

East Central Economic Development Region 2

Workforce Innovation and Opportunity Act

Regional Plan

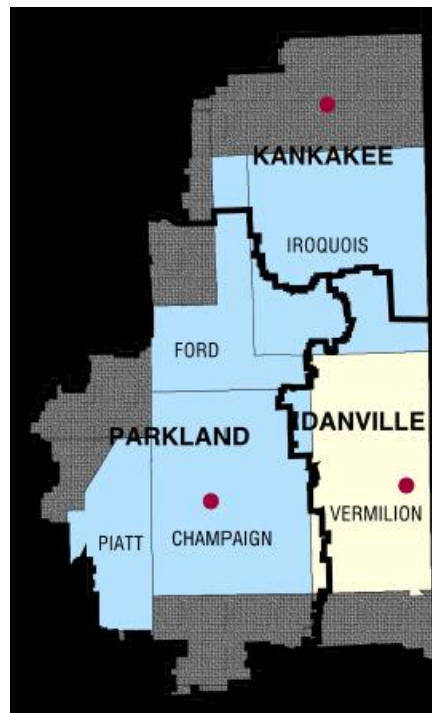


TABLE OF CONTENTS

Executive Summary	1
Chapter 1: Economic and Workforce Analysis – Regional Component	3
Chapter 2: Integration of Strategies and Services – Regional Component	25
Chapter 3: Vision, Goals and Strategies – Regional Component	35

Executive Summary

The Workforce Innovation and Opportunity Act (WIOA) requires that Local Workforce Development Areas complete a Regional Planning Process. In Illinois, the Governor has designated the following counties as the East Central Economic Development Region 2: Champaign, Ford, Iroquois, Piatt, and Vermilion counties.

Vision Statement: The East Central Economic Development Region (ECEDR) is adopting the State of Illinois' vision to:

“Promote business driven talent 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 state’s economy.”

Workforce Innovation Boards from Local Workforce Innovations Areas 17 and 18, along with our regional workforce system partners will work together to enhance the productivity and competitiveness of our communities by linking employers and individuals to the employment and training services that they need.

Background: The Workforce Innovation and Opportunity Act and the Department of Commerce and Economic Opportunity envision a workforce system that better aligns workforce, education and economic development partners. Regional collaboration involving these partners is taking place across the country and the State of Illinois. In Illinois, using a regionally-based planning process creates a data-driven sector strategy framework that supports the systemic assessment of business needs for talent across Illinois' economic development regions. The regional workforce efforts of all partners throughout our ECEDR will ensure that all communities will benefit greatly from a unified workforce team that can act quickly to address workforce needs. Within our region we plan to build on proven practices such as sector strategies, career pathways, regional economic approaches and work based learning models. Our goal is to provide opportunities in education, training and support services to individuals, especially those with barriers to employment. This framework will help to ensure that future workforce, education, and economic development partnerships are business led while offering individuals clear opportunities to build and upgrade their skills and advance their careers.

Plan Development: The East Central Economic Development Regional Plan has been developed in accordance with WIOA and State of Illinois Regional Planning guidelines. The ECEDR will undertake the processes and strategies outlined in this plan over the next four years.

The Regional Planning Process will include:

- Development of diverse regional partnerships to advance talent development;
- Establishment of regional service strategies, including use of cooperative service delivery agreements;
- Align business and job seeker service delivery strategies to create a world class talent pipeline;
- Development and implementation of sector initiatives for in-demand industry sectors or occupations for the planning region;
- The collection and analysis of regional labor market data (in conjunction with the state) which must include the local planning requirements at § 679.560(a)(1)(i) and (ii);
- The coordination of administrative cost arrangements, including the pooling of funds for administrative costs, as appropriate;
- The coordination of transportation and other supportive services as appropriate;
- The coordination of services with regional economic development services and providers; and
- The establishment of an agreement concerning how the planning region will collectively negotiate and reach agreement with the Governor on local levels of performance for, and report on, the performance accountability measures described in WIOA Sec. 116(c) for local areas or the planning region.

The Local Planning Strategies included:

- Direct investments in economic, education and workforce training programs to focus on providing relevant education and training to ensure that individuals, including youth and individuals with barriers to employment, have the skills to compete in the job market and that employers have a ready supply of skilled workers;
- Applying job-driven strategies in the one-stop system;
- Enable economic, education and workforce partners to build a skilled workforce through innovation in, and alignment of, employment, training and education programs; and
- Incorporate the local plan into the regional plan per 20 CFR 679.540.

Regional System Partners: In accordance with the Governor’s vision for the State Workforce System, the ECEDR’s regional planning team included representatives from the following core and required partners:

- Vermilion Advantage
- Champaign County Economic Development Corporation
- Workforce Development – Title IB
- Department of Human Services – Division of Family and Community Service
- Department of Human Services – Division of Rehabilitation
- Experience Works-Senior Employment Program
- Danville Area Community College

- Parkland Community College
- Kankakee Community College
- Illinois Department of Employment Security
- Illinois Migrant Council
- Champaign County Regional Planning Commission- Community Services Block Grant (CSBG)

Chapter 1 – Economic and Workforce Analysis

Labor Market Analytics

As part of the planning process for the ECEDR, labor market information was collected and analyzed. Regional team members analyzed the following;

- Economic conditions including existing and emerging in-demand industry sectors and occupations;
- Knowledge and skills needed to meet the employment needs of the employers in the region, including employment needs of in-demand industry sectors and occupations; and
- An analysis of the regional workforce, including current labor force employment and unemployment data, information on labor market trends, and educational and skill levels of the workforce, including individuals with barriers to employment.

The planning process began in November 2015. Representatives from the four core partners – Adult Education and Literacy, Wagner-Peyser, Office of Rehabilitation and Title 1B – attended the Regional Planning Summit in Effingham, Illinois on December 9, 2015. In addition to the core partners, other regional attendees included, Vermilion Advantage, Champaign County Community Action Agency, Illinois Migrant Council, and Thyssen Krupp.

During the Summit, this group analyzed the East Central Regional Data provided by the State. At a partner meeting on January 5, 2016, the partners, including the four core partners, approved by consensus the following industry sectors that were supported by the State data – Manufacturing, Transportation, Distribution and Logistics (TDL), Healthcare. Additionally, Information Technology was approved as a sub-category.

While identifying the industry sectors is very important, it is equally important to become familiar with the population in our region. We have identified seven informational tables that will help guide our workforce and economic development planning activities.

**Table 1. Annual Estimates of the Population for Counties of Illinois:
April 1, 2010 to July 1, 2015**
Source: U.S. Census Bureau

County	July 2015	April 2010	% Change
Champaign	208,861	201,081	3.9%
Ford	13,736	14,081	-2.5%
Piatt	16,387	16,727	-2.0%
Iroquois	28,672	29,718	-3.5%
Vermilion	79,282	81,625	-2.9%
Region	346,938	343,232	1.1%

Although the region has experienced a slight increase in population (Table 1) of 1.1%, four of the five counties in the region have experienced a decrease in population. Additionally, the region's labor force experienced a decrease between 2010 and 2014 of 10,791 individuals, or minus 5.6%. Total employment in the region has declined by a lesser amount (5158, minus 2.9%), allowing the overall unemployment rate to fall from 9.1% to 6.5%. Table 2 shows the changes in the labor force, employment and the unemployment rate for the five-year period of 2010 to 2014.

Table 2.
Labor Force, Employment and Unemployment Trends for East Central Region
Labor Force Compared Over 5 Years
Not seasonally adjusted Labor Force, Employment and
Unemployment data in EDR 2 between 2010 and 2014
Source: Illinois Department of Employment Security, Local Area Unemployment Statistics

Time Period	Labor Force	Employed	Unemployed	Unemployment Rate	Preliminary
2014	179,036	167,459	11,577	6.5%	No
2013	179,507	164,840	14,667	8.2%	No
2012	181,642	167,555	14,087	7.8%	No
2011	184,822	169,383	15,439	8.4%	No
2010	189,827	172,617	17,210	9.1%	No

The reduction in the total labor force is due in part to the long-term demographic shift to an older population in the region. Our region has experienced a decrease in the percentage of working age, 20-54 year olds, 50.8% to 48.8%, while the data indicates that the 55+ age group has seen a sizable increase since 2000 from 21% to 25% in 2014, highlighting those at or approaching retirement age. Table 3 illustrates the change in population by age from 1990 to 2014.

Table 3.
Changes in Age Demographics of East Central Region from 2000 to 2014
Source: U.S. Census Bureau

Age	2000	2010	2014	2000	2010	2014
Under 5	19,837	20,526	20,104	6.1%	6.0%	5.8%
5-19	71,802	70,248	70,113	22.1%	20.5%	20.3%
20-34	79,156	87,237	87,905	24.3%	25.4%	25.5%
35-54	86,416	82,811	80,234	26.5%	24.1%	23.3%
55-64	26,457	38,071	40,135	8.1%	11.1%	11.6%
Over 64	41,860	44,341	46,226	12.9%	12.9%	13.4%
	325,528	343,234	344,717	100.0%	100.0%	100.0%

While evaluating the demographics of our region, we felt it equally important to incorporate data highlighting the poverty rates (Table 4) and household income (Table 5). Our regional team will work to improve these statistics through our collaborative efforts. All five of our counties in the region experienced increases in poverty rates between 2010 and 2014. Although our two highest populated counties, Champaign and Vermilion, experienced a minimal increase, any increase is viewed as an area to improve upon and must be addressed through our on-going efforts.

Table 4. Poverty Rates
Source: U.S. Census Bureau

County	2014	2010	% Change
Champaign	22.6%	22.1%	.5%
Ford	12.1%	9.9%	2.2%
Piatt	7.4%	6.3%	1.1%
Iroquois	15.8%	11.7%	4.1%
Vermilion	19.0%	18.9%	.1%

During this same reference period median household income (Table 5) increased in four of the five counties in the region, with the only decrease occurring in Iroquois County. Additionally, Iroquois County also experienced the highest increase in poverty rate at 4.1%, making it a clear correlation of the data in the two tables.

