



Illinois
Department of Commerce
& Economic Opportunity



ILLINOIS WORKS

Department of Commerce & Economic Opportunity (DCEO)

Illinois Works Pre-Apprenticeship Program

2024 NOFO Illinois Works Performance-based Payment Model



ILLINOIS WORKS
Pre-Apprenticeship Program







ILW Pre-Apprenticeship Team



- Dr. Norman Ruano, Deputy Director of Illinois Works
- Mr. Dan Martinez, Grant Manager
- Ms. Monica Pruitt, Grant Manager
- Dr. Ana Bedard, Training Analyst & Program Coach
- Dr. Jeffrey Doolittle, Training Analyst & Program Coach
- Dr. Carleta Alston, Training Analyst & Program Coach
- Dr. Gia Suggs, Professional Development Lead,
Training Analyst & Program Coach





Course Overview



Illinois Works was created as a result of Governor Pritzker's historic \$45 billion capital plan and his commitment to expanding equity in Illinois' construction workforce. Illinois Works grantees are part of an exciting new initiative that will create opportunities for Illinois residents, businesses, communities, and families

In furtherance of that goal, the Office of Illinois Works launched the Pre-apprenticeship Program in 2022 and debuted the program with a performance-based payment model. This model followed national best practices and is designed to fund tangible, community-focused impact.

During this course, you will be provided with the framework for the Illinois Works Pre-apprenticeship performance-based pay model and structure.



Course Objectives

By the end of this training, learners will be able to:

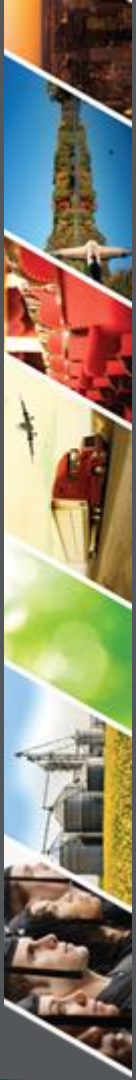
- Explain the impact of Governor Pritzker's historic \$45 billion capital plan.
- Describe the features of the ILW Pre-apprenticeship program.
- List the key features of a performance-based payment model.
- Describe each of the funding benchmarks.
- Determine monthly reimbursement maximum.
- Describe the role of the Illinois Works Reporting System (IWRS).
- Comply with Grant Accountability and Transparency Act (GATA) requirements.
- Accurately and timely submit required standardized GATA reports tied to the grant agreement (Periodic Financial Report (PFR) and Periodic Performance Report (PPR)).





This Session is Being Recorded





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Section 2: Welcome and Introduction

By the end of this section, you will be able to:

- Identify follow session participants.
- Use the Webex features and functions to fully participate in the training.
- Identify what you hope to learn.





Webex Tutorial

The screenshot shows a Webex meeting interface. At the top, there's a 'Meeting info' sidebar on the left and a 'Layout' button on the right. The main area displays a 2x3 grid of video thumbnails for participants. At the bottom, a control bar contains several buttons: 'Mute' (with a microphone icon and a dropdown arrow), 'Stop video' (with a video camera icon and a dropdown arrow), 'Share', 'Record', a 'Raise hand' icon, a 'Chat' icon, and a 'Close' button (with an 'X' icon). A red arrow points to the 'Mute' button, and two red arrows point to the 'Stop video' button. Another red arrow points to the 'Apps' button on the right side of the control bar.

- Mute/Unmute
- Stop/Start Video
- Raise Hand
- Emojis
- Chat



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- Your Name
- Organization/Agency
- Role
- Geographic Location



NOFO ILW
Performance-based
Payment Model



Question:

“Is there anything beyond what was articulated in the course objectives, you would like us to cover today?”





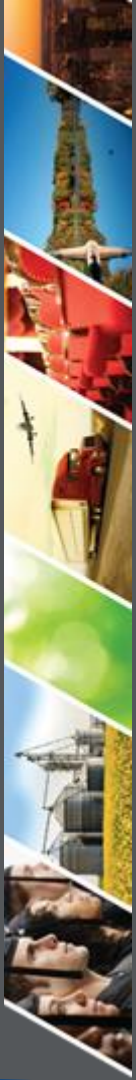
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Comments, feedback, or questions?

Email us at:

CEO.ILWorks@Illinois.Gov



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Section 3: Introduction to Illinois Works

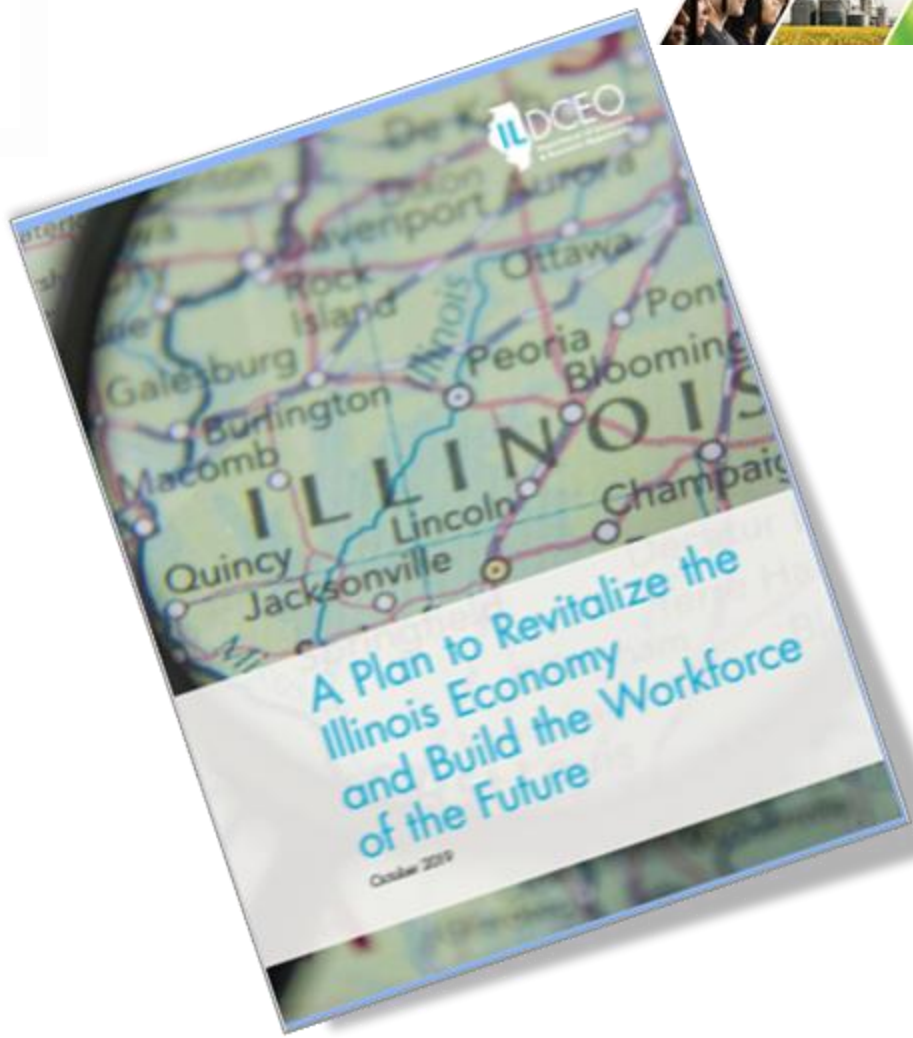


By the end of this section, you will be able to;

- Explain the impact of Governor Pritzker's historic \$45 billion capital plan.
- Describe the relationship between DCEO and Illinois Works.
- List the three ILW key programs.
- Describe the features of the ILW Pre-apprenticeship program.
- Identify the goals of ILW.



