



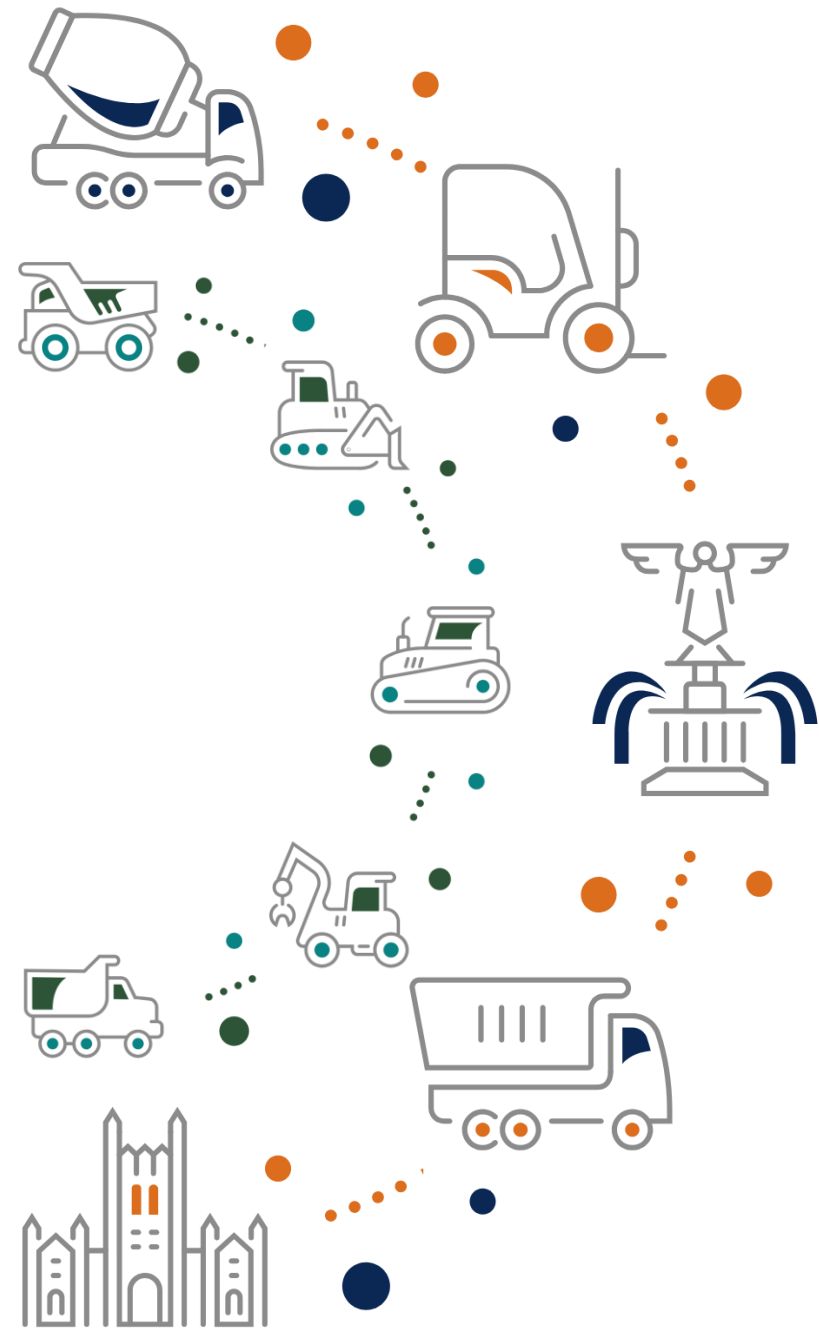
# Supporting the Transition of ILW Graduates

Norman Ruano | October 3, 2023



# Session Overview

- I. ILWPP Transition Requirements
- II. ILWPP Transition Improvements
- III. ILW Career Services Team





