



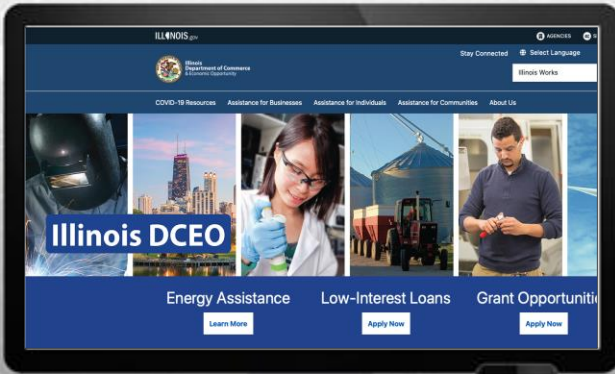
Illinois
Department of Commerce
& Economic Opportunity

Department of Commerce & Economic Opportunity (DCEO)

Illinois Works Jobs Program

Developing Partnerships for Effective Program Outcomes Training







ILW Pre-Apprenticeship Team



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

The **Illinois Works Pre-Apprenticeship NOFO** requires a comprehensive set of expectations, including multiple program elements. Applicants may have expertise in one or more of the Program Requirements, but perhaps not all. Organizations can create bridges to close those gaps by creating partnerships.


Partnerships are formal arrangements by two or more parties. During this course, you will be provided with information, resources, and support to help you successfully develop partnerships that allow you to provide the array of programs and services to pre-apprentices, meet the Illinois Works NOFO criteria and create a strong program proposal.



Illinois Works Informational Sessions

Information Sessions



Date	Time	Topic	Registration/Resources
Tuesday, August 6, 2024	9:30 am - 12:30 pm	NOFO Introduction to Illinois Works	Registration
Thursday, August 8, 2024	9:30 am - 12:30 pm	NOFO ILW Bidders Conference	Registration 
Tuesday, August 13, 2024	10:00 am - 11:30 am	ILW NOFO - GATA Pre-Qualification	Registration
Thursday, August 15, 2024	9:30 am - 12:30 pm	NOFO ILW Performance-Based Payment Model	Registration
Tuesday, August 20, 2024	9:30 am - 12:30 pm	NOFO ILW Developing Partnerships	Registration



Course Objectives

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

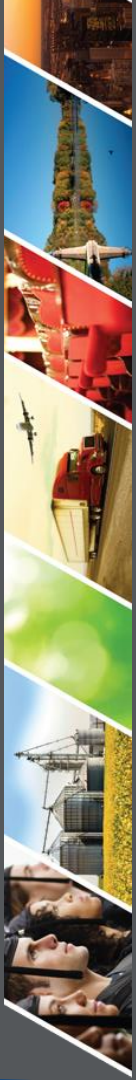
- Describe the relationship between DCEO and Illinois Works.
- Describe the three key programs implemented as a result of the Illinois Works Job Program Act.
- Access information available from the Illinois Works Pre-Apprenticeship NOFO 2024 website.
- Explain how GATA impacts potential partnerships.
- Assess your program's capabilities against the Illinois Works Pre-Apprenticeship program elements.
- Determine the type(s) of partnerships that might strengthen your program.
- Remove barriers to cultivating high-impact partnerships.
- Access Illinois Works Pre-Apprenticeship NOFO resources.





This Session is Being Recorded





CEO.ILWorks@Illinois.Gov



Section 2: Welcome & Introduction

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

- Use the Webex features and functions to fully participate in the training.
- Identify what you hope to learn from this training.





Webex Tutorial

The screenshot shows a Webex meeting window. At the top, there's a 'Meeting info' tab and a 'Layout' button. The main area displays six video thumbnails of participants. On the left, a sidebar shows 'Feature Planning Meeting' with the host 'Clarissa Smith' and buttons for 'Copy meeting link' and 'Invite and remind'. Below this, there are tabs for 'General' and 'Security', and a 'Meeting link' section with a URL and a meeting ID. At the bottom, a control bar contains icons for Mute, Stop video, Share, Record, and other functions. Red arrows point to the Mute, Stop video, and the 'Apps' button area.

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



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Comments, feedback, or questions?

Email us at:

CEO.ILWorks@Illinois.Gov



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



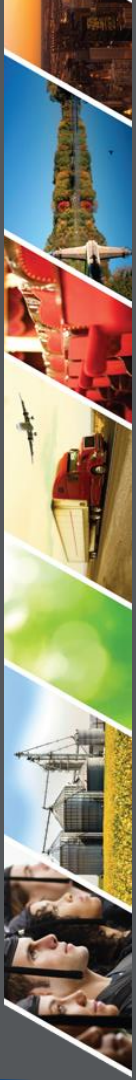
ILLINOIS 



Question:

“What do you hope to learn?”





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Section 3: Illinois Works Overview

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

- Describe the role of Governor Pritzker's historic \$45 billion capital plan in the creation of Illinois Works.
- Explain the role of the Illinois General Assembly regarding the Illinois Works Jobs Program Act.
- Describe the unique characteristics of the Illinois works innovative workforce development model.
- Articulate the mission of DCEO.





Section 3: Illinois Works Overview

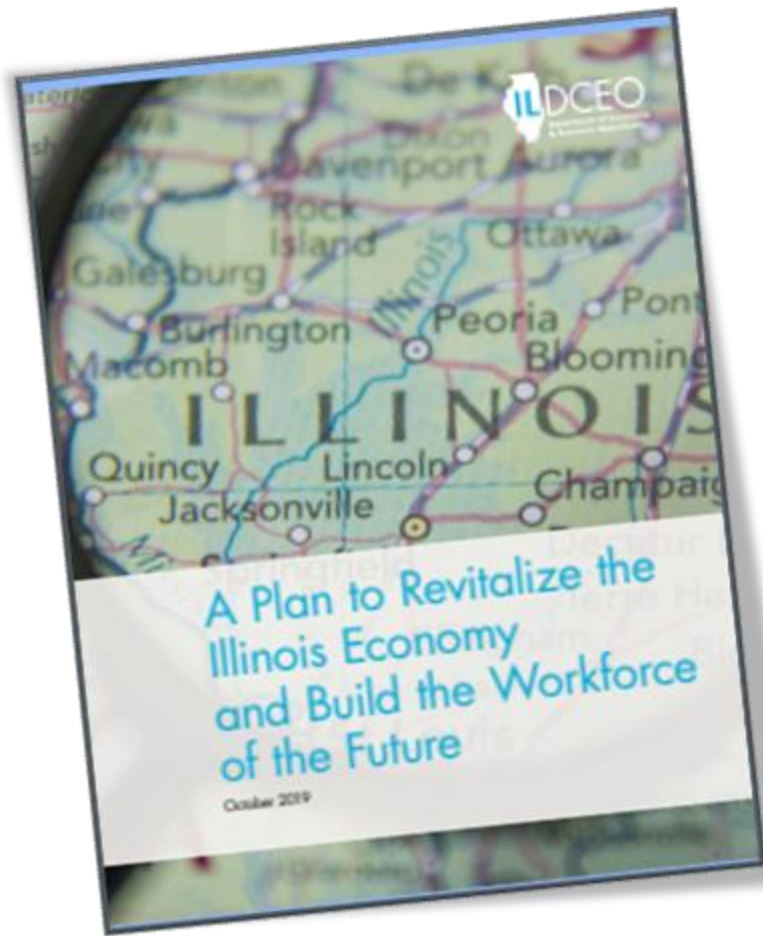
By the end of this section, you will be able to:

- Describe the relationship between DCEO and Illinois Works.
- Identify the relevant data that is evidence of the need for Illinois Works.
- Summarize the role of each of the Illinois Works three key programs.
- Explain the current status of each of the three programs.



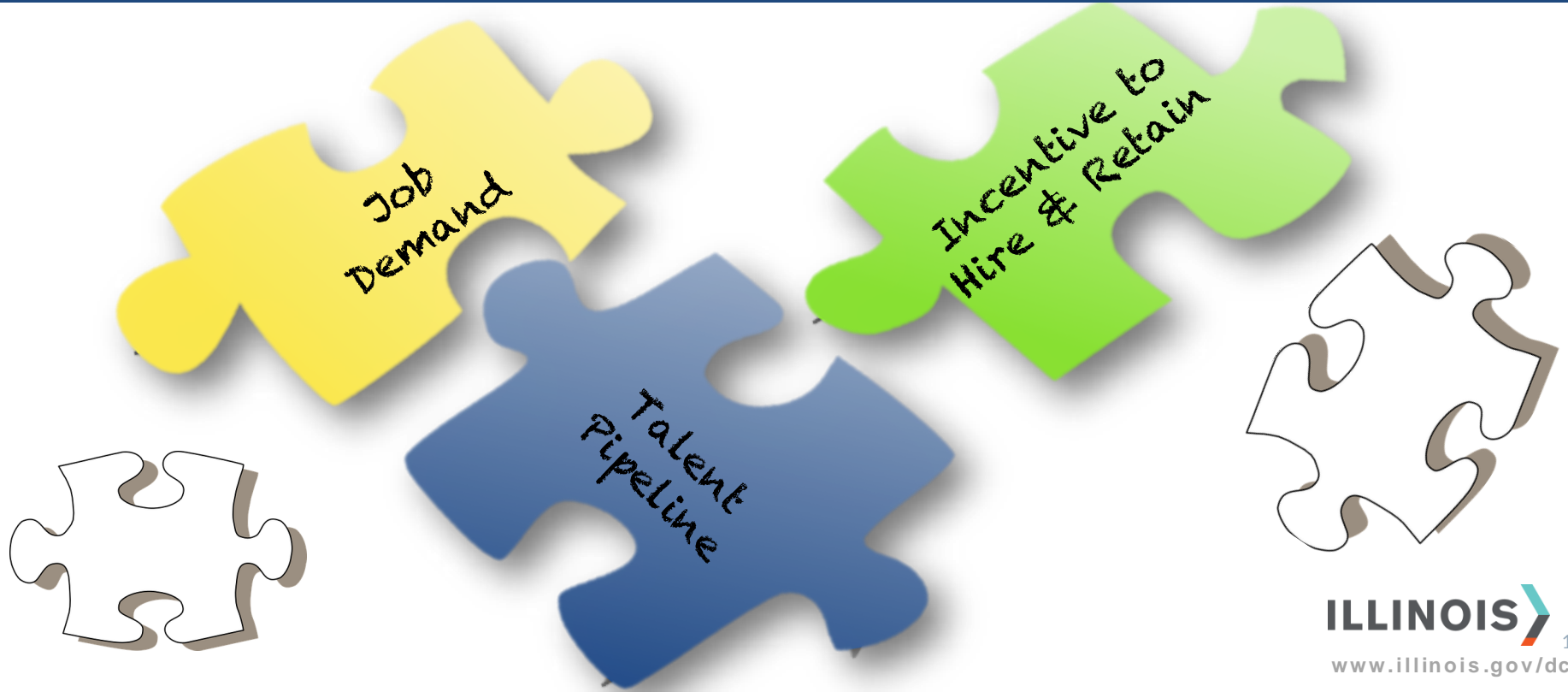


Illinois
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& Economic Opportunity





Illinois Works ~ Unique and Innovative Model





Department of
Commerce and
Economic Opportunity



The Office of Illinois
Works



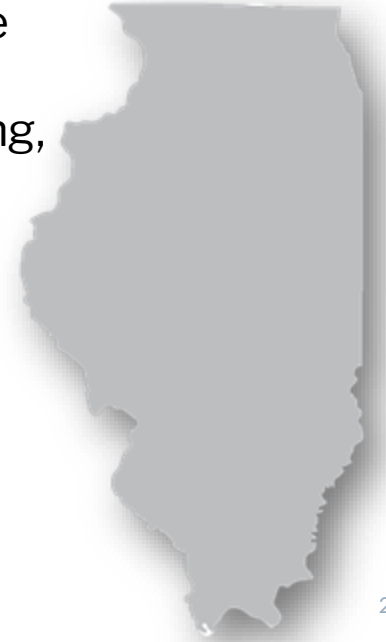
Illinois Works Jobs Program

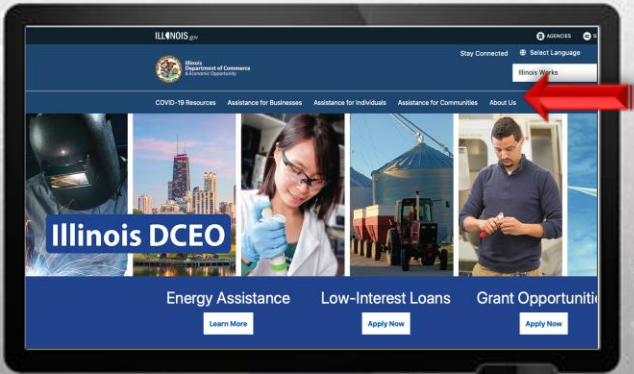


The **Illinois Works Jobs Program Act** is a statewide initiative to ensure that all Illinois residents have access to state capital projects and careers including, the construction industry and the building trades.

