **Illinois workNet** and to incorporate more statewide and regional information to reflect the expansion of **disabilityworks** across Illinois.

disabilityworks.org includes sections for statistics, resource links and frequently asked questions. People with disabilities and service providers can sign up to receive job leads, and employers can sign

up to receive job fair information. Additionally, **disabilityworks.org** features pages where visitors can find information on upcoming events and related news stories, including a page where visitors can contact **disabilityworks** staff with questions not answered on the website or for individualized referrals.

Influence on National and Statewide Disability Policy

Since its inception, the innovative and collaborative approaches to enhancing employment and training opportunities for people with disabilities has garnered **disabilityworks** and DCEO statewide and nationwide recognition as a leader in this area. This reputation was further enhanced in 2006 when **disabilityworks** received the New Freedom Initiative Award. As a result, states such as Colorado and Kansas have expressed interest in replicating the **disabilityworks** model, and **disabilityworks**' reputation as an innovative leader has continued to grow.

Over the past year, **disabilityworks** staff has participated in a variety of activities with the potential to influence state and national disability policy, such as committee and advisory board memberships, as well as presentations at national and regional conferences.



Economic Impact Study

disabilityworks has also been instrumental in publicizing and promoting the results of a groundbreaking study that assessed the economic impact to businesses employing people with disabilities across employment sectors. The positive results of two previous studies, conducted by individual companies as internal assessments, have been frequently cited to encourage businesses to employ people with disabilities. This study not only supports, but also reinforces those results.

The Economic Impact Study, commissioned by DCEO and conducted by researchers from DePaul University, examined the economic costs and benefits of workers with disabilities within three sectors (healthcare, retail, and hospitality). The project included two phases of research: focus groups and cost-benefit surveys.

The focus group phase revealed the following central themes:

- ▶ Disability employment agencies and disability advocates were critical for recruiting and hiring workers with disabilities
- ▶ Managers were viewed as having biases against workers with disabilities and concerns with the cost of accommodations
- ▶ Promotion opportunities were limited for workers with disabilities, with many identified as holding and remaining in entry-level positions
- ▶ Costs associated with workers with disabilities were minimal and worth the expense
- ▶ Benefits associated with workers with disabilities included having dedicated reliable employees, and a more diverse workforce

Further, the study confirms in the relatively few circumstances where accommodations were requested, the average cost was \$313. The cost of accommodations in the past has been a concern for businesses. For example, in the retail sector, employees with and without disabilities reported that accommodations were provided by their employer to help them perform the essential functions of their job, with “changes to the work schedule”, an accommodation requiring minimal, if any, cost, ranking first.

This Economic Impact Study will continue to be used extensively by DCEO and **disabilityworks** across Illinois to support the business case for the employment of people with disabilities.

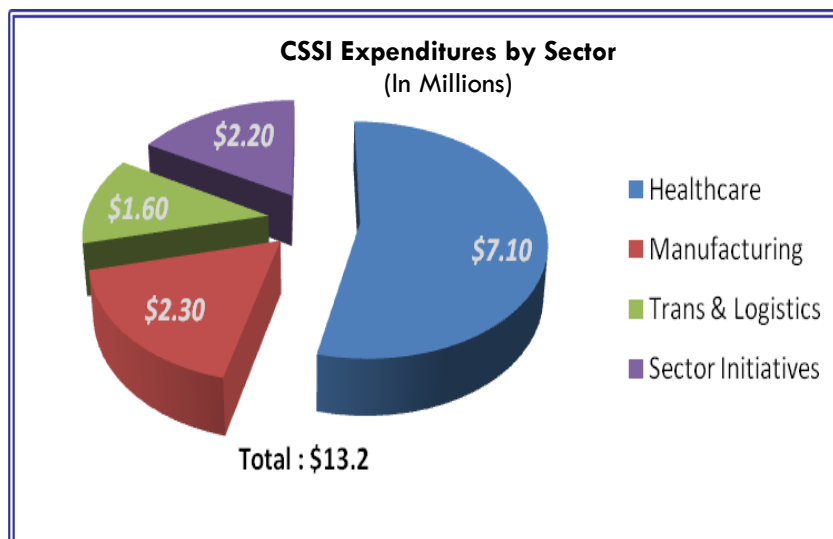


Regional Economic Development & Sector Based Initiatives

CSSI

Illinois' Critical Skill Shortages Initiative has served over 4,500 employees since it was launched in 2003, preparing them for critical shortage occupations in the demand sectors of healthcare; manufacturing; and transportation, distribution, and logistics. An interim evaluation concluded that CSSI successfully targeted investments at critical skill shortage occupations. CSSI laid the foundation for regional sector strategies in Illinois by encouraging local workforce and economic development professionals, the K-12 and post-secondary education communities and key private stakeholders to work cooperatively to address the root causes of skilled worker shortages.

Overall CSSI Services Expenditures by Sector for FPY'07/SFY'08:



The CSSI interim evaluation led to four main conclusions:

1. The CSSI regional sector approach was a well received approach at the state, regional, and local levels that can be improved and built upon for future efforts.
2. Sector strategies must become part of a larger public-private regional sector initiative with regional economic development and industry partners playing a stronger leadership role
3. Future public-private regional sector initiatives should use standardized methodologies and shared information and reporting systems which are in alignment at the state/regional and local levels to support planning, implementation, and evaluation.
4. Future regional sector initiatives should dedicate more funding to "innovation projects" that are designed to make major breakthroughs in improving existing strategies or programs or developing very new strategies and solutions to critical shortages.

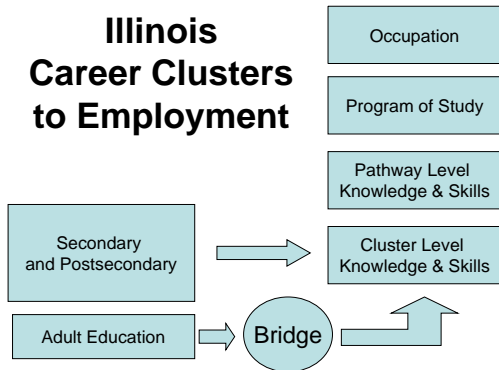
CSSI's focus for the future is to continue developing and implementing sector strategies on a regional and statewide basis incorporating the lessons learned from the initial implementation. The lessons learned through CSSI led directly to the formation of the Governor's Economic Development Subcabinet, which brings



all the relevant state agencies together to bring a much wider arsenal of funding and programs to address critical skill shortages in Illinois.

The Governor’s Economic Development Subcabinet established two priorities during FPY’07/SFY’08. The first priority focused on adopting educational career clusters as integral to the development of sector based initiatives. Specifically, a framework has been developed that will be used to implement specific solutions through formalized Regional Sector Work Plans. These solutions will leverage available resources while

focusing on actions that will maximize the impact on the shortage. As part of the formalization of the Regional Sector plans, the 16 career clusters used by the education agencies were adopted. This will allow state workforce and education agencies to organize career development products, services and web sites around these clusters using standardized content.



In addition to the work around the career clusters, the Subcabinet, through a subcommittee on Healthcare, has launched an effort to align intermediary organizations with the high-demand sectors. The Metropolitan Chicago Healthcare Council (MCHC) is leading efforts in Northeastern Illinois and Southern

Illinois in cooperation with key regional stakeholders to build healthcare partnerships.

In the manufacturing sector, DCEO has partnered with the Tooling & Manufacturing Association and the Mayor’s Office of Workforce Development in Chicago to create a “Manufacturing 101” training system. The purpose is to prepare manufacturing career candidates and incumbent workers to move up the precision metalworking and precision metalworking related career ladder.

DCEO continues to follow the recommendations of the IWIB sector task forces in Healthcare, Manufacturing and Transportation/Distribution/Logistics to address critical skill shortages through investments in regional sector strategies. Together with our partners in the Governor’s Economic Subcabinet, DCEO is working to address the ongoing shortages of skilled workers in demand occupations.

Business Enterprise Planning Grants

DCEO is currently working with public and private partners in the Chicago area to promote the development and expansion of business enterprises within the non-profit sector. These initiatives, often referred to as "social enterprises", include both adult and youth programs. Through these “enterprises”, transitional employment and related workforce development services are provided to targeted low-income populations facing serious barriers to employment.

This past program year has been a startup year for the project and DCEO provided planning grants to assist non-profit organizations in promoting business enterprises through three major strategies: developing business plans; expanding access to social venture capital; and expanding markets for business enterprises.



Incumbent Worker Training

The incumbent worker (IW) training program plays a central role in workforce development in Illinois' critical demand sectors of Healthcare, Manufacturing and Transportation, Distribution, and Logistics. In the past year, a \$4 million investment allowed 4,800 workers in 158 companies spanning across the various sectors to receive IW assistance.

As part of the 2007-2009 Strategic State Plan for Title I of the Workforce Investment Act of 1998 and the Wagner-Peyser Act, the DCEO renewed a 2005 waiver from USDOL to assist in aligning workforce and economic development programs. Specifically, LWIAs may utilize up to ten percent of their Adult, Dislocated Worker, and Youth allocations to support incumbent Worker training programs. This waiver ensures that Illinois' workforce system is demand-driven and gives LWIAs maximum flexibility in tailoring service delivery and making strategic investments in workforce development activities to meet the needs of state and local economies and labor markets.

Success story: Sauber Manufacturing Company



Through a partnership with the River Valley Workforce Investment Board, Sauber Manufacturing Company (facility pictured above) was very pleased with the training opportunity provided through an incumbent worker grant. Employees received training through an innovative solution known as SolidWorks. All employees indicated that the training was thorough and improved their proficiency in completing new and revised drawings. Based on the blueprint training through SolidWorks, the amount of re-work and errors were significantly reduced while building products.



Programs that Support the Workforce Vision

Trade Adjustment Assistance Act Program

The Trade Adjustment Assistance Program (TAA) program provides Illinois workers displaced by a shift to international trade with a means to obtain marketable skills for today's increasingly competitive work environment. DCEO is the designated agency to administer the TAA program in conjunction with Illinois' LWIAs and IDES.

Specifically, DCEO shares the responsibility for the TAA component that links impacted workers with training opportunities, job search allowances, and relocation allowances with the LWIAs. In addition, DCEO is responsible for all programmatic and fiscal oversight, including all TAA policy development, grant management and monitoring, as well as coordination with the Department of Labor's TAA field representatives. Four components remain the responsibility of IDES: Trade Readjustment Allowances (TRA), Alternative Trade Adjustment Assistance (ATAA), Appeals, and the Health Care Tax Credit (HCTC) Program.

During FPY'07/SF'08, DCEO continued its proactive administration in the program through the provision of numerous administrative and training opportunities. These opportunities ensure LWIA staff has the tools and supports needed to provide trade-impacted workers with needed services and include:

- ▶ Holding numerous training sessions across the state addressing issues ranging from grant processes to specific eligibility issues for case managers
- ▶ Collaborating with IDES and LWIA staff to update and revise the state TAA Policy and Procedures manual and ensure understanding and compliance
- ▶ Providing comment on proposed federal TAA regulations
- ▶ Participating on the national and regional level sharing best practices, procedures and policy that have been successful in Illinois
- ▶ Securing \$6,217,500 in additional TAA money for continuation of TAA services at the local level

The results of a June 2008 review conducted by USDOL/ETA of the TAA program and its various components will be released in the next reporting period.