Table 5. Median Household Income

Source: U.S. Census Bureau

County	2014	2010	Increase/Decrease	% Increase/Decrease
Champaign	\$46,680	\$45,262	\$1,418	3.1%
Ford Piatt	\$48,908	\$48,667	\$241	.5%
Piatt Ford	\$63,002	\$55,752	\$7,250	13.0%
Iroquois	\$47,184	\$47,323	-\$139	-.3%
Vermillion	\$42,548	\$39,456	\$3092	7.8%

Information on special populations in the region is in Table 6 below. The table also contains the estimate of need for these targeted populations. The policy implications for service to these targeted individuals will require the region to identify and promote existing services. The region and local partners will also create initiatives that enable individuals from these populations to pursue the higher education required for jobs in our targeted industries. It will be very important for all agencies vested in workforce development, to collaborate and pool resources to ensure that our targeted populations receive quality services to ensure increased opportunity.

Table 6. EAST CENTRAL REGION: TARGET POPULATION CHARACTERISTICS

Source: Illinois Department of Commerce Economic Opportunity

Total civilian noninstitutionalized population: 2014 Estimate	345,859
Persons Below Poverty Level	67,878
Public Aid Recipients	109,157
Adult Public Aid Recipients	56,836
TANF Recipients: 2014 Monthly Average	2,619
SNAP Recipients: 2014 Monthly Average	47,394
Total Population with a Disability (Estimate)	35,614
Youth with Disabilities (<18 yrs.)(Estimate)	2,864
Adults with Disabilities (18+ yrs.)(Estimate)	33,559
DHS Division of Rehabilitation Services---Vocational Rehabilitation Program: FY2015 Data Summary	
Number Served Age 25+	769
Number Served Youth (<25)	477
Number in Plan Status Age 25+	438
Number in Plan Status Youth (<25)	392

Successful Closures Age 25+	156
Successful Closures Youth (<25)	98
Adult Parolee Population: June 30, 2014	849
Language other than English spoken at home, age 5+	36,593
Average Monthly Unemployed	11,736
Older Individuals (Age 65+)	48,540
Single Parents	22,182
Age 14---18 in Foster Care	224
Age 19---20 in Foster Care (Aged Out)	41

Although Table 6 highlights the targeted populations in accordance to the WIOA required partners, additional populations that require our specialized workforce development services also exist. At the partner meeting on January 5, 2016, the partners, including the four core partners, approved by consensus the following special populations to target in addition to the specific WIOA populations (low income adults, dislocated workers, and youth): re-entry / felons, single parent families, English Second Language (ESL), veterans with special needs (SA/ homeless/ etc.), and adults with lack of work experience. Our region will also focus services on Veterans, homeless, low skilled, and other individuals with multiple barriers such as migrant and seasonal farmworkers including youth.

According to the Veterans Administration the following highlights the Veterans population (Table 7) in our five county region. Although the table shows a decrease in the population, our team is committed to the priority of service for veterans and understands that this population may fall into other categories of individuals that our services target including but not limited to disabled, homeless, felons, etc. We will partner with the Veteran's Administration Illiana Healthcare System, Illinois Department of Employment Security's Local Veterans' Employment Representatives (LVERs) and Disabled Veterans Outreach Program (DVOP) Specialists, and all other community resources to assist in connecting our Veterans with employment opportunities that will lead to self-sufficiency.

Table 7
East Central Region Veteran Population
Source: Veterans Administration

County	2013	2016	+/- Change
Champaign	10,858	10,279	-579
Ford	1,148	1,103	-45
Piatt	1,417	1,375	-42
Iroquois	2,262	2,086	-176
Vermilion	6,174	5,720	-454

The following initiatives support the identified target populations to expand career services and opportunities:

Re-entry / Felons: The Re-entry Employment Service Program (RESP) consists of IDES Employment Service Reps working with ex-offenders who may be on parole and/or living in an Adult Transition Center (ATC), which may be known as a half-way house. The workshops are offered on a weekly basis to the ex-offenders and help them in the areas of creating targeted resumes, dressing for success and being prepared for interviews, informing them of programs that are available to employers (Fidelity Bonding, Work Opportunity Tax Credit, and Illinois State Tax Credit for hiring ex-offenders are several examples) that should be mentioned when the ex-offender is interviewing for a job. Champaign County Regional Planning Commission (CCRPC), Community Services Block Grant recipient, has also applied for Department of Justice Second Chance Re-entry grant funding that would support focused efforts in supporting the re-entry population in workforce services. CCRPC also is an active member in the Champaign County Re-entry Council.

Single parent families: Temporary Assistance for Needy Families (TANF) is a work and training cash program through the Department of Human Services (DHS) that serves a number of single parent families. The program focuses on identifying barriers to employment and developing a plan to address the barriers. Plans may include a work activity; education; vocational training; English as a second language or a degree program, or a combination of work and school programs. The program establishes relationships with local employers to support job placement sites. Referrals are made to address supportive service needs. The goal is for clients to find employment, hours in work activity will change to include the job in place of community service or work experience. When clients graduate from TANF, securing employment, the program can provide support to help with initial costs such as uniforms, work physical, transportation, etc.

English Second Language (ESL): Parkland Adult Education offers free services and instruction to adults who do not speak English as their first language. Refugees, immigrants, and non-native speakers with limited English proficiency are eligible for beginning to intermediate ESL classes. Classes are scheduled throughout the day at various locations. Danville Area College's Adult Education Department offers individualized, computer-based and group instruction for students demonstrating a need to develop basic skills when English is not one's first language.

Veterans with special needs (SA/ homeless/ etc.): IDES provides assistance to military veterans in several ways. For veterans who have barriers (e.g. physical, psychological, educational, resume filled with military jargon, etc.), a Veterans' Rep will help them work to overcome those barriers. Another level of Veterans' Rep works with employers in the area encouraging them to hire veterans' for their job openings. When a veteran is declared to be job

ready, he/she if referred to employers who have openings in the fields for which the veteran has experience/training.

Adults with lack of work experience: Implementation of the required work experience in youth programming will work to deter adults lacking work experience. Increasing on-the job training (OJT) opportunities will also address barriers to employment for adults lacking work experience. Another initiative involves creating additional Bridge Program opportunities for participants enrolled in GED Recovery Programs. Currently, one of our colleges offers a CNA dual enrollment opportunity. Ideally, our intent is to seek advice from Career and Technical Education Advisors regarding logistics, etc. involved in developing avenues to additional career sector pathways.

Migrant and Seasonal Farm Workers: The National Farmworker Jobs Program (NFJP) is a nationally-directed program of services for chronically underemployed and unemployed migrant and seasonal farmworkers (MSFWs) which is administered by the Illinois Migrant Council in Illinois. NFJP goals are to strengthen the ability of MSFWs and their dependents to obtain or retain unsubsidized employment or stabilize their unsubsidized employment in agriculture; offer a customer-focused case management approach to achieve each participant's employment goals; deliver career services, training, and related assistance to eligible MSFW including youth; provide access to career services for MSFW through the One-Stop services delivery system including educational, workforce development and other partners; and coordinate services with the State Workforce Agency (Illinois Department of Commerce) and the State's Monitor Advocate System, Migrant and Seasonal Farmworker Program (Illinois Department of Employment Security). NFJP is a required One-Stop Partner in Local Workforce Innovation Areas where it operates.

In addition to these initiatives, regional partners will work to address how to fully mainstream targeted populations into sector-based career pathways. We will develop data on these populations to determine the extent to which they are already involved in existing career pathways. We will also utilize technical assistance provided by the State to help us achieve this goal.

The ECEDR team identified the Health Care, Manufacturing, Information Technology, and Transportation, Distribution and Logistics (TDL) as the in demand industries that create opportunity for our workforce areas. Occupational demand for the targeted occupations in the region is projected to experience the following change (Table 8):

- Occupations in the Information Technology sector are expected to have a 31.6% employment change adding 565 jobs between 2012 and 2022.
- Occupations in the Transportation, Distribution & Logistics sector are expected to have a 12.6 % employment change adding 1,304 jobs between 2012 and 2022.
- Occupations in the Healthcare sector are expected to have a 9.8% employment change adding 1,672 jobs between 2012 and 2022.
- Occupations in the Manufacturing sector are expected to have a 0.5% employment change adding 67 jobs between 2012 and 2022.

The policy and service implications of the current and projected labor market information indicate that the current skills gap between the needs of information technology, manufacturing, healthcare and transportation employers and the skills of the available workforce will continue to increase. Workforce development partners have identified a number of initiatives designed to close the skills gap. These include:

1. Identify the most critical career needs in the region and the appropriate learning pathways and talent pipelines for those jobs.
2. Create policies and processes that support the use of a multiple approaches for each targeted sector.
3. Continue to support the development of learning exchanges for manufacturing, healthcare, and transportation/distribution/logistics, as well as information technology.
4. Develop marketing campaigns that promote targeted manufacturing, healthcare, transportation/distribution/logistics, and information technology careers to job seekers.

The following sectors/industries/occupations had favorable location quotients for Region 2.

Table 8

Source: Illinois Department of Commerce Economic Opportunity

EAST CENTRAL REGION					
EMPLOYMENT BY INDUSTRY / OCCUPATIONAL CLUSTER					
Cluster	2012 Employment	2022 Employment	Net Employment Change	Percent Employment Change	Concentration (Location Quotient)
Marketing & Sales	62,158	68,547	6,389	10.3%	1.66
Hospitality & Tourism	53,453	58,653	5,200	9.7%	1.79
Education & Training	35,877	39,592	3,715	10.4%	2.37
Health Care	17,104	18,776	1,672	9.8%	0.74
Manufacturing	13,563	13,630	67	0.5%	1.34
Transportation, Distribution & Logistics	10,351	11,655	1,304	12.6%	1.00
Law & Public Safety	10,053	11,651	1,598	15.9%	0.46
Business Management	9,172	10,059	887	9.7%	0.98
Finance	6,364	6,428	64	1.0%	0.47
Agriculture	5,443	5,383	- 60	-1.1%	3.34
Information Technology	1,787	2,352	565	31.6%	0.76
Research & Development	1,173	1,277	104	8.9%	0.46
Arts & Audio Visual	1,078	1,034	- 44	-4.1%	0.36
Energy	438	548	110	25.1%	0.43

The following occupations have favorable demand projections based on replacement.