The **goal** is to provide contracting and employment opportunities to historically underrepresented populations in the construction industry.

This effort specifically targets **women, people of color, and veterans**.







Illinois Department of Commerce & Economic Opportunity ~ Website



The screenshot shows the website's header with the department's name and logo, a search bar, and navigation links. Below the header, the 'About Us' page content is visible, including a sidebar with various links and a main content area with a red arrow pointing to the 'About Us' heading.

Illinois Department of Commerce & Economic Opportunity

COVID-19 Resources · Assistance for Businesses · Assistance for Individuals · Assistance for Communities · **About Us**

DCEO > About DCEO

About Us

DCEO > ABOUT US

ABOUT US

- News
- Contact Us
- Executive Personnel
- Accountability for the Investment of Public Funds ...
- Equal Opportunity
- FOIA Requests
- Grant Opportunities
- Illinois Corporate Accountability
- Legislation and Reporting
- Events and Public Notices
- Employment Opportunities
- Why Illinois?

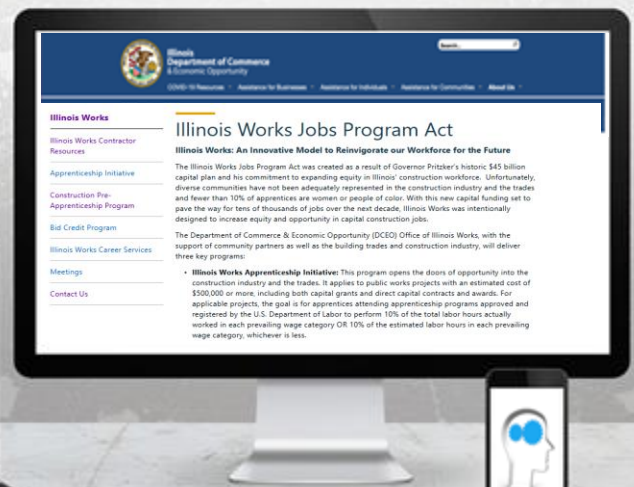
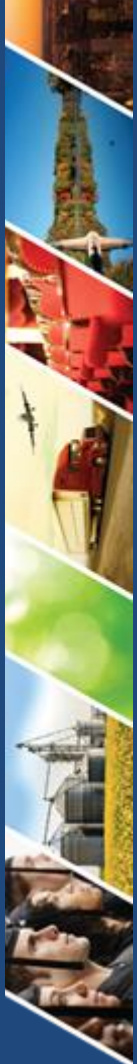
About Us

The mission of the Illinois Department of Commerce and Economic Opportunity (DCEO) is to create equitable economic opportunities across the State of Illinois. By attracting and supporting major job creators, investing in communities, strengthening Illinois' world-class workforce, fostering innovation, and ushering in the new clean energy economy, DCEO works to fortify Illinois' reputation as a global economic powerhouse while ensuring Illinois is the best state to live, work and do business.

DCEO delivers impactful programs and services through the following offices:

- [Broadband Development](#)
- [Business Development](#)
- [Community Assistance](#)
- [Community Development](#)
- [Employment & Training](#)
- [Entrepreneurship, Innovation & Technology](#)
- [Film](#)
- [Illinois Works](#)
- [Minority Economic Empowerment](#)
- [Regional Economic Development](#)
- [Tourism](#)
- [Trade & Investment](#)
- [Urban Assistance](#)

Contact our [offices](#)





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



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.





Illinois Works Jobs Program

12%



- An expansion of apprenticeship opportunities will not only help boost employment and wages for more Illinois residents but will also yield significant benefits for our economy at large since the construction sector is projected to grow 12% in the next ten years.
- Investments in job training in the construction industry can result in significant long-term economic impact for the state totaling \$1.2 billion.
- For every dollar invested in construction job training, Illinois obtains \$11 in social and economic returns.

Illinois Department of Labor & RAPIDS (2019 - 2023)

	U.S. Workforce	Illinois Workforce	2020 Construction/Trades Apprentices	2021 Construction/Trades Apprentices	2022 Construction/Trades Apprentices	2023 Construction/Trades Apprentices	PY23 Illinois Works Pre-Apprenticeship Program
Population							
Female	49.9%	50.0%	3.2%	4.8%	4.9%	6.1%	25.1%
Black or African American	12.9%	13.2%	6.1%	6.6%	7.7%	8.2%	60.1%
Hispanic	16.9%	16.6%	20.1%	21.1%	28.9%	28.8%	20.3%
American Indian or Alaska Native	0.5%	0.1%	0.2%	0.1%	0.3%	0.3%	0.6%
Asian	6.6%	6.4%	0.6%	0.6%	0.4%	0.7%	0.6%
Veteran	5.5%	3.3%	7.6%	7.1%	5.6%	4.5%	1.4%





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 Apprenticeship Initiative





Apprenticeship Initiative





Apprenticeship Initiative



- Presently overseeing the program implementation of **over 800 Projects worth over \$8 Billion.**
- We launched a new system to assist with the transition from manual **quarterly** reporting to **a real time** reporting system that utilizes **Smartsheets technology.**





Agency Responsibilities

- Determine if the Apprenticeship Goal might apply to the project.
- Ensure the grantee/contractor completes the Budget Supplement.
- Monitor grantee/contractor compliance with apprenticeship goals.
- Review Waiver/Reduction Requests.
- Upon completion of the grant/contract, collect certification and submit it to the DCEO Illinois Works Office.





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 Summary

In summary, the program provides:

- 
- **Pre-apprenticeship skills training** through a network of community-based organizations (community colleges, faith-based organizations, and business associations, among others).
 - **Preference to underrepresented populations** that have historically encountered barriers to entry or advancement in public works trades, including minorities, women and veterans.
 - **Free Tuition and a stipend** to participants who attend the program.
 - **A comprehensive array of supportive services** delivered to help address systemic barriers, which prevent underrepresented populations from entering the construction industry.
 - **Generous funding at an average of \$11,000 per participants. We receive a \$25M annual appropriation to fund our network of providers.**



Illinois
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ILLINOIS WORKS
 Pre-Apprenticeship Program





Illinois
Department of Commerce
& Economic Opportunity

- As of January of 2024
- 31 Grantees
- 36 grants
- Average award of \$510,629.23
- \$18.3 million investment
- Serving 1,800 Illinois Residents





The DCEO Office of Illinois Works, three key programs:



Illinois Works Apprenticeship
Initiative



Illinois Works Pre-Apprenticeship
Program

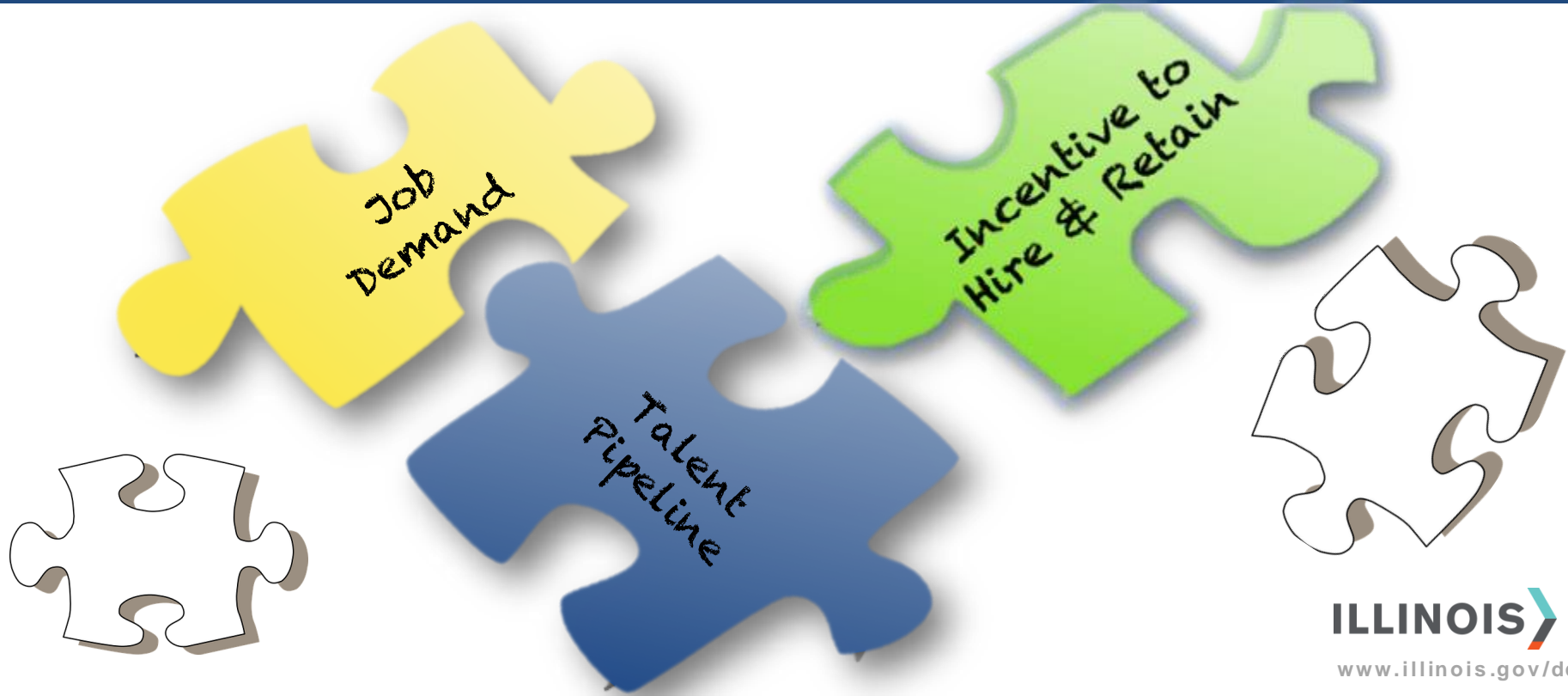


Illinois Works Bid Credit Program






Unique and Innovative Model





Illinois Works Bid Credit Program Summary

In summary, the program provides:

- 
- The **Illinois Works Bid Credit Program** allows contractors and subcontractors to earn bid credits for use toward future bids.
 - **Bid credits can only be earned** for employing apprentices who have completed the Illinois Works Pre-apprenticeship Program on public works projects contracted by state agencies.
 - **DCEO will determine the bid credit** earning rate by rule. The rate will be published and may include maximum bid credits allowed per contractor, per subcontractor, per apprentice, per bid, or per year.
 - The **Illinois Works Bid Credit Bank** will be established and administered by DCEO. DCEO is developing a mechanism for tracking the bid credits.



Bid Credit Program





Bid Credit Tracking System



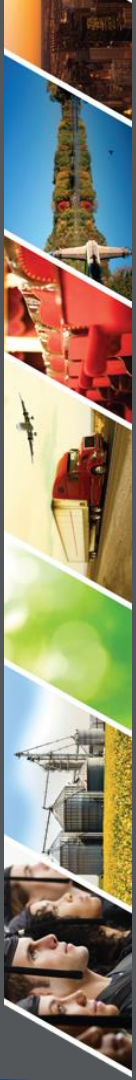


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Section 4: Program, Elements



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

- Describe the evaluation criteria for the Illinois Works Pre-Apprenticeship Program NOFO application.
- Identify the program elements under program requirements in the NOFO.
- Complete a Partnership self-assessment of the program elements.



Governor Pritzker Announces \$10 Million for Illinois Works Pre-Apprenticeship Program

Press Release - Friday, July 14, 2023

[PRINT](#) [EMAIL](#)

Eligible Community-Based Organizations Can Now Apply for Illinois Works Pre-Apprenticeship Program Funding

CHICAGO - Today, Governor JB Pritzker and the Illinois Department of Commerce and Opportunity (DCEO) launched \$10 million in funding for the third round of the Illinois Works Pre-Apprenticeship Program. The Illinois Works Pre-Apprenticeship Program provides training, expands the talent pipeline, and boosts diversity in the construction industry and building trades. Grantees will be selected through a competitive Notice of Funding Opportunity (NOFO).