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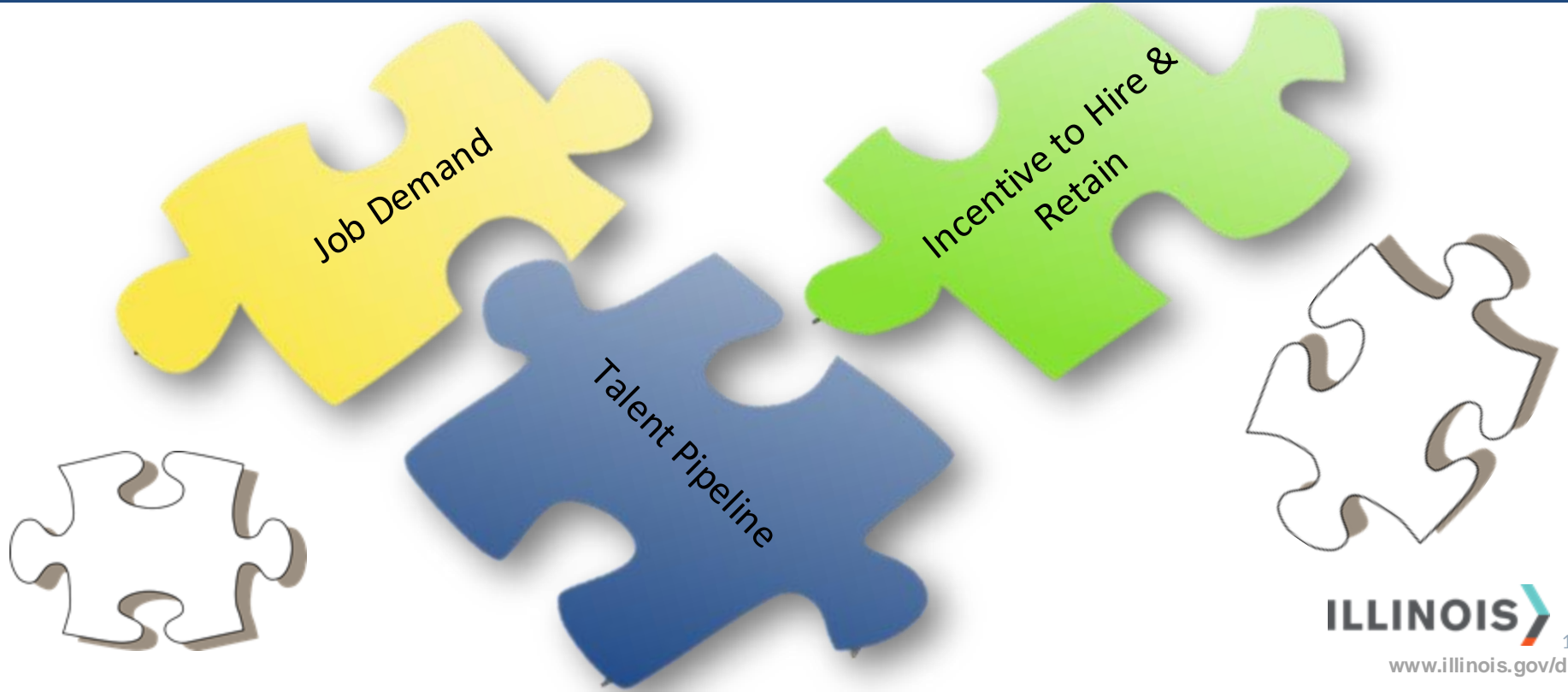
The Office of Illinois Works



Illinois Works Jobs Program Act



Illinois Works ~ Unique and Innovative Model





Geographic Priority



- Central Region (Region 1) - Sangamon County
- North Central Region (Region 3) – Peoria County, McClean County
- Northeast Region (Region 4) – DeKalb County, DuPage County, Kane County, Kankakee County, Kendall County, McHenry County, Suburban Cook County, Will County
- Northwest Region (Region 6) – LaSalle County, Rock Island County, Whiteside County
- Southeast Region (Region 7) – Marion County, Lawrence County
- Southern Region (Region 8) – Jackson County



The DCEO Office of Illinois Works, with the support and partnerships of communities, building trades, and the construction industry, will deliver three key programs:



Illinois Works Apprenticeship Initiative



Illinois Works Pre-Apprenticeship Program



Illinois Works Bid Credit Program



The DCEO Office of Illinois Works, three key programs:



