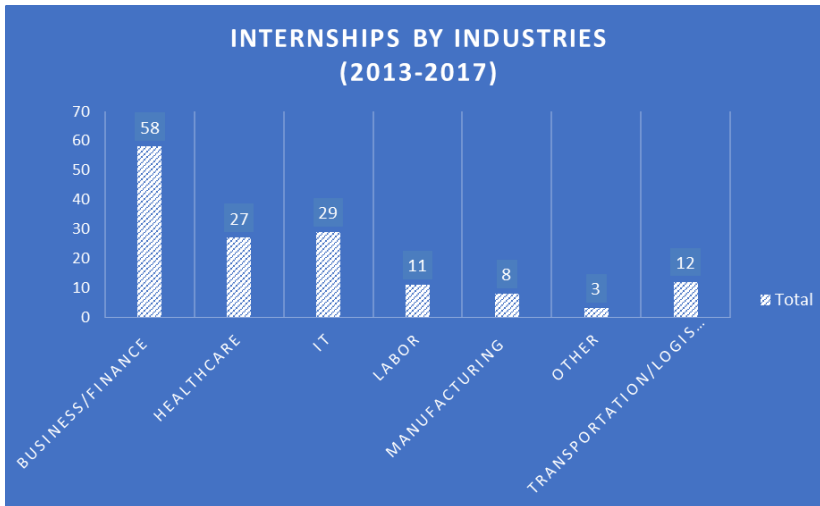


## Growing Our Current Talent Pipeline



### Work, Earn, and Learn

Lake County Workforce Development (LCWD) currently funds internships to help individuals build their occupational knowledge. LCWD has recently introduced another way to build a talent pipeline through Work, Earn, and Learn (WEL) initiatives. These WEL initiatives not only provide a work experience but also a curriculum-based program that provides participants with training and a certificate/credential. The Work, Earn, and Learn model was built

on an apprenticeship model. The Department of Labor defines an apprenticeship as “an arrangement that includes a paid-work component and an educational or instructional component, wherein an individual obtains workplace-relevant knowledge and skills.” The Work, Earn, and Learn program model focuses on educating the talent pipeline and also educating employers and training institutions on the benefits of creating a talent pipeline for today’s workforce.

### WEL Program

Lake County Workforce Development (LCWD) has partnered with the Lake County Division of Transportation (DOT) to provide an opportunity for three interns to participate in the WEL Program. In this six month work experience individuals rotate worksites throughout DOT while obtaining six certifications including Flagger, CDL, Forklift, OSHA, CPR, and First Aid. In July 2018, LCWD and the Waukegan Housing Authority will be offering a WEL Program focusing on Maintenance Technician.

### Carpentry Apprenticeship Program

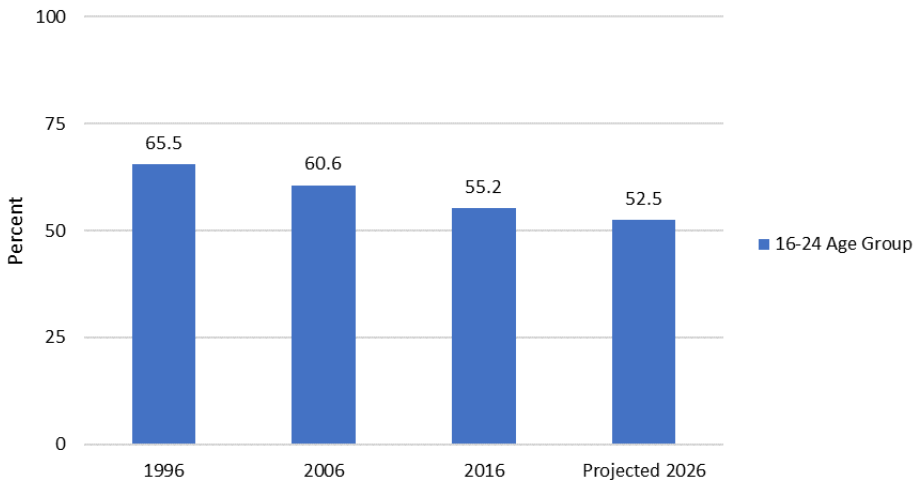
Lake County Workforce Development (LCWD) increasingly serves as a matchmaker between employers, training providers and job seekers. In late 2017, Workforce staff met with Coyote Construction to discuss viable options to address their labor shortage and to increase the skills of labor workers. LCWD discussed resources that could address their labor shortage and Associated Builders and Contractors (ABC, Inc.) were able to respond and address the needs of Coyote Construction through an apprenticeship model.