"Since we first launched the Illinois Works Pre-Apprenticeship Program two years ago, underrepresented Illinoisans have learned new skills and advanced their careers—fulfilling our world-class workforce that is as diverse as our great state," said **Governor JB Pritzker**. "We've seen a great amount of success from previous rounds of Illinois Works and are committed to ensuring that every resident, no matter their background, has the opportunity to succeed in our bustling trades and construction industries. This \$10 million in additional funding through the Illinois Works Pre-Apprenticeship Program achieves exactly that—all while centering equity and opportunity for all."

The Illinois Works Pre-Apprenticeship Program launched in 2021 with the goal of increasing access to apprenticeship programs. Comprehensive pre-apprenticeship programs can help prepare individuals for apprenticeship programs, which provide a greater opportunity to enter the construction trades.

"The opportunities provided by the Illinois Works Pre-Apprenticeship Program are providing students with the tools they need to thrive in the workforce," said **DCEO Director Jennifer Davis**. "We've seen a great amount of success from previous rounds of Illinois Works and are committed to ensuring that every resident, no matter their background, has the opportunity to succeed in our bustling trades and construction industries. This \$10 million in additional funding through the Illinois Works Pre-Apprenticeship Program achieves exactly that—all while centering equity and opportunity for all."

The latest round of funding will focus on awarding grants in geographic areas without existing programs, while increasing the representation of underrepresented groups that are underserved by existing programs, including Asian Americans, veterans, and women. The Illinois Works Pre-Apprenticeship Program will fund approximately 45 programs throughout the state, serving more than 1,800 residents.

"Illinois has the best workforce in the world - but we need to make sure that people in all regions have access to the great careers that are in-demand right now," said **Illinois Governor JB Pritzker**. "When we invest in an equitable workforce, we close social and economic gaps."

Through Illinois Works, DCEO is expanding its statewide network of providers to recruit, prescreen, and provide pre-apprenticeship skills training. The program providers offer structured pathways and manage the program graduates' transition from the pre-apprenticeship program to a full apprenticeship program in construction and building trades.

"An additional \$10 million for new pre-apprenticeship programs is an unprecedented investment in getting Black men and women working on state capital projects," said **State Rep. Will Davis (D-Homewood)**. "I want to thank Gov. Pritzker and DCEO for not just talking about expanding the building trades, but actually putting their money where their mouth is."

Participants of the program attend tuition-free and receive a stipend and other supportive, barrier-reduction services to help enter the construction industry. Upon completion of the program, pre-apprenticeship participants receive industry aligned certifications which will prepare and qualify them to continue to a registered apprenticeship program in one of the trades.

"Between historic state capital investments and a thriving private sector, we are building non-stop in Southern Illinois. The only problem is that we need the skilled workforce to do it," said **State Sen. Dale Fowler (R-Harrisburg)**. "I am proud to be a champion for the Illinois Works Pre-Apprenticeship Program so that more people can have access to a great career in the building trades. I strongly encourage organizations in Southern Illinois to apply for this opportunity and bring this training to our region."

Applications are open to all **Economic Development Regions**, with a focus on expanding capacity in the following areas:

- 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, Mahanoy 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

Eligible applicants include non-profit, community chambers of commerce, local workforce areas, or districts. Experienced and new providers are encouraged to apply. Applicants who propose to serve a different geographic area than their original contract to serve. Applicants who are underrepresented populations as outlined in the review process.

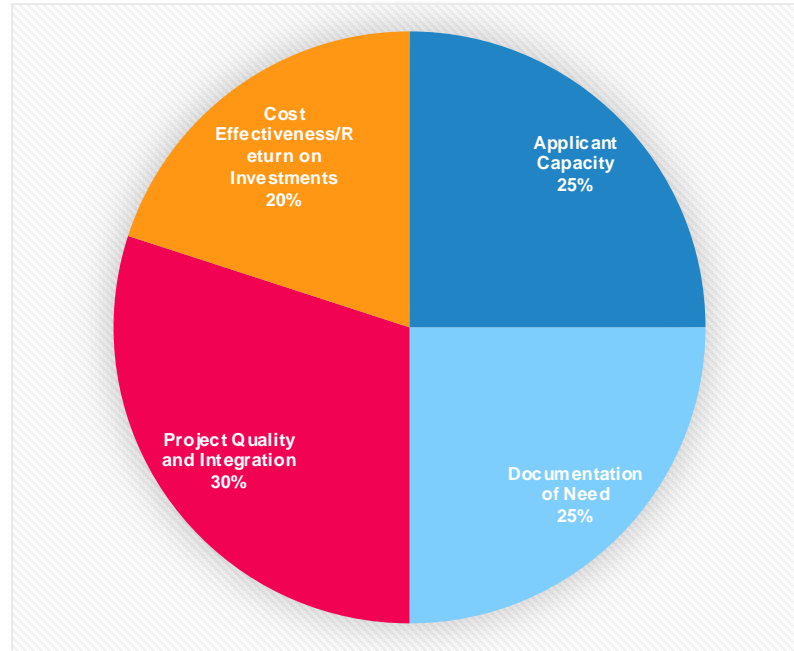
Qualified entities can apply for grants between 8:00 a.m. and 4:00 p.m. on August 30, 2023, at 4:00 p.m. To view the NOFO and apply, interested parties are encouraged to reach out to [DCEO](#).

DCEO will help applicants prepare to apply for funding, DCEO will also be providing technical assistance in the form of webinars, regional meetings, and FAQs. More information will be posted on the [DCEO website](#). The Illinois Works Job Program Act is designed to promote diversity, inclusion, and use of apprentices in state-funded capital projects. The Act created three major programs: the Illinois Works Pre-Apprenticeship Program, the Illinois Works Apprenticeship Initiative, and the Illinois Works Bid Credit Program. Together these three programs aim to create a talent pipeline of skilled and diverse candidates to fill new job opportunities created by the \$45 billion rebuilding Illinois capital plan.





Expected Outcomes and Deliverables





2024 NOFO – Eight Sections

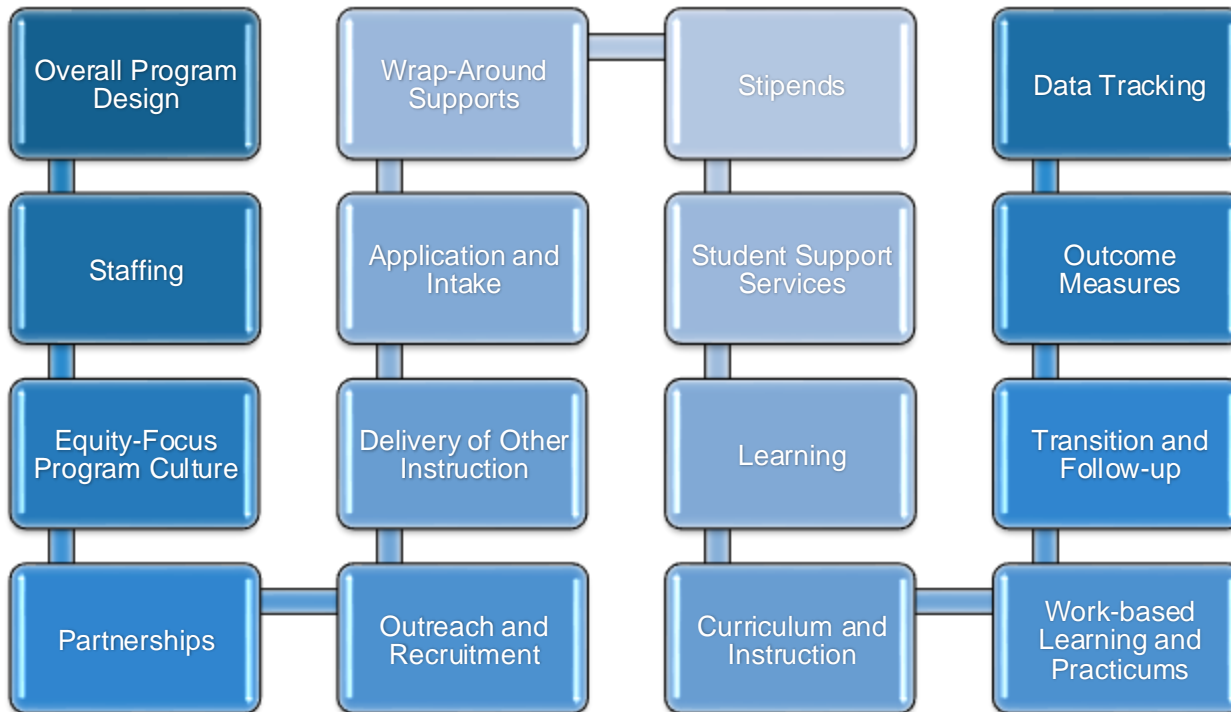


- A. Program Description
- B. Funding Information
- C. Eligibility Information
- D. Application and Submission Information
- E. Application Review Information
- F. Award Administration Information
- G. State Awarding Agency Contact(s)
- H. Other Information, if applicable





2024 NOFO – Program Requirements





NOFO Focus

The 2024 NOFO is focused on awarding grants in geographic areas where the Office of Illinois Works does not presently have pre-apprenticeship programs, with the goal of increasing the representation of underrepresented groups that presently are not served or underserved populations specifically Asians, Veterans, and Women.

Geographic priority areas include:

- 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





Capabilities and Partnership Self-assessment





Capabilities and Partnership Self-assessment



File Transfer

Download Share File

File name	Location	Size	Status
Project intake...	/Users/giasuggs/Desktop/Illinois...	1.13MB	Shared
Update_Modi...	/Users/giasuggs/Desktop/Illinois...	1.44MB	Shared

Unmute Start video Share Record





Capabilities and Partnership Self-Assessment



ILLINOIS

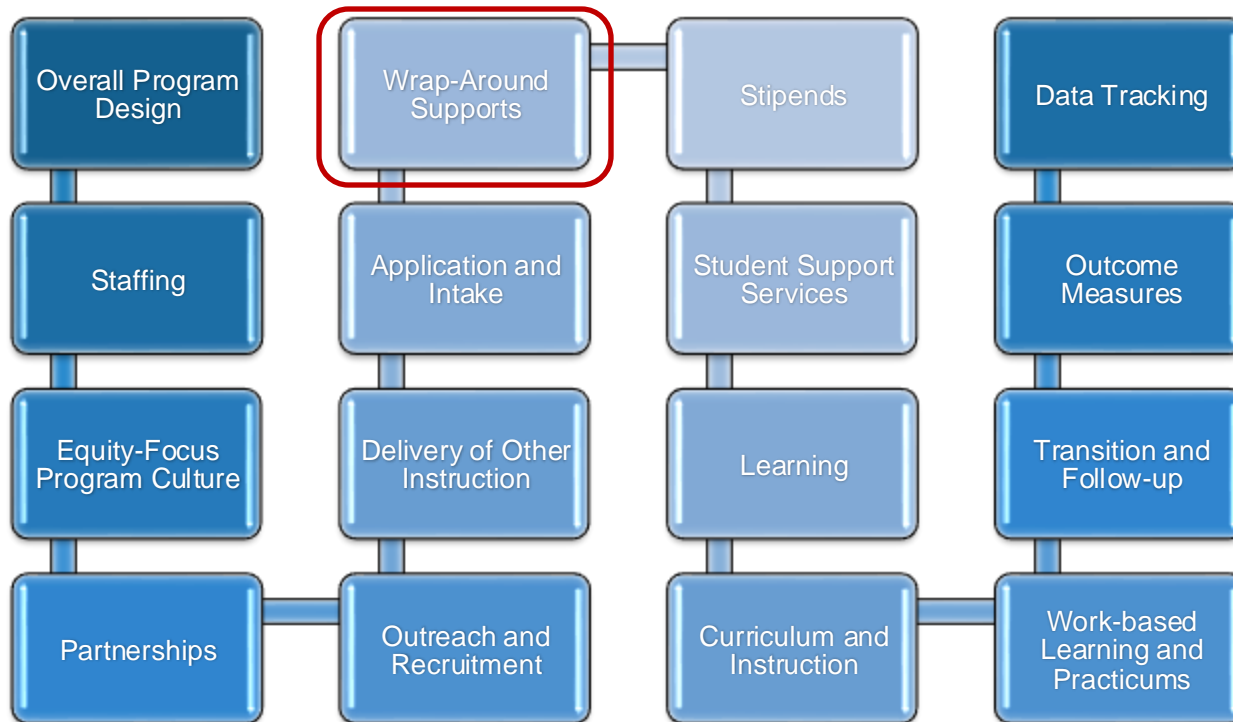
CAPABILITIES AND PARTNERSHIP SELF-ASSESSMENT

Organization	Questions	Capability	Partnership	Partnership
		<div style="border: 2px solid red; padding: 5px;"> CAPABILITY 1 = No Experience or Expertise 2 = Moderate Experience & Expertise 3 = Extensive Experience & Expertise </div>		
1	Wrap-Around Support Can your program assist participants in overcoming barriers to participation? E.g. life coaching, mentorship, financial literacy, student networking, childcare, transportation, fees, tools, uniforms, and other expenses that create an obstacle for successful participation or program completion.			
2	Student Support Services Can your program assist participants in maximizing academic success and obtaining the certifications and credentials? E.g. tutoring services, reading sessions, and make-up sessions.			
3	Delivery of Other Instruction Can your program assist participants in maximizing academic success and retaining the offered certifications/credentials? E.g. OED, ESL, and literacy classes.			
4	Equity Focus Can your program articulate your understanding of how race, ethnicity, gender, and veterans status impacts access, construction and building trade apprenticeships? E.g. impact on recruitment, partnering, hiring, living, advancement, retention, and earnings.			