Illinois Works Apprenticeship
Initiative



Illinois Works Pre-Apprenticeship
Program

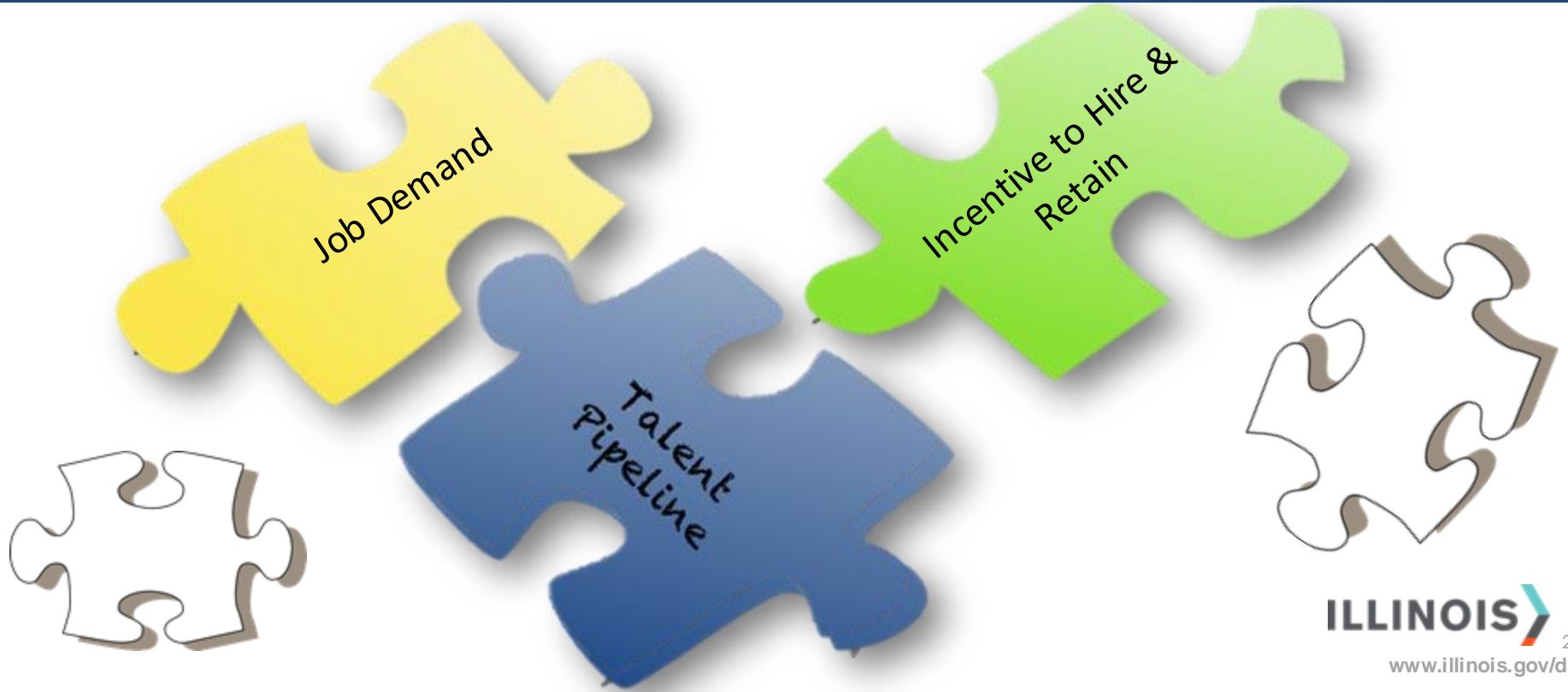


Illinois Works Bid Credit Program





Illinois Works Pre-Apprenticeship Program





Illinois Works Pre-Apprenticeship Program



The Illinois Works Pre-Apprenticeship Program creates a qualified talent pipeline to fill job opportunities with diverse candidates. It launched in 2022 with 23 programs. The Illinois Works Provider Network expanded to 36 for the 2024 grant year.

The Illinois Works Pre-Apprenticeship Program will fund approximately 35 programs throughout the state including new grantees, serving more than 1,400 residents.



Illinois Works Program Goals:

- Provide a career pathway for residents in disadvantaged communities.
- Provide eligible apprentices with the skills for lifelong job security.
- Promote construction as a viable job industry for women and minority communities.
- Provide the construction industry with a consistent skilled workforce for generations to come.
- Create new partnerships between state agencies and community organizations.



Question:

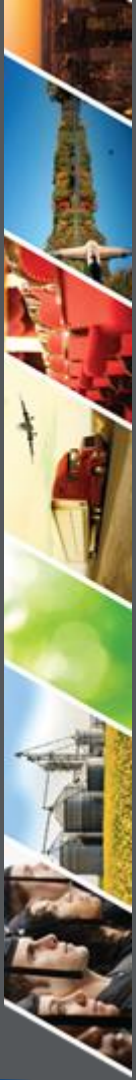


“If Illinois Works is successful in achieving its goals, what impact will it have on Illinois communities?”



Illinois Works ~ Practice Round





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Section 4: ILW Performance-based Reimbursement Model



By the end of this section, you will be able to;

- List the key features of a performance-based payment model.
- Describe each of the funding benchmarks.
- Explain the role of the ILW Grant Manager.
- Determine monthly reimbursement maximum.
- Describe the utility of the monthly compliance report and payment worksheet.
- Explain how to earn carryover credits.

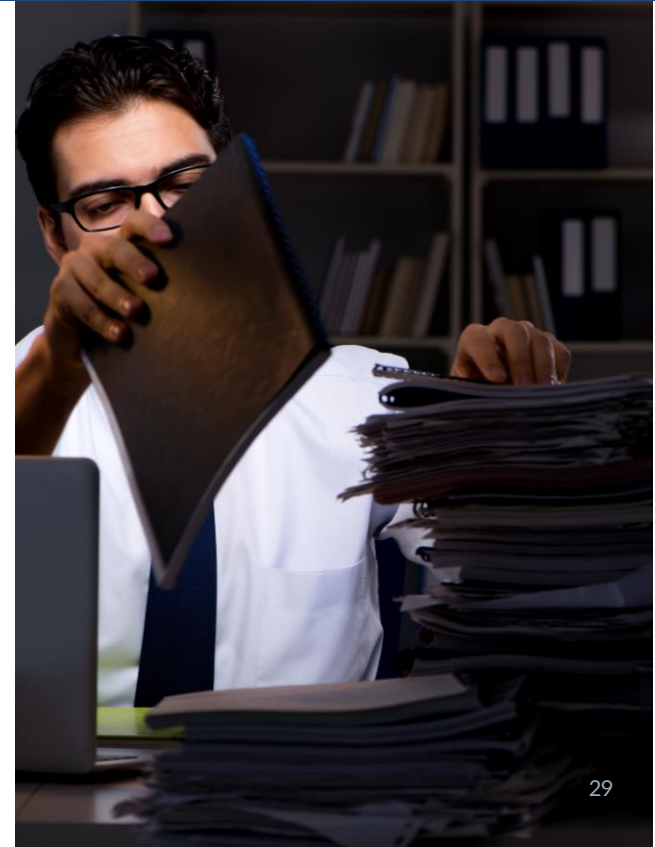


Performance-based Payment Model

The Illinois Works Pre-apprenticeship Program utilizes a **performance-based payment model**.

The performance-based payment model utilized by Illinois Works is rooted in the belief that grant funding should be based on an organization's tangible impact in their community.

Illinois works is motivated to produce real change in Illinois, which has driven the institution of a performance-based payment model to compliment the existing reimbursement model.



Question:



“Have you had previous experience managing a performance-based reimbursement model?”



Question:

