

### **Regional Planning Session 2: Summary & Notes**

**(CH 2)(A)(2)** Regional partners provide workforce development activities to address workforce education and skill needs (including to those of individuals with barriers to employment) by:

- Providing career and technical career education;
- Collaborating with the EDR 7 partners, including cross-training among partners, to better facilitate service delivery;
- Transitioning of employees and/or students to the next phase of education or to the workforce;
- Understanding needs of employers through activities of the integrated Business Service team, such as regional roundtable meetings and professional advisory committees;
- Offering one-on-one soft skills training and assistance;
- Assisting with workforce promotional events such as Manufacturing Day, varied regional high school CEO-type programs, and coordinating job shadowing opportunities.
- Applications online, seeing customers virtually, webinars and outreach events are virtual as well
- Virtual job fairs
- Encouraging virtual file sharing via encryption technology for security
- Customers had to adapt to the online aspects of today's world
- Soft skills training Perkins purchased-essential employability skills
- EC-JOBS, Effingham County program, get into schools from 5<sup>th</sup> grade on up
- Adult Ed courses at LLC are virtual/hybrid

**(CH 2)(A)(3)** EDR 7's capacity to address the needs of employers includes:

- Providing incumbent worker training, roundtable meetings to assess workforce needs, on-the-job training and work experience.
- Utilizing the Business Service Team to determine workforce needs.
- Supporting the creation and use of apprenticeships when available.
- Collaborating with high schools to provide co-op programs for educational credit.
- Implementing vocational training programs.
- Apprenticeship Navigator grant
- LIFT
- ERCA
- Vandalia One?-high school vocational program
- EC-JOBS, working with employers to list jobs and match with potential employees
- Business onsite tours, ie. CEO and C-Tech, Manufacturing Day
- Community Navigator
- PEDCO, economic development groups, ECIDC
- Clark & Edgar County-Leadership One?-Kala will look for name
- Leadership Crawford County
- Small Business Community Navigator Program - Business Navigator Alliance of Southcentral and Southeastern Illinois

**(CH 2)(E)** *Virtual job fairs-radio stations, local businesses, schools, non-profits; continue to do a hybrid of in-person and virtual in the near future; virtual reaches a greater audience; allows flexibility;*

***IL Worknet has a place for employers to recruit. In coordination with virtual job fair system. Employers given a page to post their info.***

***Social media platforms being used in new ways.***

### ***Podcasts***

***Digital divide was impactful. Infrastructure not there for multiple devices running at once. Hit both students, employees/employers. Basic computer skills classes being offered. Fiber is expanding. CEFS has pilot grant for digital navigation, help with internet and technology.***

***\*\*Insert IDES statement on COVID mitigations (Freddy's Email)***

***(CH 2)(F) Visits with Head Start parents to see if interested in our service- socio economic; in Adult Ed program, workplace ESL courses, North side of LLC district; CBI-offer native English speakers, offer foreign language to better workplace communication-in Arthur; NAL-working on possible workplace GED classes;***

***Apprenticeship navigator opportunities in healthcare field***

***IL Career Information System switches to Spanish with one click. Jobseeker version is an excellent equity resource-- from Vicki***

Detail what already doing since already targeting the people needed. Anyone can get a job so truly helping the ones that need it most.

National Able,

Career pathway idea should be stressed. 32K is not a living wage.

## **CHAPTER 3: VISION, GOALS AND IMPLEMENTATION STRATEGIES— REGIONAL COMPONENT**

***(CH 3)(A)*** The strategic vision for Economic Development Region 7 (EDR 7) and Local Workforce Innovation Area 23 (LWIA 23) is to provide business-driven talent and data-driven solutions that integrate education, workforce, and economic development resources across systems to provide businesses, individuals, and communities with the opportunity to prosper and contribute to growing the regional and state economies. The individual strategic visions of the partner agencies directly feed into the State's vision.

Utilizing essential labor market data, this Regional Plan provides equal opportunity for area residents to achieve economic independence and improved quality of life. These opportunities are provided through a collaborative workforce development system that promotes life-long learning and proactively addresses the workforce needs and requirements of employers.