NOFO – Program Requirements

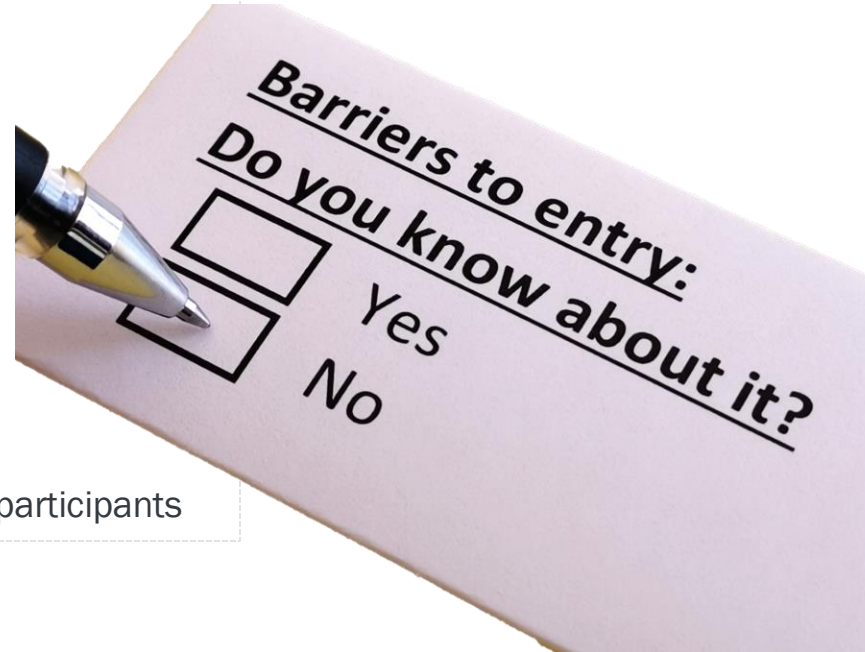




Wrap-Around Supports

Wrap-around support may include, but not be limited to:

- Financial literacy
- Referrals for housing
- Mental health services
- Childcare
- Transportation
- Digital Literacy
- Driver's education fees
- Car repairs
- Emergency bill payment
- Other costs that create an obstacle for participants





Question:

“What additional wrap-around services might add value for your target population?”



CAPABILITIES AND PARTNERSHIP SELF-ASSESSMENT

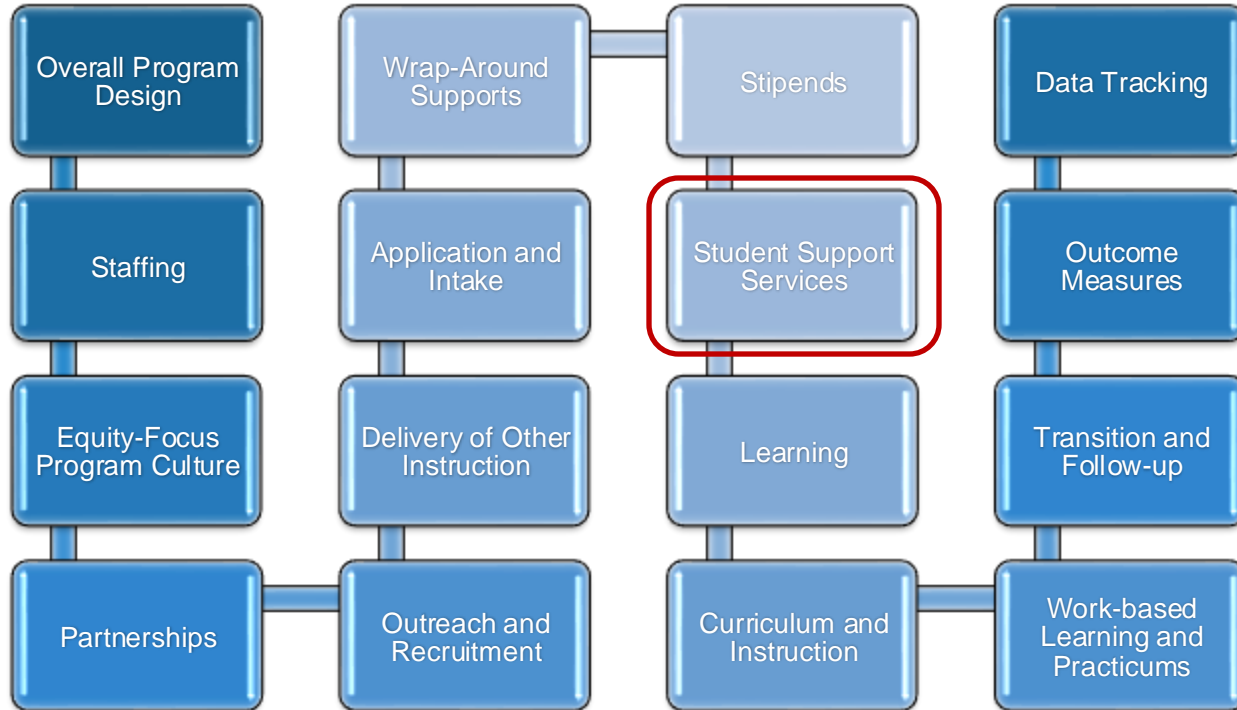
⊕ **Organization:**

	QUESTIONS	CAPABILITY 1 = No Experience or Expertise 2 = Moderate Experience & Expertise 3 = Extensive Experience & Expertise	POTENTIAL PARTNER	TYPE OF PARTNERSHIP • Grantee/Recipients • Subgrantee/Subrecipient • Contractor/Vendor
1.	<p>Wrap-Around Supports</p> <p><i>Does your organization have expertise and experience in providing these types of services (including dedicated staff persons)?</i></p> <p>E.g. life coaching, mentorship, financial literacy, alumni networking, childcare, transportation, fees, tools, uniforms, and other expenses that create an obstacle for successful participation or program completion</p> <p>Ask yourself, can your program assist participants in overcoming barriers to participation.</p>			
2.	<p>Student Support Services</p> <p><i>Does your program have experience with providing these types of services to support academic success and the attainment of certification credentials (including dedicated staff persons)?</i></p> <p>E.g. tutoring services, retesting sessions, and make-up sessions</p> <p>Ask yourself, can your program assist participants in maximizing academic success and obtaining the certifications and credentials?</p>			
3.	<p>Delivery of Other Instruction</p> <p><i>Does your program have experience providing other instruction that support student participation and success (including dedicated staff persons)?</i></p> <p>E.g. GED, ESL and literacy classes</p>			



Wrap-Around Supports

NOFO – Program Requirements



Student Supports Services



Student support services may include, but not be limited to;

- Tutoring services
- Retesting
- Make-up sessions
- Other educational enrichments



Student Supports Services

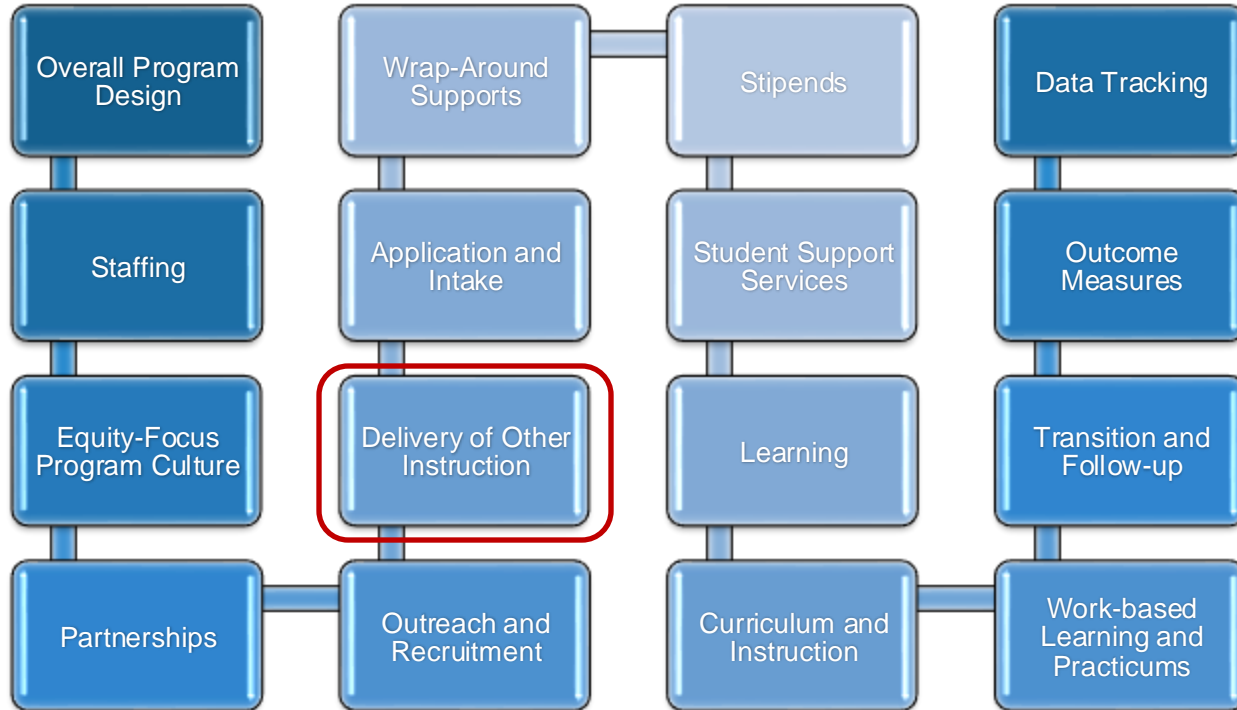
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2.	<p>Student Support Services</p> <p><i>Does your program have experience with providing these types of services to support academic success and the attainment of certification credentials (including dedicated staff persons)?</i></p> <p>E.g. tutoring services, retesting sessions, and make-up sessions</p> <p>Ask yourself, can your program assist participants in maximizing academic success and obtaining the certifications and credentials?</p>			
3.	<p>Delivery of Other Instruction</p> <p><i>Does your program have experience providing other instruction that support student participation and success (including dedicated staff persons)?</i></p> <p>E.g. GED, ESL and literacy classes</p>			



NOFO – Program Requirements



Delivery of Other Instructions



Your program *must* provide plans to refer students who do not have the minimum program requirements to educational services in their respective communities including free literacy, GED, ESL classes, among others.

Your plans *must* include how applicants' barriers to program entrance and success will be assessed. Your plan should include strategies for removing barriers for underrepresented groups.