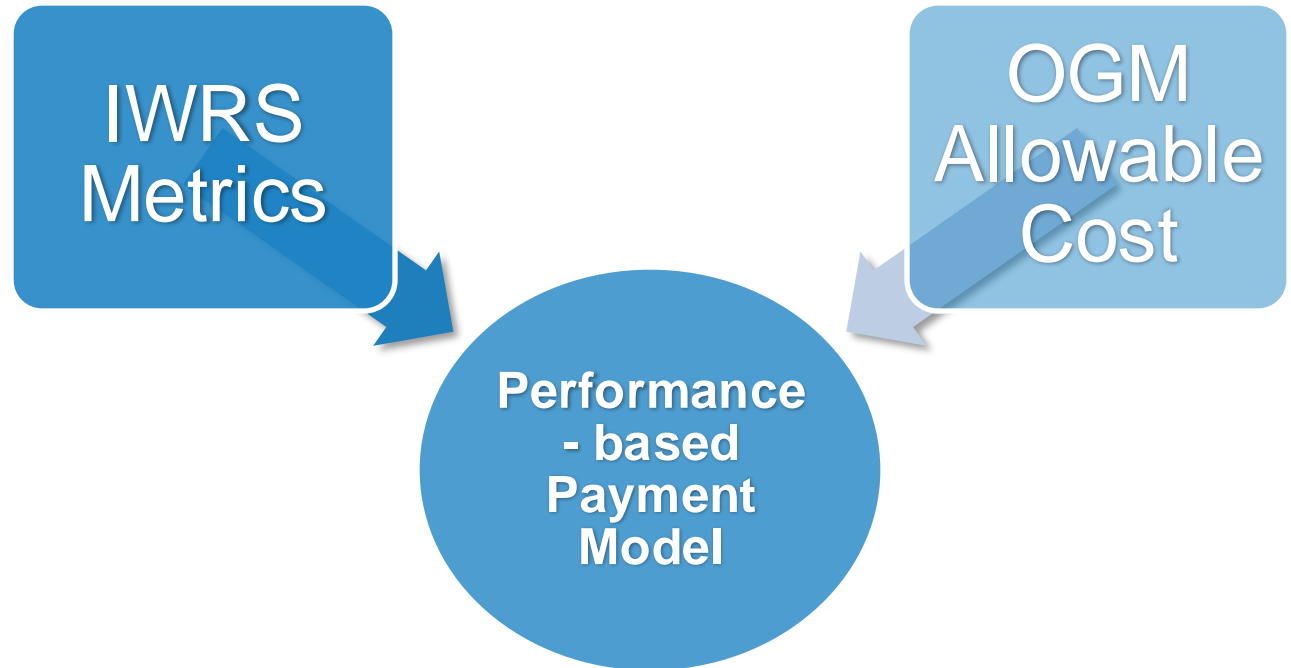


“What are some of the adjectives you might use to describe a performance-based payment model?”