Coyote Construction, LLC selected two individuals to participate in a four-year apprenticeship collaboration with ABC, Inc. LCWD will provide tuition assistance, case management services, and support throughout the apprenticeship training. Beginning in January 2018, both individuals will advance through four levels of intensive training. Additionally, they will complete 8,000 hours of on-the job training including hourly wages that will progress from \$15 to \$25 during the next four years.



# Educational Pipeline

Labor Force Participation Rate for 16-24 Year Olds



## Youth Contracts

Out of School Youth training providers focus on delivering short-term vocational training and subsequent work experience relevant to the training program. Training is offered in these key sector areas: Heating, Ventilation and Air Conditioning, Construction, Medical Office Assistant, and Pharmacy Technician.

Data has shown instituting work-based learning within in the classroom setting leads to a higher completion rate. The chart on the left illustrates how critical it is to engage young adults in the workforce. The data from U.S. Bureau of Labor Statistics show a decline in labor force participation among young people since 1996 (65.5%) and continuing to decline into 2026 (52.5%).

## SNAP to Success Program

In partnership with the Illinois Department of Human Services (DHS) and National Able, Lake County Workforce Development (LCWD) recently assisted in the implementation of the *SNAP to Success* program as a means of providing employment and training services to current Supplemental Nutritional Assistance Program (SNAP) participants. With services that include occupational training, job search assistance, job retention assistance, and work-based learning opportunities (internships, OJTs, etc.), *SNAP to Success* is designed to help participants achieve self-sufficiency.

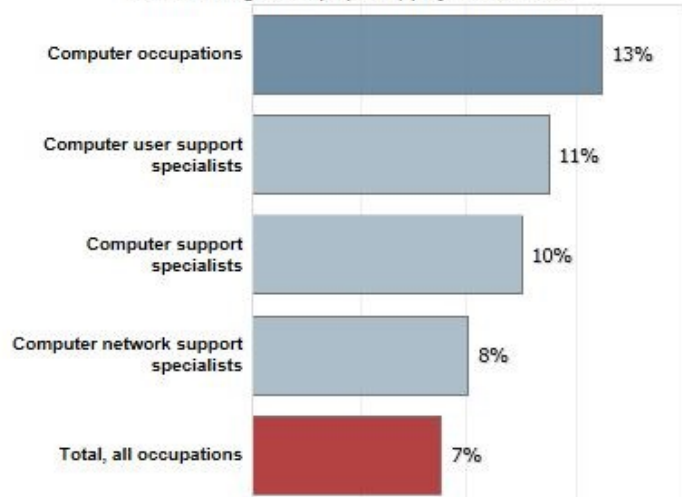
LCWD and DHS identified 14 SNAP participants to form two student cohorts within an occupational training program provided through National Able's IT Career Lab, with classes being facilitated at the Lake County Tech Hub in Waukegan. The first cohort started in October 2017 and the second cohort started in January 2018. This training program will give participants the



opportunity to earn the Microsoft Certified Solutions Associate, Cisco Certified Entry Networking Technician, and Cisco Certified Network Associate industry credentials. Information technology support occupations are experiencing high levels of growth and this program will prepare graduates for successful employment in these career fields and help them create a path towards self-sufficiency.

## Computer Support Specialists

Percent change in employment, projected 2016-26



Note: All Occupations includes all occupations in the U.S. Economy.  
Source: U.S. Bureau of Labor Statistics, Employment Projections program

## High School Counselors and Labor Market Information

On September 20<sup>th</sup>, Workforce Development staff presented a workshop to Waukegan High School teachers to educate them about the labor market in Lake County. Topics covered included information on where the jobs in Lake County are located, potential salaries, educational requirements, top jobs within Lake County, and skills students need to be successful in the workplace.

Teachers, employers and workforce professionals discussed strategies to educate students about fastest-growing sectors within Lake County: Healthcare, Manufacturing, Professional Services, and Transportation/Logistics/Distribution. Today's high school students need to understand that their options after graduation to immediately enter the workforce or attend vocational school or college should be based on knowledge of employment trends. LCWD assisted in leading twenty students on a tour of a manufacturing company to increase awareness within the manufacturing industry. Strategies such as this will assist with increasing the labor force participation of young adults in Lake County.