Illinois Farm Beginnings

Illinois Farm Beginnings is a training program in Northern and Central Illinois that provides classes in one-on-one mentoring to become knowledgeable in organic farming. This program has two main components: classes in goal setting and business/marketing planning over the winter (October-March), followed by field days and one-on-one mentoring during the growing season (March-October).

As of June 30, 2008, 50 sustainable farms have been created in North and Central Illinois. To date the grantee has issued 13 scholarships. Ninety-three (93) total family units have participated to date. The Land Connection (TLC) and Angelic Organics Learning Center are the grantees for this program.



U.S. Department of Labor Foster Care Demonstration Project

The Foster Care Demonstration Project, (also known as Project New Futures) is a partnership between DCEO, the Department of Children and Family Services (DCFS), and the Chicago Alternative Schools Network (ASN). Begun as a three-year, DOL funded demonstration project, with matching funds provided by DCEO and DCFS; the project is in its fourth year of operation. DOL withdrew funding after the second year and DCEO worked to identify a supplemental source of funding. Casey Family Programs in Seattle, Washington agreed to cover the loss of DOL funding planned for year three of the project and continue funding beyond the originally planned project end. DCEO, DCFS and Casey Family Programs continue to provide funding and work with ASN in the operation of Project New Futures. The project provides counseling toward college preparation and post secondary vocational activities to approximately 330 older youth in foster care. Each participating ASN school has one part-time in-school counselor.

Twelve Alternative Schools are participating in this demonstration. In-school counseling will begin at the start of the second semester of the junior year and continue until high school graduation. After graduation, each youth receives counseling and coaching assistance from one of four ASN based full-time Transition Specialists in areas including post-secondary school choice, class selection, job search assistance, housing issues, personal relationship concerns, and money management. The chart to the right highlights the results as of June 30, 2008.

Obtained High School Diploma	177
Obtained GED	22
Still in High School	19
In Post-Secondary Education (includes part-time work & school)	34
Working full-time	35
Other (includes those still receiving services but have dropped out)	40

Training and Technical Assistance (TAT)

The Training and Technical Assistance (TAT) Division offers training opportunities statewide and on a regional basis to WIA staff, LWIB members and staff, as well as partners. During FPY'07/SFY'08, training included:

Statewide Training	Sites	Number Trained
WIA 101	1	73
Planning Roundtable	1	76
Providing Quality Customer Service Through workNet™:Building the Brand	8	419
Training Expenditure Technical Assistance Conference	1	136
EO Officers' Training	1	35
TAA/TRA Policy & Procedures Update	3	294
Rescission Planning Workshop	1	86
Regional Training	Sites	Number Trained
TAA Technical Assistance Training	9	126
WIA Youth Common Measures Training	1	22
Make a Note of It! Case Notes Training	1	30
From Research to Demand-Driven Action: Aligning Programs with Sector and Skill Needs	1	33



Illinois Workforce Development Conference

TAT is responsible for the annual Workforce Development Conference and Awards Banquet. More than 860 people attended the 2007 conference. The planning committee, made up of representatives from WIA and other partner organizations, developed a 46 workshop agenda that covered topics of importance to front-line staff, managers, and local board members. The workshops addressed the improvement of services to both job seeking customers and business customers.

The highlight of the conference was the annual awards banquet that recognized successful individuals and businesses from throughout Illinois. Under the Journey Awards category, former customers were nominated for continuing to advance in their careers and for giving back to their communities. The first annual **disabilityworks** Innovation Award was presented to an employee of PepsiCo. Four other awards were given out under the categories of Business Leadership, Individual Leadership, Innovative Solutions, and Outstanding Youth Program.



Bison Gear & Engineering Chairman and CEO Ron Bullock and DCEO Deputy Director Therese McMahon

Business Leadership Award Bison Gear & Engineering

The Business Leadership Award recognizes a private sector company that has demonstrated leadership and made significant contributions to workforce/economic development activities.

Bison Gear & Engineering is a world-class gear motor, electric motor and gear reducer manufacturer located in St. Charles, Illinois. Noted for innovative designs and flexible applications, the company has helped set industry standards for over 40 years. Under the leadership of Chairman and CEO Ron Bullock, Bison has increased sales sevenfold since 1987. Bison has distinguished itself as a global force driven by dedication, quality, and design philosophy, supported by a highly skilled 220-employee workforce. Known for attention to detail, about 20% of Bison's production is in proprietary custom design.

Bison Gear, a committed collaborator and leader in workforce and economic development, has brought together a team of Fox Valley manufacturing, government and education leaders working to remedy the shortage of qualified entry-level manufacturing workers. The **Skilled Workforce Initiative**, a 12-week applied math and manufacturing principles training program will combine shop math, blueprint reading and measuring disciplines with business and life skills curriculum. Upon completion, students may seek a position with one of the partner manufacturers. On-the-job training and a more specialized Level 2 course in a specific manufacturing area will follow. Through this program, Bison is making significant contributions to the economic vitality of the region, while aiding high school graduates, retired or displaced workers and workers seeking to improve their current skill set, and supporting an important tool for economic, workforce development. Bison Gear & Engineering Corp. truly exhibits the highest level of workforce and business leadership.



Agency Partners – Support Workforce Investment Act Activities

Working together with the mandated partners supports the delivery of comprehensive programs throughout the workforce system. The achievements of these partners during FPY'07/SFY'08 are below.

Illinois Department of Employment Security (IDES)

Unemployment Insurance

Unemployment Insurance (UI) pays benefits to unemployed workers. Employers pay taxes quarterly to fund UI benefits by filing online using Illinois TaxNet. Claimants may visit IDES offices located throughout the state to file initial UI claims or they may file initial claims on the Internet. In most cases, individuals can claim up to 26 weeks of benefits via an automated telephone claim certification system (Tele-Serve). IDES is in the process of replacing the thirty-year old benefit payment system with a new system scheduled for completion in spring of 2009. Illinois workers filed 725,889 initial claims during the program year ending on June 28, 2008. While receiving unemployment benefits, claimants are encouraged to take advantage of workforce development services offered in the **Illinois workNet Centers**, including skills upgrading, career information, and job placement.

Employment Service

Employment Service (ES), administered by IDES, is a federally funded labor exchange system created under the Wagner-Peyser Act, as amended by WIA. The program serves both employers and job seekers by posting employers' job vacancies with qualified workers and placing job seekers in available jobs. ES uses the Internet-based Illinois Skills Match (ISM) system as its main labor-exchange tool. During FPY'07/SFY'08 for the period of July 1, 2007 through June 26, 2008, there were 255,925 first time-registered job seekers in Illinois Skills Match and 51,907 job orders, many of which had multiple openings listed in ISM. The most recent Employment Service Program year statistics show that the number of job seekers finding employment was 187,032. All placements made through IDES are unsubsidized; therefore, putting people back to work through IDES puts dollars directly back into the State of Illinois economy.

Employment Service also administers a number of specialized programs, including:

- ▶ Outreach, referral, and placement services for veterans
- ▶ Specialized placement services for formerly incarcerated persons receiving unemployment insurance
- ▶ The Hire the Future Program, along with the Illinois Safety Net Works Program, partners with community/faith based organizations to offer job opportunities to youth in socio-economically blighted communities
- ▶ The Apprenticeship Information Center provides individuals with apprenticeship program information and refers them to apprenticeship opportunities
- ▶ The Work Opportunity Tax Credit provides tax credits to employers hiring individuals from specified, hard-to-place groups
- ▶ The Migrant Seasonal Farm Worker Program makes employment opportunities as well as referral to supportive services, career guidance, job development, and staff assisted services available to migrant and seasonal farm workers



Labor Market Information (LMI)

In cooperation with the U.S. Department of Labor Bureau of Labor Statistics, IDES collects, analyzes, and distributes information on labor force statistics, workplace job data, wage and demographic characteristics for localities and industries, and other economic and workforce development data. This information is uploaded and may be accessed via the **Illinois workNet** portal. LMI users range from job seekers, employers, and the public to state and local policymakers. Internet-based career information is also provided to primary and secondary school students, guidance counselors, and adults.

Summary of IDES Accomplishments

- ▶ IDES produced and disseminated both short and long-term industry and occupational employment projections for Illinois' metropolitan statistical areas, economic development regions, and local workforce areas.
- ▶ IDES completed and delivered the updated version of the Internet-based Illinois Career Information System that now includes employment projections data, occupational wages, training programs, schools data, and scholarship information for college-bound students.
- ▶ IDES completed two-year and ten-year employment projections for more than 100 industries and 700 occupations in the state and each local workforce area. The ten-year projections are now available for each metro area, economic development region, community college district, and county throughout Illinois.
- ▶ IDES continued to conduct training workshops for labor market professionals across the nation on local employment dynamics, a statistical partnership between states and U.S. Bureau of Census. Labor Economists throughout the country can use this new information to determine those industries in local areas with the highest concentration of older workers; highest potential for separation in the next 10 years; average earnings of older workers; number of new hires; new hires earnings; and other pertinent labor market data.
- ▶ Over 1,400 military members and approximately 40 spouses participated in 51 Transition Assistance Program workshops conducted by IDES Veteran Representatives at both Scott Air Force Base and Great Lakes Naval Base. These workshops help military service members and spouses prepare for the challenges of transitioning from active duty to civilian life.
- ▶ IDES facilitated the placement of 1,330 formerly incarcerated men and women in jobs throughout Illinois.
- ▶ More than 2,000 veterans and nearly 300 employers attended the second IDES statewide veteran's job fair held in 11 cities across Illinois in November 2007. In Springfield, Illinois, workNet and Lincoln Land Community College provided a free job fair webcast that was broadcasted to 6 different locations. Illinois enjoyed the best turnout of both employers and job seekers in USDOL's Region 9, which has 7 Midwestern states.
- ▶ The Incarcerated Veterans Transition Program (IVTP) provided in-reach employment services to over 1,500 incarcerated veterans at 9 state-operated minimum and medium level correctional centers throughout Illinois. Of these veterans, 325 participants have successfully exited prison, contributing to our current recidivism rate of less than 7%. IVTP to date has saved the State of Illinois \$7.2 million since beginning in March 2005.
- ▶ IDES strengthened its relationship with the Illinois Department of Veterans' Affairs. This successful partnership has produced coordinated events such as stand-downs, job fairs, and the Supermarket of Veterans' Benefits. Illinois veterans have also benefited from joint ventures such as Unit Demobilizations and IVTP on a weekly basis.
- ▶ Illinois is the first state in the nation to complete industry employment projections for a sub-county region (local Workforce Areas within Cook County).
- ▶ IDES worked with the National Opinion Research Center to build an infrastructure of economic information to understand business cycles in the Illinois economy. This collaboration resulted in the development of a seasonal adjustment technique that provides a count of new jobs created each month for specific industries.