Performance-Based Payment Model





Key Components





Funding Benchmarks

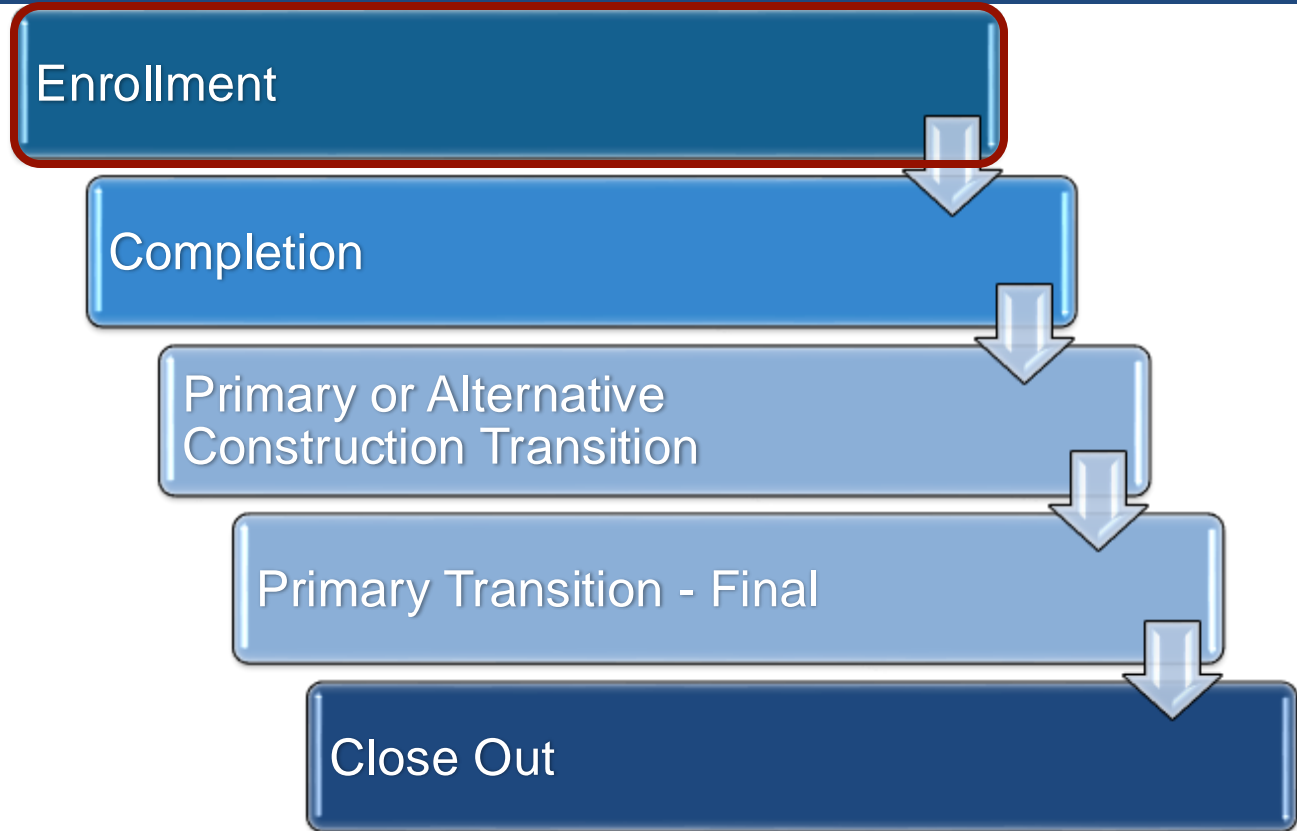


- Enrollment
- Completion
- Transition
- Close out reports



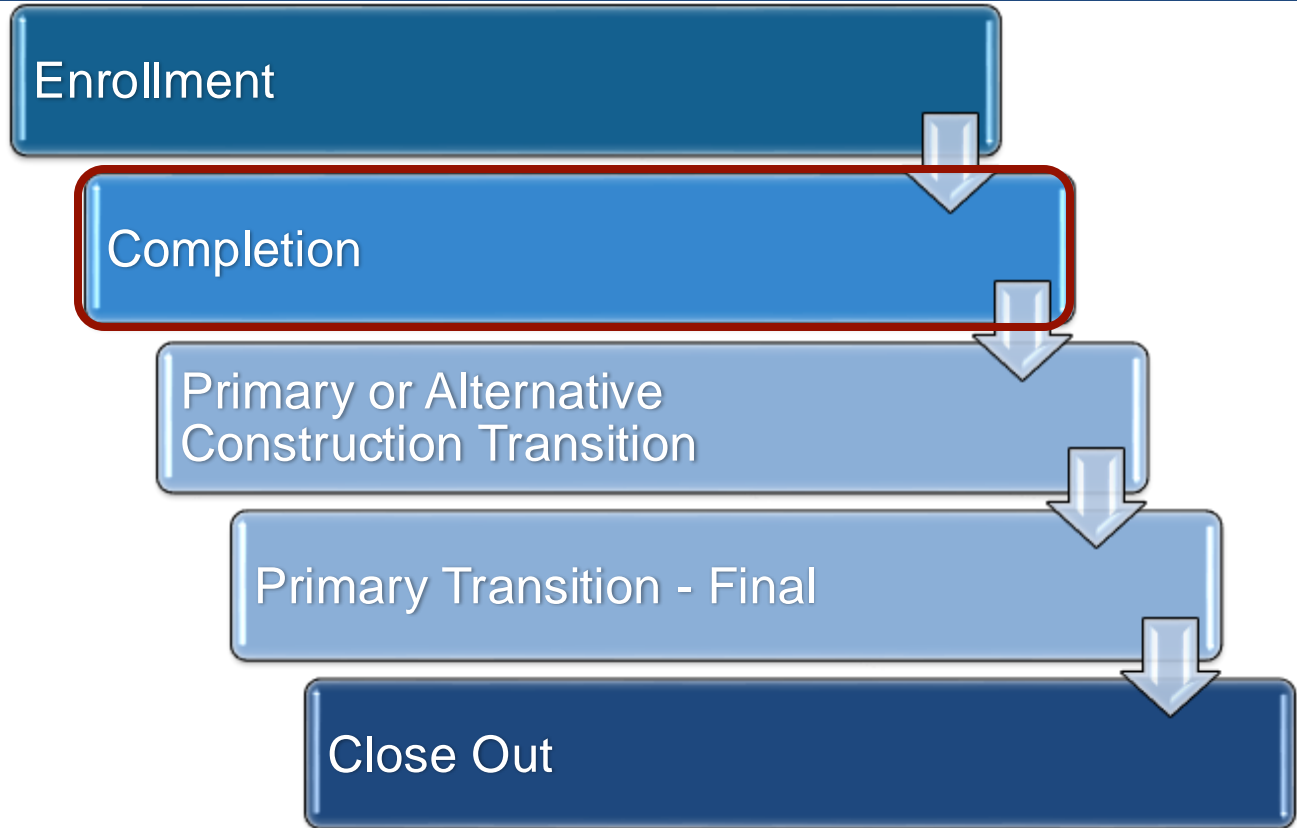


Metric Definitions



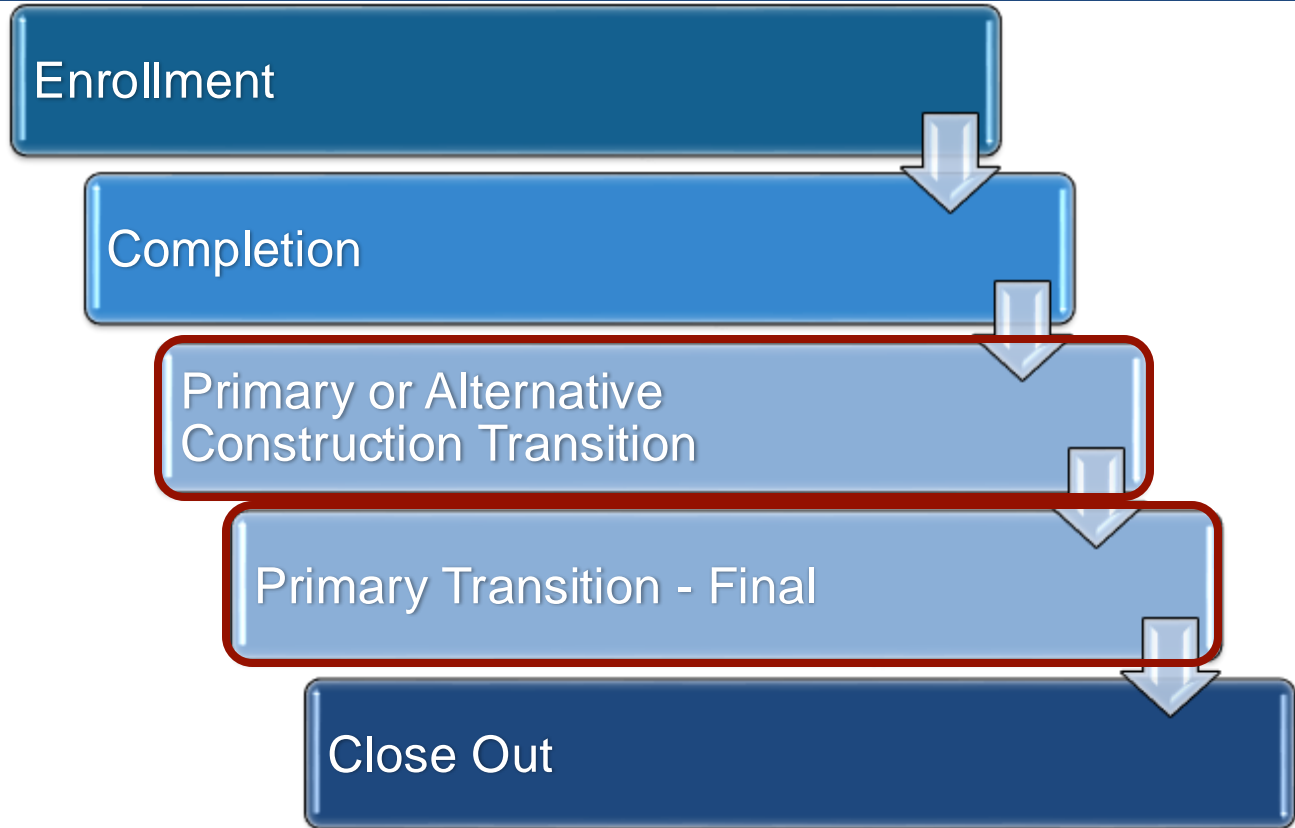


Metric Definitions





Metric Definitions





Metric Definitions



Primary Transition Final =
100%

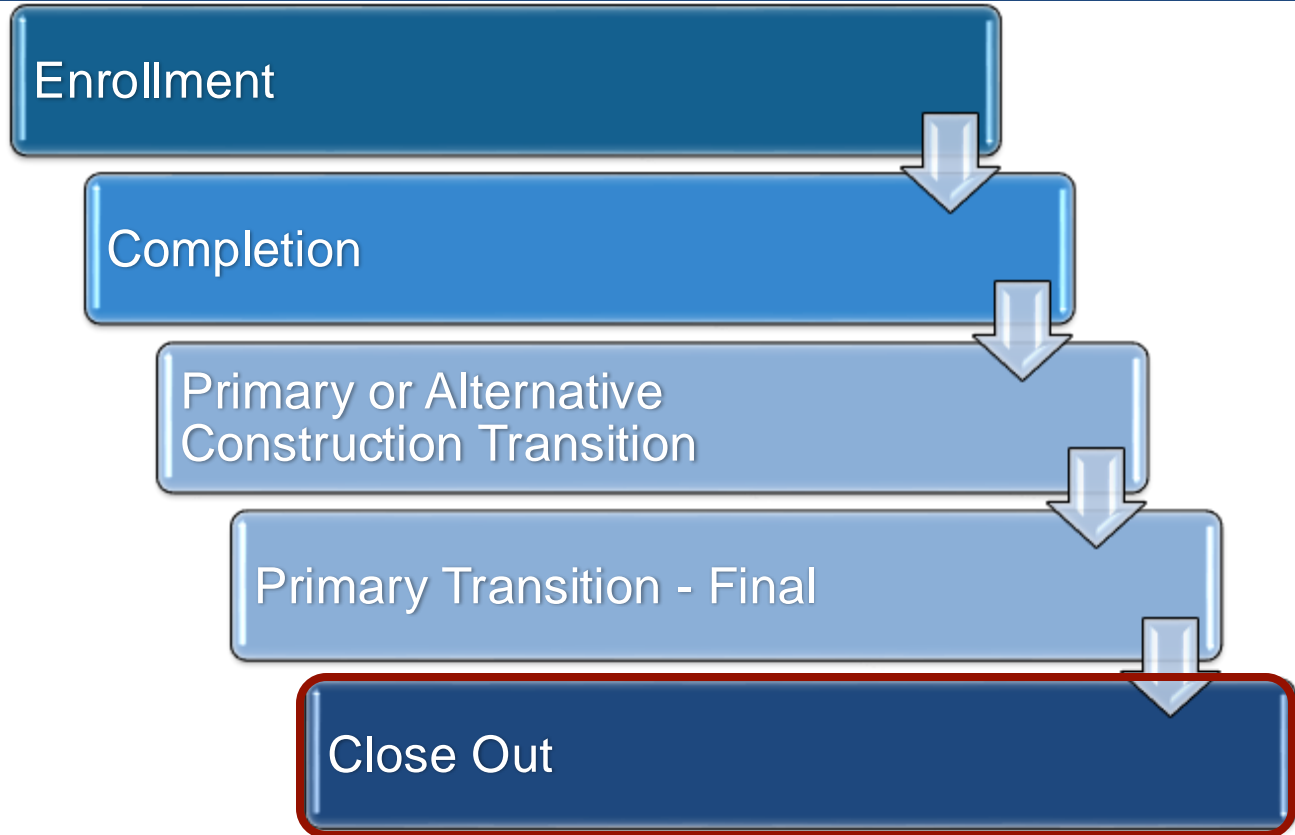
Primary Transition
Preliminary = 75%

Alternative Construction
Transition = 70%

Secondary Transition – 50%

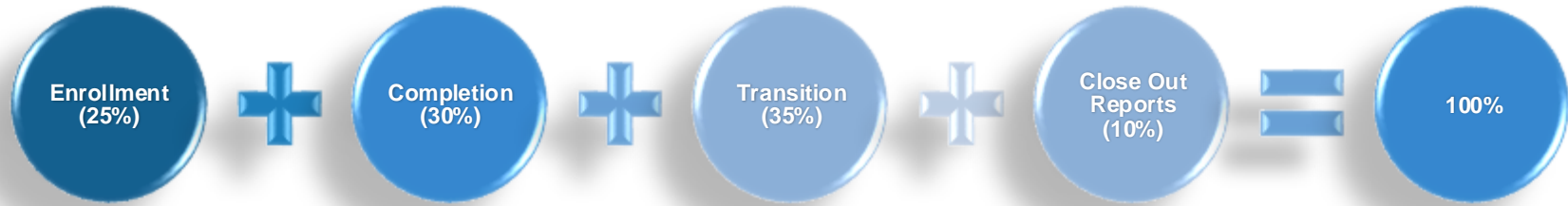


Metric Definitions





Funding Formula





Benchmark Example

Benchmark Example



Total Grant Award: \$500,000

Funding Benchmark	Percentage of Award	Funding Portion
Enrollment	25%	\$125,000
Completion	30%	\$150,000
Primary Transition	35%	\$175,000
ILW Close Out	10%	\$50,000
Total Grant Award	100%	\$500,000



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Per Participant Allotment

The dollar amount allotted for each participant's outcome metric (enrollment, completion, transition). Determined by dividing the benchmark dollar amount by the associated outcome metric.



ILLINOIS WORKS
Pre-Apprenticeship Program



Proposed Workplan: Total Outcome Metrics Table



<p>Total Number of Cohorts</p>		<p>Total Number of Individuals Recruited (all cohorts)</p>		<p>Total Individuals Enrolled (all cohorts)</p>
<p>Total Individuals Completed (all cohorts)</p>		<p>Total Individuals Transitioned – Primary Outcome (all cohorts)</p>		<p>Total Individuals Transitioned – ACT/Secondary Outcome (all cohorts)</p>



**Participant numbers in Table A should align with those in Attachment II: Participant Demographic & Outcome Summary*



Key Outcome Metrics



- At least 85% of individuals enrolled will successfully complete the pre-apprenticeship training program
- At least 70% of individuals enrolled will be hired and enroll in a DOL-registered apprenticeship program



ILW Grant Manager





Monthly Reimbursements





Monthly Reimbursements

Reimbursement Example