# ILWPP Transition Requirements



# The Office of Illinois Works

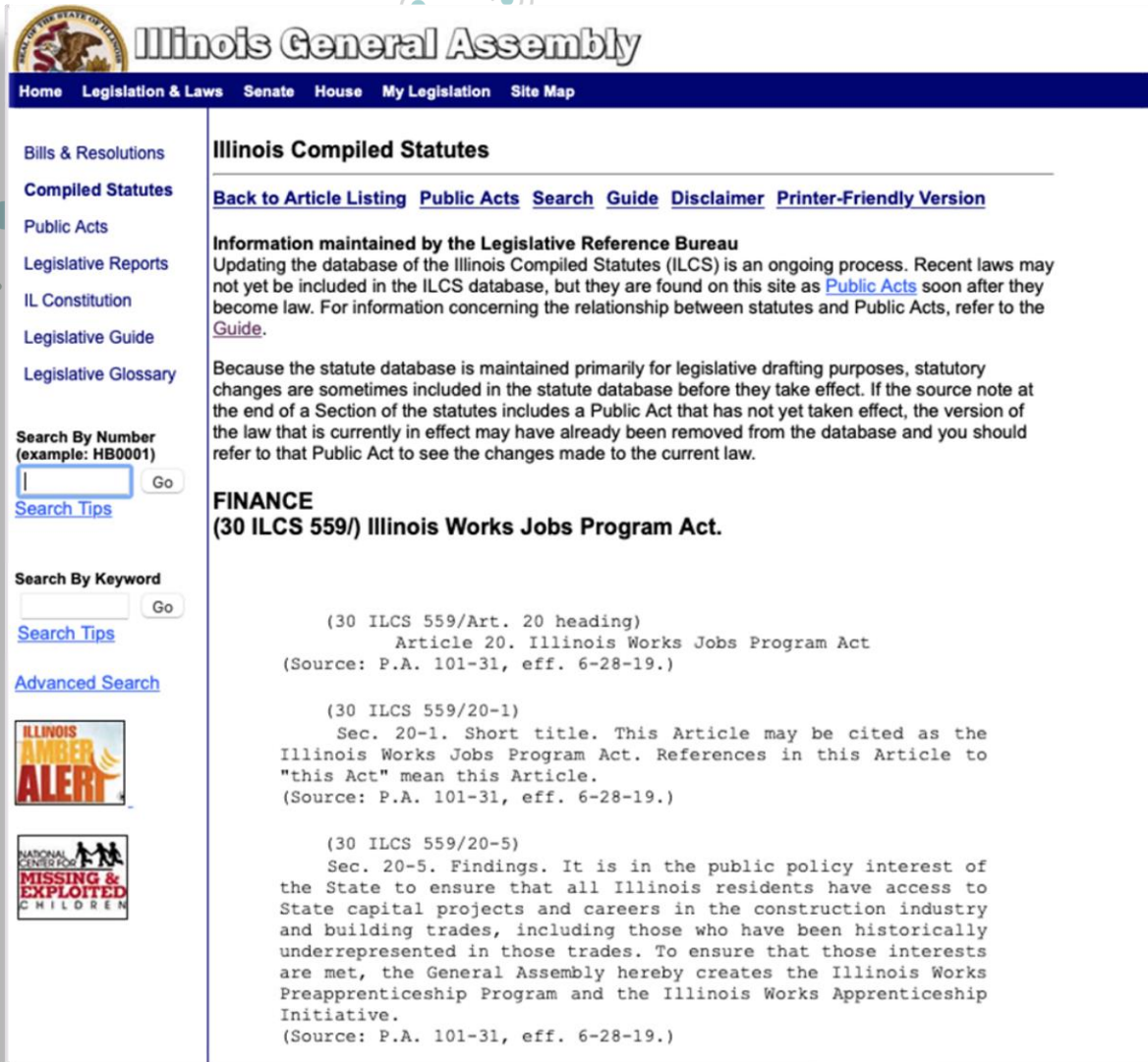


Illinois Works was created as a result of Governor Pritzker's historic \$45 billion capital plan and his commitment to expanding equity in the Illinois' construction workforce.

The Illinois General Assembly is the bicameral legislature of the U.S. state of Illinois and is comprised of the Illinois House of Representatives and the Illinois Senate.

The Illinois General Assembly passed the (30 ILCS 559/) Illinois Works Jobs Program Act on June 28th, 2019. Through the Illinois Works Jobs Program Act the Illinois General Assembly appropriated funds for the pre-apprenticeship program.