- ▶ A special effort to reach a larger audience of employers and job seekers resulted in IDES hosting 12 live broadcasts on the Chicago Access Network (CAN) TV. The viewing audience of over 750,000 job seekers and employers could learn about the many employment programs and services available to Chicago residents.
- ▶ The Boot Camp Employment Pilot identifies employers willing to hire the formerly incarcerated. Training opportunities like Computer Numerical Control and A+ Certification are available to the employees to make them employable. Work Opportunity Tax Credit Training is also given to the employer.
- ▶ Effective April 2008, individuals receiving income support under the Trade Act can receive payment by a bank issued debit card or through direct deposit into a bank account.
- ▶ During the past year, IDES Workforce Development has become an affiliate of **Illinois workNet**. Previously, all partners designated as such under the Workforce Investment Act offered Services at Illinois Employment and Training Centers

Illinois Community College System

Illinois' 48 comprehensive community colleges and multi-college centers play a vital role in the state's educational, economic development, and workforce preparation partnership. Each year, they serve nearly 1 million residents. The community colleges pledge to address workforce development needs with flexible, responsive, and progressive programs by offering rigorous courses and programs designed for college and university transfer students, returning adults, and expanding adult education and literacy programs. These efforts help with the growing demand for trained workers in high demand occupations.

A well-educated workforce is the foundation of economic development, attracting and retaining industry and maintaining a strong workforce. Upgrading of worker skills through the Illinois Community College Board (ICCB) funded Adult Basic Education, Adult Secondary Education/GED, and English-as-a-Second Language instructional programs help address the significant needs of the workforce. Over 1.8 million of Illinois' 9.9 million adults have less than 12 grades of formal education. Services supported by both state and federal funds include community colleges, community based organizations, public schools, Regional Offices of Education, correctional institutions, and other nonprofit organizations.

The ICCB continues to work collaboratively across the state with other partners to address the alignment of workforce development, education, and economic development.

Through various regional initiatives, the Illinois Community College System is focusing on the sector/clusters such as manufacturing, healthcare, and transportation, distribution and logistics.

Illinois Community College Board partnership with Illinois workNet

The Illinois Community College Board continues to partner with the **Illinois workNet** Initiative. The staff persons of the ICCB have participated on all major **Illinois workNet** committees to provide input as to the role of community colleges and adult education within **Illinois workNet**. The ICCB has shared information with various community college associations such as the Presidents' Council and the Chief Academic Officers. Additionally, the board is beginning to work with the Chief Student Officers, which includes Career Centers at community colleges. Several colleges and adult education providers are already engaged and have staff that are now trained through the online course and are now certified.

Why Go BIO? Summit

The ICCB, in collaboration with DCEO, iBIO/iBIO Institute and Kankakee Community College held a "Why Go BIO?" summit on May 30, 2008. More than 23 community colleges were represented at the Summit as well as representatives from ISBE, the Illinois Board of Higher Education, and other entities. The purpose of the Summit was to bring together leading biotechnology businesses and community colleges to discuss the current state and future of biotechnology in Illinois and the role of community colleges in



preparing students for employment in the biotechnology fields. David Miller, President and CEO of iBIO, gave an excellent introduction to the field of biotechnology and its importance to Illinois. The community college panel, including Richland Community College, Kankakee Community College, and Harry S. Truman College, discussed their current and future initiatives. The business panel, represented by Argonne National Laboratory, Archer Daniel Midland, Pioneer Hi-Bred International, Inc., and Abbott Laboratories, provided an excellent perspective on their goals, including upcoming initiatives and workforce needs.

Joyce Foundation Shifting Gears

The Shifting Gears initiative is designed to identify policy barriers and subsequent policy changes to make bridge programs more accessible to low-income, low-skilled adults and provide opportunities for them to prepare to enter postsecondary occupational training and eventual employment. There are 8 pilots implementing bridge models across the state. The models focus on: 1) preparing adult education students to enter postsecondary education bypassing remediation and 2) contextualizing remediation within the community college setting to move students through remediation more effectively and efficiently. The ICCB and the Joyce Workgroup have identified 5 policy areas surrounding the implementation of bridge programs. Updates are provided to the Illinois Community College Presidents Council and the Illinois Workforce Investment Board on a regular basis. The initiative will continue through June 30, 2009.

Manufacturing Innovation Grants

The Illinois Community College Board funded 7 manufacturing pilots to address manufacturing education/workforce solutions in bridge and/or foundation programs. The manufacturing pilot grants are Parkland College, Wilbur Wright College, Erie Neighborhood House, DeWitt-Livingston-McLean ROE, Heartland Community College, Richland Community College, and Illinois Central College. Through this initiative, the pilots have developed manufacturing related regional collaborations and build on sector/cluster efforts to align state industry sector/cluster approaches. The pilots also build on lessons learned through healthcare and transportation, distribution and logistics bridge pilots.

Business and Industry

The Illinois Community College Board provided more than \$3.3 million to community colleges during FPY'07/SFY'08 to provide workforce and economic development services. The workforce development activities conducted under this grant include customized job training on campus or on-site at a business; assisting entrepreneurs in business start-up; providing counseling and management assistance to small and medium sized business owners; helping businesses with government procurement opportunities; offering professional continuing education; developing training programs for unemployed and underemployed workers; and serving businesses with alternative education modalities, such as distance learning. The grant funds allow colleges to help companies grow by providing economic development assistance at costs they can afford and by providing needed technical and English language training for upgrading workers' skills. Illinois Community colleges provided workforce and economic development services to a total of more than 175,000 businesses and individuals. These services resulted in the start up of nearly 350 companies, expansion of almost 300 companies, and retention of 500 companies. In addition, over 4,500 jobs were created and more than another 9,500 jobs were retained.

Homeland Security Industry Education and Training Program

In order to retain and recruit business and industry in Illinois that supports the need for homeland security products and services, the ICCB and DCEO have been working with community colleges to serve as demonstration sites. Three community colleges provided homeland security projects. These projects developed a Crisis Communications Technician Program, trained public works employees and local business employees serving in a similar capacity within their companies to help keep municipalities and local businesses running smoothly during a disaster. In addition, the projects offer continuing professional education focused specifically on secure application development concepts and techniques covering a variety of security and application development related topics.



The second Illinois Community College System Homeland Security and Emergency Response Institute was held on February 21-22, 2008 in Springfield, Illinois, at the Crowne Plaza Hotel. Conference sessions and speakers presented information on campus security, program development, economic development, IT security, and first responder issues. The Institute's goal is to create awareness of campus security issues; identify the connection between homeland security, emergency response, and workforce/economic development; and to promote the development and coordination of homeland security and emergency response instruction focusing on innovations to satisfy unmet needs.

Aging is an Asset for the Workforce

On November 13, 2007, a group of educators, policymakers, retirees and members of business came together at Northern Illinois University (NIU)-Naperville. The meeting was hosted by the Naperville Chamber of Commerce, District 203; NIU Center for Government; SIU Carbondale; and the ICCB. The recommendations from the Forum participants focused on a better system of information for retirees about jobs, volunteer opportunities, and staying involved and active. Last, the group discussed the changing relationships between the generations and the challenges to understand each generation's unique reactions to authority, communication, work and technology.

Career and Technical Education

The ICCB has worked collaboratively with the Illinois State Board of Education and the Department of Commerce and Economic Opportunity to position career and technical education programs as a prominent component of the workforce pipeline. As the administrative agent of both the Perkins Postsecondary and the Perkins II grants, the ICCB is actively engaged in the development of CTE Programs of Study to address regional economic needs. CTE programs of Study offer students the academic and technical skills necessary to succeed in the 21st Century knowledge and skills based economy. Programs of Study are built collaboratively by postsecondary, secondary, and regional business and industry partners and seek to reduce remediation, facilitate transitions and increase student completion in areas defined as vital to the Illinois economy.

Illinois Department of Human Services

Human Capital Development

The Illinois Department of Human Services' Division of Human Capital Development (HCD) partners with other Illinois state agencies to provide workforce information and services to low-income individuals seeking employment. HCD has a representative in each of the 26 LWIAs to provide assistance through the Temporary Assistance for Needy Families (TANF) and Food Stamp Employment and Training Programs.

The DHS record for assisting TANF recipients in finding work, and then helping them stay employed, ranks Illinois as a leader among the states. Part of that success can be attributed to programs like WorkPays, which allow families to make a gradual transition from relying upon TANF. Under WorkPays, an employed TANF recipient's benefits are not reduced dollar for dollar when they secure a paid position – rather, benefits are reduced only \$1 for each \$3 they earn, giving them an opportunity to build their skills and increase their value as an employee before their benefit eligibility ends. The WorkPays approach has led to a significant reduction in the number of individuals returning to the TANF roles after an initial period of employment, even in periods when the economy is ailing or stagnant. The TANF “available to work” caseload declined by 2,470 between July 2007 and June 2008 to a low of 8,650.

For several years, DHS concentrated its efforts on TANF customers who were approaching the 60-month lifetime limit for receipt of benefits. Now lessons learned from that approach are being applied to customers much earlier in their 60-month time limit. Successful strategies include an in-depth assessment of the job seeker's skills, as well as barriers to employment, and assigning them to work and training activities that will build on their positives and position them for success. Monthly case



management that includes ongoing assessment of progress with the recipient is also a prescription for success.

DHS offers other important programs to TANF customers and low-income working families, such as treatment for substance abuse or mental illness, domestic violence or rehabilitation services, and childcare and transportation assistance, which are intended to address other issues that may pose barriers to achieving independence and self-sufficiency.

Success Story

The members of a two-parent household came into the Winnebago Family Community Resource Center (FCRC) in early April 2008. They had just had their second child and were now homeless; since they could no longer live with the relative who took them in before, the baby was born.

A call to a local housing agency helped them find public housing just a week after they applied. Joe (the husband) had a six-year-old felony and was not successful in securing employment. He was referred to the TANF Workshops with Ms. Love (DHS Caseworker) which he attended; he then met with the Caseworker at the **Illinois workNet** Center for intensive services for customers with criminal background barriers. The intensive services included becoming acclimated to Illinois Skills Match, job search, job readiness and other programs.

When employment was not secured within the first 30 days, Ms. Love assigned Joe to a workfirst placement, which focused on the need for good attendance and attitude. Joe was assigned to Barron Industries for work experience activities. Weekly contact continued with Ms. Love, the supervisor at Barron Industries and Joe. Through his continued efforts, Joe was able to demonstrate his ability to do the job and was hired full time in July 2008.

Jennifer, (the wife) returned to high school classes through the Job Corp Program after her maternity leave, working with Teen Parent Services. She received her GED certificate and graduated in May of 2008. Jennifer was in the top 10 % of her graduating class, receiving honors and recognition for those efforts. Their joint earned income canceled the case; however, they will continue to be eligible for medical and food stamps.

Rehabilitation Services

The DHS Division of Rehabilitation Services (DHS-DRS) continues to be an active partner in the ongoing efforts to implement a comprehensive workforce investment system in Illinois that provides equal access to customers with disabilities. In addition to providing its mandated core services, DHS-DRS offers a full array of vocational rehabilitation services to its customers with disabilities, either at the **Illinois workNet** Center or in one of its local offices.

Illinois Corporate Partners

The Illinois Corporate Partners (ICP) is comprised of human resource representatives from leading companies and corporations throughout the state of Illinois who are interested in offering guidance, advice, and support to DHS-DRS. As an advisory group of employers, this partnership assists the agency in its focus on direct placement initiatives, customer career choices, and issues that relate to job retention, promotion, and career advancement for people with disabilities.

