

### On-the-Job Training

On-the-Job Training (OJT) is a “hire-first” program in which the employer enters into an agreement with Lake County Workforce Development to hire, train, and retain a job seeker upon successful completion of the training program. OJT training can assist employers who are looking to expand their businesses and assist applicants in addressing their skill gaps. OJT employers may receive up to 50% reimbursement of the wage rate.

#### Benefits of an OJT:

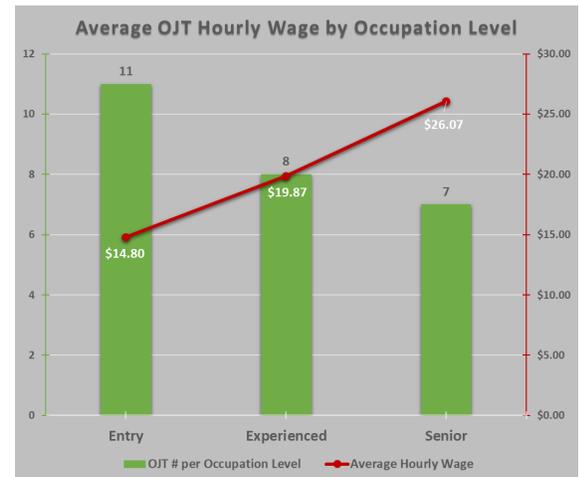
- Reduce your employee turnover
- Invest in your company and its employees
- Hands-on training
- Payment to offset training costs
- Train employees your way

The Workforce Innovation and Opportunity Act (WIOA) is designed to help job seekers access employment, education, training, and supportive services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. Through WIOA grant-funded OJT programs, employers can provide new workers with the specific experience and guidance they need in order to develop and enforce viable competencies in the workplace. Each OJT is tailored to impart specific skills through learning new tasks, processes, or projects associated with that particular occupation or industry.

#### MacLean Fogg

Located in Mundelein, MacLean-Fogg is a leading manufacturer of fastener components and engineered components and plastics for automotive, heavy truck, and other diverse industries. MacLean-Fogg has had an ongoing relationship with the Lake County Workforce Ecosystem to assist with meeting their talent needs. They have engaged with the Business Services team for job postings, resume sourcing, job fairs, rapid response events, and most recently OJTs.

In October 2018, MacLean-Fogg hired two individuals who had been recently laid off from a local pharmaceutical company. In February 2019, they hired an individual who had been laid off from a manufacturing company whose resume was sourced to the company from the Business Services team. MacLean-Fogg chose all three individuals to complete an OJT and complete hands-on training to bridge their skills gap and work as Material Handlers and Tapping Machine Operators.



Illustrated above are Lake County Workforce Development's PY18-19 Average OJT Hourly Wages by Occupation Level

### Healthcare Employers Engage with Young Adults

#### Advocate Condell Healthcare

Lake County Workforce Development arranged for representatives from Advocate Condell Healthcare to speak with 262 healthcare students at the Lake County Tech Campus in April 2019. Students in the Tech Campus program graduate from high school with a Certified Nursing Assistant (CNA)

*The Lake County Tech Campus is an extension of many area high schools for high school students to attend classes in more than 20 specific career training programs. Advocate Health Care is the largest health system in Illinois with over 400 sites of care and 12 hospitals.*



Advocate Condell Healthcare's presentation to the Lake County Tech Campus healthcare students

certificate. The students heard directly from the employer about career pathways in the medical field. Advocate Condell Healthcare scheduled 28 interviews as a result of this engagement activity.

# EMPLOYER-LED INITIATIVES

## Awarding Leadership

Laser Precision, based in Libertyville, is a family-owned metal fabricating manufacturer. Laser Precision connected with the Lake County Workforce Ecosystem regarding staffing needs. The Lake County Workforce Ecosystem is a partnership between the Lake County Workforce Development Department, College of Lake County, Lake County Partners, and the Lake County Tech Campus. All work together to ensure that local businesses have access to talent. In early 2018, Laser Precision was presented with the Lake County Workforce Ecosystem Talent Innovator Award. Laser Precision also received statewide recognition by winning the Business Leadership Award from the Illinois Workforce Partnership (IWP) for leadership in workforce and economic development.