# The ILW Jobs Program Act



The screenshot shows the Illinois General Assembly website. The header includes the Illinois State Seal and the text "Illinois General Assembly". A navigation bar contains links for Home, Legislation & Laws, Senate, House, My Legislation, and Site Map. A left sidebar lists various legislative resources such as Bills & Resolutions, Compiled Statutes, Public Acts, Legislative Reports, IL Constitution, Legislative Guide, and Legislative Glossary. Below the sidebar are search options: "Search By Number" with a text input field and a "Go" button, "Search By Keyword" with a text input field and a "Go" button, and a link for "Advanced Search". At the bottom of the sidebar are logos for "ILLINOIS AMBER ALERT" and "NATIONAL CENTER FOR MISSING & EXPLOITED CHILDREN". The main content area is titled "Illinois Compiled Statutes" and includes a sub-header "Back to Article Listing Public Acts Search Guide Disclaimer Printer-Friendly Version". The text explains that the database is maintained by the Legislative Reference Bureau and that Public Acts are included as soon as they become law. It also notes that the database is primarily for legislative drafting purposes and that statutory changes are sometimes included before they take effect. The specific act highlighted is the "FINANCE (30 ILCS 559/) Illinois Works Jobs Program Act.", which is divided into three sections: (30 ILCS 559/Art. 20 heading), (30 ILCS 559/20-1), and (30 ILCS 559/20-5).

**Illinois Compiled Statutes**

[Back to Article Listing](#) [Public Acts](#) [Search](#) [Guide](#) [Disclaimer](#) [Printer-Friendly Version](#)

**Information maintained by the Legislative Reference Bureau**  
Updating the database of the Illinois Compiled Statutes (ILCS) is an ongoing process. Recent laws may not yet be included in the ILCS database, but they are found on this site as [Public Acts](#) soon after they become law. For information concerning the relationship between statutes and Public Acts, refer to the [Guide](#).

Because the statute database is maintained primarily for legislative drafting purposes, statutory changes are sometimes included in the statute database before they take effect. If the source note at the end of a Section of the statutes includes a Public Act that has not yet taken effect, the version of the law that is currently in effect may have already been removed from the database and you should refer to that Public Act to see the changes made to the current law.

**FINANCE**  
**(30 ILCS 559/) Illinois Works Jobs Program Act.**

(30 ILCS 559/Art. 20 heading)  
Article 20. Illinois Works Jobs Program Act  
(Source: P.A. 101-31, eff. 6-28-19.)

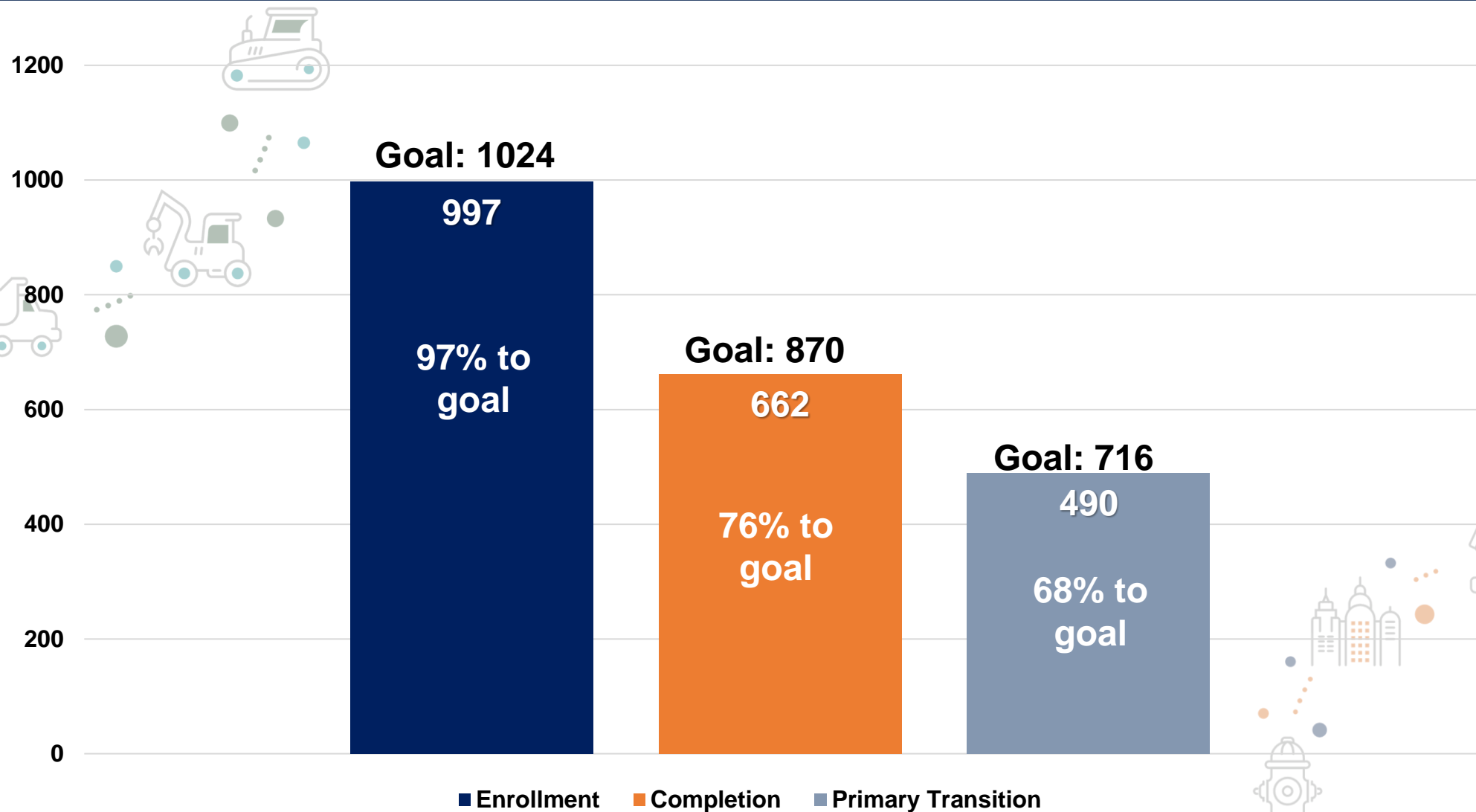
(30 ILCS 559/20-1)  
Sec. 20-1. Short title. This Article may be cited as the Illinois Works Jobs Program Act. References in this Article to "this Act" mean this Article.  
(Source: P.A. 101-31, eff. 6-28-19.)