Grantee A has just completed their first cohort. During their monthly review Enrollments and Completions for cohort 1 are taken into consideration as part of their reimbursement.



Funding Benchmark	# of Participants	Per Participant Allotment	Reimbursement Earned
Enrollment	15	\$2,500	\$37,500
Completion	14	\$3488.37	\$48,837.18
Primary Transition	n/a	\$5,000	n/a
ILW Close Out	n/a	n/a	n/a
		Total Earned	\$86,337.18



Communicating Compliance Ratings and Findings



- Monthly Compliance Progress Report
- Monthly Compliance Payment Worksheet





Example: Monthly Compliance Worksheet

	2023 Reimbursement															Close Out Reports	
	Enrollment			Completion			Primary Transition					Secondary Transition					
	Verified Enrolled	Adjustments	Current Review Amount	Verified Completed	Adjustments	Current Review Amount	Verified PT - Preliminary	Adjustments	Prelim. PT Amount	Verified PT - Final	Adjustments	Final PT Amount	Current Review Amount	Verified Secondary Transition	Adjustments		Amount
January	0		\$0.00	0		\$0.00	0		\$0.00	0		\$0.00		0		\$0.00	
February	0		\$0.00	0		\$0.00	0		\$0.00	0		\$0.00		0		\$0.00	
March	0		\$0.00	0		\$0.00	0		\$0.00	0		\$0.00		0		\$0.00	
April	21		\$52,500.00	0		\$0.00	0		\$0.00	0		\$0.00		0		\$0.00	
May	0		\$0.00	0		\$0.00	0		\$0.00	0		\$0.00		0		\$0.00	
June	0		\$0.00	0		\$0.00	0		\$0.00	0		\$0.00		0		\$0.00	
July	0		\$0.00	0		\$0.00	0		\$0.00	0		\$0.00		0		\$0.00	
August	0		\$0.00	0		\$0.00	0		\$0.00	0		\$0.00		0		\$0.00	
September	0		\$0.00	0		\$0.00	0		\$0.00	0		\$0.00		0		\$0.00	
October	0		\$0.00	0		\$0.00	0		\$0.00	0		\$0.00		0		\$0.00	
November	0		\$0.00	0		\$0.00	0		\$0.00	0		\$0.00		0		\$0.00	
December	0		\$0.00	0		\$0.00	0		\$0.00	0		\$0.00		0		\$0.00	
Totals	21		\$52,500.00	0		\$0.00	0		\$0.00	0		\$0.00		0		\$0.00	\$0.00

This portion of the Payment Worksheet provides a per month break out of how many participants earned each metric. At the bottom of each metric column is a total. This is the aggregate number of participants that have verified enrollments, completions, preliminary and final primary transitions and secondary transitions.