Delivery of Other Instructions

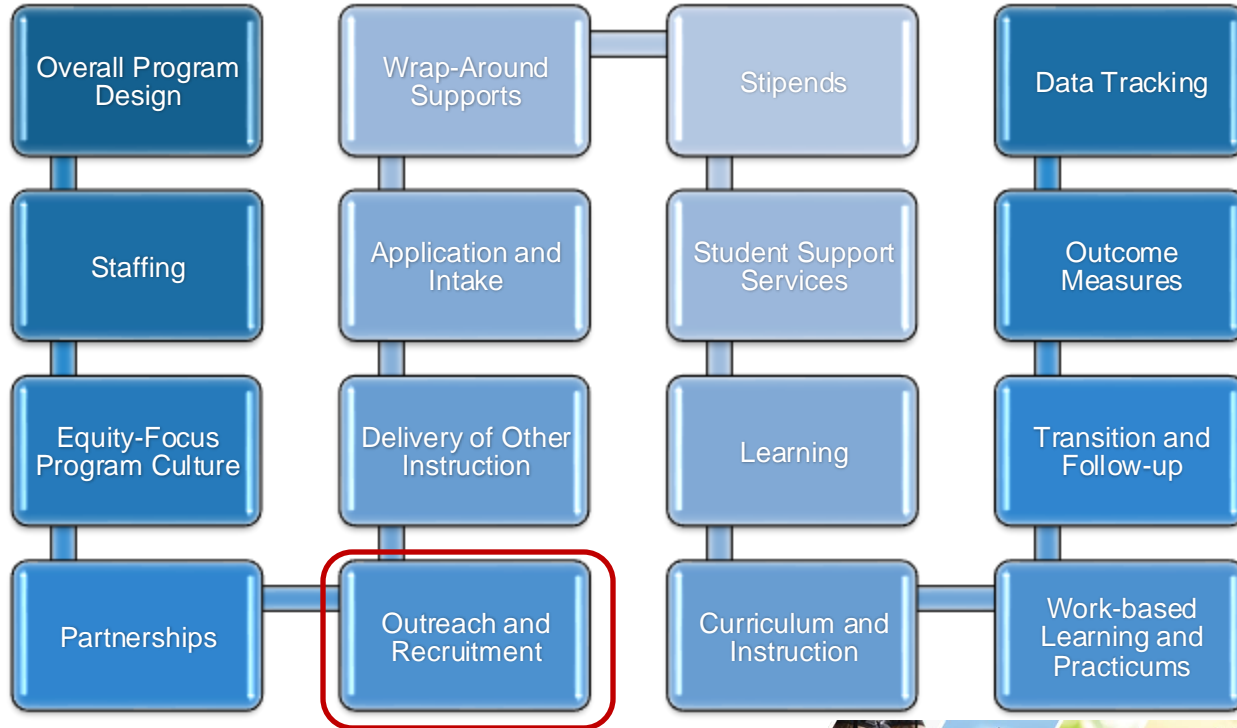
CAPABILITIES AND PARTNERSHIP SELF-ASSESSMENT

Organization:

	QUESTIONS	CAPABILITY 1 = No Experience or Expertise 2 = Moderate Experience & Expertise 3 = Extensive Experience & Expertise	POTENTIAL PARTNER	TYPE OF PARTNERSHIP • Grantee/Recipients • Subgrantee/Subrecipient • Contractor/Vendor
1.	<p>Wrap-Around Supports</p> <p><i>Does your organization have expertise and experience in providing these types of services (including dedicated staff persons)?</i></p> <p>E.g. life coaching, mentorship, financial literacy, alumni networking, childcare, transportation, fees, tools, uniforms, and other expenses that create an obstacle for successful participation or program completion</p> <p>Ask yourself, can your program assist participants in overcoming barriers to participation.</p>			
2.	<p>Student Support Services</p> <p><i>Does your program have experience with providing these types of services to support academic success and the attainment of certification credentials (including dedicated staff persons)?</i></p> <p>E.g. tutoring services, retesting sessions, and make-up sessions</p> <p>Ask yourself, can your program assist participants in maximizing academic success and obtaining the certifications and credentials?</p>			
3.	<p>Delivery of Other Instruction</p> <p><i>Does your program have experience providing other instruction that support student participation and success (including dedicated staff persons)?</i></p> <p>E.g. GED, <u>ESL</u> and literacy classes</p>			



NOFO – Program Requirements



Outreach and Recruitment

Your program *must* outline proactive recruiting, outreach and support strategies that significantly increase the number of underrepresented populations that enroll in and successfully complete your pre-apprenticeships program.

Your strategy *must* acknowledge race and gender disparities in regional construction and building trades occupations.



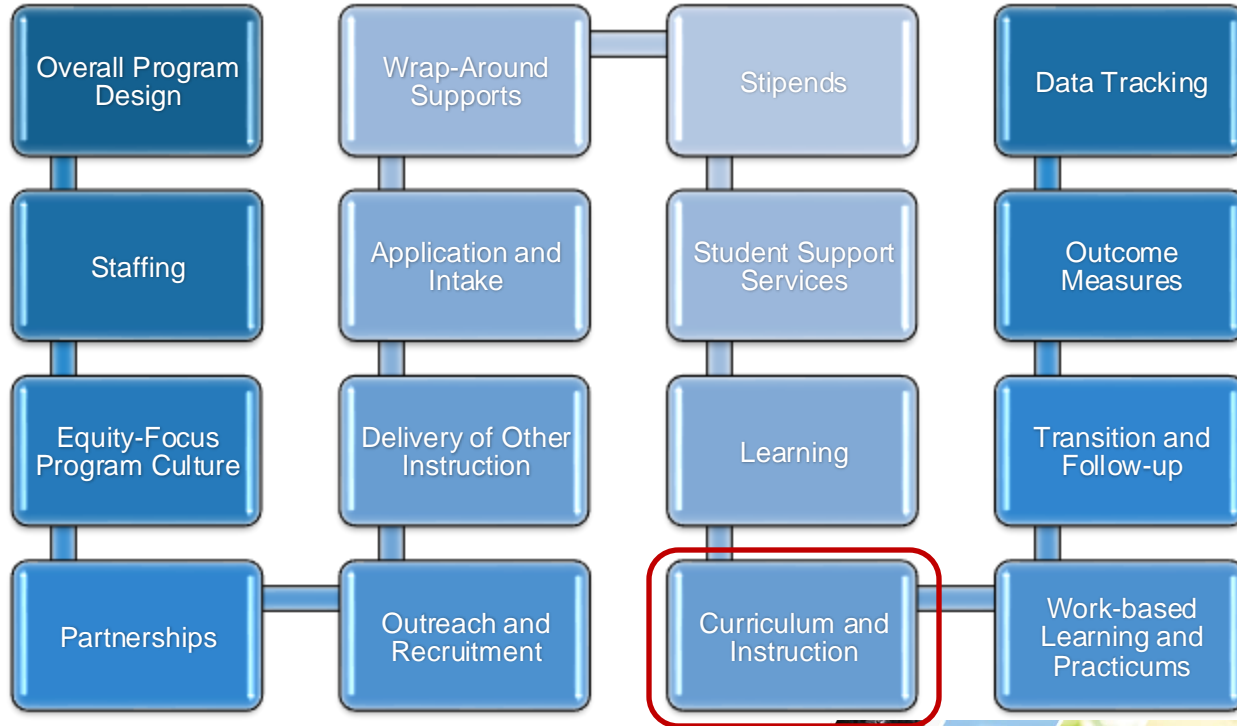
Outreach and Recruitment



	<p>Ask yourself, can your program assist participants in maximizing academic success and obtaining the offered certifications/credentials?</p>			
4.	<p>Equity-Focus</p> <p>Does your program have experience engaging your intended target populations (i.e. women, people of color, and/or veterans)?</p> <p>E.g. impact on recruitment, partnering, training, hiring, advancement, retention, and earnings</p> <p>Ask yourself, can your program articulate your understanding of how race, ethnicity, gender, and veterans' status impacts access to construction and building trade apprenticeships?</p>			
5.	<p>Recruitment</p> <p>Does your program have experience, expertise, knowledge, and a proven track record outreaching to your targeted population?</p> <p>Note: can demonstrate knowledge and prior outcomes relevant to target population.</p> <p>Ask yourself, can your program proactively recruit outreach to underrepresented populations to enroll and successfully complete your pre-apprenticeship program?</p>			
6.	<p>Outreach</p> <p>Does your program have specific experience with marketing, conducting outreach, and providing accommodations for your specific target audience(s) (including dedicated staff persons)?</p> <p>E.g. marketing, outreach, wraparound supports, and accommodations</p> <p>Ask yourself, can your program create a comprehensive plan?</p>			



NOFO – Program Requirements



Curriculum and Instructions

Submitted curricula must provide at least 183 hours of instruction, and should not exceed 300 hours of instruction, unless approved by ILW.

Applicants must submit a proposed curriculum outline including hours, instruction modules offered, length of the training, and the logistical plan for delivery (see Attachment III- Sample Curriculum and Proposed Curriculum).



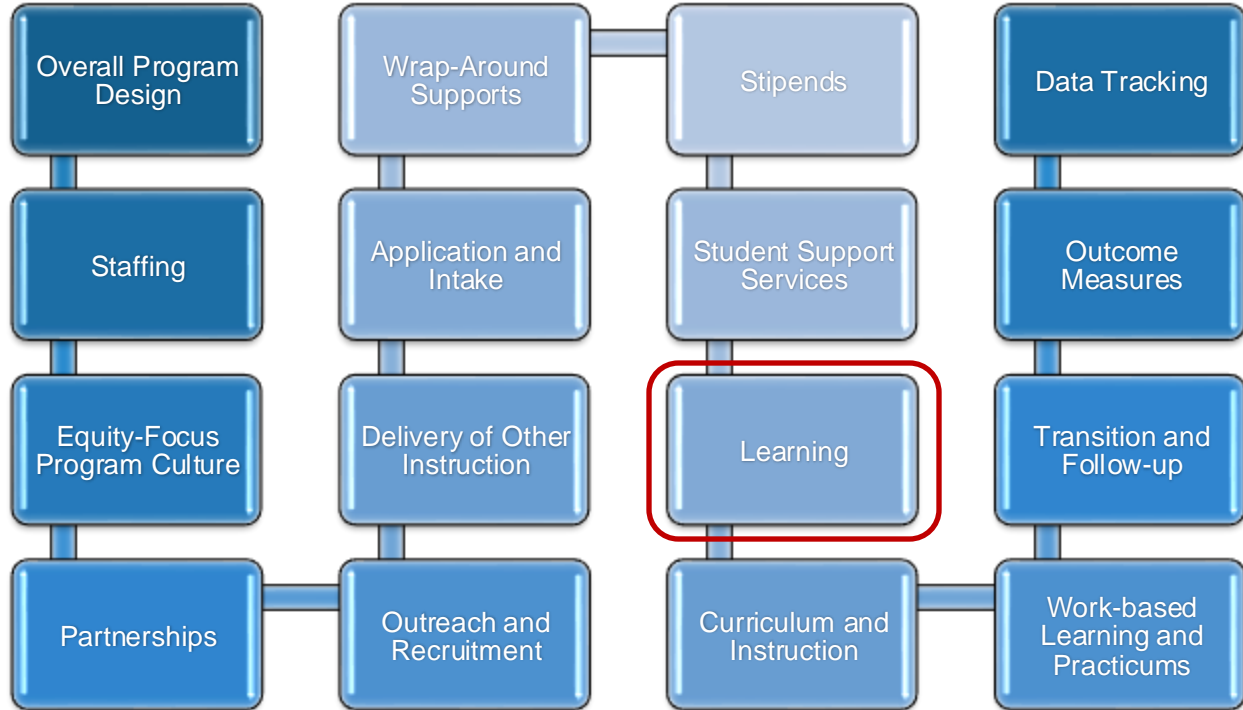
Curriculum and Instructions



7.	<p>Curriculum</p> <p><i>Can your program provide at least 150 hours of teaching, learning, real-world practice, and job site instruction (including dedicated staff persons)?</i></p> <p>E.g. teaching, learning, real-world practice, and job site instruction</p> <p>Ask yourself, can your program provide the minimum 150 hours of instructions with additional instruction that may be necessary to meet the needs of your targeted population.</p>			
8.	<p>Instruction</p> <p><i>Can your program lead students to obtain NABTU, NCCER, OSHA, First Aid/CPR, or other relevant construction industry certificates/certifications (including dedicated staff persons)?</i></p> <p>E.g. NABTU, NCCER, OSHA, First Aid/CPR, or other relevant construction industry</p> <p>Ask yourself, can your program lead participants to certificates and certifications.</p>			
9.	<p>Learning</p> <p><i>Does your program have extensive experience leveraging innovative tools including online learning and virtual learning, particularly given the limitations resulting from COVID?</i></p> <p>E.g. online/virtual learning, such as Alternative Reality (AR) or Virtual Reality (VR) immersive training and learning techniques (particularly given the limitations resulting from the COVID pandemic)</p> <p>Ask yourself, can your program coordinate innovative teaching, learning, education, retention services, and coaching services.</p>			
10.	<p>Work-based Learning and Practicums</p>			



NOFO – Program Requirements



Learning



Applicants *must* explain how they will coordinate education and learning, necessary support and retention services, and coaching from other partner institutions.



Work-Based Learning and Practicums



Work-based learning sites include supervised job sites, community-based job sites, government job sites, and other opportunities that allow participants to put what they learn into practice.