(30 ILCS 559/20-5)  
Sec. 20-5. Findings. It is in the public policy interest of the State to ensure that all Illinois residents have access to State capital projects and careers in the construction industry and building trades, including those who have been historically underrepresented in those trades. To ensure that those interests are met, the General Assembly hereby creates the Illinois Works Preapprenticeship Program and the Illinois Works Apprenticeship Initiative.  
(Source: P.A. 101-31, eff. 6-28-19.)

The Jobs Program Act tracks individuals initially accepted and placed into apprenticeship programs in the construction and building trades.

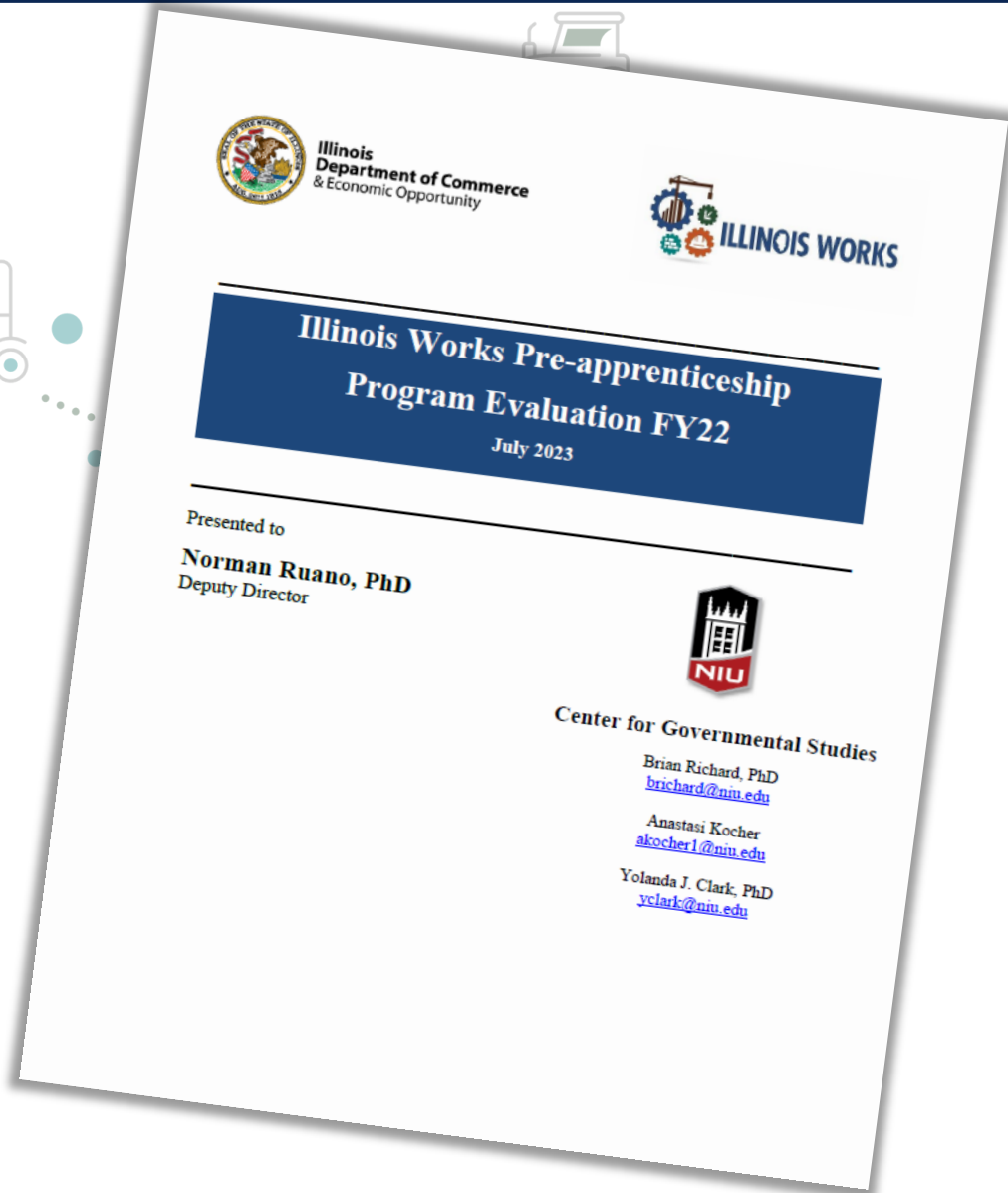


# 2022 ILWPP Outcome Metrics



Source: IWRS, Retrieved April 18, 2023

# 2022 ILWPP Program Evaluation



## Key Findings

- 70% who completed the program had a verified primary transition
- Completion and primary transition rates were higher outside of Northeast Illinois

## Recommendations

- Provision of education and expectation management regarding transitions to union-based registered apprenticeship programs
- DCEO foster collaboration and understanding between unions and grantees





# ILWPP Transition Improvements





# Improving Primary Transitions & Transition Services



## Implementation of the Transition Activity Program

- Monthly transition activity reports
- Monthly Transition Service Coordinator meetings
- Transition focused technical assistance