Table 9

Source: Illinois Department of Commerce Economic Opportunity

SOC Code	SOC Title	Average Annual Job Openings Due to		
		Growth	Replacement	Total
11-1021	General and Operations Managers	92	81	173
11-2022	Sales Managers	37	23	60
11-3031	Financial Managers	63	27	90
13-1031	Claims Adjusters/Examiners/Investigators	127	35	162
13-2011	Accountants & Auditors	73	64	137
13-2053	Insurance Underwriters	46	20	66
15-1131	Computer Programmers	17	21	38
29-1141	Registered Nurses	63	136	199
29-2041	Emergency Medical Techs and Paramedics	20	26	46
29-2061	Licensed Practical & Vocational Nurses	21	33	54
31-1011	Home Health Aides	56	29	85
31-1014	Nursing Assistant	33	70	103
31-9092	Medical Assistant	27	20	47
43-5052	Postal Service Mail Carriers	0	22	22
43-5071	Shipping, Receiving & Traffic Clerks	13	39	52
43-5081	Stock Clerks & Order Fillers	1	103	104
51-1011	1 st Line Supervisors/Managers Production	4	20	24
51-2092	Team Assembler	33	71	104
51-4041	Machinist	23	49	72
51-4121	Welders, Cutters, Solderers & Brazers	4	26	30
51-9061	Inspector/Testers/Sorters/Samplers	7	22	29
53-1000	Supervisors, Trans/Material Moving Workers	12	20	32
53-3032	Truck Drivers, Heavy & Tractor-Trailer	78	59	137
53-3033	Truck Drivers, Light or Delivery Services	25	31	56
53-7051	Industrial Truck & Tractor Operators	4	28	32
53-7061	Cleaners of Vehicles & Equipment	7	25	32
53-7062	Laborers/Freight/Stock & Material Movers	112	176	288
53-7064	Packers & Packagers, Hand	23	46	69

The following sectors/industries/occupations are considered mature but still important to the economy.

Table 10
Maturing Industries in the East Central Region
 Source: Illinois Department of Commerce Economic Opportunity

Sector	Maturing Industries
Manufacturing	<ul style="list-style-type: none"> • Chemical Manufacturing • Plastics and Rubber Products Manufacturing • Miscellaneous Manufacturing

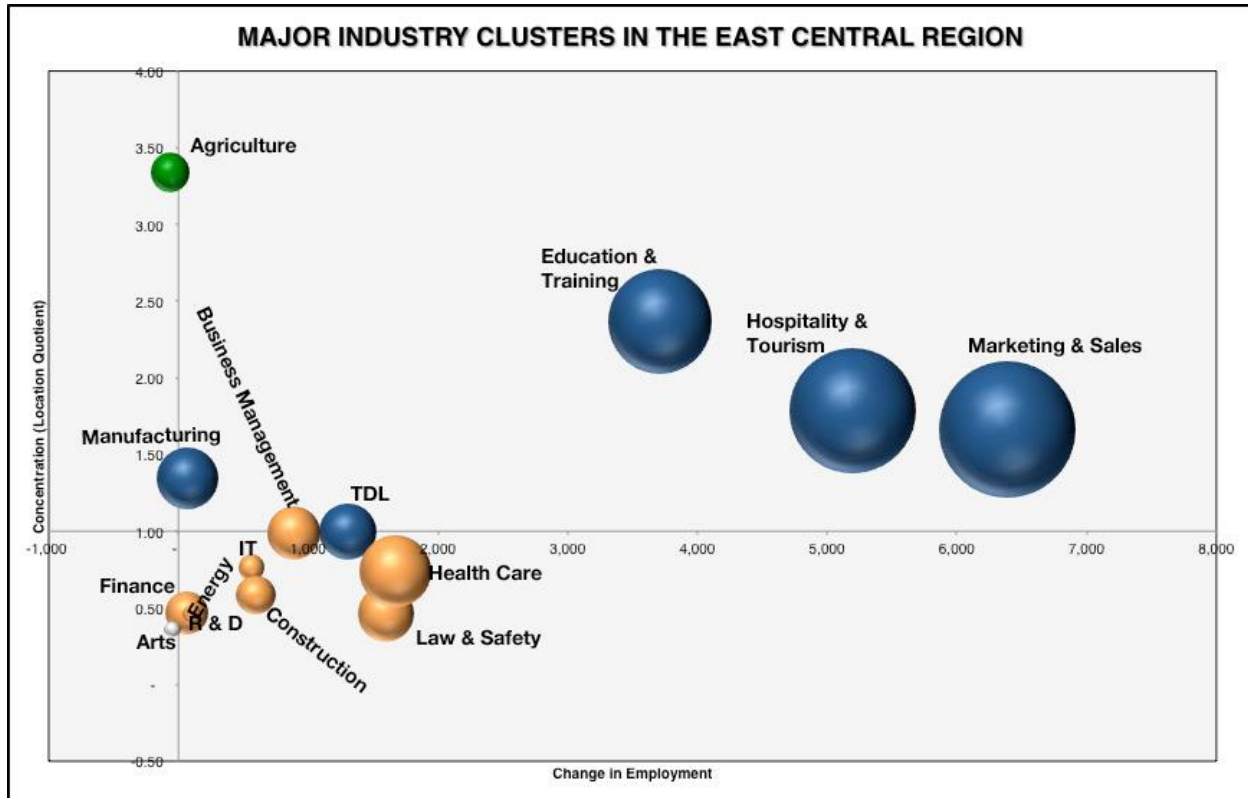
The following sectors/industries/occupations are considered emerging in the regional economy.

Table 11
Emerging Industries in the East Central Region
 Source: Illinois Department of Commerce Economic Opportunity

Sector	Emerging Industry
TDL	<ul style="list-style-type: none"> • Merchant and Wholesalers, Durable Goods • Wholesale Electronic Markets and Agents and Brokers • Truck Transportation • Transit and Ground Passenger Transportation • Support Activities for Transportation • Warehousing and Storage
Healthcare	<ul style="list-style-type: none"> • Ambulatory Health Care Services • Nursing and Residential Care Facilities • Social Assistance
Manufacturing	<ul style="list-style-type: none"> • Petroleum and Coal Products Manufacturing • Nonmetallic Mineral Product Manufacturing • Fabricated Metal Product Manufacturing • Machinery Manufacturing
Information Technology	<ul style="list-style-type: none"> • No Specific Information Available

Table 12

Source: Illinois Department of Commerce Economic Opportunity



Based on labor market information (LMI) that was gathered from Table 12 EDR – 2 has determined that Manufacturing, Transportation/Distribution/Logistics (TDL) and Healthcare are the three primary industries that will be targeted in the region. The basis for this decision stems from the relative size and steady positive change in employment projected in the industries. We hope to strengthen and grow these industries into the future.

We also recognize as a region that Information Technology is a strong contributor to our economy. This sector has strong demand projections between 2012 and 2022. The growth projection for this industry is the largest in the region at 31.6%. Major employers such as Wolfram research, Midwest Communication Group, Amdocs, Genpact, and Frasca offer significant employment opportunities in occupations associated with this sectors. Because of the high growth projections and amount of employers we are identifying Information Technology as a secondary target of opportunity for the region.

Table 13

Source: Illinois Department of Commerce Economic Opportunity

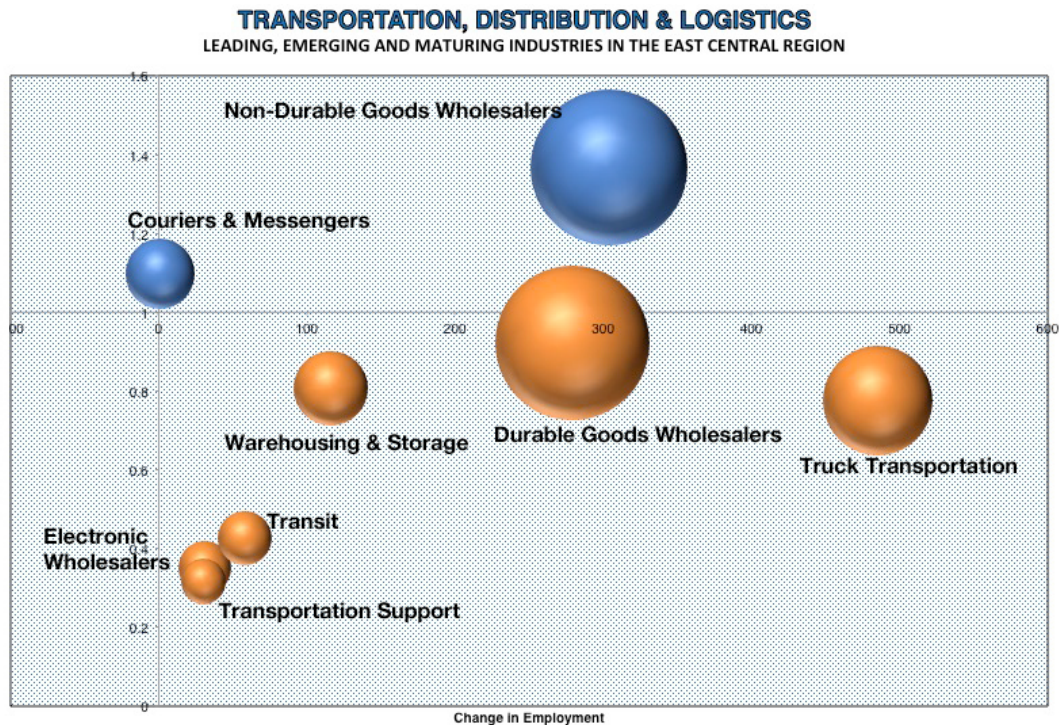


Table 14

Source: Illinois Department of Commerce Economic Opportunity

TRANSPORTATION, DISTRIBUTION & LOGISTICS LEADING, EMERGING AND MATURING INDUSTRIES IN THE EAST							
NAICS	DESCRIPTION	2012 Employment	2022 Employment	Employment Change	Growth Rate	LQ	Industry Class
423	Merchant	3,267	3,546	279	8.5%	0.92	Emerging
424	Merchant	3,355	3,659	304	9.1%	1.37	Leading
425	Wholesale Electronic	386	417	31	8.0%	0.35	Emerging
481	Air Transportation	-	-	-	0.0%	-	
484	Truck Transportation	1,305	1,790	485	37.2%	0.78	Emerging
485	Transit and Ground	363	421	58	16.0%	0.43	Emerging
486	Pipeline Transportation	-	-	-	0.0%	-	
488	Support Activities for	260	290	30	11.5%	0.32	Emerging
492	Couriers and	723	724	1	0.1%	1.10	Leading
493	Warehousing and Storage	692	808	116	16.8%	0.81	Emerging

Tables 13 and 14 provide LMI on the Transportation, Distribution and Logistics industry in the region. TDL is important for the region because its overall strong transportation network of highway, rail, and air transportation provide a solid base for continued growth in this sector.

