

# KCDEE

Kane County Department of Employment & Education

*Enhancing workforce skills - Helping organizations succeed*

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## **WORKFORCE INVESTMENT ACT (WIA)**

### **PROGRAM OVERVIEW**



# Workforce Investment Act

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- Established in 1998, WIA provides the framework for the nation's workforce development system.
- Largest single source of federal funding to address the needs of job seekers.
- Provides access to employment and training programs through one-stop centers and affiliates.
- Provides funding for job seekers and employers to access training, employment and support programs.

# Workforce Investment Act

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- **Designed to promote an increase in:**
  - Employment
  - Education
  - Job Retention
  - Earnings
  - Occupational Skills Improvement
- **Improves the productivity and competitiveness of the nation.**

# Workforce System in Illinois

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- The Department of Commerce and Economic Opportunity (DCEO) is the state agency responsible for WIA administration in Illinois.
- DCEO administers WIA through 24 designated Local Workforce Investment Areas (LWIAs).
  - Each LWIA includes anywhere from 1 county to as many as 9 counties.
- DCEO provides grant oversight, monitoring, policy making and reporting infrastructure.

# Local Workforce System

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- Kane County is the grant recipient for an annual formula based allocation.
- Single grant with three program funding streams.
- Allocation provides workforce development activities throughout Kane, Kendall and DeKalb Counties.

<b>Program Year</b>	<b>Total WIA Grant</b>	<b>Adult</b>	<b>Dislocated Worker</b>	<b>Youth</b>
2012	\$4,971,297	\$1,391,360	\$1,915,965	\$1,663,972
2011	\$5,183,776	\$1,383,889	\$1,964,077	\$1,835,810
2010	\$6,110,977	\$1,661,137	\$2,477,905	\$1,971,935

# Local Workforce System

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- **Our local area includes 3 counties – Kane, Kendall and DeKalb.**
  - The 3 county Chief Elected Officials have entered into an Intergovernmental Agreement.
- **Workforce Investment Board**
  - Required under WIA.
  - CEOs appoint a proportional number of members.
  - Business representation must be at least 51%.
  - Brings together business, labor, education and economic development to focus on community workforce issues.
  - Incorporated as an independent 501c3.

# Kane County

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- Serves as the Fiscal Agent and performs the required grant financial activities.
- Coordinates the delivery of all programs and services.
- Establishes contractual relationships with service providers.
  - Youth Service Providers (8 individual organizations)
  - DeKalb County Adult Services (2 organizations)

# Kane County

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- **Staffing**
  - North Aurora – 6 Direct Service Staff and 6 Administration
  - Elgin – 4 Direct Service Staff and 1 Support Staff
  - Yorkville – 1 Direct Service Staff
  
- **Administrative Functions**
  - Program Delivery
  - Financial Management
    - ✦ New World Systems and County Treasurer's Office
  - Youth Provider and Contract Oversight
  - Employer Outreach and Assistance



# Public Access to Services

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- **Full Service Job Training Centers**
  - Elgin workNet Center
    - ✦ *30 DuPage Court ■ Elgin, IL 60120*
  - North Aurora workNet Center
    - ✦ *2 Smoke Tree Plaza ■ North Aurora, IL 60542*
  - DeKalb workNet Center
    - ✦ *1701 E. Lincoln Highway ■ DeKalb, IL 60115*
  
- **Community Access Points**
  - Kendall County Health Department, Yorkville
  - Aurora Public Library
  - Gail Borden Library, Elgin
  - Plano Public Library

# Full Service Centers

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- **One-stop centers are required in every workforce investment area.**
- **Designed to coordinate services to primarily non-youth populations.**
- **Coordinate and consolidate federally funded education and workforce programs.**
- **Provide access to a full range of basic services to any job seeker or employer.**

# Who We Serve

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■ Job Seekers ■ Youth ■ Employers ■ Community

## Highlights for Program Year 2011

### Received Staff Assisted Services

811 Adults

1164 Dislocated Workers

465 Youth

### Received Occupational Classroom Training

301 Adults

459 Dislocated Workers

184 Youth

### Gained Employment

260 Adults

548 Dislocated Workers

150 Youth

# Job Seeker Program Benefits

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- **Universal access to job search and labor market information.**
- **Advice, counseling, and support.**
- **Education and skills training.**
- **Individual choice of service.**

# Youth Services Program Benefits

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- **Basic skills assessment.**
- **Resources and guidance help to attain educational goals.**
- **Leadership development opportunities.**
- **Exposure to work environment through training and adult mentoring.**

# Youth Service Provider Network

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- **Kane County**
  - Elgin Community College
  - First Institute Training & Management
  - Jewish Vocational Services
  - Quad County Urban League
  - Waubonsee Community College
  
- **Kendall County**
  - Grundy/Kendall Regional Office of Education
  - Kendall County Special Education Cooperative
  - Waubonsee Community College
  
- **DeKalb County**
  - Kishwaukee College

# Employer Program Benefits

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- Improved and trained employee pool.
- Development of on-the-job and customized training opportunities.
- Assistance for laid-off workers.
- Influence over local area employment policy.

# Community Benefits

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- Improved workforce quality makes our area a more-attractive place to do business.
- Access to local area job market information.
- Improved workforce quality.
- Services designed for local area needs.
- Reduced reliance on public assistance.



# WIA Funded Training Options

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- **Occupational Classroom Training**
- **Incumbent Worker Training**
- **Academic Remediation/Pre-vocational Services**
- **Participant Support**
- **Occupational Bridge Programs**
- **Class Size Training**
- **On-the-Job Training**

# Occupational Training

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- **Scholarships are awarded to eligible participants to fund tuition, fees and books.**
- **Training programs are typically less than two years in length.**
  - **Variety of training supported that ranges from certificates to Master's degrees.**
- **The Workforce Investment Board has established a scholarship cap of \$6,000.**

# Training Vendors

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- Training institutions certified through the Workforce Investment Board.
- Programs must lead to high wage/high demand occupational outcomes.
- Industry recognized credentials and/or certificates must be earned upon completion.

# On-the-Job Training (OJT)

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- **Successful means of placing WIA registrants into jobs where they are earning wages and are treated as permanent employees.**
- **Provides targeted work experience to prepare participants for a new job opportunity and provides increased education and broaden skill sets.**
- **Program reimburses employers up to 50% for a newly hired individual's wages.**

# Current Year Highlights

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- **OJT Initiative**
- **Library Partnerships**
- **Elgin Economic Development Group**
  - National Career Readiness Credential (NCRC) Pilot
  - Pipeline of Employer Referrals
- **Community College Collaborations**
  - Grant Opportunities
  - Staff on-site at Elgin Community College weekly
  - Waubensee Community College dialogue about on-site recruitment
- **Veteran's Assistance Commission Referral Process**
- **Court Services Collaboration**

# Performance Accountability

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- WIA establishes a performance accountability system.
- Measures effectiveness of the state and local workforce areas in achieving outcomes for registered participants.
- Measurements include:
  - Attainment of employment
  - Retention and earnings outcome
  - Attainment of a degree or certificate
  - Literacy outcomes for Youth

# Contact Information

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## **Administrative Office**

**1 Smoke Tree Business Park Ste. A**

**North Aurora, IL 60542**

**630-966-1435**

**Renee Thompson – Administrator**

**Renata Robinson – Director of Workforce Operations**

**Deb Banker – Contract Manager**

**Mary Yapejian – Workforce Services Coordinator**