Provision of state project contractor lists

Building relationships directly with Registered Apprenticeship Programs

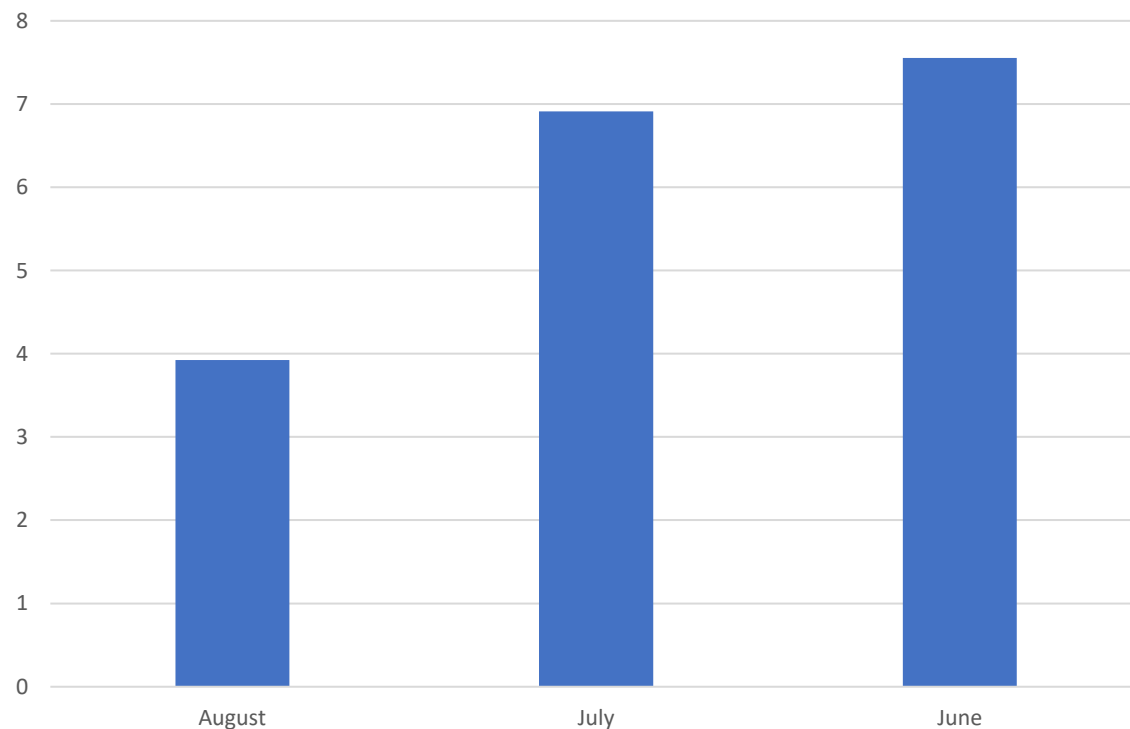


# Monthly Transition Activity Reporting

Monthly reporting by each grantee's Transition Service Coordinator allows ILWPP to provide technical assistance relating to individual grantee needs.

Monthly reporting also allows ILWPP to identify network-wide trends

Participant RAP Applications per Grantee



# Monthly TSC Meeting

Allows ILWPP to facilitate best practice discussion among the grantee network.