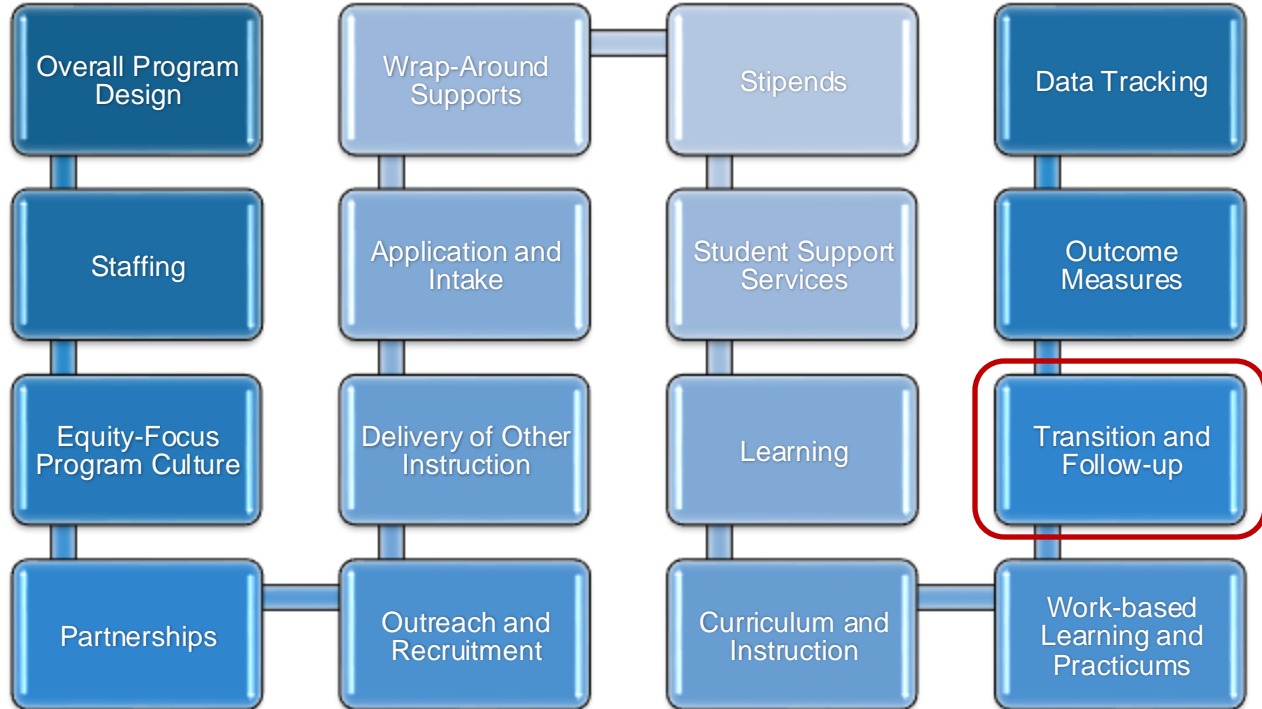
Curriculum and Instructions



7.	<p>Curriculum</p> <p><i>Can your program provide at least 150 hours of teaching, learning, real-world practice, and job site instruction (including dedicated staff persons)?</i></p> <p>E.g. teaching, learning, real-world practice, and job site instruction</p> <p>Ask yourself, can your program provide the minimum 150 hours of instructions with additional instruction that may be necessary to meet the needs of your targeted population.</p>			
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10.	<p>Work-based Learning and Practicums</p>			



NOFO – Program Requirements



Transition and Follow-up



Your program **must** provide plans on how it will assist participants in transitioning to DOL-registered apprenticeship programs including connecting them to employers and unions.

Include plans for referring participants that do not enroll into apprenticeship programs into advanced construction education and training programs, or other employment.

Applicants should outline how they will follow-up with participants on at least a quarterly basis for a period of one (1) year.

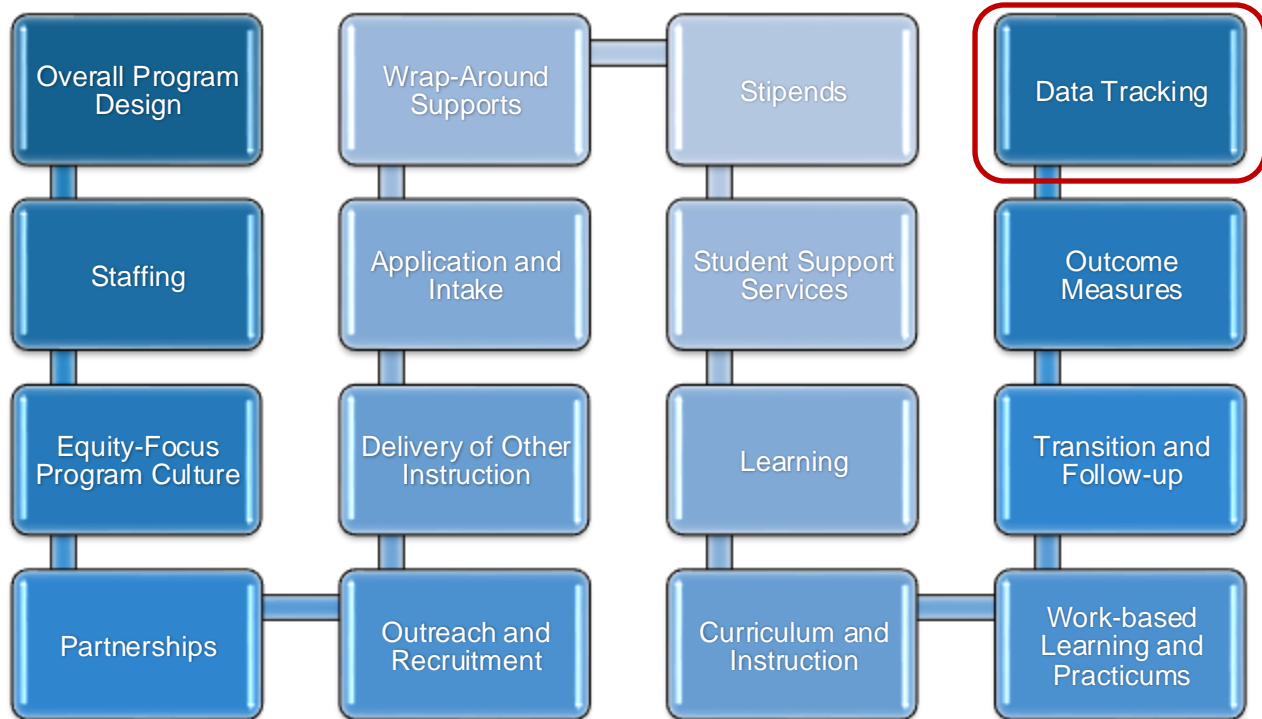


Transition and Follow-up



	<p><i>Does your program have experience providing and/or coordinating work-based learning or on-the-job-learning?</i></p> <p>E.g. supervised job sites, community-based job sites, government job sites, and other opportunities that allow participants to put what they learned into practice</p> <p>Ask yourself, can your program perform learning in a construction lab and practice opportunities at job sites?</p>			
11.	<p>Transition Services ←</p> <p><i>Does your program have the experience, connections, and relationships to help transition participants DOL registered union-based, company-based, or other apprenticeship programs, construction education, or other employment (including dedicated staff persons)?</i></p> <p>E.g. employers, DOL registered union-based apprenticeship programs, company-based apprenticeship programs, other qualified apprenticeship programs, additional construction education, advanced training programs, or other employment opportunities</p> <p>Ask yourself, can your program assist participants in transitioning to DOL registered apprenticeship programs?</p>			
12.	<p>Follow Up Services ←</p> <p><i>Does your program have experience conducting follow-up with participants beyond program completion on at least a quarterly basis for a period of one (1) year (including dedicated staff persons)?</i></p>			
13.	<p>Data Tracking</p> <p><i>Does your program have experience with acclimating to new data management systems as well as data collection, data entry, and data tracking (including dedicated staff persons)?</i></p>			

NOFO – Program Requirements



Data Tracking



Your program will be **required** to utilize the Illinois Works Reporting System (IWRS), a platform and workforce program management tool used to track grantee performance and progress toward negotiated outcome measures.

Data entry is expected to take place in **real time**. All programs should plan to have a dedicated data entry coordinator responsible for data entry and integrity.



Data Tracking



	<p><i>Does your program have experience providing and/or coordinating work-based learning or on-the-job-learning?</i></p> <p>E.g. supervised job sites, community-based job sites, government job sites, and other opportunities that allow participants to put what they learned into practice</p> <p>Ask yourself, can your program perform learning in a construction lab and practice opportunities at job sites?</p>			
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12.	<p>Follow Up Services</p> <p><i>Does your program have experience conducting follow-up with participants beyond program completion on at least a quarterly basis for a period of one (1) year (including dedicated staff persons)?</i></p>			
13.	<p>Data Tracking</p> <p><i>Does your program have experience transitioning to new data management systems as well as data collection, data entry, and data tracking (including dedicated staff persons)?</i></p>			





Question:

“Which 3-5 elements emerged as capabilities for your program?”





Question:

“Which 3-5 elements might your program benefit from a partnership?”



Pre-Apprenticeship Program

Capacity
Development
Or
Partnership





"Make Your Friends Before You Need Them"





Question:

“Who might be potential partners?”



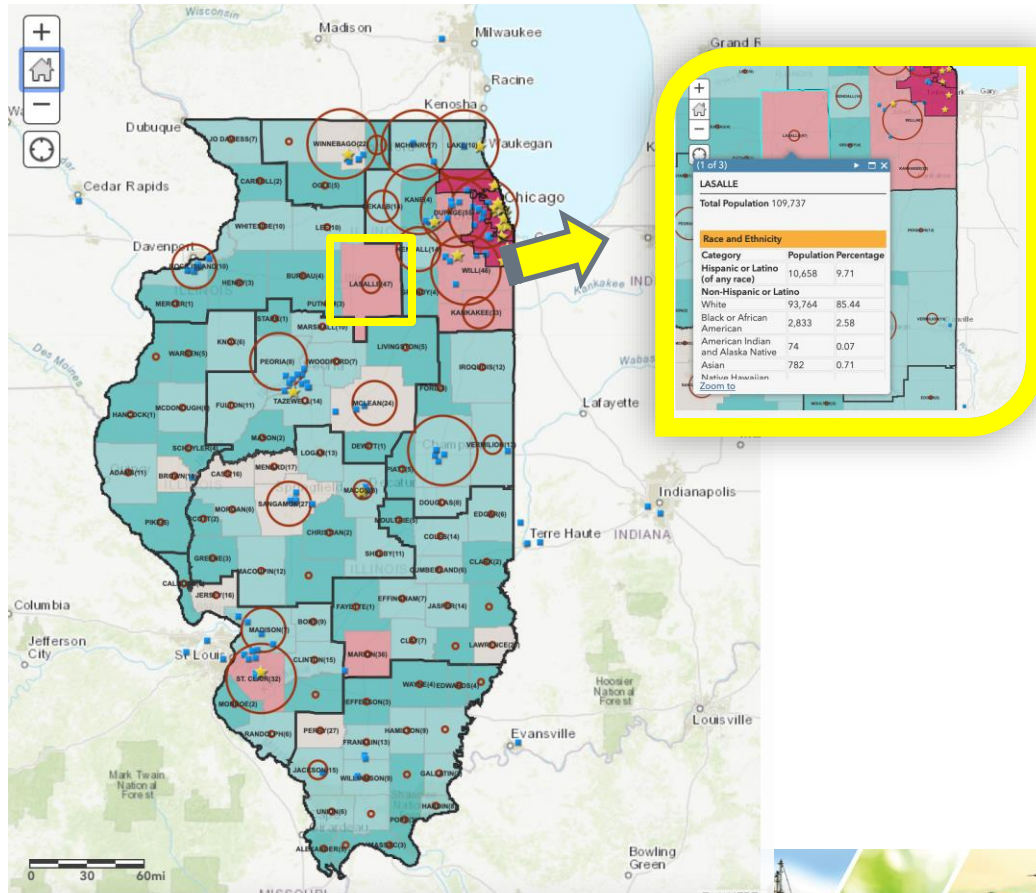
Capabilities and Partnership Self-Assessment



CAPABILITIES AND PARTNERSHIP SELF-ASSESSMENT			
Organization:	CAPABILITY	POTENTIAL PARTNER	TYPE OF PARTNERSHIP
Questions	1 = No Experience or Expertise 2 = Moderate Experience & Expertise 3 = Extensive Experience & Expertise		Grant/Revolving Subgrant/ Contract
1. Wrap-Around Supports Does your organization have expertise and experience in providing these types of services (including dedicated staff persons)? E.g. life coaching, mentorship, financial literacy, alumni networking, childcare, transportation, fees, tools, uniforms, and other expenses that create an obstacle for successful participation or program completion. Ask yourself, can your program assist participants in overcoming barriers to participation.			
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3. Delivery of Other Instruction Does your program have experience providing other instruction that support student participation and success (including dedicated staff persons)? E.g. GED, ESL, and literacy classes			



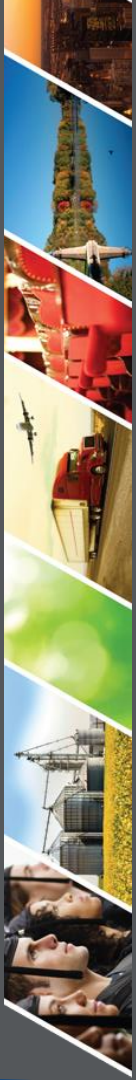
ILW Heat Map



Types of Partnerships

Which type of partnership would be appropriate for each relationship?