Local Corporate Business Partners

The Corporate Business Partnership (CBP) program is an innovative approach to facilitating closer relationships between DHS-DRS and businesses throughout Illinois. CBPs are comprised of businesses committed to providing job opportunities for people with disabilities, as well as re-investing in the community by providing opportunities for Illinois residents to become productive and responsible taxpayers.

In return, DHS-DRS provides free workshops, accessibility consultations, and training seminars to CBP members and also acts in an advisory role for those companies who seek answers or consultation regarding issues relating to employees and customers with disabilities.



Regional Employer Network

The DHS-DRS mission is to maximize employment opportunities for persons with disabilities through a more efficient use of vocational rehabilitation resources to meet the recruitment, hiring, and retention needs of employers. Through collaboration within and across state boundaries, a vocational rehabilitation regional plan to leverage resources and refine strategies to increase regional penetration of the employer market is under development.

Ticket to Work

The "Ticket to Work" (T2W) program is a U.S. Social Security Administration initiative that promotes employment as a viable option to people currently receiving Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI) benefits. These recipients have the option of using their "ticket" to obtain employment-related services from a designated Employment Network without jeopardizing their medical benefits.

Agencies and organizations may apply to become Employment Networks. This designation qualifies them to receive payment for positive outcomes because of the employment and placement services to recipients who take advantage of the Ticket to Work program. DHS-DRS have entered into agreements with **Illinois workNet** Centers that have received the Employment Network designation to collaborate in placing ticket-holders into competitive employment.



Illinois Workforce Partnership

The Illinois Workforce Partnership is an association composed of representatives from all 26 local workforce areas located throughout Illinois. IWP is committed to representing the voice of the local workforce development system and representing the interests of boards and elected officials. Its goal is to “provide a high quality, employer-driven, proactive workforce development system that supports economic development.” Because of the strong leadership from the IWP Board and the committed staff throughout the state of Illinois, workforce development has taken a leadership role in providing increased opportunities in the new knowledge-based economy for both businesses and individuals.



Michael Williams, President,
Illinois Workforce Partnership

Part of the IWP’s mission is to formulate policy positions that impact Local Workforce Investment Areas and communicate those positions at both the state and federal level. IWP has five standing committees: Communications, Future Trends & Policy Development, Legislative, Resource Development and System Development. Committee highlights include:

- ▶ Worked with local legislators in crafting a House Resolution recognizing Workforce Development Week
- ▶ Organized regular visits by IWP members to the State Capitol and Stratton buildings to distribute IWP materials
- ▶ Completed a concept paper on what regionalism means to the workforce system and how regional approaches should be implemented
- ▶ Completed a concept paper on developing and formalizing strategic alliances between IWP and Education, Employment, Economic Development and other partners as one method for enhancing IWP’s role and moving forward with implementation
- ▶ Hosted a “Hit the Hill” event with Federal Legislators and Local Workforce Investment Boards in Washington, D.C.
- ▶ Met with legislators and staff to educate them on the issues relating to: workforce funding; 21st century workforce development systems; strategic regional partnerships and the value of local workforce investment boards
- ▶ Provided input to IWP membership and developed responses to new policies and legislative changes including WIA reauthorization and the WIA State Plan

IWP has two task forces to address key issues relating to the workforce development system:

- ▶ Performance Management
- ▶ Trade Adjustment Assistance

IWP continues to promote the sharing of information among Workforce Investment Boards, Chief Elected Officials and Workforce Partners to address local employment and training, economic development, welfare reform and educational issues.



Workforce Investment Act Title IB Program Performance

Overview

Title IB of the Workforce Investment Act (WIA) establishes a governance structure for the design and development of the workforce system and the framework for service delivery. It further contains provisions for the funding and delivery of services to adults, dislocated workers, and youth. DCEO administers the Title IB program at the state level. Locally, the Local Workforce Investment Boards (LWIBs), in partnership with the Chief Elected Officials (CEOs) in each Local Workforce Investment Area (LWIA), are responsible for oversight of the Title IB Adult, Dislocated Worker, and Youth activities. The CEO has fiscal responsibility for Title IB program funds, and may designate an entity to serve as fiscal agent and assist with program administration.

Cost-Effectiveness Analysis

Each year Illinois provides a cost-effectiveness analysis and a summary of evaluations conducted for workforce investment activities. Illinois adopted the format suggested for use in the United States Department of Labor (USDOL), Employment and Training Administration (ETA) Training and Employment Guidance Letter (TEGL) 14-03, Change 1. Rather than providing an overall cost-effectiveness ratio for the Title I programs, Illinois uses cost-effectiveness measures for each program. This approach takes into account the important differences in the targeted populations and the variations in the intended outcomes of each program.

The methodology for deriving cost-effectiveness measures related to the basic performance outcomes for each program is as follows:

Overall Cost per Participant	Divides the total program expenditures by the number of persons served. (The cost figure for Dislocated Workers includes Dislocated Worker and Rapid Response funding.)
Participant Count	The number of participants that were included in each performance category was determined from the WIA Annual Report Form (ETA 9091). Generally, this corresponds to the number of participants included in the denominator for each measure.
Total Participant Cost	Multiplies the overall cost per participant count and the participant count to yield an estimate of the total cost associated with services to the participants included in the performance measure. (It is necessary to calculate these two counts together because the number of participants in each measure varies, depending on the counting rules for the measure. It would be inappropriate to attribute the entire cost of the program to the subset of those included in each measure. Except for the Younger Youth Skill Attainment measure, the participants counted in each measure are exiters as reported in the Annual Report.)

However, there are several limitations to the methodology as described below:

- ▶ The major limitation to any cost-effectiveness analysis for WIA is the absence of cost information at the customer level. The only generally applicable cost-effectiveness measure, therefore, is an overall cost per participant (customer) for each program (Adult, Dislocated Workers, Older Youth, and Younger Youth). For older youth and younger youth expenditures, the calculation is a single cost per value for all youth programs and applied to each sub-program. This is due to there being no requirement for separate tracking.



- ▶ The method is highly sensitive to the volume of exiters. As the number of participants and exiters varies based on funding, the cost per outcome will vary.
- ▶ The method assumes that the entire benefit derives from program participation, which is unlikely, but there is no way to evaluate without comparison group information.

The State offers no evaluative judgment about these outcomes. At best, they constitute a baseline in which a comparison with subsequent results occurs.

The following core performance outcomes have cost-effectiveness measures:

Program	Measures
Adults	Average Earnings Employment Employment Retention
Dislocated Workers	Average Earnings Employment Employment Retention
Older Youth	Earnings Change Employment Employment Retention
Younger Youth	Skill Attainment Diploma Attainment Employment and Educational Retention

The results of the analysis are included in the WIA Title I Financial Statement (Table 1) below

Table 1 - Illinois Workforce Investment Act (WIA) Title I Financial Statement

Operating Results

	Available	Expended	Percent	Balance Remaining
Total all fund Sources	190,221,761	147,822,614	77.71%	42,399,148
Adult Program Funds	35,938,205	30,443,978	84.71%	5,494,227
<i>Carry-in funds (no add)</i>	4,429,363	4,350,509	98.22%	78,853
Dislocated Worker Program Funds	37,940,610	32,960,950	86.88%	4,979,660
<i>Carry-in funds (no add)</i>	8,395,535	8,349,381	99.45%	46,153
Youth Program Funds	43,263,606	34,968,303	80.83%	8,295,303
<i>Carry-in funds (no add)</i>	8,155,180	8,210,947	100.68%	-55,767
Out of School Youth	20,627,428	17,073,871	82.77%	3,553,557
In School Youth	14,415,912	10,484,624	72.73%	3,931,288
Summer Employment Opportunities		412,155		
Local Administration Funds	15,560,622	9,865,252	63.40%	5,695,370
<i>Carry-in funds (no add)</i>	4,992,853	4,555,702	91.24%	437,151
Rapid Response funds	18,043,631	13,613,227	75.45%	4,430,404
<i>Carry-in funds (no add)</i>	5,224,559	4,473,340	85.62%	751,219
Statewide Activities Funds	39,475,088	25,970,904	65.79%	13,504,184
<i>Carry-in funds (no add)</i>	18,195,874	14,727,288	80.94%	3,468,586



Illinois expended over \$147 million in FPY'07/SFY'08 across the adult, dislocated workers (including Rapid Response) and youth clusters (both older and younger youth), serving almost 40,000 customers. The data indicates that the WIA program has operated effectively in Illinois, with an overall cost per participant of \$2,698, which includes administrative costs.

Tables 2 and 3 provide cost-effectiveness information for each WIA Title I program operated in Illinois. They provide expenditure figures for staff-assisted core services, intensive services and training services. Earnings change, earnings recovered, employment, and retention measures provide data for adults, dislocated workers and older youth. For younger youth the data is for skill attainment, diplomas and retention.

Table 2 – Cost Effectiveness – Registered Adult and Dislocated Workers Program

	Adult Programs			Dislocated Workers Programs		
	Average Earnings	Measures Employment	Retention	Average Earnings	Measures Employment	Retention
Expenditures	\$30,443,978			\$46,574,177		
Participants	13,471			15,937		
Cost Per Participant	\$2,260			\$2,922		
Participants in Measure	3,358	3,986	4,214	4,330	5,958	5,074
Cost	\$7,589,080	\$9,008,360	\$9,523,640	\$12,652,260	\$17,409,276	\$14,826,228
Outcome	\$39,629,617	3,050	3,533	\$70,832,041	5,044	4,515
Cost per Outcome		2,954	2,696		\$3,451	\$3,284
Return on Investment per Participant	\$9,542			\$13,436		

Table 3 – Cost Effectiveness – Older Youth and Younger Youth Programs

	Older Youth Programs			Younger Youth Programs		
	Earnings Change	Measures Employment	Retention	Skill Attainment	Measures Diplomas	Retention
Expenditures	\$34,968,303			\$34,968,303		
Participants	10,484			10,484		
Cost Per Participant	\$3,335			\$3,335		
Skill Attainment Goal				8,377		
Participants in Measure	771	958	870		1,894	1,739
Cost	\$2,571,285	\$3,194,930	\$2,901,450	\$27,937,295	\$6,316,490	\$5,799,565
Outcome	3,061,731	719	728	6,674	1,449	1,252
Cost per Outcome		\$4,444	\$3,986	\$4,186	\$4,359	\$4,632
Return on Investment per Participant	\$636					



Performance Indicators

The Workforce Investment Act establishes performance measures or core indicators for adult and dislocated worker activities, youth activities. States negotiate levels of acceptable performance for each measure with the U.S. Department of Labor (USDOL). Illinois' overall performance calculation aggregates the performance data of its 26 Local Workforce Investment Areas (LWIAs). The state's ability to meet (90% threshold of the goal) or exceed pre-determined levels of performance provides an indicator as to the effectiveness of Illinois' WIA Title I services in addressing the needs of its customers.

Illinois has been very successful in meeting the challenging performance requirements imposed on this program by USDOL. The state exceeded 9 of the performance measures in FPY'07/SFY'08, with 22 of the 26 LWIAs meeting or exceeding performance. This past program year, customer satisfaction was no longer a statutory performance measure and is not included within the tables. Detailed tables of Illinois' performance are in Appendix A.