Provides an opportunity for guest speakers from RAPs, Contractors, and Construction industry groups to share information.



# Illinois Works Community of Practice

The Transition Service Coordinator Community of Practice will provide space for:

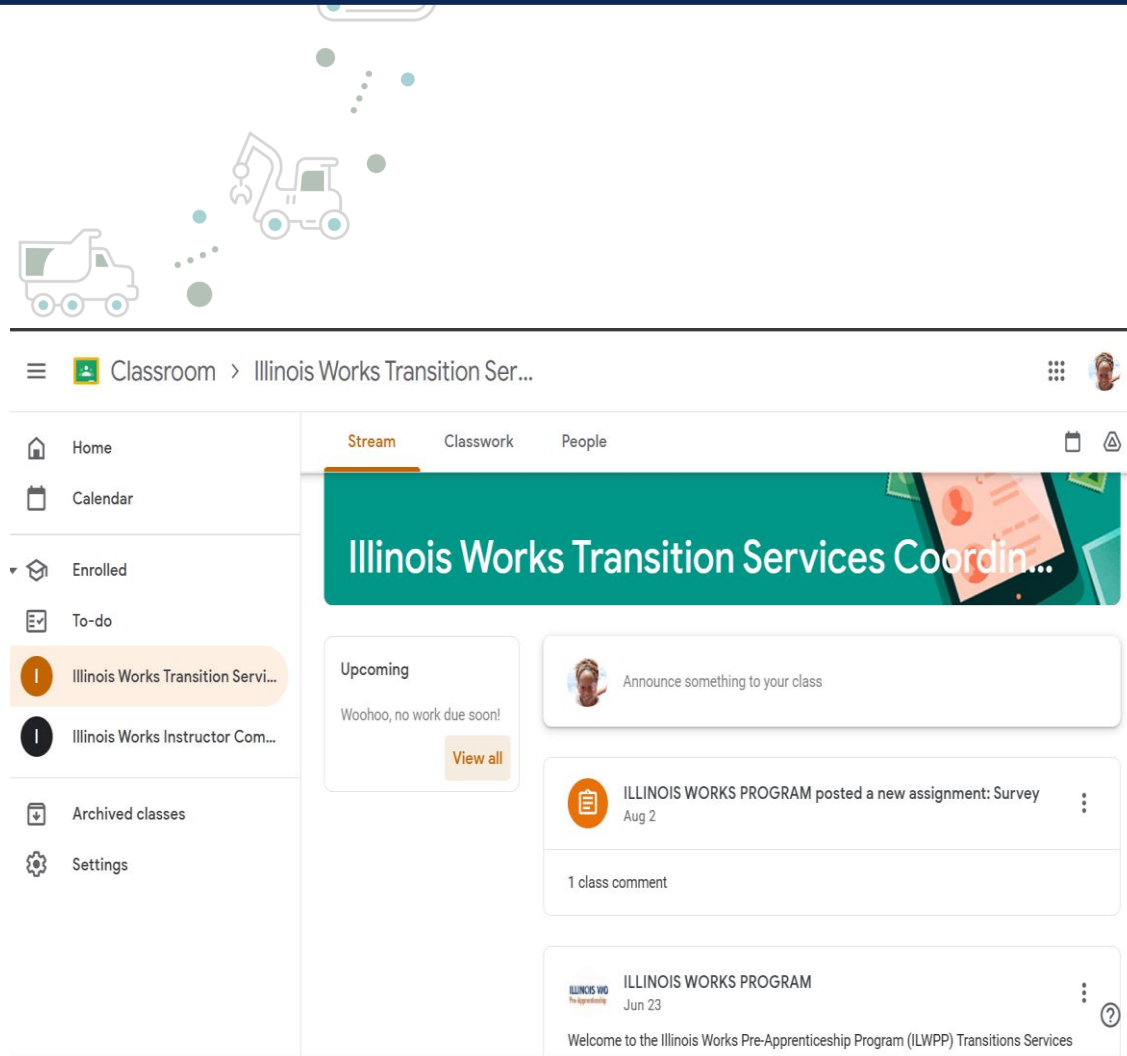
- TSCs to collaborate
- TSC meeting presentations
- RAP information including
  - Application instructions
  - Application windows
  - Test preparations
- Transition focused technical assistance