This is achieved through a comprehensive Illinois workNet Center and access sites throughout our 13-county region. These locations provide business driven services, with emphasis on developing and strengthening career services for businesses and job seekers, strive for continuous improvement, and provide accountability for results. Effingham is the location of a centralized, comprehensive center, and this site will be responsive to the needs of customers as they arise. Access (satellite) sites are located throughout the 13 counties. Office sites may change as determined necessary in order to meet the needs of customers.

RED team

Coordinate with specific employers - targeted and strategic outreach, focus on talent pipeline

Not changing but expanding to help the sectors hardest hit.

**(CH 3)(C)** The following regional and local strategies have been developed by EDR 7 to achieve the vision and goals by demonstrating a commitment of integration of services by partners:

GOAL	STRATEGIES
<p><b>To continue to develop a more active collaboration among partners.</b></p>	<ul style="list-style-type: none"> <li>• Improve communication among the partners through regular Consortium Committee meetings to avoid/eliminate duplication of services.</li> <li>• Collaborate on services to businesses, thereby establishing a unified approach to business services through the Business Service Integration Team.</li> <li>• Communication by IDES of current job orders of area businesses.</li> <li>• Continue a commitment to integration of partners by facilitating cross-training and greater awareness of other partner’s services and increased levels of communication, utilizing the service matrix/asset map and braided funding to assist with this process.</li> <li>• Continue to utilize an asset map that is updated regularly by the Consortium Committee to promote an integration of services between partners.</li> <li>• Continue to base decisions upon data and analysis.</li> <li>• <b>Establishing and implementing a common client tracking system, allowing for referral and shared information in handling customer services, contributing to overall progress, shared accountability, and eliminating duplication of services. ***Maybe look at rewording</b></li> <li>• Offering applicants presentation of choices, consideration for referrals, and career and training services.</li> <li>• One-Stop team develop case management plan for individual clients.</li> <li>• <b>Utilizing virtual services and technology</b></li> </ul>
<p><b>To improve responsiveness to business</b></p>	<ul style="list-style-type: none"> <li>• Accommodating the community members and businesses with flexible office hours and locations.</li> </ul>

GOAL	STRATEGIES
<p><b>community and needs.</b></p>	<ul style="list-style-type: none"> <li>• Open channels of communication between partners and the business community regarding employer needs through economic development organizations. (Community college boards and employer committees, chambers of commerce, and advisory committees.)</li> <li>• Develop a collective integrated approach among partners in EDR 7 to meet employer needs, and track business contacts through Illinois Job Link.</li> <li>• Demonstrate a commitment to integration of partners by coordination of business services among partners through the Business Service Integration Team.</li> <li>• Utilize a broad basic training that can be built upon for individualized business needs and existing processes to ensure initiatives will be employer-validated and provide stackable credentials. Continue building strong relationships with P-16 education to create a pipeline for future employees through stackable credentials.</li> <li>• Business Service Integration Team works with area businesses to organize roundtables for each target sector including manufacturing, TDL, and healthcare. The roundtable process would assist with duplication of effort, allow for sharing of best practices, and assist with consolidation as a result of the asset map analysis. It would also assist with creating a climate of continuous improvement and allow for work with employers and community colleges to develop stackable credentials. The first healthcare roundtable was held January 2020.</li> <li>• Develop relationships with businesses and manufacturers to determine pathways which aid in recruiting employees.</li> <li>• <b>Businesses able to meet virtually, allows more flexibility</b></li> </ul>
<p><b>To develop continuous improvement strategies to enhance current practices.</b></p>	<ul style="list-style-type: none"> <li>• Maintain Planning and Oversight Committee to review spending, budget and program statistics on a regular basis.</li> <li>• Continue Youth Committee quarterly meetings to maintain referrals, eliminate duplication of services, outreach for programs, and needs of area.</li> <li>• <del>Retain use of a sub-committee of the Consortium Committee to promote an integration of services for customers and employers with disability-related issues.</del></li> <li>• Continue meetings of front-line staff for cross training and facilitate communication at direct service level.</li> <li>• Community outreach to educate community members about partner services.</li> <li>• Continue involvement of the Business Service Integration Team.</li> <li>• Better utilization of the unified referral form shared among all partners. Analyze feedback from customers and front-line staff to improve services provided.</li> </ul>