Common Measures

When submitting the 2007 -2009 State Plan, another waiver was requested and granted, allowing for the early adoption of the WIA Common Performance Measures. This reinforces Illinois' strategic objective of focusing WIA training investments on responding to the critical needs of the labor market, including flexible strategies for training for high-paying jobs in skill shortage areas. Through the implementation of this waiver, the provision of training to adults and dislocated workers is strengthened since the current WIA credential rates are removed. This further promotes more on-the-job or customized training and enhances services to out-of-school youth. In PY 2008, Illinois will adopt the 3 youth common measures that include all youth. By PY 2008, Illinois will be responsible for 9 performance measures.

Adult and Dislocated Worker Activities

WIA authorizes a tiered level of services for adults and dislocated workers. Core services represent those services that are universally available to any individual. Intensive and training services are available to individuals who meet certain eligibility requirements for the funding streams. These are individuals who have been determined to need these services to achieve employment or, in the case of employed individuals, to obtain or retain self-sufficient employment.

In addition to the delivery of services to dislocated workers through funds allocated by formula to the local level, WIA requires states to establish a Rapid Response capability to address major worker dislocation and plant closing events. This Rapid Response capability allows for organized and coordinated services to dislocated workers, drawing on all available partner resources, in cooperation with local one-stop staff. Rapid Response activities that address major dislocations are through funds set aside at the state level and augmented with additional USDOL funds awarded to the state on an application basis.

- The WIA Title IB program served 13,471⁴ registered adults during FPY'07/SFY'08.
 - ▶ 5,318 of those served (39% of the total) entered the adult program as registrants new to the WIA system.
 - ▶ 76.5% of the adults gained employment in the first quarter after exit, exceeding Illinois goal of 76%.

⁴ The 13,471 registered adults are derived from subtracting the Total Adult Self-Service Only from the WIA Adult Count as reflected in Table M on page A-4.



- ▶ (83.8% retained employment three quarters after the date they exited the program, meeting Illinois' goal of 84 %.
- The Dislocated Worker Program served 15,937 individuals during FPY'07/SFY'08.
 - ▶ 5,477 of those served (34% of the total) entered the Dislocated Worker Program as a new registrant.
 - ▶ 84.7% of dislocated workers gained employment in the first quarter after exit, which meets Illinois' goal of 85%.
 - ▶ Illinois also met its goal for employment retention as 89% of Dislocated Workers retained employment three quarters from their original exit date.

Services to adults and dislocated workers may include occupation skills training, on-the-job training, and other training programs that combine workplace training with related instruction. Individuals not enrolled in training still receive a variety of other core and intensive services. These types of services can include an assessment of skill levels, job search and placement assistance, career counseling, labor market information, evaluation of employment barriers, development of individual employment plans, case management and courses in short-term, pre-vocational skills such as communication and interviewing, professional conduct, and other services appropriate in preparing individuals for employment or training.

Youth Activities

WIA youth activities provide a systematic approach that offers youth a broad range of coordinated services. This includes opportunities for assistance in academic and occupational learning, development of leadership skills, and preparation for further education, additional training, and eventual employment.

- Under WIA, youth services are for both older youth (age 19 – 21) and younger youth (age 14 – 18). During FPY'07/SFY'08, there were 10,484 youth served through the WIA Title IB program.
 - ▶ Of those served, there were 3,509 new youth enrolled in the program.
 - ▶ 1,382 older youth exited the program and 2,822 younger youth exited the program.
- In FPY'07/SFY'08, 58.3% of the older youth who exited the program received a credential, exceeding the State's goal of 54%.
 - ▶ These youth attained an earnings change of \$3,971, exceeding Illinois' goal of \$3,945.

During FPY'07/SFY'08, 79.7% of the younger youth (age 14 – 18) reached their skill attainment goal, meeting Illinois' goal of 80%.

- ▶ Of those younger youth enrolled in a program to obtain their high school diploma or GED, 76.5% achieved that goal, exceeding the state goal of 74%.
- ▶ Further, of those younger youth striving for employment and retention, 72% were in employment, apprenticeships, post-secondary education, advanced training or military service in the third quarter following their departure from the youth program, exceeding Illinois' goal of 67%.



State Evaluations of Workforce Investment Activities

The following is a description of several workforce evaluation projects recently completed or currently underway in Illinois. Further information about each of these projects can be obtained by contacting the Illinois Department of Commerce and Economic Opportunity, Bureau of Workforce Development, 620 East Adams Street, 5th Floor, Springfield, Illinois 62701.

Evaluation study: Critical Skill Shortages Initiative

DCEO staff led an effort to analyze the interim results of the Critical Skill Shortages Initiative (CSSI) that incorporated evaluations conducted by the National Center for Education and the Economy and Workforce Enterprise Services. Even though a number of CSSI projects are still underway, there has been sufficient activity in the initiative to develop initial findings, lessons learned and best practices.

The interim evaluation demonstrated how CSSI shifted the focus of WIA investments toward occupations with critical skill shortages in targeted sectors of the economy: namely, healthcare, manufacturing and transportation/distribution/logistics.

The interim-evaluation executive summary was presented to the Illinois Workforce Investment Board in June 2008 and had the following conclusions:

1. The CSSI regional sector approach was a well received approach at the state, regional, and local levels that can be improved and built on.
2. CSSI must become part of a larger public-private regional sector initiative with regional economic development and industry partners playing a stronger leadership role.
3. Future public-private regional sector initiatives should use standardized methodologies and shared information and reporting systems which are in alignment at the state/regional and local levels to support planning, implementation, and evaluation.

Future regional sector initiatives should dedicate more funding to "innovation projects" that are designed to make major breakthroughs in improving existing strategies or programs or developing new strategies and solutions to critical shortages.

Evaluation Study: Illinois workNet™ Evaluation

During PY 2007, DCEO continued its evaluation of the **Illinois workNet** portal and related initiatives, building on efforts begun in the prior year. These efforts seek to improve the ability of Illinois workNet to collect and analyze information on the numbers of customers, customer satisfaction, the implementation of workNet sites, and the integration of workNet usage into the general delivery of core services at the local level.

The evaluation plan for PY 2007 contained the following elements:

- ▶ A review of utilization data;
- ▶ A review of data on the deployment of local content through the portal;
- ▶ A review of workNet site reporting on integration of the portal into the day-to-day delivery of services through the sites where it is in operation;
- ▶ A review of user survey data;
- ▶ A review of survey data from Certified Illinois workNet Advisors;



Evaluation Study: Illinois workNet™ Evaluation

- ▶ A review of summary information from LWIAs on utilization of local resource rooms;
- ▶ An annual review of monitoring data from the Illinois workNet system on the nature of local partnerships; and
- ▶ An annual review of summary data on the services and demographic characteristics of WIA adult and dislocated worker registrants.

During PY 2007, an additional element was added to the evaluation plan in relation to the State's minimum training expenditure policy for WIA adult and dislocated worker programs, which was implemented during the program year. DCEO worked with the State Plan Task Force of the IWIB to identify benchmark measures to help evaluate the impact of this new policy initiative, which are as follows:

- ▶ The statewide percentage of expenditures for training;
- ▶ The number of LWIAs with expenditure levels for training that are at or above the required level;
- ▶ Earnings outcomes for adults;
- ▶ The percent of training for critical skill shortage occupations; and
- ▶ The percent of participants who enter occupations for which they were trained.

Data have been developed for 4 of the 5 benchmarks, and are included in the *Illinois workNet Evaluation Report for PY 2007, Quarter 4*. Task force staff will be developing data for the fifth benchmark during PY 2008.

Performance Tables

The following Tables (A – N) are from the ETA Form 9091 – WIA Annual Report Form. The data contained within reflect the cumulative statewide performance of Illinois. Individual data tables highlighting the performance of twenty-six Local Workforce Investment Areas begin in Table O.



WIA Annual Report (ETA Form 9091)

State Name: IL

Date Submitted: 09/23/2008

WIA Title IB

Annual Report Form (ETA 9091)

I. Narrative Section

- A. A discussion of the cost of workforce investment activities relative to the effect of the activities on the performance of participants.
- B. A description of State evaluations of workforce investment activities, including:
 - 1. The questions the evaluation will/did address;
 - 2. A description of the evaluation's methodology; and
 - 3. Information about the timing of feedback and deliverables.

II. Table Section

Table A - Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	0.0	0.0	0.0	0.0	0.0	0.0
Employers	0.0	0.0	0.0	0.0	0.0	0.0

Table B - Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	76.0	76.5	3,050
			3,986
Employment Retention Rate	84.0	83.8	3,533
			4,214
Average Earnings	11,100.0	11,801.6	39,629,617
			3,358
Employment and Credential Rate	0.0	57.7	1,696
			2,937



Table C - Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals with Disabilities		Older Individuals	
Entered Employment Rate	76.2	1,643	70.2	132	59.1	149	67.6	138
		2,156		188		252		204
Employment Retention Rate	81.1	1,703	80.7	130	84.7	166	82.4	150
		2,101		161		196		182
Average Earnings Rate	10,330.6	16,704,658	14,372.7	1,739,095	8,745.9	1,355,621	10,528.0	1,537,083
		1,617		121		155		146
Employment and Credential Rate	57.8	958	53.8	63	41.5	49	50.0	45
		1,658		117		118		90

Table D - Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	74.8	1,482	78.2	1,568
		1,980		2,006
Employment Retention Rate	84.5	1,886	83.1	1,647
		2,231		1,983
Average Earnings Rate	12,163.8	21,359,610	11,404.5	18,270,007
		1,756		1,602

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	85.0	84.7	5,044
			5,958
Employment Retention Rate	90.0	89.0	4,515
			5,074
Average Earnings	15,400.0	16,358.4	70,832,041
			4,330
Employment and Credential Rate	0.0	61.1	2,132
			3,487

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	84.8	312	81.9	86	80.1	565	77.9	120
		368		105		705		154
Employment Retention Rate	87.0	295	82.4	84	87.2	491	85.8	97
		339		102		563		113
Average Earnings Rate	18,659.6	5,168,704	15,575.4	1,183,729	15,401.9	7,254,290	13,576.6	1,221,890
		277		76		471		90
Employment and Credential Rate	56.9	115	66.2	43	59.1	194	65.7	65
		202		65		328		99



Table G - Other Outcome for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	83.6	2,915	86.2	2,129
		3,487		2,471
Employment Retention Rate	89.0	2,681	89.0	1,834
		3,013		2,061
Average Earnings Rate	17,493.8	44,189,275	14,768.7	26,642,765
		2,526		1,804

Table H.1 - Youth (14 - 21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	0.0	62.6	2,152
			3,438
Attainment of Degree or Certificate	0.0	61.6	1,596
			2,590
Literacy and Numeracy Gains	0.0	30.5	449
			1,474

Table H.2 - Older Youth (19 - 21) Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	72.0	75.1	719
			958
Employment Retention Rate	83.0	83.7	728
			870
Average Earnings	3,945.0	3,971.1	3,061,731
			771
Credential Rate	54.0	58.3	690
			1,184

Table I - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
EER Rate	73.9	402	100.0	1	74.3	78	75.1	658
		544		1		105		876
ERR Rate	82.5	362	100.0	2	86.6	71	83.6	684
		439		2		82		818
Average Earnings Rate	3,730.4	1,466,040	3,485.0	3,485	3,367.0	252,523	4,066.9	2,964,761
		393		1		75		729
Credential Rate	59.6	376	100.0	1	46.6	61	57.2	622
		631		1		131		1,087



