

**Workforce Innovation: HydraForce**

HydraForce Inc., based in Lincolnshire, connected with the Lake County Workforce Ecosystem in 2017 regarding its staffing needs. The Lake County Workforce Ecosystem is a partnership between Lake County Workforce Development Department, the College of Lake County, Lake County Partners, the Lake County High Schools Technology Campus and others, who work together to ensure that local businesses have ready access to talent. HydraForce was considering moving a portion of its production to Tennessee. After becoming aware of the many channels by which they could find employees in Lake County, the company decided to instead pursue new hires locally.

Workforce Development initially involved HydraForce with a Career Expo at the Lake County High Schools Technology Campus in March 2017. Since then, HydraForce has engaged with local high schools to implement two programs in STEM and manufacturing, opened their doors to high school tours, and hosted internships. HydraForce has also attended 12 events, including job fairs, internship fairs and expos, over the past two years.

With the help of the Workforce Ecosystem, HydraForce has hired over 300 temporary workers since 2017; more than 100 of these have converted to permanent employees. The company plans to hire an additional 100 people by the end of 2018.

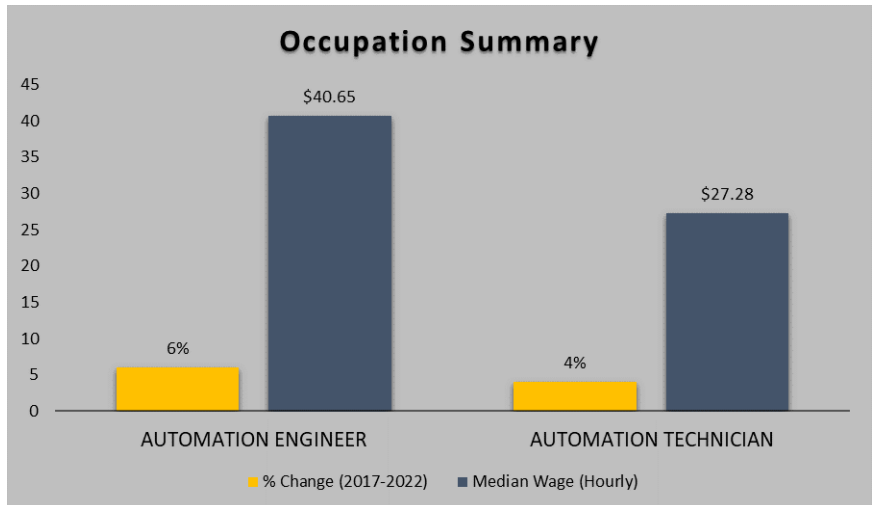


Workforce Board chair Jennifer Harris (left) with HydraForce staff Robyn Saffron, HR Manager, & David O'Brien, Global HR Director. The company was recognized at Lake County Partners' Big Event in June.

**Flex Hiring Event**

Early this year, Flex asked Workforce Development and the Lake County Workforce Ecosystem for assistance in hosting a hiring event at their Buffalo Grove site. The Ecosystem worked with Flex over the next 3 months to organize and advertise this event. Postcards were sent out to unemployed residents about the hiring event and announcements were posted on social media. Candidates were invited to pre-register for the event and to provide a resume in advance. Flex committed staff members to provide one-on-one interviews to every registrant on the day of the event.

The Flex hiring event was held on March 14, 2018. Ecosystem staff members attended and processed incoming candidates so that the Flex team could conduct interviews. A total of 149 individuals attended the hiring event and interviewed for positions including: Automation Engineer, Quality Engineer, Automation Technician and Maintenance Technician. 53% of the registered candidates found out about the event through the Job Center of Lake County. 20 individuals were hired on the spot. To date more than 30 individuals were hired.



Illustrated above are the projected job growth & current wages in these fields (National)

# EMPLOYER FOCUSED

## Industry Sector Presentations

Workforce Development recently hosted a number of employment agencies at the Job Center of Lake County, with each agency delivering an informative industry sector presentation to Workforce Development staff and Job Center partners. These presentations serve as vital opportunities for staff and program development by providing staff with an improved understanding of current industry labor trends and fostering relationships with the participating agencies.



Robert Half Technology's IT Presentation

Three agencies with knowledge and expertise in relevant high-demand industries were initially invited to give presentations. These included Salem Group in light industrial and manufacturing and Robert Half Technology and TEK Systems in information technology. Staff left these engagements with an improved perspective of the industries they work with and a broadened array of referral sources for the job seekers they serve. Moving forward, Workforce is also actively looking to engage agencies with expertise in other priority industries, such as finance and healthcare.