# TSC Community of Practice

The Transition Coordinator Community of Practice will provide:

- Transition Service Coordinator Meetings and Videos
- PDF of TSC Presentations
- Lists of RAP's and Registration Windows
- Informative Links on Union Prep materials (and websites)
- Instructions to Prepare participants for Tests
- Discussion Boards Best Practices for TSC
- IWRS Discussion Board Q & A
- Acceptable Transition Documents
- ILW Grantee Manual Guidance and Best Practices
- Links to ILWPP resources
- Labor Department Statistics
- DOL RAP Program resources, among others



The screenshot shows a Canvas LMS interface for a classroom titled "Illinois Works Transition Services". The left sidebar contains navigation options: Home, Calendar, Enrolled (with a sub-item "Illinois Works Transition Servi..."), To-do, Archived classes, and Settings. The main content area has tabs for "Stream", "Classwork", and "People". The "Stream" tab is active, displaying a green banner for "Illinois Works Transition Services Coordin...". Below the banner, there are three posts: 1. An "Upcoming" post with the text "Woohoo, no work due soon!" and a "View all" button. 2. A post from "ILLINOIS WORKS PROGRAM" dated "Aug 2" titled "ILLINOIS WORKS PROGRAM posted a new assignment: Survey", with "1 class comment". 3. A post from "ILLINOIS WORKS PROGRAM" dated "Jun 23" titled "Welcome to the Illinois Works Pre-Apprenticeship Program (ILWPP) Transitions Services".



# ILW Career Services Team





# ILW Career Services

- How long does it take for an Illinois Works graduate to be accepted into and enroll in a DOL-registered apprenticeship program?
- Once enrolled, how long does it take for an Illinois Works graduate to complete a DOL-registered apprenticeship program and become a journey person?
- How long are grantees contractually required to follow up on their graduates after they finish their programs?
- **Most important: who fills the gap?**





# ILW Career Services

Illinois Works is implementing a new Career Services team

Functions:

- Follow up with graduates to update their availability, contact information, career plans, and needs
- Job matching with contractors
- Develop relationships with RAPs and contractors

**Key: the Career Services Team does not replace the transition services work of grantees on the ground. It strategically supports it!**

# ILW Career Services

## How will follow-up be done?

- Team of Career Specialists will use of means of communication to reach out graduates (involve grantees as needed)
- Focus on updating employment and contact information, career goals, employment availability, and identifying barriers to success
- Graduates will be engaged until they have become a journey person or ask to no longer be contacted
- Information will be updated in IWRS and ATS

# ILW Career Services

## How will job matching be done?

- Contractors will submit job order electronically to Illinois Works
  - Illinois Works will send an electronic link to grantees for them to identify ready and able graduates. Graduates will apply for the job(s) within 72 hours using the link and submit their updated resume and contact information
  - The Career Services Team will screen the applicants and all those that meet the contractor's requirements will be forwarded to the contractor for their review and interview
  - If no or a small number of applicants is received within 72 hours, Illinois Works will generate a list of available graduates from the ATS
  - Contractor will update Illinois Works on outcomes for candidates sent to them