Employment opportunities in this industry remain in high demand. Occupations most in demand include:

- Truck Drivers, Heavy and Tractor Trailer
- 1st-Line Supervisors/Managers and Office Administration Support Workers
- Truck Drivers, Light and Delivery Services
- Shipping, Receiving, and Traffic Clerks

Employment by industry LMI data points to a 12.6% employment change through 2022. The location quotient shows merchant, wholesale electronic, truck transportation, transit/ground, support, couriers, and warehousing/storage as leading and emerging industries in the East Central region compared to the national average.

Table 15

Source: Illinois Department of Commerce Economic Opportunity

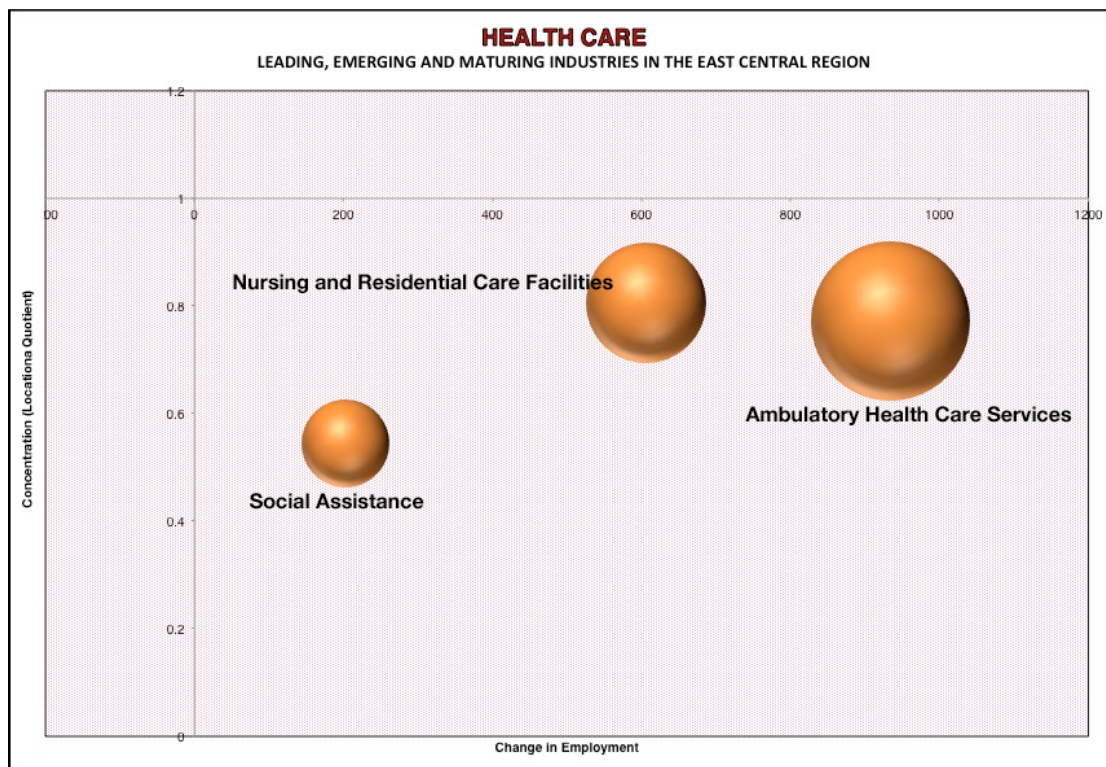


Table 16

Source: Illinois Department of Commerce Economic Opportunity

HEALTH CARE							
LEADING, EMERGING AND MATURING INDUSTRIES IN THE EAST CENTRAL REGION							
NAICS	DESCRIPTION	2012 Employment	2022 Employment	Employment Change 2012	% Change	2014 LQ	Class
621	Ambulatory Health Care	6,218	7,153	935	15.0%	0.77	Emerging
622	Hospitals	5,523	5,451	(72)	-1.3%	0.73	
623	Nursing and Residential	3,437	4,043	606	17.6%	0.81	Emerging
624	Social Assistance	1,926	2,129	203	10.5%	0.54	Emerging

The Labor Market Information in tables 15 and 16 contain regional information for the healthcare sector. The healthcare industry continues to be a leading industry in our region as it is in most areas across the United States. This is the case because of 3 major hospitals located here, which are Carle, Presence, and the Veteran's Administration Illiana Healthcare System. The Healthcare field offers many rapid growing and well-paying jobs in the region. It also includes several lower paying occupations such as nurse's aide, medical assistants, and Information clerks. Demand occupations include:

- Registered Nurses
- Nursing Assistants
- 1st-Line Supervisors/Managers, Food Prep/Services
- Receptionists and Information Clerks
- Medical Assistants
- Licensed Practical Nurses

Employment by industry LMI data points to a 9.8% employment change through 2022. The location quotient shows Ambulatory Health Care, Nursing and Residential Care Facilities, and Social Assistance as emerging industries in the East Central region.

Table 17

Source: Illinois Department of Commerce Economic Opportunity



Table 18

Source: Illinois Department of Commerce Economic Opportunity

MANUFACTURING							
LEADING, EMERGING AND MATURING INDUSTRIES IN THE EAST CENTRAL REGION							
NAICS	DESCRIPTION	2012 Employment	2022 Employment	Employment Change 2012 22	% Change 2012-22	2014 LQ	Class
311	Food	3,072	3,218	146	4.8%	1.68	Leading
312	Beverage and	85	78	(7)	-8.2%	0.35	
314	Textile Product	-	-	-	0.0%	-	
315	Apparel	-	-	-	0.0%	-	
316	Leather and	-	-	-	0.0%	-	
321	Wood Product	534	600	66	12.4%	1.25	Leading
322	Paper	-	-	-	0.0%	-	
323	Printing and	491	369	(122)	-24.8%	0.85	
324	Petroleum and	21	22	1	4.8%	0.15	Emerging
325	Chemical	1,173	1,139	(34)	-2.9%	1.19	Maturing
326	Plastics and	1,726	1,635	(91)	-5.3%	2.13	Maturing
327	Nonmetallic	147	170	23	15.6%	0.32	Emerging
331	Primary Metal	-	-	-	0.0%	-	
332	Fabricated	1,333	1,380	47	3.5%	0.75	Emerging
333	Machinery	793	854	61	7.7%	0.58	Emerging
334	Computer and	483	407	(76)	-15.7%	0.35	
335	Electrical	-	-	-	0.0%	-	
336	Transportation	2,738	2,801	63	2.3%	1.46	Leading
337	Furniture and	39	39	-	0.0%	0.09	
339	Miscellaneous	928	918	(10)	-1.1%	1.28	Maturing

Tables 17 and 18 provide LMI on the manufacturing industry. Manufacturing in EDR continues to be an important industry because it is home to the largest North American Kraft Foods plant, has strong plastics industries, advanced machining and metal stamping, suppliers to automotive, heavy machinery and aerospace manufacturers, and is the remote control hobby wholesale capital of North America. Manufacturing has become high-tech competing on a global scale. There are many opportunities to train for high skilled jobs in the manufacturing industry.

Occupations within the industry that are in demand include:

- Sales Reps/Wholesale/Manufacturing Executive Tech
- Team Assemblers
- General Maintenance and Repair Workers
- Shipping Receiving and Traffic Clerks
- Machinists
- Industrial Machinery Mechanics
- Production Workers, All other

Employment by industry LMI data points to a .5% employment change through 2022. The location quotient shows food, wood product, Petroleum, Nonmetallic, Fabricated, Machinery, and Transportation as leading and emerging industries in the East Central Region.

Table 19

Source: Illinois Department of Commerce Economic Opportunity

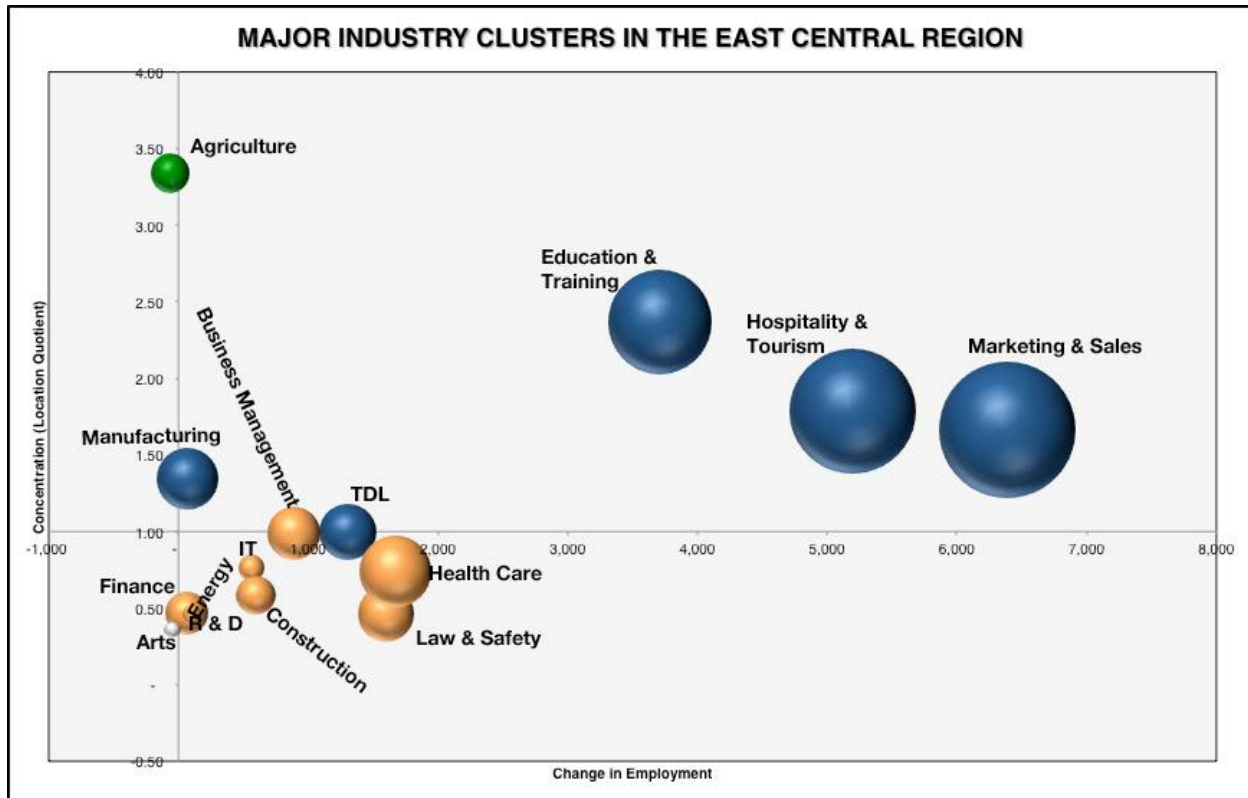


Table 19 provides data on the Industrial Technology industry in the economy. With major employers such as Wolfram, Amdocs, Genpact, and Frasca employment opportunities are on the rise in this industry. Demand Occupations include:

