

INCUMBENT WORKER TRAINING

Incumbent Worker Training (IWT) benefits both employers and employees by upskilling existing staff to be more efficient and competitive within their industry. The purpose of IWT is to improve productivity, increase employee skill/knowledge, create new revenue streams, and improve employee retention rates. Employers can offset training costs and offer customizable onsite or classroom training when impacted by declining sales, supply chain issues, or a change in ownership or management. Employees can gain in-demand skills, possibly increase wages, receive a promotion, and ultimately retain employment. The photo on the right shows representatives from three companies who participated in Incumbent Worker Training and who spoke in a panel discussion to share how IWT has benefited employee retention and cost savings, upskilling, and mitigating risk due to the pandemic.



Representatives from Domeny Tools and Stamping Company, HydrForce, Lake County Workforce Development's IWT Program, and Eirich Machines.



Businesses Benefit Through Increased

- Competitiveness
- Productivity
- Revenue Streams
- Employee Retention Rate



Flexible Options

- Reimbursement to offset costs
- Customized training options
- Flexibility in selecting trainers
- Less paperwork



Employees Benefit Through Increased

- Marketable Skills
- Potential for Higher Wages
- Job Security & Retention
- Promotion Opportunities

In the program year 2021, Lake County Workforce Development assisted 7 employers in upskilling and retaining their current staff through Incumbent Worker Training. This funding supported more than 150 employees. If you are an employer interested in participating in Incumbent Worker Training, contact the Business Services Team at LCWDBusinessServices@lakecountyil.gov. For information, visit <https://bit.ly/3SgehaO>.

DWG CAREER GRANT

Starting in late 2021, Lake County Workforce Development implemented the Comprehensive and Accessible Reemployment Through Equitable Employment Recovery Dislocated Worker Grant (CAREER DWG) for dislocated workers from high-need communities. The specific target population for the grant consists of individuals who are long-term unemployed or have exhausted their unemployment benefits and are from Zion, Waukegan, or North Chicago. The grant runs from December 2021 to August 2023 with the goal of serving a total of 33 participants.



As part of the grant, Workforce Development will work with local employers to address skills gaps through paid work experience opportunities while working with participants needing occupational skills training. Participants are also provided with a full range of supportive services. As of September 2022, Workforce Development has enrolled 27 participants in the CAREER DWG initiative for occupational skills training and paid work experience programs. Job Center on the Move was developed in 2022 to bring technology resources and provide core Job Center Services in high-need communities. One of four Job Center on the Move locations is pictured on the left, Legacy Reentry Foundation NFP. As of September 2022, the Job Center on the Move has served 69 participants.

JOB FAIRS IN PARTNERSHIP WITH LOCAL COMMUNITY ORGANIZATIONS

Lake County Workforce Development's Business Services Team partners with Lake County organizations to host job fairs and hiring events. These partnerships help connect employers with job seekers and assist job seekers with landing a new job. In the program year 2021, Workforce Development, in partnership, hosted 15 job fairs and hiring events. The events have been offered throughout Lake County and allow job seekers to meet face-to-face with employers while networking with other job seekers and community resources. Some of the job fairs and hiring events have included:

- The **Lake County Educator Career Fair** was held in April and was sponsored in partnership with the Lake County Regional Office of Education and Community High School District 117 in Lake Villa, IL.
- The **Lake County Job and Resource Fair for Individuals with Disabilities** was held in August and was sponsored in partnership with Goodwill Great Lakes, Independence Center, Lake County Center for Independent Living, Illinois Department of Employment Security, and Illinois Department of Human Services in Round Lake Beach, IL.
- The **Career & Resource Fair** was held in August and was sponsored in partnership with Lake County Catholic Charities of the Archdiocese of Chicago in Waukegan, IL.



ENGAGEMENT WITH COMMUNITY STAKEHOLDERS



Lake County Workforce Development staff engages with community organizations and stakeholders to present workforce services and resources. These presentations allow staff to network and create new relationships with community members. These partnerships assist with creating future events such as hiring events and resource fairs. During these engagement events, staff can share the next steps for job seekers interested in training or a work experience. Employers can receive the next steps regarding employment services such as sourcing resumes, job postings, or becoming a work experience work site. In the program year 2021, some networking events included the Greater Waukegan Development Coalition and Lincolnshire Chamber of Commerce, as pictured on the left.

BUSINESS PARTNER INTEGRATION MEETINGS

One of the goals of the Job Center's Service Integration Plan is that business services be delivered by function. As an outgrowth of this goal, bi-monthly business integration meetings have been held since March 2022. One or more representatives from all 14 Job Center partners are invited to hear the latest news from the Business Service Team regarding the labor market and opportunities in Lake County. During this informal networking meeting, attendees are prompted to share success stories, job leads, business opportunities, and hiring needs for their own organization. 19 staff members from 10 partner organizations attended a recent business integration meeting. Stephanie Honeycutt from the Illinois Department of Human Services described the value of these meetings. "I have connected with so many community partners as a result of these integration meetings . . . Having a direct contact number to our partners played a major role in helping us service our customer's needs in a timely manner."



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