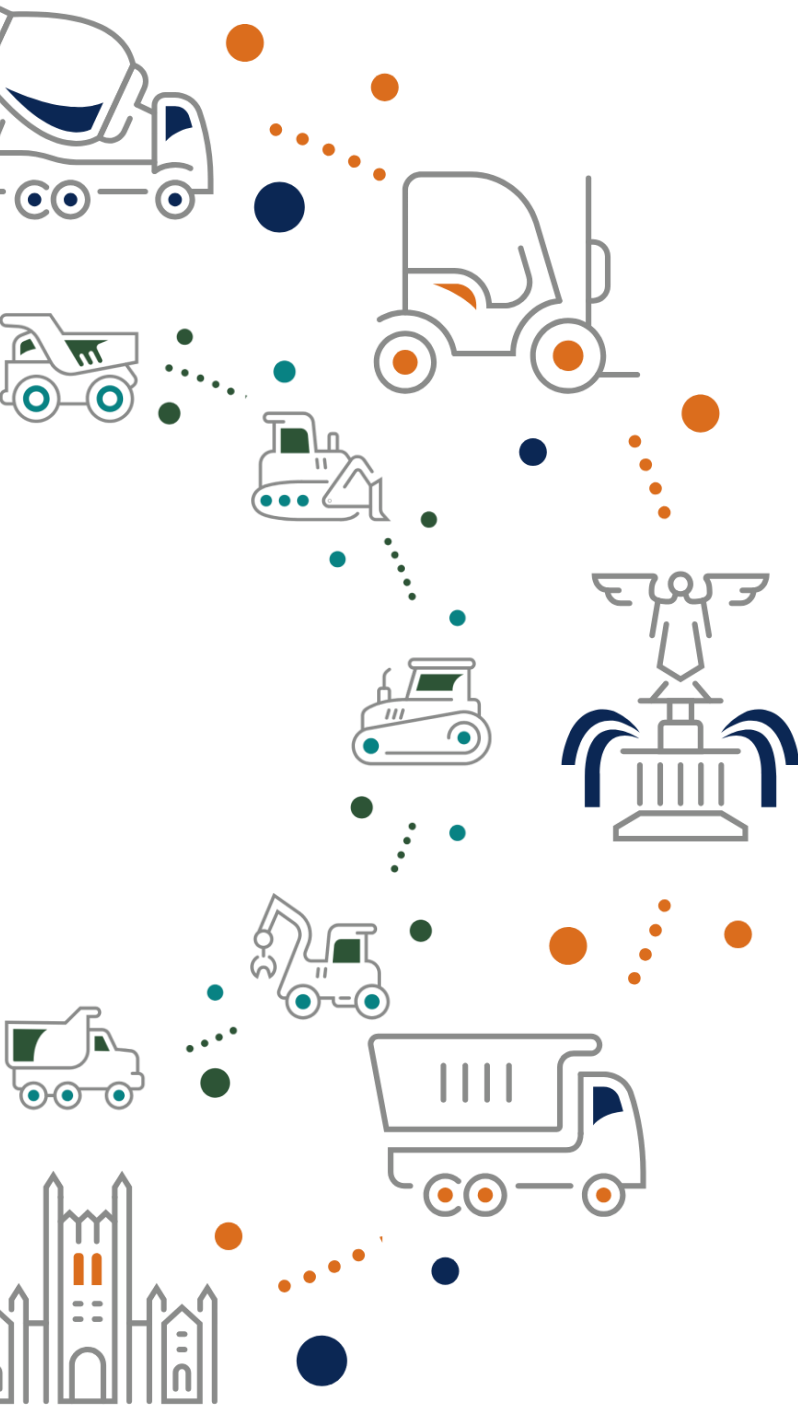
# ILW Career Services

How will development of relationships with RAPs and contractors be done?

- Both Grant Managers and Career Specialists will proactively reach out to RAPs to negotiate special arrangements with Illinois Works and to obtain updated information, including enrollment requirements and dates, about their programs
- The Career Services Team will reach out to contractors and industry stakeholders to identify job/sponsorship opportunities for Illinois Works graduates
- The Career Services Team will coordinate with the Apprenticeship Initiative and the Bic Credit Program to identify contractors in need of graduates to comply with Illinois Works and/or to get bid credits

# ILW Career Services

The Career Services Team is the glue that keeps all the pieces of the Illinois Works puzzle working together!





Questions, comments, or concerns?