- Computer Programmers
- Software Developers and Applications
- Computer User Support Specialists
- Computer System Analysts

Table 20

Source: Illinois Department of Commerce Economic Opportunity

SOC Code	SOC Title	Average Annual Job Openings Due to		
		Growth	Replacement	Total
11-1021	General and Operations Managers	92	81	173
11-2022	Sales Managers	37	23	60
11-3031	Financial Managers	63	27	90
13-1031	Claims Adjusters/Examiners/Investigators	127	35	162
13-2011	Accountants & Auditors	73	64	137
13-2053	Insurance Underwriters	46	20	66
15-1131	Computer Programmers	17	21	38
29-1141	Registered Nurses	63	136	199
29-2041	Emergency Medical Techs and Paramedics	20	26	46
29-2061	Licensed Practical & Vocational Nurses	21	33	54
31-1011	Home Health Aides	56	29	85
31-1014	Nursing Assistant	33	70	103
31-9092	Medical Assistant	27	20	47
43-5052	Postal Service Mail Carriers	0	22	22
43-5071	Shipping, Receiving & Traffic Clerks	13	39	52
43-5081	Stock Clerks & Order Fillers	1	103	104
51-1011	1 st Line Supervisors/Managers Production	4	20	24
51-2092	Team Assembler	33	71	104
51-4041	Machinist	23	49	72
51-4121	Welders, Cutters, Solderers & Brazers	4	26	30
51-9061	Inspector/Testers/Sorters/Samplers	7	22	29
53-1000	Supervisors, Trans/Material Moving Workers	12	20	32
53-3032	Truck Drivers, Heavy & Tractor-Trailer	78	59	137
53-3033	Truck Drivers, Light or Delivery Services	25	31	56
53-7051	Industrial Truck & Tractor Operators	4	28	32
53-7061	Cleaners of Vehicles & Equipment	7	25	32
53-7062	Laborers/Freight/Stock & Material Movers	112	176	288
53-7064	Packers & Packagers, Hand	23	46	69

There was not specific industry LMI for the Information Technology sector. Table 20 does show that there are projected job openings in this sector for the region. The IT sector has a 31.6 % growth projection over the next 10 years. In addition, this sector has been targeted by economic development organization in the region for expansion and growth. Regional partners feel that employment opportunities within this industry exist throughout the other primary sectors that have been targeted including healthcare, TDL and manufacturing.

Regional Industry Sector Priorities

The ECEDR has chosen as their primary focus the manufacturing, healthcare, TDL, and Information Technology industry sectors. This was based on the growth projections, location quotient and review of the maturing, growing and emerging industries. The education required to obtain employment for the positions within these fields was also considered. Most jobs in these four sectors require a certificate or an Associate degree while some require a Bachelor's degree. Also considered was the ability to partner with employers and training entities to develop industry recognized credentials in each of these sectors. These employer driven partnerships will lead to greater opportunity in utilizing available work based learning resources to assist with individuals gaining unsubsidized employment.

There are numerous business-led sector-based partnerships that exist in the region. They include:

- **CEO Round Table**
The University of Illinois' Research Park links local technology firm company leaders to network to discuss the development of their small businesses. The event features a networking dinner to exchange information, learn best practices, and discuss opportunities. It serves as a quarterly forum as an opportunity for peer-to-peer business dialogue among technology business leaders in Champaign County.
- **Vermilion Advantage Clusters**
Vermilion Advantage has developed a business led network representing four clusters that are the pillars of employment in Vermilion County. The Cluster partners represent careers in manufacturing, logistics, healthcare, and information technology. As a group, all cluster members speak with a single voice to community and education to address common needs identified by workforce data collection. Understanding the dynamics of changing skill needs and opportunities, providing long-term and short-term educational foundations in STEM careers, gathering technology, demographics, and job project needs are key tools that aid in the implementing systemic changes to respond to current and anticipated workforce challenges in Vermilion County. It takes businesses, school districts, community agencies, parents, and students working together to create a Talent Pipeline.
- **Talent Pipeline Management (TPM)**
Vermilion Advantage was 1 of 7 communities selected to participate in the Talent Pipeline Management (TPM) initiative led by the U.S. Chamber of Commerce Foundation and sponsored by USA Funds. Participation in the pilot phase of the TPM has enhanced the sector-based partnership for Vermilion County. Demand planning tools have been put into place to gather specific information on credentialing, competency levels and backflow analysis. Based on the results, shared performance measures can be developed to measure the return on investment and improve performance through aligning incentives

- **Talent Pipeline Academy (TPA)**
Vermilion Advantage will be grandfathered into the TPA process funded by the United States Chamber of Commerce Foundation and sponsored by USA Funds to the next steps in the Talent Pipeline development for Vermilion County. The TPA project will focus on building tomorrow's talent supply chain leaders today.
- **Machine Operator Competency Program**
In cooperation with a consortium of employers, ThyssenKrupp, Danville Metal Stamping, and Watch fire Signs, Vermilion County will be creating Machine Operator Competency training. This will involve the employers working with training providers to create a curriculum that will satisfy their need to close the skill gap when attempting to hire machine operators.
- **Veteran's Manufacturing Work Therapy Program**
In cooperation with the Veteran's Administration Illiana Healthcare System, Vermilion County Works partnered with the pilot program to assist in moving Veterans from the VA work therapy program into unsubsidized employment through training in Manufacturing.
- **Mechatronics Registered Apprenticeship**
ThyssenKrupp Presta received approval for a Registered Apprenticeship in Mechatronics through the Department of Labor. This program will serve as a guide and catalyst to other employers to create and develop registered apprenticeships across the region.
- **Prepare to be Amazed Industry Tours**
Vermilion Advantage manufacturers open their doors to the community to allow for formal tours of the facility to inform interested parties on what is made right here in Vermilion County. Also included is the opportunity to showcase the skills of the current workforce and the technology being used to entice interest in the manufacturing industry.

Individuals that serve on these groups will be involved in the Regional planning process. Their work within these sector partnerships helps inform the work that is being done on the regional plan. There are several ways in which these groups will be incorporated into the WIOA regional planning efforts. In particular, we will:

- Leverage their existing employer outreach efforts to better understand the skill needs of employers within their respective sectors.
- Coordinate WIOA Regional strategies with economic development plans.
- Leverage their expertise in development of program models such as Career Pathways, Talent Pipelines and Earn and Learn Models.

The other public-private partnerships that exist in the region that could support sector strategies include:

- Central Illinois Human Resource Group (CIHRG) – The Central Illinois Human Resource Group is the regions local chapter of Society for Human Resource Management (SHRM). It is a monthly gathering of human resource professionals whose purpose is to provide opportunities for professional support and networking, up-to-date human resource information and cooperative research, and to raise the standards, visibility, and recognition of the human resource profession. This group does various things throughout the community. This group in partnership with the LWIA 17 has organized the very successful annual spring job fair for the community bringing over 75 employers to one location and offering an aware of resources to job seekers.
- The Champaign County Economic Development Corporation – is a public-private partnership dedicated to fostering a cooperative, county-wide approach to economic development. Their primary functions include Business & Job Growth, Business Market Intelligence, Workforce Development, and Advocacy Issues. They have taken a role in the regional planning process and will continue to be an important partner.
- Workforce Innovation Boards – is a collaboration between the business, workforce, education and training, government, economic, and community development sectors, serving as a strategic leader and convener of local workforce system stakeholders. The purpose of the Board is to provide strategic and operational oversight in collaboration with the required and additional partners and workforce stakeholders to help develop a comprehensive and high-quality workforce system in the local area and larger planning region; assist in the achievement of the State’s strategic and operational vision and goals as outlined in the Unified State Plan; and maximize and continue to improve the quality of services, customer satisfaction, and effectiveness of the services provided.

There are numerous neutral conveners within the region with the capacity to help establish sector partnerships. They include:

- The Champaign County Economic Development Corporation – is a public-private partnership dedicated to fostering a cooperative, county-wide approach to economic development. Their primary functions include Business & Job Growth, Business Market Intelligence, Workforce Development, and Advocacy Issues. They have taken a role in the regional planning process and will continue to be an important partner.
- Champaign County Chamber of Commerce –.The Champaign County Chamber represents more than 1,100 business members that employ over 60,000 people. They facilitate business growth and improve the quality of life in the region through advocacy, available resources, workforce development and a pro-business agenda. Their business connections in the community will be a great starting point for our region to begin building sector partnerships.

- Watseka Chamber of Commerce-The Watseka Area Chamber of Commerce was established in 1945 their focus is to promote the economic, civic and social well-being of the people in the Watseka area, and conduct activities for the direct or indirect benefit of businesses and the larger community. Their presence in Iroquois County will be a great starting point for our region to begin building sector partnerships.
- Monticello Chamber of Commerce-The Chamber has served the Monticello community for over 50 years. Monticello Chamber of Commerce has over 185 members representing a wide range of businesses, organizations, and institutions. Their presence in Piatt County will be a great starting point for our region to begin building sector partnerships.
- Paxton Area Chamber of Commerce-The Chamber has over 140 members that range from single employee businesses to multi-generational family businesses to large corporate businesses. Their presence in Ford County will be a great starting point for our region to begin building sector partnerships.
- Vermilion Advantage - Vermilion Advantage acts as a neutral convener to assist with planning. They have been very active in the County for 18 years. Vermilion Advantage speaks with a single voice to community and education utilizing real-time data collection to develop a training system, not disjointed programs and to track talent pipeline results. In addition, Vermilion Advantage will be chairing Workforce Area 18s WIB's Workforce Solutions Committee to continue to strengthen collaborative efforts between the clusters, the community agencies, and the education system.