Table J - Younger Youth (14 - 18) Results

Reported Information	Negotiated Performance Level		Actual Performance Level	
Skill Attainment Rate	80.0		79.7	6,674 8,377
Youth Diploma or Equivalent Rate	74.0		76.5	1,449 1,894
Retention Rate	67.0		72.0	1,252 1,739

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals with Disabilities		Out-of-School Youth	
Skill Attainment Rate	76.3	3,095 4,059	83.9	2,120 2,526	74.4	1,949 2,621
Youth Diploma or Equivalent	69.2	587 848	86.7	475 548	59.1	347 587
Retention Rate	68.4	509 744	74.9	388 518	66.1	433 655

Table L - Other Reported Information

Reported Information	12 Month Employment Retention Rate		12 Month Earning Increase (Adults and Older Youth) or 12 Months Earning Replacement (Dislocated Workers)		Placement in Non-traditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	82.3	3,719 4,519	5,817.9	24,382,906 4,191	6.6	200 3,050	5,192.0	14,968,462 2,883	48.7	722 1,482
Dislocated Workers	88.5	4,917 5,558	105.9	78,799,356 74,401,900	4.8	243 5,044	7,778.8	37,338,215 4,800	55.0	1,603 2,915
Older Youths	75.7	711 939	4,031.6	3,342,172 829	2.1	15 719	2,818.7	1,809,608 642		

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	127,968	105,580
Total Adult self-service only	98,635	92,889
WIA Adult	112,106	98,637
WIA Dislocated Worker	15,937	7,011
Total Youth (14-21)	10,484	4,204
Younger Youth (14-18)	6,732	2,822
Older Youth (19-21)	3,752	1,382
Out-of-School Youth	5,957	2,204
In-School Youth	4,527	2,000



Table N - Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		30443978.00
Local Dislocated Workers		32960950.00
Local Youth		34968303.00
Rapid Response (up to 25%) WIA Section 134(a) (2) (B)		13613227.00
Statewide Required Activities (up to 15%) WIA Section 134(a) (2) (B)		19979802.00
Statewide Allowable Activities WIA Section 134(a) (3)	Program Activity Description	
	Capacity building and technical assistance	544002.00
	Board staffing grants	1802613.00
	Critical skills/Sector based training	3644487.00
	Subtotal: Statewide Allowable	5991102.00
		0.00
		0.00
		0.00
		0.00
		0.00
	0.00	
Total of All Federal Spending Listed Above		137957362.0



Table O - Local Performance

Local Area Name <u>Land of Lincoln Consortium</u>	Total Participants Served	Adults	296
		Dislocated Workers	224
		Older Youth (19 - 21)	79
		Younger Youth (14 - 18)	126
ETA Assigned # <u>17100</u>	Total Exiters	Adults	125
		Dislocated Workers	116
		Older Youth (19 - 21)	39
		Younger Youth (14 - 18)	56

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	77.4	86.1
	Dislocated Workers	88.3	90.1
	Older Youth	78.6	88.9
Retention Rates	Adults	87.5	92.4
	Dislocated Workers	91.0	95.1
	Older Youth	88.9	90.5
	Younger Youth	74.3	75.8
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	12722.0	17584.9
	Dislocated Workers	13200.0	17480.6
	Older Youth	3945.0	4328.3
Credential/Diploma Rates	Adults	0.0	64.5
	Dislocated Workers	0.0	74.0
	Older Youth	62.0	53.3
	Younger Youth	74.3	82.1
Skill Attainment Rate	Younger Youth	82.9	77.3
Placement in Employment or Education	Youth (14 - 21)	0.0	61.0
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	59.6
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	52.3

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>Cook County President's Office of</u>	Total Participants Served	Adults	2599
		Dislocated Workers	1997
		Older Youth (19 - 21)	789
		Younger Youth (14 - 18)	1559
ETA Assigned # <u>17035</u>	Total Exiters	Adults	610
		Dislocated Workers	768
		Older Youth (19 - 21)	97
		Younger Youth (14 - 18)	339

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	75.5	83.9
	Dislocated Workers	84.0	87.7
	Older Youth	73.0	88.9
Retention Rates	Adults	87.4	83.2
	Dislocated Workers	88.0	91.7
	Older Youth	81.0	82.0
	Younger Youth	66.0	73.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11680.0	11762.1
	Dislocated Workers	15020.0	15720.7
	Older Youth	3984.0	4824.3
Credential/Diploma Rates	Adults	0.0	65.6
	Dislocated Workers	0.0	66.5
	Older Youth	57.0	64.0
	Younger Youth	70.0	75.8
Skill Attainment Rate	Younger Youth	80.0	78.4
Placement in Employment or Education	Youth (14 - 21)	0.0	74.0
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	78.7
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	12.9

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>Kane County Department of</u>	Total Participants Served	Adults	793
		Dislocated Workers	728
		Older Youth (19 - 21)	193
		Younger Youth (14 - 18)	167
ETA Assigned # <u>17025</u>	Total Exiters	Adults	379
		Dislocated Workers	358
		Older Youth (19 - 21)	82
		Younger Youth (14 - 18)	143

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	77.5	82.8
	Dislocated Workers	87.0	83.8
	Older Youth	75.0	80.9
Retention Rates	Adults	84.0	89.2
	Dislocated Workers	90.0	90.7
	Older Youth	82.5	87.5
	Younger Youth	68.0	74.2
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	12750.0	14634.2
	Dislocated Workers	17000.0	20142.9
	Older Youth	3100.0	3219.4
Credential/Diploma Rates	Adults	0.0	51.7
	Dislocated Workers	0.0	58.4
	Older Youth	57.0	66.7
	Younger Youth	71.0	83.8
Skill Attainment Rate	Younger Youth	82.0	84.8
Placement in Employment or Education	Youth (14 - 21)	0.0	59.8
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	56.5
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	29.3

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>DuPage County Workforce</u>	Total Participants Served	Adults	311
		Dislocated Workers	458
		Older Youth (19 - 21)	148
		Younger Youth (14 - 18)	267
ETA Assigned # <u>17030</u>	Total Exiters	Adults	208
		Dislocated Workers	299
		Older Youth (19 - 21)	33
		Younger Youth (14 - 18)	66

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	74.0	74.0
	Dislocated Workers	83.0	77.9
	Older Youth	73.0	61.9
Retention Rates	Adults	82.0	92.6
	Dislocated Workers	89.0	90.5
	Older Youth	79.5	90.0
	Younger Youth	65.0	71.9
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	15500.0	14084.0
	Dislocated Workers	19000.0	21978.0
	Older Youth	3500.0	4759.4
Credential/Diploma Rates	Adults	0.0	51.1
	Dislocated Workers	0.0	63.6
	Older Youth	62.0	64.9
	Younger Youth	75.0	92.9
Skill Attainment Rate	Younger Youth	77.7	76.4
Placement in Employment or Education	Youth (14 - 21)	0.0	66.2
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	93.8
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	37.9

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>Will County Workforce</u>	Total Participants Served	Adults	287
		Dislocated Workers	206
		Older Youth (19 - 21)	83
		Younger Youth (14 - 18)	266
ETA Assigned # <u>17050</u>	Total Exiters	Adults	197
		Dislocated Workers	101
		Older Youth (19 - 21)	56
		Younger Youth (14 - 18)	145

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	75.0	66.7
	Dislocated Workers	85.0	88.5
	Older Youth	73.0	80.4
Retention Rates	Adults	84.0	85.0
	Dislocated Workers	90.0	87.8
	Older Youth	80.0	88.2
	Younger Youth	66.0	66.2
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	8800.0	8679.8
	Dislocated Workers	18200.0	17206.7
	Older Youth	3204.0	5571.3
Credential/Diploma Rates	Adults	0.0	52.5
	Dislocated Workers	0.0	67.7
	Older Youth	60.0	66.7
	Younger Youth	68.0	64.2
Skill Attainment Rate	Younger Youth	83.1	95.0
Placement in Employment or Education	Youth (14 - 21)	0.0	63.8
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	44.9
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	84.0

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>Lake County Workforce</u>	Total Participants Served	Adults	379
		Dislocated Workers	327
		Older Youth (19 - 21)	156
		Younger Youth (14 - 18)	133
ETA Assigned # <u>17005</u>	Total Exiters	Adults	163
		Dislocated Workers	153
		Older Youth (19 - 21)	70
		Younger Youth (14 - 18)	59

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	76.0	69.1
	Dislocated Workers	85.0	75.6
	Older Youth	70.0	65.2
Retention Rates	Adults	87.0	82.0
	Dislocated Workers	91.0	91.1
	Older Youth	82.0	79.2
	Younger Youth	66.0	66.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11553.0	11401.6
	Dislocated Workers	20000.0	24430.1
	Older Youth	3100.0	2522.8
Credential/Diploma Rates	Adults	0.0	55.6
	Dislocated Workers	0.0	70.1
	Older Youth	65.0	60.8
	Younger Youth	80.0	81.4
Skill Attainment Rate	Younger Youth	83.0	79.2
Placement in Employment or Education	Youth (14 - 21)	0.0	63.6
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	93.1
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	68.9

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>Southern 14 Workforce</u>	Total Participants Served	Adults	222
		Dislocated Workers	273
		Older Youth (19 - 21)	49
		Younger Youth (14 - 18)	115
ETA Assigned # <u>17130</u>	Total Exiters	Adults	103
		Dislocated Workers	78
		Older Youth (19 - 21)	13
		Younger Youth (14 - 18)	32

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	78.0	73.8
	Dislocated Workers	83.8	86.1
	Older Youth	84.0	85.7
Retention Rates	Adults	81.5	85.7
	Dislocated Workers	88.0	93.2
	Older Youth	80.0	91.7
	Younger Youth	67.0	70.8
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9300.0	10039.2
	Dislocated Workers	11000.0	12877.0
	Older Youth	3000.0	7709.0
Credential/Diploma Rates	Adults	0.0	61.8
	Dislocated Workers	0.0	65.6
	Older Youth	72.7	71.4
	Younger Youth	74.0	94.1
Skill Attainment Rate	Younger Youth	83.0	91.2
Placement in Employment or Education	Youth (14 - 21)	0.0	67.9
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	58.5
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>MAN-TRA-CON Corp. One Stop</u>	Total Participants Served	Adults	638
		Dislocated Workers	1505
		Older Youth (19 - 21)	85
		Younger Youth (14 - 18)	155
ETA Assigned # <u>17125</u>	Total Exiters	Adults	329
		Dislocated Workers	477
		Older Youth (19 - 21)	9
		Younger Youth (14 - 18)	28

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	73.0	76.3
	Dislocated Workers	83.0	85.7
	Older Youth	70.0	62.5
Retention Rates	Adults	83.0	84.3
	Dislocated Workers	89.0	96.1
	Older Youth	81.8	100.0
	Younger Youth	67.0	58.1
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9612.0	13097.4
	Dislocated Workers	12929.0	15785.7
	Older Youth	3300.0	1997.4
Credential/Diploma Rates	Adults	0.0	62.6
	Dislocated Workers	0.0	68.2
	Older Youth	54.0	50.0
	Younger Youth	68.4	77.8
Skill Attainment Rate	Younger Youth	82.7	92.3
Placement in Employment or Education	Youth (14 - 21)	0.0	45.0
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	71.4
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	76.0