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Section 5: Developing Partnerships



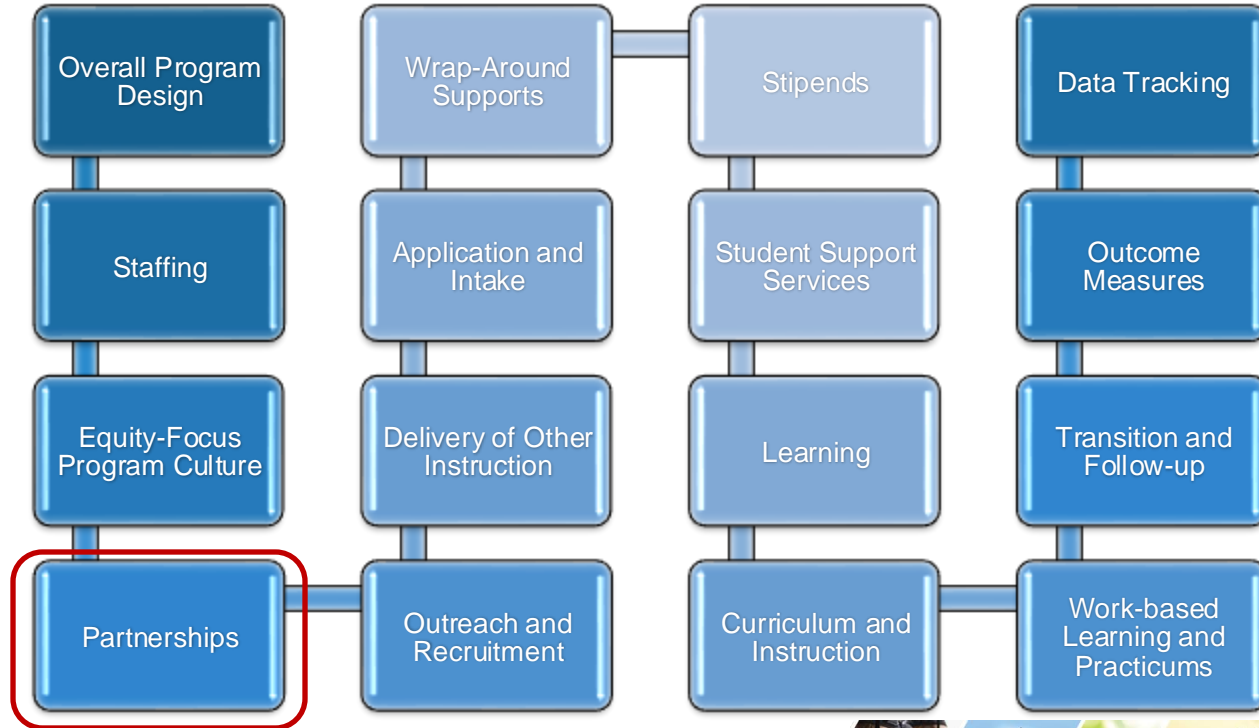
By the end of this section, you will be able to:

- Describe the role of partnerships.
- Identify different types of relationships.
- Brainstorm potential partners.
- Create a Memorandum of Understanding (MOU).

Partnerships



NOFO – Program Requirements



NOFO – Partnerships

Your program *must* coordinate with:

- Local Workforce Areas
- Local and Regional Apprenticeship Navigators
- Construction and building trades
- Union groups
- Community colleges
- Employers
- Employer associations
- Community-based organizations
- Secondary schools



Partnerships



- ✓ Partnerships
- ✓ Strategic Partnerships
- ✓ Cross-Section Partnerships



Formal Versus Informal Partnerships



Partners Versus Providers



NOFO Roles



Partners may include the following:

- ✓ Recipient/Grantee
- ✓ Subrecipient/Subgrantee

Providers may include the following:

- ✓ Contractor/Vendor



NOFO Role Definitions

- ✓ Recipient/Grantee
- ✓ Subrecipient/Subgrantee
- ✓ Contractor/Vendor





Partnerships

	Recipients/ Grantees	Subrecipients/ Subgrantees	Contractors/ Vendors
GATA Pre-Pre-qualified	X		
On Record for the Grant (Receives Funds)	X	X	
Requires an MOU	X	X	
On NOFO Project Plan (Attachment A)			X
Can be a non-profit	X	X	X
Can be a for-profit		X	X
Must Report Program Participation & Outcomes	X	X	X
Must Maintain 3-5 yrs of Program Documentation	X	X	



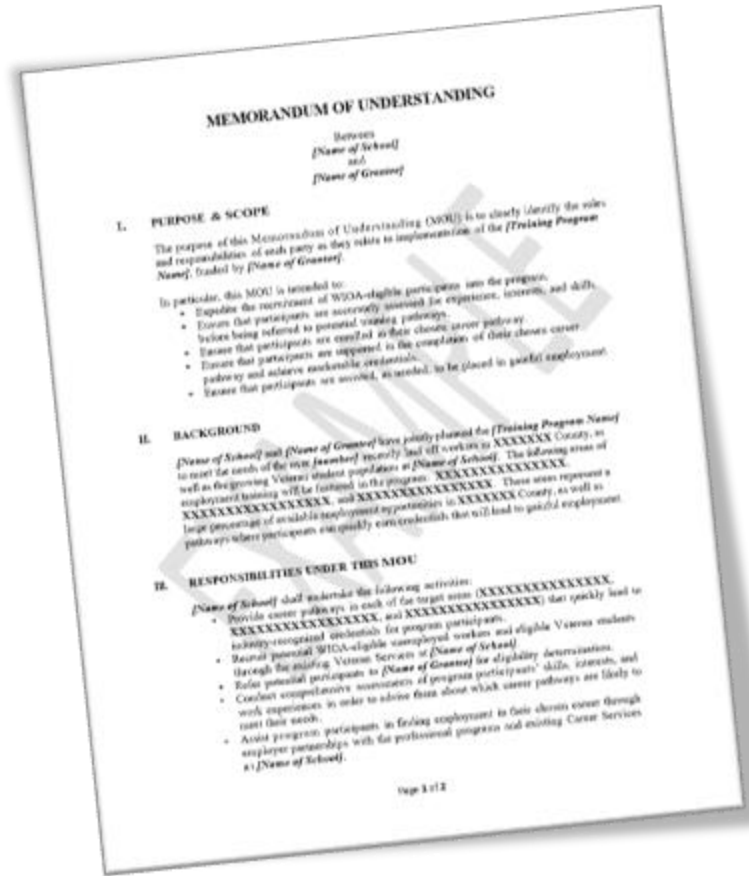


Question:

“Which type of partnerships might be appropriate?”



MOU



- ✓ Purpose and Scope
- ✓ Background
- ✓ Project or Curricula Program Name
- ✓ Responsibilities Under the MOU (per entity)
- ✓ Agreed Upon Mutual Understandings
- ✓ Reporting Requirements
- ✓ Record Retention
- ✓ Effective Date and Signature
- ✓ Signature and Dates





Question:

“What additional context have you found valuable for an MOU?”





Example MOU














Example MOU



File Transfer

File name	Location	Size	Status
Project intake...	/Users/giasuggs/Desktop/Illinois...	1.13MB	Shared
Update_Modi...	/Users/giasuggs/Desktop/Illinois...	1.44MB	Shared

 Unmute  Start video  Share  Record   



NOFO Application and Partners



Accountability



If a Subrecipients/Subgrantees or provider is not performing as agreed, they can be removed and/or replaced.

However, a Recipient/Grantee **will** be held accountable!





Illinois Works Informational Sessions

Information Sessions



Date	Time	Topic	Registration/Resources
Tuesday, August 6, 2024	9:30 am - 12:30 pm	NOFO Introduction to Illinois Works	Registration
Thursday, August 8, 2024	9:30 am - 12:30 pm	NOFO ILW Bidders Conference	Registration
Tuesday, August 13, 2024	10:00 am - 11:30 am	ILW NOFO - GATA Pre-Qualification	Registration
Thursday, August 15, 2024	9:30 am - 12:30 pm	NOFO ILW Performance-Based Payment Model	Registration
Tuesday, August 20, 2024	9:30 am - 12:30 pm	NOFO ILW Developing Partnerships	Registration



Illinois Works Informational Sessions

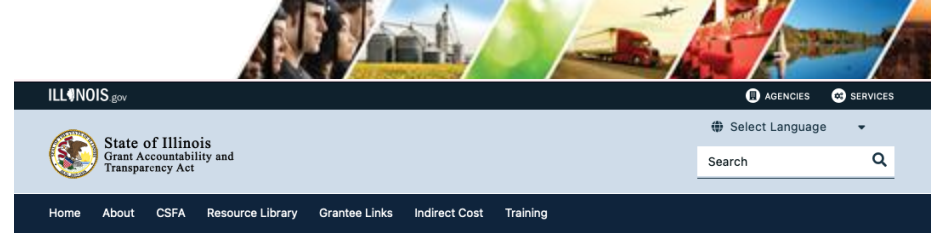
Information Sessions



Date	Time	Topic	Registration/Resources
Tuesday, August 13, 2024	10:00 am - 11:30 am	ILW NOFO - GATA Pre-Qualification	Registration



GATA Pre-qualification ~ Website



Announcements

- **NOFO EMAIL NOTICES:** Subscribe to a weekly mailing list to receive an email that announces all new Notice of Funding Opportunities, or NOFOs, published the previous calendar week. To subscribe:
 1. Send an email To: subscribe-omb-gata-grants@lists.illinois.gov
 2. Leave the Subject and the Body of the message blank
 3. Questions regarding NOFO email notices can be directed to OMB.GATA@illinois.gov
- NOTE: Due to high demand, SAM.gov is experiencing processing delays validating entity legal business names and addresses. Help tickets at SAM.gov are handled on a first in first out basis. They advise against reporting the same incident multiple times.
- Per M-21-20, entities can apply for funding without an active SAM.gov registration. However, a state agency cannot award a grant to an entity without an active SAM.gov account.
- [COVID Resources](#)

Grant Accountability and Transparency Act

The **Grant Accountability and Transparency Act (GATA)**, 30 ILCS 708/1 et seq., is landmark legislation that will increase accountability and transparency in the use of grant funds while reducing the administrative burden on both State agencies and grantees through adoption of the federal grant guidance and regulations codified at 2 CFR Part 200 (Uniform Requirements). Pursuant to the Act, the **Grant Accountability and Transparency Unit (GATU)** has been established in the Governor's Office of Management and Budget. GATU is charged with implementation of the Act in coordination with State grant-making agencies and grantees. The following links provide a direct connection to:

[Illinois Compiled Statutes](#) that established GATA

[Illinois Administrative Rules](#) for GATA

[Uniform Requirements in 2 CFR 200](#) in 2 CFR 200

Please see our annual reports for more information:

[Annual Report 2021](#)

[Previous years](#)





GATA - Processing Timeframe





Illinois
Department of Commerce
 & Economic Opportunity

Grantee Resource - Webpages



ILLINOIS .gov

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DCEO > DCEO Grants

DCEO Grants

[Apply for Funding](#)

[Upcoming Grant Trainings](#)

[Video Training & Resources](#)

[Contact Us](#)

DCEO Grants



Apply for Funding

Search a current listing of DCEO grant opportunities including application links and information, as well as information on Capital Grants.



Upcoming Grant Trainings

Interested in learning more about the grant process? See the calendar listing of upcoming live training opportunities and sign-up for future grant trainings.



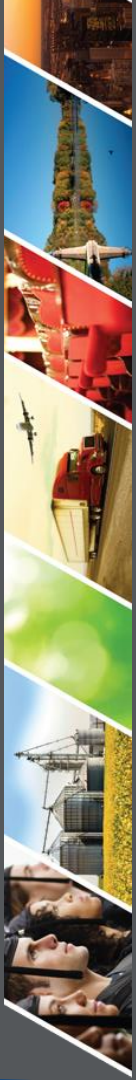
Video Training & Resource Library

A collection of training videos from all facets of the grant lifecycle. Enjoy short tutorials on how to navigate the grant process.