The States' Unified Plan included recent work on Skills Gap Analysis from the three major industries that have been targeted statewide. All indicated that there was a disconnect between the skills that the individuals possessed and the skills needed by the employer.

- Manufacturing
 - Chicago Metropolitan Agency on Planning's (CMAP) Policy Update
 - Economic Modeling Specialists International (EMSI) Data
- Healthcare
 - Illinois Workforce Innovation Board Healthcare Task Force Report (2014)
- Transportation/Distribution/Logistics
 - J.P. Morgan Chase – Growing Skills for and Growing Chicago (2015)

The studies featured in the State's plan were mainly focused on the Chicago area or Statewide. In our region job seeker lack of skills has been a continued complaint amongst the business community. Our region has begun work on engaging businesses in providing information on their needs for our targeted industry sectors by hosting employer panels. We plan to continue this work in order to provide employers with the skilled workforce they are in need of.

According to the United States Census, all of the ECEDR counties have a high school graduation attainment rate of over 85%. There is more variance across the counties for those with Bachelor's degrees and higher, ranging from 13.8% in Vermilion County to 42.5% in Champaign County (largely due to being the home of the University of Illinois Champaign Urbana).

Table 21
Education Attainment Rates

Source: United States Census

County	High School Graduate or Higher, percent of persons age 25 years +, 2010-2014	Bachelor's Degree of Higher, percent of persons 25 years + 2010-2014
Champaign	93.6%	42.5%
Ford	88.6%	16.1%
Piatt	93.5%	26.6%
Iroquois	88.1%	14.7%
Vermilion	86.3%	13.8%

The region has the following colleges that offer training for occupations in the industry sectors that we are targeting:

- Parkland Community College (certificate and associate degree)
- Danville Area Community College (certificate and associate degree)
- Kankakee Community College (certificate and associate degree)

The ECEDR also has the University of Illinois and Lakeview College of Nursing. Both schools offer training opportunities in our region's industry sectors.

These institutions have the potential to meet the needs of business for skilled workers in the region. The ECEDR plans to more fully understand the programs of study offered through these schools and work with business to improve upon their effectiveness in meeting the skills that are in demand in our regional economy.

Chapter 2: Integration of Strategies and Services

Workforce Development Analysis

The ECEDR has an abundance of training providers and programs available to address the education and skill needs of the workforce. The extent to which the programs of study at these institutions are preparing their students to enter and retain employment with regional business will need further analysis. The data in Table 22 does illustrate the volume of graduates that our

community colleges have for the primary in the region. Primary sectors are highlighted in yellow

Table 22

East Central Economic Development Region – Illinois Community College System
Fiscal Year 2014 Summary of Graduates by Career Cluster

College	Health Science	Manufacturing	TDL	Information Technology
Danville	283	17	65	10
Kankakee	263	110	16	1
Parkland	660	11	208	53
Region Total	1,206	138	289	64
State Total	18,294	2,799	5,964	2,396
% of State Total	6.6%	4.9%	4.8%	2.7%

* Career Cluster graduates limited to three credentials within fiscal year 2014. Thus, Career Cluster graduate totals may be slightly less than previous graduate table totals.

The region plans to use data to better understand how the programs of study at our educational institutions is designed to meet employer needs. The Illinois Community College system was able to produce the data in tables 23, 24, 25, and 26, providing data around program graduates for Career and Technical Education, Transfer and General Studies, unduplicated enrollment, and graduates by career clusters which will be used by the region's planning efforts to better meet the needs of employers.

Table 23

Source: Illinois Department of Commerce Economic Opportunity

East Central Economic Development Region - Illinois Community College System Fiscal Year 2014 Summary of Career and Technical Education Degree and Certificate Graduates					
Dist. No.	College	Associate in Applied Science	Certificates of One Year or More	Certificates of Less Than One Year	Total
507	Danville	164	89	255	508
520	Kankakee	207	138	399	744
505	Parkland	401	69	720	1,190
East Central Total		772	296	1,374	2,442
State Total		11,555	6,876	28,142	46,573
% of State Total		6.7%	4.3%	4.9%	5.2%

Table 24

Source: Illinois Department of Commerce Economic Opportunity

<u>East Central</u> Economic Development Region - Illinois Community College System Fiscal Year 2014 Summary of Transfer and General Studies Degree and Certificate Graduates										
Dist. No.	College	Associate in Arts	Associate in Science	Associate in Arts and Science	Associate of Arts in Teaching	Associate in Engineering Science	Associate in Fine Arts	Associate in Liberal Studies & General Ed	Gen Studies Certificates	Total
507	Danville	0	0	134	0	2	0	42	0	178
520	Kankakee	109	42	0	0	8	4	61	0	2tab
505	Parkland	115	200	0	0	7	6	60	0	388
East Central Total		224	242	134	0	17	10	163	0	790
State Total		11,569	6,952	642	13	217	131	3,706	9	23,239
% of State Total		1.9%	3.5%	20.9%	0.0%	7.8%	7.6%	4.4%	0.0%	3.4%

Table 25

Source: Illinois Department of Commerce Economic Opportunity

<u>East Central</u> Economic Development Region - Illinois Community College System Fiscal Year 2014 Summary of Unduplicated Headcount Enrollment by Program Classification											
Dist	College	Bacc / Transfer	Vocational	Career and Technical Ed.	*ABE	*ASE	*ESL	General Studies	General Associates	Total	**Noncredit Total
507	Danville	1,781	4,417	1,805	144	106	20	0	898	9,171	2,094
520	Kankakee	2,692	2,414	2,040	455	252	267	29	1,143	9,292	3,235
505	Parkland	8,099	4,567	6,587	155	78	79	0	1,810	21,375	6,857
East Central Total		12,572	11,398	10,432	754	436	366	29	3,851	39,838	12,186
State Total		287,076	70,776	172,630	27,441	11,382	36,994	2,789	50,624	659,712	193,812
% of State Total		4.4%	16.1%	6.0%	2.7%	3.8%	1.0%	1.0%	7.6%	6.0%	6.3%

Table 26

Source: Illinois Department of Commerce Economic Opportunity

East Central Economic Development Region - Illinois Community College System																			
Dist. No.	College	Agriculture, Food, & Natural Resources	Architecture & Construction	Arts, A/V Technology & Communications	Business Management & Administration	Education & Training	Finance	Government & Public Administration	Health Science	Hospitality & Tourism	Human Services	Information Technology	Law, Public Safety, Corrections & Security	Manufacturing	Marketing	Science, Technology, Engineering & Mathematics	Transportation, Distribution & Logistics	Other	Total*
507	Danville	16	19	0	38	186	0	0	283	4	2	10	25	17	8	2	65	0	675
520	Kankakee	0	23	17	85	171	0	0	263	0	22	1	77	110	0	50	16	0	835
505	Parkland	26	23	50	85	188	0	0	660	28	11	53	20	11	2	207	208	0	1,572
East Central Total		42	65	67	208	545	0	0	1,206	32	35	64	122	138	10	259	289	0	3,082
State Total		935	2,893	815	3,098	16,744	27	0	18,294	1,729	2,109	2,396	2,918	2,799	331	6,691	5,964	18	67,761
% of State Total		4.5%	2.2%	8.2%	6.7%	3.3%	0.0%	0.0%	6.6%	1.9%	1.7%	2.7%	4.2%	4.9%	3.0%	3.9%	4.8%	0.0%	4.5%

*Career Cluster graduates limited to three credentials within fiscal year 2014. Thus, Career Cluster graduate totals may be slightly less than previous graduate table totals.

Our region has taken into consideration the impact that accelerated time to earnings, work-based learning opportunities, high quality career services/cross-agency case management, talent pipeline strategies and essential work place skills could have an impact on future earnings in turn promising a Return on Investment.

- Accelerated time to earnings- ECEDR will use our resources and contacts to provide short-term GED/Bridge program opportunities that accelerate time from GED completion to college-level skill obtainments. Paths that have been used thus far include Advanced CNA, Fundamentals of Automotive, Manufacturing Basics, and Welding. These programs allow student to earn high school equivalency credential along with college credits in the appropriate discipline.

- Work-based learning opportunities- Our region will focus on building sector partnerships centered on our regional industry sectors in order to provide more work based learning opportunities for our participants. We will also focus on matching participants to areas that are of interest to them. Often, this leads to unsubsidized employment for participants. Because participants are doing something that they enjoy, it is reflected in their performance and noticed by employers, leading to higher future earnings.
- High quality career service/cross-agency case management- ECEDR will focus our efforts on coordinating with required partners to create an efficient referral system with the overall goal of not duplicating services as well as providing effective and efficient services to participants. Co-enrollment can be explored as a way to integrate services and maximize WIOA resources.
- Talent Pipeline Strategies- Our region will focus on six talent pipeline strategies, as outlined by the U.S. Chamber of Commerce, which are:
 1. Organizing Employer Collaborative – Form new employer alliances to manage the talent pipeline around a shared need.
 2. Engage in Demand Planning – Identify which positions and capabilities to focus on and how many workers are needed to fill them.
 3. Communicate Competency and Credential Requirements – Specify what workers need to know and be able to do as well as what evidence is needed to prove it
 4. Analyze Talent Flows – Identify current sources of qualified talent and where there are underutilized or alternative providers
 5. Implement Shared Performance Measures- Measure the success and ROI of the talent supply chain
 6. Align Incentives- Improve performance through rewards and incentives
- Essential work place skills- Our region will ensure to focus our efforts in this area as it is very important. In Champaign County during the review of our youth proposals the board will focus on those that have essential workplace skills as a big part of the program that is being proposed. The board is also looking to incorporate this as a part of service provided to adults and dislocated workers as well. This may be in the form of contracts or workshops created by staff.