The Appropriate Use of Funds



Funds must be used for the purpose of implementing the Illinois Works Pre-apprenticeship.



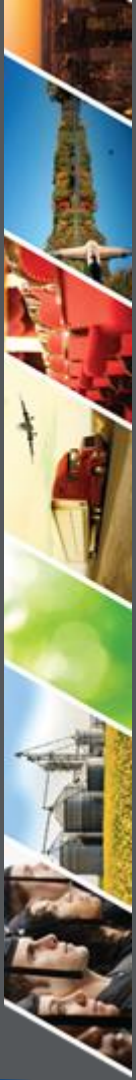


Carryover Credit



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Section 5: Data Management and Reporting

By the end of this section, you will be able to;

- Describe the origins and role of the Illinois Works Reporting System (IWRS).
- Comply with Grant Accountability and Transparency Act (GATA) requirements.
- Accurately and timely submit required standardized GATA reports tied to the grant agreement (Periodic Financial Report (PFR) and Periodic Performance Report (PPR)).





Illinois Works Reporting System (IWRS)





IWRS Program Completion

ILLINOIS WORKS REPORTING SYSTEM FOLLOW-UP

Overview | Intake | Training/Services | **Program Completion/Follow-Up**

FOLLOW-UP

Profile: Jane Dooerr
Email: testingjane23@test.com
DOB: 2/15/1998
Last 4 SSN:
[See All](#)

Enter Program Completion Status

[Add Completion Status](#)

Add Case Note

Current Completion Status: Complete & In Transition


ADD STATUS

Completion Status *

Select Status

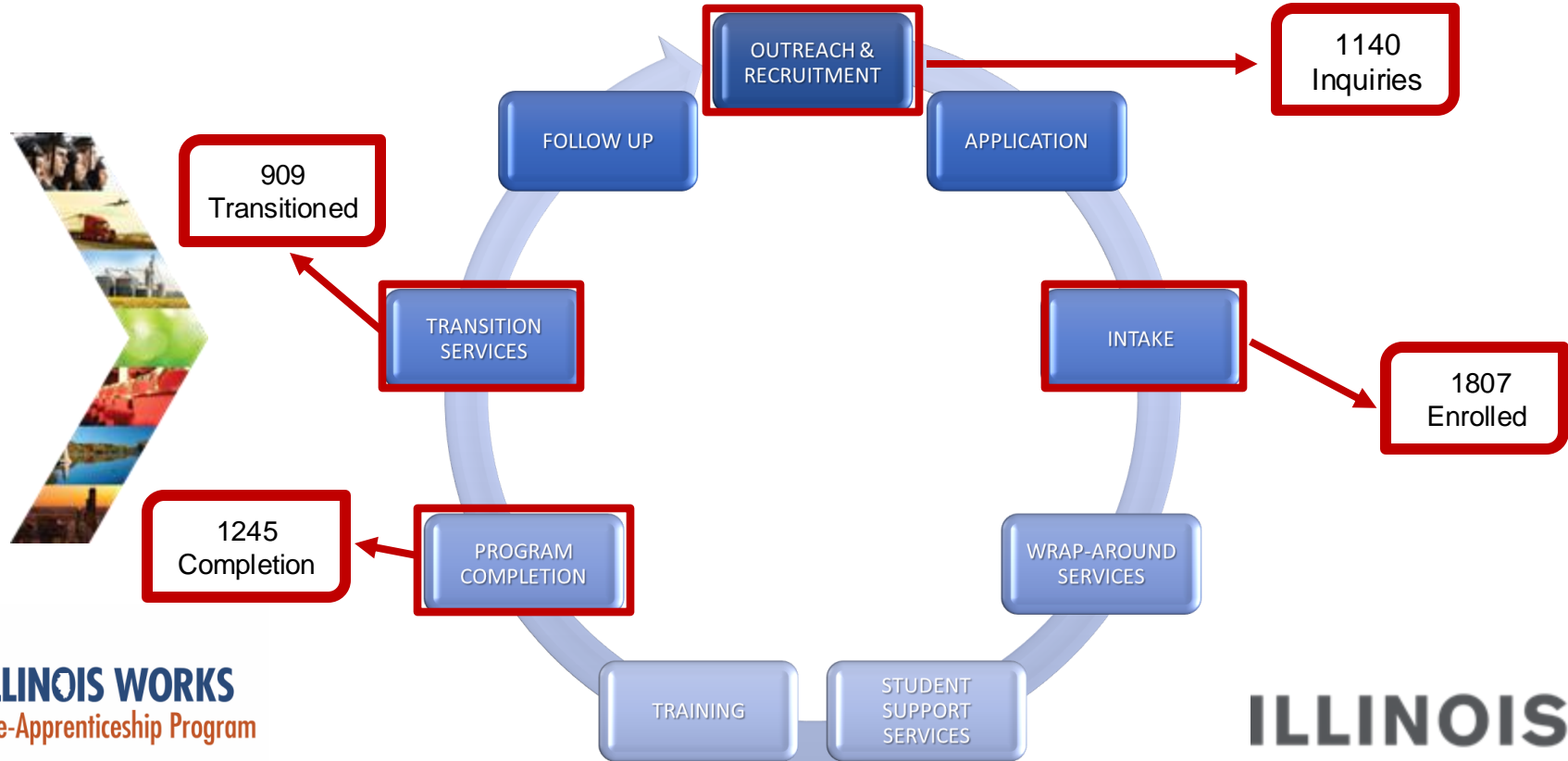
- Select Status
- Complete**
- Complete & In Transition
- Incomplete
- Post Program Active Tracking
- Long Term Tracking

1216 Engagements Tracked



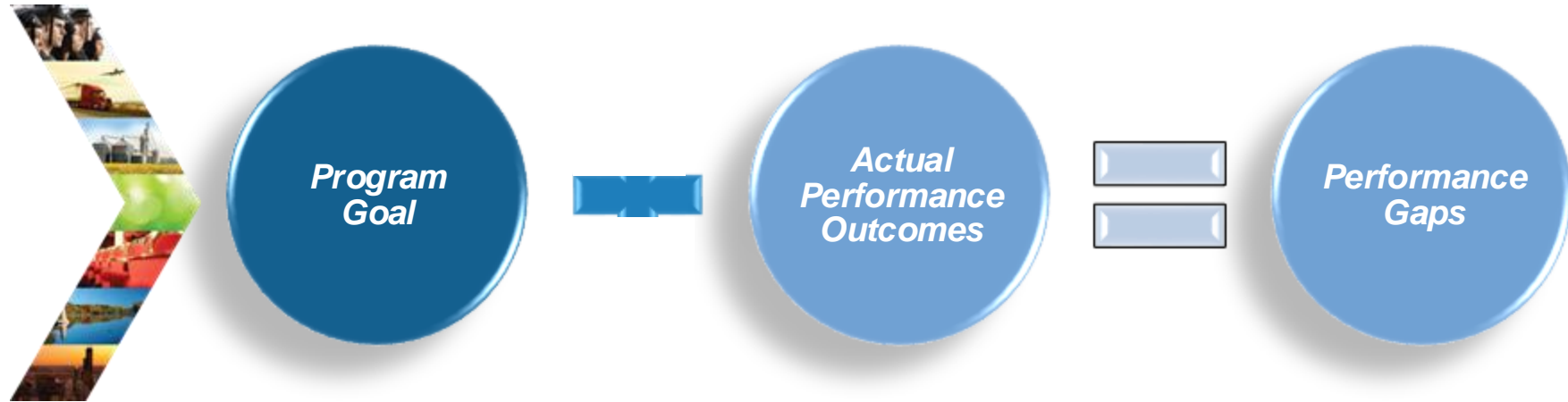


Example Program Elements





Performance Gaps





Grantee Renewal Process





Office of Grant Management (OGM)