Contact DCEO Grant Help Desk

Need assistance with a grant-related question? Click here to contact the DCEO Grant Help Desk.



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Section 6: Effectively Managing Strategic Partnerships



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

- List the steps for cultivating high-impact partnerships.
- Identify barriers to developing partnerships.
- Identify strategies for Overcoming barriers to developing partnerships.
- Apply tips for managing partnerships.

Partnerships

Identifying and cultivating successful partnerships requires hard work by all parties.





Question:

“What do you look for in a partner?”



What to look for in a partner.





Question:

“What might be some potential barriers to developing successful partnerships?”



Barriers

- ✓ Lack of mutual respect
- ✓ Lack of trust/trustworthiness
- ✓ Focus on money and not outcomes
- ✓ Deceptive practices regarding joint goals
- ✓ Poor listening skills
- ✓ Unwillingness to acknowledge or confront issues or challenges
- ✓ Lack of subject matter expertise
- ✓ Competition instead of cooperation
- ✓ Hoarding of Information
- ✓ Developing click/silos





Question:

“What are some strategies you can employ to overcome the barriers for developing successful partnerships?”



Tips & Techniques



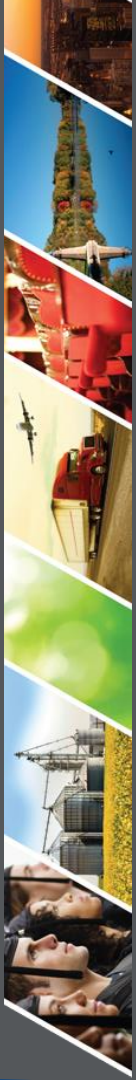
- ✓ Practice active listening!
- ✓ Focus on outcomes
- ✓ Create a detailed MOU
- ✓ Acknowledge and confront issues or challenges
- ✓ Freely share relevant information
- ✓ Have regular planning and process meetings
- ✓ Agreeing on how the work will be done
- ✓ Audits by the grant recipient of the subgrantees and providers to ensure performance and reporting compliance
- ✓ Submit progress reports



Effective Partnerships

- ✓ Provide accurate and up-to-date information on reports (General DCEO/GATA requirements)
- ✓ Deliver reports on time
- ✓ Deliver services on time
- ✓ Communicate concerns and issues immediately
- ✓ If you are unsure ask Illinois Works
- ✓ Utilize Illinois Works available tools





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Section 7: Available Resources

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

- Access references and resources.





- Apprenticeship Illinois
- Grant Accountability and Transparency Act
- Illinois Career Pathways Dictionary
- Illinois Works Pre-apprenticeship Program 2022 Grantee Manual
- Regional and Local Workforce Plans
- State of Illinois WIOA ePolicy Portal
- State of Illinois WIOA Unified State Plan
- [U.S. Chamber of Commerce Foundation Talent Pipeline Management Initiative](#)
- U.S. Department of Labor, Office of Employment and Training, Office of Apprenticeship
- WIOA Regional/Local Plans by Economic Development Region
- [Workforce Innovation and Opportunity Act of 2014](#)



Resources on National Best Practices for Pre-Apprenticeship and Apprenticeship Programs →

- [2020 Construction Apprenticeship Guidebook \(Seattle\)](#)
- [Broadening the Apprenticeship Pipeline \(National Skills Coalition\)](#)
- [Construction Pre-Apprenticeship Programs \(Aspen Institute\)](#)
- [Construction Pre-Apprenticeship Programs: Results from a National Survey \(Aspen Institute\)](#)
- [Illinois Tollway Construction Works Brochure](#)
- [Illinois Tollway Construction Works Online Application Portal](#)
- [Illinois Tollway Construction Works Website](#)
- [Key Capacities of Construction Pre-Apprenticeship Programs \(Aspen Institute\)](#)
- [Pre-Apprenticeships: Building Strong Apprentices \(Workforce GPS\)](#)
- [Seattle PACT Pre-Apprenticeship Construction Training](#)
- [YOUTHBUILD Construction Plus Framework](#)

Resources on National Best Practices for Equity Pre-Apprenticeship and Apprenticeship Programs →

- [The Roadmap for Racial Equity \(National Skills Coalition\)](#)
- [Racial Equity Readiness Assessment for Workforce Development \(Race Forward\)](#)
- [Principles for a High-Quality Pre-Apprenticeship: A Model to Advance Equity \(Center for Law and Social Policy CLASP\)](#)
- [Collaborative Solutions for Increasing Diversity of Apprenticeship Participants \(Workforce GPS\)](#)
- [Closing the Divide: Making Illinois a Leader in Equitable Apprenticeships \(Young Invincibles\)](#)
- [Growing Equity and Diversity Through Apprenticeship: Business Perspectives \(JFF Center for Apprenticeship and Work-based Learning\)](#)
- [Principles for Equity in Apprenticeship \(Center on Wisconsin Strategy\)](#)
- [Flowchart of Equitable Apprenticeship Models \(Young Invincibles and Chicago Jobs Council\)](#)

NOFO – Resources

Resources

NOFO References →

- [360-Degree Focus on Equity](#)
- [Executive Order #3: Action Agenda for Workforce Development and Job Creation](#)
- [Illinois Career Pathways Dictionary](#)
- [Illinois Department of Labor, 2021 State Construction Minority and Female Building Trades Annual Report](#)
- [Illinois Essential Employability Skills Framework](#)
- [Illinois Works Pre-apprenticeship Program 2022 Grantee Manual](#)
- [Illinois Workforce Innovation Board, Apprenticeship Illinois Committee Quarterly Report June 2021](#)
- [The Essentials of a High-Quality Pre-apprenticeship Program, Jobs for the Future, 2019](#)
- [United States Department of Labor, Training and Employment Notice 13-12](#)
- [United States Department of Labor, Discover Apprenticeship: Earn While You Earn Today](#)
- [U.S. Dept of Labor, Registered Apprenticeship Partners Information Database System \(RAPIDS\)](#)





National Best Practices





2024 NOFO ~ Resources



NOFO ID: 2614-2348

APPENDIX – REFERENCES & RESOURCES

Acronyms used in this NOFO

- AIR: Alternative Reality
- CBO: Community based organization
- DCEO: Department of Commerce and Economic Opportunity
- DCEI: Department of Labor
- DOL: Department of Labor
- DUNS: Data Universal Number System
- FEIN: Federal Employer Identification Number
- FETA: Federal Transparency and Accountability Act
- GATA: Grant Accountability and Transparency Act
- IIG: Illinois Workforce Innovation Board
- IWB: Illinois Workforce Reporting System
- IWRIS: Illinois Works Reporting System
- JFF: Jobs for the Future
- MOU: Memorandum of Understanding
- MTDG: Modified Total Direct Costs
- NABTU: North America's Building Trades Union
- NCCER: National Center for Construction Education and Research
- NCSA: Negotiated Individual Cost Rate Agreement
- NOFO: Notice of Funding Opportunity
- OSHA: Occupational Safety & Health Administration
- OSHA: Occupational Financial Report
- PFR: Periodic Financial Report
- PPR: Periodic Programmatic Report
- RAS: Registered Apprenticeship System
- SAM: System for Award Management
- UE: Unique Entity Identifier
- VR: Virtual Reality
- WIOA: Workforce Innovation and Opportunity Act

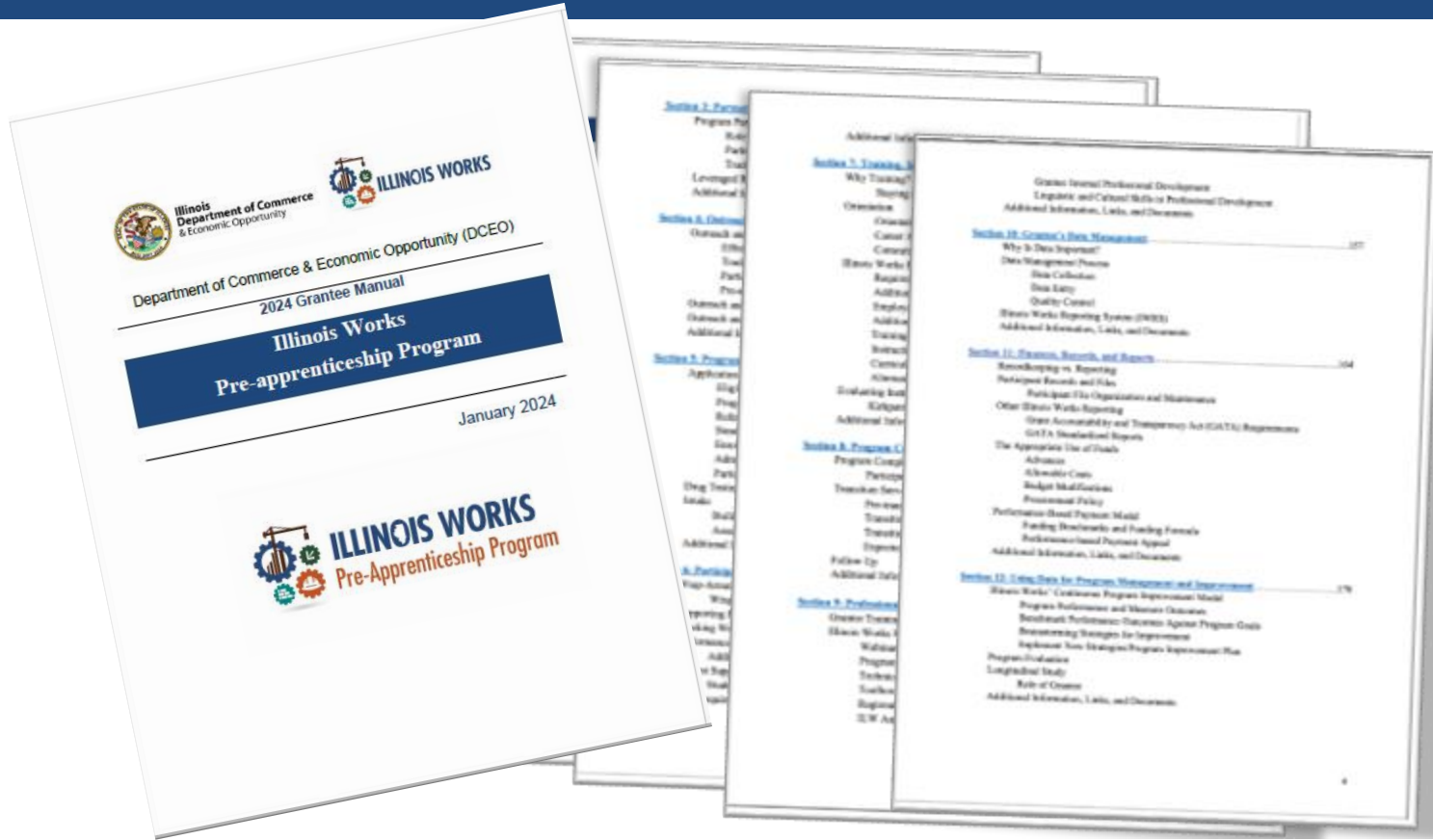
Definitions from Illinois Works Program Act

- "Apprentice" means a participant in an apprenticeship program approved by and registered with the United States Department of Labor's Bureau of Apprenticeship and Training.
- "Apprenticeship program" means an apprenticeship and training program approved by and registered with the United States Department of Labor's Bureau of Apprenticeship and Training.
- "Bid credit" means a virtual dollar for a contractor or subcontractor to use toward future bids for public works contracts.
- "Contractor" means a person, corporation, partnership, limited liability company, or joint venture entering into a contract with the State or any State agency to construct a public work.
- "Department" means the Illinois Department of Commerce and Economic Opportunity.
- "Labor hours" means the total hours for workers who are receiving an hourly wage and who are directly employed for the public works project. "Labor hours" includes hours performed by workers employed by the contractor and subcontractors on the public works project. "Labor hours" does not include hours worked by the inspectors, superintendents, owners, and workers who are not subject to prevailing wage requirements.
- "Minorities" means minority persons as defined in the Business Enterprise for Minorities, Women, and Persons with Disabilities Act.





2024 Grantee Manual



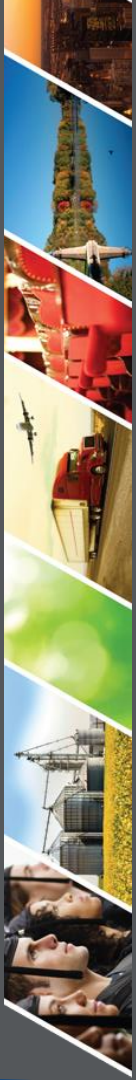


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Illinois
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Program Engagement ~ Mentimeter

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Enter:

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