These service delivery strategies will continue to be developed as our regional collaboration continues to evolve.

Based on the information developed on specific occupations within the targeted industries, the region will develop career pathway and talent pipeline solutions. The partner organizations will make the information on the pathways and pipelines widely available to both job seekers and employers in the region. We will also complete an inventory of training programs in the region and the occupations with which they are associated. Cost of training as it relates to future earnings will be developed for these occupations as well. Training inventory and occupations

information will be shared with partners for service integration and case management with participants.

The ECEDR used the regional industry and occupational projections provided by IDES in determining our targeted industry sectors. Regional partners participated in state sponsored workgroups and summits for regional planning. During these sessions partner agencies reviewed IDES data including indicators of business growth. We also used data provided by the Illinois Community College Board on individuals with post-secondary degrees. As we move forward with plan implementation we will use state systems and products developed to assist us in our endeavors.

Our region has always been focused on demand driven training. This focus is also present in the States Sector Partnerships. Our regional plan is built upon this concept as well. It is the intent within the region to build strong partnerships with businesses.

The region will utilize our community and technical colleges in thinking about our approaches to engaging employers in sector initiatives. The partners will work in coordination with our economic development organizations to strengthen our relationships with employers in our primary and secondary targeted industry sectors.

Workforce, Economic Development, and Educational partners will work in tandem to implement regional programs with area employers. As required by WIOA, the Local Workforce Innovation Boards in the ECEDR will support Sector Partnership. In accordance with the State's framework our program development will include stronger roles and integration with economic development. Programs will be aligned with educational career pathways.

We will develop sector partnerships that are based on industry priorities. This will be determined by working through our regional economic development organizations, including Chambers of Commerce to engage a broad array of regional employers within each targeted industry sector. The partners within the region will work in a collaborative manner to use their respective programs and resources to create solutions that meet the industry and job seeker needs and are right-sized for regional demand. As envisioned in the Sector Framework our regional employers will "benefit from solutions that address their shared needs and will result in the right industry-driven solutions at the right scale at the right time." Based on these coordinated efforts the region will develop integrated business services for the core programs. We will take advantage of any guides, tools and professional training that may be provided by the state.

Supportive Service Coordination

The ECEDR is rich in supportive services to provide assistance to individuals' to support them in their pursuit of education and training. The following organizations in the region provide

assistance with supportive services such as transportation, work clothing, childcare and work physicals.

Champaign Urbana Mass Transit District (CU-MTD): CU-MTD operates public transportation services, including fixed routes, hoppers, express service, direct service and ADA paratransit service buses, evening dial-a-ride, and paratransit services. CU-MTD also provides persons with disabilities free of charge annual bus passes through a DASH pass.

Champaign County Area Rural Transit System (C-CARTS): Champaign County Area Rural Transit System (C-CARTS) provides safe, convenient, and reliable general public transportation in rural Champaign County. Service is provided within rural areas or between rural and urbanized areas. C-CARTS provides demand response transportation whereby persons needing a ride call ahead to request a specific pick up time and location. C-CARTS provides low cost transportation.

Vermilion County Rural General Public Transportation Services: CRIS Vermilion Transit provides transportation to anyone outside the urbanized area of Danville, Westville, Catlin and Georgetown to Danville urbanized area or visa-versa at low cost.

Empty Tomb: Empty Tomb provides limited cash assistance for emergency needs for automobile gasoline to allow persons to get to work or school. They also offer donated clothing.

Danville Mass Transit (DMT): DMT operates public transportation services, including fixed route buses, evening dial-a-ride, and paratransit services, within the following areas: Danville, Champaign, Georgetown, Tilton, and Westville.

Showbus: Serves Ford and Iroquois Counties. Offer both fixed schedule and door to door options in rural areas. Fees are assessed based on type of service, and whether service is within or outside of county. Persons with disabilities are allowed to bring along an aid at no additional cost.

Salvation Army (Champaign County and Vermilion County): Social Service program provides money or vouchers to purchase gasoline, most frequently for individuals who need their automobile for necessary local or out-of-town travel but cannot afford to run their vehicle without assistance. Also provide cash or tokens for individuals who have no personal means of transportation and are unable to use public transportation (or a taxi service) for necessary local travel without assistance with the fare.

DHS-Division of Rehabilitation Services (DRS): DRS is able to provide financial assistance for financially eligible customers towards the cost of transportation who are in vocational and academic training at the post-secondary level in support of their education. DRS is also able to assist financially eligible customers with transportation costs for employment up to the time of the customer's receipt of their first paycheck. DRS is also able to assist with the cost vehicle modifications necessary to enable a customer to safely drive a vehicle independently.

Child Care Resource Service (CCRS): CCRS serves families in Champaign, Vermilion, Iroquois and Piatt counties, promoting the availability of quality child care services in the area. CCRS provides child care referrals, information on evaluating quality child care, and assistance in paying for child care for income eligible families.

Child Care Assistance Program (CCAP): The State of Illinois has one of the best subsidized child care programs in the country. Eligibility guidelines are based on criteria such as income, family size, etc. Parents are required to make a monthly co-payment to the provider to help in the cost of care.

Child Care Resource and Referral Network (CCRRN): CCRRN maintains a database of quality child care providers in the Ford county. CCRRN offers a free online child care search. The Quality Counts Online Child Care Search offers families an easy way to find a list of child care providers in their area.

Avicenna: Avicenna health care providers and preventative health care team manage provide physical exams among a host of other healthcare services to uninsured and underinsured adults.

Champaign County Christian Health Center: A not for profit health center providing holistic, free, and quality health care services in Champaign County. Experienced medical volunteers see to it that patients get the best, most up-to-date care available. Physicals are available for adults.

Frances Nelson Health Center: A primary care medical and behavioral health clinic dedicated to providing affordable and accessible high quality health care services to the medically underserved of greater Champaign County, including physicals. The center offers income based discounts and benefit enrollment assistance. We have bilingual Spanish/English staff and interpreters on site.

Vermilion Area Community Health Center: A primary care medical clinic dedicated to providing affordable and accessible high quality health care services to the medically underserved of greater Vermilion County, including physicals.

Iroquois County Community Health Center: A primary care medical clinic dedicated to providing affordable and accessible high quality health care services to the medically underserved of greater Iroquois County, including physicals.

Division of Rehabilitation Services: DRS may assist with the costs of uniforms, footwear, and tools necessary to complete vocational rehab approved training programs and enable customers to enter employment.

Dress for Success: Programs that provide interview suits and other professional attire for low income individuals (frequently women) who need this type of wardrobe to secure and/or retain gainful employment.

Connections: Connections in Champaign County sells donated clothing items for women, men and children. All proceeds stay in our community and benefit Courage Connection. In addition, Courage Connection clients get free emergency and professional clothing here.

Goodwill (Champaign County and Vermilion County): A retailer of secondhand clothing and footwear for job seekers. The revenue generated goes to train adults for employment, prepare young people for life and work, and help veterans readjust to civilian life.

Champaign County Regional Planning Commission No Limits Program: The Champaign County Community Services Block Grant recipient provides supportive case management services to low income households to support them in achieving increased self-sufficiency. The No Limits program is able to provide assistance with transportation in the form of bus tokens and bus passes and also purchase work attire if no other source is available to assist.

Champaign and Vermilion Counties are served by 2-1-1 hotline systems. The 2-1-1 hotlines provides easy access to information and referral to resources for case managers and participants. In addition, A Directory of all social service agencies in Champaign and Vermilion Counties is maintained by PATH – Providing Access to Help. This includes references to mental health, housing, transportation, medical, vocational and educational services.

Recent efforts have ensued to increase awareness of the supportive services available in the communities. Continued work will be done to educate WIOA partners about the many resources available in the region. Additionally, there is limited coordination of services. The ECEDR will pursue strategies that enhance collaboration among WIOA partners and lead to better integration of supportive service delivery to customers.

Economic Development – Coordination of Services

The following economic development organizations were involved in the regional planning process: The Champaign County Economic Development Corporation and Vermilion Advantage. All invited economic development organizations agreed to participate in the WIOA planning process.

These organizations provide strong leadership within their respective geographic areas of service to meet the needs of business and grow their local economies. Each of the representatives on the committee is involved in economic development activities that helped inform the plan development process so that we can respond as a region to business needs. A brief overview of these organizations is provided below:

- The Champaign County Economic Development Corporation- is a public-private partnership dedicated to fostering a cooperative, county-wide approach to economic development. Their primary functions include Business & Job Growth, Business Market Intelligence, Workforce Development, and Advocacy Issues. They have taken a role in the regional planning process and will continue to be an important partner.

- Vermilion Advantage- provides strategic leadership on critical business issues - leading economic & workforce development, anticipating and responding to members' needs, addressing quality of life issues and providing a network of information & business contacts – advocating the pursuit of opportunities to strengthen the local economy and business environment.

All members representing the above mentioned economic development organizations actively participated in the regional planning process. Through their participation in state sponsored work sessions and summit meetings, they participated in analysis of information on industry and occupational growth for the region. Based on their work in economic development they provided input on key industry sectors in the economy. Their input helped build upon the data driven focus of the regional plan development.

Information provided by economic development partners on industry selection was included in the plan. Key sectors such as manufacturing, healthcare and transportation/distribution/logistics have been the focus on the economic development activities in the region. The ECEDR plan is also building on efforts identified by the economic development partners.

The following economic development organizations will be targeted by the region: Eastern Illinois Economic Development Authority and Iroquois Development Corporation. A brief overview of these organizations is provided below.

- Eastern Illinois Economic Development Authority- the Eastern Illinois Economic Development Authority (EIEDA) was created by action of the Illinois General Assembly and the Governor. EIEDA is a general development agency for the counties of Ford, Iroquois, Piatt, Champaign, Vermilion, Douglas, Moultrie, Shelby, Coles, and Edgar. The Authority's financial and supportive powers enable it, with the written approval of the Governor of the State of Illinois to Issue Taxable or Tax-Exempt Bonds for the purpose of developing, constructing, acquiring or improving properties or facilities for business entities locating in or expanding within the territorial jurisdiction of the Authority. On July 13, 2005, Public Act 94-203 was signed into law to create EIEDA which has a fourteen member body of which three are appointed by the Governor with consent of the Senate, ten are appointed by each of the County Board Chairmen of EIEDA and one member of the Director of the Department of Commerce and Economic Opportunity. EIEDA has not issued any bonds to date, but is authorized to issue up to \$250,000,000 in bond financing.
- Iroquois Economic Development Association- the Iroquois Economic Development Association (IEDA) is a people-oriented organization working constantly to improve the quality of life and to expand the economic opportunities for the citizens of Iroquois County. IEDA is a non-profit corporation focused on helping job creating businesses in the county. The Iroquois Development Association aggressively seeks to retain existing businesses as well as attract new retail, service, and manufacturing companies. There

are a variety of financial incentives that may be available for new, expanding, or relocating industries. Iroquois County offers a rich mixture of agriculture, business and manufacturing among stable, rural communities.