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	X		



Table O - Local Performance

Local Area Name <u>City of Peoria Workforce</u>	Total Participants Served	Adults	90
		Dislocated Workers	444
		Older Youth (19 - 21)	33
		Younger Youth (14 - 18)	28
ETA Assigned # <u>17075</u>	Total Exiters	Adults	15
		Dislocated Workers	188
		Older Youth (19 - 21)	19
		Younger Youth (14 - 18)	81

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	83.0	71.4
	Dislocated Workers	84.5	86.4
	Older Youth	78.0	63.6
Retention Rates	Adults	85.0	81.6
	Dislocated Workers	90.0	92.6
	Older Youth	84.0	100.0
	Younger Youth	68.5	83.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9200.0	11107.6
	Dislocated Workers	15800.0	17092.0
	Older Youth	3400.0	3133.7
Credential/Diploma Rates	Adults	0.0	47.5
	Dislocated Workers	0.0	40.1
	Older Youth	56.0	63.6
	Younger Youth	69.0	57.1
Skill Attainment Rate	Younger Youth	84.0	81.1
Placement in Employment or Education	Youth (14 - 21)	0.0	45.3
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	26.7
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	50.0

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>McHenry County Workforce</u>	Total Participants Served	Adults	78
		Dislocated Workers	280
		Older Youth (19 - 21)	15
		Younger Youth (14 - 18)	58
ETA Assigned # <u>17010</u>	Total Exiters	Adults	27
		Dislocated Workers	158
		Older Youth (19 - 21)	12
		Younger Youth (14 - 18)	33

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	76.5	73.3
	Dislocated Workers	85.0	89.3
	Older Youth	75.0	0.0
Retention Rates	Adults	84.0	87.5
	Dislocated Workers	88.0	89.5
	Older Youth	75.0	100.0
	Younger Youth	72.7	87.5
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	10000.0	9963.4
	Dislocated Workers	18200.0	19858.4
	Older Youth	2900.0	7245.0
Credential/Diploma Rates	Adults	0.0	65.0
	Dislocated Workers	0.0	81.0
	Older Youth	55.0	0.0
	Younger Youth	71.1	68.4
Skill Attainment Rate	Younger Youth	83.3	82.6
Placement in Employment or Education	Youth (14 - 21)	0.0	58.6
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	29.6
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	16.7

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>Rock River Training Corporation</u>	Total Participants Served	Adults	437
		Dislocated Workers	819
		Older Youth (19 - 21)	93
		Younger Youth (14 - 18)	273
ETA Assigned # <u>17015</u>	Total Exiters	Adults	294
		Dislocated Workers	457
		Older Youth (19 - 21)	49
		Younger Youth (14 - 18)	104

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	74.0	79.4
	Dislocated Workers	82.0	87.2
	Older Youth	68.0	61.3
Retention Rates	Adults	78.5	72.7
	Dislocated Workers	89.2	82.7
	Older Youth	77.0	69.6
	Younger Youth	70.0	75.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9000.0	9222.7
	Dislocated Workers	13000.0	13971.1
	Older Youth	2200.0	2630.4
Credential/Diploma Rates	Adults	0.0	66.7
	Dislocated Workers	0.0	64.8
	Older Youth	52.8	42.4
	Younger Youth	67.0	77.9
Skill Attainment Rate	Younger Youth	79.0	79.3
Placement in Employment or Education	Youth (14 - 21)	0.0	57.6
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	60.9
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	30.0

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>Partners for Employment</u>	Total Participants Served	Adults	138
		Dislocated Workers	320
		Older Youth (19 - 21)	93
		Younger Youth (14 - 18)	152
ETA Assigned # <u>17020</u>	Total Exiters	Adults	79
		Dislocated Workers	178
		Older Youth (19 - 21)	34
		Younger Youth (14 - 18)	46

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	77.0	85.1
	Dislocated Workers	84.0	86.7
	Older Youth	74.0	70.6
Retention Rates	Adults	82.0	87.5
	Dislocated Workers	90.0	91.7
	Older Youth	81.8	83.3
	Younger Youth	68.0	72.1
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9000.0	10870.4
	Dislocated Workers	13250.0	14100.4
	Older Youth	3200.0	2816.6
Credential/Diploma Rates	Adults	0.0	61.0
	Dislocated Workers	0.0	58.3
	Older Youth	55.0	59.1
	Younger Youth	70.0	77.5
Skill Attainment Rate	Younger Youth	80.0	79.2
Placement in Employment or Education	Youth (14 - 21)	0.0	79.6
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	80.6
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	29.4

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>West Central Development</u>	Total Participants Served	Adults	170
		Dislocated Workers	358
		Older Youth (19 - 21)	45
		Younger Youth (14 - 18)	126
ETA Assigned # <u>17105</u>	Total Exiters	Adults	69
		Dislocated Workers	145
		Older Youth (19 - 21)	11
		Younger Youth (14 - 18)	53

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	78.3	80.8
	Dislocated Workers	84.0	87.6
	Older Youth	76.3	66.7
Retention Rates	Adults	83.3	88.1
	Dislocated Workers	89.0	89.1
	Older Youth	84.6	100.0
	Younger Youth	69.0	77.1
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	10500.0	10900.6
	Dislocated Workers	13500.0	12198.5
	Older Youth	4200.0	6918.0
Credential/Diploma Rates	Adults	0.0	60.5
	Dislocated Workers	0.0	76.0
	Older Youth	60.0	70.0
	Younger Youth	71.1	89.3
Skill Attainment Rate	Younger Youth	82.5	73.7
Placement in Employment or Education	Youth (14 - 21)	0.0	65.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	59.6
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	10.5

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>North and Northwest Cook</u>	Total Participants Served	Adults	694
		Dislocated Workers	1244
		Older Youth (19 - 21)	152
		Younger Youth (14 - 18)	330
ETA Assigned # <u>17040</u>	Total Exiters	Adults	237
		Dislocated Workers	577
		Older Youth (19 - 21)	22
		Younger Youth (14 - 18)	172

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	75.0	75.7
	Dislocated Workers	84.0	78.8
	Older Youth	74.0	100.0
Retention Rates	Adults	90.0	87.7
	Dislocated Workers	90.0	92.1
	Older Youth	83.0	100.0
	Younger Youth	72.0	81.2
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	16000.0	15261.2
	Dislocated Workers	22000.0	21301.7
	Older Youth	4200.0	5550.9
Credential/Diploma Rates	Adults	0.0	44.0
	Dislocated Workers	0.0	46.0
	Older Youth	67.5	80.0
	Younger Youth	83.3	78.4
Skill Attainment Rate	Younger Youth	84.0	91.0
Placement in Employment or Education	Youth (14 - 21)	0.0	59.0
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	46.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	51.0

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>Business Employment Skills</u>	Total Participants Served	Adults	176
		Dislocated Workers	331
		Older Youth (19 - 21)	60
		Younger Youth (14 - 18)	121
ETA Assigned # <u>17060</u>	Total Exiters	Adults	62
		Dislocated Workers	152
		Older Youth (19 - 21)	35
		Younger Youth (14 - 18)	95

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	80.0	77.8
	Dislocated Workers	84.5	82.6
	Older Youth	71.5	66.7
Retention Rates	Adults	83.0	84.6
	Dislocated Workers	89.0	91.4
	Older Youth	81.0	83.3
	Younger Youth	70.0	83.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	12500.0	12428.3
	Dislocated Workers	14200.0	16141.0
	Older Youth	4000.0	3836.3
Credential/Diploma Rates	Adults	0.0	42.2
	Dislocated Workers	0.0	54.1
	Older Youth	64.0	60.0
	Younger Youth	72.0	63.4
Skill Attainment Rate	Younger Youth	81.0	78.9
Placement in Employment or Education	Youth (14 - 21)	0.0	47.9
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	47.2
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	47.6

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>Mayor's Office of Workforce</u>	Total Participants Served	Adults	3797
		Dislocated Workers	2865
		Older Youth (19 - 21)	925
		Younger Youth (14 - 18)	1134
ETA Assigned # <u>17045</u>	Total Exiters	Adults	2145
		Dislocated Workers	1466
		Older Youth (19 - 21)	553
		Younger Youth (14 - 18)	652

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	72.0	72.8
	Dislocated Workers	81.0	84.6
	Older Youth	65.5	72.6
Retention Rates	Adults	78.0	81.0
	Dislocated Workers	86.0	86.2
	Older Youth	78.0	79.5
	Younger Youth	64.0	68.2
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9800.0	11008.9
	Dislocated Workers	14700.0	14945.6
	Older Youth	3300.0	3864.9
Credential/Diploma Rates	Adults	0.0	56.4
	Dislocated Workers	0.0	66.3
	Older Youth	50.0	53.6
	Younger Youth	63.0	79.2
Skill Attainment Rate	Younger Youth	77.0	84.1
Placement in Employment or Education	Youth (14 - 21)	0.0	64.3
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	67.1
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	18.2

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
			X



Table O - Local Performance

Local Area Name <u>Champaign Consortium</u>	Total Participants Served	Adults	183
		Dislocated Workers	532
		Older Youth (19 - 21)	74
		Younger Youth (14 - 18)	256
ETA Assigned # <u>17085</u>	Total Exiters	Adults	59
		Dislocated Workers	63
		Older Youth (19 - 21)	16
		Younger Youth (14 - 18)	41

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	80.7	81.0
	Dislocated Workers	86.0	92.7
	Older Youth	90.0	87.5
Retention Rates	Adults	82.5	83.3
	Dislocated Workers	89.0	94.3
	Older Youth	83.3	88.2
	Younger Youth	70.0	62.9
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	8500.0	8459.8
	Dislocated Workers	12800.0	10729.0
	Older Youth	3300.0	2302.1
Credential/Diploma Rates	Adults	0.0	70.5
	Dislocated Workers	0.0	64.1
	Older Youth	65.0	76.5
	Younger Youth	72.0	97.0
Skill Attainment Rate	Younger Youth	82.0	88.9
Placement in Employment or Education	Youth (14 - 21)	0.0	88.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	89.7
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	X		



Table O - Local Performance

Local Area Name <u>Vermillion County Job Training</u>	Total Participants Served	Adults	89
		Dislocated Workers	123
		Older Youth (19 - 21)	18
		Younger Youth (14 - 18)	82
ETA Assigned # <u>17090</u>	Total Exiters	Adults	34
		Dislocated Workers	57
		Older Youth (19 - 21)	5
		Younger Youth (14 - 18)	35

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	76.7	73.5
	Dislocated Workers	83.4	83.9
	Older Youth	72.7	100.0
Retention Rates	Adults	84.0	72.7
	Dislocated Workers	90.9	92.0
	Older Youth	82.0	100.0
	Younger Youth	69.0	80.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9900.0	11313.3
	Dislocated Workers	14100.0	15125.6
	Older Youth	3150.0	4968.3
Credential/Diploma Rates	Adults	0.0	55.9
	Dislocated Workers	0.0	56.0
	Older Youth	60.0	80.0
	Younger Youth	72.7	62.5
Skill Attainment Rate	Younger Youth	81.5	76.2
Placement in Employment or Education	Youth (14 - 21)	0.0	48.9
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	44.2
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	54.5