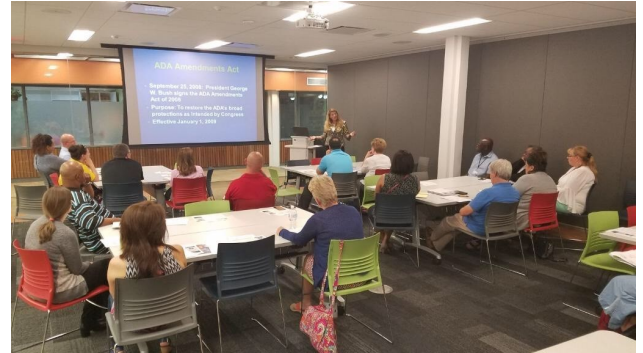
## Annual EEOC Presentation

25 employers attended the second Equal Employment Opportunity Commission (EEOC) Presentation on July 19, 2018. Coordinated by the Job Center of Lake County, the presentation gave local employers an overview of laws that protect employees and job applicants against employment discrimination. Julie Bretz, Alternative Dispute Resolution (ADR) Coordinator from the federal EEOC gave an overview of "What You Should Know Before You File A Charge with EEOC."



Left to Right: Sondra Haney, Julie Bretz, Kathleen Wager

Kathleen Wager, Veteran's Employment Representative with the Illinois Department of Employment Security (IDES), also provided information about the Work Opportunity Tax Credit (WOTC) and Fidelity Bonding. WOTC is a federal tax credit available to employers who hire veterans and individuals with significant barriers to employment from other eligible target groups. A fidelity bond is no-cost insurance coverage that enables employers to hire job applicants considered to be an employment risk. It protects employers against potential employee dishonesty, theft or embezzlement. Sondra Haney, Ticket to Work Coordinator with the Job Center, explained that events like this, "educate employers about the value and the opportunity of hiring a diverse workforce."

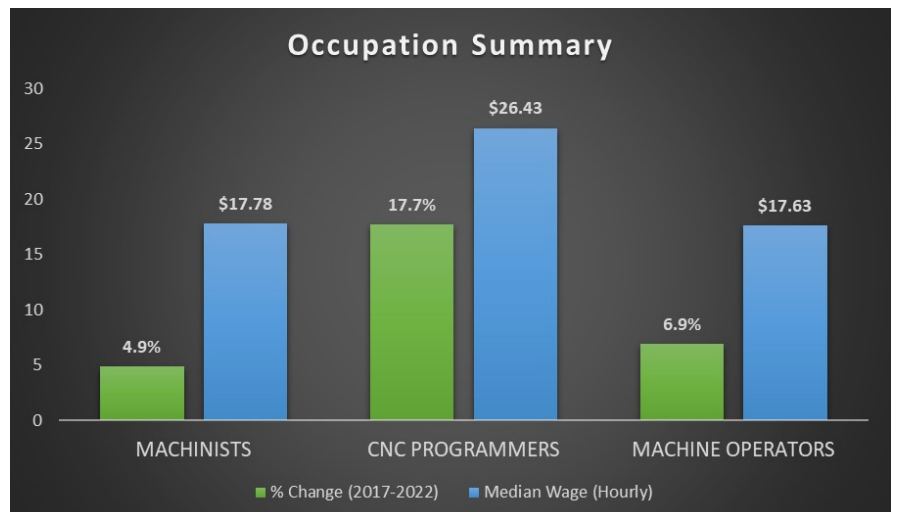


Julie Bretz's Presentation

## Career Forum: Train and Work in Automated Manufacturing

On July 17, 2018, the Job Center of Lake County hosted a workshop to highlight automated manufacturing. The forum allowed participants to hear from educational institutions and an employer about the field.

Representatives from the University Center of Lake County and Symbol Training Institute discussed training and degree programs. GereMarie Corporation, a manufacturing company specializing in aluminum machining and fabricating, discussed future job opportunities. Representatives from the Job Center of Lake County discussed WIOA funding and other career resources available through the Job Center. The careers that were covered during the presentation included: Machinists, Computer Numerically Controlled Machine Tool Programmers, and Computer Controlled Machine Tool Operators.



Illustrated above are the projected job growth & current wages in these fields (Illinois)