Coordination of Costs

The Workforce Innovation Board's within Region 2 will collaborate on regional projects and pool administrative funds when appropriate. Our goal will be to respond to regional needs quickly and by utilizing resources from all engaged partners. This pooling of funds will eliminate any duplication and will highlight strong partnerships within the region.

Chapter 3: Vision, Goals and Strategies

Strategic Vision

The Local Workforce Innovation Board (LWIB) 17 and 18 of the East Central Economic Development Region 2 – has adopted the states strategic vision to support regional economic growth.

Vision: Promote business driven talent 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 State's economy.

The LWIB envisions a regional system that:

- Is employer-centric and built upon common efforts of our economic development partners with strong industry partnerships in place.
- Is holistically focused on the industry sectors that are being targeted.
- Uses regional labor market data to have an up-to-date understanding of both the supply and demand sides of our regional economy, including the talent needs and qualifications of employers and our education and training systems effectiveness in meeting them.
- Builds upon educational efforts throughout the region to identify and create job relevant career pathways for all on-ramps within a given industry sector and their associated occupations.
- Advance opportunities for all job seekers including low skilled adults, youth, individuals with disabilities, veterans, and other individuals with multiple barriers to employment.
- Creates a system of workforce, education and economic development partners that provide excellence in meeting the needs of businesses and individuals thus growing a vibrant and robust regional economy.

Goals for Preparing an Educated and Skilled Workforce

The ECEDR will prepare an educated and skilled workforce by aligning and integrating partner programs and services. This alignment will include programs that focus on employer needs for a skilled workforce. When possible, we will leverage funds across programs to better serve

employers. The region will work to improve access to sector-based education and training services to those facing multiple barriers to employment.

The region will use a diverse array of training models to achieve our goals including:

- Development of Career Pathways – that will focus on our primary targeted industry sectors of healthcare, TDL and manufacturing. We will also explore pathway creation for our secondary targeted industry sector information technology. These pathways will contain multiple entry and exit points. This will allow individuals of varying abilities to have access to realistic pathways.
- Earn and Learn Opportunities - will be created by leveraging the linkages that economic development partners have to employers in our targeted industry sectors. Integrated business services will be developed so that employers will have an understanding of training resources from all partners.
- Talent Pipeline Solutions – reengineer the concept of education and training design. This model places the employer at the center of skill acquisition and training. The region will develop programs based on the concepts outlined in a talent pipeline approach. This includes the concept that each partner adds incremental value to the supply chain of a trained workforce.

Each partner program under WIOA will look at their own program design to see how they align with the goal of preparing an educated and skilled workforce. For programs under Title 1 and Title IV, this may mean a review of the current curriculum that they fund within our targeted industry sectors. Programs under adult education may want to expand contextualization of curriculum around workforce and academic readiness. As a region, partner programs will review current assessment processes and tools and develop, to the extent possible, common assessment practices that address the needs of our industry sectors of focus.

Core partners will work towards consistent program design that enables them to meet the WIOA performance measures of:

1. Percent Employed 2nd Quarter after exit (Adult Programs)
 - a. Placement in Employment/Education 2nd Quarter after Exit (Youth Programs)
2. Percent Employed 4th Quarter after exit (Adult Programs)
 - a. Placement in Employment/Education 4th Quarter after Exit (Youth Programs)
3. Median Earnings 2nd after Exit (All Programs)
4. Credential Attainment (up to 1 year after exit)
5. Measurable Skill Gains (All Programs except Wager-Peyser)
6. Effectiveness in Serving Employers (All Programs)

The core program partners will prepare to negotiate performance measures based on federal guidance which is yet to be issued.

Regional Strategies to Achieve Vision and Goals

The ECEDR plans to undertake the following efforts to engage employers in workforce development programs:

1. Work with the region's economic development organizations to identify employers throughout the region from the identified sectors of:
 - a. Manufacturing
 - b. Healthcare
 - c. Transportation/Distribution/Logistics
 - d. Information Technology
2. Based on the results of activities 1 and 2- establish opportunities for employers to participate in functional teams designed to:
 - a. Identify existing career pathways in the identified industry sectors.
 - b. Explore development of career pathways in those industry sectors that do not currently have one.
 - c. Explore the establishment of talent pipelines in the regions identified growth sectors.
3. Partners from education, workforce development and economic development will create a common message to market these initiatives to targeted employers and seek their participation in these efforts.
4. Through a collaborative effort, partner agencies will investigate the viability of developing employer-led initiatives to create apprenticeship programs in the manufacturing, healthcare and transportation sectors.

To support a local workforce development system that meets the needs of businesses in the local area the region's partners will take the following steps.

1. Coordinate business services among the partners to improve on our existing models and expand on existing retention models.
 - a. Meet with businesses to address barriers to growth.
 - b. Leverage regional resources to help businesses launch or accelerate international trade programs.
 - c. Identify technology transfer opportunities within the public and private sectors that can be leveraged for growth.
 - d. Share information on regional, state and federal financial tools for business development.
2. Work with regional partners and economic development councils to foster a shared understanding of the needs of business and in particular the skill needs of businesses in our targeted sectors.
3. Improve outreach and recruitment of potential employee candidates by leveraging existing federal, state and regional career guidance tools and expanding their use throughout the region. Examples of these tools include:
 - a. O*NET My Next Move
 - b. IDES Career Information System (CIS)

- c. Illinois Worknet
4. Improve skills assessment of job-seeker customers by utilizing resources we have as well as looking for new and improved tools.

To better coordinate workforce program and economic development, the region will work to coordinate policy and program design. The State's vision is to provide communities with the opportunity to prosper. Through policy and program coordination, alignment of economic development's focus on growth in the economy with workforce development's goal to train a skilled workforce, should help the state achieve that goal.

Linkages between the one-stop delivery system and unemployment insurance programs will be strengthened through the enhanced career services offered through the one-stop. Enhanced career services include reemployment workshops, referrals to training and education providers and direct referral to jobs.

Those receiving unemployment insurance are primary customers of the one-stop system. Through co-location and direct linkages those receiving unemployment insurance will be able to connect to all partner services in the region. They are required to register on Illinois Job Link which assists them in their job search. Partner programs can also reach out to them through their job link account to inform them of programs in which they may be interested.

Our region will work with local initiatives implement programs designed to meet the needs of regional employers such as:

- Incumbent worker, on-the-job and customized training programs;
- Industry and Sector Strategies;
- Career Pathway Initiatives;
- Utilization of Effective Business Intermediaries; and
- Other Business Services

The East Central Economic Development Region – 2 will undertake the following strategies:

1. Work Based Learning – Earn and Learn Models

To increase the utilization of work based learning in the region we will work through existing initiatives to promote these programs to regional employers. We will also work with our business service teams to standardize the promotion of these programs when meeting with employers.

2. Sector Strategies

The region plans to use both Career Pathway and Talent Pipeline approaches to support our sector strategies. The region's current Career Pathways will be evaluated and adjusted based on the results in order to deliver a comprehensive and effective approach to support the sector strategies. It is our plan to create pathways with multiple entry and exit points, so that participants with varied levels of educational attainment can enter a career pathway at an appropriate entry point to obtain the skills and credentials that they need. These career pathways will also enable participants to exit into employment that is

relevant for the skills and credentials they have obtained, or continue in further education and training to prepare for better-paying jobs that require more advanced skills. Talent Pipeline is a newer concept that puts the employer as the primary consumer of the program. The region will explore these models and work to develop training programs using this approach.

3. Coordinated Business Services

Partners in the region will provide cross training on the programs and services that they offer to employers. The region will develop common messaging and marketing of business services. The partners will develop strategies that go beyond program silos to promote their employer services.

Steps to Be Taken in Support of State Goals

As discussed throughout the plan, the region will take the following steps to foster the improvement and expansion of employer-driven regional sector partnerships.

1. Identify existing economic development efforts throughout the region by industry sector.
2. Identify existing employers within the region by industry sector, both those that are currently “system engaged” and those that are not.
3. Inventory the current sector-partnerships and career pathways by industry sectors.
4. Prioritize occupations within the targeted industry sectors.
5. Inventory existing Career Pathways and evaluate how complete they are. Conceptualize new Career Pathways where none exist.
6. Develop Talent Pipeline Solutions for targeted industry sectors.
7. Pursue the designation of Work Ready Communities throughout the region.

The region will take the following steps to expand career pathways:

1. Create employer driven models to recruit and place individuals in earn and learn opportunities on the pathway that are based on the skills requirements of the job.
2. In response to employer input, identify and/or design assessment tools that best identify the skills gap of individuals referred to employers for earn and learn training.
3. Develop Registered Apprenticeships with employers in our targeted industry sectors.
4. Develop dual credit transfer courses and dual credit work-based learning for high school students.
5. Develop strategies and structured industry-informed pathways that are regionally aligned so that high school students can more seamlessly transition to community college career technical education (CTE) certificates and/or transfer degrees.
6. Develop more Adult Education programs that allow the student to earn a High School Equivalency Certificate while earning and industry-recognized credential in a short-term certificate program as a first step on a pathway to other careers.

The regional planning process has initiated the strengthening of partner collaboration within each local workforce innovation area and within East Central Illinois. The continued efforts of all agencies that have a vested interest in employment and training services are essential to the success of this plan. Our group will continue to work together and monitor the successes, to ensure continuous improvement, as well as evaluate our weaknesses, to make our Region stronger. The continued coordination of regional workforce, education, economic development, and engaged employers will ensure that the East Central Economic Development Region offers its communities quality initiatives that will create a well-trained, high skilled talent pipeline in both workforce areas.