Laser Precision has engaged in multiple initiatives through the Ecosystem to grow and maintain their workforce pipeline. These initiatives include multiple Career Expos at Lake County Tech Campus, rapid response events, job fairs, providing job shadows for the Lake County Summer Youth Employment Program workers, and a new internship program. Laser Precision continues to develop new methods to attract and retain talent and shape a modern view of manufacturing.

With the help of the Workforce Ecosystem, since May 2017 Laser Precision has hired over 21 employees from attending various events and having resumes sourced to them. Positions filled have included CNC, Machine Operator, Press Brake Operator, Welder, and Shipping Clerk.



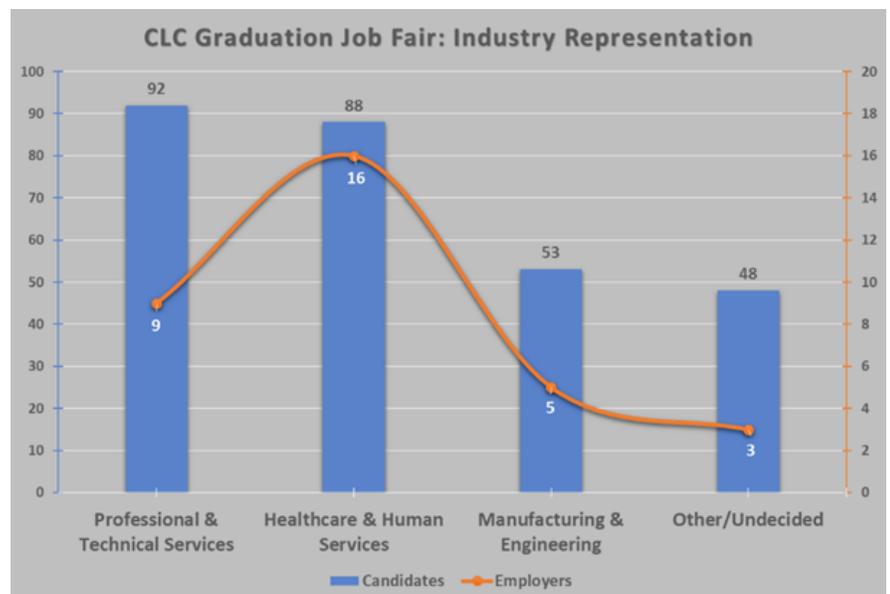
Laser Precision staff Kim Wimer, HR Manager, with representatives from the Workforce Ecosystem. The company was recognized at Lake County Partners' Big Event in May 2019.

## Online Recruitment Services for Employers

Lake County Workforce Development and the Job Center of Lake County have developed a range of effective online resources and recruitment services to meet the needs of local employers. Among the most foundational and heavily utilized of these resources is the "Who's Hiring" page on the Job Center's website ([www.lakecountyjobcenter.com](http://www.lakecountyjobcenter.com)). A primary feature of this page is that it contains an event calendar of employers scheduled to participate in the Job Center's weekly on-site recruitment events. Along with the calendar of on-site events, the page also has a job board where employers can work with the Job Center's Business Services Team to post their direct hiring and staffing agency opportunities.

A more recent addition to the Workforce toolkit is Lake County Careers ([www.lakecountycareers.com](http://www.lakecountycareers.com)), an online platform that is curated by Lake County Workforce Development. This site provides employers with resources and insights from the Lake County Workforce Ecosystem to assist with their current hiring needs:

- Employers can discover beneficial engagement opportunities and learn about the focused career pathway programs and other collaborative initiatives and events administered by Workforce Development alongside various key Ecosystem partners.
- Lake County Careers can also provide a custom-built solution when planning recruitment events where a combination of parameters (specific candidate pool, unique schedule requirements, specific hiring needs of a given industry or employer, etc.) make it necessary to conduct pre-event registration for candidates and/or employers.



Illustrated above are the Industries and Candidates represented at the 2019 Graduation Fair

## CLC Graduation Job Fair

Held on June 6<sup>th</sup> at College of Lake County's Grayslake Campus, the first annual Graduation Job Fair is one such event with registration pages hosted on the Lake County Careers platform. A collaboration between CLC, the Job Center of Lake County, and Lake County Partners, over 280 candidates registered and attended the fair and met with over 30 companies from multiple industries.