GOAL	STRATEGIES
	<ul style="list-style-type: none"> <li>• Planning, coordinating, and providing services to maximize the utilization of resources by <u>exploring new technology resources</u>-had to change the way we done things.</li> <li>• Continue to measure customer satisfaction and share with WIOA partners and the Board.</li> <li>• Developed new marketing materials</li> <li>• Re-engaging with roundtables</li> </ul>
<p><b>To expand work based learning initiatives.</b></p>	<ul style="list-style-type: none"> <li>• Increase Incumbent Worker Training programs as funding allows-decrease due to pandemic.</li> <li>• Provide On-The-Job training programs-may be more relevant now due to labor market. Helps both struggling businesses as well as the invidual/employee.</li> <li>• Development of apprenticeship programs.</li> <li>• Develop Industry and sector strategies.</li> <li>• Work with education to implement guided Career pathways and stackable credentials.</li> <li>• Career exploration for adult and youth creating a pathway for education and the workforce.</li> <li>• Provide youth and adult work experience-decreased due to pandemic.</li> <li>• Coordinate to provide wrap around services to customers and businesses which include work based learning initiatives such as on the job training, incumbent worker and work experience.</li> <li>• Design business services and strategies through the Business Service Integration Team to meet the needs of local business and industry in EDR 7.</li> </ul>

The Southeastern Region supports the needs of individuals and businesses by utilizing a workforce development system which ensures the creation of a globally competitive skilled workforce. This support is provided by both public and private entities throughout the region.

EDR 7 partners, county-wide and community services work to provide an environment for small businesses and in-demand industry sectors/occupations to engage grow and expand. Examples include:

- *Clark County Development Organization (CCDO)*, comprised of community leaders, local government and organizations, works to promote business growth in the county.

- East Central Illinois Development Corporation (ECIDC), works to spur economic growth and address regional concerns which impact jobs and the economy, by supporting and attracting businesses and industry in the region, while providing educational opportunities to membership, governmental units, and residents.
- *Effingham County Economic Development Advisory Board and Grant Research* provides research to promote business retention and growth, facilitate business contacts, administer the county's business revolving loan fund, and provide grant research to businesses in the county.
- *City of Casey Economic Development Office* offers assistance with starting a business, advertising, and marketing help (including social media platforms), identification of available supportive grants and application assistance with same, and Enterprise Zone Assistance. The office also supports a private online social network peer group for business owners, representatives, and organization leaders to seek advice and other input.
- *Mattoon in Motion, Workforce Development* aids area employers, residents, and employees through innovative programs involving businesses and educational institutions, the group also raises awareness of available jobs, needed skills, and business opportunities.
- *Chamber of Commerce organizations* throughout the region work with partners to assess and assist workforce development and skills needs in their communities.

EDR 7 coordinates workforce development programs with economic development by working with existing public and governmental organizations or agencies, such as:

- SCIGA, South Central Illinois Growth Alliance
- Effingham Regional Career Academy
- Center for Business and Industry, Lake Land College
- Greater Wabash Regional Planning Commission
- Paris Economic Development Corporation
- Coles Together

Additional services to assist and engage small businesses and in-demand industry sectors include:

- Free counseling sessions on business start-up, financial, operational and employment assistance provided by expert counselors from area colleges and government agencies.
- Touchdown Space for Busy Entrepreneurs with a fully equipped office containing computer links to colleges, government agencies, business development services, employment resource sites and training modules.
- Interview space for off-site confidential interviews.
- Business Resource library, supplied by local libraries, containing books, magazines and various audio-visual materials on subjects that range from how to write a business plan to leadership.
- Free on-line Resume Service, Notary Public and Certificate of Origin Assistance.

## HOMEWORK

Bring contributions for discussions on the following items:

- 1.** Chapter 3
  - a. Section G (new)
  - b. Section H (new)
- 2.** Chapter 4
  - a. Section B.3 (new)
  - b. Section C.8 (new)
  - c. Section J (new)
  - d. Section K (new)
- 3.** Chapter 5
  - a. Section D (new)
  - b. Section E (new)
- 4.** Chapter 6
  - a. Section D (new)

Review all of Chapters 4, 5, and 6 for any other updates or suggestions you would like to share with the group via email or if time allows after discussion on the new items (above).