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>St. Clair County</u>	Total Participants Served	Adults	611
		Dislocated Workers	524
		Older Youth (19 - 21)	263
		Younger Youth (14 - 18)	503
ETA Assigned # <u>17120</u>	Total Exiters	Adults	49
		Dislocated Workers	47
		Older Youth (19 - 21)	68
		Younger Youth (14 - 18)	192

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	76.0	86.7
	Dislocated Workers	85.0	98.4
	Older Youth	71.0	87.5
Retention Rates	Adults	85.0	79.5
	Dislocated Workers	90.0	81.5
	Older Youth	89.0	75.0
	Younger Youth	70.0	55.2
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	10600.0	12780.8
	Dislocated Workers	12600.0	14355.7
	Older Youth	3500.0	1392.7
Credential/Diploma Rates	Adults	0.0	82.5
	Dislocated Workers	0.0	82.4
	Older Youth	56.0	33.3
	Younger Youth	75.0	73.6
Skill Attainment Rate	Younger Youth	81.0	34.2
Placement in Employment or Education	Youth (14 - 21)	0.0	59.0
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	54.1
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	8.8

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	X		



Table O - Local Performance

Local Area Name <u>Career Link</u>	Total Participants Served	Adults	138
		Dislocated Workers	165
		Older Youth (19 - 21)	32
		Younger Youth (14 - 18)	159
ETA Assigned # <u>17080</u>	Total Exiters	Adults	54
		Dislocated Workers	115
		Older Youth (19 - 21)	16
		Younger Youth (14 - 18)	100

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	77.0	81.8
	Dislocated Workers	85.0	93.1
	Older Youth	73.0	85.7
Retention Rates	Adults	86.0	94.7
	Dislocated Workers	88.5	97.3
	Older Youth	83.0	87.5
	Younger Youth	77.0	97.5
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	13000.0	16457.1
	Dislocated Workers	15000.0	17368.7
	Older Youth	4000.0	7209.4
Credential/Diploma Rates	Adults	0.0	78.1
	Dislocated Workers	0.0	70.0
	Older Youth	60.0	81.8
	Younger Youth	77.0	81.3
Skill Attainment Rate	Younger Youth	82.0	88.5
Placement in Employment or Education	Youth (14 - 21)	0.0	62.2
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	70.1
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	68.2

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
			X



Table O - Local Performance

Local Area Name <u>Rock Island Tri-County</u>	Total Participants Served	Adults	93
		Dislocated Workers	171
		Older Youth (19 - 21)	35
		Younger Youth (14 - 18)	93
ETA Assigned # <u>17065</u>	Total Exiters	Adults	50
		Dislocated Workers	93
		Older Youth (19 - 21)	27
		Younger Youth (14 - 18)	48

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	77.3	79.3
	Dislocated Workers	82.0	85.7
	Older Youth	63.6	69.2
Retention Rates	Adults	79.3	90.9
	Dislocated Workers	88.0	90.5
	Older Youth	84.2	100.0
	Younger Youth	65.6	67.5
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9150.0	10735.1
	Dislocated Workers	12800.0	14334.4
	Older Youth	3400.0	2725.0
Credential/Diploma Rates	Adults	0.0	73.5
	Dislocated Workers	0.0	65.5
	Older Youth	51.5	58.8
	Younger Youth	66.7	63.9
Skill Attainment Rate	Younger Youth	80.5	82.8
Placement in Employment or Education	Youth (14 - 21)	0.0	57.1
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	69.6
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	54.5

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>Grundy Livingston Kankakee</u>	Total Participants Served	Adults	447
		Dislocated Workers	489
		Older Youth (19 - 21)	109
		Younger Youth (14 - 18)	155
ETA Assigned # <u>17055</u>	Total Exiters	Adults	187
		Dislocated Workers	231
		Older Youth (19 - 21)	42
		Younger Youth (14 - 18)	76

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	76.0	73.7
	Dislocated Workers	84.3	77.1
	Older Youth	73.0	76.9
Retention Rates	Adults	82.0	86.7
	Dislocated Workers	88.0	90.5
	Older Youth	83.0	84.8
	Younger Youth	66.0	67.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	10800.0	10831.9
	Dislocated Workers	15473.0	15654.4
	Older Youth	4972.0	4269.1
Credential/Diploma Rates	Adults	0.0	43.7
	Dislocated Workers	0.0	43.8
	Older Youth	55.2	46.2
	Younger Youth	76.9	67.7
Skill Attainment Rate	Younger Youth	80.0	73.1
Placement in Employment or Education	Youth (14 - 21)	0.0	59.6
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	39.3
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	19.2

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>Workforce Investment Office of</u>	Total Participants Served	Adults	169
		Dislocated Workers	342
		Older Youth (19 - 21)	51
		Younger Youth (14 - 18)	125
ETA Assigned # <u>17070</u>	Total Exiters	Adults	91
		Dislocated Workers	244
		Older Youth (19 - 21)	31
		Younger Youth (14 - 18)	86

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	82.6	87.1
	Dislocated Workers	86.0	87.7
	Older Youth	75.0	73.3
Retention Rates	Adults	83.7	73.0
	Dislocated Workers	88.8	91.2
	Older Youth	84.2	100.0
	Younger Youth	81.8	73.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9500.0	9278.2
	Dislocated Workers	12000.0	12011.6
	Older Youth	3600.0	3123.7
Credential/Diploma Rates	Adults	0.0	66.7
	Dislocated Workers	0.0	69.0
	Older Youth	61.0	57.7
	Younger Youth	73.7	71.4
Skill Attainment Rate	Younger Youth	82.0	83.8
Placement in Employment or Education	Youth (14 - 21)	0.0	41.7
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	31.3
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	23.8

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>Crossroads Workforce Investment</u>	Total Participants Served	Adults	228
		Dislocated Workers	539
		Older Youth (19 - 21)	32
		Younger Youth (14 - 18)	116
ETA Assigned # <u>17115</u>	Total Exiters	Adults	95
		Dislocated Workers	349
		Older Youth (19 - 21)	11
		Younger Youth (14 - 18)	55

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	80.0	93.0
	Dislocated Workers	87.7	83.8
	Older Youth	71.4	87.5
Retention Rates	Adults	88.2	94.7
	Dislocated Workers	89.5	90.2
	Older Youth	86.5	100.0
	Younger Youth	76.0	94.9
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9800.0	9536.1
	Dislocated Workers	11700.0	11737.5
	Older Youth	3300.0	4613.8
Credential/Diploma Rates	Adults	0.0	84.2
	Dislocated Workers	0.0	61.3
	Older Youth	52.0	75.0
	Younger Youth	72.5	90.9
Skill Attainment Rate	Younger Youth	86.1	90.9
Placement in Employment or Education	Youth (14 - 21)	0.0	50.8
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	46.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	89.5

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>Madison County Employment and</u>	Total Participants Served	Adults	304
		Dislocated Workers	491
		Older Youth (19 - 21)	100
		Younger Youth (14 - 18)	151
ETA Assigned # <u>17110</u>	Total Exiters	Adults	36
		Dislocated Workers	85
		Older Youth (19 - 21)	17
		Younger Youth (14 - 18)	40

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	78.0	86.4
	Dislocated Workers	85.0	94.8
	Older Youth	72.0	87.5
Retention Rates	Adults	86.0	83.9
	Dislocated Workers	90.0	100.0
	Older Youth	81.0	100.0
	Younger Youth	67.0	74.1
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	10600.0	11508.3
	Dislocated Workers	14000.0	16093.7
	Older Youth	3200.0	5212.5
Credential/Diploma Rates	Adults	0.0	80.0
	Dislocated Workers	0.0	73.8
	Older Youth	65.0	80.0
	Younger Youth	70.0	69.4
Skill Attainment Rate	Younger Youth	81.0	88.2
Placement in Employment or Education	Youth (14 - 21)	0.0	69.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	77.4
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	50.0

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
		X	



Table O - Local Performance

Local Area Name <u>Workforce Investment Solutions</u>	Total Participants Served	Adults	80
		Dislocated Workers	121
		Older Youth (19 - 21)	40
		Younger Youth (14 - 18)	82
ETA Assigned # <u>17095</u>	Total Exiters	Adults	34
		Dislocated Workers	53
		Older Youth (19 - 21)	15
		Younger Youth (14 - 18)	45

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	78.6	71.4
	Dislocated Workers	83.3	86.2
	Older Youth	76.0	85.7
Retention Rates	Adults	85.0	91.3
	Dislocated Workers	91.0	95.0
	Older Youth	83.0	87.5
	Younger Youth	58.8	63.2
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	12000.0	12437.9
	Dislocated Workers	15800.0	14471.5
	Older Youth	2900.0	3658.8
Credential/Diploma Rates	Adults	0.0	61.3
	Dislocated Workers	0.0	66.7
	Older Youth	55.0	50.0
	Younger Youth	73.0	45.5
Skill Attainment Rate	Younger Youth	73.0	60.6
Placement in Employment or Education	Youth (14 - 21)	0.0	64.7
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	66.7
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	37.5

Description of Other State Indicators of Performance (WIA Section 136(d) (1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	X		

States/grantees are not required to respond to these reporting requirements unless they display an OMB approval number. Respondents' obligation to reply to these reporting requirements are mandatory per WIA section 185 (29 U.S.C. 2935) and WIA Regulations 20 CFR 667.300(e) (2); Wagner-Peyser Act section 10 (29 U.S.C. 49i), Older Americans Act section 503(f) (3) and (4) (42 U.S.C. 3056a (f) (3) and (4)), and TAA Regulations 20 CFR 617.57. Public reporting burden for the collection of information is estimated to average 400 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this information collection, including suggestions for reducing this burden, to the Employment and Training Administration, U.S. Department of Labor, Office of Performance and Technology, Division of System Accomplishments, 200 Constitution Avenue, N.W., Washington, DC, 20210 (Paperwork Reduction Project No. 1205-0420).



WIA Annual Report (ETA Form 9091) Footnotes

Illinois accepts the PY2007 ETA-9091 values as calculated by the EBSS and/or DRVS software with the following exceptions and/or comments:

1. In Table M (Participation Levels) the count for Total Adult self-service only, Total Participants Served was calculated from local/self-service only participant activity and not available for DRVS import. This count is 98,635.
2. In Table M (Participation Levels) the count for Total Adult Customers, Total Participants Served was increased by the count of Total Adult self-service only. This count is 127,968.
3. In Table M (Participation Levels) the count for WIA Adult, Total Participants Served was increased by the count of Total Adult self-service only. This count is 112,106.
4. In Table M (Participation Levels) the count for Total Adult self-service only, Total Exiters was calculated from local/self-service only participant activity and not available for DRVS import. This count is 92,889.
5. In Table M (Participation Levels) the count for Total Adult Customers, Total Exiters was increased by the count of Total Adult self-service only. This count is 105,580.
6. In Table M (Participation Levels) the count for WIA Adult, Total Exiters was increased by the count of Total Adult self-service only. This count is 98,637.
7. Table N does not include local administrative costs.
8. All Table O values for the Literacy or Numeracy Gains rates were replaced by the correct rates, as noted in DRVS 7.1 software release-Outstanding WIA Issues.