OMG Reports: PFR & PPR



STATE OF ILLINOIS
PERIODIC FINANCIAL REPORT
Periodic Financial Report (PFR) Instructions

The Periodic Financial Report (PFR) is a standard, uniform statewide state grant awards. Unless statutorily exempt as documented in the subject to periodic financial reporting.]

General instructions for completing the PFR are contained below. PFR agency's point of contact specified in the "State Agency Contacts" section of your UGA.

Report Submission

1. The grantee must submit the PFR and any forms required by to or supplement the PFR as necessary.
2. The PFR must be submitted to the attention of the state agency with the requirements established in the award document.

Reporting Requirements

1. Unless statutorily exempt as documented in the Catalog of State Grants with the terms established in the UGA.
2. The Category / Program Expenses or line items of the PFR to be included in the approved budget should be included in the PFR.
3. Use "N/A" for Not Applicable if a data field in Sections (a) thru (f) is not relevant.
4. The frequency of the PFR is specified in the Notice of Funding Opportunity. Submittal will be considered "late" if it is more than 15 calendar days past the due date (including approved extensions.)
5. Under the terms of the Grant Funds Recovery Act (30 ILCS 710) "requirement reports" if the report is more than 30 calendar days past the due date, the report is considered "late" and the grantee must be on the Illinois Stop Payment List. (Refer to the Grantee Compliance Manual at <https://www.lincoln.gov/sites/GATA/Pages/ResourceLibrary.aspx>)

STATE OF ILLINOIS
PERIODIC PERFORMANCE REPORT
Periodic Performance Report (PPR) Instructions

The Periodic Performance Report (PPR) is a standard, uniform statewide performance progress reporting format used by all state agencies to collect performance information from recipients of state grant awards. Unless statutorily exempt as documented in the Catalog of State Financial Assistance and the Grant Agreement (UGA), all grant awards are subject to periodic performance reporting.

General instructions for completing the PPR are contained below. **PLEASE READ ALL INSTRUCTIONS BEFORE COMPLETING THE PPR.** Please contact the state agency's points of contact specified in the "State Agency Contacts" section of your UGA if additional support is needed completing the PPR.

If the UGA specifies an alternative file or external database for grant performance reporting, the grantee should mark the shaded box in the PPR accordingly. In the File Name or Database Source field, enter the name of the alternative file or database utilized. The grantee is not required to complete Sections 14 - 22 if the information is provided in an alternative format specified in the UGA.

Report Submission

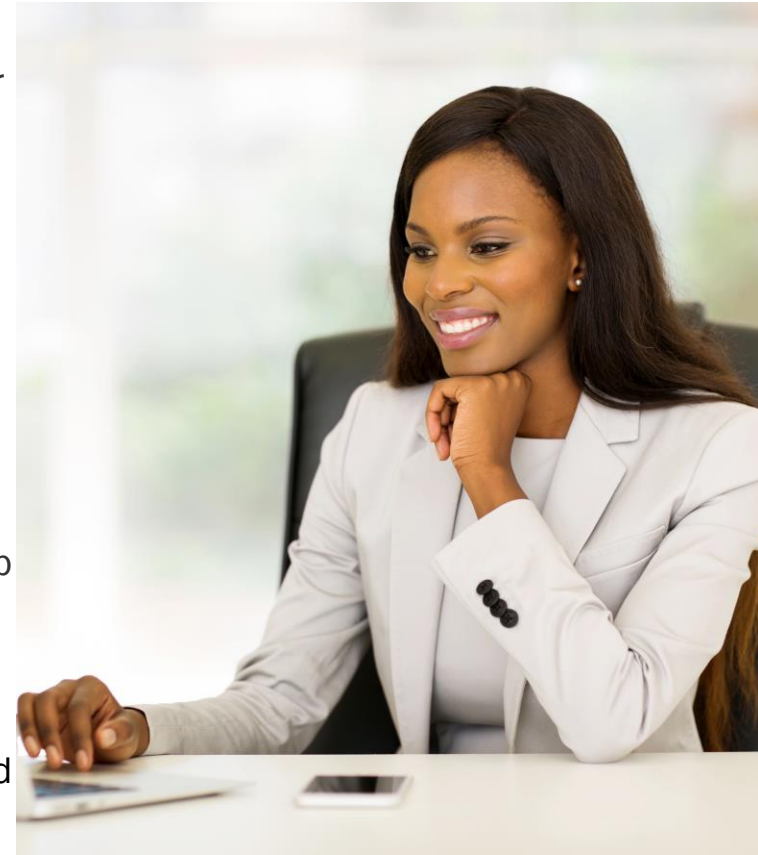
1. The grantee must submit the PPR cover page and any forms required by the awarding state agency as specified in the UGA.
2. The PPR must be submitted to the attention of the state agency's points of contact specified in the "State Agency Contacts" section of your UGA in accordance with the requirements established in the award document.
3. If additional space is needed to support the PPR, supplemental pages should be attached. As indicated on the PPR, responses to Sections 14 - 22 may be provided in a separate format. If additional pages are provided, the pages should be numbered and must reference:
 - a. Grant number
 - b. Grantee organization
 - c. UGA number



Best Practices

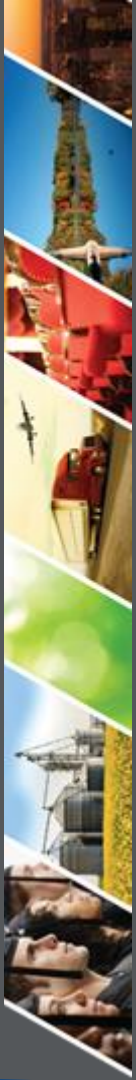


- Ensure outcome metrics are realistic for your organization and if unsure move toward lower metrics knowing that if you exceed those you can earn additional funds and grow in future years with a potential renewal.
- Plan now for a data entry coordinator
- Plan now for a financial team or individual who will manage all financial reporting and GATA requirements.
- Plan now for post-instruction follow-up. Transitioning into a Registered Apprenticeship Program is the goal of the program and quarterly follow-up/support is required for 1 year after instruction ends.
- Have at least one individual entering data and a different individual check that data.



Illinois Works ~ Practice Round





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Feedback ~ We want to hear from you



Thank You!



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